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## EMPLOYMENT PROJECTIONS — 2014-24

Healthcare occupations and industries are expected to have the fastest employment growth and to add the most jobs between 2014 and 2024, the U.S. Bureau of Labor Statistics reported today. With the increase in the proportion of the population in older age groups, more people in the labor force will be entering prime retirement age. As a result, the labor force participation rate is projected to decrease and labor force growth to slow. This slowdown of labor force growth is expected, in turn, to lead to Gross Domestic Product (GDP) growth of 2.2 percent annually over the decade. This economic growth is projected to generate 9.8 million new jobs—a 6.5-percent increase between 2014 and 2024.

The projections are predicated on assumptions including a 5.2 percent unemployment rate in 2024 and labor productivity growth of 1.8 percent annually over the projected period. Highlights of the BLS projections for the labor force and macroeconomy, industry employment, and occupational employment are included below.

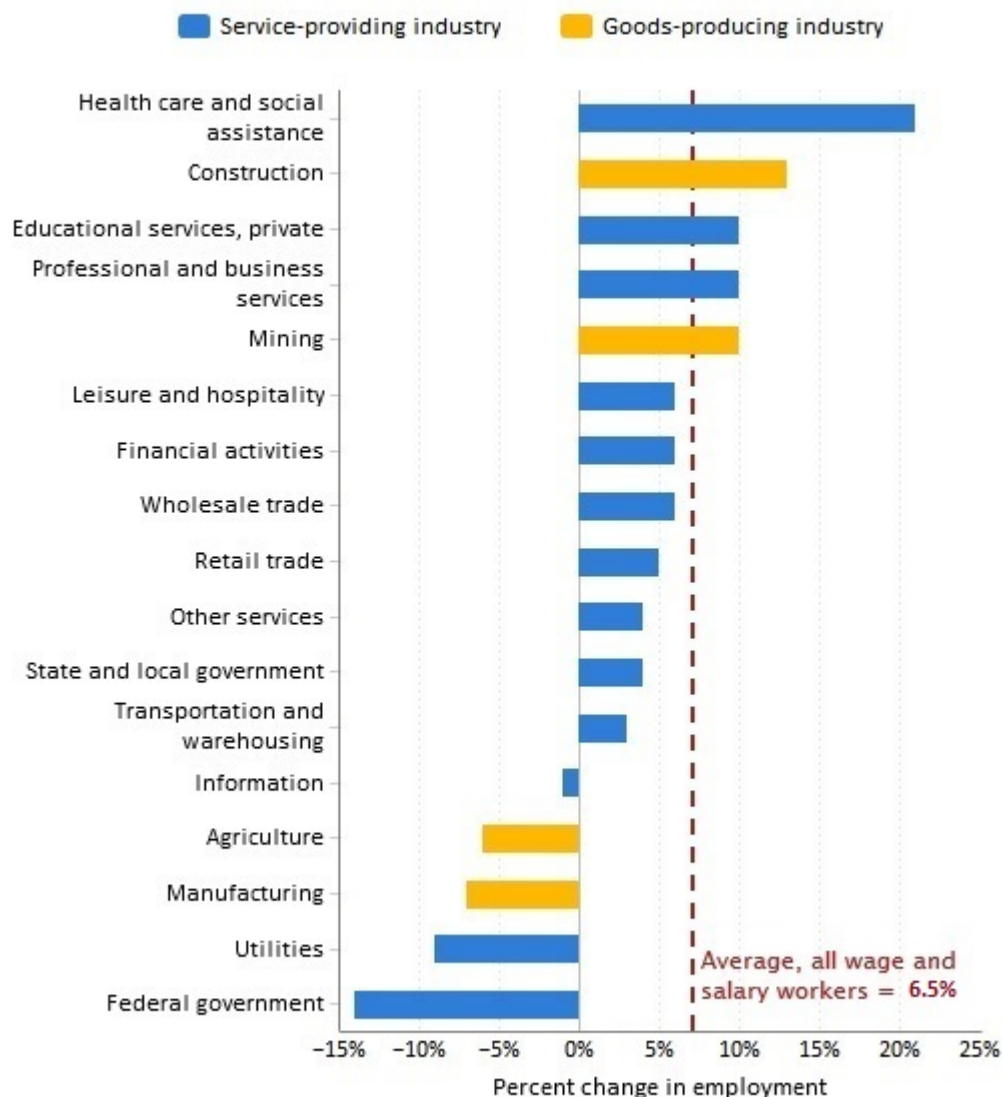
### Labor Force and the Macroeconomy

- The civilian labor force is projected to reach 163.8 million in 2024, growing at an annual rate of 0.5 percent. (See table 1.)
- The labor force continues to age. The median age of the labor force was 37.7 in 1994, 40.3 in 2004, 41.9 in 2014, and is projected to be 42.4 in 2024. At the same time, the overall labor force participation rate is projected to decrease from 62.9 percent in 2014 to 60.9 percent in 2024.
- The labor force participation rate for youth (ages 16 to 24) is projected to decrease from 55.0 percent in 2014 to 49.7 percent in 2024. The youth age group is projected to make up 11.3 percent of the civilian labor force in 2024 as compared with 13.7 percent in 2014. In contrast, the labor force participation rate for the 65-and-older age group is projected to increase from 18.6 percent in 2014 to 21.7 percent in 2024. This older age group is projected to represent 8.2 percent of the civilian labor force in 2024 as compared with 5.4 percent in 2014.
- Labor force diversity is projected to increase, with white non-Hispanics making up 59.6 percent of the civilian labor force in 2024, compared with 64.6 percent in 2014.
- Real GDP (2009 chained dollars) is projected to grow at an annual rate of 2.2 percent, from \$16.1 trillion in 2014 to \$19.9 trillion in 2024.

- Within GDP, medical services will continue to grow as a share of nominal personal consumption expenditures. This category is projected to account for 18.0 percent of consumption in 2024—higher than its 16.7-percent share in 2014 and 15.0-percent share in 2004.

