

Workers Who Care:

A Graphical Profile of the Frontline
Health and Health Care Workforce



Robert Wood Johnson Foundation

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HEALTH WORKFORCE SOLUTIONS LLC

November 2006

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Introduction

The Robert Wood Johnson Foundation (RWJF) is dedicated to improving the health and health care of all Americans. Historically, the Foundation's workforce initiatives have targeted primarily prominent and professionalized occupations, such as physicians, registered nurses and health care executives. These professions are critical, highly visible components of the United States health care system; they provide vital contributions to the public, their patients, key constituents and the organizations they represent. However, a significant number of public health and health care workers—referred to here as the frontline workforce—also deliver vital care and services, but are often underrepresented in current research and outreach initiatives within the health and health care system. This frontline workforce is a diverse group of professionals and paraprofessionals who provide a range of direct patient care and client services. The Robert Wood Johnson Foundation believes this fast-growing segment of the health and health care workforce, a group that plays a critical role in ensuring delivery of high-quality care and services, warrants further research and outreach.

This frontline workforce is growing rapidly; collectively it is growing faster (32.6%) than the growth rate of all health and health care occupations (28.3%), and significantly faster than the growth rate for all occupations (14.8%) in the United States workforce (Bureau of Labor Statistics Occupational Employment Statistics, 2003). Although we know the frontline workforce will continue to play a critically important role within public health and the health care delivery system, little has been known about who these workers are and what employment issues and needs they face. This chartbook attempts to fill this research gap by providing information about frontline occupations on both national and state levels. Frontline workers are diverse in terms of the patient care services they provide, the settings in which they work, and their particular employment outlook, but they do share some common characteristics:

- Frontline workers' wage earnings are generally lower than in other health care occupations; most earn annual wages of \$40,000 or less;
- Most frontline occupations require educational training at a bachelor's degree or below, or simply on-the-job training;
- Workers often do not have clear career ladders or mechanisms to enhance their occupational role.

In total, the frontline workforce occupations selected for this chartbook represent more than 6 million workers employed in 2002 (based on data reported by the Bureau of Labor Statistics) which represents just over half of the total health and health care workforce. Not all occupations document comprehensive demographic information; however, existing data do indicate that 80 percent of frontline workers in the occupations included in this study are female, and 32 percent are African American or Hispanic. These demographics are in sharp contrast with many other health professions, in which workers are predominantly white and male.

Although some frontline occupations have voluntary member associations, connections with accrediting bodies or related organizational affiliations, no comprehensive resource has provided consistent data on the occupational outlook for this workforce. This chartbook offers a synthesis of the core data available across these occupations, including occupational growth outlook, per capita employment, demographic information, and wage outlook and trends. These data will serve as a resource for workforce policy-makers and analysts, occupational associations, employers, foundations and researchers by profiling the frontline workforce as a whole, the variability across frontline occupations, and the employment outlook for each occupation as it varies across states.

The frontline workforce will become an increasingly important part of the United States health and health care system as the population ages. Changes in disease, advances in technology, and increases in consumer demand and costs will affect the entire health care system, but many frontline employers and workers will have fewer resources available to respond to those challenges. As our nation's health care needs increase, it is essential to the nation's health that policies be developed to ensure that a sustainable frontline workforce is available to deliver the highest quality of care and services.

Overview of Methodology

This chartbook provides comprehensive employment data on frontline health and health care workforce occupations. The data offer a profile of the frontline workforce at the national level, as well as a more nuanced description of the ways in which the frontline occupational outlook varies across states and regions. The researchers gathered the core occupational data presented here from federal sources, such as the Bureau of Labor Statistics, and from state sources, such as state labor market information databases.

Defining the Frontline Health and Health Care Workforce

Thirty-two occupational categories comprise the frontline health and health care workforce profiled in this chartbook.¹ These occupational categories are defined by the Bureau of Labor Statistics 2000 Standard Occupational Classification (SOC), which the researchers used to obtain the most standardized and consistent data available for this workforce. To delineate which occupations make up the frontline workforce, the researchers targeted occupations with the following general characteristics:

- a high level of direct patient care or care delivery support services;
- median annual wages of approximately \$40,000 or less; and
- required educational training of a bachelor's degree or below.

Collectively, the frontline workforce reflects these general characteristics. However, as discussed in more detail in the Appendix, a few occupational categories that do not precisely fit these criteria are included in the frontline workforce because they generally represent the health and health care occupations warranting further research and attention.

Data Collection and Analysis

The researchers used both federal and state resources to gather core occupational data. Because state labor market information resources use the federal Bureau of Labor Statistics Standard Occupational Classification, parallel gathering processes produced consistent and comparable state and national occupational data. Core data on this workforce include:²

- 2002–2012 national and state employment and projections
 - growth rate,
 - percentage of annual job openings due to replacement needs, and
 - per capita occupational employment;

1 An extensive discussion of the process of defining this workforce can be found in the Extended Methodology section in the Appendix.

2 For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

- 2004 national and state wage outlook and trends
 - average occupational wage,
 - percentile range of wage earnings, and
 - national and state wage gain trends;
- demographics (national data); and
- educational training levels (national data).

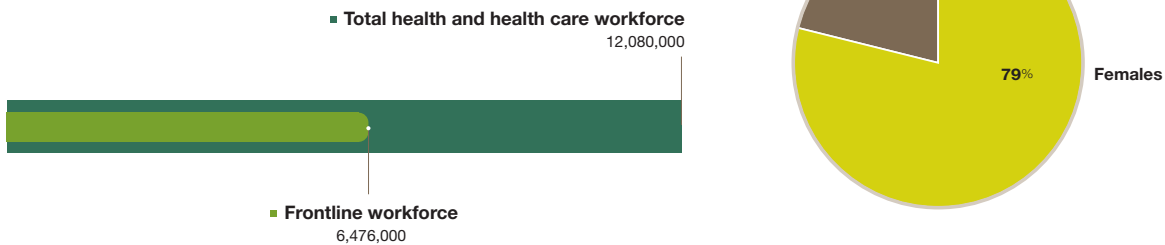
The core data were analyzed, organized and presented to provide: (1) a view of the frontline workforce as a whole; (2) occupational variations across the workforce; and (3) in-depth occupational profiles that illuminate state variations in key information such as per capita employment, occupational growth rates, reported wage gains, and other occupational trends. In addition to the core data in the main portion of the chartbook, a complete set of data tables are included in the Appendix, which provides occupational data specific to each state.

How to Use the Chartbook

Overview of the Frontline Workforce (page 11 to 15)

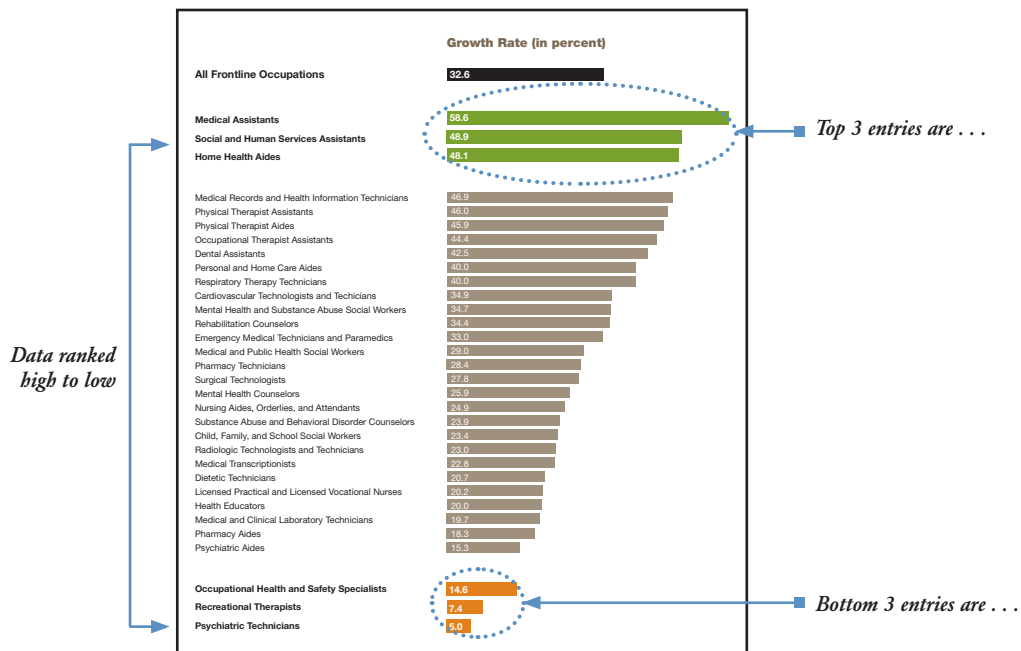
This section of the chartbook provides overview data on the total frontline workforce. The data presented are aggregated across all 32 occupations to present a view of the employment and wage outlook for the frontline workforce as a whole. Data presented include:

- Frontline workforce population relative to the total health and health care workforce
- Employment projections
- Regional distribution and outlook
- Gender and racial distribution
- Wage earnings

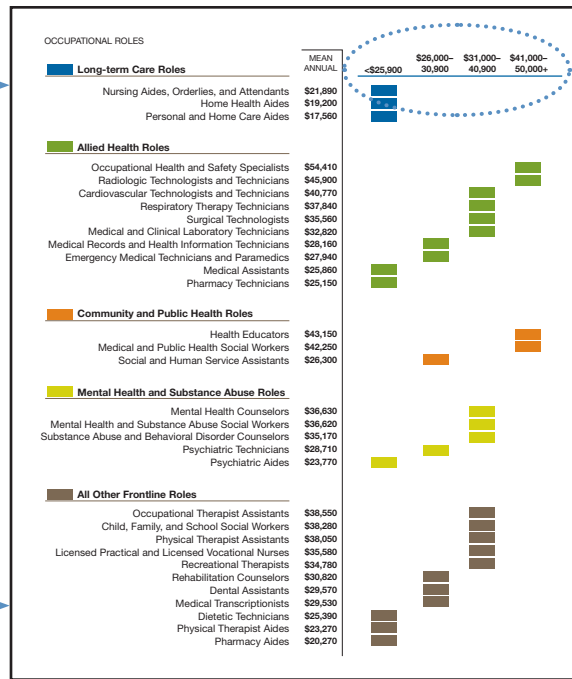


Occupational Variation Across the Frontline Workforce (page 17 to 26)

This section of the book provides data focusing on the variation across the 32 occupations. Figures 10 and 11 in this section show the employment and wage outlook across these occupations, ordered from high to low.



Frontline occupational data point groupings



Wage ranges

The second set of charts, Figures 12 through 18, present comparison data of the average annual occupational wage relative to several other data points: occupational roles, demographics and education level along with other wage data points such as wage gain and wage range. The purpose is to show where certain data points correlate with higher or lower wages.

For example, if one wanted to look at the wages for

occupations requiring a bachelor's degree compared with wages of occupations requiring an associate degree, the comparison is displayed on this chart.

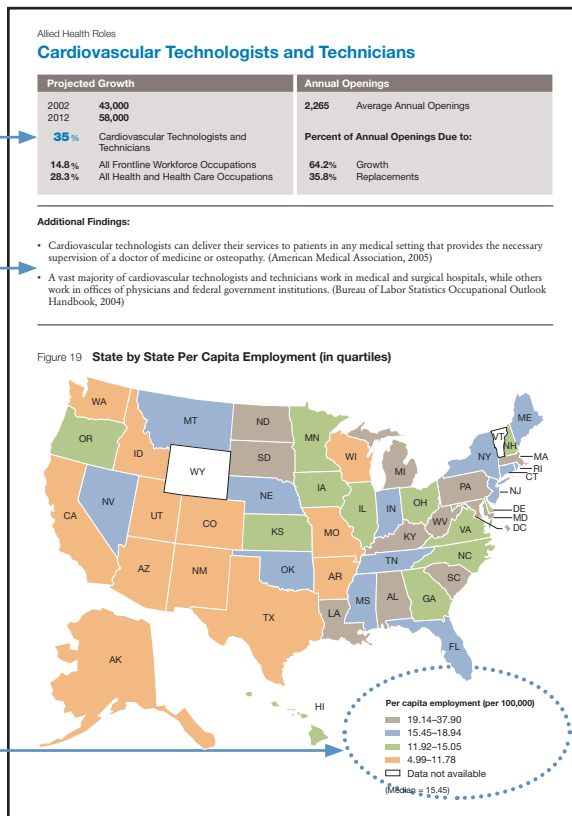
Occupational Profiles (page 27 to 128)

This third section provides occupational profiles for each of the 32 occupations in the frontline workforce.

Summary occupational employment information

Supplemental data points

Per capita distribution by quartiles



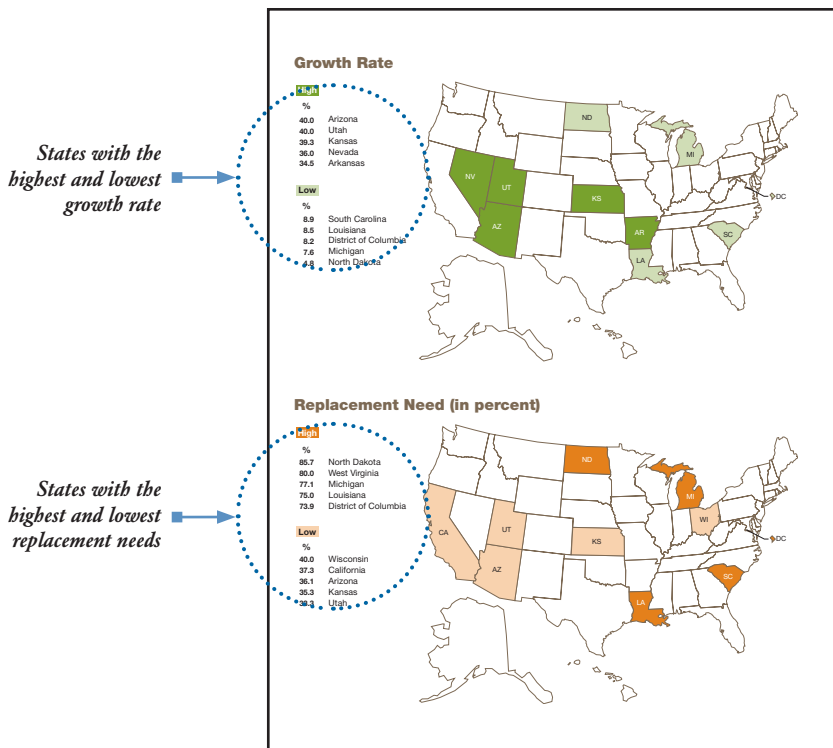
Page 1

The top of this page provides summary employment information for the occupation, followed by a few additional data points. The map of the United States on the bottom portion of the page presents the per capita distribution for this occupation across the country. The per capita population is presented in quartiles with the legend showing the distribution for each quartile by color, and the states shaded by the corresponding quartile color.

A complete listing of each state's per capita distribution is located in the Appendix tables corresponding with each occupation.

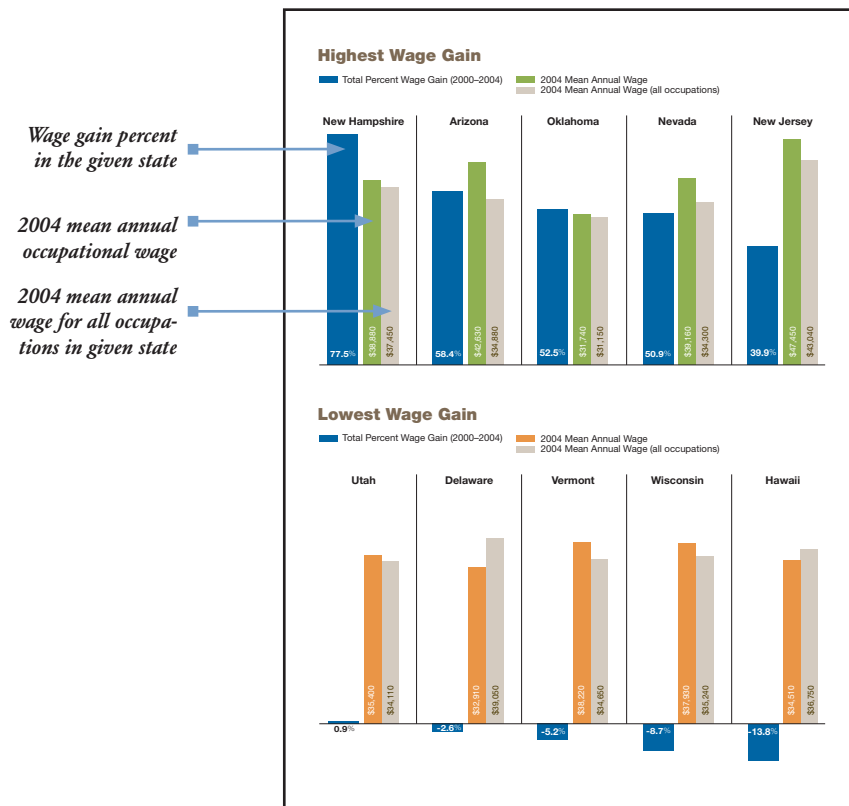
Page 2

This page presents data on the variation across states for the growth outlook and replacement needs for the occupation. For both growth and replacement needs, one can see the top and bottom five states highlighted on the maps along with the corresponding percentage data on the left.



Page 3

This page presents the variation in wage outlook and average wage across states for the occupation. The top chart highlights the five states with the greatest wage gains from 2000–2004 and the chart below highlights the states with the lowest wage gains. Additionally, the average wage for the occupation in this state is presented next to the average wage for all occupations in that state.

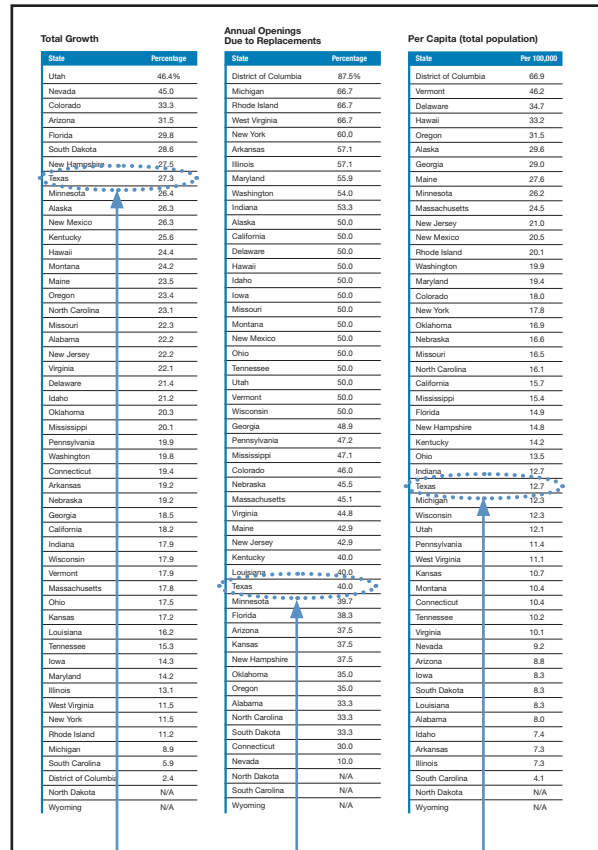
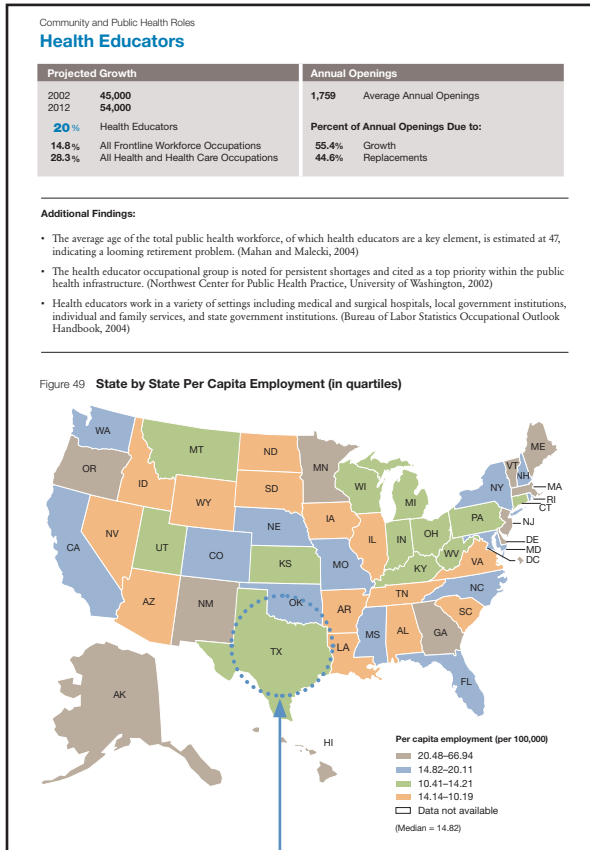


Here, one can see the mean annual wage for the profiled occupation in the given state benchmarked next to the average wages across all occupations in that state, providing insight into the economic context for the particular occupation in the given state.

Appendix Data Tables (page 137 to 234)

The data tables in Appendix B provide a complete listing of the state-by-state data highlighted in the occupational profiles. The data tables are organized by occupation, and include state data for growth, replacements, and per capita; and wage gains, benchmarks, and differentials. Data for certain occupations were not available in all states; and unavailable data are labeled as “n/a.”

For example, for a more detailed look at the specific per capita population of health educators in Texas, one can turn to the corresponding per capita Appendix table for health educators, which will show the per capita population for that state, listed in order from highest to lowest per capita distribution.



Corresponding data for every state can be found in Appendix B: Tables—Occupational Profiles: State by State Data

Commonly Used Terms

Several terms are repeatedly used throughout the chartbook. The table below provides brief definitions for each term:

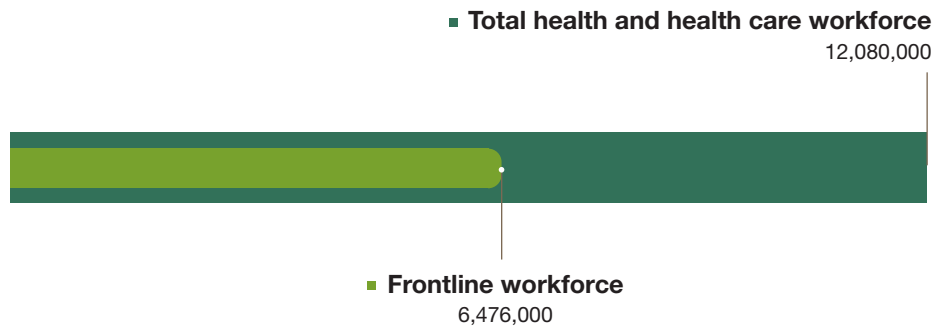
TERM	DEFINITION
Frontline workforce	32 unique occupational groups of health and health care workers as defined by the researchers. Key characteristics include high level of direct care/service, median annual wage under \$40,000 and required educational training of a bachelor's degree or below. For more detail on how the 32 groups were chosen, please review the Extended Methodology section in the Appendix.
Growth or growth rate	Difference or percent change between 2002 and 2012, reflecting expected growth in an occupation throughout the ten-year period
Replacements	The need in job openings from workers that permanently leave an occupation (e.g. retirement, health and family reasons, switch careers, etc.)
Separations	Synonym for replacements
Average annual openings	Sum for each occupation of Growth plus the expected number of Replacement workers needed to fill those openings and then annualized
Short term on-the-job training	Short demonstration or up to one month of on-the-job experience or instruction
Moderate term on-the-job training	One to 12 months of combined on-the-job experience and instruction
Allied health roles	Occupations that support, aid and increase the efficiency of the physician or dentist or primary clinical specialist

For more detail on specific calculations or methods, please refer to the Extended Methodology section in the Appendix.

Overview of the Frontline Health and Health Care Workforce

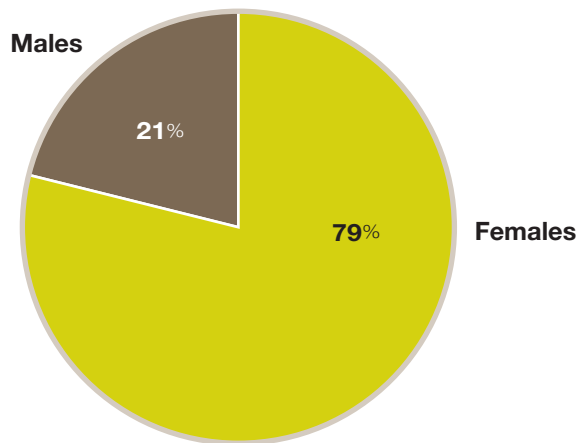
Frontline workers represent a large and significant segment of the total health and health care workforce. There are approximately 12 million health and health care workers in the United States, working in community and social service occupations, health care practitioner and technical occupations, and health care support occupations (Bureau of Labor Statistics, 2003). These workers represent a range of roles in the delivery of health services and care; they include physicians, registered nurses, substance abuse counselors, medical assistants and X-ray technicians. The frontline workforce, as defined in this chartbook, constitutes half of the total health and health care workforce, with more than 6 million workers in frontline occupations.¹

Figure 1 **Frontline Workforce Population Relative to Total Health and Health Care Workforce Population**



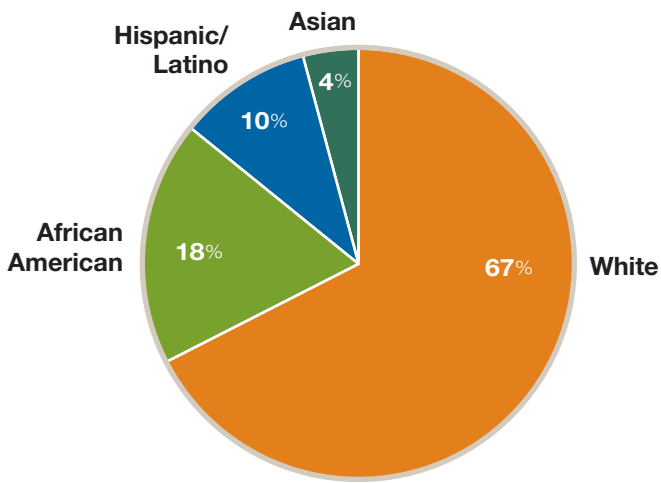
The frontline workforce as a whole is predominantly female and approximately one-third of the workers are part of a racial minority.

Figure 2 **Gender Distribution Across the Frontline Workforce**



¹ For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 3 **Racial Distribution Across the Frontline Workforce**



The frontline workforce consists of a diverse set of occupations within various health services and health care delivery roles.

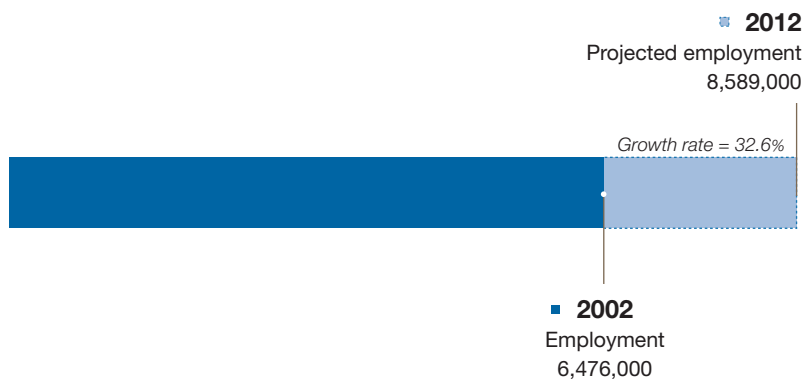
Figure 4 **Frontline Workforce Occupational Roles**

Allied Health Roles	Mental Health and Substance Abuse Roles
Cardiovascular Technologists and Technicians	Mental Health Counselors
Emergency Medical Technicians and Paramedics	Mental Health and Substance Abuse Social Workers
Medical Assistants	Psychiatric Aides
Medical and Clinical Laboratory Technicians	Psychiatric Technicians
Medical Records and Health Information Technicians	Substance Abuse and Behavioral Disorder Counselors
Occupational Health and Safety Specialists	Other Frontline Occupational Roles
Pharmacy Technicians	Child, Family, and School Social Workers
Radiologic Technologists and Technicians	Dental Assistants
Respiratory Therapy Technicians	Dietetic Technicians
Surgical Technologists	Licensed Practical and Licensed Vocational Nurses
Community and Public Health Roles	Medical Transcriptionists
Health Educators	Occupational Therapist Assistants
Medical and Public Health Social Workers	Pharmacy Aides
Social and Human Services Assistants	Physical Therapist Aides
Long-term Care Roles	Physical Therapist Assistants
Home Health Aides	Recreational Therapists
Nursing Aides, Orderlies and Attendants	Rehabilitation Counselors
Personal and Home Care Aides	

Employment Outlook

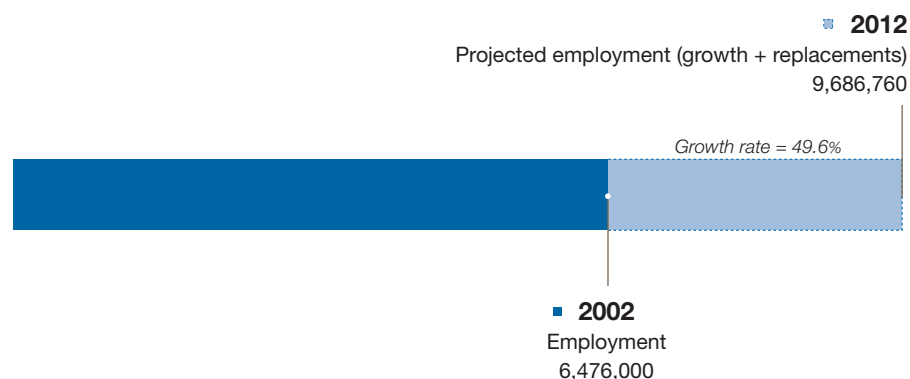
This frontline workforce is growing rapidly; collectively it is growing faster (32.6%) than the growth rate for all health and health care occupations (28.3%), and significantly faster than the growth rate for all occupations (14.8%) in the United States (Bureau of Labor Statistics Occupational Employment Statistics, 2003).

Figure 5 **Projected Employment for the Frontline Workforce Due to Growth (2002-2012)**



This projection reflects only the increase in jobs needed due to occupational growth; it does not include additional job openings due to replacement need, which includes workers who retire, leave the occupation, or leave the employment workforce altogether. For the frontline workforce, 34.2% of the average annual projected job openings are due to replacement need. This means an additional 1 million frontline workforce jobs will need to be filled by 2012.

Figure 6 **Projected Employment for the Frontline Workforce Due to Growth + Replacement Need (2002-2012)**



Regional Outlook

With the exception of the West, there is little observable regional variation in growth rate or percentage of replacement need for the total frontline workforce across the four Census regions. Variations in employment and wage outlook appear much more salient at the state level when comparing particular occupations, as shown in the Occupational Profiles section.

The overall regional distribution of the frontline workforce is fairly evenly distributed relative to the regional distribution of the population as a whole. The Western region exhibits the most variation relative to the other regions, with the frontline workforce there less representative of the region’s population as a whole. The total 2002 population distribution across regions is:

West:	26% of total United States population
South:	35% of total United States population
Northeast:	18% of total United States population
Midwest:	21% of total United States population

Figure 7 **Frontline Workforce Regional Distribution**

Total workforce employment: 6,400,000

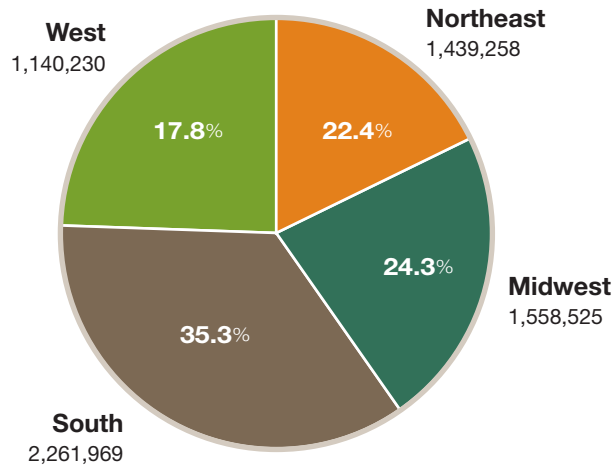
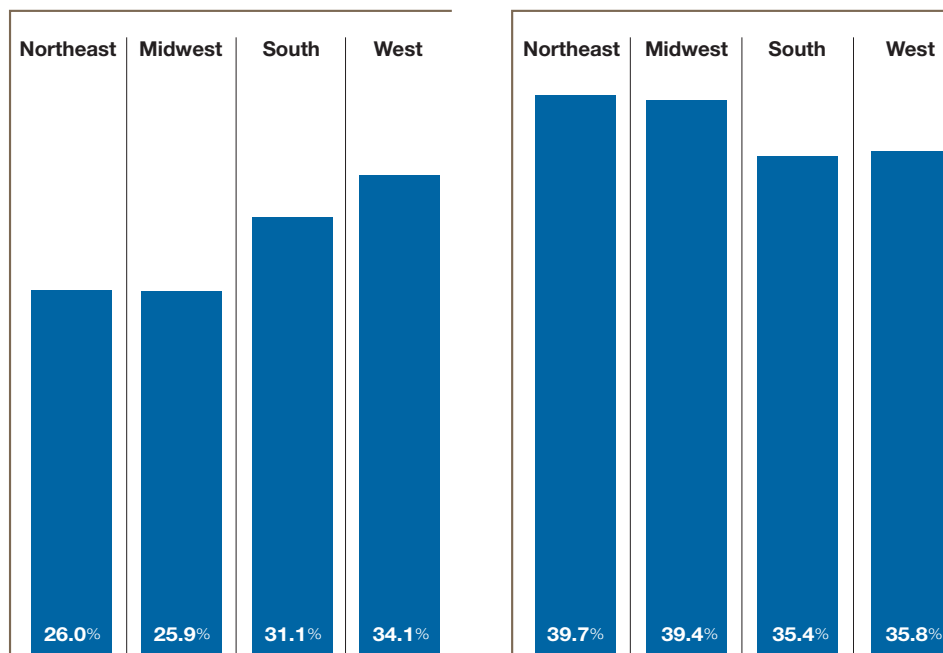


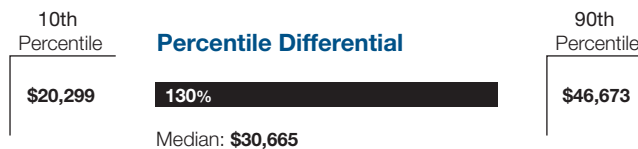
Figure 8 **Frontline Workforce Regional Outlook: Projected Growth (2002–2012) and Percent Job Openings Due to Replacement Need**



Wage Outlook

Workers in the frontline workforce generally earn less than \$40,000 per year: the mean annual wage for the total frontline workforce is \$32,180 (Bureau of Labor Statistics Occupational Employment Statistics, Wage Estimates, 2004). Looking at the percentile spread of wage earnings for frontline occupations from the 10th percentile to the 90th percentile, there is some variability between the minimum and maximum wage earning potential. The highest annual wage earning potential for this workforce as a whole is under \$50,000.

Figure 9 **Frontline Workforce Wage Earnings (2004)**



Occupational Variation Across the Frontline Health and Health Care Workforce

The following section highlights the employment and wage outlook for the frontline workforce by occupation, and illuminates variations among frontline occupations. There is significant variation in growth and replacement need across occupations, and there is also some observable variation in wage earnings. The variations in growth and replacement need do not appear to relate directly to particular occupational roles. In wage outlook, however, certain occupational roles tend to cluster at the top and the bottom of the wage-earning spectrum. For example, long-term care roles are among the lowest wage earners and experienced the smallest wage gain in the past four years. Allied health roles (some, not all), on the other hand, are among the highest wage earners in this workforce and experienced some of the largest wage gains.¹

Although the data on educational training for frontline occupations are limited,² the researchers were able to categorize these occupations based on the following standard educational training levels:

Short-term on-the-job training ³
Moderate-term on-the-job training ⁴
Postsecondary vocational award
Associate degree
Bachelor's degree
Master's degree

(Bureau of Labor Statistics Occupational Projections and Training Data, 2005)

In frontline workforce occupations, higher education and training do not directly correlate with the highest wage earnings, but workers with only on-the-job training are among the lowest wage earners in the workforce.

The demographic data available for frontline occupations is also limited. However, by grouping occupations by their percentage of minority workers, there are some patterns within occupational roles with a high percentage or a low percentage of minority workers. For example, long-term care roles have the highest percentage of minority workers and the lowest wage earnings, and allied health roles (some, not all) have the lowest number of minority workers and are among the highest wage earners.

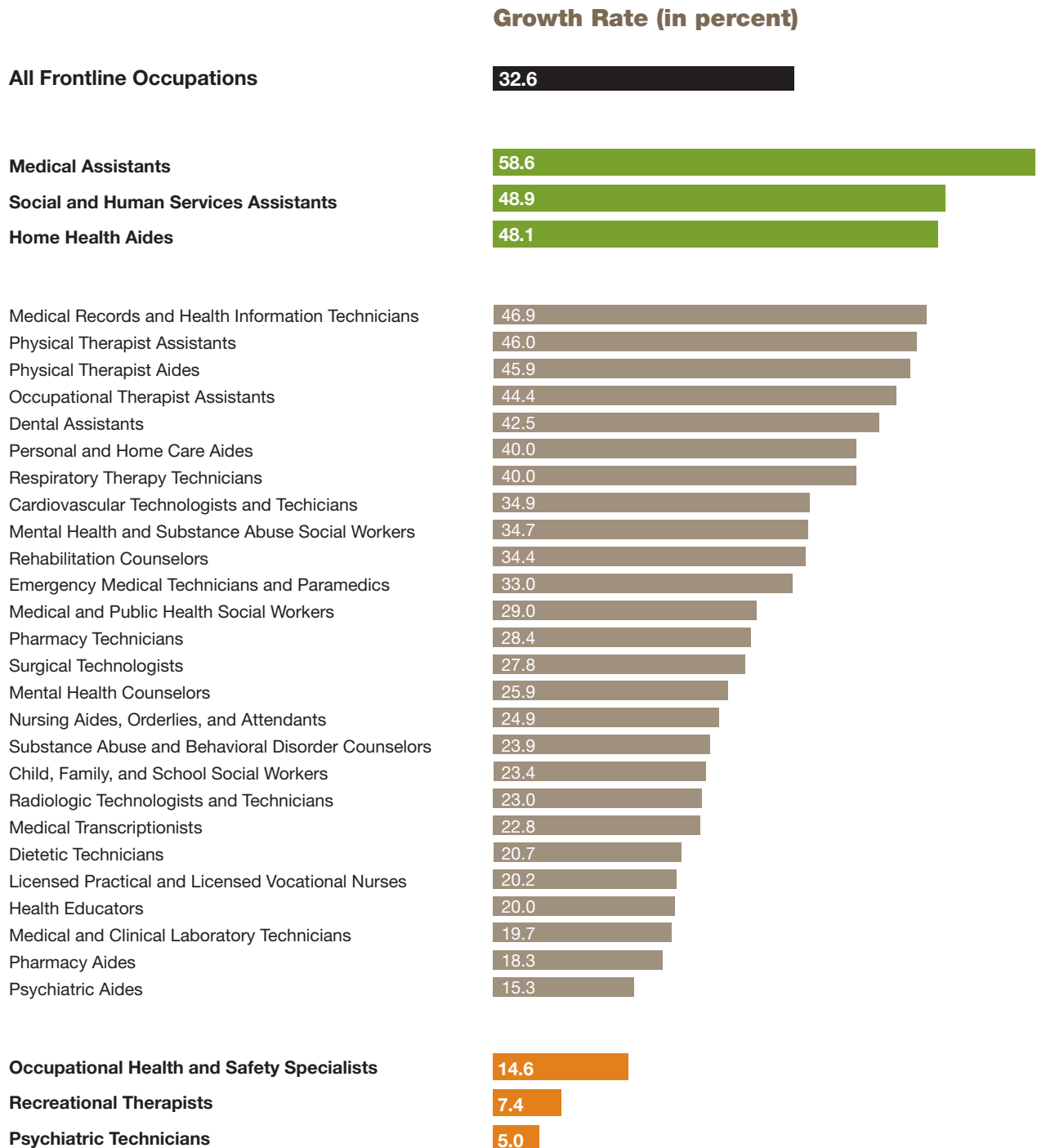
¹ For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

² Further discussion on data availability can be found in the Extended Methodology section in the Appendix.

³ Defined as short demonstration or up to 1 month of on-the-job experience or instruction.

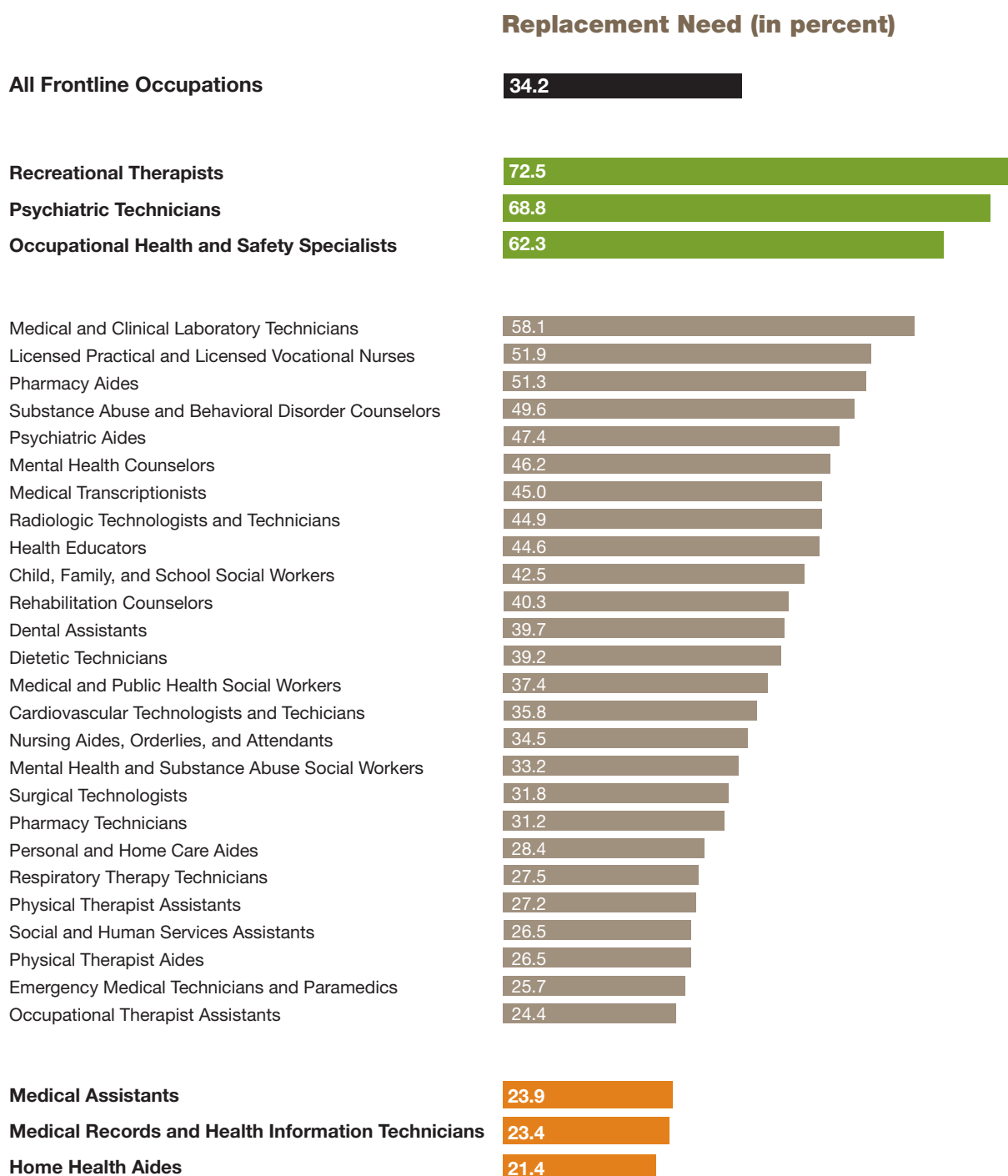
⁴ Defined as 1 to 12 months of combined on-the-job experience and instruction.

Figure 10 Occupational Employment Projections (2002–2012)—Growth Rate



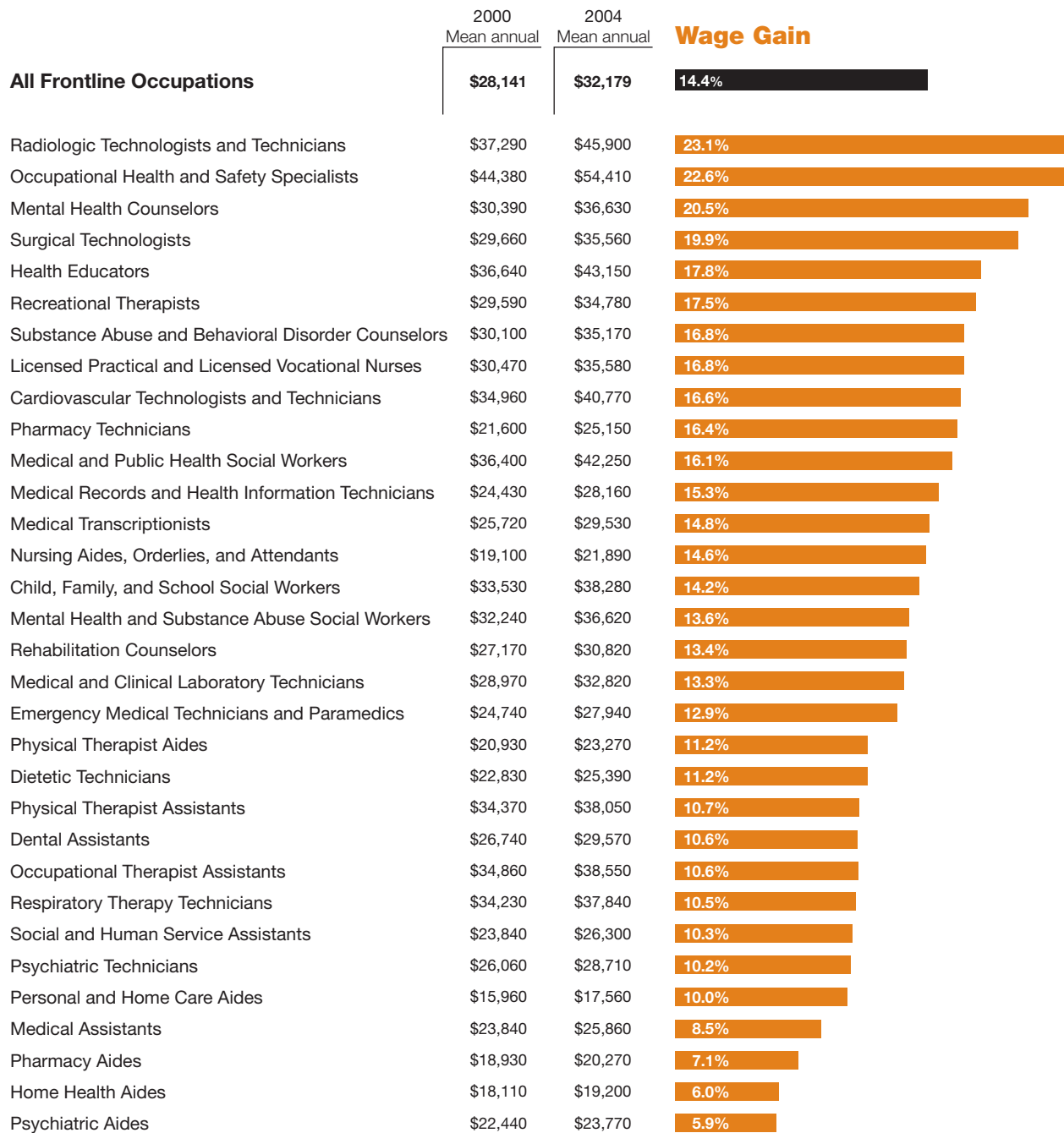
For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 11 Occupational Employment Projections (2002–2012)—Percent of Job Openings Due to Replacement Need



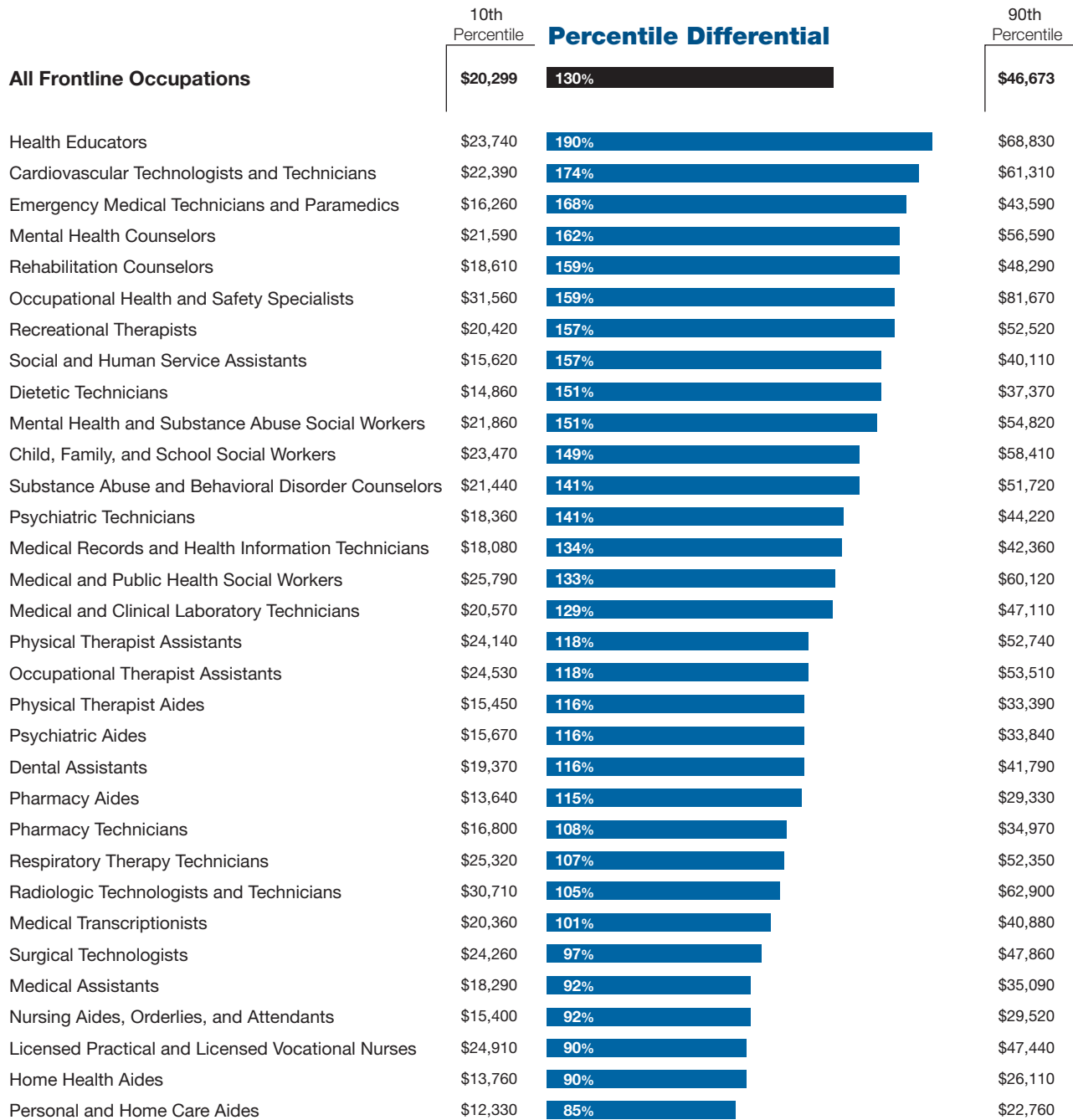
For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 12 Occupational Wage Gains: 2000–2004



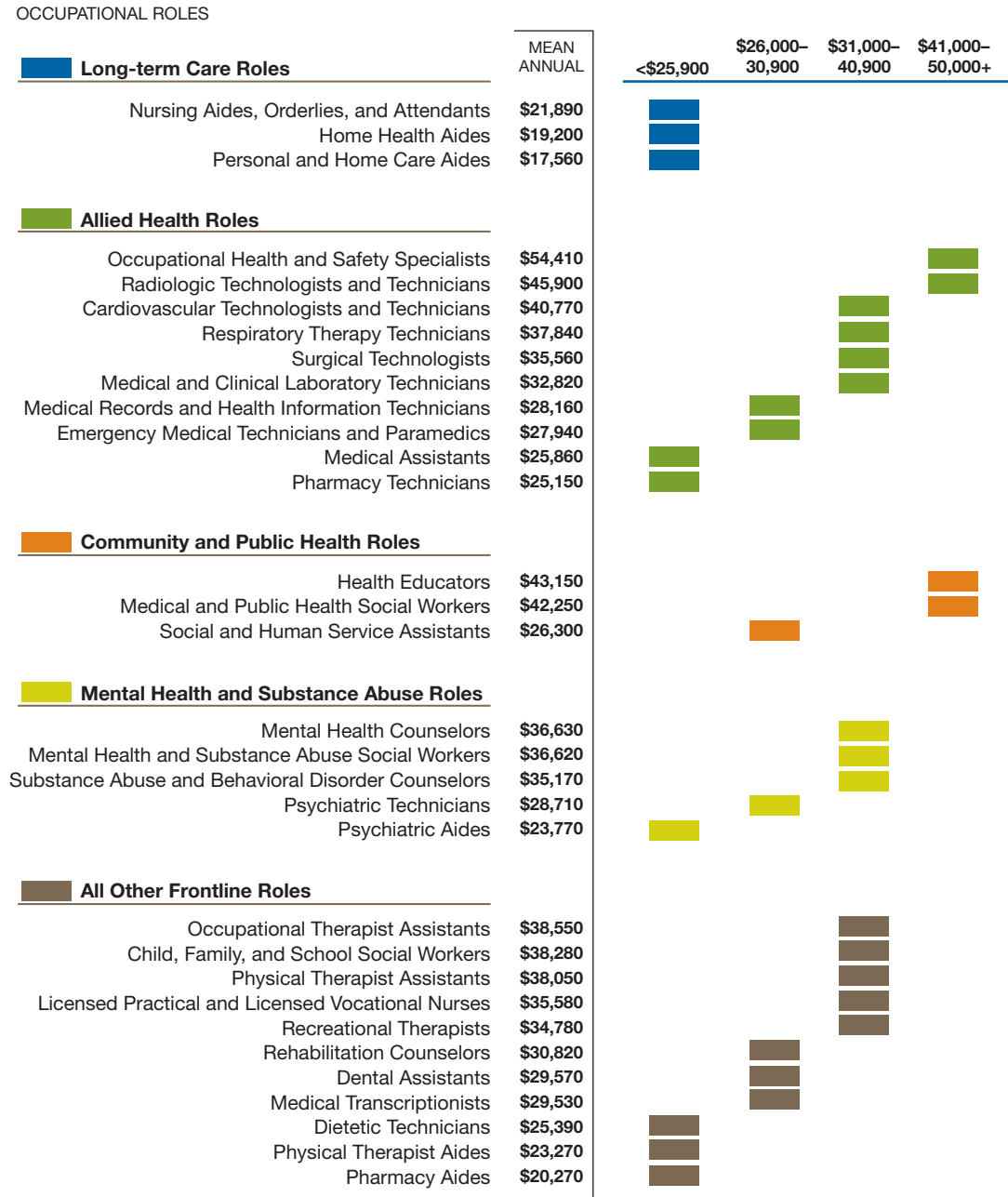
For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 13 **Occupational Wage Range: 10th–90th Percentile**



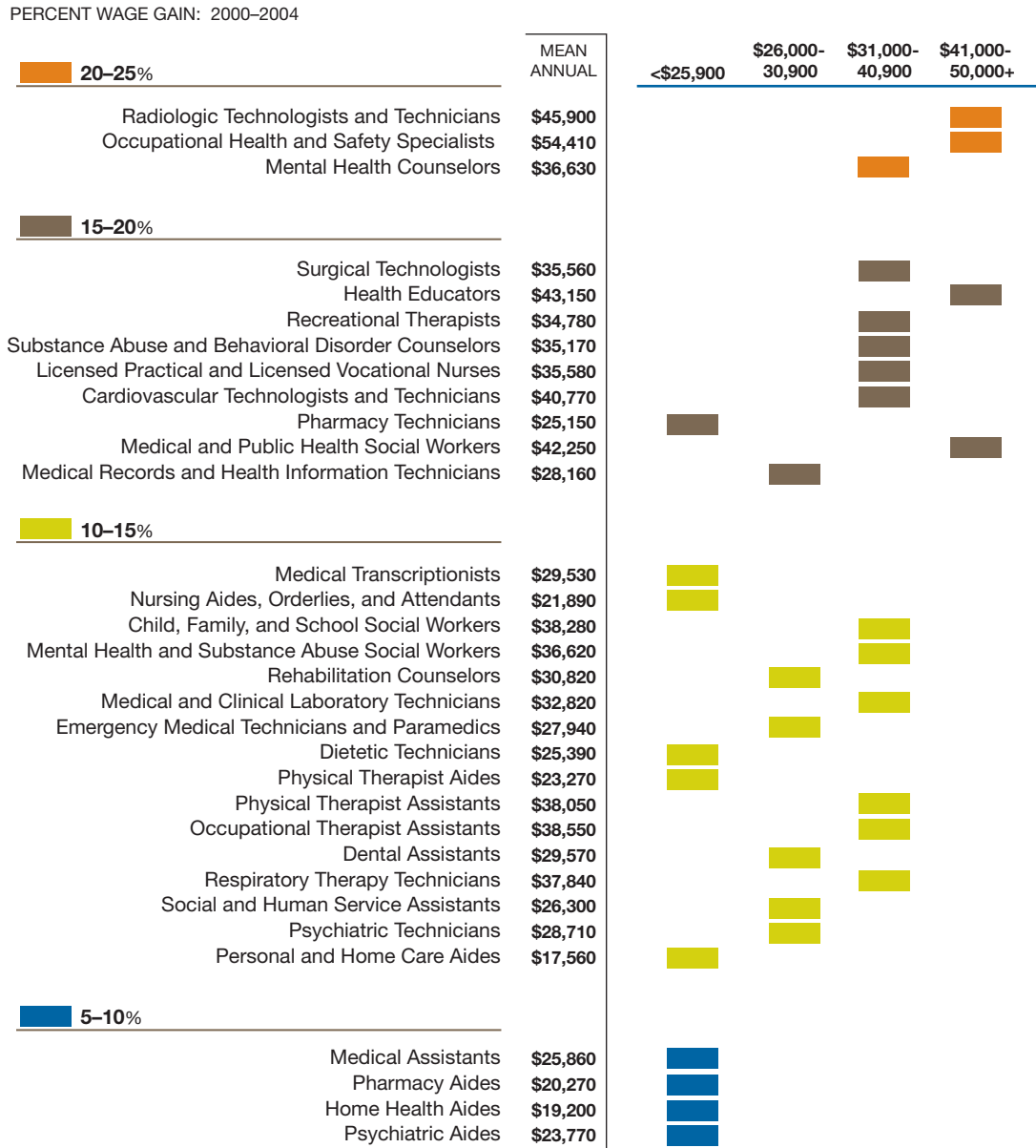
For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 14 Comparison of Annual Wage Earnings Relative to Occupational Roles



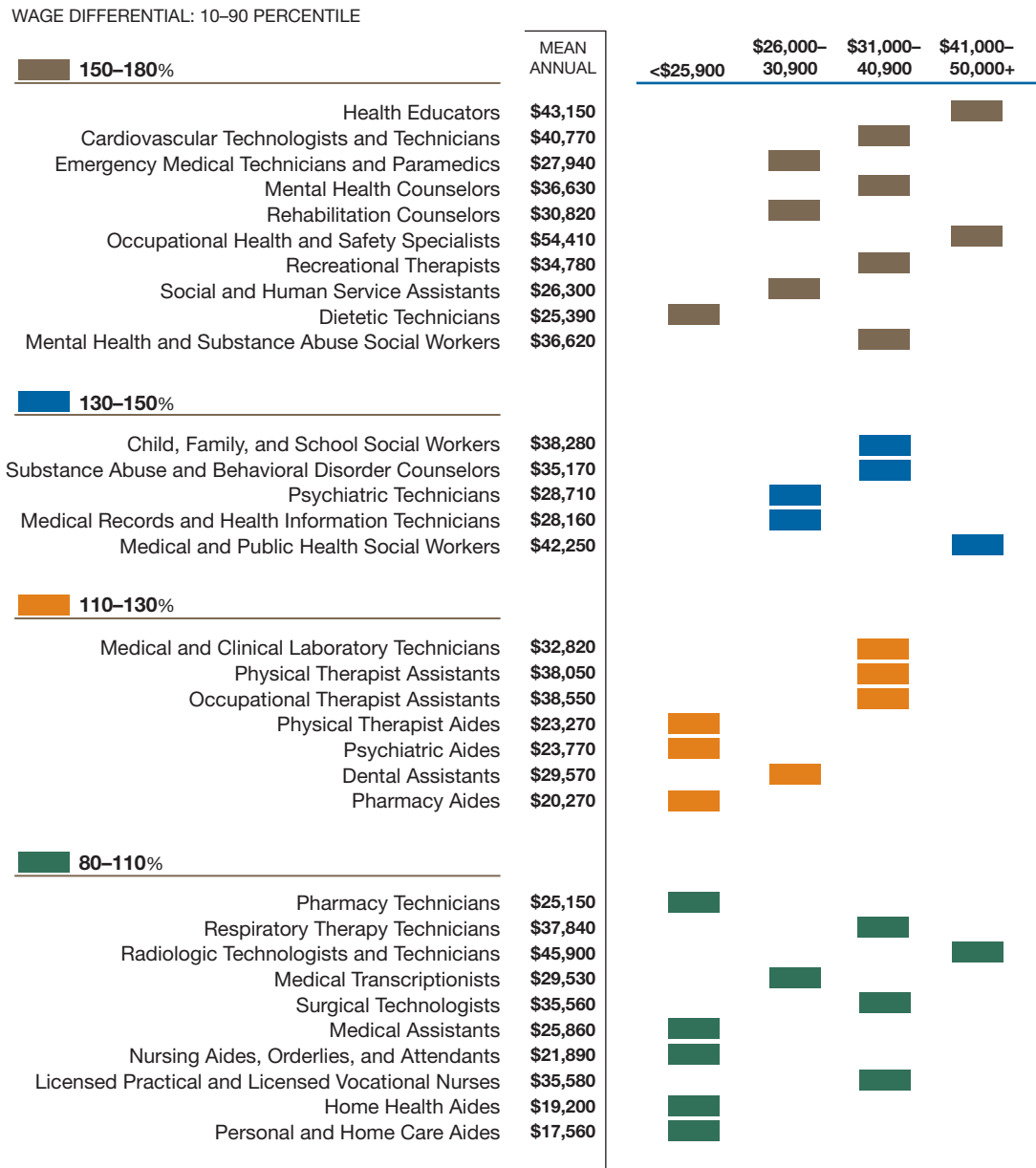
For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 15 Comparison of Annual Wage Earnings Relative to Percent Wage Gain Across Occupations



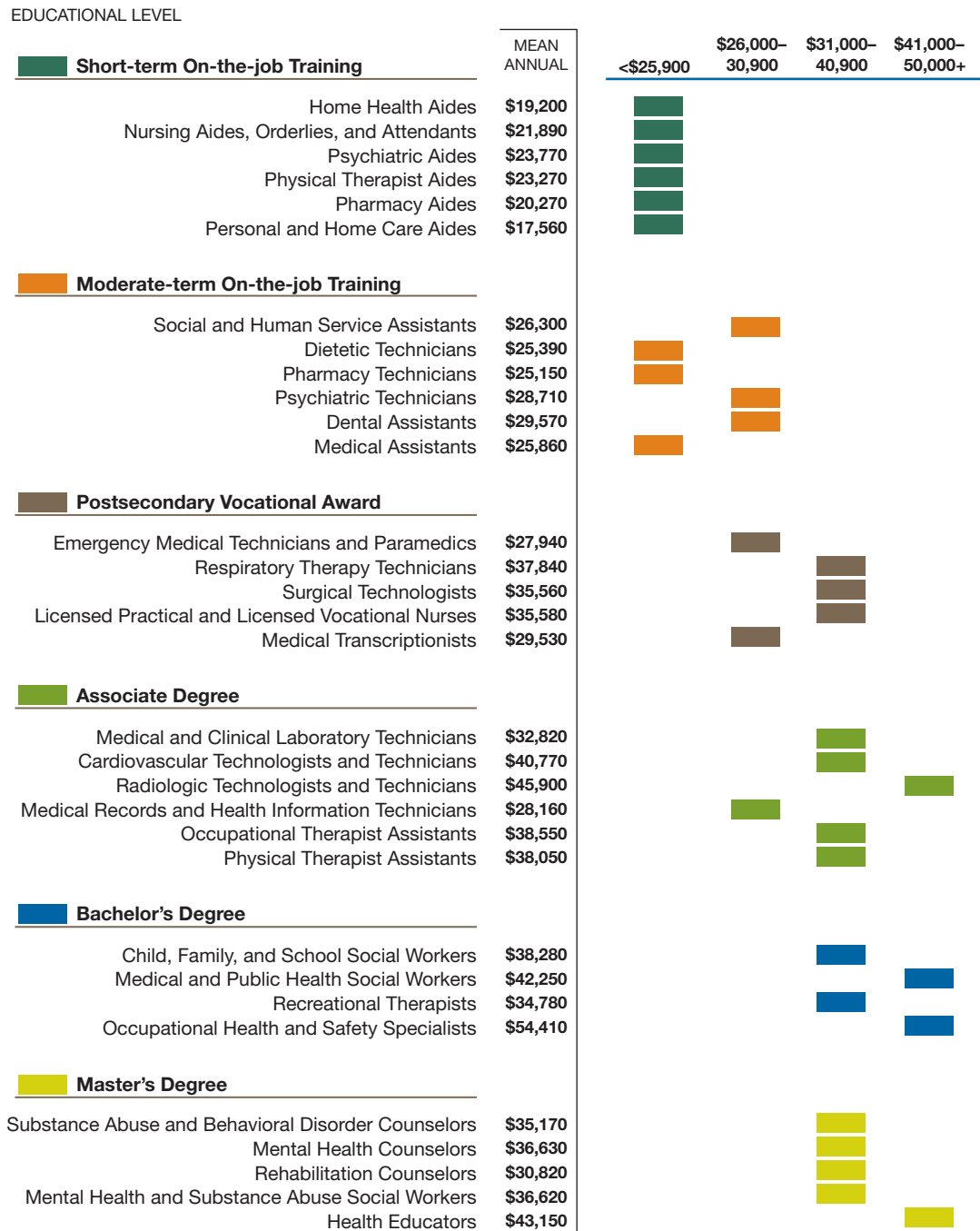
For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 16 **Comparison of Annual Wage Earnings Relative to Wage Earnings Range (10th–90th percentile)**



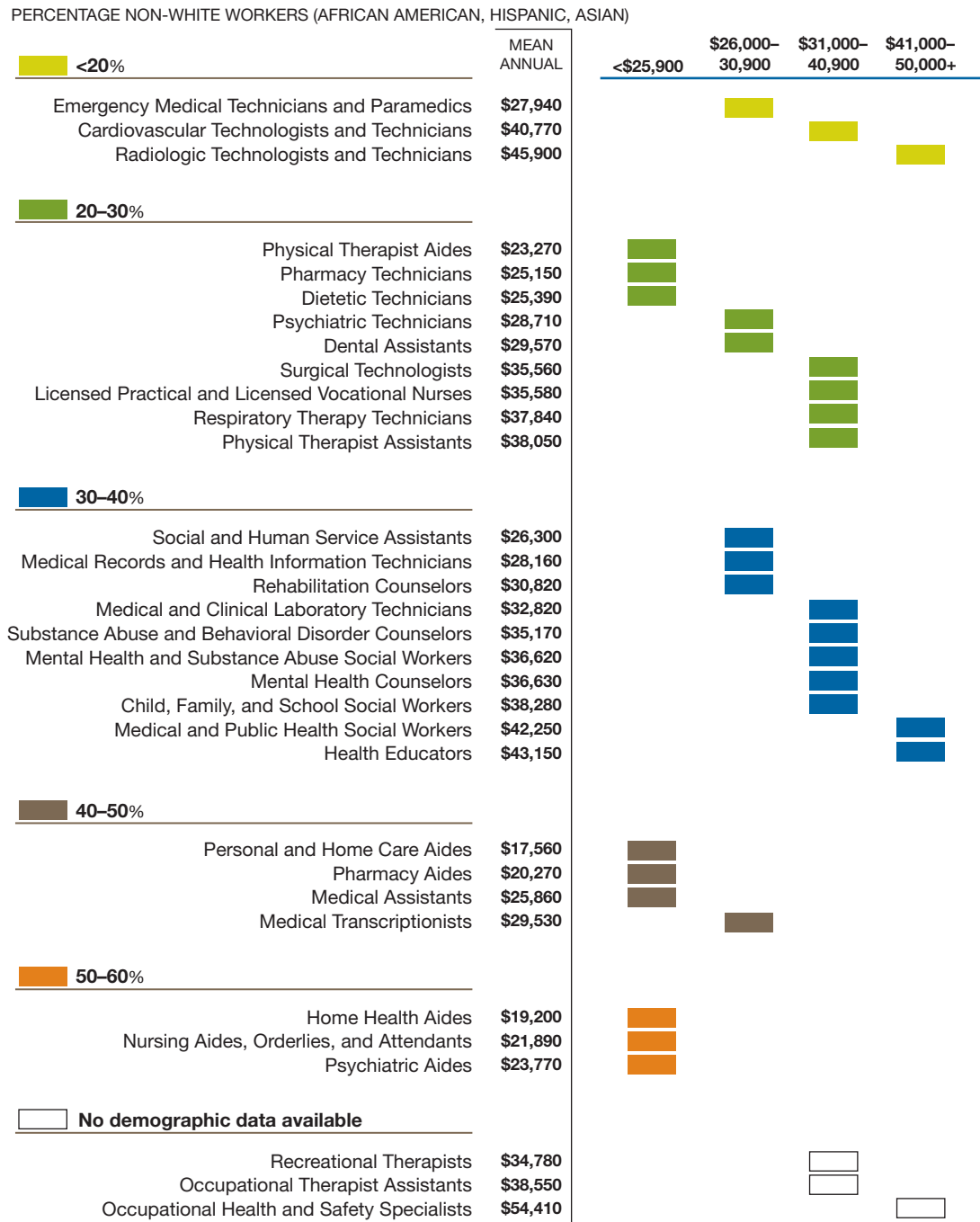
For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 17 **Comparison of Annual Wage Earnings Relative to Education Training Levels**



For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 18 **Comparison of Annual Wage Earnings Relative to Percent of Minority Workers Within Occupations**



For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Occupational Profiles

The following section provides in-depth occupational profiles for each of the 32 occupations in the frontline workforce. In particular, they show variations in per capita employment, growth outlook, and wage outlook across states for each occupation.

Allied Health Roles

Frontline Occupational Group and Census 2000 Associated Job Titles.....	28
Cardiovascular Technologists and Technicians.....	29
Emergency Medical Technicians and Paramedics.....	32
Medical Assistants.....	35
Medical and Clinical Laboratory Technicians.....	38
Medical Records and Health Information Technicians.....	41
Occupational Health and Safety Specialists.....	44
Pharmacy Technicians.....	47
Radiologic Technologists and Technicians.....	50
Respiratory Therapy Technicians.....	53
Surgical Technologists.....	56

Community and Public Health Roles

Frontline Occupational Group and Census 2000 Associated Job Titles.....	59
Health Educators.....	60
Medical and Public Health Social Workers.....	63
Social and Human Services Assistants.....	66

Long-term Care Roles

Frontline Occupational Group and Census 2000 Associated Job Titles.....	69
Home Health Aides.....	70
Nursing Aides, Orderlies and Attendants.....	73
Personal and Home Care Aides.....	76

Mental Health and Substance Abuse Roles

Frontline Occupational Group and Census 2000 Associated Job Titles.....	79
Mental Health Counselors.....	80
Mental Health and Substance Abuse Social Workers.....	83
Psychiatric Aides.....	86
Psychiatric Technicians.....	89
Substance Abuse and Behavioral Disorder Counselors.....	92

Other Frontline Occupational Roles

Frontline Occupational Group and Census 2000 Associated Job Titles.....	95
Child, Family, and School Social Workers.....	96
Dental Assistants.....	99
Dietetic Technicians.....	102
Licensed Practical and Licensed Vocational Nurses.....	105
Medical Transcriptionists.....	108
Occupational Therapist Assistants.....	111
Pharmacy Aides.....	114
Physical Therapist Aides.....	117
Physical Therapist Assistants.....	120
Recreational Therapists.....	123
Rehabilitation Counselors.....	126

Allied Health Roles

Frontline Occupational Group and Census 2000 Associated Job Titles

Cardiovascular Technologists and Technicians

Cardiac catheterization technologists
 Cardiograph operators
 Cardiographers
 Cardiology technologists
 Cardiopulmonary technologists
 Cardiovascular technologists
 Echocardiographers
 Electrocardiograph operators
 Pulmonary function technologists
 Radiographers
 Technicians, E.K.G.
 Technicians, cardiac monitor
 Technicians, cardiology
 Technicians, cardiopulmonary
 Technicians, cardiovascular
 Technicians, electrocardiographic
 Technicians, holter scanning

Emergency Medical Technicians and Paramedics

Ambulance driver-paramedics
 E.M.T. (emergency medical technicians)
 Paramedics
 Technicians, E.M.T.
 Technicians, emergency medical
 Technicians, medical emergency

Medical Assistants

Assistants, autopsy
 Assistants, chiropractic/chiropractor
 Assistants, clinic
 Assistants, doctor, other specified or n.s., less than associate degree
 Assistants, hospital clinic
 Assistants, medical
 Assistants, ophthalmic
 Assistants, optometric
 Assistants, orthopedic
 Assistants, physician, other specified or n.s., less than associate degree
 Assistants, podiatric
 Assistants, podiatrist
 Helpers, doctor
 Morgue attendants
 Ocular care aides
 Ophthalmic aides
 Optometric aides
 Orthopedic cast specialists
 Physician's aides
 Visual training aides

Medical and Clinical Laboratory Technicians

Assistants, laboratory \ n.s.
 Blood typers
 Histologic aides
 Laboratory workers \ n.s.
 Technicians \ n.s.
 Technicians, blood or blood bank
 Technicians, clinical laboratory
 Technicians, cytogenetic
 Technicians, hematology
 Technicians, hemodialysis
 Technicians, histologic
 Technicians, histopathology
 Technicians, laboratory \ n.s.
 Technicians, medical \ n.s.
 Technicians, medical laboratory
 Technicians, microbiology
 Technicians, pathological
 Technicians, serology
 Technicians, tissue

Medical Records and Health Information Technicians

Assistants, medical record
 Disability raters
 Health information specialists
 Historians
 Library historians
 Medical care evaluation specialists
 Medical record clerks
 Medical record consultants
 Medical record specialists
 Medical records \ n.s.
 Severity of illness coordinators
 Technicians, health record
 Technicians, medical record

Occupational Health and Safety Specialists

Adjustment examiners
 Chiefs of safety and protection
 Dental rating specialists
 Environmental health sanitarians
 Environmental health technologists
 Environmental protection officers
 Hazardous waste management specialists
 Health officers, field
 Health sanitarians
 Industrial hygienists
 Industrial safety-and-health specialists
 Inspectors \ n.s.

Inspectors, environmental protection
 Inspectors, health
 Inspectors, industrial waste
 Inspectors, occupational safety and health
 Inspectors, quarantine
 Inspectors, rabies
 Inspectors, safety, analysis or research
 Inspectors, safety, work environment
 Inspectors, sanitarian
 Inspectors, sanitary
 Inspectors, sanitation
 Inspectors, tick
 Inspectors, water
 Medical safety directors
 Occupational health and safety specialists
 Public health service officers
 Radiation protection specialists
 Radiological health specialists
 Sanitarians
 Sanitation officers
 Venereal disease investigators

Pharmacy Technicians

Technicians, pharmacist
 Technicians, pharmacy
 Technicians, pharmacy laboratory

Radiologic Technologists and Technicians

CAT scanner operators
 MRI (magnetic resonance imaging) technologists
 Radiologic technologists
 Skiagraphers
 Technicians, MRI (magnetic resonance imaging)
 Technicians, X ray
 Technicians, radiologic
 Technicians, radiological health
 X ray operators

Respiratory Therapy Technicians

Technicians, oxygen equipment
 Technicians, oxygen therapy
 Technicians, respiratory therapy

Surgical Technologists

Surgical orderlies
 Surgical technicians
 Technicians, operating room
 Technicians, scrub
 Technicians, surgical

n.s. = not specified

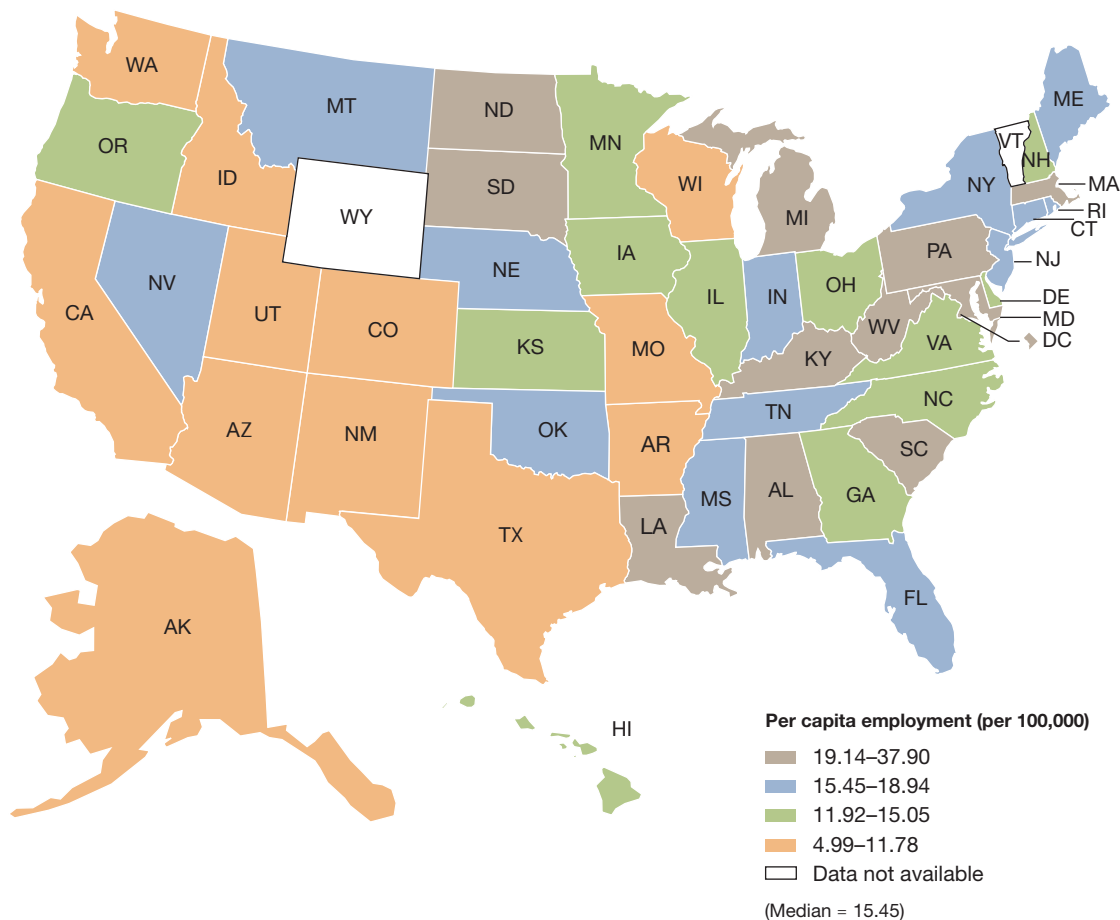
Cardiovascular Technologists and Technicians

Projected Growth		Annual Openings	
2002	43,000	2,265	Average Annual Openings
2012	58,000		
35%	Cardiovascular Technologists and Technicians	Percent of Annual Openings Due to:	
14.8%	All Frontline Workforce Occupations	64.2%	Growth
28.3%	All Health and Health Care Occupations	35.8%	Replacements

Additional Findings:

- Cardiovascular technologists can deliver their services to patients in any medical setting that provides the necessary supervision of a doctor of medicine or osteopathy. (American Medical Association, 2005)
- A vast majority of cardiovascular technologists and technicians work in medical and surgical hospitals, while others work in offices of physicians and federal government institutions. (Bureau of Labor Statistics Occupational Outlook Handbook, 2004)

Figure 19 **State by State Per Capita Employment (in quartiles)**



For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 20 States with Highest and Lowest Growth and Annual Openings Due to Replacement Need

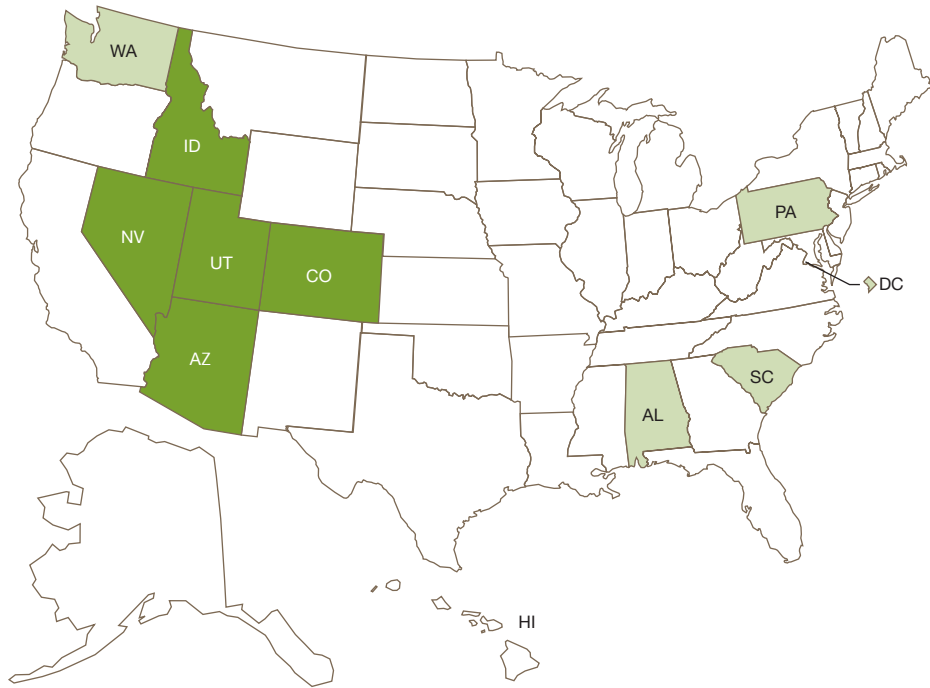
Growth Rate

High

- %
- 59.8 Idaho
- 58.3 Nevada
- 57.2 Arizona
- 56.6 Colorado
- 51.9 Utah

Low

- %
- 20.9 Washington
- 20.5 Alabama
- 17.4 South Carolina
- 16.5 Pennsylvania
- 10.7 District of Columbia



Replacement Need (in percent)

High

- %
- 66.7 District of Columbia
- 53.6 Pennsylvania
- 53.3 Washington
- 50.0 Utah
- 46.9 Kentucky

Low

- %
- 28.6 North Carolina
- 26.7 Mississippi
- 25.0 New Hampshire
- 25.0 Wisconsin
- 23.7 Arizona

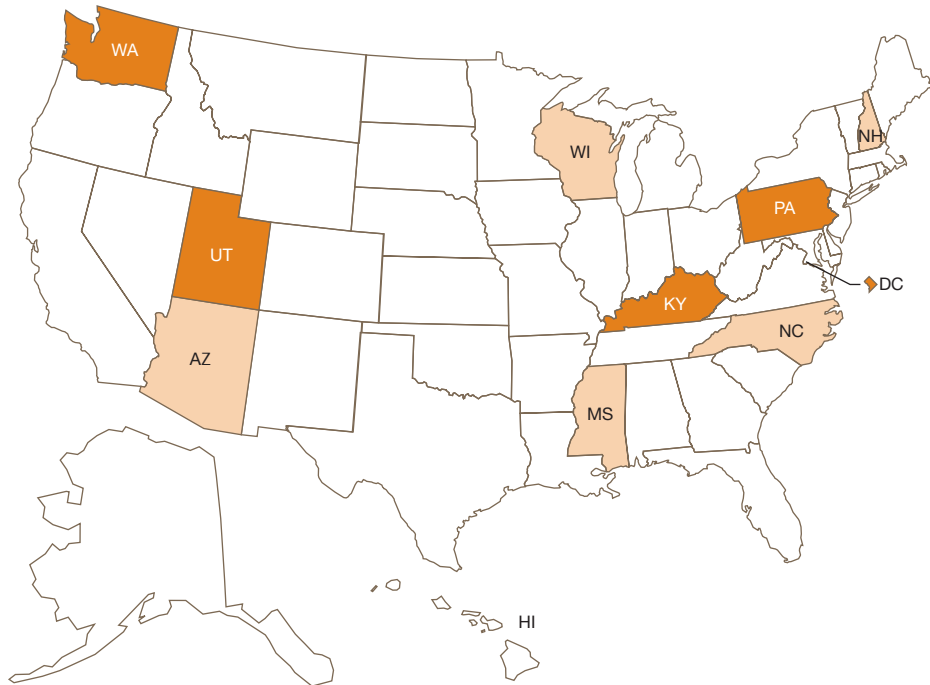
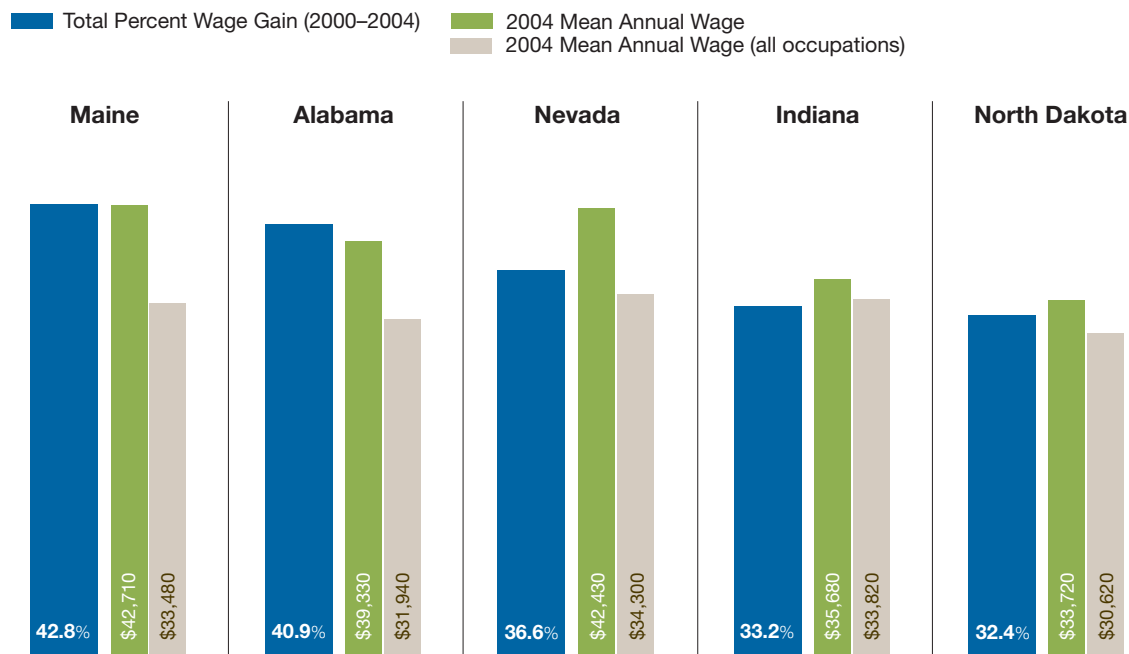
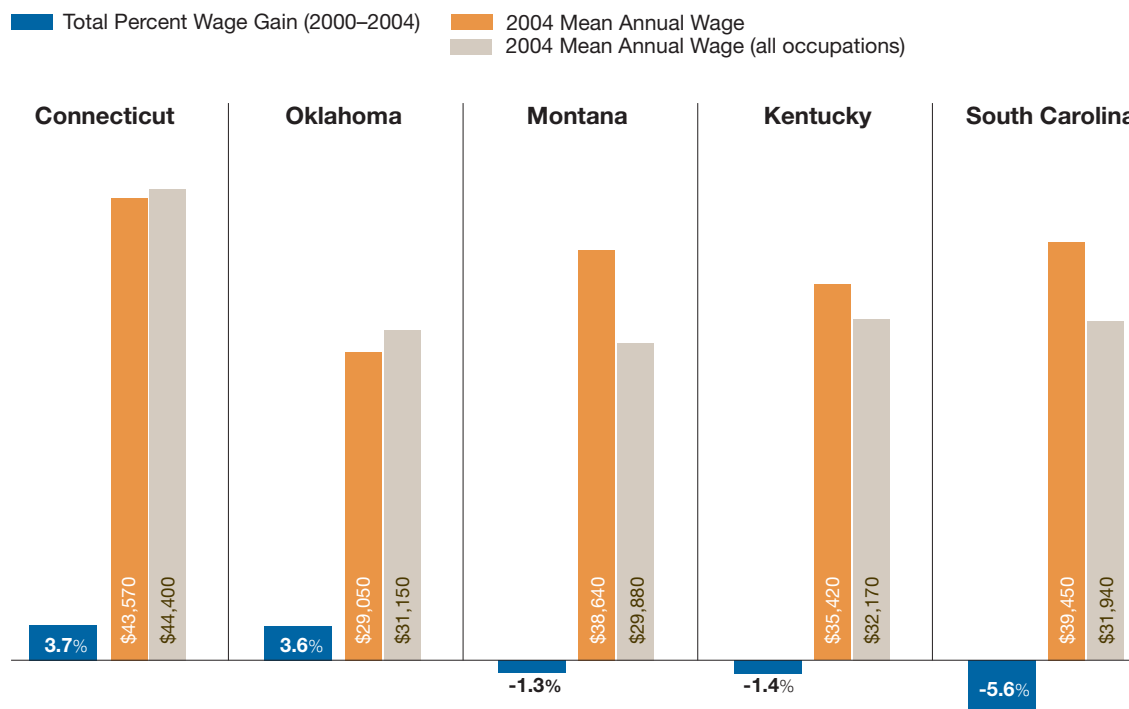


Figure 21 States with Highest and Lowest Wage Gain

Highest Wage Gain



Lowest Wage Gain



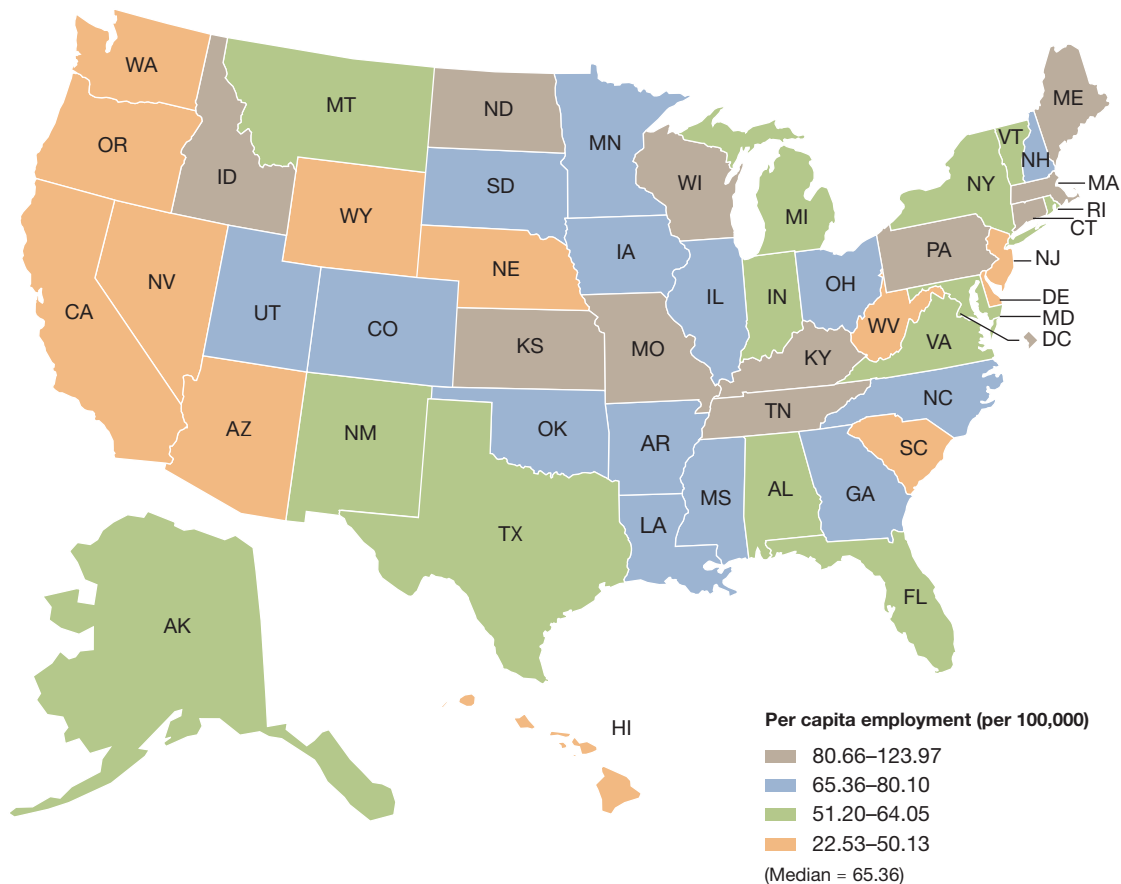
Emergency Medical Technicians and Paramedics

Projected Growth		Annual Openings	
2002	179,000	7,987	Average Annual Openings
2012	238,000		
33%	Emergency Medical Technicians and Paramedics	Percent of Annual Openings Due to:	
14.8%	All Frontline Workforce Occupations	74.3%	Growth
28.3%	All Health and Health Care Occupations	25.7%	Replacements

Additional Findings:

- A vast majority of employed workers in this category are non-Hispanic White (86%), a recognized cultural competency issue for the profession given that the current demographic profile of the U.S. population identifies over 32% of Americans as part of an ethnic minority. (Committee on the Future of Emergency Care in the United States Health System, 2006)
- In rural areas, training for EMTs and paramedics is increasingly offered through distance learning courses; recent data show a three-fold increase between 2000 and 2004 of students taking an entire program using distance education resources. (National Rural Health Association, 2005)
- Emergency medical technicians and paramedics work primarily in ambulatory health care services, local government institutions, and medical and surgical hospitals. (Bureau of Labor Statistics Occupational Outlook Handbook, 2004)

Figure 22 **State by State Per Capita Employment (in quartiles)**



For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 23 States with Highest and Lowest Growth and Annual Openings Due to Replacement Need

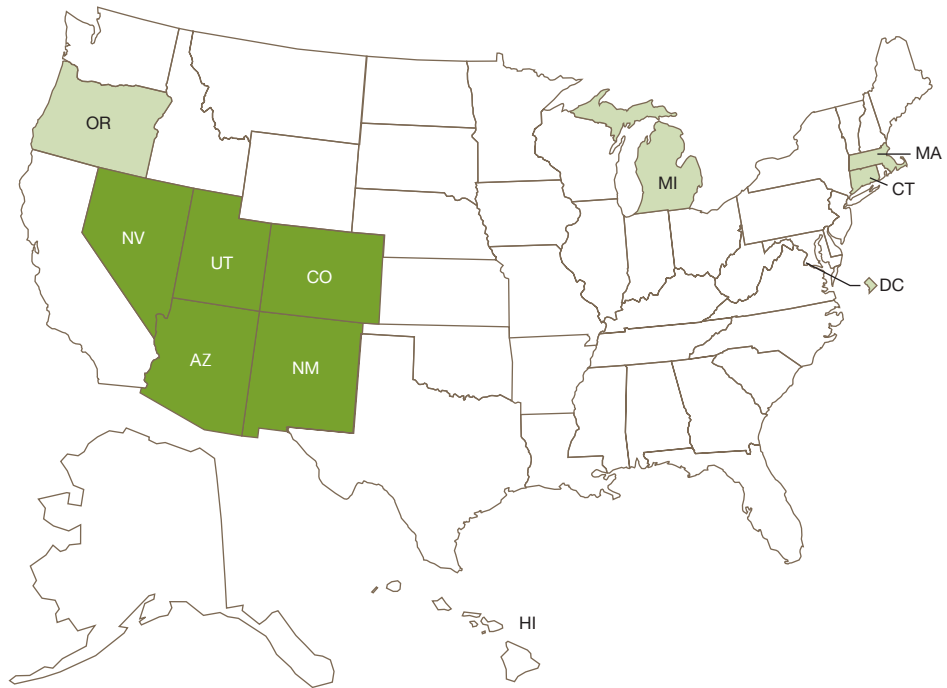
Growth Rate

High

%	
108.6	Arizona
48.6	Colorado
44.3	Nevada
40.2	New Mexico
38.9	Utah

Low

%	
16.1	Massachusetts
15.9	Oregon
12.9	Connecticut
12.7	Michigan
0.0	District of Columbia



Replacement Need (in percent)

High

%	
100.0	District of Columbia
60.8	Massachusetts
60.0	Oregon
60.0	Wyoming
50.0	Hawaii

Low

%	
23.8	Virginia
23.5	Vermont
22.8	Minnesota
18.0	New Mexico
9.7	Arizona

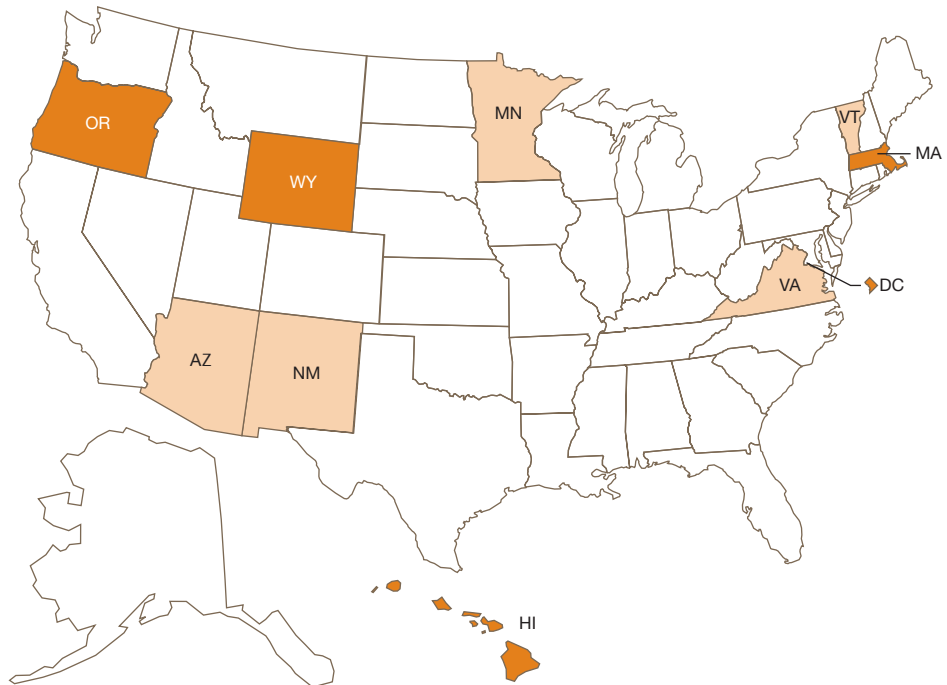
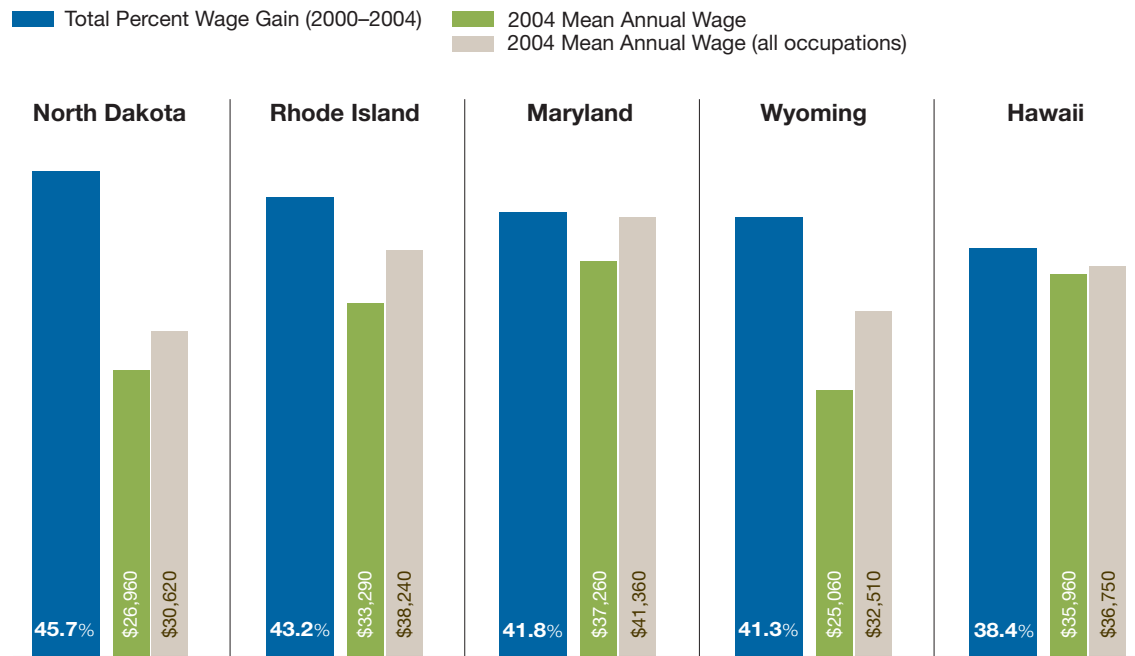
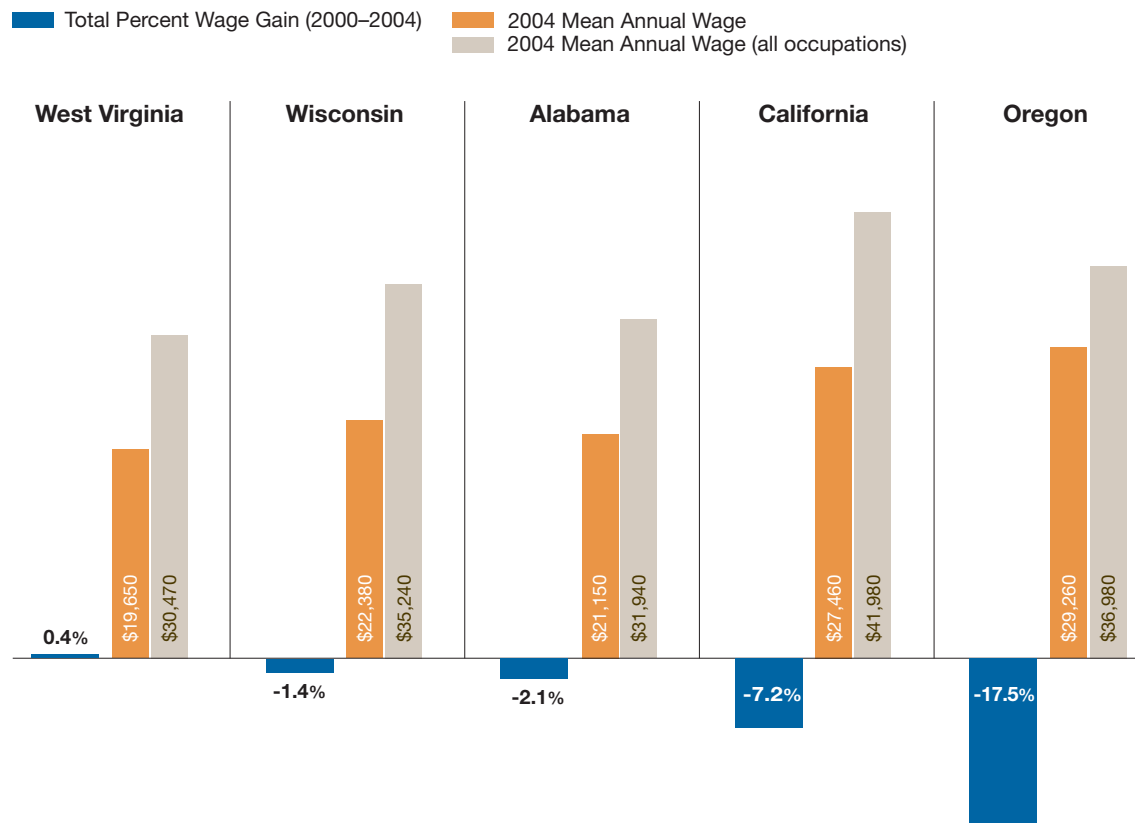


Figure 24 States with Highest and Lowest Wage Gain

Highest Wage Gain



Lowest Wage Gain



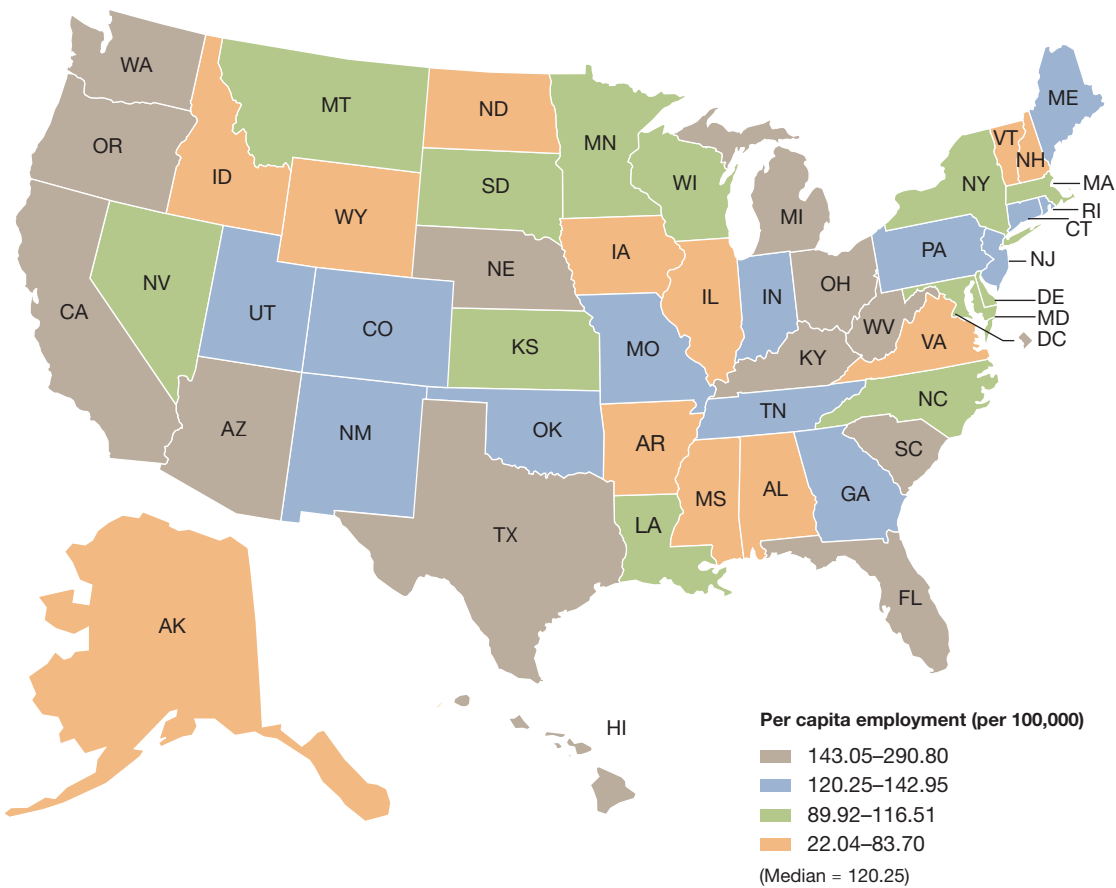
Medical Assistants

Projected Growth		Annual Openings	
2002	365,000	28,226	Average Annual Openings
2012	579,000		
59%	Medical Assistants	Percent of Annual Openings Due to:	
14.8%	All Frontline Workforce Occupations	76.1%	Growth
28.3%	All Health and Health Care Occupations	23.9%	Replacements

