

CONFIDENTIAL



LABOR MARKET ANALYSIS CLINTON COUNTY

Central Pennsylvania Workforce Investment Board
3 Kelly Square, Route 15 North
Lewisburg, PA 17837
(570) 568-0800

Disclaimer:

This analysis is not based on a specific business endeavor. Rather, this report examines the labor market, educational attainment levels, age, industry employment, occupational status, and commute times of areas surrounding an arbitrarily selected, centralized location in Clinton County, located within the Central Workforce Investment Area (WIA), which can then be applied to a general marketing study for potential business ventures. A point was visually chosen in Clinton County to make it as centralized as possible. Data is provided by DemographicsNow.

Introduction:

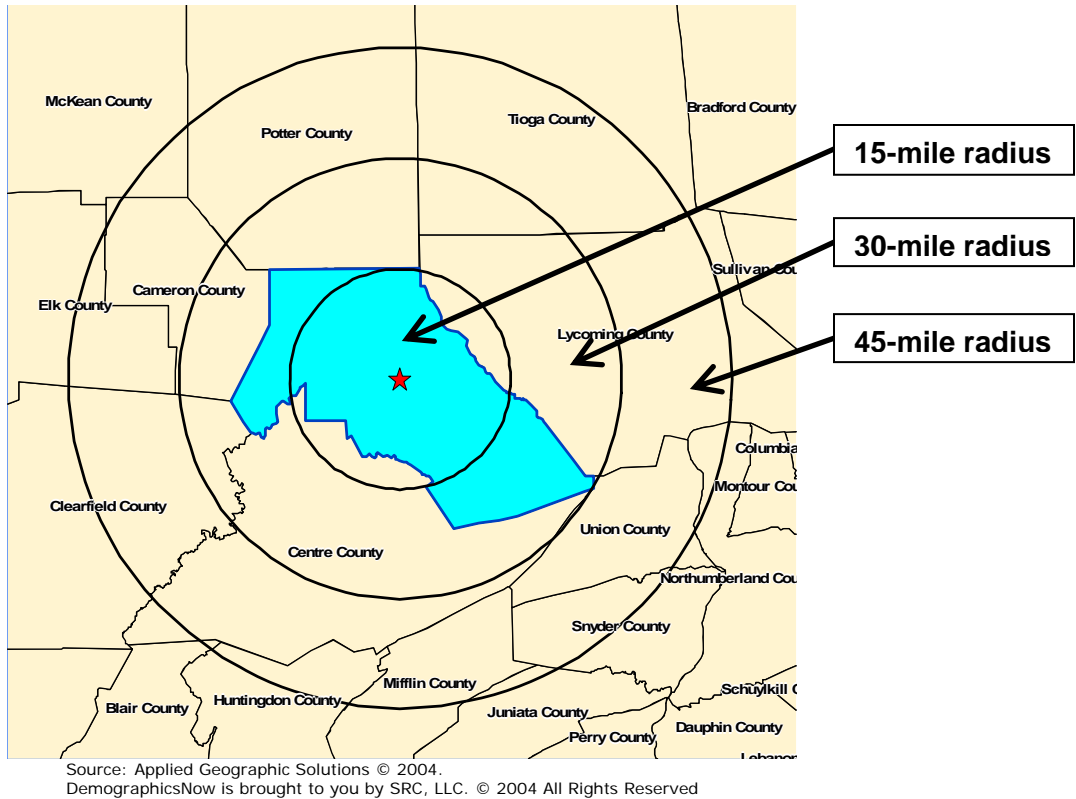
It is important to understand the labor force in areas surrounding this centralized location in Clinton County as potential plans for recruitment or expansion are made by various businesses. The following analysis compares the labor force demographics in 15-, 30- and 45-mile radii from this point. This analysis can be customized around a potential company's desired location or existing business parks.

