

**Lancaster County WDA
Occupational Employment
2018-2028 Long-Term Projections**

SOC Code	Occupational Title	Employment Outlook			Annual Demand			
		Estimated 2018	Projected 2028	Percent Change	Due to Growth ^{1/}	Due to Exits ^{2/}	Due to Transfers ^{3/}	Total Demand ^{4/}
00-0000	Total, All Occupations	267,160	284,820	6.6%	1,766	12,425	19,912	34,103
11-0000	Management Occupations	15,200	16,070	5.7%	86	555	822	1,463
11-1000	Top Executives	3,720	3,970	6.7%	25	83	245	353
11-1011	Chief Executives	350	320	-8.6%	-3	9	15	21
11-1021	General & Operations Managers	3,320	3,600	8.4%	28	73	228	329
11-1031	Legislators	40	40	0.0%	0	1	2	3
11-2000	Advertising, Marketing, Promotions, Public Relations & Sales Managers	600	640	6.7%	4	13	42	59
11-2011	Advertising & Promotions Managers	20	20	0.0%	0	0	1	1
11-2021	Marketing Managers	240	260	8.3%	2	5	17	24
11-2022	Sales Managers	300	320	6.7%	2	6	21	29
11-2031	Public Relations & Fundraising Managers	40	50	25.0%	0	1	3	4
11-3000	Operations Specialties Managers	1,900	2,140	12.6%	24	44	114	182
11-3011	Administrative Services Managers	240	260	8.3%	3	7	14	24
11-3021	Computer & Information Systems Managers	290	320	10.3%	3	5	19	27
11-3031	Financial Managers	590	700	18.6%	12	14	36	62
11-3051	Industrial Production Managers	350	370	5.7%	1	8	18	27
11-3061	Purchasing Managers	70	80	14.3%	0	2	4	6
11-3071	Transportation, Storage & Distribution Managers	180	200	11.1%	2	4	11	17
11-3121	Human Resources Managers	160	170	6.2%	2	4	10	16
11-9000	Other Management Occupations	8,990	9,320	3.7%	33	416	420	869
11-9013	Farmers, Ranchers & Other Agricultural Managers	5,010	4,890	-2.4%	-13	308	184	479
11-9021	Construction Managers	1,000	1,080	8.0%	8	22	53	83
11-9031	Education Admin., Preschool & Childcare Center/Program	110	130	18.2%	1	3	6	10
11-9032	Education Administrators, Elementary & Secondary School	330	370	12.1%	3	9	18	30
11-9033	Education Administrators, Postsecondary	100	110	10.0%	1	3	6	10
11-9039	Education Administrators, Other	20	30	50.0%	0	1	1	2
11-9041	Architectural & Engineering Managers	250	280	12.0%	3	5	15	23
11-9051	Food Service Managers	480	530	10.4%	5	15	42	62
11-9111	Medical & Health Services Managers	520	660	26.9%	15	14	32	61
11-9121	Natural Sciences Managers	80	90	12.5%	1	2	6	9
11-9131	Postmasters & Mail Superintendents	40	30	-25.0%	-1	1	2	2
11-9141	Property, Real Estate & Community Association Managers	320	340	6.2%	2	12	13	27
11-9151	Social & Community Service Managers	360	410	13.9%	5	11	22	38
11-9199	Managers, Other	250	270	8.0%	2	6	13	21
13-0000	Business & Financial Operations Occupations	8,820	9,550	8.3%	73	248	624	945

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13-1000	Business Operations Specialists	5,270	5,690	8.0%	42	151	394	587
13-1020	Buyers & Purchasing Agents	610	580	-4.9%	-3	19	43	59
13-1031	Claims Adjusters, Examiners & Investigators	230	230	0.0%	0	6	14	20
13-1041	Compliance Officers	240	260	8.3%	2	7	15	24
13-1051	Cost Estimators	570	610	7.0%	4	15	43	62
13-1071	Human Resources Specialists	740	790	6.8%	6	20	56	82
13-1075	Labor Relations Specialists	90	90	0.0%	0	2	7	9
13-1081	Logisticians	180	190	5.6%	2	4	13	19
13-1111	Management Analysts	620	680	9.7%	7	20	41	68
13-1121	Meeting, Convention & Event Planners	150	160	6.7%	2	5	13	20
13-1131	Fundraisers	130	140	7.7%	2	4	10	16
13-1141	Compensation, Benefits & Job Analysis Specialists	90	100	11.1%	1	3	6	10
13-1151	Training & Development Specialists	330	360	9.1%	4	10	27	41
13-1161	Market Research Analysts & Marketing Specialists	930	1,060	14.0%	13	23	78	114
13-1199	Business Operations Specialists, Other	380	420	10.5%	4	11	27	42
13-2000	Financial Specialists	3,550	3,860	8.7%	31	98	230	359
13-2011	Accountants & Auditors	2,050	2,200	7.3%	16	60	138	214
13-2021	Appraisers & Assessors of Real Estate	30	30	0.0%	0	1	1	2
13-2041	Credit Analysts	100	100	0.0%	1	2	7	10
13-2051	Financial Analysts	210	230	9.5%	2	4	14	20
13-2052	Personal Financial Advisors	390	450	15.4%	6	10	22	38
13-2053	Insurance Underwriters	190	190	0.0%	0	4	12	16
13-2061	Financial Examiners	20	30	50.0%	0	0	1	1
13-2071	Credit Counselors	90	100	11.1%	1	2	6	9
13-2072	Loan Officers	320	350	9.4%	3	8	20	31
13-2082	Tax Preparers	40	40	0.0%	0	2	2	4
13-2099	Financial Specialists, Other	70	80	14.3%	1	2	4	7
15-0000	Computer & Mathematical Occupations	3,410	3,780	10.9%	37	61	203	301
15-1121	Computer Systems Analysts	310	330	6.5%	2	6	17	25
15-1131	Computer Programmers	170	160	-5.9%	-1	3	9	11
15-1132	Software Developers, Applications	490	590	20.4%	10	8	31	49
15-1133	Software Developers, Systems Software	180	200	11.1%	2	3	11	16
15-1134	Web Developers	180	190	5.6%	2	3	11	16
15-1141	Database Administrators	100	110	10.0%	2	2	6	10
15-1142	Network & Computer Systems Administrators	390	410	5.1%	2	7	21	30

