



# Education Report

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## Graphic Design

California

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# Definition of Graphic Design, CIP 50.0409

A program that prepares individuals to apply artistic and computer techniques to the interpretation of technical and commercial concepts. Includes instruction in computer-assisted art and design, printmaking, concepts sketching, technical drawing, color theory, imaging, studio technique, still and life modeling, multimedia applications, communication skills and commercial art business operations.

# Awards

The table below is a list of postsecondary awards in CIP 50.0409 that were granted by institutions located in California in the 2021 academic year.

Schools	Certs & 2yr Awards <sup>1</sup>	4yr Awards <sup>2</sup>	Post-Grad Awards <sup>3</sup>	Avg Net Price <sup>4</sup>
California State Polytechnic University-Pomona		113		\$12,942
Art Center College of Design		75	24	\$50,420
Sierra College	99			\$5,921
California Baptist University		52		\$23,494
Riverside City College	50			\$7,161
Los Angeles Film School		47		\$33,990
California State University-Sacramento		44		\$7,778
Santa Monica College	43			\$6,380
Platt College-San Diego	33			\$28,936
San Diego City College	32			\$8,370
California State University-Fresno		31		\$6,336
Foothill College	31			\$9,820
Rio Hondo College	28			\$7,873
Laguna College of Art and Design		26		\$40,669
City College of San Francisco	25			\$9,261
FIDM-Fashion Institute of Design & Merchandising-Los Angeles	19	6		\$41,070
Chapman University		24		\$40,451
De Anza College	20			\$8,236
Golden West College	20			\$5,433
Irvine Valley College	20			\$4,860
Mt San Antonio College	20			\$5,774
Mt San Jacinto Community College District	20			\$7,704
Saddleback College	19			\$7,918
San Jose State University		19		\$14,603
College of the Canyons	17			\$6,400
Otis College of Art and Design			15	\$45,402
Pasadena City College	15			\$6,466
Cerritos College	14			\$9,557
Platt College-Ontario	13			\$22,432
Point Loma Nazarene University		13		\$34,851
Santa Rosa Junior College	13			\$9,220
Southwestern College	13			\$6,789

Schools	Certs & 2yr Awards <sup>1</sup>	4yr Awards <sup>2</sup>	Post-Grad Awards <sup>3</sup>	Avg Net Price <sup>4</sup>
California Institute of the Arts		12		\$53,916
Fullerton College	12			\$11,191
Mission College	12			\$6,727
Moorpark College	12			\$4,856
Butte College	11			\$10,736
Los Medanos College	11			\$7,231
College of the Sequoias	10			\$5,205
Cuyamaca College	10			\$6,460
San Joaquin Delta College	10			\$17,503
Columbia College Hollywood		9		\$27,545
Diablo Valley College	9			\$8,878
Fresno City College	9			\$6,391
Napa Valley College	9			\$18,440
Allan Hancock College	8			\$6,629
Bakersfield College	8			\$6,989
East Los Angeles College	8			\$12,028
Glendale Community College	8			\$7,823
Long Beach City College	8			\$6,550
Monterey Peninsula College	8			\$12,007
San Bernardino Valley College	8			\$9,621
Concordia University-Irvine		7		\$25,640
Los Angeles City College	7			\$10,898
Santa Barbara City College	7			\$14,000
Laney College	6			\$16,494
Las Positas College	6			\$7,675
Cuesta College	4			\$14,586
Cypress College	4			\$7,951
FIDM-Fashion Institute of Design & Merchandising-San Francisco	4			\$31,404
Los Angeles Pierce College	4			\$12,995
Notre Dame de Namur University		4		\$28,243
Pacific Union College		4		\$22,767
Palomar College	4			\$6,659
Santiago Canyon College	4			\$5,879
Dominican University of California		3		\$45,001
Santa Ana College	3			\$6,351
Fresno Pacific University		2		\$15,350