Additional Findings:

- In 2004, medical assistants were reported among the top five fastest-growing occupations. (Bureau of Labor Statistics Occupational Employment Statistics, 2004)
- Currently there is no generalized state or national licensure for medical assistants, although many employers prefer or require that employees be certified with the American Association of Medical Assistants Certified Medical Assistant (CMA) credential.
- A majority of medical assistants work in offices of physicians, while others work in medical and surgical hospitals and offices of other health practitioners. (Bureau of Labor Statistics Occupational Outlook Handbook, 2004)

Figure 25 **State by State Per Capita Employment (in quartiles)**



For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 26 States with Highest and Lowest Growth and Annual Openings Due to Replacement Need

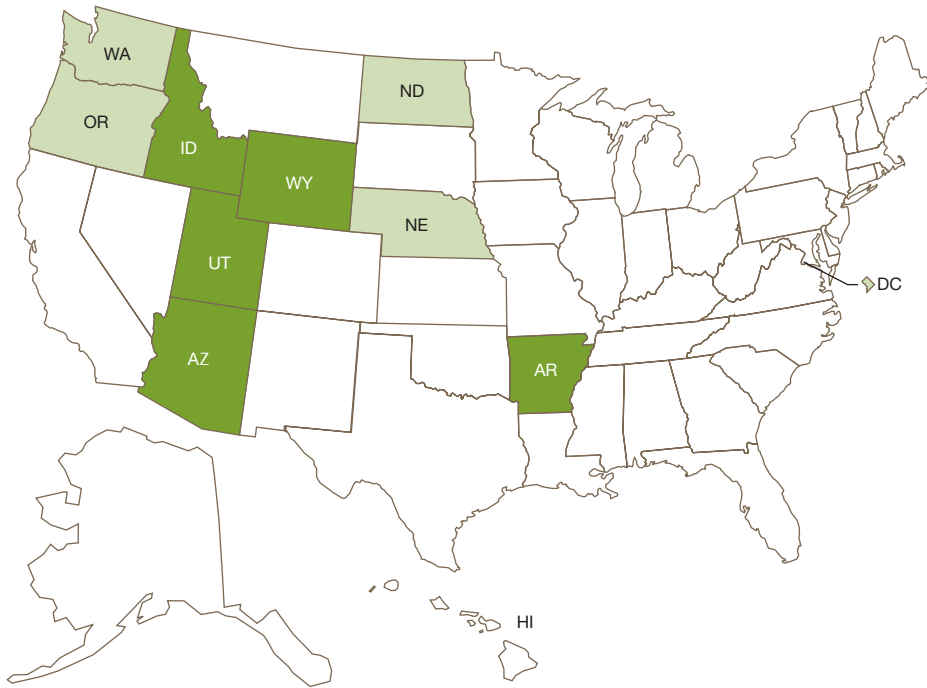
Growth Rate

High

- %
- 81.0 Idaho
- 78.5 Arizona
- 72.7 Wyoming
- 71.8 Arkansas
- 69.4 Utah

Low

- %
- 38.3 North Dakota
- 31.2 Nebraska
- 31.2 District of Columbia
- 23.8 Oregon
- 20.3 Washington



Replacement Need (in percent)

High

- %
- 55.2 Oregon
- 49.4 Washington
- 46.6 Colorado
- 37.5 Alaska
- 37.2 Nebraska

Low

- %
- 20.7 Utah
- 20.2 Arkansas
- 20.0 Wyoming
- 19.1 Arizona
- 18.9 Idaho

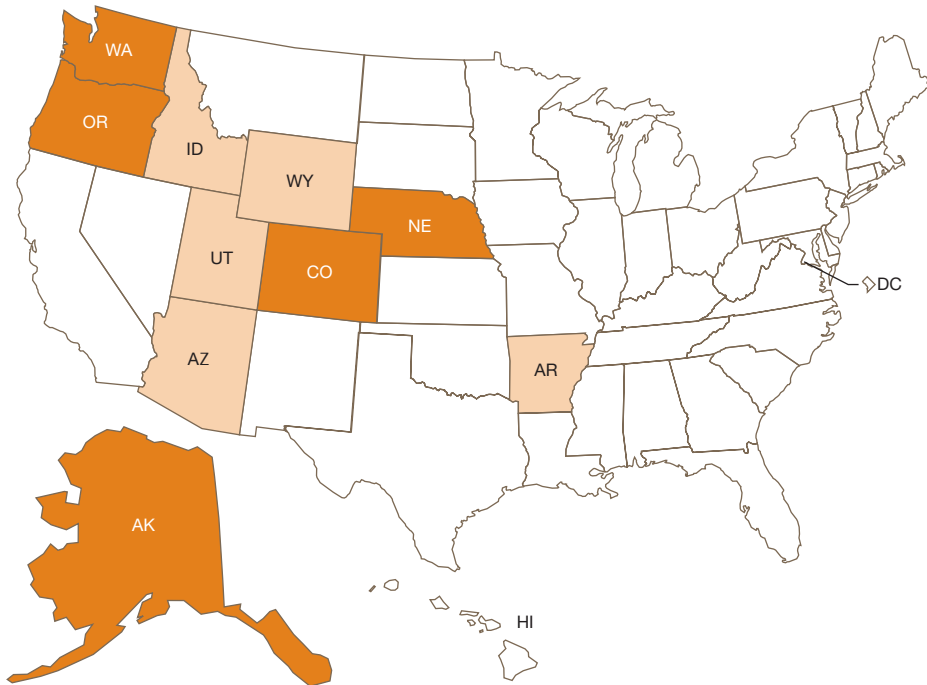
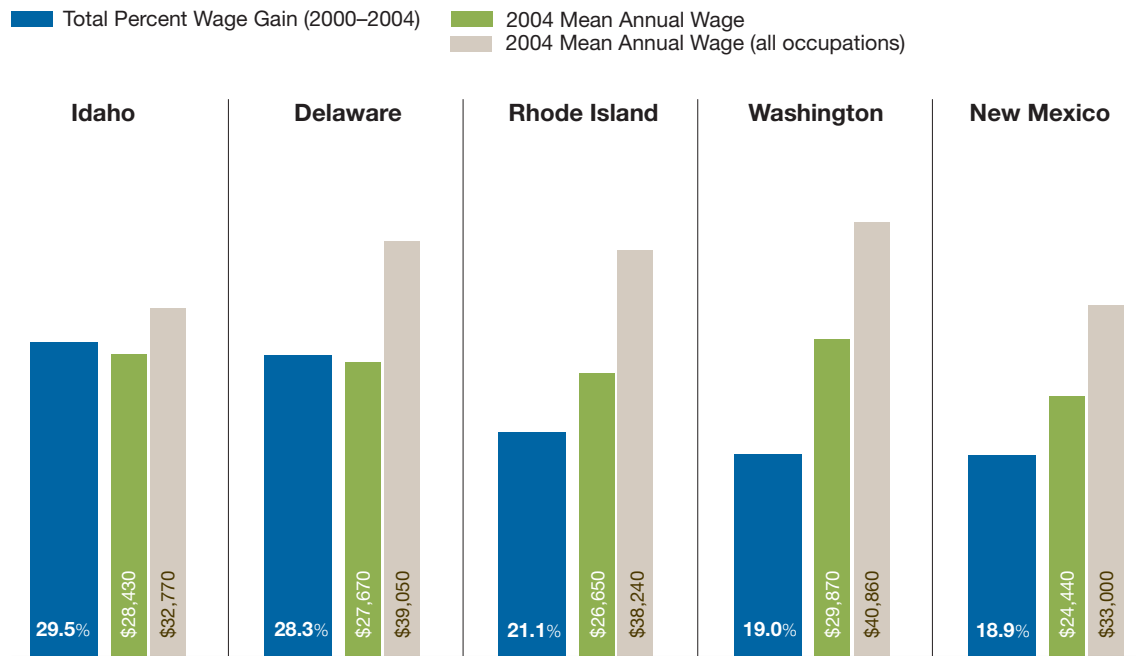
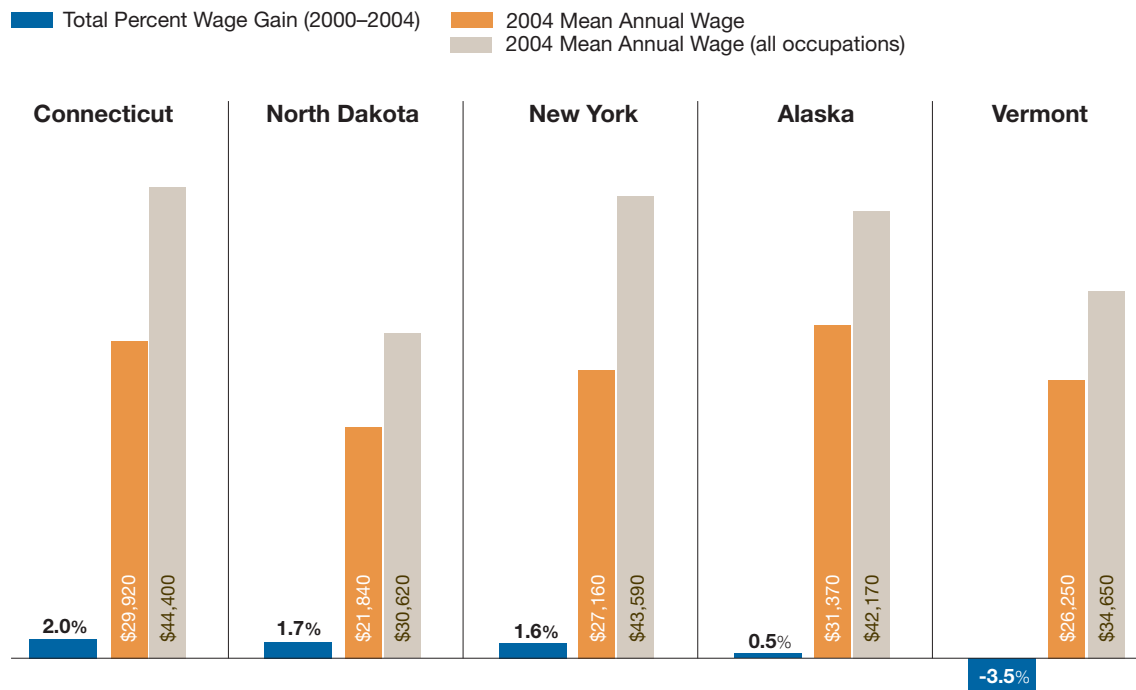


Figure 27 States with Highest and Lowest Wage Gain

Highest Wage Gain



Lowest Wage Gain



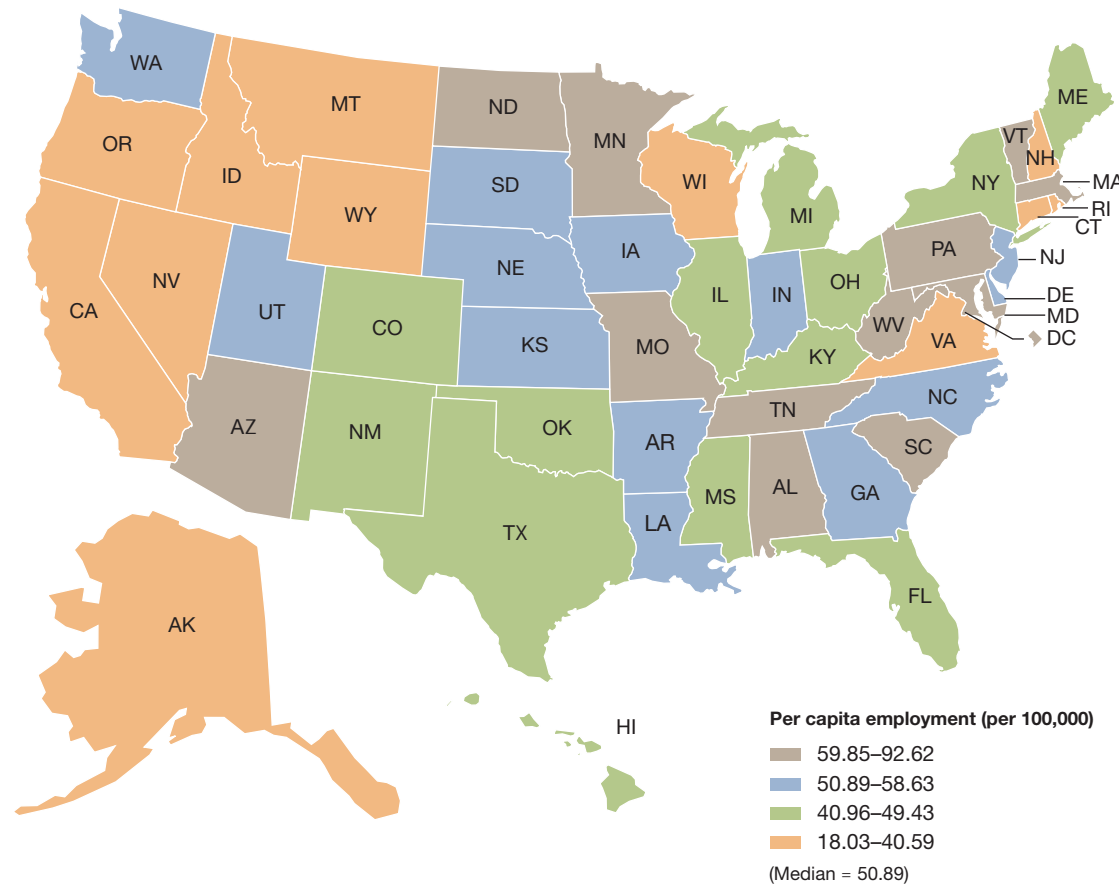
Medical and Clinical Laboratory Technicians

Projected Growth		Annual Openings	
2002	147,000	6,841	Average Annual Openings
2012	176,000		
20%	Medical and Clinical Laboratory Technicians	Percent of Annual Openings Due to:	
14.8%	All Frontline Workforce Occupations	41.9%	Growth
28.3%	All Health and Health Care Occupations	58.1%	Replacements

Additional Findings:

- Although salaries for medical and clinical laboratory technicians have shown moderate gains over time, they are not equivalent to other health professions. Many laboratory technicians report feeling overworked and underpaid and end up leaving to become physician’s assistants. (Koele, 2004)
- Due to closures of many hospital-based training programs, the pipeline to employment for laboratory technicians has deteriorated, though recent studies show renewed student interest and local efforts to restart or build new training programs to meet workforce demand. (National Center for Health Workforce Analysis, 2005)
- A majority of medical and clinical laboratory technicians work in medical and surgical hospitals, while others work in medical and diagnostic laboratories and offices of physicians. (Bureau of Labor Statistics Occupational Outlook Handbook, 2004)

Figure 28 **State by State Per Capita Employment (in quartiles)**



For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 29 States with Highest and Lowest Growth and Annual Openings Due to Replacement Need

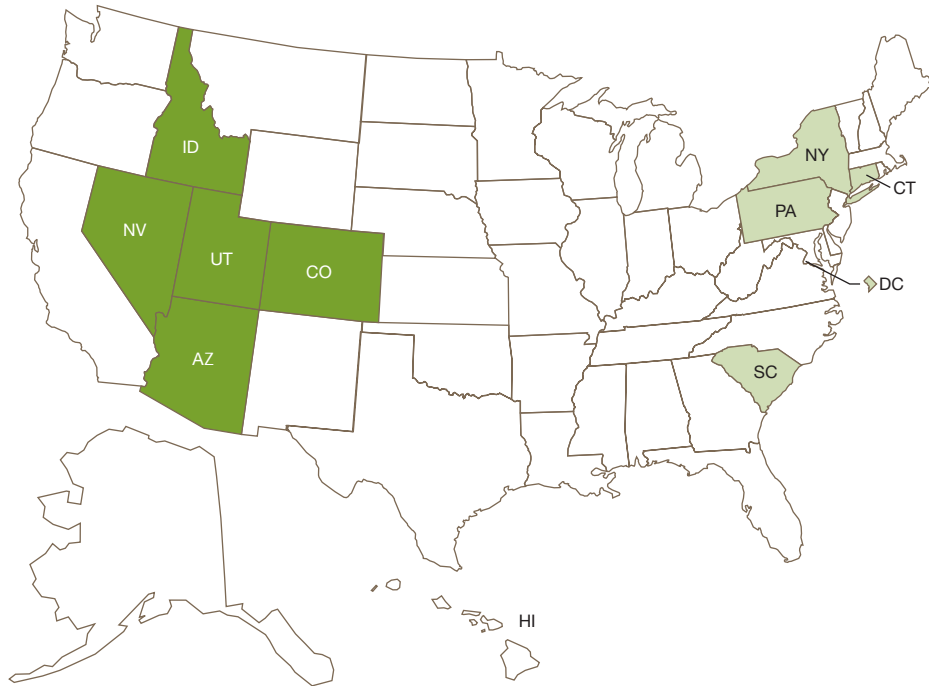
Growth Rate

High

- %
- 52.8 Arizona
- 37.5 Utah
- 37.0 Idaho
- 32.9 Nevada
- 29.6 Colorado

Low

- %
- 8.4 New York
- 7.9 South Carolina
- 6.9 Connecticut
- 6.1 Pennsylvania
- 0.0 District of Columbia



Replacement Need (in percent)

High

- %
- 100.0 District of Columbia
- 100.0 Hawaii
- 81.7 Pennsylvania
- 80.0 South Carolina
- 77.5 Connecticut

Low

- %
- 44.4 Utah
- 42.1 Idaho
- 37.5 Nevada
- 33.8 Arizona
- 26.7 North Dakota

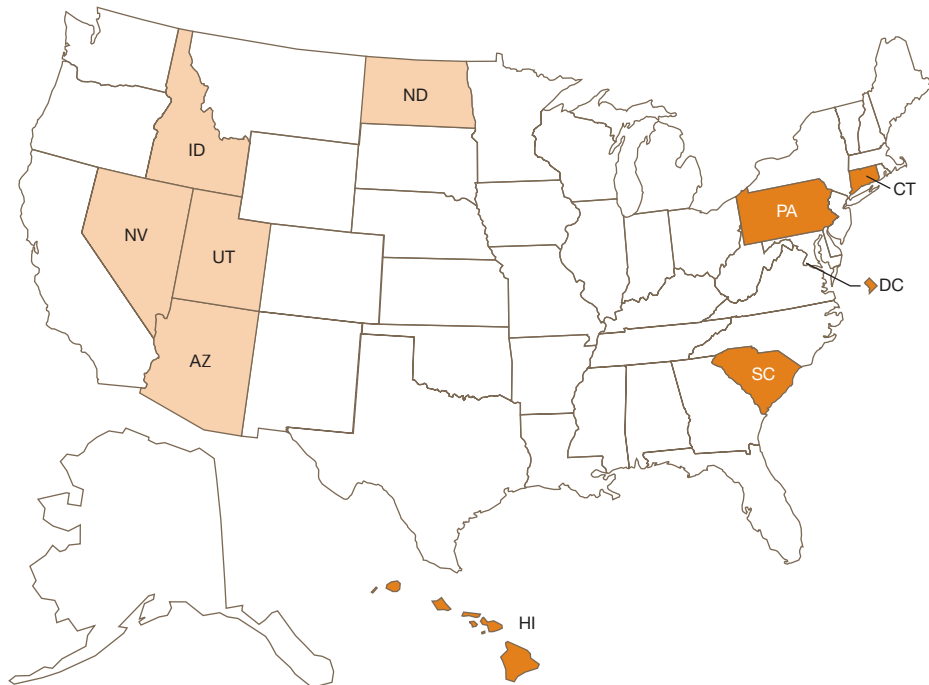
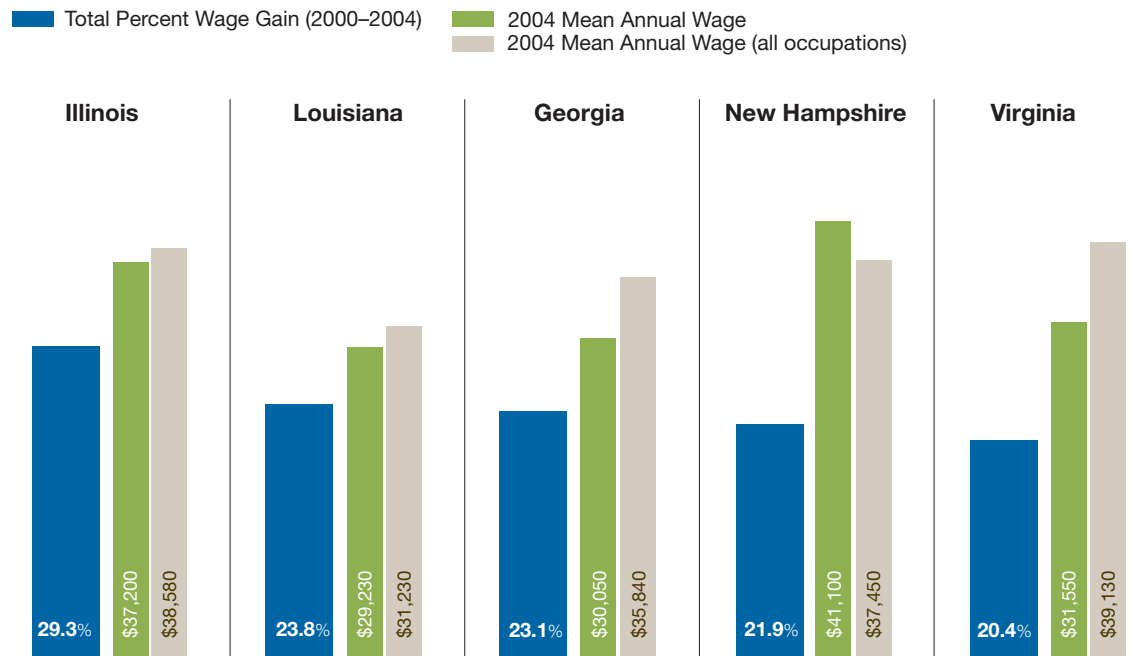
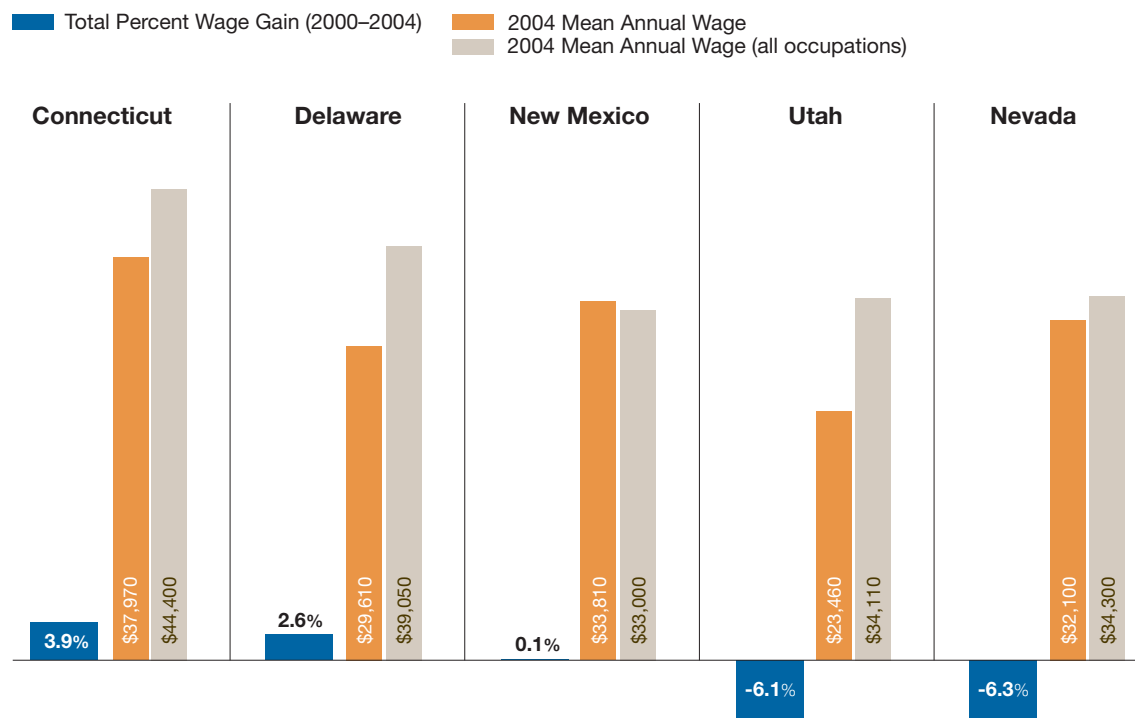


Figure 30 States with Highest and Lowest Wage Gain

Highest Wage Gain



Lowest Wage Gain



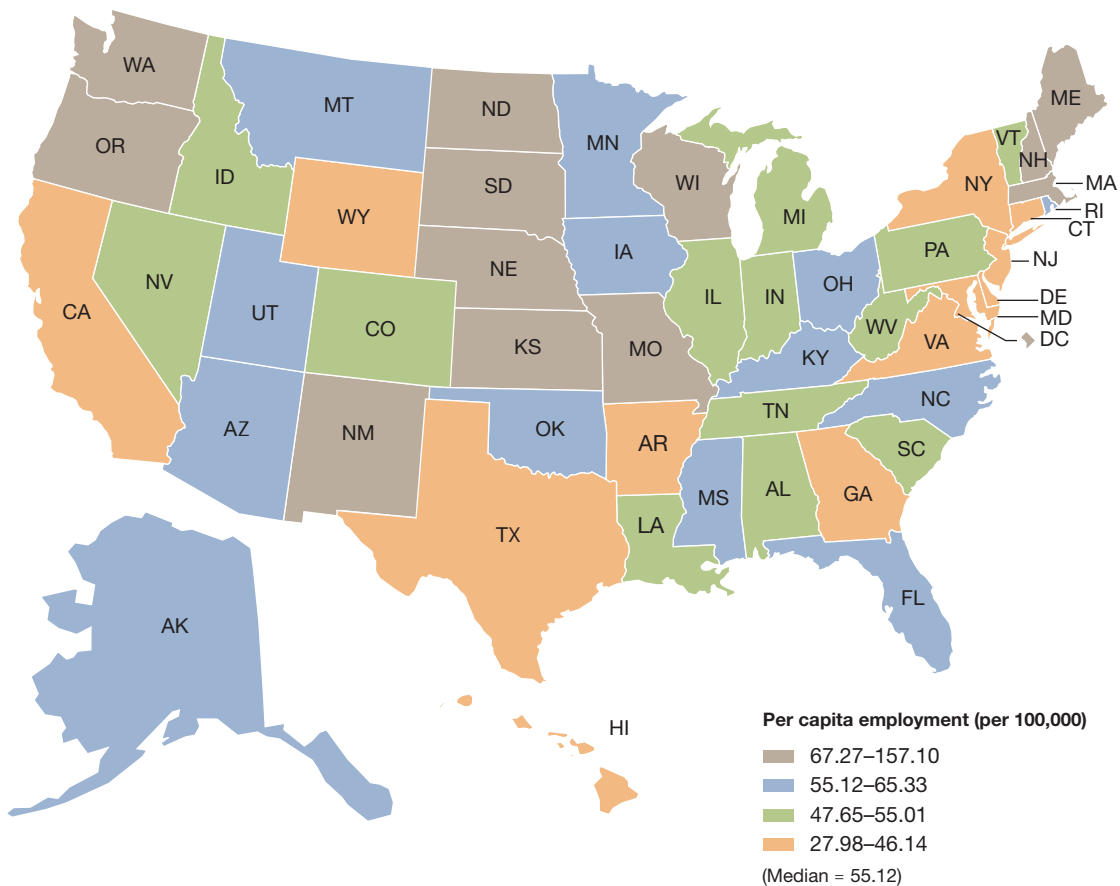
Medical Records and Health Information Technicians

Projected Growth		Annual Openings	
2002	147,000	8,974	Average Annual Openings
2012	216,000		
47%	Medical Records and Health Information Technicians	Percent of Annual Openings Due to:	
14.8%	All Frontline Workforce Occupations	76.6%	Growth
28.3%	All Health and Health Care Occupations	23.4%	Replacements

Additional Findings:

- In 2002, the American Health Information Management Association (AHIMA) identified educational capacity as a key issue for this occupational group. They estimate that 6,000 new medical records and health information specialists are needed annually but only 2,000 graduate from training programs each year.
- The median age is high at 46, a strong indication of potential retirement replacement problems. (American Health Information Management Association, 2002)
- Medical records and health information technicians work primarily in medical and surgical hospitals and offices of physicians, as well as nursing care facilities and outpatient care centers. (Bureau of Labor Statistics Occupational Outlook Handbook, 2004)

Figure 31 **State by State Per Capita Employment (in quartiles)**



For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 32 States with Highest and Lowest Growth and Annual Openings Due to Replacement Need

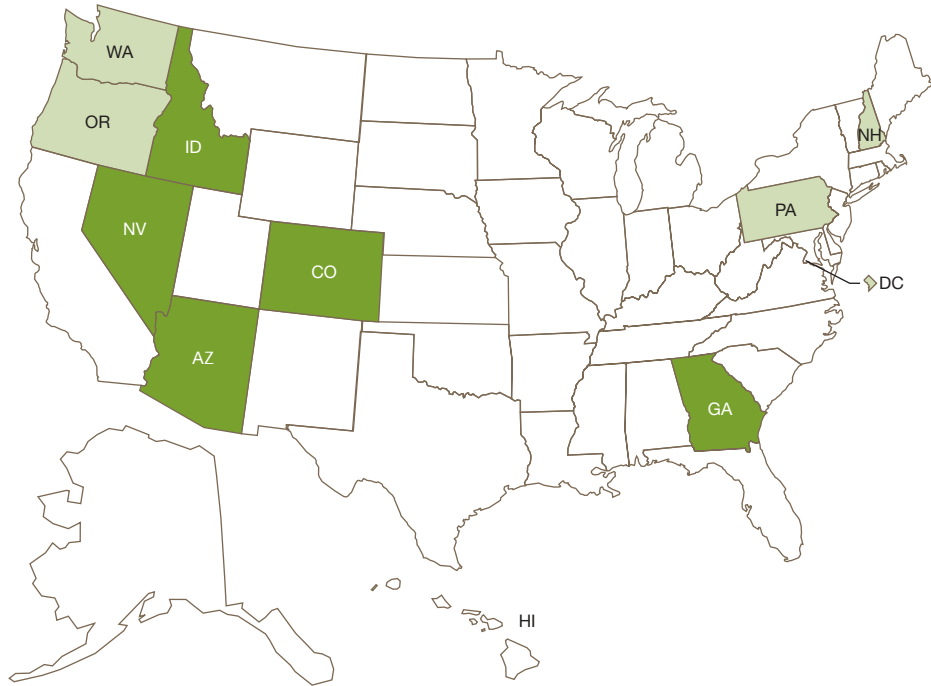
Growth Rate

High

- %
- 73.1 Arizona
- 67.0 Nevada
- 62.8 Idaho
- 59.9 Georgia
- 59.1 Colorado

Low

- %
- 26.6 Pennsylvania
- 24.9 Oregon
- 24.5 New Hampshire
- 20.1 District of Columbia
- 19.2 Washington



Replacement Need (in percent)

High

- %
- 51.7 Oregon
- 47.3 New Hampshire
- 46.6 Colorado
- 43.6 Washington
- 42.9 District of Columbia

Low

- %
- 18.9 Nevada
- 18.6 Georgia
- 18.0 Idaho
- 16.4 Arizona
- 5.0 Alaska

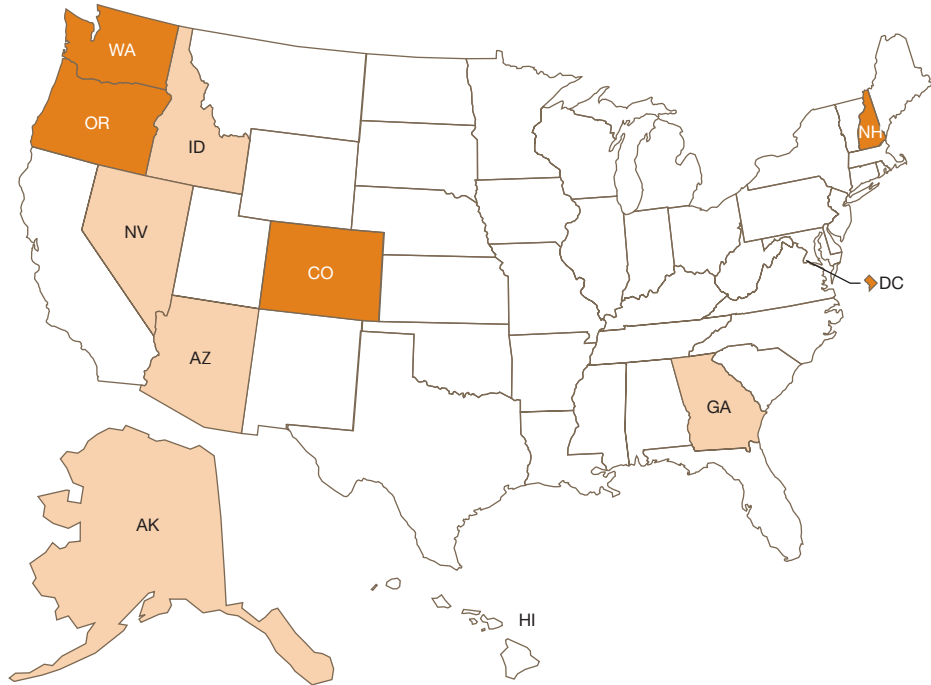
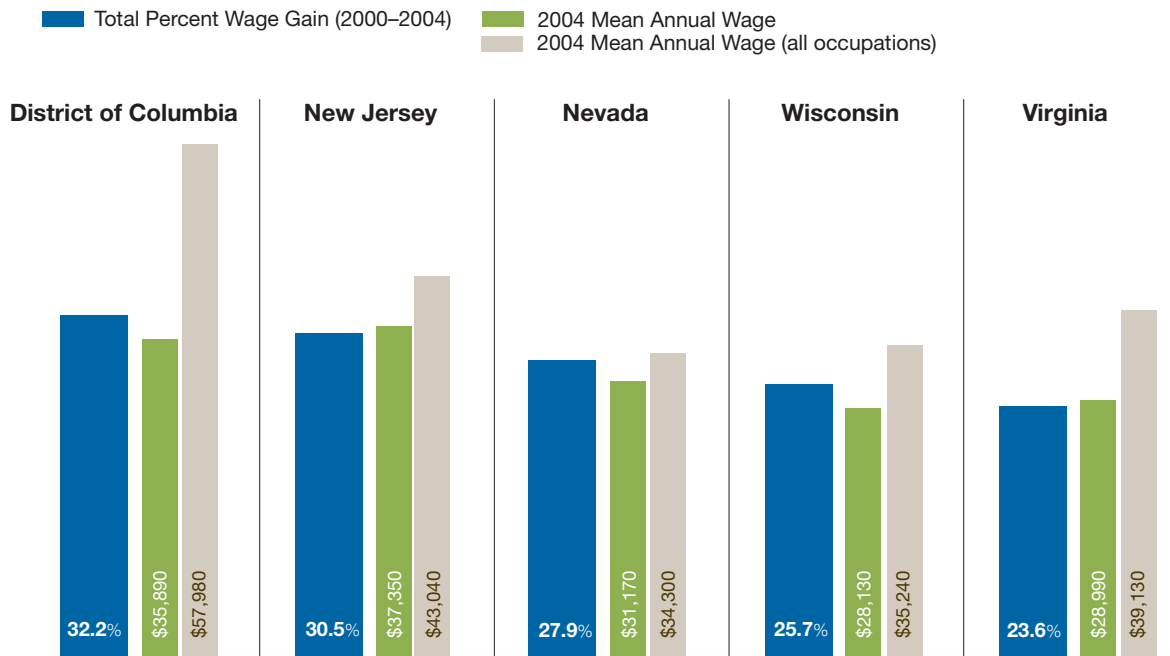
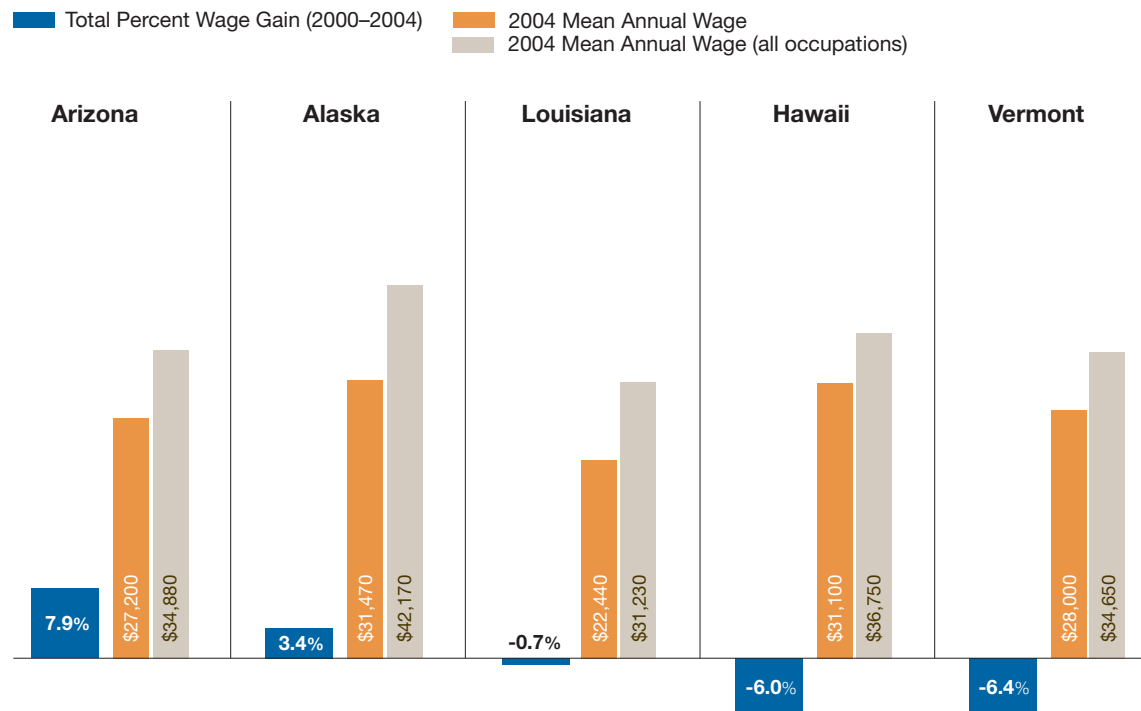


Figure 33 States with Highest and Lowest Wage Gain

Highest Wage Gain



Lowest Wage Gain



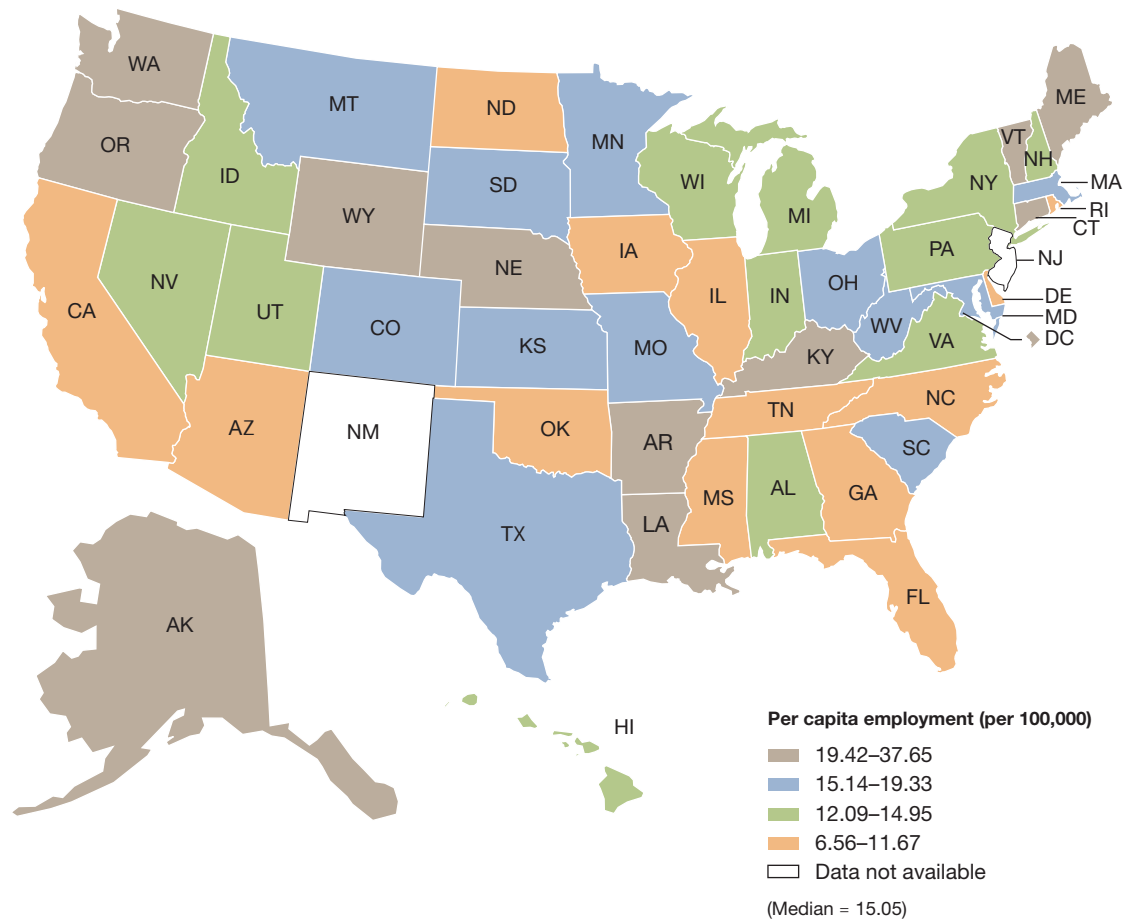
Occupational Health and Safety Specialists

Projected Growth		Annual Openings	
2002	41,000	1,442	Average Annual Openings
2012	47,000		
15%	Occupational Health and Safety Specialists	Percent of Annual Openings Due to:	
14.8%	All Frontline Workforce Occupations	37.7%	Growth
28.3%	All Health and Health Care Occupations	62.3%	Replacements

Additional Findings:

- Reports show there is a growing trend toward advanced degrees for occupational health and safety specialists. (Brauer, 2004)
- While there are no cited shortages or high rates of vacancy for this occupation, there are indications of layoffs by manufacturing companies due to downsizing and outsourcing of their safety personnel. (Adams et al., 2004)
- Occupational health and safety specialists work in a variety of settings including local government institutions, residential mental health facilities, state government institutions, and medical and surgical hospitals. (Bureau of Labor Statistics Occupational Outlook Handbook, 2004)

Figure 34 **State by State Per Capita Employment (in quartiles)**



For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 35 States with Highest and Lowest Growth and Annual Openings Due to Replacement Need

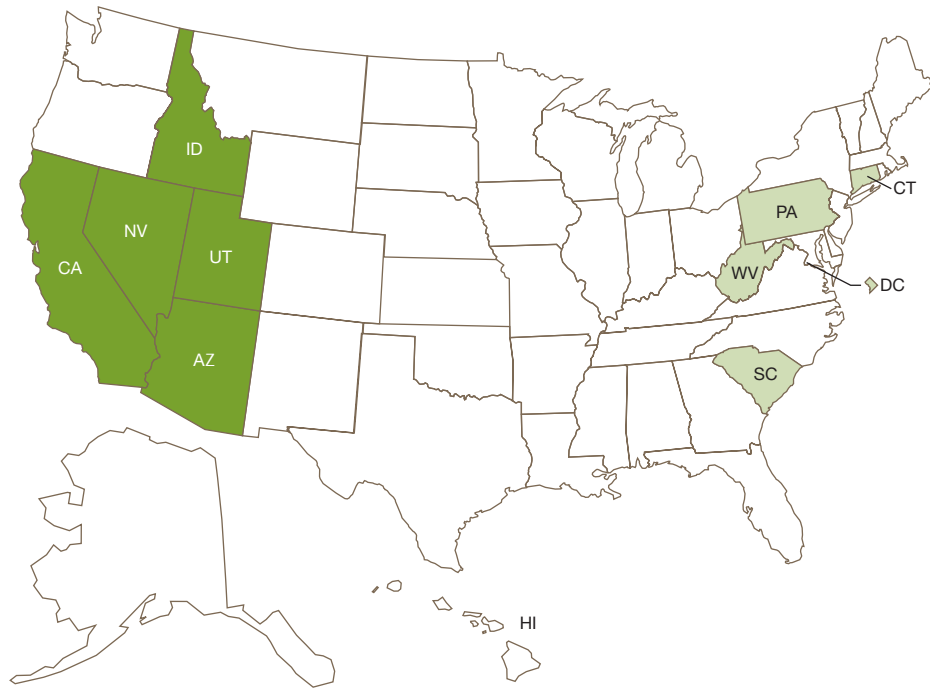
Growth Rate

High

- %
- 29.0 Nevada
- 26.8 Idaho
- 20.6 Utah
- 20.5 Arizona
- 20.0 California

Low

- %
- 6.0 Pennsylvania
- 5.8 Connecticut
- 3.7 District of Columbia
- 1.3 South Carolina
- 0.7 West Virginia



Replacement Need (in percent)

High

- %
- 100.0 North Dakota
- 100.0 Tennessee
- 100.0 Utah
- 85.7 West Virginia
- 80.0 Connecticut

Low

- %
- 50.0 Idaho
- 50.0 Iowa
- 50.0 North Carolina
- 50.0 Oklahoma
- 44.0 Colorado

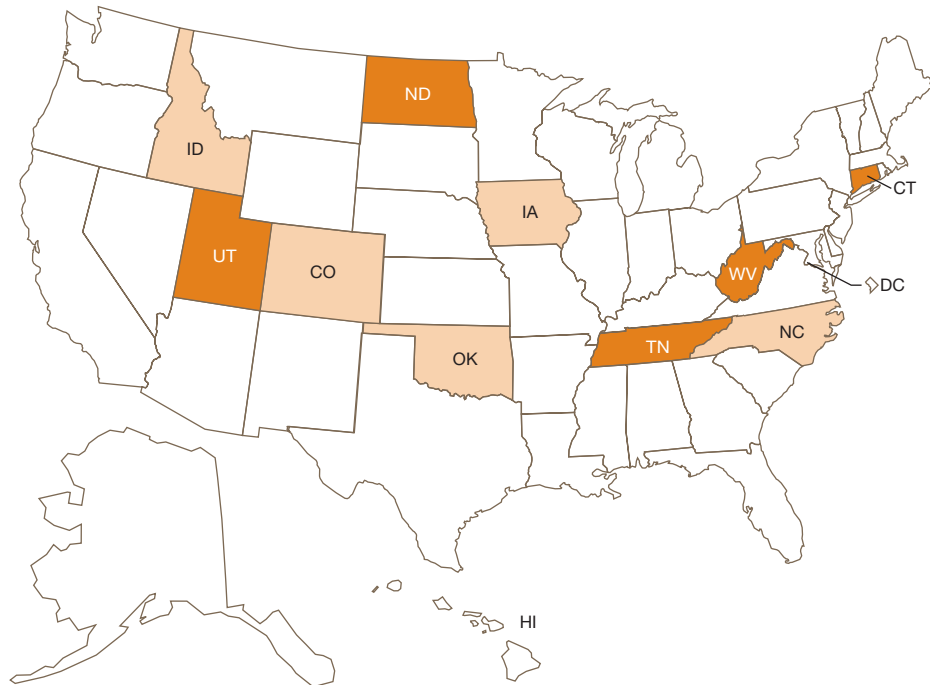
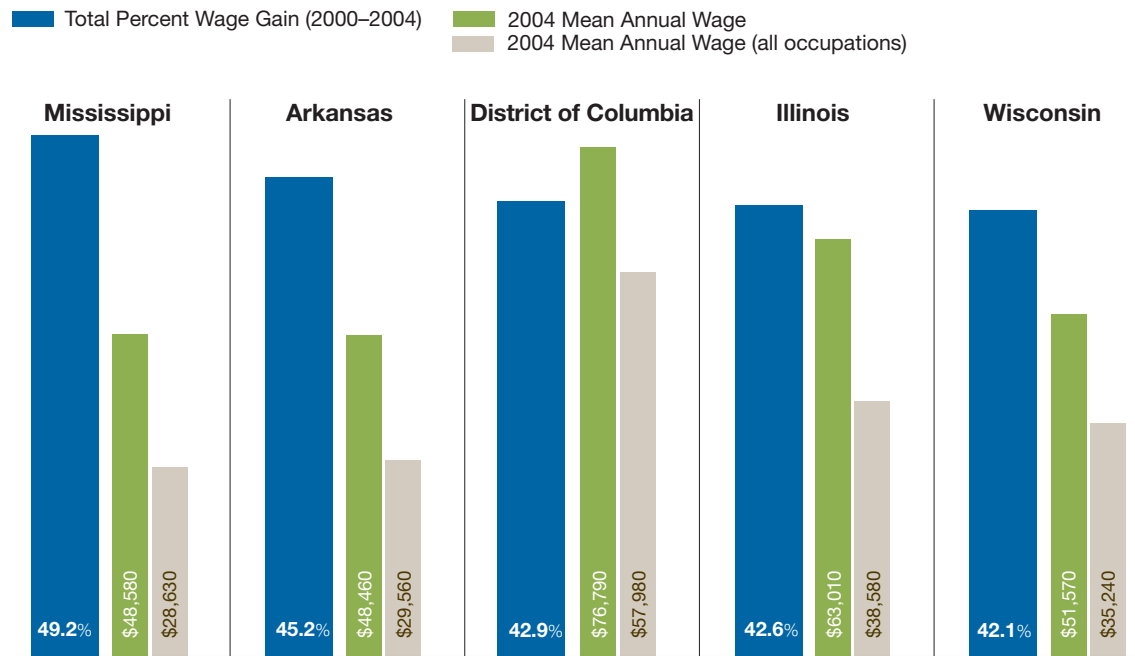
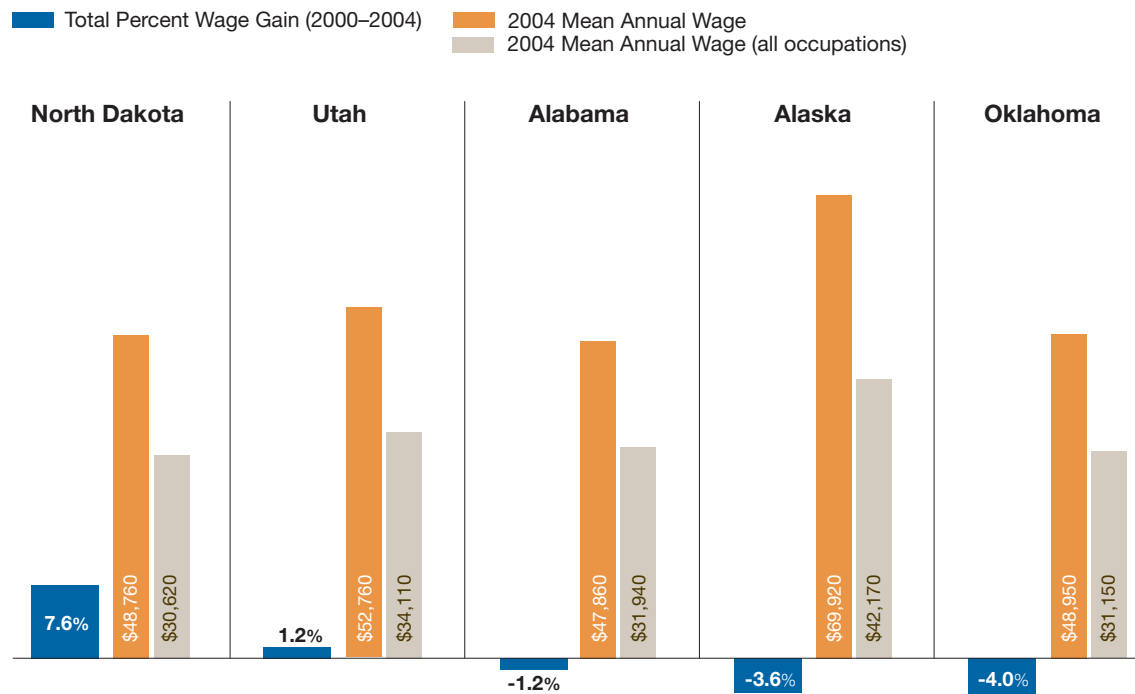


Figure 36 States with Highest and Lowest Wage Gain

Highest Wage Gain



Lowest Wage Gain



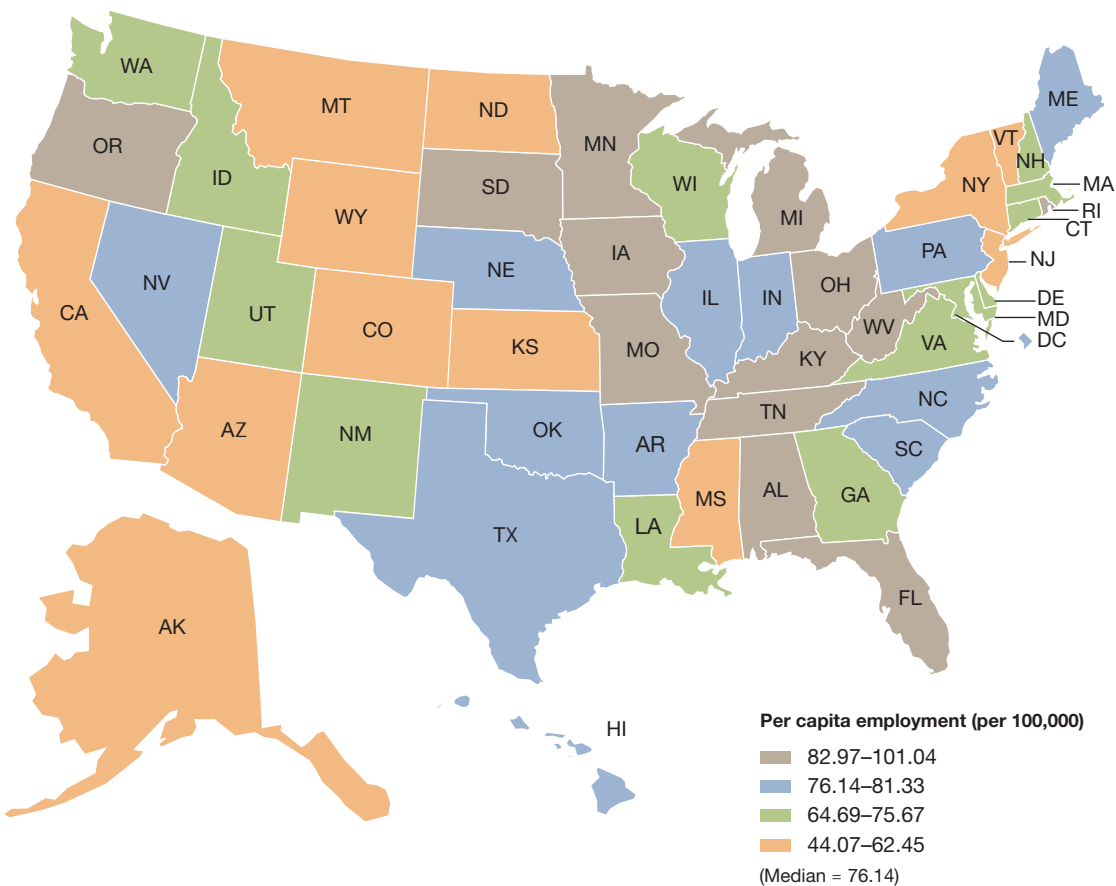
Pharmacy Technicians

Projected Growth		Annual Openings	
2002	211,000	8,819	Average Annual Openings
2012	271,000		
28%	Pharmacy Technicians	Percent of Annual Openings Due to:	
14.8%	All Frontline Workforce Occupations	68.8%	Growth
28.3%	All Health and Health Care Occupations	31.2%	Replacements

Additional Findings:

- Since its inception in 1995, the Pharmacy Technician Certification Board (PTCB) has certified 231,745 pharmacy technicians. (2005)
- Unlike most other frontline occupations, pharmacy technicians work primarily in retail settings, such as health and personal care stores and grocery stores, while others work in medical and surgical hospitals. (Bureau of Labor Statistics Occupational Outlook Handbook, 2004)

Figure 37 **State by State Per Capita Employment (in quartiles)**



For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 38 States with Highest and Lowest Growth and Annual Openings Due to Replacement Need

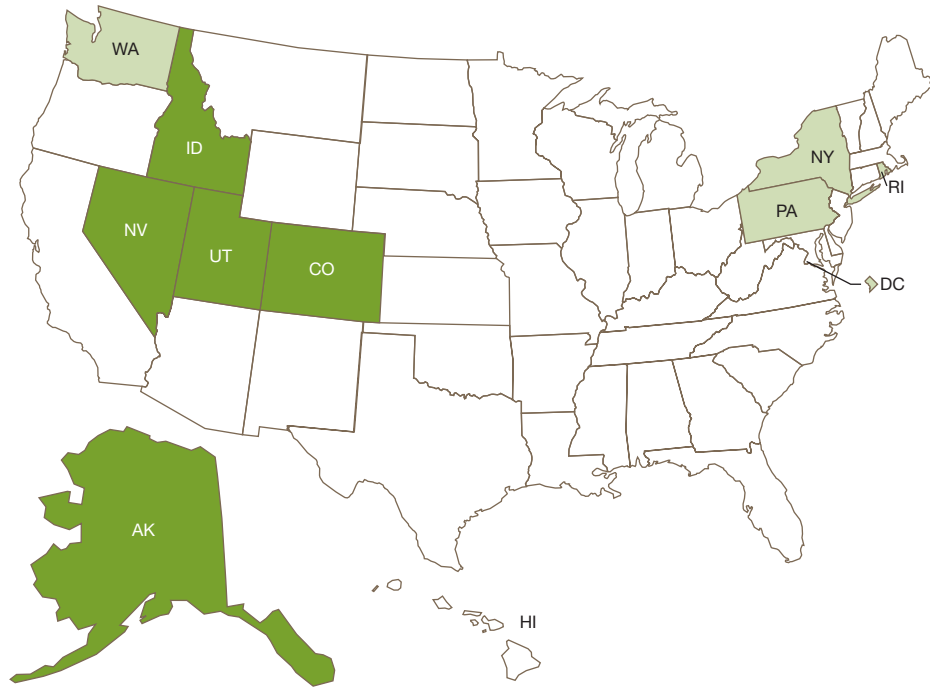
Growth Rate

High

- %
- 62.4 Nevada
- 58.3 Alaska
- 55.4 Utah
- 51.5 Colorado
- 50.6 Idaho

Low

- %
- 19.1 Pennsylvania
- 19.0 New York
- 17.9 Washington
- 17.9 Rhode Island
- 5.0 District of Columbia



Replacement Need (in percent)

High

- %
- 75.0 District of Columbia
- 51.9 Massachusetts
- 50.5 Oregon
- 46.7 Colorado
- 42.3 Washington

Low

- %
- 21.7 Idaho
- 20.7 Arizona
- 17.6 Nevada
- 16.7 Utah
- 0.0 Wyoming

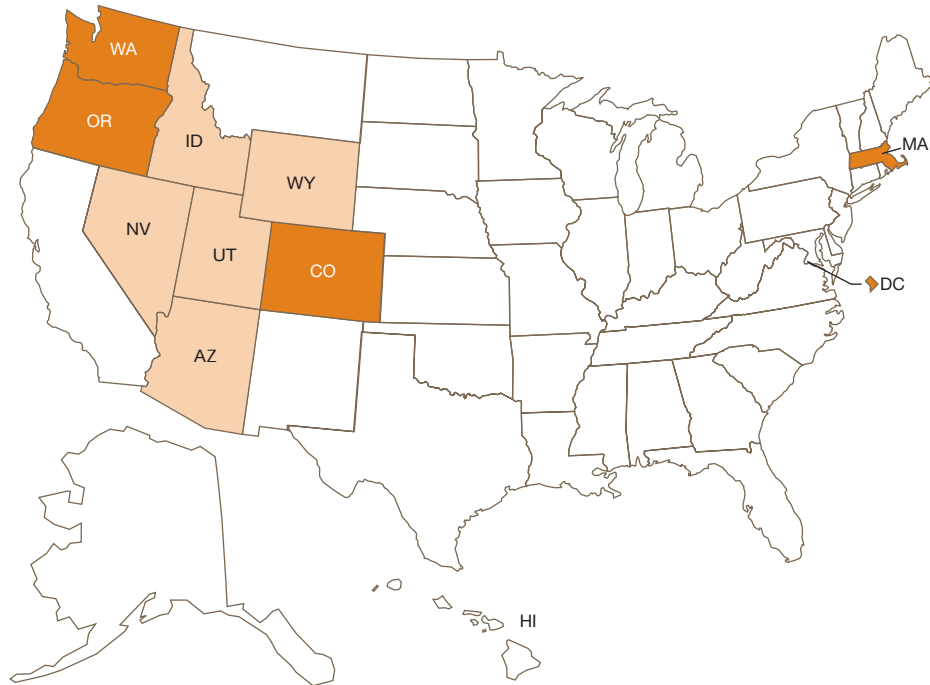
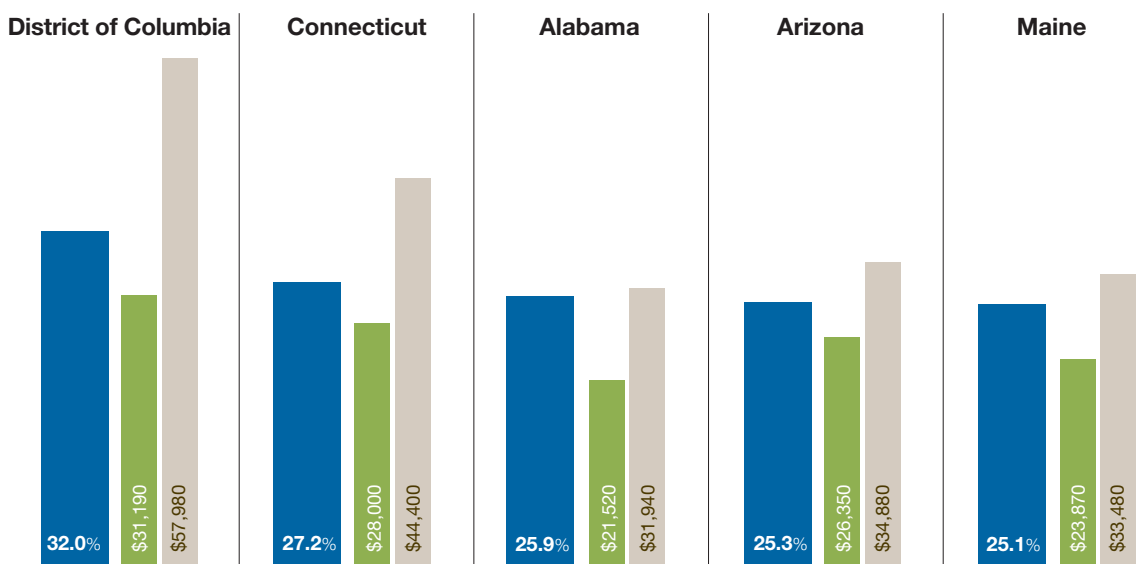


Figure 39 States with Highest and Lowest Wage Gain

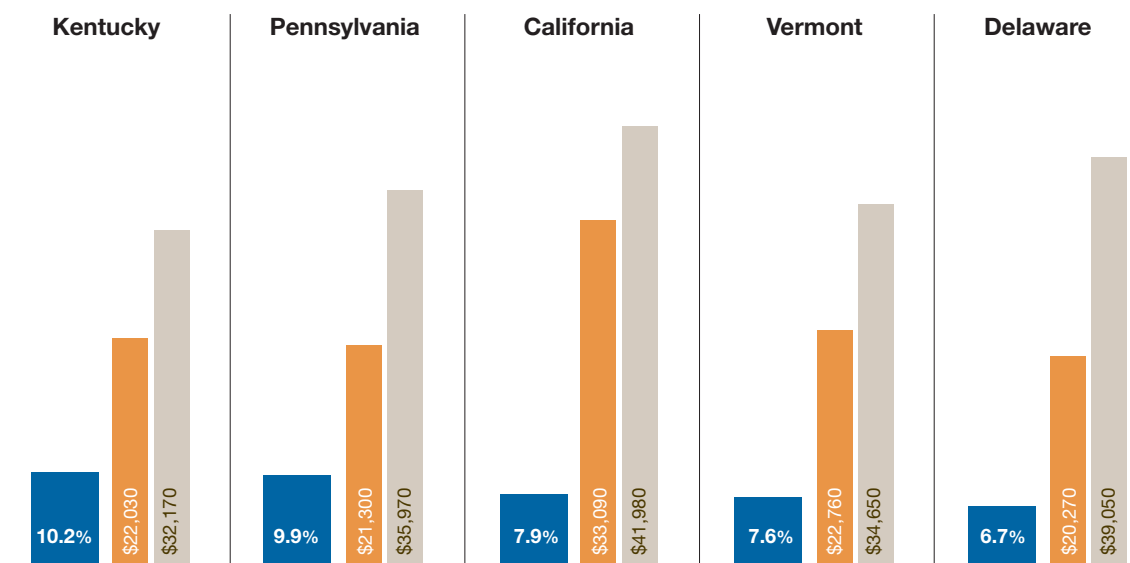
Highest Wage Gain

■ Total Percent Wage Gain (2000–2004)
 ■ 2004 Mean Annual Wage
 ■ 2004 Mean Annual Wage (all occupations)



Lowest Wage Gain

■ Total Percent Wage Gain (2000–2004)
 ■ 2004 Mean Annual Wage
 ■ 2004 Mean Annual Wage (all occupations)



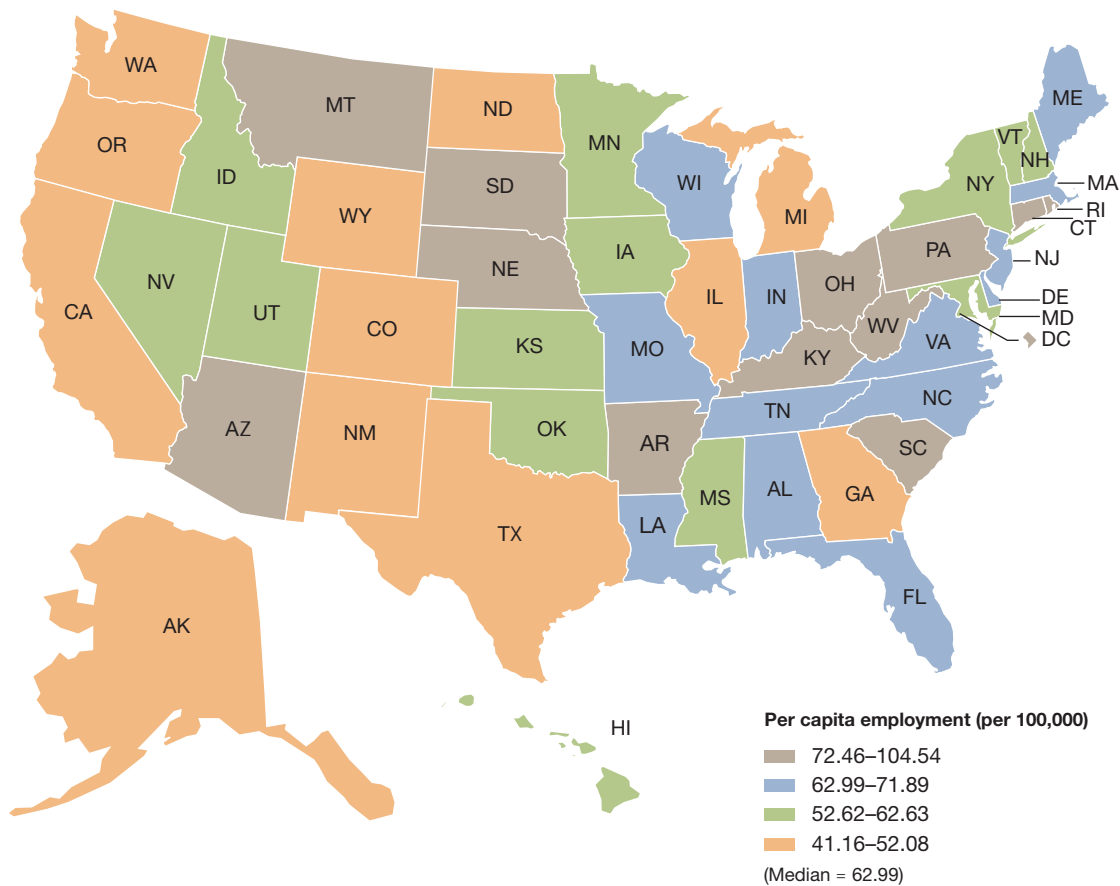
Radiologic Technologists and Technicians

Projected Growth		Annual Openings	
2002	174,000	7,246	Average Annual Openings
2012	214,000		
48%	Radiologic Technologists and Technicians	Percent of Annual Openings Due to:	
14.8%	All Frontline Workforce Occupations	55.1%	Growth
28.3%	All Health and Health Care Occupations	44.9%	Replacements

Additional Findings:

- According to a 2003 report by the American Society of Radiologic Technologists, in addition to an aging workforce, the field of radiologic technology has fewer people entering the profession as it competes with careers that are perceived to be more rewarding and less stressful.
- One of the priorities of the American Society of Radiologic Technologists (2004) is passage of the Consumer Assurance of Radiologic Excellence (CARE) Act, which has garnered support in Congress to establish nationwide educational and credentialing standards for medical imaging and radiation therapy personnel.
- A majority of radiologic technologists and technicians work in either medical and surgical hospitals or offices of physicians, while others work in medical and diagnostic laboratories. (Bureau of Labor Statistics Occupational Outlook Handbook, 2004)

Figure 40 **State by State Per Capita Employment (in quartiles)**



For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 41 States with Highest and Lowest Growth and Annual Openings Due to Replacement Need

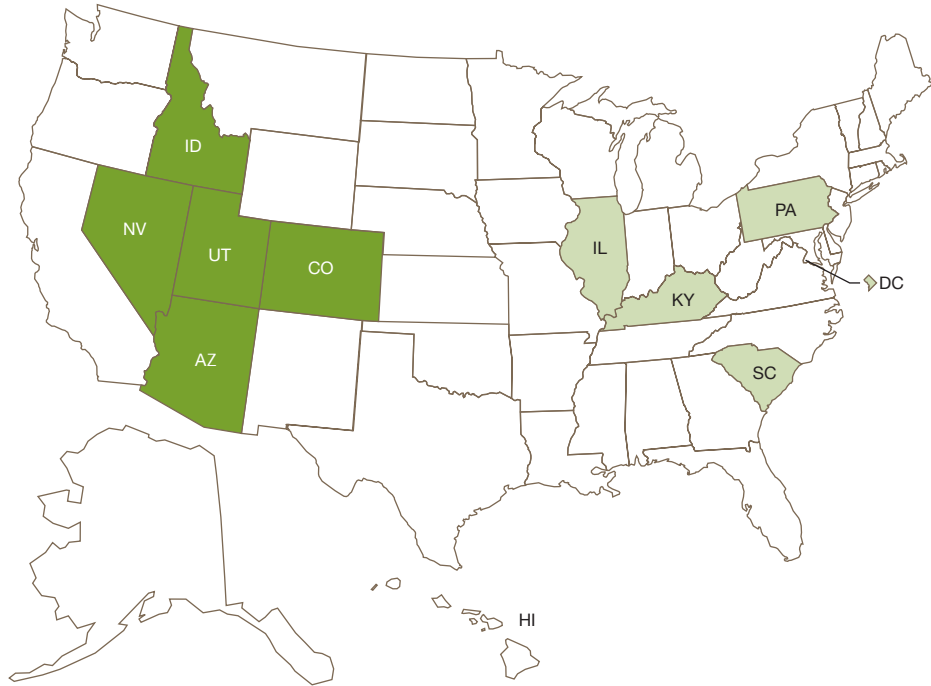
Growth Rate

High

- %
- 50.7 Arizona
- 46.0 Idaho
- 41.6 Nevada
- 39.2 Utah
- 36.4 Colorado

Low

- %
- 12.2 Kentucky
- 12.2 Illinois
- 7.0 South Carolina
- 6.4 Pennsylvania
- 2.6 District of Columbia



Replacement Need (in percent)

High

- %
- 83.3 District of Columbia
- 75.0 South Carolina
- 74.3 Pennsylvania
- 60.8 Illinois
- 60.4 Kentucky

Low

- %
- 30.4 Nevada
- 29.4 Idaho
- 27.0 Arizona
- 10.0 Alaska
- 0.0 Wyoming

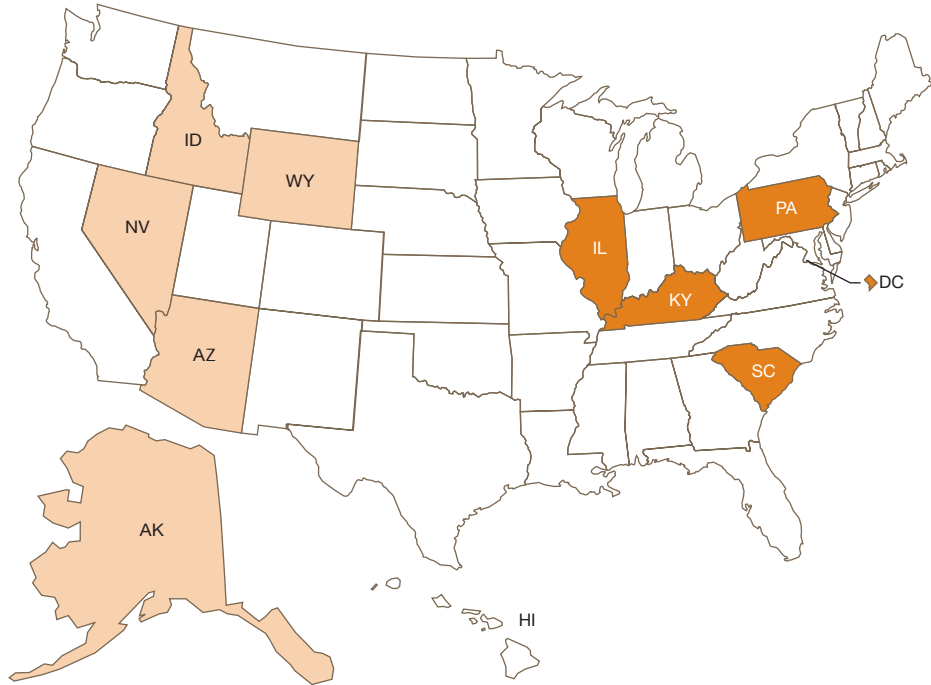
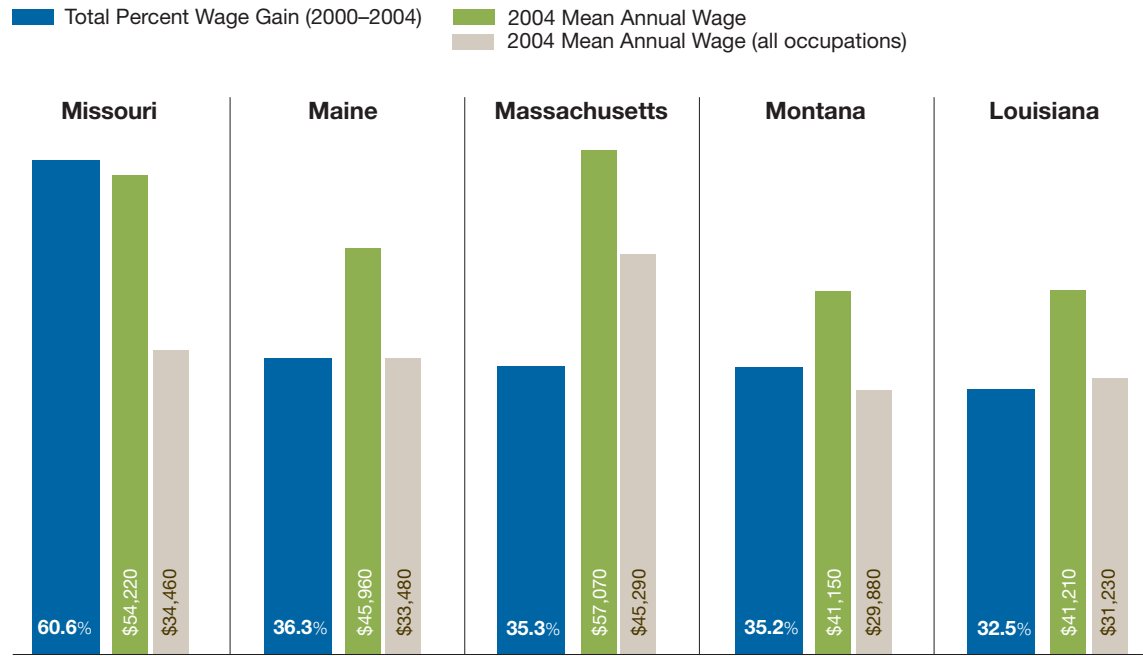
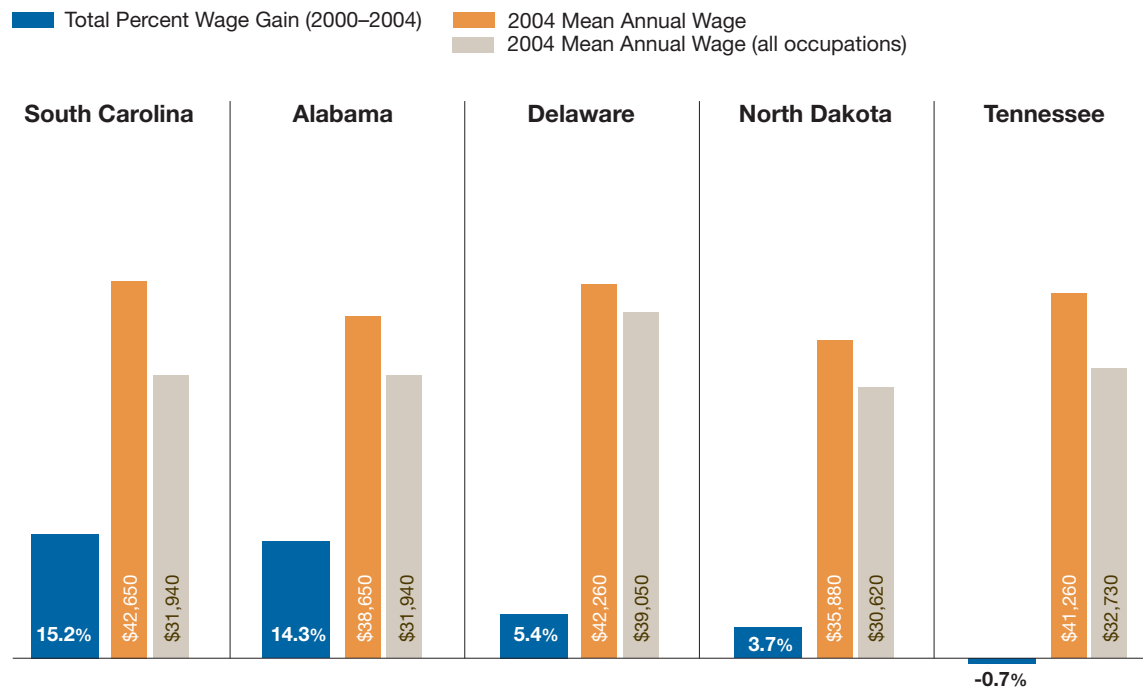


Figure 42 States with Highest and Lowest Wage Gain

Highest Wage Gain



Lowest Wage Gain



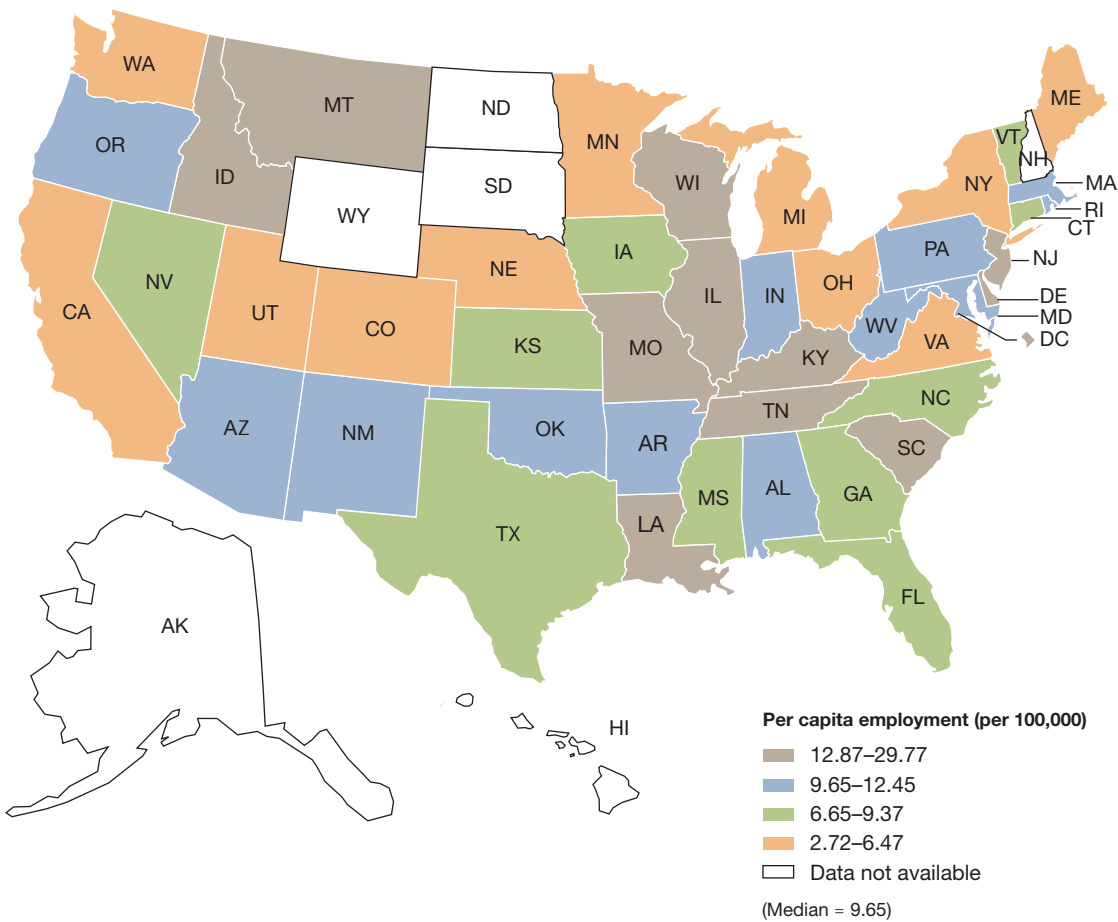
Respiratory Therapy Technicians

Projected Growth		Annual Openings	
2002	25,000	1,249	Average Annual Openings
2012	35,000		
40%	Respiratory Therapy Technicians	Percent of Annual Openings Due to:	
14.8%	All Frontline Workforce Occupations	72.5%	Growth
28.3%	All Health and Health Care Occupations	27.5%	Replacements

Additional Findings:

- The vacancy rate for respiratory care professionals in hospitals increased from 5.96 percent in 2000 to 8.65 percent in 2005. This translates to approximately 11,695 vacant full-time positions in 2005. (American Association for Respiratory Care, 2006)
- Respiratory therapy technicians work closely with respiratory therapists and almost exclusively in medical and surgical hospitals, with a small percentage working in offices of physicians or other health practitioners. (Bureau of Labor Statistics Occupational Outlook Handbook, 2004)

Figure 43 **State by State Per Capita Employment (in quartiles)**



For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 44 States with Highest and Lowest Growth and Annual Openings Due to Replacement Need

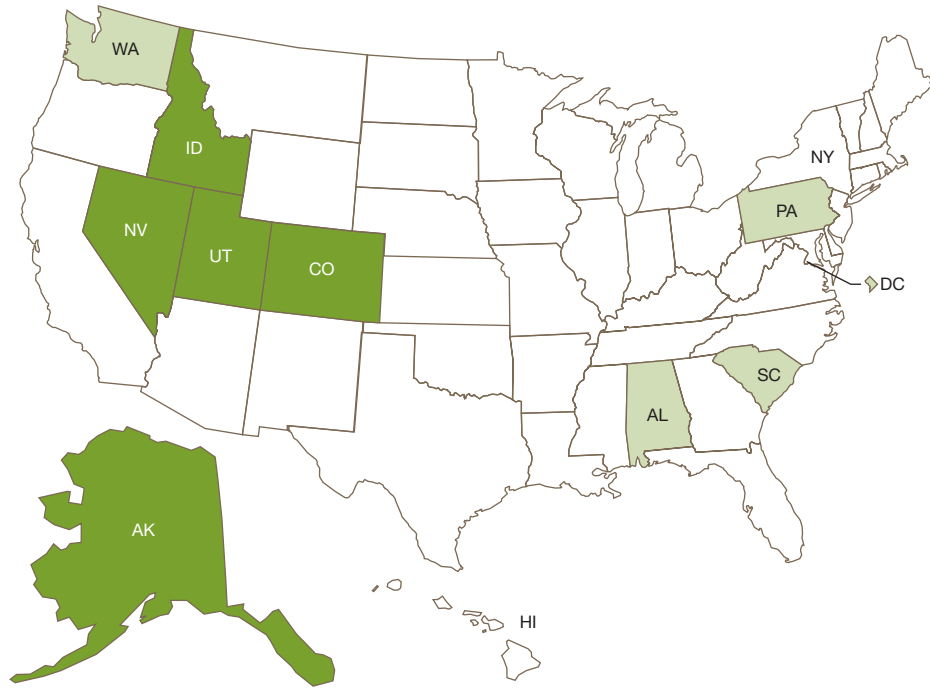
Growth Rate

High

- %
- 73.1 Alaska
- 57.9 Colorado
- 57.8 Idaho
- 53.3 Nevada
- 53.3 Utah

Low

- %
- 18.2 Washington
- 17.9 South Carolina
- 16.7 Alabama
- 16.4 Pennsylvania
- 16.1 District of Columbia



Replacement Need (in percent)

High

- %
- 55.0 Oregon
- 50.0 Iowa
- 47.6 Colorado
- 47.2 Massachusetts
- 45.5 Pennsylvania

Low

- %
- 21.4 Mississippi
- 21.1 Idaho
- 15.5 Arizona
- 10.0 Nevada
- 0.0 Utah

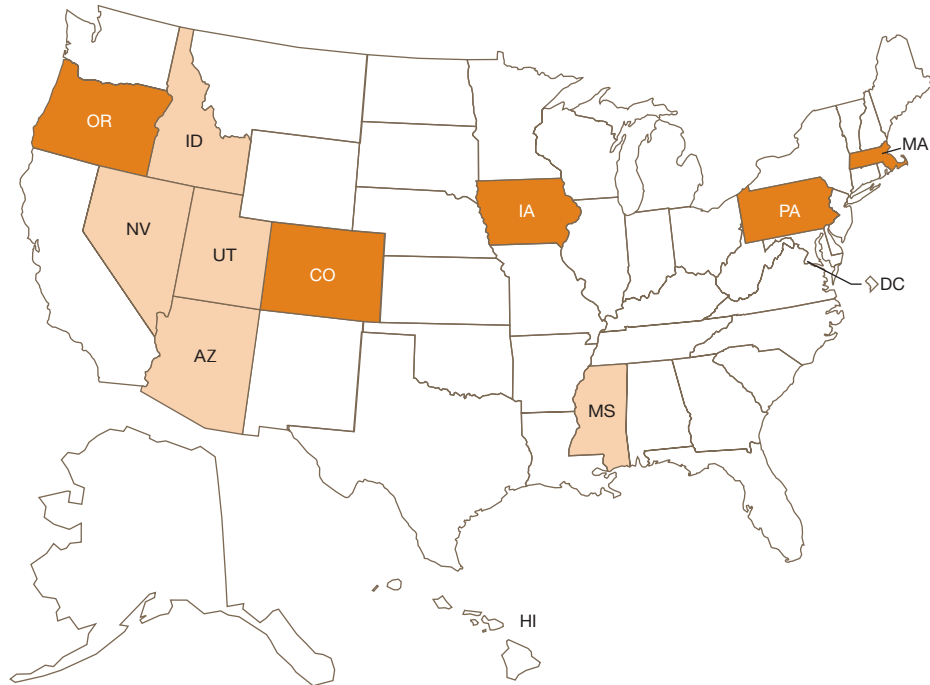
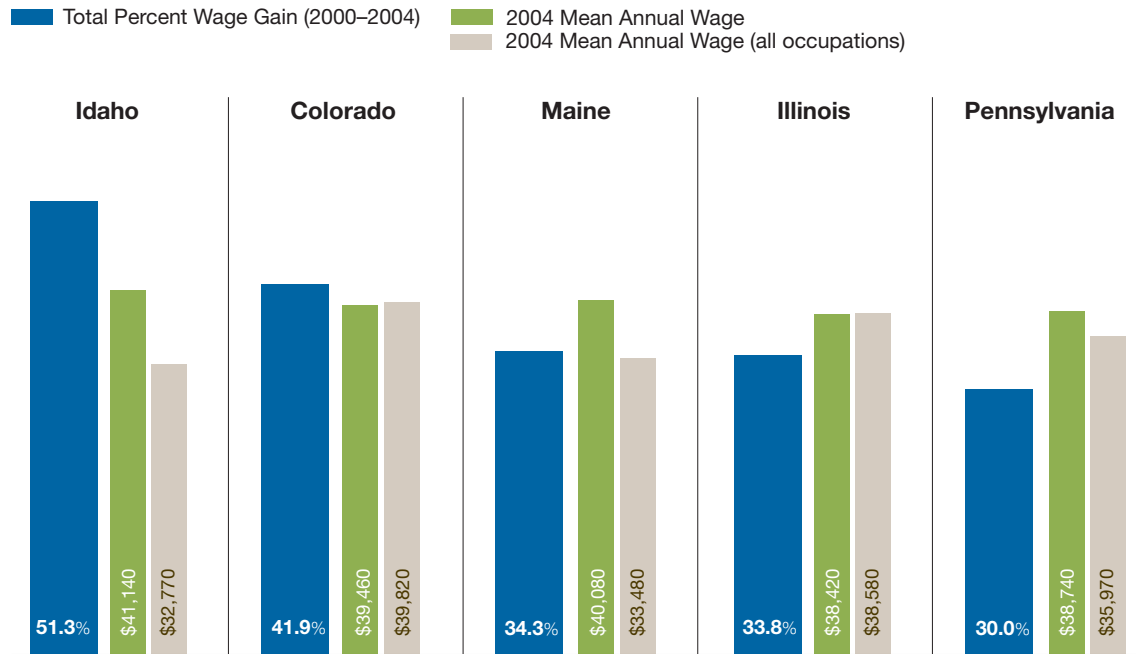
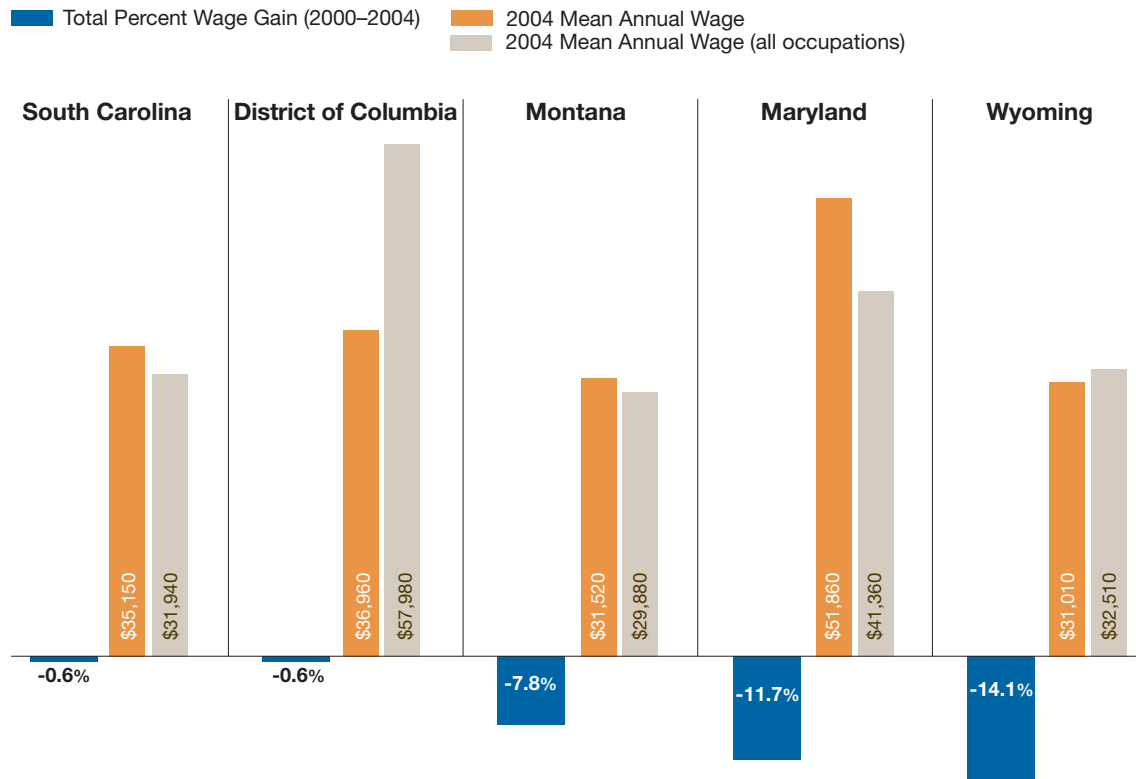


Figure 45 States with Highest and Lowest Wage Gain

Highest Wage Gain



Lowest Wage Gain



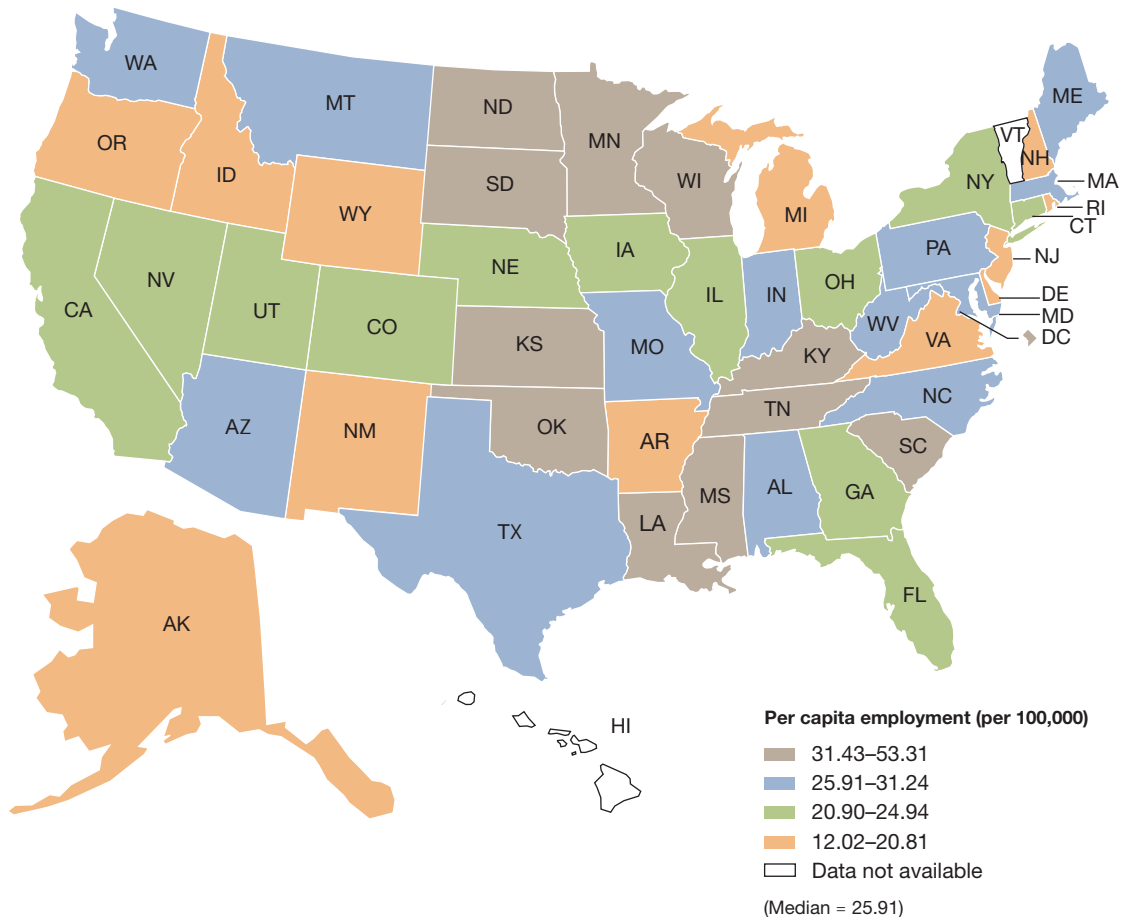
Surgical Technologists

Projected Growth		Annual Openings	
2002	72,000	2,959	Average Annual Openings
2012	92,000		
28%	Surgical Technologists	Percent of Annual Openings Due to:	
14.8%	All Frontline Workforce Occupations	68.2%	Growth
28.3%	All Health and Health Care Occupations	31.8%	Replacements

Additional Findings:

- According to the Association of Surgical Technologists in 2006, many employers prefer to hire graduates from two-year associate degree programs accredited by the Commission on Accreditation of Allied Health Education Programs (CAAHEP).
- The Association of Surgical Technologists has developed recommended Clinical Ladders to provide a long-term occupational strategy to decrease attrition, increase skill levels, and enhance quality patient surgical care. (2006)
- A vast majority of surgical technologists work in medical and surgical hospitals, while others work in offices of physicians or dentists. (Bureau of Labor Statistics Occupational Outlook Handbook, 2004)

Figure 46 **State by State Per Capita Employment (in quartiles)**



For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 47 States with Highest and Lowest Growth and Annual Openings Due to Replacement Need

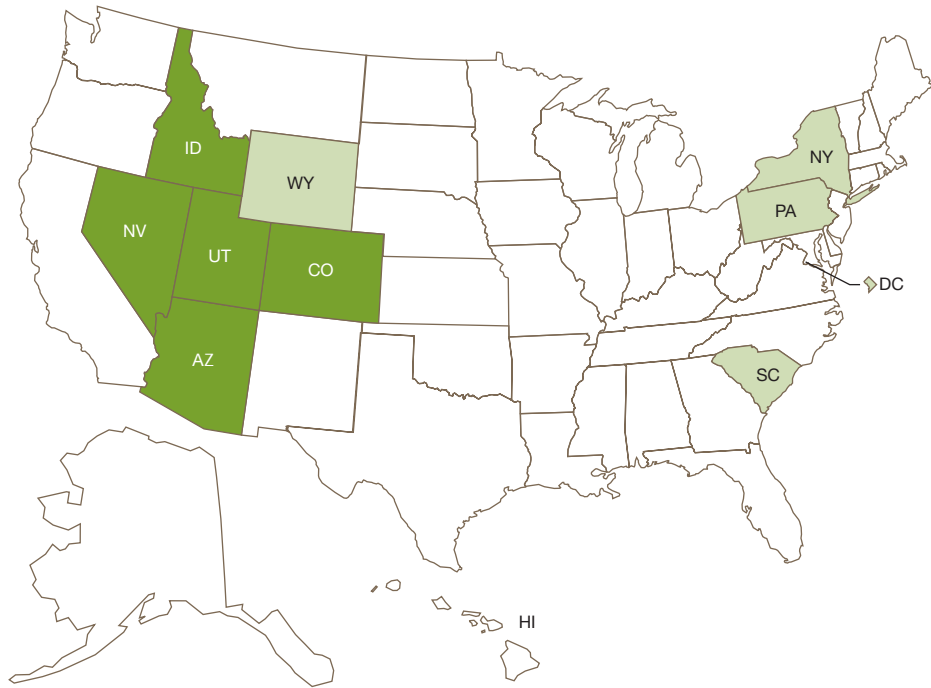
Growth Rate

High

- %
- 63.7 Arizona
- 50.0 Colorado
- 49.2 Nevada
- 47.7 Idaho
- 47.2 Utah

Low

- %
- 18.7 New York
- 16.7 Wyoming
- 11.5 Pennsylvania
- 11.4 South Carolina
- 6.3 District of Columbia



Replacement Need (in percent)

High

- %
- 66.7 District of Columbia
- 60.0 Alaska
- 57.5 South Carolina
- 53.3 Oregon
- 52.9 Pennsylvania

Low

- %
- 24.5 Mississippi
- 23.1 New Hampshire
- 21.4 Idaho
- 20.0 Nevada
- 16.7 Arizona

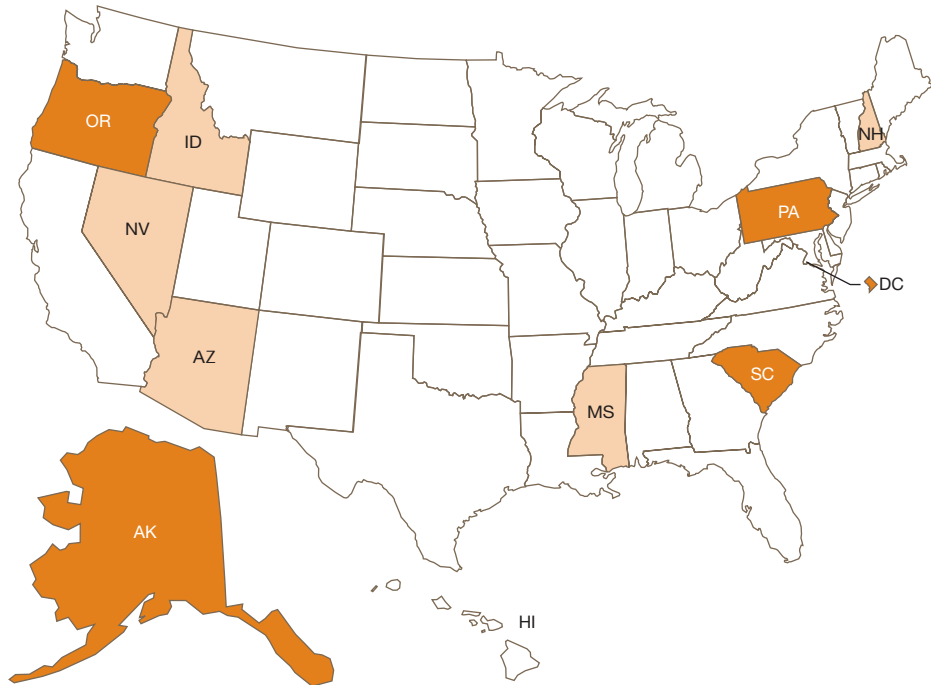
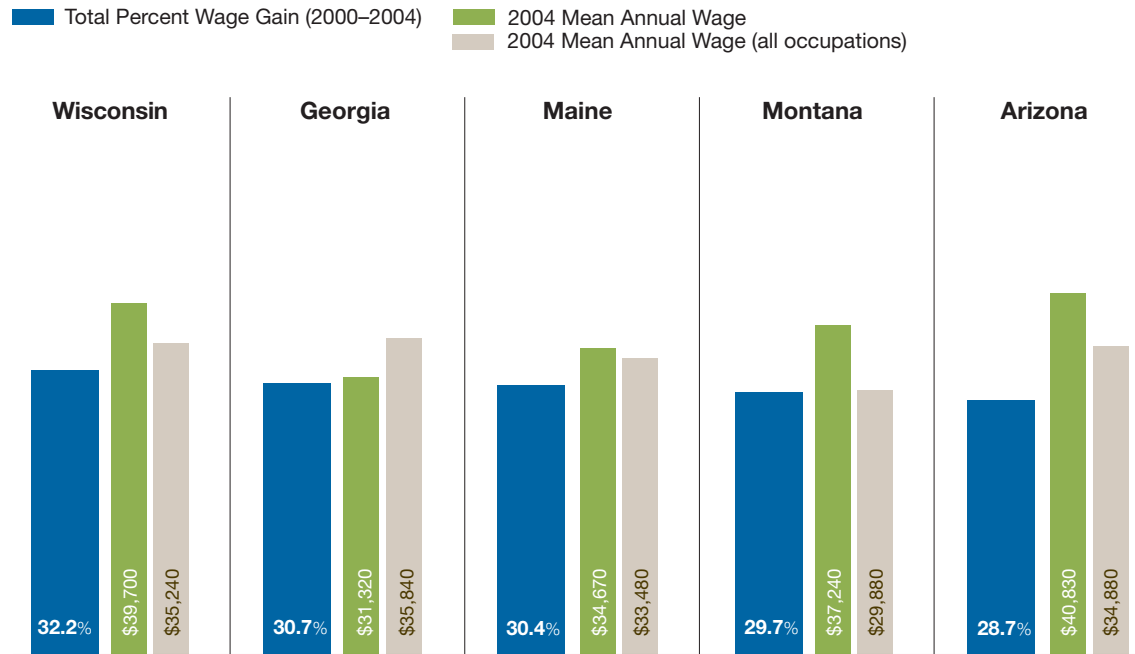
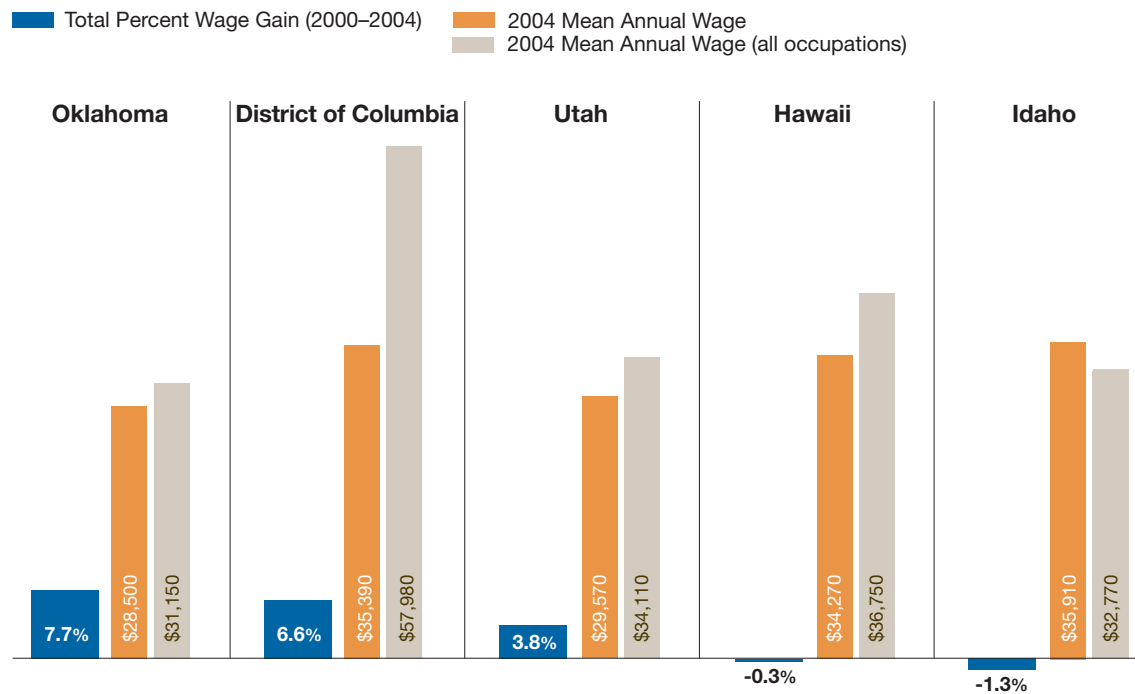


