

# Nonprofit HR Town Hall: Economic Outlook & Employment Projections for Social Impact Organizations

Tuesday, September 22

## About Nonprofit HR

### Our vision:

We are the leading source of innovative talent management, talent acquisition services and knowledge for the social impact sector.

- Total lifecycle solutions for talent management.
- 20+ years serving the social sector as a trusted advisor and thought partner.
- Thousands of missions served.
- Black woman owned.
- National footprint.
- Award-winning and highly credentialed staff.



*"Nonprofit HR's experts listen, articulate people-centric solutions and understand the correlation between having high-performing, engaged staff and us being able to support our members' needs. Their team has elevated the importance of and visibility around innovative HR practices. Nonprofit HR is an invaluable strategic partner."*

**Cathy Gibney, CPA**  
**Chief Financial Officer**  
**National Hospice and Palliative Care Organization**

## Our Practices: Nonprofit HR's suite of solutions are centered around five core service areas.

### STRATEGY & ADVISORY

- HR Audits & Assessment
- Workforce Planning
- Performance Management
- Workplace Culture & Employee Engagement
- Learning & Development

### HR OUTSOURCING

- Interim Outsourcing
- Comprehensive General Outsourcing
- Specialty Outsourcing

### EQUITY, DIVERSITY, INCLUSION & JUSTICE

- Assessments, Strategy Design & Implementation
- EDIJ Training
- Cultural Transformation
- Leadership Development
- Interim Chief Equity Officer

### TOTAL REWARDS

- Salary Benchmarking
- Compensation Program Design
- Pay Equity Analysis
- Benefits Assessments
- HR Technology

### SEARCH



- Executive & Professional Search
- Recruitment Outsourcing
- Interim leadership

### SOCIAL ENTERPRISE



We also partner with nonprofit and for-profit social enterprises to help strengthen their people management practices.

# Presenters



**Christine Machovec**  
Economist  
Office of Occupational  
Statistics and  
Employment Projections



**Lisa Brown Alexander**  
Founder & CEO  
Nonprofit HR

# Overview

- Background information
- Population and labor force growth
- Economic growth
- Industry employment
- Occupational employment
- Resources for additional information



# Employment Projections Background

- 2021–31 projections cover 832 occupations and 295 industries
- BLS projections are prepared at the national level only
  - ▶ BLS projections serve as an input for state and local employment projections



# Employment Projections Users and Uses

- Career counselors and students making career choice decisions
- Jobseekers looking to find work or switch occupations
- Education and training officials making decisions on policy, funding, and program offerings based on demand for occupations
- Researchers interested in how the economy is changing





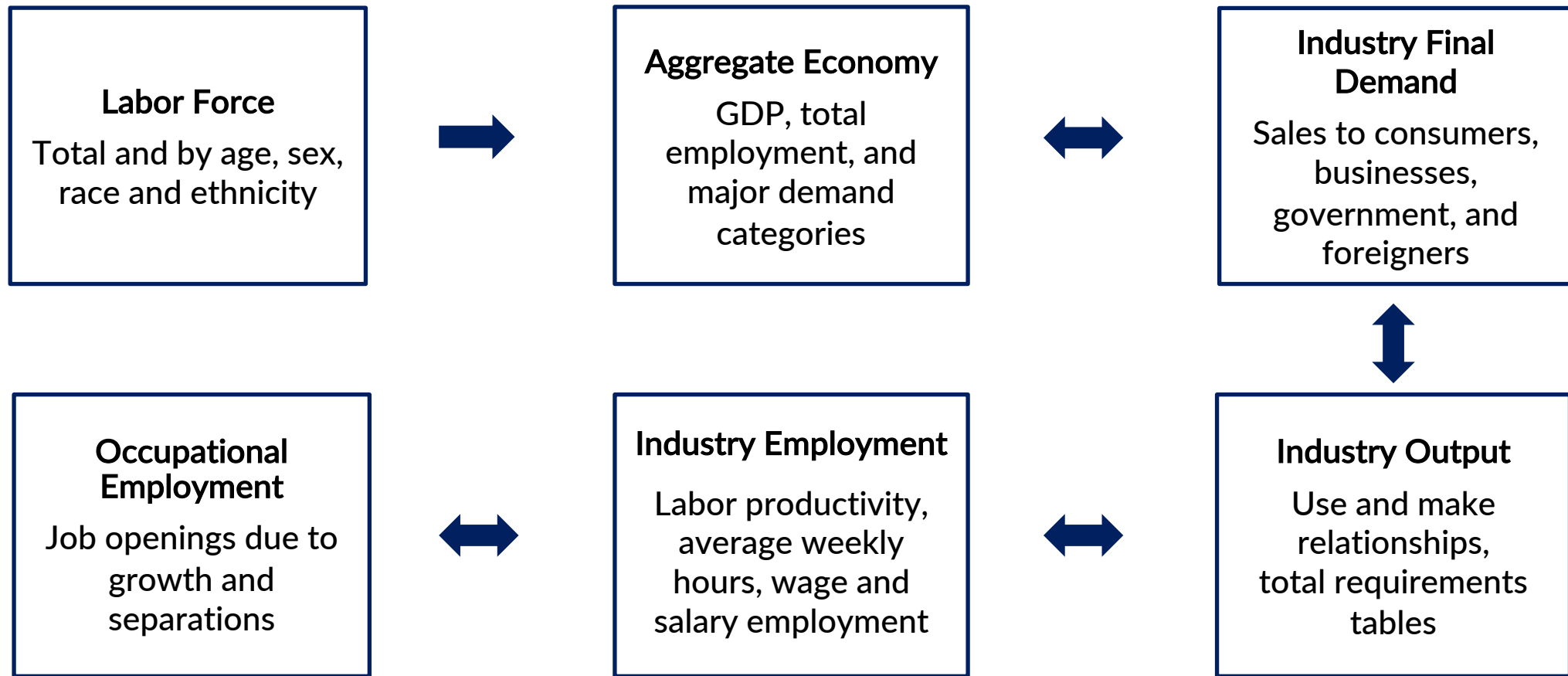
# Employment Projections Products

- Occupational Outlook Handbook (OOH), as a website and as an app
- Career Outlook
- Long-term employment projections by industry and occupation
- Technical materials—occupational openings, education and training categories, and more

The image shows two screenshots of U.S. Bureau of Labor Statistics products. The top screenshot is the Occupational Outlook Handbook (OOH) website. It features a dark blue header with navigation links: OOH HOME, OCCUPATION FINDER, OOH FAQ, OOH GLOSSARY, A-Z INDEX, and OOH SITE MAP. Below the header is a search bar labeled 'Search Handbook' with a 'Go' button. The main content area is titled 'Home' and includes a link to a video: 'Check out this video: Using the Occupational Outlook Handbook for Your Career Search'. On the left is a vertical list of 'OCCUPATION GROUPS' including Architecture and Engineering, Arts and Design, Building and Grounds Cleaning, Business and Financial, Community and Social Service, Computer and Information Technology, Construction and Extraction, Education, Training, and Library, Entertainment and Sports, Farming, Fishing, and Forestry, Food Preparation and Serving, Healthcare, Installation, Maintenance, and Repair, Legal, Life, Physical, and Social Science, Management, Math, Media and Communication, Military, Office and Administrative Support, Personal Care and Service, Production, Protective Service, Sales, and Transportation and Material Moving. On the right is a 'SELECT OCCUPATIONS BY' section with dropdown menus for '2020 Median Pay', 'Entry-Level Education', 'On-the-job Training', 'Number of New Jobs (Projected)', and 'Growth Rate (Projected)', followed by a 'GO' button. Below this is a 'FEATURED OCCUPATION' section with a photo of people in a meeting and the text 'Arbitrators, Mediators, and... Bureau of Labor Statistics > Publications > Career Outlook'. The bottom screenshot is the 'Career Outlook' page. It has a dark blue header with navigation links: HOME, ABOUT, ARCHIVES, CONTACT US, and SUBSCRIBE. Below the header is a search bar labeled 'Search Career Outlook' with a 'Go' button. The main content area is titled 'FEATURED ARTICLE' and features a large illustration of city workers. Below the illustration is the title 'City careers on the move: Occupations in urban transportation' and the author 'Patricia Tate | January 2022'. The text below the title reads: 'Many types of workers keep people moving in and around cities. Learn about some of their occupations in this article.' and 'Read full article »'. On the right side of the page are two smaller articles: 'Interview with a... Personal chef' and 'Data on display Prime options: High-paying math careers with projected fast growth'.