Schools	Certs & 2yr Awards <sup>1</sup>	4yr Awards <sup>2</sup>	Post-Grad Awards <sup>3</sup>	Avg Net Price <sup>4</sup>
La Sierra University		2		\$25,230
Los Angeles Pacific College	2			
College of Marin	1			\$7,717
Lassen Community College	1			\$11,495
Los Angeles Valley College	1			\$11,833
Ohlone College	1			\$12,787
Shasta College	1			\$7,973
California State University- Dominguez Hills				\$4,500
Chabot College				\$8,576
College of San Mateo				\$5,427
Cosumnes River College				\$7,223
El Camino Community College District				\$13,296
Folsom Lake College				\$8,276
Modesto Junior College				\$14,421
New York Film Academy				\$43,006
University of La Verne				\$22,538
<b>Total</b>	<b>795</b>	<b>493</b>	<b>39</b>	

1. Undergraduate certificates and associate's degrees

2. Bachelor's degrees and post-baccalaureates

3. Master's, post-master's, and doctorates

4. Average net price represents full-time beginning undergraduate students who paid the in-state or in-district tuition rate and were awarded grant or scholarship aid from federal, state or local governments, or the institution. Data as of the 2020-2021 academic year.

Awards data are per the National Center for Education Statistics (NCES) and JobsEQ for the 2021 academic year. Any programs shown here reflect only data reported to the NCES; reporting is required of all schools participating in any federal finance assistance program authorized by Title IV of the Higher Education Act of 1965, as amended—other training providers in the region that do not report data to the NCES are not reflected in the above.

# Occupation Crosswalk

The below table lists all occupations linked with the program, Graphic Design, CIP 50.0409.

		Education and Training Requirements			Educational Attainment				
		Typical Education Needed for Entry	Work Experience in a Related Occupation	Typical On-the-Job Training Needed to Attain Competency in the Occupation	No College	Some College, No Degree	Associate's Degree	Bachelor's Degree	Postgraduate Degree
15-1255	Web and Digital Interface Designers	Bachelor's degree	None	None	3%	8%	6%	62%	20%
25-1121	Art, Drama, and Music Teachers, Postsecondary	Master's degree	None	None	1%	1%	1%	14%	83%
27-1011	Art Directors	Bachelor's degree	5 years or more	None	9%	12%	7%	53%	19%
27-1014	Special Effects Artists and Animators	Bachelor's degree	None	None	9%	12%	6%	53%	19%
27-1019	Artists and Related Workers, All Other	None	None	Long-term on-the-job training	9%	12%	7%	53%	19%
27-1024	Graphic Designers	Bachelor's degree	None	None	4%	8%	9%	68%	11%

Education and training requirements are from the Bureau of Labor Statistics (BLS); educational attainment mix are regional data modeled by Chmura using Census educational attainment data projected to 2022Q4 along with source data from the BLS

## Definition of Web and Digital Interface Designers (15-1255)

Design digital user interfaces or websites. Develop and test layouts, interfaces, functionality, and navigation menus to ensure compatibility and usability across browsers or devices. May use web framework applications as well as client-side code and processes. May evaluate web design following web and accessibility standards, and may analyze web use metrics and optimize websites for marketability and search engine ranking. May design and test interfaces that facilitate the human-computer interaction and maximize the usability of digital devices, websites, and software with a focus on aesthetics and design. May create graphics used in websites and manage website content and links.

## Definition of Art, Drama, and Music Teachers, Postsecondary (25-1121)

Teach courses in drama, music, and the arts including fine and applied art, such as painting and sculpture, or design and crafts. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.

## Definition of Art Directors (27-1011)

Formulate design concepts and presentation approaches for visual productions and media, such as print, broadcasting, video, and film. Direct workers engaged in artwork or layout design.

## Definition of Special Effects Artists and Animators (27-1014)

Create special effects or animations using film, video, computers, or other electronic tools and media for use in products, such as computer games, movies, music videos, and commercials.

## Definition of Artists and Related Workers, All Other (27-1019)

All artists and related workers not listed separately.

