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## **Industries and Occupations of San Luis Obispo City, San Luis Obispo County and California**

Prepared by

**Workforce Investment Board of San Luis Obispo**

For

**Ermina Karim, President/CEO  
San Luis Obispo Chamber of Commerce**

February 27, 2015  
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Background

This report was requested by Ermina Karim, President/CEO of the San Luis Obispo Chamber of Commerce on behalf of the businesses of San Luis Obispo. It is a breakdown of industries and occupations within San Luis Obispo city<sup>1</sup> compared to San Luis Obispo County and the State of California.



The data source (unless otherwise specified) is EMSI Analyst 2014.4, Employees (QCEW Employees and Non-QCEW Employees). **Green tables** represent the largest, healthy, or growing industries or occupations. **Red tables** represent industries or occupations which are vulnerable, small, or declining. The top and bottom five is represented for each category unless unavailable or otherwise specified. Additional SLO City specific data is presented in section 3 within the **blue tables**. Reference tables of industry and occupation classifications are in section 4 within the **purple tables**.

Section 1 - Industries

All *industries* are represented by a North American Industry Classification System (NAICS) code. NAICS codes are available at a two to six digit code level. The two digit code represents the broad industry sector; the third digit represents the industry sub sector; the fourth digit code represents the industry group; the fifth represents the industry, the sixth represents US, Canadian or Mexican National specific. For the purposes of this report, the first section is data based off of the NAICS two digit level code<sup>2</sup>. Core industry data consists of industry size by job count, earnings, and job change (growth or decline). Industry size is a good place to start as larger industries have a better chance of impacting the economy.

Section 1a– Industries: Industry by Total Employees

Largest Industries by Total Employees (2014 Jobs)

California	SLO County	SLO City
Government 2,610,094	Government 21,170	Government 14,093
Health Care & Social Assistance 2,043,273	Accommodation & Food Services 15,229	Health Care & Social Assistance 6,296
Retail Trade 1,626,518	Health Care & Social Assistance 13,148	Retail Trade 4,756
Accommodation & Food Services 1,441,792	Retail Trade 12,890	Accommodation & Food Services 4,670
Manufacturing 1,247,205	Manufacturing 6,540	Professional, Scientific, & Technical Services 3,030

<sup>1</sup> For the purposes of this report San Luis Obispo City is identified by the zip codes of 93401, 93403, 93405, 93406, 93407, 93408, 93409, & 93410

<sup>2</sup> Source: <http://www.naics.com/history-naics-code/>

Smallest Industries by Total Employees (2014 jobs)

California	SLO County	SLO City
Mining, Quarrying, & Oil & Gas Ext. <sup>3</sup> 28,837	Mining, Quarrying, & Oil & Gas Ext. 102	Mining, Quarrying, & Oil & Gas Ext. 39
Utilities 57,636	Mgmt. of Companies & Enterprises 601	Crop & Animal Production 298
Mgmt. of Companies & Enterprises 227,507	Information 1,361	Arts, Entertainment, & Recreation 469
Real Estate & Rental & Leasing 270,092	Arts, Entertainment, & Recreation 1,467	Mgmt. of Companies & Enterprises 471
Arts, Entertainment, & Recreation 272,286	Transportation & Warehousing 1,796	Information 605

Section 1b– Industries: Growing and Declining Industries

As a rule of thumb, anything over a 5% growth has good growth and anything declining more than 5% is something to keep an eye on. First, look at growth by percent change. Doing this first helps smaller industries not get overlooked or overshadowed by larger industries actual change. Second, view actual job change to determine the true significance. For example, if an industry with 10,000 jobs declines 5% that would be more impactful to a local economy than an industry of 100 jobs that declines 5%. That being said, a 5% change to a smaller industry can have a huge impact and if you only sorted by actual change you would miss that.

Actual Growth to Industries (2009-2014)

California	SLO County	SLO City
Health Care & Social Assistance 41% Change: 589,113 Jobs	Administrative & Support & Waste Mgmt. & Remediation Services 64% Change: 2,539 Jobs	Mining, Quarrying, & Oil & Gas Ext. 200% Change: 26 Jobs
Administrative & Support & Waste Mgmt. & Remediation Services 24% Change: 198,306 Jobs	Mgmt. of Companies & Enterprises 31% Change: 143 Jobs	Administrative & Support & Waste Mgmt. & Remediation Services 83% Change: 1,044 Jobs
Mining, Quarrying, & Oil & Gas Extraction 21% Change: 4,972 Jobs	Educational Services 25% Change: 606 Jobs	Mgmt. of Companies & Enterprises 28% Change: 102 Jobs
Professional, Scientific, & Technical Services 16% Change: 164,741 Jobs	Health Care & Social Assistance 24% Change: 2,528 Jobs	Educational Services 22% Change: 504 Jobs
Accommodation & Food Services 15% Change: 191,213 Jobs	Mgmt. of Companies & Enterprises 15% Change: 29,755 Jobs	Crop & Animal Production 21% Change: 811 Jobs
		Health Care & Social Assistance 17% Change: 897 Jobs

**Note:** In SLO County, *Accommodation & Food Services* experienced a 13% growth which accounted for 1,764 jobs making it the third largest growth industry. In SLO City, *Accommodation & Food Services* also experienced a growth of 13% or 546 jobs making it the second largest change for the city. Government had the fifth largest actual growth in SLO City with 291 jobs or 2%.

