

2024 Outdoor Recreation Employment by Industry-Top 20 States

| Private Industries employment |                |                |
|-------------------------------|----------------|----------------|
| Rank                          | State          |                |
|                               | United States  | 5,075,626      |
| 1                             | California     | 565,923        |
| 2                             | Florida        | 500,088        |
| 3                             | Texas          | 392,285        |
| 4                             | New York       | 250,852        |
| 5                             | Pennsylvania   | 172,665        |
| 6                             | Illinois       | 169,064        |
| 7                             | Georgia        | 164,685        |
| 8                             | North Carolina | 151,342        |
| 9                             | Ohio           | 148,616        |
| 10                            | Colorado       | 130,756        |
| 11                            | New Jersey     | 123,994        |
| 12                            | Washington     | 123,582        |
| 13                            | Michigan       | 122,224        |
| 14                            | Virginia       | 121,016        |
| <b>15</b>                     | <b>Arizona</b> | <b>115,099</b> |
| 16                            | Tennessee      | 111,509        |
| 17                            | Indiana        | 108,044        |
| 18                            | Massachusetts  | 105,385        |
| 19                            | Wisconsin      | 98,069         |
| 20                            | Minnesota      | 95,988         |
| Top 20 Total                  |                | 3,863,321      |

| Retail Trade employment |                |               |
|-------------------------|----------------|---------------|
| Rank                    | State          |               |
|                         | United States  | 1,758,058     |
| 1                       | California     | 186,951       |
| 2                       | Texas          | 155,448       |
| 3                       | Florida        | 132,152       |
| 4                       | New York       | 90,276        |
| 5                       | Illinois       | 63,858        |
| 6                       | Pennsylvania   | 63,362        |
| 7                       | Georgia        | 55,979        |
| 8                       | North Carolina | 55,292        |
| 9                       | Ohio           | 54,863        |
| 10                      | Michigan       | 50,239        |
| 11                      | New Jersey     | 48,822        |
| 12                      | Virginia       | 44,925        |
| 13                      | Washington     | 44,273        |
| <b>14</b>               | <b>Arizona</b> | <b>38,140</b> |
| 15                      | Tennessee      | 36,913        |
| 16                      | Colorado       | 36,539        |
| 17                      | Massachusetts  | 36,424        |
| 18                      | Wisconsin      | 35,526        |
| 19                      | Minnesota      | 33,881        |
| 20                      | Missouri       | 32,768        |
| Top 20 Total            |                | 1,296,631     |

| Finance, Insurance, Real Estate, Rental, Leasing employment |                |              |
|---|----------------|--------------|
| Rank  | State          |              |
|   | United States  | 44,250       |
| 1   | California     | 4,467        |
| 2   | Florida        | 4,185        |
| 3   | Texas          | 3,794        |
| 4   | New York       | 1,999        |
| 5   | Ohio           | 1,930        |
| 6   | Illinois       | 1,821        |
| 7   | Pennsylvania   | 1,579        |
| 8   | Colorado       | 1,544        |
| 9   | Michigan       | 1,464        |
| 10  | Georgia        | 1,348        |
| 11  | New Jersey     | 1,295        |
| <b>12</b>   | <b>Arizona</b> | <b>1,254</b> |
| 13  | North Carolina | 1,172        |
| 14  | Massachusetts  | 992          |
| 15  | Wisconsin      | 982          |
| 16  | Virginia       | 977          |
| 17  | Washington     | 827          |
| 18  | Missouri       | 789          |
| 19  | Minnesota      | 784          |
| 20  | Tennessee      | 764          |
| Top 20 Total  |                | 33,967       |

| Arts, Entertainment, Recreation employment |                |               |
|--|----------------|---------------|
| Rank                                       | State          |               |
|  | United States  | 1,015,366     |
| 1  | Florida        | 130,905       |
| 2  | California     | 121,778       |
| 3  | Texas          | 70,164        |
| 4  | New York       | 46,152        |
| 5  | Pennsylvania   | 43,982        |
| 6  | Ohio           | 31,706        |
| 7  | Colorado       | 31,678        |
| 8  | North Carolina | 31,172        |
| 9  | New Jersey     | 29,693        |
| 10   | Illinois       | 29,546        |
| 11   | Georgia        | 28,257        |
| 12   | Michigan       | 24,749        |
| 13   | Virginia       | 24,477        |
| 14   | Massachusetts  | 23,739        |
| 15   | Washington     | 22,169        |
| 16   | Tennessee      | 21,212        |
| <b>17</b>                                  | <b>Arizona</b> | <b>21,104</b> |
| 18   | Minnesota      | 20,532        |
| 19   | Wisconsin      | 18,947        |
| 20   | Maryland       | 18,231        |
| Top 20 Total                               |                | 790,193       |