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15-1143	Computer Network Architects	170	180	5.9%	2	2	10	14
15-1151	Computer User Support Specialists	610	670	9.8%	6	12	40	58
15-1152	Computer Network Support Specialists	160	180	12.5%	1	3	11	15
15-1199	Computer Occupations, Other	360	380	5.6%	2	6	21	29
15-2031	Operations Research Analysts	150	200	33.3%	5	4	7	16
17-0000	Architecture & Engineering Occupations	4,900	5,320	8.6%	42	124	279	445
17-1000	Architects, Surveyors & Cartographers	350	380	8.6%	3	9	19	31
17-1011	Architects	230	250	8.7%	2	6	13	21
17-1012	Landscape Architects	70	70	0.0%	0	2	4	6
17-2000	Engineers	3,090	3,390	9.7%	30	66	158	254
17-2041	Chemical Engineers	40	40	0.0%	0	1	2	3
17-2051	Civil Engineers	440	490	11.4%	5	10	27	42
17-2071	Electrical Engineers	430	480	11.6%	4	9	21	34
17-2081	Environmental Engineers	180	200	11.1%	2	5	9	16
17-2111	Health & Safety Engineers	30	40	33.3%	0	1	2	3
17-2112	Industrial Engineers	520	570	9.6%	4	11	26	41
17-2131	Materials Engineers	150	160	6.7%	1	3	6	10
17-2141	Mechanical Engineers	770	830	7.8%	6	15	39	60
17-2161	Nuclear Engineers	10	10	0.0%	0	0	0	0
17-3000	Drafters, Engineering & Mapping Technicians	1,460	1,550	6.2%	9	50	102	161
17-3011	Architectural & Civil Drafters	430	470	9.3%	4	15	31	50
17-3012	Electrical & Electronics Drafters	30	30	0.0%	0	1	2	3
17-3013	Mechanical Drafters	180	180	0.0%	0	6	12	18
17-3022	Civil Engineering Technicians	40	50	25.0%	1	2	3	6
17-3023	Electrical & Electronic Engineering Technicians	160	170	6.2%	1	5	10	16
17-3025	Environmental Engineering Technicians	20	20	0.0%	0	0	1	1
17-3026	Industrial Engineering Technicians	80	90	12.5%	0	3	6	9
17-3027	Mechanical Engineering Technicians	220	240	9.1%	2	8	15	25
17-3029	Engineering Technicians, Other	200	220	10.0%	2	7	14	23
17-3031	Surveying & Mapping Technicians	40	40	0.0%	0	1	4	5
19-0000	Life, Physical & Social Science Occupations	1,380	1,540	11.6%	16	28	112	156
19-1012	Food Scientists & Technologists	60	60	0.0%	0	1	6	7
19-1013	Soil & Plant Scientists	30	30	0.0%	0	1	3	4
19-1042	Medical Scientists	30	30	0.0%	0	0	2	2
19-2041	Environmental Scientists & Specialists	70	80	14.3%	1	1	6	8

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19-2042	Geoscientists	20	20	0.0%	0	0	2	2
19-3000	Social Scientists & Related Workers	300	350	16.7%	5	7	18	30
19-3031	Clinical, Counseling & School Psychologists	190	220	15.8%	3	4	10	17
19-3051	Urban & Regional Planners	60	70	16.7%	1	1	5	7
19-4000	Life, Physical & Social Science Technicians	470	520	10.6%	5	11	43	59
19-4011	Agricultural & Food Science Technicians	80	90	12.5%	0	2	8	10
19-4031	Chemical Technicians	280	310	10.7%	3	6	24	33
19-4061	Social Science Research Assistants	20	20	0.0%	0	0	2	2
19-4091	Environmental Science & Protection Technicians	30	30	0.0%	0	1	3	4
21-0000	Community & Social Services Occupations	5,050	5,540	9.7%	48	197	370	615
21-1000	Counselors, Social Workers & Community Service Specialists	3,330	3,770	13.2%	44	114	249	407
21-1012	Educational, Guidance, School & Vocational Counselors	260	280	7.7%	2	9	19	30
21-1015	Rehabilitation Counselors	270	290	7.4%	2	9	19	30
21-1018	Substance Abuse, Behavioral Disorder, & Mental Health Counselors	800	980	22.5%	18	29	62	109
21-1021	Child, Family & School Social Workers	670	710	6.0%	4	20	47	71
21-1022	Healthcare Social Workers	220	260	18.2%	4	7	16	27
21-1023	Mental Health & Substance Abuse Social Workers	320	350	9.4%	3	10	23	36
21-1029	Social Workers, Other	50	60	20.0%	0	2	4	6
21-1091	Health Educators	20	30	50.0%	0	1	2	3
21-1093	Social & Human Service Assistants	480	540	12.5%	7	20	40	67
21-1094	Community Health Workers	30	30	0.0%	0	1	2	3
21-2000	Religious Workers	1,730	1,770	2.3%	4	84	120	208
21-2021	Directors, Religious Activities & Education	630	640	1.6%	1	31	47	79
23-0000	Legal Occupations	1,180	1,270	7.6%	9	34	60	103
23-1000	Lawyers, Judges & Related Workers	590	620	5.1%	3	13	16	32
23-1011	Lawyers	540	570	5.6%	3	12	15	30
23-2000	Legal Support Workers	600	650	8.3%	6	21	44	71
23-2011	Paralegals & Legal Assistants	520	580	11.5%	6	18	40	64
23-2093	Title Examiners, Abstractors & Searchers	50	50	0.0%	0	2	3	5
25-0000	Education, Training & Library Occupations	12,320	13,550	10.0%	122	514	618	1,254
25-1000	Postsecondary Teachers	1,860	2,120	14.0%	26	73	91	190
25-1011	Business Teachers, Postsecondary	280	330	17.9%	6	11	14	31
25-1021	Computer Science Teachers, Postsecondary	40	40	0.0%	0	2	2	4
25-1022	Mathematical Science Teachers, Postsecondary	60	60	0.0%	0	2	3	5
25-1032	Engineering Teachers, Postsecondary	50	50	0.0%	1	2	2	5

