



---

**MEMORANDUM**

TO: Bill Tsutsui  
President

FM: R. Todd Simpson  
Vice President of Advancement-Arizona

DT: September 13, 2021

RE: Employment Forecast Trends and Opportunities

---

**Executive Summary:**

Nationwide, over the next 10 years the fastest growing, most in-demand jobs requiring a bachelor's degree (or higher) will be in health care, computer science, finance and financial research and business management.

Employment forecasts for the three states where Ottawa University has a presence shows a similar pattern. The fastest growing top five jobs requiring a bachelor's degree or higher in each state are:

**Kansas:**

1. Statisticians
2. Information Security Analysts
3. Software Developers, Applications
4. Health Specialties Teachers, Postsecondary
5. Actuaries

**Arizona:**

1. Physician Assistants
2. Nurse Practitioners
3. Respiratory Therapists
4. Orthotists and Prosthetists
5. Substance Abuse, Behavioral Disorder, and Mental Health Counselors

**Wisconsin:**

1. Computer and Information Research Scientists
2. Software Developers, Applications
3. Operations Research Analysts
4. Physician Assistants
5. Information Security Analysts

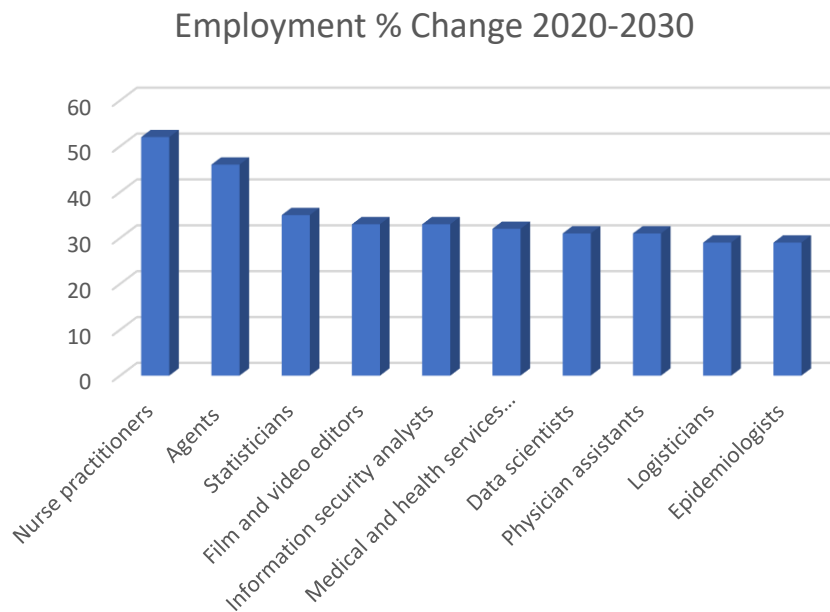
To meet the needs of employers, as well as providing the best possible opportunities for students, state and national employment forecast suggest Ottawa University should strengthen and increase the institution's degree programs in health care, computer science, finance and business.

## National Job Outlook:

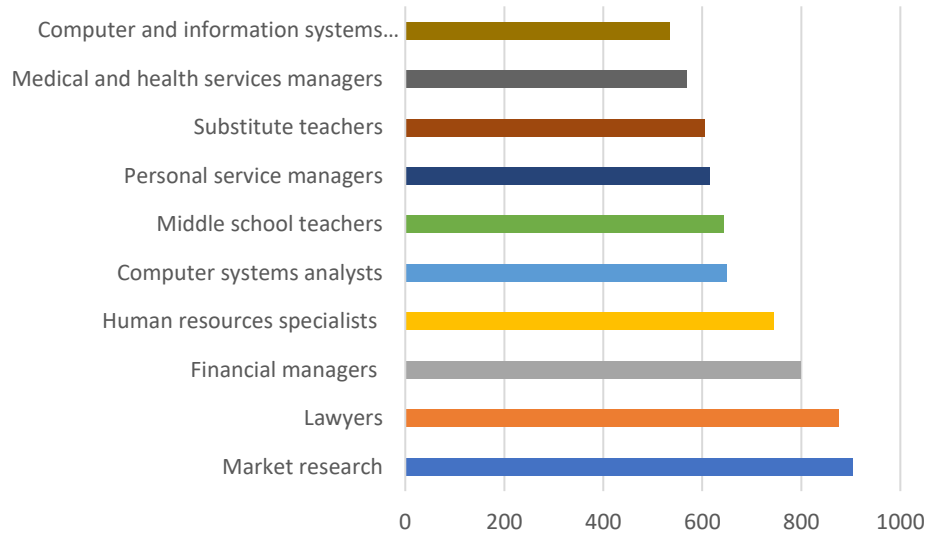
As of September 8, 2021 the “Total employment is projected to grow from 153.5 million to 165.4 million over the 2020–30 decade, an increase of 11.9 million jobs, the U.S. Bureau of Labor Statistics reported...” (U.S. Bureau of Labor Statistics, 2021)

