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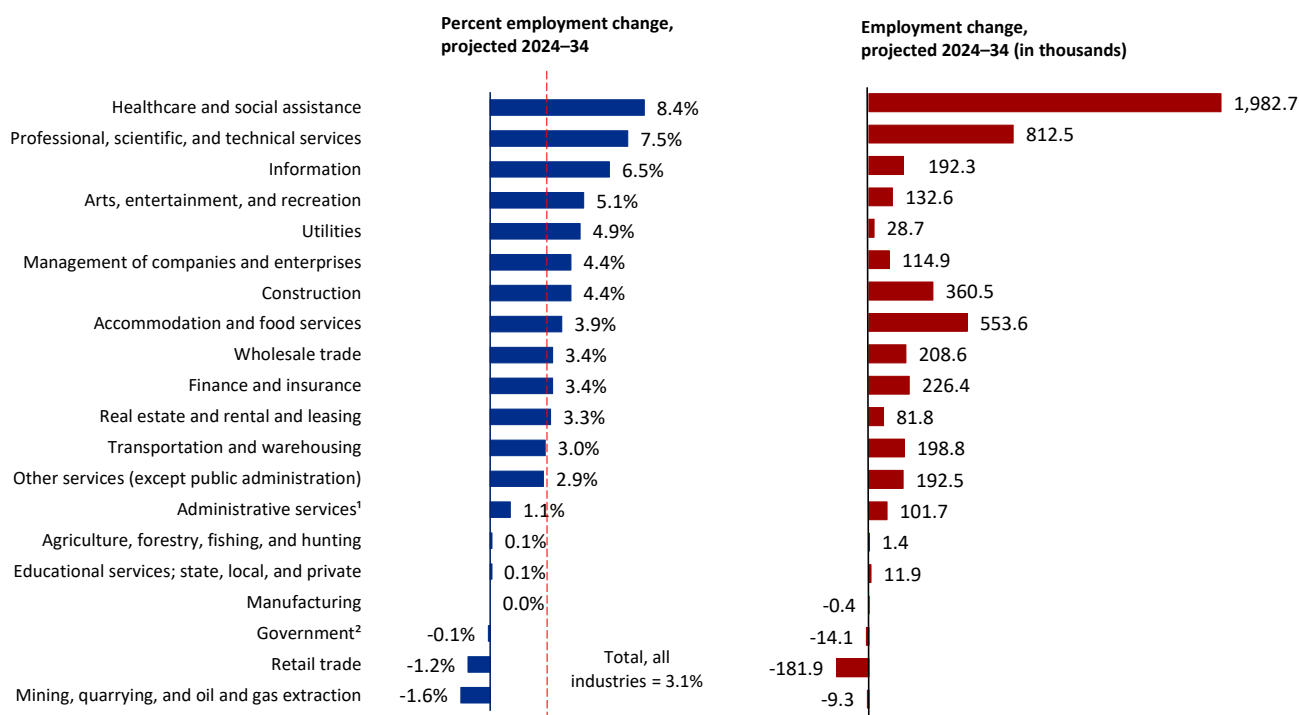
EMPLOYMENT PROJECTIONS — 2024−2034

The U.S. economy is projected to add 5.2 million jobs from 2024 to 2034, the U.S. Bureau of Labor Statistics (BLS) reported today. Total employment is projected to increase to 175.2 million and grow 3.1 percent, which is slower than the 13.0-percent growth recorded over the 2014−24 decade. (See chart 1.)