<sup>3</sup> Ext. = Extraction

Actual Decline to Industries (2009-2014)

California	SLO County	SLO City
Other Services (Except Public Administration) -30% Change: -260,809 Jobs	Other Services (except Public Administration) -14% Change: -896 Jobs	Information -18% Change: - 135 Jobs
Government -4% Change: -105,074 Jobs	Utilities -10% Change: - 228 Jobs	Utilities -15% Change: -133 Jobs
Utilities -3% Change: -2,069 Jobs	Finance & Insurance -4% Change: -89 Jobs	Other Services (Except Public Administration) -4% Change: - 104 Jobs
Manufacturing -2% Change: -28,546 Jobs	Professional, Scientific, & Technical Services -1% Change: -39 Jobs	Arts, Entertainment, & Recreation -3% Change: - 17 Jobs
Finance & Insurance -2% Change: -10,426 Jobs	Government -0% Change: -95 Jobs	Retail Trade -1% Change: - 66 Jobs
		Professional, Scientific, & Technical Services -1% Change: - 19 Jobs

Projected Growing Industries (2009-2019)

California	SLO County	SLO City
Health Care & Social Assistance 60% Change: 867,319 Jobs	Administrative & Support & Waste Mgmt. & Remediation Services 108% Change: 4,305 Jobs	Administrative & Support & Waste Mgmt. & Remediation Services 145% Change: 1,830 Jobs
Administrative & Support & Waste Mgmt. & Remediation Services 34% Change: 281,396 Jobs	Educational Services 52% Change: 1,266 Jobs	Educational Services 49% Change: 1,118 Jobs
Educational Services 31% Change: 108,208 Jobs	Health Care & Social Assistance 40% Change: 4,248 Jobs	Health Care & Social Assistance 30% Change: 1,640 Jobs
Professional, Scientific, & Technical Services 30% Change: 314,283 Jobs	Transportation & Warehousing 36% Change: 541 Jobs	Wholesale Trade 28% Change: 205 Jobs
Mining, Quarrying, & Oil & Gas Extraction 309% Change: 7,098 Jobs	Real Estate & Rental & Leasing 31% Change: 534 Jobs	Transportation & Warehousing 24% Change: 220 Jobs
		Accommodation & Food Services 24% Change: 991 Jobs

**Note:** Looking at job change in SLO County, *Accommodation & Food Services* projected change indicates a 24% change. However, due to the size of the industry this would actually be the second largest job change as the 24% would equate for 3,206 jobs. In SLO City, the fifth largest projected change by job growth is Government with 985 jobs or 7% due to the size of the industry.

Projected Declining Industries (2009-2019)

California	SLO County	SLO City	
Other Services (Except Public Administration) -24% Change: -208,383 Jobs	Mining, Quarrying, & Oil & Gas Extraction -41% Change: -37 Jobs	Utilities -18% Change: -161 Jobs	Information -18% Change: -131 Jobs
Manufacturing -7% Change: -87,662 Jobs	Other Services (except Public Administration) -15% Change: -965 Jobs	Other Services (except Public Administration) -2% Change: -38 Jobs	
Government -2% Change: -60,059 Jobs	Utilities -2% Change: -53 Jobs	n/a	

Section 1c– Industries: Highest and Lowest Annual Average Employee Salary by Industry

Highest Annual Average Employee Salary by Industry (Annual)

California	SLO County	SLO City
Information \$160,700	Utilities \$174,024	Utilities \$163,622
Mining, Quarrying, & Oil & Gas Extraction \$157,316	Mining, Quarrying, & Oil & Gas Extraction \$87,990	Mining, Quarrying, & Oil & Gas Extraction \$132,550
Utilities \$150,377	Mgmt. of Companies & Enterprises \$77,742	Government \$79,070
Mgmt. of Companies & Enterprises \$135,376	Finance & Insurance \$76,685	Mgmt. of Companies & Enterprises \$78,621
Finance & Insurance \$119,948	Information \$68,272	Finance & Insurance \$77,265

**Note:** Higher earning industries contribute more to economic prosperity.

Lowest Annual Average Employee Salary by Industry (Annual)

