

Arkansas Labor Market and Economic Report

State and Local Workforce Development Areas

2019



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Workforce Services

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2019 Arkansas Labor Market and Economic Report

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Executive Summary

The 2019 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 2014 to 2018, with some information covering shorter periods due to accessibility of data. Projection information for industry and occupational trends covers the years 2018 to 2020.

Arkansas increased in population in 2018 by 10,828 from 2017; and adding a total of 46,099 new residents from 2014 to 2018. Of Arkansas's 10 Local Workforce Development Areas (LWDAs), Northwest Arkansas continues to see the largest increase in population, adding 36,160 in 2018. The Eastern, North Central, Southeast, and Southwest Arkansas LWDAs continued to see decreasing populations in 2018.

Between 2017 and 2018 the state's labor force decreased by 2,769 and employment decreased by 2,975. Labor force and employment were mixed across the LWDAs. The State's unemployment rate remained at 3.7 percent in 2018, but that is a drop of two and three-tenths percentage points since 2014. The unemployment rate dropped in 2018, ending the month of July at 3.4 percent. The unemployment rate decreased across all LWDAs in 2018 and through July 2019. The Northwest Arkansas LWDA unemployment rate fell below state levels through July 2019.

Short-term employment projections for 2018 to 2020 continue to see an increase in the Arkansas job market with 38,742 jobs, equivalent to a 2.75 percent rise in employment. Goods-Producing Industries are estimated to see a net gain of 9,066 jobs, while the Services-Providing Industries are forecast to increase employment by 26,480. Arkansas's self-employed ranks are estimated to experience a net gain of 2,823, an increase of 2.25 percent.

Jobs requiring a high school diploma or equivalent are estimated to add more jobs than any other education

level with 15,511 jobs between 2018 and 2020. Occupations requiring a Bachelor's degree are expected to grow by 7,851.

Arkansas' per capita personal income increased over the 2013-2017 period to \$41,046; however, the state's per capita personal income in 2017 remained below the United States' per capita personal income of \$51,640. During the first quarter of 2019, the cost of living composite index in Arkansas' urban areas was below the national average for all urban areas in the index.

More than 965,000 Arkansas workers earned at least \$10 or more an hour in 2018, with the mean annual wage for all employer sizes estimated at \$41,540 in 2018. 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 almost 17 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

The state of Arkansas' population grew to 3,013,825 in 2018, adding 10,828 from 2017 to 2018 and 46,099 from 2014 to 2018. The State of Arkansas consists of 10 Workforce Development Areas (LWDAs), six Metropolitan Statistical Areas (MSAs), and 75 counties. Louisiana, Mississippi, Missouri, Oklahoma, Tennessee, and Texas border the state.

State of Arkansas Population 2014-2018

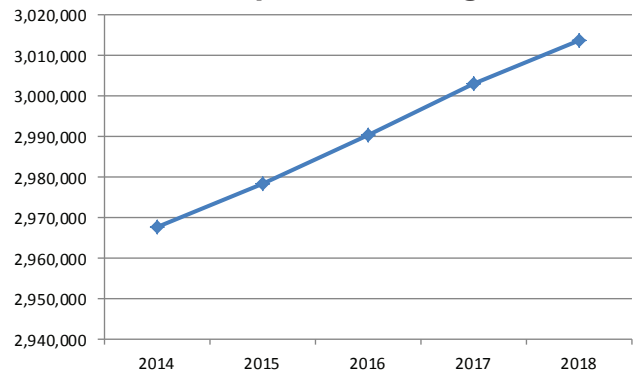
2014	2015	2016	2017	2018
2,967,726	2,978,407	2,990,410	3,002,997	3,013,825

United States Population 2014-2018

2014	2015	2016	2017	2018
318,386,421	320,742,673	323,071,342	325,147,121	327,167,434

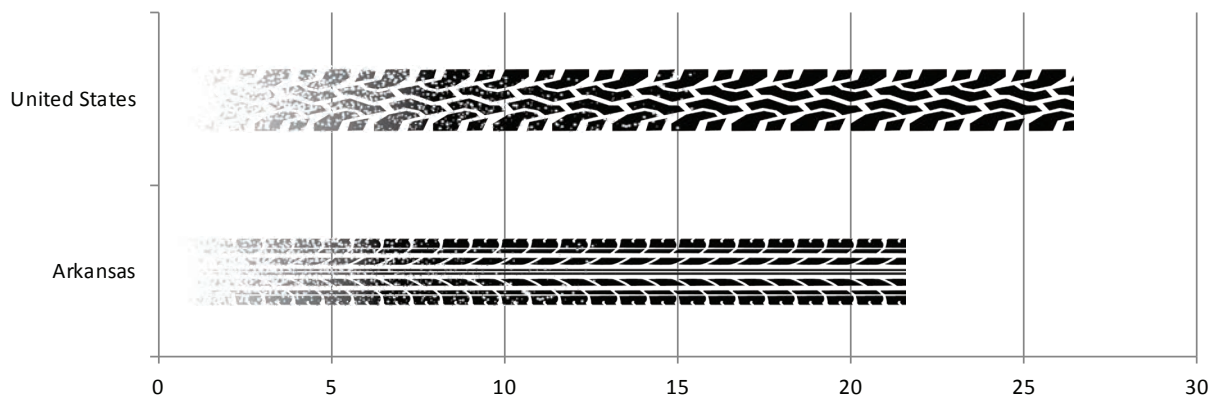
Source: U.S. Census Bureau

Arkansas Population Progression



Source: U.S. Census Bureau

Mean Commute Time (minutes)



State of Arkansas Community Indicators

Area	Median Household Income	Median Age	% Poverty Level	Mean Commute Time (minutes)	Remote Workers	% Remote Workers
Arkansas	\$43,813	37.9	13.2%	21.6	40,573	3.2%
United States	\$57,652	37.8	10.5%	26.4	7,027,410	4.7%

Source: EMSI economic modeling, American Community Survey

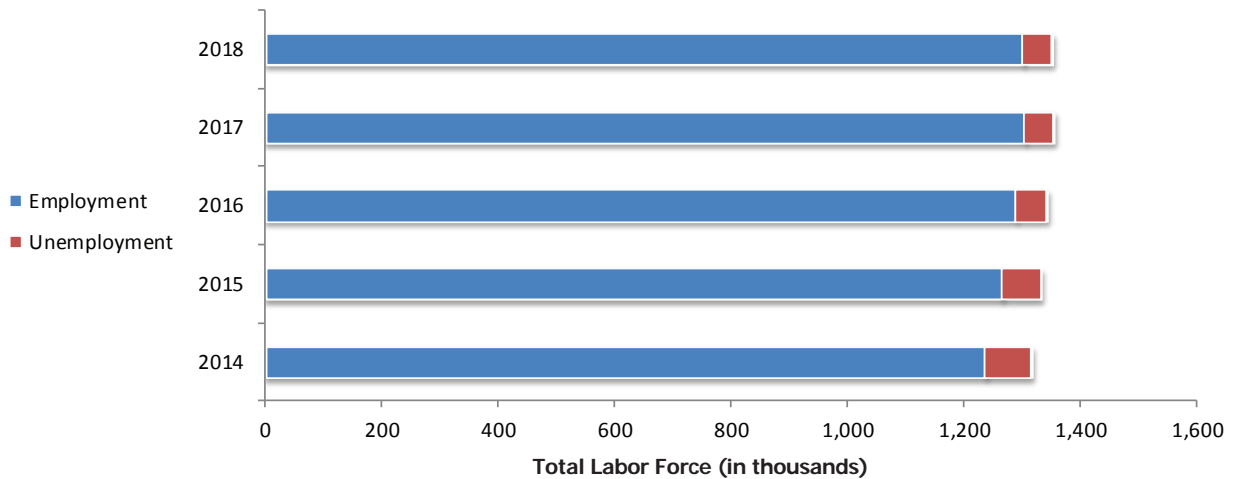
State Employment/Labor Force/Unemployment

The labor force decreased by 2,769 between 2017 and 2018 and employment decreased by 2,975 over the same period. Unemployment increased by 206 from 2017 to 2018, but has seen a decrease of 29,242 since 2014. The state's unemployment rate remained unchanged from 2017 to 2018. Over the 2014–2018 period, the unemployment rate dropped 2.3 percentage points to 3.7 percent for 2018. The state's unemployment rate was 3.4 percent in July 2019.

Arkansas 2014-2018 Labor Force/Employment

	2014	2015	2016	2017	2018
Labor Force	1,316,595	1,332,255	1,342,561	1,354,265	1,351,496
Employment	1,237,316	1,265,166	1,289,549	1,304,434	1,301,459
Unemployment	79,279	67,089	53,012	49,831	50,037
Unemployment Rate	6.0%	5.0%	3.9%	3.7%	3.7%

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



State of Arkansas and National Monthly Unemployment Rate*

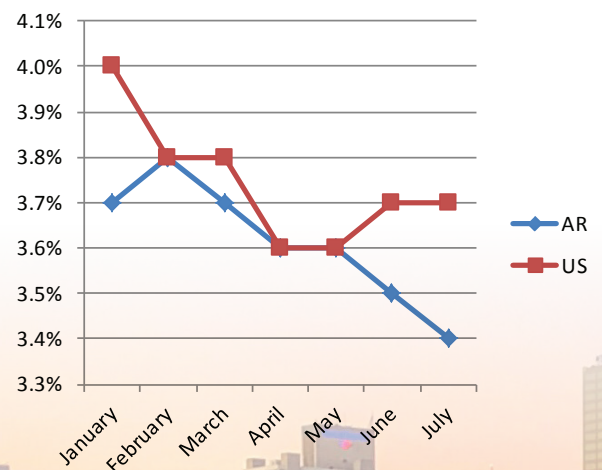
Year	Month	AR Unemployment Rate	U.S. Unemployment Rate
2019	January	3.7%	4.0%
2019	February	3.8%	3.8%
2019	March	3.7%	3.8%
2019	April	3.6%	3.6%
2019	May	3.6%	3.6%
2019	June	3.5%	3.7%
2019	July	3.4%†	3.7%

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

*Seasonally Adjusted, Not Preliminary

†Preliminary

Monthly Unemployment Rate, 2019



State Cost of Living Index

2019 Q1 Index

Urban Area and State	100% Composite Index	13.40% Grocery Items	29.34% Housing	8.94% Utilities	9.22% Transportation	4.26% Health Care	34.84% Misc. Goods and Services
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Fayetteville, AR	81.9	90.1	67.4	90.2	84.3	84.3	87.8
Hot Springs, AR	90.7	94.1	73.4	96.8	77.6	89.0	106.0
Jonesboro, AR	83.1	87.2	69.7	87.7	80.9	82.9	92.2
Conway, AR	81.9	91.5	70.9	87.2	79.0	84.8	86.6
Little Rock-North Little Rock, AR	97.0	97.3	97.1	97.1	96.0	87.2	105.8

2018 Q1 Index

Urban Area and State	100% Composite Index	13.47% Grocery Items	28.15% Housing	9.90% Utilities	8.99% Transportation	4.57% Health Care	34.92% Misc. Goods and Services
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Fayetteville, AR	87.4	94.5	72.1	90.9	89.2	89.3	95.3
Hot Springs, AR	93.7	91.6	83.0	93.7	84.2	89.7	106.0
Jonesboro, AR	83.6	89.6	72.0	88.1	87.9	81.4	88.5
Conway, AR	81.5	88.2	65.0	84.4	94.7	87.6	87.3
Little Rock-North Little Rock, AR	97.7	95.1	87.5	93.8	100.4	92.1	108.0

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 Median Household/ Per Capita Personal Income

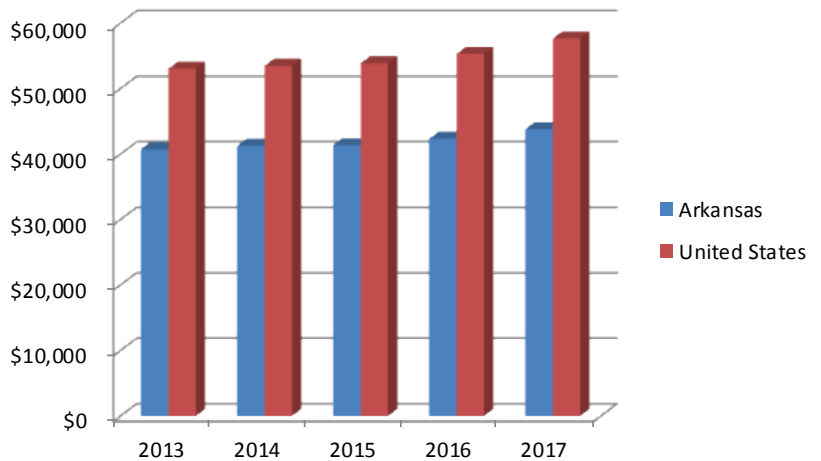
Arkansas' median household income was \$43,813 in 2017 which increased by \$1,477 from 2016 to 2017 but is below the national median household income of \$57,652 for 2017. Arkansas' per capita personal income in 2017 was \$41,046, an increase of \$1,300 from 2016. Over the 2013-2017 period, the per capita personal income increased by \$5,051. The state's per capita personal income is below the United States per capita personal income of \$51,640.

Arkansas/United States Median Household Income 2013-2017

Year	Arkansas	United States
2013	\$40,768	\$53,046
2014	\$41,264	\$53,482
2015	\$41,371	\$53,889
2016	\$42,336	\$55,332
2017	\$43,813	\$57,652

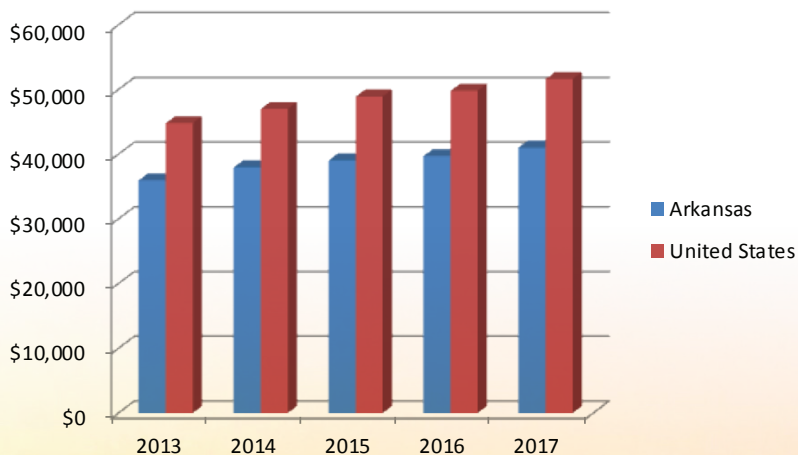
Source: United States Census Bureau

Median Household Income



Arkansas/United States Per Capita Personal Income 2013-2017

Per Capita Personal Income



Year	Arkansas	United States
2013	\$35,995	\$44,826
2014	\$37,985	\$47,025
2015	\$39,067	\$48,940
2016	\$39,746	\$49,831
2017	\$41,046	\$51,640

Source: United States Bureau of Economic Analysis (BEA)

State Employment

In 2018, whites made up 78.7 percent of the labor force while the total of all minority groups made up 21.3 percent of the labor force. The unemployment rate for all races, including Hispanics, was 6.3 percent. The unemployment rate for all minority groups combined was 7.4 percent. Hispanics of all races made up 6.9 percent of the labor force, with an unemployment rate of 5.1 percent.

Employment Status by Race State of Arkansas 2018

Race (both sexes, age 16+)	Labor Force	Emp.	Unemp.	Unemp. Rate	Percent Distribution		
					Labor Force	Emp.	Unemp.
Total, Including Hispanic	1,351,496	1,301,459	50,037	3.7	100.0	100.0	100.0
White	1,068,362	1,035,095	33,267	3.1	79.1	79.5	66.5
Black	192,001	178,547	13,454	7.0	14.2	13.7	26.9
American Indian/ Alaska Native	7,818	7,427	391	5.0	0.6	0.6	0.8
Asian	22,039	21,458	581	2.6	1.6	1.6	1.2
Native Hawaiian/ Other Pacific Islander	2,730	2,625	105	3.8	0.2	0.2	0.2
Remaining Races	34,320	33,293	1,027	3.0	2.5	2.6	2.1
Two or More Races	24,226	23,014	1,212	5.0	1.8	1.8	2.4
Total: Minority Group*	283,134	266,364	16,770	5.9	20.9	20.5	33.5
Hispanic, All Races	93,907	91,096	2,811	3.0	6.9	7.0	5.6

*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 (2013-2017 5-year estimates)

State Education

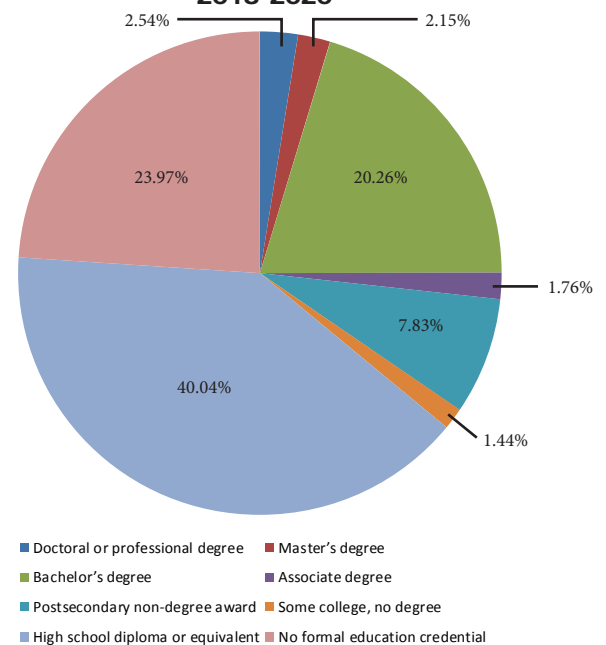
Every education category is projected to see positive net growth between 2018 and 2020. Occupations requiring no formal education are projected to add 9,287 jobs during the projection period. Jobs requiring a high school diploma or equivalent are expected to add 15,511 jobs during the projection period and had the highest educational attainment between 2013 and 2017 at 34.3 percent. Occupations requiring a bachelor's degree are expected to grow by 7,851 jobs and 14.1 percent of the population 25 years and over had a bachelor's degree in 2017. Growth in occupations requiring a master's degree or doctoral or professional degree is expected to be 834 and 984 jobs respectively. Educational attainment of the state's population aged 25 years and over shows that 85.6 percent have earned at least a high school diploma or equivalent, up 0.4 percent from 2016.

Net Change by Education Title 2018-2020

Education Title	Net Change
Doctoral or professional degree	984
Master's degree	834
Bachelor's degree	7,851
Associate degree	683
Postsecondary non-degree award	3,033
Some college, no degree	559
High school diploma or equivalent	15,511
No formal education credential	9,287

Source: United States Census Bureau

Education Title Change, Percentage of the Whole 2018-2020



Educational Attainment in Arkansas 2017

	Arkansas	Total Estimate
Population 25 years and over	1,985,770	(%)
Less than 9th grade	103,458	5.2%
9th to 12th grade, no diploma	182,659	9.2%
High school graduate (includes equivalency)	681,486	34.3%
Some college, no degree	448,518	22.6%
Associate degree	132,221	6.7%
Bachelor's degree	280,677	14.1%
Graduate or professional degree	156,751	7.9%

Source: 2013-2017 American Community Survey 5-year Estimates

State In-Demand Occupations

High Skill

SOC Code	SOC Title	Total Annual Openings	May 2018 Mean Wage
11-1021	General and Operations Managers	2,182	\$87,650
29-1141	Registered Nurses	1,653	\$60,780
21-2011	Clergy	1,164	\$44,660
25-2021	Elementary School Teachers, Except Special Education	945	\$48,560
13-2011	Accountants and Auditors	913	\$67,700
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	815	\$51,780
13-1111	Management Analysts	798	\$63,410
13-1161	Market Research Analysts and Marketing Specialists	600	\$68,050
25-2022	Middle School Teachers, Except Special and Career/Technical Education	482	\$49,570
11-9111	Medical and Health Services Managers	449	\$85,290
11-3031	Financial Managers	437	\$106,530
13-1071	Human Resources Specialists	406	\$56,700
13-2072	Loan Officers	396	\$73,990
25-1191	Graduate Teaching Assistants	366	\$20,590
15-1132	Software Developers, Applications	363	\$87,960

Moderate Skill

SOC Code	SOC Title	Total Annual Openings	May 2018 Mean Wage
53-3032	Heavy and Tractor-Trailer Truck Drivers	4,345	\$41,980
31-1014	Nursing Assistants	2,360	\$25,080
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,889	\$36,310
25-9041	Teacher Assistants	1,260	\$21,190
29-2061	Licensed Practical and Licensed Vocational Nurses	1,015	\$39,570
49-3023	Automotive Service Technicians and Mechanics	689	\$37,710
31-9092	Medical Assistants	458	\$30,320
31-9091	Dental Assistants	357	\$34,080
15-1151	Computer User Support Specialists	354	\$42,180
39-5012	Hairdressers, Hairstylists, and Cosmetologists	342	\$23,890
25-2011	Preschool Teachers, Except Special Education	340	\$33,150
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	334	\$40,270
23-2011	Paralegals and Legal Assistants	207	\$42,050
33-2011	Firefighters	189	\$37,800
29-2041	Emergency Medical Technicians and Paramedics	179	\$31,800

Basic Skill

SOC Code	SOC Title	Total Annual Openings	May 2018 Mean Wage
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	7,162	\$19,960
41-2011	Cashiers	6,833	\$21,190
41-2031	Retail Salespersons	5,891	\$25,610
11-9013	Farmers, Ranchers, and Other Agricultural Managers	5,013	\$67,520
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	3,945	\$26,770
43-9061	Office Clerks, General	3,771	\$30,020
35-3031	Waiters and Waitresses	3,632	\$20,040
39-9021	Personal Care Aides	2,944	\$21,390
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2,831	\$23,520
43-4051	Customer Service Representatives	2,525	\$32,350
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2,182	\$30,860
41-1011	First-Line Supervisors of Retail Sales Workers	2,023	\$38,980
43-5081	Stock Clerks and Order Fillers	1,975	\$26,520
39-9011	Childcare Workers	1,974	\$20,900
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	1,722	\$29,470

Source: Department of Workforce Services

"High Skill" occupations include occupations requiring more than a bachelor's degree. This also includes occupations requiring a master's degree or a doctoral or professional degree.

"Moderate Skill" occupations include occupations requiring an associate degree, postsecondary non-degree award or some college with no degree.

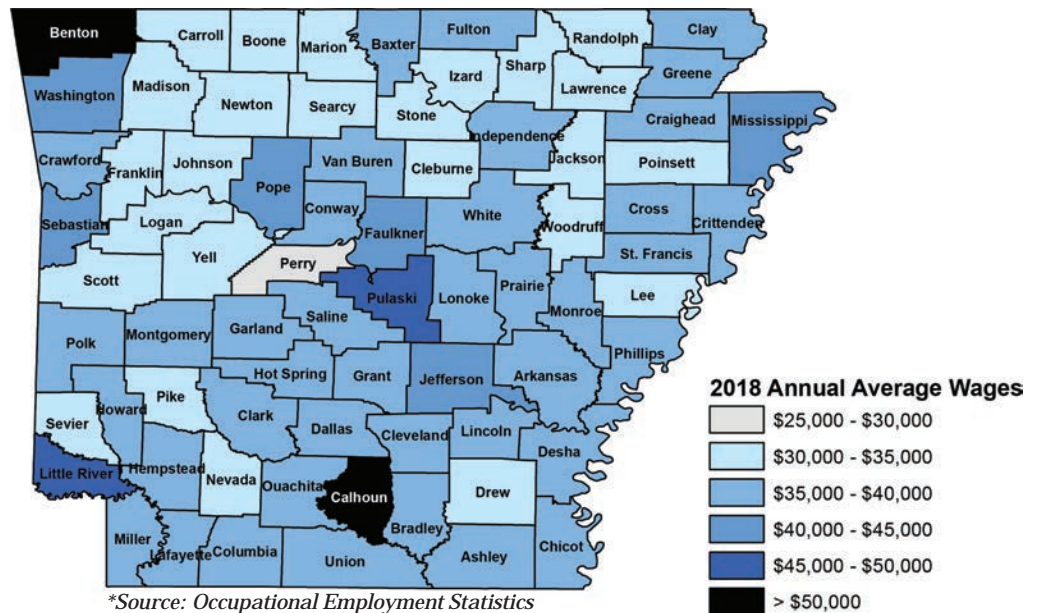
"Basic Skill" occupations include occupations requiring either a high school diploma or equivalent or no formal education.

State Wages

Farmers, Ranchers, and Other Agricultural Managers was estimated to have the most employees across the state with 60,956 employed in 2018 with an average wage of \$67,520. **Retail Salespersons** was the second largest occupation with 39,975 employed, earning an average wage of \$25,610. **General and Operations Managers**, with an estimated employment of 22,768, had the highest average wage of the 10 largest occupations, earning \$87,650 annually.

Surgeons topped the Occupations Paying the Most list with an annual salary of \$266,630.

Anesthesiologists, with an average annual salary of \$229,760, ranked second on the Occupations Paying the Most list.



The entry wage estimate for employers of all sizes was \$20,710 for 2018. The median wage estimate for employers with 250-499 employees was \$33,526, while wages for experienced workers averaged \$51,950 for employers in all size categories.

Of the 1,210,120 estimated employees, 244,226 made less than \$10 an hour while 268,242 made more than \$25 an hour. Employees making between \$15 and \$19.99 totaled 217,753.

State of Arkansas Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Farmers, Ranchers, and Other Agricultural Managers	60,956	\$67,520	\$38,460	\$82,060
Retail Salespersons	39,975	\$25,610	\$19,030	\$28,900
Cashiers	38,022	\$21,190	\$18,950	\$22,310
Heavy and Tractor-Trailer Truck Drivers	34,897	\$41,980	\$28,090	\$48,930
Combined Food Preparation and Serving Workers, Including Fast Food	34,473	\$19,960	\$18,770	\$20,560
Office Clerks, General	30,291	\$30,020	\$20,680	\$34,690
Registered Nurses	25,612	\$60,780	\$45,380	\$68,480
Laborers and Freight, Stock, and Material Movers, Hand	24,440	\$26,770	\$20,990	\$29,650
General and Operations Managers	22,768	\$87,650	\$32,660	\$115,140
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	20,178	\$30,860	\$22,100	\$35,230

Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

State Wages

State of Arkansas Occupations Paying the Most

Occupation	Average Annual Salary
Surgeons	\$266,630
Anesthesiologists	\$229,760
Family and General Practitioners	\$228,620
Internists, General	\$220,010
Obstetricians and Gynecologists	\$205,650
Pediatricians, General	\$198,660
Nurse Anesthetists	\$186,970
Podiatrists	\$183,190
Dentists, All Other Specialists	\$175,030
Dentists, General	\$165,480
Physicians and Surgeons, All Other	\$165,290
Marketing Managers	\$155,020
Psychiatrists	\$153,920
Health Specialties Teachers, Postsecondary	\$146,380
Chief Executives	\$126,960
Judges, Magistrate Judges, and Magistrates	\$122,840
Architectural and Engineering Managers	\$121,390
Advertising and Promotions Managers	\$120,990
Sales Managers	\$119,090
Pharmacists	\$118,320
Area, Ethnic, and Cultural Studies Teachers, Postsecondary	\$118,080
Public Relations and Fundraising Managers	\$114,450
Training and Development Managers	\$113,370
Purchasing Managers	\$111,940
Transportation, Storage, and Distribution Managers	\$110,300

Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

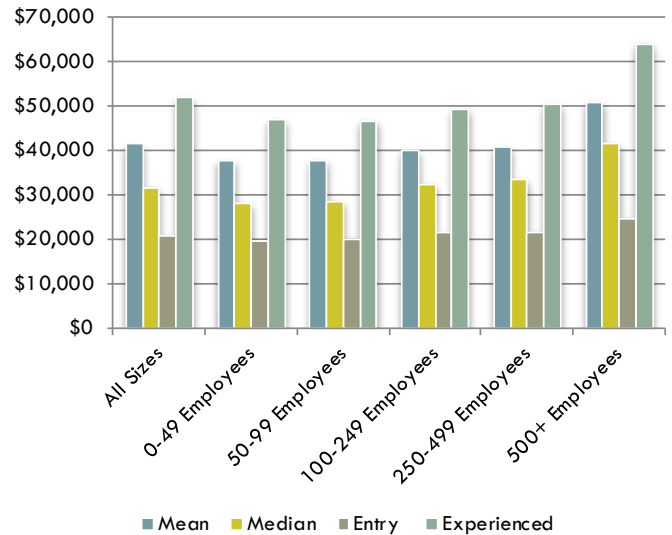
State Wages

State of Arkansas Wage Estimates by Employer Size

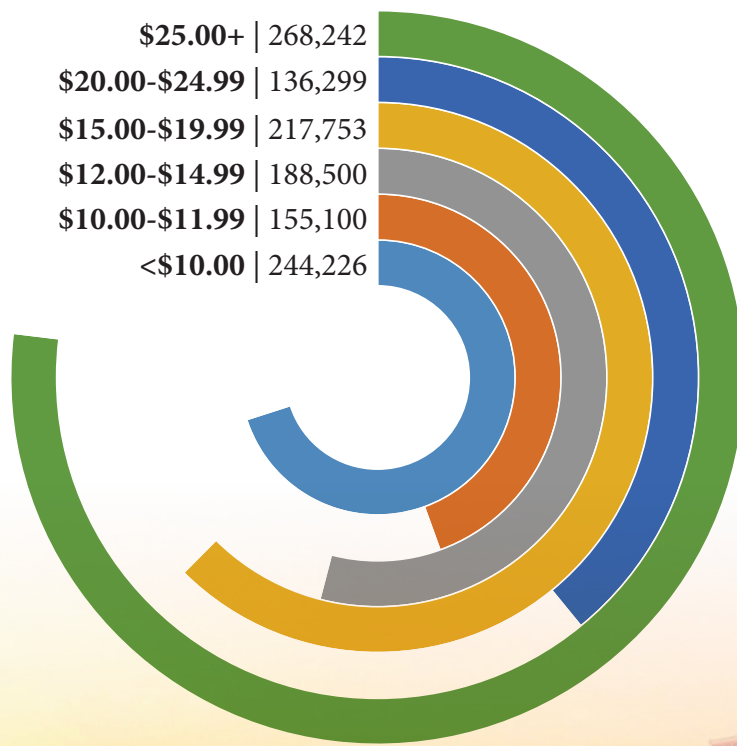
State of Arkansas Wage Estimates by Employer Size

Employer size	Mean	Median	Entry	Exper.
All Sizes	\$41,540	\$31,850	\$20,710	\$51,950
0-49 Employees	\$37,949	\$28,224	\$19,792	\$47,028
50-99 Employees	\$37,948	\$28,744	\$20,157	\$46,844
100-249 Employees	\$40,148	\$32,563	\$21,498	\$49,473
250-499 Employees	\$40,895	\$33,526	\$21,691	\$50,497
500+ Employees	\$51,023	\$41,707	\$24,624	\$64,223

Source: Arkansas Department of Workforce Services, May 2018 Wage Survey



State of Arkansas Number of Employees by Hourly Wage Rate



State of Arkansas Number of Employees by Hourly Wage Rate

Total	1,210,120
<\$10.00	244,226
\$10.00-\$11.99	155,100
\$12.00-\$14.99	188,500
\$15.00-\$19.99	217,753
\$20.00-\$24.99	136,299
\$25.00+	268,242

Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

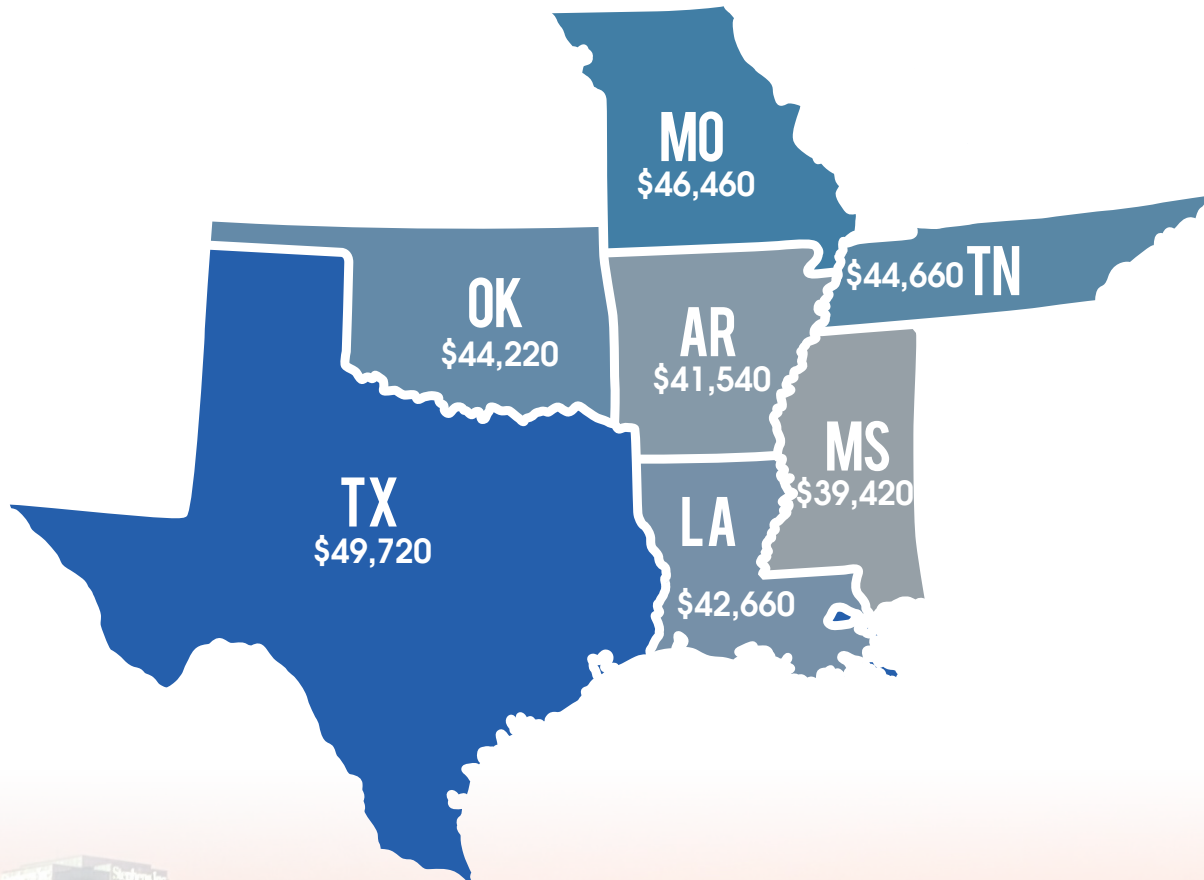
State Wages

Average Wages of States Surrounding Arkansas

State	Mean Hourly Wage	Mean Annual Wage
Arkansas	\$19.97	\$41,540
Louisiana	\$20.51	\$42,660
Mississippi	\$18.95	\$39,420
Missouri	\$22.33	\$46,460
Oklahoma	\$21.26	\$44,220
Tennessee	\$21.47	\$44,660
Texas	\$23.90	\$49,720

Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

Average Annual Wages for Surrounding States



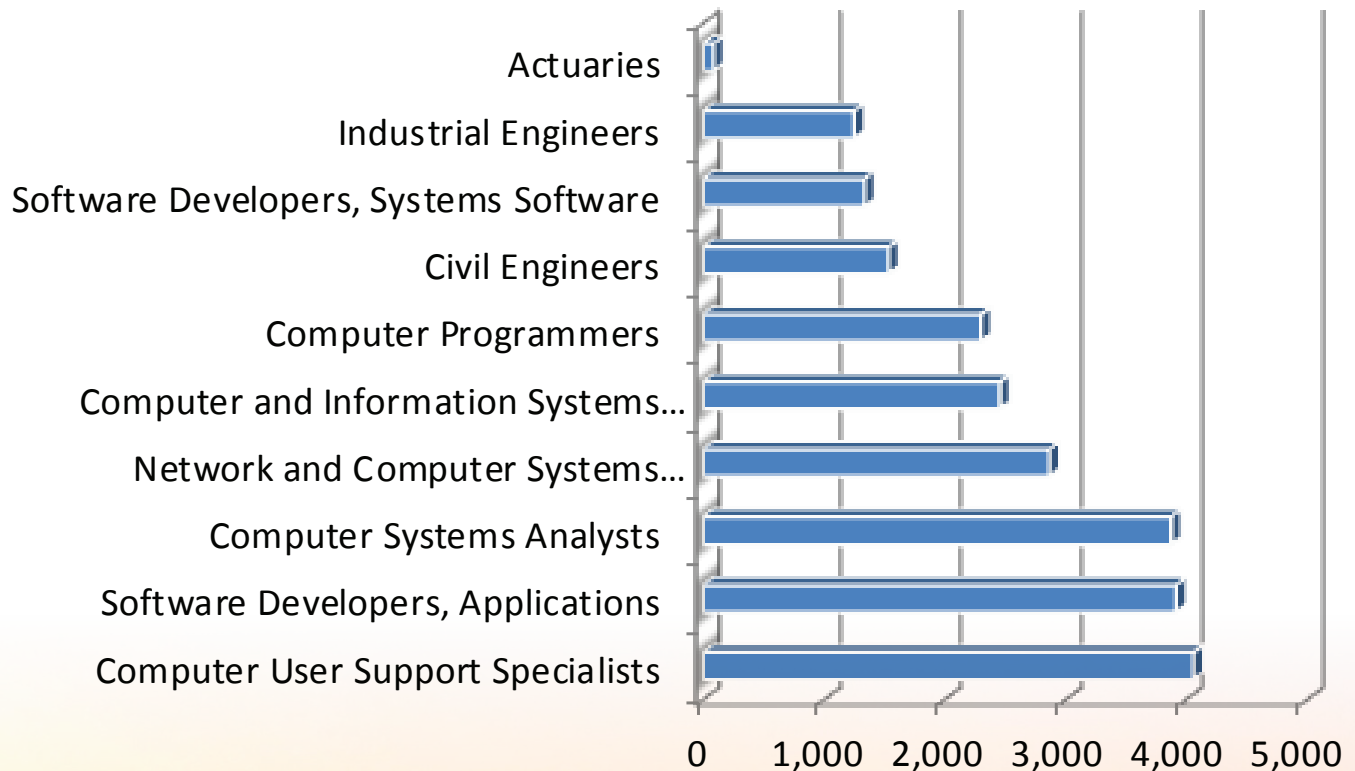
State Wages

State of Arkansas Employment and Wages for Select STEM Occupations

Occupation	Employment	Mean Hourly Wage
Computer User Support Specialists	4,062	\$20.28
Software Developers, Applications	3,916	\$42.29
Computer Systems Analysts	3,877	\$34.61
Network and Computer Systems Administrators	2,863	\$31.36
Computer and Information Systems Managers	2,461	\$52.83
Computer Programmers	2,300	\$34.39
Civil Engineers	1,535	\$39.32
Software Developers, Systems Software	1,334	\$41.27
Industrial Engineers	1,247	\$37.07
Actuaries	89	\$42.18

Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

STEM Employment in Arkansas



State Industry

Between the first quarter of 2017 and the first quarter of 2018, the Arkansas economy saw an increase of just 11,251 jobs, which translates to a 0.94 percent increase. The job market is expected to continue this growth with an increase of 38,742 jobs, equivalent to a 2.75 percent rise in employment by 2020. **Insurance Carriers** is predicted to be the top growing industry adding 2,694 new jobs, going from 16,283 jobs in 2018 to 18,977 in 2020. **Nonscheduled Air Transportation** is projected to raise employment levels by 22.33 percent, becoming the fastest growing industry in the state by bringing employment to 126. **Food and Beverage Stores** is estimated to be the top declining industry with a loss of 459 jobs bringing its employment from 19,463 in 2018 down to 19,004 in 2020. An increase in scan-and-go as well as grocery pickup programs may be to blame for the decline. **Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)** is predicted to be the fastest declining industry with a loss of 47.06 percent of its workforce. **Education and Health Services** is expected to remain the top growing supersector in Arkansas, adding 7,576 jobs bringing employment levels to 312,917 by March 2020.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	2018 Estimated Employment	2020 Projected Employment	Numeric Change	Percent Change
102500	Education and Health Services	305,341	312,917	7,576	2.48%
102400	Professional and Business Services	145,947	152,191	6,244	4.28%
101300	Manufacturing	159,721	165,666	5,945	3.72%
102600	Leisure and Hospitality	114,711	118,481	3,770	3.29%
102300	Financial Activities	59,949	63,485	3,536	5.90%

Top Industries - Top 10 Growth

NAICS Code	NAICS Title	2018 Estimated Employment	2020 Projected Employment	Numeric Change	Percent Change
524100	Insurance Carriers	16,283	18,977	2,694	16.54%
722500	Restaurants and Other Eating Places	88,034	90,709	2,675	3.04%
561300	Employment Services	28,328	30,639	2,311	8.16%
311600	Animal Slaughtering and Processing	32,908	34,762	1,854	5.63%
624100	Individual and Family Services	25,143	26,739	1,596	6.35%
484000	Truck Transportation	31,610	32,746	1,136	3.59%
813100	Religious Organizations	23,331	24,462	1,131	4.85%
621100	Offices of Physicians	24,919	25,923	1,004	4.03%
444100	Building Material and Supplies Dealers	9,930	10,927	997	10.04%
999300	Local Government, Excluding Education and Hospitals	39,158	40,140	982	2.51%

State Industry

Top 10 Fastest Growth

NAICS Code	NAICS Title	2018 Estimated Employment	2020 Projected Employment	Numeric Change	Percent Change
481200	Nonscheduled Air Transportation	103	126	23	22.33%
485900	Other Transit and Ground Passenger Transportation	959	1,172	213	22.21%
485100	Urban Transit Systems	215	260	45	20.93%
524100	Insurance Carriers	16,283	18,977	2,694	16.54%
112000	Animal Production	7,198	8,167	969	13.46%
331100	Iron and Steel Mills and Ferroalloy Manufacturing	3,168	3,584	416	13.13%
488200	Support Activities for Rail Transportation	737	826	89	12.08%
236100	Residential Building Construction	3,450	3,819	369	10.70%
622300	Specialty (except Psychiatric and Substance Abuse) Hospitals	3,633	4,010	377	10.38%
111000	Crop Production	7,869	8,676	807	10.26%

Top 10 Decline

445000	Food and Beverage Stores	19,463	19,004	-459	-2.36%
999100	Federal Government, Excluding Post Office	14,658	14,369	-289	-1.97%
452000	General Merchandise Stores	38,596	38,322	-274	-0.71%
335300	Electrical Equipment Manufacturing	3,109	2,861	-248	-7.98%
511100	Newspaper, Periodical, Book, and Directory Publishers	3,006	2,766	-240	-7.98%
451100	Sporting Goods, Hobby, and Musical Instrument Stores	3,941	3,712	-229	-5.81%
448100	Clothing Stores	6,250	6,041	-209	-3.34%
814000	Private Households	4,103	3,929	-174	-4.24%
221100	Electric Power Generation, Transmission and Distribution	5,764	5,625	-139	-2.41%
517000	Telecommunications	3,552	3,415	-137	-3.86%

Top 10 Fastest Decline

533000	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	34	18	-16	-47.06%
315100	Apparel Knitting Mills	582	482	-100	-17.18%
331400	Nonferrous Metal (except Aluminum) Production and Processing	348	301	-47	-13.51%
454300	Direct Selling Establishments	654	585	-69	-10.55%
711100	Performing Arts Companies	360	323	-37	-10.28%
237900	Other Heavy and Civil Engineering Construction	621	565	-56	-9.02%
511100	Newspaper, Periodical, Book, and Directory Publishers	3,006	2,766	-240	-7.98%
335300	Electrical Equipment Manufacturing	3,109	2,861	-248	-7.98%
221200	Natural Gas Distribution	1,047	981	-66	-6.30%
561500	Travel Arrangement and Reservation Services	353	332	-21	-5.95%

Source: Arkansas Department of Workforce Services, Projections Suite Software

State Occupations

The Arkansas labor market is expected to see a growth of 38,742 jobs over the 2018-2020 projection period, an increase of 2.75 percent, with many job opportunities for recent graduates and other job seekers. There is expected to be 172,961 total annual job openings during the projection period with 66,790 openings available due to employees exiting the workforce. Another 86,800 are estimated to be available due to employees changing jobs, while 19,371 would be due to the growth and decline of an occupation. All major occupational groups are estimated to see net gains in employment. **Combined Food Preparation and Serving Workers, Including Fast Food** is forecast to remain the top growing occupation with a gain of 1,553 jobs raising employment to 36,026. **Hoist and Winch Operators** is forecast to increase employment by 13.70 percent becoming the fastest growing occupation in the state. **Farmers, Ranchers, and Other Agricultural Managers** is predicted to lead the state in the number of annual job exits with 3,593, while **Cashiers** is slated to see the most job transfers with 3,467. Overall, **Combined Food Preparation and Serving Workers, Including Fast Food** is projected to experience the most annual job openings with 7,162 each year between 2018 and 2020. Cashiers is also projected to be the top declining occupation losing 373 jobs due to several closures among major retailers, bringing employment from 38,022 in 2018 to 37,649 in 2020. **Gas Plant Operators** is expected to be the fastest declining occupation with a loss of 14.81 percent bringing employment down to 207 statewide. The **Production Occupations** major group is estimated to lead the state in numeric change adding 4,037 new jobs to its workforce increasing employment to 121,211 by 2020.

