Industry and Occupational Outlook from a Wage Perspective

Connecticut Low Wage Employer Advisory Board

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Connecticut Department of Labor
Hartford, Connecticut

May 10, 2016
OUR NEW CHIEF ECONOMIST, WALLY, WILL TELL US WHAT TO EXPECT IN THE COMING QUARTER.

THE EXCHANGE RATE ON DERIVATIVES WILL TRIGGER A BUBBLE IN MONETARY POLICY AND DEFlation THE YEN.

I TOTALy UNDERSTAND THAT AND HAVE NO QUESTIONS.

WOW! HE’S GOOD.
Outline

1. U.S. Projections
2. Connecticut Current Data
   - Quarterly Census of Employment and Wages
   - Occupational Employment and Wages
   - American Community Survey
3. Connecticut Projections
U.S. Industry Projections
2014 - 2024

- Health care and social assistance
- Professional and business services
- Leisure and hospitality
- Construction
- Retail trade
- State and local government
- Financial activities
- Educational services; private
- Wholesale trade
- Other services
- Transportation and warehousing
- Mining
- Information
- Utilities
- Federal government
- Manufacturing

Change in Thousands
-1,000  0  1,000  2,000  3,000  4,000
U.S. Median Wages
Rank by 2014 - 2024 Projected Job Growth

- Healthcare practitioners and technical
- Healthcare support
- Food preparation and serving related
- Personal care and service
- Sales and related
- Education, training, and library
- Construction and extraction
- Business and financial operations
- Computer and mathematical
- Management
- Transportation and material moving
- Office and administrative support
- Installation, maintenance, and repair
- Building and grounds cleaning and maintenance
- Community and social service
- Protective service
- Arts, design, entertainment, sports, and media
- Life, physical, and social science
- Architecture and engineering
- Legal
- Farming, fishing, and forestry
- Production

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U.S. Occupational Projections

Occupations with Most Growth 2014 - 2024

- Personal care aides
- Registered nurses
- Home health aides
- Food prep and serving
- Retail salespersons
- Nursing assistants
- Customer service reps
- Cooks, restaurant
- General & operations managers
- Construction laborers
- Accountants and auditors
- Medical assistants
- Janitors and cleaners
- Software developers, apps.
- Laborers
- Supervisors of office workers
- Computer systems analysts
- Licensed practical nurses
- Housekeeping cleaners
- Medical secretaries
- Management analysts

Thousands of Jobs
U.S. Median Wages
Occupations with Most Growth 2014 - 2024

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Outline

1. U.S. Projections

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3. Connecticut Projections
Employment Change and Average Wage

Note: Size of circle is peak employment (2008 Q2)
Employment Change
2010 Q3 - 2015 Q3

Health Care & Social Assistance
Accommodation & Food Services
Administrative & Support Svc. Prof., Scientific & Tech. Servic
Construction
Retail Trade
Other Services
Management of Companies
Educational Services
Transportation & Warehousing
Real Estate
Information
Wholesale Trade
Government
Arts, Ent., & Recreation
Manufacturing
Finance & Insurance

# of Jobs

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Employment Change and Average Wage

Note: Size of circle is latest employment (2015 Q3)
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3. Connecticut Projections
Occupational Employment

