



Job Growth in 2016: Looking Beyond the Current Economic Crisis and Into Maryland's Occupational Future

By Branden A. McLeod

Monday, August 10, 2009

Maryland Budget and Tax Policy Institute (MBTPI) focus its analysis on state policy choices with particular attention to its impact on low-income and moderate income Marylanders. And, in a down economy low-income and moderate-income residents usually feel the brunt of it; particularly through unemployment and underemployment. While it is human instinct to focus what is currently before us, MBTPI decided to look beyond the current economic crisis at employment opportunities in the year 2016.

By utilizing the Department of Labor, Licensing & Regulations' (DLLR) Workforce Investment Area (WIA) Industry and Occupational Projections - 2006-2016¹, MBTPI analyzed the growth occupations by educational attainment (i.e. High School or less, Post secondary award or associate degree, and Bachelor degree or higher) and rank from 1 to 3 the occupations with the highest growth in each of the three education categories. DLLR captures the growth statewide, as well as by jurisdiction and/or region based upon the size of the jurisdiction for which there are six jurisdictions and six regions. The jurisdictions include Anne Arundel, Baltimore, Frederick, Montgomery and Prince George's counties and the city of Baltimore, while the regions include, Lower Shore, Mid-Maryland, Southern Maryland, Susquehanna, and Western Maryland.

Statewide, from the 10-year period 2006-2016, the occupational gain is 387,645 (or 14%) from 2,759,535 occupations in 2006 to 3,147,180 occupations in 2016.² The greatest growth in occupations by the number of jobs created is in the field of health care and social assistance at 96,180 jobs³.

While there is variation by county/region as to what occupations grow the most particularly by educational attainment, it appears that jobs that require a high school diploma or less show the greatest growth, followed by Bachelor's degree or higher then post secondary award or Associate's degree. From a MBTPI perspective, while it great to see growth in jobs for residents who have not attained or who haven't yet attained more than a High School diploma; it is unfortunate that these jobs have the least amount of potential to earn more or receive promotions.

Anne Arundel County has the greatest growth for Marylanders who hold a High School diploma or less, as 4,850 additional retail salespersons jobs are projected to become available by 2016. Nevertheless, in Baltimore City, the greatest growth for Marylanders who hold at least an Associates degree is in nursing, as 3,000 additional Registered Nurse positions are

Maryland Budget & Tax Policy Institute – a project of Maryland Nonprofits

190 W. Ostend Street, Baltimore Maryland, 21230

410-727-6367

www.marylandpolicy.org

projected to become available. What cannot be ignored is the impact that Base Realignment and Closure (BRAC) will have on the entire Central Maryland area; particularly, Anne Arundel County. According to AABRAC.com, the additional income of BRAC into the area will also have a cascading effect on the rest of the employment, retail, service, and real estate markets.⁴ Hence, the high amount of retail jobs sited in the occupational projections. The data also points out the importance of need-based student financial aid and other policies to improve access to higher education. These measures make it possible for high school graduates to attain better paying jobs. These are just a couple of highlights and recommendations that are confirmed through MBTPI's analysis of DLLR's 10-year occupational projections by county/region and education-level below.

Anne Arundel County WIA 2006-2016 Occupational Projections (Top 3 Growth Occupations per Education-Level)			
Occupation	Rank	10 Yr Growth	Education-level
Retail Salespersons	1	4,850	High School or less
Waiters and Waitresses	2	1,885	
Combined Food Preparation and Serving Workers, Including Fast Food	3	1,365	
Registered Nurses	1	1,250	Post secondary or Associate degree
Nursing Aides, Orderlies, and Attendants	2	930	
Hairdressers, Hairstylists, and Cosmetologists	3	560	
Computer Software Engineers, Applications	1	1,345	Bachelor degree or higher
Business Operations Specialists, All Other	2	810	
Elementary School Teachers, Except Special Education	3	805	

Baltimore City WIA 2006-2016 Occupational Projections (Top 3 Growth Occupations per Education-Level)			
Occupation	Rank	10 Yr Growth	Education-Level

Combined Food Preparation and Serving Workers, Including Fast Food	1	580	High School or less
Retail Salespersons	2	540	
Pharmacy Technicians	3	275	
Registered Nurses	1	3,170	Post secondary or Associate degree
Nursing Aides, Orderlies, and Attendants	2	1315	
Hairdressers, Hairstylists, and Cosmetologists	3	165	
Health Specialties Teachers, Postsecondary	1	510	Bachelor degree or higher
Lawyers	2	420	
Elementary School Teachers, Except Special Education	3	380	