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Change		Annual Openings			
		2018 Est.	2020 Proj.	Numeric	Percent	Exits	Transfers	Change	Total
51-0000	Production Occupations	117,174	121,211	4,037	3.45%	4,859	8,630	2,018	15,507
53-0000	Transportation and Material Moving Occupations	111,157	115,134	3,977	3.58%	5,386	7,902	1,988	15,276
11-0000	Management Occupations	137,422	140,887	3,465	2.52%	5,544	4,942	1,732	12,218
43-0000	Office and Administrative Support Occupations	182,523	185,905	3,382	1.85%	9,436	10,876	1,691	22,003
35-0000	Food Preparation and Serving Related Occupations	104,911	108,190	3,279	3.13%	7,840	9,916	1,640	19,396

Top Occupations - Top 10 Growth

SOC Code	SOC Title	Employment		Change		Annual Openings			
		2018 Est.	2020 Proj.	Numeric	Percent	Exits	Transfers	Change	Total
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	34,473	36,026	1,553	4.50%	3,122	3,264	776	7,162
53-3032	Heavy and Tractor-Trailer Truck Drivers	34,897	36,115	1,218	3.49%	1,506	2,230	609	4,345
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	24,440	25,576	1,136	4.65%	1,239	2,138	568	3,945
39-9021	Personal Care Aides	16,820	17,855	1,035	6.15%	1,384	1,042	518	2,944
11-9013	Farmers, Ranchers, and Other Agricultural Managers	60,956	61,972	1,016	1.67%	3,593	912	508	5,013
29-1141	Registered Nurses	25,612	26,305	693	2.71%	743	564	346	1,653
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	19,076	19,766	690	3.62%	1,264	1,222	345	2,831
11-1021	General and Operations Managers	22,768	23,421	653	2.87%	478	1,378	326	2,182
51-9198	Helpers--Production Workers	8,678	9,302	624	7.19%	482	856	312	1,650
43-4051	Customer Service Representatives	17,272	17,887	615	3.56%	898	1,319	308	2,525

State Occupations

Top 10 Fastest Growth

SOC Code	SOC Title	Employment		Change		Annual Openings			
		2018 Est.	2020 Proj.	Numeric	Percent	Exits	Transfers	Change	Total
53-7041	Hoist and Winch Operators	73	83	10	13.70%	4	6	5	15
53-4013	Rail Yard Engineers, Dinkey Operators, and Hostlers	67	76	9	13.43%	2	4	4	10
51-6091	Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	168	187	19	11.31%	10	12	10	32
43-9041	Insurance Claims and Policy Processing Clerks	1,899	2,093	194	10.22%	86	112	97	295
53-4021	Railroad Brake, Signal, and Switch Operators	102	112	10	9.80%	2	7	5	14
13-2053	Insurance Underwriters	495	543	48	9.70%	14	28	24	66
47-4041	Hazardous Materials Removal Workers	274	299	25	9.12%	12	22	12	46
51-2091	Fiberglass Laminators and Fabricators	526	573	47	8.94%	24	40	24	88
49-9096	Riggers	223	242	19	8.52%	7	16	10	33
45-2091	Agricultural Equipment Operators	1,015	1,101	86	8.47%	38	120	43	201

Top 10 Decline

41-2011	Cashiers	38,022	37,649	-373	-0.98%	3,552	3,467	-186	6,833
43-6012	Legal Secretaries	1,667	1,613	-54	-3.24%	88	86	-27	147
33-3012	Correctional Officers and Jailers	5,603	5,552	-51	-0.91%	197	250	-26	421
51-2021	Coil Winders, Tapers, and Finishers	341	301	-40	-11.73%	16	21	-20	17
51-8092	Gas Plant Operators	243	207	-36	-14.81%	5	17	-18	4
29-2054	Respiratory Therapy Technicians	289	257	-32	-11.07%	9	12	-16	5
49-9051	Electrical Power-Line Installers and Repairers	2,063	2,034	-29	-1.41%	52	108	-14	146
51-5112	Printing Press Operators	2,147	2,121	-26	-1.21%	83	139	-13	209
51-2028	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	564	539	-25	-4.43%	28	36	-12	52
43-9021	Data Entry Keyers	1,166	1,145	-21	-1.80%	60	74	-10	124

Top 10 Fastest Decline

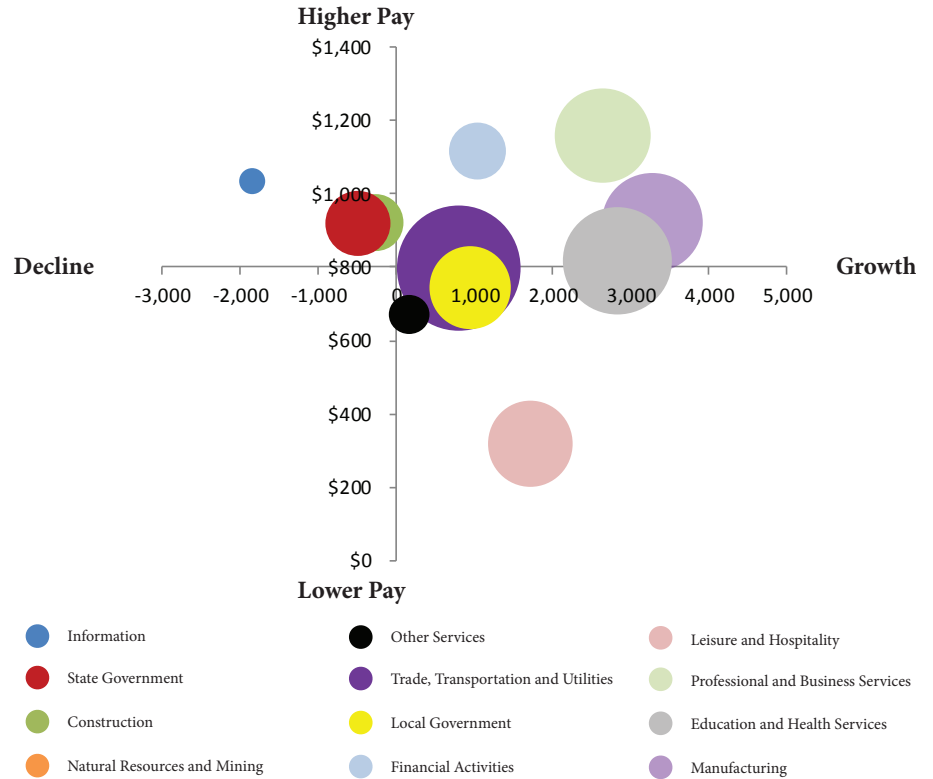
51-8092	Gas Plant Operators	243	207	-36	-14.81%	5	17	-18	4
51-2021	Coil Winders, Tapers, and Finishers	341	301	-40	-11.73%	16	21	-20	17
29-2054	Respiratory Therapy Technicians	289	257	-32	-11.07%	9	12	-16	5
27-3022	Reporters and Correspondents	361	342	-19	-5.26%	11	23	-10	24
43-9022	Word Processors and Typists	293	278	-15	-5.12%	18	14	-8	24
51-2028	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	564	539	-25	-4.43%	28	36	-12	52
41-3041	Travel Agents	170	163	-7	-4.12%	9	10	-4	15
51-6021	Pressers, Textile, Garment, and Related Materials	269	258	-11	-4.09%	16	18	-6	28
51-5111	Prepress Technicians and Workers	256	246	-10	-3.91%	10	19	-5	24
53-4011	Locomotive Engineers	308	296	-12	-3.90%	8	17	-6	19

Source: Arkansas Department of Workforce Services, Projections Suite Software

State Covered Employment and Earnings

According to the Quarterly Census of Employment and Wages Report, Arkansas' covered employment grew 0.90 percent from 2017 to 2018. This translates to 10,605 jobs added to the workforce. Of all the major North American Industry Classification System (NAICS) industry supersector groups, four lost jobs during the reference period. **Information** lost the most at 1,860 jobs, also having the fastest decline, losing 14.57 percent of its workforce. Of the eight growing industry groups, **Manufacturing** grew the most, adding 3,274 jobs. **Manufacturing** and **Financial Activities** tied for the fastest growing industries at 2.08 percent.

Overall, average weekly earnings in 2018 for the state was \$836.46. The average weekly earnings range from a low of \$317.89 in **Leisure and Hospitality** to a high of \$1,159.85 in **Professional and Business Services**.



NAICS Industry	2017 Annual Average Covered Employment	2018 Annual Average Covered Employment	2017-2018 Numeric Change	2017-2018 Percent Change	2018 Average Weekly Earnings
Total	1,180,339	1,190,944	10,605	0.90%	\$836.46
Natural Resources and Mining	16,475	16,337	-138	-0.83%	\$915.62
Construction	51,109	50,837	-272	-0.53%	\$922.69
Manufacturing	157,323	160,597	3,274	2.08%	\$922.81
Trade, Transportation and Utilities	247,752	248,547	795	0.32%	\$797.18
Information	12,770	10,910	-1,860	-14.57%	\$1,035.08
Financial Activities	49,604	50,638	1,034	2.08%	\$1,117.76
Professional and Business Services	144,038	146,671	2,633	1.83%	\$1,159.85
Education and Health Services	183,328	186,151	2,823	1.54%	\$816.34
Leisure and Hospitality	116,709	118,418	1,709	1.46%	\$317.89
Other Services	24,795	24,954	159	0.64%	\$670.36
Local Government	108,082	109,022	940	0.87%	\$745.18
State Government	68,354	67,862	-492	-0.72%	\$919.31

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

Central Arkansas Local Workforce Development Area

The 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 2014-2018

2014	2015	2016	2017	2018
508,627	513,502	517,315	519,899	529,657

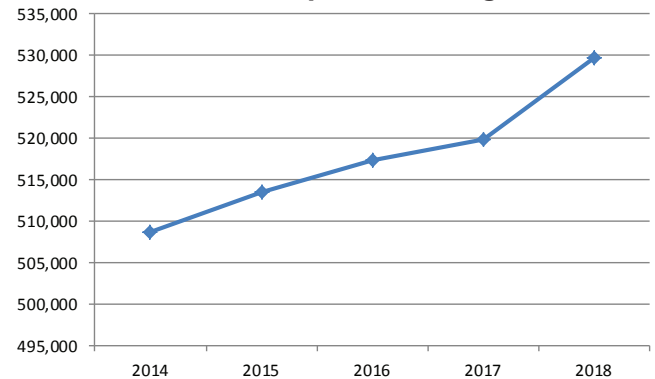
Source: U.S. Census Bureau

State of Arkansas Population 2014-2018

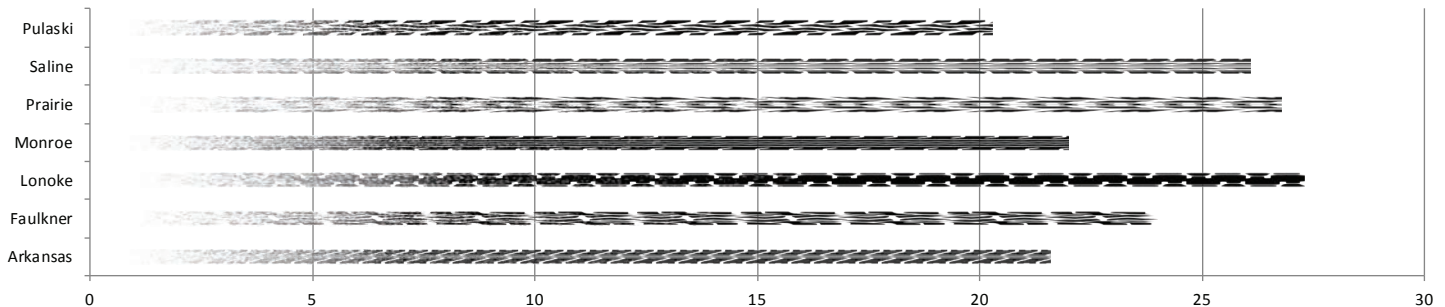
2014	2015	2016	2017	2018
2,967,726	2,978,407	2,990,410	3,002,997	3,013,825

Source: U.S. Census Bureau

Central Arkansas Population Progression



Mean Commute Time (minutes)



Central Arkansas LWDA Community Indicators

Area	Median Household Income	Median Age	% Poverty Level	Mean Commute Time (minutes)	Remote Workers	% Remote Workers
Arkansas	\$43,813	37.9	13.2%	21.6	40,573	3.2%
Faulkner	\$50,316	32.3	10.8%	24.0	1,930	3.4%
Lonoke	\$57,290	35.8	8.8%	27.3	840	2.6%
Monroe	\$31,584	46.1	18.9%	22.0	92	3.3%
Prairie	\$41,244	45.7	13.1%	26.8	164	4.9%
Saline	\$58,985	39.0	5.4%	26.1	1,504	2.7%
Pulaski	\$48,850	36.7	12.4%	20.3	6,210	3.4%

Source: EMSI economic modeling, American Community Survey

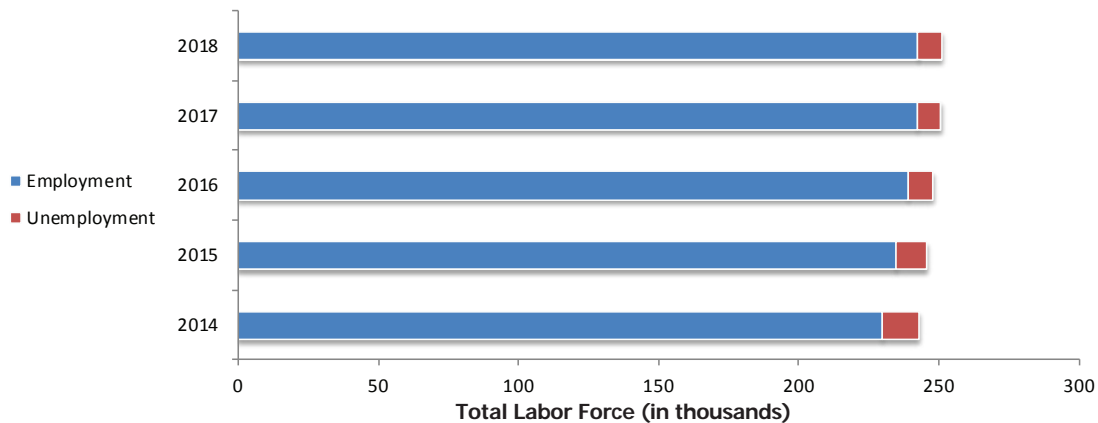
Central Arkansas Local Workforce Development Area Employment/Labor Force/Unemployment

The LWDA saw an increase in the labor force of 290 to 251,133 from 2017 to 2018 and the labor force increased by 8,150 over the 2014 to 2018 period. Employment increased by 290 between 2017 and 2018 and increased by 12,782 over the five-year period. The LWDA has seen a decrease in unemployment over the same time periods. From 2017 to 2018, the numbers in unemployment stayed the same, but from 2014 to 2018, unemployment decreased by 4,632. The LWDA's unemployment rate remained the same between 2017 and 2018, but the unemployment rate decreased by two percentage points over the five-year period. In 2019, the unemployment rate decreased by three-tenths of a percentage point from January to 3.6 percent in July 2019.

Central Arkansas LWDA 2014-2018 Labor Force/Employment

	2014	2015	2016	2017	2018
Labor Force	242,983	245,771	247,989	250,843	251,133
Employment	229,993	234,793	239,281	242,485	242,775
Unemployment	12,990	10,978	8,708	8,358	8,358
Unemployment Rate	5.3%	4.5%	3.5%	3.3%	3.3%

Source: Arkansas Department of Workforce Services



Central Arkansas and State Unemployment Rate*

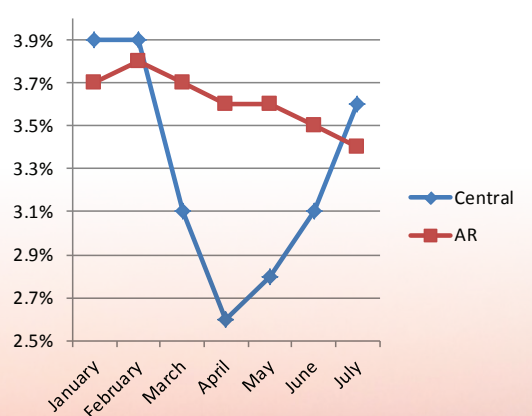
Year	Month	Central Arkansas Unemployment Rate	AR Unemployment Rate	Monthly Unemployment Rate, 2019
2019	January	3.9%	3.7%	3.9%
2019	February	3.9%	3.8%	3.8%
2019	March	3.1%	3.7%	3.1%
2019	April	2.6%	3.6%	2.6%
2019	May	2.8%	3.6%	2.8%
2019	June	3.1%	3.5%	3.1%
2019	July	3.6%†	3.4%†	3.6%

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

*Not Seasonally Adjusted, Not Preliminary

†Preliminary

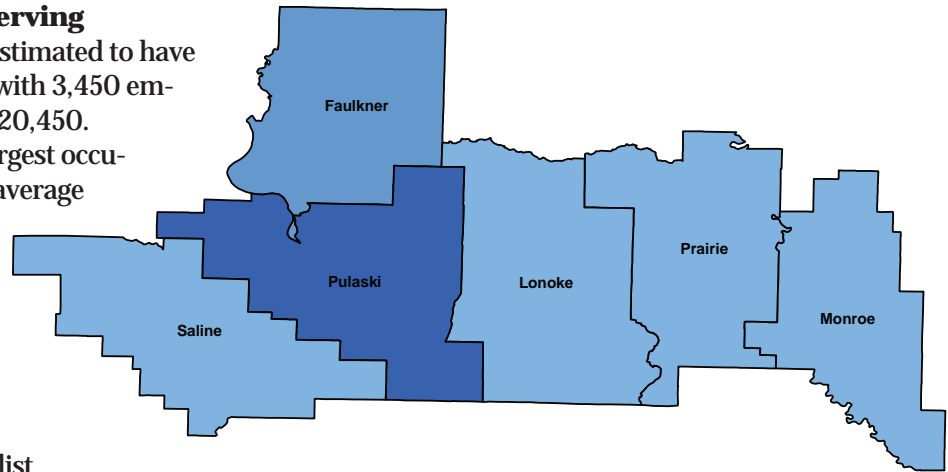
Monthly Unemployment Rate, 2019



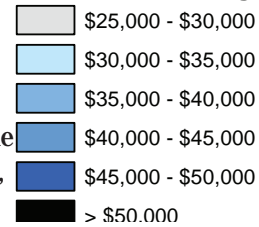
Central Arkansas

Local Workforce Development Area Wages

Combined Food Preparation and Serving Workers, Including Fast Food was estimated to have the most employees in Central Arkansas with 3,450 employed in 2018 with an average wage of \$20,450. **Retail Salespersons** was the second largest occupation with 3,060 employed, earning an average wage of \$25,357. **General and Operations Managers**, with an estimated employment of 1,400, had the highest average wage of the 10 largest occupations, earning \$77,209 annually.



2018 Annual Average Wages



Family and General Practitioners topped the Occupations Paying the Most list with an annual salary of \$260,590. **Physicians and Surgeons, All Other**, with an average annual salary of \$190,379, ranked second on the Occupations Paying the Most list.

The entry wage estimate for employers of all sizes was \$20,486 for 2018. The median wage estimate for employers with 250-499 employees was \$32,488, while wages for experienced workers averaged \$49,838 for employers in all size categories.

**Source: Arkansas Department of Workforce Services, May 2018 Wage Survey*

Of the 81,742 estimated employees in the area, 17,752 made less than \$10 an hour while 17,096 made more than \$25 an hour. Employees making between \$15 and \$19.99 totaled 14,500. *Note: Wage data for Central Arkansas LWDA does not include Pulaski County.*

Central 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	3,450	\$20,450	\$18,781	\$21,285
Retail Salespersons	3,060	\$25,357	\$19,679	\$28,196
Cashiers	2,440	\$21,912	\$19,065	\$23,336
Office Clerks, General	1,970	\$30,449	\$20,690	\$35,328
Stock Clerks and Order Fillers	1,740	\$26,309	\$20,727	\$29,100
General and Operations Managers	1,440	\$77,209	\$34,917	\$98,354
Elementary School Teachers, Except Special Education	1,190	\$51,646	\$42,601	\$56,168
Personal Care Aides	1,140	\$21,761	\$18,985	\$23,149
First-Line Supervisors of Retail Sales Workers	1,120	\$41,565	\$23,075	\$50,810
Heavy and Tractor-Trailer Truck Drivers	1,100	\$45,494	\$29,266	\$53,608

Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

Central Arkansas Local Workforce Development Area Wages

Central Arkansas LWDA Occupations Paying the Most

Occupation	Average Annual Salary
Family and General Practitioners	\$260,590
Physicians and Surgeons, All Other	\$190,379
Dentists, General	\$185,062
Judges, Magistrate Judges, and Magistrates	\$154,099
Electrical Engineers	\$126,253
Optometrists	\$125,789
Chief Executives	\$124,362
Computer and Information Systems Managers	\$121,471
Pharmacists	\$112,656
Sales Managers	\$107,906
Transportation, Storage, and Distribution Managers	\$107,300
Loan Officers	\$106,341
Architectural and Engineering Managers	\$105,527
Nurse Practitioners	\$100,217
Physician Assistants	\$98,778
Marketing Managers	\$98,581
Human Resources Managers	\$98,373
Administrative Services Managers	\$93,597
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$92,853
Veterinarians	\$90,434
Civil Engineers	\$87,917
Software Developers, Applications	\$86,076
Lawyers	\$85,214
Education Administrators, Elementary and Secondary School	\$83,179
Industrial Production Managers	\$81,546

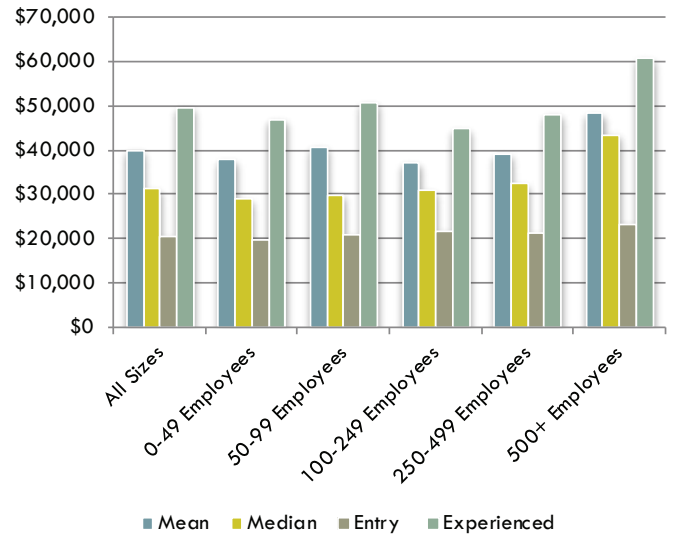
Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

Central Arkansas Local Workforce Development Area Wages

Central Arkansas Wage Estimates by Employer Size

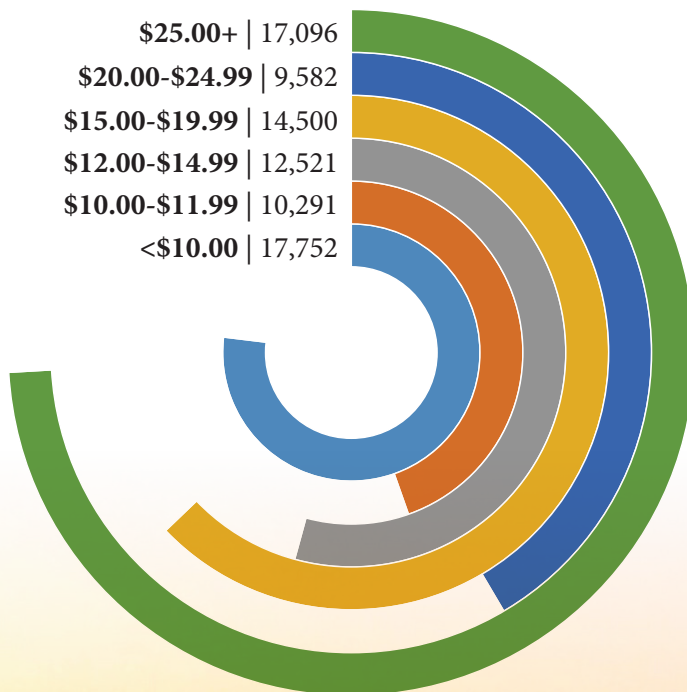
Central Arkansas Wage Estimates by Employer Size

Employer size	Mean	Median	Entry	Exper.
All Sizes	\$40,054	\$31,365	\$20,486	\$49,838
0-49 Employees	\$37,962	\$29,010	\$19,819	\$47,034
50-99 Employees	\$40,808	\$30,023	\$20,859	\$50,783
100-249 Employees	\$37,204	\$30,975	\$21,808	\$44,902
250-499 Employees	\$39,244	\$32,488	\$21,214	\$48,259
500+ Employees	\$48,362	\$43,618	\$23,446	\$60,820



Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

Central Arkansas Number of Employees by Hourly Wage Rate



Central Arkansas Number of Employees by Hourly Wage Rate

Total	81,742
<\$10.00	17,752
\$10.00-\$11.99	10,291
\$12.00-\$14.99	12,521
\$15.00-\$19.99	14,500
\$20.00-\$24.99	9,582
\$25.00+	17,096

Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

Central Arkansas Local Workforce Development Area Industry

The area is expected to add 4,175 new jobs, an increase of 2.33 percent. *Food Services and Drinking Places* is estimated to be the top growing industry with an increase of 526 new jobs bringing employment to 16,532. *Private Households* is expected to experience significant growth becoming the fastest growing industry with a gain of 50.47 percent, or 638 new jobs. On the negative side of the labor market, *Administrative and Support Services* is forecast to be the top declining industry, losing 223 jobs between 2018 and 2020, moving employment down to 6,873. *Wholesale Electronic Markets and Agents and Brokers* is slated to be the fastest declining industry with a 24.56 percent drop in employment moving employment from 452 in 2018 to 341 in 2020. **Education and Health Services** is expected to be the top growing supersector adding 1,006 jobs during the projection period, increasing employment to 36,930.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	2018 Estimated Employment	2020 Projected Employment	Numeric Change	Percent Change
102500	Education and Health Services	35,924	36,930	1,006	2.80%
102700	Other Services (except Government)	10,359	11,031	672	6.49%
102300	Financial Activities	7,002	7,592	590	8.43%
102600	Leisure and Hospitality	18,383	18,972	589	3.20%
101200	Construction	9,845	10,204	359	3.65%

Top Industries - Top 10 Growth

NAICS Code	NAICS Title	2018 Estimated Employment	2020 Projected Employment	Numeric Change	Percent Change
722000	Food Services and Drinking Places	16,006	16,532	526	3.29%
524000	Insurance Carriers and Related Activities	2,665	3,077	412	15.46%
813000	Religious, Grantmaking, Civic, Professional, and Similar Organizations	6,622	7,006	384	5.80%
621000	Ambulatory Health Care Services	6,501	6,835	334	5.14%
611000	Educational Services	14,115	14,431	316	2.24%
333000	Machinery Manufacturing	1,044	1,297	253	24.23%
814000	Private Households	424	638	214	50.47%
238000	Specialty Trade Contractors	6,845	7,048	203	2.97%
622000	Hospitals	5,544	5,746	202	3.64%
624000	Social Assistance	5,680	5,871	191	3.36%

Central Arkansas Local Workforce Development Area Industry

Top 10 Fastest Growth

NAICS Code	NAICS Title	2018 Estimated Employment	2020 Projected Employment	Numeric Change	Percent Change
814000	Private Households	424	638	214	50.47%
333000	Machinery Manufacturing	1,044	1,297	253	24.23%
524000	Insurance Carriers and Related Activities	2,665	3,077	412	15.46%
485000	Transit and Ground Passenger Transportation	319	367	48	15.05%
111000	Crop Production	761	874	113	14.85%
327000	Nonmetallic Mineral Product Manufacturing	568	632	64	11.27%
444000	Building Material and Garden Equipment and Supplies Dealers	2,025	2,204	179	8.84%
112000	Animal Production	526	568	42	7.98%
488000	Support Activities for Transportation	410	442	32	7.80%
442000	Furniture and Home Furnishings Stores	642	690	48	7.48%

Top 10 Decline

561000	Administrative and Support Services	7,096	6,873	-223	-3.14%
425000	Wholesale Electronic Markets and Agents and Brokers	452	341	-111	-24.56%
332000	Fabricated Metal Product Manufacturing	2,333	2,230	-103	-4.41%
115000	Support Activities for Agriculture and Forestry	324	260	-64	-19.75%
322000	Paper Manufacturing	1,369	1,307	-62	-4.53%
445000	Food and Beverage Stores	2,796	2,747	-49	-1.75%
448000	Clothing and Clothing Accessories Stores	1,133	1,084	-49	-4.32%
443000	Electronics and Appliance Stores	625	583	-42	-6.72%
623000	Nursing and Residential Care Facilities	4,084	4,047	-37	-0.91%
453000	Miscellaneous Store Retailers	1,067	1,034	-33	-3.09%

Top 10 Fastest Decline

425000	Wholesale Electronic Markets and Agents and Brokers	452	341	-111	-24.56%
115000	Support Activities for Agriculture and Forestry	324	260	-64	-19.75%
443000	Electronics and Appliance Stores	625	583	-42	-6.72%
511000	Publishing Industries (except Internet)	206	193	-13	-6.31%
517000	Telecommunications	494	466	-28	-5.67%
323000	Printing and Related Support Activities	368	350	-18	-4.89%
322000	Paper Manufacturing	1,369	1,307	-62	-4.53%
332000	Fabricated Metal Product Manufacturing	2,333	2,230	-103	-4.41%
448000	Clothing and Clothing Accessories Stores	1,133	1,084	-49	-4.32%
561000	Administrative and Support Services	7,096	6,873	-223	-3.14%

Source: Arkansas Department of Workforce Services, Projections Suite Software

Central Arkansas Local Workforce Development Area Occupations

The Central Arkansas LWDA is expected to have 22,065 annual job openings during the projection period, with 8,748 being created due to employees exiting the workforce, 11,229 created due to employees changing jobs, and 2,088 due to growth and expansion. *Combined Food Preparation and Serving Workers, Including Fast Food* is projected to be the top growing occupation in the area as well as have the most annual openings with a gain of 304 jobs and 1,398 annual job openings. *Insurance Claims and Policy Processing Clerks* is predicted to be the fastest growing occupation, adding 16.29 percent to its workforce, bringing its employment to 207. *Cashiers* is estimated to lose 47 jobs during the projection period, making it the top declining occupation in the Area, moving employment to 6,773 in 2020. *Grinding and Polishing Workers, Hand* is slated to be the fastest declining occupation, losing 7.06 percent of its workforce bringing employment down to 79. **Food Preparation and Serving Related Occupations** is projected to be the top growing major group with an increase of 542 jobs, bringing total employment to 17,259.

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Change		Annual Openings			
		2018 Est.	2020 Proj.	Numeric	Percent	Exits	Transfers	Change	Total
35-0000	Food Preparation and Serving Related Occupations	16,717	17,259	542	3.24%	1,244	1,574	271	3,089
39-0000	Personal Care and Service Occupations	8,651	9,027	376	4.35%	679	590	188	1,457
29-0000	Healthcare Practitioners and Technical Occupations	10,533	10,909	376	3.57%	292	294	188	774
43-0000	Office and Administrative Support Occupations	25,120	25,466	346	1.38%	1,306	1,496	173	2,975
11-0000	Management Occupations	13,303	13,601	298	2.24%	496	525	149	1,170

Top Occupations - Top 10 Growth

SOC Code	SOC Title	Employment		Change		Annual Openings			
		2018 Est.	2020 Proj.	Numeric	Percent	Exits	Transfers	Change	Total
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	6,724	7,028	304	4.52%	609	637	152	1,398
39-9021	Personal Care Aides	2,757	2,929	172	6.24%	227	171	86	484
39-9011	Childcare Workers	2,583	2,702	119	4.61%	216	164	60	440
21-2011	Clergy	1,769	1,887	118	6.67%	84	112	59	255
41-2031	Retail Salespersons	6,182	6,297	115	1.86%	395	495	58	948
37-2012	Maids and Housekeeping Cleaners	1,069	1,169	100	9.35%	83	62	50	195
29-1141	Registered Nurses	2,530	2,625	95	3.75%	74	56	48	178
43-4051	Customer Service Representatives	2,076	2,154	78	3.76%	108	158	39	305
35-3031	Waiters and Waitresses	2,454	2,521	67	2.73%	184	282	34	500
47-2031	Carpenters	1,571	1,628	57	3.63%	55	89	28	172

Central Arkansas Local Workforce Development Area Occupations

Top 10 Fastest Growth

SOC Code	SOC Title	Employment		Change		Annual Openings			
		2018 Est.	2020 Proj.	Numeric	Percent	Exits	Transfers	Change	Total
43-9041	Insurance Claims and Policy Processing Clerks	178	207	29	16.29%	8	11	14	33
41-3021	Insurance Sales Agents	368	418	50	13.59%	16	21	25	62
13-2053	Insurance Underwriters	68	77	9	13.24%	2	4	4	10
15-1133	Software Developers, Systems Software	181	198	17	9.39%	2	10	8	20
37-2012	Maids and Housekeeping Cleaners	1,069	1,169	100	9.35%	83	62	50	195
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	108	116	8	7.41%	4	7	4	15
15-1132	Software Developers, Applications	361	387	26	7.20%	5	18	13	36
29-1123	Physical Therapists	359	383	24	6.69%	7	8	12	27
21-2011	Clergy	1,769	1,887	118	6.67%	84	112	59	255
21-2021	Directors, Religious Activities and Education	420	448	28	6.67%	20	33	14	67

Top 10 Decline

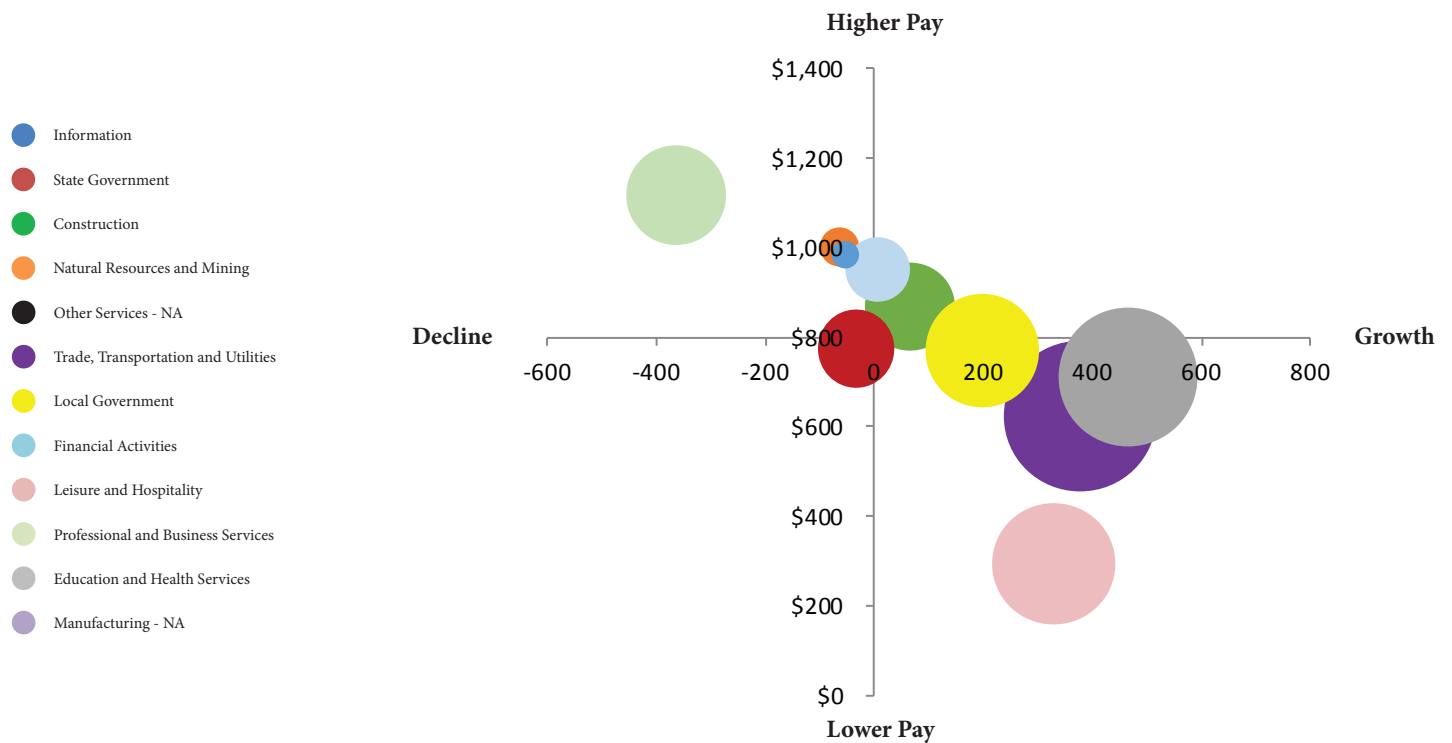
41-2011	Cashiers	6,820	6,773	-47	-0.69%	638	623	-24	1,237
51-4041	Machinists	927	902	-25	-2.70%	32	60	-12	80
51-9196	Paper Goods Machine Setters, Operators, and Tenders	492	470	-22	-4.47%	18	32	-11	39
33-9032	Security Guards	1,014	996	-18	-1.78%	60	71	-9	122
43-6012	Legal Secretaries	383	366	-17	-4.44%	20	20	-8	32
51-9198	Helpers--Production Workers	378	368	-10	-2.65%	20	36	-5	51
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1,446	1,438	-8	-0.55%	48	96	-4	140
43-5081	Stock Clerks and Order Fillers	3,693	3,685	-8	-0.22%	202	263	-4	461
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	192	184	-8	-4.17%	6	14	-4	16
51-9111	Packaging and Filling Machine Operators and Tenders	307	300	-7	-2.28%	14	20	-4	30

Top 10 Fastest Decline

51-9022	Grinding and Polishing Workers, Hand	85	79	-6	-7.06%	3	6	-3	6
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	99	93	-6	-6.06%	2	7	-3	6
49-3043	Rail Car Repairers	73	69	-4	-5.48%	2	4	-2	4
51-9196	Paper Goods Machine Setters, Operators, and Tenders	492	470	-22	-4.47%	18	32	-11	39
43-6012	Legal Secretaries	383	366	-17	-4.44%	20	20	-8	32
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	192	184	-8	-4.17%	6	14	-4	16
27-1023	Floral Designers	98	94	-4	-4.08%	4	6	-2	8
53-6051	Transportation Inspectors	102	98	-4	-3.92%	4	6	-2	8
51-4041	Machinists	927	902	-25	-2.70%	32	60	-12	80
51-9198	Helpers--Production Workers	378	368	-10	-2.65%	20	36	-5	51

Source: Arkansas Department of Workforce Services, Projections Suite Software

Central Arkansas Local Workforce Development Area Covered Employment and Earnings



NAICS Industry	2017 Annual Average Covered Employment	2018 Annual Average Covered Employment	2017-2018 Numeric Change	2017-2018 Percent Change	2018 Average Weekly Earnings
Total	81,215	82,273	1,058	1.30%	\$726.79
Natural Resources and Mining	1,168	1,104	-64	-5.48%	\$1,000.58
Construction	5,793	5,858	65	1.12%	\$868.99
Manufacturing	N/A	N/A	N/A	N/A	N/A
Trade, Transportation and Utilities	16,629	17,006	377	2.27%	\$623.55
Information	572	518	-54	-9.44%	\$983.15
Financial Activities	3,010	3,016	6	0.20%	\$951.84
Professional and Business Services	7,640	7,277	-363	-4.75%	\$1,116.97
Education and Health Services	13,802	14,267	465	3.37%	\$711.35
Leisure and Hospitality	10,599	10,928	329	3.10%	\$293.14
Other Services	N/A	N/A	N/A	N/A	N/A
Local Government	9,203	9,401	198	2.15%	\$768.87
State Government	4,398	4,363	-35	-0.80%	\$775.10

Source: Arkansas Department of Workforce Services, Quarterly Census of Employment and Wages
 Note: Central Arkansas LWDA does not include Pulaski County for this data set.

City of Little Rock Arkansas

Local Workforce Development Area

The City of Little Rock Local Workforce Development Area's (LWDA) population increased by 101 between 2017 and 2018, bringing the population to 197,881. The City of Little Rock's population grew by 1,693 between 2014 and 2018. The area is the county seat of Pulaski County and includes part of the Little Rock-North Little Rock-Conway Metropolitan Statistical Area.

Little Rock LWDA Population 2014-2018

2014	2015	2016	2017	2018
196,188	196,943	197,640	197,780	197,881

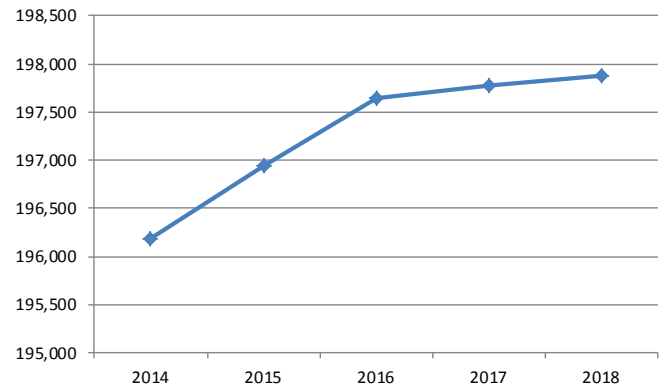
Source: U.S. Census Bureau

State of Arkansas Population 2014-2018

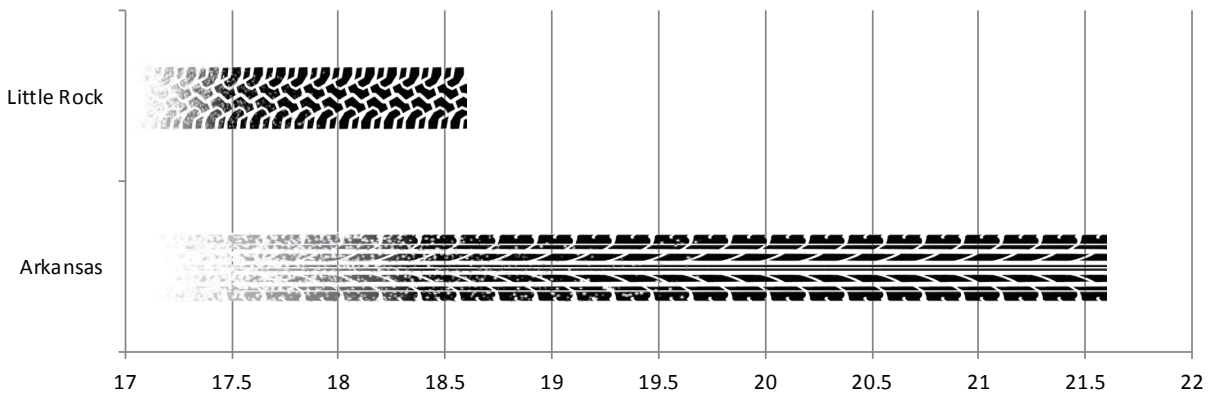
2014	2015	2016	2017	2018
2,967,726	2,978,407	2,990,410	3,002,997	3,013,825

Source: U.S. Census Bureau

Little Rock Population Progression



Mean Commute Time (minutes)



Little Rock LWDA Community Indicators

Area	Median Household Income	Median Age	% Poverty Level	Mean Commute Time (minutes)	Remote Workers	% Remote Workers
Arkansas	\$43,813	37.9	13.2%	21.6	40,573	3.2%
Little Rock	\$48,463	36.0	12.3%	18.6	3,520	3.4%

Source: EMSI economic modeling, American Community Survey

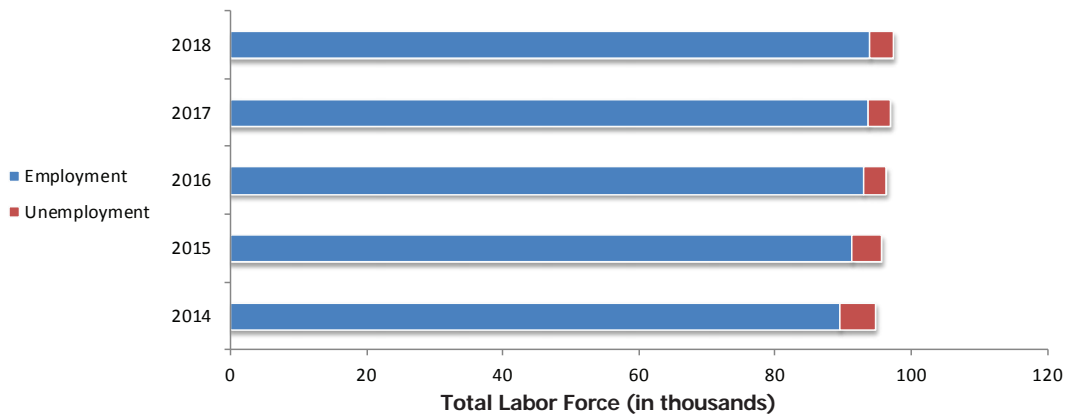
City of Little Rock Arkansas Local Workforce Development Area Employment/Labor Force/Unemployment

The labor force increased in the LWDA by 384 from 2017 to 2018, and saw an increase of 2,590 between 2014 and 2018. Employment increased by 226 from 2017 to 2018 and by 4,354 from 2014 to 2018. Unemployment and the unemployment rate increased between 2017 to 2018, with unemployment increasing by 158 and the unemployment rate increasing by two-tenths of a percentage point to 3.5 percent in 2018. The unemployment rate decreased by one and nine-tenths percentage points from 2014 to 2018. The area unemployment rate dropped from January 2019 through July 2019, decreasing by three-tenths of a percentage point to 3.7 percent in July 2019.