# Employment Projections Process

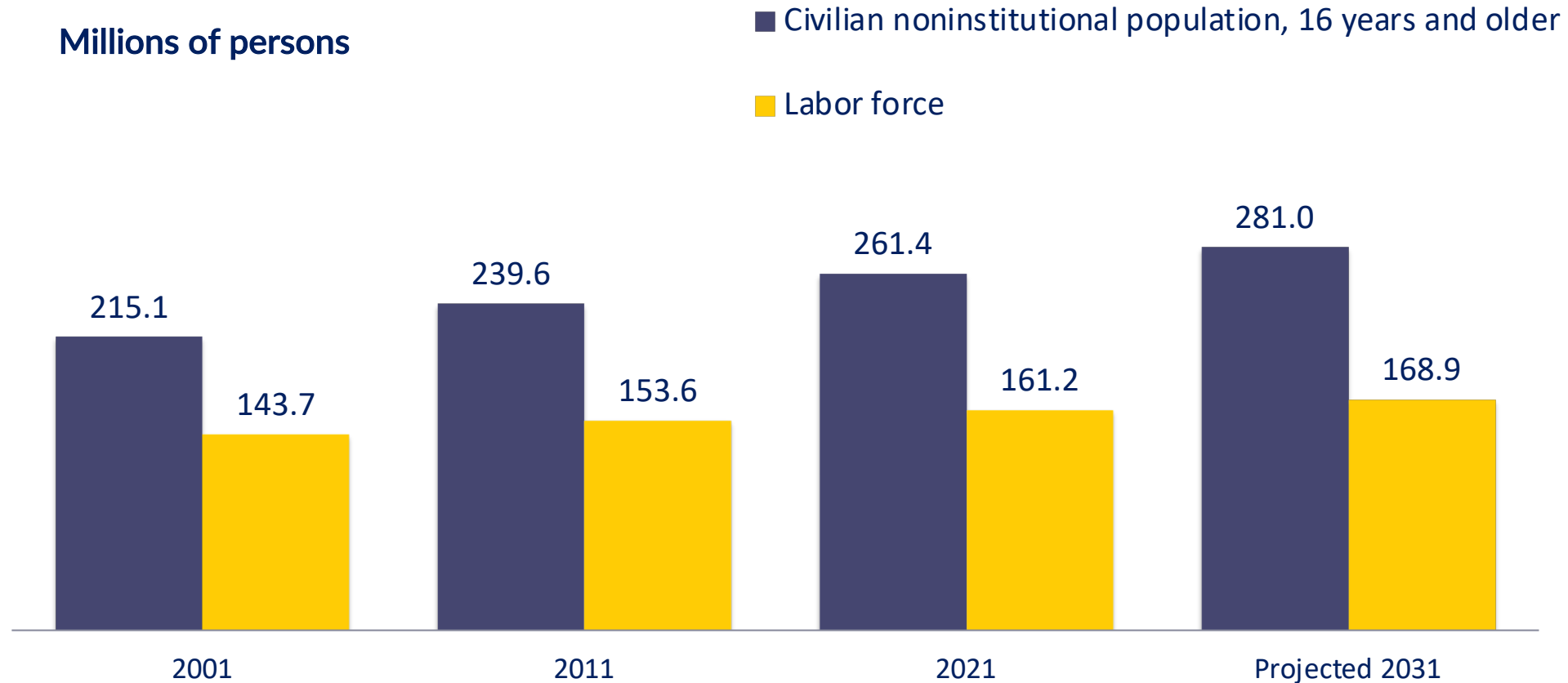


# Employment Outlook: 2021–31

## Population and Labor Force Growth

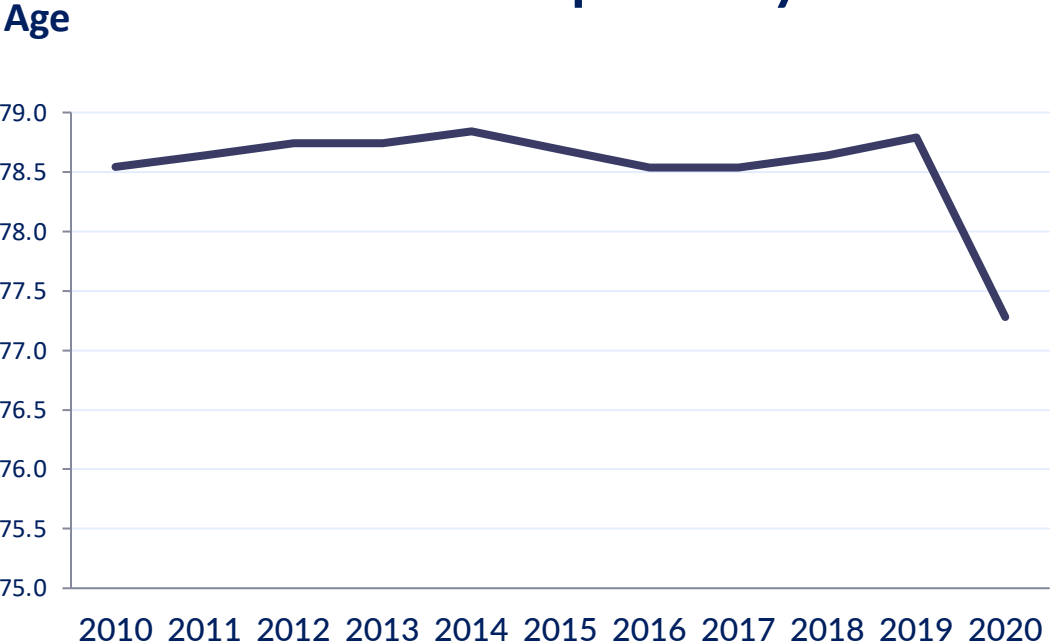


# Population and Labor Force are Constraints on Employment

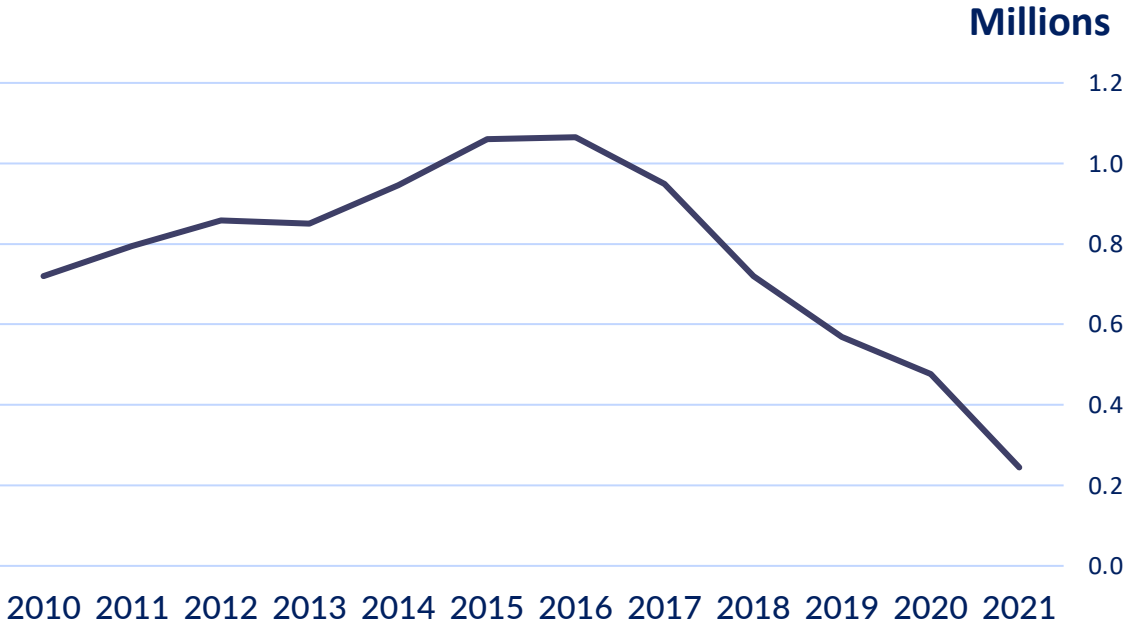


# COVID-19 Impact on Population

## U.S. Life Expectancy



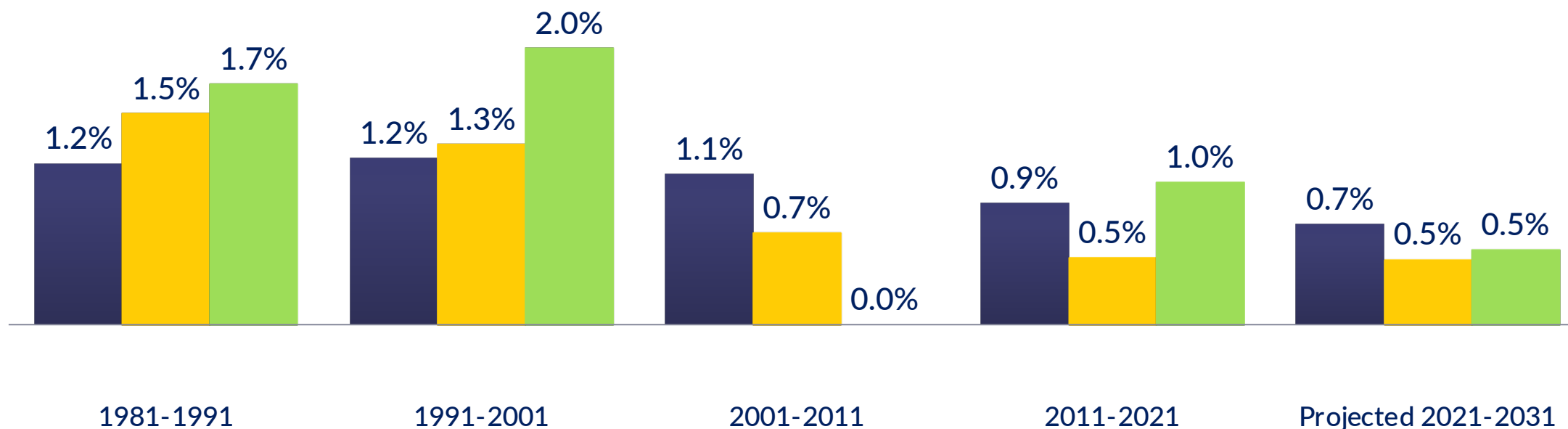
## Net International Migration



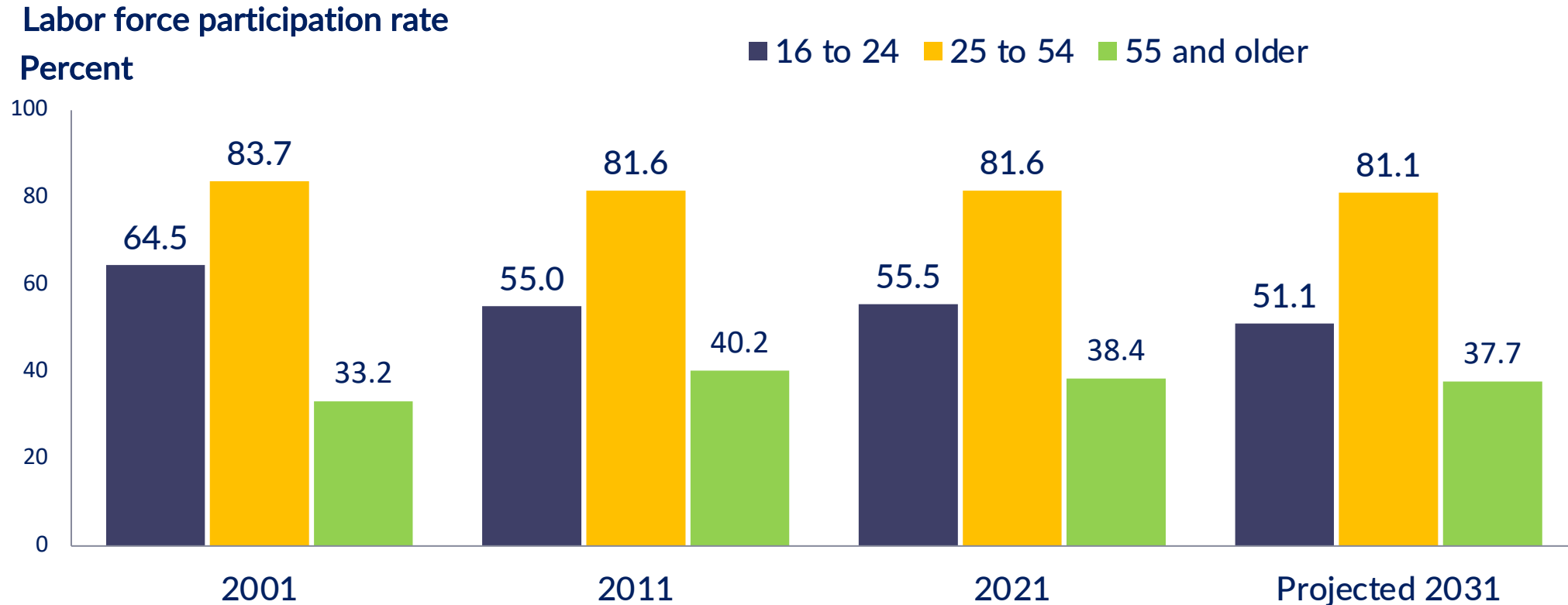
# Projected Slower Growth in Population and Employment

Compound annual rate of change

- Civilian noninstitutional population, 16 years and older
- Labor force
- Nonagriculture wage and salary employment

