



Workforce

As of December 2024, Maryland is home to a highly skilled civilian labor force of nearly 3.2 million workers. The second-highest proportion of employed doctoral scientists and engineers in the nation, and the second-highest concentration of professional and technical workers among the states can be found in Maryland. The state also has skilled manufacturing laborers, with experienced workers in almost every type of industrial job. Though the workforce is highly skilled, wages in the state remain competitive, offering employers an exceptional value. Additional information on labor force, jobs, and wages in Maryland is available through the Maryland Department of Labor, Office of Workforce Information and Performance at labor.maryland.gov/lmi.

Availability

In December 2024 the Maryland civilian labor force totaled 3,232,810 workers. Almost 90 percent of the state's workforce lives within Maryland's Central and Capital regions. This growing labor force means that employers will find ample and available skilled workers to supply a broad range of industries. The following table contains employment by occupation in Maryland for major occupational groups, according to the Standard Occupational Classification (SOC) coding system.

Maryland Employment by Occupation – May 2023

Major Occupational Group	Employment
Management occupations	244,320
Business and financial operations occupations	225,210
Computer and mathematical occupations	136,540
Architecture and engineering occupations	50,670
Life, physical, and social science occupations	51,150
Community and social services occupations	48,420
Legal occupations	25,400
Educational instruction and library occupations	162,550
Arts, design, entertainment, sports, and media occupations	30,990
Healthcare practitioners and technical occupations	165,180
Healthcare support occupations	94,550
Protective service occupations	74,010
Food preparation and serving related occupations	204,950
Building and grounds cleaning and maintenance occupations	80,930
Personal care and service occupations	57,990
Sales and related occupations	216,820
Office and administrative support occupations	316,940
Farming, fishing, and forestry occupations	3,400
Construction and extraction occupations	114,330
Installation, maintenance, and repair occupations	95,360
Production occupations	65,500
Transportation and material moving occupations	212,240

Source: U. S. Department of Labor, Bureau of Labor Statistics, Occupational Employment Statistics.

The following table lists labor force, employment, and unemployment rates for Maryland by county and region. Unemployment in the state tends to be highest in the more rural counties of far eastern and western Maryland, as well as Baltimore City. Counties in the highly developed corridor between Baltimore and Washington, D.C. typically experience the lowest rates of unemployment.

**Labor Force, Employment and Unemployment in Maryland
2023 Annual Average – By Place of Residence**

	Labor Force	Employment	Unemployment	Unemployment Rate
Maryland	3,184,868	3,117,270	67,598	2.10%
Greater Baltimore	1,459,828	1,428,659	31,169	2.1
Anne Arundel County	315,180	309,390	5,790	1.8
Baltimore City	274,275	266,276	7,999	2.9
Baltimore County	445,794	436,039	9,755	2.2
Carroll County	95,290	93,664	1,626	1.7
Harford County	140,714	137,931	2,783	2.0
Howard County	188,575	185,359	3,216	1.7
Capital Region	1,182,066	1,158,002	24,064	2.0
Frederick County	136,641	133,976	2,665	2.0
Montgomery County	548,380	538,156	10,224	1.9
Prince George's County	497,045	485,870	11,175	2.2
Eastern Shore	230,339	224,820	5,519	2.4
Caroline County	16,828	16,470	358	2.1
Cecil County	54,798	53,591	1,207	2.2
Dorchester County	16,290	15,919	371	2.3
Kent County	9,869	9,636	233	2.4
Queen Anne's County	28,253	27,750	503	1.8
Somerset County	9,215	8,924	291	3.2
Talbot County	17,390	17,008	382	2.2
Wicomico County	52,107	50,783	1,324	2.5
Worcester County	25,589	24,739	850	3.3
Southern Maryland	194,676	190,708	3,968	2.0
Calvert County	49,497	48,567	930	1.9
Charles County	86,748	84,864	1,884	2.2
St. Mary's County	58,431	57,277	1,154	2.0
Western Maryland	117,961	115,081	2,880	2.4
Allegany County	30,799	29,936	863	2.8
Garrett County	14,896	14,551	345	2.3
Washington County	72,266	70,594	1,672	2.3

Note: Details may not add to totals due to rounding.

Source: U.S. Department of Labor, Bureau of Labor Statistics.

Maryland's work force is highly industrious— nearly 68 percent those 16 years and older are in the labor force, a significantly higher rate than the U.S. as a whole. The state boasts a large number of female workers, as well as workers in the experienced 25-to-54-year age group.

Distribution by Industry

While the Maryland economy is rooted in manufacturing, trade, and transportation, it has emerged in recent years as a major technology center. A factor in this transition is the presence of key federal research and regulatory agencies in the Maryland suburbs of Washington, D.C. The state's economy is currently dominated by service-providing industries, accounting for 70 percent of the state's employment in 2023.

Goods Producing Industries

- Maryland's manufacturing industry is highly diversified, with 16 of the 21 major manufacturing groups (3-digit NAICS) represented in the state with over 1,000 employees.
- For durable goods, significant employment is centered in computer and electronic products, with over 22,000 workers.
- Other important durable goods industries include fabricated metal products, machinery, and transportation equipment.
- For non-durables, major employment is centered in food, chemicals, printing, and plastic and rubber products.