Little Rock Arkansas LWDA 2014-2018 Labor Force/Employment

	2014	2015	2016	2017	2018
Labor Force	94,844	95,733	96,448	97,050	97,434
Employment	89,687	91,415	93,084	93,815	94,041
Unemployment	5,157	4,318	3,364	3,235	3,393
Unemployment Rate	5.4%	4.5%	3.5%	3.3%	3.5%

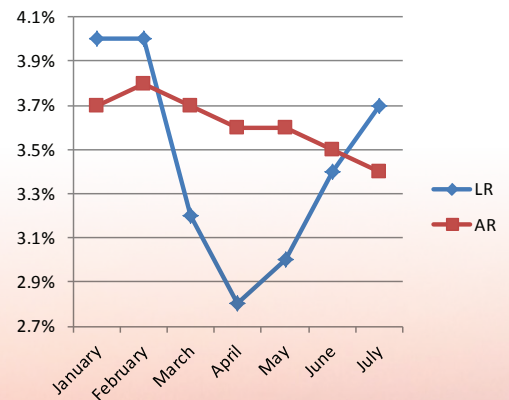
Source: Arkansas Department of Workforce Services



Little Rock Arkansas and State Unemployment Rate*

Year	Month	Little Rock Arkansas Unemployment Rate	AR Unemployment Rate
2019	January	4.0%	3.7%
2019	February	4.0%	3.8%
2019	March	3.2%	3.7%
2019	April	2.8%	3.6%
2019	May	3.0%	3.6%
2019	June	3.4%	3.5%
2019	July	3.7% †	3.4% †

Monthly Unemployment Rate, 2019



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

*Not Seasonally Adjusted, Not Preliminary

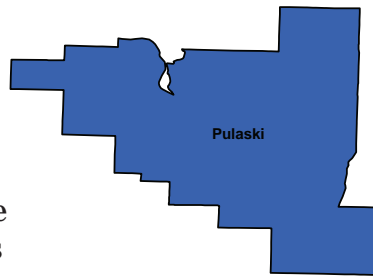
†Preliminary

City of Little Rock Arkansas

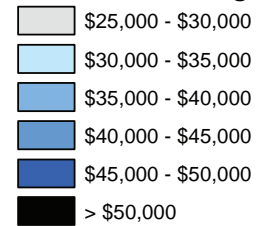
Local Workforce Development Area Wages

Registered Nurses was estimated to have the most employees in Little Rock with 9,010 employed in 2018 with an average wage of \$65,883. **Retail**

Salespersons is the second largest occupation with 7,930 employed, earning an average wage of \$26,071. **General and Operations Managers**, with an estimated employment of 5,180, had the highest average wage of the 10 largest occupations, earning \$94,499 annually.



2018 Annual Average Wages



**Source: Arkansas Department of Workforce Services
May 2018 Wage Survey*

Family and General Practitioners topped the Occupations Paying the Most list with an annual salary of \$243,486. **Psychiatrists**, with an average annual salary of \$238,465, ranked second on the Occupations Paying the Most list.

The entry wage estimate for employers of all sizes was \$22,076 for 2018. The median wage estimate for employers with 250-499 employees was \$33,686, while wages for experienced workers averaged \$58,929 for employers in all size categories.

Of the 262,383 estimated employees in the area, 77,365 made more than \$25 an hour while 41,707 made less than \$10 an hour. Employees making between \$15 and \$19.99 totaled 47,172. *Note: Wage data for the City of Little Rock LWDA includes all of Pulaski County.*

City of Little Rock LWDA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Registered Nurses	9,010	\$65,883	\$49,858	\$73,895
Retail Salespersons	7,930	\$26,071	\$19,639	\$29,288
Combined Food Preparation and Serving Workers, Including Fast Food	6,300	\$19,811	\$18,626	\$20,404
Cashiers	5,610	\$22,004	\$19,151	\$23,431
Customer Service Representatives	5,340	\$33,135	\$24,108	\$37,648
Heavy and Tractor-Trailer Truck Drivers	5,200	\$47,253	\$31,030	\$55,365
Office Clerks, General	5,180	\$32,133	\$21,318	\$37,541
General and Operations Managers	4,970	\$94,499	\$39,458	\$122,019
Laborers and Freight, Stock, and Material Movers, Hand	4,790	\$26,570	\$20,260	\$29,725
Waiters and Waitresses	4,120	\$20,664	\$18,804	\$30,471

Source: Arkansas Department of Workforce Services, May 2018 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
Family and General Practitioners	\$243,486
Psychiatrists	\$238,465
Health Specialties Teachers, Postsecondary	\$175,517
Dentists, General	\$172,079
Nurse Anesthetists	\$144,954
Chief Executives	\$143,785
Medical Scientists, Except Epidemiologists	\$130,450
Marketing Managers	\$127,921
Judges, Magistrate Judges, and Magistrates	\$126,683
Physicians and Surgeons, All Other	\$121,502
Aerospace Engineers	\$120,233
Architectural and Engineering Managers	\$119,423
Podiatrists	\$117,577
Sales Managers	\$117,506
Sales Engineers	\$113,460
Computer and Information Systems Managers	\$110,786
Education Administrators, Postsecondary	\$108,952
Public Relations and Fundraising Managers	\$108,592
Pharmacists	\$108,519
Financial Managers	\$107,513
Commercial Pilots	\$106,467
Physician Assistants	\$105,681
Materials Engineers	\$101,481
Personal Financial Advisors	\$98,586
Advertising and Promotions Managers	\$97,600

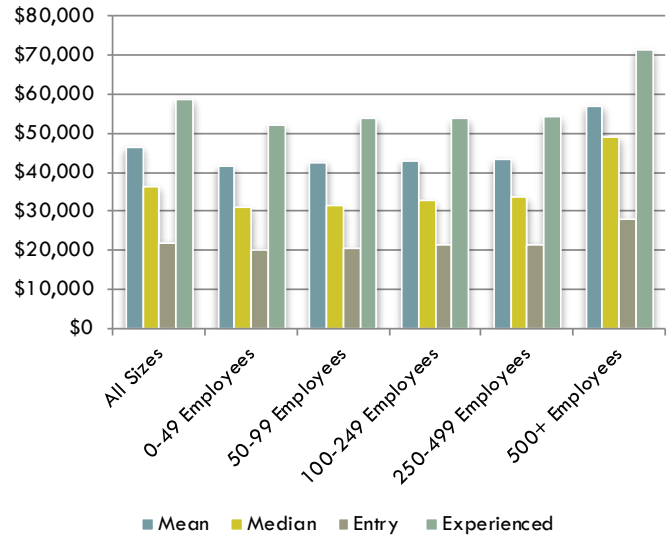
Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

City of Little Rock Arkansas Local Workforce Development Area Wages

Little Rock Arkansas Wage Estimates by Employer Size

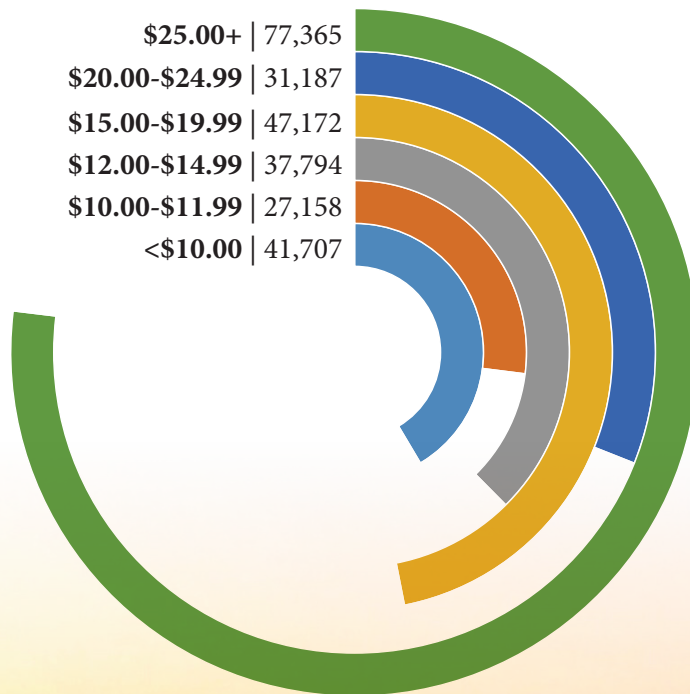
Little Rock Arkansas Wage Estimates by Employer Size

Employer size	Mean	Median	Entry	Exper.
All Sizes	\$46,645	\$36,449	\$22,076	\$58,929
0-49 Employees	\$41,690	\$31,218	\$20,468	\$52,301
50-99 Employees	\$42,766	\$31,424	\$20,629	\$53,834
100-249 Employees	\$43,071	\$32,852	\$21,488	\$53,862
250-499 Employees	\$43,506	\$33,686	\$21,626	\$54,446
500+ Employees	\$56,972	\$49,061	\$27,945	\$71,485



Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

Little Rock Arkansas Number of Employees by Hourly Wage Rate



Little Rock Arkansas Number of Employees by Hourly Wage Rate

Total	262,383
<\$10.00	41,707
\$10.00-\$11.99	27,158
\$12.00-\$14.99	37,794
\$15.00-\$19.99	47,172
\$20.00-\$24.99	31,187
\$25.00+	77,365

Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

City of Little Rock Arkansas

Local Workforce Development Area Industry

The City of Little Rock LWDA is expected to grow by 5,732 jobs between 2018 and 2020, or an increase of 2.82 percent. *Administrative and Support Services* is predicted to be the top growing industry adding 1,329 new jobs to its workforce bringing employment to 13,138. *Crop Production* is predicted to be the fastest growing industry with a 47.06 percent gain, moving employment to 50. *Data Processing, Hosting and Related Services* is slated to lose more than 57.30 percent of its workforce due in part to business relocations, making it the fastest declining industry in the area moving employment below 100. *Educational Services* is forecast to be the top declining industry, losing 257 jobs, or 2.22 percent of its workforce, moving employment from 11,579 in 2018 to 11,322 in 2020. *Sporting Goods, Hobby, Book, and Music Stores* is estimated to be the fastest declining industry, cutting 20.27 percent of its workforce. **Professional and Business Services** is estimated to be the top growing supersector in the City of Little Rock LWDA, adding an anticipated 1,781 new jobs, an increase of 6.63 percent, bringing its employment to 28,664.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	2018 Estimated Employment	2020 Projected Employment	Numeric Change	Percent Change
102400	Professional and Business Services	26,883	28,664	1,781	6.63%
102300	Financial Activities	18,783	20,079	1,296	6.90%
102500	Education and Health Services	51,838	52,732	894	1.72%
102600	Leisure and Hospitality	15,088	15,505	417	2.76%
102100	Trade, Transportation, and Utilities	30,192	30,459	267	0.88%

Top Industries - Top 10 Growth

NAICS Code	NAICS Title	2018 Estimated Employment	2020 Projected Employment	Numeric Change	Percent Change
561000	Administrative and Support Services	11,809	13,138	1,329	11.25%
524000	Insurance Carriers and Related Activities	11,498	12,616	1,118	9.72%
621000	Ambulatory Health Care Services	9,818	10,280	462	4.71%
622000	Hospitals	22,210	22,604	394	1.77%
722000	Food Services and Drinking Places	11,717	12,101	384	3.28%
624000	Social Assistance	4,956	5,173	217	4.38%
541000	Professional, Scientific, and Technical Services	9,998	10,181	183	1.83%
551000	Management of Companies and Enterprises	4,735	4,910	175	3.70%
423000	Merchant Wholesalers, Durable Goods	4,711	4,881	170	3.61%
813000	Religious, Grantmaking, Civic, Professional, and Similar Organizations	6,365	6,524	159	2.50%

City of Little Rock Arkansas

Local Workforce Development Area Industry

Top 10 Fastest Growth

NAICS Code	NAICS Title	2018 Estimated Employment	2020 Projected Employment	Numeric Change	Percent Change
111000	Crop Production	34	50	16	47.06%
562000	Waste Management and Remediation Service	341	435	94	27.57%
488000	Support Activities for Transportation	509	590	81	15.91%
327000	Nonmetallic Mineral Product Manufacturing	164	185	21	12.80%
485000	Transit and Ground Passenger Transportation	595	666	71	11.93%
443000	Electronics and Appliance Stores	560	624	64	11.43%
561000	Administrative and Support Services	11,809	13,138	1,329	11.25%
481000	Air Transportation	287	316	29	10.10%
524000	Insurance Carriers and Related Activities	11,498	12,616	1,118	9.72%
444000	Building Material and Garden Equipment and Supplies Dealers	1,031	1,121	90	8.73%

Top 10 Decline

611000	Educational Services	11,579	11,322	-257	-2.22%
451000	Sporting Goods, Hobby, Book, and Music Stores	671	535	-136	-20.27%
452000	General Merchandise Stores	3,292	3,170	-122	-3.71%
814000	Private Households	1,058	941	-117	-11.06%
999100	Federal Government, Excluding Post Office	3,366	3,265	-101	-3.00%
445000	Food and Beverage Stores	1,880	1,788	-92	-4.89%
511000	Publishing Industries (except Internet)	1,230	1,157	-73	-5.93%
448000	Clothing and Clothing Accessories Stores	2,136	2,074	-62	-2.90%
425000	Wholesale Electronic Markets and Agents and Brokers	454	405	-49	-10.79%
517000	Telecommunications	835	789	-46	-5.51%

Top 10 Fastest Decline

451000	Sporting Goods, Hobby, Book, and Music Stores	671	535	-136	-20.27%
814000	Private Households	1,058	941	-117	-11.06%
425000	Wholesale Electronic Markets and Agents and Brokers	454	405	-49	-10.79%
511000	Publishing Industries (except Internet)	1,230	1,157	-73	-5.93%
517000	Telecommunications	835	789	-46	-5.51%
445000	Food and Beverage Stores	1,880	1,788	-92	-4.89%
454000	Nonstore Retailers	126	121	-5	-3.97%
452000	General Merchandise Stores	3,292	3,170	-122	-3.71%
999100	Federal Government, Excluding Post Office	3,366	3,265	-101	-3.00%
448000	Clothing and Clothing Accessories Stores	2,136	2,074	-62	-2.90%

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 24,036 annual openings during the projection period. Of these, 9,104 would be created due to employees leaving the workforce, while 12,066 would be created due to employees changing jobs. Another 2,866 would be related to growth and expansion. *Customer Service Representatives* is slated to be the top growing occupation with an anticipated gain of 279 new jobs, bringing its employment to 4,848. *Hazardous Materials Removal Workers* could be the fastest growing occupation, raising employment by 21.88 percent going from 64 jobs in 2018 to 78 jobs in 2020. *Cashiers* is expected to fall in employment dropping by 95 jobs, making it the top declining industry and moving employment down to 3,913. *Switchboard Operators, Including Answering Service* could see a 3.65 percent reduction in its workforce to a level of 185, making it the fastest declining occupation. **Office and Administrative Support Occupations** is predicted to be the top growing major group adding 789 new jobs to its workforce bringing its employment level to 34,977.

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Change		Annual Openings			
		2018 Est.	2020 Proj.	Numeric	Percent	Exits	Transfers	Change	Total
43-0000	Office and Administrative Support Occupations	34,188	34,977	789	2.31%	1,756	2,066	394	4,216
53-0000	Transportation and Material Moving Occupations	11,170	11,729	559	5.00%	549	774	280	1,603
29-0000	Healthcare Practitioners and Technical Occupations	20,112	20,666	554	2.75%	547	520	277	1,344
11-0000	Management Occupations	14,342	14,821	479	3.34%	379	738	240	1,357
13-0000	Business and Financial Operations Occupations	13,778	14,253	475	3.45%	412	792	238	1,442

Top Occupations - Top 10 Growth

SOC Code	SOC Title	Employment		Change		Annual Openings			
		2018 Est.	2020 Proj.	Numeric	Percent	Exits	Transfers	Change	Total
43-4051	Customer Service Representatives	4,569	4,848	279	6.11%	240	353	140	733
29-1141	Registered Nurses	7,425	7,638	213	2.87%	216	164	106	486
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	2,589	2,763	174	6.72%	132	229	87	448
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2,880	3,048	168	5.83%	193	186	84	463
41-3021	Insurance Sales Agents	1,567	1,715	148	9.44%	66	88	74	228
33-9032	Security Guards	1,956	2,092	136	6.95%	120	143	68	331
53-3032	Heavy and Tractor-Trailer Truck Drivers	2,632	2,766	134	5.09%	114	170	67	351
39-9021	Personal Care Aides	2,691	2,824	133	4.94%	220	166	66	452
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	2,716	2,829	113	4.16%	246	257	56	559
11-1021	General and Operations Managers	3,605	3,711	106	2.94%	76	218	53	347

City of Little Rock Arkansas

Local Workforce Development Area Occupations

Top 10 Fastest Growth

SOC Code	SOC Title	Employment		Change		Annual Openings			
		2018 Est.	2020 Proj.	Numeric	Percent	Exits	Transfers	Change	Total
47-4041	Hazardous Materials Removal Workers	64	78	14	21.88%	3	6	7	16
51-6031	Sewing Machine Operators	57	66	9	15.79%	4	3	4	11
49-2098	Security and Fire Alarm Systems Installers	152	171	19	12.50%	6	12	10	28
53-7081	Refuse and Recyclable Material Collectors	205	228	23	11.22%	10	16	12	38
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	171	189	18	10.53%	6	14	9	29
43-9041	Insurance Claims and Policy Processing Clerks	817	901	84	10.28%	36	48	42	126
41-3021	Insurance Sales Agents	1,567	1,715	148	9.44%	66	88	74	228
19-3022	Survey Researchers	107	117	10	9.35%	3	7	5	15
43-5011	Cargo and Freight Agents	134	146	12	8.96%	4	7	6	17
43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	136	148	12	8.82%	6	8	6	20

Top 10 Decline

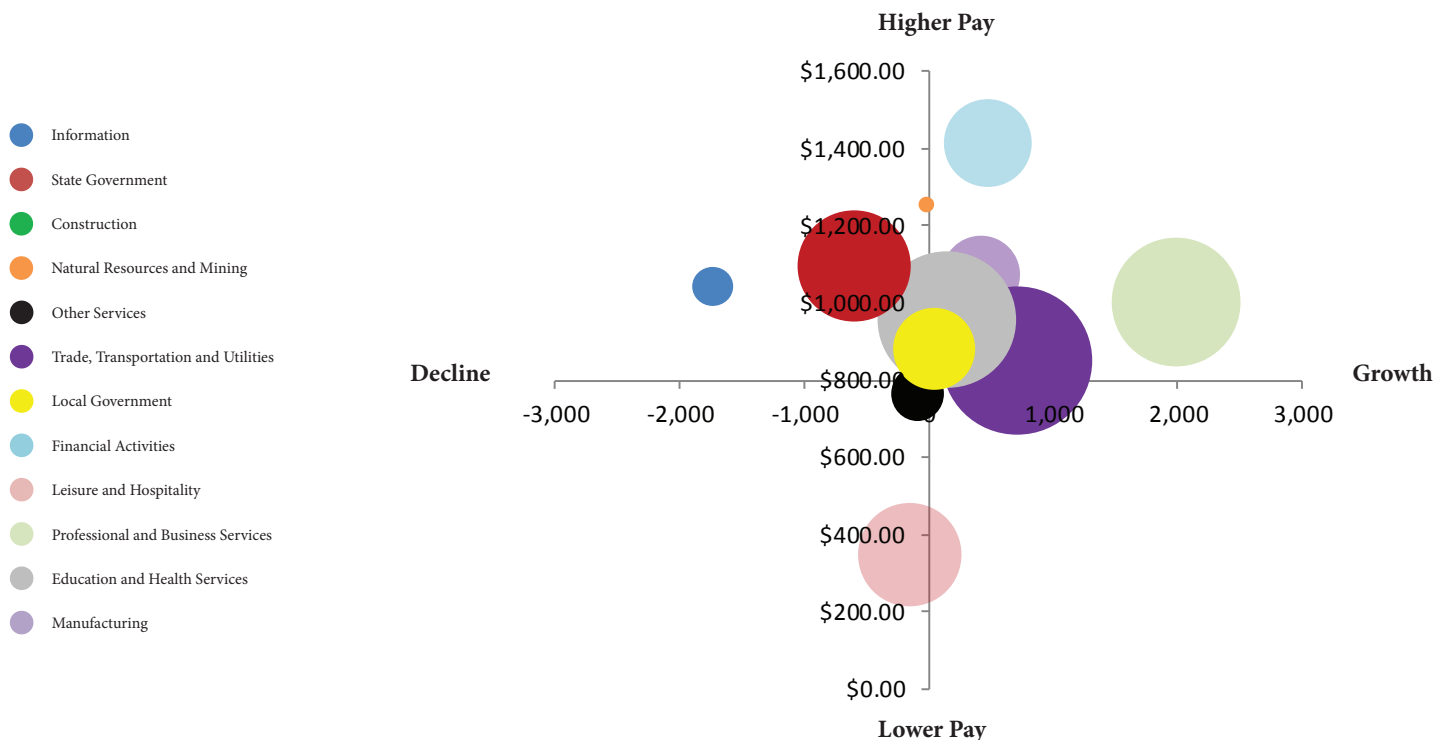
41-2011	Cashiers	4,008	3,913	-95	-2.37%	372	363	-48	687
41-2031	Retail Salespersons	5,025	4,953	-72	-1.43%	316	396	-36	676
25-2021	Elementary School Teachers, Except Special Education	1,225	1,201	-24	-1.96%	40	45	-12	73
43-6011	Executive Secretaries and Executive Administrative Assistants	1,102	1,082	-20	-1.81%	59	57	-10	106
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	884	869	-15	-1.70%	27	32	-8	51
25-2022	Middle School Teachers, Except Special and Career/Technical Education	643	631	-12	-1.87%	21	24	-6	39
25-9041	Teacher Assistants	1,156	1,145	-11	-0.95%	63	52	-6	109
43-6012	Legal Secretaries	475	464	-11	-2.32%	26	24	-6	44
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	343	333	-10	-2.92%	11	24	-5	30
25-1194	Vocational Education Teachers, Postsecondary	246	238	-8	-3.25%	9	9	-4	14

Top 10 Fastest Decline

43-2011	Switchboard Operators, Including Answering Service	192	185	-7	-3.65%	12	12	-4	20
25-1194	Vocational Education Teachers, Postsecondary	246	238	-8	-3.25%	9	9	-4	14
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	343	333	-10	-2.92%	11	24	-5	30
41-3011	Advertising Sales Agents	297	289	-8	-2.69%	11	26	-4	33
41-2011	Cashiers	4,008	3,913	-95	-2.37%	372	363	-48	687
43-6012	Legal Secretaries	475	464	-11	-2.32%	26	24	-6	44
25-2021	Elementary School Teachers, Except Special Education	1,225	1,201	-24	-1.96%	40	45	-12	73
43-9021	Data Entry Keyers	316	310	-6	-1.90%	16	20	-3	33
25-2022	Middle School Teachers, Except Special and Career/Technical Education	643	631	-12	-1.87%	21	24	-6	39
43-6011	Executive Secretaries and Executive Administrative Assistants	1,102	1,082	-20	-1.81%	59	57	-10	106

Source: Arkansas Department of Workforce Services, Projections Suite Software

City of Little Rock Local Workforce Development Area Covered Employment and Earnings



NAICS Industry	2017 Annual Average Covered Employment	2018 Annual Average Covered Employment	2017-2018 Numeric Change	2017-2018 Percent Change	2018 Average Weekly Earnings
Total	240,839	241,968	1,129	0.47%	\$931.83
Natural Resources and Mining	630	608	-22	-3.49%	\$1255.66
Construction	8,960	8,920	-40	-0.45%	\$1,018.91
Manufacturing	12,720	13,141	421	3.31%	\$1,072.40
Trade, Transportation and Utilities	48,616	49,331	715	1.47%	\$851.30
Information	5,281	3,540	-1,741	-32.97%	\$1,043.41
Financial Activities	16,717	17,194	477	2.85%	\$1,415.22
Professional and Business Services	34,254	36,239	1,985	5.79%	\$1,000.97
Education and Health Services	41,069	41,215	146	0.36%	\$955.89
Leisure and Hospitality	23,556	23,396	-160	-0.68%	\$347.66
Other Services	6,616	6,525	-91	-1.38%	\$766.73
Local Government	14,653	14,692	39	0.27%	\$881.95
State Government	27,767	27,167	-600	-2.16%	\$1,094.74

Source: Arkansas Department of Workforce Services, Quarterly Census of Employment and Wages
 Note: City of Little Rock LWDA includes all of Pulaski County for this data set.

Eastern Arkansas Local Workforce Development Area

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 2014-2018

2014	2015	2016	2017	2018
126,407	124,934	123,573	122,262	117,471

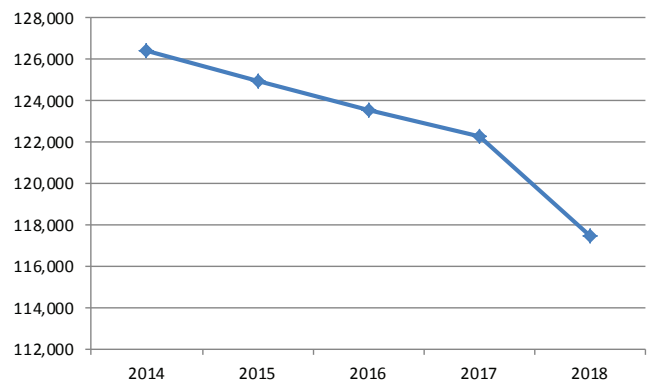
Source: U.S. Census Bureau

State of Arkansas Population 2014-2018

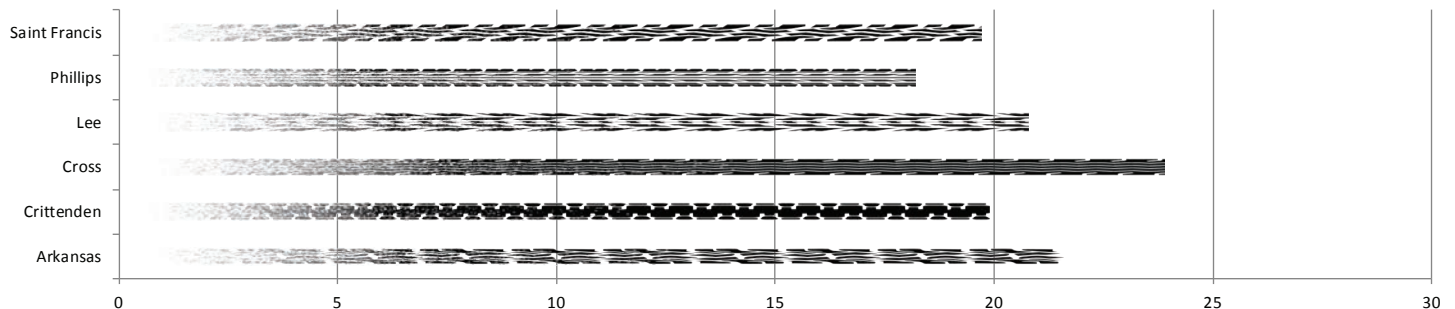
2014	2015	2016	2017	2018
2,967,726	2,978,407	2,990,410	3,002,997	3,013,825

Source: U.S. Census Bureau

Eastern Arkansas Population Progression



Mean Commute Time (minutes)



Eastern Arkansas LWDA Community Indicators

Area	Median Household Income	Median Age	% Poverty Level	Mean Commute Time (minutes)	Remote Workers	% Remote Workers
Arkansas	\$43,813	37.9	13.2%	21.6	40,573	3.2%
Crittenden	\$38,558	35.0	18.5%	19.9	66	3.4%
Cross	\$41,081	40.7	13.5%	23.9	255	3.5%
Lee	\$27,901	41.9	19.6%	20.8	45	1.6%
Phillips	\$26,652	38.2	25.5%	18.2	130	2.0%
Saint Francis	\$33,102	38.4	21.6%	19.7	347	4.1%

Source: EMSI economic modeling, American Community Survey

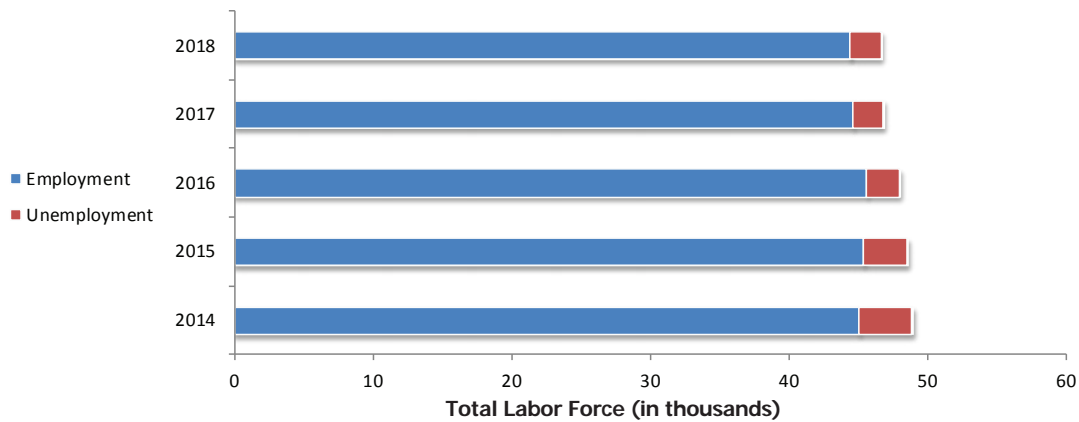
Eastern Arkansas Local Workforce Development Area Employment/Labor Force/Unemployment

The labor force in the Eastern Arkansas LWDA decreased by 160 to 46,754 in 2018 from 2017, and has decreased by 2,231 from 2014 to 2018. Employment decreased from 2017 to 2018, losing 189 workers to 44,542. Unemployment saw a slight increase from 2017 to 2018, having 29 more unemployed, but that wasn't enough to change the unemployment rate dropping from 4.7 percent. Since the beginning of 2019, the unemployment rate fluctuated from 5.7 percent in January to 3.8 percent in April, ending July 2019 at 5.2 percent.

Eastern Arkansas LWDA 2014-2018 Labor Force/Employment

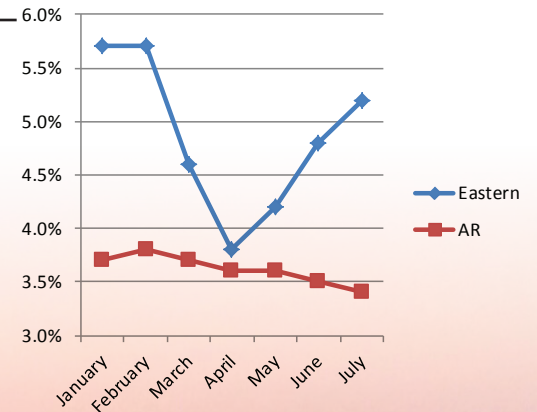
	2014	2015	2016	2017	2018
Labor Force	48,985	48,620	48,065	46,914	46,754
Employment	45,174	45,477	45,749	44,731	44,542
Unemployment	3,811	3,143	2,316	2,183	2,212
Unemployment Rate	7.8%	6.5%	4.8%	4.7%	4.7%

Source: Arkansas Department of Workforce Services



Eastern Arkansas and State Unemployment Rate*

Year	Month	Eastern Arkansas Unemployment Rate	AR Unemployment Rate	Monthly Unemployment Rate, 2019
2019	January	5.7%	3.7%	5.7%
2019	February	5.7%	3.8%	5.7%
2019	March	4.6%	3.7%	4.6%
2019	April	3.8%	3.6%	3.8%
2019	May	4.2%	3.6%	4.2%
2019	June	4.8%	3.5%	4.8%
2019	July	5.2%†	3.4%†	5.2%



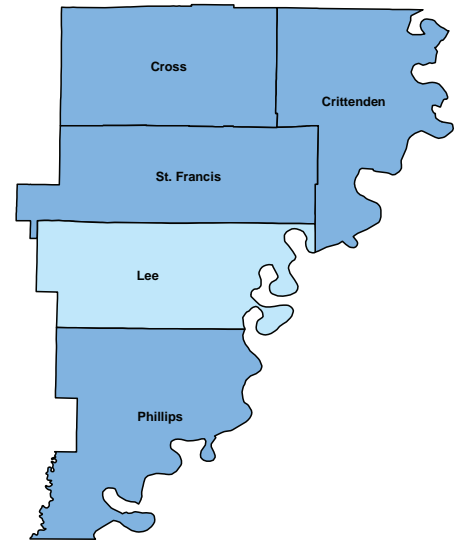
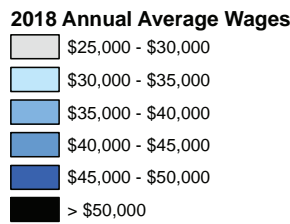
Source: AR Dept. of Workforce Services Local Area Unemployment Statistics

*Not Seasonally Adjusted, Not Preliminary

†Preliminary

Eastern Arkansas Local Workforce Development Area Wages

Cashiers was estimated to have the most employees in Eastern Arkansas with 1,580 employed in 2018 with an average wage of \$19,861. **Combined Food Preparation and Serving Workers, Including Fast Food** was the second largest occupation with 1,390 employed, earning an average wage of \$19,314. **Correctional Officers and Jailers**, with an estimated employment of 610, had the highest average wage of the 10 largest occupations, earning \$41,664 annually.



**Source: Arkansas Department of Workforce Services
May 2018 Wage Survey*

Family and General Practitioners topped the Occupations Paying the Most list with an annual salary of \$189,410. **Dentists, General**, with an average annual salary of \$148,014, ranked second on the Occupations Paying the Most list.

The entry wage estimate for employers of all sizes was \$19,636 for 2018. The median wage estimate for employers with 250-499 employees was \$30,101, while wages for experienced workers averaged \$43,855 for employers in all size categories.

Of the 35,232 estimated employees in the area, 10,253 made less than \$10 an hour while 6,118 made \$15 to \$19.99 an hour. Employees making more than \$25 an hour totaled 5,847.

Eastern Arkansas LWDA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Cashiers	1,580	\$19,861	\$18,808	\$20,387
Combined Food Preparation and Serving Workers, Including Fast Food	1,390	\$19,314	\$18,710	\$19,616
Heavy and Tractor-Trailer Truck Drivers	1,200	\$37,801	\$24,659	\$44,372
Personal Care Aides	1,160	\$20,150	\$18,935	\$20,757
Office Clerks, General	960	\$27,729	\$19,261	\$31,964
Laborers and Freight, Stock, and Material Movers, Hand	880	\$27,254	\$21,331	\$30,216
Stock Clerks and Order Fillers	750	\$25,811	\$19,316	\$29,059
Nursing Assistants	620	\$24,413	\$21,604	\$25,818
Correctional Officers and Jailers	610	\$41,664	\$28,392	\$48,300
Retail Salespersons	600	\$27,967	\$19,795	\$32,053

Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

Eastern Arkansas Local Workforce Development Area Wages

Eastern Arkansas LWDA Occupations Paying the Most

Occupation	Average Annual Salary
Family and General Practitioners	\$189,410
Dentists, General	\$148,014
Architectural and Engineering Managers	\$129,400
Nurse Practitioners	\$126,980
Pharmacists	\$120,644
Judges, Magistrate Judges, and Magistrates	\$120,080
Chief Executives	\$110,109
Human Resources Managers	\$95,403
Transportation, Storage, and Distribution Managers	\$91,929
Industrial Production Managers	\$91,630
Medical and Health Services Managers	\$88,223
Commercial Pilots	\$87,883
Computer and Information Systems Managers	\$86,694
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$85,314
Lawyers	\$85,108
Occupational Therapists	\$83,905
Insurance Sales Agents	\$83,163
Sales Managers	\$82,546
Civil Engineers	\$79,191
Clinical, Counseling, and School Psychologists	\$78,793
Physical Therapists	\$78,041
Financial Managers	\$78,032
Claims Adjusters, Examiners, and Investigators	\$77,347
Administrative Services Managers	\$75,541
Education Administrators, All Other	\$75,339

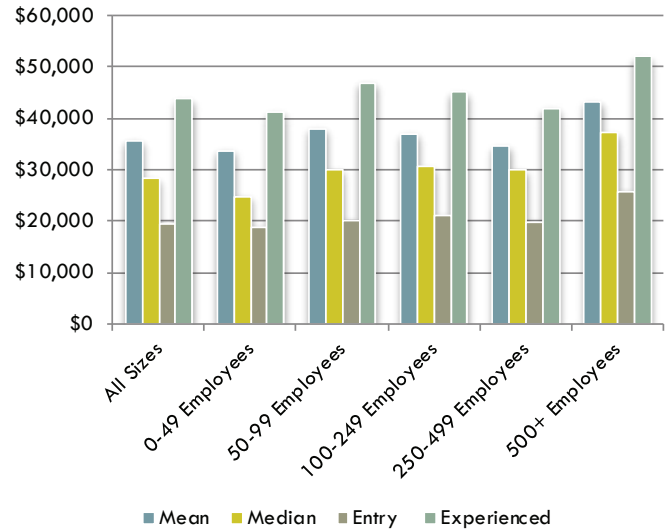
Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

Eastern Arkansas Local Workforce Development Area Wages

Eastern Arkansas Wage Estimates by Employer Size

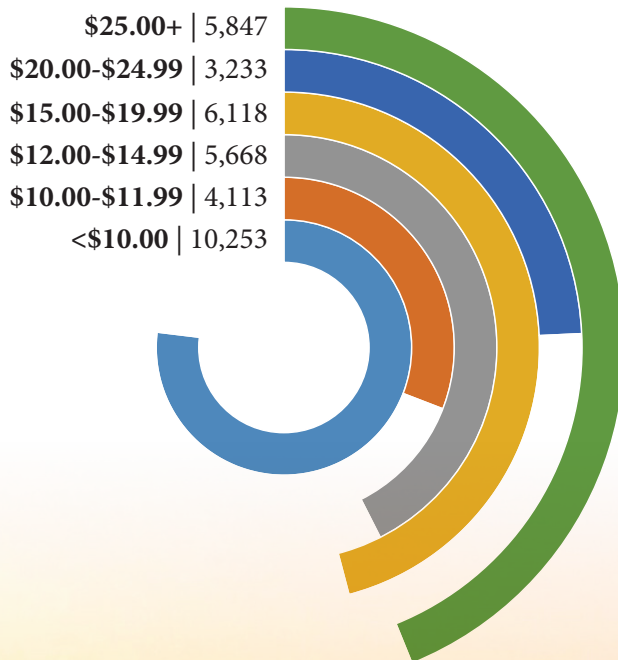
Eastern Arkansas Wage Estimates by Employer Size

Employer size	Mean	Median	Entry	Exper.
All Sizes	\$35,782	\$28,479	\$19,636	\$43,855
0-49 Employees	\$33,903	\$24,919	\$18,913	\$41,399
50-99 Employees	\$38,138	\$30,216	\$20,291	\$47,062
100-249 Employees	\$37,155	\$30,680	\$21,147	\$45,159
250-499 Employees	\$34,687	\$30,101	\$19,890	\$42,086
500+ Employees	\$43,380	\$37,311	\$25,955	\$52,092



Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

Eastern Arkansas Number of Employees by Hourly Wage Rate



Eastern Arkansas Number of Employees by Hourly Wage Rate

Total	35,232
<\$10.00	10,253
\$10.00-\$11.99	4,113
\$12.00-\$14.99	5,668
\$15.00-\$19.99	6,118
\$20.00-\$24.99	3,233
\$25.00+	5,847

Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

Eastern Arkansas Local Workforce Development Area Industry

The Eastern Arkansas LWDA is expected to experience a mixed outlook with a net gain of only 19 jobs between 2018 and 2020. *Ambulatory Health Care Services* is projected to be the top growing industry increasing employment by 102 jobs bringing its employment level to 2,082. *Insurance Carriers and Related Activities* is estimated to grow by 14.04 percent making it the fastest growing industry moving employment from 228 in 2018 to 260 in 2020. As population declines, so does school enrollment, which could be a contributing factor in *Educational Services* being the top declining industry. The industry is projected to lose 178 jobs during the projection period driving employment down to 4,319. *Wholesale Electronic Markets and Agents and Brokers* is slated to cut more than a third of its workforce from 2018 and 2020. **Leisure and Hospitality** is anticipated to be the top growing supersector with a gain of 114 jobs to an employment level of 3,852.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	2018 Estimated Employment	2020 Projected Employment	Numeric Change	Percent Change
102600	Leisure and Hospitality	3,738	3,852	114	3.05%
102700	Other Services (except Government)	1,578	1,619	41	2.60%
102300	Financial Activities	1,320	1,356	36	2.73%
102800	Government	4,003	4,037	34	0.85%
101100	Natural Resources and Mining	1,658	1,691	33	1.99%

Top Industries - Top 10 Growth

NAICS Code	NAICS Title	2018 Estimated Employment	2020 Projected Employment	Numeric Change	Percent Change
621000	Ambulatory Health Care Services	1,980	2,082	102	5.15%
111000	Crop Production	1,062	1,152	90	8.47%
722000	Food Services and Drinking Places	2,594	2,679	85	3.28%
999300	Local Government, Excluding Education and Hospitals	1,851	1,898	47	2.54%
813000	Religious, Grantmaking, Civic, Professional, and Similar Organizations	788	831	43	5.46%
524000	Insurance Carriers and Related Activities	228	260	32	14.04%
423000	Merchant Wholesalers, Durable Goods	876	907	31	3.54%
623000	Nursing and Residential Care Facilities	1,271	1,297	26	2.05%
311000	Food Manufacturing	651	674	23	3.53%
531000	Real Estate	370	393	23	6.22%

Eastern Arkansas Local Workforce Development Area Industry

Top 10 Fastest Growth

NAICS Code	NAICS Title	2018 Estimated Employment	2020 Projected Employment	Numeric Change	Percent Change
524000	Insurance Carriers and Related Activities	228	260	32	14.04%
485000	Transit and Ground Passenger Transportation	143	157	14	9.79%
312000	Beverage and Tobacco Product Manufacturing	149	162	13	8.72%
444000	Building Material and Garden Equipment and Supplies Dealers	185	201	16	8.65%
111000	Crop Production	1,062	1,152	90	8.47%
713000	Amusement, Gambling, and Recreation Industries	118	126	8	6.78%
531000	Real Estate	370	393	23	6.22%
813000	Religious, Grantmaking, Civic, Professional, and Similar Organizations	788	831	43	5.46%
621000	Ambulatory Health Care Services	1,980	2,082	102	5.15%
326000	Plastics and Rubber Products Manufacturing	194	201	7	3.61%

Top 10 Decline

611000	Educational Services	4,497	4,319	-178	-3.96%
561000	Administrative and Support Services	925	855	-70	-7.57%
624000	Social Assistance	2,007	1,949	-58	-2.89%
622000	Hospitals	570	531	-39	-6.84%
236000	Construction of Buildings	134	108	-26	-19.40%
447000	Gasoline Stations	864	839	-25	-2.89%
453000	Miscellaneous Store Retailers	138	116	-22	-15.94%
333000	Machinery Manufacturing	204	184	-20	-9.80%
325000	Chemical Manufacturing	366	346	-20	-5.46%
999100	Federal Government, Excluding Post Office	667	647	-20	-3.00%

Top 10 Fastest Decline

425000	Wholesale Electronic Markets and Agents and Brokers	26	17	-9	-34.62%
454000	Nonstore Retailers	25	19	-6	-24.00%
442000	Furniture and Home Furnishings Stores	34	26	-8	-23.53%
236000	Construction of Buildings	134	108	-26	-19.40%
453000	Miscellaneous Store Retailers	138	116	-22	-15.94%
333000	Machinery Manufacturing	204	184	-20	-9.80%
448000	Clothing and Clothing Accessories Stores	123	111	-12	-9.76%
561000	Administrative and Support Services	925	855	-70	-7.57%
622000	Hospitals	570	531	-39	-6.84%
511000	Publishing Industries (except Internet)	79	74	-5	-6.33%

Source: Arkansas Department of Workforce Services, Projections Suite Software

Eastern Arkansas

Local Workforce Development Area Occupations

The Eastern Arkansas LWDA is expected to have 4,700 annual job openings during the projection period, with 2,101 being created due to employees leaving the workforce and 2,589 due to those changing jobs. Job opportunities related to growth and expansion add 10 jobs annually. *Combined Food Preparation and Serving Workers, Including Fast Food* is predicted to be the top growing occupation with 47 new jobs bringing employment level to 1,479. At 13.21 percent, *Insurance Sales Agents* is set to be the fastest growing occupation in the area driving employment to 60. On the flip side of the economy, *Cashiers* is projected to be the top declining occupation with a loss of 47 bringing job levels down to 1,945. *Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic* is projected to be the fastest declining occupation, losing 69.70 percent of its workforce. **Food Preparation and Serving Related Occupations** is projected to be the top growing major group with a net gain of 76 jobs between 2018 and 2020, bringing its employment level up to 3,308.

