

Economic Overview

Pee Dee WDA

Demographic Profile	
Employment Trends	
Unemployment Rate	
Wage Trends	
Cost of Living Index	
Industry Snapshot	ε
Occupation Snapshot	
Industry Clusters	
Education Levels	13
Gross Domestic Product	14
Pee Dee WDA Regional Map	16
Region Definition	
FAQ	18

Demographic Profile

The population in the Pee Dee WDA was 326,466 per American Community Survey data for 2018-2022.

The region has a civilian labor force of 144,644 with a participation rate of 55.7%. Of individuals 25 to 64 in the Pee Dee WDA, 19.1% have a bachelor's degree or higher which compares with 36.5% in the nation.

The median household income in the Pee Dee WDA is \$48,930 and the median house value is \$131,162.

Summary¹

		Percent		Value				
	Pee Dee WDA	South Carolina	USA	Pee Dee WDA	South Carolina	USA		
Demographics								
Population (ACS)	_	_	_	326,466	5,212,774	332,387,540		
Male	47.8%	48.7%	49.5%	156,130	2,537,456	164,545,087		
Female	52.2%	51.3%	50.5%	170,336	2,675,318	167,842,453		
Median Age ²	_	_	_	40.4	40.1	38.7		
Under 18 Years	23.0%	21.6%	22.2%	75,050	1,127,062	73,645,238		
18 to 24 Years	8.4%	9.1%	9.1%	27,409	475,338	30,307,641		
25 to 34 Years	12.3%	12.9%	13.7%	40,193	671,642	45,497,632		
35 to 44 Years	11.8%	12.4%	13.1%	38,390	647,392	43,492,887		
45 to 54 Years	12.6%	12.2%	12.3%	41,169	634,490	40,847,713		
55 to 64 Years	13.4%	13.3%	12.8%	43,642	693,281	42,626,382		
65 to 74 Years	11.4%	11.3%	10.0%	37,272	589,960	33,293,127		
75 Years and Over	7.1%	7.2%	6.8%	23,341	373,609	22,676,920		
Race: White	50.3%	64.1%	63.4%	164,084	3,339,447	210,875,446		
Race: Black or African American	42.8%	25.3%	12.4%	139,835	1,318,630	41,070,890		
Race: American Indian and Alaska Native	0.7%	0.3%	0.9%	2,213	16,823	2,924,996		
Race: Asian	0.8%	1.7%	5.8%	2,666	89,723	19,352,659		
Race: Native Hawaiian and Other Pacific Islander	0.0%	0.1%	0.2%	63	3,642	629,292		
Race: Some Other Race	1.6%	2.7%	6.6%	5,336	142,798	21,940,536		
Race: Two or More Races	3.8%	5.8%	10.7%	12,269	301,711	35,593,721		
Hispanic or Latino (of any race)	3.2%	7.1%	19.0%	10,590	368,900	63,131,589		
Population Growth								
Population (Pop Estimates) ⁴	_	_	_	325,571	5,373,555	334,914,895		
Population Annual Average Growth ⁴	-0.5%	1.2%	0.6%	-1,815	60,709	1,885,495		
People per Square Mile ⁴	_	_	_	92.1	178.7	94.8		
Economic								
Labor Force Participation Rate and Size (civilian population 16 years and over)	55.7%	60.2%	63.3%	144,644	2,513,298	168,567,852		
Prime-Age Labor Force Participation Rate and Size (civilian population 25-54)	76.3%	81.6%	83.0%	90,899	1,577,860	107,055,165		
Work from Home	5.7%	10.0%	13.5%	7,592	237,424	21,267,373		
Armed Forces Labor Force	0.3%	0.9%	0.5%	759	39,412	1,287,774		
Veterans, Age 18-64	4.8%	5.8%	4.2%	9,062	180,043	8,410,268		
Veterans Labor Force Participation Rate and Size, Age 18-64	69.4%	74.3%	77.0%	6,285	133,696	6,478,181		
Median Household Income ²	_	_	_	\$48,930	\$66,818	\$78,538		
Per Capita Income	_	_	_	\$28,701	\$37,993	\$43,289		
Mean Commute Time (minutes)	_	_	_	24.0	25.6	26.6		
Commute via Public Transportation	0.1%	0.4%	3.5%	191	10,086	5,528,841		
Educational Attainment, Age 25-64								
No High School Diploma	12.1%	9.6%	10.0%	19,791	254,842	17,176,172		
High School Graduate	38.6%	27.4%	25.0%	63,096	724,281	43,057,491		
Some College, No Degree	19.5%	20.2%	19.3%	31,792	534,191	33,315,654		

