



# Economic Overview

# Hays County, Texas



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# Demographic Profile

The population in Hays County, Texas was 234,573 per American Community Survey data for 2017-2021.

The region has a civilian labor force of 125,476 with a participation rate of 67.7%. Of individuals 25 to 64 in Hays County, Texas, 38.4% have a bachelor's degree or higher which compares with 35.1% in the nation.

The median household income in Hays County, Texas is \$71,061 and the median house value is \$278,000.

## Summary<sup>1</sup>

	Percent			Value		
	Hays County, Texas	Rural Capital, TX WDA	Texas	Hays County, Texas	Rural Capital, TX WDA	Texas
<b>Demographics</b>						
Population (ACS)	—	—	—	234,573	1,089,326	28,862,581
Male	49.9%	49.8%	49.9%	117,029	542,465	14,398,171
Female	50.1%	50.2%	50.1%	117,544	546,861	14,464,410
Median Age <sup>2</sup>	—	—	—	33.1	37.3	35.0
Under 18 Years	23.1%	24.2%	25.8%	54,154	263,724	7,446,176
18 to 24 Years	16.2%	9.7%	9.7%	37,893	105,534	2,796,936
25 to 34 Years	13.8%	13.3%	14.5%	32,404	144,548	4,180,029
35 to 44 Years	14.1%	14.8%	13.8%	33,110	161,486	3,979,307
45 to 54 Years	11.4%	12.7%	12.4%	26,653	138,694	3,575,796
55 to 64 Years	10.4%	11.5%	11.3%	24,413	125,251	3,263,539
65 to 74 Years	7.4%	8.7%	7.7%	17,254	94,998	2,233,217
75 Years and Over	3.7%	5.1%	4.8%	8,692	55,091	1,387,581
Race: White	76.6%	73.5%	64.3%	179,703	800,285	18,566,027
Race: Black or African American	4.0%	5.7%	12.1%	9,282	61,607	3,499,862
Race: American Indian and Alaska Native	0.7%	0.5%	0.5%	1,622	5,570	147,892
Race: Asian	1.5%	4.6%	5.0%	3,603	50,068	1,452,713
Race: Native Hawaiian and Other Pacific Islander	0.1%	0.1%	0.1%	318	1,113	24,608
Race: Some Other Race	3.5%	5.1%	7.0%	8,268	56,073	2,019,394
Race: Two or More Races	13.5%	10.5%	10.9%	31,777	114,610	3,152,085
Hispanic or Latino (of any race)	40.0%	30.2%	39.8%	93,930	329,497	11,479,932
<b>Population Growth</b>						
Population (Pop Estimates) <sup>4</sup>	—	—	—	269,225	1,225,006	30,029,572
Population Annual Average Growth <sup>4</sup>	4.8%	3.7%	1.4%	10,082	37,265	394,545
People per Square Mile	—	—	—	397.8	164.6	114.9
<b>Economic</b>						
Labor Force Participation Rate and Size (civilian population 16 years and over)	67.7%	66.8%	64.9%	125,476	570,724	14,390,216
Prime-Age Labor Force Participation Rate and Size (civilian population 25-54)	84.4%	84.9%	81.3%	77,565	376,802	9,491,638
Armed Forces Labor Force	0.2%	0.1%	0.5%	307	1,158	102,600
Veterans, Age 18-64	4.5%	6.0%	4.8%	7,006	40,648	841,980
Veterans Labor Force Participation Rate and Size, Age 18-64	82.8%	81.6%	78.8%	5,799	33,188	663,239
Median Household Income <sup>2</sup>	—	—	—	\$71,061	\$83,685	\$67,321
Per Capita Income	—	—	—	\$34,756	\$38,744	\$34,255
Mean Commute Time (minutes)	—	—	—	31.0	29.4	26.6
Commute via Public Transportation	0.3%	0.4%	1.1%	356	2,293	152,475
<b>Educational Attainment, Age 25-64</b>						
No High School Diploma	9.6%	8.6%	14.3%	11,177	48,954	2,140,415
High School Graduate	23.0%	22.7%	24.2%	26,808	129,648	3,628,137
Some College, No Degree	22.3%	21.7%	21.3%	26,050	123,876	3,190,758