## Definition of Graphic Designers (27-1024)

Design or create graphics to meet specific commercial or promotional needs, such as packaging, displays, or logos. May use a variety of mediums to achieve artistic or decorative effects.

# Occupation Details

As of 2022Q4, total employment for occupations linked to Graphic Design in California was 103,923. Over the past three years, linked occupations added 3,572 jobs in the region and are expected to need in aggregate approximately 74,066 newly trained workers over the next seven years.

Snapshot of Occupations Linked to Graphic Design in California<sup>1</sup>

SOC	Occupation	Current						3-Year History	7-Year Forecast				
		Empl	Mean Ann Wages <sup>2</sup>	LQ	Unempl	Unempl Rate	Online Job Ads <sup>3</sup>	Ann %	Total Demand	Exits	Transfers	Empl Growth	Avg Ann Growth %
27- 1024	Graphic Designers	39,251	\$73,500	1.19	1,337	3.4%	705	-1.0%	24,854	8,248	16,496	109	0.0%
27- 1011	Art Directors	19,248	\$149,900	1.48	587	3.0%	143	2.4%	15,837	7,163	7,444	1,231	0.9%
27- 1014	Special Effects Artists and Animators	16,173	\$103,300	2.13	518	3.2%	321	-2.1%	13,962	6,123	6,363	1,476	1.3%
15- 1255	Web and Digital Interface Designers	16,026	\$112,800	1.19	542	3.5%	609	14.4%	10,523	3,476	6,140	907	0.8%
25- 1121	Art, Drama, and Music Teachers, Postsecondary	11,742	\$153,900	1.02	213	1.8%	804	-1.0%	7,619	3,813	3,220	586	0.7%
27- 1019	Artists and Related Workers, All Other	1,482	\$85,300	1.00	47	3.2%	39	-7.9%	1,271	560	582	129	1.2%
<b>Total - Linked Occupations</b>		<b>103,923</b>	<b>\$107,600</b>	<b>1.30</b>	<b>3,244</b>	<b>3.1%</b>	<b>2,621</b>	<b>1.2%</b>	<b>74,066</b>	<b>29,382</b>	<b>40,245</b>	<b>4,439</b>	<b>0.6%</b>
<b>Total - All Occupations</b>		<b>19,219,968</b>	<b>\$71,900</b>	<b>1.00</b>	<b>797,161</b>	<b>4.1%</b>	<b>550,676</b>	<b>0.6%</b>	<b>17,029,863</b>	<b>6,722,656</b>	<b>9,379,252</b>	<b>927,955</b>	<b>0.7%</b>

Source: [JobsEQ®](#)

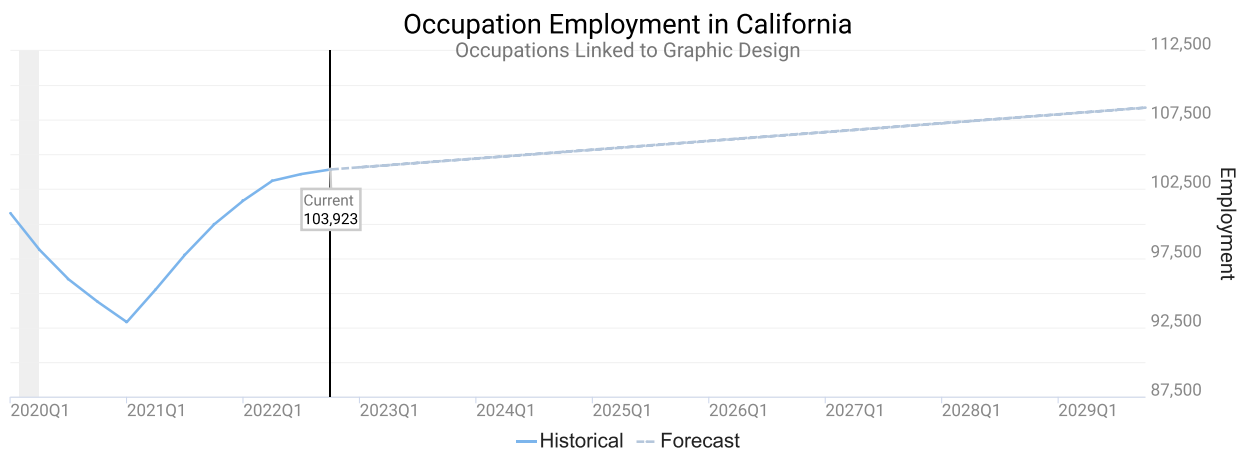
Data as of 2022Q4 unless noted otherwise