According to data provided by the U.S. Bureau of Labor Statistics (U.S. Bureau of Labor Statistics, 2021), of the 10 fastest growing job sectors, only two, nurse practitioners and celebrity agents, require a post-secondary degree.

However, that same database shows for job sectors which require a bachelor’s degree or higher, the projected fastest growing job sector in the nation through 2030 will be nurse practitioner. Further, the BLS (U.S. Bureau of Labor Statistics) database indicates that of the top 10 fastest growing job sectors in the nation through 2030, four are health care related (nurse practitioners, medical and health service managers, physician assistants and epidemiologists.)



Keep in mind, these are the fastest growing job sectors, not necessarily the largest number of jobs. Those jobs projected to employ the largest numbers include market research, lawyers, financial analysts and more. See below. (U.S. Bureau of Labor Statistics, 2021)



Other reputable sources suggested similar groupings for fast growing sectors in their top picks for careers over the next 10 years. In 2018 Kiplinger, a Washington, D.C.-based publisher of business forecasts and personal finance advice, suggested the top jobs for the future, based on their opinion of the most promising professions by focusing on fields that are collecting generous paychecks now and are projected to expand greatly over the next decade would include the following top 20 (Rapacon, 2018):

- |  |  |
|--|--|
| 1. App Developer - Bachelor's                | 12. General Manager - Bachelor's               |
| 2. Nurse Practitioner - Master's             | 13. Operations Research Analyst - Bachelor's   |
| 3. Health Services Manager - Bachelor's      | 14. Registered Nurse - Bachelor's              |
| 4. Financial Manager - Bachelor's            | 15. Speech Language Pathologist - Master's     |
| 5. Marketing Research Analyst - Bachelor's   | 16. Medical Sonographer - Associate's          |
| 6. Computer Systems Manager - Bachelor's     | 17. Physical Therapist Assistant - Associate's |
| 7. Information Security Analyst - Bachelor's | 18. Respiratory Therapist - Associate's        |
| 8. Physician Assistant - Master's            | 19. Services Sales Rep - High School           |
| 9. Physician - Doctorate                     | 20. Statistician - Master's                    |
| 10. Physical Therapist - Doctorate           |  |
| 11. Dental Hygienist - Associate's           |  |

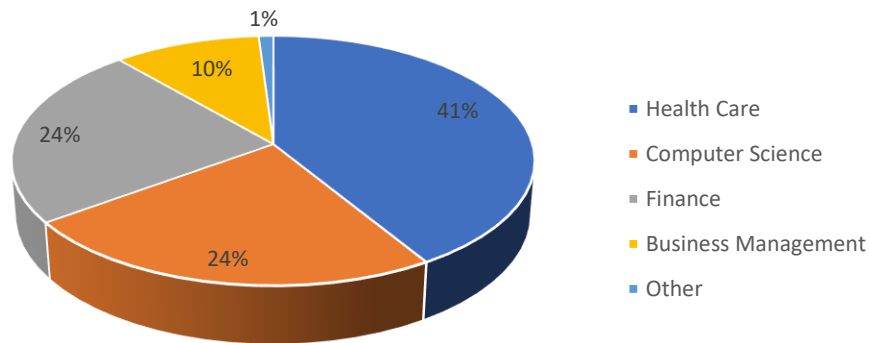
Insider Inc., formerly Business Insider Inc., a well-known online media company known for publishing the financial news website Business Insider and other news and media websites published an article titled *The 30 best high-paying jobs of the future* in April 2021. The following represents that article's top 20 picks for future jobs: (Keirsz & Hoff, 2021)

