

Workforce Profile

Montgomery County, Maryland

- **Labor Market Characteristics**
- **Workforce Demographics**
- **Educational Attainment of County Residents**

Prepared for the

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by the

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Montgomery County Planning Department

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Labor Market Characteristics

Employment & Unemployment

- **Employment**

There were more than half a million jobs (518,000) in Montgomery County as of January, 2007. (Round 7.1 COG Forecast)

- **Unemployment**

Unemployment has been steady, averaging 2.9 percent in 2007 (through July) and 2006. (Maryland DLLR)

Industry Mix

- **Largest employment sector**

Professional & Business Services, with 106,500 workers in Montgomery County is by far the largest employer; many of these jobs are concentrated in high-paying scientific, technical, legal and other advanced service fields. (Economic Forces)

- **Employment in high tech**

The technology sector supplies 23 percent of the County's jobs. Technology industry employers include Biotech, Information Technology, Communications and Aerospace companies. (Economic Forces)

- **Largest tech employer**

Lockheed Martin is the largest technology company, employing nearly 3,700 people in the County. (Economic Forces)

Job Growth

- **Employment growth**

Montgomery County's job base has increased by 50,000 since 2000. Job growth in the past year was a moderate 1.4 percent, with nearly 6,000 net new jobs added in 2006. (Economic Forces)

- **Employment forecast**

The County is projected to add nearly 100,000 new jobs by 2020, and more than 150,000 new jobs by 2030. (Round 7.1 COG Forecast)

Job Growth Drivers

- **Largest job growth sector**

Professional & Business Services, which employs 106,551, was also the fastest growing sector, with a 5.4 percent job growth rate over the past year. The largest component in this sector is the *Professional & Technical Services* industry, employing 65,000 people, grew by 3 percent over the same period. (Economic Forces)

- **Tech sector job growth** was steady at 3.4 percent. Biotech employment increased 3.8 percent. (Economic Forces)

- **The Construction industry**—which employs more than 30,000 people—expanded 4.3 percent in 2006. However, a slowdown in residential construction could have an adverse impact on this sector. (Economic Forces)

Wage & Salary Trends

- **Average Annual Salary**

In 2006, jobs in Montgomery County paid an average annual salary of nearly \$54,000, up 4.7 percent over the past year. (Economic Forces)

- **Largest High-Wage Industry**

With 65,000 jobs in Montgomery County, the *professional & technical services* pays an average annual salary of more than \$75,000. (Economic Forces)

- **Growth by Income Group**

Job growth has been strongest in both the highest and lowest wage industry clusters—that is, jobs paying more than \$50,000 per year, and jobs paying less than \$30,000 per year. Job growth in mid-range jobs—those paying between \$30,000 and \$50,000 per year—has declined in recent years. (Economic Forces)

Workforce Demographics

Resident Workforce

- **Size of Resident Workforce**
526,830 Montgomery County residents over age 16 are in the labor force. (2005 Census Update Survey)
- **Percent Working in Montgomery County**
315,000 residents (60 percent) work in the county. (2005 Census Update Survey)
- **Female Labor Force Participation**
68 percent of working-age women are employed, compared to 59 percent nationwide. (2005 Census Update Survey and 2005 American Community Survey)

Class of Worker

- **Public vs. Private Sector employment**
Most Montgomery County residents work in private industry, followed by government, non-profit, self-employment and other work. The distribution of employment across these sectors, detailed below, has been very stable over the past 15 years. (1990 and 2000 Decennial Census; 2005 American Community Survey)
 - **Private Industry**
60 percent work of Montgomery County's resident labor force works in private, for-profit industry.
 - **Government**
22 percent of Montgomery County's resident labor force works for federal, state or local government,
 - **Other**
11 percent of Montgomery County's resident labor force works in private non-profit organizations, and 7 percent are self-employed in unincorporated businesses or as unpaid family workers.

Occupations

- **Occupational Mix** (2005 American Community Survey)
 - More than 260,000 Montgomery County residents (54 percent) are employed in **management and professional occupations**, primarily in information technology, life sciences, education, finance, medicine, law, business management, the arts, law and architecture.
 - 107,000 people (22 percent of employed residents) work in **sales** jobs (including retail).
 - 60,000 residents (13 percent) work in **service** occupations—including healthcare support, public protection services, food preparation and landscaping workers.
 - 30,000 residents (6 percent) work in **construction**.
 - 20,000 residents (4 percent) work in **production and transportation** occupations.

