



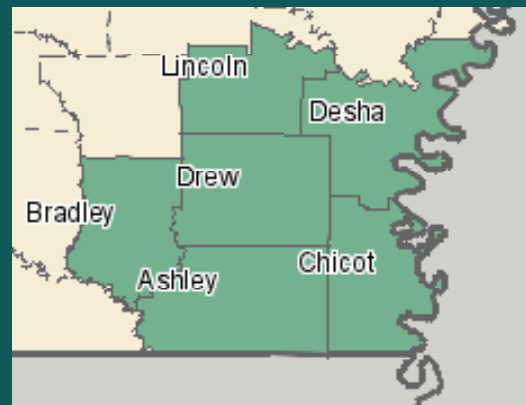
# GAP ANALYSIS REGIONAL OVERVIEW

REGIONAL DEMOGRAPHICS,  
EDUCATIONAL ATTAINMENT, AND  
TOP INDUSTRY & OCCUPATION ANALYSIS



*Prepared for:*  
**UAM Colleges of Technology  
Service Area**

*Ashley, Bradley, Chicot, Desha, Drew,  
and Lincoln Counties*  
*Data range: 2006–2011*



# INTRODUCTION

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## Region

### UAM Colleges of Technology

**Service Area:** *Ashley, Bradley, Chicot, Desha, Drew, and Lincoln Counties*

**Projection period:** *2006–2011*

### Region Definition

This analysis is comprised of a customized dataset with demographic, industry, and occupation data for identified counties provided by the Arkansas Department of Higher Education (ADHE) and the Arkansas Association of Two-Year Colleges (AATYC). EMSI has aggregated these statistics for this customized region.

## Report Outline

### Demographics

The first section will provide an overview of the region's demographics. This section will simply highlight the regional breakdown with regard to age, gender and projected change over the next five years. In addition, the region's demographics are benchmarked against the state.

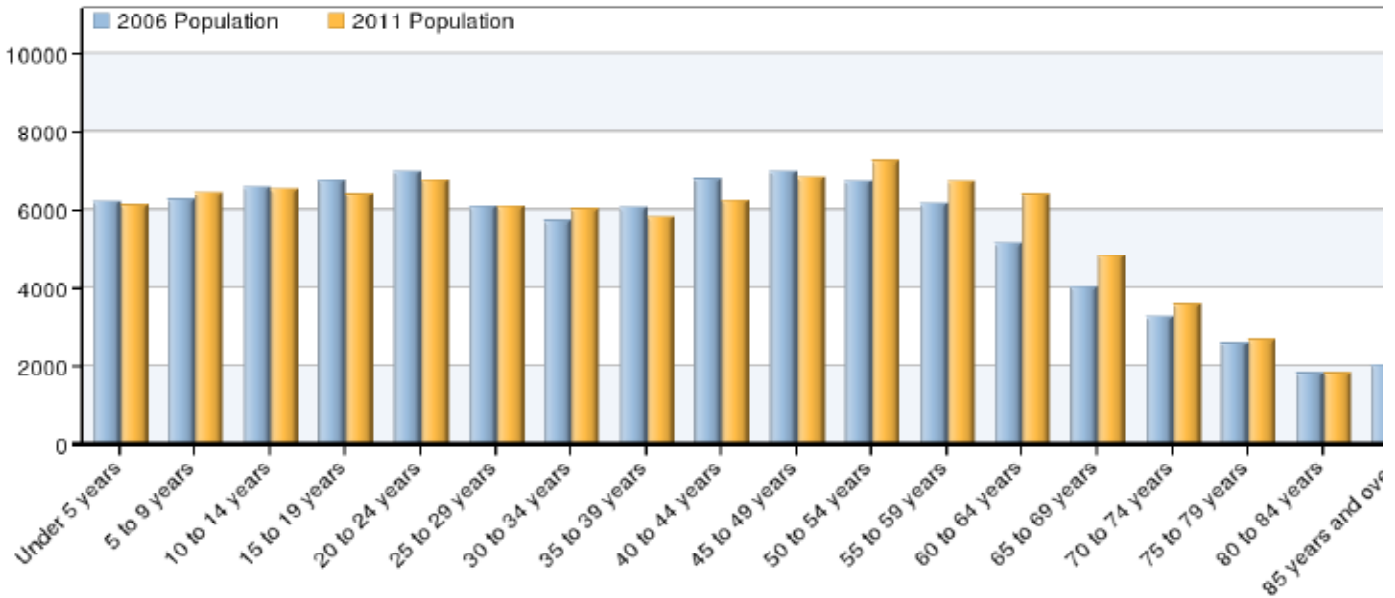
### Regional Educational Attainment

The second section will provide an overview of the educational attainment within the region. Educational attainment is based on the level of education achieved by the population over the age of 25.

