



USING LABOR MARKET INFORMATION FOR EMPLOYERS

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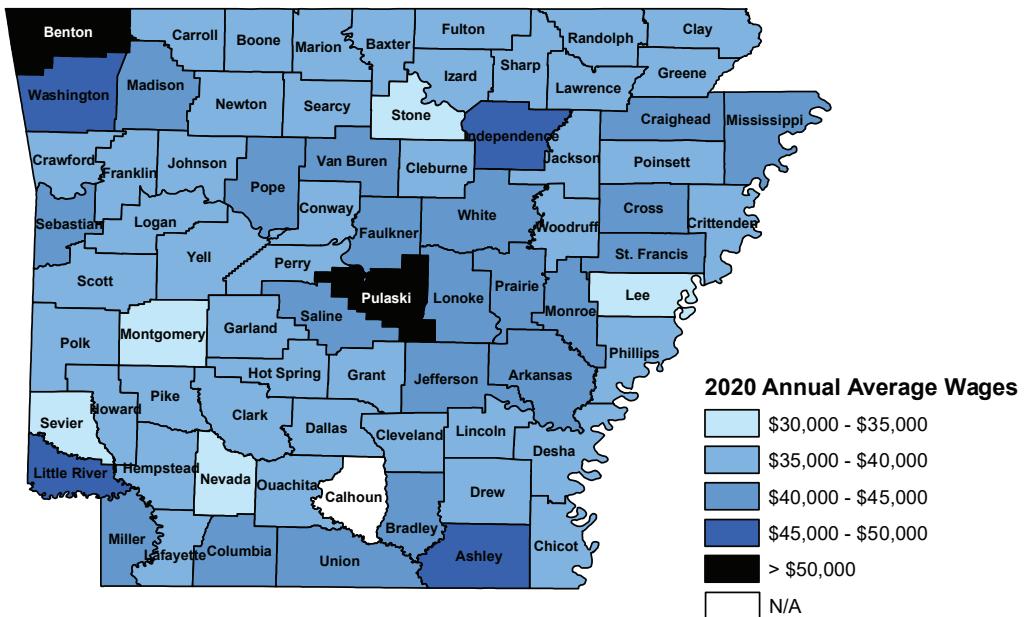
Arkansas Division of
Workforce Services



HOW ARKANSAS EMPLOYERS CAN USE LABOR MARKET INFORMATION FOR

COMPETITIVE WAGES

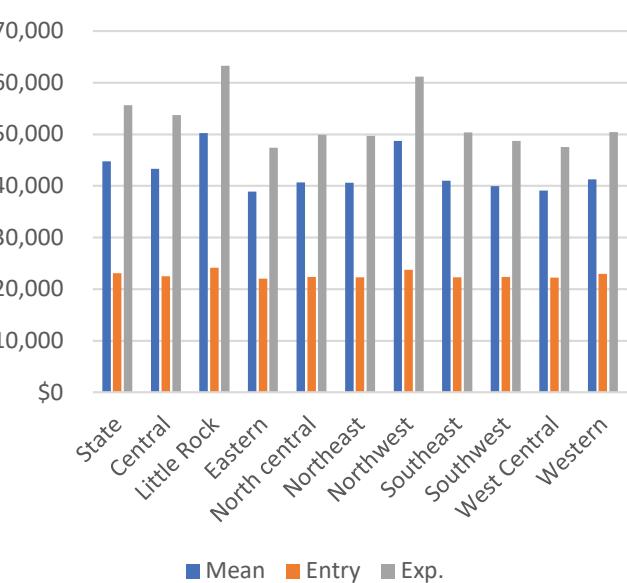
Developing a competitive pay scale is crucial for employers in order to properly recruit a strong workforce. Luckily, Arkansas employers have access to a wealth of information through Arkansas' Labor Market Information unit. By being able to break down wages across the state into various geographic and experience levels, employers can offer competitive wages to its employees, ensuring they are hiring a qualified and dedicated staff. Through Labor Market Information, employers can also see workforce availability by compensation and skills match.



