

# Temporary Help Services Jobs and Overall Employment Projections Chartbook, 2018-2028

Bruce Steinberg ([www.SteinbergEmploymentResearch.com](http://www.SteinbergEmploymentResearch.com))

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*note: The U.S. Bureau of Labor Statistics published 10-year employment projections in September 2019. These projections are based upon a plethora of criteria including how changes in population demographics will affect the demand for specific goods and services, the types of jobs, and levels of education for workers to fill those jobs.*

## Brief overview

This report highlights some of the changes in the direction that occupations that may be of special interest to staffing industry executives planning for the future.

Temporary help services is projected to grow only 2.3 percent from 2018 to 2028. This is much slower than the 27.9 percent increase in temporary help services employment actually increased in the prior ten-year period of 2008 to 2018. Clearly, the employment economists are predicting much slower growth for temporary help services.

Overall employment is projected to increase 5.2 percent from 2018 to 2028. This is also slower than the 8.6 percent increase in overall employment in the prior ten-year period of 2008 to 2018.

Time period	Change in Temporary Help Services Employment	Change in Overall Non-farm Employment
2000-2010	-20.7	-1.3
2001-2011	-1.3	-0.1
2002-2012	13.7	2.7
2003-2013	17.8	4.6
2004-2014	15.7	5.4
2005-2015	12.9	5.8
2006-2016	9.4	5.8
2007-2017	13.1	6.2
2008-2018	27.9	8.6
<b>2018-2028 (projected)</b>	<b>2.3</b>	<b>5.2</b>

Sources: U.S. Department of Labor/Bureau of Labor Statistics & Bruce Steinberg ([www.SteinbergEmploymentResearch.com](http://www.SteinbergEmploymentResearch.com))

### Occupational distribution within temporary help services yields strategic information

How the breakdown by major occupational groups of temporary employees is expected to change over time can be a valuable resource to staffing and temporary help service companies to help make strategic decisions about the future direction of their service offerings.

Occupational Breakout within Temporary Help Services 2018 / 2028 (projected)						
Major occupational categories	2018 THS employment	2018 percent of THS	Projected 2028 THS Employment	Projected 2028 percent of THS employment	Employment change, 2018-2028	Employment change, 2018-2028 (percent)
<b>Total, all occupations within temporary help services</b>	<b>3,012,200</b>	<b>100.0%</b>	<b>3,080,800</b>	<b>100.0%</b>	<b>68,600</b>	<b>2.3%</b>
Transportation and material moving occupations	800,000	26.6%	829,400	26.9%	29,400	3.7%
Production occupations	663,600	22.0%	700,900	22.7%	37,300	5.6%
Office and administrative support occupations	523,800	17.4%	489,100	15.9%	-34,700	-6.6%
Business and financial operations occupations	120,700	4.0%	125,000	4.1%	4,300	3.6%
Computer and mathematical occupations	110,400	3.7%	115,300	3.7%	4,900	4.4%
Construction and extraction occupations	102,900	3.4%	106,600	3.5%	3,800	3.7%
Healthcare practitioners and technical occupations	96,600	3.2%	100,200	3.3%	3,600	3.7%
Sales and related occupations	81,000	2.7%	82,200	2.7%	1,200	1.5%
Building and grounds cleaning and maintenance occupations	73,700	2.4%	76,500	2.5%	2,700	3.7%
Food preparation and serving related occupations	60,100	2.0%	62,600	2.0%	2,500	4.2%
Education, training, and library occupations	57,400	1.9%	59,500	1.9%	2,100	3.7%
Healthcare support occupations	56,600	1.9%	58,700	1.9%	2,100	3.7%
Installation, maintenance, and repair occupations	55,500	1.8%	57,500	1.9%	2,000	3.7%
Architecture and engineering occupations	48,200	1.6%	49,700	1.6%	1,400	3.0%
Personal care and service occupations	42,600	1.4%	44,200	1.4%	1,600	3.7%
Management occupations	37,600	1.2%	39,100	1.3%	1,500	3.9%
Arts, design, entertainment, sports, and media occupations	23,700	0.8%	24,700	0.8%	1,100	4.6%
Life, physical, and social science occupations	19,100	0.6%	19,800	0.6%	700	3.7%
Protective service occupations	13,600	0.5%	13,600	0.4%	0	0.2%
Legal occupations	7,400	0.2%	8,600	0.3%	1,200	15.7%
Community and social service occupations	8,100	0.3%	8,400	0.3%	300	3.7%
Farming, fishing, and forestry occupations	9,400	0.3%	9,300	0.3%	-100	-1.0%