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 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. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns. Occupation unemployment figures are imputed by Chmura.



# Employment by Industry

The table illustrates the industries in California which most employ occupations linked to Graphic Design. The single industry most employing these occupations in the region is Specialized Design Services, NAICS 5414. This industry employs 14,067 workers in the linked occupations—employment which is expected to decrease by 74 jobs over the next ten years; furthermore, 13,180 additional new workers in these linked occupations will be needed for this industry due to separation demand, that is, to replace workers in this occupation and industry that retire or move into a different occupation.

**Industry Distribution for Occupations Linked to Graphic Design in California**

NAICS Code	Industry Title	Current			10-Year Demand		
		% of Occ Empl	Empl	Exits	Transfers	Empl Growth	Total Demand
5414	Specialized Design Services	13.5%	14,067	5,096	8,083	-74	13,106
5121	Motion Picture and Video Industries	12.5%	13,038	6,621	7,594	2,218	16,433
5418	Advertising, Public Relations, and Related Services	11.5%	11,908	5,309	6,689	603	12,601
6113	Colleges, Universities, and Professional Schools	8.5%	8,870	4,044	3,671	715	8,429
7115	Independent Artists, Writers, and Performers	6.3%	6,498	3,414	3,597	602	7,613
5132	Software Publishers	4.0%	4,128	1,463	2,267	171	3,902
5415	Computer Systems Design and Related Services	3.8%	3,940	1,428	2,318	671	4,416
3231	Printing and Related Support Activities	3.3%	3,444	945	1,869	-627	2,187
6112	Junior Colleges	3.2%	3,307	1,449	1,293	-27	2,715
3399	Other Miscellaneous Manufacturing	2.6%	2,652	809	1,567	-46	2,330
5416	Management, Scientific, and Technical Consulting Services	2.5%	2,599	946	1,580	358	2,884
5192	Web Search Portals, Libraries, Archives, and Other Information Services	1.9%	2,009	798	1,231	503	2,532
5162	Media Streaming Distribution Services, Social Networks, and Other Media Networks and Content Providers	1.7%	1,785	660	1,020	111	1,791
5511	Management of Companies and Enterprises	1.5%	1,581	563	908	42	1,513
5131	Newspaper, Periodical, Book, and Directory Publishers	1.5%	1,566	507	842	-199	1,150
5613	Employment Services	1.1%	1,143	391	673	100	1,163
4243	Apparel, Piece Goods, and Notions Merchant Wholesalers	0.8%	821	260	483	4	747
5122	Sound Recording Industries	0.8%	816	299	442	22	764
5419	Other Professional, Scientific, and Technical Services	0.7%	779	245	421	-10	656
6116	Other Schools and Instruction	0.7%	759	385	360	257	1,002
	All Others	17.5%	18,212	6,338	10,574	1,042	17,954

Source: JobsEQ®

Data as of 2022Q4 except wages which are as of 2021. Note that occupation-by-industry wages represent adjusted national data and may not be consistent with regional, all-industry occupation wages shown elsewhere in JobsEQ.

Note: Figures may not sum due to rounding.