### Chart 1. Growth by major industry sector

Percent change in employment of wage and salary workers, projected 2014–24



Source: U.S. Bureau of Labor Statistics

### Industry Employment

- Service-providing sectors are projected to capture 94.6 percent of all the jobs added between 2014 and 2024. Of these 9.3 million new service sector jobs, 3.8 million will be added to the healthcare and social assistance major sector.
- The healthcare and social assistance major sector is expected to become the largest employing major sector during the projections decade, overtaking the state and local government major

sector and the professional and business services major sector. Healthcare and social assistance is projected to increase its employment share from 12.0 percent in 2014 to 13.6 percent in 2024.

- Construction is projected to add 790,400 jobs by 2024. Even with these additional jobs, employment in the construction major sector is not projected to return to the 2006 peak.
- Manufacturing employment, between 2014 and 2024, is projected to decline at a 0.7 percent rate annually, a more moderate decline than the 1.6 percent rate experienced in the prior decade.

## **Occupational Employment**

- Healthcare support occupations and healthcare practitioners and technical occupations are projected to be the two fastest growing occupational groups during the 2014 to 2024 projections decade. These groups are projected to contribute the most new jobs, with a combined increase of 2.3 million in employment, representing about 1 in 4 new jobs.
- Of the 819 detailed occupations, employment in 602 occupations is projected to grow, while employment in 217 occupations is projected to decline.
- Two major groups are projected to have declining employment. Together, production occupations and farming, fishing, and forestry occupations are projected to shed 339,300 jobs during the projections decade.
- For 11 of the 15 fastest growing occupations, some level of postsecondary education is typically required for entry. (See table 5.)

## Technical Note

The BLS projections are focused on long-term structural trends of the economy and do not try to anticipate future business cycle activity. To meet this objective, specific assumptions are made about the labor force, macroeconomy, industry employment, and occupational employment. Critical to the production of these projections is the assumption of full employment for the economy in the projected year. Thus, the projections are not intended to be a forecast of what the future will be, but instead are a description of what would be expected to happen under these specific assumptions and circumstances. When these assumptions are not realized, actual values will differ from projections.