- |   |  |
|---|--|
| 1. Software developers and software quality assurance analysts and testers - Bachelor's | 5. Medical and health services managers - Bachelor's               |
| 2. Registered nurses - Bachelor's   | 6. Nurse practitioners - Master's                                  |
| 3. General and operations managers - Bachelor's   | 7. Market research analysts and marketing specialists - Bachelor's |
| 4. Financial managers - Bachelor's  | 8. Management analysts - Bachelor's                                |

- 9. Computer and information systems managers - Bachelor's
- 10. All other project management specialists and business operations specialists - Bachelor's
- 11. Postsecondary health specialties teachers - Doctorate
- 12. Accountants and auditors - Bachelor's
- 13. Physician assistants - Master's
- 14. Computer systems analysts - Bachelor's

- 15. Physical therapists - Doctorate
- 16. Information security analysts - Bachelor's
- 17. Lawyers - Doctorate
- 18. Construction managers - Bachelor's
- 19. Ophthalmologists (except pediatric) and all other physicians - Doctorate
- 20. Sales representatives of services (except advertising, insurance, financial services, and travel) - No College

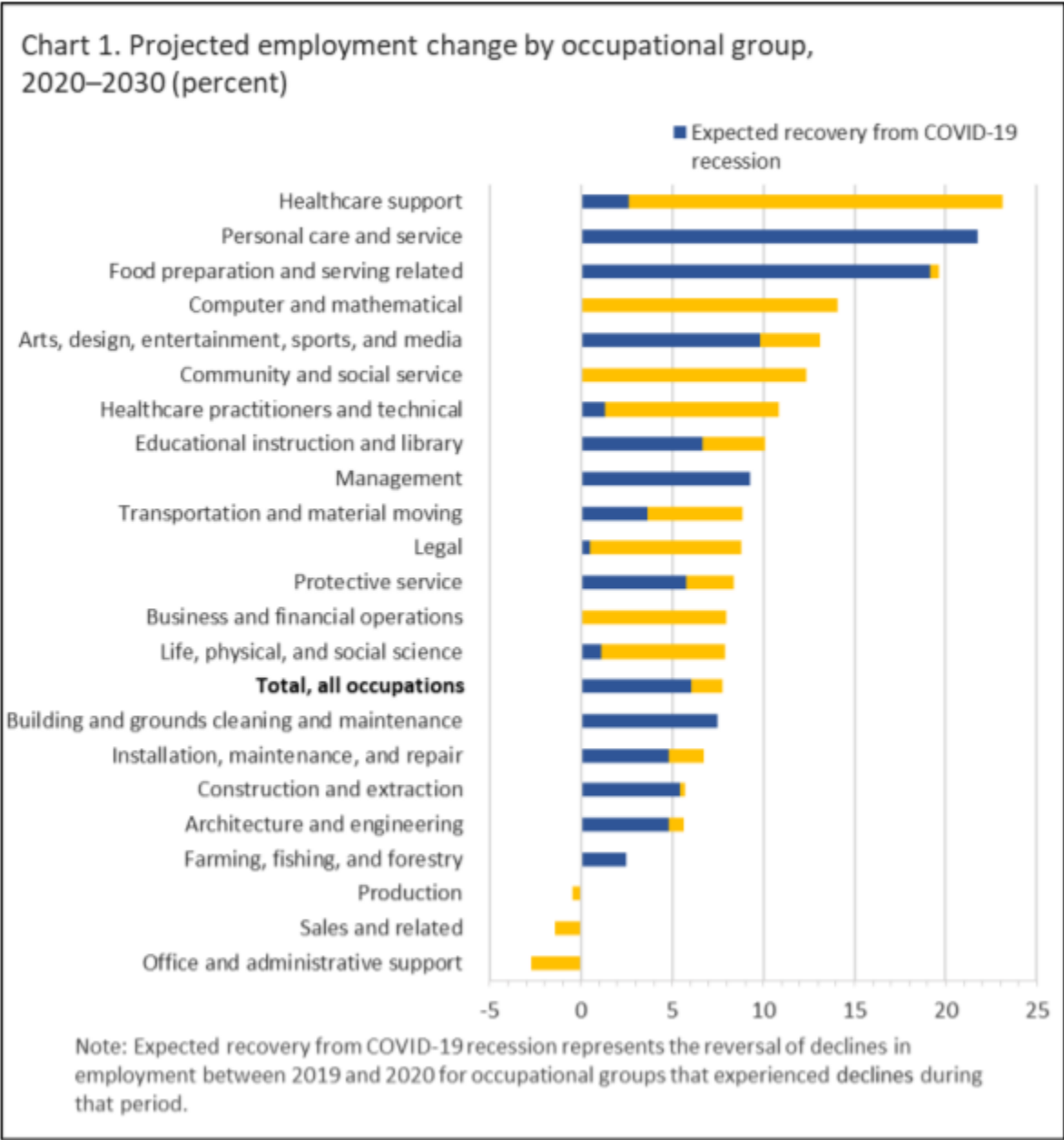
Looking at the top 10 for all three referenced lists, the breakdown is clear, over the next 10 years the fastest growing, most in-demand jobs requiring a bachelor's degree (or higher) will be in the health care sector (40%); the computer science sector (23%); the finance and financial research sector (23%) and the business management sector (10%); and other (1%).