Figure 48 States with Highest and Lowest Wage Gain

Highest Wage Gain



Lowest Wage Gain



Community and Public Health Roles

Frontline Occupational Group and Census 2000 Associated Job Titles

Health Educators

Health educators
Public health advisors
Public health analysts
Public health educators
Public health instructors
Public health representatives
Public health specialists
Public health technologists

Medical and Public Health Social Workers

Bereavement counselors
Geriatric social workers
Group social workers
Health care social workers
Home health care social workers
Hospice social workers
Hospital social workers
Long term care social workers
Medical case workers
Medical social consultants
Medical social workers
Neonatal social workers
Nephrology social workers
Nursing home social workers
Older adult social work specialists
Oncology social workers
Outreach and education social workers
Pediatric social workers
Perinatal social workers
Public health social workers
Public welfare workers
Renal social workers

Social and Human Service Assistants

Aides, welfare
Assistants, clinical
Assistants, human services
Assistants, social services
Boy's advisors, counselors or workers
Case aides
Case work aides
Children's aides
Clerical aides
Clinical social work aides
Community aides
Community coordinators
Community development aides
Community development workers
Community organization aides
Community service workers
Counseling aides
Family service aides
Field representatives
Field workers
Group workers
Head workers
Home visitors
House visitors
Human services workers
Management aides
Neighborhood aides
Neighborhood coordinators
Neighborhood workers
Promotores
Outreach workers
Red cross workers
Service aides
Social contact workers
Social service workers
Technicians, human service
Travelers' aid workers
Visitors
Welfare service aides
Welfare visitors

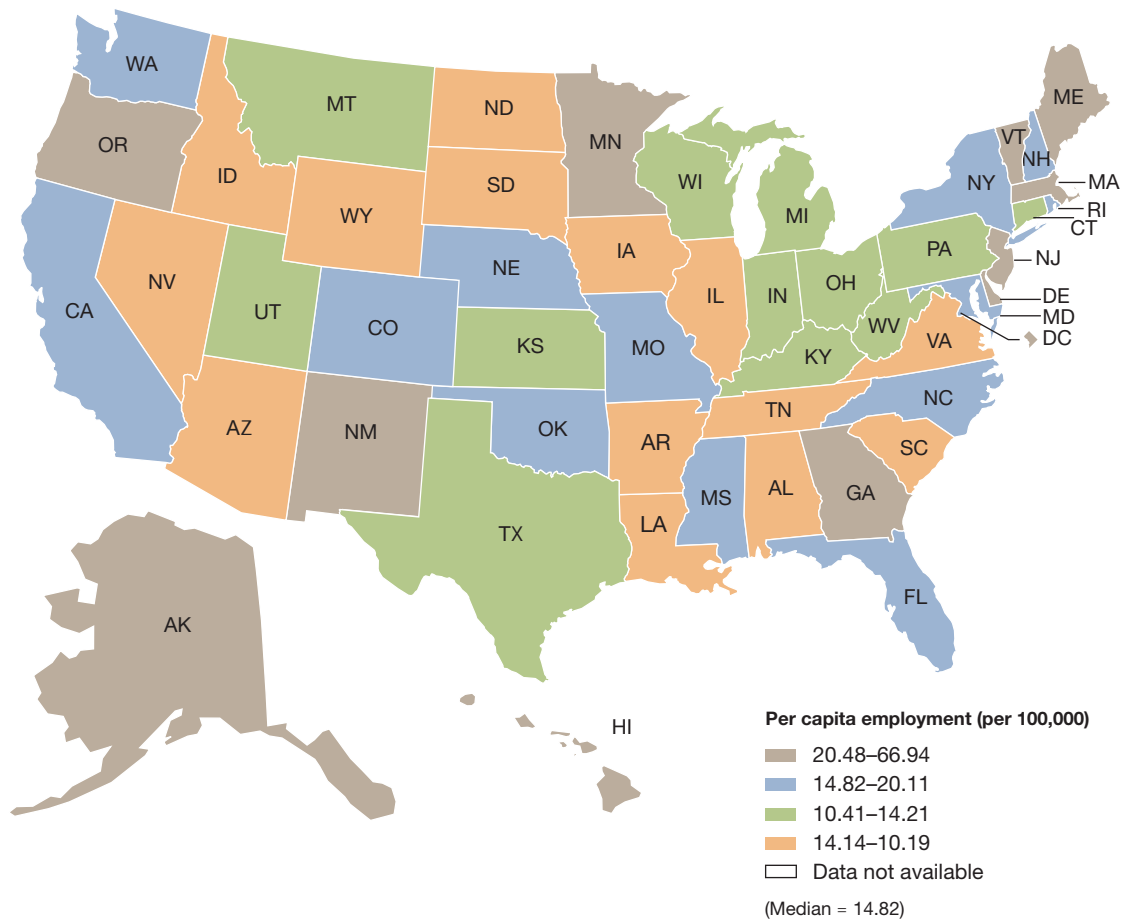
Health Educators

Projected Growth		Annual Openings	
2002	45,000	1,759	Average Annual Openings
2012	54,000		
20%	Health Educators	Percent of Annual Openings Due to:	
14.8%	All Frontline Workforce Occupations	55.4%	Growth
28.3%	All Health and Health Care Occupations	44.6%	Replacements

Additional Findings:

- The average age of the total public health workforce, of which health educators are a key element, is estimated at 47, indicating a looming retirement problem. (Mahan and Malecki, 2004)
- The health educator occupational group is noted for persistent shortages and cited as a top priority within the public health infrastructure. (Northwest Center for Public Health Practice, University of Washington, 2002)
- Health educators work in a variety of settings including medical and surgical hospitals, local government institutions, individual and family services, and state government institutions. (Bureau of Labor Statistics Occupational Outlook Handbook, 2004)

Figure 49 **State by State Per Capita Employment (in quartiles)**



For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 50 States with Highest and Lowest Growth and Annual Openings Due to Replacement Need

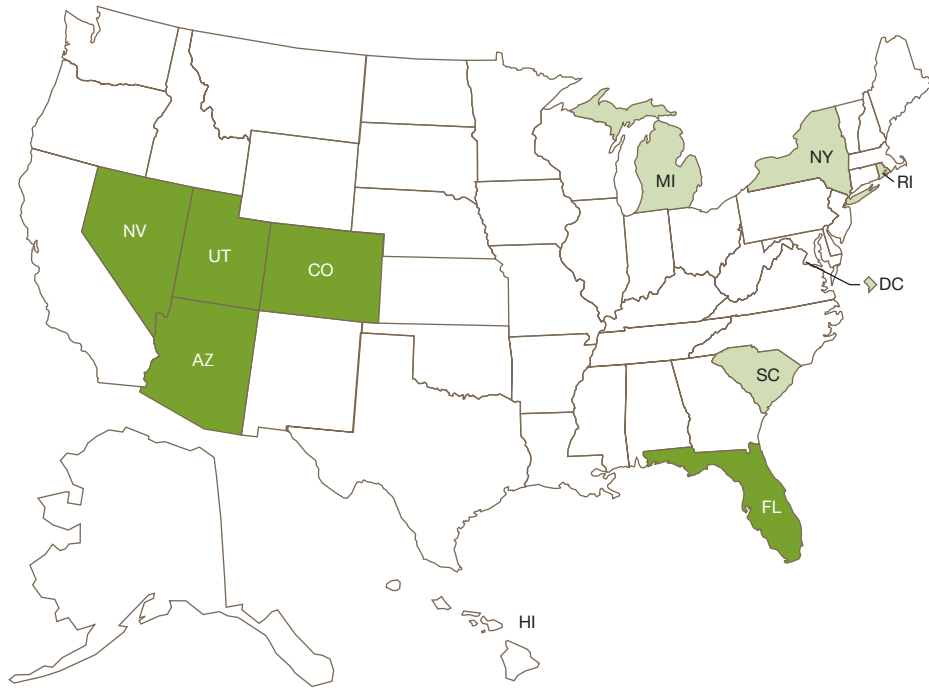
Growth Rate

High

- %
- 46.4 Utah
- 45.0 Nevada
- 33.3 Colorado
- 31.5 Arizona
- 29.8 Florida

Low

- %
- 11.5 New York
- 11.2 Rhode Island
- 8.9 Michigan
- 5.9 South Carolina
- 2.4 District of Columbia



Replacement Need (in percent)

High

- %
- 87.5 District of Columbia
- 66.7 Michigan
- 66.7 Rhode Island
- 66.7 West Virginia
- 60.0 New York

Low

- %
- 33.3 Alabama
- 33.3 North Carolina
- 33.3 South Dakota
- 30.0 Connecticut
- 10.0 Nevada

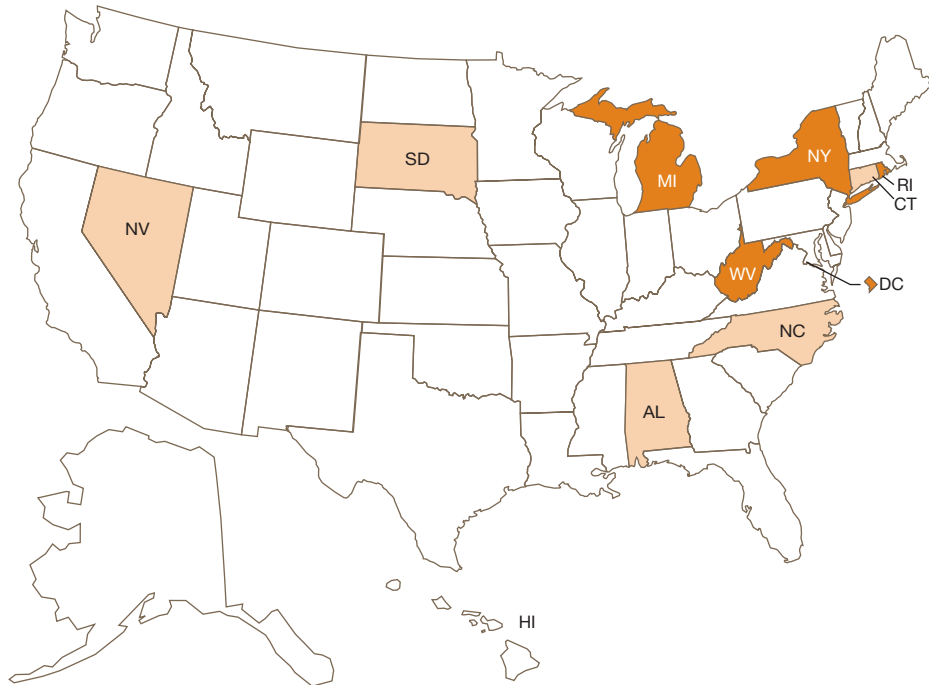
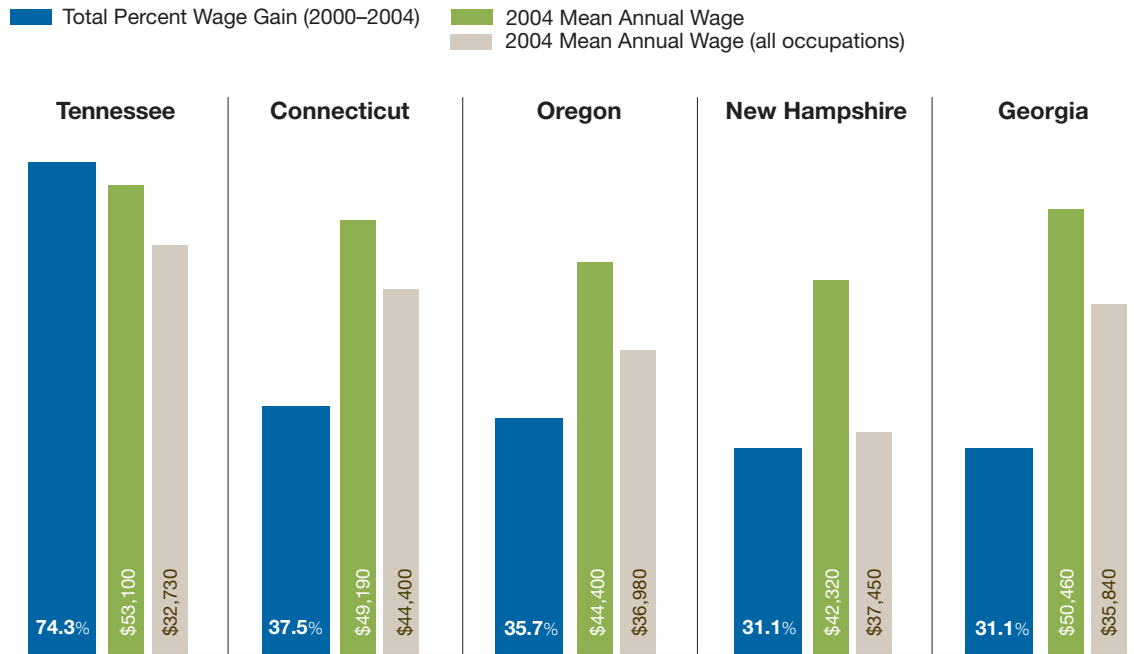
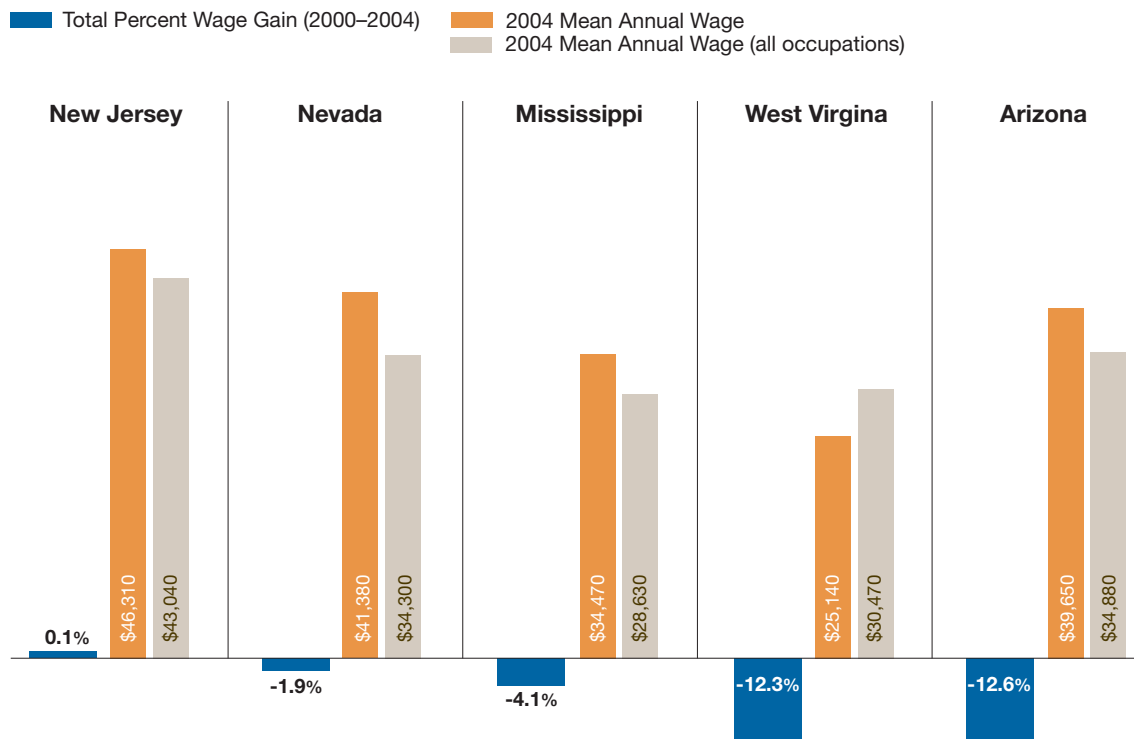


Figure 51 States with Highest and Lowest Wage Gain

Highest Wage Gain



Lowest Wage Gain



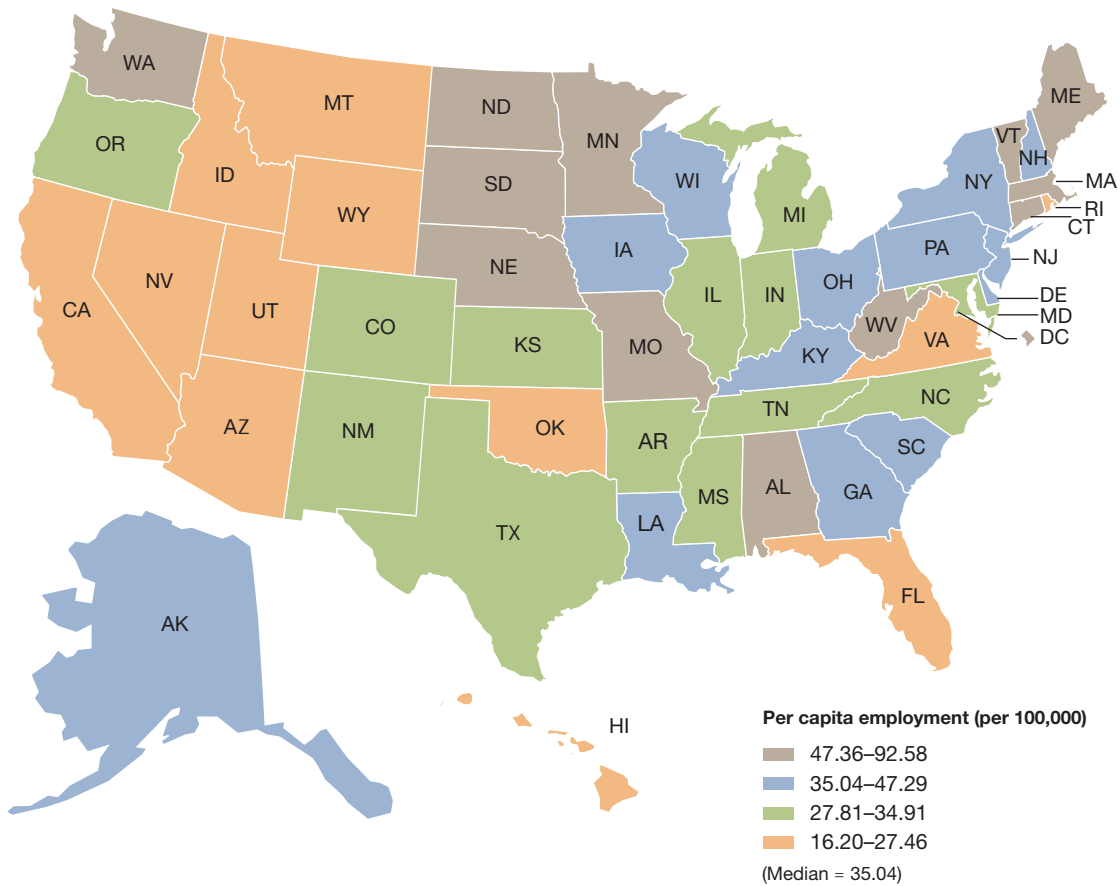
Medical and Public Health Social Workers

Projected Growth		Annual Openings	
2002	107,000	4,906	Average Annual Openings
2012	138,000		
29%	Medical and Public Health Social Workers	Percent of Annual Openings Due to:	
14.8%	All Frontline Workforce Occupations	62.6%	Growth
28.3%	All Health and Health Care Occupations	37.4%	Replacements

Additional Findings:

- A national study indicates that 80% of the licensed social worker respondents held a master’s degree in social work; 12% reported a bachelor’s as their highest attained social work degree. (National Association of Social Workers, 2005)
- The same study showed that nearly 62% of the licensed social work profession is over age 45 and 12% report plans to leave the workforce in the next 2 years. (National Association of Social Workers, 2005)
- Medical and public health social workers work primarily in medical and surgical hospitals, along with individual and family services, nursing care facilities, local government institutions, and home health care services. (Bureau of Labor Statistics Occupational Outlook Handbook, 2004)

Figure 52 **State by State Per Capita Employment (in quartiles)**



For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 53 States with Highest and Lowest Growth and Annual Openings Due to Replacement Need

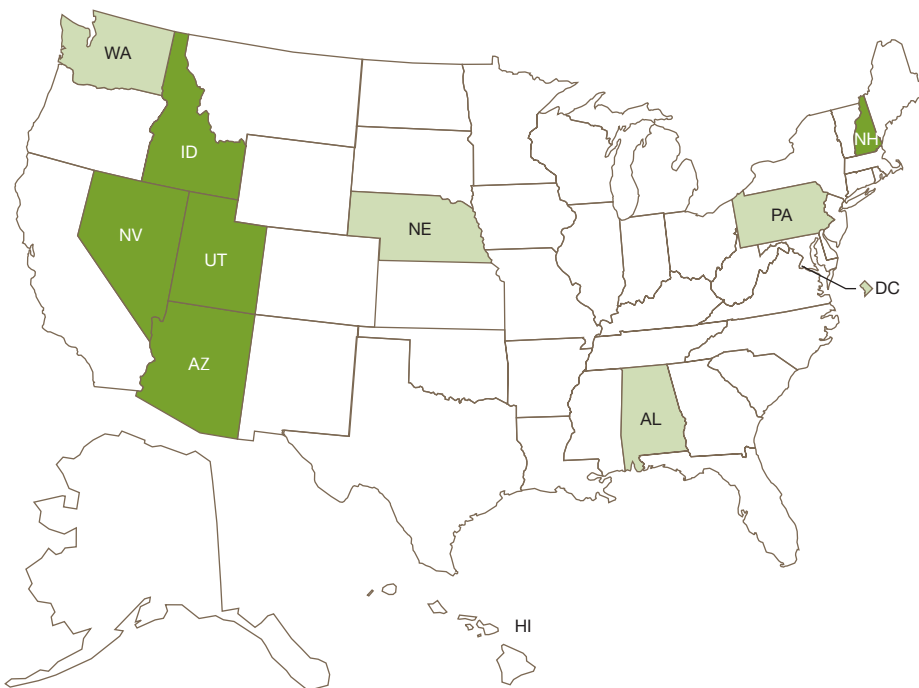
Growth Rate

High

- %
- 55.1 Arizona
- 48.9 Idaho
- 45.3 Nevada
- 45.2 Utah
- 45.0 New Hampshire

Low

- %
- 19.6 Washington
- 19.6 Nebraska
- 16.1 Alabama
- 14.9 Pennsylvania
- 5.0 District of Columbia



Replacement Need (in percent)

High

- %
- 72.7 District of Columbia
- 60.0 Wyoming
- 53.5 Pennsylvania
- 52.6 Alabama
- 46.9 Washington

Low

- %
- 27.3 Idaho
- 25.0 Utah
- 23.8 Kansas
- 23.5 Arizona
- 10.0 Alaska

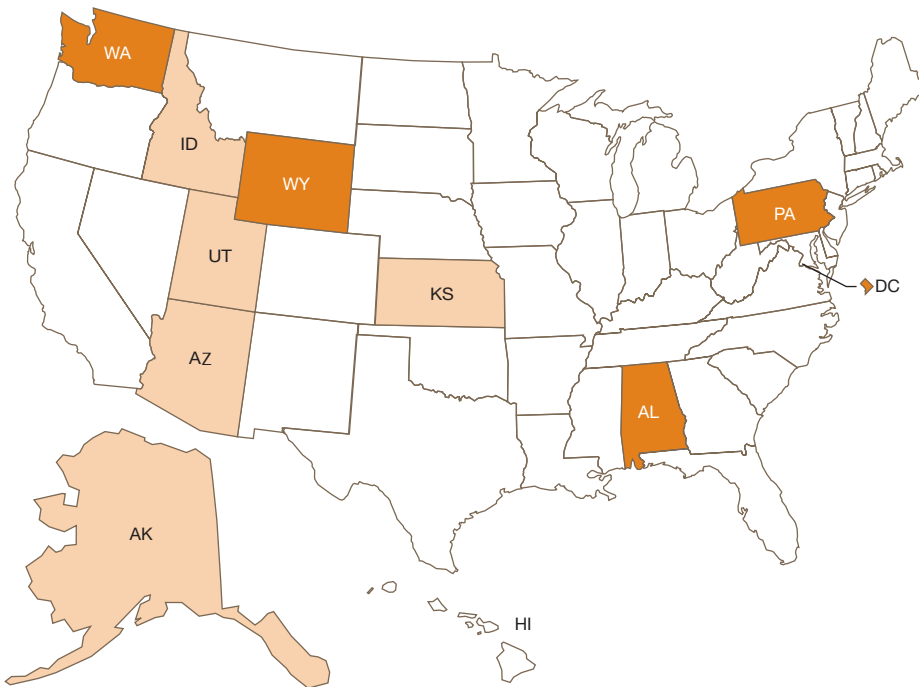
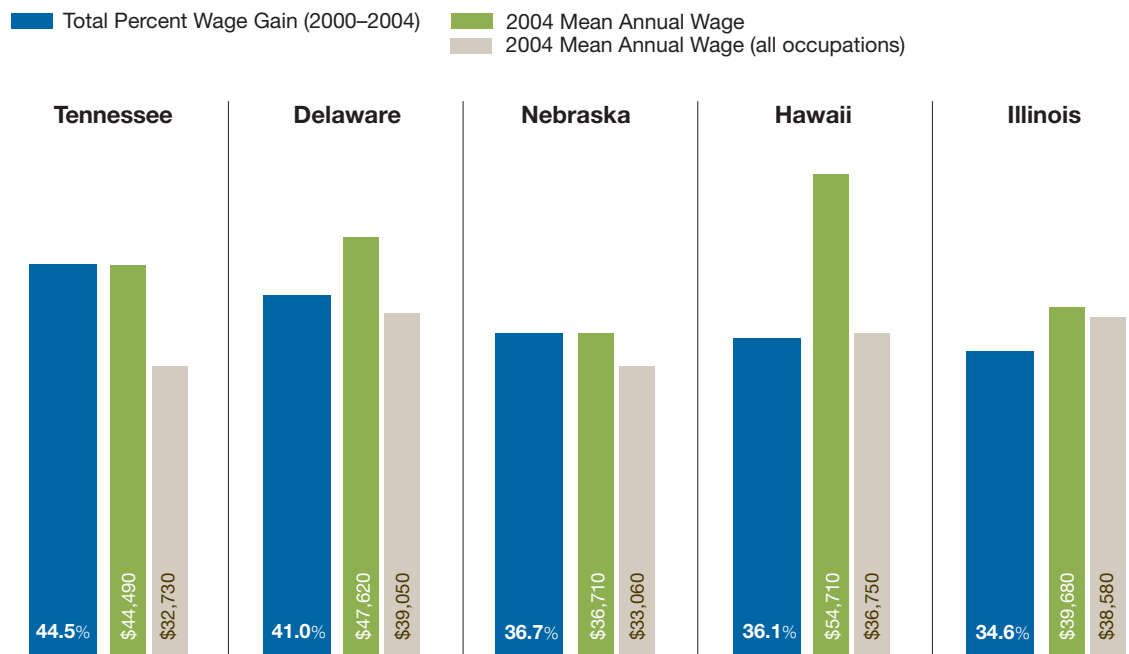
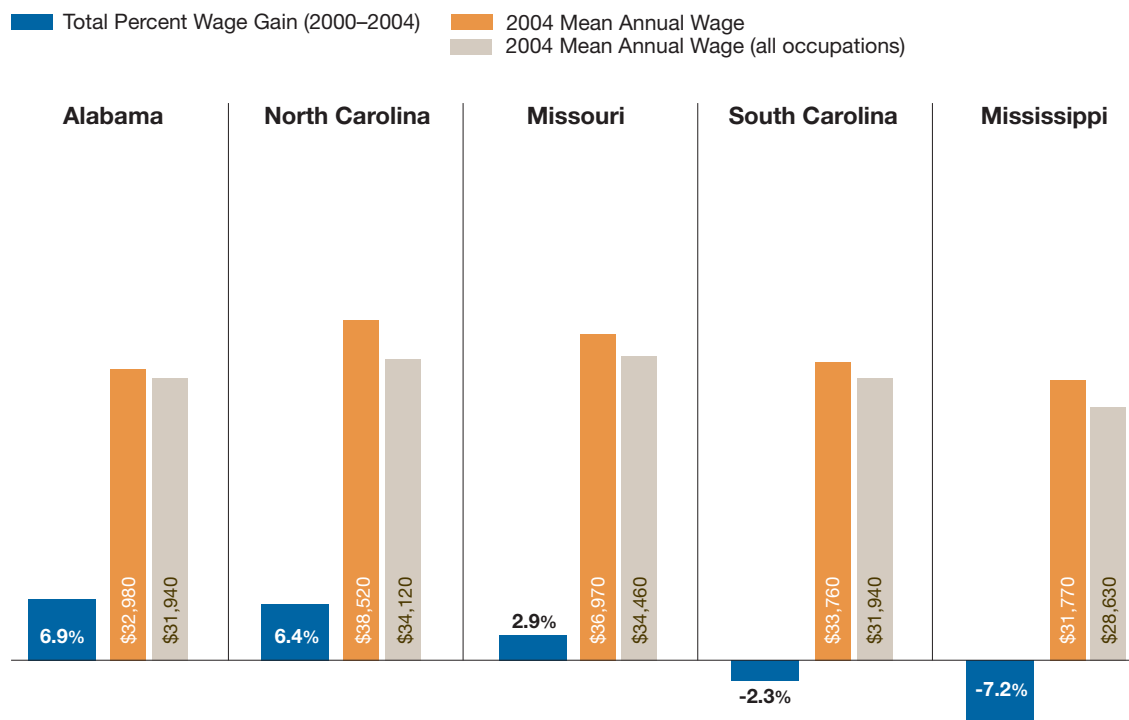


Figure 54 States with Highest and Lowest Wage Gain

Highest Wage Gain



Lowest Wage Gain



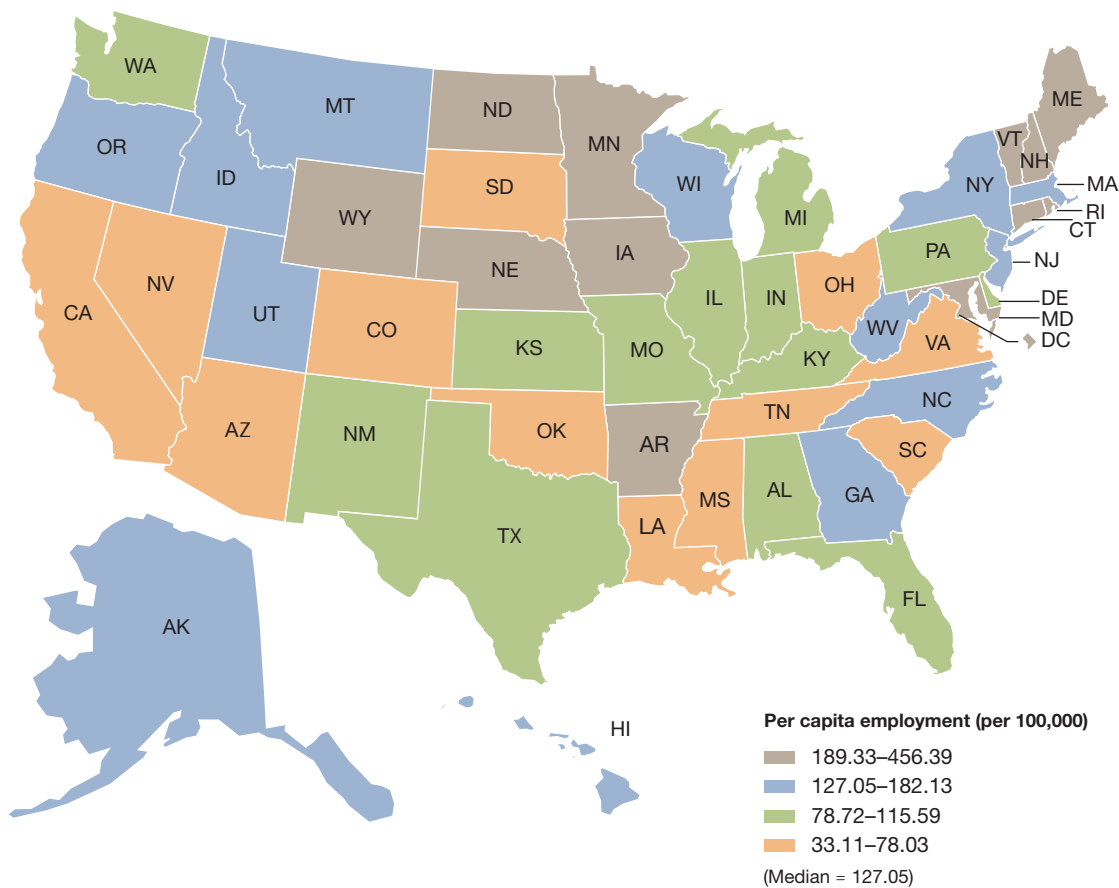
Social and Human Services Assistants

Projected Growth		Annual Openings	
2002	305,000	20,245	Average Annual Openings
2012	454,000		
49%	Social and Human Services Assistants	Percent of Annual Openings Due to:	
14.8%	All Frontline Workforce Occupations	73.5%	Growth
28.3%	All Health and Health Care Occupations	26.5%	Replacements

Additional Findings:

- There is a growing awareness that social and human services assistants are very effective at linking different communities and agencies and can be powerful change agents. (Keane et al., 2004)
- Estimated turnover among social and human services assistants is high, especially for those without formal academic preparation. Some studies cite annual attrition rates as high as 77%. (Bhattacharyya et al., 2001)
- Social and human services assistants work in a variety of settings including individual and family services, state government institutions, local government institutions, and residential mental health facilities. (Bureau of Labor Statistics Occupational Outlook Handbook, 2004)

Figure 55 **State by State Per Capita Employment (in quartiles)**



For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 56 States with Highest and Lowest Growth and Annual Openings Due to Replacement Need

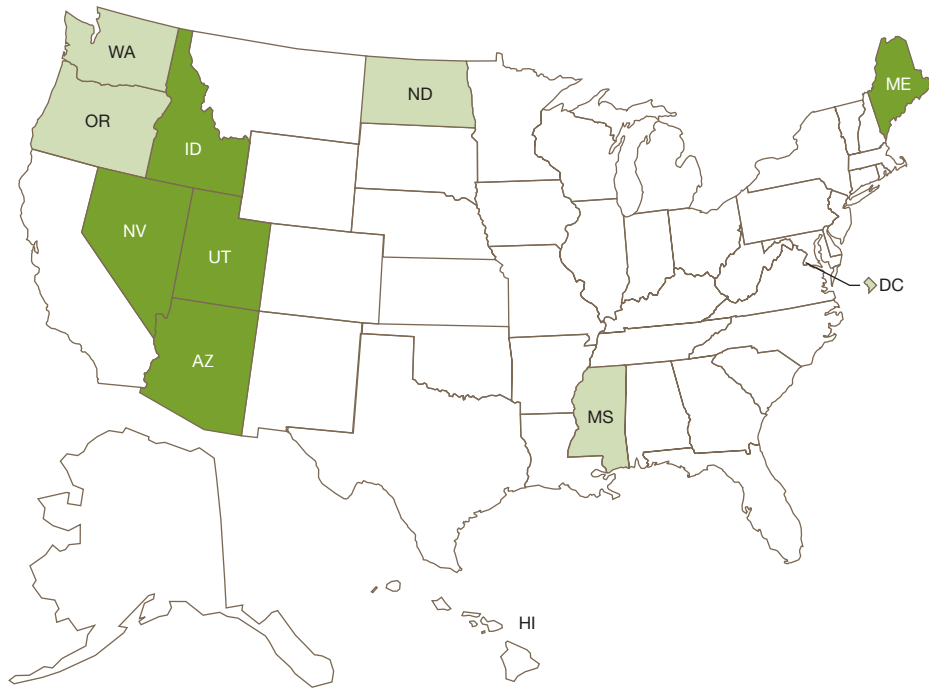
Growth Rate

High

- %
- 76.7 Idaho
- 70.8 Nevada
- 64.4 Arizona
- 63.6 Utah
- 63.0 Maine

Low

- %
- 28.5 Mississippi
- 25.7 North Dakota
- 23.7 District of Columbia
- 19.6 Washington
- 15.4 Oregon



Replacement Need (in percent)

High

- %
- 52.0 Oregon
- 48.9 Washington
- 46.3 Colorado
- 43.0 District of Columbia
- 41.4 North Dakota

Low

- %
- 21.7 South Dakota
- 21.6 Arizona
- 20.6 Nevada
- 20.6 Utah
- 18.7 Idaho

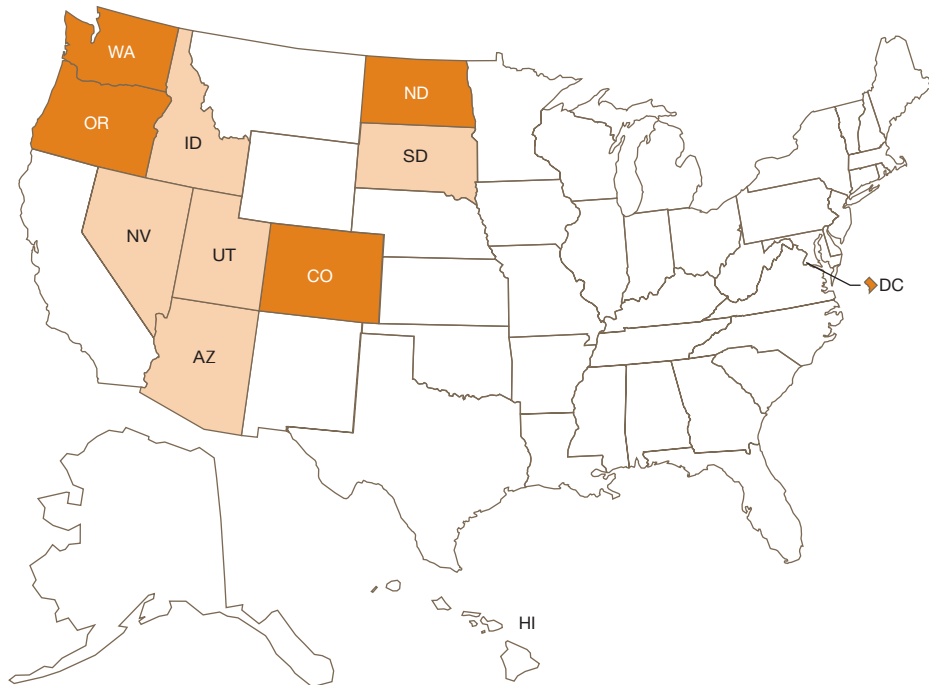
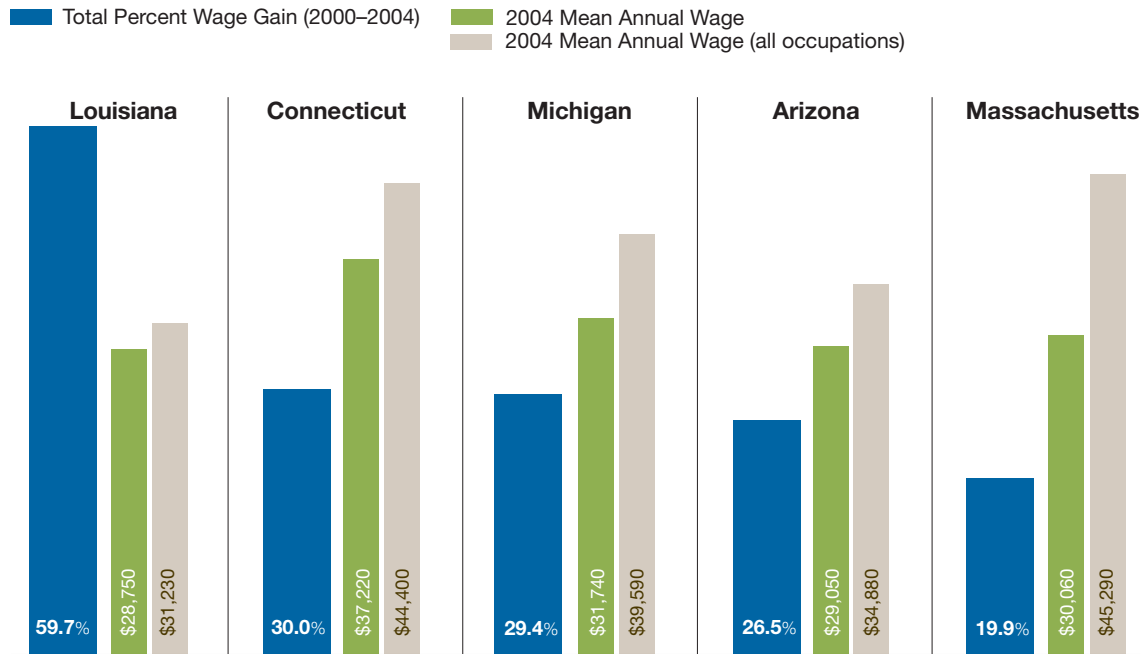
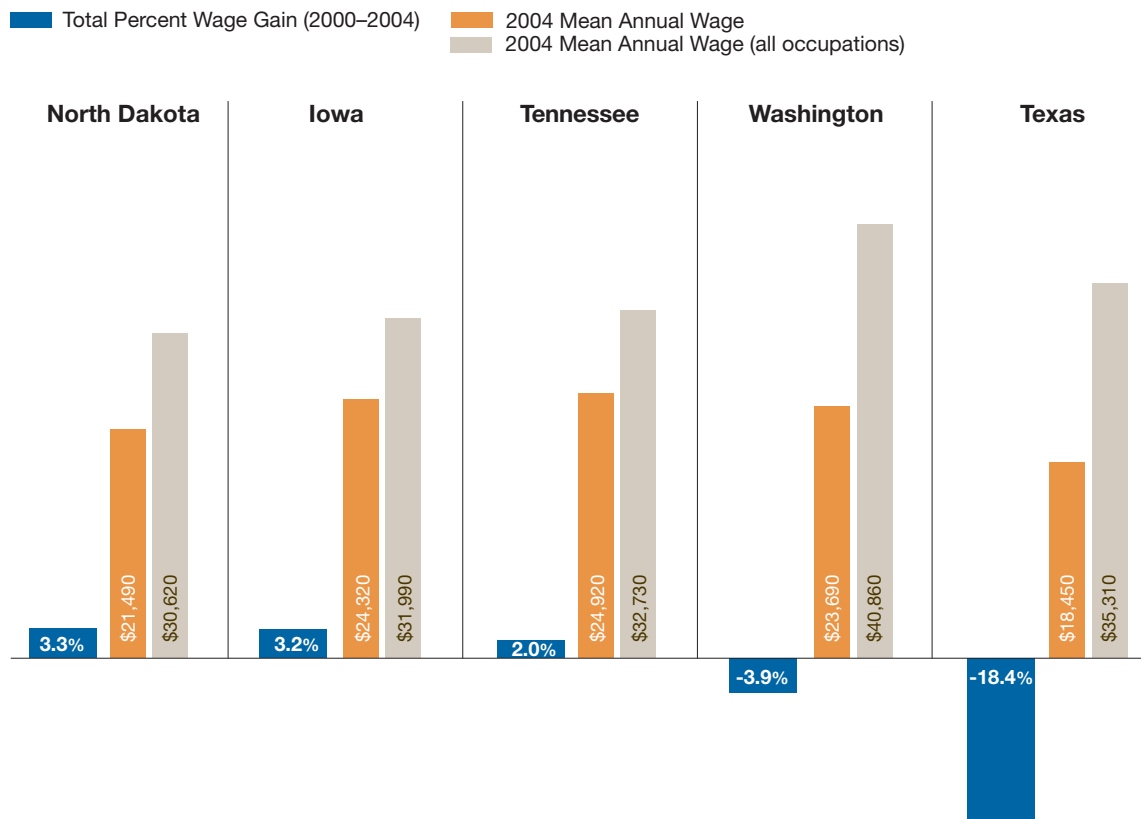


Figure 57 States with Highest and Lowest Wage Gain

Highest Wage Gain



Lowest Wage Gain



Long-Term Care Roles

Frontline Occupational Group and Census 2000 Associated Job Titles

Home Health Aides

Home attendants
Home health aides
Nurse's companions

Nursing Aides, Orderlies and Attendants

Aides \ n.s.
Assistants \ n.s.
Assistants, certified nursing
Assistants, nurse
Assistants, nursing
Assistants, operating room
Attendant nurses
Baby nurses
Birth attendants
C.N.A. (certified nursing assistants)
C.N.A. \ activity n.s.
C.N.A., with medical or nursing
Cart attendants
Doulas
First aid attendants
First aid nurses
Gericare aides
Health aides
Health care aides
Helpers \ n.s.
Helpers, ward
Hospice aides
Hospice entrance attendants
Hospital aides
Hospital attendants
Hospital corpsmen

Hospital orderlies
Infirmary attendants
Institutional aides
Medical aides
Medical attendants
Medication aides
Midwives
New patient escorts
Nurses \ other specified or n.s., less than high school diploma
Nurse sitters
Nurse's aides
Nursery attendants
Nursing aides
Operating room orderlies
Orderlies
Patient care, excluding nursing
Patient escorts
Patient sitters
Patient sitters, cleaning
Patient transporters
Student nurses
Surgical aides
Teacher, orderlies
Technicians, aides
Technicians, certified medication
Technicians, nurse, less than associate degree
Technicians, nursery
Trained attendants
Transporters
Ward aides
Ward attendants

Personal and Home Care Aides

Aides \ n.s.
Blind aides
Blind escorts
Caregivers
Caretakers, family member
Companions
Convalescent sitters
Direct care staffers
Geriatric aides
Guardian family members
Home care aides
Homemakers
Nutrition aides
Personal attendants
Sitters, excluding animal or child care

n.s. = not specified

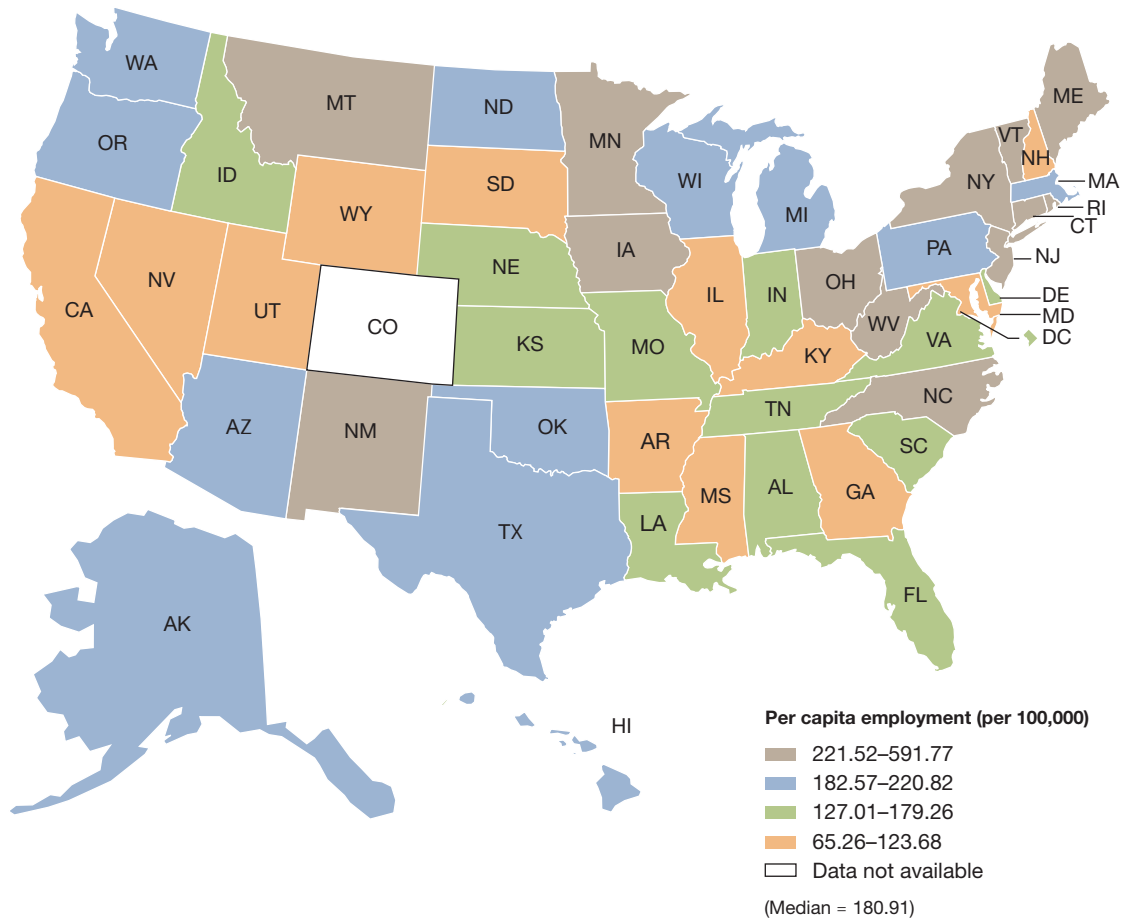
Home Health Aides

Projected Growth		Annual Openings	
2002	580,000	35,497	Average Annual Openings
2012	859,000		
48%	Home Health Aides	Percent of Annual Openings Due to:	
14.8%	All Frontline Workforce Occupations	78.6%	Growth
28.3%	All Health and Health Care Occupations	21.4%	Replacements

Additional Findings:

- Within the frontline workforce as presented in this chartbook, long-term care employees (of which home health aides are a subset) comprise the largest percentage of ethnic minority workers, with half identified as an ethnic minority; 35% African American, and 13% Latino. (Bureau of Labor Statistics Current Population Survey, 2005)
- While turnover of long-term-care workers has been understood to be a serious problem, only a few studies have thoroughly identified the actual per worker costs of turnover, with some researchers indicating further studies are needed to better inform and address turnover issues. (Seavey, 2004)
- Home health aides work primarily in home health care services, residential mental health facilities, community care facilities for the elderly, and individual and family services. (Bureau of Labor Statistics Occupational Outlook Handbook, 2004)

Figure 58 **State by State Per Capita Employment (in quartiles)**



For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 59 States with Highest and Lowest Growth and Annual Openings Due to Replacement Need

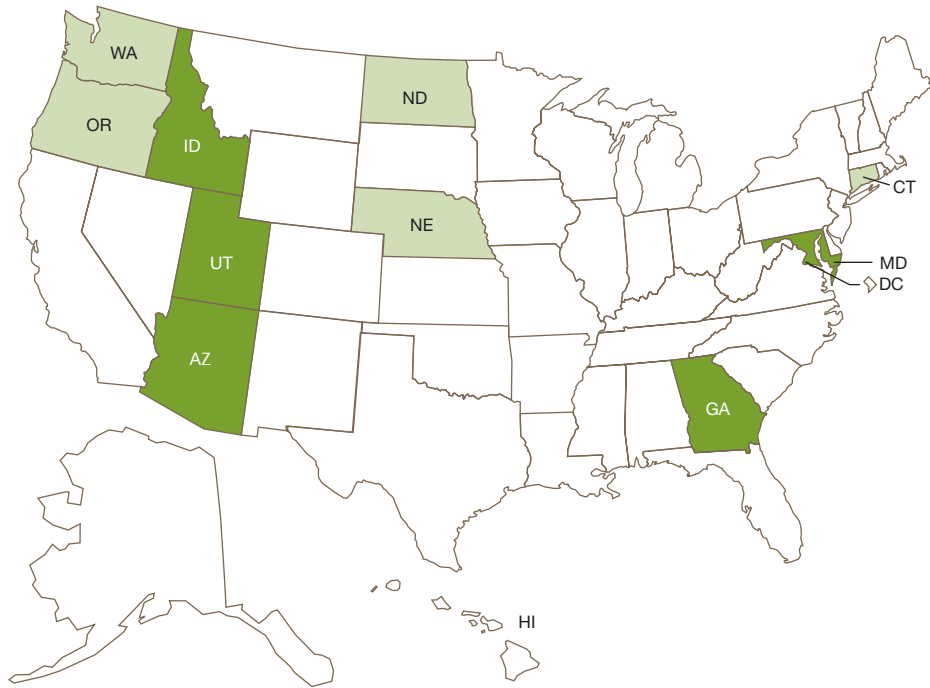
Growth Rate

High

- %
- 69.0 Arizona
- 68.8 Utah
- 63.1 Idaho
- 52.8 Georgia
- 51.8 Maryland

Low

- %
- 26.6 Nebraska
- 23.9 Oregon
- 22.9 North Dakota
- 21.3 Washington
- 18.9 Connecticut



Replacement Need (in percent)

High

- %
- 41.6 Connecticut
- 40.2 Washington
- 36.7 North Dakota
- 36.7 Oregon
- 36.7 Wyoming

Low

- %
- 20.0 Kansas
- 17.6 Utah
- 17.3 Idaho
- 15.9 Arizona
- 2.6 Rhode Island

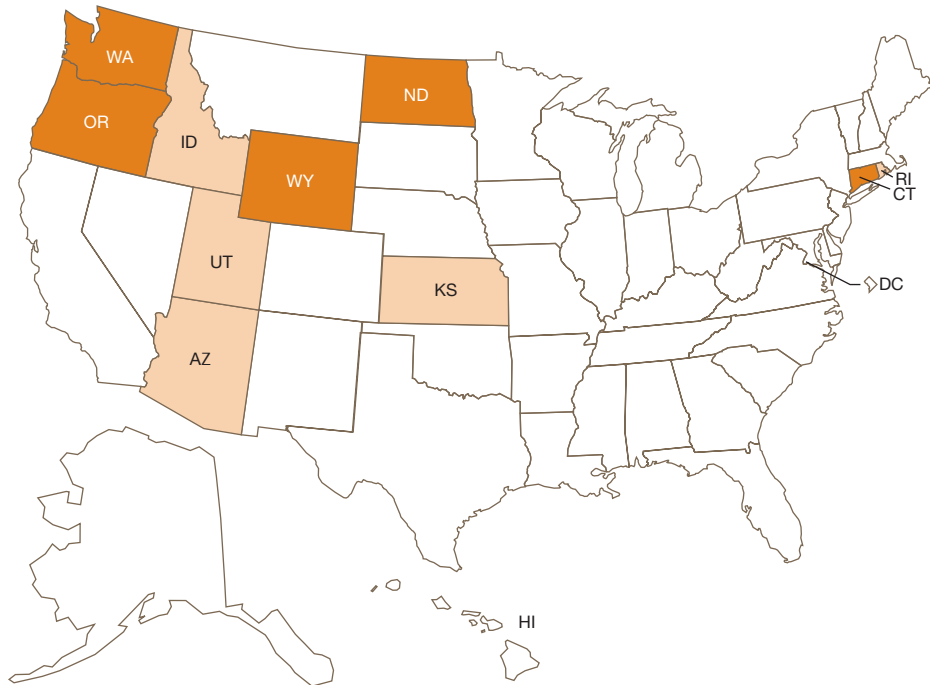
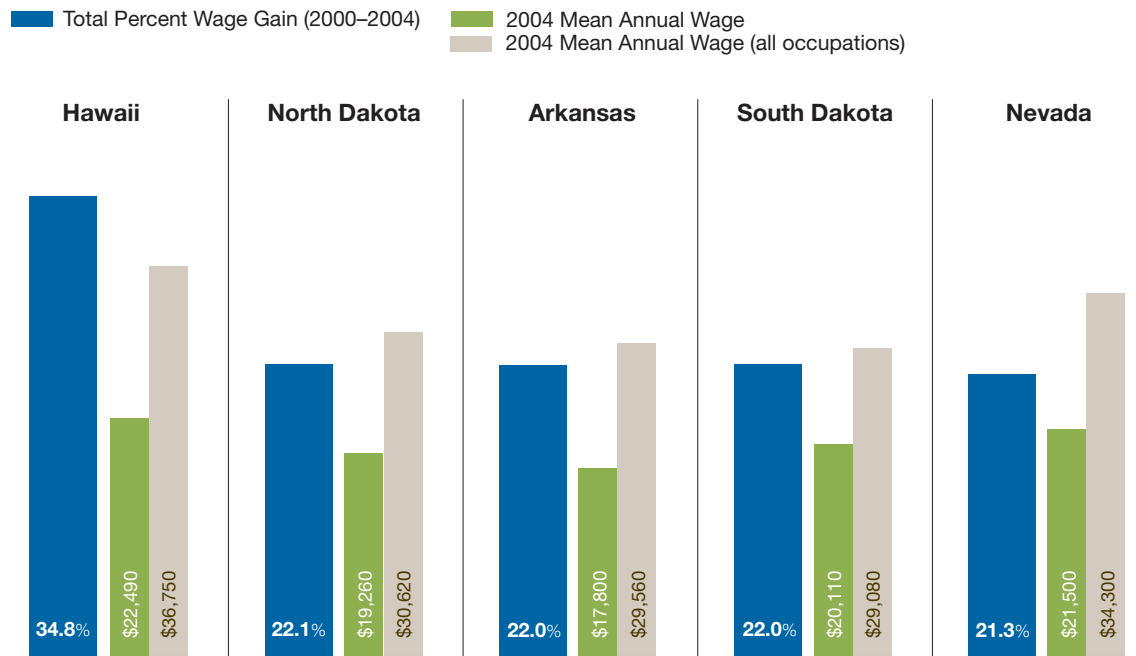
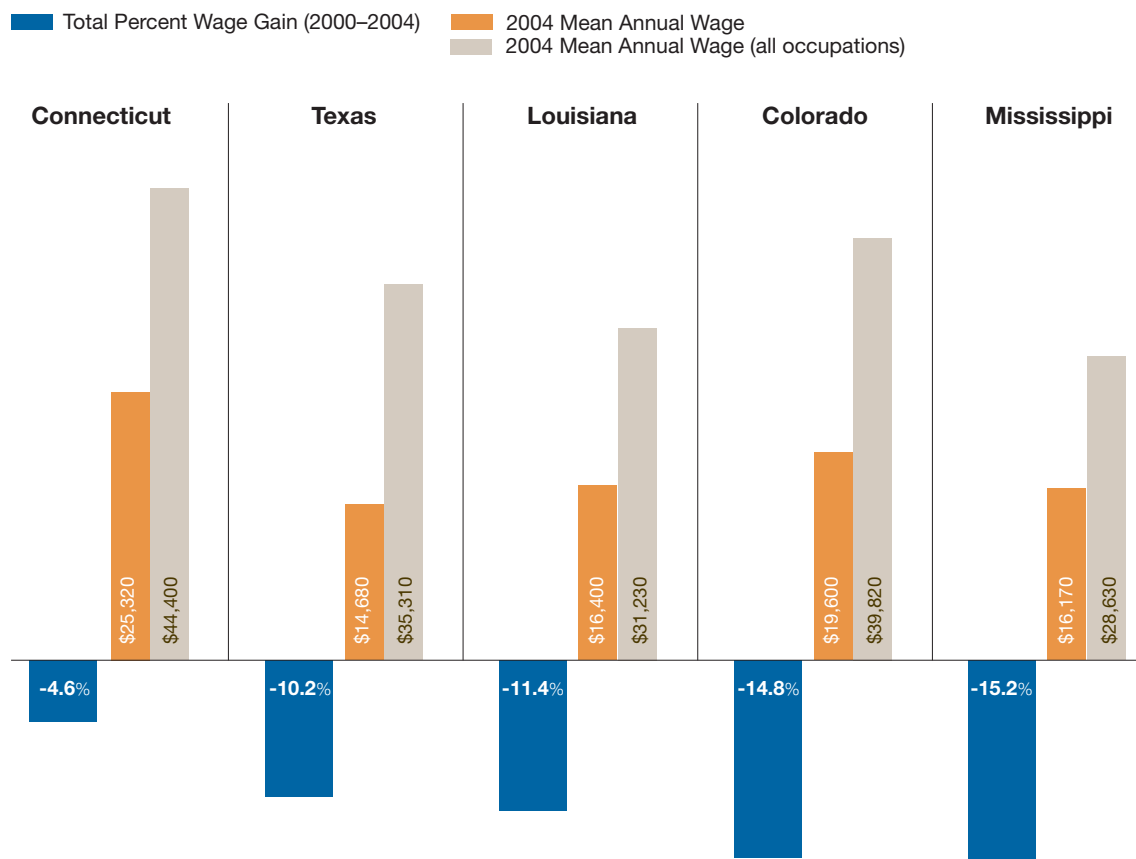


Figure 60 States with Highest and Lowest Wage Gain

Highest Wage Gain



Lowest Wage Gain



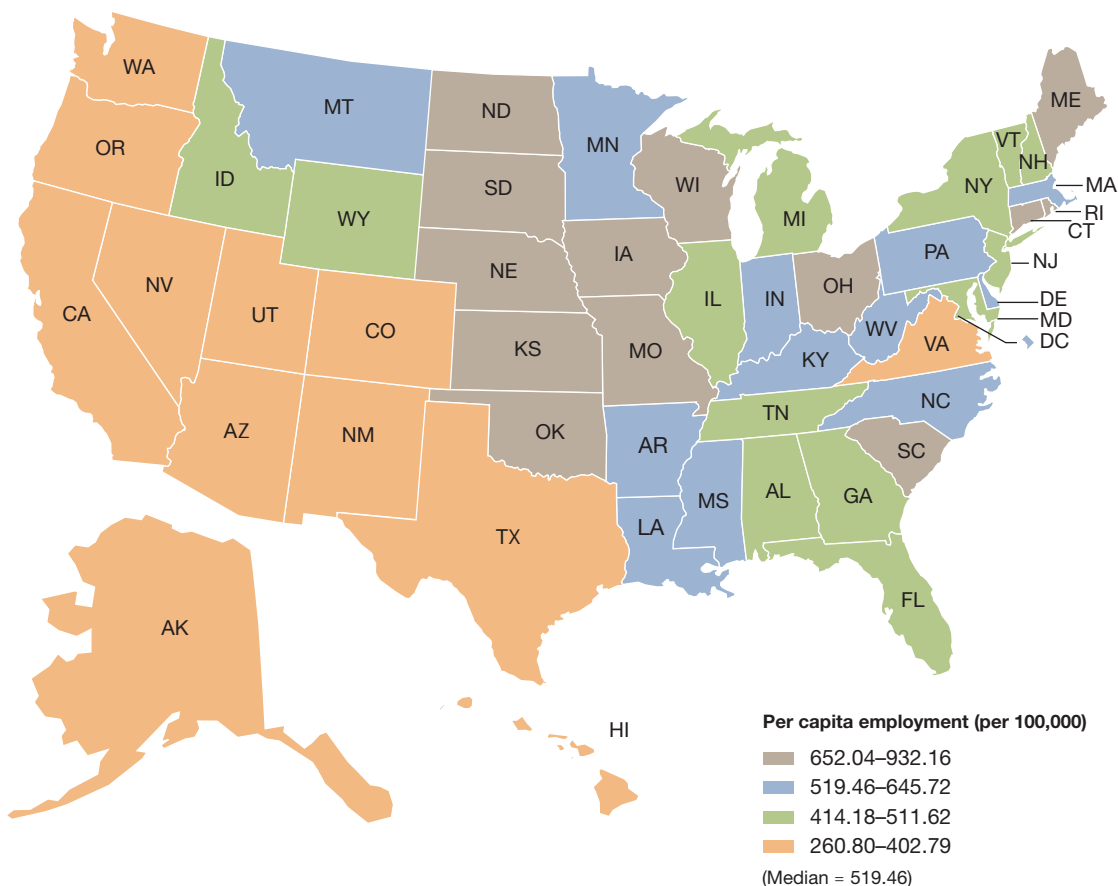
Nursing Aides, Orderlies, and Attendants

Projected Growth		Annual Openings	
2002	1,375,000	52,299	Average Annual Openings
2012	1,718,000		
25%	Nursing Aides, Orderlies, and Attendants	Percent of Annual Openings Due to:	
14.8%	All Frontline Workforce Occupations	65.5%	Growth
28.3%	All Health and Health Care Occupations	34.5%	Replacements

Additional Findings:

- Some studies estimate over 25% of certified nursing assistants (CNAs) in nursing homes have no health insurance, compared with 16% of all U.S. workers. (General Accounting Office, 2001)
- Nursing aides, orderlies, and attendants work primarily in nursing care facilities and also may work in medical and surgical hospitals and community care facilities for the elderly. (Bureau of Labor Statistics Occupational Outlook Handbook, 2004)

Figure 61 **State by State Per Capita Employment (in quartiles)**



For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 62 States with Highest and Lowest Growth and Annual Openings Due to Replacement Need

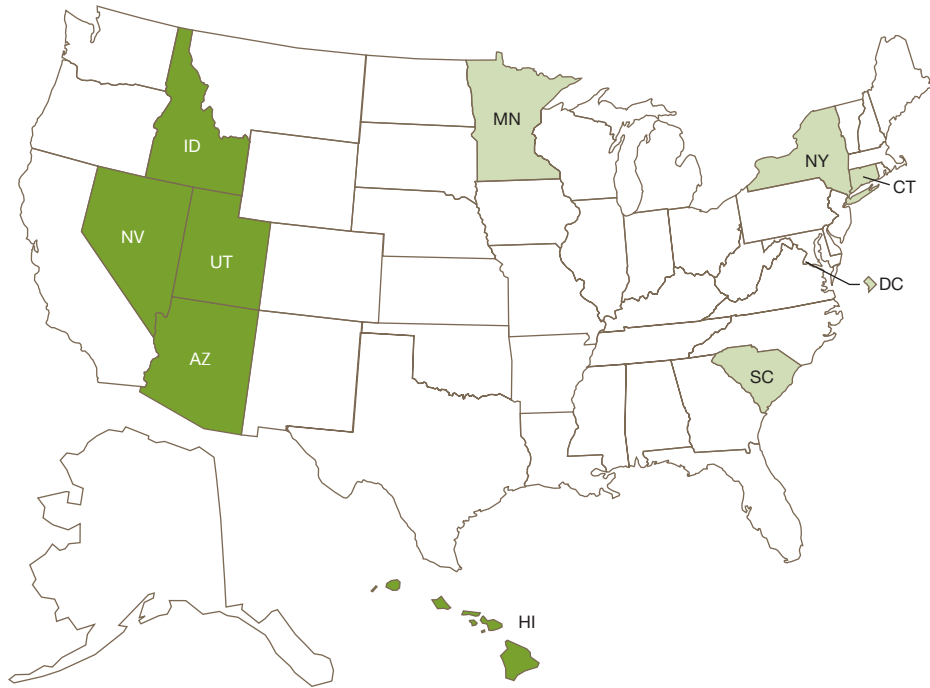
Growth Rate

High

- %
- 50.2 Arizona
- 45.4 Nevada
- 45.1 Idaho
- 41.7 Utah
- 34.4 Hawaii

Low

- %
- 14.6 New York
- 14.5 Minnesota
- 9.3 Connecticut
- 5.8 District of Columbia
- 4.0 South Carolina



Replacement Need (in percent)

High

- %
- 79.9 South Carolina
- 69.5 District of Columbia
- 58.5 Connecticut
- 47.5 New York
- 47.5 Minnesota

Low

- %
- 25.0 Hawaii
- 23.9 Utah
- 22.5 Idaho
- 22.4 Nevada
- 20.7 Arizona

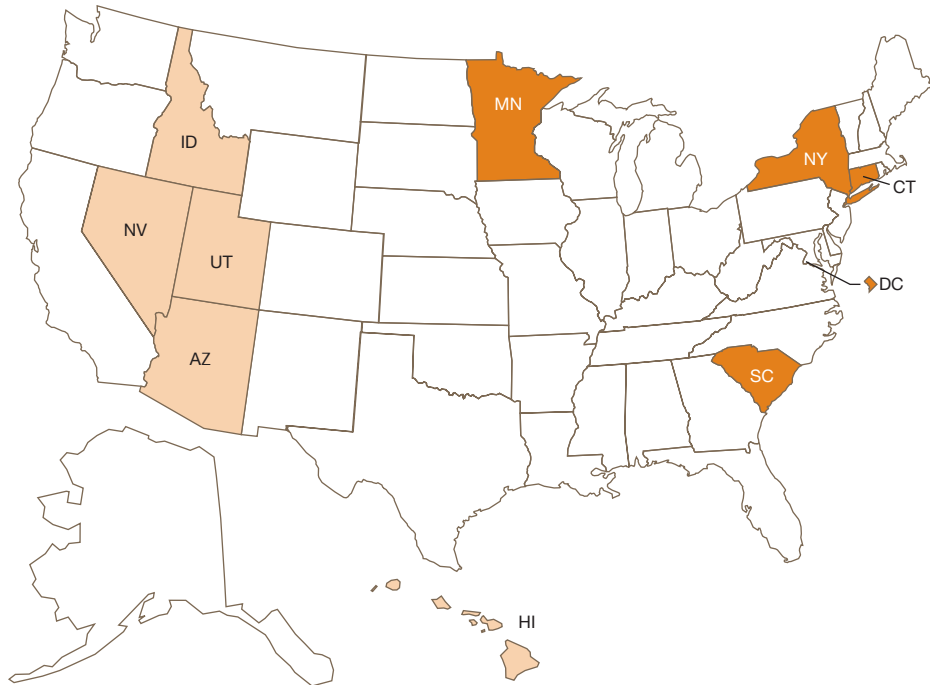
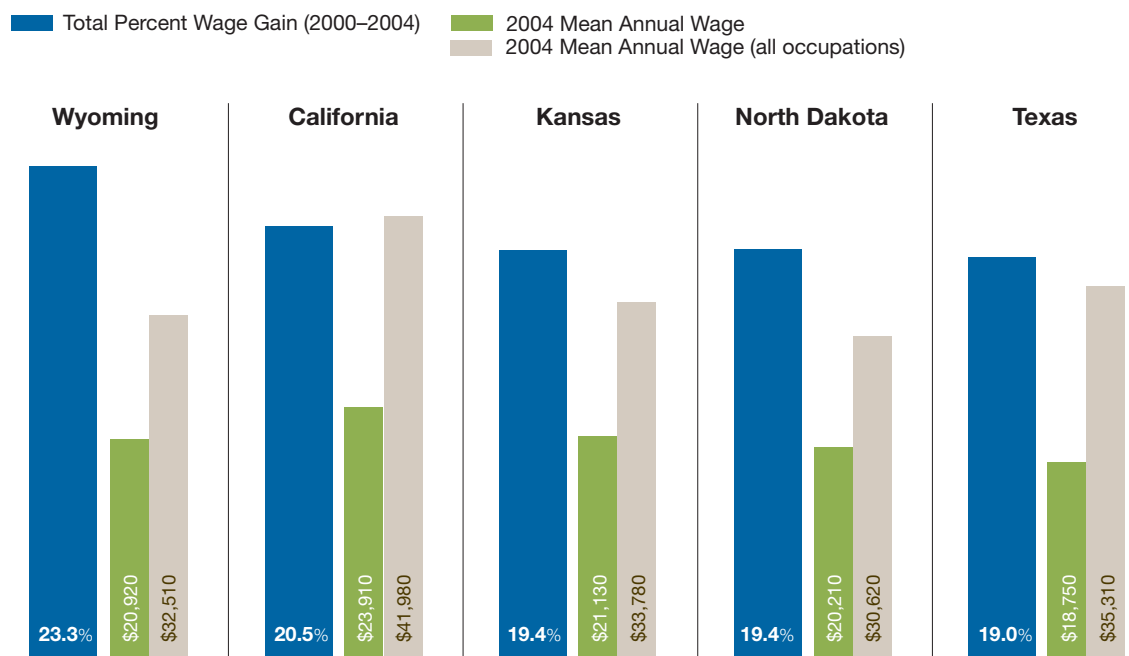
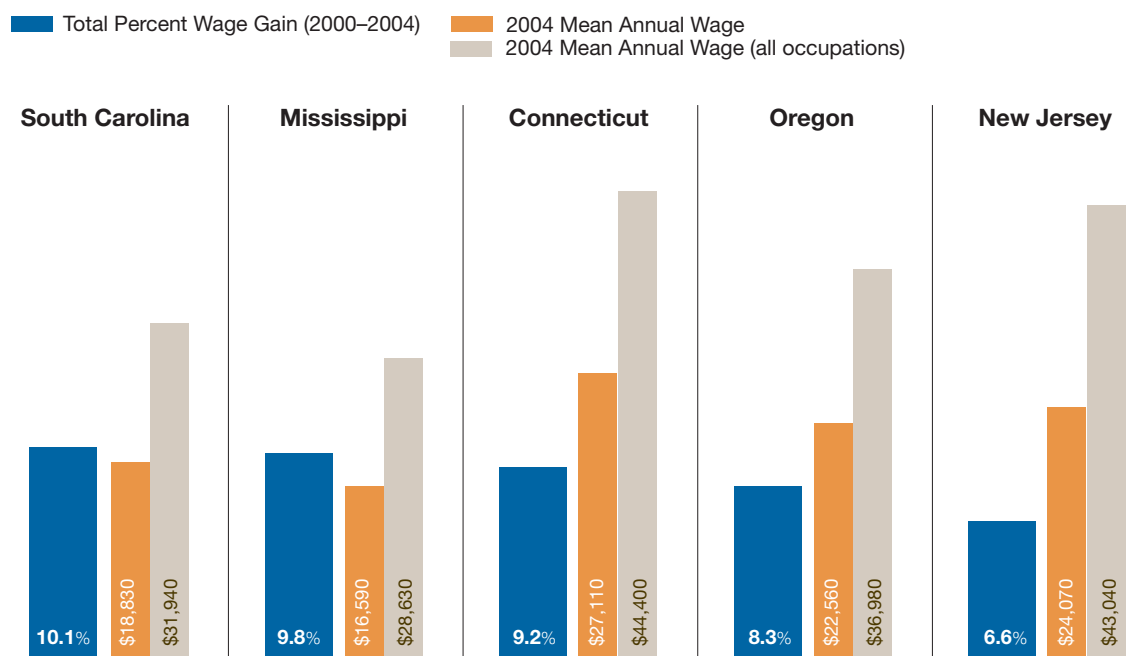


Figure 63 States with Highest and Lowest Wage Gain

Highest Wage Gain



Lowest Wage Gain



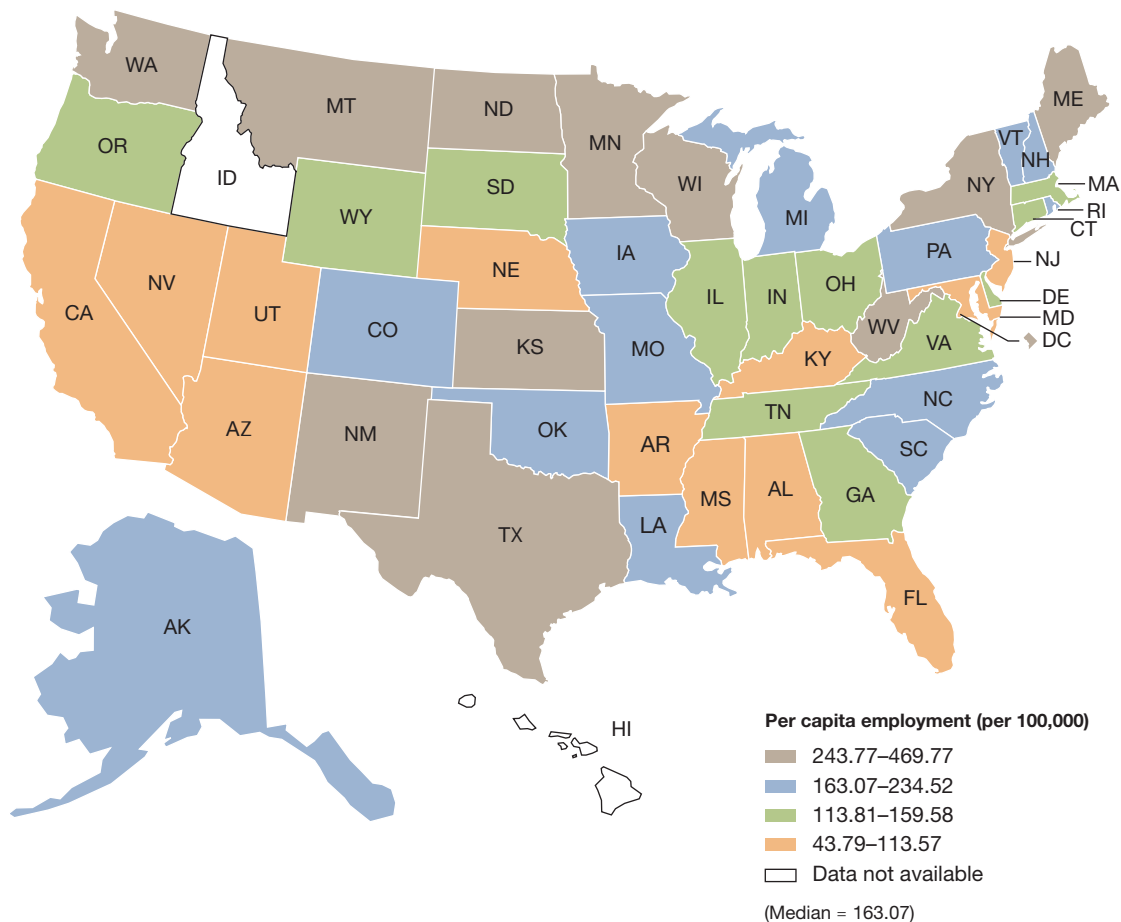
Personal and Home Care Aides

Projected Growth		Annual Openings	
2002	608,000	34,327	Average Annual Openings
2012	854,000		
41%	Personal and Home Care Aides	Percent of Annual Openings Due to:	
14.8%	All Frontline Workforce Occupations	71.6%	Growth
28.3%	All Health and Health Care Occupations	28.4%	Replacements

Additional Findings:

- A national study found that a “gray market” exists within the long-term-care workforce (workers hired directly by individuals and families who are not counted in most formal surveys) as up to 29% of workers providing long-term-care assistance to the Medicare population in the home are self-employed. (Leon and Franco, 1998)
- A report indicates that 40%–45% of home care aides lack health insurance. (Lipson and Regan, 2004)
- Personal and home care aides work in a variety of settings including home health care services, individual and family services, and residential mental health facilities. (Bureau of Labor Statistics Occupational Outlook Handbook, 2004)

Figure 64 **State by State Per Capita Employment (in quartiles)**



For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 65 States with Highest and Lowest Growth and Annual Openings Due to Replacement Need

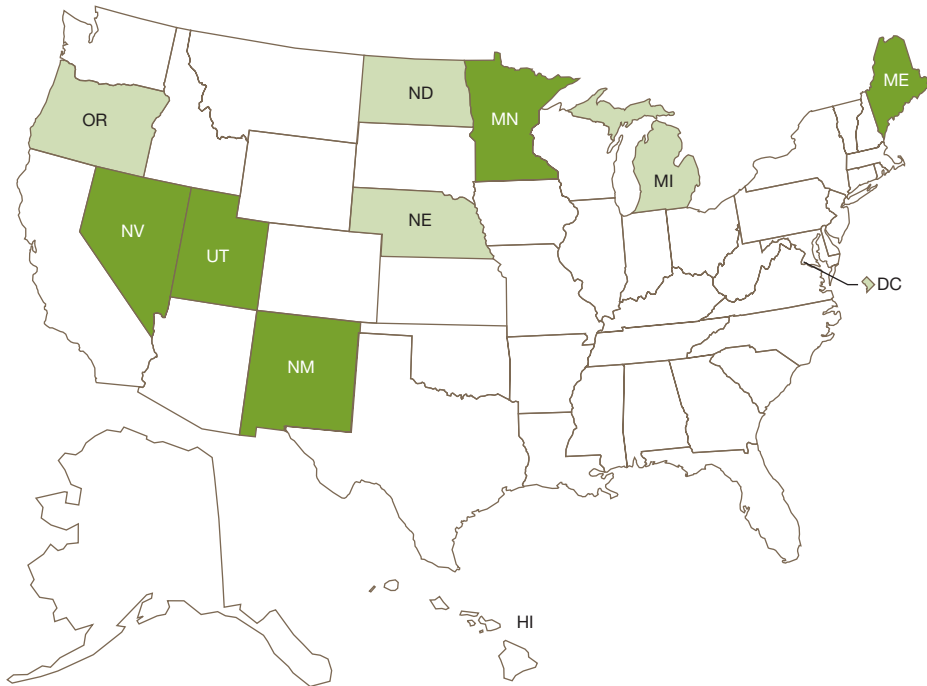
Growth Rate

High

- %
- 63.7 Utah
- 56.3 Nevada
- 54.6 Maine
- 53.3 New Mexico
- 51.9 Minnesota

Low

- %
- 22.5 District of Columbia
- 22.4 Michigan
- 21.4 Oregon
- 18.1 Nebraska
- 15.7 North Dakota



Replacement Need (in percent)

High

- %
- 50.7 North Dakota
- 46.4 Colorado
- 46.2 Nebraska
- 45.0 Oregon
- 43.2 Washington

Low

- %
- 23.6 Minnesota
- 22.7 Maine
- 22.6 New Mexico
- 22.0 Nevada
- 17.6 Utah

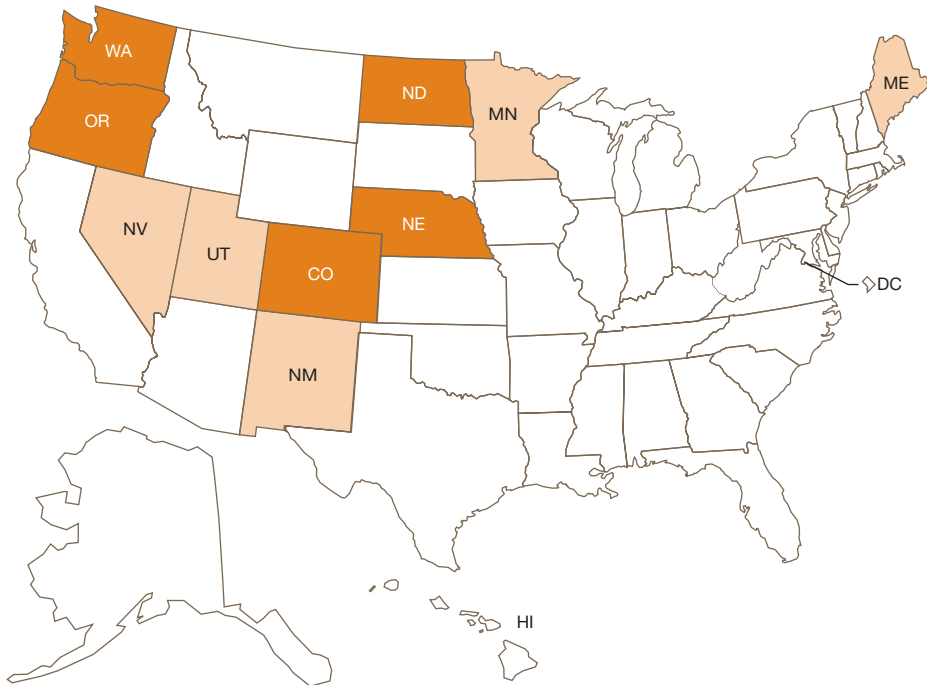
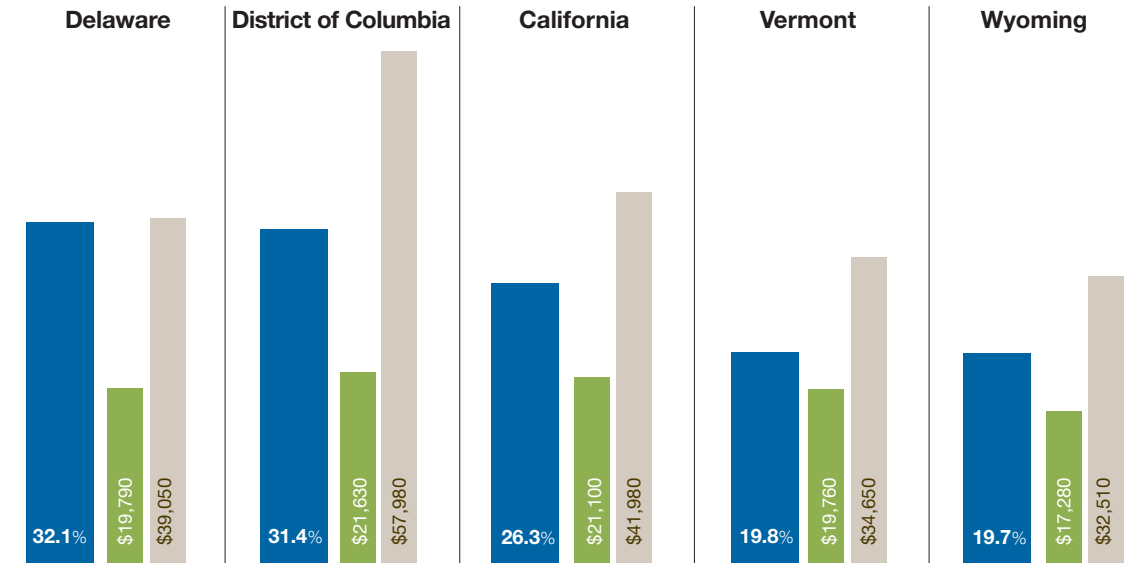


Figure 66 States with Highest and Lowest Wage Gain

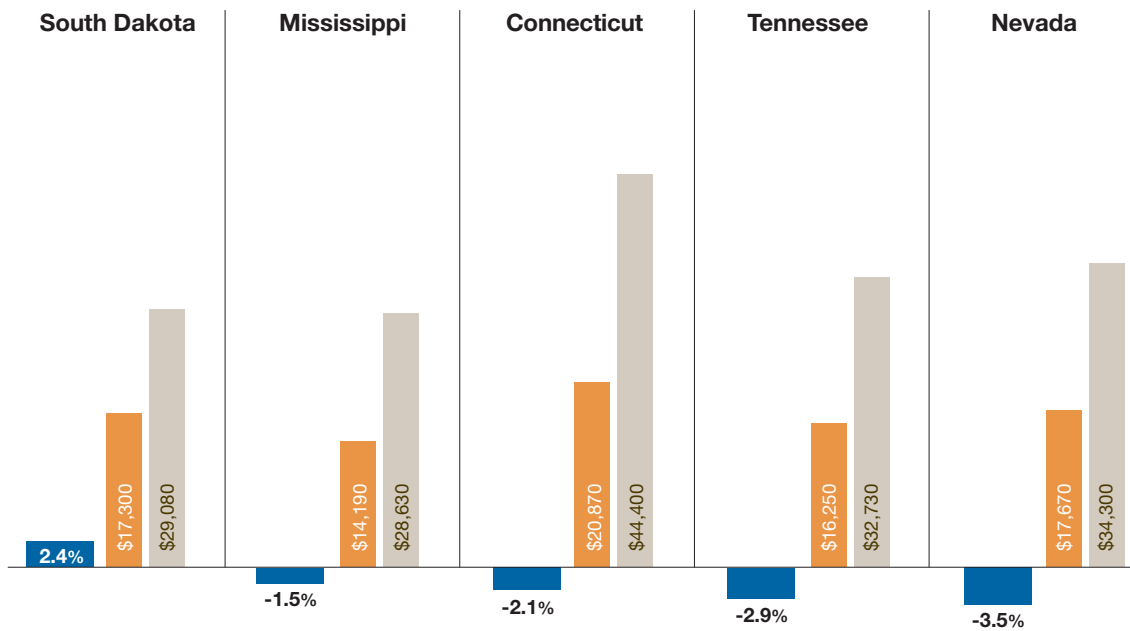
Highest Wage Gain

■ Total Percent Wage Gain (2000–2004) ■ 2004 Mean Annual Wage
■ 2004 Mean Annual Wage (all occupations)



Lowest Wage Gain

■ Total Percent Wage Gain (2000–2004) ■ 2004 Mean Annual Wage
■ 2004 Mean Annual Wage (all occupations)



Mental Health and Substance Abuse Roles

Frontline Occupational Group and Census 2000 Associated Job Titles

Mental Health Counselors

Clinical mental health counselors
Mental health counselors

Mental Health and Substance Abuse Social Workers

Alcoholism workers
Clinical social workers
Community mental health workers
Drug abuse workers
Marriage and family social workers
Private practice, social workers
Psychiatric social workers
Psychotherapist social workers
Supervisors, social work

Psychiatric Aides

Charge aides
Charge attendants
Mental health aides
Mental retardation aides
Neuropsychiatric aides
Psychiatric aides
Psychiatric attendants
Psychiatric orderlies

Psychiatric Technicians

Technicians, mental health
Technicians, psychiatric

Substance Abuse and Behavioral Disorder Counselors

Addiction counselors
Alcoholic counselors
Certified abuse and drug addiction counselors
Certified alcohol and drug counselors
Certified alcohol counselors
Certified drug counselors
Certified substance abuse counselors
Chemical dependency counselors
Drug abuse counselors
Drug and alcohol testers
Drug counselors
Human relations counselors, drug or alcohol abuse
Substance abuse counselors
Technicians, drug abuse

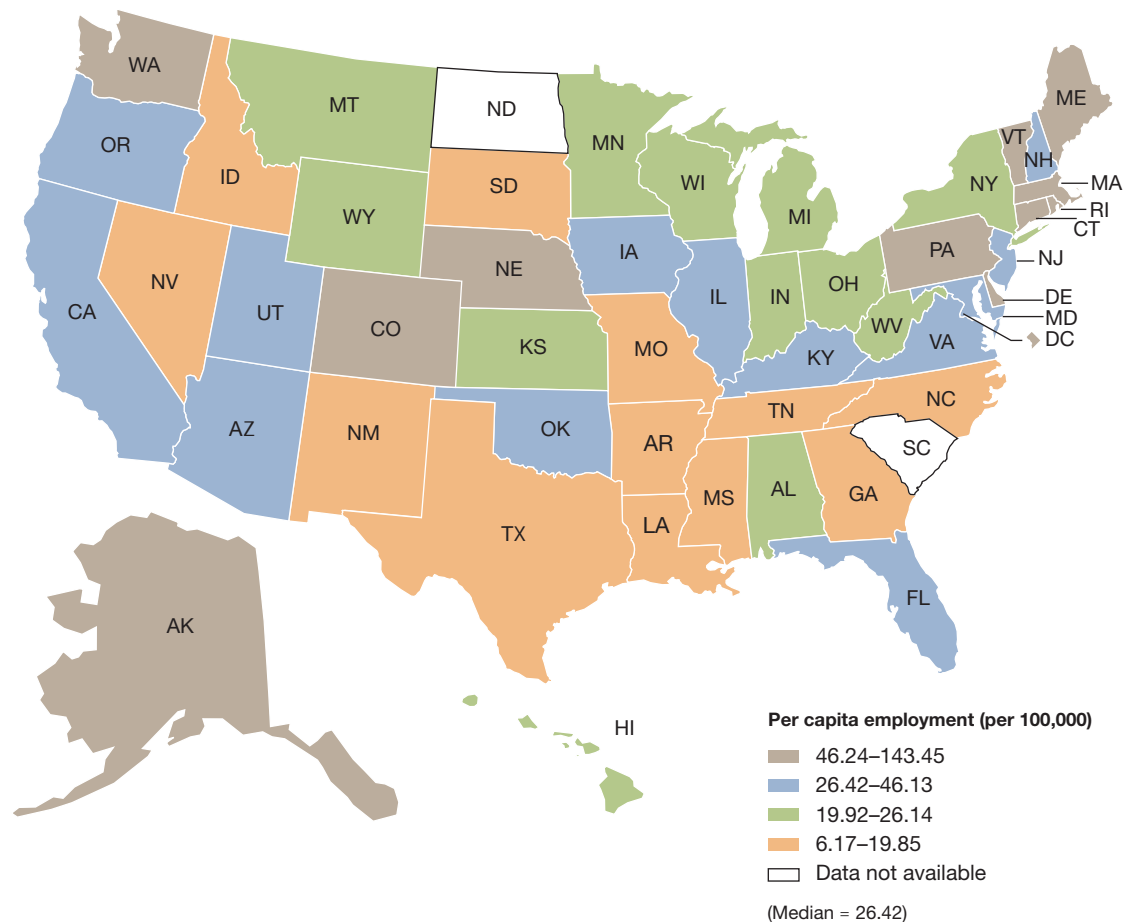
Mental Health Counselors

Projected Growth		Annual Openings	
2002	85,000	4,198	Average Annual Openings
2012	107,000		
26%	Mental Health Counselors	Percent of Annual Openings Due to:	
14.8%	All Frontline Workforce Occupations	53.8%	Growth
28.3%	All Health and Health Care Occupations	46.2%	Replacements

Additional Findings:

- More than 60% of rural Americans live in designated mental health professional shortage areas. (Western Interstate Commission for Higher Education Mental Health Program, 2004)
- Mental health counselors work in a variety of settings including outpatient care centers, individual and family services, and local government institutions. (Bureau of Labor Statistics Occupational Outlook Handbook, 2004)

Figure 67 **State by State Per Capita Employment (in quartiles)**



For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 68 States with Highest and Lowest Growth and Annual Openings Due to Replacement Need

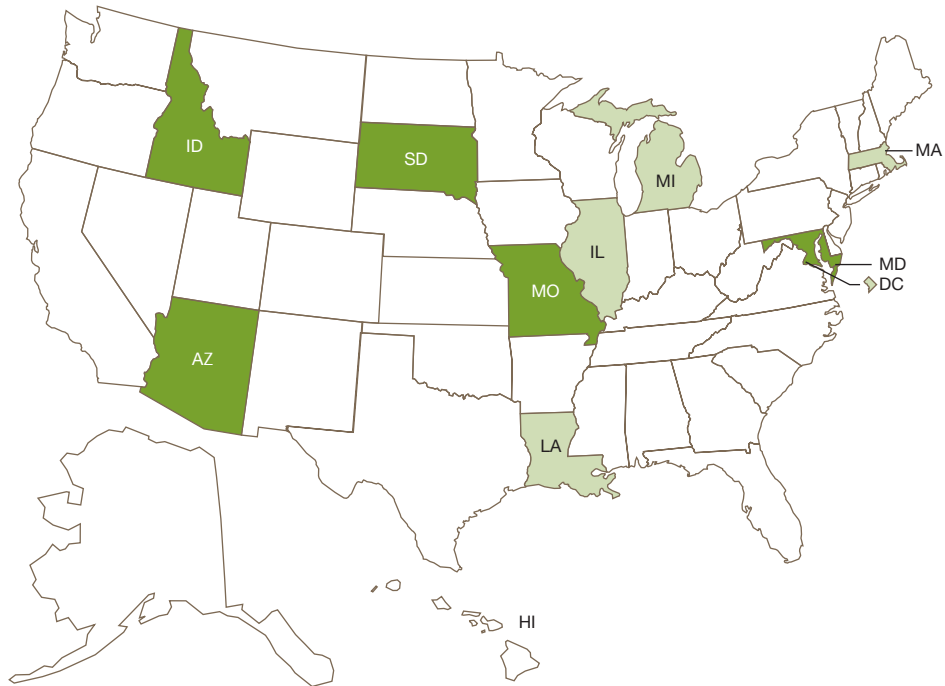
Growth Rate

High

- %
- 45.8 Maryland
- 45.3 Missouri
- 44.8 Arizona
- 41.1 Idaho
- 38.3 South Dakota

Low

- %
- 14.1 Massachusetts
- 11.7 District of Columbia
- 9.0 Michigan
- 9.0 Illinois
- 6.0 Louisiana



Replacement Need (in percent)

High

- %
- 100.0 Hawaii
- 75.0 Louisiana
- 72.0 Illinois
- 71.9 Michigan
- 70.0 Wyoming

Low

- %
- 34.0 Arizona
- 33.3 Idaho
- 33.3 Utah
- 32.8 Maryland
- 31.4 Missouri

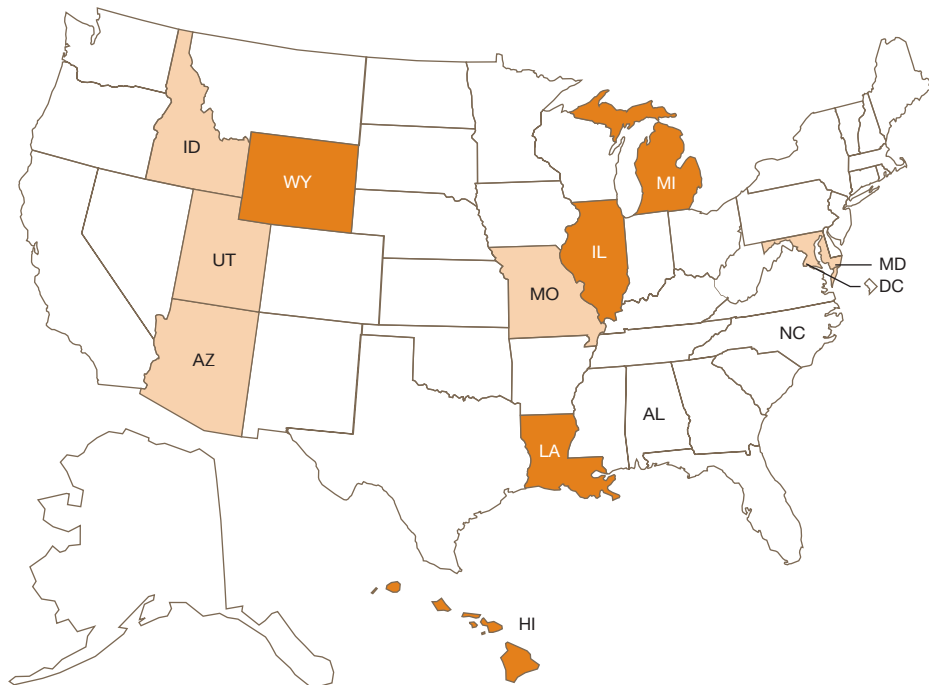
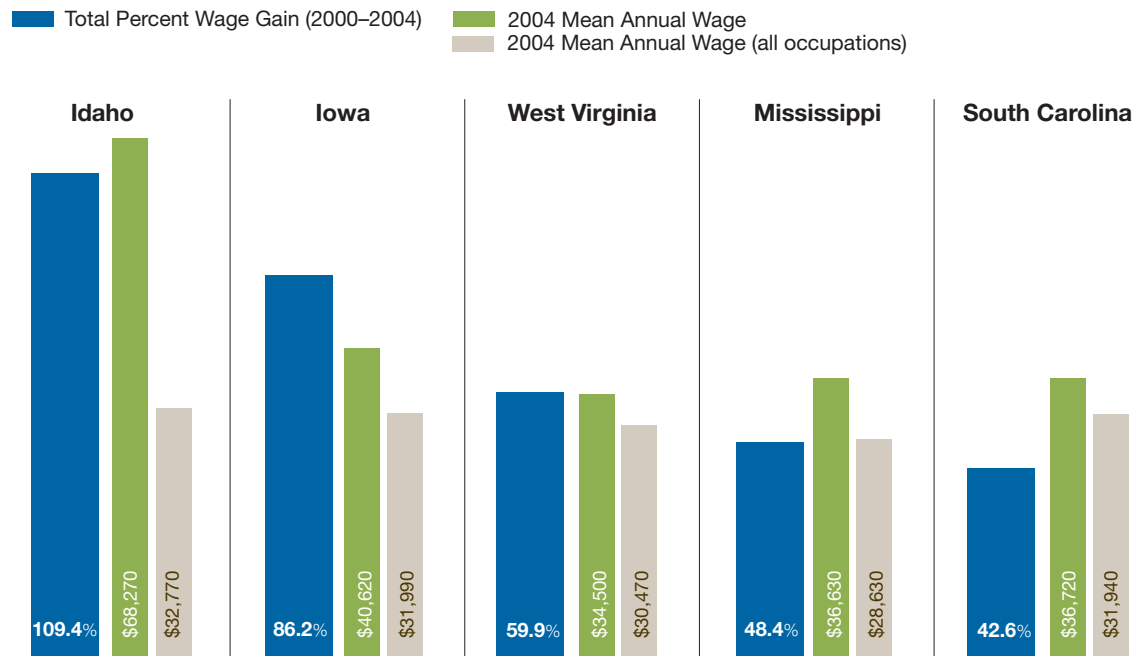
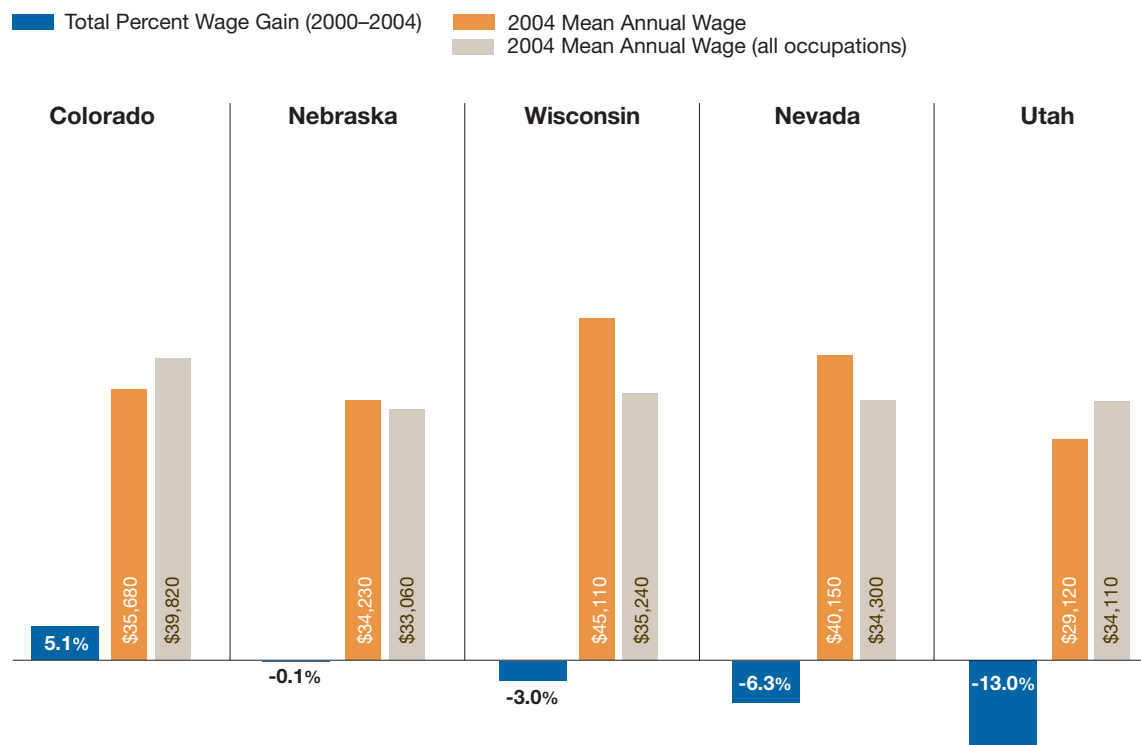


Figure 69 States with Highest and Lowest Wage Gain

Highest Wage Gain



Lowest Wage Gain



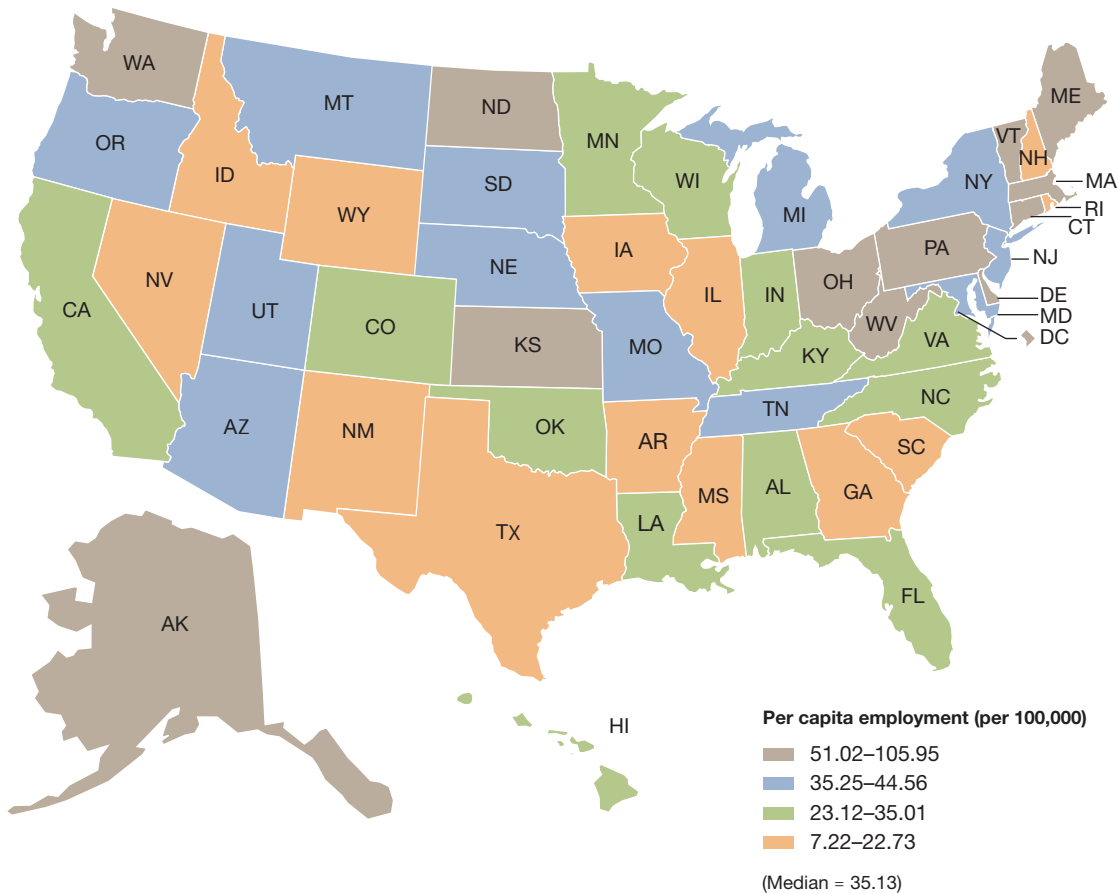
Mental Health and Substance Abuse Social Workers

Projected Growth		Annual Openings	
2002	95,000	4,901	Average Annual Openings
2012	128,000		
35%	Mental Health and Substance Abuse Social Workers	Percent of Annual Openings Due to:	
14.8%	All Frontline Workforce Occupations	66.8%	Growth
28.3%	All Health and Health Care Occupations	33.2%	Replacements

Additional Findings:

- There is an observed potential disconnect, particularly in California, between the social work services offered and the needs of a population that is culturally diverse and aging. (McRee et al., 2003)
- Making mental health and substance abuse care available in rural areas is increasingly important although recruiting to rural areas is particularly difficult due to professional isolation, lower salaries, and limited career opportunities for spouses. (Kimerling, 2002)
- Mental health and substance abuse social workers work in a variety of settings including individual and family services, outpatient care centers, residential mental health facilities, local government institutions, and psychiatric and substance abuse hospitals. (Bureau of Labor Statistics Occupational Outlook Handbook, 2004)

Figure 70 **State by State Per Capita Employment (in quartiles)**



For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 71 States with Highest and Lowest Growth and Annual Openings Due to Replacement Need

