

CONFIDENTIAL



## **LABOR MARKET ANALYSIS MONTOUR 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 Montour 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 Montour County to make it as centralized as possible. Data is provided by DemographicsNow.

**Introduction:**

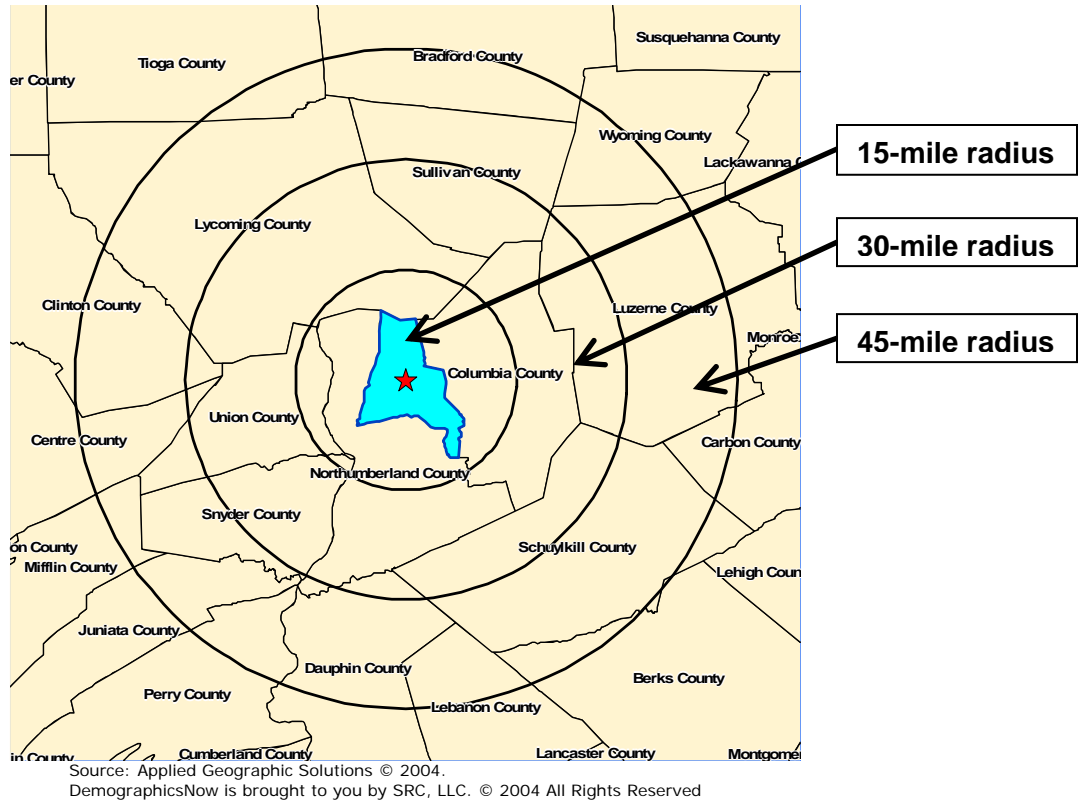
It is important to understand the labor force in areas surrounding this centralized location in Montour County as potential plans for recruitment or expansion are made by various businesses. The following analysis compares the labor force demographics in 15-, 30- and 45-mile radii from this point. This 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 Montour 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 Montour County, it is not unreasonable to expand the recruitment of residents to 9 counties within a 30-mile radius of the centralized location in Montour 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 5 counties (including all of Montour County).



### Population & Labor Force:

In a 15-mile radius around this centralized location in Montour County, the estimated average unemployment rate in 2006 was 5.48%, which equates to about 4,000 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 increases by approximately 1.2% for both the 30- and 45-mile radii. Furthermore, 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 over 7 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 71,000 to 199,000.

<b>Population</b>	<b>15 Miles</b>	<b>30 Miles</b>	<b>45 Miles</b>
Unemployment Rate	5.48%	6.63%	6.68%
Civilian Employed	66,914	185,125	401,813
Civilian Unemployed	3,888	13,153	28,778
Total Labor Force	70,890	198,517	431,087

Source: Applied Geographic Solutions © 2004. Based on 2006 Estimates.  
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In 2006, the combined labor force in a 30-mile radius of the centralized location in Montour County was 198,517, representing about 58% of the population over the age of 16. The civilian unemployment rate for the radius is 6.63%, which is higher 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 Montour 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.

