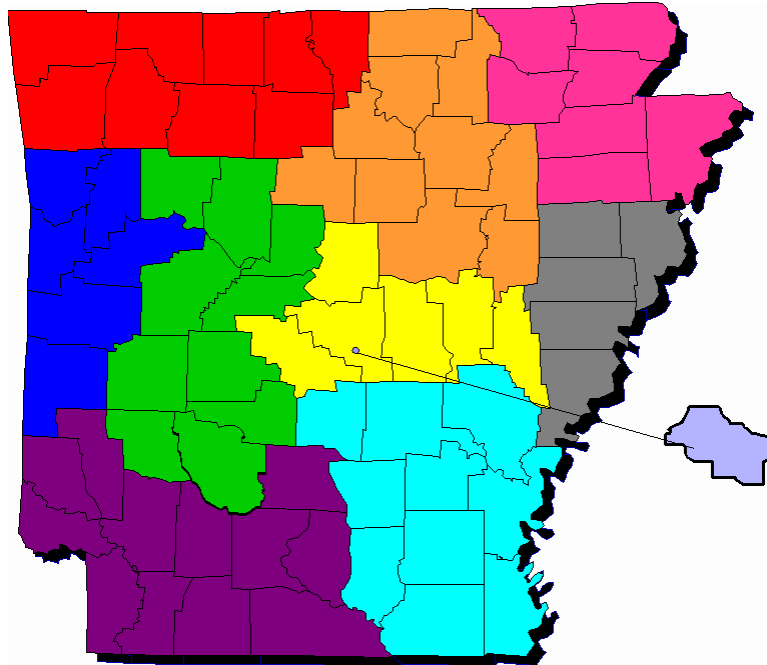


2017

Arkansas Labor Market and Economic Report

State and Local Workforce Development Areas



2017 Arkansas Labor Market and Economic Report

Asa Hutchinson, Governor
State of Arkansas

Daryl Bassett, Director
Department of Workforce Services

Prepared By:
Department of Workforce Services
Labor Market Information
P.O. Box 2981
Little Rock, Arkansas 72203
Telephone: (501) 682-3121
www.discover.arkansas.gov

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Executive Summary

The 2017 Arkansas Labor Market and Economic Report is produced by the Occupational/Career Information unit of the Labor Market Information Section to provide relevant information about the economy and workforce in Arkansas and the 10 Workforce Development Areas. The primary focus of this report includes the years 2012 to 2016, with some information covering shorter periods due to accessibility of data. Projection information for industry and occupational trends covers the years 2016 to 2018.

Arkansas increased in population to almost 3 million residents in 2016, increasing by 10,395 from 2015; and adding a total of 37,563 new residents from 2012 to 2016. Of Arkansas's 10 Local Workforce Development Areas (LWDAs), Northwest Arkansas continues to see the largest increase in population, adding 11,821 in 2016. The Eastern, Southeast, and Southwest Arkansas LWDAs continued to see decreasing populations in 2016.

Between 2015 and 2016 the state's labor force increased by 10,112 and employment increased by 23,820. Labor Force and employment were mixed across the LWDAs. The State's unemployment rate dropped significantly to 4.0 percent in 2016 or by three and six-tenth percentage points since 2012. The unemployment rate continued to decline in 2017, ending the month of July at 3.4 percent. The unemployment rate decreased across all LWDAs in 2016 and through July 2017. The Central, City of Little Rock, and Northwest Arkansas LWDAs unemployment rates all fell at or below state levels through July 2017.

Short-term employment projections for 2016 to 2018 continue to see an increase in the Arkansas job market with 41,750 jobs, equivalent to a 3.06 percent rise in employment. **Goods-Producing Industries** are estimated to see a net gain of 4,466 jobs, while the **Services-Providing Industries** are forecast to increase employment by 33,437. Arkansas's self-employed ranks are estimated to experience a net gain of 3,847, an increase of 2.86 percent.

Jobs requiring no formal educational credential are estimated to add more jobs than any other education level with 13,670 jobs between 2016 and 2018. Occupations requiring a Bachelor's degree are expected to grow by 8,417.

Arkansas' per capita personal income increased over the 2011-2015 period to \$38,257; however, the state's per capita personal income in 2015 remained below the United States per capita personal income of \$48,190. During the first quarter of 2017, the cost of living composite index in Arkansas' urban areas was below the national average for all urban areas in the index.

Almost 885,000 Arkansas workers earned at least \$10 or more an hour in 2016, with the mean annual wage for all employer sizes estimated at \$39,590 in 2016. Of the six states surrounding Arkansas, only Mississippi had a lower overall average hourly and average annual wage for all occupations. Of the surrounding states, Texas had the highest average annual wage that was about 21 percent higher than the average annual wage for Arkansas.

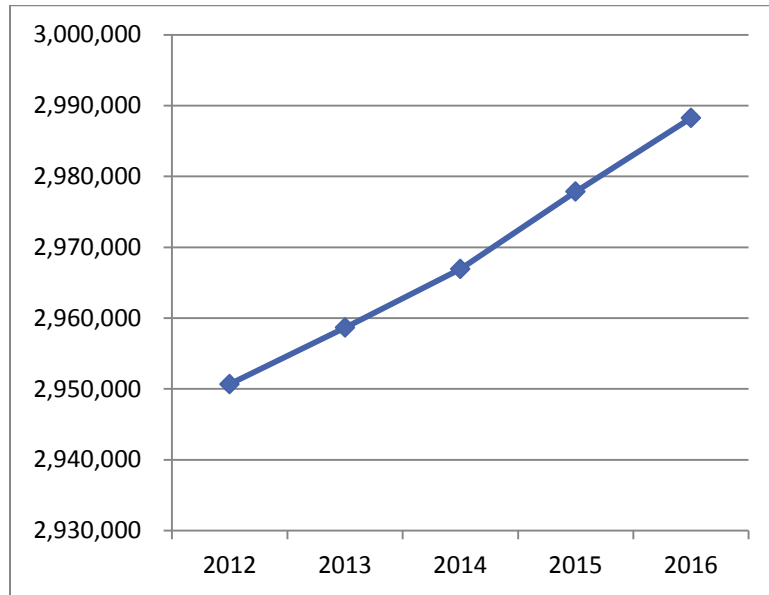
Sources used for this report include the United States Department of Labor, Bureau of Labor Statistics (BLS), United States Department of Commerce, Bureau of the Census, Arkansas Department of Workforce Services, Employment Assistance Division, Labor Market Information Section, United States Department of Commerce, Bureau of Economic Analysis (BEA), the Local Employment Dynamics Program (a partnership between the State of Arkansas and the United States Census Bureau), Population Reference Bureau and The Council for Community and Economic Research (C2ER).

This workforce product was funded by a grant awarded by the U.S. Department of Labor's Employment and Training Administration. The product was created by the recipient and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it. Internal use by an organization and/or personal use by an individual for non-commercial purposes is permissible. All other uses require the prior authorization of the copyright owner.

State of Arkansas

Population

The State of Arkansas' population grew to 2,988,248 in 2016, adding 10,395 from 2015 to 2016 and 37,563 from 2012 to 2016. The State of Arkansas consists of 10 Workforce Development Areas (WDAs), six Metropolitan Statistical Areas (MSAs), and 75 counties. Louisiana, Mississippi, Missouri, Oklahoma, Tennessee, and Texas border the state.



State of Arkansas Population 2012 - 2016

2012	2013	2014	2015	2016
2,950,685	2,958,663	2,966,912	2,977,853	2,988,248

Source: US Census Bureau

Quarterly Workforce Indicators

Job creation decreased between the second quarter of 2015 and the second quarter of 2016 to 58,769, a decrease of 4,610 compared to the second quarter of 2015. Job creation has fluctuated over the five-year period but was 1,715 lower for the second quarter of 2016, compared to the second quarter of 2012. New hires increased in the second quarter of 2016 by 3,176 compared to the second quarter of 2015 and increased by 20,845 compared to the second quarter of 2012. Separations increased over the five-year period by 18,322 to 225,137 in the second quarter of 2016, and the turnover rate increased slightly between 2015 and 2016 to 9.1 percent.

State of Arkansas Quarterly Workforce Indicators (All Ownerships)

QWI Explorer	2012 Q2	2013 Q2	2014 Q2	2015 Q2	2016 Q2
Job Creation	60,484	58,132	58,636	63,379	58,769
New Hires	188,760	185,127	194,555	206,429	209,605
Separations	206,815	205,115	208,093	215,963	225,137
Turnover	8.5%	8.5%	8.6%	8.8%	9.1%

Source: U.S. Census Bureau, Center for Economic Studies, LEHD

Job Creation: Estimated number of jobs gained at firms throughout the quarter.

New Hires: Estimated number of workers who started a new job.

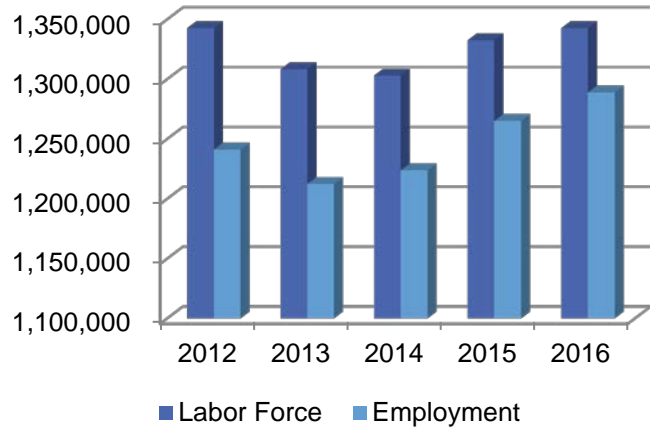
Separations: Estimated number of workers whose job with a given employer ended in the specified quarter.

Turnovers: The rate at which stable jobs begin and end.

State of Arkansas

Employment/Labor Force/Unemployment

The labor force increased by 10,112 between 2015 and 2016 and employment increased by 23,820 over the same period. Unemployment decreased by 13,708 from 2015 to 2016, but has seen a decrease of 47,929 since 2012. The State’s unemployment rate dropped by one and one-tenths percentage points from 2015 to 2016. Over the 2012 – 2016 period, the unemployment rate dropped three and six-tenths percentage points to 4.0 percent for 2016. The State’s unemployment rate was 3.4 percent in July 2017.

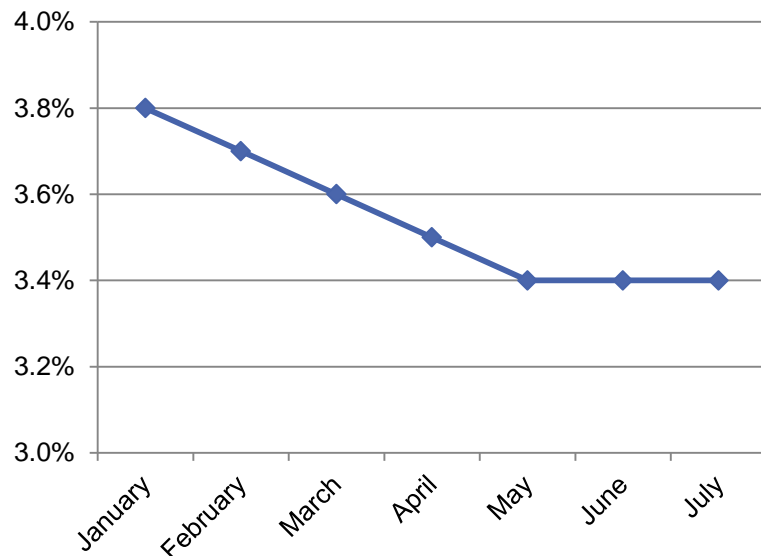


State of Arkansas 2012-2016 Labor Force/Employment

Year	2012	2013	2014	2015	2016
Labor Force	1,342,753	1,308,383	1,303,106	1,332,579	1,342,691
Employment	1,241,127	1,212,401	1,223,802	1,265,174	1,288,994
Unemployment	101,626	95,982	79,304	67,405	53,697
Unemployment Rate	7.6%	7.3%	6.1%	5.1%	4.0%

Source: AR Dept. of Workforce Services Local Area Unemployment Statistics

Monthly Unemployment Rate, 2017



State of Arkansas Monthly Unemployment Rate*

Year	Month	Unemployment Rate
2017	January	3.8%
2017	February	3.7%
2017	March	3.6%
2017	April	3.5%
2017	May	3.4%
2017	June	3.4%
2017	July	3.4%

Source: AR Dept. of Workforce Services Local Area Unemployment Statistics

*Seasonally Adjusted, Not Preliminary

State of Arkansas

Cost of Living

2017 Q1 Index

URBAN AREA AND STATE	100% COMPOSITE INDEX	13.61% GROCERY ITEMS	27.59% HOUSING	10.06% UTILITIES	9.59% TRANSPORTATION	4.00% HEALTH CARE	35.15% MISC. GOODS AND SERVICES
Fayetteville AR	89.7	95.0	76.4	92.1	86.4	88.0	98.6
Hot Springs AR	90.4	91.8	80.4	104.6	87.3	90.8	94.5
Jonesboro AR	83.8	90.5	74.9	82.8	86.5	81.0	88.0
Conway AR	79.1	88.0	66.8	81.0	89.2	85.5	81.4
Little Rock-North Little Rock AR	96.7	91.4	87.9	114.4	88.5	91.4	103.3

2016 Q1 - 2017 Q1 Index

URBAN AREA AND STATE	100% COMPOSITE INDEX	13.61% GROCERY ITEMS	27.59% HOUSING	10.06% UTILITIES	9.59% TRANSPORTATION	4.00% HEALTH CARE	35.15% MISC. GOODS AND SERVICES
Fayetteville AR	87.5	91.1	74.6	95.1	86.5	88.3	94.3
Hot Springs AR	91.6	95.4	79.6	109.4	86.9	90.7	95.8
Jonesboro AR	84.1	91.6	72.7	82.7	85.9	81.8	90.2
Conway AR	83.1	90.1	72.2	81.9	93.0	86.4	86.1
Little Rock-North Little Rock AR	95.5	92.5	88.5	115.3	91.8	90.2	98.0

ABOUT THE INDEX: C2ER produces the *Cost of Living Index* to provide a useful and reasonably accurate measure of living cost differences among urban areas. Items on which the Index is based have been carefully chosen to reflect the different categories of consumer expenditures. Weights assigned to relative costs are based on government survey data on expenditure patterns for professional and executive households. All items are priced in each place at a specified time and according to standardized specifications.

INTERPRETING THE INDEX: The *Cost of Living Index* measures relative price levels for consumer goods and services in participating areas. The average for all participating places, both metropolitan and nonmetropolitan, equals 100, and each participant's index is read as a percentage of the average for all places.

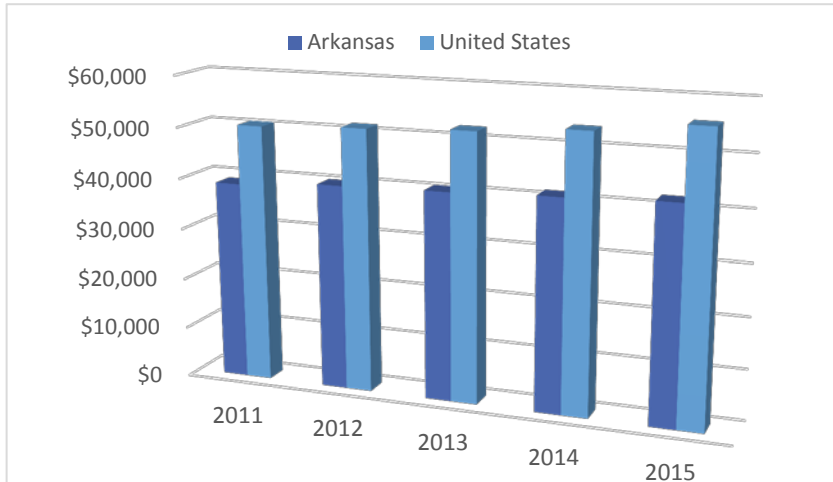
The *Index* does not measure inflation (price change over time). Because each quarterly report is a separate comparison of prices at a single point in time, and because both the number and the mix of participants changes from one quarter to the next, **index data from different quarters cannot be compared**. For inflation data, contact the US Bureau of Labor Statistics (BLS) at www.bls.gov.

State of Arkansas

Median Household/Per Capita Income

Arkansas' median household income was \$42,046 in 2015 which increased by \$711 from 2014 to 2015 but is below the national median household income of \$55,775 for 2015. Arkansas' per capita personal income in 2015 was \$38,257, an increase of \$676 from 2014. Over the 2011 -2015 period, the per capita personal income increased by \$4,477. The State's per capita personal income is below the United States per capita personal income of \$48,190.

Median Household Income

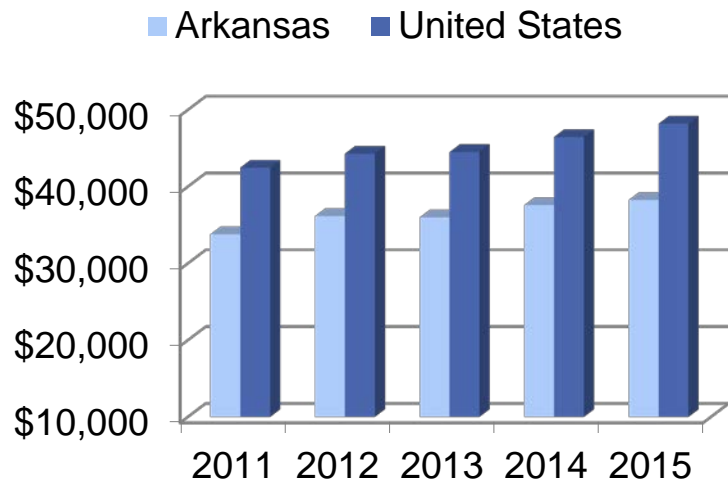


Arkansas/United States Median Household Income 2011-2015

Year	Income	
	Arkansas	United States
2011	\$38,889	\$50,502
2012	\$40,151	\$51,371
2013	\$40,605	\$52,250
2014	\$41,335	\$53,657
2015	\$42,046	\$55,775

Source: U.S. Census Bureau

Per Capita Personal Income



Arkansas/United States Per Capita Personal Income 2011-2015

Year	Income	
	Arkansas	United States
2011	\$33,780	\$42,461
2012	\$36,149	\$44,282
2013	\$35,985	\$44,493
2014	\$37,581	\$46,464
2015	\$38,257	\$48,190

Source: United States Bureau of Economic Analysis (BEA)

State of Arkansas

Employment

In 2016, whites made up 79.9 percent of the labor force while the total of all minority groups made up 20.1 percent of the labor force. The unemployment rate for all races, including Hispanics, was 4.0 percent. The unemployment rate for all minority groups combined was 6.6 percent. Hispanics of all races made up 6.5 percent of the labor force, with an unemployment rate of 3.3 percent.

Employment Status by Race State of Arkansas 2016

Race and Sex	Labor Force	Emp	Unemp	Unemp Rate	Percent Distribution		
					Labor Force	Emp	Unemp
Both Sexes (Age 16+)							
Total, Including Hispanic	1,342,691	1,288,994	53,697	4.0	100.0	100.0	100.0
White	1,072,656	1,036,899	35,757	3.3	79.9	80.4	66.6
Black	189,683	174,855	14,828	7.8	14.1	13.6	27.6
American Indian/Alaska Native	7,736	7,383	353	4.6	0.6	0.6	0.7
Asian	20,906	20,330	576	2.8	1.6	1.6	1.1
Native Hawaiian/Other Pacific Islander	2,695	2,572	123	4.6	0.2	0.2	0.2
Remaining Races	29,050	28,066	984	3.4	2.2	2.2	1.8
Two or More Races	19,966	18,890	1,076	5.4	1.5	1.5	2.0
Total: Minority Group*	270,036	252,096	17,940	6.6	20.1	19.6	33.4
Hispanic, All Races	87,946	85,061	2,885	3.3	6.5	6.6	5.4

*Sum of Black, American Indian/Alaska Native, Asian, Native Hawaiian/Other Pacific Islander, Remaining Races, and Two or More Races.

Note: Sum of individual items may not equal because of rounding. Persons of Hispanic origin may be of any race.

Source: Arkansas Department of Workforce Services, the U.S. Department of Labor- Bureau of Labor Statistics, and the U.S. Census Bureau- American Community Survey (2011-2015 5-Year Estimates)

State of Arkansas

Education

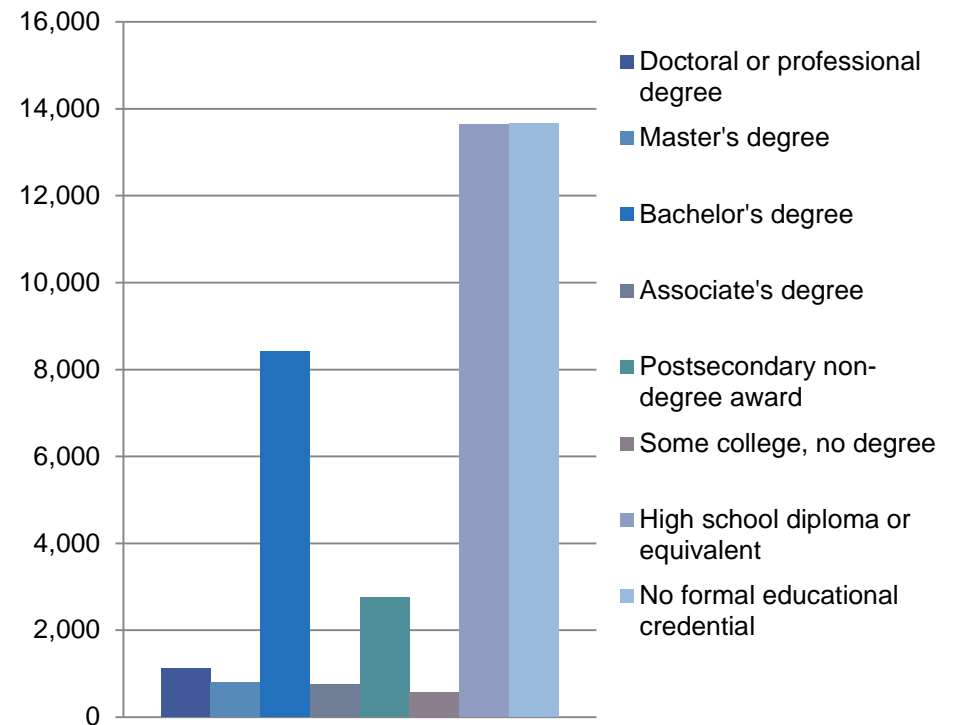
Every education category is projected to see positive net growth between 2016 and 2018. Occupations requiring no formal education are projected to add 13,670 jobs during the projection period. Jobs requiring a High School Diploma or equivalent are expected to add 13,643 during the projection period and had the highest educational attainment between 2011 and 2015 at 34.9 percent. Occupations requiring a Bachelor's degree are expected to grow by 8,417 jobs and 13.6 percent of the population 25 years and over had a Bachelor's degree in 2015. Growth in occupations requiring a Master's degree or Doctoral or Professional degree is expected to be 804 and 1,118 jobs respectively. Educational attainment of the State's population aged 25 years and over shows that 84.7 percent have earned at least a high school diploma or equivalent.

Net Change by Education Title 2016 - 2018

Education Title	Net Change
Doctoral or professional degree	1,118
Master's degree	804
Bachelor's degree	8,417
Associate's degree	753
Postsecondary non-degree award	2,762
Some college, no degree	583
High school diploma or equivalent	13,643
No formal educational credential	13,670

Source: Arkansas Department of Workforce Services Projections Suite Software

Net Change by Education Title
2016-2018



Educational Attainment in Arkansas 2015

	Arkansas	Total Estimate
Population 25 years and over	1,962,741	(%)
Less than 9th grade	110,961	5.7%
9th to 12th grade, no diploma	188,138	9.6%
High school graduate (includes equivalency)	685,277	34.9%
Some college, no degree	440,740	22.5%
Associate's degree	123,526	6.3%
Bachelor's degree	267,741	13.6%
Graduate or professional degree	146,358	7.5%

Source: 2011-2015 American Community Survey 5-year Estimates

State of Arkansas In Demand Occupations

SOC Code	SOC Title	Total Annual Openings	Education	May 2016 Mean Wage
High Skill				
29-1141	Registered Nurses	876	B	\$57,630
11-1021	General and Operations Managers	831	B	\$84,770
25-2021	Elementary School Teachers, Except Special Education	465	B	\$46,950
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	425	B	\$49,780
21-2011	Clergy	416	B	\$43,620
13-2011	Accountants and Auditors	342	B	\$65,740
25-2022	Middle School Teachers, Except Special and Career/Technical Education	243	B	\$48,580
13-1111	Management Analysts	149	B	\$60,690
11-9111	Medical and Health Services Managers	139	D	\$81,600
15-1121	Computer Systems Analysts	138	B	\$67,600
11-2022	Sales Managers	134	B	\$120,240
15-1131	Computer Programmers	126	B	\$72,040
29-1051	Pharmacists	125	D	\$116,960
23-1011	Lawyers	120	D	\$103,980
11-3031	Financial Managers	116	B	\$97,940
Moderate Skill				
53-3032	Heavy and Tractor-Trailer Truck Drivers	928	PS	\$39,430
31-1014	Nursing Assistants	636	PS	\$22,760
29-2061	Licensed Practical and Licensed Vocational Nurses	480	PS	\$36,800
25-9041	Teacher Assistants	373	SC	\$20,310
49-3023	Automotive Service Technicians and Mechanics	258	PS	\$34,750
43-3031	Bookkeeping, Accounting, and Auditing Clerks	161	SC	\$35,400
39-5012	Hairdressers, Hairstylists, and Cosmetologists	149	PS	\$26,210
31-9092	Medical Assistants	144	PS	\$30,160
15-1151	Computer User Support Specialists	132	SC	\$40,350
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	132	PS	\$37,470
31-9091	Dental Assistants	114	PS	\$32,280
29-2041	Emergency Medical Technicians and Paramedics	98	PS	\$28,770
33-2011	Firefighters	94	PS	\$35,590
29-2071	Medical Records and Health Information Technicians	76	PS	\$33,410
25-4031	Library Technicians	48	PS	\$26,030
Basic Skill				
41-2011	Cashiers	2,312	NFE	\$19,540
41-2031	Retail Salespersons	2,256	NFE	\$24,640
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,888	NFE	\$18,820
11-9013	Farmers, Ranchers, and Other Agricultural Managers	1,724	HS	\$86,200
35-3031	Waiters and Waitresses	1,414	NFE	\$19,300
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,306	NFE	\$25,120
43-9061	Office Clerks, General	982	HS	\$26,380
43-5081	Stock Clerks and Order Fillers	784	NFE	\$23,990
43-4051	Customer Service Representatives	691	HS	\$31,770
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	685	NFE	\$22,020
41-1011	First-Line Supervisors of Retail Sales Workers	667	HS	\$37,550
39-9011	Childcare Workers	609	HS	\$19,700
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	593	HS	\$29,650
35-2014	Cooks, Restaurant	576	NFE	\$22,200
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	557	HS	\$27,920

Source: Department of Workforce Services

Doctoral or professional degree (D) - Requires at least three years of full-time academic study beyond a bachelor's degree.

Master's degree (M) - Requires one or two years of full-time academic study beyond a bachelor's degree.

Bachelor's degree (B) - Requires four or five years of full-time academic study.

Associate degree (A) - Requires at least two years of full-time academic study.

Postsecondary non-degree award (PS) - Programs last a few weeks to more than a year; leads to a certificate or other award.

Some college, no degree (SC) - Requires the completion of a high school or an equivalent program resulting in the award of a high school diploma or equivalent plus the completion of one or more postsecondary courses that did not result in a degree or award.

High School diploma or equivalent (HS) - Requires the completion of a high school or an equivalent program resulting in the award of a high school diploma or an equivalent, such as a GED.

No Formal Education (NFE) - Signifies that a formal credential issued by an educational institution, such as a high school diploma or postsecondary certificate, is not typically needed for entry into the occupation.

State of Arkansas

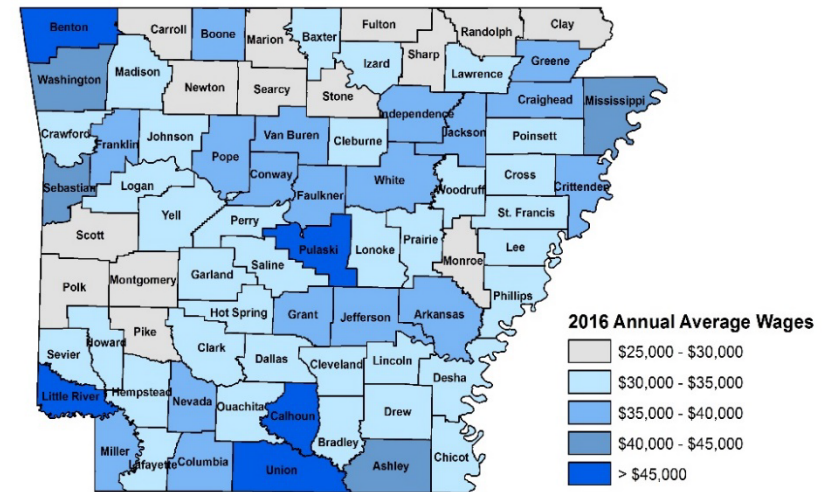
Wages

Retail Salespersons was estimated to have the most employees across the State with 37,840 employed in 2016 with an average wage of \$24,640. *Cashiers* is the second largest occupation with 34,480 employed, earning an average wage of \$19,540. *General and Operations Managers*, with an estimated employment of 20,680, had the highest average wage of the 10 largest occupations, earning \$84,770 annually.

Internists, General topped the Occupations Paying the Most list with an annual salary of \$266,980. *Surgeons* with an average annual salary of \$260,950, ranked second on the Occupations Paying the Most list.

The entry wage estimate for employers of all sizes was \$19,420 for 2016. The median wage estimate for employers with 250-499 employees was \$31,496, while wages for experienced workers, averaged \$49,670 for employers in all size categories.

Of the 1,191,316 estimated employees, 201,684 made \$15.00 to \$19.99 an hour while 165,434 made \$12.00 to 14.99 an hour. Employees making less than \$8.50 totaled 88,027.



* Private Sector Wages Only

Source: Arkansas Department of Workforce Services, Quarterly Census of Employment and Wages

State of Arkansas Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Retail Salespersons	37,840	\$24,640	\$18,160	\$27,890
Cashiers	34,480	\$19,540	\$18,130	\$20,250
Truck Drivers, Heavy and Tractor-Trailer	33,210	\$39,430	\$27,240	\$45,520
Combined Food Preparation & Serving Workers, Including Fast Food	30,910	\$18,820	\$18,110	\$19,180
Office Clerks, General	28,430	\$26,380	\$18,920	\$30,110
Laborers and Freight, Stock, and Material Movers, Hand	24,180	\$25,120	\$19,420	\$27,970
Registered Nurses	23,380	\$57,630	\$43,020	\$64,930
General and Operations Managers	20,680	\$84,770	\$32,610	\$110,860
Waiters and Waitresses	19,360	\$19,300	\$18,120	\$19,900
Secretaries, Except Legal, Medical and Executive	18,030	\$29,650	\$20,440	\$34,250

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

State of Arkansas

Wages

State of Arkansas Occupations Paying the Most

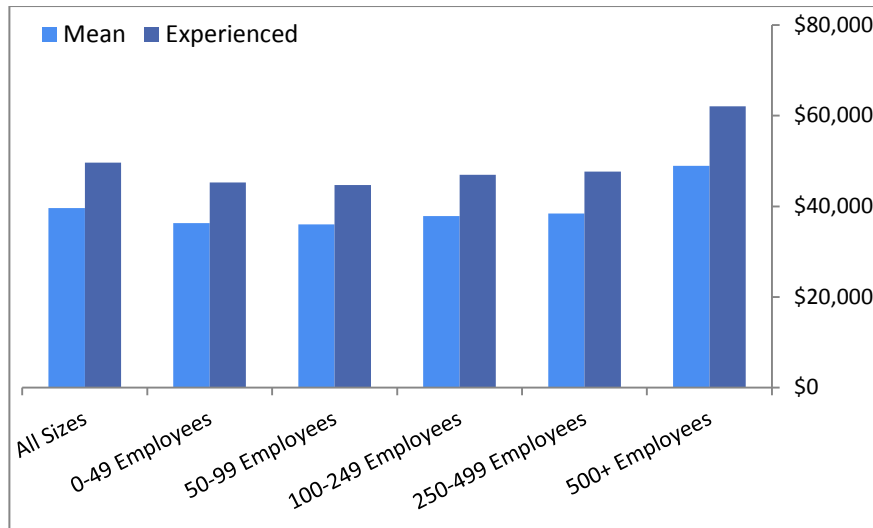
Occupation	Average Annual Salary
Internists, General	\$266,980
Surgeons	\$260,950
Orthodontists	\$259,010
Obstetricians and Gynecologists	\$244,290
Anesthesiologists	\$219,640
Family and General Practitioners	\$212,480
Podiatrists	\$190,710
Pediatricians, General	\$188,140
Dentists, General	\$185,170
Nurse Anesthetists	\$158,940
Health Specialties Teachers, Postsecondary	\$143,110
Marketing Managers	\$134,570
Compensation and Benefits Managers	\$125,100
Sales Managers	\$120,240
Advertising and Promotions Managers	\$119,710
Pharmacists	\$116,960
Medical Scientists, Except Epidemiologists	\$115,120
Petroleum Engineers	\$113,730
Computer and Information Systems Managers	\$112,320
Architectural and Engineering Managers	\$112,050
Psychiatrists	\$110,880
Actuaries	\$108,800
Law Teachers, Postsecondary	\$108,380
Optometrists	\$106,800
Judges, Magistrate Judges, and Magistrates	\$105,460

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

State of Arkansas

Wages

State of Arkansas Wage Estimates by Employer Size

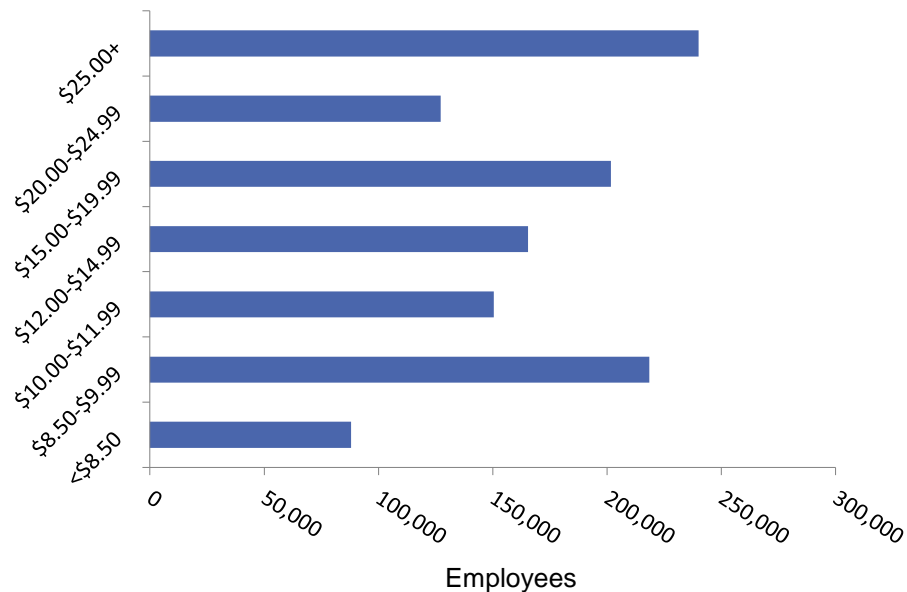


State of Arkansas Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$39,590	\$30,130	\$19,420	\$49,670
0-49 Employees	\$36,331	\$26,479	\$18,471	\$45,260
50-99 Employees	\$36,003	\$26,889	\$18,656	\$44,677
100-249 Employees	\$37,889	\$30,220	\$19,806	\$46,930
250-499 Employees	\$38,430	\$31,496	\$20,025	\$47,633
500+ Employees	\$48,947	\$39,872	\$22,749	\$62,046

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

State of Arkansas Number of Employees by Hourly Wage Rate



State of Arkansas Number of Employees by Hourly Wage Rate

Total	1,191,316
<\$8.50	88,027
\$8.50-\$9.99	218,512
\$10.00-\$11.99	150,472
\$12.00-\$14.99	165,434
\$15.00-\$19.99	201,684
\$20.00-\$24.99	127,194
\$25.00+	239,993