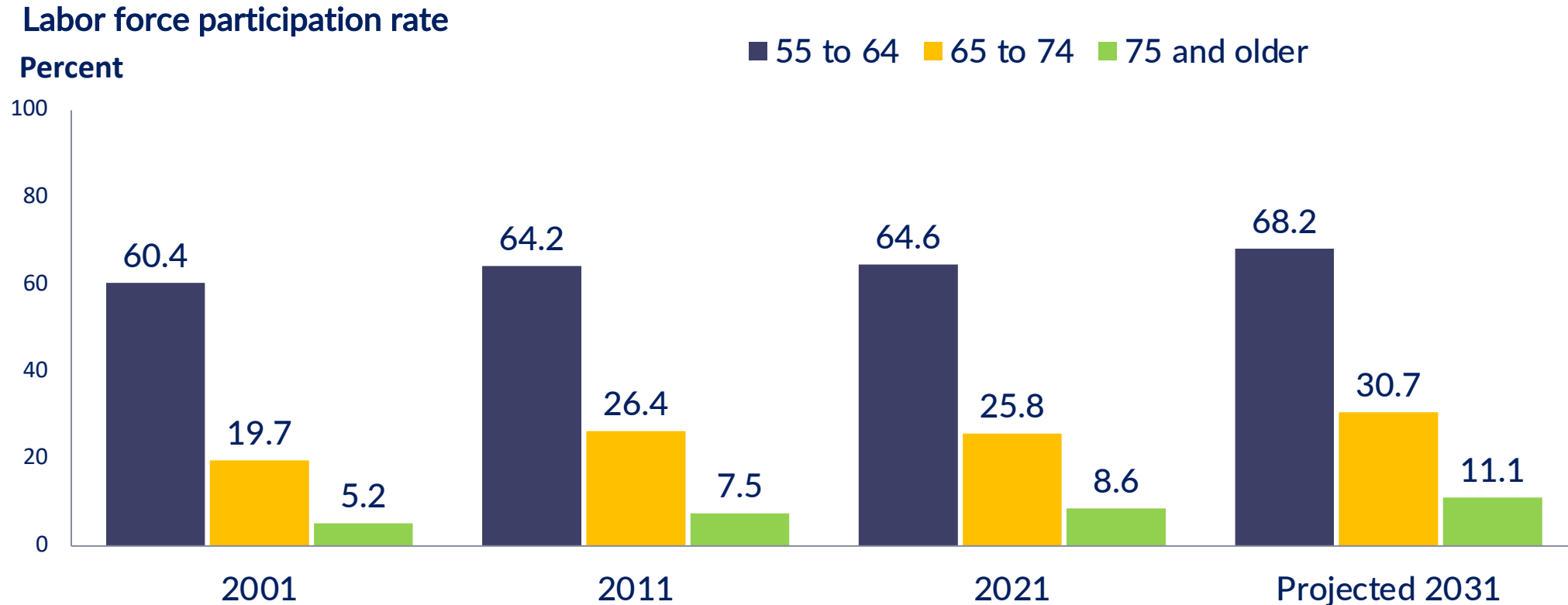


# 55+ Age Group Projected to Have Lower Participation Rate as Baby Boomers Continue to Age

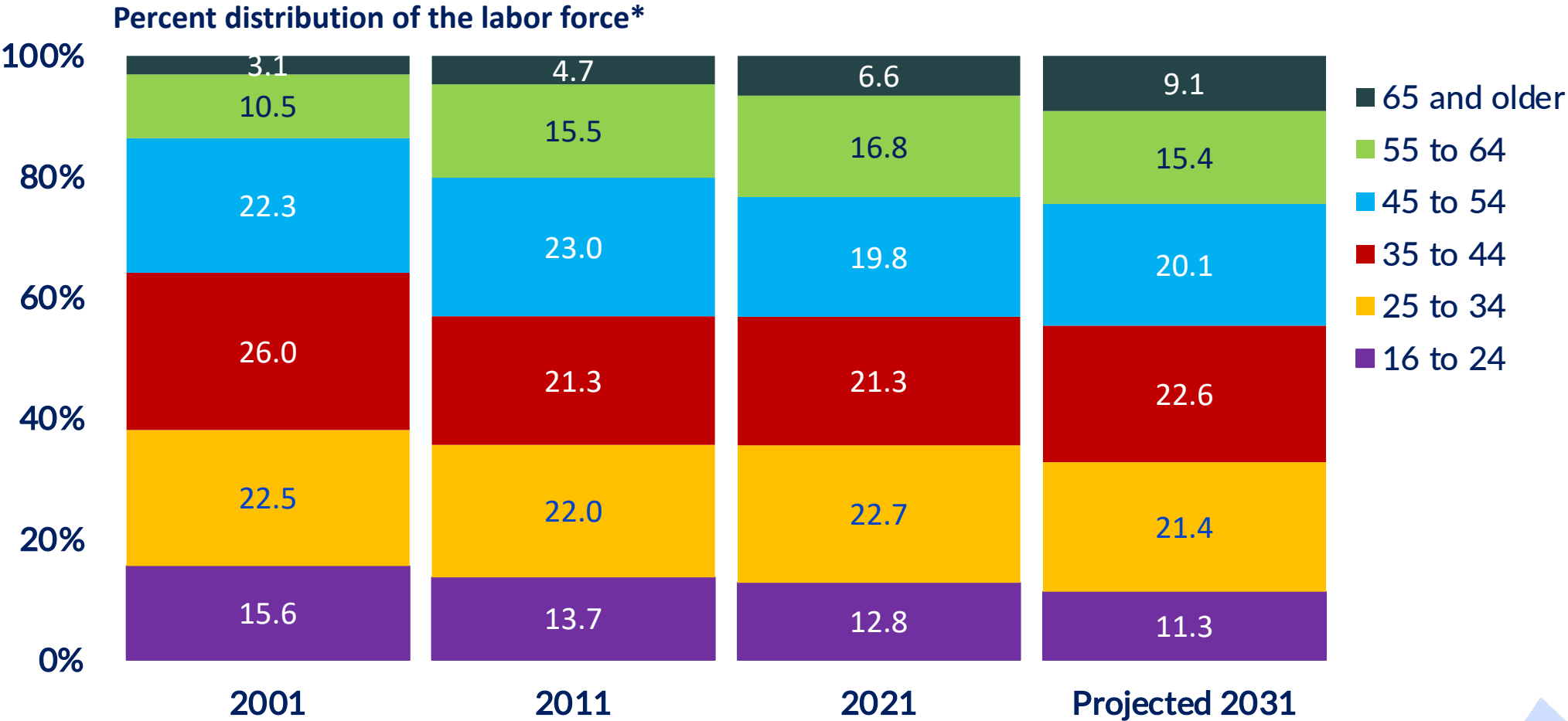




# 55+ Age Groups Projected to Have a Higher Labor Force Participation Rate Compared to Past Decades



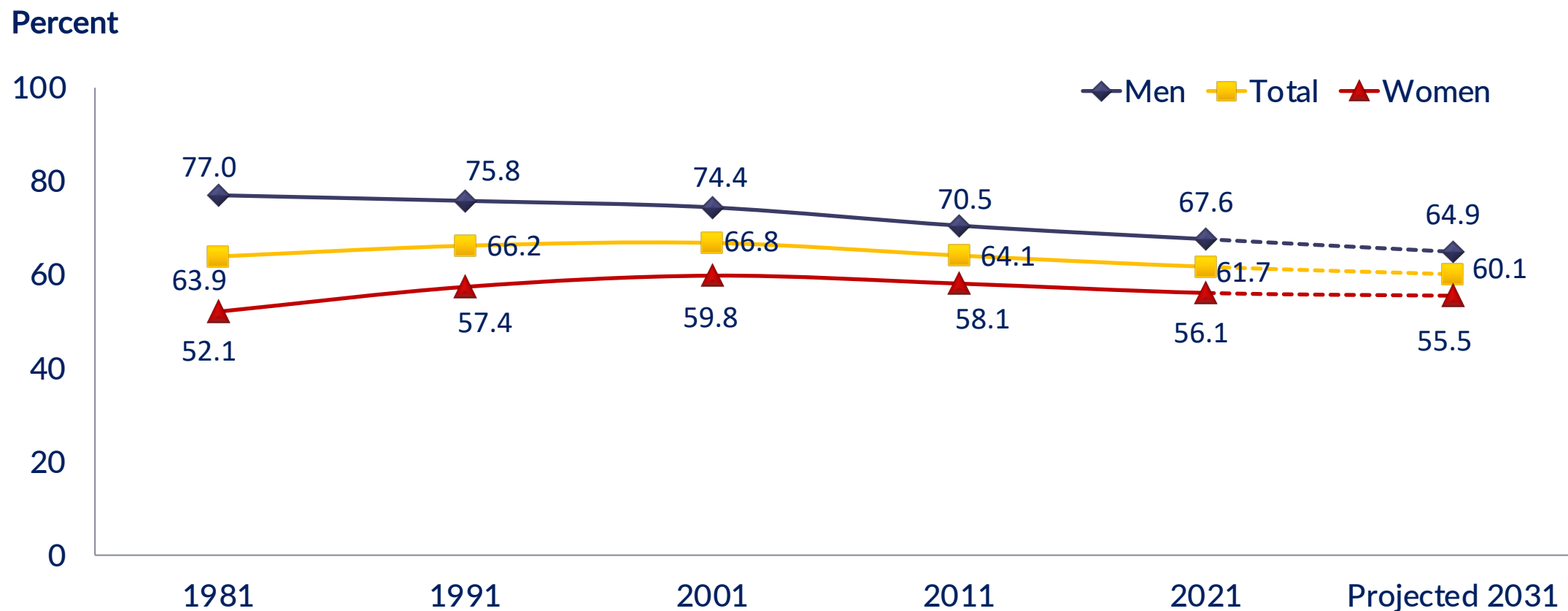
# Labor Force Share, by Age Group, 2001, 2011, 2021, and Projected 2031



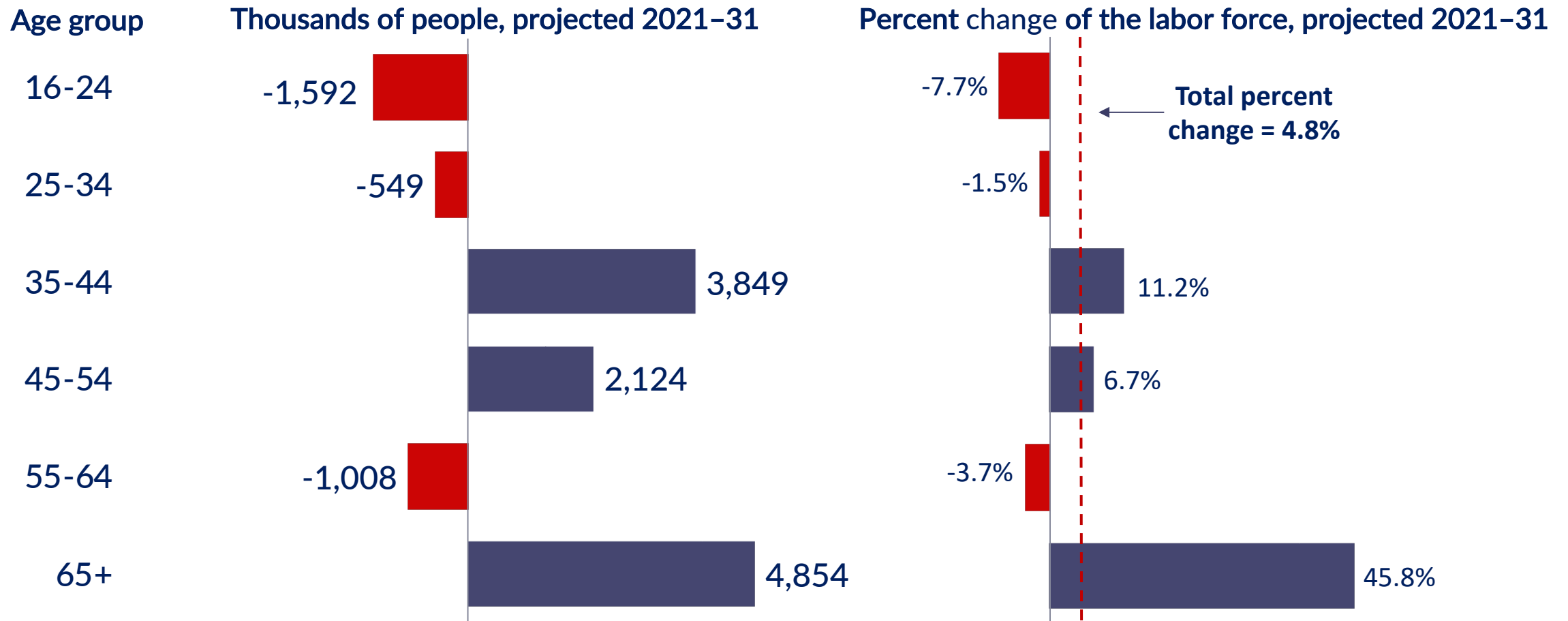
\*Data may not sum to 100 percent because of rounding



