



Maryland's Labor Market Landscape: High Growth Occupations (2024-2027)

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Peer Reviewed by

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May 17, 2024

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Lightcast. 2024 Source: Lightcast [<https://lightcast.io/about/data>] 2024.
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Executive Summary

As Maryland anticipates a population surge of approximately 264,458 individuals over the next five years, the state faces a contradictory decline in labor force participation, dropping from 70% in 2019 to 65% by August 2023. This demographic and labor shift coincides with a projected increase of 79,375 jobs across high growth sectors such as Office and Administrative Support, Sales and Related, Business and Financial, Transportation and Material Moving, and Education and Library Occupations. This anticipated growth heralds a significant challenge for Maryland's job market, highlighting a critical gap between job availability and the workforce's capacity to fill these roles. Consequently, there is an urgent need for job seekers and training providers to adapt to the changing landscape by focusing on in-demand skills and requirements. Businesses, in turn, must transition towards a skills-based hiring approach to effectively accommodate the emergence of new roles, ensuring a balanced and resilient job market in the face of these demographic and economic shifts.

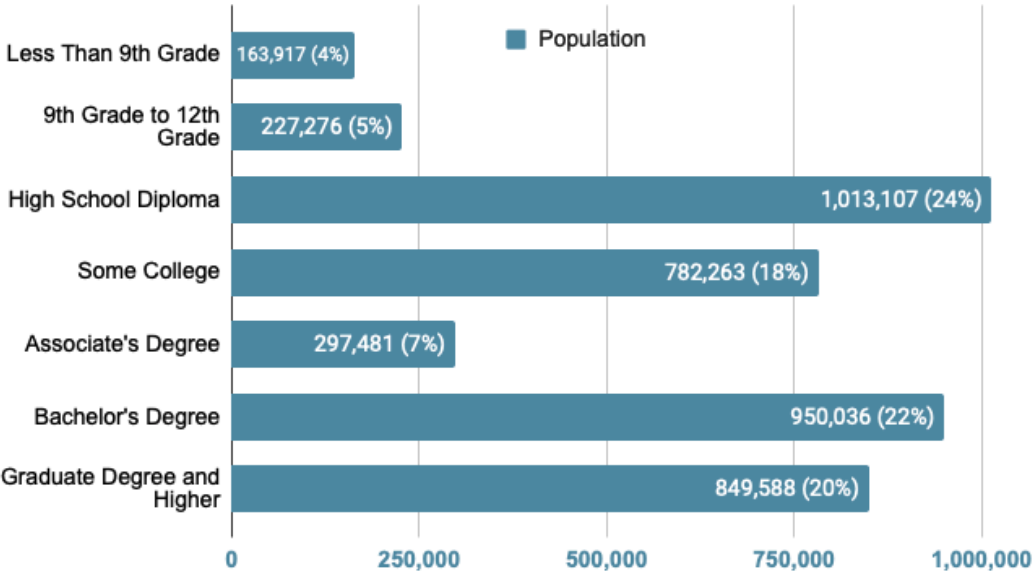
I. Introduction

Maryland's labor market is to face changes in landscape in the coming years including technological advancements, economic trends, and demographic shifts. Understanding the trajectory of high growth occupations and evolution of the workforce landscape is crucial for educators, businesses, and job seekers to understand areas of growth and downturn. This report provides analysis into the labor market information (LMI) of Maryland from 2024 to 2027, focusing on identifying and analyzing high growth occupations and their implications for the state's workforce.

II. Methodology

Maryland's labor market is set to experience significant changes in the coming years due to technological advancements, economic trends, and demographic shifts. Understanding the trajectory of high-growth occupations and the evolving workforce landscape is crucial for educators, businesses, and job seekers to identify areas of growth and downturn. This report analyzes Maryland's labor market information (LMI) from 2024 to 2027, focusing on high-growth occupations and their implications for the state's workforce.. [Maryland Data Overview](#)