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

State of Arkansas

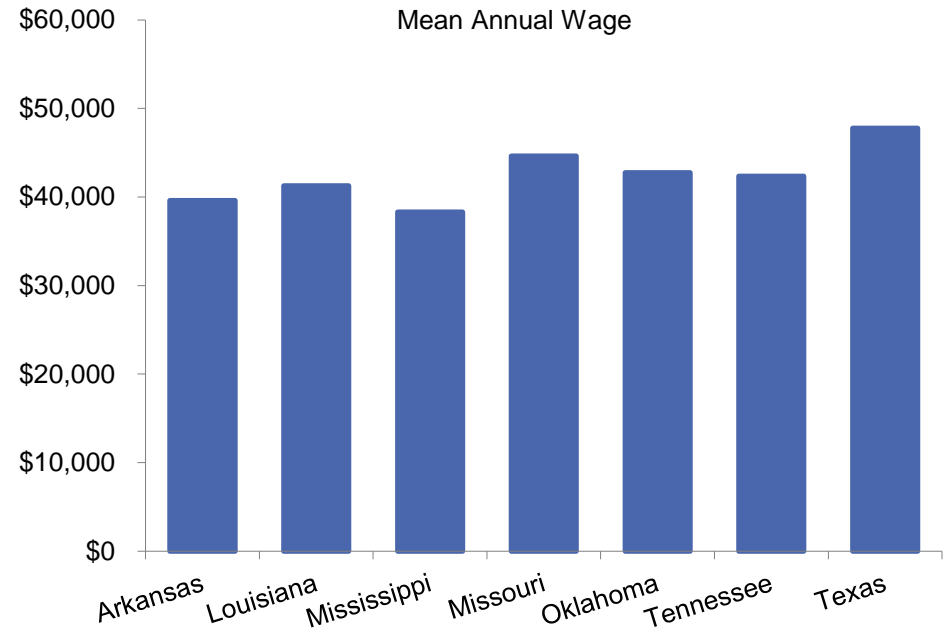
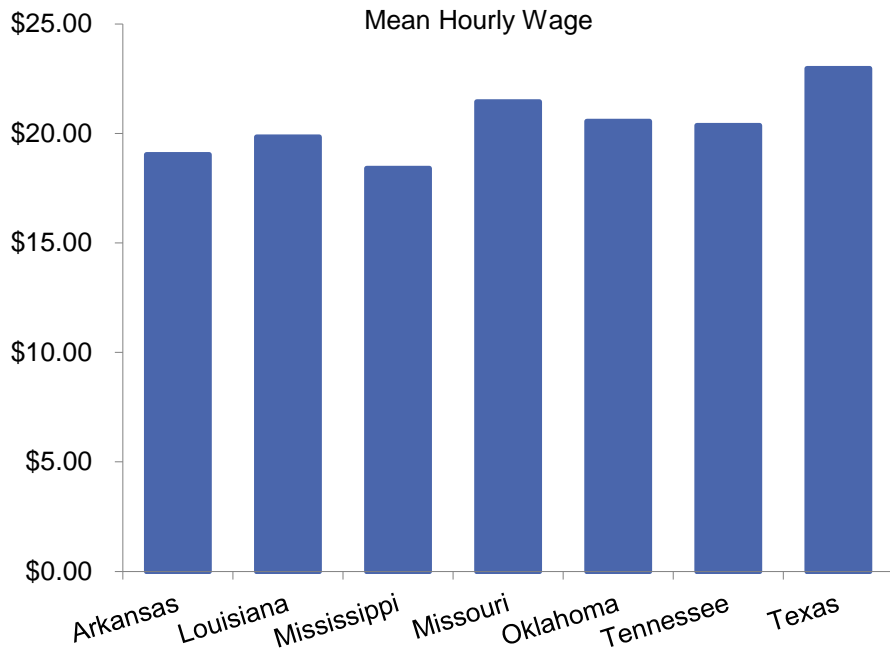
Wages

Average Wages of States Surrounding Arkansas

State	Mean Hourly Wage	Mean Annual Wage
Arkansas	\$19.03	\$39,590
Louisiana	\$19.84	\$41,260
Mississippi	\$18.41	\$38,300
Missouri	\$21.45	\$44,620
Oklahoma	\$20.56	\$42,760
Tennessee	\$20.36	\$42,350
Texas	\$22.97	\$47,770

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

Average Wages for Surrounding States



State of Arkansas

Wages

State of Arkansas Employment and Wages for Select STEM Occupations

Occupation	Employment	Mean Hourly Wage
Computer User Support Specialists	3,901	\$19.40
Computer Programmers	3,537	\$34.64
Network and Computer Systems Administrators	3,143	\$33.33
Computer Systems Analysts	2,790	\$32.50
Software Developers, Applications	2,122	\$41.77
Computer and Information Systems Managers	2,099	\$54.00
Industrial Engineers	1,499	\$36.64
Civil Engineers	1,341	\$38.74
Software Developers, Systems Software	1,019	\$34.56
Actuaries	55	\$52.31

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

State of Arkansas

Industry

The Arkansas job market is expected to continue its growth with an increase of 41,750 jobs between 2016 and 2018, equivalent to a 3.06 percent rise in employment. *Restaurants and Other Eating Places* is predicted to be the top growing industry adding 4,360 new jobs, going from 85,850 jobs in 2016 to 90,210 in 2018. *Forging and Stamping* is projected to raise employment levels by 32.11 percent becoming the fastest growing industry in the state, bringing employment to 506. *Support Activities for Mining* could see the opposite effect, losing 718 jobs due to the volatility in the oil and gas industry and be the top declining industry, bringing employment down to 1,317. *Cutlery and Handtool Manufacturing* is estimated to be the fastest declining industry with a loss of 44.11 percent of its workforce going from 603 in 2016 to 337 in 2018. **Education and Health Services** is expected to be the top growing supersector in Arkansas adding 9,637 jobs bringing employment levels to 302,879 by March 2018.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	Employment		Net Change	Percent Change
		2016 Estimated	2018 Projected		
102500	Education and Health Services	293,242	302,879	9,637	3.29%
102100	Trade, Transportation, and Utilities	249,523	256,563	7,040	2.82%
102400	Professional and Business Services	139,887	146,516	6,629	4.74%
102600	Leisure and Hospitality	111,140	116,667	5,527	4.97%
101200	Construction	48,757	52,260	3,503	7.18%

Top Industries

NAICS Code	NAICS Title	Employment		Net Change	Percent Change
		2016 Estimated	2018 Projected		
Top 10 Growth					
722500	Restaurants and Other Eating Places	85,850	90,210	4,360	5.08%
611100	Elementary and Secondary Schools	77,887	80,238	2,351	3.02%
551000	Management of Companies and Enterprises	34,355	36,616	2,261	6.58%
561300	Employment Services	26,708	28,097	1,389	5.20%
621100	Offices of Physicians	23,820	25,138	1,318	5.53%
624100	Individual and Family Services	24,642	25,896	1,254	5.09%
813100	Religious Organizations	19,565	20,771	1,206	6.16%
238200	Building Equipment Contractors	16,486	17,644	1,158	7.02%
311600	Animal Slaughtering and Processing	29,588	30,577	989	3.34%
236200	Nonresidential Building Construction	7,324	8,237	913	12.47%

State of Arkansas

Top Industries

NAICS Code	NAICS Title	Employment		Net Change	Percent Change
		2016 Estimated	2018 Projected		
Top 10 Fastest Growth					
332100	Forging and Stamping	383	506	123	32.11%
327100	Clay Product and Refractory Manufacturing	402	490	88	21.89%
331100	Iron and Steel Mills and Ferroalloy Manufacturing	2,546	3,084	538	21.13%
481200	Nonscheduled Air Transportation	83	100	17	20.48%
325300	Pesticide, Fertilizer, and Other Agricultural Chemical Manufacturing	422	495	73	17.30%
238300	Building Finishing Contractors	4,309	4,991	682	15.83%
721300	Rooming and Boarding Houses	126	145	19	15.08%
441200	Other Motor Vehicle Dealers	1,577	1,801	224	14.20%
311100	Animal Food Manufacturing	1,518	1,727	209	13.77%
712000	Museums, Historical Sites, and Similar Institution	610	692	82	13.44%
Top 10 Decline					
213000	Support Activities for Mining	2,035	1,317	-718	-35.28%
115000	Support Activities for Agriculture and Forestry	5,250	4,926	-324	-6.17%
333400	Ventilation, Heating, Air-Conditioning, and Commercial Refrigeration Equipment Manufacturing	3,046	2,739	-307	-10.08%
511100	Newspaper, Periodical, Book, and Directory Publishers	3,195	2,905	-290	-9.08%
332200	Cutlery and Handtool Manufacturing	603	337	-266	-44.11%
331500	Foundries	1,888	1,628	-260	-13.77%
337100	Household and Institutional Furniture & Kitchen Cabinet Manufacturing	2,619	2,373	-246	-9.39%
211000	Oil and Gas Extraction	1,157	962	-195	-16.85%
484200	Specialized Freight Trucking	6,215	6,037	-178	-2.86%
322200	Converted Paper Product Manufacturing	5,674	5,497	-177	-3.12%
Top 10 Fastest Decline					
332200	Cutlery and Handtool Manufacturing	603	337	-266	-44.11%
213000	Support Activities for Mining	2,035	1,317	-718	-35.28%
334500	Navigational, Measuring, Electromedical, and Control Instruments Manufacturing	411	307	-104	-25.30%
541400	Specialized Design Services	404	316	-88	-21.78%
337200	Office Furniture (including Fixtures) Manufacturing	717	585	-132	-18.41%
327900	Other Nonmetallic Mineral Product Manufacturing	432	355	-77	-17.82%
211000	Oil and Gas Extraction	1,157	962	-195	-16.85%
533000	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	54	45	-9	-16.67%
332400	Boiler, Tank, and Shipping Container Manufacturing	707	607	-100	-14.14%
331500	Foundries	1,888	1,628	-260	-13.77%

Source: Arkansas Department of Workforce Services, Projections Suite Software

State of Arkansas

Occupations

The Arkansas labor market is expected to see a growth of 41,750 jobs over the 2016-2018 projection period, an increase of 3.06 percent, with many job opportunities for recent graduates and other job seekers. Of the 53,598 total annual job openings expected during the projection period, 21,696 jobs are estimated to come from growth and expansion of businesses. The other 31,902 jobs are expected to be available due to the need to replace workers who leave their jobs for various reasons. All major occupational groups are estimated to see net gains in employment. *Combined Food Preparation and Serving Workers, Including Fast Food* is forecast to lead the state in net growth with 1,661 new jobs raising employment to 28,833. *Pourers and Casters, Metal* is set to be the fastest growing occupation increasing employment by 15.45 percent to 142. *Service Unit Operators, Oil, Gas, and Mining* could be the top declining occupation losing 111 jobs, moving from 450 in 2016 to 339 in 2018. *Derrick Operators, Oil and Gas* could also be impacted by the oil and gas industry with a loss of 29.49 percent of its workforce, becoming the fastest declining occupation moving employment down to 110. The **Food Preparation and Serving Related Occupations** major group is estimated to lead the state in net growth adding 4,860 new jobs to its workforce increasing employment to 108,212 by 2018.

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2016 Estimated	2018 Projected	Net	Percent	Growth	Replacement	Total
35-0000	Food Preparation and Serving Related Occupations	103,352	108,212	4,860	4.70%	2,430	4,087	6,517
41-0000	Sales and Related Occupations	138,191	142,558	4,367	3.16%	2,210	4,568	6,778
43-0000	Office and Administrative Support Occupations	187,489	191,794	4,305	2.30%	2,196	3,864	6,060
11-0000	Management Occupations	132,670	136,551	3,881	2.93%	1,940	2,560	4,500
53-0000	Transportation and Material Moving Occupations	109,804	112,956	3,152	2.87%	1,604	2,492	4,096

Top Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2016 Estimated	2018 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	27,172	28,833	1,661	6.11%	830	1,058	1,888
41-2031	Retail Salespersons	39,797	41,332	1,535	3.86%	768	1,488	2,256
11-9013	Farmers, Ranchers, and Other Agricultural Managers	59,892	61,357	1,465	2.45%	732	992	1,724
41-2011	Cashiers	34,387	35,526	1,139	3.31%	570	1,742	2,312
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	26,678	27,641	963	3.61%	482	824	1,306
39-9021	Personal Care Aides	17,186	18,051	865	5.03%	432	110	542
35-3031	Waiters and Waitresses	19,107	19,940	833	4.36%	416	998	1,414
29-1141	Registered Nurses	23,040	23,777	737	3.20%	368	508	876
53-3032	Heavy and Tractor-Trailer Truck Drivers	35,834	36,548	714	1.99%	357	571	928
11-1021	General and Operations Managers	20,388	21,093	705	3.46%	352	479	831

State of Arkansas

Top Occupations

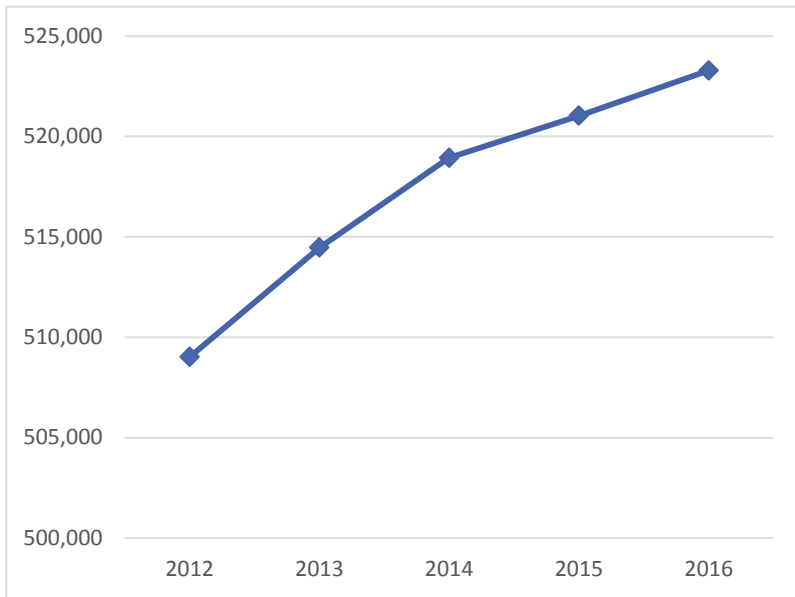
SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2016 Estimated	2018 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Fastest Growth								
51-4052	Pourers and Casters, Metal	123	142	19	15.45%	10	4	14
47-3014	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	247	284	37	14.98%	18	4	22
49-3052	Motorcycle Mechanics	206	234	28	13.59%	14	4	18
47-2081	Drywall and Ceiling Tile Installers	653	738	85	13.02%	42	4	46
47-2131	Insulation Workers, Floor, Ceiling, and Wall	241	270	29	12.03%	14	8	22
25-4013	Museum Technicians and Conservators	87	96	9	10.34%	4	2	6
49-3051	Motorboat Mechanics and Service Technicians	199	219	20	10.05%	10	4	14
47-2132	Insulation Workers, Mechanical	176	192	16	9.09%	8	6	14
25-4012	Curators	69	75	6	8.70%	3	2	5
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	290	315	25	8.62%	12	4	16
Top 10 Decline								
47-5013	Service Unit Operators, Oil, Gas, and Mining	450	339	-111	-24.67%	0	15	15
47-5071	Roustabouts, Oil and Gas	366	273	-93	-25.41%	0	6	6
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	2,848	2,759	-89	-3.13%	0	39	39
51-7011	Cabinetmakers and Bench Carpenters	1,244	1,174	-70	-5.63%	0	10	10
51-6042	Shoe Machine Operators and Tenders	541	486	-55	-10.17%	0	6	6
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	1,300	1,246	-54	-4.15%	0	36	36
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	1,503	1,453	-50	-3.33%	0	28	28
51-2022	Electrical and Electronic Equipment Assemblers	1,014	965	-49	-4.83%	0	13	13
47-5011	Derrick Operators, Oil and Gas	156	110	-46	-29.49%	0	5	5
51-9196	Paper Goods Machine Setters, Operators, and Tenders	1,949	1,906	-43	-2.21%	0	34	34
Top 10 Fastest Decline								
47-5011	Derrick Operators, Oil and Gas	156	110	-46	-29.49%	0	5	5
47-5012	Rotary Drill Operators, Oil and Gas	68	48	-20	-29.41%	0	2	2
47-5071	Roustabouts, Oil and Gas	366	273	-93	-25.41%	0	6	6
47-5013	Service Unit Operators, Oil, Gas, and Mining	450	339	-111	-24.67%	0	15	15
53-7073	Wellhead Pumpers	162	125	-37	-22.84%	0	6	6
47-5081	Helpers--Extraction Workers	197	160	-37	-18.78%	0	2	2
51-4192	Layout Workers, Metal and Plastic	41	35	-6	-14.63%	0	0	0
51-6042	Shoe Machine Operators and Tenders	541	486	-55	-10.17%	0	6	6
51-8092	Gas Plant Operators	137	125	-12	-8.76%	0	4	4
51-4111	Tool and Die Makers	535	493	-42	-7.85%	0	2	2

Source: Arkansas Department of Workforce Services, Projections Suite Software

Central Arkansas Local Workforce Development Area

Population

The Central Arkansas Local Workforce Development Area's population was 523,287 in 2016, an increase of 2,254 since 2015 and the Area saw an increase in population of 14,269 from 2012 to 2016. Central Arkansas LWDA includes a large portion of the Little Rock-North Little Rock-Conway Metropolitan Statistical Area and six counties: Faulkner, Lonoke, Monroe, Prairie, Saline, and Pulaski County, excluding Little Rock. *Note: Data for Central Arkansas does not include City of Little Rock LWDA.*



Central Arkansas LWDA Population 2012-2016

2012	2013	2014	2015	2016
509,018	514,461	518,933	521,033	523,287

Source: US Census Bureau

Quarterly Workforce Indicators

Job creation decreased by 388, when comparing the second quarter of 2016 to the second quarter of 2015, to 9,895 and slightly increased by 12 when comparing to the second quarter of 2012. The number of new hires and the number of separations increased in the second quarter of 2016 compared to the same time period in 2015. New hires totaled 33,877 for the second quarter of 2016 while separations totaled 35,401. Turnover increased to 9.8 percent in the second quarter of 2016.

Central Arkansas LWDA Quarterly Workforce Indicators (All Ownerships)

QWI Explorer	2012 Q2	2013 Q2	2014 Q2	2015 Q2	2016 Q2
Job Creation	9,883	9,225	9,734	10,283	9,895
New Hires	32,399	31,684	31,826	33,688	33,877
Separations	34,648	36,041	33,245	34,467	35,401
Turnover	9.1%	9.3%	9.2%	9.4%	9.8%

Source: U.S. Census Bureau, Center for Economic Studies, LEHD

Job Creation: Estimated number of jobs gained at firms throughout the quarter.

New Hires: Estimated number of workers who started a new job.

Separations: Estimated number of workers whose job with a given employer ended in the specified quarter.

Turnovers: The rate at which stable jobs begin and end.

Central Arkansas LWDA does not include the City of Little Rock

Central Arkansas Local Workforce Development Area

Employment/Labor Force/Unemployment

The LWDA saw an increase in the labor force of 1,919 to 247,866 from 2015 to 2016 and labor force increased by 2,507 over the 2012 to 2016 period. Employment increased by 4,148 between 2015 and 2016 and increased by 9,853 over the five-year period. The LWDA has seen a decrease in unemployment over the same time periods. From 2015 to 2016, there was a decrease of 2,229 in unemployment and from 2012 to 2016, unemployment decreased by 7,346. The LWDA's unemployment rate decreased by nine-tenths of a percentage point from 2015 to 3.6 percent for 2016 and the unemployment rate decreased by 3 percentage points over the five-year period. In 2017, the unemployment rate decreased by three-tenths of a percentage point to 3.4 percent in July 2017.

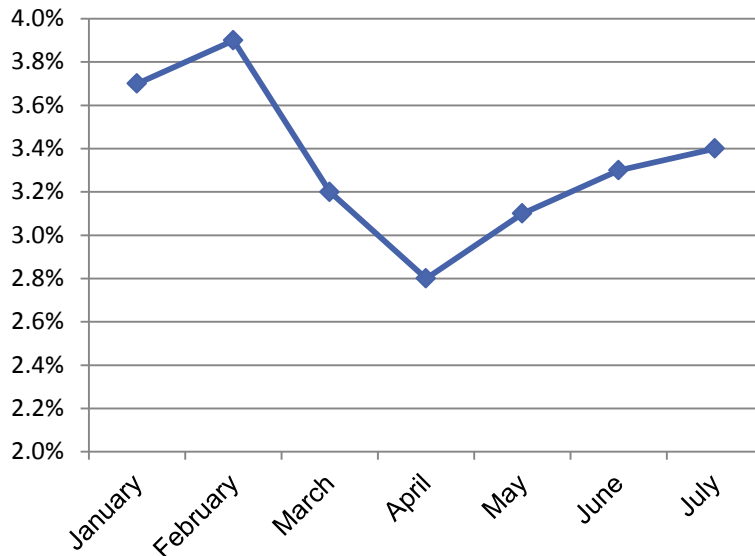


Central Arkansas LWDA 2012-2016 Labor Force/Employment

Year	2012	2013	2014	2015	2016
Labor Force	245,359	241,694	240,500	245,947	247,866
Employment	229,206	226,184	227,491	234,911	239,059
Unemployment	16,153	15,510	13,009	11,036	8,807
Unemployment Rate	6.6%	6.4%	5.4%	4.5%	3.6%

Source: Arkansas Department of Workforce Services

Monthly Unemployment Rate, 2017



Central Arkansas LWDA 2017 Monthly Unemployment Rate*

Year	Month	Unemployment Rate
2017	January	3.7%
2017	February	3.9%
2017	March	3.2%
2017	April	2.8%
2017	May	3.1%
2017	June	3.3%
2017	July	3.4%

Source: AR Dept. of Workforce Services Local Area Unemployment Statistics

* Not Seasonally Adjusted, Not Preliminary

Central Arkansas does not include City of Little Rock LWDA

Central Arkansas Local Workforce Development Area

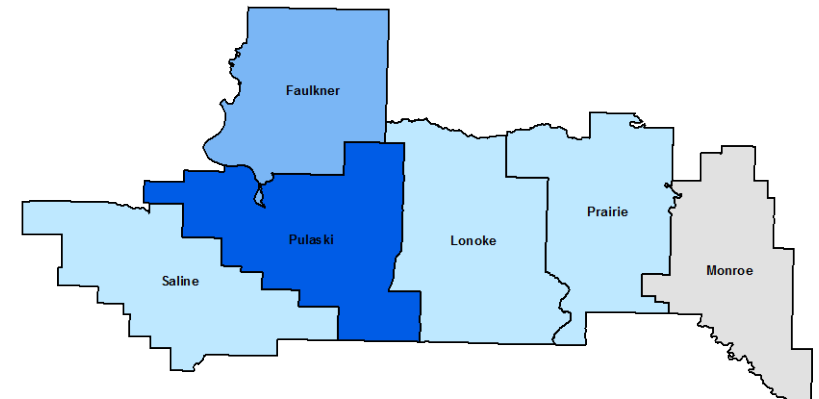
Wages

With an estimated employment of 4,062, *Combined Food Preparation and Serving Workers, Including Fast Food* was the largest occupation in the LWDA in 2016, with an estimated average wage of \$19,110. *Cashiers* had the next largest estimated employment with 3,227, earning an estimated entry wage of \$19,507. *General and Operations Managers* had the largest estimated experienced wage of all the occupations on the 10 Largest Occupations List at \$96,943.

Family and General Practitioners, with an estimated average annual salary of \$263,533, led the Occupations Paying the Most list in 2016. Occupations on the list were mixed with *Financial Managers* finishing the list, earning an average annual salary of \$87,896.

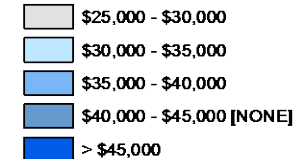
Employers of all sizes had a median wage estimate of \$29,194 in 2016 with an estimated experienced wage of \$46,146. Employers with 50 to 99 employees had an estimated entry wage of \$19,104. Estimated mean wages ranged from \$33,730 for employers with 0 to 49 employees to \$48,178 for employers with 500 or more employees.

Of the 83,384 estimated employees in the Area, 11,374 employees made an hourly wage in the \$12.00 to \$14.99 range. Employees making less than \$8.50 an hour totaled 6,793. Employees making \$8.50 to \$9.99 an hour totaled 16,719. *Note: Wage data for Central Arkansas LWDA does not include Pulaski County.*



* Private Sector Wages Only
 Source: Arkansas Department of Workforce Services, Quarterly Census of Employment and Wages

2016 Annual Average Wages



Central Arkansas LWDA Wages of the 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Combined Food Preparation and Serving Workers, Including Fast Food	4,062	\$19,110	\$18,244	\$19,542
Cashiers	3,227	\$19,507	\$18,114	\$20,203
Retail Salespersons	3,105	\$24,572	\$18,317	\$27,700
Office Clerks, General	1,798	\$27,012	\$19,419	\$30,808
Waiters and Waitresses	1,548	\$18,965	\$18,235	\$19,329
Secretaries and Administrative Assistants, Except Legal, Medical, & Executive	1,440	\$27,394	\$19,337	\$31,422
Stock Clerks and Order Fillers	1,424	\$23,635	\$18,161	\$26,372
General and Operations Managers	1,358	\$76,779	\$36,452	\$96,943
Laborers and Freight, Stock, and Material Movers, Hand	1,239	\$24,114	\$18,193	\$27,074
First-Line Supervisors of Retail Sales Workers	1,189	\$38,490	\$23,285	\$46,092

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

Central Arkansas Local Workforce Development Area Wages

Central Arkansas LWDA Occupations Paying the Most

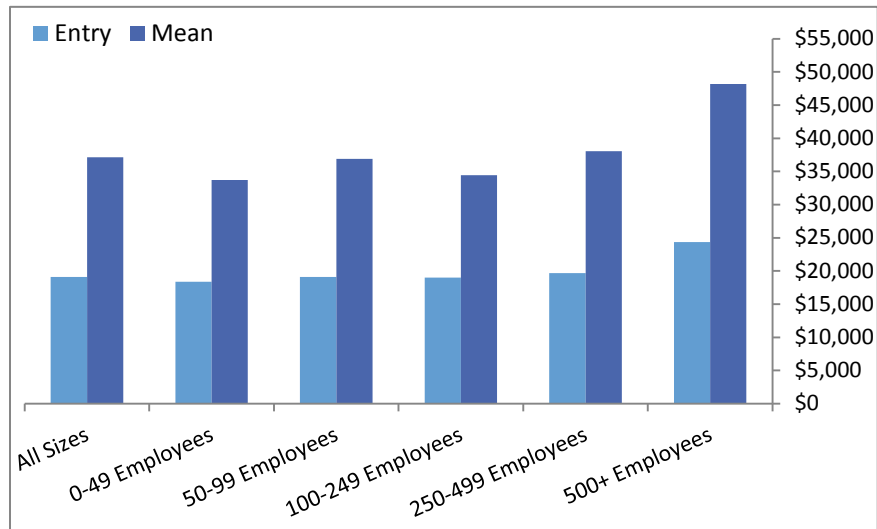
Occupation	Average Annual Salary
Family and General Practitioners	\$263,533
Judges, Magistrate Judges, and Magistrates	\$120,559
Computer and Information Systems Managers	\$110,867
Chief Executives	\$107,701
Pharmacists	\$104,471
Architectural and Engineering Managers	\$104,453
Transportation, Storage, and Distribution Managers	\$103,090
Industrial Production Managers	\$91,079
Nurse Practitioners	\$89,052
Financial Managers	\$87,896

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

Central Arkansas Local Workforce Development Area

Wages

Central Arkansas Wage Estimates by Employer Size

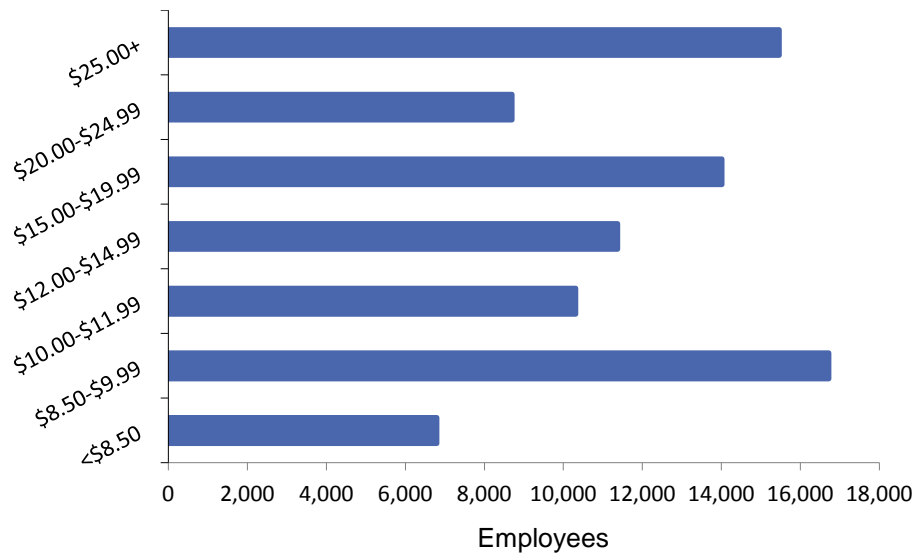


Central Arkansas LWDA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$37,135	\$29,194	\$19,113	\$46,146
0-49 Employees	\$33,730	\$25,854	\$18,371	\$41,409
50-99 Employees	\$36,916	\$27,553	\$19,104	\$45,855
100-249 Employees	\$34,432	\$26,986	\$19,005	\$42,145
250-499 Employees	\$38,041	\$32,951	\$19,663	\$47,230
500+ Employees	\$48,178	\$44,563	\$24,347	\$60,093

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

Central Arkansas Number of Employees by Hourly Wage Rate



Central Arkansas LWDA Number of Employees by Hourly Wage Rate

Total	83,384
<\$8.50	6,793
\$8.50-\$9.99	16,719
\$10.00-\$11.99	10,312
\$12.00-\$14.99	11,374
\$15.00-\$19.99	14,020
\$20.00-\$24.99	8,698
\$25.00+	15,468

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

Central Arkansas Local Workforce Development Area

Industry

The Area is expected to add 5,137 new jobs, an increase of 2.93 percent. *Food Services and Drinking Places* is estimated to be the top growing industry with an increase of 830 new jobs growing from 15,578 in 2016 to 16,408 in 2018. *Telecommunications* is anticipated to be the fastest growing industry during the 2016-2018 period with an increase of 19.01 percent adding 111 jobs to an employment of 584. *Furniture and Related Product Manufacturing* is predicted to be the top and fastest declining industry decreasing by 21.96 percent, losing 213 jobs between 2016 and 2018, dropping employment to 757. **Education and Health Services** is estimated to be the top growing supersector with 1,307 new jobs increasing employment to 35,404.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	Employment		Net Change	Percent Change
		2016 Estimated	2018 Projected		
102500	Education and Health Services	34,097	35,404	1,307	3.83%
102100	Trade, Transportation, and Utilities	37,116	38,159	1,043	2.81%
102600	Leisure and Hospitality	18,021	19,029	1,008	5.59%
102400	Professional and Business Services	17,105	17,668	563	3.29%
101200	Construction	9,554	10,051	497	5.20%

Top Industries

NAICS Code	NAICS Title	Employment		Net Change	Percent Change
		2016 Estimated	2018 Projected		
Top 10 Growth					
722000	Food Services and Drinking Places	15,578	16,408	830	5.33%
541000	Professional, Scientific, and Technical Services	7,308	7,851	543	7.43%
622000	Hospitals	4,716	5,237	521	11.05%
238000	Specialty Trade Contractors	6,734	7,084	350	5.20%
621000	Ambulatory Health Care Services	6,084	6,422	338	5.56%
624000	Social Assistance	5,468	5,766	298	5.45%
813000	Religious, Grantmaking, Civic, Professional, and Similar Organizations	5,300	5,591	291	5.49%
611000	Educational Services	13,391	13,681	290	2.17%
493000	Warehousing and Storage	1,415	1,642	227	16.04%
441000	Motor Vehicle and Parts Dealers	3,788	3,969	181	4.78%

Central Arkansas Local Workforce Development Area Top Industries

NAICS Code	NAICS Title	Employment		Net Change	Percent Change
		2016 Estimated	2018 Projected		
Top 10 Fastest Growth					
517000	Telecommunications	584	695	111	19.01%
518000	Data Processing, Hosting and Related Services	193	226	33	17.10%
493000	Warehousing and Storage	1,415	1,642	227	16.04%
562000	Waste Management and Remediation Services	570	660	90	15.79%
622000	Hospitals	4,716	5,237	521	11.05%
442000	Furniture and Home Furnishings Stores	606	672	66	10.89%
488000	Support Activities for Transportation	444	491	47	10.59%
721000	Accommodation, including Hotels and Motels	1,215	1,322	107	8.81%
541000	Professional, Scientific, and Technical Services	7,308	7,851	543	7.43%
451000	Sporting Goods, Hobby, Book, and Music Stores	771	826	55	7.13%
Top 10 Decline					
337000	Furniture and Related Product Manufacturing	970	757	-213	-21.96%
623000	Nursing and Residential Care Facilities	4,438	4,298	-140	-3.15%
561000	Administrative and Support Services	7,917	7,829	-88	-1.11%
484000	Truck Transportation	2,943	2,873	-70	-2.38%
325000	Chemical Manufacturing	887	838	-49	-5.52%
322000	Paper Manufacturing	1,351	1,308	-43	-3.18%
323000	Printing and Related Support Activities	392	352	-40	-10.20%
443000	Electronics and Appliance Stores	772	738	-34	-4.40%
311000	Food Manufacturing	622	595	-27	-4.34%
511000	Publishing Industries (except Internet)	231	208	-23	-9.96%
Top 10 Fastest Decline					
337000	Furniture and Related Product Manufacturing	970	757	-213	-21.96%
323000	Printing and Related Support Activities	392	352	-40	-10.20%
511000	Publishing Industries (except Internet)	231	208	-23	-9.96%
454000	Nonstore Retailers	176	164	-12	-6.82%
325000	Chemical Manufacturing	887	838	-49	-5.52%
443000	Electronics and Appliance Stores	772	738	-34	-4.40%
311000	Food Manufacturing	622	595	-27	-4.34%
322000	Paper Manufacturing	1,351	1,308	-43	-3.18%
623000	Nursing and Residential Care Facilities	4,438	4,298	-140	-3.15%
484000	Truck Transportation	2,943	2,873	-70	-2.38%

Source: Arkansas Department of Workforce Services, Projections Suite Software

Central Arkansas Local Workforce Development Area

Occupations

The Central Arkansas LWDA is expected to have 7,070 annual job openings during the projection period with 2,804 being for growth and expansion and 4,266 being for replacement. *Retail Salespersons*, which is estimated to gain 228 jobs by March 2018, is projected to be the top growing occupation increasing employment to 6,036. *Psychiatric Technicians* is anticipated to be the fastest growing occupation increasing employment by 9.30 percent to a level of 94. *Team Assemblers* is forecasted to lead the Area in net decline, losing 46 jobs during the projection period to a level of 1,403. *Service Unit Operators, Oil, Gas, and Mining* is projected to be the fastest declining occupation with a loss of 27.14 percent of its workforce due to decreased investment in natural gas activities. **Food Preparation and Serving Related Occupations** is predicted to add 814 new jobs to its Central Arkansas workforce increasing employment to 17,403.

