

Arkansas

Labor Market and

Economic Report

State and Local Workforce Development Areas

2015



**Asa Hutchinson, Governor
State of Arkansas**

**Daryl Bassett, Director
Department of Workforce Services**

**Published By:
Department of Workforce Services
Labor Market Information
Occupational Career Information**

“Equal Opportunity Employer/Program”

“Auxiliary aids and services are available upon request to individuals with disabilities.”

**P.O. Box 2981
Little Rock, AR 72203
Phone: (501) 682-3117
Fax: (501) 682-3186
TTD/TTY Voice: 1-800-285-1121
TDD: 1-800-285-1131**

**State of Arkansas Home Page: <http://www.arkansas.gov>
Department of Workforce Services Home Page: <http://www.dws.arkansas.gov>
Labor Market Information Web Portal: <http://www.discover.arkansas.gov>**

Table of Contents

Executive Summary	3
State of Arkansas	
Population 2010-2014	4
Quarterly Workforce Indicators	4
Labor Force/Employment 2010-2014	5
2015 Monthly Unemployment Rate	5
Cost of Living Index 2015 Q2	6
Cost of Living Index 2014 Q2-2015 Q2	6
Median Household Income 2009-2013	7
Per Capita Personal Income 2009-2013	7
Employment Status by Race 2014	8
Employment Breakdown 2014	8
Education	9
State of Arkansas In Demand Occupations 2015-2016	10
Employment and Wages for Select Green Occupations	11
Mean Wages of States Surrounding Arkansas	11
State of Arkansas Average Annual Wages	12
Wages of the 10 Largest Occupations	12
Occupations Paying the Most	12
Wage Estimates by Employer Size	13
Number of Employees by Hourly Wage Rate	13
Industry	14
Top 5 Industry Supersectors	14
Top 10 Growth	15
Top 10 Fastest Growth	15
Top 10 Decline	15
Top 10 Fastest Decline	15
Occupations	14
Top 5 Major Occupational Groups	14
Top 10 Growth	16
Top 10 Fastest Growth	16
Top 10 Decline	16
Top 10 Fastest Decline	16
Similar tables, and graphs can be found under each Local Workforce Development Area	
Local Workforce Development Areas	
Central Arkansas LWDA	18
City of Little Rock LWDA	26
Eastern Arkansas LWDA	34
North Central Arkansas LWDA	42
Northeast Arkansas LWDA	50
Northwest Arkansas LWDA	58
Southeast Arkansas LWDA	66
Southwest Arkansas LWDA	74
West Central Arkansas LWDA	82
Western Arkansas LWDA	90

Executive Summary

The 2015 Arkansas Labor Market and Economic Report is produced by the Occupational/Career Information unit of the Labor Market Information Section to provide relevant information about the economy and workforce in Arkansas and the 10 Local Workforce Development Areas. The primary focus of this report includes the years 2010 to 2014, with some information covering shorter periods due to accessibility of data. Projection information for industry and occupational trends covers the years 2014 to 2016.

Arkansas increased in population to almost 3 million residents in 2014 by 7,604 from 2013 and added 50,451 since 2010. Of Arkansas's 10 Local Workforce Development Areas, Northwest Arkansas continues to see the largest increase in population, adding 8,445 in 2014. The Eastern, North Central, Southeast, Southwest, and Western Arkansas LWDAs continued to see decreasing populations in 2014.

Between 2013 and 2014 the state's labor force decreased by 6,800 but employment increased by 9,600. Labor Force and employment were mixed across the LWDA's. The State's unemployment rate dropped significantly between 2013 and 2014, declining by one and three-tenths of a percentage point to 6.1 percent. The unemployment rate continued to decline through June 2015 ending the month at 5.7 percent. The unemployment rate decreased across all LWDA's in 2014 and through June 2015. Northwest Arkansas' unemployment rate continued to remain below state levels through June 2015 at 4.4 percent, while Southeast Arkansas had an unemployment rate of 7.2 percent in June 2015.

The job market, however, has not reached prerecession employment levels, but could make significant progress with an increase of 29,413 jobs, equivalent to a 2.27 percent rise in employment from 2014 to 2016. **Goods-Producing Industries** are estimated to see a net gain of 3,122 jobs, while the **Services-Providing Industries** are forecast to increase employment by 25,105. Arkansas's self-employed ranks are estimated to experience a net gain of 1,186, an increase of slightly less than one percent.

Jobs requiring less than a High School Diploma are estimated to add more jobs than any other education level with 11,205 jobs between 2014 and 2016. Occupations requiring a Bachelor's degree are expected to grow by 4,264 or by 2.28 percent.

Arkansas's per capita personal income increased over the 2009-2013 period to \$36,698; however, the state's income in 2013 remained at approximately 82 percent of the United States per capita income. During the second quarter of 2015, the cost of living composite index in Arkansas's urban areas was below the national average for all urban areas in the index.

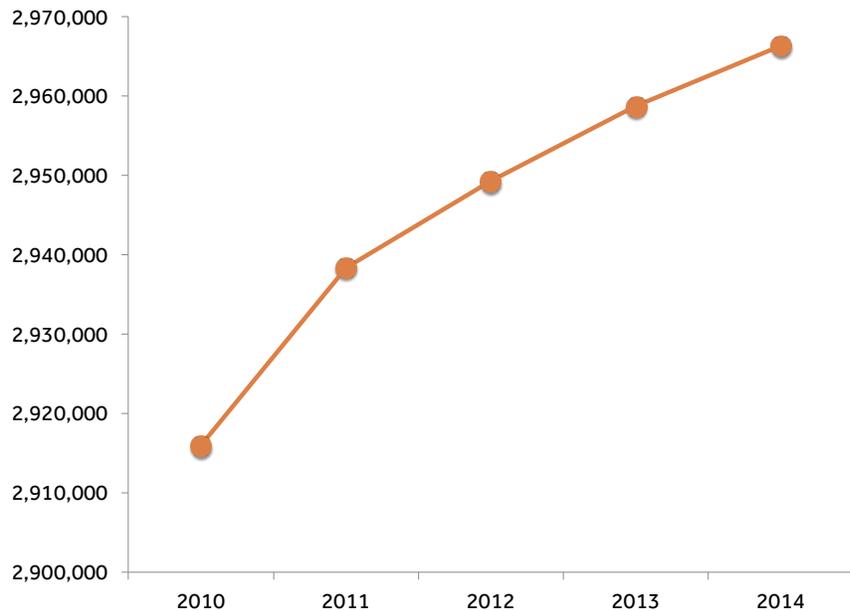
Almost 830,000 Arkansas workers earned at least \$10 or more an hour in 2014, with the mean wage for all employer sizes being \$37,940 a year. Of the six states surrounding Arkansas, only Mississippi had a lower overall average annual wage for all occupations. Of the surrounding states, Texas had the highest wage that was 19 percent higher than the average annual wage for Arkansas.

Sources used for this report include the United States Department of Labor, Bureau of Labor Statistics (BLS), United States Department of Commerce, Bureau of the Census, Arkansas Department of Workforce Services, Employment Assistance Division, Labor Market Information Section, United States Department of Commerce, Bureau of Economic Analysis (BEA), the Local Employment Dynamics Program (a partnership between the State of Arkansas and the United States Census Bureau), Population Reference Bureau and The Council for Community and Economic Research (C2ER).

State of Arkansas

Population

The State of Arkansas' population grew to 2,966,369 in 2014, adding 7,604 from 2013 to 2014 and 50,451 from 2010 to 2014. The State of Arkansas consists of 10 Local Workforce Investment Areas (LWDAs), six Metropolitan Statistical Areas (MSAs), and 75 counties. Louisiana, Mississippi, Missouri, Oklahoma, Tennessee, and Texas border the state.



State of Arkansas Population 2010 - 2014

2010	2011	2012	2013	2014
2,915,918	2,938,430	2,949,300	2,958,765	2,966,369

Source: U.S. Census Bureau

Quarterly Workforce Indicators

Job creation increased between the second quarter 2013 and the second quarter 2014 to 58,421. Job creation has fluctuated over the past five years but is 5,710 lower compared to the second quarter of 2010. New hires increased in the second quarter of 2014 by 8,577 compared to the second quarter of 2013. Separations increased in the second quarter of 2014 by 1,976 compared to the second quarter of 2013, and the turnover rate increased between 2013 and 2014. The turnover rate increased two-tenths of a percentage point, to 8.7 percent.

State of Arkansas Quarterly Workforce Indicators (All Ownerships)

QWI Explorer	2010_2	2011_2	2012_2	2013_2	2014_2
Job Creation	64,131	58,187	60,651	57,847	58,421
New Hires	191,381	184,830	188,922	186,204	194,781
Separations	202,873	200,864	207,058	206,452	208,428
Turnover	8.2%	8.5%	8.5%	8.5%	8.7%

Source: U.S. Census Bureau, Center for Economic Studies, LEHD

Job Creation: Estimated number of jobs gained at firms throughout the quarter.

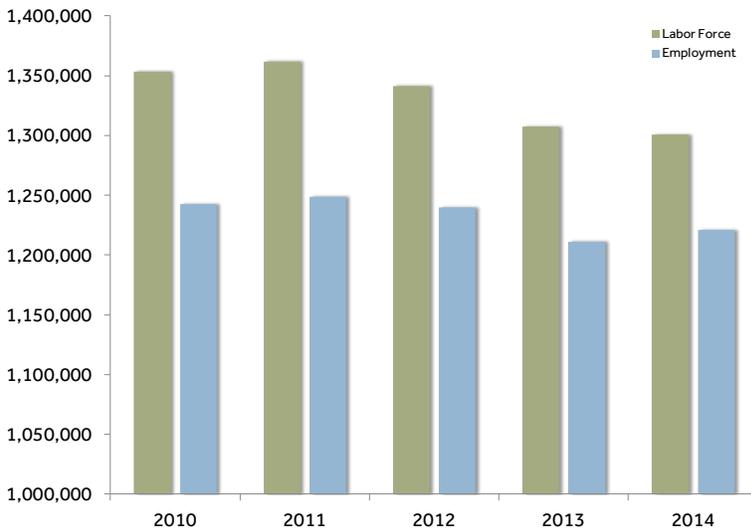
New Hires: Estimated number of workers who started a new job.

Separations: Estimated number of workers whose job with a given employer ended in the specified quarter.

Turnover: The rate at which stable jobs begin and end.

State of Arkansas

Labor Force/Employment

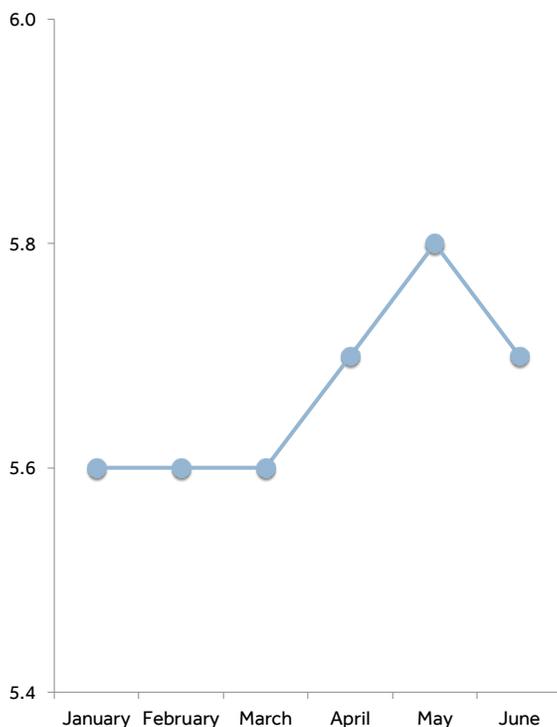


The labor force decreased by 6,800 between 2013 and 2014 but employment saw an increase of 9,600 over the same period. Both have seen a decrease since 2010. Unemployment decreased by 16,400 from 2013 to 2014 with the unemployment rate dropping by 1.3 percent. Over the past five years, unemployment has decreased by 31,100 with the unemployment rate dropping two and one-tenths percentage points to 6.1 percent for 2014. The State's unemployment rate continued to decline in 2015, with June ending at 5.7 percent.

State of Arkansas 2010-2014 Labor Force/Employment

Year	2010	2011	2012	2013	2014
Labor Force	1,353,300	1,361,800	1,341,400	1,307,400	1,300,600
Employment	1,242,500	1,248,700	1,239,700	1,211,300	1,220,900
Unemployment	110,800	113,100	101,700	96,100	79,700
Unemployment Rate	8.2%	8.3%	7.6%	7.4%	6.1%

Source: Arkansas Department of Workforce Services



Monthly Unemployment Rate

State of Arkansas 2015 Monthly Unemployment Rate*

Year	Period	Unemployment Rate
2015	January	5.6%
2015	February	5.6%
2015	March	5.6%
2015	April	5.7%
2015	May	5.8%
2015	June	5.7%

*Seasonally Adjusted, Not Preliminary

Source: Arkansas Department of Workforce Services

State of Arkansas

Cost of Living

Cost of Living Index 2015 Q2

URBAN AREA	100% COMPOSITE INDEX	13.96% GROCERY ITEMS	27.80% HOUSING	10.23% UTILITIES	12.12% TRANSPORTATION	4.41% HEALTH CARE	31.48% MISC. GOODS AND SERVICES
Fayetteville	88.2	92.7	77.9	103.5	100.0	90.4	85.5
Hot Springs	91.6	99.2	76.5	104.9	88.5	91.0	98.6
Jonesboro	87.2	89.2	77.1	93.6	90.2	86.8	91.9
Conway	95.8	98.0	80.7	89.0	96.3	90.2	111.0
Little Rock-North Little Rock	94.8	92.0	88.9	118.4	91.4	84.2	96.3

Cost of Living Index 2014 Q2 - 2015 Q2

URBAN AREA	100% COMPOSITE INDEX	13.96% GROCERY ITEMS	27.80% HOUSING	10.23% UTILITIES	12.12% TRANSPORTATION	4.41% HEALTH CARE	31.48% MISC. GOODS AND SERVICES
Fayetteville	89.7	93.1	79.1	103.0	94.6	90.8	91.2
Hot Springs	92.5	96.6	77.3	99.1	90.8	90.1	103.1
Jonesboro	87.3	91.4	78.0	89.4	89.1	85.5	92.5
Conway	95.9	97.9	81.0	89.0	96.3	90.2	110.9
Little Rock-North Little Rock	96.9	94.3	93.6	111.0	94.8	84.8	98.9

About the Index: The Council for Community and Economic Research (C2ER) produces the *Cost of Living Index* to provide a useful and reasonably accurate measure of living cost differences among urban areas. Items on which the Index is based have been carefully chosen to reflect the different categories of consumer expenditures. Weights assigned to relative costs are based on government survey data on expenditure patterns for professional and executive households. All items are priced in each place at a specified time and according to standardized specifications.

Interpreting the Index: The *Cost of Living Index* measures relative price levels for consumer goods and services in participating areas. The average for all participating places, both metropolitan and nonmetropolitan, equals 100, and each participant's index is read as a percentage of the average for all places.

Based on the composite cost of living index, goods and services in Conway, Arkansas were 95.8 percent of the national average for all participating places, both metropolitan and nonmetropolitan, for the second quarter of 2015.

Also, given composite indexes for Hot Springs (91.6) and Little Rock-North Little Rock (94.8) a move from Hot Springs to Little Rock would require about a 3.5 percent increase in after-taxes income to maintain the same lifestyle.

The *Index* does not measure inflation (price change over time). Because each quarterly report is a separate comparison of prices at a single point in time, and because both the number and the mix of participants changes from one quarter to the next, Index data from different quarters cannot be compared. For inflation data, contact the United States Bureau of Labor Statistics.

State of Arkansas



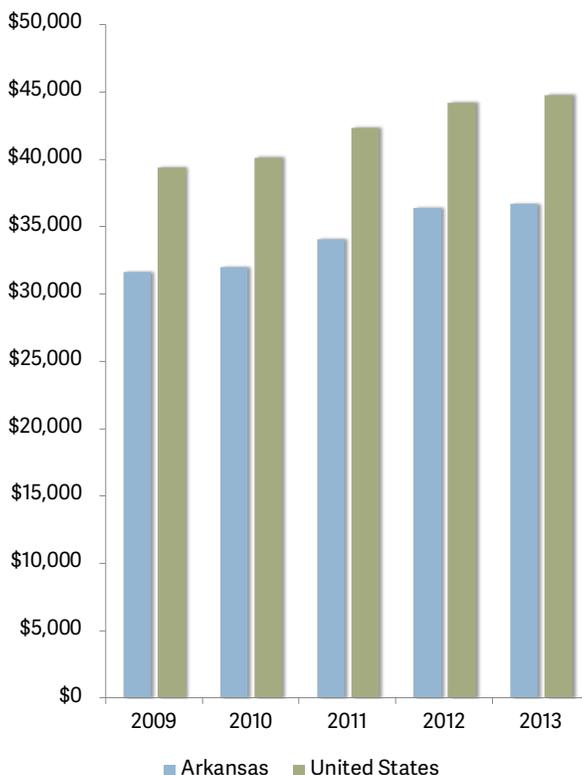
Arkansas' median household income of \$39,919 decreased by \$232 from 2012 to 2013 but has increased by \$3,381 since 2009. The State's median household income is below the national median household income of \$51,939 for 2013. Arkansas' per capita personal income in 2013 was \$36,698, an increase of \$275 from 2012. Over the past five years, the per capita personal income has increased by \$5,052. The State's per capita personal income is below the United States per capita personal income of \$44,765.

Median Household Income

Arkansas/United States Median Household Income 2009-2013

Year	Income	
	Arkansas	United States
2009	\$36,538	\$49,777
2010	\$38,587	\$49,276
2011	\$41,302	\$50,054
2012	\$40,151	\$51,371
2013	\$39,919	\$51,939

Source: U.S. Census Bureau



Per Capita Personal Income

Arkansas/United States Per Capita Personal Income 2009-2013

Year	Income	
	Arkansas	United States
2009	\$31,646	\$39,379
2010	\$32,017	\$40,144
2011	\$34,089	\$42,332
2012	\$36,423	\$44,200
2013	\$36,698	\$44,765

Source: United States Bureau of Economic Analysis (BEA)

State of Arkansas

Employment

In 2014, whites made up 80.1 percent of the labor force while the total of all minority group made up 19.9 percent of the labor force. The unemployment rate for all races, including Hispanic, was 6.1 percent. The unemployment rate all minority groups combined was 10.1 percent. Hispanics of all races made up 6.2 percent of the labor force with an unemployment rate of 5.4 percent.

The State of Arkansas had 1,157,630 total average covered employees in 2014. Of those, 82.7 percent worked in the private sector, 1.7 percent worked in Federal Government, 6.1 percent worked in State Government, and 9.5 percent worked in Local Government.

Employment Status by Race

State of Arkansas

2014

Race and Sex	Labor Force	Emp	Unemp	Unemp Rate	Percent Distribution		
					Labor Force	Emp	Unemp
Both Sexes (Age 16+)							
Total, Including Hispanic	1,300,608	1,220,875	79,733	6.1	100.0	100.0	100.0
White	1,042,063	988,364	53,699	5.2	80.1	81.0	67.3
Black	183,283	161,852	21,431	11.7	14.1	13.3	26.9
American Indian/Alaska Native	7,957	7,360	597	7.5	0.6	0.6	0.7
Asian	18,818	18,112	706	3.8	1.4	1.5	0.9
Native Hawaiian/Other Pacific Islander	2,225	1,965	260	11.7	0.2	0.2	0.3
Remaining Races	28,509	26,879	1,630	5.7	2.2	2.2	2.0
Two or More Races	17,752	16,343	1,409	7.9	1.4	1.3	1.8
Total: Minority Group*	258,544	232,511	26,033	10.1	19.9	19.0	32.7
Hispanic, All Races	80,988	76,643	4,345	5.4	6.2	6.3	5.4

*Sum of Black, American Indian/Alaska Native, Asian, Native Hawaiian/Other Pacific Islander, Remaining Races, and Two or More Races.

Note: Sum of individual items may not equal because of rounding. Persons of Hispanic origin may be of any race.

Source: Arkansas Department of Workforce Services, the U.S. Department of Labor- Bureau of Labor Statistics, and the U.S. Census Bureau- American Community Survey (2009-2013 5-Year Estimates)

State of Arkansas:

Employment Breakdown Annual Average 2014

1,157,630 Total Average Employees in 2014 (covered employees)

82.7% of employees work in the Private Sector

1.7% of employees work in Federal Government

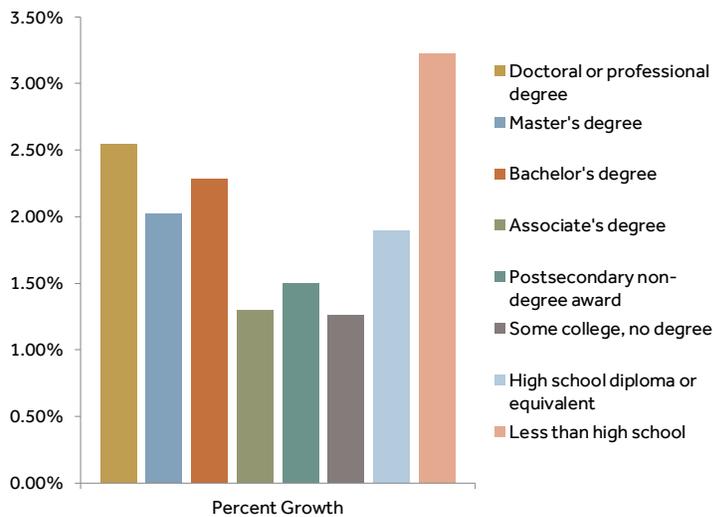
6.1% of employees work in State Government

9.5% of employees work in Local Government

Source: QCEW

State of Arkansas

Education



Every education category is projected to see positive net growth between 2014 and 2016. Occupations requiring less than a High School education are projected to add the most jobs during the projection period adding 11,205 jobs. Slightly less than that are jobs requiring a High School Diploma or equivalent with a gain of 10,597 new jobs on the horizon. At 3.22 percent, jobs requiring less than a High School education are also expected to be the fastest growing educational group. Occupations requiring a Bachelor's degree are expected to grow by 4,264 jobs or by 2.28 percent. Growth in occupations requiring a Master's degree or Doctoral or Professional degree is expected to be 2.02 percent and 2.55 percent respectively.

Educational attainment of the State's population aged 25 years and over shows that 83.7 percent have earned a high school diploma/equivalent or higher while 20.1 percent have earned a Bachelor's degree or higher. Educational attainment with a high school diploma/equivalent or higher across the LWDA's range from 75.40 percent in the Eastern LWDA to 89.60 percent in the City of Little Rock LWDA. The highest percentage of the population aged 25 years and over with a Bachelor's degree or higher is found in the City of Little Rock LWDA at 37.70 percent

State of Arkansas 2014-2016 Occupational Projections by Education Level

Education Title	2014 Estimated Employment	2016 Projected Employment	Net Growth	Percent Growth
Doctoral or professional degree	29,315	30,062	747	2.55%
Master's degree	18,769	19,148	379	2.02%
Bachelor's degree	187,025	191,289	4,264	2.28%
Associate's degree	43,336	43,900	564	1.30%
Postsecondary non-degree award	99,501	100,989	1,488	1.50%
Some college, no degree	13,398	13,567	169	1.26%
High school diploma or equivalent	558,687	569,284	10,597	1.90%
Less than high school	347,741	358,946	11,205	3.22%

Source: State of Arkansas Short-Term Industry and Occupational Projections 2014-2016

Educational Attainment (population 25 and over)

State	Percent HS Diploma/ Equivalent or Higher	Percent Bachelor's Degree or Higher
Arkansas	83.70%	20.10%
LWDA	Percent HS Diploma/ Equivalent or Higher	Percent Bachelor's Degree or Higher
Central	83.84%	17.88%
City of Little Rock	89.60%	37.70%
Eastern	75.40%	11.22%
North Central	80.56%	12.87%
Northeast	78.96%	13.27%
Northwest	82.23%	17.17%
Southeast	80.29%	13.45%
Southwest	81.12%	12.80%
West Central	82.08%	15.27%
Western	81.65%	13.58%

Source: U.S. Census Bureau-American Community Survey (2009-2013 5-year Estimates)

State of Arkansas

State of Arkansas In Demand Occupations

SOC Title	O*NET Skills	Total Annual Openings	Education	May 2014 Mean Wage
High Skill				
General and Operations Managers	Active Listening, Reading Comprehension, Speaking	505	B	\$87,850
Registered Nurses	Active Listening, Social Perceptiveness, Service Orientation	478	A	\$56,480
Accountants and Auditors	Active Listening, Reading Comprehension, Critical Thinking	330	B	\$62,160
Elementary School Teachers, Except Special Education	Instructing, Speaking, Learning Strategies	298	B	\$44,810
Clergy	Service Orientation, Active Listening, Instructing	276	B	\$39,780
Secondary School Teachers, Except Special and Career/Technical Education	Instructing, Learning Strategies, Speaking	260	B	\$48,310
Middle School Teachers, Except Special and Career/Technical Education	Instructing, Speaking, Active Listening	171	B	\$47,270
Computer Programmers	Programming, Reading Comprehension, Complex Problem Solving	160	B	\$71,620
Sales Managers	Speaking, Active Listening, Social Perceptiveness	130	B	\$108,940
Lawyers	Active Listening, Speaking, Critical Thinking	126	D	\$100,690
Construction Managers	Active Listening, Critical Thinking, Speaking	110	B	\$71,940
Pharmacists	Reading Comprehension, Active Listening, Critical Thinking	106	D	\$113,730
Computer Systems Analysts	Critical Thinking, Active Listening, Reading Comprehension	105	B	\$69,790
Market Research Analysts and Marketing Specialists	Reading Comprehension, Active Listening, Complex Problem Solving	100	B	\$61,890
Software Developers, Applications	Complex Problem Solving, Programming, Systems Analysis	96	B	\$80,260
Moderate Skill				
Heavy and Tractor-Trailer Truck Drivers	Operation and Control, Operation Monitoring, Time Management	810	PS	\$36,350
Licensed Practical and Licensed Vocational Nurses	Service Orientation, Active Listening, Coordination	392	PS	\$36,040
Nursing Assistants	Service Orientation, Active Listening, Social Perceptiveness	363	PS	\$21,400
Teacher Assistants	Active Listening, Speaking, Social Perceptiveness	202	SC	\$18,870
First-Line Supervisors of Production and Operating Workers	Active Listening, Speaking, Coordination	170	PS	\$50,240
Computer User Support Specialists	Active Listening, Speaking, Reading Comprehension	117	SC	\$41,210
Emergency Medical Technicians and Paramedics	Critical Thinking, Active Listening, Coordination	88	PS	\$30,130
Firefighters	Active Listening, Coordination, Speaking	88	PS	\$33,830
Medical Assistants	Speaking, Active Listening, Reading Comprehension	87	PS	\$28,280
Dental Assistants	Active Listening, Reading Comprehension, Speaking	85	PS	\$31,490
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Equipment Maintenance, Troubleshooting, Repairing	72	PS	\$35,930
Hairdressers, Hairstylists, and Cosmetologists	Active Listening, Service Orientation, Critical Thinking	62	PS	\$24,880
Library Technicians	Reading Comprehension, Speaking, Active Listening	59	PS	\$27,020
Medical Records and Health Information Technicians	Reading Comprehension, Active Listening, Critical Thinking	53	PS	\$32,660
Aircraft Mechanics and Service Technicians	Equipment Maintenance, Repairing, Operation Monitoring	49	PS	\$43,240
Basic Skill				
Retail Salespersons	Active Listening, Persuasion, Speaking	2,082	LHS	\$24,400
Cashiers	Active Listening, Service Orientation, Speaking	2,060	LHS	\$18,380
Combined Food Preparation and Serving Workers, Including Fast Food	Active Listening, Service Orientation, Speaking	1,815	LHS	\$17,320
Waiters and Waitresses	Active Listening, Service Orientation, Social Perceptiveness	1,383	LHS	\$17,270
Laborers and Freight, Stock, and Material Movers, Hand	Coordination, Critical Thinking, Operation and Control	1,243	LHS	\$23,570
Farmers, Ranchers, and Other Agricultural Managers	Critical Thinking, Speaking, Judgement and Decision Making	1,054	HS	\$80,750
Office Clerks, General	Active Listening, Reading Comprehension, Speaking	831	HS	\$24,420
Customer Service Representatives	Active Listening, Speaking, Service Orientation	759	HS	\$29,710
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	Active Listening, Coordination, Critical Thinking	679	LHS	\$21,030
Stock Clerks and Order Fillers	Active Listening, Speaking, Service Orientation	650	LHS	\$22,180
First-Line Supervisors of Retail Sales Workers	Active Listening, Coordination, Critical Thinking	615	HS	\$33,270
Personal Care Aides	Service Orientation, Social Perceptiveness, Active Listening	582	LHS	\$18,280
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	Writing, Active Listening, Reading Comprehension	534	HS	\$28,410
First-Line Supervisors of Office and Administrative Support Workers	Active Listening, Speaking, Coordination	508	HS	\$43,960
Childcare Workers	Monitoring, Service Orientation, Speaking	466	HS	\$18,090

Doctoral or professional degree (D) – Requires at least three years of full-time academic study beyond a bachelor's degree.

Master's degree (M) – Requires one or two years of full-time academic study beyond a bachelor's degree.

Bachelor's degree (B) – Requires four or five years of full-time academic study.

Associate degree (A) – Requires at least two years of full-time academic study.

Postsecondary non-degree award (PS) – Programs last a few weeks to more than a year; leads to a certificate or other award.

Some college, no degree (SC) – Requires the completion of a high school diploma or equivalent plus the completion of one or more postsecondary courses that did not result in a degree or award.

High School diploma or equivalent (HS) – Requires the completion of high school or an equivalent program resulting in the award of a high school diploma or an equivalent, such as a GED.

Less than high school (LHS) – Signifies the completion of any level of primary or secondary education that did not result in the award of a high school diploma or an equivalent.

State of Arkansas

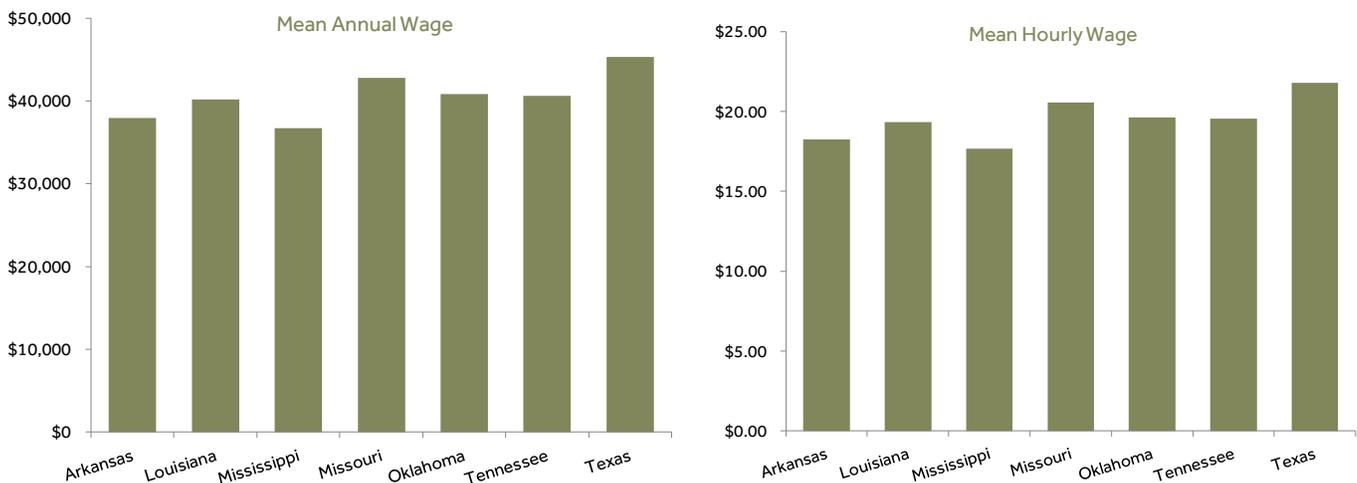
Employment and Wages for Green Occupations

State of Arkansas Employment and Wages for Select Green Occupations

Occupation	Employment	Mean Hourly Wage
Electricians	4,996	\$20.74
Plumbers, Pipefitters, and Steamfitters	3,048	\$18.34
Construction Managers	1,911	\$34.58
Refuse and Recyclable Material Collectors	1,481	\$12.78
Civil Engineers	1,207	\$36.14
Farmworkers & Laborers, Crop, Nursery, and Greenhouse	1,154	\$10.78
Electrical Engineers	837	\$37.19
Architects, Except Landscape and Naval	550	\$33.27
Environmental Scientists and Specialists, Including Health	289	\$29.42
Insulation Workers, Floor, Ceiling, and Wall	217	\$13.04

Source: Arkansas Department of Workforce Services, May 2014 Wage Survey

Mean Wages, Surrounding States



Average Wages of States Surrounding Arkansas

State	Mean Hourly Wage	Mean Annual Wage
Arkansas	\$18.24	\$37,940
Louisiana	\$19.32	\$40,190
Mississippi	\$17.67	\$36,750
Missouri	\$20.57	\$42,790
Oklahoma	\$19.64	\$40,850
Tennessee	\$19.55	\$40,650
Texas	\$21.79	\$45,330

Source: Arkansas Department of Workforce Services, May 2014 Wage Survey

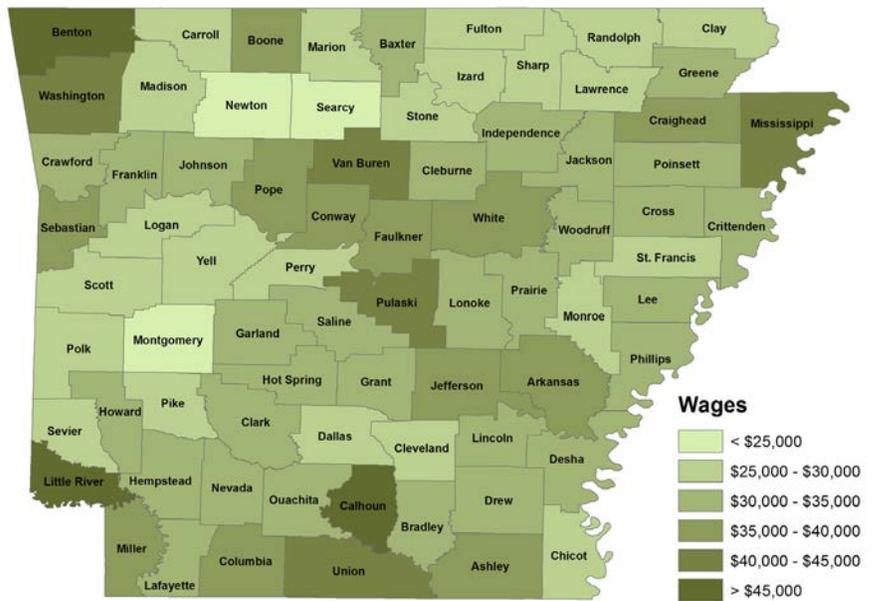
State of Arkansas

Wages

Retail Salespersons was the largest occupation in the State in 2014 with an average wage of \$24,400 and is estimated to employ 39,142. *Truck Drivers, Heavy and Tractor-Trailer* is the second largest occupation with 33,608 employed, earning an average wage of \$36,350. *Registered Nurses*, with an estimated employment of 22,781, had the highest average wage of the 10 largest occupations, earning \$56,480 annually.

