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NORTH CAROLINA EMPLOYMENT PROJECTIONS¹ 2014 - 2024

Every 2 years, in conjunction with the Bureau of Labor Statistics (BLS), the North Carolina Department of Commerce publishes 10-year industry and occupation employment projections for statewide and sub-state areas². The employment projections are an estimate of the future demand for workers based on historical employment data and various economic factors.³

Projections data provide information for policy makers, job seekers, training providers, and businesses to make informed workforce decisions, and help ensure that North Carolina's workforce is prepared for tomorrow's job opportunities and economic growth in the state.

The following summary analyzes information on employment growth and projections at the state level for the 2014-2024 period and provides key findings by major industry and occupational groups.

Key Highlights of the 2014-2024 Employment Projections:

- North Carolina is projected to add more than 550,000 jobs by 2024.
- The rate of employment growth is projected to outpace growth in the state's overall population (12.6% vs 10.4%).
- Service-providing sector in North Carolina is projected to contribute nearly 90% of all net new jobs created.
- Health Care and Social Assistance, NC's largest industry by employment, is projected to add 135,000 jobs.
- Construction is projected to be one of the fastest growing industries in the state, adding nearly 37,000 jobs.
- Projections for the Manufacturing industry show a very modest increase of 0.7%, adding 2,900 jobs
- Healthcare Support Occupations and Healthcare Practitioners and Technical Occupations are projected to be the two fastest growing occupational groups.

¹ Updated 4/24/2017

² This report analyzes only statewide projections. Sub-state projection results will be available early 2017.

³ Projections assume full employment for the economy in the projected year, thus the projections are not intended to be an economic forecast of future employment.

- Production Occupations are projected to slightly increase, generating 10,000 jobs.
- A majority of projected job openings are expected to come from replacement needs rather than new growth⁴.
- 86% of all classified occupations are expected to grow; only 14% are projected to lose employment.
- Jobs with low educational requirements (occupations requiring no post-secondary or college experience) are projected to produce the most job openings (mostly due to replacements); however, they are also projected to have the slowest rate of growth.
- Occupations requiring a Master's Degree or higher are projected to experience the greatest percentage increase in employment.
- Jobs in occupations that paid over \$75,000 are projected to grow faster than those that paid under \$30,000; however, the increased number of net new jobs from today's low-paying occupations are projected to outnumber the increase in high-paying ones by a ratio of nearly 3 to 1, since there are far more jobs at the bottom end of the pay scale.

⁴ New growth refers to job openings from company expansion or establishment of new organizations.

1. Total Employment

North Carolina employment is projected to grow 12.6%, adding more than 553,000 new jobs by 2024. This is twice as high as the projected national average (6.5%)⁵ for the same period, but a slight decrease from the 12.9% projected rate for 2012 through 2022.

2. Industry employment

2.1 Service-Providing

Similar to the national trends, service-providing sectors in North Carolina are projected to add the most new jobs. Industries in this sector represented nearly 80% of the state's total industry employment in 2014, and are expected to generate nearly 490,000 new jobs by 2024. (See Table 1)

Health Care and Social Assistance is the largest employing industry and is projected to be one of the fastest growing industry groups, contributing an average 13,500 new jobs annually. This growth reflects the aging population trend⁶.

Other fast growing services-providing industries include Management of Companies and Enterprises; Professional, Scientific, and Technical Services; and Finance and Insurance. These industries have been historically strong, and their importance to the state economy is amplified by the fact that while accounting for nearly one fifth of the total state employment, they tend to pay the highest average wages.

Utilities is the only service industry that is projected to see a declining employment over the projection period.

2.2 Goods-Producing

Compared to the service-providing sector, the goods-producing sector is expected to grow at a much slower pace, creating only 38,000 new jobs over the projection period. Despite the slow growth in this sector, Construction is projected to gain 20.6% in employment and to generate nearly 37,000 new jobs. Nonetheless, the projected 216,000 jobs in Construction in 2024 remains below its pre-recessional level of 255,000 in 2007.

Other goods-producing industries – Agriculture and Manufacturing – are expected to see modest declines between 2014 and 2024. Agriculture is likely to follow the national trend and is projected to drop 5.3% in employment during the same period, while the U.S. is expected to see a 5.2% decline. The decrease in North Carolina will be mostly driven by employment declines in Crop Production and Animal Production.