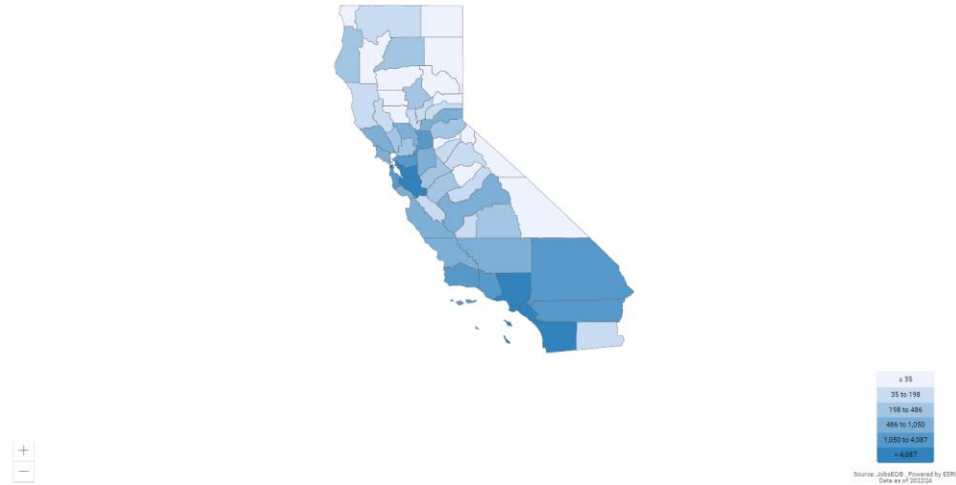
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# Geographic Distribution

The map below illustrates the county-level distribution of employed workers in California in occupations linked to Graphic Design. Employment is shown by place of work.

California, Occupation Concentration by Place of Work for Occupations Linked to Graphic Design

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**Top Counties with Employment Linked to Graphic Design, 2022Q4**

Region	Employment
Los Angeles County, California	40,297
Orange County, California	8,969
San Diego County, California	7,766
Santa Clara County, California	7,552
San Francisco County, California	6,436
Alameda County, California	4,087
San Mateo County, California	3,052
Riverside County, California	2,759
San Bernardino County, California	2,453
Sacramento County, California	2,259

Source: JobsEQ®

Occupation employment data are estimated via industry employment data and the 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.

# Demographic Profile

The population in California was 39,346,023 per American Community Survey data for 2016-2020.

Of individuals 25 to 64 in California, 35.4% have a bachelor's degree or higher which compares with 34.3% in the nation. Per American Community Survey 2016-2020 estimates, the region has about 576,714 students enrolled in grade 12.

## Summary<sup>1</sup>

	Percent		Value	
	California	USA	California	USA
<b>Demographics</b>				
Population (ACS)	—	—	39,346,023	326,569,308
Male	49.7%	49.2%	19,562,882	160,818,530
Female	50.3%	50.8%	19,783,141	165,750,778
Median Age <sup>2</sup>	—	—	36.7	38.2
Under 18 Years	22.8%	22.4%	8,956,641	73,296,738
18 to 24 Years	9.5%	9.3%	3,724,239	30,435,736
25 to 34 Years	15.3%	13.9%	6,007,913	45,485,165
35 to 44 Years	13.3%	12.7%	5,233,903	41,346,677
45 to 54 Years	12.8%	12.7%	5,039,155	41,540,736
55 to 64 Years	12.0%	12.9%	4,739,675	42,101,439
65 to 74 Years	8.3%	9.4%	3,270,380	30,547,950
<b>Population Growth</b>				
Population (Pop Estimates) <sup>4</sup>	—	—	39,029,342	333,287,557
Population Annual Average Growth <sup>4</sup>	0.3%	0.6%	108,479	1,940,990
People per Square Mile	—	—	250.4	94.3
<b>Educational Attainment, Age 25-64</b>				
No High School Diploma	15.2%	10.5%	3,199,850	17,929,220
High School Graduate	20.4%	25.4%	4,282,776	43,289,555
Some College, No Degree	21.0%	20.5%	4,412,172	34,959,338
Associate's Degree	8.0%	9.3%	1,678,082	15,776,790
Bachelor's Degree	22.6%	21.6%	4,741,354	36,888,244
Postgraduate Degree	12.9%	12.7%	2,706,412	21,630,870
<b>Social</b>				
Poverty Level (of all people)	12.6%	12.8%	4,853,434	40,910,326
Households Receiving Food Stamps/SNAP	9.0%	11.4%	1,183,873	13,892,407
Enrolled in Grade 12 (% of total population)	1.5%	1.3%	576,714	4,358,865
Disconnected Youth <sup>3</sup>	1.9%	2.5%	38,451	433,164
Children in Single Parent Families (% of all children)	32.8%	34.0%	2,796,858	23,628,508
Uninsured	7.2%	8.7%	2,806,173	28,058,903
Speak English Less Than Very Well (population 5 yrs and over)	17.4%	8.2%	6,432,102	25,312,024