Recruitment Area:

This analysis looks at the general characteristics of the labor force that apply to all business ventures. More specific analysis can be completed to explore the labor force potential for particular ventures within Clinton County or any other area in the Central WIA.

Potential companies will look to create superior workforces to make each business successful. Undoubtedly, a variety of factors will be considered when choosing which applicants will be hired, such as experience, education, references, et cetera. Additionally, companies will want to avoid problems such as high employee turnover and unqualified applicants. It will be important to confront these concerns and develop a quality staff from which a successful business can be built.

If potential companies are able to establish themselves as magnet employers in Clinton County, it is not unreasonable to expand the recruitment of residents to 7 counties within a 30-mile radius of the centralized location in Clinton County as depicted in the map below. A potential company will be much more likely to find a sufficient pool of qualified and available workers if it is able to broaden its reach beyond a 15-mile radius that includes essentially only Clinton County.



Population & Labor Force:

In a 15-mile radius around this centralized location in Clinton County, the estimated average unemployment rate in 2006 was 7.68%, which equates to nearly 1,000 individuals actively seeking employment. Potential companies are unlikely to engage the necessary amount of individuals by recruiting solely from the unemployed population within the 15-mile radius. This is based on the assumption that a significant proportion of individuals actively seeking a job (i.e., unemployed) would need to be interested, qualified and eligible for employment in order for a company to meet its hiring needs. For obvious reasons, potential companies would not be limited to hiring unemployed workers as the wage and opportunity may entice individuals currently employed to change jobs or may be attractive to individuals seeking part-time employment.

Recognizing the difficulties associated with this small population, potential companies could expand their recruitment of employees beyond the 15-mile radius. Based on available data, the unemployment rate decreases by approximately 2.8% for the 30-mile radius and 2.0% for the 45-mile radius. However, the number of unemployed individuals increases about 3 times by concentrating on a recruitment area that is 15 miles larger (i.e., the 30-mile radius) and nearly 13 times at the 45-mile radius. It becomes more reasonable when the demand for so many workers is a smaller percentage of the unemployed population as it would be within the 30- and 45-mile radii, compared to the higher proportion that would be evident in the previous model of a 15-mile radius. The probability of a potential company finding qualified workers becomes higher as the potential population increases.

By expanding the reach to a 30-mile radius, the size of the labor force, individuals working or actively seeking employment, increases from 12,000 to 53,000.

Population	15 Miles	30 Miles	45 Miles
Unemployment Rate	7.68%	4.91%	5.69%
Civilian Employed	11,238	50,798	198,843
Civilian Unemployed	936	2,627	12,019
Total Labor Force	12,185	53,469	211,195

Source: Applied Geographic Solutions © 2004. Based on 2006 Estimates.
DemographicsNow is brought to you by SRC, LLC. © 2004 All Rights Reserved

In 2006, the combined labor force in a 30-mile radius of the centralized location in Clinton County was 53,469, representing about 61% of the population over the age of 16. The civilian unemployment rate for the radius is 4.91%, which is lower than the statewide average of 5.54%.

Educational Attainment:

High school graduates continue to account for the highest percentage among educational attainment levels in and around the Central WIA. The following chart demonstrates the number of individuals within each of 7 educational attainment levels within 15, 30 and 45 miles of the centralized location in Clinton County. While this data does not distinguish between those individuals who are in the labor force and those that are neither employed nor actively seeking employment, it illustrates that worker availability according to educational attainment increases significantly as the distance from the location increases.

Population	15 Miles	30 Miles	45 Miles
Less Than 9th Grade	674	3,511	12,649
9th to 12th Grade No Diploma	2,316	8,989	34,033
High School Graduate	8,397	37,397	124,654
College, No Diploma	2,176	9,856	39,798
Associate Degree	1,100	5,248	18,977
Bachelor's Degree	1,606	7,443	37,337
Graduate or Professional School Degree	954	3,691	26,855

Source: Applied Geographic Solutions © 2004. Based on 2006 Estimates.
DemographicsNow is brought to you by SRC, LLC. © 2004 All Rights Reserved

As previously described, high school graduates make up the largest portion of the population ages 25 years and older. The number of graduates increases over 4 times when drawing on a 30-mile radius and nearly 15 times at the 45-mile level. Similar population growth is seen in those who have some postsecondary educational experience.