All of the State's occupations paying the most are in the **Healthcare Practitioners and Technical** major group. *Anesthesiologists* topped the list with an annual salary of \$254,940. *Oral and Maxillofacial Surgeons* with an average annual salary of \$238,630, ranked second on the occupations paying the most list.

State of Arkansas Average Annual Wages



Source: OCEW

State of Arkansas Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Retail Salespersons	39,142	\$24,400	\$16,980	\$28,110
Truck Drivers, Heavy and Tractor-Trailer	33,608	\$36,350	\$25,090	\$41,970
Cashiers	31,104	\$18,380	\$16,960	\$19,090
Office Clerks, General	29,514	\$24,420	\$17,160	\$28,060
Laborers and Freight, Stock, and Material Movers, Hand	24,883	\$23,570	\$17,060	\$26,820
Combined Food Preparation & Serving Workers, Including Fast Food	23,760	\$17,320	\$16,810	\$17,580
Registered Nurses	22,781	\$56,480	\$41,360	\$64,040
Secretaries, Except Legal, Medical and Executive	20,192	\$28,410	\$19,390	\$32,920
Waiters and Waitresses	19,399	\$17,270	\$16,810	\$17,500
Customer Service Representatives	18,502	\$29,710	\$19,440	\$34,850

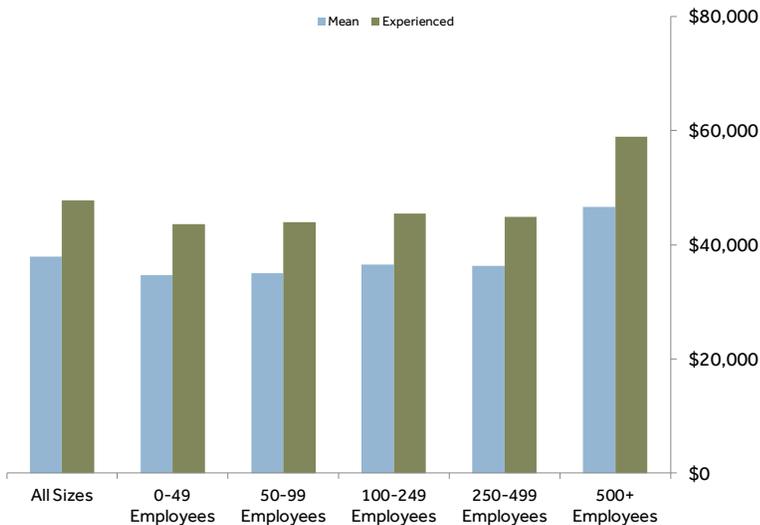
Source: Arkansas Department of Workforce Services, May 2014 Wage Survey

State of Arkansas Occupations Paying the Most

Occupation	Average Annual Salary
Anesthesiologists	\$254,940
Oral and Maxillofacial Surgeons	\$238,630
Internists, General	\$232,010
Surgeons	\$229,540
Obstetricians and Gynecologists	\$228,460
Family and General Practitioners	\$202,110
Pediatricians, General	\$197,900
Dentists, General	\$160,520
Nurse Anesthetists	\$154,710
Podiatrists	\$154,420

Source: Arkansas Department of Workforce Services, May 2014 Wage Survey

State of Arkansas



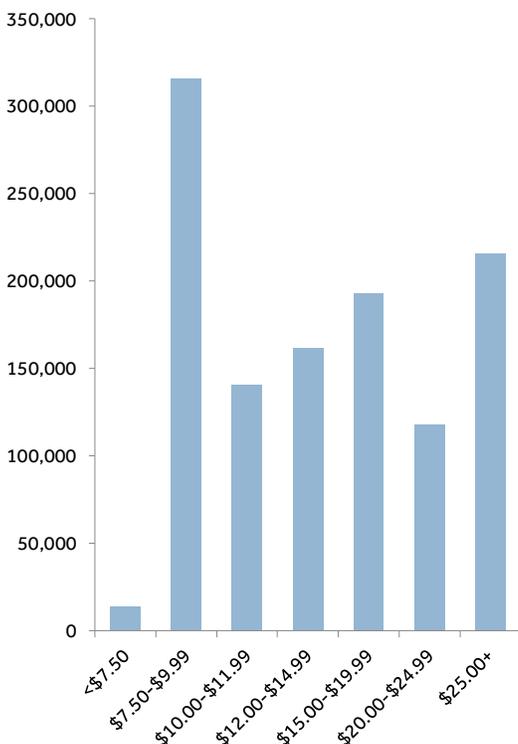
The entry wage estimate for employers of all sizes was \$18,170 for 2014. The median wage estimates for employers with 100 to 249 employees was \$29,012, while experienced wages were above \$47,830 for employers in all size categories.

Of the 1,158,786 employees making an hourly wage rate, 161,564 made \$12.00 to \$14.99 an hour. Employees making \$7.50 or below totaled 13,536.

State of Arkansas Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$37,940	\$29,140	\$18,170	\$47,830
0-49 Employees	\$34,716	\$25,300	\$17,008	\$43,569
50-99 Employees	\$35,058	\$25,978	\$17,208	\$43,984
100-249 Employees	\$36,496	\$29,012	\$18,508	\$45,490
250-499 Employees	\$36,262	\$30,487	\$19,003	\$44,891
500+ Employees	\$46,664	\$38,145	\$22,041	\$58,976

Source: Arkansas Department of Workforce Services, May 2014 Wage Survey



State of Arkansas Number of Employees by Hourly Wage

Total	1,158,786
$\leq \\$7.50$	13,536
\$7.50-\$9.99	315,914
\$10.00-\$11.99	140,931
\$12.00-\$14.99	161,564
\$15.00-\$19.99	193,231
\$20.00-\$24.99	117,882
\$25.00+	215,728

Source: Arkansas Department of Workforce Services, May 2014 Wage Survey

State of Arkansas

Industry

The job market in the Arkansas is expected to improve between 2014 and 2016 with 29,413 new jobs, an increase of 2.27 percent. *Restaurants and Other Eating Places* is predicted to lead the state in net growth with 3,775 new jobs and increasing employment levels to 83,240. *Engine, Turbine, and Power Transmission Equipment Manufacturing* is expected to increase to 784, an increase of 31.54 percent making it the fastest growing industry. *Support Activities for Mining* is set to move downward to 3,187, a loss of 442 jobs between 2014 and 2016. *Cutlery and Handtool Manufacturing* could see the toughest outlook with a loss of 45.86 percent of its workforce, a decline of 321 jobs. **Professional and Business Services** is estimated to be the top growing industry supersector adding 7,798 jobs for a total of 138,918.

Occupations

Arkansas is expected to have 45,434 job openings available annually between 2014 and 2016. Of these, 15,466 would be attributed to growth and expansion of companies, while 29,968 would be replacement of current employees. *Combined Food Preparation and Serving Workers, Including Fast Food* is set to be the top growing occupation adding 1,370 new jobs bringing employment levels to 24,954. *Athletes and Sports Competitors* is estimated to add 22 new jobs, an increase of 16.30 percent, making it the fastest growing occupation in the state. *Retail Salespersons* is anticipated to have the most annual job openings with 2,082. *Tellers* could lose 116 jobs between 2014 and 2016 bringing employment down to 6,277. *Forging Machine Setters, Operators, and Tenders, Metal and Plastic* is forecasted to be the fastest declining occupation, losing 13.59 percent of its workforce to a level of 178. **Food Preparation and Serving Related Occupations** is set to be the top growing occupational major group adding 4,066 new jobs between 2014 and 2016, pulling job levels above 102,000.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2014 Estimated	2016 Projected		
102400	Professional and Business Services	131,120	138,918	7,798	5.95%
102100	Trade, Transportation, and Utilities	239,233	244,783	5,550	2.32%
102500	Education and Health Services	285,981	291,056	5,075	1.77%
102600	Leisure and Hospitality	102,855	107,821	4,966	4.83%
101300	Manufacturing	152,867	155,328	2,461	1.61%

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2014 Estimated	2016 Projected	Net	Percent	Growth	Replacement	Total
35-0000	Food Preparation and Serving Related Occupations	98,490	102,556	4,066	4.13%	2,033	3,954	5,987
41-0000	Sales and Related Occupations	128,052	131,952	3,900	3.05%	1,986	4,296	6,282
43-0000	Office and Administrative Support Occupations	188,024	191,229	3,205	1.70%	1,798	4,191	5,989
53-0000	Transportation and Material Moving Occupations	108,173	110,447	2,274	2.10%	1,203	2,398	3,601
51-0000	Production Occupations	112,669	114,702	2,033	1.80%	1,184	2,271	3,455

Source: Arkansas Department of Workforce Services, Projections Suite Software

State of Arkansas Industry

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2014 Estimated	2016 Projected		
Top 10 Growth					
722500	Restaurants and Other Eating Places	79,465	83,240	3,775	4.75%
561300	Employment Services	23,535	25,831	2,296	9.76%
551000	Management of Companies and Enterprises	31,623	33,422	1,799	5.69%
624100	Individual and Family Services	22,334	23,682	1,348	6.04%
561700	Services to Buildings and Dwellings	13,374	14,310	936	7.00%
621100	Offices of Physicians	22,328	23,198	870	3.90%
311600	Animal Slaughtering and Processing	28,799	29,661	862	2.99%
611300	Colleges, Universities, and Professional Schools	26,312	27,154	842	3.20%
541500	Computer Systems Design and Related Services	9,341	10,147	806	8.63%
813100	Religious Organizations	19,859	20,397	538	2.71%
Top 10 Fastest Growth					
333600	Engine, Turbine, and Power Transmission Equipment Manufacturing	596	784	188	31.54%
453300	Used Merchandise Stores	1,730	2,117	387	22.37%
711200	Spectator Sports	1,574	1,884	310	19.70%
611700	Educational Support Services	625	747	122	19.52%
712000	Museums, Historical Sites, and Similar Institution	505	594	89	17.62%
562900	Remediation and Other Waste Management Services	1,073	1,248	175	16.31%
424700	Petroleum and Petroleum Products Merchant Wholesalers	1,787	2,028	241	13.49%
532300	General Rental Centers	230	260	30	13.04%
327900	Other Nonmetallic Mineral Product Manufacturing	669	756	87	13.00%
522300	Activities Related to Credit Intermediation	478	540	62	12.97%
Top 10 Decline					
213000	Support Activities for Mining	3,629	3,187	-442	-12.18%
493000	Warehousing and Storage	7,007	6,628	-379	-5.41%
335300	Electrical Equipment Manufacturing	3,410	3,082	-328	-9.62%
622100	General Medical and Surgical Hospitals	47,376	47,052	-324	-0.68%
332200	Cutlery and Handtool Manufacturing	700	379	-321	-45.86%
331500	Foundries	2,738	2,428	-310	-11.32%
522100	Depository Credit Intermediation	16,420	16,161	-259	-1.58%
999100	Federal Government, Excluding Post Office	14,917	14,667	-250	-1.68%
221100	Electric Power Generation, Transmission and Distribution	5,727	5,496	-231	-4.03%
611100	Elementary and Secondary Schools	79,268	79,100	-168	-0.21%
Top 10 Fastest Decline					
332200	Cutlery and Handtool Manufacturing	700	379	-321	-45.86%
311700	Seafood Product Preparation and Packaging	61	41	-20	-32.79%
533000	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	59	47	-12	-20.34%
517900	Other Telecommunications	340	274	-66	-19.41%
334300	Audio and Video Equipment Manufacturing	204	165	-39	-19.12%
325300	Pesticide, Fertilizer, and Other Agricultural Chemical Manufacturing	345	300	-45	-13.04%
424100	Paper and Paper Product Merchant Wholesalers	1,143	1,000	-143	-12.51%
335200	Household Appliance Manufacturing	64	56	-8	-12.50%
213000	Support Activities for Mining	3,629	3,187	-442	-12.18%
454200	Vending Machine Operators	422	372	-50	-11.85%

State of Arkansas Occupations

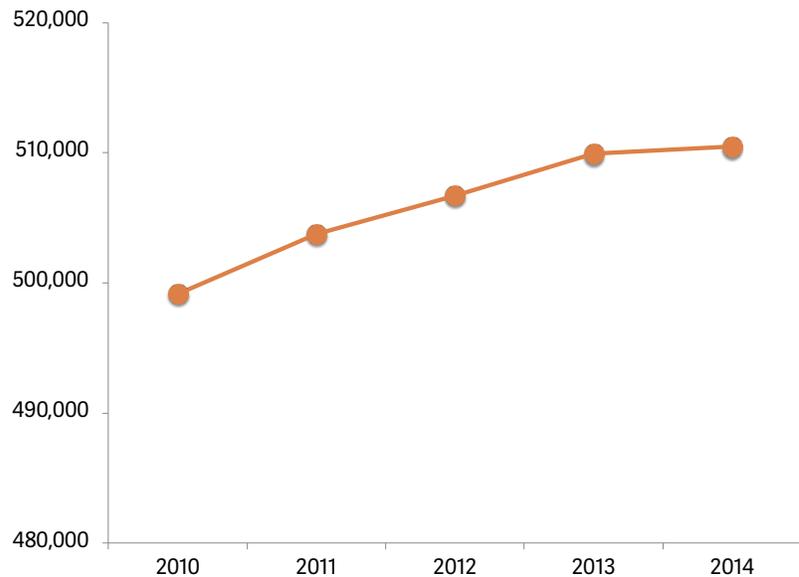
SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2014 Estimated	2016 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	23,584	24,954	1,370	5.81%	685	1,130	1,815
41-2031	Retail Salespersons	38,372	39,713	1,341	3.49%	670	1,412	2,082
39-9021	Personal Care Aides	16,779	17,760	981	5.85%	490	92	582
41-2011	Cashiers	29,950	30,850	900	3.01%	450	1,610	2,060
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	24,922	25,822	900	3.61%	450	793	1,243
35-3031	Waiters and Waitresses	19,042	19,834	792	4.16%	396	987	1,383
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	19,055	19,769	714	3.75%	357	322	679
53-3032	Heavy and Tractor-Trailer Truck Drivers	34,652	35,217	565	1.63%	282	528	810
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	22,183	22,724	541	2.44%	270	264	534
35-2014	Cooks, Restaurant	8,784	9,321	537	6.11%	268	176	444
Top 10 Fastest Growth								
27-2021	Athletes and Sports Competitors	135	157	22	16.30%	11	4	15
25-4012	Curators	70	78	8	11.43%	4	2	6
39-1011	Gaming Supervisors	73	81	8	10.96%	4	2	6
15-1122	Information Security Analysts	1,361	1,505	144	10.58%	72	19	91
51-4012	Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	186	205	19	10.22%	10	4	14
47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	195	214	19	9.74%	10	4	14
11-3131	Training and Development Managers	316	346	30	9.49%	15	8	23
53-5021	Captains, Mates, and Pilots of Water Vessels	201	220	19	9.45%	10	6	16
13-1081	Logisticians	1,095	1,196	101	9.22%	50	10	60
25-4013	Museum Technicians and Conservators	122	133	11	9.02%	6	2	8
Top 10 Decline								
43-3071	Tellers	6,393	6,277	-116	-1.81%	0	334	334
53-3022	Bus Drivers, School or Special Client	5,112	5,033	-79	-1.55%	0	82	82
41-9041	Telemarketers	1,766	1,697	-69	-3.91%	0	41	41
43-9021	Data Entry Keyers	1,586	1,527	-59	-3.72%	0	22	22
47-5071	Roustabouts, Oil and Gas	556	508	-48	-8.63%	0	12	12
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	1,039	993	-46	-4.43%	0	14	14
51-6042	Shoe Machine Operators and Tenders	364	324	-40	-10.99%	0	6	6
47-5013	Service Unit Operators, Oil, Gas, and Mining	438	402	-36	-8.22%	0	17	17
43-5052	Postal Service Mail Carriers	2,874	2,840	-34	-1.18%	0	96	96
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	698	666	-32	-4.58%	0	12	12
Top 10 Fastest Decline								
51-4022	Forging Machine Setters, Operators, and Tenders, Metal and Plastic	206	178	-28	-13.59%	0	4	4
51-6042	Shoe Machine Operators and Tenders	364	324	-40	-10.99%	0	6	6
51-2021	Coil Winders, Tapers, and Finishers	227	205	-22	-9.69%	0	3	3
47-5012	Rotary Drill Operators, Oil and Gas	146	132	-14	-9.59%	0	6	6
47-5011	Derrick Operators, Oil and Gas	263	238	-25	-9.51%	0	10	10
47-5071	Roustabouts, Oil and Gas	556	508	-48	-8.63%	0	12	12
47-5013	Service Unit Operators, Oil, Gas, and Mining	438	402	-36	-8.22%	0	17	17
39-4011	Embalmers	102	94	-8	-7.84%	0	2	2
53-7073	Wellhead Pumpers	378	350	-28	-7.41%	0	10	10
47-5081	Helpers--Extraction Workers	363	337	-26	-7.16%	0	8	8

Source: Arkansas Department of Workforce Services, Projections Suite Software

Central Arkansas LWDA

Population

The Central Arkansas Local Workforce Development Area's population increased by 541 to 510,459 between 2013 and 2014 and has seen an increase in population of 11,306 since 2010. Central Arkansas LWDA includes a large portion of the Little Rock-North Little Rock-Conway Metropolitan Statistical Area and six counties: Faulkner, Lonoke, Monroe, Prairie, Saline, and Pulaski County, excluding Little Rock.



Central Arkansas LWDA Population 2010 - 2014

2010	2011	2012	2013	2014
499,153	503,769	506,715	509,918	510,459

Source: U.S. Census Bureau

Quarterly Workforce Indicators

Job creation increased by 490 to 8,769 when comparing to the second quarter of 2013 to the second quarter of 2014 but was 597 less when comparing the second quarter of 2010 to the second quarter of 2014. The number of new hires and the number of separations decreased in the second quarter of 2014 from the same time period in 2013. New hires totaled 29,154 for the second quarter of 2014 while separations totaled 30,535. Turnover remained at 9.5 percent.

Central Arkansas LWDA Quarterly Workforce Indicators (All Ownerships)

QWI Explorer	2010_2	2011_2	2012_2	2013_2	2014_2
Job Creation	9,366	8,164	8,826	8,279	8,769
New Hires	28,890	27,152	29,393	29,223	29,154
Separations	29,827	29,620	31,360	33,441	30,535
Turnover	9.3%	9.4%	9.3%	9.5%	9.5%

Source: U.S. Census Bureau, Center for Economic Studies, LEHD

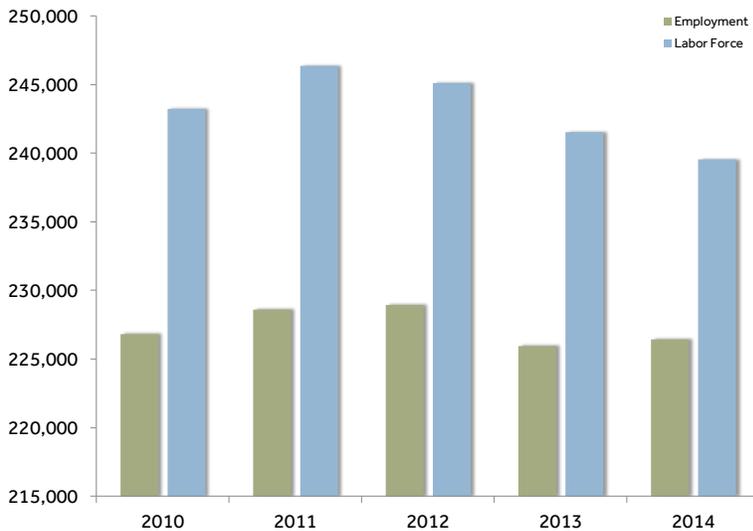
Job Creation: Estimated number of jobs gained at firms throughout the quarter.

New Hires: Estimated number of workers who started a new job.

Separations: Estimated number of workers whose job with a given employer ended in the specified quarter.

Turnover: The rate at which stable jobs begin and end.

Central Arkansas LWDA



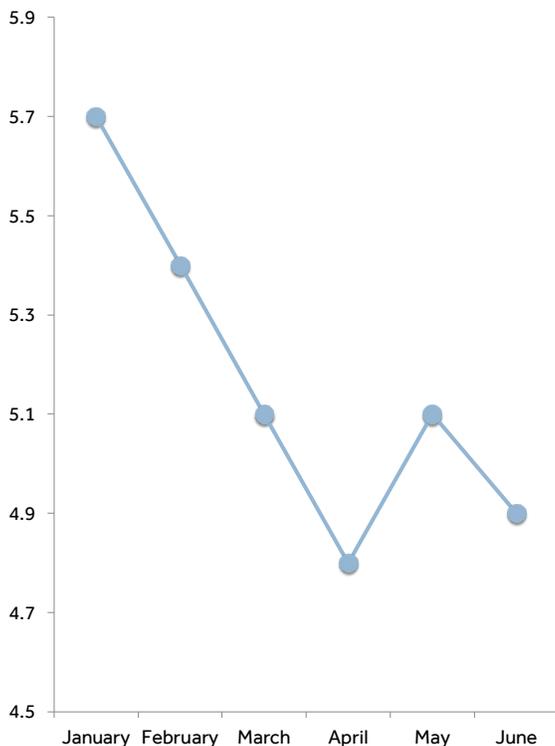
Labor Force/Employment

The LWDA saw a decrease in labor force by 2,000 to 239,550 but saw an increase in employment by 475 to 226,450 from 2013 to 2014. Over the 2010 to 2014 period, the LWDA has seen a decrease in both labor force and employment. Since 2010, the LWDA has had a decrease of 3,700 in labor force and a decrease of 400 in employment. But the LWDA has also seen a decrease in unemployment over the same time periods. From 2013 to 2014, there was a decrease of 2,475 in unemployment and from 2010 to 2014, unemployment decreased by 3,300. The LWDA's unemployment rate decreased by nine-tenths of a percentage point to 5.5 percent for 2014 and the unemployment rate decreased by one and two-tenths of a percentage point over the five-year period. In 2015, the unemployment rate decreased by eight-tenths of a percentage point to 4.9 percent by June.

Central Arkansas LWDA 2010-2014 Labor Force/Employment

Year	2010	2011	2012	2013	2014
Labor Force	243,250	246,375	245,125	241,550	239,550
Employment	226,850	228,625	228,950	225,975	226,450
Unemployment	16,400	17,750	16,175	15,575	13,100
Unemployment Rate	6.7%	7.2%	6.6%	6.4%	5.5%

Source: Arkansas Department of Workforce Services



Monthly Unemployment Rate

Central Arkansas LWDA 2015 Monthly Unemployment Rate*

Year	Period	Unemployment Rate
2015	January	5.7%
2015	February	5.4%
2015	March	5.1%
2015	April	4.8%
2015	May	5.1%
2015	June	4.9%

*Not Seasonally Adjusted, Not Preliminary

Source: Arkansas Department of Workforce Services

Central Arkansas does not include City of Little Rock LWDA

Central Arkansas LWDA

Wages

With an estimated employment of 2,793, *Cashiers* was the largest occupation in the LWDA in 2014, with an estimated entry wage of \$16,979. *Combined Food Preparation and Serving Workers, Including Fast Food* had the next largest estimated employment with 2,650, earning an estimated average wage of \$17,237. *Registered Nurses* had the largest estimated experienced wage of all the occupations on the 10 occupations list at \$60,723.

Petroleum Engineers, with an estimated average annual salary of \$250,129 led the Occupations Paying the Most list in 2014. Five management occupations populated the list with an average annual salary estimate above \$103,000.

Central Arkansas LWDA Average Annual Wages



Source: OCEW

Central Arkansas LWDA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Cashiers	2,793	\$18,403	\$16,979	\$19,115
Combined Food Preparation and Serving Workers, Including Fast Food	2,650	\$17,237	\$16,802	\$17,455
Retail Salespersons	2,443	\$22,248	\$16,916	\$24,913
Waiters and Waitresses	2,131	\$17,004	\$16,854	\$17,078
Office Clerks, General	1,929	\$24,305	\$17,861	\$27,527
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,594	\$27,135	\$18,620	\$31,392
Heavy and Tractor-Trailer Truck Drivers	1,490	\$36,109	\$26,872	\$40,728
Stock Clerks and Order Fillers	1,469	\$20,602	\$16,923	\$22,442
Childcare Workers	1,409	\$18,703	\$16,759	\$19,675
Registered Nurses	1,296	\$54,530	\$42,144	\$60,723

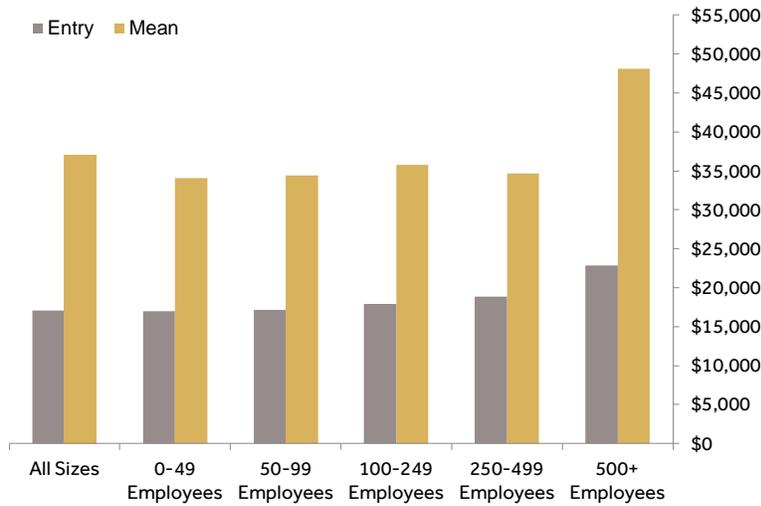
Source: Arkansas Department of Workforce Services, May 2014 Wage Survey

Central Arkansas LWDA Occupations Paying the Most

Occupation	Average Annual Salary
Petroleum Engineers	\$250,129
Family and General Practitioners	\$206,021
Dentists, General	\$184,056
Computer and Information Systems Managers	\$127,457
Architectural and Engineering Managers	\$120,531
Marketing Managers	\$117,864
Pharmacists	\$114,913
Chief Executives	\$107,399
Judges, Magistrate Judges, and Magistrates	\$107,200
Natural Science Managers	\$103,607

Source: Arkansas Department of Workforce Services, May 2014 Wage Survey

Central Arkansas LWDA



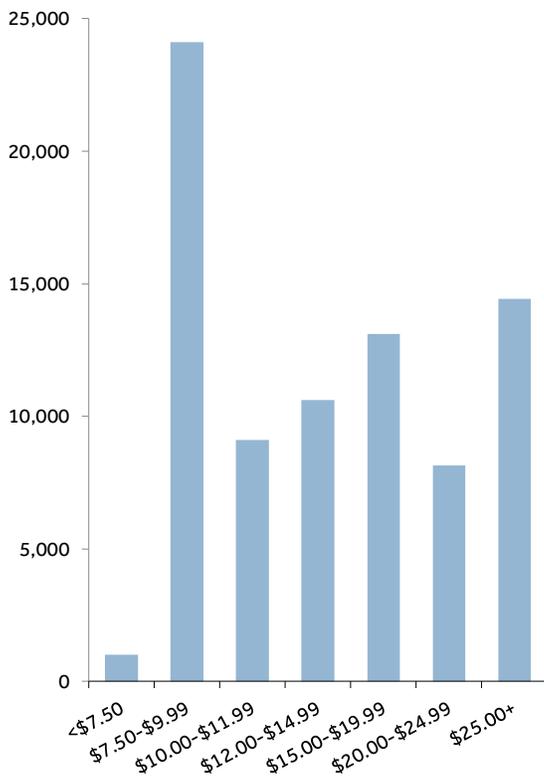
Employers of all sizes had a median wage estimate of \$28,457 in 2014 with an estimated experienced wage of \$46,690. Employers with 250 to 499 employees had an estimated entry wage of \$18,885. Estimated entry wages ranged from \$16,958 for employers with 0 to 49 employees to \$22,841 for employers with 500 or more employees.

Of the 80,521 employees by hourly wage rate in 2014, 9,111 employees made an hourly wage in the \$10.00 to \$11.99 range. Employees making less than \$7.50 an hour totaled 1,018. *Note: Wage data for Central Arkansas LWDA does not include Pulaski County.*

Central Arkansas LWDA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$37,029	\$28,457	\$17,076	\$46,690
0-49 Employees	\$34,037	\$24,580	\$16,958	\$42,577
50-99 Employees	\$34,381	\$26,752	\$17,113	\$43,015
100-249 Employees	\$35,741	\$28,602	\$17,934	\$44,645
250-499 Employees	\$34,651	\$29,968	\$18,885	\$42,535
500+ Employees	\$48,077	\$43,627	\$22,841	\$60,695

Source: Arkansas Department of Workforce Services, May 2014 Wage Survey



Central Arkansas LWDA Number of Employees by Hourly Wage

Total	80,521
<\$7.50	1,018
\$7.50-\$9.99	24,112
\$10.00-\$11.99	9,111
\$12.00-\$14.99	10,609
\$15.00-\$19.99	13,099
\$20.00-\$24.99	8,149
\$25.00+	14,423

Source: Arkansas Department of Workforce Services, May 2014 Wage Survey

Central Arkansas LWDA

Industry

The Central Arkansas LWDA is expected to add 3,763 new jobs, an increase of 2.22 percent between 2014 and 2016. *Food Services and Drinking Places* is estimated to be the top growing industry with an increase of 697 new jobs, bringing employment to 14,875. *Data Processing, Hosting and Related Services* is predicted to be the fastest growing industry increasing by 30.73 percent moving from 179 in 2014 to 234 in 2016. On the negative side of the economy, *Paper Manufacturing* is estimated to lose 101 jobs, making it the top declining industry, bringing employment down to 1,283. *Transportation Equipment Manufacturing* is anticipated to lose 12.30 percent of its workforce, a job loss of 45. **Professional and Business Services** is expected to be the top growing industry supersector adding 1,007 new jobs to a level of 18,453.

Occupations

The Central Arkansas LWDA is expected to have 6,015 annual job openings during the projection period with 2,011 being for growth and expansion and 4,004 being for replacement. *Combined Food Preparation and Serving Workers, Including Fast Food* is predicted to be the top growing occupation with a gain of 236 jobs bringing employment levels to 4,236. The fastest growing occupation is set to be *Computer Systems Analysts*, which is anticipated to add 8.10 percent to its workforce and raising job levels to 467. *Order Clerks* is projected to lose the most jobs with 17 expected to be cut dropping employment to 332, while *Paper Goods Machine Setters, Operators, and Tenders*, is estimated to lead all occupations in percent decline with an anticipated decline of 6.28 percent. *Cashiers* is estimated to have the most annual openings with 385 between 2014 and 2016. The **Food Preparation and Serving Related Occupations** major group is set to add the most jobs with 681 between 2014 and 2016 bringing employment to 16,116.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2014 Estimated	2016 Projected		
102400	Professional and Business Services	17,446	18,453	1,007	5.77%
102600	Leisure and Hospitality	16,417	17,177	760	4.63%
102500	Education and Health Services	34,071	34,827	756	2.22%
102100	Trade, Transportation, and Utilities	36,180	36,905	725	2.00%
101200	Construction	8,736	9,009	273	3.13%

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Growth		Annual Openings	
		2014 Estimated	2016 Projected	Net	Percent Growth	Replacement	Total
35-0000	Food Preparation and Serving Related Occupations	15,435	16,116	681	4.41%	340	612 952
41-0000	Sales and Related Occupations	18,609	19,036	427	2.29%	218	658 876
43-0000	Office and Administrative Support Occupations	24,929	25,347	418	1.68%	240	570 810
29-0000	Healthcare Practitioners and Technical Occupations	9,978	10,336	358	3.59%	180	186 366
53-0000	Transportation and Material Moving Occupations	12,898	13,150	252	1.95%	133	291 424

Source: Arkansas Department of Workforce Services, Projections Suite Software

Central Arkansas LWDA Industry

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2014 Estimated	2016 Projected		
Top 10 Growth					
722000	Food Services and Drinking Places	14,178	14,875	697	4.92%
561000	Administrative and Support Services	9,060	9,708	648	7.15%
621000	Ambulatory Health Care Services	5,839	6,201	362	6.20%
541000	Professional, Scientific, and Technical Services	6,822	7,137	315	4.62%
452000	General Merchandise Stores	6,195	6,436	241	3.89%
624000	Social Assistance	4,813	5,001	188	3.91%
238000	Specialty Trade Contractors	6,070	6,233	163	2.69%
424000	Merchant Wholesalers, Nondurable Goods	2,228	2,349	121	5.43%
441000	Motor Vehicle and Parts Dealers	3,672	3,790	118	3.21%
611000	Educational Services	13,967	14,081	114	0.82%
Top 10 Fastest Growth					
518000	Data Processing, Hosting and Related Services	179	234	55	30.73%
453000	Miscellaneous Store Retailers	1,225	1,337	112	9.14%
115000	Support Activities for Agriculture and Forestry	180	196	16	8.89%
339000	Miscellaneous Manufacturing	165	178	13	7.88%
486000	Pipeline Transportation	65	70	5	7.69%
561000	Administrative and Support Services	9,060	9,708	648	7.15%
621000	Ambulatory Health Care Services	5,839	6,201	362	6.20%
551000	Management of Companies and Enterprises	1,103	1,167	64	5.80%
311000	Food Manufacturing	708	748	40	5.65%
531000	Real Estate	1,359	1,434	75	5.52%
Top 10 Decline					
322000	Paper Manufacturing	1,384	1,283	-101	-7.30%
493000	Warehousing and Storage	1,165	1,101	-64	-5.49%
425000	Wholesale Electronic Markets and Agents and Brokers	721	658	-63	-8.74%
336000	Transportation Equipment Manufacturing	366	321	-45	-12.30%
443000	Electronics and Appliance Stores	801	759	-42	-5.24%
448000	Clothing and Clothing Accessories Stores	1,209	1,178	-31	-2.56%
517000	Telecommunications	516	488	-28	-5.43%
524000	Insurance Carriers and Related Activities	1,679	1,655	-24	-1.43%
522000	Credit Intermediation and Related Activities	2,256	2,233	-23	-1.02%
562000	Waste Management and Remediation Service	461	441	-20	-4.34%
Top 10 Fastest Decline					
336000	Transportation Equipment Manufacturing	366	321	-45	-12.30%
425000	Wholesale Electronic Markets and Agents and Brokers	721	658	-63	-8.74%
322000	Paper Manufacturing	1,384	1,283	-101	-7.30%
454000	Nonstore Retailers	161	150	-11	-6.83%
493000	Warehousing and Storage	1,165	1,101	-64	-5.49%
517000	Telecommunications	516	488	-28	-5.43%
443000	Electronics and Appliance Stores	801	759	-42	-5.24%
562000	Waste Management and Remediation Service	461	441	-20	-4.34%
488000	Support Activities for Transportation	250	242	-8	-3.20%
511000	Publishing Industries (except Internet)	265	257	-8	-3.02%

Source: Arkansas Department of Workforce Services, Projections Suite Software

Central Arkansas LWDA Occupations

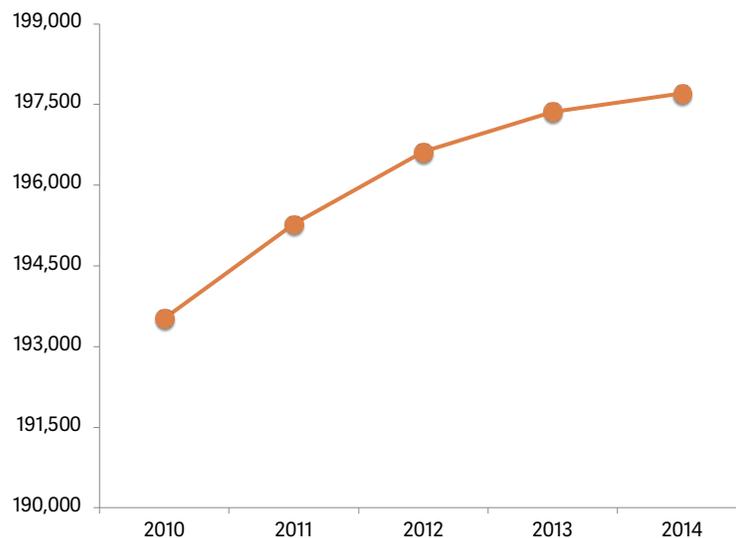
SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2014 Estimated	2016 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	4,000	4,236	236	5.90%	118	192	310
41-2011	Cashiers	5,365	5,559	194	3.62%	97	288	385
43-4051	Customer Service Representatives	3,244	3,385	141	4.35%	70	85	155
35-3031	Waiters and Waitresses	3,194	3,325	131	4.10%	66	166	232
39-9021	Personal Care Aides	2,370	2,493	123	5.19%	62	13	75
41-2031	Retail Salespersons	5,459	5,574	115	2.11%	58	201	259
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	3,098	3,202	104	3.36%	52	52	104
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	3,006	3,102	96	3.19%	48	96	144
29-1141	Registered Nurses	2,654	2,732	78	2.94%	39	45	84
35-2014	Cooks, Restaurant	1,279	1,356	77	6.02%	38	26	64
Top 10 Fastest Growth								
15-1121	Computer Systems Analysts	432	467	35	8.10%	18	6	24
39-2021	Nonfarm Animal Caretakers	428	458	30	7.01%	15	5	20
29-1123	Physical Therapists	351	375	24	6.84%	12	8	20
35-2014	Cooks, Restaurant	1,279	1,356	77	6.02%	38	26	64
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	134	142	8	5.97%	4	3	7
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	4,000	4,236	236	5.90%	118	192	310
29-1122	Occupational Therapists	328	347	19	5.79%	10	2	12
29-1127	Speech-Language Pathologists	401	424	23	5.74%	12	5	17
29-2021	Dental Hygienists	213	225	12	5.63%	6	4	10
39-9021	Personal Care Aides	2,370	2,493	123	5.19%	62	13	75
Top 10 Decline								
43-4151	Order Clerks	349	332	-17	-4.87%	0	9	9
51-9196	Paper Goods Machine Setters, Operators, and Tenders	239	224	-15	-6.28%	0	2	2
43-3071	Tellers	896	883	-13	-1.45%	0	47	47
51-9198	Helpers--Production Workers	878	868	-10	-1.14%	0	16	16
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	145	136	-9	-6.21%	0	2	2
53-3022	Bus Drivers, School or Special Client	649	642	-7	-1.08%	0	10	10
43-9011	Computer Operators	120	115	-5	-4.17%	0	2	2
43-4071	File Clerks	89	85	-4	-4.49%	0	2	2
41-9091	Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	76	73	-3	-3.95%	0	1	1
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	164	161	-3	-1.83%	0	4	4
Top 10 Fastest Decline								
51-9196	Paper Goods Machine Setters, Operators, and Tenders	239	224	-15	-6.28%	0	2	2
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	145	136	-9	-6.21%	0	2	2
43-4151	Order Clerks	349	332	-17	-4.87%	0	9	9
43-4071	File Clerks	89	85	-4	-4.49%	0	2	2
43-9011	Computer Operators	120	115	-5	-4.17%	0	2	2
41-9091	Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	76	73	-3	-3.95%	0	1	1
43-3071	Tellers	896	883	-13	-1.45%	0	47	47
51-9198	Helpers--Production Workers	878	868	-10	-1.14%	0	16	16
53-3022	Bus Drivers, School or Special Client	649	642	-7	-1.08%	0	10	10
11-9013	Farmers, Ranchers, and Other Agricultural Managers	4,195	4,191	-4	-0.10%	0	66	66

Source: Arkansas Department of Workforce Services, Projections Suite Software

City of Little Rock LWDA

Population

The City of Little Rock Local Workforce Development Area grew by 337 in 2014, bringing the population to 197,706. The City of Little Rock's population has grown by 4,182 between 2010 and 2014. The Area is the county seat of Pulaski County and includes part of the Little Rock-North Little Rock-Conway Metropolitan Statistical Area.