Chart 1. Total employment, 2004–24 and projected 2034
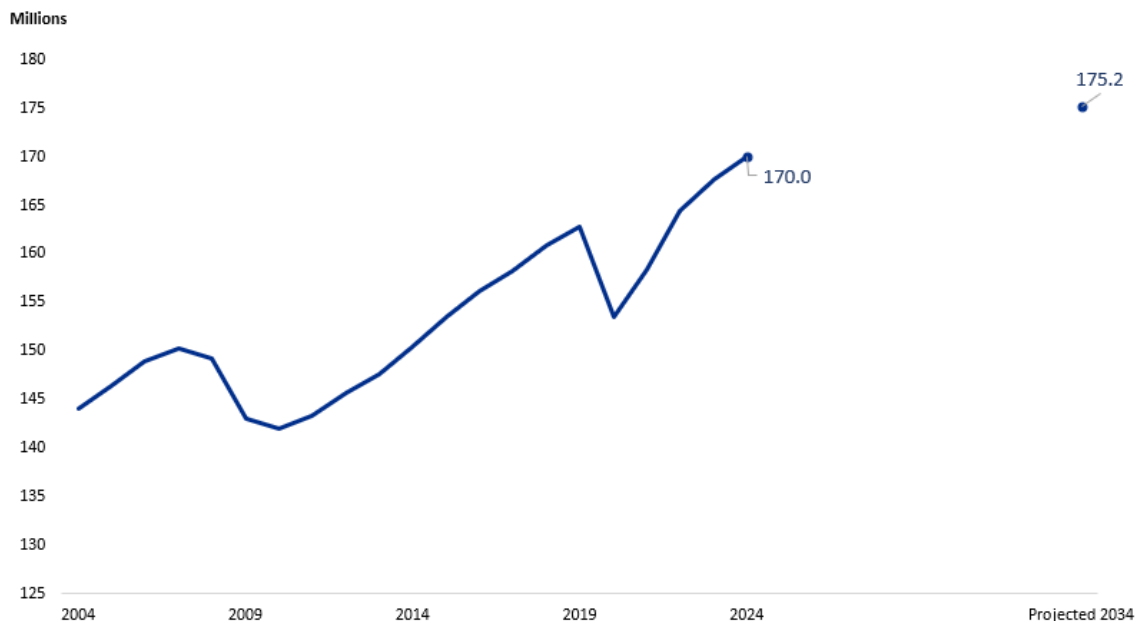
Note: Total employment includes wage and salary employment and self-employment.

Chart 2. Employment change by industry sector, projected 2024–34

	Percent employment change, projected 2024–34	Employment change, projected 2024–34 (in thousands)
Healthcare and social assistance	8.4%	1,982.7
Professional, scientific, and technical services	7.5%	812.5
Information	6.5%	192.3
Arts, entertainment, and recreation	5.1%	132.6
Utilities	4.9%	28.7
Management of companies and enterprises	4.4%	114.9
Construction	4.4%	360.5
Accommodation and food services	3.9%	553.6
Wholesale trade	3.4%	208.6
Finance and insurance	3.4%	226.4
Real estate and rental and leasing	3.3%	81.8
Transportation and warehousing	3.0%	198.8
Other services (except public administration)	2.9%	192.5
Administrative services[1]	1.1%	101.7
Agriculture, forestry, fishing, and hunting	0.1%	1.4
Educational services; state, local, and private	0.1%	11.9
Manufacturing	0.0%	-0.4
Government[2]	-0.1%	-14.1
Retail trade	-1.2%	-181.9
Mining, quarrying, and oil and gas extraction	-1.6%	-9.3