### Industry and Occupation Overview

The third section will discuss the industries and occupations most critical to the economy. These industries will be selected based on standard metrics. This section will also (1) highlight occupations that are projected to experience the most growth within the critical industry sectors, (2) provide the education levels necessary to work in these occupations, and (3) indicate the major declining occupations for each industry sector.

# DEMOGRAPHICS: 2006–2011



The current population of the region is **96,108**. Over the next five years the population is projected to increase by roughly 3%.

Accordingly, in five years 71% of the population will be under the age of 55.

Region	2006 Total	2011 Total	Change	% Change
Region	96,108	98,792	2,684	2.8%
State	2,797,096	2,893,966	96,870	3.5%

*Economic Modeling Specialists, Inc., 2007*

In five years, 29% of the population is projected to be over the age of 55.

Region	2006 Total	2006 55+ %	2011 Total	2011 55+ %
Region	96,108	24,975 26%	98,792	28,284 29%
State	2,797,096	706,939 25%	2,893,966	788,514 27%

*Economic Modeling Specialists, Inc., 2007*

Males and females will be evenly distributed.

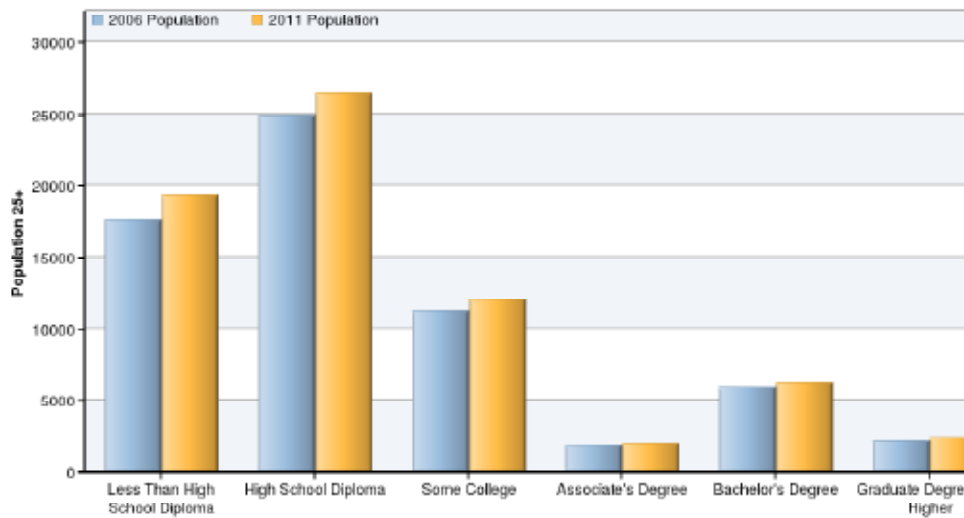
Gender	2006 Population	2011 Population	Change	% Change
Males	48,257	49,821	1,564	3.2%
Females	47,850	48,971	1,121	2.3%
	<b>96,108</b>	<b>98,792</b>	<b>2,684</b>	<b>2.8%</b>

*Economic Modeling Specialists, Inc., 2007*

Age	2011 Population	% of Total Population
Under 5 years	6,128	6.20%
5 to 9 years	6,433	6.51%
10 to 14 years	6,529	6.61%
15 to 19 years	6,408	6.49%
20 to 24 years	6,774	6.86%
25 to 29 years	6,086	6.16%
30 to 34 years	6,018	6.09%
35 to 39 years	5,819	5.89%
40 to 44 years	6,223	6.30%
45 to 49 years	6,816	6.90%
50 to 54 years	7,274	7.36%
	<b>70,508</b>	<b>71.4%</b>

*Economic Modeling Specialists, Inc., 2007*

# REGIONAL EDUCATIONAL ATTAINMENT: 2006 - 2011



Note: Educational attainment is based on the education level of the population over the age of 25.