## Summary<sup>1</sup>

	Percent			Value		
	Hays County, Texas	Rural Capital, TX WDA	Texas	Hays County, Texas	Rural Capital, TX WDA	Texas
Associate's Degree	6.7%	8.2%	7.9%	7,794	46,730	1,182,642
Bachelor's Degree	25.8%	25.9%	21.3%	30,122	147,540	3,189,631
Postgraduate Degree	12.5%	12.8%	11.1%	14,629	73,231	1,667,088
<b>Housing</b>						
Total Housing Units	—	—	—	90,450	436,267	11,433,880
Median House Value (of owner-occupied units) <sup>2</sup>	—	—	—	\$278,000	\$277,310	\$202,600
Homeowner Vacancy	1.2%	1.1%	1.3%	617	2,990	85,038
Rental Vacancy	4.0%	4.9%	7.6%	1,364	6,507	320,865
Renter-Occupied Housing Units (% of Occupied Units)	37.9%	31.0%	37.6%	32,191	122,553	3,848,280
Occupied Housing Units with No Vehicle Available (% of Occupied Units)	3.1%	2.8%	5.2%	2,599	10,872	533,515
<b>Social</b>						
Poverty Level (of all people)	13.6%	8.8%	14.0%	30,917	94,609	3,965,117
Households Receiving Food Stamps/SNAP	6.5%	6.1%	11.5%	5,517	23,964	1,178,059
Enrolled in Grade 12 (% of total population)	1.2%	1.5%	1.5%	2,837	15,807	421,868
Disconnected Youth <sup>3</sup>	2.0%	2.4%	2.9%	325	1,432	48,045
Children in Single Parent Families (% of all children)	28.2%	25.2%	34.0%	14,873	63,774	2,410,770
Uninsured	13.9%	12.6%	17.6%	32,371	135,685	4,995,381
With a Disability, Age 18-64	8.7%	9.4%	9.5%	13,399	62,754	1,651,720
With a Disability, Age 18-64, Labor Force Participation Rate and Size	51.7%	55.6%	48.0%	6,928	34,887	792,979
Foreign Born	9.3%	11.8%	17.0%	21,869	128,058	4,904,169
Speak English Less Than Very Well (population 5 yrs and over)	7.8%	7.0%	13.1%	17,214	71,419	3,532,172

Source: [JobsEQ®](#)

1. American Community Survey 2017-2021, unless noted otherwise

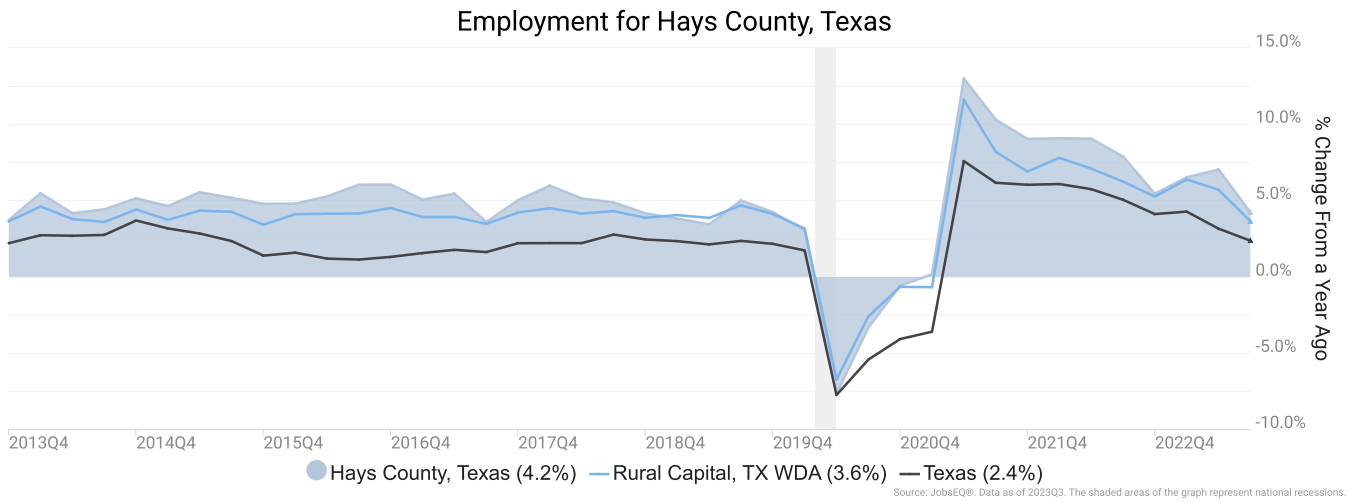
2. Median values for certain aggregate regions (such as MSAs) may be estimated as the weighted averages of the median values from the composing counties.

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 2022, annual average growth rate since 2012. Post-2019 data for Connecticut counties are imputed by Chmura.