State of Arkansas Wage Estimates by Employer Size

Employer size	Mean	Median	Entry	Exper.
All Sizes	\$44,778	\$34,333	\$23,087	\$55,624
0-49 Employees	\$41,423	\$30,403	\$22,018	\$51,125
50-99 Employees	\$41,375	\$31,204	\$22,229	\$50,948
100-249 Employees	\$42,781	\$34,730	\$23,593	\$52,375
250-499 Employees	\$43,678	\$35,939	\$24,152	\$53,441
500+ Employees	\$54,246	\$44,762	\$26,890	\$67,924

Source: Arkansas Division of Workforce Services, May 2020 Wage Survey



HOW ARKANSAS EMPLOYERS CAN USE LABOR MARKET INFORMATION FOR

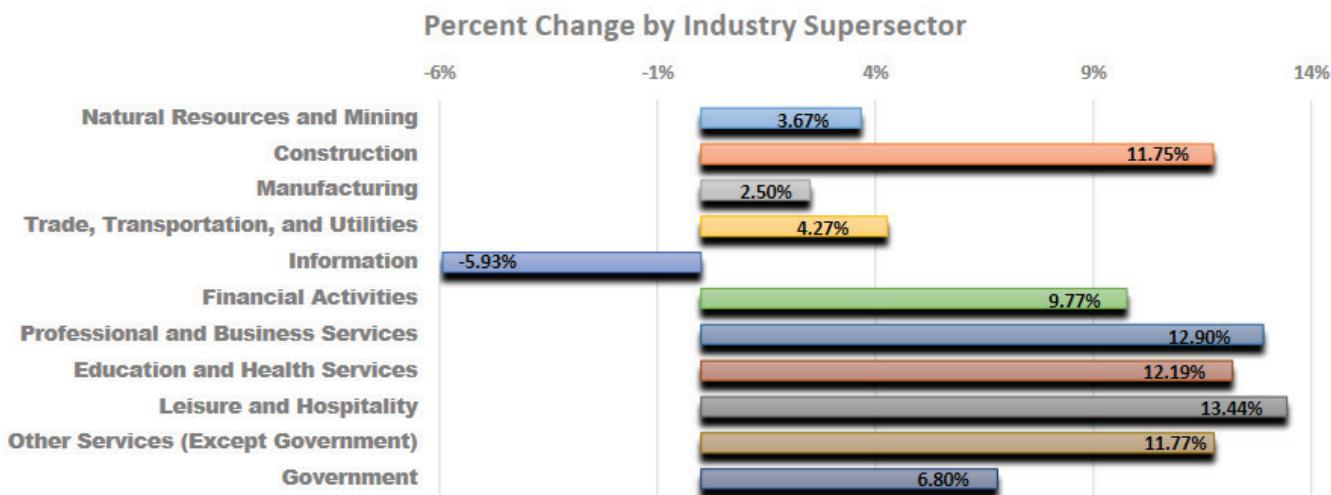
PROJECTIONS

Analyzing Arkansas' industry and occupational short-term and long-term projections allows employers to assess their future strategies. They are able to see what the workforce is expected to experience in their specific industry and occupations within that industry anywhere from two to 10 years. Through Labor Market Information's Projections Suite software, employers are able to see both statewide and local-area projections. These projections include information such as the top growing industries and occupations by numeric change, fastest growing industries and occupations (which is categorized by percent change), and even where the occupational changes are coming from, whether that be due to exits, transfers, or job changes.

SHORT-TERM

Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings		Education/Training Codes		
Code	Title	2019 Estimated	2021 Projected	Numeric	Percent	Exits	Transfers	Change	Total	Education	Work Experience	Job Training
00-0000	TOTAL, ALL OCCUPATIONS	1,416,779	1,443,852	27,073	1.91%	63,058	99,388	13,536	175,982			
11-0000	MANAGEMENT OCCUPATIONS	131,081	132,749	1,668	1.27%	5,219	6,524	834	12,577			
11-1000	<i>Top Executives</i>	25,387	25,973	586	2.31%	562	1,602	293	2,457			
11-1011	Chief Executives	3,310	3,316	6	0.18%	88	147	3	238	3	1	6
11-1021	General and Operations Managers	20,939	21,494	555	2.65%	445	1,398	278	2,121	3	1	6
11-1031	Legislators	1,138	1,163	25	2.20%	29	58	12	99	3	2	6
11-2000	<i>Advertising, Marketing, Promotions, Public Relations, and Sales Managers</i>	4,342	4,424	82	1.89%	90	298	41	429			
11-2011	Advertising and Promotions Managers	145	145	0	0.00%	3	10	0	13	3	2	6
11-2021	Marketing Managers	1,396	1,419	23	1.65%	28	96	12	136	3	1	6
11-2022	Sales Managers	2,358	2,397	39	1.65%	48	162	20	230	3	2	6
11-2031	Public Relations and Fundraising Managers	443	463	20	4.51%	10	28	10	48	3	1	6

