

Arkansas

Labor Market and

Economic Report

State and Workforce Development Areas

2016



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State of Arkansas**

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**Published By:
Department of Workforce Services
Labor Market Information
Occupational Career Information**

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Executive Summary

The 2016 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 2011 to 2015, with some information covering shorter periods due to accessibility of data. Projection information for industry and occupational trends covers the years 2015 to 2017.

Arkansas increased in population to almost 3 million residents in 2015 by 11,369 from 2014 and added 39,666 from 2011 to 2015. Of Arkansas's 10 Workforce Development Areas, Northwest Arkansas continues to see the largest increase in population, adding 11,647 in 2015. The Eastern, North Central, Southeast, and Southwest Arkansas WDAs continued to see decreasing populations in 2015.

Between 2014 and 2015 the state's labor force increased by 25,958 and employment increased by 36,217. Labor Force and employment were mixed across the WDA's. The State's unemployment rate dropped significantly to 5.2 percent in 2015 or by three and one-tenth percentage points since 2011. The unemployment rate continued to decline through July 2016, ending the month at 3.9 percent. The unemployment rate decreased across all LWDA's in 2015 and through July 2016. The Central, City of Little Rock, Northwest Arkansas WDAs unemployment rates all fell at or below state levels through July 2016.

Short-term employment projections for 2015 to 2017 continue to see an increase in the Arkansas job market with 34,704 jobs, equivalent to a 2.63 percent rise in employment. **Goods-Producing Industries** are estimated to see a net gain of 4,846 jobs, while the **Services-Providing Industries** are forecast to increase employment by 27,002. Arkansas's self-employed ranks are estimated to experience a net gain of 2,856, an increase of 2.33 percent.

Jobs requiring a High School Diploma or equivalent are estimated to add more jobs than any other education level with 13,129 jobs between 2015 and 2017. Occupations requiring a Bachelor's degree are expected to grow by 5,850 or by 2.55 percent.

Arkansas' per capita personal income increased over the 2010-2014 period to \$37,782; however, the state's income in 2014 remained below the United States per capita income of \$46,049. During the second quarter of 2016, the cost of living composite index in Arkansas' urban areas was below the national average for all urban areas in the index.

Almost 850,000 Arkansas workers earned at least \$10 or more an hour in 2015, with the mean wage for all employer sizes estimated at \$38,540 in 2015. Of the six states surrounding Arkansas, only Mississippi had a lower overall average hourly and annual wage for all occupations. Of the surrounding states, Texas had the highest annual wage that was about 21 percent higher than the average annual wage for Arkansas.

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

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State of Arkansas

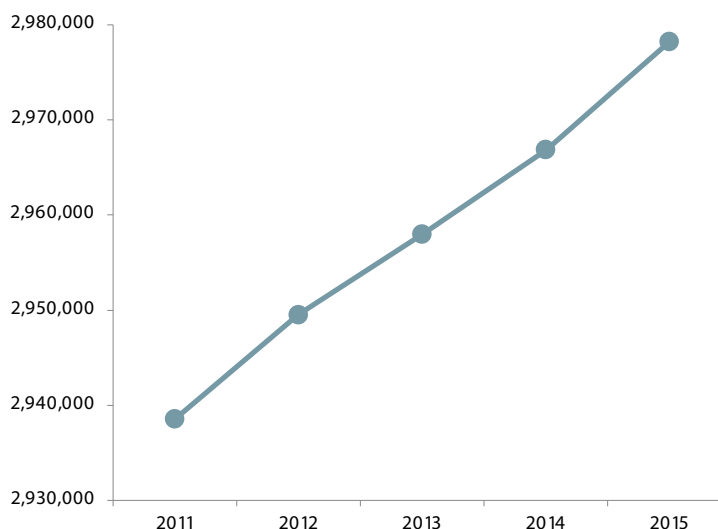
The State of Arkansas' population grew to 2,978,204 in 2015, adding 11,369 from 2014 to 2015 and 39,666 from 2011 to 2015. The State of Arkansas consists of 10 Workforce Development Areas (WDAs), six Metropolitan Statistical Areas (MSAs), and 75 counties. Louisiana, Mississippi, Missouri, Oklahoma, Tennessee, and Texas border the state.

Job creation increased between the second quarter of 2014 and the second quarter of 2015 to 63,147, an increase of 4,548 compared to the second quarter of 2014. Job creation has fluctuated over the five-year period for the second quarter of 2014 but was 5,136 higher compared to the second quarter of 2011. New hires increased in the second quarter of 2015 by 12,158 compared to the second quarter of 2014 and increased by 22,566 compared to the second quarter of 2011. Separations

increased over the five-year period by 15,525 to 216,085 in the second quarter of 2015, and the turnover rate increased between 2014 and 2015. The turnover rate increased two-tenths of a percentage point, to 8.8 percent.

The labor force increased by 25,958 between 2014 and 2015 and employment increased by 36,217 over the same period. Unemployment decreased by 10,259 from 2014 to 2015, but has seen a decrease of 43,684 since 2011. The State's unemployment rate dropped by nine-tenths of a percentage point from 2014 to 2015. Over the past five years, the unemployment rate has dropped three and one-tenths percentage points to 5.2 percent for 2015. The State's unemployment rate continued to decline in 2016, with July's rate ending at 3.9 percent.

Population



State of Arkansas Population 2011-2015

	2011	2012	2013	2014	2015
	2,938,538	2,949,499	2,957,957	2,966,835	2,978,204

Source: U.S. Census Bureau

Quarterly Workforce Indicators

State of Arkansas Quarterly Workforce Indicators (All Ownerships)

QWI Explorer	2011_2	2012_2	2013_2	2014_2	2015_2
Job Creation	58,011	60,444	58,013	58,599	63,147
New Hires	211,586	218,908	213,479	221,994	234,152
Separations	200,560	206,816	206,008	208,187	216,085
Turnovers	8.5%	8.5%	8.5%	8.6%	8.8%

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

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

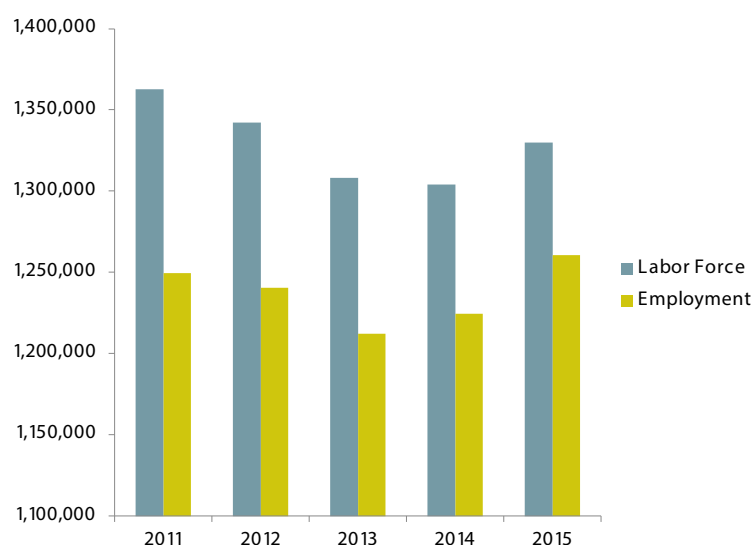
New Hires: Estimated number of workers who started a new job.

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

Turnovers: The rate at which stable jobs begin and end

State of Arkansas

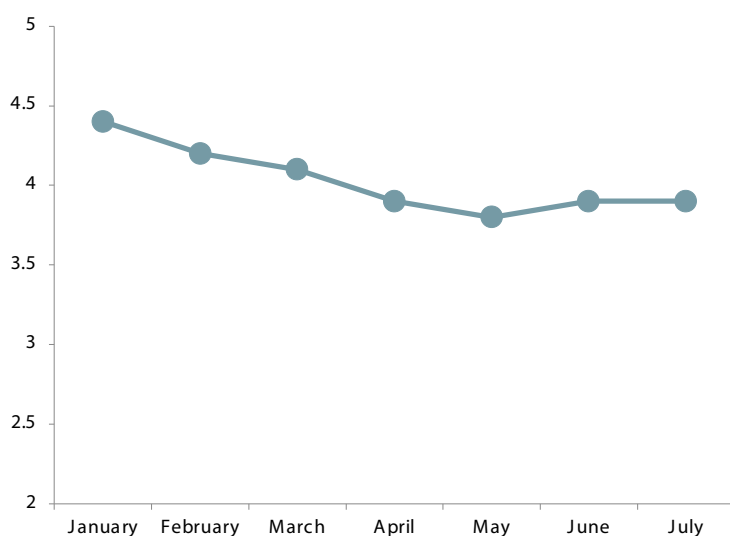
Labor Force/Employment



State of Arkansas 2011-2015 Labor Force/Employment

Year	2011	2012	2013	2014	2015
Labor Force	1,362,682	1,342,327	1,307,986	1,304,141	1,330,099
Employment	1,249,514	1,240,646	1,212,009	1,224,398	1,260,615
Unemployment	113,168	101,681	95,977	79,743	69,484
Unemployment Rate	8.3	7.6	7.3	6.1	5.2

Source: Arkansas Department of Workforce Services



Monthly Unemployment Rate

State of Arkansas 2016 Monthly Unemployment Rates*

Year	Period	Unemployment Rate
2016	January	4.4
2016	February	4.2
2016	March	4.1
2016	April	3.9
2016	May	3.8
2016	June	3.9
2016	July	3.9