City of Little Rock LWDA Population 2010 - 2014

2010	2011	2012	2013	2014
193,524	195,279	196,620	197,369	197,706

Source: U.S. Census Bureau

Quarterly Workforce Indicators

Job creation decreased by 366 to 7,362 jobs created in the second quarter of 2014. This is less compared to the second quarter of 2010 when 9,499 jobs were created in the LWDA. The number of new hires were fewer by 441 while the number of separations were 301 more between the second quarters of 2013 and 2014. Both new hires and separations decreased from the second quarter of 2010 compared to second quarter 2014. The turnover rate was 8.0 percent.

City of Little Rock LWDA Quarterly Workforce Indicators (All Ownerships)

QWI Explorer	2010_2	2011_2	2012_2	2013_2	2014_2
Job Creation	9,499	7,896	8,548	7,728	7,362
New Hires	28,145	26,477	26,712	26,925	26,484
Separations	28,836	27,976	27,538	28,045	28,346
Turnover	7.2%	7.7%	7.7%	7.8%	8.0%

Source: U.S. Census Bureau, Center for Economic Studies, LEHD

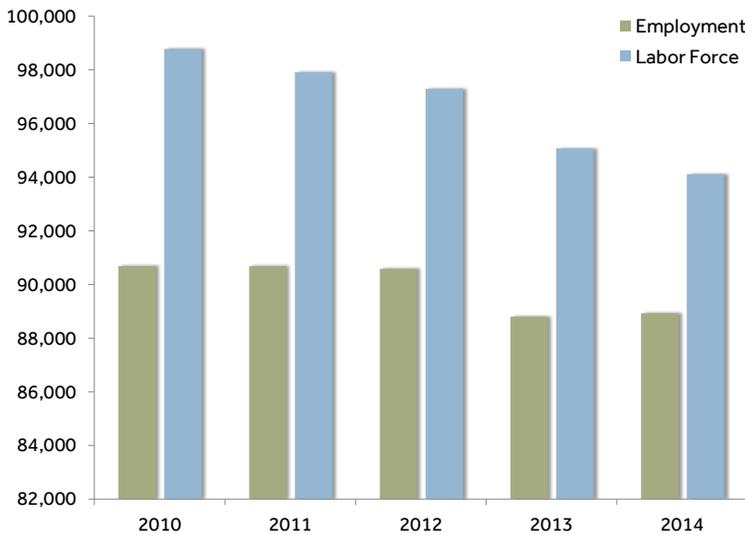
Job Creation: Estimated number of jobs gained at firms throughout the quarter.

New Hires: Estimated number of workers who started a new job.

Separations: Estimated number of workers whose job with a given employer ended in the specified quarter.

Turnovers: The rate at which stable jobs begin and end.

City of Little Rock LWDA



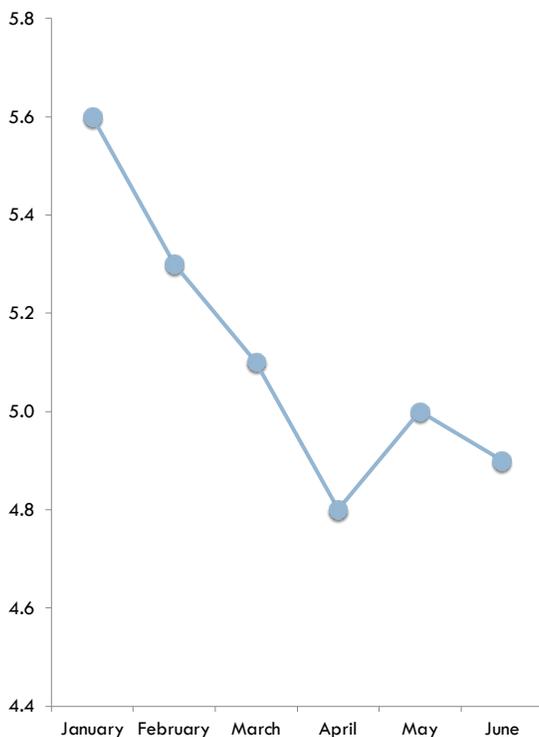
Labor Force/Employment

Labor force decreased by 950 from 2103 to 2014, and saw a decrease of 4,675 between 2010 and 2014. Employment decreased by 125 from 2013 to 2014 and by 1,750 from 2010 to 2014. Unemployment and the unemployment rate decreased between 2013 and 2014, with unemployment decreasing by 1,075 and the unemployment rate decreasing by one and one-tenth of a percentage point to 5.5 in 2014. Area unemployment continued to decline through June 2015, decreasing by seven-tenths of a percentage point in 2015 to 4.9 percent.

City of Little Rock LWDA 2010-2014 Labor Force/Employment

Year	2010	2011	2012	2013	2014
Labor Force	98,800	97,925	97,300	95,075	94,125
Employment	90,675	90,675	90,575	88,800	88,925
Unemployment	8,125	7,250	6,725	6,275	5,200
Unemployment Rate	8.2%	7.4%	6.9%	6.6%	5.5%

Source: Arkansas Department of Workforce Services



Monthly Unemployment Rate

City of Little Rock LWDA 2015 Monthly Unemployment Rate*

Year	Period	Unemployment Rate
2015	January	5.6%
2015	February	5.3%
2015	March	5.1%
2015	April	4.8%
2015	May	5.0%
2015	June	4.9%

*Not Seasonally Adjusted, Not Preliminary

Source: Arkansas Department of Workforce Services

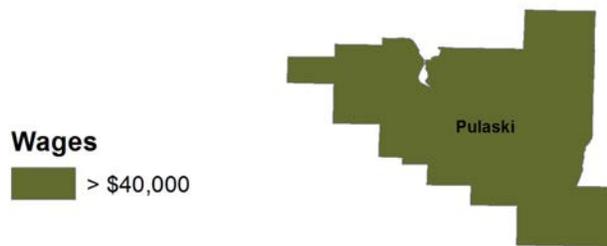
City of Little Rock LWDA

Wages

Retail Salespersons was the largest occupation in 2014 with 9,202 estimated employees with an estimated entry wage of \$16,977. *Registered Nurses* was the second largest occupation with an estimated employment of 8,013 and an estimated experienced wage of \$69,915. *General and Operations Managers* had the highest estimated average wage of the largest occupations at \$93,992 in 2014.

Obstetricians and Gynecologists topped the list of occupations paying the most with an average annual salary of \$259,357 for the Area. With an estimated average annual salary of \$221,357, *Family and General Practitioners* ranked second on the list. *Chiropractors* completed the list, earning \$119,652 annually in 2014.

City of Little Rock LWDA Average Annual Wages



Source: OCEW

City of Little Rock LWDA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Retail Salespersons	9,202	\$28,936	\$16,977	\$34,915
Registered Nurses	8,013	\$61,256	\$44,332	\$69,718
Customer Service Representatives	7,468	\$31,571	\$21,455	\$36,629
Office Clerks, General	7,310	\$25,305	\$17,987	\$28,964
Cashiers	5,235	\$19,213	\$16,968	\$20,335
Laborers and Freight, Stock, and Material Movers, Hand	4,925	\$24,697	\$17,563	\$28,263
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	4,623	\$31,378	\$21,539	\$36,298
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	4,346	\$20,818	\$16,785	\$22,835
General and Operations Managers	4,311	\$93,992	\$40,448	\$120,764
Heavy and Tractor-Trailer Truck Drivers	4,279	\$39,503	\$27,146	\$45,682

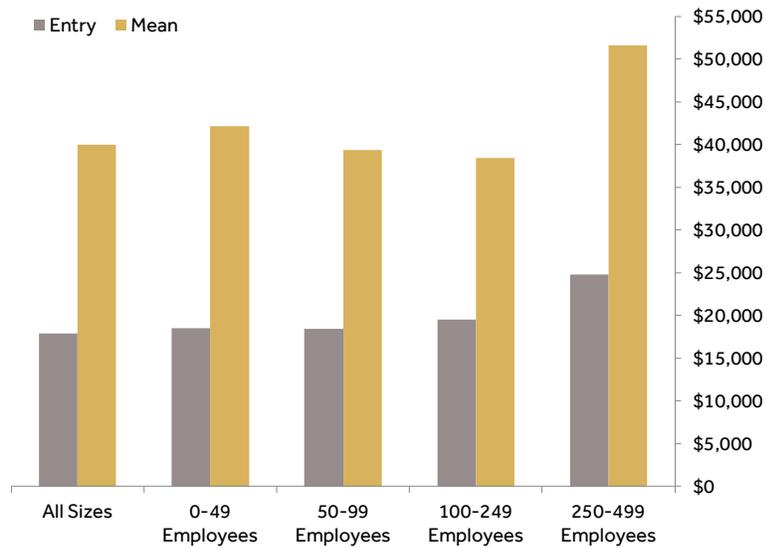
Source: Arkansas Department of Workforce Services, May 2014 Wage Survey

City of Little Rock LWDA Occupations Paying the Most

Occupation	Average Annual Salary
Obstetricians and Gynecologists	\$259,357
Family and General Practitioners	\$221,753
Dentists, General	\$205,254
Internists, General	\$203,922
Surgeons	\$190,342
Chief Executives	\$155,920
Judges, Magistrate Judges, and Magistrates	\$136,055
Optometrists	\$134,490
Nurse Anesthetists	\$132,311
Chiropractors	\$119,652

Source: Arkansas Department of Workforce Services, May 2014 Wage Survey

City of Little Rock LWDA



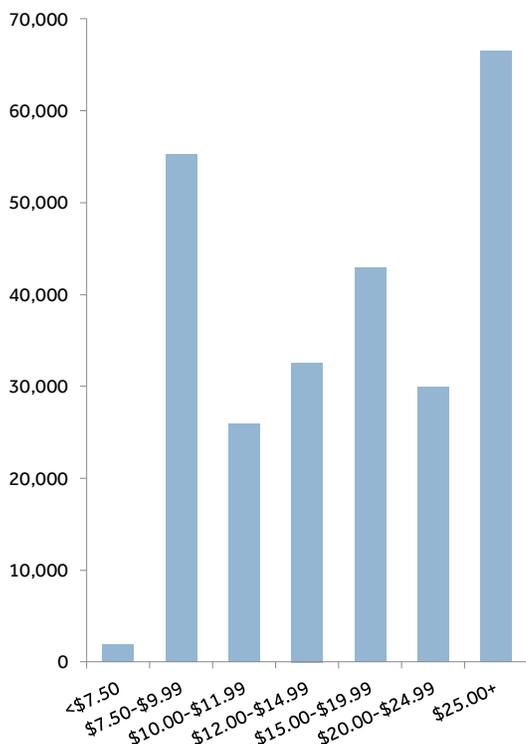
The City of Little Rock LWDA had an estimated median wage of \$33,847 for employers of all sizes in 2014. Employers with 250 to 499 employees had an estimated entry wage of \$19,475. Estimated mean wages ranged from \$38,417 for employers with 250 to 499 employees to \$51,650 for employers with 500 or more employees in the LWDA.

The Area's total number of estimated employees by hourly wage was 254,900 with 66,495 estimated employees earning more than \$25.00 an hour. The number of employees earning between \$7.50 and \$9.99 was estimated at 55,217. The number of employees earning less than \$7.50 an hour was an estimated at 1,890 in 2014. *Note: Wage data for the City of Little Rock LWDA includes all of Pulaski County.*

City of Little Rock LWDA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$43,490	\$33,847	\$19,242	\$55,614
0-49 Employees	\$40,012	\$29,121	\$17,880	\$51,078
50-99 Employees	\$42,182	\$31,484	\$18,512	\$54,016
100-249 Employees	\$39,400	\$28,835	\$18,455	\$49,873
250-499 Employees	\$38,417	\$31,284	\$19,475	\$47,888
500+ Employees	\$51,650	\$44,597	\$24,750	\$65,100

Source: Arkansas Department of Workforce Services, May 2014 Wage Survey



City of Little Rock LWDA Number of Employees by Hourly Wage

Hourly Wage	Total
<\$7.50	1,890
\$7.50-\$9.99	55,217
\$10.00-\$11.99	25,884
\$12.00-\$14.99	32,601
\$15.00-\$19.99	42,899
\$20.00-\$24.99	29,914
\$25.00+	66,495

Source: Arkansas Department of Workforce Services, May 2014 Wage Survey

City of Little Rock LWDA

Industry

The City of Little Rock LWDA is expected to grow by 4,374 jobs by 2016, an increase of 2.37 percent. *Food Services and Drinking Places* is estimated to gain 520 new jobs between 2014 and 2016, bringing employment levels to 11,614. *Machinery Manufacturing* is expected to be the fastest growing industry with a gain of 18.32 percent bringing its job level to 872. On the negative side of the economy, *Hospitals* in the City of Little Rock LWDA could lose 114 jobs making it the top declining industry, but it remains the top employed industry in the Area with 19,415 employed. *Wood Product Manufacturing* could be the fastest declining industry with a rate of 18.25 percent dropping to 103 employees. **Professional and Business Services** leads all industry supersectors in net growth with a net gain of 979 new jobs bringing employment to 24,497.

Occupations

City of Little Rock employers are expected to have 6,449 annual openings during the projection period. Of these, 4,169 would be for replacement and 2,280 for growth and expansion. *Retail Salespersons* is anticipated to be the top growing occupation with 212 new jobs and have the most annual openings with 300, bringing job levels to 5,503. *Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic* could be the fastest growing occupation at a growth of 15.79 percent, moving from 76 in 2014 to 88 in 2016. On the negative side of the economy, *Data Entry Keyers* is forecasted to lose the most jobs with 19 job losses anticipated, moving its employment levels down to 356. *Computer Operators* could lose 6.93 percent of its workforce, making it the fastest declining occupation in the City of Little Rock LWDA and moving employment levels below 100 jobs. **Office and Administrative Support Occupations** leads all occupational major groups in net growth with an anticipated gain of 567 new jobs, increasing to 34,507.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2014 Estimated	2016 Projected		
102400	Professional and Business Services	23,518	24,497	979	4.16%
102500	Education and Health Services	47,734	48,666	932	1.95%
102100	Trade, Transportation, and Utilities	27,447	28,154	707	2.58%
102600	Leisure and Hospitality	14,324	15,024	700	4.89%
102300	Financial Activities	13,814	14,109	295	2.14%

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2014 Estimated	2016 Projected	Net	Percent	Growth	Replacement	Total
43-0000	Office and Administrative Support Occupations	33,940	34,507	567	1.67%	323	716	1,039
41-0000	Sales and Related Occupations	18,520	19,068	548	2.96%	278	569	847
35-0000	Food Preparation and Serving Related Occupations	12,870	13,404	534	4.15%	267	542	809
39-0000	Personal Care and Service Occupations	5,450	5,751	301	5.52%	152	106	258
29-0000	Healthcare Practitioners and Technical Occupations	17,417	17,705	288	1.65%	150	320	470

Source: Arkansas Department of Workforce Services, Projections Suite Software

City of Little Rock LWDA Industry

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2014 Estimated	2016 Projected		
Top 10 Growth					
722000	Food Services and Drinking Places	11,094	11,614	520	4.69%
621000	Ambulatory Health Care Services	8,432	8,932	500	5.93%
541000	Professional, Scientific, and Technical Services	10,096	10,491	395	3.91%
561000	Administrative and Support Services	9,814	10,203	389	3.96%
624000	Social Assistance	4,517	4,901	384	8.50%
551000	Management of Companies and Enterprises	3,246	3,433	187	5.76%
623000	Nursing and Residential Care Facilities	2,538	2,723	185	7.29%
524000	Insurance Carriers and Related Activities	6,693	6,867	174	2.60%
517000	Telecommunications	3,082	3,244	162	5.26%
999200	State Government, Excluding Education and Hospitals	13,177	13,320	143	1.09%
Top 10 Fastest Growth					
333000	Machinery Manufacturing	737	872	135	18.32%
442000	Furniture and Home Furnishings Stores	662	766	104	15.71%
713000	Amusement, Gambling, and Recreation Industries	1,115	1,243	128	11.48%
454000	Nonstore Retailers	103	112	9	8.74%
453000	Miscellaneous Store Retailers	1,092	1,185	93	8.52%
624000	Social Assistance	4,517	4,901	384	8.50%
451000	Sporting Goods, Hobby, Book, and Music Stores	830	891	61	7.35%
623000	Nursing and Residential Care Facilities	2,538	2,723	185	7.29%
811000	Repair and Maintenance	1,094	1,168	74	6.76%
444000	Building Material and Garden Equipment and Supplies Dealers	792	842	50	6.31%
Top 10 Decline					
622000	Hospitals	19,529	19,415	-114	-0.58%
424000	Merchant Wholesalers, Nondurable Goods	1,902	1,843	-59	-3.10%
999100	Federal Government, Excluding Post Office	3,860	3,822	-38	-0.98%
321000	Wood Product Manufacturing	126	103	-23	-18.25%
611000	Educational Services	12,718	12,695	-23	-0.18%
443000	Electronics and Appliance Stores	395	374	-21	-5.32%
237000	Heavy and Civil Engineering Construction	574	555	-19	-3.31%
326000	Plastics and Rubber Products Manufacturing	523	504	-19	-3.63%
511000	Publishing Industries (except Internet)	1,143	1,129	-14	-1.22%
515000	Broadcasting (except Internet)	525	512	-13	-2.48%
Top 10 Fastest Decline					
321000	Wood Product Manufacturing	126	103	-23	-18.25%
493000	Warehousing and Storage	115	108	-7	-6.09%
443000	Electronics and Appliance Stores	395	374	-21	-5.32%
326000	Plastics and Rubber Products Manufacturing	523	504	-19	-3.63%
237000	Heavy and Civil Engineering Construction	574	555	-19	-3.31%
424000	Merchant Wholesalers, Nondurable Goods	1,902	1,843	-59	-3.10%
515000	Broadcasting (except Internet)	525	512	-13	-2.48%
518000	Data Processing, Hosting and Related Services	334	326	-8	-2.40%
512000	Motion Picture and Sound Recording Industries	248	243	-5	-2.02%
311000	Food Manufacturing	547	536	-11	-2.01%

City of Little Rock LWDA Occupations

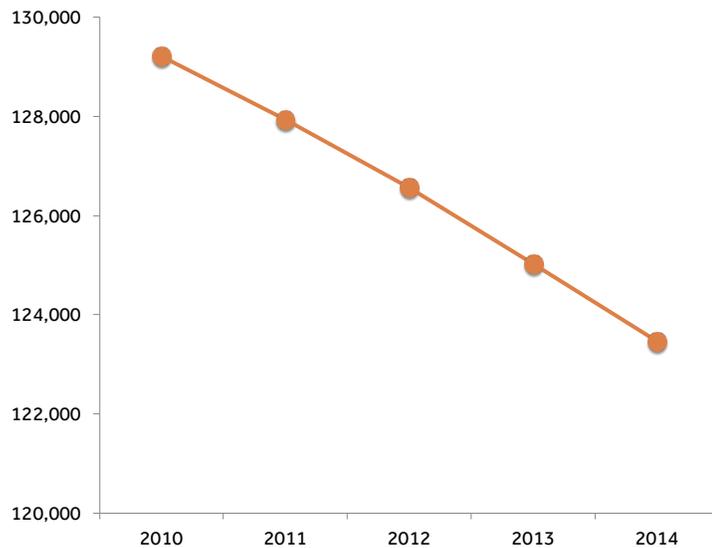
SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2014 Estimated	2016 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
41-2031	Retail Salespersons	5,291	5,503	212	4.01%	106	194	300
43-4051	Customer Service Representatives	5,414	5,624	210	3.88%	105	142	247
39-9021	Personal Care Aides	2,014	2,218	204	10.13%	102	11	113
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	2,829	2,983	154	5.44%	77	136	213
35-3031	Waiters and Waitresses	2,661	2,768	107	4.02%	54	138	192
41-2011	Cashiers	2,870	2,961	91	3.17%	46	154	200
11-1021	General and Operations Managers	2,761	2,850	89	3.22%	44	44	88
31-1014	Nursing Assistants	2,196	2,283	87	3.96%	44	38	82
41-3021	Insurance Sales Agents	2,551	2,628	77	3.02%	38	58	96
43-1011	First-Line Supervisors of Office and Administrative Support Workers	2,856	2,926	70	2.45%	35	66	101
Top 10 Fastest Growth								
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	76	88	12	15.79%	6	2	8
29-9091	Athletic Trainers	91	101	10	10.99%	5	2	7
39-9021	Personal Care Aides	2,014	2,218	204	10.13%	102	11	113
39-9031	Fitness Trainers and Aerobics Instructors	209	228	19	9.09%	10	2	12
49-9041	Industrial Machinery Mechanics	251	273	22	8.76%	11	7	18
39-3091	Amusement and Recreation Attendants	164	178	14	8.54%	7	10	17
29-2081	Opticians, Dispensing	70	75	5	7.14%	2	2	4
31-2021	Physical Therapist Assistants	142	152	10	7.04%	5	3	8
13-1161	Market Research Analysts and Marketing Specialists	454	485	31	6.83%	16	6	22
17-2072	Electronics Engineers, Except Computer	80	85	5	6.25%	2	2	4
Top 10 Decline								
43-9021	Data Entry Keyers	375	356	-19	-5.07%	0	5	5
43-6011	Executive Secretaries and Executive Administrative Assistants	1,049	1,039	-10	-0.95%	0	12	12
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	1,055	1,048	-7	-0.66%	0	29	29
29-2053	Psychiatric Technicians	204	197	-7	-3.43%	0	2	2
43-9011	Computer Operators	101	94	-7	-6.93%	0	1	1
41-3011	Advertising Sales Agents	327	321	-6	-1.83%	0	10	10
43-2011	Switchboard Operators, Including Answering Service	250	244	-6	-2.40%	0	4	4
53-3022	Bus Drivers, School or Special Client	680	674	-6	-0.88%	0	11	11
43-5021	Couriers and Messengers	272	268	-4	-1.47%	0	4	4
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	295	291	-4	-1.36%	0	2	2
Top 10 Fastest Decline								
43-9011	Computer Operators	101	94	-7	-6.93%	0	1	1
43-9021	Data Entry Keyers	375	356	-19	-5.07%	0	5	5
29-2053	Psychiatric Technicians	204	197	-7	-3.43%	0	2	2
43-2011	Switchboard Operators, Including Answering Service	250	244	-6	-2.40%	0	4	4
41-3011	Advertising Sales Agents	327	321	-6	-1.83%	0	10	10
43-5021	Couriers and Messengers	272	268	-4	-1.47%	0	4	4
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	295	291	-4	-1.36%	0	2	2
43-6011	Executive Secretaries and Executive Administrative Assistants	1,049	1,039	-10	-0.95%	0	12	12
53-3022	Bus Drivers, School or Special Client	680	674	-6	-0.88%	0	11	11
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	1,055	1,048	-7	-0.66%	0	29	29

Source: Arkansas Department of Workforce Services, Projections Suite Software

Eastern Arkansas LWDA

Population

The Eastern Arkansas Local Workforce Development Area's population declined by 1,567 between 2013 and 2014 to 123,464. The Eastern Arkansas LWDA includes five counties: Crittenden, Cross, Lee, Phillips, and Saint Francis. With Tennessee bordering to the east, Crittenden County is part of the Memphis Metropolitan Statistical Area.



Eastern Arkansas LWDA Population 2010 - 2014

2010	2011	2012	2013	2014
129,211	127,935	126,569	125,031	123,464

Source: U.S. Census Bureau

Quarterly Workforce Indicators

Job creation increased compared to the second quarter of 2013 by 51 jobs, with 2,003 jobs created during the same time period in 2014. But job creation decreased in the LWDA by 1,484 when comparing second quarter 2010 to 2014. New hires and separations increased from 2013 to 2014 by 618 and 566 respectively. The turnover rate was 10.3 percent.

Eastern Arkansas LWDA Quarterly Workforce Indicators (All Ownerships)

QWI Explorer	2010_2	2011_2	2012_2	2013_2	2014_2
Job Creation	3,487	2,264	1,976	1,952	2,003
New Hires	7,675	6,034	5,922	6,034	6,652
Separations	7,414	6,538	6,661	6,678	7,244
Turnover	9.2%	10.0%	8.9%	9.2%	10.3%

Source: U.S. Census Bureau, Center for Economic Studies, LEHD

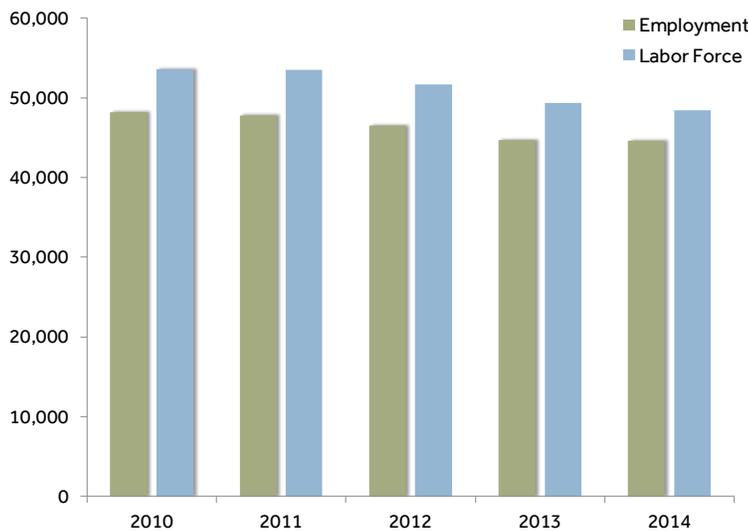
Job Creation: Estimated number of jobs gained at firms throughout the quarter.

New Hires: Estimated number of workers who started a new job.

Separations: Estimated number of workers whose job with a given employer ended in the specified quarter.

Turnovers: The rate at which stable jobs begin and end

Eastern Arkansas LWDA



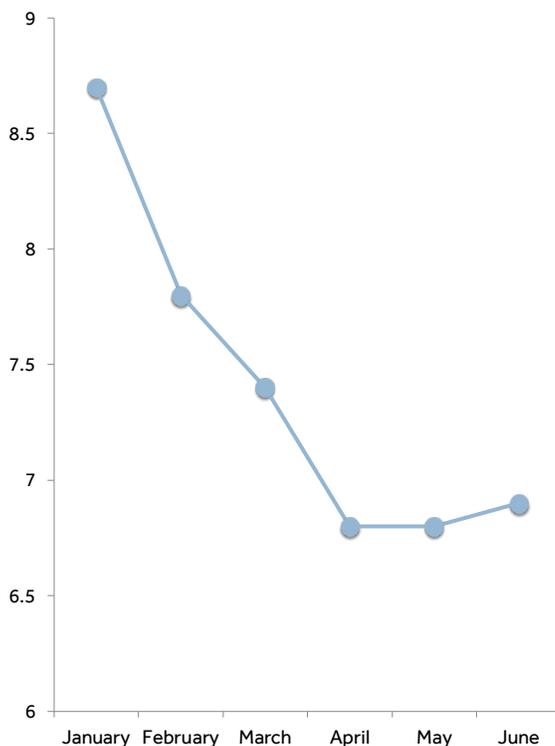
Labor Force/Employment

The labor force decreased by 900 to 48,425 in 2014 and has decreased by 5,150 from 2010 to 2014. Employment also decreased during 2014, losing 75 workers to 44,625. Unemployment and the unemployment rate saw significant decreases from 2013 to 2014, having 825 fewer unemployed and the unemployment rate dropping by one and sixth-tenths of a percentage point to 7.8 percent. Over the five-year period, the Area saw the unemployment rate drop by two and two-tenths of a percentage point from 10.0 percent. Since the beginning of 2015, the unemployment rate has continued to decline ending June 2015 at 6.9 percent.

Eastern Arkansas LWDA 2010-2014 Labor Force/Employment

Year	2010	2011	2012	2013	2014
Labor Force	53,575	53,525	51,625	49,325	48,425
Employment	48,200	47,825	46,500	44,700	44,625
Unemployment	5,375	5,700	5,125	4,625	3,800
Unemployment Rate	10.0%	10.7%	9.9%	9.4%	7.8%

Source: Arkansas Department of Workforce Services



Monthly Unemployment Rate

Eastern Arkansas LWDA 2015 Monthly Unemployment Rate*

Year	Period	Unemployment Rate
2015	January	8.7%
2015	February	7.8%
2015	March	7.4%
2015	April	6.8%
2015	May	6.8%
2015	June	6.9%

*Not Seasonally Adjusted, Not Preliminary

Source: Arkansas Department of Workforce Services

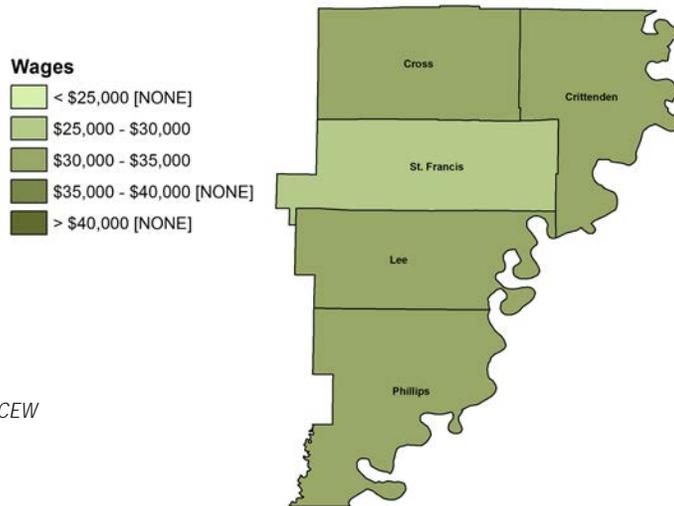
Eastern Arkansas LWDA

Wages

Cashiers had the largest estimated employment in the LWDA in 2014 with 1,533 employed, earning an experienced wage of \$18,499 in 2014. *Correctional Officers and Jailers* had the largest average wage on the list with \$39,220 with 640 employed in this occupation.

Internists, General leads the occupations paying the most list with an average annual wage of \$276,639. *Industrial Production Managers* rounded out the list with an average annual wage of \$86,028.