**Baltimore County WIA 2006-2016 Occupational Projections
(Top 3 Growth Occupations per Education-Level)**

Occupation	Rank	10 Yr Growth	Education-Level
Retail Salespersons	1	2,025	High School or less
Combined Food Preparation and Serving Workers, Including Fast Food	2	1,590	
Customer Service Representatives	3	1,355	
Registered Nurses	1	2,205	Post secondary or Associate degree
Nursing Aides, Orderlies, and Attendants	2	1,465	
Licensed Practical and Licensed Vocational Nurses	3	440	
Accountants and Auditors	1	740	Bachelor degree or higher
Construction Managers	2	620	
Elementary School Teachers, Except Special Education	3	610	

**Frederick County WIA 2006-2016 Occupational Projections
(Top 3 Growth Occupations per Education-Level)**

Occupation	Rank	10 Yr Growth	Education-Level
Combined Food Preparation and Serving Workers, Including Fast Food	1	1,190	High School or less
Retail Salespersons	2	1,110	
Waiter / Waitress	3	1,055	
Registered Nurses	1	530	Post secondary or Associate degree
Nursing Aides, Orderlies, and Attendants	2	375	
Automotive Service Technicians and Mechanics	3	170	
Elementary School Teachers, Except Special Education	1	580	Bachelor degree or higher
Middle School Teachers, Except Special and Vocational Education	2	395	
Accountants and Auditors	3	265	

**Lower Shore WIA 2006-2016 Occupational Projections
(Somerset, Wicomico & Worcester Counties)
(Top 3 Growth Occupations per Education-Level)**

Occupation	Rank	10 Yr Growth	Education-Level
Retail Salespersons	1	740	High School or less
Combined Food Preparation and Serving Workers, Including Fast Food	2	340	
Customer Care Representative	3	295	
Registered Nurses	1	315	Post secondary or Associate degree
Nursing Aides, Orderlies, and Attendants	2	245	
Licensed Practical	3	90	

and Licensed Vocational Nurses			
Elementary School Teachers, Except Special Education	1	210	Bachelor degree or higher
Middle School Teachers, Except Special and Vocational Education	2	185	
Secondary School Teachers, Except Special and Vocational Education	3	175	

**Mid Maryland WIA 2006-2016 Occupational Projections
(Carroll & Howard Counties)
(Top 3 Growth Occupations per Education-Level)**

Occupation	Rank	10 Yr Growth	Education-Level
Combined Food Preparation and Serving Workers, Including Fast Food	1	1,610	High School or less
Retail Salespersons	2	1,265	
Customer Care Representative	3	985	
Registered Nurses	1	555	Post secondary or Associate degree
Nursing Aides, Orderlies, and Attendants	2	280	
Preschool Teachers, Except Special Education	3	210	
Computer Software Engineers, Applications	1	1,075	Bachelor degree or higher
Secondary School Teachers, Except Special and Vocational Education	2	905	
Computer Software Engineers, Systems Software	3	890	

Montgomery County WIA 2006-2016 Occupational Projections

Maryland Budget & Tax Policy Institute – a project of Maryland Nonprofits
190 W. Ostend Street, Baltimore Maryland, 21230

410-727-6367

www.marylandpolicy.org

(Top 3 Growth Occupations per Education-Level)			
Occupation	Rank	10 Yr Growth	Education-Level
Combined Food Preparation and Serving Workers, Including Fast Food	1	2,205	High School or less
Construction Laborers	2	2,140	
Office Clerks, General	3	1,980	
Registered Nurses	1	1,895	Post secondary or Associate degree
Nursing Aides, Orderlies, and Attendants	2	515	
Hairdressers, Hairstylists, and Cosmetologists	3	510	
Computer Systems Analyst	1	1,690	Bachelor degree or higher
Computer Software Engineers, Applications	2	1,680	
Construction Managers	3	1,500	