Source: Arkansas Department of Workforce Services

*Seasonally adjusted

State of Arkansas

Cost of Living

2016 Q2 Index

URBAN AREA AND STATE	100% COMPOSITE INDEX	13.24% GROCERY ITEMS	28.04% HOUSING	10.31% UTILITIES	11.16% TRANSPORTATION	4.36% HEALTH CARE	32.89% MISC. GOODS AND SERVICES
Conway AR	84	92	73	81	97	86.9	86.2
Fayetteville AR	85.9	88.3	73.2	95	87.9	85.9	92.2
Hot Springs AR	92.2	97.6	77.8	109.9	88.2	90.3	98.4
Jonesboro AR	84.1	92.5	70.6	83.1	89.7	82.1	90.9
Little Rock-North Little Rock AR	94.4	95.7	87.8	114.4	93.5	90	94.2

2015 Q2 - 2016 Q2 Index

URBAN AREA AND STATE	100% COMPOSITE INDEX	13.24% GROCERY ITEMS	28.04% HOUSING	10.31% UTILITIES	11.16% TRANSPORTATION	4.36% HEALTH CARE	32.89% MISC. GOODS AND SERVICES
Conway	90.5	95.1	78.1	84.0	93.8	90.0	100.2
Fayetteville	87.2	90.6	75.0	100.5	90.9	90.9	90.2
Hot Springs	91.6	97.6	77.4	107.4	87.3	91.2	97.8
Jonesboro	85.5	92.2	74.2	88.4	86.3	85.3	91.3
Little Rock-North Little Rock	94.6	92.3	89.1	116.4	91.4	88.1	95.4

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.

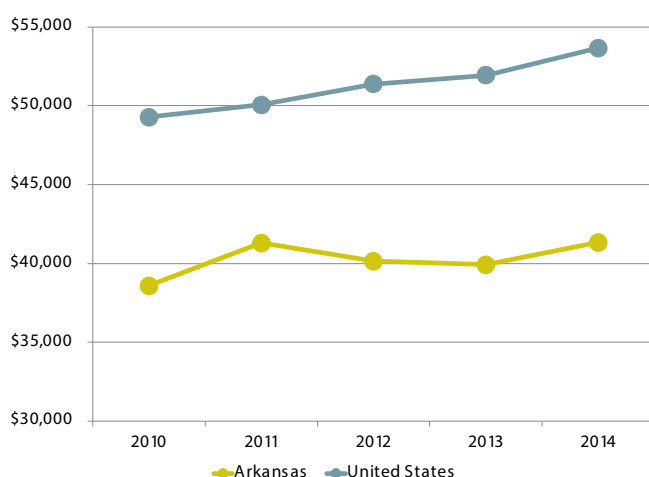
Based on the composite cost of living index, goods and services in Jonesboro, Arkansas were 84.1 percent of the national average for all participating places, both metropolitan and nonmetropolitan, for the second quarter of 2016. Also, given composite indexes for Conway (84) and Little Rock-North Little Rock (94.4) a move from Conway to Little Rock would require about a 12.3 percent increase in after-taxes income to maintain the same lifestyle.

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).

State of Arkansas

Arkansas/United States Median Household Income Per Capita Income

Arkansas' median household income of \$41,335 increased by \$1,416 from 2013 to 2014 but is below the national median household income of \$53,657 for 2014. Arkansas' per capita personal income in 2014 was \$37,782, an increase of \$1,253 from 2013. Over the past five years, the per capita personal income has increased by \$5,791. The State's per capita personal income is below the United States per capita personal income of \$46,049.



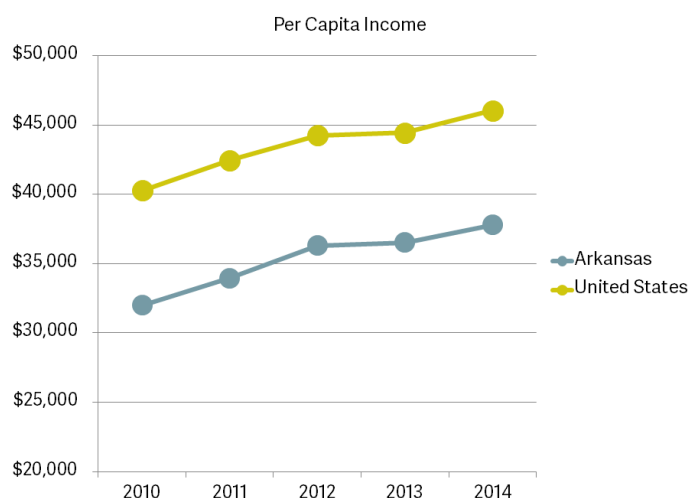
Arkansas/United States Median Household Income 2010-2014

Year	Income	
	Arkansas	United States
2010	\$38,587	\$49,276
2011	\$41,302	\$50,054
2012	\$40,151	\$51,371
2013	\$39,919	\$51,939
2014	\$41,335	\$53,657

Arkansas/United States Per Capita Income 2010-2014

Year	Income	
	Arkansas	United States
2010	\$31,991	\$40,277
2011	\$33,961	\$42,453
2012	\$36,291	\$44,266
2013	\$36,529	\$44,438
2014	\$37,782	\$46,049

Sources: US Dept. of Commerce-BEA/US Census Bureau



State of Arkansas

Employment Status

In 2015, whites made up 80.0 percent of the labor force while the total of all minority groups made up 20 percent of the labor force. The unemployment rate for all races, including Hispanics, was 5.2 percent. The unemployment rate for all minority groups combined was 8.6 percent. Hispanics of all races made up 6.4 percent of the labor force, with an unemployment rate of 4.4 percent.

Employment Status by Race State of Arkansas 2015

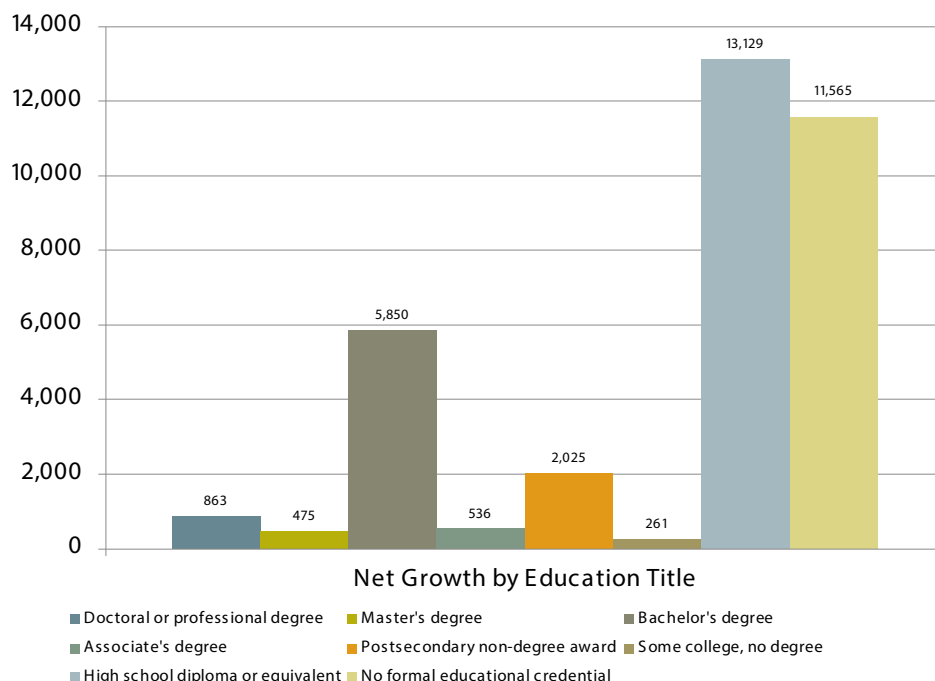
Race and Sex	Labor Force	Emp	Unemp	Unemp Rate	Percent Distribution		
					Labor Force	Emp	Unemp
Both Sexes (Age 16+)							
Total, Including Hispanic	1,330,099	1,260,615	69,484	5.2	100.0	100.0	100.0
White	1,064,189	1,017,628	46,561	4.4	80.0	80.7	67.0
Black	188,770	169,963	18,807	10.0	14.2	13.5	27.1
American Indian/Alaska Native	8,204	7,687	517	6.3	0.6	0.6	0.7
Asian	19,353	18,653	700	3.6	1.5	1.5	1.0
Native Hawaiian/Other Pacific Islander	2,554	2,279	275	10.8	0.2	0.2	0.4
Remaining Races	28,183	26,932	1,251	4.4	2.1	2.1	1.8
Two or More Races	18,846	17,473	1,373	7.3	1.4	1.4	2.0
Total: Minority Group*	265,910	242,987	22,923	8.6	20.0	19.3	33.0
Hispanic, All Races	85,120	81,396	3,724	4.4	6.4	6.5	5.4

*Sum of Black, American Indian/Alaska Native, Asian, Native Hawaiian/Other Pacific Islander, Remaining Races, and Two or More Races. Note: Sum of individual items may not equal because of rounding. Persons of Hispanic origin may be of any race.

