

Economic Overview



Kent County, Maryland







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# Demographic Profile

The population in Kent County, Maryland was 19,456 per American Community Survey data for 2016-2020.

The region has a civilian labor force of 9,745 with a participation rate of 58.4%. Of individuals 25 to 64 in Kent County, Maryland, 35.8% have a bachelor’s degree or higher which compares with 34.3% in the nation.

The median household income in Kent County, Maryland is $60,208 and the median house value is $258,500.

| **Summary1** |
| --- |
|  | **Percent** | **Value** |
|  | **Kent County, Maryland** | **Maryland** | **USA** | **Kent County, Maryland** | **Maryland** | **USA** |
| **Demographics** |
| Population (ACS) | — | — | — | 19,456 | 6,037,624 | 326,569,308 |
| Male | 47.5% | 48.5% | 49.2% | 9,233 | 2,925,644 | 160,818,530 |
| Female | 52.5% | 51.5% | 50.8% | 10,223 | 3,111,980 | 165,750,778 |
| Median Age2 | — | — | — | 48.0 | 38.8 | 38.2 |
| Under 18 Years | 15.7% | 22.2% | 22.4% | 3,045 | 1,340,766 | 73,296,738 |
| 18 to 24 Years | 12.8% | 8.8% | 9.3% | 2,495 | 532,160 | 30,435,736 |
| 25 to 34 Years | 10.2% | 13.7% | 13.9% | 1,994 | 829,403 | 45,485,165 |
| 35 to 44 Years | 8.4% | 12.9% | 12.7% | 1,628 | 776,058 | 41,346,677 |
| 45 to 54 Years | 11.3% | 13.5% | 12.7% | 2,199 | 817,301 | 41,540,736 |
| 55 to 64 Years | 15.3% | 13.4% | 12.9% | 2,970 | 811,061 | 42,101,439 |
| 65 to 74 Years | 14.3% | 9.1% | 9.4% | 2,783 | 546,754 | 30,547,950 |
| 75 Years and Over | 12.0% | 6.4% | 6.7% | 2,342 | 384,121 | 21,814,867 |
| Race: White | 79.6% | 54.2% | 70.4% | 15,484 | 3,275,048 | 229,960,813 |
| Race: Black or African American | 14.0% | 29.9% | 12.6% | 2,730 | 1,803,128 | 41,227,384 |
| Race: American Indian and Alaska Native | 0.1% | 0.3% | 0.8% | 15 | 15,860 | 2,688,614 |
| Race: Asian | 1.1% | 6.4% | 5.6% | 222 | 384,429 | 18,421,637 |
| Race: Native Hawaiian and Other Pacific Islander | 0.0% | 0.0% | 0.2% | 6 | 2,650 | 611,404 |
| Race: Some Other Race | 2.1% | 4.7% | 5.1% | 405 | 285,370 | 16,783,914 |
| Race: Two or More Races | 3.1% | 4.5% | 5.2% | 594 | 271,139 | 16,875,542 |
| Hispanic or Latino (of any race) | 4.5% | 10.3% | 18.2% | 873 | 619,418 | 59,361,020 |
| **Population Growth** |
| Population (Pop Estimates)4 | — | — | — | 19,192 | 6,055,802 | 329,484,123 |
| Population Annual Average Growth4 | -0.5% | 0.5% | 0.6% | -102 | 26,702 | 2,015,698 |
| People per Square Mile | — | — | — | 70.1 | 622.8 | 92.9 |
| **Economic** |
| Labor Force Participation Rate and Size (civilian population 16 years and over) | 58.4% | 67.4% | 63.2% | 9,745 | 3,243,851 | 164,759,496 |
| Prime-Age Labor Force Participation Rate and Size (civilian population 25-54) | 83.2% | 86.0% | 82.4% | 4,843 | 2,065,798 | 105,137,520 |
| Armed Forces Labor Force | 0.2% | 0.7% | 0.4% | 28 | 32,103 | 1,143,342 |
| Veterans, Age 18-64 | 4.2% | 5.4% | 4.5% | 471 | 202,011 | 8,920,267 |
| Veterans Labor Force Participation Rate and Size, Age 18-64 | 82.2% | 83.2% | 76.8% | 387 | 168,043 | 6,853,673 |
| Median Household Income2 | — | — | — | $60,208 | $87,063 | $64,994 |
| Per Capita Income | — | — | — | $37,699 | $43,352 | $35,384 |
| Mean Commute Time (minutes) | — | — | — | 28.2 | 33.0 | 26.9 |
| Commute via Public Transportation | 1.2% | 7.4% | 4.6% | 108 | 226,646 | 7,044,886 |
| **Educational Attainment, Age 25-64** |
| No High School Diploma | 9.7% | 8.4% | 10.5% | 850 | 271,152 | 17,929,220 |
| High School Graduate | 31.5% | 23.0% | 25.4% | 2,768 | 744,390 | 43,289,555 |
| Some College, No Degree | 17.2% | 19.0% | 20.5% | 1,509 | 613,931 | 34,959,338 |
| Associate's Degree | 5.8% | 7.2% | 9.3% | 513 | 232,557 | 15,776,790 |
| Bachelor's Degree | 22.8% | 23.1% | 21.6% | 2,004 | 747,880 | 36,888,244 |
| Postgraduate Degree | 13.0% | 19.3% | 12.7% | 1,147 | 623,913 | 21,630,870 |
| **Housing** |
| Total Housing Units | — | — | — | 10,687 | 2,459,650 | 138,432,751 |
| Median House Value (of owner-occupied units)2 | — | — | — | $258,500 | $325,400 | $229,800 |
| Homeowner Vacancy | 3.1% | 1.4% | 1.4% | 184 | 22,023 | 1,129,755 |
| Rental Vacancy | 1.0% | 5.7% | 5.8% | 25 | 44,432 | 2,704,553 |
| Renter-Occupied Housing Units (% of Occupied Units) | 30.8% | 32.9% | 35.6% | 2,546 | 734,699 | 43,552,843 |
| Occupied Housing Units with No Vehicle Available (% of Occupied Units) | 10.2% | 8.8% | 8.5% | 843 | 196,074 | 10,344,521 |
| **Social** |
| Poverty Level (of all people) | 11.0% | 9.0% | 12.8% | 1,954 | 531,553 | 40,910,326 |
| Households Receiving Food Stamps/SNAP | 12.8% | 10.1% | 11.4% | 1,062 | 224,592 | 13,892,407 |
| Enrolled in Grade 12 (% of total population) | 1.1% | 1.3% | 1.3% | 217 | 79,896 | 4,358,865 |
| Disconnected Youth3 | 1.0% | 2.0% | 2.5% | 13 | 6,089 | 433,164 |
| Children in Single Parent Families (% of all children) | 46.2% | 34.5% | 34.0% | 1,225 | 440,091 | 23,628,508 |
| Uninsured | 4.1% | 5.9% | 8.7% | 791 | 352,186 | 28,058,903 |
| With a Disability, Age 18-64 | 10.6% | 8.9% | 10.3% | 1,178 | 327,152 | 20,231,217 |
| With a Disability, Age 18-64, Labor Force Participation Rate and Size | 40.0% | 48.7% | 43.2% | 471 | 159,290 | 8,740,236 |
| Foreign Born | 4.9% | 15.2% | 13.5% | 954 | 916,067 | 44,125,628 |
| Speak English Less Than Very Well (population 5 yrs and over) | 2.4% | 7.0% | 8.2% | 446 | 396,869 | 25,312,024 |