## Current High School Completion (but not college):

- Regionally, 57% of the population has completed high school but not college.
- Statewide, 57% of the population has completed high school but not college.
- Nationally, 51% of the population has completed high school but not college.

## Current College Completion:

- Regionally, 3% A.A., 9% B.S., and 4% Grad.
- Statewide, 4% A.A., 12% B.S., and 10% Grad.
- Nationally, 6% A.A., 18% B.S., and 10% Grad.

## Projected High School Completion (but not college):

- Regionally, 56% of the population will have completed high school but not college.
- Statewide, 56% of the population will have completed high school but not college.
- Nationally, 50% of the population will have completed high school but not college.

## Projected College Completion:

- Regionally, 3% A.A., 9% B.S., and 4% Grad.
- Statewide, 4% A.A., 12% B.S., and 6% Grad.
- Nationally, 6% A.A., 18% B.S., and 11% Grad.

### Current Education Level

Education Level	2006 Pop 25+	% of Pop 25+	State % Pop 25+	Nat. % Pop 25+
Less Than High School Diploma	17,555	27.6%	21.0%	14.7%
High School Diploma	24,954	39.2%	34.7%	28.6%
Some College	11,219	17.6%	21.8%	21.9%
Associate's Degree	1,848	2.9%	4.2%	6.4%
Bachelor's Degree	5,873	9.2%	12.1%	18.0%
Graduate Degree and Higher	2,260	3.5%	6.3%	10.3%
	<b>63,708</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Economic Modeling Specialists, Inc., 2007

### Projected Education Level

Education Level	2011 Pop 25+	% of Pop 25+	State % Pop 25+	Nat. % Pop 25+
Less Than High School Diploma	19,337	28.3%	21.5%	14.5%
High School Diploma	26,441	38.6%	34.3%	28.2%
Some College	12,054	17.6%	21.8%	21.9%
Associate's Degree	1,981	2.9%	4.1%	6.4%
Bachelor's Degree	6,210	9.1%	12.0%	18.4%
Graduate Degree and Higher	2,395	3.5%	6.2%	10.6%
	<b>68,419</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Economic Modeling Specialists, Inc., 2007

# INDUSTRY & OCCUPATION OVERVIEW: 2006-2011

## Introduction

To provide the best estimation of which industries are most critical to the regional economy we have ranked industries at the 2-digit NAICS level by the following metrics:

- Industry size (in terms of jobs),
- Growth (jobs and % change),
- Earnings per worker (EPW),
- Shift share (or competitive effect), and
- Location quotient (or regional concentration).

For this analysis, we have weighted industry size, change, and competitive effect so the results should reflect area industries that are (1) larger, (2) growing, and (3) regionally competitive.

After the top industry sectors are selected we rank the top occupations within each industry. To rank the occupations we have simply selected those occupations that are larger, and are projected to growth or decline with some significance over the next five years. In addition, the analysis includes earnings and education level associated with each occupation.

As with the previous sections, this section is primarily data-driven, and knowledge of the local situation is usually required to interpret all the data correctly. This section is primarily meant as an overview of the economy that can be used as a point of departure for planning discussions.

## Metrics Overview

Industry performance is a many-faceted concept that cannot be easily reduced to a single metric. Accordingly, EMSI uses five major metrics to evaluate industry performance: jobs, earnings, growth, shift share, and location quotient.

**Jobs** simply ranks industries by number of jobs. This metric certainly reveals important industries in the regional economy, but it does not tell a complete story. For example, a large industry may be in sharp decline, or may provide mostly low-wage jobs, or may be dependent on more basic export-oriented industries. EMSI's ranking of industries by jobs is thus balanced by using the perspectives of other metrics.

**Growth** can highlight regional industries that may be small or mid-sized but show strong performance and have high potential for future growth. Growth ranking is done in terms of number of jobs added.

**Average yearly earnings per worker (EPW)**, which in EMSI's data includes salary and benefits, indicates the quality of jobs within each industry.