A press release issued by the U.S. Bureau of Labor Statistics on September 8, 2021, supports the above conclusions. The release included the following:

Total employment is projected to grow from 153.5 million to 165.4 million over the 2020–30 decade, an increase of 11.9 million jobs, the U.S. Bureau of Labor Statistics reported today. This increase reflects an annual growth rate of 0.7 percent, which is higher than recent projections cycles and accounts for recovery from low base-year employment for 2020 due to the COVID-19 pandemic and its associated recession. Employment in the leisure and hospitality sector is projected to increase the fastest, largely driven by recovery growth, while the healthcare and social assistance sector is projected to add the most new jobs. Among occupational groups, healthcare support occupations are projected for the fastest job growth (see chart 1). Real Gross Domestic Product (GDP) is projected to grow 2.3 percent annually from 2020 to 2030,

relatively quickly compared to the prior two decades, when GDP grew 1.7 percent annually. Meanwhile, labor productivity also is projected to increase, from 1.1 percent annually over the 2010–20 decade to 1.7 percent annually from 2020 to 2030. (U.S. Bureau of Labor Statistics, 2021)



## Kansas Job Outlook:

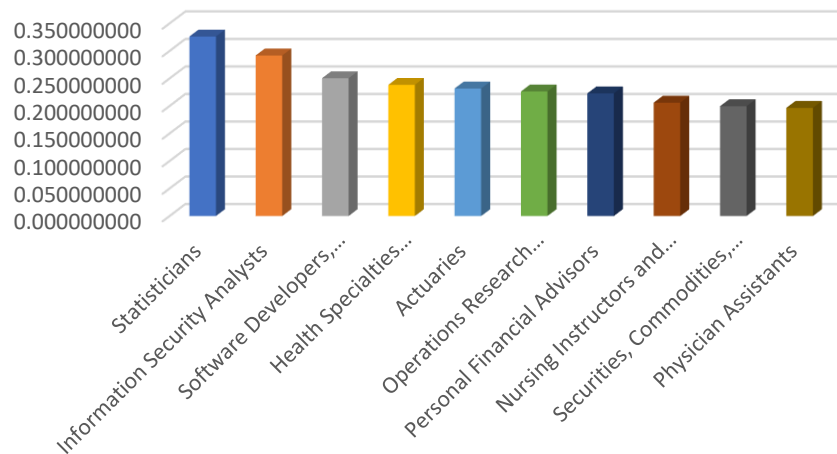
The most recent data provided by the Kansas Department of Labor (KDOL) includes a projected total job forecast through 2028. The KDOL also provides a ranking of projected high demand high wage jobs through 2028.

The projected fastest growing job sectors in Kansas requiring a bachelor's degree or higher are: (Kansas Department of Labor, 2021)

1. Statisticians
2. Information Security Analysts
3. Software Developers, Applications
4. Health Specialties Teachers, Postsecondary
5. Actuaries
6. Operations Research Analysts
7. Personal Financial Advisors
8. Nursing Instructors and Teachers, Postsecondary
9. Securities, Commodities, and Financial Services Sales Agents
10. Physician Assistants

Interestingly, nurses or nurse practitioners which ranked high on all other lists came in 13<sup>th</sup> in the fastest growing jobs list for Kansas.