Total, all industries = 3.1%

[1]Administrative and support and waste management and remediation services
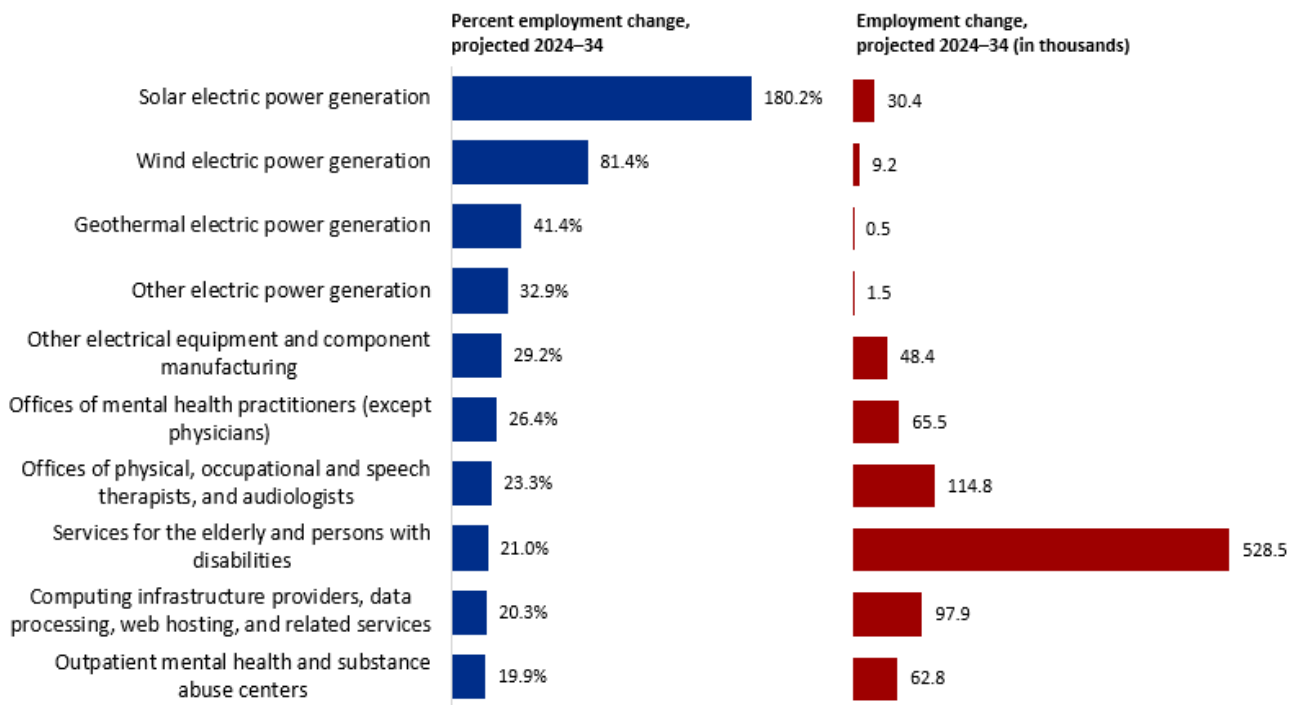[2]Excluding state and local education and hospitals
Note: Employment refers to wage and salary employment.

Industry Employment

Healthcare and social assistance is projected to have the largest job growth and be the fastest growing industry sector (+8.4 percent). Employment growth in this sector is expected to be primarily driven by both the aging population and the growing prevalence of chronic conditions, such as heart disease, cancer, and diabetes.

Demand for artificial intelligence (AI)-based systems, data processing, software development, research services, and associated consulting services are expected to drive the need for workers in both the professional, scientific, and technical services sector (+7.5 percent) and the information sector (+6.5 percent). (See chart 2.)

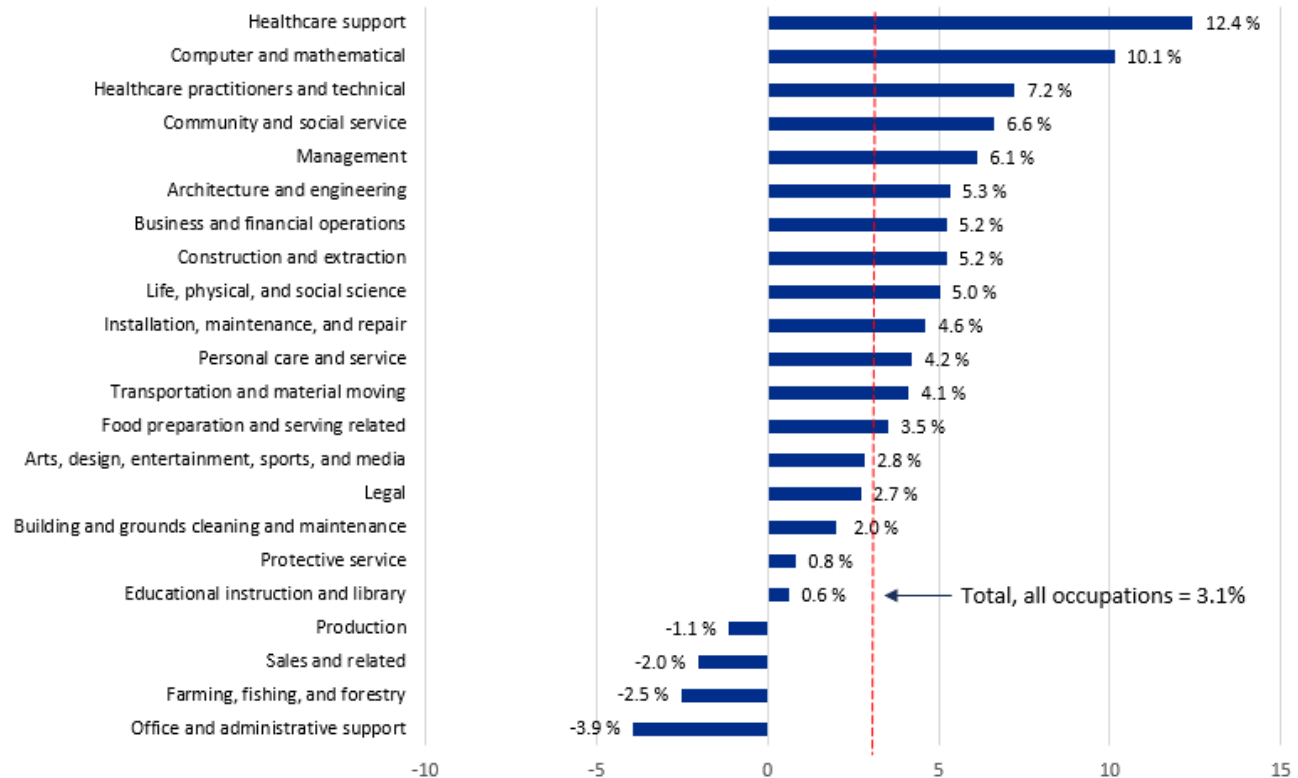**Chart 3. Ten fastest growing industries, projected 2024–34**