# Labor Force Participation Continues to Decline



# Labor Force Age Groups to See Major Shifts

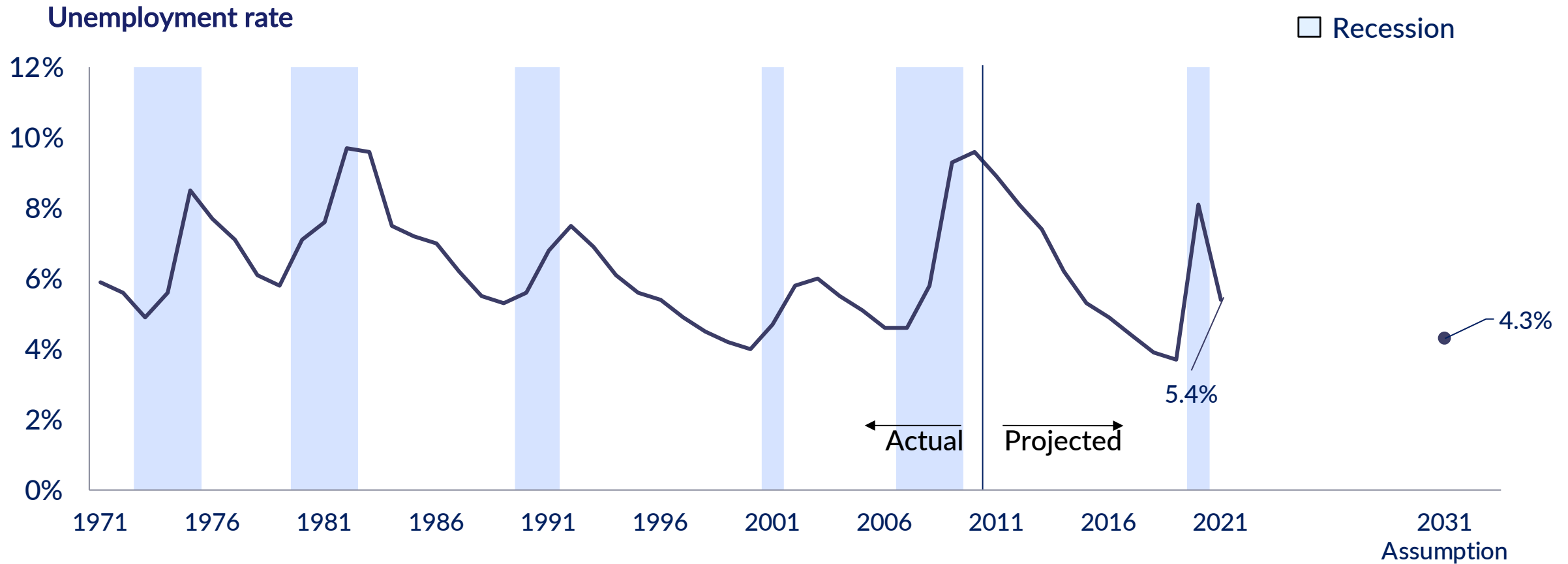


# Employment Outlook: 2021–31

## Economic Growth

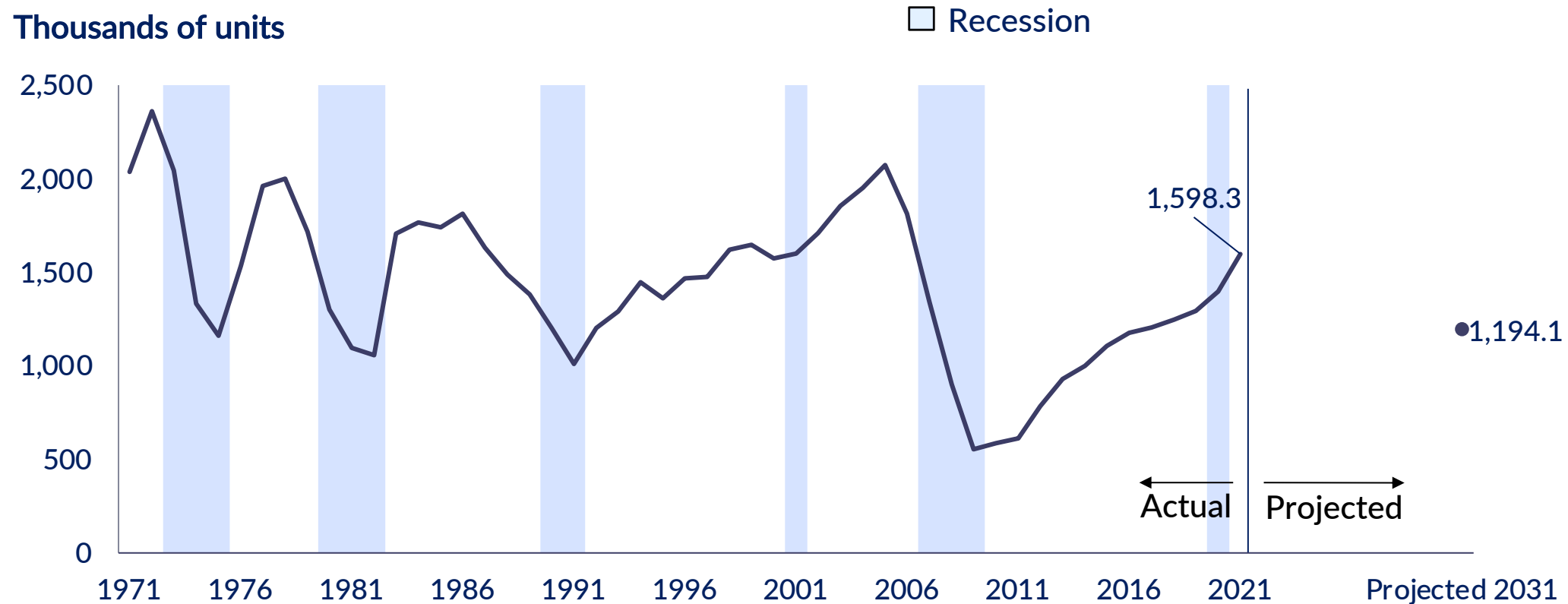


# Full Employment Assumes Only Frictional Unemployment





# Following Long Recovery, Housing Starts Projected to Slow Down



# Employment Outlook: 2021–31

## Industry Employment

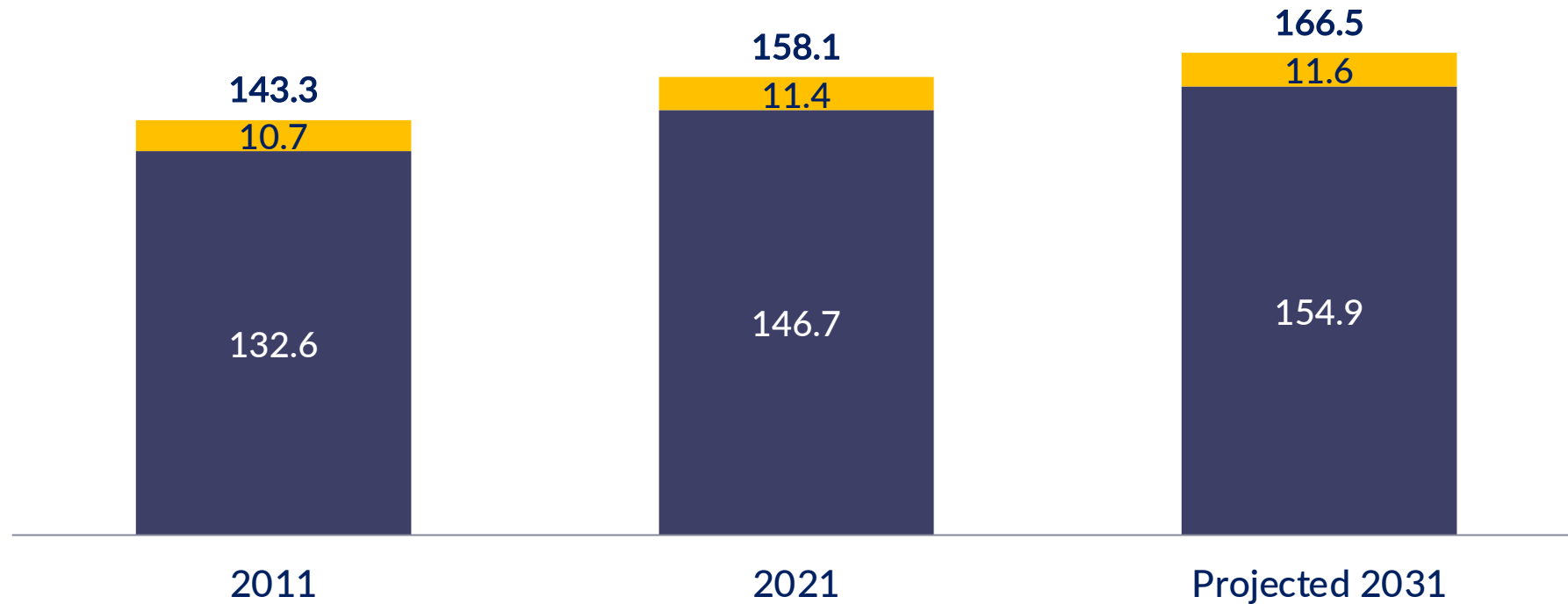


# Employment Growth

Total employment, millions of jobs

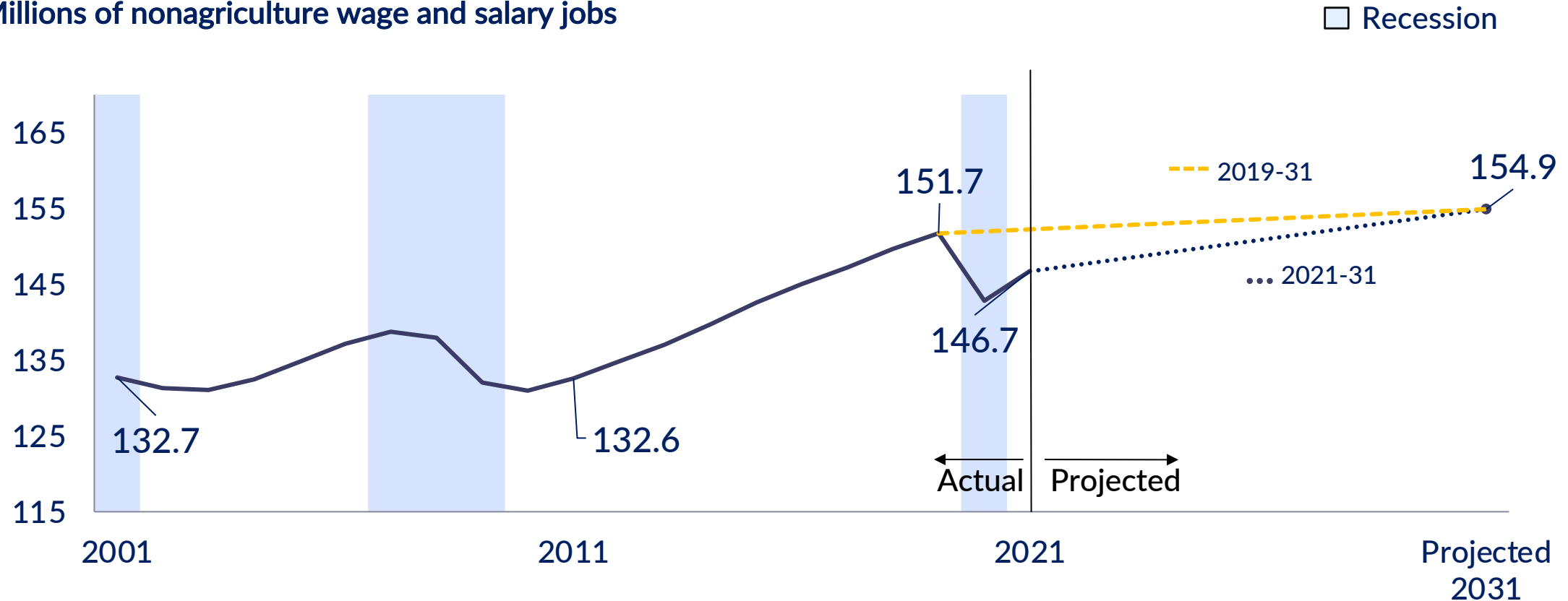
■ All other employment

■ Nonagriculture wage and salary employment

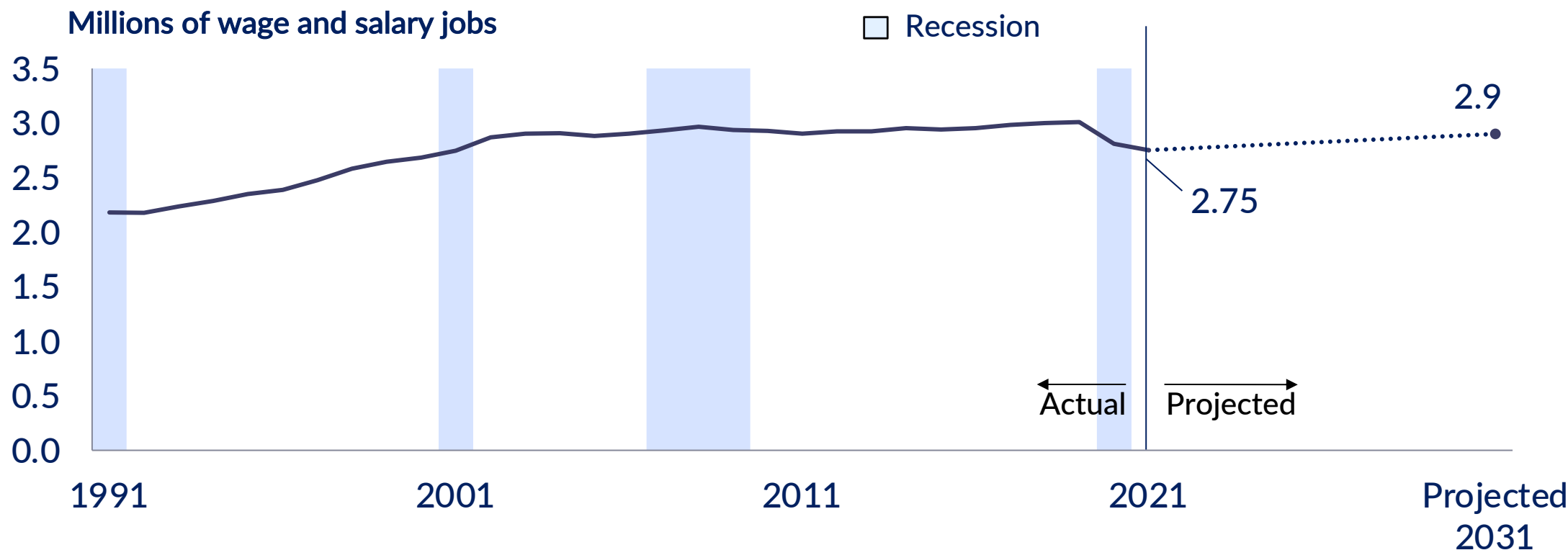


# Total Nonagriculture Wage and Salary Employment

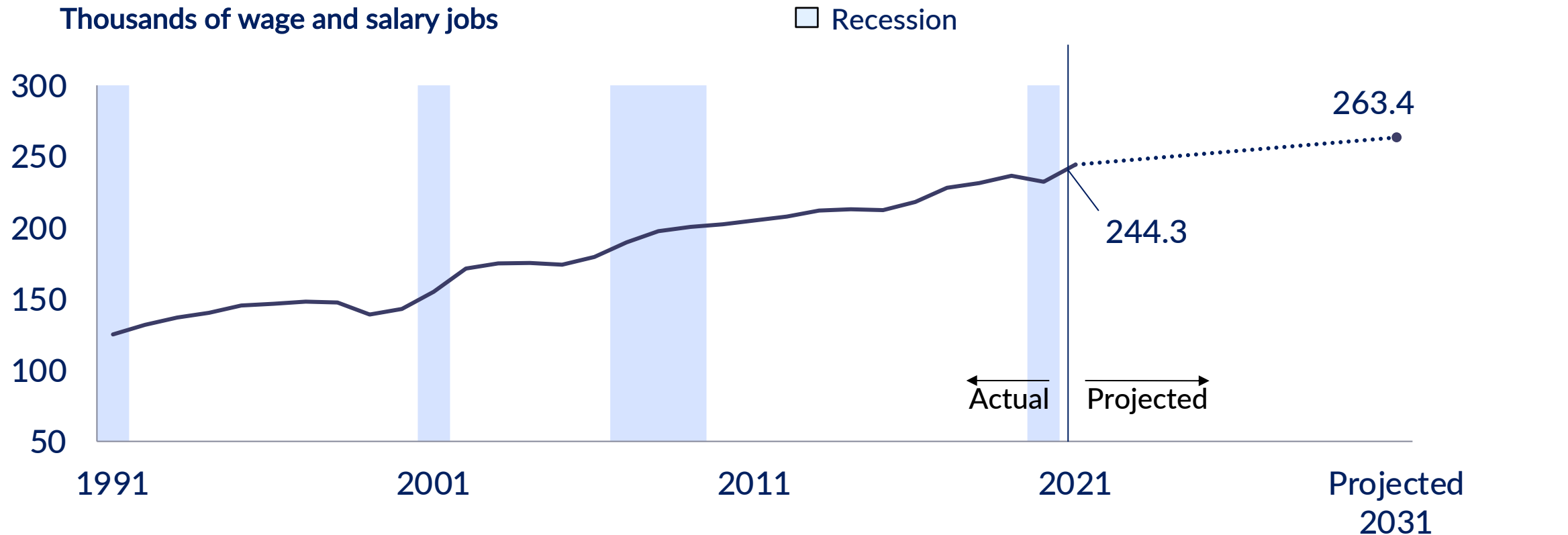
Millions of nonagriculture wage and salary jobs



