

# Charles County Economic Development 2020 Pivot Plan

September 24, 2020

Prepared for:





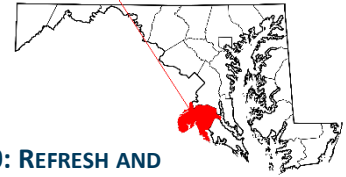
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## Chapter 1: Introduction

The Charles County (Maryland) Economic Development Department (EDD) retained Garner Economics, LLC to create a 2020 Pivot Plan for proactive initiatives amid the COVID-19 global pandemic.

Charles County, Maryland



In November 2019, the report **SHAPING THE ECONOMIC FUTURE OF CHARLES COUNTY 2.0: REFRESH AND RECALIBRATE** was published. This and past engagements by Garner Economics allow the team to develop a deep knowledge of Charles County to assist during this time. Although many of the recommendations and targets of the 2019 report remain intact, the COVID-19 pandemic requires economic developers to re-evaluate actions to help their communities. To economic developers, an event such as this has never been experienced.

Beginning in March 2020, a novel virus outbreak, referred to as COVID-19, reached the United States. With no proved vaccines developed and widespread community transmission of the disease, most states enacted measures aimed at limiting the passing of COVID-19. Recommendations and mandates included the temporary closures of restaurants, stores, and workplaces where contact with others was likely. Shelter in place, working from home, and remote learning became the standard lifestyle of many Americans. This historic event continues to have an adverse economic impact on a global level impacting nearly every business. Few sectors have actually thrived.

### Measures

This report is structured in two parts: research results and recommendations. Chapter 2 presents data on initial indicators that show the effect of the pandemic compared to Maryland and the nation, such as unemployment and initial claims.

Included are measures of vulnerability for Charles County's businesses and workers. Several economic models evaluate the industries that will be most affected by actions taken to control COVID-19. Elements of these models were combined to gauge vulnerability and occupations that are employed by these sectors. Additional data shows the structure of Charles County's business community to reveal other possible areas that may need assistance.

### Pivot Initiatives

Chapter 3 explores ways the economic development department can pivot with recommendations to continue to build on the County's proactive programs. The chapter will review changes in the U.S. related to COVID-19 and economic development. These include geographic advantage, new opportunities in several industry sectors, and how community product may be realigned to meet changing needs. These three key trends noted below may affect Charles County:

**Suburban Areas  
and Mid-Size Cities**

*Likely Areas for Expansion in  
the Next Year*

**Supply Chain  
Reshaping**

*Opportunities in  
Multiple Sectors*

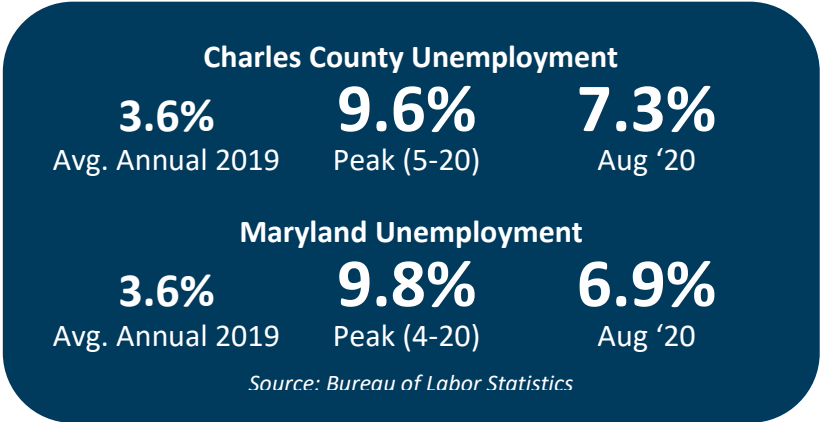
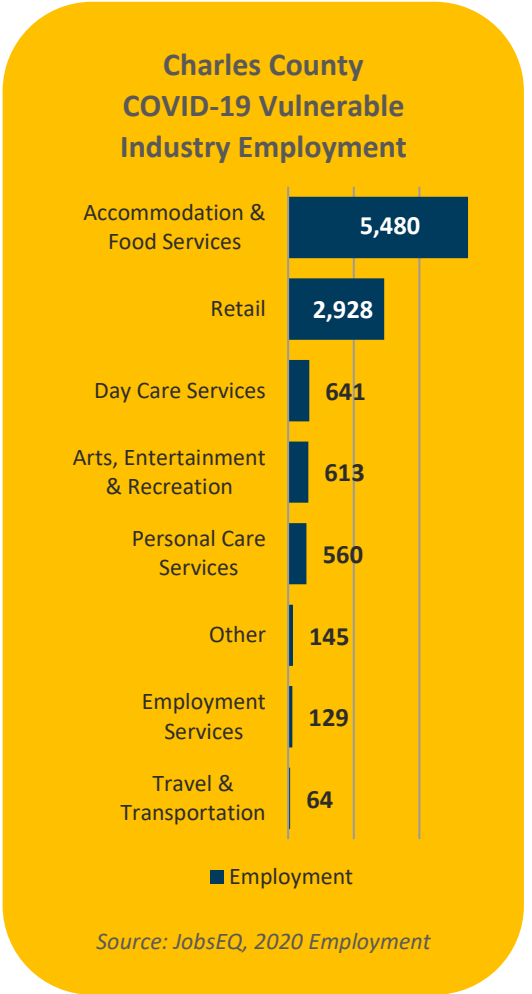
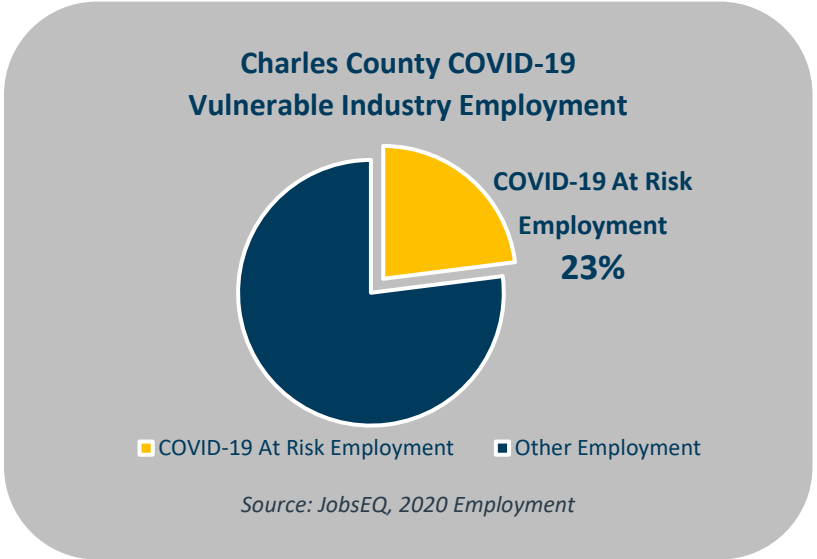
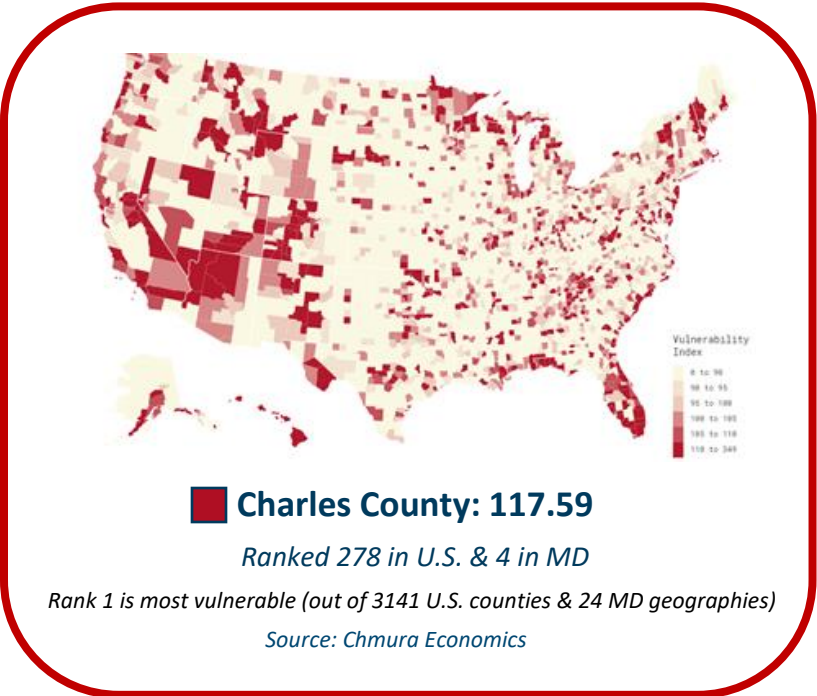
**Product  
Realignment**

*Retail to Industrial  
Conversion*

### Target Additions

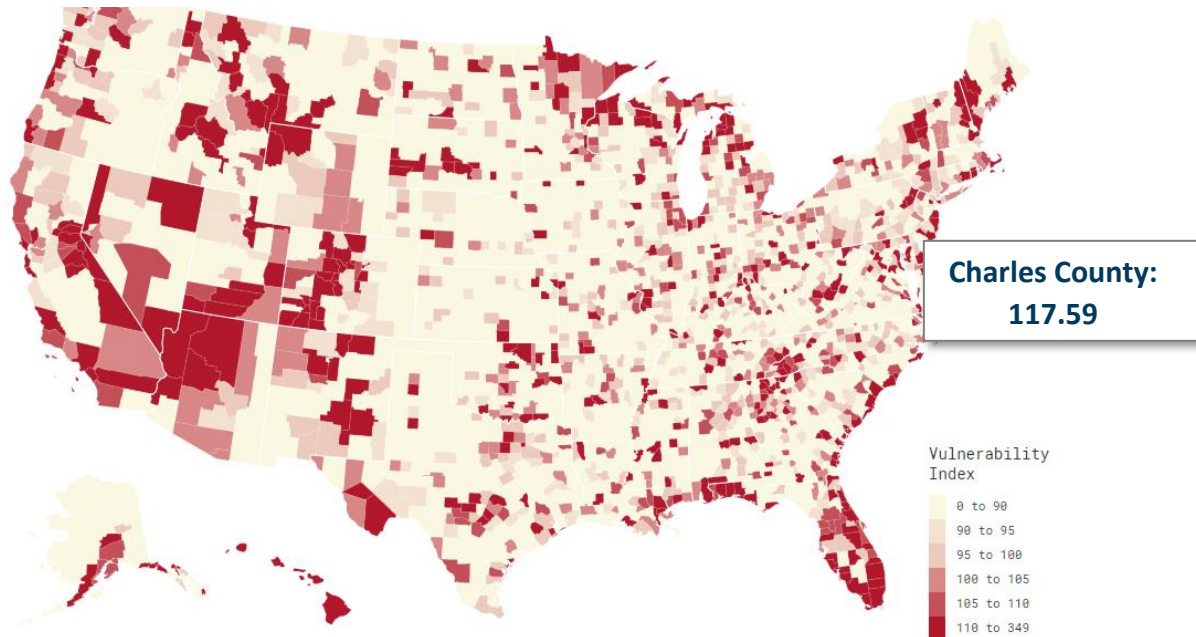
Finally, Chapter 4 contains information on target business sector additions to Charles County's existing plan to take advantage of new opportunities as patterns have changed drastically with the COVID-19 pandemic.