Education Level of Maryland Residents

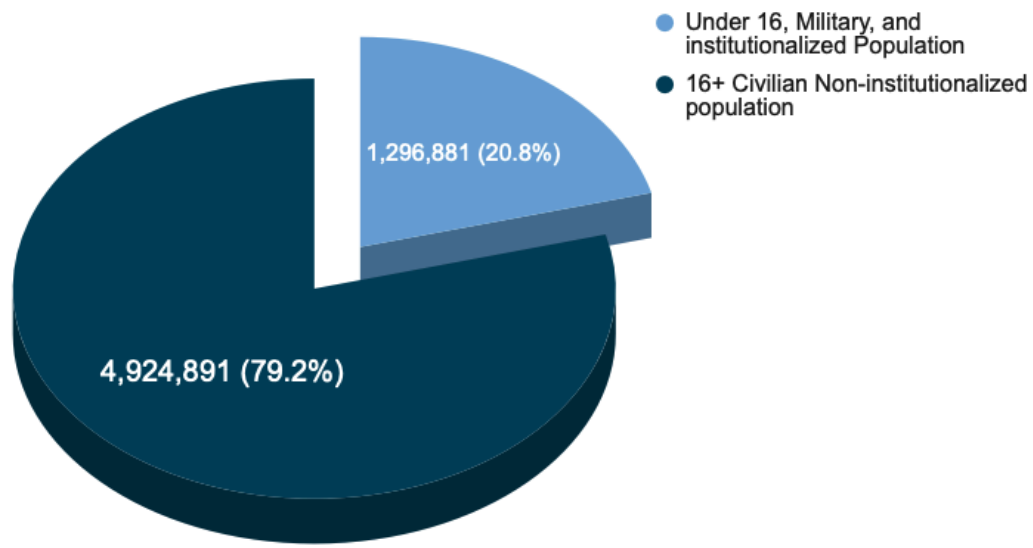


III. Maryland Economic Overview

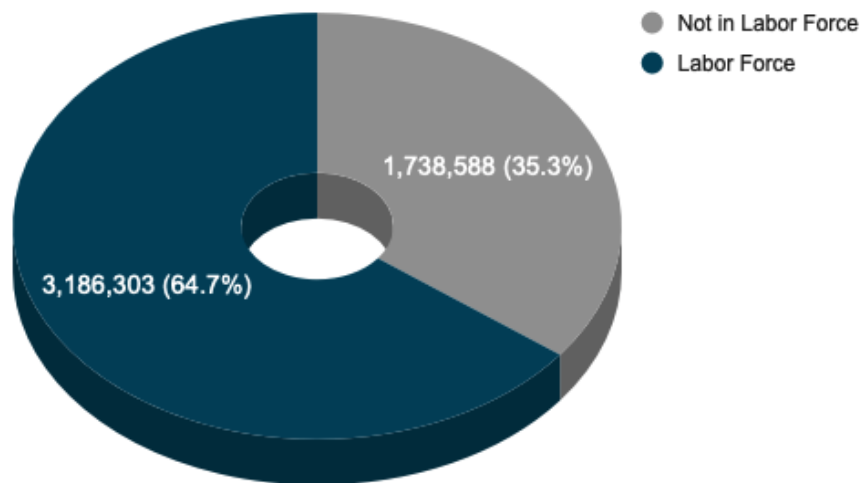
A. Maryland Labor Market Overview

1. The population of the state of Maryland was 6,221,772 in 2023. The population has grown by 136,474 within the last 5 years and is expected to grow 264,458 over the next 5 years. 79.2% of Maryland residents are over age 16.

Maryland Population

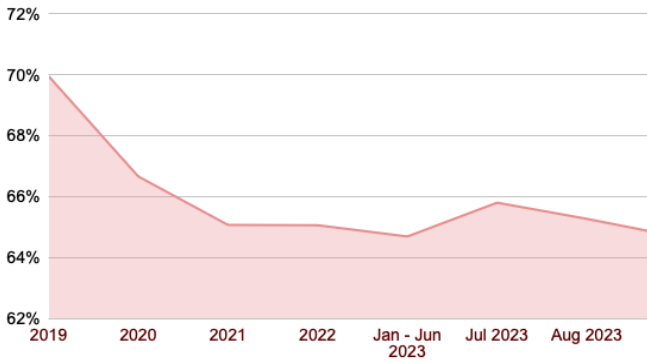


2. Among the 4,924,891 Maryland residents aged 16 and above, 3,186,303 people (64.7%) are in the labor force. Within this group, 3,127,821 (98.2%) are employed, while 58,482 (1.8%) are unemployed as of September 2023.

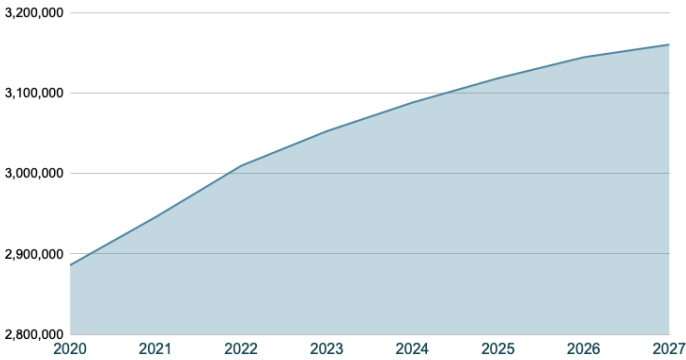


3. The **labor force** participation % has been **declining** since 2019 while **jobs are expected to increase** to 3,160,110 in 2027.

