

CONFIDENTIAL



LABOR MARKET ANALYSIS SNYDER 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 Snyder 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 Snyder County to make it as centralized as possible. Data is provided by DemographicsNow.

Introduction:

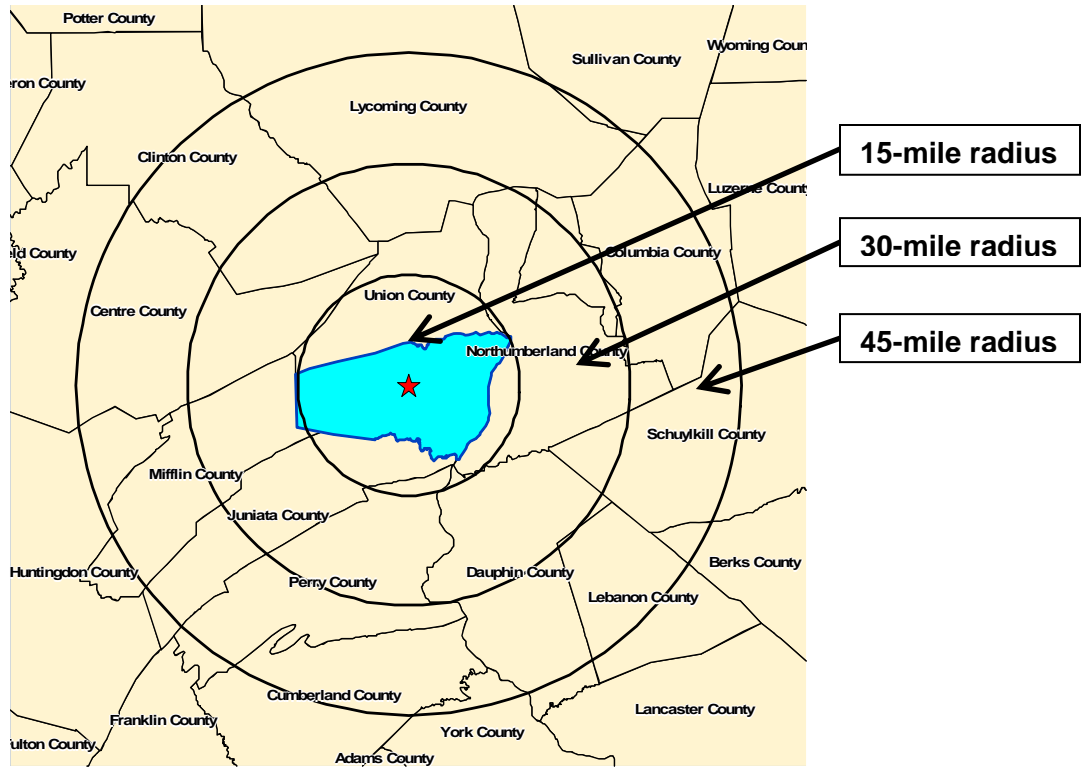
It is important to understand the labor force in areas surrounding this centralized location in Snyder County as potential plans for recruitment or expansion are made by various businesses. The following analysis compares the labor force demographics in 15-, 30- and 45-mile radii from this point. This 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 Snyder 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 Snyder County, it is not unreasonable to expand the recruitment of residents to 12 counties within a 30-mile radius of the centralized location in Snyder 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 (the majority of which is Snyder County).



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Population & Labor Force:

In a 15-mile radius around this centralized location in Snyder County, the estimated average unemployment rate in 2006 was 4.40%, 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 increases by about 1.1% at the 30-mile radius and about 0.5% for the 45-mile radius. Furthermore, the number of unemployed individuals increases about 5 times by concentrating on a recruitment area that is 15 miles larger (i.e., the 30-mile radius) and nearly 18 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 38,000 to 154,000.

