

CONFIDENTIAL



## **LABOR MARKET ANALYSIS MIFFLIN COUNTY**

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**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 Mifflin 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 Mifflin County to make it as centralized as possible. Data is provided by DemographicsNow.

**Introduction:**

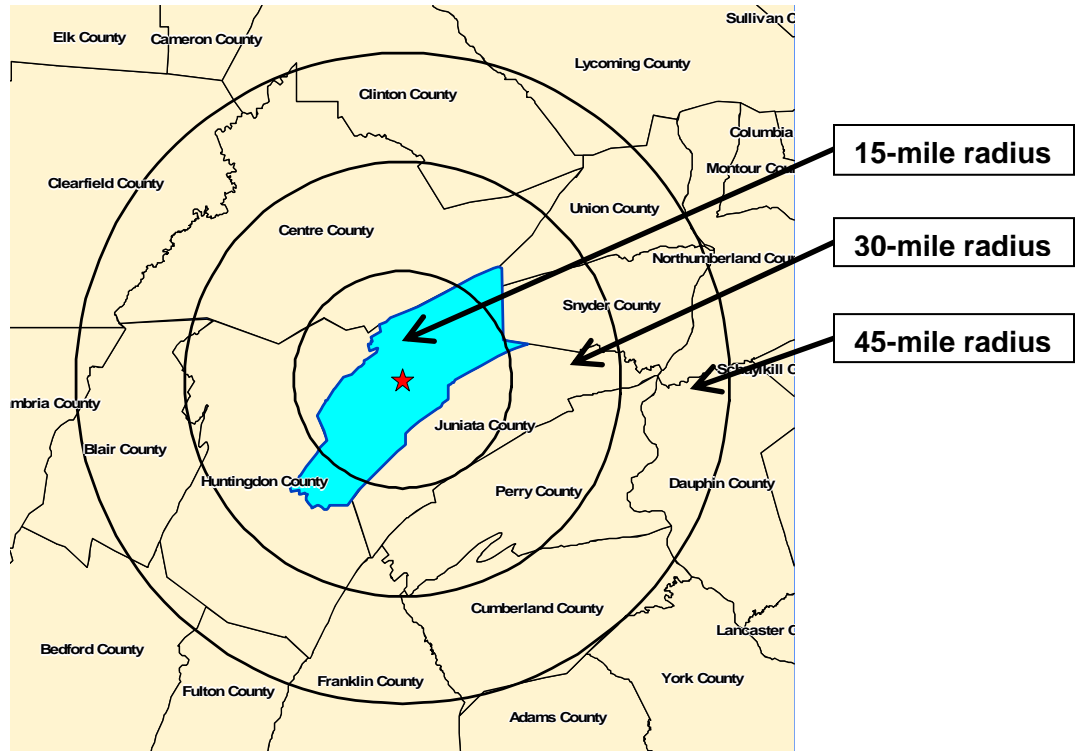
It is important to understand the labor force in areas surrounding this centralized location in Mifflin County as potential plans for recruitment or expansion are made by various businesses. The following analysis compares the labor force demographics in 15-, 30- and 45-mile radii from this point. This 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 Mifflin 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 Mifflin County, it is not unreasonable to expand the recruitment of residents to 7 counties within a 30-mile radius of the centralized location in Mifflin 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 only 4 counties (including a majority of Mifflin County).



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### Population & Labor Force:

In a 15-mile radius around this centralized location in Mifflin County, the estimated average unemployment rate in 2006 was 6.54%, which equates to about 2,000 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 1.4% for the 30-mile radius and 1.8% for the 45-mile radius. However, the number of unemployed individuals increases over 3 times by concentrating on a recruitment area that is 15 miles larger (i.e., the 30-mile radius) and nearly 10 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 31,000 to 134,000.

Population	15 Miles	30 Miles	45 Miles
Unemployment Rate	6.54%	5.13%	4.75%
Civilian Employed	28,602	127,144	386,586
Civilian Unemployed	2,003	6,881	19,358
Total Labor Force	30,622	134,213	407,214

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In 2006, the combined labor force in a 30-mile radius of the centralized location in Mifflin County was 127,144, representing about 60% of the population over the age of 16. The civilian unemployment rate for the radius is 5.13%, 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 Mifflin 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	2,703	8,801	25,872
9th to 12th Grade No Diploma	5,002	19,277	58,256
High School Graduate	22,150	77,653	241,262
College, No Diploma	4,802	22,469	75,624
Associate Degree	2,334	9,257	34,578
Bachelor's Degree	4,173	25,406	72,948
Graduate or Professional School Degree	2,548	20,250	46,069

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As previously described, high school graduates make up the largest portion of the population ages 25 years and older. The number of graduates increases nearly 4 times when drawing on a 30-mile radius and approximately 11 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, 43% of the population over the age of 24 has earned a high school diploma. An additional 42% has at least some college experience, but only 30% 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 Mifflin 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.