Chapter 2: Indicators & Projections of COVID-19 Effects



## Economic Vulnerability Indices

**Figure 2.1 Chmura Economic Vulnerability Index Map**



Source: Chmura Vulnerability Index, Churma Economics

### Chmura Economics

The Chmura Economics Vulnerability Index<sup>1</sup> is a measurement of the negative impact the pandemic can have on the employment base of an area's mix of industries. Job contractions of industry sectors are projected as a percentage. For example, accommodation and food services are projected to lose more jobs (more than 50% on average) compared to utilities and education services. The average score is 100 which represents the average job loss expected. Higher scores indicate higher levels of job contractions and a low score would mean fewer than average job losses as a result of the pandemic. The index models potential impact and does not include a region's rate of virus infection nor local government's policies in reaction to the virus.

Charles County's Vulnerability Index score is 117.59 which is above the national average of 100. Overall, this is ranked 278<sup>th</sup> out of 3,141 U.S. counties and 4<sup>th</sup> among Maryland geographies. A higher score indicates a more vulnerable industry mix which could lead to job losses. For reference, Gilpin County, Colorado has a Vulnerability Index score of 348.83 and Butte County, Idaho has a score of 9.54.

**Table 2.1 Chmura Economics Top Sectors for Average Projected Job Losses**

Industry Sector	Percent of Average Projected Job Losses (U.S.)
Accommodation and Food Services	> 60%
Arts, Entertainment, and Recreation	> 60%
Other Services	10-25%
Transportation and Warehousing	10-25%
Retail Trade	10-25%
Wholesale Trade	10-25%
Information	10-25%

<sup>1</sup> <http://www.chmuraecon.com/interactive/covid-19-economic-vulnerability-index>

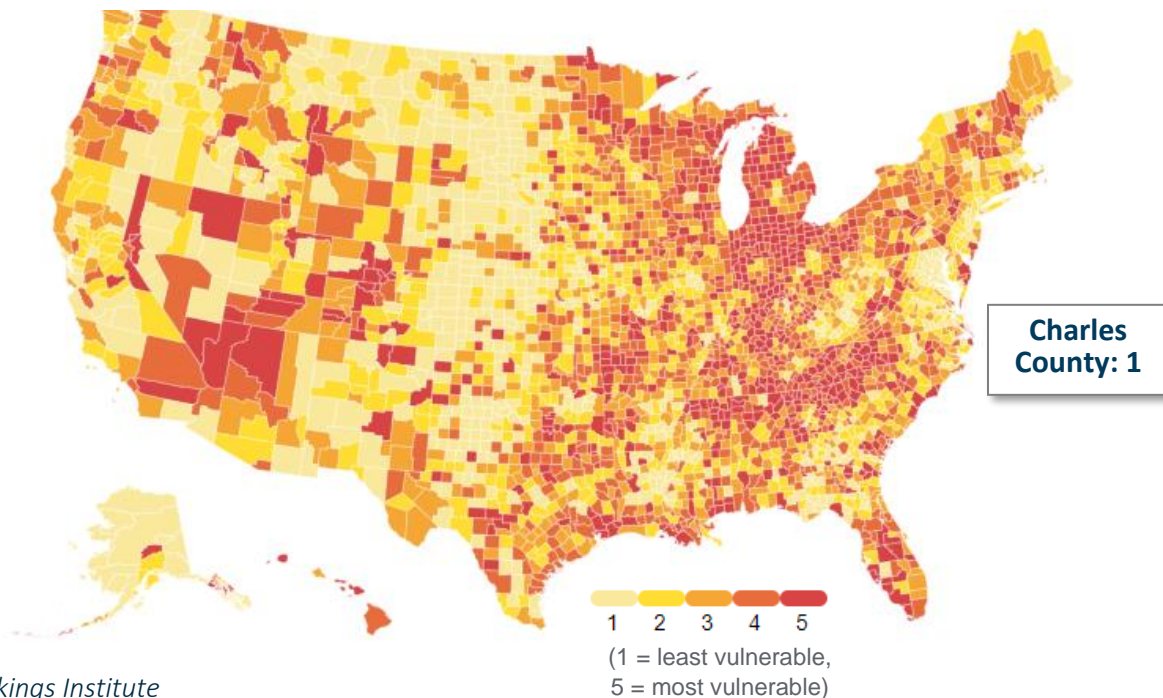


### Deloitte Insights

Deloitte Insights also created an Economic Vulnerability Index<sup>2</sup> to show the relative susceptibility of each county's employment base as a result of the COVID-19 crisis. Scores range from 1 to 5: the higher the score, the more likely employees within the county are vulnerable to the pandemic. This index was based on a survey of Deloitte's US Research and Insights organization consisting of industry specialists studying the impact of COVID-19 on their respective industries. The share of a county's employment in each industry was multiplied by the vulnerability as determined by the survey.

Charles County's score of 1 shows that its residents are employed by less vulnerable industries. This completely contradicts the rating above from Chmura. This is likely due to the indices using different data sets – Chmura's index looks at the employment base of those *employed* in the county (regardless of where they live) while the Deloitte EVI is based on the industries that employ those who *live* in the county (regardless of where they work) as reported by the US Census Bureau. Charles County's high level of out-commuter population will be viewed differently in each index ranking. It is important to note that these indices are indicators and the focus of the EDD is on job creation and retaining employment within Charles County.

**Figure 2.2 Deloitte Economic Vulnerability Index Map**



### Brookings Institute

The Brookings Institute, a Washington D.C. research organization, weighed in on the pandemic's effect as well in the article *The places a COVID-19 recession will likely hit hardest*<sup>3</sup>. The group used the "most at risk" industry groups identified by Mark Zandi, chief economist at Moody's, to map those industries across the metro areas of the country. The five most susceptible sectors include mining/oil and gas, transportation, employment services, travel arrangements, and leisure and hospitality. The Washington DC Metro area's employment share in these COVID-19 high risk sectors is 13.3% of the metro's total employment. Comparatively, the Washington DC Metro area ranking 315 out of 382 metros, showing the relatively low risk. Midland, TX ranked first, and therefore the most at risk in this measure, due to the high percentage of gas and oil employment.

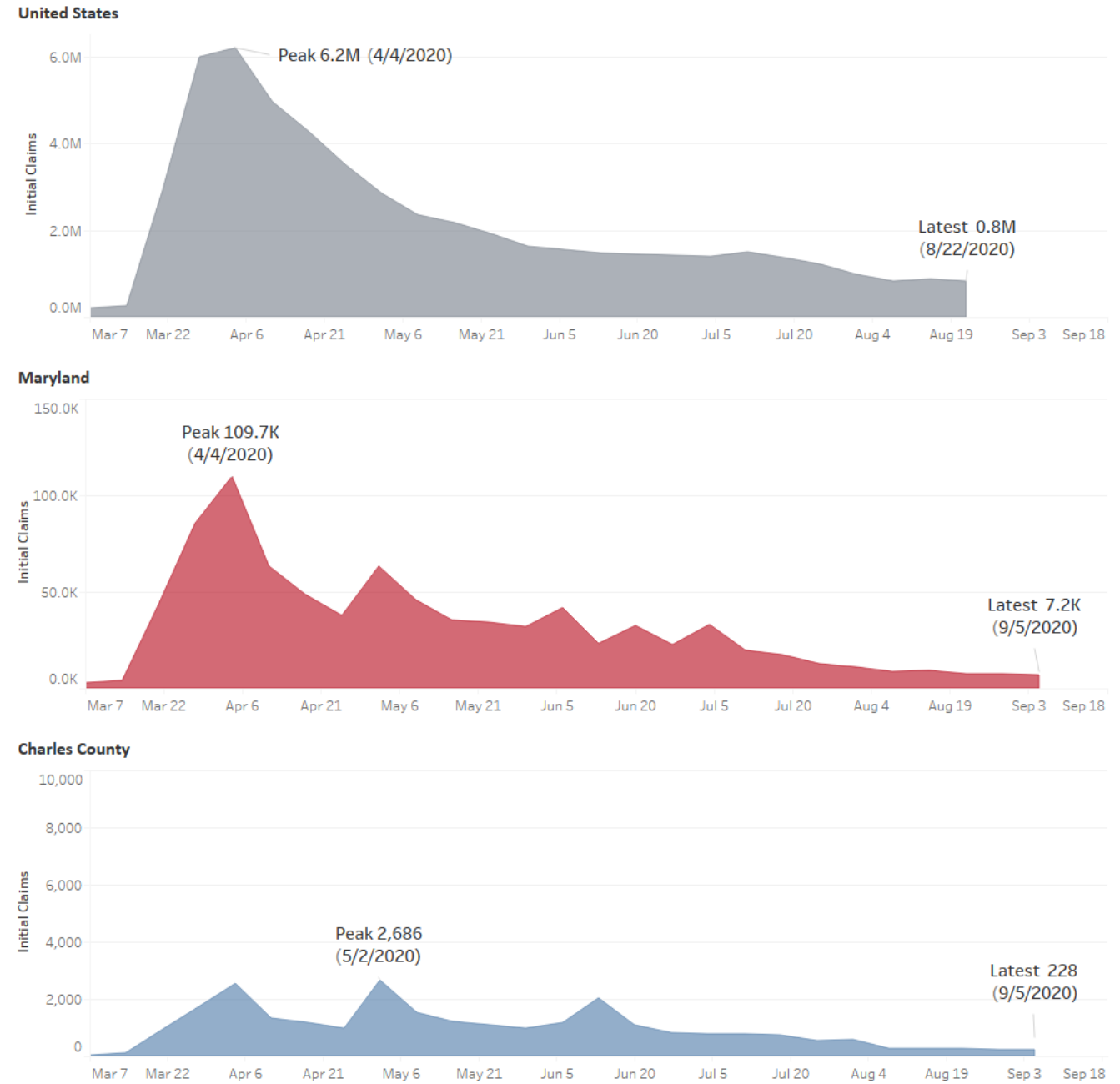
<sup>2</sup> <https://www2.deloitte.com/us/en/insights/economy/local-economic-vulnerability-index-covid-19-recession-interactive-data.html>

<sup>3</sup> <https://www.brookings.edu/blog/the-avenue/2020/03/17/the-places-a-covid-19-recession-will-likely-hit-hardest/>

Unemployment Insurance Claims

One of the first measures that showed the impact of COVID-19 is the Unemployment Insurance weekly claims data. In mid-March, unemployment claims as a result of pandemic related closures and furloughs began to pour in soaring to a peak of 6.2 million nationally by the week of March 29<sup>th</sup>. Maryland had 109,700 claims in the same week, and Charles County reached 2,500 claims. However, the number of Charles County unemployment insurance claims peaked the week of May 2<sup>nd</sup>, the first week that Pandemic Unemployment Assistance (PUA) claims were recorded.

Figure 2.3 Weekly Unemployment Insurance Claims Mar -Sep 2020



Sources: Bureau of Labor Statistics, Maryland Department of Labor.