Labor Force Participation (2019 - 2023)

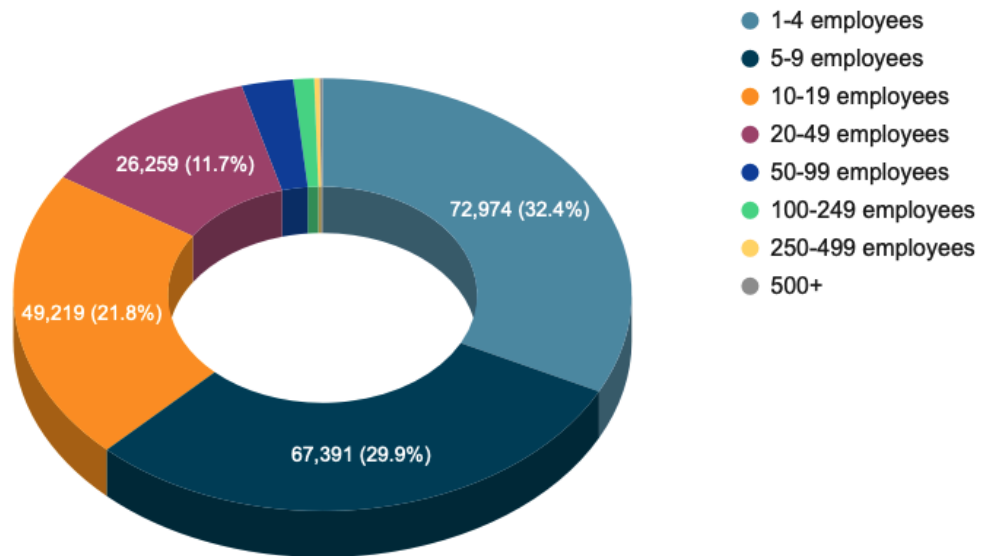


Job Openings (2020 - 2027)



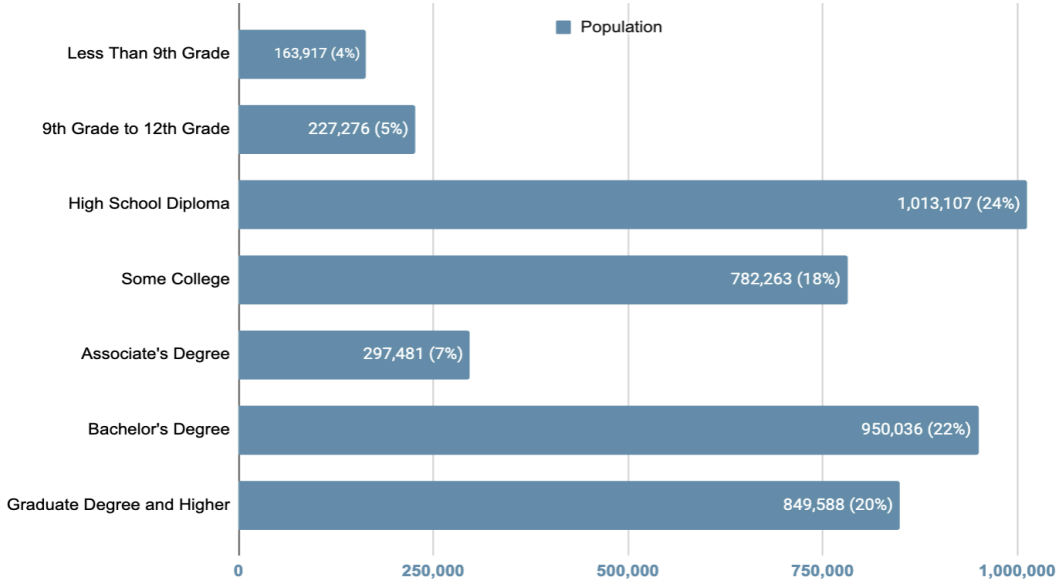
- 28,381 Maryland businesses posted in Maryland looking for talent in the last 12 months. The majority of Maryland businesses (62%) are small businesses with fewer than 10 employees.