Users of these data should not assume that the difference between projected changes in the labor force and in employment implies a labor shortage or surplus. The BLS projections assume labor market equilibrium, that is, one in which labor supply meets labor demand except for some level of frictional unemployment. In addition, the employment and labor force measures use different definitional and statistical concepts. For example, employment is a count of jobs, and one person may hold more than one job. Labor force is a count of people, and a person is counted only once regardless of how many jobs he or she holds.

### More Information

The BLS projections are used by high school and college students, their teachers and parents, job seekers, career counselors, and guidance specialists to determine jobs in demand. The projections are the foundation of the BLS Occupational Outlook Handbook, one of the nation's most widely used career information resources. The projections also are used by state workforce agencies to

prepare state and area projections that, together with the national projections, are widely used by policymakers to make decisions about education and training, funding allocations, and program offerings. Projections of jobs in demand help improve the alignment between education and training and the hiring demands of business. In addition, other federal agencies, researchers, and academics use the projections to understand trends in the economy and labor market. The projections are updated every 2 years.

More detailed information on the 2014–24 projections appears in five articles in the Monthly Labor Review, published by the Bureau of Labor Statistics, U.S. Department of Labor. The Monthly Labor Review is available online at [www.bls.gov/mlr](http://www.bls.gov/mlr).

The 2016–17 edition of the Occupational Outlook Handbook will feature the 2014–24 projections in assessing job outlook, work activities, wages, education and training requirements, and more in 329 occupational profiles. The updated Handbook will be available online on December 17, 2015, at [www.bls.gov/ooh](http://www.bls.gov/ooh). A graphic representation of projections highlights appears in a series of articles in Career Outlook, available online at [www.bls.gov/careeroutlook](http://www.bls.gov/careeroutlook).

Tables with detailed, comprehensive statistics used in preparing the projections are available online at <http://www.bls.gov/emp/tables.htm> and projections methodology are accessible at [www.bls.gov/emp/ep\\_projections\\_methods.htm](http://www.bls.gov/emp/ep_projections_methods.htm).

Information from this release will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Services: (800) 877-8339.

**Table 1. Civilian labor force, by age, gender, race, and ethnicity, 1994, 2004, 2014, and projected 2024**

(Numbers in thousands)

Group	Level				Change			Percent change			Percent distribution				Annual growth rate (percent)		
	1994	2004	2014	2024	1994-2004	2004-14	2014-24	1994-2004	2004-14	2014-24	1994	2004	2014	2024	1994-2004	2004-14	2014-24
<b>Total, 16 years and older</b>	131,056	147,401	155,922	163,770	16,345	8,521	7,848	12.5	5.8	5.0	100.0	100.0	100.0	100.0	1.2	0.6	0.5
<b>Age, years:</b>																	
16 to 24	21,612	22,268	21,295	18,498	656	-973	-2,797	3.0	-4.4	-13.1	16.5	15.1	13.7	11.3	0.3	-0.4	-1.4
25 to 54	93,898	102,122	100,767	104,697	8,224	-1,355	3,930	8.8	-1.3	3.9	71.6	69.3	64.6	63.9	0.8	-0.1	0.4
55 and older	15,547	23,011	33,860	40,575	7,464	10,849	6,715	48.0	47.1	19.8	11.9	15.6	21.7	24.8	4.0	3.9	1.8
<b>Gender:</b>																	
Men	70,817	78,980	82,882	86,524	8,163	3,902	3,642	11.5	4.9	4.4	54.0	53.6	53.2	52.8	1.1	0.5	0.4
Women	60,239	68,421	73,039	77,246	8,182	4,618	4,207	13.6	6.7	5.8	46.0	46.4	46.8	47.2	1.3	0.7	0.6
<b>Race:</b>																	
White	111,082	121,086	123,327	126,143	10,004	2,241	2,816	9.0	1.9	2.3	84.8	82.1	79.1	77.0	0.9	0.2	0.2
Black	14,502	16,638	18,873	20,772	2,136	2,235	1,899	14.7	13.4	10.1	11.1	11.3	12.1	12.7	1.4	1.3	1.0
Asian	5,473	6,271	8,760	10,792	798	2,489	2,032	14.6	39.7	23.2	4.2	4.3	5.6	6.6	1.4	3.4	2.1
All other groups <sup>1</sup>	—	3,406	4,961	6,063	—	1,555	1,102	—	45.7	22.2	—	2.3	3.2	3.7	—	3.8	2.0
<b>Ethnicity:</b>																	
Hispanic origin	11,975	19,272	25,370	32,486	7,297	6,098	7,116	60.9	31.6	28.0	9.1	13.1	16.3	19.8	4.9	2.8	2.5
Other than Hispanic origin	119,081	128,129	130,552	131,284	9,048	2,423	732	7.6	1.9	0.6	90.9	86.9	83.7	80.2	0.7	0.2	0.1
White non-Hispanic	100,462	103,202	100,661	97,622	2,740	-2,541	-3,039	2.7	-2.5	-3.0	76.7	70.0	64.6	59.6	0.3	-0.2	-0.3
Age of baby boomers	30 to 48	40 to 58	50 to 68	60 to 78													

