



# Economic Overview

## Link Upstate WIOA



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# Demographic Profile

The population in the Link Upstate WIOA was 1,633,221 per American Community Survey data for 2018-2022.

The region has a civilian labor force of 793,633 with a participation rate of 60.5%. Of individuals 25 to 64 in the Link Upstate WIOA, 30.8% have a bachelor's degree or higher which compares with 36.5% in the nation.

The median household income in the Link Upstate WIOA is \$64,856 and the median house value is \$220,409.

Summary <sup>1</sup>						
	Percent			Value		
	Link Upstate WIOA	South Carolina	USA	Link Upstate WIOA	South Carolina	USA
<b>Demographics</b>						
Population (ACS)	—	—	—	1,633,221	5,212,774	332,387,540
Male	48.8%	48.7%	49.5%	797,762	2,537,456	164,545,087
Female	51.2%	51.3%	50.5%	835,459	2,675,318	167,842,453
Median Age <sup>2</sup>	—	—	—	39.5	40.1	38.7
Under 18 Years	22.2%	21.6%	22.2%	362,592	1,127,062	73,645,238
18 to 24 Years	9.3%	9.1%	9.1%	152,655	475,338	30,307,641
25 to 34 Years	13.0%	12.9%	13.7%	212,814	671,642	45,497,632
35 to 44 Years	12.2%	12.4%	13.1%	199,057	647,392	43,492,887
45 to 54 Years	12.4%	12.2%	12.3%	202,179	634,490	40,847,713
55 to 64 Years	13.1%	13.3%	12.8%	214,383	693,281	42,626,382
65 to 74 Years	10.6%	11.3%	10.0%	173,349	589,960	33,293,127
75 Years and Over	7.1%	7.2%	6.8%	116,192	373,609	22,676,920
Race: White	70.7%	64.1%	63.4%	1,155,257	3,339,447	210,875,446
Race: Black or African American	17.7%	25.3%	12.4%	288,889	1,318,630	41,070,890
Race: American Indian and Alaska Native	0.3%	0.3%	0.9%	5,258	16,823	2,924,996
Race: Asian	1.7%	1.7%	5.8%	28,224	89,723	19,352,659
Race: Native Hawaiian and Other Pacific Islander	0.0%	0.1%	0.2%	767	3,642	629,292
Race: Some Other Race	3.0%	2.7%	6.6%	48,760	142,798	21,940,536
Race: Two or More Races	6.5%	5.8%	10.7%	106,066	301,711	35,593,721
Hispanic or Latino (of any race)	8.1%	7.1%	19.0%	133,065	368,900	63,131,589
<b>Population Growth</b>						
Population (Pop Estimates) <sup>4</sup>	—	—	—	1,686,132	5,373,555	334,914,895
Population Annual Average Growth <sup>4</sup>	1.3%	1.2%	0.6%	19,907	60,709	1,885,495
People per Square Mile <sup>4</sup>	—	—	—	212.3	178.7	94.8
<b>Economic</b>						
Labor Force Participation Rate and Size (civilian population 16 years and over)	60.5%	60.2%	63.3%	793,633	2,513,298	168,567,852
Prime-Age Labor Force Participation Rate and Size (civilian population 25-54)	81.2%	81.6%	83.0%	497,982	1,577,860	107,055,165
Work from Home	8.8%	10.0%	13.5%	65,545	237,424	21,267,373
Armed Forces Labor Force	0.1%	0.9%	0.5%	1,596	39,412	1,287,774
Veterans, Age 18-64	4.5%	5.8%	4.2%	44,096	180,043	8,410,268
Veterans Labor Force Participation Rate and Size, Age 18-64	77.1%	74.3%	77.0%	34,013	133,696	6,478,181
Median Household Income <sup>2</sup>	—	—	—	\$64,856	\$66,818	\$78,538
Per Capita Income	—	—	—	\$35,982	\$37,993	\$43,289
Mean Commute Time (minutes)	—	—	—	24.9	25.6	26.6
Commute via Public Transportation	0.3%	0.4%	3.5%	2,064	10,086	5,528,841
<b>Educational Attainment, Age 25-64</b>						
No High School Diploma	11.1%	9.6%	10.0%	92,081	254,842	17,176,172
High School Graduate	27.8%	27.4%	25.0%	229,970	724,281	43,057,491