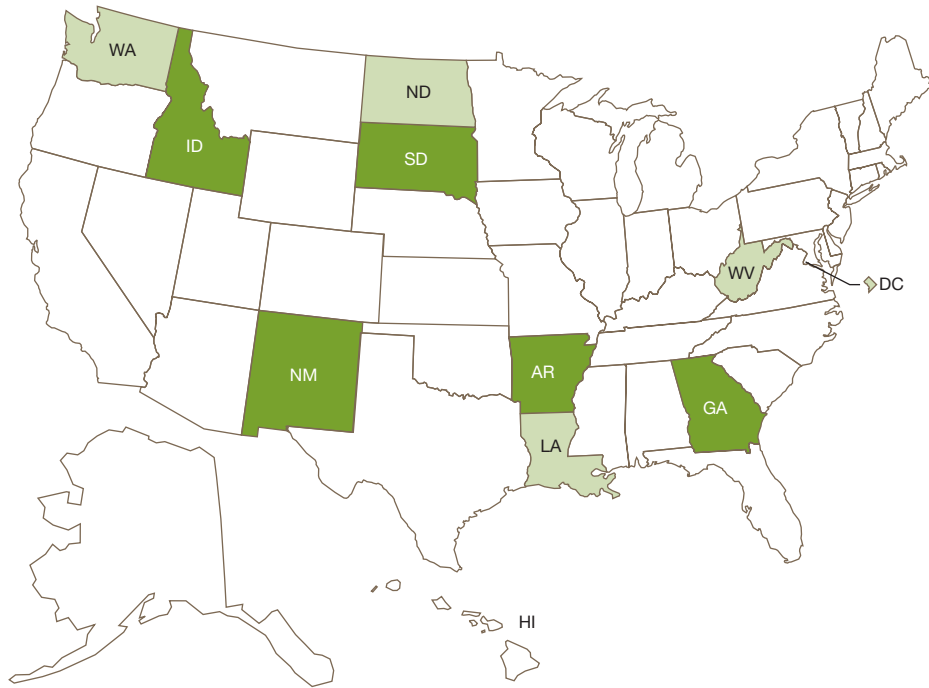
Growth Rate

High

- %
- 60.0 Georgia
- 56.7 Idaho
- 46.7 South Dakota
- 46.3 New Mexico
- 45.9 Arkansas

Low

- %
- 15.2 District of Columbia
- 15.0 Washington
- 13.2 West Virginia
- 12.3 North Dakota
- 10.7 Louisiana



Replacement Need (in percent)

High

- %
- 60.0 North Dakota
- 56.7 Louisiana
- 54.8 West Virginia
- 54.7 Washington
- 50.0 District of Columbia

Low

- %
- 26.7 Arkansas
- 25.4 Kansas
- 25.0 Massachusetts
- 23.3 Georgia
- 0.0 Nevada

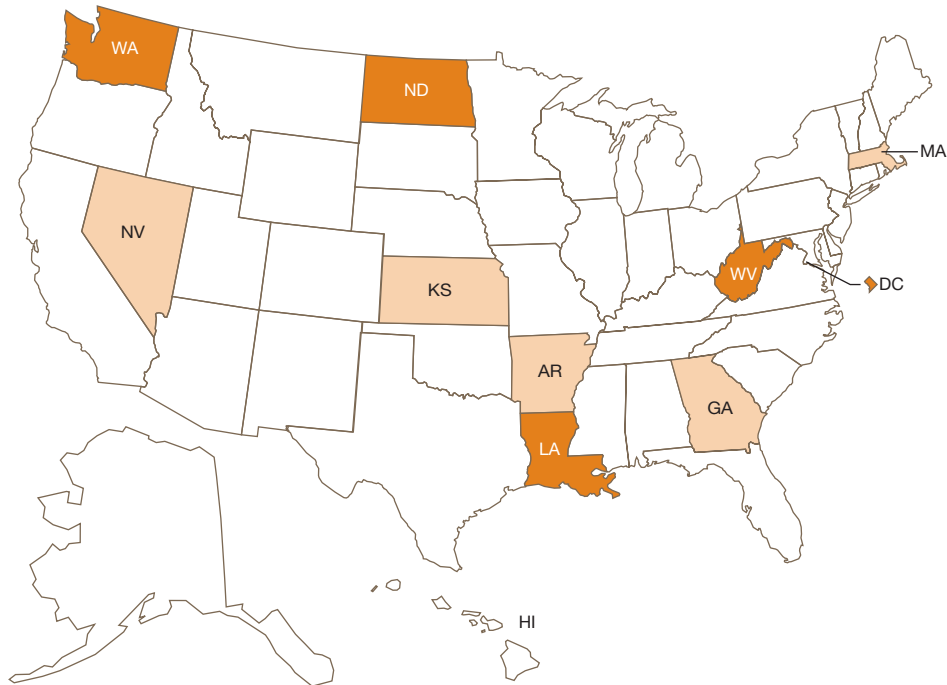
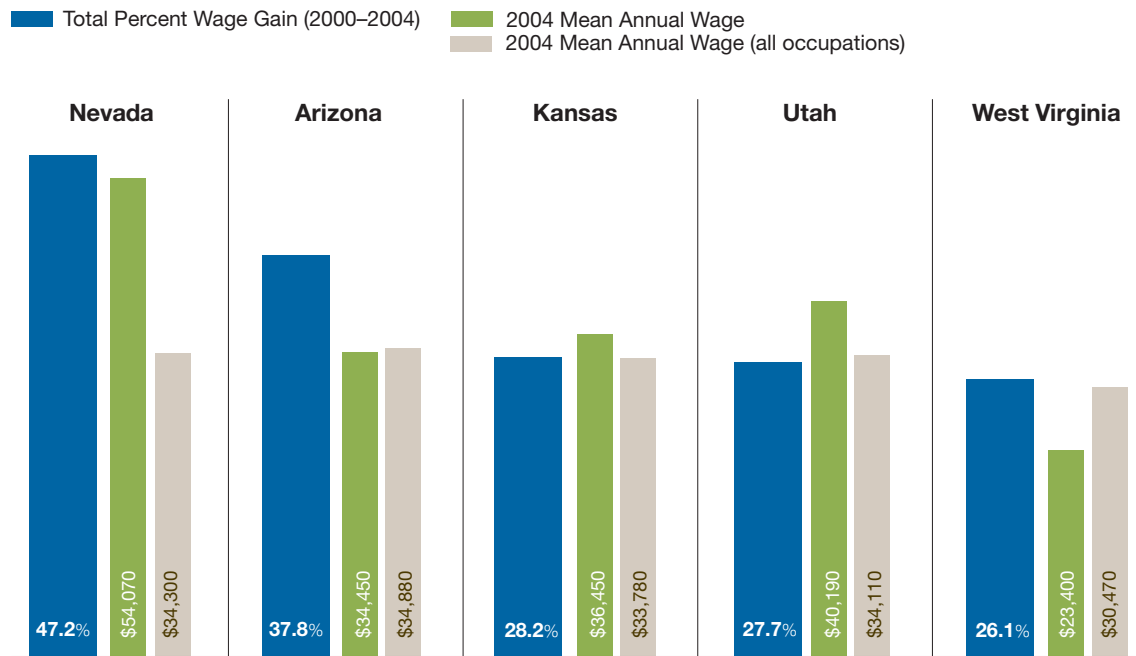
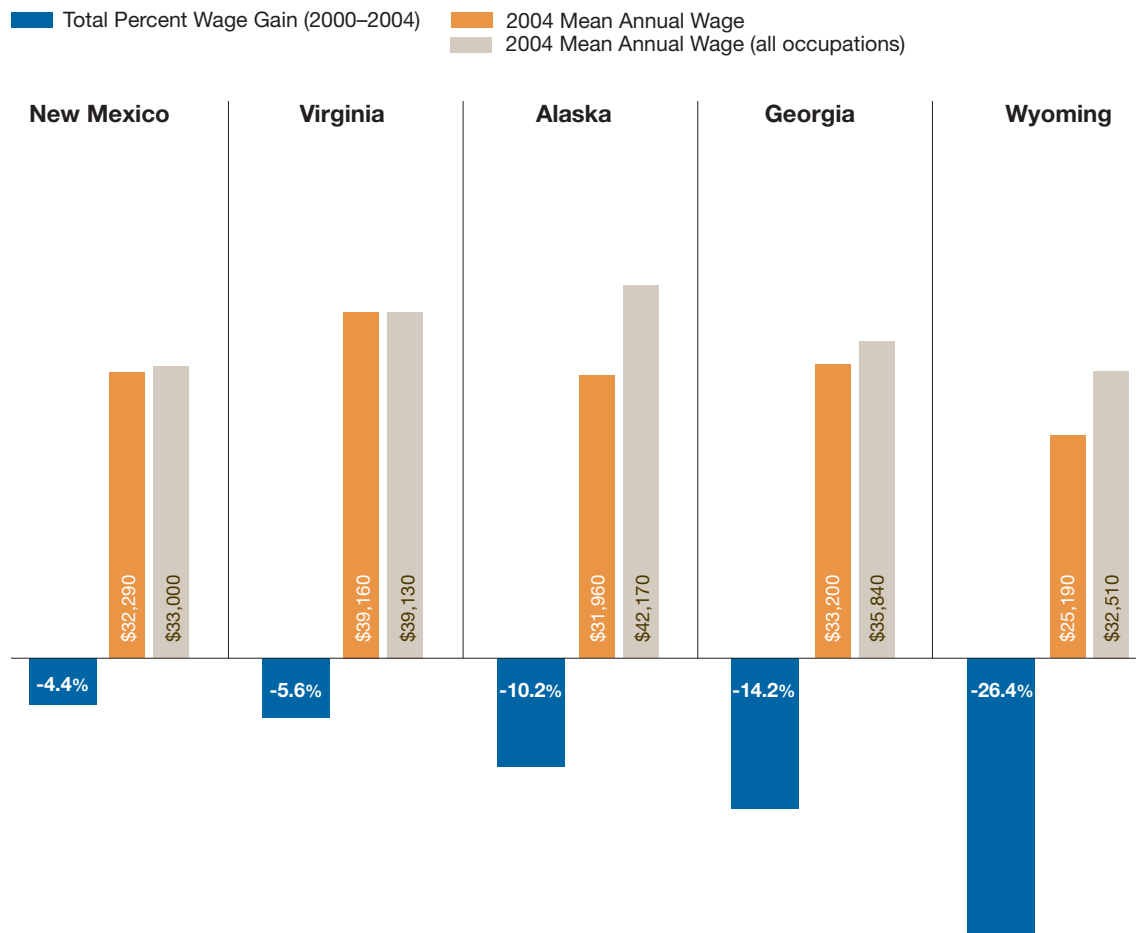


Figure 72 States with Highest and Lowest Wage Gain

Highest Wage Gain



Lowest Wage Gain



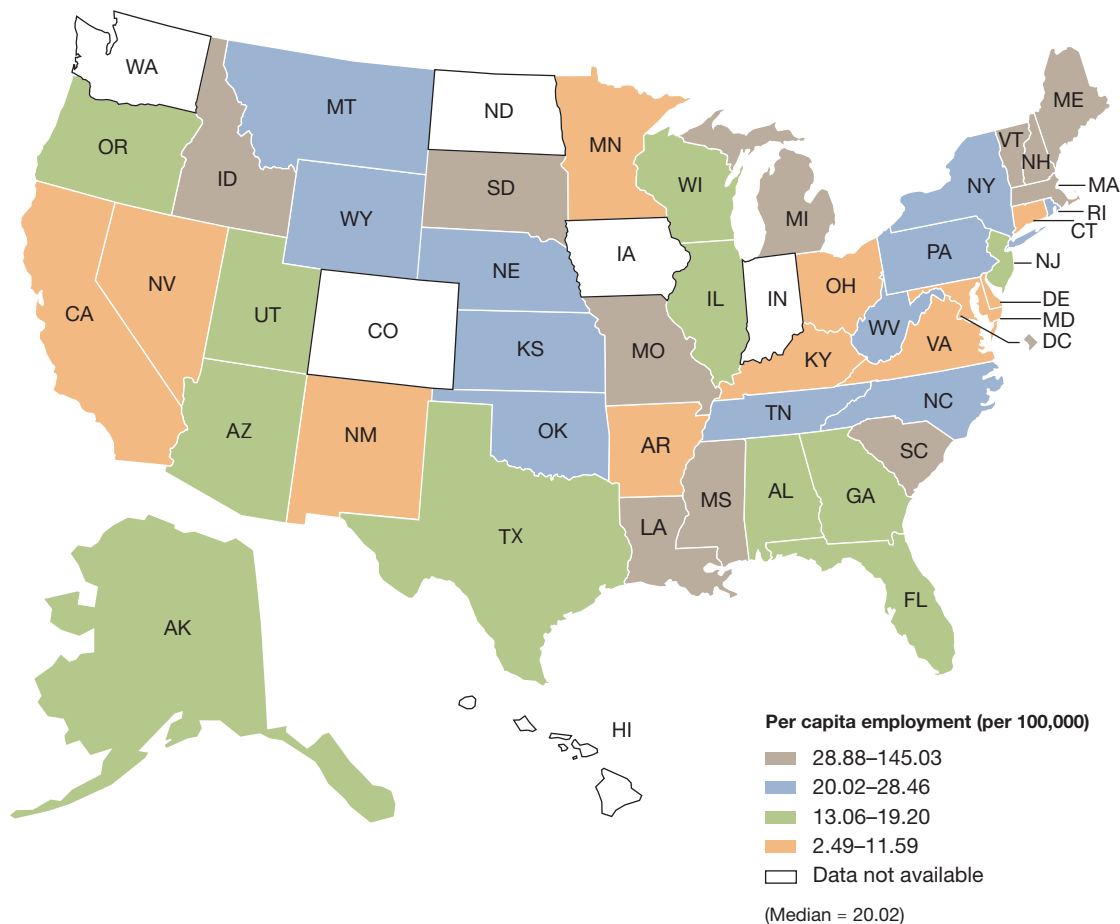
Psychiatric Aides

Projected Growth		Annual Openings	
2002	59,000	1,636	Average Annual Openings
2012	68,000		
15%	Psychiatric Aides	Percent of Annual Openings Due to:	
14.8%	All Frontline Workforce Occupations	52.6%	Growth
28.3%	All Health and Health Care Occupations	47.4%	Replacements

Additional Findings:

- There is often very little formal training required for psychiatric aides, although many do take part in informal on-the-job training and instruction lasting from several days to several months. (Bureau of Labor Statistics Occupational Outlook Handbook, 2004)
- Psychiatric aides work primarily in psychiatric and substance abuse hospitals, residential mental health facilities, and medical and surgical hospitals. (Bureau of Labor Statistics Occupational Outlook Handbook 2004)

Figure 73 **State by State Per Capita Employment (in quartiles)**



For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 74 States with Highest and Lowest Growth and Annual Openings Due to Replacement Need

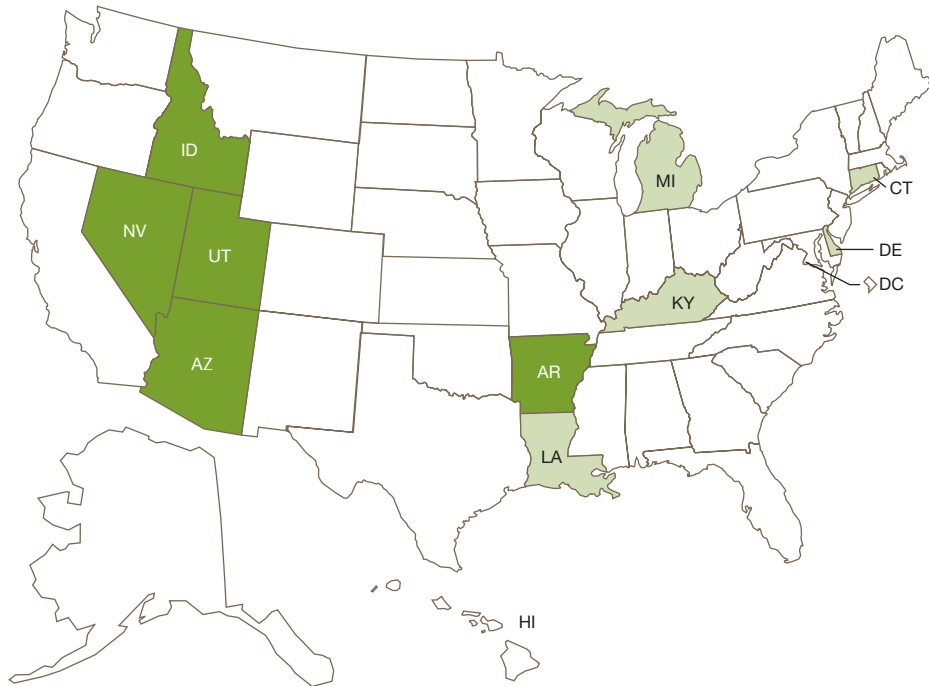
Growth Rate

High

- %
- 51.7 Arizona
- 37.2 Utah
- 37.0 Arkansas
- 35.0 Nevada
- 31.9 Idaho

Low

- %
- 3.2 Connecticut
- 1.8 Kentucky
- 0.0 Delaware
- 0.0 Michigan
- 0.0 Louisiana



Replacement Need (in percent)

High

- %
- 100.0 Louisiana
- 100.0 Michigan
- 83.3 Kentucky
- 77.8 New York
- 75.5 Pennsylvania

Low

- %
- 25.0 Arkansas
- 25.0 Wisconsin
- 21.1 Arizona
- 0.0 Connecticut
- 0.0 Delaware

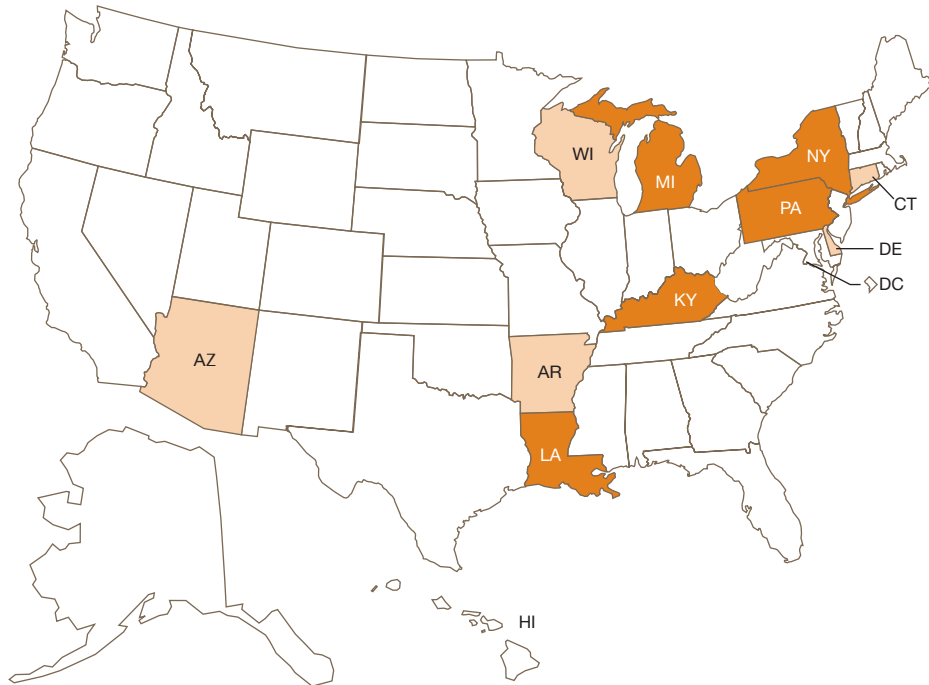
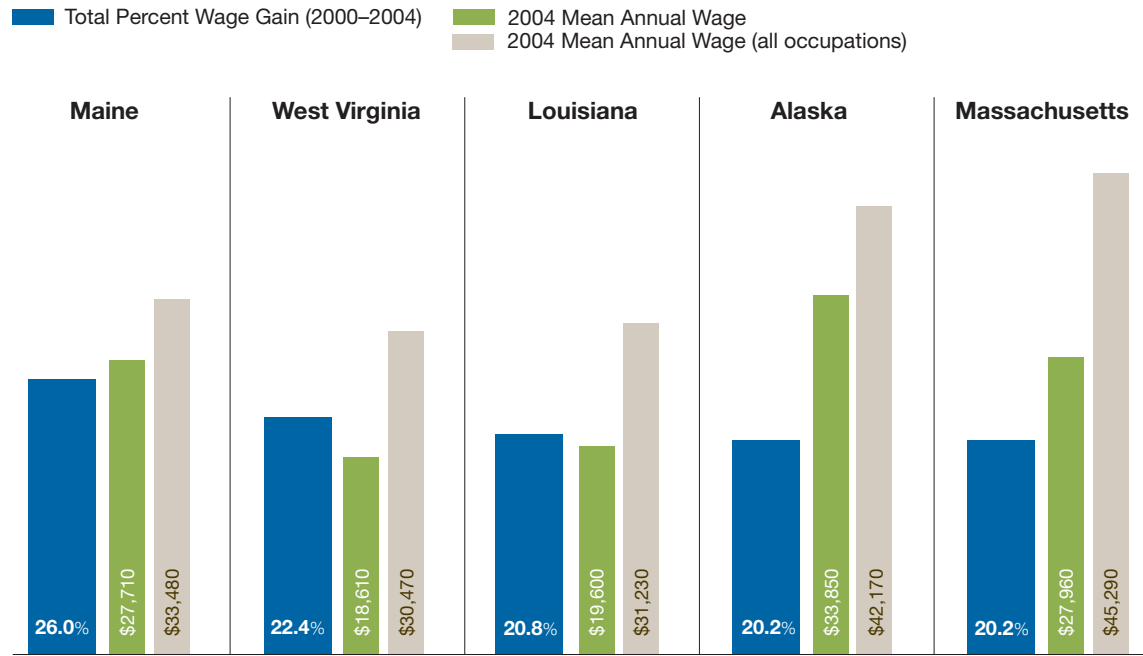
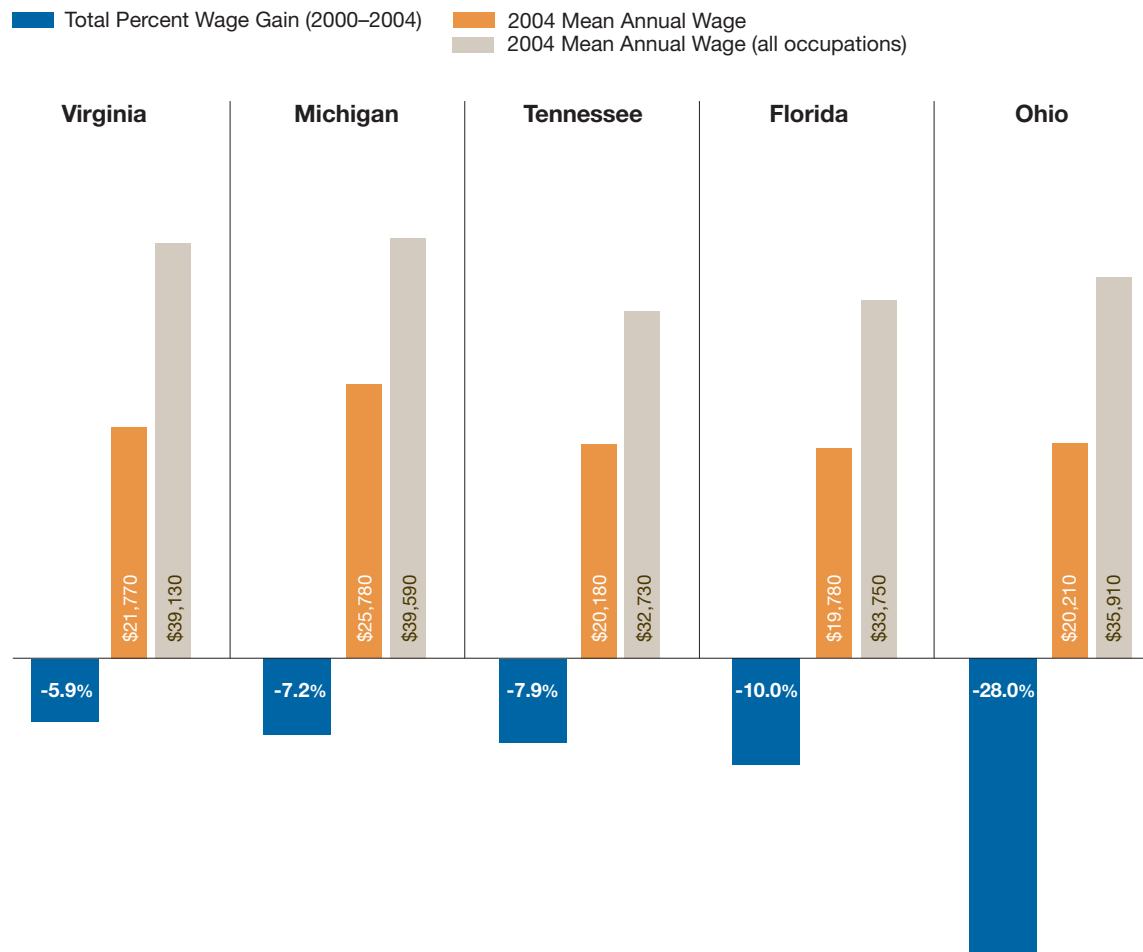


Figure 75 States with Highest and Lowest Wage Gain

Highest Wage Gain



Lowest Wage Gain



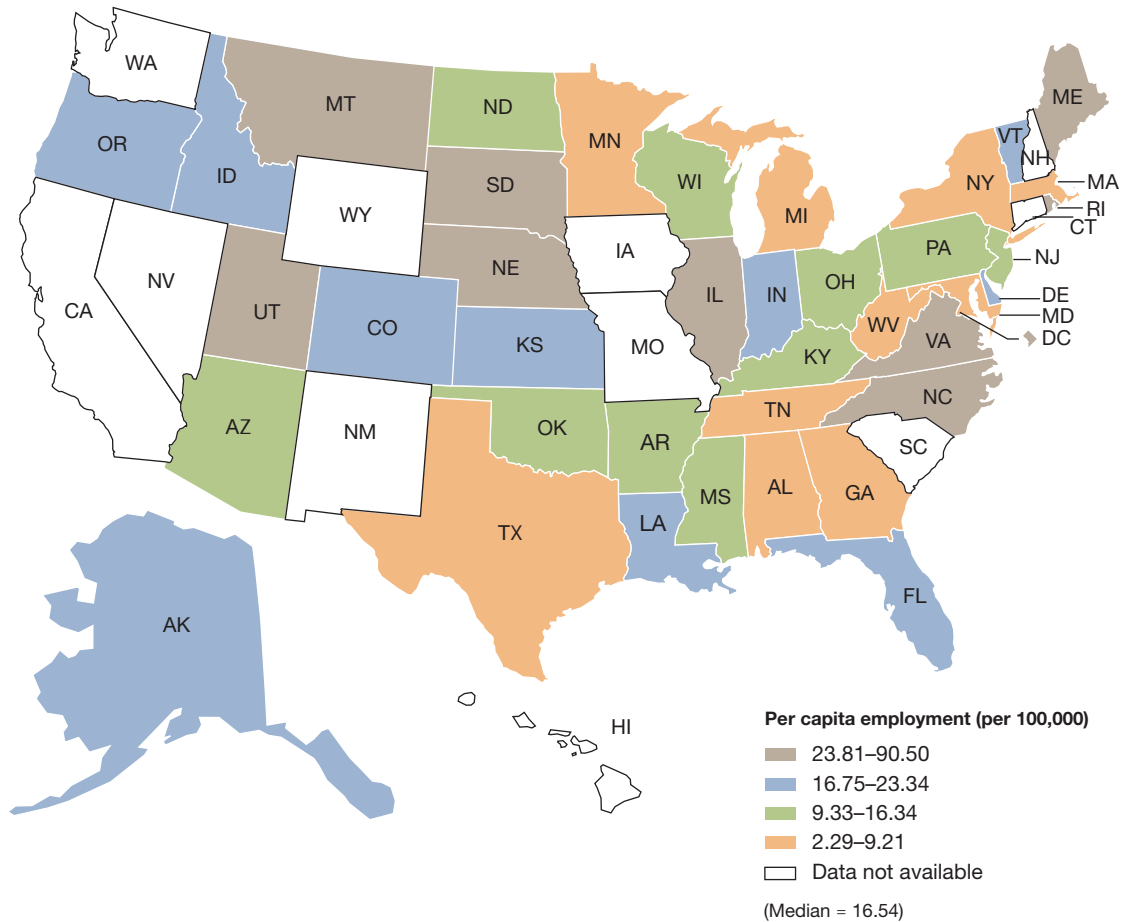
Psychiatric Technicians

Projected Growth		Annual Openings	
2002	60,000	1,134	Average Annual Openings
2012	63,000		
5%	Psychiatric Technicians	Percent of Annual Openings Due to:	
14.8%	All Frontline Workforce Occupations	31.2%	Growth
28.3%	All Health and Health Care Occupations	68.8%	Replacements

Additional Findings:

- As of 2004, only four states (California, Colorado, Kansas and Arkansas) license psychiatric technicians. (California Association of Psychiatric Technicians, 2004)
- Psychiatric technicians work primarily in psychiatric and substance abuse hospitals, state government institutions, and medical and surgical hospitals. (Bureau of Labor Statistics Occupational Outlook Handbook, 2004)

Figure 76 **State by State Per Capita Employment (in quartiles)**



For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 77 States with Highest and Lowest Growth and Annual Openings Due to Replacement Need

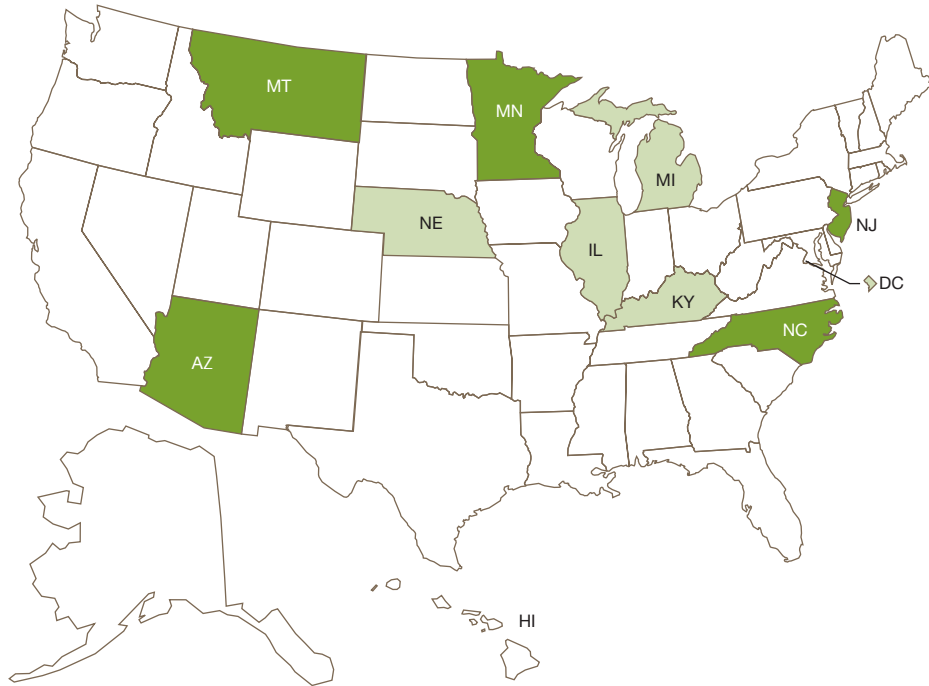
Growth Rate

High

- %
- 45.1 Arizona
- 39.8 North Carolina
- 37.7 Montana
- 37.5 New Jersey
- 33.0 Minnesota

Low

- %
- 0.0 Michigan
- 0.0 Illinois
- 0.0 Nebraska
- 0.0 District of Columbia
- 0.0 Kentucky



Replacement Need (in percent)

High

- %
- 100.0 District of Columbia
- 100.0 Illinois
- 100.0 Kentucky
- 100.0 Louisiana
- 100.0 Michigan

Low

- %
- 33.3 Utah
- 30.0 Georgia
- 26.7 North Carolina
- 25.0 Montana
- 21.9 Arizona

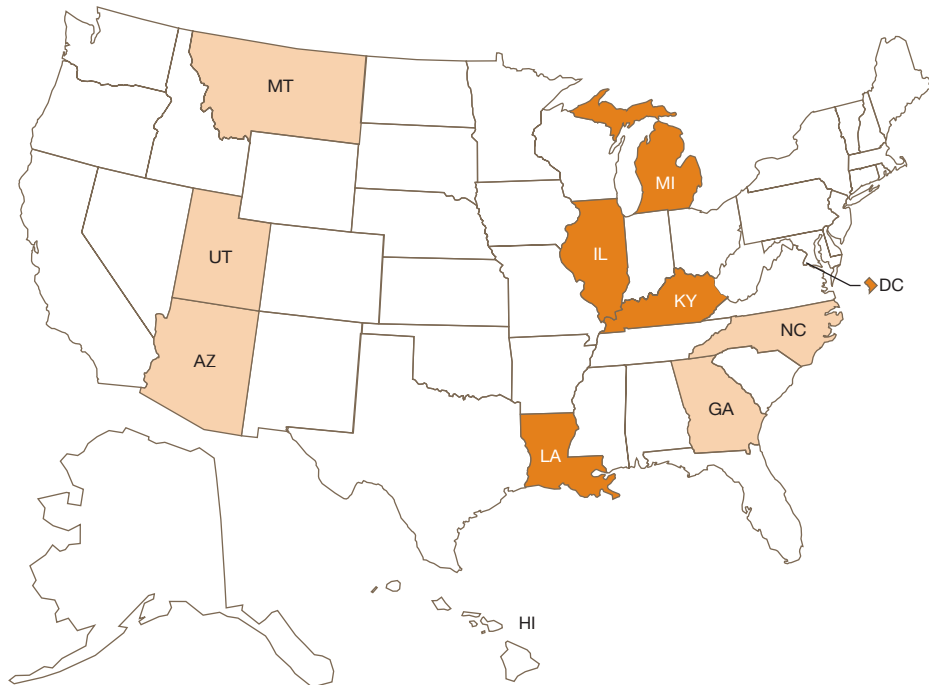
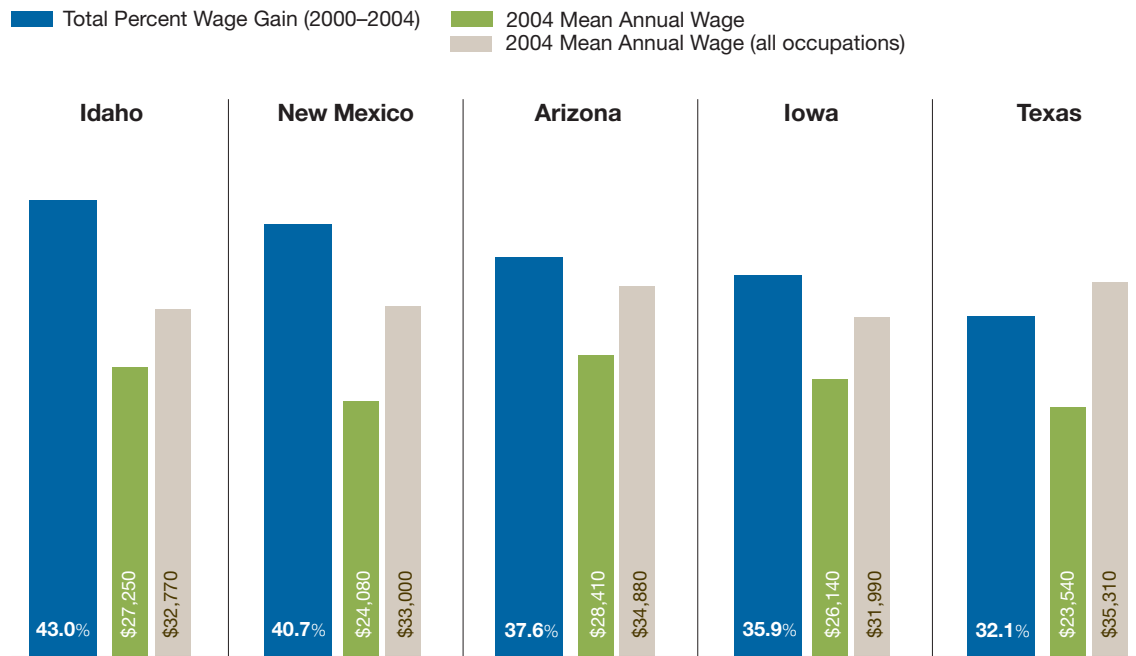
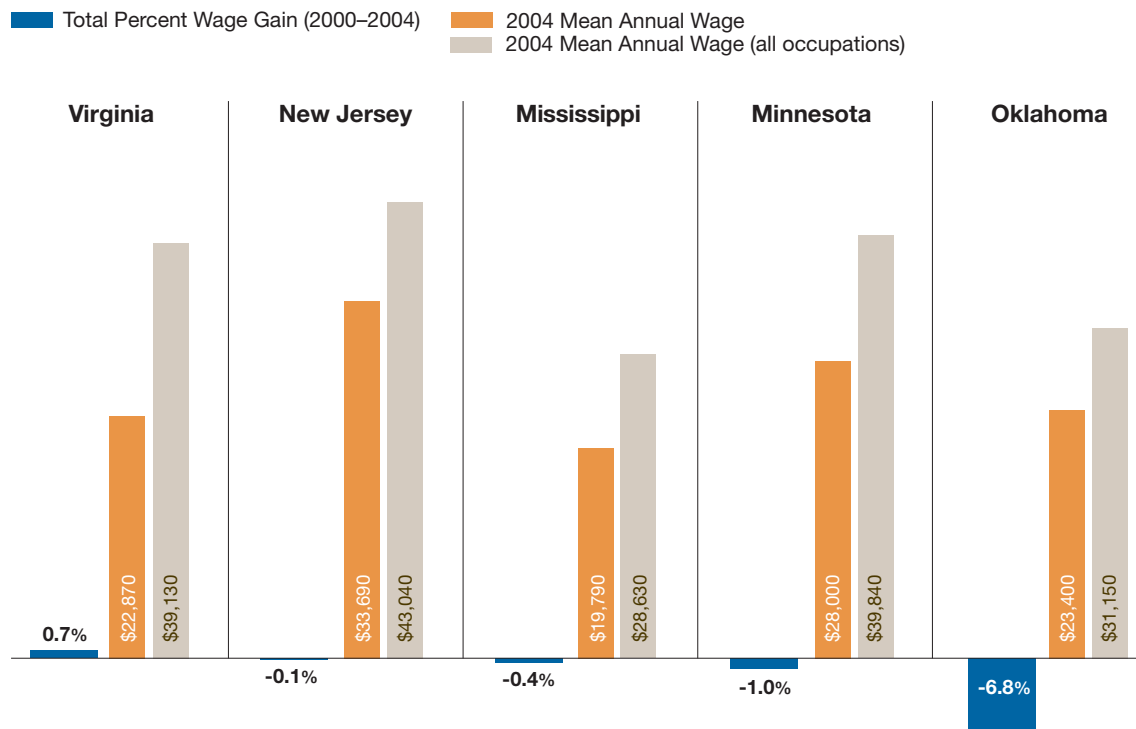


Figure 78 States with Highest and Lowest Wage Gain

Highest Wage Gain



Lowest Wage Gain



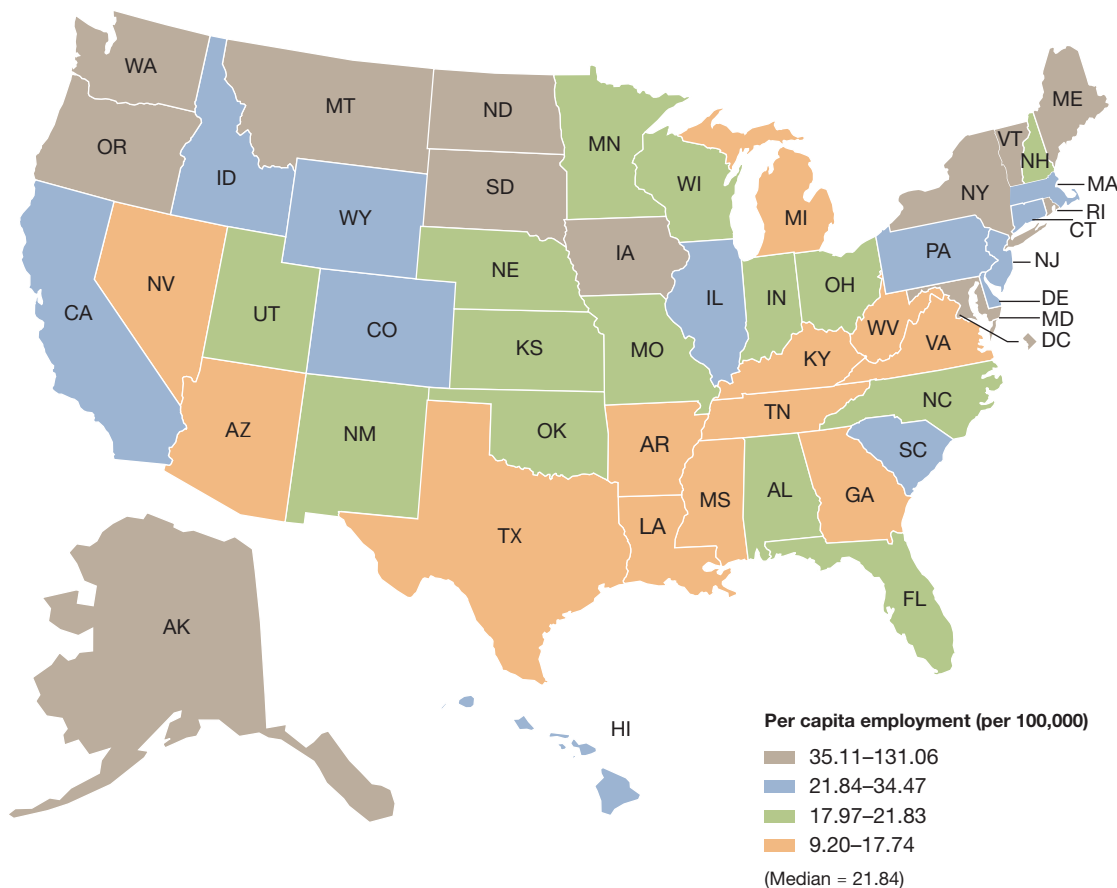
Substance Abuse and Behavioral Disorder Counselors

Projected Growth		Annual Openings	
2002	67,000	3,095	Average Annual Openings
2012	83,000		
24%	Substance Abuse and Behavioral Disorder Counselors	Percent of Annual Openings Due to:	
14.8%	All Frontline Workforce Occupations	50.4%	Growth
28.3%	All Health and Health Care Occupations	49.6%	Replacements

Additional Findings:

- It is estimated that more than half of substance abuse treatment professionals are female, although 68% of the client population is male. Similarly, 85% of substance abuse treatment professionals are white compared with a client base that is only 56% white. (Mulvey, Hubbard and Hayashi, 2003)
- A study of directors and key staff from 175 drug and alcohol treatment programs found particularly high levels of staff turnover among counselors and upper management positions such as program directors. (McLellan, Carise and Kleber, 2003)
- Substance abuse and behavioral disorder counselors work in a variety of settings including outpatient care centers, residential mental health facilities, individual and family services, and local government institutions. (Bureau of Labor Statistics Occupational Outlook Handbook, 2004)

Figure 79 **State by State Per Capita Employment (in quartiles)**



For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 80 States with Highest and Lowest Growth and Annual Openings Due to Replacement Need

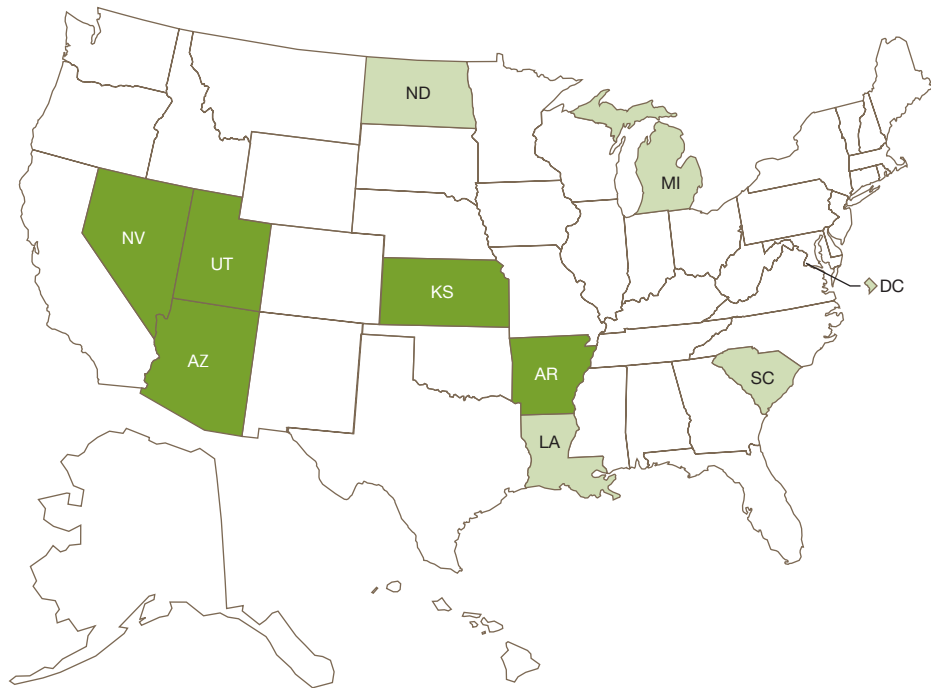
Growth Rate

High

- %
- 40.0 Arizona
- 40.0 Utah
- 39.3 Kansas
- 36.0 Nevada
- 34.5 Arkansas

Low

- %
- 8.9 South Carolina
- 8.5 Louisiana
- 8.2 District of Columbia
- 7.6 Michigan
- 4.8 North Dakota



Replacement Need (in percent)

High

- %
- 85.7 North Dakota
- 80.0 West Virginia
- 77.1 Michigan
- 75.0 Louisiana
- 73.9 District of Columbia

Low

- %
- 40.0 Wisconsin
- 37.3 California
- 36.1 Arizona
- 35.3 Kansas
- 33.3 Utah

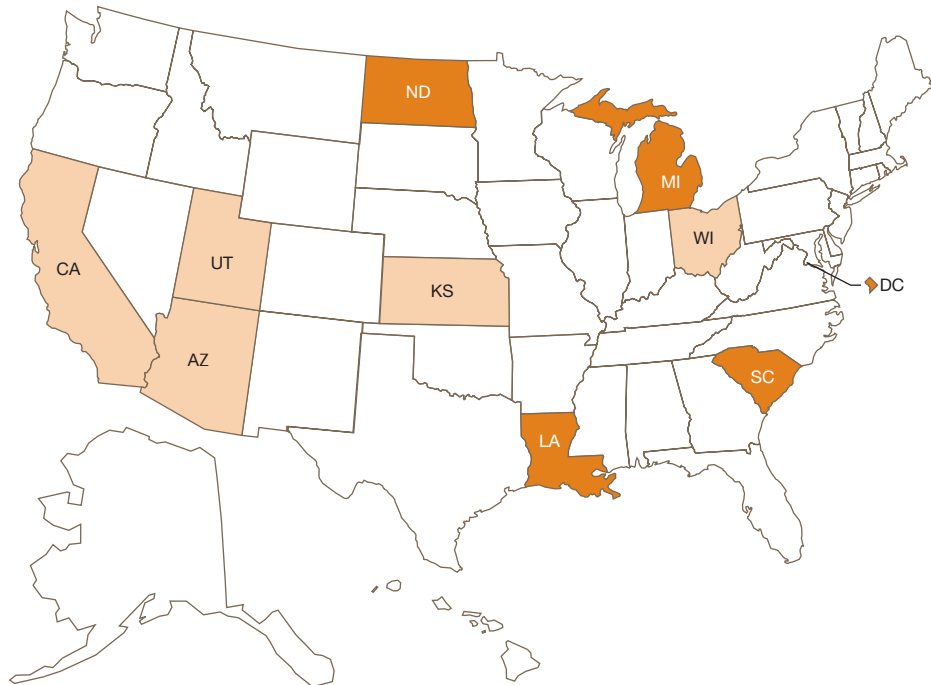
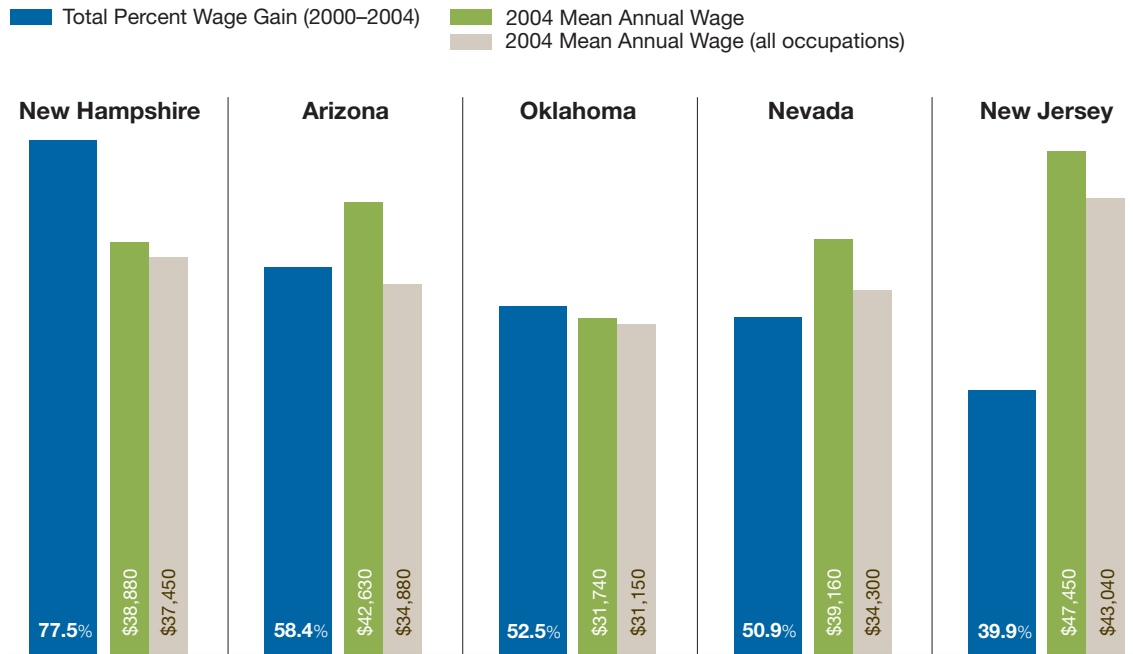
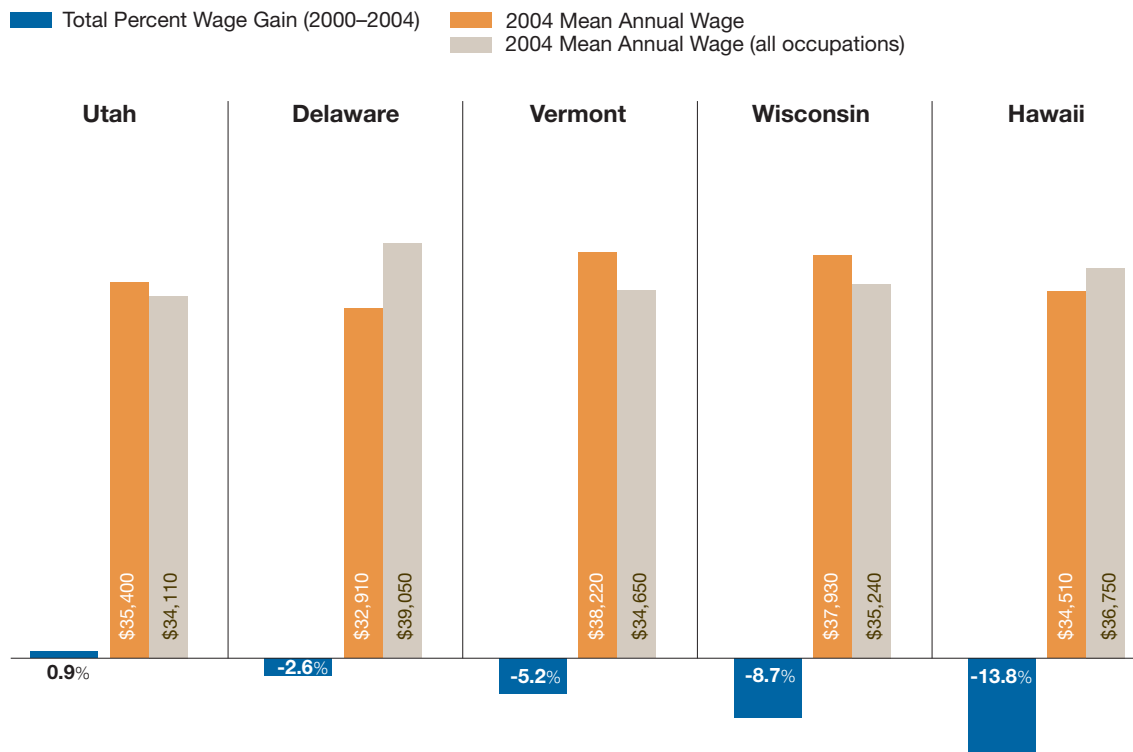


Figure 81 States with Highest and Lowest Wage Gain

Highest Wage Gain



Lowest Wage Gain



Other Frontline Occupational Roles

Frontline Occupational Group and Census 2000 Associated Job Titles

Child, Family and School Social Workers

Adoption agents
Adoption workers
Child abuse workers
Child and family services workers
Child consultants
Child development consultants
Child welfare consultants
Child welfare workers
Children's counselors
Family preservation workers
Foster care workers
Juvenile officers
Protective services social workers
School social workers

Dental Assistants

Aides \ n.s.
Assistants, dental
Assistants, dentist, excluding clerical
Assistants, orthodontist
Attendants \ n.s.
Dental aides
Dentist attendants
Helpers, dentist

Dietetic Technicians

Technicians, dietary
Technicians, dietetic
Technicians, food service

Licensed Practical and Licensed Vocational Nurses

L.P. nurses
L.P.N. (licensed practical nurses)
L.V.N. (licensed vocational nurses)
Licensed attendants
Licensed practical nurses
Licensed vocational nurses
Maternity nurses
Nurses \ other specified or n.s.,
high school diploma or some college
and no degree
Nurses, L.P.N.
Nurses, practical
Practical nurses
Private duty nurses, practical
T.P.N. (trained practical nurses)
Trained practical nurses
Vocational nurses

Medical Transcriptionists

Medical stenographers
Medical transcribers
Medical transcriptionists

Occupational Therapist Assistants

Assistants, occupational therapy
Occupational therapy \ n.s.,
associate degree
Technicians, occupational therapy

Pharmacy Aides

Assistants, dispensary
Assistants, pharmacist
Assistants, pharmacy
Dispensary attendants

Drug clerks
Helpers, pharmacist
Helpers, pharmacy
Pharmacist's aides
Pharmacy clerks
Prescription clerks

Physical Therapist Aides

Physical therapy \ n.s.,
less than associate degree
Physical therapy aides
Physical therapy attendants
Physiotherapy aides

Physical Therapist Assistants

Assistants, physical therapist/therapy
Physical therapy \ n.s., associate degree
Technicians, physical therapy

Recreational Therapists

Activity therapists
Recreational therapists
Therapeutic recreation specialists

Rehabilitation Counselors

Coordinators of rehabilitation services
Directors of rehabilitation
Homemaking rehabilitation consultants
Psychosocial rehabilitation counselors
Rehabilitation counselors
Residence counselors
Veterans rehabilitation counselors

n.s. = not specified

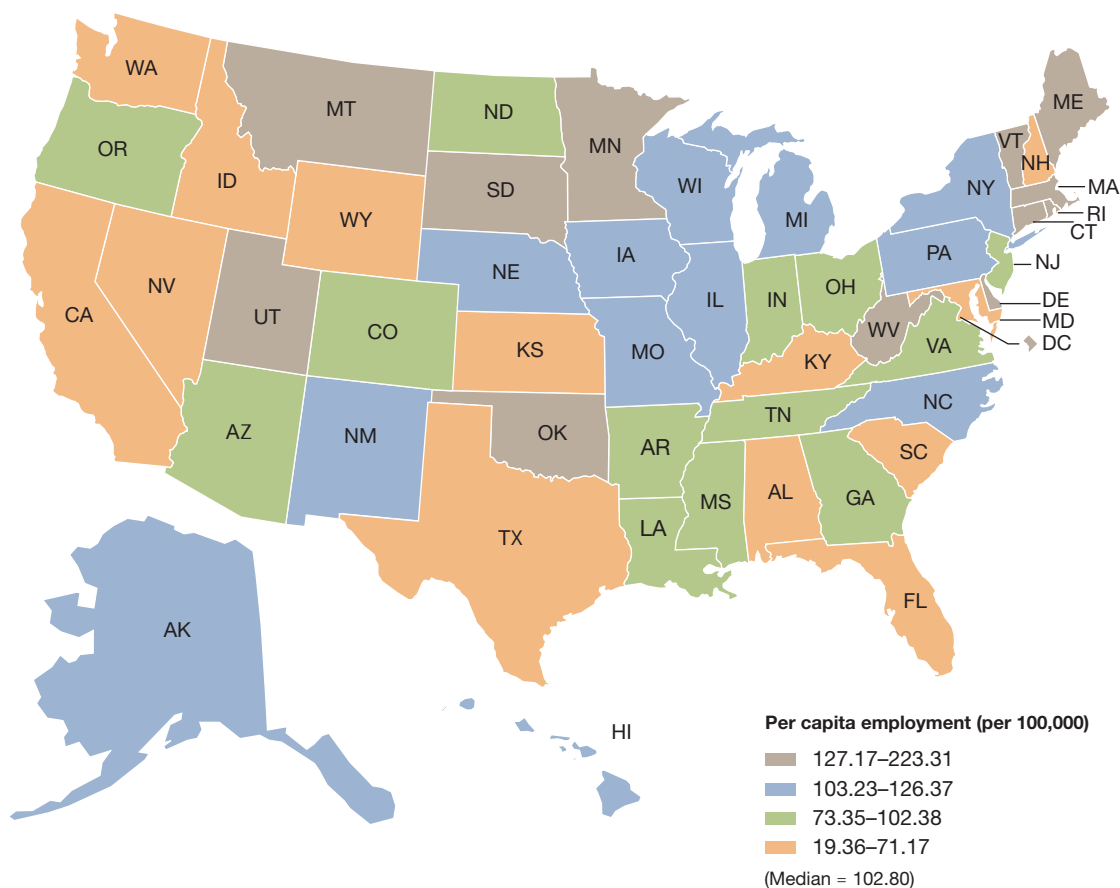
Child, Family, and School Social Workers

Projected Growth		Annual Openings	
2002	274,000	11,057	Average Annual Openings
2012	338,000		
23%	Child, Family, and School Social Workers	Percent of Annual Openings Due to:	
14.8%	All Frontline Workforce Occupations	57.5%	Growth
28.3%	All Health and Health Care Occupations	42.5%	Replacements

Additional Findings:

- The estimated annual turnover rate among child social workers employed in private child-serving agencies (e.g., group homes, residential treatment centers and home-based counseling programs) is reported to be as high as 40%. (Annie E. Casey Foundation, 2004)
- School social workers make up only 5% of the total social worker profession and tend to be professionalized as their own subgroup of social workers. (National Association of Social Workers, 2004)
- Child, family, and school social workers work in a variety of settings including state government institutions, local government institutions, individual and family services, and elementary and secondary schools. (Bureau of Labor Statistics Occupational Outlook Handbook, 2004)

Figure 82 **State by State Per Capita Employment (in quartiles)**



For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 83 States with Highest and Lowest Growth and Annual Openings Due to Replacement Need

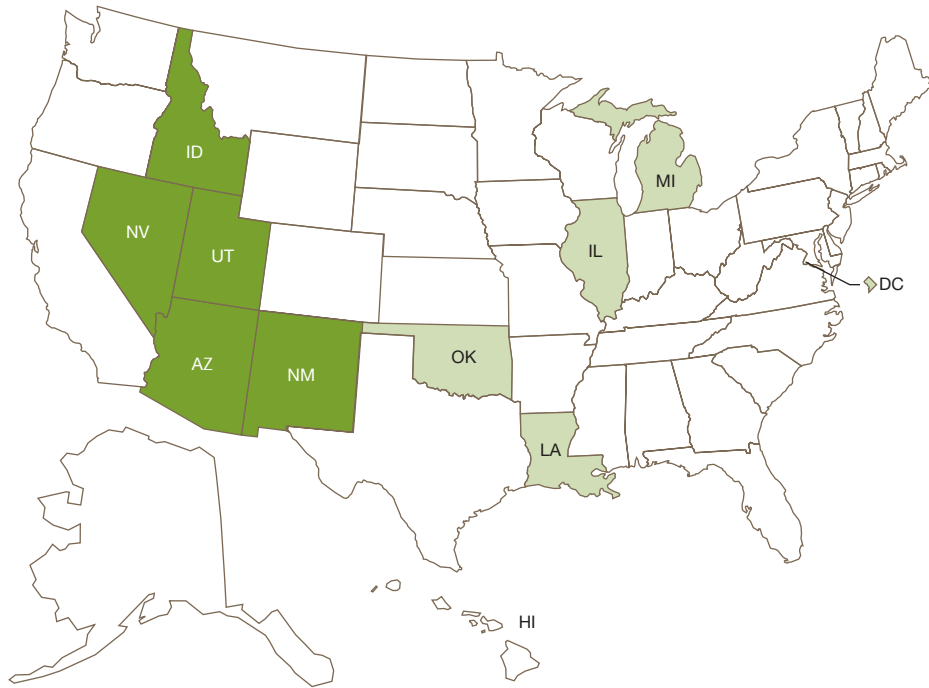
Growth Rate

High

- %
- 41.1 Nevada
- 38.1 Idaho
- 35.3 Utah
- 31.3 New Mexico
- 30.3 Arizona

Low

- %
- 12.2 Illinois
- 10.7 Oklahoma
- 10.2 Louisiana
- 8.3 District of Columbia
- 6.6 Michigan



Replacement Need (in percent)

High

- %
- 71.9 Michigan
- 67.9 District of Columbia
- 62.0 Louisiana
- 61.3 Oklahoma
- 60.0 Hawaii

Low

- %
- 33.3 Utah
- 32.6 Kansas
- 29.0 Nevada
- 28.6 Idaho
- 10.0 Wyoming

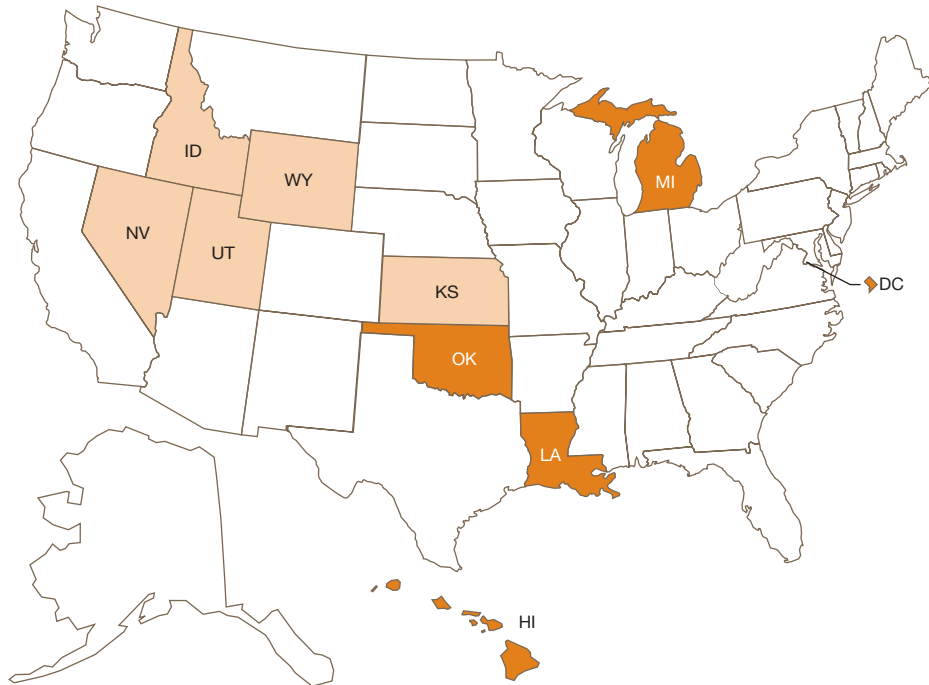
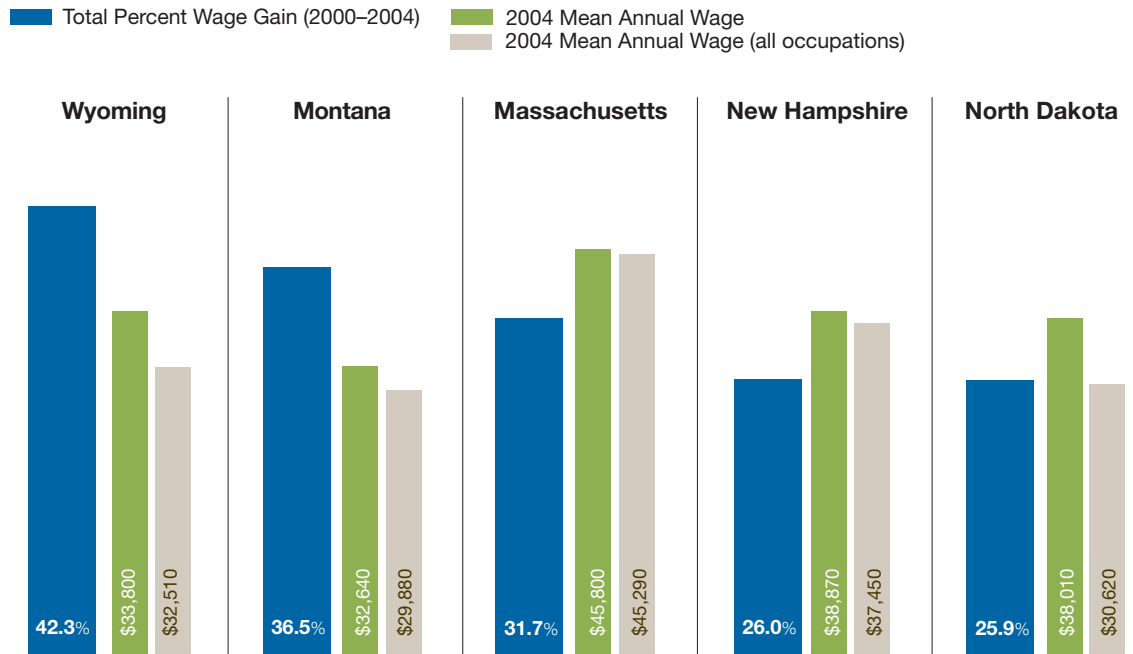
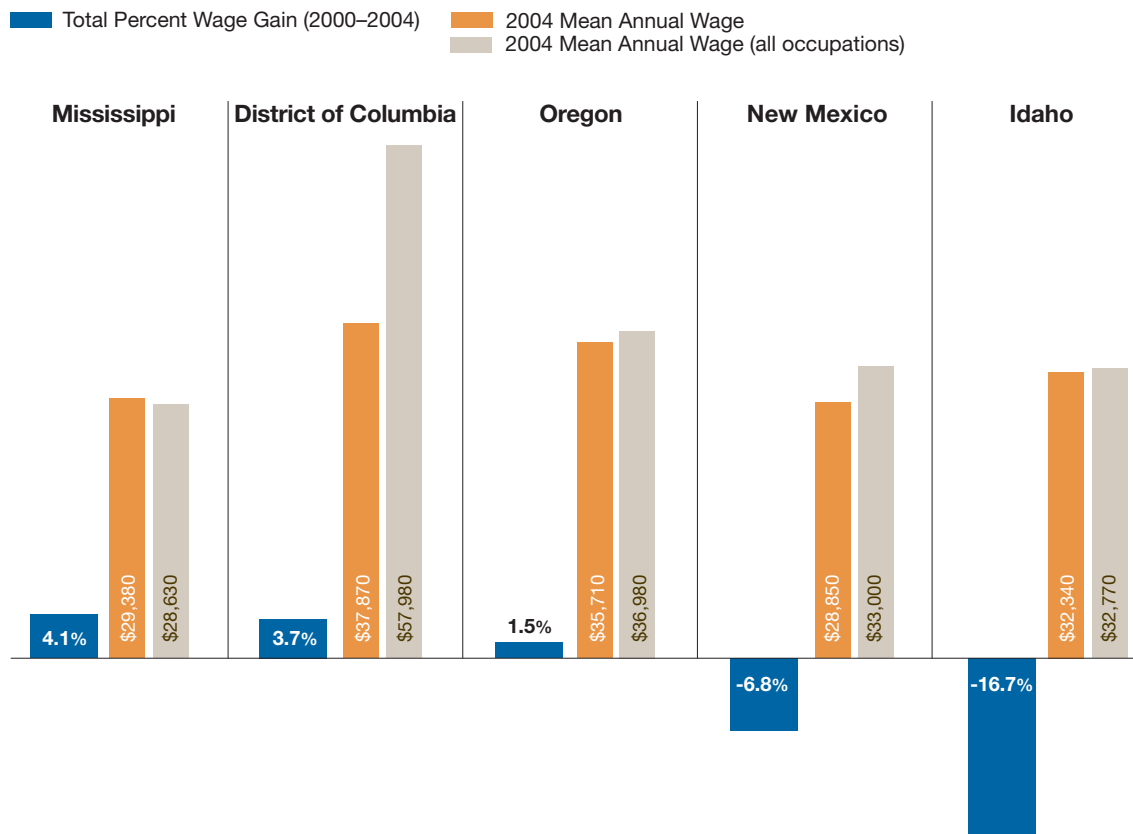


Figure 84 States with Highest and Lowest Wage Gain

Highest Wage Gain



Lowest Wage Gain



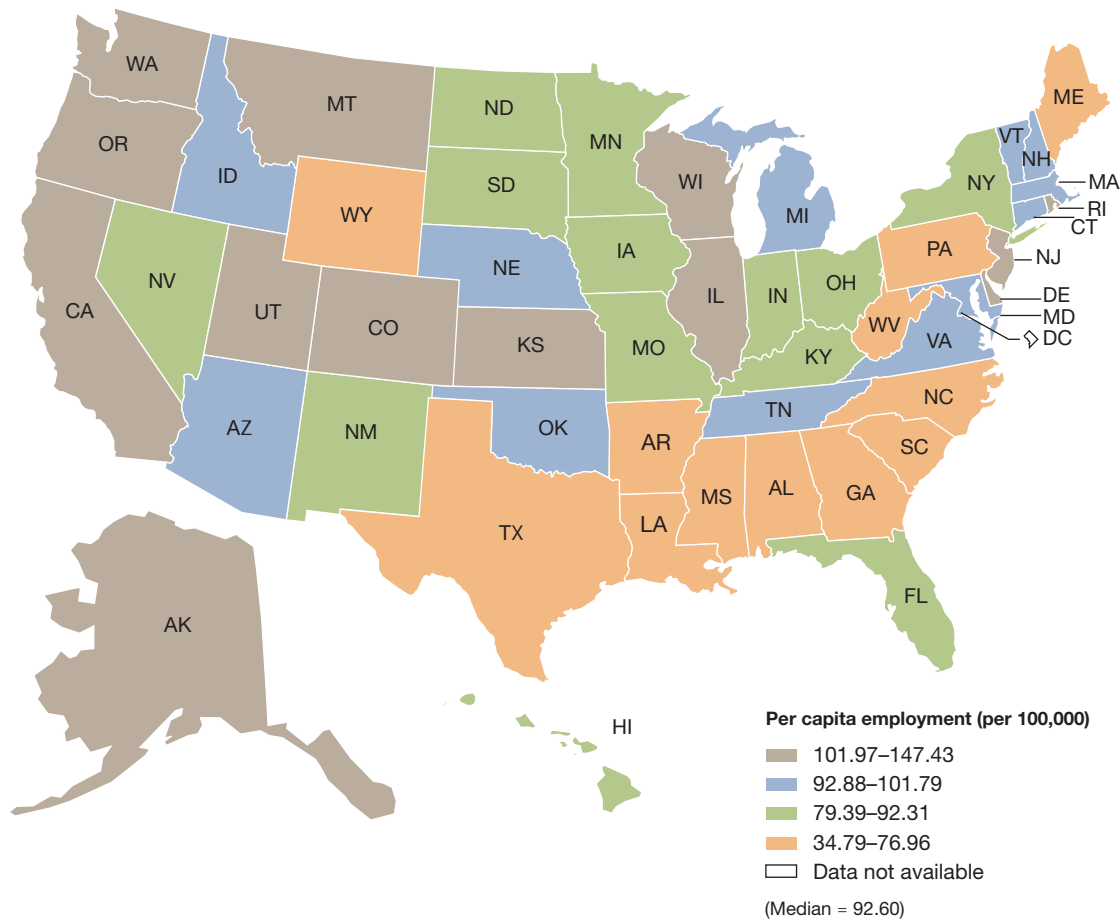
Dental Assistants

Projected Growth		Annual Openings	
2002	266,000	18,735	Average Annual Openings
2012	379,000		
43%	Dental Assistants	Percent of Annual Openings Due to:	
14.8%	All Frontline Workforce Occupations	60.3%	Growth
28.3%	All Health and Health Care Occupations	39.7%	Replacements

Additional Findings:

- Currently there are no national guidelines governing dental assistant practice in the United States, though dental assistants may become certified through passing the Certified Dental Assistant examination. (American Dental Assistants Association, 2005)
- Dental assistants can be trained through a variety of sources including accredited programs, non-accredited postsecondary programs, in-office training courses, state dental board approved courses, and on-the-job training. (American Dental Assistants Association, 2005)
- Dental assistants work almost exclusively in offices of dentists, while a very small percentage work in physicians' offices or a federal government institution. (Bureau of Labor Statistics Occupational Outlook Handbook, 2004)

Figure 85 **State by State Per Capita Employment (in quartiles)**



For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 86 States with Highest and Lowest Growth and Annual Openings Due to Replacement Need

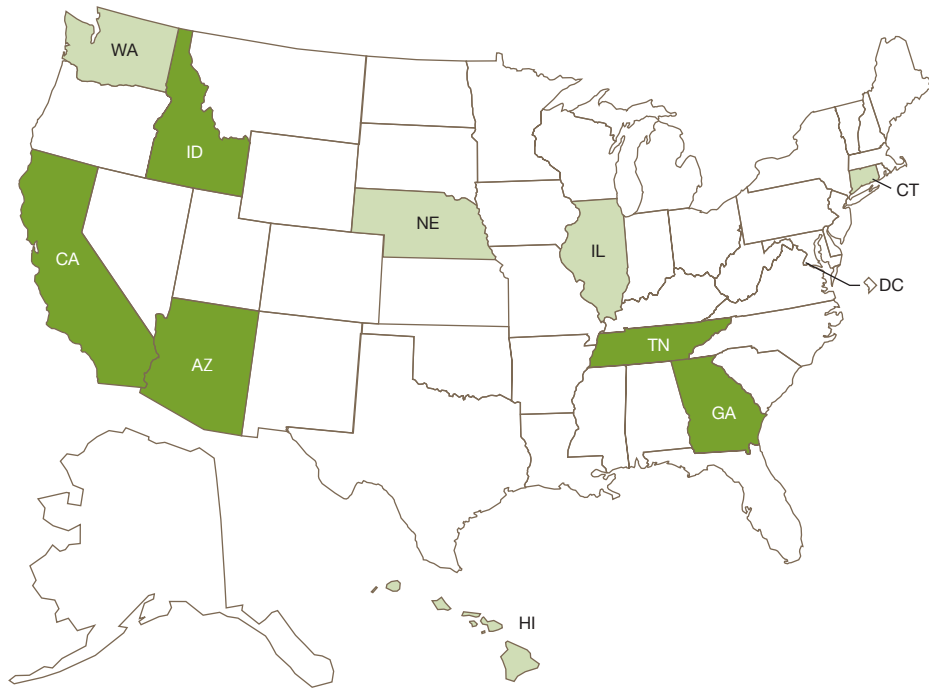
Growth Rate

High

- %
- 70.0 Arizona
- 60.7 Georgia
- 57.1 California
- 56.9 Idaho
- 56.3 Tennessee

Low

- %
- 24.3 Illinois
- 23.0 Hawaii
- 21.8 Washington
- 21.8 Nebraska
- 16.5 Connecticut



Replacement Need (in percent)

High

- %
- 62.0 Connecticut
- 60.0 Hawaii
- 58.0 Washington
- 55.6 Nebraska
- 53.7 Michigan

Low

- %
- 32.8 California
- 32.7 Idaho
- 28.6 Arizona
- 28.6 Kansas
- 20.0 Wyoming

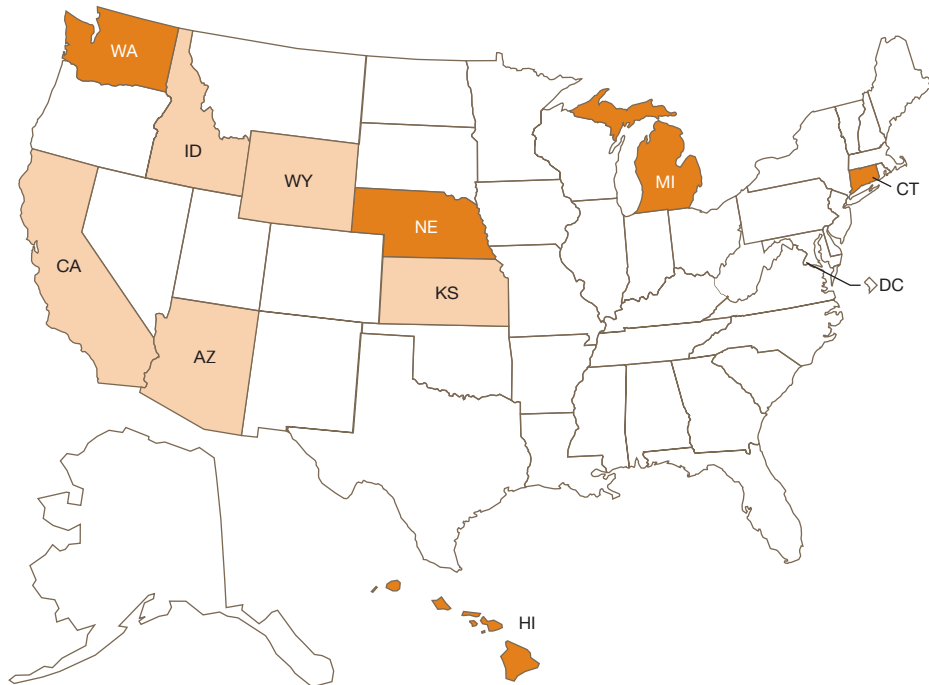
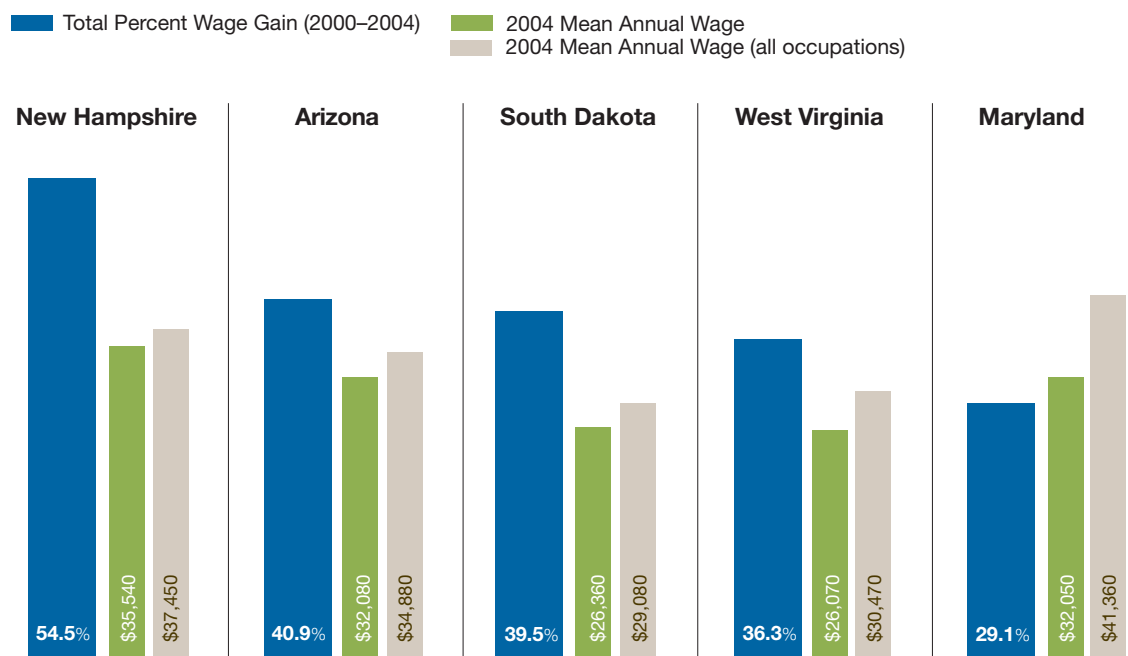
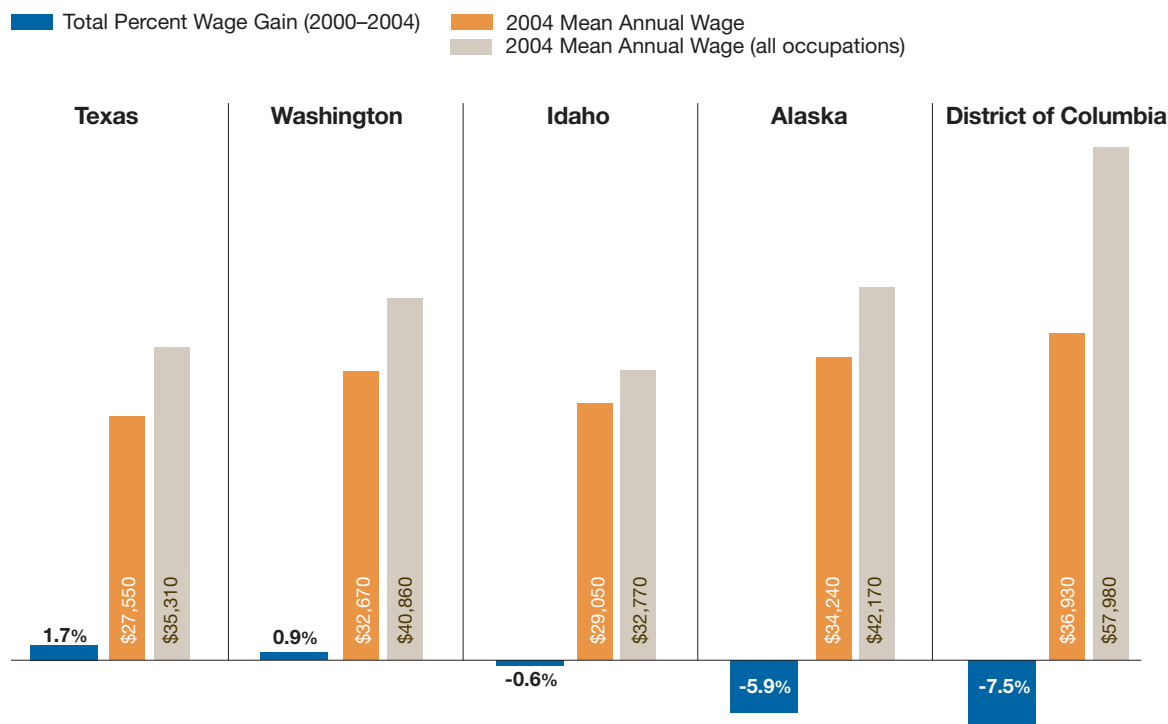


Figure 87 States with Highest and Lowest Wage Gain

Highest Wage Gain



Lowest Wage Gain



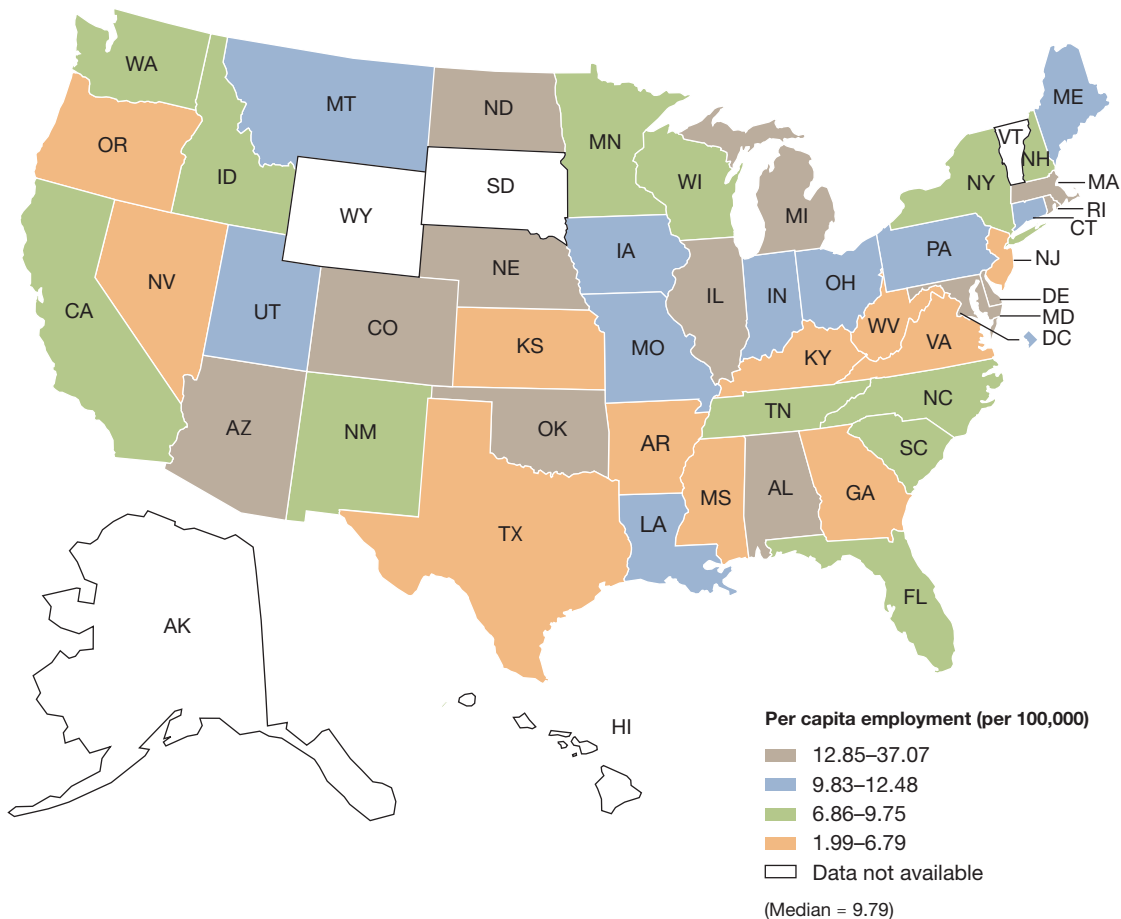
Dietetic Technicians

Projected Growth		Annual Openings	
2002	29,000	969	Average Annual Openings
2012	35,000		
21%	Dietetic Technicians	Percent of Annual Openings Due to:	
14.8%	All Frontline Workforce Occupations	60.8%	Growth
28.3%	All Health and Health Care Occupations	39.2%	Replacements

Additional Findings:

- Each state varies in its regulation of dietetic technicians through licensure, statutory certification or registration. (Commission on Dietetic Registration, 2006)
- A majority of dietetic technicians work in medical and surgical hospitals or nursing care facilities, while others work in community care facilities for the elderly. (Bureau of Labor Statistics Occupational Outlook Handbook, 2004)

Figure 88 **State by State Per Capita Employment (in quartiles)**



For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 89 States with Highest and Lowest Growth and Annual Openings Due to Replacement Need

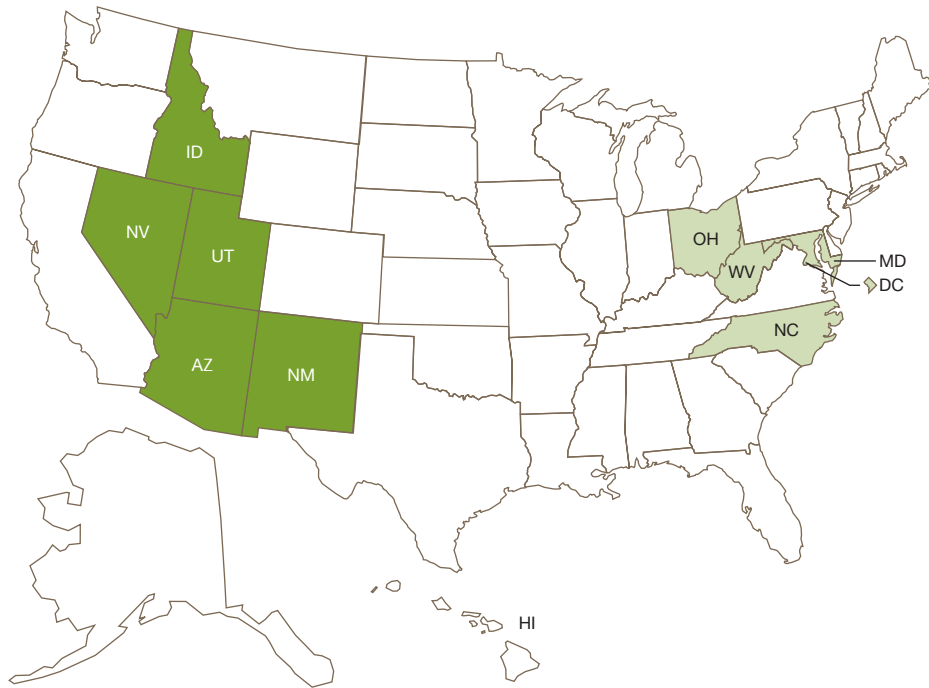
Growth Rate

High

- %
- 48.9 Arizona
- 43.4 Idaho
- 40.0 Nevada
- 39.1 Utah
- 35.3 New Mexico

Low

- %
- 11.9 Ohio
- 11.4 South Carolina
- 10.7 Maryland
- 5.7 West Virginia
- 1.6 District of Columbia



Replacement Need (in percent)

High

- %
- 100.0 District of Columbia
- 100.0 New Jersey
- 100.0 West Virginia
- 60.0 Louisiana
- 60.0 South Carolina

Low

- %
- 32.0 Florida
- 28.6 Mississippi
- 25.0 North Carolina
- 21.8 Arizona
- 0.0 Utah

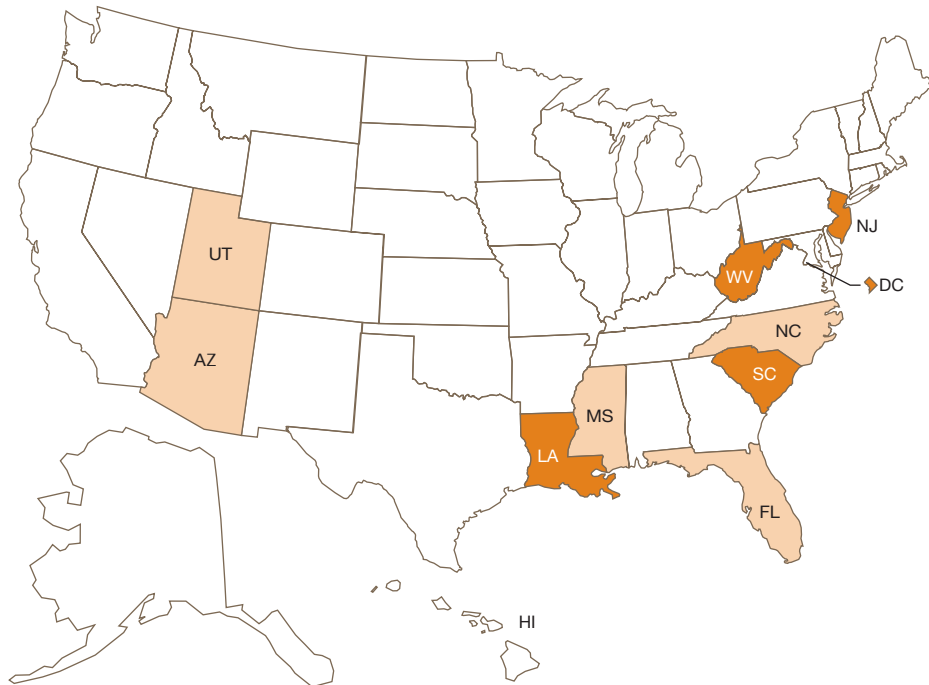
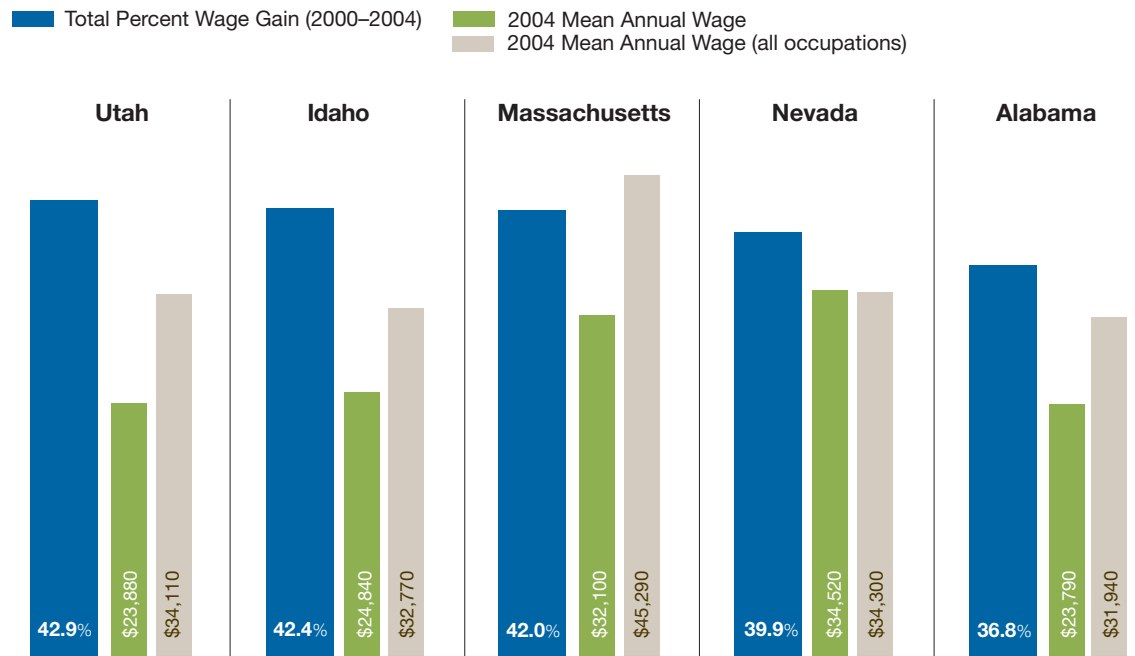
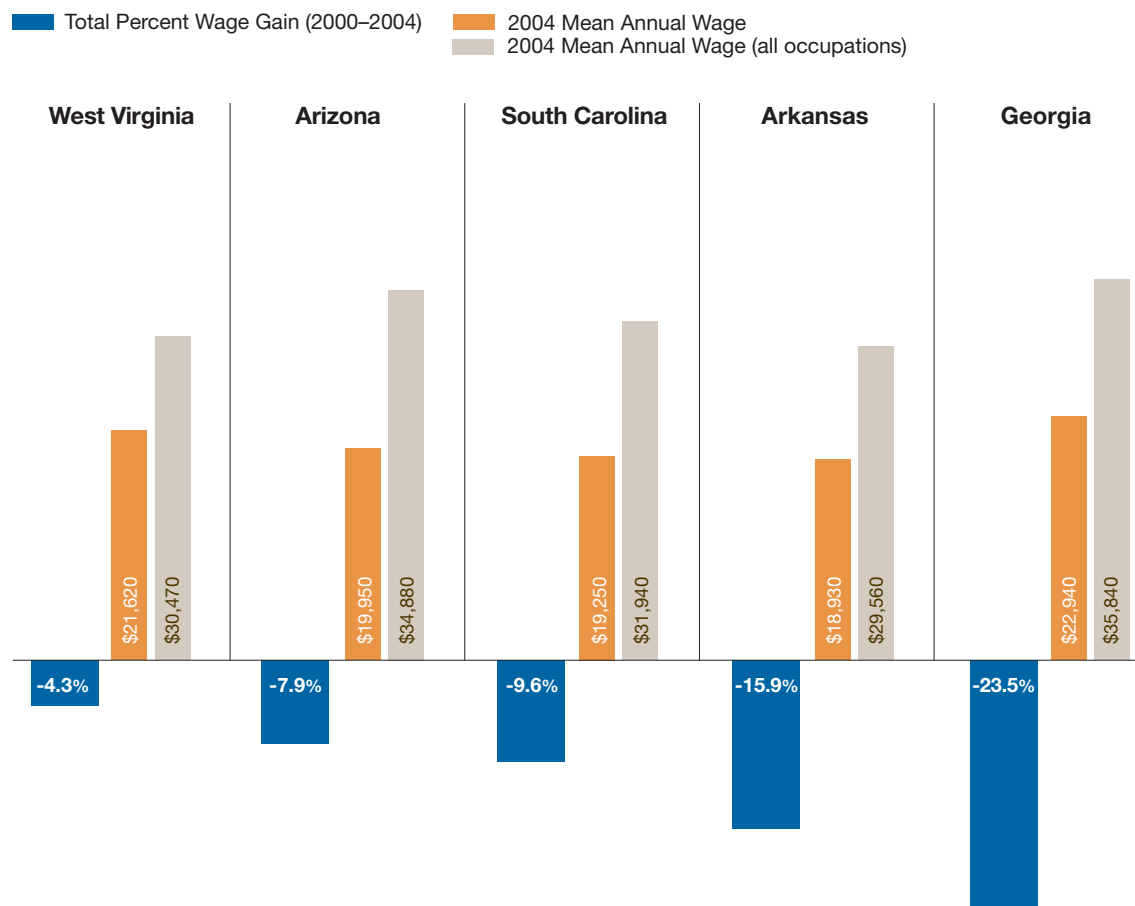


Figure 90 States with Highest and Lowest Wage Gain

Highest Wage Gain



Lowest Wage Gain



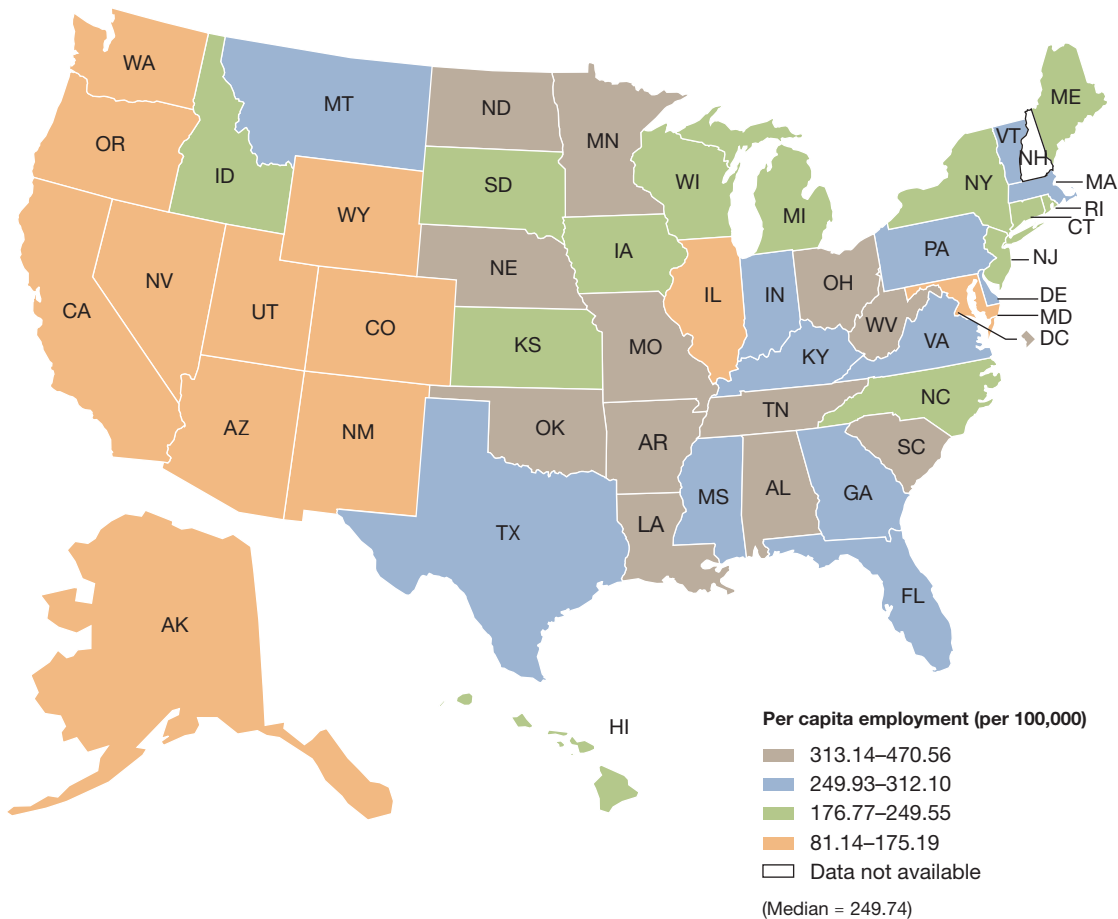
Licensed Practical and Licensed Vocational Nurses

Projected Growth		Annual Openings	
2002	702,000	29,480	Average Annual Openings
2012	844,000		
20%	Licensed Practical and Licensed Vocational Nurses	Percent of Annual Openings Due to:	
14.8%	All Frontline Workforce Occupations	48.1%	Growth
28.3%	All Health and Health Care Occupations	51.9%	Replacements

Additional Findings:

- While there are some similarities across states in the implementation of the Nursing Practice Act, the historic legislation on scope of practice and responsibilities for registered nurses, there is also a great deal of state level variation in practice requirements, regulations and tasks for licensed practical and licensed vocational nurses. (Seago et al., 2004)
- Licensed practical and licensed vocational nurses work in a variety of settings including nursing care facilities, medical and surgical hospitals, offices of physicians, and home health care services. (Bureau of Labor Statistics Occupational Outlook Handbook, 2004)

Figure 91 **State by State Per Capita Employment (in quartiles)**



For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 92 States with Highest and Lowest Growth and Annual Openings Due to Replacement Need

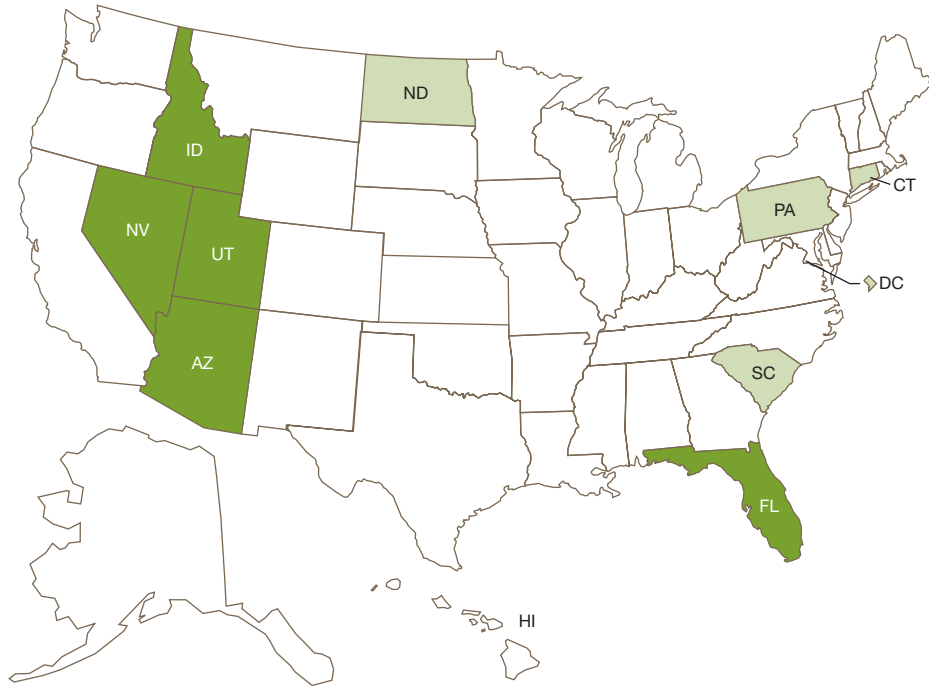
Growth Rate

High

- %
- 39.2 Arizona
- 36.9 Nevada
- 34.0 Idaho
- 31.6 Utah
- 26.8 Florida

Low

- %
- 8.2 Pennsylvania
- 6.3 North Dakota
- 6.2 Connecticut
- 1.4 South Carolina
- 0.0 District of Columbia



Replacement Need (in percent)

High

- %
- 100.0 District of Columbia
- 94.9 South Carolina
- 78.1 Connecticut
- 77.3 North Dakota
- 72.7 Pennsylvania

