



# **CHARLOTTE'S CURRENT STATE OF EMPLOYMENT**

**DELIVERABLE #6**  
**February 2022**

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**I.  
Project  
Background**

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# Overarching goal of HIRE Charlotte

Immediately increase Charlotte-Mecklenburg's employment ecosystem's impact on **creating and filling good jobs** that drive the economic prosperity for all of Charlotte's residents and businesses.

## PROJECT GOAL #1

Develop a vision and framework – a North Star for the entire employment ecosystem on how to create and fill good jobs today and tomorrow. The framework will include shared goals (key performance indicators) and specific action steps.

## PROJECT GOAL #2

Inform and help direct collective investments of the ecosystem and ARPA decision-making – how the funds should be used.

# EMPLOYMENT ECOSYSTEM

JOB SEEKERS

HIGHER ED

K-12  
EDUCATION

WORKFORCE TRAINING

ECONOMIC DEVELOPMENT



THIRD PARTY  
RECRUITERS

SOCIAL  
SERVICES

EMPLOYERS

# EVALUATION

# What is our North Star?

**Where are we today?**

**Where are our unmet needs?**

**What's possible in the future?**

**What's our desired future state?**



What type of job seekers are we great at serving?

What type of employers are we great at serving?

What needs does the ecosystem meet well and need to be leveraged?

What gaps in the ecosystem exist?

What type of job seekers do we want to be great at serving?

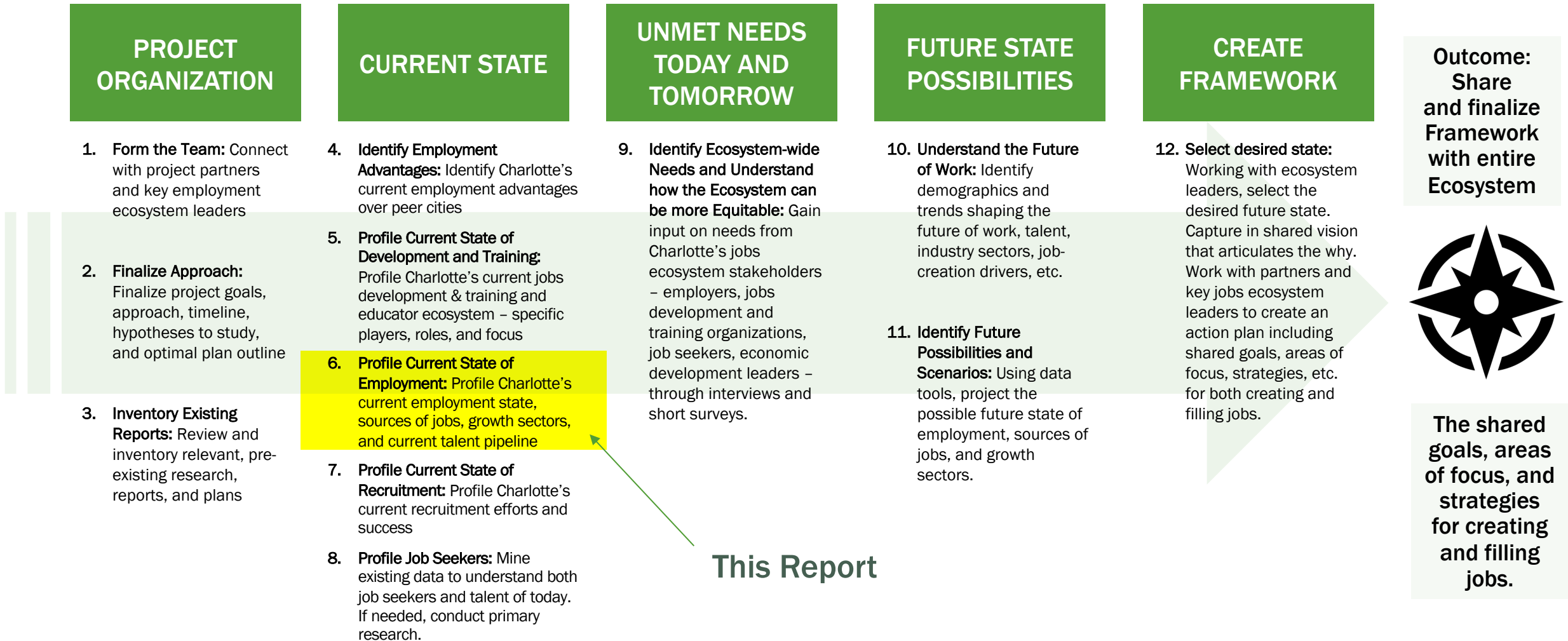
What type of employers do we want to be great at serving?

What are our goals to reach that desired future state?

What does the ecosystem look like when it works?

How will we know it is working?

# 12-Step process to identify our Desired Future State (our North Star) and the resulting Framework for how we will get to that Desired Future State



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## CURRENT STATE

### 6. Profile Charlotte's current employment state, sources of jobs, growth sectors, and current talent pipeline.

#### GOAL

Develop an understanding of the current state of employment in Charlotte based on MSA-level data.

#### APPROACH

- Review, analysis and summary of JobsEQ most recent quarterly reporting data for the Charlotte MSA.
- Integrated analysis and comparison of peer cities performance in relation to the JobsEQ data.



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# Understanding the Current State of Employment

The state of employment is an evaluation of job seeker supply versus employer demand. Determining the state of employment involved the analysis of the types of available jobs, those industries with the greatest projected job growth and the sustainable supply of job ready candidates to meet the identified demand.