Industry	Percent employment change, projected 2024–34	Employment change, projected 2024–34 (in thousands)
Solar electric power generation	180.2%	30.4
Wind electric power generation	81.4%	9.2
Geothermal electric power generation	41.4%	0.5
Other electric power generation	32.9%	1.5
Other electrical equipment and component manufacturing	29.2%	48.4
Offices of mental health practitioners (except physicians)	26.4%	65.5
Offices of physical, occupational and speech therapists, and audiologists	23.3%	114.8
Services for the elderly and persons with disabilities	21.0%	528.5
Computing infrastructure providers, data processing, web hosting, and related services	20.3%	97.9
Outpatient mental health and substance abuse centers	19.9%	62.8

Note: Employment refers to wage and salary employment.

Mining, quarrying, and oil and gas extraction declines (-1.6 percent) are expected to be driven in part by productivity gains through the adoption of emerging technologies, such as robotics and drones, used in extraction. Though not the fastest decline, retail trade (-1.2 percent) is projected to lose the most jobs of any sector as automation, consolidation, and e-commerce are likely to continue to have a negative employment effect on sales occupations at retail outlets. However, the growing volume of online purchases is expected to support employment growth in transportation and warehousing (+3.0 percent), primarily due to an increasing volume of parcel shipments and deliveries.

Increased demand for electricity, primarily related to AI integration, electric vehicles (EVs), and new data centers, is expected over the next decade. As a result, the four top fastest growing industries are related to energy generation. Solar, wind, geothermal, and other electric power generation, which includes tidal power, are projected to be the fastest growing industries over the projections period. (See chart 3.) The four fastest growing industries combined are projected to add 41,600 jobs. The projected fifth-fastest growing industry, other electrical equipment and component manufacturing, includes battery production used for storage and in EVs, is projected to add 48,400 jobs.

Among the ten fastest growing industries, the services for the elderly and persons with disabilities industry (+21.0 percent) is projected to add 528,500 new jobs, the most of any detailed industries. Demand for in-home care will contribute to this growth.