## Summary<sup>1</sup>

	Percent			Value		
	Link Upstate WIOA	South Carolina	USA	Link Upstate WIOA	South Carolina	USA
Some College, No Degree	19.3%	20.2%	19.3%	160,240	534,191	33,315,654
Associate's Degree	11.0%	10.5%	9.2%	90,806	276,602	15,894,085
Bachelor's Degree	19.7%	20.6%	22.8%	162,961	544,605	39,256,774
Postgraduate Degree	11.2%	11.8%	13.8%	92,375	312,284	23,764,438
<b>Housing</b>						
Total Housing Units	—	—	—	722,670	2,401,638	142,332,876
Median House Value (of owner-occupied units) <sup>2,5</sup>	—	—	—	\$220,409	\$236,700	\$303,400
Homeowner Vacancy	0.9%	1.0%	1.0%	4,392	15,717	850,724
Rental Vacancy	6.4%	8.3%	5.5%	12,696	54,196	2,605,688
Renter-Occupied Housing Units (% of Occupied Units)	28.3%	28.6%	35.0%	182,853	591,532	44,590,828
Owner-Occupied Housing Units (% of Occupied Units)	71.7%	71.4%	65.0%	462,259	1,478,858	82,892,037
Occupied Housing Units with No Vehicle Available (% of Occupied Units)	5.4%	5.7%	8.3%	35,008	117,832	10,602,826
<b>Social</b>						
Poverty Level (of all people)	14.3%	14.2%	12.4%	226,949	719,720	40,390,045
Households Receiving Food Stamps/SNAP	10.4%	10.5%	11.8%	67,132	217,015	15,004,950
Enrolled in Grade 12 (% of total population)	1.2%	1.2%	1.3%	19,914	64,573	4,405,676
Disconnected Youth <sup>3</sup>	3.0%	2.9%	2.4%	2,646	8,046	420,352
Children in Single Parent Families (% of all children)	35.2%	38.4%	34.0%	119,612	404,096	23,701,745
Uninsured	10.3%	10.0%	8.6%	165,894	510,757	28,000,876
With a Disability, Age 18-64	12.1%	12.0%	10.7%	117,250	366,706	21,269,700
With a Disability, Age 18-64, Labor Force Participation Rate and Size	43.1%	42.6%	47.0%	50,522	156,318	10,001,264
Foreign Born	6.3%	5.6%	13.9%	103,565	293,556	46,108,901
Speak English Less Than Very Well (population 5 yrs and over)	3.8%	3.0%	8.4%	58,533	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.

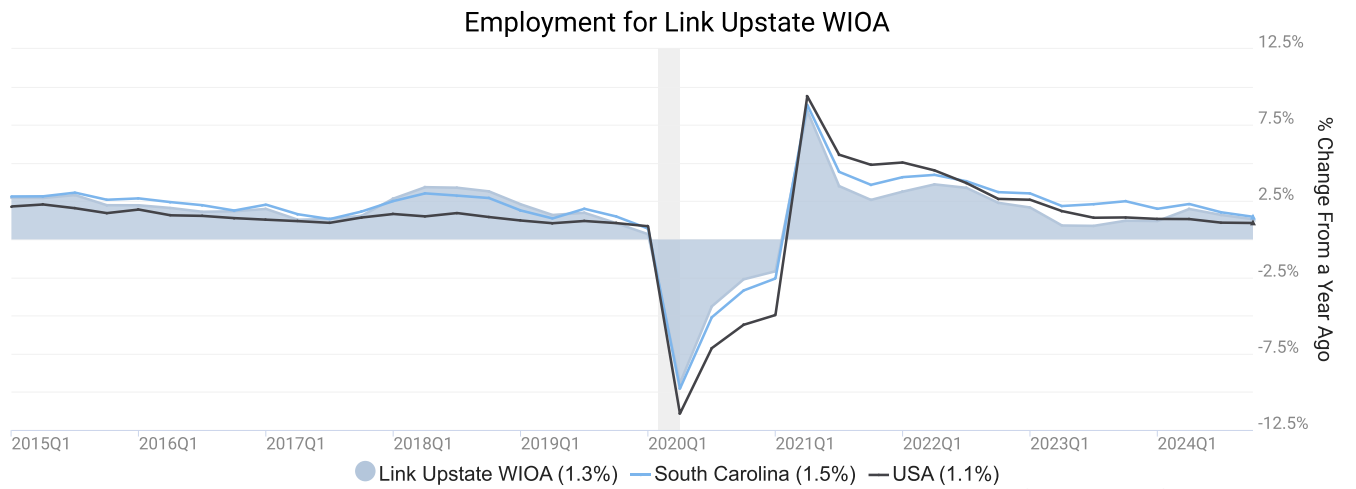
3. Disconnected Youth are 16-19 year olds who are (1) not in school, (2) not high school graduates, and (3) either unemployed or not in the labor force.