<sup>1</sup> The "all other groups" category includes (1) those classified as being of multiple racial origin and (2) the racial categories of American Indian and Alaska Native; and Native Hawaiian and Other Pacific Islanders.

Note: Dash indicates no data collected for category. Details may not sum to totals because of rounding.

Source: U.S. Bureau of Labor Statistics

**Table 2. Employment by major industry sector**  
(Numbers in thousands)

Industry sector	Employment			Change		Percent distribution			Compound annual rate of change	
	2004	2014	2024	2004-14	2014-24	2004	2014	2024	2004-14	2014-24
<b>Total<sup>1</sup></b>	144,047.0	150,539.9	160,328.8	6,492.9	9,788.9	100.0	100.0	100.0	0.4	0.6
Nonagriculture wage and salary <sup>2</sup>	132,462.2	139,811.5	149,131.6	7,349.3	9,320.1	92.0	92.9	93.0	0.5	0.6
<b>Goods-producing, excluding agriculture</b>	21,815.3	19,170.5	19,227.0	-2,644.8	56.5	15.1	12.7	12.0	-1.3	0.0
Mining	523.2	843.8	924.0	320.6	80.2	0.4	0.6	0.6	4.9	0.9
Construction	6,976.2	6,138.4	6,928.8	-837.8	790.4	4.8	4.1	4.3	-1.3	1.2
Manufacturing	14,315.9	12,188.3	11,374.2	-2,127.6	-814.1	9.9	8.1	7.1	-1.6	-0.7
<b>Services-providing</b>	110,646.9	120,641.0	129,904.6	9,994.1	9,263.6	76.8	80.1	81.0	0.9	0.7
Utilities	563.8	553.0	505.1	-10.8	-47.9	0.4	0.4	0.3	-0.2	-0.9
Wholesale trade	5,663.0	5,826.0	6,151.4	163.0	325.4	3.9	3.9	3.8	0.3	0.5
Retail trade	15,058.2	15,364.5	16,129.1	306.3	764.6	10.5	10.2	10.1	0.2	0.5
Transportation and warehousing	4,248.6	4,640.3	4,776.9	391.7	136.6	2.9	3.1	3.0	0.9	0.3
Information	3,118.3	2,739.7	2,712.6	-378.6	-27.1	2.2	1.8	1.7	-1.3	-0.1
Financial activities	8,105.1	7,979.5	8,486.7	-125.6	507.2	5.6	5.3	5.3	-0.2	0.6
Professional and business services	16,394.9	19,096.2	20,985.5	2,701.3	1,889.3	11.4	12.7	13.1	1.5	0.9
Educational services; private	2,762.5	3,417.4	3,756.1	654.9	338.7	1.9	2.3	2.3	2.2	0.9
Health care and social assistance	14,429.8	18,057.4	21,852.2	3,627.6	3,794.8	10.0	12.0	13.6	2.3	1.9
Leisure and hospitality	12,493.1	14,710.0	15,651.2	2,216.9	941.2	8.7	9.8	9.8	1.6	0.6
Other services	6,188.3	6,394.0	6,662.0	205.7	268.0	4.3	4.2	4.2	0.3	0.4
Federal government	2,730.0	2,729.0	2,345.6	-1.0	-383.4	1.9	1.8	1.5	0.0	-1.5
State and local government	18,891.3	19,134.0	19,890.1	242.7	756.1	13.1	12.7	12.4	0.1	0.4
<b>Agriculture, forestry, fishing, and hunting<sup>3</sup></b>	2,111.3	2,138.3	2,027.7	26.9	-110.5	1.5	1.4	1.3	0.1	-0.5
Agricultural wage and salary	1,149.0	1,384.0	1,307.3	235.0	-76.7	0.8	0.9	0.8	1.9	-0.6
Agricultural self-employed workers	962.3	754.3	720.4	-208.1	-33.8	0.7	0.5	0.4	-2.4	-0.5
Nonagricultural self-employed workers	9,473.6	8,590.2	9,169.5	-883.4	579.3	6.6	5.7	5.7	-1.0	0.7