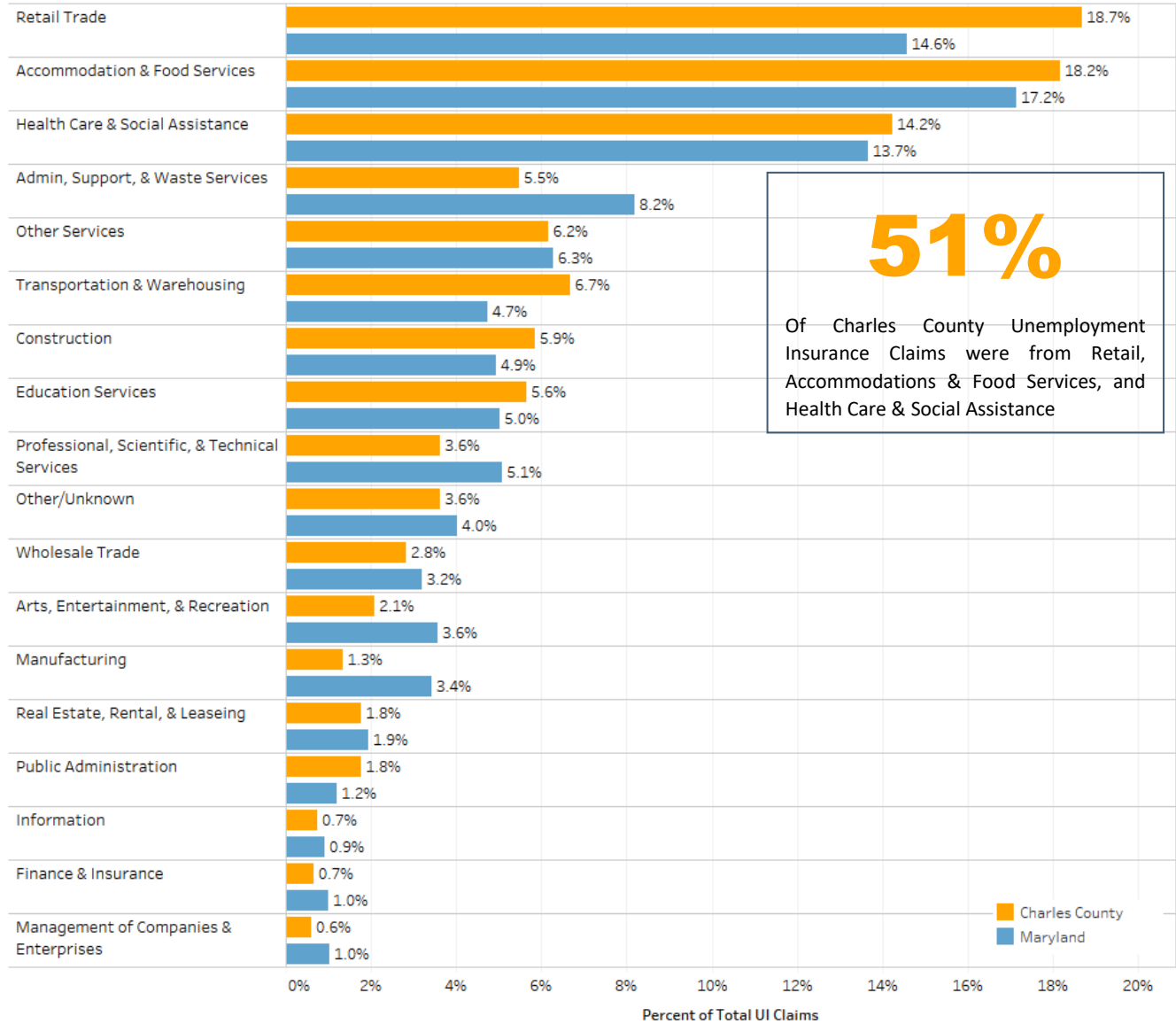
Note: UI Counts are Not Seasonally Adjusted, Charles County data includes all UI programs including the Pandemic Unemployment Assistance (PUA), Pandemic Emergency Unemployment Compensation (PEUC), and Extended Benefits (EB)

Unemployment Insurance Claims

By Industry

Not surprisingly, the industries with the highest number of unemployment insurance claims are under the *Retail Trade* and *Accommodation & Food Services* for both Charles County and Maryland as a whole. Third on the list for both local and state UI claims is *Health Care & Social Assistance* which contains the subcategory of *Child Day Care Services*. Childcare is included in many vulnerable industry models as being likely to experience employment disruptions. These three industry categories represent the majority (51%) of unemployment insurance claims in Charles County. Overall, Charles County had nearly 13,500 regular claims during this period from March through September 12<sup>th</sup>. Figure 2.4 below illustrates all industries with reported claims for both Charles County and the State of Maryland.

Figure 2.4 Unemployment Insurance Claims by Industry  
Charles County & Maryland, Mar – Sep 2020



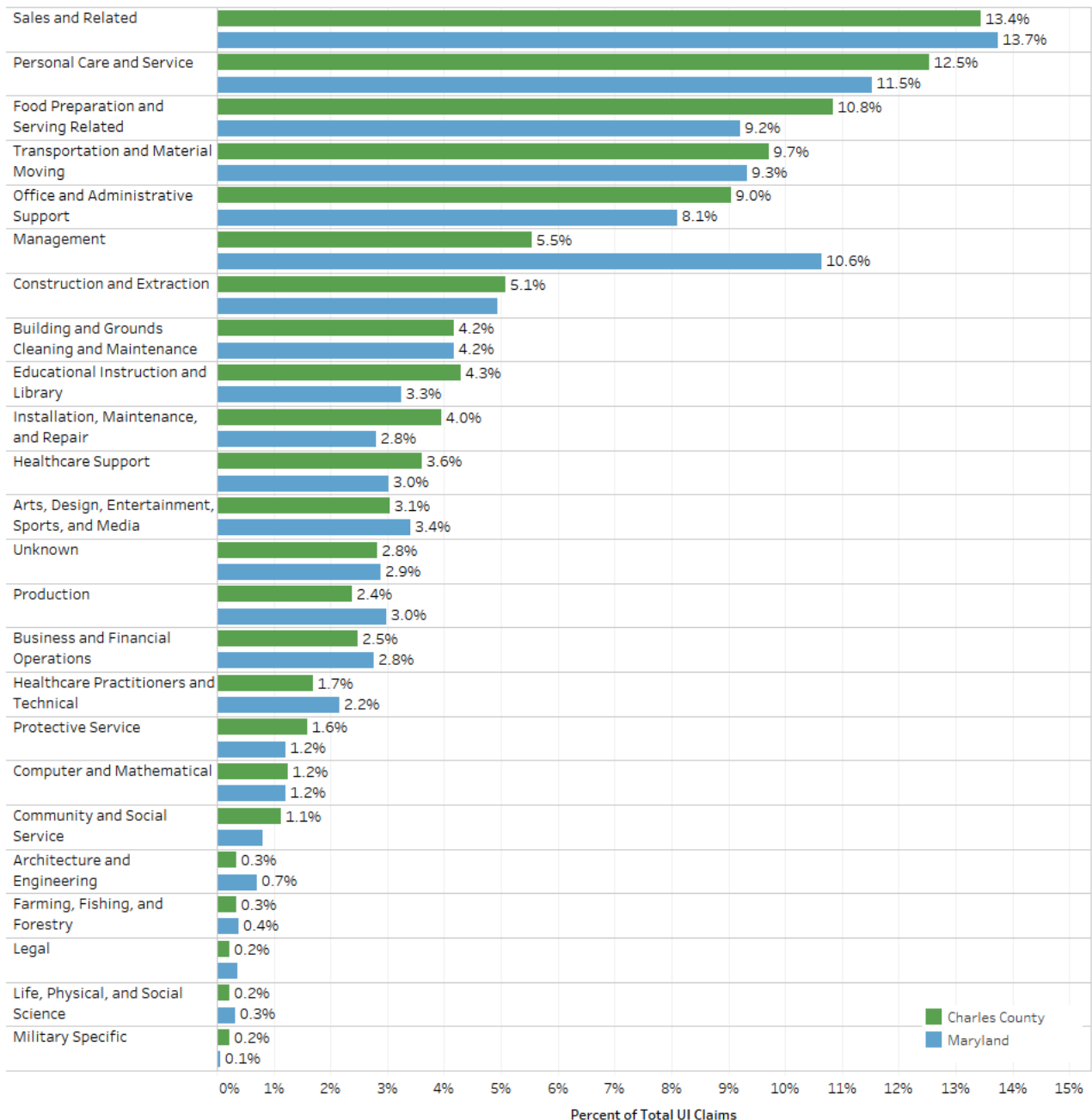
Sources: Maryland Department of Labor, Regular Unemployment Insurance Claims between 3-12-2020 and 9-12-2020



### By Occupation

A limited number of unemployment insurance claims filed between May and September 2020 could be analyzed to determine occupational categories. Unemployment insurance claims filed under the Pandemic Unemployment Assistance (PUA), Pandemic Emergency Unemployment Compensation (PEUC), and Extended Benefits (EB) supplemental programs reached 8,850 in September. The most common occupations reported in Charles County were *Sales and Related* (13.4% of claims), *Personal Care and Service* (12.5%), *Food Preparation and Serving Related* (10.8%), *Transportation and Material Moving* (9.7%), and *Office and Administrative Support* (9%). These five occupational groups comprise 55% of the total number of claims filed under these programs.

**Figure 2.5 Pandemic Programs Unemployment Insurance Claims by Occupation  
Charles County & Maryland, May – Sep 2020**



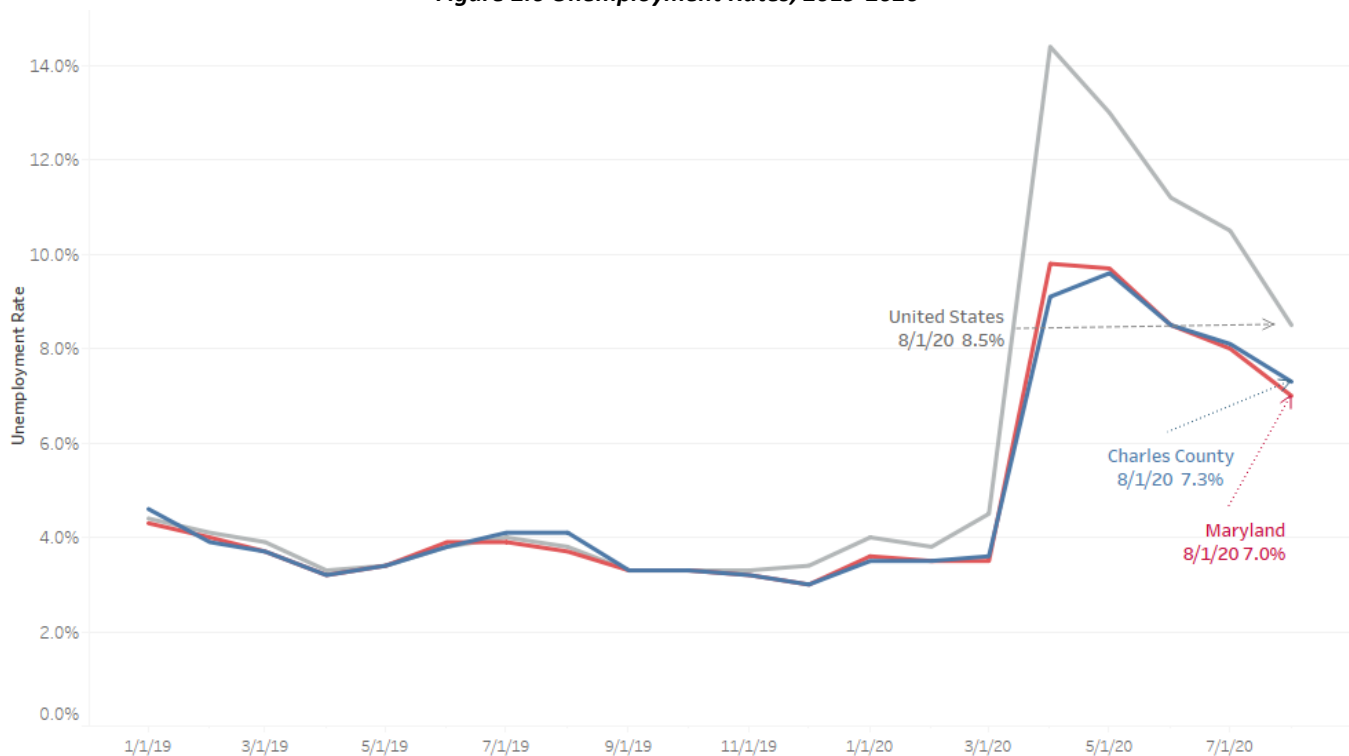
Sources: Maryland Department of Labor, Regular Unemployment Insurance Claims between 3-12-2020 and 9-12-2020

Occupations that fall under these five categories have many face-to-face, public serving, or travel related functions. With retail and restaurant operations curbed significantly, salespersons, food servers, beauticians, and other personal care providers were unemployed. With people sheltering in place and avoiding mass transit or any travel plans, the transportation industry has seen decreases as well. Additionally, with many working from home, administrative support positions were not as essential to vacant offices. Figure 2.6 outlines all occupational categories which realized any unemployment insurance claims under any of the supplemental pandemic programs.