Source: Arkansas Department of Workforce Services, the U.S. Department of Labor- Bureau of Labor Statistics, and the U.S. Census Bureau- American

State of Arkansas

Education



Every education category is projected to see positive net growth between 2015 and 2017. Occupations requiring no formal education are projected to add 11,565 jobs during the projection period and are expected to be the fastest growing educational group at 3.28 percent. Jobs requiring a High School Diploma or equivalent are expected to add the most jobs at 13,129 during the projection period. Occupations requiring a Bachelor's degree are expected to grow by 5,850 jobs or by 2.55 percent. Growth in occupations requiring a Master's degree or Doctoral or Professional degree is expected to be 475 and 863 jobs respectively. Educational attainment of the State's population aged 25 years and over shows that 84.2 percent have earned a high school diploma/equivalent or higher while 20.6 percent have earned a Bachelor's degree or higher. Educational attainment of a high school diploma/equivalent or higher across the WDAs range from 77.52 percent in the Eastern WDA to 90.50 percent in the City of Little Rock WDA. The highest percentage of the population aged 25 years and over with a Bachelor's degree or higher is found in the City of Little Rock WDA at 38.50 percent

Educational Attainment in Arkansas 2010-2014

	Arkansas Total Estimate
Population 25 years and over	1,949,963
Less than 9th grade	5.80%
9th to 12th grade, no diploma	9.90%
High school graduate (includes equivalency)	35.00%
Some college, no degree	22.40%
Associate's degree	6.20%
Bachelor's degree	13.50%
Graduate or professional degree	7.10%
High School or Higher	84.20%
Bachelor's or Higher	20.6%

Source: 2010-2014 American Community Survey 5-Year Estimates

State of Arkansas

In Demand Occupations

SOC Code	SOC Title	Total Annual Openings	Education	May 2015 Mean Wage
High Skill				
29-1141	Registered Nurses	741	B	\$56,870
11-1021	General and Operations Managers	712	B	\$84,920
13-2011	Accountants and Auditors	333	B	\$62,430
21-2011	Clergy	328	B	\$44,530
25-2021	Elementary School Teachers, Except Special Education	283	B	\$45,120
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	256	B	\$48,600
25-2022	Middle School Teachers, Except Special and Career/Technical Education	158	B	\$47,440
11-2022	Sales Managers	153	B	\$114,090
23-1011	Lawyers	128	D	\$100,320
13-1111	Management Analysts	123	B	\$58,040
15-1121	Computer Systems Analysts	122	B	\$68,680
15-1131	Computer Programmers	122	B	\$70,310
13-1161	Market Research Analysts and Marketing Specialists	107	B	\$63,240
11-9111	Medical and Health Services Managers	106	B	\$81,250
15-1132	Software Developers, Applications	102	B	\$81,710
Moderate Skill				
53-3032	Heavy and Tractor-Trailer Truck Drivers	1,044	PS	\$38,870
31-1014	Nursing Assistants	430	PS	\$22,070
29-2061	Licensed Practical and Licensed Vocational Nurses	368	PS	\$36,370
25-9041	Teacher Assistants	258	SC	\$19,140
49-3023	Automotive Service Technicians and Mechanics	220	PS	\$34,080
43-3031	Bookkeeping, Accounting, and Auditing Clerks	136	SC	\$34,010
31-9092	Medical Assistants	114	PS	\$28,750
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	114	PS	\$36,650
33-2011	Firefighters	104	PS	\$33,440
39-5012	Hairdressers, Hairstylists, and Cosmetologists	94	PS	\$24,740
15-1151	Computer User Support Specialists	89	SC	\$39,960
31-9091	Dental Assistants	80	PS	\$32,520
29-2041	Emergency Medical Technicians and Paramedics	76	PS	\$29,230
29-2071	Medical Records and Health Information Technicians	54	PS	\$33,610
49-2011	Computer, Automated Teller, and Office Machine Repairers	46	SC	\$33,510
Basic Skill				
41-2031	Retail Salespersons	2,495	PS	\$38,870
41-2011	Cashiers	1,994	PS	\$22,070
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,560	PS	\$36,370
11-9013	Farmers, Ranchers, and Other Agricultural Managers	1,555	SC	\$19,140
35-3031	Waiters and Waitresses	1,293	PS	\$34,080
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,184	SC	\$34,010
43-9061	Office Clerks, General	1,093	PS	\$28,750
43-4051	Customer Service Representatives	848	PS	\$36,650
43-5081	Stock Clerks and Order Fillers	802	PS	\$33,440
41-1011	First-Line Supervisors of Retail Sales Workers	686	PS	\$24,740
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	662	SC	\$39,960
39-9021	Personal Care Aides	600	PS	\$32,520
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	572	PS	\$29,230
39-9011	Childcare Workers	564	PS	\$33,610
35-2014	Cooks, Restaurant	499	SC	\$33,510

Source: Arkansas Department of Workforce Services

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

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

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

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

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

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

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

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

State of Arkansas

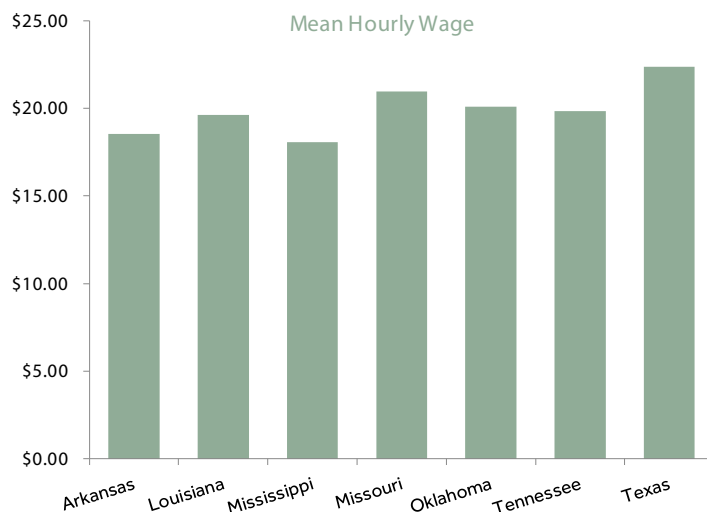
Employment and Wages for Green Occupations

State of Arkansas Employment and Wages for Select Green Occupations

Occupation	Employment	Mean Hourly Wage
Electricians	5,258	\$20.31
Plumbers, Pipefitters, and Steamfitters	3,045	\$17.51
Construction Managers	1,663	\$34.82
Refuse and Recyclable Material Collectors	1,660	\$12.52
Farmworkers & Laborers, Crop, Nursery, and Greenhouse	1,634	\$11.08
Civil Engineers	1,231	\$37.05
Electrical Engineers	759	\$41.06
Architects, Except Landscape and Naval	593	\$32.95
Environmental Scientists and Specialists, Including Health	292	\$29.99
Insulation Workers, Floor, Ceiling, and Wall	213	\$14.50

Source: Arkansas Department of Workforce Services, May 2015 Wage Survey

Mean Wages, Surrounding States



Average Wages of States Surrounding Arkansas

State	Mean Hourly Wage	Mean Annual Wage
Arkansas	\$18.53	\$38,540
Louisiana	\$19.62	\$40,810
Mississippi	\$18.08	\$37,620
Missouri	\$20.98	\$43,640
Oklahoma	\$20.11	\$41,820
Tennessee	\$19.85	\$41,300
Texas	\$22.38	\$46,560

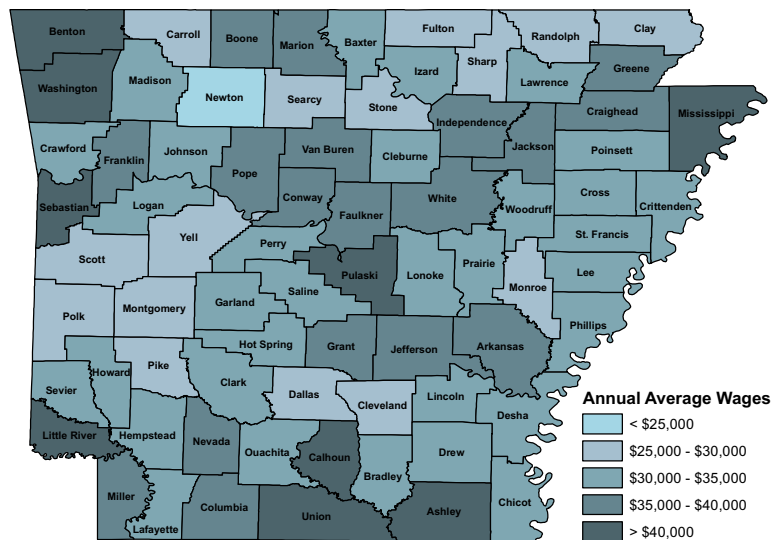
Source: Arkansas Department of Workforce Services, May 2015 Wage Survey

State of Arkansas

Wages

Retail Salespersons was estimated to have the most employees across the State with 38,976 employed in 2015 with an average wage of \$24,380. *Cashiers* is the second largest occupation with 34,289 employed, earning an average wage of \$18,700. *General and Operations Managers*, with an estimated employment of 19,913, had the highest average wage of the 10 largest occupations, earning \$84,920 annually.

All of the State's occupations that pay the most are in the **Healthcare Practitioners and Technical** major group. *Internists, General* topped the list with an annual salary of \$265,360. *Surgeons* with an average annual salary of \$258,790, ranked second on the occupations paying the most list.