California	SLO County	SLO City
Accommodation & Food Services \$23,520	Educational Services \$16,478	Educational Services \$15,598
Crop & Animal Production \$35,543	Arts, Entertainment, & Recreation \$19,363	Arts, Entertainment, & Recreation \$20,764
Other Services (Except Public Administration) \$36,522	Accommodation & Food Services \$21,085	Accommodation & Food Services \$20,914
Retail Trade \$38,830	Other Services (except Public Administration) \$24,468	Other Services (except Public Administration) \$22,148
Administrative & Support & Waste Mgmt. & Remediation Services \$45,873	Administrative & Support & Waste Mgmt. & Remediation Services \$31,591	Administrative & Support & Waste Mgmt. & Remediation Services \$31,184

**Section 1d– Industries: Industry Location Quotient**

Location Quotient (LQ) is a way of quantifying how “concentrated” an industry or occupation is in a region compared to a larger geographic area (the data presented in this report compares to the nation as its larger geographic area). LQ can reveal what makes a particular region “unique.” A LQ greater than 1 has a higher than average concentration in an area (Ex. An LQ of 2.0 means the area has twice the average employment for a given industry in comparison to the national economy).

Industry Location Quotient (LQ)

California	SLO County	SLO City
Crop & Animal Production 2.75	Utilities 4.59	Utilities 3.89
Information 2.64	Crop & Animal Production 4.34	Educational Services 2.19
Professional, Scientific, & Technical Services 1.47	Accommodation & Food Services 1.53	Government 1.68

**Section 2 -Occupations**

All *occupations* are represented by a six digit Standard Occupational Classification (SOC) code. SOC codes begin with a two digit code that represents the major group (major group codes end with 0000); the third digit represents the minor group; the fourth and fifth represent the broad occupation; and the detailed occupation is represented by the sixth digit<sup>4</sup>. For the purposes of this report, the data is based off of the two digit major group SOC.<sup>5</sup> Core occupational data consists of size by total job count, job change(growth and decline), and wage.

**Section 2a – Occupations: Largest and Smallest Occupations by Total Number of Employees**

Largest Occupations by Total Number of Employees (2014 Jobs)

California	SLO County	SLO City
Office & Administrative Support 2,667,060	Office & Administrative Support 18,030	Office & Administrative Support 9,242
Sales & Related 1,671,216	Food Preparation & Serving Related 12,500	Sales & Related 4,606
Food Preparation & Serving Related 1,445,920	Sales & Related 12,265	Food Preparation & Serving Related 4,074
Transportation & Material Moving 1,034,857	Education, Training, & Library 7,189	Education, Training, & Library 3,276
Education, Training, & Library 916,807	Healthcare Practitioners & Technical 5,859	Healthcare Practitioners & Technical 3,250

<sup>4</sup> Source: <http://www.bls.gov/soc/socguide.htm>

<sup>5</sup> See last page for a table of two digit SOC codes

Smallest Occupations by Total Number of Employees (2014 Jobs)

California	SLO County	SLO City
Legal 127,553	Legal 593	Military 136
Life, Physical, & Social Science 188,875	Life, Physical, & Social Science 1,135	Farming, Fishing, & Forestry 316
Community & Social Service 277,344	Arts, Design, Entertainment, Sports, & Media 1,434	Legal 425
Arts, Design, Entertainment, Sports, & Media 306,790	Computer & Mathematical 1,892	Life, Physical, & Social Science 748
Architecture & Engineering 332,805	Architecture & Engineering 1,983	Arts, Design, Entertainment, Sports, & Media 761

Section 2b – Occupations: Growing and Declining Occupations

Actual Growing Occupations (2009-2014)

California	SLO County	SLO City
Community & Social Service 30% Change: 64,364 Jobs	Personal Care & Service 29% Change: 1,021 Jobs	Personal Care & Service 26% Change: 428 Jobs
Healthcare Support 25% Change: 80,244 Jobs	Farming, Fishing, & Forestry 21% Change: 683 Jobs	Production 22% Change: 290 Jobs
Computer & Mathematical 16% Change: 73,837 Jobs	Production 20% Change: 843 Jobs	Transportation & Material Moving 14% Change: 277 Jobs
Food Preparation & Serving Related 15% Change: 187,995 Jobs	Transportation & Material Moving 16% Change: 826 Jobs	Food Preparation & Serving Related 14% Change: 485 Jobs
Healthcare Practitioners & Technical 12% Change: 83,216 Jobs	Computer & Mathematical 16% Change: 260 Jobs	Education, Training, & Library 12% Change: 356 Jobs
Farming, Fishing, & Forestry 12% Change: 35,389 Jobs	Healthcare Support 13% Change: 304 Jobs	Healthcare Support 12% Change: 141 Jobs
	Food Preparation & Serving Related 13% Change: 1,483 Jobs	Farming, Fishing, & Forestry 11% Change: 31 Jobs

**Note:** In California, the second largest occupational growth occurred in *Office & Administrative Support* with 176,460 or 7%, third largest actual growth occurred in *Sales & Related* with 103,805 or 7%, fourth largest actual was in *Transportation & Material Moving* with 94,704 or 10%, and fifth largest actual change was in *Management occupations* 85,885 or 10%. In SLO County, the *Office & Administrative Support Occupations* has the most job change with 645 jobs or 8%.