<b>Population</b>	<b>15 Miles</b>	<b>30 Miles</b>	<b>45 Miles</b>
Less Than 9th Grade	4,497	14,651	26,683
9th to 12th Grade No Diploma	12,182	37,821	74,062
High School Graduate	44,748	133,815	288,837
College, No Diploma	13,463	39,303	91,986
Associate Degree	5,684	18,041	42,808
Bachelor's Degree	10,980	27,466	63,318
Graduate or Professional School Degree	7,061	15,980	35,397

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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 about 3 times when drawing on a 30-mile radius and over 6 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, 47% of the population over the age of 24 has earned a high school diploma. An additional 35% has at least some college experience, but only 21% 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 Montour 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	33,793	94,766	206,042
20-29	21,997	59,477	120,389
30-39	17,421	50,766	109,619
40-49	21,271	61,254	132,030
50-64	27,070	78,033	170,749
65+	23,400	69,518	154,175

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Within 30 miles of the centralized location in Montour County, 23% of the population is under the age of 19. Furthermore, an additional 17% has reached the retirement age of at least 65, and an additional 19% 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 Montour 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	13,664	41,600	86,805
Health care and social assistance	10,192	24,840	53,157
Retail trade	7,525	22,567	49,457
Educational services	7,071	16,810	32,070
Construction	3,110	11,108	25,214
Accommodation and food services	4,302	10,505	22,477
Public administration	3,120	9,133	20,449
Other services (except public administration)	2,513	7,943	17,894
Transportation and warehousing	2,406	6,362	15,696
Wholesale trade	1,799	5,384	13,377

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These 10 industries account for approximately 85% of all employment within 30 miles of the centralized location in Montour County. Similar trends are apparent for the 15- and 45-mile radii. Within the 30-mile radius of the centralized location in Montour County, 23% of all employees are working in the manufacturing industry, with an additional 14% employed in health care and social assistance. Other top employing industries include retail trade (12%), educational services (9%), and construction (6%).

### 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 Montour County.

Class of Worker	15 Miles	30 Miles	45 Miles
Federal government workers	3,634	10,789	23,336
Local government workers	3,686	9,493	18,834
Private Company Employees	1,042	3,288	7,500
Private Nonprofit Wage/Salary Workers	2,886	9,504	20,803
Self Employed in Own Corp	7,873	17,842	35,348
Self Employed, Not Incorporated	145	524	1,127
State government workers	1,678	3,881	9,999
Unpaid family workers	19,480	56,362	125,371

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At the 30-mile radius, 50% of workers over the age of 15 are categorized as “unpaid family workers.” Furthermore, 16% fall into the “self employed in own corporation” bracket. An additional 22% work for the government, about 10% at the federal level, 3% at the state level, and 9% at the local level.

## Blue Collar Workers

At the 30-mile radius, approximately 49% 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 Montour 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	7,714	24,892	53,558
Material moving workers	4,453	11,715	22,848
Food preparation and serving related occupations	4,025	10,268	21,943
Construction trades workers	2,702	9,195	20,426
Installation maintenance and repair occupations	2,383	7,786	18,304

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At the 30-mile radius, these 5 occupations account for about 71% of all blue collar employment. Production occupations account for 28%, while material moving workers comprise about 13% of all blue collar jobs. Furthermore, food preparation and serving related occupations account for about 11%, construction trades workers account for 10%, and installation maintenance and repair occupations account for about 9% of all blue collar jobs.

## White Collar Workers

At the 30-mile radius, approximately 51% 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 Montour 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	9,638	27,286	61,725
Sales and related occupations	5,691	16,645	37,388
Management occupations except farmers & farm managers	3,340	9,220	21,955
Education training and library occupations	3,569	9,145	18,263
Health diagnostic & treating practitioners & technical occupations	2,943	6,697	14,361

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At the 30-mile radius, these 5 occupations account for about 74% of all white collar employment. Office and administrative support occupations account for 29%, while sales and related occupations comprise about 18% of all white collar jobs. Furthermore, management occupations and education training and library occupations both account for about 10%, and health diagnostic and treating practitioners and technical occupations account for 7% 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 Montour County was 17.81 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.

<b>Travel Time to Work</b>	<b>15 Miles</b>	<b>30 Miles</b>	<b>45 Miles</b>
0-9 Minutes	14,383	38,135	75,350
10-19 Minutes	22,729	63,330	133,927
20-29 Minutes	13,264	34,871	77,785
30-39 Minutes	6,760	20,541	45,994
40-59 Minutes	3,012	10,771	31,529
60 or more Minutes	2,692	10,249	24,700

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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 36% of all workers in the 30-mile radius travel for an average of 10 to 19 minutes. Furthermore, about 77% 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 Montour County, specific locations can be selected for more appropriate information in this county as well as other areas throughout the Central Workforce Investment Area.