Number of Employees

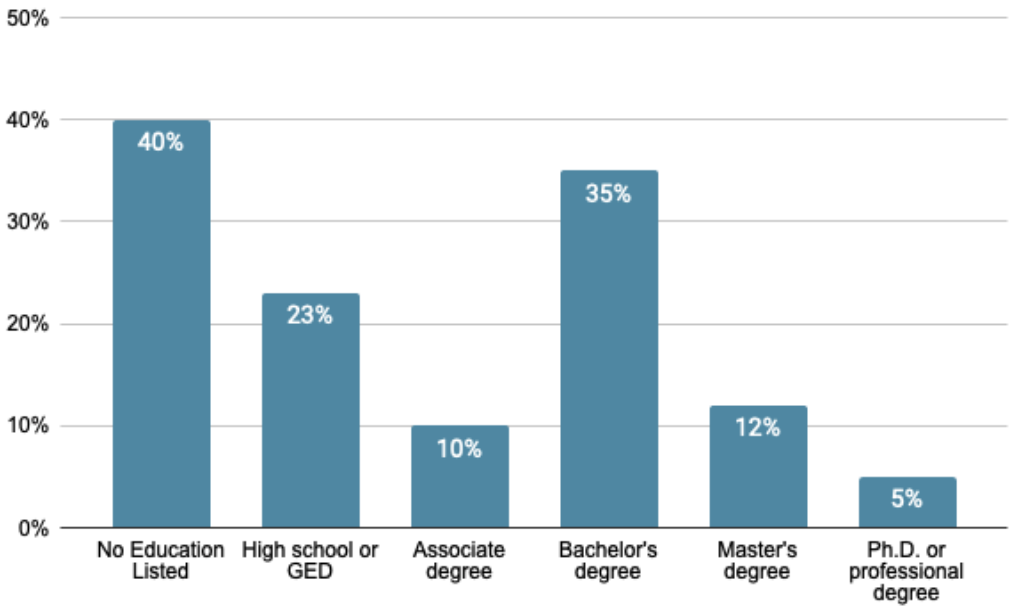


5. As of September 2023, 22% of Maryland residents possess a Bachelor's Degree and 7% hold an Associate's Degree. In other words, 58% of Maryland residents do NOT have a college degree.