State of Arkansas Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Retail Salespersons	38,976	\$24,380	\$17,390	\$27,870
Cashiers	34,289	\$18,700	\$17,360	\$19,370
Truck Drivers, Heavy and Tractor-Trailer	33,397	\$38,870	\$25,960	\$45,330
Office Clerks, General	27,925	\$24,760	\$17,490	\$28,400
Combined Food Preparation & Serving Workers, Including Fast Food	26,715	\$17,940	\$17,360	\$18,220
Laborers and Freight, Stock, and Material Movers, Hand	26,587	\$23,800	\$17,570	\$26,920
Registered Nurses	22,485	\$56,870	\$41,360	\$64,630
General and Operations Managers	19,913	\$84,920	\$33,390	\$110,690
Secretaries, Except Legal, Medical and Executive	19,303	\$28,880	\$19,710	\$33,460
Waiters and Waitresses	18,896	\$18,480	\$17,400	\$19,030

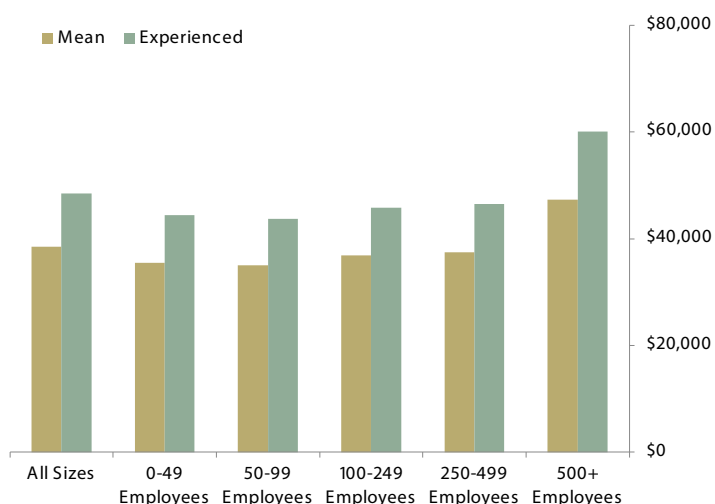
Source: Arkansas Department of Workforce Services, May 2015 Wage Survey

State of Arkansas Occupations Paying the Most

Occupation	Average Annual Salary
Internists, General	\$265,360
Surgeons	\$258,790
Oral and Maxillofacial Surgeons	\$245,090
Obstetricians and Gynecologists	\$240,950
Anesthesiologists	\$236,230
Family and General Practitioners	\$211,410
Pediatricians, General	\$192,890
Orthodontists	\$192,260
Dentists, General	\$171,450
Nurse Anesthetists	\$158,810

Source: Arkansas Department of Workforce Services, May 2015 Wage Survey

State of Arkansas



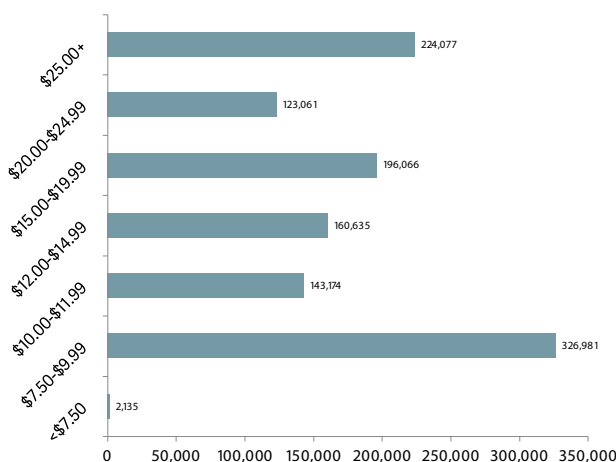
The entry wage estimate for employers of all sizes was \$18,540 for 2015. The median wage estimates for employers with 250-499 employees was \$31,131, while wages for experienced workers averaged \$48,540 for employers in all size categories.

Of the 1,176,129 estimated employees, 196,066 made \$15.00 to \$19.99 an hour while 160,635 made \$12.00 to 14.99 an hour. Employees making \$7.50 or below totaled 2,135.

State of Arkansas Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$38,540	\$29,420	\$18,540	\$48,540
0-49 Employees	\$35,466	\$25,725	\$17,478	\$44,460
50-99 Employees	\$35,051	\$25,987	\$17,593	\$43,780
100-249 Employees	\$36,879	\$29,434	\$18,910	\$45,864
250-499 Employees	\$37,470	\$31,131	\$19,433	\$46,489
500+ Employees	\$47,379	\$38,706	\$21,962	\$60,087

Source: Arkansas Department of Workforce Services, May 2015 Wage Survey



State of Arkansas Number of Employees by Hourly Wage Rate

Total	1,176,129
<\$7.50	2,135
\$7.50-\$9.99	326,981
\$10.00-\$11.99	143,174
\$12.00-\$14.99	160,635
\$15.00-\$19.99	196,066
\$20.00-\$24.99	123,061
\$25.00+	224,077

Source: Arkansas Department of Workforce Services, May 2015 Wage Survey

State of Arkansas

Industry

The Arkansas job market is expected to continue its growth with an increase of 34,704 jobs between 2015 and 2017, equivalent to a 2.63 percent rise in employment. *Restaurants and Other Eating Places* is predicted to be the top growing industry adding 2,903 new jobs, going from 81,816 jobs in 2015 to 84,719 in 2017. *Support Activities for Rail Transportation* is projected to raise employment levels by 69.60 percent becoming the fastest growing industry in the state. *Support Activities for Mining* could see the opposite effect, losing 452 jobs due to the volatility in the oil and gas industry and be the top declining industry. *Cutlery and Handtool Manufacturing* is estimated to be the fastest declining industry with a loss of 40 percent of its workforce. **Trade, Transportation, and Utilities** is expected to be the top growing supersector in Arkansas adding 8,136 jobs bringing employment levels to 254,064 for March 2017.

Occupations

In terms of total annual job openings, 49,090 are expected during the 2015-2017 projection period. Of these, 18,184 jobs are estimated to come from growth and expansion of businesses. The other 30,906 jobs are expected to be available due to the need to replace workers who leave their jobs for various reasons. All major occupational groups are estimated to see gains in employment. *Retail Salespersons* is forecast to lead the state in net growth and annual openings with 2,026 new jobs and 2,495 total annual openings raising employment to 41,646. *Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders* is set to be the fastest growing occupation increasing employment by 16.85 percent to 1,879. *Tellers* could be the top declining occupation losing 255 jobs, moving from 6,371 in 2015 to 6,116 in 2017. *Petroleum Pump System Operators, Refinery Operators, and Gaugers* could also be impacted by the oil and gas industry with a loss of 20.47 percent of its workforce becoming the fastest declining occupation. The **Sales and Related Occupations** major group is estimated to lead the state in net growth adding 4,887 new jobs to its workforce increasing employment to 137,651 by 2017.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2015 Estimated	2017 Projected		
102100	Trade, Transportation, and Utilities	245,928	254,064	8,136	3.31%
102400	Professional and Business Services	135,145	142,597	7,452	5.51%
102500	Education and Health Services	285,332	291,287	5,955	2.09%
102600	Leisure and Hospitality	106,201	109,930	3,729	3.51%
101300	Manufacturing	155,648	159,188	3,540	2.27%

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2015 Estimated	2017 Projected	Net	Percent	Growth	Replacement	Total
41-0000	Sales and Related Occupations	132,764	137,651	4,887	3.68%	2,446	4,374	6,820
43-0000	Office and Administrative Support Occupations	189,964	193,740	3,776	1.99%	2,086	3,944	6,030
11-0000	Management Occupations	120,657	123,939	3,282	2.72%	1,642	2,328	3,970
35-0000	Food Preparation and Serving Related Occupations	100,552	103,809	3,257	3.24%	1,652	4,002	5,654
53-0000	Transportation and Material Moving Occupations	109,214	112,280	3,066	2.81%	1,564	2,490	4,054