Service Providing Industries

- Maryland employs a substantial number of workers in information industries, with over 10,000 workers in telecommunications.
- Professional and business services account for 17 percent of the state's employment.
- Maryland ranks second in the nation in professional and technical workers as a percentage of the workforce, and has over 275,000 workers employed in professional, scientific and technical service industries.
- With its proximity to the nation's capital, Maryland is home to a large and growing base of membership associations and organizations with 29,000 workers.

The following table presents a breakdown of employment by industry in Maryland. A table containing more detailed industries is available from the Office of Workforce Information and Performance.

2023 Composition of Maryland Employment by Industry
Annual Average – By Place of Work

Industry Group	# of Business Establishments	Employment	% of Total Employment
Total	190,185	2,705,183	100.00%
Total Government Sector	3,821	513,821	18.99%
Federal Government	1,221	158,475	5.86%
State Government	486	102,765	3.80%
Local Government	2,115	252,582	9.34%
Total Private Sector	186,364	2,191,362	81.01%
<i>Goods-Producing</i>	21,950	282,859	10.46%
Natural Resources and Mining	947	7,385	0.27%
Construction	16,311	161,589	5.97%
Manufacturing	4,692	113,886	4.21%
<i>Service-Providing</i>	164,415	1,908,502	70.55%
Utilities	401	10,217	0.38%
Wholesale Trade	8,389	86,269	3.19%
Retail Trade	17,495	269,685	9.97%
Transportation and Warehousing	4,584	100,970	3.73%
Information	5,160	35,150	1.30%
Financial Activities	16,927	126,804	4.69%
Professional and Business Services	51,025	476,739	17.62%
Education and Health Services	24,306	449,513	16.62%
Leisure and Hospitality	15,421	263,956	9.76%
Other Services	20,213	89,159	3.30%

Notes: Details may not add to totals due to rounding and exclusion of some industries.

The statistics in this table are from Maryland's QCEW Program, which covers over 91 percent of all civilian employment in the state. Data are based on the North American Industrial Classification System (NAICS).

Source: Maryland Department of Labor, Office of Workforce Information and Performance.

Wages

Wages in Maryland vary by location, industry, and occupation. The following table contains a list of average weekly wages by industry for Maryland.

Maryland Wages by Industry – 2023 Annual Average	
Industry	Average Annual Wage
Total	\$76,052
Government Sector	\$88,328
Federal Government	\$126,468
State Government	\$75,528
Local Government	\$69,606
Total Private Sector	\$73,174
<i>Goods-Producing</i>	\$85,516
Natural Resources and Mining	\$53,570
Construction	\$79,443
Manufacturing	\$96,205
<i>Service-Providing</i>	\$71,345
Trade, Transportation and Utilities	\$57,374
Information	\$128,939
Financial Activities	\$115,616
Professional and Business Services	\$98,227
Education and Health Services	\$66,843
Leisure and Hospitality	\$31,216
Other Services	\$56,628

Source: Maryland Department of Labor, Office of Workforce Information and Performance.

The following table contains median hourly wages by occupation in Maryland for major occupational groups, according the Standard Occupational Classification (SOC) coding system.

Maryland Wages by Occupation – May 2023	
Major Occupational Group	Median Hourly Wage
Management occupations	\$60.09
Business and financial operations occupations	\$42.82
Computer and mathematical occupations	\$59.14
Architecture and engineering occupations	\$49.74
Life, physical, and social science occupations	\$45.27
Community and social services occupations	\$27.36
Legal occupations	\$49.01
Education, training and library occupations	\$30.32
Arts, design, entertainment, sports, and media occupations	\$30.93
Healthcare practitioners and technical occupations	\$42.16
Healthcare support occupations	\$18.36
Protective service occupations	\$27.16
Food preparation and serving related occupations	\$16.00
Building and grounds cleaning and maintenance occupations	\$17.61
Personal care and service occupations	\$16.68
Sales and related occupations	\$17.28
Office and administrative support occupations	\$22.35
Farming, fishing, and forestry occupations	\$17.64
Construction and extraction occupations	\$27.35
Installation, maintenance, and repair occupations	\$28.02
Production occupations	\$22.15
Transportation and material moving occupations	\$19.96

Source: U.S. Department of Labor, Bureau of Labor Statistics, Occupational Employment Statistics.

The minimum wage in Maryland is \$15.00 per hour. Montgomery and Howard counties have different minimum wage rates than the state of Maryland, varying based on the number of employees.

Unions

While not a "right-to-work" (RTW) state, Maryland offers businesses a very favorable labor climate. A quality work force supplies a great resource, key to achieving corporate goals.

- Of all wage and salary workers in Maryland, 10.7 percent were union members in 2023, ranking the State 19th nationally, slightly higher than the U.S. average of 10.0 percent.
- Total union membership in Maryland was significantly lower than several states including New York (20.6 percent), California (15.4 percent), New Jersey (16.1 percent), Ohio (12.5 percent), Massachusetts (12.6 percent), and Pennsylvania (12.9 percent).