# Employment Trends

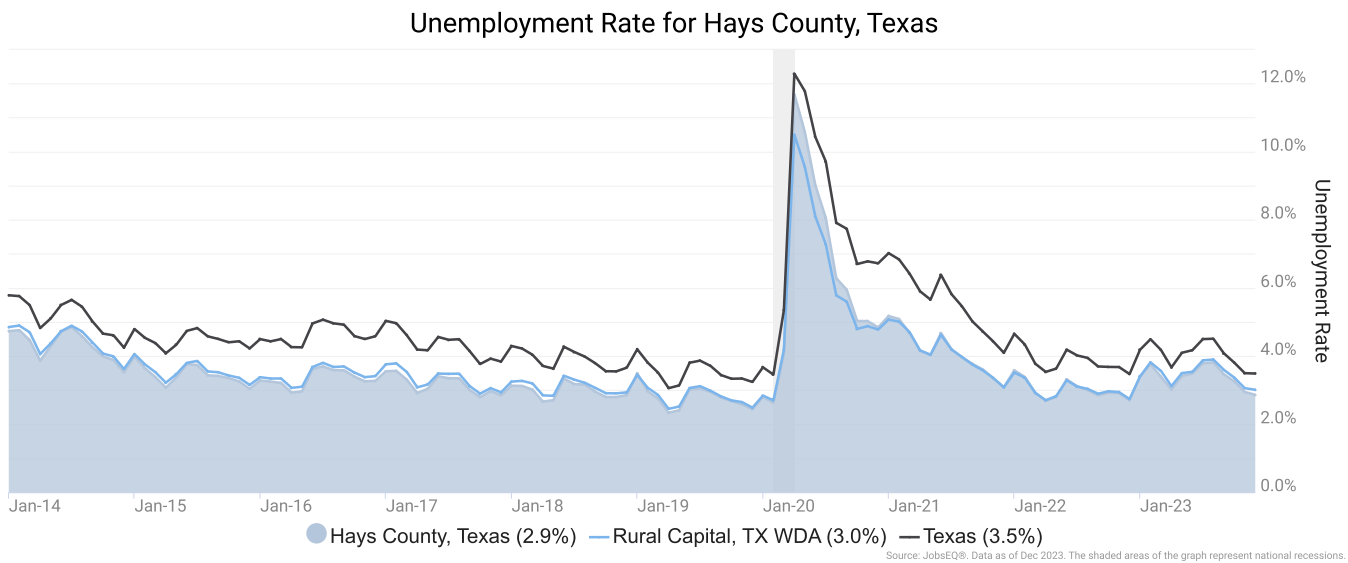
As of 2023Q3, total employment for Hays County, Texas was 97,577 (based on a four-quarter moving average). Over the year ending 2023Q3, employment increased 4.2% in the region.



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 2023Q3 with preliminary estimates updated to 2023Q3.

# Unemployment Rate

The unemployment rate for Hays County, Texas was 2.9% as of December 2023. The regional unemployment rate was lower than the national rate of 3.6%. One year earlier, in December 2022, the unemployment rate in Hays County, Texas was 2.7%.

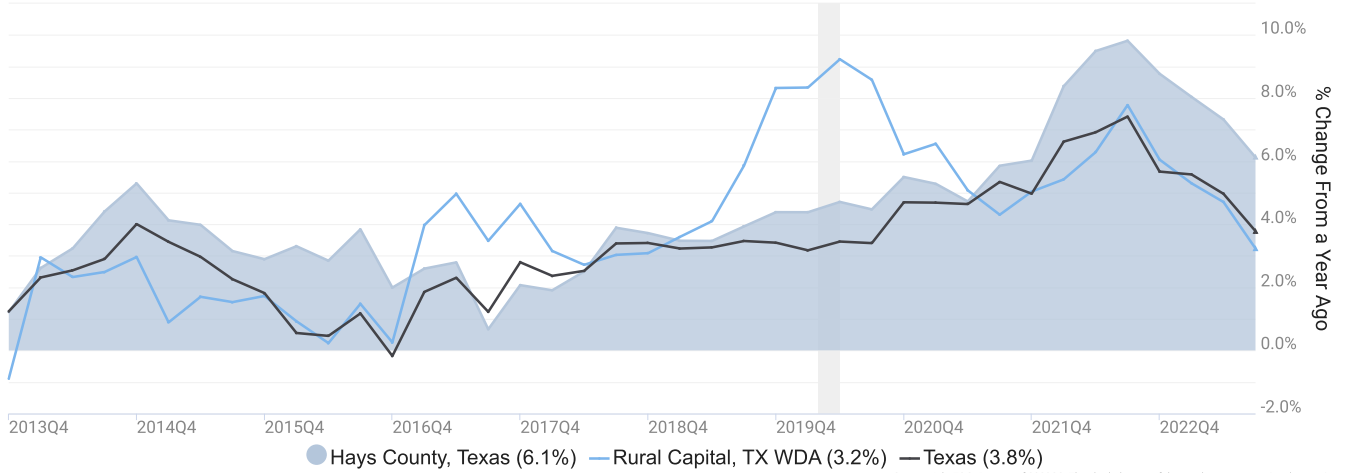


Unemployment rate data are from the Local Area Unemployment Statistics, provided by the Bureau of Labor Statistics and updated through December 2023.

# Wage Trends

The average worker in Hays County, Texas earned annual wages of \$52,386 as of 2023Q3. Average annual wages per worker increased 6.1% in the region over the preceding four quarters. For comparison purposes, annual average wages were \$70,183 in the nation as of 2023Q3.

Average Annual Wages for Hays County, Texas



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 2023Q2 with preliminary estimates updated to 2023Q3.