Source: Arkansas Department of Workforce Services, Projections Suite Software

State of Arkansas Industry

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2015 Estimated	2017 Projected		
Top 10 Growth					
722500	Restaurants and Other Eating Places	81,816	84,719	2,903	3.55%
551000	Management of Companies and Enterprises	32,336	34,114	1,778	5.50%
624100	Individual and Family Services	23,248	24,836	1,588	6.83%
452900	Other General Merchandise Stores	30,823	32,336	1,513	4.91%
561300	Employment Services	25,229	26,600	1,371	5.43%
311600	Animal Slaughtering and Processing	29,175	30,400	1,225	4.20%
238200	Building Equipment Contractors	15,735	16,763	1,028	6.53%
621100	Offices of Physicians	22,784	23,748	964	4.23%
561700	Services to Buildings and Dwellings	13,831	14,706	875	6.33%
541500	Computer Systems Design and Related Services	9,850	10,659	809	8.21%
Top 10 Fastest Growth					
488200	Support Activities for Rail Transportation	477	809	332	69.60%
332100	Forging and Stamping	359	457	98	27.30%
488900	Other Support Activities for Transportation	88	108	20	22.73%
331100	Iron and Steel Mills and Ferroalloy Manufacturing	2,535	3,095	560	22.09%
315100	Apparel Knitting Mills	610	727	117	19.18%
325400	Pharmaceutical and Medicine Manufacturing	299	353	54	18.06%
481200	Nonscheduled Air Transportation	74	87	13	17.57%
453300	Used Merchandise Stores	1,937	2,253	316	16.31%
561100	Office Administrative Services	4,154	4,769	615	14.81%
488400	Support Activities for Road Transportation	732	840	108	14.75%
Top 10 Decline					
213000	Support Activities for Mining	3,456	3,004	-452	-13.08%
522100	Depository Credit Intermediation	16,044	15,598	-446	-2.78%
999100	Federal Government, Excluding Post Office	14,911	14,526	-385	-2.58%
623100	Nursing Care Facilities (Skilled Nursing Facilities)	21,738	21,377	-361	-1.66%
331500	Foundries	2,106	1,758	-348	-16.52%
311400	Fruit and Vegetable Preserving and Specialty Food Manufacturing	4,398	4,053	-345	-7.84%
211000	Oil and Gas Extraction	1,418	1,167	-251	-17.70%
332200	Cutlery and Handtool Manufacturing	625	375	-250	-40.00%
337100	Household and Institutional Furniture & Kitchen Cabinet Manufacturing	2,319	2,110	-209	-9.01%
322100	Pulp, Paper, and Paperboard Mills	4,032	3,866	-166	-4.12%
Top 10 Fastest Decline					
332200	Cutlery and Handtool Manufacturing	625	375	-250	-40.00%
211000	Oil and Gas Extraction	1,418	1,167	-251	-17.70%
331500	Foundries	2,106	1,758	-348	-16.52%
337200	Office Furniture (including Fixtures) Manufacturing	912	781	-131	-14.36%
213000	Support Activities for Mining	3,456	3,004	-452	-13.08%
711100	Performing Arts Companies	360	318	-42	-11.67%
237200	Land Subdivision	127	114	-13	-10.24%
611400	Business Schools and Computer and Management Training	92	83	-9	-9.78%
519000	Other Information Services	299	270	-29	-9.70%
532400	Commercial and Industrial Machinery and Equipment Rental and Leasing	1,097	994	-103	-9.39%

Source: Arkansas Department of Workforce Services, Projections Suite Software

State of Arkansas Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2015 Estimated	2017 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
41-2031	Retail Salespersons	39,620	41,646	2,026	5.11%	1,013	1,482	2,495
11-9013	Farmers, Ranchers, and Other Agricultural Managers	54,101	55,419	1,318	2.44%	659	896	1,555
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	24,259	25,492	1,233	5.08%	616	944	1,560
39-9021	Personal Care Aides	16,673	17,660	987	5.92%	494	106	600
53-3032	Heavy and Tractor-Trailer Truck Drivers	36,679	37,599	920	2.51%	460	584	1,044
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	24,969	25,798	829	3.32%	414	770	1,184
43-4051	Customer Service Representatives	18,865	19,684	819	4.34%	410	438	848
43-9061	Office Clerks, General	32,470	33,285	815	2.51%	408	685	1,093
41-2011	Cashiers	31,488	32,284	796	2.53%	398	1,596	1,994
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	19,127	19,762	635	3.32%	318	344	662
Top 10 Fastest Growth								
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	1,608	1,879	271	16.85%	136	45	181
51-6063	Textile Knitting and Weaving Machine Setters, Operators, and Tenders	130	148	18	13.85%	9	2	11
49-9045	Refractory Materials Repairers, Except Brickmasons	56	63	7	12.50%	4	2	6
47-4041	Hazardous Materials Removal Workers	186	205	19	10.22%	10	4	14
43-5011	Cargo and Freight Agents	541	596	55	10.17%	28	16	44
51-4052	Pourers and Casters, Metal	89	98	9	10.11%	4	3	7
47-3014	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	226	248	22	9.73%	11	4	15
53-7041	Hoist and Winch Operators	52	57	5	9.62%	2	2	4
49-3052	Motorcycle Mechanics	212	232	20	9.43%	10	4	14
15-2031	Operations Research Analysts	439	480	41	9.34%	20	6	26
Top 10 Decline								
43-3071	Tellers	6,371	6,116	-255	-4.00%	0	280	280
47-5013	Service Unit Operators, Oil, Gas, and Mining	638	559	-79	-12.38%	0	22	22
47-5071	Roustabouts, Oil and Gas	562	491	-71	-12.63%	0	10	10
51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	337	268	-69	-20.47%	0	12	12
51-7011	Cabinetmakers and Bench Carpenters	1,143	1,075	-68	-5.95%	0	10	10
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	1,148	1,084	-64	-5.57%	0	18	18
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	2,287	2,230	-57	-2.49%	0	31	31
35-2011	Cooks, Fast Food	10,560	10,513	-47	-0.45%	0	284	284
51-6042	Shoe Machine Operators and Tenders	452	405	-47	-10.40%	0	5	5
53-7073	Wellhead Pumpers	300	258	-42	-14.00%	0	11	11
Top 10 Fastest Decline								
51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	337	268	-69	-20.47%	0	12	12
51-8092	Gas Plant Operators	153	130	-23	-15.03%	0	5	5
53-7073	Wellhead Pumpers	300	258	-42	-14.00%	0	11	11
47-5011	Derrick Operators, Oil and Gas	211	183	-28	-13.27%	0	7	7
47-5071	Roustabouts, Oil and Gas	562	491	-71	-12.63%	0	10	10
47-5012	Rotary Drill Operators, Oil and Gas	88	77	-11	-12.50%	0	3	3
47-5013	Service Unit Operators, Oil, Gas, and Mining	638	559	-79	-12.38%	0	22	22
51-7021	Furniture Finishers	192	170	-22	-11.46%	0	4	4
51-4062	Patternmakers, Metal and Plastic	45	40	-5	-11.11%	0	1	1
51-6042	Shoe Machine Operators and Tenders	452	405	-47	-10.40%	0	5	5

Source: Arkansas Department of Workforce Services, Projections Suite Software

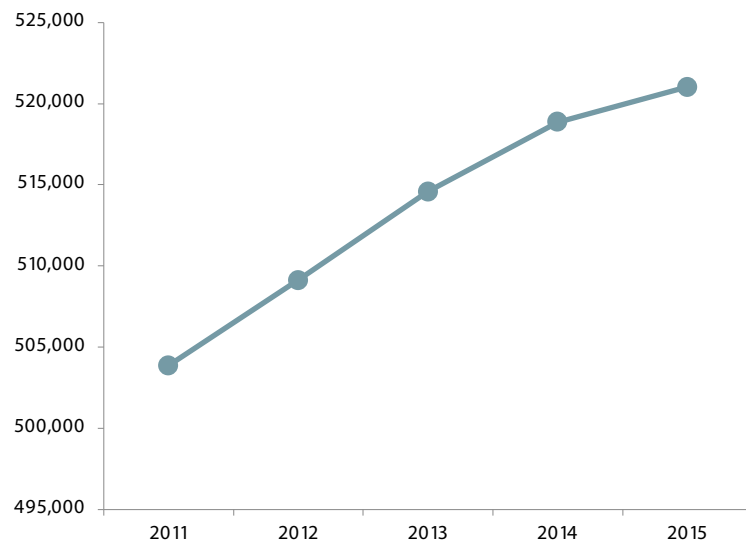
Central Arkansas WDA

The Central Arkansas Workforce Development Area's population was 521,019 in 2015, an increase of 2,152 since 2014 and the Area has seen an increase in population of 17,145 since 2011. Central Arkansas WDA 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.

Job creation increased by 651 when comparing the second quarter of 2015 to the second quarter of 2014 to 10,468 and increased by 1,345 when comparing to the second quarter of 2011. The number of new hires and the number of separations increased in the second quarter of 2015 from the same time period in 2014. New hires totaled 38,494 for the second quarter of 2015 while separations totaled 35,111. Turnover increased to 9.7 percent.

The WDA saw an increase in the labor force of 4,630 to 245,315 from 2014 to 2015 but saw a decrease in the labor force of 1,216 over the 2011 to 2015 period. Employment increased by 6,332 between 2014 and 2015 and increased by 5,175 over the five-year period. But the WDA has also seen a decrease in unemployment over the same time periods. From 2014 to 2015, there was a decrease of 1,702 in unemployment and from 2011 to 2015, unemployment decreased by 6,391. The WDA's unemployment rate decreased by eight-tenths of a percentage point from 2014 to 4.6 percent for 2015 and the unemployment rate decreased by two and six-tenths of a percentage point over the five-year period. In 2016, the unemployment rate decreased by two-tenths of a percentage point to 3.8 percent in July.

Population



Central Arkansas WDA Population 2011-2015

2011	2012	2013	2014	2015
503,874	509,122	514,579	518,867	521,019

Source: U.S. Census Bureau

Central Arkansas WDA does not include the City of Little Rock WDA

Quarterly Workforce Indicators

Central Arkansas WDA Quarterly Workforce Indicators (All Ownerships)

QWI Explorer	2011_2	2012_2	2013_2	2014_2	2015_2
Job Creation	9,123	10,069	9,409	9,817	10,468
New Hires	34,411	36,950	36,600	36,353	38,494
Separations	32,767	34,675	36,691	33,758	35,111
Turnover	9.2%	9.1%	9.5%	9.3%	9.7%

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

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

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

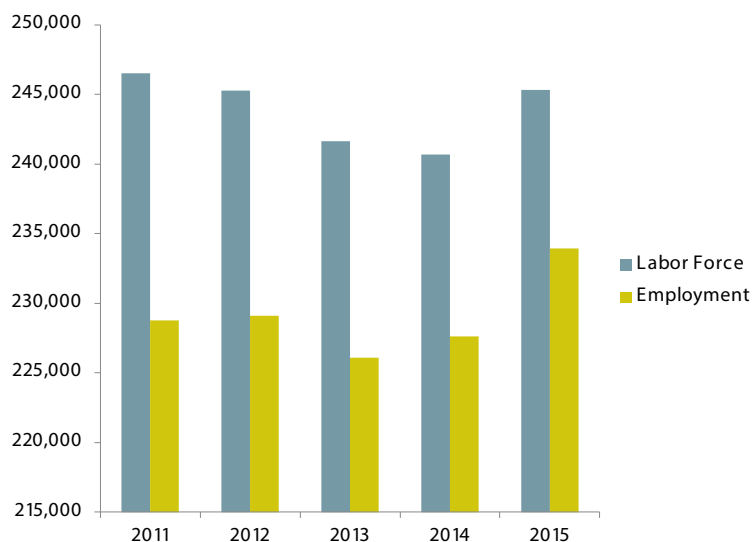
Separations: Estimated number of workers whose job with a given employer ended in the specified quarter.