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2016 Estimated	2018 Projected	Net	Percent	Growth	Replacement	Total
35-0000	Food Preparation and Serving Related Occupations	16,589	17,403	814	4.91%	407	674	1,081
43-0000	Office and Administrative Support Occupations	24,924	25,582	658	2.64%	340	541	881
41-0000	Sales and Related Occupations	19,785	20,401	616	3.11%	311	682	993
29-0000	Healthcare Practitioners and Technical Occupations	9,353	9,874	521	5.57%	261	192	453
39-0000	Personal Care and Service Occupations	8,565	8,909	344	4.02%	175	184	359

Top Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2016 Estimated	2018 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
41-2031	Retail Salespersons	5,808	6,036	228	3.93%	114	217	331
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	3,527	3,737	210	5.95%	105	138	243
41-2011	Cashiers	5,798	6,004	206	3.55%	103	294	397
35-3031	Waiters and Waitresses	3,876	4,058	182	4.70%	91	202	293
29-1141	Registered Nurses	2,315	2,476	161	6.95%	80	51	131
39-9011	Childcare Workers	3,347	3,494	147	4.39%	74	102	176
35-2014	Cooks, Restaurant	1,700	1,824	124	7.29%	62	46	108
39-9021	Personal Care Aides	2,531	2,639	108	4.27%	54	16	70
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	3,312	3,414	102	3.08%	51	35	86
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	3,274	3,375	101	3.08%	50	101	151

Central Arkansas Local Workforce Development Area Top Occupations

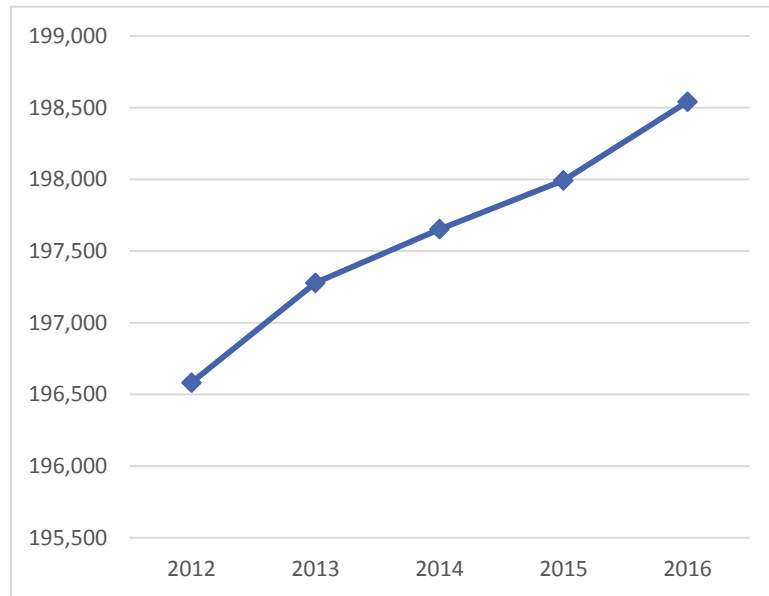
SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2016 Estimated	2018 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Fastest Growth								
29-2053	Psychiatric Technicians	86	94	8	9.30%	4	0	4
43-4081	Hotel, Motel, and Resort Desk Clerks	434	472	38	8.76%	19	24	43
51-9083	Ophthalmic Laboratory Technicians	122	132	10	8.20%	5	4	9
13-1161	Market Research Analysts and Marketing Specialists	332	359	27	8.13%	14	4	18
53-7081	Refuse and Recyclable Material Collectors	323	349	26	8.05%	13	7	20
35-2014	Cooks, Restaurant	1,700	1,824	124	7.29%	62	46	108
19-4021	Biological Technicians	113	121	8	7.08%	4	4	8
29-1071	Physician Assistants	85	91	6	7.06%	3	2	5
29-1141	Registered Nurses	2,315	2,476	161	6.95%	80	51	131
43-5052	Postal Service Mail Carriers	302	323	21	6.95%	10	6	16
Top 10 Decline								
51-2092	Team Assemblers	1,449	1,403	-46	-3.17%	0	31	31
47-5013	Service Unit Operators, Oil, Gas, and Mining	140	102	-38	-27.14%	0	4	4
51-1011	First-Line Supervisors of Production and Operating Workers	808	784	-24	-2.97%	0	13	13
51-9198	Helpers--Production Workers	707	683	-24	-3.39%	0	22	22
47-5071	Roustabouts, Oil and Gas	71	53	-18	-25.35%	0	2	2
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	162	146	-16	-9.88%	0	3	3
51-7011	Cabinetmakers and Bench Carpenters	86	70	-16	-18.60%	0	0	0
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	156	143	-13	-8.33%	0	4	4
31-1014	Nursing Assistants	2,251	2,239	-12	-0.53%	0	48	48
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	89	80	-9	-10.11%	0	1	1
Top 10 Fastest Decline								
47-5013	Service Unit Operators, Oil, Gas, and Mining	140	102	-38	-27.14%	0	4	4
47-5071	Roustabouts, Oil and Gas	71	53	-18	-25.35%	0	2	2
51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	28	21	-7	-25.00%	0	1	1
51-7011	Cabinetmakers and Bench Carpenters	86	70	-16	-18.60%	0	0	0
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	89	80	-9	-10.11%	0	1	1
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	162	146	-16	-9.88%	0	3	3
47-5081	Helpers--Extraction Workers	62	56	-6	-9.68%	0	0	0
51-4111	Tool and Die Makers	62	56	-6	-9.68%	0	0	0
51-6031	Sewing Machine Operators	78	71	-7	-8.97%	0	0	0
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	156	143	-13	-8.33%	0	4	4

Source: Arkansas Department of Workforce Services, Projections Suite Software

City of Little Rock Arkansas Local Workforce Development Area

Population

The City of Little Rock Local Workforce Development Area grew by 549 between 2015 and 2016, bringing the population to 198,541. The City of Little Rock’s population grew by 1,958 between 2012 and 2016. The Area is the county seat of Pulaski County and includes part of the Little Rock-North Little Rock-Conway Metropolitan Statistical Area.



City of Little Rock LWDA Population 2012-2016

2012	2013	2014	2015	2016
196,583	197,278	197,652	197,992	198,541

Source: US Census Bureau

Quarterly Workforce Indicators

Job creation decreased by 429 to 6,899 jobs created in the second quarter of 2016. This is a decrease compared to the second quarter of 2012 when 7,022 jobs were created in the LWDA. The number of new hires increased by 943 while the number of separations increased by 846 between the second quarters of 2015 and 2016. Both new hires and separations increased from the second quarter of 2012 compared to second quarter 2016. The turnover rate increased from the second quarter of 2015 to 2016 by two-tenths of a percentage point to 8.2 percent.

City of Little Rock Arkansas LWDA Quarterly Workforce Indicators (All Ownerships)

QWI Explorer	2012 Q2	2013 Q2	2014 Q2	2015 Q2	2016 Q2
Job Creation	7,022	6,752	6,423	7,328	6,899
New Hires	23,470	23,091	23,635	25,120	26,063
Separations	24,385	24,046	25,307	25,778	26,624
Turnover	7.7%	7.8%	7.9%	8.0%	8.2%

Source: U.S. Census Bureau, Center for Economic Studies, LEHD

Job Creation: Estimated number of jobs gained at firms throughout the quarter.

New Hires: Estimated number of workers who started a new job.

Separations: Estimated number of workers whose job with a given employer ended in the specified quarter.

Turnovers: The rate at which stable jobs begin and end.

City of Little Rock Arkansas Local Workforce Development Area

Employment/Labor Force/Unemployment

The Labor Force increased in the LWDA by 813 from 2015 to 2016, and saw a decrease of 802 between 2012 and 2016. Employment increased by 1,746 from 2015 to 2016 and by 2,535 from 2012 to 2016. Unemployment and the unemployment rate decreased between 2015 and 2016, with unemployment decreasing by 933 and the unemployment rate decreasing by one percentage point to 3.5 in 2016. The unemployment rate decreased by three and four-tenths percentage points from 2012 to 2016. The Area unemployment rate continued to decline through July 2017, decreasing by two-tenths of a percentage point from January 2017 to 3.4 percent.

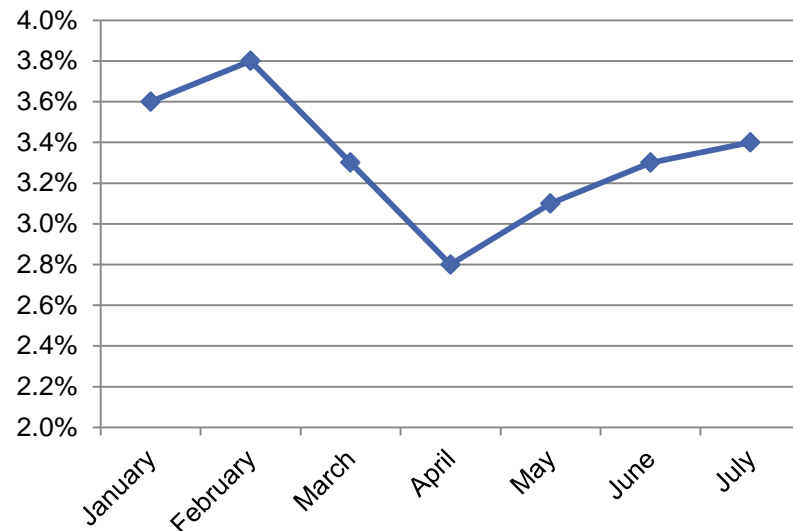


City of Little Rock LWDA 2012-2016 Labor Force/Employment

Year	2012	2013	2014	2015	2016
Labor Force	97,414	95,137	93,868	95,799	96,612
Employment	90,672	88,879	88,712	91,461	93,207
Unemployment	6,742	6,258	5,156	4,338	3,405
Unemployment Rate	6.9%	6.6%	5.5%	4.5%	3.5%

Source: Arkansas Department of Workforce Services

Monthly Unemployment Rate, 2017



City of Little Rock LWDA 2017 Monthly Unemployment Rate*

Year	Month	Unemployment Rate
2017	January	3.6%
2017	February	3.8%
2017	March	3.3%
2017	April	2.8%
2017	May	3.1%
2017	June	3.3%
2017	July	3.4%

Source: AR Dept. of Workforce Services Local Area Unemployment Statistics

*Not Seasonally Adjusted, Not Preliminary

City Of Little Rock Arkansas Local Workforce Development Area

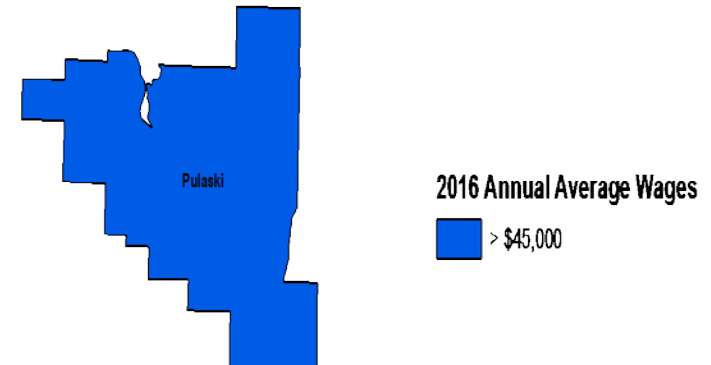
Wages

Registered Nurses was the largest occupation in 2016 with 8,250 estimated employees with an estimated entry wage of \$47,755. *Retail Salespersons* was the second largest occupation with an estimated employment of 8,232 and an estimated experienced wage of \$26,367. *General and Operations Managers* had the highest estimated experienced wage of the 10 largest occupations at \$125,923 in 2016.

Obstetricians and Gynecologists topped the list of Occupations Paying the Most, with an average annual salary of \$261,724 for the Area. With an estimated average annual salary of \$234,946, *Family and General Practitioners* ranked second on the list. *Architectural and Engineering Managers* completed the list, earning \$116,118 annually in 2016.

The City of Little Rock LWDA had an estimated median wage of \$34,883 for employers of all sizes in 2016. Employers with 100 to 249 employees had an estimated entry wage of \$19,896. Estimated mean wages ranged from \$39,696 for employers with 100 to 249 employees to \$54,043 for employers with 500 or more employees in the LWDA.

The Area's total number of estimated employees by hourly wage was 254,497 with 29,657 estimated employees earning \$20.00 to \$24.99 an hour. The number of employees earning from \$8.50 to \$9.99 was estimated at 36,032. The number of employees earning less than \$8.50 an hour was estimated at 14,166 in 2016. *Note: Wage data for the City of Little Rock LWDA includes all of Pulaski County.*



* Private Sector Wages Only

Source: Arkansas Department of Workforce Services, Quarterly Census of Employment and Wages

City of Little Rock LWDA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Registered Nurses	8,250	\$62,472	\$47,755	\$69,831
Retail Salespersons	8,232	\$23,642	\$18,192	\$26,367
Customer Service Representatives	6,547	\$33,590	\$24,087	\$38,342
Office Clerks, General	5,934	\$27,984	\$19,911	\$32,020
Cashiers	5,760	\$20,534	\$18,163	\$21,720
Heavy and Tractor-Trailer Truck Drivers	5,043	\$42,005	\$28,057	\$48,979
General and Operations Managers	4,852	\$97,490	\$40,624	\$125,923
Laborers and Freight, Stock, and Material Movers, Hand	4,820	\$25,893	\$19,418	\$29,130
Waiters and Waitresses	4,686	\$20,778	\$18,112	\$22,110
First-Line Supervisors of Office and Administrative Support Workers	4,155	\$51,577	\$33,943	\$60,395

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

City Of Little Rock Arkansas Local Workforce Development Area

Wages

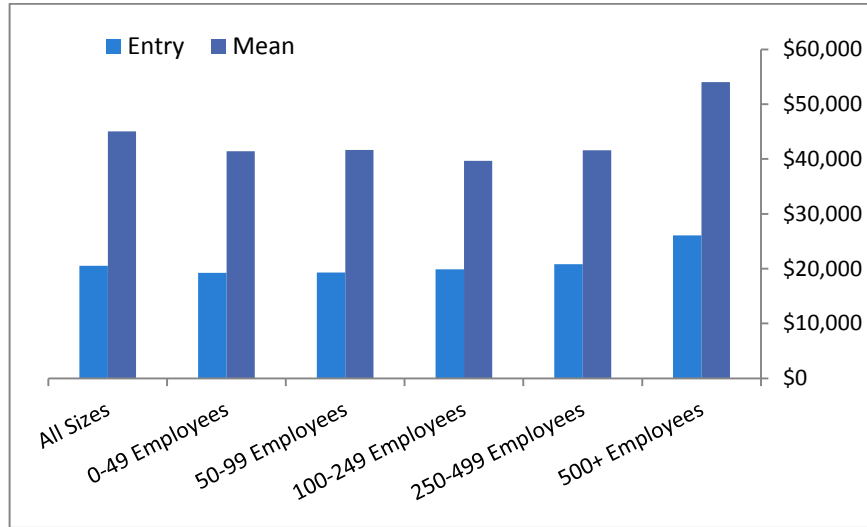
City of Little Rock LWDA Occupations Paying the Most

Occupation	Average Annual Salary
Obstetricians and Gynecologists	\$261,724
Family and General Practitioners	\$234,946
Surgeons	\$224,800
Health Specialties Teachers, Postsecondary	\$170,034
Nurse Anesthetists	\$152,929
Dentists, General	\$138,548
Advertising and Promotions Managers	\$138,380
Medical Scientists, Except Epidemiologists	\$135,602
Psychiatrists	\$126,013
Architectural and Engineering Managers	\$116,118

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

City Of Little Rock Arkansas Local Workforce Development Area Wages

City of Little Rock Wage Estimates by Employer Size

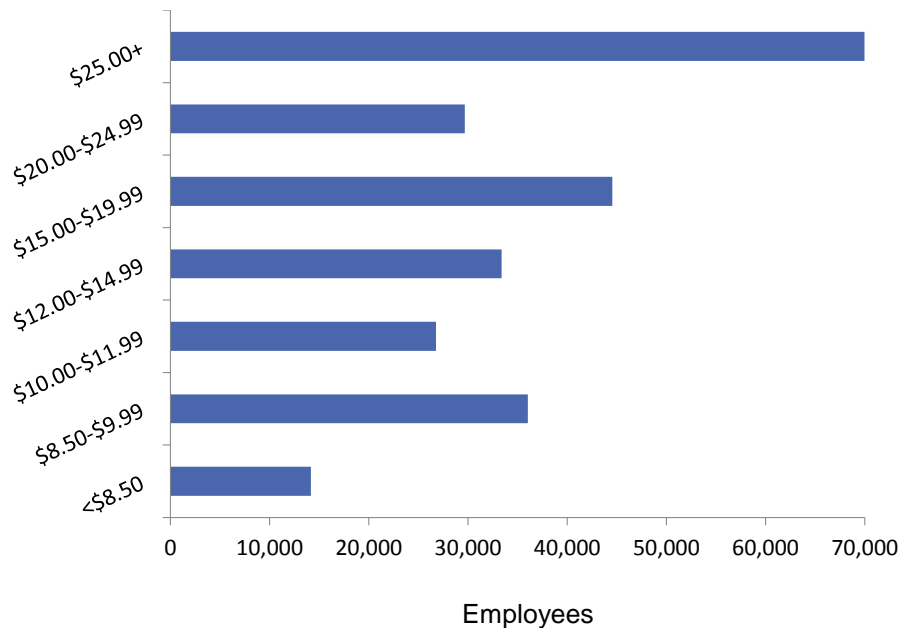


City of Little Rock LWDA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$45,027	\$34,883	\$20,549	\$57,266
0-49 Employees	\$41,417	\$30,273	\$19,275	\$52,488
50-99 Employees	\$41,641	\$30,716	\$19,288	\$52,818
100-249 Employees	\$39,696	\$29,971	\$19,896	\$49,596
250-499 Employees	\$41,600	\$32,903	\$20,837	\$51,982
500+ Employees	\$54,043	\$46,042	\$26,077	\$68,025

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

City of Little Rock Number of Employees by Hourly Wage Rate



City of Little Rock LWDA Number of Employees by Hourly Wage Rate

Total	254,497
<\$8.50	14,166
\$8.50-\$9.99	36,032
\$10.00-\$11.99	26,773
\$12.00-\$14.99	33,378
\$15.00-\$19.99	44,525
\$20.00-\$24.99	29,657
\$25.00+	69,966

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

City of Little Rock Arkansas Local Workforce Development Area

Industry

The City of Little Rock LWDA is expected to grow by 5,138 jobs between 2016 and 2018, or an increase of 2.64 percent. *Food Services and Drinking Places* is projected to be the top growing industry adding 524 jobs between 2016 and 2018 raising employment to 11,837. *Construction of Buildings* is anticipated to experience strong growth gain of 18.20 percent making it the fastest growing industry in the Area moving from 1,423 jobs in 2016 to 1,682 in 2018. *Federal Government, Excluding Post Office*, however, could see a decline in jobs with a loss of 117 bringing employment down to 3,555. *Nonmetallic Mineral Product Manufacturing* could lose 10.42 percent of its workforce making it the fastest declining industry, moving employment down to 129. **Trade, Transportation, and Utilities** is projected to be the top growing major group with an increase of 971 raising employment to 30,261.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	Employment		Net Change	Percent Change
		2016 Estimated	2018 Projected		
102100	Trade, Transportation, and Utilities	29,290	30,261	971	3.32%
102500	Education and Health Services	50,157	51,065	908	1.81%
102300	Financial Activities	14,748	15,376	628	4.26%
102600	Leisure and Hospitality	14,503	15,096	593	4.09%
102400	Professional and Business Services	24,040	24,587	547	2.28%

Top Industries

NAICS Code	NAICS Title	Employment		Net Change	Percent Change
		2016 Estimated	2018 Projected		
Top 10 Growth					
722000	Food Services and Drinking Places	11,313	11,837	524	4.63%
621000	Ambulatory Health Care Services	9,418	9,912	494	5.25%
524000	Insurance Carriers and Related Activities	7,633	8,063	430	5.63%
541000	Professional, Scientific, and Technical Services	10,034	10,423	389	3.88%
622000	Hospitals	21,160	21,444	284	1.34%
236000	Construction of Buildings	1,423	1,682	259	18.20%
999200	State Government, Excluding Education and Hospitals	13,013	13,266	253	1.94%
484000	Truck Transportation	2,345	2,570	225	9.59%
624000	Social Assistance	4,940	5,125	185	3.74%
551000	Management of Companies and Enterprises	3,846	3,999	153	3.98%

City of Little Rock Arkansas Local Workforce Development Area Top Industries

NAICS Code	NAICS Title	Employment		Net Change	Percent Change
		2016 Estimated	2018 Projected		
Top 10 Fastest Growth					
236000	Construction of Buildings	1,423	1,682	259	18.20%
112000	Animal Production	30	35	5	16.67%
339000	Miscellaneous Manufacturing	223	259	36	16.14%
333000	Machinery Manufacturing	820	917	97	11.83%
237000	Heavy and Civil Engineering Construction	830	911	81	9.76%
484000	Truck Transportation	2,345	2,570	225	9.59%
512000	Motion Picture and Sound Recording Industries	267	288	21	7.87%
481000	Air Transportation	279	300	21	7.53%
443000	Electronics and Appliance Stores	432	464	32	7.41%
515000	Broadcasting (except Internet)	547	585	38	6.95%
Top 10 Decline					
999100	Federal Government, Excluding Post Office	3,672	3,555	-117	-3.19%
611000	Educational Services	12,139	12,023	-116	-0.96%
511000	Publishing Industries (except Internet)	1,280	1,207	-73	-5.70%
451000	Sporting Goods, Hobby, Book, and Music Stores	796	735	-61	-7.66%
517000	Telecommunications	2,862	2,808	-54	-1.89%
323000	Printing and Related Support Activities	700	652	-48	-6.86%
326000	Plastics and Rubber Products Manufacturing	479	433	-46	-9.60%
814000	Private Households	575	532	-43	-7.48%
332000	Fabricated Metal Product Manufacturing	967	936	-31	-3.21%
488000	Support Activities for Transportation	475	449	-26	-5.47%
Top 10 Fastest Decline					
327000	Nonmetallic Mineral Product Manufacturing	144	129	-15	-10.42%
326000	Plastics and Rubber Products Manufacturing	479	433	-46	-9.60%
451000	Sporting Goods, Hobby, Book, and Music Stores	796	735	-61	-7.66%
814000	Private Households	575	532	-43	-7.48%
323000	Printing and Related Support Activities	700	652	-48	-6.86%
511000	Publishing Industries (except Internet)	1,280	1,207	-73	-5.70%
488000	Support Activities for Transportation	475	449	-26	-5.47%
332000	Fabricated Metal Product Manufacturing	967	936	-31	-3.21%
999100	Federal Government, Excluding Post Office	3,672	3,555	-117	-3.19%
517000	Telecommunications	2,862	2,808	-54	-1.89%

Source: Arkansas Department of Workforce Services, Projections Suite Software

City of Little Rock Arkansas Local Workforce Development Area Occupations

Area employers are expected to have 7,041 annual openings during the projection period. Of these, 4,368 would be for replacement and 2,673 for growth and expansion. *Retail Salespersons* is estimated to be the top growing occupation adding 167 new jobs increasing employment to 5,265. *Medical Appliance Technicians* could see an increase of 15.38 percent, making it the fastest growing occupation increasing from 39 jobs in 2016 to 45 in 2018. On the negative side of the economy, *Printing Press Operators* is predicted to lose the most jobs with a decline of 14 jobs, bringing employment down to 317. *Tire Builders* could see an 8.93 percent reduction in its workforce, dropping employment to 51. **Office and Administrative Support Occupations** is forecasted to be the top growing major occupational group adding 601 jobs to bring employment to 33,200.

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2016 Estimated	2018 Projected	Net	Percent	Growth	Replacement	Total
43-0000	Office and Administrative Support Occupations	32,599	33,200	601	1.84%	318	632	950
41-0000	Sales and Related Occupations	20,187	20,761	574	2.84%	296	610	906
35-0000	Food Preparation and Serving Related Occupations	12,662	13,151	489	3.86%	246	511	757
29-0000	Healthcare Practitioners and Technical Occupations	18,762	19,233	471	2.51%	236	392	628
53-0000	Transportation and Material Moving Occupations	10,632	11,068	436	4.10%	234	245	479

Top Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2016 Estimated	2018 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
41-2031	Retail Salespersons	5,098	5,265	167	3.28%	84	190	274
53-3032	Heavy and Tractor-Trailer Truck Drivers	2,487	2,653	166	6.67%	83	40	123
29-1141	Registered Nurses	6,489	6,639	150	2.31%	75	143	218
43-4051	Customer Service Representatives	4,735	4,883	148	3.13%	74	110	184
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	2,380	2,507	127	5.34%	64	92	156
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	2,793	2,911	118	4.22%	59	86	145
35-3031	Waiters and Waitresses	2,926	3,039	113	3.86%	56	153	209
11-1021	General and Operations Managers	3,050	3,161	111	3.64%	56	72	128
39-9021	Personal Care Aides	2,549	2,660	111	4.35%	56	16	72
41-3021	Insurance Sales Agents	1,921	2,025	104	5.41%	52	50	102

City of Little Rock Arkansas Local Workforce Development Area Top Occupations

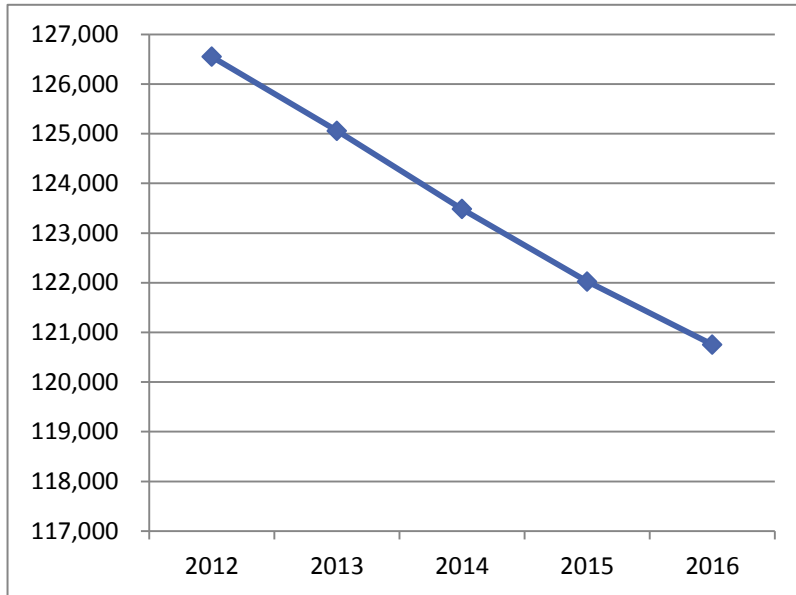
SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2016 Estimated	2018 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Fastest Growing								
51-9082	Medical Appliance Technicians	39	45	6	15.38%	3	1	4
51-7011	Cabinetmakers and Bench Carpenters	157	174	17	10.83%	8	2	10
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	84	93	9	10.71%	4	2	6
47-2051	Cement Masons and Concrete Finishers	98	108	10	10.20%	5	2	7
27-3042	Technical Writers	69	76	7	10.14%	4	2	6
27-4032	Film and Video Editors	53	58	5	9.43%	2	0	2
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	654	715	61	9.33%	30	6	36
49-2091	Avionics Technicians	79	86	7	8.86%	4	2	6
31-2011	Occupational Therapy Assistants	69	75	6	8.70%	3	2	5
15-2031	Operations Research Analysts	81	88	7	8.64%	4	1	5
Top 10 Decline								
51-5112	Printing Press Operators	331	317	-14	-4.23%	0	5	5
25-2021	Elementary School Teachers, Except Special Education	1,102	1,090	-12	-1.09%	0	24	24
41-3031	Securities, Commodities, and Financial Services Sales Agents	669	658	-11	-1.64%	0	12	12
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	770	761	-9	-1.17%	0	19	19
25-2022	Middle School Teachers, Except Special and Career/Technical Education	534	528	-6	-1.12%	0	12	12
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	634	629	-5	-0.79%	0	6	6
51-9197	Tire Builders	56	51	-5	-8.93%	0	2	2
43-9011	Computer Operators	74	70	-4	-5.41%	0	0	0
51-5111	Prepress Technicians and Workers	54	50	-4	-7.41%	0	1	1
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	72	68	-4	-5.56%	0	2	2
Top 10 Fastest Decline								
51-9197	Tire Builders	56	51	-5	-8.93%	0	2	2
51-5111	Prepress Technicians and Workers	54	50	-4	-7.41%	0	1	1
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	72	68	-4	-5.56%	0	2	2
51-5113	Print Binding and Finishing Workers	54	51	-3	-5.56%	0	1	1
43-9011	Computer Operators	74	70	-4	-5.41%	0	0	0
51-5112	Printing Press Operators	331	317	-14	-4.23%	0	5	5
39-6011	Baggage Porters and Bellhops	80	77	-3	-3.75%	0	2	2
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	119	115	-4	-3.36%	0	2	2
43-4011	Brokerage Clerks	102	99	-3	-2.94%	0	2	2
27-3041	Editors	152	149	-3	-1.97%	0	6	6

Source: Arkansas Department of Workforce Services, Projections Suite Software

Eastern Arkansas Local Workforce Development Area

Population

The Eastern Arkansas Local Workforce Development Area's population declined by 1,271 residents between 2015 and 2016 to 120,753 residents. The Area has seen a decrease in population of 5,794 since 2012. The Eastern Arkansas LWDA includes five counties: Crittenden, Cross, Lee, Phillips, and Saint Francis. With Tennessee bordering to the east, Crittenden County is part of the Memphis Metropolitan Statistical Area.



Eastern Arkansas LWDA Population 2012-2016

2012	2013	2014	2015	2016
126,547	125,058	123,482	122,024	120,753

Source: US Census Bureau

Quarterly Workforce Indicators

Job creation decreased in the second quarter of 2016 compared to the second quarter of 2015 by 500 jobs, with 1,943 jobs created. Job creation decreased in the LWDA by 42 when comparing second quarter 2012 to 2016. When comparing the second quarters of 2015 to 2016, new hires decreased by 155 and separations increased by 380. The turnover rate was 10.5 percent during the second quarter of 2016.

Eastern Arkansas LWDA Quarterly Workforce Indicators (All Ownerships)

QWI Explorer	2012 Q2	2013 Q2	2014 Q2	2015 Q2	2016 Q2
Job Creation	1,985	1,904	2,050	2,443	1,943
New Hires	5,839	5,925	6,668	7,326	7,171
Separations	6,572	6,575	7,260	7,706	8,086
Turnover	8.8%	9.2%	10.3%	9.8%	10.5%

Source: U.S. Census Bureau, Center for Economic Studies, LEHD

Job Creation: Estimated number of jobs gained at firms throughout the quarter.

New Hires: Estimated number of workers who started a new job.

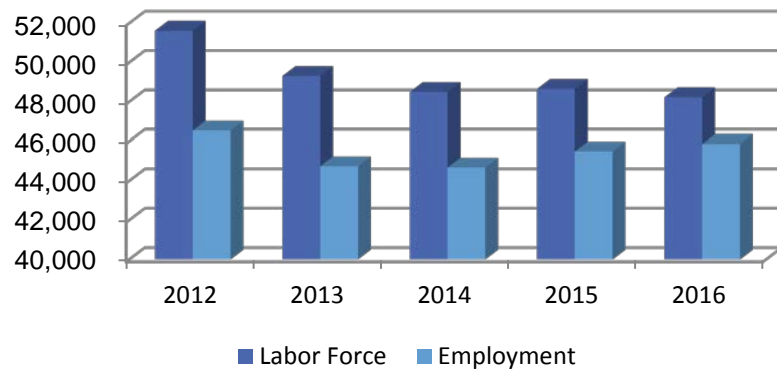
Separations: Estimated number of workers whose job with a given employer ended in the specified quarter.

Turnovers: The rate at which stable jobs begin and end.

Eastern Arkansas Local Workforce Development Area

Employment/Labor Force/Unemployment

The labor force decreased by 431 to 48,230 in 2016 from 2015, and has decreased by 3,393 from 2012 to 2016. Employment increased from 2015 to 2016, gaining 373 workers to 45,873. Unemployment and the unemployment rate saw significant decreases from 2015 to 2016, having 804 fewer unemployed and the unemployment rate dropping by one and sixth-tenths percentage points to 4.9 percent. Over the five-year period, the Area saw the unemployment rate drop by four and nine-tenths percentage points from 9.8 percent to 4.9 percent. Since the beginning of 2017, the unemployment rate fluctuated from 5.5 percent in February to 3.8 percent in April, ending July 2017 at 4.8 percent.

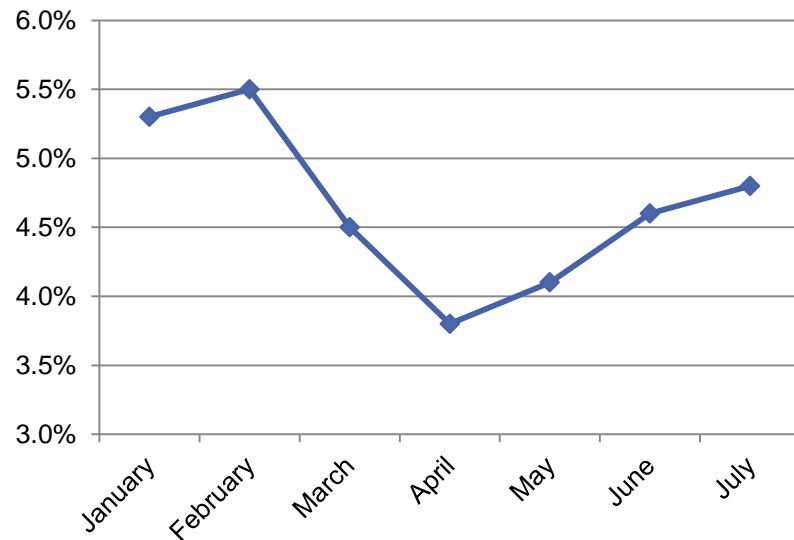


Eastern Arkansas LWDA 2012-2016 Labor Force/Employment

Year	2012	2013	2014	2015	2016
Labor Force	51,623	49,313	48,499	48,661	48,230
Employment	46,547	44,747	44,683	45,500	45,873
Unemployment	5,076	4,566	3,816	3,161	2,357
Unemployment Rate	9.8%	9.3%	7.9%	6.5%	4.9%

Source: Arkansas Department of Workforce Services

Monthly Unemployment Rate, 2017



Eastern Arkansas LWDA 2017 Monthly Unemployment Rate*

Year	Month	Unemployment Rate
2017	January	5.3%
2017	February	5.5%
2017	March	4.5%
2017	April	3.8%
2017	May	4.1%
2017	June	4.6%
2017	July	4.8%

Source: AR Dept. of Workforce Services Local Area Unemployment Statistics

*Not Seasonally Adjusted, Not Preliminary

Eastern Arkansas Local Workforce Development Area

Wages

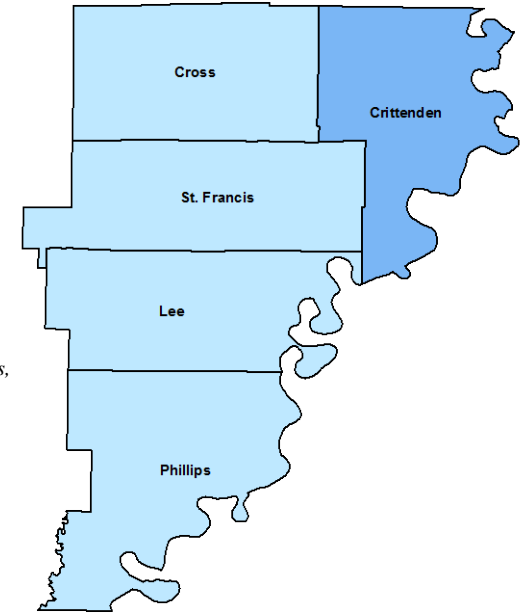
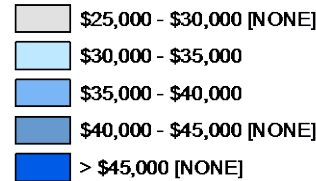
Cashiers had the largest estimated employment in the LWDA in 2016 with 1,855 employed, earning an average wage of \$19,248 in 2016. *Elementary School Teachers, Except Special Education* had the largest experienced wage on the 10 Largest Occupations list with \$49,717 and 704 employed in this occupation.

Family and General Practitioners leads the Occupations Paying the Most list with an average annual wage of \$210,042. *Human Resource Managers* rounds out the list with an average annual wage of \$89,663.

Employers of all sizes in the Eastern Arkansas LWDA had an estimated entry wage of \$18,201 in 2016. Employers with 250 to 499 employees had an estimated mean wage of \$32,163. Employers of 50 to 99 employees had an estimated entry wage of \$18,504, while estimated experienced wages were \$41,696 for 2016.

Of the 36,706 estimated employees in the Area, those earning \$8.50 to \$9.99 an hour was the largest group on the list, with an estimated 8,978 employees. The estimated number of employees earning \$12.00 to \$14.99 an hour was 4,959.