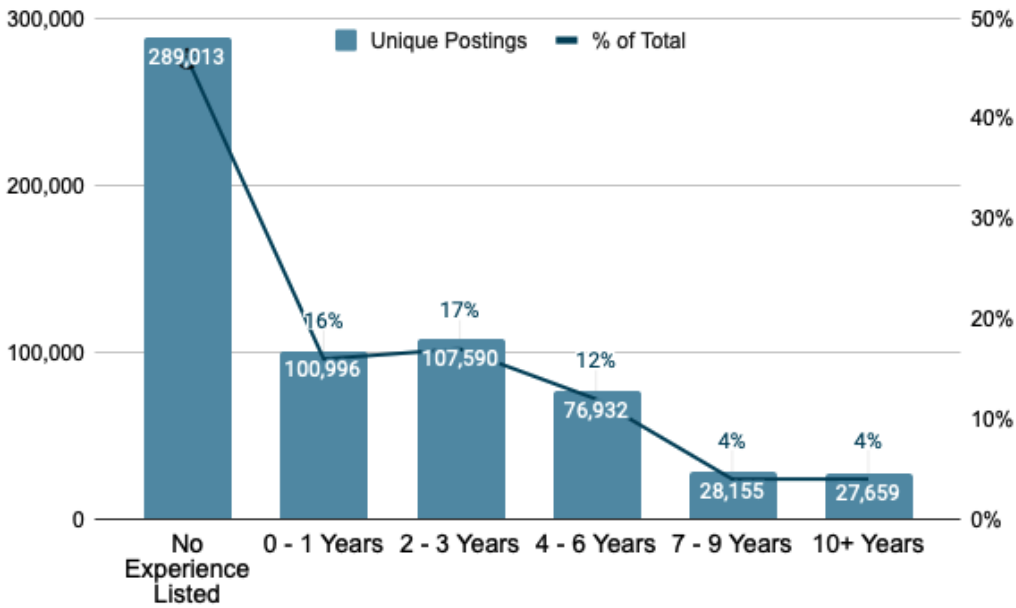
Education Level of Maryland Residents



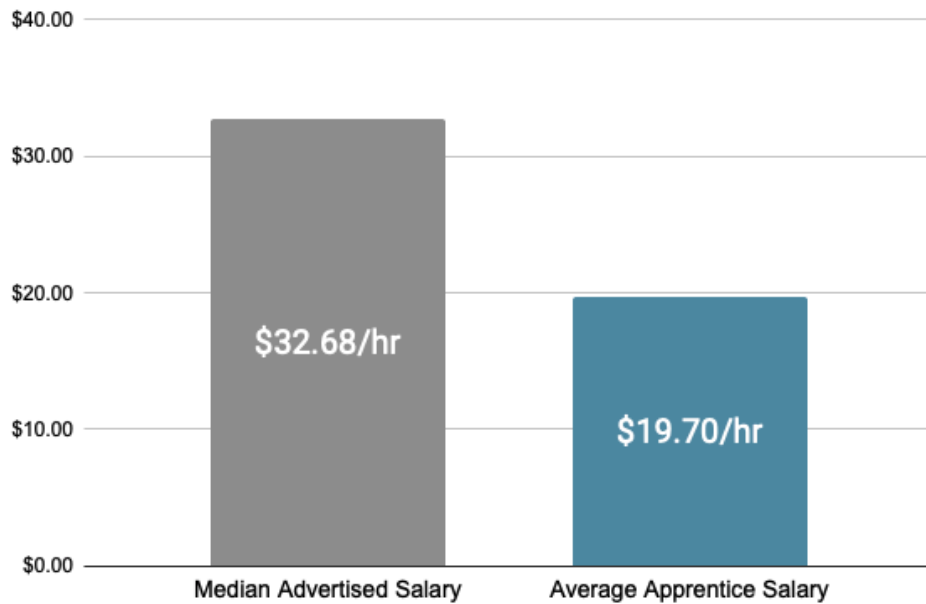
6. Education level within job postings over the last 12 months (below) - **33% of jobs require less than a 4-yr degree.**



7. Education level within job postings over the last 12 months (below) - 46% of job postings do NOT mention experience requirement.

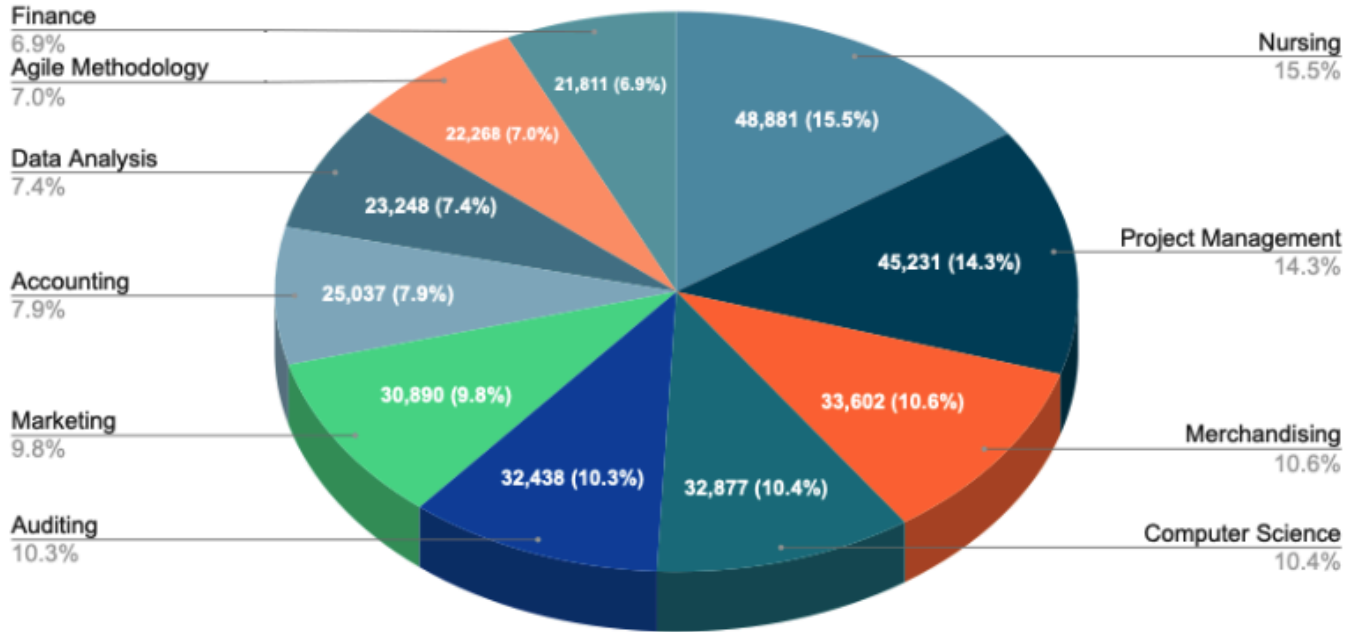


8. The median advertised salary over the last 12 months was \$32.68/hr while the average pay for an apprenticeship in Maryland is \$19.70/hr. (as of Feb 18, 2024)