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

1. American Community Survey 2016-2020, 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 2020, annual average growth rate since 2010.

# Employment Trends

As of 2022Q4, total employment for Kent County, Maryland was 8,317 (based on a four-quarter moving average). Over the year ending 2022Q4, employment increased 1.8% 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 2022Q3 with preliminary estimates updated to 2022Q4.

# Unemployment Rate

The unemployment rate for Kent County, Maryland was 3.8% as of February 2023. The regional unemployment rate was lower than the national rate of 3.9%. One year earlier, in February 2022, the unemployment rate in Kent County, Maryland was 5.3%.



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

# Wage Trends

The average worker in Kent County, Maryland earned annual wages of $49,237 as of 2022Q4. Average annual wages per worker increased 7.7% in the region over the preceding four quarters. For comparison purposes, annual average wages were $68,838 in the nation as of 2022Q4.



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 2022Q3 with preliminary estimates updated to 2022Q4.

# 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 4.3% higher in Kent County, Maryland than the U.S. average.

| **Cost of Living Information** |
| --- |
|  | **Annual Average Salary** | **Cost of Living Index (Base US)** | **US Purchasing Power** |
| Kent County, Maryland | $49,237 | 104.3 | $47,187 |
| Maryland | $71,984 | 120.1 | $59,917 |
| USA | $68,838 | 100.0 | $68,838 |

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

Data as of 2022Q4

Cost of Living per [COLI](https://www.coli.org/), data as of 2022Q4, imputed by Chmura where necessary.