Fastest Growing Jobs in Kansas 2028



However, the high demand high wage jobs as projected by the KDOL (using their own metrics) include the following in rank order: (Kansas Department of Labor, 2021)

1. General and Operations Managers
2. Registered Nurses
3. Accountants and Auditors
4. Software Developers and Software Quality Assurance Analysts and Testers
5. Human Resources Specialists
6. Computer Systems Analysts
7. Network and Computer Systems Administrators
8. Project Management Specialists and Business Operations Specialists, All Other
9. Chief Executives
10. Financial Manager

Kansas appears to align with the national forecasts outlook that over the next 10 years the fastest growing, most in-demand jobs requiring a bachelor’s degree will be in the health care, computer science, finance and financial research and business management sectors.

### Arizona Job Outlook:

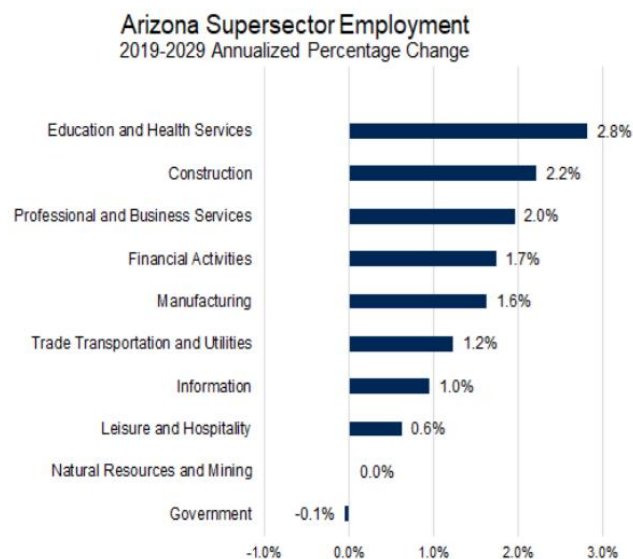
The job forecast in the United States is expected to show strong growth of 7.7% over the next 10 years, or 0.7% annually (U.S. Bureau of Labor Statistics, 2021). However, job growth rates in the state of Arizona are expected to more than double those of the U.S. as a whole. “Total Arizona employment is projected to grow 1.6% annually (17.6% total growth) from 2019-2029.” (Walls, 2021)

Doug Walls, Labor Market Information Director, with the Arizona Commerce Authority provided several other employment projection highlights in his 2019-2029 Employment Projections report of May 9, 2021: (Walls, 2021)

#### Arizona Projections Highlights

- Total Arizona employment is projected to grow by 549,453 jobs over the ten-year period, reaching 3,666,136 jobs in 2029.
- Total Arizona employment is projected to grow 1.6% annually (17.6% total growth) from 2019-2029.
- Arizona employment growth (1.6% annualized) is projected to outpace U.S. employment growth (0.4% annualized) over the ten-year period.
- Educational and Health Services is projected to add the largest number of jobs (20,784 jobs annually).
- Educational and Health Services is also projected to record the largest percentage gain, growing 2.8% annually.

Walls’ report also showed the fastest growing Arizona job sectors to be:



Source: Arizona Office of Economic Opportunity

No data is available on Arizona's job forecast by level of education. However, the Arizona Commerce Authority does provide detailed overall job forecasting information which shows the following top 20 fastest growing occupations in the state through 2029: (Arizona Commerce Authority, 2021)

1. Solar Photovoltaic Installers
2. Cooling and Freezing Equipment Operators and Tenders
3. Occupational Therapy Assistants
4. Physician Assistants
5. Conveyor Operators and Tenders
6. Nurse Practitioners
7. Respiratory Therapists
8. Industrial Truck and Tractor Operators
9. Occupational Therapy and Physical Therapist Assistants and Aides
10. Medical Appliance Technicians
11. Orthotists and Prosthetists
12. Substance Abuse, Behavioral Disorder, and Mental Health Counselors
13. Physical Therapist Aides
14. Diagnostic Medical Sonographers
15. Interpreters and Translators
16. Speech-Language Pathologists
17. Physical Therapist Assistants
18. Home Health and Personal Care Aides
19. Mental Health and Substance Abuse Social Workers
20. Medical Assistants

Of particular interest is 15 of the 20 fastest growing jobs in Arizona through 2029 are projected to be in the health care industry. Further, the slowest growing health care job in the top 20, medical assistants, is forecasted to grow at 45% over the next 10 years!