Low

- %
- 44.9 Florida
- 38.8 Idaho
- 37.5 Nevada
- 37.5 Utah
- 35.7 Arizona

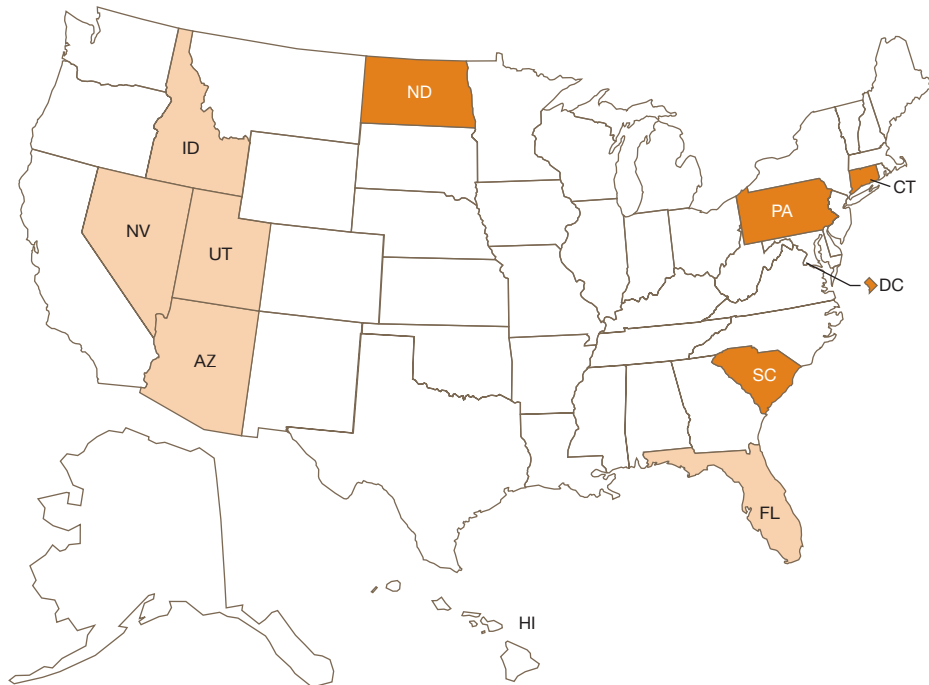
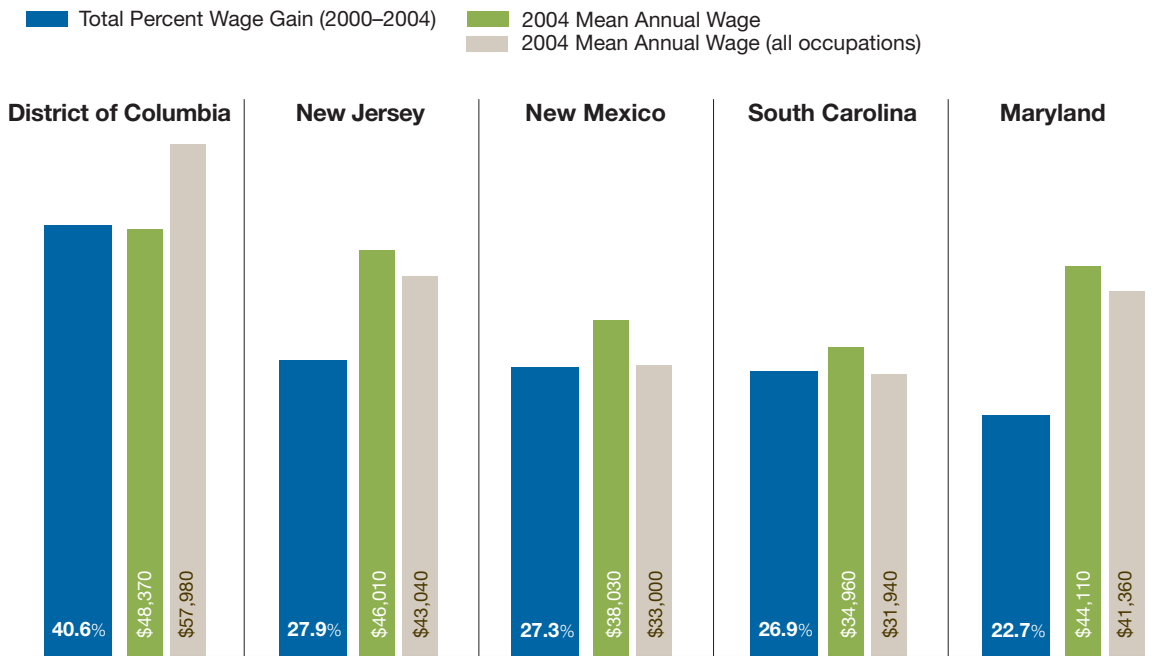
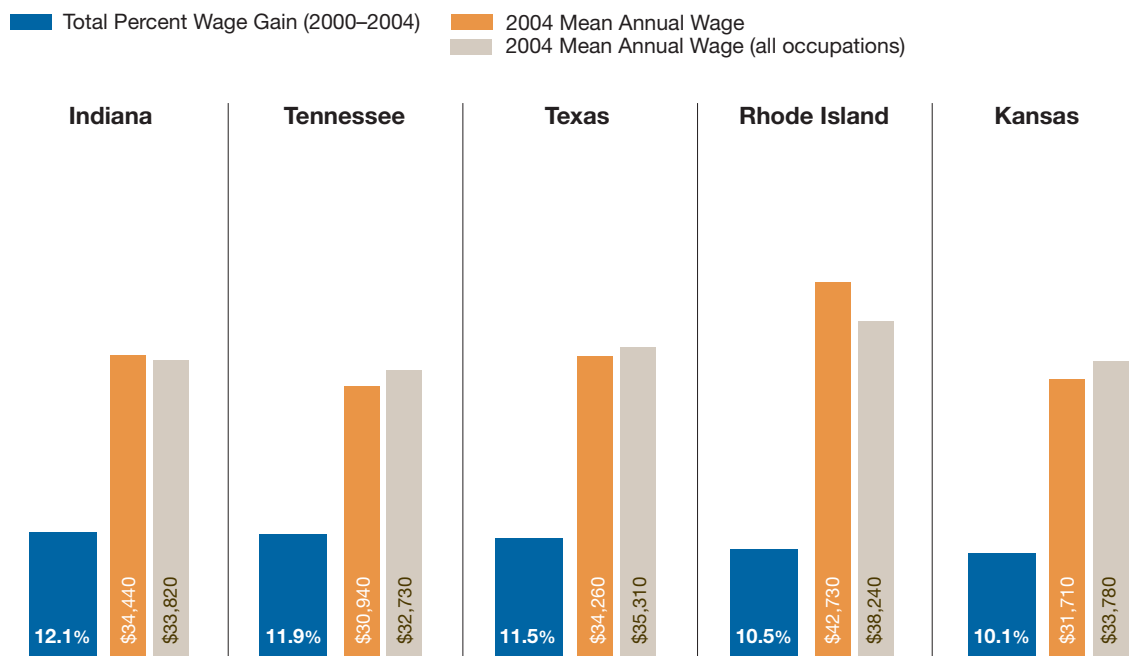


Figure 93 States with Highest and Lowest Wage Gain

Highest Wage Gain



Lowest Wage Gain



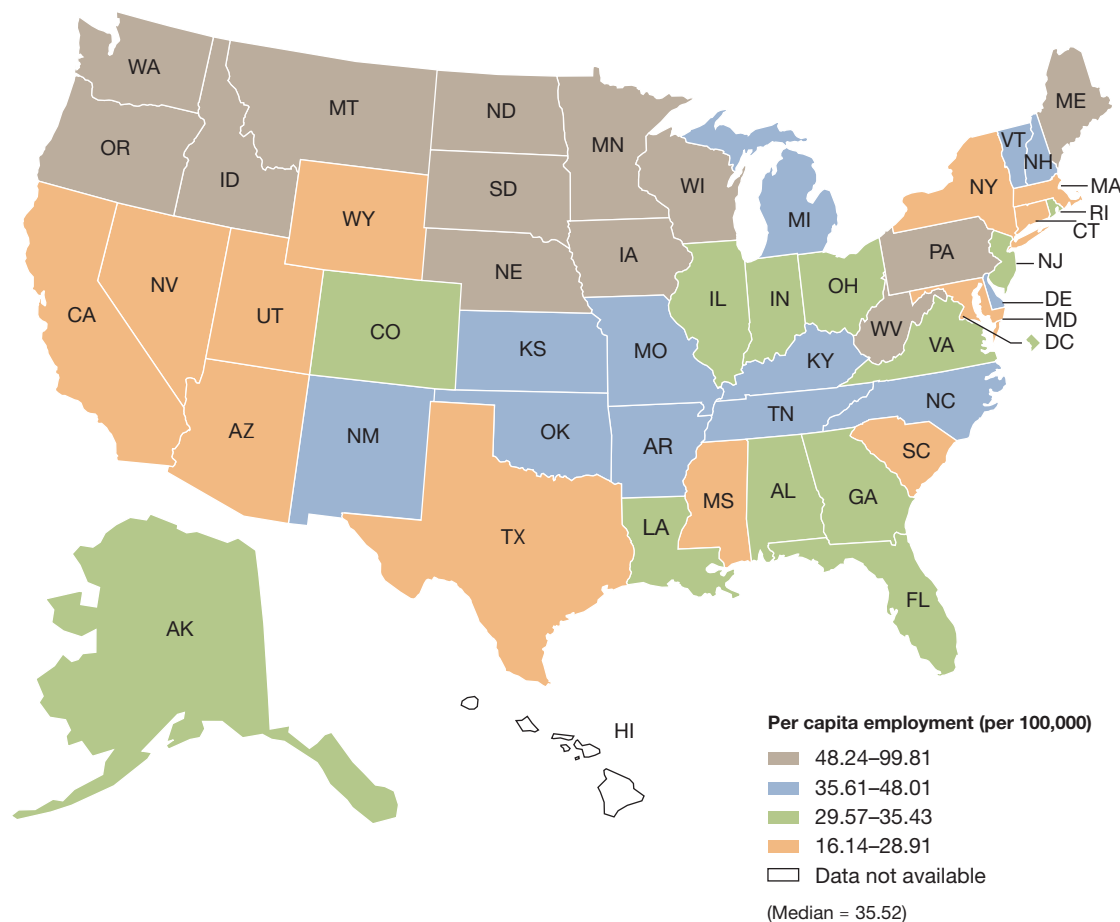
Medical Transcriptionists

Projected Growth		Annual Openings	
2002	101,000	4,146	Average Annual Openings
2012	124,000		
23%	Medical Transcriptionists	Percent of Annual Openings Due to:	
14.8%	All Frontline Workforce Occupations	55.0%	Growth
28.3%	All Health and Health Care Occupations	45.0%	Replacements

Additional Findings:

- Optional medical transcriptionist certification is offered through the American Association of Medical Transcription (AAMT). While certification is encouraged and understood as a verification of standard training, it is not required for employment. As of February 2004, approximately one-third (2,840) of the 7,450 medical transcriptionists registered with the AAMT were certified.
- Outsourcing of medical transcription overseas has become increasingly common. Nearly 50% of the current contract transcription market demand is outsourced to a specialized vendor community and an estimated 8%–10% of all contract transcription from the U.S. health care industry is done overseas. (Medical Transcription Industry Alliance, 2003)
- Medical transcriptionists work primarily in medical and surgical hospitals and offices of physicians. (Bureau of Labor Statistics Occupational Outlook Handbook, 2004)

Figure 94 **State by State Per Capita Employment (in quartiles)**



For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 95 States with Highest and Lowest Growth and Annual Openings Due to Replacement Need

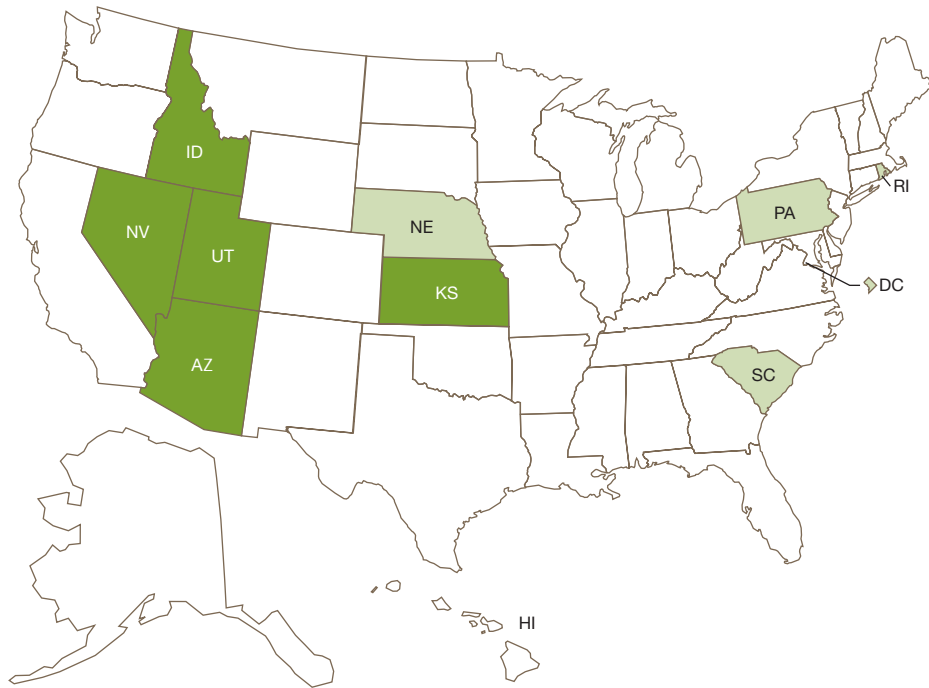
Growth Rate

High

- %
- 41.2 Arizona
- 37.1 Utah
- 37.0 Idaho
- 36.4 Kansas
- 34.3 Nevada

Low

- %
- 11.6 Rhode Island
- 11.6 Pennsylvania
- 10.9 South Carolina
- 8.6 Nebraska
- 5.9 District of Columbia



Replacement Need (in percent)

High

- %
- 80.0 Wyoming
- 75.0 District of Columbia
- 72.5 South Carolina
- 69.2 Nebraska
- 61.2 Pennsylvania

Low

- %
- 36.7 New Mexico
- 35.2 Florida
- 33.3 Idaho
- 31.4 Arizona
- 25.0 Utah

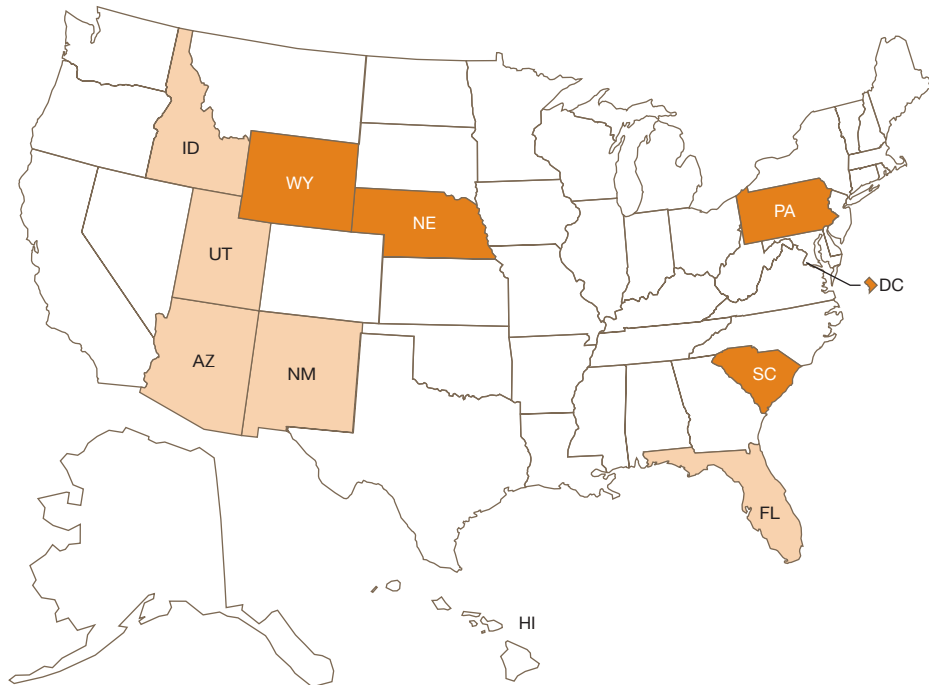
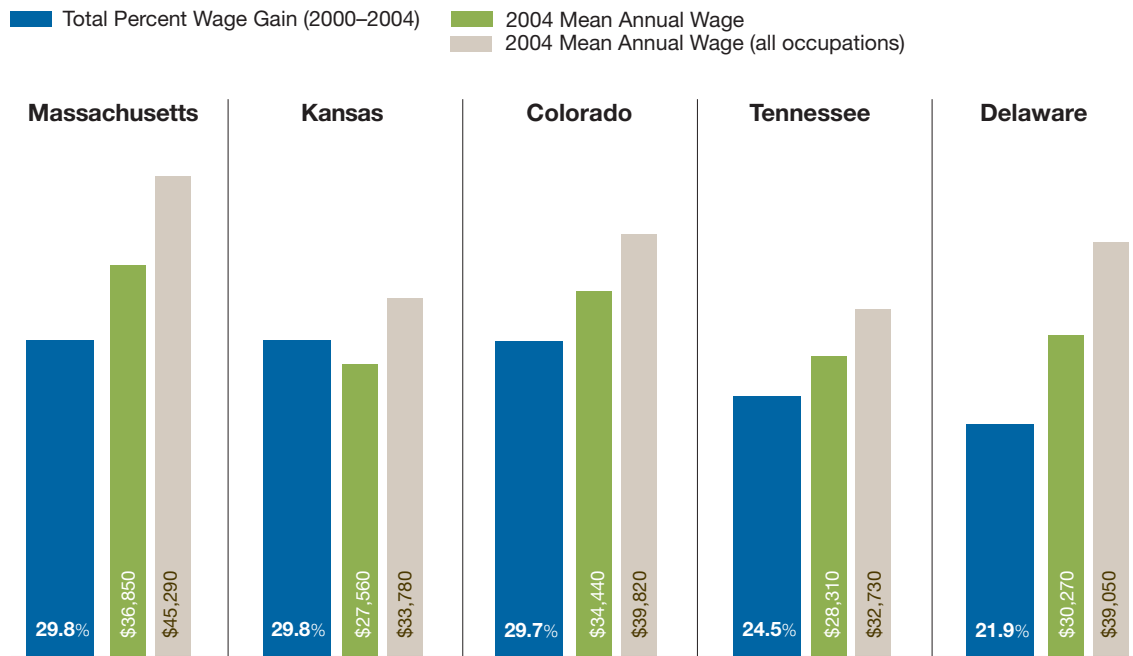
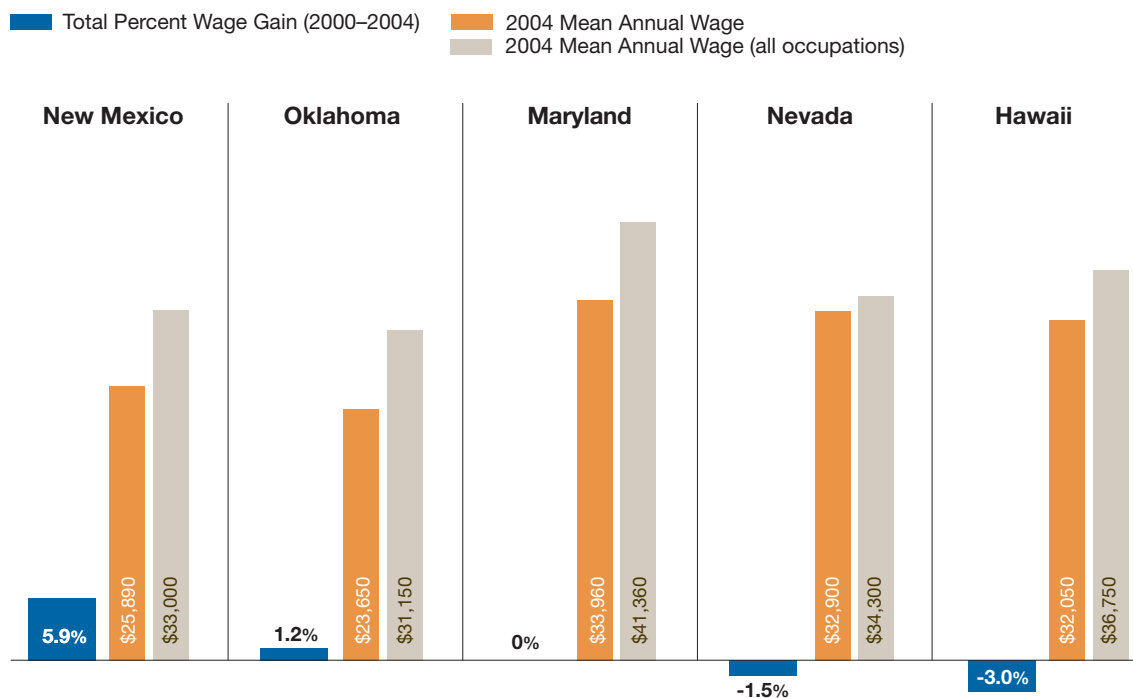


Figure 96 States with Highest and Lowest Wage Gain

Highest Wage Gain



Lowest Wage Gain



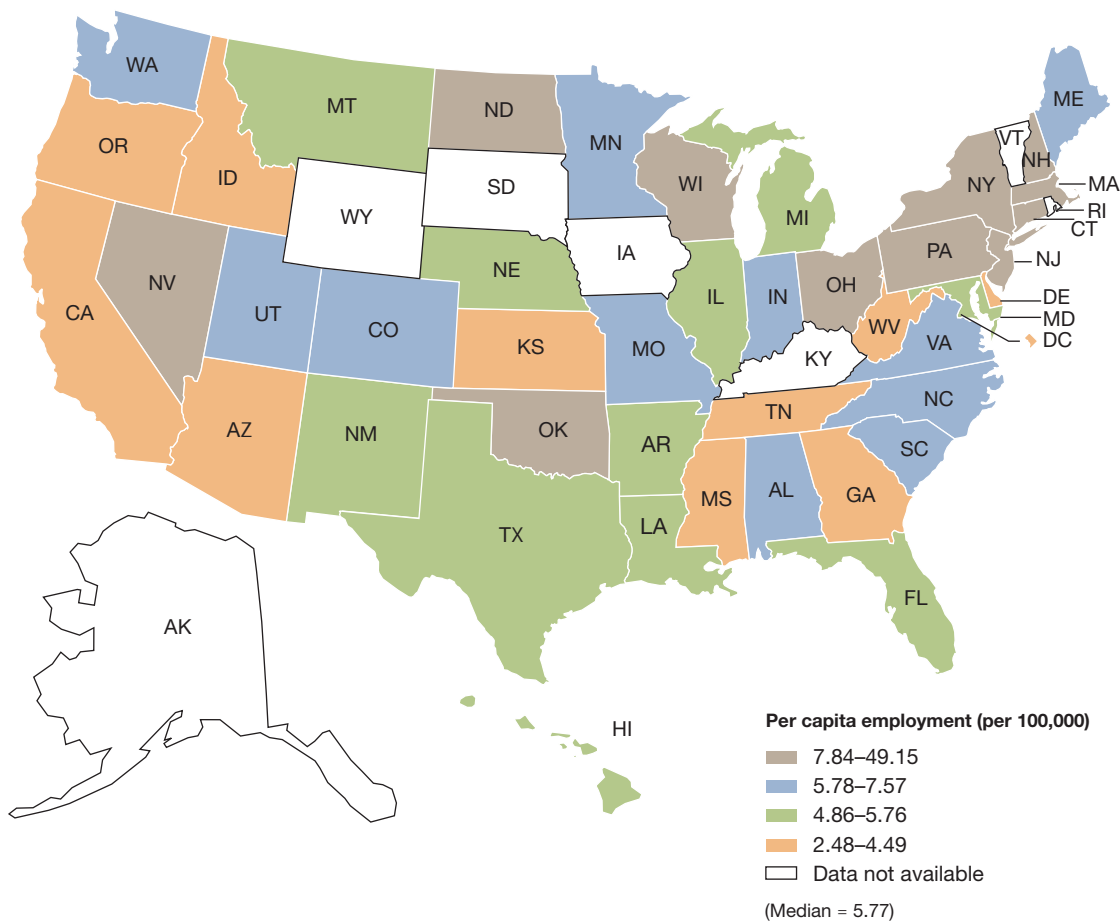
Occupational Therapist Assistants

Projected Growth		Annual Openings	
2002	18,000	958	Average Annual Openings
2012	26,000		
44%	Occupational Therapist Assistants	Percent of Annual Openings Due to:	
14.8%	All Frontline Workforce Occupations	75.6%	Growth
28.3%	All Health and Health Care Occupations	24.4%	Replacements

Additional Findings:

- Occupational therapist assistants may be trained in either a two-year associate degree program or a one-year certificate program available at two- and four-year colleges and universities or postsecondary vocational/technical schools and institutions. (American Medical Association, 2005)
- Occupational therapist assistants work in a variety of settings including offices of health practitioners, medical and surgical hospitals, and nursing care facilities. (Bureau of Labor Statistics Occupational Outlook Handbook, 2004)

Figure 97 **State by State Per Capita Employment (in quartiles)**



For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 98 States with Highest and Lowest Growth and Annual Openings Due to Replacement Need

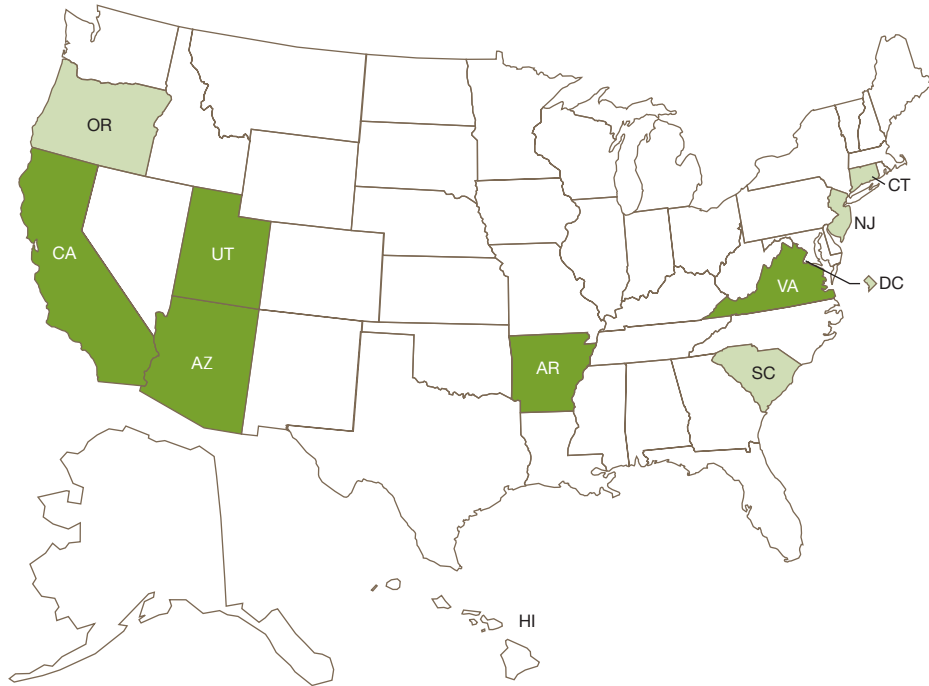
Growth Rate

High

- %
- 59.9 Virginia
- 59.3 Arkansas
- 57.1 Utah
- 54.8 Arizona
- 53.8 California

Low

- %
- 20.0 Oregon
- 19.4 Connecticut
- 12.9 South Carolina
- 0.0 District of Columbia
- 0.0 New Jersey



Replacement Need (in percent)

High

- %
- 60.0 Oregon
- 60.0 South Carolina
- 50.0 Montana
- 50.0 New Jersey
- 50.0 Tennessee

Low

- %
- 10.0 New Mexico
- 10.0 Florida
- 10.0 Idaho
- 0.0 Arizona
- 0.0 Utah

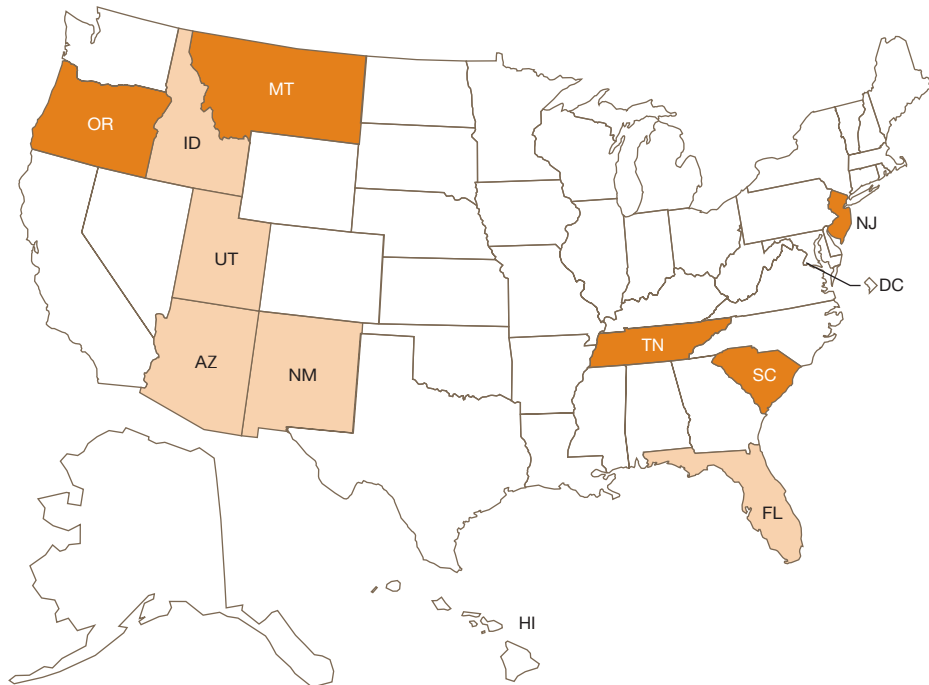
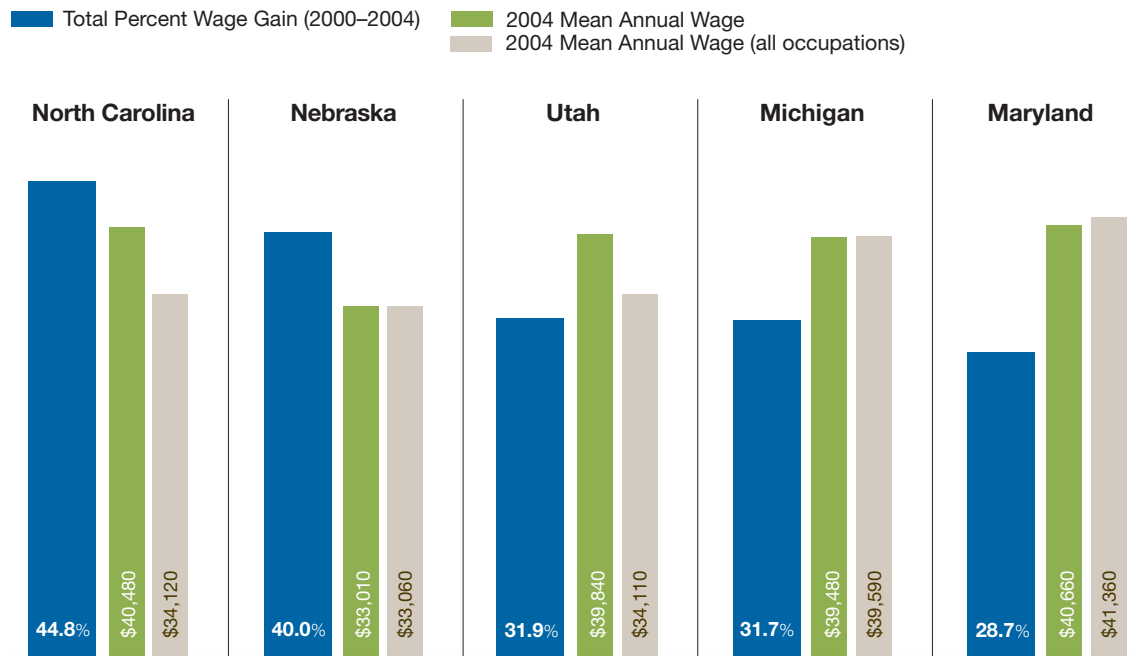
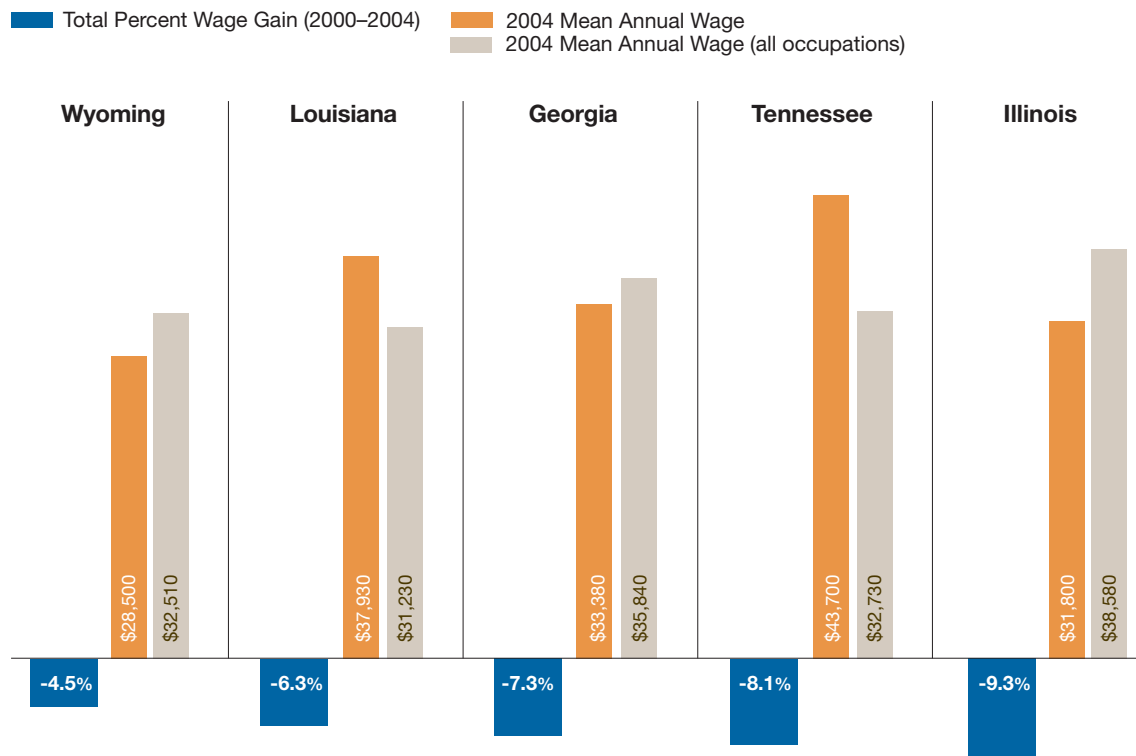


Figure 99 States with Highest and Lowest Wage Gain

Highest Wage Gain



Lowest Wage Gain



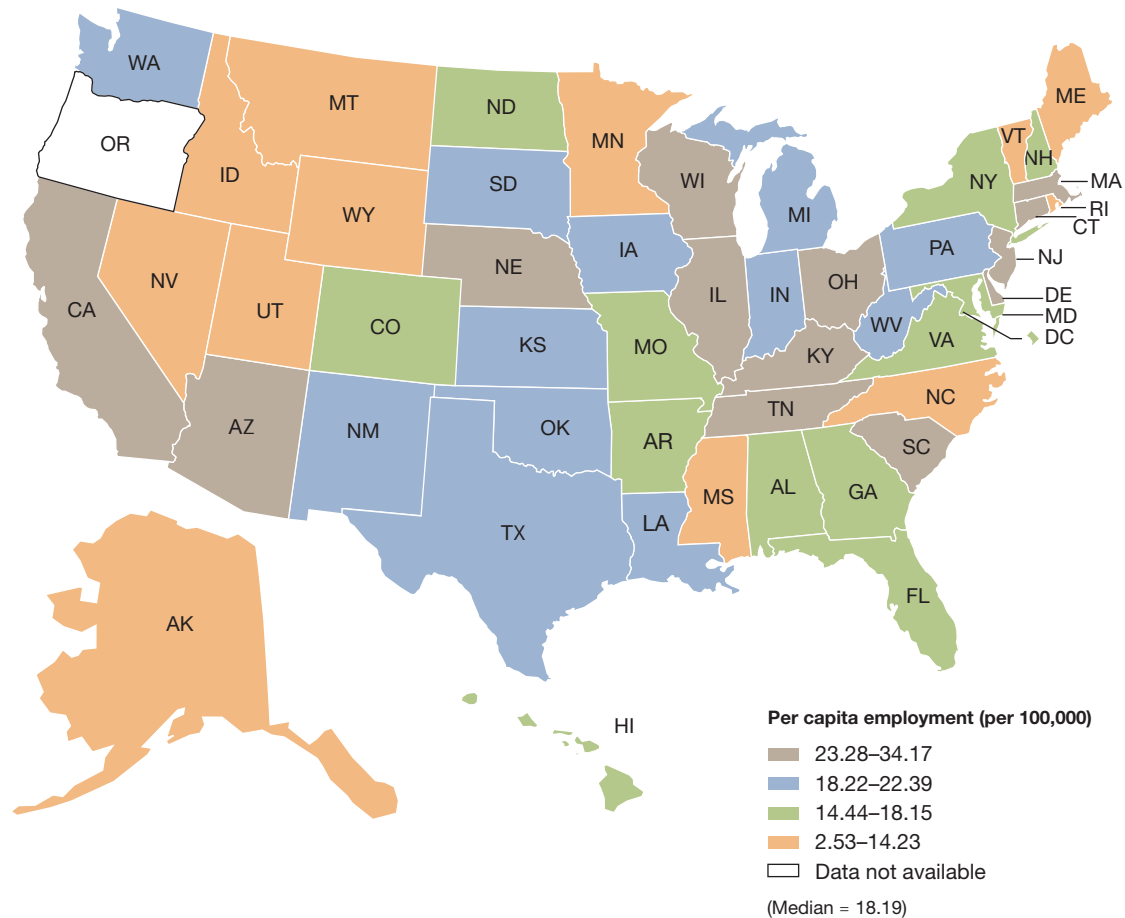
Pharmacy Aides

Projected Growth		Annual Openings	
2002	60,000	2,175	Average Annual Openings
2012	71,000		
18%	Pharmacy Aides	Percent of Annual Openings Due to:	
14.8%	All Frontline Workforce Occupations	48.7%	Growth
28.3%	All Health and Health Care Occupations	51.3%	Replacements

Additional Findings:

- According to a 1999 study of pharmacy activity costs, over 55% of pharmacy aide time is spent on prescription transactions with customers. (Arthur Andersen, 1999)
- Similar to pharmacy technicians, pharmacy aides are employed primarily in retail settings, such as health and personal care stores and grocery stores. (Bureau of Labor Statistics Occupational Outlook Handbook, 2004)

Figure 100 **State by State Per Capita Employment (in quartiles)**



For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 101 States with Highest and Lowest Growth and Annual Openings Due to Replacement Need

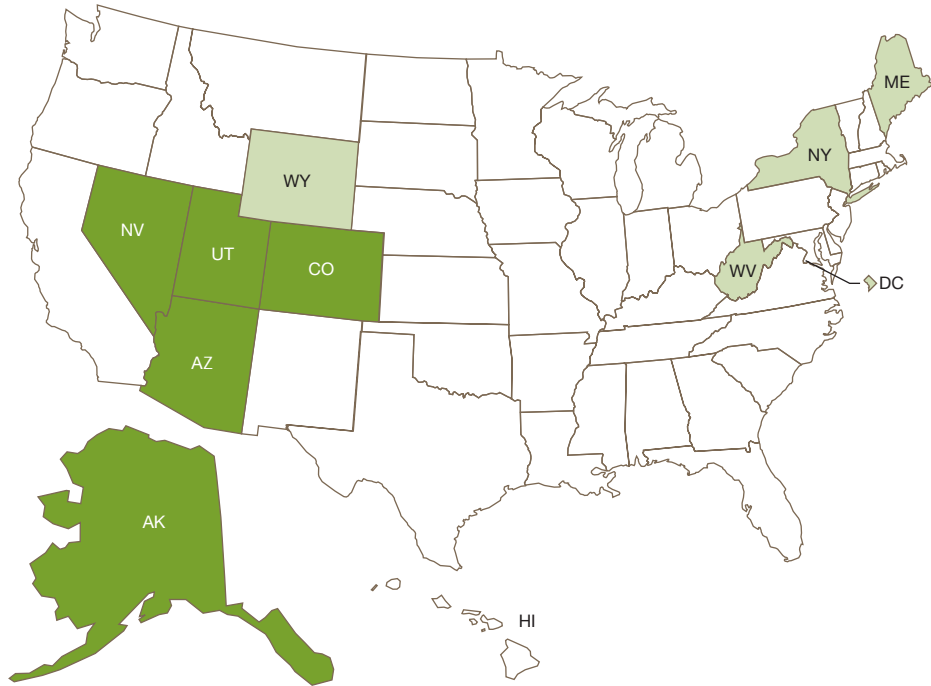
Growth Rate

High

- %
- 46.4 Nevada
- 42.0 Colorado
- 40.0 Alaska
- 33.6 Arizona
- 33.3 Utah

Low

- %
- 9.8 Maine
- 8.6 New York
- 4.1 West Virginia
- 0.0 Wyoming
- 0.0 District of Columbia



Replacement Need (in percent)

High

- %
- 100.0 District of Columbia
- 87.5 West Virginia
- 70.4 Massachusetts
- 70.0 Louisiana
- 67.5 Indiana

Low

- %
- 38.5 Delaware
- 35.0 Nevada
- 34.8 Arizona
- 33.3 Vermont
- 0.0 Hawaii

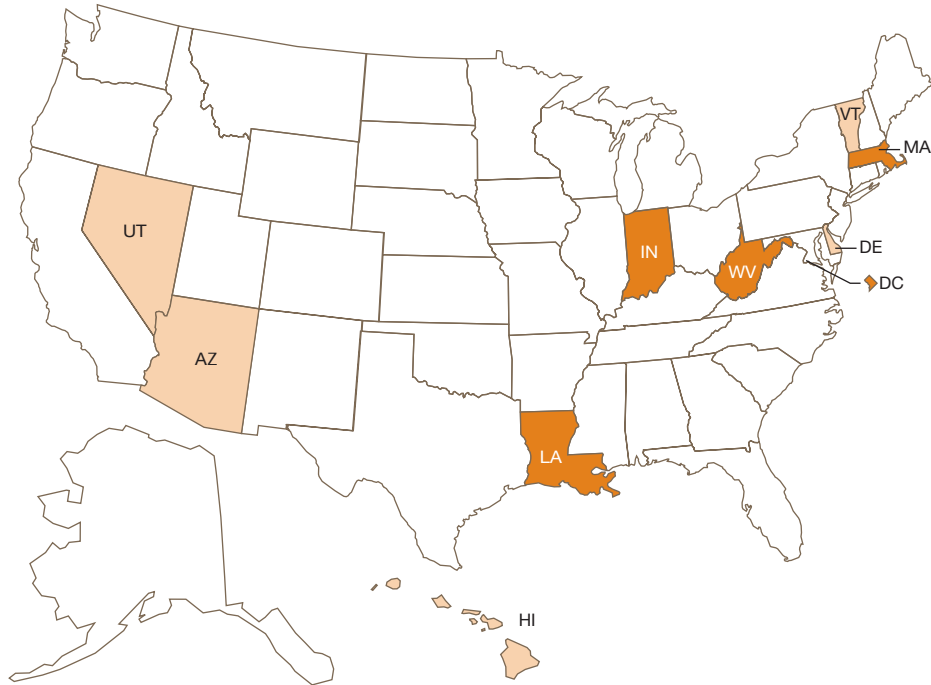
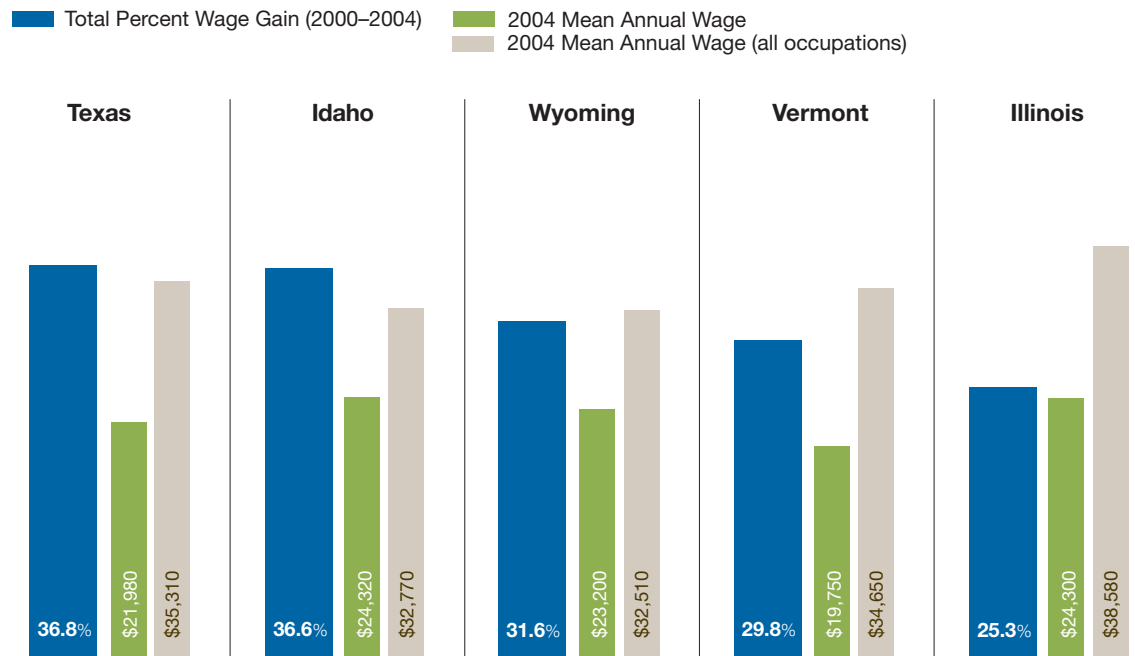
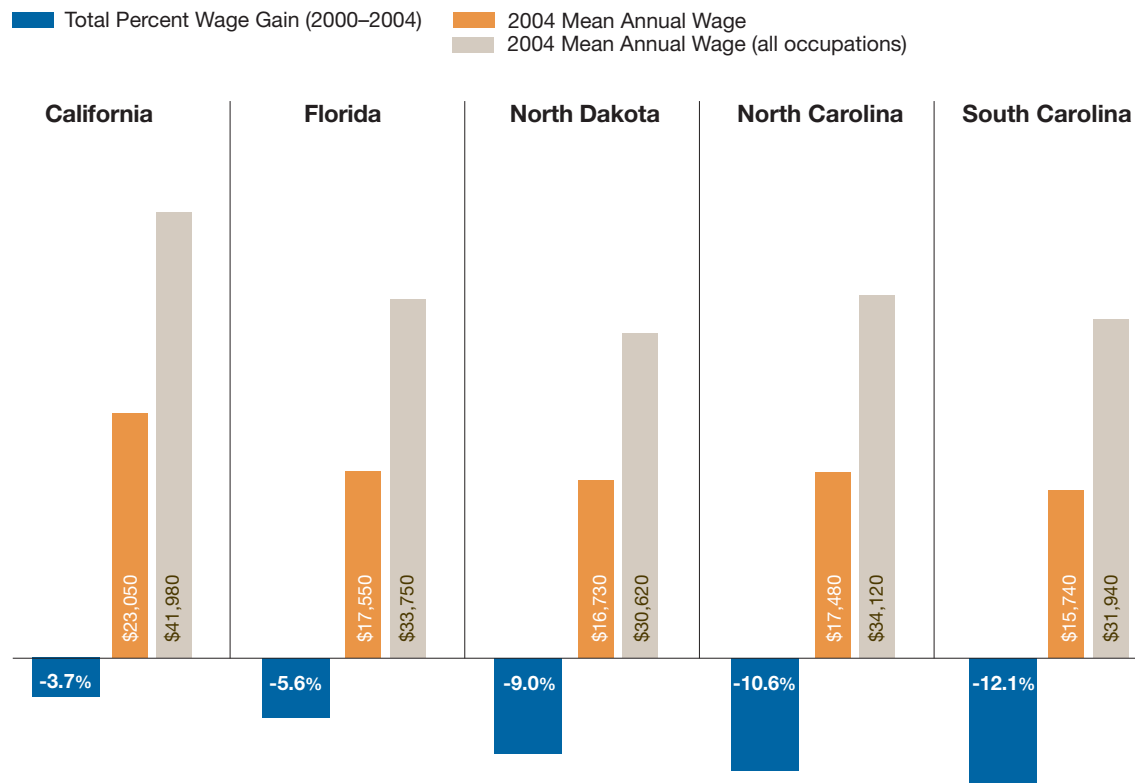


Figure 102 States with Highest and Lowest Wage Gain

Highest Wage Gain



Lowest Wage Gain



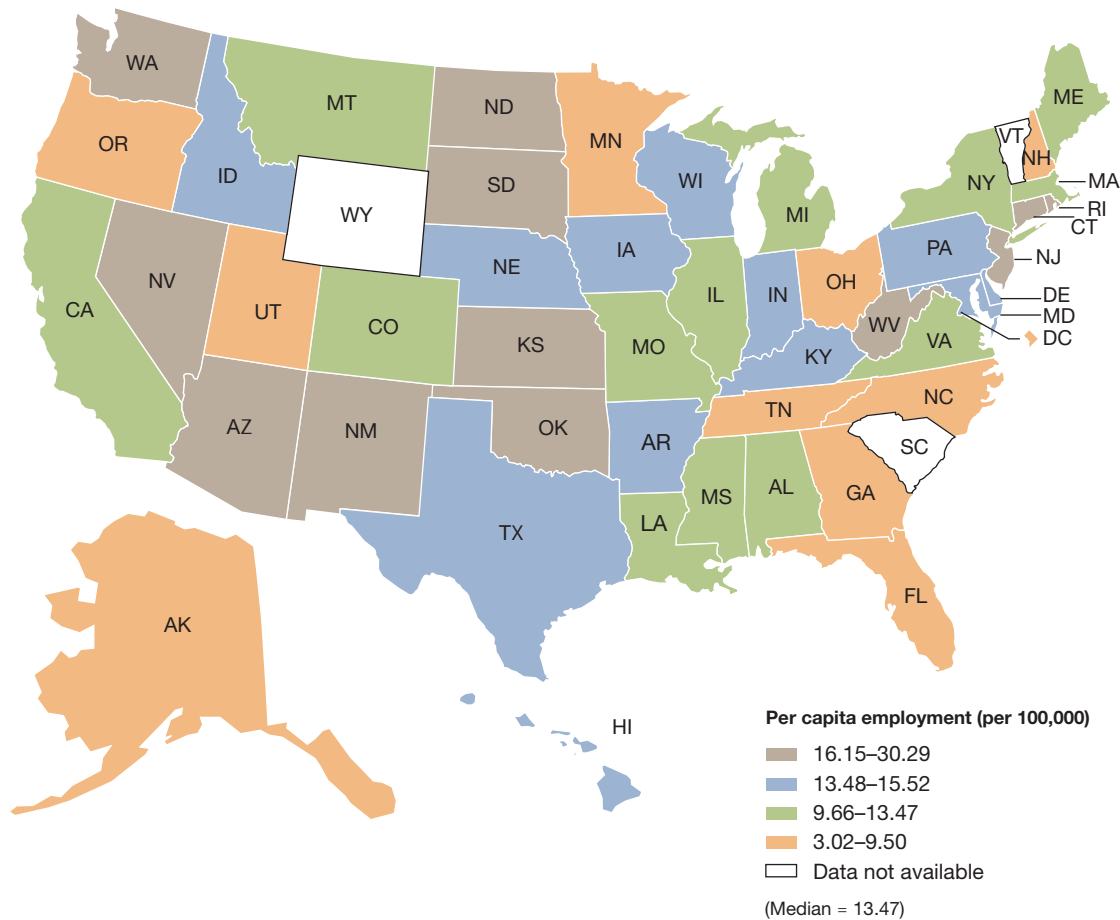
Physical Therapist Aides

Projected Growth		Annual Openings	
2002	37,000	2,332	Average Annual Openings
2012	54,000		
46%	Physical Therapist Aides	Percent of Annual Openings Due to:	
14.8%	All Frontline Workforce Occupations	73.5%	Growth
28.3%	All Health and Health Care Occupations	26.5%	Replacements

Additional Findings:

- The data available on physical therapist aides—one of the smaller frontline occupational groups profiled in this chartbook—are in conjunction with, or subsumed within, information on physical therapist assistants.
- Similar to physical therapist assistants, physical therapist aides work in a variety of settings including offices of health practitioners, medical and surgical hospitals, and nursing care facilities. (Bureau of Labor Statistics Occupational Outlook Handbook, 2004)

Figure 103 **State by State Per Capita Employment (in quartiles)**



For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 104 States with Highest and Lowest Growth and Annual Openings Due to Replacement Need

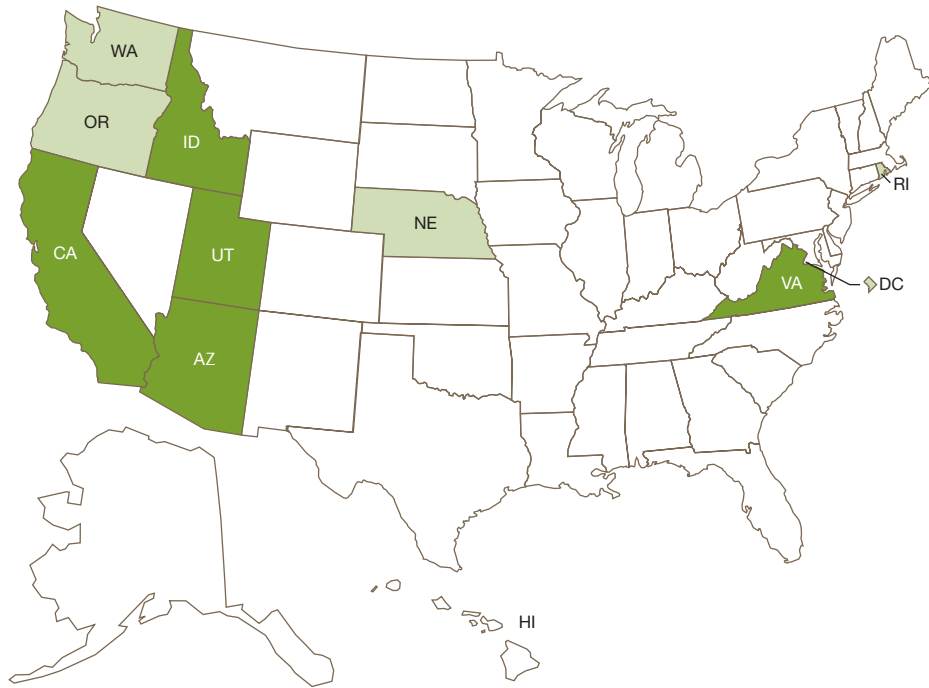
Growth Rate

High

- %
- 66.8 Idaho
- 64.7 Arizona
- 61.9 California
- 59.0 Virginia
- 57.1 Utah

Low

- %
- 24.2 Oregon
- 23.1 Nebraska
- 20.4 Washington
- 5.7 District of Columbia
- 5.1 Rhode Island



Replacement Need (in percent)

High

- %
- 100.0 District of Columbia
- 80.0 Rhode Island
- 55.0 Oregon
- 50.0 Washington
- 45.8 Colorado

Low

- %
- 20.0 New Mexico
- 20.0 North Carolina
- 20.0 Wisconsin
- 17.6 Idaho
- 0.0 Utah

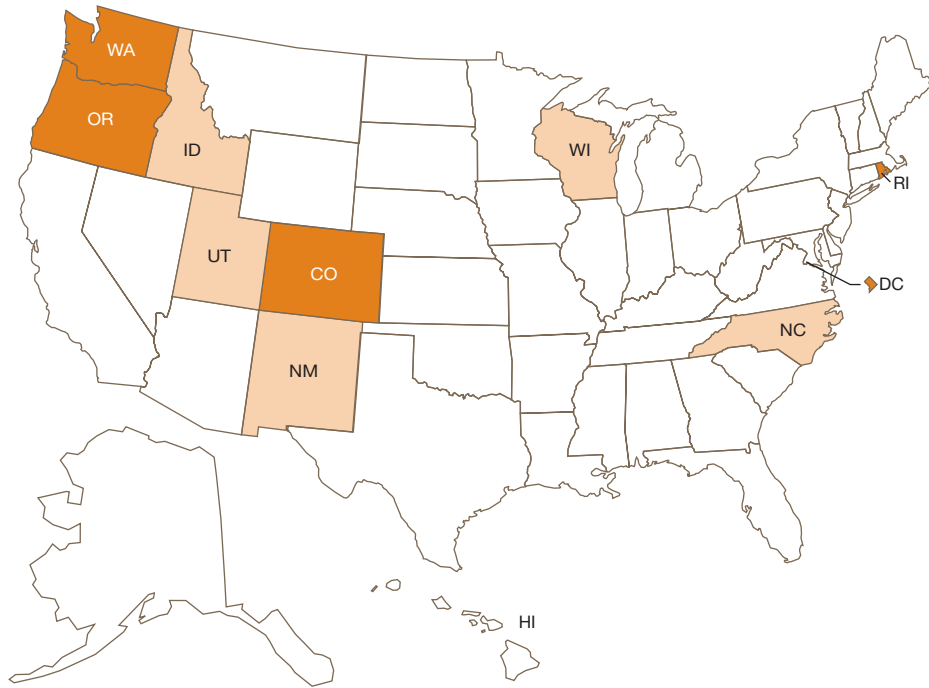
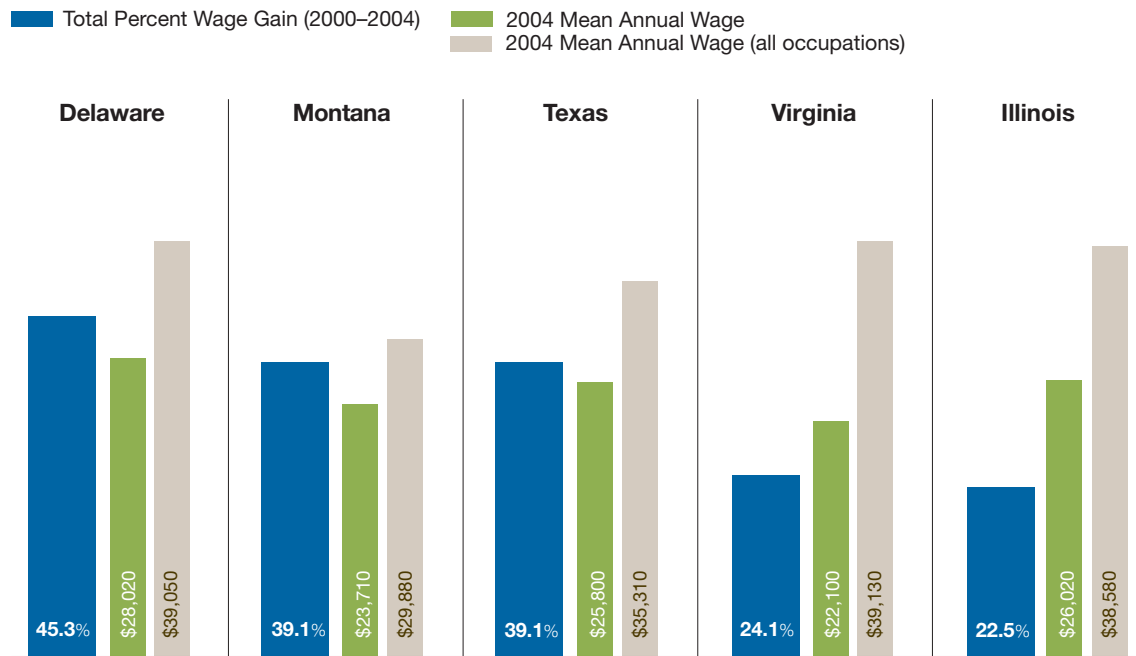
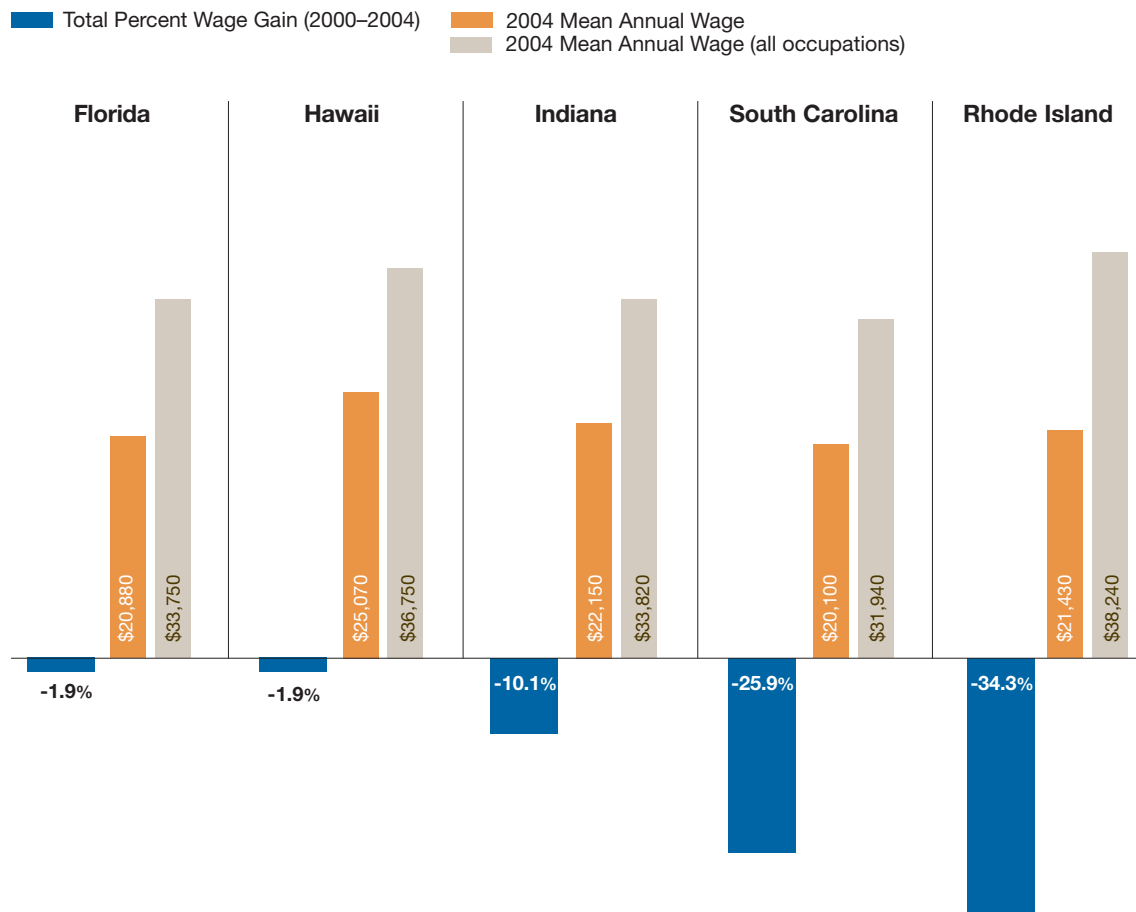


Figure 105 States with Highest and Lowest Wage Gain

Highest Wage Gain



Lowest Wage Gain



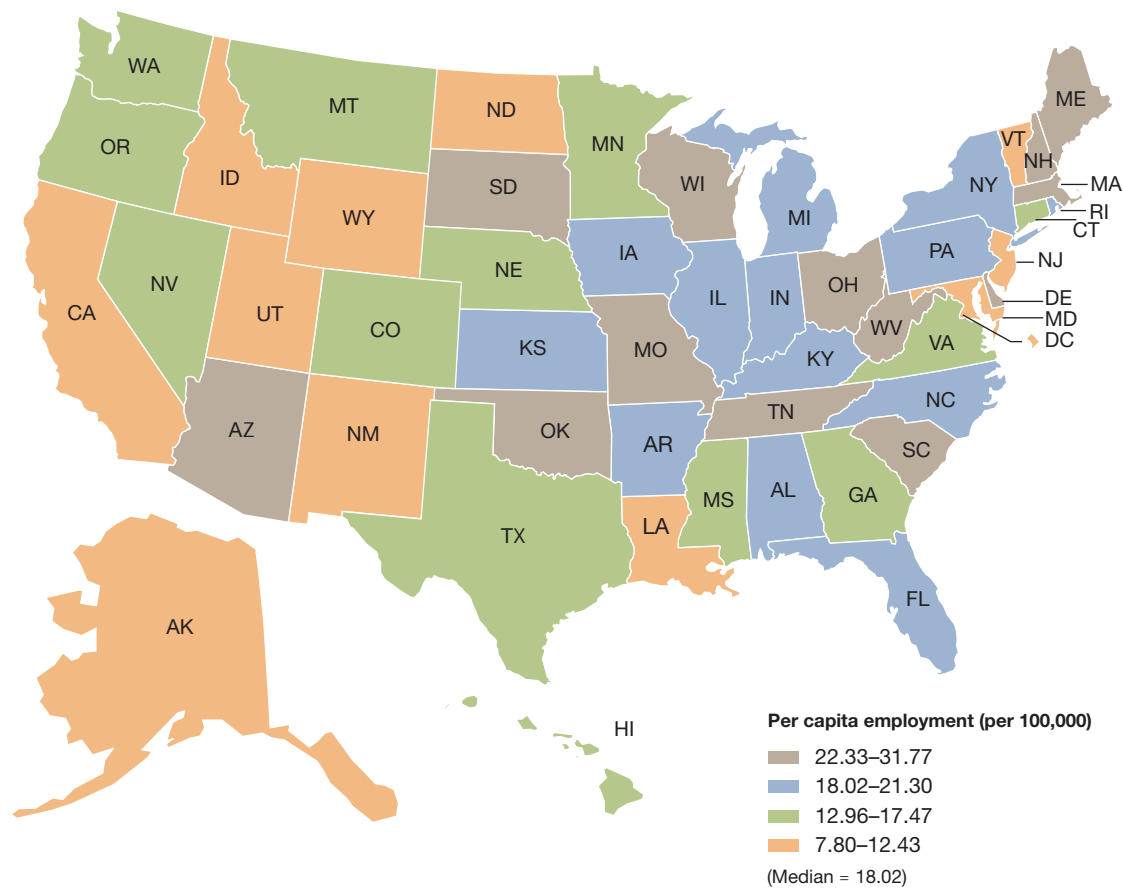
Physical Therapist Assistants

Projected Growth		Annual Openings	
2002	50,000	3,077	Average Annual Openings
2012	73,000		
46%	Physical Therapist Assistants	Percent of Annual Openings Due to:	
14.8%	All Frontline Workforce Occupations	72.8%	Growth
28.3%	All Health and Health Care Occupations	27.2%	Replacements

Additional Findings:

- Typical training for physical therapist assistants does not provide approved prerequisites to move into a physical therapist role. Those interested in advancing their career can do so through an accredited physical therapist assistant to physical therapist (PTA-PT) program. (www.allalliedhealthschools.com, 2006)
- Licensure is not mandatory for physical therapist assistants; licensing and certification requirements vary from state to state. (American Medical Association, 2005)
- Physical therapist assistants work in a variety of settings including offices of health practitioners, medical and surgical hospitals, and nursing care facilities. (Bureau of Labor Statistics Occupational Outlook Handbook, 2004)

Figure 106 **State by State Per Capita Employment (in quartiles)**



For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 107 **States with Highest and Lowest Growth and Annual Openings Due to Replacement Need**

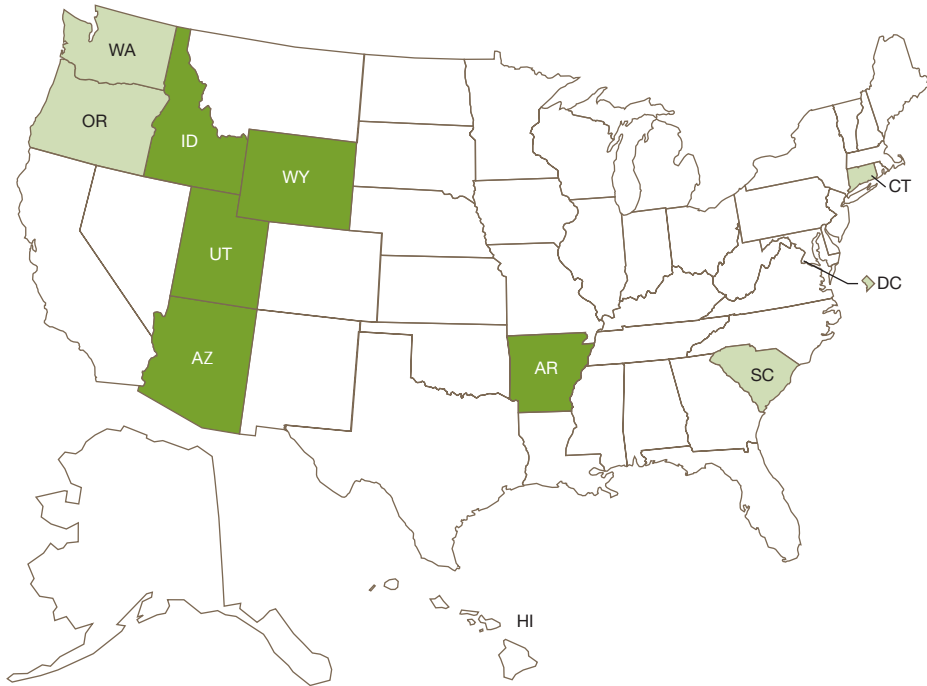
Growth Rate

High

- %
- 64.0 Arizona
- 63.5 Idaho
- 61.0 Arkansas
- 60.0 Wyoming
- 58.3 Utah

Low

- %
- 26.5 Oregon
- 25.5 Connecticut
- 21.7 Washington
- 21.4 South Carolina
- 14.3 District of Columbia



Replacement Need (in percent)

High

- %
- 56.7 Oregon
- 50.0 District of Columbia
- 46.0 Colorado
- 45.0 Oklahoma
- 45.0 South Carolina

Low

- %
- 23.1 Idaho
- 22.2 Montana
- 20.9 Arizona
- 20.5 Arkansas
- 0.0 Utah

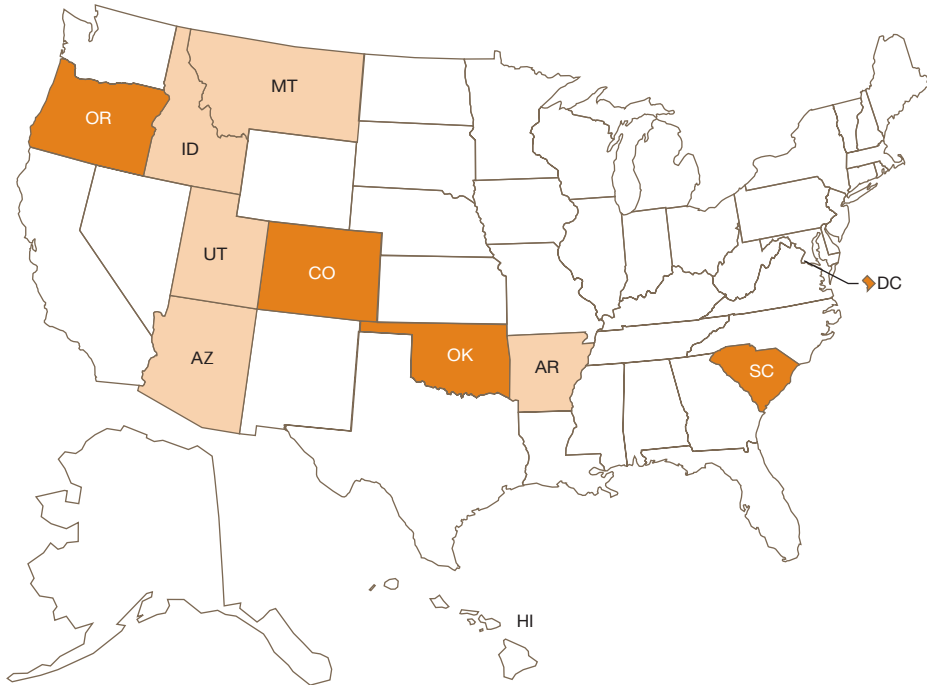
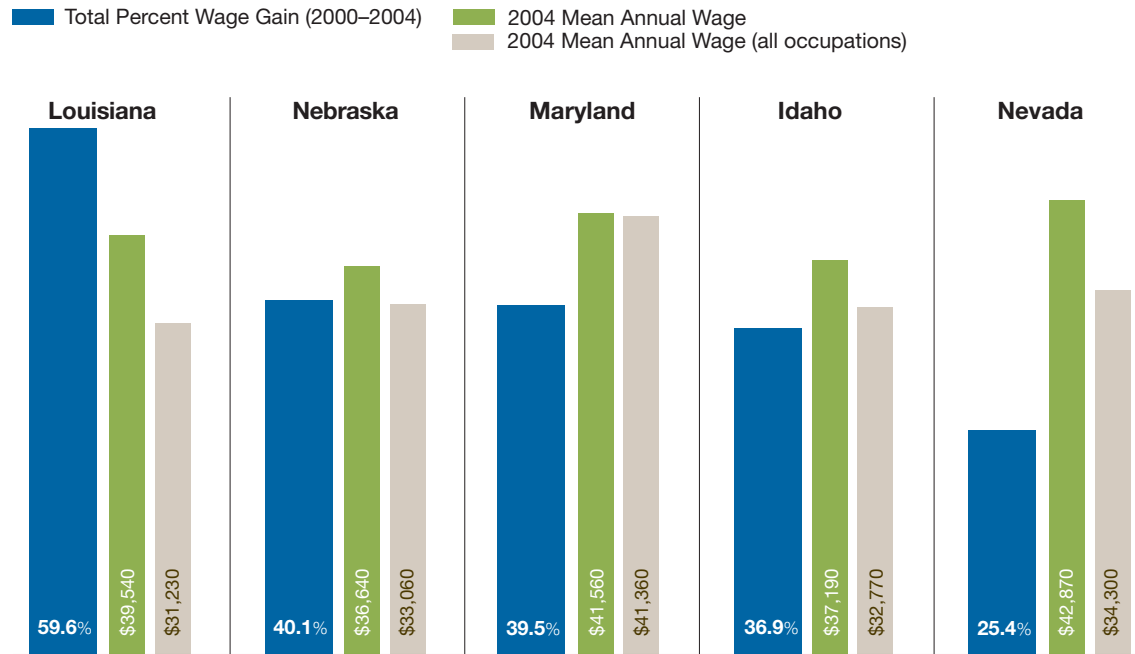
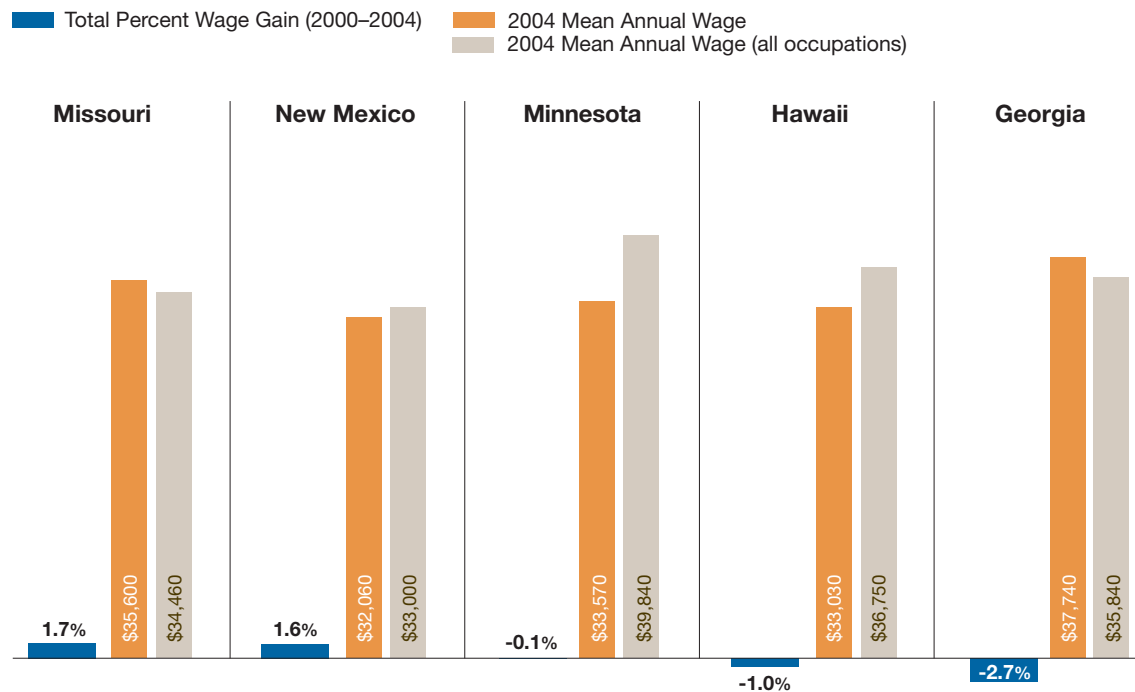


Figure 108 States with Highest and Lowest Wage Gain

Highest Wage Gain



Lowest Wage Gain



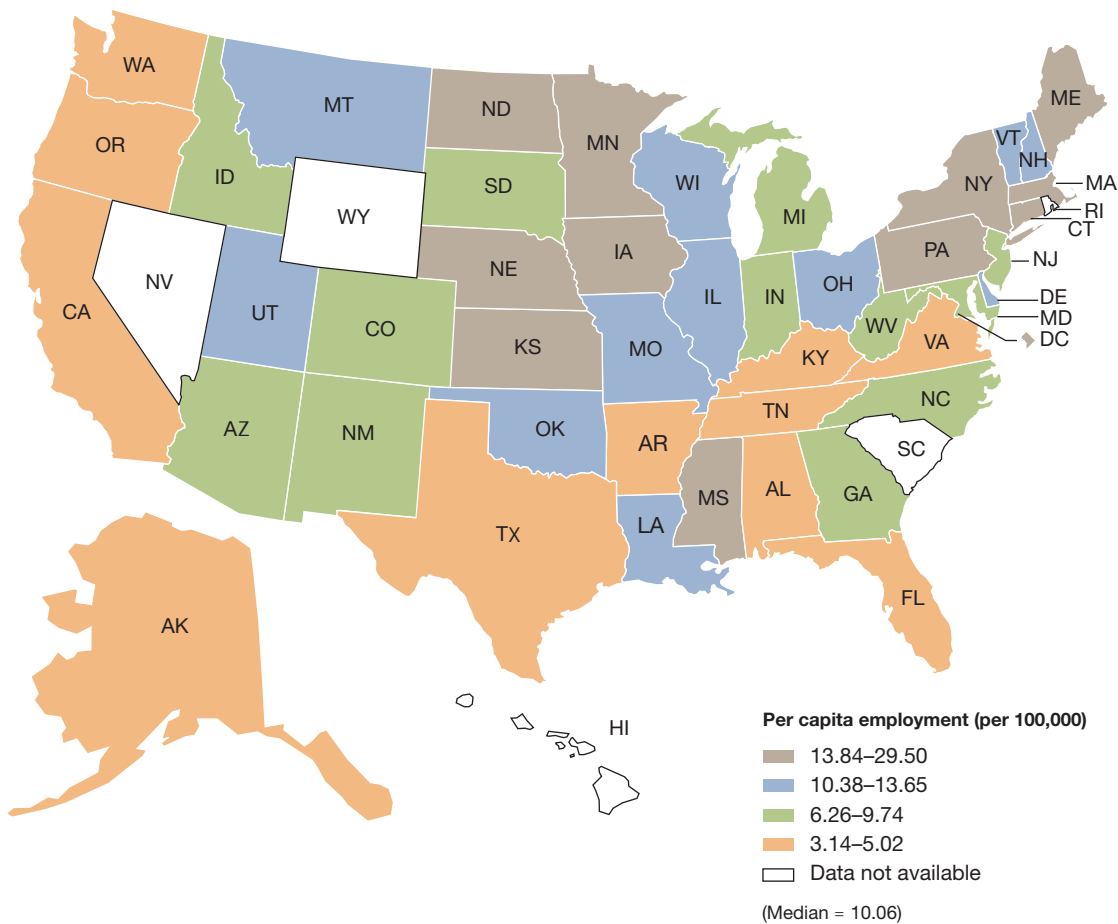
Recreational Therapists

Projected Growth		Annual Openings	
2002	27,000	880	Average Annual Openings
2012	29,000		
7%	Recreational Therapists	Percent of Annual Openings Due to:	
14.8%	All Frontline Workforce Occupations	27.5%	Growth
28.3%	All Health and Health Care Occupations	72.5%	Replacements

Additional Findings:

- Employers and national regulatory and accreditation organizations increasingly use National Council for Therapeutic Recreation Certification (NCTRC) as a criterion for employment and as a preferred entry-level credential for recreational therapists. (2004)
- Recreational therapists work in a variety of settings including nursing care facilities, medical and surgical hospitals, psychiatric and substance abuse hospitals, and state government institutions. (Bureau of Labor Statistics Occupational Outlook Handbook, 2004)

Figure 109 **State by State Per Capita Employment (in quartiles)**



For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 110 States with Highest and Lowest Growth and Annual Openings Due to Replacement Need

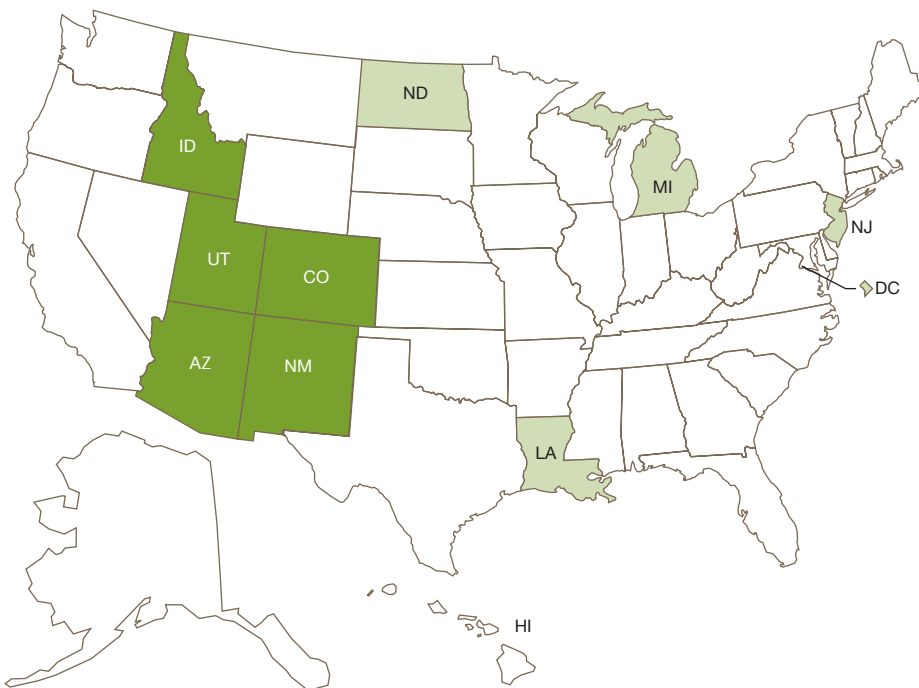
Growth Rate

High

- %
- 31.2 Arizona
- 29.0 Colorado
- 27.6 Utah
- 21.8 Idaho
- 21.4 New Mexico

Low

- %
- 0.0 New Jersey
- 0.0 District of Columbia
- 0.0 Michigan
- 0.0 North Dakota
- 0.0 Louisiana



Replacement Need (in percent)

High

- %
- 100.0 Louisiana
- 100.0 District of Columbia
- 100.0 Michigan
- 100.0 New Jersey
- 100.0 North Dakota

Low

- %
- 50.0 Utah
- 43.8 Colorado
- 40.9 Arizona
- 40.0 Idaho
- 0.0 Iowa

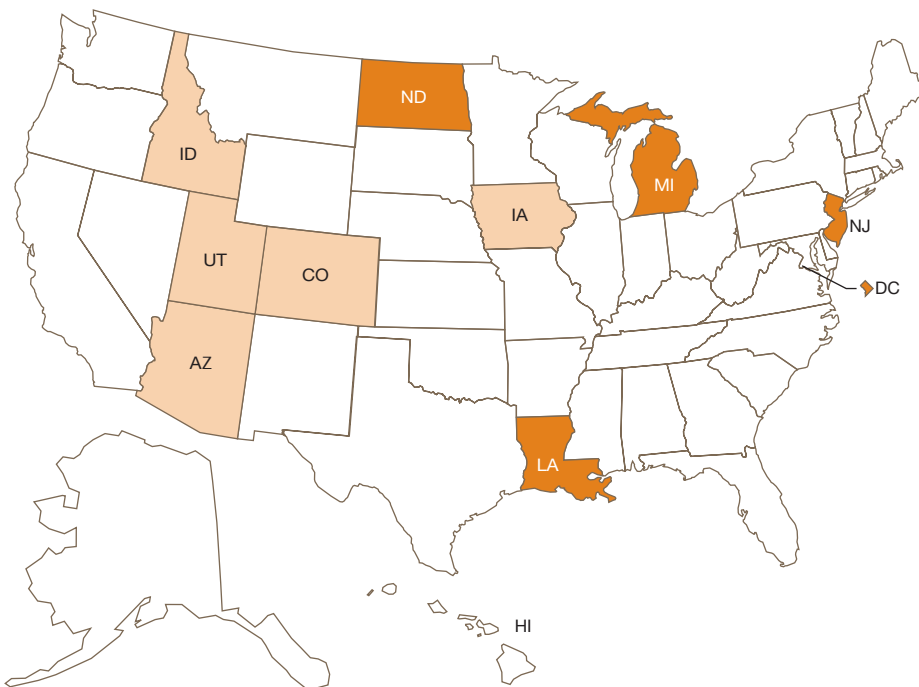
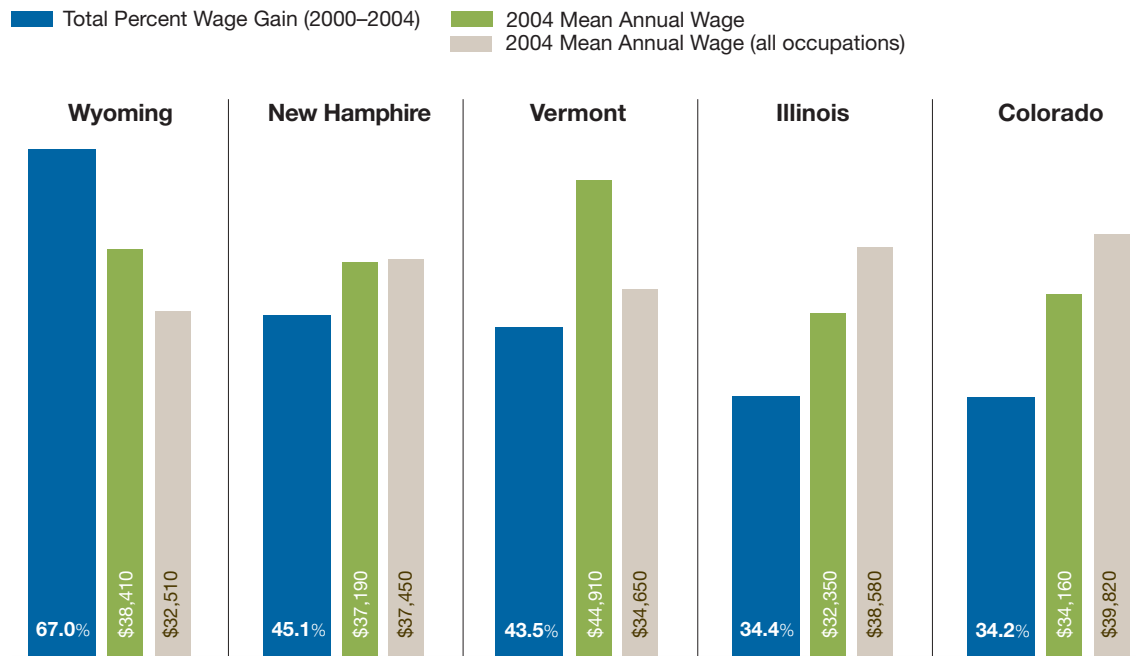
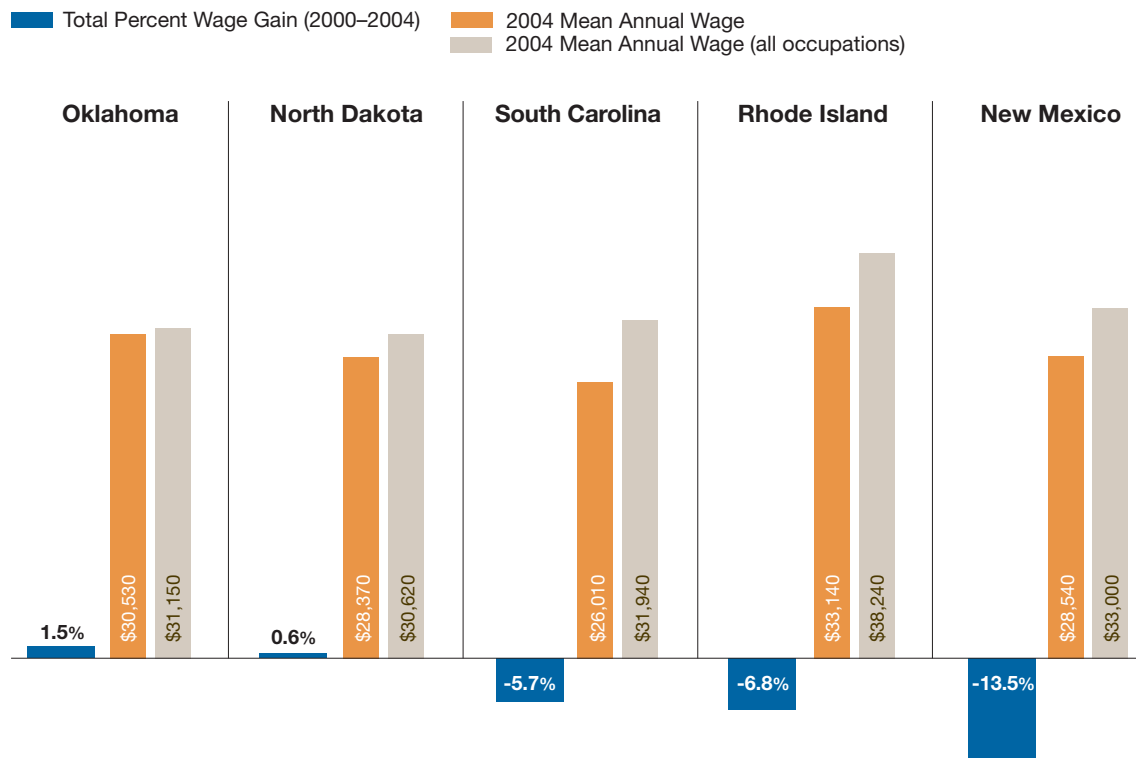


Figure 111 States with Highest and Lowest Wage Gain

Highest Wage Gain



Lowest Wage Gain



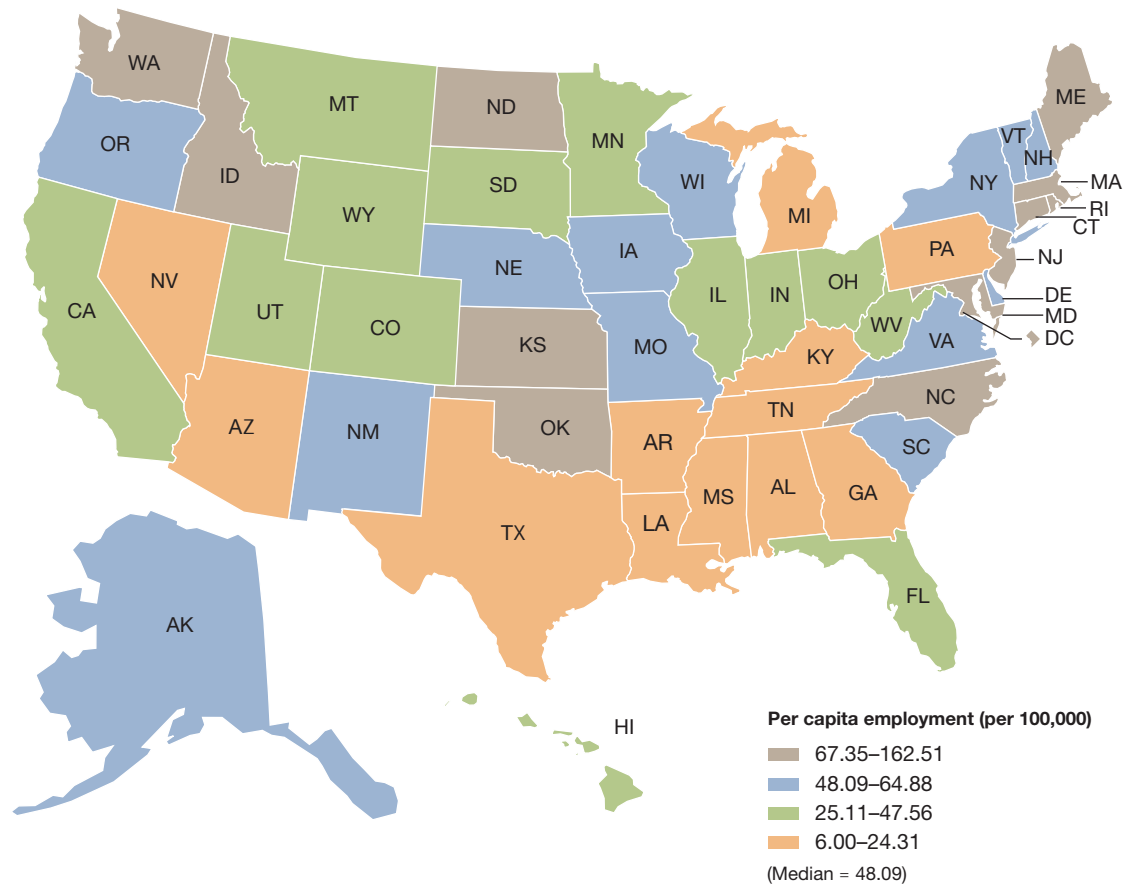
Rehabilitation Counselors

Projected Growth		Annual Openings	
2002	122,000	6,922	Average Annual Openings
2012	164,000		
34%	Rehabilitation Counselors	Percent of Annual Openings Due to:	
14.8%	All Frontline Workforce Occupations	59.7%	Growth
28.3%	All Health and Health Care Occupations	40.3%	Replacements

Additional Findings:

- The Commission on Rehabilitation Counselor Certification (CRCC) has certified more than 35,000 counselors since its inception in 1974. To sit for the certification exam, applicants must have a master's degree or be currently enrolled in an accredited master's program. (2006)
- The role of rehabilitation counselors has expanded to include aiding in transition services for children within school systems, providing geriatric rehabilitation services, and providing services for workers injured on the job through private rehabilitation counseling companies and employee assistance programs. (American Medical Association, 2005)
- Rehabilitation counselors work in a variety of settings including vocational rehabilitation services, residential mental health facilities, individual and family services, and state government institutions. (Bureau of Labor Statistics Occupational Outlook Handbook, 2004)

Figure 112 **State by State Per Capita Employment (in quartiles)**



For definitions of commonly used terms, please see page 9 of the How to Use the Chartbook section.

Figure 113 **States with Highest and Lowest Growth and Annual Openings Due to Replacement Need**

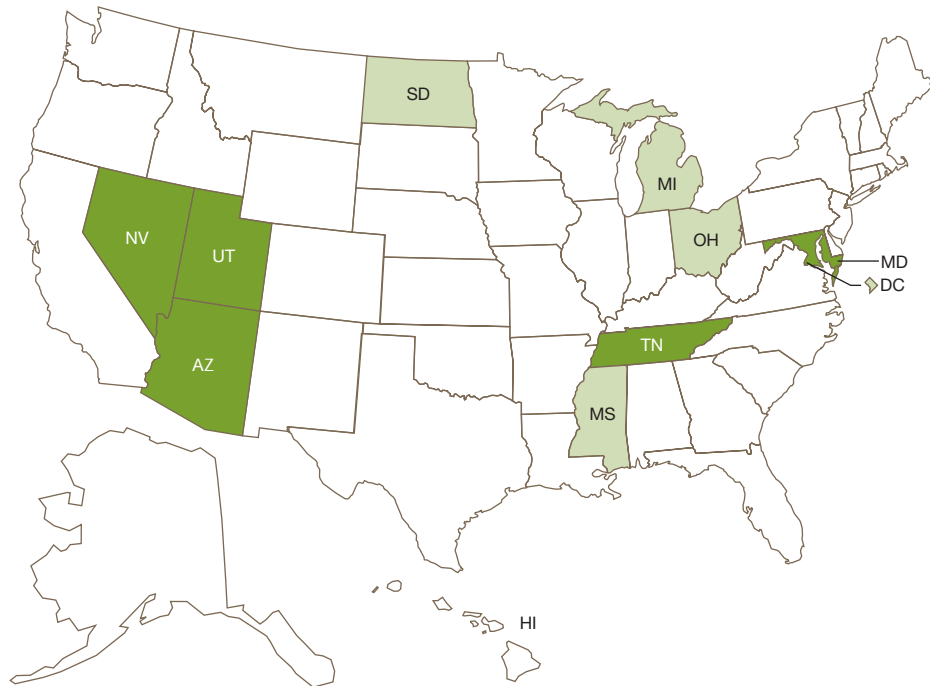
Growth Rate

High

- %
- 55.0 Maryland
- 46.2 Nevada
- 45.1 Arizona
- 43.9 Tennessee
- 43.0 Utah

Low

- %
- 10.0 District of Columbia
- 9.0 Mississippi
- 8.6 Michigan
- 7.6 Ohio
- 0.6 North Dakota



Replacement Need (in percent)

High

- %
- 92.3 North Dakota
- 75.0 Ohio
- 71.4 District of Columbia
- 71.4 Michigan
- 71.4 Mississippi

Low

- %
- 37.2 Minnesota
- 34.9 New Hampshire
- 33.3 Arizona
- 30.8 Tennessee
- 29.5 Maryland

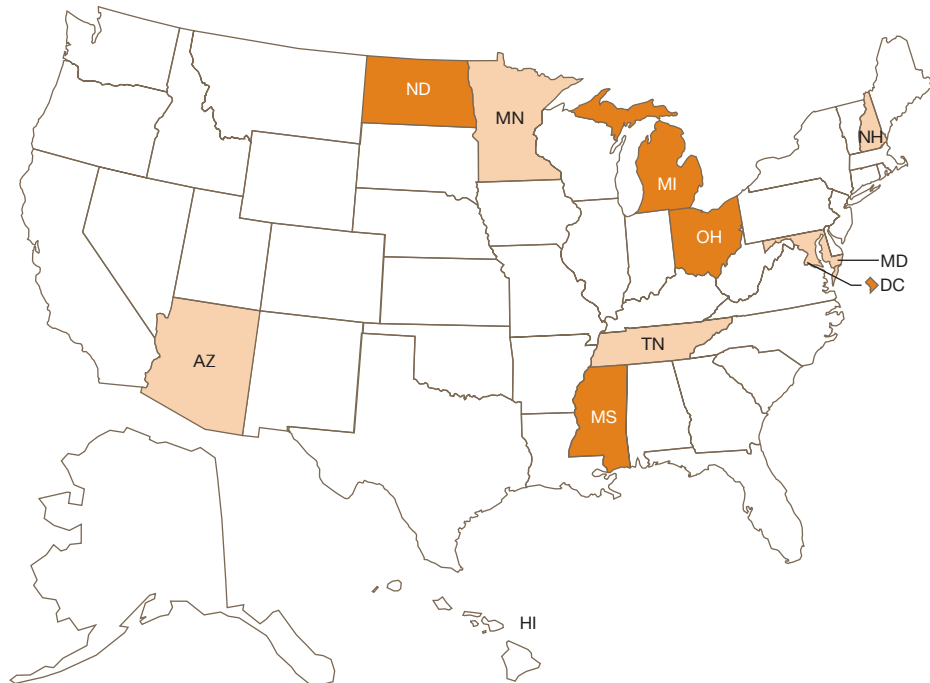
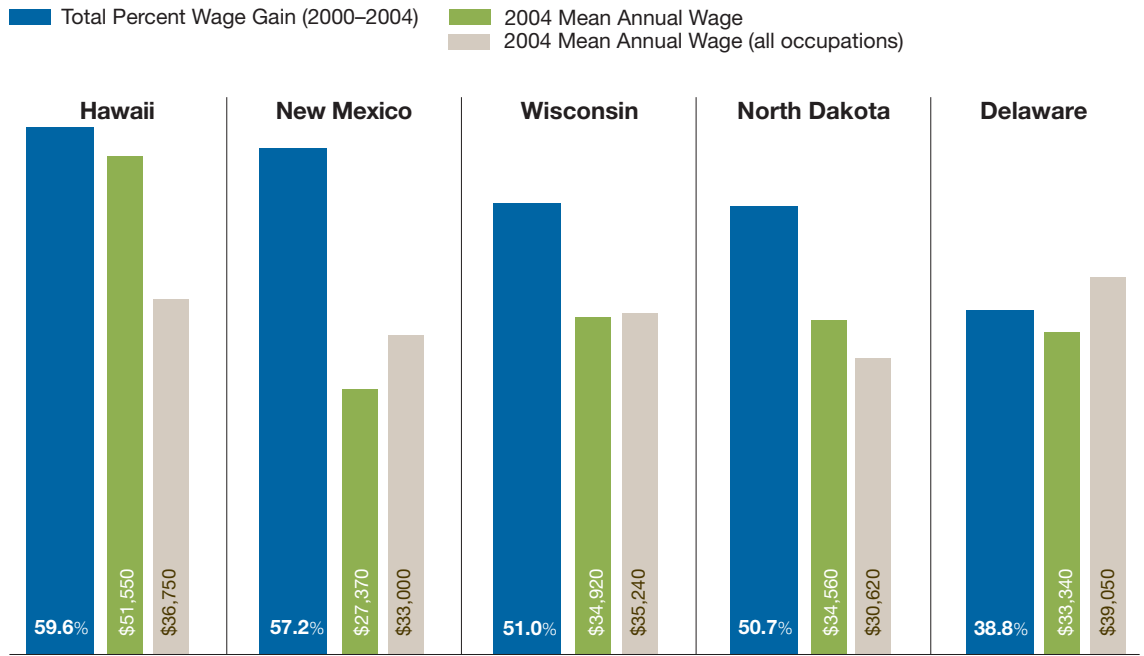
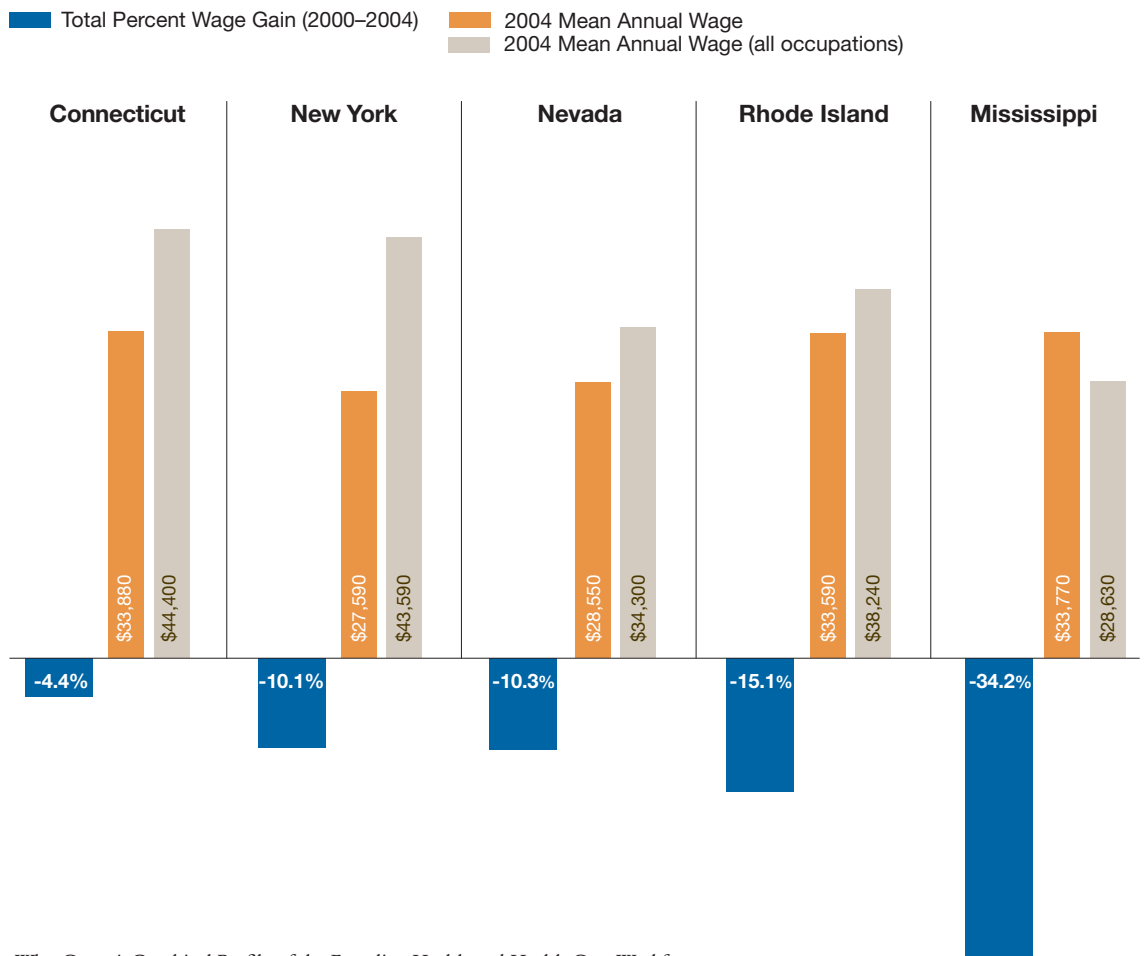


Figure 114 States with Highest and Lowest Wage Gain

Highest Wage Gain



Lowest Wage Gain



Conclusion

Summary

Frontline health and health care workers are a large, fast-growing and vital component of the workforce, constituting just over half of all health and health care occupations. As the population ages, the contributions of these workers will become even more central to the quality and cost of health care and services in this country. As a whole, the frontline workforce is growing rapidly—adding many new workers each year, with a growth rate significantly higher than other occupations, and requiring a significant number of replacement workers to fill future job openings due to turnover, workers retiring, and workers leaving the workforce altogether.

Implications for Further Policy and Research Efforts¹

This research on the frontline workforce must be placed in the context of broader challenges in the health care system and the general employment picture facing the nation over the next decade. This will take effective action from a broad spectrum of health and health care stakeholders, including employers, educators, professionals, policy-makers, labor and philanthropic entities.

Health and Health Care Employers

Labor costs exceed 60% of total health care expenditures. Any effort to change or rationalize the health care system will affect workers, their patterns of practice, and the material aspects of their employment. Although most frontline workers are at the lower end of the compensation range in health care, they represent a large, critically important segment essential to any strategy to improve the quality, lower the costs, or expand access to health care and health services in the United States. In each of these three vital areas, the nation underperforms its potential. In light of these challenges, a solitary response of recruiting or finding frontline workers to keep the clinics, long-term-care facilities and hospitals operating will be inadequate.

Industry leaders will need to incorporate the following strategies into their overall action plan:

- **Create new practice models and policies** to reshape the nature of the work for frontline workers.
- **Assist this transition by investing in care and service management technologies** to allow fewer workers to do more with less time and to engage patients and their families in more productive ways. These investments should include new facilities in addition to new technologies.

¹ Implications are based on the researchers' findings and recommendations and do not necessarily reflect the viewpoints of the Robert Wood Johnson Foundation.

- **Integrate work and education to create ladder opportunities** for the existing frontline workforce to take advantage of these new policies and technologies by getting higher levels of training on the job and improving their opportunities for higher wages and career advancement.
- **Create more collaborative, team-oriented work settings** that allow for a fuller range of contributions by these new types of frontline workers, including the responsibility to manage this service sector more effectively.
- **Develop new strategic partnerships with labor and professional organizations** who wish to change the nature of frontline work and are willing to respond creatively to the realities and challenges of the service sector.

Teaching and Learning Organizations

Frontline workers will need a different set of skills and expectations as they prepare to enter the workforce and continue to grow and learn in an occupation that may begin to resemble more of a career or profession. Educational institutions must play a vital role in reshaping program curricula, positioning themselves as career partners, and lowering the boundaries between education, service and care delivery organizations to foster deeper partnerships. Specifically, teaching and learning organizations should consider the following for strategic success:

- **Assess their programs in the context of emergent employer needs and changing student situations and demands.** Such an assessment will require a deeper commitment to securing input from both of these vital stakeholders. These conversations and interactions should be ongoing, with equal weight given to all voices at the assessment table.
- **Create delivery mechanisms to employ new teaching and learning technologies** that allow for more distance learning, assessment of competence, work-based learning and simulation. These technologies should make education more accessible and more relevant to the learner.
- **Commit to students throughout a lifetime of practice and growth,** not just a short-term training or educational program. This will require a new partnership commitment between student, school and employer that will serve each constituency as it adapts to strategic challenges.