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25-1042	Biological Science Teachers, Postsecondary	60	70	16.7%	1	2	3	6
25-1052	Chemistry Teachers, Postsecondary	30	30	0.0%	0	1	2	3
25-1054	Physics Teachers, Postsecondary	20	20	0.0%	0	1	1	2
25-1063	Economics Teachers, Postsecondary	10	10	0.0%	0	0	0	0
25-1065	Political Science Teachers, Postsecondary	20	30	50.0%	0	1	1	2
25-1066	Psychology Teachers, Postsecondary	120	140	16.7%	2	5	6	13
25-1067	Sociology Teachers, Postsecondary	30	30	0.0%	0	1	1	2
25-1081	Education Teachers, Postsecondary	160	180	12.5%	2	6	8	16
25-1121	Art, Drama & Music Teachers, Postsecondary	210	230	9.5%	2	8	10	20
25-1122	Communications Teachers, Postsecondary	60	60	0.0%	0	2	3	5
25-1123	English Language & Literature Teachers, Postsecondary	120	130	8.3%	1	5	6	12
25-1124	Foreign Language & Literature Teachers, Postsecondary	40	50	25.0%	0	2	2	4
25-1125	History Teachers, Postsecondary	30	30	0.0%	0	1	1	2
25-1126	Philosophy & Religion Teachers, Postsecondary	60	60	0.0%	1	2	3	6
25-1193	Recreation & Fitness Studies Teachers, Postsecondary	20	30	50.0%	0	1	1	2
25-1194	Vocational Education Teachers, Postsecondary	80	90	12.5%	1	3	4	8
25-2000	Primary, Secondary & Special Education School Teachers	6,260	6,850	9.4%	60	203	292	555
25-2011	Preschool Teachers	660	710	7.6%	5	27	42	74
25-2021	Elementary School Teachers	1,880	2,060	9.6%	18	61	84	163
25-2022	Middle School Teachers	860	950	10.5%	8	28	38	74
25-2031	Secondary School Teachers	2,070	2,280	10.1%	21	60	92	173
25-2054	Special Education Teachers, Secondary School	200	220	10.0%	2	7	9	18
25-3000	Other Teachers & Instructors	1,400	1,520	8.6%	11	84	82	177
25-3011	Adult Basic & Secondary Education & Literacy Teachers	70	70	0.0%	-1	4	4	7
25-3021	Self-Enrichment Education Teachers	600	650	8.3%	5	36	35	76
25-4000	Librarians, Curators & Archivists	270	290	7.4%	2	16	15	33
25-4012	Curators	30	30	0.0%	0	1	2	3
25-4021	Librarians	160	170	6.2%	1	9	8	18
25-4031	Library Technicians	50	50	0.0%	0	5	3	8
25-9000	Other Education, Training & Library Occupations	2,530	2,780	9.9%	24	137	138	299
25-9031	Instructional Coordinators	230	250	8.7%	2	10	12	24
25-9041	Teacher Assistants	2,250	2,470	9.8%	21	125	123	269
25-9099	Education, Training & Library Workers, Other	30	40	33.3%	0	1	2	3
27-0000	Arts, Design, Entertainment, Sports & Media Occupations	3,680	3,720	1.1%	4	150	262	416
27-1000	Art & Design Workers	1,230	1,240	0.8%	0	46	80	126

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27-1011	Art Directors	170	170	0.0%	0	9	10	19
27-1013	Fine Artists	70	70	0.0%	0	4	4	8
27-1014	Multimedia Artists & Animators	40	40	0.0%	0	2	2	4
27-1023	Floral Designers	80	70	-12.5%	-1	2	5	6
27-1024	Graphic Designers	490	490	0.0%	0	16	33	49
27-1025	Interior Designers	90	90	0.0%	1	3	6	10
27-1027	Set & Exhibit Designers	50	50	0.0%	0	2	3	5
27-2000	Entertainers & Performers, Sports & Related Workers	1,170	1,210	3.4%	4	60	92	156
27-2011	Actors	150	150	0.0%	0	6	12	18
27-2012	Producers & Directors	140	130	-7.1%	0	3	10	13
27-2022	Coaches & Scouts	360	400	11.1%	4	21	34	59
27-3000	Media & Communication Workers	780	800	2.6%	1	27	57	85
27-3011	Radio & Television Announcers	40	40	0.0%	0	2	3	5
27-3031	Public Relations Specialists	290	320	10.3%	2	9	23	34
27-3041	Editors	110	100	-9.1%	-1	3	8	10
27-3042	Technical Writers	60	60	0.0%	0	2	4	6
27-3043	Writers & Authors	120	120	0.0%	0	5	8	13
27-3091	Interpreters & Translators	40	50	25.0%	0	2	2	4
27-4000	Media & Communication Equipment Workers	500	480	-4.0%	-2	17	33	48
27-4011	Audio & Video Equipment Technicians	200	210	5.0%	2	7	15	24
27-4021	Photographers	210	180	-14.3%	-3	8	12	17
27-4031	Camera Operators: TV, Video & Motion Picture	50	50	0.0%	0	1	3	4
27-4032	Film & Video Editors	10	20	100.0%	0	0	1	1
29-0000	Healthcare Practitioners & Technical Occupations	15,050	17,250	14.6%	219	424	484	1,127
29-1000	Health Diagnosing & Treating Practitioners	9,470	10,920	15.3%	146	242	244	632
29-1011	Chiropractors	90	90	0.0%	0	2	1	3
29-1031	Dietitians & Nutritionists	50	60	20.0%	1	2	2	5
29-1041	Optometrists	140	150	7.1%	1	3	2	6
29-1051	Pharmacists	480	490	2.1%	1	12	10	23
29-1066	Psychiatrists	50	60	20.0%	1	1	1	3
29-1069	Physicians & Surgeons, Other	880	990	12.5%	11	15	12	38
29-1071	Physician Assistants	330	450	36.4%	12	6	16	34
29-1081	Podiatrists	20	20	0.0%	0	0	1	1
29-1122	Occupational Therapists	300	360	20.0%	6	7	11	24
29-1123	Physical Therapists	340	420	23.5%	8	7	9	24