Summary¹

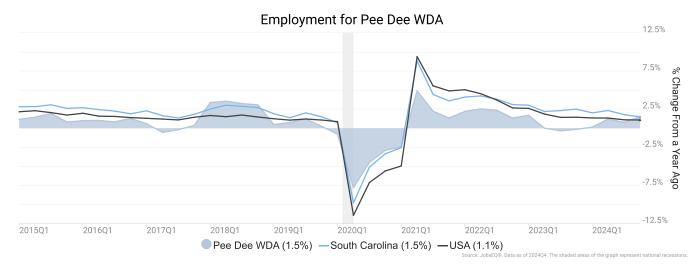
		Percent		Value				
	Pee Dee WDA	South Carolina	USA	Pee Dee WDA	South Carolina	USA		
Associate's Degree	10.7%	10.5%	9.2%	17,439	276,602	15,894,085		
Bachelor's Degree	12.2%	20.6%	22.8%	19,893	544,605	39,256,774		
Postgraduate Degree	7.0%	11.8%	13.8%	11,383	312,284	23,764,438		
Housing								
Total Housing Units	_	_	_	151,074	2,401,638	142,332,876		
Median House Value (of owner-occupied units) ^{2,5}	_	_	_	\$131,162	\$236,700	\$303,400		
Homeowner Vacancy	1.3%	1.0%	1.0%	1,114	15,717	850,724		
Rental Vacancy	7.0%	8.3%	5.5%	3,263	54,196	2,605,688		
Renter-Occupied Housing Units (% of Occupied Units)	33.9%	28.6%	35.0%	43,054	591,532	44,590,828		
Owner-Occupied Housing Units (% of Occupied Units)	66.1%	71.4%	65.0%	84,027	1,478,858	82,892,037		
Occupied Housing Units with No Vehicle Available (% of Occupied Units)	9.2%	5.7%	8.3%	11,680	117,832	10,602,826		
Social								
Poverty Level (of all people)	21.3%	14.2%	12.4%	67,773	719,720	40,390,045		
Households Receiving Food Stamps/SNAP	17.8%	10.5%	11.8%	22,641	217,015	15,004,950		
Enrolled in Grade 12 (% of total population)	1.3%	1.2%	1.3%	4,125	64,573	4,405,676		
Disconnected Youth ³	5.4%	2.9%	2.4%	879	8,046	420,352		
Children in Single Parent Families (% of all children)	52.5%	38.4%	34.0%	36,029	404,096	23,701,745		
Uninsured	11.2%	10.0%	8.6%	35,737	510,757	28,000,876		
With a Disability, Age 18-64	13.7%	12.0%	10.7%	25,547	366,706	21,269,700		
With a Disability, Age 18-64, Labor Force Participation Rate and Size	30.3%	42.6%	47.0%	7,731	156,318	10,001,264		
Foreign Born	2.2%	5.6%	13.9%	7,040	293,556	46,108,901		
Speak English Less Than Very Well (population 5 yrs and over)	1.4%	3.0%	8.4%	4,329	150,169	26,299,012		

Source: JobsEQ®

^{1.} American Community Survey 2019-2023, unless noted otherwise
2. Median values for certain aggregate regions (such as MSAs) may be estimated as the weighted averages of the median values from the composing counties.
3. Disconnected Youth are 16-19 year olds who are (1) not in school, (2) not high school graduates, and (3) either unemployed or not in the labor force.
4. Census Population Estimate for 2023, annual average growth rate since 2013.
5. The Census's method for calculating median house values changed with the 2022 data set, so pre-2022 values are not directly comparable with later data.