- Estimated employment: 1,646,510
- Median wage for all occupations: $43,812
- “Entry” wage (median of lower third): $23,674 or $11.38/hour
- 184,710 are employed in occupations where MEDIAN is less than $23,674
- an additional 56,862 are earning $23,674 or less in other occupations with a low entry wage
<table>
<thead>
<tr>
<th>Occupation</th>
<th>Employment</th>
<th>Hourly Median</th>
<th>Annual Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cashiers</td>
<td>38,800</td>
<td>10.22</td>
<td>21,260</td>
</tr>
<tr>
<td>Fast Food, Food Prep and Serving Workers</td>
<td>29,290</td>
<td>9.62</td>
<td>19,998</td>
</tr>
<tr>
<td>Waiters and Waitresses</td>
<td>26,330</td>
<td>9.40</td>
<td>19,558</td>
</tr>
<tr>
<td>Food Preparation Workers</td>
<td>10,770</td>
<td>10.67</td>
<td>22,184</td>
</tr>
<tr>
<td>Maids and Housekeeping Cleaners</td>
<td>9,970</td>
<td>11.26</td>
<td>23,421</td>
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<tr>
<td>Childcare Workers</td>
<td>8,400</td>
<td>10.73</td>
<td>22,317</td>
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<tr>
<td>Cooks, Fast Food</td>
<td>7,400</td>
<td>9.56</td>
<td>19,895</td>
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<tr>
<td>Bartenders</td>
<td>7,240</td>
<td>9.43</td>
<td>19,620</td>
</tr>
<tr>
<td>Counter Attendants, Cafeteria, &amp; Coffee Shop</td>
<td>6,970</td>
<td>9.41</td>
<td>19,568</td>
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<tr>
<td>Dishwashers</td>
<td>6,010</td>
<td>9.62</td>
<td>19,998</td>
</tr>
<tr>
<td>Other Office and Admin Support Workers</td>
<td>5,510</td>
<td>9.91</td>
<td>20,631</td>
</tr>
<tr>
<td>Dining Room, Cafeteria Attendants, Bartender Helpers</td>
<td>4,480</td>
<td>9.29</td>
<td>19,333</td>
</tr>
<tr>
<td>Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop</td>
<td>3,610</td>
<td>9.47</td>
<td>19,701</td>
</tr>
<tr>
<td>Cooks, Short Order</td>
<td>3,450</td>
<td>11.05</td>
<td>22,981</td>
</tr>
<tr>
<td>Nonfarm Animal Caretakers</td>
<td>2,040</td>
<td>10.55</td>
<td>21,919</td>
</tr>
<tr>
<td>Amusement and Recreation Attendants</td>
<td>1,960</td>
<td>9.72</td>
<td>20,222</td>
</tr>
<tr>
<td>Hotel, Motel, and Resort Desk Clerks</td>
<td>1,870</td>
<td>10.85</td>
<td>22,569</td>
</tr>
<tr>
<td>Lifeguards, Ski Patrol, and Other Rec. Protective Service</td>
<td>1,870</td>
<td>10.65</td>
<td>22,133</td>
</tr>
<tr>
<td>Manicurists and Pedicurists</td>
<td>1,760</td>
<td>9.45</td>
<td>19,660</td>
</tr>
<tr>
<td>Parking Lot Attendants</td>
<td>1,480</td>
<td>10.10</td>
<td>20,994</td>
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<tr>
<td>Ushers, Lobby Attendants, and Ticket Takers</td>
<td>1,160</td>
<td>9.35</td>
<td>19,456</td>
</tr>
<tr>
<td>Automotive and Watercraft Service Attendants</td>
<td>1,010</td>
<td>10.01</td>
<td>20,822</td>
</tr>
<tr>
<td>Occupation</td>
<td>Employment</td>
<td>Hourly</td>
<td>Annual</td>
</tr>
<tr>
<td>------------------------------------------------</td>
<td>------------</td>
<td>--------</td>
<td>---------</td>
</tr>
<tr>
<td>Retail Salespersons</td>
<td>9,035</td>
<td>9.57</td>
<td>19,898</td>
</tr>
<tr>
<td>Office Clerks, General</td>
<td>5,058</td>
<td>11.29</td>
<td>23,483</td>
</tr>
<tr>
<td>Janitors and Cleaners</td>
<td>4,865</td>
<td>9.79</td>
<td>20,355</td>
</tr>
<tr>
<td>Laborers and Material Movers</td>
<td>3,787</td>
<td>10.27</td>
<td>21,371</td>
</tr>
<tr>
<td>Teacher Assistants</td>
<td>3,420</td>
<td>N/A</td>
<td>20,938</td>
</tr>
<tr>
<td>Stock Clerks and Order Fillers</td>
<td>3,410</td>
<td>9.60</td>
<td>19,972</td>
</tr>
<tr>
<td>Personal Care Aides</td>
<td>3,327</td>
<td>10.12</td>
<td>21,030</td>
</tr>
<tr>
<td>Security Guards</td>
<td>1,940</td>
<td>10.40</td>
<td>21,633</td>
</tr>
<tr>
<td>Cooks, Restaurant</td>
<td>1,837</td>
<td>10.34</td>
<td>21,510</td>
</tr>
<tr>
<td>Light Truck or Delivery Services Drivers</td>
<td>1,795</td>
<td>10.69</td>
<td>22,214</td>
</tr>
<tr>
<td>Team Assemblers</td>
<td>1,550</td>
<td>10.38</td>
<td>21,588</td>
</tr>
<tr>
<td>Shipping, Receiving, and Traffic Clerks</td>
<td>1,235</td>
<td>11.25</td>
<td>23,422</td>
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<tr>
<td>Home Health Aides</td>
<td>1,232</td>
<td>10.92</td>
<td>22,716</td>
</tr>
<tr>
<td>Packers and Packagers, Hand</td>
<td>1,152</td>
<td>9.50</td>
<td>19,764</td>
</tr>
<tr>
<td>Hairdressers and Cosmetologists</td>
<td>968</td>
<td>9.27</td>
<td>19,272</td>
</tr>
<tr>
<td>Recreation Workers</td>
<td>883</td>
<td>9.75</td>
<td>20,273</td>
</tr>
<tr>
<td>Counter and Rental Clerks</td>
<td>718</td>
<td>9.84</td>
<td>20,464</td>
</tr>
<tr>
<td>Assemblers and Fabricators</td>
<td>642</td>
<td>10.84</td>
<td>22,545</td>
</tr>
<tr>
<td>Taxi Drivers and Chauffeurs</td>
<td>635</td>
<td>9.57</td>
<td>19,896</td>
</tr>
<tr>
<td>Food Servers, Nonrestaurant</td>
<td>623</td>
<td>10.14</td>
<td>21,071</td>
</tr>
<tr>
<td>Helpers–Production Workers</td>
<td>623</td>
<td>10.04</td>
<td>20,865</td>
</tr>
<tr>
<td>Driver/Sales Workers</td>
<td>597</td>
<td>9.41</td>
<td>19,581</td>
</tr>
<tr>
<td>Cleaners of Vehicles and Equipment</td>
<td>532</td>
<td>9.54</td>
<td>19,846</td>
</tr>
<tr>
<td>Self-Enrichment Education Teachers</td>
<td>455</td>
<td>11.27</td>
<td>23,423</td>
</tr>
<tr>
<td>Packaging and Filling Machine Operators</td>
<td>340</td>
<td>10.15</td>
<td>21,110</td>
</tr>
<tr>
<td>Laundry and Dry-Cleaning Workers</td>
<td>338</td>
<td>9.92</td>
<td>20,631</td>
</tr>
<tr>
<td>File Clerks</td>
<td>315</td>
<td>9.83</td>
<td>20,459</td>
</tr>
</tbody>
</table>
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3. Connecticut Projections
Full-Time Full-Year Employed