# Membership Associations and Organizations are Projected to Recover Employment Lost in 2020

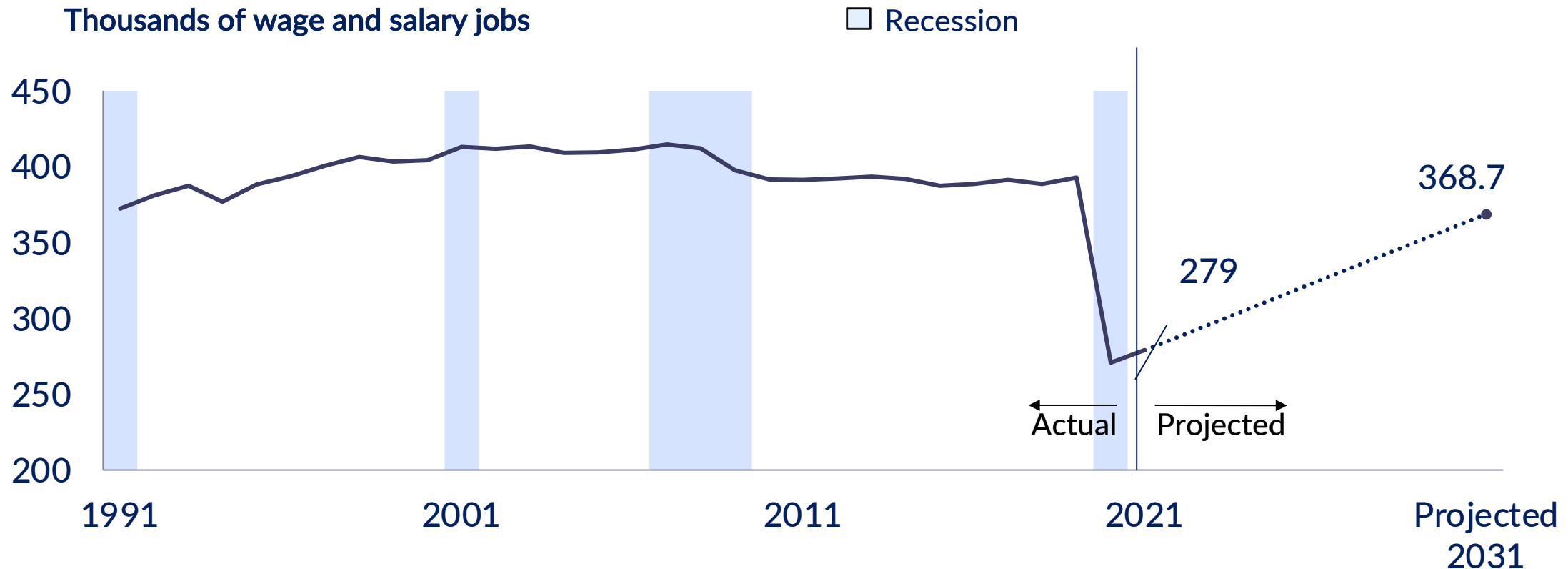


# Social Advocacy Organizations are Projected to Continue to Grow





# Civic and Social Organizations are Projected to Recover Most Employment Lost in 2020

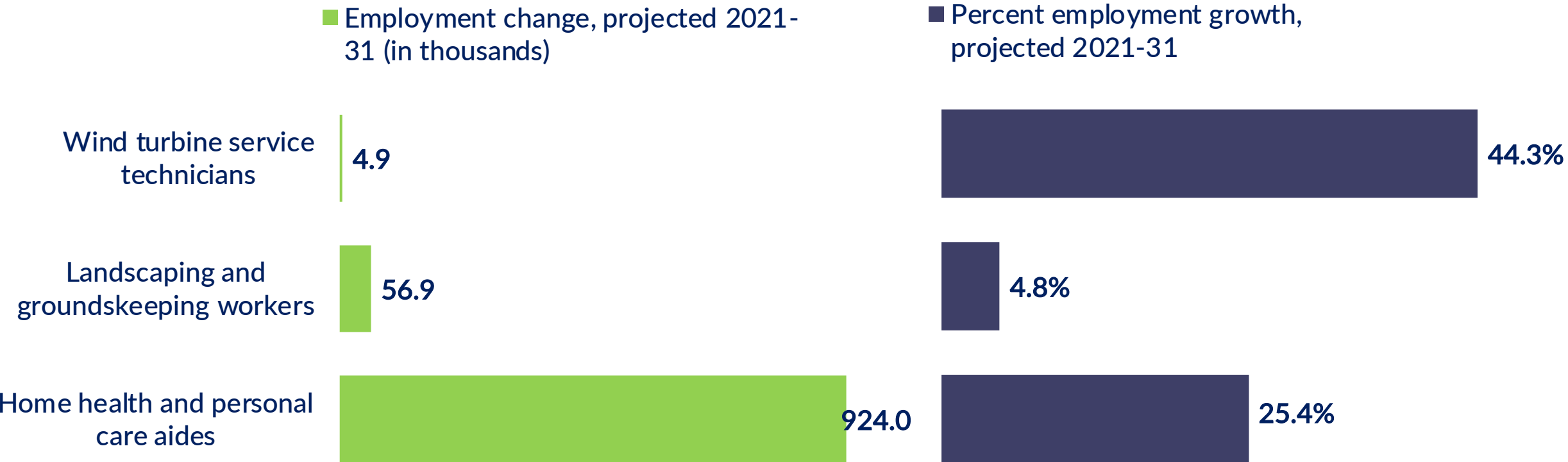


# Employment Outlook: 2021–31

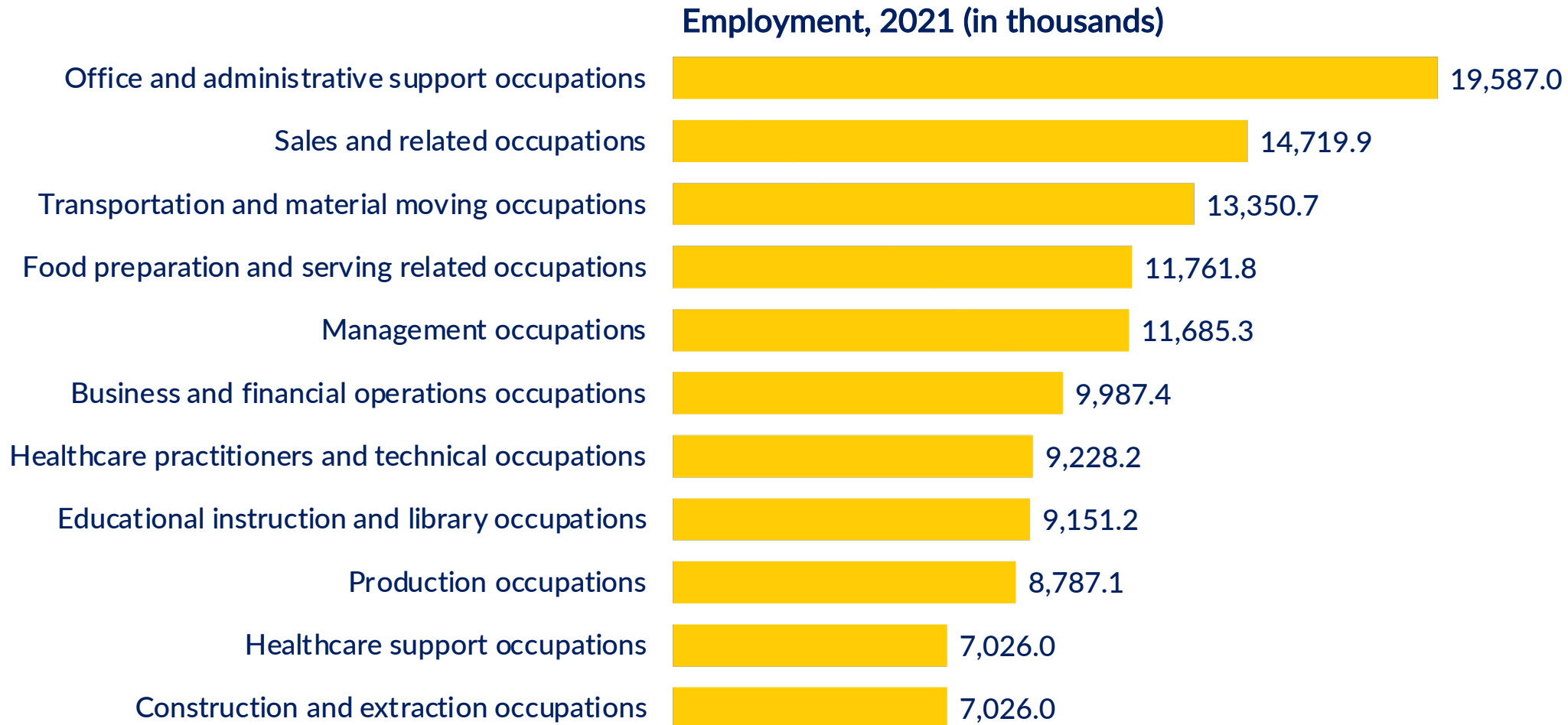
## Occupational Employment



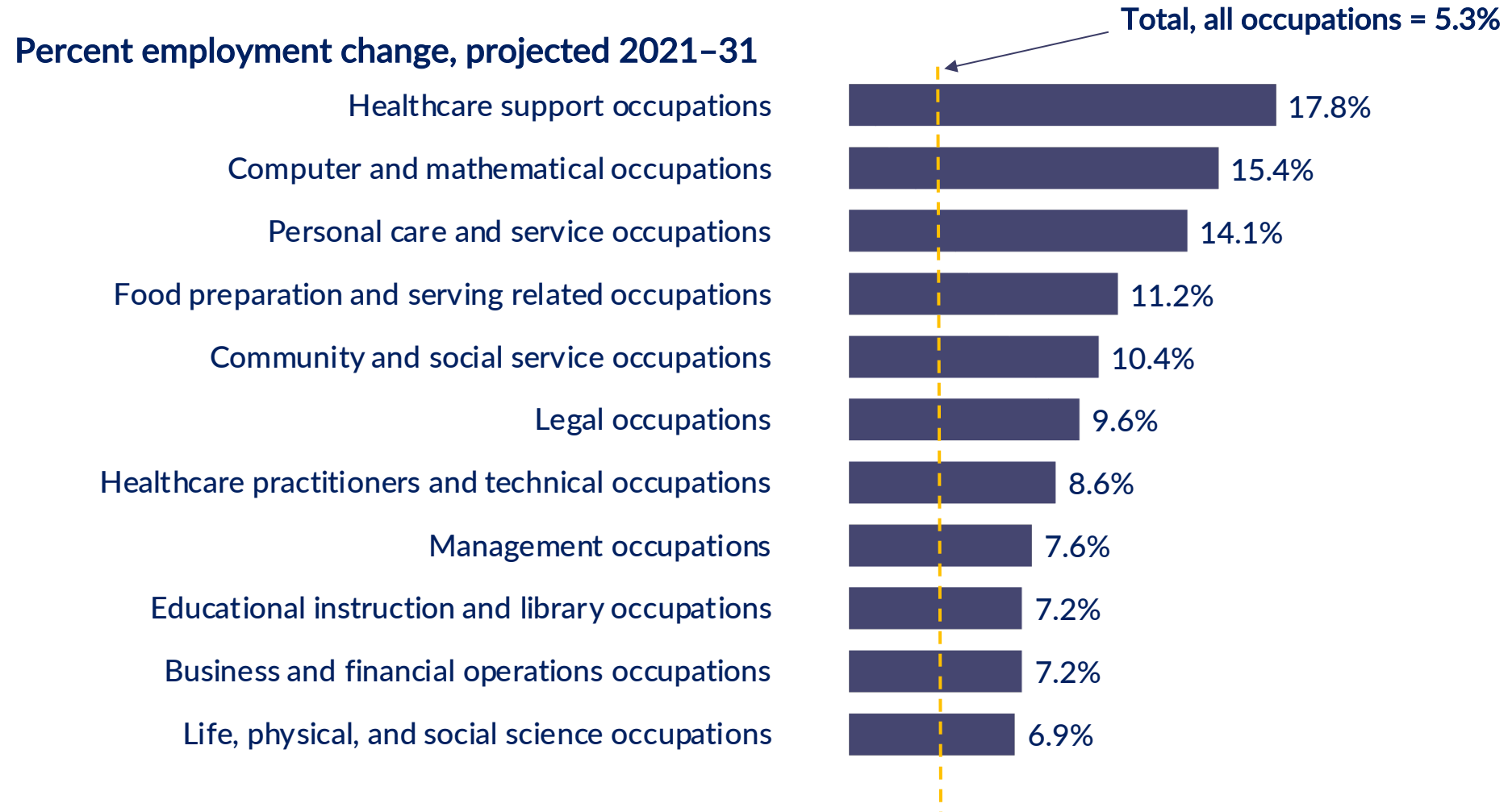
# Employment Change vs. Percent Employment Change



# Office and Administrative Support is the Largest Occupational Group



# Healthcare Support Occupational Group is Projected to Grow the Fastest

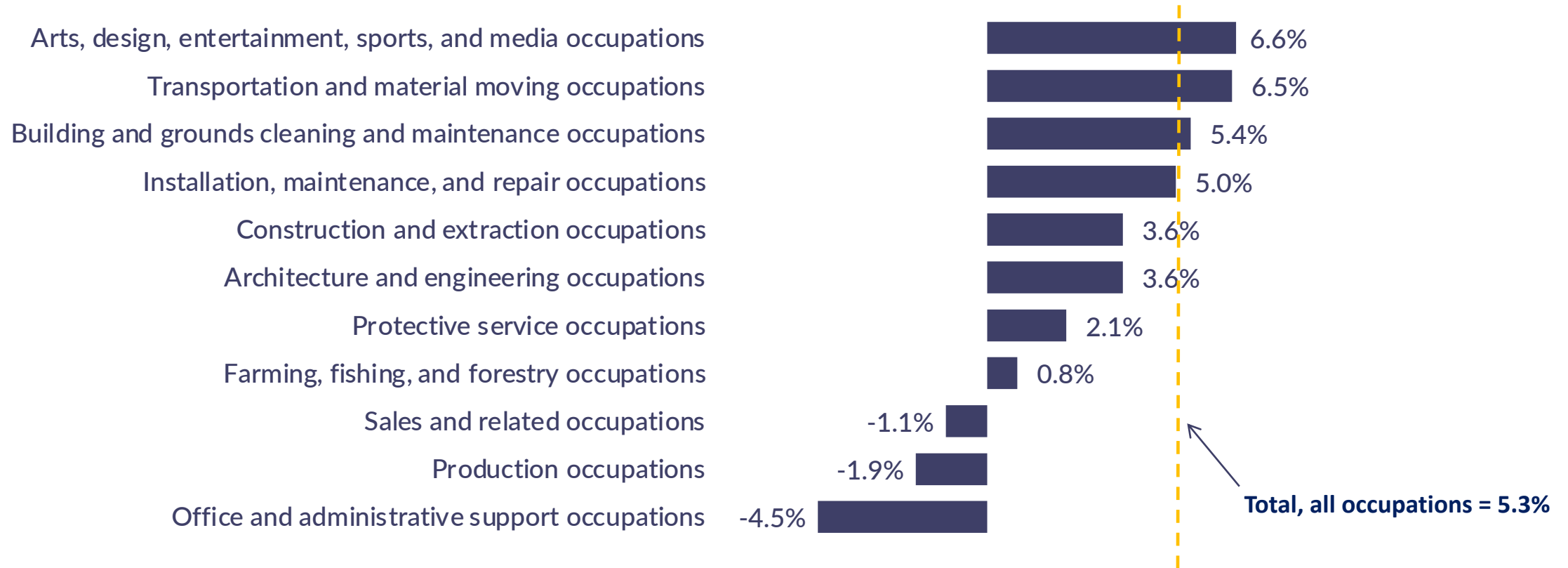


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# Office and Administrative Support Occupational Group Projected to be the Fastest Declining