# 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 5.5% lower in Hays County, Texas than the U.S. average.

## Cost of Living Information

	Annual Average Salary	Cost of Living Index (Base US)	US Purchasing Power
Hays County, Texas	\$52,386	94.5	\$55,429
Rural Capital, TX WDA	\$62,223	94.5	\$65,824
Texas	\$69,661	94.2	\$73,930
USA	\$70,183	100.0	\$70,183

Source: [JobsEQ®](#)

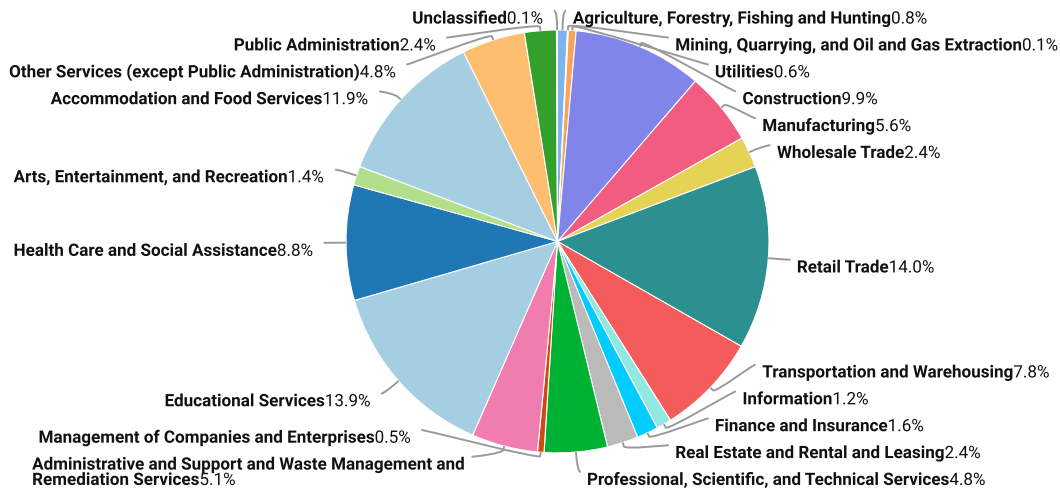
Data as of 2023Q3

Cost of Living per [COLI](#), data as of 2023Q3, imputed by Chmura where necessary.

# Industry Snapshot

The largest sector in Hays County, Texas is Retail Trade, employing 13,666 workers. The next-largest sectors in the region are Educational Services (13,574 workers) and Accommodation and Food Services (11,617). 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 Educational Services (LQ = 1.75), Construction (1.65), and Transportation and Warehousing (1.57).

Total Workers for Hays County, Texas by Industry



Source: JobsEQ® Data as of 2023Q3

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 2023Q2 with preliminary estimates updated to 2023Q3.

Sectors in Hays County, Texas with the highest average wages per worker are Wholesale Trade (\$109,185), Utilities (\$107,233), and Management of Companies and Enterprises (\$106,964). Regional sectors with the best job growth (or most moderate job losses) over the last 5 years are Transportation and Warehousing (+3,454 jobs), Construction (+2,551), and Accommodation and Food Services (+2,082).

Over the next 5 years, employment in Hays County, Texas is projected to expand by 16,045 jobs. The fastest growing sector in the region is expected to be Transportation and Warehousing with a +3.8% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Educational Services (+1,902 jobs), Retail Trade (+1,898), and Accommodation and Food Services (+1,875).