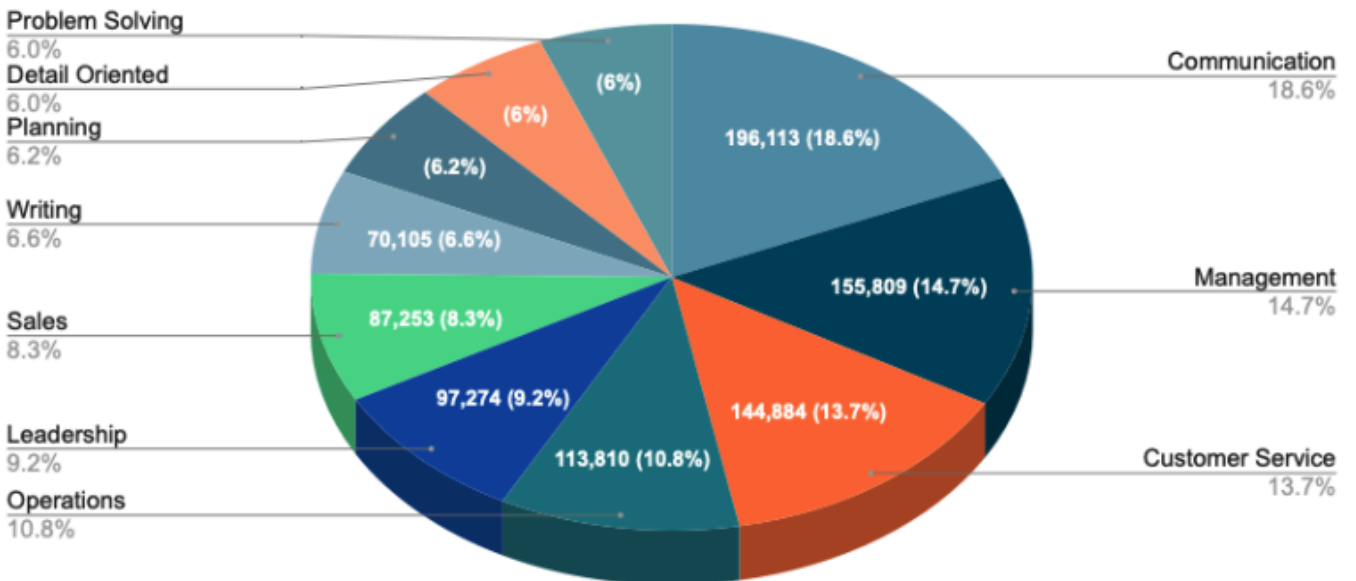


B. Key Skills in Maryland

1. Top Specialized Skills in Job Postings

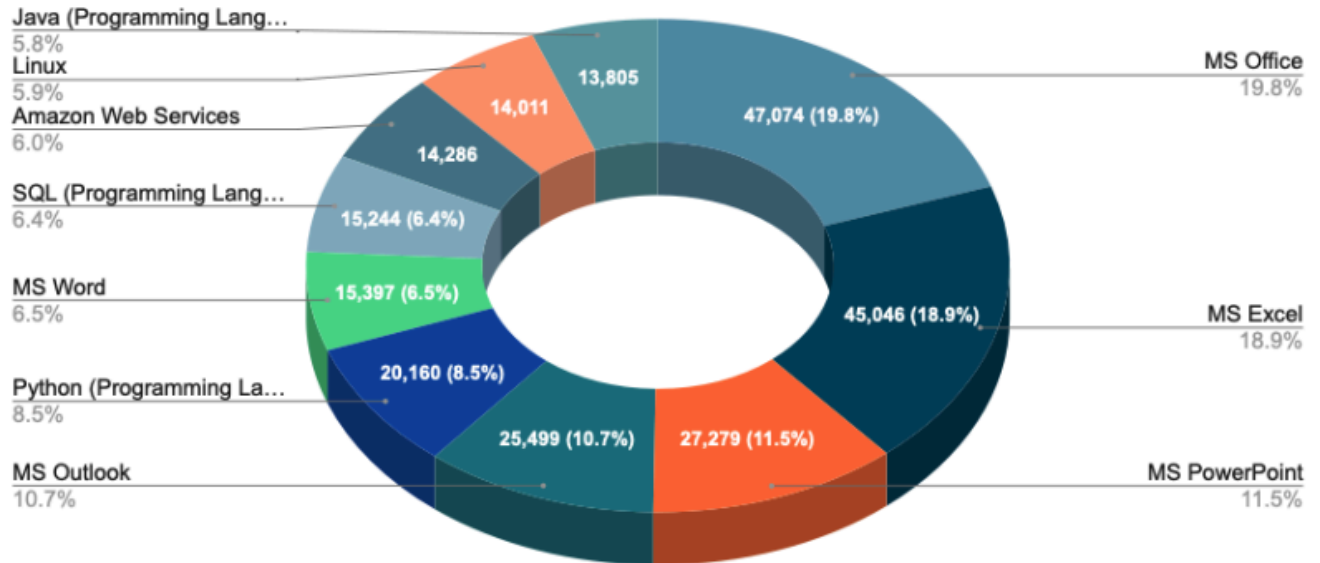


2. Top Common Skills in Job Postings



3. Top Software Skills in Job Postings

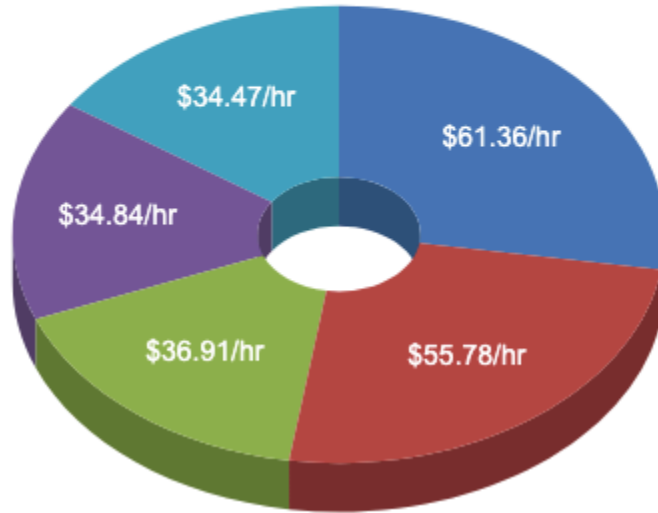
Most needed software skills are the MS Office skills, including MS Excel (19%).



C. Top 5 Highest-Paying Apprenticeship Jobs in Maryland

There are at least 5 jobs related to the Apprenticeship job category that pay more per year than a typical Apprenticeship salary in Maryland. Top examples of these roles include: Software Development Apprenticeship, Engineer Apprenticeship, and Apprenticeship Consultant.

- Software Development Apprenticeship
- Engineer Apprenticeship
- Apprenticeship Consultant
- Data Analyst Apprenticeship
- Pipeline Apprenticeship



IV. Industry Market Trends in Maryland

In 2024, the top five leading industries in Maryland are projected to constitute nearly a quarter of the state's twenty-three represented industries. These leading industries, ranked by employment numbers, are: Office and Administrative Support Occupations, Sales and Related Occupations, Business and Financial Occupations, Transportation and Material Moving Occupations, and Education, Instruction, and Library Occupations. Among the top five industries, three are projected to experience the highest job growth from 2024 to 2027: Business and Financial Occupations, Transportation and Material Moving Occupations, and Education, Instruction, and Library Occupations.

Industry	Sum of 2024 Jobs within the Industry	Expected Industry Growth between 2024 and 2027
Office and Administrative Support Occupations	336,141	893
Sales and Related Occupations	286,413	2,118
Business and Financial Operations Occupations	259,008	7,854
Transportation and Material Moving Occupations	247,018	10,451