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

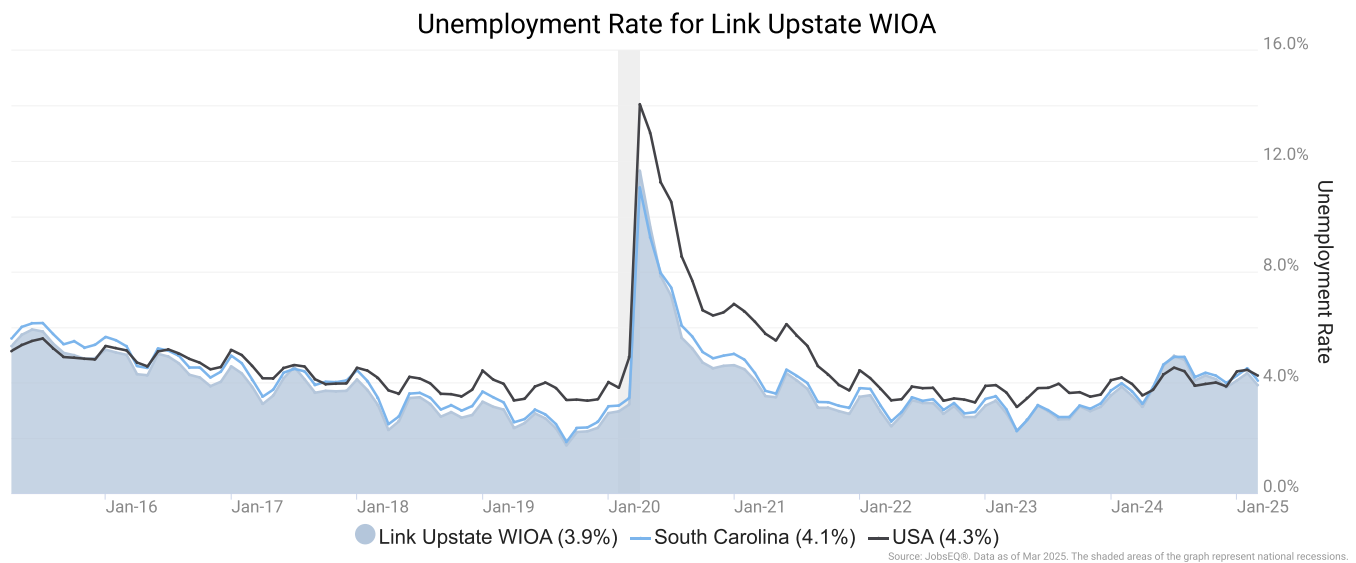
As of 2024Q4, total employment for the Link Upstate WIOA was 756,040 (based on a four-quarter moving average). Over the year ending 2024Q4, employment increased 1.3% in the region.



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 Link Upstate WIOA was 3.9% as of March 2025. The regional unemployment rate was lower than the national rate of 4.3%. One year earlier, in March 2024, the unemployment rate in the Link Upstate WIOA was 3.5%.

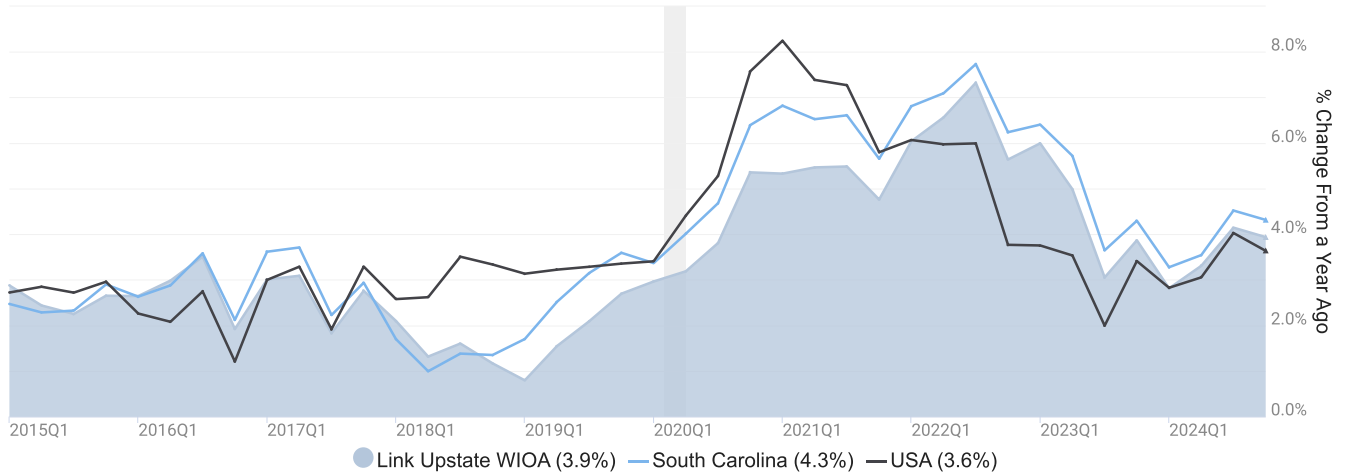


Unemployment rate data are from the Local Area Unemployment Statistics, provided by the Bureau of Labor Statistics and updated through March 2025.