# Industry Snapshot

The largest sector in Kent County, Maryland is Health Care and Social Assistance, employing 1,140 workers. The next-largest sectors in the region are Educational Services (1,124 workers) and Manufacturing (1,021). 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 Agriculture, Forestry, Fishing and Hunting (LQ = 4.15), Arts, Entertainment, and Recreation (1.95), and Educational Services (1.70).



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 2022Q3 with preliminary estimates updated to 2022Q4.

Sectors in Kent County, Maryland with the highest average wages per worker are Management of Companies and Enterprises ($108,454), Utilities ($84,672), and Finance and Insurance ($76,612). Regional sectors with the best job growth (or most moderate job losses) over the last 5 years are Manufacturing (+192 jobs), Administrative and Support and Waste Management and Remediation Services (+89), and Utilities (+49).

Over the next 1 year, employment in Kent County, Maryland is projected to contract by 56 jobs. The fastest growing sector in the region is expected to be Accommodation and Food Services with a +0.4% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Accommodation and Food Services (+2 jobs), Arts, Entertainment, and Recreation (0), and Information (0).

| **Kent County, Maryland, 2022Q41** |
| --- |
|  | **Current** | **5-Year History** | **1-Year Forecast** |
| **NAICS** | **Industry** | **Empl** | **Avg Ann Wages** | **LQ** | **Empl Change** | **Ann %** | **Total Demand** | **Exits** | **Transfers** | **Empl Growth** | **Ann % Growth** |
| 62 | Health Care and Social Assistance | 1,140 | $46,261 | 0.96 | -244 | -3.8% | 112 | 54 | 63 | -5 | -0.4% |
| 61 | Educational Services | 1,124 | $47,393 | 1.70 | -27 | -0.5% | 104 | 52 | 58 | -6 | -0.6% |
| 31 | Manufacturing | 1,021 | $61,029 | 1.52 | 192 | 4.3% | 99 | 41 | 70 | -11 | -1.1% |
| 44 | Retail Trade | 878 | $33,159 | 1.05 | -80 | -1.7% | 110 | 53 | 70 | -13 | -1.5% |
| 72 | Accommodation and Food Services | 627 | $24,633 | 0.88 | -146 | -4.1% | 112 | 50 | 60 | 2 | 0.4% |
| 23 | Construction | 539 | $53,064 | 1.09 | -64 | -2.2% | 49 | 19 | 34 | -4 | -0.7% |
| 11 | Agriculture, Forestry, Fishing and Hunting | 455 | $61,278 | 4.15 | -2 | -0.1% | 53 | 25 | 32 | -5 | -1.0% |
| 92 | Public Administration | 390 | $50,084 | 1.02 | -11 | -0.6% | 34 | 16 | 23 | -4 | -1.1% |
| 56 | Administrative and Support and Waste Management and Remediation Services | 354 | $51,917 | 0.66 | 89 | 6.0% | 41 | 17 | 25 | -2 | -0.4% |
| 81 | Other Services (except Public Administration) | 336 | $35,116 | 0.94 | -31 | -1.8% | 40 | 17 | 24 | -1 | -0.2% |
| 71 | Arts, Entertainment, and Recreation | 314 | $33,793 | 1.95 | 19 | 1.2% | 46 | 20 | 27 | 0 | -0.1% |
| 54 | Professional, Scientific, and Technical Services | 282 | $64,995 | 0.46 | -52 | -3.3% | 25 | 9 | 16 | -1 | -0.3% |
| 52 | Finance and Insurance | 206 | $76,612 | 0.62 | 18 | 1.9% | 18 | 7 | 12 | -2 | -0.7% |
| 42 | Wholesale Trade | 184 | $62,315 | 0.59 | -60 | -5.5% | 19 | 8 | 13 | -2 | -0.9% |
| 48 | Transportation and Warehousing | 173 | $47,493 | 0.42 | 0 | 0.0% | 19 | 8 | 12 | -1 | -0.8% |
| 51 | Information | 110 | $52,047 | 0.65 | 46 | 11.4% | 11 | 4 | 7 | 0 | -0.1% |
| 53 | Real Estate and Rental and Leasing | 103 | $53,548 | 0.70 | -52 | -7.8% | 9 | 5 | 6 | -1 | -1.2% |
| 22 | Utilities | 53 | $84,672 | 1.26 | 49 | 66.4% | 4 | 2 | 3 | -1 | -2.1% |
| 55 | Management of Companies and Enterprises | 26 | $108,454 | 0.20 | -44 | -18.2% | 2 | 1 | 2 | 0 | -0.8% |
| 21 | Mining, Quarrying, and Oil and Gas Extraction | 4 | $48,973 | 0.14 | 4 | n/a | 0 | 0 | 0 | 0 | -0.9% |
|  | **Total - All Industries** | **8,317** | **$49,237** | **1.00** | **-397** | **-0.9%** | **901** | **400** | **557** | **-56** | **-0.7%** |

