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## Occupational Employment and Wages in Baltimore-Towson – May 2019

Workers in the Baltimore-Columbia-Towson, MD Metropolitan Statistical Area had an average (mean) hourly wage of \$28.49 in May 2019, 11 percent above the nationwide average of \$25.72, according to the U.S. Bureau of Labor Statistics. Sheila Watkins, the Bureau's regional commissioner, noted that after testing for statistical significance, 14 of the 22 major occupational groups had average wages in the local area that were significantly higher than their respective national averages, including educational instruction and library and computer and mathematical. Three groups had significantly lower wages than their respective national averages: legal; arts, design, entertainment, sports, and media; and construction and extraction.

When compared to the nationwide distribution, Baltimore area employment was more highly concentrated in 10 of the 22 occupational groups, including computer and mathematical, business and financial operations, and healthcare practitioners and technical. Seven groups had employment shares significantly below their national representation, including production, food preparation and serving related, and healthcare support. (See [table A](#) and box note at end of release.)

**Table A. Occupational employment and wages by major occupational group, United States and the Baltimore Metropolitan Statistical Area, and measures of statistical significance, May 2019**

Major occupational group	Percent of total employment			Mean hourly wage			
	United States	Baltimore		United States	Baltimore		Percent difference <sup>[1]</sup>
Total, all occupations .....	100	100		\$25.72	\$28.49	*	11
Management .....	5.5	6.0	*	58.88	61.31	*	4
Business and financial operations.....	5.6	6.6	*	37.56	38.76	*	3
Computer and mathematical .....	3.1	5.0	*	45.08	49.92	*	11
Architecture and engineering .....	1.8	2.1	*	42.69	46.31	*	8
Life, physical, and social science .....	0.9	1.2	*	37.28	38.81		4
Community and social service.....	1.5	1.6	*	24.27	25.28	*	4
Legal.....	0.8	1.1	*	52.71	46.90	*	-11
Educational instruction and library .....	6.1	6.2		27.75	33.15	*	19
Arts, design, entertainment, sports, and media.	1.4	1.2	*	29.79	27.78	*	-7
Healthcare practitioners and technical .....	5.9	6.7	*	40.21	40.51		1
Healthcare support .....	4.4	3.6	*	14.91	15.83	*	6
Protective service .....	2.4	3.0	*	23.98	24.89		4
Food preparation and serving related .....	9.2	8.0	*	12.82	13.06	*	2
Building and grounds cleaning and maintenance.....	3.0	3.0		15.03	14.89		-1
Personal care and service.....	2.2	2.7	*	15.03	16.01	*	7
Sales and related .....	9.8	9.5		20.70	21.66	*	5
Office and administrative support.....	13.3	13.2		19.73	21.19	*	7

Note: See footnotes at end of table.

**Table A. Occupational employment and wages by major occupational group, United States and the Baltimore Metropolitan Statistical Area, and measures of statistical significance, May 2019 - Continued**

Major occupational group	Percent of total employment			Mean hourly wage			
	United States	Baltimore		United States	Baltimore		Percent difference <sup>[1]</sup>
Farming, fishing, and forestry .....	0.3	0.1	*	15.07	16.68	*	11
Construction and extraction .....	4.2	4.4		25.28	24.60	*	-3
Installation, maintenance, and repair .....	3.9	3.6	*	24.10	24.94	*	3
Production .....	6.2	3.0	*	19.30	20.66	*	7
Transportation and material moving .....	8.5	8.1	*	18.23	19.02		4

[1] A positive percent difference measures how much the mean wage in the Baltimore-Columbia-Towson, MD Metropolitan Statistical Area is above the national mean wage, while a negative difference reflects a lower wage.

\* The mean hourly wage or percent share of employment is significantly different from the national average of all areas at the 90-percent confidence level.

One occupational group—business and financial operations—was chosen to illustrate the diversity of data available for any of the 22 major occupational categories. Baltimore had 90,460 jobs in business and financial operations occupations, accounting for 6.6 percent of local area employment, significantly higher than the 5.6-percent share nationally. The average hourly wage for this occupational group locally was \$38.76, significantly higher than the national wage of \$37.56.

Accountants and auditors (12, 960) and management analysts (9,010) were some of the larger occupations within the business and financial operations group. Among the higher-paying jobs in this group were personal financial advisors (\$51.83) and logisticians (\$42.15). At the lower end of the wage scale were meeting, convention, and event planners (\$24.87) and fundraisers (\$28.39). (Detailed data for transportation and material moving occupations are presented in table 1; for a complete listing of detailed occupations available go to [www.bls.gov/oes/current/oes\\_12580.htm](http://www.bls.gov/oes/current/oes_12580.htm).)