**This report focuses on where Charlotte is today, it's leading occupations and industries by sheer number employed.**

**For a deeper look at industries and occupations the region is intentionally targeting to stay competitive, please see the Peer City report.**



## **II. Charlotte's Current State of Employment**

1.

Charlotte's estimated active workforce (labor force participation) is typical compared with peer cities.

The **LABOR FORCE PARTICIPATION RATE** is an estimate of an economy's active workforce. The formula is the number of people ages 16 and over who are employed or actively seeking employment divided by the total noninstitutionalized, civilian working-age population.

# DEMOGRAPHICS

## Charlotte’s Labor Force Participation is typical

| DEMOGRAPHIC                           | CHARLOTTE | AVERAGE AMONG PEER CITIES |
|---------------------------------------|-----------|---------------------------|
| LABOR FORCE PARTICIPATION             |           |                           |
| Civilian 16+                          | 67%       | 67%                       |
| Prime-age (25-54)                     | 84%       | 84%                       |
| Armed Forces Labor Force              | 0%        | 0%                        |
| Veterans (18-64) in total population  | 5%        | 4%                        |
| Veterans participating                | 80%       | 80%                       |
| W/ a disability in total pop (18-64)  | 6%        | 8%                        |
| W/ a disability (18-64) participating | 42%       | 46%                       |

2.

Charlotte has experienced 1.4% average annual employment growth over the past 5 years and is expected to experience 1.5% average annual employment growth over the next 10 years.

Charlotte is forecasted to continue to experience growth among its employed population, with a 10-year annual % growth of 1.5%

**1,377,738**  
Charlotte's employed  
population today

| 5-YEAR CHANGE |                                |                              |
|---------------|--------------------------------|------------------------------|
| MSA           | EMPLOYMENT CHANGE<br>2016-2021 | % ANNUAL GROWTH<br>2016-2021 |
| Charlotte     | 89,574                         | 1.40%                        |

Peer City Avg: 1.36%

| 10-YEAR FORECAST |                 |         |           |                      |                    |
|------------------|-----------------|---------|-----------|----------------------|--------------------|
| MSA              | TOTAL<br>DEMAND | EXITS   | TRANSFERS | EMPLOYMENT<br>GROWTH | ANNUAL %<br>GROWTH |
| Charlotte        | 1,838,131       | 689,555 | 924,621   | 223,955              | 1.5%               |

Peer City Avg: 1.6%

3.

The Charlotte region employs an array of occupations across a variety of industries. Many indicate a highly functioning community as well as potential competitive advantages. These occupations and industries also represent a variety of wage opportunities.



# OCCUPATIONS

BY MOST EMPLOYED

## OCCUPATIONS

### Charlotte's top occupations by sheer number employed

| OCCUPATIONS                                            | EMPLOYMENT | LQ   | AVG ANNUAL WAGES |
|--------------------------------------------------------|------------|------|------------------|
| Retail Salespersons                                    | 39,144     | 1.10 | \$29,900         |
| Laborers and Freight, Stock, and Material Movers, Hand | 34,481     | 1.29 | \$31,100         |
| Cashiers                                               | 31,875     | 1.02 | \$22,800         |
| Customer Service Representatives                       | 31,792     | 1.22 | \$38,800         |
| Fast Food and Counter Workers                          | 31,270     | 0.99 | \$22,000         |
| Office Clerks, General                                 | 26,449     | 1.01 | \$36,300         |
| Stockers and Order Fillers                             | 23,397     | 1.13 | \$29,900         |
| Registered Nurses                                      | 22,445     | 0.81 | \$70,000         |
| Heavy and Tractor-Trailer Truck Drivers                | 22,133     | 1.23 | \$48,600         |
| General and Operations Managers                        | 19,874     | 0.91 | \$132,900        |

The wide array of occupations demonstrates the varied opportunities for employment in the Charlotte region.

It should be noted the majority of these occupations provide lower average annual wages.

# INDUSTRIES

BY MOST EMPLOYED AND TOP LQS

## INDUSTRIES

### Charlotte's top industries by sheer number employed

| INDUSTRY                                                                 | EMPLOYMENT | AVG ANNUAL WAGES | LQ   |
|--------------------------------------------------------------------------|------------|------------------|------|
| Health Care and Social Assistance                                        | 156,467    | \$59,584         | 0.77 |
| Retail Trade                                                             | 145,125    | \$35,318         | 1.01 |
| Manufacturing                                                            | 129,406    | \$62,042         | 1.14 |
| Accommodation and Food Services                                          | 106,320    | \$20,571         | 1.01 |
| Administration and Support and Waste Management and Remediation Services | 101,814    | \$43,638         | 1.16 |
| Finance and Insurance                                                    | 93,632     | \$135,584        | 1.62 |
| Professional, Scientific, and Technical Services                         | 90,125     | \$86,936         | 0.92 |
| Transportation and Warehousing                                           | 85,590     | \$48,616         | 1.26 |
| Construction                                                             | 84,272     | \$61,236         | 1.03 |
| Educational Services                                                     | 79,909     | \$45,498         | 0.72 |

Many of the leading industries represent a well-functioning community. Things like health care, retail trade, food services, waste management, these are basic industries needed for a community to function and thrive.

From there, the top industries start to point to potential areas of differentiation for Charlotte.