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

Data as of 2022Q4

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 2022Q3 with preliminary estimates updated to 2022Q4. Forecast employment growth uses national projections adapted for regional growth patterns.

# Occupation Snapshot

The largest major occupation group in Kent County, Maryland is Office and Administrative Support Occupations, employing 912 workers. The next-largest occupation groups in the region are Management Occupations (706 workers) and Sales and Related Occupations (706). 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 Farming, Fishing, and Forestry Occupations (LQ = 3.79), Educational Instruction and Library Occupations (1.38), and Building and Grounds Cleaning and Maintenance Occupations (1.35).

Occupation groups in Kent County, Maryland with the highest average wages per worker are Management Occupations ($104,700), Legal Occupations ($96,500), and Healthcare Practitioners and Technical Occupations ($91,900). The unemployment rate in the region varied among the major groups from 1.3% among Legal Occupations to 6.9% among Food Preparation and Serving Related Occupations.

Over the next 1 year, the fastest growing occupation group in Kent County, Maryland is expected to be Food Preparation and Serving Related Occupations with a +0.2% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Food Preparation and Serving Related Occupations (+1 jobs) and Personal Care and Service Occupations (0). 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 (115 jobs) and Office and Administrative Support Occupations (104).

| **Kent County, Maryland, 2022Q41** |
| --- |
|  | **Current** | **5-Year History** | **1-Year Forecast** |
| **SOC** | **Occupation** | **Empl** | **Mean Ann Wages2** | **LQ** | **Unempl** | **Unempl Rate** | **Online Job Ads3** | **Empl Change** | **Ann %** | **Total Demand** | **Exits** | **Transfers** | **Empl Growth** | **Ann % Growth** |
| 43‑0000 | Office and Administrative Support | 912 | $45,000 | 0.89 | 35 | 3.7% | 20 | -73 | -1.5% | 90 | 47 | 57 | -14 | -1.6% |
| 11‑0000 | Management | 706 | $104,700 | 1.24 | 14 | 1.9% | 37 | 27 | 0.8% | 56 | 25 | 35 | -4 | -0.5% |
| 41‑0000 | Sales and Related | 706 | $45,500 | 0.91 | 47 | 5.6% | 29 | -89 | -2.3% | 83 | 42 | 51 | -10 | -1.4% |
| 35‑0000 | Food Preparation and Serving Related | 625 | $33,100 | 0.95 | 51 | 6.9% | 42 | -181 | -5.0% | 116 | 53 | 62 | 1 | 0.2% |
| 25‑0000 | Educational Instruction and Library | 609 | $70,400 | 1.38 | 17 | 2.7% | 21 | -14 | -0.5% | 50 | 27 | 26 | -3 | -0.5% |
| 51‑0000 | Production | 534 | $46,800 | 1.13 | 21 | 4.4% | 14 | 38 | 1.5% | 49 | 20 | 37 | -8 | -1.5% |
| 53‑0000 | Transportation and Material Moving | 497 | $41,400 | 0.68 | 45 | 6.5% | 47 | -11 | -0.4% | 63 | 25 | 41 | -3 | -0.6% |
| 29‑0000 | Healthcare Practitioners and Technical | 438 | $91,900 | 0.91 | 8 | 1.9% | 91 | -38 | -1.6% | 24 | 13 | 13 | -2 | -0.4% |
| 13‑0000 | Business and Financial Operations | 409 | $73,700 | 0.77 | 15 | 3.0% | 6 | 64 | 3.5% | 34 | 12 | 24 | -2 | -0.4% |
| 47‑0000 | Construction and Extraction | 398 | $48,300 | 1.06 | 26 | 5.9% | 8 | -30 | -1.5% | 35 | 13 | 24 | -3 | -0.7% |
| 31‑0000 | Healthcare Support | 378 | $34,900 | 1.04 | 16 | 4.3% | 73 | -99 | -4.5% | 52 | 24 | 29 | -1 | -0.2% |
| 37‑0000 | Building and Grounds Cleaning and Maintenance | 370 | $37,700 | 1.35 | 25 | 6.0% | 11 | -15 | -0.8% | 46 | 21 | 27 | -2 | -0.6% |