LONG-TERM

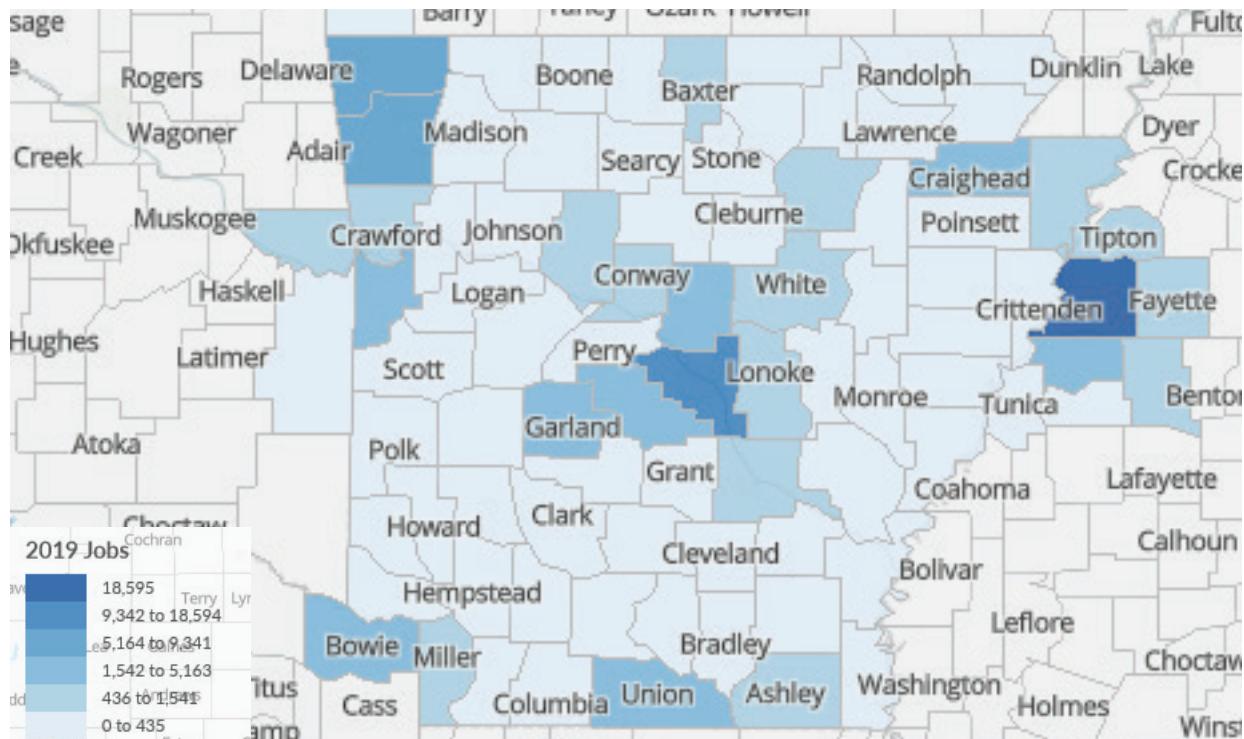


HOW ARKANSAS EMPLOYERS CAN USE LABOR MARKET INFORMATION FOR

WORKFORCE LOCATION

Employers are constantly asking, "Where is the talent?" Through statistics gathered by Labor Market Information, that question can be answered as best as it possibly can. By looking at the short-term projections, employers can see the estimated employment of specific occupations and industries. While this may not show the entire picture of where the employee pool might come from, the data can be combined with the educational pipeline information to see where a company's next wave of employees might come from.

EXAMPLE: CONSTRUCTION INDUSTRY EMPLOYMENT BY COUNTY



EXAMPLE: NORTHWEST ARKANSAS SHORT-TERM OCCUPATIONAL PROJECTIONS

SOC Code	SOC Title	2019 Estimated Employment	2021 Projected Employment	Numeric Change	Percent Change	Annual Exits	Annual Transfers	Annual Change	Total Annual Openings
00-0000	Total, All Occupations	320,434	331,624	11,190	3.49%	14,272	22,846	5,595	42,713
11-0000	Management Occupations	30,744	31,763	1,019	3.31%	1,207	1,571	510	3,288
13-0000	Business and Financial Operations Occupations	16,546	17,062	516	3.12%	460	1,156	258	1,874
15-0000	Computer and Mathematical Occupations	8,516	8,797	281	3.30%	142	493	140	775
17-0000	Architecture and Engineering Occupations	2,797	2,894	97	3.47%	68	158	48	274
19-0000	Life, Physical, and Social Science Occupations	1,395	1,450	55	3.94%	30	118	28	176
21-0000	Community and Social Service Occupations	5,363	6,068	705	13.15%	231	388	352	971
23-0000	Legal Occupations	1,396	1,480	84	6.02%	38	63	42	143
25-0000	Education, Training, and Library Occupations	19,062	19,669	607	3.18%	748	918	304	1,970