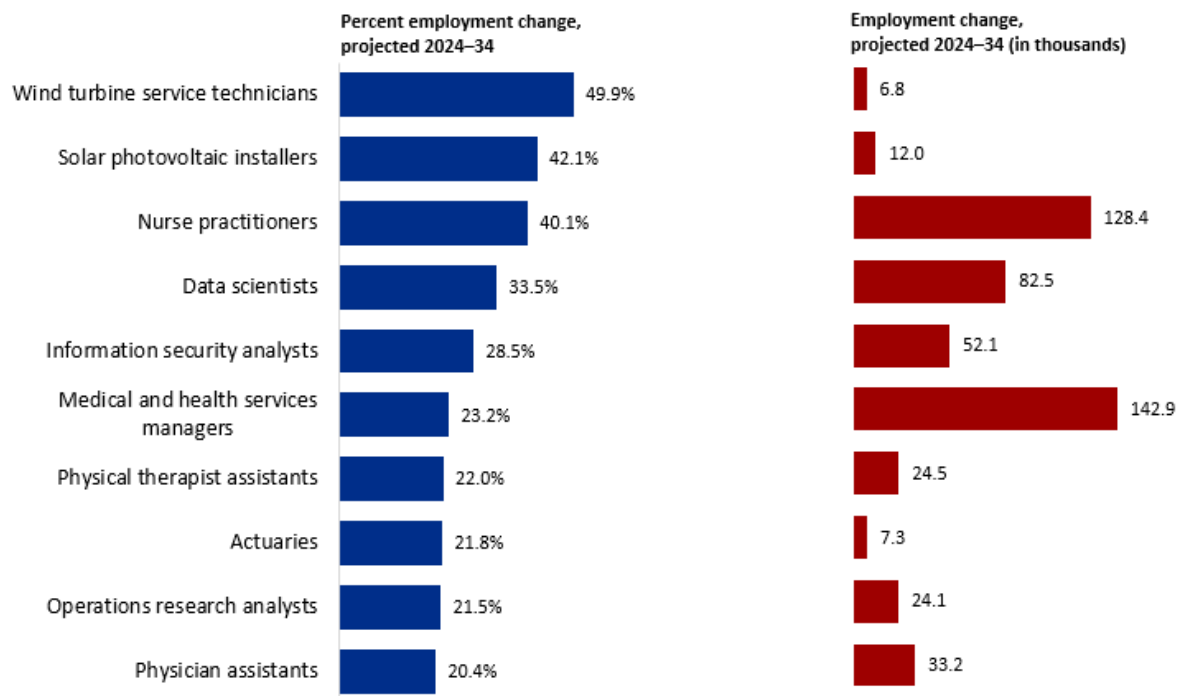**Chart 4. Projected percent change in employment, by occupational group, 2024–34**

Occupational group	Percent change
Healthcare support	12.4 %
Computer and mathematical	10.1 %
Healthcare practitioners and technical	7.2 %
Community and social service	6.6 %
Management	6.1 %
Architecture and engineering	5.3 %
Business and financial operations	5.2 %
Construction and extraction	5.2 %
Life, physical, and social science	5.0 %
Installation, maintenance, and repair	4.6 %
Personal care and service	4.2 %
Transportation and material moving	4.1 %
Food preparation and serving related	3.5 %
Arts, design, entertainment, sports, and media	2.8 %
Legal	2.7 %
Building and grounds cleaning and maintenance	2.0 %
Protective service	0.8 %
Educational instruction and library	0.6 %
Production	-1.1 %
Sales and related	-2.0 %
Farming, fishing, and forestry	-2.5 %
Office and administrative support	-3.9 %

Total, all occupations = 3.1%

Occupational Employment

Just as fast growth is expected in the healthcare and social assistance sector, healthcare support occupations and healthcare practitioners and technical occupations are projected to be among the fastest growing occupational groups, growing 12.4 percent and 7.2 percent, respectively, from 2024 to 2034. (See chart 4.) The growing elderly population, which typically has greater healthcare needs compared to younger groups, will increase demand for long-term care and therapy services. The healthcare occupations with the fastest projected employment growth—such as nurse practitioners, physical therapist assistants, and physician assistants—assist in meeting this growing demand for care. (See chart 5.) These occupations are key members of care teams, delivering many healthcare services.

Similarly, the projected fast growth for community and social service occupations (+6.6 percent) will stem from more individuals seeking assistance for a variety of challenges, such as marriage and family counseling as well as substance abuse counseling and support.

Technological advancements may also lead to improved productivity for some occupations. The use of automated systems, including AI, is expected to contribute to declining employment of office and administrative support workers. Similarly, the growth of e-commerce as well as the integration of AI systems in sales activities, such as in routine calls, chats, and analysis of sales, are expected to limit demand for many sales workers, leading to employment declines. Advancements in automation will also continue to reduce demand for production occupations.