## INDUSTRIES

### Charlotte's top industries by LQ

| INDUSTRY                                                                 | LQ   | EMPLOYMENT | AVG ANNUAL WAGES |
|--------------------------------------------------------------------------|------|------------|------------------|
| Management of Companies and Enterprises                                  | 2.20 | 46,117     | \$137,415        |
| Finance and Insurance                                                    | 1.62 | 93,632     | \$135,584        |
| Transportation and Warehousing                                           | 1.26 | 85,590     | \$48,616         |
| Wholesale Trade                                                          | 1.21 | 63,068     | \$78,652         |
| Arts, Entertainment, and Recreation                                      | 1.17 | 25,651     | \$50,769         |
| Administrative and Support and Waste Management and Remediation Services | 1.16 | 101,814    | \$43,638         |
| Manufacturing                                                            | 1.14 | 129,406    | \$62,042         |
| Other Services (except Public Administration)                            | 1.06 | 63,207     | \$33,364         |
| Construction                                                             | 1.03 | 84,272     | \$61,236         |
| Retail Trade                                                             | 1.01 | 145,125    | \$35,318         |

Leading industry LQs further indicate competitive advantages for Charlotte compared with the rest of the nation.

These industries also represent a range of wage opportunities.

*For a deeper dive on Charlotte's targeted competitive industries see the Peer City report.*

4.

**Job Postings advertise for a variety of skills, credentials, and education-levels. Many job postings align with the top job occupations in Charlotte.**

## JOB OPPORTUNITY PROFILE

### JOBS WITH 100+ POSTINGS

| JOB TITLE                       | TOTAL ADS | JOB TITLE                                       | TOTAL ADS |
|---------------------------------|-----------|-------------------------------------------------|-----------|
| Customer Service Representative | 430       | Senior Software Engineer                        | 151       |
| Registered Nurse                | 413       | Housekeeper                                     | 150       |
| Cook                            | 273       | Retail Sales Associate                          | 148       |
| Team Member                     | 264       | Line Cook                                       | 146       |
| Cashier                         | 259       | Sales Representative                            | 143       |
| Delivery Driver                 | 227       | Bartender                                       | 140       |
| Dishwasher                      | 227       | Assistant Store Manager                         | 137       |
| Warehouse Associate             | 227       | Crew Member                                     | 137       |
| Server                          | 220       | Administrative Assistant                        | 135       |
| Maintenance Technician          | 208       | Shift Lead                                      | 130       |
| Certified Nurse Assistant I     | 194       | Pharmacy Technician / Pharm Tech Apprenticeship | 128       |
| Machine Operator                | 192       | General Manager                                 | 125       |
| Customer Service Associate      | 190       | Shift Manager                                   | 119       |
| Sales Associate                 | 183       | CRC Specialist                                  | 118       |
| Assistant Manager               | 179       | Store Hourly                                    | 111       |
| Certified Medical Assistant     | 174       | Project Manager                                 | 108       |
| Software Engineer               | 152       | Material Handler                                | 106       |

Several of the job titles with the most ads align with the region's top occupations.