HOW ARKANSAS EMPLOYERS CAN USE LABOR MARKET INFORMATION FOR

DEMAND OCCUPATIONS

The Arkansas "Hot 45" list is a list of the 45 demand occupations based on short-term projections. The list is broken down into three categories: High skill, moderate skill, and basic skill. High skill occupations include those requiring more than a bachelor's degree. This also includes occupations requiring a master's degree or a doctoral or professional degree. Moderate skill occupations include those requiring an associate degree, postsecondary non-degree award or some college with no degree. Basic skill occupations include those requiring either a high school diploma or equivalent or no formal education. Employers can look at the demand occupations list to see exactly which occupations they can expect to attract the most job candidates, and how many total annual openings they can expect from said occupation in the next two years. They can also glean from the list the mean annual wage, allowing them to reinforce the offered competitive wage.

Arkansas' 2021-2022 Demand Occupations

Standard Occupational Classification (SOC) Title	Total Annual Openings	May 2020 Mean Wage
General and Operations Managers	1,766	\$91,530
Registered Nurses	1,357	\$63,640
Clergy	1,295	\$54,670
Elementary School Teachers, Except Special Education	946	\$49,380
Accountants and Auditors	839	\$69,740
Secondary School Teachers, Except Special and Career/Technical Education	827	\$52,540
Management Analysts	691	\$65,640
Medical and Health Services Managers	573	\$89,700
Market Research Analysts and Marketing Specialists	518	\$68,790
Financial Managers	495	\$112,190
Middle School Teachers, Except Special and Career/Technical Education	469	\$51,360
Human Resources Specialists	373	\$58,050
Buyers and Purchasing Agents	312	\$78,400
Construction Managers	282	\$85,500
Nurse Practitioners	274	\$106,210
Heavy and Tractor-Trailer Truck Drivers	3,835	\$46,630
Nursing Assistants	1,841	\$26,550
Bookkeeping, Accounting, and Auditing Clerks	1,410	\$36,910
Teaching Assistants, Except Postsecondary	1,070	\$23,130
Licensed Practical and Licensed Vocational Nurses	866	\$41,760
Automotive Service Technicians and Mechanics	532	\$40,470
Medical Assistants	456	\$31,530
Preschool Teachers, Except Special Education	445	\$32,930
Hairdressers, Hairstylists, and Cosmetologists	351	\$25,400
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	346	\$41,750
Dental Assistants	313	\$36,480
Computer User Support Specialists	283	\$43,010
Paralegals and Legal Assistants	235	\$40,420
Firefighters	204	\$39,730
Telecommunications Equipment Installers and Repairers, Except Line Installers	172	\$48,230
Fast Food and Counter Workers	5,510	\$22,210
Cashiers	4,499	\$23,830
Farmers, Ranchers, and Other Agricultural Managers	4,374	\$75,820
Retail Salespersons	4,268	\$28,090
Office Clerks, General	2,928	\$32,880
Home Health and Personal Care Aides	2,585	\$23,510
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2,561	\$26,680
Laborers and Freight, Stock, and Material Movers, Hand	2,547	\$28,910
Stockers and Order Fillers	2,343	\$27,960
Waiters and Waitresses	2,300	\$22,220
Customer Service Representatives	2,075	\$34,730
Childcare Workers	1,481	\$23,050
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,424	\$32,000
Receptionists and Information Clerks	1,399	\$28,720
First-Line Supervisors of Office and Administrative Support Workers	1,348	\$51,070

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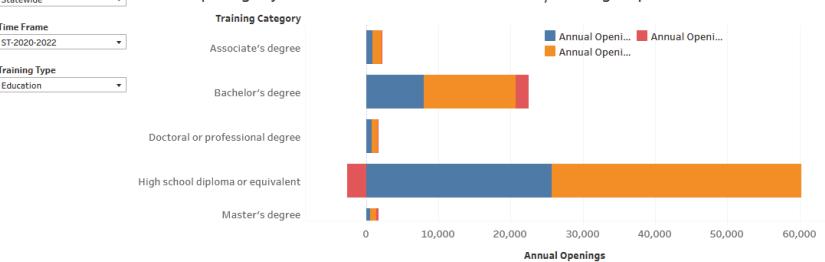
EDUCATION PIPELINE

Obtaining a degree or some sort of educational training is the typical precursor to an employee's hiring. Labor Market Information has gathered the data to show how much of this training is happening throughout the state and the possible schools in which the degrees or certifications are possible. Through this, employers can see where their next employees may be coming from and the best places to look for reliable work in the future.