Employment Trends

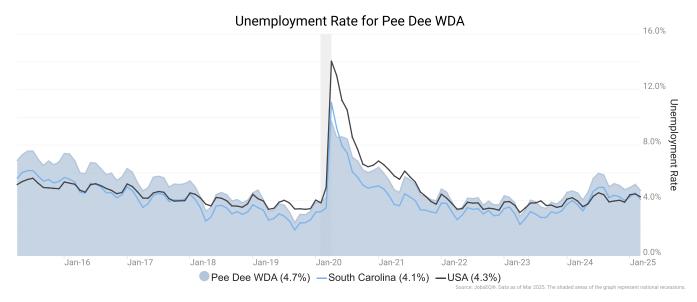
As of 2024Q4, total employment for the Pee Dee WDA was 135,602 (based on a four-quarter moving average). Over the year ending 2024Q4, employment increased 1.5% in the region.



Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2024Q3 with preliminary estimates updated to 2024Q4.

Unemployment Rate

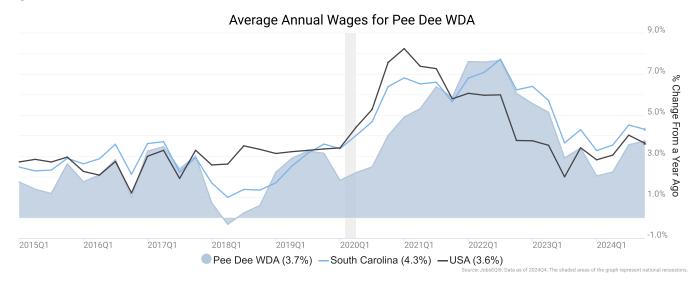
The unemployment rate for the Pee Dee WDA was 4.7% as of March 2025. The regional unemployment rate was higher than the national rate of 4.3%. One year earlier, in March 2024, the unemployment rate in the Pee Dee WDA was 4.5%.



Unemployment rate data are from the Local Area Unemployment Statistics, provided by the Bureau of Labor Statistics and updated through March 2025.

Wage Trends

The average worker in the Pee Dee WDA earned annual wages of \$50,272 as of 2024Q4. Average annual wages per worker increased 3.7% in the region over the preceding four quarters. For comparison purposes, annual average wages were \$73,145 in the nation as of 2024Q4.



Annual average wages per worker data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2024Q3 with preliminary estimates updated to 2024Q4.

Cost of Living Index

The Cost of Living Index estimates the relative price levels for consumer goods and services. When applied to wages and salaries, the result is a measure of relative purchasing power. The cost of living is 15.3% lower in Pee Dee WDA than the U.S. average.

Cost of Living Information

		Cost of Living Index					
	Annual Average Salary	(Base US)	US Purchasing Power				
Pee Dee WDA	\$50,272	84.7	\$59,328				
South Carolina	\$58,950	92.8	\$63,558				
USA	\$73,145	100.0	\$73,145				

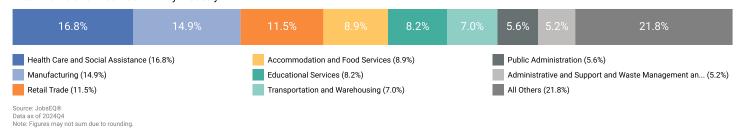
Source: JobsEQ®
Data as of 2024Q4

Cost of Living per COLI, data as of 2024Q3, imputed by Chmura where necessary.

Industry Snapshot

The largest sector in the Pee Dee WDA is Health Care and Social Assistance, employing 22,717 workers. The next-largest sectors in the region are Manufacturing (20,269 workers) and Retail Trade (15,575). High location quotients (LQs) indicate sectors in which a region has high concentrations of employment compared to the national average. The sectors with the largest LQs in the region are Manufacturing (LQ = 1.90), Utilities (1.52), and Transportation and Warehousing (1.41).

Total Workers for Pee Dee WDA by Industry



Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2024Q3 with preliminary estimates updated to 2024Q4.

Sectors in the Pee Dee WDA with the highest average wages per worker are Utilities (\$117,780), Management of Companies and Enterprises (\$74,204), and Finance and Insurance (\$71,914). Regional sectors with the best job growth (or most moderate job losses) over the last 5 years are Transportation and Warehousing (+1,786 jobs), Health Care and Social Assistance (+1,198), and Educational Services (+477).