## Hays County, Texas, 2023Q3<sup>1</sup>

NAICS	Industry	Current			5-Year History		5-Year Forecast				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
44	Retail Trade	13,666	\$36,431	1.41	1,638	2.6%	11,874	4,424	5,551	1,898	2.6%
61	Educational Services	13,574	\$52,594	1.75	1,755	2.8%	8,691	3,333	3,456	1,902	2.7%
72	Accommodation and Food Services	11,617	\$24,348	1.37	2,082	4.0%	12,879	4,956	6,048	1,875	3.0%
23	Construction	9,668	\$66,174	1.65	2,551	6.3%	6,030	1,817	2,664	1,549	3.0%
62	Health Care and Social Assistance	8,609	\$52,494	0.61	1,456	3.8%	6,227	2,201	2,370	1,657	3.6%
48	Transportation and Warehousing	7,584	\$46,375	1.57	3,454	12.9%	6,059	1,974	2,553	1,533	3.8%
31	Manufacturing	5,435	\$71,733	0.69	547	2.1%	3,860	1,180	1,768	913	3.2%
56	Administrative and Support and Waste Management and Remediation Services	4,940	\$54,064	0.80	1,792	9.4%	3,904	1,313	1,740	851	3.2%
54	Professional, Scientific, and Technical Services	4,719	\$83,990	0.66	1,101	5.5%	2,973	843	1,239	891	3.5%
81	Other Services (except Public Administration)	4,706	\$38,380	1.13	1,155	5.8%	3,682	1,263	1,629	789	3.2%
92	Public Administration	2,380	\$75,165	0.53	430	4.1%	1,554	518	656	380	3.0%
42	Wholesale Trade	2,318	\$109,185	0.63	253	2.3%	1,596	502	749	345	2.8%
53	Real Estate and Rental and Leasing	2,302	\$59,353	1.33	576	5.9%	1,594	573	625	396	3.2%
52	Finance and Insurance	1,602	\$84,755	0.41	235	3.2%	997	303	419	275	3.2%
71	Arts, Entertainment, and Recreation	1,407	\$30,953	0.74	305	5.0%	1,401	482	656	264	3.5%
51	Information	1,126	\$66,450	0.58	164	3.2%	732	213	329	191	3.2%
11	Agriculture, Forestry, Fishing and Hunting	735	\$18,692	0.59	-15	-0.4%	564	226	239	98	2.5%
22	Utilities	566	\$107,233	1.14	36	1.3%	372	110	158	104	3.4%
55	Management of Companies and Enterprises	481	\$106,964	0.32	137	6.9%	318	91	132	95	3.7%
99	Unclassified	71	\$60,834	0.34	7	2.2%	54	19	24	12	3.1%
21	Mining, Quarrying, and Oil and Gas Extraction	70	\$97,760	0.20	-97	-16.0%	46	13	22	11	3.0%
<b>Total - All Industries</b>		<b>97,577</b>	<b>\$52,386</b>	<b>1.00</b>	<b>19,563</b>	<b>4.6%</b>	<b>73,219</b>	<b>25,197</b>	<b>31,977</b>	<b>16,045</b>	<b>3.1%</b>

Source: [JobsEQ®](https://www.chmuraecon.com/jobseq)

Data as of 2023Q3

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 2023Q2 with preliminary estimates updated to 2023Q3. Forecast employment growth uses national projections adapted for regional growth patterns.

# Occupation Snapshot

The largest major occupation group in Hays County, Texas is Transportation and Material Moving Occupations, employing 11,544 workers. The next-largest occupation groups in the region are Food Preparation and Serving Related Occupations (10,767 workers) and Office and Administrative Support Occupations (10,502). 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 Educational Instruction and Library Occupations (LQ = 1.51), Construction and Extraction Occupations (1.44), and Food Preparation and Serving Related Occupations (1.37).

Occupation groups in Hays County, Texas with the highest average wages per worker are Legal Occupations (\$111,800), Management Occupations (\$107,700), and Computer and Mathematical Occupations (\$88,800). The unemployment rate in the region varied among the major groups from 1.3% among Legal Occupations to 5.4% among Farming, Fishing, and Forestry Occupations.

Over the next 5 years, the fastest growing occupation group in Hays County, Texas is expected to be Healthcare Support Occupations with a +4.0% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Transportation and Material Moving Occupations (+2,176 jobs) and Food Preparation and Serving Related Occupations (+1,741). 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 (11,798 jobs) and Transportation and Material Moving Occupations (8,653).

Hays County, Texas, 2023Q3<sup>1</sup>

SOC	Occupation	Current					5-Year History			5-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
53-0000	Transportation and Material Moving	11,544	\$37,800	1.35	680	4.8%	258	4,174	9.4%	10,829	3,450	5,203	2,176	3.5%
35-0000	Food Preparation and Serving Related	10,767	\$27,900	1.37	717	5.2%	393	2,072	4.4%	13,539	5,349	6,449	1,741	3.0%
43-0000	Office and Administrative Support	10,502	\$41,100	0.89	535	3.0%	299	1,857	4.0%	7,909	3,123	3,548	1,237	2.3%
41-0000	Sales and Related	10,393	\$40,700	1.20	607	4.2%	458	1,043	2.1%	9,538	3,711	4,387	1,441	2.6%
25-0000	Educational Instruction and Library	7,815	\$58,900	1.51	201	2.3%	247	1,062	3.0%	5,021	1,997	1,893	1,131	2.7%
11-0000	Management	7,652	\$107,700	1.04	174	1.5%	265	2,041	6.4%	4,800	1,336	2,110	1,354	3.3%
47-0000	Construction and Extraction	6,395	\$45,900	1.44	358	4.4%	73	1,372	4.9%	4,180	1,245	1,864	1,071	3.1%
49-0000	Installation, Maintenance, and Repair	4,243	\$48,800	1.11	127	1.9%	158	717	3.8%	2,947	960	1,219	769	3.4%
13-0000	Business and Financial Operations	4,173	\$73,100	0.67	161	2.1%	114	1,119	6.4%	2,704	742	1,209	753	3.4%
51-0000	Production	3,913	\$39,200	0.72	204	3.3%	83	605	3.4%	3,059	1,024	1,451	584	2.8%
29-0000	Healthcare Practitioners and Technical	3,323	\$86,300	0.58	81	1.6%	412	554	3.7%	1,783	619	517	647	3.6%
37-0000	Building and Grounds Cleaning and Maintenance	3,144	\$30,900	0.99	192	4.4%	120	544	3.9%	2,939	1,126	1,306	506	3.0%
31-0000	Healthcare Support	2,511	\$30,600	0.58	127	3.1%	164	549	5.1%	2,594	942	1,111	540	4.0%
39-0000	Personal Care and Service	2,464	\$31,300	1.02	186	4.4%	125	643	6.2%	3,012	1,035	1,522	455	3.4%
15-0000	Computer and Mathematical	1,869	\$88,800	0.60	80	1.9%	71	502	6.4%	1,064	249	415	400	4.0%
27-0000	Arts, Design, Entertainment, Sports, and Media	1,659	\$59,600	0.92	94	3.9%	40	231	3.0%	1,239	414	535	290	3.3%