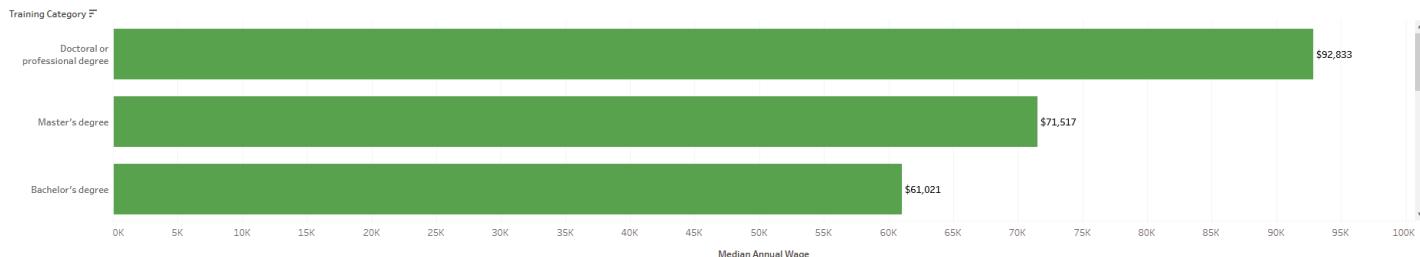
Education Training Employment Outlook

Training Category	Estimated Employment	Projected Employment	Numeric Change	Percent Change	Annual Openings-Exits	Annual Openings-Transfers	Ann Open Chg
Associate's degree	27,145	27,363	218	0.80%	859	1,295	
Bachelor's degree	279,523	283,011	3,488	1.25%	7,962	12,768	
Doctoral or professional degree	31,430	31,691	261	0.83%	811	789	
High school diploma or equivalent	598,089	592,789	-5,297	-0.89%	25,716	34,542	
Master's degree	21,174	21,669	495	2.34%	579	880	
No formal educational credential	332,512	322,166	-10,346	-3.11%	19,832	25,160	
Postsecondary non-degree award	110,956	111,068	112	0.10%	4,387	5,875	
Some college, no degree	30,518	30,491	-27	-0.09%	1,529	1,417	

Annual Openings by Bureau of Labor Statistics Education/Training Requirements



Education Pays in Arkansas



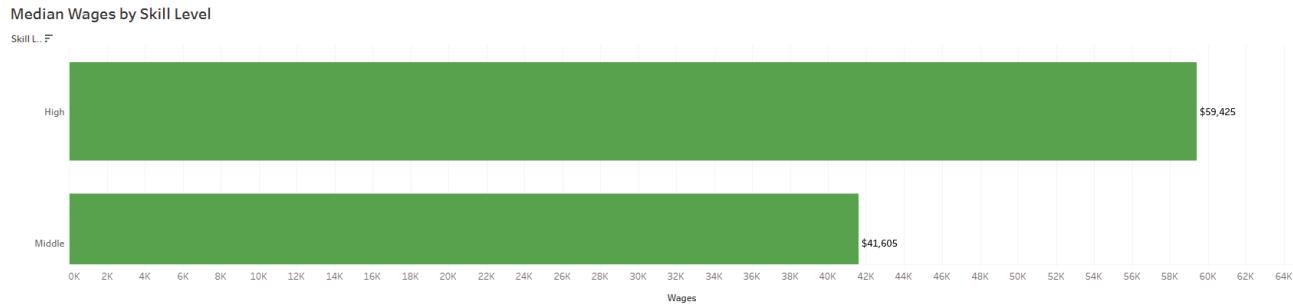
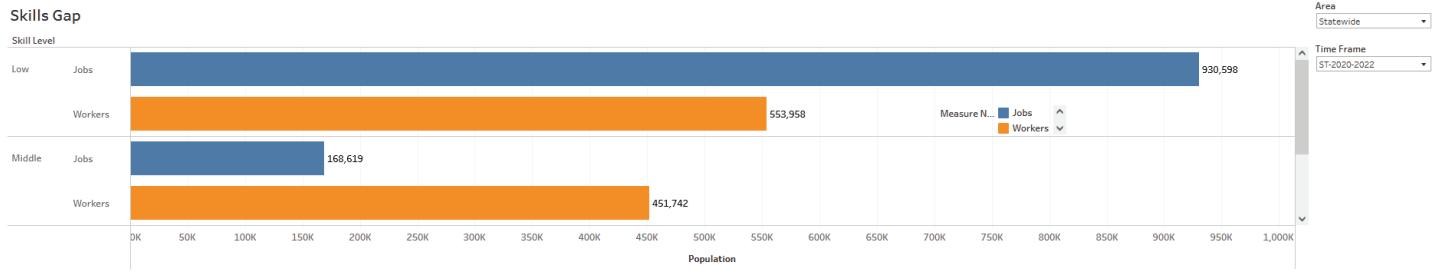
Arkansas Schools and Training Programs