# Wage Trends

The average worker in the Link Upstate WIOA earned annual wages of \$56,162 as of 2024Q4. Average annual wages per worker increased 3.9% in the region over the preceding four quarters. For comparison purposes, annual average wages were \$73,145 in the nation as of 2024Q4.

Average Annual Wages for Link Upstate WIOA



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 8.7% lower in Link Upstate WIOA than the U.S. average.

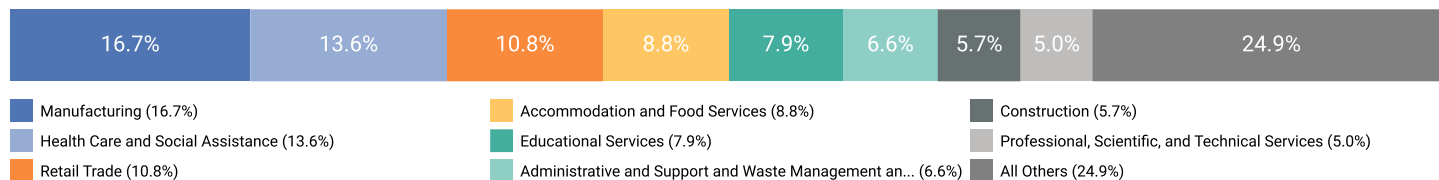
Cost of Living Information			
	Annual Average Salary	Cost of Living Index (Base US)	US Purchasing Power
Link Upstate WIOA	\$56,162	91.3	\$61,480
South Carolina	\$58,950	92.8	\$63,558
USA	\$73,145	100.0	\$73,145

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 Link Upstate WIOA is Manufacturing, employing 126,197 workers. The next-largest sectors in the region are Health Care and Social Assistance (103,037 workers) and Retail Trade (81,808). 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 = 2.12), Utilities (1.22), and Retail Trade (1.11).

Total Workers for Link Upstate WIOA by Industry



Source: JobsEQ®

Data as of 2024Q4

Note: Figures may not sum due to rounding.

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 Link Upstate WIOA with the highest average wages per worker are Management of Companies and Enterprises (\$107,851), Utilities (\$89,689), and Finance and Insurance (\$88,650). Regional sectors with the best job growth (or most moderate job losses) over the last 5 years are Health Care and Social Assistance (+9,725 jobs), Construction (+5,847), and Retail Trade (+5,712).

Over the next 1 year, employment in the Link Upstate WIOA is projected to expand by 8,424 jobs. The fastest growing sector in the region is expected to be Management of Companies and Enterprises with a +1.7% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Health Care and Social Assistance (+1,674 jobs), Manufacturing (+915), and Accommodation and Food Services (+813).



### Link Upstate WIOA, 2024Q4<sup>1</sup>

NAICS	Industry	Current			5-Year History		1-Year Forecast				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
31	Manufacturing	126,197	\$70,066	2.12	1,774	0.3%	13,669	4,697	8,057	915	0.7%
62	Health Care and Social Assistance	103,037	\$62,842	0.90	9,725	2.0%	11,761	4,599	5,488	1,674	1.6%
44	Retail Trade	81,808	\$36,151	1.11	5,712	1.5%	11,666	4,704	6,500	462	0.6%
72	Accommodation and Food Services	66,208	\$23,420	1.01	3,562	1.1%	12,604	5,022	6,769	813	1.2%
61	Educational Services	60,096	\$49,987	0.98	5,418	1.9%	6,169	2,553	3,087	528	0.9%
56	Administrative and Support and Waste Management and Remediation Services	49,828	\$43,574	1.09	-14,456	-5.0%	6,262	2,267	3,409	585	1.2%
23	Construction	43,472	\$69,195	0.96	5,847	2.9%	4,306	1,375	2,352	580	1.3%
54	Professional, Scientific, and Technical Services	37,437	\$84,586	0.68	5,651	3.3%	3,642	1,122	1,904	616	1.6%
81	Other Services (except Public Administration)	34,670	\$33,821	1.08	2,095	1.3%	4,398	1,615	2,337	445	1.3%
48	Transportation and Warehousing	30,951	\$57,252	0.82	2,944	2.0%	3,792	1,367	2,002	423	1.4%
42	Wholesale Trade	28,576	\$80,235	1.01	2,414	1.8%	3,186	1,067	1,793	326	1.1%
92	Public Administration	24,343	\$53,799	0.68	1,086	0.9%	2,451	895	1,339	217	0.9%
52	Finance and Insurance	20,104	\$88,650	0.68	1,381	1.4%	1,890	638	1,026	226	1.1%
71	Arts, Entertainment, and Recreation	12,700	\$23,300	0.80	1,265	2.1%	2,069	747	1,125	197	1.5%
53	Real Estate and Rental and Leasing	9,769	\$59,467	0.73	524	1.1%	1,050	414	522	114	1.2%
55	Management of Companies and Enterprises	7,955	\$107,851	0.67	583	1.5%	804	251	421	132	1.7%
51	Information	7,800	\$73,760	0.54	-898	-2.2%	760	247	430	84	1.1%
11	Agriculture, Forestry, Fishing and Hunting	5,871	\$33,094	0.64	-253	-0.8%	738	340	380	18	0.3%
22	Utilities	4,793	\$89,689	1.22	327	1.4%	438	155	264	19	0.4%
21	Mining, Quarrying, and Oil and Gas Extraction	425	\$79,863	0.15	-43	-1.9%	45	14	26	6	1.3%
99	Unclassified	1	\$116,167	0.00	-1	-8.8%	0	0	0	0	1.3%
<b>Total - All Industries</b>		<b>756,040</b>	<b>\$56,162</b>	<b>1.00</b>	<b>34,657</b>	<b>0.9%</b>	<b>90,704</b>	<b>33,877</b>	<b>48,403</b>	<b>8,424</b>	<b>1.1%</b>