**Shift share**, or "regional competitiveness," is a way of balancing the growth figures by isolating growth that can be attributed to regional causes rather than simply to national economic or industry trends. Shift share provides the "Competitive Effect," which is based on (1) total regional job growth minus (2) the National Growth Effect (industry growth expected due to performance of national economy as a whole) and (3) Industrial Mix Effect (regional ind. growth expected due to national trends in that same industry).

**Location quotient**, or "industry concentration," is a way of quantifying how concentrated an industry is in a region. For example, if an industry is responsible for .5% of national jobs but 1.5% of regional jobs, then it has an LQ of 3 in the region. By showing regional "specialties," this metric highlights exporting sectors that bring money into the region (and thus form the base for other dependent industries).

# INDUSTRY & OCCUPATION OVERVIEW: 2006-2011

The table below is a top level view of the regional economy sorted by number of jobs.

Code	Description	Region					State			
		2006 Jobs	2011 Jobs	Change	% Change	EPW	State 2006	State 2011	State % Change	State EPW
90	Government*	8,132	8,552	420	5%	\$36,164	216,109	226,422	5%	\$45,277
31-33	Manufacturing*	7,666	7,731	65	1%	\$53,846	208,429	209,733	1%	\$46,469
11	Agriculture, forestry, fishing and hunting**	5,145	4,933	-212	(4%)	\$28,216	73,265	70,959	(3%)	\$21,366
44-45	Retail trade	4,301	4,511	210	5%	\$19,913	170,784	177,169	4%	\$22,524
62	Health care and social assistance*	3,556	3,933	377	11%	\$28,442	161,225	183,978	14%	\$37,824
23	Construction**	2,482	2,745	263	11%	\$25,593	98,015	103,015	5%	\$31,874
72	Accommodation and food services	1,990	2,217	227	11%	\$11,222	94,630	102,968	9%	\$13,542
81	Other services, except public administration	1,939	2,154	215	11%	\$13,702	86,648	95,269	10%	\$17,921
48	Transportation and warehousing*	1,400	1,538	138	10%	\$38,680	80,645	88,290	9%	\$43,577
56	Administrative and waste services	1,387	1,782	395	28%	\$16,204	82,269	97,654	19%	\$18,204
52	Finance and insurance	1,124	1,197	73	6%	\$31,113	50,157	52,553	5%	\$41,303
42	Wholesale trade	964	982	18	2%	\$41,642	52,614	53,935	3%	\$53,069
53	Real estate and rental and leasing	804	943	139	17%	\$12,916	44,120	49,305	12%	\$19,532
54	Professional and technical services	679	690	11	2%	\$27,949	60,007	66,485	11%	\$48,616
51	Information	260	267	7	3%	\$35,728	22,545	23,437	4%	\$63,575
71	Arts, entertainment, and recreation	215	242	27	13%	\$16,077	17,411	19,023	9%	\$15,530
61	Educational services	173	230	57	33%	\$26,349	18,143	21,410	18%	\$20,462
22	Utilities	144	171	27	19%	\$58,369	7,192	7,456	4%	\$93,629
55	Management of companies and enterprises	129	148	19	15%	\$26,305	25,096	28,511	14%	\$76,968
21	Mining	52	55	3	6%	\$31,034	8,220	8,523	4%	\$49,376
		42,542	45,020	2,479	6%	\$32,150	1,577,523	1,686,093	7%	\$39,032

Economic Modeling Specialists, Inc., 2007

\* Focus Industry

\*\* Industries also showing strong regional performance, but not analyzed in this report.

# INDUSTRY & OCCUPATION OVERVIEW: 2006-2011

## Critical Regional Industries

Industries most critical to this region's economy are:

- ♦ Manufacturing
- ♦ Health care and social assistance
- ♦ Government
- ♦ Transportation and warehousing
- ♦ Construction
- ♦ Agriculture, forestry, fishing and hunting

## Highest Growth ('06 - '11):

- ♦ **Government**  
(420 jobs)
- ♦ **Administration and waste services**  
(395 jobs)
- ♦ **Health care and social assistance**  
(339 jobs)
- ♦ **Construction**  
(263 jobs)
- ♦ **Other services, except public administration**  
(215 jobs)

## Declining Industries ('06-'11):

- ♦ **Agriculture, forestry, fishing and hunting**  
(-4%)