Schools	Training Programs	
State	Institution Name	Program Title
Arkansas Training Programs		
Academy of Professional Cosmetology	Aesthetician/Esthetician and Skin Care Specialist. Cosmetology, Barber/Styling, and Nail Instructor. Cosmetology/Cosmetologist, General. Nail Technician/Specialist and Manicurist.	Postsec. Awards/Cert./Diplomas; < 1 yr. Postsec. Awards/Cert./Diplomas; < 1 yr. Postsec. Awards/Cert./Diplomas; 1-2 yrs. Postsec. Awards/Cert./Diplomas; < 1 yr.
Academy of Salon and Spa	Aesthetician/Esthetician and Skin Care Specialist. Cosmetology, Barber/Styling, and Nail Instructor. Cosmetology/Cosmetologist, General.	Postsec. Awards/Cert./Diplomas; < 1 yr. Postsec. Awards/Cert./Diplomas; < 1 yr. Postsec. Awards/Cert./Diplomas; 1-2 yrs.
Arkansas Baptist College	Accounting. Business Administration and Management, General. Business Administration, Management and Operations, Other. Christian Studies. Corrections and Criminal Justice, Other. General Studies. Human Services, General. Music Management. Music Performance, General. Public Administration. Religion/Religious Studies. Urban Education and Leadership.	Bachelor's Degree Associate's Degree Bachelor's Degree Bachelor's Degree Bachelor's Degree Bachelor's Degree Associate's Degree Bachelor's Degree Associate's Degree Bachelor's Degree Bachelor's Degree Bachelor's Degree Associate's Degree Bachelor's Degree Bachelor's Degree Associate's Degree Bachelor's Degree
Arkansas Beauty College	Cosmetology, Barber/Styling, and Nail Instructor. Cosmetology/Cosmetologist, General. Nail Technician/Specialist and Manicurist.	Postsec. Awards/Cert./Diplomas; < 1 yr. Postsec. Awards/Cert./Diplomas; 1-2 yrs. Postsec. Awards/Cert./Diplomas; < 1 yr.

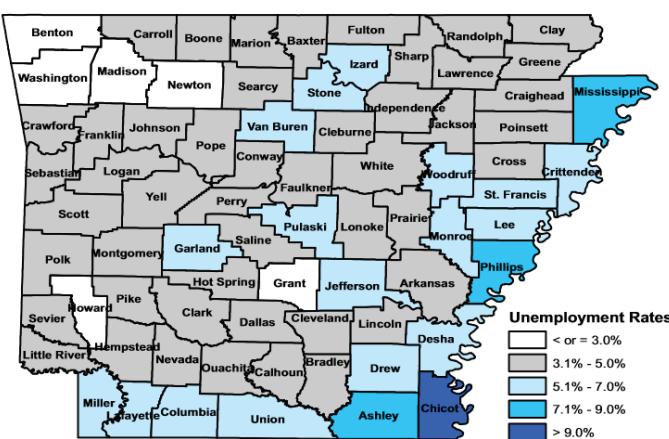
HOW ARKANSAS EMPLOYERS CAN USE LABOR MARKET INFORMATION FOR

WORKFORCE AVAILABILITY

Especially lately, workforce availability has been a hot topic among employers, most of whom are clamoring for the chance to find quality employees in a hurry. With the help of the Bureau of Labor Statistics, Labor Market Information is able to gather and display unemployment and labor force data, broken down by county, and even city in some cases. This data shows employers where there may be a bigger pool to get employees. Labor Market Information is also able to develop a skills-gap assessment, showing how many workers there are compared to the jobs available for certain skill levels.



