

News

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BLS RELEASES 2004-14 EMPLOYMENT PROJECTIONS

The Bureau of Labor Statistics (BLS), U.S. Department of Labor, today released projections on future job growth by industry and occupation and on the likely composition of the workforce pursuing those jobs.

The 10-year projections—covering the 2004–14 decade—of economic growth, employment by industry and occupation, and labor force are widely used in career guidance, in planning education and training programs, and in studying long-range employment trends. These projections, which are updated every 2 years, continue a nearly 60-year tradition of providing advice to individuals who are entering the job market, changing careers, or making further education and training choices.

Employment

Over the 2004–14 decade, total employment is projected to increase by 18.9 million jobs, or 13 percent. Over the previous decade (1994-2004), total employment grew at the same annual rate and increased by 16.4 million jobs.

Industry employment

- Employment growth will continue to be concentrated in the service-providing sector of the economy. Educational services, health care and social assistance, and professional and business services represent the industry sectors with the strongest employment growth; these sectors are projected to grow more than twice as fast as the overall economy. (See table 1.)
- Construction employment is projected to grow, but at a slower pace than during the previous decade (1994-2004). Manufacturing employment, however, is expected to decline by 5 percent, much less than the 16 percent decline that occurred in the

previous decade. Nonetheless, employment in goods-producing industries is expected to decrease from 15 percent to 13 percent of total employment.

- The 10 detailed industries with the largest wage and salary employment growth, led by employment services, local government education, and offices of physicians, are in the service-providing sector. (See table 3a.)
- Eight out of the 10 detailed industries with the largest wage and salary employment declines, including cut and sew apparel manufacturing, are in the manufacturing sector. (See table 3b.)

Occupational employment

- Professional and related occupations and service occupations—two groups on opposite ends of the educational and earnings ranges—are projected to add the most jobs, accounting for 6 out of 10 new jobs created over the 2004-14 period. (See table 2.)
- Business and financial operations occupations, professional and related occupations, and service occupations are projected to grow faster than the 13 percent average for all occupations.
- Production occupations and farming, fishing, and forestry occupations are projected to lose employment over the period.
- Nine of the 10 fastest growing occupations are health or computer (information technology) occupations. (See table 3c.)
- Five of the 10 occupations adding the most jobs are service occupations. (See table 3d.)

Education and training categories

- An associate or bachelor's degree is the most significant source of postsecondary education or training for 6 of the 10 fastest growing occupations. (See table 3c.)
- Short-term on-the-job training is the most significant source of postsecondary education or training for 5 of the 10 occupations with the largest job growth. (See table 3d.)

Labor force

- The civilian labor force is projected to increase by 14.7 million over the 2004–14 decade, reaching 162.1 million by 2014. This 10 percent increase is less than the 12.5-percent increase over the previous decade, 1994–2004, when the labor force

grew by 16.3 million. (See table 4.) The labor force will change in composition, as a result of changes in both the composition of the population and in the rates of labor force participation across demographic groups.

- The projected labor force growth will be affected by the aging of the baby-boom generation—persons born between 1946 and 1964. In 2014, baby-boomers will be ages 50 to 68 years, and this age group will grow significantly over the 2004–14 period. The labor force will continue to age, with the number of workers in the 55-and-older group projected to grow by 49.1 percent, nearly 5 times the 10 percent growth projected for the overall labor force. Youths—those between the ages of 16 and 24—will decline in numbers and lose share of the labor force, from 15.1 percent in 2004 to 13.7 percent in 2014. Prime-age workers—those between the ages of 25 and 54—also will lose share of the labor force, from 69.3 percent in 2004 to 65.2 percent in 2014. The 55-and-older age group, on the other hand, is projected to gain share of the labor force, from 15.6 percent to 21.2 percent.
- Over the 2004–14 projection period, the number of women in the labor force is projected to grow by 10.9 percent, faster than the 9.1-percent growth projected for men. As a result, women's share of the labor force is expected to increase from 46.4 percent in 2004 to 46.8 percent by 2014. In contrast, men's share is projected to decline from 53.6 percent to 53.2 percent over the decade.
- By 2014, the Hispanic labor force is expected to reach 25.8 million, due to faster population growth resulting from a younger population, higher fertility rates, and increased immigration levels. Despite relatively slow growth, whites will remain the largest group, composing 80.2 percent of the labor force. Blacks will constitute 12.0 percent of the labor force. Asians will continue to be the fastest growing race group, climbing to 5.1 percent of the labor force in 2014.