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Change		Annual Openings			
		2018 Est.	2020 Proj.	Numeric	Percent	Exits	Transfers	Change	Total
35-0000	Food Preparation and Serving Related Occupations	3,232	3,308	76	2.35%	240	301	38	579
53-0000	Transportation and Material Moving Occupations	3,843	3,879	36	0.94%	188	278	18	484
21-0000	Community and Social Service Occupations	1,049	1,079	30	2.86%	44	70	15	129
31-0000	Healthcare Support Occupations	1,214	1,241	27	2.22%	70	68	14	152
49-0000	Installation, Maintenance, and Repair Occupations	1,907	1,933	26	1.36%	64	111	13	188

Top Occupations - Top 10 Growth

SOC Code	SOC Title	Employment		Change		Annual Openings			
		2018 Est.	2020 Proj.	Numeric	Percent	Exits	Transfers	Change	Total
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,432	1,479	47	3.28%	129	135	24	288
51-2092	Team Assemblers	336	359	23	6.85%	15	25	12	52
53-3032	Heavy and Tractor-Trailer Truck Drivers	947	965	18	1.90%	40	60	9	109
21-2011	Clergy	250	266	16	6.40%	12	16	8	36
51-1011	First-Line Supervisors of Production and Operating Workers	295	310	15	5.08%	10	20	8	38
51-4041	Machinists	309	323	14	4.53%	11	20	7	38
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,233	1,246	13	1.05%	62	106	6	174
43-5061	Production, Planning, and Expediting Clerks	229	241	12	5.24%	8	15	6	29
49-9071	Maintenance and Repair Workers, General	465	476	11	2.37%	19	26	6	51
35-3031	Waiters and Waitresses	326	335	9	2.76%	24	38	4	66

Eastern Arkansas Local Workforce Development Area Occupations

Top 10 Fastest Growth

SOC Code	SOC Title	Employment		Change		Annual Openings			
		2018 Est.	2020 Proj.	Numeric	Percent	Exits	Transfers	Change	Total
41-3021	Insurance Sales Agents	53	60	7	13.21%	2	3	4	9
43-9041	Insurance Claims and Policy Processing Clerks	32	36	4	12.50%	2	2	2	6
31-2021	Physical Therapist Assistants	36	39	3	8.33%	2	3	2	7
49-3093	Tire Repairers and Changers	37	40	3	8.11%	2	4	2	8
29-1122	Occupational Therapists	38	41	3	7.89%	1	1	2	4
21-2021	Directors, Religious Activities and Education	54	58	4	7.41%	2	4	2	8
51-2092	Team Assemblers	336	359	23	6.85%	15	25	12	52
21-2011	Clergy	250	266	16	6.40%	12	16	8	36
29-1123	Physical Therapists	47	50	3	6.38%	1	1	2	4
29-1171	Nurse Practitioners	56	59	3	5.36%	1	2	2	5

Top 10 Decline

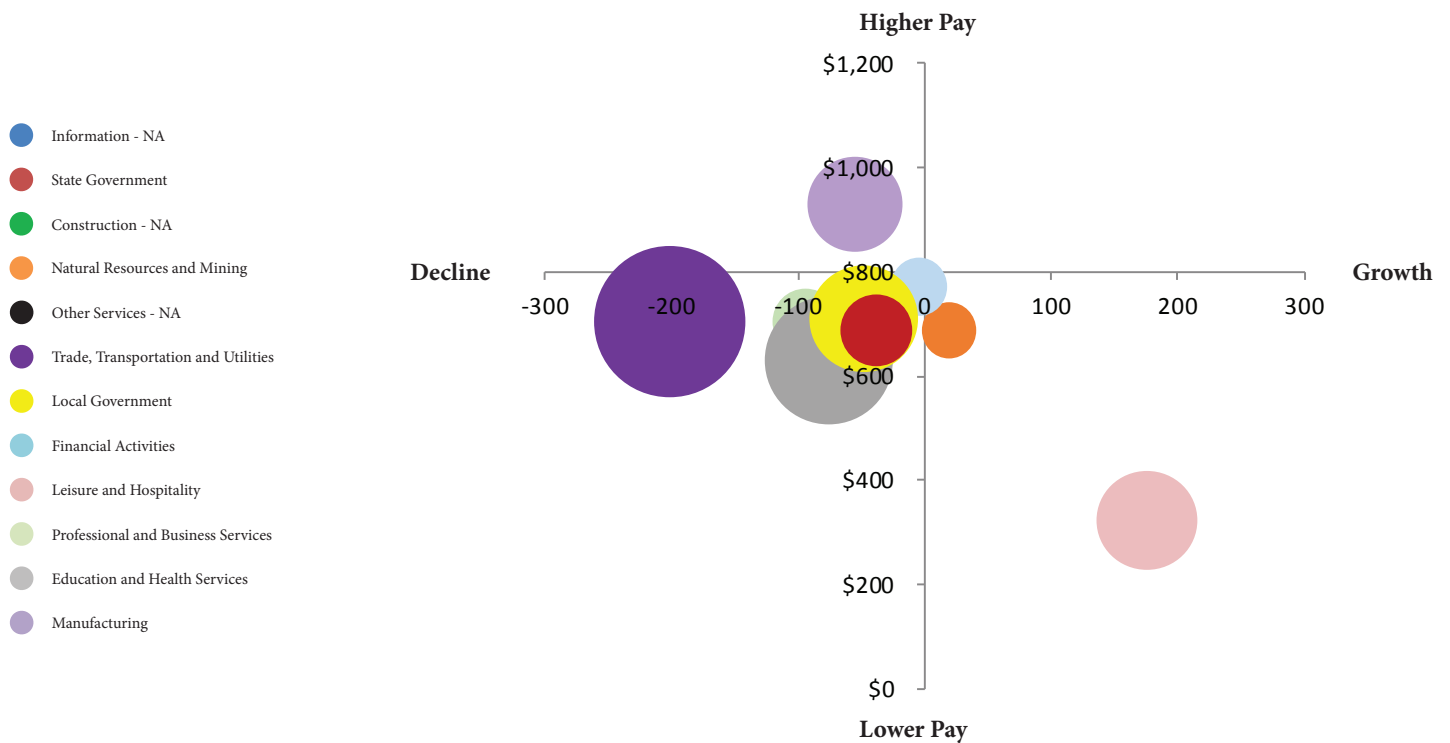
41-2011	Cashiers	1,992	1,945	-47	-2.36%	185	180	-24	341
45-2093	Farmworkers, Farm, Ranch, & Aquacultural Animals	148	120	-28	-18.92%	5	16	-14	7
25-2021	Elementary School Teachers, Except Special Education	686	659	-27	-3.94%	22	25	-14	33
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	710	683	-27	-3.80%	22	26	-14	34
11-9013	Farmers, Ranchers, and Other Agricultural Managers	2,556	2,532	-24	-0.94%	148	38	-12	174
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	33	10	-23	-69.70%	6	6	-12	0
39-9011	Childcare Workers	774	756	-18	-2.33%	62	48	-9	101
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	563	546	-17	-3.02%	30	29	-8	51
25-2022	Middle School Teachers, Except Special and Career/Technical Education	370	356	-14	-3.78%	12	14	-7	19
25-9041	Teacher Assistants	412	398	-14	-3.40%	22	18	-7	33

Top 10 Fastest Decline

51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	33	10	-23	-69.70%	6	6	-12	0
45-2093	Farmworkers, Farm, Ranch, & Aquacultural Animals	148	120	-28	-18.92%	5	16	-14	7
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	24	22	-2	-8.33%	1	2	-1	2
11-9031	Education Administrators, Preschool and Childcare Center/Program	27	25	-2	-7.41%	0	1	-1	0
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	30	28	-2	-6.67%	1	2	-1	2
47-2031	Carpenters	65	61	-4	-6.15%	2	4	-2	4
25-2011	Preschool Teachers, Except Special Education	36	34	-2	-5.56%	2	2	-1	3
49-9051	Electrical Power-Line Installers and Repairers	42	40	-2	-4.76%	1	2	-1	2
25-1194	Vocational Education Teachers, Postsecondary	64	61	-3	-4.69%	2	2	-2	2
25-2052	Special Education Teachers, Kindergarten and Elementary School	69	66	-3	-4.35%	2	2	-2	2

Source: Arkansas Department of Workforce Services, Projections Suite Software

Eastern Arkansas Local Workforce Development Area Covered Employment and Earnings



NAICS Industry	2017 Annual Average Covered Employment	2018 Annual Average Covered Employment	2017-2018 Numeric Change	2017-2018 Percent Change	2018 Average Weekly Earnings
Total	35,233	34,838	-395	-1.12%	\$672.41
Natural Resources and Mining	1,177	1,196	19	1.61%	\$686.82
Construction	N/A	N/A	N/A	N/A	N/A
Manufacturing	3,480	3,425	-55	-1.58%	\$929.69
Trade, Transportation and Utilities	9,104	8,902	-202	-2.22%	\$705.48
Information	N/A	N/A	N/A	N/A	N/A
Financial Activities	1,254	1,249	-5	-0.40%	\$771.41
Professional and Business Services	1,772	1,678	-94	5.30%	\$702.81
Education and Health Services	6,381	6,305	-76	-1.19%	\$630.07
Leisure and Hospitality	3,706	3,882	176	4.75%	\$322.28
Other Services	N/A	N/A	N/A	N/A	N/A
Local Government	4,548	4,500	-48	-1.06%	\$709.83
State Government	1,995	1,957	-38	-1.90%	\$687.80

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

North Central Arkansas Local Workforce Development Area

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 2014-2018

2014	2015	2016	2017	2018
238,247	238,176	237,877	237,204	236,959

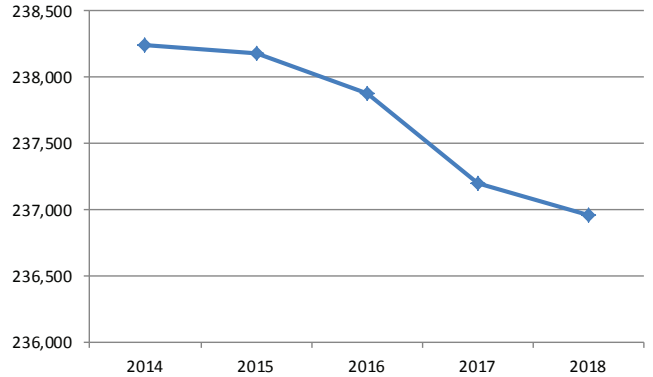
Source: U.S. Census Bureau

State of Arkansas Population 2014-2018

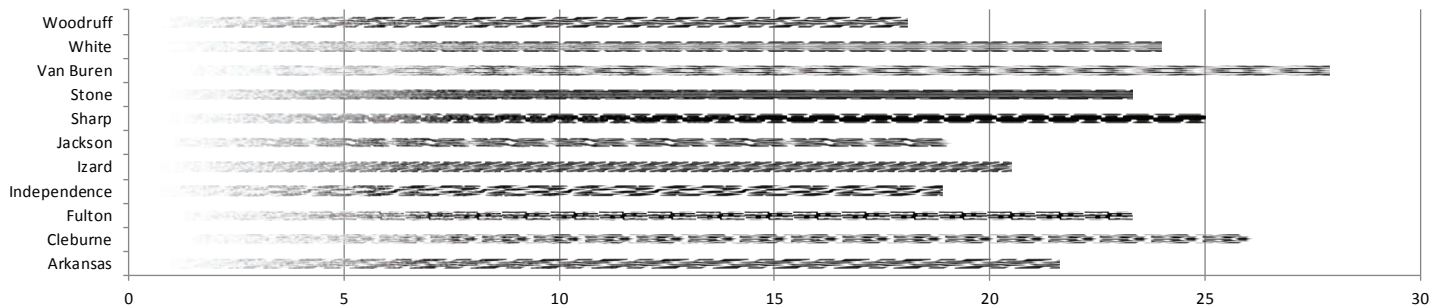
2013	2014	2015	2016	2017
2,967,726	2,978,407	2,990,410	3,002,997	3,013,825

Source: U.S. Census Bureau

North Central Arkansas Population Progression



Mean Commute Time (minutes)



North Central Arkansas LWDA Community Indicators

Area	Median Household Income	Median Age	% Poverty Level	Mean Commute Time (minutes)	Remote Workers	% Remote Workers
Arkansas	\$43,813	37.9	13.2%	21.6	40,573	3.2%
Cleburne	\$42,312	48.9	10.7%	26.1	512	5.2%
Fulton	\$36,051	48.1	15.6%	23.3	135	3.3%
Independence	\$39,945	39.8	13.8%	18.9	480	3.2%
IZard	\$39,135	48.0	12.3%	20.5	196	4.3%
Jackson	\$32,783	40.5	18.3%	19.1	229	4.1%
Sharp	\$31,792	47.3	17.9%	25.0	218	3.8%
Stone	\$33,091	49.5	14.3%	23.3	377	8.9%
Van Buren	\$34,428	47.6	15.4%	27.9	212	3.8%
White	\$44,074	36.3	12.1%	24.0	987	3.1%
Woodruff	\$30,097	45.3	18.6%	18.1	54	2.2%

Source: EMSI economic modeling, American Community Survey

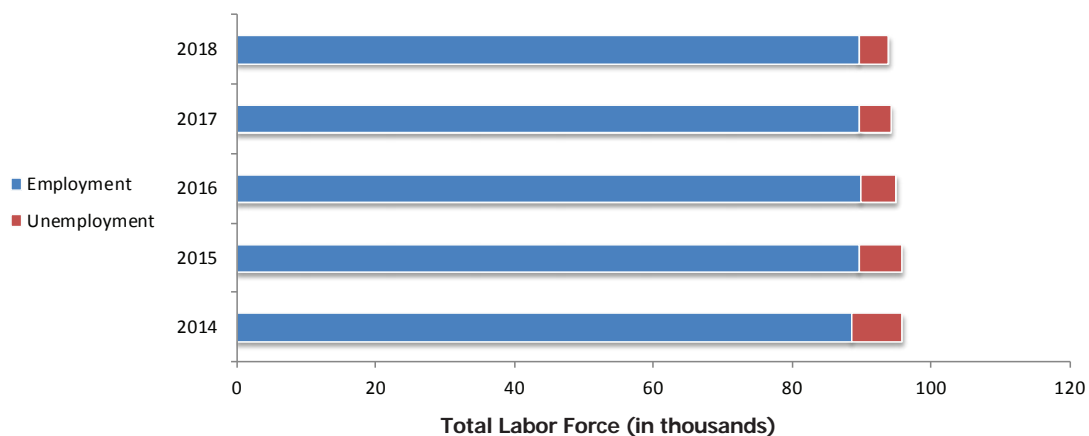
North Central Arkansas Local Workforce Development Area Employment/Labor Force/Unemployment

The North Central Arkansas LWDA labor force decreased by 293 from 2017 to 2018 and decreased by 1,904 between 2014 and 2018. Employment dropped by 121 while unemployment decreased by 172 from 2017 to 2018. The unemployment rate dropped to 4.6 percent or two-tenths of a percentage point from 2017 to 2018. The unemployment rate fluctuated in 2019, but ended at 5.0 percent in July.

North Central Arkansas LWDA 2014-2018 Labor Force/Employment

	2014	2015	2016	2017	2018
Labor Force	95,894	95,861	95,049	94,283	93,990
Employment	88,626	89,667	89,923	89,798	89,677
Unemployment	7,268	6,194	5,126	4,485	4,313
Unemployment Rate	7.6%	6.5%	5.4%	4.8%	4.6%

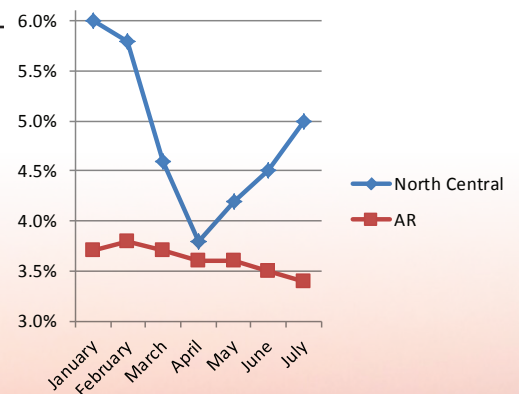
Source: Arkansas Department of Workforce Services



North Central Arkansas and State Unemployment Rate*

Year	Month	North Central Arkansas Unemployment Rate	AR Unemployment Rate
2019	January	6.0%	3.7%
2019	February	5.8%	3.8%
2019	March	4.6%	3.7%
2019	April	3.8%	3.6%
2019	May	4.2%	3.6%
2019	June	4.5%	3.5%
2019	July	5.0%†	3.4%†

Monthly Unemployment Rate, 2019



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

*Not Seasonally Adjusted, Not Preliminary

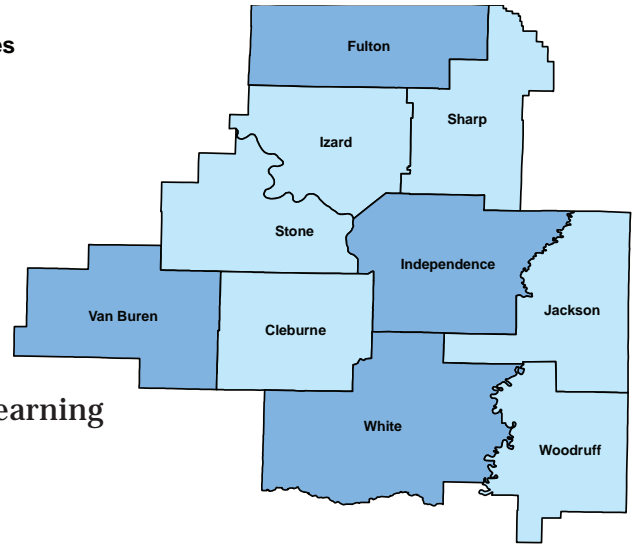
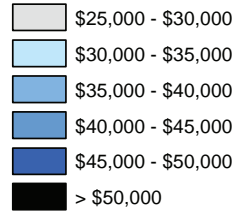
†Preliminary

North Central Arkansas Local Workforce Development Area Wages

Combined Food Preparation and Serving Workers, Including Fast Food, was estimated to have the most employees in North Central Arkansas with 2,720 employed in 2018 with an average wage of \$19,562. **Cashiers** was

the second largest occupation with 2,270 employed, earning an average wage of \$20,483. **Registered Nurses**, with an estimated employment of 1,700, had the highest average wage of the 10 largest occupations, earning \$57,145 annually.

2018 Annual Average Wages



**Source: Arkansas Department of Workforce Services
May 2018 Wage Survey*

Family and General Practitioners topped the Occupations Paying the Most list with an annual salary of \$271,300. **Judges, Magistrate Judges, and Magistrates**, with an average annual salary of \$153,206, ranked second on the Occupations Paying the Most list.

The entry wage estimate for employers of all sizes was \$20,186 for 2018. The median wage estimate for employers with 250-499 employees was \$34,709, while wages for experienced workers averaged \$45,183 for employers in all size categories.

Of the 68,610 estimated employees in the area, 17,008 made less than \$10 an hour while 13,065 made \$15 to \$19.99 an hour. Employees making more than \$25 an hour totaled 10,633.

North Central 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	2,720	\$19,562	\$18,851	\$19,917
Cashiers	2,270	\$20,483	\$18,784	\$21,333
Retail Salespersons	2,010	\$28,074	\$19,935	\$32,144
Heavy and Tractor-Trailer Truck Drivers	1,950	\$31,286	\$21,365	\$36,246
Registered Nurses	1,700	\$57,145	\$40,991	\$65,222
Office Clerks, General	1,420	\$27,680	\$20,602	\$31,218
Personal Care Aides	1,390	\$20,076	\$18,594	\$20,817
Nursing Assistants	1,310	\$25,344	\$22,283	\$26,875
Waiters and Waitresses	1,250	\$19,531	\$19,206	\$19,694
Secretaries & Administrative Assistants, Except Legal	1,070	\$27,562	\$20,730	\$30,978

Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

North Central Arkansas Local Workforce Development Area Wages

North Central Arkansas LWDA Occupations Paying the Most

Occupation	Average Annual Salary
Family and General Practitioners	\$271,300
Judges, Magistrate Judges, and Magistrates	\$153,206
Pharmacists	\$118,161
Nurse Practitioners	\$109,969
Architectural and Engineering Managers	\$102,760
Sales Managers	\$98,495
Construction Managers	\$97,597
Physical Therapists	\$92,021
Transportation, Storage, and Distribution Managers	\$85,773
Industrial Production Managers	\$85,553
Securities, Commodities, and Financial Services Sales Agents	\$81,632
Chief Executives	\$81,460
Lawyers	\$80,757
Civil Engineers	\$80,448
Administrative Services Managers	\$79,252
Financial Managers	\$78,766
Electrical Power-Line Installers and Repairers	\$78,261
Postmasters and Mail Superintendents	\$78,135
Claims Adjusters, Examiners, and Investigators	\$78,134
Logisticians	\$77,460
Medical and Health Services Managers	\$76,407
Human Resources Managers	\$74,730
Occupational Therapists	\$73,932
Managers, All Other	\$73,444
Education Administrators, Elementary and Secondary School	\$73,269

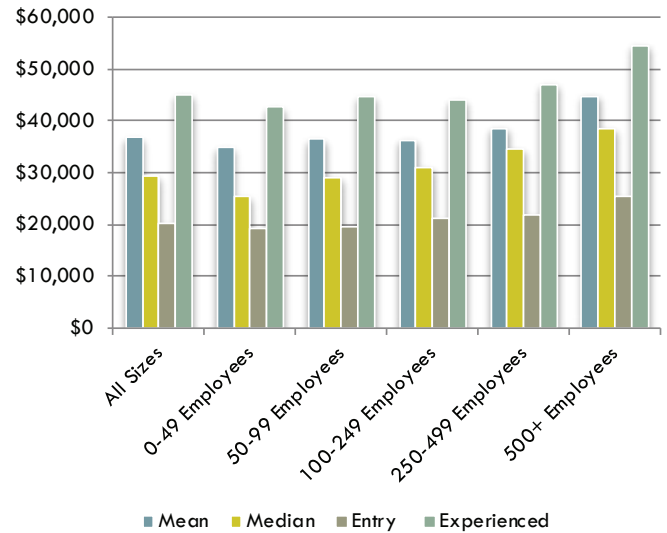
Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

North Central Arkansas Local Workforce Development Area Wages

North Central Arkansas Wage Estimates by Employer Size

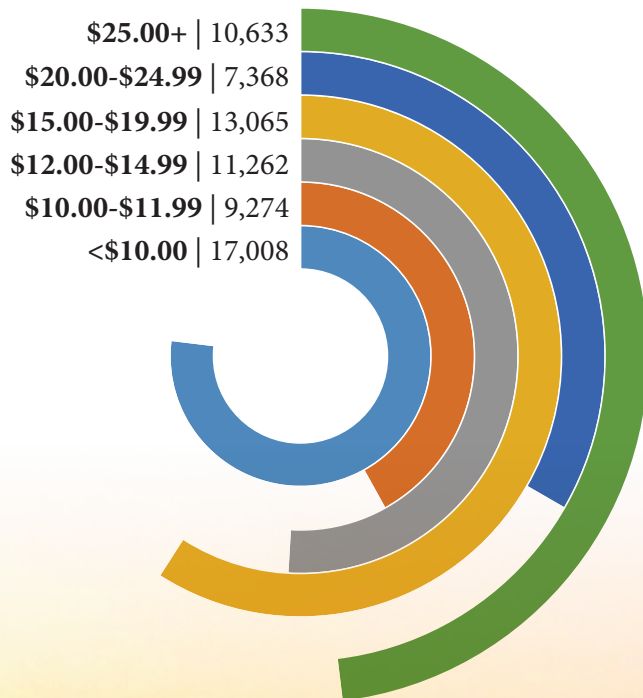
North Central Arkansas Wage Estimates by Employer Size

Employer size	Mean	Median	Entry	Exper.
All Sizes	\$36,850	\$29,405	\$20,186	\$45,183
0-49 Employees	\$34,912	\$25,538	\$19,345	\$42,696
50-99 Employees	\$36,509	\$29,176	\$19,815	\$44,856
100-249 Employees	\$36,478	\$31,168	\$21,231	\$44,101
250-499 Employees	\$38,763	\$34,709	\$21,908	\$47,191
500+ Employees	\$44,979	\$38,606	\$25,392	\$54,772



Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

North Central Arkansas Number of Employees by Hourly Wage Rate



North Central Arkansas Number of Employees by Hourly Wage Rate

Total	68,610
<\$10.00	17,008
\$10.00-\$11.99	9,274
\$12.00-\$14.99	11,262
\$15.00-\$19.99	13,065
\$20.00-\$24.99	7,368
\$25.00+	10,633

Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

North Central Arkansas Local Workforce Development Area Industry

The North Central Arkansas LWDA is projected to add 1,819 jobs from first quarter 2018 through first quarter 2020, or increase employment by 2.15 percent, which is slower than the state growth rate. *Crop Production* is forecast to be the top growing industry with a gain of 267 new jobs bringing its total workforce to 1,203. *Wholesale Electronic Markets and Agents and Brokers* is expected to be the fastest growing industry increasing employment by 56.63 percent going from 83 jobs in 2018 to 130 in 2020. *Educational Services* is predicted to be the top declining industry with a loss of 194 jobs, dropping employment to 8,693. *Electronics and Appliance Stores* is predicted to lose 30.43 percent of its workforce making it the fastest declining industry dropping employment below 100 in the area. **Manufacturing** is projected to be the top growing supersector with 485 new jobs increasing employment to 8,918.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	2018 Estimated Employment	2020 Projected Employment	Numeric Change	Percent Change
101300	Manufacturing	8,433	8,918	485	5.75%
101100	Natural Resources and Mining	2,773	3,217	444	16.01%
102500	Education and Health Services	22,252	22,570	318	1.43%
102300	Financial Activities	2,835	3,032	197	6.95%
102600	Leisure and Hospitality	6,364	6,559	195	3.06%

Top Industries - Top 10 Growth

NAICS Code	NAICS Title	2018 Estimated Employment	2020 Projected Employment	Numeric Change	Percent Change
111000	Crop Production	936	1,203	267	28.53%
336000	Transportation Equipment Manufacturing	1,243	1,478	235	18.91%
621000	Ambulatory Health Care Services	4,119	4,331	212	5.15%
722000	Food Services and Drinking Places	5,379	5,556	177	3.29%
624000	Social Assistance	2,599	2,760	161	6.19%
112000	Animal Production	955	1,095	140	14.66%
311000	Food Manufacturing	2,440	2,565	125	5.12%
561000	Administrative and Support Services	1,761	1,873	112	6.36%
331000	Primary Metal Manufacturing	588	699	111	18.88%
524000	Insurance Carriers and Related Activities	688	789	101	14.68%

North Central Arkansas Local Workforce Development Area Industry

Top 10 Fastest Growth

NAICS Code	NAICS Title	2018 Estimated Employment	2020 Projected Employment	Numeric Change	Percent Change
425000	Wholesale Electronic Markets and Agents and Brokers	83	130	47	56.63%
111000	Crop Production	936	1,203	267	28.53%
213000	Support Activities for Mining	167	206	39	23.35%
336000	Transportation Equipment Manufacturing	1,243	1,478	235	18.91%
331000	Primary Metal Manufacturing	588	699	111	18.88%
524000	Insurance Carriers and Related Activities	688	789	101	14.68%
112000	Animal Production	955	1,095	140	14.66%
326000	Plastics and Rubber Products Manufacturing	224	254	30	13.39%
485000	Transit and Ground Passenger Transportation	176	197	21	11.93%
212000	Mining (except Oil and Gas)	245	269	24	9.80%

Top 10 Decline

611000	Educational Services	8,887	8,693	-194	-2.18%
484000	Truck Transportation	1,564	1,429	-135	-8.63%
321000	Wood Product Manufacturing	469	410	-59	-12.58%
541000	Professional, Scientific, and Technical Services	1,008	952	-56	-5.56%
221000	Utilities	652	601	-51	-7.82%
445000	Food and Beverage Stores	1,226	1,177	-49	-4.00%
443000	Electronics and Appliance Stores	115	80	-35	-30.43%
813000	Religious, Grantmaking, Civic, Professional, and Similar Organizations	1,820	1,793	-27	-1.48%
115000	Support Activities for Agriculture and Forestry	205	180	-25	-12.20%
448000	Clothing and Clothing Accessories Stores	220	195	-25	-11.36%

Top 10 Fastest Decline

443000	Electronics and Appliance Stores	115	80	-35	-30.43%
486000	Pipeline Transportation	100	85	-15	-15.00%
321000	Wood Product Manufacturing	469	410	-59	-12.58%
115000	Support Activities for Agriculture and Forestry	205	180	-25	-12.20%
532000	Rental and Leasing Services	136	120	-16	-11.76%
448000	Clothing and Clothing Accessories Stores	220	195	-25	-11.36%
562000	Waste Management and Remediation Service	116	105	-11	-9.48%
484000	Truck Transportation	1,564	1,429	-135	-8.63%
221000	Utilities	652	601	-51	-7.82%
511000	Publishing Industries (except Internet)	170	158	-12	-7.06%

Source: Arkansas Department of Workforce Services, Projections Suite Software

North Central Arkansas Local Workforce Development Area Occupations

The area is expected to have 9,950 total job openings annually between 2018 and 2020. Of these, 4,110 would be from those exiting the workforce, while 4,930 would be from those changing jobs. Another 910 would be related to growth and expansion. *Personal Care Aides* is anticipated to gain 96 jobs between 2018 and 2020 making it the top growing occupation in the area bringing employment to 1,266. *Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders* is estimated to be the fastest growing occupation raising employment by 19.23 percent, moving employment from 26 in 2018 to 31 in 2020. *Heavy and Tractor-Trailer Truck Drivers* could lose 76 jobs, or 3.71 percent of its workforce, making it the top declining occupation, bringing employment down to 1,972. *Sawing Machine Setters, Operators, and Tenders, Wood* is expected to lose 12.22 percent of its workforce, making it the fastest declining occupation. **Production Occupations** is forecast to be the top growing occupational group adding 334 new jobs bringing its employment level to 6,949.

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Change		Annual Openings			
		2018 Est.	2020 Proj.	Numeric	Percent	Exits	Transfers	Change	Total
51-0000	Production Occupations	6,615	6,949	334	5.05%	266	488	167	921
45-0000	Farming, Fishing, and Forestry Occupations	1,613	1,848	235	14.57%	62	194	118	374
29-0000	Healthcare Practitioners and Technical Occupations	6,284	6,478	194	3.09%	172	179	97	448
35-0000	Food Preparation and Serving Related Occupations	6,481	6,653	172	2.65%	473	612	86	1,171
41-0000	Sales and Related Occupations	8,011	8,171	160	2.00%	479	620	80	1,179

Top Occupations - Top 10 Growth

SOC Code	SOC Title	Employment		Change		Annual Openings			
		2018 Est.	2020 Proj.	Numeric	Percent	Exits	Transfers	Change	Total
39-9021	Personal Care Aides	1,170	1,266	96	8.21%	97	73	48	218
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	2,040	2,117	77	3.77%	184	192	38	414
29-1141	Registered Nurses	1,730	1,789	59	3.41%	50	38	30	118
41-3021	Insurance Sales Agents	449	508	59	13.14%	20	26	30	76
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,259	1,317	58	4.61%	64	110	29	203
11-9013	Farmers, Ranchers, and Other Agricultural Managers	9,375	9,429	54	0.58%	550	140	27	717
51-4121	Welders, Cutters, Solderers, and Brazers	523	577	54	10.33%	14	43	27	84
31-1014	Nursing Assistants	1,607	1,657	50	3.11%	99	82	25	206
13-2072	Loan Officers	626	661	35	5.59%	16	36	18	70
43-9061	Office Clerks, General	1,883	1,916	33	1.75%	112	108	16	236

North Central Arkansas Local Workforce Development Area Occupations

Top 10 Fastest Growth

SOC Code	SOC Title	Employment		Change		Annual Openings			
		2018 Est.	2020 Proj.	Numeric	Percent	Exits	Transfers	Change	Total
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	26	31	5	19.23%	1	2	2	5
51-4033	Grinding, Lapping, Polishing, & Buffing Machine Tool Setters, Operators, & Tenders, Metal & Plastic	44	52	8	18.18%	2	4	4	10
51-4071	Foundry Mold and Coremakers	38	44	6	15.79%	2	3	3	8
51-2098	Assemblers and Fabricators, All Other, Including Team Assemblers	92	106	14	15.22%	4	7	7	18
51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	27	31	4	14.81%	2	2	2	6
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	55	63	8	14.55%	2	4	4	10
41-3021	Insurance Sales Agents	449	508	59	13.14%	20	26	30	76
51-4072	Molding, Coremaking, & Casting Machine Setters, Operators, & Tenders, Metal & Plastic	96	108	12	12.50%	4	8	6	18
11-3051	Industrial Production Managers	108	121	13	12.04%	2	5	6	13
11-2022	Sales Managers	62	69	7	11.29%	2	4	4	10

Top 10 Decline

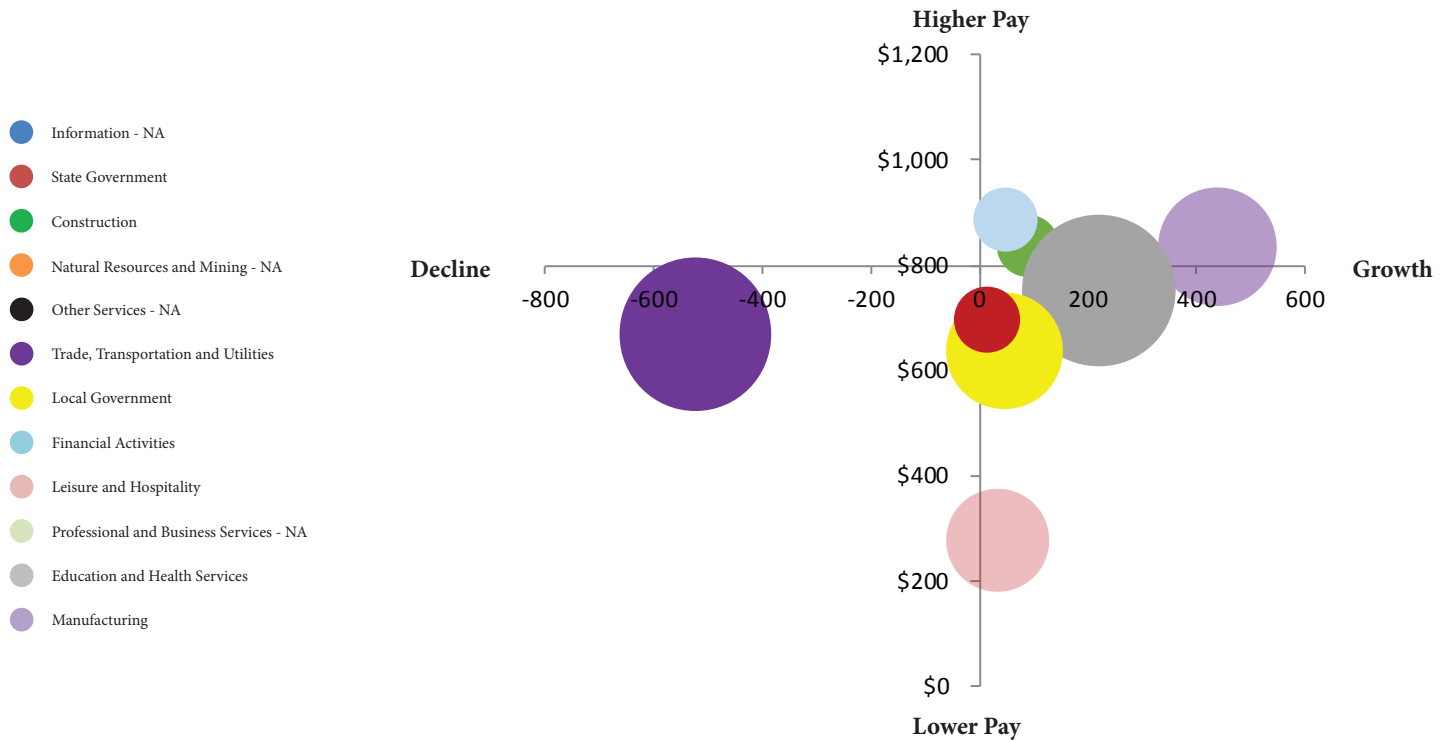
53-3032	Heavy and Tractor-Trailer Truck Drivers	2,048	1,972	-76	-3.71%	85	126	-38	173
25-2021	Elementary School Teachers, Except Special Education	1,147	1,125	-22	-1.92%	38	42	-11	69
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	1,009	991	-18	-1.78%	30	38	-9	59
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,420	1,403	-17	-1.20%	76	74	-8	142
49-9051	Electrical Power-Line Installers & Repairers	180	167	-13	-7.22%	4	9	-6	7
51-7041	Sawing Machine Setters, Operators, & Tenders, Wood	90	79	-11	-12.22%	4	6	-6	4
41-2021	Counter and Rental Clerks	209	200	-9	-4.31%	10	15	-4	21
17-2141	Mechanical Engineers	188	180	-8	-4.26%	4	8	-4	8
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	66	58	-8	-12.12%	2	4	-4	2
25-2022	Middle School Teachers, Except Special and Career/Technical Education	357	351	-6	-1.68%	12	13	-3	22

Top 10 Fastest Decline

51-7041	Sawing Machine Setters, Operators, & Tenders, Wood	90	79	-11	-12.22%	4	6	-6	4
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	66	58	-8	-12.12%	2	4	-4	2
17-2071	Electrical Engineers	34	31	-3	-8.82%	0	2	-2	0
49-9051	Electrical Power-Line Installers and Repairers	180	167	-13	-7.22%	4	9	-6	7
11-3071	Transportation, Storage, and Distribution Managers	48	45	-3	-6.25%	1	2	-2	1
27-1023	Floral Designers	81	77	-4	-4.94%	3	4	-2	5
41-2021	Counter and Rental Clerks	209	200	-9	-4.31%	10	15	-4	21
17-2141	Mechanical Engineers	188	180	-8	-4.26%	4	8	-4	8
53-3032	Heavy and Tractor-Trailer Truck Drivers	2,048	1,972	-76	-3.71%	85	126	-38	173
25-2032	Career/Technical Education Teachers, Secondary School	107	104	-3	-2.80%	3	4	-2	5

Source: Arkansas Department of Workforce Services, Projections Suite Software

North Central Arkansas Local Workforce Development Area Covered Employment and Earnings



NAICS Industry	2017 Annual Average Covered Employment	2018 Annual Average Covered Employment	2017-2018 Numeric Change	2017-2018 Percent Change	2018 Average Weekly Earnings
Total	67,156	67,290	134	0.20%	\$686.09
Natural Resources and Mining	N/A	N/A	N/A	N/A	N/A
Construction	2,366	2,454	88	3.72%	\$838.46
Manufacturing	8,207	8,646	439	5.35%	\$835.84
Trade, Transportation and Utilities	15,269	14,746	-523	-3.39%	\$668.77
Information	N/A	N/A	N/A	N/A	N/A
Financial Activities	2,541	2,589	48	1.89%	\$888.26
Professional and Business Services	N/A	N/A	N/A	N/A	N/A
Education and Health Services	14,410	14,631	221	1.53%	\$752.23
Leisure and Hospitality	6,663	6,698	35	0.53%	\$278.42
Other Services	N/A	N/A	N/A	N/A	N/A
Local Government	8,484	8,532	48	0.57%	\$639.11
State Government	2,650	2,664	14	0.53%	\$696.53

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

Northeast Arkansas Local Workforce Development Area

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 2014-2018

2014	2015	2016	2017	2018
263,083	263,989	264,660	265,556	268,325

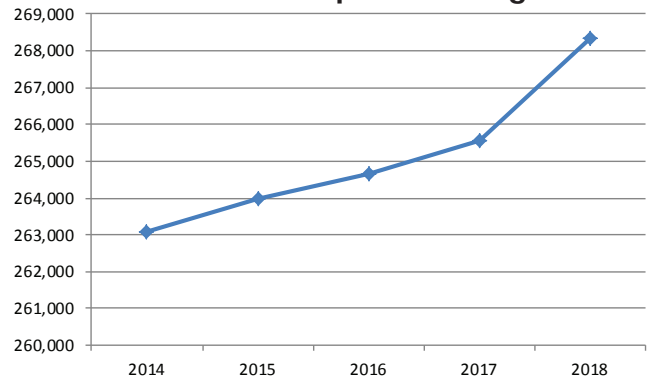
Source: U.S. Census Bureau

State of Arkansas Population 2014-2018

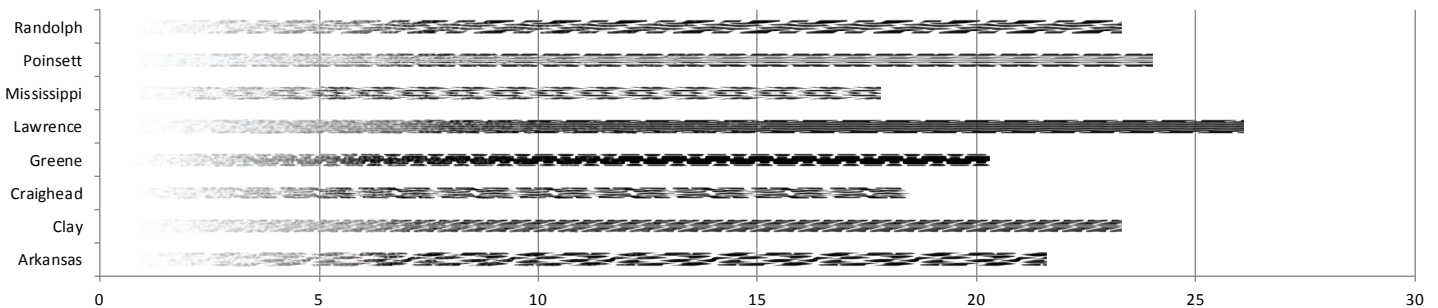
2013	2014	2015	2016	2017
2,967,726	2,978,407	2,990,410	3,002,997	3,013,825

Source: U.S. Census Bureau

Northeast Arkansas Population Progression



Mean Commute Time (minutes)



Northeast Arkansas LWDA Community Indicators

Area	Median Household Income	Median Age	% Poverty Level	Mean Commute Time (minutes)	Remote Workers	% Remote Workers
Arkansas	\$43,813	37.9	13.2%	21.6	40,573	3.2%
Clay	\$32,219	43.4	16.5%	23.3	118	1.9%
Craighead	\$45,672	34.0	13.0%	18.5	1,568	3.3%
Greene	\$45,566	37.7	11.5%	20.3	412	2.2%
Lawrence	\$37,603	42.0	13.1%	26.1	72	1.2%
Mississippi	\$36,417	36.1	20.6%	17.8	215	1.3%
Poinsett	\$37,487	39.7	16.1%	24.0	336	3.6%
Randolph	\$35,930	43.4	16.5%	23.3	118	1.9%

Source: EMSI economic modeling, American Community Survey

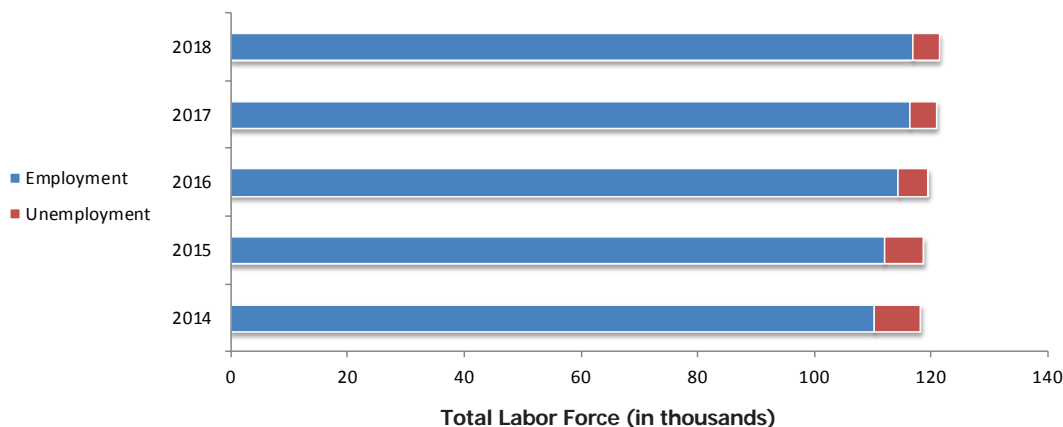
Northeast Arkansas Local Workforce Development Area Employment/Labor Force/Unemployment

The Northeast Arkansas LWDA labor force increased to 121,522 in 2018, or by 436 since 2017, and increased over the 2014-2018 period by 3,197. Employment increased by 522 while unemployment decreased by 86 from 2017 to 2018. The unemployment rate dropped to 3.7 percent, a decrease of one-tenth of a percentage point from 2017 to 2018. The area's unemployment rate settled to 4.2% by July 2019.