Location quotients allow us to explore the occupational make-up of a metropolitan area by comparing the composition of jobs in an area relative to the national average. (See [table 1](#).) For example, a location quotient of 2.0 indicates that an occupation accounts for twice the share of employment in the area as it does nationally. In the Baltimore area, above-average concentrations of employment were found in several of the occupations within the business and financial operations group. For instance, claims adjusters, examiners, and investigators were employed at 1.6 times the national rate in Baltimore, and budget analysts at 2.4 times the national rate. On the other hand, market research analysts and marketing specialists had a location quotient of 1.0 in Baltimore, indicating that this particular occupation's local and national employment shares were similar.

These statistics are from the Occupational Employment Statistics (OES) survey, a federal-state cooperative program between BLS and State Workforce Agencies, in this case, the Maryland Department of Labor, Licensing, and Regulation.

## **Changes to the Occupational Employment Statistics (OES) Data**

With the May 2019 estimates, the OES program has begun implementing the 2018 Standard Occupational Classification (SOC) system. Each set of OES estimates is calculated from six panels of survey data collected over three years. Because the May 2019 estimates are based on a combination of survey data collected using the 2010 SOC and survey data collected using the 2018 SOC, these estimates use a hybrid of the two classification systems that contains some combinations of occupations that are not found in either the 2010 or 2018 SOC. These combinations may include occupations from more than one 2018 SOC minor group or broad occupation. Therefore, OES will not publish data for some 2018 SOC minor groups and broad occupations in the May 2019 estimates. The May 2021 estimates, to be published in Spring 2022, will be the first OES estimates based entirely on survey data collected using the 2018 SOC.

In addition, the OES program has replaced some 2018 SOC detailed occupations with SOC broad occupations or OES-specific aggregations. These include home health aides and personal care aides, for which OES will publish only the 2018 SOC broad occupation 31-1120 Home Health and Personal Care Aides.

For more information on the occupational classification system used in the May 2019 OES estimates, please see [www.bls.gov/oes/soc\\_2018.htm](http://www.bls.gov/oes/soc_2018.htm) and [www.bls.gov/oes/oes\\_ques.htm#qf10](http://www.bls.gov/oes/oes_ques.htm#qf10).

The May 2019 OES estimates use the metropolitan area definitions delineated in Office of Management and Budget (OMB) Bulletin 17-01, which add a new Metropolitan Statistical Area (MSA) for Twin Falls, Idaho. For more information on the area definitions used in the May 2019 estimates, please see [www.bls.gov/oes/current/msa\\_def.htm](http://www.bls.gov/oes/current/msa_def.htm).

## **Technical Note**

The Occupational Employment Statistics (OES) survey is a semiannual survey measuring occupational employment and wage rates for wage and salary workers in nonfarm establishments in the United States. The OES data available from BLS include cross-industry occupational employment and wage estimates for the nation; over 580 areas, including states and the District of Columbia, metropolitan statistical areas (MSAs), nonmetropolitan areas, and territories; national industry-specific estimates at the NAICS sector, 3-digit, most 4-digit, and selected 5- and 6-digit industry levels, and national estimates by ownership across all industries and for schools and hospitals. OES data are available at [www.bls.gov/oes/tables.htm](http://www.bls.gov/oes/tables.htm).

The OES survey is a cooperative effort between BLS and the State Workforce Agencies (SWAs). BLS funds the survey and provides the procedures and technical support, while the State Workforce Agencies collect most of the data. OES estimates are constructed from a sample of about 1.1 million establishments. Each year, two semiannual panels of approximately 180,000 to 200,000 sampled establishments are contacted, one panel in May and the other in November. Responses are obtained by mail, Internet or other electronic means, email, telephone, or personal visit. The May 2019 estimates are based on responses from six semiannual panels collected over a 3-year period: May 2019, November 2018, May 2018, November 2017, May 2017, and November 2016. The unweighted sampled employment of 83 million across all six semiannual panels represents approximately 57 percent of total national employment. The overall national response rate for the six panels, based on the 50 states and the District of Columbia, is 71 percent based on establishments and 68

percent based on weighted sampled employment. The sample in the Baltimore-Columbia-Towson Metropolitan Statistical Area included 5,824 establishments with a response rate of 76 percent. For more information about OES concepts and methodology, go to [www.bls.gov/oes/current/oes\\_tec.htm](http://www.bls.gov/oes/current/oes_tec.htm).