<b>Age Group</b>	<b>15 Miles</b>	<b>30 Miles</b>	<b>45 Miles</b>
0-19	16,132	63,519	195,283
20-29	7,357	52,426	125,231
30-39	7,974	38,916	106,048
40-49	9,293	36,475	117,565
50-64	12,004	44,943	149,051
65+	10,674	35,667	119,637

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Within 30 miles of the centralized location in Mifflin County, 23% of the population is under the age of 19. Furthermore, an additional 13% has reached the retirement age of at least 65, and an additional 17% 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 Mifflin 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.

<b>Industry</b>	<b>15 Miles</b>	<b>30 Miles</b>	<b>45 Miles</b>
Educational services	2,771	22,808	44,762
Manufacturing	7,370	20,995	59,080
Retail trade	3,518	13,268	44,592
Health care and social assistance	2,813	10,938	39,071
Accommodation and food services	1,406	8,722	22,922
Construction	1,828	7,468	23,543
Public administration	1,210	5,748	23,991
Other services (except public administration)	1,132	4,937	16,803
Professional scientific and technical services	801	4,658	14,134
Transportation and warehousing	1,165	4,609	18,905

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These 10 industries account for approximately 85% of all employment within 30 miles of the centralized location in Mifflin County. Similar trends are apparent for the 15- and 45-mile radii. Within the 30-mile radius of the centralized location in Mifflin County, 19% of all employees are working in the educational services industry, with an additional 17% employed in manufacturing. Other top employing industries include retail trade (11%), health care and social assistance (9%), and accommodation and food services (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 Mifflin County.

<b>Class of Worker</b>	<b>15 Miles</b>	<b>30 Miles</b>	<b>45 Miles</b>
Federal government workers	1,934	7,456	21,911
Local government workers	1,421	13,344	30,354
Private Company Employees	423	1,721	6,202
Private Nonprofit Wage/Salary Workers	1,582	5,939	18,648
Self Employed in Own Corp	2,499	13,388	37,021
Self Employed, Not Incorporated	81	353	937
State government workers	417	2,150	10,071
Unpaid family workers	8,151	34,932	107,661

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At the 30-mile radius, 44% of workers over the age of 15 are categorized as “unpaid family workers.” Furthermore, 17% fall into the “self employed in own corporation” bracket. An additional 29% work for the government, about 9% at the federal level, 3% at the state level, and 17% at the local level.

## Blue Collar Workers

At the 30-mile radius, approximately 44% 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 Mifflin County (values are sorted according to the 30-mile radius, but values are presented for the 15- and 45-mile radii).

<b>Blue Collar Occupations</b>	<b>15 Miles</b>	<b>30 Miles</b>	<b>45 Miles</b>
Production occupations	4,467	12,554	35,232
Food preparation and serving related occupations	1,419	7,760	20,478
Material moving workers	1,909	5,871	19,337
Construction trades workers	1,487	5,582	17,548
Installation maintenance and repair occupations	1,228	4,483	15,039

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At the 30-mile radius, these 5 occupations account for about 67% of all blue collar employment. Production occupations account for 23%, while food preparation and serving related occupations comprise about 14% of all blue collar jobs. Furthermore, material moving workers account for about 11%, construction trades workers account for 10%, and installation maintenance and repair occupations account for about 8% of all blue collar jobs.

## White Collar Workers

At the 30-mile radius, approximately 56% 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 Mifflin County (values are sorted according to the 30-mile radius, but values are presented for the 15- and 45-mile radii).

<b>White Collar Occupations</b>	<b>15 Miles</b>	<b>30 Miles</b>	<b>45 Miles</b>
Office and administrative support occupations	3,767	17,144	57,893
Education training and library occupations	1,475	10,983	23,551
Sales and related occupations	2,512	10,483	36,058
Management occupations except farmers & farm managers	1,592	7,168	23,284
Health diagnostic & treating practitioners & technical occupations	647	2,682	10,484

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At the 30-mile radius, these 5 occupations account for about 71% of all white collar employment. Office and administrative support occupations account for 25%, while education training and library occupations comprise about 16% of all white collar jobs. Furthermore, sales and related occupations account for about 15%, management occupations account for about 10%, and health diagnostic and treating practitioners and technical occupations account for 4% of all white collar jobs.

## 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 Mifflin County was 18.76 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	5,313	22,833	67,125
10-19 Minutes	10,022	40,111	121,748
20-29 Minutes	5,156	21,079	69,964
30-39 Minutes	2,591	13,022	42,854
40-59 Minutes	1,846	11,951	34,185
60 or more Minutes	2,309	8,238	21,674

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It is apparent that a majority of workers are willing to travel 10 to 19 minutes to work. In fact, approximately 34% of all workers in the 30-mile radius travel for an average of 10 to 19 minutes. Furthermore, about 72% 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 Mifflin County, specific locations can be selected for more appropriate information in this county as well as other areas throughout the Central Workforce Investment Area.