Manufacturing employment is projected to see a decline in North Carolina, but not as sharp as in the U.S. overall. Roughly 0.7% of manufacturing jobs in NC are expected to be lost by 2024 compared to a 6.7% decline in the nation. The largest projected employment loss in the state's manufacturing industries will be seen in Textile Mills (-2,097 jobs); Printing and Related Support Activities (-

⁵ BLS Employment Projections for 2014-24: <http://www.bls.gov/news.release/ecopro.nr0.htm>

⁶ Based on the North Carolina Office of State Budget and Management projections, the share of population aged 55 and above is expected to increase from 27% to 31% between 2014 and 2024.

1,618); and Paper Manufacturing (-1,055). However, job losses in these industries will be partially offset by growing employment in Machinery Manufacturing (2,322 jobs); Fabricated Metal Product Manufacturing (1,992); Food Manufacturing (1,581); Transportation Equipment Manufacturing (1,334); and Furniture and Related Product Manufacturing (1,143).

Table 1. North Carolina Industry Employment Projections, 2014-2024

Super Sector/Major Industry Group	Empl. Estimate 2014	Empl. Estimate 2024	Net Change	Annual Growth Rate,	Percent Change	Average Weekly Wage 2015
Total All Industries	4,404,014	4,957,184	553,170	1.2%	12.6%	\$895
Self Employed & Unpaid Family Workers, All Jobs	280,354	306,032	25,678	0.9%	9.2%	
Goods-Producing	652,928	691,593	38,665	0.6%	5.9%	\$1,021
Agriculture, Forestry, Fishing & Hunting	21,832	20,680	-1,152	-0.5%	-5.3%	\$630
Mining	2,833	2,755	-78	-0.3%	-2.8%	\$1,061
Construction	179,131	216,103	36,972	1.9%	20.6%	\$918
Manufacturing	449,132	452,055	2,923	0.1%	0.7%	\$1,088
Service-Providing	3,470,732	3,959,559	488,827	1.3%	14.1%	\$871
Utilities	13,662	12,826	-836	-0.6%	-6.1%	\$1,635
Wholesale Trade	176,934	194,433	17,499	0.9%	9.9%	\$1,344
Retail Trade	472,161	522,793	50,632	1.0%	10.7%	\$516
Transportation & Warehousing	132,469	140,285	7,816	0.6%	5.9%	\$910
Information	72,571	75,157	2,586	0.4%	3.6%	\$1,460
Finance and Insurance	153,490	180,950	27,460	1.7%	17.9%	\$1,715
Real Estate, Rental & Leasing	52,324	60,024	7,700	1.4%	14.7%	\$882
Professional, Scientific & Technical Services	207,838	247,708	39,870	1.8%	19.2%	\$1,437
Management of Companies & Enterprises	80,446	103,353	22,907	2.5%	28.5%	\$2,031
Administrative & Support & Waste Management & Remediation Services	282,767	326,758	43,991	1.5%	15.6%	\$640
Educational Services	369,701	403,675	33,974	0.9%	9.2%	\$819
Health Care & Social Assistance	554,651	689,872	135,221	2.2%	24.4%	\$911
Arts, Entertainment & Recreation	61,315	74,856	13,541	2.0%	22.1%	\$605
Accommodation & Food Services	382,048	446,790	64,742	1.6%	16.9%	\$311
Other Services (except Government)	167,997	179,311	11,314	0.7%	6.7%	\$604
Government	290,358	300,768	10,410	0.4%	3.6%	-- ⁷

Source: NC Department of Commerce, Labor and Economic Analysis Division

3. Occupational employment

3.1 Major Occupational Groups

Table 2 shows occupational employment estimates and employment shares at the state level. The five largest occupational groups together are expected to account for almost half of the total employment in 2024: Office and Administrative Support Occupations; Sales and Related

⁷ Average weekly wage is not reported due to employment adjustment made in the Government industry group.

Occupations; Food Preparation and Serving Related Occupations; Production Occupations; and Transportation and Material Moving Occupations. However, Office and Administrative Support Occupations as well as Production Occupations are projected to have a moderate reduction in shares of employment in 2024.

No substantial change in the overall employment shares is expected for the rest of occupational groups, except for Healthcare Practitioners and Technical Occupations and Healthcare Support Occupations. These two groups are projected to experience the fastest growth over the projection period.