<sup>1</sup> Employment data for wage and salary workers are from the BLS Current Employment Statistics survey, which counts jobs, whereas self-employed, and agriculture, forestry, fishing, and hunting are from the Current Population Survey (household survey), which counts workers.

<sup>2</sup> Includes wage and salary data from the Current Employment Statistics survey, except private households, which is from the Current Population Survey. Logging workers are excluded.

<sup>3</sup> Includes agriculture, forestry, fishing, and hunting data from the Current Population Survey, except logging, which is from the Current Employment Statistics survey. Government wage and salary workers are excluded.

**Table 3. Industries with the largest wage and salary employment growth and declines**  
(Numbers in thousands)

Industry	Major sector	Employment		Change	Compound annual rate of change
		2014	2024	2014-24	2014-24
<b>Largest Growth</b>					
Construction	Construction	6,138.4	6,928.8	790.4	1.2
Home health care services	Health care and social assistance	1,262.2	2,022.6	760.4	4.8
Nursing and residential care facilities	Health care and social assistance	3,261.0	3,996.7	735.7	2.1
Food services and drinking places	Leisure and hospitality	10,717.0	11,375.0	658.0	0.6
Offices of physicians	Health care and social assistance	2,470.2	2,992.9	522.7	1.9
Local government educational services compensation	State and local government	7,791.2	8,217.6	426.4	0.5
Employment services	Professional and business services	3,421.0	3,845.8	424.8	1.2
Computer systems design and related services	Professional and business services	1,777.7	2,186.6	408.9	2.1
Hospitals; private	Health care and social assistance	4,784.3	5,179.2	394.9	0.8
Offices of other health practitioners	Health care and social assistance	784.2	1,136.5	352.3	3.8
Outpatient care centers	Health care and social assistance	711.1	1,059.2	348.1	4.1
Management, scientific, and technical consulting services	Professional and business services	1,244.4	1,573.7	329.3	2.4
Wholesale trade	Wholesale trade	5,826.0	6,151.4	325.4	0.5
Individual and family services	Health care and social assistance	2,032.5	2,318.8	286.3	1.3
General Merchandise stores	Retail trade	3,113.6	3,376.8	263.2	0.8
Retail, except motor vehicle and parts dealers, food and beverage stores, and general merchandise stores	Retail trade	7,395.6	7,646.6	251.0	0.3
Junior colleges, colleges, universities, and professional schools; private	Educational services; private	1,777.2	1,997.2	220.0	1.2
Securities, commodity contracts, and other financial investments and related activities	Financial activities	877.6	1,074.2	196.6	2.0
Offices of dentists	Health care and social assistance	891.1	1,050.9	159.8	1.7
Motor vehicle and parts dealers	Retail trade	1,861.3	2,017.2	155.9	0.8
<b>Largest Declines</b>					
Postal Service	Federal government	593.0	427.9	-165.1	-3.2
Federal non-defense government compensation	Federal government	1,514.8	1,404.3	-110.5	-0.8
Newspaper, periodical, book, and directory publishers	Information	412.3	309.0	-103.3	-2.8
Wired telecommunications carriers	Information	607.0	509.2	-97.8	-1.7
Federal defense government compensation	Federal government	522.2	440.0	-82.2	-1.7
Printing and related support activities	Manufacturing	452.7	371.3	-81.4	-2.0
Apparel, leather, and allied manufacturing	Manufacturing	168.5	91.7	-76.8	-5.9
Crop production	Agriculture	765.6	699.9	-65.7	-0.9
Plastics product manufacturing	Manufacturing	541.6	478.5	-63.1	-1.2
Textile mills and textile product mills	Manufacturing	232.1	174.2	-57.9	-2.8
Other miscellaneous manufacturing	Manufacturing	275.2	219.3	-55.9	-2.2
Electric power generation, transmission and distribution	Utilities	392.1	351.3	-40.8	-1.1
Navigational, measuring, electromedical, and control instruments manufacturing	Manufacturing	388.3	353.1	-35.2	-0.9
Semiconductor and other electronic component manufacturing	Manufacturing	367.8	332.7	-35.1	-1.0
Computer and peripheral equipment manufacturing	Manufacturing	162.8	135.5	-27.3	-1.8
Travel arrangement and reservation services	Professional business services	195.7	168.9	-26.8	-1.5
Aerospace product and parts manufacturing	Manufacturing	488.4	464.1	-24.3	-0.5
Communications equipment manufacturing	Manufacturing	93.5	69.5	-24.0	-2.9
Motor vehicle parts manufacturing	Manufacturing	536.6	514.0	-22.6	-0.4
Federal enterprises except the Postal Service and electric utilities	Federal government	81.1	58.9	-22.2	-3.1