Actual Decline to Occupations (2009-2014)

California	SLO County	SLO City
Building & Grounds Cleaning & Maintenance -9% Change: -55,099 Jobs	Military Occupations -3% Change: -14 Job	Military Occupations -4% Change: -5 Job
Military Occupations -3% Change: -6,410 Jobs	n/a	Legal -1% Change: -5 Job
Education, Training, & Library -1% Change: -10,471 Jobs	n/a	n/a

Projected Growth Occupations (2009-2019)

California	SLO County	SLO City
Healthcare Support 43% Change: 136,527 Jobs	Personal Care & Service 47% Change: 1,670 Jobs	Personal Care & Service 44% Change: 732 Jobs
Community & Social Service 42% Change: 89,107 Jobs	Computer & Mathematical 40% Change: 660 Jobs	Production Occupations 37% Change: 499 Jobs
Computer & Mathematical 28% Change: 128,094 Jobs	Production Occupations 37% Change: 1,544 Jobs	Healthcare Support 33% Change: 396 Jobs
Food Preparation & Serving Related 27% Change: 167,856 Jobs	Transportation & Material Moving 36% Change: 1,831 Jobs	Transportation & Material Moving 32% Change: 642 Jobs
Healthcare Practitioners & Technical 24% Change: 33,653 Jobs	Healthcare Support 34% Change: 814 Jobs	Computer & Mathematical 30% Change: 323 Jobs

**Note:** In California, the second largest projected change is *Office & Administrative Support* with 300,021 or 17% and second is *Sales & Related* with 225,664 or 14%. In SLO County, the largest job change is projected to occur in the *Food Preparation & Serving Related* with 2,636 or 24% and *Office & Administrative Support* with 2,543 or 15%. In SLO City, largest *Office & Administrative Support* with 1,346 or 16%.

Projected Declining Occupations (2009-2019)

California	SLO County	SLO City
Military Occupations -7% Change: -15,516 Jobs	Military Occupations -6% Change: -29 Jobs	Military -6% Change: -9 Jobs
Building and Grounds Cleaning and Maintenance Occupations -1% Change: -6,462 Jobs	n/a	Architecture & Engineering -0% Change: -5 Jobs

Section 2c – Occupations: Highest and Lowest Average Wage Occupations

Highest Average Wage Occupations (based on 2013 Avg. Hourly Earnings)

California	SLO County	SLO City
Management \$59.16	Management \$45.21	Management \$46.13
Legal \$56.65	Legal \$45.13	Legal \$45.21
Computer & Mathematical \$45.47	Healthcare Practitioners & Technical \$39.65	Healthcare Practitioners & Technical \$39.58
Architecture & Engineering \$44.93	Architecture & Engineering \$38.43	Architecture & Engineering \$38.65
Healthcare Practitioners & Technical \$43.79	Life, Physical, & Social Science \$36.03	Life, Physical, & Social Science \$36.15
		Protective Service \$36.15

Lowest Average Wage Occupations (based on 2013 Avg. Hourly Earnings)

California	SLO County	SLO City
Farming, Fishing, & Forestry \$10.14	Food Preparation & Serving Related \$10.92	Food Preparation & Serving Related \$10.96
Food Preparation & Serving Related \$10.98	Farming, Fishing, & Forestry \$11.21	Farming, Fishing, & Forestry \$12.03
Personal Care & Service \$12.71	Building & Grounds Cleaning & Maintenance \$12.64	Building & Grounds Cleaning & Maintenance \$12.64
Building & Grounds Cleaning & Maintenance \$13.63	Personal Care & Service \$12.66	Personal Care & Service \$12.79
Healthcare Support \$15.81	Transportation & Material Moving \$14.09	Transportation & Material Moving \$14.62

Section 2d – Occupations: Location Quotient

Occupation Location Quotient (LQ)

California	SLO County	SLO City
Farming, Fishing, & Forestry 2.77	Farming, Fishing, & Forestry 4.55	Community & Social Service 2.06
Life, Physical, & Social Science 1.40	Community & Social Service 1.47	Protective Service 1.93
Arts, Design, Entertainment, Sports, & Media 1.39	Building & Grounds Cleaning & Maintenance 1.35	Life, Physical, & Social Science 1.82

**Section 3 - San Luis Obispo City Specific data**

**Section 3a - San Luis Obispo City Specific data: Occupational Staffing Patterns of Top 5 Industries**

The largest industries in San Luis Obispo City by total size are *Health Care & Social Assistance* with 6,296 jobs, *Retail Trade* with 4,756 jobs, *Accommodation & Food Services* with 4,670 jobs, *Professional, Scientific, & Technical Services* with 3,030 jobs, and *Educational Services* with 2,764 jobs.