## Focus Industries

For this analysis we have selected four top level industries for a more detailed analysis. Again, these were selected based on strong performance in a combination of indicators: regional growth, earnings, number of jobs and "regional competitiveness." These industries are:

- ♦ **Manufacturing**
- ♦ **Health care and social assistance**
- ♦ **Government**
- ♦ **Transportation and warehousing**

## Regional Growth (State Growth)

- |  |           |
|--|-----------|
| ♦ <b>Manufacturing</b>                     | 1% (1%)   |
| ♦ <b>Health care and social assistance</b> | 11% (14%) |
| ♦ <b>Transportation and warehousing</b>    | 10% (9%)  |
| ♦ <b>Government</b>                        | 5% (5%)   |
| ♦ <b>Construction</b>                      | 11% (5%)  |
| ♦ <b>Agriculture.</b>                      | -4% (-3%) |

# INDUSTRY & OCCUPATION OVERVIEW: 2006-2011

## Critical Manufacturing Occupations:

The specific occupations within the manufacturing sector that are projected to undergo the largest changes over the next five years. Regional projections, change, replacement jobs, average hourly earnings and education level are included.

### Manufacturing

SOC Code	Description	2006 Jobs	2011 Jobs	Change	% Change	Replacement Jobs	% New & Rep.	EPW	Education Level
49-9042	Maintenance and repair workers, general	527	561	34	6%	50	16%	\$15.42	Moderate-term on-the-job training
51-3022	Meat, poultry, and fish cutters and trimmers	424	450	26	6%	46	17%	\$8.27	Short-term on-the-job training
51-2092	Team assemblers	441	467	26	6%	55	18%	\$10.13	Moderate-term on-the-job training
47-2111	Electricians	263	280	17	6%	25	16%	\$16.53	Long-term on-the-job training
51-3023	Slaughterers and meat packers	36	51	15	42%	3	51%	\$7.68	Moderate-term on-the-job training
49-3023	Automotive service technicians and mechanics	133	143	10	8%	17	20%	\$11.95	Postsecondary vocational award
51-1011	First-line supervisors/managers of production and operating workers	254	263	9	4%	26	14%	\$21.01	Work experience in a related field
51-7011	Cabinetmakers and bench carpenters	119	127	8	7%	14	19%	\$11.11	Long-term on-the-job training
49-1011	First-line supervisors/managers of mechanics, installers, and repairers	123	130	7	6%	15	18%	\$21.64	Work experience in a related field
51-3021	Butchers and meat cutters	57	64	7	12%	6	23%	\$9.86	Long-term on-the-job training
51-9198	Helpers--Production workers	533	540	7	1%	74	15%	\$13.24	Short-term on-the-job training
51-4041	Machinists	66	72	6	9%	7	20%	\$14.51	Long-term on-the-job training
51-9196	Paper goods machine setters, operators, and tenders	427	426	(1)	(0%)	45	10%	\$17.22	Moderate-term on-the-job training
		3,405	3,573	171	5%	385	16%	\$14.03	

# INDUSTRY AND OCCUPATION OVERVIEW: 2006-2011

## Critical Health care and social assistance occupations:

The specific occupations within the health care sector that are projected to undergo the largest changes over the next five years. Regional projections, change, replacement jobs, average hourly earnings and education level are included.

### Health care and social assistance

SOC Code	Description	2006 Jobs	2011 Jobs	Change	% Change	Replacement Jobs	% New & Rep.	EPW	Education Level
39-9021	Personal and home care aides	338	447	109	32%	24	39%	\$5.57	Short-term on-the-job training
31-1011	Home health aides	156	210	54	35%	9	40%	\$8.36	Short-term on-the-job training
29-1111	Registered nurses	375	411	36	10%	38	20%	\$20.04	Associate's degree
43-4171	Receptionists and information clerks	387	419	32	8%	46	20%	\$7.39	Short-term on-the-job training
31-1012	Nursing aides, orderlies, and attendants	576	596	20	3%	38	10%	\$7.14	Postsecondary vocational award
29-2061	Licensed practical and licensed vocational nurses	476	490	14	3%	51	14%	\$12.76	Postsecondary vocational award
21-1093	Social and human service assistants	186	200	14	8%	16	16%	\$9.67	Moderate-term on-the-job training
29-2041	Emergency medical technicians and paramedics	75	85	10	13%	4	19%	\$10.43	Postsecondary vocational award
31-9092	Medical assistants	38	44	6	16%	3	25%	\$8.06	Moderate-term on-the-job training
31-9091	Dental assistants	47	52	5	11%	6	24%	\$9.27	Moderate-term on-the-job training
		2,654	2,954	300	11%	237	20%	\$10.25	

## Critical Transportation and warehousing occupations:

The specific occupations within the transportation and warehousing sector that are projected to undergo the largest changes over the next five years. Regional projections, change, replacement jobs, average hourly earnings and education level are included.