County Unemployment Rates



City Labor Force Statistics

City	April 2021			March 2021			April 2020					
	CLF	Emp	Unemp	Rate	CLF	Emp	Unemp	Rate	CLF	Emp	Unemp	Rate
Bella Vista	12,738	12,247	481	3.8	12,619	12,018	601	4.8	12,323	11,220	1,103	9.0
Benton	17,467	16,963	504	2.9	17,281	16,642	639	3.7	17,583	15,979	1,604	9.1
Bentonville	29,810	29,127	683	2.3	29,455	28,583	872	3.0	28,469	26,685	1,784	6.3
Blytheville	3,721	5,226	495	8.7	5,714	5,231	483	8.5	6,025	5,261	764	12.7
Cabot	11,994	11,551	443	3.7	11,867	11,366	504	4.2	12,094	10,880	1,214	10.0
Conway	34,280	33,065	1,215	3.5	33,871	32,459	1,412	4.2	34,909	31,135	3,774	10.8
El Dorado	6,655	6,165	490	7.4	6,606	6,143	463	7.0	7,148	6,167	987	13.8
Fayetteville	50,363	48,677	1,686	3.3	49,111	47,760	1,951	3.9	49,432	44,577	4,855	9.8
Fort Smith	39,439	37,973	1,466	3.7	39,054	37,271	1,783	4.6	39,919	35,580	4,339	10.9
Hot Springs	15,826	14,723	1,103	7.0	15,565	14,389	1,176	7.6	15,808	12,860	2,948	18.6
Jacksonville	11,868	11,010	858	7.2	11,619	10,802	817	7.0	11,881	10,375	1,506	12.7
Jonesboro	39,979	38,574	1,405	3.5	39,443	37,838	1,605	4.1	39,312	35,715	3,597	9.1
Little Rock	97,764	92,555	5,209	5.3	96,549	90,807	5,742	5.9	98,664	87,212	11,452	11.6
North Little Rock	30,192	28,380	1,812	6.0	29,665	27,844	1,821	6.1	30,764	26,742	4,022	13.1
Paragould	11,970	11,489	481	4.0	12,459	11,887	572	4.6	12,565	11,041	1,524	12.1
Pine Bluff	16,717	15,436	1,281	7.7	16,636	15,214	1,422	8.5	16,443	14,671	1,772	10.8
Rogers	37,619	36,460	1,159	3.1	37,028	35,779	1,249	3.4	36,126	33,403	2,723	7.5
Russellville	12,778	12,299	479	3.7	12,757	12,207	550	4.3	12,986	11,832	1,154	8.9
Searcy	10,237	9,863	374	3.7	10,268	9,835	433	4.2	10,476	9,527	949	9.1
Sherwood	16,155	15,470	685	4.2	15,960	15,178	782	4.9	16,251	14,577	1,674	10.3
Springdale	40,926	39,763	1,163	2.8	40,378	39,014	1,364	3.4	39,152	36,415	2,737	7.0
Texarkana, AR	13,548	12,747	801	5.9	13,416	12,538	878	6.5	13,632	11,674	1,958	14.4
Van Buren	10,461	10,090	371	3.5	10,343	9,917	426	4.1	10,413	9,456	957	9.2
West Memphis	10,645	9,905	740	7.0	10,453	9,730	723	6.9	10,929	9,236	1,693	15.5

Not Seasonally Adjusted

HOW ARKANSAS EMPLOYERS CAN USE LABOR MARKET INFORMATION FOR

LOCAL AREA PROFILES

By utilizing the local profiles on the Discover Arkansas website, employers can have access to a wealth of information about specific areas around the state, or statistics from the state as a whole. The local profiles are broken down by county, and display civilian labor force data, employment by industry, as well as unemployment rate. The local profiles also contain a short description of the area that includes county information such as educational opportunities, recreation, environmental features and more. Employers can use this data when deciding on where to put a new business, what type of employment and wage they can expect for a certain area, and more.

County Local Profiles



State	Select Coverage	Select Area
Arkansas	County	Pulaski County
Pulaski County		Located in the center of the state, the landscape of the county is rugged terrain western and northern and rolling hills in the southern tip with the Arkansas River Valley delta in the east. Pulaski County is the most populous county in the state. Little Rock is the county seat and the State Capitol. The economic base is largely government and support services. Metropolitan Pulaski County offers many educational and cultural opportunities such as the Arkansas Arts Center, the Museum of Science and History, the University of Arkansas at Little Rock and the Little Rock Zoo. Pinnacle Mountain State Park, a 1,800-acre environmental park is only 15 miles from Little Rock and offers hiking, and canoeing on the Big and Little Maumelle Rivers.