## Unemployment

While Unemployment Insurance claims were a leading indicator, the unemployment patterns show a steep increase followed by an immediate decline in new claims. Nationally, the unemployment rate reached 14.4% in April 2020. Neither Charles County nor Maryland broke the 10% mark for unemployment rates. The rate in Maryland reached 9.8% in April while Charles County's highest level was 9.6% in May 2020. All rates fell by June 2020 and the latest unemployment rates were 8.5%, 7% and 7.3% for the nation, Maryland, and Charles County respectively.

**Figure 2.6 Unemployment Rates, 2019-2020**



Source: Bureau of Labor Statistics

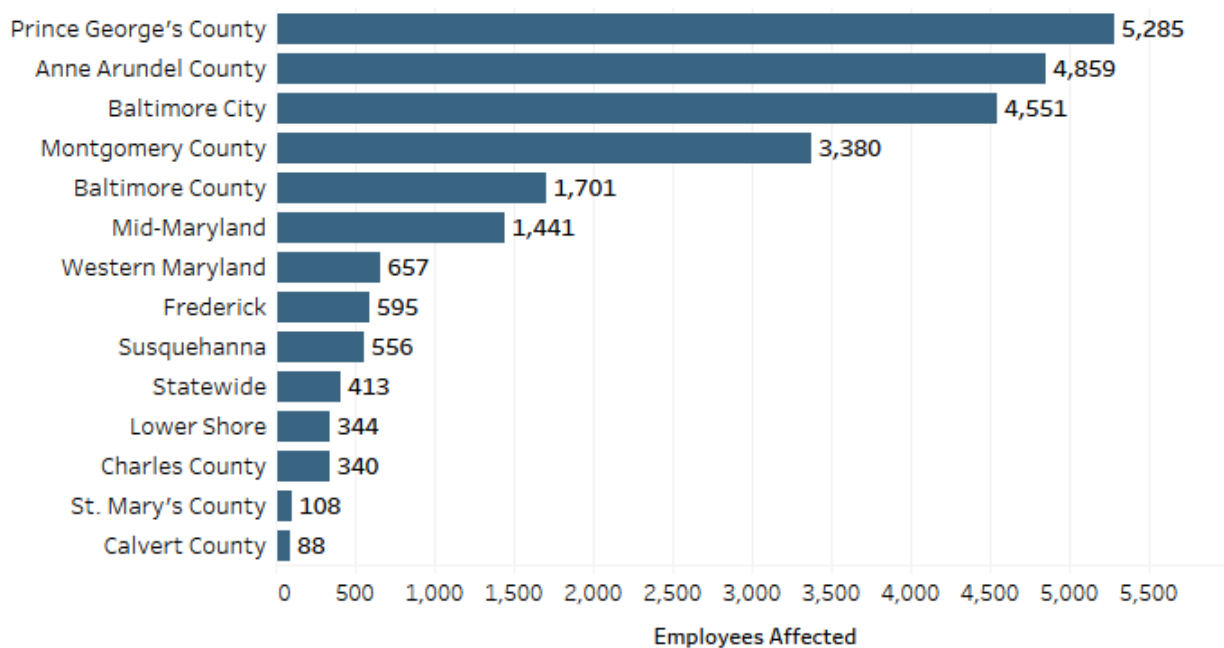
## Mass Layoffs

Unemployment rates and unemployment insurance rates rose significantly for Charles County as the COVID-19 pandemic affected business operations. Although these numbers were high, most layoffs were not reported via the Worker Adjustment and Retraining Notification Act (WARN). Companies employing 100 or more laying off or closing operations of 50 people or more are generally required to file WARN notices and inform employees at

least 60 days prior to job losses taking effect. The current pandemic situation led many to “furlough” or reduce hours which may not be reported. Depending on the employer’s size, type of action, and the duration, many situations have flown “under the radar” of mass layoff reporting.

Of those companies that did report mass layoffs or closings in Charles County between March and September 2020, all were retail or restaurant establishments (Table 2.2). The County had 340 employees affected by reported layoffs, relatively few compared to the other Workforce Investment Area districts (Figure 2.7). Charles County ranks second to last in Maryland for layoffs reported via the WARN Act in 2020, which is a positive.

**Figure 2.7 Employees Affected by Layoffs reported via WARN Act in Maryland, Mar-Sep 2020**



Source: Maryland Dept. of Labor, Work Adjustment and Retraining Notification (WARN) log for 2020

**Table 2.2 Layoffs reported via WARN Act in Charles County, Mar-Sep 2020**

Notice Date	NAICS	Industry	Company/Establishment	Location	Employees	Type
4/6/2020	448310	Jewelry Stores	Pandora	Waldorf	10	Layoff
4/8/2020	448120	Clothing Store	New York & Company	Waldorf	17	Layoff
4/12/2020	452210	Department Stores	Sears Department Store	Waldorf	58	Closure
4/12/2020	811111	Automotive Repair	Sears Auto Center	Waldorf	10	Closure
4/23/2020	446130	Optical Goods Store	Visionworks	Waldorf	14	Layoff
4/27/2020	722511	Restaurants	Carrabba's	Waldorf	65	Layoff
5/15/2020	722511	Restaurants	Hooters	Waldorf	17	Layoff
4/27/2021	722511	Restaurants	Outback Steakhouse	Waldorf	84	Layoff
4/27/2022	722511	Restaurants	Outback Steakhouse	La Plata	65	Layoff

Source: Maryland Dept. of Labor, Work Adjustment and Retraining Notification (WARN) log for 2020

Vulnerable Industry Sectors

The data presented thus far in Chapter 2 lead to a definite pattern of susceptible industries that have already experienced challenges. A list of vulnerable industry sectors was created for this report from several existing economic vulnerability models and research on pandemic business activity, including Chmura Economics, Brookings Institute, and the Bureau of Economic Analysis<sup>4</sup>. Using detailed business codes, this list includes businesses engaged in retail, restaurant, personal services, and travel. With this applied to Charles County, approximately 23% of the County’s employment is at risk due to the COVID-19 pandemic (Figure 2.8). This is comparable to the national level of 20% employment at risk (Figure 2.9).

Figure 2.8 Charles County COVID-19 Vulnerable Industry Employment

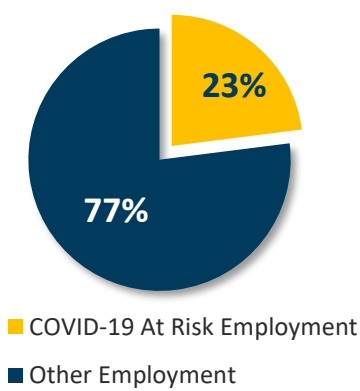
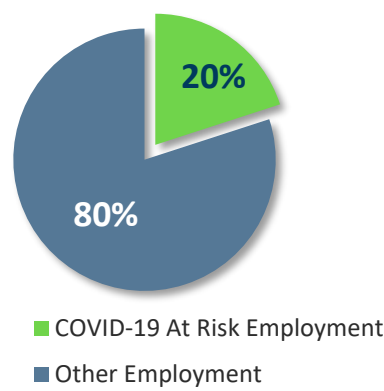
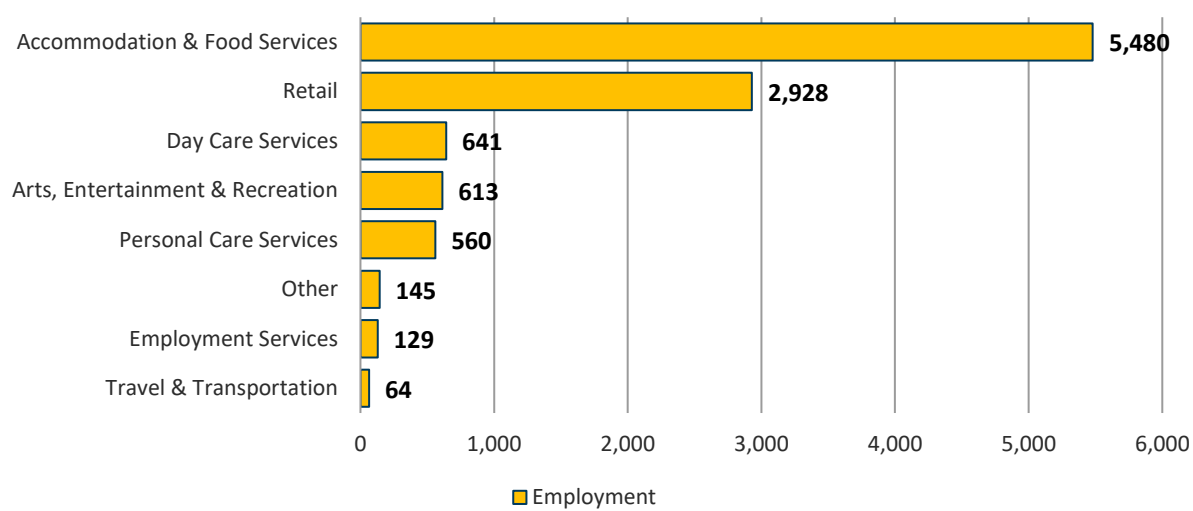


Figure 2.9 United States Vulnerable Industry Employment



Source: JobsEQ, 2020 Employment

Figure 2.10 Charles County COVID-19 Vulnerable Industry Employment by Industry



Source: JobsEQ, 2020 Employment

<sup>4</sup> BEA [https://www.bea.gov/system/files/papers/BEA-WP2020-5\\_0.pdf](https://www.bea.gov/system/files/papers/BEA-WP2020-5_0.pdf)