Within 30 miles of the centralized location, 49% of the population over the age of 24 has earned a high school diploma. An additional 34% has at least some college experience, but only 22% of the population over the age of 24 has earned a college degree. The statewide average is 40% with a high school diploma and 48% with some college experience.

Age Distribution:

The following chart demonstrates the number of individuals within each of 6 age categories within 15, 30, and 45 miles of the centralized location in Clinton County. While this data does not distinguish between those individuals who are in the labor force and those that are neither employed nor actively seeking employment, it illustrates that worker availability according to age increases significantly as the distance from this location increases.

Age Group	15 Miles	30 Miles	45 Miles
0-19	5,925	24,177	98,915
20-29	4,658	16,571	77,573
30-39	2,947	15,637	58,169
40-49	3,274	15,326	59,407
50-64	4,387	19,400	74,067
65+	4,489	15,509	63,015

Source: Applied Geographic Solutions © 2004. Based on 2006 Estimates.
DemographicsNow is brought to you by SRC, LLC. © 2004 All Rights Reserved

Within 30 miles of the centralized location in Clinton County, 23% of the population is under the age of 19. Furthermore, an additional 15% has reached the retirement age of at least 65, and an additional 18% of the population will reach retirement age over the next 5 to 15 years.

Industry Employment:

The following chart identifies the top 10 employing industries within 30 miles of the centralized location in Clinton County (values are sorted according to the 30 mile radius, but employment values are presented for the 15- and 45-mile radii). It is important to note that employment values are based on the area of residence and not the area of work.

Industry	15 Miles	30 Miles	45 Miles
Manufacturing	2,644	11,021	38,244
Educational services	1,614	6,393	30,486
Retail trade	1,453	6,105	22,616
Health care and social assistance	1,298	4,994	20,161
Construction	742	3,512	11,425
Accommodation and food services	847	2,584	13,569
Other services (except public administration)	504	2,415	8,092
Public administration	545	2,193	8,180
Transportation and warehousing	311	1,954	6,712
Finance and insurance	178	1,294	5,469

Source: Applied Geographic Solutions © 2004. Based on 2000 Census.
DemographicsNow is brought to you by SRC, LLC. © 2004 All Rights Reserved

These 10 industries account for approximately 85% of all employment within 30 miles of the centralized location in Clinton County. Similar trends are apparent for the 15- and 45-mile radii. Within the 30-mile radius of the centralized location in Clinton County, 22% of all employees are working in the manufacturing industry, with an additional 13% employed in educational services. Other top employing industries include retail trade (12%), health care and social assistance (10%), and construction (7%).

Class of Worker

The following chart identifies the class of worker for individuals ages 16 and over within 15-, 30-, and 45-miles of the centralized location in Clinton County.

Class of Worker	15 Miles	30 Miles	45 Miles
Federal government workers	635	3,292	11,716
Local government workers	1,171	3,985	16,327
Private Company Employees	126	646	3,326
Private Nonprofit Wage/Salary Workers	730	2,733	9,781
Self Employed in Own Corp	1,033	4,500	20,899
Self Employed, Not Incorporated	37	140	511
State government workers	167	683	3,468
Unpaid family workers	3,490	14,671	58,540

Source: Applied Geographic Solutions © 2004. Based on 2000 Census.
DemographicsNow is brought to you by SRC, LLC. © 2004 All Rights Reserved

At the 30-mile radius, 48% of workers over the age of 15 are categorized as “unpaid family workers.” Furthermore, 15% fall into the “self employed in own corporation” bracket. An additional 26% work for the government, about 11% at the federal level, 2% at the state level, and 13% at the local level.