Source: U.S. Bureau of Labor Statistics

**Table 4. Employment by major occupational group, 2014 and projected 2024**  
(Numbers in thousands)

Major Occupation Group	Employment		Change, 2014-24		Median annual wage, 2014
	2014	2024	Number	Percent	
<b>Total, all occupations</b>	<b>150,539.9</b>	<b>160,328.8</b>	<b>9,788.9</b>	<b>6.5</b>	<b>\$35,540</b>
Management occupations	9,157.5	9,662.9	505.4	5.5	97,230
Business and financial operations occupations	7,565.3	8,197.8	632.4	8.4	64,790
Computer and mathematical occupations	4,068.3	4,599.7	531.4	13.1	79,420
Architecture and engineering occupations	2,532.7	2,599.9	67.2	2.7	75,780
Life, physical, and social science occupations	1,310.4	1,408.0	97.6	7.4	61,450
Community and social service occupations	2,465.7	2,723.4	257.7	10.5	41,290
Legal occupations	1,268.2	1,332.8	64.6	5.1	76,860
Education, training, and library occupations	9,216.1	9,913.7	697.6	7.6	46,660
Arts, design, entertainment, sports, and media occupations	2,624.2	2,731.7	107.5	4.1	45,180
Healthcare practitioners and technical occupations	8,236.5	9,584.6	1,348.1	16.4	61,710
Healthcare support occupations	4,238.0	5,212.2	974.2	23.0	26,440
Protective service occupations	3,443.8	3,597.7	153.9	4.5	37,180
Food preparation and serving related occupations	12,467.6	13,280.4	812.9	6.5	19,130
Building and grounds cleaning and maintenance occupations	5,617.2	5,967.0	349.8	6.2	23,270
Personal care and service occupations	6,006.1	6,798.2	792.1	13.2	21,260
Sales and related occupations	15,423.1	16,201.1	778.0	5.0	25,360
Office and administrative support occupations	22,766.1	23,232.6	466.5	2.0	32,520
Farming, fishing, and forestry occupations	972.1	914.9	-57.2	-5.9	20,250
Construction and extraction occupations	6,501.7	7,160.7	659.0	10.1	41,380
Installation, maintenance, and repair occupations	5,680.5	6,046.0	365.5	6.4	42,110
Production occupations	9,230.3	8,948.3	-282.1	-3.1	31,720
Transportation and material moving occupations	9,748.5	10,215.3	466.8	4.8	29,530