Sources: U.S. Department of Labor/Bureau of Labor Statistics & Bruce Steinberg ([www.SteinbergEmploymentResearch.com](http://www.SteinbergEmploymentResearch.com))



Although office and administrative support positions within temporary help services are expected to decline significantly from 2018 to 2028, they will still be the third largest category of positions both in terms of actual numbers as well as portion of the sector.

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Healthcare practitioners and technical occupations	96,600	3.2%	100,200	3.3%	3,600	3.7%
Building and grounds cleaning and maintenance occupations	73,700	2.4%	76,500	2.5%	2,700	3.7%
Food preparation and serving related occupations	60,100	2.0%	62,600	2.0%	2,500	4.2%
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Despite legal occupations are expected to be the fastest growing group of occupations within temporary help services for the 2018 to 2028 time period, they will still be one of the smallest.

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Protective service occupations	13,600	0.5%	13,600	0.4%	0	0.2%
Farming, fishing, and forestry occupations	9,400	0.3%	9,300	0.3%	-100	-1.0%
Office and administrative support occupations	523,800	17.4%	489,100	15.9%	-34,700	-6.6%

Sources: U.S. Department of Labor/Bureau of Labor Statistics & Bruce Steinberg ([www.SteinbergEmploymentResearch.com](http://www.SteinbergEmploymentResearch.com))



**Selected growth projections for one occupational group**

Since transportation and material moving occupations are projected to continue to be the largest single occupational group as well as the fastest growing, drilling down into the projections on a more granular level about this category could yield some useful and actionable strategic approaches for staffing executive to approach the market.

Clearly the sub-category of material moving workers, which is composed of several specific occupations, is the largest portion within transportation and material moving occupations.

*note: transportation and material moving occupations with less than 400 jobs within temporary help services have not been included.*

Occupational Breakout within Temporary Help Services 2018 / 2028 (projected)						
<b>Major occupational categories within Transportation and Material Moving Occupations</b>	2018 Employment	2018 Percent of Industry	Projected 2028 Employment	Projected 2028 Percent of Industry	Employment change, 2018-2028	Employment change, 2018-2028 (percent)
Total, all occupations within temporary help services	3,012,200	100.0%	3,080,800	100.0%	68,600	2.3%
Transportation and material moving occupations	800,000	26.6%	829,400	26.9%	29,400	3.7%
Material moving workers	752,200	25.0%	779,800	25.3%	27,600	3.7%
Motor vehicle operators	39,100	1.3%	40,600	1.3%	1,400	3.7%
Supervisors of transportation and material moving workers	3,400	0.1%	3,500	0.1%	100	3.7%
Air transportation workers	500	0.0%	500	0.0%	0	3.7%
Water transportation workers	400	0.0%	400	0.0%	0	3.7%

Occupational Breakout within Temporary Help Services 2018 / 2028 (projected)						
<b>Specific occupational categories within Transportation and Material Moving Occupations</b>	2018 Employment	2018 Percent of Industry	Projected 2028 Employment	Projected 2028 Percent of Industry	Employment change, 2018-2028	Employment change, 2018-2028 (percent)
Total, all occupations within temporary help services	3,012,200	100.0%	3,080,800	100.0%	68,600	2.3%
Transportation and material moving occupations	800,000	26.6%	829,400	26.9%	29,400	3.7%
Material moving workers	752,200	25.0%	779,800	25.3%	27,600	3.7%
Laborers and material movers, hand	689,600	22.9%	714,900	23.2%	25,300	3.7%
Laborers and freight, stock, and material movers, hand	556,500	18.5%	577,000	18.7%	20,400	3.7%
Packers and packagers, hand	126,600	4.2%	131,200	4.3%	4,600	3.7%
Industrial truck and tractor operators	58,500	1.9%	60,600	2.0%	2,100	3.7%
Heavy and tractor-trailer truck drivers	17,200	0.6%	17,800	0.6%	600	3.7%
Light truck or delivery services drivers	10,900	0.4%	11,300	0.4%	400	3.7%
Taxi drivers and chauffeurs	3,000	0.1%	3,100	0.1%	100	3.7%
Machine feeders and offbearers	2,300	0.1%	2,400	0.1%	100	3.7%
Refuse and recyclable material collectors	2,100	0.1%	2,200	0.1%	100	3.7%
Material moving workers, all other	800	0.0%	800	0.0%	0	3.7%
Crane and tower operators	400	0.0%	400	0.0%	0	3.7%