**Top 5 Occupational Staffing Patterns within the Health Care & Social Assistance Industry in SLO City**

Occupation	Total Employed in Industry (2014)	% of total industry	Median Hourly Earnings
Personal Care Aides	718	11.4%	\$10.55
Registered Nurses	482	7.7%	\$43.02
Medical Assistants	270	4.3%	\$15.37
Medical Secretaries	254	4.0%	\$17.66
Social & Human Service Assistants	251	4.0%	\$21.85

**Top 5 Occupational Staffing Patterns within the Retail Trade Industry in SLO City**

Occupation	Total Employed in Industry (2014)	% of total industry	Median Hourly Earnings
Retail Salespersons	1,604	33.7%	\$11.37
Cashiers	718	15.1%	\$10.01
First-Line Supervisors of Retail Sales Workers	404	8.5%	\$18.08
Stock Clerks & Order Fillers	286	6.0%	\$10.29
Packers & Packers, Hand	127	2.7%	\$8.79

**Top 5 Occupational Staffing Patterns within the Accommodation & Food Services Industry in SLO City**

Occupation	Total Employed in Industry (2014)	% of total industry	Median Hourly Earnings
Waiters & Waitresses	905	19.4%	\$9.17
Combined Food Preparation & Serving Workers, Including Fast Food	727	15.6%	\$9.08
Cooks, Restaurant	360	7.7%	\$14.44
Maids & Housekeeping Cleaners	333	7.1%	\$9.34
Cooks, Fast Food	246	5.3%	\$9.12

**Top 5 Occupational Staffing Patterns within the Professional, Scientific, & Technical Services Industry in SLO City**

Occupation	Total Employed in Industry (2014)	% of total industry	Median Hourly Earnings
Accountants & Auditors	129	4.2%	\$30.83
Civil Engineers	126	4.2%	\$43.24
Computer User Support Specialists	120	4.0%	\$19.33
Lawyers	98	3.3%	\$58.51
Legal Secretaries	96	3.2%	\$21.38

Top 5 Occupational Staffing Patterns within the Educational Services Industry in SLO City

Occupation	Total Employed in Industry (2014)	% of total industry	Median Hourly Earnings
Secretaries & Administrative Assistants, Except Legal, Medical, & Executive	336	12.2%	\$16.94
Office Clerks, General	263	9.5%	\$13.54
Janitors & Cleaners, Except Maids & Housekeeping Cleaners	199	7.2%	\$11.46
Teacher Assistants	123	4.4%	\$12.39
Secondary School Teachers, Except Special & Career/Technical Education	122	4.4%	\$31.26

**Note:** Elementary School Teachers, Except Special Education represents 105 jobs or 3.8% of total industry with median hourly earnings of \$34.60.

Section 3b - San Luis Obispo City Specific data: Additional Occupational Data Points

Occupations with highest annual openings in SLO City

Occupation	Annual Openings
Office & Administrative Support	404
Food Preparation & Serving Related	258
Sales & Related	238
Education, Training, & Library	191
Personal Care & Service	163

Overall Largest Number of Jobs in SLO City

Occupation	Total Jobs (2014)	Average Hourly Earnings (2013)
Retail Salespersons	1,718	\$12.99
Office Clerks, General	1,459	\$14.97
Secretaries & Administrative Assistants, Except Legal, Medical, & Executive	1,420	\$17.13
Postsecondary Teachers	1,343	\$37.57
Janitors & Cleaners, Except Maids & Housekeeping Cleaners	1,022	\$12.43
Cashiers	971	\$11.43
Waiters & Waitresses	970	\$9.96
Combined Food Preparation & Serving Workers, Including Fast Food	837	\$9.60
Personal Care Aides	809	\$10.60
Bookkeeping, Accounting, & Auditing Clerks	783	\$19.76

Overall Highest Paying Jobs in SLO City

Occupation	Total Jobs (2014)	Average Hourly Earnings (2013)
Surgeons	30	\$116.56
Obstetricians & Gynecologists	13	\$110.00
Internists, General	27	\$103.27
Psychiatrists	72	\$100.21
Anesthesiologists	11	\$99.36
Pediatricians, General	23	\$91.82
Physicians & Surgeons, All other	69	\$83.43
Dentists, General	45	\$83.11
Family & General Practitioners	106	\$78.96
Chief Executives	91	\$73.22

Section 3c - San Luis Obispo City Specific data: [Self-Employment](#)  
 Top 10 Self-Employment Industries in SLO City<sup>6</sup>

Industry	Total Jobs (2014)	Average Annual Earnings Per Worker (2014)
Beauty Salons	277	\$19,314
Offices of Lawyers	193	\$61,616
Independent Artists, Writers, & Performers	164	\$11,770
Other Accounting Services	155	\$30,146
Landscaping Services	104	\$17,713
Plumbing, Heating, & Air-Conditioning Contractors	103	\$27,530
Residential Remodelers	93	\$33,610
Graphic Design Services	91	\$17,709
Private Households	89	\$10,917
Child Day Care Services	52	\$15,287