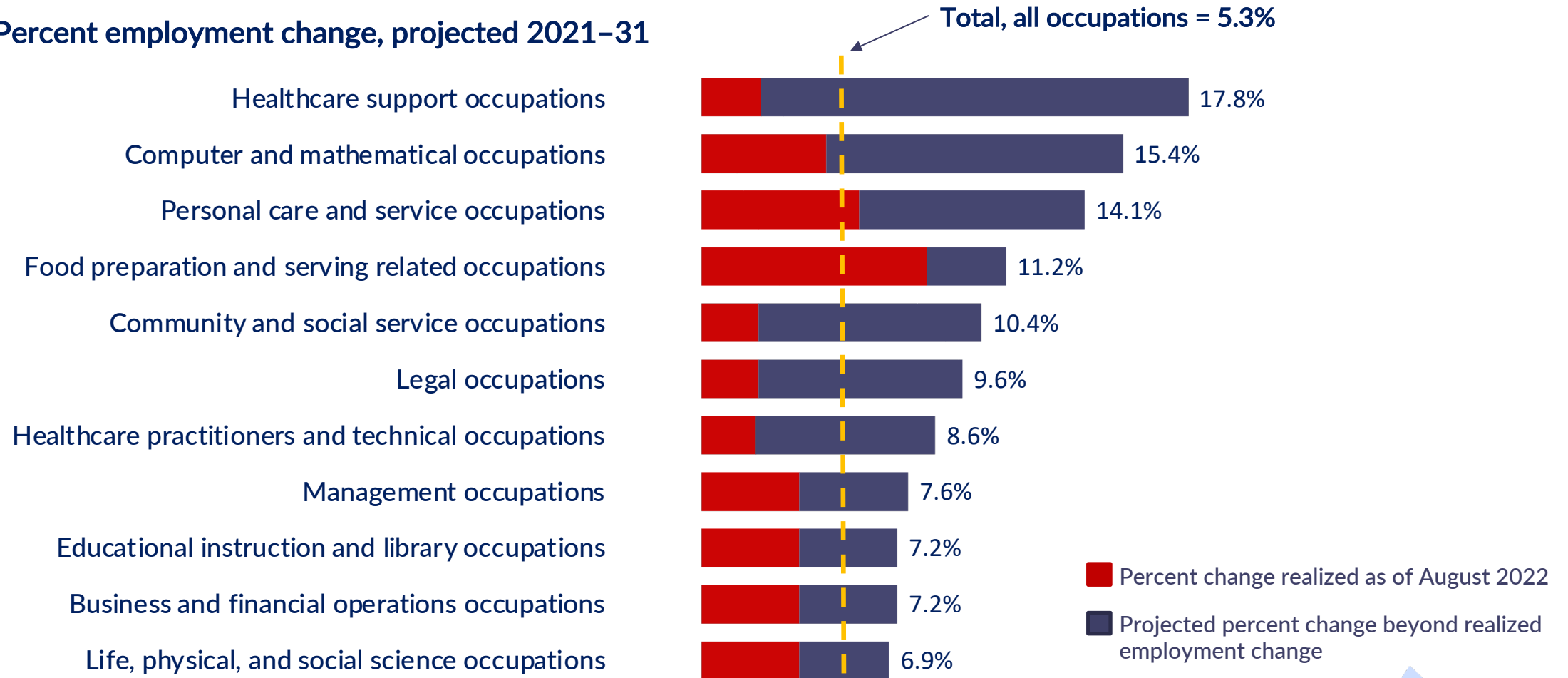
Percent employment change, projected 2021–31

(Continued)



# Healthcare Support Occupational Group is Projected to Grow the Fastest

Percent employment change, projected 2021–31



Note: Data for percent change realized as of August 2022 are estimates of the employment change from the 2021 base year of the projections through the most recent historical data available as of August 2022.

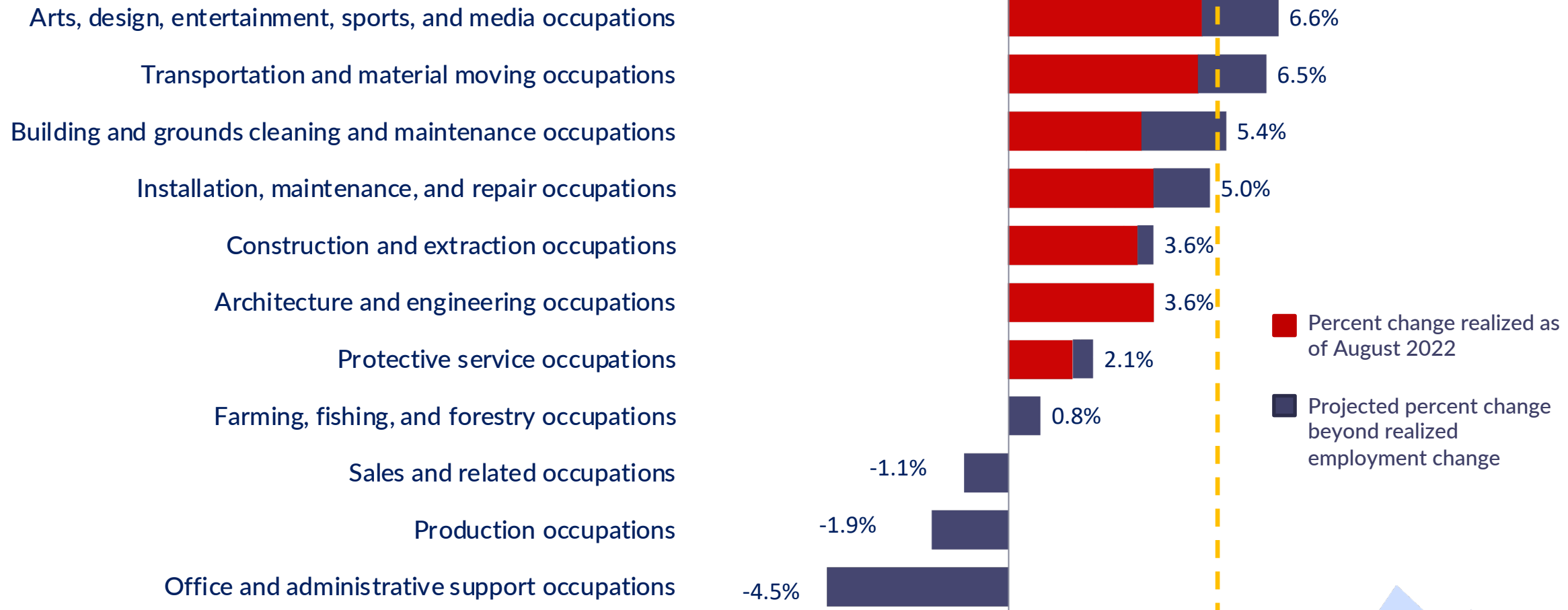
*(Continued on next slide)*



# Office and Administrative Support Occupations are Projected to be the Fastest Declining

(Continued)

Percent employment change, projected 2021–31



Note: Data for percent change realized as of August 2022 are estimates of the employment change from the 2021 base year of the projections through the most recent historical data available as of August 2022.



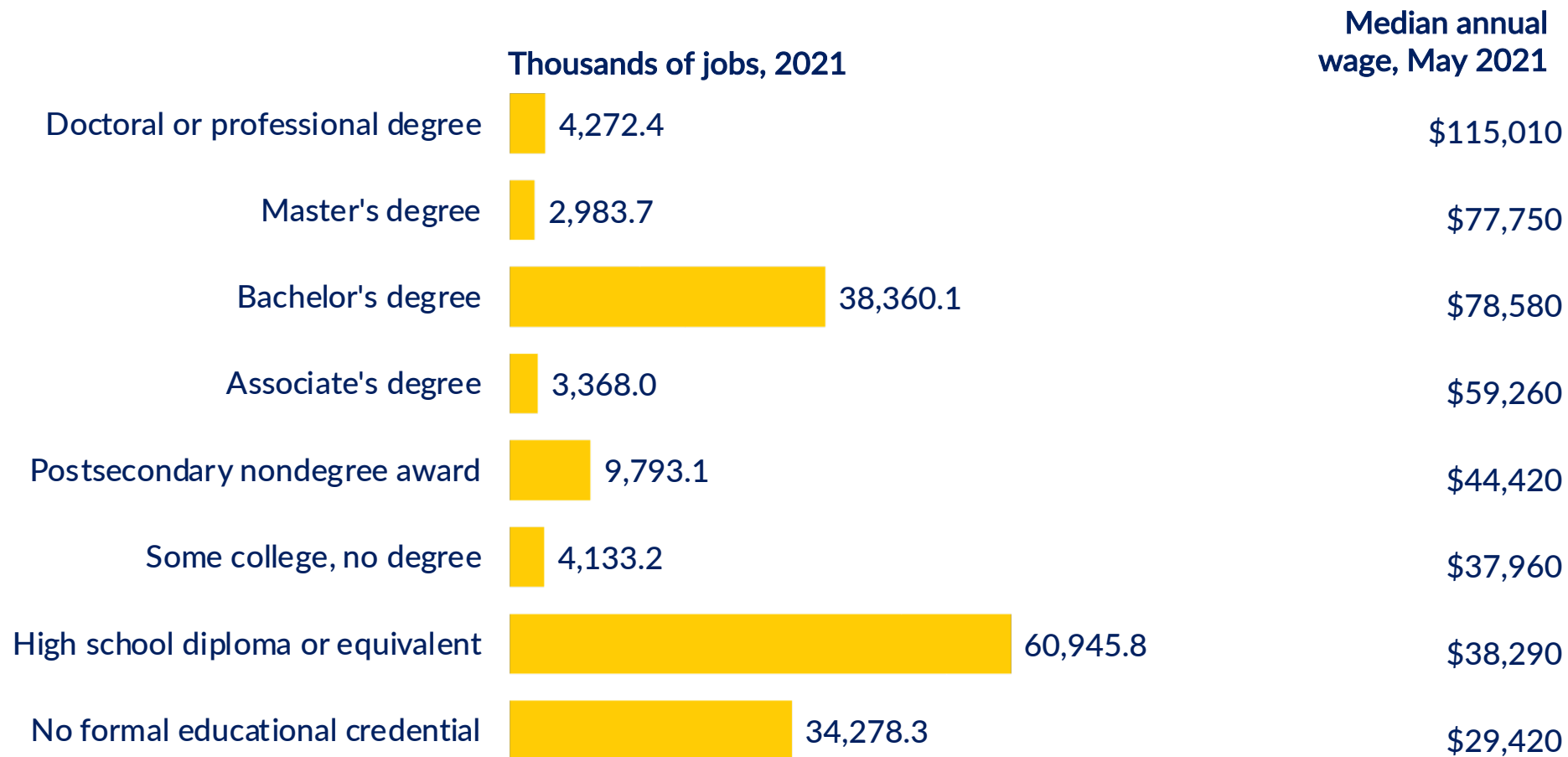


# Projected Employment for Select Social Sector Occupations

Occupation title	Employment		Numeric change	Percent change
	2021	2031	2021-31	2021-31
<b>Total, all occupations</b>	158,134.7	166,452.1	8,317.4	5.3
<b>Social workers</b>	708.1	772.1	64.0	9.0
<b>Social and community service managers</b>	173.7	194.1	20.4	11.7
<b>General and operations managers</b>	3,118.4	3,328.2	209.8	6.7
<b>Fundraising managers</b>	31.4	34.5	3.0	9.7
<b>Fundraisers</b>	105.8	117.6	11.8	11.2
Note: Employment numbers in thousands				
Source: U.S. Bureau of Labor Statistics				

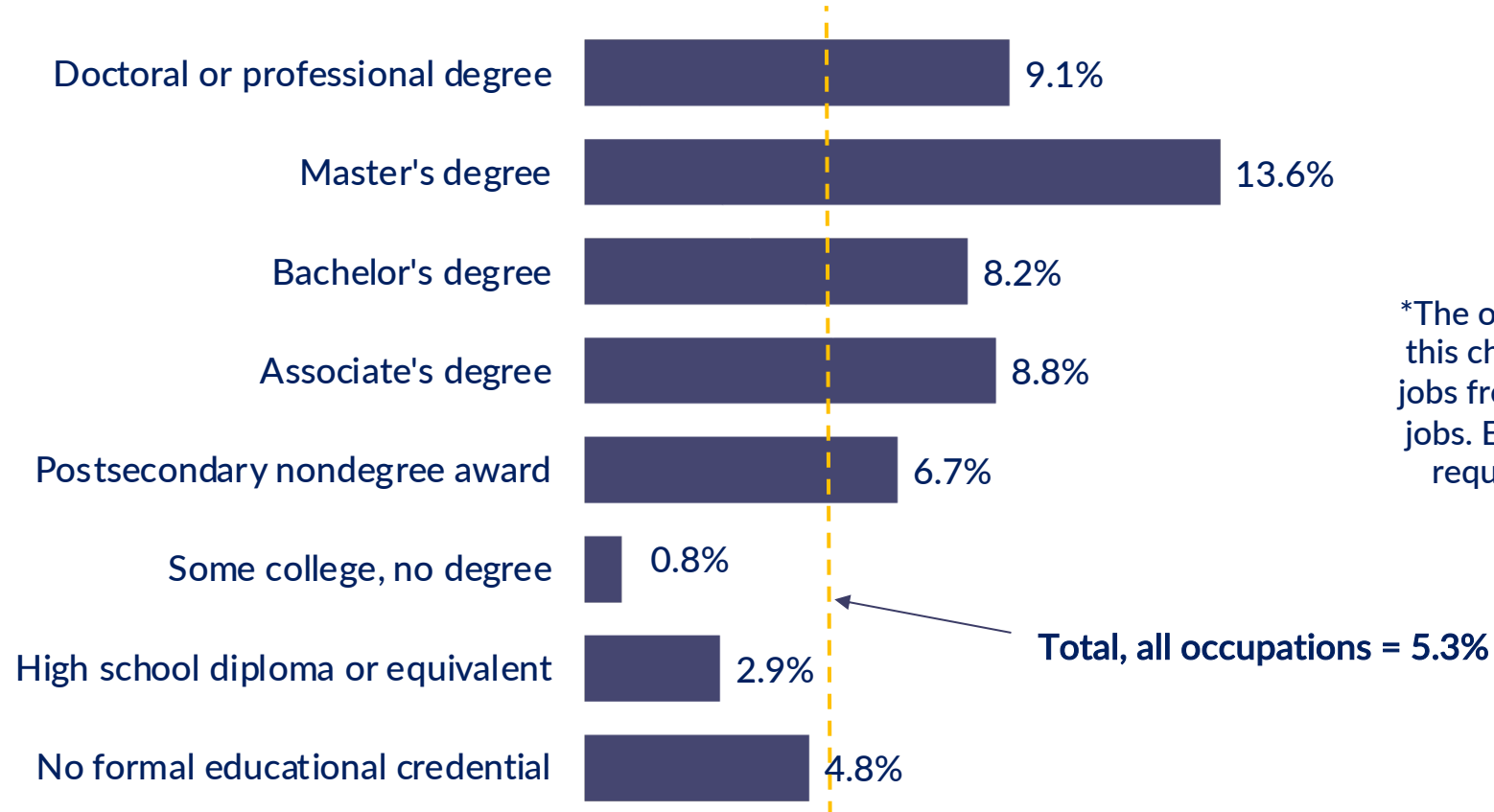


# Education and Pay



# Occupations that Need More Education for Entry are Projected to Grow Faster\*

Projected 2021–31 growth rate in occupational employment by typical 2021 entry-level education



\*The occupational growth rates shown in this chart include projected growth in all jobs from 2021-2031, not just entry level jobs. Entry level education reflects 2021 requirements – BLS does not project education requirements.