This does not suggest that other job sectors are not projected to grow in Arizona. In fact, the other four job sectors of note in this memo are expected to see double-digit gains through 2029:

- Business up to 21% growth
- Finance up to 33% growth
- Computer Science up to 23% growth

Although some other non-degree sectors (Solar and Construction for example) are growing faster than computer science, finance and financial research and business management, these sectors and health care align with the 10 year projections that the fastest growing, most in-demand jobs requiring a bachelor's degree will be in the health care, computer science, finance and financial research and business management sectors.

### **Wisconsin Job Outlook:**

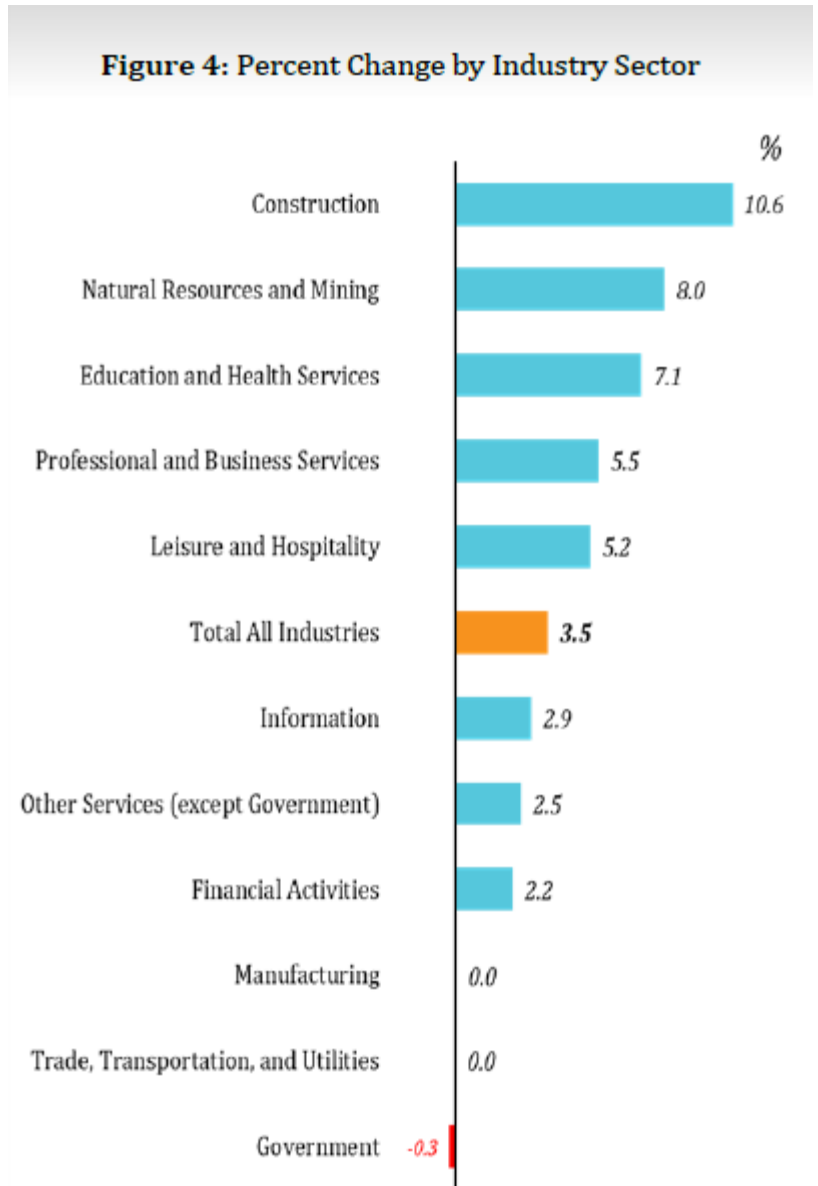
“Wisconsin is expected to create 111,926 new jobs between 2018 and 2028.” (Wisconsin Department of Workforce Development, 2021)