Professional Associations and Accrediting Organizations

Although they are separate entities, professional associations and accrediting organizations often speak for the professional conscience of the frontline health care worker. They aim to represent both the public's interest and the interests of their members. Usually member interests outweigh the public's interest as professional associations pursue a familiar pathway of more restrictive and protective accreditation and licensure, more education, and higher pay. This form of protectionism has served the interests of the health professions for more than a century, but it now threatens the viability of the health care system. Instead, leaders of the frontline health professional organizations can:

- **Invite other aligned and similar frontline groups into larger affinity combinations** to consolidate action. Smaller groups will be easier to ignore in the changes that are to come; larger and broader groups will create a context for more effective action.
- **Encourage education programs to respond** to the need to create new value by changing the competencies provided to students, broadening the work to educate more generally, and making the movement through education efficient and continuous after graduation.
- **Alter the accreditation and licensure process** to focus less on testing for entry and more on continuous improvement of quality and adaptation to changes in the environment.
- **Work to ensure that the system is an agent of change** by encouraging innovation, lowering regulations, and simplifying processes involved for assurance of professional status.

Researchers

Understanding the value of the frontline workforce, how it is changing and what might be done to accelerate the change process is a valued but largely ignored topic by most researchers. Analyzing these and related dimensions of the frontline workforce in a critical manner will be essential to any effort to position the frontline occupations for significant change. To address these changes, researchers and the institutions that support them should:

- **Develop a national discussion to focus and refine a shared research agenda** related to how frontline health professionals can transition to the new roles described above.
- **Facilitate partnerships between education and delivery groups** and organizations (particularly in the private sector) to provide support for research and access to key data for action research projects that meet the business needs of the sponsoring organizations.

Policy-makers and Public Agencies

Over the past two decades, the public and private sectors have built a large infrastructure to support the development of the health and health care workforce. At the ground level, regional workforce centers are often well integrated with both employers and educators. Policy-makers and public agencies, however, often fail to connect this resource to a solution; to do so, they should take the following steps:

- **Enhance understanding of the role and experience of regional workforce centers** in developing programs to integrate education and work among employers, labor and policy-makers.
- **Target and fund breakthrough innovations** that bring rapid cycle improvement to education, transition to work, retraining and assessment of value.
- **Use existing relationships at the community level to build stronger programs** among labor, management, practice and education to demonstrate the value of such enlarged and expanded partnerships.

- **Build on the existing leadership of community and local agencies** and partnerships to strengthen their ability to negotiate and play a genuine broker role among the various parties including labor, schools and employers.

Foundations

Community, regional and national foundations have played an important role in other workforce areas, including nursing and medicine. For the frontline workforce, foundations can provide needed leadership and capital for all of the activities described above. Foundations can undertake the following specific strategic actions:

- **Convene key actors at the local, regional or state level** to discuss priorities, share resources, and determine if a shared vision can emerge.
- **Fund demonstration programs**, particularly when they involve more than one key partner or when they involve a truly innovative approach or have a demonstrated way of measuring the value of the experiment.
- **Build the leadership skills and capacities** of key actors across the continuum of stakeholders, particularly at the local and regional level.
- **Recognize achievement that advances the principles of an improved frontline workforce** and highlight particular models that are worthy of replication and implementation.

Extended Methodology and Data Availability

The research team used a deliberate process to identify a working definition of the frontline health and health care workforce, and the occupations included in that classification, for this chartbook. This definition of “frontline” is less an exclusionary mechanism than a way to delimit a set of occupational categories on which to focus the research.

The researchers used the Bureau of Labor Statistics 2000 Standard Occupational Classification (SOC) System as the source for occupational categories. The SOC offers important advantages: it is comprehensive; it is the federal government standard; and it has a flexible structure scaled from broad categories to detailed occupations. It also links to key resources such as the Bureau of Labor Statistics Occupational Employment Statistics dataset and the Occupational Outlook Handbook, and has a pre-built crosswalk to the Census 2000 databank where a wealth of job title detail (more than 31,000 titles) is available to flesh out the SOC data.

A review of the complete SOC listing of 23 major categories covering all occupations resulted in the identification of eight categories that constitute all health and health care occupations. From this group, key health care and human services occupations outside the scope of the criteria defined for this research—occupations with little or no direct patient or client contact, research-based occupations, and sales- and retail-focused occupations—were eliminated. The remaining occupational groups were reviewed and further delineated using the Census 2000 job title database, then cross-referenced using several sources, including civil service occupation listings from the federal government and four states (California, Texas, New York and New Jersey). The result is a working universe of 78 occupational groups and more than 840 Census 2000 job titles encompassing a full range of direct care providers from registered nurses and surgeons to various health care support and technical roles.

The researchers then identified and categorized the frontline health and health care delivery occupations that are a subset of the larger universe of all health and health care delivery occupations. Following a review of the preliminary available occupational data the following criteria were developed as defining characteristics of frontline workers:

- provide a high level of direct patient/client care or care delivery support services;
- require educational training of a bachelor’s degree or below; and
- earn annual wages of \$40,000 or less.

The researchers then excluded from the larger set of health and health care delivery occupations those that do not meet these criteria. Exceptions were made for a few occupational groups. Social workers and counselors are included, although many do have a master’s degree, and two allied health roles (radiologic technologists/technicians and occupational health and safety specialists) are included despite median annual earnings slightly more than \$40,000. In these cases, it was determined that the occupational categories fit the overall definition and characteristics of the frontline workforce and should therefore be included.

Initially, a preliminary report was released that profiled 20 frontline workforce occupational groups and included federal level employment and wage data, along with some secondary research presented as narrative overviews. This report details how the frontline workforce was defined and offers both quantitative and qualitative information on each of the profiled occupational groups in an effort to enhance understanding of the environment and challenges each faces (Solomon, Schindel, O’Neil and Cherner, *Defining the Frontline Workforce*, Princeton, NJ: The Robert Wood Johnson Foundation, September 2005). For this chartbook, that preliminary set of 20 occupational groups was expanded to 32. Many allied health roles—left out of the preliminary report due to the notion that sufficient information on those roles was already available—have been included here to provide a more comprehensive profile of the total frontline workforce.

National Level Data Availability

Employment Projections

The researchers gathered data on 2002 occupational employment and 2012 occupational employment projections through Bureau of Labor Statistics and individual state labor market information sources. These projections reflect:

- anticipated growth rates of frontline occupations,
- projected job openings due to occupational growth,
- projected job openings due to “replacements” (workers retiring, leaving the profession, or leaving employment altogether), and
- “total average annual job openings” (total number of job openings due to both growth and replacements needs).

Based on this data, the researchers analyzed and compared growth rate/percentage, total average annual job openings, and the percentage of openings due to growth and to replacement needs.

Wage Outlook

Using the Bureau of Labor Statistics November 2004 wage estimates, along with the archived 2000 wage estimates, the researchers gathered data on mean annual wages, the 2000–2004 wage gain, and the 10th to 90th percentile wage range for each occupation. The researchers were then able to determine the wage outlook for each occupation and compared our findings across the workforce, noting where and how occupations varied in terms of wages and earning potential.

Demographics

The demographic data available for frontline occupations are limited. The Bureau of Labor Statistics does provide some data on gender and racial breakdown within occupations, but much of the information is aggregated across several occupational categories. For instance, demographics are available for the occupational category representing all “diagnostic and related health diagnosing technologists and technicians,” which includes several frontline allied health roles as well as a few non-frontline occupations, but they are not available for particular frontline job titles

within that occupational category. Thus, it is not possible to use those demographics to make specific analyses based on particular occupations. Instead, higher-level demographics are used in this chartbook to offer insight into the frontline workforce as a whole and how selected occupational categories compare in terms of their percentage of minority workers.

Educational Training Level

The data on educational training level are also somewhat limited, but the researchers used the Bureau of Labor Statistics Occupational Projections and Training Data standard educational training level classifications to identify the most significant training and educational pathways to employment for particular frontline occupations. These data define 11 categories of educational training. Frontline workforce occupations can be categorized into six of these educational training levels:

- short-term on-the-job training (up to 1 month),
- moderate-term on-the-job training (1 to 12 months),
- postsecondary vocational award,
- associate degree,
- bachelor’s degree, and
- master’s degree.

Although these classifications are somewhat general, they are assigned to particular occupations and are not aggregated across multiple occupational categories; as a result, researchers can compare and look for patterns based on the standard educational training for occupations represented in this workforce.

Workplace Distribution

The researchers gathered federal level data on the workplace distribution for workers in frontline occupations, showing the percentage breakdown in different work settings. However, there are more than 25 “settings” categories that include not only actual settings (such as medical laboratories, psychiatric and substance abuse hospitals, and physician offices), but also more descriptive settings with affiliated employees (such as home health care services and federal government institutions). Because there are so many workplace designations, there is a great deal of distribution, and it is not possible to draw any significant inferences or analyses. However, some points of interest are included as additional findings in the occupational profiles beginning on page 27.

State Level Data Availability

One of the primary purposes of this chartbook is to provide a view of the occupational outlook for the frontline workforce at the state level in addition to the national level. State variation (or lack of variation) is highlighted for key data such as per capita employment, average occupational wage, and occupational wage gains for the frontline occupations. To keep state-level data consistent with national-level data, the researchers used occupational data from each state’s labor market information online data sources.

Employment Projections

Each state labor market information resource presents data in slightly different ways, although the majority provide occupational employment projection data aligned with the federal Bureau of Labor Statistics Standard Occupational Classification (SOC). If a state provided no occupational projection data, the researchers used the American Labor Market Information System (ALMIS) Web site (www.projectionscentral.com). This resource stores and maintains labor market, economic and occupational data and is maintained jointly by the states and the United States Department of Labor's Employment and Training Administration (ETA). In some cases, states maintain information in ALMIS that is not accessible on a separate state labor market information Web site. Some states did not have employment data for some of the occupations in the frontline workforce because the occupational population has been too small to track (indicated in the data tables with "n/a"). Data were also gathered on the total population for each state, and per capita employment for each occupation by state was calculated.

In our total growth rate and average annual openings percentage calculations we have relied on the data as presented by the state labor market information sources and/or the ALMIS web site. In a limited number of instances this produced some atypical results which we have left in the Appendix B State by State Data Tables rather than attempt to amend source data.

Wage Outlook

The researchers obtained state wage data from a database maintained by the Bureau of Labor Statistics. Although the database did not include state-by-state employment projections, it did provide some occupation-specific wage information (mentioned below) for each state. As the researchers began gathering the data, the November 2004 current wage data were released; these data were used in the analyses. For each occupation, data were on 2004 mean annual wage, 2000–2004 wage gain, and 10th–90th percentile wage range across all 50 states. Average state wage data for all occupations were also included in the analyses as a benchmark.

Unavailable Data

Although state-level employment and wage outlook and trend data were available for the research team to gather and analyze, there was no consistent source of state-level data on demographics, educational training requirements, or workplace distribution for frontline occupations. Some state labor market information sources provided an overall gender and racial breakdown for the state workforce as a whole, but these data were not available at the state level for particular occupations. Demographic, educational training, or workplace distribution information available through studies or other publications is included as additional findings in the occupational profiles beginning on page 27.

Additional Data

To supplement the core data presented through this chartbook, the researchers gathered additional data from relevant publications and reports. Particularly salient data points or patterns from these secondary resources are included in the occupational profiles.

Tables—Occupational Profiles: State by State Data

Allied Health Roles

Cardiovascular Technologists and Technicians	139
Emergency Medical Technicians and Paramedics	142
Medical Assistants	145
Medical and Clinical Laboratory Technicians	148
Medical Records and Health Information Technicians	151
Occupational Health and Safety Specialists	154
Pharmacy Technicians	157
Radiologic Technologists and Technicians	160
Respiratory Therapy Technicians	163
Surgical Technologists	166

Community and Public Health Roles

Health Educators	169
Medical and Public Health Social Workers	172
Social and Human Services Assistants	175

Long-term Care Roles

Home Health Aides	178
Nursing Aides, Orderlies and Attendants	181
Personal and Home Care Aides	184

Mental Health and Substance Abuse Roles

Mental Health Counselors	187
Mental Health and Substance Abuse Social Workers	190
Psychiatric Aides	193
Psychiatric Technicians	196
Substance Abuse and Behavioral Disorder Counselors	199

Other Frontline Occupational Roles

Child, Family, and School Social Workers	202
Dental Assistants	205
Dietetic Technicians	208
Licensed Practical and Licensed Vocational Nurses	211
Medical Transcriptionists	214
Occupational Therapist Assistants	217
Pharmacy Aides	220
Physical Therapist Aides	223
Physical Therapist Assistants	226
Recreational Therapists	229
Rehabilitation Counselors	232

Total Growth

State	Percentage
Idaho	59.8%
Nevada	58.3
Arizona	57.2
Colorado	56.6
Utah	51.9
Mississippi	49.2
Montana	48.3
New Hampshire	47.8
Georgia	47.2
North Carolina	45.6
Kansas	45.5
Florida	43.0
Texas	42.6
Maine	40.4
Wisconsin	40.3
New Mexico	40.0
Arkansas	39.5
West Virginia	38.4
South Dakota	38.2
Delaware	36.4
Minnesota	36.2
New Jersey	35.7
Indiana	35.0
Tennessee	34.6
Alaska	34.4
Rhode Island	34.1
California	33.3
Virginia	33.3
North Dakota	31.5
Ohio	30.5
Louisiana	29.9
Maryland	29.8
Missouri	29.7
Michigan	29.2
Massachusetts	29.0
Oklahoma	28.6
Iowa	28.4
Nebraska	28.1
New York	27.6
Illinois	26.3
Connecticut	26.2
Hawaii	25.0
Oregon	23.8
Kentucky	21.2
Washington	20.9
Alabama	20.5
South Carolina	17.4
Pennsylvania	16.5
District of Columbia	10.7
Vermont	N/A
Wyoming	N/A

Annual Openings Due to Replacements

State	Percentage
District of Columbia	66.7%
Pennsylvania	53.6
Washington	53.3
Utah	50.0
Kentucky	46.9
Connecticut	46.7
Oklahoma	46.7
South Carolina	46.7
Colorado	46.4
Oregon	45.0
Alabama	42.9
Massachusetts	42.9
North Dakota	42.9
Illinois	41.5
New York	41.2
Nebraska	40.0
Michigan	39.6
Maryland	39.1
Ohio	37.8
Kansas	37.5
New Jersey	37.5
Missouri	36.7
Tennessee	36.4
Arkansas	35.3
California	35.3
Virginia	35.1
Louisiana	35.0
West Virginia	34.8
Delaware	33.3
Idaho	33.3
Iowa	33.3
Minnesota	33.3
Rhode Island	33.3
South Dakota	33.3
Texas	31.0
Maine	30.8
Indiana	30.0
Montana	30.0
Nevada	30.0
Florida	28.9
Georgia	28.6
North Carolina	28.6
Mississippi	26.7
New Hampshire	25.0
Wisconsin	25.0
Arizona	23.7
Alaska	N/A
Hawaii	N/A
New Mexico	N/A
Vermont	N/A
Wyoming	N/A

Per Capita (total population)

State	Per 100,000
District of Columbia	37.9
Maryland	24.1
North Dakota	23.0
South Carolina	22.4
West Virginia	22.4
Michigan	21.1
South Dakota	20.0
Kentucky	19.8
Alabama	19.6
Louisiana	19.4
Massachusetts	19.3
Pennsylvania	19.1
Nebraska	18.9
Florida	18.8
Tennessee	18.5
New York	18.4
Connecticut	17.6
Nevada	16.6
Maine	16.4
New Jersey	16.3
Indiana	16.2
Oklahoma	16.1
Montana	15.9
Rhode Island	15.9
Mississippi	15.4
Virginia	15.1
Ohio	14.6
Illinois	14.5
New Hampshire	14.4
Minnesota	14.3
Delaware	13.6
Hawaii	13.0
Georgia	12.6
Iowa	12.6
North Carolina	12.4
Kansas	12.2
Oregon	11.9
Colorado	11.8
Utah	11.6
Wisconsin	11.4
Missouri	11.3
Washington	11.0
Arkansas	10.9
Texas	10.8
California	9.4
Arizona	9.2
New Mexico	8.1
Idaho	6.1
Alaska	5.0
Vermont	N/A
Wyoming	N/A

2000–2004 Wage Gain

State	Mean Annual		Percent Gain from 2000–2004
	2000	2004	
Maine	\$29,900	\$42,710	42.8%
Alabama	27,920	39,330	40.9
Nevada	31,060	42,430	36.6
Indiana	26,790	35,680	33.2
North Dakota	25,470	33,720	32.4
Virginia	32,910	43,010	30.7
New Jersey	36,710	47,970	30.7
Mississippi	28,110	36,740	30.7
Nebraska	31,170	40,490	29.9
Rhode Island	34,130	43,610	27.8
Alaska	42,150	53,620	27.2
Texas	31,300	39,240	25.4
Tennessee	27,950	34,850	24.7
Oregon	36,280	45,040	24.1
Washington	42,520	52,650	23.8
New Mexico	34,230	42,030	22.8
Pennsylvania	31,330	38,480	22.8
North Carolina	33,430	40,630	21.5
Georgia	29,920	36,360	21.5
Idaho	31,480	38,180	21.3
Michigan	37,270	44,970	20.7
Wisconsin	33,110	39,820	20.3
Iowa	30,420	36,330	19.4
Colorado	35,050	41,800	19.3
Kansas	33,300	39,680	19.2
California	40,180	47,760	18.9
Arkansas	33,090	39,170	18.4
Massachusetts	41,090	47,280	15.1
New Hampshire	41,720	47,900	14.8
Ohio	35,340	40,290	14.0
Missouri	30,850	34,980	13.4
Illinois	34,160	38,670	13.2
Arizona	35,080	39,530	12.7
South Dakota	33,090	37,200	12.4
District of Columbia	39,590	44,440	12.3
Maryland	39,860	43,460	9.0
Florida	33,090	36,060	9.0
Hawaii	39,130	42,340	8.2
New York	41,270	44,260	7.2
West Virginia	33,410	35,150	5.2
Louisiana	31,250	32,780	4.9
Connecticut	42,020	43,570	3.7
Oklahoma	28,030	29,050	3.6
Montana	39,140	38,640	-1.3
Kentucky	35,930	35,420	-1.4
South Carolina	41,770	39,450	-5.6
Delaware	37,520	N/A	N/A
Minnesota	N/A	41,550	N/A
Utah	35,230	N/A	N/A
Vermont	\$32,440	N/A	N/A

2004 Wage with State Wage Benchmark

State	2004 Annual Wage	2004 State Annual Wage
Washington	\$52,650	\$40,860
Alaska	53,620	42,170
New Hampshire	47,900	37,450
Arkansas	39,170	29,560
Maine	42,710	33,480
New Mexico	42,030	33,000
Montana	38,640	29,880
Nevada	42,430	34,300
South Dakota	37,200	29,080
Mississippi	36,740	28,630
Oregon	45,040	36,980
South Carolina	39,450	31,940
Nebraska	40,490	33,060
Alabama	39,330	31,940
North Carolina	40,630	34,120
Kansas	39,680	33,780
California	47,760	41,980
Hawaii	42,340	36,750
Idaho	38,180	32,770
Michigan	44,970	39,590
Rhode Island	43,610	38,240
New Jersey	47,970	43,040
West Virginia	35,150	30,470
Arizona	39,530	34,880
Wisconsin	39,820	35,240
Ohio	40,290	35,910
Iowa	36,330	31,990
Texas	39,240	35,310
Virginia	43,010	39,130
Kentucky	35,420	32,170
North Dakota	33,720	30,620
Pennsylvania	38,480	35,970
Florida	36,060	33,750
Tennessee	34,850	32,730
Maryland	43,460	41,360
Colorado	41,800	39,820
Massachusetts	47,280	45,290
Indiana	35,680	33,820
Minnesota	41,550	39,840
Louisiana	32,780	31,230
New York	44,260	43,590
Georgia	36,360	35,840
Missouri	34,980	34,460
Illinois	38,670	38,580
Connecticut	43,570	44,400
Oklahoma	29,050	31,150
District of Columbia	44,440	57,980

10–90 Wage Percentile Differential

State	Annual Percentiles		Percent Differential
	10th	90th	
Alabama	\$17,960	\$70,300	291.4%
Louisiana	16,510	54,900	232.5
Virginia	22,120	69,330	213.4
Mississippi	18,320	56,840	210.3
Arizona	23,320	70,750	203.4
Oklahoma	16,860	50,170	197.6
Massachusetts	25,230	73,730	192.2
Oregon	23,950	68,120	184.4
Missouri	19,660	55,490	182.2
Idaho	21,100	59,170	180.4
Maine	22,330	62,330	179.1
Georgia	20,410	56,380	176.2
Tennessee	19,910	54,810	175.3
Indiana	20,370	56,060	175.2
Kentucky	20,110	55,300	175.0
Texas	21,340	58,310	173.2
Florida	20,290	55,320	172.6
South Dakota	20,480	55,460	170.8
Colorado	24,250	65,500	170.1
Connecticut	25,140	67,060	166.7
North Dakota	19,800	52,640	165.9
Illinois	22,210	58,390	162.9
South Carolina	22,220	58,220	162.0
Pennsylvania	22,140	57,430	159.4
Rhode Island	25,260	64,150	154.0
Montana	22,630	56,710	150.6
North Carolina	23,540	58,780	149.7
Kansas	22,500	56,120	149.4
New Hampshire	27,660	67,570	144.3
New York	26,480	64,600	144.0
Nebraska	23,690	57,680	143.5
Hawaii	25,660	62,400	143.2
California	28,760	69,890	143.0
Alaska	30,780	74,480	142.0
Arkansas	23,510	56,880	141.9
Wisconsin	24,210	57,810	138.8
New Mexico	23,980	57,220	138.6
Minnesota	25,410	59,330	133.5
New Jersey	30,070	69,260	130.3
Maryland	25,980	59,090	127.4
Ohio	25,030	55,780	122.9
Washington	32,280	71,580	121.7
Nevada	26,350	57,580	118.5
District of Columbia	27,850	60,550	117.4
Michigan	27,940	59,830	114.1
West Virginia	21,660	45,980	112.3
Iowa	23,910	49,270	106.1

Total Growth

State	Percentage
Arizona	108.6%
Colorado	48.6
Nevada	44.3
New Mexico	40.2
Utah	38.9
Minnesota	38.2
New Hampshire	37.8
Virginia	36.2
Texas	35.7
Mississippi	34.8
Alabama	34.1
Kansas	33.5
Vermont	33.2
Montana	32.5
Arkansas	32.3
California	32.1
Georgia	31.4
Pennsylvania	30.5
New Jersey	30.2
Oklahoma	29.8
Florida	29.2
Louisiana	29.0
Alaska	28.6
Kentucky	28.3
Wisconsin	28.1
Missouri	27.6
South Dakota	27.5
Ohio	27.5
North Dakota	27.2
Rhode Island	25.8
West Virginia	24.4
North Carolina	24.4
Delaware	24.1
New York	24.1
Idaho	24.0
Indiana	23.5
Illinois	23.0
Maryland	23.0
South Carolina	21.7
Maine	21.0
Hawaii	20.8
Nebraska	20.8
Tennessee	20.8
Washington	19.8
Iowa	19.6
Wyoming	16.7
Massachusetts	16.1
Oregon	15.9
Connecticut	12.9
Michigan	12.7
District of Columbia	0.0

Annual Openings Due to Replacements

State	Percentage
District of Columbia	100.0
Massachusetts	60.8
Oregon	60.0
Wyoming	60.0
Hawaii	50.0
Connecticut	48.6
Michigan	47.4
Colorado	46.6
Alaska	45.0
Kansas	43.0
Washington	42.5
Iowa	41.7
Nebraska	38.5
South Carolina	36.7
Tennessee	36.4
Maine	34.7
Illinois	33.3
Indiana	33.3
Rhode Island	33.3
West Virginia	32.9
Maryland	32.7
Idaho	32.5
New York	32.4
Louisiana	30.7
North Carolina	30.4
Delaware	30.0
Wisconsin	30.0
Missouri	29.5
Ohio	29.5
New Jersey	29.4
Florida	28.9
Kentucky	28.8
North Dakota	28.6
Pennsylvania	27.4
South Dakota	27.3
California	26.7
Nevada	26.7
Arkansas	26.2
Alabama	25.9
Georgia	25.2
Montana	25.0
Utah	25.0
Mississippi	24.7
Oklahoma	24.4
Texas	24.3
New Hampshire	23.8
Virginia	23.8
Vermont	23.5
Minnesota	22.8
New Mexico	18.0
Arizona	9.7

Per Capita (total population)

State	Per 100,000
District of Columbia	124.0
Maine	116.5
North Dakota	114.7
Pennsylvania	112.9
West Virginia	108.8
Kentucky	98.5
Missouri	93.8
Kansas	93.6
Wisconsin	90.3
Massachusetts	88.9
Tennessee	87.2
Idaho	84.8
Connecticut	80.7
Ohio	80.1
Georgia	79.4
North Carolina	76.5
South Dakota	75.6
Louisiana	74.8
Arkansas	70.9
Mississippi	70.0
Minnesota	68.5
Utah	67.7
Illinois	67.1
Iowa	67.0
New Hampshire	66.2
Oklahoma	65.4
Colorado	65.4
Alabama	64.0
Vermont	62.0
Montana	60.4
Maryland	60.4
Texas	56.2
Michigan	55.6
Indiana	55.4
New Mexico	55.0
Alaska	54.6
New York	54.6
Rhode Island	51.5
Florida	51.2
New Jersey	50.1
Oregon	48.3
Wyoming	48.1
Nevada	44.7
South Carolina	42.6
California	39.2
Hawaii	38.9
Washington	38.2
Virginia	36.2
Delaware	36.0
Arizona	28.4
Nebraska	22.5

2000–2004 Wage Gain

State	Mean Annual		Percent Gain from 2000–2004
	2000	2004	
North Dakota	\$18,510	\$26,960	45.7%
Rhode Island	23,240	33,290	43.2
Maryland	26,270	37,260	41.8
Wyoming	17,740	25,060	41.3
Hawaii	25,980	35,960	38.4
Utah	18,970	26,180	38.0
Alaska	29,060	39,020	34.3
Idaho	22,860	30,160	31.9
Massachusetts	26,700	34,810	30.4
Missouri	25,050	31,250	24.8
Michigan	23,340	29,010	24.3
New Hampshire	23,170	28,360	22.4
Arizona	21,760	26,610	22.3
Nebraska	21,760	26,570	22.1
Iowa	20,430	24,680	20.8
Kansas	17,940	21,590	20.3
Georgia	22,100	26,470	19.8
Vermont	20,560	24,590	19.6
New York	29,290	34,560	18.0
Indiana	22,590	26,490	17.3
New Jersey	27,160	31,650	16.5
Kentucky	19,630	22,820	16.3
Texas	22,460	26,040	15.9
Colorado	27,680	31,970	15.5
Maine	21,440	24,650	15.0
North Carolina	23,900	27,390	14.6
Ohio	23,990	27,410	14.3
Mississippi	22,200	25,320	14.1
Washington	32,080	36,410	13.5
Arkansas	21,460	24,350	13.5
Pennsylvania	22,550	25,300	12.2
Louisiana	24,320	27,120	11.5
Virginia	23,810	26,550	11.5
New Mexico	26,610	29,610	11.3
South Carolina	24,290	26,980	11.1
South Dakota	21,070	23,210	10.2
Connecticut	29,130	32,030	10.0
Illinois	26,960	29,500	9.4
Florida	25,810	28,220	9.3
Montana	19,400	21,000	8.2
Minnesota	27,550	29,670	7.7
Tennessee	24,500	25,030	2.2
West Virginia	19,580	19,650	0.4
Wisconsin	22,700	22,380	-1.4
Alabama	21,600	21,150	-2.1
California	29,580	27,460	-7.2
Oregon	35,460	29,260	-17.5
Delaware	N/A	30,150	N/A
District of Columbia	N/A	40,800	N/A
Nevada	N/A	N/A	N/A
Oklahoma	19,580	N/A	N/A

2004 Wage with State Wage Benchmark

State	2004 Annual Wage	2004 State Annual Wage
Hawaii	\$35,960	\$36,750
Idaho	30,160	32,770
Alaska	39,020	42,170
Missouri	31,250	34,460
Mississippi	25,320	28,630
New Mexico	29,610	33,000
North Dakota	26,960	30,620
Louisiana	27,120	31,230
Maryland	37,260	41,360
Washington	36,410	40,860
Rhode Island	33,290	38,240
South Carolina	26,980	31,940
Arkansas	24,350	29,560
Florida	28,220	33,750
South Dakota	23,210	29,080
Nebraska	26,570	33,060
North Carolina	27,390	34,120
Iowa	24,680	31,990
Indiana	26,490	33,820
Wyoming	25,060	32,510
Oregon	29,260	36,980
Tennessee	25,030	32,730
Colorado	31,970	39,820
Utah	26,180	34,110
Arizona	26,610	34,880
Ohio	27,410	35,910
Maine	24,650	33,480
Montana	21,000	29,880
Delaware	30,150	39,050
New York	34,560	43,590
Illinois	29,500	38,580
New Hampshire	28,360	37,450
Texas	26,040	35,310
Kentucky	22,820	32,170
Georgia	26,470	35,840
Vermont	24,590	34,650
Minnesota	29,670	39,840
Massachusetts	34,810	45,290
Michigan	29,010	39,590
Pennsylvania	25,300	35,970
Alabama	21,150	31,940
West Virginia	19,650	30,470
New Jersey	31,650	43,040
Kansas	21,590	33,780
Connecticut	32,030	44,400
Virginia	26,550	39,130
Wisconsin	22,380	35,240
California	27,460	41,980
District of Columbia	40,800	57,980
Nevada	N/A	34,300
Oklahoma	N/A	31,150

10–90 Wage Percentile Differential

State	Annual Percentiles		Percent Differential
	10th	90th	
Maryland	\$17,210	\$67,040	289.5%
Washington	13,160	44,120	235.3
Hawaii	15,810	52,150	229.9
Massachusetts	15,060	45,890	204.7
New York	17,470	51,340	193.9
Rhode Island	12,020	35,260	193.3
Connecticut	13,770	40,270	192.4
Colorado	13,800	39,970	189.6
New Jersey	12,130	35,020	188.7
Missouri	17,520	47,780	172.7
Idaho	12,040	32,690	171.5
Delaware	19,750	52,940	168.1
Minnesota	16,180	43,210	167.1
New Mexico	21,240	56,310	165.1
Illinois	16,120	42,730	165.1
Oregon	17,120	45,380	165.1
Michigan	17,050	44,660	161.9
New Hampshire	14,800	38,360	159.2
Florida	16,790	43,440	158.7
California	15,330	39,390	156.9
Ohio	14,450	35,570	146.2
North Carolina	14,430	35,400	145.3
Louisiana	12,990	31,860	145.3
South Carolina	18,580	45,510	144.9
North Dakota	15,900	37,740	137.4
Arizona	12,370	29,200	136.1
Nebraska	15,870	37,070	133.6
Virginia	16,770	39,090	133.1
Indiana	20,180	46,550	130.7
Georgia	15,560	35,610	128.9
Utah	20,850	47,290	126.8
Texas	19,870	44,560	124.3
Mississippi	22,920	50,680	121.1
Pennsylvania	18,930	41,510	119.3
Wyoming	16,400	35,920	119.0
Tennessee	16,880	36,560	116.6
Iowa	16,490	35,520	115.4
Maine	12,560	26,870	113.9
Vermont	17,870	38,150	113.5
Arkansas	21,350	44,690	109.3
South Dakota	19,380	40,280	107.8
Kentucky	17,880	37,060	107.3
Wisconsin	15,930	32,010	100.9
Kansas	17,890	35,500	98.4
Alabama	18,750	37,090	97.8
Montana	22,850	43,530	90.5
West Virginia	17,860	32,570	82.4
Nevada	31,610	52,150	65.0
Oklahoma	23,900	37,140	55.4

Total Growth

State	Percentage
Idaho	81.0%
Arizona	78.5
Wyoming	72.7
Arkansas	71.8
Utah	69.4
Kansas	69.0
Georgia	68.6
Virginia	68.6
New Hampshire	67.6
Tennessee	65.0
Maine	64.3
New Mexico	63.8
Colorado	63.3
Texas	62.2
New Jersey	62.2
Nevada	61.5
Kentucky	61.4
North Carolina	60.9
Florida	59.1
South Dakota	58.7
Wisconsin	58.1
Missouri	57.7
Indiana	56.3
Maryland	53.4
Montana	53.3
Ohio	52.4
Alabama	51.3
Vermont	51.2
Mississippi	51.0
Oklahoma	50.4
Louisiana	50.2
Delaware	50.0
Massachusetts	49.1
Minnesota	48.9
West Virginia	47.7
Iowa	47.5
Rhode Island	47.4
Alaska	47.2
Connecticut	46.6
California	46.0
Pennsylvania	45.9
New York	44.9
South Carolina	44.6
Illinois	44.5
Michigan	44.4
Hawaii	44.3
North Dakota	38.3
Nebraska	31.2
District of Columbia	31.2
Oregon	23.8
Washington	20.3

Annual Openings Due to Replacements

State	Percentage
Oregon	55.2%
Washington	49.4
Colorado	46.6
Alaska	37.5
Nebraska	37.2
North Dakota	36.4
District of Columbia	36.2
Massachusetts	35.1
Hawaii	30.4
South Carolina	29.5
Michigan	29.4
Illinois	29.4
New York	29.2
California	28.7
Pennsylvania	28.7
Iowa	28.6
West Virginia	28.3
Connecticut	28.0
Louisiana	27.9
Kansas	27.9
Vermont	27.8
Rhode Island	27.7
Minnesota	27.4
Delaware	27.1
Alabama	27.1
Mississippi	26.8
Ohio	26.1
Oklahoma	25.8
Maryland	25.8
Indiana	25.4
Montana	25.4
Missouri	24.2
Florida	23.7
South Dakota	23.5
Wisconsin	23.4
New Jersey	23.3
Kentucky	23.2
Nevada	23.2
North Carolina	23.1
Texas	22.9
Maine	22.3
New Mexico	22.1
Tennessee	21.8
New Hampshire	21.7
Georgia	21.3
Virginia	21.2
Utah	20.7
Arkansas	20.2
Wyoming	20.0
Arizona	19.1
Idaho	18.9

Per Capita (total population)

State	Per 100,000
Hawaii	290.8
Arizona	201.3
Texas	194.5
Nebraska	172.8
District of Columbia	169.0
Michigan	156.6
Florida	153.2
South Carolina	150.3
Kentucky	147.6
California	144.9
Ohio	144.3
Washington	143.4
Oregon	143.0
Rhode Island	143.0
Utah	142.3
Tennessee	137.1
Connecticut	134.7
Pennsylvania	133.7
Oklahoma	130.7
Georgia	130.3
New Jersey	129.4
Colorado	128.5
Indiana	128.1
New Mexico	125.1
Maine	121.1
Missouri	120.3
South Dakota	116.5
Maryland	112.7
Wisconsin	112.3
Delaware	106.7
New York	106.5
Minnesota	103.6
Nevada	102.1
Kansas	101.0
Virginia	99.1
North Carolina	97.8
Montana	96.2
Louisiana	92.9
Massachusetts	89.8
Vermont	83.7
New Hampshire	82.9
Alaska	82.7
West Virginia	82.6
Alabama	76.1
Illinois	75.1
Iowa	72.1
Idaho	71.0
Mississippi	69.3
Arkansas	44.4
North Dakota	30.5
Wyoming	22.0

2000–2004 Wage Gain

State	Mean Annual		Percent Gain from 2000–2004
	2000	2004	
Idaho	\$21,950	\$28,430	29.5%
Delaware	21,570	27,670	28.3
Rhode Island	22,010	26,650	21.1
Washington	25,110	29,870	19.0
New Mexico	20,550	24,440	18.9
West Virginia	17,450	20,650	18.3
Oklahoma	19,510	23,030	18.0
Nebraska	20,450	24,040	17.6
Hawaii	25,160	29,530	17.4
Wyoming	19,150	22,390	16.9
Arizona	21,680	25,150	16.0
South Dakota	19,510	22,560	15.6
Oregon	25,290	29,120	15.1
Colorado	24,370	27,890	14.4
Iowa	21,990	24,930	13.4
Massachusetts	27,090	30,690	13.3
Virginia	22,980	25,940	12.9
New Hampshire	24,430	27,530	12.7
Georgia	22,660	25,420	12.2
Wisconsin	24,080	26,890	11.7
Alabama	19,850	22,160	11.6
New Jersey	26,060	28,990	11.2
Michigan	23,070	25,640	11.1
Maryland	24,110	26,750	10.9
South Carolina	21,490	23,800	10.7
Indiana	23,140	25,550	10.4
Montana	21,300	23,420	10.0
Utah	20,340	22,280	9.5
Illinois	25,830	28,280	9.5
Kansas	20,760	22,720	9.4
North Carolina	23,260	25,250	8.6
Missouri	21,620	23,470	8.6
California	26,870	29,160	8.5
Maine	24,390	26,440	8.4
Minnesota	26,150	28,260	8.1
Ohio	22,440	24,160	7.7
Nevada	25,000	26,880	7.5
Florida	22,640	24,150	6.7
Kentucky	21,720	23,100	6.4
Mississippi	19,190	20,280	5.7
Louisiana	20,310	21,390	5.3
Arkansas	20,270	21,300	5.1
Texas	21,210	22,230	4.8
Tennessee	22,270	23,340	4.8
District of Columbia	30,570	31,640	3.5
Pennsylvania	23,740	24,560	3.5
Connecticut	29,320	29,920	2.0
North Dakota	21,480	21,840	1.7
New York	26,720	27,160	1.6
Alaska	31,220	31,370	0.5
Vermont	27,210	26,250	-3.5

2004 Wage with State Wage Benchmark

State	2004 Annual Wage	2004 State Annual Wage
Idaho	\$28,430	\$32,770
Montana	23,420	29,880
South Dakota	22,560	29,080
Maine	26,440	33,480
Iowa	24,930	31,990
Hawaii	29,530	36,750
Nevada	26,880	34,300
Oregon	29,120	36,980
Oklahoma	23,030	31,150
South Carolina	23,800	31,940
Arkansas	21,300	29,560
Indiana	25,550	33,820
Wisconsin	26,890	35,240
Mississippi	20,280	28,630
Vermont	26,250	34,650
New Mexico	24,440	33,000
North Dakota	21,840	30,620
North Carolina	25,250	34,120
Nebraska	24,040	33,060
Kentucky	23,100	32,170
Tennessee	23,340	32,730
Florida	24,150	33,750
Arizona	25,150	34,880
Alabama	22,160	31,940
West Virginia	20,650	30,470
Louisiana	21,390	31,230
New Hampshire	27,530	37,450
Wyoming	22,390	32,510
Illinois	28,280	38,580
Georgia	25,420	35,840
Alaska	31,370	42,170
Washington	29,870	40,860
Missouri	23,470	34,460
Kansas	22,720	33,780
Delaware	27,670	39,050
Pennsylvania	24,560	35,970
Minnesota	28,260	39,840
Rhode Island	26,650	38,240
Ohio	24,160	35,910
Utah	22,280	34,110
Colorado	27,890	39,820
California	29,160	41,980
Texas	22,230	35,310
Virginia	25,940	39,130
Michigan	25,640	39,590
New Jersey	28,990	43,040
Connecticut	29,920	44,400
Maryland	26,750	41,360
Massachusetts	30,690	45,290
New York	27,160	43,590
District of Columbia	31,640	57,980

10–90 Wage Percentile Differential

State	Annual Percentiles		Percent Differential
	10th	90th	
California	\$19,340	\$43,360	124.2%
Illinois	19,070	41,980	120.1
Idaho	18,820	40,880	117.2
New Jersey	18,950	40,550	114.0
Texas	14,790	31,020	109.7
Virginia	18,770	37,620	100.4
Alabama	15,590	30,590	96.2
Arkansas	15,110	29,320	94.0
New York	19,180	36,880	92.3
District of Columbia	22,390	42,730	90.8
Rhode Island	19,510	36,890	89.1
New Mexico	18,120	34,080	88.1
Missouri	16,900	31,760	87.9
Louisiana	15,000	27,970	86.5
Pennsylvania	17,770	32,940	85.4
Arizona	18,500	34,290	85.4
West Virginia	14,720	27,250	85.1
Colorado	19,600	36,200	84.7
Oregon	21,270	39,100	83.8
Maine	19,240	35,270	83.3
Maryland	19,390	35,200	81.5
Wyoming	15,980	28,530	78.5
North Carolina	18,850	33,450	77.5
Indiana	19,110	33,840	77.1
Mississippi	15,000	26,480	76.5
Nevada	19,750	34,840	76.4
Georgia	18,800	33,010	75.6
Kentucky	16,850	29,580	75.5
North Dakota	16,170	28,360	75.4
Tennessee	17,700	31,020	75.3
Washington	21,980	38,410	74.7
Florida	18,430	32,200	74.7
Iowa	18,790	32,750	74.3
Minnesota	20,560	35,600	73.2
Oklahoma	16,860	28,870	71.2
Alaska	23,990	41,000	70.9
Nebraska	18,490	31,550	70.6
Ohio	18,580	31,660	70.4
Delaware	21,220	36,090	70.1
Michigan	19,520	32,980	69.0
South Carolina	18,220	30,550	67.7
Wisconsin	20,670	34,270	65.8
Massachusetts	23,540	38,970	65.5
Vermont	20,220	33,320	64.8
Connecticut	23,390	38,440	64.3
Kansas	17,820	29,080	63.2
Hawaii	22,630	36,400	60.8
Montana	18,270	29,060	59.1
South Dakota	18,400	27,900	51.6
Utah	18,280	27,710	51.6
New Hampshire	22,860	34,460	50.7

Total Growth

State	Percentage
Arizona	52.8%
Utah	37.5
Idaho	37.0
Nevada	32.9
Colorado	29.6
New Hampshire	28.6
New Mexico	27.4
Georgia	27.4
Virginia	27.1
Minnesota	26.8
Florida	25.5
Kansas	25.0
Wisconsin	25.0
Mississippi	24.8
North Carolina	24.6
Texas	24.6
Oregon	23.8
Tennessee	23.7
Maine	23.6
Arkansas	22.0
Montana	21.7
Alabama	21.1
Washington	20.6
New Jersey	20.5
Alaska	20.0
Maryland	19.5
Indiana	19.3
South Dakota	19.1
California	19.0
Oklahoma	16.0
Missouri	15.4
West Virginia	14.5
Massachusetts	14.3
Kentucky	13.9
Michigan	13.9
Vermont	13.8
Ohio	12.8
Hawaii	12.5
Louisiana	12.3
Iowa	12.0
Rhode Island	11.8
Wyoming	11.1
Nebraska	10.5
Illinois	10.0
North Dakota	9.8
Delaware	9.3
New York	8.4
South Carolina	7.9
Connecticut	6.9
Pennsylvania	6.1
District of Columbia	0.0

Annual Openings Due to Replacements

State	Percentage
District of Columbia	100.0%
Hawaii	100.0
Pennsylvania	81.7
South Carolina	80.0
Connecticut	77.5
New York	75.0
Illinois	72.8
Delaware	70.6
Nebraska	70.6
Iowa	69.2
Rhode Island	68.8
Ohio	67.9
Louisiana	67.8
Vermont	66.7
Michigan	65.9
Kentucky	65.8
West Virginia	64.6
Missouri	63.9
Oklahoma	62.9
Massachusetts	62.2
South Dakota	61.1
Alaska	60.0
New Jersey	60.0
California	58.6
Washington	58.1
Indiana	58.0
Maryland	57.6
Montana	57.1
Arkansas	55.9
Alabama	55.6
Wisconsin	54.5
New Mexico	54.0
Maine	53.3
Tennessee	52.6
Texas	52.4
Mississippi	52.1
North Carolina	52.0
Oregon	51.4
Florida	50.8
Georgia	50.0
Minnesota	50.0
Virginia	49.7
Kansas	49.4
New Hampshire	47.1
Colorado	44.4
Utah	44.4
Idaho	42.1
Nevada	37.5
Arizona	33.8
North Dakota	26.7
Wyoming	N/A

Per Capita (total population)

State	Per 100,000
District of Columbia	92.6
Arizona	87.4
Minnesota	76.4
Missouri	74.5
Pennsylvania	73.2
Massachusetts	67.5
South Carolina	67.5
Maryland	67.0
North Dakota	66.1
Tennessee	65.4
West Virginia	63.6
Alabama	62.5
Vermont	59.9
Utah	58.6
Kansas	57.5
North Carolina	57.1
Iowa	55.2
Washington	53.6
Georgia	53.5
Delaware	53.3
Indiana	53.1
Nebraska	53.0
Louisiana	52.7
Arkansas	51.6
New Jersey	51.3
South Dakota	50.9
Ohio	49.4
Mississippi	48.0
Oklahoma	46.7
New York	46.7
Texas	45.8
Kentucky	45.5
Hawaii	45.4
Maine	45.3
New Mexico	45.3
Michigan	45.2
Florida	41.5
Colorado	41.4
Illinois	41.0
Oregon	40.6
Rhode Island	39.6
Wisconsin	38.2
Connecticut	37.6
Virginia	36.8
California	36.0
Nevada	33.7
Alaska	31.2
Montana	29.9
New Hampshire	24.1
Idaho	22.3
Wyoming	18.0

2000–2004 Wage Gain

State	Mean Annual		Percent Gain from 2000–2004
	2000	2004	
Illinois	\$28,780	\$37,200	29.3%
Louisiana	23,610	29,230	23.8
Georgia	24,420	30,050	23.1
New Hampshire	33,710	41,100	21.9
Virginia	26,200	31,550	20.4
West Virginia	25,430	30,480	19.9
Kentucky	27,080	32,400	19.6
Iowa	26,440	31,620	19.6
Wisconsin	28,820	34,220	18.7
Florida	26,170	31,040	18.6
Missouri	24,620	29,170	18.5
Indiana	26,980	31,790	17.8
Mississippi	24,110	28,290	17.3
Nebraska	24,960	29,220	17.1
North Carolina	26,700	31,260	17.1
New York	32,750	38,080	16.3
Minnesota	31,300	36,170	15.6
Arizona	25,750	29,460	14.4
Kansas	25,280	28,850	14.1
Hawaii	31,280	35,520	13.6
Colorado	29,510	33,500	13.5
New Jersey	34,080	38,660	13.4
Tennessee	24,830	28,060	13.0
Alaska	39,180	44,070	12.5
Michigan	29,070	32,650	12.3
Maryland	32,340	36,290	12.2
Arkansas	25,880	28,920	11.7
California	33,590	37,200	10.7
Maine	28,590	31,620	10.6
Ohio	27,730	30,660	10.6
South Dakota	25,450	28,140	10.6
Alabama	25,540	28,130	10.1
Pennsylvania	30,430	33,300	9.4
Oregon	32,920	35,940	9.2
Massachusetts	33,230	36,180	8.9
Oklahoma	25,050	27,130	8.3
South Carolina	28,870	31,210	8.1
Rhode Island	40,160	43,190	7.5
Texas	26,610	28,600	7.5
Wyoming	26,790	28,700	7.1
District of Columbia	32,510	34,780	7.0
Washington	30,900	32,820	6.2
Idaho	30,160	31,990	6.1
Montana	28,110	29,600	5.3
North Dakota	28,540	29,890	4.7
Connecticut	36,540	37,970	3.9
Delaware	28,870	29,610	2.6
New Mexico	33,780	33,810	0.1
Utah	24,990	23,460	-6.1
Nevada	34,240	32,100	-6.3
Vermont	28,220	N/A	N/A

2004 Wage with State Wage Benchmark

State	2004 Annual Wage	2004 State Annual Wage
Rhode Island	\$43,190	\$38,240
New Hampshire	41,100	37,450
Alaska	44,070	42,170
New Mexico	33,810	33,000
Kentucky	32,400	32,170
West Virginia	30,480	30,470
Montana	29,600	29,880
Mississippi	28,290	28,630
Iowa	31,620	31,990
Arkansas	28,920	29,560
South Carolina	31,210	31,940
North Dakota	29,890	30,620
Idaho	31,990	32,770
South Dakota	28,140	29,080
Wisconsin	34,220	35,240
Oregon	35,940	36,980
Hawaii	35,520	36,750
Illinois	37,200	38,580
Maine	31,620	33,480
Louisiana	29,230	31,230
Indiana	31,790	33,820
Nevada	32,100	34,300
Pennsylvania	33,300	35,970
Florida	31,040	33,750
North Carolina	31,260	34,120
Minnesota	36,170	39,840
Alabama	28,130	31,940
Wyoming	28,700	32,510
Nebraska	29,220	33,060
Oklahoma	27,130	31,150
Puerto Rico	18,020	22,070
New Jersey	38,660	43,040
Tennessee	28,060	32,730
California	37,200	41,980
Kansas	28,850	33,780
Maryland	36,290	41,360
Ohio	30,660	35,910
Missouri	29,170	34,460
Arizona	29,460	34,880
New York	38,080	43,590
Georgia	30,050	35,840
Colorado	33,500	39,820
Connecticut	37,970	44,400
Texas	28,600	35,310
Michigan	32,650	39,590
Virginia	31,550	39,130
Washington	32,820	40,860
Massachusetts	36,180	45,290
Delaware	29,610	39,050
Utah	23,460	34,110
District of Columbia	34,780	57,980

10–90 Wage Percentile Differential

State	Annual Percentiles		Percent Differential
	10th	90th	
Michigan	\$17,120	\$56,980	232.8%
Idaho	20,150	53,770	166.8
Rhode Island	26,010	68,100	161.8
Illinois	22,180	57,060	157.3
Delaware	17,840	45,640	155.8
Louisiana	17,910	45,360	153.3
Alaska	27,300	66,280	142.8
New Mexico	21,590	51,910	140.4
California	23,560	56,350	139.2
New Hampshire	26,730	63,130	136.2
Arizona	18,700	44,030	135.5
Connecticut	24,940	57,740	131.5
South Carolina	19,380	44,850	131.4
Missouri	18,820	43,230	129.7
Maryland	23,650	54,170	129.0
Indiana	20,120	45,960	128.4
Kansas	18,610	42,510	128.4
Florida	19,780	45,100	128.0
Oklahoma	17,750	40,200	126.5
Georgia	19,150	43,280	126.0
Nevada	20,560	46,280	125.1
Mississippi	18,260	40,950	124.3
Oregon	23,460	52,540	124.0
Alabama	18,570	41,370	122.8
West Virginia	19,280	42,940	122.7
District of Columbia	22,570	49,930	121.2
Virginia	20,620	44,960	118.0
Wyoming	19,460	42,430	118.0
Tennessee	18,390	39,390	114.2
Massachusetts	24,600	52,030	111.5
Pennsylvania	21,640	45,680	111.1
New York	25,840	54,530	111.0
Nebraska	19,770	41,600	110.4
Colorado	22,570	47,380	109.9
Kentucky	21,580	44,610	106.7
Utah	16,320	33,560	105.6
Arkansas	19,660	40,260	104.8
Texas	19,480	39,860	104.6
Maine	21,240	43,320	104.0
Iowa	21,450	43,400	102.3
North Carolina	21,720	42,930	97.7
Montana	20,100	39,080	94.4
Ohio	21,840	41,360	89.4
Wisconsin	24,380	45,830	88.0
New Jersey	27,940	51,830	85.5
Washington	24,210	43,530	79.8
North Dakota	22,180	39,300	77.2
South Dakota	20,930	36,880	76.2
Hawaii	26,490	45,890	73.2
Minnesota	27,070	45,690	68.8

Total Growth

State	Percentage
Arizona	73.1%
Nevada	67.0
Idaho	62.8
Georgia	59.9
Colorado	59.1
New Mexico	58.1
Utah	56.6
Texas	55.3
Tennessee	55.1
Kansas	55.1
Maine	54.6
Wisconsin	54.4
Virginia	52.9
Alaska	52.8
Florida	52.2
Arkansas	50.1
Minnesota	49.2
South Dakota	48.8
North Carolina	48.3
Alabama	46.1
Vermont	45.7
Montana	45.6
Massachusetts	45.1
Indiana	44.4
Maryland	42.9
New Jersey	41.7
Mississippi	41.5
Oklahoma	41.5
California	41.3
Hawaii	41.1
Iowa	40.2
Kentucky	39.8
Ohio	39.4
Missouri	38.9
Rhode Island	36.7
Delaware	36.7
Illinois	36.5
New York	35.6
North Dakota	35.4
Louisiana	34.9
West Virginia	34.8
Nebraska	34.0
South Carolina	31.7
Michigan	31.5
Connecticut	30.7
Wyoming	28.6
Pennsylvania	26.6
Oregon	24.9
New Hampshire	24.5
District of Columbia	20.1
Washington	19.2

Annual Openings Due to Replacements

State	Percentage
Oregon	51.7%
New Hampshire	47.3
Colorado	46.6
Washington	43.6
District of Columbia	42.9
Wyoming	40.0
Pennsylvania	35.0
Hawaii	33.3
Massachusetts	33.0
Michigan	31.2
New Jersey	30.8
North Dakota	30.0
Nebraska	29.8
Kansas	29.2
South Carolina	29.0
West Virginia	28.6
Connecticut	28.3
Illinois	28.2
New York	28.1
Rhode Island	27.3
Ohio	26.7
Delaware	26.7
Kentucky	26.5
Louisiana	26.4
Maryland	26.0
Mississippi	26.0
Missouri	25.7
California	25.3
Alabama	25.0
Indiana	24.7
Iowa	23.8
Montana	23.5
North Carolina	23.5
Arkansas	22.8
Oklahoma	22.7
Minnesota	22.4
Vermont	22.2
Wisconsin	22.2
South Dakota	22.0
Virginia	21.3
Florida	21.3
Maine	21.3
Tennessee	21.1
New Mexico	21.0
Texas	20.8
Utah	20.0
Nevada	18.9
Georgia	18.6
Idaho	18.0
Arizona	16.4
Alaska	5.0

Per Capita (total population)

State	Per 100,000
New Hampshire	157.1
District of Columbia	142.0
South Dakota	105.1
North Dakota	94.8
Missouri	77.5
New Mexico	73.3
Kansas	73.0
Wisconsin	71.7
Massachusetts	70.2
Nebraska	68.8
Washington	68.6
Maine	68.3
Oregon	67.3
North Carolina	65.3
Mississippi	64.4
Minnesota	64.2
Iowa	64.1
Utah	62.5
Montana	61.9
Kentucky	61.6
Florida	61.4
Rhode Island	60.7
Oklahoma	58.8
Alaska	56.2
Ohio	55.7
Arizona	55.1
West Virginia	55.0
South Carolina	54.6
Indiana	52.3
Louisiana	51.1
Alabama	50.9
Nevada	50.3
Colorado	50.0
Illinois	50.0
Vermont	48.7
Pennsylvania	48.2
Michigan	48.0
Idaho	47.8
Tennessee	47.6
Georgia	46.1
Virginia	46.1
Hawaii	45.4
Arkansas	45.3
California	42.9
Wyoming	42.1
Texas	41.2
Maryland	40.2
Connecticut	39.6
Delaware	37.2
New York	33.6
New Jersey	28.0

2000–2004 Wage Gain

State	Mean Annual		Percent Gain from 2000–2004
	2000	2004	
District of Columbia	\$27,140	\$35,890	32.2%
New Jersey	28,610	37,350	30.5
Nevada	24,370	31,170	27.9
Wisconsin	22,370	28,130	25.7
Virginia	23,460	28,990	23.6
West Virginia	18,880	23,210	22.9
Maryland	26,940	32,870	22.0
Minnesota	24,850	30,280	21.9
Massachusetts	24,880	30,290	21.7
Arkansas	21,810	26,450	21.3
Delaware	23,830	28,530	19.7
Maine	21,950	26,270	19.7
Kentucky	22,680	26,850	18.4
Michigan	25,510	30,210	18.4
New York	27,940	33,030	18.2
Connecticut	29,200	34,390	17.8
North Dakota	20,390	23,950	17.5
Florida	23,460	27,380	16.7
Ohio	23,680	27,580	16.5
Indiana	22,440	26,120	16.4
Wyoming	22,050	25,650	16.3
Missouri	22,430	26,110	16.4
North Carolina	23,130	26,880	16.2
Idaho	21,460	24,850	15.8
Oklahoma	21,300	24,620	15.6
Mississippi	20,440	23,610	15.5
Montana	21,100	24,320	15.3
Alabama	19,820	22,840	15.2
Kansas	21,900	25,230	15.2
Pennsylvania	24,920	28,460	14.2
New Hampshire	24,800	28,330	14.2
South Dakota	22,950	26,210	14.2
Washington	26,430	30,170	14.2
Georgia	23,890	27,230	14.0
Colorado	27,230	31,010	13.9
Rhode Island	27,550	31,190	13.2
New Mexico	22,610	25,570	13.1
Tennessee	22,010	24,630	11.9
Illinois	23,510	26,140	11.2
Oregon	25,960	28,760	10.8
California	28,740	31,810	10.7
South Carolina	24,390	26,700	9.5
Texas	23,450	25,550	9.0
Nebraska	23,860	25,940	8.7
Iowa	22,800	24,770	8.6
Arizona	25,200	27,200	7.9
Alaska	30,440	31,470	3.4
Louisiana	22,590	22,440	-0.7
Hawaii	33,080	31,100	-6.0
Vermont	29,900	28,000	-6.4
Utah	21,530	N/A	N/A

2004 Wage with State Wage Benchmark

State	2004 Annual Wage	2004 State Annual Wage
South Dakota	\$26,210	\$29,080
Arkansas	26,450	29,560
Nevada	31,170	34,300
Mississippi	23,610	28,630
South Carolina	26,700	31,940
Kentucky	26,850	32,170
Montana	24,320	29,880
Hawaii	31,100	36,750
New Jersey	37,350	43,040
Florida	27,380	33,750
Oklahoma	24,620	31,150
Vermont	28,000	34,650
North Dakota	23,950	30,620
Wyoming	25,650	32,510
Rhode Island	31,190	38,240
Nebraska	25,940	33,060
Wisconsin	28,130	35,240
Maine	26,270	33,480
Iowa	24,770	31,990
North Carolina	26,880	34,120
West Virginia	23,210	30,470
New Mexico	25,570	33,000
Pennsylvania	28,460	35,970
Arizona	27,200	34,880
Indiana	26,120	33,820
Idaho	24,850	32,770
Tennessee	24,630	32,730
Oregon	28,760	36,980
Ohio	27,580	35,910
Missouri	26,110	34,460
Maryland	32,870	41,360
Kansas	25,230	33,780
Georgia	27,230	35,840
Colorado	31,010	39,820
Louisiana	22,440	31,230
Alabama	22,840	31,940
New Hampshire	28,330	37,450
Michigan	30,210	39,590
Minnesota	30,280	39,840
Texas	25,550	35,310
Connecticut	34,390	44,400
Virginia	28,990	39,130
California	31,810	41,980
Delaware	28,530	39,050
New York	33,030	43,590
Alaska	31,470	42,170
Washington	30,170	40,860
Illinois	26,140	38,580
Massachusetts	30,290	45,290
District of Columbia	35,890	57,980

10–90 Wage Percentile Differential

State	Annual Percentiles		Percent Differential
	10th	90th	
Maryland	\$20,280	\$51,010	151.5%
California	19,480	48,760	150.3
Arkansas	16,580	41,320	149.2
Kentucky	16,670	41,470	148.8
South Carolina	17,070	41,960	145.8
Louisiana	14,290	34,790	143.5
Michigan	18,960	45,480	139.9
Texas	16,350	38,400	134.9
Virginia	18,270	42,500	132.6
North Carolina	17,810	41,230	131.5
Oklahoma	15,540	35,940	131.3
New Jersey	23,450	54,130	130.8
Alabama	15,190	34,970	130.2
Missouri	17,000	39,060	129.8
Pennsylvania	18,490	42,430	129.5
Georgia	17,650	40,320	128.4
New York	20,400	46,450	127.7
West Virginia	15,260	34,470	125.9
Connecticut	22,590	50,920	125.4
Oregon	18,620	41,930	125.2
Mississippi	15,830	35,610	125.0
Florida	18,310	41,140	124.7
Colorado	20,080	44,700	122.6
Illinois	17,200	37,840	120.0
Kansas	16,810	36,910	119.6
District of Columbia	23,950	52,470	119.1
New Hampshire	18,950	41,510	119.1
Arizona	18,370	40,230	119.0
Tennessee	16,440	35,880	118.2
South Dakota	17,760	38,580	117.2
Wisconsin	19,210	41,620	116.7
Massachusetts	20,080	43,490	116.6
New Mexico	16,840	36,430	116.3
Iowa	16,790	36,230	115.8
Rhode Island	20,270	43,520	114.7
Minnesota	20,150	43,020	113.5
Washington	20,090	42,890	113.5
Nevada	20,680	44,070	113.1
Hawaii	21,790	46,360	112.8
Vermont	19,000	39,920	110.1
Indiana	18,170	37,670	107.3
Montana	16,490	34,180	107.3
Ohio	18,880	39,090	107.0
Nebraska	18,220	37,040	103.3
Wyoming	18,020	36,270	101.3
North Dakota	16,860	33,780	100.4
Maine	18,920	36,950	95.3
Delaware	21,120	39,470	86.9
Idaho	18,800	33,570	78.6
Alaska	23,840	42,250	77.2

Total Growth

State	Percentage
Nevada	29.0%
Idaho	26.8
Utah	20.6
Arizona	20.5
California	20.0
Florida	19.0
Colorado	18.9
Wisconsin	17.9
North Carolina	17.5
Vermont	17.3
Mississippi	16.1
Nebraska	15.5
Wyoming	15.4
Illinois	15.3
Texas	15.2
Montana	13.6
Oklahoma	13.5
Minnesota	13.4
South Dakota	13.2
Maine	13.1
Washington	12.9
Missouri	12.8
Hawaii	12.5
Maryland	12.3
New Hampshire	11.9
Oregon	11.8
Iowa	11.1
Kentucky	11.0
Kansas	10.9
Arkansas	10.5
Alabama	10.4
Louisiana	10.3
Rhode Island	10.0
Massachusetts	9.9
Indiana	9.8
Ohio	9.6
Alaska	9.5
North Dakota	8.3
Virginia	8.3
Tennessee	7.9
Georgia	7.4
Michigan	7.3
New York	6.2
Pennsylvania	6.0
Connecticut	5.8
District of Columbia	3.7
South Carolina	1.3
West Virginia	0.7
Delaware	N/A
New Jersey	N/A
New Mexico	N/A

Annual Openings Due to Replacements

State	Percentage
North Dakota	100.0%
Tennessee	100.0
Utah	100.0
West Virginia	85.7
Connecticut	80.0
Wyoming	80.0
Pennsylvania	76.9
Alabama	75.0
Michigan	75.0
New York	75.0
Kansas	73.7
Indiana	73.3
Massachusetts	72.2
Virginia	71.9
Alaska	70.0
Georgia	70.0
Louisiana	70.0
Oregon	70.0
Ohio	69.5
Arkansas	68.2
District of Columbia	66.7
Kentucky	66.7
Maine	66.7
Montana	66.7
New Hampshire	66.7
Rhode Island	66.7
Wisconsin	66.7
Missouri	63.3
Washington	63.3
Maryland	62.9
Minnesota	62.5
South Dakota	60.0
Illinois	59.1
Texas	58.6
Nebraska	58.3
Vermont	57.1
Mississippi	55.6
Nevada	55.0
California	53.3
Arizona	52.9
Florida	51.7
Idaho	50.0
Iowa	50.0
North Carolina	50.0
Oklahoma	50.0
Colorado	44.0
Delaware	N/A
Hawaii	N/A
New Jersey	N/A
New Mexico	N/A
South Carolina	N/A

Per Capita (total population)

State	Per 100,000
Nebraska	37.6
Alaska	32.8
Kentucky	31.2
Vermont	29.0
Washington	28.0
Louisiana	26.1
Wyoming	26.0
Arkansas	24.6
District of Columbia	23.9
Oregon	21.6
Connecticut	19.9
Maine	19.4
Montana	19.3
Maryland	18.7
South Carolina	18.3
Texas	18.2
Minnesota	17.9
South Dakota	17.0
Kansas	17.0
Colorado	16.5
Ohio	16.4
West Virginia	16.0
Massachusetts	15.8
Missouri	15.1
Alabama	15.0
Utah	14.7
Virginia	14.4
Wisconsin	14.3
Nevada	14.3
New Hampshire	13.8
New York	13.6
Indiana	13.3
Hawaii	13.0
Idaho	12.5
Michigan	12.2
Pennsylvania	12.1
North Carolina	11.7
North Dakota	11.4
Oklahoma	10.6
California	10.0
Illinois	9.5
Georgia	9.5
Iowa	9.2
Florida	9.2
Mississippi	7.6
Rhode Island	7.5
Arizona	7.2
Tennessee	6.6
Delaware	N/A
New Mexico	N/A
New Jersey	N/A

2000–2004 Wage Gain

State	Mean Annual		Percent Gain from 2000–2004
	2000	2004	
Mississippi	\$32,550	\$48,580	49.2%
Arkansas	33,370	48,460	45.2
District of Columbia	53,720	76,790	42.9
Illinois	44,190	63,010	42.6
Wisconsin	36,280	51,570	42.1
Arizona	39,770	56,080	41.0
Rhode Island	43,080	60,280	39.9
Massachusetts	46,360	64,590	39.3
Maryland	44,300	61,170	38.1
New Mexico	36,930	50,690	37.3
Maine	40,700	54,400	33.7
Iowa	38,790	51,360	32.4
Tennessee	38,590	50,970	32.1
North Carolina	39,530	51,680	30.7
Louisiana	36,680	47,900	30.6
Georgia	42,780	55,290	29.2
Delaware	44,990	58,020	29.0
Hawaii	43,450	55,540	27.8
South Carolina	30,050	38,390	27.8
New Hampshire	47,050	59,370	26.2
Washington	47,400	59,450	25.4
Nebraska	39,520	49,420	25.1
Wyoming	48,240	59,460	23.3
Nevada	45,470	55,660	22.4
Montana	39,930	48,890	22.4
Indiana	41,460	50,730	22.4
Vermont	41,220	50,060	21.4
Texas	41,400	50,000	20.8
Pennsylvania	46,740	56,330	20.5
New York	48,190	57,810	20.0
Colorado	50,350	60,260	19.7
Kansas	37,710	45,100	19.6
New Jersey	48,610	57,720	18.7
South Dakota	41,140	48,500	17.9
Minnesota	49,010	57,460	17.2
Connecticut	48,440	56,630	16.9
Michigan	49,130	56,970	16.0
Kentucky	42,780	49,530	15.8
Ohio	43,780	49,950	14.1
California	52,990	59,980	13.2
Oregon	45,200	51,110	13.1
West Virginia	52,030	58,690	12.8
Missouri	43,220	47,520	9.9
Florida	47,650	51,860	8.8
Virginia	46,930	50,690	8.0
North Dakota	45,330	48,760	7.6
Utah	52,140	52,760	1.2
Alabama	48,430	47,860	-1.2
Alaska	72,550	69,920	-3.6
Oklahoma	51,000	48,950	-4.0
Idaho	N/A	57,540	N/A

2004 Wage with State Wage Benchmark

State	2004 Annual Wage	2004 State Annual Wage
West Virginia	\$58,690	\$30,470
Alaska	69,920	42,170
Wyoming	59,460	32,510
Idaho	57,540	32,770
Illinois	63,010	38,580
Rhode Island	60,280	38,240
New Hampshire	59,370	37,450
Nevada	55,660	34,300
Arizona	56,080	34,880
Maine	54,400	33,480
Colorado	60,260	39,820
Pennsylvania	56,330	35,970
Mississippi	48,580	28,630
Maryland	61,170	41,360
Georgia	55,290	35,840
South Dakota	48,500	29,080
Iowa	51,360	31,990
Massachusetts	64,590	45,290
Montana	48,890	29,880
Delaware	58,020	39,050
Arkansas	48,460	29,560
District of Columbia	76,790	57,980
Hawaii	55,540	36,750
Utah	52,760	34,110
Washington	59,450	40,860
Tennessee	50,970	32,730
North Dakota	48,760	30,620
Florida	51,860	33,750
California	59,980	41,980
Oklahoma	48,950	31,150
New Mexico	50,690	33,000
Minnesota	57,460	39,840
North Carolina	51,680	34,120
Michigan	56,970	39,590
Kentucky	49,530	32,170
Indiana	50,730	33,820
Louisiana	47,900	31,230
Nebraska	49,420	33,060
Wisconsin	51,570	35,240
Alabama	47,860	31,940
Vermont	50,060	34,650
New Jersey	57,720	43,040
Texas	50,000	35,310
New York	57,810	43,590
Oregon	51,110	36,980
Ohio	49,950	35,910
Missouri	47,520	34,460
Connecticut	56,630	44,400
Virginia	50,690	39,130
Kansas	45,100	33,780
South Carolina	38,390	31,940

10–90 Wage Percentile Differential

State	Annual Percentiles		Percent Differential
	10th	90th	
Georgia	\$25,560	\$87,400	241.9%
Oklahoma	24,200	79,280	227.6
Louisiana	22,230	69,910	214.5
Alabama	24,760	76,250	208.0
Indiana	27,450	84,120	206.4
Mississippi	25,130	75,640	201.0
Illinois	29,930	88,790	196.7
Texas	26,610	78,870	196.4
Tennessee	26,710	77,310	189.4
Ohio	27,790	77,000	177.1
New Mexico	26,220	71,660	173.3
Pennsylvania	32,160	85,780	166.7
Colorado	33,650	87,990	161.5
Nebraska	30,270	78,460	159.2
Kansas	29,280	75,450	157.7
Missouri	27,730	70,770	155.2
Idaho	35,550	90,720	155.2
Wyoming	35,650	88,510	148.3
California	35,640	87,000	144.1
Arizona	34,540	83,620	142.1
South Carolina	23,160	55,650	140.3
Virginia	31,600	75,260	138.2
New York	36,070	84,810	135.1
Michigan	36,370	83,820	130.5
Maryland	37,450	86,280	130.4
Hawaii	36,260	82,290	126.9
West Virginia	38,350	86,860	126.5
Iowa	31,130	70,470	126.4
New Hampshire	37,640	85,200	126.4
North Dakota	31,910	72,070	125.9
Utah	32,620	73,240	124.5
Connecticut	36,970	82,080	122.0
North Carolina	34,300	76,000	121.6
Massachusetts	40,070	88,560	121.0
Nevada	34,960	77,220	120.9
Wisconsin	33,670	73,140	117.2
Montana	33,720	72,930	116.3
Kentucky	31,570	68,250	116.2
Florida	34,030	73,420	115.8
New Jersey	37,580	80,810	115.0
Alaska	46,530	98,010	110.6
Oregon	34,960	72,230	106.6
Delaware	38,930	79,770	104.9
District of Columbia	51,690	104,710	102.6
Rhode Island	42,410	85,560	101.7
Arkansas	33,110	64,770	95.6
Washington	42,620	83,210	95.2
Maine	38,140	73,560	92.9
South Dakota	36,470	69,110	89.5
Minnesota	40,110	74,590	86.0
Vermont	36,840	67,160	82.3

Total Growth

State	Percentage
Nevada	62.4%
Alaska	58.3
Utah	55.4
Colorado	51.5
Idaho	50.6
Arizona	49.5
Wyoming	45.5
Delaware	44.3
Kansas	39.9
New Hampshire	39.1
Mississippi	38.9
Montana	38.2
New Mexico	35.0
Texas	34.0
North Carolina	33.3
Vermont	33.2
Florida	31.5
California	31.2
Oregon	30.6
Georgia	29.8
Wisconsin	29.3
South Dakota	28.9
Alabama	28.9
Oklahoma	28.8
Maine	28.7
Arkansas	28.4
New Jersey	28.0
Virginia	27.4
Minnesota	26.9
Missouri	26.7
Maryland	26.6
Nebraska	26.5
Iowa	25.7
Kentucky	25.3
Louisiana	24.5
Tennessee	24.4
Massachusetts	24.0
Illinois	23.7
Ohio	23.6
West Virginia	22.1
Indiana	22.0
South Carolina	21.3
Connecticut	20.6
North Dakota	20.5
Michigan	20.5
Hawaii	20.2
Pennsylvania	19.1
New York	19.0
Washington	17.9
Rhode Island	17.9
District of Columbia	5.0

Annual Openings Due to Replacements

State	Percentage
District of Columbia	75.0%
Massachusetts	51.9
Oregon	50.5
Colorado	46.7
Washington	42.3
New York	41.9
Rhode Island	41.9
Pennsylvania	40.6
Kansas	40.0
North Dakota	40.0
South Carolina	40.0
Michigan	39.1
Indiana	38.8
West Virginia	37.7
Illinois	35.6
Ohio	35.6
Tennessee	35.1
Connecticut	35.0
Louisiana	35.0
Kentucky	34.0
Hawaii	33.3
New Jersey	33.3
Minnesota	33.0
Maryland	32.9
Nebraska	32.7
Missouri	32.4
Virginia	32.2
Maine	31.8
Iowa	31.6
Arkansas	31.5
Wisconsin	31.3
Georgia	31.2
Oklahoma	30.9
Alabama	30.3
Alaska	30.0
New Mexico	30.0
South Dakota	30.0
Florida	29.7
California	29.3
North Carolina	29.0
Texas	27.9
Vermont	27.8
Montana	25.9
Mississippi	25.6
New Hampshire	24.4
Delaware	23.5
Idaho	21.1
Arizona	20.7
Nevada	17.6
Utah	16.7
Wyoming	0.0

Per Capita (total population)

State	Per 100,000
Oregon	101.0
West Virginia	95.6
Missouri	93.7
South Dakota	93.4
Rhode Island	92.6
Kentucky	91.8
Alabama	89.7
Minnesota	87.9
Florida	87.0
Ohio	86.0
Michigan	84.4
Tennessee	84.1
Iowa	83.0
North Carolina	81.3
Maine	81.0
Pennsylvania	80.9
Texas	80.6
Nevada	80.0
Arkansas	79.6
District of Columbia	78.3
Illinois	77.4
Indiana	76.6
Oklahoma	76.5
South Carolina	76.5
Nebraska	76.4
Hawaii	76.1
Delaware	75.7
Virginia	72.9
Utah	72.4
Massachusetts	72.2
Connecticut	71.7
Maryland	70.4
Georgia	70.3
Louisiana	70.1
Wisconsin	69.7
Washington	69.1
New Hampshire	67.7
Idaho	66.0
New Mexico	64.7
Vermont	62.4
Mississippi	60.3
New Jersey	58.3
Kansas	58.2
Alaska	56.2
Montana	56.0
California	53.2
Arizona	52.5
Colorado	52.2
New York	50.2
North Dakota	48.4
Wyoming	44.1

2000–2004 Wage Gain

State	Mean Annual		Percent Gain from 2000–2004
	2000	2004	
District of Columbia	\$23,620	\$31,190	32.0%
Connecticut	22,020	28,000	27.2
Alabama	17,090	21,520	25.9
Arizona	21,030	26,350	25.3
Maine	19,080	23,870	25.1
Rhode Island	20,160	25,140	24.7
Louisiana	18,310	22,810	24.6
Georgia	19,390	24,120	24.4
Maryland	21,530	26,740	24.2
Nebraska	19,800	24,460	23.5
New York	21,500	26,490	23.2
Texas	20,800	25,580	23.0
Kansas	19,620	24,040	22.5
Virginia	19,550	23,840	21.9
North Dakota	20,570	25,070	21.9
North Carolina	19,060	23,120	21.3
Massachusetts	22,040	26,640	20.9
Michigan	21,180	25,440	20.1
Alaska	27,470	32,710	19.1
Montana	21,900	26,060	19.0
South Carolina	20,090	23,830	18.6
New Mexico	22,040	26,150	18.6
Wyoming	21,970	25,930	18.0
Ohio	19,580	23,100	18.0
Minnesota	23,240	27,250	17.3
Indiana	20,180	23,660	17.2
New Hampshire	19,960	23,380	17.1
Illinois	20,920	24,480	17.0
Idaho	21,860	25,560	16.9
Nevada	25,200	29,440	16.8
Washington	27,010	31,480	16.5
Wisconsin	20,450	23,770	16.2
Oregon	25,310	29,370	16.0
Mississippi	18,770	21,710	15.7
New Jersey	21,160	24,440	15.5
Oklahoma	18,850	21,620	14.7
Arkansas	17,830	20,450	14.7
Missouri	19,060	21,790	14.3
Tennessee	20,540	23,410	14.0
South Dakota	21,710	24,740	14.0
Utah	23,690	26,990	13.9
West Virginia	18,250	20,710	13.5
Iowa	20,280	22,590	11.4
Florida	20,160	22,360	10.9
Colorado	25,780	28,590	10.9
Hawaii	24,860	27,550	10.8
Kentucky	20,000	22,030	10.2
Pennsylvania	19,380	21,300	9.9
California	30,660	33,090	7.9
Vermont	21,160	22,760	7.6
Delaware	18,990	20,270	6.7

2004 Wage with State Wage Benchmark

State	2004 Annual Wage	2004 State Annual Wage
Montana	\$26,060	\$29,880
South Dakota	24,740	29,080
Nevada	29,440	34,300
North Dakota	25,070	30,620
Virgin Islands	22,530	28,340
Wyoming	25,930	32,510
New Mexico	26,150	33,000
Mississippi	21,710	28,630
Utah	26,990	34,110
Idaho	25,560	32,770
Oregon	29,370	36,980
South Carolina	23,830	31,940
Louisiana	22,810	31,230
Arizona	26,350	34,880
Nebraska	24,460	33,060
California	33,090	41,980
Arkansas	20,450	29,560
Hawaii	27,550	36,750
Tennessee	23,410	32,730
Washington	31,480	40,860
Iowa	22,590	31,990
Alaska	32,710	42,170
Oklahoma	21,620	31,150
Maine	23,870	33,480
Kansas	24,040	33,780
Texas	25,580	35,310
West Virginia	20,710	30,470
Kentucky	22,030	32,170
Indiana	23,660	33,820
Alabama	21,520	31,940
North Carolina	23,120	34,120
Colorado	28,590	39,820
Florida	22,360	33,750
Wisconsin	23,770	35,240
Georgia	24,120	35,840
Vermont	22,760	34,650
Minnesota	27,250	39,840
Missouri	21,790	34,460
Ohio	23,100	35,910
Rhode Island	25,140	38,240
New Hampshire	23,380	37,450
Illinois	24,480	38,580
Michigan	25,440	39,590
Maryland	26,740	41,360
Pennsylvania	21,300	35,970
Virginia	23,840	39,130
Connecticut	28,000	44,400
New York	26,490	43,590
New Jersey	24,440	43,040
Massachusetts	26,640	45,290
Delaware	20,270	39,050
District of Columbia	31,190	57,980

10–90 Wage Percentile Differential

State	Annual Percentiles		Percent Differential
	10th	90th	
Rhode Island	\$14,680	\$36,690	149.9%
New York	16,740	38,630	130.8
Delaware	13,540	30,590	125.9
Georgia	16,160	34,090	111.0
Kentucky	14,890	31,250	109.9
North Carolina	15,580	32,450	108.3
Maryland	18,620	38,760	108.2
Connecticut	18,970	39,480	108.1
West Virginia	14,250	29,590	107.6
Pennsylvania	14,650	30,400	107.5
Vermont	15,510	32,020	106.4
New Jersey	16,750	34,540	106.2
Ohio	15,690	32,240	105.5
New Mexico	18,290	37,160	103.2
Wisconsin	16,260	32,580	100.4
Tennessee	16,300	31,980	96.2
South Carolina	16,660	32,380	94.4
Missouri	15,360	29,650	93.0
Mississippi	15,480	29,840	92.8
Virginia	17,020	32,690	92.1
Hawaii	18,720	35,710	90.8
Louisiana	15,900	30,240	90.2
Massachusetts	19,050	36,210	90.1
Kansas	17,460	32,950	88.7
Maine	17,050	32,060	88.0
New Hampshire	16,980	31,850	87.6
Indiana	16,880	31,460	86.4
Illinois	18,160	33,730	85.7
Florida	16,060	29,770	85.4
Wyoming	18,960	34,840	83.8
Arizona	19,220	35,250	83.4
Michigan	18,630	34,010	82.6
California	24,060	43,620	81.3
Minnesota	19,650	35,570	81.0
Idaho	18,690	33,710	80.4
North Dakota	19,340	34,870	80.3
Alabama	15,600	27,990	79.4
Texas	18,720	33,580	79.4
Iowa	16,350	29,160	78.3
Colorado	20,440	36,160	76.9
Oklahoma	15,880	28,030	76.5
Nebraska	18,500	32,490	75.6
South Dakota	19,030	33,310	75.0
Arkansas	15,450	26,990	74.7
Montana	19,610	34,030	73.5
Alaska	24,420	41,870	71.5
District of Columbia	23,990	40,640	69.4
Oregon	21,430	36,110	68.5
Nevada	21,770	36,210	66.3
Utah	20,650	34,340	66.3
Washington	24,130	39,490	63.7

Total Growth

State	Percentage
Arizona	50.7%
Idaho	46.0
Nevada	41.6
Utah	39.2
Colorado	36.4
Wyoming	34.6
New Mexico	32.3
North Carolina	31.5
Arkansas	31.4
Georgia	31.1
New Hampshire	30.8
Texas	30.0
Mississippi	29.9
Kansas	29.9
Florida	29.7
Virginia	27.8
Minnesota	27.7
Wisconsin	27.7
South Dakota	27.0
Alaska	26.7
Montana	25.4
New Jersey	24.6
Missouri	24.3
Oregon	24.0
Maine	23.2
Indiana	22.6
Tennessee	22.1
California	21.5
Alabama	21.4
Maryland	21.2
Delaware	20.4
Washington	20.1
West Virginia	19.8
Rhode Island	19.4
Ohio	18.6
Oklahoma	18.5
North Dakota	18.0
Iowa	18.0
Massachusetts	17.4
Hawaii	16.7
Nebraska	16.5
New York	16.4
Connecticut	15.3
Louisiana	14.9
Vermont	14.7
Michigan	12.8
Kentucky	12.2
Illinois	12.2
South Carolina	7.0
Pennsylvania	6.4
District of Columbia	2.6

Annual Openings Due to Replacements

State	Percentage
District of Columbia	83.3%
South Carolina	75.0
Pennsylvania	74.3
Illinois	60.8
Kentucky	60.4
Michigan	58.9
Vermont	58.3
Louisiana	58.0
Massachusetts	55.5
Connecticut	55.0
Iowa	53.8
Nebraska	53.8
New York	52.6
Oklahoma	52.5
Hawaii	50.0
North Dakota	50.0
Ohio	50.0
Washington	50.0
Rhode Island	48.5
West Virginia	48.1
Delaware	47.6
Oregon	47.5
Maryland	47.2
Tennessee	46.9
California	46.6
Indiana	45.9
Alabama	45.8
Colorado	45.8
Missouri	44.7
Maine	44.1
New Jersey	44.0
Montana	41.9
Kansas	41.8
Wisconsin	41.2
Minnesota	40.4
Virginia	40.3
New Mexico	40.0
Florida	39.2
South Dakota	38.9
Mississippi	38.8
Texas	38.5
Georgia	37.7
Utah	37.5
New Hampshire	37.1
Arkansas	37.0
North Carolina	36.7
Nevada	30.4
Idaho	29.4
Arizona	27.0
Alaska	10.0
Wyoming	0.0

Per Capita (total population)

State	Per 100,000
South Dakota	104.5
District of Columbia	100.4
South Carolina	86.7
Connecticut	85.3
Nebraska	84.8
Kentucky	83.8
Rhode Island	81.9
Montana	77.5
West Virginia	74.3
Ohio	74.3
Arkansas	73.6
Pennsylvania	72.5
Arizona	72.5
Massachusetts	71.9
North Carolina	71.0
Missouri	67.3
Tennessee	67.2
Wisconsin	67.1
Delaware	67.0
Virginia	66.9
New Jersey	66.5
Indiana	66.1
Alabama	65.6
Florida	65.1
Maine	63.5
Louisiana	63.0
Minnesota	62.6
Iowa	61.7
Utah	61.6
Idaho	59.1
Oklahoma	58.8
Vermont	58.4
Mississippi	57.4
Maryland	56.9
Kansas	56.8
New York	55.7
New Hampshire	54.7
Hawaii	53.5
Nevada	52.6
Wyoming	52.1
Georgia	51.5
Michigan	51.5
Texas	51.3
North Dakota	50.8
New Mexico	50.1
Illinois	50.0
Washington	49.3
Oregon	48.5
Colorado	47.6
Alaska	46.8
California	41.2

2000–2004 Wage Gain

State	Mean Annual		Percent Gain from 2000–2004
	2000	2004	
Missouri	\$33,770	\$54,220	60.6%
Maine	33,710	45,960	36.3
Massachusetts	42,190	57,070	35.3
Montana	30,430	41,150	35.2
Louisiana	31,100	41,210	32.5
Georgia	33,050	43,640	32.0
Pennsylvania	32,740	43,070	31.6
Wisconsin	34,270	45,040	31.4
Kansas	31,220	40,760	30.6
New Mexico	35,420	45,860	29.5
Nebraska	30,300	39,180	29.3
Iowa	30,070	38,790	29.0
Indiana	33,620	43,210	28.5
Colorado	36,560	46,800	28.0
Ohio	33,380	42,580	27.6
West Virginia	29,950	38,000	26.9
Arizona	35,190	44,550	26.6
Washington	40,990	51,660	26.0
Vermont	35,310	44,440	25.9
Virginia	34,620	43,560	25.8
Connecticut	40,290	50,390	25.1
Rhode Island	40,100	50,090	24.9
Texas	34,430	42,950	24.7
North Carolina	35,810	44,600	24.5
New Hampshire	38,220	47,550	24.4
Michigan	35,590	44,200	24.2
Minnesota	39,200	48,650	24.1
Oregon	40,310	49,980	24.0
Alaska	45,740	56,330	23.2
Kentucky	33,350	40,920	22.7
Illinois	35,410	43,130	21.8
New Jersey	43,800	53,260	21.6
Maryland	43,850	53,300	21.6
Oklahoma	32,540	39,510	21.4
Wyoming	36,160	43,900	21.4
Idaho	34,940	42,270	21.0
Florida	35,840	43,220	20.6
Nevada	41,920	50,510	20.5
South Dakota	33,940	40,770	20.1
Arkansas	31,930	38,240	19.8
District of Columbia	40,490	48,370	19.5
Mississippi	32,750	38,840	18.6
New York	44,000	52,130	18.5
Hawaii	43,790	51,880	18.5
California	44,650	52,810	18.3
Utah	34,970	40,910	17.0
South Carolina	37,020	42,650	15.2
Alabama	33,800	38,650	14.3
Delaware	40,110	42,260	5.4
North Dakota	34,600	35,880	3.7
Tennessee	41,530	41,260	-0.7

2004 Wage with State Wage Benchmark

State	2004 Annual Wage	2004 State Annual Wage
Missouri	\$54,220	\$34,460
Nevada	50,510	34,300
Hawaii	51,880	36,750
Alaska	56,330	42,170
Oregon	49,980	36,980
New Mexico	45,860	33,000
Maine	45,960	33,480
Maryland	53,300	41,360
Rhode Island	50,090	38,240
Massachusetts	57,070	45,290
South Dakota	40,770	29,080
Wyoming	43,900	32,510
Montana	41,150	29,880
California	52,810	41,980
Washington	51,660	40,860
South Carolina	42,650	31,940
North Carolina	44,600	34,120
New Jersey	53,260	43,040
Mississippi	38,840	28,630
New Hampshire	47,550	37,450
Louisiana	41,210	31,230
Wisconsin	45,040	35,240
Vermont	44,440	34,650
Arizona	44,550	34,880
Idaho	42,270	32,770
Florida	43,220	33,750
Indiana	43,210	33,820
Minnesota	48,650	39,840
Kentucky	40,920	32,170
Arkansas	38,240	29,560
Tennessee	41,260	32,730
New York	52,130	43,590
Oklahoma	39,510	31,150
Georgia	43,640	35,840
Texas	42,950	35,310
West Virginia	38,000	30,470
Pennsylvania	43,070	35,970
Colorado	46,800	39,820
Kansas	40,760	33,780
Utah	40,910	34,110
Iowa	38,790	31,990
Alabama	38,650	31,940
Ohio	42,580	35,910
Nebraska	39,180	33,060
Connecticut	50,390	44,400
North Dakota	35,880	30,620
Michigan	44,200	39,590
Illinois	43,130	38,580
Virginia	43,560	39,130
Delaware	42,260	39,050
District of Columbia	48,370	57,980

10–90 Wage Percentile Differential

State	Annual Percentiles		Percent Differential
	10th	90th	
Missouri	\$26,890	\$69,260	157.6%
Arizona	25,820	64,160	148.5
Illinois	27,560	60,250	118.6
Tennessee	26,280	56,180	113.8
Arkansas	25,240	53,760	113.0
Virginia	28,150	59,210	110.3
Oklahoma	26,440	54,660	106.7
California	35,470	72,560	104.6
Nebraska	26,580	54,220	104.0
Wyoming	29,210	59,420	103.4
South Carolina	28,530	57,860	102.8
Mississippi	26,150	52,990	102.6
Utah	27,570	55,550	101.5
District of Columbia	33,430	66,980	100.4
Texas	28,800	57,420	99.4
Massachusetts	36,750	72,890	98.3
Montana	27,840	54,750	96.7
Maine	32,110	62,620	95.0
North Dakota	24,250	47,120	94.3
Pennsylvania	30,180	58,340	93.3
Colorado	32,860	63,050	91.9
Minnesota	34,210	65,450	91.3
Florida	29,950	57,230	91.1
South Dakota	29,120	55,070	89.1
Georgia	30,250	57,030	88.5
New York	37,280	69,920	87.6
Delaware	29,880	55,490	85.7
Washington	37,640	69,470	84.6
Louisiana	29,930	55,150	84.3
New Mexico	32,410	59,460	83.5
Oregon	35,800	65,370	82.6
North Carolina	31,540	57,530	82.4
Indiana	31,070	56,550	82.0
Michigan	31,170	56,670	81.8
Alabama	28,340	51,250	80.8
Kentucky	30,290	54,530	80.0
Iowa	29,160	52,020	78.4
Kansas	30,180	53,700	77.9
Maryland	39,290	69,890	77.9
New Jersey	39,380	69,840	77.3
Connecticut	37,760	66,890	77.1
Idaho	31,370	55,520	77.0
Wisconsin	32,930	57,740	75.3
Ohio	31,770	54,890	72.8
Vermont	33,160	56,480	70.3
Nevada	38,460	65,180	69.5
West Virginia	28,840	48,840	69.3
Hawaii	39,160	65,590	67.5
Alaska	43,400	71,030	63.7
New Hampshire	37,550	58,200	55.0
Rhode Island	39,590	59,900	51.3

Total Growth

State	Percentage
Arizona	73.1%
Colorado	57.9
Idaho	57.8
Nevada	53.3
Utah	53.3
Mississippi	52.6
New Mexico	50.0
Georgia	48.6
Texas	47.4
North Carolina	47.1
Montana	47.1
Florida	44.4
Wisconsin	44.3
Kansas	42.9
Arkansas	41.8
Minnesota	41.6
Maine	41.1
Nebraska	40.4
California	40.0
West Virginia	38.4
Rhode Island	35.2
Tennessee	34.2
Delaware	33.3
Indiana	33.3
New Jersey	33.3
Virginia	33.1
Ohio	32.8
Oklahoma	32.4
Missouri	32.2
Iowa	30.9
Connecticut	30.4
Louisiana	30.2
Michigan	30.2
Maryland	28.6
New York	27.4
Vermont	27.3
Illinois	27.0
Massachusetts	26.9
Oregon	26.5
Kentucky	20.2
Washington	18.2
South Carolina	17.9
Alabama	16.7
Pennsylvania	16.4
District of Columbia	16.1
Alaska	N/A
Hawaii	N/A
New Hampshire	N/A
North Dakota	N/A
South Dakota	N/A
Wyoming	N/A

Annual Openings Due to Replacements

State	Percentage
Oregon	55.0%
Iowa	50.0
Colorado	47.6
Massachusetts	47.2
Pennsylvania	45.5
District of Columbia	40.0
New York	40.0
Oklahoma	40.0
South Carolina	40.0
Kentucky	39.3
Louisiana	36.0
Kansas	35.7
Alabama	33.3
Maine	33.3
Nebraska	33.3
New Jersey	33.3
Rhode Island	33.3
Vermont	33.3
Illinois	32.4
Maryland	31.8
Michigan	30.4
Connecticut	30.0
Indiana	30.0
Missouri	30.0
Virginia	30.0
Washington	30.0
West Virginia	30.0
Ohio	28.6
Tennessee	28.6
Georgia	28.0
Delaware	27.3
California	25.0
Minnesota	25.0
Montana	25.0
North Carolina	25.0
Wisconsin	25.0
Florida	24.4
Arkansas	22.2
Texas	21.7
Mississippi	21.4
Idaho	21.1
Arizona	15.5
Nevada	10.0
Utah	0.0
Alaska	N/A
Hawaii	N/A
New Hampshire	N/A
New Mexico	N/A
North Dakota	N/A
South Dakota	N/A
Wyoming	N/A

Per Capita (total population)

State	Per 100,000
Delaware	29.8
District of Columbia	27.5
Louisiana	23.7
Kentucky	20.7
Idaho	20.0
South Carolina	16.3
Missouri	15.3
Illinois	14.7
New Jersey	14.0
Tennessee	13.1
Montana	13.1
Wisconsin	12.9
Arizona	12.4
Rhode Island	12.0
Arkansas	11.9
Pennsylvania	11.8
Alabama	10.7
Oklahoma	10.6
West Virginia	10.5
Massachusetts	10.4
Indiana	10.2
New Mexico	9.7
Oregon	9.7
Maryland	9.6
Iowa	9.4
Florida	9.2
Vermont	8.9
Texas	8.7
Georgia	8.7
North Carolina	8.4
Kansas	7.7
Mississippi	7.4
Nevada	6.9
Connecticut	6.6
New York	6.5
Utah	6.5
Virginia	5.9
Minnesota	5.8
Washington	5.4
Ohio	5.3
Michigan	5.3
Maine	4.3
California	4.3
Colorado	4.2
Nebraska	2.7
Alaska	N/A
Hawaii	N/A
New Hampshire	N/A
North Dakota	N/A
South Dakota	N/A
Wyoming	N/A

2000–2004 Wage Gain

State	Mean Annual		Percent Gain from 2000–2004
	2000	2004	
Idaho	\$27,200	\$41,140	51.3%
Colorado	27,810	39,460	41.9
Maine	29,840	40,080	34.3
Illinois	28,720	38,420	33.8
Pennsylvania	29,790	38,740	30.0
Virginia	31,430	40,720	29.6
Arizona	28,330	36,060	27.3
Louisiana	29,430	37,380	27.0
Minnesota	30,440	38,650	27.0
Michigan	29,520	37,280	26.3
Missouri	26,590	33,510	26.0
New York	34,880	43,940	26.0
Nebraska	29,620	37,250	25.8
Massachusetts	36,460	45,380	24.5
Iowa	27,080	33,000	21.9
Georgia	29,980	36,500	21.7
New Mexico	29,260	35,440	21.1
Arkansas	26,490	31,910	20.5
Utah	24,740	29,570	19.5
Kentucky	27,710	32,870	18.6
Hawaii	38,780	45,850	18.2
Texas	30,980	36,400	17.5
Florida	32,080	37,530	17.0
Oklahoma	29,290	33,200	13.3
New Jersey	40,830	46,020	12.7
Wisconsin	34,540	38,460	11.3
Indiana	34,890	38,710	10.9
Alabama	28,630	31,350	9.5
North Carolina	31,260	33,990	8.7
Connecticut	38,910	41,970	7.9
West Virginia	31,940	34,010	6.5
California	40,280	42,860	6.4
Mississippi	28,930	30,410	5.1
Ohio	33,360	34,820	4.4
Kansas	28,680	29,660	3.4
Tennessee	32,580	33,280	2.1
Washington	39,350	39,490	0.4
South Carolina	35,360	35,150	-0.6
District of Columbia	37,190	36,960	-0.6
Montana	34,180	31,520	-7.8
Maryland	58,730	51,860	-11.7
Wyoming	36,090	31,010	-14.1
Nevada	40,140	N/A	N/A
Oregon	39,480	N/A	N/A
Vermont	29,240	N/A	N/A

2004 Wage with State Wage Benchmark

State	2004 Annual Wage	2004 State Annual Wage
Maryland	\$51,860	\$41,360
Hawaii	45,850	36,750
Idaho	41,140	32,770
Maine	40,080	33,480
Louisiana	37,380	31,230
Indiana	38,710	33,820
Nebraska	37,250	33,060
Florida	37,530	33,750
West Virginia	34,010	30,470
South Carolina	35,150	31,940
Wisconsin	38,460	35,240
New Jersey	46,020	43,040
Pennsylvania	38,740	35,970
New Mexico	35,440	33,000
Arkansas	31,910	29,560
Oklahoma	33,200	31,150
Mississippi	30,410	28,630
Montana	31,520	29,880
Virginia	40,720	39,130
Arizona	36,060	34,880
Texas	36,400	35,310
Iowa	33,000	31,990
California	42,860	41,980
Kentucky	32,870	32,170
Georgia	36,500	35,840
Tennessee	33,280	32,730
New York	43,940	43,590
Massachusetts	45,380	45,290
North Carolina	33,990	34,120
Illinois	38,420	38,580
Colorado	39,460	39,820
Alabama	31,350	31,940
Missouri	33,510	34,460
Ohio	34,820	35,910
Minnesota	38,650	39,840
Washington	39,490	40,860
Wyoming	31,010	32,510
Michigan	37,280	39,590
Connecticut	41,970	44,400
Kansas	29,660	33,780
Utah	29,570	34,110
District of Columbia	36,960	57,980

10–90 Wage Percentile Differential

State	Annual Percentiles		Percent Differential
	10th	90th	
Massachusetts	\$25,980	\$75,070	189.0%
Arkansas	18,300	47,900	161.7
Wyoming	18,780	45,360	141.5
Alabama	19,480	43,630	124.0
Montana	19,460	43,310	122.6
Georgia	23,580	51,360	117.8
Connecticut	26,540	57,750	117.6
Washington	25,320	54,720	116.1
Michigan	24,410	52,740	116.1
Nebraska	24,600	51,510	109.4
Texas	24,170	49,590	105.2
Pennsylvania	26,470	53,490	102.1
North Carolina	22,970	45,220	96.9
Arizona	25,160	49,490	96.7
New Mexico	24,240	47,380	95.5
California	29,510	57,470	94.7
Missouri	23,410	45,360	93.8
Wisconsin	24,650	47,590	93.1
New York	30,420	58,420	92.0
Oklahoma	23,340	44,380	90.1
Colorado	28,370	52,700	85.8
South Carolina	24,730	45,820	85.3
Illinois	26,890	49,640	84.6
Kansas	20,920	38,490	84.0
District of Columbia	26,530	48,770	83.8
Iowa	24,130	43,760	81.4
Idaho	30,570	54,990	79.9
Virginia	29,770	53,410	79.4
Ohio	25,030	44,700	78.6
New Jersey	33,150	59,160	78.5
Maryland	38,090	67,620	77.5
Kentucky	24,740	43,420	75.5
Hawaii	32,340	55,820	72.6
Minnesota	28,940	49,700	71.7
West Virginia	25,550	43,690	71.0
Tennessee	25,150	42,860	70.4
Utah	23,390	38,660	65.3
Mississippi	23,380	38,510	64.7
Indiana	29,150	47,640	63.4
Florida	29,950	46,720	56.0
Louisiana	29,320	45,230	54.3
Maine	33,270	46,990	41.2

Total Growth

State	Percentage
Arizona	63.7%
Colorado	50.0
Nevada	49.2
Idaho	47.7
Utah	47.2
Kansas	43.0
Georgia	42.3
Mississippi	40.6
Alaska	40.0
New Mexico	40.0
New Hampshire	39.1
North Carolina	38.1
Texas	38.1
Florida	36.7
California	36.0
Montana	36.0
Minnesota	35.8
Wisconsin	35.7
South Dakota	32.4
Arkansas	31.8
Maine	30.8
Nebraska	30.4
Missouri	29.8
West Virginia	29.0
Massachusetts	28.6
Tennessee	28.3
Indiana	27.6
Oklahoma	27.0
North Dakota	26.9
New Jersey	26.7
Virginia	26.2
Louisiana	25.9
Oregon	25.4
Rhode Island	24.9
Maryland	24.5
Ohio	22.9
Alabama	22.9
Delaware	21.4
Iowa	21.4
Kentucky	21.4
Washington	21.1
Michigan	20.1
Illinois	19.6
Connecticut	19.3
New York	18.7
Wyoming	16.7
Pennsylvania	11.5
South Carolina	11.4
District of Columbia	6.3
Hawaii	N/A
Vermont	N/A

Annual Openings Due to Replacements

State	Percentage
District of Columbia	66.7%
Alaska	60.0
South Carolina	57.5
Oregon	53.3
Pennsylvania	52.9
Connecticut	50.0
Iowa	50.0
Massachusetts	47.5
Colorado	46.6
Washington	41.7
Illinois	40.4
Alabama	40.0
Delaware	40.0
New Mexico	40.0
Michigan	38.6
Kentucky	38.5
New York	38.5
North Dakota	37.5
Rhode Island	37.5
Louisiana	36.7
Kansas	36.5
Ohio	36.2
Maryland	34.5
New Jersey	33.3
Tennessee	33.3
Utah	33.3
Indiana	32.9
Virginia	32.7
Missouri	31.4
Maine	31.3
South Dakota	31.3
Montana	28.6
West Virginia	28.6
Arkansas	28.0
Nebraska	27.8
Minnesota	27.3
North Carolina	27.3
California	26.2
Texas	25.9
Florida	25.0
Georgia	25.0
Oklahoma	25.0
Wisconsin	25.0
Mississippi	24.5
New Hampshire	23.1
Idaho	21.4
Nevada	20.0
Arizona	16.7
Hawaii	N/A
Vermont	N/A
Wyoming	N/A

Per Capita (total population)

State	Per 100,000
District of Columbia	53.3
South Dakota	46.3
Kentucky	36.7
South Carolina	36.3
Kansas	34.3
Mississippi	34.0
Louisiana	32.8
Oklahoma	31.8
Tennessee	31.8
North Dakota	31.7
Minnesota	31.5
Wisconsin	31.4
Alabama	31.2
Montana	29.3
Massachusetts	28.4
Missouri	28.3
Pennsylvania	28.3
Indiana	27.6
Washington	27.4
West Virginia	27.1
Maryland	27.0
Maine	26.7
North Carolina	26.2
Texas	26.0
Arizona	25.9
Georgia	24.9
Nebraska	24.6
California	24.6
Florida	24.5
Connecticut	24.0
Ohio	23.0
Illinois	22.9
Utah	22.8
Nevada	22.1
Iowa	21.5
New York	20.9
Colorado	20.9
Michigan	20.8
Arkansas	20.3
Rhode Island	20.3
New Hampshire	19.0
Virginia	18.2
Idaho	17.5
New Jersey	17.5
Delaware	17.4
Oregon	16.7
New Mexico	16.2
Alaska	15.6
Wyoming	12.0
Hawaii	N/A
Vermont	N/A

2000–2004 Wage Gain

State	Mean Annual		Percent Gain from 2000–2004
	2000	2004	
Wisconsin	\$30,020	\$39,700	32.2%
Georgia	23,960	31,320	30.7
Maine	26,580	34,670	30.4
Montana	28,710	37,240	29.7
Arizona	31,720	40,830	28.7
New York	28,360	36,490	28.7
Mississippi	21,940	28,150	28.3
Connecticut	35,200	44,610	26.7
Illinois	30,650	38,740	26.4
New Mexico	23,630	29,490	24.8
North Dakota	25,470	31,800	24.9
Nevada	33,100	41,190	24.4
Kansas	25,730	32,010	24.4
Wyoming	24,530	30,480	24.3
Florida	27,670	34,260	23.8
Washington	32,420	39,990	23.3
Colorado	29,800	36,730	23.3
Arkansas	23,130	28,500	23.2
South Dakota	25,550	31,380	22.8
Texas	27,500	33,780	22.8
Virginia	29,090	35,260	21.2
California	33,910	41,010	20.9
South Carolina	26,570	32,140	21.0
Ohio	28,230	33,880	20.0
Rhode Island	32,590	39,130	20.1
New Jersey	33,680	40,400	20.0
Missouri	27,400	32,800	19.7
Michigan	30,290	36,250	19.7
West Virginia	25,890	30,810	19.0
Massachusetts	34,200	40,660	18.9
Alabama	24,150	28,620	18.5
Minnesota	34,720	41,150	18.5
Kentucky	26,960	31,670	17.5
Iowa	26,930	31,560	17.2
Maryland	35,610	41,670	17.0
Louisiana	25,480	29,670	16.4
Oregon	33,440	38,900	16.3
Indiana	31,170	36,000	15.5
Alaska	36,220	41,770	15.3
Tennessee	29,930	34,230	14.4
Nebraska	28,170	31,970	13.5
New Hampshire	31,590	35,710	13.0
Pennsylvania	28,140	31,450	11.8
North Carolina	29,000	32,140	10.8
Oklahoma	26,460	28,500	7.7
District of Columbia	33,210	35,390	6.6
Utah	28,490	29,570	3.8
Hawaii	34,380	34,270	-0.3
Idaho	36,390	35,910	-1.3
Delaware	31,860	N/A	N/A
Vermont	N/A	32,150	N/A

2004 Wage with State Wage Benchmark

State	2004 Annual Wage	2004 State Annual Wage
Montana	\$37,240	\$29,880
Nevada	41,190	34,300
Arizona	40,830	34,880
Wisconsin	39,700	35,240
Idaho	35,910	32,770
South Dakota	31,380	29,080
Indiana	36,000	33,820
Oregon	38,900	36,980
Tennessee	34,230	32,730
Minnesota	41,150	39,840
Maine	34,670	33,480
North Dakota	31,800	30,620
Rhode Island	39,130	38,240
Florida	34,260	33,750
West Virginia	30,810	30,470
Maryland	41,670	41,360
South Carolina	32,140	31,940
Connecticut	44,610	44,400
Illinois	38,740	38,580
Alaska	41,770	42,170
Iowa	31,560	31,990
Kentucky	31,670	32,170
Mississippi	28,150	28,630
Washington	39,990	40,860
California	41,010	41,980
Arkansas	28,500	29,560
Nebraska	31,970	33,060
Texas	33,780	35,310
Louisiana	29,670	31,230
Missouri	32,800	34,460
New Hampshire	35,710	37,450
Kansas	32,010	33,780
North Carolina	32,140	34,120
Wyoming	30,480	32,510
Ohio	33,880	35,910
Hawaii	34,270	36,750
Vermont	32,150	34,650
New Jersey	40,400	43,040
Oklahoma	28,500	31,150
Colorado	36,730	39,820
Alabama	28,620	31,940
Michigan	36,250	39,590
New Mexico	29,490	33,000
Virginia	35,260	39,130
Georgia	31,320	35,840
Pennsylvania	31,450	35,970
Utah	29,570	34,110
Massachusetts	40,660	45,290
New York	36,490	43,590
District of Columbia	35,390	57,980