**Table 2.3 Charles County COVID-19 Vulnerable Industry Employment by Industry**

NAICS	Industry	Employment 2020	Category Employment
<b>ACCOMMODATION AND FOOD SERVICES</b>			<b>5,480</b>
<i>Selected categories include:</i>			
	Hotels and Motels	246	
	Special Food Services (Caterers, Food Trucks, etc.)	214	
	Drinking Places (Alcoholic Beverages)	55	
	Full-Service Restaurants	2,403	
	Limited-Service Restaurants	2,268	
	Snack and Nonalcoholic Beverage Bars	257	
<b>RETAIL CATEGORIES</b>			<b>2,929</b>
<i>Selected categories include:</i>			
	Furniture and Home Furnishings Stores	264	
	Gasoline Stations	196	
	Clothing and Clothing Accessories Stores	762	
	Book Stores and News Dealers	23	
	Department Stores	1,365	
	Office Supplies, Stationery, and Gift Stores	100	
	Used Merchandise Stores	21	
	Other Miscellaneous Store Retailers	197	
<b>CHILD DAY CARE SERVICES</b>			<b>641</b>
<b>ARTS, ENTERTAINMENT, AND RECREATION</b>			<b>613</b>
<i>Selected categories include:</i>			
	Performing Arts, Spectator Sports, and Related Industries	220	
	Amusement Parks and Arcades	22	
	Golf Courses and Country Clubs	40	
	Fitness and Recreational Sports Centers	200	
<b>PERSONAL CARE SERVICES</b>			<b>560</b>
<i>Selected categories include:</i>			
	Barber Shops	36	
	Beauty Salons	283	
	Nail Salons	124	
<b>OTHER</b>			<b>145</b>
<i>Selected categories include:</i>			
	Mining, Quarrying, and Oil and Gas Extraction	6	
	Motion Picture and Sound Recording Industries	47	
	Rental and Leasing Services	92	
	Automotive Equipment Rental and Leasing	21	
	Consumer Goods Rental	40	
<b>EMPLOYMENT SERVICES</b>			<b>129</b>
<b>TRAVEL/TRANSPORTATION</b>			<b>64</b>
<i>Selected categories include:</i>			
	Urban Transit Systems	24	
	Travel Arrangement and Reservation Services	39	
	Consumer Goods Rental	40	
<b>TOTAL OF ALL AT-RISK INDUSTRIES</b>			<b>10,564</b>

Source: Jobs EQ. NAICS Codes of all sectors included in this COVID-19 At-Risk model include: 71, 72, 8121, 6244, 5615, 5613, 532, 512, 487, 4851, 442, 447, 448, 4512, 4522, 4532, 4533, 4539, and 21.

## Vulnerable Occupations

Applying a staffing pattern to the vulnerable industry sectors modeled in Table 2.3 results in related occupations employed in those industries that may experience job losses. The top 25 occupations employing the most people as of the first quarter of 2020 are centered around retail, food serving, and personal service workers.

**Table 2.3 Charles County COVID-19 Vulnerable Industry Employment by Industry**

Occupation	2020 Employment	Avg Ann Wages	2020 Q1 Unemployment	2020 Q1 Unemployment Rate	Online Job Ads	2-Year Forecast Baseline	COVID Model
Retail Salespersons	2,103	\$26,900	110	4.6%	279	-21	-46
Cashiers	1,814	\$23,100	166	6.9%	19	-25	-42
Fast Food and Counter Workers	1,625	\$23,300	147	6.5%	104	38	-24
Laborers and Material Movers	1,481	\$27,200	158	6.5%	146	-14	-21
Waiters and Waitresses	998	\$26,400	66	4.6%	36	7	-34
Supervisors of Sales Workers	914	\$50,800	21	1.8%	148	-10	-17
Building Cleaning Workers	879	\$26,600	83	4.6%	46	4	-6
Cooks	832	\$26,100	71	6.2%	49	11	-21
Driver/Sales Workers and Truck Drivers	801	\$37,800	44	2.9%	99	-1	-12
General and Operations Managers	650	\$126,000	22	1.8%	14	4	-5
Teaching Assistants	599	\$30,600	33	3.6%	7	5	2
Customer Service Representatives	551	\$36,200	45	4.0%	34	-9	-14
Supervisors of Food Preparation and Serving Workers	479	\$37,100	19	2.4%	142	8	-11
Barbers, Hairdressers, Hairstylists and Cosmetologists	413	\$34,700	15	2.1%	13	4	-11
Childcare Workers	408	\$25,200	26	4.4%	29	2	-3
Food Preparation Workers	357	\$24,000	30	6.4%	37	4	-6
Preschool and Kindergarten Teachers	301	\$39,400	10	2.9%	27	3	0
Recreation and Fitness Workers	276	\$33,100	16	4.5%	6	4	-3
Dining Room and Cafeteria Attendants and Bartender Helpers	212	\$24,600	22	7.1%	7	3	-5
Dishwashers	202	\$22,900	26	10.8%	17	0	-8
Bartenders	178	\$30,400	13	2.9%	15	2	-4
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	172	\$23,300	17	4.9%	16	3	-4
Food Service Managers	152	\$62,800	5	1.9%	17	2	-4
Miscellaneous Personal Appearance Workers	125	\$25,700	2	1.9%	1	2	-3
Miscellaneous Entertainment Attendants and Related Workers	98	\$24,100	21	7.8%	n/a	1	-2
<b>Top 25 Occupations for COVID-19 Risk Industries in CC</b>	<b>16,620</b>	<b>\$33,200</b>	<b>1,188</b>	<b>4.7%</b>	<b>1,311</b>	<b>23</b>	<b>-308</b>
<b>Total/Average</b>	<b>46,221</b>	<b>\$45,365*</b>	<b>2,966</b>	<b>3.5%</b>	<b>3,173</b>	<b>147</b>	<b>-505</b>

Source: Jobs EQ. Data based on a four-quarter moving average. Wage data are as of 2019 for Covered Employment. Online Job Ads represent a sampling of ads found online within the last thirty days for Charles County. The Chmura COVID Forecast model takes into consideration the existing pandemic and its effects on job demands creating a model for estimating future growth. \*Annual Average Salary for all industries.

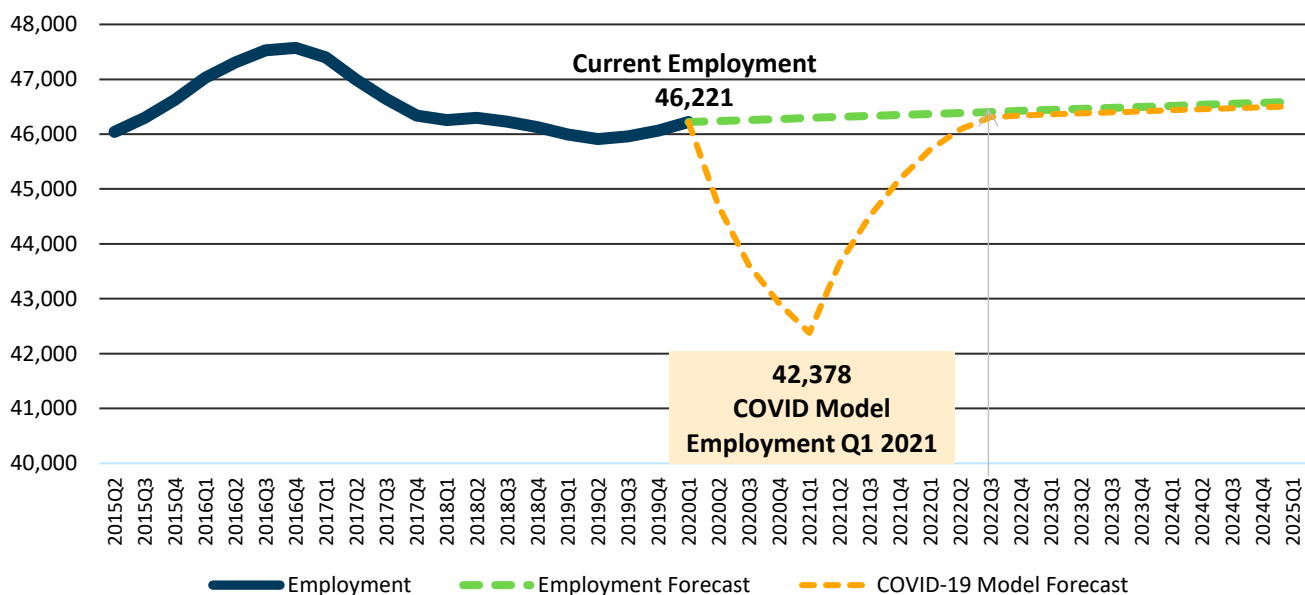


All but three of the occupations listed earn less than the Charles County Average Wage of \$45,365 according JobsEQ data, which could make career retraining a good opportunity for many workers losing jobs. Approximately 16,600 workers are employed in these top 25 occupational groups with nearly 3,000 or 3.5% unemployed as of the first quarter of 2020. Taking into account COVID-19 patterns, a forecast model was utilized to estimate job change in this group of occupations. It is estimated that in two years, about 500 jobs will be lost in Charles County in these occupations alone. A normal forecast, without any employment event to consider, would see an increase of nearly 150 jobs. A sampling of current job listings online shows that there is still demand in most occupations listed. This is a leading indicator for general hiring activity and illustrates the need for talent, but does not specify industry, or whether ads are for replacing or adding workers.

### Modeling Job Loss

The COVID-19 Model forecast by Chmura Economics takes into consideration the patterns of job losses experienced but not yet shown in workplace employment data. Figure 2.11 shows both a standard forecast and a COVID-19 forecast illustrating an expected dip in employment from the second quarter of 2020 through to a low point of 42,378 in the first quarter of 2021, then rising dramatically back to pre-pandemic levels.

**Figure 2.11 Charles County Employment Forecasts: COVID-19 Model Effects**



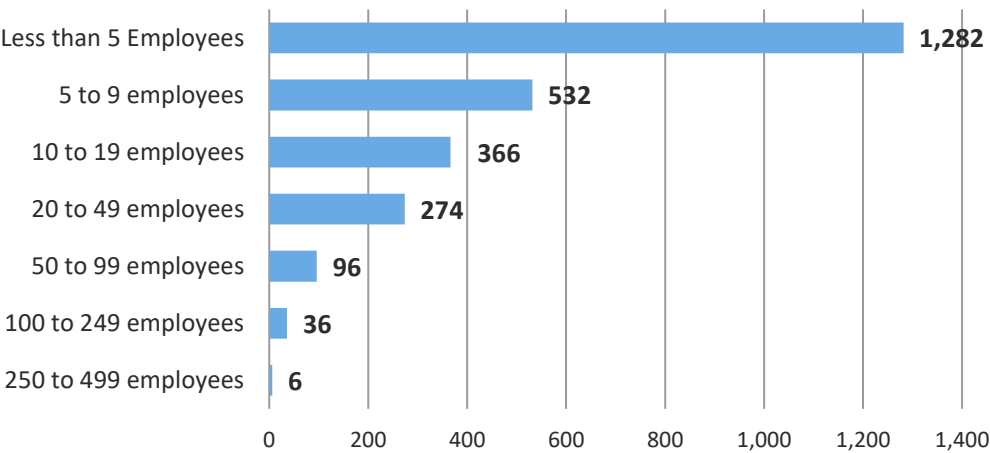
### Employer Size & Age

Another tool to evaluate companies that may be exposed to risk is the size of establishments in Charles County. Of the more than 2,500 businesses in the County, 1,282 of them employ less than five (Figure 2.12). Overall, 70% of the County's establishments employ less than 10 people. McKinsey & Company stated that owners of the smallest firms are particularly vulnerable<sup>5</sup>. Analysis of previous recessions shows that small businesses accounted for the vast majority of permanent closures. Some small businesses may close or lay off employees due to the industry they are in, such as restaurant, catering, or personal services. Others may not have the capital to weather the pandemic effect on their business. It is estimated that just over 1,000 people were employed by new firms (one year or less since forming) in 2018 or about 2 percent of the total employment.<sup>6</sup>

<sup>5</sup> <https://www.mckinsey.com/featured-insights/americas/which-small-businesses-are-most-vulnerable-to-covid-19-and-when#>

<sup>6</sup> QWI Explorer, private firms age 0-1 years for Charles County, 2018 Q4

Figure 2.12 Charles County Business Establishments by Employment Size, 2018



Source: U.S. Census Bureau, County Business Patterns 2018

Summary

Research shows that Charles County businesses and workers are vulnerable to the COVID-19 pandemic, but according to several indices, not dramatically so. Proximity to Washington DC and being a part of the greater metro area also helps keep the mix of businesses and labor force resilient. Early indicators of unemployment insurance and unemployment show that the County experienced losses in the most common areas of *Retail* and *Accommodations and Food Service*. These trends were verified by calculating the vulnerability of industry sectors at risk of job loss. Approximately 23% of Charles County’s employment is within sectors considered vulnerable compared to the national rate of 20%. The higher number of small firms employing under 20 (27%) and new firms which employ about 2% of total jobs. With all of this in consideration, the COVID-19 employment forecast model anticipates a sharp decline when the pandemic effects are actually seen in the data, with a predicted rebound to pre-pandemic levels by late 2022 (Figure 2.11). This is also predicated on state and local guidelines for businesses and activities reopening.