Over the next 1 year, employment in the Pee Dee WDA is projected to expand by 143 jobs. The fastest growing sector in the region is expected to be Health Care and Social Assistance with a +0.7% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Health Care and Social Assistance (+155 jobs), Accommodation and Food Services (+35), and Transportation and Warehousing (+32).

Pee Dee WDA, 2024Q41

			Current		5-Year History						
NAICS	Industry	Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
62	Health Care and Social Assistance	22,717	\$56,951	1.11	1,198	1.1%	2,371	1,010	1,206	155	0.7%
31	Manufacturing	20,269	\$69,706	1.90	59	0.1%	1,968	751	1,289	-72	-0.4%
44	Retail Trade	15,575	\$32,801	1.18	56	0.1%	2,046	892	1,232	-78	-0.5%
72	Accommodation and Food Services	12,126	\$20,814	1.03	-482	-0.8%	2,188	917	1,236	35	0.3%
61	Educational Services	11,126	\$48,471	1.02	477	0.9%	1,028	471	569	-12	-0.1%
48	Transportation and Warehousing	9,542	\$50,307	1.41	1,786	4.2%	1,067	420	615	32	0.3%
92	Public Administration	7,590	\$48,743	1.19	140	0.4%	686	278	416	-8	-0.1%
56	Administrative and Support and Waste Management and Remediation Services	7,074	\$36,613	0.86	-376	-1.0%	817	321	482	14	0.2%
81	Other Services (except Public Administration)	5,854	\$31,013	1.01	-117	-0.4%	679	272	393	14	0.2%
23	Construction	5,390	\$55,182	0.66	-76	-0.3%	478	170	290	18	0.3%
42	Wholesale Trade	4,172	\$67,225	0.82	-114	-0.5%	421	155	261	5	0.1%
54	Professional, Scientific, and Technical Services	3,392	\$66,102	0.34	-148	-0.9%	294	101	172	21	0.6%
52	Finance and Insurance	2,675	\$71,914	0.50	-1,211	-7.2%	222	85	136	1	0.0%
55	Management of Companies and Enterprises	1,683	\$74,204	0.79	139	1.7%	152	53	89	11	0.6%
11	Agriculture, Forestry, Fishing and Hunting	1,571	\$52,294	0.96	-265	-3.1%	184	91	101	-8	-0.5%
71	Arts, Entertainment, and Recreation	1,359	\$20,323	0.48	0	0.0%	208	80	120	8	0.6%
53	Real Estate and Rental and Leasing	1,358	\$52,239	0.57	17	0.3%	132	57	72	2	0.2%
22	Utilities	1,068	\$117,780	1.52	-169	-2.9%	83	34	59	-10	-1.0%
51	Information	853	\$68,751	0.33	-185	-3.8%	76	27	47	3	0.3%
21	Mining, Quarrying, and Oil and Gas Extraction	209	\$63,473	0.42	127	20.6%	20	7	13	1	0.3%
	Total - All Industries	135,602	\$50,272	1.00	856	0.1%	14,845	6,053	8,649	143	0.1%

Source: JobsEQ® Data as of 2024Q4

Note: Figures may not sum due to rounding.

L. All data based upon a four-quarter moving average

Exits and transfers are approximate estimates based upon occupation separation rates.

Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2024Q3 with preliminary estimates updated to 2024Q4. Forecast employment growth uses national projections adapted for regional growth patterns.

Occupation Snapshot

The largest major occupation group in the Pee Dee WDA is Transportation and Material Moving Occupations, employing 16,104 workers. The next-largest occupation groups in the region are Office and Administrative Support Occupations (15,348 workers) and Production Occupations (12,617). High location quotients (LQs) indicate occupation groups in which a region has high concentrations of employment compared to the national average. The major groups with the largest LQs in the region are Production Occupations (LQ = 1.72), Transportation and Material Moving Occupations (1.37), and Healthcare Practitioners and Technical Occupations (1.19).

Occupation groups in the Pee Dee WDA with the highest average wages per worker are Management Occupations (\$111,000), Healthcare Practitioners and Technical Occupations (\$99,600), and Legal Occupations (\$93,100). The unemployment rate in the region varied among the major groups from 1.3% among Legal Occupations to 8.3% among Farming, Fishing, and Forestry Occupations.