2016 Annual Average Wages



* Private Sector Wages Only
Source: Arkansas Department of Workforce Services,
Quarterly Census of Employment and Wages

Eastern Arkansas LWDA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Cashiers	1,855	\$19,248	\$18,097	\$19,824
Combined Food Preparation and Serving Workers, Including Fast Food	1,364	\$18,302	\$18,044	\$18,431
Personal Care Aides	1,146	\$18,277	\$17,977	\$18,426
Heavy and Tractor-Trailer Truck Drivers	1,119	\$38,156	\$24,098	\$45,184
Laborers and Freight, Stock, and Material Movers, Hand	999	\$24,383	\$19,208	\$26,971
Nursing Assistants	979	\$23,051	\$18,283	\$25,435
Office Clerks, General	937	\$25,862	\$18,287	\$29,649
Retail Salespersons	916	\$25,225	\$18,177	\$28,749
Stock Clerks and Order Fillers	719	\$21,756	\$17,832	\$23,718
Elementary School Teachers, Except Special Education	704	\$44,147	\$33,006	\$49,717

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

Eastern Arkansas Local Workforce Development Area Wages

Eastern Arkansas LWDA Occupations Paying the Most

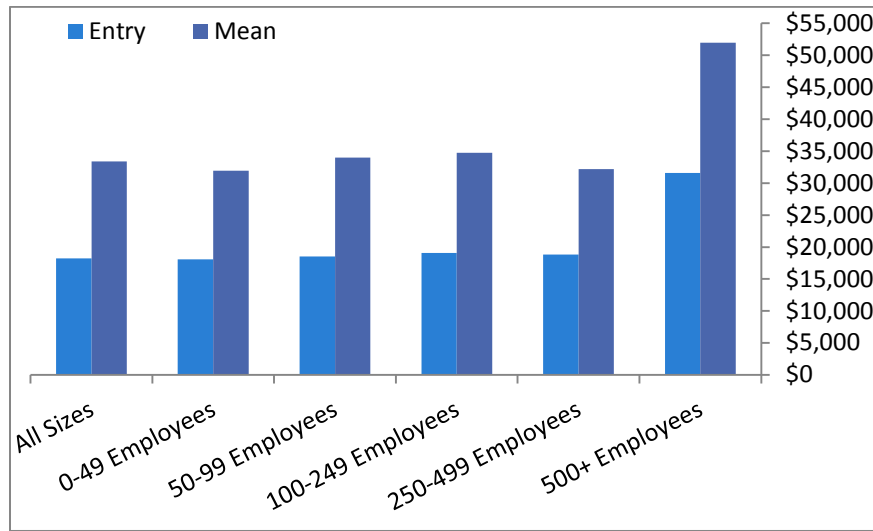
Occupation	Average Annual Salary
Family and General Practitioners	\$210,042
Nurse Practitioners	\$147,204
Pharmacists	\$125,187
Chief Executives	\$106,564
Architectural and Engineering Managers	\$105,267
Judges, Magistrate Judges, and Magistrates	\$101,514
Construction Managers	\$100,801
Physical Therapists	\$95,062
Occupational Therapists	\$90,588
Human Resources Managers	\$89,663

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

Eastern Arkansas Local Workforce Development Area

Wages

Eastern Arkansas Wage Estimates by Employer Size

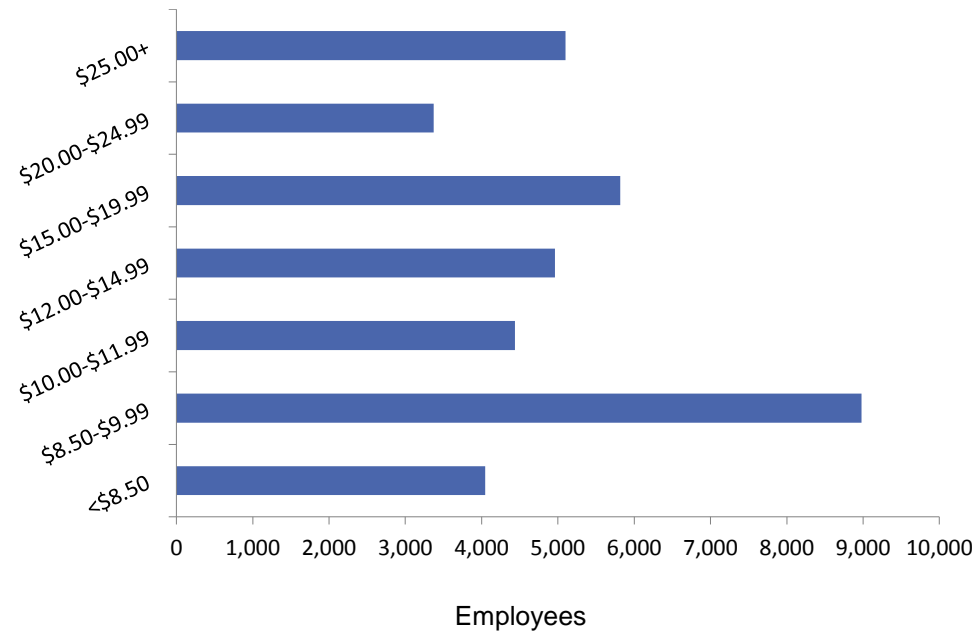


Eastern Arkansas LWDA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$33,392	\$25,938	\$18,201	\$40,988
0-49 Employees	\$31,952	\$23,389	\$18,092	\$38,881
50-99 Employees	\$33,965	\$26,476	\$18,504	\$41,696
100-249 Employees	\$34,709	\$29,939	\$19,093	\$42,516
250-499 Employees	\$32,163	\$27,315	\$18,806	\$38,841
500+ Employees	\$51,963	\$52,627	\$31,602	\$62,144

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

Eastern Arkansas Number of Employees by Hourly Wage Rate



Eastern Arkansas LWDA Number of Employees by Hourly Wage Rate

Total	36,706
<\$8.50	4,047
\$8.50-\$9.99	8,978
\$10.00-\$11.99	4,435
\$12.00-\$14.99	4,959
\$15.00-\$19.99	5,817
\$20.00-\$24.99	3,370
\$25.00+	5,100

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

Eastern Arkansas Local Workforce Development Area

Industry

The Eastern Arkansas LWDA is expected to experience a net growth of 557 jobs between 2016 and 2018. *Food Services and Drinking Places* is estimated to be the top growing industry adding 143 jobs between 2016 and 2018 bringing its employment to 2,696. *Nonmetallic Mineral Product Manufacturing* is expected to be the fastest growing industry with a gain of 59.46 percent, or 66 new jobs going from 111 jobs in 2016 to 177 in 2018. *Hospitals* could see a drop of 197 jobs, or 36.41 percent of its workforce, making it the top and fastest declining industry in Eastern Arkansas, dropping employment to 344. **Leisure and Hospitality** leads the Area in net growth among the industry supersectors with 167 new jobs increasing employment 4.70 percent to 3,721.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	Employment		Net Change	Percent Change
		2016 Estimated	2018 Projected		
102600	Leisure and Hospitality	3,554	3,721	167	4.70%
102100	Trade, Transportation, and Utilities	9,323	9,439	116	1.24%
102400	Professional and Business Services	2,255	2,339	84	3.73%
101200	Construction	1,032	1,115	83	8.04%
102800	Government	4,272	4,328	56	1.31%

Top Industries

NAICS Code	NAICS Title	Employment		Net Change	Percent Change
		2016 Estimated	2018 Projected		
Top 10 Growth					
722000	Food Services and Drinking Places	2,553	2,696	143	5.60%
561000	Administrative and Support Services	1,475	1,580	105	7.12%
621000	Ambulatory Health Care Services	1,704	1,801	97	5.69%
493000	Warehousing and Storage	716	796	80	11.17%
624000	Social Assistance	2,339	2,406	67	2.86%
327000	Nonmetallic Mineral Product Manufacturing	111	177	66	59.46%
236000	Construction of Buildings	391	449	58	14.83%
238000	Specialty Trade Contractors	512	568	56	10.94%
111000	Crop Production	1,432	1,484	52	3.63%
452000	General Merchandise Stores	1,465	1,508	43	2.94%

Eastern Arkansas Local Workforce Development Area

Top Industries

NAICS Code	NAICS Title	Employment		Net Change	Percent Change
		2016 Estimated	2018 Projected		
Top 10 Fastest Growing					
327000	Nonmetallic Mineral Product Manufacturing	111	177	66	59.46%
443000	Electronics and Appliance Stores	83	111	28	33.73%
236000	Construction of Buildings	391	449	58	14.83%
493000	Warehousing and Storage	716	796	80	11.17%
238000	Specialty Trade Contractors	512	568	56	10.94%
326000	Plastics and Rubber Products Manufacturing	192	209	17	8.85%
485000	Transit and Ground Passenger Transportation	137	147	10	7.30%
561000	Administrative and Support Services	1,475	1,580	105	7.12%
621000	Ambulatory Health Care Services	1,704	1,801	97	5.69%
722000	Food Services and Drinking Places	2,553	2,696	143	5.60%
Top 10 Decline					
622000	Hospitals	541	344	-197	-36.41%
611000	Educational Services	4,459	4,340	-119	-2.67%
488000	Support Activities for Transportation	330	238	-92	-27.88%
484000	Truck Transportation	837	763	-74	-8.84%
115000	Support Activities for Agriculture and Forestry	293	245	-48	-16.38%
237000	Heavy and Civil Engineering Construction	129	98	-31	-24.03%
721000	Accommodation, including Hotels and Motels	364	345	-19	-5.22%
562000	Waste Management and Remediation Services	61	43	-18	-29.51%
311000	Food Manufacturing	649	634	-15	-2.31%
332000	Fabricated Metal Product Manufacturing	237	222	-15	-6.33%
Top 10 Fastest Decline					
622000	Hospitals	541	344	-197	-36.41%
562000	Waste Management and Remediation Services	61	43	-18	-29.51%
488000	Support Activities for Transportation	330	238	-92	-27.88%
237000	Heavy and Civil Engineering Construction	129	98	-31	-24.03%
115000	Support Activities for Agriculture and Forestry	293	245	-48	-16.38%
517000	Telecommunications	62	53	-9	-14.52%
511000	Publishing Industries (except Internet)	90	81	-9	-10.00%
814000	Private Households	75	68	-7	-9.33%
484000	Truck Transportation	837	763	-74	-8.84%
448000	Clothing and Clothing Accessories Stores	120	110	-10	-8.33%

Source: Arkansas Department of Workforce Services, Projections Suite Software

Eastern Arkansas Local Workforce Development Area

Occupations

The Eastern Arkansas LWDA is expected to have 1,518 annual job openings during the projection period with 1,026 being for replacement and the remaining 492 for growth and expansion. *Cashiers* is predicted to add the most jobs with 63 new jobs anticipated increasing employment to 2,007. *Carpenters* is forecasted to be the fastest growing occupation with an increase of 9.57 percent, moving from 115 jobs in 2016 to 126 in 2018. *Registered Nurses* could lose 40 jobs between 2016 and 2018 making it the top declining occupation, dropping employment to 318, while *Radiologic Technologists* could be the fastest declining occupation, losing 24.1 percent of its workforce dropping down to 22 in 2018. **Food Preparation and Serving Related Occupations** is anticipated to be the top growing major occupational group with 139 new jobs, increasing its total workforce to 3,395.

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2016 Estimated	2018 Projected	Net	Percent	Growth	Replacement	Total
35-0000	Food Preparation and Serving Related Occupations	3,256	3,395	139	4.27%	72	124	196
41-0000	Sales and Related Occupations	4,724	4,856	132	2.79%	67	172	239
39-0000	Personal Care and Service Occupations	2,637	2,716	79	3.00%	40	46	86
47-0000	Construction and Extraction Occupations	1,421	1,500	79	5.56%	47	22	69
31-0000	Healthcare Support Occupations	1,529	1,572	43	2.81%	24	32	56

Top Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2016 Estimated	2018 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
41-2011	Cashiers	1,944	2,007	63	3.24%	32	98	130
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,090	1,150	60	5.50%	30	42	72
39-9021	Personal Care Aides	1,331	1,383	52	3.91%	26	8	34
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	957	991	34	3.55%	17	30	47
41-2031	Retail Salespersons	877	903	26	2.96%	13	33	46
31-1011	Home Health Aides	399	423	24	6.02%	12	8	20
51-2092	Team Assemblers	310	332	22	7.10%	11	6	17
35-3031	Waiters and Waitresses	479	500	21	4.38%	10	25	35
47-2061	Construction Laborers	284	305	21	7.39%	10	6	16
35-2014	Cooks, Restaurant	271	291	20	7.38%	10	8	18

Eastern Arkansas Local Workforce Development Area Top Occupations

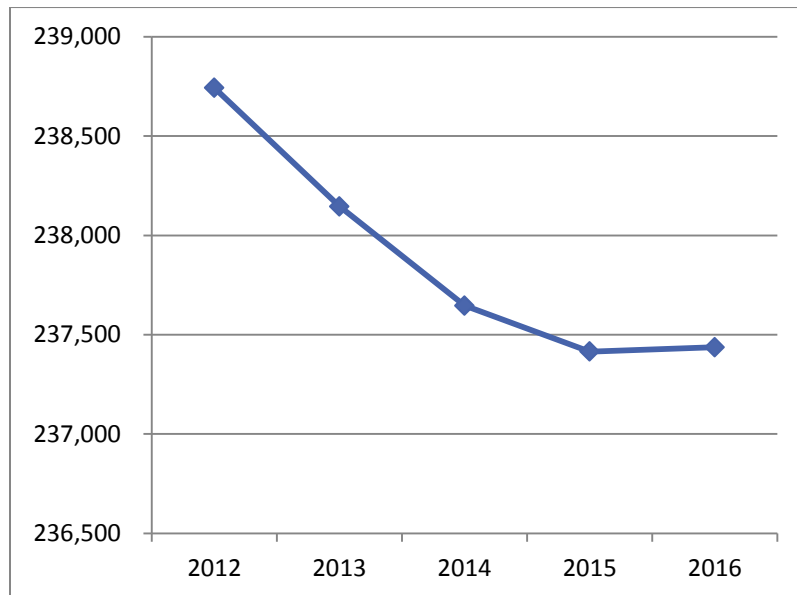
SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2016 Estimated	2018 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Fastest Growth								
47-2031	Carpenters	115	126	11	9.57%	6	2	8
47-2111	Electricians	76	82	6	7.89%	3	1	4
47-2061	Construction Laborers	284	305	21	7.39%	10	6	16
35-2014	Cooks, Restaurant	271	291	20	7.38%	10	8	18
43-5061	Production, Planning, and Expediting Clerks	83	89	6	7.23%	3	2	5
49-9041	Industrial Machinery Mechanics	196	210	14	7.14%	7	4	11
51-2092	Team Assemblers	310	332	22	7.10%	11	6	17
21-2011	Clergy	212	225	13	6.13%	6	4	10
31-1011	Home Health Aides	399	423	24	6.02%	12	8	20
13-1151	Training and Development Specialists	100	106	6	6.00%	3	2	5
Top 10 Decline								
29-1141	Registered Nurses	358	318	-40	-11.2%	0	8	8
53-3032	Heavy and Tractor-Trailer Truck Drivers	1,170	1,145	-25	-2.1%	0	18	18
25-2021	Elementary School Teachers, Except Special Education	680	661	-19	-2.8%	0	15	15
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	518	504	-14	-2.7%	0	13	13
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	777	764	-13	-1.7%	0	8	8
25-2022	Middle School Teachers, Except Special and Career/Technical Education	390	378	-12	-3.1%	0	8	8
29-2061	Licensed Practical and Licensed Vocational Nurses	318	307	-11	-3.5%	0	9	9
25-9041	Teacher Assistants	448	440	-8	-1.8%	0	10	10
43-9061	Office Clerks, General	1,002	994	-8	-0.8%	0	21	21
29-2034	Radiologic Technologists	29	22	-7	-24.1%	0	0	0
Top 10 Fastest Decline								
29-2034	Radiologic Technologists	29	22	-7	-24.1%	0	0	0
29-2012	Medical and Clinical Laboratory Technicians	32	27	-5	-15.6%	0	1	1
29-1141	Registered Nurses	358	318	-40	-11.2%	0	8	8
47-2071	Paving, Surfacing, and Tamping Equipment Operators	48	44	-4	-8.3%	0	1	1
43-5032	Dispatchers, Except Police, Fire, and Ambulance	62	58	-4	-6.5%	0	2	2
47-2073	Operating Engineers and Other Construction Equipment Operators	89	84	-5	-5.6%	0	2	2
11-9111	Medical and Health Services Managers	92	87	-5	-5.4%	0	2	2
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	116	110	-6	-5.2%	0	2	2
53-7081	Refuse and Recyclable Material Collectors	138	131	-7	-5.1%	0	3	3
43-4081	Hotel, Motel, and Resort Desk Clerks	99	94	-5	-5.1%	0	6	6

Source: Arkansas Department of Workforce Services, Projections Suite Software

North Central Arkansas Local Workforce Development Area

Population

The North Central Arkansas Local Workforce Development Area had a slight increase in population in 2016, adding 22 to bring the population to 237,437. But the population decreased over the five-year period of 2012 to 2016, decreasing by 1,305. The North Central Arkansas LWDA consists of 10 counties: Cleburne, Fulton, Independence, Izard, Jackson, Sharp, Stone, Van Buren, White, and Woodruff, with the state of Missouri bordering the area to the north.



North Central Arkansas LWDA Population 2012-2016

2012	2013	2014	2015	2016
238,742	238,145	237,646	237,415	237,437

Source: US Census Bureau

Quarterly Workforce Indicators

There were 3,518 new jobs created in the second quarter of 2016, a decrease of 513 compared to the same quarter in 2015. New hires decreased by 331 compared to the second quarter of 2015 while separations increased by 367 compared to the same quarter. The turnover rate decreased by four-tenths of a percentage point to 8.9 percent.

North Central Arkansas LWDA Quarterly Workforce Indicators (All Ownerships)

QWI Explorer	2012 Q2	2013 Q2	2014 Q2	2015 Q2	2016 Q2
Job Creation	4,657	3,900	3,613	4,031	3,518
New Hires	12,069	11,748	11,311	12,207	11,876
Separations	14,269	12,942	12,596	13,094	13,461
Turnover	9.0%	8.6%	8.8%	9.3%	8.9%

Source: U.S. Census Bureau, Center for Economic Studies, LEHD

Job Creation: Estimated number of jobs gained at firms throughout the quarter.

New Hires: Estimated number of workers who started a new job.

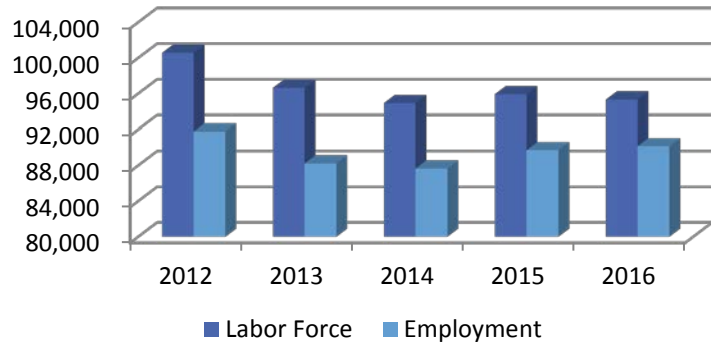
Separations: Estimated number of workers whose job with a given employer ended in the specified quarter.

Turnovers: The rate at which stable jobs begin and end.

North Central Arkansas Local Workforce Development Area

Employment/Labor Force/Unemployment

The labor force decreased by 604 from 2015 to 2016 and decreased by 5,234 between 2012 and 2016. Employment increased by 434 while unemployment decreased by 1,038 from 2015 to 2016. The unemployment rate dropped to 5.4 percent or one and one tenths percentage points from 2015 to 2016. The unemployment rate continued to decline during 2017 to 4.8 percent in July.

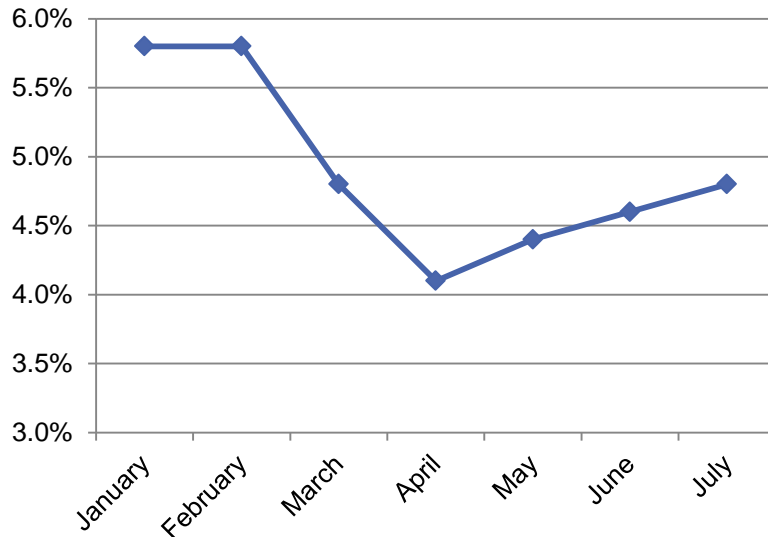


North Central Arkansas LWDA 2012-2016 Labor Force/Employment

Year	2012	2013	2014	2015	2016
Labor Force	100,563	96,644	94,933	95,933	95,329
Employment	91,783	88,229	87,663	89,710	90,144
Unemployment	8,780	8,415	7,270	6,223	5,185
Unemployment Rate	8.7%	8.7%	7.7%	6.5%	5.4%

Source: Arkansas Department of Workforce Services

Monthly Unemployment Rate, 2017



North Central Arkansas LWDA 2017 Monthly Unemployment Rate*

Year	Month	Unemployment Rate
2017	January	5.8%
2017	February	5.8%
2017	March	4.8%
2017	April	4.1%
2017	May	4.4%
2017	June	4.6%
2017	July	4.8%

Source: AR Dept. of Workforce Services Local Area Unemployment Statistics

*Not Seasonally Adjusted, Not Preliminary

North Central Arkansas Local Workforce Development Area

Wages

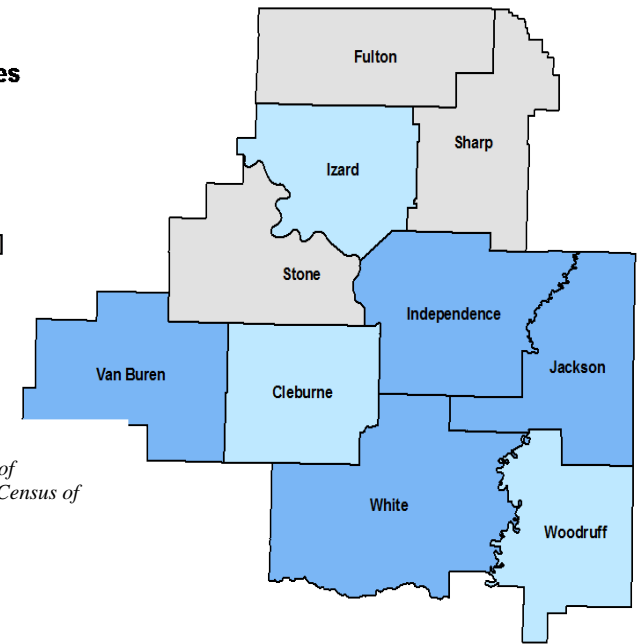
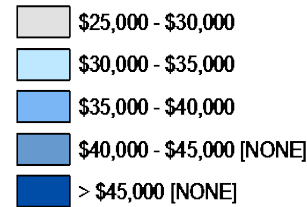
Retail Salespersons, with an estimated employment of 2,257 was the largest occupation in the LWDA with an experienced wage of \$31,085 in 2016. *Registered Nurses* had the largest entry wage of the 10 largest occupations at \$42,701 and had an estimated employment of 1,419.

Pediatricians, General topped the Occupations Paying the Most list, earning an average annual wage of \$291,065. *Internists, General* was second with an average annual wage of \$257,268. *Civil Engineers* completed the list with an average annual wage of \$90,742 in 2016.

Employees of all employer sizes in North Central Arkansas had an estimated median wage of \$27,529 in 2016. Employers with 100-249 employees had an estimated entry wage of \$19,698 and experienced wage of \$43,111. Entry wages for employers with 500 plus employees were estimated to be \$21,289 in 2016.

Of the 70,329 employees in North Central Arkansas, employees making \$8.50 to \$9.99 an hour was the largest group with 14,981 employees. Employees making \$15.00 to \$19.99 an hour totaled 11,429 in 2016.

2016 Annual Average Wages



* Private Sector Wages Only
 Source: Arkansas Department of Workforce Services, Quarterly Census of Employment and Wages

North Central Arkansas LWDA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Retail Salespersons	2,257	\$26,811	\$18,263	\$31,085
Cashiers	1,992	\$19,739	\$18,157	\$20,531
Combined Food Preparation and Serving Workers, Including Fast Food	1,981	\$18,455	\$18,106	\$18,630
Heavy and Tractor-Trailer Truck Drivers	1,975	\$36,401	\$24,308	\$42,448
Office Clerks, General	1,796	\$24,565	\$18,244	\$27,725
Nursing Assistants	1,600	\$22,449	\$20,259	\$23,544
Registered Nurses	1,419	\$57,220	\$42,701	\$64,479
Waiters and Waitresses	1,324	\$19,003	\$18,111	\$19,449
Secretaries and Administrative Assistants, Except Legal, Medical, & Executive	1,310	\$25,927	\$19,416	\$29,183
Laborers and Freight, Stock, and Material Movers, Hand	1,222	\$23,855	\$18,411	\$26,577

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

North Central Arkansas Local Workforce Development Area

Wages

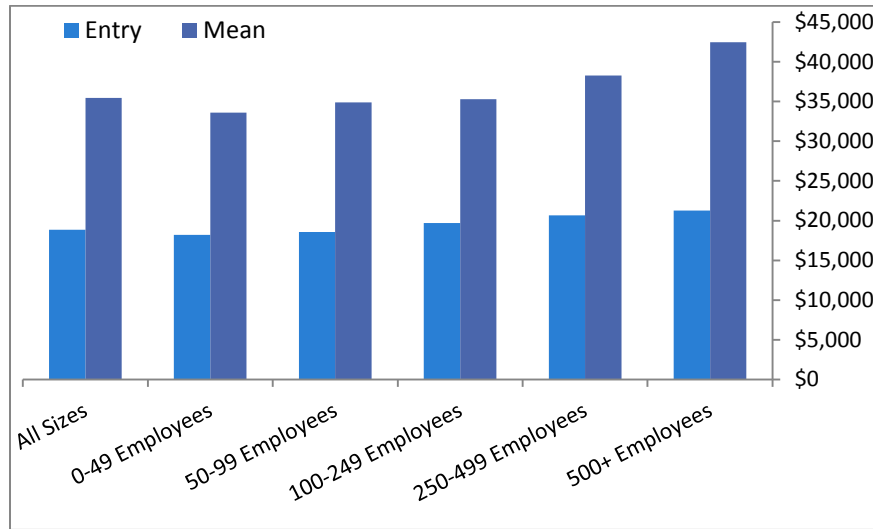
North Central LWDA Arkansas Occupations Paying the Most

Occupation	Average Annual Salary
Pediatricians, General	\$291,065
Internists, General	\$257,268
Dentists, General	\$248,510
Family and General Practitioners	\$246,446
Judges, Magistrate Judges, and Magistrates	\$121,644
Psychiatrists	\$120,928
Pharmacists	\$107,390
Construction Managers	\$104,173
Architectural and Engineering Managers	\$92,605
Civil Engineers	\$90,742

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

North Central Arkansas Local Workforce Development Area Wages

North Central Arkansas Wage Estimates by Employer Size

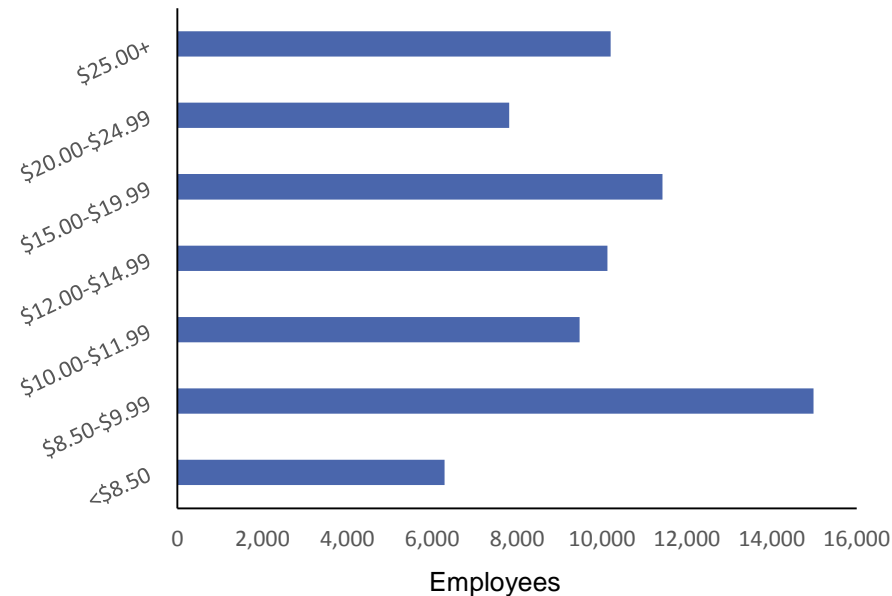


North Central Arkansas LWDA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$35,461	\$27,529	\$18,871	\$43,755
0-49 Employees	\$33,612	\$24,638	\$18,195	\$41,321
50-99 Employees	\$34,894	\$25,751	\$18,584	\$43,049
100-249 Employees	\$35,307	\$30,573	\$19,698	\$43,111
250-499 Employees	\$38,279	\$34,197	\$20,671	\$47,083
500+ Employees	\$42,472	\$33,052	\$21,289	\$53,063

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

North Central Arkansas Number of Employees by Hourly Wage Rate



North Central Arkansas LWDA Number of Employees by Hourly Wage Rate

Total	70,329
<\$8.50	6,294
\$8.50-\$9.99	14,981
\$10.00-\$11.99	9,472
\$12.00-\$14.99	10,133
\$15.00-\$19.99	11,429
\$20.00-\$24.99	7,812
\$25.00+	10,208

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

North Central Arkansas Local Workforce Development Area

Industry

The North Central Arkansas LWDA is projected to add 1,742 jobs from first quarter 2016 through first quarter 2018, or increase employment by 2.08 percent. *Administrative and Support Services* is forecast to be the top growing industry with an increase of 305 new jobs, moving employment to 2,156. *Plastics and Rubber Product Manufacturing* is predicted to be the fastest growing industry with a 25.85 percent rise in employment, moving from 205 jobs in 2016 to 258 in 2018. *Truck Transportation* is predicted to be the top declining industry with a loss of 247 jobs, dropping employment to 1,532. *Clothing and Clothing Accessories Stores* could lose more than half of its local workforce between 2016 and 2018, dropping employment to 182. **Education and Health Services** is projected to be the top growing supersector with 716 new jobs increasing employment to 22,348.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	Employment		Net Change	Percent Change
		2016 Estimated	2018 Projected		
102500	Education and Health Services	21,632	22,348	716	3.31%
101300	Manufacturing	8,120	8,471	351	4.32%
102400	Professional and Business Services	3,362	3,680	318	9.46%
102600	Leisure and Hospitality	6,276	6,592	316	5.04%
102700	Other Services (except Government)	2,671	2,785	114	4.27%

Top Industries

NAICS Code	NAICS Title	Employment		Net Change	Percent Change
		2016 Estimated	2018 Projected		
Top 10 Growth					
561000	Administrative and Support Services	1,851	2,156	305	16.48%
722000	Food Services and Drinking Places	5,410	5,693	283	5.23%
336000	Transportation Equipment Manufacturing	1,047	1,312	265	25.31%
623000	Nursing and Residential Care Facilities	3,195	3,427	232	7.26%
621000	Ambulatory Health Care Services	3,596	3,825	229	6.37%
311000	Food Manufacturing	2,173	2,329	156	7.18%
611000	Educational Services	9,071	9,202	131	1.44%
813000	Religious, Grantmaking, Civic, Professional, and Similar Organizations	1,547	1,671	124	8.02%
452000	General Merchandise Stores	2,907	3,017	110	3.78%
112000	Animal Production	656	751	95	14.48%

North Central Arkansas Local Workforce Development Area Top Industries

NAICS Code	NAICS Title	Employment		Net Change	Percent Change
		2016 Estimated	2018 Projected		
326000	Plastics and Rubber Products Manufacturing	205	258	53	25.85%
336000	Transportation Equipment Manufacturing	1,047	1,312	265	25.31%
113000	Forestry and Logging	35	41	6	17.14%
713000	Amusement, Gambling, and Recreation Industries	409	477	68	16.63%
561000	Administrative and Support Services	1,851	2,156	305	16.48%
112000	Animal Production	656	751	95	14.48%
333000	Machinery Manufacturing	754	822	68	9.02%
813000	Religious, Grantmaking, Civic, Professional, and Similar Organizations	1,547	1,671	124	8.02%
623000	Nursing and Residential Care Facilities	3,195	3,427	232	7.26%
311000	Food Manufacturing	2,173	2,329	156	7.18%
Top 10 Decline					
484000	Truck Transportation	1,779	1,532	-247	-13.88%
448000	Clothing and Clothing Accessories Stores	379	182	-197	-51.98%
445000	Food and Beverage Stores	1,266	1,178	-88	-6.95%
213000	Support Activities for Mining	226	141	-85	-37.61%
211000	Oil and Gas Extraction	430	364	-66	-15.35%
212000	Mining (except Oil and Gas)	227	167	-60	-26.43%
339000	Miscellaneous Manufacturing	389	346	-43	-11.05%
332000	Fabricated Metal Product Manufacturing	558	520	-38	-6.81%
335000	Electrical Equipment, Appliance, and Component Manufacturing	228	190	-38	-16.67%
524000	Insurance Carriers and Related Activities	419	382	-37	-8.83%
Top 10 Fastest Decline					
448000	Clothing and Clothing Accessories Stores	379	182	-197	-51.98%
213000	Support Activities for Mining	226	141	-85	-37.61%
212000	Mining (except Oil and Gas)	227	167	-60	-26.43%
334000	Computer and Electronic Product Manufacturing	29	22	-7	-24.14%
814000	Private Households	96	76	-20	-20.83%
486000	Pipeline Transportation	132	106	-26	-19.70%
485000	Transit and Ground Passenger Transportation	149	122	-27	-18.12%
335000	Electrical Equipment, Appliance, and Component Manufacturing	228	190	-38	-16.67%
211000	Oil and Gas Extraction	430	364	-66	-15.35%
484000	Truck Transportation	1,779	1,532	-247	-13.88%

Source: Arkansas Department of Workforce Services, Projections Suite Software

North Central Arkansas Local Workforce Development Area

Occupations

The Area is expected to have 3,142 total job openings annually between 2016 and 2018. Of these, 1,948 would be for replacement, while 1,194 would be for growth and expansion. *Farmers, Ranchers, and Other Agricultural Managers* is anticipated to gain 134 jobs between 2016 and 2018 making it the top growing occupation in the Area moving employment to 9,046. The occupation is also projected to have the most job openings with 215 annually. *Packaging and Filling Machine Operators and Tenders* are forecast to increase employment by 16.92 percent making it the fastest growing occupation in North Central Arkansas increasing jobs to 152. On the negative side of the economy, *Heavy and Tractor-Trailer Truck Drivers* could lose the most with a loss of 141 jobs dropping employment to 2,137, while *Service Unit Operators, Oil, Gas, and Mining* is expected to lose 29.51 percent of its workforce dropping down to only 43 jobs. **Production Occupations** is forecast to be the top growing occupational group adding 321 new jobs to an employment level of 7,764.

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2016 Estimated	2018 Projected	Net	Percent	Growth	Replacement	Total
51-0000	Production Occupations	7,443	7,764	321	4.31%	210	167	377
35-0000	Food Preparation and Serving Related Occupations	6,822	7,124	302	4.43%	152	260	412
29-0000	Healthcare Practitioners and Technical Occupations	5,314	5,539	225	4.23%	114	114	228
11-0000	Management Occupations	12,368	12,571	203	1.64%	106	224	330
31-0000	Healthcare Support Occupations	2,782	2,935	153	5.50%	77	58	135

Top Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2016 Estimated	2018 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
11-9013	Farmers, Ranchers, and Other Agricultural Managers	8,912	9,046	134	1.50%	67	148	215
31-1014	Nursing Assistants	1,894	2,009	115	6.07%	58	40	98
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,667	1,760	93	5.58%	46	65	111
51-9198	Helpers--Production Workers	656	735	79	12.04%	40	20	60
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,046	1,114	68	6.50%	34	19	53
51-4121	Welders, Cutters, Solderers, and Brazers	577	634	57	9.88%	28	16	44
51-2092	Team Assemblers	603	657	54	8.96%	27	13	40
39-9021	Personal Care Aides	1,183	1,236	53	4.48%	26	8	34
29-2061	Licensed Practical and Licensed Vocational Nurses	1,132	1,184	52	4.59%	26	32	58
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	830	878	48	5.78%	24	26	50

North Central Arkansas Local Workforce Development Area Top Occupations

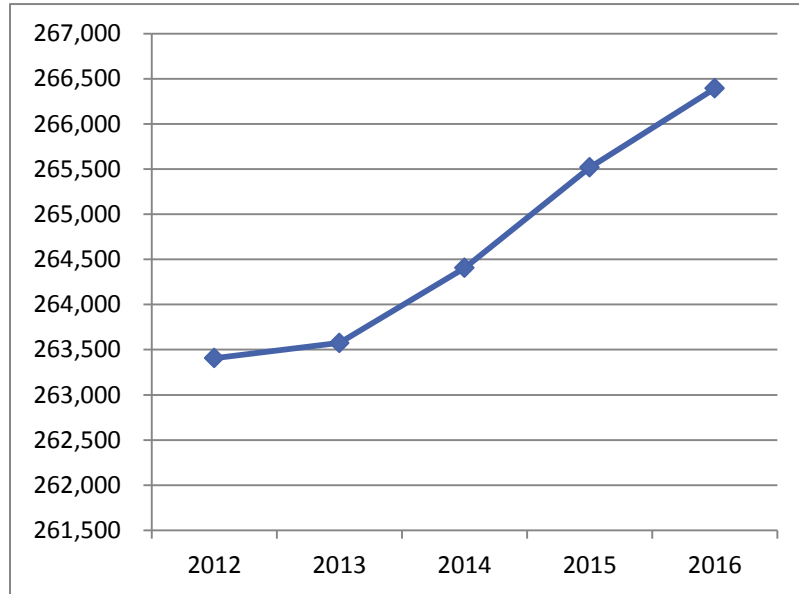
SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2016 Estimated	2018 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Fastest Growing								
51-9111	Packaging and Filling Machine Operators and Tenders	130	152	22	16.92%	11	4	15
51-9122	Painters, Transportation Equipment	80	90	10	12.50%	5	2	7
51-9198	Helpers--Production Workers	656	735	79	12.04%	40	20	60
51-4121	Welders, Cutters, Solderers, and Brazers	577	634	57	9.88%	28	16	44
35-3011	Bartenders	53	58	5	9.43%	2	2	4
51-2092	Team Assemblers	603	657	54	8.96%	27	13	40
13-1161	Market Research Analysts and Marketing Specialists	59	64	5	8.47%	2	0	2
29-1123	Physical Therapists	95	103	8	8.42%	4	2	6
37-3011	Landscaping and Groundskeeping Workers	455	493	38	8.35%	19	8	27
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	153	165	12	7.84%	6	2	8
Top 10 Decline								
53-3032	Heavy and Tractor-Trailer Truck Drivers	2,278	2,137	-141	-6.19%	0	36	36
41-2031	Retail Salespersons	2,513	2,465	-48	-1.91%	0	94	94
47-5013	Service Unit Operators, Oil, Gas, and Mining	61	43	-18	-29.51%	0	2	2
41-3021	Insurance Sales Agents	227	212	-15	-6.61%	0	6	6
43-3031	Bookkeeping, Accounting, and Auditing Clerks	731	718	-13	-1.78%	0	7	7
47-5041	Continuous Mining Machine Operators	51	38	-13	-25.49%	0	1	1
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	195	183	-12	-6.15%	0	4	4
47-2031	Carpenters	485	474	-11	-2.27%	0	6	6
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	156	146	-10	-6.41%	0	2	2
43-4081	Hotel, Motel, and Resort Desk Clerks	105	97	-8	-7.62%	0	6	6
Top 10 Fastest Decline								
47-5013	Service Unit Operators, Oil, Gas, and Mining	61	43	-18	-29.51%	0	2	2
47-5041	Continuous Mining Machine Operators	51	38	-13	-25.49%	0	1	1
49-9043	Maintenance Workers, Machinery	26	22	-4	-15.38%	0	0	0
11-3071	Transportation, Storage, and Distribution Managers	49	45	-4	-8.16%	0	1	1
43-4081	Hotel, Motel, and Resort Desk Clerks	105	97	-8	-7.62%	0	6	6
41-3021	Insurance Sales Agents	227	212	-15	-6.61%	0	6	6
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	156	146	-10	-6.41%	0	2	2
51-3021	Butchers and Meat Cutters	78	73	-5	-6.41%	0	2	2
53-3032	Heavy and Tractor-Trailer Truck Drivers	2,278	2,137	-141	-6.19%	0	36	36

Source: Arkansas Department of Workforce Services, Projections Suite Software

Northeast Arkansas Local Workforce Development Area

Population

The Northeast Arkansas Workforce Development Area's population was 266,394 in 2016, an increase of 875 since 2015, and it saw an increase of 2,987 from 2012 to 2016. The Northeast Arkansas LWDA consists of the Jonesboro Metropolitan Statistical Area and seven counties: Clay, Craighead, Greene, Lawrence, Mississippi, Poinsett, and Randolph. Both Missouri and Tennessee border the Area.



