



Hiring Trends Projection Report

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1. Overview

The main idea behind this market research is to provide a strong evidence about the hiring trends, projections, other factors that affect occupational utilization of management jobs in the labor market. This research helps us, to analyze what is happening around the labor market and how we could help our members in transition, train, mentor, support to reach the career goal they wish to attain.

2.Data source

All the data source is collected from the open source from the U.S. Bureau of Labor Statistics.

3.Objectives

This research project seeks to meet the following objectives:

- a) 10 years of employment projection by Management occupation.
- b) 10 years of employment projection by different Management category occupations.
- c) Management occupation with the most job growth.
- d) Fastest declining management occupation.
- e) Management occupation's worker characteristic by demand.
- f) Factors affecting occupational utilization.
- g) Educational attainment of workers 25 years and older by management occupation.

a) 10 years of employment projection by Management occupation.

| <u>Title</u> | <u>No of employment 2018</u> | <u>No of employment projected by 2028</u> | <u>Change in number</u> | <u>Change in percentage</u> |
|------------------------|------------------------------|-------------------------------------------|-------------------------|-----------------------------|
| Total, all occupations | 161037.7 | 169435.9 | 8398.1 | 5.2 |
| Management occupations | 10193.3 | 10900.2 | 706.9 | 6.9 |

b) 10 years of employment projection by different Management category occupations.

| Management Occupation Title | 2018 | 2028 | % in 2018 | %by 2028 |
|--------------------------------------------------------------------------|-------------|-------------|------------------|-----------------|
| Top executives | 2,691.5 | 2,844.8 | 1.7 | 1.7 |
| Chief executives | 263.2 | 248.8 | 0.2 | 0.1 |
| General and operations managers | 2,376.4 | 2,541.4 | 1.5 | 1.5 |
| Legislators | 51.9 | 54.6 | 0.0 | 0.0 |
| Advertising, marketing, promotions, public relations, and sales managers | 773.7 | 822.4 | 0.5 | 0.5 |
| Advertising and promotions managers | 27.6 | 28.4 | 0.0 | 0.0 |
| Marketing and sales managers | 664.9 | 706.4 | 0.4 | 0.4 |
| Marketing managers | 259.2 | 280.1 | 0.2 | 0.2 |
| Sales managers | 405.7 | 426.3 | 0.3 | 0.3 |
| Public relations and fundraising managers | 81.2 | 87.6 | 0.1 | 0.1 |
| Operations specialties managers | 1,963.9 | 2,163.1 | 1.2 | 1.3 |
| Administrative services managers | 300.2 | 322.0 | 0.2 | 0.2 |
| Computer and information systems managers | 414.4 | 461.1 | 0.3 | 0.3 |
| Financial managers | 653.6 | 758.3 | 0.4 | 0.4 |
| Industrial production managers | 186.5 | 187.7 | 0.1 | 0.1 |
| Purchasing managers | 71.7 | 74.5 | 0.0 | 0.0 |
| Transportation, storage, and distribution managers | 131.3 | 138.7 | 0.1 | 0.1 |
| Compensation and benefits managers | 16.4 | 16.8 | 0.0 | 0.0 |
| Human resources managers | 152.1 | 162.9 | 0.1 | 0.1 |
| Training and development managers | 37.8 | 40.9 | 0.0 | 0.0 |
| Other management occupations | 4,764.3 | 5,069.9 | 3.0 | 3.0 |

c) Management occupation with the most job growth.

- General and Operations Managers – expected to see a growth of 6.9% by 2028
- Management Analysts - expected to see a growth of 13.5% by 2028
- Financial Managers - expected to see a growth of 16% by 2028
- Medical and Health Service Managers - expected to see a growth of 17.6% by 2028

d) Fastest declining management occupation

We could not find one management job that is projected to be declining

e) Management occupation's worker characteristic by demand

- I. Typical education needed for entry: Bachelor's degree
- II. Work experience in a related occupation: 5 years or more
- III. Typical on-the-job training needed to attain competency in the occupation: None

f) Sample factors affecting occupational utilization by title

Occupation Title:

Chief executives

Factors affecting occupational utilization:

Productivity change - share decreases as changing organizational structures allow fewer chief executives to manage the day-to-day operations of an organization.

Occupation Title:

Advertising and promotions managers

Factors affecting occupational utilization:

Productivity change - share decreases as consolidation of back office jobs allows same amount of output to be produced by fewer advertising and promotions managers.

Occupation Title:

Marketing managers

Factors affecting occupational utilization:

Productivity change - share decreases as consolidation of back office functions allow the same amount of output to be produced by fewer advertising managers.

Occupation Title:

Financial managers

Factors affecting occupational utilization:

Demand change - share increases as several economic trends, including a greater emphasis on risk management and increases in corporate cash holdings, will increase demand for financial managers.