A note on labor shortages in the context of long-term economic projections

The measures upon which the employment projections and labor force projections are based are different. The former is a count of jobs and the latter a count of individuals. Users of these data should not assume that the difference between the projected increase in the labor force and the projected increase in employment implies a labor shortage or surplus. The BLS projections assume a labor market in equilibrium, i.e., one where labor supply meets labor demand except for some degree of frictional unemployment. For a discussion of the basic projection methodology, see "A summary of BLS projections to 2014," Norman C. Saunders, November 2005 *Monthly Labor Review*. For a discussion of labor shortages in the context of long-term projection models, see "Employment projections to 2012: concepts and context," Michael W. Horrigan, February 2004 *Monthly Labor Review*.

Notes

More detailed information on the 2004–14 projections appears in five articles in the November 2005 issue of the *Monthly Labor Review*, published by the Bureau of Labor Statistics, U.S. Department of Labor. The *Review* is available online at:

www.bls.gov/opub/mlr/welcome.htm. A graphic presentation of the highlights of the projections will appear in the forthcoming Winter 2005–06 *Occupational Outlook Quarterly*. The *Quarterly* is available online at: www.bls.gov/opub/ooq/ooqhome.htm.

The *Monthly Labor Review* and *Occupational Outlook Quarterly* are sold by the U.S. Government Printing Office, Washington, D.C. 20402. The *Review* costs \$49 a year; single copies are \$15. The *Quarterly* costs \$15 a year; single copies are \$6. For additional information, contact the Superintendent of Documents at: www.access.gpo.gov.

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: 202-691-5200; TDD message referral phone: 1-800-877-8339.

Table 1. Employment by major industry sector, 1994, 2004, and projected 2014

(Numbers in thousands)

Industry sector	Employment			Numeric Change		Percent change		Percent distribution			Average annual rate of change	
	1994	2004	2014	1994-2004	2004-14	1994-2004	2004-14	1994	2004	2014	1994-2004	2004-14
Total ¹	129,245.9	145,612.3	164,539.9	16,366.4	18,927.6	12.7	13.0	100.0	100.0	100.0	1.2	1.2
Nonagriculture wage and salary ²	114,983.8	132,191.7	150,876.9	17,207.9	18,685.2	15.0	14.1	89.0	90.8	91.7	1.4	1.3
Goods-producing, excluding agriculture	22,691.6	21,817.3	21,787.3	-874.3	-30.0	-3.9	-0.1	17.6	15.0	13.2	-0.4	0.0
Mining	576.5	523.2	477.4	-53.3	-45.8	-9.2	-8.8	0.4	0.4	0.3	-1.0	-0.9
Construction	5,094.9	6,964.5	7,756.9	1,869.6	792.4	36.7	11.4	3.9	4.8	4.7	3.2	1.1
Manufacturing	17,020.2	14,329.6	13,553.0	-2,690.6	-776.6	-15.8	-5.4	13.2	9.8	8.2	-1.7	-0.6
Service-providing	92,292.2	110,374.4	129,089.6	18,082.2	18,715.2	19.6	17.0	71.4	75.8	78.5	1.8	1.6
Utilities	689.4	570.1	562.6	-119.3	-7.5	-17.3	-1.3	0.5	0.4	0.3	-1.9	-0.1
Wholesale trade	5,247.5	5,654.9	6,130.8	407.4	475.9	7.8	8.4	4.1	3.9	3.7	0.8	0.8
Retail trade	13,491.1	15,034.5	16,683.2	1,543.4	1,648.7	11.4	11.0	10.4	10.3	10.1	1.1	1.0
Transportation and warehousing	3,701.1	4,250.0	4,755.9	548.9	505.9	14.8	11.9	2.9	2.9	2.9	1.4	1.1
Information	2,738.6	3,138.3	3,502.1	399.7	363.8	14.6	11.6	2.1	2.2	2.1	1.4	1.1
Financial activities	6,866.9	8,051.9	8,901.3	1,185.0	849.4	17.3	10.5	5.3	5.5	5.4	1.6	1.0
Professional and business services	12,173.9	16,413.7	20,979.9	4,239.8	4,566.2	34.8	27.8	9.4	11.3	12.8	3.0	2.5
Educational services	1,894.8	2,766.4	3,664.5	871.6	898.1	46.0	32.5	1.5	1.9	2.2	3.9	2.9
Health care and social assistance	10,911.9	14,187.2	18,482.1	3,275.3	4,294.9	30.0	30.3	8.4	9.7	11.2	2.7	2.7
Leisure and hospitality	10,099.8	12,479.1	14,693.8	2,379.3	2,214.7	23.6	17.7	7.8	8.6	8.9	2.1	1.6
Other services	5,202.1	6,209.9	6,943.4	1,007.8	733.5	19.4	11.8	4.0	4.3	4.2	1.8	1.1
Federal government	3,018.0	2,727.5	2,770.9	-290.5	43.4	-9.6	1.6	2.3	1.9	1.7	-1.0	0.2
State and local government	16,257.1	18,890.9	21,019.1	2,633.8	2,128.2	16.2	11.3	12.6	13.0	12.8	1.5	1.1
Agriculture, forestry, fishing, and hunting ³	2,890.1	2,139.9	1,910.0	-750.2	-229.9	-26.0	-10.7	2.2	1.5	1.2	-3.0	-1.1
Agriculture wage and salary	1,381.0	1,149.2	1,089.7	-231.8	-59.5	-16.8	-5.2	1.1	0.8	0.7	-1.8	-0.5
Agriculture self-employed and unpaid family workers	1,509.1	990.7	820.3	-518.4	-170.4	-34.4	-17.2	1.2	0.7	0.5	-4.1	-1.9
Nonagriculture self-employed and unpaid family worker	9,360.0	9,556.4	10,011.9	196.4	455.5	2.1	4.8	7.2	6.6	6.1	0.2	0.5
Secondary wage and salary jobs in agriculture and private household industries ⁴	182.0	137.6	126.8	-44.4	-10.8	-24.4	-7.8	0.1	0.1	0.1	-2.8	-0.8
Secondary jobs as a self-employed or unpaid family worker ⁵	1,830.0	1,586.7	1,614.3	-243.3	27.6	-13.3	1.7	1.4	1.1	1.0	-1.4	0.2