Blue Collar Workers

At the 30-mile radius, approximately 50% of all workers are employed in “blue collar” occupations. The following table identifies the top 5 blue collar jobs based on 2000 employment estimates within 30 miles of the centralized location in Clinton County (values are sorted according to the 30-mile radius, but values are presented for the 15- and 45-mile radii).

Blue Collar Occupations	15 Miles	30 Miles	45 Miles
Production occupations	1,500	6,227	22,677
Material moving workers	800	2,999	10,055
Construction trades workers	684	2,781	8,772
Food preparation and serving related occupations	798	2,514	12,349
Installation maintenance and repair occupations	550	2,418	7,311

Source: Applied Geographic Solutions © 2004. Based on 2000 Census.
DemographicsNow is brought to you by SRC, LLC. © 2004 All Rights Reserved

At the 30-mile radius, these 5 occupations account for over 68% of all blue collar employment. Production occupations account for 25%, while material moving workers comprise about 12% of all blue collar jobs. Furthermore, construction trades workers account for about 11%, and food preparation and serving related occupations and installation maintenance and repair occupations both account for about 10% of all blue collar jobs.

White Collar Workers

At the 30-mile radius, approximately 50% of all workers are employed in “white collar” occupations. The following table identifies the top 5 white collar jobs based on 2000 employment estimates within 30 miles of the centralized location in Clinton County (values are sorted according to the 30-mile radius, but values are presented for the 15- and 45-mile radii).

White Collar Occupations	15 Miles	30 Miles	45 Miles
Office and administrative support occupations	1,679	7,887	27,946
Sales and related occupations	1,026	4,256	18,031
Education training and library occupations	728	2,541	14,927
Management occupations except farmers & farm managers	507	2,540	11,372
Health diagnostic & treating practitioners & technical occupations	246	1,161	5,464

Source: Applied Geographic Solutions © 2004. Based on 2000 Census.
DemographicsNow is brought to you by SRC, LLC. © 2004 All Rights Reserved

At the 30-mile radius, these 5 occupations account for over 73% of all white collar employment. Office and administrative support occupations account for 31%, while sales and related occupations comprise about 17% of all white collar jobs. Furthermore, education training and library occupations and management occupations both account for 10%, and health diagnostic and treating practitioners and technical occupations account for 5%.

Commute Times:

Based on 2000 Census results, the median travel time to work by individuals ages 16 and over within 30 miles of the centralized location in Clinton County was 21.26 minutes. The following chart demonstrates the number of workers who travel to work within each of 6 time categories in the areas surrounding this location.

Travel Time to Work	15 Miles	30 Miles	45 Miles
0-9 Minutes	3,046	8,206	41,589
10-19 Minutes	3,468	13,775	70,660
20-29 Minutes	1,268	11,317	35,399
30-39 Minutes	1,325	7,286	19,834
40-59 Minutes	1,426	5,009	12,700
60 or more Minutes	747	2,489	8,551

Source: Applied Geographic Solutions © 2004. Based on 2000 Census.
DemographicsNow is brought to you by SRC, LLC. © 2004 All Rights Reserved

It is apparent that a majority of workers are willing to travel 10 to 19 minutes to work. In fact, approximately 29% of all workers in the 30-mile radius travel for an average of 10 to 19 minutes. Furthermore, about 69% of all workers travel less than 30 minutes to work in this radius. Similar trends are apparent in each radius.

Conclusion:

This data is meant to provide potential companies with a snapshot of how their workforce demands can be met by extending recruitment beyond a 15-mile radius. The data is in no way a guarantee that individuals are available or interested in working for their company; rather, the data illustrates the availability of individuals who may meet the basic characteristics sought in new hires. While this analysis was based on an arbitrarily chosen point in Clinton County, specific locations can be selected for more appropriate information in this county as well as other areas throughout the Central Workforce Investment Area.