Table 2. North Carolina Employment Projections by Major Occupational Group (sorted by Employment Size)

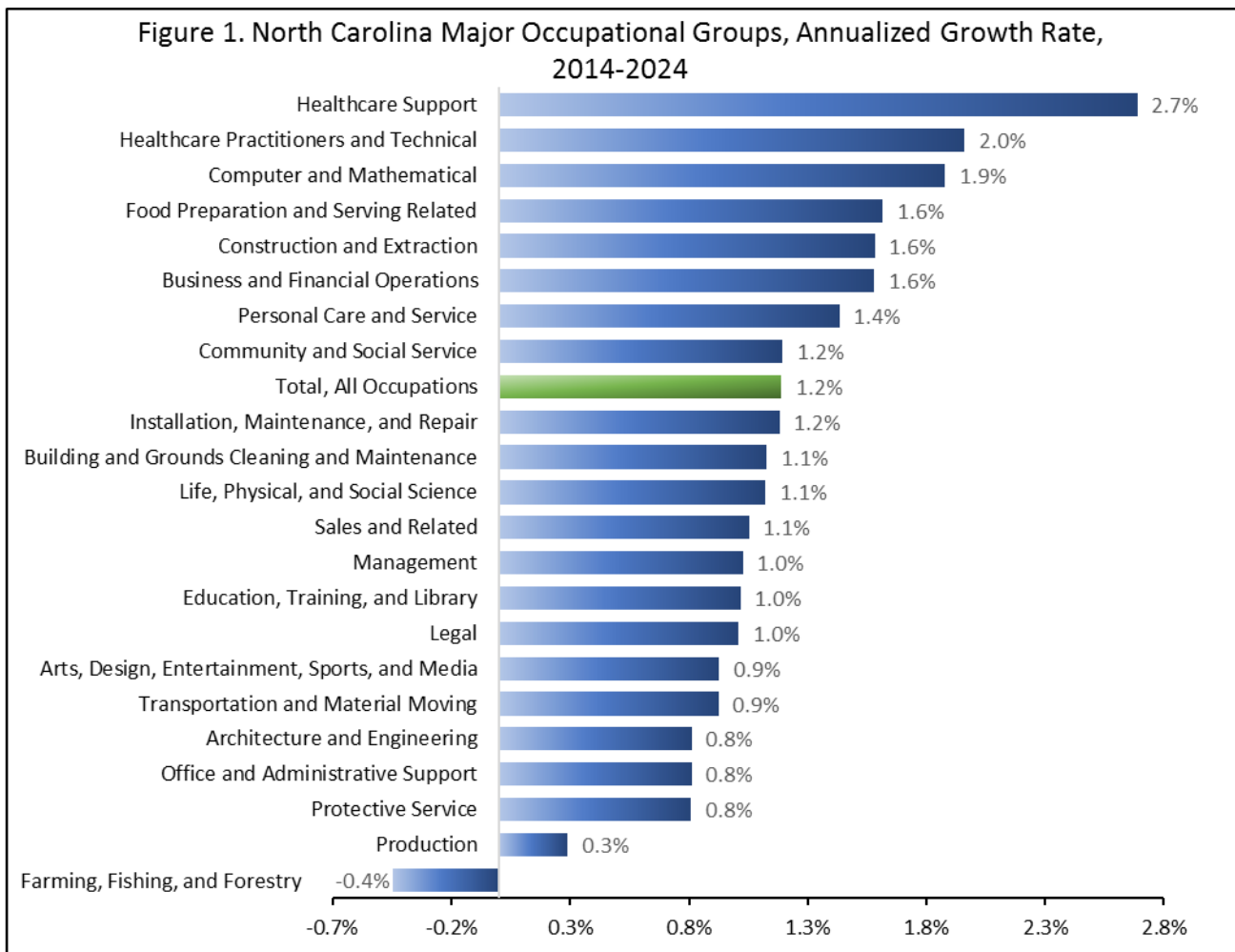
Occupational Group	Empl. Estimate 2014	Empl. 2014, % of Total	Empl. Estimate 2024	Empl. 2024, % of Total	Net Change	Percent Change	Annual Growth Rate	2015 Median Annual Wage
Total, All Occupations	4,404,014	100.0%	4,957,184	100.0%	553,170	12.6%	1.2%	\$44,170
Office and Administrative Support	633,846	14.4%	687,124	13.9%	53,278	8.4%	0.8%	\$33,940
Sales and Related	484,429	11.0%	537,911	10.9%	53,482	11.0%	1.1%	\$38,600
Food Preparation and Serving Related	392,606	8.9%	460,803	9.3%	68,197	17.4%	1.6%	\$20,590
Production	346,096	7.9%	356,274	7.2%	10,178	2.9%	0.3%	\$33,220
Transportation and Material Moving	301,638	6.8%	330,696	6.7%	29,058	9.6%	0.9%	\$31,460
Healthcare Practitioners and Technical	261,091	5.9%	317,095	6.4%	56,004	21.5%	2.0%	\$72,570
Education, Training, and Library	250,115	5.7%	276,757	5.6%	26,642	10.7%	1.0%	\$47,540
Management	246,799	5.6%	273,336	5.5%	26,537	10.8%	1.0%	\$118,430