Sources: U.S. Department of Labor/Bureau of Labor Statistics & Bruce Steinberg ([www.SteinbergEmploymentResearch.com](http://www.SteinbergEmploymentResearch.com))



**And now, the bigger picture ...**

The tables these two remaining pages of this report look at the largest projected job growth as well as those with the biggest projected declines.

Regardless of sector / industry, these are the occupations that are projected to experience the greatest increases and the largest declines. Note that several of them are those that are traditionally provided by staffing firms.

Success in staffing services is based upon two factors: margins and volume. Whereas some staffing services find success in higher volume / lower margins, others find profitability in higher margins with relatively smaller volume.

But the expected future trend for jobs in most sectors is very varied so it's equally important to know the trend regarding the type of jobs – or occupations – that are anticipated in the future.

Occupations with the most job growth, 2018 and projected 2028					
	Employment		Change, 2018-28		Median annual wage, 2018*
	2018	2028	Number	Percent	
<b>Total, all occupations</b>	<b>161,037,700</b>	<b>169,435,900</b>	<b>8,398,100</b>	<b>5.2%</b>	<b>\$38,640</b>
Personal care aides	2,421,200	3,302,100	881,000	36.4%	\$24,020
Combined food preparation and serving workers, including fast food	3,704,200	4,344,300	640,100	17.3%	\$21,250
Registered nurses	3,059,800	3,431,300	371,500	12.1%	\$71,730
Home health aides	831,800	1,136,600	304,800	36.6%	\$24,200
Cooks, restaurant	1,362,300	1,661,300	299,000	21.9%	\$26,530
Software developers, applications	944,200	1,185,700	241,500	25.6%	\$103,620
Waiters and waitresses	2,634,600	2,804,800	170,200	6.5%	\$21,780
General and operations managers	2,376,400	2,541,400	165,000	6.9%	\$100,930
Janitors and cleaners, except maids and housekeeping cleaners	2,404,400	2,564,200	159,800	6.6%	\$26,110
Medical assistants	686,600	841,500	154,900	22.6%	\$33,610
Construction laborers	1,405,000	1,553,100	148,100	10.5%	\$35,800
Laborers and freight, stock, and material movers, hand	2,953,800	3,097,900	144,000	4.9%	\$28,260
Market research analysts and marketing specialists	681,900	821,100	139,200	20.4%	\$63,120
Nursing assistants	1,513,200	1,648,600	135,400	8.9%	\$28,540
Management analysts	876,300	994,600	118,300	13.5%	\$83,610
First-line supervisors of food preparation and serving workers	988,900	1,096,100	107,200	10.8%	\$32,450
Landscaping and groundskeeping workers	1,205,200	1,311,600	106,400	8.8%	\$29,000
Financial managers	653,600	758,300	104,700	16.0%	\$127,990
Heavy and tractor-trailer truck drivers	1,958,800	2,058,500	99,700	5.1%	\$43,680
Medical secretaries	601,700	698,100	96,400	16.0%	\$35,760
Accountants and auditors	1,424,000	1,514,700	90,700	6.4%	\$70,500
Maintenance and repair workers, general	1,488,000	1,573,400	85,400	5.7%	\$38,300
Carpenters	1,006,500	1,086,600	80,100	8.0%	\$46,590
Licensed practical and licensed vocational nurses	728,900	807,000	78,100	10.7%	\$46,240
Sales representatives, services, all other	1,060,600	1,137,000	76,400	7.2%	\$54,550
Electricians	715,400	789,500	74,100	10.4%	\$55,190
Taxi drivers and chauffeurs	370,400	442,800	72,400	19.5%	\$25,980
Medical and health services managers	406,100	477,600	71,600	17.6%	\$99,730
Business operations specialists, all other	1,135,700	1,207,000	71,300	6.3%	\$70,530
Computer user support specialists	671,800	742,700	70,900	10.6%	\$50,980

\* Wage information cover non-farm wage and salary workers and do not cover the self-employed, owners and partners in unincorporated firms, or household workers.