- **Occupational Change** (2000 Decennial Census and 2005 American Community Survey)
 - Between 2000 and 2005, the fastest-growing occupations for Montgomery County residents were construction (+49 percent), health care support (+31 percent), landscaping and building maintenance (+19 percent) and arts & entertainment (+18 percent).
 - The largest absolute growth was in construction (+7,400), sales (+6,000), food services (+3,800), management and business services (+3,400) and arts & entertainment (+3,100) occupations.
 - The sharpest occupational declines among County residents were in community services (-14 percent), production (-13 percent), installation/repair work (-13 percent), computer occupations (-9 percent) and health care support occupations (-6 percent).
 - In absolute terms, Montgomery County lost mostly computer (-3,100), production (-1,400), installation/repair (-1,200) community services (-1,000) and education (-950) workers in its resident labor force.

Educational Attainment of County Residents

(population age 25 and over)

Montgomery County residents are among the best-educated in the nation, with nearly 80 percent of adults having some level of higher education.

- The Census Bureau ranked Montgomery County first in the nation for the percentage of adults with advanced degrees and third (behind Boulder County, Colorado and Fairfax County, Virginia) for the percentage of college graduates . (2004 ACS ranking tables)
- Thirty percent of adults (180,000 residents) have earned an advanced degree—a master’s, professional or doctorate degree.
- Nearly 56 percent of adults (350,000 residents) have earned a bachelor’s degree or higher.
- Nearly 78 percent of the county’s adult population (475,000 residents) have at least some post-secondary education (including those with some college education, associate’s degree holders, and 4-year college graduates).
- Ninety-one percent of adults in Montgomery County have completed high school.

Educational attainment rates are high for both men and women, though men are somewhat more heavily represented among the most advanced degree-holders.

- 36,000 residents (6 percent of adults age 25+) have a doctorate degree, with men accounting for the great majority (70 percent) of these. Nine percent of the county’s adult male population has a doctorate, compared to 3 percent of women.
- 38,000 residents (6 percent of adults) have law, medical or other professional degree. Men account for 63 percent of residents who have earned up to a professional degree.
- 108,000 residents (18 percent of adults) have earned up to a Master’s degree. Women make up the majority (53 percent) of residents with Master’s degrees.
- 162,000 residents (26 percent of adults) have earned up to a Bachelor’s degree. Women account for 54 percent of these residents.

Educational Attainment levels vary somewhat by race and ethnicity.

- Non-Hispanic whites are more likely than minority residents to be 4-year college graduates (65 percent versus 44 percent) and advanced degree holders (36 percent versus 21 percent).
- Asian-Americans have the highest levels of educational attainment among minority residents. 61 percent are college graduates, and 33 percent have a graduate degree.
- Among African-American residents, 44 percent are college graduates, and 19 percent have a graduate degree.
- Hispanic residents as a group have comparatively lower levels of educational attainment, with 21 percent being college graduates and 10 percent holding an advanced degree. Overall, only 43 percent of Hispanics have had some post-secondary education. Hispanics make up 35 percent of the population that has not completed high school.

In-movers

- 90 percent of adult County residents were born outside Maryland.
- Residents born elsewhere in the U.S. generally have higher levels of educational attainment than those born in Maryland, with in-movers holding advanced degrees at twice the rate of Maryland-born adult residents. This suggests that Montgomery County historically has attracted very highly educated individuals and their families from around the nation.

Foreign-born

- 36 percent of adult residents in Montgomery County are foreign-born.
- 45 percent of foreign-born residents have earned a bachelor's degree or higher. 24 percent have a graduate degree. Foreign-born residents account for 30 percent of Montgomery County residents with advanced degrees.
- At the other end of the scale, 18 percent of foreign-born residents did not finish high school; 77 percent of County residents who lack a high school education are foreign-born.

Language

- English is the primary language of 65 percent of Montgomery County adults in the workforce, followed by Spanish (13 percent), other Indo-European (10 percent), Asian (9 percent) and other languages (4 percent).
- More than two-thirds of English speakers have a bachelor's degree or higher (67 percent), and an additional 20 percent have an associate's degree or some other college education. Only 2 percent of English-speakers have less than a high school education.
- Among Spanish-speakers, 22 percent have a bachelor's degree or higher, and 23 percent have an associate's degree or some other college education. Fully one-third (33 percent) have not completed high school.