Business and Financial Operations	202,910	4.6%	237,366	4.8%	34,456	17.0%	1.6%	\$71,850
Installation, Maintenance, and Repair	178,579	4.1%	200,841	4.1%	22,262	12.5%	1.2%	\$43,670
Construction and Extraction	165,735	3.8%	193,910	3.9%	28,175	17.0%	1.6%	\$37,520
Healthcare Support	154,005	3.5%	200,777	4.1%	46,772	30.4%	2.7%	\$25,530
Building and Grounds Cleaning and Maintenance	152,506	3.5%	170,624	3.4%	18,118	11.9%	1.1%	\$23,810
Personal Care and Service	135,607	3.1%	156,361	3.2%	20,754	15.3%	1.4%	\$24,270
Computer and Mathematical	115,212	2.6%	138,773	2.8%	23,561	20.5%	1.9%	\$82,770
Protective Service	105,774	2.4%	114,660	2.3%	8,886	8.4%	0.8%	\$35,630
Community and Social Service	74,588	1.7%	83,981	1.7%	9,393	12.6%	1.2%	\$42,920
Architecture and Engineering	59,638	1.4%	64,658	1.3%	5,020	8.4%	0.8%	\$75,020
Arts, Design, Entertainment, Sports, and Media	56,773	1.3%	62,266	1.3%	5,493	9.7%	0.9%	\$50,290
Life, Physical, and Social Science	38,410	0.9%	42,942	0.9%	4,532	11.8%	1.1%	\$67,770
Legal	29,889	0.7%	33,044	0.7%	3,155	10.6%	1.0%	\$85,650
Farming, Fishing & Forestry	17,768	0.4%	16,985	0.3%	-783	-4.4%	-0.4%	\$28,510