Over the next 1 year, the fastest growing occupation group in the Pee Dee WDA is expected to be Healthcare Support Occupations with a +1.1% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Healthcare Support Occupations (+72 jobs) and Healthcare Practitioners and Technical Occupations (+65). Over the same period, the highest separation demand (occupation demand due to retirements and workers moving from one occupation to another) is expected in Food Preparation and Serving Related Occupations (2,181 jobs) and Transportation and Material Moving Occupations (2,034).

Pee Dee WDA, 2024Q41

			Current					5-Year History				1-Year Forecast		
			Mean Ann			Unempl	Online	Empl		Total			Empl	Ann %
soc	Occupation	Empl	Wages ²	LQ	Unempl	Rate	Job Ads ³	Change	Ann %	Demand	Exits	Transfers	Growth	Growth
53-0000	Transportation and Material Moving	16,104	\$42,600	1.37	1,400	6.8%	482	1,606	2.1%	2,064	770	1,264	31	0.2%
43-0000	Office and Administrative Support	15,348	\$43,100	0.97	667	3.7%	495	-893	-1.1%	1,585	722	947	-84	-0.5%
51-0000	Production	12,617	\$45,600	1.72	929	5.6%	179	-778	-1.2%	1,291	489	866	-64	-0.5%
41-0000	Sales and Related	12,029	\$42,300	1.02	847	5.9%	870	-377	-0.6%	1,551	698	912	-59	-0.5%
35-0000	Food Preparation and Serving Related	11,271	\$28,100	1.01	1,046	7.2%	763	-525	-0.9%	2,208	946	1,235	27	0.2%
29-0000	Healthcare Practitioners and Technical	9,657	\$99,600	1.19	144	1.4%	2,495	632	1.4%	612	278	268	65	0.7%
11-0000	Management	8,277	\$111,000	0.79	162	1.9%	699	656	1.7%	691	236	422	33	0.4%
25-0000	Educational Instruction and Library	7,461	\$60,500	1.01	206	2.7%	207	211	0.6%	625	290	337	-2	0.0%
31-0000	Healthcare Support	6,789	\$33,200	1.07	316	4.1%	516	604	1.9%	1,014	426	516	72	1.1%
49-0000	Installation, Maintenance, and Repair	5,984	\$53,000	1.14	269	3.3%	348	51	0.2%	538	215	303	20	0.3%
13-0000	Business and Financial Operations	5,361	\$74,400	0.62	160	2.9%	232	-2	0.0%	459	151	285	23	0.4%
37-0000	Building and Grounds Cleaning and Maintenance	4,519	\$33,000	1.01	351	5.7%	241	-247	-1.1%	615	270	339	6	0.1%
47-0000	Construction and Extraction	4,181	\$48,500	0.69	411	6.1%	116	-86	-0.4%	366	131	221	14	0.3%
39-0000	Personal Care and Service	3,254	\$33,600	0.92	193	5.2%	94	-35	-0.2%	560	210	338	12	0.4%
33-0000	Protective Service	2,758	\$45,500	0.94	106	3.3%	115	-1	0.0%	272	112	164	-4	-0.1%
21-0000	Community and Social Service	2,556	\$54,700	1.01	67	2.7%	210	-17	-0.1%	240	98	129	13	0.5%
15-0000	Computer and Mathematical	2,053	\$89,500	0.48	67	3.1%	127	44	0.4%	133	45	75	13	0.6%

Pee Dee WDA, 2024Q41

				Cı	urrent			5-Year	History		1	-Year Foreca	st	
soc	Occupation	Empl	Mean Ann Wages ²	LQ	Unempl	Unempl Rate	Online Job Ads ³	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
17-0000	Architecture and Engineering	1,794	\$91,000	0.84	34	2.1%	166	39	0.4%	123	44	74	5	0.3%
27-0000	Arts, Design, Entertainment, Sports, and Media	1,355	\$54,300	0.55	35	3.7%	113	17	0.3%	136	56	78	2	0.2%
19-0000	Life, Physical, and Social Science	872	\$76,200	0.70	40	5.3%	84	82	2.0%	79	14	63	2	0.3%
23-0000	Legal	708	\$93,100	0.63	10	1.3%	23	-51	-1.4%	43	17	25	1	0.1%
45-0000	Farming, Fishing, and Forestry	653	\$39,700	0.84	67	8.3%	15	-73	-2.1%	93	39	57	-3	-0.4%
	Total - All Occupations	135,602	\$54,000	1.00	7,525	4.7%	8,589	856	0.1%	15,312	6,257	8,918	137	0.1%

Source: JobsEQ®

Data as of 2024Q4 unless noted otherwise

Note: Figures may not sum due to rounding.