<sup>6</sup> Source: EMSI 2014.4, Self Employment

Top 10 Self-Employment Occupations in SLO City<sup>7</sup>

Occupation	Total Jobs (2014)	Median Hourly Earnings (2013)
Hairdressers, Hairstylists, & Cosmetologists	247	\$11.63
Lawyers	171	\$33.45
First-Line Supervisors of Retail Sales Workers	130	\$11.33
Real Estate Sales Agents	146	\$12.14
Mangers, All Other	146	\$16.96
Carpenters	123	\$17.10
Construction Laborers	113	\$15.73
Retail Salespersons	91	\$12.98
Childcare Workers	74	\$8.20
Accountants & Auditors	101	\$23.97

**Section 4 – Reference Tables**

Section 4a – North American Industry Classification System (NAICS) Reference Table<sup>8</sup>

NAICS	Description
11	<b>Crop &amp; Animal Production</b> This sector is engaged in growing crops, raising animals, harvesting timber, and harvesting fish and other animals from a farm, ranch, or their natural habitat. It distinguishes two activities: agricultural production or agricultural support activities. Industry subsectors include: Crop Production; Animal Production; Forestry and Logging; Fishing, Hunting and Trapping; Support Activities for Agriculture and Forestry. Includes occupations such as: Farmworkers and Laborers, Crop, Nursery, and Greenhouse; Farmworkers, Farm, Ranch, and Aquacultural Animals; First-Line Supervisors of Farming, Fishing, and Forestry Workers; Agricultural Equipment Operators.
21	<b>Mining, Quarrying, &amp; Oil &amp; Gas Extraction</b> This sector comprises establishments that extract naturally occurring mineral solids, liquid minerals, and gases. The sector distinguishes two activities: mine operation and mining support activities. Industry subsectors include: Oil and Gas Extraction; Mining (except Oil and Gas); Support Activities for Mining. Includes occupations such as: Geoscientists, Except Hydrologists and Geographers; Rotary Drill Operators, Oil and Gas; Heavy and Tractor-Trailer Truck Drivers; Continuous Mining Machine Operators.
22	<b>Utilities</b> Utility establishments engage in the provision of the following utility services: electric power, natural gas, steam supply, water supply, and sewage removal. The activities associated with the utility services vary by the utility. Utilities consist of one subsector with three primary industry groups: Electric Power Generation, Transmission and Distribution; Natural Gas Distribution; Water, Sewage and Other Systems. Includes occupations such as: Electrical Power-Line Installers and Repairers; Power Plant Operators; Meter Readers, Utilities; Customer Service Representatives; First-Line Supervisors of Mechanics, Installers, and Repairers; General and Operations Managers.
23	<b>Construction</b> Construction establishments are primarily engaged in the construction of buildings or engineering projects. Sector activities include: preparation of sites for new construction and establishments engaged in subdividing land for sale, production of a specific component. Industry subsectors include: Construction of Buildings; Heavy and Civil Engineering Construction; Specialty Trade Contractors. Includes occupations such as: Construction Laborers; Carpenters; Electricians.
31-33	<b>Manufacturing</b> Manufacturing establishments engage in mechanical, physical, or chemical transformation of materials, substances, or components into new products. Industry subsectors include: Food Manufacturing; Beverage and Tobacco Product Manufacturing; Textile Mills; Textile Product Mills; Apparel Manufacturing; Leather and Allied Product Manufacturing; Wood Product Manufacturing; Paper Manufacturing; Printing and Related Support Activities; Petroleum and Coal Products Manufacturing; Chemical Manufacturing; Plastics and Rubber Products Manufacturing; Nonmetallic Mineral Product Manufacturing; Primary Metal Manufacturing; Fabricated Metal Product Manufacturing; Machinery Manufacturing; Computer and Electronic Product Manufacturing; Electrical Equipment, Appliance, and Component Manufacturing; Transportation Equipment Manufacturing; Furniture and Related Product Manufacturing; Miscellaneous Manufacturing. Includes occupations such as: Helpers-Production Workers; Packaging and Filling Machine Operators and Tenders; Team Assemblers; Machinists; First-line Supervisors of Production and Operating Workers.
42	<b>Wholesale Trade</b> Wholesale Trade establishments are engaged in wholesaling merchandise, generally without transformation, and rendering services incidental to the sale of merchandise. Industry subsectors include: Merchant Wholesalers, Durable Goods; Merchant Wholesalers, Nondurable Goods; Wholesale Electronic Markets and Agents and Brokers. Includes occupations such as: Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products; Laborers and Freight, Stock, and Material Movers, Hand; Packers and Packagers, Hand; General and Operations Managers.
44-45	<b>Retail Trade</b> Retail Trade establishments engage in retailing merchandise, generally without transformation, and rendering services incidental to the sale of merchandise. Industry subsectors include: Motor Vehicle and Parts Dealers; Furniture and Home Furnishings Stores; Electronics and Appliance Stores; Building Material and Garden Equipment and Supplies Dealers; Food and Beverage Stores; Health and Personal Care Stores; Gasoline Stations; Clothing and Clothing Accessories Stores; Sporting Goods, Hobby, Book, and Music Stores; Miscellaneous Store Retailers; Nonstore Retailers. Includes occupations such as: First-Line Supervisors of Retail Sales Workers; Cashiers; Retail Salesperson; Stock Clerks and Order Fillers; Packers and Packagers, Hand.
48-49	<b>Transportation &amp; Warehousing</b> Transportation & Warehousing provides transportation of passengers and cargo, warehousing and storage for goods, scenic and sightseeing transportation, and support activities related to modes of transportation. Industry subsectors include: Air Transportation; Rail Transportation; Water Transportation; Truck Transportation; Transit and