Educational Instruction and Library Occupations	240,259	7,520
Food Preparation and Serving Related Occupations	222,590	4,270
Healthcare Practitioners and Technical Occupations	180,929	6,478

Computer and Mathematical Occupations	170,704	9,978
Construction and Extraction Occupations	144,635	1,416
Healthcare Support Occupations	135,371	7,059
Management Occupations	119,907	2,846
Installation, Maintenance, and Repair Occupations	113,075	2,578
Building and Grounds Cleaning and Maintenance Occupations	104,670	1,171
Protective Service Occupations	85,820	1,810
Personal Care and Service Occupations	71,682	1,884
Production Occupations	69,605	2,714
Architecture and Engineering Occupations	63,526	1,830
Life, Physical, and Social Science Occupations	55,686	2,122
Community and Social Service Occupations	54,312	2,040
Arts, Design, Entertainment, Sports, and Media Occupations	48,057	1,188
Legal Occupations	33,815	481
Military-only occupations	25,179	372
Farming, Fishing, and Forestry Occupations	14,033	302
Grant Total:	3,421,284	79,375

The three industries with the lowest employment levels are also projected to have the least growth from 2024 to 2027: Legal Occupations, Military-specific Occupations, and Farming, Fishing, and Forestry Occupations.

The economic overview highlights a current decline in labor force participation in Maryland. However, it is projected that 79,375 jobs will be created from 2024 to 2027. To meet the demand for these job openings, resources are required to align the workforce with the necessary qualifications. A detailed analysis of occupations within each industry is essential to understand specific workforce needs.

V. Occupational Market Trends in Maryland

Several occupations contributed significantly to the growth within their industries. To understand where the demand lies over the next several years, occupations and the expected job growth within each occupation is shown below.