- 1. Data based on a four-quarter moving average unless noted otherwise.
- 2. Wage data represent the average for all Covered Employment

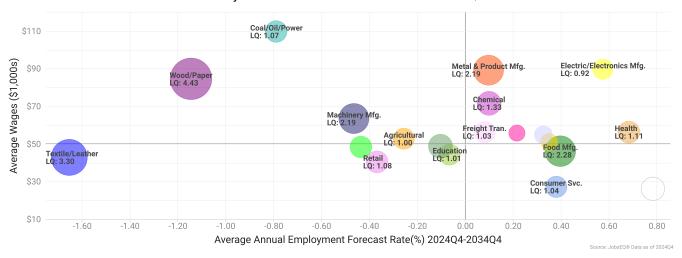
Occupation employment data are estimated via industry employment data and the estimated industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2024Q3, imputed where necessary with preliminary estimates updated to 2024Q4. Wages by occupation are as of 2024 provided by the BLS and imputed where necessary. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

^{3.} Data represent found online ads active within the last thirty days in the selected region. Due to alternative county-assignment algorithms, ad counts in this analytic may not match that shown in RTI (nor in the popup window ad list). Ad counts for ZCTA-based regions are estimates.

Industry Clusters

A cluster is a geographic concentration of interrelated industries or occupations. The industry cluster in the Pee Dee WDA with the highest relative concentration is Wood/Paper with a location quotient of 4.43. This cluster employs 4,390 workers in the region with an average wage of \$84,563. Employment in the Wood/Paper cluster is projected to contract in the region about 1.1% per year over the next ten years.

Industry Clusters for Pee Dee WDA as of 2024Q4

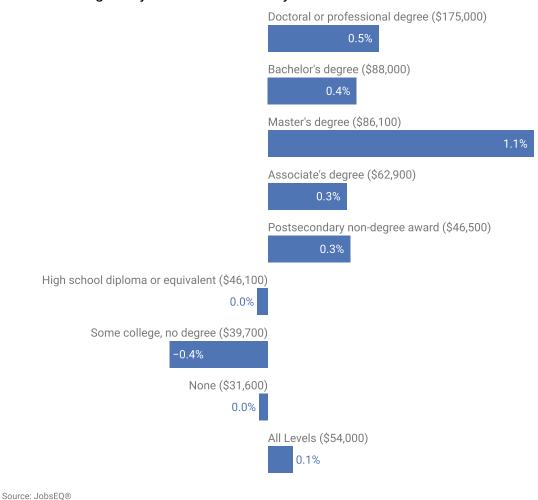


Location quotient and average wage data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics, imputed where necessary, and updated through 2024Q3 with preliminary estimates updated to 2024Q4. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

Education Levels

Expected growth rates for occupations vary by the education and training required. While all employment in the Pee Dee WDA is projected to grow 0.1% over the next ten years, occupations typically requiring a postgraduate degree are expected to grow 0.5% per year, those requiring a bachelor's degree are forecast to grow 0.4% per year, and occupations typically needing a 2-year degree or certificate are expected to grow 0.3% per year.

Annual Average Projected Job Growth by Education Levels

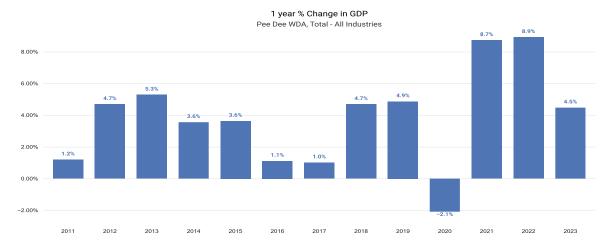


Employment by occupation data are estimates are as of 2024Q4. Education levels of occupations are based on BLS assignments. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

Data as of 2024Q4

Gross Domestic Product

Gross Domestic Product (GDP) is the total value of goods and services produced by a region. In 2023, nominal GDP in the Pee Dee WDA expanded 4.5%. This follows growth of 8.9% in 2022. As of 2023, total GDP in the Pee Dee WDA was \$14,685,031,000.