Population	15 Miles	30 Miles	45 Miles
Unemployment Rate	4.40%	5.45%	4.86%
Civilian Employed	36,093	145,840	573,681
Civilian Unemployed	1,664	8,421	29,424
Total Labor Force	37,793	154,432	605,000

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In 2006, the combined labor force in a 30-mile radius of the centralized location in Snyder County was 154,432, representing about 60% of the population over the age of 16. The civilian unemployment rate for the radius is 5.45%, which is slightly 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 Snyder 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	4,289	12,834	33,310
9th to 12th Grade No Diploma	6,491	28,677	82,404
High School Graduate	23,961	106,916	341,880
College, No Diploma	5,630	26,968	118,588
Associate Degree	2,711	13,491	63,243
Bachelor's Degree	5,041	19,404	113,673
Graduate or Professional School Degree	3,137	11,431	69,431

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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 over 4 times when drawing on a 30-mile radius and about 14 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 32% has at least some college experience, but only 20% 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 Snyder 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	19,726	76,826	285,945
20-29	10,302	41,796	175,376
30-39	9,258	40,324	154,203
40-49	11,240	48,025	178,054
50-64	14,263	60,990	224,121
65+	11,684	50,193	181,030

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Within 30 miles of the centralized location in Snyder County, 24% of the population is under the age of 19. Furthermore, an additional 16% 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 Snyder 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	8,507	32,397	91,710
Health care and social assistance	3,973	17,795	64,371
Retail trade	4,016	16,775	64,914
Educational services	3,552	11,992	57,518
Construction	2,461	9,455	32,031
Public administration	1,640	8,843	41,512
Accommodation and food services	1,733	7,367	33,573
Transportation and warehousing	1,311	6,943	25,940
Other services (except public administration)	1,483	6,047	24,894
Finance and insurance	787	4,963	26,861

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These 10 industries account for approximately 86% of all employment within 30 miles of the centralized location in Snyder County. Similar trends are apparent for the 15- and 45-mile radii. Within the 30-mile radius of the centralized location in Snyder County, 23% of all employees are working in the manufacturing industry, with an additional 12% employed in health care and social assistance. Other top employing industries include retail trade (12%), educational services (8%), 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 Snyder County.

Class of Worker	15 Miles	30 Miles	45 Miles
Federal government workers	2,486	8,853	31,233
Local government workers	1,903	8,416	45,309
Private Company Employees	678	2,196	9,914
Private Nonprofit Wage/Salary Workers	1,723	7,480	27,954
Self Employed in Own Corp	3,293	13,598	57,304
Self Employed, Not Incorporated	156	431	1,325
State government workers	662	3,492	15,709
Unpaid family workers	9,368	41,056	165,715

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At the 30-mile radius, 48% 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 24% work for the government, about 10% at the federal level, 4% at the state level, and 10% at the local level.

Blue Collar Workers

At the 30-mile radius, approximately 51% 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 Snyder 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	4,554	19,177	53,710
Material moving workers	2,733	10,456	29,077
Construction trades workers	2,189	8,020	23,825
Food preparation and serving related occupations	1,766	7,264	30,331
Installation maintenance and repair occupations	1,208	6,334	21,730

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At the 30-mile radius, these 5 occupations account for about 70% of all blue collar employment. Production occupations account for 26%, while material moving workers comprise about 14% of all blue collar jobs. Furthermore, construction trades workers account for 11%, food preparation and serving related occupations account for about 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 49% 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 Snyder 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	4,609	20,978	92,677
Sales and related occupations	2,875	11,742	52,892
Management occupations except farmers & farm managers	1,868	7,249	36,769
Education training and library occupations	1,792	6,534	31,643
Health diagnostic & treating practitioners & technical occupations	1,051	4,523	18,613

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At the 30-mile radius, these 5 occupations account for about 73% of all white collar employment. Office and administrative support occupations account for 30%, while sales and related occupations comprise about 17% of all white collar jobs. Furthermore, management occupations account for 10%, education training and library occupations account for about 9%, and health diagnostic and treating practitioners and technical occupations account for about 6% 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 Snyder County was 20.46 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	7,203	26,286	98,542
10-19 Minutes	10,188	40,954	196,095
20-29 Minutes	6,315	25,290	116,047
30-39 Minutes	3,912	18,174	63,521
40-59 Minutes	2,556	16,258	39,419
60 or more Minutes	2,570	11,138	27,557

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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 30% of all workers in the 30-mile radius travel for an average of 10 to 19 minutes. Furthermore, about 67% 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 Snyder County, specific locations can be selected for more appropriate information in this county as well as other areas throughout the Central Workforce Investment Area.