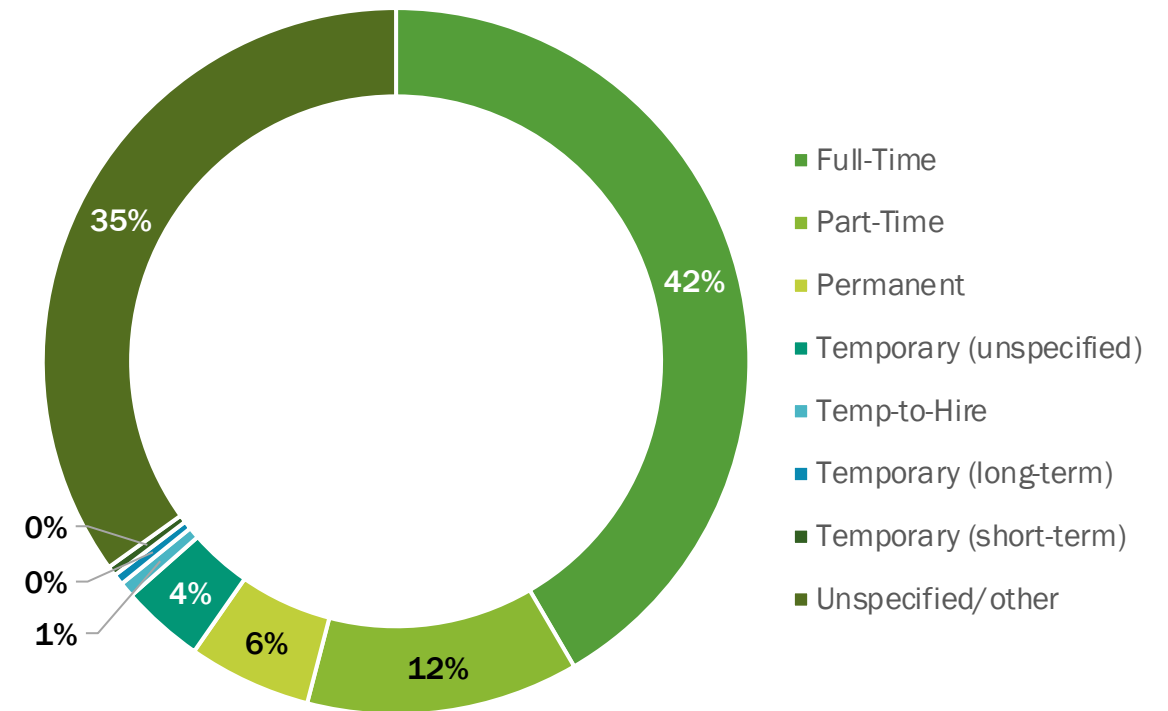


| TOP OCCUPATIONS                                        | EMPLOYMENT |
|--------------------------------------------------------|------------|
| Retail Salespersons                                    | 39,144     |
| Laborers and Freight, Stock, and Material Movers, Hand | 34,481     |
| Cashiers                                               | 31,875     |
| Customer Service Representatives                       | 31,792     |
| Fast Food and Counter Workers                          | 31,270     |
| Office Clerks, General                                 | 26,449     |
| Stockers and Order Fillers                             | 23,397     |
| Registered Nurses                                      | 22,445     |
| Heavy and Tractor-Trailer Truck Drivers                | 22,133     |
| General and Operations Managers                        | 19,874     |

## JOB OPPORTUNITY PROFILE

The majority of advertised jobs refer to full-time or part-time opportunities

| JOB TYPE                | TOTAL ADS |
|-------------------------|-----------|
| Full-Time               | 49,091    |
| Part-Time               | 14,706    |
| Permanent               | 6,645     |
| Temporary (unspecified) | 4,469     |
| Temp-to-Hire            | 814       |
| Temporary (long-term)   | 588       |
| Temporary (short-term)  | 533       |
| Unspecified/other       | 41,186    |

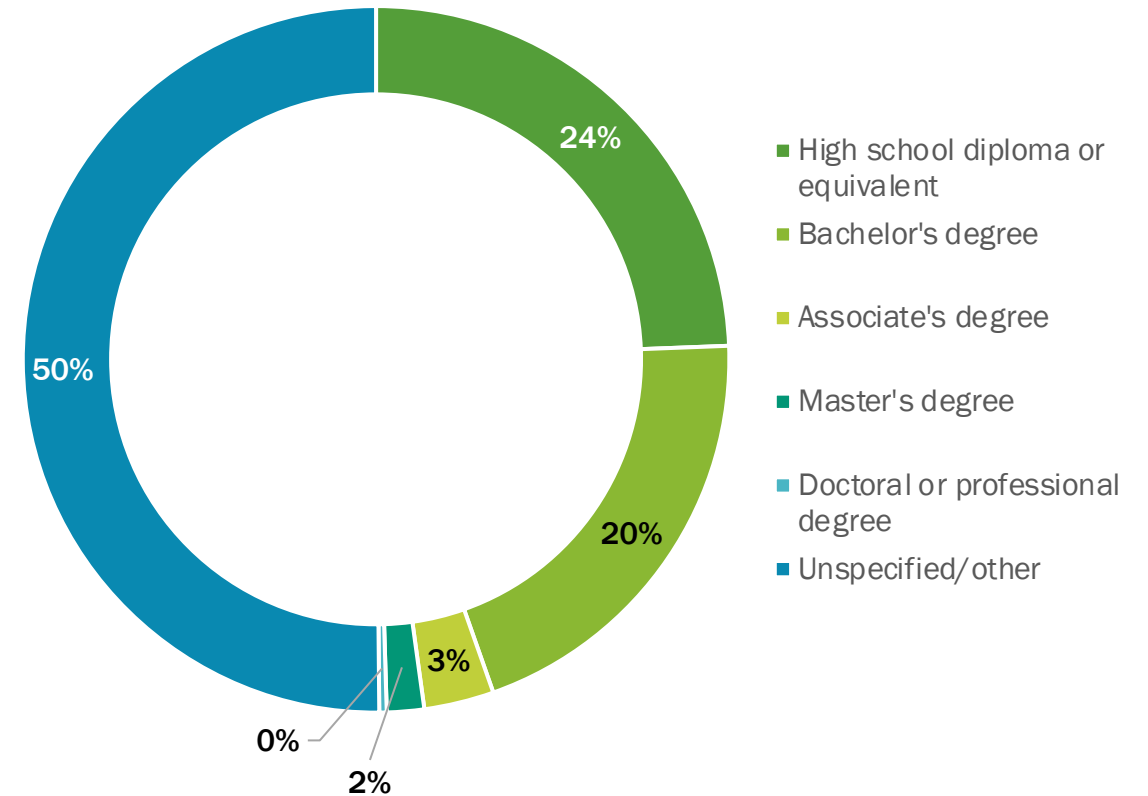




## JOB OPPORTUNITY PROFILE

Most job postings require a high school diploma or Bachelor's degree

| MINIMUM EDUCATION LEVEL           | TOTAL ADS |
|-----------------------------------|-----------|
| High school diploma or equivalent | 24,974    |
| Bachelor's degree                 | 20,712    |
| Associate's degree                | 3,276     |
| Master's degree                   | 1,744     |
| Doctoral or professional degree   | 346       |
| Unspecified/other                 | 51,348    |



## JOB OPPORTUNITY PROFILE

The top 10 in-demand educational programs based on number of ads requiring educational training in a specific program area includes a wide array of programs

| PROGRAM NAME            | TOTAL ADS |
|-------------------------|-----------|
| Computer Science        | 3,556     |
| Business                | 2,930     |
| Engineering             | 2,225     |
| Business Administration | 2,071     |
| Nursing                 | 1,895     |
| Accounting              | 1,807     |
| Finance                 | 1,757     |
| Marketing               | 1,033     |
| Economics               | 679       |
| Information Technology  | 677       |
| Mathematics             | 620       |