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

1. American Community Survey 2016-2020, unless noted otherwise

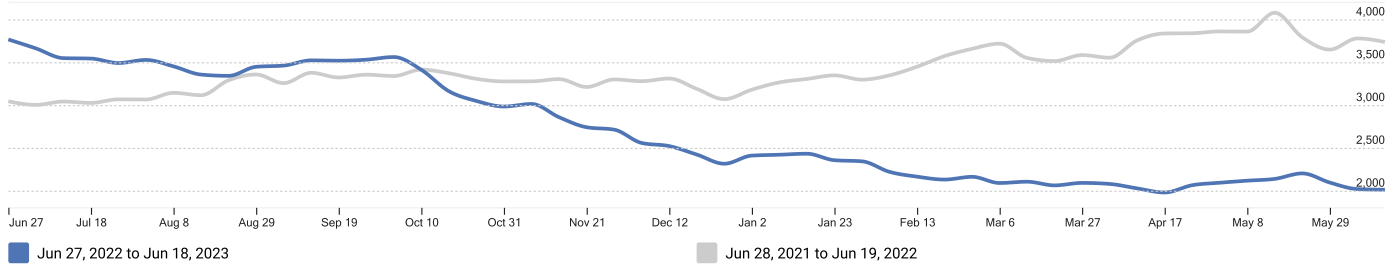
2. Median values for certain aggregate regions (such as MSAs) may be estimated as the weighted averages of the median values from the composing counties.

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 2022, annual average growth rate since 2012. Post-2019 data for Connecticut counties are imputed by Chmura.

# RTI (Job Postings)

Active Job Ads by Date



## Occupations

SOC	Occupation	Active Job Ads
27- 1024.00	Graphic Designers	4,874
15- 1255.00	Web and Digital Interface Designers	3,104
25- 1121.00	Art, Drama, and Music Teachers, Postsecondary	2,693
27- 1014.00	Special Effects Artists and Animators	2,556
27- 1011.00	Art Directors	1,031
15- 1255.01	Video Game Designers	427
27- 1019.00	Artists and Related Workers, All Other	229

## Locations

Location	Active Job Ads
Los Angeles, California	1,580
San Francisco, California	1,164
San Diego, California	360
Irvine, California	357
Culver City, California	242
Santa Monica, California	220
Sacramento, California	217
San Jose, California	198
University of Southern California (USC)	193

**Locations**

**Active  
Job  
Ads**

**Location**

Burbank, California

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## Employers

Employer Name	Active Job Ads	
Los Angeles, California	321	
Disney	312	
Aquent	288	
Meta	273	
Electronic Arts	267	
Apple	259	
Riot Games	221	
Motion Recruitment	188	
24 Seven Talent	185	
Activision	179	

## Certifications

Certificate Name	Active Job Ads	
Driver's License	81	
Secret Clearance	23	
Certified AM Directional Specialist (AMD)	8	
Certification in Cardiopulmonary Resuscitation (CPR)	5	
Licensed Clinical Social Worker (LCSW)	5	
First Aid Certification	4	
Board Certified Trainer (BCT)	3	
Family Nurse Practitioner (FNP-BC)	3	
Certified Broadcast Radio Engineer (CBRE)	2	
Certified Data Management Administrator (NCDA)	2	