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29-1125	Recreational Therapists	60	70	16.7%	1	1	2	4
29-1126	Respiratory Therapists	140	160	14.3%	3	4	4	11
29-1127	Speech-Language Pathologists	200	250	25.0%	5	4	8	17
29-1141	Registered Nurses	5,150	5,930	15.1%	77	154	142	373
29-2000	Health Technologists & Technicians	5,380	6,100	13.4%	71	177	233	481
29-2010	Clinical Laboratory Technologists & Technicians	380	420	10.5%	4	11	14	29
29-2021	Dental Hygienists	560	620	10.7%	6	25	15	46
29-2034	Radiologic Technologists	410	450	9.8%	4	10	13	27
29-2041	Emergency Medical Technicians & Paramedics	400	440	10.0%	4	7	20	31
29-2052	Pharmacy Technicians	560	620	10.7%	5	17	30	52
29-2055	Surgical Technologists	160	180	12.5%	2	5	9	16
29-2056	Veterinary Technologists & Technicians	150	180	20.0%	3	5	9	17
29-2061	Licensed Practical & Licensed Vocational Nurses	1,790	2,090	16.8%	29	66	82	177
29-2071	Medical Records & Health Information Technicians	250	290	16.0%	4	8	9	21
29-2081	Opticians, Dispensing	170	180	5.9%	1	7	7	15
29-2099	Health Technologists & Technicians, Other	160	190	18.8%	3	5	7	15
29-9000	Other Healthcare Practitioners & Technical Occupations	200	230	15.0%	3	5	7	15
29-9011	Occupational Health & Safety Specialists	130	140	7.7%	1	3	5	9
29-9012	Occupational Health & Safety Technicians	20	20	0.0%	0	0	1	1
29-9091	Athletic Trainers	30	40	33.3%	1	1	1	3
31-0000	Healthcare Support Occupations	7,230	8,570	18.5%	134	396	497	1,027
31-1000	Nursing, Psychiatric & Home Health Aides	4,580	5,450	19.0%	88	270	292	650
31-1011	Home Health Aides	1,100	1,440	30.9%	35	68	74	177
31-1014	Nursing Assistants	3,430	3,950	15.2%	52	198	215	465
31-2000	Occupational & Physical Therapist Assistants & Aides	430	550	27.9%	12	21	36	69
31-2011	Occupational Therapy Assistants	140	180	28.6%	5	7	10	22
31-2021	Physical Therapist Assistants	230	290	26.1%	6	11	21	38
31-9000	Other Healthcare Support Occupations	2,220	2,580	16.2%	35	106	168	309
31-9091	Dental Assistants	660	740	12.1%	7	32	46	85
31-9092	Medical Assistants	970	1,200	23.7%	23	42	77	142
31-9094	Medical Transcriptionists	100	80	-20.0%	-2	5	7	10
31-9095	Pharmacy Aides	70	70	0.0%	0	4	6	10
31-9097	Phlebotomists	120	130	8.3%	1	5	8	14
31-9099	Healthcare Support Workers, Other	10	20	100.0%	0	1	1	2
33-0000	Protective Service Occupations	2,730	2,900	6.2%	17	164	190	371

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		Estimated 2018	Projected 2028	Percent Change	Due to Growth ^{1/}	Due to Exits ^{2/}	Due to Transfers ^{3/}	Total Demand ^{4/}
33-1000	Supervisors - Protective Service Workers	160	170	6.2%	1	4	7	12
33-1012	Supervisors - Police & Detectives	90	100	11.1%	0	2	4	6
33-1099	Supervisors - Protective Service Workers, Other	40	40	0.0%	0	1	2	3
33-2000	Fire Fighting & Prevention Workers	70	70	0.0%	0	1	4	5
33-3000	Law Enforcement Workers	1,100	1,140	3.6%	4	30	52	86
33-3021	Detectives & Criminal Investigators	50	50	0.0%	0	1	2	3
33-3051	Police & Sheriff's Patrol Officers	750	800	6.7%	5	18	36	59
33-9000	Other Protective Service Workers	1,400	1,530	9.3%	12	127	126	265
33-9032	Security Guards	630	660	4.8%	4	33	50	87
33-9091	Crossing Guards	110	110	0.0%	1	13	5	19
33-9092	Lifeguards, Ski Patrol & Other Recreational Protective Service	250	280	12.0%	3	35	29	67
33-9099	Protective Service Workers, Other	310	340	9.7%	4	43	36	83
35-0000	Food Preparation & Serving Related Occupations	22,910	25,940	13.2%	303	1,706	2,524	4,533
35-1000	Supervisors, Food Preparation & Serving Workers	1,640	1,860	13.4%	22	74	190	286
35-1011	Chefs & Head Cooks	170	200	17.6%	3	5	18	26
35-1012	Supervisors - Food Preparation & Serving Workers	1,480	1,670	12.8%	19	68	171	258
35-2000	Cooks & Food Preparation Workers	5,210	5,980	14.8%	76	330	513	919
35-2011	Cooks, Fast Food	350	320	-8.6%	-2	18	30	46
35-2012	Cooks, Institution & Cafeteria	730	820	12.3%	9	41	69	119
35-2014	Cooks, Restaurant	2,390	2,920	22.2%	53	141	235	429
35-2015	Cooks, Short Order	120	120	0.0%	0	6	10	16
35-2021	Food Preparation Workers	1,560	1,720	10.3%	16	120	163	299
35-3000	Food & Beverage Serving Workers	12,840	14,540	13.2%	170	1,007	1,501	2,678
35-3011	Bartenders	1,020	1,100	7.8%	8	50	137	195
35-3021	Combined Food Preparation & Serving Workers	5,710	6,770	18.6%	107	497	613	1,217
35-3022	Counter Attendants, Cafeteria, Food Concession & Coffee Shop	310	330	6.5%	3	36	34	73
35-3031	Waiters & Waitresses	5,210	5,610	7.7%	41	376	663	1,080
35-3041	Food Servers, Nonrestaurant	590	720	22.0%	13	48	54	115
35-9000	Other Food Preparation & Serving Related Workers	3,210	3,560	10.9%	35	295	320	650
35-9011	Dining Room & Cafeteria Attendants & Bartender Helpers	1,190	1,360	14.3%	17	105	113	235
35-9021	Dishwashers	1,170	1,250	6.8%	7	90	102	199
37-0000	Building & Grounds Cleaning & Maintenance Occupations	8,030	8,670	8.0%	64	485	608	1,157
37-1000	Supervisors of Building & Grounds Cleaning & Maintenance Workers	530	580	9.4%	5	21	40	66
37-1011	Supervisors - Housekeeping & Janitorial Workers	290	320	10.3%	3	13	22	38
37-1012	Supervisors - Landscaping & Groundskeeping Workers	240	250	4.2%	2	8	18	28