Sources: U.S. Department of Labor/Bureau of Labor Statistics & Bruce Steinberg ([www.SteinbergEmploymentResearch.com](http://www.SteinbergEmploymentResearch.com))



Incidentally, the total employment growth for the top 30 occupations listed is almost 5,360,000. The total employment decline for the 30 occupations listed is about 1,666,000.

Only a fraction of available data is presented in this brief report. Actually, there are data for several hundred further subcategories that provide a great deal more detail. In addition, similar data are available on a geographical / market basis.

Please contact us to discuss your needs.

Occupations with the largest job declines, 2018 and projected 2028					
	Employment		Change, 2018-28		Median annual wage, 2018*
	2018	2028	Number	Percent	
<b>Total, all occupations</b>	<b>161,037,700</b>	<b>169,435,900</b>	<b>8,398,100</b>	<b>5.2%</b>	<b>\$38,640</b>
Secretaries and administrative assistants, except legal, medical, and executive	2,382,500	2,170,000	(212,500)	-8.9%	\$36,630
Assemblers and fabricators, all other, including team assemblers	1,379,400	1,217,000	(162,400)	-11.8%	\$31,540
Cashiers	3,648,500	3,509,800	(138,700)	-3.8%	\$22,430
Executive secretaries and executive administrative assistants	622,500	499,400	(123,000)	-19.8%	\$59,340
Office clerks, general	3,158,500	3,047,800	(110,600)	-3.5%	\$32,730
Retail salespersons	4,510,900	4,409,100	(101,900)	-2.3%	\$24,200
Inspectors, testers, sorters, samplers, and weighers	574,000	473,100	(100,900)	-17.6%	\$38,250
Bookkeeping, accounting, and auditing clerks	1,707,700	1,641,900	(65,800)	-3.9%	\$40,240
Postal service mail carriers	328,700	263,700	(65,100)	-19.8%	\$55,210
Tellers	472,100	414,300	(57,800)	-12.2%	\$29,450
Customer service representatives	2,972,600	2,921,000	(51,600)	-1.7%	\$33,750
Data entry keyers	187,300	143,900	(43,400)	-23.2%	\$32,170
Cooks, fast food	491,300	453,200	(38,100)	-7.7%	\$22,330
Legal secretaries	180,100	142,500	(37,600)	-20.9%	\$46,360
Buyers and purchasing agents	432,200	400,200	(32,000)	-7.4%	\$62,750
Correctional officers and jailers	434,300	402,900	(31,400)	-7.2%	\$44,330
First-line supervisors of retail sales workers	1,548,300	1,518,100	(30,200)	-1.9%	\$39,630
Telemarketers	167,700	139,800	(27,800)	-16.6%	\$25,250
Maids and housekeeping cleaners	1,494,400	1,469,000	(25,400)	-1.7%	\$23,770
Postal service mail sorters, processors, and processing machine operators	99,700	76,000	(23,700)	-23.8%	\$58,770
Packers and packagers, hand	673,400	650,000	(23,400)	-3.5%	\$24,580
Printing press operators	175,700	154,900	(20,800)	-11.8%	\$36,220
Word processors and typists	60,400	40,000	(20,400)	-33.8%	\$39,750
Bill and account collectors	258,000	238,600	(19,400)	-7.5%	\$36,020
Sewing machine operators	151,600	133,500	(18,100)	-11.9%	\$25,030
Computer programmers	250,300	232,300	(17,900)	-7.2%	\$84,280
Switchboard operators, including answering service	73,400	55,900	(17,500)	-23.8%	\$29,420
Hotel, motel, and resort desk clerks	265,400	248,700	(16,700)	-6.3%	\$23,700
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	188,800	172,800	(16,000)	-8.5%	\$34,460
File clerks	116,900	101,100	(15,700)	-13.5%	\$31,700

\* Wage information cover non-farm wage and salary workers and do not cover the self-employed, owners and partners in unincorporated firms, or household workers.

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