### Transportation and warehousing

SOC Code	Description	2006 Jobs	2011 Jobs	Change	% Change	Replacement Jobs	% New & Rep.	EPW	Education Level
43-5071	Shipping, receiving, and traffic clerks	185	189	4	2%	19	12%	\$11.19	Short-term on-the-job training
49-3031	Bus and truck mechanics and diesel engine specialists	87	91	4	5%	11	17%	\$18.90	Postsecondary vocational award
53-1031	First-line supervisors/managers of transportation and material-moving machine and vehicle operators	58	64	6	10%	7	22%	\$17.24	Work experience in a related field
53-3031	Driver/sales workers	232	252	20	9%	18	17%	\$8.13	Short-term on-the-job training
53-3032	Truck drivers, heavy and tractor-trailer	916	935	19	2%	74	10%	\$12.36	Moderate-term on-the-job training
53-3033	Truck drivers, light or delivery services	267	293	26	10%	12	14%	\$8.51	Short-term on-the-job training
53-7051	Industrial truck and tractor operators	379	370	(9)	(2%)	36	7%	\$12.42	Short-term on-the-job training
53-7062	Laborers and freight, stock, and material movers, hand	1,027	1,008	(19)	(2%)	168	14%	\$9.54	Short-term on-the-job training
		3,150	3,201	51	2%	344	13%	\$11.02	

# INDUSTRY AND OCCUPATION OVERVIEW: 2006-2011

## Critical Government occupations:

The specific occupations within the government sector that are projected to undergo the largest changes over the next five years. Regional projections, change, replacement jobs, average hourly earnings and education level are included.

### Government

SOC Code	Description	2006 Jobs	2011 Jobs	Change	% Change	Replacement Jobs	% New & Rep.	EPW	Education Level
25-2021	Elementary school teachers, except special education	446	488	42	9%	48	20%	\$15.78	Bachelor's degree
25-2031	Secondary school teachers, except special and vocational education	349	377	28	8%	48	22%	\$16.98	Bachelor's degree
25-9041	Teacher assistants	274	296	22	8%	26	17%	\$6.28	Short-term on-the-job training
33-3012	Correctional officers and jailers	583	602	19	3%	60	14%	\$11.36	Moderate-term on-the-job training
25-2022	Middle school teachers, except special and vocational education	210	227	17	8%	23	19%	\$16.65	Bachelor's degree
25-3099	Teachers and instructors, all other	281	298	17	6%	17	12%	\$8.06	Bachelor's degree
33-3051	Police and sheriff's patrol officers	191	206	15	8%	24	21%	\$12.77	Long-term on-the-job training
		<b>2,333</b>	<b>2,494</b>	<b>160</b>	<b>7%</b>	<b>245</b>	<b>17%</b>	<b>\$12.63</b>	

## Declining Occupations

These are the top declining occupations for the region. Included in this analysis are current and projected regional jobs, change, average hourly earnings, current and projected state jobs and education level.