Northeast Arkansas LWDA 2014-2018 Labor Force/Employment

	2014	2015	2016	2017	2018
Labor Force	118,325	118,858	119,662	121,086	121,522
Employment	110,414	112,076	114,534	116,452	116,974
Unemployment	7,911	6,782	5,128	4,634	4,548
Unemployment Rate	6.7%	5.7%	4.3%	3.8%	3.7%

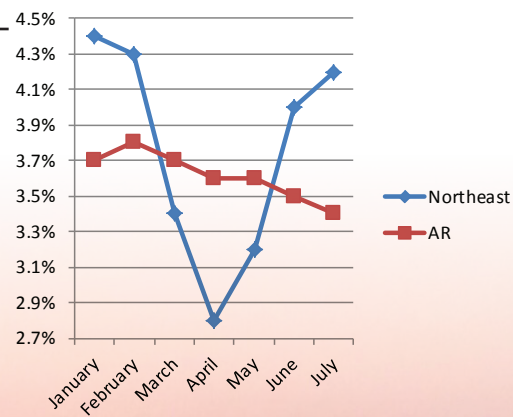
Source: Arkansas Department of Workforce Services



Northeast Arkansas and State Unemployment Rate*

Year	Month	Northeast Arkansas Unemployment Rate	AR Unemployment Rate
2019	January	4.4%	3.7%
2019	February	4.3%	3.8%
2019	March	3.4%	3.7%
2019	April	2.8%	3.6%
2019	May	3.2%	3.6%
2019	June	4.0%	3.5%
2019	July	4.2%†	3.4%†

Monthly Unemployment Rate, 2019



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

*Not Seasonally Adjusted, Not Preliminary

†Preliminary

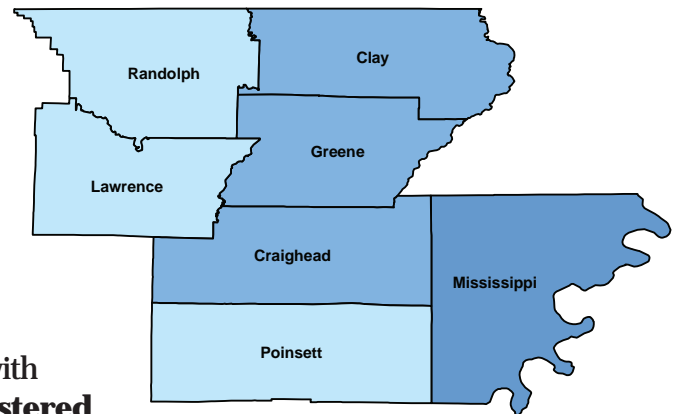
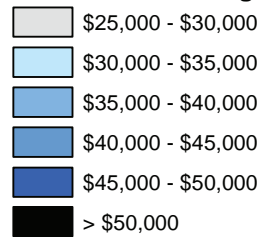
Northeast Arkansas

Local Workforce Development Area Wages

Combined Food Preparation and Serving Workers, Including Fast Food was estimated to have the most employees in Northeast Arkansas with 3,950 employed in 2018 with an average wage of \$20,012.

Retail Salespersons was the second largest occupation with 3,720 employed, earning an average wage of \$24,747. **Registered Nurses**, with an estimated employment of 2,090, had the highest average wage of the 10 largest occupations, earning \$56,580 annually.

2018 Annual Average Wages



**Source: Arkansas Department of Workforce Services
May 2018 Wage Survey*

Psychiatrists topped the Occupations Paying the Most list with an annual salary of \$273,830. **Anesthesiologists**, with an average annual salary of \$229,558, ranked second on the Occupations Paying the Most list.

The entry wage estimate for employers of all sizes was \$20,412 for 2018. The median wage estimate for employers with 250-499 employees was \$30,695, while wages for experienced workers averaged \$46,704 for employers in all size categories.

Of the 102,233 estimated employees in the area, 22,909 made less than \$10 an hour while 19,786 made \$15 to \$19.99 an hour. Employees making more than \$25 an hour totaled 17,108.

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	3,950	\$20,012	\$18,785	\$20,626
Retail Salespersons	3,720	\$24,747	\$19,035	\$27,603
Cashiers	3,320	\$20,790	\$18,824	\$21,773
Assemblers and fabricators, all other, including team assemblers	2,850	\$33,327	\$25,094	\$37,444
Office Clerks, General	2,340	\$28,436	\$20,656	\$32,326
Registered Nurses	2,090	\$56,580	\$43,747	\$62,997
Laborers and Freight, Stock, and Material Movers, Hand	2,090	\$29,522	\$21,881	\$33,343
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,790	\$22,040	\$18,886	\$23,617
Heavy and Tractor-Trailer Truck Drivers	1,730	\$37,111	\$24,335	\$43,499
Nursing Assistants	1,580	\$28,585	\$20,263	\$32,745

Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

Northeast Arkansas Local Workforce Development Area Wages

Northeast Arkansas LWDA Occupations Paying the Most

Occupation	Average Annual Salary
Psychiatrists	\$273,830
Anesthesiologists	\$229,558
Family and General Practitioners	\$228,214
Physicians and Surgeons, All Other	\$207,281
Obstetricians and Gynecologists	\$207,053
Dentists, General	\$199,016
Nurse Anesthetists	\$155,830
Chief Executives	\$152,445
Architects, Except Landscape and Naval	\$138,864
Pharmacists	\$127,039
Architectural and Engineering Managers	\$113,584
Marketing Managers	\$109,867
Nurse Practitioners	\$108,323
Sales Managers	\$105,219
Industrial Production Managers	\$94,478
Chemical Engineers	\$91,574
Physician Assistants	\$91,481
Occupational Therapists	\$90,771
Financial Managers	\$90,196
Human Resources Managers	\$89,171
Purchasing Managers	\$88,548
Administrative Services Managers	\$88,274
Education Administrators, Postsecondary	\$86,667
Chemists	\$86,284
General and Operations Managers	\$86,204

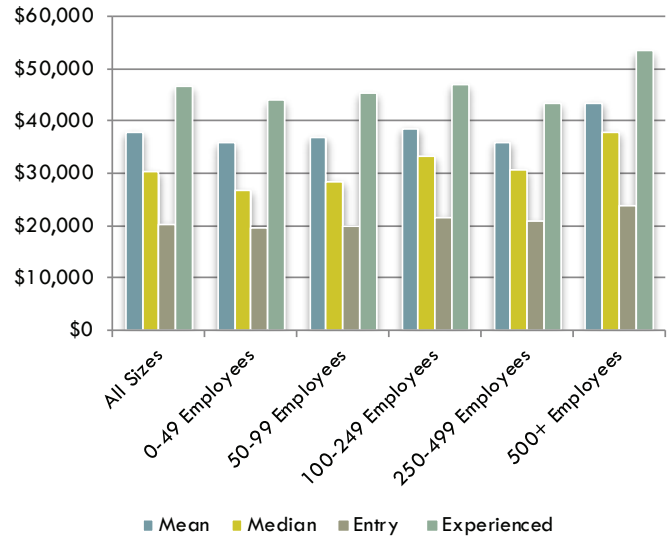
Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

Northeast Arkansas Local Workforce Development Area Wages

Northeast Arkansas Wage Estimates by Employer Size

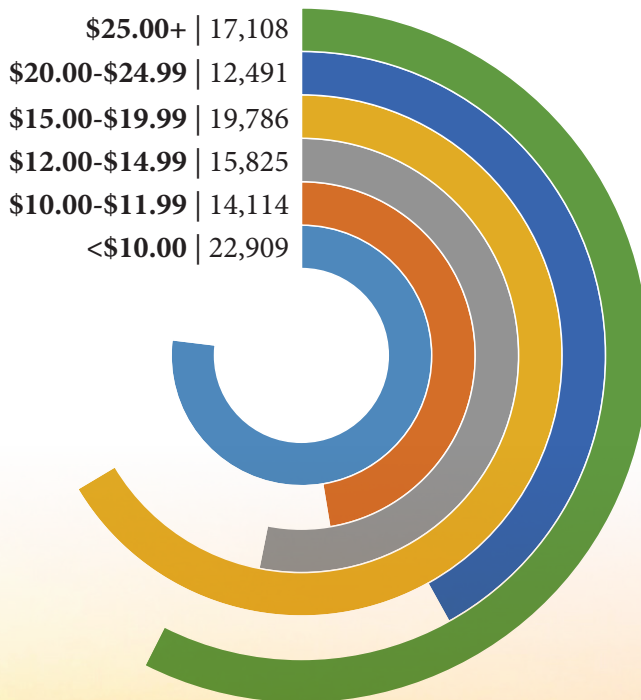
Northeast Arkansas Wage Estimates by Employer Size

Employer size	Mean	Median	Entry	Exper.
All Sizes	\$37,940	\$30,459	\$20,412	\$46,704
0-49 Employees	\$35,930	\$26,823	\$19,674	\$44,058
50-99 Employees	\$36,971	\$28,575	\$19,842	\$45,535
100-249 Employees	\$38,676	\$33,301	\$21,740	\$47,145
250-499 Employees	\$36,074	\$30,695	\$20,931	\$43,646
500+ Employees	\$43,657	\$37,960	\$23,903	\$53,534



Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

Northeast Arkansas Number of Employees by Hourly Wage Rate



Northeast Arkansas Number of Employees by Hourly Wage Rate

Total	102,233
<\$10.00	22,909
\$10.00-\$11.99	14,114
\$12.00-\$14.99	15,825
\$15.00-\$19.99	19,786
\$20.00-\$24.99	12,491
\$25.00+	17,108

Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

Northeast Arkansas Local Workforce Development Area Industry

The Northeast Arkansas LWDA is expected to add 4,243 jobs during the projection period, a 3.62 percent rise in employment, which is faster than the state growth rate. *Animal Production* may ramp up employment in the area with an anticipated increase of 63.70 percent, or 479 new jobs, moving employment above the 1,200 mark, making it the top and fastest growing industry. *Support Activities for Agriculture and Forestry* is one of two industries leading the area in loss of jobs, with an anticipated drop of 98 jobs during the projection period. *Furniture and Related Product Manufacturing* is the other industry expected to lose 98 jobs, but be the fastest declining industry, losing 38.28 percent of its workforce. **Manufacturing** is expected to be the top growing supersector with an increase of 980, or a 4.64 percent increase in employment to a level of 22,090.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	2018 Estimated Employment	2020 Projected Employment	Numeric Change	Percent Change
101300	Manufacturing	21,110	22,090	980	4.64%
102500	Education and Health Services	28,762	29,630	868	3.02%
101100	Natural Resources and Mining	3,271	3,747	476	14.55%
102400	Professional and Business Services	6,815	7,242	427	6.27%
102100	Trade, Transportation, and Utilities	19,622	19,938	316	1.61%

Top Industries - Top 10 Growth

NAICS Code	NAICS Title	2018 Estimated Employment	2020 Projected Employment	Numeric Change	Percent Change
112000	Animal Production	752	1,231	479	63.70%
331000	Primary Metal Manufacturing	3,736	4,195	459	12.29%
561000	Administrative and Support Services	4,251	4,571	320	7.53%
722000	Food Services and Drinking Places	8,306	8,579	273	3.29%
611000	Educational Services	11,404	11,654	250	2.19%
621000	Ambulatory Health Care Services	5,308	5,530	222	4.18%
333000	Machinery Manufacturing	2,612	2,817	205	7.85%
624000	Social Assistance	4,201	4,405	204	4.86%
311000	Food Manufacturing	3,649	3,837	188	5.15%
336000	Transportation Equipment Manufacturing	3,795	3,938	143	3.77%

Northeast Arkansas Local Workforce Development Area Industry

Top 10 Fastest Growth

NAICS Code	NAICS Title	2018 Estimated Employment	2020 Projected Employment	Numeric Change	Percent Change
112000	Animal Production	752	1,231	479	63.70%
485000	Transit and Ground Passenger Transportation	106	120	14	13.21%
331000	Primary Metal Manufacturing	3,736	4,195	459	12.29%
488000	Support Activities for Transportation	787	864	77	9.78%
444000	Building Material and Garden Equipment and Supplies Dealers	1,128	1,227	99	8.78%
524000	Insurance Carriers and Related Activities	982	1,062	80	8.15%
333000	Machinery Manufacturing	2,612	2,817	205	7.85%
561000	Administrative and Support Services	4,251	4,571	320	7.53%
492000	Couriers and Messengers	327	350	23	7.03%
325000	Chemical Manufacturing	978	1,044	66	6.75%

Top 10 Decline

115000	Support Activities for Agriculture and Forestry	841	743	-98	-11.65%
337000	Furniture and Related Product Manufacturing	256	158	-98	-38.28%
452000	General Merchandise Stores	3,546	3,488	-58	-1.64%
814000	Private Households	172	130	-42	-24.42%
424000	Merchant Wholesalers, Nondurable Goods	1,677	1,641	-36	-2.15%
445000	Food and Beverage Stores	1,724	1,690	-34	-1.97%
335000	Electrical Equipment, Appliance, and Component Manufacturing	646	616	-30	-4.64%
451000	Sporting Goods, Hobby, Book, and Music Stores	386	361	-25	-6.48%
339000	Miscellaneous Manufacturing	312	289	-23	-7.37%
425000	Wholesale Electronic Markets and Agents and Brokers	73	52	-21	-28.77%

Top 10 Fastest Decline

337000	Furniture and Related Product Manufacturing	256	158	-98	-38.28%
425000	Wholesale Electronic Markets and Agents and Brokers	73	52	-21	-28.77%
814000	Private Households	172	130	-42	-24.42%
312000	Beverage and Tobacco Product Manufacturing	21	16	-5	-23.81%
512000	Motion Picture and Sound Recording Industries	77	68	-9	-11.69%
115000	Support Activities for Agriculture and Forestry	841	743	-98	-11.65%
523000	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	107	96	-11	-10.28%
339000	Miscellaneous Manufacturing	312	289	-23	-7.37%
451000	Sporting Goods, Hobby, Book, and Music Stores	386	361	-25	-6.48%
511000	Publishing Industries (except Internet)	188	176	-12	-6.38%

Source: Arkansas Department of Workforce Services, Projections Suite Software

Northeast Arkansas Local Workforce Development Area Occupations

The Northeast Arkansas LWDA is expected to have 15,083 annual openings during the projection period with 5,634 created due to employees leaving the workforce, 7,327 from those changing jobs, and 2,122 due to growth and expansion. *Farmers, Ranchers, and Other Agricultural Managers* is anticipated to be the top growing occupation with a gain of 349 jobs, raising its employment to 6,374. *Farmworkers, Farm, Ranch, and Aquacultural Animals* is estimated to be the fastest growing occupation, raising employment by 51.83 percent to a level of 665. *Maids and Housekeeping Cleaners* is projected to be the top declining occupation losing 10 jobs, bringing employment down to 658. *Respiratory Therapy Technicians* is projected to be the fastest declining occupation, losing 9.86 percent of its workforce. **Production Occupations** is anticipated to add the most new jobs among the major occupational groups in Northeast Arkansas, adding 619 to the local workforce, increasing employment to 15,895.

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Change		Annual Openings			
		2018 Est.	2020 Proj.	Numeric	Percent	Exits	Transfers	Change	Total
51-0000	Production Occupations	15,276	15,895	619	4.05%	602	1,132	310	2,044
11-0000	Management Occupations	11,246	11,793	547	4.86%	497	364	274	1,135
35-0000	Food Preparation and Serving Related Occupations	9,336	9,656	320	3.43%	704	883	160	1,747
53-0000	Transportation and Material Moving Occupations	8,613	8,922	309	3.59%	423	624	154	1,201
29-0000	Healthcare Practitioners and Technical Occupations	8,381	8,687	306	3.65%	232	236	153	621

Top Occupations - Top 10 Growth

SOC Code	SOC Title	Employment		Change		Annual Openings			
		2018 Est.	2020 Proj.	Numeric	Percent	Exits	Transfers	Change	Total
11-9013	Farmers, Ranchers, and Other Agricultural Managers	6,025	6,374	349	5.79%	362	92	174	628
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	438	665	227	51.83%	20	63	114	197
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	3,493	3,666	173	4.95%	317	332	86	735
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,907	2,009	102	5.35%	128	123	51	302
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,863	1,953	90	4.83%	94	163	45	302
51-9198	Helpers--Production Workers	1,051	1,132	81	7.71%	58	104	40	202
29-1141	Registered Nurses	2,124	2,200	76	3.58%	62	47	38	147
39-9021	Personal Care Aides	1,106	1,182	76	6.87%	92	69	38	199
51-4041	Machinists	1,024	1,096	72	7.03%	37	69	36	142
51-1011	First-Line Supervisors of Production and Operating Workers	1,113	1,178	65	5.84%	36	74	32	142

Northeast Arkansas Local Workforce Development Area Occupations

Top 10 Fastest Growth

SOC Code	SOC Title	Employment		Change		Annual Openings			
		2018 Est.	2020 Proj.	Numeric	Percent	Exits	Transfers	Change	Total
45-2093	Farmworkers, Farm, Ranch, & Aquacultural Animals	438	665	227	51.83%	20	63	114	197
53-7021	Crane and Tower Operators	112	125	13	11.61%	4	8	6	18
15-1132	Software Developers, Applications	61	67	6	9.84%	1	3	3	7
49-9043	Maintenance Workers, Machinery	147	161	14	9.52%	6	9	7	22
29-1031	Dietitians and Nutritionists	43	47	4	9.30%	2	2	2	6
51-4191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	97	106	9	9.28%	4	7	4	15
49-9041	Industrial Machinery Mechanics	627	683	56	8.93%	22	34	28	84
11-2031	Public Relations and Fundraising Managers	34	37	3	8.82%	1	2	2	5
43-9041	Insurance Claims and Policy Processing Clerks	47	51	4	8.51%	2	3	2	7
41-3021	Insurance Sales Agents	489	529	40	8.18%	20	28	20	68

Top 10 Decline

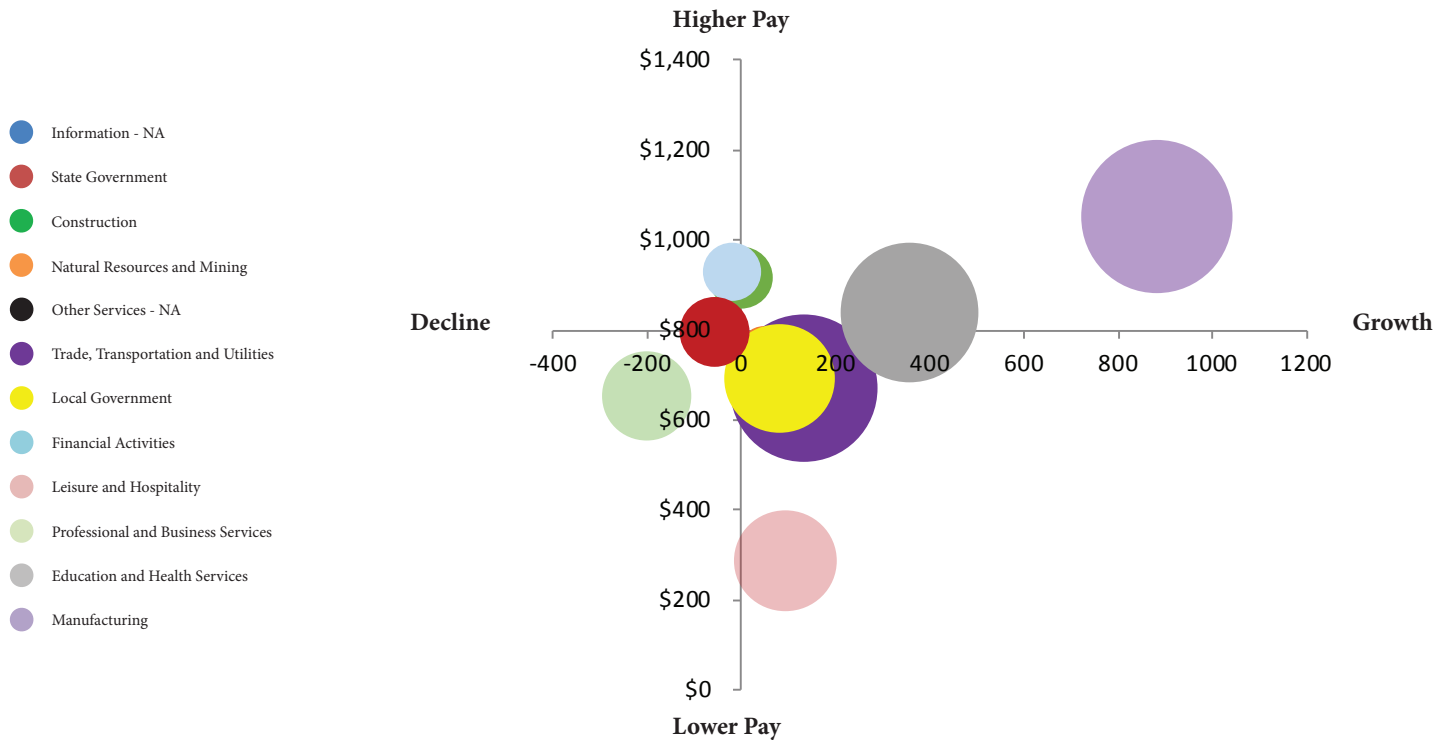
37-2012	Maids and Housekeeping Cleaners	668	658	-10	-1.50%	49	37	-5	81
29-2054	Respiratory Therapy Technicians	71	64	-7	-9.86%	2	3	-4	1
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	176	170	-6	-3.41%	6	12	-3	15
45-2041	Graders and Sorters, Agricultural Products	359	354	-5	-1.39%	14	34	-2	46
43-4081	Hotel, Motel, and Resort Desk Clerks	131	127	-4	-3.05%	7	13	-2	18
49-9051	Electrical Power-Line Installers and Repairers	198	195	-3	-1.52%	5	10	-2	13
51-5112	Printing Press Operators	441	438	-3	-0.68%	17	28	-2	43
51-6011	Laundry and Dry-Cleaning Workers	150	147	-3	-2.00%	10	10	-2	18
51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	19	17	-2	-10.53%	0	2	-1	1
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	32	30	-2	-6.25%	1	2	-1	2

Top 10 Fastest Decline

29-2054	Respiratory Therapy Technicians	71	64	-7	-9.86%	2	3	-4	1
19-4031	Chemical Technicians	13	12	-1	-7.69%	0	0	0	0
43-4011	Brokerage Clerks	13	12	-1	-7.69%	0	1	0	1
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	32	30	-2	-6.25%	1	2	-1	2
49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers	17	16	-1	-5.88%	0	1	0	1
13-1141	Compensation, Benefits, and Job Analysis Specialists	18	17	-1	-5.56%	0	1	0	1
11-9131	Postmasters and Mail Superintendents	20	19	-1	-5.00%	0	1	0	1
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	176	170	-6	-3.41%	6	12	-3	15
39-4031	Morticians, Undertakers, and Funeral Directors	60	58	-2	-3.33%	3	4	-1	6
43-4081	Hotel, Motel, and Resort Desk Clerks	131	127	-4	-3.05%	7	13	-2	18

Source: Arkansas Department of Workforce Services, Projections Suite Software

Northeast Arkansas Local Workforce Development Area Covered Employment and Earnings



NAICS Industry	2017 Annual Average Covered Employment	2018 Annual Average Covered Employment	2017-2018 Numeric Change	2017-2018 Percent Change	2018 Average Weekly Earnings
Total	100,455	101,754	1,299	1.29%	\$769.58
Natural Resources and Mining	2,190	2,238	48	2.19%	\$755.35
Construction	3,718	3,717	-1	-0.03%	\$916.69
Manufacturing	20,407	21,289	882	4.32%	\$1,053.25
Trade, Transportation and Utilities	19,432	19,570	132	0.68%	\$670.61
Information	N/A	N/A	N/A	N/A	N/A
Financial Activities	3,181	3,162	-19	-0.60%	\$929.50
Professional and Business Services	7,452	7,249	-203	-2.72%	\$654.91
Education and Health Services	17,068	17,426	358	2.10%	\$839.02
Leisure and Hospitality	9,389	9,482	93	0.99%	\$288.34
Other Services	N/A	N/A	N/A	N/A	N/A
Local Government	11,015	11,095	80	0.73%	\$692.63
State Government	4,451	4,394	-57	-1.28%	\$794.91

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

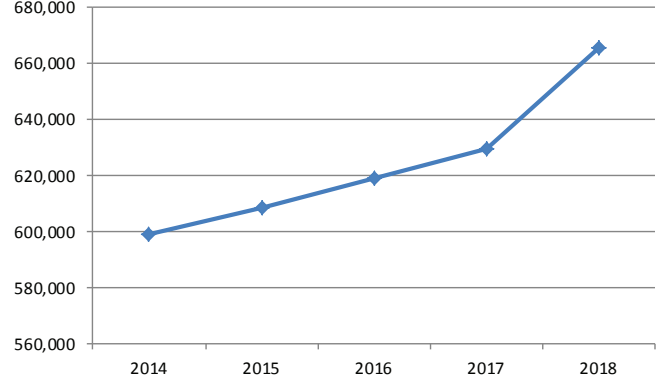
Northwest Arkansas Local Workforce Development Area

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 2014-2018 Northwest Arkansas Population Progression

2014	2015	2016	2017	2018
599,195	608,709	619,235	629,697	665,857

Source: U.S. Census Bureau

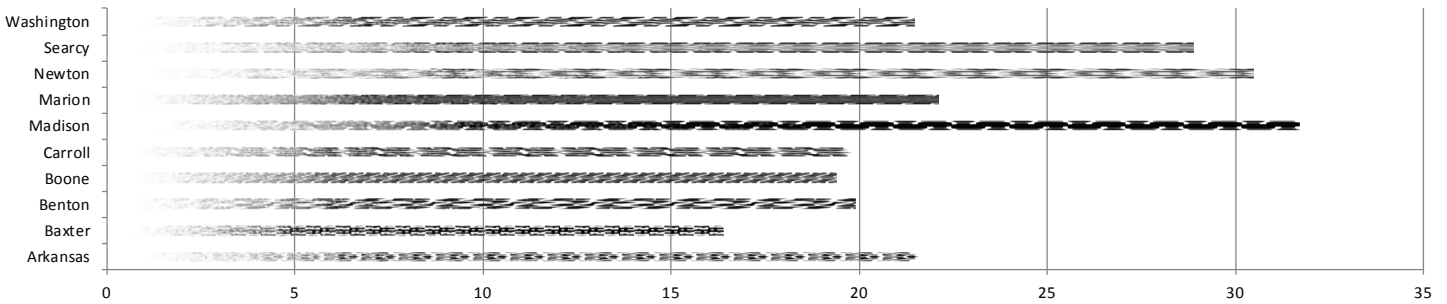


State of Arkansas Population 2014-2018

2014	2015	2016	2017	2018
2,967,726	2,978,407	2,990,410	3,002,997	3,013,825

Source: U.S. Census Bureau

Mean Commute Time (minutes)



Northwest Arkansas LWDA Community Indicators

Area	Median Household Income	Median Age	% Poverty Level	Mean Commute Time (minutes)	Remote Workers	% Remote Workers
Arkansas	\$43,813	37.9	13.2%	21.6	40,573	3.2%
Baxter	\$40,072	51.8	8.6%	16.4	506	3.3%
Benton	\$61,271	35.2	8.1%	19.9	4,441	3.7%
Boone	\$40,727	42.2	10.7%	19.4	587	3.8%
Carroll	\$39,686	44.6	10.0%	19.8	558	5.0%
Madison	\$42,894	42.5	14.0%	31.7	263	4.0%
Marion	\$36,113	51.8	13.1%	22.1	238	4.5%
Newton	\$38,134	48.8	10.8%	30.5	153	5.1%
Searcy	\$36,716	47.3	12.0%	28.9	130	4.3%
Washington	\$47,452	31.5	11.5%	21.5	3,713	3.5%

Source: EMST economic modeling, American Community Survey

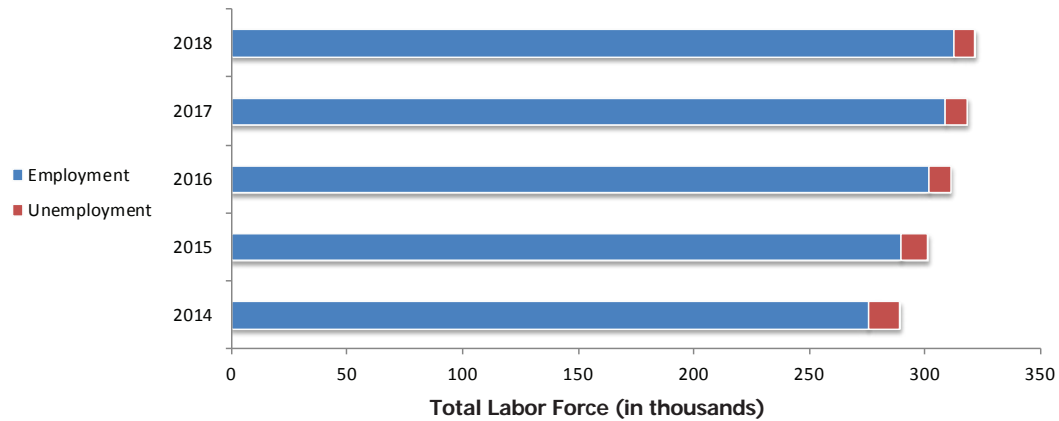
Northwest Arkansas Local Workforce Development Area Employment/Labor Force/Unemployment

The Northwest Arkansas LWDA labor force and employment both increased from 2017 to 2018, with the labor force gaining 3,483 to 322,131 and employment increasing by 3,501 to 312,701. Unemployment decreased by 18 to 9,430 in 2018, and has seen a decline of 4,462 since 2014. The unemployment rate dropped from 2017 to 2018 by one-tenth of a percentage point to 2.9 percent. The area's unemployment rate decreased by a total of one and nine-tenths percentage points from 2014. The unemployment rate ended July 2019 at 2.9 percent.

Northwest Arkansas LWDA 2014-2018 Labor Force/Employment

	2014	2015	2016	2017	2018
Labor Force	289,616	301,671	311,417	318,648	322,131
Employment	275,724	289,842	301,958	309,200	312,701
Unemployment	13,892	11,829	9,459	9,448	9,430
Unemployment Rate	4.8%	3.9%	3.0%	3.0%	2.9%

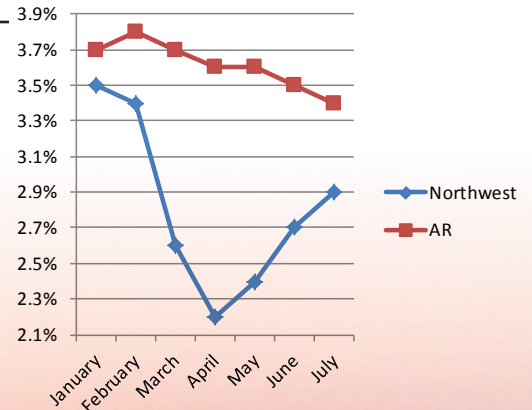
Source: Arkansas Department of Workforce Services



Northwest Arkansas and State Unemployment Rate*

Year	Month	Northwest Arkansas Unemployment Rate	AR Unemployment Rate
2019	January	3.5%	3.7%
2019	February	3.4%	3.8%
2019	March	2.6%	3.7%
2019	April	2.2%	3.6%
2019	May	2.4%	3.6%
2019	June	2.7%	3.5%
2019	July	2.9%†	3.4%†

Monthly Unemployment Rate, 2019



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

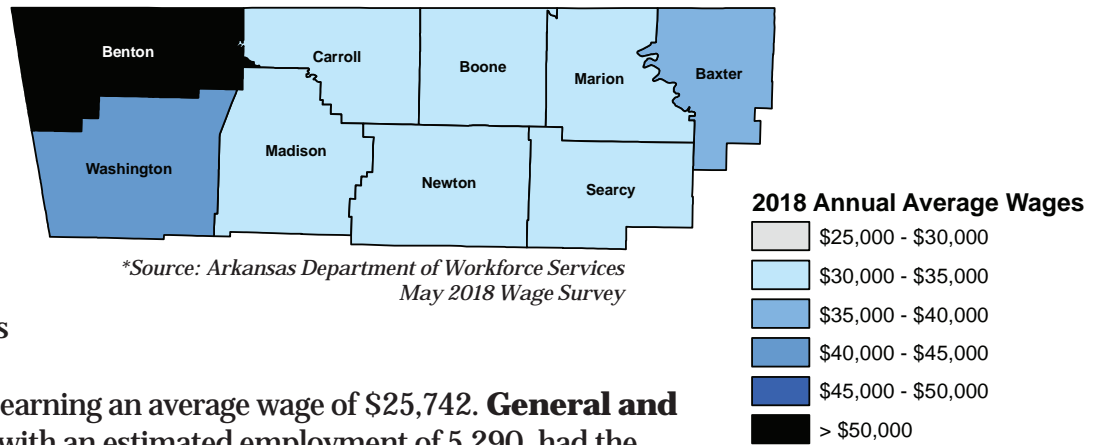
*Not Seasonally Adjusted, Not Preliminary

†Preliminary

Northwest Arkansas Local Workforce Development Area Wages

Heavy and Tractor-Trailer Truck Drivers was estimated to have the most employees in Northwest Arkansas with 12,660 employed in 2018 with an average wage of \$46,529.

Retail Salespersons was the second largest occupation with 11,110 employed, earning an average wage of \$25,742. **General and Operations Managers**, with an estimated employment of 5,290, had the highest average wage of the 10 largest occupations, earning \$101,588 annually.



Surgeons topped the Occupations Paying the Most list with an annual salary of \$305,633. **Nurse Anesthetists**, with an average annual salary of \$231,216, ranked second on the Occupations Paying the Most list.

The entry wage estimate for employers of all sizes was \$21,175 for 2018. The median wage estimate for employers with 250-499 employees was \$36,986, while wages for experienced workers averaged \$56,669 for employers in all size categories.

Of the 285,601 estimated employees in the area, 71,673 made more than \$25 an hour while 50,451 made less than \$10 an hour. Employees making between \$15 and \$19.99 totaled 49,830.

Northwest Arkansas LWDA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Heavy and Tractor-Trailer Truck Drivers	12,660	\$46,529	\$31,469	\$54,060
Retail Salespersons	11,110	\$25,742	\$18,947	\$29,139
Combined Food Preparation and Serving Workers, Including Fast Food	8,370	\$20,528	\$18,796	\$21,394
Office Clerks, General	5,950	\$31,536	\$21,710	\$36,449
Cashiers	5,620	\$21,626	\$19,084	\$22,898
Laborers and Freight, Stock, and Material Movers, Hand	5,430	\$26,420	\$21,289	\$28,986
General and Operations Managers	5,290	\$101,588	\$34,242	\$135,262
Waiters and Waitresses	4,880	\$19,871	\$18,892	\$20,360
Registered Nurses	4,390	\$59,141	\$44,476	\$66,474
Stock Clerks and Order Fillers	4,250	\$26,197	\$20,794	\$28,898

Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

Northwest Arkansas Local Workforce Development Area Wages

Northwest Arkansas LWDA Occupations Paying the Most

Occupation	Average Annual Salary
Surgeons	\$305,633
Nurse Anesthetists	\$231,216
Anesthesiologists	\$226,858
Psychiatrists	\$207,387
Physicians and Surgeons, All Other	\$200,339
Family and General Practitioners	\$197,375
Natural Sciences Managers	\$184,119
Marketing Managers	\$171,273
Dentists, General	\$167,657
Purchasing Managers	\$164,609
Compensation and Benefits Managers	\$160,495
Training and Development Managers	\$155,608
Advertising and Promotions Managers	\$147,603
Judges, Magistrate Judges, and Magistrates	\$147,213
Chief Executives	\$146,970
Human Resources Managers	\$146,205
Transportation, Storage, and Distribution Managers	\$145,899
Public Relations and Fundraising Managers	\$143,771
Sales Managers	\$142,836
History Teachers, Postsecondary	\$140,437
Business Teachers, Postsecondary	\$138,988
Podiatrists	\$138,799
Education Administrators, Postsecondary	\$138,617
Financial Managers	\$137,281
Architectural and Engineering Managers	\$129,238

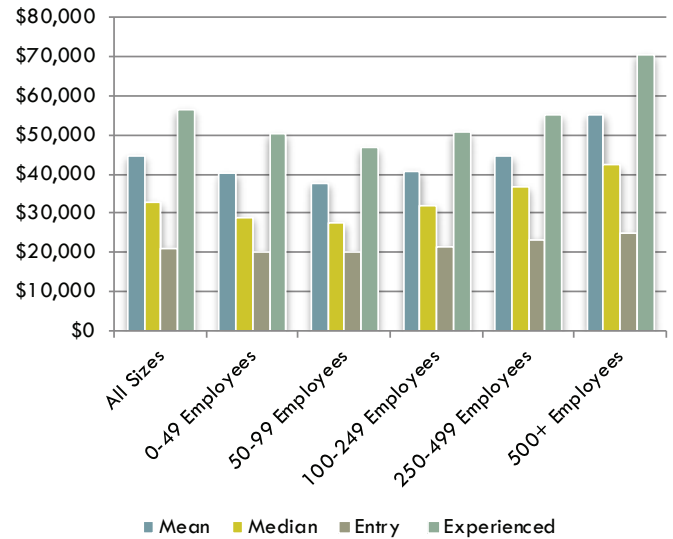
Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

Northwest Arkansas Local Workforce Development Area Wages

Northwest Arkansas Wage Estimates by Employer Size

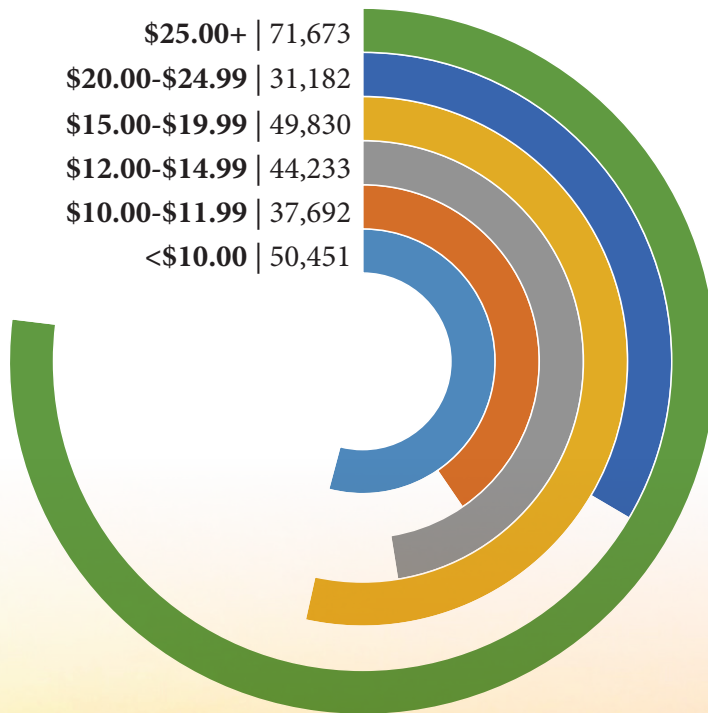
Northwest Arkansas Wage Estimates by Employer Size

Employer size	Mean	Median	Entry	Exper.
All Sizes	\$44,837	\$33,030	\$21,175	\$56,669
0-49 Employees	\$40,358	\$29,210	\$20,105	\$50,484
50-99 Employees	\$37,944	\$27,697	\$20,070	\$46,882
100-249 Employees	\$41,013	\$32,167	\$21,490	\$50,775
250-499 Employees	\$44,624	\$36,986	\$23,401	\$55,236
500+ Employees	\$55,367	\$42,475	\$24,852	\$70,624



Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

Northwest Arkansas Number of Employees by Hourly Wage Rate



Northwest Arkansas Number of Employees by Hourly Wage Rate

Total	285,601
<\$10.00	50,451
\$10.00-\$11.99	37,692
\$12.00-\$14.99	44,233
\$15.00-\$19.99	49,830
\$20.00-\$24.99	31,182
\$25.00+	71,673

Source: Arkansas Department of Workforce Services, May 2018 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 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 12,611 jobs, an increase of 3.96 percent between 2018 and 2020 and one of three areas growing faster than the state as a whole. *Food Manufacturing* is expected to lead the area, with 861 new jobs, bringing employment to 17,604. *Support Activities for Agriculture and Forestry* is predicted to increase by 19.68 percent, making it the fastest growing industry in the area moving employment to 669. *Private Households* is anticipated to be the top and fastest declining industry, cutting 111 jobs, or 14.55 percent of its workforce. **Education and Health Services** is predicted to be the top growing supersector adding 2,327 new jobs increasing its workforce to 63,883.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	2018 Estimated Employment	2020 Projected Employment	Numeric Change	Percent Change
102500	Education and Health Services	61,556	63,883	2,327	3.78%
102400	Professional and Business Services	47,762	49,937	2,175	4.55%
101300	Manufacturing	36,360	38,304	1,944	5.35%
102100	Trade, Transportation, and Utilities	60,476	62,342	1,866	3.09%
102600	Leisure and Hospitality	29,494	30,705	1,211	4.11%

Top Industries - Top 10 Growth

NAICS Code	NAICS Title	2018 Estimated Employment	2020 Projected Employment	Numeric Change	Percent Change
311000	Food Manufacturing	16,743	17,604	861	5.14%
561000	Administrative and Support Services	10,554	11,403	849	8.04%
722000	Food Services and Drinking Places	23,630	24,406	776	3.28%
541000	Professional, Scientific, and Technical Services	12,618	13,392	774	6.13%
611000	Educational Services	27,515	28,254	739	2.69%
484000	Truck Transportation	12,119	12,769	650	5.36%
621000	Ambulatory Health Care Services	11,708	12,309	601	5.13%
813000	Religious, Grantmaking, Civic, Professional, and Similar Organizations	6,728	7,252	524	7.79%
624000	Social Assistance	7,875	8,381	506	6.43%
551000	Management of Companies and Enterprises	23,925	24,426	501	2.09%

Northwest Arkansas Local Workforce Development Area Industry

Top 10 Fastest Growth

NAICS Code	NAICS Title	2018 Estimated Employment	2020 Projected Employment	Numeric Change	Percent Change
115000	Support Activities for Agriculture and Forestry	559	669	110	19.68%
524000	Insurance Carriers and Related Activities	3,043	3,541	498	16.37%
713000	Amusement, Gambling, and Recreation Industries	1,945	2,239	294	15.12%
325000	Chemical Manufacturing	344	385	41	11.92%
336000	Transportation Equipment Manufacturing	2,865	3,186	321	11.20%
481000	Air Transportation	344	381	37	10.76%
111000	Crop Production	873	961	88	10.08%
322000	Paper Manufacturing	1,432	1,571	139	9.71%
326000	Plastics and Rubber Products Manufacturing	3,253	3,544	291	8.95%
444000	Building Material and Garden Equipment and Supplies Dealers	2,946	3,207	261	8.86%

Top 10 Decline

814000	Private Households	763	652	-111	-14.55%
999100	Federal Government, Excluding Post Office	1,967	1,908	-59	-3.00%
511000	Publishing Industries (except Internet)	820	768	-52	-6.34%
221000	Utilities	1,115	1,076	-39	-3.50%
517000	Telecommunications	702	663	-39	-5.56%
454000	Nonstore Retailers	568	540	-28	-4.93%
237000	Heavy and Civil Engineering Construction	903	878	-25	-2.77%
425000	Wholesale Electronic Markets and Agents and Brokers	1,556	1,531	-25	-1.61%
321000	Wood Product Manufacturing	936	917	-19	-2.03%
333000	Machinery Manufacturing	1,371	1,356	-15	-1.09%

Top 10 Fastest Decline

814000	Private Households	763	652	-111	-14.55%
511000	Publishing Industries (except Internet)	820	768	-52	-6.34%
517000	Telecommunications	702	663	-39	-5.56%
454000	Nonstore Retailers	568	540	-28	-4.93%
221000	Utilities	1,115	1,076	-39	-3.50%
515000	Broadcasting (except Internet)	329	319	-10	-3.04%
999100	Federal Government, Excluding Post Office	1,967	1,908	-59	-3.00%
237000	Heavy and Civil Engineering Construction	903	878	-25	-2.77%
321000	Wood Product Manufacturing	936	917	-19	-2.03%
425000	Wholesale Electronic Markets and Agents and Brokers	1,556	1,531	-25	-1.61%

Source: Arkansas Department of Workforce Services, Projections Suite Software

Northwest Arkansas

Local Workforce Development Area Occupations

The Northwest Arkansas LWDA is projected to have 41,353 annual job openings of which 15,066 would be created from employees leaving the workforce, 19,981 from those changing jobs, and 6,306 from growth and expansion. *Heavy and Tractor-Trailer Truck Drivers* is estimated to drive growth adding 618 new jobs, making it the top growing occupation in Northwest Arkansas increasing employment to 12,343. *Insurance Claims and Policy Processing Clerks* is predicted to be the fastest growing occupation raising employment 15.54 percent to a level of 513. *Telecommunications Equipment Installers and Repairers, Except Line Installers* is anticipated to be the top declining occupation, losing seven jobs, an amount equivalent to 1.85 percent of its workforce. *Reporters and Correspondents* is forecast to be the fastest declining occupation, losing six percent of its respective workforce. **Transportation and Material Moving Occupations** is expected to be the top growing major group with an increase of 1,412 new jobs moving employment from 27,447 in 2018 to 28,859 in 2020.