<sup>7</sup> Source: EMSI 2014.4, Self Employment

<sup>8</sup> Source: [http://www.bls.gov/iag/tgs/iag\\_index\\_naics.htm](http://www.bls.gov/iag/tgs/iag_index_naics.htm)

	Ground Passenger Transportation; Pipeline Transportation; Scenic and Sightseeing Transportation; Support Activities for Transportation; Postal Service; Couriers and Messengers; Warehousing and Storage. Includes occupations such as: Heavy and Tractor-Trailer Truck Drivers; Bus Drivers, Transit and Intercity; Reservation and Transportation Ticket Agents and Travel Clerks; Dispatchers, except Police, Fire, and Ambulance; Bus and Truck Mechanics and Diesel Engine Specialists.
51	<b>Information</b> <i>Information establishments are engaged in producing and distributing information and cultural products, providing the means to transmit or distribute these products as well as data or communications, and processing data. Industry subsectors include: Publishing Industries (except Internet); Motion Picture and Sound Recording Industries; Broadcasting (except Internet); Internet Publishing and Broadcasting; Telecommunications; Data Processing, Hosting, and Related Services; Other Information Services. Includes occupations such as: Computer User Support Specialists; Software Developers, Applications; Advertising Sales Agents.</i>
52	<b>Finance &amp; Insurance</b> Comprises establishments primarily engaged in financial transactions and/or facilitating financial transactions. Industry subsectors include: Monetary Authorities – Central Bank; Credit Intermediation and Related Activities; Securities, Commodity Contracts, and Other Financial Investments and Related Activities; Insurance Carriers and Related Activities; Funds, Trusts, and Other Financial Vehicles. Includes occupations such as: Tellers; Securities, Commodities, and Financial Services Sales Agents; Insurance Sales Agents; Loan Officers; Insurance Claims and Policy Processing Clerks; Financial Managers; Loan Interviewers and Clerks.
53	<b>Real Estate &amp; Rental &amp; Leasing</b> <i>Real Estate &amp; Rental &amp; Leasing establishments are engaged in renting, leasing, or otherwise allowing the use of tangible or intangible assets, and establishments providing related services. It includes establishments primarily engaged in managing real estate for others, selling, renting and/or buying real estate for others, and appraising real estate. Industry subsectors include: Real Estate; Rental and Leasing Services; Lessors of Nonfinancial Intangible Assets (except Copyrighted Works). Includes occupations such as: Counter and Rental Clerks; Real Estate Sales Agents; Real Estate Brokers; Property, Real Estate, and Community Association Managers.</i>
54	<b>Professional, Scientific, &amp; Technical Services</b> These establishments specialize in performing professional, scientific, and technical activities for others and require a high degree of expertise and training. These establishments specialize according to expertise and provide these services to clients in a variety of industries. Consists of one subsector with the following primary industry groups: Legal Services; Accounting, Tax Preparation, Bookkeeping, and Payroll Services; Architectural, Engineering, and Related Services; Specialized Design Services; Computer Systems Design and Related Services; Management, Scientific, and Technical Consulting Services; Scientific Research and Development Services; Advertising and Related Services; Other Professional, Scientific, and Technical Services.
55	<b>Management of Companies &amp; Enterprises</b> <i>Management of Companies &amp; Enterprises hold the securities of companies and enterprises for the purpose of owning a controlling interest or influencing management decisions or establishments that administer, oversee, and manage establishments of the company or enterprise and that normally undertake the strategic or organizational planning and decision making role of the company or enterprise. This industry consists of a single subsector Management of Companies &amp; Enterprises. Includes occupations such as: Accountants and Auditors; Financial Managers; Business Operations Specialists, All Other.</i>
56	<b>Administrative &amp; Support &amp; Waste Management &amp; Remediation Services</b> This sector comprises establishments performing routine support activities for the day-to-day operations of other organizations. Industry subsectors include: Administrative and Support Services; Waste Management and Remediation Services. Includes occupations such as: Secretaries and Administrative Assistants, Except Legal, Medical, and Executive; Refuse and Recyclable Material Collectors; Office Clerks, General; Septic Tank Servicers and Sewer Pipe Cleaners.