### Declining

SOC Code	Description	2006 Jobs	2011 Jobs	Change	% Change	EPW	State 2006	State 2011	State % Change	State EPW	Education Level
45-4022	Logging equipment operators	280	226	(54)	(19%)	\$14.58	1,322	1,162	(12%)	\$13.71	Moderate-term on-the-job training
45-4021	Fallers	120	87	(33)	(28%)	\$9.47	992	851	(14%)	\$14.32	Moderate-term on-the-job training
51-7041	Sawing machine setters, operators, and tenders, wood	142	113	(29)	(20%)	\$11.49	1,693	1,453	(14%)	\$10.44	Moderate-term on-the-job training
43-5081	Stock clerks and order fillers	347	321	(26)	(7%)	\$7.56	17,561	16,304	(7%)	\$8.93	Short-term on-the-job training
41-2011	Cashiers, except gaming	985	965	(20)	(2%)	\$6.19	33,627	33,669	0%	\$7.01	Short-term on-the-job training
53-7062	Laborers and freight, stock, and material movers, hand	1,027	1,008	(19)	(2%)	\$9.54	28,955	30,004	4%	\$9.13	Short-term on-the-job training
53-7063	Machine feeders and offbearers	115	98	(17)	(15%)	\$10.66	3,622	3,331	(8%)	\$10.51	Short-term on-the-job training
51-7042	Woodworking machine setters, operators, and tenders, except sawing	108	97	(11)	(10%)	\$10.96	1,761	1,562	(11%)	\$10.99	Moderate-term on-the-job training
		<b>3,124</b>	<b>2,914</b>	<b>-209</b>	<b>6%</b>	<b>\$12.72</b>	<b>89,533</b>	<b>88,335</b>	<b>7%</b>	<b>\$10.63</b>	

# ABOUT EMSI AND THE DATA

## About EMSI

EMSI provides integrated data, web-based tools, and consulting services to analyze regional economies intelligently in terms of economic base, industry and employment trends, economic impact simulations, industry clusters, regional competitiveness, human capital, labor market supply and demand, and demographics. EMSI's integrated database is based on 70 government sources, making it much more comprehensive, accurate, and detailed than any single source available. In addition, EMSI's web-based suite of analysis tools makes the information easy to access and use. If you would like to learn more about EMSI or its products and services, please visit us online at [www.economicmodeling.com](http://www.economicmodeling.com), or call 1-866-999-3674.

## EMSI Data

As a data provider, we gather and harmonize data from 70 state and federal sources, creating in-house a comprehensive and current database that is unsurpassed for its breadth and detail. Industry, workforce, and demographic data are available from state and county levels all the way down to individual ZIP codes, and users can build custom regions from county and ZIP code areas. In addition, by combining dozens of data sources, we can fill gaps in individual sources (such as suppressions and missing proprietors)—yielding a composite database that exploits the strengths of each source. Finally, our database is updated biannually, so our subscribers have access to the most complete *and* up-to-date information on the market.

## EMSI's StrategicAdvantage™ (SA)

*The report was created primarily using the Economic Forecaster, one of four modules within SA. Economic Forecaster is a powerful, labor market projection tool that will allow workforce and economic developers to create detailed industry, occupation and demographic analyses that can be used to better analyze the regional economy and workforce.*

EMSI's **StrategicAdvantage™** web-based analysis suite capitalizes on the company's premium database to produce accessible analysis and reports. The suite includes four main modules—**Economic Forecaster**, **Economic Impact**, **Career Pathways** and **Educational Analyst**—which each include several analysis tools that allow users to create customizable tables, graphs, and maps with the click of a button.

With EMSI's **StrategicAdvantage™** workforce professionals and economic developers can:

- Perform instant analyses with an intuitive web-based interface,
- Understand current and future trends in a regional economy (industries, occupations, demographics) with 10-year projections,
- Create presentation-ready graphs, tables and maps,
- Draw the right businesses to a region and maximize return on investment,
- Run impact scenarios of businesses entering, leaving, growing, or shrinking in a region,
- Know the skills embedded in the workforce and required by specific occupations,
- Minimize unemployment and transition workers into high-demand, high-wage occupations, and
- Identify the businesses and workers a region needs to recruit and retain in order to make its economy thrive.

# ABOUT EMSI AND THE DATA

## Selected EMSI Data Sources

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## About This Report

This Gap Analysis Regional Overview provided by EMSI, in partnership with the Arkansas Department of Higher Education (ADHE) and the Arkansas Association of Two-Year Colleges (AATYC) is designed to provide a top level view of regional demographics, educational attainment, top-ranking industries and associated occupations as defined by several standard metrics. The goal of this report is to assist regional planners in their understanding of the region's labor market. The report is primarily data-driven, with some basic interpretation included to help focus the attention of local stakeholders and policymakers. Knowledge of the local situation is also required to interpret all the data correctly.



# EDUCATIONAL ATTAINMENT

# GROWTH

# JOBS

# EARNINGS



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