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Change		Annual Openings			
		2018 Est.	2020 Proj.	Numeric	Percent	Exits	Transfers	Change	Total
53-0000	Transportation and Material Moving Occupations	27,447	28,859	1,412	5.14%	1,302	1,954	706	3,962
51-0000	Production Occupations	27,718	29,090	1,372	4.95%	1,204	2,075	686	3,965
43-0000	Office and Administrative Support Occupations	38,936	40,175	1,239	3.18%	2,010	2,351	620	4,981
11-0000	Management Occupations	32,393	33,449	1,056	3.26%	1,280	1,213	528	3,021
41-0000	Sales and Related Occupations	34,669	35,711	1,042	3.01%	2,091	2,664	521	5,276

Top Occupations - Top 10 Growth

SOC Code	SOC Title	Employment		Change		Annual Openings			
		2018 Est.	2020 Proj.	Numeric	Percent	Exits	Transfers	Change	Total
53-3032	Heavy and Tractor-Trailer Truck Drivers	11,725	12,343	618	5.27%	510	756	309	1,575
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	7,769	8,138	369	4.75%	704	736	184	1,624
41-2031	Retail Salespersons	10,932	11,228	296	2.71%	702	880	148	1,730
11-9013	Farmers, Ranchers, and Other Agricultural Managers	13,542	13,837	295	2.18%	800	204	148	1,152
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	4,819	5,104	285	5.91%	246	424	142	812
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	3,929	4,157	228	5.80%	263	254	114	631
11-1021	General and Operations Managers	5,635	5,861	226	4.01%	119	343	113	575
39-9021	Personal Care Aides	2,567	2,772	205	7.99%	213	160	102	475
43-9061	Office Clerks, General	6,735	6,930	195	2.90%	401	390	98	889
41-3021	Insurance Sales Agents	1,302	1,490	188	14.44%	56	75	94	225

Northwest Arkansas Local Workforce Development Area Occupations

Top 10 Fastest Growth

SOC Code	SOC Title	Employment		Change		Annual Openings			
		2018 Est.	2020 Proj.	Numeric	Percent	Exits	Transfers	Change	Total
43-9041	Insurance Claims and Policy Processing Clerks	444	513	69	15.54%	20	27	34	81
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	26	30	4	15.38%	0	2	2	4
41-3021	Insurance Sales Agents	1,302	1,490	188	14.44%	56	75	94	225
45-2099	Agricultural Workers, All Other	28	32	4	14.29%	1	4	2	7
39-3091	Amusement and Recreation Attendants	311	355	44	14.15%	35	40	22	97
39-9031	Fitness Trainers and Aerobics Instructors	184	207	23	12.50%	13	20	12	45
19-2031	Chemists	81	90	9	11.11%	2	6	4	12
13-1031	Claims Adjusters, Examiners, and Investigators	353	392	39	11.05%	10	20	20	50
51-2091	Fiberglass Laminators and Fabricators	331	367	36	10.88%	15	26	18	59
17-2072	Electronics Engineers, Except Computer	40	44	4	10.00%	1	2	2	5

Top 10 Decline

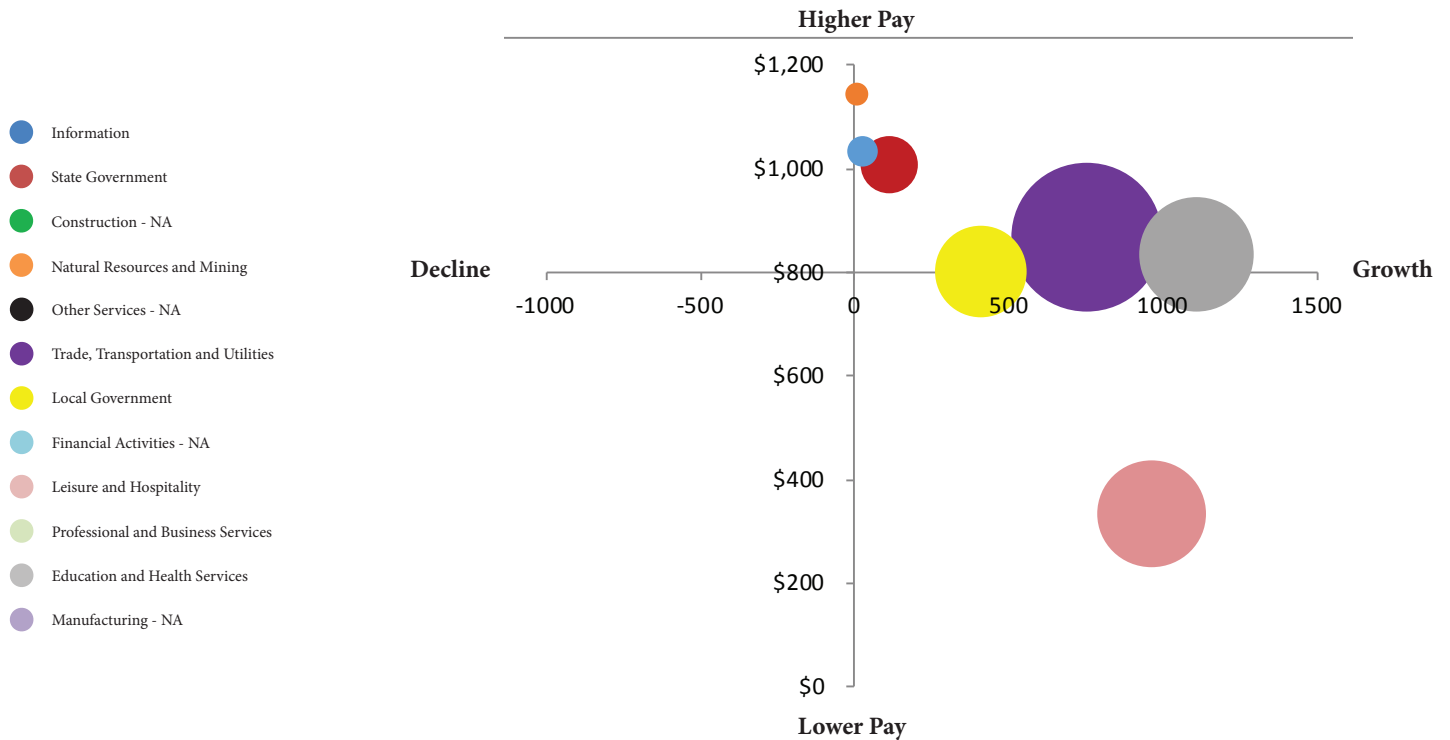
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	379	372	-7	-1.85%	12	26	-4	34
27-3022	Reporters and Correspondents	100	94	-6	-6.00%	3	6	-3	6
27-3011	Radio and Television Announcers	101	97	-4	-3.96%	4	5	-2	7
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	81	77	-4	-4.94%	2	4	-2	4
49-9051	Electrical Power-Line Installers and Repairers	239	235	-4	-1.67%	6	12	-2	16
51-7041	Sawing Machine Setters, Operators, & Tenders, Wood	203	199	-4	-1.97%	8	15	-2	21
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	155	151	-4	-2.58%	6	10	-2	14
45-2011	Agricultural Inspectors	97	94	-3	-3.09%	4	8	-2	10
49-9052	Telecommunications Line Installers and Repairers	237	234	-3	-1.27%	6	18	-2	22
43-4071	File Clerks	125	123	-2	-1.60%	8	8	-1	15

Top 10 Fastest Decline

27-3022	Reporters and Correspondents	100	94	-6	-6.00%	3	6	-3	6
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	81	77	-4	-4.94%	2	4	-2	4
27-3011	Radio and Television Announcers	101	97	-4	-3.96%	4	5	-2	7
45-2011	Agricultural Inspectors	97	94	-3	-3.09%	4	8	-2	10
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	155	151	-4	-2.58%	6	10	-2	14
43-9011	Computer Operators	96	94	-2	-2.08%	4	6	-1	9
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	203	199	-4	-1.97%	8	15	-2	21
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	379	372	-7	-1.85%	12	26	-4	34
49-9051	Electrical Power-Line Installers and Repairers	239	235	-4	-1.67%	6	12	-2	16
43-4071	File Clerks	125	123	-2	-1.60%	8	8	-1	15

Source: Arkansas Department of Workforce Services, Projections Suite Software

Northwest Arkansas Local Workforce Development Area Covered Employment and Earnings



NAICS Industry	2017 Annual Average Covered Employment	2018 Annual Average Covered Employment	2017-2018 Numeric Change	2017-2018 Percent Change	2018 Average Weekly Earnings
Total	269,179	274,135	4,956	1.84%	\$951.91
Natural Resources and Mining	1,451	1,458	7	0.48%	\$1,143.31
Construction	N/A	N/A	N/A	N/A	N/A
Manufacturing	N/A	N/A	N/A	N/A	N/A
Trade, Transportation and Utilities	60,401	61,155	754	1.25%	\$867.89
Information	2,445	2,470	25	1.02%	\$1,033.97
Financial Activities	N/A	N/A	N/A	N/A	N/A
Professional and Business Services	48,536	48,034	-502	-1.03%	\$1,723.15
Education and Health Services	34,343	35,453	1,110	3.23%	\$833.19
Leisure and Hospitality	29,940	30,902	962	3.21%	\$333.61
Other Services	N/A	N/A	N/A	N/A	N/A
Local Government	22,142	22,548	406	1.83%	\$801.42
State Government	8,796	8,910	114	1.30%	\$1,008.50

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

Southeast Arkansas Local Workforce Development Area

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 LWDA Population 2014-2018

2014	2015	2016	2017	2018
209,789	207,812	205,552	203,505	196,693

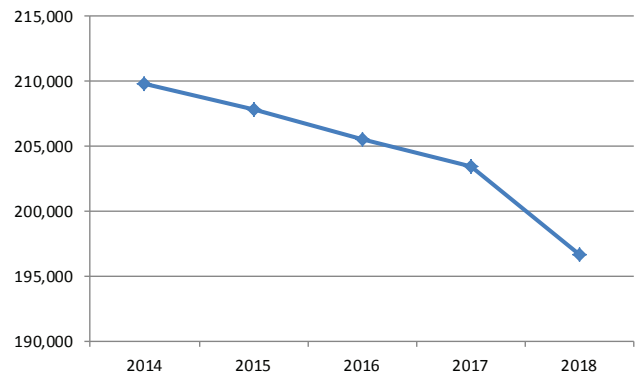
Source: U.S. Census Bureau

State of Arkansas Population 2014-2018

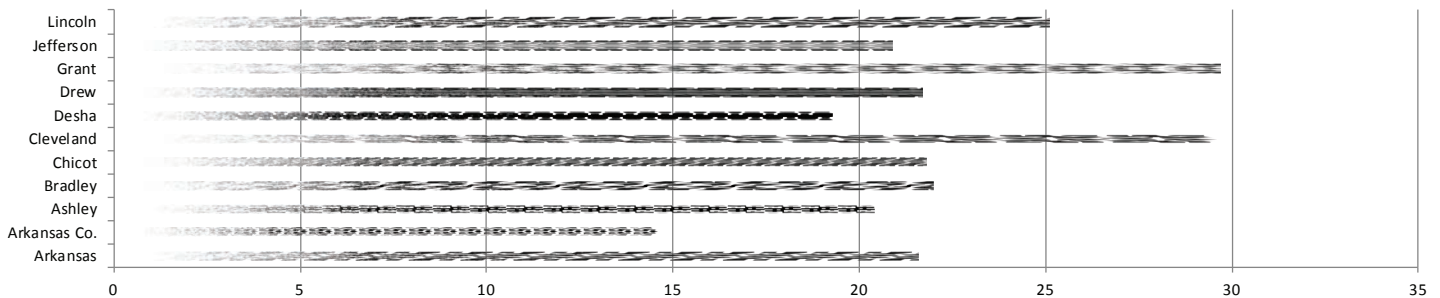
2014	2015	2016	2017	2018
2,967,726	2,978,407	2,990,410	3,002,997	3,013,825

Source: U.S. Census Bureau

Southeast Arkansas Population Progression



Mean Commute Time (minutes)



Southeast Arkansas LWDA Community Indicators

Area	Median Household Income	Median Age	% Poverty Level	Mean Commute Time (minutes)	Remote Workers	% Remote Workers
Arkansas	\$43,813	37.9	13.2%	21.6	40,573	3.2%
Arkansas Co.	\$38,532	40.9	15.0%	14.6	237	3.1%
Ashley	\$36,407	41.8	16.5%	20.4	126	1.6%
Bradley	\$36,310	40.6	17.4%	22.0	182	4.5%
Chicot	\$32,412	43.3	25.4%	21.8	62	1.7%
Cleveland	\$44,840	42.6	14.4%	29.6	33	1.0%
Desha	\$27,036	40.2	26.5%	19.3	68	1.5%
Drew	\$36,092	36.5	19.8%	21.7	125	1.7%
Grant	\$49,968	39.9	10.7%	29.7	233	3.1%
Jefferson	\$37,630	39.0	18.7%	20.9	564	2.1%
Lincoln	\$38,873	38.6	13.6%	25.1	84	2.7%

Source: EMSI economic modeling, American Community Survey

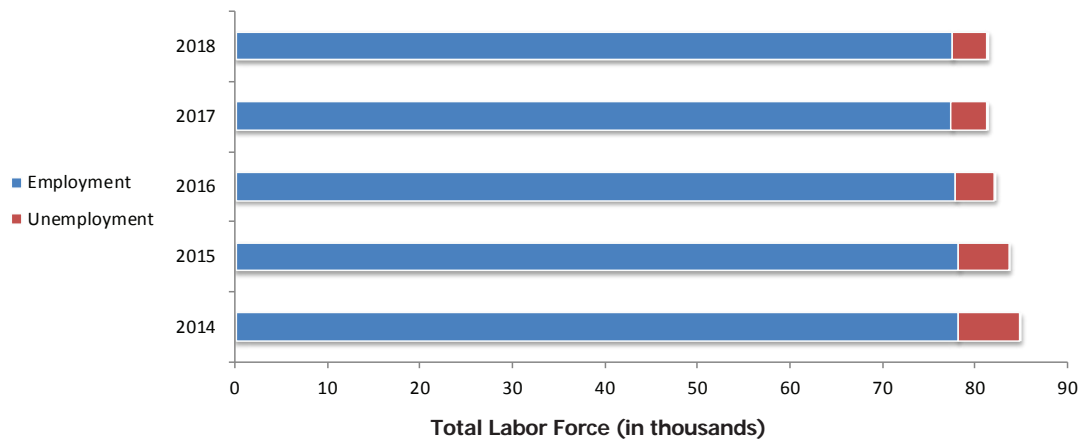
Southeast Arkansas Local Workforce Development Area Employment/Labor Force/Unemployment

Southeast Arkansas saw a slight increase in the labor force of 47 to 81,385 from 2017 to 2018, and employment increased by 73 to 77,550 for the same time period. Both the labor force and employment have decreased since 2014 by 3,486 and 604 respectively. Unemployment decreased by 26 to 3,835 from 2017 to 2018 and the unemployment rate remained at 4.7 percent in 2018. After climbing to 5.9 percent in January 2019, the unemployment rate fell seven-tenths of a percentage point to settle at 5.2 percent in July 2019.

Southeast Arkansas LWDA 2014-2018 Labor Force/Employment

	2014	2015	2016	2017	2018
Labor Force	84,871	83,689	82,160	81,338	81,385
Employment	78,154	78,258	77,922	77,477	77,550
Unemployment	6,717	5,431	4,238	3,861	3,835
Unemployment Rate	7.9%	6.5%	5.2%	4.7%	4.7%

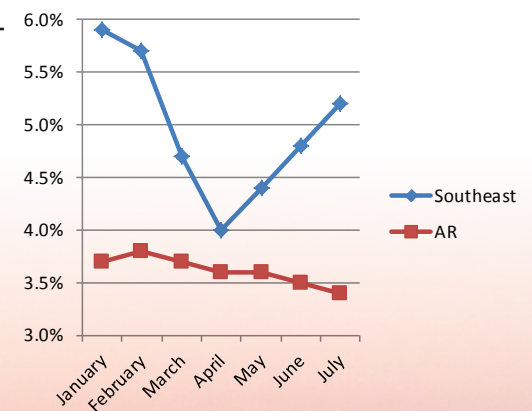
Source: Arkansas Department of Workforce Services



Southeast Arkansas and State Unemployment Rate*

Year	Month	Southeast Arkansas Unemployment Rate	AR Unemployment Rate
2019	January	5.9%	3.7%
2019	February	5.7%	3.8%
2019	March	4.7%	3.7%
2019	April	4.0%	3.6%
2019	May	4.4%	3.6%
2019	June	4.8%	3.5%
2019	July	5.2%†	3.4%†

Monthly Unemployment Rate, 2019



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

*Not Seasonally Adjusted, Not Preliminary

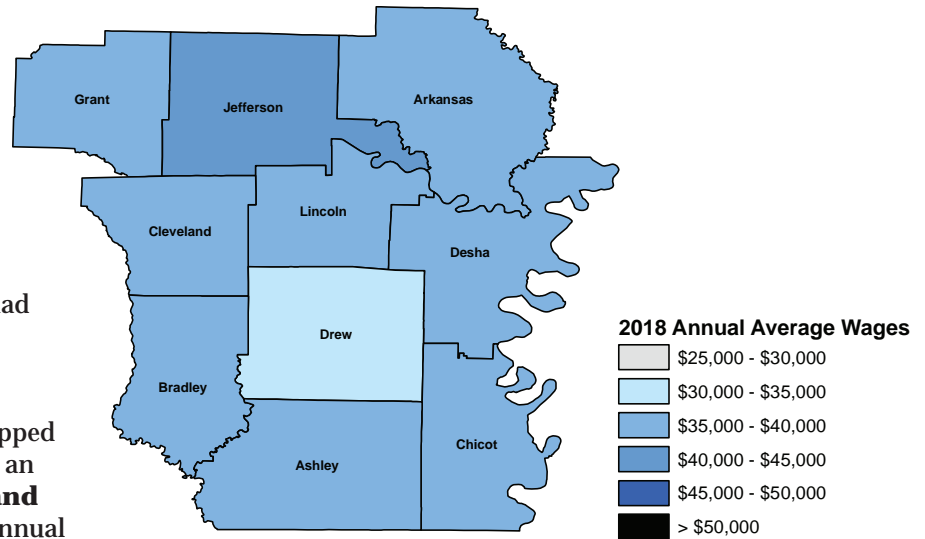
†Preliminary

Southeast Arkansas

Local Workforce Development Area Wages

Combined Food Preparation and Serving Workers, Including Fast Food was estimated to have the most employees in Southeast Arkansas with 2,480 employed in 2018 with an average wage of \$19,942. **Cashiers** was the second largest occupation with 1,950 employed, earning an average wage of \$20,063. **Registered Nurses**, with an estimated employment of 1,160, had the highest average wage of the 10 largest occupations, earning \$59,048 annually.

Family and General Practitioners topped the Occupations Paying the Most list with an annual salary of \$202,899. **Physicians and Surgeons, All Other**, with an average annual salary of \$194,820, ranked second on the Occupations Paying the Most list.



**Source: Arkansas Department of Workforce Services
May 2018 Wage Survey*

The entry wage estimate for employers of all sizes was \$20,357 for 2018. The median wage estimate for employers with 250-499 employees was \$32,625, while wages for experienced workers averaged \$46,630 for employers in all size categories.

Of the 68,859 estimated employees in the area, 15,771 made less than \$10 an hour while 13,323 made \$15 to \$19.99 an hour. Employees making more than \$25 an hour totaled 12,573.

Southeast 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	2,480	\$19,942	\$18,852	\$20,487
Cashiers	1,950	\$20,063	\$18,827	\$20,681
Retail Salespersons	1,680	\$25,344	\$18,926	\$28,553
Correctional Officers and Jailers	1,600	\$35,761	\$30,106	\$38,588
Office Clerks, General	1,560	\$28,698	\$20,094	\$33,001
Heavy and Tractor-Trailer Truck Drivers	1,530	\$39,268	\$29,184	\$44,309
Personal Care Aides	1,510	\$20,351	\$18,767	\$21,142
Laborers and Freight, Stock, and Material Movers, Hand	1,510	\$26,646	\$21,525	\$29,207
Assemblers and Fabricators, All Other, Including Team Assemblers	1,240	\$28,557	\$21,175	\$32,249
Registered Nurses	1,160	\$59,048	\$43,701	\$66,722

Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

Southeast Arkansas Local Workforce Development Area Wages

Southeast Arkansas LWDA Occupations Paying the Most

Occupation	Average Annual Salary
Family and General Practitioners	\$202,899
Physicians and Surgeons, All Other	\$194,820
Securities, Commodities, and Financial Services Sales Agents	\$141,827
Marketing Managers	\$128,830
Medical Scientists, Except Epidemiologists	\$121,385
Pharmacists	\$119,943
Dentists, General	\$117,012
Architectural and Engineering Managers	\$113,763
Natural Sciences Managers	\$112,058
Nurse Practitioners	\$106,676
Chief Executives	\$105,446
Chemists	\$105,295
Computer and Information Systems Managers	\$99,428
Occupational Therapists	\$97,996
Control and Valve Installers and Repairers, Except Mechanical Door	\$94,657
Chemical Engineers	\$93,510
Industrial Production Managers	\$92,415
Purchasing Managers	\$90,619
Veterinarians	\$88,628
Biological Scientists, All Other	\$88,084
Electrical Engineers	\$87,708
Education Administrators, Postsecondary	\$87,324
Transportation, Storage, and Distribution Managers	\$86,903
Administrative Services Managers	\$86,429
Judges, Magistrate Judges, and Magistrates	\$85,200

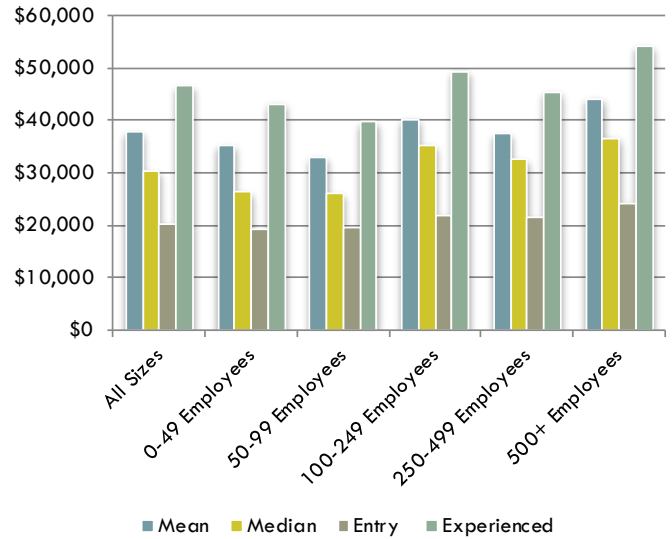
Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

Southeast Arkansas Local Workforce Development Area Wages

Southeast Arkansas Wage Estimates by Employer Size

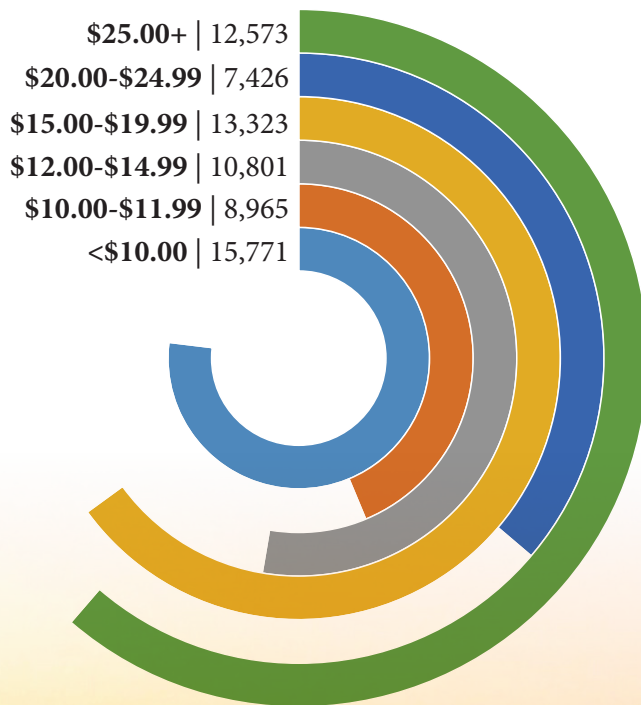
Southeast Arkansas Wage Estimates by Employer Size

Employer size	Mean	Median	Entry	Exper.
All Sizes	\$37,872	\$30,442	\$20,357	\$46,630
0-49 Employees	\$35,332	\$26,424	\$19,315	\$43,341
50-99 Employees	\$33,070	\$26,140	\$19,625	\$39,792
100-249 Employees	\$40,334	\$35,421	\$21,960	\$49,521
250-499 Employees	\$37,551	\$32,625	\$21,503	\$45,574
500+ Employees	\$44,275	\$36,812	\$24,303	\$54,260



Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

Southeast Arkansas Number of Employees by Hourly Wage Rate



Southeast Arkansas Number of Employees by Hourly Wage Rate

Total	68,859
<\$10.00	15,771
\$10.00-\$11.99	8,965
\$12.00-\$14.99	10,801
\$15.00-\$19.99	13,323
\$20.00-\$24.99	7,426
\$25.00+	12,573

Source: Arkansas Department of Workforce Services, May 2017 Wage Survey

Southeast Arkansas

Local Workforce Development Area Industry

The Southeast Arkansas LWDA is expected to gain 734 new jobs between 2018 and 2020. *Food Manufacturing* is predicted to be the top growing industry, adding 194 new jobs to its workforce, bringing its employment to 3,960. *Amusement, Gambling, and Recreation Industries* could raise employment by 26.14 percent to an employment level of 193. On the negative side of the local labor market, *Educational Services* is anticipated to lose 220 jobs, becoming the top declining industry, moving employment from 8,193 in 2018 to 7,973 in 2020. *Printing and Related Support Activities* is estimated to be the fastest declining industry with a loss of 30 percent of its workforce, driving employment down to 14. **Manufacturing** is projected to be the top growing supersector with a gain of 474 new jobs between 2018 and 2020, bringing its job level up to 15,030.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	2018 Estimated Employment	2020 Projected Employment	Numeric Change	Percent Change
101300	Manufacturing	14,556	15,030	474	3.26%
101100	Natural Resources and Mining	3,537	3,737	200	5.65%
102600	Leisure and Hospitality	4,329	4,492	163	3.77%
102400	Professional and Business Services	3,428	3,564	136	3.97%
102800	Government	8,451	8,493	42	0.50%

Top Industries - Top 10 Growth

NAICS Code	NAICS Title	2018 Estimated Employment	2020 Projected Employment	Numeric Change	Percent Change
311000	Food Manufacturing	3,766	3,960	194	5.15%
332000	Fabricated Metal Product Manufacturing	1,248	1,381	133	10.66%
561000	Administrative and Support Services	2,058	2,190	132	6.41%
722000	Food Services and Drinking Places	3,754	3,878	124	3.30%
336000	Transportation Equipment Manufacturing	821	909	88	10.72%
111000	Crop Production	1,092	1,177	85	7.78%
624000	Social Assistance	3,385	3,460	75	2.22%
621000	Ambulatory Health Care Services	2,751	2,818	67	2.44%
333000	Machinery Manufacturing	1,409	1,475	66	4.68%
999300	Local Government, Excluding Education and Hospitals	2,611	2,677	66	2.53%

Southeast Arkansas Local Workforce Development Area Industry

Top 10 Fastest Growth

NAICS Code	NAICS Title	2018 Estimated Employment	2020 Projected Employment	Numeric Change	Percent Change
713000	Amusement, Gambling, and Recreation Industries	153	193	40	26.14%
485000	Transit and Ground Passenger Transportation	91	102	11	12.09%
336000	Transportation Equipment Manufacturing	821	909	88	10.72%
332000	Fabricated Metal Product Manufacturing	1,248	1,381	133	10.66%
444000	Building Material and Garden Equipment and Supplies Dealers	558	607	49	8.78%
111000	Crop Production	1,092	1,177	85	7.78%
488000	Support Activities for Transportation	415	447	32	7.71%
562000	Waste Management and Remediation Service	111	119	8	7.21%
492000	Couriers and Messengers	133	142	9	6.77%
561000	Administrative and Support Services	2,058	2,190	132	6.41%

Top 10 Decline

611000	Educational Services	8,193	7,973	-220	-2.69%
322000	Paper Manufacturing	3,143	3,067	-76	-2.42%
445000	Food and Beverage Stores	1,154	1,085	-69	-5.98%
221000	Utilities	538	490	-48	-8.92%
448000	Clothing and Clothing Accessories Stores	273	227	-46	-16.85%
999100	Federal Government, Excluding Post Office	1,492	1,447	-45	-3.02%
452000	General Merchandise Stores	2,215	2,171	-44	-1.99%
236000	Construction of Buildings	392	352	-40	-10.20%
447000	Gasoline Stations	786	750	-36	-4.58%
812000	Personal and Laundry Services	378	351	-27	-7.14%

Top 10 Fastest Decline

323000	Printing and Related Support Activities	20	14	-6	-30.00%
425000	Wholesale Electronic Markets and Agents and Brokers	83	65	-18	-21.69%
442000	Furniture and Home Furnishings Stores	101	83	-18	-17.82%
454000	Nonstore Retailers	86	71	-15	-17.44%
448000	Clothing and Clothing Accessories Stores	273	227	-46	-16.85%
236000	Construction of Buildings	392	352	-40	-10.20%
532000	Rental and Leasing Services	188	171	-17	-9.04%
221000	Utilities	538	490	-48	-8.92%
443000	Electronics and Appliance Stores	145	133	-12	-8.28%
511000	Publishing Industries (except Internet)	115	106	-9	-7.83%

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 0.89 percent between 2018 and 2020. There are 9,265 job openings projected to be available annually during the projection period. Of these, 3,894 would be from employees leaving the workforce, while 5,004 could be created from those changing jobs. Another 367 jobs would be connected to growth and expansion. *Combined Food Preparation and Serving Workers, Including Fast Food*, which is estimated to be the top growing occupation adding 47 new jobs to an employment level of 1,479. At 13.21 percent, *Insurance Sales Agents* is anticipated to be the fastest growing occupation in the area, bringing employment up to 60. On the negative side of the local economy, *Cashiers* is projected to be the top declining occupation, with a loss of 47 jobs, moving employment down to 1,945. *Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic* is expected to lose 69.70 percent of its workforce during the projection period, moving employment from 33 in 2018 to near single-digits in 2020. **Food Preparation and Serving Related Occupations** is projected to be the top growing major group, gaining 76 jobs during the projection period, a 2.35 percent rise in employment, bringing its employment to 3,308.

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Change		Annual Openings			
		2018 Est.	2020 Proj.	Numeric	Percent	Exits	Transfers	Change	Total
51-0000	Production Occupations	10,193	10,475	282	2.77%	410	737	141	1,288
45-0000	Farming, Fishing, and Forestry Occupations	2,402	2,525	123	5.12%	91	263	62	416
35-0000	Food Preparation & Serving Related Occupations	4,739	4,853	114	2.41%	357	433	57	847
11-0000	Management Occupations	8,678	8,776	98	1.13%	387	264	49	700
53-0000	Transportation and Material Moving Occupations	6,741	6,834	93	1.38%	330	479	46	855

Top Occupations - Top 10 Growth

SOC Code	SOC Title	Employment		Change		Annual Openings			
		2018 Est.	2020 Proj.	Numeric	Percent	Exits	Transfers	Change	Total
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,925	2,002	77	4.00%	174	182	38	394
39-9021	Personal Care Aides	1,430	1,495	65	4.55%	116	88	32	236
51-4121	Welders, Cutters, Solderers, and Brazers	978	1,041	63	6.44%	27	79	32	138
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,906	1,958	52	2.73%	96	165	26	287
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	826	875	49	5.93%	31	97	24	152
11-9013	Farmers, Ranchers, and Other Agricultural Managers	5,066	5,110	44	0.87%	298	76	22	396
51-4041	Machinists	543	583	40	7.37%	20	36	20	76
51-2098	Assemblers and Fabricators, All Other, Including Team Assemblers	488	520	32	6.56%	22	36	16	74
11-1021	General and Operations Managers	1,395	1,424	29	2.08%	29	84	14	127
53-7051	Industrial Truck and Tractor Operators	540	566	26	4.81%	20	42	13	75

Southeast Arkansas Local Workforce Development Area Occupations

Top 10 Fastest Growth

SOC Code	SOC Title	Employment		Change		Annual Openings			
		2018 Est.	2020 Proj.	Numeric	Percent	Exits	Transfers	Change	Total
17-3026	Industrial Engineering Technicians	23	25	2	8.70%	1	2	1	4
11-3121	Human Resources Managers	24	26	2	8.33%	0	2	1	3
13-1051	Cost Estimators	125	135	10	8.00%	4	8	5	17
51-4041	Machinists	543	583	40	7.37%	20	36	20	76
29-1031	Dietitians and Nutritionists	42	45	3	7.14%	2	1	2	5
51-2028	Electrical, Electronic, & Electromechanical Assemblers, Except Coil Winders, Tapers, & Finishers	61	65	4	6.56%	3	4	2	9
51-2098	Assemblers and Fabricators, All Other, Including Team Assemblers	488	520	32	6.56%	22	36	16	74
51-4121	Welders, Cutters, Solderers, and Brazers	978	1,041	63	6.44%	27	79	32	138
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	826	875	49	5.93%	31	97	24	152
43-5061	Production, Planning, and Expediting Clerks	123	130	7	5.69%	4	8	4	16

Top 10 Decline

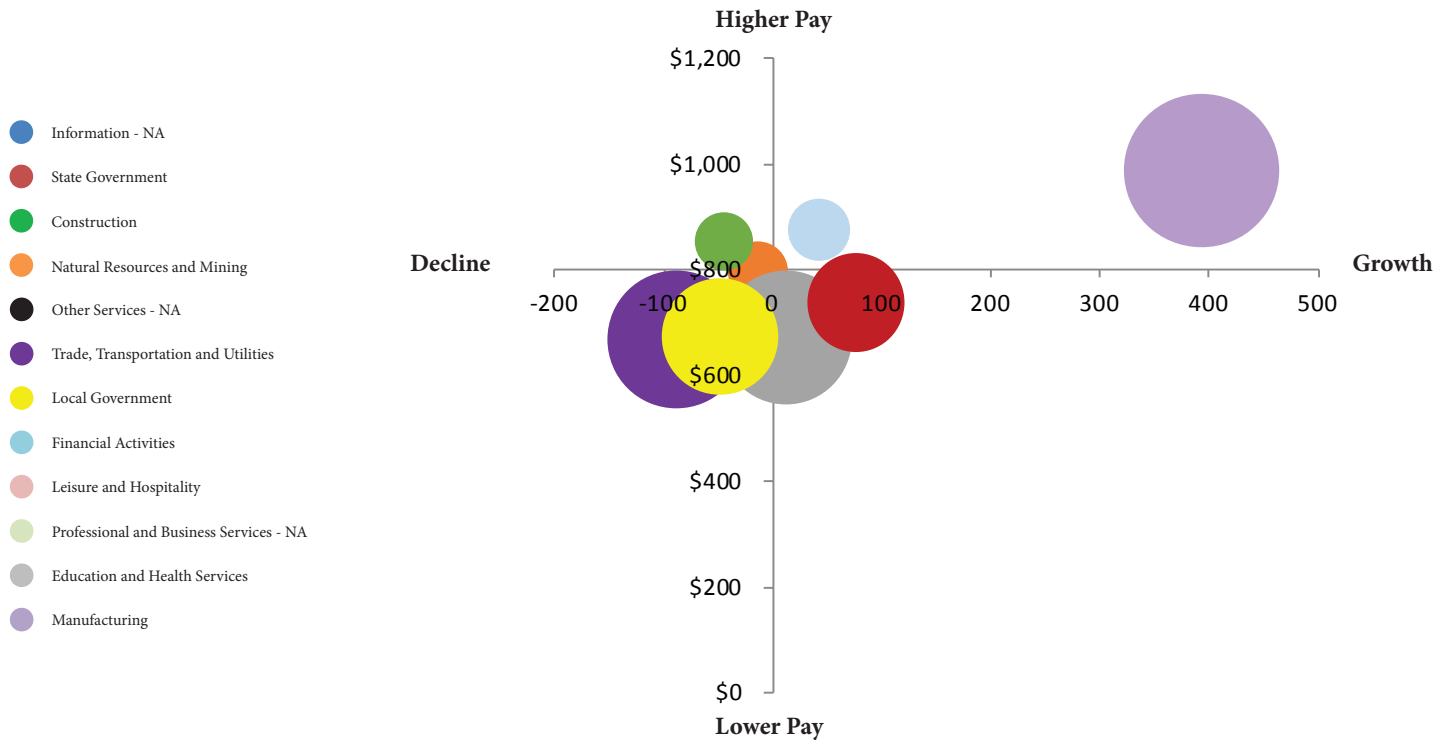
41-2011	Cashiers	2,040	1,961	-79	-3.87%	188	184	-40	332
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,315	1,280	-35	-2.66%	70	68	-18	120
41-2031	Retail Salespersons	2,147	2,122	-25	-1.16%	135	170	-12	293
25-2021	Elementary School Teachers, Except Special Education	943	920	-23	-2.44%	30	34	-12	52
41-1011	First-Line Supervisors of Retail Sales Workers	1,125	1,103	-22	-1.96%	41	75	-11	105
43-3031	Bookkeeping, Accounting, and Auditing Clerks	954	933	-21	-2.20%	58	46	-10	94
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	830	810	-20	-2.41%	25	30	-10	45
25-9041	Teacher Assistants	1,058	1,041	-17	-1.61%	58	48	-8	98
53-3022	Bus Drivers, School or Special Client	447	430	-17	-3.80%	34	18	-8	44
43-5081	Stock Clerks and Order Fillers	721	706	-15	-2.08%	39	51	-8	82

Top 10 Fastest Decline

51-2022	Electrical and Electronic Equipment Assemblers	31	27	-4	-12.90%	2	2	-2	2
39-4021	Funeral Attendants	34	31	-3	-8.82%	3	2	-2	3
53-3031	Driver/Sales Workers	136	125	-11	-8.09%	6	8	-6	8
51-6011	Laundry and Dry-Cleaning Workers	91	84	-7	-7.69%	6	6	-4	8
49-9051	Electrical Power-Line Installers and Repairers	105	98	-7	-6.67%	2	6	-4	4
51-5112	Printing Press Operators	48	45	-3	-6.25%	2	3	-2	3
27-1023	Floral Designers	65	61	-4	-6.15%	2	4	-2	4
43-6012	Legal Secretaries	56	53	-3	-5.36%	3	3	-2	4
25-3011	Adult Basic and Secondary Education and Literacy Teachers and Instructors	59	56	-3	-5.08%	4	2	-2	4
51-8021	Stationary Engineers and Boiler Operators	145	138	-7	-4.83%	4	10	-4	10

Source: Arkansas Department of Workforce Services, Projections Suite Software

Southeast Arkansas Local Workforce Development Area Covered Employment and Earnings



NAICS Industry	2017 Annual Average Covered Employment	2018 Annual Average Covered Employment	2017-2018 Numeric Change	2017-2018 Percent Change	2018 Average Weekly Earnings
Total	67,807	68,291	484	0.71%	\$737.75
Natural Resources and Mining	2,291	2,278	-13	-0.57%	\$795.65
Construction	2,166	2,122	-44	-2.03%	\$853.66
Manufacturing	14,385	14,778	393	2.73%	\$986.72
Trade, Transportation and Utilities	11,996	11,907	-89	-0.74%	\$668.35
Information	N/A	N/A	N/A	N/A	N/A
Financial Activities	2,344	2,386	42	1.79%	\$875.11
Professional and Business Services	N/A	N/A	N/A	N/A	N/A
Education and Health Services	10,980	10,992	12	0.11%	\$672.52
Leisure and Hospitality	N/A	N/A	N/A	N/A	N/A
Other Services	N/A	N/A	N/A	N/A	N/A
Local Government	8,498	8,450	-48	-0.56%	\$673.14
State Government	5,840	5,916	76	1.3%	\$738.34

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

Southwest Arkansas Local Workforce Development Area

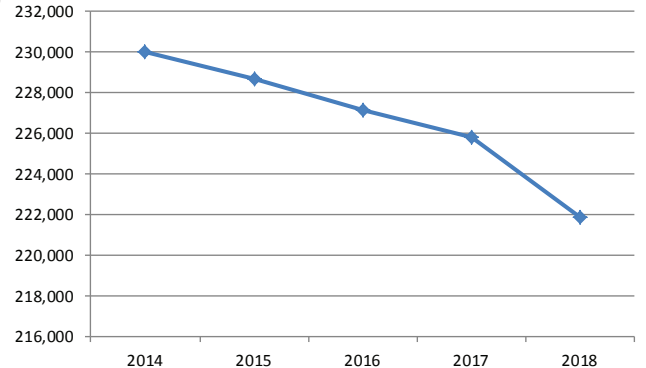
Twelve counties are located within the Southwest Arkansas LWDA region: Calhoun, Columbia, Dallas, Hempstead, Howard, Lafayette, Little River, Miller, Nevada, Ouachita, Sevier, and Union. Oklahoma is to the west, Texas is to the southwest, and Louisiana is to the south. Miller County is part of the Texarkana AR/TX Metropolitan Statistical Area.