Occupation Title:

Transportation, storage, and distribution managers

Factors affecting occupational utilization:

Demand change - share decreases as mergers reduce the number of transportation, storage, and distribution managers.

Occupation Title:

Compensation and benefits managers

Factors affecting occupational utilization:

Sourcing change - share increases as compensation and benefits research and analysis is outsourced to this industry.

Occupation Title:

Food service managers

Factors affecting occupational utilization:

Sourcing change - share decreases as the use of food contractors increases.

Occupation Title:

Medical and health services managers

Factors affecting occupational utilization:

Demand change - share increases as offices of physicians utilizes broader team structures which will require increased use of specialized management.

Occupation Title:

Human resources managers

Factors affecting occupational utilization:

Demand change - share increases as companies contract HR services.

g) Educational attainment of workers 25 years and older by management occupation

| Title | %Less than high school diploma | %High school diploma | %Associate degree | %Bachelor's | %Master's or more |
|---------------------------------------------------------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------------|--------------------------|
| Total, all occupations | 8.4 | 23.8 | 9.5 | 10.2 | 4.3 |
| Chief executives ⁽¹⁾ | 1.5 | 8.7 | 5.5 | 22.7 | 7.1 |
| General and operations managers | 2.6 | 16.8 | 9.3 | 11.3 | 1.6 |
| Legislators ⁽¹⁾ | 1.5 | 8.7 | 5.5 | 22.7 | 7.1 |
| Advertising and promotions managers | 0.4 | 6.6 | 4.9 | 13.9 | 2.2 |
| Marketing managers ⁽¹⁾ | 1.0 | 7.3 | 6.3 | 17.5 | 1.6 |
| Sales managers ⁽¹⁾ | 1.0 | 7.3 | 6.3 | 17.5 | 1.6 |
| Public relations and fundraising managers | 0.4 | 2.0 | 2.3 | 28.4 | 3.8 |
| Administrative services managers | 2.3 | 17.3 | 11.6 | 11.1 | 2.0 |
| Computer and information systems managers | 0.4 | 3.8 | 7.7 | 25.6 | 2.6 |
| Financial managers | 1.0 | 9.8 | 7.4 | 20.0 | 2.5 |
| Industrial production managers | 4.3 | 20.4 | 9.3 | 12.0 | 1.1 |
| Purchasing managers | 1.0 | 10.4 | 7.5 | 20.4 | 3.5 |
| Transportation, storage, and distribution managers | 6.2 | 28.2 | 8.5 | 6.7 | 0.6 |
| Compensation and benefits managers | 0.3 | 9.4 | 7.0 | 18.1 | 0.1 |
| Human resources managers | 2.6 | 11.0 | 7.8 | 19.3 | 2.8 |
| Training and development managers | 0.5 | 6.5 | 10.6 | 20.4 | 3.8 |
| Farmers, ranchers, and other agricultural managers | 11.5 | 34.3 | 10.3 | 3.3 | 1.0 |
| Construction managers | 7.5 | 27.0 | 8.5 | 5.9 | 0.8 |
| Education administrators, preschool and childcare center/program ⁽¹⁾ | 0.8 | 4.8 | 4.9 | 43.1 | 14.2 |
| Education administrators, elementary and secondary school ⁽¹⁾ | 0.8 | 4.8 | 4.9 | 43.1 | 14.2 |
| Education administrators, postsecondary ⁽¹⁾ | 0.8 | 4.8 | 4.9 | 43.1 | 14.2 |
| Education administrators, all other ⁽¹⁾ | 0.8 | 4.8 | 4.9 | 43.1 | 14.2 |
| Architectural and engineering managers | 0.9 | 3.4 | 4.6 | 31.8 | 5.6 |
| Food service managers | 9.0 | 28.2 | 9.3 | 3.8 | 0.7 |
| Funeral service managers ⁽¹⁾ | 2.9 | 13.5 | 7.7 | 18.0 | 3.7 |
| Gaming managers | 4.0 | 26.6 | 10.7 | 5.1 | 0.4 |
| Lodging managers | 3.5 | 18.0 | 11.0 | 8.5 | 1.3 |
| Medical and health services managers | 1.2 | 8.1 | 12.9 | 23.6 | 7.7 |
| Natural sciences managers | 0.3 | 1.7 | 2.0 | 35.2 | 23.1 |
| Postmasters and mail superintendents ⁽¹⁾ | 2.9 | 13.5 | 7.7 | 18.0 | 3.7 |
| Property, real estate, and community association managers | 4.2 | 19.1 | 9.0 | 8.8 | 2.3 |
| Social and community service managers | 1.1 | 7.6 | 5.7 | 29.4 | 5.6 |
| Emergency management directors | 0.0 | 4.5 | 8.3 | 29.8 | 1.3 |
| Managers, all other ⁽¹⁾ | 2.9 | 13.5 | 7.7 | 18.0 | 3.7 |