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37-2000	Building Cleaning & Pest Control Workers	5,810	6,240	7.4%	43	391	410	844
37-2011	Janitors & Cleaners	3,170	3,440	8.5%	27	202	233	462
37-3000	Grounds Maintenance Workers	1,700	1,860	9.4%	16	73	157	246
37-3011	Landscaping & Groundskeeping Workers	1,600	1,750	9.4%	15	69	148	232
39-0000	Personal Care & Service Occupations	11,460	13,320	16.2%	186	860	940	1,986
39-1000	Supervisors, Personal Care & Service Workers	590	670	13.6%	8	25	36	69
39-2000	Animal Care & Service Workers	490	550	12.2%	6	35	48	89
39-2011	Animal Trainers	100	110	10.0%	0	6	9	15
39-2021	Nonfarm Animal Caretakers	390	440	12.8%	5	29	38	72
39-3000	Entertainment Attendants & Related Workers	740	800	8.1%	5	85	93	183
39-3011	Gaming Dealers	10	10	0.0%	0	1	1	2
39-3031	Ushers, Lobby Attendants & Ticket Takers	160	160	0.0%	0	21	18	39
39-3091	Amusement & Recreation Attendants	520	570	9.6%	5	58	68	131
39-4000	Funeral Service Workers	150	160	6.7%	1	13	10	24
39-5000	Personal Appearance Workers	2,140	2,380	11.2%	24	133	141	298
39-5012	Hairdressers, Hairstylists & Cosmetologists	1,500	1,670	11.3%	17	96	101	214
39-5092	Manicurists & Pedicurists	390	440	12.8%	5	23	24	52
39-5094	Skincare Specialists	50	60	20.0%	1	3	3	7
39-9000	Other Personal Care & Service Workers	7,230	8,650	19.6%	142	562	602	1,306
39-9011	Childcare Workers	1,590	1,660	4.4%	7	120	122	249
39-9021	Personal Care Aides	4,080	5,220	27.9%	114	344	305	763
39-9031	Fitness Trainers & Aerobics Instructors	560	640	14.3%	8	36	64	108
39-9032	Recreation Workers	770	860	11.7%	10	48	87	145
39-9041	Residential Advisors	220	240	9.1%	3	12	22	37
39-9099	Personal Care & Service Workers, Other	20	20	0.0%	0	1	2	3
41-0000	Sales & Related Occupations	24,590	24,790	0.8%	19	1,355	2,118	3,492
41-1000	Supervisors - Sales Workers	2,570	2,590	0.8%	1	88	187	276
41-1011	Supervisors - Retail Sales Workers	1,970	1,980	0.5%	2	68	149	219
41-1012	Supervisors - Non-Retail Sales Workers	600	600	0.0%	0	20	38	58
41-2000	Retail Sales Workers	15,350	15,160	-1.2%	-19	1,047	1,401	2,429
41-2011	Cashiers	5,850	5,770	-1.4%	-8	519	578	1,089
41-2021	Counter & Rental Clerks	670	720	7.5%	5	35	54	94
41-2022	Parts Salespersons	560	580	3.6%	2	23	45	70
41-2031	Retail Salespersons	8,260	8,080	-2.2%	-19	470	724	1,175
41-3000	Sales Representatives, Services	2,430	2,610	7.4%	18	78	214	310

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41-3011	Advertising Sales Agents	280	250	-10.7%	-3	8	27	32
41-3021	Insurance Sales Agents	400	460	15.0%	5	16	26	47
41-3031	Securities, Commodities & Financial Services Sales Agents	480	520	8.3%	4	13	34	51
41-3041	Travel Agents	90	80	-11.1%	-1	5	6	10
41-3099	Sales Representatives, Other Services	1,180	1,300	10.2%	13	37	120	170
41-4000	Sales Representatives, Wholesale & Manufacturing	3,610	3,780	4.7%	17	112	275	404
41-4011	Sales Representatives, Technical & Scientific Products	290	310	6.9%	2	9	22	33
41-4012	Sales Representatives	3,330	3,480	4.5%	15	103	253	371
41-9000	Other Sales & Related Workers	640	660	3.1%	2	30	40	72
41-9022	Real Estate Sales Agents	400	420	5.0%	2	19	21	42
41-9031	Sales Engineers	80	80	0.0%	0	2	7	9
41-9041	Telemarketers	30	20	-33.3%	0	1	3	4
43-0000	Office & Administrative Support Occupations	39,230	39,130	-0.3%	-10	1,927	2,718	4,635
43-1000	Supervisors - Office & Administrative Support Workers	2,600	2,620	0.8%	2	98	176	276
43-1011	Supervisors - Office & Administrative Support Workers	2,600	2,620	0.8%	2	98	176	276
43-2000	Communications Equipment Operators	150	110	-26.7%	-4	7	9	12
43-2011	Switchboard Operators	130	100	-23.1%	-3	6	8	11
43-3000	Financial Clerks	4,740	4,670	-1.5%	-7	251	292	536
43-3011	Bill & Account Collectors	210	200	-4.8%	-1	8	17	24
43-3021	Billing & Posting Clerks	830	920	10.8%	9	36	59	104
43-3031	Bookkeeping, Accounting & Auditing Clerks	2,660	2,590	-2.6%	-7	160	146	299
43-3051	Payroll & Timekeeping Clerks	200	200	0.0%	0	9	12	21
43-3071	Tellers	750	680	-9.3%	-8	35	51	78
43-4000	Information & Record Clerks	8,040	8,070	0.4%	3	407	652	1,062
43-4031	Court, Municipal & License Clerks	100	100	0.0%	1	4	5	10
43-4041	Credit Authorizers, Checkers & Clerks	50	50	0.0%	0	2	4	6
43-4051	Customer Service Representatives	4,210	4,080	-3.1%	-14	199	353	538
43-4061	Eligibility Interviewers, Government Programs	220	240	9.1%	2	9	13	24
43-4071	File Clerks	250	220	-12.0%	-3	14	15	26
43-4081	Hotel, Motel & Resort Desk Clerks	450	450	0.0%	0	25	52	77
43-4111	Interviewers	310	320	3.2%	2	16	23	41
43-4121	Library Assistants, Clerical	180	190	5.6%	0	15	13	28
43-4131	Loan Interviewers & Clerks	130	140	7.7%	2	5	8	15
43-4151	Order Clerks	260	240	-7.7%	-1	10	18	27
43-4161	Human Resources Assistants	190	190	0.0%	0	7	15	22