Southwest Arkansas LWDA Population 2014-2018

2014	2015	2016	2017	2018
230,006	228,711	227,143	225,836	221,875

Source: U.S. Census Bureau

Southwest Arkansas Population Progression

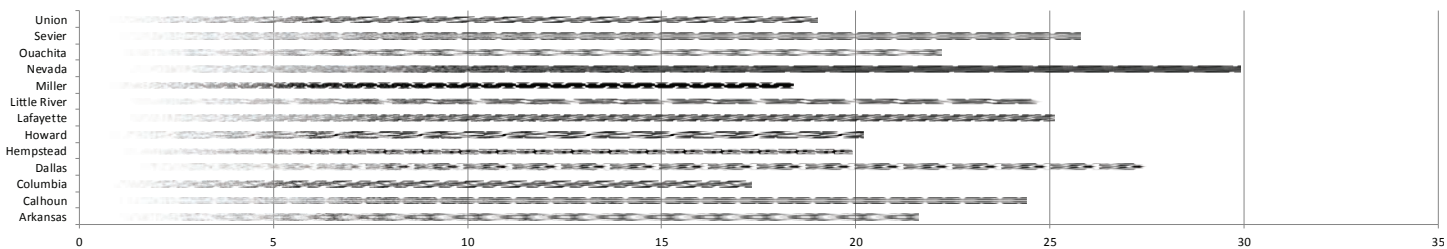


State of Arkansas Population 2014-2018

2014	2015	2016	2017	2018
2,967,726	2,978,407	2,990,410	3,002,997	3,013,825

Source: U.S. Census Bureau

Mean Commute Time (minutes)



Southwest Arkansas LWDA Community Indicators

Area	Median Household Income	Median Age	% Poverty Level	Mean Commute Time (minutes)	Remote Workers	% Remote Workers
Arkansas	\$43,813	37.9	13.2%	21.6	40,573	3.2%
Calhoun	\$37,225	45.2	15.3%	24.4	69	3.2%
Columbia	\$37,072	36.2	21.5%	17.3	191	2.0%
Dallas	\$35,794	43.7	8.9%	27.5	53	1.9%
Hempstead	\$38,701	38.9	18.2%	19.9	266	3.1%
Howard	\$34,851	38.5	16.5%	20.2	164	3.0%
Lafayette	\$32,500	45.8	20.4%	25.1	92	3.7%
Little River	\$36,963	42.5	13.9%	24.8	52	1.2%
Miller	\$41,862	38.5	17.2%	18.4	355	2.0%
Nevada	\$36,995	43.8	18.9%	29.9	87	2.7%
Ouachita	\$32,136	42.8	22.8%	22.2	136	1.5%
Sevier	\$43,675	35.0	16.7%	25.8	138	2.0%
Union	\$41,106	39.7	15.7%	19.0	256	1.7%

Source: EMSI economic modeling, American Community Survey

Southwest Arkansas Local Workforce Development Area Employment/Labor Force/Unemployment

The Southwest Arkansas LWDA labor force decreased from 2017 to 2018 by 147 to 92,615, while employment decreased by 313 to 88,314. Over the five-year period from 2014 to 2018, the area has seen a decrease of 1,873 in the labor force and an increase of 221 in employment. Unemployment increased by 166 from 2017 to 2018, but decreased by 2,094 over the five-year period. The unemployment rate rose by one-tenth of a percentage point from 2017 to 2018 to 4.6 percent. After various fluctuations in the unemployment rate during 2019, the rate settled back to 5.0 percent in July 2019.

Southwest Arkansas LWDA 2014-2018 Labor Force/Employment

	2014	2015	2016	2017	2018
Labor Force	94,488	94,797	93,783	92,762	92,615
Employment	88,093	89,412	89,394	88,627	88,314
Unemployment	6,395	5,385	4,389	4,135	4,301
Unemployment Rate	6.8%	5.7%	4.7%	4.5%	4.6%

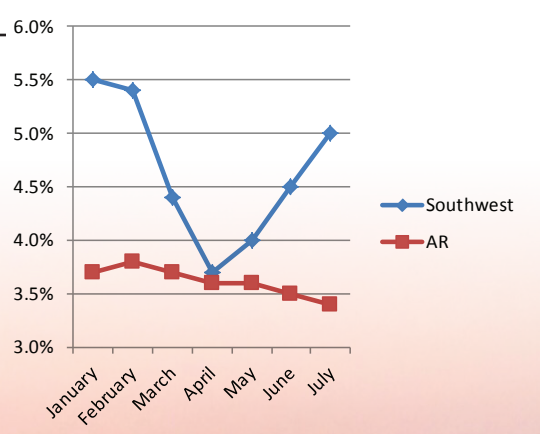
Source: Arkansas Department of Workforce Services



Southwest Arkansas and State Unemployment Rate*

Year	Month	Southwest Arkansas Unemployment Rate	AR Unemployment Rate
2019	January	5.5%	3.7%
2019	February	5.4%	3.8%
2019	March	4.4%	3.7%
2019	April	3.7%	3.6%
2019	May	4.0%	3.6%
2019	June	4.5%	3.5%
2019	July	5.0%†	3.4%†

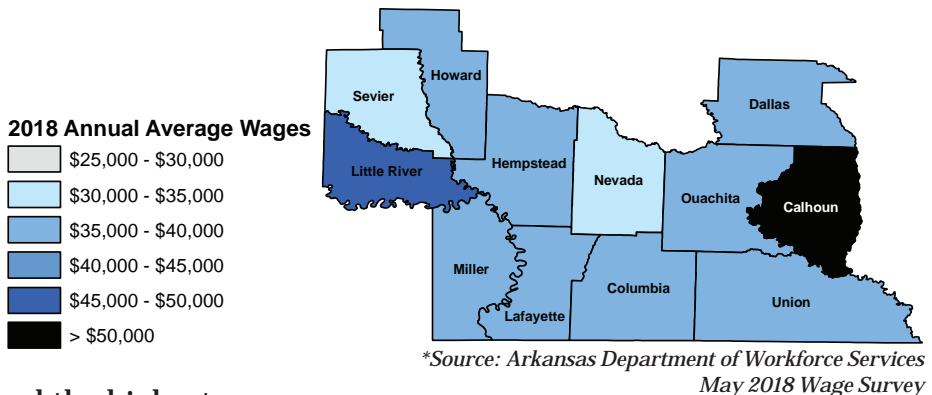
Monthly Unemployment Rate, 2019



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

Southwest Arkansas Local Workforce Development Area Wages

Heavy and Tractor-Trailer Truck Drivers was estimated to have the most employees in Southwest Arkansas with 2,940 employed in 2018 with an average wage of \$38,426. **Retail Salespersons** was the second largest occupation with 2,390 employed, earning an average wage of \$23,321. **Heavy and Tractor-Trailer Truck Drivers** had the highest average wage of the 10 largest occupations.



Family and General Practitioners topped the Occupations Paying the Most list with an annual salary of \$206,112. **Physicians and Surgeons, All Other**, with an average annual salary of \$178,210, ranked second on the Occupations Paying the Most list.

The entry wage estimate for employers of all sizes was \$20,294 for 2018. The median wage estimate for employers with 250-499 employees was \$35,814, while wages for experienced workers averaged \$46,737 for employers in all size categories.

Of the 78,777 estimated employees in the area, 18,430 made less than \$10 an hour while 14,626 made more than \$25 an hour. Employees making between \$15 and \$19.99 totaled 13,951.

Southwest Arkansas LWDA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Heavy and Tractor-Trailer Truck Drivers	2,940	\$38,426	\$25,516	\$44,882
Retail Salespersons	2,390	\$23,321	\$18,828	\$25,568
Office Clerks, General	2,150	\$28,724	\$19,623	\$33,274
Cashiers	2,140	\$19,725	\$18,899	\$20,138
Combined Food Preparation and Serving Workers, Including Fast Food	2,020	\$19,377	\$18,944	\$19,594
Assemblers and fabricators, all other, including team assemblers	1,950	\$31,887	\$22,216	\$36,723
Nursing Assistants	1,750	\$23,884	\$20,854	\$25,399
Laborers and Freight, Stock, and Material Movers, Hand	1,720	\$27,199	\$20,874	\$30,361
Stock Clerks and Order Fillers	1,250	\$23,240	\$18,953	\$25,384
Licenses Practical and Licensed Vocational Nurses	1,180	\$36,598	\$29,977	\$39,908

Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

Southwest Arkansas Local Workforce Development Area Wages

Southwest Arkansas LWDA Occupations Paying the Most

Occupation	Average Annual Salary
Family and General Practitioners	\$206,112
Physicians and Surgeons, All Other	\$178,210
Judges, Magistrate Judges, and Magistrates	\$137,383
Petroleum Engineers	\$133,713
Marketing Managers	\$128,891
Pharmacists	\$126,888
Architectural and Engineering Managers	\$118,800
Sales Managers	\$114,031
Purchasing Managers	\$106,797
Nurse Practitioners	\$104,355
Occupational Therapists	\$101,765
Industrial Production Managers	\$101,194
Education Administrators, Postsecondary	\$97,799
Agricultural Sciences Teachers, Postsecondary	\$96,663
Veterinarians	\$95,243
Environmental Engineers	\$93,706
Engineers, All Other	\$92,101
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	\$91,597
Funeral Service Managers	\$90,982
Human Resources Managers	\$90,048
Chemical Engineers	\$87,411
Financial Managers	\$85,586
Construction Managers	\$83,383
Transportation, Storage, and Distribution Managers	\$82,892
Materials Engineers	\$82,361

Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

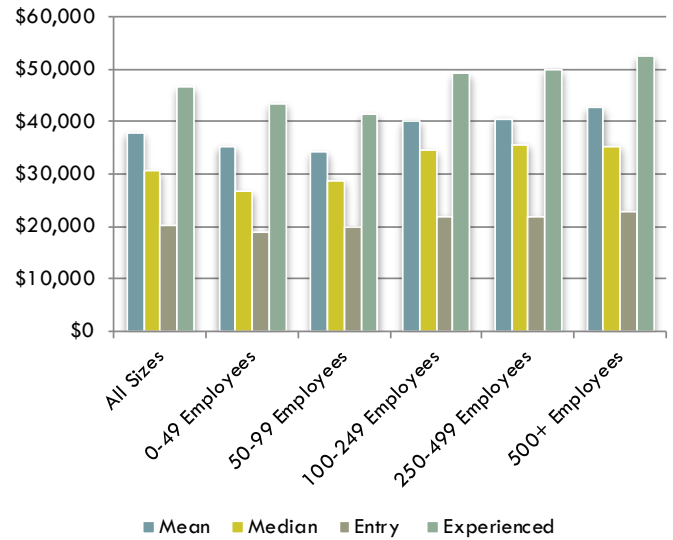
Southwest Arkansas Local Workforce Development Area Wages

Southwest Arkansas Wage Estimates by Employer Size

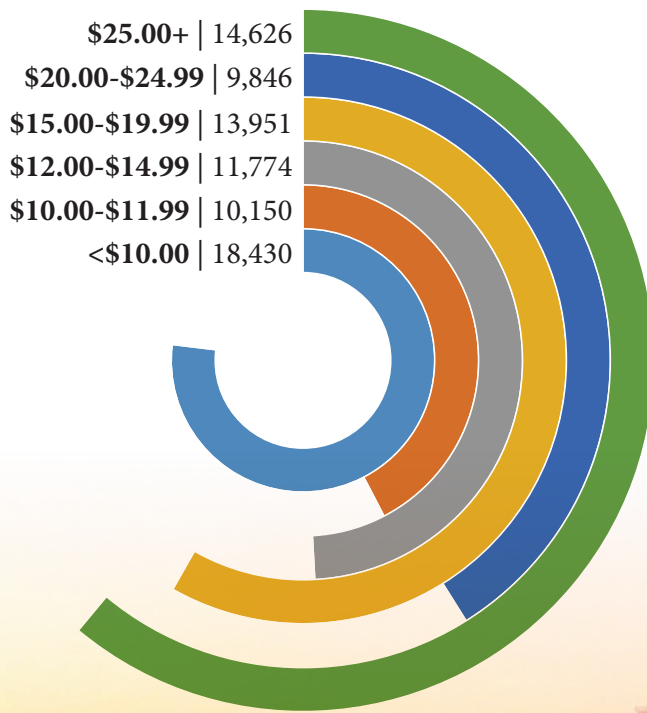
Southwest Arkansas Wage Estimates by Employer Size

Employer size	Mean	Median	Entry	Exper.
All Sizes	\$37,923	\$30,629	\$20,294	\$46,737
0-49 Employees	\$35,441	\$26,843	\$19,144	\$43,590
50-99 Employees	\$34,282	\$28,937	\$19,948	\$41,449
100-249 Employees	\$40,226	\$34,648	\$22,082	\$49,298
250-499 Employees	\$40,715	\$35,814	\$21,934	\$50,105
500+ Employees	\$42,702	\$35,488	\$22,986	\$52,560

Source: Arkansas Department of Workforce Services, May 2018 Wage Survey



Southwest Arkansas Number of Employees by Hourly Wage Rate



Southwest Arkansas Number of Employees by Hourly Wage Rate

Total	78,777
<\$10.00	18,430
\$10.00-\$11.99	10,150
\$12.00-\$14.99	11,774
\$15.00-\$19.99	13,951
\$20.00-\$24.99	9,846
\$25.00+	14,626

Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

Southwest Arkansas

Local Workforce Development Area Industry

Employment in the Southwest Arkansas LWDA is projected to increase by 1,057 jobs, a 1.15 percent growth rate over the 2018-2020 projection period. *Food Manufacturing* is estimated to be the top growing industry, adding 244 jobs during the projection period, bringing employment to 4,973. *Mining (except Oil and Gas)* is slated to be the fastest growing industry with an anticipated increase of 11.69 percent, moving employment from 154 in 2018 to 172 in 2020. *Religious, Grantmaking, Civic, Professional, and Similar Organizations* is projected to lose 132 jobs, making it the top declining industry, as a decline in church employment has been seen over the last few years. *Primary Metal Manufacturing* is slated to cut 23.64 percent of its workforce, dropping employment to 168. **Education and Health Services** is estimated to be the top growing supersector with 415 new jobs moving its employment to 19,252.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	2018 Estimated Employment	2020 Projected Employment	Numeric Change	Percent Change
102500	Education and Health Services	18,837	19,252	415	2.20%
101300	Manufacturing	19,253	19,666	413	2.15%
102400	Professional and Business Services	4,785	4,961	176	3.68%
102600	Leisure and Hospitality	5,523	5,683	160	2.90%
102800	Government	5,957	6,045	88	1.48%

Top Industries - Top 10 Growth

NAICS Code	NAICS Title	2018 Estimated Employment	2020 Projected Employment	Numeric Change	Percent Change
311000	Food Manufacturing	4,729	4,973	244	5.16%
621000	Ambulatory Health Care Services	3,030	3,186	156	5.15%
722000	Food Services and Drinking Places	4,481	4,628	147	3.28%
332000	Fabricated Metal Product Manufacturing	3,104	3,237	133	4.28%
624000	Social Assistance	2,188	2,292	104	4.75%
561000	Administrative and Support Services	1,847	1,947	100	5.41%
325000	Chemical Manufacturing	1,463	1,562	99	6.77%
321000	Wood Product Manufacturing	2,528	2,614	86	3.40%
999300	Local Government, Excluding Education and Hospitals	3,371	3,456	85	2.52%
611000	Educational Services	8,634	8,715	81	0.94%

Southwest Arkansas Local Workforce Development Area Industry

Top 10 Fastest Growth

NAICS Code	NAICS Title	2018 Estimated Employment	2020 Projected Employment	Numeric Change	Percent Change
212000	Mining (except Oil and Gas)	154	172	18	11.69%
112000	Animal Production	804	879	75	9.33%
444000	Building Material and Garden Equipment and Supplies Dealers	717	780	63	8.79%
213000	Support Activities for Mining	431	466	35	8.12%
517000	Telecommunications	163	176	13	7.98%
488000	Support Activities for Transportation	247	266	19	7.69%
492000	Couriers and Messengers	318	341	23	7.23%
325000	Chemical Manufacturing	1,463	1,562	99	6.77%
531000	Real Estate	462	491	29	6.28%
561000	Administrative and Support Services	1,847	1,947	100	5.41%

Top 10 Decline

813000	Religious, Grantmaking, Civic, Professional, and Similar Organizations	1,781	1,649	-132	-7.41%
445000	Food and Beverage Stores	1,137	1,039	-98	-8.62%
115000	Support Activities for Agriculture and Forestry	465	376	-89	-19.14%
447000	Gasoline Stations	1,362	1,307	-55	-4.04%
331000	Primary Metal Manufacturing	220	168	-52	-23.64%
812000	Personal and Laundry Services	359	309	-50	-13.93%
237000	Heavy and Civil Engineering Construction	372	324	-48	-12.90%
484000	Truck Transportation	2,807	2,762	-45	-1.60%
236000	Construction of Buildings	831	794	-37	-4.45%
448000	Clothing and Clothing Accessories Stores	251	217	-34	-13.55%

Top 10 Fastest Decline

331000	Primary Metal Manufacturing	220	168	-52	-23.64%
425000	Wholesale Electronic Markets and Agents and Brokers	78	60	-18	-23.08%
115000	Support Activities for Agriculture and Forestry	465	376	-89	-19.14%
486000	Pipeline Transportation	151	129	-22	-14.57%
812000	Personal and Laundry Services	359	309	-50	-13.93%
448000	Clothing and Clothing Accessories Stores	251	217	-34	-13.55%
237000	Heavy and Civil Engineering Construction	372	324	-48	-12.90%
442000	Furniture and Home Furnishings Stores	141	124	-17	-12.06%
454000	Nonstore Retailers	93	82	-11	-11.83%
445000	Food and Beverage Stores	1,137	1,039	-98	-8.62%

Source: Arkansas Department of Workforce Services, Projections Suite Software

Southwest Arkansas

Local Workforce Development Area Occupations

Between 2018 and 2020, Southwest Arkansas LWDA employers are estimated to have 10,460 job openings annually. The area is forecast to have 4,340 annual openings due to employees leaving the workforce and 5,592 due to those changing jobs. Growth and expansion could account for an additional 528 annual. *Combined Food Preparation and Serving Workers, Including Fast Food* is predicted to add 87 to the labor market between 2018 and 2020, bringing its employment to 2,466. *Telecommunications Equipment Installers and Repairers, Except Line Installers* is predicted to be the fastest growing occupation, increasing employment by 9.84 percent to a job level of 67. *Cashiers* is slated to be the top declining occupation with a loss of 118 jobs, dropping employment to 2,739, but *Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic* is expected to be the fastest declining occupation with a 20 percent drop in its workforce moving its employment level below 25. **Transportation and Material Moving Occupations** is projected to be the top growing major group, adding 183 new jobs, moving its employment to 8,287.

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Change		Annual Openings			
		2018 Est.	2020 Proj.	Numeric	Percent	Exits	Transfers	Change	Total
53-0000	Transportation and Material Moving Occupations	8,104	8,287	183	2.26%	390	580	92	1,062
29-0000	Healthcare Practitioners & Technical Occupations	5,006	5,170	164	3.28%	148	152	82	382
35-0000	Food Preparation and Serving Related Occupations	5,507	5,664	157	2.85%	418	520	78	1,016
11-0000	Management Occupations	10,072	10,186	114	1.13%	446	312	57	815
49-0000	Installation, Maintenance, and Repair Occupations	4,583	4,679	96	2.09%	160	268	48	476

Top Occupations - Top 10 Growth

SOC Code	SOC Title	Employment		Change		Annual Openings			
		2018 Est.	2020 Proj.	Numeric	Percent	Exits	Transfers	Change	Total
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	2,379	2,466	87	3.66%	214	224	44	482
39-9021	Personal Care Aides	1,076	1,143	67	6.23%	88	66	34	188
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,778	1,841	63	3.54%	90	154	32	276
11-9013	Farmers, Ranchers, and Other Agricultural Managers	5,762	5,820	58	1.01%	338	86	29	453
29-2052	Pharmacy Technicians	878	924	46	5.24%	30	40	23	93
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	860	904	44	5.12%	40	67	22	129
29-2061	Licensed Practical and Licensed Vocational Nurses	1,302	1,339	37	2.84%	46	46	18	110
29-1141	Registered Nurses	1,142	1,176	34	2.98%	33	25	17	75
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	516	550	34	6.59%	20	60	17	97
49-9071	Maintenance and Repair Workers, General	1,043	1,074	31	2.97%	43	59	16	118

Southwest Arkansas Local Workforce Development Area Occupations

Top 10 Fastest Growth

SOC Code	SOC Title	Employment		Change		Annual Openings			
		2018 Est.	2020 Proj.	Numeric	Percent	Exits	Transfers	Change	Total
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	61	67	6	9.84%	2	4	3	9
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	157	170	13	8.28%	4	11	6	21
47-5071	Roustabouts, Oil and Gas	115	124	9	7.83%	4	10	4	18
31-9092	Medical Assistants	58	62	4	6.90%	2	4	2	8
45-2093	Farmworkers, Farm, Ranch, & Aquacultural Animals	516	550	34	6.59%	20	60	17	97
39-9021	Personal Care Aides	1,076	1,143	67	6.23%	88	66	34	188
29-1171	Nurse Practitioners	85	90	5	5.88%	2	2	2	6
51-3021	Butchers and Meat Cutters	224	236	12	5.36%	10	18	6	34
51-3092	Food Batchmakers	187	197	10	5.35%	10	16	5	31
29-1123	Physical Therapists	75	79	4	5.33%	2	2	2	6

Top 10 Decline

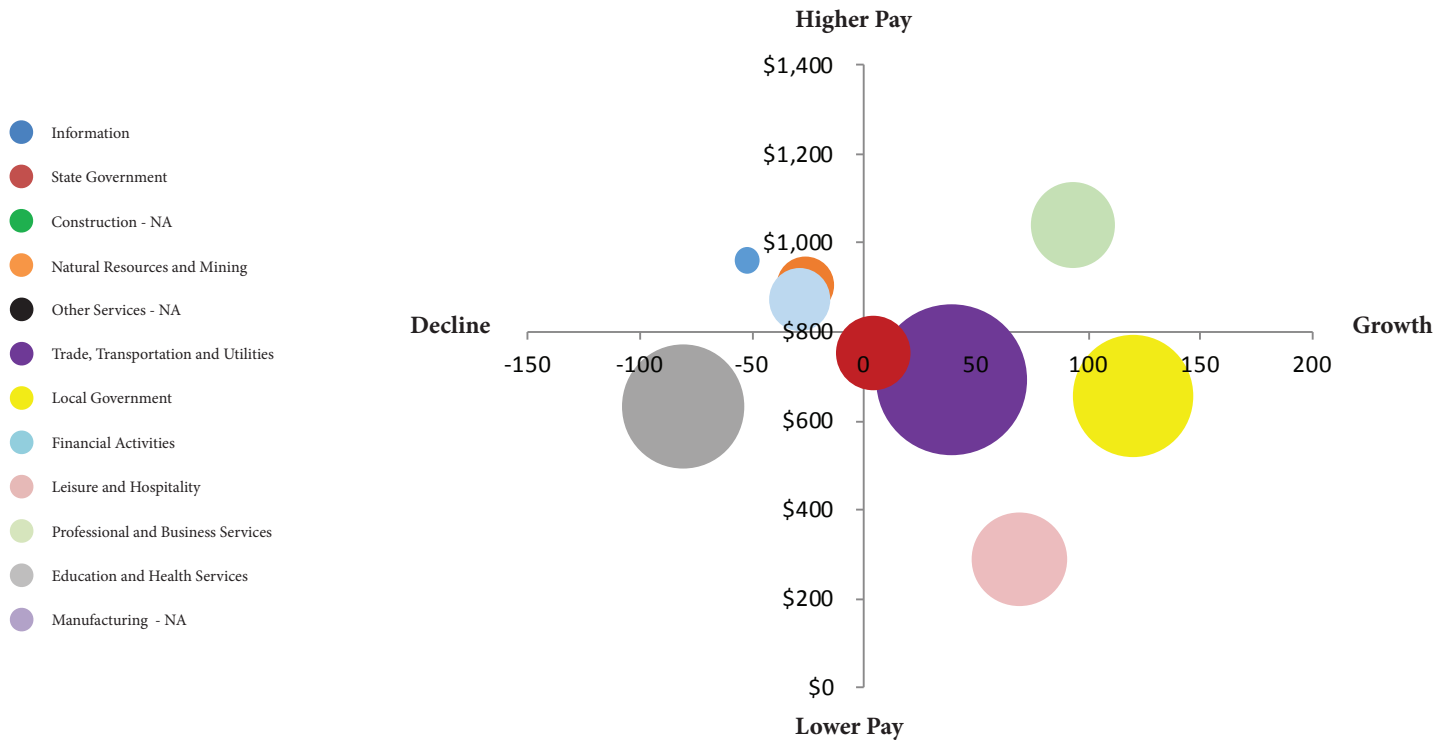
41-2011	Cashiers	2,857	2,739	-118	-4.13%	262	256	-59	459
51-4041	Machinists	1,625	1,581	-44	-2.71%	56	104	-22	138
41-2031	Retail Salespersons	2,208	2,170	-38	-1.72%	138	174	-19	293
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,535	1,504	-31	-2.02%	82	80	-16	146
21-2011	Clergy	496	467	-29	-5.85%	22	30	-14	38
51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	282	257	-25	-8.87%	6	20	-12	14
41-1011	First-Line Supervisors of Retail Sales Workers	1,152	1,136	-16	-1.39%	42	77	-8	111
43-6011	Executive Secretaries and Executive Administrative Assistants	202	189	-13	-6.44%	10	10	-6	14
51-6011	Laundry and Dry-Cleaning Workers	151	141	-10	-6.62%	10	10	-5	15
21-2021	Directors, Religious Activities and Education	115	108	-7	-6.09%	5	8	-4	9

Top 10 Fastest Decline

51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	30	24	-6	-20.00%	1	2	-3	0
39-4031	Morticians, Undertakers, and Funeral Directors	38	32	-6	-15.79%	2	2	-3	1
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	59	53	-6	-10.17%	2	4	-3	3
41-3011	Advertising Sales Agents	51	46	-5	-9.80%	2	4	-2	4
51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	282	257	-25	-8.87%	6	20	-12	14
51-6011	Laundry and Dry-Cleaning Workers	151	141	-10	-6.62%	10	10	-5	15
43-6011	Executive Secretaries and Executive Administrative Assistants	202	189	-13	-6.44%	10	10	-6	14
21-2021	Directors, Religious Activities and Education	115	108	-7	-6.09%	5	8	-4	9
21-2011	Clergy	496	467	-29	-5.85%	22	30	-14	38
39-2011	Animal Trainers	92	87	-5	-5.43%	4	6	-2	8

Source: Arkansas Department of Workforce Services, Projections Suite Software

Southwest Arkansas Local Workforce Development Area Covered Employment and Earnings



NAICS Industry	2017 Annual Average Covered Employment	2018 Annual Average Covered Employment	2017-2018 Numeric Change	2017-2018 Percent Change	2018 Average Weekly Earnings
Total	76,767	76,949	182	0.24%	\$780.11
Natural Resources and Mining	2,185	2,159	-26	-1.19%	\$903.81
Construction	N/A	N/A	N/A	N/A	N/A
Manufacturing	N/A	N/A	N/A	N/A	N/A
Trade, Transportation and Utilities	14,644	14,683	39	0.27%	\$692.54
Information	470	418	-52	-11.06%	\$961.10
Financial Activities	2,490	2,461	-29	-1.16%	\$872.30
Professional and Business Services	4,572	4,665	93	2.03%	\$1,039.87
Education and Health Services	9,870	9,789	-81	-0.82%	\$632.27
Leisure and Hospitality	5,712	5,781	69	1.21%	\$289.20
Other Services	N/A	N/A	N/A	N/A	N/A
Local Government	9,363	9,483	120	1.28%	\$656.23
State Government	3,550	3,554	4	0.11%	\$751.47

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

West Central Arkansas Local Workforce Development Area

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 2014-2018

2014	2015	2016	2017	2018
315,301	315,310	315,514	316,323	318,033

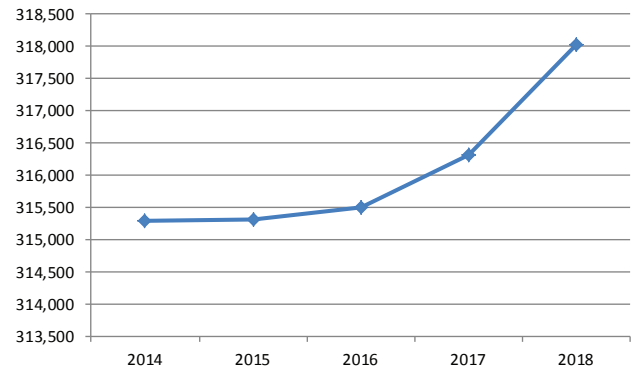
Source: U.S. Census Bureau

State of Arkansas Population 2014-2018

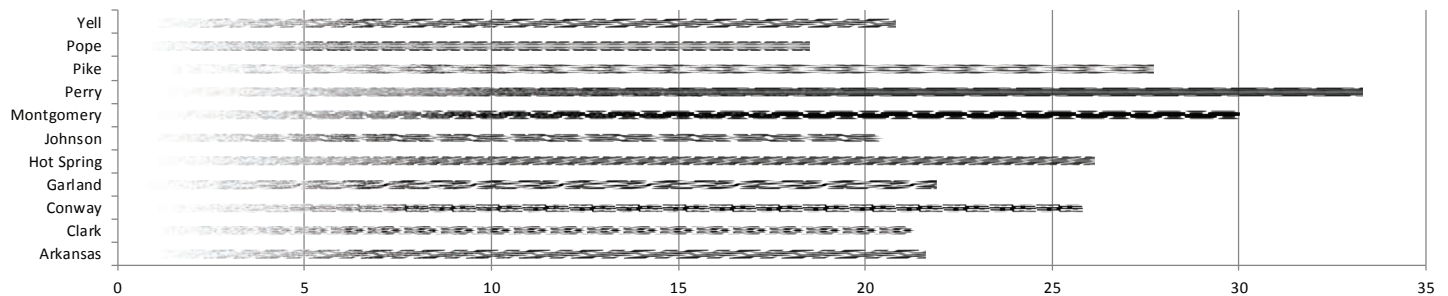
2014	2015	2016	2017	2018
2,967,726	2,978,407	2,990,410	3,002,997	3,013,825

Source: U.S. Census Bureau

West Central Arkansas Population Progression



Mean Commute Time (minutes)



West Central Arkansas LWDA Community Indicators

Area	Median Household Income	Median Age	% Poverty Level	Mean Commute Time (minutes)	Remote Workers	% Remote Workers
Arkansas	\$43,813	37.9	13.2%	21.6	40,573	3.2%
Clark	\$37,144	33.8	14.5%	21.3	382	3.8%
Conway	\$39,638	41.2	13.4%	25.8	265	3.2%
Garland	\$41,672	44.7	13.0%	21.9	1,874	4.8%
Hot Spring	\$40,626	41.7	11.0%	26.1	181	1.4%
Johnson	\$35,758	37.8	15.8%	20.5	576	5.6%
Montgomery	\$35,252	50.0	13.8%	30.0	71	2.3%
Perry	\$46,168	43.7	10.9%	33.3	357	9.2%
Pike	\$36,893	41.8	12.5%	27.7	73	1.7%
Pope	\$40,668	34.9	14.6%	18.5	759	2.8%
Yell	\$39,696	39.7	14.5%	20.8	516	6.0%

Source: EMSI economic modeling, American Community Survey

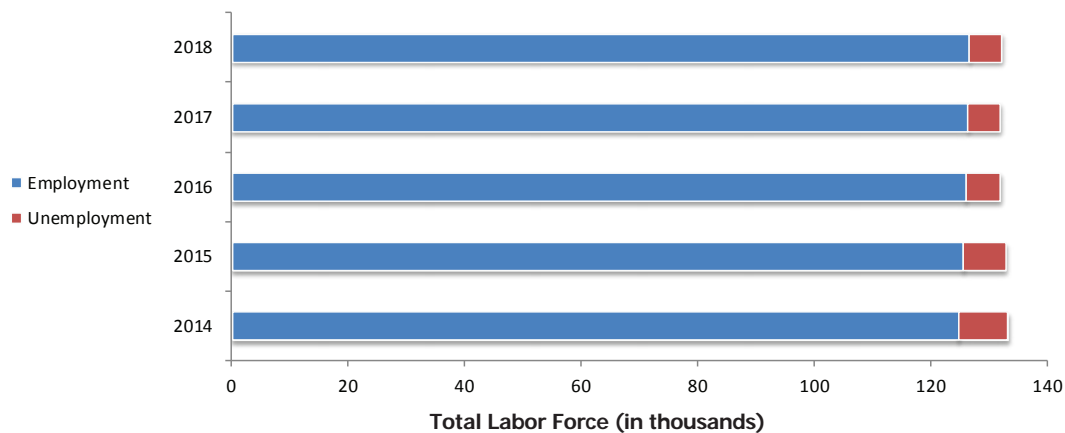
West Central Arkansas Local Workforce Development Area Employment/Labor Force/Unemployment

In 2018, the labor force and employment increased in the West Central Arkansas LWDA. The labor force increased by 253 to a total of 132,055, while employment increased 232 to a total of 126,527. Despite the recent increase, the labor force decreased by 1,102 from 2014 to 2018 while employment increased by 1,933. Unemployment increased from 2017 to 2018 by 21 to 5,528. This was not enough of a change to move the unemployment rate from 4.2 percent. The unemployment rate fluctuated through 2019, but settled to 4.7 percent by July 2019.

West Central Arkansas LWDA 2014-2018 Labor Force/Employment

	2014	2015	2016	2017	2018
Labor Force	133,157	132,747	131,828	131,802	132,055
Employment	124,594	125,463	125,892	126,295	126,527
Unemployment	8,563	7,284	5,936	5,507	5,528
Unemployment Rate	6.4%	5.5%	4.5%	4.2%	4.2%

Source: Arkansas Department of Workforce Services



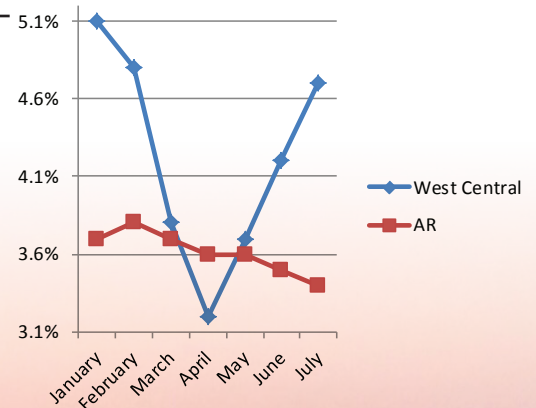
West Central Arkansas and State Unemployment Rate*

Year	Month	West Central Arkansas Unemployment Rate	AR Unemployment Rate	Monthly Unemployment Rate, 2019
2019	January	5.1%	3.7%	5.1%
2019	February	4.8%	3.8%	4.8%
2019	March	3.8%	3.7%	3.8%
2019	April	3.2%	3.6%	3.2%
2019	May	3.7%	3.6%	3.7%
2019	June	4.2%	3.5%	4.2%
2019	July	4.7%†	3.4%†	4.7%

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

*Not Seasonally Adjusted, Not Preliminary

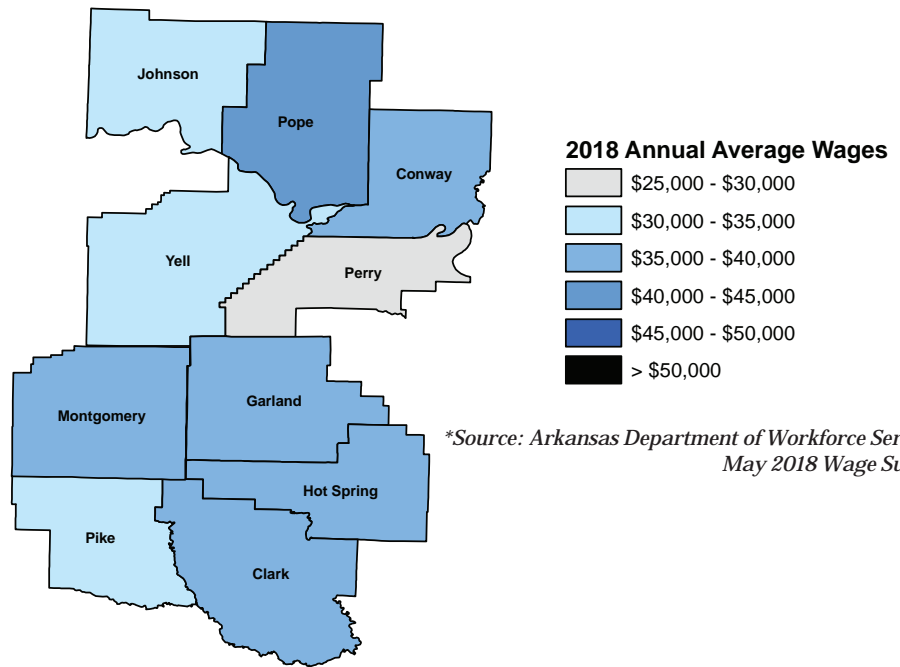
†Preliminary



West Central Arkansas Local Workforce Development Area Wages

Combined Food Preparation and Serving Workers, Including Fast Food was estimated to have the most employees in West Central Arkansas with 3,730 employed in 2018 with an average wage of \$19,633. **Retail Salespersons** was the second largest occupation with 3,460 employed, earning an average wage of \$25,469. **Registered Nurses**, with an estimated employment of 2,020, had the highest average wage of the 10 largest occupations, earning \$57,667 annually.

Internists, General topped the Occupations Paying the Most list with an annual salary of \$242,451. **Family and General Practitioners**, with an average annual salary of \$235,047, ranked second on the Occupations Paying the Most list.



The entry wage estimate for employers of all sizes was \$20,251 for 2018. The median wage estimate for employers with 250-499 employees was \$30,656, while wages for experienced workers averaged \$44,975 for employers in all size categories.

Of the 106,503 estimated employees in the area, 25,923 made less than \$10 an hour while 16,526 made more than \$25 an hour. Employees making between \$15 and \$19.99 totaled 19,574.

West Central 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	3,730	\$19,633	\$18,840	\$20,030
Retail Salespersons	3,460	\$25,469	\$18,947	\$28,731
Cashiers	3,340	\$21,086	\$19,039	\$22,109
Heavy and Tractor-Trailer Truck Drivers	2,640	\$33,475	\$24,491	\$37,966
Office Clerks, General	2,340	\$28,013	\$20,151	\$31,945
Waiters and Waitresses	2,170	\$19,661	\$18,773	\$20,105
Registered Nurses	2,020	\$57,667	\$43,902	\$64,549
Stock Clerks and Order Fillers	1,870	\$29,208	\$20,947	\$33,341
Nursing Assistants	1,820	\$23,043	\$19,411	\$24,859
Customer Service Representatives	1,760	\$26,562	\$20,569	\$29,558

Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

West Central Arkansas Local Workforce Development Area Wages

West Central Arkansas LWDA Occupations Paying the Most

Occupation	Average Annual Salary
Internists, General	\$242,451
Family and General Practitioners	\$235,047
Physicians and Surgeons, All Other	\$215,615
Dentists, General	\$192,168
Personal Financial Advisors	\$162,649
Judges, Magistrate Judges, and Magistrates	\$139,210
Computer Programmers	\$136,444
Nuclear Engineers	\$126,406
Pharmacists	\$117,741
Architectural and Engineering Managers	\$116,960
Chief Executives	\$107,580
Nurse Practitioners	\$106,971
Sales Managers	\$103,931
Environmental Engineers	\$102,108
Marketing Managers	\$101,384
Industrial Production Managers	\$101,167
Training and Development Managers	\$100,456
Optometrists	\$100,133
Transportation, Storage, and Distribution Managers	\$96,954
Physician Assistants	\$89,075
Lawyers	\$88,927
Software Developers, Systems Software	\$88,866
Human Resources Managers	\$88,645
Electrical Power-Line Installers and Repairers	\$87,264
Financial Managers	\$86,838

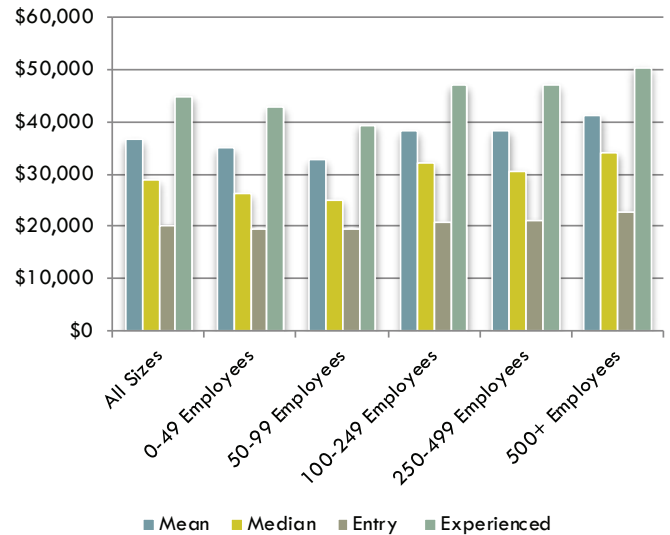
Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

West Central Arkansas Local Workforce Development Area Wages

West Central Arkansas Wage Estimates by Employer Size

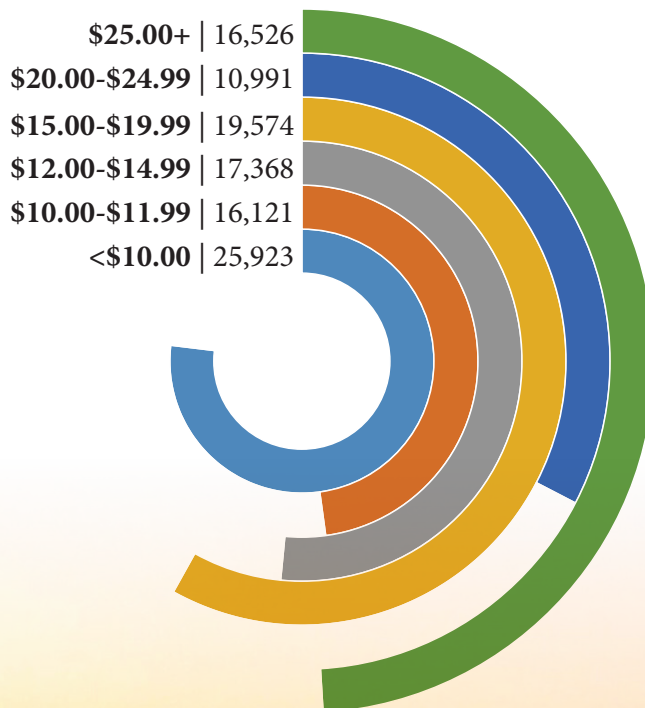
West Central Arkansas Wage Estimates by Employer Size

Employer size	Mean	Median	Entry	Exper.
All Sizes	\$36,734	\$28,895	\$20,251	\$44,975
0-49 Employees	\$35,086	\$26,266	\$19,503	\$42,877
50-99 Employees	\$32,821	\$25,152	\$19,574	\$39,444
100-249 Employees	\$38,280	\$32,313	\$20,815	\$47,013
250-499 Employees	\$38,425	\$30,656	\$21,082	\$47,097
500+ Employees	\$41,273	\$34,222	\$22,863	\$50,478



Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

West Central Arkansas Number of Employees by Hourly Wage Rate



West Central Arkansas Number of Employees by Hourly Wage Rate

Total	106,503
<\$10.00	25,923
\$10.00-\$11.99	16,121
\$12.00-\$14.99	17,368
\$15.00-\$19.99	19,574
\$20.00-\$24.99	10,991
\$25.00+	16,526

Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

West Central Arkansas Local Workforce Development Area Industry

The West Central Arkansas LWDA is expected to see a growth of 3,416 jobs by the first quarter of 2020. *Educational Services* is predicted to be the top growing industry with an increase of 568 jobs between 2018 and 2020, bringing employment to 12,681. *Transit and Ground Passenger Transportation* is slated to gain 17.14 percent, making it the fastest growing industry in the Area, moving employment to 164 employees. On the negative side of the local economy, *Electrical Equipment, Appliance, and Component Manufacturing* is forecast to lose 125 jobs, or 38.46 percent of its workforce, making the industry the top and fastest declining industry. **Education and Health Services** is predicted to be the top growing supersector adding 1,229 new jobs, increasing employment to 30,266.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	2018 Estimated Employment	2020 Projected Employment	Numeric Change	Percent Change
102500	Education and Health Services	29,037	30,266	1,229	4.23%
101300	Manufacturing	16,219	16,917	698	4.30%
102600	Leisure and Hospitality	13,509	13,919	410	3.04%
101100	Natural Resources and Mining	4,064	4,312	248	6.10%
102100	Trade, Transportation, and Utilities	21,510	21,725	215	1.00%

Top Industries - Top 10 Growth

NAICS Code	NAICS Title	2018 Estimated Employment	2020 Projected Employment	Numeric Change	Percent Change
611000	Educational Services	12,113	12,681	568	4.69%
722000	Food Services and Drinking Places	9,976	10,303	327	3.28%
311000	Food Manufacturing	5,992	6,301	309	5.16%
621000	Ambulatory Health Care Services	5,444	5,723	279	5.12%
624000	Social Assistance	3,965	4,190	225	5.67%
321000	Wood Product Manufacturing	2,593	2,789	196	7.56%
112000	Animal Production	951	1,102	151	15.88%
336000	Transportation Equipment Manufacturing	1,182	1,333	151	12.77%
813000	Religious, Grantmaking, Civic, Professional, and Similar Organizations	3,600	3,739	139	3.86%
444000	Building Material and Garden Equipment and Supplies Dealers	1,283	1,396	113	8.81%

West Central Arkansas Local Workforce Development Area Industry

Top 10 Fastest Growth

NAICS Code	NAICS Title	2018 Estimated Employment	2020 Projected Employment	Numeric Change	Percent Change
485000	Transit and Ground Passenger Transportation	140	164	24	17.14%
112000	Animal Production	951	1,102	151	15.88%
336000	Transportation Equipment Manufacturing	1,182	1,333	151	12.77%
212000	Mining (except Oil and Gas)	324	359	35	10.80%
444000	Building Material and Garden Equipment and Supplies Dealers	1,283	1,396	113	8.81%
325000	Chemical Manufacturing	47	51	4	8.51%
488000	Support Activities for Transportation	237	255	18	7.59%
321000	Wood Product Manufacturing	2,593	2,789	196	7.56%
492000	Couriers and Messengers	225	241	16	7.11%
333000	Machinery Manufacturing	879	937	58	6.60%

Top 10 Decline

335000	Electrical Equipment, Appliance, and Component Manufacturing	325	200	-125	-38.46%
331000	Primary Metal Manufacturing	551	431	-120	-21.78%
445000	Food and Beverage Stores	1,983	1,903	-80	-4.03%
814000	Private Households	313	245	-68	-21.73%
237000	Heavy and Civil Engineering Construction	742	685	-57	-7.68%
452000	General Merchandise Stores	3,974	3,918	-56	-1.41%
524000	Insurance Carriers and Related Activities	1,639	1,585	-54	-3.29%
323000	Printing and Related Support Activities	138	97	-41	-29.71%
448000	Clothing and Clothing Accessories Stores	473	435	-38	-8.03%
424000	Merchant Wholesalers, Nondurable Goods	761	728	-33	-4.34%

Top 10 Fastest Decline

335000	Electrical Equipment, Appliance, and Component Manufacturing	325	200	-125	-38.46%
486000	Pipeline Transportation	25	17	-8	-32.00%
323000	Printing and Related Support Activities	138	97	-41	-29.71%
331000	Primary Metal Manufacturing	551	431	-120	-21.78%
814000	Private Households	313	245	-68	-21.73%
515000	Broadcasting (except Internet)	52	43	-9	-17.31%
425000	Wholesale Electronic Markets and Agents and Brokers	116	100	-16	-13.79%
511000	Publishing Industries (except Internet)	178	162	-16	-8.99%
448000	Clothing and Clothing Accessories Stores	473	435	-38	-8.03%
237000	Heavy and Civil Engineering Construction	742	685	-57	-7.68%

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 2.67 percent during the projection period. An estimated 16,086 annual job openings are anticipated in this area. Of these, 6,378 openings could be due to those exiting the workforce, while 8,000 could come from those changing jobs. Growth and expansion is estimated to account for 1,708 of those jobs. *Combined Food Preparation and Serving Workers, Including Fast Food* is estimated to be the top growing occupation with a gain of 177, moving employment to 4,049. *Paper Goods Machine Setters, Operators, and Tenders* could be the fastest growing occupation, raising employment by 51.72 percent, moving its ranks to 176 in the area. On the flip side of the job market, *Cashiers* is forecast to be the top declining occupation, losing 66 jobs during the projection period, dropping employment to 4,377, while *Electrical and Electronic Equipment Assemblers* could lose 40.24 percent of its workforce, dropping its employment below 50. **Transportation and Material Occupations** is projected to be the top growing major group, adding 454 new jobs between 2018 and 2020, bringing employment up to 10,523.