Eastern Arkansas LWDA Average Annual Wages



Source: OCEW

Eastern Arkansas LWDA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Cashiers	1,533	\$17,967	\$16,904	\$18,499
Personal Care Aides	1,289	\$17,280	\$16,602	\$17,618
Heavy and Tractor-Trailer Truck Drivers	1,159	\$37,105	\$23,090	\$44,112
Office Clerks, General	1,032	\$23,958	\$16,934	\$27,470
Laborers and Freight, Stock, and Material Movers, Hand	1,006	\$22,329	\$17,136	\$24,925
Combined Food Preparation and Serving Workers, Including Fast Food	898	\$16,930	\$16,825	\$16,982
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	759	\$26,913	\$19,751	\$30,494
Retail Salespersons	641	\$22,185	\$16,923	\$24,815
Correctional Officers and Jailers	640	\$39,220	\$26,527	\$45,566
Maids and Housekeeping Cleaners	572	\$17,442	\$16,894	\$17,717

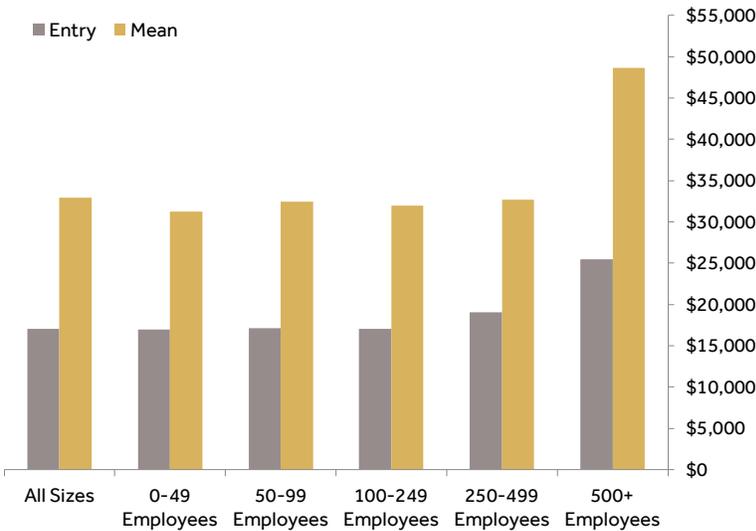
Source: Arkansas Department of Workforce Services, May 2014 Wage Survey

Eastern Arkansas LWDA Occupations Paying the Most

Occupation	Average Annual Salary
Internists, General	\$276,639
Family and General Practitioners	\$184,236
Pharmacists	\$128,560
Chief Executives	\$125,879
Nurse Practitioners	\$105,637
Clinical, Counseling, and School Psychologists	\$98,212
Dentists, General	\$97,436
Construction Managers	\$89,494
Judges, Magistrate Judges, and Magistrates	\$86,100
Industrial Production Managers	\$86,028

Source: Arkansas Department of Workforce Services, May 2014 Wage Survey

Eastern Arkansas LWDA



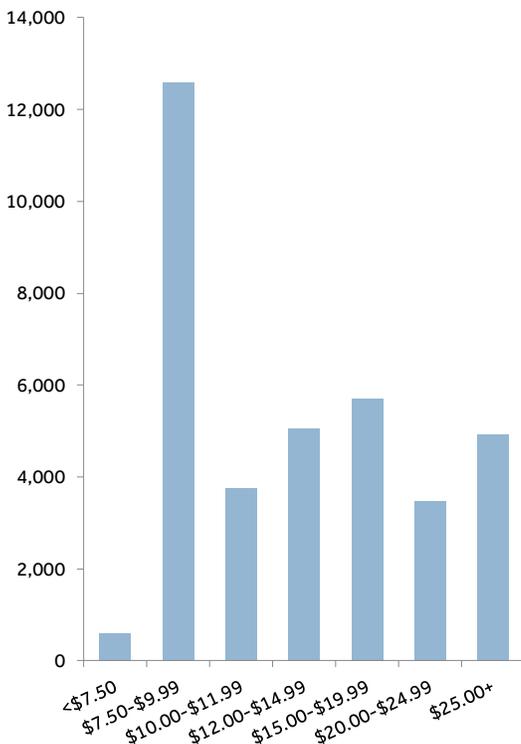
Employers of all sizes in the Eastern Arkansas LWDA had an estimated median wage of \$26,301 in 2014. Employers with 100 to 249 employees had an estimated entry wage of \$17,015. All sizes had an estimated entry wage of \$17,029, while estimated experienced wages were \$40,876 for 2014.

Of the 36,072 employees earning an hourly wage, those earning \$7.50 to \$9.99 an hour was the largest group on the list, with an estimated 12,580 employees. Estimated employees earning \$15.00 to \$19.99 an hour was 5,706.

Eastern Arkansas LWDA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$32,927	\$26,301	\$17,029	\$40,876
0-49 Employees	\$31,245	\$23,306	\$16,972	\$38,382
50-99 Employees	\$32,451	\$25,595	\$17,101	\$40,051
100-249 Employees	\$32,006	\$26,384	\$17,015	\$39,502
250-499 Employees	\$32,711	\$29,520	\$19,080	\$39,527
500+ Employees	\$48,684	\$48,321	\$25,454	\$60,300

Source: Arkansas Department of Workforce Services, May 2014 Wage Survey



Eastern Arkansas LWDA Number of Employees by Hourly Wage

Total	36,072
<\$7.50	592
\$7.50-\$9.99	12,580
\$10.00-\$11.99	3,760
\$12.00-\$14.99	5,043
\$15.00-\$19.99	5,706
\$20.00-\$24.99	3,470
\$25.00+	4,921

Source: Arkansas Department of Workforce Services, May 2014 Wage Survey

Eastern Arkansas LWDA

Industry

The Eastern Arkansas LWDA is expected to experience a net growth of 824 jobs by 2016. *Social Assistance* is predicted to be the top growing industry adding 280 new jobs to an employment level of 2,654. *Waste Management and Remediation Services* is anticipated to increase by 67.07 percent, making it the fastest growing industry raising job numbers to 137. On the negative side of the economy, *Hospitals* is projected to be the top and fastest declining industry with an anticipated loss of 381 jobs, or 39.28 percent of its workforce. The **Professional and Business Services** supersector is expected to grow by more than 10 percent over the 2014-2016 projection period, an increase of 235 jobs.

Occupations

The Eastern Arkansas LWDA is expected to have 1,591 annual job openings during the projection period with 967 being for replacement and the remaining 624 for growth and expansion. *Personal Care Aides* is expected to gain 136 jobs, or increase employment by 11.81 percent between 2014 and 2016 making it the top and fastest growing industry in the Area. On the negative side of the economy, *Registered Nurses* is estimated to be the top declining occupation with a loss of 106, bringing job levels down to 517. *Respiratory Therapists* could see a loss of 38.10 percent of its workforce making it the fastest declining occupation. *Cashiers* is estimated to have 100 annual job openings leading all occupations in the Area. **Personal Care and Service Occupations** is expected to add 207 new jobs to its workforce making it the top growing occupational major group and increasing 9.24 percent to a job level of 2,447.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2014 Estimated	2016 Projected		
102400	Professional and Business Services	2,314	2,549	235	10.16%
102600	Leisure and Hospitality	3,332	3,512	180	5.40%
102100	Trade, Transportation, and Utilities	9,216	9,357	141	1.53%
101300	Manufacturing	3,244	3,379	135	4.16%
102800	Government	4,359	4,420	61	1.40%

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2014 Estimated	2016 Projected	Net	Percent	Growth	Replacement	Total
39-0000	Personal Care and Service Occupations	2,240	2,447	207	9.24%	104	34	138
41-0000	Sales and Related Occupations	4,126	4,244	118	2.86%	70	149	219
35-0000	Food Preparation and Serving Related Occupations	3,109	3,221	112	3.60%	58	114	172
11-0000	Management Occupations	3,742	3,831	89	2.38%	53	62	115
51-0000	Production Occupations	2,852	2,939	87	3.05%	70	54	124

Source: Arkansas Department of Workforce Services, Projections Suite Software

Eastern Arkansas LWDA Industry

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2014 Estimated	2016 Projected		
Top 10 Growth					
624000	Social Assistance	2,374	2,654	280	11.79%
561000	Administrative and Support Services	1,508	1,661	153	10.15%
722000	Food Services and Drinking Places	2,378	2,499	121	5.09%
311000	Food Manufacturing	660	737	77	11.67%
452000	General Merchandise Stores	1,427	1,503	76	5.33%
621000	Ambulatory Health Care Services	1,529	1,605	76	4.97%
424000	Merchant Wholesalers, Nondurable Goods	1,046	1,114	68	6.50%
562000	Waste Management and Remediation Service	82	137	55	67.07%
325000	Chemical Manufacturing	378	432	54	14.29%
236000	Construction of Buildings	611	649	38	6.22%
Top 10 Fastest Growth					
562000	Waste Management and Remediation Service	82	137	55	67.07%
325000	Chemical Manufacturing	378	432	54	14.29%
624000	Social Assistance	2,374	2,654	280	11.79%
311000	Food Manufacturing	660	737	77	11.67%
327000	Nonmetallic Mineral Product Manufacturing	107	118	11	10.28%
561000	Administrative and Support Services	1,508	1,661	153	10.15%
517000	Telecommunications	70	75	5	7.14%
424000	Merchant Wholesalers, Nondurable Goods	1,046	1,114	68	6.50%
236000	Construction of Buildings	611	649	38	6.22%
333000	Machinery Manufacturing	238	252	14	5.88%
Top 10 Decline					
622000	Hospitals	970	589	-381	-39.28%
484000	Truck Transportation	1,005	927	-78	-7.76%
493000	Warehousing and Storage	666	629	-37	-5.56%
524000	Insurance Carriers and Related Activities	150	115	-35	-23.33%
611000	Educational Services	4,688	4,667	-21	-0.45%
721000	Accommodation, including Hotels and Motels	378	357	-21	-5.56%
522000	Credit Intermediation and Related Activities	590	570	-20	-3.39%
321000	Wood Product Manufacturing	81	65	-16	-19.75%
448000	Clothing and Clothing Accessories Stores	127	113	-14	-11.02%
221000	Utilities	212	202	-10	-4.72%
Top 10 Fastest Decline					
622000	Hospitals	970	589	-381	-39.28%
454000	Nonstore Retailers	24	17	-7	-29.17%
524000	Insurance Carriers and Related Activities	150	115	-35	-23.33%
321000	Wood Product Manufacturing	81	65	-16	-19.75%
448000	Clothing and Clothing Accessories Stores	127	113	-14	-11.02%
484000	Truck Transportation	1,005	927	-78	-7.76%
493000	Warehousing and Storage	666	629	-37	-5.56%
721000	Accommodation, including Hotels and Motels	378	357	-21	-5.56%
221000	Utilities	212	202	-10	-4.72%
532000	Rental and Leasing Services	164	157	-7	-4.27%

Source: Arkansas Department of Workforce Services, Projections Suite Software

Eastern Arkansas LWDA Occupations

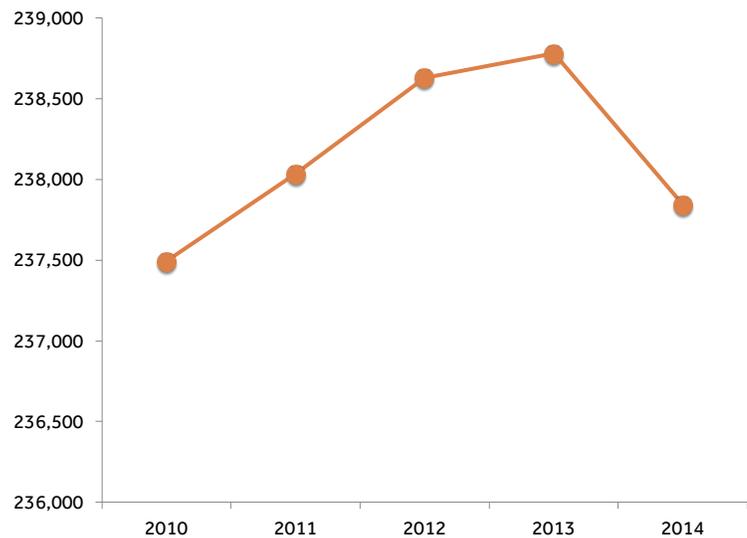
SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2014 Estimated	2016 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
39-9021	Personal Care Aides	1,152	1,288	136	11.81%	68	6	74
11-9013	Farmers, Ranchers, and Other Agricultural Managers	2,087	2,155	68	3.26%	34	33	67
31-1011	Home Health Aides	628	688	60	9.55%	30	11	41
41-2011	Cashiers	1,410	1,458	48	3.40%	24	76	100
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	730	770	40	5.48%	20	35	55
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,140	1,180	40	3.51%	20	36	56
51-2092	Team Assemblers	356	394	38	10.67%	19	6	25
37-2012	Maids and Housekeeping Cleaners	643	675	32	4.98%	16	12	28
39-9011	Childcare Workers	545	576	31	5.69%	16	16	32
41-1011	First-Line Supervisors of Retail Sales Workers	770	798	28	3.64%	14	16	30
Top 10 Fastest Growth								
39-9021	Personal Care Aides	1,152	1,288	136	11.81%	68	6	74
51-2092	Team Assemblers	356	394	38	10.67%	19	6	25
31-1011	Home Health Aides	628	688	60	9.55%	30	11	41
33-9032	Security Guards	109	118	9	8.26%	4	2	6
49-9041	Industrial Machinery Mechanics	173	187	14	8.09%	7	5	12
47-2031	Carpenters	156	168	12	7.69%	6	2	8
51-9011	Chemical Equipment Operators and Tenders	68	73	5	7.35%	2	2	4
53-7081	Refuse and Recyclable Material Collectors	96	103	7	7.29%	4	2	6
21-1093	Social and Human Service Assistants	156	167	11	7.05%	6	4	10
47-2061	Construction Laborers	338	361	23	6.80%	12	7	19
Top 10 Decline								
29-1141	Registered Nurses	623	517	-106	-17.01%	0	10	10
41-3021	Insurance Sales Agents	88	71	-17	-19.32%	0	2	2
29-2034	Radiologic Technologists	47	33	-14	-29.79%	0	0	0
29-2061	Licensed Practical and Licensed Vocational Nurses	365	353	-12	-3.29%	0	8	8
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	227	216	-11	-4.85%	0	4	4
11-9111	Medical and Health Services Managers	75	65	-10	-13.33%	0	2	2
43-3011	Bill and Account Collectors	33	23	-10	-30.30%	0	1	1
43-3071	Tellers	236	227	-9	-3.81%	0	12	12
29-1126	Respiratory Therapists	21	13	-8	-38.10%	0	0	0
29-2071	Medical Records and Health Information Technicians	40	32	-8	-20.00%	0	1	1
Top 10 Fastest Decline								
29-1126	Respiratory Therapists	21	13	-8	-38.10%	0	0	0
29-2011	Medical and Clinical Laboratory Technologists	20	13	-7	-35.00%	0	0	0
43-3011	Bill and Account Collectors	33	23	-10	-30.30%	0	1	1
29-2034	Radiologic Technologists	47	33	-14	-29.79%	0	0	0
29-2071	Medical Records and Health Information Technicians	40	32	-8	-20.00%	0	1	1
41-3021	Insurance Sales Agents	88	71	-17	-19.32%	0	2	2
29-1141	Registered Nurses	623	517	-106	-17.01%	0	10	10
11-9111	Medical and Health Services Managers	75	65	-10	-13.33%	0	2	2
43-4081	Hotel, Motel, and Resort Desk Clerks	105	99	-6	-5.71%	0	5	5
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	227	216	-11	-4.85%	0	4	4

Source: Arkansas Department of Workforce Services, Projections Suite Software

North Central Arkansas LWDA

Population

The North Central Arkansas Local Workforce Development Area decreased in population in 2014, declining by 935 to bring the population to 237,844. But the population increased over the five-year period of 2010-2014, adding 353 to the Area. The North Central Arkansas LWDA consists of 10 counties: Cleburne, Fulton, Independence, Izard, Jackson, Sharp, Stone, Van Buren, White, and Woodruff, with the state of Missouri bordering the area to the north.



North Central Arkansas LWDA Population 2010 - 2014

	2010	2011	2012	2013	2014
Population	237,491	238,033	238,629	238,779	237,844

Source: U.S. Census Bureau

Quarterly Workforce Indicators

There were 3,642 new jobs created in the second quarter of 2014, down 264 compared to the same quarter in 2013. New hires and separations declined compared to the second quarter of 2013, with new hires decreasing to 11,273 and separations decreasing to 12,862. The turnover rate was 8.9 percent.

North Central Arkansas LWDA Quarterly Workforce Indicators (All Ownerships)

QWI Explorer	2010_2	2011_2	2012_2	2013_2	2014_2
Job Creation	4,099	4,028	4,635	3,906	3,642
New Hires	13,079	12,185	12,311	11,654	11,273
Separations	13,953	13,571	14,562	12,862	12,464
Turnover	8.9%	8.9%	9.0%	8.6%	8.9%

Source: U.S. Census Bureau, Center for Economic Studies, LEHD

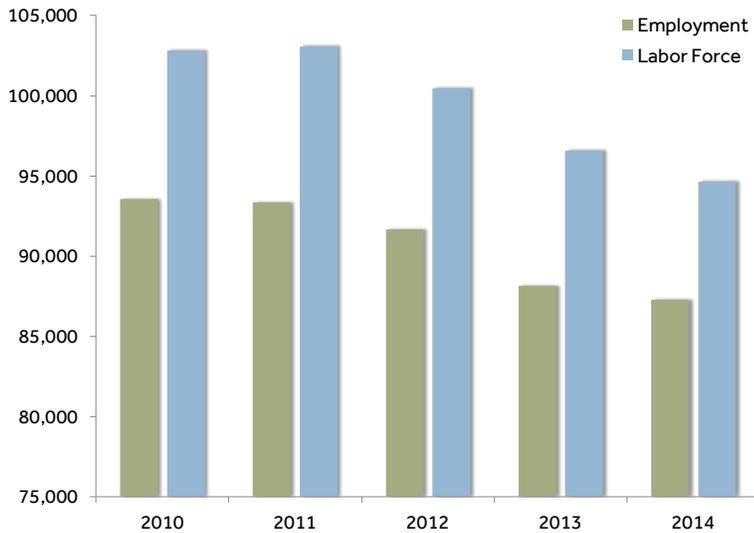
Job Creation: Estimated number of jobs gained at firms throughout the quarter.

New Hires: Estimated number of workers who started a new job.

Separations: Estimated number of workers whose job with a given employer ended in the specified quarter.

Turnovers: The rate at which stable jobs begin and end.

North Central Arkansas LWDA



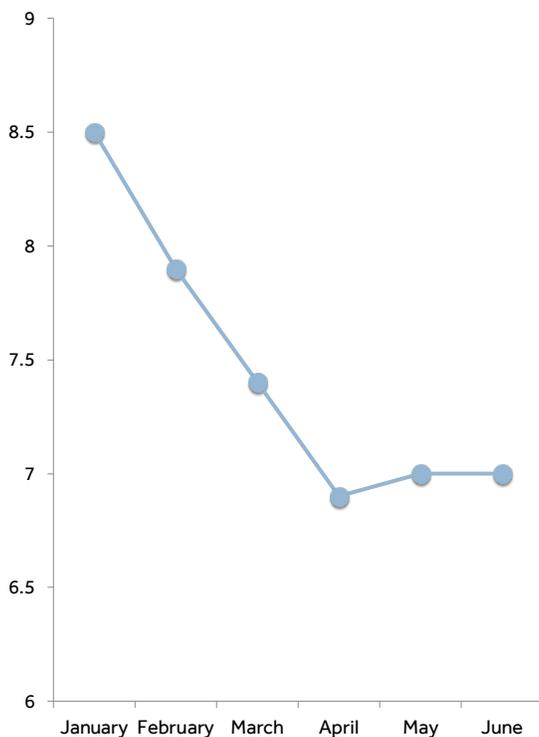
Labor Force/Employment

The labor force decreased by 1,925 from 2013 to 2014 and saw a decrease of 8,150 from 2010. Employment decreased by 850 while unemployment decreased by 1,075 in from 2013 to 2014. The unemployment rate dropped to 7.8 percent or nine-tenths of a percentage point from 2013. The unemployment rate continued to decline during 2015 to 7.0 percent at the end of June.

North Central Arkansas LWDA 2009-2013 Labor Force/Employment

Year	2010	2011	2012	2013	2014
Labor Force	102,800	103,075	100,450	96,575	94,650
Employment	93,550	93,350	91,675	88,150	87,300
Unemployment	9,250	9,725	8,775	8,425	7,350
Unemployment Rate	9.0%	9.4%	8.7%	8.7%	7.8%

Source: Arkansas Department of Workforce Services



Monthly Unemployment Rate

North Central Arkansas LWDA 2015 Monthly Unemployment Rate*

Year	Period	Unemployment Rate
2015	January	8.5%
2015	February	7.9%
2015	March	7.4%
2015	April	6.9%
2015	May	7.0%
2015	June	7.0%

*Not Seasonally Adjusted, Not Preliminary

Source: Arkansas Department of Workforce Services

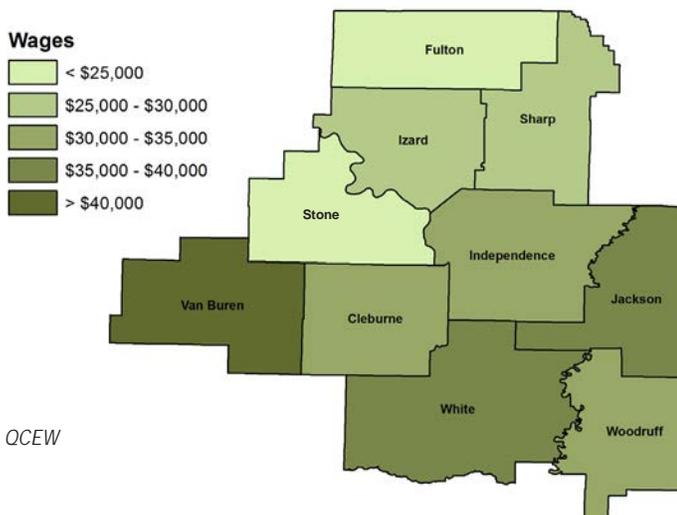
North Central Arkansas LWDA

Wages

Cashiers, with an estimated employment of 2,917 was the largest occupation in the LWDA with an entry wage of \$16,969 in 2014. *Registered Nurses* had the largest experienced wage of the 10 largest occupations at \$57,786 and had an estimated employment of 1,369.

Surgeons topped the occupations paying the most list, earning an average annual wage of \$257,875. *Internists, General* was second with an average annual wage of \$252,859. *Judges, Magistrate Judges, and Magistrates* finished out the list with an average annual wage of \$91,935 in 2014.

North Central Arkansas LWDA Average Annual Wages



Source: QCEW

North Central Arkansas LWDA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Cashiers	2,917	\$18,341	\$16,969	\$19,026
Retail Salespersons	2,514	\$22,784	\$16,992	\$25,680
Heavy and Tractor-Trailer Truck Drivers	2,264	\$34,959	\$21,562	\$41,658
Combined Food Preparation and Serving Workers, Including Fast Food	2,147	\$17,053	\$16,813	\$17,172
Nursing Assistants	1,918	\$19,842	\$16,876	\$21,324
Office Clerks, General	1,629	\$24,158	\$17,094	\$27,690
Laborers and Freight, Stock, and Material Movers, Hand	1,484	\$24,210	\$17,315	\$27,657
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,475	\$25,057	\$18,899	\$28,137
Registered Nurses	1,369	\$52,365	\$41,522	\$57,786
Licensed Practical and Licensed Vocational Nurses	1,222	\$33,524	\$27,048	\$36,762

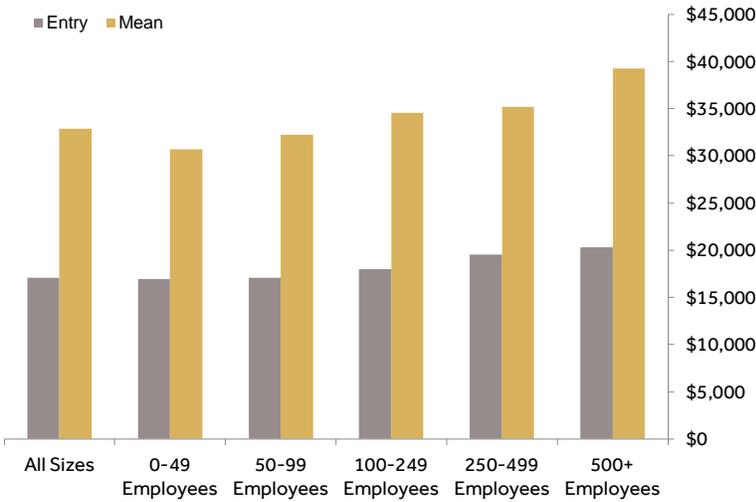
Source: Arkansas Department of Workforce Services, May 2014 Wage Survey

North Central LWDA Arkansas Occupations Paying the Most

Occupation	Average Annual Salary
Surgeons	\$257,875
Internists, General	\$252,859
Family and General Practitioners	\$226,414
Optometrists	\$126,990
Pharmacists	\$112,762
Architectural and Engineering Managers	\$105,481
Nurse Practitioners	\$94,229
Chief Executives	\$93,815
Physical Therapists	\$92,227
Judges, Magistrate Judges, and Magistrates	\$91,935

Source: Arkansas Department of Workforce Services, May 2014 Wage Survey

North Central Arkansas LWDA



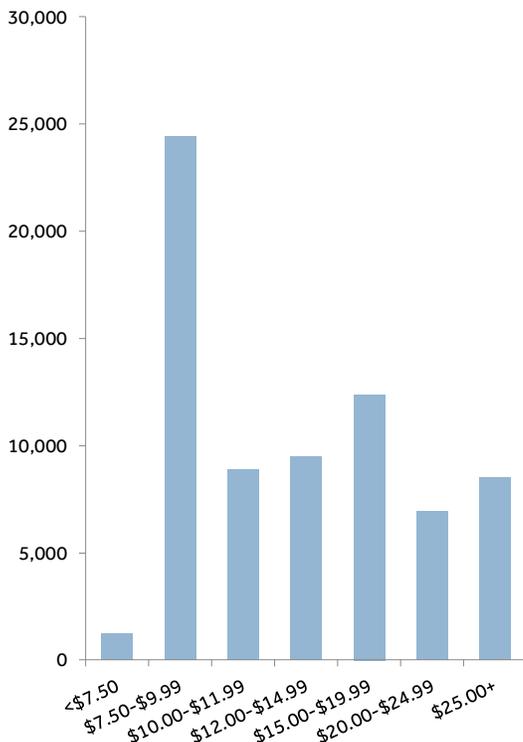
Employees in North Central Arkansas had an estimated mean wage of \$32,845 in 2014. Employers with 250 to 499 employees had an estimated median wage of \$32,145 and experienced wage of \$43,009. Entry wages for all employer sizes were above \$16,946 in 2014.

Of the 71,914 employees in North Central Arkansas, employees making \$7.50 to \$9.99 an hour was the largest group with 24,447 employees. Employees making \$20.00 to \$24.99 an hour totaled 6,939 in 2014.

North Central Arkansas LWDA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$32,845	\$25,841	\$17,095	\$40,720
0-49 Employees	\$30,725	\$22,443	\$16,946	\$37,614
50-99 Employees	\$32,212	\$24,664	\$17,080	\$39,778
100-249 Employees	\$34,521	\$29,615	\$18,006	\$42,779
250-499 Employees	\$35,175	\$32,145	\$19,505	\$43,009
500+ Employees	\$39,230	\$32,892	\$20,328	\$48,681

Source: Arkansas Department of Workforce Services, May 2014 Wage Survey



North Central Arkansas LWDA Number of Employees by Hourly Wage

Total	71,914
<\$7.50	1,250
\$7.50-\$9.99	24,447
\$10.00-\$11.99	8,871
\$12.00-\$14.99	9,481
\$15.00-\$19.99	12,386
\$20.00-\$24.99	6,939
\$25.00+	8,540

Source: Arkansas Department of Workforce Services, May 2014 Wage Survey

North Central Arkansas LWDA

Industry

The North Central Arkansas LWDA is projected to add 739 jobs through March 2016, or increase employment by 0.91 percent. *Food Services and Drinking Places* leads all industries in net growth with an estimated gain of 239, bringing employment to 5,128. *Machinery Manufacturing* is forecast to be the fastest growing industry increasing employment by 33.63 percent, to a level of 755. *Hospitals* is projected to lose 240 jobs over the 2014-2016 projection period, a decline of more than 7 percent, while *Motion Picture and Sound Recording Industries* is predicted to lose 15.79 percent of its workforce. **Manufacturing** in North Central Arkansas is expected to have the highest growth among industry supersectors adding 285 jobs to its local workforce bring job levels to 8,404.

Occupations

The North Central Arkansas LWDA is expected to have 2,572 total job openings annually between 2014 and 2016. Of these, 1,858 would be for replacement, while 714 would be for growth and expansion. *Team Assemblers* is estimated to be the top growing occupation raising employment by 105, bringing employment to 944 during the projection period. *Painters, Transportation Equipment* could be the fastest growing occupation with a 20 percent increase in jobs going from 75 in 2014 to 90 in 2016. *Farmers, Ranchers, and Other Agricultural Managers* is estimated to lose the most jobs with a decline of 126 jobs, while *Service Unit Operators, Oil, Gas, and Mining* could lose 11.11 percent of its workforce making it the fastest declining occupation in the North Central Arkansas LWDA. With 152 annual job openings anticipated, *Cashiers* is estimated to lead all occupations in job openings. **Production Occupations** is estimated to be the top growing occupational major group with an increase of 247, raising employment levels to 7,598.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2014 Estimated	2016 Projected		
101300	Manufacturing	8,119	8,404	285	3.51%
102600	Leisure and Hospitality	5,728	5,968	240	4.19%
102100	Trade, Transportation, and Utilities	15,765	15,942	177	1.12%
102400	Professional and Business Services	3,373	3,501	128	3.79%
102300	Financial Activities	2,477	2,572	95	3.84%

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2014 Estimated	2016 Projected	Net	Percent	Growth	Replacement	Total
51-0000	Production Occupations	7,351	7,598	247	3.36%	162	158	320
35-0000	Food Preparation and Serving Related Occupations	6,029	6,246	217	3.60%	112	224	336
41-0000	Sales and Related Occupations	7,589	7,760	171	2.25%	88	272	360
43-0000	Office and Administrative Support Occupations	10,134	10,216	82	0.81%	64	225	289
39-0000	Personal Care and Service Occupations	2,975	3,044	69	2.32%	38	57	95

Source: Arkansas Department of Workforce Services, Projections Suite Software

North Central Arkansas LWDA Industry

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2014 Estimated	2016 Projected		
Top 10 Growth					
722000	Food Services and Drinking Places	4,889	5,128	239	4.89%
336000	Transportation Equipment Manufacturing	814	1,021	207	25.43%
333000	Machinery Manufacturing	565	755	190	33.63%
621000	Ambulatory Health Care Services	3,263	3,434	171	5.24%
452000	General Merchandise Stores	2,932	3,069	137	4.67%
561000	Administrative and Support Services	1,874	1,971	97	5.18%
624000	Social Assistance	2,131	2,211	80	3.75%
611000	Educational Services	8,986	9,054	68	0.76%
522000	Credit Intermediation and Related Activities	1,449	1,514	65	4.49%
311000	Food Manufacturing	2,334	2,393	59	2.53%
Top 10 Fastest Growth					
333000	Machinery Manufacturing	565	755	190	33.63%
336000	Transportation Equipment Manufacturing	814	1,021	207	25.43%
112000	Animal Production	319	367	48	15.05%
488000	Support Activities for Transportation	438	479	41	9.36%
485000	Transit and Ground Passenger Transportation	114	124	10	8.77%
486000	Pipeline Transportation	147	159	12	8.16%
425000	Wholesale Electronic Markets and Agents and Brokers	172	186	14	8.14%
515000	Broadcasting (except Internet)	125	135	10	8.00%
453000	Miscellaneous Store Retailers	485	520	35	7.22%
551000	Management of Companies and Enterprises	191	202	11	5.76%
Top 10 Decline					
622000	Hospitals	3,248	3,008	-240	-7.39%
484000	Truck Transportation	2,004	1,867	-137	-6.84%
213000	Support Activities for Mining	822	722	-100	-12.17%
236000	Construction of Buildings	415	384	-31	-7.47%
339000	Miscellaneous Manufacturing	440	409	-31	-7.05%
445000	Food and Beverage Stores	1,320	1,290	-30	-2.27%
332000	Fabricated Metal Product Manufacturing	702	677	-25	-3.56%
811000	Repair and Maintenance	560	541	-19	-3.39%
442000	Furniture and Home Furnishings Stores	125	107	-18	-14.40%
999100	Federal Government, Excluding Post Office	216	198	-18	-8.33%
Top 10 Fastest Decline					
512000	Motion Picture and Sound Recording Industries	38	32	-6	-15.79%
442000	Furniture and Home Furnishings Stores	125	107	-18	-14.40%
213000	Support Activities for Mining	822	722	-100	-12.17%
999100	Federal Government, Excluding Post Office	216	198	-18	-8.33%
236000	Construction of Buildings	415	384	-31	-7.47%
517000	Telecommunications	148	137	-11	-7.43%
622000	Hospitals	3,248	3,008	-240	-7.39%
339000	Miscellaneous Manufacturing	440	409	-31	-7.05%
484000	Truck Transportation	2,004	1,867	-137	-6.84%
454000	Nonstore Retailers	135	128	-7	-5.19%

North Central Arkansas LWDA Occupations

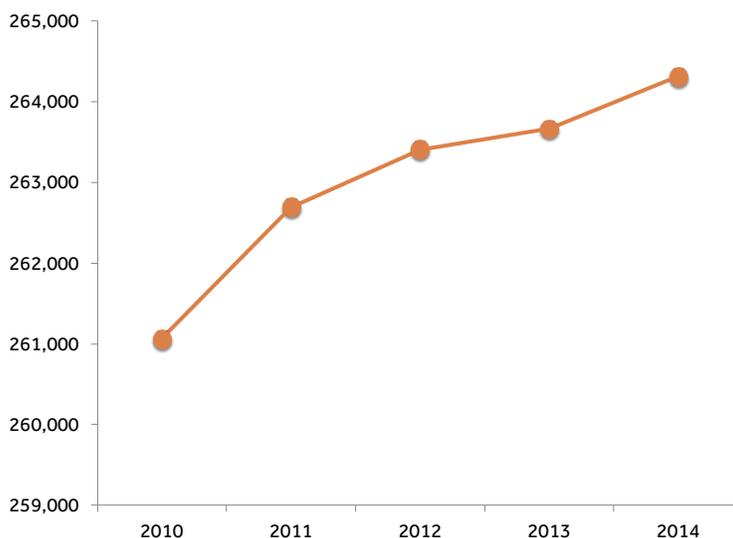
SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2014 Estimated	2016 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
51-2092	Team Assemblers	839	944	105	12.51%	52	14	66
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,533	1,624	91	5.94%	46	74	120
39-9021	Personal Care Aides	1,168	1,233	65	5.57%	32	6	38
41-2031	Retail Salespersons	2,275	2,338	63	2.77%	32	84	116
41-2011	Cashiers	2,338	2,391	53	2.27%	26	126	152
35-2014	Cooks, Restaurant	482	512	30	6.22%	15	10	25
35-3031	Waiters and Waitresses	732	762	30	4.10%	15	38	53
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,315	1,342	27	2.05%	14	16	30
51-4121	Welders, Cutters, Solderers, and Brazers	284	310	26	9.15%	13	7	20
35-2011	Cooks, Fast Food	852	877	25	2.93%	12	17	29
Top 10 Fastest Growth								
51-9122	Painters, Transportation Equipment	75	90	15	20.00%	8	2	10
49-3011	Aircraft Mechanics and Service Technicians	52	59	7	13.46%	4	1	5
51-4111	Tool and Die Makers	60	68	8	13.33%	4	0	4
51-2092	Team Assemblers	839	944	105	12.51%	52	14	66
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	75	83	8	10.67%	4	2	6
51-4121	Welders, Cutters, Solderers, and Brazers	284	310	26	9.15%	13	7	20
47-2211	Sheet Metal Workers	54	58	4	7.41%	2	1	3
35-2014	Cooks, Restaurant	482	512	30	6.22%	15	10	25
31-2021	Physical Therapist Assistants	97	103	6	6.19%	3	2	5
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,533	1,624	91	5.94%	46	74	120
Top 10 Decline								
11-9013	Farmers, Ranchers, and Other Agricultural Managers	8,281	8,155	-126	-1.52%	0	131	131
53-3032	Heavy and Tractor-Trailer Truck Drivers	2,421	2,319	-102	-4.21%	0	37	37
29-1141	Registered Nurses	1,307	1,267	-40	-3.06%	0	22	22
31-1014	Nursing Assistants	1,684	1,653	-31	-1.84%	0	30	30
37-2012	Maids and Housekeeping Cleaners	679	659	-20	-2.95%	0	12	12
49-9098	Helpers--Installation, Maintenance, and Repair Workers	251	236	-15	-5.98%	0	9	9
47-2031	Carpenters	360	346	-14	-3.89%	0	4	4
47-2061	Construction Laborers	590	576	-14	-2.37%	0	12	12
11-9021	Construction Managers	261	249	-12	-4.60%	0	4	4
43-6011	Executive Secretaries and Executive Administrative Assistants	220	211	-9	-4.09%	0	2	2
Top 10 Fastest Decline								
47-5013	Service Unit Operators, Oil, Gas, and Mining	72	64	-8	-11.11%	0	3	3
49-9098	Helpers--Installation, Maintenance, and Repair Workers	251	236	-15	-5.98%	0	9	9
43-9021	Data Entry Keyers	90	85	-5	-5.56%	0	1	1
29-1126	Respiratory Therapists	93	88	-5	-5.38%	0	1	1
11-9021	Construction Managers	261	249	-12	-4.60%	0	4	4
53-3032	Heavy and Tractor-Trailer Truck Drivers	2,421	2,319	-102	-4.21%	0	37	37
43-6011	Executive Secretaries and Executive Administrative Assistants	220	211	-9	-4.09%	0	2	2
47-2031	Carpenters	360	346	-14	-3.89%	0	4	4
51-9081	Dental Laboratory Technicians	150	145	-5	-3.33%	0	5	5
47-5071	Roustabouts, Oil and Gas	157	152	-5	-3.18%	0	4	4

Source: Arkansas Department of Workforce Services, Projections Suite Software

Northeast Arkansas LWDA

Population

The Northeast Arkansas Local Workforce Development Area's population was 264,313 in 2014, an increase of 649 since 2013, and saw an increase of 3,250 from 2010 to 2014. The Northeast Arkansas LWDA consists of the Jonesboro Metropolitan Statistical Area and seven counties: Clay, Craighead, Greene, Lawrence, Mississippi, Poinsett, and Randolph. Both Missouri and Tennessee border the Area.