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43-4171	Receptionists & Information Clerks	1,590	1,730	8.8%	14	97	126	237
43-4199	Information & Record Clerks, Other	30	30	0.0%	0	1	2	3
43-5000	Material Recording, Scheduling, Dispatching & Distributing Workers	10,170	10,650	4.7%	48	458	755	1,261
43-5021	Couriers & Messengers	150	160	6.7%	1	6	9	16
43-5031	Police, Fire & Ambulance Dispatchers	90	90	0.0%	0	3	5	8
43-5032	Dispatchers	530	550	3.8%	3	19	32	54
43-5051	Postal Service Clerks	110	100	-9.1%	-1	4	4	7
43-5052	Postal Service Mail Carriers	530	480	-9.4%	-4	18	19	33
43-5053	Postal Service Mail Sorters, Processors & Processing Machine Operators	290	250	-13.8%	-4	12	10	18
43-5061	Production, Planning & Expediting Clerks	660	700	6.1%	4	22	48	74
43-5071	Shipping, Receiving & Traffic Clerks	1,960	2,080	6.1%	12	67	133	212
43-5081	Stock Clerks & Order Fillers	5,640	5,980	6.0%	34	294	480	808
43-5111	Weighers, Measurers, Checkers & Samplers, Recordkeeping	170	190	11.8%	2	8	12	22
43-6000	Secretaries & Administrative Assistants	5,330	5,070	-4.9%	-26	266	315	555
43-6013	Medical Secretaries	700	830	18.6%	13	39	46	98
43-6014	Secretaries	4,050	3,760	-7.2%	-29	200	237	408
43-9000	Other Office & Administrative Support Workers	8,220	7,940	-3.4%	-28	440	519	931
43-9011	Computer Operators	50	40	-20.0%	-1	2	3	4
43-9021	Data Entry Keyers	210	170	-19.0%	-5	8	13	16
43-9022	Word Processors & Typists	70	50	-28.6%	-3	4	4	5
43-9031	Desktop Publishers	120	80	-33.3%	-3	4	7	8
43-9041	Insurance Claims & Policy Processing Clerks	250	260	4.0%	1	9	16	26
43-9051	Mail Clerks & Mail Machine Operators	290	270	-6.9%	-2	14	18	30
43-9061	Office Clerks, General	7,010	6,870	-2.0%	-15	388	443	816
43-9071	Office Machine Operators	40	40	0.0%	-1	2	3	4
43-9081	Proofreaders & Copy Markers	60	50	-16.7%	-1	4	4	7
45-0000	Farming, Fishing & Forestry Occupations	4,940	5,050	2.2%	11	197	608	816
45-1000	Supervisors - Farming, Fishing & Forestry Workers	320	320	0.0%	1	12	36	49
45-1011	Farm & Forestry Worker Supervisors	320	320	0.0%	1	12	36	49
45-2000	Agricultural Workers	4,560	4,660	2.2%	10	183	565	758
45-2011	Agricultural Inspectors	20	30	50.0%	0	1	2	3
45-2041	Graders & Sorters, Agricultural Products	250	250	0.0%	1	10	26	37
45-2092	Farmworkers & Laborers, Crop, Nursery & Greenhouse	2,340	2,420	3.4%	8	94	294	396
45-2093	Farmworkers, Farm, Ranch & Aquacultural Animals	1,490	1,470	-1.3%	-2	59	183	240
45-2099	Agricultural Workers, Other	40	40	0.0%	0	2	5	7

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45-4000	Forest, Conservation & Logging Workers	60	60	0.0%	0	2	7	9
47-0000	Construction & Extraction Occupations	14,040	15,170	8.0%	112	467	1,122	1,701
47-1000	Supervisors - Construction & Extraction Workers	1,020	1,120	9.8%	10	32	80	122
47-1011	Supervisors - Construction Trades & Extraction Workers	1,020	1,120	9.8%	10	32	80	122
47-2000	Construction Trades Workers	11,910	12,850	7.9%	94	392	947	1,433
47-2011	Boilermakers	10	10	0.0%	0	0	0	0
47-2021	Brickmasons & Blockmasons	630	690	9.5%	6	19	47	72
47-2031	Carpenters	3,320	3,520	6.0%	21	107	247	375
47-2044	Tile & Marble Setters	80	100	25.0%	2	3	6	11
47-2051	Cement Masons & Concrete Finishers	180	210	16.7%	2	6	15	23
47-2061	Construction Laborers	2,900	3,170	9.3%	27	101	236	364
47-2071	Paving, Surfacing & Tamping Equipment Operators	110	120	9.1%	2	5	9	16
47-2073	Operating Engineers & Other Construction Equipment Operators	930	1,030	10.8%	10	33	80	123
47-2081	Drywall & Ceiling Tile Installers	270	280	3.7%	1	8	19	28
47-2111	Electricians	1,130	1,170	3.5%	4	35	98	137
47-2141	Painters, Construction & Maintenance	660	700	6.1%	4	24	45	73
47-2152	Plumbers, Pipefitters & Steamfitters	740	790	6.8%	5	22	62	89
47-2181	Roofers	250	290	16.0%	3	7	21	31
47-2221	Structural Iron & Steel Workers	220	250	13.6%	2	7	21	30
47-3000	Helpers, Construction Trades	360	390	8.3%	3	12	38	53
47-3011	Helpers--Brick, Block, Stonemasons, Tile & Marble Setters	140	160	14.3%	2	5	15	22
47-3012	Helpers--Carpenters	50	60	20.0%	0	2	6	8
47-3013	Helpers--Electricians	60	60	0.0%	0	2	6	8
47-4000	Other Construction & Related Workers	730	780	6.8%	6	31	56	93
47-4011	Construction & Building Inspectors	140	150	7.1%	1	8	10	19
47-4051	Highway Maintenance Workers	300	310	3.3%	2	12	22	36
47-4061	Rail-Track Laying & Maintenance Equipment Operators	20	20	0.0%	0	1	1	2
47-5000	Extraction Workers	30	30	0.0%	0	1	2	3
49-0000	Installation, Maintenance & Repair Occupations	11,960	12,840	7.4%	88	387	816	1,291
49-1000	Supervisors - Installation, Maintenance & Repair Workers	1,120	1,210	8.0%	9	37	71	117
49-1011	Supervisors - Mechanics, Installers & Repairers	1,120	1,210	8.0%	9	37	71	117
49-2000	Electrical & Electronic Equipment Mechanics, Installers & Repairers	840	860	2.4%	3	22	69	94
49-2011	Computer, Automated Teller & Office Machine Repairers	200	210	5.0%	0	6	16	22
49-2022	Telecommunications Equipment Installers & Repairers	150	160	6.7%	0	4	13	17
49-2091	Avionics Technicians	10	10	0.0%	0	0	0	0