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

² 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.

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

⁴ Workers who hold a secondary wage and salary job in agricultural production, forestry, fishing, and private household industries.

⁵ Wage and salary workers who hold a secondary job as a self-employed or unpaid family worker

Table 2. Employment by major occupational group, 2004 and projected 2014
(Numbers in thousands)

Occupational group	Employment				Change	
	Number		Percent distribution		Number	Percent
	2004	2014	2004	2014		
Total, all occupations	145,612.3	164,539.9	100.0	100.0	18,927.6	13.0
Management occupations	9,114.7	10,146.8	6.3	6.2	1,032.0	11.3
Business and financial operations occupations	5,872.8	6,995.5	4.0	4.3	1,122.7	19.1
Professional and related occupations	28,544.0	34,590.2	19.6	21.0	6,046.3	21.2
Computer and mathematical science occupations	3,152.8	4,119.8	2.2	2.5	967.0	30.7
Architecture and engineering occupations	2,519.9	2,834.7	1.7	1.7	314.8	12.5
Life, physical, and social science occupations	1,315.7	1,531.6	0.9	0.9	215.9	16.4
Community and social services occupations	2,317.1	2,800.2	1.6	1.7	483.1	20.8
Legal occupations	1,220.2	1,414.2	0.8	0.9	194.0	15.9
Education, training, and library occupations	8,698.0	10,438.0	6.0	6.3	1,740.0	20.0
Arts, design, entertainment, sports, and media occupations	2,515.0	2,890.3	1.7	1.8	375.3	14.9
Healthcare practitioners and technical occupations	6,805.3	8,561.4	4.7	5.2	1,756.1	25.8
Service occupations	27,672.6	32,929.7	19.0	20.0	5,257.2	19.0
Healthcare support occupations	3,492.3	4,656.2	2.4	2.8	1,163.9	33.3
Protective service occupations	3,137.6	3,578.0	2.2	2.2	440.3	14.0
Food preparation and serving related occupations	10,739.2	12,453.2	7.4	7.6	1,714.0	16.0
Building and grounds cleaning and maintenance occupations	5,582.2	6,529.7	3.8	4.0	947.5	17.0
Personal care and service occupations	4,721.2	5,712.7	3.2	3.5	991.4	21.0
Sales and related occupations	15,330.2	16,806.4	10.5	10.2	1,476.3	9.6
Office and administrative support occupations	23,907.0	25,287.3	16.4	15.4	1,380.3	5.8
Farming, fishing, and forestry occupations	1,025.9	1,013.0	0.7	0.6	-12.9	-1.3
Construction and extraction occupations	7,738.5	8,669.4	5.3	5.3	930.9	12.0
Installation, maintenance, and repair occupations	5,747.5	6,404.5	3.9	3.9	657.0	11.4
Production occupations	10,561.7	10,483.1	7.3	6.4	-78.6	-0.7
Transportation and material moving occupations	10,097.6	11,214.0	6.9	6.8	1,116.4	11.1