Source: [JobsEQ®](#)

Data as of 2024Q4

Note: Figures may not sum due to rounding.

1. 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 Link Upstate WIOA is Office and Administrative Support Occupations, employing 87,752 workers. The next-largest occupation groups in the region are Production Occupations (84,014 workers) and Sales and Related Occupations (69,896). 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 = 2.05), Architecture and Engineering Occupations (1.26), and Installation, Maintenance, and Repair Occupations (1.14).

Occupation groups in the Link Upstate WIOA with the highest average wages per worker are Management Occupations (\$120,200), Legal Occupations (\$97,800), and Healthcare Practitioners and Technical Occupations (\$96,500). The unemployment rate in the region varied among the major groups from 1.4% among Legal Occupations to 7.6% among Farming, Fishing, and Forestry Occupations.

Over the next 1 year, the fastest growing occupation group in the Link Upstate WIOA is expected to be Healthcare Support Occupations with a +2.0% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Transportation and Material Moving Occupations (+854 jobs) and Food Preparation and Serving Related Occupations (+768). 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 (12,867 jobs) and Office and Administrative Support Occupations (9,919).

Link Upstate WIOA, 2024Q4<sup>1</sup>

SOC	Occupation	Current						5-Year History		1-Year Forecast				
		Empl	Mean Ann Wages <sup>2</sup>	LQ	Unempl	Unempl Rate	Online Job Ads <sup>3</sup>	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
43-0000	Office and Administrative Support	87,752	\$44,900	0.99	3,232	3.4%	2,850	-1,516	-0.3%	10,275	4,301	5,618	357	0.4%
51-0000	Production	84,014	\$49,600	2.05	4,739	5.4%	2,175	-2,850	-0.7%	9,965	3,457	6,004	504	0.6%
41-0000	Sales and Related	69,896	\$47,900	1.07	3,815	4.9%	5,332	1,839	0.5%	9,785	4,006	5,358	420	0.6%
53-0000	Transportation and Material Moving	68,600	\$43,100	1.05	4,657	6.0%	3,462	2,483	0.7%	9,874	3,448	5,572	854	1.2%
35-0000	Food Preparation and Serving Related	64,523	\$30,000	1.04	4,510	6.3%	4,665	2,686	0.9%	13,636	5,549	7,318	768	1.2%
11-0000	Management	50,305	\$120,200	0.86	999	1.8%	4,086	7,772	3.4%	4,802	1,427	2,671	704	1.4%
29-0000	Healthcare Practitioners and Technical	45,359	\$96,500	1.00	650	1.4%	5,824	3,345	1.5%	3,347	1,352	1,285	709	1.6%
25-0000	Educational Instruction and Library	37,402	\$57,900	0.91	933	2.4%	1,403	2,992	1.7%	3,666	1,551	1,753	362	1.0%
13-0000	Business and Financial Operations	34,734	\$81,600	0.72	1,117	2.8%	2,217	4,409	2.8%	3,428	1,005	1,916	507	1.5%
49-0000	Installation, Maintenance, and Repair	33,476	\$57,200	1.14	1,070	2.9%	2,680	1,727	1.1%	3,472	1,241	1,772	460	1.4%
31-0000	Healthcare Support	30,503	\$36,900	0.86	1,151	3.5%	1,501	3,635	2.6%	5,037	1,961	2,452	624	2.0%
47-0000	Construction and Extraction	30,052	\$52,000	0.89	1,905	5.5%	999	2,003	1.4%	3,037	970	1,647	421	1.4%
37-0000	Building and Grounds Cleaning and Maintenance	23,951	\$35,900	0.96	1,405	5.1%	1,334	-863	-0.7%	3,610	1,452	1,884	275	1.1%
39-0000	Personal Care and Service	19,185	\$35,100	0.98	1,014	4.9%	715	1,672	1.8%	3,712	1,303	2,127	281	1.5%
17-0000	Architecture and Engineering	15,083	\$93,200	1.26	334	2.1%	1,393	471	0.6%	1,265	392	659	214	1.4%
15-0000	Computer and Mathematical	14,862	\$95,800	0.62	532	2.9%	896	1,180	1.7%	1,150	339	562	250	1.7%
33-0000	Protective Service	12,377	\$46,900	0.76	500	3.6%	508	1,201	2.1%	1,526	576	829	121	1.0%