Turnovers: The rate at which stable jobs begin and end

Central Arkansas WDA does not include the City of Little Rock WDA

Central Arkansas WDA

Labor Force/Employment



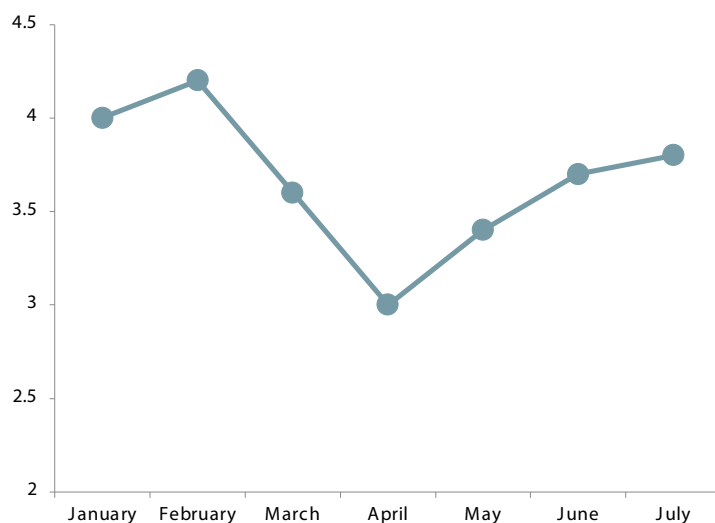
Central Arkansas WDA 2011-2015 Labor Force/Employment

Year	2011	2012	2013	2014	2015
Labor Force	246,531	245,282	241,620	240,685	245,315
Employment	228,759	229,116	226,111	227,602	233,934
Unemployment	17,772	16,166	15,509	13,083	11,381
Unemployment Rate	7.2	6.6	6.4	5.4	4.6

Source: Arkansas Department of Workforce Services

Central Arkansas WDA does not include the City of Little Rock WDA

Monthly Unemployment Rate



Central Arkansas WDA 2016 Monthly Unemployment Rate*

Year	Month	Unemployment Rate
2016	January	4.0
2016	February	4.2
2016	March	3.6
2016	April	3.0
2016	May	3.4
2016	June	3.7
2016	July	3.8

*Not Seasonally Adjusted, Not Preliminary

Source: Arkansas Department of Workforce Services

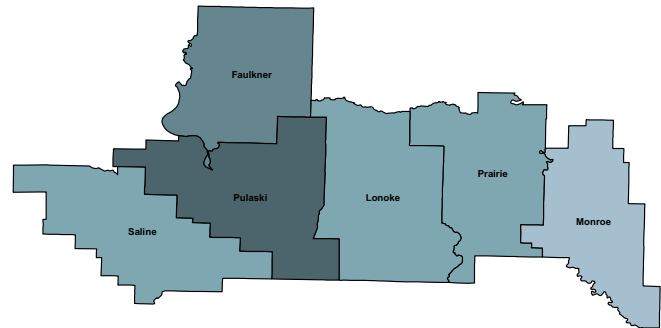
Central Arkansas WDA does not include the City of Little Rock WDA

Central Arkansas WDA

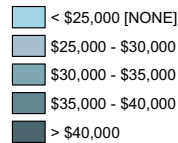
Wages

With an estimated employment of 3,653, *Combined Food Preparation and Serving Workers, Including Fast Food* was the largest occupation in the WDA in 2015, with an estimated average wage of \$17,728. *Cashiers* had the next largest estimated employment with 2,939, earning an estimated entry wage of \$17,324. *General and Operations Managers* had the largest estimated experienced wage of all the occupations on the 10 largest occupations list at \$100,728.

Family and General Practitioners, with an estimated average annual salary of \$242,713 led the Occupations Paying the Most list in 2015. Occupations on the list were mixed with *Business Teachers, Postsecondary* finishing the list, earning an average annual salary of \$92,532.



Annual Average Wages



Central Arkansas WDA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Combined Food Preparation and Serving Workers, Including Fast Food	3,653	\$17,728	\$17,362	\$17,910
Cashiers	2,939	\$18,656	\$17,324	\$19,322
Retail Salespersons	2,398	\$24,219	\$17,367	\$27,645
Waiters and Waitresses	1,883	\$17,542	\$17,340	\$17,644
Office Clerks, General	1,586	\$25,205	\$17,787	\$28,914
Secretaries and Administrative Assistants, Except Legal, Medical, & Executive	1,513	\$27,215	\$18,478	\$31,583
Laborers and Freight, Stock, and Material Movers, Hand	1,341	\$22,415	\$17,343	\$24,951
General and Operations Managers	1,303	\$79,604	\$37,356	\$100,728
Stock Clerks and Order Fillers	1,245	\$22,147	\$17,386	\$24,528
Childcare Workers	1,244	\$18,846	\$17,440	\$19,550

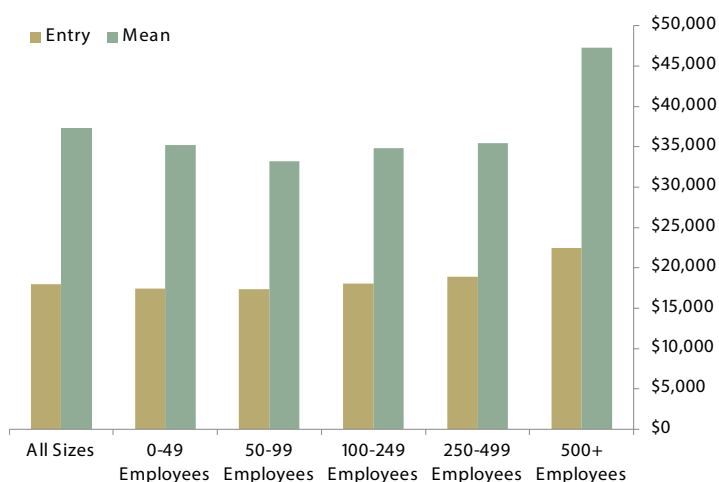
Source: Arkansas Department of Workforce Services, May 2015 Wage Survey
Central Arkansas WDA does not include the City of Little Rock WDA

Central Arkansas WDA Occupations Paying the Most

Occupation	Average Annual Salary
Family and General Practitioners	\$242,713
Architectural and Engineering Managers	\$122,473
Pharmacists	\$120,028
Optometrists	\$109,345
Judges, Magistrate Judges, and Magistrates	\$102,761
Natural Sciences Managers	\$101,278
Computer and Information Systems Managers	\$97,029
Chiropractors	\$95,853
Lawyers	\$94,617
Business Teachers, Postsecondary	\$92,532

Source: Arkansas Department of Workforce Services, May 2015 Wage Survey
Central Arkansas WDA does not include the City of Little Rock WDA

Central Arkansas WDA



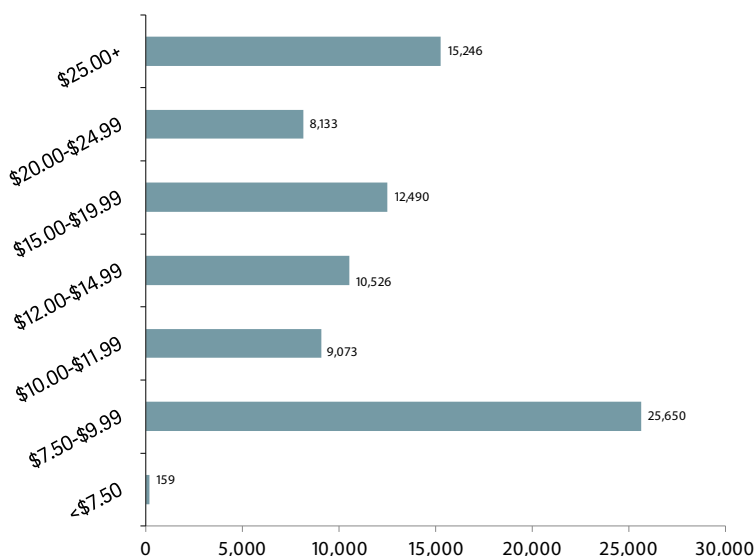
Employers of all sizes had a median wage estimate of \$28,331 in 2015 with an estimated experienced wage of \$46,974. Employers with 50 to 99 employees had an estimated entry wage of \$17,325. Estimated mean wages ranged from \$35,236 for employers with 0 to 49 employees to \$47,302 for employers with 500 or more employees.