Source: U.S. Bureau of Labor Statistics



**Table 5. Fastest growing occupations, 2014-24**

(Numbers in thousands)

Occupation	Employment		Change, 2014-24		Median annual wage, 2014	Typical education needed for entry
	2014	2024	Number	Percent		
<b>Total, all occupations</b>	<b>150,539.9</b>	<b>160,328.8</b>	<b>9,788.9</b>	<b>6.5</b>	<b>\$35,540</b>	—
Wind turbine service technicians	4.4	9.2	4.8	108.0	48,800	Some college, no degree
Occupational therapy assistants	33.0	47.1	14.1	42.7	56,950	Associate's degree
Physical therapist assistants	78.7	110.7	31.9	40.6	54,410	Associate's degree
Physical therapist aides	50.0	69.5	19.5	39.0	24,650	High school diploma or equivalent
Home health aides	913.5	1,261.9	348.4	38.1	21,380	No formal educational credential
Commercial divers	4.4	6.0	1.6	36.9	45,890	Postsecondary nondegree award
Nurse practitioners	126.9	171.7	44.7	35.2	95,350	Master's degree
Physical therapists	210.9	282.7	71.8	34.0	82,390	Doctoral or professional degree
Statisticians	30.0	40.1	10.1	33.8	79,990	Master's degree
Ambulance drivers and attendants, except emergency medical technicians	19.6	26.1	6.5	33.0	24,080	High school diploma or equivalent
Occupational therapy aides	8.8	11.6	2.7	30.6	26,550	High school diploma or equivalent
Physician assistants	94.4	123.2	28.7	30.4	95,820	Master's degree
Operations research analysts	91.3	118.9	27.6	30.2	76,660	Bachelor's degree
Personal financial advisors	249.4	323.2	73.9	29.6	81,060	Bachelor's degree
Cartographers and photogrammetrists	12.3	15.9	3.6	29.3	60,930	Bachelor's degree

Source: U.S. Bureau of Labor Statistics

**Table 6. Occupations with the most job growth, 2014-24**  
(Numbers in thousands)

Occupation	Employment		Change, 2014-24		Median annual wage, 2014	Typical education needed for entry
	2014	2024	Number	Percent		
<b>Total, all occupations</b>	<b>150,539.9</b>	<b>160,328.8</b>	<b>9,788.9</b>	<b>6.5</b>	<b>\$35,540</b>	—
Personal care aides	1,768.4	2,226.5	458.1	25.9	20,440	No formal educational credential
Registered nurses	2,751.0	3,190.3	439.3	16.0	66,640	Bachelor's degree
Home health aides	913.5	1,261.9	348.4	38.1	21,380	No formal educational credential
Combined food preparation and serving workers, including fast food	3,159.7	3,503.2	343.5	10.9	18,410	No formal educational credential
Retail salespersons	4,624.9	4,939.1	314.2	6.8	21,390	No formal educational credential
Nursing assistants	1,492.1	1,754.1	262.0	17.6	25,100	Postsecondary nondegree award
Customer service representatives	2,581.8	2,834.8	252.9	9.8	31,200	High school diploma or equivalent
Cooks, restaurant	1,109.7	1,268.7	158.9	14.3	22,490	No formal educational credential
General and operations managers	2,124.1	2,275.2	151.1	7.1	97,270	Bachelor's degree
Construction laborers	1,159.1	1,306.5	147.4	12.7	31,090	No formal educational credential
Accountants and auditors	1,332.7	1,475.1	142.4	10.7	65,940	Bachelor's degree
Medical assistants	591.3	730.2	138.9	23.5	29,960	Postsecondary nondegree award
Janitors and cleaners, except maids and housekeeping cleaners	2,360.6	2,496.9	136.3	5.8	22,840	No formal educational credential
Software developers, applications	718.4	853.7	135.3	18.8	95,510	Bachelor's degree
Laborers and freight, stock, and material movers, hand	2,441.3	2,566.4	125.1	5.1	24,430	No formal educational credential

Source: U.S. Bureau of Labor Statistics