Northeast Arkansas LWDA Population 2012-2016

2012	2013	2014	2015	2016
263,407	263,575	264,406	265,519	266,394

Source: US Census Bureau

Quarterly Workforce Indicators

Job creation increased from the second quarter of 2015 by 745 to 5,909 for the same time period in 2016, and the Area's job creation increased by 1,444 compared to the second quarter 2012. New hires were 20,167 or 2,320 more than in 2015. Separations increased from the second quarter of 2015 by 1,888 to 22,068. The turnover rate was 9.8 percent in the second quarter of 2016.

Northeast Arkansas LWDA Quarterly Workforce Indicators (All Ownerships)

QWI Explorer	2012 Q2	2013 Q2	2014 Q2	2015 Q2	2016 Q2
Job Creation	4,465	4,794	4,853	5,164	5,909
New Hires	16,529	16,161	17,825	17,847	20,167
Separations	18,781	18,931	20,182	20,180	22,068
Turnover	9.0%	8.5%	8.8%	9.0%	9.8%

Source: U.S. Census Bureau, Center for Economic Studies, LEHD

Job Creation: Estimated number of jobs gained at firms throughout the quarter.

New Hires: Estimated number of workers who started a new job.

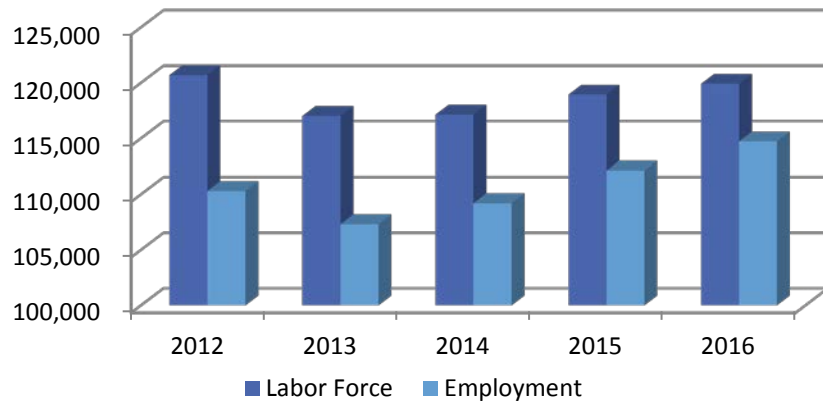
Separations: Estimated number of workers whose job with a given employer ended in the specified quarter.

Turnovers: The rate at which stable jobs begin and end.

Northeast Arkansas Local Workforce Development Area

Employment/Labor Force/Unemployment

The labor force increased to 119,918 in 2016, or by 975 since 2015, but it decreased over the 2012-2016 period by 771. Employment increased by 2,596 while unemployment decreased by 1,621 from 2015 to 2016. The unemployment rate decreased to 4.3 percent, a decline of one and four-tenths percentage points from 2015 to 2016. The Area's unemployment rate dropped to 4.1 by July 2017.

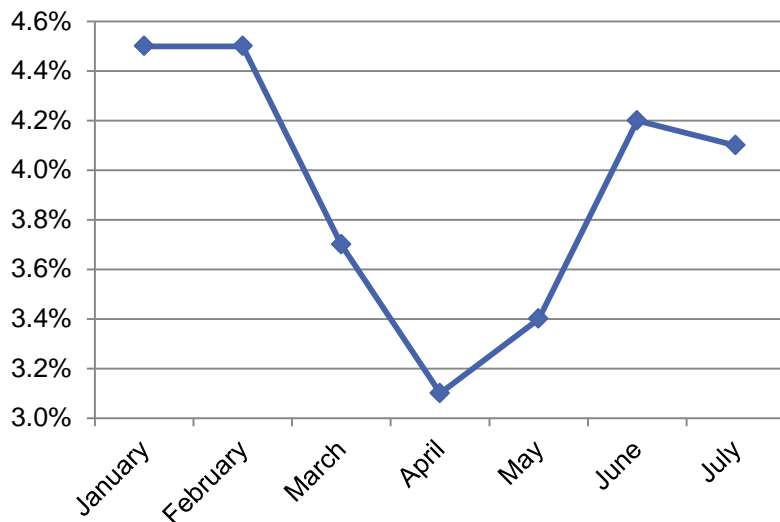


Northeast Arkansas LWDA 2012-2016 Labor Force/Employment

Year	2012	2013	2014	2015	2016
Labor Force	120,689	117,019	117,132	118,943	119,918
Employment	110,309	107,318	109,214	112,133	114,729
Unemployment	10,380	9,701	7,918	6,810	5,189
Unemployment Rate	8.6%	8.3%	6.8%	5.7%	4.3%

Source: Arkansas Department of Workforce Services

Monthly Unemployment Rate, 2017



Northeast Arkansas LWDA 2017 Monthly Unemployment Rate*

Year	Month	Unemployment Rate
2017	January	4.5%
2017	February	4.5%
2017	March	3.7%
2017	April	3.1%
2017	May	3.4%
2017	June	4.2%
2017	July	4.1%

Source: AR Dept. of Workforce Services Local Area Unemployment Statistics
*Not Seasonally Adjusted, Not Preliminary

Northeast Arkansas Local Workforce Development Area

Wages

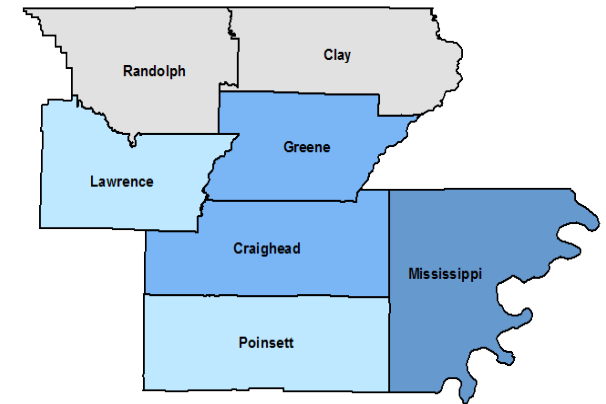
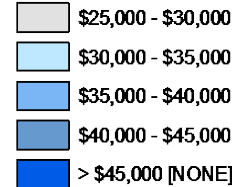
Combined Food Preparation and Serving Workers, Including Fast Food was the largest occupation of 2016 for the Area with an estimated employment of 3,259, earning an entry wage of \$18,138. The second largest, *Retail Salespersons*, had an estimated employment of 3,197 with an average wage of \$23,344. *General and Operations Managers* had the largest average wage of the 10 largest occupations, at \$75,224 annually.

Surgeons, with an average annual salary of \$290,321, was the occupation paying the most in the LWDA in 2016. *Internists, General* earned an annual average wage of \$271,376, placing it second on the list. *Optometrists* finished the list, earning \$118,441 in 2016.

Employers of all sizes had an estimated experienced wage of \$44,155 in Northeast Arkansas for 2016. Employers with 100-249 employees had an estimated mean wage of \$37,122 and an estimated entry wage of \$19,963. Estimated entry wages for the Area were \$19,070 for employers of all sizes.

Of the 98,062 estimated employees in Northeast Arkansas, employees making \$15.00 to \$19.99 an hour numbered 17,387. Employees making \$8.50 to \$9.99 was the largest group in the Area with 20,130.

2016 Annual Average Wages



* Private Sector Wages Only
 Source: Arkansas Department of Workforce Services,
 Quarterly Census of Employment and Wages

Northeast Arkansas LWDA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Combined Food Preparation and Serving Workers, Including Fast Food	3,259	\$18,886	\$18,138	\$19,261
Retail Salespersons	3,197	\$23,344	\$18,232	\$25,900
Team Assemblers	3,140	\$27,468	\$20,827	\$30,789
Cashiers	2,707	\$19,320	\$18,130	\$19,915
Office Clerks, General	2,419	\$25,688	\$19,222	\$28,920
Laborers and Freight, Stock, and Material Movers, Hand	2,044	\$25,658	\$19,482	\$28,747
Waiters and Waitresses	2,013	\$19,165	\$18,240	\$19,627
Registered Nurses	1,972	\$54,822	\$43,485	\$60,491
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,861	\$20,988	\$18,058	\$22,454
General and Operations Managers	1,578	\$75,224	\$33,744	\$95,964

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

Northeast Arkansas Local Workforce Development Area Wages

Northeast Arkansas LWDA Occupations Paying the Most

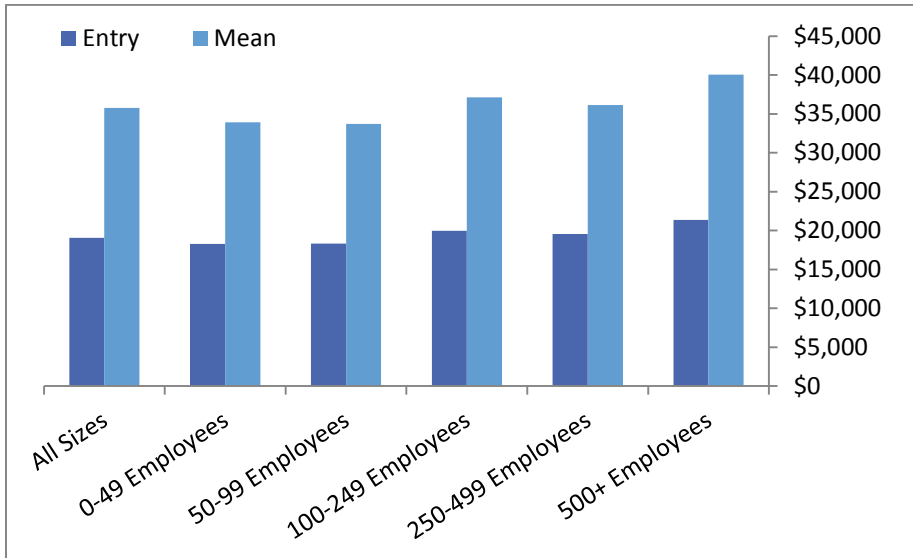
Occupation	Average Annual Salary
Surgeons	\$290,321
Internists, General	\$271,376
Psychiatrists	\$259,143
Family and General Practitioners	\$203,511
Dentists, General	\$190,758
Nurse Anesthetists	\$185,970
Farmers, Ranchers, and Other Agricultural Managers	\$179,566
Chief Executives	\$156,463
Pharmacists	\$137,570
Optometrists	\$118,441

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

Northeast Arkansas Local Workforce Development Area

Wages

Northeast Arkansas Wage Estimates by Employer Size

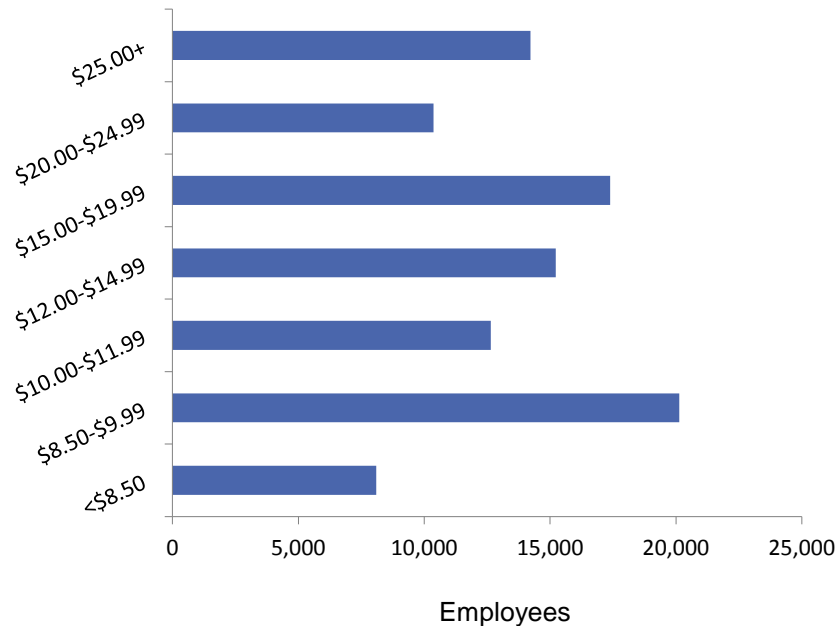


Northeast Arkansas LWDA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$35,793	\$28,260	\$19,070	\$44,155
0-49 Employees	\$33,928	\$25,255	\$18,304	\$41,741
50-99 Employees	\$33,724	\$25,482	\$18,332	\$41,421
100-249 Employees	\$37,122	\$30,966	\$19,963	\$45,701
250-499 Employees	\$36,155	\$30,178	\$19,556	\$44,454
500+ Employees	\$40,058	\$34,224	\$21,354	\$49,410

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

Northeast Arkansas Number of Employees by Hourly Wage Rate



Northeast Arkansas WDA Number of Employees by Hourly Wage Rate

Hourly Wage Rate	Number of Employees
Total	98,062
<\$8.50	8,094
\$8.50-\$9.99	20,130
\$10.00-\$11.99	12,643
\$12.00-\$14.99	15,227
\$15.00-\$19.99	17,387
\$20.00-\$24.99	10,365
\$25.00+	14,216

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

Northeast Arkansas Local Workforce Development Area

Industry

The Northeast Arkansas LWDA is expected to add 4,719 jobs during the projection period, a 4.18 percent rise in employment. Driving this growth, *Food Manufacturing* is estimated to gain 762 jobs raising employment to 3,198. *Animal Production* may also ramp up employment in the Area with an anticipated increase of 45.16 percent to an employment of 495, making it the fastest growing industry. *Transportation Equipment Manufacturing* is expected to fall in employment with a cut of 150 jobs, moving employment down to 3,723, making it the top declining industry. *Wholesale Electronic Markets and Agents and Brokers* could be the fastest declining industry with a 19.28 percent decline, moving employment down to 134.

Manufacturing is expected to be the top growing supersector with an increase of 1,348, or a 7.02 percent increase in employment to a level of 20,540.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	Employment		Net Change	Percent Change
		2016 Estimated	2018 Projected		
101300	Manufacturing	19,192	20,540	1,348	7.02%
102500	Education and Health Services	27,492	28,816	1,324	4.82%
102600	Leisure and Hospitality	8,898	9,378	480	5.39%
102400	Professional and Business Services	6,973	7,298	325	4.66%
101100	Natural Resources and Mining	3,353	3,606	253	7.55%

Top Industries

NAICS Code	NAICS Title	Employment		Net Change	Percent Change
		2016 Estimated	2018 Projected		
Top 10 Growth					
311000	Food Manufacturing	2,436	3,198	762	31.28%
611000	Educational Services	11,194	11,726	532	4.75%
722000	Food Services and Drinking Places	7,877	8,291	414	5.26%
621000	Ambulatory Health Care Services	4,910	5,215	305	6.21%
331000	Primary Metal Manufacturing	3,035	3,308	273	9.00%
624000	Social Assistance	4,184	4,396	212	5.07%
622000	Hospitals	4,812	5,020	208	4.32%
333000	Machinery Manufacturing	2,172	2,343	171	7.87%
561000	Administrative and Support Services	4,463	4,631	168	3.76%
112000	Animal Production	341	495	154	45.16%

Northeast Arkansas Local Workforce Development Area Top Industries

NAICS Code	NAICS Title	Employment		Net Change	Percent Change
		2016 Estimated	2018 Projected		
Top 10 Fastest Growth					
112000	Animal Production	341	495	154	45.16%
311000	Food Manufacturing	2,436	3,198	762	31.28%
551000	Management of Companies and Enterprises	593	670	77	12.98%
713000	Amusement, Gambling, and Recreation Industries	412	452	40	9.71%
331000	Primary Metal Manufacturing	3,035	3,308	273	9.00%
531000	Real Estate	701	761	60	8.56%
333000	Machinery Manufacturing	2,172	2,343	171	7.87%
332000	Fabricated Metal Product Manufacturing	1,419	1,523	104	7.33%
238000	Specialty Trade Contractors	2,163	2,312	149	6.89%
453000	Miscellaneous Store Retailers	580	618	38	6.55%
Top 10 Decline					
336000	Transportation Equipment Manufacturing	3,873	3,723	-150	-3.87%
424000	Merchant Wholesalers, Nondurable Goods	1,539	1,433	-106	-6.89%
221000	Utilities	364	300	-64	-17.58%
115000	Support Activities for Agriculture and Forestry	929	871	-58	-6.24%
425000	Wholesale Electronic Markets and Agents and Brokers	166	134	-32	-19.28%
335000	Electrical Equipment, Appliance, and Component Manufacturing	698	669	-29	-4.15%
517000	Telecommunications	252	223	-29	-11.51%
812000	Personal and Laundry Services	663	643	-20	-3.02%
511000	Publishing Industries (except Internet)	201	182	-19	-9.45%
814000	Private Households	116	100	-16	-13.79%
Top 10 Fastest Decline					
425000	Wholesale Electronic Markets and Agents and Brokers	166	134	-32	-19.28%
221000	Utilities	364	300	-64	-17.58%
814000	Private Households	116	100	-16	-13.79%
517000	Telecommunications	252	223	-29	-11.51%
511000	Publishing Industries (except Internet)	201	182	-19	-9.45%
322000	Paper Manufacturing	69	63	-6	-8.70%
512000	Motion Picture and Sound Recording Industries	83	77	-6	-7.23%
424000	Merchant Wholesalers, Nondurable Goods	1,539	1,433	-106	-6.89%
115000	Support Activities for Agriculture and Forestry	929	871	-58	-6.24%
454000	Nonstore Retailers	157	150	-7	-4.46%

Source: Arkansas Department of Workforce Services, Projections Suite Software

Northeast Arkansas Local Workforce Development Area

Occupations

The Northeast Arkansas LWDA is expected to have 5,147 annual openings during the projection period with 2,463 for growth and expansion and 2,684 for replacement. *Farmers, Ranchers, and Other Agricultural Managers* is anticipated to be the top growing occupation with a gain of 201 jobs raising its employment to 6,264. *Farmworkers, Farm, Ranch, and Aquacultural Animals* is estimated to be the fastest growing occupation increasing its employment by 33.02 percent to 286. *Telecommunications Line Installers and Repairers* is projected to be the fastest declining occupation losing 15.56 percent of its workforce bringing employment down to 76 jobs. The occupation is tied with *Electrical Power-Line Installers and Repairers* as the top declining occupation with each losing 14 jobs between 2016 and 2018. **Production Occupations** is anticipated to add the most new jobs among the major occupational groups in Northeast Arkansas adding 625 increasing employment to 14,936.

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2016 Estimated	2018 Projected	Net	Percent	Growth	Replacement	Total
51-0000	Production Occupations	14,311	14,936	625	4.37%	371	320	691
53-0000	Transportation and Material Moving Occupations	9,534	10,046	512	5.37%	258	228	486
35-0000	Food Preparation and Serving Related Occupations	9,088	9,528	440	4.84%	220	352	572
11-0000	Management Occupations	10,901	11,321	420	3.85%	210	207	417
25-0000	Education, Training, and Library Occupations	8,061	8,453	392	4.86%	196	174	370

Top Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2016 Estimated	2018 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
11-9013	Farmers, Ranchers, and Other Agricultural Managers	6,063	6,264	201	3.32%	100	100	200
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	2,759	2,931	172	6.23%	86	108	194
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	461	574	113	24.51%	56	10	66
29-1141	Registered Nurses	1,970	2,075	105	5.33%	52	44	96
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	2,514	2,608	94	3.74%	47	78	125
53-7051	Industrial Truck and Tractor Operators	766	859	93	12.14%	46	18	64
35-3031	Waiters and Waitresses	1,955	2,047	92	4.71%	46	102	148
39-9021	Personal Care Aides	1,493	1,583	90	6.03%	45	10	55
49-9041	Industrial Machinery Mechanics	566	655	89	15.72%	44	14	58
41-2031	Retail Salespersons	3,499	3,584	85	2.43%	42	131	173

Northeast Arkansas Local Workforce Development Area Top Occupations

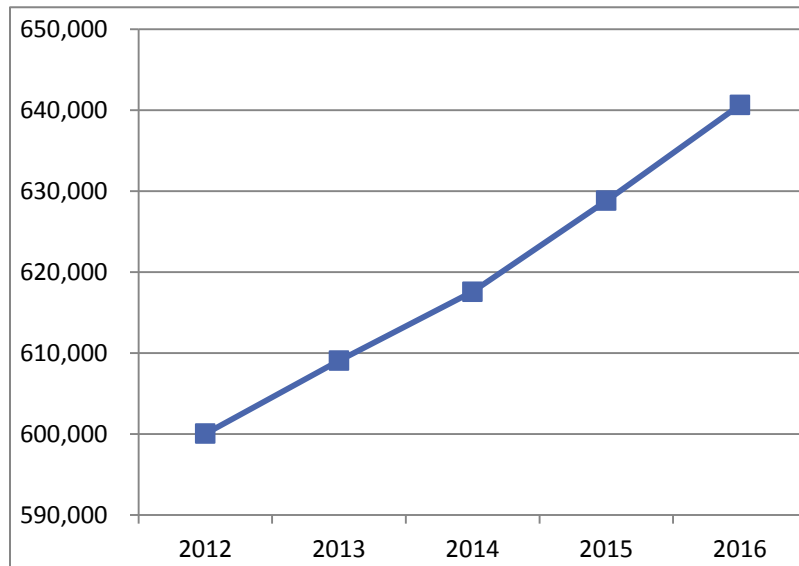
SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2016 Estimated	2018 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Fastest Growing								
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	215	286	71	33.02%	36	6	42
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	461	574	113	24.51%	56	10	66
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	36	44	8	22.22%	4	0	4
53-7061	Cleaners of Vehicles and Equipment	364	422	58	15.93%	29	13	42
49-9041	Industrial Machinery Mechanics	566	655	89	15.72%	44	14	58
49-9043	Maintenance Workers, Machinery	109	124	15	13.76%	8	2	10
13-1161	Market Research Analysts and Marketing Specialists	117	132	15	12.82%	8	1	9
53-7051	Industrial Truck and Tractor Operators	766	859	93	12.14%	46	18	64
17-2112	Industrial Engineers	119	133	14	11.76%	7	4	11
53-7064	Packers and Packagers, Hand	701	775	74	10.56%	37	18	55
Top 10 Decline								
49-9051	Electrical Power-Line Installers and Repairers	192	178	-14	-7.29%	0	8	8
49-9052	Telecommunications Line Installers and Repairers	90	76	-14	-15.56%	0	2	2
51-2022	Electrical and Electronic Equipment Assemblers	118	112	-6	-5.08%	0	2	2
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	731	725	-6	-0.82%	0	10	10
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	456	451	-5	-1.10%	0	8	8
51-9122	Painters, Transportation Equipment	193	188	-5	-2.59%	0	4	4
27-3022	Reporters and Correspondents	50	46	-4	-8.00%	0	2	2
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1,008	1,004	-4	-0.40%	0	20	20
49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers	57	53	-4	-7.02%	0	1	1
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	56	52	-4	-7.14%	0	1	1
Top 10 Fastest Decline								
49-9052	Telecommunications Line Installers and Repairers	90	76	-14	-15.56%	0	2	2
27-3022	Reporters and Correspondents	50	46	-4	-8.00%	0	2	2
27-3041	Editors	38	35	-3	-7.89%	0	2	2
49-9051	Electrical Power-Line Installers and Repairers	192	178	-14	-7.29%	0	8	8
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	56	52	-4	-7.14%	0	1	1
49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers	57	53	-4	-7.02%	0	1	1
43-2011	Switchboard Operators, Including Answering Service	59	56	-3	-5.08%	0	1	1
51-2022	Electrical and Electronic Equipment Assemblers	118	112	-6	-5.08%	0	2	2
43-5041	Meter Readers, Utilities	65	62	-3	-4.62%	0	2	2
51-9122	Painters, Transportation Equipment	193	188	-5	-2.59%	0	4	4

Source: Arkansas Department of Workforce Services, Projections Suite Software

Northwest Arkansas Local Workforce Development Area

Population

The Northwest Arkansas Local Workforce Development Area's population increased to 640,652 or by 11,821 in 2016. The Area has seen an increase in population of 40,604 from 2012 to 2016. The Northwest Arkansas LWDA consists of nine counties: Baxter, Benton, Boone, Carroll, Madison, Marion, Newton, Searcy, and Washington. The area borders two states, Missouri to the north and Oklahoma to the west. The Fayetteville-Springdale-Rogers Metropolitan Statistical Area, which includes McDonald County in Missouri, is located within this LWDA.



Northwest Arkansas LWDA Population 2012-2016

2012	2013	2014	2015	2016
600,048	609,063	617,584	628,831	640,652

Source: US Census Bureau

Quarterly Workforce Indicators

Job creation decreased by 1,733 in Northwest Arkansas from second quarter of 2015 to second quarter of 2016 to 13,919, and new hires decreased by 134 to 49,561 for the same time period. Separations increased by 1,828 to 51,035 and turnover was at 9.3 percent for the second quarter of 2016.

Northwest Arkansas LWDA Quarterly Workforce Indicators (All Ownerships)

QWI Explorer	2012 Q2	2013 Q2	2014 Q2	2015 Q2	2016 Q2
Job Creation	13,696	13,187	13,850	15,652	13,919
New Hires	39,486	40,621	44,383	49,695	49,561
Separations	40,802	42,132	44,807	49,207	51,035
Turnover	8.2%	8.5%	8.5%	8.8%	9.3%

Source: U.S. Census Bureau, Center for Economic Studies, LEHD

Job Creation: Estimated number of jobs gained at firms throughout the quarter.

New Hires: Estimated number of workers who started a new job.

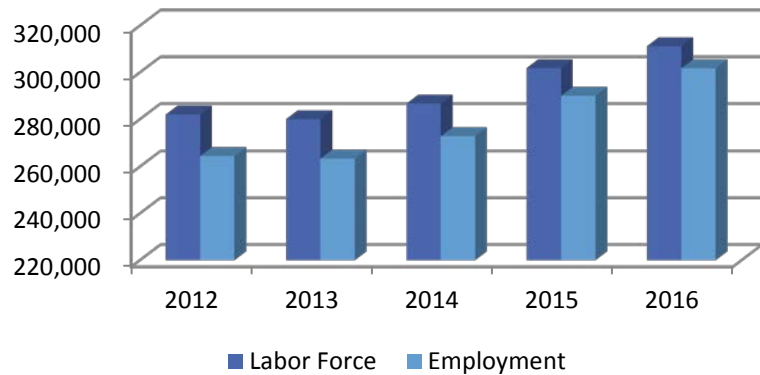
Separations: Estimated number of workers whose job with a given employer ended in the specified quarter.

Turnovers: The rate at which stable jobs begin and end.

Northwest Arkansas Local Workforce Development Area

Employment/Labor Force/Unemployment

The labor force and employment both increased from 2015 to 2016, with the labor force gaining 9,337 to 311,207 and employment increasing by 11,755 to 301,748. Unemployment decreased by 2,418 to 9,459 in 2016, and has seen a decline of 8,027 since 2012. The unemployment rate declined from 2015 to 2016 by nine-tenths of a percentage point to 3 percent, however the Area's unemployment rate declined by three and two-tenths percentage points from 2012. The unemployment rate ended July 2017 at 3 percent.

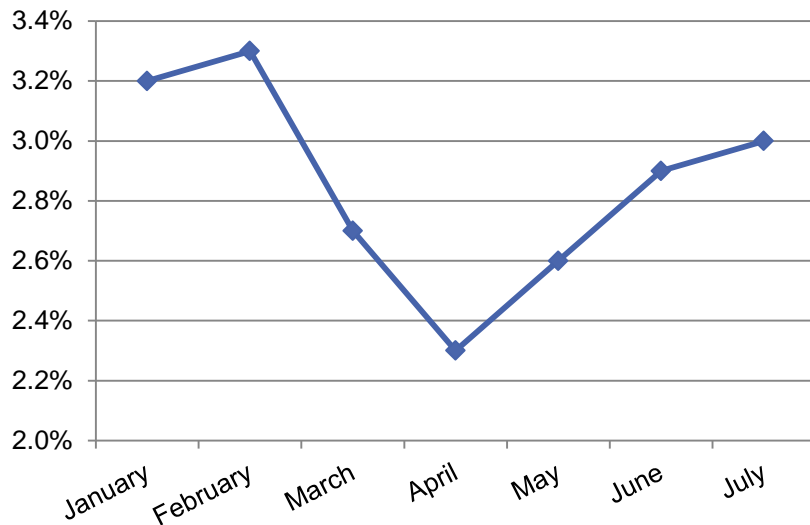


Northwest Arkansas LWDA 2012-2016 Labor Force/Employment

Year	2012	2013	2014	2015	2016
Labor Force	281,953	279,994	286,626	301,870	311,207
Employment	264,467	263,406	272,736	289,993	301,748
Unemployment	17,486	16,588	13,890	11,877	9,459
Unemployment Rate	6.2%	5.9%	4.8%	3.9%	3.0%

Source: Arkansas Department of Workforce Services

Monthly Unemployment Rate, 2017



Northwest Arkansas LWDA 2017 Monthly Unemployment Rate*

Year	Month	Unemployment Rate
2017	January	3.2%
2017	February	3.3%
2017	March	2.7%
2017	April	2.3%
2017	May	2.6%
2017	June	2.9%
2017	July	3.0%

Source: AR Dept. of Workforce Services Local Area Unemployment Statistics

*Not Seasonally Adjusted, Not Preliminary

Northwest Arkansas Local Workforce Development Area

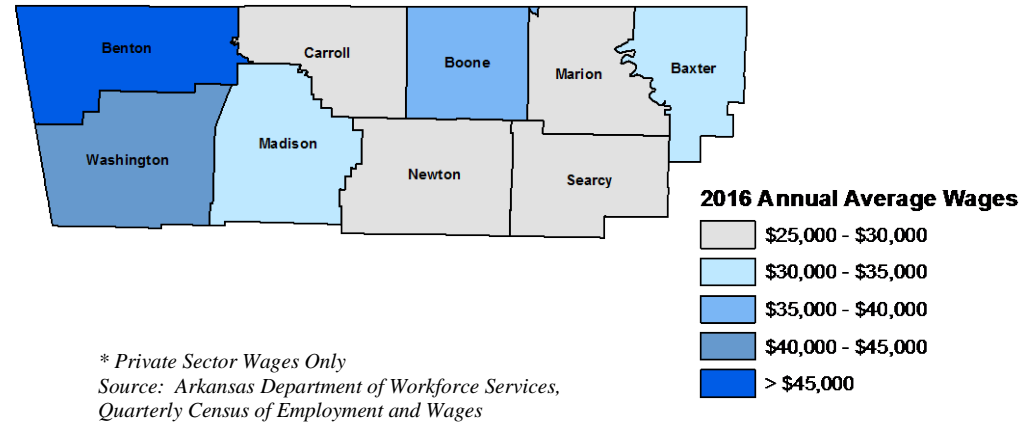
Wages

Heavy and Tractor-Trailer Truck Drivers, with an estimated employment of 11,142, was the largest occupation in the Area in 2016 earning an entry wage of \$31,278. *General and Operations Managers* had the highest estimated experienced wage of the 10 largest occupations at \$120,384 with 5,293 employed.

Internists, General had the highest average annual salary in the LWDA at \$302,012 for 2016. *Surgeons* was second on the Occupations Paying the Most list with an average annual salary of \$297,602. *Marketing Managers* completed the list with an average annual salary of \$163,349.

Employers of all sizes had an estimated experienced wage of \$55,102 in Northwest Arkansas. Employers with 250 to 499 employees had an entry wage of \$20,761 in 2016. Estimated entry wages for all sizes were \$19,753 in 2016.

Of the 273,136 estimated employees in the Area, employees making \$10.00 to \$11.99 an hour totaled 35,205 in 2016. Employees making \$25.00 or more an hour totaled 64,360. Employees earning under \$8.50 an hour totaled 17,626.