Of the 81,277 estimated employees in the Area, 10,526 employees made an hourly wage in the \$12.00 to \$14.99 range. Employees making less than \$7.50 an hour totaled 159. Employees making \$7.50 to \$9.99 an hour totaled 25,650. Note: Wage data for Central Arkansas WDA does not include Pulaski County.

Central Arkansas WDA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$37,308	\$28,331	\$17,978	\$46,974
0-49 Employees	\$35,236	\$25,193	\$17,432	\$44,138
50-99 Employees	\$33,239	\$24,667	\$17,325	\$41,197
100-249 Employees	\$34,824	\$26,591	\$18,041	\$43,216
250-499 Employees	\$35,472	\$30,531	\$18,910	\$43,752
500+ Employees	\$47,302	\$43,665	\$22,445	\$59,731

Source: Arkansas Department of Workforce Services, May 2015 Wage Survey
Central Arkansas WDA does not include the City of Little Rock WDA



Central Arkansas WDA Number of Employees by Hourly Wage Rate

Total	81,277
<\$7.50	159
\$7.50-\$9.99	25,650
\$10.00-\$11.99	9,073
\$12.00-\$14.99	10,526
\$15.00-\$19.99	12,490
\$20.00-\$24.99	8,133
\$25.00+	15,246

Source: Arkansas Department of Workforce Services, May 2015 Wage Survey
Central Arkansas WDA does not include the City of Little Rock WDA

Central Arkansas WDA

Industry

The Central Arkansas WDA is expected to add 4,343 new jobs, an increase of 2.52 percent. *Food Services and Drinking Places* is estimated to be the top growing industry with an increase of 564 new jobs growing from 14,715 in 2015 to 15,279 in 2017. *Sporting Goods, Hobby, Book, and Music Stores* is anticipated to be the fastest growing industry during the 2015-2017 period with an increase of 13.93 percent adding 102 jobs to an employment of 834. *Data Processing, Hosting and Related Services* is predicted to be the fastest declining industry decreasing by 15.94 percent, dropping to an employment of 116. *Federal Government, Excluding Post Office* could see a decline of 129 dropping to an employment level of 3,838. **Education and Health Services** is projected to be the top industry supersector, adding 1,214 to 35,239 employed in 2017.

Occupations

The Central Arkansas WDA is expected to have 6,548 annual job openings during the projection period with 2,416 being for growth and expansion and 4,132 being for replacement. *Retail Salespersons*, which is estimated to gain 231 jobs by March 2017, is projected to be the top growing occupation increasing employment to 5,570. *Postal Service Mail Carriers* could see a 14.23 percent increase in jobs making it the fastest growing occupation increasing to a level of 313 as population grows in certain areas of the WDA. *Service Unit Operators, Oil, Gas, and Mining* is projected to be the top and fastest declining occupation with a loss of 119, or 59.50 percent of its workforce due to decreased investment in natural gas activities. **Sales and Related Occupations** is projected to be the top occupational group, adding 600 by March 2017.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2015 Estimated	2017 Projected		
102500	Education and Health Services	34,025	35,239	1,214	3.57%
102100	Trade, Transportation, and Utilities	37,057	38,083	1,026	2.77%
102400	Professional and Business Services	17,481	18,180	699	4.00%
102600	Leisure and Hospitality	17,097	17,735	638	3.73%
101200	Construction	9,079	9,420	341	3.76%

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2015 Estimated	2017 Projected	Net	Percent	Growth	Replacement	Total
41-0000	Sales and Related Occupations	18,959	19,559	600	3.16%	304	632	936
35-0000	Food Preparation and Serving Related Occupations	16,080	16,639	559	3.48%	282	624	906
43-0000	Office and Administrative Support Occupations	25,906	26,451	545	2.10%	309	567	876
29-0000	Healthcare Practitioners and Technical Occupations	9,016	9,431	415	4.60%	208	188	396
39-0000	Personal Care and Service Occupations	7,649	7,994	345	4.51%	172	187	359

Source: Arkansas Department of Workforce Services, Projections Suite Software

Central Arkansas WDA Industry

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2015 Estimated	2017 Projected		
Top 10 Growth					
722000	Food Services and Drinking Places	14,715	15,279	564	3.83%
621000	Ambulatory Health Care Services	5,992	6,416	424	7.08%
624000	Social Assistance	5,155	5,502	347	6.73%
622000	Hospitals	4,647	4,988	341	7.34%
561000	Administrative and Support Services	9,089	9,422	333	3.66%
238000	Specialty Trade Contractors	6,453	6,749	296	4.59%
452000	General Merchandise Stores	6,161	6,443	282	4.58%
541000	Professional, Scientific, and Technical Services	6,599	6,830	231	3.50%
441000	Motor Vehicle and Parts Dealers	3,786	3,988	202	5.34%
611000	Educational Services	13,795	13,972	177	1.28%
Top 10 Fastest Growth					
451000	Sporting Goods, Hobby, Book, and Music Stores	732	834	102	13.93%
517000	Telecommunications	492	555	63	12.80%
491100	Postal Service	802	902	100	12.47%
324000	Petroleum and Coal Products Manufacturing	126	140	14	11.11%
551000	Management of Companies and Enterprises	1,328	1,464	136	10.24%
327000	Nonmetallic Mineral Product Manufacturing	546	596	50	9.16%
339000	Miscellaneous Manufacturing	190	207	17	8.95%
523000	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	180	196	16	8.89%
488000	Support Activities for Transportation	331	356	25	7.55%
622000	Hospitals	4,647	4,988	341	7.34%
Top 10 Decline					
999100	Federal Government, Excluding Post Office	3,967	3,838	-129	-3.25%
213000	Support Activities for Mining	815	709	-106	-13.01%
425000	Wholesale Electronic Markets and Agents and Brokers	688	605	-83	-12.06%
522000	Credit Intermediation and Related Activities	2,227	2,148	-79	-3.55%
623000	Nursing and Residential Care Facilities	4,436	4,361	-75	-1.69%
448000	Clothing and Clothing Accessories Stores	1,126	1,070	-56	-4.97%
221000	Utilities	584	544	-40	-6.85%
237000	Heavy and Civil Engineering Construction	1,100	1,061	-39	-3.55%
337000	Furniture and Related Product Manufacturing	978	947	-31	-3.17%
336000	Transportation Equipment Manufacturing	414	388	-26	-6.28%
Top 10 Fastest Decline					
518000	Data Processing, Hosting and Related Services	138	116	-22	-15.94%
213000	Support Activities for Mining	815	709	-106	-13.01%
425000	Wholesale Electronic Markets and Agents and Brokers	688	605	-83	-12.06%
221000	Utilities	584	544	-40	-6.85%
336000	Transportation Equipment Manufacturing	414	388	-26	-6.28%
511000	Publishing Industries (except Internet)	237	224	-13	-5.49%
448000	Clothing and Clothing Accessories Stores	1,126	1,070	-56	-4.97%
522000	Credit Intermediation and Related Activities	2,227	2,148	-79	-3.55%
237000	Heavy and Civil Engineering Construction	1,100	1,061	-39	-3.55%
999100	Federal Government, Excluding Post Office	3,967	3,838	-129	-3.25%

Source: Arkansas Department of Workforce Services, Projections Suite Software

Central Arkansas WDA Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2015 Estimated	2017 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
41-2031	Retail Salespersons	5,339	5,570	231	4.33%	116	200	316
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	4,542	4,757	215	4.73%	108	177	285
39-9011	Childcare Workers	4,152	4,366	214	5.15%	107	126	233
41-2011	Cashiers	5,107	5,257	150	2.94%	75	258	333
11-9013	Farmers, Ranchers, and Other Agricultural Managers	4,282	4,412	130	3.04%	65	71	136
29-1141	Registered Nurses	2,492	2,618	126	5.06%	63	55	118
35-3031	Waiters and Waitresses	3,546	3,664	118	3.33%	59	186	245
43-5081	Stock Clerks and Order Fillers	3,355	3,471	116	3.46%	58	114	172
43-4051	Customer Service Representatives	3,033	3,145	112	3.69%	56	70	126
43-9061	Office Clerks, General	4,526	4,637	111	2.45%	56	96	152
Top 10 Fastest Growth								
43-5052	Postal Service Mail Carriers	274	313	39	14.23%	20	5	25
43-5051	Postal Service Clerks	72	82	10	13.89%	5	1	6
29-1171	Nurse Practitioners	154	168	14	9.09%	7	4	11
15-2031	Operations Research Analysts	202	220	18	8.91%	9	3	12
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	58	63	5	8.62%	2	2	4
29-1123	Physical Therapists	298	322	24	8.05%	12	7	19
29-2041	Emergency Medical Technicians and Paramedics	78	84	6	7.69%	3	1	4
29-2081	Opticians, Dispensing	72	77	5	6.94%	2	2	4
29-1127	Speech-Language Pathologists	291	311	20	6.87%	10	6	16
13-1161	Market Research Analysts and Marketing Specialists	175	187	12	6.86%	6	2	8
Top 10 Decline								
47-5013	Service Unit Operators, Oil, Gas, and Mining	200	81	-119	-59.50%	0	6	6
43-3071	Tellers	1,015	968	-47	-4.63%	0	44	44
47-5011	Derrick Operators, Oil and Gas	106	89	-17	-16.04%	0	4	4
51-9198	Helpers--Production Workers	790	775	-15	-1.90%	0	25	25
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	979	970	-9	-0.92%	0	8	8
17-2051	Civil Engineers	122	114	-8	-6.56%	0	4	4
43-5041	Meter Readers, Utilities	82	74	-8	-9.76%	0	2	2
17-3031	Surveying and Mapping Technicians	117	111	-6	-5.13%	0	2	2
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	107	101	-6	-5.61%	0	3	3
41-2021	Counter and Rental Clerks	511	505	-6	-1.17%	0	14	14
Top 10 Fastest Decline								
47-5013	Service Unit Operators, Oil, Gas, and Mining	200	81	-119	-59.50%	0	6	6
47-5011	Derrick Operators, Oil and Gas	106	89	-17	-16.04%	0	4	4
51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	33	28	-5	-15.15%	0	1	1
43-5041	Meter Readers, Utilities	82	74	-8	-9.76%	0	2	2
17-2051	Civil Engineers	122	114	-8	-6.56%	0	4	4
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	107	101	-6	-5.61%	0	3	3
17-3031	Surveying and Mapping Technicians	117	111	-6	-5.13%	0	2	2
43-9011	Computer Operators	84	80	-4	-4.76%	0	0	0
43-3071	Tellers	1,015	968	-47	-4.63%	0	44	44
51-6031	Sewing Machine Operators	120	116	-4	-3.33%	0	1	1