Northeast Arkansas LWDA Population 2010 - 2014

2010	2011	2012	2013	2014
261,063	262,693	263,406	263,664	264,313

Source: U.S. Census Bureau

Quarterly Workforce Indicators

Job creation increased from the second quarter of 2013 by 98 to 4,935 for the same time period in 2014. But the Area's job creation was 416 less compared to 2010. New hires were 17,895 or 1,589 more than in 2013. Separations increased from the second quarter of 2013 by 1,249 to 20,104. The turnover rate was 8.8 percent.

Northeast Arkansas LWDA Quarterly Workforce Indicators (All Ownerships)

QWI Explorer	2010_2	2011_2	2012_2	2013_2	2014_2
Job Creation	5,351	5,449	4,401	4,837	4,935
New Hires	16,519	17,182	16,356	16,306	17,895
Separations	18,056	18,397	18,711	18,855	20,104
Turnover	8.6%	8.9%	9.1%	8.5%	8.8%

Source: U.S. Census Bureau, Center for Economic Studies, LEHD

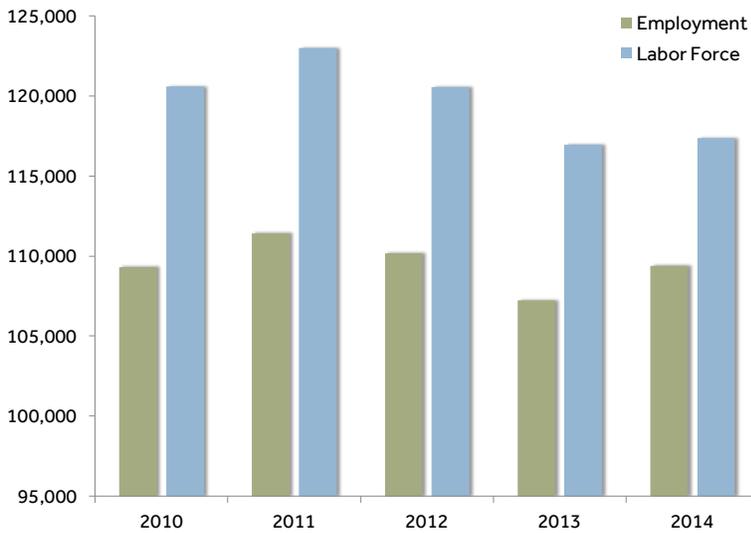
Job Creation: Estimated number of jobs gained at firms throughout the quarter.

New Hires: Estimated number of workers who started a new job.

Separations: Estimated number of workers whose job with a given employer ended in the specified quarter.

Turnovers: The rate at which stable jobs begin and end.

Northeast Arkansas LWDA



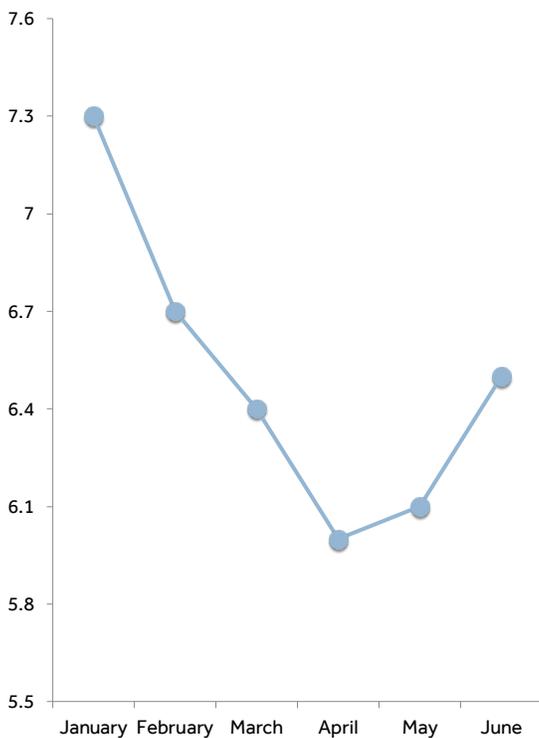
Labor Force/Employment

The labor force increased from 2013 by 400 to end 2014 with 117,375 in the labor force. Employment increased by 2,175 while unemployment decreased by 1,775 from 2013. The unemployment rate decreased significantly to 6.8 percent, a decline of one and five-tenths percentage points from 2013. The Area's unemployment rate dropped to 6.5 by June 2015.

Northeast Arkansas LWDA 2010-2014 Labor Force/Employment

Year	2010	2011	2012	2013	2014
Labor Force	120,600	123,000	120,575	116,975	117,375
Employment	109,325	111,425	110,175	107,225	109,400
Unemployment	11,275	11,575	10,400	9,750	7,975
Unemployment Rate	9.3%	9.4%	8.6%	8.3%	6.8%

Source: Arkansas Department of Workforce Services



Monthly Unemployment Rate

Northeast Arkansas LWDA 2015 Monthly Unemployment Rate*

Year	Period	Unemployment Rate
2015	January	7.3%
2015	February	6.7%
2015	March	6.4%
2015	April	6.0%
2015	May	6.1%
2015	June	6.5%

*Not Seasonally Adjusted, Not Preliminary

Source: Arkansas Department of Workforce Services

Northeast Arkansas LWDA

Wages

Retail Salespersons was the largest occupation of 2014 for the Area with an estimated employment of 3,407, earning an entry wage of \$16,908. The second largest, *Laborers and Freight, Stock, and Material Movers, Hand*, had an estimated employment of 2,793 with an average wage of \$23,118. *Registered Nurses* had the largest experienced wage of the 10 largest occupations, at \$59,337 annually.

Surgeons, with an average annual salary of \$267,852, was the occupation paying the most in the LWDA in 2014. *Pediatricians, General* earned an annual average wage of \$252,772, placing it second on the list. *Optometrists* finished the list, earning \$102,895 in 2014.

Northeast Arkansas LWDA Average Annual Wages



Source: QCEW

Northeast Arkansas LWDA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Retail Salespersons	3,407	\$22,290	\$16,908	\$24,981
Laborers and Freight, Stock, and Material Movers, Hand	2,793	\$23,118	\$17,046	\$26,154
Team Assemblers	2,757	\$29,587	\$22,392	\$33,185
Cashiers	2,293	\$18,017	\$16,986	\$18,532
Combined Food Preparation and Serving Workers, Including Fast Food	2,258	\$17,114	\$16,806	\$17,267
Office Clerks, General	2,255	\$23,551	\$16,985	\$26,834
Registered Nurses	1,996	\$53,564	\$42,018	\$59,337
Heavy and Tractor-Trailer Truck Drivers	1,756	\$32,370	\$23,832	\$36,639
Nursing Assistants	1,655	\$21,379	\$16,863	\$23,638
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,558	\$19,745	\$16,816	\$21,209

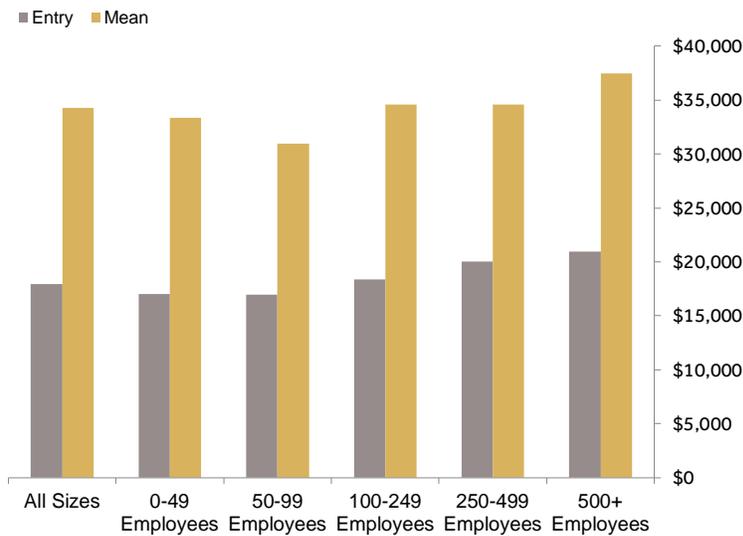
Source: Arkansas Department of Workforce Services, May 2014 Wage Survey

Northeast Arkansas LWDA Occupations Paying the Most

Occupation	Average Annual Salary
Surgeons	\$267,852
Pediatricians, General	\$252,772
Internists, General	\$227,326
Psychiatrists	\$204,109
Family and General Practitioners	\$200,104
Chief Executives	\$139,197
Dentists, General	\$137,741
Pharmacists	\$122,029
Lawyers	\$105,460
Optometrists	\$102,895

Source: Arkansas Department of Workforce Services, May 2014 Wage Survey

Northeast Arkansas LWDA



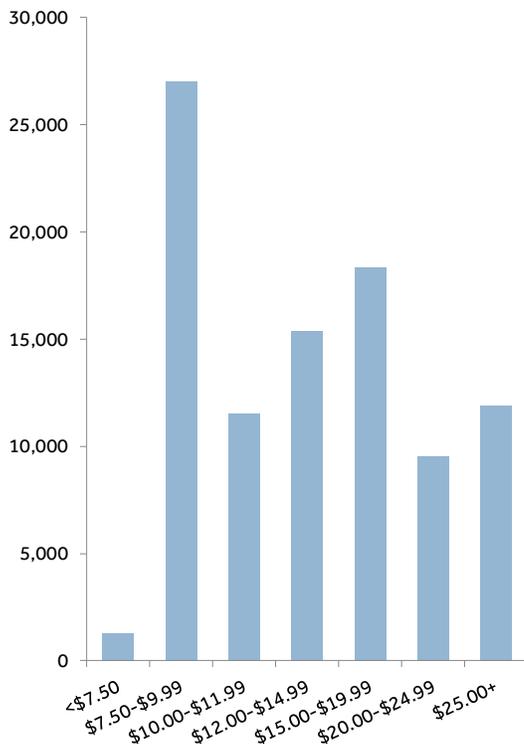
Employers of all sizes had an estimated entry wage of \$17,926 in Northeast Arkansas for 2014. Employers with 250 to 499 employees had an estimated mean wage of \$34,558 and an estimated entry wage of \$20,063. Estimated entry wages for the Area were above \$17,926 for employers of all sizes.

Of the 94,948 estimated employees in Northeast Arkansas, employees making \$12.00 to \$14.99 an hour numbered 15,345. Employees making \$7.50 to \$9.99 was the largest group in the Area with 27,025.

Northeast Arkansas LWDA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$34,283	\$28,025	\$17,926	\$42,461
0-49 Employees	\$33,349	\$25,215	\$17,032	\$41,508
50-99 Employees	\$30,990	\$22,532	\$16,985	\$37,993
100-249 Employees	\$34,580	\$29,581	\$18,390	\$42,675
250-499 Employees	\$34,558	\$30,336	\$20,063	\$41,806
500+ Employees	\$37,500	\$33,746	\$20,941	\$45,779

Source: Arkansas Department of Workforce Services, May 2014 Wage Survey



Northeast Arkansas LWDA Number of Employees by Hourly Wage

Total	94,948
<\$7.50	1,299
\$7.50-\$9.99	27,025
\$10.00-\$11.99	11,512
\$12.00-\$14.99	15,345
\$15.00-\$19.99	18,358
\$20.00-\$24.99	9,517
\$25.00+	11,892

Source: Arkansas Department of Workforce Services, May 2014 Wage Survey

Northeast Arkansas LWDA

Industry

The Northeast Arkansas LWDA is expected to add 3,154 jobs during the 2014-2016 projection period. At 2.93 percent, the Area is estimated to be the fastest growing Area in the state. *Food Manufacturing* is estimated to gain 406 new jobs making it the top growing industry in the Northeast Arkansas, bringing employment to 2,592. *Waste Management and Remediation Service* is anticipated to be the fastest growing industry with a gain of 29.18 percent, to a level of 332. *Primary Metal Manufacturing* is expected to be the top declining industry losing 128 jobs between 2014 and 2016, while *Leather and Allied Product Manufacturing* is likely to be the fastest declining industry with an anticipated loss of 70 percent of its workforce. **Manufacturing** is expected to be the top growing industry supersector gaining 695 new jobs, bringing employment levels to 20,222.

Occupations

The Northeast Arkansas LWDA is expected to have 4,168 annual openings during the projection period. Of these, 2,500 would be for replacement, while 1,668 would be for growth and expansion. *Team Assemblers* is predicted to be the top growing occupation with a gain of 164 jobs, bringing employment to 3,133. *Food Cooking Machine Operators and Tenders* is estimated to be the fastest growing occupation raising employment by 16.98 percent to a total of 62. *Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic* is estimated to lose 28 jobs between 2014 and 2016, while *Sewing Machine Operators* could lose a quarter of its workforce. *Cashiers* is expected to be the top occupation in number of annual openings with 179 anticipated. **Production Occupations** leads all occupational major groups in net growth with a gain of 428 jobs, raising job numbers to 14,496.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2014 Estimated	2016 Projected		
101300	Manufacturing	19,527	20,222	695	3.56%
102100	Trade, Transportation, and Utilities	18,631	19,312	681	3.66%
102500	Education and Health Services	26,774	27,368	594	2.22%
102600	Leisure and Hospitality	8,156	8,499	343	4.21%
102400	Professional and Business Services	6,708	6,947	239	3.56%

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2014 Estimated	2016 Projected	Net	Percent	Growth	Replacement	Total
51-0000	Production Occupations	14,068	14,496	428	3.04%	268	270	538
53-0000	Transportation and Material Moving Occupations	9,144	9,541	397	4.34%	204	216	420
35-0000	Food Preparation and Serving Related Occupations	8,552	8,869	317	3.71%	158	338	496
41-0000	Sales and Related Occupations	10,764	11,081	317	2.95%	162	364	526
11-0000	Management Occupations	9,535	9,824	289	3.03%	145	162	307

Source: Arkansas Department of Workforce Services, Projections Suite Software

Northeast Arkansas LWDA Industry

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2014 Estimated	2016 Projected		
Top 10 Growth					
311000	Food Manufacturing	2,186	2,592	406	18.57%
722000	Food Services and Drinking Places	7,187	7,481	294	4.09%
621000	Ambulatory Health Care Services	4,483	4,712	229	5.11%
333000	Machinery Manufacturing	1,934	2,157	223	11.53%
336000	Transportation Equipment Manufacturing	3,987	4,157	170	4.26%
488000	Support Activities for Transportation	551	710	159	28.86%
624000	Social Assistance	4,249	4,397	148	3.48%
452000	General Merchandise Stores	3,521	3,649	128	3.64%
622000	Hospitals	4,632	4,729	97	2.09%
484000	Truck Transportation	1,281	1,371	90	7.03%
Top 10 Fastest Growth					
562000	Waste Management and Remediation Service	257	332	75	29.18%
488000	Support Activities for Transportation	551	710	159	28.86%
311000	Food Manufacturing	2,186	2,592	406	18.57%
327000	Nonmetallic Mineral Product Manufacturing	530	598	68	12.83%
333000	Machinery Manufacturing	1,934	2,157	223	11.53%
713000	Amusement, Gambling, and Recreation Industries	383	425	42	10.97%
451000	Sporting Goods, Hobby, Book, and Music Stores	424	465	41	9.67%
453000	Miscellaneous Store Retailers	531	574	43	8.10%
236000	Construction of Buildings	780	839	59	7.56%
484000	Truck Transportation	1,281	1,371	90	7.03%
Top 10 Decline					
331000	Primary Metal Manufacturing	3,762	3,634	-128	-3.40%
337000	Furniture and Related Product Manufacturing	491	402	-89	-18.13%
326000	Plastics and Rubber Products Manufacturing	1,513	1,473	-40	-2.64%
448000	Clothing and Clothing Accessories Stores	675	651	-24	-3.56%
316000	Leather and Allied Product Manufacturing	30	9	-21	-70.00%
335000	Electrical Equipment, Appliance, and Component Manufacturing	928	907	-21	-2.26%
425000	Wholesale Electronic Markets and Agents and Brokers	192	173	-19	-9.90%
493000	Warehousing and Storage	318	300	-18	-5.66%
339000	Miscellaneous Manufacturing	330	314	-16	-4.85%
221000	Utilities	455	439	-16	-3.52%
Top 10 Fastest Decline					
316000	Leather and Allied Product Manufacturing	30	9	-21	-70.00%
337000	Furniture and Related Product Manufacturing	491	402	-89	-18.13%
814000	Private Households	63	55	-8	-12.70%
425000	Wholesale Electronic Markets and Agents and Brokers	192	173	-19	-9.90%
493000	Warehousing and Storage	318	300	-18	-5.66%
339000	Miscellaneous Manufacturing	330	314	-16	-4.85%
517000	Telecommunications	259	249	-10	-3.86%
515000	Broadcasting (except Internet)	165	159	-6	-3.64%
448000	Clothing and Clothing Accessories Stores	675	651	-24	-3.56%
221000	Utilities	455	439	-16	-3.52%

Northeast Arkansas LWDA Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2014 Estimated	2016 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
51-2092	Team Assemblers	2,969	3,133	164	5.52%	82	48	130
11-9013	Farmers, Ranchers, and Other Agricultural Managers	5,033	5,194	161	3.20%	80	80	160
53-3032	Heavy and Tractor-Trailer Truck Drivers	1,722	1,865	143	8.30%	72	26	98
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	2,322	2,437	115	4.95%	58	111	169
41-2031	Retail Salespersons	3,198	3,306	108	3.38%	54	118	172
39-9021	Personal Care Aides	1,358	1,449	91	6.70%	46	8	54
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	2,527	2,606	79	3.13%	40	80	120
41-2011	Cashiers	2,661	2,732	71	2.67%	36	143	179
29-1141	Registered Nurses	1,898	1,958	60	3.16%	30	32	62
51-4121	Welders, Cutters, Solderers, and Brazers	1,355	1,414	59	4.35%	30	33	63
Top 10 Fastest Growth								
51-3093	Food Cooking Machine Operators and Tenders	53	62	9	16.98%	4	2	6
43-5032	Dispatchers, Except Police, Fire, and Ambulance	224	248	24	10.71%	12	6	18
51-3011	Bakers	52	57	5	9.62%	2	1	3
49-9043	Maintenance Workers, Machinery	136	149	13	9.56%	6	2	8
13-1161	Market Research Analysts and Marketing Specialists	78	85	7	8.97%	4	1	5
47-2211	Sheet Metal Workers	237	258	21	8.86%	10	4	14
51-2041	Structural Metal Fabricators and Fitters	83	90	7	8.43%	4	3	7
53-3032	Heavy and Tractor-Trailer Truck Drivers	1,722	1,865	143	8.30%	72	26	98
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	88	95	7	7.95%	4	2	6
43-4061	Eligibility Interviewers, Government Programs	141	152	11	7.80%	6	2	8
Top 10 Decline								
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	565	537	-28	-4.96%	0	6	6
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	359	346	-13	-3.62%	0	7	7
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	187	178	-9	-4.81%	0	2	2
43-9021	Data Entry Keyers	117	110	-7	-5.98%	0	2	2
53-3022	Bus Drivers, School or Special Client	411	404	-7	-1.70%	0	6	6
51-6031	Sewing Machine Operators	24	18	-6	-25.00%	0	0	0
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	56	50	-6	-10.71%	0	0	0
49-9052	Telecommunications Line Installers and Repairers	115	110	-5	-4.35%	0	2	2
51-7011	Cabinetmakers and Bench Carpenters	62	58	-4	-6.45%	0	0	0
43-5041	Meter Readers, Utilities	80	76	-4	-5.00%	0	2	2
Top 10 Fastest Decline								
51-6031	Sewing Machine Operators	24	18	-6	-25.00%	0	0	0
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	56	50	-6	-10.71%	0	0	0
51-7011	Cabinetmakers and Bench Carpenters	62	58	-4	-6.45%	0	0	0
43-9021	Data Entry Keyers	117	110	-7	-5.98%	0	2	2
43-5041	Meter Readers, Utilities	80	76	-4	-5.00%	0	2	2
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	565	537	-28	-4.96%	0	6	6
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	187	178	-9	-4.81%	0	2	2
49-9052	Telecommunications Line Installers and Repairers	115	110	-5	-4.35%	0	2	2
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	359	346	-13	-3.62%	0	7	7
43-5052	Postal Service Mail Carriers	269	265	-4	-1.49%	0	9	9

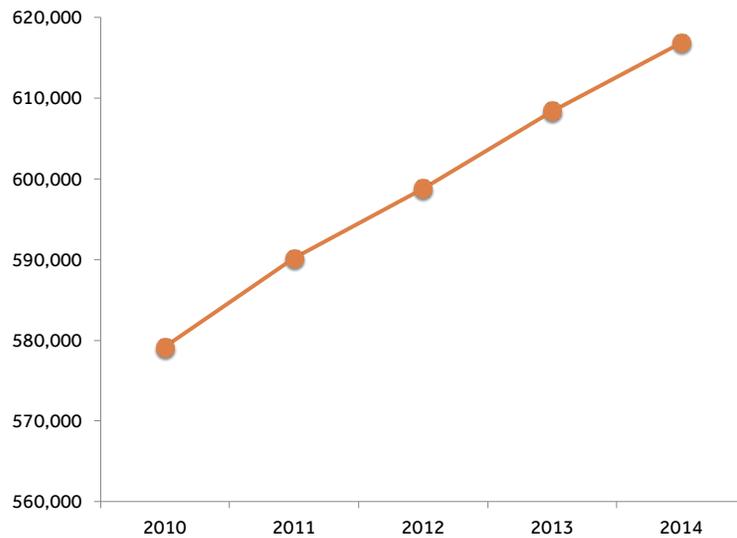
Source: Arkansas Department of Workforce Services, Projections Suite Software

Northwest Arkansas LWDA

Population

The Northwest Arkansas Local Workforce Development Area's population increased by 8,445 to 616,850 in 2014. The Area has seen an increase in population of 37,689 from 2010 to 2014.

The Northwest Arkansas LWDA consists of nine counties: Baxter, Benton, Boone, Carroll, Madison, Marion, Newton, Searcy, and Washington. The area borders two states, Missouri to the north and Oklahoma to the west. The Fayetteville-Springdale-Rogers Metropolitan Statistical Area, which includes McDonald County in Missouri, is located within this LWDA.



Northwest Arkansas LWDA Population 2010 - 2014

2010	2011	2012	2013	2014
579,161	590,135	598,791	608,405	616,850

Source: U.S. Census Bureau

Quarterly Workforce Indicators

Job creation increased in Northwest Arkansas through the second quarter of 2014 with 682 additional jobs created compared to the second quarter of 2013 and new hires increased by 4,193 to 44,051 for the same time period. Separations increased by 3,256 to 44,800 and turnover was at 8.6 percent for the second quarter of 2014.

Northwest Arkansas LWDA Quarterly Workforce Indicators (All Ownerships)

QWI Explorer	2010_2	2011_2	2012_2	2013_2	2014_2
Job Creation	13,277	13,277	13,411	12,802	13,484
New Hires	36,278	37,314	39,034	39,858	44,051
Separations	37,050	38,206	40,484	41,544	44,800
Turnover	7.9%	8.2%	8.2%	8.4%	8.6%

Source: U.S. Census Bureau, Center for Economic Studies, LEHD

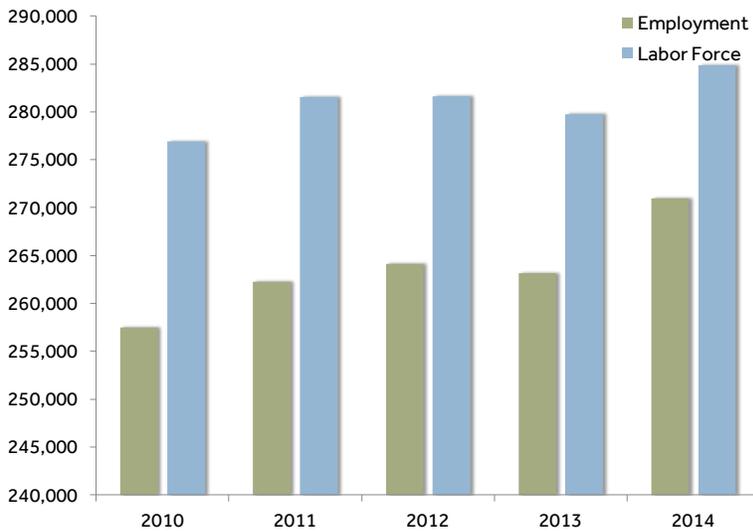
Job Creation: Estimated number of jobs gained at firms throughout the quarter.

New Hires: Estimated number of workers who started a new job.

Separations: Estimated number of workers whose job with a given employer ended in the specified quarter.

Turnovers: The rate at which stable jobs begin and end.

Northwest Arkansas LWDA



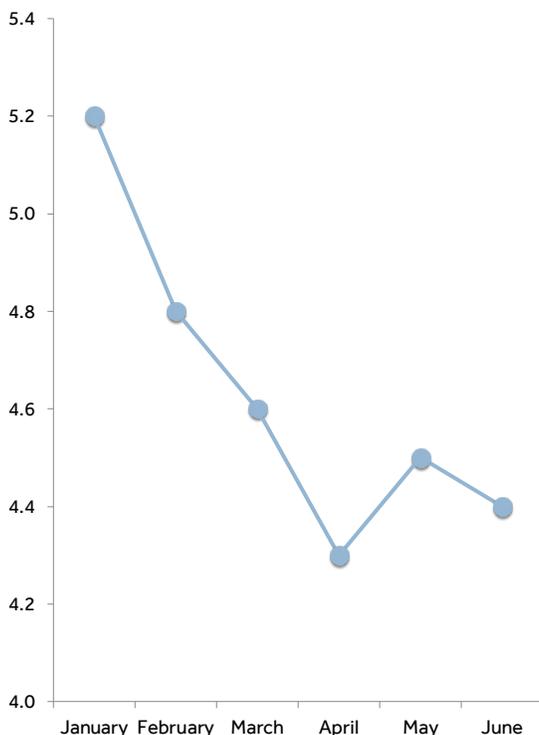
Labor Force/Employment

Labor force and employment both increased from 2013 to 2014, with the labor force adding 5,050 to 284,850 and employment increasing by 7,800 to 270,975. Unemployment decreased by 2,750 from 2103, continuing to decline since 2010. The unemployment rate declined in from 2013 to 2014 by one percentage point to 4.9 percent, however the Area's unemployment rate declined by two and one-tenth of a percentage point since 2010. The unemployment rate ended June 2015 at 4.4 percent.

Northwest Arkansas LWDA 2010-2014 Labor Force/Employment

Year	2010	2011	2012	2013	2014
Labor Force	276,900	281,550	281,650	279,800	284,850
Employment	257,525	262,300	264,175	263,175	270,975
Unemployment	19,375	19,250	17,475	16,625	13,875
Unemployment Rate	7.0%	6.8%	6.2%	5.9%	4.9%

Source: Arkansas Department of Workforce Services



Monthly Unemployment Rate

Northwest Arkansas LWDA 2015 Monthly Unemployment Rate*

Year	Period	Unemployment Rate
2015	January	5.2%
2015	February	4.8%
2015	March	4.6%
2015	April	4.3%
2015	May	4.5%
2015	June	4.4%

*Not Seasonally Adjusted, Not Preliminary

Source: Arkansas Department of Workforce Services

Northwest Arkansas LWDA

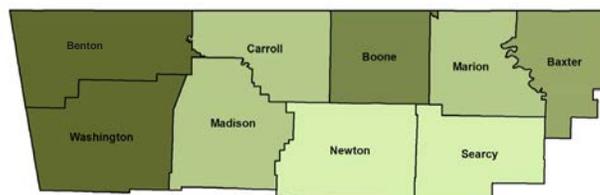
Wages

Heavy and Tractor-Trailer Truck Drivers, with an estimated employment of 11,066, was the largest occupation in the Area in 2014 earning an average wage of \$36,972. *General and Operations Managers* had the highest average experienced wage of the 10 largest occupations at \$130,996 with 4,195 employed.

Anesthesiologists had the highest average annual salary at \$266,852 in the LWDA for 2014. *Internists, General* was second on the occupations paying the most list with an average annual salary of \$264,201. *Purchasing Managers* rounded out the list with an average annual salary of \$155,808.

Northwest Arkansas LWDA Average Annual Wages

Wages



Source: OCEW

Northwest Arkansas LWDA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Heavy and Tractor-Trailer Truck Drivers	11,066	\$36,972	\$25,898	\$42,509
Retail Salespersons	10,344	\$23,688	\$17,020	\$27,022
Office Clerks, General	6,134	\$25,098	\$17,584	\$28,855
Cashiers	6,087	\$18,524	\$16,978	\$19,297
Laborers and Freight, Stock, and Material Movers, Hand	5,133	\$23,488	\$17,747	\$26,359
Combined Food Preparation and Serving Workers, Including Fast Food	4,924	\$17,760	\$16,834	\$18,223
Waiters and Waitresses	4,838	\$17,555	\$16,819	\$17,923
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	4,246	\$31,184	\$21,564	\$35,993
General and Operations Managers	4,195	\$99,815	\$37,453	\$130,996
Registered Nurses	3,696	\$56,073	\$41,585	\$63,317

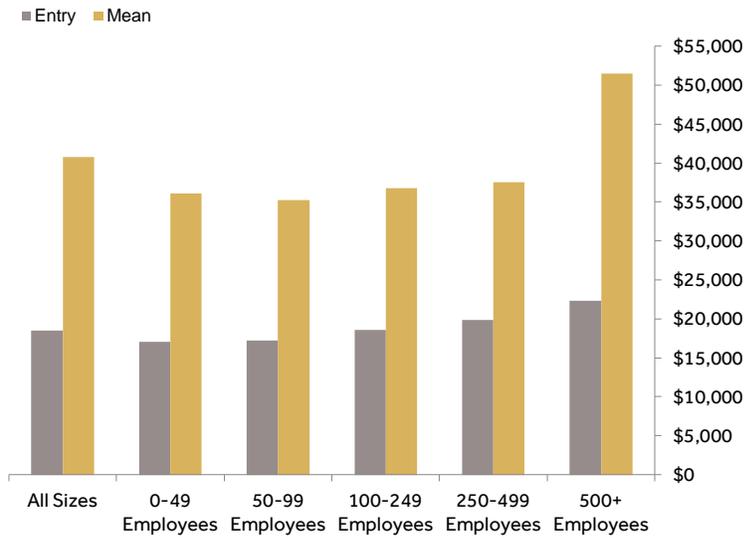
Source: Arkansas Department of Workforce Services, May 2014 Wage Survey

Northwest Arkansas LWDA Occupations Paying the Most

Occupation	Average Annual Salary
Anesthesiologists	\$266,852
Internists, General	\$264,201
Surgeons	\$220,568
Nurse Anesthetists	\$194,367
Dentists, General	\$193,774
Family and General Practitioners	\$168,455
Chief Executives	\$163,933
Pediatricians, General	\$161,153
Marketing Managers	\$157,141
Purchasing Managers	\$155,808

Source: Arkansas Department of Workforce Services, May 2014 Wage Survey

Northwest Arkansas LWDA



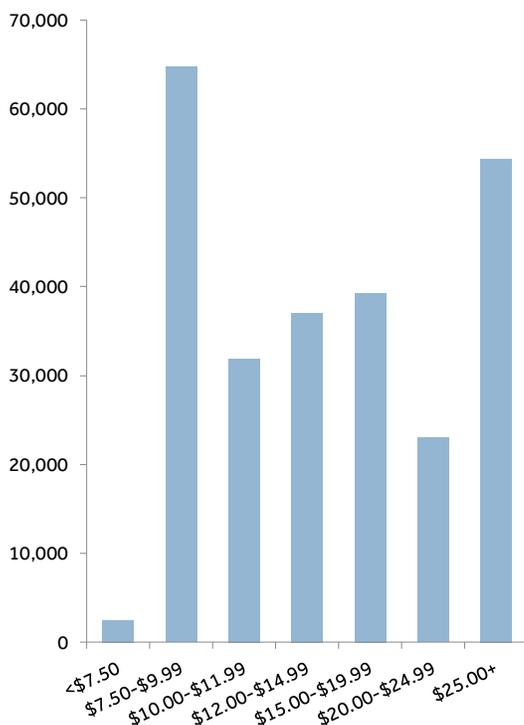
Employers of all sizes had an estimated median wage of \$29,506 in Northwest Arkansas. Employers with 500 or more employees had a mean wage of \$51,473 in 2014. Estimated entry wages for all categories were above \$17,012 in 2014.