## Chapter 3: From Adversity Comes Opportunity

### Pivot initiatives for Charles County

The COVID-19 pandemic has caused a global economic disruption of enormous magnitude. Those states, regions, and communities that are able to adapt to a new “temporary” normal will benefit from softening this economic blow. We imply “temporary” because there will be some sense of returning to business as usual pre-pandemic after a widely accepted and used vaccination is developed. As the title implies, with adversity comes opportunity. Entrepreneurship typically flourishes in this environment. New products and processes are developed as a result of this disruption.

What continues to be in question is how long the pivot of working remotely will last, what happens to office space in the long term, and how is productivity and creativity impacted by these new normals? Many large office employers have told their employees that they should be prepared to work remotely through mid-2021, or in some cases permanently. Others are now telling their employees that the work remotely experience is only temporary. What many employers and employees are now saying is that the loss of a “creative collision” with their colleagues is having an impact on creativity, which in turns impacts productivity.<sup>7</sup> Look for a return to work for many employees in an office environment by the third quarter of 2021. The workplace is not dead. It is simply evolving. How can Charles County benefit and help create a so-called silver lining of opportunity?

The EDD is again showing leadership when it comes to offering a plan to its policymakers on how best to weather the storm. With many of Charles County’s residents employed by the Federal government, the spending power of its many citizens is not in serious peril as it is with others who don’t have a federal job safety net of employment. However, many small businesses have been decimated by this pandemic, and Charles County is not immune to it. What can the County do to remain proactive in the larger picture of building a stronger diversified economic base?

#### *A New Geographic Advantage*

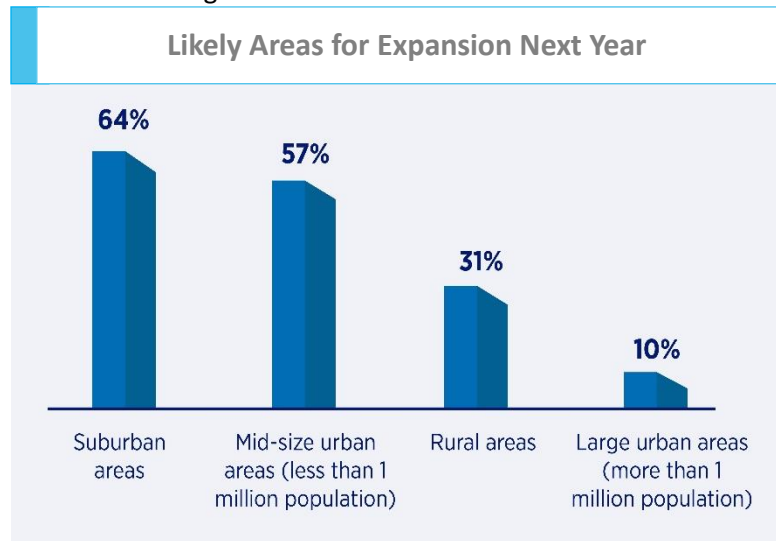
The Site Selectors Guild, Inc. (SSG) is the only association of its kind representing global site location experts. Guild members advise and represent companies from all over the globe that are considering investment locations for new facilities, whether in manufacturing, distribution, data centers, office, etc. (Jay Garner currently serves as the chair of the board for the Guild.) SSG has undertaken surveys and research since the start of the pandemic, getting feedback from its corporate clients on business activities.

According to a survey on the impact of COVID-19, suburban areas and mid-size cities, followed by rural areas, will be the biggest winners of new corporate expansions and relocations, with large urban areas falling to the bottom of the list. Conducted the week of June 29, 2020 in partnership with Development Counsellors International (DCI), the online survey of Guild members aimed to uncover changes and new trends in corporate location strategy brought on by the COVID-19 crisis.

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<sup>7</sup> <https://www.foxrothschild.com/publications/why-the-commercial-office-will-survive-covid-19/>

The pandemic has brought suburban areas and mid-size cities into the forefront of consideration for future site selection projects and even put rural areas well ahead of large urban areas. When Guild members were asked about locations that are “likely” or “very likely” to be considered by corporations looking to expand, relocate, or open new facilities in the next 12 months, 64% chose suburban areas, 57% chose mid-size cities, 31% chose rural areas, and just 10% chose large urban areas. This puts Charles County in the enviable position of being geographically and population density strong, by offering both a suburban and rural environment, depending on what part of Charles County a potential investor is analyzing.



Source: Site Selectors Guild Survey, June 29, 2020

### What sectors and initiatives offer the greatest opportunity for Charles County?

The supply chain will be significantly reshaped, especially in medical equipment and supplies, pharma, and consumer products. The pandemic will accelerate the regionalization of supply chains from abroad. This means that companies may have just had an Asian manufacturing presence and exported their products to the U.S. may now consider having and Asia plus one, which will in all likelihood be somewhere in North America. The current Made in America efforts to protect the supply chain has received rare, bipartisan Congressional support. Both business and the U.S. government see the challenges in protecting the global supply chain. The opportunity for EDO's and the reshoring of supplier-related companies to North America may be immense. This is especially true with suburban and rural communities like Charles County. Targeted industry sector additions are presented in Chapter 4 and include the following targets of short- and long-term opportunity for Charles County:

- Pharma manufacturing
- Medical supplies
- Medical equipment
- Food and beverage processing facilities (must have water and wastewater infrastructure)
- Large distribution and fulfillment centers
- Last mile distribution centers

### Retail to Industrial Conversion (No product, No Project™)

No product, No project™. It's really as simple as that. You just can't sell from an empty wagon. If community leaders are serious about job creation and capital investment, then there needs to be “product” that can be marketed and ultimately sold or leased. Without product, a community will be overlooked or passed over by prospective companies for communities that DO have the type of product companies desire.

Because e-commerce has grown exponentially and will continue to do so, Charles County is a great example of why Amazon announced a recent fulfillment center<sup>8</sup>. As malls and large, single-purpose stores close, e.g. Sears, Kmart, JC Penney, etc., retail to industrial conversion is a significant tactic to repurpose outdated use and create new product for future investment options<sup>9</sup>.

Underperforming retail sites have become an ideal location for last-mile warehouse developers. They are often located within population centers (Charles County), connected to utilities, and have large parking lots with multiple points of ingress and egress. Many are also freestanding big-box stores with existing dock doors and clear heights compatible with industrial use. Those without compatible design formats are typically demolished and replaced with modern warehouse facilities. There are now 59 such projects across the country that have either been completed, proposed, or are underway which is up from 24 in January 2019, according to a CBRE Research survey. These projects total approximately 13.8 million sq. ft. of retail space converted to 15.5 million sq. ft. of industrial space. This number has increased because savvy developers and local government policymakers realize that the best utilization of vacant property may require a significant pivot in changing regulatory policy. The culture of “yes”, noted in our previous plans for Charles County means policymakers need to be adaptive and flexible based on changes to global or local economic conditions.




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<sup>8</sup> <http://lagassereport.com/2020/07/11/amazon-picks-charles-county-for-new-local-delivery-warehouse/>

<sup>9</sup> <https://icpllc.com/projects/randall-park-mall-north-randall-ohio/>

## Chapter 4: Target Additions for Charles County

**Figure 4.1 Pivot Plan Target Additions**

Pharmaceutical, Medical Supplies & Medical Device Mfg.	Food & Beverage Processing	Logistics & Distribution
<ul style="list-style-type: none"> <li>• Pharmaceutical Mfg.</li> <li>• Medical Supplies</li> <li>• Medical Device Mfg.</li> </ul>	<ul style="list-style-type: none"> <li>• Seasoning &amp; Dressing Mfg.</li> <li>• Snack Food Mfg.</li> <li>• Specialty Food &amp; Flavoring Mfg.</li> <li>• Frozen Food Mfg.</li> <li>• Bakeries &amp; Tortilla Mfg.</li> <li>• Animal Food Mfg.</li> <li>• Grocery Wholesalers</li> <li>• Refrigerated Warehousing &amp; Storage</li> </ul>	<ul style="list-style-type: none"> <li>• E-Commerce <ul style="list-style-type: none"> <li>○ Large Fulfillment Centers</li> <li>○ Last Mile Distribution</li> </ul> </li> <li>• Distribution, Durable &amp; Nondurable Goods</li> <li>• Trucking &amp; Specialized Freight</li> <li>• Other Support Activities for Transportation</li> <li>• Packaging &amp; Labeling Services</li> </ul>
		

Based on drastic changes from the COVID-19 pandemic, new opportunities were evaluated and added to Charles County's Optimal Business Targets put forth in the Garner Economics **REFRESH AND RECALIBRATE** strategic plan completed in 2019. Keeping in mind the assets of the County, these targets aim to take advantage of the changing landscape and be able to pivot for promoting economic growth. New targets suggested are *Pharmaceutical, Medical Supplies & Medical Device Mfg.*; *Food Processing*; and *Logistics & Distribution*.

For reference, recommended targets for Charles County are: **Federal Contracting, Tech & Professional Services, Entrepreneurship & Experiential Retail, Value-added Agribusiness, and Health Services.**

For each targeted business sector, the community's competitive advantages are presented, along with national trends and projections of the targets. In some cases, target sectors are flat or actually losing jobs nationally, but the particular set of economic development assets in Charles County position it to capture any local or regional growing demand.





TARGET: Pharmaceutical,  
Medical Supplies & Medical  
Device Mfg.

There is still uncertainty about the total impact of the pandemic with a vaccine still in development as this report is being written. But it is clear that we will see major changes in the economy due to the COVID-19 pandemic, and the supply chain will be significantly reshaped particularly with medical equipment and supplies as well as pharmaceuticals. International demand will rise and accelerate the move to regionalize supply chains.