Prince George's County WIA 2006-2016 Occupational Projections (Top 3 Growth Occupations per Education-Level)			
Occupation	Rank	10 Yr Growth	Education-Level
Combined Food Preparation and Serving Workers, Including Fast Food	1	2,745	High School or less
Retail Salespersons	2	1,360	
Construction Laborers	3	1,350	
Registered Nurses	1	930	Post secondary or Associate degree
Nursing Aides, Orderlies, and Attendants	2	335	
Preschool Teachers, Except Special Education	3	330	
Elementary School Teachers, Except Special Education	1	665	Bachelor degree or higher
Middle School	2	570	

Teachers, Except Special and Vocational Education			
Secondary School Teachers, Except Special and Vocational Education	2	570	
Education Administrators, Postsecondary	4	515	

**Southern Maryland WIA 2006-2016 Occupational Projections
(Calvert, Charles & St. Mary's Counties)
(Top 3 Growth Occupations per Education-Level)**

Occupation	Rank	10 Yr Growth	Education-Level
Retail Salespersons	1	1,940	High School or less
Combined Food Preparation and Serving Workers, Including Fast Food	2	1,210	
Waiters and Waitresses	3	690	
Registered Nurses	1	445	Post secondary or Associate degree
Hairdressers, Hairstylists, and Cosmetologists	2	270	
Nursing Aides, Orderlies, and Attendants	3	240	
Elementary School Teachers, Except Special Education	1	670	Bachelor degree or higher
Management Analysts	2	470	
Secondary School Teachers, Except Special and Vocational Education	3	320	

**Susquehanna Counties WIA 2006-2016 Occupational Projections
(Cecil and Harford Counties)
(Top 3 Growth Occupations per Education-Level)**

Occupation	Rank	10 Yr Growth	Education-Level
Retail Salespersons	1	1,105	High School or less
Industrial Truck and Tractor Operators	2	965	
Waiters and Waitresses	3	775	
Registered Nurses	1	820	Post secondary or Associate degree
Hairdressers, Hairstylists, and Cosmetologists	2	600	
Nursing Aides, Orderlies, and Attendants	3	450	
Elementary School Teachers, Except Special Education	1	525	Bachelor degree or higher
Middle School Teachers, Except Special and Vocational Education	2	425	
Secondary School Teachers, Except Special and Vocational Education	3	405	

**Upper Shore Counties WIA 2006-2016 Occupational Projections
(Caroline, Dorchester, Kent, Queen Anne's, & Talbot counties)
(Top 3 Growth Occupations per Education-Level)**

Occupation	Rank	10 Yr Growth	Education-Level
Retail Salespersons	1	725	High School or less
Combined Food Preparation and Serving Workers, Including Fast Food	2	310	
Office Clerks, General	3	295	
Welders, Cutters, Solderers, and Brazers	1	180	Post secondary or Associate degree
Nursing Aides, Orderlies, and Attendants	2	135	
Fitness Trainers and Aerobics	3	115	

Instructors			
Business Operations Specialists, All Other	1	200	Bachelor degree or higher
Elementary School Teachers, Except Special Education	2	195	
Secondary School Teachers, Except Special and Vocational Education	3	175	

**Western Maryland WIA 2006-2016 Occupational Projections
(Allegany, Garrett & Washington Counties)
(Top 3 Growth Occupations per Education-Level)**

Occupation	Rank	10 Yr Growth	Education-Level
Retail Salespersons	1	1,355	High School or less
Customer Service Representatives	2	685	
Combined Food Preparation and Serving Workers, Including Fast Food	3	655	
Registered Nurses	1	415	Post secondary or Associate degree
Nursing Aides, Orderlies, and Attendants	2	290	
Licensed Practical and Licensed Vocational Nurses	3	125	
Elementary School Teachers, Except Special Education	1	360	Bachelor degree or higher
Middle School Teachers, Except Special and Vocational Education	2	180	
Business Operations Specialists, All Other	3	130	

¹ Note: According to DLLR, national occupational projections are developed on a 2-year schedule and Maryland follows a similar schedule. The next National projections cycle will cover the 2008-2018 period. Maryland data will be available in late summer of 2010. Workforce Investment Area (WIA) data will be available in summer of 2011. <http://www.dllr.state.md.us/lmi/iandoproj/aboutnum2.shtml>

² DLLR. Office of Workforce Information and Performance. Career and Workforce Information. <http://www.dllr.state.md.us/lmi/iandoproj/occmd.shtml>

³ Note: The Statewide data does not extrapolate by educational code.

⁴ Anne Arundel Base Realignment and Closure Information (AABRAC.com)