| 49‑0000 | Installation, Maintenance, and Repair | 345 | $53,900 | 1.07 | 8 | 2.5% | 22 | 6 | 0.3% | 31 | 12 | 20 | -2 | -0.6% |
| 39‑0000 | Personal Care and Service | 271 | $37,000 | 1.34 | 16 | 5.4% | 9 | -1 | -0.1% | 49 | 19 | 29 | 0 | 0.2% |
| 15‑0000 | Computer and Mathematical | 203 | $89,500 | 0.71 | 6 | 2.3% | 14 | 41 | 4.6% | 14 | 4 | 10 | 0 | -0.1% |
| 45‑0000 | Farming, Fishing, and Forestry | 201 | $34,200 | 3.79 | 12 | 6.7% | 3 | -1 | -0.1% | 29 | 10 | 21 | -2 | -0.9% |
| 21‑0000 | Community and Social Service | 181 | $53,100 | 1.23 | 5 | 2.4% | 15 | -22 | -2.3% | 17 | 7 | 10 | 0 | -0.1% |
| 33‑0000 | Protective Service | 160 | $59,600 | 0.90 | 7 | 3.9% | 6 | -1 | -0.2% | 16 | 8 | 9 | -1 | -0.9% |
| 27‑0000 | Arts, Design, Entertainment, Sports, and Media | 143 | $53,900 | 0.98 | 11 | 6.6% | 6 | -7 | -0.9% | 15 | 6 | 9 | 0 | 0.0% |
| 17‑0000 | Architecture and Engineering | 102 | $91,700 | 0.75 | 3 | 2.5% | 3 | 10 | 2.0% | 6 | 3 | 4 | -1 | -0.8% |
| 19‑0000 | Life, Physical, and Social Science | 86 | $87,900 | 1.18 | 3 | 3.1% | 5 | 6 | 1.4% | 8 | 2 | 6 | 0 | -0.3% |
| 23‑0000 | Legal | 43 | $96,500 | 0.60 | 1 | 1.3% | n/a | -5 | -2.1% | 3 | 1 | 1 | 0 | -0.2% |
|  | **Total - All Occupations** | **8,317** | **$57,100** | **1.00** | **393** | **4.3%** | **481** | **-397** | **-0.9%** | **887** | **397** | **546** | **-56** | **-0.7%** |

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

Data as of 2022Q4 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 2022Q3, imputed where necessary with preliminary estimates updated to 2022Q4. Wages by occupation are as of 2022 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 Kent County, Maryland with the highest relative concentration is Agricultural with a location quotient of 4.41. This cluster employs 506 workers in the region with an average wage of $59,604. Employment in the Agricultural cluster is projected to contract in the region about 1.0% per year over the next ten years.



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 2022Q3 with preliminary estimates updated to 2022Q4. 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 Kent County, Maryland is projected to contract 0.7% over the next ten years, occupations typically requiring a postgraduate degree are expected to contract 0.0% per year, those requiring a bachelor’s degree are forecast to contract 0.4% per year, and occupations typically needing a 2-year degree or certificate are expected to contract 0.6% per year.



Employment by occupation data are estimates are as of 2022Q4. 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 2021, nominal GDP in Kent County, Maryland expanded 6.2%. This follows a contraction of 4.3% in 2020. As of 2021, total GDP in Kent County, Maryland was $857,933,000.



Gross Domestic Product data are provided by the Bureau of Economic Analysis, imputed by Chmura where necessary, updated through 2021.

Of the sectors in Kent County, Maryland, Manufacturing contributed the largest portion of GDP in 2021, $149,839,000 The next-largest contributions came from Real Estate and Rental and Leasing ($117,673,000); Health Care and Social Assistance ($70,018,000); and Educational Services ($69,515,000).



Gross Domestic Product data are provided by the Bureau of Economic Analysis, imputed by Chmura where necessary, updated through 2021.

# Kent County, Maryland Regional Map



# 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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