## JOB OPPORTUNITY PROFILE

# TOP 20 CERTIFICATIONS

Based on the number of ads requiring specific certification

| CERTIFICATE NAME                                                       | TOTAL ADS |
|------------------------------------------------------------------------|-----------|
| Driver's License                                                       | 2,962     |
| Registered Nurse (RN)                                                  | 2,935     |
| Basic Life Support (BLS)                                               | 2,069     |
| Certification in Cardiopulmonary Resuscitation (CPR)                   | 1,361     |
| Certified Nursing Assistant (CNA)                                      | 871       |
| Advanced Cardiac Life Support Certification (ACLS)                     | 713       |
| Licensed Practical Nurse (LPN)                                         | 671       |
| Certified Public Accountant (CPA)                                      | 639       |
| Medical Assistant Certification (MA)                                   | 578       |
| First Aid Certification                                                | 526       |
| Pediatric Advanced Life Support (PALS)                                 | 509       |
| Class A Commercial Driver's License (CDL-A)                            | 494       |
| Commercial Driver's License (CDL)                                      | 399       |
| Project Management Professional (PMP)                                  | 392       |
| The American Registry of Radiologic Technologists (ARRT) Certification | 297       |
| Emergency Medical Technician - Paramedic (EMT-P)                       | 247       |
| Certified Information Systems Security Professional (CISSP)            | 242       |
| Certified Information Systems Auditor (CISA)                           | 205       |
| Information Technology Infrastructure Library Certification (ITIL)     | 188       |
| Certified Clinical Medical Assistant (NHA)                             | 181       |

- Healthcare industry represents the top professional certifications and 12 of the top 20 most advertised positions.

- Transportation certifications are the second most advertised industry area among the top 20.

- Information Technology certifications have the third highest number of advertised positions among the top 20.

## JOB OPPORTUNITY PROFILE

**While ads reference a wide array of skills, significantly more ads reference soft skills than hard skills**

| SOFT SKILLS                                                  | TOTAL ADS |
|--------------------------------------------------------------|-----------|
| Communication (Verbal and written skills)                    | 31,326    |
| Cooperative/Team Player                                      | 20,929    |
| Customer Service                                             | 12,346    |
| Self-Motivated/Ability to Work Independently/Self Leadership | 10,763    |
| Organization                                                 | 8,910     |
| Adaptability/Flexibility/Tolerance of Change and Uncertainty | 8,360     |
| Problem Solving                                              | 8,141     |
| Ability to Work in a Fast-Paced Environment                  | 7,752     |
| Detail Oriented/Meticulous                                   | 7,710     |
| Interpersonal Relationships/Maintain Relationships           | 7,043     |

| HARD SKILLS                     | TOTAL ADS |
|---------------------------------|-----------|
| Microsoft Excel                 | 6,924     |
| Microsoft Office                | 6,214     |
| Agile                           | 3,864     |
| Structured Query Language (SQL) | 3,320     |
| Microsoft PowerPoint            | 3,105     |
| Ability to Lift 41-50 lbs.      | 2,844     |
| Microsoft Outlook               | 2,651     |
| Computer Programming/Coding     | 2,586     |
| Ability to Lift 51-100 lbs.     | 2,561     |
| Java                            | 2,404     |

## JOB OPPORTUNITY PROFILE

### EMPLOYERS WITH THE MOST JOB POSTINGS

| EMPLOYER NAME   | TOTAL ADS |
|-----------------|-----------|
| Atrium Health   | 3,520     |
| Novant Health   | 2,669     |
| LOWES           | 1,437     |
| Bank of America | 1,243     |
| Wells Fargo     | 1,028     |
| Humana          | 944       |
| Robert Half     | 935       |
| Amazon          | 632       |
| Walgreens       | 552       |
| CaroMont Health | 519       |

- Four of the employers with the most job postings represent the health care industry.

- Two of the employers with the most job postings represent the finance and banking industry.



# **VII. Growth Sectors**

5.

Some of Charlotte's leading occupations (LQ) are projected to experience less than average annual growth over the next 10 years while most of the top industries (LQ) are projected to experience above average annual growth.

# OCCUPATIONS

BY MOST EMPLOYED



## 10-YEAR GROWTH SECTORS

Those occupations with the largest employment base are expected to experience continued growth

Especially among fast food/counter workers, laborers, RNs, and general/operations managers

| OCCUPATIONS BY SIZE                                    | TOTAL DEMAND | EXITS   | TRANSFERS | EMPL GROWTH | ANN % GROWTH |
|--------------------------------------------------------|--------------|---------|-----------|-------------|--------------|
| Retail Salespersons                                    | 65,613       | 23,679  | 36,972    | 4,962       | 1.2%         |
| Laborers and Freight, Stock, and Material Movers, Hand | 58,448       | 16,848  | 35,193    | 6,408       | 1.7%         |
| Cashiers                                               | 62,896       | 29,058  | 32,323    | 1,516       | 0.5%         |
| Customer Service Representatives                       | 47,433       | 15,988  | 28,313    | 3,131       | 0.9%         |
| Fast Food and Counter Workers                          | 72,085       | 29,284  | 34,498    | 8,303       | 2.4%         |
| Office Clerks, General                                 | 34,599       | 15,312  | 17,499    | 1,788       | 0.7%         |
| Stockers and Order Fillers                             | 36,609       | 12,743  | 20,488    | 3,379       | 1.4%         |
| Registered Nurses                                      | 17,398       | 6,817   | 6,330     | 4,251       | 1.7%         |
| Heavy and Tractor-Trailer Truck Drivers                | 30,054       | 9,672   | 17,221    | 3,162       | 1.3%         |
| General and Operations Managers                        | 22,663       | 4,543   | 14,277    | 3,843       | 1.8%         |
| TOTAL (ALL INDUSTRIES)                                 | 1,907,637    | 629,234 | 1,054,448 | 223,955     | 1.5%         |