**Lisa Brown Alexander**

Founder & CEO

Nonprofit HR

[www.nonprofithr.com](http://www.nonprofithr.com)

202.644.7424

[laalexander@nonprofithr.com](mailto:laalexander@nonprofithr.com)

**Christine Machovec**

Economist

Office of Occupational Statistics and  
Employment Projections

[www.bls.gov/emp](http://www.bls.gov/emp)

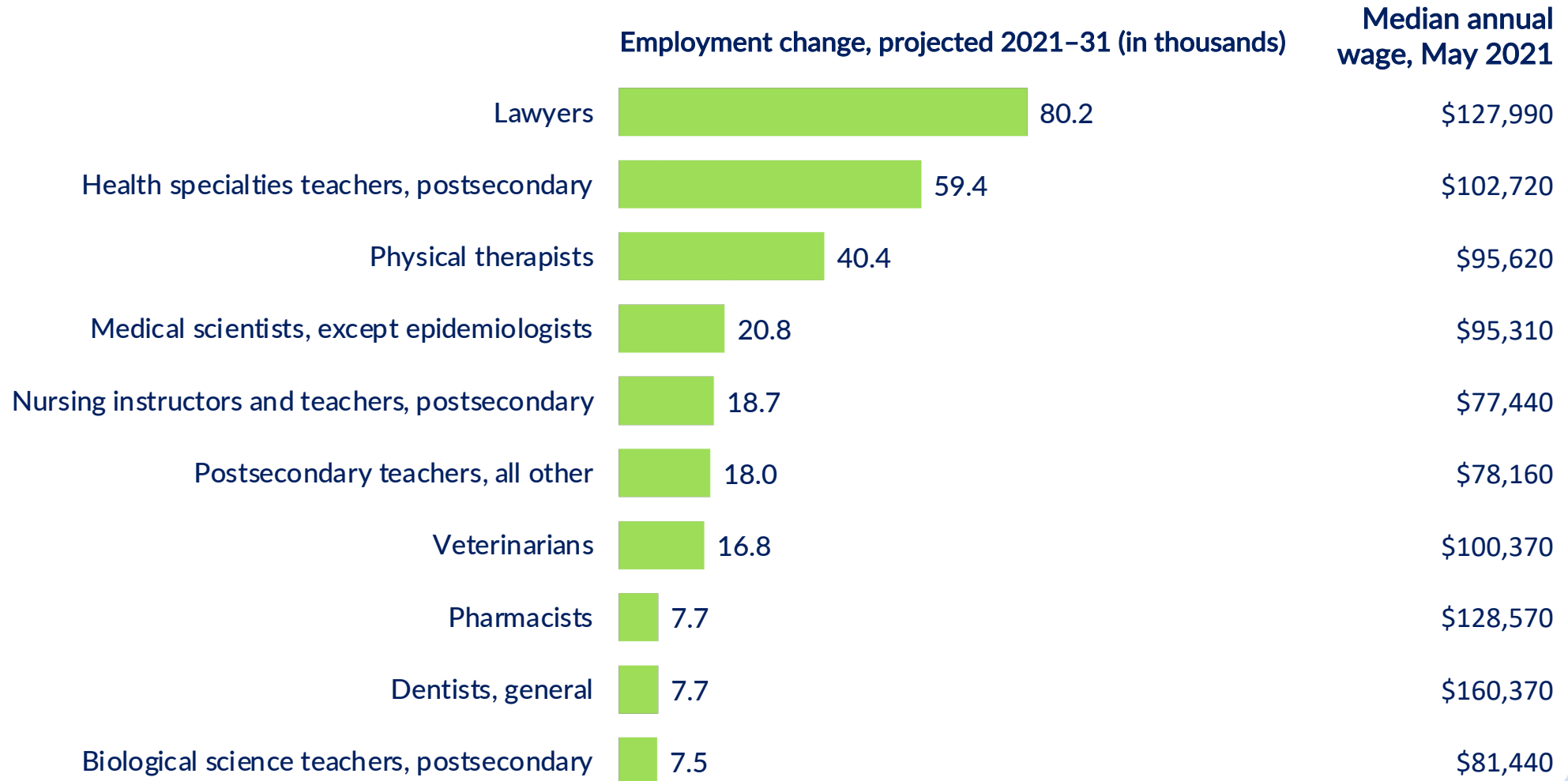
202.691.5700

[ep-info@bls.gov](mailto:ep-info@bls.gov)

# Graduate Degree Occupations with the Largest Job Growth



# Doctoral or Professional Degree Occupations with the Largest Job Growth

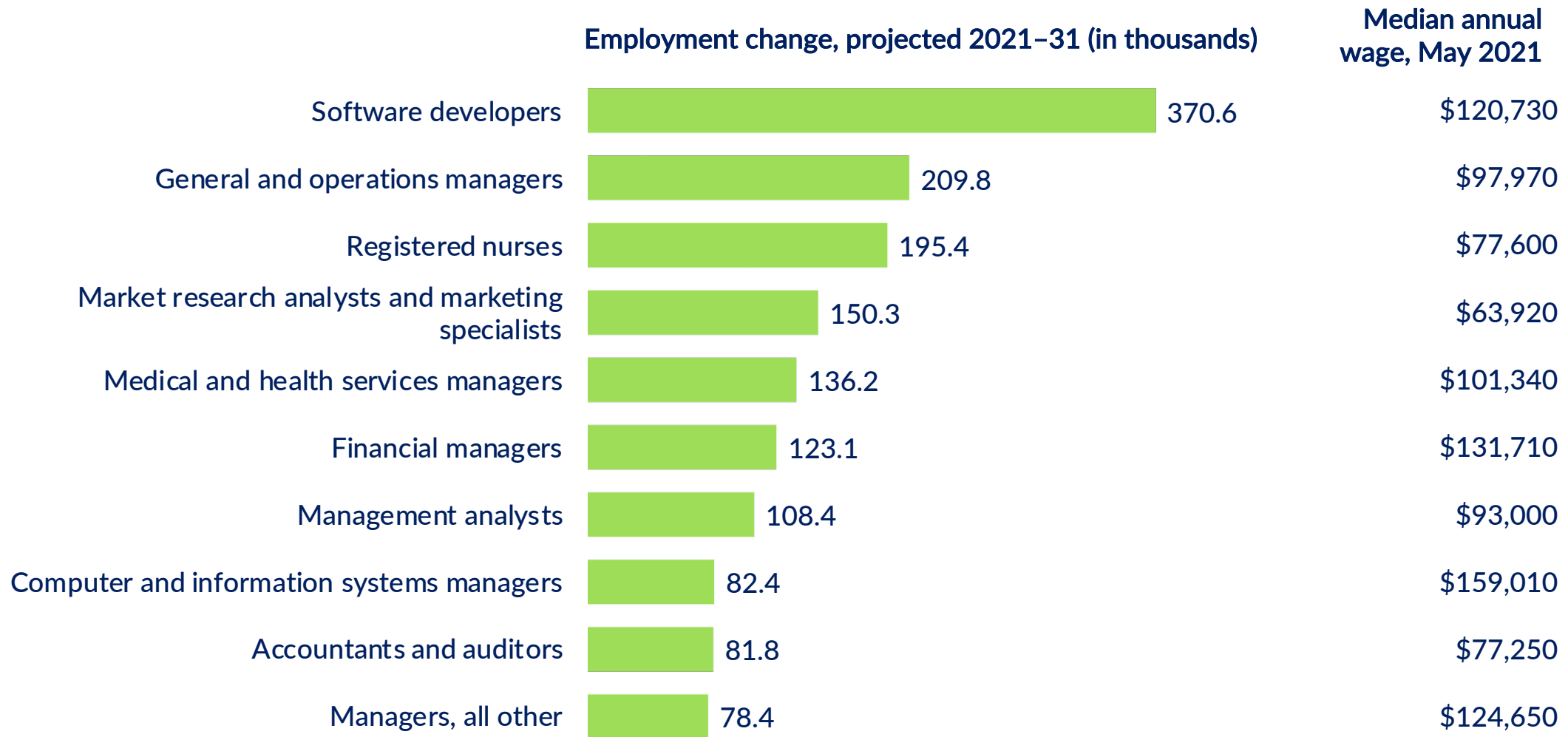


# Master's Degree Occupations with the Largest Job Growth

	Employment change, projected 2021–31 (in thousands)	Median annual wage, May 2021
Nurse practitioners	112.7	\$120,680
Physician assistants	38.4	\$121,530
Speech-language pathologists	34.0	\$79,060
Educational, guidance, and career counselors and...	32.4	\$60,510
Healthcare social workers	19.9	\$60,840
Occupational therapists	18.6	\$85,570
Education administrators, postsecondary	15.5	\$96,910
Instructional coordinators	15.0	\$63,740
Education administrators, kindergarten through...	14.2	\$98,420
Mental health and substance abuse social workers	13.3	\$49,130