Northwest Arkansas LWDA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Heavy and Tractor-Trailer Truck Drivers	11,142	\$41,960	\$31,278	\$47,302
Retail Salespersons	9,600	\$25,643	\$18,086	\$29,422
Cashiers	6,825	\$19,556	\$18,156	\$20,256
Combined Food Preparation and Serving Workers, Including Fast Food	6,799	\$19,169	\$18,104	\$19,702
Office Clerks, General	6,245	\$27,168	\$19,363	\$31,070
General and Operations Managers	5,293	\$90,514	\$30,775	\$120,384
Laborers and Freight, Stock, and Material Movers, Hand	4,888	\$25,407	\$20,024	\$28,098
Waiters and Waitresses	4,450	\$18,872	\$18,035	\$19,290
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	4,426	\$71,014	\$31,310	\$90,866
Secretaries and Administrative Assistants, Except Legal, Medical, & Executive	4,410	\$32,826	\$23,088	\$37,695

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

Northwest Arkansas Local Workforce Development Area

Wages

Northwest Arkansas LWDA Occupations Paying the Most

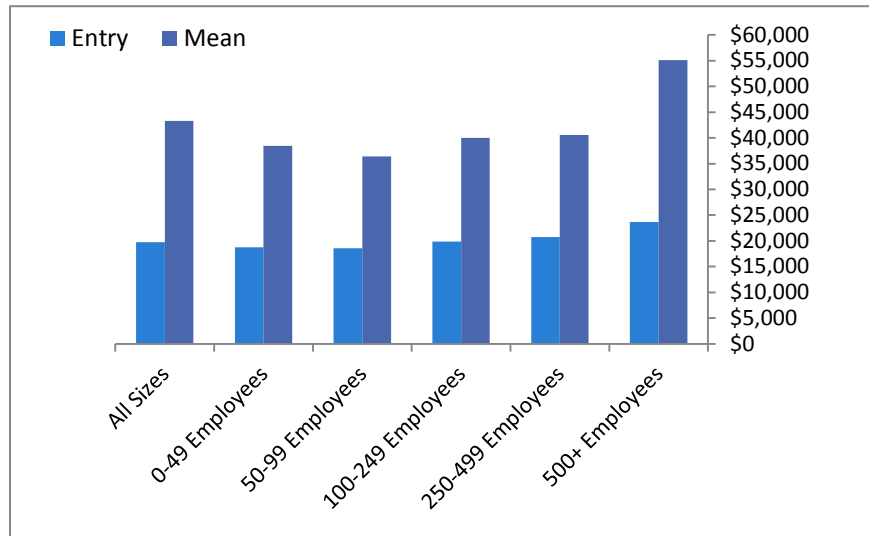
Occupation	Average Annual Salary
Internists, General	\$302,012
Surgeons	\$297,602
Anesthesiologists	\$297,145
Obstetricians and Gynecologists	\$291,049
Dentists, General	\$261,629
Family and General Practitioners	\$212,871
Nurse Anesthetists	\$202,541
Purchasing Managers	\$195,968
Compensation and Benefits Managers	\$172,244
Marketing Managers	\$163,349

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

Northwest Arkansas Local Workforce Development Area

Wages

Northwest Arkansas Wage Estimates by Employer Size

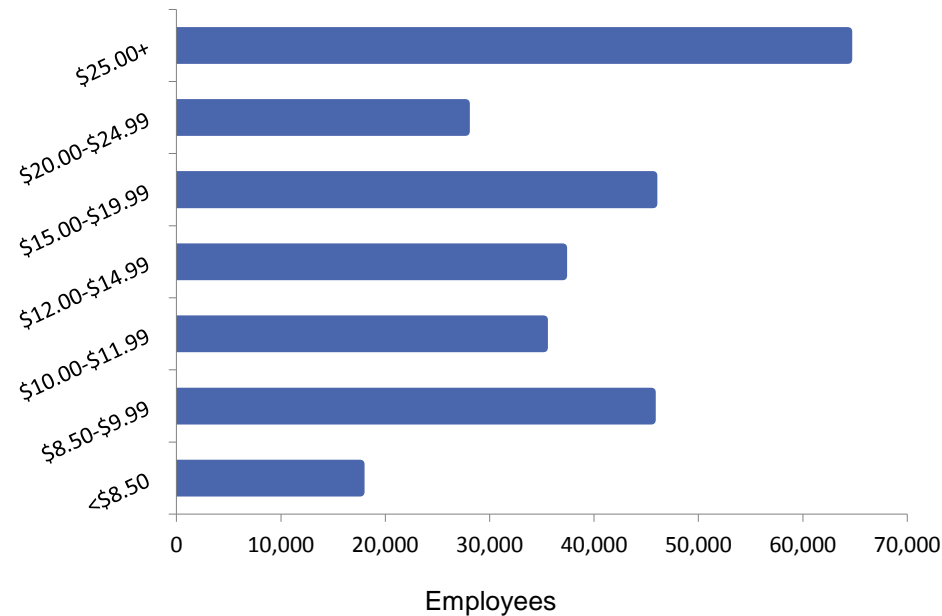


Northwest Arkansas LWDA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$43,319	\$31,406	\$19,753	\$55,102
0-49 Employees	\$38,454	\$27,231	\$18,733	\$48,315
50-99 Employees	\$36,420	\$26,184	\$18,600	\$45,330
100-249 Employees	\$39,998	\$30,053	\$19,889	\$50,053
250-499 Employees	\$40,561	\$33,137	\$20,761	\$50,461
500+ Employees	\$55,119	\$41,089	\$23,655	\$70,850

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

Northwest Arkansas Number of Employees by Hourly Wage Rate



Northwest LWDA Number of Employees by Hourly Wage Rate

Total	273,136
<\$8.50	17,626
\$8.50-\$9.99	45,514
\$10.00-\$11.99	35,205
\$12.00-\$14.99	37,048
\$15.00-\$19.99	45,666
\$20.00-\$24.99	27,717
\$25.00+	64,360

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

Northwest Arkansas Local Workforce Development Area

Industry

The Northwest Arkansas LWDA has the largest employment base in the state and is predicted to be the top and fastest growing Area in the state, which provides job seekers with a variety of career choices among the many industries and occupations. This Area is projected to gain 14,398 jobs, an increase of 4.75 percent between 2016 and 2018. *Management of Companies and Enterprises* is predicted to be the top growing industry in the Area with 1,877 new jobs anticipated raising employment to 25,530. *Construction of Buildings* is predicted to increase by 20.15 percent, making it the fastest growing industry in the Area moving employment to 2,421. *Computer and Electronic Product Manufacturing* is projected to be the top and fastest declining industry with a loss of 168 jobs, or 28.67 percent of its workforce moving employment to 418. **Education and Health Services** is predicted to be the top growing supersector adding 3,030 new jobs increasing its workforce to 61,284.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	Employment		Net Change	Percent Change
		2016 Estimated	2018 Projected		
102500	Education and Health Services	58,254	61,284	3,030	5.20%
102400	Professional and Business Services	45,899	48,891	2,992	6.52%
102100	Trade, Transportation, and Utilities	59,188	61,877	2,689	4.54%
102600	Leisure and Hospitality	27,770	29,262	1,492	5.37%
101200	Construction	10,477	11,640	1,163	11.10%

Top Industries

NAICS Code	NAICS Title	Employment		Net Change	Percent Change
		2016 Estimated	2018 Projected		
Top 10 Growth					
551000	Management of Companies and Enterprises	23,653	25,530	1,877	7.94%
611000	Educational Services	27,133	28,669	1,536	5.66%
722000	Food Services and Drinking Places	22,151	23,359	1,208	5.45%
238000	Specialty Trade Contractors	7,444	8,200	756	10.16%
541000	Professional, Scientific, and Technical Services	11,857	12,527	670	5.65%
621000	Ambulatory Health Care Services	10,527	11,181	654	6.21%
311000	Food Manufacturing	14,966	15,498	532	3.55%
813000	Religious, Grantmaking, Civic, Professional, and Similar Organizations	5,333	5,805	472	8.85%
445000	Food and Beverage Stores	5,126	5,579	453	8.84%
561000	Administrative and Support Services	9,829	10,280	451	4.59%

Northwest Arkansas Local Workforce Development Area Top Industries

NAICS Code	NAICS Title	Employment		Net Change	Percent Change
		2016 Estimated	2018 Projected		
Top 10 Fastest Growth					
236000	Construction of Buildings	2,015	2,421	406	20.15%
518000	Data Processing, Hosting and Related Services	244	289	45	18.44%
312000	Beverage and Tobacco Product Manufacturing	255	302	47	18.43%
814000	Private Households	436	513	77	17.66%
314000	Textile Product Mills	507	583	76	14.99%
485000	Transit and Ground Passenger Transportation	532	610	78	14.66%
325000	Chemical Manufacturing	264	301	37	14.02%
442000	Furniture and Home Furnishings Stores	817	928	111	13.59%
811000	Repair and Maintenance	1,957	2,211	254	12.98%
712000	Museums, Historical Sites, and Similar Institution	443	500	57	12.87%
Top 10 Decline					
334000	Computer and Electronic Product Manufacturing	586	418	-168	-28.67%
331000	Primary Metal Manufacturing	1,042	910	-132	-12.67%
332000	Fabricated Metal Product Manufacturing	2,953	2,838	-115	-3.89%
333000	Machinery Manufacturing	1,412	1,313	-99	-7.01%
323000	Printing and Related Support Activities	762	680	-82	-10.76%
517000	Telecommunications	713	651	-62	-8.70%
511000	Publishing Industries (except Internet)	866	806	-60	-6.93%
115000	Support Activities for Agriculture and Forestry	424	414	-10	-2.36%
515000	Broadcasting (except Internet)	345	335	-10	-2.90%
523000	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	432	423	-9	-2.08%
Top 10 Fastest Decline					
334000	Computer and Electronic Product Manufacturing	586	418	-168	-28.67%
331000	Primary Metal Manufacturing	1,042	910	-132	-12.67%
323000	Printing and Related Support Activities	762	680	-82	-10.76%
517000	Telecommunications	713	651	-62	-8.70%
333000	Machinery Manufacturing	1,412	1,313	-99	-7.01%
511000	Publishing Industries (except Internet)	866	806	-60	-6.93%
212000	Mining (except Oil and Gas)	105	100	-5	-4.76%
332000	Fabricated Metal Product Manufacturing	2,953	2,838	-115	-3.89%
515000	Broadcasting (except Internet)	345	335	-10	-2.90%
115000	Support Activities for Agriculture and Forestry	424	414	-10	-2.36%

Source: Arkansas Department of Workforce Services, Projections Suite Software

Northwest Arkansas Local Workforce Development Area

Occupations

The Northwest Arkansas LWDA is projected to have 14,428 annual job openings and the only Area where growth openings exceed replacement with 7,346 for growth and expansion and 7,082 for replacement. *Retail Salespersons* is estimated to drive growth adding 610 new jobs, making it the top growing occupation in Northwest Arkansas increasing employment to 11,546. *Helpers--Carpenters* is predicted to be the fastest growing occupation raising employment 13.79 percent. *Electrical and Electronic Equipment Assemblers* is forecasted to be the fastest declining occupation losing 12.82 percent of its workforce dropping to an employment of 238 and is tied with *Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic* as the top declining occupation with 35 job losses each. **Office and Administrative Support Occupations** is expected to be the top growing major group with an increase of 1,800 new jobs moving employment from 40,836 in 2016 to 42,636 in 2018.

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2016 Estimated	2018 Projected	Net	Percent	Growth	Replacement	Total
43-0000	Office and Administrative Support Occupations	40,836	42,636	1,800	4.41%	904	851	1,755
41-0000	Sales and Related Occupations	31,619	33,271	1,652	5.22%	826	1,040	1,866
11-0000	Management Occupations	31,795	33,195	1,400	4.40%	700	616	1,316
35-0000	Food Preparation and Serving Related Occupations	24,403	25,707	1,304	5.34%	652	1,008	1,660
13-0000	Business and Financial Operations Occupations	16,739	17,910	1,171	7.00%	586	311	897

Top Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2016 Estimated	2018 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
41-2031	Retail Salespersons	10,936	11,546	610	5.58%	305	409	714
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	5,794	6,182	388	6.70%	194	226	420
11-9013	Farmers, Ranchers, and Other Agricultural Managers	13,138	13,514	376	2.86%	188	218	406
41-2011	Cashiers	6,868	7,199	331	4.82%	166	348	514
43-9061	Office Clerks, General	6,416	6,719	303	4.72%	152	136	288
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	5,147	5,436	289	5.61%	144	54	198
11-1021	General and Operations Managers	5,050	5,337	287	5.68%	144	118	262
53-3032	Heavy and Tractor-Trailer Truck Drivers	11,516	11,773	257	2.23%	128	184	312
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	5,477	5,705	228	4.16%	114	169	283
35-3031	Waiters and Waitresses	4,678	4,903	225	4.81%	112	244	356

Northwest Arkansas Local Workforce Development Area Top Occupations

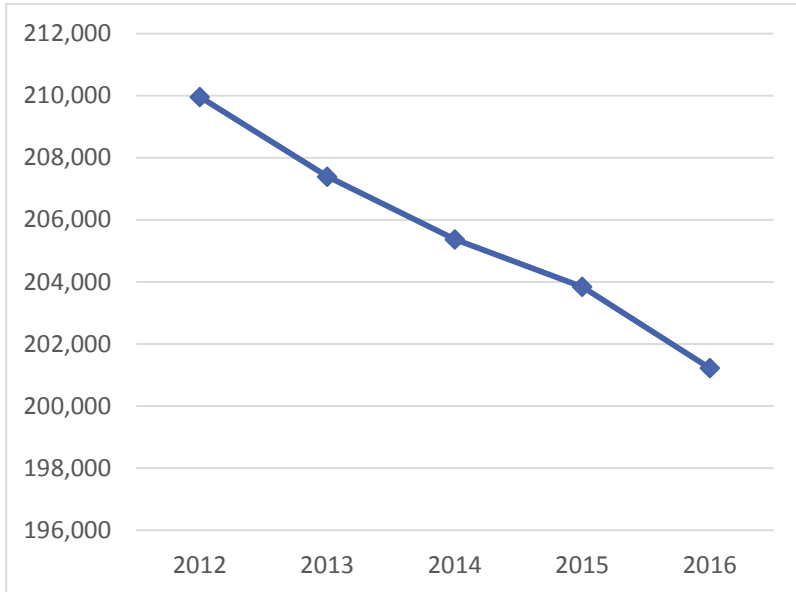
SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2016 Estimated	2018 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Fastest Growth								
47-3012	Helpers--Carpenters	87	99	12	13.79%	6	2	8
15-2031	Operations Research Analysts	39	44	5	12.82%	2	0	2
47-2221	Structural Iron and Steel Workers	80	90	10	12.50%	5	2	7
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	82	92	10	12.20%	5	2	7
47-3013	Helpers--Electricians	117	131	14	11.97%	7	2	9
41-3021	Insurance Sales Agents	1,031	1,147	116	11.25%	58	26	84
49-2097	Electronic Home Entertainment Equipment Installers and Repairers	72	80	8	11.11%	4	1	5
47-2051	Cement Masons and Concrete Finishers	280	311	31	11.07%	16	4	20
47-2021	Brickmasons and Blockmasons	165	183	18	10.91%	9	2	11
47-3016	Helpers--Roofers	76	84	8	10.53%	4	1	5
Top 10 Decline								
51-2022	Electrical and Electronic Equipment Assemblers	273	238	-35	-12.82%	0	4	4
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	479	444	-35	-7.31%	0	8	8
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	274	251	-23	-8.39%	0	5	5
51-5112	Printing Press Operators	373	350	-23	-6.17%	0	6	6
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	368	354	-14	-3.80%	0	4	4
51-4193	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	127	113	-14	-11.02%	0	3	3
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	240	228	-12	-5.00%	0	10	10
51-4111	Tool and Die Makers	149	137	-12	-8.05%	0	0	0
27-3022	Reporters and Correspondents	174	165	-9	-5.17%	0	6	6
27-3041	Editors	189	180	-9	-4.76%	0	6	6
Top 10 Fastest Decline								
51-2022	Electrical and Electronic Equipment Assemblers	273	238	-35	-12.82%	0	4	4
51-4193	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	127	113	-14	-11.02%	0	3	3
51-4191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	44	40	-4	-9.09%	0	1	1
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	274	251	-23	-8.39%	0	5	5
51-4111	Tool and Die Makers	149	137	-12	-8.05%	0	0	0
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	479	444	-35	-7.31%	0	8	8
51-5112	Printing Press Operators	373	350	-23	-6.17%	0	6	6
17-3027	Mechanical Engineering Technicians	67	63	-4	-5.97%	0	2	2
27-3022	Reporters and Correspondents	174	165	-9	-5.17%	0	6	6
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	240	228	-12	-5.00%	0	10	10

Source: Arkansas Department of Workforce Services, Projections Suite Software

Southeast Arkansas Local Workforce Development Area

Population

The Southeast Arkansas Local Workforce Development Area's population decreased by 2,629 from 2015 to 201,208 in 2016 from 2015, or by 2,629. The Area has seen a decrease in population of 8,742 from 2012 to 2016. The Southeast Arkansas LWDA includes the Pine Bluff Metropolitan Statistical Area and 10 counties: Arkansas, Ashley, Bradley, Chicot, Cleveland, Desha, Drew, Grant, Jefferson, and Lincoln. Louisiana and Mississippi border the Area.



Southeast Arkansas LWDA Population 2012-2016

2012	2013	2014	2015	2016
209,950	207,384	205,368	203,837	201,208

Source: US Census Bureau

Quarterly Workforce Indicators

Job creation decreased in Southeast Arkansas by 522 to 3,367 for the second quarter of 2016 compared to the second quarter of 2015. New hires decreased for the same time period by 67 to 10,416 while separations increased by 206 from 2015 to 2016. Turnover remained stable at 8.3 percent for the second quarter of 2016.

Southeast Arkansas LWDA Quarterly Workforce Indicators

(All Ownerships)

QWI Explorer	2012 Q2	2013 Q2	2014 Q2	2015 Q2	2016 Q2
Job Creation	3,206	3,334	3,739	3,889	3,367
New Hires	9,974	10,089	10,126	10,483	10,416
Separations	12,687	12,251	11,288	11,852	12,058
Turnover	7.9%	8.0%	7.9%	8.3%	8.3%

Source: U.S. Census Bureau, Center for Economic Studies, LEHD

Job Creation: Estimated number of jobs gained at firms throughout the quarter.

New Hires: Estimated number of workers who started a new job.

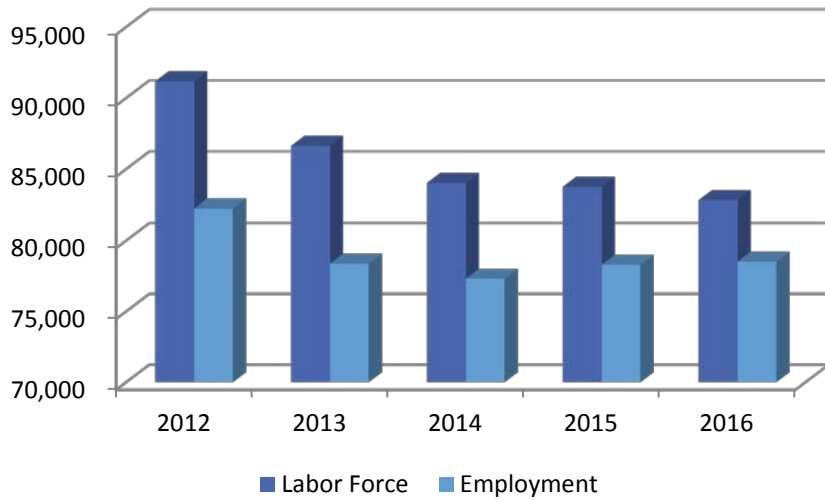
Separations: Estimated number of workers whose job with a given employer ended in the specified quarter.

Turnovers: The rate at which stable jobs begin and end.

Southeast Arkansas Local Workforce Development Area

Employment/Labor Force/Unemployment

Southeast Arkansas saw a decrease in the labor force by 932 to 82,817 from 2015 to 2016, but employment increased by 217 to 78,513 for the same time period. Both the labor force and employment have decreased since 2012 by 8,357 and 3,729 respectively. Unemployment decreased by 1,149 to 4,304 from 2015 to 2016 and the unemployment rate dropped to 5.2 percent in 2016. After climbing to 5.2% in January 2017, the unemployment rate decreased sixth-tenths of a percentage point to settle at 4.9 percent in July 2017.

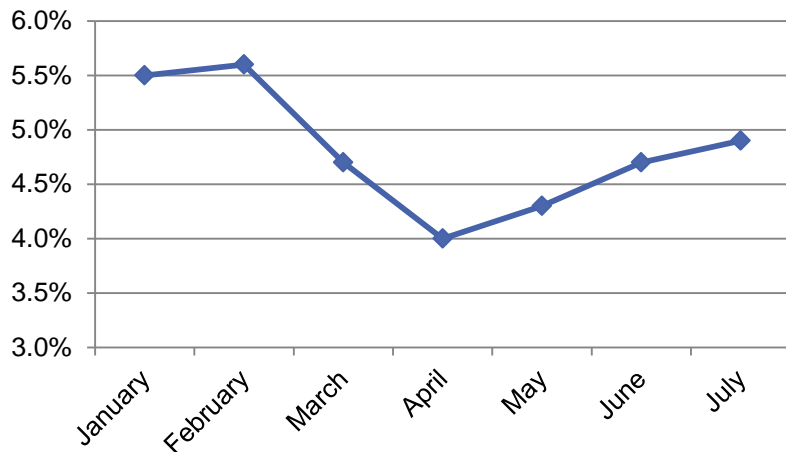


Southeast Arkansas LWDA 2012-2016 Labor Force/Employment

Year	2012	2013	2014	2015	2016
Labor Force	91,174	86,632	84,022	83,749	82,817
Employment	82,242	78,372	77,305	78,296	78,513
Unemployment	8,932	8,260	6,717	5,453	4,304
Unemployment Rate	9.8%	9.5%	8.0%	6.5%	5.2%

Source: Arkansas Department of Workforce Services

Monthly Unemployment Rate, 2017



Southeast Arkansas LWDA 2017 Monthly Unemployment Rate*

Year	Month	Unemployment Rate
2017	January	5.5%
2017	February	5.6%
2017	March	4.7%
2017	April	4.0%
2017	May	4.3%
2017	June	4.7%
2017	July	4.9%

Source: AR Dept. of Workforce Services Local Area Unemployment Statistics

*Not Seasonally Adjusted, Not Preliminary

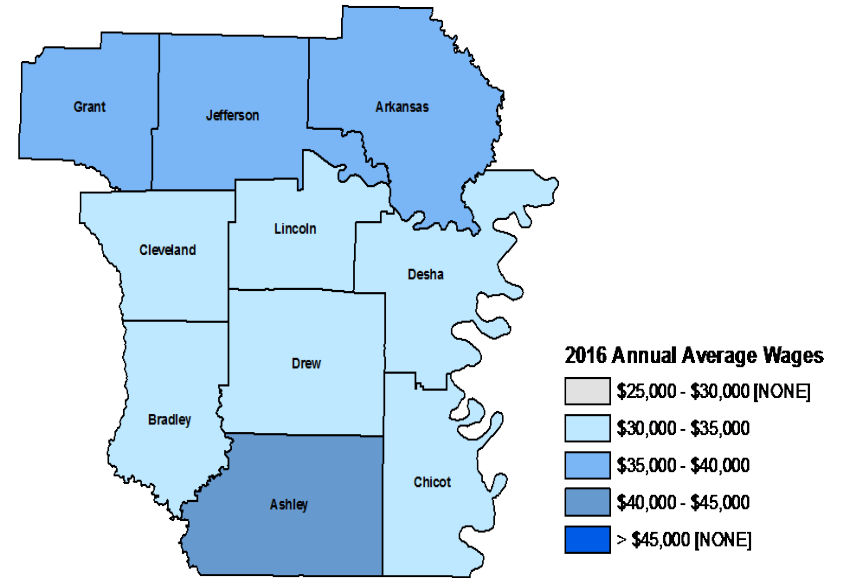
Southeast Arkansas Local Workforce Development Area Wages

Cashiers had the largest estimated employment in Southeast Arkansas with 2,186 employed, making an entry wage of \$18,110 in 2016. *Combined Food Preparation and Serving Workers, Including Fast Food* had the second largest estimated employment with 1,828 employed. *General and Operations Managers* had the largest experienced wage of the 10 largest occupations, making an experienced wage of \$98,091 in 2016.

Family and General Practitioners, with an average annual wage of \$163,455, was the occupation paying the most in 2016. *Architectural and Engineering Managers* was second on the list, making an average wage of \$133,155, while *Microbiologists* finished the list with an average wage of \$96,792.

The entry wage estimate for all employer sizes in Southeast Arkansas was \$19,215 in 2016. Employers with 250 to 499 employees had an estimated mean wage of \$36,781. Experienced wages for all employer categories for the Area were at \$45,050.

Of the 70,785 estimated number of employees, Southeast Arkansas employees making \$15.00 to \$19.99 an hour numbered 13,825 and was the largest group in 2016. Coming in as the second largest group, employees making \$8.50 to \$9.99 an hour numbered 13,513 in 2016.



* Private Sector Wages Only

Source: Arkansas Department of Workforce Services, Quarterly Census of Employment and Wages

Southeast Arkansas LWDA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Cashiers	2,186	\$18,864	\$18,110	\$19,240
Combined Food Preparation and Serving Workers, Including Fast Food	1,828	\$18,449	\$18,092	\$18,628
Heavy and Tractor-Trailer Truck Drivers	1,794	\$34,274	\$23,593	\$39,614
Office Clerks, General	1,741	\$25,264	\$18,832	\$28,479
Correctional Officers and Jailers	1,623	\$34,546	\$27,997	\$37,820
Laborers and Freight, Stock, and Material Movers, Hand	1,517	\$24,114	\$19,027	\$26,657
Retail Salespersons	1,492	\$24,475	\$18,188	\$27,618
Nursing Assistants	1,355	\$21,577	\$18,246	\$23,242
Secretaries and Administrative Assistants, Except Legal, Medical, & Executive	1,187	\$27,399	\$19,742	\$31,227
General and Operations Managers	1,157	\$76,785	\$34,173	\$98,091

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

Southeast Arkansas Local Workforce Development Area Wages

Southeast Arkansas LWDA Occupations Paying the Most

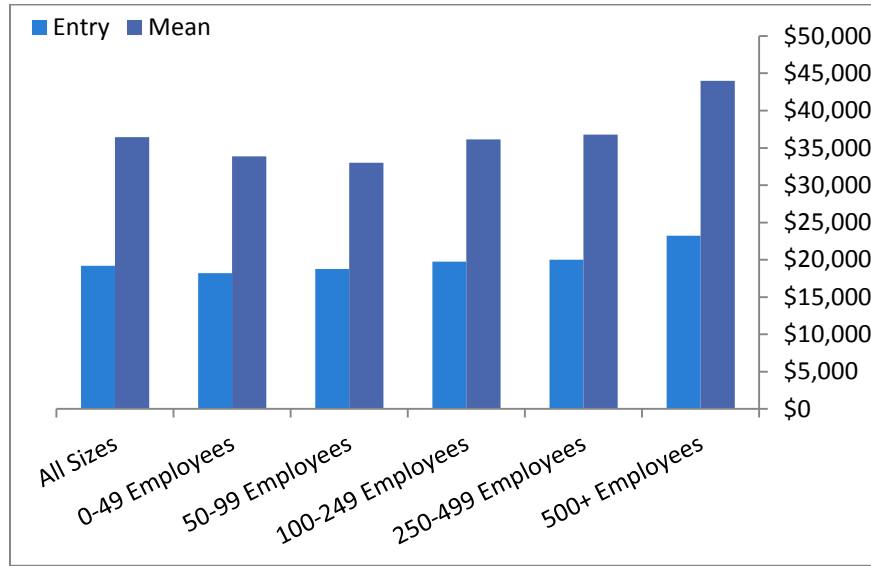
Occupation	Average Annual Salary
Family and General Practitioners	\$163,455
Architectural and Engineering Managers	\$133,155
Dentists, General	\$123,771
Medical Scientists, Except Epidemiologists	\$123,170
Pharmacists	\$120,102
Sales Managers	\$118,941
Nurse Practitioners	\$103,816
Industrial Production Managers	\$100,486
Chemists	\$98,617
Microbiologists	\$96,792

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

Southeast Arkansas Local Workforce Development Area

Wages

Southeast Arkansas Wage Estimates by Employer Size

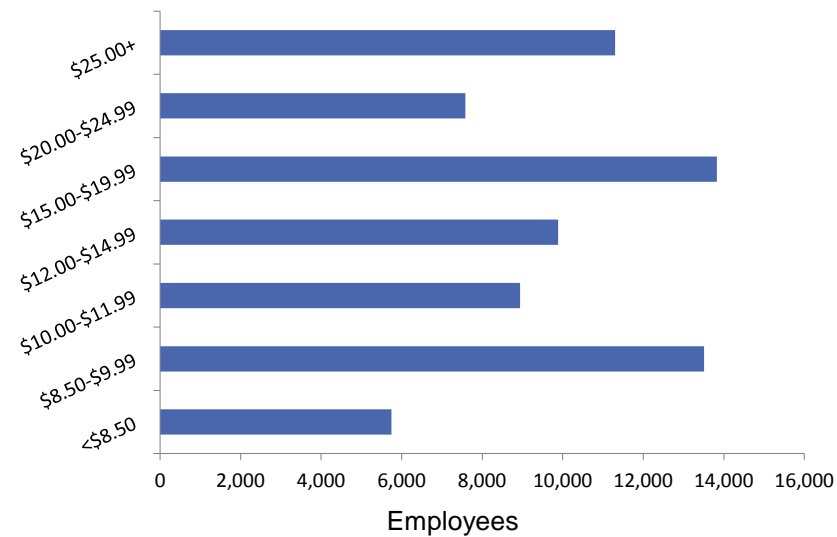


Southeast Arkansas LWDA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$36,438	\$29,435	\$19,215	\$45,050
0-49 Employees	\$33,850	\$24,939	\$18,223	\$41,663
50-99 Employees	\$32,991	\$25,892	\$18,772	\$40,100
100-249 Employees	\$36,127	\$30,635	\$19,768	\$44,306
250-499 Employees	\$36,781	\$32,505	\$20,024	\$45,159
500+ Employees	\$43,997	\$37,525	\$23,226	\$54,382

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

Southeast Arkansas Number of Employees by Hourly Wage Rate



Southeast Arkansas LWDA Number of Employees by Hourly Wage Rate

Total	70,785
$\leq \\$8.50$	5,743
\$8.50-\$9.99	13,513
\$10.00-\$11.99	8,940
\$12.00-\$14.99	9,887
\$15.00-\$19.99	13,825
\$20.00-\$24.99	7,579
>\$25.00+	11,298

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

Southeast Arkansas Local Workforce Development Area

Industry

The Southeast Arkansas LWDA is expected to gain only 369 new jobs between 2016 and 2018. *Food Services and Drinking Places* is expected to be the top growing occupation in the Area, growing by 207 jobs to an employment level of 4,128. At 17.73 percent, *Professional, Scientific, and Technical Services* is predicted to be the fastest growing industry moving from 908 in 2016 to 1,069 in 2018. *Paper Manufacturing* is estimated to be the top declining industry losing an anticipated 181 jobs and moving employment down to 3,155. *Private Households* is estimated to be the fastest declining industry with a loss of 44.03 percent of its workforce, dropping employment below 100. **Professional and Business Services** is projected to be the top growing industry supersector, adding 267 jobs, moving the employment level to 3,502.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	Employment		Net Change	Percent Change
		2016 Estimated	2018 Projected		
102400	Professional and Business Services	3,235	3,502	267	8.25%
102500	Education and Health Services	19,561	19,805	244	1.25%
102600	Leisure and Hospitality	4,549	4,790	241	5.30%
102100	Trade, Transportation, and Utilities	12,046	12,121	75	0.62%
101200	Construction	1,986	2,036	50	2.52%

Top Industries

NAICS Code	NAICS Title	Employment		Net Change	Percent Change
		2016 Estimated	2018 Projected		
Top 10 Growth					
722000	Food Services and Drinking Places	3,921	4,128	207	4.50%
541000	Professional, Scientific, and Technical Services	908	1,069	161	3.68%
621000	Ambulatory Health Care Services	2,517	2,659	142	8.12%
611000	Educational Services	8,421	8,503	82	8.38%
561000	Administrative and Support Services	1,870	1,951	81	4.68%
624000	Social Assistance	3,420	3,500	80	3.02%
452000	General Merchandise Stores	2,237	2,308	71	5.05%
493000	Warehousing and Storage	503	556	53	4.77%
999300	Local Government, Excluding Education and Hospitals	2,838	2,886	48	7.93%
111000	Crop Production	1,305	1,348	43	4.37%

Southeast Arkansas Local Workforce Development Area Top Industries

NAICS Code	NAICS Title	Employment		Net Change	Percent Change
		2016 Estimated	2018 Projected		
Top 10 Fastest Growth					
541000	Professional, Scientific, and Technical Services	908	1,069	161	17.73%
339000	Miscellaneous Manufacturing	91	106	15	16.48%
493000	Warehousing and Storage	503	556	53	10.54%
326000	Plastics and Rubber Products Manufacturing	420	452	32	7.62%
713000	Amusement, Gambling, and Recreation Industries	187	200	13	6.95%
443000	Electronics and Appliance Stores	189	201	12	6.35%
551000	Management of Companies and Enterprises	349	371	22	6.30%
444000	Building Material and Garden Equipment and Supplies Dealers	561	593	32	5.70%
621000	Ambulatory Health Care Services	2,517	2,659	142	5.64%
442000	Furniture and Home Furnishings Stores	132	139	7	5.30%
Top 10 Decline					
322000	Paper Manufacturing	3,336	3,155	-181	-5.43%
311000	Food Manufacturing	3,342	3,167	-175	-5.24%
999200	State Government, Excluding Education and Hospitals	4,328	4,197	-131	-3.03%
115000	Support Activities for Agriculture and Forestry	816	743	-73	-8.95%
999100	Federal Government, Excluding Post Office	1,613	1,541	-72	-4.46%
424000	Merchant Wholesalers, Nondurable Goods	713	645	-68	-9.54%
814000	Private Households	134	75	-59	-44.03%
221000	Utilities	609	555	-54	-8.87%
522000	Credit Intermediation and Related Activities	1,489	1,435	-54	-3.63%
622000	Hospitals	2,896	2,859	-37	-1.28%
Top 10 Fastest Decline					
814000	Private Households	134	75	-59	-44.03%
323000	Printing and Related Support Activities	30	24	-6	-20.00%
515000	Broadcasting (except Internet)	35	29	-6	-17.14%
517000	Telecommunications	142	118	-24	-16.90%
424000	Merchant Wholesalers, Nondurable Goods	713	645	-68	-9.54%
511000	Publishing Industries (except Internet)	126	114	-12	-9.52%
115000	Support Activities for Agriculture and Forestry	816	743	-73	-8.95%
221000	Utilities	609	555	-54	-8.87%
485000	Transit and Ground Passenger Transportation	69	63	-6	-8.70%
454000	Nonstore Retailers	93	87	-6	-6.45%

Source: Arkansas Department of Workforce Services, Projections Suite Software

Southeast Arkansas Local Workforce Development Area

Occupations

Southeast Arkansas LWDA employment is expected to increase by just 0.45 percent between 2016 and 2018, the slowest in the state. Of these, 504 would be for growth and expansion, while 1,912 would be for replacement. *Combined Food Preparation and Serving Workers, Including Fast Food* is predicted to be the top growing occupation in the Area gaining 84 new jobs between 2016 and 2018, increasing to a level of 1,488. *Computer Systems Analysts* is projected to be the fastest growing occupation, increasing employment by 12.50 percent to 63 employees. On the negative side of the local economy, *Paper Goods Machine Setters, Operators, and Tenders* is estimated to lose the most jobs with an anticipated loss of 44, moving employment from 827 in 2016 to 783 in 2018. *Telecommunications Line Installers and Repairers* is forecasted to be the fastest declining occupation, losing 22.58 percent of its workforce. **Food Preparation and Serving Related Occupations** is forecasted to be the top growing major occupational group, increasing employment by 194 to a level of 5,168.