10–90 Wage Percentile Differential

State	Annual Percentiles		Percent Differential
	10th	90th	
Illinois	\$25,190	\$61,410	143.8%
West Virginia	19,710	46,590	136.4
New Mexico	18,830	40,460	114.9
Missouri	21,670	45,380	109.4
Arizona	26,730	55,970	109.4
Idaho	22,220	46,000	107.0
Alabama	19,140	38,650	101.9
Louisiana	19,840	40,060	101.9
Texas	22,420	45,090	101.1
Wyoming	21,410	42,900	100.4
Connecticut	28,990	57,950	99.9
Arkansas	19,700	39,240	99.2
Rhode Island	26,890	53,400	98.6
Colorado	25,260	49,660	96.6
Virginia	24,710	48,360	95.7
Tennessee	23,940	46,530	94.4
Maryland	28,790	55,900	94.2
Georgia	22,460	43,420	93.3
Pennsylvania	21,910	42,070	92.0
Nevada	28,780	55,140	91.6
Mississippi	19,120	36,570	91.3
Kansas	23,110	44,060	90.7
California	29,650	55,750	88.0
Indiana	25,860	48,490	87.5
Massachusetts	29,230	54,420	86.2
New York	27,340	50,830	85.9
Florida	24,850	46,020	85.2
Utah	21,370	39,510	84.9
Iowa	23,160	41,970	81.2
Nebraska	23,650	42,680	80.5
Kentucky	23,360	42,110	80.3
District of Columbia	25,640	45,840	78.8
New Jersey	30,020	53,420	77.9
Oklahoma	20,590	36,560	77.6
South Carolina	24,140	42,580	76.4
North Dakota	23,990	42,310	76.4
Ohio	25,050	43,680	74.4
North Carolina	24,460	42,260	72.8
Alaska	31,420	54,250	72.7
Minnesota	31,190	53,640	72.0
South Dakota	24,150	41,470	71.7
Washington	29,940	51,410	71.7
Wisconsin	30,340	51,690	70.4
Hawaii	25,790	43,830	69.9
Montana	26,900	45,230	68.1
Maine	26,620	44,250	66.2
Vermont	25,190	41,440	64.5
New Hampshire	27,040	44,200	63.5
Michigan	27,970	44,710	59.8
Oregon	30,440	48,020	57.8

Total Growth

State	Percentage
Utah	46.4%
Nevada	45.0
Colorado	33.3
Arizona	31.5
Florida	29.8
South Dakota	28.6
New Hampshire	27.5
Texas	27.3
Minnesota	26.4
Alaska	26.3
New Mexico	26.3
Kentucky	25.6
Hawaii	24.4
Montana	24.2
Maine	23.5
Oregon	23.4
North Carolina	23.1
Missouri	22.3
Alabama	22.2
New Jersey	22.2
Virginia	22.1
Delaware	21.4
Idaho	21.2
Oklahoma	20.3
Mississippi	20.1
Pennsylvania	19.9
Washington	19.8
Connecticut	19.4
Arkansas	19.2
Nebraska	19.2
Georgia	18.5
California	18.2
Indiana	17.9
Wisconsin	17.9
Vermont	17.9
Massachusetts	17.8
Ohio	17.5
Kansas	17.2
Louisiana	16.2
Tennessee	15.3
Iowa	14.3
Maryland	14.2
Illinois	13.1
West Virginia	11.5
New York	11.5
Rhode Island	11.2
Michigan	8.9
South Carolina	5.9
District of Columbia	2.4
North Dakota	N/A
Wyoming	N/A

Annual Openings Due to Replacements

State	Percentage
District of Columbia	87.5%
Michigan	66.7
Rhode Island	66.7
West Virginia	66.7
New York	60.0
Arkansas	57.1
Illinois	57.1
Maryland	55.9
Washington	54.0
Indiana	53.3
Alaska	50.0
California	50.0
Delaware	50.0
Hawaii	50.0
Idaho	50.0
Iowa	50.0
Missouri	50.0
Montana	50.0
New Mexico	50.0
Ohio	50.0
Tennessee	50.0
Utah	50.0
Vermont	50.0
Wisconsin	50.0
Georgia	48.9
Pennsylvania	47.2
Mississippi	47.1
Colorado	46.0
Nebraska	45.5
Massachusetts	45.1
Virginia	44.8
Maine	42.9
New Jersey	42.9
Kentucky	40.0
Louisiana	40.0
Texas	40.0
Minnesota	39.7
Florida	38.3
Arizona	37.5
Kansas	37.5
New Hampshire	37.5
Oklahoma	35.0
Oregon	35.0
Alabama	33.3
North Carolina	33.3
South Dakota	33.3
Connecticut	30.0
Nevada	10.0
North Dakota	N/A
South Carolina	N/A
Wyoming	N/A

Per Capita (total population)

State	Per 100,000
District of Columbia	66.9
Vermont	46.2
Delaware	34.7
Hawaii	33.2
Oregon	31.5
Alaska	29.6
Georgia	29.0
Maine	27.6
Minnesota	26.2
Massachusetts	24.5
New Jersey	21.0
New Mexico	20.5
Rhode Island	20.1
Washington	19.9
Maryland	19.4
Colorado	18.0
New York	17.8
Oklahoma	16.9
Nebraska	16.6
Missouri	16.5
North Carolina	16.1
California	15.7
Mississippi	15.4
Florida	14.9
New Hampshire	14.8
Kentucky	14.2
Ohio	13.5
Indiana	12.7
Texas	12.7
Michigan	12.3
Wisconsin	12.3
Utah	12.1
Pennsylvania	11.4
West Virginia	11.1
Kansas	10.7
Montana	10.4
Connecticut	10.4
Tennessee	10.2
Virginia	10.1
Nevada	9.2
Arizona	8.8
Iowa	8.3
South Dakota	8.3
Louisiana	8.3
Alabama	8.0
Idaho	7.4
Arkansas	7.3
Illinois	7.3
South Carolina	4.1
North Dakota	N/A
Wyoming	N/A

2000–2004 Wage Gain

State	Mean Annual		Percent Gain from 2000–2004
	2000	2004	
Tennessee	\$30,470	\$53,100	74.3%
Connecticut	35,770	49,190	37.5
Oregon	32,730	44,400	35.7
New Hampshire	32,280	42,320	31.1
Georgia	38,500	50,460	31.1
Virginia	32,460	42,520	31.0
Illinois	32,460	41,940	29.2
Louisiana	28,950	36,870	27.4
Alabama	30,900	39,080	26.5
Wyoming	30,350	38,320	26.3
Oklahoma	26,880	33,880	26.0
Colorado	36,490	45,700	25.2
Missouri	31,930	39,600	24.0
District of Columbia	49,980	61,620	23.3
Kentucky	31,120	38,220	22.8
Florida	32,690	40,160	22.9
Washington	39,150	47,710	21.9
Maryland	54,610	66,520	21.8
South Dakota	35,200	42,770	21.5
Indiana	31,220	37,740	20.9
Vermont	35,180	42,120	19.7
Wisconsin	32,400	38,670	19.4
Idaho	34,260	40,350	17.8
Pennsylvania	34,380	40,100	16.6
Iowa	32,230	37,290	15.7
North Carolina	34,590	39,700	14.8
New York	37,560	42,940	14.3
New Mexico	33,450	38,120	14.0
Ohio	34,790	39,480	13.5
California	40,230	44,430	10.4
Maine	31,030	34,230	10.3
Michigan	40,500	44,570	10.0
Minnesota	39,400	43,300	9.9
Texas	32,870	36,100	9.8
Arkansas	37,040	40,600	9.6
Montana	31,400	33,940	8.1
South Carolina	38,110	40,740	6.9
Kansas	34,050	36,210	6.3
Nebraska	35,720	37,950	6.2
Massachusetts	39,520	41,900	6.0
Utah	34,080	35,700	4.8
Hawaii	37,030	38,370	3.6
Alaska	36,660	37,860	3.3
New Jersey	46,280	46,310	0.1
Nevada	42,190	41,380	-1.9
Mississippi	35,950	34,470	-4.1
West Virginia	28,650	25,140	-12.3
Arizona	45,390	39,650	-12.6
Delaware	N/A	43,320	N/A
North Dakota	N/A	26,120	N/A
Rhode Island	50,780	N/A	N/A

2004 Wage with State Wage Benchmark

State	2004 Annual Wage	2004 State Annual Wage
Maryland	\$66,520	\$41,360
Tennessee	53,100	32,730
Georgia	50,460	35,840
South Dakota	42,770	29,080
Arkansas	40,600	29,560
South Carolina	40,740	31,940
Idaho	40,350	32,770
Vermont	42,120	34,650
Oregon	44,400	36,980
Alabama	39,080	31,940
Nevada	41,380	34,300
Washington	47,710	40,860
Florida	40,160	33,750
Kentucky	38,220	32,170
Colorado	45,700	39,820
Mississippi	34,470	28,630
Wyoming	38,320	32,510
Louisiana	36,870	31,230
North Carolina	39,700	34,120
Iowa	37,290	31,990
Missouri	39,600	34,460
New Mexico	38,120	33,000
Michigan	44,570	39,590
Nebraska	37,950	33,060
New Hampshire	42,320	37,450
Connecticut	49,190	44,400
Arizona	39,650	34,880
Delaware	43,320	39,050
Pennsylvania	40,100	35,970
Montana	33,940	29,880
Indiana	37,740	33,820
District of Columbia	61,620	57,980
Ohio	39,480	35,910
Minnesota	43,300	39,840
Wisconsin	38,670	35,240
Virginia	42,520	39,130
Illinois	41,940	38,580
New Jersey	46,310	43,040
Oklahoma	33,880	31,150
California	44,430	41,980
Kansas	36,210	33,780
Hawaii	38,370	36,750
Utah	35,700	34,110
Maine	34,230	33,480
Texas	36,100	35,310
New York	42,940	43,590
Massachusetts	41,900	45,290
Alaska	37,860	42,170
North Dakota	26,120	30,620
West Virginia	25,140	30,470

10–90 Wage Percentile Differential

State	Annual Percentiles		Percent Differential
	10th	90th	
Tennessee	\$24,540	\$95,610	289.6%
Maryland	29,730	106,730	259.0
Nevada	18,540	64,050	245.5
North Dakota	13,050	43,590	234.0
District of Columbia	31,340	103,490	230.2
Arizona	20,640	65,190	215.8
Illinois	22,240	69,850	214.1
Kansas	18,080	56,470	212.3
California	23,080	72,010	212.0
Indiana	19,270	59,380	208.1
Colorado	23,270	71,270	206.3
Missouri	20,730	62,400	201.0
Pennsylvania	20,550	61,650	200.0
Maine	18,190	54,450	199.3
West Virginia	13,620	40,060	194.1
Massachusetts	22,570	66,210	193.4
Georgia	29,020	83,980	189.4
Louisiana	19,820	56,620	185.7
Utah	19,570	55,740	184.8
New Mexico	20,180	56,400	179.5
Iowa	20,250	55,470	173.9
Texas	21,610	58,450	170.5
Arkansas	24,610	63,670	158.7
Nebraska	21,580	55,830	158.7
Delaware	25,140	64,650	157.2
Virginia	24,910	63,970	156.8
Oklahoma	20,600	52,470	154.7
Minnesota	26,030	65,120	150.2
Alabama	24,140	60,290	149.8
South Dakota	26,510	65,870	148.5
New York	26,600	66,090	148.5
Florida	24,540	59,780	143.6
Kentucky	23,190	56,430	143.3
Wyoming	22,590	54,950	143.2
Wisconsin	23,340	56,590	142.5
Ohio	23,600	57,220	142.5
New Jersey	28,800	69,270	140.5
Hawaii	24,290	58,270	139.9
Michigan	26,880	64,160	138.7
Oregon	27,910	66,430	138.0
Alaska	24,570	57,610	134.5
South Carolina	24,640	57,650	134.0
Connecticut	30,480	70,940	132.7
Montana	22,230	50,570	127.5
North Carolina	25,470	56,770	122.9
Mississippi	23,690	51,640	118.0
New Hampshire	27,770	60,290	117.1
Washington	31,800	66,150	108.0
Vermont	31,100	55,510	78.5
Idaho	30,550	53,790	76.1

Total Growth

State	Percentage
Arizona	55.1%
Idaho	48.9
Nevada	45.3
Utah	45.2
New Hampshire	45.0
Virginia	42.2
New Mexico	38.7
Florida	38.2
Colorado	38.1
Kansas	36.4
Alaska	36.0
Maine	35.8
Minnesota	34.6
Mississippi	33.7
Kentucky	33.0
Texas	32.8
North Carolina	32.6
Louisiana	32.2
Vermont	31.4
Connecticut	31.0
Tennessee	30.5
Hawaii	30.0
Arkansas	29.2
Montana	28.6
California	27.8
South Dakota	27.1
West Virginia	27.1
Wisconsin	26.6
Oklahoma	26.5
Maryland	26.5
Delaware	25.8
Massachusetts	25.4
Missouri	25.3
Georgia	25.1
Wyoming	25.0
Rhode Island	24.3
Iowa	23.5
Oregon	23.5
New York	23.3
Ohio	23.3
Illinois	23.1
Indiana	22.8
Michigan	22.8
North Dakota	22.6
New Jersey	22.5
South Carolina	20.0
Washington	19.6
Nebraska	19.5
Alabama	16.1
Pennsylvania	14.9
District of Columbia	5.0

Annual Openings Due to Replacements

State	Percentage
District of Columbia	72.7%
Wyoming	60.0
Pennsylvania	53.5
Alabama	52.6
Washington	46.9
Colorado	46.3
Nebraska	46.2
Indiana	45.6
Oregon	45.0
South Carolina	45.0
New Jersey	43.8
New York	43.3
Michigan	43.0
North Dakota	42.9
Illinois	42.8
Oklahoma	42.5
Ohio	42.4
Rhode Island	41.7
Georgia	41.4
Iowa	40.0
Maryland	40.0
New Mexico	40.0
Wisconsin	40.0
West Virginia	39.5
South Dakota	38.7
Delaware	38.5
Missouri	38.2
California	37.5
Tennessee	37.5
Arkansas	36.8
Montana	36.4
Vermont	35.3
Connecticut	35.0
Texas	34.4
Mississippi	34.0
Louisiana	34.0
Kentucky	33.8
Maine	33.3
Minnesota	32.8
Massachusetts	31.0
North Carolina	30.8
Florida	30.0
Nevada	28.6
New Hampshire	28.6
Virginia	28.4
Idaho	27.3
Utah	25.0
Kansas	23.8
Arizona	23.5
Alaska	10.0
Hawaii	N/A

Per Capita (total population)

State	Per 100,000
South Dakota	92.6
District of Columbia	88.4
Massachusetts	71.9
Alabama	62.5
Nebraska	62.0
Connecticut	60.7
Vermont	58.9
North Dakota	58.7
Washington	58.0
West Virginia	54.2
Maine	51.7
Minnesota	49.1
Missouri	47.4
Pennsylvania	47.3
Ohio	47.1
New Jersey	46.6
Louisiana	45.8
Iowa	42.1
Wisconsin	40.8
South Carolina	40.2
Alaska	39.0
New York	39.0
Kentucky	38.9
Georgia	38.8
Delaware	38.5
New Hampshire	35.0
Indiana	34.9
Michigan	33.7
Maryland	33.6
New Mexico	33.4
Kansas	32.4
Mississippi	32.3
North Carolina	31.0
Arkansas	30.1
Colorado	29.8
Illinois	28.5
Tennessee	28.3
Texas	28.1
Oregon	27.8
Florida	27.5
Montana	27.2
Rhode Island	26.9
Utah	26.7
Nevada	25.7
California	25.7
Idaho	24.2
Wyoming	24.0
Oklahoma	23.8
Arizona	21.6
Virginia	18.8
Hawaii	16.2

2000–2004 Wage Gain

State	Mean Annual		Percent Gain from 2000–2004
	2000	2004	
Tennessee	\$30,780	\$44,490	44.5%
Delaware	33,780	47,620	41.0
Nebraska	26,850	36,710	36.7
Hawaii	40,200	54,710	36.1
Illinois	29,470	39,680	34.6
Idaho	31,860	41,320	29.7
Louisiana	30,960	38,960	25.8
District of Columbia	42,120	52,750	25.2
Georgia	31,950	39,720	24.3
Oklahoma	30,690	38,150	24.3
West Virginia	27,090	33,460	23.5
Maryland	38,410	47,240	23.0
Iowa	31,350	38,210	21.9
Texas	34,330	41,460	20.8
Alaska	36,800	44,140	19.9
Kansas	33,050	39,620	19.9
Maine	35,120	42,020	19.6
Kentucky	30,650	36,510	19.1
Washington	39,470	47,050	19.2
Montana	30,800	36,670	19.1
Colorado	35,640	42,360	18.9
New Jersey	40,920	48,570	18.7
California	42,640	50,440	18.3
Massachusetts	37,740	44,610	18.2
New York	41,020	47,870	16.7
New Hampshire	34,610	40,360	16.6
Arizona	35,580	41,400	16.4
Minnesota	36,960	42,960	16.2
Nevada	43,390	50,240	15.8
Utah	38,090	43,860	15.1
Indiana	33,440	38,430	14.9
South Dakota	29,830	34,170	14.5
Connecticut	42,430	48,530	14.4
Virginia	34,980	40,000	14.4
Wyoming	35,070	39,420	12.4
Wisconsin	36,840	41,340	12.2
Vermont	39,110	43,670	11.7
Rhode Island	39,640	44,250	11.6
Ohio	35,270	39,300	11.4
Michigan	38,500	42,830	11.2
North Dakota	29,920	33,270	11.2
Florida	35,110	38,340	9.2
Oregon	42,980	46,900	9.1
Arkansas	34,610	37,640	8.8
New Mexico	33,620	36,210	7.7
Pennsylvania	36,940	39,640	7.3
Alabama	30,840	32,980	6.9
North Carolina	36,210	38,520	6.4
Missouri	35,940	36,970	2.9
South Carolina	34,550	33,760	-2.3
Mississippi	34,250	31,770	-7.2

2004 Wage with State Wage Benchmark

State	2004 Annual Wage	2004 State Annual Wage
Hawaii	\$54,710	\$36,750
Nevada	50,240	34,300
Tennessee	44,490	32,730
Oregon	46,900	36,980
Utah	43,860	34,110
Vermont	43,670	34,650
Delaware	47,620	39,050
Maine	42,020	33,480
Idaho	41,320	32,770
California	50,440	41,980
Arkansas	37,640	29,560
Louisiana	38,960	31,230
Oklahoma	38,150	31,150
Wyoming	39,420	32,510
Montana	36,670	29,880
Arizona	41,400	34,880
Iowa	38,210	31,990
Washington	47,050	40,860
Texas	41,460	35,310
Wisconsin	41,340	35,240
Rhode Island	44,250	38,240
Maryland	47,240	41,360
Kansas	39,620	33,780
New Jersey	48,570	43,040
South Dakota	34,170	29,080
Indiana	38,430	33,820
Florida	38,340	33,750
North Carolina	38,520	34,120
Kentucky	36,510	32,170
New York	47,870	43,590
Connecticut	48,530	44,400
Georgia	39,720	35,840
Pennsylvania	39,640	35,970
Nebraska	36,710	33,060
Ohio	39,300	35,910
Michigan	42,830	39,590
New Mexico	36,210	33,000
Minnesota	42,960	39,840
Mississippi	31,770	28,630
West Virginia	33,460	30,470
New Hampshire	40,360	37,450
North Dakota	33,270	30,620
Colorado	42,360	39,820
Missouri	36,970	34,460
Alaska	44,140	42,170
South Carolina	33,760	31,940
Illinois	39,680	38,580
Alabama	32,980	31,940
Virginia	40,000	39,130
Massachusetts	44,610	45,290
District of Columbia	52,750	57,980

10–90 Wage Percentile Differential

State	Annual Percentiles		Percent Differential
	10th	90th	
Pennsylvania	\$20,800	\$56,340	170.9%
Massachusetts	25,170	65,750	161.2
Hawaii	34,090	87,030	155.3
Illinois	22,670	57,700	154.5
Nevada	27,240	68,930	153.0
New York	28,000	70,030	150.1
Connecticut	28,580	71,030	148.5
California	28,790	71,050	146.8
South Dakota	21,360	52,490	145.7
Oklahoma	22,400	54,640	143.9
Utah	26,050	62,730	140.8
Colorado	26,010	62,350	139.7
Arkansas	23,600	55,020	133.1
Tennessee	26,170	59,230	126.3
New Hampshire	25,000	56,400	125.6
Nebraska	23,270	52,330	124.9
Florida	24,270	53,900	122.1
Texas	25,740	57,160	122.1
Maine	26,590	58,640	120.5
Kansas	25,030	55,080	120.1
Virginia	25,500	55,580	118.0
Missouri	23,700	51,530	117.4
New Mexico	23,840	51,620	116.5
Arizona	26,120	56,460	116.2
Louisiana	24,860	53,490	115.2
Maryland	29,730	63,400	113.3
Oregon	30,370	64,100	111.1
Iowa	25,440	53,190	109.1
Montana	24,690	51,590	109.0
Wyoming	26,030	54,270	108.5
Mississippi	21,520	44,530	106.9
Indiana	25,510	52,710	106.6
Rhode Island	30,010	61,480	104.9
North Dakota	22,020	44,840	103.6
Michigan	29,460	58,660	99.1
Kentucky	24,890	49,540	99.0
Alaska	30,800	61,200	98.7
New Jersey	33,590	66,450	97.8
West Virginia	22,970	45,340	97.4
District of Columbia	35,960	70,910	97.2
South Carolina	23,590	46,300	96.3
North Carolina	27,450	52,480	91.2
Washington	33,150	63,300	91.0
Minnesota	30,710	58,310	89.9
Alabama	23,590	44,540	88.8
Idaho	29,300	55,290	88.7
Delaware	34,250	63,890	86.5
Ohio	28,870	53,150	84.1
Wisconsin	30,350	55,020	81.3
Vermont	32,120	56,710	76.6
Georgia	29,530	51,390	74.0

Total Growth

State	Percentage
Idaho	76.7%
Nevada	70.8
Arizona	64.4
Utah	63.6
Maine	63.0
South Dakota	62.5
Maryland	60.0
Montana	57.7
New Mexico	56.1
New Hampshire	56.1
Minnesota	54.1
Georgia	51.4
Rhode Island	51.2
Kentucky	50.2
Tennessee	48.9
North Carolina	48.4
Missouri	48.0
Wisconsin	46.1
Wyoming	46.1
Colorado	45.9
Kansas	45.8
Massachusetts	45.2
Oklahoma	45.1
Hawaii	44.9
Indiana	44.4
Virginia	41.2
Delaware	41.1
West Virginia	40.8
Illinois	40.2
South Carolina	39.3
Pennsylvania	38.9
Florida	37.7
Iowa	37.4
Alabama	37.2
Louisiana	36.6
Michigan	35.7
Ohio	34.9
California	34.8
Alaska	33.9
New Jersey	33.3
New York	33.2
Vermont	32.0
Connecticut	31.8
Nebraska	31.6
Arkansas	31.0
Texas	28.7
Mississippi	28.5
North Dakota	25.7
District of Columbia	23.7
Washington	19.6
Oregon	15.4

Annual Openings Due to Replacements

State	Percentage
Oregon	52.0%
Washington	48.9
Colorado	46.3
District of Columbia	43.0
North Dakota	41.4
Texas	38.0
Mississippi	37.8
Alaska	36.7
Arkansas	36.1
Nebraska	35.8
Vermont	35.7
Connecticut	34.7
New York	34.5
Louisiana	34.4
New Jersey	33.8
California	33.6
Ohio	33.5
Michigan	33.0
Iowa	32.3
Florida	31.7
Alabama	31.7
Pennsylvania	31.1
Illinois	30.5
West Virginia	30.2
Delaware	30.2
Virginia	30.0
South Carolina	29.2
Indiana	28.5
Wisconsin	28.0
Hawaii	27.3
North Carolina	27.1
Tennessee	26.8
Kentucky	26.0
Missouri	26.0
Georgia	25.7
Rhode Island	25.3
Oklahoma	25.0
Massachusetts	24.8
Kansas	24.7
Minnesota	24.6
Wyoming	24.3
New Hampshire	23.9
New Mexico	23.3
Montana	23.1
Maryland	22.7
Maine	21.8
South Dakota	21.7
Arizona	21.6
Nevada	20.6
Utah	20.6
Idaho	18.7

Per Capita (total population)

State	Per 100,000
District of Columbia	456.4
Vermont	421.9
Maine	250.4
Nebraska	239.6
Minnesota	233.3
Wyoming	230.4
Connecticut	224.3
North Dakota	211.0
Maryland	210.2
Iowa	202.7
Rhode Island	198.0
New Hampshire	191.7
Arkansas	189.3
New York	182.1
Utah	181.1
Massachusetts	178.9
Idaho	177.6
Montana	177.1
Alaska	174.8
New Jersey	167.9
West Virginia	153.2
Hawaii	144.2
Wisconsin	143.6
Georgia	137.2
Oregon	134.2
North Carolina	127.0
Pennsylvania	115.6
Kansas	100.6
Florida	99.8
Kentucky	95.3
Missouri	94.7
Delaware	90.6
New Mexico	88.4
Indiana	86.2
Alabama	85.2
Michigan	83.9
Illinois	83.4
Washington	81.4
Texas	78.7
California	78.0
Arizona	77.9
South Dakota	76.0
Ohio	73.9
Louisiana	71.9
Colorado	69.8
Mississippi	62.2
Virginia	58.5
South Carolina	57.0
Tennessee	52.7
Oklahoma	47.0
Nevada	33.1

2000–2004 Wage Gain

State	Mean Annual		Percent Gain from 2000–2004
	2000	2004	
Louisiana	\$18,000	\$28,750	59.7%
Connecticut	28,630	37,220	30.0
Michigan	24,530	31,740	29.4
Arizona	22,960	29,050	26.5
Massachusetts	25,070	30,060	19.9
Alaska	25,700	30,660	19.3
Virginia	23,050	27,460	19.1
Vermont	22,840	26,880	17.7
Oregon	22,830	26,570	16.4
Georgia	21,920	25,380	15.8
West Virginia	15,790	18,180	15.1
Wisconsin	24,180	27,800	15.0
Hawaii	24,110	27,700	14.9
Florida	21,760	24,980	14.8
Indiana	22,410	25,700	14.7
Mississippi	18,510	21,230	14.7
Illinois	21,670	24,790	14.4
New Mexico	21,340	24,290	13.8
Delaware	23,750	27,020	13.8
Nebraska	19,790	22,480	13.6
Pennsylvania	21,150	23,960	13.3
Kansas	20,960	23,600	12.6
North Carolina	22,500	25,320	12.5
Kentucky	20,470	22,920	12.0
Colorado	24,420	27,260	11.6
Wyoming	19,160	21,330	11.3
Utah	19,520	21,690	11.1
New Hampshire	20,450	22,680	10.9
New Jersey	26,250	29,070	10.7
Maryland	26,300	29,130	10.8
California	27,320	30,070	10.1
Ohio	23,110	25,440	10.1
Minnesota	24,400	26,820	9.9
Nevada	25,280	27,520	8.9
Missouri	21,750	23,670	8.8
Idaho	19,910	21,630	8.6
South Dakota	19,360	20,970	8.3
Montana	20,340	22,010	8.2
Maine	22,450	24,250	8.0
New York	26,940	28,930	7.4
Rhode Island	23,630	25,360	7.3
South Carolina	21,110	22,440	6.3
Alabama	24,140	25,310	4.8
Arkansas	20,180	21,150	4.8
Oklahoma	19,630	20,420	4.0
North Dakota	20,810	21,490	3.3
Iowa	23,570	24,320	3.2
Tennessee	24,430	24,920	2.0
Washington	24,660	23,690	-3.9
Texas	22,600	18,450	-18.4
District of Columbia	N/A	35,750	N/A

2004 Wage with State Wage Benchmark

State	2004 Annual Wage	2004 State Annual Wage
Louisiana	\$28,750	\$31,230
Arizona	29,050	34,880
Alabama	25,310	31,940
Nevada	27,520	34,300
Connecticut	37,220	44,400
Mississippi	21,230	28,630
Wisconsin	27,800	35,240
Iowa	24,320	31,990
Vermont	26,880	34,650
Tennessee	24,920	32,730
Michigan	31,740	39,590
Montana	22,010	29,880
South Dakota	20,970	29,080
Indiana	25,700	33,820
Arkansas	21,150	29,560
New Mexico	24,290	33,000
Florida	24,980	33,750
North Carolina	25,320	34,120
Hawaii	27,700	36,750
North Dakota	21,490	30,620
Maine	24,250	33,480
Kentucky	22,920	32,170
South Carolina	22,440	31,940
Kansas	23,600	33,780
Oregon	26,570	36,980
Georgia	25,380	35,840
Ohio	25,440	35,910
Nebraska	22,480	33,060
Oklahoma	20,420	31,150
Missouri	23,670	34,460
Idaho	21,630	32,770
Wyoming	21,330	32,510
Alaska	30,660	42,170
Virginia	27,460	39,130
California	30,070	41,980
Pennsylvania	23,960	35,970
Delaware	27,020	39,050
Maryland	29,130	41,360
West Virginia	18,180	30,470
Utah	21,690	34,110
Colorado	27,260	39,820
Rhode Island	25,360	38,240
Minnesota	26,820	39,840
Illinois	24,790	38,580
New Jersey	29,070	43,040
New York	28,930	43,590
New Hampshire	22,680	37,450
Massachusetts	30,060	45,290
Texas	18,450	35,310
Washington	23,690	40,860
District of Columbia	35,750	57,980

10–90 Wage Percentile Differential

State	Annual Percentiles		Percent Differential
	10th	90th	
Iowa	\$13,210	\$38,850	194.1%
Louisiana	15,190	42,770	181.6
District of Columbia	20,040	55,560	177.2
Michigan	18,230	50,360	176.2
Nevada	15,700	43,080	174.4
Alabama	14,590	40,020	174.3
Texas	11,440	29,830	160.8
Pennsylvania	13,990	35,250	152.0
California	17,870	44,510	149.1
Illinois	14,560	35,820	146.0
Colorado	16,120	39,620	145.8
Virginia	17,250	42,250	144.9
Tennessee	15,530	37,370	140.6
New York	18,010	43,100	139.3
Massachusetts	19,400	46,400	139.2
Maryland	18,560	44,330	138.8
Connecticut	23,040	53,250	131.1
Arizona	18,900	42,670	125.8
Kentucky	14,860	33,490	125.4
Oregon	17,420	39,080	124.3
Wisconsin	17,950	40,160	123.7
Missouri	15,790	34,620	119.3
New Jersey	19,250	41,980	118.1
Montana	15,030	32,770	118.0
Indiana	16,740	36,410	117.5
Hawaii	18,390	39,490	114.7
West Virginia	12,120	26,020	114.7
Oklahoma	13,640	29,120	113.5
Arkansas	14,270	30,170	111.4
Idaho	15,400	32,540	111.3
Utah	15,100	31,780	110.5
Nebraska	15,580	32,670	109.7
Georgia	16,810	35,140	109.0
Florida	16,490	34,380	108.5
South Carolina	15,430	32,010	107.5
Minnesota	18,790	38,870	106.9
Rhode Island	16,980	34,540	103.4
Alaska	20,370	41,330	102.9
Delaware	18,530	37,590	102.9
New Mexico	17,130	34,170	99.5
Mississippi	14,770	29,340	98.6
North Carolina	17,680	34,970	97.8
Ohio	17,620	34,830	97.7
Kansas	16,450	32,230	95.9
Washington	16,880	33,060	95.9
North Dakota	15,350	29,760	93.9
New Hampshire	15,950	30,920	93.9
Wyoming	15,800	30,330	92.0
Maine	18,340	33,030	80.1
Vermont	19,940	35,070	75.9
South Dakota	15,900	27,200	71.1

Total Growth

State	Percentage
Arizona	69.0%
Utah	68.8
Idaho	63.1
Georgia	52.8
Maryland	51.8
Virginia	51.2
Nevada	51.0
New Hampshire	50.5
Wisconsin	50.4
Kansas	50.0
Alabama	48.9
Florida	48.0
Minnesota	47.6
New Mexico	47.0
New Jersey	46.3
Texas	46.1
Louisiana	45.2
North Carolina	45.1
California	44.4
Massachusetts	41.7
Tennessee	41.7
Alaska	41.0
Maine	40.6
Mississippi	40.3
South Dakota	40.3
Oklahoma	38.1
Iowa	38.0
Montana	37.3
Missouri	37.0
Pennsylvania	36.4
Rhode Island	36.1
Vermont	35.5
Illinois	35.1
Wyoming	34.5
Arkansas	33.7
Indiana	33.0
Michigan	32.8
Ohio	32.4
Hawaii	32.1
Delaware	31.9
South Carolina	30.3
New York	29.0
West Virginia	28.0
District of Columbia	28.0
Kentucky	28.0
Nebraska	26.6
Oregon	23.9
North Dakota	22.9
Washington	21.3
Connecticut	18.9
Colorado	N/A

Annual Openings Due to Replacements

State	Percentage
Connecticut	41.6%
Washington	40.2
North Dakota	36.7
Oregon	36.7
Wyoming	36.7
Nebraska	33.3
West Virginia	32.0
Kentucky	31.9
New York	31.2
South Carolina	30.3
District of Columbia	30.3
Delaware	29.6
Indiana	28.9
Ohio	28.8
Michigan	28.6
Arkansas	27.6
Hawaii	27.3
Vermont	27.3
Illinois	27.2
Missouri	26.6
Pennsylvania	26.5
Montana	26.0
South Dakota	25.6
Iowa	25.4
Oklahoma	24.5
Mississippi	24.3
Maine	24.3
Tennessee	23.9
Massachusetts	23.4
Louisiana	23.4
North Carolina	22.9
California	22.7
Texas	22.1
New Jersey	22.1
Alaska	21.7
Minnesota	21.6
Alabama	21.5
Wisconsin	21.3
Florida	21.2
New Mexico	21.0
Nevada	20.9
Georgia	20.5
New Hampshire	20.4
Virginia	20.4
Maryland	20.4
Kansas	20.0
Utah	17.6
Idaho	17.3
Arizona	15.9
Rhode Island	2.6
Colorado	N/A

Per Capita (total population)

State	Per 100,000
New York	591.8
Maine	384.6
Minnesota	383.7
Rhode Island	287.0
Connecticut	278.4
West Virginia	276.9
North Carolina	271.3
Montana	267.8
New Mexico	262.5
Vermont	257.1
Ohio	248.8
Iowa	236.5
New Jersey	221.5
Massachusetts	220.8
Wisconsin	216.9
Michigan	216.3
North Dakota	214.1
Texas	210.6
Washington	208.3
Oregon	201.8
Hawaii	199.3
Pennsylvania	192.2
Arizona	191.0
Oklahoma	187.5
Alaska	182.6
South Carolina	179.3
Missouri	174.5
Idaho	168.9
Alabama	166.9
Indiana	164.2
Delaware	147.6
Florida	147.5
Kansas	144.5
District of Columbia	142.9
Nebraska	139.9
Tennessee	137.8
Louisiana	132.5
Virginia	127.0
Maryland	123.7
New Hampshire	120.7
Arkansas	119.4
Kentucky	111.9
Illinois	110.8
Wyoming	110.2
California	109.5
South Dakota	104.8
Utah	89.7
Mississippi	69.6
Georgia	68.7
Nevada	65.3
Colorado	N/A

2000–2004 Wage Gain

State	Mean Annual		Percent Gain from 2000–2004
	2000	2004	
Hawaii	\$16,680	\$22,490	34.8%
North Dakota	15,770	19,260	22.1
Arkansas	14,590	17,800	22.0
South Dakota	16,490	20,110	22.0
Nevada	17,730	21,500	21.3
Maryland	17,140	20,430	19.2
Illinois	17,160	20,030	16.7
Oklahoma	16,440	19,120	16.3
West Virginia	13,590	15,800	16.3
Wyoming	16,510	19,040	15.3
Georgia	15,980	18,430	15.3
Kentucky	16,790	19,340	15.2
Indiana	17,680	20,280	14.7
Washington	18,190	20,710	13.9
Idaho	15,970	18,100	13.3
District of Columbia	17,220	19,450	13.0
Minnesota	19,350	21,800	12.7
Missouri	16,050	18,050	12.5
Virginia	16,320	18,330	12.3
Wisconsin	18,060	20,230	12.0
Arizona	16,720	18,720	12.0
Iowa	16,970	18,910	11.4
Massachusetts	20,810	23,090	11.0
Montana	15,820	17,490	10.6
New Jersey	19,060	20,990	10.1
Kansas	17,240	18,900	9.6
Ohio	17,710	19,300	9.0
New York	18,440	20,010	8.5
North Carolina	16,300	17,630	8.2
Alaska	23,020	24,800	7.7
Delaware	18,710	20,060	7.2
Rhode Island	22,750	24,390	7.2
Florida	17,760	18,960	6.8
Nebraska	19,000	20,270	6.7
New Mexico	16,960	18,060	6.5
Pennsylvania	18,080	19,170	6.0
Maine	18,530	19,640	6.0
South Carolina	16,670	17,590	5.5
Tennessee	16,640	17,530	5.3
Oregon	18,530	19,440	4.9
Michigan	18,580	18,970	2.1
California	19,880	19,750	-0.7
Alabama	16,480	16,330	-0.9
New Hampshire	21,100	20,710	-1.8
Utah	19,560	18,850	-3.6
Connecticut	26,540	25,320	-4.6
Texas	16,340	14,680	-10.2
Louisiana	18,520	16,400	-11.4
Colorado	23,010	19,600	-14.8
Mississippi	19,070	16,170	-15.2
Vermont	17,890	N/A	N/A

2004 Wage with State Wage Benchmark

State	2004 Annual Wage	2004 State Annual Wage
South Dakota	\$20,110	\$29,080
North Dakota	19,260	30,620
Arkansas	17,800	29,560
Oklahoma	19,120	31,150
Montana	17,490	29,880
Mississippi	16,170	28,630
Nebraska	20,270	33,060
Nevada	21,500	34,300
Kentucky	19,340	32,170
Iowa	18,910	31,990
Wyoming	19,040	32,510
Indiana	20,280	33,820
Rhode Island	24,390	38,240
Maine	19,640	33,480
Hawaii	22,490	36,750
South Carolina	17,590	31,940
Idaho	18,100	32,770
West Virginia	15,800	30,470
Florida	18,960	33,750
Louisiana	16,400	31,230
Kansas	18,900	33,780
New Mexico	18,060	33,000
Wisconsin	20,230	35,240
Tennessee	17,530	32,730
Utah	18,850	34,110
Alabama	16,330	31,940
Arizona	18,720	34,880
Missouri	18,050	34,460
North Carolina	17,630	34,120
Ohio	19,300	35,910
New Hampshire	20,710	37,450
Pennsylvania	19,170	35,970
Alaska	24,800	42,170
Georgia	18,430	35,840
Oregon	19,440	36,980
Minnesota	21,800	39,840
Illinois	20,030	38,580
Delaware	20,060	39,050
Connecticut	25,320	44,400
Washington	20,710	40,860
Colorado	19,600	39,820
Michigan	18,970	39,590
Texas	14,680	35,310
Virginia	18,330	39,130
Maryland	20,430	41,360
New Jersey	20,990	43,040
California	19,750	41,980
Massachusetts	23,090	45,290
New York	20,010	43,590
District of Columbia	19,450	57,980

10–90 Wage Percentile Differential

State	Annual Percentiles		Percent Differential
	10th	90th	
New York	\$13,680	\$29,930	118.8%
Illinois	12,880	27,710	115.1
Oklahoma	14,090	29,090	106.5
Georgia	12,660	26,070	105.9
Louisiana	11,870	24,350	105.1
Arkansas	12,400	24,740	99.5
Nebraska	13,800	26,880	94.8
Mississippi	11,890	21,650	82.1
Colorado	14,510	26,420	82.1
Alaska	17,810	32,260	81.1
Alabama	12,110	21,770	79.8
Kansas	14,590	26,030	78.4
Texas	11,530	20,250	75.6
California	15,050	26,400	75.4
Indiana	15,220	26,690	75.4
Kentucky	14,590	25,530	75.0
Rhode Island	18,820	32,900	74.8
Maryland	15,310	26,740	74.7
Pennsylvania	14,380	24,910	73.2
Delaware	15,140	26,170	72.9
Connecticut	19,080	32,800	71.9
Virginia	13,940	23,600	69.3
Washington	15,890	26,830	68.8
Wyoming	14,110	23,710	68.0
Wisconsin	15,410	25,790	67.4
New Mexico	14,570	24,190	66.0
New Hampshire	15,870	26,290	65.7
West Virginia	12,240	20,190	65.0
Massachusetts	17,560	28,740	63.7
Tennessee	13,770	22,470	63.2
Iowa	14,720	23,800	61.7
Minnesota	17,210	27,670	60.8
Michigan	14,970	23,930	59.9
Arizona	14,640	23,400	59.8
Ohio	15,070	24,070	59.7
District of Columbia	15,310	24,450	59.7
Missouri	14,220	22,690	59.6
South Dakota	15,860	25,290	59.5
Florida	14,860	23,640	59.1
Utah	14,800	23,310	57.5
Maine	15,060	23,690	57.3
North Dakota	15,040	23,450	55.9
New Jersey	16,740	25,860	54.5
North Carolina	14,480	22,150	53.0
Montana	14,530	22,030	51.6
Idaho	14,540	21,970	51.1
South Carolina	14,510	21,800	50.2
Nevada	17,830	26,750	50.0
Hawaii	18,480	27,480	48.7
Oregon	15,630	23,150	48.1

Total Growth

State	Percentage
Arizona	50.2%
Nevada	45.4
Idaho	45.1
Utah	41.7
Hawaii	34.4
Colorado	34.3
Florida	30.6
Kansas	30.0
Mississippi	29.7
North Carolina	29.2
New Mexico	29.1
Virginia	29.1
Texas	27.9
New Hampshire	27.5
Montana	27.0
Alaska	26.5
Georgia	26.2
Alabama	25.2
Oregon	24.9
Wisconsin	24.6
Tennessee	23.5
Maryland	23.3
Vermont	23.0
Rhode Island	22.4
North Dakota	21.6
Kentucky	21.5
Arkansas	21.3
New Jersey	21.0
California	20.9
Illinois	20.6
Washington	20.5
Iowa	19.8
Oklahoma	19.5
Missouri	18.7
Ohio	18.7
Nebraska	18.3
South Dakota	18.2
West Virginia	17.9
Massachusetts	17.3
Indiana	16.7
Louisiana	15.8
Maine	15.7
Michigan	15.4
Delaware	15.0
Wyoming	14.9
Pennsylvania	14.6
New York	14.6
Minnesota	14.5
Connecticut	9.3
District of Columbia	5.8
South Carolina	4.0

Annual Openings Due to Replacements

State	Percentage
South Carolina	76.9%
District of Columbia	69.5
Connecticut	58.5
New York	47.5
Minnesota	47.5
Pennsylvania	47.4
Delaware	46.8
Wyoming	46.7
Colorado	46.3
Michigan	46.0
Louisiana	45.8
Maine	45.6
Indiana	43.9
Massachusetts	42.4
West Virginia	42.2
South Dakota	41.9
Nebraska	41.7
Washington	41.2
Ohio	41.2
Missouri	41.1
Alabama	40.4
Iowa	40.0
Illinois	38.9
California	38.5
New Jersey	38.5
Arkansas	38.0
Kentucky	37.9
North Dakota	37.6
Alaska	37.1
Rhode Island	37.1
Oregon	36.9
Vermont	36.6
Maryland	35.9
Tennessee	35.8
Wisconsin	34.8
Georgia	33.2
Montana	32.7
New Hampshire	32.6
New Mexico	32.0
Texas	31.9
North Carolina	31.1
Virginia	31.0
Mississippi	30.6
Florida	30.0
Kansas	29.7
Oklahoma	26.8
Hawaii	25.0
Utah	23.9
Idaho	22.5
Nevada	22.4
Arizona	20.7

Per Capita (total population)

State	Per 100,000
North Dakota	932.2
Nebraska	866.6
South Dakota	800.7
Wisconsin	771.5
South Carolina	764.5
Kansas	700.7
Maine	698.2
Connecticut	691.2
Missouri	680.1
Rhode Island	674.1
Iowa	670.6
Oklahoma	659.1
Ohio	652.0
Minnesota	645.7
Massachusetts	644.2
Louisiana	623.0
North Carolina	603.0
Montana	596.2
Kentucky	583.7
Pennsylvania	574.3
West Virginia	571.2
Arkansas	570.7
Mississippi	556.7
District of Columbia	549.0
Delaware	547.1
Indiana	519.5
Idaho	511.6
Vermont	502.5
New York	500.1
New Hampshire	496.9
Tennessee	480.3
Maryland	473.3
Alabama	469.3
New Jersey	461.7
Florida	431.2
Wyoming	430.7
Michigan	427.1
Illinois	421.8
Georgia	414.2
Virginia	402.8
Washington	401.3
Texas	396.1
New Mexico	377.3
Utah	360.0
Colorado	348.6
Oregon	345.7
Arizona	338.0
California	286.4
Hawaii	268.1
Alaska	265.3
Nevada	260.8

2000–2004 Wage Gain

State	Mean Annual		Percent Gain from 2000–2004
	2000	2004	
Wyoming	\$16,960	\$20,920	23.3%
California	19,840	23,910	20.5
Kansas	17,690	21,130	19.4
North Dakota	16,920	20,210	19.4
Texas	15,760	18,750	19.0
Rhode Island	21,130	25,070	18.6
Iowa	18,640	22,000	18.0
West Virginia	15,430	18,210	18.0
Colorado	20,210	23,800	17.8
Maryland	21,500	25,280	17.6
Oklahoma	15,460	18,060	16.8
Ohio	18,790	21,940	16.8
Idaho	16,300	19,000	16.6
Arkansas	15,210	17,720	16.5
Virginia	17,930	20,880	16.5
Delaware	20,510	23,890	16.5
Wisconsin	20,030	23,210	15.9
Massachusetts	22,540	26,110	15.8
Kentucky	17,230	19,910	15.6
District of Columbia	21,280	24,530	15.3
Arizona	18,860	21,710	15.1
Montana	16,560	19,060	15.1
Pennsylvania	19,800	22,750	14.9
Georgia	16,260	18,680	14.9
Florida	18,150	20,810	14.7
Washington	20,670	23,670	14.5
Tennessee	17,190	19,670	14.4
Louisiana	13,630	15,560	14.2
Missouri	16,930	19,320	14.1
New York	23,880	27,230	14.0
Michigan	20,460	23,320	14.0
Nevada	21,200	24,120	13.8
Utah	17,330	19,680	13.6
Nebraska	18,560	21,050	13.4
North Carolina	17,780	20,090	13.0
Illinois	18,450	20,620	11.8
Minnesota	21,800	24,330	11.6
Vermont	19,310	21,550	11.6
Maine	18,900	21,040	11.3
Hawaii	22,600	25,110	11.1
Alaska	26,510	29,480	11.2
Indiana	19,260	21,350	10.9
South Dakota	17,310	19,170	10.7
Alabama	15,980	17,710	10.8
New Mexico	17,650	19,520	10.6
New Hampshire	22,140	24,430	10.3
South Carolina	17,110	18,830	10.1
Mississippi	15,110	16,590	9.8
Connecticut	24,820	27,110	9.2
Oregon	20,840	22,560	8.3
New Jersey	22,570	24,070	6.6

2004 Wage with State Wage Benchmark

State	2004 Annual Wage	2004 State Annual Wage
South Dakota	\$19,170	\$29,080
Iowa	22,000	31,990
Nevada	24,120	34,300
North Dakota	20,210	30,620
Montana	19,060	29,880
Wyoming	20,920	32,510
Hawaii	25,110	36,750
Arkansas	17,720	29,560
Nebraska	21,050	33,060
Wisconsin	23,210	35,240
Mississippi	16,590	28,630
West Virginia	18,210	30,470
Kentucky	19,910	32,170
Maine	21,040	33,480
Indiana	21,350	33,820
Kansas	21,130	33,780
Alaska	29,480	42,170
Florida	20,810	33,750
New Hampshire	24,430	37,450
Tennessee	19,670	32,730
Oklahoma	18,060	31,150
South Carolina	18,830	31,940
Vermont	21,550	34,650
Rhode Island	25,070	38,240
Arizona	21,710	34,880
Pennsylvania	22,750	35,970
Virgin Islands	14,970	28,340
Idaho	19,000	32,770
Ohio	21,940	35,910
North Carolina	20,090	34,120
Alabama	17,710	31,940
Oregon	22,560	36,980
Utah	19,680	34,110
Missouri	19,320	34,460
Delaware	23,890	39,050
Minnesota	24,330	39,840
Louisiana	15,560	31,230
Colorado	23,800	39,820
Maryland	25,280	41,360
Michigan	23,320	39,590
New York	27,230	43,590
Texas	18,750	35,310
Georgia	18,680	35,840
Washington	23,670	40,860
Connecticut	27,110	44,400
Illinois	20,620	38,580
California	23,910	41,980
Virginia	20,880	39,130
New Jersey	24,070	43,040
Massachusetts	26,110	45,290
District of Columbia	24,530	57,980

10–90 Wage Percentile Differential

State	Annual Percentiles		Percent Differential
	10th	90th	
California	\$17,180	\$33,290	93.8%
Georgia	13,220	25,390	92.1
New Mexico	13,980	26,350	88.5
New York	18,960	35,300	86.2
Illinois	14,820	27,260	83.9
Maryland	18,630	34,150	83.3
Louisiana	11,740	21,430	82.5
Texas	13,720	25,020	82.4
Kansas	15,620	28,480	82.3
Kentucky	14,780	26,560	79.7
Missouri	14,480	25,980	79.4
Mississippi	12,230	21,870	78.8
Colorado	17,940	31,680	76.6
Virginia	15,600	27,350	75.3
Rhode Island	19,040	33,320	75.0
Indiana	15,830	27,590	74.3
Washington	17,940	31,180	73.8
Pennsylvania	16,900	29,150	72.5
North Carolina	15,250	26,180	71.7
District of Columbia	18,670	32,000	71.4
Maine	15,870	27,180	71.3
Florida	15,750	26,910	70.9
North Dakota	15,290	25,830	68.9
Massachusetts	19,940	33,660	68.8
Idaho	14,480	24,410	68.6
Nebraska	16,050	27,030	68.4
Ohio	16,710	28,060	67.9
Oregon	17,230	28,910	67.8
Arkansas	13,490	22,610	67.6
Nevada	18,440	30,860	67.4
Tennessee	15,190	25,360	67.0
Minnesota	18,970	31,560	66.4
South Dakota	14,700	24,420	66.1
Arizona	16,760	27,540	64.3
Vermont	16,680	27,390	64.2
New Hampshire	19,100	31,270	63.7
Wyoming	16,370	26,790	63.7
New Jersey	18,610	30,350	63.1
West Virginia	14,210	23,040	62.1
South Carolina	14,710	23,850	62.1
Iowa	17,350	27,960	61.2
Connecticut	21,280	34,240	60.9
Hawaii	19,660	31,200	58.7
Wisconsin	18,240	28,900	58.4
Michigan	18,210	28,800	58.2
Alabama	14,290	22,360	56.5
Montana	14,860	23,240	56.4
Delaware	18,820	29,340	55.9
Utah	15,480	23,780	53.6
Oklahoma	14,640	22,380	52.9
Alaska	23,850	35,580	49.2

Total Growth

State	Percentage
Utah	63.7%
Nevada	56.3
Maine	54.6
New Mexico	53.3
Minnesota	51.9
New Jersey	50.0
Colorado	49.0
Connecticut	48.6
Arizona	48.4
Kansas	47.1
New Hampshire	45.7
Massachusetts	45.4
South Dakota	45.3
Wisconsin	45.3
Missouri	44.5
Montana	44.3
Arkansas	43.3
Maryland	42.7
Texas	41.8
Vermont	41.6
Alaska	41.6
Alabama	41.5
Oklahoma	41.0
Delaware	40.3
Virginia	39.8
Kentucky	37.3
California	36.1
North Carolina	35.8
Iowa	35.1
Indiana	35.0
New York	34.0
Wyoming	33.8
West Virginia	33.5
Rhode Island	32.2
Florida	31.8
Tennessee	31.0
Louisiana	30.8
Georgia	29.8
Ohio	29.6
Pennsylvania	27.0
South Carolina	26.9
Illinois	26.3
Mississippi	24.6
Washington	23.8
District of Columbia	22.5
Michigan	22.4
Oregon	21.4
Nebraska	18.1
North Dakota	15.7
Hawaii	N/A
Idaho	N/A

Annual Openings Due to Replacements

State	Percentage
North Dakota	50.7%
Colorado	46.4
Nebraska	46.2
Oregon	45.0
Washington	43.2
Michigan	41.7
District of Columbia	41.0
Mississippi	39.4
Illinois	37.8
South Carolina	37.2
Pennsylvania	37.1
Alabama	36.0
Ohio	35.1
Georgia	34.7
Tennessee	34.5
Louisiana	34.4
Rhode Island	33.3
Florida	33.0
West Virginia	32.2
New York	32.1
Alaska	31.1
North Carolina	31.0
California	30.9
Indiana	30.9
Iowa	30.8
Kentucky	30.1
Virginia	28.8
Delaware	28.6
Oklahoma	28.2
Vermont	28.2
Texas	27.7
Maryland	27.3
Missouri	26.8
Arkansas	26.7
Wyoming	26.7
Montana	26.5
New Hampshire	26.1
Wisconsin	25.9
Connecticut	25.6
Massachusetts	25.3
Arizona	25.0
South Dakota	25.0
Kansas	24.7
New Jersey	24.3
Minnesota	23.6
Maine	22.7
New Mexico	22.6
Nevada	22.0
Utah	17.6
Hawaii	N/A
Idaho	N/A

Per Capita (total population)

Average	189.5
Texas	469.8
New York	437.0
Montana	390.8
Maine	374.0
North Dakota	354.5
Wisconsin	324.1
Minnesota	319.1
District of Columbia	280.4
Kansas	279.4
New Mexico	273.8
West Virginia	273.5
Washington	243.8
Missouri	234.5
Pennsylvania	233.7
Alaska	232.5
Vermont	217.4
Iowa	216.7
Louisiana	204.8
Colorado	203.6
North Carolina	194.2
South Carolina	181.7
Michigan	177.2
Oklahoma	170.6
New Hampshire	169.6
Rhode Island	163.1
Connecticut	159.6
Tennessee	159.2
South Dakota	155.2
Georgia	153.9
Delaware	153.8
Oregon	145.6
Illinois	142.8
Indiana	141.1
Wyoming	130.2
Massachusetts	121.0
Ohio	118.1
Virginia	113.8
Maryland	113.6
Arkansas	93.1
Utah	92.7
California	90.3
Mississippi	89.6
Alabama	86.6
Nevada	78.4
Kentucky	71.3
New Jersey	65.3
Florida	63.1
Arizona	61.8
Nebraska	43.8
Hawaii	N/A
Idaho	N/A

2000–2004 Wage Gain

State	Mean Annual		Percent Gain from 2000–2004
	2000	2004	
Delaware	\$14,980	\$19,790	32.1%
District of Columbia	16,460	21,630	31.4
California	16,710	21,100	26.3
Vermont	16,490	19,760	19.8
Wyoming	14,440	17,280	19.7
New Jersey	19,730	23,490	19.1
New Mexico	15,260	18,040	18.2
Washington	16,820	19,770	17.5
Missouri	14,860	17,380	17.0
Oregon	17,680	20,630	16.7
Montana	14,350	16,680	16.2
Iowa	16,250	18,870	16.1
Colorado	15,820	18,240	15.3
Massachusetts	18,820	21,700	15.3
Illinois	14,470	16,660	15.1
Idaho	15,070	17,330	15.0
Rhode Island	20,070	23,040	14.8
Alaska	23,340	26,390	13.1
Minnesota	18,770	21,090	12.4
Pennsylvania	17,220	19,350	12.4
Maryland	17,060	19,150	12.3
New York	16,920	18,950	12.0
Georgia	16,280	18,250	12.1
Louisiana	12,870	14,390	11.8
North Carolina	15,510	17,260	11.3
New Hampshire	16,780	18,690	11.4
Arizona	17,590	19,540	11.1
Utah	16,170	17,940	10.9
Virginia	14,890	16,450	10.5
Wisconsin	17,350	19,080	10.0
North Dakota	16,210	17,830	10.0
Michigan	16,450	18,060	9.8
West Virginia	13,250	14,510	9.5
Nebraska	17,510	19,140	9.3
Kansas	16,360	17,740	8.4
Oklahoma	13,970	15,150	8.4
Maine	16,900	18,090	7.0
Alabama	14,570	15,330	5.2
Florida	17,000	17,840	4.9
Texas	12,750	13,380	4.9
Indiana	17,700	18,500	4.5
Ohio	17,150	17,930	4.5
Kentucky	15,650	16,230	3.7
South Carolina	16,400	16,910	3.1
Arkansas	13,600	13,960	2.6
South Dakota	16,890	17,300	2.4
Mississippi	14,400	14,190	-1.5
Connecticut	21,310	20,870	-2.1
Tennessee	16,730	16,250	-2.9
Nevada	18,320	17,670	-3.5
Hawaii	16,740	N/A	N/A

2004 Wage with State Wage Benchmark

State	2004 Annual Wage	2004 State Annual Wage
South Dakota	\$17,300	\$29,080
North Dakota	17,830	30,620
Iowa	18,870	31,990
Montana	16,680	29,880
Nebraska	19,140	33,060
Mississippi	14,190	28,630
Vermont	19,760	34,650
New Mexico	18,040	33,000
South Carolina	16,910	31,940
Rhode Island	23,040	38,240
Wyoming	17,280	32,510
Indiana	18,500	33,820
Arizona	19,540	34,880
Maine	18,090	33,480
Idaho	17,330	32,770
Arkansas	13,960	29,560
Alaska	26,390	42,170
Florida	17,840	33,750
West Virginia	14,510	30,470
Kentucky	16,230	32,170
Oklahoma	15,150	31,150
Kansas	17,740	33,780
Wisconsin	19,080	35,240
Utah	17,940	34,110
Oregon	20,630	36,980
Tennessee	16,250	32,730
Alabama	15,330	31,940
Nevada	17,670	34,300
Pennsylvania	19,350	35,970
North Carolina	17,260	34,120
Louisiana	14,390	31,230
Missouri	17,380	34,460
Georgia	18,250	35,840
Ohio	17,930	35,910
Minnesota	21,090	39,840
New Hampshire	18,690	37,450
Delaware	19,790	39,050
New Jersey	23,490	43,040
California	21,100	41,980
Washington	19,770	40,860
Michigan	18,060	39,590
Colorado	18,240	39,820
Illinois	16,660	38,580
Texas	13,380	35,310
Maryland	19,150	41,360
Virginia	16,450	39,130
Connecticut	20,870	44,400
Massachusetts	21,700	45,290
New York	18,950	43,590
District of Columbia	21,630	57,980

10–90 Wage Percentile Differential

State	Annual Percentiles		Percent Differential
	10th	90th	
New Jersey	\$15,920	\$35,160	120.9%
Maryland	12,690	26,890	111.9
Georgia	12,370	25,770	108.3
Virginia	11,870	22,230	87.3
District of Columbia	15,610	28,090	79.9
Connecticut	15,940	28,670	79.9
Kentucky	12,110	21,560	78.0
California	15,140	26,950	78.0
Oregon	15,780	27,960	77.2
Pennsylvania	13,060	22,990	76.0
Alaska	19,450	33,830	73.9
Illinois	12,600	21,540	71.0
Tennessee	12,280	20,860	69.9
South Dakota	13,110	22,100	68.6
Delaware	14,720	24,400	65.8
Mississippi	11,350	18,810	65.7
Louisiana	11,480	19,010	65.6
Florida	13,820	22,880	65.6
Colorado	14,100	23,310	65.3
New Mexico	13,440	22,100	64.4
Nebraska	14,780	24,210	63.8
Missouri	13,630	22,310	63.7
Alabama	11,970	19,510	63.0
Wyoming	13,390	21,560	61.0
Vermont	15,650	25,180	60.9
Iowa	14,930	24,010	60.8
New York	14,610	23,450	60.5
North Dakota	13,720	22,010	60.4
North Carolina	13,840	22,090	59.6
New Hampshire	14,470	22,750	57.2
Ohio	14,310	22,450	56.9
Arkansas	11,460	17,870	55.9
Rhode Island	18,130	28,210	55.6
Indiana	14,590	22,690	55.5
Minnesota	17,160	26,390	53.8
Idaho	14,140	21,740	53.7
Oklahoma	11,920	18,270	53.3
Michigan	14,670	22,400	52.7
Wisconsin	15,060	22,870	51.9
West Virginia	11,710	17,770	51.8
Maine	14,640	22,110	51.0
Massachusetts	17,940	27,070	50.9
Arizona	15,050	22,560	49.9
Texas	11,400	16,780	47.2
Utah	15,100	22,170	46.8
Kansas	14,850	21,780	46.7
South Carolina	14,410	21,070	46.2
Washington	16,100	23,160	43.9
Montana	14,390	20,590	43.1
Nevada	15,070	21,520	42.8

Total Growth

State	Percentage
Maryland	45.8%
Missouri	45.3
Arizona	44.8
Idaho	41.1
South Dakota	38.3
Utah	37.4
Hawaii	36.0
New Mexico	35.7
Alaska	33.3
Colorado	33.2
New Hampshire	32.9
Tennessee	31.9
Nevada	31.7
Minnesota	31.4
Delaware	31.4
Kentucky	31.2
Wyoming	30.0
Maine	28.3
Oklahoma	27.7
Wisconsin	26.8
New Jersey	26.1
Montana	25.9
Florida	25.9
Connecticut	25.7
Virginia	25.6
Iowa	25.5
Pennsylvania	25.4
Alabama	25.0
Rhode Island	24.3
Indiana	23.0
Texas	22.9
Vermont	22.8
Georgia	22.2
Ohio	22.0
Kansas	21.4
Nebraska	21.4
Arkansas	21.0
Mississippi	20.1
North Carolina	20.0
Oregon	19.0
Washington	18.8
West Virginia	17.8
New York	17.2
California	17.2
Massachusetts	14.1
District of Columbia	11.7
Michigan	9.0
Illinois	9.0
Louisiana	6.0
North Dakota	N/A
South Carolina	N/A

Annual Openings Due to Replacements

State	Percentage
Hawaii	100.0%
Louisiana	75.0
Illinois	72.0
Michigan	71.9
Wyoming	70.0
District of Columbia	64.3
Massachusetts	59.2
New York	58.8
Arkansas	57.1
North Carolina	57.1
California	56.9
Washington	56.4
West Virginia	55.6
Alaska	55.0
Mississippi	55.0
Oregon	53.3
Indiana	52.5
Nebraska	51.4
Ohio	50.9
Delaware	50.0
Georgia	50.0
Iowa	50.0
Kansas	50.0
Montana	50.0
New Mexico	50.0
Texas	50.0
Vermont	50.0
Wisconsin	50.0
Rhode Island	48.0
Florida	47.2
Pennsylvania	47.2
Virginia	47.1
Maine	45.5
New Jersey	45.5
Colorado	45.2
Connecticut	45.0
Alabama	44.4
Oklahoma	44.0
Kentucky	42.4
New Hampshire	42.1
Minnesota	41.7
Tennessee	41.7
South Dakota	37.5
Nevada	35.0
Arizona	34.0
Idaho	33.3
Utah	33.3
Maryland	32.8
Missouri	31.4
North Dakota	N/A
South Carolina	N/A

Per Capita (total population)

State	Per 100,000
District of Columbia	143.5
Vermont	98.8
Delaware	86.8
Maine	66.1
Pennsylvania	62.6
Washington	53.4
Rhode Island	48.9
Nebraska	48.8
Connecticut	48.3
Alaska	46.8
Massachusetts	46.5
Colorado	46.2
Utah	46.1
Oregon	41.7
Virginia	38.6
Kentucky	38.0
California	36.6
Illinois	35.7
Maryland	31.9
Florida	30.6
Oklahoma	29.0
Iowa	28.1
Arizona	28.1
New Jersey	26.8
New Hampshire	26.4
Indiana	26.1
West Virginia	24.0
Wisconsin	23.3
New York	22.1
Minnesota	22.0
Montana	21.6
Alabama	21.4
Ohio	20.7
Kansas	20.6
Hawaii	20.3
Wyoming	20.0
Michigan	19.9
North Carolina	19.9
Tennessee	19.5
Nevada	18.9
Missouri	18.7
Louisiana	18.5
South Dakota	17.5
Mississippi	16.0
New Mexico	15.1
Idaho	13.8
Texas	11.0
Georgia	8.4
Arkansas	6.2
North Dakota	N/A
South Carolina	N/A

2000–2004 Wage Gain

State	Mean Annual		Percent Gain from 2000–2004
	2000	2004	
Idaho	\$32,600	\$68,270	109.4%
Iowa	21,810	40,620	86.2
West Virginia	21,580	34,500	59.9
Mississippi	24,690	36,630	48.4
South Carolina	25,750	36,720	42.6
Rhode Island	25,650	36,120	40.8
Georgia	26,910	37,770	40.4
California	30,610	41,570	35.8
Indiana	25,720	34,690	34.9
Oklahoma	25,980	34,120	31.3
Tennessee	24,880	32,480	30.5
New Jersey	31,190	39,630	27.1
Kentucky	26,980	34,200	26.8
Virginia	31,410	39,760	26.6
Pennsylvania	24,640	31,140	26.4
District of Columbia	23,030	28,930	25.6
New Mexico	33,440	41,210	23.2
Florida	29,430	35,860	21.8
Texas	30,860	37,490	21.5
Hawaii	34,690	41,560	19.8
Delaware	30,310	36,240	19.6
Louisiana	28,370	33,790	19.1
Kansas	29,370	34,730	18.2
Maryland	28,050	33,000	17.6
Oregon	33,680	39,380	16.9
Minnesota	34,230	39,810	16.3
Washington	34,520	39,730	15.1
Arizona	31,630	36,330	14.9
Ohio	33,430	37,880	13.3
Massachusetts	30,430	34,230	12.5
New Hampshire	35,710	40,110	12.3
Wyoming	34,770	38,630	11.1
Illinois	28,650	31,820	11.1
Montana	27,630	30,560	10.6
Maine	35,660	39,340	10.3
Arkansas	36,760	40,340	9.7
Alabama	27,660	30,220	9.3
Vermont	41,550	45,370	9.2
South Dakota	32,860	35,770	8.9
North Carolina	34,100	36,990	8.5
Alaska	36,560	39,500	8.0
Michigan	36,780	39,490	7.4
Connecticut	32,680	34,870	6.7
Missouri	37,010	39,370	6.4
North Dakota	34,080	36,270	6.4
New York	32,360	34,390	6.3
Colorado	33,960	35,680	5.1
Nebraska	34,270	34,230	-0.1
Wisconsin	46,500	45,110	-3.0
Nevada	42,830	40,150	-6.3
Utah	33,460	29,120	-13.0

2004 Wage with State Wage Benchmark

State	2004 Annual Wage	2004 State Annual Wage
Idaho	\$68,270	\$32,770
Arkansas	40,340	29,560
Vermont	45,370	34,650
Wisconsin	45,110	35,240
Iowa	40,620	31,990
New Mexico	41,210	33,000
Mississippi	36,630	28,630
South Dakota	35,770	29,080
Wyoming	38,630	32,510
Maine	39,340	33,480
Nevada	40,150	34,300
North Dakota	36,270	30,620
Missouri	39,370	34,460
Hawaii	41,560	36,750
South Carolina	36,720	31,940
West Virginia	34,500	30,470
Oklahoma	34,120	31,150
North Carolina	36,990	34,120
New Hampshire	40,110	37,450
Louisiana	33,790	31,230
Oregon	39,380	36,980
Texas	37,490	35,310
Florida	35,860	33,750
Kentucky	34,200	32,170
Ohio	37,880	35,910
Georgia	37,770	35,840
Arizona	36,330	34,880
Nebraska	34,230	33,060
Kansas	34,730	33,780
Indiana	34,690	33,820
Montana	30,560	29,880
Virginia	39,760	39,130
Minnesota	39,810	39,840
Michigan	39,490	39,590
Tennessee	32,480	32,730
California	41,570	41,980
Puerto Rico	21,140	22,070
Washington	39,730	40,860
Alabama	30,220	31,940
Rhode Island	36,120	38,240
Alaska	39,500	42,170
Delaware	36,240	39,050
New Jersey	39,630	43,040
Colorado	35,680	39,820
Pennsylvania	31,140	35,970
Utah	29,120	34,110
Illinois	31,820	38,580
Maryland	33,000	41,360
New York	34,390	43,590
Connecticut	34,870	44,400
Massachusetts	34,230	45,290
District of Columbia	28,930	57,980

10–90 Wage Percentile Differential

State	Annual Percentiles		Percent Differential
	10th	90th	
Hawaii	\$20,130	\$82,990	312.3%
Tennessee	16,000	64,540	303.4
Virginia	21,160	66,380	213.7
California	21,840	68,210	212.3
Arizona	19,190	56,350	193.6
District of Columbia	15,600	45,180	189.6
New York	19,990	56,960	184.9
Nebraska	18,540	49,950	169.4
Wisconsin	25,230	67,850	168.9
Louisiana	19,460	52,270	168.6
Iowa	22,210	58,710	164.3
Massachusetts	21,750	56,840	161.3
Utah	19,680	50,750	157.9
South Carolina	20,270	52,080	156.9
Oklahoma	21,930	54,780	149.8
Nevada	23,260	57,850	148.7
North Dakota	21,990	54,420	147.5
Oregon	22,540	55,540	146.4
North Carolina	23,060	56,540	145.2
Maryland	20,330	49,830	145.1
New Hampshire	25,190	61,350	143.5
Georgia	22,900	55,370	141.8
West Virginia	22,310	53,240	138.6
Alaska	23,850	56,450	136.7
Indiana	21,900	51,530	135.3
Pennsylvania	20,220	47,530	135.1
New Jersey	24,710	58,060	135.0
Alabama	19,060	44,250	132.2
Kentucky	21,900	50,200	129.2
Missouri	24,830	56,550	127.7
Florida	23,770	54,070	127.5
Delaware	23,590	53,340	126.1
Texas	24,810	54,410	119.3
Colorado	23,450	51,070	117.8
New Mexico	26,900	58,330	116.8
Connecticut	24,230	52,150	115.2
Ohio	25,330	54,470	115.0
Arkansas	26,100	56,020	114.6
Maine	24,630	52,830	114.5
Minnesota	26,890	57,340	113.2
Kansas	23,260	47,980	106.3
Rhode Island	24,530	50,390	105.4
Illinois	21,240	43,600	105.3
Michigan	26,480	54,050	104.1
Mississippi	21,860	44,230	102.3
Vermont	31,930	62,600	96.1
Washington	28,610	54,920	92.0
Montana	22,420	42,680	90.4
Wyoming	29,170	52,620	80.4
South Dakota	26,570	46,580	75.3

Total Growth

State	Percentage
Georgia	60.0%
Idaho	56.7
South Dakota	46.7
New Mexico	46.3
Arkansas	45.9
Maryland	44.9
Colorado	44.2
Utah	43.8
Arizona	43.7
Kentucky	43.5
Wyoming	42.9
Montana	41.7
Nevada	41.7
Hawaii	41.4
Tennessee	41.3
Maine	39.5
Florida	39.3
Minnesota	38.4
Alaska	38.3
New Hampshire	36.9
Connecticut	35.6
Vermont	35.0
New Jersey	34.4
Ohio	34.2
Iowa	34.1
Massachusetts	33.3
Kansas	33.1
Wisconsin	33.0
Illinois	32.9
Missouri	31.8
Virginia	31.7
Indiana	31.6
Delaware	31.4
New York	30.0
California	28.6
Oklahoma	27.9
Michigan	26.3
Texas	26.2
North Carolina	24.7
Pennsylvania	24.2
South Carolina	22.2
Mississippi	21.5
Nebraska	20.8
Oregon	19.7
Alabama	17.8
District of Columbia	15.2
Washington	15.0
West Virginia	13.2
North Dakota	12.3
Louisiana	10.7
Rhode Island	N/A

Annual Openings Due to Replacements

State	Percentage
North Dakota	60.0%
Louisiana	56.7
West Virginia	54.8
Washington	54.7
District of Columbia	50.0
Hawaii	50.0
Colorado	46.5
Alabama	44.4
Nebraska	43.5
Mississippi	42.9
Pennsylvania	42.0
North Carolina	41.7
Alaska	40.0
Oklahoma	40.0
South Carolina	40.0
Utah	40.0
Michigan	39.6
Texas	38.9
Oregon	38.0
Indiana	37.8
California	36.8
New Mexico	36.7
New York	36.4
Missouri	35.5
Delaware	35.3
New Jersey	35.3
Virginia	35.2
Illinois	34.3
Ohio	33.4
New Hampshire	33.3
Vermont	33.3
Wisconsin	33.3
Florida	31.3
Maine	30.8
Minnesota	30.7
Connecticut	30.0
Idaho	28.6
Iowa	28.6
Kentucky	28.6
South Dakota	28.6
Arizona	28.1
Tennessee	28.0
Maryland	27.7
Montana	27.3
Arkansas	26.7
Kansas	25.4
Massachusetts	25.0
Georgia	23.3
Nevada	0.0
Rhode Island	N/A
Wyoming	N/A

Per Capita (total population)

State	Per 100,000
Maine	106.0
District of Columbia	100.2
Washington	94.8
Delaware	86.8
Alaska	73.3
Massachusetts	62.8
West Virginia	55.8
Kansas	55.7
North Dakota	55.4
Vermont	54.2
Ohio	52.5
Connecticut	51.2
Pennsylvania	51.0
Oregon	44.6
Arizona	44.2
South Dakota	42.2
Montana	41.1
Missouri	39.3
Utah	38.4
Tennessee	37.6
New Jersey	37.3
New York	35.9
Nebraska	35.6
Maryland	35.4
Michigan	35.3
North Carolina	35.0
Wisconsin	34.0
Florida	33.6
Kentucky	30.9
Virginia	30.3
Alabama	28.8
Indiana	28.7
Louisiana	27.0
Minnesota	26.9
Oklahoma	24.7
California	24.0
Hawaii	23.5
Colorado	23.1
Illinois	22.7
New Mexico	22.1
Iowa	22.0
New Hampshire	21.9
Texas	19.3
Mississippi	19.2
Arkansas	17.8
Wyoming	14.0
Georgia	13.5
South Carolina	13.2
Nevada	11.1
Idaho	7.2
Rhode Island	N/A

2000–2004 Wage Gain

State	Mean Annual		Percent Gain from 2000–2004
	2000	2004	
Nevada	\$36,730	\$54,070	47.2%
Arizona	25,000	34,450	37.8
Kansas	28,430	36,450	28.2
Utah	31,460	40,190	27.7
West Virginia	18,550	23,400	26.1
Alabama	24,350	30,180	23.9
Texas	27,410	33,670	22.8
Indiana	28,780	35,050	21.8
Massachusetts	35,730	43,260	21.1
Arkansas	27,880	33,670	20.8
Ohio	29,560	35,630	20.5
Maryland	36,570	43,950	20.2
Tennessee	25,010	30,040	20.1
Minnesota	37,030	44,260	19.5
Montana	26,930	32,010	18.9
Iowa	28,100	33,370	18.8
South Carolina	26,650	31,340	17.6
Wisconsin	36,490	42,460	16.4
Kentucky	28,660	33,130	15.6
North Carolina	32,490	36,890	13.5
Oklahoma	26,060	29,530	13.3
Nebraska	26,970	30,510	13.1
Hawaii	37,970	42,740	12.6
Mississippi	24,200	27,230	12.5
Colorado	31,480	35,360	12.3
New Jersey	41,040	45,960	12.0
Pennsylvania	29,410	32,510	10.5
Vermont	35,160	38,780	10.3
Maine	32,720	36,050	10.2
New York	37,630	40,890	8.7
Rhode Island	38,460	40,990	6.6
California	35,210	36,960	5.0
Connecticut	43,470	45,350	4.3
District of Columbia	41,480	43,110	3.9
Michigan	35,790	36,850	3.0
Illinois	30,780	31,250	1.5
Oregon	30,030	30,440	1.4
Idaho	32,370	32,480	0.3
Florida	31,550	31,470	-0.3
Missouri	32,330	31,980	-1.1
Delaware	36,840	36,160	-1.8
South Dakota	31,320	30,500	-2.6
New Hampshire	35,170	34,100	-3.0
New Mexico	33,760	32,290	-4.4
Virginia	41,470	39,160	-5.6
Alaska	35,610	31,960	-10.2
Georgia	38,680	33,200	-14.2
Wyoming	34,210	25,190	-26.4
Louisiana	29,720	N/A	N/A
North Dakota	N/A	30,210	N/A
Washington	33,390	N/A	N/A

2004 Wage with State Wage Benchmark

State	2004 Annual Wage	2004 State Annual Wage
Nevada	\$54,070	\$34,300
Wisconsin	42,460	35,240
Utah	40,190	34,110
Hawaii	42,740	36,750
Minnesota	44,260	39,840
Arkansas	33,670	29,560
Vermont	38,780	34,650
New Jersey	45,960	43,040
North Carolina	36,890	34,120
Rhode Island	40,990	38,240
Kansas	36,450	33,780
Maine	36,050	33,480
Maryland	43,950	41,360
Montana	32,010	29,880
South Dakota	30,500	29,080
Iowa	33,370	31,990
Indiana	35,050	33,820
Kentucky	33,130	32,170
Connecticut	45,350	44,400
Virginia	39,160	39,130
Ohio	35,630	35,910
Idaho	32,480	32,770
North Dakota	30,210	30,620
Arizona	34,450	34,880
South Carolina	31,340	31,940
New Mexico	32,290	33,000
Mississippi	27,230	28,630
Oklahoma	29,530	31,150
Texas	33,670	35,310
Alabama	30,180	31,940
Massachusetts	43,260	45,290
Florida	31,470	33,750
Missouri	31,980	34,460
Nebraska	30,510	33,060
Georgia	33,200	35,840
New York	40,890	43,590
Tennessee	30,040	32,730
Michigan	36,850	39,590
Delaware	36,160	39,050
New Hampshire	34,100	37,450
Pennsylvania	32,510	35,970
Colorado	35,360	39,820
California	36,960	41,980
Oregon	30,440	36,980
West Virginia	23,400	30,470
Wyoming	25,190	32,510
Illinois	31,250	38,580
Alaska	31,960	42,170
District of Columbia	43,110	57,980
Louisiana	N/A	31,230

10–90 Wage Percentile Differential

State	Annual Percentiles		Percent Differential
	10th	90th	
Utah	\$16,280	\$57,910	255.7%
Colorado	17,170	56,560	229.4
Virginia	20,430	62,740	207.1
Idaho	16,530	50,650	206.4
New Mexico	17,080	51,460	201.3
Massachusetts	24,360	68,020	179.2
Nevada	35,370	98,720	179.1
Oklahoma	16,160	44,970	178.3
Alabama	16,480	45,760	177.7
Michigan	20,110	54,310	170.1
Arizona	20,060	53,380	166.1
Georgia	17,310	45,830	164.8
Mississippi	14,340	37,890	164.2
Rhode Island	25,610	65,210	154.6
Connecticut	27,150	67,700	149.4
Arkansas	20,060	49,360	146.1
Wyoming	15,620	37,680	141.2
Illinois	19,210	46,260	140.8
South Carolina	19,580	46,560	137.8
Pennsylvania	20,330	48,200	137.1
New Hampshire	21,680	51,380	137.0
California	23,250	55,060	136.8
New York	25,810	60,420	134.1
Maine	22,760	52,260	129.6
Alaska	20,810	47,660	129.0
Kansas	23,470	53,620	128.5
Virgin Islands	22,670	51,500	127.2
Oregon	19,770	44,600	125.6
Tennessee	19,230	43,080	124.0
Wisconsin	26,510	59,140	123.1
North Dakota	19,200	42,750	122.7
Missouri	20,250	44,430	119.4
Nebraska	20,320	43,820	115.6
Minnesota	28,430	61,170	115.2
New Jersey	30,360	64,320	111.9
Indiana	23,290	48,950	110.2
West Virginia	15,840	32,810	107.1
Florida	21,570	44,410	105.9
Montana	21,340	43,300	102.9
North Carolina	25,540	51,640	102.2
Ohio	24,920	49,550	98.8
Texas	23,820	46,590	95.6
Iowa	24,060	46,620	93.8
Delaware	25,710	49,520	92.6
Maryland	29,620	56,960	92.3
Kentucky	23,580	45,120	91.3
District of Columbia	30,750	57,250	86.2
Hawaii	30,870	56,050	81.6
Vermont	30,360	50,130	65.1
South Dakota	23,770	38,880	63.6

Total Growth

State	Percentage
Arizona	51.7%
Utah	37.2
Arkansas	37.0
Nevada	35.0
Idaho	31.9
Minnesota	28.0
Wisconsin	27.9
New Mexico	25.0
Ohio	23.4
Mississippi	21.6
Montana	20.0
Nebraska	19.6
New Hampshire	19.5
California	17.6
North Carolina	16.8
Kansas	16.7
Rhode Island	16.4
Florida	16.3
Alabama	15.9
Oklahoma	14.8
Vermont	14.5
West Virginia	13.8
Maine	12.8
Tennessee	12.7
New Jersey	12.5
Illinois	12.5
Missouri	11.8
District of Columbia	11.3
Oregon	10.9
Maryland	10.3
Texas	9.5
Wyoming	9.1
South Carolina	8.7
Georgia	7.9
Virginia	7.2
Massachusetts	6.5
South Dakota	5.9
Alaska	4.5
Pennsylvania	4.2
New York	3.3
Connecticut	3.2
Kentucky	1.8
Delaware	0.0
Michigan	0.0
Louisiana	0.0
Colorado	N/A
Hawaii	N/A
Indiana	N/A
Iowa	N/A
North Dakota	N/A
Washington	N/A

Annual Openings Due to Replacements

State	Percentage
Louisiana	100.0%
Michigan	100.0
Kentucky	83.3
New York	77.8
Pennsylvania	75.5
South Dakota	66.7
Massachusetts	66.5
Virginia	64.7
South Carolina	64.0
Georgia	60.0
Tennessee	57.1
Texas	57.1
Missouri	55.0
District of Columbia	53.8
Maryland	53.8
Illinois	51.2
Alabama	50.0
Maine	50.0
New Jersey	50.0
Oregon	50.0
Rhode Island	50.0
Utah	50.0
West Virginia	46.2
Florida	44.3
Kansas	42.9
Montana	42.9
Vermont	42.9
Nebraska	41.7
New Hampshire	41.7
California	40.0
Minnesota	40.0
North Carolina	40.0
Oklahoma	40.0
Mississippi	37.5
Ohio	35.3
Nevada	30.0
Idaho	27.3
Arkansas	25.0
Wisconsin	25.0
Arizona	21.1
Connecticut	0.0
Delaware	0.0
Alaska	N/A
Colorado	N/A
Hawaii	N/A
Indiana	N/A
Iowa	N/A
New Mexico	N/A
North Dakota	N/A
Washington	N/A
Wyoming	N/A

Per Capita (total population)

State	Per 100,000
Massachusetts	145.0
District of Columbia	95.3
Mississippi	89.0
South Dakota	59.8
Missouri	53.5
South Carolina	50.4
Louisiana	41.3
Vermont	39.3
Maine	36.1
Idaho	36.0
New Hampshire	29.7
Michigan	28.9
New York	28.5
Kansas	26.5
West Virginia	25.6
Pennsylvania	25.2
Oklahoma	23.2
Tennessee	23.1
Wyoming	22.0
North Carolina	21.5
Montana	21.4
Nebraska	20.7
Rhode Island	20.0
Georgia	19.2
Wisconsin	19.1
New Jersey	18.7
Utah	18.5
Arizona	16.1
Texas	14.5
Florida	14.3
Alabama	14.1
Alaska	13.7
Illinois	13.2
Oregon	13.1
Virginia	11.6
Arkansas	11.5
Maryland	9.8
Kentucky	9.5
Nevada	9.2
Connecticut	9.0
New Mexico	6.5
California	4.9
Ohio	4.1
Delaware	3.7
Minnesota	2.5
Colorado	N/A
Hawaii	N/A
Indiana	N/A
Iowa	N/A
North Dakota	N/A
Washington	N/A

2000–2004 Wage Gain

State	Mean Annual		Percent Gain from 2000–2004
	2000	2004	
Maine	\$21,990	\$27,710	26.0%
West Virginia	15,200	18,610	22.4
Louisiana	16,220	19,600	20.8
Alaska	28,160	33,850	20.2
Massachusetts	23,270	27,960	20.2
Kansas	17,010	20,400	19.9
Arkansas	15,320	18,330	19.6
Oklahoma	17,060	20,200	18.4
Nebraska	20,110	23,190	15.3
Iowa	24,060	27,440	14.0
Texas	17,650	20,080	13.8
New Jersey	25,160	28,600	13.7
Pennsylvania	26,040	29,360	12.7
Illinois	20,000	22,380	11.9
Arizona	19,240	21,490	11.7
Maryland	23,100	25,330	9.7
Alabama	16,760	18,280	9.1
Indiana	22,420	24,270	8.3
Wisconsin	20,440	21,940	7.3
New York	28,600	30,610	7.0
New Mexico	21,470	22,970	7.0
Connecticut	25,190	26,820	6.5
California	22,760	24,110	5.9
Oregon	24,460	25,450	4.0
Washington	28,460	29,410	3.3
Montana	22,850	22,790	-0.3
South Carolina	18,140	17,920	-1.2
Kentucky	19,380	19,130	-1.3
North Carolina	21,060	20,440	-2.9
Mississippi	17,660	17,070	-3.3
Missouri	20,150	19,450	-3.5
Georgia	22,180	21,150	-4.6
Virginia	23,140	21,770	-5.9
Michigan	27,780	25,780	-7.2
Tennessee	21,900	20,180	-7.9
Florida	21,970	19,780	-10.0
Ohio	28,080	20,210	-28.0
Colorado	22,250	N/A	N/A
District of Columbia	N/A	27,290	N/A
Hawaii	N/A	27,630	N/A
Idaho	24,310	N/A	N/A
Minnesota	N/A	24,200	N/A
Nevada	N/A	32,120	N/A
New Hampshire	21,940	N/A	N/A
North Dakota	N/A	20,630	N/A
Rhode Island	29,220	N/A	N/A
South Dakota	N/A	24,530	N/A
Utah	19,110	N/A	N/A
Vermont	20,680	N/A	N/A
Wyoming	13,160	N/A	N/A

2004 Wage with State Wage Benchmark

State	2004 Annual Wage	2004 State Annual Wage
Nevada	\$32,120	\$34,300
South Dakota	24,530	29,080
Iowa	27,440	31,990
Maine	27,710	33,480
Pennsylvania	29,360	35,970
Montana	22,790	29,880
Alaska	33,850	42,170
Hawaii	27,630	36,750
Indiana	24,270	33,820
Nebraska	23,190	33,060
North Dakota	20,630	30,620
New Mexico	22,970	33,000
Oklahoma	20,200	31,150
Arkansas	18,330	29,560
Washington	29,410	40,860
Oregon	25,450	36,980
Mississippi	17,070	28,630
Louisiana	19,600	31,230
West Virginia	18,610	30,470
Tennessee	20,180	32,730
New York	30,610	43,590
Kentucky	19,130	32,170
Wisconsin	21,940	35,240
Kansas	20,400	33,780
Arizona	21,490	34,880
Alabama	18,280	31,940
North Carolina	20,440	34,120
Michigan	25,780	39,590
Florida	19,780	33,750
South Carolina	17,920	31,940
New Jersey	28,600	43,040
Georgia	21,150	35,840
Missouri	19,450	34,460
Texas	20,080	35,310
Minnesota	24,200	39,840
Ohio	20,210	35,910
Maryland	25,330	41,360
Illinois	22,380	38,580
Virginia	21,770	39,130
Massachusetts	27,960	45,290
Connecticut	26,820	44,400
California	24,110	41,980
District of Columbia	27,290	57,980

10–90 Wage Percentile Differential

State	Annual Percentiles		Percent Differential
	10th	90th	
New Mexico	\$13,400	\$33,390	149.2%
District of Columbia	16,510	38,960	136.0
Pennsylvania	19,310	42,810	121.7
Iowa	18,050	39,410	118.3
Illinois	15,280	31,700	107.5
Arkansas	12,830	26,600	107.3
Ohio	14,750	30,230	104.9
Michigan	18,200	36,920	102.9
Louisiana	13,640	27,250	99.8
Alabama	12,350	24,360	97.2
Oregon	17,010	32,940	93.7
West Virginia	13,660	26,150	91.4
New Jersey	21,040	40,140	90.8
North Carolina	14,360	26,740	86.2
Kentucky	14,310	26,610	86.0
Nevada	23,000	42,580	85.1
Tennessee	14,990	27,370	82.6
South Dakota	17,720	32,240	81.9
Washington	19,840	35,940	81.1
Connecticut	19,400	34,740	79.1
Indiana	18,350	32,670	78.0
Maryland	18,850	33,360	77.0
Alaska	24,910	43,620	75.1
Texas	15,150	26,360	74.0
Maine	20,060	34,660	72.8
Georgia	15,980	27,460	71.8
Minnesota	18,200	31,220	71.5
Missouri	15,080	25,750	70.8
Wisconsin	16,570	27,940	68.6
Montana	16,630	27,940	68.0
Oklahoma	15,580	26,000	66.9
Florida	15,330	25,180	64.3
Kansas	15,860	25,950	63.6
Arizona	16,840	27,510	63.4
Virginia	16,960	27,630	62.9
California	18,510	29,100	57.2
New York	23,940	37,340	56.0
Nebraska	18,420	28,530	54.9
South Carolina	14,940	22,400	49.9
Mississippi	14,540	21,720	49.4
Hawaii	23,100	34,310	48.5
Massachusetts	23,020	34,150	48.3
North Dakota	17,820	25,400	42.5

Total Growth

State	Percentage
Arizona	45.1%
North Carolina	39.8
Montana	37.7
New Jersey	37.5
Minnesota	33.0
Georgia	23.7
Arkansas	23.4
Utah	23.2
Idaho	19.5
Mississippi	15.9
Alaska	15.4
Alabama	13.6
Maine	13.3
Kansas	13.0
Colorado	12.4
Texas	10.0
Florida	7.9
Oklahoma	7.0
Wisconsin	5.2
Oregon	5.1
West Virginia	4.5
Indiana	3.9
New York	3.8
North Dakota	1.4
Maryland	1.4
Virginia	0.9
Vermont	0.8
South Dakota	0.5
Delaware	0.0
Louisiana	0.0
Massachusetts	0.0
Pennsylvania	0.0
Tennessee	0.0
Ohio	0.0
Rhode Island	0.0
Michigan	0.0
Illinois	0.0
Nebraska	0.0
District of Columbia	0.0
Kentucky	0.0
California	N/A
Connecticut	N/A
Hawaii	N/A
Iowa	N/A
Missouri	N/A
Nevada	N/A
New Hampshire	N/A
New Mexico	N/A
South Carolina	N/A
Washington	N/A
Wyoming	N/A

Annual Openings Due to Replacements

State	Percentage
District of Columbia	100.0%
Illinois	100.0
Kentucky	100.0
Louisiana	100.0
Michigan	100.0
Nebraska	100.0
New York	100.0
North Dakota	100.0
Ohio	100.0
Pennsylvania	100.0
Rhode Island	100.0
South Dakota	100.0
Tennessee	100.0
Vermont	100.0
West Virginia	100.0
Wisconsin	100.0
Virginia	93.5
Massachusetts	93.3
Oregon	85.0
Indiana	80.0
Maryland	80.0
Delaware	66.7
Kansas	66.7
Florida	62.9
Oklahoma	60.0
Texas	55.6
Alabama	50.0
Maine	50.0
Mississippi	44.4
Colorado	43.5
Minnesota	40.0
Idaho	37.5
Arkansas	33.3
New Jersey	33.3
Utah	33.3
Georgia	30.0
North Carolina	26.7
Montana	25.0
Arizona	21.9
Alaska	N/A
California	N/A
Connecticut	N/A
Hawaii	N/A
Iowa	N/A
Missouri	N/A
Nevada	N/A
New Hampshire	N/A
New Mexico	N/A
South Carolina	N/A
Washington	N/A
Wyoming	N/A

Per Capita (total population)

State	Per 100,000
District of Columbia	90.5
Illinois	52.3
Virginia	45.0
Utah	41.0
Rhode Island	35.9
North Carolina	34.8
Montana	34.4
Nebraska	33.7
South Dakota	25.6
Maine	23.8
Colorado	23.3
Louisiana	21.9
Indiana	20.9
Vermont	20.8
Alaska	20.3
Delaware	19.8
Florida	19.7
Idaho	17.9
Kansas	17.0
Oregon	16.7
Oklahoma	16.3
Arkansas	12.3
Kentucky	11.1
Ohio	11.1
North Dakota	10.9
Wisconsin	10.7
Pennsylvania	10.3
Arizona	10.1
Mississippi	10.1
New Jersey	9.3
Texas	9.2
Massachusetts	8.7
West Virginia	7.4
Georgia	6.9
Maryland	6.5
New York	5.5
Michigan	5.4
Alabama	4.9
Tennessee	3.5
Minnesota	2.3
California	N/A
Connecticut	N/A
Hawaii	N/A
Iowa	N/A
Missouri	N/A
Nevada	N/A
New Hampshire	N/A
New Mexico	N/A
South Carolina	N/A
Washington	N/A
Wyoming	N/A

2000–2004 Wage Gain

State	Mean Annual		Percent Gain from 2000–2004
	2000	2004	
Idaho	\$19,050	\$27,250	43.0%
New Mexico	17,120	24,080	40.7
Arizona	20,650	28,410	37.6
Iowa	19,230	26,140	35.9
Texas	17,820	23,540	32.1
Maryland	22,590	29,420	30.2
Massachusetts	26,470	32,250	21.8
Kentucky	18,490	22,430	21.3
Alabama	18,050	21,540	19.3
California	35,180	41,870	19.0
Ohio	23,960	28,470	18.8
Connecticut	37,150	43,830	18.0
Louisiana	16,810	19,690	17.1
Utah	18,790	21,740	15.7
Georgia	24,600	28,420	15.5
New York	27,400	31,460	14.8
Arkansas	17,940	20,360	13.5
North Carolina	23,090	25,940	12.3
Illinois	26,380	29,610	12.2
Vermont	28,580	31,910	11.7
Kansas	24,020	26,690	11.1
Missouri	19,270	21,280	10.4
Michigan	26,910	28,930	7.5
Florida	20,950	22,490	7.4
District of Columbia	31,830	34,150	7.3
Maine	22,930	24,320	6.1
Oregon	31,300	33,000	5.4
Colorado	29,170	30,650	5.1
Indiana	23,690	24,880	5.0
South Carolina	19,790	20,610	4.1
Wisconsin	29,500	30,620	3.8
Washington	31,450	31,910	1.5
Pennsylvania	26,690	26,950	1.0
Virginia	22,700	22,870	0.7
New Jersey	33,740	33,690	-0.1
Mississippi	19,860	19,790	-0.4
Minnesota	28,290	28,000	-1.0
Oklahoma	25,120	23,400	-6.8
Alaska	54,180	N/A	N/A
Delaware	28,950	N/A	N/A
Nebraska	20,330	N/A	N/A
Nevada	23,020	N/A	N/A
North Dakota	N/A	24,830	N/A
Rhode Island	34,070	N/A	N/A
Tennessee	20,890	N/A	N/A
West Virginia	22,630	N/A	N/A

2004 Wage with State Wage Benchmark

State	2004 Annual Wage	2004 State Annual Wage
California	\$41,870	\$41,980
Connecticut	43,830	44,400
Vermont	31,910	34,650
Oregon	33,000	36,980
Wisconsin	30,620	35,240
Idaho	27,250	32,770
North Dakota	24,830	30,620
Iowa	26,140	31,990
Arizona	28,410	34,880
Kansas	26,690	33,780
Georgia	28,420	35,840
Ohio	28,470	35,910
Oklahoma	23,400	31,150
North Carolina	25,940	34,120
Mississippi	19,790	28,630
New Mexico	24,080	33,000
Indiana	24,880	33,820
Washington	31,910	40,860
Illinois	29,610	38,580
Pennsylvania	26,950	35,970
Colorado	30,650	39,820
Maine	24,320	33,480
Arkansas	20,360	29,560
New Jersey	33,690	43,040
Kentucky	22,430	32,170
Alabama	21,540	31,940
Michigan	28,930	39,590
Florida	22,490	33,750
South Carolina	20,610	31,940
Louisiana	19,690	31,230
Texas	23,540	35,310
Minnesota	28,000	39,840
Maryland	29,420	41,360
New York	31,460	43,590
Utah	21,740	34,110
Massachusetts	32,250	45,290
Missouri	21,280	34,460
Virginia	22,870	39,130
District of Columbia	34,150	57,980

10–90 Wage Percentile Differential

State	Annual Percentiles		Percent Differential
	10th	90th	
Alabama	\$12,460	\$31,630	153.9%
New Jersey	20,590	49,690	141.3
Idaho	18,120	40,200	121.9
North Dakota	18,420	40,060	117.5
Massachusetts	20,910	45,450	117.4
Georgia	18,540	39,890	115.2
Maryland	20,240	42,120	108.1
Oregon	21,460	43,810	104.1
New Mexico	16,310	32,560	99.6
New York	21,530	42,740	98.5
Iowa	18,550	36,640	97.5
Ohio	19,960	39,270	96.7
Wisconsin	21,710	41,700	92.1
District of Columbia	23,180	43,860	89.2
Pennsylvania	19,260	36,130	87.6
California	29,420	54,940	86.7
Texas	17,110	31,520	84.2
Michigan	20,220	36,790	81.9
Arizona	21,010	37,860	80.2
Kansas	19,380	34,580	78.4
Florida	16,340	29,150	78.4
Louisiana	14,710	26,040	77.0
Mississippi	15,060	26,500	76.0
South Carolina	15,350	26,850	74.9
Arkansas	15,440	26,990	74.8
Vermont	24,370	42,310	73.6
Connecticut	31,710	54,760	72.7
Colorado	23,410	40,420	72.7
North Carolina	18,190	30,480	67.6
Washington	24,340	40,780	67.5
Indiana	19,320	31,990	65.6
Maine	19,380	31,480	62.4
Kentucky	17,510	28,420	62.3
Virginia	18,050	29,080	61.1
Oklahoma	18,190	29,280	61.0
Minnesota	21,700	34,870	60.7
Illinois	22,570	36,090	59.9
Utah	17,890	27,940	56.2
Missouri	17,820	26,610	49.3

Total Growth

State	Percentage
Arizona	40.0%
Utah	40.0
Kansas	39.3
Nevada	36.0
Arkansas	34.5
Idaho	33.5
Missouri	32.3
Kentucky	30.1
New Mexico	29.4
Massachusetts	28.8
Alaska	27.5
Wyoming	27.3
Minnesota	27.1
Hawaii	26.7
New Hampshire	25.6
Colorado	24.5
Montana	24.3
Georgia	24.2
Tennessee	24.2
Rhode Island	24.0
Wisconsin	23.8
South Dakota	22.0
Indiana	21.5
Texas	21.3
Oregon	21.0
Florida	20.5
Delaware	19.2
New Jersey	19.2
Pennsylvania	18.4
California	18.3
Vermont	18.2
Maine	18.0
Virginia	17.9
Maryland	17.8
Illinois	17.5
Washington	17.4
Oklahoma	17.1
Ohio	17.1
Mississippi	17.0
North Carolina	15.8
Iowa	14.9
Alabama	14.8
Connecticut	12.6
Nebraska	12.2
New York	11.1
West Virginia	9.0
South Carolina	8.9
Louisiana	8.5
District of Columbia	8.2
Michigan	7.6
North Dakota	4.8

Annual Openings Due to Replacements

State	Percentage
North Dakota	85.7%
West Virginia	80.0
Michigan	77.1
Louisiana	75.0
District of Columbia	73.9
South Carolina	70.0
Wyoming	70.0
Iowa	66.7
New York	66.7
North Carolina	66.7
Connecticut	62.5
Nebraska	61.5
Delaware	60.0
Oklahoma	60.0
Vermont	60.0
Washington	58.9
Maine	57.9
Ohio	57.3
Alabama	57.1
Alaska	56.7
Illinois	56.6
Maryland	56.4
Mississippi	56.3
Virginia	56.3
Pennsylvania	55.2
Nevada	55.0
New Jersey	54.5
Georgia	54.0
Florida	52.3
Texas	51.9
Hawaii	50.0
Montana	50.0
New Mexico	50.0
Rhode Island	50.0
South Dakota	50.0
Tennessee	50.0
Indiana	48.0
Oregon	48.0
New Hampshire	46.2
Minnesota	45.8
Colorado	44.6
Kentucky	44.0
Missouri	42.9
Idaho	42.3
Arkansas	41.7
Massachusetts	41.2
Wisconsin	40.0
California	37.3
Arizona	36.1
Kansas	35.3
Utah	33.3

Per Capita (total population)

State	Per 100,000
District of Columbia	131.1
Alaska	79.6
South Dakota	53.9
Maryland	49.4
Rhode Island	47.9
Montana	46.1
North Dakota	42.6
Iowa	42.4
Vermont	39.3
Maine	36.0
New York	35.7
Oregon	35.2
Washington	35.1
Idaho	34.5
Connecticut	34.4
Colorado	32.7
Delaware	32.3
Massachusetts	32.0
New Jersey	30.3
South Carolina	30.0
Pennsylvania	28.7
Hawaii	24.3
California	23.4
Illinois	22.3
Wyoming	22.0
Nebraska	21.8
Missouri	21.8
Oklahoma	21.8
Utah	21.6
Kansas	20.6
New Hampshire	19.9
Indiana	19.6
Alabama	19.6
Wisconsin	19.3
Minnesota	19.0
North Carolina	19.0
New Mexico	18.3
Florida	18.1
Ohio	18.0
Arizona	17.7
Arkansas	15.6
Texas	14.0
Mississippi	13.7
Louisiana	13.2
Michigan	11.8
Nevada	11.5
Kentucky	11.3
Georgia	11.1
Virginia	10.8
Tennessee	10.7
West Virginia	9.2

2000–2004 Wage Gain

State	Mean Annual		Percent Gain from 2000–2004
	2000	2004	
New Hampshire	\$21,900	\$38,880	77.5%
Arizona	26,920	42,630	58.4
Oklahoma	20,810	31,740	52.5
Nevada	25,950	39,160	50.9
New Jersey	33,910	47,450	39.9
New Mexico	26,270	36,180	37.7
Indiana	28,430	37,630	32.4
Montana	24,780	32,580	31.5
Florida	26,750	35,170	31.5
Kentucky	26,710	34,390	28.8
Kansas	26,310	33,140	26.0
Nebraska	27,640	34,700	25.5
Minnesota	31,950	40,090	25.5
Georgia	27,990	34,990	25.0
Massachusetts	30,250	37,570	24.2
Missouri	28,400	35,080	23.5
Ohio	29,300	34,900	19.1
California	28,140	33,340	18.5
Alabama	27,870	32,680	17.3
Michigan	31,280	36,320	16.1
South Dakota	28,190	32,470	15.2
South Carolina	29,840	34,340	15.1
Wyoming	29,780	34,090	14.5
Oregon	28,040	32,070	14.4
Maine	28,490	32,580	14.4
Maryland	32,510	37,000	13.8
Idaho	31,490	35,600	13.1
North Carolina	29,640	33,450	12.9
Washington	29,080	32,770	12.7
Connecticut	34,070	38,400	12.7
Virginia	36,970	41,530	12.3
Tennessee	27,590	30,660	11.1
District of Columbia	34,930	38,710	10.8
Iowa	28,670	31,720	10.6
Colorado	28,810	31,830	10.5
North Dakota	33,050	36,000	8.9
Illinois	28,030	30,350	8.3
Alaska	34,130	36,930	8.2
Mississippi	24,500	26,300	7.3
Texas	26,750	28,090	5.0
West Virginia	28,930	30,340	4.9
New York	36,600	37,960	3.7
Arkansas	22,130	22,890	3.4
Pennsylvania	30,160	30,940	2.6
Louisiana	27,910	28,590	2.4
Utah	35,070	35,400	0.9
Delaware	33,780	32,910	-2.6
Vermont	40,300	38,220	-5.2
Wisconsin	41,560	37,930	-8.7
Hawaii	40,030	34,510	-13.8
Rhode Island	26,090	N/A	N/A

2004 Wage with State Wage Benchmark

State	2004 Annual Wage	2004 State Annual Wage
Arizona	\$42,630	\$34,880
North Dakota	36,000	30,620
Nevada	39,160	34,300
New Jersey	47,450	43,040
Indiana	37,630	33,820
Vermont	38,220	34,650
South Dakota	32,470	29,080
New Mexico	36,180	33,000
Idaho	35,600	32,770
Montana	32,580	29,880
Wisconsin	37,930	35,240
South Carolina	34,340	31,940
Virginia	41,530	39,130
Kentucky	34,390	32,170
Nebraska	34,700	33,060
Wyoming	34,090	32,510
Florida	35,170	33,750
New Hampshire	38,880	37,450
Utah	35,400	34,110
Alabama	32,680	31,940
Missouri	35,080	34,460
Oklahoma	31,740	31,150
Minnesota	40,090	39,840
West Virginia	30,340	30,470
Iowa	31,720	31,990
Kansas	33,140	33,780
North Carolina	33,450	34,120
Georgia	34,990	35,840
Maine	32,580	33,480
Ohio	34,900	35,910
Tennessee	30,660	32,730
Hawaii	34,510	36,750
Mississippi	26,300	28,630
Louisiana	28,590	31,230
Michigan	36,320	39,590
Maryland	37,000	41,360
Oregon	32,070	36,980
Pennsylvania	30,940	35,970
Alaska	36,930	42,170
New York	37,960	43,590
Connecticut	38,400	44,400
Delaware	32,910	39,050
Arkansas	22,890	29,560
Texas	28,090	35,310
Massachusetts	37,570	45,290
Colorado	31,830	39,820
Washington	32,770	40,860
Illinois	30,350	38,580
California	33,340	41,980
District of Columbia	38,710	57,980

10–90 Wage Percentile Differential

State	Annual Percentiles		Percent Differential
	10th	90th	
New Jersey	\$24,050	\$88,780	269.1%
Arizona	20,210	66,880	230.9
Virginia	21,970	67,230	206.0
Minnesota	18,010	54,790	204.2
Nevada	19,310	57,400	197.3
New Hampshire	20,370	55,460	172.3
District of Columbia	14,740	39,610	168.7
Connecticut	16,530	43,260	161.7
Vermont	19,910	51,140	156.9
New York	20,030	47,880	139.0
Wisconsin	22,550	53,640	137.9
Indiana	15,310	36,320	137.2
Massachusetts	20,420	48,440	137.2
Maryland	21,790	51,380	135.8
Alaska	19,300	45,070	133.5
Michigan	19,380	44,710	130.7
New Mexico	20,680	47,160	128.0
North Dakota	25,290	57,620	127.8
Idaho	23,990	52,890	120.5
Utah	20,910	45,860	119.3
Florida	21,540	46,770	117.1
Missouri	23,100	49,420	113.9
Georgia	25,210	53,650	112.8
Ohio	25,130	53,050	111.1
Nebraska	19,620	41,410	111.1
Hawaii	25,650	53,910	110.2
Kentucky	22,070	46,270	109.7
South Carolina	18,550	38,530	107.7
Wyoming	24,130	49,800	106.4
North Carolina	22,550	45,880	103.5
California	19,440	39,420	102.8
Kansas	23,960	48,220	101.3
Delaware	22,450	45,060	100.7
Washington	22,700	45,200	99.1
Alabama	23,270	45,110	93.9
Maine	26,420	51,130	93.5
Montana	23,220	43,850	88.8
South Dakota	24,820	46,110	85.8
Oregon	23,980	43,870	82.9
Colorado	25,130	45,850	82.5
Oklahoma	29,790	54,070	81.5
Iowa	24,900	44,490	78.7
Pennsylvania	24,480	43,710	78.6
Tennessee	28,010	49,980	78.4
Illinois	23,070	40,730	76.5
West Virginia	24,750	43,430	75.5
Louisiana	24,920	42,690	71.3
Texas	27,890	47,540	70.5
Mississippi	29,230	46,110	57.7
Arkansas	28,300	44,460	57.1