Of the 252,831 employees earning an hourly wage for 2014, employees making \$7.50 to \$9.99 an hour totaled 64,732, the largest group for the Area. Employees making \$25.00 or more an hour totaled 54,340.

Northwestern Arkansas LWDA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$40,821	\$29,506	\$18,465	\$51,999
0-49 Employees	\$36,098	\$25,507	\$17,012	\$45,641
50-99 Employees	\$35,221	\$24,746	\$17,235	\$44,215
100-249 Employees	\$36,743	\$28,209	\$18,543	\$45,844
250-499 Employees	\$37,536	\$31,555	\$19,841	\$46,383
500+ Employees	\$51,473	\$37,692	\$22,332	\$66,043

Source: Arkansas Department of Workforce Services, May 2014 Wage Survey



Northwest Arkansas LWDA Number of Employees by Hourly Wage

Hourly Wage	Total	252,831
<\$7.50	2,554	
\$7.50-\$9.99	64,732	
\$10.00-\$11.99	31,845	
\$12.00-\$14.99	37,034	
\$15.00-\$19.99	39,309	
\$20.00-\$24.99	23,017	
\$25.00+	54,340	

Source: Arkansas Department of Workforce Services, May 2014 Wage Survey

Northwest Arkansas LWDA

Industry

The Northwest Arkansas LWDA is projected to gain 7,764 jobs between 2014 and 2016, an increase of 2.79 percent. *Management of Companies and Enterprises* is predicted to be the top growing industry with 1,292 new jobs anticipated, bringing employment to 23,965. *Museums, Historical Sites, and Similar Institutions* is estimated to be the fastest growing industry, increasing employment by 18.86 percent, to a total of 397 by 2016. On the negative side of the economy, *Primary Metal Manufacturing* is projected to lose 375 jobs, or 20.36 percent of its workforce. **Professional and Business Services** is estimated to add the most jobs among Northwest Arkansas' industry supersectors with a gain of 2,610 bringing job levels to 45,116.

Occupations

The Northwest Arkansas LWDA is projected to have 10,582 annual job openings between 2014 and 2016. Of these, 4,158 would be attributed to growth and expansion of companies, while 6,424 would be replacement of current employees. *Retail Salespersons* is predicted to be the top growing occupation with 364 new jobs, bringing employment to 10,778. *Food Scientists and Technologists* is predicted to be the fastest growing occupation with a growth of 13.58 percent, bringing employment to 276. *Retail Salespersons* is also estimated to have the most annual job openings with 565 anticipated. *Farmers, Ranchers, and Other Agricultural Managers* is estimated to be the top declining occupation losing 90 jobs, while maintaining a workforce above 12,000. *Tool and Die Makers* is expected to lose 14.65 percent of its workforce, bringing employment down to 169. The top growing occupational major group is estimated to be **Office and Administrative Support Occupations** with a gain of 1,060, moving from 39,208 in 2014 to 40,268 in 2016.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2014 Estimated	2016 Projected		
102400	Professional and Business Services	42,506	45,116	2,610	6.14%
102100	Trade, Transportation, and Utilities	53,378	54,901	1,523	2.85%
102500	Education and Health Services	55,366	56,725	1,359	2.45%
102600	Leisure and Hospitality	24,773	25,979	1,206	4.87%
101200	Construction	8,714	9,097	383	4.40%

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Growth		Annual Openings	
		2014 Estimated	2016 Projected	Net	Percent Growth	Replacement	Total
43-0000	Office and Administrative Support Occupations	39,208	40,268	1,060	2.70%	544	876 1,420
35-0000	Food Preparation and Serving Related Occupations	22,049	23,027	978	4.44%	489	924 1,413
41-0000	Sales and Related Occupations	27,741	28,686	945	3.41%	472	936 1,408
13-0000	Business and Financial Operations Occupations	13,814	14,539	725	5.25%	362	244 606
53-0000	Transportation and Material Moving Occupations	25,986	26,584	598	2.30%	308	544 852

Source: Arkansas Department of Workforce Services, Projections Suite Software

Northwest Arkansas LWDA Industry

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2014 Estimated	2016 Projected		
Top 10 Growth					
551000	Management of Companies and Enterprises	22,673	23,965	1,292	5.70%
722000	Food Services and Drinking Places	19,764	20,733	969	4.90%
561000	Administrative and Support Services	8,768	9,479	711	8.11%
541000	Professional, Scientific, and Technical Services	10,489	11,071	582	5.55%
621000	Ambulatory Health Care Services	9,854	10,413	559	5.67%
311000	Food Manufacturing	14,226	14,644	418	2.94%
611000	Educational Services	26,882	27,282	400	1.49%
452000	General Merchandise Stores	7,715	8,078	363	4.71%
624000	Social Assistance	6,472	6,813	341	5.27%
445000	Food and Beverage Stores	4,087	4,332	245	5.99%
Top 10 Fastest Growth					
712000	Museums, Historical Sites, and Similar Institutions	334	397	63	18.86%
325000	Chemical Manufacturing	244	290	46	18.85%
519000	Other Information Services	106	121	15	14.15%
236000	Construction of Buildings	1,580	1,773	193	12.22%
453000	Miscellaneous Store Retailers	1,525	1,679	154	10.10%
488000	Support Activities for Transportation	838	908	70	8.35%
561000	Administrative and Support Services	8,768	9,479	711	8.11%
532000	Rental and Leasing Services	699	755	56	8.01%
485000	Transit and Ground Passenger Transportation	345	372	27	7.83%
713000	Amusement, Gambling, and Recreation Industries	1,610	1,730	120	7.45%
Top 10 Decline					
331000	Primary Metal Manufacturing	1,842	1,467	-375	-20.36%
332000	Fabricated Metal Product Manufacturing	2,862	2,643	-219	-7.65%
493000	Warehousing and Storage	1,674	1,583	-91	-5.44%
454000	Nonstore Retailers	609	556	-53	-8.70%
112000	Animal Production	977	925	-52	-5.32%
812000	Personal and Laundry Services	1,625	1,582	-43	-2.65%
443000	Electronics and Appliance Stores	789	748	-41	-5.20%
623000	Nursing and Residential Care Facilities	5,208	5,181	-27	-0.52%
448000	Clothing and Clothing Accessories Stores	1,983	1,961	-22	-1.11%
517000	Telecommunications	719	698	-21	-2.92%
Top 10 Fastest Decline					
331000	Primary Metal Manufacturing	1,842	1,467	-375	-20.36%
454000	Nonstore Retailers	609	556	-53	-8.70%
332000	Fabricated Metal Product Manufacturing	2,862	2,643	-219	-7.65%
212000	Mining (except Oil and Gas)	97	90	-7	-7.22%
493000	Warehousing and Storage	1,674	1,583	-91	-5.44%
515000	Broadcasting (except Internet)	351	332	-19	-5.41%
112000	Animal Production	977	925	-52	-5.32%
443000	Electronics and Appliance Stores	789	748	-41	-5.20%
512000	Motion Picture and Sound Recording Industries	217	210	-7	-3.23%
517000	Telecommunications	719	698	-21	-2.92%

Source: Arkansas Department of Workforce Services, Projections Suite Software

Northwest Arkansas LWDA Occupations

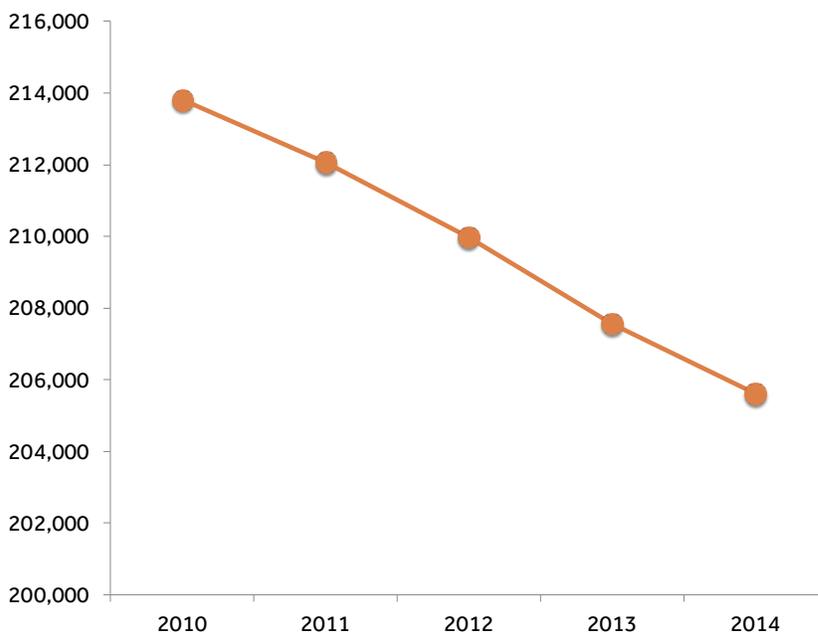
SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2014 Estimated	2016 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
41-2031	Retail Salespersons	10,414	10,778	364	3.50%	182	383	565
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	5,505	5,836	331	6.01%	166	264	430
41-2011	Cashiers	5,712	5,948	236	4.13%	118	307	425
39-9021	Personal Care Aides	3,518	3,747	229	6.51%	114	20	134
53-3032	Heavy and Tractor-Trailer Truck Drivers	11,128	11,347	219	1.97%	110	170	280
35-3031	Waiters and Waitresses	5,178	5,387	209	4.04%	104	268	372
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	4,616	4,793	177	3.83%	88	55	143
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	4,934	5,110	176	3.57%	88	157	245
43-4051	Customer Service Representatives	3,827	3,999	172	4.49%	86	100	186
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	3,914	4,084	170	4.34%	85	66	151
Top 10 Fastest Growth								
19-1012	Food Scientists and Technologists	243	276	33	13.58%	16	8	24
13-1081	Logisticians	470	515	45	9.57%	22	4	26
13-1161	Market Research Analysts and Marketing Specialists	993	1,083	90	9.06%	45	12	57
11-3121	Human Resources Managers	195	212	17	8.72%	8	5	13
29-2032	Diagnostic Medical Sonographers	93	101	8	8.60%	4	1	5
49-3011	Aircraft Mechanics and Service Technicians	71	77	6	8.45%	3	2	5
15-1133	Software Developers, Systems Software	221	238	17	7.69%	8	2	10
11-2021	Marketing Managers	492	529	37	7.52%	18	10	28
13-1121	Meeting, Convention, and Event Planners	82	88	6	7.32%	3	1	4
29-2056	Veterinary Technologists and Technicians	151	162	11	7.28%	6	1	7
Top 10 Decline								
11-9013	Farmers, Ranchers, and Other Agricultural Managers	12,108	12,018	-90	-0.74%	0	192	192
51-4041	Machinists	905	818	-87	-9.61%	0	20	20
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	568	488	-80	-14.08%	0	8	8
51-4111	Tool and Die Makers	198	169	-29	-14.65%	0	2	2
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	574	550	-24	-4.18%	0	18	18
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	302	281	-21	-6.95%	0	3	3
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	307	290	-17	-5.54%	0	8	8
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	237	222	-15	-6.33%	0	5	5
39-5012	Hairdressers, Hairstylists, and Cosmetologists	872	859	-13	-1.49%	0	20	20
51-4051	Metal-Refining Furnace Operators and Tenders	74	64	-10	-13.51%	0	1	1
Top 10 Fastest Decline								
51-4111	Tool and Die Makers	198	169	-29	-14.65%	0	2	2
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	568	488	-80	-14.08%	0	8	8
51-4051	Metal-Refining Furnace Operators and Tenders	74	64	-10	-13.51%	0	1	1
51-4041	Machinists	905	818	-87	-9.61%	0	20	20
51-4193	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	122	112	-10	-8.20%	0	2	2
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	302	281	-21	-6.95%	0	3	3
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	237	222	-15	-6.33%	0	5	5
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	307	290	-17	-5.54%	0	8	8
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	574	550	-24	-4.18%	0	18	18
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	242	234	-8	-3.31%	0	4	4

Source: Arkansas Department of Workforce Services, Projections Suite Software

Southeast Arkansas LWDA

Population

The Southeast Arkansas Local Workforce Development Area's population decreased by 1,941 to 205,616 in 2014 and has seen a decrease of 8,192 from 2010 to 2014. The Southeast Arkansas LWDA includes the Pine Bluff Metropolitan Statistical Area and 10 counties: Arkansas, Ashley, Bradley, Chicot, Cleveland, Desha, Drew, Grant, Jefferson, and Lincoln. Louisiana and Mississippi border the Area.



Southeast Arkansas LWDA Population 2010 - 2014

	2010	2011	2012	2013	2014
	213,808	212,066	209,975	207,557	205,616

Source: U.S. Census Bureau

Quarterly Workforce Indicators

Job creation increased in Southeast Arkansas by 314 to 3,702 for the second quarter of 2014 compared to the second quarter of 2013, but new hires decreased for the same time period by 22 to 10,144. Separations decreased by 973 from 2013 to 2014 while turnover remained the same.

Southeast Arkansas LWDA Quarterly Workforce Indicators (All Ownerships)

QWI Explorer	2010_2	2011_2	2012_2	2013_2	2014_2
Job Creation	3,683	3,263	3,284	3,388	3,702
New Hires	10,681	10,531	10,114	10,166	10,144
Separations	12,320	12,379	12,881	12,418	11,445
Turnover	7.6%	7.7%	7.9%	8.0%	8.0%

Source: U.S. Census Bureau, Center for Economic Studies, LEHD

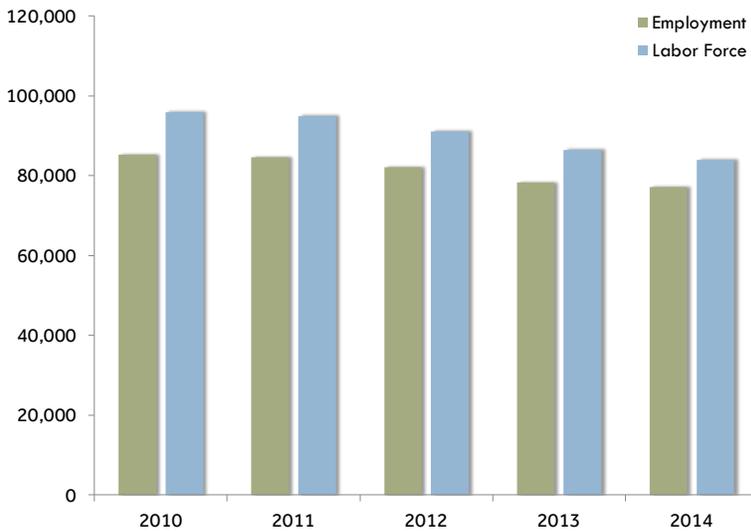
Job Creation: Estimated number of jobs gained at firms throughout the quarter.

New Hires: Estimated number of workers who started a new job.

Separations: Estimated number of workers whose job with a given employer ended in the specified quarter.

Turnovers: The rate at which stable jobs begin and end

Southeast Arkansas LWDA



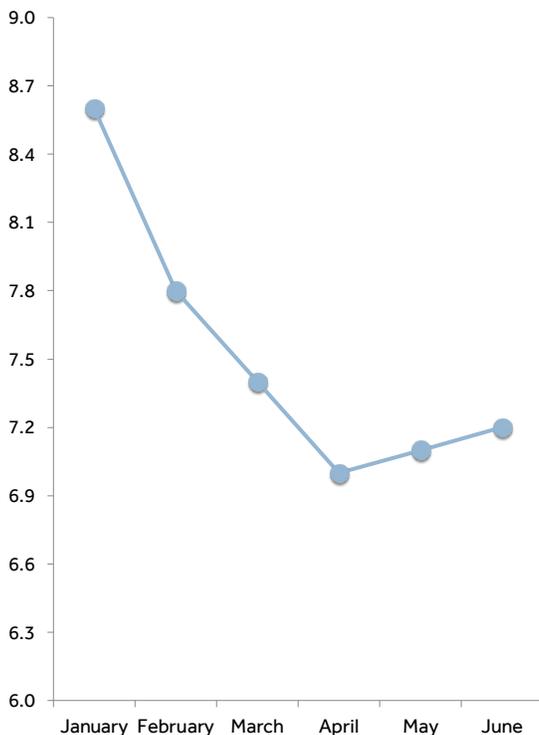
Labor Force/Employment

The LWDA saw a decrease in the labor force, employment, and unemployment from 2013 to 2014. The labor force decreased to 84,025, or by 2,525, while employment decreased to 77,225, or by 1,075. Both the labor force and employment have decreased every year since 2010. Unemployment decreased by 1,450 to 6,800 in 2104 and the unemployment rate dropped to 8.1 percent. Since January 2015, the unemployment rate decreased another one and four-tenths of a percentage point to 7.2 percent in June 2015.

Southeast Arkansas LWDA 2010-2014 Labor Force/Employment

Year	2010	2011	2012	2013	2014
Labor Force	95,925	95,025	91,100	86,550	84,025
Employment	85,275	84,650	82,150	78,300	77,225
Unemployment	10,650	10,375	8,950	8,250	6,800
Unemployment Rate	11.1%	10.9%	9.8%	9.5%	8.1%

Source: Arkansas Department of Workforce Services



Monthly Unemployment Rate

Southeast Arkansas LWDA 2015 Monthly Unemployment Rate*

Year	Period	Unemployment Rate
2015	January	8.6%
2015	February	7.8%
2015	March	7.4%
2015	April	7.0%
2015	May	7.1%
2015	June	7.2%

*Not Seasonally Adjusted, Not Preliminary

Source: Arkansas Department of Workforce Services

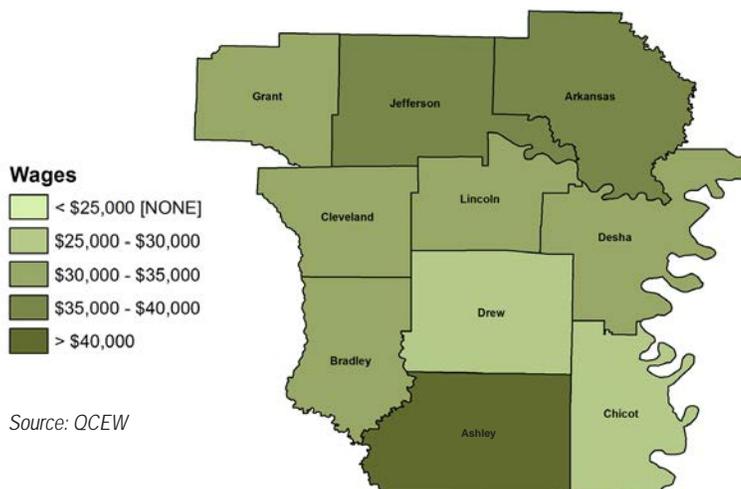
Southeast Arkansas LWDA

Wages

Heavy and Tractor-Trailer Truck Drivers had the largest estimated employment in Southeast Arkansas with 1,788 employed, making an average wage of \$32,403 in 2014. *Office Clerks, General* had the second largest estimated employment with 1,754 employed. *Registered Nurses* had the largest average wage of the 10 largest occupations, making an average wage of \$52,175 in 2014.

Psychiatrists, with an average annual wage of \$246,521, was the occupation paying the most in 2014. *Family and General Practitioners* was second on the list, making an average wage of \$214,117, while *Personal Finance Advisors* rounded out the list with an average wage of \$93,050.

Southeast Arkansas LWDA Average Annual Wages



Southeast Arkansas LWDA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Heavy and Tractor-Trailer Truck Drivers	1,788	\$32,403	\$23,365	\$36,923
Office Clerks, General	1,754	\$22,761	\$17,044	\$25,619
Correctional Officers and Jailers	1,731	\$33,916	\$28,106	\$36,820
Retail Salespersons	1,583	\$22,544	\$16,957	\$25,338
Cashiers	1,498	\$18,433	\$16,948	\$19,175
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,398	\$25,936	\$18,331	\$29,739
Laborers and Freight, Stock, and Material Movers, Hand	1,387	\$22,875	\$17,001	\$25,811
Registered Nurses	1,173	\$52,175	\$39,741	\$58,392
Personal Care Aides	1,171	\$17,053	\$16,124	\$17,517
Home Health Aides	1,080	\$17,741	\$15,746	\$18,738

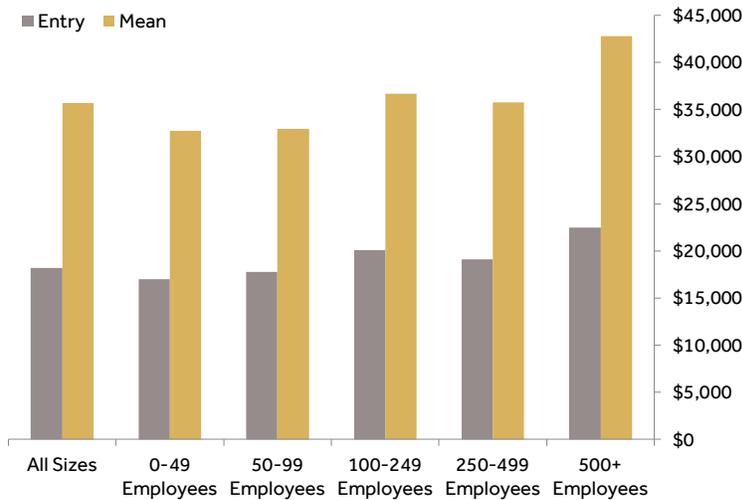
Source: Arkansas Department of Workforce Services, May 2014 Wage Survey

Southeast Arkansas LWDA Occupations Paying the Most

Occupation	Average Annual Salary
Psychiatrists	\$246,521
Family and General Practitioners	\$214,117
Architectural and Engineering Managers	\$128,545
Chief Executives	\$125,495
Medical Scientists, Except Epidemiologists	\$116,643
Natural Sciences Managers	\$112,806
Commercial Pilots	\$105,849
Pharmacists	\$101,103
Nurse Practitioners	\$95,948
Personal Finance Advisors	\$93,050

Source: Arkansas Department of Workforce Services, May 2014 Wage Survey

Southeast Arkansas LWDA



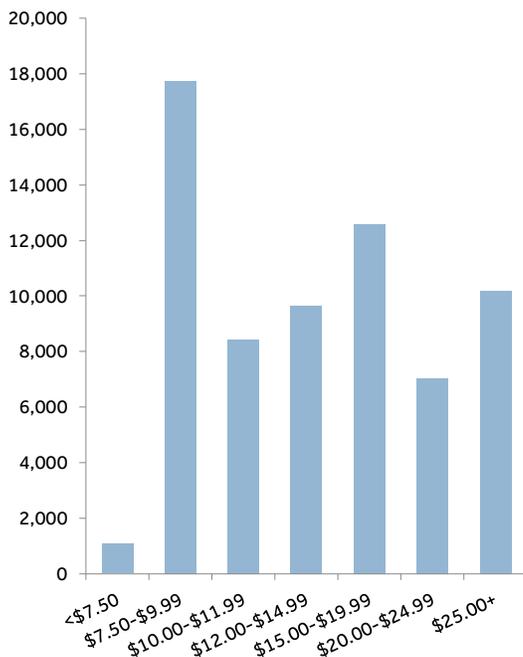
Median wage estimates for all employer sizes in Southeast Arkansas was \$28,965 in 2014. Employers with 100 to 249 employees had an estimated mean wage of \$36,672. Entry wages for all employer categories for the Area fell below \$22,472.

Of the 66,723 total number of employees, Southeast Arkansas employees making \$7.50 to \$9.99 an hour numbered 17,759 in 2014, the largest group for the Area. Employees making \$15.00 to \$19.99 totaled 12,598.

Southeast Arkansas LWDA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$35,663	\$28,965	\$18,193	\$44,398
0-49 Employees	\$32,698	\$24,253	\$16,986	\$40,554
50-99 Employees	\$32,951	\$24,621	\$17,756	\$40,548
100-249 Employees	\$36,672	\$30,137	\$20,116	\$44,950
250-499 Employees	\$35,741	\$32,246	\$19,124	\$44,049
500+ Employees	\$42,788	\$36,993	\$22,472	\$52,946

Source: Arkansas Department of Workforce Services, May 2014 Wage Survey



Southeast Arkansas LWDA Number of Employees by Hourly Wage

Total	66,723
<\$7.50	1,069
\$7.50-\$9.99	17,759
\$10.00-\$11.99	8,419
\$12.00-\$14.99	9,658
\$15.00-\$19.99	12,598
\$20.00-\$24.99	7,030
\$25.00+	10,190

Source: Arkansas Department of Workforce Services, May 2014 Wage Survey

Southeast Arkansas LWDA

Industry

The Southeast Arkansas LWDA is expected to lose 471 jobs between 2014 and 2016. *Food Services and Drinking Places* is estimated to be the top growing industry with a growth of 165 to a level of 3,820. *Sporting Goods, Hobby, Book, and Music Stores* is predicted to increase employment by 8.96 percent making it the fastest growing industry moving from 201 in 2014 to 219 in 2016. *Federal Government, Excluding Post Office* is estimated to lose 184 jobs making it the top declining industry, dropping job levels to 1,471. *Utilities* is estimated to lose 15.42 percent of its workforce making it the fastest declining industry and moving employment down to 543. **Leisure and Hospitality** is estimated to be one of only three industry supersectors to experience net growth between 2014 and 2016 with a gain of 184 moving employment levels to 4,479.

Occupations

Southeast Arkansas LWDA employment is expected to decrease by 0.59 percent by 2016. Despite the decline, there are 2,044 job openings projected to be available annually between 2014 and 2016. Of these, 252 would be for growth and expansion, while 1,792 would be for replacement. *Combined Food Preparation and Serving Workers, Including Fast Food* is estimated to gain of 77 new jobs making it the top growing occupation, increasing employment to 1,538. *Farm Equipment Mechanics and Service Technicians* is projected to be the fastest growing occupation adding 8.85 percent to its workforce moving from 113 in 2014 to 123 in 2016. *Office Clerks, General* is expected to be the top declining occupation with a loss of 39 jobs, dropping to a job level of 1,811. *Cabinetmakers and Bench Carpenters* is anticipated to be the fastest declining occupation with a 14.29 percent decline in jobs. *Cashiers* is estimated to have 113 annual jobs openings, leading the Area in the number of job openings. **Food Preparation and Serving Related Occupations** is projected to be the top and fastest growing major group gaining 143 jobs during the projection period, an increase of three percent.

Top 3 Industry Supersectors

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2014 Estimated	2016 Projected		
102600	Leisure and Hospitality	4,295	4,479	184	4.28%
102400	Professional and Business Services	2,800	2,905	105	3.75%
101100	Natural Resources and Mining	2,244	2,252	8	0.36%

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2014 Estimated	2016 Projected	Net	Percent	Growth	Replacement	Total
35-0000	Food Preparation and Serving Related Occupations	4,759	4,902	143	3.00%	76	176	252
41-0000	Sales and Related Occupations	6,565	6,595	30	0.46%	34	236	270
33-0000	Protective Service Occupations	3,001	3,014	13	0.43%	10	74	84
37-0000	Building and Grounds Cleaning and Maintenance Occupations	1,813	1,823	10	0.55%	7	34	41
23-0000	Legal Occupations	345	346	1	0.29%	1	5	6

Source: Arkansas Department of Workforce Services, Projections Suite Software

Southeast Arkansas LWDA Industry

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2014 Estimated	2016 Projected		
Top 10 Growth					
722000	Food Services and Drinking Places	3,655	3,820	165	4.51%
321000	Wood Product Manufacturing	1,562	1,679	117	7.49%
452000	General Merchandise Stores	2,227	2,308	81	3.64%
561000	Administrative and Support Services	1,400	1,479	79	5.64%
423000	Merchant Wholesalers, Durable Goods	900	953	53	5.89%
333000	Machinery Manufacturing	1,394	1,439	45	3.23%
999300	Local Government, Excluding Education and Hospitals	2,870	2,915	45	1.57%
332000	Fabricated Metal Product Manufacturing	1,101	1,141	40	3.63%
326000	Plastics and Rubber Products Manufacturing	408	436	28	6.86%
424000	Merchant Wholesalers, Nondurable Goods	1,039	1,067	28	2.69%
Top 10 Fastest Growth					
451000	Sporting Goods, Hobby, Book, and Music Stores	201	219	18	8.96%
485000	Transit and Ground Passenger Transportation	115	125	10	8.70%
321000	Wood Product Manufacturing	1,562	1,679	117	7.49%
326000	Plastics and Rubber Products Manufacturing	408	436	28	6.86%
423000	Merchant Wholesalers, Durable Goods	900	953	53	5.89%
551000	Management of Companies and Enterprises	354	374	20	5.65%
561000	Administrative and Support Services	1,400	1,479	79	5.64%
713000	Amusement, Gambling, and Recreation Industries	212	223	11	5.19%
444000	Building Material and Garden Equipment and Supplies Dealers	503	528	25	4.97%
722000	Food Services and Drinking Places	3,655	3,820	165	4.51%
Top 10 Decline					
999100	Federal Government, Excluding Post Office	1,655	1,471	-184	-11.12%
311000	Food Manufacturing	3,123	2,954	-169	-5.41%
322000	Paper Manufacturing	3,633	3,533	-100	-2.75%
221000	Utilities	642	543	-99	-15.42%
622000	Hospitals	2,749	2,667	-82	-2.98%
237000	Heavy and Civil Engineering Construction	529	473	-56	-10.59%
621000	Ambulatory Health Care Services	2,518	2,467	-51	-2.03%
445000	Food and Beverage Stores	1,272	1,236	-36	-2.83%
623000	Nursing and Residential Care Facilities	2,363	2,330	-33	-1.40%
999200	State Government, Excluding Education and Hospitals	4,315	4,283	-32	-0.74%
Top 10 Fastest Decline					
221000	Utilities	642	543	-99	-15.42%
999100	Federal Government, Excluding Post Office	1,655	1,471	-184	-11.12%
517000	Telecommunications	167	149	-18	-10.78%
237000	Heavy and Civil Engineering Construction	529	473	-56	-10.59%
327000	Nonmetallic Mineral Product Manufacturing	183	164	-19	-10.38%
425000	Wholesale Electronic Markets and Agents and Brokers	117	105	-12	-10.26%
448000	Clothing and Clothing Accessories Stores	332	307	-25	-7.53%
339000	Miscellaneous Manufacturing	82	76	-6	-7.32%
236000	Construction of Buildings	417	391	-26	-6.24%
812000	Personal and Laundry Services	405	382	-23	-5.68%

Source: Arkansas Department of Workforce Services, Projections Suite Software

Southeast Arkansas LWDA Occupations

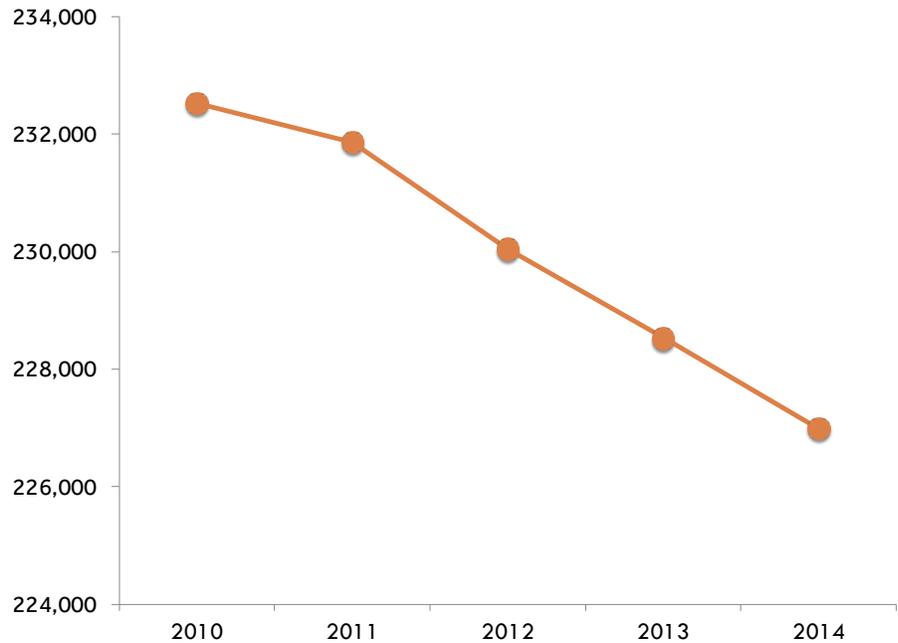
SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2014 Estimated	2016 Projected	Net	Percent Growth	Replacement	Total	
Top 10 Growth								
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,461	1,538	77	5.27%	38	70	108
41-2031	Retail Salespersons	1,877	1,914	37	1.97%	18	69	87
35-2011	Cooks, Fast Food	761	779	18	2.37%	9	15	24
53-3032	Heavy and Tractor-Trailer Truck Drivers	1,360	1,375	15	1.10%	8	20	28
33-9032	Security Guards	592	606	14	2.36%	7	8	15
35-3031	Waiters and Waitresses	321	333	12	3.74%	6	16	22
39-9021	Personal Care Aides	1,389	1,401	12	0.86%	6	8	14
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	152	164	12	7.89%	6	4	10
11-9013	Farmers, Ranchers, and Other Agricultural Managers	4,751	4,762	11	0.23%	6	75	81
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	540	551	11	2.04%	6	10	16
Top 10 Fastest Growth								
49-3041	Farm Equipment Mechanics and Service Technicians	113	123	10	8.85%	5	3	8
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	152	164	12	7.89%	6	4	10
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,461	1,538	77	5.27%	38	70	108
51-4041	Machinists	118	123	5	4.24%	2	2	4
35-3031	Waiters and Waitresses	321	333	12	3.74%	6	16	22
35-2011	Cooks, Fast Food	761	779	18	2.37%	9	15	24
33-9032	Security Guards	592	606	14	2.36%	7	8	15
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	540	551	11	2.04%	6	10	16
41-2031	Retail Salespersons	1,877	1,914	37	1.97%	18	69	87
49-9041	Industrial Machinery Mechanics	651	661	10	1.54%	5	18	23
Top 10 Decline								
43-9061	Office Clerks, General	1,850	1,811	-39	-2.11%	0	38	38
31-1014	Nursing Assistants	1,491	1,465	-26	-1.74%	0	26	26
41-2011	Cashiers	2,107	2,084	-23	-1.09%	0	113	113
29-1141	Registered Nurses	1,114	1,092	-22	-1.97%	0	19	19
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	420	398	-22	-5.24%	0	4	4
45-2041	Graders and Sorters, Agricultural Products	371	350	-21	-5.66%	0	6	6
51-9111	Packaging and Filling Machine Operators and Tenders	394	376	-18	-4.57%	0	10	10
51-9196	Paper Goods Machine Setters, Operators, and Tenders	697	679	-18	-2.58%	0	6	6
53-7064	Packers and Packagers, Hand	357	341	-16	-4.48%	0	10	10
53-7051	Industrial Truck and Tractor Operators	685	669	-16	-2.34%	0	15	15
Top 10 Fastest Decline								
51-7011	Cabinetmakers and Bench Carpenters	35	30	-5	-14.29%	0	0	0
49-9051	Electrical Power-Line Installers and Repairers	109	94	-15	-13.76%	0	4	4
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	57	50	-7	-12.28%	0	1	1
19-2031	Chemists	115	103	-12	-10.43%	0	3	3
51-6031	Sewing Machine Operators	73	66	-7	-9.59%	0	0	0
45-2011	Agricultural Inspectors	57	52	-5	-8.77%	0	2	2
51-8013	Power Plant Operators	64	59	-5	-7.81%	0	2	2
45-2041	Graders and Sorters, Agricultural Products	371	350	-21	-5.66%	0	6	6
51-6011	Laundry and Dry-Cleaning Workers	89	84	-5	-5.62%	0	2	2
51-3092	Food Batchmakers	95	90	-5	-5.26%	0	3	3

Source: Arkansas Department of Workforce Services, Projections Suite Software

Southwest Arkansas LWDA

Population

The Southwest Arkansas Local Workforce Development Area's population decreased by 1,541 to 226,992 in 2014. The Area has seen a decline in population over the 2010 to 2014 period, losing 5,534 residents since 2010. Southwest Arkansas is the largest LWDA in the state in terms of the number of counties represented. Twelve counties are located within this region: Calhoun, Columbia, Dallas, Hempstead, Howard, Lafayette, Little River, Miller, Nevada, Ouachita, Sevier, and Union. Three states border the Area: Oklahoma to the west, Texas to the southwest, and Louisiana to the south. Miller County is part of the Texarkana AR/TX Metropolitan Statistical Area.