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2016 Estimated	2018 Projected	Net	Percent	Growth	Replacement	Total
35-0000	Food Preparation and Serving Related Occupations	4,974	5,168	194	3.90%	98	180	557
41-0000	Sales and Related Occupations	7,327	7,452	125	1.71%	70	260	662
29-0000	Healthcare Practitioners and Technical Occupations	4,382	4,447	65	1.48%	38	92	258
25-0000	Education, Training, and Library Occupations	5,455	5,517	62	1.14%	31	116	295
47-0000	Construction and Extraction Occupations	2,724	2,756	32	1.17%	22	42	129

Top Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2016 Estimated	2018 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,404	1,488	84	5.98%	42	54	96
41-2011	Cashiers	2,484	2,534	50	2.01%	25	126	151
41-2031	Retail Salespersons	1,841	1,891	50	2.72%	25	69	94
35-2014	Cooks, Restaurant	410	440	30	7.32%	15	11	26
35-3031	Waiters and Waitresses	410	431	21	5.12%	10	22	32
39-9021	Personal Care Aides	1,196	1,214	18	1.51%	9	8	17
41-1011	First-Line Supervisors of Retail Sales Workers	1,295	1,313	18	1.39%	9	30	39
29-1141	Registered Nurses	1,132	1,148	16	1.41%	8	25	33
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,141	1,156	15	1.31%	8	20	28
51-4121	Welders, Cutters, Solderers, and Brazers	613	627	14	2.28%	7	17	24

Southeast Arkansas Local Workforce Development Area Top Occupations

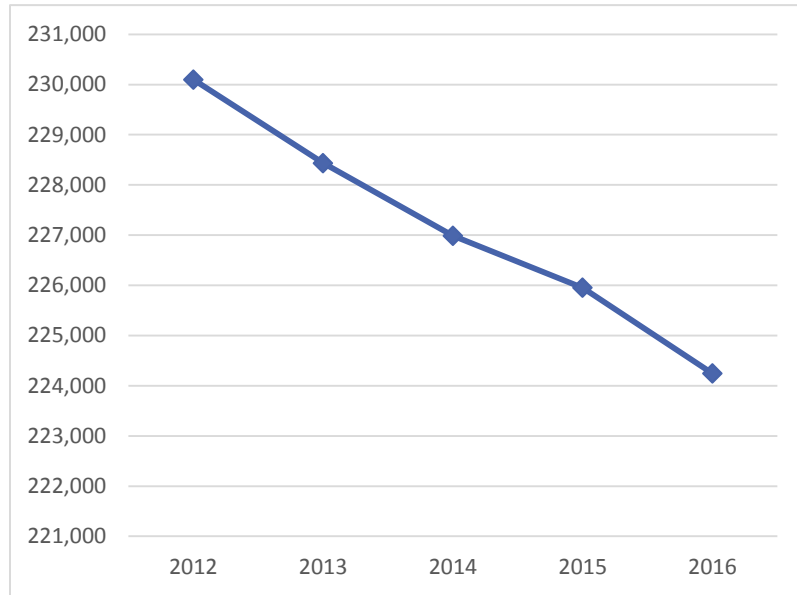
SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2016 Estimated	2018 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Fastest Growth								
15-1121	Computer Systems Analysts	56	63	7	12.50%	4	0	4
13-1161	Market Research Analysts and Marketing Specialists	57	62	5	8.77%	2	0	2
35-2014	Cooks, Restaurant	410	440	30	7.32%	15	11	26
29-1171	Nurse Practitioners	77	82	5	6.49%	2	2	4
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,404	1,488	84	5.98%	42	54	96
29-2041	Emergency Medical Technicians and Paramedics	210	222	12	5.71%	6	3	9
23-1011	Lawyers	130	137	7	5.38%	4	2	6
35-3031	Waiters and Waitresses	410	431	21	5.12%	10	22	32
49-9044	Millwrights	159	167	8	5.03%	4	4	8
13-2011	Accountants and Auditors	237	248	11	4.64%	6	6	12
Top 10 Decline								
51-9196	Paper Goods Machine Setters, Operators, and Tenders	827	783	-44	-5.32%	0	14	14
33-3012	Correctional Officers and Jailers	1,695	1,653	-42	-2.48%	0	47	47
51-9198	Helpers--Production Workers	829	797	-32	-3.86%	0	26	26
43-3071	Tellers	450	424	-26	-5.78%	0	20	20
37-2012	Maids and Housekeeping Cleaners	403	388	-15	-3.72%	0	9	9
53-7064	Packers and Packagers, Hand	426	411	-15	-3.52%	0	10	10
39-9011	Childcare Workers	920	906	-14	-1.52%	0	28	28
43-3031	Bookkeeping, Accounting, and Auditing Clerks	702	688	-14	-1.99%	0	7	7
49-9071	Maintenance and Repair Workers, General	1,025	1,014	-11	-1.07%	0	24	24
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	331	321	-10	-3.02%	0	6	6
Top 10 Fastest Decline								
49-9052	Telecommunications Line Installers and Repairers	31	24	-7	-22.58%	0	0	0
51-6031	Sewing Machine Operators	73	64	-9	-12.33%	0	0	0
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	74	68	-6	-8.11%	0	1	1
49-9051	Electrical Power-Line Installers and Repairers	99	91	-8	-8.08%	0	4	4
51-8091	Chemical Plant and System Operators	140	131	-9	-6.43%	0	5	5
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	97	91	-6	-6.19%	0	2	2
43-3071	Tellers	450	424	-26	-5.78%	0	20	20
51-8021	Stationary Engineers and Boiler Operators	139	131	-8	-5.76%	0	4	4
53-3031	Driver/Sales Workers	106	100	-6	-5.66%	0	2	2
51-9196	Paper Goods Machine Setters, Operators, and Tenders	827	783	-44	-5.32%	0	14	14

Source: Arkansas Department of Workforce Services, Projections Suite Software

Southwest Arkansas Local Workforce Development Area

Population

The Southwest Arkansas Local Workforce Development Area's population decreased by 1,709 from 2015 to 224,243 in 2016. The Area has seen a decline in population over the 2012-2016 period, losing 5,853 residents since 2012. Southwest Arkansas is the largest LWDA in the state in terms of the number of counties represented. Twelve counties are located within this region: Calhoun, Columbia, Dallas, Hempstead, Howard, Lafayette, Little River, Miller, Nevada, Ouachita, Sevier, and Union. Three states border the Area: Oklahoma to the west, Texas to the southwest, and Louisiana to the south. Miller County is part of the Texarkana AR/TX Metropolitan Statistical Area.



Southwest Arkansas LWDA Population 2012-2016

	2012	2013	2014	2015	2016
	230,096	228,433	226,988	225,952	224,243

Source: US Census Bureau

Quarterly Workforce Indicators

Job creation decreased by 355 from the second quarter of 2015 to the second quarter of 2016 to 3,466 jobs, and also decreased from 2012 compared to 2016 with a decrease of 1,038. New hires decreased from the second quarter of 2015 to total 11,901 in the second quarter of 2016. Also, separations decreased, during the same time period, by 198, totaling 13,184 and the turnover rate was 8.2 percent in the second quarter of 2016.

Southwest Arkansas LWDA Quarterly Workforce Indicators (All Ownerships)

QWI Explorer	2012 Q2	2013 Q2	2014 Q2	2015 Q2	2016 Q2
Job Creation	4,504	3,231	3,297	3,821	3,466
New Hires	12,563	10,686	11,999	12,462	11,901
Separations	14,446	12,689	13,597	13,382	13,184
Turnover	8.5%	7.7%	8.0%	7.9%	8.2%

Source: U.S. Census Bureau, Center for Economic Studies, LEHD

Job Creation: Estimated number of jobs gained at firms throughout the quarter.

New Hires: Estimated number of workers who started a new job.

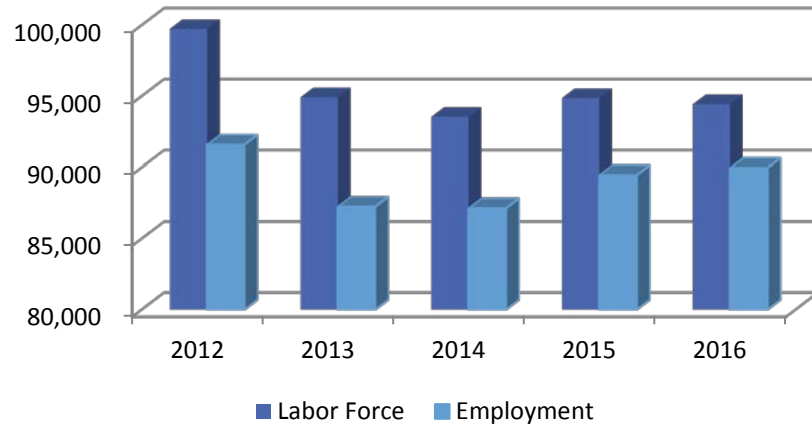
Separations: Estimated number of workers whose job with a given employer ended in the specified quarter.

Turnovers: The rate at which stable jobs begin and end.

Southwest Arkansas Local Workforce Development Area

Employment/Labor Force/Unemployment

The labor force decreased from 2015 to 2016 by 442 to 94,423, while employment increased by 507 to 89,963. Over the five-year period from 2012 to 2016, the Area has seen a decrease of 5,307 in the labor force and a decrease of 1,619 in employment. But unemployment decreased by 949 from 2015 to 2016 and by 3,688 over the five-year period. In turn, the unemployment rate dropped one percentage point from 2015 to 2016 to 4.7 percent. After various fluctuations in the unemployment rate during 2017, the rate settled back to 4.7 percent in July 2017.

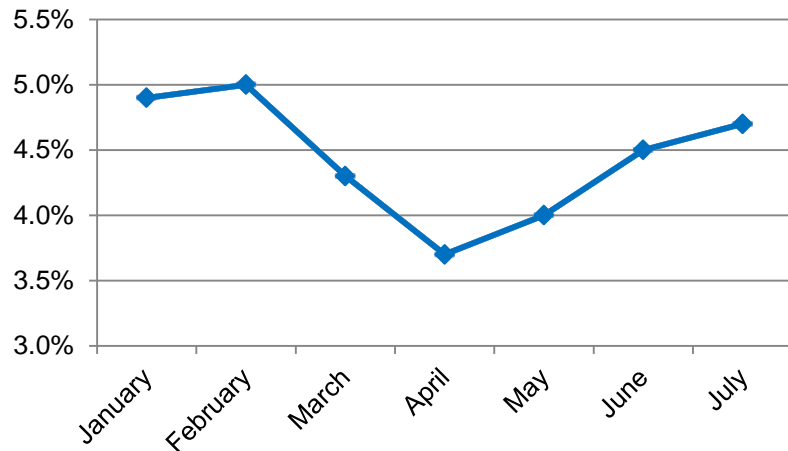


Southwest Arkansas LWDA 2012-2016 Labor Force/Employment

Year	2012	2013	2014	2015	2016
Labor Force	99,730	94,912	93,533	94,865	94,423
Employment	91,582	87,244	87,134	89,456	89,963
Unemployment	8,148	7,668	6,399	5,409	4,460
Unemployment Rate	8.2%	8.1%	6.8%	5.7%	4.7%

Source: Arkansas Department of Workforce Services

Monthly Unemployment Rate, 2017



Southwest Arkansas LWDA 2017 Monthly Unemployment Rate*

Year	Month	Unemployment Rate
2017	January	4.9%
2017	February	5.0%
2017	March	4.3%
2017	April	3.7%
2017	May	4.0%
2017	June	4.5%
2017	July	4.7%

Source: AR Dept. of Workforce Services Local Area Unemployment Statistics

*Not Seasonally Adjusted, Not Preliminary

Southwest Arkansas Local Workforce Development Area Wages

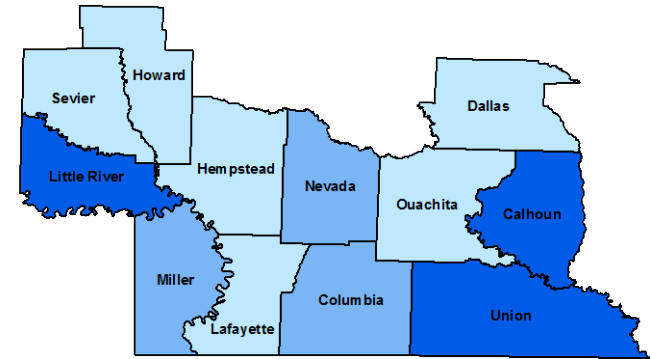
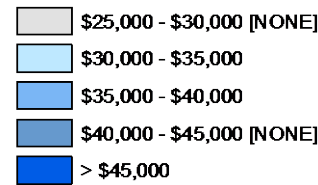
Heavy and Tractor-Trailer Truck Drivers was the largest occupation in the Area with 3,175 estimated employees, earning an annual average wage of \$38,745 in 2016. *Cashiers* was second with an estimated employment of 2,845 with an entry wage of \$18,131. *General and Operations Managers* had the highest experienced wage at \$115,910.

Family and General Practitioners was the occupation paying the most for the LWDA, earning an average annual salary of \$189,791. *Dentists, General* was second on the list, earning an average annual salary of \$184,379. Completing the list, *Environmental Engineers* earned an average annual salary of \$102,159 in 2016.

The median wage estimate for employers of all sizes in Southwest Arkansas was \$29,492 in 2016. Employers with 50 to 99 employees had an estimated experienced wage of \$39,778. Estimated entry wages for all employer categories was \$19,256.

Of a total of 79,200 employees, 15,231 earned between \$8.50 and \$9.99 an hour. Employees earning \$20.00 to \$24.99 an hour totaled 9,271 in 2016.

2016 Annual Average Wages



* Private Sector Wages Only

Source: Arkansas Department of Workforce Services, *Quarterly Census of Employment and Wages*

Southwest Arkansas LWDA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Heavy and Tractor-Trailer Truck Drivers	3,175	\$38,745	\$25,187	\$45,524
Cashiers	2,845	\$18,654	\$18,131	\$18,915
Combined Food Preparation and Serving Workers, Including Fast Food	2,269	\$18,489	\$18,122	\$18,673
Office Clerks, General	2,202	\$25,366	\$18,241	\$28,929
Laborers and Freight, Stock, and Material Movers, Hand	2,077	\$25,443	\$19,053	\$28,638
Retail Salespersons	1,952	\$25,164	\$18,130	\$28,681
Nursing Assistants	1,504	\$21,161	\$18,126	\$22,679
Secretaries and Administrative Assistants, Except Legal, Medical, & Executive	1,238	\$26,745	\$18,916	\$30,659
Licensed Practical and Licensed Vocational Nurses	1,170	\$35,501	\$27,972	\$39,266
General and Operations Managers	1,159	\$89,980	\$38,119	\$115,910

Source: Arkansas Department of Workforce Services, *May 2016 Wage Survey*

Southwest Arkansas Local Workforce Development Area Wages

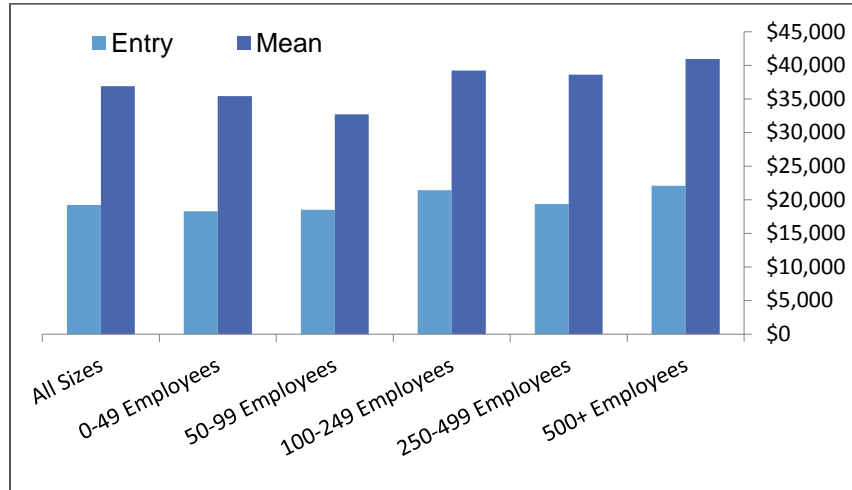
Southwest Arkansas LWDA Occupations Paying the Most

Occupation	Average Annual Salary
Family and General Practitioners	\$189,791
Dentists, General	\$184,379
Pharmacists	\$130,337
Software Developers, Systems Software	\$122,811
Marketing Managers	\$119,453
Petroleum Engineers	\$114,594
Architectural and Engineering Managers	\$112,680
Education Administrators, Postsecondary	\$110,276
Personal Financial Advisors	\$103,982
Environmental Engineers	\$102,159

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

Southwest Arkansas Local Workforce Development Area Wages

Southwest Arkansas Wage Estimates by Employer Size

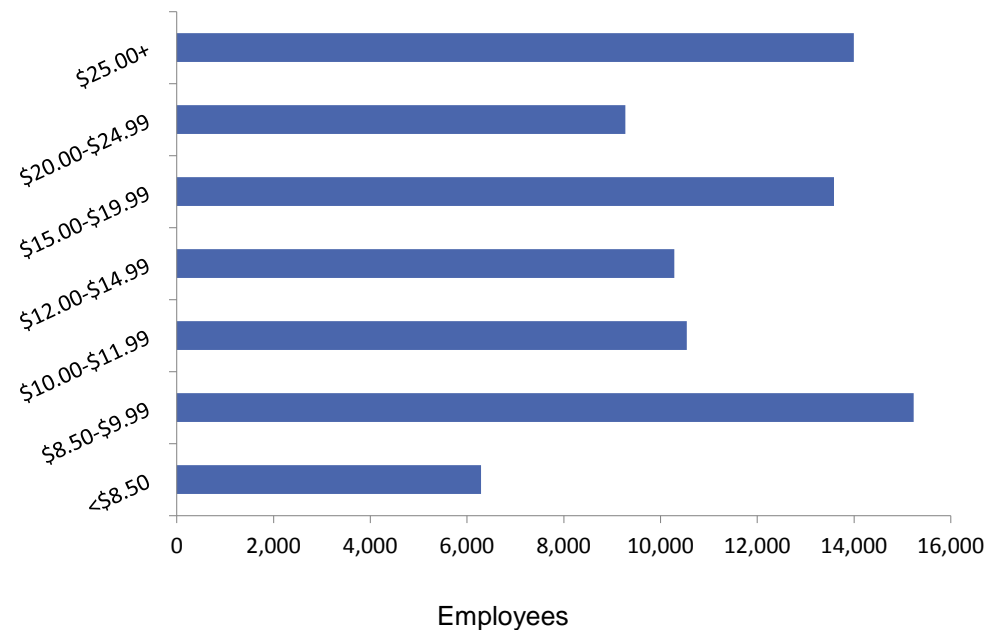


Southwest Arkansas LWDA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$36,882	\$29,492	\$19,256	\$45,694
0-49 Employees	\$35,445	\$25,910	\$18,277	\$44,029
50-99 Employees	\$32,695	\$25,655	\$18,530	\$39,778
100-249 Employees	\$39,246	\$34,351	\$21,425	\$48,156
250-499 Employees	\$38,612	\$33,052	\$19,381	\$48,227
500+ Employees	\$40,943	\$35,824	\$22,073	\$50,377

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

Southwest Arkansas Number of Employees by Hourly Wage Rate



Southwest Arkansas LWDA Number of Employees by Hourly Wage Rate

Total	79,200
<\$8.50	6,291
\$8.50-\$9.99	15,231
\$10.00-\$11.99	10,543
\$12.00-\$14.99	10,282
\$15.00-\$19.99	13,588
\$20.00-\$24.99	9,271
\$25.00+	13,994

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

Southwest Arkansas Local Workforce Development Area

Industry

Employment in the Southwest Arkansas LWDA is projected to increase by 1,028 jobs, a 1.11 percent growth rate over the 2016-2018 projection period. *Specialty Trade Contractors* is predicted to lead the Area in net growth with 261 new jobs moving from 2,735 jobs in 2016 to 2,996 in 2018. *Waste Management and Remediation Services* is anticipated to be the fastest growing industry with an increase of 20.78 percent, or 106 new jobs increasing employment to 616. On the negative side of the economy, *Support Activities for Mining* is estimated to decline by 178 jobs, or 38.78 percent of its workforce, making it the top and fastest declining industry dropping to an employment of 281. **Professional and Business Services** is predicted to add the most jobs among the industry supersectors with 279 new jobs, increasing employment to 4,714.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	Employment		Net Change	Percent Change
		2016 Estimated	2018 Projected		
102400	Professional and Business Services	4,435	4,714	279	6.29%
102100	Trade, Transportation, and Utilities	15,217	15,480	263	1.73%
102600	Leisure and Hospitality	5,550	5,767	217	3.91%
101200	Construction	3,892	4,067	175	4.50%
102800	Government	6,371	6,494	123	1.93%

Top Industries

NAICS Code	NAICS Title	Employment		Net Change	Percent Change
		2016 Estimated	2018 Projected		
Top 10 Growth					
238000	Specialty Trade Contractors	2,735	2,996	261	9.54%
722000	Food Services and Drinking Places	4,660	4,906	246	5.28%
332000	Fabricated Metal Product Manufacturing	3,036	3,163	127	4.18%
562000	Waste Management and Remediation Services	510	616	106	20.78%
621000	Ambulatory Health Care Services	2,553	2,653	100	3.92%
112000	Animal Production	843	917	74	8.78%
624000	Social Assistance	2,299	2,372	73	3.18%
321000	Wood Product Manufacturing	2,352	2,423	71	3.02%
561000	Administrative and Support Services	1,738	1,809	71	4.09%
551000	Management of Companies and Enterprises	1,069	1,133	64	5.99%

Southwest Arkansas Local Workforce Development Area Top Industries

NAICS Code	NAICS Title	Employment		Net Change	Percent Change
		2016 Estimated	2018 Projected		
Top 10 Fastest Growth					
562000	Waste Management and Remediation Services	510	616	106	20.78%
488000	Support Activities for Transportation	242	278	36	14.88%
339000	Miscellaneous Manufacturing	88	97	9	10.23%
238000	Specialty Trade Contractors	2,735	2,996	261	9.54%
493000	Warehousing and Storage	45	49	4	8.89%
112000	Animal Production	843	917	74	8.78%
492000	Couriers and Messengers	265	288	23	8.68%
336000	Transportation Equipment Manufacturing	449	482	33	7.35%
486000	Pipeline Transportation	151	161	10	6.62%
551000	Management of Companies and Enterprises	1,069	1,133	64	5.99%
Top 10 Decline					
213000	Support Activities for Mining	459	281	-178	-38.78%
322000	Paper Manufacturing	1,364	1,209	-155	-11.36%
622000	Hospitals	1,773	1,688	-85	-4.79%
326000	Plastics and Rubber Products Manufacturing	2,750	2,672	-78	-2.84%
611000	Educational Services	8,211	8,134	-77	-0.94%
236000	Construction of Buildings	778	703	-75	-9.64%
484000	Truck Transportation	3,109	3,051	-58	-1.87%
211000	Oil and Gas Extraction	218	166	-52	-23.85%
623000	Nursing and Residential Care Facilities	3,156	3,117	-39	-1.24%
331000	Primary Metal Manufacturing	495	458	-37	-7.47%
Top 10 Fastest Decline					
213000	Support Activities for Mining	459	281	-178	-38.78%
334000	Computer and Electronic Product Manufacturing	94	71	-23	-24.47%
211000	Oil and Gas Extraction	218	166	-52	-23.85%
814000	Private Households	197	162	-35	-17.77%
322000	Paper Manufacturing	1,364	1,209	-155	-11.36%
713000	Amusement, Gambling, and Recreation Industries	276	245	-31	-11.23%
517000	Telecommunications	157	141	-16	-10.19%
236000	Construction of Buildings	778	703	-75	-9.64%
515000	Broadcasting (except Internet)	99	90	-9	-9.09%
511000	Publishing Industries (except Internet)	153	140	-13	-8.50%

Source: Arkansas Department of Workforce Services, Projections Suite Software

Southwest Arkansas Local Workforce Development Area

Occupations

Between 2016 and 2018, Southwest Arkansas LWDA employers are estimated to have 2,954 job openings annually. The Area is forecast to have 2,166 replacement annual openings, or about 73.32 percent of the total job openings for the Area. *Combined Food Preparation and Serving Workers, Including Fast Food* is expected to be the top growing occupation adding 106 jobs between 2016 and 2018 increasing to an employment of 1,995. *Electricians* is predicted to be the fastest growing occupation, raising employment 8.38 percent to a level of 647. *Roustabouts, Oil and Gas* is forecasted to be the top and fastest declining occupation losing 55 jobs during the projection period, a 36.67 percent drop, going from 150 in 2016 to 95 in 2018. **Food Preparation and Serving Related Occupations** is estimated to be the top growing major occupational group increasing employment by 222 jobs to above 6,000.

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2016 Estimated	2018 Projected	Net	Percent	Growth	Replacement	Total
35-0000	Food Preparation and Serving Related Occupations	5,888	6,110	222	3.77%	115	222	337
41-0000	Sales and Related Occupations	8,084	8,249	165	2.04%	90	276	366
11-0000	Management Occupations	6,627	6,750	123	1.86%	64	133	197
53-0000	Transportation and Material Moving Occupations	10,029	10,135	106	1.06%	77	223	300
47-0000	Construction and Extraction Occupations	5,646	5,737	91	1.61%	102	91	193

Top Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2016 Estimated	2018 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,889	1,995	106	5.61%	53	74	127
41-2011	Cashiers	2,439	2,505	66	2.71%	33	124	157
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	2,343	2,404	61	2.60%	30	72	102
11-9013	Farmers, Ranchers, and Other Agricultural Managers	1,978	2,033	55	2.78%	28	33	61
47-2111	Electricians	597	647	50	8.38%	25	9	34
35-3031	Waiters and Waitresses	1,067	1,113	46	4.31%	23	56	79
41-1011	First-Line Supervisors of Retail Sales Workers	1,500	1,537	37	2.47%	18	34	52
41-2031	Retail Salespersons	2,068	2,102	34	1.64%	17	78	95
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	428	461	33	7.71%	16	12	28
39-9021	Personal Care Aides	914	945	31	3.39%	16	6	22

Southwest Arkansas Local Workforce Development Area Top Occupations

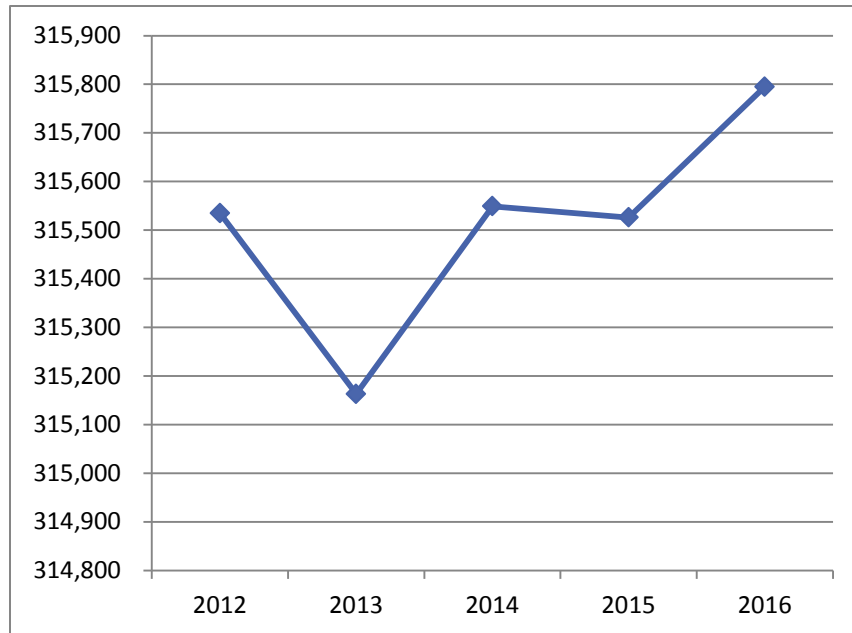
SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2016 Estimated	2018 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Fastest Growth								
47-2111	Electricians	597	647	50	8.38%	25	9	34
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	428	461	33	7.71%	16	12	28
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	65	70	5	7.69%	2	1	3
47-2181	Roofers	98	105	7	7.14%	4	2	6
53-7081	Refuse and Recyclable Material Collectors	192	205	13	6.77%	6	4	10
39-2011	Animal Trainers	89	95	6	6.74%	3	3	6
15-1122	Information Security Analysts	75	80	5	6.67%	2	1	3
47-2151	Pipelayers	91	97	6	6.59%	3	1	4
35-2014	Cooks, Restaurant	416	442	26	6.25%	13	11	24
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,889	1,995	106	5.61%	53	74	127
Top 10 Decline								
47-5071	Roustabouts, Oil and Gas	150	95	-55	-36.67%	0	2	2
47-5013	Service Unit Operators, Oil, Gas, and Mining	99	73	-26	-26.26%	0	4	4
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	295	275	-20	-6.78%	0	10	10
53-3032	Heavy and Tractor-Trailer Truck Drivers	3,823	3,803	-20	-0.52%	0	61	61
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	171	152	-19	-11.11%	0	7	7
53-7073	Wellhead Pumpers	67	50	-17	-25.37%	0	2	2
51-9198	Helpers--Production Workers	566	552	-14	-2.47%	0	18	18
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	201	188	-13	-6.47%	0	3	3
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	841	828	-13	-1.55%	0	21	21
51-9111	Packaging and Filling Machine Operators and Tenders	287	274	-13	-4.53%	0	10	10
Top 10 Fastest Decline								
47-5071	Roustabouts, Oil and Gas	150	95	-55	-36.67%	0	2	2
47-5013	Service Unit Operators, Oil, Gas, and Mining	99	73	-26	-26.26%	0	4	4
53-7073	Wellhead Pumpers	67	50	-17	-25.37%	0	2	2
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	171	152	-19	-11.11%	0	7	7
49-9052	Telecommunications Line Installers and Repairers	28	25	-3	-10.71%	0	0	0
51-9196	Paper Goods Machine Setters, Operators, and Tenders	88	79	-9	-10.23%	0	2	2
51-5112	Printing Press Operators	100	92	-8	-8.00%	0	2	2
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	295	275	-20	-6.78%	0	10	10
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	91	85	-6	-6.59%	0	2	2
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	201	188	-13	-6.47%	0	3	3

Source: Arkansas Department of Workforce Services, Projections Suite Software

West Central Arkansas Local Workforce Development Area

Population

The West Central Arkansas Local Workforce Development Area saw a slight increase in population between 2015 and 2016 of 269 to total 315,795. The Area has seen an increase in population from 2012, gaining 260 from 2012 to 2016. The West Central Arkansas LWDA consists of 10 counties: Clark, Conway, Garland, Hot Spring, Johnson, Montgomery, Perry, Pike, Pope, and Yell; with the Hot Springs Metropolitan Statistical Area located within the LWDA.



West Central Arkansas LWDA Population 2012-2016

2012	2013	2014	2015	2016
315,535	315,163	315,549	315,526	315,795

Source: US Census Bureau

Quarterly Workforce Indicators

Job creation decreased by 883 for the second quarter of 2016 compared to second quarter of 2015 in West Central Arkansas. New hires increased in 2016, by 333, compared to the second quarter of 2015 bringing the total of new hires to 19,425. Separations increased from the second quarter of 2015 by 2,207 to 22,609 in the second quarter of 2016. The turnover rate increased from 2015 to 2016 to 9.1 percent.

West Central Arkansas LWDA Quarterly Workforce Indicators (All Ownerships)

QWI Explorer	2012 Q2	2013 Q2	2014 Q2	2015 Q2	2016 Q2
Job Creation	6,153	7,177	6,220	6,106	5,223
New Hires	18,081	17,982	18,617	19,092	19,425
Separations	20,324	20,292	20,337	20,402	22,609
Turnover	8.7%	9.2%	9.0%	9.0%	9.1%

Source: U.S. Census Bureau, Center for Economic Studies, LEHD

Job Creation: Estimated number of jobs gained at firms throughout the quarter.

New Hires: Estimated number of workers who started a new job.

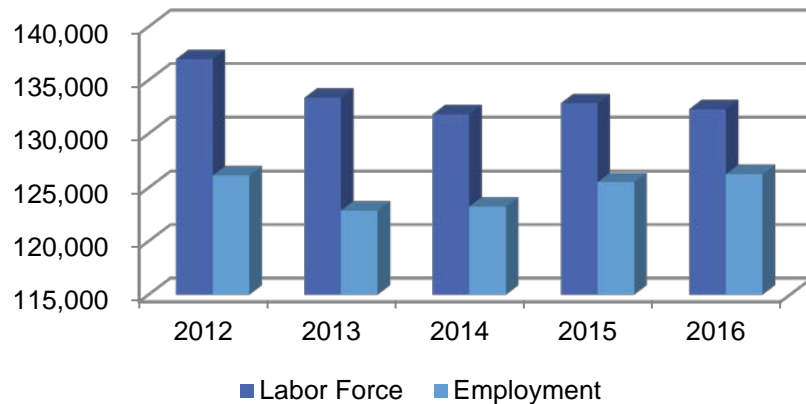
Separations: Estimated number of workers whose job with a given employer ended in the specified quarter.

Turnovers: The rate at which stable jobs begin and end.

West Central Arkansas Local Workforce Development Area

Employment/Labor Force/Unemployment

In 2016, the labor force decreased and employment increased in the LWDA. The labor force decreased by 560 to a total of 132,284, while employment increased 744 to a total of 126,269. The labor force decreased by 4,687 from 2012 to 2016 while employment increased by 125. The unemployment and the unemployment rate both decreased from 2015 to 2016. Unemployment decreased to 6,015 and the unemployment rate decreased by one percentage point to 4.5 percent. The unemployment rate saw a decrease through 2017, but increased to 4.5 percent by July 2017.

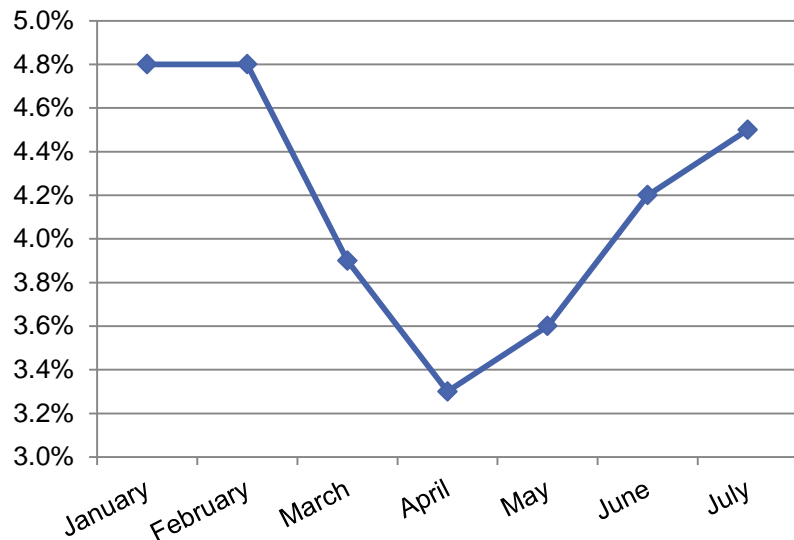


West Central Arkansas LWDA 2012-2016 Labor Force/Employment

Year	2012	2013	2014	2015	2016
Labor Force	136,971	133,344	131,808	132,844	132,284
Employment	126,144	122,867	123,237	125,525	126,269
Unemployment	10,827	10,477	8,571	7,319	6,015
Unemployment Rate	7.9%	7.9%	6.5%	5.5%	4.5%

Source: Arkansas Department of Workforce Services

Monthly Unemployment Rate, 2017



West Central Arkansas LWDA 2017 Monthly Unemployment Rate*

Year	Month	Unemployment Rate
2017	January	4.8%
2017	February	4.8%
2017	March	3.9%
2017	April	3.3%
2017	May	3.6%
2017	June	4.2%
2017	July	4.5%

Source: AR Dept. of Workforce Services Local Area Unemployment Statistics

*Not Seasonally Adjusted, Not Preliminary

West Central Arkansas Local Workforce Development Area

Wages

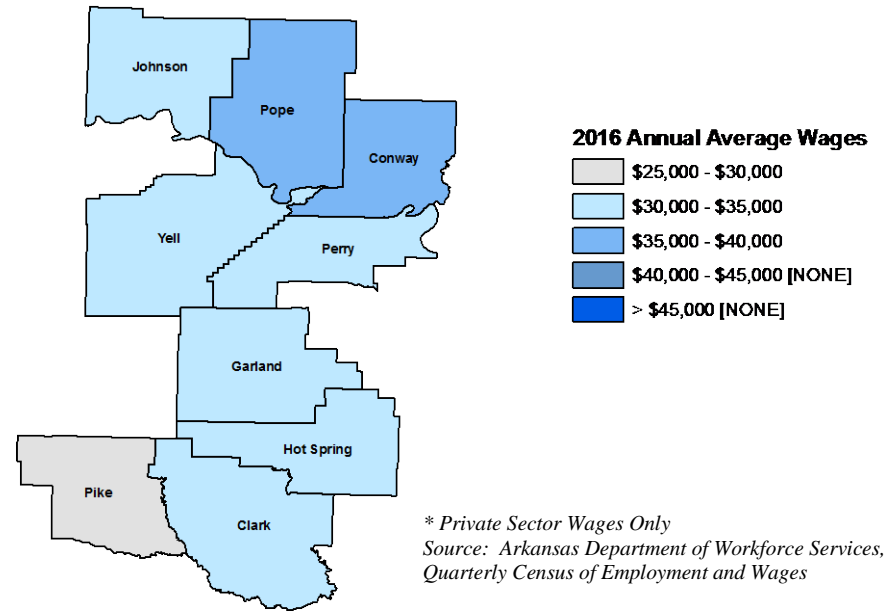
Cashiers was the largest occupation in West Central Arkansas in 2016 with an estimated employment of 3,756, earning an entry wage of \$18,052. *Retail Salespersons* was the second largest with an estimated employment of 3,752. *General and Operations Managers* earned the highest average wage of the 10 largest occupations with \$68,207 earned annually.

Surgeons was the highest paying occupation for the Area, earning \$292,851 annually. *Internists, General* was second on the list, earning \$244,577. *Judges, Magistrate Judges, and Magistrates* completed the list, earning \$115,852.

The 2016 experienced wage for employers of all sizes was estimated to be \$43,647 for the Area. Employers with 50 to 99 employees had an estimated mean wage of \$32,954. The estimated entry wage for all size categories of employers was \$18,850 for 2016.

Of the 106,317 total number of employees in 2016, employees making \$8.50 to \$9.99 an hour was the largest group, totaling 23,448.

Employees earning \$12.00 to \$14.99 an hour totaled 15,747. Employees making under \$8.50 an hour totaled 9,628.