The year 2020 will be noted for its “Great Pivot” when many manufacturers shifted from normal operations and products to make much needed personal protection equipment (PPE) for healthcare professionals and the general populace. The need for these products will continue and so will the manufacturing and distribution. This opens the door to medical equipment makers expanding and firms finding a new product line as a result of the pandemic.

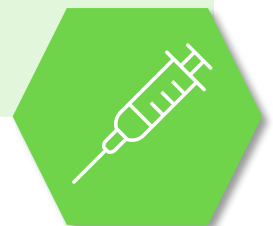
The notion of a pharma industry usually conjures up images of research and development activity. For this target, it is recommended that the manufacturing operations be the aim and not R&D. *Pharmaceutical Manufacturing* is akin to the *Food Processing* industry in many ways, including the skill sets and talent needed. Contract manufacturers make medicines in bulk for a variety of clients. The availability of ample water supply is a need for pharmaceutical manufacturing

Although pharma R&D is not part of this target, the health care assets in the region are a positive draw and the medical knowledge can be leveraged for various roles in this sector. The University of Maryland Charles Regional Medical Center in the county along with the hospital’s association with the University of Maryland is beneficial.

University of Maryland-College Park’s School of Public Health offers multiple degree programs and centers of research in Health Care that are also a great resource for this target in terms of talent supply. Overall, more than 9,500 degrees and certificates were awarded that can support jobs in pharmaceutical, medical devices, and medical supplies manufacturing.

#### Target rationales include:

- Centrally located for major regional & national markets
- Well positioned to serve international markets
- University of Maryland Charles Regional Medical Center location in Charles County
- Availability of technicians and scientists
- Availability of postsecondary vocational training
- Within 1 hour of major university/college
- Competitive cost of labor
- Historical national job growth of 17.1% for past decade
- National average wage \$99,992
- 9,549 degrees and certificates granted in majors related to target



**Table 4.1 Regional Degree Completions in Majors Related to  
Pharmaceutical, Medical Supplies & Medical Device Mfg. Target, 2019**

Area of Study	Certificates	Associate	Bachelor's	Master's +	Total
Biological and Biomedical Sciences			635	65	700
Business, Management, Marketing & Related	124	454	1295	1091	2,964
Communication, Journalism & Related	0	1	420	33	454
Computer & Information Sciences	62	156	1069	251	1,538
Engineering		66	1032	795	1,893
Engineering Technologies	10	15	1		26
Health Professions & Related	372	321	440	248	1,381
Mathematics & Statistics	0		175	125	300
Mechanic & Repair Technologies/Technicians	74	0			74
Physical Sciences			137	82	219
<b>Total</b>	<b>642</b>	<b>1,013</b>	<b>5,204</b>	<b>2,690</b>	<b>9,549</b>

Source: National Center for Education Statistics. Graduates from the following schools are included: University of Maryland-College Park, Prince George's Community College, College of Southern Maryland, Strayer University-Maryland, Gallaudet University, Fortis College-Landover, DeVry University-Virginia, Divine Mercy University, CET-Alexandria, and Saint Michael College of Allied Health

**Table 4.2 Pharmaceutical, Medical Supplies & Medical Device Mfg. Target  
Employment, Change and Wages, United States, 2019**

NAICS	Industry Description	2019 Jobs	10-Year Change	10-Year % Change	10-Year Forecast	10-Year % Forecast	Wages
423450	Medical, Dental, Hospital Equipment & Supplies Wholesalers	259,665	78,060	41.7%	-15,160	-5.8%	\$111,512
3391	Medical Equipment & Supplies Mfg.	330,824	26,420	8.6%	2,754	0.8%	\$76,724
3254	Pharmaceutical & Medicine Mfg.	309,416	28,218	10.0%	-745	-0.2%	\$115,202
<b>Total/Weighted Average</b>		<b>899,905</b>	<b>132,697</b>	<b>17.1%</b>	<b>-13,151</b>	<b>-1.5%</b>	<b>\$99,992</b>

Source: JobsEQ

**Table 4.3 Key Occupations for Pharmaceutical, Medical Supplies & Medical Device Mfg. Target  
45-Minute Drive Time from Charles County**

SOC	Occupation	Typical on-the-job training	Typical education needed for entry	2020 Employment	Avg Ann Wages
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	None	Bachelor's degree	48,505	\$120,900
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	Short-term	No formal educational credential	44,355	\$32,500
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	Short-term	No formal educational credential	22,896	\$32,900
49-9071	Maintenance and Repair Workers, General	Moderate-term	High school diploma	19,149	\$50,300
53-3032	Heavy and Tractor-Trailer Truck Drivers	Short-term	Postsecondary nondegree award	12,476	\$50,900
15-1212	Information Security Analysts	None	Bachelor's degree	8,499	\$120,100
43-5071	Shipping, Receiving, and Inventory Clerks	Short-term	High school diploma	5,429	\$40,000
53-7061	Cleaners of Vehicles and Equipment	Short-term	No formal educational credential	4,578	\$30,300
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	Moderate-term	Bachelor's degree	4,446	\$103,600
29-2052	Pharmacy Technicians	Moderate-term	High school diploma	4,395	\$39,200
43-5061	Production, Planning, and Expediting Clerks	Moderate-term	High school diploma	3,979	\$56,600
29-1051	Pharmacists	None	Doctoral or professional degree	3,903	\$127,800
51-2092	Team Assemblers			3,711	\$36,700
51-1011	First-Line Supervisors of Production and Operating Workers	None	High school diploma	3,107	\$71,600
53-7051	Industrial Truck and Tractor Operators	Short-term	No formal educational credential	3,102	\$44,600
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	Moderate-term	High school diploma	2,830	\$54,500
29-2011	Medical and Clinical Laboratory Technologists			2,744	\$62,200
51-2028	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	Moderate-term	High school diploma	1,904	\$49,500
49-9041	Industrial Machinery Mechanics	Long-term	High school diploma	1,837	\$62,900
51-3092	Food Batchmakers	Moderate-term	High school diploma	705	\$36,700
49-9062	Medical Equipment Repairers	Moderate-term	Associate degree	584	\$62,200
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	Moderate-term	High school diploma	394	\$34,900
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	Moderate-term	High school diploma	392	\$41,600
51-9081	Dental Laboratory Technicians	Moderate-term	High school diploma	252	\$53,400

Source: JobsEQ



## TARGET: Food Processing

The *Food Processing* industry grew 14% over the past decade nationally. Continued growth is expected with several sectors growing faster than others. For instance, strong growth was experienced in *Seasoning & Dressing Manufacturing* (35%), *Snack Food Manufacturing* (29%), and *Animal Food Manufacturing* (24%).<sup>10</sup>

The *Food Processing* industry has been undergoing a shift, with consumers increasingly choosing healthy, fresh, organic, local, and ready-to-eat alternatives over traditional products that are mass-produced. *Food Processing* will tie in strongly with distribution systems — particularly the growing delivery business.

What is most astounding is the proliferation of online grocery sales during the pandemic. A recent CBRE industrial real estate report suggested that an additional 75 million to 100 million square feet of industrial freezer/cooler space will be needed to meet the demand generated by online grocery sales in the next five years. Demand for cold storage — not necessarily freezer — has been increasing even before the pandemic.

Cold storage facilities are an integral and necessary part of the *Food Processing* supply chain. These operations employed 65,000 people with over 1,400 businesses in the U.S. A “typical” new cold storage facility investment may have a capital outlay of over \$60 million and 50-75 jobs.

Charles County has ample farmland and agricultural products. This target pairs well with the County’s existing target of Value-Added Agribusiness seeking to continue leveraging natural assets in the County on a value-added level.

### Target rationales include:

- Agricultural products in region
- Centrally located for national, and international markets
- Proximity to Washington and Baltimore markets
- University of Maryland Extension Center location in Charles County
- Availability of postsecondary vocational training
- Within 1 hour of major university/college(s)
- Competitive cost of labor
- Historical national job growth of 14% for past decade
- National average wage \$54,998
- 7,300 degrees and certificates granted in majors related to target



<sup>10</sup> Source: JobsEQ national data, 2019

**Table 4.4 Regional Degree Completions in Majors Related to Food Processing Target, 2019**

Area of Study	Certificates	Associate	Bachelor's	Master's +	Total
Agriculture, Agriculture Operations & Related Sciences	8		202	38	248
Business, Management, Marketing & Related	124	454	1,295	1,091	2,964
Communication, Journalism & Related		1	420	33	454
Computer & Information Sciences & Support Services	62	156	1,069	251	1,538
Engineering		66	1,032	795	1,893
Engineering Technologies & Related	10	15	1		26
Family & Consumer Sciences/Human Sciences	4	6	143	5	158
Mechanic & Repair Technologies/Technicians	74	0			74
Personal & Culinary Services	4	8			12
<b>Total</b>	<b>286</b>	<b>706</b>	<b>4,162</b>	<b>2,213</b>	<b>7,367</b>

Source: National Center for Education Statistics. Graduates from the following schools are included: University of Maryland-College Park, Prince George's Community College, College of Southern Maryland, Strayer University-Maryland, Gallaudet University, Fortis College-Landover, DeVry University-Virginia, Divine Mercy University, CET-Alexandria, and Saint Michael College of Allied Health

**Table 4.5 Food Processing Target Employment, Change and Wages, United States, 2019**

NAICS	Industry Description	2019 Jobs	10-Year Change	10-Year % Change	10-Year Forecast	10-Year % Forecast	Wages
3111	Animal Food Mfg.	64,745	12,300	23.5%	2,654	4.1%	\$61,208
3113	Confectionery Product Mfg.	79,237	10,024	14.5%	-977	-1.2%	\$52,169
3117	Seafood Product Preparation and Packaging	37,305	-1,124	-2.9%	-4,370	-11.7%	\$50,361
3118	Bakeries & Tortilla Mfg.	327,888	42,053	14.7%	1,544	0.5%	\$39,412
31141	Frozen Food Mfg.	92,902	5,589	6.4%	-6,866	-7.4%	\$48,819
31191	Snack Food Mfg.	60,510	13,703	29.3%	3,133	5.2%	\$51,624
31193	Flavoring Syrup & Concentrate Mfg.	8,723	-1,165	-11.8%	455	5.2%	\$86,235
31194	Seasoning & Dressing Mfg.	45,612	11,858	35.1%	2,382	5.2%	\$63,887
4244	Grocery Wholesalers	799,116	79,947	11.1%	2,551	0.3%	\$61,706
49312	Refrigerated Warehousing	66,574	18,101	37.3%	9,662	14.5%	\$52,683
<b>Total/Average</b>		<b>1,582,612</b>	<b>191,284</b>	<b>14.0%</b>	<b>10,169</b>	<b>1%</b>	<b>54,998</b>