# INDUSTRIES

BY MOST EMPLOYED AND TOP LQS

## 10-YEAR GROWTH SECTORS

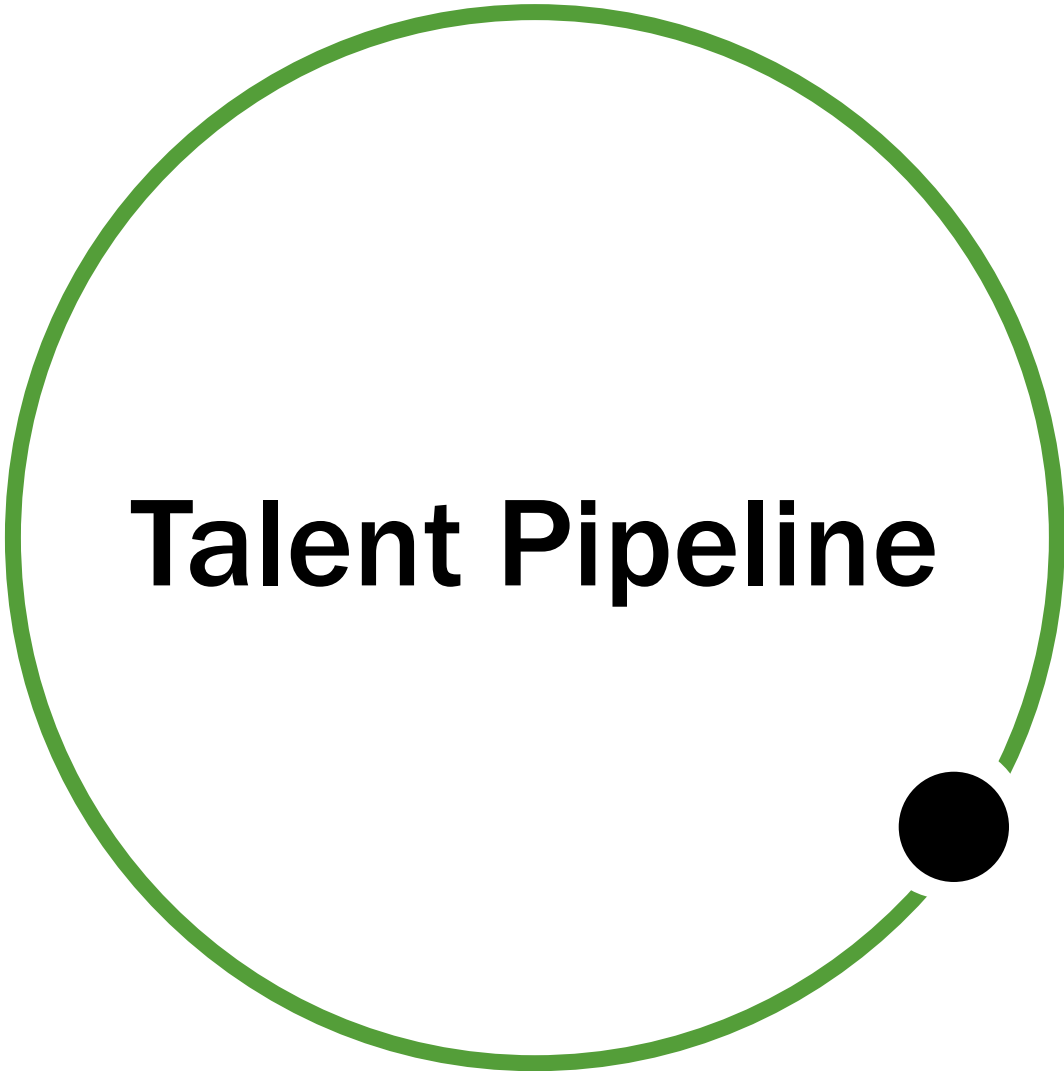
Those industries with the largest employment are expected to experience continued growth  
Especially Health Care and Social Assistance and Professional, Scientific, and Technical Services

| INDUSTRY BY SIZE                                                         | TOTAL DEMAND | EXITS   | TRANSFERS | EMPL GROWTH | ANN % GROWTH |
|--------------------------------------------------------------------------|--------------|---------|-----------|-------------|--------------|
| Health Care and Social Assistance                                        | 203,179      | 80,754  | 83,465    | 38,959      | 2.2%         |
| Retail Trade                                                             | 215,694      | 89,255  | 112,888   | 13,551      | 0.9%         |
| Manufacturing                                                            | 147,369      | 51,164  | 87,651    | 8,555       | 0.6%         |
| Accommodation and Food Services                                          | 208,419      | 83,052  | 104,572   | 20,794      | 1.8%         |
| Administration and Support and Waste Management and Remediation Services | 146,810      | 53,970  | 73,703    | 19,136      | 1.7%         |
| Finance and Insurance                                                    | 106,978      | 35,158  | 57,933    | 13,887      | 1.4%         |
| Professional, Scientific, and Technical Services                         | 107,410      | 31,670  | 53,820    | 21,919      | 2.2%         |
| Transportation and Warehousing                                           | 113,462      | 41,875  | 56,660    | 14,927      | 1.6%         |
| Construction                                                             | 102,011      | 31,769  | 56,942    | 13,300      | 1.5%         |
| Educational Services                                                     | 90,178       | 37,861  | 40,875    | 11,442      | 1.3%         |
| TOTAL (ALL INDUSTRIES)                                                   | 1,838,131    | 689,555 | 924,621   | 223,955     | 1.5%         |