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49-2093	Electrical & Electronics Installers & Repairers, Transportation Equipment	10	10	0.0%	0	0	1	1
49-2094	Electrical & Electronics Repairers, Commercial & Industrial Equipment	80	80	0.0%	0	1	5	6
49-2098	Security & Fire Alarm Systems Installers	90	100	11.1%	1	3	8	12
49-3000	Vehicle & Mobile Equipment Mechanics, Installers	3,790	4,010	5.8%	22	113	264	399
49-3011	Aircraft Mechanics & Service Technicians	90	100	11.1%	1	2	5	8
49-3021	Automotive Body & Related Repairers	380	410	7.9%	2	13	25	40
49-3023	Automotive Service Technicians & Mechanics	1,820	1,900	4.4%	9	50	130	189
49-3031	Bus & Truck Mechanics & Diesel Engine Specialists	660	720	9.1%	6	19	45	70
49-3041	Farm Equipment Mechanics & Service Technicians	290	310	6.9%	1	9	20	30
49-3042	Mobile Heavy Equipment Mechanics	320	340	6.2%	2	10	23	35
49-3043	Rail Car Repairers	20	20	0.0%	0	1	1	2
49-3052	Motorcycle Mechanics	20	20	0.0%	0	1	1	2
49-3093	Tire Repairers & Changers	40	40	0.0%	0	1	3	4
49-9000	Other Installation, Maintenance & Repair Occupations	6,210	6,750	8.7%	54	216	412	682
49-9012	Control & Valve Installers & Repairers	30	40	33.3%	0	1	2	3
49-9021	Heating, A/C & Refrigeration Mechanics & Installers	1,280	1,380	7.8%	9	36	94	139
49-9041	Industrial Machinery Mechanics	940	1,040	10.6%	10	31	60	101
49-9043	Maintenance Workers, Machinery	270	300	11.1%	3	11	15	29
49-9052	Telecommunications Line Installers & Repairers	110	120	9.1%	1	3	10	14
49-9062	Medical Equipment Repairers	60	70	16.7%	0	3	4	7
49-9071	Maintenance & Repair Workers, General	2,630	2,880	9.5%	25	97	171	293
49-9091	Coin, Vending & Amusement Machine Servicers & Repairers	20	20	0.0%	0	1	2	3
49-9094	Locksmiths & Safe Repairers	100	100	0.0%	0	5	6	11
49-9097	Signal & Track Switch Repairers	10	10	0.0%	0	0	0	0
49-9098	Helpers--Installation, Maintenance & Repair Workers	150	160	6.7%	1	8	12	21
49-9099	Installation, Maintenance & Repair Workers, Other	110	120	9.1%	1	4	8	13
51-0000	Production Occupations	24,950	24,880	-0.3%	-7	1,005	1,898	2,896
51-1000	Supervisors - Production Workers	1,740	1,810	4.0%	8	56	125	189
51-1011	Supervisors - Production & Operating Workers	1,740	1,810	4.0%	8	56	125	189
51-2000	Assemblers & Fabricators	4,390	4,080	-7.1%	-31	169	319	457
51-2028	Electrical, Electronic, & Electromechanical Assemblers	430	440	2.3%	2	19	31	52
51-2041	Structural Metal Fabricators & Fitters	360	310	-13.9%	-4	8	27	31
51-2098	Assemblers & Fabricators, All Other	3,570	3,290	-7.8%	-28	140	259	371
51-3000	Food Processing Workers	2,450	2,560	4.5%	11	137	211	359
51-3011	Bakers	680	710	4.4%	3	40	54	97

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51-3021	Butchers & Meat Cutters	320	340	6.2%	1	14	27	42
51-3022	Meat, Poultry & Fish Cutters & Trimmers	200	220	10.0%	2	9	17	28
51-3091	Food & Tobacco Roasting, Baking & Drying Machine Operators	90	90	0.0%	0	5	8	13
51-3092	Food Batchmakers	730	760	4.1%	3	45	66	114
51-3093	Food Cooking Machine Operators	280	290	3.6%	1	18	26	45
51-4000	Metal Workers & Plastic Workers	5,900	6,020	2.0%	13	189	450	652
51-4011	Computer-Controlled Machine Tool Operators	590	640	8.5%	4	18	45	67
51-4012	Computer Numerically Controlled Machine Tool Programmers	40	50	25.0%	1	1	3	5
51-4021	Extruding & Drawing Machine Operators	150	150	0.0%	0	4	14	18
51-4023	Rolling Machine Operators	240	230	-4.2%	-1	6	16	21
51-4031	Cutting, Punching & Press Machine Operators	540	520	-3.7%	-3	20	39	56
51-4033	Grinding, Lapping, Polishing & Buffing Machine Tool Operators	250	250	0.0%	-1	10	18	27
51-4034	Lathe & Turning Machine Tool Operators	60	50	-16.7%	0	3	4	7
51-4035	Milling & Planing Machine Operators	50	50	0.0%	-1	2	3	4
51-4041	Machinists	870	950	9.2%	8	30	62	100
51-4051	Metal-Refining Furnace Operators	80	80	0.0%	1	3	7	11
51-4052	Pourers & Casters, Metal	190	180	-5.3%	-1	7	16	22
51-4062	Patternmakers	30	20	-33.3%	0	1	2	3
51-4071	Foundry Mold & Coremakers	30	30	0.0%	0	1	2	3
51-4072	Molding, Coremaking & Casting Machine Operators	500	480	-4.0%	-2	15	38	51
51-4081	Multiple Machine Tool Operators	520	540	3.8%	3	18	37	58
51-4111	Tool & Die Makers	180	180	0.0%	0	7	12	19
51-4121	Welders, Cutters, Solderers & Brazers	1,180	1,260	6.8%	8	31	102	141
51-4191	Heat Treating Equipment Operators	100	90	-10.0%	-1	3	7	9
51-4193	Plating & Coating Machine Operators	90	90	0.0%	0	3	7	10
51-4199	Metal Workers & Plastic Workers, Other	50	50	0.0%	0	2	3	5
51-5100	Printing Workers	1,620	1,380	-14.8%	-24	72	108	156
51-5111	Prepress Technician & Workers	160	120	-25.0%	-4	5	12	13
51-5112	Printing Press Operators	870	760	-12.6%	-11	31	57	77
51-5113	Print Binding & Finishing Workers	590	500	-15.3%	-8	36	40	68
51-6000	Textile, Apparel & Furnishings Workers	810	840	3.7%	3	49	52	104
51-6011	Laundry & Dry-Cleaning Workers	310	350	12.9%	4	21	24	49
51-6021	Pressers: Textile, Garment & Related Materials	80	70	-12.5%	-1	4	5	8
51-6031	Sewing Machine Operators	200	190	-5.0%	-1	11	10	20
51-6041	Shoe & Leather Workers & Repairers	60	60	0.0%	0	4	3	7