## Hays County, Texas, 2023Q3<sup>1</sup>

SOC	Occupation	Current						5-Year History		5-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
33-0000	Protective Service	1,576	\$53,300	0.75	82	3.1%	67	292	4.2%	1,227	463	519	245	2.9%
21-0000	Community and Social Service	1,433	\$50,600	0.82	33	1.9%	143	168	2.5%	979	315	394	270	3.5%
17-0000	Architecture and Engineering	1,017	\$87,300	0.65	30	1.6%	41	129	2.7%	593	172	230	191	3.5%
19-0000	Life, Physical, and Social Science	605	\$72,000	0.71	19	2.3%	71	82	3.0%	424	80	228	116	3.6%
23-0000	Legal	412	\$111,800	0.52	10	1.3%	36	74	4.1%	215	68	70	77	3.5%
45-0000	Farming, Fishing, and Forestry	166	\$37,000	0.28	12	5.4%	6	29	3.9%	161	53	84	24	2.8%
<b>Total - All Occupations</b>		<b>97,577</b>	<b>\$51,000</b>	<b>1.00</b>	<b>4,709</b>	<b>3.3%</b>	<b>3,643</b>	<b>19,858</b>	<b>4.7%</b>	<b>80,781</b>	<b>28,473</b>	<b>36,263</b>	<b>16,045</b>	<b>3.1%</b>

Source: [JobsEQ®](https://www.jobseq.com)

Data as of 2023Q3 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

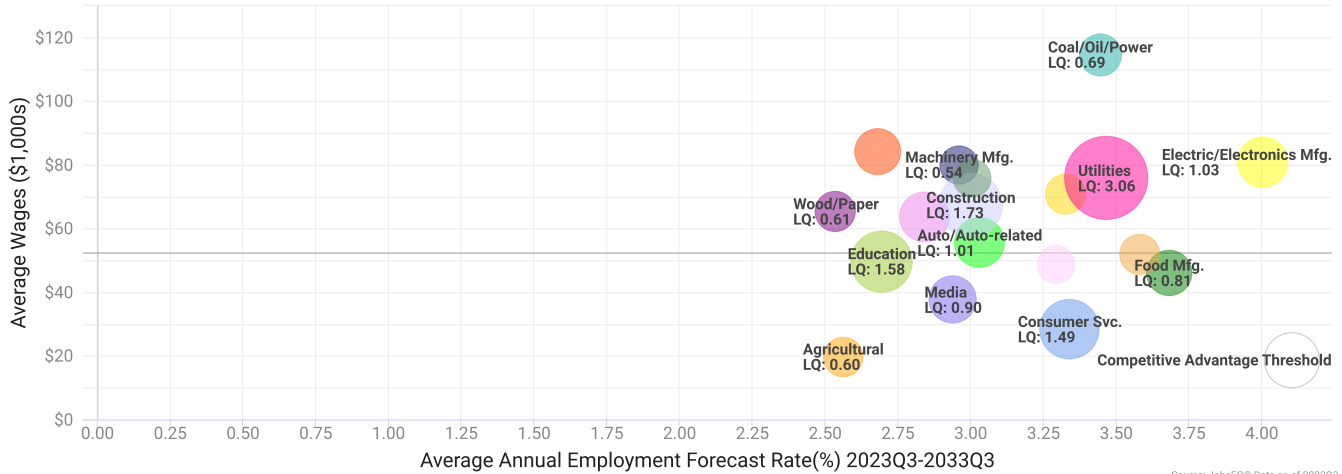
3. Data represent found online ads active within the last thirty days in the selected region. Due to alternative county-assignment algorithms, ad counts in this analytic may not match that shown in RTI (nor in the popup window ad list). Ad counts for ZCTA-based regions are estimates.

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 2023Q2, imputed where necessary with preliminary estimates updated to 2023Q3. Wages by occupation are as of 2023 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 Hays County, Texas with the highest relative concentration is Utilities with a location quotient of 3.06. This cluster employs 1,360 workers in the region with an average wage of \$75,860. Employment in the Utilities cluster is projected to expand in the region about 3.5% per year over the next ten years.