<table>
<thead>
<tr>
<th>Employed full-time full-year</th>
<th>1,210,373</th>
</tr>
</thead>
<tbody>
<tr>
<td>Median annual wage and salary earnings</td>
<td>52,000</td>
</tr>
<tr>
<td>Median family income if wage and salary &lt; 25,000</td>
<td>60,000</td>
</tr>
</tbody>
</table>

However, 46,000 full-time full-year workers had total family income of $25,000 or less.
Full-Time Full-Year Employed
Total Family Income $25,000 or Less

- Median Age 36 compared to 45 for all full-time full-year workers
- 48% female compared to 42% female for all full-time full-year workers
- 14% Black/African-American compared to 9% for all full-time full-year workers
- 34% Hispanic compared to 12% Hispanic for all full-time full-year workers
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Industry Projections
Change in Employment 2012 to 2022

- Health Care
- Educational Services
- Prof. & Tech. Services
- Social Assistance
- Admin. & Support
- Construction
- Accomod. & Food Service
- Retail Trade
- Other Services
- Wholesale Trade
- Transp. & Warehouse
- Finance & Insurance
- Real Estate
- Utilities
- Manufacturing
- Government
- Management of Cos.
- Agriculture
- Mining
- Information
- Arts & Rec.
Occupational Projections
Change in Employment 2012 to 2022

- Education Training & Library
- Personal Care
- Office & Admin. Support
- Management
- Food Prep. & Serving Related
- Business & Fin. Ops
- Construction & Extraction
- Sales and Related
- Healthcare Support
- Computer & Math
- Transp. & Material Moving
- Building & Grounds
- Community & Social Service
- Installation Maint. & Repair
- Arts Entertainment & Media
- Production
- Architecture & Engineering
- Protective Service
- Life, Phys. & Soc. Science
- Legal
- Farming & Forestry

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Occupational Projections
Change in Employment 2012 to 2022
Median Wage
Occupations with Most Growth 2012-2022

- Personal Care Aides
- Registered Nurses
- Secretaries
- Food Preparation & Serving
- Retail Salespersons
- General & Ops Managers
- Home Health Aides
- Childcare Workers
- Maids & Housekeeping Cleaners
- Supervisors of Office Workers
- Janitors
- Elementary School Teachers
- Customer Service Reps
- Accounting Clerks
- Computer Systems Analysts
- Medical Assistants
- Marketing Specialists
- Accountants & Auditors
- Laborers
- Teacher Assistants
- Human Service Assistants
- Landscaping & Groundskeeping
- Waiters and Waitresses
- Licensed Practical Nurses
- Software Developers, Apps
- Computer User Support Specialists
- Carpenters

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