**Lancaster County WDA
Occupational Employment
2018-2028 Long-Term Projections**

SOC Code	Occupational Title	Employment Outlook			Annual Demand			
		Estimated 2018	Projected 2028	Percent Change	Due to Growth ^{1/}	Due to Exits ^{2/}	Due to Transfers ^{3/}	Total Demand ^{4/}
51-6093	Upholsterers	40	40	0.0%	0	2	3	5
51-7000	Woodworkers	1,490	1,580	6.0%	9	67	105	181
51-7011	Cabinetmakers & Bench Carpenters	910	970	6.6%	6	39	58	103
51-7021	Furniture Finishers	180	200	11.1%	1	10	12	23
51-7041	Sawing Machine Operators, Wood	120	130	8.3%	1	4	11	16
51-7042	Woodworking Machine Operators	270	290	7.4%	2	15	24	41
51-8000	Plant & System Operators	390	400	2.6%	1	11	26	38
51-8031	Water & Wastewater Treatment Plant & System Operators	250	260	4.0%	1	8	15	24
51-8091	Chemical Plant & System Operators	10	10	0.0%	0	0	1	1
51-9000	Other Production Occupations	6,170	6,200	0.5%	3	254	501	758
51-9012	Separating, Filtering, Clarifying, Precipitating & Still Machine Operators	180	200	11.1%	2	5	17	24
51-9021	Crushing, Grinding & Polishing Machine Operators	90	80	-11.1%	-1	3	7	9
51-9022	Grinding & Polishing Workers, Hand	70	60	-14.3%	-1	2	6	7
51-9023	Mixing & Blending Machine Operators	240	250	4.2%	1	7	21	29
51-9061	Inspectors, Testers, Sorters, Samplers & Weighers	1,400	1,250	-10.7%	-15	52	110	147
51-9081	Dental Laboratory Technicians	60	60	0.0%	1	3	5	9
51-9082	Medical Appliance Technicians	40	50	25.0%	1	2	4	7
51-9083	Ophthalmic Laboratory Technicians	60	70	16.7%	1	3	5	9
51-9111	Packaging & Filling Machine Operators	1,310	1,360	3.8%	5	59	96	160
51-9121	Coating, Painting & Spraying Machine Operators	300	310	3.3%	1	9	24	34
51-9122	Painters, Transportation Equipment	80	90	12.5%	1	3	7	11
51-9192	Cleaning, Washing & Metal Pickling Equipment Operators	60	70	16.7%	0	4	6	10
51-9193	Cooling & Freezing Equipment Operators	50	60	20.0%	0	2	4	6
51-9195	Molders, Shapers & Casters	280	280	0.0%	0	11	20	31
51-9196	Paper Goods Machine Operators	170	160	-5.9%	0	5	13	18
51-9198	Helpers--Production Workers	940	980	4.3%	4	51	90	145
51-9199	Production Workers, Other	120	140	16.7%	1	5	10	16
53-0000	Transportation & Material Moving Occupations	24,110	26,010	7.9%	190	1,140	2,040	3,370
53-1000	Supervisors - Transportation & Material Moving Workers	1,110	1,220	9.9%	11	37	88	136
53-1048	Supervisors - Transportation & Material Moving Workers	1,110	1,220	9.9%	11	37	87	135
53-3000	Motor Vehicle Operators	8,750	9,500	8.6%	74	421	630	1,125
53-3021	Bus Drivers, Transit & Intercity	180	190	5.6%	1	14	9	24
53-3022	Bus Drivers, School or Special Client	800	910	13.8%	11	66	41	118
53-3031	Driver/Sales Workers	860	820	-4.7%	-4	34	61	91
53-3032	Heavy & Tractor-Trailer Truck Drivers	4,260	4,700	10.3%	43	184	325	552

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53-3033	Light Truck or Delivery Services Drivers	2,260	2,420	7.1%	16	96	170	282
53-3041	Taxi Drivers & Chauffeurs	350	410	17.1%	6	20	21	47
53-4021	Railroad Brake, Signal & Switch Operators	30	30	0.0%	0	1	2	3
53-4031	Railroad Conductors & Yardmasters	80	80	0.0%	0	2	6	8
53-6000	Other Transportation Workers	260	270	3.8%	1	12	26	39
53-6051	Transportation Inspectors	30	30	0.0%	0	1	2	3
53-7000	Material Moving Workers	13,740	14,770	7.5%	103	664	1,279	2,046
53-7032	Excavating & Loading Machine & Dragline Operators	30	30	0.0%	0	1	2	3
53-7051	Industrial Truck & Tractor Operators	1,880	2,070	10.1%	19	59	163	241
53-7061	Cleaners of Vehicles & Equipment	1,050	1,130	7.6%	8	54	104	166
53-7062	Laborers & Freight, Stock & Material Movers	7,010	7,640	9.0%	63	331	687	1,081
53-7064	Packers & Packagers, Hand	2,950	3,020	2.4%	6	179	252	437
53-7081	Refuse & Recyclable Material Collectors	160	180	12.5%	2	9	14	25

FOOTNOTES:

Data may not add to totals due to rounding. Confidential data and occupations with employment less than 10 are not shown but are included in all sub-total and total employment values.

1/ Demand due to employment growth measures the numerical change in projected number of job gains or losses.

2/ Demand due to exits measure the projected number of workers leaving an occupation and exiting the workforce entirely.

3/ Demand due to transfers are the projected number of workers leaving an occupation and transferring to a different occupation.

4/ Total demand is the projected number of openings (positions) for workers entering the occupation. Defined as the sum of the demand due to growth, exits, and transfers.