### Link Upstate WIOA, 2024Q4<sup>1</sup>

SOC	Occupation	Current					5-Year History			1-Year Forecast				
		Empl	Mean Ann Wages <sup>2</sup>	LQ	Unempl	Unempl Rate	Online Job Ads <sup>3</sup>	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
21-0000	Community and Social Service	12,169	\$53,100	0.86	327	2.6%	1,037	691	1.2%	1,310	488	637	185	1.5%
27-0000	Arts, Design, Entertainment, Sports, and Media	10,451	\$56,900	0.76	440	3.9%	659	852	1.7%	1,177	434	616	127	1.2%
19-0000	Life, Physical, and Social Science	4,821	\$81,100	0.70	188	3.5%	478	533	2.4%	512	82	363	67	1.4%
23-0000	Legal	4,539	\$97,800	0.72	67	1.4%	142	343	1.6%	345	116	175	54	1.2%
45-0000	Farming, Fishing, and Forestry	1,985	\$40,100	0.46	173	7.6%	26	53	0.5%	309	122	181	6	0.3%
<b>Total - All Occupations</b>		<b>756,040</b>	<b>\$57,500</b>	<b>1.00</b>	<b>33,758</b>	<b>4.1%</b>	<b>44,385</b>	<b>34,657</b>	<b>0.9%</b>	<b>95,309</b>	<b>35,572</b>	<b>51,398</b>	<b>8,338</b>	<b>1.1%</b>

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

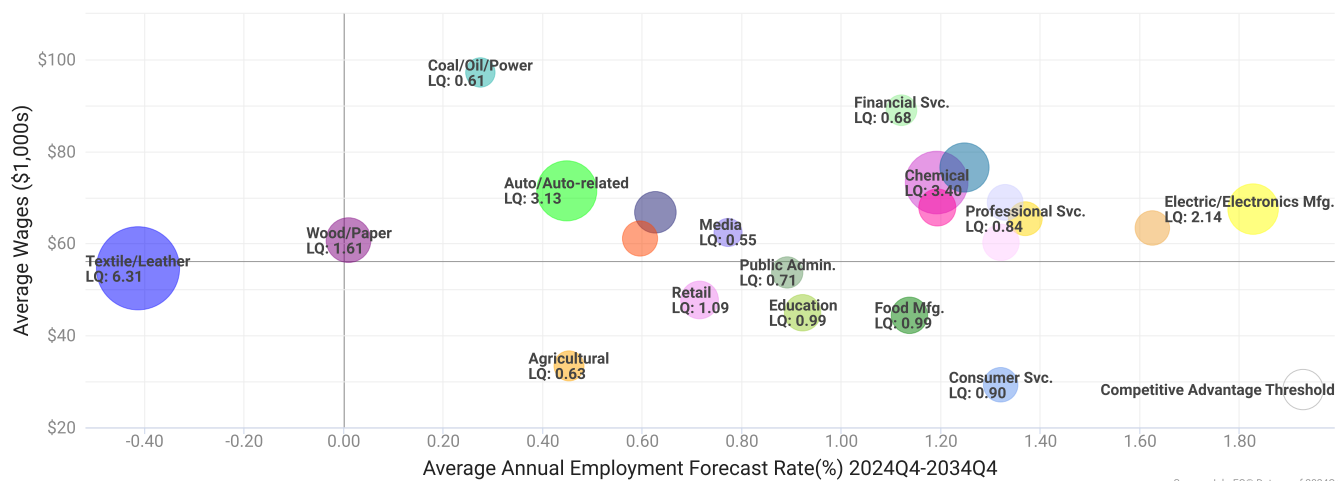
3. Data represent found online ads active within the last thirty days in the selected region. Due to alternative county-assignment algorithms, ad counts in this analytic may not match that shown in RTI (nor in the popup window ad list). Ad counts for ZCTA-based regions are estimates.

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.