Chart 5. Ten fastest growing occupations, projected 2024–34

Percent employment change, projected 2024–34

Occupation	Percent
Wind turbine service technicians	49.9%
Solar photovoltaic installers	42.1%
Nurse practitioners	40.1%
Data scientists	33.5%
Information security analysts	28.5%
Medical and health services managers	23.2%
Physical therapist assistants	22.0%
Actuaries	21.8%
Operations research analysts	21.5%
Physician assistants	20.4%

Employment change, projected 2024–34 (in thousands)

Occupation	Thousands
Wind turbine service technicians	6.8
Solar photovoltaic installers	12.0
Nurse practitioners	128.4
Data scientists	82.5
Information security analysts	52.1
Medical and health services managers	142.9
Physical therapist assistants	24.5
Actuaries	7.3
Operations research analysts	24.1
Physician assistants	33.2

Computer and mathematical occupations are projected to grow the second fastest of any occupational group (+10.1 percent), which is more than three times the average rate of growth projected for the total economy (+3.1 percent). The fast growth of these occupations is expected to stem in part from demand for continued development of AI solutions and an increasing amount of data available for analysis. The growing demand to build AI models, conduct data analysis, and integrate applications into business practices is expected to drive employment of data scientists, the fourth fastest growing occupation in the economy. In addition, the frequency and severity of cyberattacks and data breaches on U.S. businesses is expected to lead to greater demand for information security analysts.

The projected fastest growing occupations over the 2024−34 decade are wind turbine service technicians and solar photovoltaic installers. Although fast growing, the two occupations combined will add fewer than 20,000 new jobs. The repair and maintenance of wind turbines is expected to drive demand for wind turbine service technicians, while installation of new solar panels will lead to the need for more solar photovoltaic installers.

Interpreting the Employment Projections

The Employment Projections (EP) program estimates specific values for projected employment levels and growth rates. However, this precision in the data does not account for the inherent uncertainty of predicting long-term changes in the labor market. Focusing on the direction and relative size of projected changes, rather than on the precise value estimates, may yield similar insights into employment trends and themes across occupations and industries.

The EP program also conducts research on factors that are expected to affect employment, which may not be reflected in historical data, such as emerging technologies and new legislation. Adjustments based on this research are generally applied conservatively such as when there is convincing evidence for a long-term structural change.

More Information

- Detailed information on the 2024–34 industry and occupational employment projections will appear in a separate *Monthly Labor Review* article, to be published later in 2025.

- The *Occupational Outlook Handbook* (*OOH*) includes information on about 600 detailed occupations in over 300 occupational profiles, covering about 4 out of 5 jobs in the economy. Each profile features the 2024–34 projections, along with assessments of the job outlook, work activities, wages, education and training requirements, and more.

- The *OOH* is available online at www.bls.gov/ooh.

- Field of degree pages are available online at www.bls.gov/ooh/field-of-degree/home.htm.

- Information about the importance of various skills by occupation can be found at www.bls.gov/emp/data/skills-data.htm.

- Descriptions of the classification systems and projections methods used can be found on the Employments Projections Methodology Overview page at www.bls.gov/emp/methods-overview.htm.

- Tables with detailed, comprehensive projections data are available online at www.bls.gov/emp/tables.htm.

- Definitions for terms used in this news release are available in the BLS Glossary at www.bls.gov/bls/glossary.htm.

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Technical Note

BLS publishes projections for the labor force, the macroeconomy, industry output and employment, and occupational employment. More information is available online:

- Labor force: https://www.bls.gov/emp/data/labor-force.htm
- Aggregate economy: https://www.bls.gov/emp/data/aggregate-economy.htm
- Industry output and employment: https://www.bls.gov/emp/data/industry-out-and-emp.htm
- Occupational employment: https://www.bls.gov/emp/data/occupational-data.htm

The projections data provide a potential scenario for changes in the economy over a decade. The projections focus on long-term structural trends of the economy and do not try to anticipate future business cycle activity. To meet this objective, specific assumptions are made about the labor force, macroeconomy, industry output and employment, and occupational employment. The projections are not intended to be a forecast of what the future will be but instead are a description of what would be expected to happen under these specific assumptions and circumstances. When these assumptions are not realized, actual values will differ from projections.