Industry Clusters for Hays County, Texas as of 2023Q3



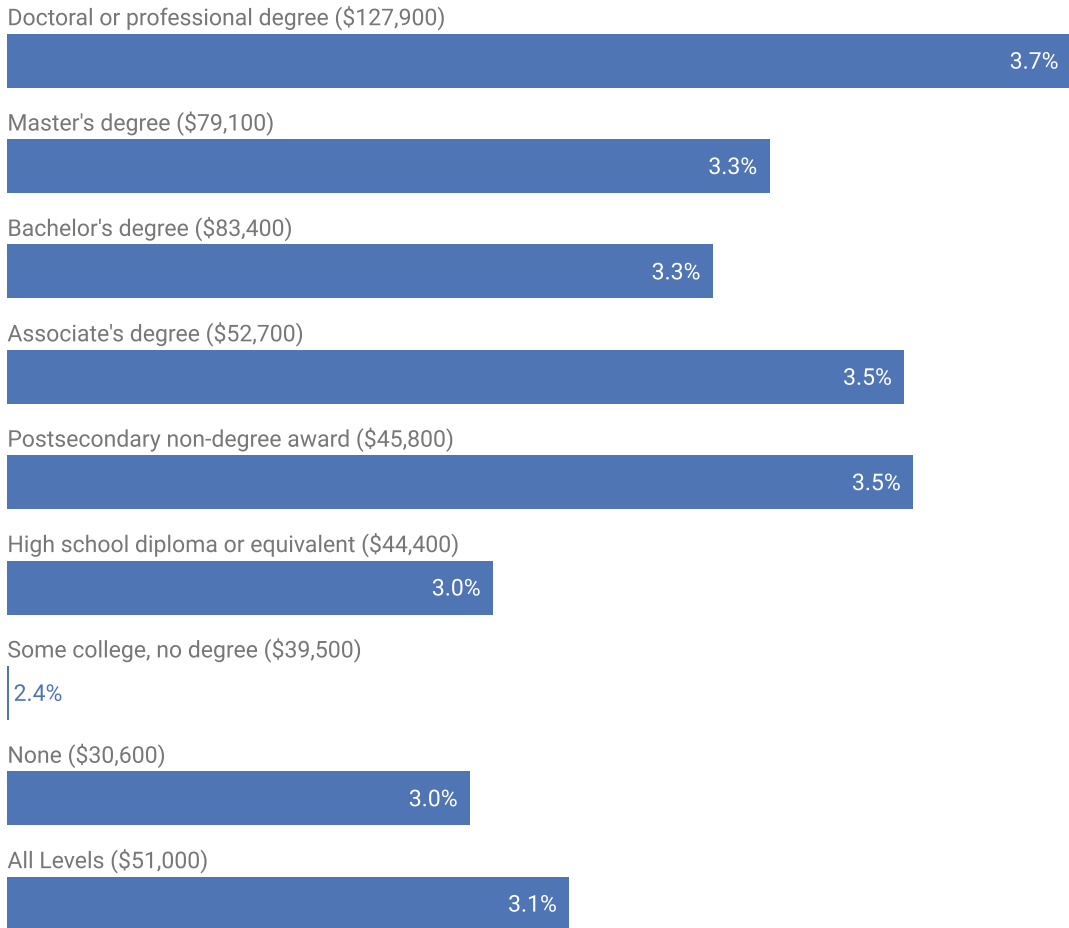
Source: JobsEQ®, Data as of 2023Q3

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 2023Q2 with preliminary estimates updated to 2023Q3. 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 Hays County, Texas is projected to grow 3.1% over the next ten years, occupations typically requiring a postgraduate degree are expected to grow 3.7% per year, those requiring a bachelor’s degree are forecast to grow 3.3% per year, and occupations typically needing a 2-year degree or certificate are expected to grow 3.5% per year.