### Hard Skills

Skill Name	Active Job Ads	
Adobe Photoshop	4,865	
Adobe Illustrator	3,980	
Graphic Design	3,288	
Adobe Creative Suite	2,667	
Figma	2,422	
Adobe InDesign	2,207	
Autodesk Maya	1,418	
Adobe AfterEffects	1,193	
Teaching/Training, School	1,189	
CSS	1,187	

### Soft Skills

Skill Name	Active Job Ads	
Communication (Verbal and written skills)	8,920	
Cooperative/Team Player	8,053	
Detail Oriented/Meticulous	3,307	
Organization	2,771	
Problem Solving	2,708	
Self-Motivated/Ability to Work Independently/Self Leadership	2,615	
Ability to Work in a Fast Paced Environment	2,300	
Storytelling	1,609	
Prioritize	1,566	
Adaptability/Flexibility/Tolerance of Change and Uncertainty	1,475	

### Job Titles

Job Title	Active Job Ads	
Graphic Designer	638	
Product Designer	128	
Art Director	117	
Creative Director	107	
Senior Graphic Designer	105	
UX Designer	99	
UI/UX Designer	96	
Designer	72	
Visual Designer	57	
Senior Product Designer	56	

### Job Types

Type	Active Job Ads	
Full-Time	6,412	
Remote	2,219	
Temporary (unspecified)	1,576	
Part-Time	1,557	
Permanent	716	
Temporary (long-term)	218	
Temporary (short-term)	186	
Temp-to-Hire	127	
Remote Not Indicated	12,695	



### Programs

Program Name	Active Job Ads	
Graphic Design	1,510	
Design	853	
Computer Science	422	
Human-Computer Interaction	358	
Fine Arts	356	
Art	294	
Communications	232	
Marketing	212	
Humanities	179	
Interaction Design	144	

### Education Levels

Minimum Education Level	Active Job Ads	
Bachelor's degree	4,976	
Master's degree	575	
Associate's degree	383	
Doctoral or professional degree	270	
High school diploma or equivalent	251	
Unspecified/other	8,459	

# California Regional Map



# FAQ

## What is CIP?

The 2010 Classification of Instructional Programs (CIP) is taxonomy of instructional program classifications and descriptions. It was developed and has been updated by the U.S. Department of Education's National Center for Education Statistics (NCES).

## 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.

## What is the source of the job ads?

Job ads data are online job posts from the Real-Time Intelligence (RTI) data set, produced wholly by Chmura and gleaned from over 40,000 websites. Data reflect ads active during the last twelve month period ending 06/28/2023 and advertised for any Zip Code Tabulation Area in or intersecting with the region for which this report was produced. Historical ad volume is revised as additional data are made available and processed. Since many extraneous factors can affect short-term volume of online job postings, time-series data can be volatile and should be used with caution. All ad counts represent deduplicated figures.

## What is the program-to-occupation crosswalk?

Training programs are classified according to the Classification of Instructional Programs (CIP codes). For relating training programs, this report uses a modified version of the CIP to SOC crosswalk from the National Center for Education Statistics (NCES). While this is a very helpful crosswalk for estimating occupation production from training program awards data, the crosswalk is neither perfect nor comprehensive. Indeed, it is hard to imagine such a crosswalk being perfect since many training program graduates for one reason or another do not end up employed in occupations that are most related to the training program from which they graduated. Therefore, the education program analyses should be considered in this light.

As an example of the many scenarios that may unfold, consider a journalism degree that crosswalks into three occupations: editors, writers, and postsecondary communications teachers. Graduates with a journalism degree may get a job in one of these occupations—and that may be the most-likely scenario—but a good number of these graduates may get a job in a different occupation altogether (the job may be somewhat related, such as a reporter, or the job may be totally unrelated, such as a real estate agent). Furthermore, a graduate may stay in school or go back to school for a degree that will lead to other occupation possibilities. Still another possibility includes the graduate not entering the labor market (maybe being unemployed, being a non-participant, or moving to another region).

## 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 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 occupation (or industry) 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 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.

#### **About This Report**

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