According to the Wisconsin Department of Workforce Development's data, the top 10 fastest growing jobs in the state through 2028 requiring a bachelor's degree or higher will be: (Wisconsin Department of Workforce Development, 2021)



1. Computer and Information Research Scientists
2. Software Developers, Applications
3. Operations Research Analysts
4. Physician Assistants
5. Information Security Analysts
6. Nurse Practitioners
7. Nursing Instructors and Teachers, Postsecondary
8. Sociologists
9. Genetic Counselors
10. Actuaries

Here again, trendlines show jobs in health care will be in high demand over the next 10 years. Four of the top 10 fastest growing jobs will be in the health care sector.



Source: Wisconsin Department of Workforce Development, Office of Economic Advisors, Wisconsin Employment Projections 2018-2028

## References:

- Arizona Commerce Authority. (2021, September 12). *Employment Projections*. Retrieved from Arizona Commerce Authority: <https://www.azcommerce.com/oeo/labor-market/employment-projections/#content-block-0>
- Kansas Department of Labor. (2021, September 10). *Kansas 10 Year Job Outlook 2018-2028*. Retrieved from Kansas Department of Labor: <https://klic.dol.ks.gov/gsipub/index.asp?docid=800>
- Kansas Department of Labor. (2021, September 10). *Kansas High Demand Occupations*. Retrieved from Kansas Department of Labor: <https://klic.dol.ks.gov/gsipub/index.asp?docid=403>
- Keirsz, A., & Hoff, M. (2021, April 9). *The 30 best high-paying jobs of the future*. Retrieved from Insider: <https://www.businessinsider.com/best-jobs-future-growth-2019-3>
- Rapacon, S. (2018, December 12). *30 of the Best Jobs for the Future*. Retrieved from Kiplinger: [https://www.kiplinger.com/slideshow/business/t012-s001-best-jobs-for-the-future-2018/index.html?gclid=CjwKCAjwj8eJBhA5EiwAg3z0m4fdh33z3XJYcBQzTyV4J0p8c3UMcQrMR4JKlluMOWjhITrCnnV20RoCY38QAvD\\_BwE](https://www.kiplinger.com/slideshow/business/t012-s001-best-jobs-for-the-future-2018/index.html?gclid=CjwKCAjwj8eJBhA5EiwAg3z0m4fdh33z3XJYcBQzTyV4J0p8c3UMcQrMR4JKlluMOWjhITrCnnV20RoCY38QAvD_BwE)
- U.S. Bureau of Labor Statistics. (2021). *Employment Projections - 2020-2030*. Washington DC: U.S. Bureau of Labor Statistics.
- U.S. Bureau of Labor Statistics. (2021, September 8). *Employment Projections: 2020-2030 Summary*. Retrieved from U.S. Bureau of Labor Statistics: <https://www.bls.gov/news.release/ecopro.nr0.htm>
- U.S. Bureau of Labor Statistics. (2021, September 9). *Enrollment Projections*. Retrieved from U.S. Bureau of Labor Statistics: <https://data.bls.gov/projections/occupationProj?empBaseMn=0.2&empBaseMx=3835&empProjMn=0.3&empProjMx=4600.6&empChangeMn=-336.4&empChangeMx=1129.9&empChangePctMn=-36&empChangePctMx=70.5&jobOpeningsMn=0&jobOpeningsMx=804.6&medianWageMn=0&medianWageMx=%3E%3D>
- Walls, D. (2021). *2019-2029 Employment Projections*. Phoenix: Arizona Commerce Authority.
- Wisconsin Department of Workforce Development. (2021). *UNDERSTANDING WISCONSIN'S JOB OUTLOOK: Industry and Occupation Projections, 2018-2028 in Brief*. Madison: Wisconsin Department of Workforce Development.
- Wisconsin Department of Workforce Development. (2021, September 12). *Wisconsin LMI Data Access*. Retrieved from State of Wisconsin Department of Workforce Development: <https://jobcenterofwisconsin.com/wisconomy/query>