## 10-YEAR GROWTH SECTORS

Those industries with the largest LQs are also expected to experience continued employment growth  
Especially in arts/entertainment/rec and management of companies/enterprises

| INDUSTRY BY LQ                                                           | TOTAL DEMAND | EXITS   | TRANSFERS | EMPL GROWTH | ANN % GROWTH |
|--------------------------------------------------------------------------|--------------|---------|-----------|-------------|--------------|
| Management of Companies and Enterprises                                  | 54,269       | 16,683  | 28,581    | 9,004       | 1.8%         |
| Finance and Insurance                                                    | 106,978      | 35,158  | 57,933    | 13,887      | 1.4%         |
| Transportation and Warehousing                                           | 113,462      | 41,875  | 56,660    | 14,927      | 1.6%         |
| Wholesale Trade                                                          | 76,270       | 26,130  | 43,390    | 6,750       | 1.0%         |
| Arts, Entertainment, and Recreation                                      | 46,468       | 17,959  | 22,201    | 6,308       | 2.2%         |
| Administrative and Support and Waste Management and Remediation Services | 146,810      | 53,970  | 73,703    | 19,136      | 1.7%         |
| Manufacturing                                                            | 147,369      | 51,164  | 87,651    | 8,555       | 0.6%         |
| Other Services (except Public Administration)                            | 89,643       | 35,602  | 42,531    | 11,509      | 1.7%         |
| Construction                                                             | 102,011      | 31,769  | 56,942    | 13,300      | 1.5%         |
| Retail Trade                                                             | 215,694      | 89,255  | 112,888   | 13,551      | 0.9%         |
| TOTAL (ALL INDUSTRIES)                                                   | 1,838,131    | 689,555 | 924,621   | 223,955     | 1.5%         |



# Talent Pipeline

## TALENT PIPELINE

Across the board more certificates and 2-year awards were handed out for the 2019-2020 academic year

| INSTITUTION<br>(Listed are just the largest 22 institutions,<br>each handing out over 150 awards) | CERTIFICATES<br>& 2-YEAR<br>AWARDS | 4-YEAR<br>AWARDS | POST-<br>GRADUATE<br>AWARDS | TOTAL<br>AWARDS | AVG NET<br>PRICE |
|---------------------------------------------------------------------------------------------------|------------------------------------|------------------|-----------------------------|-----------------|------------------|
| University of North Carolina at Charlotte                                                         | 0                                  | 6,167            | 1,742                       | 7,909           | \$15,200         |
| Central Piedmont Community College                                                                | 2,938                              | 0                | 0                           | 2,938           | \$6,453          |
| Rowan-Cabarrus Community College                                                                  | 2,012                              | 0                | 0                           | 2,012           | \$3,963          |
| Catawba Valley Community College                                                                  | 1,527                              | 0                | 0                           | 1,527           | \$8,006          |
| York Technical College                                                                            | 1,446                              | 0                | 0                           | 1,446           | \$6,655          |
| Gaston College                                                                                    | 1,439                              | 0                | 0                           | 1,439           | \$8,396          |
| Winthrop University                                                                               | 0                                  | 1,021            | 301                         | 1,322           | \$19,115         |
| Mitchell Community College                                                                        | 850                                | 0                | 0                           | 850             | \$7,807          |
| Wingate University                                                                                | 0                                  | 457              | 305                         | 762             | \$19,155         |
| Queens University of Charlotte                                                                    | 0                                  | 446              | 297                         | 743             | \$24,286         |
| Lenoir-Rhyne University                                                                           | 0                                  | 359              | 292                         | 651             | \$19,034         |
| Davidson College                                                                                  | 0                                  | 564              | 0                           | 564             | \$27,714         |
| NASCAR Technical Institute                                                                        | 552                                | 0                | 0                           | 552             | \$21,393         |
| Johnson & Wales University-Charlotte                                                              | 204                                | 236              | 0                           | 440             | \$24,030         |
| Belmont Abbey College                                                                             | 0                                  | 305              | 0                           | 305             | \$21,817         |
| Catawba College                                                                                   | 0                                  | 296              | 0                           | 296             | \$18,205         |
| Johnson C Smith University                                                                        | 0                                  | 234              | 42                          | 276             | \$18,655         |
| Southeastern College-Charlotte                                                                    | 211                                | 0                | 0                           | 211             | \$26,381         |
| Cabarrus College of Health Sciences                                                               | 136                                | 32               | 15                          | 183             | \$15,200         |
| Livingstone College                                                                               | 8                                  | 171              | 0                           | 179             | \$17,711         |
| Carolinas College of Health Sciences                                                              | 157                                | 10               | 0                           | 167             | \$40,090         |
| University of South Carolina-Lancaster                                                            | 152                                | 0                | 0                           | 152             | \$9,273          |

**TOTAL (ACROSS 37 INSTITUTIONS)**

**12,042**

**10,389**

**3,034**

**25,465**

## TALENT PIPELINE

The most common degree awards are in the areas of liberal arts, business administration and management, and registered nursing.