Labor supply and demand assumptions

BLS projects the labor force (labor supply) as an input into the macroeconomic projections. BLS also assumes that the economy will be at full employment in the projected year, with the labor market at equilibrium. That is, employment in the projected year will be roughly equivalent to the projected labor force minus a level of frictional unemployment (the relationship is not exact because labor force is a count of people, while employment is a count of jobs, and individual people can hold more than one job). BLS does not project an overall labor shortage or surplus because in the BLS projections data framework, labor supply (the labor force) and labor demand (employment) are linked – a projected increase in labor supply necessarily results in an increase in employment.

Technological progress assumptions

As with many variables, BLS assumes that labor productivity and technological progress will be in line with the historical experience. That is, productivity will increase and technology will progress, but because the BLS method involves analyzing historical relationships in the data and projecting them forward, the future is assumed to behave comparably to the past. (Previous sets of projections data may be accessed via the Projections Archive: https://www.bls.gov/emp/data/projections-archive.htm.) In a future state where technology advances much more rapidly than it has historically, it is unlikely that historical relationships would hold, and therefore BLS projection methods are unlikely to yield reasonable results.

Recent developments in artificial intelligence (AI) have raised the prospect that the future rate of technological progress could be higher than in the past. BLS projection methods could reflect this in a faster rate of labor productivity growth. This would in turn result in a higher level of gross domestic product (GDP) growth (maintaining the BLS full employment

assumption). If this higher rate of productivity growth is uniform across all industries, there is no impact on BLS employment projections – output is higher, productivity is higher, and employment is the same. However, a higher aggregate level of productivity growth could also be reflected differentially in industry productivity. BLS methods could capture this, but BLS has no data on which to base these differential productivity impacts. BLS therefore chooses to present a scenario with technological progress in line with historical patterns, which allows the projections to be grounded by historical data relationships rather than introducing adjustments that would be highly speculative.

BLS does conduct research on factors that are expected to impact employment, particularly those which may not be reflected in historical data, such as new technologies. However, BLS generally applies adjustments based on this research conservatively, where there is convincing evidence for a change. Developments in AI are proceeding rapidly, and the uncertainty about potential impacts remains very high. Projections are always uncertain, and the exact impact of developments such as new technologies on the labor market ten years out is impossible to predict with precision. As a result, BLS releases new projections annually to incorporate new data, research, and analysis. For more details on how BLS assesses and incorporates AI's potential labor market impacts on its employment projections, illustrated via case studies from the 2023–33 projections cycle, see Christine Machovec, Michael J. Rieley, and Emily Rolen, "Incorporating AI impacts in BLS employment projections: occupational case studies," *Monthly Labor Review*, U.S. Bureau of Labor Statistics, February 2025.

The historical record does show that technology impacts occupations, but that these changes tend to be gradual, not sudden. Occupations involve complex combinations of tasks, and even when technology advances rapidly, it can take time for employers and workers to figure out how to incorporate new technology into business practices. New technologies may change the composition or weighting of tasks performed by an occupation even if they do not impact overall demand for an occupation. For more details on the historical record, see Michael J. Handel, "Growth trends for selected occupations considered at risk from automation," *Monthly Labor Review,* U.S. Bureau of Labor Statistics, July 2022.

For more information, visit the Employment Projections Handbook of Methods page online at https://www.bls.gov/opub/hom/emp/home.htm.

Frequently asked questions about the employment projections are online at https://www.bls.gov/emp/frequently-asked-questions.htm.

Users and Uses

The BLS projections are used by high school and college students, their teachers and parents, jobseekers, career counselors, and guidance specialists to determine jobs in demand. The projections also are used by state workforce agencies to prepare state and area projections that, together with the national projections, are widely used by policymakers to make decisions about education and training, funding allocations, and program offerings. These projections of jobs in demand help improve the alignment between education and training and the

hiring needs of employers. In addition, other federal agencies, researchers, and academics use the projections to understand trends in the economy and labor market.

Projections of industry and occupational employment are prepared by each state, using input from the BLS national projections. State projections data are available at Projections Central https://www.projectionscentral.org.