West Central Arkansas LWDA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Cashiers	3,756	\$19,352	\$18,052	\$20,002
Retail Salespersons	3,752	\$24,395	\$18,153	\$27,516
Combined Food Preparation and Serving Workers, Including Fast Food	2,663	\$18,370	\$18,033	\$18,539
Office Clerks, General	2,538	\$24,758	\$18,295	\$27,990
Heavy and Tractor-Trailer Truck Drivers	2,443	\$38,860	\$24,288	\$46,146
Laborers and Freight, Stock, and Material Movers, Hand	2,257	\$24,961	\$19,888	\$27,497
Waiters and Waitresses	1,988	\$18,546	\$18,047	\$18,796
General and Operations Managers	1,899	\$68,207	\$23,381	\$90,620
Customer Service Representatives	1,870	\$27,258	\$19,094	\$31,340
Secretaries and Administrative Assistants, Except Legal, Medical, & Executive	1,863	\$26,147	\$18,908	\$29,767

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

West Central Arkansas Local Workforce Development Area Wages

West Central Arkansas LWDA Occupations Paying the Most

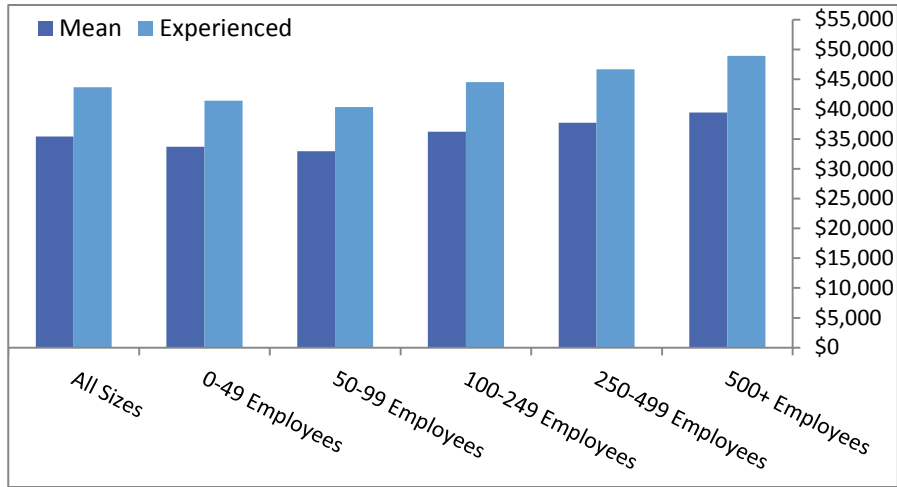
Occupation	Average Annual Salary
Surgeons	\$292,851
Internists, General	\$244,577
Family and General Practitioners	\$195,252
Dentists, General	\$144,321
Architectural and Engineering Managers	\$122,076
Sales Managers	\$121,661
Pharmacists	\$120,076
Software Developers, Applications	\$119,733
Optometrists	\$116,203
Judges, Magistrate Judges, and Magistrates	\$115,852

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

West Central Arkansas Local Workforce Development Area

Wages

West Central Arkansas Wage Estimates by Employer Size

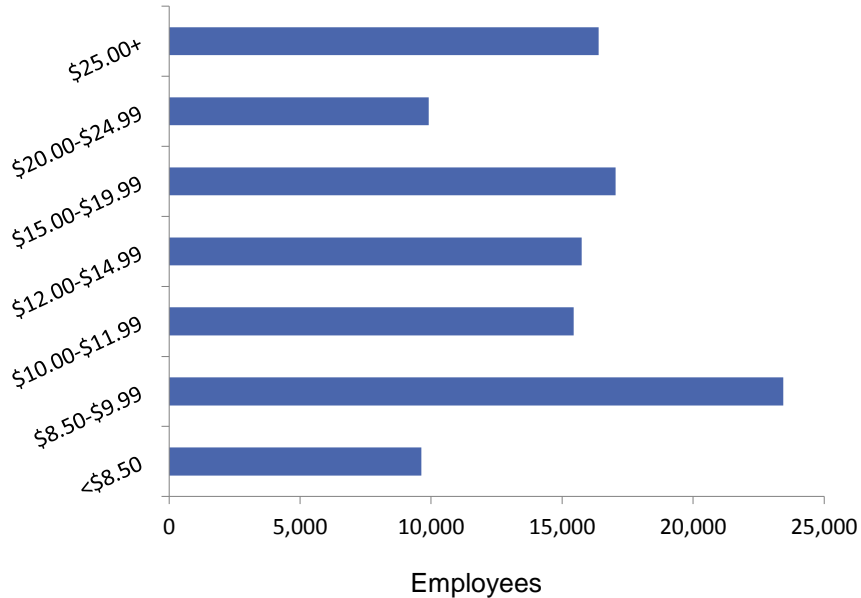


West Central Arkansas LWDA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$35,381	\$26,951	\$18,850	\$43,647
0-49 Employees	\$33,667	\$24,621	\$18,208	\$41,396
50-99 Employees	\$32,954	\$25,301	\$18,149	\$40,356
100-249 Employees	\$36,195	\$30,175	\$19,544	\$44,520
250-499 Employees	\$37,725	\$29,425	\$19,855	\$46,660
500+ Employees	\$39,448	\$31,128	\$20,447	\$48,948

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

West Central Arkansas Number of Employees by Hourly Wage Rate



West Central Arkansas LWDA Number of Employees by Hourly Wage Rate

Total	106,317
<\$8.50	9,628
\$8.50-\$9.99	23,448
\$10.00-\$11.99	15,440
\$12.00-\$14.99	15,747
\$15.00-\$19.99	17,039
\$20.00-\$24.99	9,910
\$25.00+	16,395

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

West Central Arkansas Local Workforce Development Area

Industry

The West Central Arkansas LWDA is expected to see a growth of 3,323 jobs by the first quarter of 2018. *Educational Services* is estimated to be the top growing industry adding 539 new jobs between 2016 and 2018 to an employment level of 12,785. *Crop Production* is projected to be the fastest growing industry increasing employment by 25.35 percent moving employment from 217 in 2016 to 272 in 2018. On the negative side of the economy, *Support Activities for Agriculture and Forestry* is projected to experience a loss of 108 jobs making it the top declining industry, dropping employment down to 1,177. *Wholesale Electronic Markets and Agents and Brokers* could see a 47.65 percent decline making it the fastest declining industry in West Central Arkansas going from 149 in 2016 to 78 in 2018. **Education and Health Services** is predicted to be the top growing supersector adding 1,054 new jobs increasing employment to 29,265.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	Employment		Net Change	Percent Change
		2016 Estimated	2018 Projected		
102500	Education and Health Services	28,211	29,265	1,054	3.74%
102100	Trade, Transportation, and Utilities	21,537	22,284	747	3.47%
102600	Leisure and Hospitality	13,029	13,615	586	4.50%
101200	Construction	4,407	4,632	225	5.11%
102400	Professional and Business Services	7,564	7,734	170	2.25%

Top Industries

NAICS Code	NAICS Title	Employment		Net Change	Percent Change
		2016 Estimated	2018 Projected		
Top 10 Growth					
611000	Educational Services	12,246	12,785	539	4.40%
722000	Food Services and Drinking Places	9,492	10,008	516	5.44%
621000	Ambulatory Health Care Services	5,002	5,257	255	5.10%
238000	Specialty Trade Contractors	2,969	3,203	234	7.88%
561000	Administrative and Support Services	4,853	5,037	184	3.79%
624000	Social Assistance	3,913	4,084	171	4.37%
484000	Truck Transportation	2,103	2,271	168	7.99%
623000	Nursing and Residential Care Facilities	3,449	3,606	157	4.55%
493000	Warehousing and Storage	1,265	1,395	130	10.28%
452000	General Merchandise Stores	4,023	4,150	127	3.16%

West Central Arkansas Local Workforce Development Area Top Industries

NAICS Code	NAICS Title	Employment		Net Change	Percent Change
		2016 Estimated	2018 Projected		
Top 10 Fastest Growth					
111000	Crop Production	217	272	55	25.35%
811000	Repair and Maintenance	922	1,035	113	12.26%
325000	Chemical Manufacturing	38	42	4	10.53%
493000	Warehousing and Storage	1,265	1,395	130	10.28%
112000	Animal Production	858	930	72	8.39%
484000	Truck Transportation	2,103	2,271	168	7.99%
238000	Specialty Trade Contractors	2,969	3,203	234	7.88%
324000	Petroleum and Coal Products Manufacturing	92	99	7	7.61%
453000	Miscellaneous Store Retailers	705	758	53	7.52%
512000	Motion Picture and Sound Recording Industries	93	99	6	6.45%
Top 10 Decline					
115000	Support Activities for Agriculture and Forestry	1,285	1,177	-108	-8.40%
311000	Food Manufacturing	5,742	5,637	-105	-1.83%
335000	Electrical Equipment, Appliance, and Component Manufacturing	381	307	-74	-19.42%
425000	Wholesale Electronic Markets and Agents and Brokers	149	78	-71	-47.65%
622000	Hospitals	3,601	3,533	-68	-1.89%
213000	Support Activities for Mining	285	227	-58	-20.35%
323000	Printing and Related Support Activities	148	105	-43	-29.05%
721000	Accommodation, including Hotels and Motels	1,421	1,388	-33	-2.32%
814000	Private Households	213	181	-32	-15.02%
332000	Fabricated Metal Product Manufacturing	892	862	-30	-3.36%
Top 10 Fastest Decline					
425000	Wholesale Electronic Markets and Agents and Brokers	149	78	-71	-47.65%
323000	Printing and Related Support Activities	148	105	-43	-29.05%
213000	Support Activities for Mining	285	227	-58	-20.35%
335000	Electrical Equipment, Appliance, and Component Manufacturing	381	307	-74	-19.42%
486000	Pipeline Transportation	42	35	-7	-16.67%
814000	Private Households	213	181	-32	-15.02%
337000	Furniture and Related Product Manufacturing	118	104	-14	-11.86%
515000	Broadcasting (except Internet)	64	58	-6	-9.38%
485000	Transit and Ground Passenger Transportation	104	95	-9	-8.65%
511000	Publishing Industries (except Internet)	222	203	-19	-8.56%

Source: Arkansas Department of Workforce Services, Projections Suite Software

West Central Arkansas Local Workforce Development Area

Occupations

The Area's employment is expected to increase by 2.65 percent during the projection period. An estimated 4,823 annual job openings are anticipated in this Area. Growth and expansion is estimated to account for 1,838 of those jobs, while 2,985 would be for replacement. *Farmers, Ranchers, and Other Agricultural Managers* is estimated to be the top growing occupation with a gain of 188 to an employment level of 7,986. *Automotive Body and Related Repairers* is expected to increase employment by 12.15 percent making it the fastest growing occupation adding 13 employees to its workforce of 107. *Packers and Packagers, Hand* is forecast to be the top declining occupation losing 24 jobs and moving employment down to 441. *Continuous Mining Machine Operators* could see a 29.41 percent reduction in employment dropping its workforce to just 36. **Food Preparation and Serving Related Occupations** is projected to be the top growing major occupational group with an increase of 527.

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2016 Estimated	2018 Projected	Net	Percent	Growth	Replacement	Total
35-0000	Food Preparation and Serving Related Occupations	10,759	11,286	527	4.90%	264	416	680
41-0000	Sales and Related Occupations	12,005	12,372	367	3.06%	190	422	612
25-0000	Education, Training, and Library Occupations	7,243	7,577	334	4.61%	167	150	317
43-0000	Office and Administrative Support Occupations	17,193	17,527	334	1.94%	186	360	546
11-0000	Management Occupations	13,244	13,550	306	2.31%	158	249	407

Top Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2016 Estimated	2018 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
11-9013	Farmers, Ranchers, and Other Agricultural Managers	7,798	7,986	188	2.41%	94	129	223
53-3032	Heavy and Tractor-Trailer Truck Drivers	2,656	2,832	176	6.63%	88	42	130
41-2031	Retail Salespersons	3,984	4,135	151	3.79%	76	149	225
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	2,308	2,446	138	5.98%	69	90	159
41-2011	Cashiers	3,332	3,449	117	3.51%	58	169	227
43-4051	Customer Service Representatives	2,713	2,803	90	3.32%	45	63	108
35-3031	Waiters and Waitresses	1,903	1,990	87	4.57%	44	100	144
35-2014	Cooks, Restaurant	1,142	1,224	82	7.18%	41	31	72
31-1014	Nursing Assistants	1,931	2,005	74	3.83%	37	41	78
35-2021	Food Preparation Workers	1,292	1,363	71	5.50%	36	40	76

West Central Arkansas Local Workforce Development Area Top Occupations

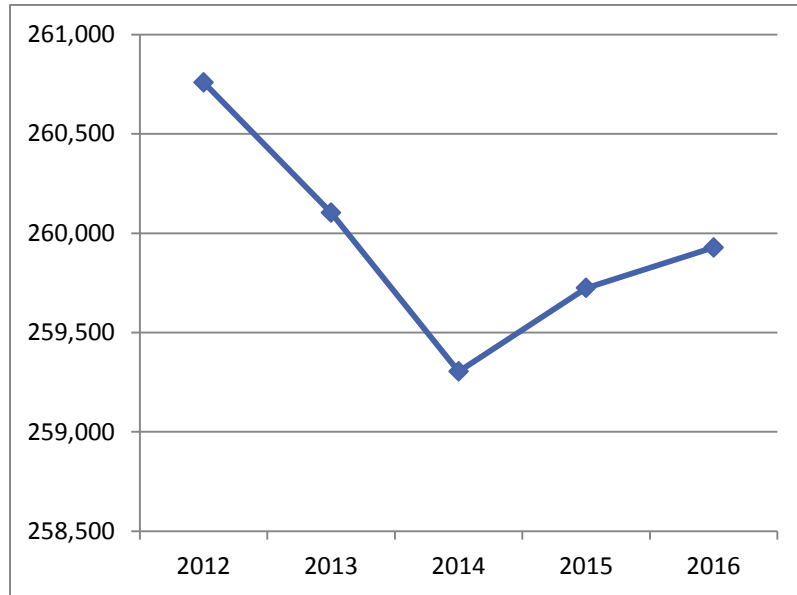
SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2016 Estimated	2018 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Fastest Growth								
49-3021	Automotive Body and Related Repairers	107	120	13	12.15%	6	2	8
51-9122	Painters, Transportation Equipment	92	100	8	8.70%	4	2	6
47-2021	Brickmasons and Blockmasons	146	158	12	8.22%	6	2	8
49-9098	Helpers--Installation, Maintenance, and Repair Workers	113	122	9	7.96%	4	4	8
25-1072	Nursing Instructors and Teachers, Postsecondary	76	82	6	7.89%	3	1	4
49-3041	Farm Equipment Mechanics and Service Technicians	67	72	5	7.46%	2	2	4
35-2014	Cooks, Restaurant	1,142	1,224	82	7.18%	41	31	72
29-1171	Nurse Practitioners	114	122	8	7.02%	4	2	6
53-7063	Machine Feeders and Offbearers	206	220	14	6.80%	7	4	11
53-3032	Heavy and Tractor-Trailer Truck Drivers	2,656	2,832	176	6.63%	88	42	130
Top 10 Decline								
53-7064	Packers and Packagers, Hand	465	441	-24	-5.16%	0	12	12
43-4151	Order Clerks	124	108	-16	-12.90%	0	4	4
47-5041	Continuous Mining Machine Operators	51	36	-15	-29.41%	0	1	1
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	1,028	1,013	-15	-1.46%	0	18	18
51-6031	Sewing Machine Operators	187	174	-13	-6.95%	0	2	2
47-5013	Service Unit Operators, Oil, Gas, and Mining	51	42	-9	-17.65%	0	2	2
53-7032	Excavating and Loading Machine and Dragline Operators	75	67	-8	-10.67%	0	1	1
47-2073	Operating Engineers and Other Construction Equipment Operators	451	445	-6	-1.33%	0	8	8
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	140	135	-5	-3.57%	0	4	4
11-2022	Sales Managers	172	167	-5	-2.91%	0	4	4
Top 10 Fastest Decline								
47-5041	Continuous Mining Machine Operators	51	36	-15	-29.41%	0	1	1
47-5013	Service Unit Operators, Oil, Gas, and Mining	51	42	-9	-17.65%	0	2	2
43-4151	Order Clerks	124	108	-16	-12.90%	0	4	4
53-7032	Excavating and Loading Machine and Dragline Operators	75	67	-8	-10.67%	0	1	1
51-6031	Sewing Machine Operators	187	174	-13	-6.95%	0	2	2
53-7064	Packers and Packagers, Hand	465	441	-24	-5.16%	0	12	12
27-1024	Graphic Designers	110	106	-4	-3.64%	0	2	2
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	140	135	-5	-3.57%	0	4	4
11-2022	Sales Managers	172	167	-5	-2.91%	0	4	4
51-2041	Structural Metal Fabricators and Fitters	183	179	-4	-2.19%	0	3	3

Source: Arkansas Department of Workforce Services, Projections Suite Software

Western Arkansas Local Workforce Development Area

Population

The Western Arkansas Local Workforce Development Area saw an increase in population between 2015 and 2016, increasing by 204 to 259,928. The Western Arkansas LWDA consists of six counties: Crawford, Franklin, Logan, Polk, Scott, and Sebastian; and is bordered to the west by the state of Oklahoma. The Arkansas portion of the Fort Smith Metropolitan Statistical Area is located in the Western Arkansas LWDA.



Western Arkansas LWDA Population 2012-2016

2012	2013	2014	2015	2016
260,759	260,103	259,304	259,724	259,928

Source: US Census Bureau

Quarterly Workforce Indicators

Job creation decreased by 31 in the second quarter of 2016 compared to the same quarter in 2015 declining to 4,586. The number of new hires and separations increased during the same time period with new hires totaling 19,149 and separations totaling 20,611 in the second quarter of 2016, and saw increases over the 2012-2016 period gaining 799 and 716 respectively. The turnover rate was 9.4 percent.

Western Arkansas LWDA Quarterly Workforce Indicators (All Ownerships)

QWI Explorer	2012 Q2	2013 Q2	2014 Q2	2015 Q2	2016 Q2
Job Creation	4,872	4,580	4,807	4,617	4,586
New Hires	18,350	17,139	18,164	18,510	19,149
Separations	19,900	19,218	19,475	19,895	20,611
Turnover	8.8%	8.4%	8.6%	8.5%	9.4%

Source: U.S. Census Bureau, Center for Economic Studies, LEHD

Job Creation: Estimated number of jobs gained at firms throughout the quarter.

New Hires: Estimated number of workers who started a new job.

Separations: Estimated number of workers whose job with a given employer ended in the specified quarter.

Turnovers: The rate at which stable jobs begin and end.

Western Arkansas Local Workforce Development Area

Employment/Labor Force/Unemployment

The labor force increased slightly by 42 to 114,007 and employment increased by 1,303 to 109,491 in from 2015 to 2016. Over the 2012-2016 period, the labor force decreased by 3,272 while employment increased by 1,315. Unemployment and the unemployment rate both decreased significantly from 2012 to 2016. Unemployment decreased by 4,587 to 4,516 employed, while the unemployment rate decreased by three and eight-tenths percentage points to 4 percent. The Area's unemployment rate continued to decline through July 2017, ending at 3.8 percent.

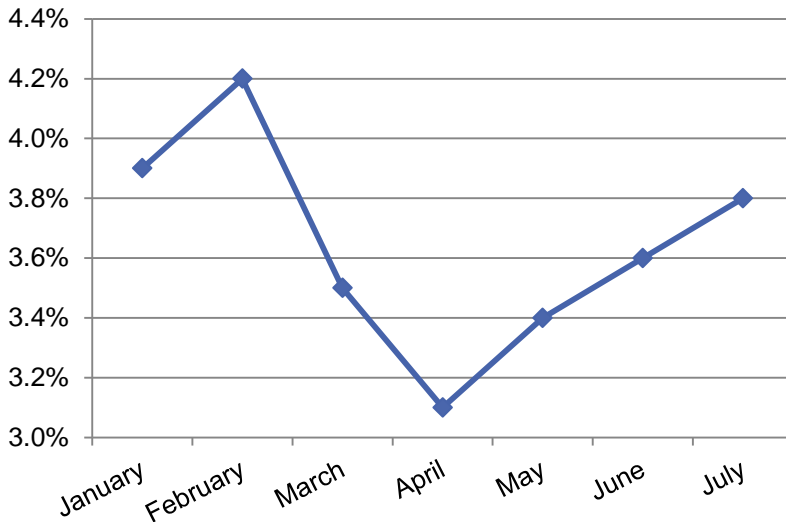


Western Arkansas LWDA 2012-2016 Labor Force/Employment

Year	2012	2013	2014	2015	2016
Labor Force	117,279	113,694	112,186	113,965	114,007
Employment	108,176	105,154	105,628	108,188	109,491
Unemployment	9,103	8,540	6,558	5,777	4,516
Unemployment Rate	7.8%	7.5%	5.8%	5.1%	4.0%

Source: Arkansas Department of Workforce Services

Monthly Unemployment Rate, 2017



Western Arkansas LWDA 2017 Monthly Unemployment Rate*

Year	Month	Unemployment Rate
2017	January	3.9%
2017	February	4.2%
2017	March	3.5%
2017	April	3.1%
2017	May	3.4%
2017	June	3.6%
2017	July	3.8%

Source: AR Dept. of Workforce Services Local Area Unemployment Statistics

*Not Seasonally Adjusted, Not Preliminary

Western Arkansas Local Workforce Development Area

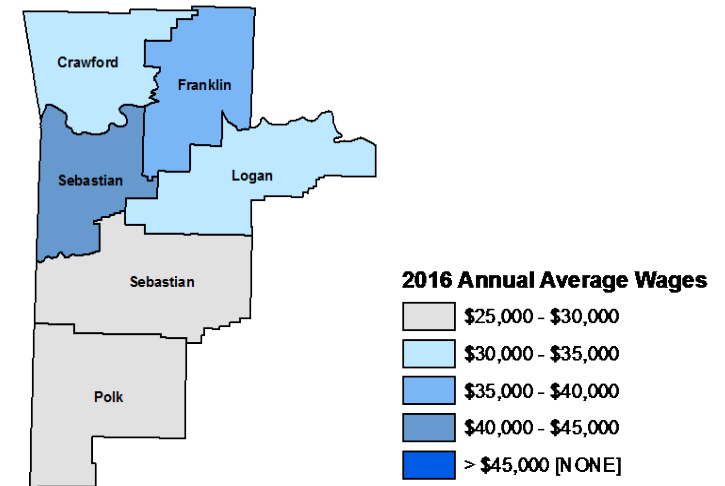
Wages

Heavy and Tractor-Trailer Truck Drivers was the largest occupation in the Area in 2016 with an estimated employment of 4,231, with an experienced wage of \$40,479 annually. *Registered Nurses*, with an estimated employment of 2,202 had the highest entry wage of the 10 largest occupations, earning \$42,250 annually.

Surgeons was the highest paid occupation, averaging \$283,289 annually. *Family and General Practitioners* was second, with an average annual wage of \$262,641. *Marketing Managers* finished the Occupations Paying the Most List at \$104,839 annually.

The Area's mean wage estimate for employers of all sizes was \$35,758 in 2016. Employers with 100 to 249 employees had an estimated entry wage of \$20,048. Estimated entry wages for all categories of employers in the Area was \$19,333 while experienced wages were at \$43,970.

Of the 106,307 total number of employees, employees earning \$15.00 to \$19.99 an hour totaled 17,700. Employees earning \$8.50 to \$9.99 an hour totaled 20,898 for 2016, the largest group for the Area.



* Private Sector Wages Only

Source: Arkansas Department of Workforce Services, Quarterly Census of Employment and Wages

Western Arkansas LWDA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Heavy and Tractor-Trailer Truck Drivers	4,231	\$36,308	\$27,967	\$40,479
Retail Salespersons	3,340	\$23,964	\$18,165	\$26,863
Cashiers	3,325	\$19,461	\$18,176	\$20,104
Laborers and Freight, Stock, and Material Movers, Hand	2,980	\$24,771	\$20,102	\$27,105
Combined Food Preparation and Serving Workers, Including Fast Food	2,915	\$18,392	\$18,109	\$18,533
Office Clerks, General	2,754	\$25,654	\$18,451	\$29,256
Helpers-Production Workers	2,705	\$21,091	\$18,193	\$22,540
Registered Nurses	2,202	\$52,788	\$42,250	\$58,058
Nursing Assistants	1,824	\$22,211	\$19,183	\$23,726
Stock Clerks and Order Fillers	1,669	\$23,889	\$18,221	\$26,724

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

Western Arkansas Local Workforce Development Area Wages

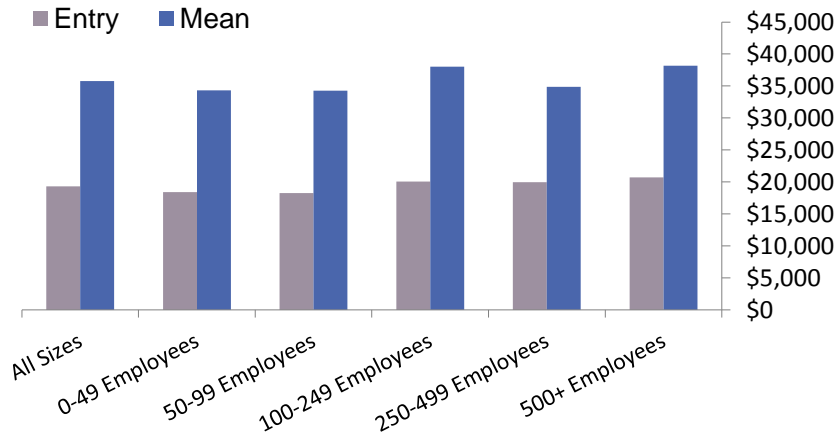
Western Arkansas LWDA Occupations Paying the Most

Occupation	Average Annual Salary
Surgeons	\$283,289
Family and General Practitioners	\$262,641
Purchasing Managers	\$158,423
Dentists, General	\$152,215
Pharmacists	\$121,311
Judges, Magistrate Judges, and Magistrates	\$114,055
Chief Executives	\$109,428
Optometrists	\$106,245
Architectural and Engineering Managers	\$104,922
Marketing Managers	\$104,839

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

Western Arkansas Local Workforce Development Area Wages

Western Arkansas Wage Estimates by Employer Size

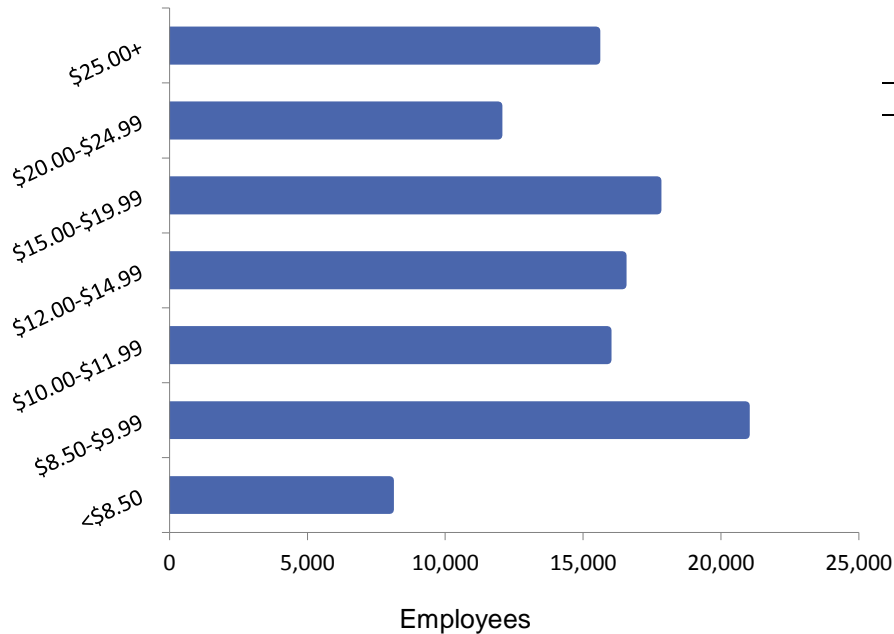


Western Arkansas LWDA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$35,758	\$28,039	\$19,333	\$43,970
0-49 Employees	\$34,340	\$25,724	\$18,431	\$42,294
50-99 Employees	\$34,277	\$25,350	\$18,252	\$42,290
100-249 Employees	\$38,017	\$30,402	\$20,048	\$47,001
250-499 Employees	\$34,861	\$28,545	\$19,948	\$42,317
500+ Employees	\$38,174	\$31,937	\$20,741	\$46,890

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

Western Arkansas Number of Employees by Hourly Wage Rate



Western Arkansas LWDA Number of Employees by Hourly Wage Rate

Hourly Wage Rate	Number of Employees
Total	106,307
<\$8.50	7,995
\$8.50-\$9.99	20,898
\$10.00-\$11.99	15,884
\$12.00-\$14.99	16,433
\$15.00-\$19.99	17,700
\$20.00-\$24.99	11,930
\$25.00+	15,477

Source: Arkansas Department of Workforce Services, May 2016 Wage Survey

Western Arkansas Local Workforce Development Area

Industry

The Western Arkansas LWDA is expected to experience a net gain of 3,201 jobs during the projection period. *Educational Services* is predicted to be the top growing industry gaining 456 jobs between 2016 and 2018 moving from 8,339 employees in 2016 to 8,795 in 2018. At 29.37 percent, *Plastics and Rubber Products Manufacturing* is projected to be the fastest growing industry in Western Arkansas adding 89 new jobs to its workforce bringing its employment to 392. *Support Activities for Mining* is predicted to lose 37.70 percent of its workforce, or 207 jobs, making it the top and fastest declining industry in the Area, moving employment down to 342. **Education and Health Services** is predicted to be the top growing supersector increasing employment by 979 jobs to employment of 24,307.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	Employment		Net Change	Percent Change
		2016 Estimated	2018 Projected		
102500	Education and Health Services	23,328	24,307	979	4.20%
102100	Trade, Transportation, and Utilities	22,702	23,446	744	3.28%
102400	Professional and Business Services	10,585	11,061	476	4.50%
102600	Leisure and Hospitality	8,898	9,319	421	4.73%
101200	Construction	3,835	4,016	181	4.72%

Top Industries

NAICS Code	NAICS Title	Employment		Net Change	Percent Change
		2016 Estimated	2018 Projected		
Top 10 Growth					
611000	Educational Services	8,339	8,795	456	5.47%
561000	Administrative and Support Services	5,866	6,276	410	6.99%
722000	Food Services and Drinking Places	7,848	8,245	397	5.06%
311000	Food Manufacturing	9,023	9,379	356	3.95%
621000	Ambulatory Health Care Services	5,122	5,396	274	5.35%
484000	Truck Transportation	4,291	4,455	164	3.82%
238000	Specialty Trade Contractors	2,461	2,615	154	6.26%
622000	Hospitals	4,228	4,354	126	2.98%
452000	General Merchandise Stores	3,917	4,037	120	3.06%
322000	Paper Manufacturing	1,161	1,277	116	9.99%

Western Arkansas Local Workforce Development Area Top Industries

NAICS Code	NAICS Title	Employment		Net Change	Percent Change
		2016 Estimated	2018 Projected		
Top 10 Fastest Growth					
326000	Plastics and Rubber Products Manufacturing	303	392	89	29.37%
325000	Chemical Manufacturing	124	139	15	12.10%
322000	Paper Manufacturing	1,161	1,277	116	9.99%
524000	Insurance Carriers and Related Activities	583	636	53	9.09%
112000	Animal Production	489	527	38	7.77%
561000	Administrative and Support Services	5,866	6,276	410	6.99%
517000	Telecommunications	260	277	17	6.54%
238000	Specialty Trade Contractors	2,461	2,615	154	6.26%
492000	Couriers and Messengers	253	268	15	5.93%
611000	Educational Services	8,339	8,795	456	5.47%
Top 10 Decline					
213000	Support Activities for Mining	549	342	-207	-37.70%
332000	Fabricated Metal Product Manufacturing	1,361	1,254	-107	-7.86%
337000	Furniture and Related Product Manufacturing	839	744	-95	-11.32%
333000	Machinery Manufacturing	1,251	1,165	-86	-6.87%
339000	Miscellaneous Manufacturing	176	122	-54	-30.68%
522000	Credit Intermediation and Related Activities	1,627	1,574	-53	-3.26%
335000	Electrical Equipment, Appliance, and Component Manufacturing	2,471	2,423	-48	-1.94%
532000	Rental and Leasing Services	460	416	-44	-9.57%
999100	Federal Government, Excluding Post Office	1,040	1,005	-35	-3.37%
323000	Printing and Related Support Activities	515	482	-33	-6.41%
Top 10 Fastest Decline					
213000	Support Activities for Mining	549	342	-207	-37.70%
339000	Miscellaneous Manufacturing	176	122	-54	-30.68%
334000	Computer and Electronic Product Manufacturing	73	61	-12	-16.44%
337000	Furniture and Related Product Manufacturing	839	744	-95	-11.32%
211000	Oil and Gas Extraction	209	187	-22	-10.53%
532000	Rental and Leasing Services	460	416	-44	-9.57%
315000	Apparel Manufacturing	90	82	-8	-8.89%
511000	Publishing Industries (except Internet)	170	155	-15	-8.82%
312000	Beverage and Tobacco Product Manufacturing	325	298	-27	-8.31%
332000	Fabricated Metal Product Manufacturing	1,361	1,254	-107	-7.86%

Source: Arkansas Department of Workforce Services, Projections Suite Software

Western Arkansas Local Workforce Development Area

Occupations

Western Arkansas LWDA is projected to have a net job gain of 2.69 percent between 2016 and 2018. Around 4,625 annual job openings are expected to be available during the projection period with 2,783 for replacement and 1,842 for growth and expansion. *Combined Food Preparation and Serving Workers* is estimated to be the top growing occupation with an increase of 176 jobs, going from 2,902 in 2016 to 3,078 in 2018. *Paper Goods Machine Setters, Operators, and Tenders* is predicted to be the fastest growing occupation with an increase of 10.42 percent raising employment to 106. *Service Unit Operators, Oil, Gas, and Mining* is anticipated to be the top and fastest declining occupation losing 38 jobs, or 35.85 percent of its workforce, and moving employment below 100 jobs. **Transportation and Material Moving Occupations** leads the Area as the top growing occupational major group with an estimated 463 new jobs, increasing employment to 12,016.

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2016 Estimated	2018 Projected	Net	Percent	Growth	Replacement	Total
53-0000	Transportation and Material Moving Occupations	11,553	12,016	463	4.01%	236	252	488
35-0000	Food Preparation and Serving Related Occupations	9,091	9,514	423	4.65%	212	366	578
41-0000	Sales and Related Occupations	11,421	11,746	325	2.85%	166	390	556
25-0000	Education, Training, and Library Occupations	5,332	5,627	295	5.53%	148	112	260
29-0000	Healthcare Practitioners and Technical Occupations	6,535	6,804	269	4.12%	136	134	270

Top Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2016 Estimated	2018 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	2,902	3,078	176	6.06%	88	113	201
53-3032	Heavy and Tractor-Trailer Truck Drivers	4,725	4,885	160	3.39%	80	76	156
11-9013	Farmers, Ranchers, and Other Agricultural Managers	5,986	6,128	142	2.37%	71	99	170
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	2,765	2,905	140	5.06%	70	86	156
41-2031	Retail Salespersons	3,260	3,389	129	3.96%	64	122	186
29-1141	Registered Nurses	2,028	2,116	88	4.34%	44	44	88
41-2011	Cashiers	3,322	3,408	86	2.59%	43	168	211
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	1,826	1,901	75	4.11%	38	33	71
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,400	1,463	63	4.50%	32	25	57
35-3031	Waiters and Waitresses	1,504	1,566	62	4.12%	31	78	109

Western Arkansas Local Workforce Development Area Top Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2016 Estimated	2018 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Fastest Growth								
51-9196	Paper Goods Machine Setters, Operators, and Tenders	96	106	10	10.42%	5	2	7
41-3021	Insurance Sales Agents	287	314	27	9.41%	14	8	22
49-2098	Security and Fire Alarm Systems Installers	87	95	8	9.20%	4	2	6
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	226	246	20	8.85%	10	5	15
43-9041	Insurance Claims and Policy Processing Clerks	227	245	18	7.93%	9	6	15
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	120	129	9	7.50%	4	2	6
29-1123	Physical Therapists	141	151	10	7.09%	5	4	9
31-2021	Physical Therapist Assistants	72	77	5	6.94%	2	2	4
49-3093	Tire Repairers and Changers	101	108	7	6.93%	4	4	8
29-1122	Occupational Therapists	116	124	8	6.90%	4	2	6
Top 10 Decline								
47-5013	Service Unit Operators, Oil, Gas, and Mining	106	68	-38	-35.85%	0	4	4
51-2092	Team Assemblers	1,353	1,318	-35	-2.59%	0	29	29
43-3071	Tellers	614	586	-28	-4.56%	0	27	27
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	359	333	-26	-7.24%	0	6	6
51-4121	Welders, Cutters, Solderers, and Brazers	404	390	-14	-3.47%	0	12	12
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	314	301	-13	-4.14%	0	4	4
51-2022	Electrical and Electronic Equipment Assemblers	434	422	-12	-2.76%	0	6	6
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,441	1,433	-8	-0.56%	0	14	14
51-6063	Textile Knitting and Weaving Machine Setters, Operators, and Tenders	63	55	-8	-12.70%	0	1	1
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	66	59	-7	-10.61%	0	2	2
Top 10 Fastest Decline								
47-5013	Service Unit Operators, Oil, Gas, and Mining	106	68	-38	-35.85%	0	4	4
51-6063	Textile Knitting and Weaving Machine Setters, Operators, and Tenders	63	55	-8	-12.70%	0	1	1
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	66	59	-7	-10.61%	0	2	2
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	359	333	-26	-7.24%	0	6	6
51-2041	Structural Metal Fabricators and Fitters	140	133	-7	-5.00%	0	2	2
51-5113	Print Binding and Finishing Workers	100	95	-5	-5.00%	0	2	2
41-3011	Advertising Sales Agents	107	102	-5	-4.67%	0	3	3
43-3071	Tellers	614	586	-28	-4.56%	0	27	27
17-2141	Mechanical Engineers	117	112	-5	-4.27%	0	4	4
51-4111	Tool and Die Makers	120	115	-5	-4.17%	0	0	0

Source: Arkansas Department of Workforce Services, Projections Suite Software