Total Growth

State	Percentage
Nevada	41.1%
Idaho	38.1
Utah	35.3
New Mexico	31.3
Arizona	30.3
South Dakota	29.8
Maryland	29.3
Colorado	28.6
Wyoming	28.1
Texas	27.6
Florida	26.6
Alabama	26.5
Virginia	26.3
Montana	25.7
New Jersey	24.1
New Hampshire	24.0
Maine	23.6
Vermont	23.5
Georgia	23.0
Kansas	22.6
Pennsylvania	22.1
Minnesota	21.8
Missouri	21.3
Washington	21.2
Wisconsin	20.3
Mississippi	20.1
North Carolina	20.0
South Carolina	20.0
Iowa	19.0
California	18.9
Nebraska	18.8
Indiana	18.3
Arkansas	18.3
Hawaii	17.3
Alaska	17.1
Connecticut	16.8
Rhode Island	16.7
Tennessee	16.2
North Dakota	15.6
Ohio	15.3
New York	14.7
Delaware	14.0
Oregon	14.0
West Virginia	13.0
Massachusetts	12.4
Illinois	12.2
Oklahoma	10.7
Louisiana	10.2
District of Columbia	8.3
Michigan	6.6

Annual Openings Due to Replacements

State	Percentage
Michigan	71.9%
District of Columbia	67.9
Louisiana	62.0
Oklahoma	61.3
Hawaii	60.0
Illinois	58.4
Alaska	56.7
West Virginia	56.5
Delaware	54.7
New York	53.6
Ohio	52.8
North Dakota	52.4
Tennessee	51.3
Connecticut	50.6
Rhode Island	50.6
Iowa	50.0
Indiana	49.4
Oregon	48.9
Arkansas	48.6
Nebraska	47.9
California	47.8
Massachusetts	47.8
North Carolina	46.9
South Carolina	46.7
Mississippi	46.3
Wisconsin	45.8
Washington	45.7
Colorado	45.6
Missouri	44.8
Minnesota	44.0
Georgia	43.7
Pennsylvania	43.4
Maine	42.4
Vermont	42.2
Alabama	41.2
New Hampshire	41.2
Montana	40.0
New Jersey	40.0
Florida	39.5
Virginia	39.5
Texas	38.5
New Mexico	37.0
Maryland	36.8
Arizona	36.1
South Dakota	35.8
Utah	33.3
Kansas	32.6
Nevada	29.0
Idaho	28.6
Wyoming	10.0
Kentucky	N/A

Per Capita (total population)

State	Per 100,000
Rhode Island	223.3
Delaware	212.1
District of Columbia	195.7
Vermont	176.6
Massachusetts	162.3
Maine	161.0
West Virginia	155.3
Oklahoma	155.1
South Dakota	147.7
Montana	142.3
Connecticut	137.6
Minnesota	132.5
Utah	127.2
Hawaii	126.4
Michigan	123.5
Wisconsin	121.3
Illinois	119.7
Alaska	118.6
Pennsylvania	117.3
Nebraska	115.0
Missouri	114.3
New York	114.0
New Mexico	108.3
Iowa	105.8
North Carolina	103.2
Tennessee	102.4
North Dakota	101.1
New Jersey	96.8
Arizona	94.8
Virginia	93.5
Oregon	93.1
Ohio	87.4
Colorado	86.9
Louisiana	80.9
Georgia	77.3
Mississippi	77.0
Indiana	75.5
Arkansas	73.4
California	71.2
Wyoming	64.1
New Hampshire	63.7
Maryland	61.1
Florida	58.6
Washington	58.3
Nevada	54.4
Kansas	50.5
Texas	49.3
Alabama	43.7
South Carolina	39.0
Idaho	19.4
Kentucky	N/A

2000–2004 Wage Gain

State	Mean Annual		Percent Gain from 2000–2004
	2000	2004	
Wyoming	\$23,760	\$33,800	42.3%
Montana	23,920	32,640	36.5
Massachusetts	34,770	45,800	31.7
New Hampshire	30,840	38,870	26.0
North Dakota	30,190	38,010	25.9
Minnesota	36,010	44,710	24.2
California	36,150	44,570	23.3
Louisiana	31,310	38,310	22.4
Vermont	31,290	37,990	21.4
Maryland	36,220	43,980	21.4
Kansas	27,250	32,920	20.8
Maine	30,120	36,110	19.9
Nebraska	26,440	31,250	18.2
Illinois	35,700	42,170	18.1
Washington	30,060	35,390	17.7
Rhode Island	40,970	47,990	17.1
Michigan	38,490	44,860	16.5
Missouri	27,350	31,820	16.3
Alabama	28,000	32,540	16.2
Ohio	31,440	36,430	15.9
Arkansas	27,640	32,020	15.8
New York	38,300	44,190	15.4
Oklahoma	25,830	29,620	14.7
Nevada	36,650	41,980	14.5
West Virginia	22,390	25,530	14.0
Colorado	37,180	42,230	13.6
Texas	29,820	33,820	13.4
Wisconsin	34,520	39,040	13.1
Connecticut	45,360	51,100	12.7
North Carolina	32,270	35,980	11.5
Utah	29,480	32,750	11.1
Alaska	35,200	38,860	10.4
Iowa	32,640	35,900	10.0
Florida	30,160	33,090	9.7
Indiana	28,590	31,260	9.3
Georgia	30,780	33,560	9.0
New Jersey	45,200	49,240	8.9
Tennessee	25,670	27,930	8.8
South Dakota	28,140	30,440	8.2
Pennsylvania	29,530	31,880	8.0
Delaware	33,700	36,300	7.7
Virginia	35,970	38,700	7.6
South Carolina	28,630	30,750	7.4
Hawaii	38,940	41,650	7.0
Arizona	30,940	32,650	5.5
Mississippi	28,230	29,380	4.1
District of Columbia	36,530	37,870	3.7
Oregon	35,190	35,710	1.5
New Mexico	30,970	28,850	-6.8
Idaho	38,830	32,340	-16.7
Kentucky	28,140	N/A	N/A

2004 Wage with State Wage Benchmark

State	2004 Annual Wage	2004 State Annual Wage
Rhode Island	\$47,990	\$38,240
Nevada	41,980	34,300
North Dakota	38,010	30,620
Louisiana	38,310	31,230
Connecticut	51,100	44,400
New Jersey	49,240	43,040
Michigan	44,860	39,590
Minnesota	44,710	39,840
Hawaii	41,650	36,750
Iowa	35,900	31,990
Wisconsin	39,040	35,240
Illinois	42,170	38,580
Vermont	37,990	34,650
Montana	32,640	29,880
Maine	36,110	33,480
California	44,570	41,980
Maryland	43,980	41,360
Arkansas	32,020	29,560
Colorado	42,230	39,820
North Carolina	35,980	34,120
New Hampshire	38,870	37,450
South Dakota	30,440	29,080
Wyoming	33,800	32,510
Mississippi	29,380	28,630
Alabama	32,540	31,940
New York	44,190	43,590
Ohio	36,430	35,910
Massachusetts	45,800	45,290
Virginia	38,700	39,130
Idaho	32,340	32,770
Florida	33,090	33,750
Kansas	32,920	33,780
South Carolina	30,750	31,940
Oregon	35,710	36,980
Utah	32,750	34,110
Texas	33,820	35,310
Oklahoma	29,620	31,150
Nebraska	31,250	33,060
Arizona	32,650	34,880
Georgia	33,560	35,840
Indiana	31,260	33,820
Missouri	31,820	34,460
Delaware	36,300	39,050
Alaska	38,860	42,170
Pennsylvania	31,880	35,970
New Mexico	28,850	33,000
Tennessee	27,930	32,730
West Virginia	25,530	30,470
Washington	35,390	40,860
District of Columbia	37,870	57,980

10–90 Wage Percentile Differential

State	Annual Percentiles		Percent Differential
	10th	90th	
Illinois	\$22,170	\$64,510	191.0%
New Jersey	27,820	75,890	172.8
Virginia	22,830	60,760	166.1
Michigan	25,340	66,290	161.6
California	26,210	67,700	158.3
New York	27,130	69,360	155.7
Rhode Island	27,380	69,310	153.1
New Mexico	17,210	43,430	152.4
Pennsylvania	19,080	47,500	149.0
Alabama	19,850	48,690	145.3
Iowa	21,100	51,690	145.0
Colorado	25,690	62,900	144.8
New Hampshire	25,620	62,360	143.4
Louisiana	22,970	55,640	142.2
Massachusetts	27,620	65,910	138.6
Connecticut	29,920	71,230	138.1
District of Columbia	24,530	57,170	133.1
Oregon	22,170	51,160	130.8
Idaho	22,660	51,060	125.3
Maryland	25,970	57,520	121.5
Alaska	25,610	56,040	118.8
Wisconsin	25,650	55,880	117.9
Minnesota	28,890	62,830	117.5
Montana	20,400	43,850	115.0
Nevada	28,190	59,640	111.6
Florida	23,010	48,680	111.6
Utah	21,790	46,050	111.3
Texas	23,040	48,590	110.9
Delaware	23,890	50,190	110.1
Ohio	24,350	51,110	109.9
Washington	24,300	50,910	109.5
Hawaii	27,550	57,320	108.1
Arizona	21,200	43,820	106.7
Nebraska	21,540	43,670	102.7
North Dakota	26,600	53,670	101.8
West Virginia	16,990	34,270	101.7
North Carolina	24,950	49,250	97.4
Arkansas	22,640	44,300	95.7
Maine	25,220	49,190	95.0
Vermont	26,510	51,630	94.8
Indiana	22,030	42,380	92.4
Tennessee	20,060	38,510	92.0
Missouri	22,730	42,820	88.4
Wyoming	24,510	45,770	86.7
Mississippi	21,690	39,560	82.4
Kansas	24,500	43,890	79.1
South Carolina	23,220	41,170	77.3
Oklahoma	20,360	35,110	72.4
South Dakota	23,540	39,400	67.4
Georgia	27,650	43,280	56.5

Total Growth

State	Percentage
Arizona	70.0%
Georgia	60.7
California	57.1
Idaho	56.9
Tennessee	56.3
North Carolina	53.0
Nevada	52.9
Utah	50.6
Virginia	49.4
New Hampshire	47.2
Missouri	47.2
Kansas	45.8
Wyoming	44.4
Arkansas	44.2
Indiana	42.9
Colorado	42.7
Wisconsin	42.5
Texas	42.0
New Mexico	41.7
South Dakota	39.7
Alaska	39.4
Kentucky	39.2
Alabama	38.3
Florida	38.3
Maryland	37.6
New Jersey	36.6
Oklahoma	35.0
Ohio	34.8
Delaware	34.5
Mississippi	34.3
Louisiana	34.2
Minnesota	34.1
Montana	33.7
Pennsylvania	33.2
Vermont	33.0
South Carolina	32.3
Iowa	31.3
Massachusetts	30.6
Maine	30.6
North Dakota	30.5
New York	29.5
Rhode Island	28.8
West Virginia	27.5
Oregon	26.1
Michigan	24.3
Illinois	24.3
Hawaii	23.0
Washington	21.8
Nebraska	21.8
Connecticut	16.5
District of Columbia	N/A

Annual Openings Due to Replacements

State	Percentage
Connecticut	62.0%
Hawaii	60.0
Washington	58.0
Nebraska	55.6
Michigan	53.7
Illinois	53.6
West Virginia	51.4
Rhode Island	50.0
New York	49.0
North Dakota	48.4
Maine	48.2
Georgia	46.8
Iowa	46.4
Louisiana	46.2
Vermont	45.9
South Carolina	45.8
Oklahoma	45.7
Colorado	45.5
Pennsylvania	45.5
Delaware	45.3
Montana	45.2
Minnesota	45.1
Mississippi	44.6
Ohio	44.5
New Jersey	43.1
Oregon	42.9
Maryland	42.5
Alabama	42.5
Florida	42.2
Kentucky	41.7
South Dakota	41.7
New Mexico	40.9
Texas	40.0
Wisconsin	40.0
Indiana	39.5
Arkansas	38.7
New Hampshire	37.5
Utah	37.0
Massachusetts	36.7
Missouri	36.7
Virginia	36.1
North Carolina	35.4
Nevada	34.7
Tennessee	33.0
California	32.8
Idaho	32.7
Arizona	28.6
Kansas	28.6
Wyoming	20.0
Alaska	N/A
District of Columbia	N/A

Per Capita (total population)

State	Per 100,000
Utah	147.4
Washington	145.7
Illinois	123.8
California	122.0
New Jersey	117.8
Alaska	109.7
Montana	109.5
Colorado	108.3
Oregon	106.7
Wisconsin	104.8
Kansas	104.7
Delaware	104.2
Rhode Island	102.0
Virginia	101.8
Connecticut	100.0
New Hampshire	99.6
Maryland	99.4
Idaho	99.2
Michigan	99.2
Arizona	97.1
Massachusetts	96.2
Vermont	95.9
Nebraska	94.5
Oklahoma	93.5
Tennessee	92.9
South Dakota	92.3
Missouri	91.7
Indiana	89.8
New York	88.8
Minnesota	87.5
Nevada	85.7
Ohio	85.4
New Mexico	84.1
Kentucky	83.7
North Dakota	82.8
Florida	82.4
Hawaii	81.0
Iowa	79.4
South Carolina	77.0
Arkansas	76.7
Louisiana	73.7
Maine	73.0
Mississippi	72.7
Texas	72.3
North Carolina	70.9
Alabama	67.6
Pennsylvania	64.2
Georgia	54.2
Wyoming	36.1
West Virginia	34.8
District of Columbia	N/A

2000–2004 Wage Gain

State	Mean Annual		Percent Gain from 2000–2004
	2000	2004	
New Hampshire	\$23,010	\$35,540	54.5%
Arizona	22,760	32,080	40.9
South Dakota	18,890	26,360	39.5
West Virginia	19,120	26,070	36.3
Maryland	24,820	32,050	29.1
Louisiana	18,500	23,210	25.5
Maine	22,500	28,020	24.5
Vermont	25,900	31,490	21.6
New York	24,780	29,750	20.1
Oregon	28,490	34,140	19.8
Delaware	26,140	31,150	19.2
Arkansas	19,200	22,840	19.0
North Carolina	26,220	31,160	18.8
Michigan	26,010	30,870	18.7
North Dakota	25,240	29,760	17.9
Nebraska	22,570	26,540	17.6
Wisconsin	24,250	28,110	15.9
Colorado	29,680	34,290	15.5
Ohio	24,340	28,080	15.4
Virginia	26,620	30,690	15.3
Missouri	24,110	27,620	14.6
Florida	24,570	28,030	14.1
Tennessee	24,200	27,600	14.0
South Carolina	24,720	28,050	13.5
Indiana	25,140	28,380	12.9
Pennsylvania	23,280	25,920	11.3
Connecticut	30,640	33,940	10.8
Mississippi	21,290	23,490	10.3
Nevada	31,340	34,450	9.9
Iowa	26,290	28,720	9.2
Minnesota	31,430	34,170	8.7
New Jersey	30,820	33,430	8.5
Alabama	20,750	22,230	7.1
Wyoming	22,330	23,870	6.9
Rhode Island	27,710	29,510	6.5
Kentucky	24,320	25,860	6.3
Oklahoma	23,150	24,530	6.0
Kansas	24,140	25,300	4.8
Illinois	27,160	28,460	4.8
Utah	23,280	24,300	4.4
Georgia	26,270	27,280	3.8
New Mexico	23,060	23,910	3.7
California	30,630	31,750	3.7
Montana	22,450	23,010	2.5
Massachusetts	33,470	34,290	2.4
Hawaii	28,450	29,030	2.0
Texas	27,080	27,550	1.7
Washington	32,380	32,670	0.9
Idaho	29,220	29,050	-0.6
Alaska	36,370	34,240	-5.9
District of Columbia	39,910	36,930	-7.5

2004 Wage with State Wage Benchmark

State	2004 Annual Wage	2004 State Annual Wage
Nevada	\$34,450	\$34,300
North Dakota	29,760	30,620
New Hampshire	35,540	37,450
South Dakota	26,360	29,080
Arizona	32,080	34,880
Oregon	34,140	36,980
North Carolina	31,160	34,120
Vermont	31,490	34,650
Iowa	28,720	31,990
Idaho	29,050	32,770
South Carolina	28,050	31,940
West Virginia	26,070	30,470
Tennessee	27,600	32,730
Mississippi	23,490	28,630
Maine	28,020	33,480
Indiana	28,380	33,820
Colorado	34,290	39,820
Minnesota	34,170	39,840
Florida	28,030	33,750
Kentucky	25,860	32,170
Nebraska	26,540	33,060
Oklahoma	24,530	31,150
Arkansas	22,840	29,560
Missouri	27,620	34,460
Montana	23,010	29,880
Wisconsin	28,110	35,240
Hawaii	29,030	36,750
Texas	27,550	35,310
Ohio	28,080	35,910
Delaware	31,150	39,050
Alaska	34,240	42,170
Louisiana	23,210	31,230
Washington	32,670	40,860
Virginia	30,690	39,130
Kansas	25,300	33,780
Georgia	27,280	35,840
Wyoming	23,870	32,510
Rhode Island	29,510	38,240
Michigan	30,870	39,590
New Mexico	23,910	33,000
Maryland	32,050	41,360
New Jersey	33,430	43,040
Alabama	22,230	31,940
Utah	24,300	34,110
Pennsylvania	25,920	35,970
Illinois	28,460	38,580
California	31,750	41,980
Connecticut	33,940	44,400
Massachusetts	34,290	45,290
New York	29,750	43,590
District of Columbia	36,930	57,980

10–90 Wage Percentile Differential

State	Annual Percentiles		Percent Differential
	10th	90th	
Montana	\$12,070	\$34,860	188.8%
Idaho	17,600	44,490	152.8
Rhode Island	16,270	40,790	150.7
Arizona	18,100	43,410	139.8
Virginia	19,270	45,090	134.0
Alabama	14,310	33,230	132.2
Mississippi	14,810	34,120	130.4
Louisiana	14,680	33,450	127.9
New Mexico	15,190	34,190	125.1
California	20,100	43,950	118.7
North Carolina	20,180	43,470	115.4
Texas	18,190	38,930	114.0
Missouri	18,490	39,310	112.6
North Dakota	20,210	42,240	109.0
Pennsylvania	17,100	35,420	107.1
Colorado	23,040	47,610	106.6
Michigan	20,830	42,050	101.9
Arkansas	15,730	31,680	101.4
Washington	22,270	44,660	100.5
Illinois	18,800	37,680	100.4
Hawaii	17,560	35,160	100.2
South Carolina	19,610	39,170	99.7
Delaware	21,510	42,830	99.1
Wyoming	16,350	32,240	97.2
Minnesota	22,680	44,370	95.6
New Jersey	23,160	44,860	93.7
West Virginia	18,200	35,180	93.3
Maryland	21,810	42,130	93.2
Georgia	18,890	36,260	92.0
Kentucky	18,120	34,500	90.4
Kansas	18,290	34,450	88.4
Florida	19,700	36,520	85.4
Utah	16,930	31,360	85.2
New York	21,850	40,450	85.1
Connecticut	23,910	43,790	83.1
New Hampshire	24,600	45,030	83.0
Indiana	19,980	36,400	82.2
South Dakota	19,310	34,720	79.8
Iowa	20,950	37,650	79.7
Oklahoma	18,340	32,810	78.9
Vermont	22,630	40,270	77.9
Tennessee	19,690	34,880	77.1
Massachusetts	25,320	44,240	74.7
Ohio	20,320	35,380	74.1
Wisconsin	20,720	35,160	69.7
Nebraska	20,110	34,100	69.6
Oregon	26,180	43,450	66.0
Maine	22,400	35,600	58.9
Alaska	27,650	43,270	56.5
Nevada	28,160	43,070	52.9
District of Columbia	29,780	44,360	49.0

Total Growth

State	Percentage
Arizona	48.9%
Idaho	43.4
Nevada	40.0
Utah	39.1
New Mexico	35.3
Kansas	31.3
Mississippi	29.9
North Carolina	28.4
Texas	27.6
Georgia	27.5
Florida	26.2
Colorado	25.9
New Jersey	25.0
Minnesota	24.5
Montana	24.4
Wisconsin	24.4
Maine	24.1
Arkansas	21.6
New Hampshire	21.0
Massachusetts	20.2
Pennsylvania	19.7
Tennessee	19.5
Alabama	19.2
Nebraska	18.3
Delaware	18.2
Oklahoma	17.9
Michigan	17.8
Washington	17.8
Connecticut	17.6
Rhode Island	17.6
Iowa	17.2
California	16.7
Indiana	16.4
Missouri	16.4
Virginia	16.2
Louisiana	15.7
North Dakota	15.3
Illinois	14.9
Oregon	14.3
New York	12.5
Kentucky	12.0
Ohio	11.9
South Carolina	11.4
Maryland	10.7
West Virginia	5.7
District of Columbia	1.6
Alaska	N/A
Hawaii	N/A
South Dakota	N/A
Vermont	N/A
Wyoming	N/A

Annual Openings Due to Replacements

State	Percentage
District of Columbia	100.0
New Jersey	100.0
West Virginia	100.0
Louisiana	60.0
South Carolina	60.0
Maryland	56.4
Washington	55.0
Massachusetts	54.5
Ohio	52.9
Connecticut	50.0
Delaware	50.0
Iowa	50.0
Kentucky	50.0
New York	50.0
Wisconsin	50.0
Illinois	46.9
Colorado	46.4
Georgia	45.0
Indiana	45.0
Missouri	45.0
Michigan	43.6
California	42.9
Virginia	42.9
Alabama	40.0
Arkansas	40.0
Nebraska	40.0
Kansas	37.5
Rhode Island	37.5
Pennsylvania	36.6
Oklahoma	35.0
Idaho	33.3
Maine	33.3
Minnesota	33.3
Montana	33.3
New Hampshire	33.3
North Dakota	33.3
Tennessee	33.3
Texas	33.3
Florida	32.0
Mississippi	28.6
North Carolina	25.0
Arizona	21.8
Utah	0.0
Alaska	N/A
Hawaii	N/A
Nevada	N/A
New Mexico	N/A
Oregon	N/A
South Dakota	N/A
Vermont	N/A
Wyoming	N/A

Per Capita (total population)

State	Per 100,000
Nebraska	37.1
Maryland	30.0
Rhode Island	25.4
Oklahoma	22.4
North Dakota	17.5
Alabama	17.4
Arizona	16.3
Massachusetts	14.7
Illinois	14.1
Delaware	13.6
Colorado	12.9
Michigan	12.8
Maine	12.5
Ohio	11.8
Missouri	11.8
Louisiana	11.4
Iowa	10.9
Indiana	10.9
District of Columbia	10.8
Pennsylvania	10.7
Utah	9.9
Montana	9.9
Connecticut	9.8
North Carolina	9.7
New Mexico	9.2
South Carolina	8.5
Idaho	8.4
New York	7.9
New Hampshire	7.8
Florida	7.8
Minnesota	7.7
Wisconsin	7.5
Washington	7.4
Tennessee	7.1
California	6.9
Virginia	6.8
Texas	6.7
Kansas	5.9
Mississippi	5.8
Arkansas	5.1
Georgia	4.7
New Jersey	4.7
West Virginia	3.9
Kentucky	3.3
Nevada	2.3
Oregon	2.0
Alaska	N/A
Hawaii	N/A
South Dakota	N/A
Vermont	N/A
Wyoming	N/A

2000–2004 Wage Gain

State	Mean Annual		Percent Gain from 2000–2004
	2000	2004	
Utah	\$16,710	\$23,880	42.9%
Idaho	17,440	24,840	42.4
Massachusetts	22,610	32,100	42.0
Nevada	24,670	34,520	39.9
Alabama	17,390	23,790	36.8
Iowa	15,970	21,530	34.8
Texas	19,000	24,470	28.8
Illinois	18,630	23,990	28.8
Oklahoma	15,870	20,260	27.7
Virginia	17,940	22,340	24.5
Connecticut	26,720	33,220	24.3
Maryland	24,040	29,510	22.8
Washington	27,520	33,480	21.7
Michigan	22,840	27,050	18.4
Missouri	17,690	20,890	18.1
Mississippi	18,550	21,660	16.8
New Hampshire	23,210	26,890	15.9
Kentucky	21,840	25,220	15.5
Minnesota	27,930	32,250	15.5
Nebraska	18,390	21,160	15.1
California	26,030	29,820	14.6
Colorado	19,940	22,770	14.2
Vermont	22,010	25,110	14.1
Maine	23,000	26,190	13.9
Kansas	18,980	21,470	13.1
Louisiana	15,180	17,090	12.6
Rhode Island	21,080	23,590	11.9
Ohio	26,660	29,740	11.6
New Jersey	29,590	32,760	10.7
Wisconsin	22,240	24,200	8.8
Pennsylvania	23,280	25,140	8.0
Florida	22,830	24,210	6.0
Tennessee	20,900	21,480	2.8
Oregon	27,200	27,800	2.2
New York	30,400	30,630	0.8
North Carolina	21,220	21,220	0.0
Indiana	21,800	21,420	-1.7
New Mexico	20,460	19,830	-3.1
District of Columbia	24,940	24,100	-3.4
West Virginia	22,600	21,620	-4.3
Arizona	21,670	19,950	-7.9
South Carolina	21,290	19,250	-9.6
Arkansas	22,500	18,930	-15.9
Georgia	29,970	22,940	-23.5
Delaware	18,380	N/A	N/A
Hawaii	N/A	28,950	N/A
Montana	N/A	20,730	N/A
North Dakota	N/A	20,590	N/A

2004 Wage with State Wage Benchmark

State	2004 Annual Wage	2004 State Annual Wage
Nevada	\$34,520	\$34,300
Ohio	29,740	35,910
Kentucky	25,220	32,170
Mississippi	21,660	28,630
Maine	26,190	33,480
Washington	33,480	40,860
Minnesota	32,250	39,840
Hawaii	28,950	36,750
Idaho	24,840	32,770
Alabama	23,790	31,940
West Virginia	21,620	30,470
Montana	20,730	29,880
Oregon	27,800	36,980
Florida	24,210	33,750
Vermont	25,110	34,650
North Dakota	20,590	30,620
Utah	23,880	34,110
New Jersey	32,760	43,040
Iowa	21,530	31,990
New Hampshire	26,890	37,450
Arkansas	18,930	29,560
Pennsylvania	25,140	35,970
Texas	24,470	35,310
Oklahoma	20,260	31,150
Wisconsin	24,200	35,240
Connecticut	33,220	44,400
Tennessee	21,480	32,730
Maryland	29,510	41,360
Nebraska	21,160	33,060
California	29,820	41,980
Kansas	21,470	33,780
Indiana	21,420	33,820
Michigan	27,050	39,590
South Carolina	19,250	31,940
North Carolina	21,220	34,120
Georgia	22,940	35,840
New York	30,630	43,590
New Mexico	19,830	33,000
Massachusetts	32,100	45,290
Missouri	20,890	34,460
Louisiana	17,090	31,230
Illinois	23,990	38,580
Rhode Island	23,590	38,240
Arizona	19,950	34,880
Virginia	22,340	39,130
Colorado	22,770	39,820
District of Columbia	24,100	57,980

10–90 Wage Percentile Differential

State	Annual Percentiles		Percent Differential
	10th	90th	
Nevada	\$15,400	\$55,590	261.0%
Massachusetts	17,870	63,330	254.4
Illinois	13,700	47,070	243.6
Idaho	13,700	41,370	202.0
Florida	14,030	39,810	183.7
Texas	13,410	37,080	176.5
Alabama	13,610	37,490	175.5
Oregon	15,110	41,030	171.5
Georgia	12,820	34,540	169.4
Pennsylvania	15,470	39,830	157.5
Arizona	12,190	31,320	156.9
West Virginia	12,820	32,830	156.1
District of Columbia	13,670	34,720	154.0
California	17,450	43,060	146.8
Colorado	13,800	33,330	141.5
Rhode Island	14,970	34,160	128.2
New York	18,610	42,100	126.2
Mississippi	14,440	32,650	126.1
New Jersey	19,330	43,630	125.7
Michigan	18,830	42,320	124.7
Arkansas	12,400	27,800	124.2
Kansas	14,290	31,900	123.2
South Carolina	12,740	28,340	122.4
Montana	12,780	28,280	121.3
New Mexico	13,210	29,020	119.7
North Carolina	13,620	29,720	118.2
Virginia	15,170	32,960	117.3
Louisiana	11,900	25,620	115.3
Wisconsin	16,110	34,610	114.8
Oklahoma	14,010	30,060	114.6
Kentucky	18,190	38,630	112.4
Missouri	14,220	29,510	107.5
Indiana	14,640	30,110	105.7
Ohio	19,410	38,380	97.7
Nebraska	14,760	29,120	97.3
Connecticut	22,970	43,690	90.2
Iowa	15,700	28,800	83.4
New Hampshire	19,570	35,690	82.4
Utah	17,540	31,530	79.8
Vermont	18,770	33,670	79.4
Minnesota	24,060	42,880	78.2
Tennessee	15,800	28,070	77.7
North Dakota	15,690	27,810	77.2
Hawaii	21,980	38,100	73.3
Maine	19,850	34,340	73.0
Washington	25,730	42,800	66.3
Maryland	23,990	35,760	49.1

Total Growth

State	Percentage
Arizona	39.2%
Nevada	36.9
Idaho	34.0
Utah	31.6
Florida	26.8
Colorado	26.3
Kansas	24.2
Oregon	23.9
California	23.8
Alabama	23.2
New Jersey	22.8
Virginia	22.3
Mississippi	22.3
North Carolina	22.1
Texas	21.8
New Mexico	20.9
Wisconsin	20.3
Maryland	19.6
Tennessee	19.6
Washington	19.1
Georgia	18.9
Alaska	17.3
Hawaii	17.1
Montana	16.8
Vermont	16.5
Arkansas	16.0
South Dakota	16.0
Ohio	15.3
Minnesota	15.2
Wyoming	15.2
Oklahoma	14.6
Maine	14.4
Iowa	14.4
Missouri	13.3
Kentucky	13.1
Rhode Island	13.1
Illinois	13.1
Indiana	12.9
Louisiana	12.6
Massachusetts	12.6
New York	11.2
West Virginia	10.6
Delaware	10.0
Nebraska	9.6
Michigan	9.5
Pennsylvania	8.2
North Dakota	6.3
Connecticut	6.2
South Carolina	1.4
District of Columbia	0.0
New Hampshire	N/A

Annual Openings
Due to Replacements

State	Percentage
District of Columbia	100.0%
South Carolina	94.9
Connecticut	78.1
North Dakota	77.3
Pennsylvania	72.7
Nebraska	69.7
Michigan	69.6
Delaware	68.6
West Virginia	67.1
Massachusetts	67.0
New York	65.8
Louisiana	63.7
Indiana	63.0
Rhode Island	62.8
Illinois	62.5
Kentucky	62.4
Missouri	62.2
Maine	60.2
Iowa	60.0
Oklahoma	59.6
Minnesota	59.0
Ohio	58.7
South Dakota	57.7
Arkansas	57.6
Vermont	57.4
Montana	56.8
Washington	55.3
Alaska	55.0
Alabama	53.8
Georgia	53.5
Oregon	53.3
Maryland	52.7
Tennessee	52.5
Wisconsin	51.9
New Mexico	51.4
Kansas	51.3
Hawaii	50.0
North Carolina	50.0
Texas	50.0
Wyoming	50.0
Mississippi	49.5
Virginia	49.5
New Jersey	48.8
California	47.7
Colorado	45.0
Florida	44.9
Idaho	38.8
Nevada	37.5
Utah	37.5
Arizona	35.7
New Hampshire	N/A

Per Capita (total population)

State	Per 100,000
District of Columbia	470.6
Arkansas	469.6
North Dakota	419.4
Louisiana	405.6
Oklahoma	395.3
West Virginia	389.8
Tennessee	382.1
Nebraska	370.0
Alabama	355.9
South Carolina	354.1
Minnesota	351.1
Missouri	321.3
Ohio	313.1
Mississippi	312.1
Pennsylvania	296.1
Kentucky	292.1
Texas	278.5
Delaware	271.7
Massachusetts	269.9
Florida	269.6
Virginia	262.9
Georgia	261.6
Vermont	258.1
Indiana	253.5
Montana	249.9
Kansas	249.5
South Dakota	246.0
New York	245.3
Iowa	233.9
Wisconsin	232.0
Idaho	219.6
Connecticut	215.1
New Jersey	214.5
Rhode Island	209.7
North Carolina	209.1
Hawaii	198.5
Michigan	179.8
Maine	176.8
New Mexico	175.2
Washington	172.2
Illinois	167.7
Arizona	162.2
California	151.2
Colorado	142.9
Maryland	140.9
Wyoming	132.2
Utah	125.4
Nevada	113.4
Oregon	83.2
Alaska	81.1
New Hampshire	N/A

2000–2004 Wage Gain

State	Mean Annual		Percent Gain from 2000–2004
	2000	2004	
District of Columbia	\$34,410	\$48,370	40.6%
New Jersey	35,960	46,010	27.9
New Mexico	29,870	38,030	27.3
South Carolina	27,540	34,960	26.9
Maryland	35,960	44,110	22.7
Colorado	30,610	37,410	22.2
Hawaii	31,050	37,730	21.5
Montana	24,160	29,300	21.3
Pennsylvania	30,680	37,040	20.7
Arkansas	24,340	29,370	20.7
Arizona	30,500	36,780	20.6
Washington	32,270	38,700	19.9
Delaware	34,940	41,720	19.4
Oklahoma	25,130	29,980	19.3
New York	31,010	36,970	19.2
Iowa	26,490	31,480	18.8
New Hampshire	31,460	37,400	18.9
Louisiana	25,540	30,360	18.9
Nebraska	26,900	31,860	18.4
Alabama	24,210	28,680	18.5
Virginia	29,100	34,430	18.3
Massachusetts	38,090	44,910	17.9
West Virginia	24,220	28,420	17.3
North Dakota	25,770	30,220	17.3
Kentucky	27,500	32,210	17.1
Wyoming	26,810	31,390	17.1
Florida	30,110	35,250	17.1
North Carolina	29,650	34,710	17.1
Georgia	26,440	30,920	16.9
Connecticut	41,130	47,860	16.4
Maine	28,490	33,140	16.3
Oregon	33,330	38,730	16.2
Vermont	28,820	33,410	15.9
South Dakota	24,880	28,720	15.4
Mississippi	23,830	27,500	15.4
California	36,410	41,920	15.1
Minnesota	30,120	34,660	15.1
Wisconsin	31,520	36,210	14.9
Illinois	30,530	34,980	14.6
Utah	28,650	32,710	14.2
Ohio	31,640	36,040	13.9
Missouri	27,140	30,910	13.9
Idaho	28,130	32,020	13.8
Michigan	32,500	36,920	13.6
Alaska	35,500	40,150	13.1
Nevada	34,450	38,820	12.7
Indiana	30,730	34,440	12.1
Tennessee	27,660	30,940	11.9
Texas	30,740	34,260	11.5
Rhode Island	38,660	42,730	10.5
Kansas	28,810	31,710	10.1

2004 Wage with State Wage Benchmark

State	2004 Annual Wage	2004 State Annual Wage
New Mexico	\$38,030	\$33,000
Nevada	38,820	34,300
Rhode Island	42,730	38,240
Connecticut	47,860	44,400
South Carolina	34,960	31,940
New Jersey	46,010	43,040
Maryland	44,110	41,360
Delaware	41,720	39,050
Arizona	36,780	34,880
Oregon	38,730	36,980
Florida	35,250	33,750
Pennsylvania	37,040	35,970
Hawaii	37,730	36,750
Wisconsin	36,210	35,240
Indiana	34,440	33,820
North Carolina	34,710	34,120
Ohio	36,040	35,910
Kentucky	32,210	32,170
California	41,920	41,980
New Hampshire	37,400	37,450
Arkansas	29,370	29,560
Maine	33,140	33,480
South Dakota	28,720	29,080
Massachusetts	44,910	45,290
North Dakota	30,220	30,620
Iowa	31,480	31,990
Montana	29,300	29,880
Idaho	32,020	32,770
Louisiana	30,360	31,230
Texas	34,260	35,310
Wyoming	31,390	32,510
Mississippi	27,500	28,630
Oklahoma	29,980	31,150
Nebraska	31,860	33,060
Vermont	33,410	34,650
Utah	32,710	34,110
Tennessee	30,940	32,730
Alaska	40,150	42,170
West Virginia	28,420	30,470
Kansas	31,710	33,780
Washington	38,700	40,860
Colorado	37,410	39,820
Michigan	36,920	39,590
Alabama	28,680	31,940
Missouri	30,910	34,460
Illinois	34,980	38,580
Virginia	34,430	39,130
Georgia	30,920	35,840
Minnesota	34,660	39,840
New York	36,970	43,590
District of Columbia	48,370	57,980

10–90 Wage Percentile Differential

State	Annual Percentiles		Percent Differential
	10th	90th	
Pennsylvania	\$25,040	\$52,640	110.2%
New York	26,410	50,540	91.4
Illinois	24,690	45,600	84.7
Idaho	23,050	41,960	82.0
Texas	24,690	44,890	81.8
Utah	24,200	43,710	80.6
Kentucky	23,990	43,110	79.7
District of Columbia	36,730	65,930	79.5
Virginia	24,930	44,690	79.3
Missouri	23,060	41,310	79.1
Arizona	25,590	45,760	78.8
South Carolina	24,410	43,600	78.6
Georgia	23,280	41,360	77.7
Mississippi	20,080	35,670	77.6
Tennessee	23,160	41,140	77.6
Wyoming	23,240	41,080	76.8
Delaware	31,220	54,850	75.7
Indiana	25,600	44,930	75.5
New Jersey	34,490	60,530	75.5
Colorado	27,500	48,060	74.8
West Virginia	20,710	36,150	74.6
Arkansas	21,810	38,040	74.4
New Mexico	28,420	49,540	74.3
California	31,530	54,910	74.2
Maine	24,600	42,740	73.7
Florida	26,040	45,130	73.3
Maryland	33,050	56,690	71.5
Massachusetts	33,520	57,440	71.4
Nevada	27,670	47,030	70.0
Oklahoma	22,710	38,560	69.8
Rhode Island	32,480	54,950	69.2
Kansas	24,390	41,200	68.9
Nebraska	24,440	41,230	68.7
North Carolina	26,210	44,150	68.4
Alabama	21,510	36,190	68.2
Alaska	31,020	51,800	67.0
Louisiana	23,240	38,730	66.7
Iowa	24,370	40,110	64.6
Minnesota	26,720	43,820	64.0
Ohio	27,640	45,320	64.0
Vermont	26,400	42,310	60.3
Connecticut	37,270	59,720	60.2
Michigan	28,650	45,640	59.3
New Hampshire	29,210	46,460	59.1
Oregon	30,170	47,730	58.2
Wisconsin	28,910	45,440	57.2
North Dakota	24,150	36,970	53.1
Washington	30,560	46,640	52.6
South Dakota	23,250	35,410	52.3
Montana	23,500	35,670	51.8
Hawaii	30,170	45,490	50.8

Total Growth

State	Percentage
Arizona	41.2%
Utah	37.1
Idaho	37.0
Kansas	36.4
Nevada	34.3
Florida	34.2
Colorado	33.1
Georgia	31.5
Virginia	31.1
Arkansas	30.0
South Dakota	28.6
Missouri	27.0
Alabama	26.9
North Carolina	26.7
Wisconsin	26.6
Tennessee	26.3
New Hampshire	26.2
Maine	25.4
New Mexico	25.3
Oregon	25.1
Minnesota	24.7
Washington	24.0
Mississippi	24.0
Alaska	22.7
Texas	22.5
Massachusetts	22.1
New Jersey	21.4
Delaware	20.0
Montana	19.6
Iowa	19.4
Oklahoma	19.2
Indiana	19.0
Kentucky	18.6
Connecticut	18.0
Vermont	17.6
Maryland	17.5
Ohio	16.2
California	16.0
New York	15.9
Wyoming	15.4
Illinois	15.3
West Virginia	14.1
Michigan	13.1
Louisiana	12.9
North Dakota	12.6
Rhode Island	11.6
Pennsylvania	11.6
South Carolina	10.9
Nebraska	8.6
District of Columbia	5.9
Hawaii	N/A

Annual Openings Due to Replacements

State	Percentage
Wyoming	80.0%
District of Columbia	75.0
South Carolina	72.5
Nebraska	69.2
Pennsylvania	61.2
North Dakota	60.0
Rhode Island	60.0
Michigan	58.5
Louisiana	58.0
West Virginia	57.6
Oregon	56.0
Illinois	54.9
Massachusetts	54.8
Vermont	54.5
Iowa	53.8
California	53.6
New York	53.3
Ohio	53.3
Maryland	52.6
Connecticut	52.5
Oklahoma	51.7
Alaska	50.0
Delaware	50.0
Montana	50.0
Kentucky	49.3
Washington	47.9
Indiana	47.5
North Carolina	46.2
Colorado	45.7
New Jersey	45.5
Texas	44.4
Mississippi	44.1
Maine	43.3
Minnesota	42.7
Kansas	42.1
Tennessee	42.1
New Hampshire	41.7
Wisconsin	41.2
Nevada	40.0
Missouri	39.1
South Dakota	38.9
Alabama	38.5
Arkansas	38.5
Virginia	37.5
Georgia	37.3
New Mexico	36.7
Florida	35.2
Idaho	33.3
Arizona	31.4
Utah	25.0
Hawaii	N/A

Per Capita (total population)

State	Per 100,000
South Dakota	99.8
North Dakota	79.0
Wisconsin	70.6
Minnesota	60.3
Iowa	59.8
Montana	57.2
West Virginia	56.3
Nebraska	56.1
Pennsylvania	53.4
Maine	52.4
Washington	50.1
Oregon	49.7
Idaho	48.2
Vermont	48.0
Kentucky	45.3
Michigan	44.7
Kansas	44.6
Missouri	43.7
Oklahoma	43.3
New Hampshire	41.3
New Mexico	40.4
Arkansas	39.9
Delaware	37.2
Tennessee	36.1
North Carolina	35.6
Virginia	35.4
Indiana	35.1
Louisiana	34.6
Ohio	34.6
Georgia	34.5
Alaska	34.3
New Jersey	32.6
Alabama	32.4
Rhode Island	31.5
Illinois	31.4
Florida	30.6
District of Columbia	30.1
Colorado	29.6
Connecticut	28.9
Mississippi	27.7
Massachusetts	26.8
Utah	26.7
Arizona	26.4
Wyoming	26.0
South Carolina	24.6
California	23.2
New York	22.7
Texas	20.5
Maryland	19.5
Nevada	16.1
Hawaii	N/A

2000–2004 Wage Gain

State	Mean Annual		Percent Gain from 2000–2004
	2000	2004	
Massachusetts	\$28,400	\$36,850	29.8%
Kansas	21,240	27,560	29.8
Colorado	26,560	34,440	29.7
Tennessee	22,740	28,310	24.5
Delaware	24,830	30,270	21.9
Nebraska	21,200	25,810	21.7
Louisiana	21,340	25,920	21.5
Idaho	23,300	28,030	20.3
Michigan	24,970	29,990	20.1
California	30,670	36,580	19.3
Iowa	22,510	26,780	19.0
Connecticut	29,290	34,780	18.7
Virginia	23,900	28,210	18.0
Wisconsin	25,060	29,410	17.4
Missouri	24,160	28,220	16.8
Maine	24,950	29,100	16.6
New York	27,380	31,860	16.4
Illinois	24,310	28,160	15.8
Kentucky	23,400	26,900	15.0
Arkansas	21,740	24,920	14.6
Rhode Island	27,390	31,160	13.8
West Virginia	20,820	23,680	13.7
North Dakota	21,570	24,500	13.6
Mississippi	21,380	24,180	13.1
New Jersey	30,390	34,370	13.1
Alaska	34,090	38,380	12.6
Georgia	24,390	27,300	11.9
Texas	25,040	27,940	11.6
District of Columbia	28,910	32,240	11.5
South Dakota	22,580	25,180	11.5
New Hampshire	27,080	30,180	11.4
Florida	24,960	27,780	11.3
Utah	24,710	27,350	10.7
Minnesota	27,800	30,560	9.9
Montana	23,150	25,400	9.7
Pennsylvania	24,560	26,860	9.4
Alabama	23,290	25,380	9.0
Vermont	25,650	27,890	8.7
Oregon	27,510	29,820	8.4
Washington	29,950	32,430	8.3
Arizona	27,770	30,050	8.2
Indiana	24,920	26,890	7.9
North Carolina	26,300	28,330	7.7
Ohio	25,520	27,410	7.4
Wyoming	22,620	24,210	7.0
South Carolina	26,170	27,850	6.4
New Mexico	24,440	25,890	5.9
Oklahoma	23,370	23,650	1.2
Maryland	33,950	33,960	0.0
Nevada	33,400	32,900	-1.5
Hawaii	33,050	32,050	-3.0

2004 Wage with State Wage Benchmark

State	2004 Annual Wage	2004 State Annual Wage
Nevada	\$32,900	\$34,300
Alaska	38,380	42,170
South Dakota	25,180	29,080
South Carolina	27,850	31,940
Maine	29,100	33,480
Tennessee	28,310	32,730
Mississippi	24,180	28,630
Montana	25,400	29,880
Arkansas	24,920	29,560
Hawaii	32,050	36,750
Idaho	28,030	32,770
Arizona	30,050	34,880
Iowa	26,780	31,990
Kentucky	26,900	32,170
Louisiana	25,920	31,230
Colorado	34,440	39,820
California	36,580	41,980
North Carolina	28,330	34,120
Wisconsin	29,410	35,240
Florida	27,780	33,750
North Dakota	24,500	30,620
Kansas	27,560	33,780
Missouri	28,220	34,460
Alabama	25,380	31,940
Utah	27,350	34,110
Vermont	27,890	34,650
West Virginia	23,680	30,470
Indiana	26,890	33,820
Rhode Island	31,160	38,240
New Mexico	25,890	33,000
Oregon	29,820	36,980
Nebraska	25,810	33,060
New Hampshire	30,180	37,450
Texas	27,940	35,310
Maryland	33,960	41,360
Oklahoma	23,650	31,150
Wyoming	24,210	32,510
Washington	32,430	40,860
Massachusetts	36,850	45,290
Ohio	27,410	35,910
Georgia	27,300	35,840
New Jersey	34,370	43,040
Delaware	30,270	39,050
Pennsylvania	26,860	35,970
Minnesota	30,560	39,840
Michigan	29,990	39,590
Connecticut	34,780	44,400
Illinois	28,160	38,580
Virginia	28,210	39,130
New York	31,860	43,590
District of Columbia	32,240	57,980

10–90 Wage Percentile Differential

State	Annual Percentiles		Percent Differential
	10th	90th	
Oklahoma	\$14,400	\$33,230	130.8%
Virginia	19,060	42,690	124.0
Utah	16,940	37,850	123.4
Colorado	24,040	50,010	108.0
Maine	19,940	41,110	106.2
South Carolina	17,590	36,120	105.3
Texas	19,220	38,680	101.2
Illinois	19,520	38,440	96.9
Tennessee	19,810	38,680	95.3
Massachusetts	25,490	49,680	94.9
Hawaii	22,830	44,030	92.9
California	24,630	47,280	92.0
New Jersey	23,760	45,410	91.1
Maryland	23,650	44,970	90.1
New York	22,640	42,980	89.8
Oregon	21,050	39,870	89.4
Missouri	19,640	36,990	88.3
Kansas	19,640	36,580	86.3
Florida	19,320	35,840	85.5
Georgia	19,990	36,360	81.9
Louisiana	18,740	33,990	81.4
District of Columbia	23,910	43,300	81.1
West Virginia	16,900	30,380	79.8
Kentucky	19,300	34,650	79.5
North Dakota	18,290	32,700	78.8
Washington	23,830	42,520	78.4
Montana	19,000	33,840	78.1
Mississippi	17,880	31,470	76.0
Iowa	19,900	34,780	74.8
New Mexico	19,550	34,080	74.3
Pennsylvania	20,040	34,820	73.8
Connecticut	25,540	44,190	73.0
New Hampshire	22,730	39,300	72.9
North Carolina	20,940	36,190	72.8
Nebraska	19,550	33,750	72.6
Indiana	20,150	34,420	70.8
South Dakota	19,420	33,000	69.9
Vermont	20,490	34,650	69.1
Michigan	22,220	37,530	68.9
Ohio	20,780	34,940	68.1
Arizona	22,020	36,760	66.9
Idaho	21,630	35,480	64.0
Wyoming	18,270	29,580	61.9
Rhode Island	24,200	39,100	61.6
Arkansas	18,730	30,170	61.1
Alabama	19,620	31,540	60.8
Delaware	24,070	38,250	58.9
Minnesota	23,630	37,540	58.9
Nevada	26,060	41,400	58.9
Wisconsin	23,330	36,090	54.7
Alaska	30,960	45,600	47.3

Total Growth

State	Percentage
Virginia	59.9%
Arkansas	59.3
Utah	57.1
Arizona	54.8
California	53.8
Nevada	52.9
Delaware	50.0
Mississippi	48.7
North Carolina	46.4
Texas	45.8
Florida	43.8
Idaho	42.6
Alabama	42.3
Colorado	42.3
Georgia	40.7
Ohio	40.3
Kansas	40.0
Louisiana	40.0
Missouri	39.5
New Hampshire	37.9
Wisconsin	37.7
Maryland	36.8
Michigan	34.0
Hawaii	33.3
Minnesota	32.6
Oklahoma	32.4
Massachusetts	32.1
Maine	30.1
New Mexico	30.0
Illinois	29.6
North Dakota	29.2
Pennsylvania	28.7
Nebraska	28.3
Tennessee	26.9
Indiana	26.8
New York	24.0
Montana	22.4
West Virginia	22.4
Washington	21.4
Oregon	20.0
Connecticut	19.4
South Carolina	12.9
District of Columbia	0.0
New Jersey	0.0
Alaska	N/A
Iowa	N/A
Kentucky	N/A
Rhode Island	N/A
South Dakota	N/A
Vermont	N/A
Wyoming	N/A

Annual Openings
Due to Replacements

State	Percentage
Oregon	60.0%
South Carolina	60.0
Montana	50.0
New Jersey	50.0
Tennessee	50.0
West Virginia	50.0
Massachusetts	48.1
Colorado	47.6
Indiana	45.0
Oklahoma	45.0
Kansas	42.9
Connecticut	40.0
Pennsylvania	35.3
Alabama	33.3
Idaho	33.3
New York	33.3
North Carolina	33.3
Wisconsin	33.3
Illinois	31.0
Michigan	26.1
Maine	25.0
Minnesota	25.0
Mississippi	25.0
Nebraska	25.0
North Dakota	25.0
Ohio	24.0
California	22.2
Arizona	21.4
Maryland	21.4
Texas	21.4
New Hampshire	20.0
Arkansas	18.2
Virginia	18.2
Florida	16.0
Missouri	15.0
Louisiana	10.0
Nevada	10.0
Washington	10.0
Georgia	0.0
Utah	0.0
Alaska	N/A
Delaware	N/A
District of Columbia	N/A
Hawaii	N/A
Iowa	N/A
Kentucky	N/A
New Mexico	N/A
Rhode Island	N/A
South Dakota	N/A
Vermont	N/A
Wyoming	N/A

Per Capita (total population)

State	Per 100,000
Pennsylvania	49.2
Ohio	15.9
North Dakota	14.0
Massachusetts	13.1
New Jersey	11.7
Wisconsin	11.2
Oklahoma	9.7
Connecticut	9.0
New Hampshire	8.1
New York	8.0
Nevada	7.8
Missouri	7.6
South Carolina	7.6
Minnesota	7.2
Maine	7.2
Washington	6.9
North Carolina	6.7
Indiana	6.7
Virginia	6.3
Utah	6.0
Alabama	5.8
Colorado	5.8
Florida	5.8
Louisiana	5.6
Arkansas	5.5
Texas	5.5
Illinois	5.4
New Mexico	5.4
Montana	5.4
Nebraska	5.3
Maryland	5.2
Michigan	5.0
Hawaii	4.9
Tennessee	4.5
Oregon	4.3
District of Columbia	4.3
Mississippi	4.1
Arizona	3.9
California	3.7
West Virginia	3.7
Kansas	3.7
Idaho	3.5
Georgia	3.2
Delaware	2.5
Alaska	N/A
Iowa	N/A
Kentucky	N/A
Rhode Island	N/A
South Dakota	N/A
Vermont	N/A
Wyoming	N/A

2000–2004 Wage Gain

State	Mean Annual		Percent Gain from 2000–2004
	2000	2004	
North Carolina	\$27,950	\$40,480	44.8%
Nebraska	23,580	33,010	40.0
Utah	30,210	39,840	31.9
Michigan	29,970	39,480	31.7
Maryland	31,590	40,660	28.7
Maine	28,540	36,710	28.6
Washington	31,740	38,910	22.6
Texas	34,660	42,100	21.5
California	38,300	45,730	19.4
Pennsylvania	32,250	38,010	17.9
Rhode Island	33,990	40,010	17.7
New Hampshire	32,310	37,890	17.3
New Mexico	29,680	34,620	16.6
Nevada	28,270	32,880	16.3
Kentucky	35,140	40,480	15.2
Kansas	33,020	37,950	14.9
West Virginia	35,400	40,530	14.5
Hawaii	31,780	36,090	13.6
Colorado	31,760	36,030	13.4
Oregon	34,290	38,880	13.4
Alabama	34,910	39,240	12.4
Mississippi	32,430	36,330	12.0
Virginia	35,580	39,710	11.6
Florida	38,650	43,120	11.6
Arkansas	31,420	34,940	11.2
New York	33,010	36,660	11.1
Oklahoma	34,050	37,790	11.0
Connecticut	38,290	42,170	10.1
South Carolina	35,610	38,820	9.0
Vermont	30,770	33,340	8.4
Montana	28,670	30,840	7.6
District of Columbia	33,630	35,720	6.2
Massachusetts	35,840	38,070	6.2
Ohio	37,210	39,530	6.2
Indiana	36,480	38,720	6.1
Wisconsin	32,700	34,650	6.0
Iowa	31,550	33,210	5.3
New Jersey	37,640	39,560	5.1
Arizona	34,350	35,820	4.3
Minnesota	33,400	33,940	1.6
North Dakota	29,080	28,920	-0.6
Missouri	37,190	35,740	-3.9
Wyoming	29,840	28,500	-4.5
Louisiana	40,500	37,930	-6.3
Georgia	36,000	33,380	-7.3
Tennessee	47,540	43,700	-8.1
Illinois	35,070	31,800	-9.3
Delaware	41,470	N/A	N/A
Idaho	N/A	41,380	N/A
South Dakota	N/A	27,520	N/A

2004 Wage with State Wage Benchmark

State	2004 Annual Wage	2004 State Annual Wage
Tennessee	\$43,700	\$32,730
West Virginia	40,530	30,470
Florida	43,120	33,750
Idaho	41,380	32,770
Kentucky	40,480	32,170
Mississippi	36,330	28,630
Alabama	39,240	31,940
South Carolina	38,820	31,940
Texas	42,100	35,310
Louisiana	37,930	31,230
Oklahoma	37,790	31,150
North Carolina	40,480	34,120
Utah	39,840	34,110
Arkansas	34,940	29,560
Indiana	38,720	33,820
Kansas	37,950	33,780
California	45,730	41,980
Ohio	39,530	35,910
Maine	36,710	33,480
Pennsylvania	38,010	35,970
Oregon	38,880	36,980
Rhode Island	40,010	38,240
New Mexico	34,620	33,000
Missouri	35,740	34,460
Iowa	33,210	31,990
Montana	30,840	29,880
Arizona	35,820	34,880
Virginia	39,710	39,130
New Hampshire	37,890	37,450
Nebraska	33,010	33,060
Michigan	39,480	39,590
Wisconsin	34,650	35,240
Hawaii	36,090	36,750
Maryland	40,660	41,360
Vermont	33,340	34,650
Nevada	32,880	34,300
South Dakota	27,520	29,080
North Dakota	28,920	30,620
Washington	38,910	40,860
Connecticut	42,170	44,400
Georgia	33,380	35,840
New Jersey	39,560	43,040
Colorado	36,030	39,820
Wyoming	28,500	32,510
Minnesota	33,940	39,840
Illinois	31,800	38,580
New York	36,660	43,590
Massachusetts	38,070	45,290
District of Columbia	35,720	57,980

10–90 Wage Percentile Differential

State	Annual Percentiles		Percent Differential
	10th	90th	
Arizona	\$15,840	\$54,180	242.0%
New Mexico	19,650	61,770	214.4
California	22,330	67,660	203.0
Arkansas	17,920	53,790	200.2
Oklahoma	19,050	56,710	197.7
Illinois	15,950	47,280	196.4
Georgia	17,300	50,150	189.9
Montana	16,560	41,520	150.7
Texas	24,540	58,210	137.2
North Carolina	24,320	55,500	128.2
Wyoming	18,660	41,980	125.0
Idaho	27,350	59,390	117.1
Nevada	21,330	45,470	113.2
Indiana	24,790	52,830	113.1
New York	24,650	51,460	108.8
Missouri	23,470	47,480	102.3
Louisiana	23,890	48,210	101.8
Pennsylvania	26,260	51,660	96.7
Maryland	29,020	56,640	95.2
Iowa	22,960	44,670	94.6
Tennessee	30,240	58,830	94.5
Connecticut	28,100	54,450	93.8
Virginia	28,780	54,970	91.0
Mississippi	24,270	46,080	89.9
Nebraska	23,390	43,990	88.1
Michigan	28,880	53,830	86.4
New Jersey	28,670	52,700	83.8
Massachusetts	27,410	50,230	83.3
Kentucky	29,970	53,770	79.4
Kansas	27,880	49,960	79.2
District of Columbia	26,750	47,890	79.0
West Virginia	30,420	54,060	77.7
New Hampshire	27,760	48,680	75.4
Ohio	30,010	51,870	72.8
Minnesota	25,380	43,500	71.4
Maine	28,150	48,040	70.7
Alabama	30,280	51,630	70.5
Florida	32,660	54,990	68.4
South Dakota	20,640	34,740	68.3
Utah	30,490	50,930	67.0
Colorado	26,870	44,620	66.1
Vermont	26,150	42,700	63.3
South Carolina	29,210	47,270	61.8
Wisconsin	27,210	43,730	60.7
North Dakota	23,300	35,570	52.7
Washington	30,720	46,420	51.1
Rhode Island	32,030	47,950	49.7
Hawaii	29,780	43,500	46.1
Oregon	31,460	45,510	44.7

Total Growth

State	Percentage
Nevada	46.4%
Colorado	42.0
Alaska	40.0
Arizona	33.6
Utah	33.3
Delaware	30.8
New Hampshire	24.4
Vermont	23.4
Idaho	22.6
California	22.0
Mississippi	21.4
North Carolina	21.3
Kentucky	20.6
New Jersey	20.0
Kansas	19.3
North Dakota	18.9
Washington	18.9
New Mexico	18.9
Texas	18.4
Nebraska	17.4
Alabama	17.4
Florida	17.3
Tennessee	17.0
South Carolina	16.7
Wisconsin	16.3
Georgia	16.1
South Dakota	15.7
Minnesota	15.5
Iowa	15.3
Montana	15.1
Ohio	13.7
Oklahoma	13.7
Virginia	13.2
Maryland	13.1
Pennsylvania	12.7
Missouri	12.2
Michigan	12.0
Arkansas	11.8
Connecticut	11.5
Rhode Island	11.1
Louisiana	11.0
Illinois	10.7
Massachusetts	10.6
Hawaii	10.0
Indiana	10.0
Maine	9.8
New York	8.6
West Virginia	4.1
Wyoming	0.0
District of Columbia	0.0
Oregon	N/A

Annual Openings Due to Replacements

State	Percentage
District of Columbia	100.0%
West Virginia	87.5
Massachusetts	70.4
Louisiana	70.0
Indiana	67.5
Arkansas	66.7
Maine	66.7
Missouri	66.7
New York	66.7
Illinois	63.5
Connecticut	63.3
Rhode Island	62.5
Michigan	61.8
Alabama	60.0
Maryland	60.0
Pennsylvania	58.8
Virginia	58.8
Kansas	57.7
Ohio	57.3
Tennessee	54.5
South Carolina	52.5
Minnesota	52.2
Washington	52.0
Florida	51.1
Georgia	50.0
Idaho	50.0
Iowa	50.0
Montana	50.0
Nebraska	50.0
New Jersey	50.0
North Carolina	50.0
North Dakota	50.0
Oklahoma	50.0
South Dakota	50.0
Texas	50.0
Utah	50.0
Wisconsin	50.0
Kentucky	47.5
Mississippi	46.7
California	45.5
Colorado	45.5
New Hampshire	44.4
Delaware	38.5
Nevada	35.0
Arizona	34.8
Vermont	33.3
Hawaii	0.0
Alaska	N/A
New Mexico	N/A
Oregon	N/A
Wyoming	N/A

Per Capita (total population)

State	Per 100,000
Illinois	34.2
Delaware	32.3
Wisconsin	31.6
Massachusetts	29.3
South Carolina	27.8
Connecticut	27.8
Tennessee	26.4
Ohio	26.2
Kentucky	25.4
Arizona	24.3
California	23.4
New Jersey	23.3
Nebraska	23.3
Pennsylvania	22.4
Iowa	22.3
South Dakota	21.8
Washington	21.8
Indiana	21.1
Kansas	21.0
Oklahoma	20.9
Louisiana	20.3
West Virginia	20.2
Texas	20.0
New Mexico	19.9
Michigan	18.2
Georgia	18.2
New York	17.7
New Hampshire	17.3
Hawaii	16.2
Alabama	15.4
Colorado	15.3
Florida	15.3
Arkansas	15.0
North Dakota	15.0
Maryland	14.7
District of Columbia	14.7
Virginia	14.5
Missouri	14.4
Utah	14.2
Mississippi	13.7
Minnesota	13.3
Nevada	12.9
Vermont	12.5
Wyoming	12.0
North Carolina	11.3
Idaho	10.9
Montana	8.0
Alaska	7.8
Maine	6.3
Rhode Island	2.5
Oregon	N/A

2000–2004 Wage Gain

State	Mean Annual		Percent Gain from 2000–2004
	2000	2004	
Texas	\$16,070	\$21,980	36.8%
Idaho	17,800	24,320	36.6
Wyoming	17,630	23,200	31.6
Vermont	15,210	19,750	29.8
Illinois	19,400	24,300	25.3
District of Columbia	22,660	28,250	24.7
New Mexico	19,550	23,990	22.7
Arizona	19,270	23,430	21.6
Colorado	21,260	25,560	20.2
Utah	19,110	22,640	18.5
South Dakota	16,350	19,210	17.5
Missouri	18,370	21,470	16.9
Michigan	17,080	19,590	14.7
Connecticut	18,520	21,110	14.0
New Hampshire	16,300	18,530	13.7
Indiana	16,610	18,790	13.1
New Jersey	16,820	18,990	12.9
Montana	18,680	20,980	12.3
Maryland	17,530	19,600	11.8
Pennsylvania	15,230	16,970	11.4
Rhode Island	18,220	20,180	10.8
Kentucky	16,650	18,430	10.7
Georgia	16,100	17,800	10.6
Minnesota	19,110	21,130	10.6
Ohio	17,080	18,840	10.3
Maine	16,440	18,000	9.5
Louisiana	16,070	17,580	9.4
Arkansas	15,560	16,970	9.1
New York	19,380	20,870	7.7
Wisconsin	19,540	20,940	7.2
Nebraska	19,290	20,650	7.1
Nevada	22,660	24,120	6.4
Mississippi	16,630	17,690	6.4
Tennessee	18,380	19,530	6.3
Kansas	17,150	18,140	5.8
Oklahoma	16,070	16,770	4.4
Massachusetts	19,500	20,180	3.5
Alabama	14,970	15,400	2.9
Washington	21,590	21,990	1.9
Hawaii	19,450	19,700	1.3
Delaware	19,050	19,120	0.4
West Virginia	15,100	14,940	-1.1
Iowa	18,280	18,050	-1.3
Virginia	18,370	17,860	-2.8
California	23,940	23,050	-3.7
Florida	18,600	17,550	-5.6
North Dakota	18,380	16,730	-9.0
North Carolina	19,550	17,480	-10.6
South Carolina	17,900	15,740	-12.1
Alaska	23,480	N/A	N/A
Oregon	23,820	N/A	N/A

2004 Wage with State Wage Benchmark

State	2004 Annual Wage	2004 State Annual Wage
Idaho	\$24,320	\$32,770
Montana	20,980	29,880
New Mexico	23,990	33,000
Wyoming	23,200	32,510
South Dakota	19,210	29,080
Nevada	24,120	34,300
Mississippi	17,690	28,630
Arizona	23,430	34,880
Utah	22,640	34,110
Nebraska	20,650	33,060
Arkansas	16,970	29,560
Missouri	21,470	34,460
Tennessee	19,530	32,730
Texas	21,980	35,310
Louisiana	17,580	31,230
Kentucky	18,430	32,170
North Dakota	16,730	30,620
Iowa	18,050	31,990
Colorado	25,560	39,820
Illinois	24,300	38,580
Wisconsin	20,940	35,240
Oklahoma	16,770	31,150
Vermont	19,750	34,650
Indiana	18,790	33,820
Maine	18,000	33,480
West Virginia	14,940	30,470
Kansas	18,140	33,780
South Carolina	15,740	31,940
Florida	17,550	33,750
Alabama	15,400	31,940
North Carolina	17,480	34,120
Hawaii	19,700	36,750
Ohio	18,840	35,910
Georgia	17,800	35,840
Rhode Island	20,180	38,240
Minnesota	21,130	39,840
Washington	21,990	40,860
California	23,050	41,980
New Hampshire	18,530	37,450
Pennsylvania	16,970	35,970
Delaware	19,120	39,050
Michigan	19,590	39,590
Virginia	17,860	39,130
Maryland	19,600	41,360
New York	20,870	43,590
Connecticut	21,110	44,400
New Jersey	18,990	43,040
Massachusetts	20,180	45,290
District of Columbia	28,250	57,980

10–90 Wage Percentile Differential

State	Annual Percentiles		Percent Differential
	10th	90th	
District of Columbia	\$13,710	\$46,780	241.2%
New Mexico	13,350	40,290	201.8
New York	12,650	33,250	162.8
Missouri	12,930	33,560	159.6
Iowa	11,860	28,020	136.3
Maryland	13,420	31,160	132.2
New Jersey	12,280	28,210	129.7
Wisconsin	13,350	29,390	120.1
Texas	14,430	31,680	119.5
Pennsylvania	11,870	25,750	116.9
Illinois	15,440	33,490	116.9
Wyoming	15,450	32,840	112.6
Utah	15,660	33,140	111.6
Michigan	14,030	28,440	102.7
Arizona	15,380	30,940	101.2
Delaware	13,800	27,620	100.1
Florida	12,400	24,580	98.2
Rhode Island	14,980	29,630	97.8
Tennessee	14,050	27,660	96.9
Ohio	13,260	26,060	96.5
California	16,420	31,940	94.5
Hawaii	13,990	26,960	92.7
Oklahoma	12,070	23,140	91.7
Connecticut	15,680	29,330	87.1
West Virginia	11,440	21,390	87.0
Alabama	11,570	21,460	85.5
Massachusetts	14,970	27,600	84.4
Colorado	18,600	34,190	83.8
Nevada	18,150	33,240	83.1
Nebraska	15,050	27,380	81.9
North Carolina	12,720	23,110	81.7
Montana	15,510	27,940	80.1
Minnesota	15,450	27,790	79.9
Idaho	18,370	32,940	79.3
Mississippi	13,300	23,660	77.9
Maine	14,160	24,840	75.4
South Carolina	12,000	20,930	74.4
Kansas	14,370	24,610	71.3
Arkansas	13,410	22,260	66.0
Washington	16,890	27,980	65.7
Indiana	14,700	23,820	62.0
Georgia	14,280	22,880	60.2
Vermont	15,610	24,950	59.8
Virginia	14,200	22,450	58.1
Kentucky	14,550	22,960	57.8
New Hampshire	14,820	23,070	55.7
Louisiana	14,190	21,990	55.0
North Dakota	14,220	21,000	47.7
South Dakota	15,580	22,700	45.7

Total Growth

State	Percentage
Idaho	66.8%
Arizona	64.7
California	61.9
Virginia	59.0
Utah	57.1
Kansas	55.6
Nevada	53.7
Arkansas	52.2
Colorado	50.0
Delaware	50.0
New Jersey	50.0
New Mexico	50.0
Texas	50.0
Alaska	48.6
Florida	47.3
Mississippi	47.3
Wisconsin	46.3
Kentucky	44.9
North Carolina	44.6
Hawaii	44.4
Georgia	44.0
Maryland	42.8
Montana	42.0
Tennessee	41.8
Maine	40.0
South Dakota	38.7
New York	38.4
Louisiana	38.2
Massachusetts	37.8
West Virginia	37.7
Alabama	36.4
Ohio	36.1
Iowa	33.7
New Hampshire	33.0
Oklahoma	31.9
Connecticut	31.7
Missouri	30.8
Michigan	30.3
Indiana	30.1
Minnesota	29.6
Pennsylvania	28.8
Illinois	28.7
North Dakota	27.1
Oregon	24.2
Nebraska	23.1
Washington	20.4
District of Columbia	5.7
Rhode Island	5.1
South Carolina	N/A
Vermont	N/A
Wyoming	N/A

Annual Openings Due to Replacements

State	Percentage
District of Columbia	100.0%
Rhode Island	80.0
Oregon	55.0
Washington	50.0
Colorado	45.8
Nebraska	45.5
Massachusetts	44.0
New Hampshire	40.0
Pennsylvania	38.0
Indiana	37.5
North Dakota	37.5
Illinois	37.1
Connecticut	36.7
Michigan	35.3
Minnesota	35.0
Kansas	34.8
Georgia	34.0
Missouri	33.3
Montana	33.3
Tennessee	33.3
Ohio	31.6
West Virginia	31.6
Louisiana	30.0
Maine	28.6
New York	28.6
South Dakota	28.6
Maryland	28.0
Kentucky	27.8
Mississippi	27.8
Nevada	26.7
Oklahoma	26.7
Alabama	25.0
Delaware	25.0
Iowa	25.0
Texas	24.4
Arkansas	22.2
Florida	22.2
New Jersey	22.2
Virginia	21.7
California	21.2
Arizona	20.7
New Mexico	20.0
North Carolina	20.0
Wisconsin	20.0
Idaho	17.6
Utah	0.0
Alaska	N/A
Hawaii	N/A
South Carolina	N/A
Vermont	N/A
Wyoming	N/A

Per Capita (total population)

State	Per 100,000
North Dakota	30.3
Arizona	27.4
Rhode Island	22.2
Kansas	19.9
Oklahoma	19.8
West Virginia	19.1
Nevada	18.9
Connecticut	17.3
New Mexico	17.2
New Jersey	16.3
South Dakota	16.3
Washington	16.2
Nebraska	15.5
Maryland	15.3
Iowa	15.2
Wisconsin	15.1
Idaho	15.0
Delaware	14.9
Hawaii	14.6
Texas	14.3
Arkansas	14.2
Kentucky	14.0
Pennsylvania	13.8
Indiana	13.5
New York	13.5
Virginia	12.6
Louisiana	12.3
California	12.0
Colorado	11.6
Massachusetts	11.5
Missouri	11.4
Michigan	10.9
Illinois	10.8
Maine	10.4
Alabama	9.8
Montana	9.7
Mississippi	9.7
Tennessee	9.5
Ohio	9.5
Oregon	9.4
North Carolina	8.9
Florida	8.9
Georgia	8.8
Minnesota	8.5
New Hampshire	7.6
District of Columbia	6.2
Alaska	5.5
Utah	3.0
South Carolina	N/A
Vermont	N/A
Wyoming	N/A

2000–2004 Wage Gain

State	Mean Annual		Percent Gain from 2000–2004
	2000	2004	
Delaware	\$19,290	\$28,020	45.3%
Montana	17,050	23,710	39.1
Texas	18,550	25,800	39.1
Virginia	17,810	22,100	24.1
Illinois	21,240	26,020	22.5
Nevada	18,900	22,930	21.3
Minnesota	21,760	26,030	19.6
Colorado	20,640	24,420	18.3
West Virginia	17,770	20,760	16.8
Wisconsin	20,180	23,560	16.7
California	22,500	26,280	16.8
Arkansas	16,140	18,530	14.8
Nebraska	16,900	19,340	14.4
Oklahoma	17,470	19,950	14.2
Idaho	16,800	19,160	14.0
Wyoming	17,070	19,420	13.8
Maine	20,210	22,990	13.8
New Hampshire	22,560	25,520	13.1
Oregon	20,220	22,780	12.7
Vermont	21,170	23,700	12.0
Georgia	18,050	20,200	11.9
New Jersey	20,460	22,810	11.5
Washington	20,860	23,170	11.1
Michigan	22,860	25,310	10.7
Alabama	17,210	18,980	10.3
Louisiana	16,300	17,910	9.9
Kentucky	19,620	21,530	9.7
Arizona	19,320	21,080	9.1
Iowa	20,070	21,820	8.7
South Dakota	17,910	19,450	8.6
Connecticut	24,230	26,260	8.4
North Dakota	19,350	20,850	7.8
Utah	17,860	19,170	7.3
Pennsylvania	21,090	22,580	7.1
New York	23,820	25,470	6.9
Kansas	19,290	20,580	6.7
North Carolina	21,150	22,380	5.8
Maryland	20,610	21,460	4.1
Tennessee	19,040	19,750	3.7
Massachusetts	25,510	26,000	1.9
Mississippi	19,120	19,430	1.6
Missouri	20,990	21,100	0.5
New Mexico	21,650	21,740	0.4
Ohio	22,720	22,750	0.1
Florida	21,280	20,880	-1.9
Hawaii	25,550	25,070	-1.9
Indiana	24,630	22,150	-10.1
South Carolina	27,140	20,100	-25.9
Rhode Island	32,620	21,430	-34.3
Alaska	25,310	N/A	N/A
District of Columbia	22,240	N/A	N/A

2004 Wage with State Wage Benchmark

State	2004 Annual Wage	2004 State Annual Wage
Montana	\$23,710	\$29,880
Mississippi	19,430	28,630
Texas	25,800	35,310
South Dakota	19,450	29,080
West Virginia	20,760	30,470
North Dakota	20,850	30,620
Iowa	21,820	31,990
Maine	22,990	33,480
Kentucky	21,530	32,170
Vermont	23,700	34,650
Delaware	28,020	39,050
Arkansas	18,530	29,560
Oklahoma	19,950	31,150
New Mexico	21,740	33,000
Nevada	22,930	34,300
Indiana	22,150	33,820
Wisconsin	23,560	35,240
Hawaii	25,070	36,750
North Carolina	22,380	34,120
South Carolina	20,100	31,940
New Hampshire	25,520	37,450
Illinois	26,020	38,580
Florida	20,880	33,750
Alabama	18,980	31,940
Tennessee	19,750	32,730
Wyoming	19,420	32,510
Ohio	22,750	35,910
Kansas	20,580	33,780
Louisiana	17,910	31,230
Missouri	21,100	34,460
Pennsylvania	22,580	35,970
Idaho	19,160	32,770
Nebraska	19,340	33,060
Minnesota	26,030	39,840
Arizona	21,080	34,880
Oregon	22,780	36,980
Michigan	25,310	39,590
Utah	19,170	34,110
Colorado	24,420	39,820
Georgia	20,200	35,840
California	26,280	41,980
Rhode Island	21,430	38,240
Virginia	22,100	39,130
Washington	23,170	40,860
Connecticut	26,260	44,400
New York	25,470	43,590
Massachusetts	26,000	45,290
Maryland	21,460	41,360
New Jersey	22,810	43,040

10–90 Wage Percentile Differential

State	Annual Percentiles		Percent Differential
	10th	90th	
Texas	\$14,530	\$57,490	295.7%
Illinois	15,730	39,350	150.2
California	17,030	41,810	145.5
Delaware	18,890	41,990	122.3
Colorado	15,300	33,920	121.7
Montana	15,600	33,410	114.2
New Hampshire	16,150	34,540	113.9
Arizona	13,680	28,350	107.2
Mississippi	14,420	29,470	104.4
Idaho	12,990	26,480	103.8
Georgia	13,650	27,630	102.4
Hawaii	17,400	34,670	99.3
Oklahoma	14,730	29,260	98.6
Kentucky	14,250	28,140	97.5
West Virginia	14,780	29,090	96.8
Nevada	16,450	32,150	95.4
New York	17,770	34,610	94.8
Maryland	15,290	29,690	94.2
Massachusetts	18,790	36,080	92.0
Missouri	15,140	28,980	91.4
Pennsylvania	15,870	30,160	90.0
Minnesota	18,740	35,490	89.4
Ohio	16,090	29,720	84.7
Wyoming	14,290	26,390	84.7
Michigan	18,460	34,010	84.2
Nebraska	14,060	25,840	83.8
New Mexico	15,950	28,930	81.4
Alabama	14,380	26,050	81.2
North Carolina	15,780	28,580	81.1
Maine	17,850	32,250	80.7
Connecticut	19,240	34,540	79.5
Louisiana	13,340	23,890	79.1
Rhode Island	15,420	27,590	78.9
New Jersey	16,670	29,820	78.9
Indiana	15,910	28,440	78.8
Florida	15,380	27,310	77.6
Kansas	15,220	26,860	76.5
Vermont	17,450	30,720	76.0
South Carolina	15,190	26,560	74.9
Washington	17,090	29,640	73.4
Virginia	16,410	28,380	72.9
Tennessee	14,660	24,970	70.3
Iowa	16,390	27,800	69.6
North Dakota	15,870	26,680	68.1
South Dakota	14,940	25,010	67.4
Wisconsin	17,640	29,170	65.4
Oregon	17,540	28,480	62.4
Utah	15,120	24,470	61.8
Arkansas	14,420	22,600	56.7

Total Growth

State	Percentage
Arizona	64.0%
Idaho	63.5
Arkansas	61.0
Wyoming	60.0
Utah	58.3
Virginia	56.1
Nevada	54.4
California	53.8
New Mexico	52.6
Kansas	51.9
Maine	51.4
Mississippi	50.3
Colorado	50.0
Montana	48.5
Texas	48.5
North Carolina	47.7
Georgia	46.4
Florida	46.3
New Hampshire	45.3
Tennessee	43.5
Wisconsin	42.7
Maryland	41.9
West Virginia	40.6
Alaska	40.0
Louisiana	40.0
New Jersey	40.0
Kentucky	39.7
South Dakota	39.0
Delaware	38.9
Ohio	38.1
Vermont	38.1
Missouri	37.7
Hawaii	37.5
Minnesota	37.4
Iowa	37.1
Massachusetts	36.6
Alabama	36.0
Rhode Island	35.5
New York	34.6
Michigan	33.3
Illinois	33.3
Indiana	31.5
Nebraska	30.6
North Dakota	30.6
Pennsylvania	28.9
Oklahoma	27.5
Oregon	26.5
Connecticut	25.5
Washington	21.7
South Carolina	21.4
District of Columbia	14.3

Annual Openings Due to Replacements

State	Percentage
Oregon	56.7%
District of Columbia	50.0
Colorado	46.0
Oklahoma	45.0
South Carolina	45.0
Massachusetts	44.4
Washington	42.5
Pennsylvania	36.7
Kansas	35.7
Michigan	33.7
Illinois	33.6
Alabama	33.3
Nebraska	33.3
New Jersey	33.3
New York	33.3
North Dakota	33.3
Vermont	33.3
Ohio	30.6
Minnesota	30.4
Connecticut	30.0
Indiana	30.0
Kentucky	30.0
Missouri	30.0
North Carolina	30.0
Iowa	28.6
West Virginia	28.0
Georgia	27.5
Delaware	27.3
Rhode Island	27.3
South Dakota	27.3
Tennessee	27.3
Louisiana	26.7
New Hampshire	26.3
Nevada	26.1
Maryland	25.8
Mississippi	25.8
Texas	25.6
Florida	25.5
California	25.0
Wisconsin	25.0
Maine	23.8
Virginia	23.6
Idaho	23.1
Montana	22.2
Arizona	20.9
Arkansas	20.5
Utah	0.0
Alaska	N/A
Hawaii	N/A
New Mexico	N/A
Wyoming	N/A

Per Capita (total population)

State	Per 100,000
Tennessee	31.8
Ohio	31.3
South Dakota	26.3
Massachusetts	25.6
Arizona	25.2
South Carolina	25.1
West Virginia	24.4
Maine	24.4
Wisconsin	24.1
New Hampshire	24.1
Oklahoma	22.9
Missouri	22.9
Delaware	22.3
Kentucky	21.3
Iowa	21.1
Rhode Island	20.3
Alabama	19.9
Michigan	19.4
Pennsylvania	19.4
Illinois	19.3
Florida	19.3
Kansas	19.2
New York	18.4
Arkansas	18.4
North Carolina	18.2
Indiana	18.0
Washington	17.5
Virginia	16.9
Minnesota	16.8
Connecticut	15.9
Mississippi	15.7
Texas	15.2
Nevada	15.2
Colorado	15.1
Nebraska	14.8
Montana	14.7
Georgia	14.6
Oregon	13.9
Hawaii	13.0
Idaho	12.4
District of Columbia	12.4
Louisiana	12.3
New Jersey	11.7
North Dakota	11.4
California	11.1
Utah	10.3
New Mexico	10.2
Vermont	10.2
Wyoming	10.0
Maryland	9.6
Alaska	7.8

2000–2004 Wage Gain

State	Mean Annual		Percent Gain from 2000–2004
	2000	2004	
Louisiana	\$24,770	\$39,540	59.6%
Nebraska	26,150	36,640	40.1
Maryland	29,800	41,560	39.5
Idaho	27,170	37,190	36.9
Nevada	34,190	42,870	25.4
Kentucky	30,330	37,960	25.2
Vermont	28,150	34,910	24.0
Oklahoma	31,650	39,050	23.4
Iowa	26,850	32,860	22.4
West Virginia	27,580	33,300	20.7
Delaware	31,880	38,360	20.3
Indiana	33,940	40,490	19.3
Kansas	30,670	36,530	19.1
Illinois	32,060	38,150	19.0
Washington	32,710	38,580	17.9
Tennessee	33,130	38,770	17.0
Utah	29,860	34,920	16.9
Arizona	28,400	32,690	15.1
New Jersey	34,950	40,200	15.0
Massachusetts	35,220	40,490	15.0
Wisconsin	31,850	36,330	14.1
Arkansas	32,590	37,170	14.1
New Hampshire	34,390	38,910	13.1
Colorado	29,930	33,860	13.1
Pennsylvania	30,340	34,280	13.0
Rhode Island	34,670	39,030	12.6
South Dakota	23,810	26,760	12.4
Maine	33,290	37,220	11.8
Oregon	34,920	38,890	11.4
District of Columbia	32,960	36,690	11.3
Alaska	30,770	33,950	10.3
Alabama	35,870	39,300	9.6
Wyoming	30,320	33,010	8.9
Connecticut	33,640	36,520	8.6
Michigan	32,120	34,780	8.3
Texas	38,300	41,390	8.1
Mississippi	30,410	32,820	7.9
Florida	37,410	39,940	6.8
Virginia	36,550	38,910	6.5
North Carolina	37,140	39,480	6.3
California	40,860	42,960	5.1
Montana	29,400	30,810	4.8
North Dakota	24,940	26,090	4.6
New York	35,800	37,160	3.8
South Carolina	37,330	38,530	3.2
Ohio	37,450	38,290	2.2
Missouri	35,000	35,600	1.7
New Mexico	31,540	32,060	1.6
Minnesota	33,620	33,570	-0.1
Hawaii	33,370	33,030	-1.0
Georgia	38,780	37,740	-2.7

2004 Wage with State Wage Benchmark

State	2004 Annual Wage	2004 State Annual Wage
Nevada	\$42,870	\$34,300
Louisiana	39,540	31,230
Oklahoma	39,050	31,150
Arkansas	37,170	29,560
Alabama	39,300	31,940
Indiana	40,490	33,820
South Carolina	38,530	31,940
Florida	39,940	33,750
Texas	41,390	35,310
Tennessee	38,770	32,730
Kentucky	37,960	32,170
North Carolina	39,480	34,120
Idaho	37,190	32,770
Mississippi	32,820	28,630
Maine	37,220	33,480
Nebraska	36,640	33,060
West Virginia	33,300	30,470
Kansas	36,530	33,780
Ohio	38,290	35,910
Georgia	37,740	35,840
Oregon	38,890	36,980
New Hampshire	38,910	37,450
Missouri	35,600	34,460
Wisconsin	36,330	35,240
California	42,960	41,980
Montana	30,810	29,880
Iowa	32,860	31,990
Utah	34,920	34,110
Rhode Island	39,030	38,240
Wyoming	33,010	32,510
Vermont	34,910	34,650
Maryland	41,560	41,360
Virginia	38,910	39,130
Illinois	38,150	38,580
Delaware	38,360	39,050
New Mexico	32,060	33,000
Pennsylvania	34,280	35,970
Arizona	32,690	34,880
Washington	38,580	40,860
South Dakota	26,760	29,080
New Jersey	40,200	43,040
Hawaii	33,030	36,750
North Dakota	26,090	30,620
Massachusetts	40,490	45,290
Michigan	34,780	39,590
Colorado	33,860	39,820
Minnesota	33,570	39,840
New York	37,160	43,590
Connecticut	36,520	44,400
Alaska	33,950	42,170
District of Columbia	36,690	57,980

10–90 Wage Percentile Differential

State	Annual Percentiles		Percent Differential
	10th	90th	
Mississippi	\$16,630	\$51,450	209.4%
Louisiana	19,800	55,770	181.7
Idaho	19,550	54,270	177.6
California	21,760	60,020	175.8
New Mexico	16,950	45,330	167.4
West Virginia	17,290	46,080	166.5
Texas	22,580	57,590	155.0
Maryland	23,050	57,450	149.2
Oklahoma	24,020	59,040	145.8
Wyoming	18,510	44,120	138.4
Virginia	22,700	53,530	135.8
Connecticut	21,780	51,200	135.1
Arizona	19,460	45,250	132.5
Delaware	23,130	53,740	132.3
Georgia	22,790	52,790	131.6
North Dakota	15,580	35,650	128.8
New York	23,570	53,390	126.5
Illinois	24,630	54,250	120.3
Nebraska	22,770	50,080	119.9
Nevada	26,080	56,250	115.7
Arkansas	24,520	51,590	110.4
Kentucky	24,910	51,860	108.2
Iowa	21,240	44,140	107.8
Montana	19,990	41,340	106.8
Florida	26,170	53,600	104.8
South Carolina	25,750	51,980	101.9
Michigan	22,210	44,510	100.4
Missouri	23,460	46,690	99.0
Tennessee	26,510	52,730	98.9
New Jersey	26,970	53,390	98.0
Pennsylvania	23,090	44,850	94.2
Hawaii	22,900	43,610	90.4
Alabama	28,970	52,030	79.6
Alaska	24,640	43,880	78.1
Colorado	24,510	43,620	78.0
North Carolina	29,210	51,780	77.3
Minnesota	24,640	43,400	76.1
Kansas	26,210	46,130	76.0
Massachusetts	30,240	53,160	75.8
Utah	25,250	44,260	75.3
Indiana	30,280	52,440	73.2
Ohio	29,280	50,000	70.8
South Dakota	20,720	34,130	64.7
Washington	29,710	48,650	63.7
Wisconsin	27,220	44,550	63.7
District of Columbia	28,800	46,660	62.0
Vermont	27,400	43,480	58.7
New Hampshire	29,840	47,300	58.5
Oregon	29,420	45,500	54.7
Maine	29,360	45,360	54.5
Rhode Island	30,150	45,930	52.3

Total Growth

State	Percentage
Arizona	31.2%
Colorado	29.0
Utah	27.6
Idaho	21.8
New Mexico	21.4
Oregon	17.6
Alabama	16.7
Montana	16.2
Washington	15.4
Alaska	14.3
Arkansas	12.5
New Hampshire	11.6
Mississippi	11.0
Florida	10.1
North Carolina	9.6
Wisconsin	9.6
Maine	9.2
California	9.1
Oklahoma	7.9
Vermont	7.8
Kentucky	7.6
Kansas	7.5
Maryland	7.0
Illinois	6.7
Texas	6.7
South Dakota	6.5
Nebraska	5.6
Pennsylvania	5.0
Iowa	4.8
Connecticut	4.5
Georgia	4.5
Tennessee	4.3
New York	3.8
Indiana	3.3
Virginia	2.1
Ohio	1.6
Missouri	1.5
West Virginia	1.4
Massachusetts	0.8
Minnesota	0.5
Delaware	0.0
New Jersey	0.0
District of Columbia	0.0
Michigan	0.0
North Dakota	0.0
Louisiana	0.0
Hawaii	N/A
Nevada	N/A
Rhode Island	N/A
South Carolina	N/A
Wyoming	N/A

Annual Openings Due to Replacements

State	Percentage
Louisiana	100.0%
District of Columbia	100.0
Michigan	100.0
New Jersey	100.0
North Dakota	100.0
South Dakota	100.0
Tennessee	100.0
Massachusetts	96.8
Minnesota	95.0
Missouri	95.0
Ohio	93.8
Indiana	90.0
Virginia	88.9
Connecticut	86.7
New York	85.7
Georgia	85.0
Pennsylvania	83.3
Oklahoma	80.0
Maryland	78.6
Illinois	78.3
Nebraska	77.8
Kansas	76.9
California	75.0
Delaware	75.0
Texas	75.0
West Virginia	75.0
Kentucky	71.4
Oregon	70.0
Maine	66.7
Mississippi	66.7
New Hampshire	66.7
Vermont	66.7
Wisconsin	66.7
Florida	65.0
Arkansas	60.0
Montana	60.0
Washington	60.0
Alabama	50.0
North Carolina	50.0
Utah	50.0
Colorado	43.8
Arizona	40.9
Idaho	40.0
Iowa	0.0
Alaska	N/A
Hawaii	N/A
Nevada	N/A
New Mexico	N/A
Rhode Island	N/A
South Carolina	N/A
Wyoming	N/A

Per Capita (total population)

State	Per 100,000
North Dakota	29.5
Connecticut	25.4
District of Columbia	25.3
Massachusetts	18.4
Nebraska	16.7
Minnesota	16.1
Mississippi	14.9
Kansas	14.7
Pennsylvania	14.7
Iowa	14.3
Maine	14.3
New York	13.8
Delaware	13.6
New Hampshire	13.5
Wisconsin	13.4
Montana	12.8
Utah	12.5
Illinois	12.0
Missouri	12.0
Louisiana	11.8
Oklahoma	10.9
Ohio	10.9
Vermont	10.4
Indiana	9.7
New Jersey	9.3
South Dakota	8.2
Maryland	7.9
West Virginia	7.8
Georgia	7.7
New Mexico	7.5
Idaho	7.5
Michigan	7.5
Arizona	7.2
Colorado	6.9
North Carolina	6.3
Arkansas	5.0
Kentucky	4.8
Oregon	4.8
Virginia	4.6
Alaska	4.4
Washington	4.3
Florida	4.1
Alabama	4.0
Tennessee	4.0
Texas	3.5
California	3.1
Hawaii	N/A
Nevada	N/A
Rhode Island	N/A
South Carolina	N/A
Wyoming	N/A

2000–2004 Wage Gain

State	Mean Annual		Percent Gain from 2000–2004
	2000	2004	
Wyoming	\$23,000	\$38,410	67.0%
New Hampshire	25,630	37,190	45.1
Vermont	31,300	44,910	43.5
Illinois	24,070	32,350	34.4
Colorado	25,450	34,160	34.2
Iowa	24,020	31,910	32.8
Louisiana	24,540	32,580	32.8
Texas	25,040	32,730	30.7
Maine	24,510	31,960	30.4
Kentucky	24,940	31,990	28.3
Arkansas	23,400	29,880	27.7
Montana	21,900	27,940	27.6
Indiana	23,960	30,330	26.6
California	34,390	41,850	21.7
Pennsylvania	28,040	33,900	20.9
Missouri	27,050	32,520	20.2
Florida	29,750	35,590	19.6
Wisconsin	26,790	31,920	19.1
Connecticut	34,640	41,210	19.0
Idaho	29,940	35,630	19.0
Minnesota	32,640	38,790	18.8
Hawaii	35,750	42,430	18.7
South Dakota	29,370	34,770	18.4
Nebraska	23,000	27,230	18.4
Maryland	31,530	37,280	18.2
New Jersey	32,730	38,580	17.9
Tennessee	27,090	31,810	17.4
Nevada	27,610	32,140	16.4
Ohio	30,110	34,820	15.6
Virginia	28,040	32,030	14.2
Michigan	31,780	36,110	13.6
Washington	38,630	43,820	13.4
New York	36,660	41,320	12.7
Delaware	29,630	33,260	12.3
Massachusetts	28,920	32,230	11.4
North Carolina	28,850	31,900	10.6
Utah	27,250	30,080	10.4
West Virginia	24,460	26,580	8.7
Alabama	27,820	30,240	8.7
Georgia	30,310	32,580	7.5
Arizona	28,580	30,260	5.9
Mississippi	25,800	27,230	5.5
Oregon	33,070	34,710	5.0
Kansas	28,200	29,380	4.2
Oklahoma	30,080	30,530	1.5
North Dakota	28,210	28,370	0.6
South Carolina	27,570	26,010	-5.7
Rhode Island	35,540	33,140	-6.8
New Mexico	32,990	28,540	-13.5
Alaska	36,740	N/A	N/A
District of Columbia	N/A	41,830	N/A

2004 Wage with State Wage Benchmark

State	2004 Annual Wage	2004 State Annual Wage
Vermont	\$44,910	\$34,650
Wyoming	38,410	32,510
South Dakota	34,770	29,080
Hawaii	42,430	36,750
Washington	43,820	40,860
Idaho	35,630	32,770
Florida	35,590	33,750
Louisiana	32,580	31,230
Arkansas	29,880	29,560
Iowa	31,910	31,990
California	41,850	41,980
Kentucky	31,990	32,170
New Hampshire	37,190	37,450
Oklahoma	30,530	31,150
Tennessee	31,810	32,730
Minnesota	38,790	39,840
Ohio	34,820	35,910
Mississippi	27,230	28,630
Maine	31,960	33,480
Alabama	30,240	31,940
Missouri	32,520	34,460
Montana	27,940	29,880
Pennsylvania	33,900	35,970
Nevada	32,140	34,300
North Carolina	31,900	34,120
North Dakota	28,370	30,620
New York	41,320	43,590
Oregon	34,710	36,980
Texas	32,730	35,310
Connecticut	41,210	44,400
Georgia	32,580	35,840
Wisconsin	31,920	35,240
Michigan	36,110	39,590
Indiana	30,330	33,820
West Virginia	26,580	30,470
Utah	30,080	34,110
Maryland	37,280	41,360
Kansas	29,380	33,780
New Jersey	38,580	43,040
New Mexico	28,540	33,000
Arizona	30,260	34,880
Rhode Island	33,140	38,240
Colorado	34,160	39,820
Delaware	33,260	39,050
Nebraska	27,230	33,060
South Carolina	26,010	31,940
Illinois	32,350	38,580
Virginia	32,030	39,130
Massachusetts	32,230	45,290
District of Columbia	41,830	57,980

10–90 Wage Percentile Differential

State	Annual Percentiles		Percent Differential
	10th	90th	
Illinois	\$16,200	\$52,670	225.1%
Montana	13,510	43,180	219.6
Oklahoma	17,070	49,590	190.5
Pennsylvania	19,580	53,350	172.5
Texas	19,350	52,410	170.9
Kansas	16,530	44,450	168.9
New Mexico	16,520	43,520	163.4
Iowa	19,630	51,640	163.1
New Jersey	21,190	55,570	162.2
Virginia	19,120	49,990	161.5
California	22,640	58,820	159.8
Arizona	16,910	43,760	158.8
Colorado	20,050	51,370	156.2
Oregon	20,860	53,000	154.1
West Virginia	16,040	40,070	149.8
Connecticut	26,740	66,300	147.9
Michigan	21,050	52,090	147.5
Rhode Island	20,660	50,960	146.7
Idaho	20,530	50,500	146.0
Maryland	22,280	53,780	141.4
Nebraska	16,330	39,130	139.6
District of Columbia	25,240	60,250	138.7
North Dakota	16,990	40,460	138.1
Wisconsin	19,760	46,880	137.2
Indiana	19,400	45,900	136.6
Massachusetts	20,330	47,370	133.0
Florida	21,620	50,370	133.0
Louisiana	20,200	47,050	132.9
Arkansas	19,300	44,570	130.9
Alabama	19,300	43,710	126.5
Tennessee	20,190	45,670	126.2
Utah	19,090	42,280	121.5
South Carolina	17,000	37,600	121.2
Missouri	20,330	44,060	116.7
Washington	26,780	57,160	113.4
South Dakota	24,230	50,830	109.8
Vermont	30,350	63,210	108.3
New York	27,270	56,320	106.5
Minnesota	27,620	53,550	93.9
Georgia	23,190	44,760	93.0
Maine	22,270	42,870	92.5
Hawaii	30,330	57,670	90.1
Ohio	24,760	46,650	88.4
North Carolina	23,060	43,240	87.5
Nevada	23,760	43,340	82.4
Kentucky	23,980	43,730	82.4
Delaware	24,160	43,920	81.8
Wyoming	29,010	52,220	80.0
Mississippi	21,070	35,400	68.0
New Hampshire	29,350	45,390	54.7

Total Growth

State	Percentage
Maryland	55.0%
Nevada	46.2
Arizona	45.1
Tennessee	43.9
Utah	43.0
New Hampshire	41.8
New Mexico	40.7
Minnesota	39.0
New Jersey	38.6
South Dakota	37.9
Maine	35.8
Wyoming	35.7
Indiana	34.3
Idaho	33.6
Wisconsin	33.1
Virginia	33.1
Georgia	32.8
Oklahoma	31.9
Alaska	31.4
Montana	31.2
North Carolina	29.1
Hawaii	29.0
Kentucky	26.0
Iowa	26.0
Rhode Island	25.8
Colorado	25.0
New York	24.8
Illinois	23.1
Pennsylvania	22.1
Florida	21.2
Vermont	21.0
Alabama	20.4
Oregon	20.2
Delaware	20.0
Texas	19.1
Connecticut	17.2
Washington	16.2
California	15.8
South Carolina	15.5
West Virginia	14.9
Missouri	13.2
Arkansas	13.0
Massachusetts	12.7
Nebraska	12.1
Kansas	10.8
Louisiana	10.7
District of Columbia	10.0
Mississippi	9.0
Michigan	8.6
Ohio	7.6
North Dakota	0.6

Annual Openings Due to Replacements

State	Percentage
North Dakota	92.3%
Ohio	75.0
District of Columbia	71.4
Michigan	71.4
Mississippi	71.4
Louisiana	70.0
Nebraska	66.7
Kansas	65.2
Missouri	64.6
Arkansas	63.6
Massachusetts	61.6
South Carolina	61.0
Wyoming	60.0
Washington	59.8
California	59.5
Connecticut	57.5
West Virginia	57.1
Texas	54.1
Vermont	52.9
Florida	52.6
Delaware	52.4
Alabama	50.0
Hawaii	50.0
Oregon	50.0
Pennsylvania	50.0
Illinois	49.8
New York	47.7
Kentucky	47.2
Iowa	47.1
Rhode Island	45.7
Alaska	45.0
Colorado	44.6
North Carolina	43.3
Montana	42.9
Oklahoma	41.8
Georgia	41.4
Virginia	41.1
Idaho	40.7
Indiana	40.0
Nevada	40.0
New Mexico	40.0
South Dakota	40.0
Utah	40.0
Wisconsin	40.0
Maine	38.6
New Jersey	37.2
Minnesota	37.2
New Hampshire	34.9
Arizona	33.3
Tennessee	30.8
Maryland	29.5

Per Capita (total population)

State	Per 100,000
Washington	162.5
Connecticut	114.2
District of Columbia	112.8
Maine	92.5
Oklahoma	88.9
North Dakota	84.3
New Jersey	81.6
Kansas	78.1
Idaho	71.0
North Carolina	69.5
Massachusetts	68.6
Rhode Island	68.1
Maryland	67.4
Vermont	64.9
New Mexico	63.6
Delaware	62.0
Missouri	61.4
South Carolina	61.4
Iowa	61.0
Alaska	54.6
Virginia	53.8
New Hampshire	52.8
Wisconsin	51.7
Nebraska	49.2
Oregon	49.1
New York	48.1
Minnesota	47.6
Florida	41.5
Illinois	40.3
Indiana	39.8
Utah	34.1
Colorado	32.0
South Dakota	32.0
West Virginia	30.1
Montana	28.9
Wyoming	28.0
California	27.2
Ohio	25.2
Hawaii	25.1
Arizona	24.3
Mississippi	22.9
Arkansas	22.7
Pennsylvania	22.0
Alabama	21.9
Texas	20.5
Michigan	19.7
Louisiana	18.8
Kentucky	18.0
Tennessee	16.9
Georgia	14.3
Nevada	6.0

2000–2004 Wage Gain

State	Mean Annual		Percent Gain from 2000–2004
	2000	2004	
Hawaii	\$32,290	\$51,550	59.6%
New Mexico	17,410	27,370	57.2
Wisconsin	23,120	34,920	51.0
North Dakota	22,940	34,560	50.7
Delaware	24,020	33,340	38.8
Vermont	28,810	39,750	38.0
North Carolina	22,940	30,360	32.3
Minnesota	27,260	35,480	30.2
Colorado	25,360	32,930	29.9
Maryland	21,430	27,800	29.7
Montana	22,960	29,440	28.2
Massachusetts	27,450	34,450	25.5
Wyoming	23,340	28,530	22.2
Nebraska	24,380	29,700	21.8
Utah	25,240	30,680	21.6
Illinois	27,430	32,640	19.0
District of Columbia	33,410	39,670	18.7
Ohio	32,090	37,960	18.3
Georgia	29,710	35,070	18.0
New Jersey	23,870	28,080	17.6
Maine	22,160	25,960	17.1
California	29,400	34,320	16.7
Tennessee	21,560	25,150	16.7
Kansas	21,320	24,880	16.7
Virginia	26,290	30,300	15.3
Idaho	27,490	31,660	15.2
Oklahoma	17,890	20,410	14.1
New Hampshire	24,320	27,720	14.0
Alabama	26,750	30,500	14.0
Louisiana	27,530	31,250	13.5
Kentucky	27,200	30,850	13.4
Pennsylvania	25,960	29,270	12.8
Arkansas	30,030	33,820	12.6
Missouri	27,210	30,020	10.3
South Carolina	25,870	28,480	10.1
Iowa	25,420	27,700	9.0
Indiana	26,150	28,020	7.2
Alaska	31,110	33,280	7.0
South Dakota	31,740	33,920	6.9
Texas	28,490	29,840	4.7
Florida	27,220	28,270	3.9
Michigan	40,300	41,740	3.6
Arizona	27,260	28,180	3.4
Washington	31,340	31,630	0.9
West Virginia	29,080	29,310	0.8
Oregon	26,080	25,770	-1.2
Connecticut	35,430	33,880	-4.4
New York	30,690	27,590	-10.1
Nevada	31,840	28,550	-10.3
Rhode Island	39,580	33,590	-15.1
Mississippi	51,360	33,770	-34.2

2004 Wage with State Wage Benchmark

State	2004 Annual Wage	2004 State Annual Wage
Hawaii	\$51,550	\$36,750
Mississippi	33,770	28,630
Vermont	39,750	34,650
South Dakota	33,920	29,080
Arkansas	33,820	29,560
North Dakota	34,560	30,620
Michigan	41,740	39,590
Ohio	37,960	35,910
Louisiana	31,250	31,230
Wisconsin	34,920	35,240
Montana	29,440	29,880
Georgia	35,070	35,840
Idaho	31,660	32,770
West Virginia	29,310	30,470
Kentucky	30,850	32,170
Alabama	30,500	31,940
Nebraska	29,700	33,060
Utah	30,680	34,110
South Carolina	28,480	31,940
North Carolina	30,360	34,120
Wyoming	28,530	32,510
Iowa	27,700	31,990
Minnesota	35,480	39,840
Missouri	30,020	34,460
Rhode Island	33,590	38,240
Texas	29,840	35,310
Florida	28,270	33,750
New Mexico	27,370	33,000
Delaware	33,340	39,050
Nevada	28,550	34,300
Indiana	28,020	33,820
Illinois	32,640	38,580
Arizona	28,180	34,880
Pennsylvania	29,270	35,970
Colorado	32,930	39,820
Maine	25,960	33,480
Tennessee	25,150	32,730
California	34,320	41,980
Virginia	30,300	39,130
Alaska	33,280	42,170
Kansas	24,880	33,780
Washington	31,630	40,860
New Hampshire	27,720	37,450
Connecticut	33,880	44,400
Oklahoma	20,410	31,150
Massachusetts	34,450	45,290
Oregon	25,770	36,980
Maryland	27,800	41,360
New Jersey	28,080	43,040
New York	27,590	43,590
District of Columbia	39,670	57,980

10–90 Wage Percentile Differential

State	Annual Percentiles		Percent Differential
	10th	90th	
Hawaii	\$24,900	\$92,840	272.9%
Michigan	13,550	50,220	270.6
Vermont	15,660	49,180	214.0
District of Columbia	18,890	59,210	213.4
Ohio	16,280	48,630	198.7
Minnesota	19,150	55,180	188.1
Georgia	19,430	55,900	187.7
Wisconsin	19,570	55,600	184.1
North Dakota	21,750	60,600	178.6
Massachusetts	23,410	64,180	174.2
California	18,650	50,750	172.1
South Dakota	19,990	53,860	169.4
Connecticut	16,700	44,810	168.3
Arkansas	21,090	56,520	168.0
Mississippi	18,790	49,530	163.6
Rhode Island	17,100	43,770	156.0
Delaware	20,360	51,750	154.2
Alaska	16,650	41,860	151.4
Colorado	17,610	43,850	149.0
Illinois	22,640	56,010	147.4
Idaho	19,780	48,870	147.1
Washington	21,600	53,290	146.7
Louisiana	15,860	38,830	144.8
Kentucky	16,510	40,000	142.3
Utah	18,350	44,300	141.4
Alabama	17,310	41,780	141.4
North Carolina	18,800	45,130	140.1
Virginia	18,030	43,180	139.5
Missouri	24,510	58,490	138.6
Texas	18,310	43,420	137.1
Nebraska	18,300	43,340	136.8
Montana	15,070	35,640	136.5
West Virginia	18,990	44,150	132.5
Pennsylvania	18,610	42,650	129.2
Nevada	18,070	41,020	127.0
Wyoming	18,520	41,890	126.2
South Carolina	19,480	43,880	125.3
Florida	23,400	52,560	124.6
Arizona	13,500	29,870	121.3
New Jersey	19,030	42,000	120.7
Indiana	23,200	49,840	114.8
Maryland	20,170	42,920	112.8
New Hampshire	19,470	41,060	110.9
Iowa	20,530	41,800	103.6
New York	19,200	38,650	101.3
New Mexico	23,390	46,990	100.9
Maine	24,600	48,950	99.0
Oregon	23,650	44,460	88.0
Tennessee	20,130	37,300	85.3
Kansas	30,990	52,620	69.8
Oklahoma	27,620	43,900	58.9

Appendix C:

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