Source: JobsEQ

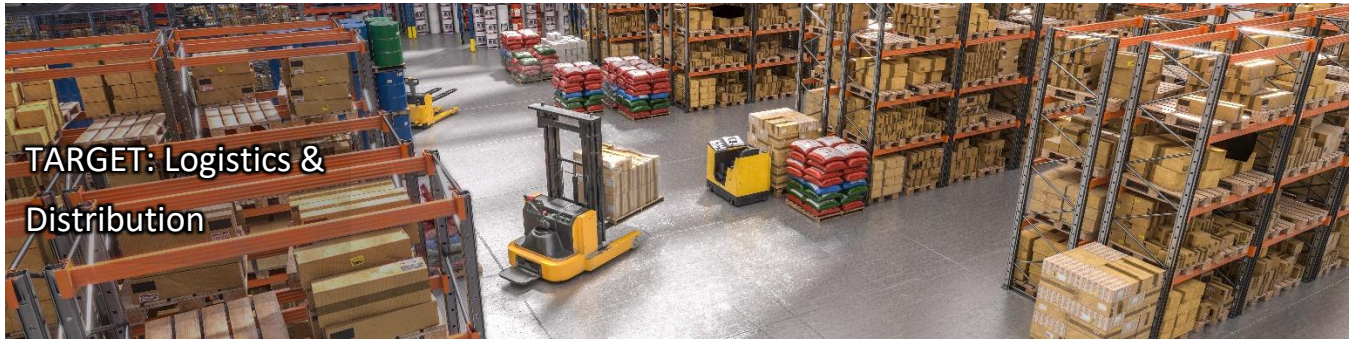


**Table 4.6 Key Occupations for Food Processing Target, 45-Minute Drive Time from Charles County**

SOC	Occupation	Typical on-the-job training	Typical education needed for entry	2020 Employment	Avg Ann Wages
53-7065	Stockers and Order Fillers	Short-term	High school diploma	24,520	\$31,600
35-2014	Cooks, Restaurant	Moderate-term	No formal educational credential	20,429	\$32,200
49-9071	Maintenance and Repair Workers, General	Moderate-term	High school diploma	19,149	\$50,300
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	None	High school diploma	14,814	\$42,400
35-2021	Food Preparation Workers	Short-term	No formal educational credential	12,679	\$28,800
13-1041	Compliance Officers	Moderate-term	Bachelor's degree	10,972	\$89,700
35-2011	Cooks, Fast Food	Short-term	No formal educational credential	7,588	\$26,900
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	None	High school diploma	6,838	\$76,900
43-5071	Shipping, Receiving, and Inventory Clerks	Short-term	High school diploma	5,429	\$40,000
35-2012	Cooks, Institution and Cafeteria	Short-term	No formal educational credential	4,640	\$36,200
43-5061	Production, Planning, and Expediting Clerks	Moderate-term	High school diploma	3,979	\$56,600
53-7064	Packers and Packagers, Hand	Short-term	No formal educational credential	3,332	\$31,800
51-1011	First-Line Supervisors of Production and Operating Workers	None	High school diploma	3,107	\$71,600
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	Moderate-term	High school diploma	2,830	\$54,500
35-1011	Chefs and Head Cooks	None	High school diploma	2,478	\$63,300
51-3011	Bakers	Long-term	No formal educational credential	2,419	\$33,600
35-2015	Cooks, Short Order	Short-term	No formal educational credential	2,178	\$30,000
19-5011	Occupational Health and Safety Specialists	None	Bachelor's degree	1,912	\$86,900
49-9041	Industrial Machinery Mechanics	Long-term	High school diploma	1,837	\$62,900
51-3021	Butchers and Meat Cutters	Long-term	No formal educational credential	1,386	\$41,600
51-9111	Packaging and Filling Machine Operators and Tenders	Moderate-term	High school diploma	1,337	\$34,200
11-3051	Industrial Production Managers	None	Bachelor's degree	864	\$140,000
51-3092	Food Batchmakers	Moderate-term	High school diploma	705	\$36,700
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	Short-term	High school diploma	486	\$40,800
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	Moderate-term	High school diploma	392	\$41,600

Source: JobsEQ





## TARGET: Logistics & Distribution

Whether companies master the “last-mile” distribution model or continue with a centralized, big-box template, demand certainly continues to rise for e-commerce. Colliers International expects supply chain resiliency efforts will lead to an **additional 750 million to a billion square feet** of industrial space in the United States alone. This move along with the ever-shortening delivery times is pushing the distribution sector to expand and innovate rapidly.

Earlier in this document, the Garner Economics mantra of “no product, no project™” was discussed in reference to converting retail property to industrial use. This target will depend on having real estate product readily available along with appropriate or flexible zoning in place to adapt for distribution needs.

One of this report’s recommendations is to leverage unused retail space for distribution. As big box stores close retail operations, industrial conversion is a significant tactic to repurpose property. Most larger stores have similar qualities to warehouse space with loading docks and ample parking.

Highway 301 provides a backbone to access Virginia and Maryland, connecting into I-495 and the key I-95 routes to the north and south. Highway 301 South will have the benefit of the new Nice-Middleton Bridge which will double vehicle capacity replacing the existing two-lane bridge with four lanes. The new bridge will have wider lanes and allows for easier distribution to the west and south. Charles County’s proximity to the Washington, DC, Baltimore, and Richmond markets make it a strong contender for distribution. With the recent announcements of an Amazon fulfillment center and the development of HQ2 to house more Amazon personnel, the area will become more and more attractive for e-commerce operations.

*Packaging & Labeling Services* is included in this target to address those companies that support e-commerce in their ability to package, bundle, and manage labeling processes. Charles County has an evolving printer cluster with more than a dozen commercial printers located here. Commercial printers can produce the needed labels, tags and other branded items for distribution along with bundling or packaging services.

### Target rationales include:

- Proximity to Washington and Baltimore markets
- Local and regional traffic along U.S. Route 301
- Proximity to international airports
- Availability of postsecondary vocational training
- Within 1 hour of major university/college
- Opportunity to leverage presence of retired military, government, and contractor personnel
- Competitive cost of labor (P)
- Historical national job growth of 18.1% for past decade
- Forecasted national job growth of 2.6% for next decade
- National average wage \$67,807
- 7,223 degrees and certificates granted in majors related to target



**Table 4.7 Regional Degree Completions in Majors Related to Logistics & Distribution Target, 2019**

Area of Study	Certificates	Associate	Bachelor's	Master's +	Total
Business, Management, Marketing & Related	124	454	1,295	1,091	2,964
Communication, Journalism & Related	0	1	420	33	454
Computer & Information Sciences	62	156	1,069	251	1,538
Engineering		66	1,032	795	1,893
Mathematics & Statistics	0		175	125	300
Mechanic & Repair Technologies	74	0			74
<b>Total</b>	<b>260</b>	<b>677</b>	<b>3,991</b>	<b>2,295</b>	<b>7,223</b>

Source: National Center for Education Statistics. Graduates from the following schools are included: University of Maryland-College Park, Prince George's Community College, College of Southern Maryland, Strayer University-Maryland, Gallaudet University, Fortis College-Landover, DeVry University-Virginia, Divine Mercy University, CET-Alexandria, and Saint Michael College of Allied Health

**Table 4.8 Logistics & Distribution Target Employment, Change and Wages, United States, 2019**

NAICS	Industry Description	2020 Jobs	10-Year Change	10-Year % Change	10-Year Forecast	10-Year % Forecast	Wages
423	Merchant Wholesalers, Durable Goods	3,265,028	444,994	15.8%	-97,628	-3.0%	\$80,528
424	Merchant Wholesalers, Nondurable Goods	2,209,232	202,469	10.1%	-54,343	-2.5%	\$72,837
42511	Business to Business Electronic Markets	34,252	-11,780	-25.6%	1,081	3.2%	\$90,905
42512	Wholesale Trade Agents and Brokers	514,265	-261,154	-33.7%	21,082	4.1%	\$98,792
4541	Electronic Shopping and Mail-Order Houses	454,721	184,305	68.2%	173,620	38.2%	\$79,943
4543	Direct Selling Establishments	418,895	3,119	0.8%	-25,673	-6.1%	\$31,517
484	Truck Transportation	1,707,442	294,926	20.9%	57,800	3.4%	\$54,975
48851	Freight Transportation Arrangement	264,035	78,710	42.5%	11,473	4.3%	\$61,765
49311	General Warehousing and Storage	1,136,189	598,496	111.3%	165,025	14.5%	\$42,511
49319	Other Warehousing and Storage	52,622	8,526	19.3%	7,582	14.4%	\$54,875
541614	Process, Physical Distribution, and Logistics Consulting Services	146,593	45,523	45.0%	27,320	18.6%	\$75,821
561910	Packaging and Labeling Services	63,911	9,747	18.0%	1,211	1.9%	\$45,364
	<b>Logistics and Distribution</b>	<b>10,343,669</b>	<b>1,585,718</b>	<b>18.1%</b>	<b>272,311</b>	<b>2.6%</b>	<b>\$67,807</b>

Source: JobsEQ

**Table 4.9 Key High-Demand Occupations for Logistics & Distribution Target, 45-Minute Drive Time from Charles County**

SOC	Occupation	Typical on-the-job training	Typical education needed for entry	2020 Employment	Avg Ann Wages
43-4051	Customer service representatives	Short-term	High school diploma	38,603	\$43,600
53-7065	Stockers and order fillers	Short-term	High school diploma	24,520	\$31,600
53-7062	Laborers and freight, stock, and material movers, hand	Short-term	No formal educational credential	22,896	\$32,900
53-3032	Heavy and tractor-trailer truck drivers	Short-term	Postsecondary nondegree award	12,476	\$50,900
53-3033	Light truck drivers	Short-term	High school diploma	12,410	\$43,000
41-4012	Sales representatives, wholesale and manufacturing	Moderate-term	High school diploma	9,876	\$80,500
13-1081	Logisticians	None	Bachelor's degree	6,038	\$98,600
53-3031	Driver/sales workers	Short-term	High school diploma	5,540	\$32,400
43-5071	Shipping, receiving, and inventory clerks	Short-term	High school diploma	5,429	\$40,000
53-1047	Supervisors of transportation and material-moving workers	None	High school diploma	5,088	\$64,000
53-7061	Cleaners of vehicles and equipment	Short-term	No formal educational credential	4,578	\$30,300
43-5061	Production, planning, and expediting clerks	Moderate-term	High school diploma	3,979	\$56,600
53-7064	Packers and packagers, hand	Short-term	No formal educational credential	3,332	\$31,800
53-7051	Industrial truck and tractor operators	Short-term	No formal educational credential	3,102	\$44,600
43-5032	Dispatchers, except police, fire, and ambulance	Moderate-term	High school diploma	2,892	\$47,200
51-9061	Inspectors, testers, sorters, samplers, and weighers	Moderate-term	High school diploma	2,830	\$54,500
49-3031	Bus and truck mechanics and diesel engine specialists	Long-term	High school diploma	2,696	\$57,600
11-3071	Transportation, storage, and distribution managers	None	High school diploma	1,953	\$120,900
51-9111	Packaging and filling machine operators and tenders	Moderate-term	High school diploma	1,337	\$34,200
43-5011	Cargo and freight agents	Short-term	High school diploma	1,200	\$40,700
43-4151	Order clerks	Short-term	Some college, no degree	1,152	\$37,600
43-5111	Weighers, measurers, checkers, and samplers, recordkeeping	Short-term	High school diploma	486	\$40,800
53-7063	Machine feeders and offbearers	Short-term	No formal educational credential	296	\$33,300
53-7199	Material moving workers, all other	Short-term	No formal educational credential	221	\$50,500

Source: JobsEQ

## Chapter 5: In Closing

At the request of the Charles County Economic Development Department, Garner Economics prepared this report as an addendum to the **SHAPING THE ECONOMIC FUTURE OF CHARLES COUNTY 2.0: REFRESH AND RECALIBRATE** of November 2019. Garner Economics would like to thank the Charles County EDD staff for their input, guidance, and leadership during this economically challenging environment.

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