# Industry Clusters

A cluster is a geographic concentration of interrelated industries or occupations. The industry cluster in the Link Upstate WIOA with the highest relative concentration is Textile/Leather with a location quotient of 6.31. This cluster employs 9,208 workers in the region with an average wage of \$54,608. Employment in the Textile/Leather cluster is projected to contract in the region about 0.4% per year over the next ten years.

Industry Clusters for Link Upstate WIOA as of 2024Q4

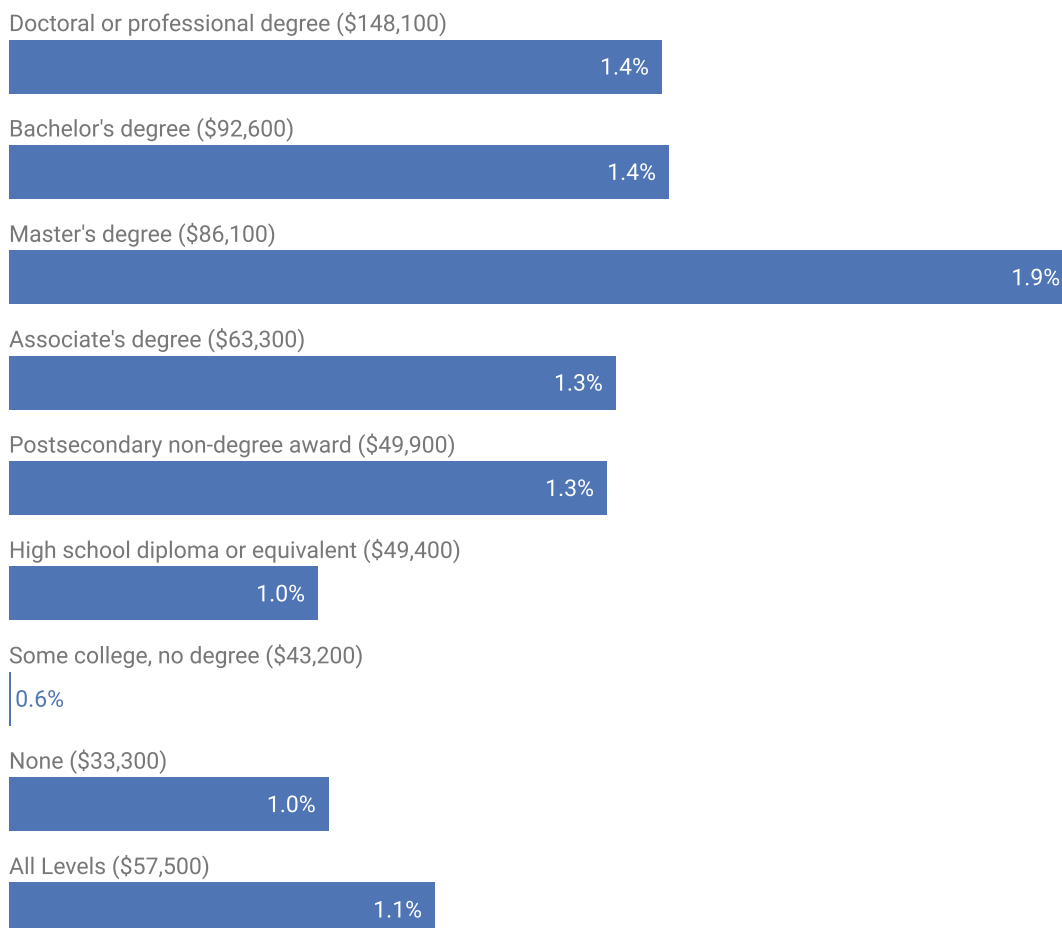


Location quotient and average wage data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics, imputed where necessary, and updated through 2024Q3 with preliminary estimates updated to 2024Q4. Forecast employment growth uses national projections from 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 Link Upstate WIOA is projected to grow 1.1% over the next ten years, occupations typically requiring a postgraduate degree are expected to grow 1.4% per year, those requiring a bachelor's degree are forecast to grow 1.4% per year, and occupations typically needing a 2-year degree or certificate are expected to grow 1.3% per year.