Industry:	Occupation:	2024 - 2027 Change
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Healthcare Support Occupations	Home Health and Personal Care Aides	3,554
Computer and Mathematical Occupations	Software Developers	3,195
Educational Instruction and Library Occupations	Postsecondary Teachers	2,958
Management Occupations	General and Operations Managers	1,955
Transportation and Material Moving Occupations	Laborers and Freight, Stock, and Material Movers, Hand	1,914
Transportation and Material Moving Occupations	Stockers and Order Fillers	1,854
Healthcare Practitioners and Technical Occupations	Registered Nurses	1,689
Business and Financial Operations Occupations	Management Analysts	1,428
Food Preparation and Serving Related Occupations	Cooks, Restaurant	1,364
Computer and Mathematical Occupations	Computer Occupations, All Other	1,257

Growing occupations show several trends in the factors continuing the increased need in supply.

Home Health and Personal Care Aides

Projected Job Growth: 3,554

- The demand for home health and personal care aides is expected to continue rising steadily due to several factors, including an aging population, increased preference for home-based care, and advancements in medical technology.

Software Developers

Projected Job Growth: 3,195

- The increasing reliance on digital solutions and the expansion of cloud computing, artificial intelligence, and data analytics are expected to drive sustained demand for software developers in Maryland.

Postsecondary Teachers

Current Job Growth: 2,958

- The demand for postsecondary teachers is expected to grow, driven by factors including population growth, skill development demands and technological advancements.

General and Operations Managers

Current Job Growth: 1,955

- Job demand in general and operations managers shows a need for enhanced organizational efficiency, streamline processes, and adapt to changing market conditions may drive demand for skilled managers who can lead teams and navigate complex business challenges.

Laborers and Freight, Stock, and Material Movers, Hand

Current Job Growth: 1,914

- Laborers and freight movers play a critical role in the transportation and logistics industry with an increase in jobs expected caused by demand for delivery options.

VI. Conclusion

The State of Maryland stands on the brink of significant job creation, with notable growth anticipated in various sectors over the next three years. The occupations poised for the greatest expansion - including Home Health and Personal Aids, Software Developers, Postsecondary Teachers, General and Operations Managers, and Material Movers, as detailed in the comprehensive report, underscore the diverse opportunities awaiting in the Maryland job market. These roles span a wide spectrum, each demanding a specific skill set for successful placement.

To harness this impending growth, it is imperative for businesses to transition towards a skills-based hiring model. Such an approach not only broadens the talent pool but also equips industries to thrive amidst forecasted expansions. Conversely, job seekers eyeing industries with burgeoning potential must equip themselves with the requisite skills to excel in these developing roles.

Stakeholders failing to prepare for this wave of growth will face a stark skills gap, unable to connect with the trained workforce necessary for filling these emerging positions. However, by acknowledging and adapting to the evolving trends and technological advancements, both businesses and job seekers can strategically position themselves for success in the dynamic Maryland job market.

VII. Reference

Lightcast. 2024 Source: Lightcast [<https://lightcast.io/about/data>] 2024.

About the Authors

Lillian Speranza is a seasoned professional based in Washington, DC, holding a Master's in Social Work with a specialization in community organization from Saint Louis University. Currently serving as the Technical Manager at BuildWithin Inc, Lillian plays a pivotal role in supporting workforce development initiatives, managing grant reporting, and analyzing labor market trends. Her professional journey includes significant contributions as a Program Analyst at the Workforce Investment Council, where she was instrumental in co-authoring policies and overseeing grant programs, and as a Senior Program Analyst for the One Stop Operator, where she focused on enhancing program compliance and fostering stakeholder relationships. Lillian's advocacy and case management work at The Onder Law Firm and Saint Louis County Domestic Violence Court reflect her deep commitment to social justice and policy reform.

Yumi Choi is a Data Scientist Apprentice at BuildWithin, where she leverages her extensive educational background and experience to analyze data and inform decision-making. With a Master's degree in Curriculum & Instruction from George Washington University, Yumi initially embarked on a career in education in 2008, dedicating 13 years to serving in Public Schools in the DC area, particularly in Title I schools. Her transition to a technology role was inspired by her skill in data analysis and a desire to address educational disparities. Yumi's participation in the Anti-Racism Committee in DC Public Schools has enriched her understanding of socioeconomic disparities, diversity, and minority issues, areas that now focus her work.

About the Peer Reviewer

Christian Jones is the Manager of Training and Skills Development at the DC Workforce Investment Council. He is a trusted advisor to the Associate Directors of Business Engagement, and Performance and Impact, as well as the DC Workforce Board's Education and Workforce Alignment Committee. Christian is a results-oriented career professional providing leadership, management, and performance excellence in the fields of workforce development policy, personal empowerment, career self-marketing, and job-search advice.

In his 20+-year career in the workforce development field, Christian has been a sought-after "Career Thought Leader" providing cutting-edge workforce applications into career management practices thereby expanding the reach of the workforce system to allow for growth in the business sector and an increase in generation opportunities for job-seekers to obtain sustainable long-term employment.

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