NOTE: Detail may not equal total or 100 percent because of rounding.

Table 3a. The 10 detailed industries with the largest wage and salary employment growth, 2004-14¹
(Numbers in thousands)

Industry	Employment		Change	
	2004	2014	Number	Percent
Employment services	3,470.3	5,050.2	1,579.9	45.5
Local government educational services	7,762.5	8,545.5	783.0	10.1
Local government, excluding education and hospitals	5,485.6	6,249.3	763.7	13.9
Offices of physicians	2,053.9	2,813.4	759.5	37.0
Full-service restaurants	4,226.4	4,927.8	701.4	16.6
General medical and surgical hospitals, private	4,050.9	4,699.0	648.1	16.0
Limited-service eating places	3,726.7	4,318.6	591.9	15.9
Home health care services	773.2	1,310.3	537.1	69.5
Colleges, universities, and professional schools, private	1,377.5	1,849.8	472.3	34.3
Management, scientific, and technical consulting services	779.0	1,250.2	471.2	60.5

¹ Data are from the National Employment Matrix.

Table 3b. The 10 detailed industries with the largest wage and salary employment declines, 2004-14¹
(Numbers in thousands)

Industry	Employment		Change	
	2004	2014	Number	Percent
Wired telecommunications carriers	548.4	380.1	-168.3	-30.7
Cut and sew apparel manufacturing	219.9	80.0	-139.9	-63.6
Printing and related support activities	665.0	600.1	-64.9	-9.8
Fabric mills	115.7	60.0	-55.7	-48.1
Semiconductor and other electronic component manufacturing	452.8	399.9	-52.9	-11.7
Crop production, primary job	530.2	482.1	-48.1	-9.1
Basic chemical manufacturing	156.1	110.0	-46.1	-29.5
Rubber product manufacturing	173.0	132.8	-40.2	-23.2
Foundries	165.4	127.8	-37.6	-22.7
Computer and peripheral equipment manufacturing	212.1	175.0	-37.1	-17.5

¹ Data are from the National Employment Matrix.

Table 3c. The 10 fastest growing occupations, 2004-14

(Numbers in thousands)

Occupation	Employment		Change		Most significant source of postsecondary education or training ¹
	2004	2014	Number	Percent	
Home health aides	624	974	350	56	Short-term on-the-job training
Network systems and data communications analysts	231	357	126	55	Bachelor's degree
Medical assistants	387	589	202	52	Moderate-term on-the-job training
Physician assistants	62	93	31	50	Bachelor's degree
Computer software engineers, applications	460	682	222	48	Bachelor's degree
Physical therapist assistants	59	85	26	44	Associate degree
Dental hygienists	158	226	68	43	Associate degree
Computer software engineers, systems software	340	486	146	43	Bachelor's degree
Dental assistants	267	382	114	43	Moderate-term on-the-job training
Personal and home care aides	701	988	287	41	Short-term on-the-job training

¹ Each occupation is placed into one of 11 categories that best describes the education or training needed by most workers to become fully qualified. For more information about the categories, see Chapter II, "Selected Occupational Data, 2002 and Projected 2012" in Occupational Projections and Training Data, Bulletin 2572 (Bureau of Labor Statistics, March 2004), pp. 66-67, or in Bulletin 2602, the forthcoming 2006-07 edition of this publication.