Note: Arizona was not in the top 20 for the Manufacturing category (AZ ranked 27th)  
 Source: U.S. Bureau of Economic Analysis  
<https://bea.gov/news/2026/outdoor-recreation-economic-statistics-us-and-states-2024>  
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**2024 Outdoor Recreation Employment by Industry-Top 20 States**

| Accommodation and Food Services employment |                |               |
|--|----------------|---------------|
| Rank                                       | State          |               |
|  | United States  | 1,096,381     |
| 1  | California     | 125,701       |
| 2  | Florida        | 122,153       |
| 3  | Texas          | 67,703        |
| 4  | New York       | 57,194        |
| 5  | Georgia        | 33,910        |
| 6  | North Carolina | 33,842        |
| 7  | Colorado       | 32,466        |
| 8  | Tennessee      | 30,626        |
| <b>9</b>                                   | <b>Arizona</b> | <b>30,421</b> |
| 10   | Illinois       | 30,229        |
| 11   | Pennsylvania   | 27,738        |
| 12   | South Carolina | 27,099        |
| 13   | Ohio           | 26,100        |
| 14   | Virginia       | 25,263        |
| 15   | Washington     | 22,870        |
| 16   | Michigan       | 21,899        |
| 17   | Massachusetts  | 20,518        |
| 18   | New Jersey     | 19,509        |
| 19   | Wisconsin      | 18,594        |
| 20   | Oregon         | 18,020        |
| Top 20 Total                               |                | 791,855       |

| All Other Private Industries employment |                |               |
|---|----------------|---------------|
| Rank                                    | State          |               |
|   | United States  | 869,951       |
| 1                                       | California     | 100,852       |
| 2                                       | Florida        | 100,019       |
| 3                                       | Texas          | 76,070        |
| 4                                       | New York       | 45,330        |
| 5                                       | Illinois       | 34,278        |
| 6                                       | Georgia        | 33,671        |
| 7                                       | Washington     | 27,840        |
| 8                                       | Colorado       | 23,986        |
| 9                                       | Pennsylvania   | 23,594        |
| 10                                      | North Carolina | 22,370        |
| 11                                      | Ohio           | 22,259        |
| <b>12</b>                               | <b>Arizona</b> | <b>20,369</b> |
| 13                                      | New Jersey     | 20,101        |
| 14                                      | Virginia       | 19,862        |
| 15                                      | Massachusetts  | 18,746        |
| 16                                      | Minnesota      | 18,144        |
| 17                                      | Michigan       | 16,568        |
| 18                                      | Tennessee      | 16,077        |
| 19                                      | Utah           | 14,740        |
| 20                                      | Wisconsin      | 14,325        |
| Top 20 Total                            |                | 669,201       |

| Government employment |                |              |
|-----------------------|----------------|--------------|
| Rank                  | State          |              |
|                       | United States  | 169,178      |
| 1                     | California     | 23,432       |
| 2                     | New York       | 13,687       |
| 3                     | Illinois       | 10,098       |
| 4                     | Texas          | 9,818        |
| 5                     | Florida        | 8,569        |
| 6                     | Colorado       | 7,006        |
| 7                     | Washington     | 5,506        |
| 8                     | Virginia       | 5,022        |
| 9                     | Ohio           | 4,998        |
| 10                    | New Jersey     | 4,144        |
| 11                    | North Carolina | 4,120        |
| 12                    | Pennsylvania   | 4,087        |
| 13                    | Maryland       | 3,711        |
| <b>14</b>             | <b>Arizona</b> | <b>3,573</b> |
| 15                    | Georgia        | 3,546        |
| 16                    | Utah           | 3,390        |
| 17                    | Minnesota      | 3,157        |
| 18                    | Oregon         | 3,150        |
| 19                    | Missouri       | 3,042        |
| 20                    | Michigan       | 2,741        |
| Top 20 Total          |                | 126,797      |

Note: Arizona was not in the top 20 for the Manufacturing category (AZ ranked 27th)

Source: U.S. Bureau of Economic Analysis

<https://bea.gov/news/2026/outdoor-recreation-economic-statistics-us-and-states-2024>