A value that is statistically different from another does not necessarily mean that the difference has economic or practical significance. Statistical significance is concerned with the ability to make confident statements about a universe based on sample. It is entirely possible that a large difference between two values is not significantly different statistically, while a small difference is, since both the size and heterogeneity of the sample affect the relative error of the data being tested.

The May 2019 OES estimates are the first set of OES estimates to be based in part on survey data collected using the 2018 SOC. These estimates use a hybrid of the 2010 and 2018 SOC systems. More information on the hybrid classification system is available at [www.bls.gov/oes/soc\\_2018.htm](http://www.bls.gov/oes/soc_2018.htm).

The May 2019 OES estimates are based on the 2017 North American Industry Classification System (NAICS). More information about the 2017 NAICS is available at [www.bls.gov/bls/naics.htm](http://www.bls.gov/bls/naics.htm).

### **Metropolitan area definitions**

The substate area data published in this release reflect the standards and definitions established by the U.S. Office of Management and Budget.

The **Baltimore-Columbia-Towson, MD Metropolitan Statistical Area** includes Anne Arundel, Baltimore, Carroll, Harford, Howard, and Queen Anne's Counties and Baltimore City in Maryland.

### **Additional information**

Answers to frequently asked questions about the OES data are available at [www.bls.gov/oes/oes\\_ques.htm](http://www.bls.gov/oes/oes_ques.htm). Detailed technical information about the OES survey is available at [www.bls.gov/oes/oes\\_doc.htm](http://www.bls.gov/oes/oes_doc.htm).

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service: (800) 877-8339.

**Table 1. Employment and wage data for business and financial operations, Baltimore-Columbia-Towson, MD Metropolitan Statistical Area, May 2019**

Occupation <sup>(1)</sup>	Employment		Mean wage	
	Level <sup>(2)</sup>	Location quotient <sup>(3)</sup>	Hourly	Annual <sup>(4)</sup>
Business and financial operations occupations .....	90,460	1.2	\$38.76	\$80,620
Agents and business managers of artists, performers, and athletes .....	130	0.8	30.21	62,830
Buyers and purchasing agents.....	4,150	1.1	34.73	72,230
Claims adjusters, examiners, and investigators.....	4,220	1.6	35.15	73,100
Insurance appraisers, auto damage.....	150	1.2	31.63	65,790
Compliance officers.....	4,290	1.4	35.55	73,950
Cost estimators .....	2,230	1.1	36.82	76,580
Human resources specialists .....	7,090	1.2	35.11	73,030
Labor relations specialists .....	660	0.9	40.49	84,230
Logisticians.....	2,580	1.5	42.15	87,670
Management analysts .....	9,010	1.4	45.26	94,140
Meeting, convention, and event planners.....	1,240	1.1	24.87	51,720
Fundraisers .....	1,050	1.4	28.39	59,050
Compensation, benefits, and job analysis specialists .....	1,110	1.3	33.57	69,820
Training and development specialists .....	3,800	1.3	32.74	68,100
Market research analysts and marketing specialists.....	6,170	1.0	31.27	65,030
Project management specialists and business operations specialists, all other .....	12,940	1.1	44.51	92,580
Accountants and auditors.....	12,960	1.1	38.89	80,890
Property appraisers and assessors.....	730	1.4	27.90	58,030
Budget analysts.....	1,160	2.4	41.31	85,920
Personal financial advisors.....	3,070	1.6	51.83	107,800
Insurance underwriters.....	700	0.7	40.68	84,620
Financial examiners .....	560	0.9	37.99	79,010
Credit counselors .....	280	0.9	20.76	43,180
Loan officers.....	2,160	0.8	40.31	83,840
Tax examiners and collectors, and revenue agents .....	410	0.8	29.67	61,710
Tax preparers .....	920	1.5	25.13	52,280
Financial and investment analysts, financial risk specialists, and financial specialists, all other .....	5,750	1.3	39.58	82,320

Footnotes:

(1) For a complete listing of all detailed occupations in the Baltimore-Columbia-Towson, MD Metropolitan Statistical Area, see [www.bls.gov/oes/current/oes\\_12580.htm](http://www.bls.gov/oes/current/oes_12580.htm).

(2) Estimates for detailed occupations do not sum to the totals because the totals include occupations not shown separately. Estimates do not include self-employed workers.

(3) The location quotient is the ratio of the area concentration of occupational employment to the national average concentration. A location quotient greater than one indicates the occupation has a higher share of employment than average, and a location quotient less than one indicates the occupation is less prevalent in the area than average.

(4) Annual wages have been calculated by multiplying the hourly mean wage by a "year-round, full-time" hours figure of 2,080 hours; for those occupations where there is not an hourly mean wage published, the annual wage has been directly calculated from the reported survey data.