Source: NC Department of Commerce, Labor and Economic Analysis Division

Figure 1 shows annualized growth rates for the 22 major occupational groups. Of those, 8 occupational groups are expected to grow faster than the state’s average of 1.2% and to account for over one-third (36%) of the projected total employment in 2024.

With an annualized growth rate of 1.6%, Food Preparation and Serving Related Occupations are projected to create the most jobs, but have the lowest wages. About two-thirds of the new jobs added by this occupational group are from replacement needs due in large part to a high turnover of employment.

Farming, Fishing, and Forestry is the only occupational group projected to have a negative growth rate, eliminating about 780 jobs by 2024.



Source: NC Department of Commerce, Labor and Economic Analysis Division

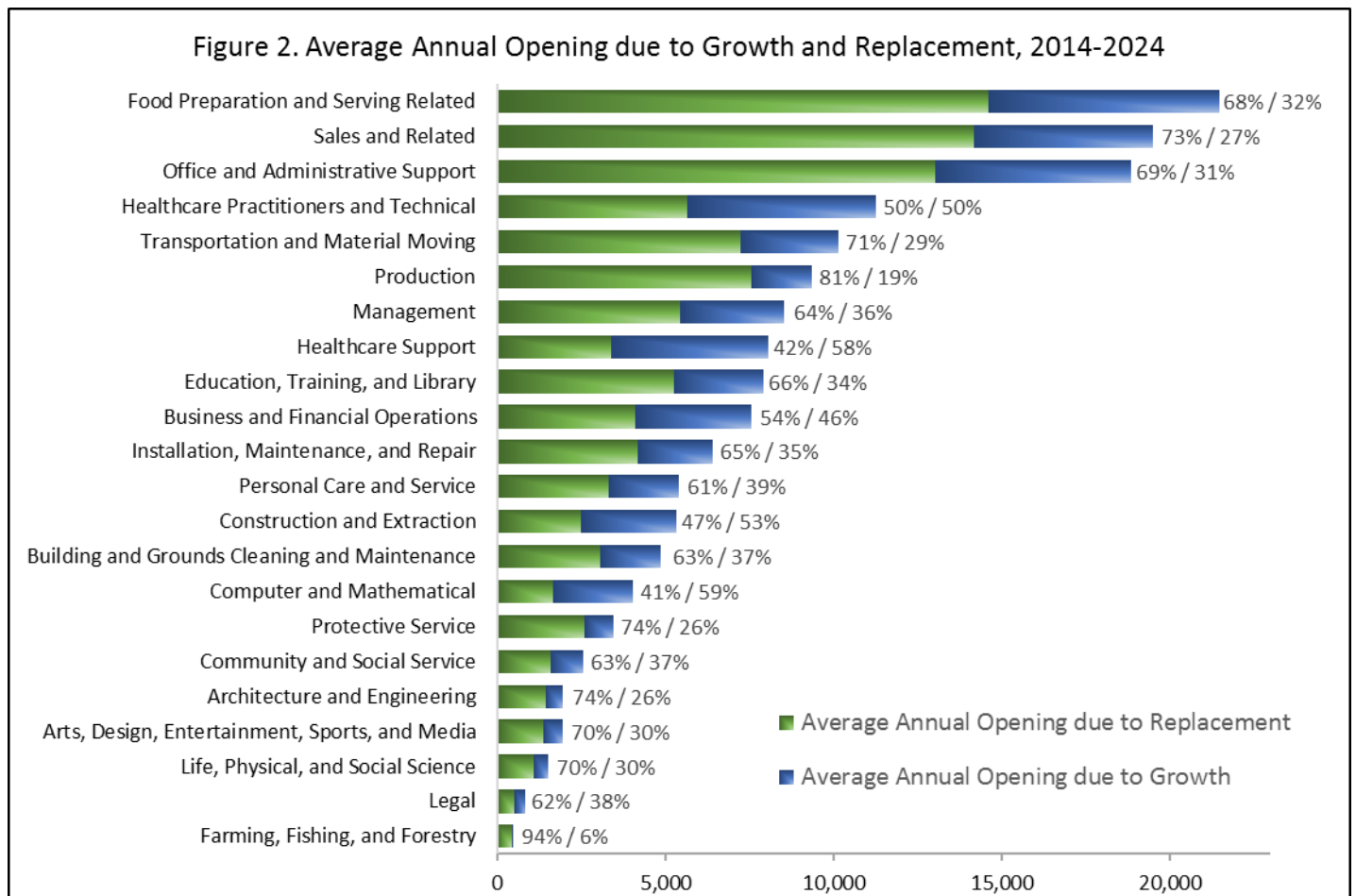
3.2 Average Annual Openings & Wages

Occupational employment projections estimate job openings as a result of workers entering an occupation or workers retiring or permanently leaving an occupation and need to be replaced. In

most occupations, replacement needs provide many more job openings than employment growth does. (see Figure 2)

On average at the state level, the number of new jobs created from replacement needs is 1.8 times higher than those from growth. However, several occupational groups exhibit more openings from growth than replacements. These include occupations in Computer and Mathematical; Healthcare Support; and Construction and Extraction.

Occupations with median annual wages below \$30,000 employed about 1.7 million workers in 2014; this number is projected to rise to more than 1.9 million by 2024, a 13.2% increase. For the high-pay occupations with median annual wages above \$75,000, employment will grow 16.8% over the same period.



Source: NC Department of Commerce, Labor and Economic Analysis Division

3.3 Educational Attainment

In 2014, occupations requiring no formal education or only a high school diploma accounted for 65.5% of total employment; however, this is projected to decline slightly to 65.0% by 2024. In contrast, the share of occupations requiring education beyond high school will expand moderately at each educational level. (see Table 3)

Through 2024, occupations that require a Master’s, Doctoral, or professional degree are projected to have the fastest annual growth of 1.6%, followed by occupations with a Bachelor’s degree (1.4%).

Table 3. Projected Employment by BLS Educational Requirement

Minimum Education Requirement	Empl. Estimate 2014	Empl. 2014, % of Total	Empl. Estimate 2024	Empl. 2024, % of Total	Percent Change	Annual Growth	Average Annual Openings
High school diploma (or equivalent) or No formal educational credential	2,859,507	65.5%	3,183,284	65.0%	11.3%	1.1%	32,378
Associate's degree, Postsecondary non-degree award or Some college	475,570	10.9%	540,579	11.0%	13.7%	1.3%	6,501
Bachelor's degree	852,993	19.5%	982,494	20.1%	15.2%	1.4%	12,950
Master’s, Doctoral or professional degree	180,190	4.1%	211,096	4.3%	17.2%	1.6%	3,091

Source: NC Department of Commerce, Labor and Economic Analysis Division