Southwest Arkansas LWDA Population 2010 - 2014

2010	2011	2012	2013	2014
232,526	231,861	230,045	228,533	226,992

Source: U.S. Census Bureau

Quarterly Workforce Indicators

Job creation slightly increased by 105 in the second quarter of 2014 to 3,332 jobs, but saw a decrease from 2010 compared to 2104 with a decline of 609. New hires increased, totaling 12,095 in the second quarter of 2014, while separations increased by 637, totaling 13,621. The turnover rate was 8.0 percent.

Southwest Arkansas LWDA Quarterly Workforce Indicators (All Ownerships)

QWI Explorer	2010_2	2011_2	2012_2	2013_2	2014_2
Job Creation	3,941	3,585	4,519	3,227	3,332
New Hires	12,979	12,653	12,535	10,785	12,095
Separations	14,402	14,331	14,435	12,984	13,621
Turnover	7.8%	8.3%	8.5%	7.7%	8.0%

Source: U.S. Census Bureau, Center for Economic Studies, LEHD

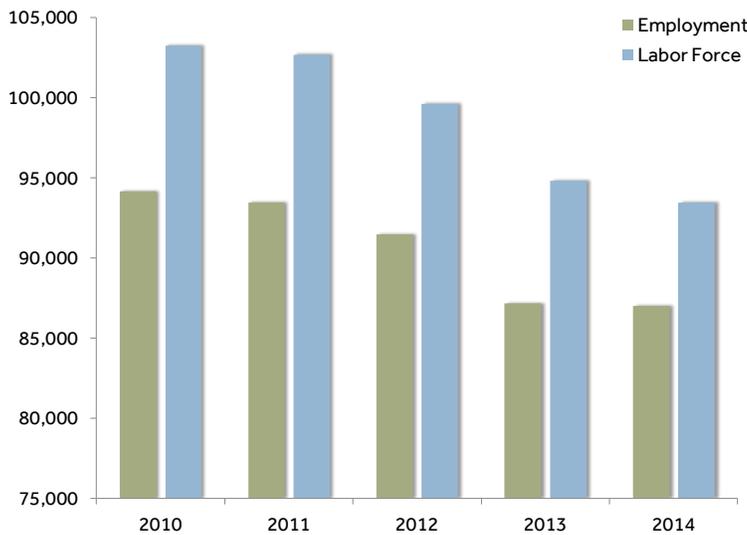
Job Creation: Estimated number of jobs gained at firms throughout the quarter.

New Hires: Estimated number of workers who started a new job.

Separations: Estimated number of workers whose job with a given employer ended in the specified quarter.

Turnovers: The rate at which stable jobs begin and end.

Southwest Arkansas LWDA



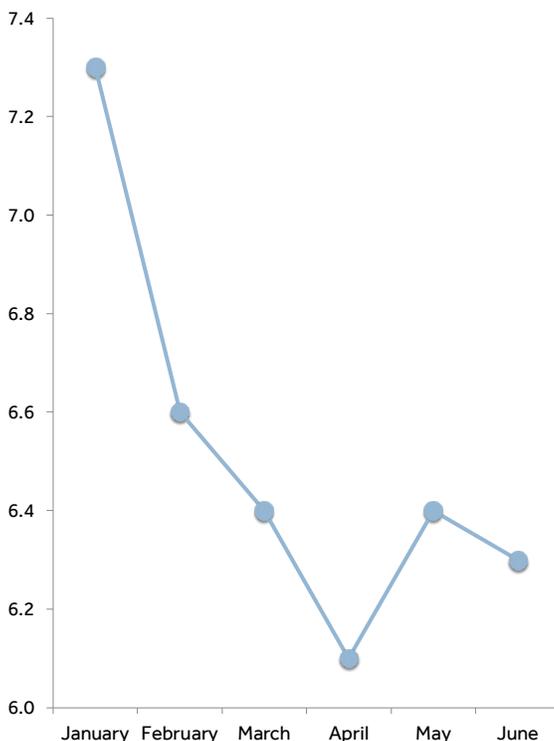
Labor Force/Employment

Labor force decreased from 2013 to 2014 by 1,350 to 93,475 while employment decreased by 150 to 87,025. Over the five-year period from 2010 to 2014, the Area has seen a decrease of 9,775 in the labor force and a decrease of 7,125 in employment. But unemployment decreased by 1,200 from 2013 to 2014 and by 2,650 over the five-year period. In turn, the unemployment rate dropped one and two-tenths of a percentage point in 2014 to 6.9 percent. The unemployment rate continued to drop through June 2015, ending at 6.3 percent.

Southwest Arkansas LWDA 2010-2014 Labor Force/Employment

Year	2010	2011	2012	2013	2014
Labor Force	103,250	102,700	99,625	94,825	93,475
Employment	94,150	93,475	91,475	87,175	87,025
Unemployment	9,100	9,225	8,150	7,650	6,450
Unemployment Rate	8.8%	9%	8.2%	8.1%	6.9%

Source: Arkansas Department of Workforce Services



Monthly Unemployment Rate

Southwest Arkansas LWDA 2015 Monthly Unemployment Rate*

Year	Period	Unemployment Rate
2015	January	7.3%
2015	February	6.6%
2015	March	6.4%
2015	April	6.1%
2015	May	6.4%
2015	June	6.3%

*Not Seasonally Adjusted, Not Preliminary
Source: Arkansas Department of Workforce Services

Southwest Arkansas LWDA

Wages

Heavy and Tractor-Trailer Truck Drivers was the largest occupation in the Area with 2,906 estimated employees, and had the largest average wage of the 10 largest occupations, earning \$37,283 in 2014. *Cashiers* was second with an estimated employment of 2,399 with an entry wage of \$16,937.

Family and General Practitioners was the occupation paying the most for the LWDA, earning an average annual salary of \$206,480. *Pharmacists* was second on the list, earning an average annual salary of \$126,106. Completing the list, *Marketing Managers* earned an average annual salary of \$93,914 in 2014.

Southwest Arkansas LWDA Average Annual Wages



Source: QCEW

Southwest Arkansas LWDA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Heavy and Tractor-Trailer Truck Drivers	2,906	\$37,283	\$24,478	\$43,685
Cashiers	2,399	\$17,808	\$16,937	\$18,243
Office Clerks, General	2,072	\$24,121	\$16,911	\$27,727
Retail Salespersons	1,995	\$22,832	\$17,024	\$25,736
Laborers and Freight, Stock, and Material Movers, Hand	1,868	\$22,450	\$16,911	\$25,219
Combined Food Preparation and Serving Workers, Including Fast Food	1,686	\$16,830	\$16,755	\$16,867
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,330	\$26,355	\$18,081	\$30,492
Nursing Assistants	1,308	\$20,820	\$16,918	\$22,770
Maintenance and Repair Workers, General	1,267	\$33,948	\$22,220	\$39,812
Team Assemblers	1,205	\$28,381	\$19,800	\$32,672

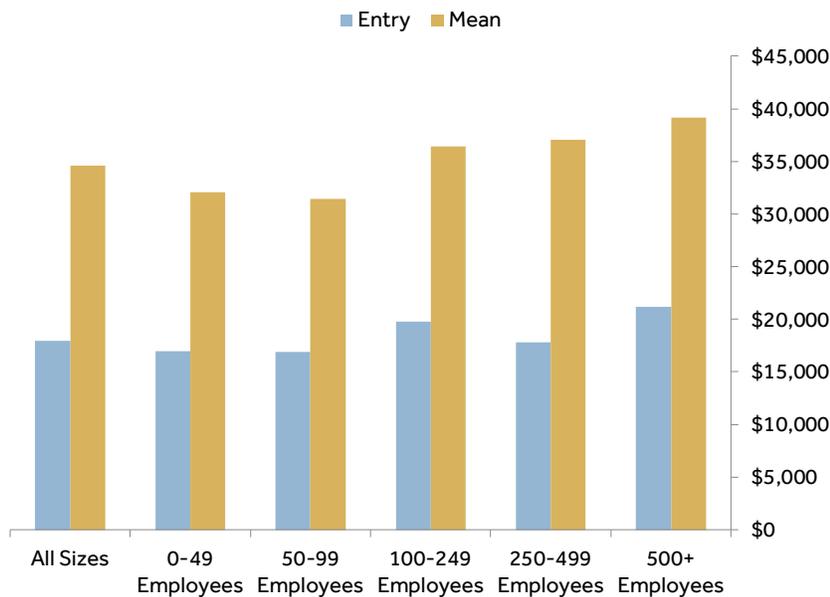
Source: Arkansas Department of Workforce Services, May 2014 Wage Survey

Southwest Arkansas LWDA Occupations Paying the Most

Occupation	Average Annual Salary
Family and General Practitioners	\$206,480
Pharmacists	\$126,106
Architectural and Engineering Managers	\$111,385
Physician Assistants	\$110,600
Software Developers, Systems Software	\$108,903
Chief Executives	\$105,346
Computer and Information Systems Managers	\$101,328
Financial Managers	\$101,241
Optometrists	\$100,210
Marketing Managers	\$93,914

Source: Arkansas Department of Workforce Services, May 2014 Wage Survey

Southwest Arkansas LWDA



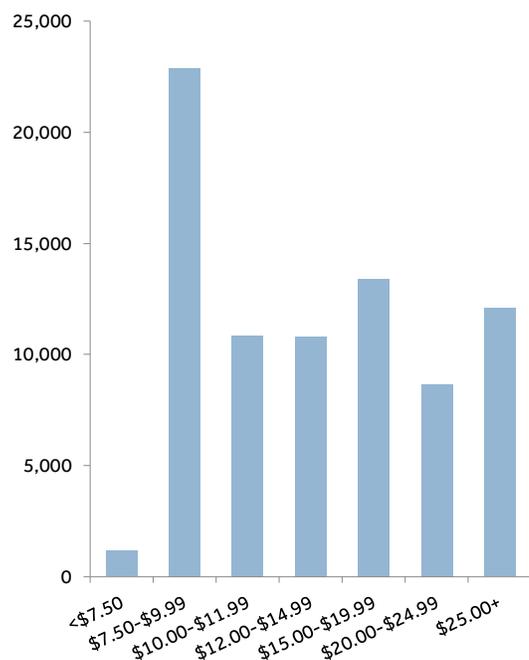
The median wage estimate for employers of all sizes in Southwest Arkansas was \$27,833 in 2014. Employers with 50 to 99 employees had an estimated experienced wage of \$38,682. Estimated entry wages for all employer categories fell below \$21,150.

Southwest Arkansas had a total of 79,861 employees, with 22,904 earning between \$7.50 and \$9.99 an hour. Employees earning \$20.00 to \$24.99 an hour totaled 8,663 in 2014.

Southwest Arkansas LWDA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$34,582	\$27,833	\$17,944	\$42,901
0-49 Employees	\$32,081	\$24,475	\$16,975	\$39,634
50-99 Employees	\$31,415	\$24,440	\$16,881	\$38,682
100-249 Employees	\$36,445	\$30,250	\$19,743	\$44,797
250-499 Employees	\$37,017	\$31,892	\$17,807	\$46,622
500+ Employees	\$39,167	\$33,788	\$21,150	\$48,176

Source: Arkansas Department of Workforce Services, May 2014 Wage Survey



Southwest Arkansas LWDA Number of Employees by Hourly Wage

Total	79,861
<\$7.50	1,159
\$7.50-\$9.99	22,904
\$10.00-\$11.99	10,866
\$12.00-\$14.99	10,798
\$15.00-\$19.99	13,385
\$20.00-\$24.99	8,663
\$25.00+	12,086

Source: Arkansas Department of Workforce Services, May 2014 Wage Survey

Southwest Arkansas LWDA

Industry

Employment in the Southwest Arkansas LWDA is projected to increase by 318, or a 0.35 percent growth rate. *Wholesale Electronic Markets and Agents and Brokers* is estimated to be the fastest growing industry raising employment by 31.80 percent to a level of 286. *Food Services and Drinking Places* is anticipated to gain 203 new jobs making it the top growing industry and raising its job level to 4,507. *Paper Manufacturing* is anticipated to decline by 103 jobs, making it the top declining industry, moving employment down to 1,337. *Computer and Electronic Product Manufacturing* could lose 13.98 percent of its workforce between 2014 and 2016. **Trade, Transportation, and Utilities** is estimated to lead all industry supersectors in net growth with 413 new jobs, moving employment to 16,282.

Occupations

Between 2014 and 2016, Southwest Arkansas LWDA employers are estimated to have 2,547 job openings annually. Of these, 80% of the job openings, or 2,036, would be for replacement. Leading the area in net growth is *Combined Food Preparation and Serving Workers, Including Fast Food* with a gain of 62, increasing employment to 1,214. *Helpers--Pipefitters, Plumbers, Pipefitters, and Steamfitters* is expected to be the fastest growing occupation with a 10.29 percent rise in employment moving from 68 in 2014 to 75 in 2016. On the negative side of the economy, *Farmers, Ranchers, and Other Agricultural Managers* is expected to be the top declining occupation with a loss of 225 jobs, dropping job levels to 5,564. *Roustabouts, Oil and Gas* could lose 12.66 percent of its workforce making it the fastest declining occupation dropping to 138 employees by 2016. *Cashiers* leads the Area in the number of annual openings with 155 anticipated between 2014 and 2016. **Food Preparation and Serving Related Occupations** is projected to be the top and fastest growing major occupational group, adding 190 new jobs, an increase of 3.51 percent.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2014 Estimated	2016 Projected		
102100	Trade, Transportation, and Utilities	15,869	16,282	413	2.60%
102600	Leisure and Hospitality	5,285	5,518	233	4.41%
101200	Construction	3,564	3,701	137	3.84%
102400	Professional and Business Services	3,755	3,825	70	1.86%
102800	Government	6,300	6,356	56	0.89%

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2014 Estimated	2016 Projected	Net	Percent	Growth	Replacement	Total
35-0000	Food Preparation and Serving Related Occupations	5,406	5,596	190	3.51%	98	197	295
41-0000	Sales and Related Occupations	7,138	7,318	180	2.52%	94	257	351
47-0000	Construction and Extraction Occupations	4,861	4,943	82	1.69%	64	84	148
53-0000	Transportation and Material Moving Occupations	9,075	9,145	70	0.77%	56	194	250
49-0000	Installation, Maintenance, and Repair Occupations	4,386	4,421	35	0.80%	26	96	122

Source: Arkansas Department of Workforce Services, Projections Suite Software

Southwest Arkansas LWDA Industry

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2014 Estimated	2016 Projected		
Top 10 Growth					
722000	Food Services and Drinking Places	4,304	4,507	203	4.72%
236000	Construction of Buildings	962	1,097	135	14.03%
452000	General Merchandise Stores	2,776	2,890	114	4.11%
424000	Merchant Wholesalers, Nondurable Goods	1,132	1,245	113	9.98%
562000	Waste Management and Remediation Service	484	582	98	20.25%
425000	Wholesale Electronic Markets and Agents and Brokers	217	286	69	31.80%
321000	Wood Product Manufacturing	2,280	2,336	56	2.46%
999300	Local Government, Excluding Education and Hospitals	3,372	3,425	53	1.57%
332000	Fabricated Metal Product Manufacturing	2,862	2,914	52	1.82%
447000	Gasoline Stations	1,446	1,490	44	3.04%
Top 10 Fastest Growth					
425000	Wholesale Electronic Markets and Agents and Brokers	217	286	69	31.80%
562000	Waste Management and Remediation Service	484	582	98	20.25%
236000	Construction of Buildings	962	1,097	135	14.03%
488000	Support Activities for Transportation	149	166	17	11.41%
454000	Nonstore Retailers	117	130	13	11.11%
492000	Couriers and Messengers	198	220	22	11.11%
424000	Merchant Wholesalers, Nondurable Goods	1,132	1,245	113	9.98%
451000	Sporting Goods, Hobby, Book, and Music Stores	149	162	13	8.72%
713000	Amusement, Gambling, and Recreation Industries	298	315	17	5.70%
444000	Building Material and Garden Equipment and Supplies Dealers	697	733	36	5.16%
Top 10 Decline					
322000	Paper Manufacturing	1,440	1,337	-103	-7.15%
624000	Social Assistance	2,146	2,063	-83	-3.87%
213000	Support Activities for Mining	604	530	-74	-12.25%
622000	Hospitals	1,767	1,701	-66	-3.74%
561000	Administrative and Support Services	1,569	1,519	-50	-3.19%
237000	Heavy and Civil Engineering Construction	475	441	-34	-7.16%
999100	Federal Government, Excluding Post Office	280	248	-32	-11.43%
311000	Food Manufacturing	4,367	4,336	-31	-0.71%
445000	Food and Beverage Stores	1,291	1,270	-21	-1.63%
813000	Religious, Grantmaking, Civic, Professional, and Similar Organizations	1,875	1,854	-21	-1.12%
Top 10 Fastest Decline					
334000	Computer and Electronic Product Manufacturing	93	80	-13	-13.98%
517000	Telecommunications	140	122	-18	-12.86%
213000	Support Activities for Mining	604	530	-74	-12.25%
999100	Federal Government, Excluding Post Office	280	248	-32	-11.43%
237000	Heavy and Civil Engineering Construction	475	441	-34	-7.16%
322000	Paper Manufacturing	1,440	1,337	-103	-7.15%
212000	Mining (except Oil and Gas)	114	106	-8	-7.02%
443000	Electronics and Appliance Stores	129	122	-7	-5.43%
336000	Transportation Equipment Manufacturing	377	358	-19	-5.04%
327000	Nonmetallic Mineral Product Manufacturing	330	316	-14	-4.24%

Source: Arkansas Department of Workforce Services, Projections Suite Software

Southwest Arkansas LWDA Occupations

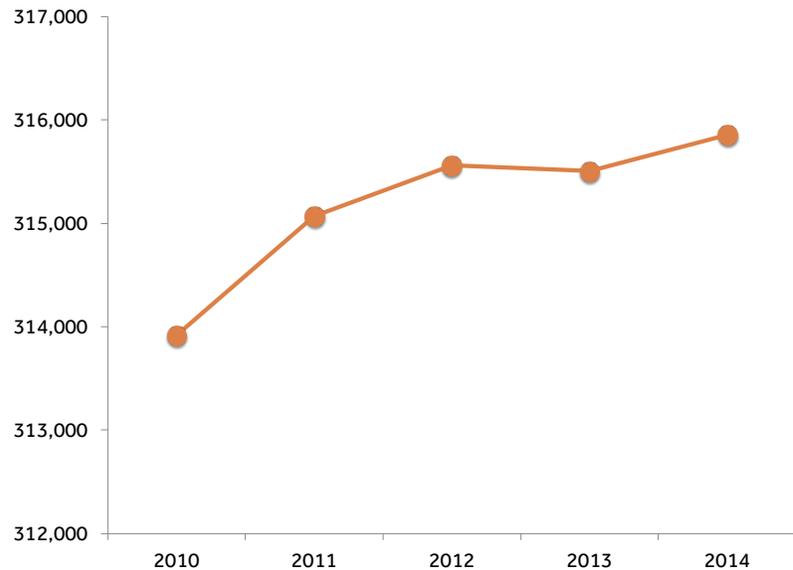
SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2014 Estimated	2016 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,152	1,214	62	5.38%	31	55	86
41-2011	Cashiers	2,343	2,401	58	2.48%	29	126	155
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	735	787	52	7.07%	26	14	40
41-2031	Retail Salespersons	1,849	1,894	45	2.43%	22	68	90
35-3031	Waiters and Waitresses	825	859	34	4.12%	17	43	60
35-2014	Cooks, Restaurant	452	479	27	5.97%	14	9	23
53-3033	Light Truck or Delivery Services Drivers	535	562	27	5.05%	14	8	22
35-2011	Cooks, Fast Food	920	945	25	2.72%	12	18	30
47-2152	Plumbers, Pipefitters, and Steamfitters	400	420	20	5.00%	10	5	15
53-3031	Driver/Sales Workers	331	350	19	5.74%	10	5	15
Top 10 Fastest Growth								
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	68	75	7	10.29%	4	2	6
47-2051	Cement Masons and Concrete Finishers	68	74	6	8.82%	3	1	4
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	735	787	52	7.07%	26	14	40
53-1031	First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	175	186	11	6.29%	6	4	10
19-2031	Chemists	82	87	5	6.10%	2	2	4
35-2014	Cooks, Restaurant	452	479	27	5.97%	14	9	23
53-3031	Driver/Sales Workers	331	350	19	5.74%	10	5	15
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,152	1,214	62	5.38%	31	55	86
53-3033	Light Truck or Delivery Services Drivers	535	562	27	5.05%	14	8	22
47-2152	Plumbers, Pipefitters, and Steamfitters	400	420	20	5.00%	10	5	15
Top 10 Decline								
11-9013	Farmers, Ranchers, and Other Agricultural Managers	5,789	5,564	-225	-3.89%	0	92	92
39-9011	Childcare Workers	802	767	-35	-4.36%	0	24	24
47-5071	Roustabouts, Oil and Gas	158	138	-20	-12.66%	0	4	4
43-9061	Office Clerks, General	2,001	1,987	-14	-0.70%	0	41	41
29-1141	Registered Nurses	1,043	1,030	-13	-1.25%	0	18	18
53-3022	Bus Drivers, School or Special Client	401	390	-11	-2.74%	0	6	6
53-7051	Industrial Truck and Tractor Operators	476	465	-11	-2.31%	0	10	10
25-9041	Teacher Assistants	663	655	-8	-1.21%	0	14	14
43-3071	Tellers	701	693	-8	-1.14%	0	36	36
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	246	238	-8	-3.25%	0	7	7
Top 10 Fastest Decline								
47-5071	Roustabouts, Oil and Gas	158	138	-20	-12.66%	0	4	4
49-9052	Telecommunications Line Installers and Repairers	48	43	-5	-10.42%	0	1	1
47-5013	Service Unit Operators, Oil, Gas, and Mining	92	85	-7	-7.61%	0	4	4
51-9196	Paper Goods Machine Setters, Operators, and Tenders	66	61	-5	-7.58%	0	0	0
51-5112	Printing Press Operators	96	91	-5	-5.21%	0	2	2
39-9011	Childcare Workers	802	767	-35	-4.36%	0	24	24
13-1151	Training and Development Specialists	120	115	-5	-4.17%	0	2	2
11-9013	Farmers, Ranchers, and Other Agricultural Managers	5,789	5,564	-225	-3.89%	0	92	92
25-2011	Preschool Teachers, Except Special Education	151	146	-5	-3.31%	0	4	4
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	246	238	-8	-3.25%	0	7	7

Source: Arkansas Department of Workforce Services, Projections Suite Software

West Central Arkansas LWDA

Population

The West Central Arkansas Local Workforce Development Area saw a slight increase in population of 352 between 2013 and 2014 to total 315,857. The Area has seen an increase in population from 2010, adding 1,940 from 2010 to 2014. The West Central Arkansas LWDA consists of 10 counties: Clark, Conway, Garland, Hot Spring, Johnson, Montgomery, Perry, Pike, Pope, and Yell; with the Hot Springs Metropolitan Statistical Area located within the LWDA.



West Central Arkansas LWDA Population 2010 - 2014

2010	2011	2012	2013	2014
313,917	315,069	315,560	315,505	315,857

Source: U.S. Census Bureau

Quarterly Workforce Indicators

Job creation decreased during the second quarter of 2014 compared to second quarter of 2013, with 835 new jobs created in West Central Arkansas. But new hires increased in the second quarter of 2014 gaining 812 compared to the second quarter of 2013 for 18,792 new hires. Comparatively, between the second quarters of 2013 and 2014, separations increased by 63, to 20,395. The turnover rate was 9 percent.

West Central Arkansas LWDA Quarterly Workforce Indicators

QWI Explorer	2010_2	2011_2	2012_2	2013_2	2014_2
Job Creation	6,071	6,218	6,223	7,143	6,308
New Hires	17,978	18,901	18,102	17,980	18,792
Separations	20,934	21,112	20,295	20,332	20,395
Turnover	8.5%	8.7%	8.6%	9.3%	9.0%

Source: U.S. Census Bureau, Center for Economic Studies, LEHD

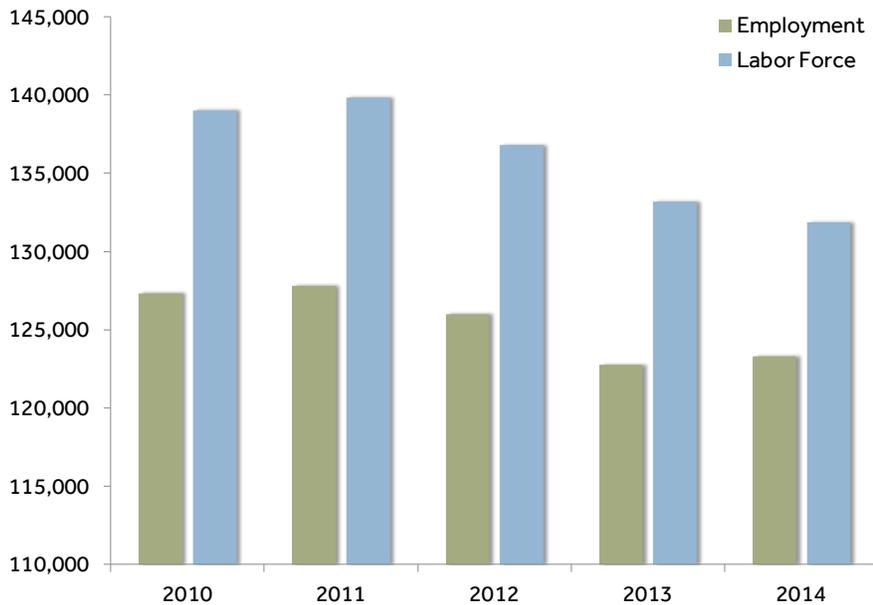
Job Creation: Estimated number of jobs gained at firms throughout the quarter.

New Hires: Estimated number of workers who started a new job.

Separations: Estimated number of workers whose job with a given employer ended in the specified quarter.

Turnovers: The rate at which stable jobs begin and end.

West Central Arkansas LWDA



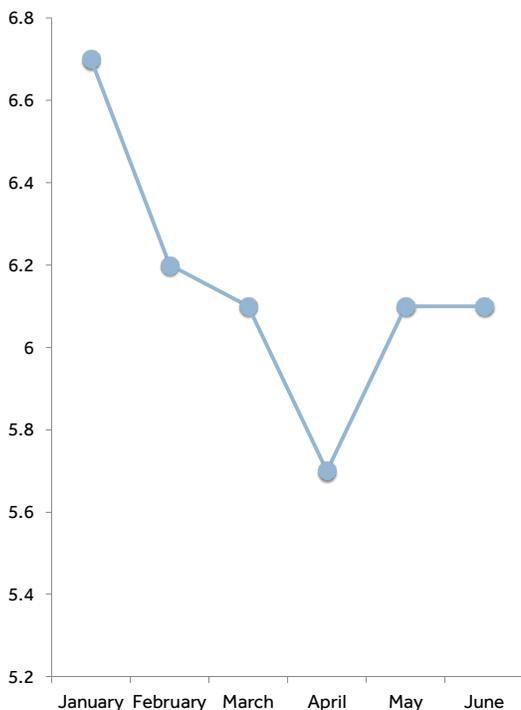
Labor Force/Employment

In 2014, the labor force decreased while employment increased in the LWDA. Labor force declined 1,325 for a total of 131,875, while employment increased 550 for a total of 123,300. However, unemployment and the unemployment rate both decreased from 2013. Unemployment decreased to 8,575 and the unemployment rate decreased by one and three-tenths of a percentage point to 6.5 percent. The unemployment rate continued to decline through 2015, ending June at 6.1 percent.

West Central Arkansas LWDA 2010-2014 Labor Force/Employment

Year	2010	2011	2012	2013	2014
Labor Force	139,050	139,850	136,800	133,200	131,875
Employment	127,325	127,800	126,000	122,750	123,300
Unemployment	11,725	12,050	10,800	10,450	8,575
Unemployment Rate	8.4%	8.6%	7.9%	7.8%	6.5%

Source: Arkansas Department of Workforce Services



Monthly Unemployment Rate

West Central Arkansas LWDA 2015 Monthly Unemployment Rate*

Year	Period	Unemployment Rate
2015	January	6.7%
2015	February	6.2%
2015	March	6.1%
2015	April	5.7%
2015	May	6.1%
2015	June	6.1%

*Not Seasonally Adjusted, Not Preliminary

Source: Arkansas Department of Workforce Services

West Central Arkansas LWDA

Wages

Cashiers was the largest occupation in West Central Arkansas in 2014 with an estimated employment of 3,793, earning an average wage of \$17,940. *Retail Salespersons* was the second largest with an estimated employment of 3,643. *Registered Nurses* earned the highest average wage of the 10 largest occupations with \$52,417 earned annually.

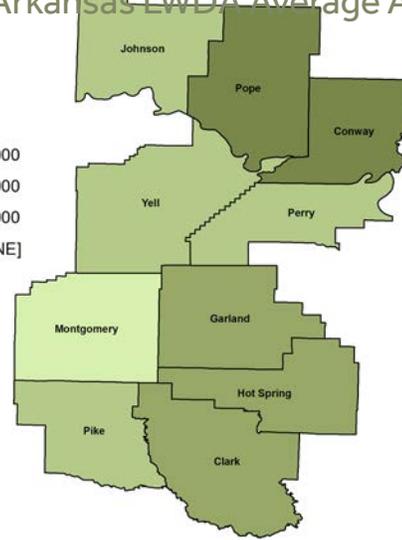
Obstetricians and Gynecologists was the highest paying occupation for the Area, earning \$257,855 annually.

Surgeons was second on the list, earning \$245,849. *Judges, Magistrate Judges, and Magistrates* rounded out the list, earning \$108,927.

West Central Arkansas LWDA Average Annual Wages

Wages

- < \$25,000
- \$25,000 - \$30,000
- \$30,000 - \$35,000
- \$35,000 - \$40,000
- > \$40,000 [NONE]



Source: QCEW

West Central Arkansas LWDA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Cashiers	3,793	\$17,940	\$16,916	\$18,451
Retail Salespersons	3,643	\$22,475	\$16,937	\$25,244
Office Clerks, General	2,759	\$22,601	\$16,962	\$25,420
Heavy and Tractor-Trailer Truck Drivers	2,658	\$35,810	\$23,614	\$41,908
Laborers and Freight, Stock, and Material Movers, Hand	2,419	\$24,400	\$17,326	\$27,937
Customer Service Representatives	2,385	\$23,780	\$17,033	\$27,153
Nursing Assistants	2,228	\$21,094	\$16,885	\$23,198
Waiters and Waitresses	2,099	\$17,034	\$16,846	\$17,128
Combined Food Preparation and Serving Workers, Including Fast Food	1,995	\$17,395	\$16,855	\$17,665
Registered Nurses	1,845	\$52,417	\$39,339	\$58,955

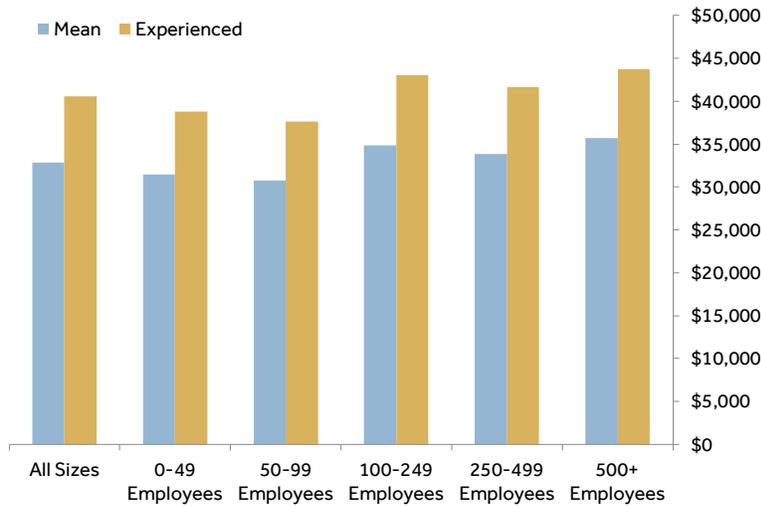
Source: Arkansas Department of Workforce Services, May 2014 Wage Survey

West Central Arkansas LWDA Occupations Paying the Most

Occupation	Average Annual Salary
Obstetricians and Gynecologists	\$257,855
Surgeons	\$245,849
Family and General Practitioners	\$183,955
Optometrists	\$151,025
Chief Executives	\$118,815
Architectural and Engineering Managers	\$111,589
Dentists, General	\$110,907
Pharmacists	\$109,574
Securities, Commodities, and Financial Services Sales Agents	\$109,345
Judges, Magistrate Judges, and Magistrates	\$108,927

Source: Arkansas Department of Workforce Services, May 2014 Wage Survey

West Central Arkansas LWDA



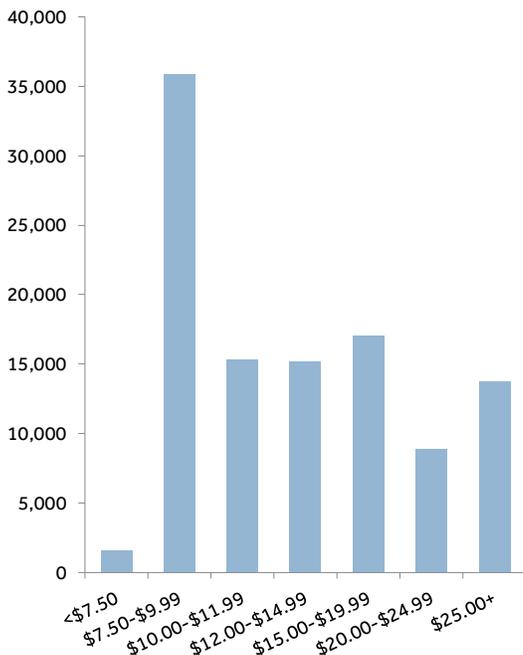
The 2014 median wage for all sizes of employers was estimated to be \$25,349 for the Area. Employers with 100 to 249 employees had an estimated mean wage of \$33,820. The estimated entry wage for all size categories of employers fell under \$19,638 for 2014.