## Annual Average Projected Job Growth by Education Levels

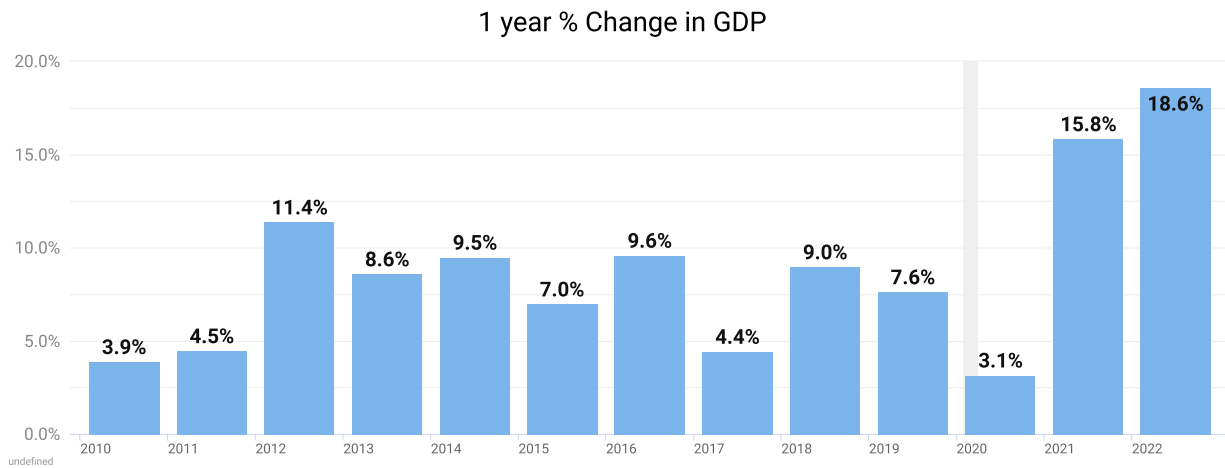


Source: JobsEQ®  
Data as of 2023Q3

Employment by occupation data are estimates as of 2023Q3. 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 2022, nominal GDP in Hays County, Texas expanded 18.6%. This follows growth of 15.8% in 2021. As of 2022, total GDP in Hays County, Texas was \$10,282,262,000.



Gross Domestic Product data are provided by the Bureau of Economic Analysis, imputed by Chmura where necessary, updated through 2022.

Of the sectors in Hays County, Texas, Real Estate and Rental and Leasing contributed the largest portion of GDP in 2022, \$1,656,878,000. The next-largest contributions came from Educational Services (\$1,086,878,000); Retail Trade (\$911,543,000); and Construction (\$899,158,000).

## GDP (in \$ millions)

Real Estate and Rental and Leasing (53)



Educational Services (61)



Retail Trade (44)



Construction (23)



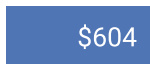
Manufacturing (31)



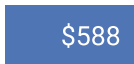
Wholesale Trade (42)



Professional, Scientific, and Technical Services (54)



Health Care and Social Assistance (62)



Transportation and Warehousing (48)

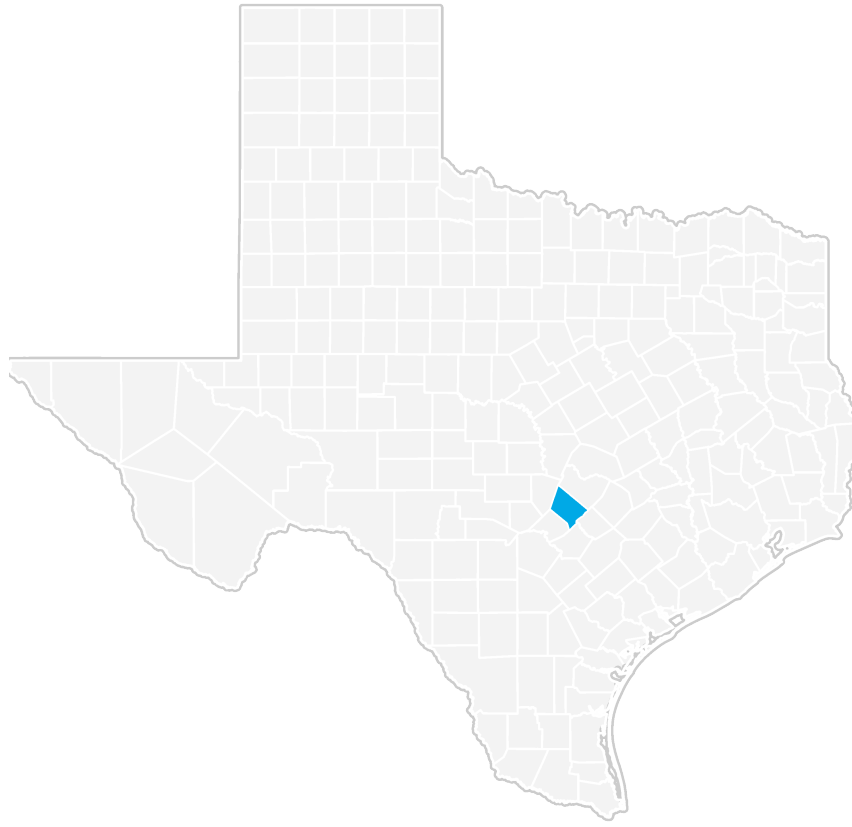


Accommodation and Food Services (72)



Gross Domestic Product data are provided by the Bureau of Economic Analysis, imputed by Chmura where necessary, updated through 2022.

# Hays County, Texas Regional Map





# Region Definition

**Rural Capital, TX WDA is defined as the following counties:**

Bastrop County, Texas

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Blanco County, Texas

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Burnet County, Texas

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Caldwell County, Texas

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Fayette County, Texas

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Hays County, Texas

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Lee County, Texas

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Llano County, Texas

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Williamson County, Texas

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# 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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