61	<b>Educational Services</b> <i>Educational Services provide instruction &amp; training by specialized establishments (such as schools, colleges, universities, &amp; training centers) &amp; may be privately or publicly owned and operated. Consists of industry groups: Elementary and Secondary Schools; Junior Colleges; Colleges, Universities, and Professional Schools; Business Schools and Computer and Management Training; Technical and Trade Schools; Other Schools and Instruction; Educational Support Services. Includes occupations such as: Secondary School Teachers, Except Special &amp; Career/Technical Education; Secretaries &amp; Administrative Assistants, Except Legal, Medical, &amp; Executive; Office Clerks, General.</i>
62	<b>Health Care &amp; Social Assistance</b> <i>Health Care &amp; Social Assistance provides health care and social assistance for individuals. It includes both health care and social assistance because sometimes it is difficult to distinguish the boundaries of these two activities. Many of the industries are defined based on the educational degree held by the practitioners. Industry subsectors include: Ambulatory Health Care Services; Hospitals; Nursing and Residential Care Facilities; Social Assistance. Includes occupations such as: Registered Nurses; Nursing Assistants; Medical Assistants; Personal Care Aides; Medical Secretaries.</i>
71	<b>Arts, Entertainment, &amp; Recreation</b> These establishments are involved in producing, promoting, or participating in live performances, events, or exhibits intended for public viewing; establishments that preserve and exhibit objects and sites of historical, cultural, or educational interest; and establishments that operate facilities or provide services that enable patrons to participate in recreational activities or pursue amusement, hobby, and leisure-time interests. Industry subsectors include: Performing Arts, Spectator Sports, and Related Industries; Museums, Historical Sites, and Similar Institutions; Amusement, Gambling, and Recreation Industries. Includes occupations such as: Fitness Trainers and Aerobics Instructors; Amusement and Recreation Attendants; Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers.
72	<b>Accommodation &amp; Food Services</b> This sector provides customers with lodging and/or preparing meals, snacks, and beverages for immediate consumption. The sector includes both accommodation and food services establishments because the two activities are often combined at the same establishment. Industry subsectors include: Accommodation; Food Services and Drinking Places. Includes occupations such as: Waiters and Waitresses; Maids and Housekeeping Cleaners; Cooks, Restaurant; Hotel, Motel, and Resort Desk Clerks.
81	<b>Other Services (except Public Administration)</b> This sector comprises establishments engaged in providing services not specifically provided elsewhere in the classification system. Industry subsectors include: Repair and Maintenance; Personal and Laundry Services; Religious, Grantmaking, Civic, Professional, and Similar Organizations; Private Households. <i>Private Households</i> includes self employed individuals in the following occupations: <i>Maids &amp; Housekeeping Cleaners; Childcare Workers; Personal Care Aides;</i> Laborers & Freight, Stock, & Material Movers, Hand; Janitors & Cleaners, Except Maids & Housekeeping Cleaners; Personal Care & Service Workers, All other.
90	<b>Government</b> Industry subsectors include: Federal Government (Civilian or Military); State Government (Education and Hospitals; or State Government, Excluding Education and Hospitals); Local Government (Education and Hospitals; or Local Government, Excluding Education and Hospitals). Includes occupations such as: Psychiatric Technicians; Police and Sheriff's Patrol Officers; Postsecondary Teachers; Correctional Officers and Jailers; Firefighters.

**Section 4b – Standard Occupational Classification (SOC) Reference Table**

SOC	Occupation Description
11-0000	Management Occupations
13-0000	Business & Financial Operations Occupations
15-0000	Computer & Mathematical Occupations
17-0000	Architecture & Engineering Occupations
19-0000	Life, Physical, & Social Science Occupations
21-0000	Community & Social Service Occupations
23-0000	Legal Occupations

25-0000	Education, Training, & Library Occupations
27-0000	Arts, Design, Entertainment, Sports, & Media Occupations
29-0000	Healthcare Practitioners & Technical Occupations
31-0000	Healthcare Support Occupations
33-0000	Protective Service Occupations
35-0000	Food Preparation & Serving Related Occupations
37-0000	Building & Grounds Cleaning & Maintenance Occupations
39-0000	Personal Care & Service Occupations
41-0000	Sales & Related Occupations
43-0000	Office & Administrative Support Occupations
45-0000	Farming, Fishing, & Forestry Occupations
47-0000	Construction & Extraction Occupations
49-0000	Installation, Maintenance, & Repair Occupations
51-0000	Production Occupations
53-0000	Transportation & Material Moving Occupations
55-0000	Military occupations
99-0000	Unclassified Occupation