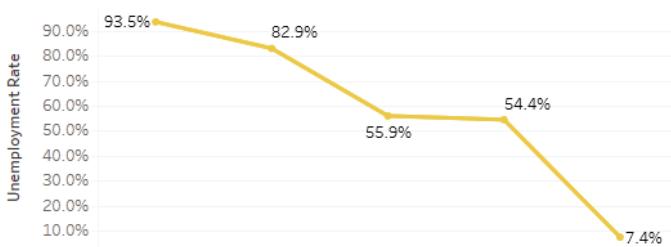
Civilian Labor Force for Pulaski County (Annual Average) Not Seasonally Adjusted

Year	Civilian Labor Force	Employed	Unemployed
2020	188,928	174,884	14,044
2019	189,623	183,196	6,427
2018	188,549	182,065	6,484
2017	188,707	182,210	6,497
2016	187,419	180,752	6,667

Employment by Industry

Select Ownership Type				
Private				
Employment Industry for Pulaski County (Annual) by Private for 2020				
NAICS Sector	Industry	Avg Employed	Avg Weekly Wage	Establishm..
1011	Natural Resources and Mining	624	\$1,358	52
1012	Construction	9,030	\$1,113	940
1013	Manufacturing	12,342	\$1,114	329
1021	Trade, Transportation and Utilities	47,500	\$938	3,090
1022	Information	2,807	\$1,162	217
1023	Financial Activities	17,589	\$1,585	1,721
1024	Professional and Business Services	33,117	\$1,111	2,773
1025	Education and Health Services	40,432	\$1,060	2,560
1026	Leisure and Hospitality	19,158	\$380	1,283
1027	Other Services	6,171	\$829	1,149
000000	Total, All Industries	188,771	\$1,019	14,114

Unemployment Rate for Pulaski County (Annual Average) Not Seasonally Adjusted



Demographics for None Data Source: None

HOW ARKANSAS EMPLOYERS CAN USE LABOR MARKET INFORMATION FOR

CUSTOMIZED DATA SEARCH

Through the data search tool on Discover Arkansas, employers can customize data tables at their own leisure. An employer can take a look at state-wide, local area, or county data, employment statistics, wage data, projections, and loads more. By allowing the tables to be customizable, employers can extrapolate data based on their own needs, and use whichever data source they deem most applicable. Once the tables have been customized, they can then be downloaded into various formats.

Data Search

[Data Search Guide](#)

Select a category to start your personalized report.

NOTE: For OES Wage Rates and QCEW Data - City of Little Rock Workforce Development Area includes all of Pulaski County, and Central Arkansas Workforce Development Area does not include Pulaski County.

Businesses	▼
Employment	▼
Income & Taxes	▼
Industry	▼
Inflation	▼
Licenses and Training	▼
Occupation	▼
Population	▼
Projections	▼
Unemployment	▼
Wages	▼

Wage Rates by Industry and Occupation - OES

State	Area Type	Area	Year	Industry Level	Industry	Occupation Level	Occupation	Wage Type				
Arkansas	State	Arkansas	(All)	Totals	Total, All Industries	(All)	(All)	(All)				
Area	Industry Code & Title	Occupation Code & Title	Wage Type	Total Employment	Mean Wage	Entry Level Wage	Wage at 10 Percentile	Wage at 25 Percentile	Median Wage	Wage at 75 Percentile	Wage at 90 Percentile	Experience Wage
Arkansas	000000 - Total, All Industries	Total, All Occupations, 00-0000	Hourly wage	1,217,420	\$20.52	\$10.31	\$9.40	\$11.18	\$15.84	\$24.26	\$36.06	\$25.63
Arkansas	000000 - Total, All Industries	Total, All Occupations, 00-0000	Annual wage or salary	1,217,420	\$42,690.00	\$21,450.00	\$19,550.00	\$23,250.00	\$32,940.00	\$50,470.00	\$75,010.00	\$53,300.00
Arkansas	000000 - Total, All Industries	Management Occupations, 11-0000	Hourly wage	65,430	\$44.17	\$19.68	\$15.77	\$25.29	\$36.83	\$54.91	\$79.99	\$56.42
Arkansas	000000 - Total, All Industries	Management Occupations, 11-0000	Annual wage or salary	65,430	\$91,880.00	\$40,940.00	\$32,790.00	\$52,600.00	\$76,600.00	\$114,210.00	\$166,370.00	\$117,350.00
Arkansas	000000 - Total, All Industries	Chief Executives, 11-1011	Hourly wage	2,090	\$60.11	\$19.66	\$11.34	\$27.48	\$50.52	\$76.64		\$80.33