Of the 107,472 total number of employees in 2014, employees making \$7.50 to \$9.99 an hour numbered 35,901. Employees earning \$10.00 to \$11.99 an hour totaled 15,268.

West Central Arkansas LWDA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$32,824	\$25,349	\$17,293	\$40,589
0-49 Employees	\$31,494	\$23,582	\$16,936	\$38,758
50-99 Employees	\$30,751	\$24,085	\$16,992	\$37,631
100-249 Employees	\$34,856	\$28,509	\$18,466	\$43,051
250-499 Employees	\$33,820	\$26,455	\$18,081	\$41,689
500+ Employees	\$35,690	\$30,282	\$19,638	\$43,715

Source: Arkansas Department of Workforce Services, May 2014 Wage Survey



West Central Arkansas LWDA Number of Employees by Hourly Wage

Total	107,472
<\$7.50	1,533
\$7.50-\$9.99	35,901
\$10.00-\$11.99	15,268
\$12.00-\$14.99	15,175
\$15.00-\$19.99	17,016
\$20.00-\$24.99	8,874
\$25.00+	13,705

Source: Arkansas Department of Workforce Services, May 2014 Wage Survey

West Central Arkansas LWDA

Industry

The West Central Arkansas LWDA is expected to see a growth of 3,307 by the first quarter of 2016. *Food Services and Drinking Places* with a growth of 422 leads all industries in net growth increasing employment levels to 9,054. *Furniture and Related Product Manufacturing* is forecasted to be the fastest growing industry, raising employment by 49.62 percent over the next two years with employment moving close to 200. *Hospitals* is projected to experience a loss of 128 jobs making it the top declining industry, bringing employment down to 3,577, while *Motion Picture and Sound Recording Industries* is anticipating a 13.92 percent decline in its workforce making it the fastest declining industry in the Area. **Leisure and Hospitality** leads all industry supersectors in West Central Arkansas with a gain of 760 new jobs increasing job levels to 12,736.

Occupations

Employment in the West Central Arkansas LWDA is expected to increase by 2.71 percent during the projection period. An estimated 4,660 annual job openings are anticipated in this Area. Growth and expansion is estimated to account for 1,782 of those jobs, while 2,878 would be for replacement. *Farmers, Ranchers, and Other Agricultural Managers* is estimated to be the top growing occupation with a gain of 239, bringing employment to 7,284. *Cabinetmakers and Bench Carpenters* is forecasted to be the fastest growing occupation increasing employment by 46.48 percent, bringing job levels to above 100. *Control and Valve Installers and Repairers, Except Mechanical Door* is projected to lose the most jobs with 11 anticipated to be cut, bringing employment down to 158, while *Telecommunications Equipment Installers and Repairers, Except Line Installers* could lose 7.84 percent of its workforce making it the fastest declining occupation. *Cashiers* is estimated to have the most annual job openings with 235 between 2014 and 2016. **Food Preparation and Serving Related Occupations** is estimated to be the top growing occupational major group adding 462 new jobs and moving employment to 10,965.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2014 Estimated	2016 Projected		
102600	Leisure and Hospitality	11,976	12,736	760	6.35%
102500	Education and Health Services	28,372	29,026	654	2.31%
102400	Professional and Business Services	8,327	8,832	505	6.06%
102100	Trade, Transportation, and Utilities	21,135	21,595	460	2.18%
101300	Manufacturing	15,874	16,242	368	2.32%

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2014 Estimated	2016 Projected	Net	Percent Growth	Replacement	Total	
35-0000	Food Preparation and Serving Related Occupations	10,503	10,965	462	4.40%	232	423	655
41-0000	Sales and Related Occupations	12,198	12,625	427	3.50%	218	420	638
11-0000	Management Occupations	11,820	12,167	347	2.94%	174	198	372
39-0000	Personal Care and Service Occupations	4,865	5,205	340	6.99%	173	92	265
43-0000	Office and Administrative Support Occupations	16,793	17,128	335	1.99%	192	388	580

Source: Arkansas Department of Workforce Services, Projections Suite Software

West Central Arkansas LWDA Industry

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2014 Estimated	2016 Projected		
Top 10 Growth					
722000	Food Services and Drinking Places	8,632	9,054	422	4.89%
561000	Administrative and Support Services	4,813	5,203	390	8.10%
624000	Social Assistance	3,793	4,157	364	9.60%
621000	Ambulatory Health Care Services	4,929	5,108	179	3.63%
611000	Educational Services	12,589	12,757	168	1.33%
452000	General Merchandise Stores	3,998	4,159	161	4.03%
445000	Food and Beverage Stores	1,831	1,977	146	7.97%
321000	Wood Product Manufacturing	2,219	2,318	99	4.46%
311000	Food Manufacturing	5,992	6,075	83	1.39%
721000	Accommodation, including Hotels and Motels	1,402	1,483	81	5.78%
Top 10 Fastest Growth					
337000	Furniture and Related Product Manufacturing	131	196	65	49.62%
111000	Crop Production	92	127	35	38.04%
488000	Support Activities for Transportation	352	399	47	13.35%
327000	Nonmetallic Mineral Product Manufacturing	379	417	38	10.03%
451000	Sporting Goods, Hobby, Book, and Music Stores	405	444	39	9.63%
532000	Rental and Leasing Services	281	308	27	9.61%
624000	Social Assistance	3,793	4,157	364	9.60%
561000	Administrative and Support Services	4,813	5,203	390	8.10%
445000	Food and Beverage Stores	1,831	1,977	146	7.97%
811000	Repair and Maintenance	807	868	61	7.56%
Top 10 Decline					
622000	Hospitals	3,705	3,577	-128	-3.45%
493000	Warehousing and Storage	1,139	1,077	-62	-5.44%
221000	Utilities	1,372	1,311	-61	-4.45%
999300	Local Government, Excluding Education and Hospitals	3,549	3,489	-60	-1.69%
448000	Clothing and Clothing Accessories Stores	624	571	-53	-8.49%
425000	Wholesale Electronic Markets and Agents and Brokers	282	247	-35	-12.41%
237000	Heavy and Civil Engineering Construction	901	870	-31	-3.44%
238000	Specialty Trade Contractors	2,852	2,822	-30	-1.05%
335000	Electrical Equipment, Appliance, and Component Manufacturing	368	343	-25	-6.79%
999100	Federal Government, Excluding Post Office	766	742	-24	-3.13%
Top 10 Fastest Decline					
512000	Motion Picture and Sound Recording Industries	79	68	-11	-13.92%
425000	Wholesale Electronic Markets and Agents and Brokers	282	247	-35	-12.41%
448000	Clothing and Clothing Accessories Stores	624	571	-53	-8.49%
454000	Nonstore Retailers	142	130	-12	-8.45%
814000	Private Households	84	78	-6	-7.14%
335000	Electrical Equipment, Appliance, and Component Manufacturing	368	343	-25	-6.79%
517000	Telecommunications	292	274	-18	-6.16%
334000	Computer and Electronic Product Manufacturing	181	171	-10	-5.52%
443000	Electronics and Appliance Stores	346	327	-19	-5.49%
493000	Warehousing and Storage	1,139	1,077	-62	-5.44%

Source: Arkansas Department of Workforce Services, Projections Suite Software

West Central Arkansas LWDA Occupations

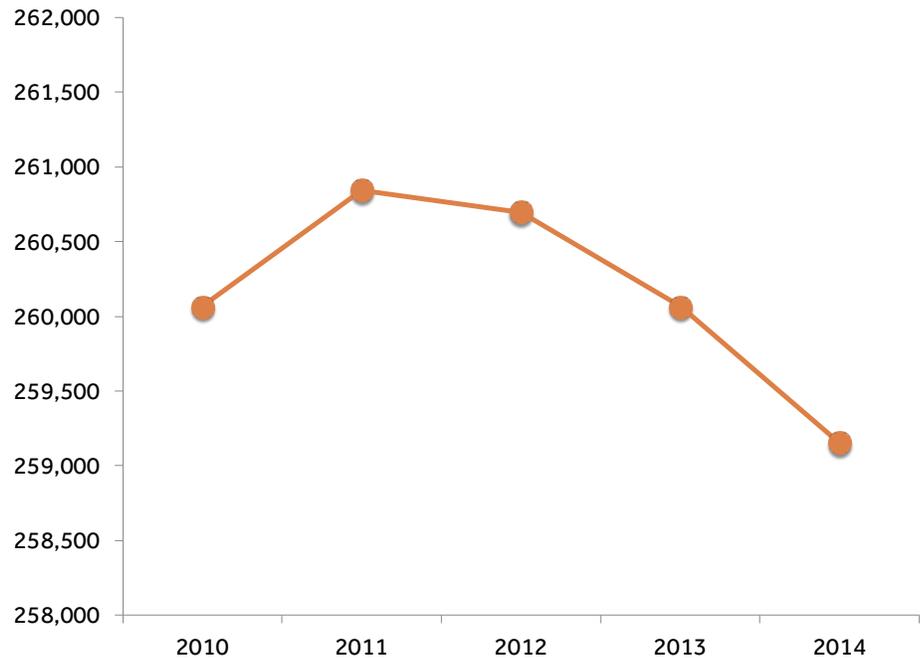
SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2014 Estimated	2016 Projected	Net	Percent	Growth	Replacement Total	
Top 10 Growth								
11-9013	Farmers, Ranchers, and Other Agricultural Managers	7,045	7,284	239	3.39%	120	112	232
39-9021	Personal Care Aides	1,637	1,808	171	10.45%	86	9	95
43-4051	Customer Service Representatives	2,105	2,248	143	6.79%	72	55	127
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	2,165	2,302	137	6.33%	68	104	172
41-2011	Cashiers	3,106	3,242	136	4.38%	68	167	235
35-3031	Waiters and Waitresses	2,054	2,142	88	4.28%	44	106	150
53-3032	Heavy and Tractor-Trailer Truck Drivers	2,525	2,607	82	3.25%	41	38	79
41-1011	First-Line Supervisors of Retail Sales Workers	1,879	1,954	75	3.99%	38	40	78
41-2031	Retail Salespersons	3,226	3,301	75	2.32%	38	118	156
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	2,295	2,364	69	3.01%	34	73	107
Top 10 Fastest Growth								
51-7011	Cabinetmakers and Bench Carpenters	71	104	33	46.48%	16	0	16
49-3011	Aircraft Mechanics and Service Technicians	78	89	11	14.10%	6	2	8
39-9021	Personal Care Aides	1,637	1,808	171	10.45%	86	9	95
39-2021	Nonfarm Animal Caretakers	365	401	36	9.86%	18	4	22
33-9032	Security Guards	513	562	49	9.55%	24	7	31
51-5112	Printing Press Operators	73	79	6	8.22%	3	1	4
37-2021	Pest Control Workers	93	100	7	7.53%	4	2	6
39-2011	Animal Trainers	160	172	12	7.50%	6	6	12
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	476	510	34	7.14%	17	15	32
43-5032	Dispatchers, Except Police, Fire, and Ambulance	113	121	8	7.08%	4	3	7
Top 10 Decline								
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	169	158	-11	-6.51%	0	5	5
53-7063	Machine Feeders and Offbearers	553	543	-10	-1.81%	0	12	12
47-2073	Operating Engineers and Other Construction Equipment Operators	441	432	-9	-2.04%	0	10	10
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	102	94	-8	-7.84%	0	2	2
43-9021	Data Entry Keyers	128	121	-7	-5.47%	0	2	2
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	940	934	-6	-0.64%	0	18	18
43-3071	Tellers	687	681	-6	-0.87%	0	36	36
53-7051	Industrial Truck and Tractor Operators	767	761	-6	-0.78%	0	17	17
49-9051	Electrical Power-Line Installers and Repairers	147	142	-5	-3.40%	0	5	5
49-9052	Telecommunications Line Installers and Repairers	88	83	-5	-5.68%	0	2	2
Top 10 Fastest Decline								
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	102	94	-8	-7.84%	0	2	2
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	169	158	-11	-6.51%	0	5	5
49-9052	Telecommunications Line Installers and Repairers	88	83	-5	-5.68%	0	2	2
43-9021	Data Entry Keyers	128	121	-7	-5.47%	0	2	2
49-9051	Electrical Power-Line Installers and Repairers	147	142	-5	-3.40%	0	5	5
47-2073	Operating Engineers and Other Construction Equipment Operators	441	432	-9	-2.04%	0	10	10
53-7063	Machine Feeders and Offbearers	553	543	-10	-1.81%	0	12	12
43-3071	Tellers	687	681	-6	-0.87%	0	36	36
53-7051	Industrial Truck and Tractor Operators	767	761	-6	-0.78%	0	17	17
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	940	934	-6	-0.64%	0	18	18

Source: Arkansas Department of Workforce Services, Projections Suite Software

Western Arkansas LWDA

Population

The Western Arkansas Local Workforce Development Area had a total population of 259,154 in 2014, down 911 from 2013. The Western Arkansas LWDA consists of six counties: Crawford, Franklin, Logan, Polk, Scott, and Sebastian; and is bordered to the west by the state of Oklahoma. The Arkansas portion of the Fort Smith Metropolitan Statistical Area is located in the Western Arkansas LWDA.



Western Arkansas LWDA Population 2010 - 2014

	2010	2011	2012	2013	2014
Population	260,065	260,845	260,697	260,065	259,154

Source: U.S. Census Bureau

Quarterly Workforce Indicators

Job creation was 301 new higher in the second quarter of 2014 compared to the same quarter in 2013 going to 4,846. The number of new hires and separations also increased during the same time period with new hires totaling 18,239 and separations totaling 19,474 in the second quarter of 2014. The turnover rate was 8.6 percent.

Western Arkansas LWDA Quarterly Workforce Indicators

QWI Explorer	2010_2	2011_2	2012_2	2013_2	2014_2
Job Creation	5,348	3,998	4,804	4,545	4,846
New Hires	19,157	16,403	18,443	17,273	18,239
Separations	20,081	18,735	20,130	19,294	19,474
Turnover	8.5%	8.4%	8.9%	8.4%	8.6%

Source: U.S. Census Bureau, Center for Economic Studies, LEHD

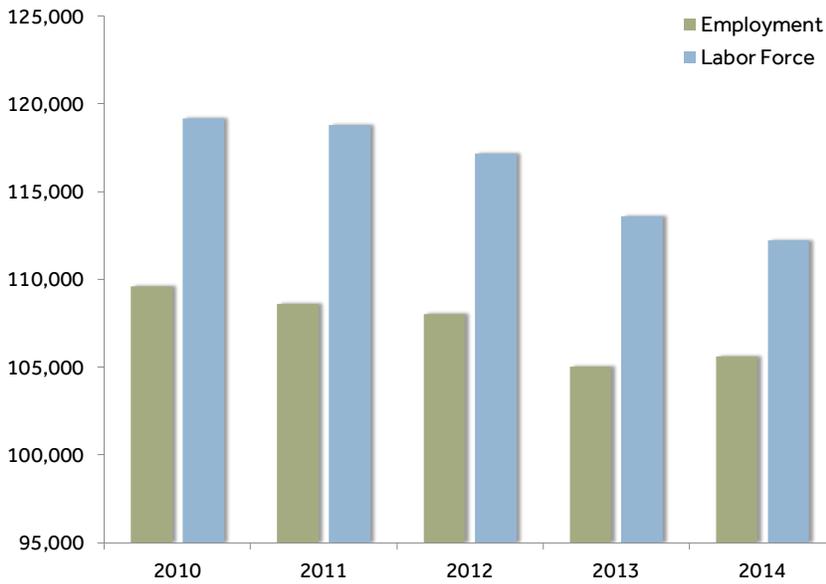
Job Creation: Estimated number of jobs gained at firms throughout the quarter.

New Hires: Estimated number of workers who started a new job.

Separations: Estimated number of workers whose job with a given employer ended in the specified quarter.

Turnovers: The rate at which stable jobs begin and end

Western Arkansas LWDA



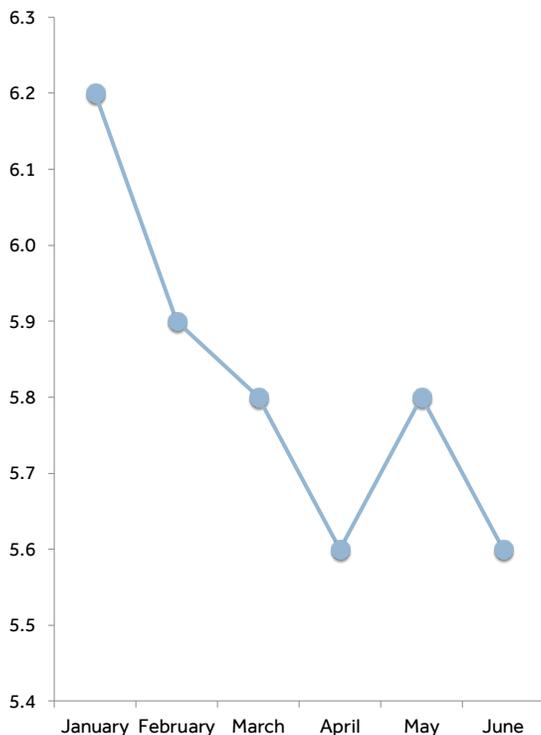
Labor Force/Employment

The labor force decreased while employment increased in 2014. The labor force decreased by 1,375 from 2013 to 112,225, while employment increased by 575 to 105,625. Unemployment and the unemployment rate both decreased significantly in from 2013 to 2014. Unemployment decreased by 1,950 to 6,600, while the unemployment rate decreased to 5.9 percent, down one and sixth-tenths of a percentage point from 2013. The Area's unemployment rate continued to decrease through June 2015, falling to 5.6 percent.

Western Arkansas LWDA 2010-2014 Labor Force/Employment

Year	2010	2011	2012	2013	2014
Labor Force	119,175	118,800	117,175	113,600	112,225
Employment	109,625	108,625	108,050	105,050	105,625
Unemployment	9,550	10,175	9,125	8,550	6,600
Unemployment Rate	8.0%	8.6%	7.8%	7.5%	5.9%

Source: Arkansas Department of Workforce Services



Monthly Unemployment Rate

Western Arkansas LWDA 2015 Monthly Unemployment Rate*

Year	Period	Unemployment Rate
2015	January	6.2%
2015	February	5.9%
2015	March	5.8%
2015	April	5.6%
2015	May	5.8%
2015	June	5.6%

*Not Seasonally Adjusted, Not Preliminary

Source: Arkansas Department of Workforce Services

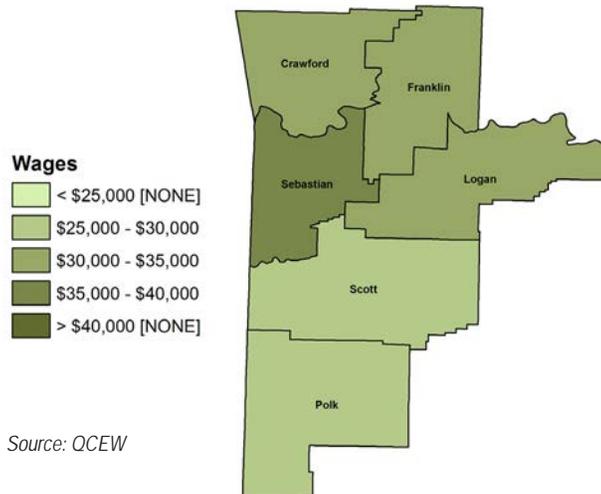
Western Arkansas LWDA

Wages

Heavy and Tractor-Trailer Truck Drivers was the largest occupation in the Area in 2014 with an estimated employment of 4,215, with an average wage of \$35,170 in annually. *Registered Nurses*, with an estimated employment of 1,779 had the highest entry wage of the 10 largest occupations, earning \$43,088.

Surgeons were the highest paying occupation, earning \$274,767 annually. *Family and General Practitioners* was second, earning \$247,213. *Petroleum Engineers* finished the list at \$110,918.

Western Arkansas LWDA Average Annual Wages



Source: QCEW

Western Arkansas LWDA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Heavy and Tractor-Trailer Truck Drivers	4,215	\$35,170	\$26,286	\$39,612
Retail Salespersons	3,368	\$23,357	\$17,007	\$26,532
Office Clerks, General	2,579	\$24,875	\$16,987	\$28,820
Cashiers	2,551	\$18,080	\$16,937	\$18,652
Laborers and Freight, Stock, and Material Movers, Hand	2,371	\$23,256	\$17,055	\$26,356
Combined Food Preparation and Serving Workers, Including Fast Food	2,277	\$16,978	\$16,744	\$17,095
Nursing Assistants	2,222	\$20,237	\$16,887	\$21,912
Waiters and Waitresses	1,884	\$17,515	\$16,865	\$17,839
Registered Nurses	1,779	\$54,129	\$43,088	\$59,649
Stock Clerks and Order Fillers	1,767	\$21,697	\$16,907	\$24,092

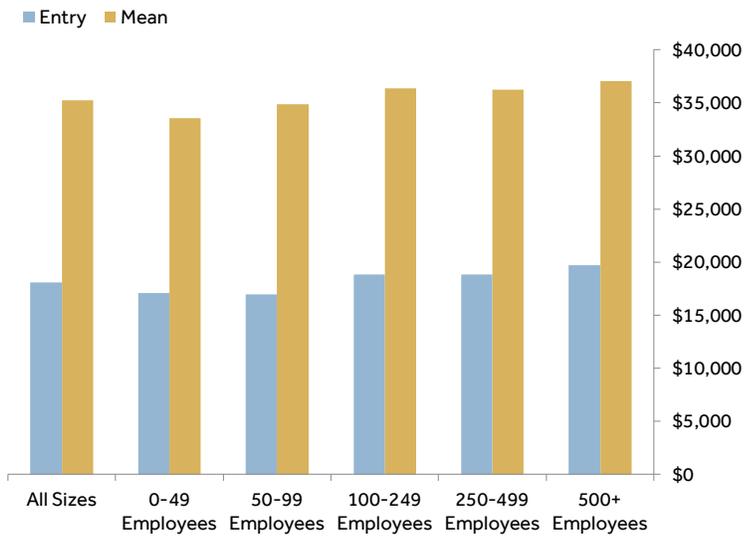
Source: Arkansas Department of Workforce Services, May 2014 Wage Survey

Western Arkansas LWDA Occupations Paying the Most

Occupation	Average Annual Salary
Surgeons	\$274,767
Family and General Practitioners	\$247,213
Internists, General	\$223,815
Purchasing Managers	\$167,341
Obstetricians and Gynecologists	\$166,223
Chief Executives	\$145,599
Dentists, General	\$141,874
Pharmacists	\$119,261
Securities, Commodities, and Financial Services Sales Agents	\$113,123
Petroleum Engineers	\$110,918

Source: Arkansas Department of Workforce Services, May 2014 Wage Survey

Western Arkansas LWDA



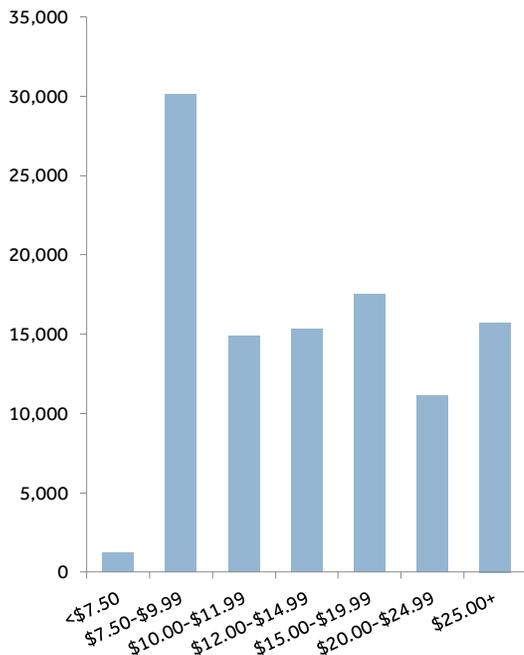
The Area's median wage estimate for all sizes of employment was \$27,662 in 2014. Employers with 250 to 499 employees had an estimated mean wage of \$36,219. Estimated entry wages for all categories of employers in the Area were at or under \$19,713 while experienced wages were at \$41,828 or above.

Of the 105,978 total number of employees, employees making \$7.50 to \$9.99 an hour totaled 30,141. Employees making \$15.00 to \$19.99 totaled 17,514 for 2014.

Western Arkansas LWDA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$35,220	\$27,662	\$18,061	\$43,799
0-49 Employees	\$33,587	\$25,048	\$17,105	\$41,828
50-99 Employees	\$34,855	\$24,729	\$16,981	\$43,792
100-249 Employees	\$36,368	\$29,410	\$18,804	\$45,150
250-499 Employees	\$36,219	\$28,700	\$18,819	\$44,918
500+ Employees	\$37,056	\$31,982	\$19,713	\$45,727

Source: Arkansas Department of Workforce Services, May 2014 Wage Survey



Western Arkansas LWDA Number of Employees by Hourly Wage

Total	10,5978
<\$7.50	1,216
\$7.50-\$9.99	30,141
\$10.00-\$11.99	14,907
\$12.00-\$14.99	15,311
\$15.00-\$19.99	17,514
\$20.00-\$24.99	11,149
\$25.00+	15,740

Source: Arkansas Department of Workforce Services, May 2014 Wage Survey

Western Arkansas LWDA

Industry

The Western Arkansas LWDA is expected to experience a net gain of 3,224 jobs between 2014 and 2016. *Food Manufacturing* is estimated to be the top growing industry adding 475 jobs to its workforce, bringing employment levels to 9,087. At 18.76 percent, *Support Activities for Transportation* and *Paper Manufacturing* are statistically tied as the fastest growing industries in the Western Arkansas LWDA. On the negative side of the economy, *Electrical Equipment, Appliance, and Component Manufacturing* is estimated to lose 225 jobs between 2014 and 2016 making it the top declining industry and bringing employment levels down to 2,406. *Publishing Industries (except Internet)* could be the fastest declining industry with a decline of 19.81 percent. **Professional and Business Services** is estimated to add 843 new jobs to the local economy making it the top growing industry supersector bringing its job level to 10,510.

Occupations

The Western Arkansas LWDA is projected to have a net job gain of 2.80 percent between 2014 and 2016. Around 4,371 annual job openings are expected to be available during the projection period with 2,639 for replacement and 1,732 for growth and expansion. *Farmers, Ranchers, and Other Agricultural Managers* is predicted to be the top growing occupation with 145 jobs anticipated during the projection period, bringing employment levels to 5,767. *Paper Goods Machine Setters, Operators, and Tenders* is projected to be the fastest growing occupation with a growth of 15.94 percent, adding 44 jobs to the local economy. *Service Unit Operators, Oil, Gas, and Mining* is tied with *Helpers--Installation, Maintenance, and Repair Workers* as the top declining occupation with 12 job losses each. *Service Unit Operators, Oil, Gas, and Mining* is also predicted to be the fastest declining occupation with a loss of 13.19 percent of its workforce. With 168 annual job openings anticipated, *Retail Salespersons* leads in the number of job openings. **Production Occupations** is anticipated to be the top growing occupational major group adding 552 new jobs bringing its employment level to 15,363.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2014 Estimated	2016 Projected		
102400	Professional and Business Services	9,667	10,510	843	8.72%
101300	Manufacturing	20,780	21,509	729	3.51%
102100	Trade, Transportation, and Utilities	21,936	22,479	543	2.48%
102500	Education and Health Services	22,907	23,441	534	2.33%
102600	Leisure and Hospitality	8,447	8,798	351	4.16%

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Growth	Annual Openings			
		2014 Estimated	2016 Projected		Net	Percent Growth	Replacement Total	
51-0000	Production Occupations	14,811	15,363	552	3.73%	303	289	592
43-0000	Office and Administrative Support Occupations	15,623	16,005	382	2.45%	204	354	558
35-0000	Food Preparation and Serving Related Occupations	9,283	9,653	370	3.99%	185	374	559
11-0000	Management Occupations	10,831	11,137	306	2.83%	154	183	337
41-0000	Sales and Related Occupations	10,739	11,015	276	2.57%	142	359	501

Source: Arkansas Department of Workforce Services, Projections Suite Software

Western Arkansas LWDA Industry

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2014 Estimated	2016 Projected		
Top 10 Growth					
311000	Food Manufacturing	8,612	9,087	475	5.52%
561000	Administrative and Support Services	5,355	5,821	466	8.70%
722000	Food Services and Drinking Places	7,402	7,703	301	4.07%
541000	Professional, Scientific, and Technical Services	2,044	2,292	248	12.13%
322000	Paper Manufacturing	1,114	1,323	209	18.76%
622000	Hospitals	4,100	4,300	200	4.88%
621000	Ambulatory Health Care Services	4,745	4,919	174	3.67%
452000	General Merchandise Stores	3,856	4,000	144	3.73%
327000	Nonmetallic Mineral Product Manufacturing	733	860	127	17.33%
551000	Management of Companies and Enterprises	2,105	2,226	121	5.75%
Top 10 Fastest Growth					
488000	Support Activities for Transportation	469	557	88	18.76%
322000	Paper Manufacturing	1,114	1,323	209	18.76%
327000	Nonmetallic Mineral Product Manufacturing	733	860	127	17.33%
325000	Chemical Manufacturing	197	231	34	17.26%
326000	Plastics and Rubber Products Manufacturing	373	430	57	15.28%
541000	Professional, Scientific, and Technical Services	2,044	2,292	248	12.13%
425000	Wholesale Electronic Markets and Agents and Brokers	362	404	42	11.60%
713000	Amusement, Gambling, and Recreation Industries	377	418	41	10.88%
561000	Administrative and Support Services	5,355	5,821	466	8.70%
453000	Miscellaneous Store Retailers	523	567	44	8.41%
Top 10 Decline					
335000	Electrical Equipment, Appliance, and Component Manufacturing	2,631	2,406	-225	-8.55%
213000	Support Activities for Mining	1,009	886	-123	-12.19%
333000	Machinery Manufacturing	1,360	1,294	-66	-4.85%
999100	Federal Government, Excluding Post Office	1,079	1,018	-61	-5.65%
511000	Publishing Industries (except Internet)	207	166	-41	-19.81%
445000	Food and Beverage Stores	1,188	1,156	-32	-2.69%
812000	Personal and Laundry Services	547	516	-31	-5.67%
493000	Warehousing and Storage	501	474	-27	-5.39%
339000	Miscellaneous Manufacturing	227	209	-18	-7.93%
443000	Electronics and Appliance Stores	342	324	-18	-5.26%
Top 10 Fastest Decline					
511000	Publishing Industries (except Internet)	207	166	-41	-19.81%
213000	Support Activities for Mining	1,009	886	-123	-12.19%
113000	Forestry and Logging	79	72	-7	-8.86%
335000	Electrical Equipment, Appliance, and Component Manufacturing	2,631	2,406	-225	-8.55%
339000	Miscellaneous Manufacturing	227	209	-18	-7.93%
814000	Private Households	68	63	-5	-7.35%
812000	Personal and Laundry Services	547	516	-31	-5.67%
999100	Federal Government, Excluding Post Office	1,079	1,018	-61	-5.65%
493000	Warehousing and Storage	501	474	-27	-5.39%
443000	Electronics and Appliance Stores	342	324	-18	-5.26%

Western Arkansas LWDA Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2014 Estimated	2016 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
11-9013	Farmers, Ranchers, and Other Agricultural Managers	5,622	5,767	145	2.58%	72	89	161
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	1,653	1,764	111	6.72%	56	38	94
51-9198	Helpers--Production Workers	1,907	2,010	103	5.40%	52	36	88
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,997	2,096	99	4.96%	50	96	146
35-3031	Waiters and Waitresses	2,024	2,120	96	4.74%	48	105	153
41-2031	Retail Salespersons	3,327	3,420	93	2.80%	46	122	168
53-3032	Heavy and Tractor-Trailer Truck Drivers	4,475	4,568	93	2.08%	46	68	114
29-1141	Registered Nurses	1,877	1,962	85	4.53%	42	32	74
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	2,321	2,389	68	2.93%	34	74	108
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,656	1,722	66	3.99%	33	28	61
Top 10 Fastest Growth								
51-9196	Paper Goods Machine Setters, Operators, and Tenders	276	320	44	15.94%	22	2	24
51-9122	Painters, Transportation Equipment	77	87	10	12.99%	5	2	7
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	77	86	9	11.69%	4	2	6
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	60	67	7	11.67%	4	2	6
13-1161	Market Research Analysts and Marketing Specialists	149	164	15	10.07%	8	2	10
43-5032	Dispatchers, Except Police, Fire, and Ambulance	210	230	20	9.52%	10	6	16
13-2082	Tax Preparers	146	159	13	8.90%	6	2	8
37-2021	Pest Control Workers	68	74	6	8.82%	3	2	5
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	241	262	21	8.71%	10	4	14
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	334	362	28	8.38%	14	6	20
Top 10 Decline								
47-5013	Service Unit Operators, Oil, Gas, and Mining	91	79	-12	-13.19%	0	4	4
49-9098	Helpers--Installation, Maintenance, and Repair Workers	174	162	-12	-6.90%	0	6	6
51-2092	Team Assemblers	1,646	1,636	-10	-0.61%	0	27	27
53-7073	Wellhead Pumpers	96	88	-8	-8.33%	0	2	2
13-1041	Compliance Officers	198	192	-6	-3.03%	0	3	3
19-4093	Forest and Conservation Technicians	54	48	-6	-11.11%	0	2	2
27-3022	Reporters and Correspondents	39	34	-5	-12.82%	0	2	2
53-3022	Bus Drivers, School or Special Client	341	336	-5	-1.47%	0	6	6
47-5071	Roustabouts, Oil and Gas	41	37	-4	-9.76%	0	1	1
17-2071	Electrical Engineers	71	67	-4	-5.63%	0	2	2
Top 10 Fastest Decline								
47-5013	Service Unit Operators, Oil, Gas, and Mining	91	79	-12	-13.19%	0	4	4
27-3022	Reporters and Correspondents	39	34	-5	-12.82%	0	2	2
19-4093	Forest and Conservation Technicians	54	48	-6	-11.11%	0	2	2
47-5071	Roustabouts, Oil and Gas	41	37	-4	-9.76%	0	1	1
53-7073	Wellhead Pumpers	96	88	-8	-8.33%	0	2	2
49-9098	Helpers--Installation, Maintenance, and Repair Workers	174	162	-12	-6.90%	0	6	6
17-2071	Electrical Engineers	71	67	-4	-5.63%	0	2	2
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	88	84	-4	-4.55%	0	2	2
41-3011	Advertising Sales Agents	98	94	-4	-4.08%	0	3	3
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	124	120	-4	-3.23%	0	4	4