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Change		Annual Openings			
		2018 Est.	2020 Proj.	Numeric	Percent	Exits	Transfers	Change	Total
53-0000	Transportation & Material Moving Occupations	10,069	10,523	454	4.51%	504	726	227	1,457
25-0000	Education, Training, and Library Occupations	7,699	8,080	381	4.95%	315	316	190	821
51-0000	Production Occupations	11,623	11,989	366	3.15%	497	852	183	1,532
35-0000	Food Preparation and Serving Related Occupations	11,254	11,618	364	3.23%	846	1,064	182	2,092
11-0000	Management Occupations	13,536	13,860	324	2.39%	610	416	162	1,188

Top Occupations - Top 10 Growth

SOC Code	SOC Title	Employment		Change		Annual Openings			
		2018 Est.	2020 Proj.	Numeric	Percent	Exits	Transfers	Change	Total
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	3,872	4,049	177	4.57%	350	367	88	805
11-9013	Farmers, Ranchers, and Other Agricultural Managers	7,894	8,048	154	1.95%	466	118	77	661
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	2,269	2,391	122	5.38%	116	199	61	376
53-3032	Heavy and Tractor-Trailer Truck Drivers	2,812	2,933	121	4.30%	122	180	60	362
45-2093	Farmworkers, Farm, Ranch, & Aquacultural Animals	572	652	80	13.99%	22	70	40	132
39-9021	Personal Care Aides	1,022	1,099	77	7.53%	84	64	38	186
29-1141	Registered Nurses	2,084	2,160	76	3.65%	61	46	38	145
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2,068	2,138	70	3.38%	137	132	35	304
25-2021	Elementary School Teachers, Except Special Education	1,329	1,393	64	4.82%	45	50	32	127
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	1,223	1,286	63	5.15%	56	96	32	184

West Central Arkansas Local Workforce Development Area Occupations

Top 10 Fastest Growth

SOC Code	SOC Title	Employment		Change		Annual Openings			
		2018 Est.	2020 Proj.	Numeric	Percent	Exits	Transfers	Change	Total
51-9196	Paper Goods Machine Setters, Operators, & Tenders	116	176	60	51.72%	6	10	30	46
51-8021	Stationary Engineers and Boiler Operators	57	71	14	24.56%	2	4	7	13
45-2093	Farmworkers, Farm, Ranch, & Aquacultural Animals	572	652	80	13.99%	22	70	40	132
47-2111	Electricians	529	591	62	11.72%	20	42	31	93
15-1132	Software Developers, Applications	28	31	3	10.71%	0	2	2	4
53-3041	Taxi Drivers and Chauffeurs	402	442	40	9.95%	25	17	20	62
29-1122	Occupational Therapists	63	69	6	9.52%	2	2	3	7
51-4121	Welders, Cutters, Solderers, and Brazers	272	296	24	8.82%	8	22	12	42
25-1072	Nursing Instructors and Teachers, Postsecondary	95	103	8	8.42%	4	4	4	12
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	181	195	14	7.73%	7	13	7	27

Top 10 Decline

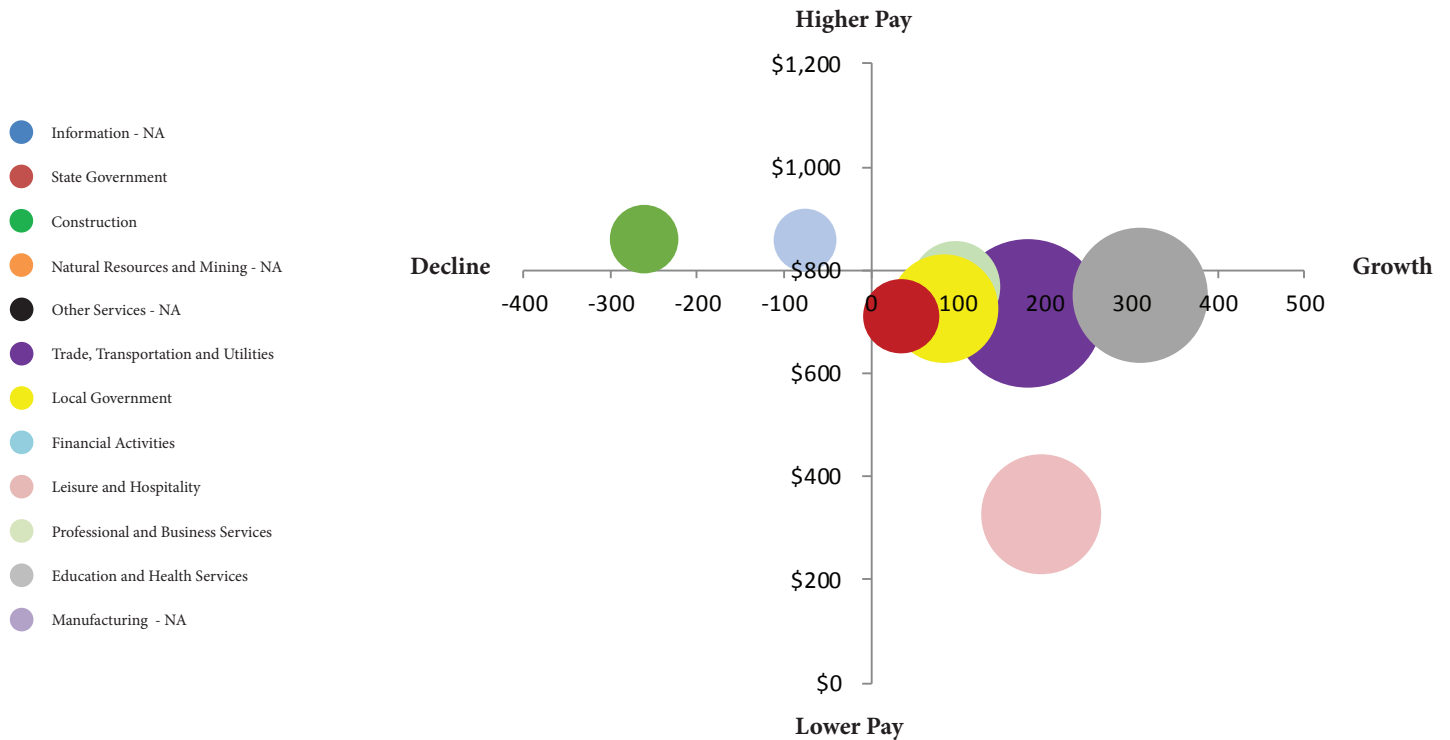
41-2011	Cashiers	4,443	4,377	-66	-1.49%	414	404	-33	785
51-2022	Electrical and Electronic Equipment Assemblers	82	49	-33	-40.24%	8	8	-16	0
43-4051	Customer Service Representatives	1,688	1,658	-30	-1.78%	86	126	-15	197
33-3012	Correctional Officers and Jailers	803	786	-17	-2.12%	28	36	-8	56
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	113	96	-17	-15.04%	4	8	-8	4
51-5112	Printing Press Operators	83	67	-16	-19.28%	3	5	-8	0
37-2012	Maids and Housekeeping Cleaners	1,014	1,000	-14	-1.38%	74	56	-7	123
43-5081	Stock Clerks and Order Fillers	1,664	1,651	-13	-0.78%	90	118	-6	202
43-4151	Order Clerks	51	42	-9	-17.65%	2	3	-4	1
43-5071	Shipping, Receiving, and Traffic Clerks	427	418	-9	-2.11%	16	25	-4	37

Top 10 Fastest Decline

51-2022	Electrical and Electronic Equipment Assemblers	82	49	-33	-40.24%	8	8	-16	0
51-8092	Gas Plant Operators	20	14	-6	-30.00%	2	2	-3	1
51-5112	Printing Press Operators	83	67	-16	-19.28%	3	5	-8	0
43-4151	Order Clerks	51	42	-9	-17.65%	2	3	-4	1
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	113	96	-17	-15.04%	4	8	-8	4
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	56	48	-8	-14.29%	2	4	-4	2
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	63	57	-6	-9.52%	2	4	-3	3
13-1031	Claims Adjusters, Examiners, and Investigators	58	54	-4	-6.90%	2	3	-2	3
15-1141	Database Administrators	74	70	-4	-5.41%	2	3	-2	3
15-1142	Network and Computer Systems Administrators	129	123	-6	-4.65%	2	6	-3	5

Source: Arkansas Department of Workforce Services, Projections Suite Software

West Central Arkansas Local Workforce Development Area Covered Employment and Earnings



NAICS Industry	2017 Annual Average Covered Employment	2018 Annual Average Covered Employment	2017-2018 Numeric Change	2017-2018 Percent Change	2018 Average Weekly Earnings
Total	105,555	106,225	670	0.63%	\$704.33
Natural Resources and Mining	N/A	N/A	N/A	N/A	N/A
Construction	4,600	4,339	-261	-5.67%	\$859.90
Manufacturing	N/A	N/A	N/A	N/A	N/A
Trade, Transportation and Utilities	21,215	21,397	182	0.86%	\$716.09
Information	N/A	N/A	N/A	N/A	N/A
Financial Activities	3,724	3,648	-76	-2.04%	\$859.07
Professional and Business Services	7,615	7,713	98	1.29%	\$767.91
Education and Health Services	17,241	17,552	311	1.80%	\$750.83
Leisure and Hospitality	13,449	13,645	196	1.46%	\$325.92
Other Services	N/A	N/A	N/A	N/A	N/A
Local Government	10,985	11,069	84	0.76%	\$724.75
State Government	5,302	5,337	35	0.66%	\$710.51

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

Western Arkansas Local Workforce Development Area

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 2014-2018

2014	2015	2016	2017	2018
260,193	260,122	259,963	259,882	261,074

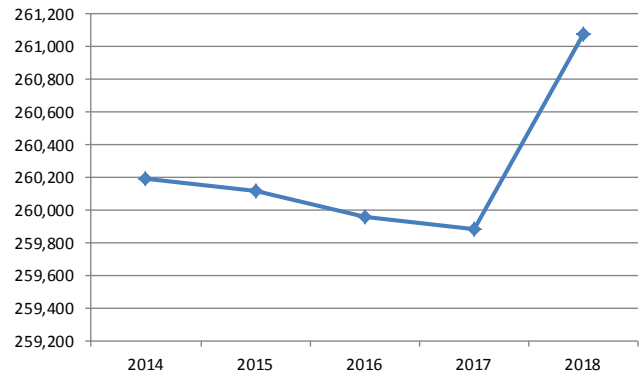
Source: U.S. Census Bureau

State of Arkansas Population 2014-2018

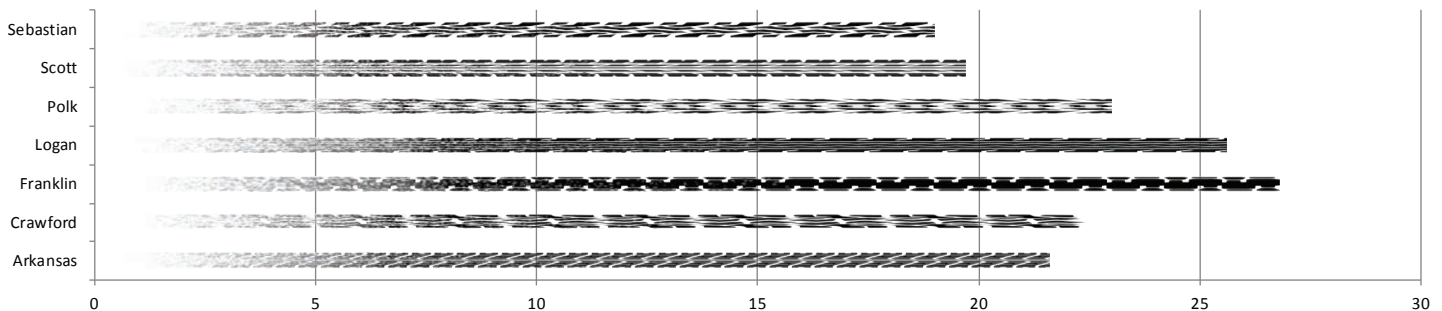
2014	2015	2016	2017	2018
2,967,726	2,978,407	2,990,410	3,002,997	3,013,825

Source: U.S. Census Bureau

Western Arkansas Population Progression



Mean Commute Time (minutes)



Western Arkansas LWDA Community Indicators

Area	Median Household Income	Median Age	% Poverty Level	Mean Commute Time (minutes)	Remote Workers	% Remote Workers
Arkansas	\$43,813	37.9	13.2%	21.6	40,573	3.2%
Crawford	\$43,504	38.7	12.7%	22.4	520	2.0%
Franklin	\$39,472	41.4	14.2%	26.8	334	5.1%
Logan	\$37,982	42.2	14.2%	25.6	432	5.3%
Polk	\$33,870	43.8	21.0%	23.0	181	2.5%
Scott	\$37,396	41.2	14.8%	19.7	187	4.8%
Sebastian	\$40,932	37.3	16.5%	19.0	1,228	2.3%

Source: EMSI economic modeling, American Community Survey

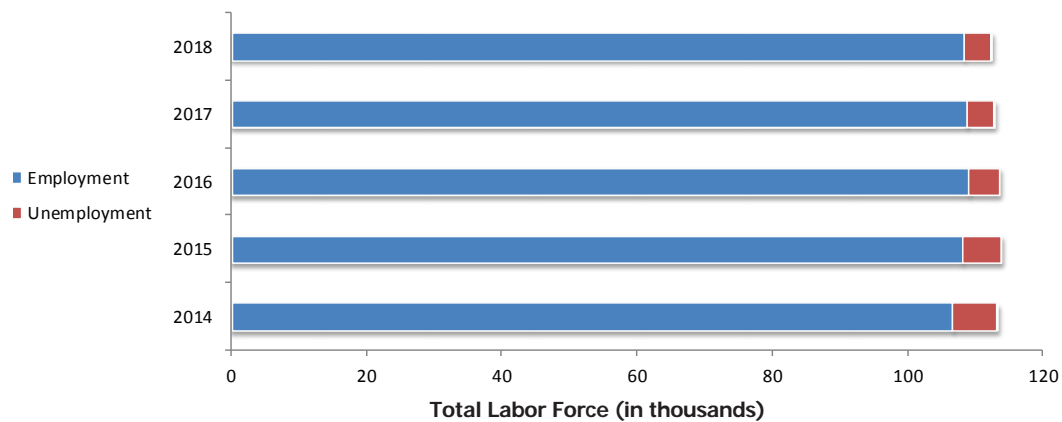
Western Arkansas Local Workforce Development Area Employment/Labor Force/Unemployment

The Western Arkansas LWDA labor force decreased by 429 to 112,474 and employment decreased by 415 to 108,356 from 2017 to 2018. Over the 2014-2018 period, the labor force decreased by 868 while employment increased by 1,567. Unemployment and the unemployment rate both decreased significantly from 2014 to 2018. Unemployment decreased by 2,435 to 4,118 unemployed, while the unemployment rate dropped by two and one-tenth percentage points to 3.7 percent. The area's unemployment rate fluctuated through 2019, ending at 3.8 percent in July.

Western Arkansas LWDA 2014-2018 Labor Force/Employment

	2014	2015	2016	2017	2018
Labor Force	113,342	113,885	113,604	112,903	112,474
Employment	106,789	108,135	109,140	108,771	108,356
Unemployment	6,553	5,750	4,464	4,132	4,118
Unemployment Rate	5.8%	5.0%	3.9%	3.7%	3.7%

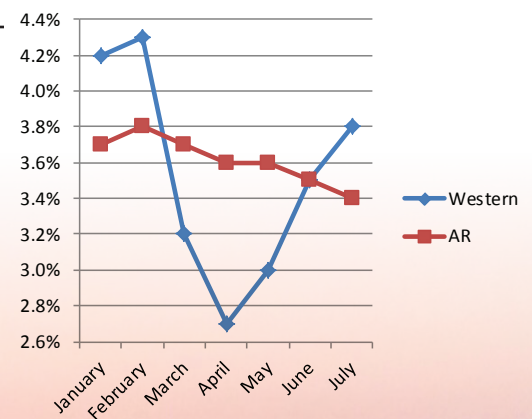
Source: Arkansas Department of Workforce Services



Western Arkansas and State Unemployment Rate*

Year	Month	Western Arkansas Unemployment Rate	AR Unemployment Rate
2019	January	4.2%	3.7%
2019	February	4.3%	3.8%
2019	March	3.2%	3.7%
2019	April	2.7%	3.6%
2019	May	3.0%	3.6%
2019	June	3.5%	3.5%
2019	July	3.8%†	3.4%†

Monthly Unemployment Rate, 2019



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

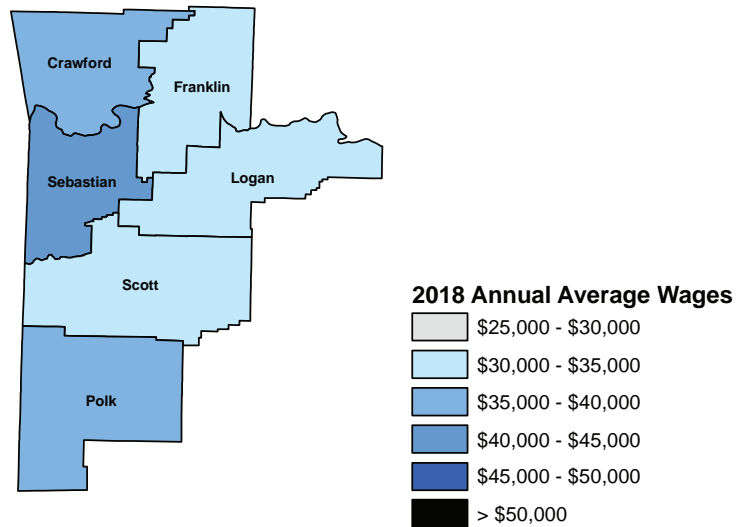
*Not Seasonally Adjusted, Not Preliminary

†Preliminary

Western Arkansas Local Workforce Development Area Wages

Combined Food Preparation and Serving Workers, Including Fast Food was estimated to have the most employees in Western Arkansas with 4,120 employed in 2018 with an average wage of \$19,690. **Heavy and Tractor-Trailer Truck Drivers** was the second largest occupation with 3,580 employed, earning an average wage of \$36,944. **Registered Nurses**, with an estimated employment of 2,400, had the highest average wage of the 10 largest occupations, earning \$57,714 annually.

Family and General Practitioners topped the Occupations Paying the Most list with an annual salary of \$261,005. **Marketing Managers**, with an average annual salary of \$151,302, ranked second on the Occupations Paying the Most list.



**Source: Arkansas Department of Workforce Services
May 2018 Wage Survey*

The entry wage estimate for employers of all sizes was \$20,662 for 2018. The median wage estimate for employers with 250-499 employees was \$32,033, while wages for experienced workers averaged \$48,068 for employers in all size categories.

Of the 107,248 estimated employees in the area, 21,936 made less than \$10 an hour while 19,822 made more than \$25 an hour. Employees making between \$15 and \$19.99 an hour totaled 18,726.

Western 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	4,120	\$19,690	\$18,757	\$20,156
Heavy and Tractor-Trailer Truck Drivers	3,580	\$36,944	\$28,921	\$40,956
Cashiers	3,380	\$21,744	\$18,911	\$23,161
Retail Salespersons	3,240	\$25,272	\$19,050	\$28,383
Office Clerks, General	2,600	\$28,868	\$20,605	\$32,999
Registered Nurses	2,400	\$57,714	\$44,430	\$64,356
Helpers--Production Workers	2,270	\$24,597	\$19,692	\$27,049
Nursing Assistants	2,130	\$24,336	\$21,632	\$25,687
Stock Clerks and Order Fillers	1,890	\$26,473	\$20,614	\$29,403
Laborers and Freight, Stock, and Material Movers, Hand	1,890	\$27,186	\$21,252	\$30,152

Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

Western Arkansas Local Workforce Development Area Wages

Western Arkansas LWDA Occupations Paying the Most

Occupation	Average Annual Salary
Family and General Practitioners	\$261,005
Marketing Managers	\$151,302
Pharmacists	\$133,461
Chief Executives	\$131,178
Judges, Magistrate Judges, and Magistrates	\$130,453
Architectural and Engineering Managers	\$117,546
Physician Assistants	\$115,177
Training and Development Managers	\$112,244
Nurse Practitioners	\$110,265
Personal Financial Advisors	\$107,461
Sales Managers	\$105,841
Computer and Information Systems Managers	\$103,701
Financial Managers	\$103,676
Compensation and Benefits Managers	\$93,386
Computer Network Architects	\$92,913
Veterinarians	\$90,879
Physical Therapists	\$89,875
Administrative Services Managers	\$87,770
Industrial Production Managers	\$87,238
Human Resources Managers	\$85,958
Software Developers, Systems Software	\$85,933
Software Developers, Applications	\$85,150
Medical and Health Services Managers	\$84,234
Education Administrators, Elementary and Secondary School	\$83,363
Transportation, Storage, and Distribution Managers	\$83,260

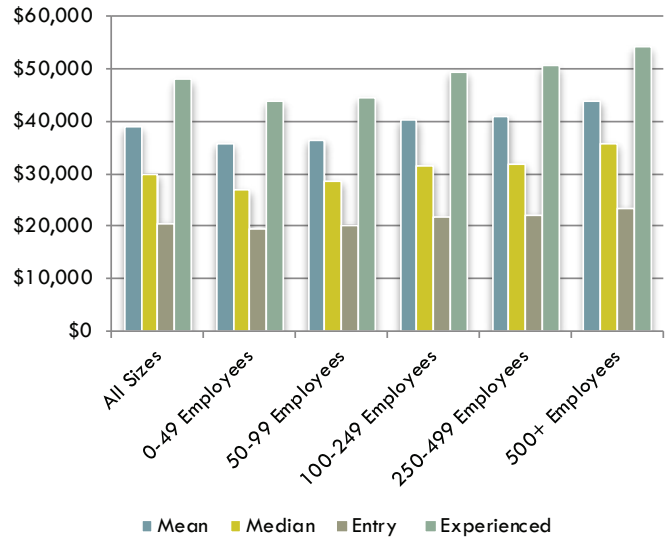
Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

Western Arkansas Local Workforce Development Area Wages

Western Arkansas Wage Estimates by Employer Size

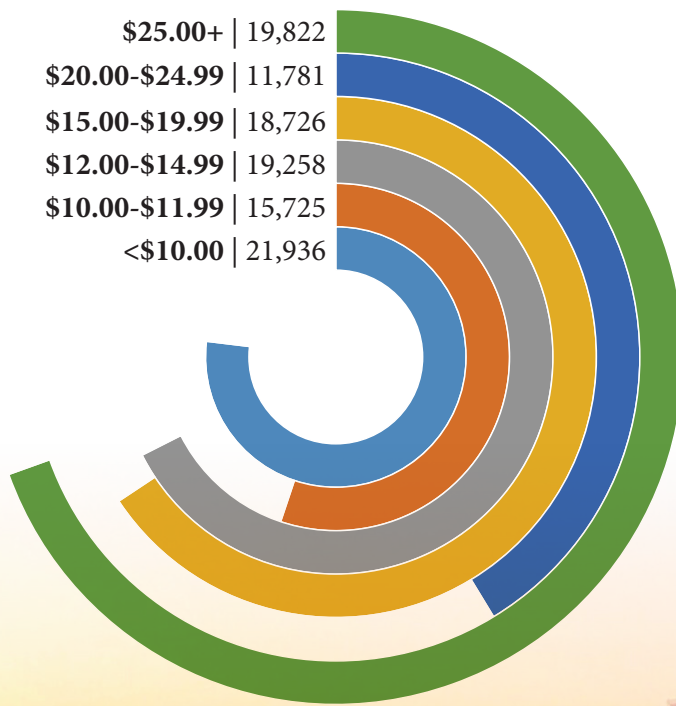
Western Arkansas Wage Estimates by Employer Size

Employer size	Mean	Median	Entry	Exper.
All Sizes	\$38,932	\$30,015	\$20,662	\$48,068
0-49 Employees	\$35,796	\$26,979	\$19,504	\$43,942
50-99 Employees	\$36,494	\$28,678	\$20,316	\$44,584
100-249 Employees	\$40,316	\$31,698	\$21,874	\$49,536
250-499 Employees	\$41,139	\$32,033	\$22,234	\$50,591
500+ Employees	\$43,998	\$35,898	\$23,555	\$54,219



Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

Western Arkansas Number of Employees by Hourly Wage Rate



Western Arkansas Number of Employees by Hourly Wage Rate

Total	107,248
<\$10.00	21,936
\$10.00-\$11.99	15,725
\$12.00-\$14.99	19,258
\$15.00-\$19.99	18,726
\$20.00-\$24.99	11,781
\$25.00+	19,822

Source: Arkansas Department of Workforce Services, May 2018 Wage Survey

Western Arkansas Local Workforce Development Area Industry

The Western Arkansas LWDA is expected to experience a net gain of 2,696 jobs during the projection period. *Administrative and Support Services* is predicted to be the top growing industry gaining 407 jobs between 2018 and 2020 moving from 6,395 employees in 2018 to 6,802 in 2020. *Support Activities for Agriculture and Forestry* could see a 59.31 percent rise in employment making it the fastest growing industry, moving employment to 599. *Hospitals* is predicted to lose 233 jobs, making it the top declining industry, moving employment down to 4,069, while *Mining (Except Oil and Gas)* is projected to be the fastest declining industry, with a loss of more than a quarter of its workforce, dropping employment to 119. **Professional and Business Services** is predicted to be the top growing supersector increasing employment by 501 jobs to an employment of 11,045.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	2018 Estimated Employment	2020 Projected Employment	Numeric Change	Percent Change
102400	Professional and Business Services	10,544	11,045	501	4.75%
102500	Education and Health Services	24,371	24,857	486	1.99%
101300	Manufacturing	20,917	21,378	461	2.20%
102100	Trade, Transportation, and Utilities	22,156	22,532	376	1.70%
102600	Leisure and Hospitality	8,823	9,060	237	2.69%

Top Industries - Top 10 Growth

NAICS Code	NAICS Title	2018 Estimated Employment	2020 Projected Employment	Numeric Change	Percent Change
561000	Administrative and Support Services	6,395	6,802	407	6.36%
311000	Food Manufacturing	9,078	9,425	347	3.82%
484000	Truck Transportation	4,037	4,373	336	8.32%
621000	Ambulatory Health Care Services	5,419	5,698	279	5.15%
722000	Food Services and Drinking Places	7,803	8,059	256	3.28%
611000	Educational Services	8,968	9,199	231	2.58%
115000	Support Activities for Agriculture and Forestry	376	599	223	59.31%
813000	Religious, Grantmaking, Civic, Professional, and Similar Organizations	3,005	3,134	129	4.29%
524000	Insurance Carriers and Related Activities	934	1,058	124	13.28%
624000	Social Assistance	2,306	2,416	110	4.77%

Western Arkansas Local Workforce Development Area Industry

Top 10 Fastest Growth

NAICS Code	NAICS Title	2018 Estimated Employment	2020 Projected Employment	Numeric Change	Percent Change
115000	Support Activities for Agriculture and Forestry	376	599	223	59.31%
326000	Plastics and Rubber Products Manufacturing	352	414	62	17.61%
485000	Transit and Ground Passenger Transportation	64	74	10	15.63%
315000	Apparel Manufacturing	130	150	20	15.38%
524000	Insurance Carriers and Related Activities	934	1,058	124	13.28%
236000	Construction of Buildings	731	806	75	10.26%
334000	Computer and Electronic Product Manufacturing	92	101	9	9.78%
111000	Crop Production	566	617	51	9.01%
444000	Building Material and Garden Equipment and Supplies Dealers	1,002	1,090	88	8.78%
484000	Truck Transportation	4,037	4,373	336	8.32%

Top 10 Decline

622000	Hospitals	4,302	4,069	-233	-5.42%
333000	Machinery Manufacturing	1,061	909	-152	-14.33%
493000	Warehousing and Storage	648	533	-115	-17.75%
335000	Electrical Equipment, Appliance, and Component Manufacturing	2,387	2,278	-109	-4.57%
112000	Animal Production	552	456	-96	-17.39%
445000	Food and Beverage Stores	1,239	1,190	-49	-3.95%
327000	Nonmetallic Mineral Product Manufacturing	509	463	-46	-9.04%
910000	Total Federal Government Employment	1,421	1,376	-45	-3.17%
212000	Mining (except Oil and Gas)	158	117	-41	-25.95%
237000	Heavy and Civil Engineering Construction	593	561	-32	-5.40%

Top 10 Fastest Decline

212000	Mining (except Oil and Gas)	158	117	-41	-25.95%
493000	Warehousing and Storage	648	533	-115	-17.75%
112000	Animal Production	552	456	-96	-17.39%
325000	Chemical Manufacturing	114	97	-17	-14.91%
333000	Machinery Manufacturing	1,061	909	-152	-14.33%
211000	Oil and Gas Extraction	162	143	-19	-11.73%
327000	Nonmetallic Mineral Product Manufacturing	509	463	-46	-9.04%
814000	Private Households	313	289	-24	-7.67%
713000	Amusement, Gambling, and Recreation Industries	325	301	-24	-7.38%
511000	Publishing Industries (except Internet)	164	153	-11	-6.71%

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 2.22 percent between 2018 and 2020. Around 14,820 annual job openings are expected to be available during the projection period, with 5,872 from occupational exits, 7,600 from occupational transfers, and 1,348 from growth and expansion. *Heavy and Tractor-Trailer Truck Drivers* is projected to add 261 new jobs and be the top growing occupation in the area bringing employment to 4,149. *Animal Trainers* could be the fastest growing occupation, raising employment by 26.67 percent to a level of 95. On the negative side of the economy, *Farmworkers, Farm, Ranch, and Aquacultural Animals* could lose 44 jobs between 2018 and 2020, making it the top declining occupation, moving employment down to 680. *Tool and Die Makers*, however, could lose 13.19 percent of its workforce, becoming the fastest declining occupation, and moving employment down to 250. **Transportation and Material Moving Occupations** leads the area as the top growing occupational major group with an estimated 549 new jobs, increasing employment to 11,824.

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Change		Annual Openings			
		2018 Est.	2020 Proj.	Numeric	Percent	Exits	Transfers	Change	Total
53-0000	Transportation & Material Moving Occupations	11,275	11,824	549	4.87%	550	804	274	1,628
51-0000	Production Occupations	15,084	15,507	423	2.80%	655	1,126	212	1,993
35-0000	Food Preparation & Serving Related Occupations	9,435	9,706	271	2.87%	706	886	136	1,728
43-0000	Office & Administrative Support Occupations	15,123	15,320	197	1.30%	789	893	98	1,780
39-0000	Personal Care and Service Occupations	3,906	4,065	159	4.07%	298	270	80	648

Top Occupations - Top 10 Growth

SOC Code	SOC Title	Employment		Change		Annual Openings			
		2018 Est.	2020 Proj.	Numeric	Percent	Exits	Transfers	Change	Total
53-3032	Heavy and Tractor-Trailer Truck Drivers	3,888	4,149	261	6.71%	170	252	130	552
51-9198	Helpers--Production Workers	2,113	2,295	182	8.61%	118	210	91	419
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	3,292	3,429	137	4.16%	298	311	68	677
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	2,525	2,660	135	5.35%	128	222	68	418
39-9021	Personal Care Aides	1,352	1,443	91	6.73%	112	84	46	242
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	1,355	1,409	54	3.99%	62	106	27	195
41-3021	Insurance Sales Agents	423	475	52	12.29%	18	24	26	68
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,385	1,435	50	3.61%	92	88	25	205
11-1021	General and Operations Managers	1,647	1,695	48	2.91%	34	100	24	158
49-9041	Industrial Machinery Mechanics	620	666	46	7.42%	22	33	23	78

Western Arkansas Local Workforce Development Area Occupations

Top 10 Fastest Growth

SOC Code	SOC Title	Employment		Change		Annual Openings			
		2018 Est.	2020 Proj.	Numeric	Percent	Exits	Transfers	Change	Total
39-2011	Animal Trainers	75	95	20	26.67%	4	6	10	20
49-3011	Aircraft Mechanics and Service Technicians	39	45	6	15.38%	2	2	3	7
45-2091	Agricultural Equipment Operators	69	79	10	14.49%	2	8	5	15
51-2098	Assemblers and Fabricators, All Other, Including Team Assemblers	28	32	4	14.29%	2	2	2	6
13-1121	Meeting, Convention, and Event Planners	47	53	6	12.77%	2	4	3	9
41-3021	Insurance Sales Agents	423	475	52	12.29%	18	24	26	68
13-1141	Compensation, Benefits, and Job Analysis Specialists	31	34	3	9.68%	1	2	2	5
51-9198	Helpers--Production Workers	2,113	2,295	182	8.61%	118	210	91	419
47-2221	Structural Iron and Steel Workers	71	77	6	8.45%	2	6	3	11
43-5011	Cargo and Freight Agents	84	91	7	8.33%	2	4	4	10

Top 10 Decline

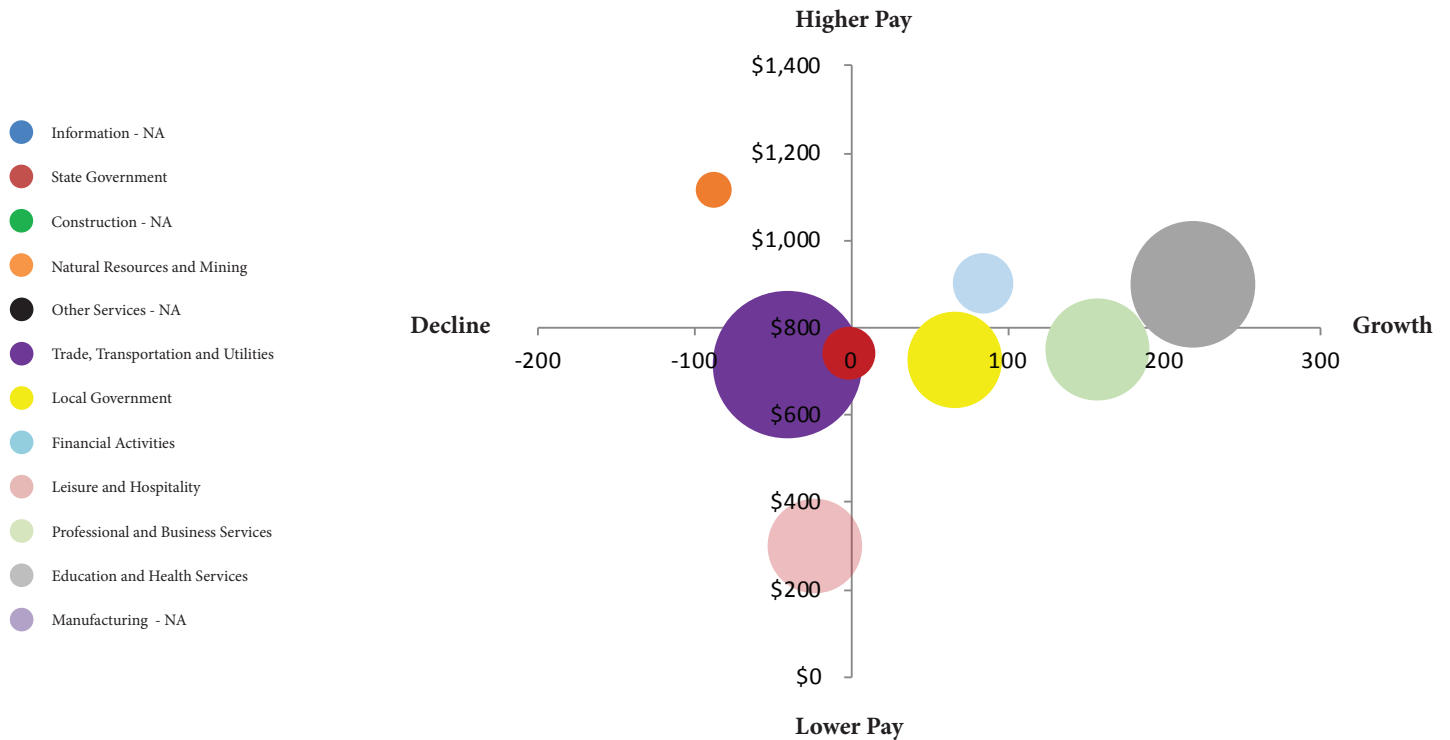
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	724	680	-44	-6.08%	26	80	-22	84
51-4111	Tool and Die Makers	288	250	-38	-13.19%	10	14	-19	5
41-2011	Cashiers	3,062	3,025	-37	-1.21%	286	279	-18	547
29-1141	Registered Nurses	2,105	2,069	-36	-1.71%	60	46	-18	88
11-9013	Farmers, Ranchers, and Other Agricultural Managers	6,143	6,116	-27	-0.44%	358	91	-14	435
51-4041	Machinists	501	486	-15	-2.99%	17	32	-8	41
47-5071	Roustabouts, Oil and Gas	137	126	-11	-8.03%	4	12	-6	10
47-5013	Service Unit Operators, Oil, Gas, and Mining	148	138	-10	-6.76%	4	14	-5	13
43-5052	Postal Service Mail Carriers	244	237	-7	-2.87%	10	7	-4	13
43-6012	Legal Secretaries	128	121	-7	-5.47%	6	6	-4	8

Top 10 Fastest Decline

51-4111	Tool and Die Makers	288	250	-38	-13.19%	10	14	-19	5
47-5071	Roustabouts, Oil and Gas	137	126	-11	-8.03%	4	12	-6	10
51-5111	Prepress Technicians and Workers	83	77	-6	-7.23%	4	6	-3	7
31-9094	Medical Transcriptionists	43	40	-3	-6.98%	3	2	-2	3
47-5013	Service Unit Operators, Oil, Gas, and Mining	148	138	-10	-6.76%	4	14	-5	13
51-2022	Electrical and Electronic Equipment Assemblers	78	73	-5	-6.41%	4	5	-2	7
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	724	680	-44	-6.08%	26	80	-22	84
43-3061	Procurement Clerks	69	65	-4	-5.80%	3	4	-2	5
43-6012	Legal Secretaries	128	121	-7	-5.47%	6	6	-4	8
19-4093	Forest and Conservation Technicians	60	57	-3	-5.00%	2	4	-2	4

Source: Arkansas Department of Workforce Services, Projections Suite Software

Western Arkansas Local Workforce Development Area Covered Employment and Earnings



NAICS Industry	2017 Annual Average Covered Employment	2018 Annual Average Covered Employment	2017-2018 Numeric Change	2017-2018 Percent Change	2018 Average Weekly Earnings
Total	102,205	102,480	275	0.27%	\$756.42
Natural Resources and Mining	1,390	1,302	-88	-6.33%	\$1,116.75
Construction	N/A	N/A	N/A	N/A	N/A
Manufacturing	N/A	N/A	N/A	N/A	N/A
Trade, Transportation and Utilities	22,094	22,053	-41	-0.19%	\$714.38
Information	N/A	N/A	N/A	N/A	N/A
Financial Activities	3,523	3,607	84	2.38%	\$900.04
Professional and Business Services	10,437	10,594	157	1.50%	\$748.90
Education and Health Services	15,678	15,896	218	1.39%	\$898.51
Leisure and Hospitality	9,037	9,013	-24	-0.27%	\$301.10
Other Services	N/A	N/A	N/A	N/A	N/A
Local Government	9,192	9,258	66	0.72%	\$725.78
State Government	2,862	2,860	-2	-0.07%	\$741.91

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

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