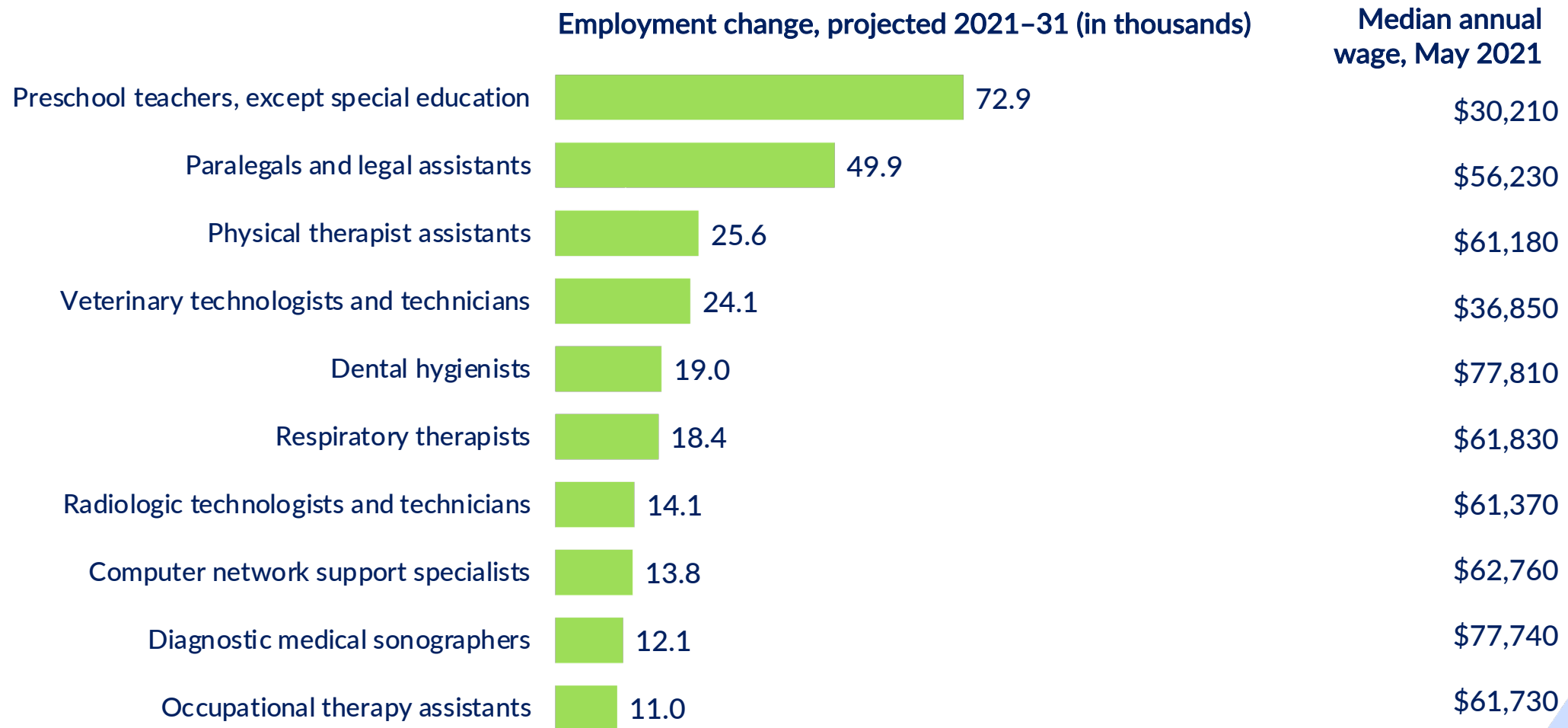


# Bachelor's Degree Occupations with the Largest Job Growth





# Associate's Degree Occupations with the Largest Job Growth

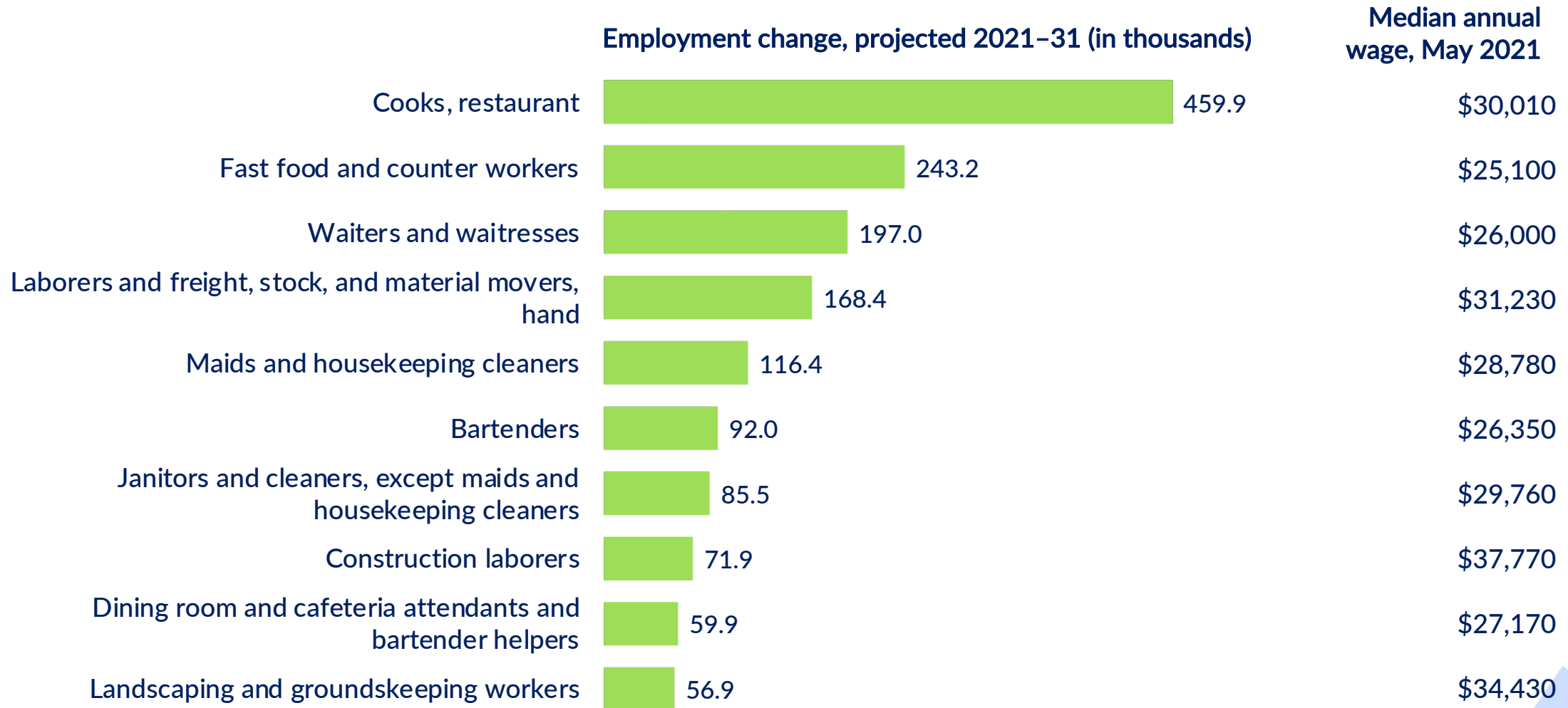


# High School Diploma Occupations with the Largest Job Growth

	Employment change, projected 2021–31 (in thousands)	Median annual wage, May 2021
Home health and personal care aides	924.0	\$29,430
Stockers and order fillers	157.9	\$30,110
First-line supervisors of food preparation and serving workers	145.7	\$36,570
Light truck drivers	110.7	\$38,280
Animal caretakers	86.9	\$28,600
Maintenance and repair workers, general	76.3	\$43,180
Sales representatives of services, except advertising, insurance, financial services, and travel	71.4	\$60,550
Driver/sales workers	63.5	\$29,280
Industrial machinery mechanics	63.1	\$59,840
Childcare workers	61.6	\$27,490

# No Formal Educational Credential

## Occupations with the Largest Job Growth



# Employment Outlook: 2021–31

## Resources for Additional Information



# Occupational Outlook Handbook

www.bls.gov/ooh

OOH HOME | OCCUPATION FINDER | OOH FAQ | OOH GLOSSARY | A-Z INDEX | OOH SITE MAP

**OCCUPATIONAL OUTLOOK HANDBOOK**

Search Handbook

## Home

Check out this video: [Using the Occupational Outlook Handbook for Your Career Search.](#)

### OCCUPATION GROUPS

- Architecture and Engineering
- Arts and Design
- Building and Grounds Cleaning
- Business and Financial
- Community and Social Service
- Computer and Information Technology
- Construction and Extraction
- Education, Training, and Library
- Entertainment and Sports
- Farming, Fishing, and Forestry
- Food Preparation and Serving
- Healthcare
- Installation, Maintenance, and Repair
- Legal
- Life, Physical, and Social Science
- Management
- Math
- Media and Communication
- Military
- Office and Administrative Support
- Personal Care and Service
- Production
- Protective Service
- Sales
- Transportation and Material Moving

### SELECT OCCUPATIONS BY

2020 Median Pay  Entry-Level Education  On-the-job Training

Number of New Jobs (Projected)  Growth Rate (Projected)

### FEATURED OCCUPATION



#### *Arbitrators, Mediators, and Conciliators*

Arbitrators, mediators, and conciliators facilitate negotiation and dialogue between disputing parties to help resolve conflicts outside of the court system.

[view profile »](#)

### A-Z INDEX

[A](#) [B](#) [C](#) [D](#) [E](#) [F](#) [G](#) [H](#) [I](#) [J](#) [K](#) [L](#) [M](#) [N](#) [O](#) [P](#) [Q](#) [R](#) [S](#) [T](#) [U](#) [V](#) [W](#) [X](#) [Y](#) [Z](#)

### BROWSE OCCUPATIONS

Highest  
Paying

Fastest  
Growing  
(Projected)

Most New  
Jobs  
(Projected)

Field of  
Degree



# Occupational Outlook Handbook App

Available for download as the **CareerInfo** app for Apple iOS and Android

App Store Preview



**CareerInfo** 4+

Explore CareerInfo

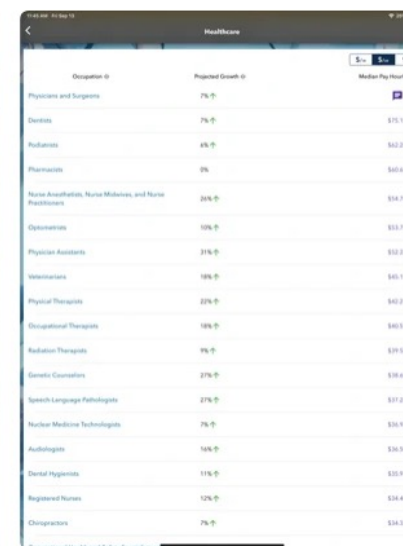
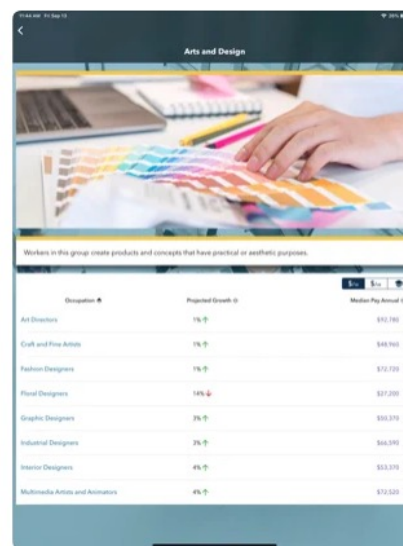
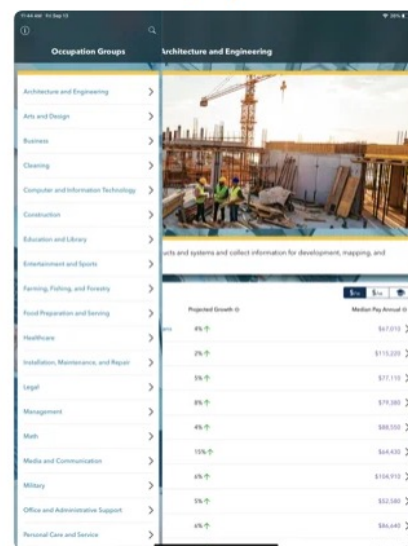
U.S. Department of Labor

Designed for iPad

★★★★★ 4.8 • 14 Ratings

Free

Screenshots iPad iPhone



# Career Outlook

www.bls.gov/careeroutlook

- *Career Outlook* is published throughout the year, and includes practical information on jobs and careers
- Includes feature articles, interviews with workers, and “you’re a what?” – describes careers people may not know about

Bureau of Labor Statistics > Publications > Career Outlook

## Career Outlook

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FEATURED ARTICLE



### City careers on the move: Occupations in urban transportation

Patricia Tate | January 2022

Many types of workers keep people moving in and around cities. Learn about some of their occupations in this article.

[Read full article »](#)

**Interview with a...**

**Personal chef**  
From cooking with her grandmother to becoming a small-business owner, Linda Berns has always found joy in preparing food.

[Read more »](#)

**Data on display**  
**Prime options: High-paying math careers with projected fast growth**  
We've crunched the numbers: Math pays in these selected occupations that are projected to have fast employment growth between 2020 and 2030.

[Read more »](#)

**You're a what?**  
**STEM education facilitator**  
Trina Coleman doesn't just help students understand science.



# Employment Projections Program

www.bls.gov/emp

The screenshot shows the homepage of the Employment Projections Program. At the top is the BLS logo and navigation links. Below is a search bar and a menu with options like HOME, SUBJECTS, DATA TOOLS, PUBLICATIONS, ECONOMIC RELEASES, CLASSROOM, and BETA. The main heading is 'Employment Projections' with a search bar. Below this is a navigation bar with links: EP Home, EP Publications, EP Data, EP Methods, About EP, and Contact EP. The main content area includes a 'NOTICES' section with links to '2020-30 Employment Projections released' and 'Projections overview article coming soon'. There are also 'VIDEOS' and 'NEWS RELEASE' sections. The 'VIDEOS' section features a video titled 'BLS Occupational Employment Projection...' with a thumbnail showing a bar chart and the text 'FASTEST GROWING OVERALL'. The 'NEWS RELEASE' section has a headline 'Employment is projected to increase by 11.9 million jobs from 2020 to 2030' dated 09/08/2021. The 'PUBLICATIONS' section includes a link to 'Handbook of Methods' and 'Employment Projections Overview'.

U.S. BUREAU OF LABOR STATISTICS

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Employment Projections

Search Employment Pro GO

EP Home EP Publications ▾ EP Data ▾ EP Methods ▾ About EP ▾ Contact EP

Bureau of Labor Statistics > Employment Projections > Home

The **Employment Projections (EP)** program develops information about the labor market for the Nation as a whole for 10 years in the future.

NOTICES

- » 2020-30 Employment Projections released [Read More »](#)
- » Projections overview article coming soon [Read More »](#)

VIDEOS

BLS Occupational Employment Projection...

FASTEST GROWING OVERALL

BLS OCCUPATIONAL EMPLOYMENT PROJECTIONS, 2020–30

Check out the highlights of the 2020–30 projections, including the fastest growing occupations overall, the occupations expected to have the most new jobs, the fastest growing occupations that require a bachelor's degree or more, and the fastest growing occupations that require some postsecondary education.

[read more »](#)

NEWS RELEASE

**Employment is projected to increase by 11.9 million jobs from 2020 to 2030**

09/08/2021

Employment is projected to grow from 153.5 million to 165.4 million jobs from 2020 to 2030. Pandemic recovery and growth in healthcare-related occupations are expected to account for a large share of projected job growth. The Occupational Outlook Handbook (OOH) reflects the 2020-30 projections.

[HTML](#) | [PDF](#) | [RSS](#)

PUBLICATIONS

HANDBOOK OF METHODS

**Handbook of Methods**

[read more »](#)

**Employment Projections Overview**

[read more »](#)

- 2021–31 projections cover 832 occupations and 295 industries at the national level only
- The projections form the basis for data and outlook information in the Occupational Outlook Handbook (OOH)





# Projections Overview and Highlights, 2021–31 in the Monthly Labor Review, forthcoming 2022

- This forthcoming article provides highlights of and insights on the latest employment projections from BLS, covering the 2021 to 2031 decade. It covers all facets of the projections, including:
  - ▶ Population and Labor Force
  - ▶ Aggregate Economy
  - ▶ Industry Output and Employment
  - ▶ Occupational Employment

# Useful Employment Projections Sites

- Technical documentation of Employment Projections program methods and data
  - ▶ [www.bls.gov/emp/documentation/projections-methods.htm](http://www.bls.gov/emp/documentation/projections-methods.htm)
- Other Employment Projections program publications, including past Monthly Labor Review articles
  - ▶ [www.bls.gov/emp/publications.htm](http://www.bls.gov/emp/publications.htm)
- Frequently asked questions
  - ▶ [www.bls.gov/emp/frequently-asked-questions.htm](http://www.bls.gov/emp/frequently-asked-questions.htm)



# State and Local Area Projections

- BLS prepares projections only for the nation as a whole
- Projections of industry and occupational employment are prepared by each state, using input from the BLS national projections
- State projections data, and links to each state's projections site, are available
  - ▶ [www.projectionscentral.org](http://www.projectionscentral.org)



# Projections Evaluation

- Evaluations were last performed for 2002-2012, 2004-2014, 2006-2016 and 2008-2018 projections. Due to the impact of the COVID-19 pandemic on data for 2020, BLS did not evaluate the 2010-20 projections.
- Classification changes limited evaluation of employment by industry and precluded evaluation of employment by occupation.
- BLS projections outperformed naïve models in most cases.
- Where comparable projections were available, the mean absolute error within the BLS projections was nearly equivalent to other government projections.
- The service-providing sector, constituting more than 80 percent of the U.S. labor market, was generally well captured in the projections.