## Annual Average Projected Job Growth by Education Levels

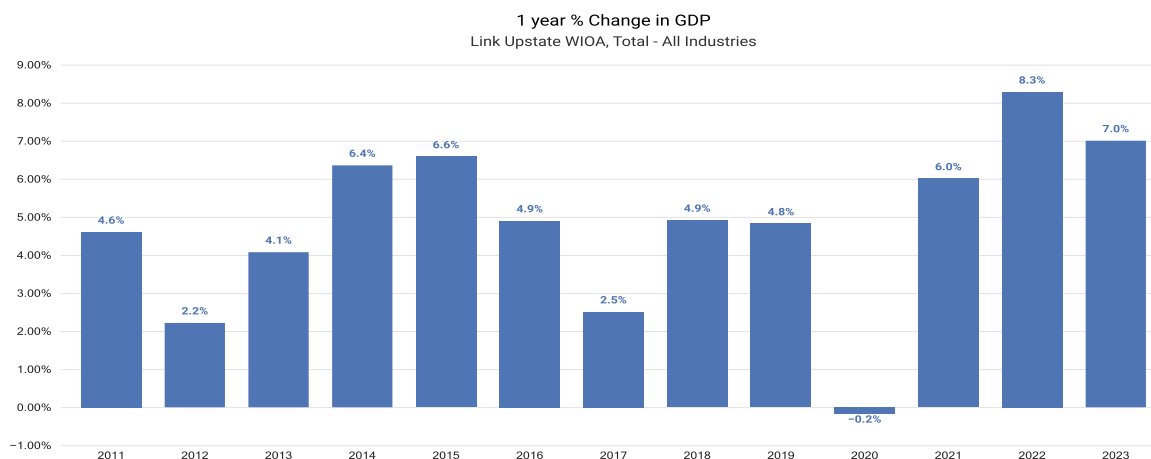


Source: JobsEQ®  
Data as of 2024Q4

Employment by occupation data are estimates 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.

# 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 Link Upstate WIOA expanded 7.0%. This follows growth of 8.3% in 2022. As of 2023, total GDP in the Link Upstate WIOA was \$90,123,668,000.



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 Link Upstate WIOA, Manufacturing contributed the largest portion of GDP in 2023, \$18,397,021,000. The next-largest contributions came from Real Estate and Rental and Leasing (\$10,159,137,000); Health Care and Social Assistance (\$9,843,035,000); and Retail Trade (\$7,094,179,000).

## GDP (in \$ millions)

Link Upstate WIOA, 2023

Manufacturing (31)

\$18,397

Real Estate and Rental and Leasing (53)

\$10,159

Health Care and Social Assistance (62)

\$9,843

Retail Trade (44)

\$7,094

Wholesale Trade (42)

\$6,312

Construction (23)

\$5,192

Educational Services (61)

\$5,147

Professional, Scientific, and Technical Services (54)

\$4,558

Transportation and Warehousing (48)

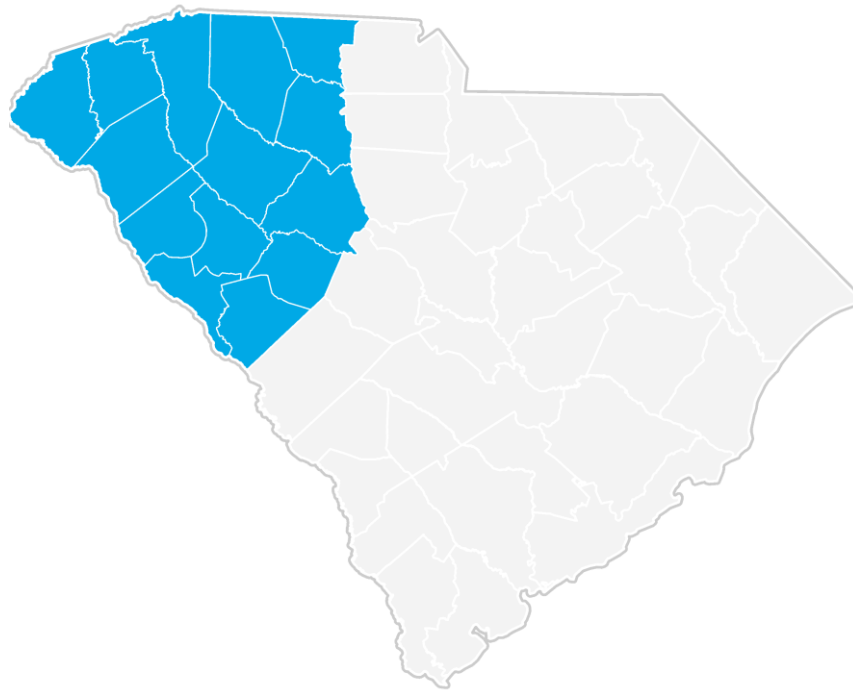
\$3,302

Finance and Insurance (52)

\$3,220

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## Link Upstate WIOA Regional Map





# Region Definition

Link Upstate WIOA is defined as the following counties:

Abbeville County, South Carolina
Anderson County, South Carolina
Cherokee County, South Carolina
Edgefield County, South Carolina
Greenville County, South Carolina
Greenwood County, South Carolina
Laurens County, South Carolina

McCormick County, South Carolina
Newberry County, South Carolina
Oconee County, South Carolina
Pickens County, South Carolina
Saluda County, South Carolina
Spartanburg County, South Carolina
Union 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.

## About This Report

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