Table 3d. The 10 occupations with the largest employment growth, 2004-14

(Numbers in thousands)

Occupation	Employment		Change		Most significant source of postsecondary education or training ¹
	2004	2014	Number	Percent	
Retail salespersons	4,256	4,992	736	17	Short-term on-the-job training
Registered nurses	2,394	3,096	703	29	Associate degree
Postsecondary teachers	1,628	2,153	524	32	Doctoral degree
Customer service representatives	2,063	2,534	471	23	Moderate-term on-the-job training
Janitors and cleaners, except maids and housekeeping cleaners	2,374	2,813	440	19	Short-term on-the-job training
Waiters and waitresses	2,252	2,627	376	17	Short-term on-the-job training
Combined food preparation and serving workers, including fast food	2,150	2,516	367	17	Short-term on-the-job training
Home health aides	624	974	350	56	Short-term on-the-job training
Nursing aides, orderlies, and attendants	1,455	1,781	325	22	Postsecondary vocational award
General and operations managers	1,807	2,115	308	17	Bachelor's or higher degree, plus work experience

¹ Each occupation is placed into one of 11 categories that best describes the education or training needed by most workers to become fully qualified. For more information about the categories, see Chapter II, "Selected Occupational Data, 2002 and Projected 2012" in Occupational Projections and Training Data, Bulletin 2572 (Bureau of Labor Statistics, March 2004), pp. 66-67, or in Bulletin 2602, the forthcoming 2006-07 edition of this publication.

Table 4. Civilian labor force by age, sex, race, and Hispanic origin, 1984, 1994, 2004, and projected 2014

(Numbers in thousands)

Group	Level				Change			Percent change			Percent distribution				Annual growth rate (percent)		
	1984	1994	2004	2014	1984-94	1994-2004	2004-14	1984-94	1994-2004	2004-14	1984	1994	2004	2014	1984-94	1994-2004	2004-14
Total, 16 years and older	113,544	131,056	147,401	162,100	17,512	16,345	14,699	15.4	12.5	10.0	100.0	100.0	100.0	100.0	1.4	1.2	1.0
16 to 24	23,989	21,612	22,268	22,158	-2,377	656	-110	-9.9	3.0	-0.5	21.1	16.5	15.1	13.7	-1.0	0.3	0.0
25 to 54	74,661	93,898	102,122	105,627	19,237	8,224	3,505	25.8	8.8	3.4	65.8	71.6	69.3	65.2	2.3	0.8	0.3
55 and older	14,894	15,546	23,011	34,315	652	7,465	11,304	4.4	48.0	49.1	13.1	11.9	15.6	21.2	0.4	4.0	4.1
Men	63,835	70,817	78,980	86,194	6,982	8,163	7,214	10.9	11.5	9.1	56.2	54.0	53.6	53.2	1.0	1.1	0.9
Women	49,709	60,239	68,421	75,906	10,530	8,182	7,485	21.2	13.6	10.9	43.8	46.0	46.4	46.8	1.9	1.3	1.0
White	98,492	111,082	121,086	129,936	12,590	10,004	8,850	12.8	9.0	7.3	86.7	84.8	82.1	80.2	1.2	0.9	0.7
Black	12,033	14,502	16,638	19,433	2,469	2,136	2,795	20.5	14.7	16.8	10.6	11.1	11.3	12.0	1.9	1.4	1.6
Asian ¹	3,019	5,472	6,271	8,304	2,456	799	2,033	81.4	14.6	32.4	2.7	4.2	4.3	5.1	6.1	1.4	2.8
All other groups ²	(3)	(3)	3,406	4,427	(3)	(3)	1,021	(3)	(3)	30.0	(3)	(3)	2.3	2.7	(3)	(3)	2.7
Hispanic origin	7,451	11,975	19,272	25,760	4,524	7,297	6,488	60.7	60.9	33.7	6.6	9.1	13.1	15.9	4.9	4.9	2.9
Other than Hispanic origin	106,093	119,081	128,129	136,340	12,988	9,048	8,211	12.2	7.6	6.4	93.4	90.9	86.9	84.1	1.2	0.7	0.6
White Non-Hispanic	91,296	100,462	103,202	106,373	9,166	2,740	3,171	10.0	2.7	3.1	80.4	76.7	70.0	65.6	1.0	0.3	0.3

¹ As a result of changes in the definition of the race categories in census 2000, data for 1984 and 1994 represent the "Asian & other" race category with 1990 census weights. Data for 2004 and 2014 represent the "Asian only" race category with 2000 census weights.

² The "All other groups" category includes (1) those classed as of multiple racial origin and (2) the race categories of (2a) American Indian and Alaska Native and (2b) Native Hawaiian and Other Pacific Islanders.

³ Data for "All other groups" are not available for 1984 and 1994.