| AWARD TITLE                                           | CERTIFICATES<br>& 2-YEAR<br>AWARDS | 4-YEAR<br>AWARDS | POST-<br>GRADUATE<br>AWARDS | TOTAL<br>AWARDS |
|-------------------------------------------------------|------------------------------------|------------------|-----------------------------|-----------------|
| Liberal Arts and Sciences/Liberal Studies             | 3,397                              | 41               | 9                           | 3,447           |
| Business Administration and Management, General       | 842                                | 690              | 321                         | 1,853           |
| Registered Nursing/Registered Nurse                   | 547                                | 469              | 0                           | 1,016           |
| Computer Science                                      | 0                                  | 539              | 296                         | 835             |
| Information Technology                                | 522                                | 74               | 84                          | 680             |
| Automobile/Automotive Mechanics Technology/Technician | 596                                | 0                | 0                           | 596             |
| Biology/Biological Sciences, General                  | 0                                  | 564              | 24                          | 588             |
| Criminal Justice/Safety Studies                       | 291                                | 282              | 4                           | 577             |
| Psychology, General                                   | 0                                  | 572              | 5                           | 577             |
| Cosmetology/Cosmetologist, General                    | 415                                | 0                | 0                           | 415             |
| Speech Communication and Rhetoric                     | 0                                  | 365              | 9                           | 374             |
| Finance, General                                      | 0                                  | 373              | 0                           | 373             |
| Health/Health Care Administration/Management          | 10                                 | 333              | 21                          | 364             |
| Accounting                                            | 83                                 | 226              | 43                          | 352             |
| Political Science and Government, General             | 0                                  | 334              | 0                           | 334             |
| Social Work                                           | 0                                  | 135              | 180                         | 315             |
| Early Childhood Education and Teaching                | 271                                | 31               | 0                           | 302             |
| Medical Office Management/Administration              | 289                                | 0                | 0                           | 289             |
| Elementary Education and Teaching                     | 0                                  | 229              | 54                          | 283             |
| Welding Technology/Welder                             | 276                                | 0                | 0                           | 276             |
| Marketing/Marketing Management, General               | 0                                  | 257              | 0                           | 257             |
| <b>TOTAL (ACROSS 37 INSTITUTIONS)</b>                 | <b>12,042</b>                      | <b>10,389</b>    | <b>3,034</b>                | <b>25,465</b>   |

## TALENT PIPELINE

Demand for workers, regardless of award type, is mostly driven by people leaving the workforce or changing their occupation

| CIP TITLE                                                 | ANNUAL SEPARATION DEMAND | TOTAL ANNUAL DEMAND | TOTAL EMPLOYED   | AVG. WAGES      | ONLINE JOB ADS |
|-----------------------------------------------------------|--------------------------|---------------------|------------------|-----------------|----------------|
| Business Administration and Management, General           | 7,560                    | 9,081               | 79,518           | \$112,719       | 6,944          |
| Business/Commerce, General                                | 6,370                    | 7,649               | 68,346           | \$113,431       | 5,357          |
| Education, General                                        | 5,586                    | 6,450               | 58,097           | \$54,112        | 3,149          |
| Finance, General                                          | 4,496                    | 5,481               | 49,378           | \$114,750       | 2,846          |
| E-Commerce/Electronic Commerce                            | 4,341                    | 4,801               | 39,525           | \$62,700        | 4,146          |
| Computer and Information Sciences, General                | 3,570                    | 4,676               | 43,315           | \$100,736       | 11,085         |
| Non-Profit/Public/Organizational Management               | 3,771                    | 4,574               | 41,617           | \$114,791       | 2,779          |
| Culinary Arts/Chef Training                               | 3,688                    | 4,350               | 22,417           | \$37,460        | 2,956          |
| Administrative Assistant and Secretarial Science, General | 3,997                    | 4,123               | 35,941           | \$50,850        | 1,778          |
| General Office Occupations and Clerical Services          | 3,873                    | 4,100               | 31,862           | \$43,150        | 453            |
| Executive Assistant/Executive Secretary                   | 3,875                    | 3,992               | 34,917           | \$54,267        | 1,752          |
| Information Technology                                    | 2,884                    | 3,891               | 35,525           | \$112,256       | 8,077          |
| International Business/Trade/Commerce                     | 3,204                    | 3,828               | 33,050           | \$139,325       | 1,423          |
| Management Science                                        | 3,041                    | 3,722               | 31,836           | \$134,117       | 3,644          |
| Public Administration                                     | 2,923                    | 3,466               | 32,893           | \$115,571       | 1,184          |
| <b>TOTAL (ACROSS 337 CIP TITLES)</b>                      | <b>276,368</b>           | <b>330,134</b>      | <b>2,931,641</b> | <b>\$76,246</b> | <b>295,110</b> |





# **III. Summary**

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# Summary

- Charlotte's active workforce (labor force participation) is typical compared with peer cities.
- Charlotte has experienced 1.4% average annual employment growth over the past 5 years and is expected to experience 1.5% average annual employment growth over the next 10 years.
- The Charlotte region employs an array of occupations across a variety of industries. These occupations and industries also represent a variety of wage opportunities. They also indicate a thriving community and some competitive industries and opportunities.
- Job Postings advertise for a variety of skills, credentials, and education-levels pointing to the complicated nature of the employment ecosystem.
- Charlotte's leading industries (LQ) are projected to experience above average annual growth over the next 10 years. Leading industries like management of companies and enterprises, transportation and warehousing, and arts, entertainment, and recreation will continue to see strong growth and maintain a competitive edge nationally.