Gross Domestic Product data are provided by the Bureau of Economic Analysis, imputed by Chmura where necessary, updated through 2023.

Of the sectors in the Pee Dee WDA, Manufacturing contributed the largest portion of GDP in 2023, \$3,091,017,000 The next-largest contributions came from Health Care and Social Assistance (\$1,841,450,000); Retail Trade (\$1,277,871,000); and Real Estate and Rental and Leasing (\$1,088,534,000).

GDP (in \$ millions)

Pee Dee WDA, 2023

Manufacturing (31)

\$3,091

Health Care and Social Assistance (62)

\$1,841

Retail Trade (44)

\$1,278

Real Estate and Rental and Leasing (53)

\$1,089

Transportation and Warehousing (48)

\$961

Educational Services (61)

\$960

Utilities (22)

\$802

Wholesale Trade (42)

\$799

Public Administration (92)



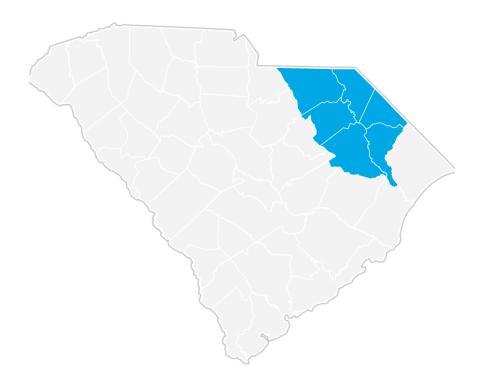
\$662

Construction (23)

\$524

Gross Domestic Product data are provided by the Bureau of Economic Analysis, imputed by Chmura where necessary, updated through 2023.

Pee Dee WDA Regional Map



Region Definition

Pee Dee WDA is defined as the following counties:

Chesterfield County, South Carolina	Florence County, South Carolina
Darlington County, South Carolina	Marion County, South Carolina
Dillon County, South Carolina	Marlboro County, South Carolina

FAQ

What is a location quotient?

A location quotient (LQ) is a measurement of concentration in comparison to the nation. An LQ of 1.00 indicates a region has the same concentration of an industry (or occupation) as the nation. An LQ of 2.00 would mean the region has twice the expected employment compared to the nation and an LQ of 0.50 would mean the region has half the expected employment in comparison to the nation.

What is separation demand?

Separation demand is the number of jobs required due to separations—labor force exits (including retirements) and turnover resulting from workers moving from one occupation into another. Note that separation demand does not include all turnover—it does not include when workers stay in the same occupation but switch employers. The total projected demand for an occupation is the sum of the separation demand and the growth demand (which is the increase or decrease of jobs in an occupation expected due to expansion or contraction of the overall number of jobs in that occupation).

What is a cluster?

A cluster is a geographic concentration of interrelated industries or occupations. If a regional cluster has a location quotient of 1.25 or greater, the region is considered to possess a competitive advantage in that cluster.

What is the difference between industry wages and occupation wages?

Industry wages and occupation wages are estimated via separate data sets, often the time periods being reported do not align, and wages are defined slightly differently in the two systems (for example, certain bonuses are included in the industry wages but not the occupation wages). It is therefore common that estimates of the average industry wages and average occupation wages in a region do not match exactly.

What is NAICS?

The North American Industry Classification System (NAICS) is used to classify business establishments according to the type of economic activity. The NAICS Code comprises six levels, from the "all industry" level to the 6-digit level. The first two digits define the top level category, known as the "sector," which is the level examined in this report.

What is SOC?

The Standard Occupational Classification system (SOC) is used to classify workers into occupational categories. All workers are classified into one of over 804 occupations according to their occupational definition. To facilitate classification, occupations are combined to form 22 major groups, 95 minor groups, and 452 occupation groups. Each occupation group includes detailed occupations requiring similar job duties, skills, education, or experience.

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