Source: Arkansas Department of Workforce Services, Projections Suite Software

City of Little Rock WDA

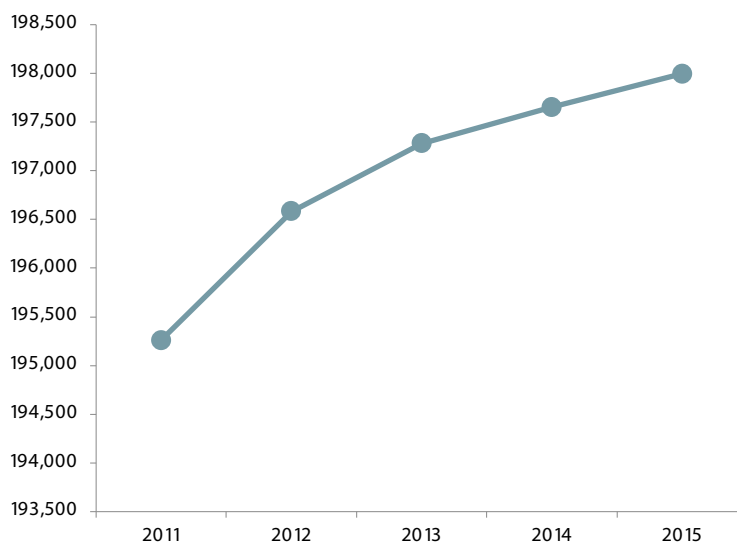
The City of Little Rock Workforce Development Area grew by 340 in 2015, bringing the population to 197,992. The City of Little Rock's population has grown by 2,732 between 2011 and 2015. The Area is the county seat of Pulaski County and includes part of the Little Rock-North Little Rock-Conway Metropolitan Statistical Area.

Job creation increased by 832 to 7,204 jobs created in the second quarter of 2015. This is an increase compared to the second quarter of 2011 when 6,806 jobs were created in the WDA. The number of new hires increased by 1,502 while the number of separations increased by 400 between the second quarters of 2014 and 2015. Both new hires and separations increased from the second quarter of 2011 compared to second quarter 2015. The

turnover rate remained the same from the second quarter of 2014 to 2015 at 7.9 percent.

The labor force increased in the WDA by 1,891 from 2014 to 2015, and saw a decrease of 2,188 between 2011 and 2015. Employment increased by 2,597 from 2014 to 2015 and by 631 from 2011 to 2015. Unemployment and the unemployment rate decreased between 2014 and 2015, with unemployment decreasing by 706 and the unemployment rate decreasing by eight-tenths of a percentage point to 4.7 in 2015. The unemployment rate decreased by two and seven-tenths of a percentage point from 2011 to 2015. The Area unemployment rate continued to decline through July 2016, decreasing by nine-tenths of a percentage point from January 2015 to 3.8 percent.

Population



City of Little Rock WDA Population 2011-2015

2011	2012	2013	2014	2015
195,260	196,583	197,278	197,652	197,992

Source: U.S. Census Bureau

Quarterly Workforce Indicators

City of Little Rock WDA Quarterly Workforce Indicators (All Ownerships)

QWI Explorer	2011_2	2012_2	2013_2	2014_2	2015_2
Job Creation	6,806	7,061	6,710	6,372	7,204
New Hires	26,515	26,523	25,733	26,375	27,877
Separations	24,880	24,351	24,036	25,214	25,614
Turnovers	7.7%	7.7%	7.8%	7.9%	7.9%

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

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

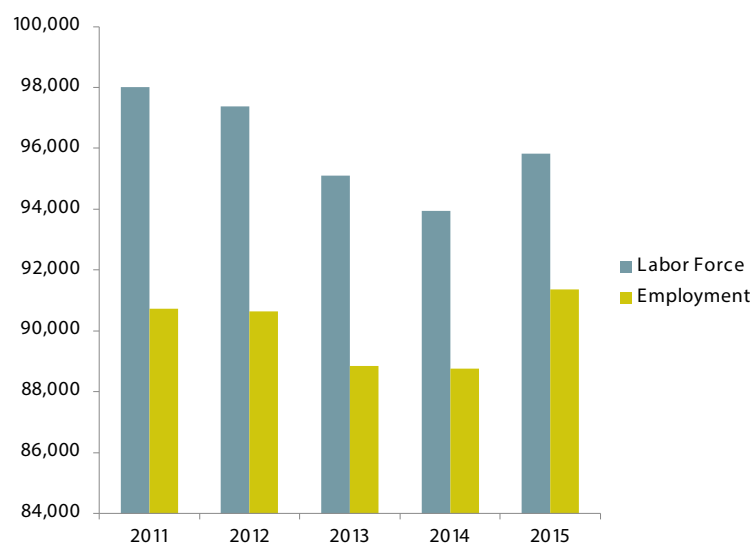
New Hires: Estimated number of workers who started a new job.

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

Turnovers: The rate at which stable jobs begin and end

City of Little Rock WDA

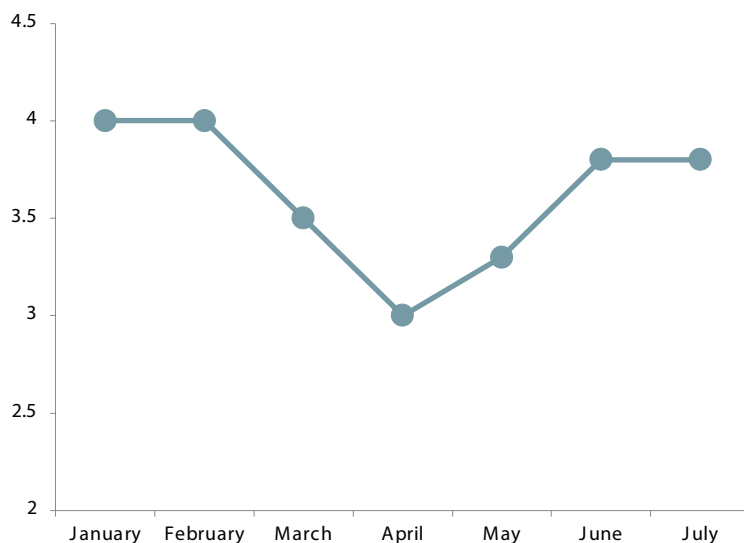
Labor Force/Employment



City of Little Rock WDA 2011-2015 Labor Force/Employment

Year	2011	2012	2013	2014	2015
Labor Force	98,021	97,382	95,107	93,942	95,833
Employment	90,721	90,637	88,850	88,755	91,352
Unemployment	7,300	6,745	6,257	5,187	4,481
Unemployment Rate	7.4	6.9	6.6	5.5	4.7

Source: Arkansas Department of Workforce Services



Monthly Unemployment Rate

City of Little Rock WDA 2016 Monthly Unemployment Rate*

Year	Period	Unemployment Rate
2016	January	4
2016	February	4
2016	March	3.5
2016	April	3
2016	May	3.3
2016	June	3.8
2016	July	3.8

*Not Seasonally Adjusted, Not Preliminary Source:
Arkansas Department of Workforce Services

City of Little Rock WDA

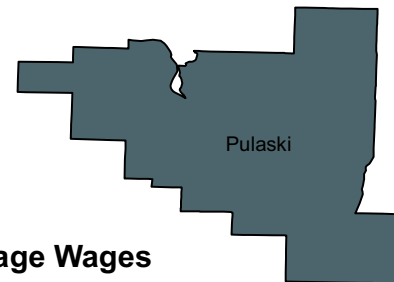
Wages

Retail Salespersons was the largest occupation in 2015 with 8,176 estimated employees with an estimated entry wage of \$17,378. *Registered Nurses* was the second largest occupation with an estimated employment of 7,786 and an estimated experienced wage of \$71,006. *General and Operations Managers* had the highest estimated experienced wage of the largest occupations at \$122,902 in 2015.

Obstetricians and Gynecologists topped the list of occupations paying the most with an average annual salary of \$283,460 for the Area. With an estimated average annual salary of \$231,132, *Family and General Practitioners* ranked second on the list. *Personal Financial Advisors* completed the list, earning \$113,377 annually in 2015.

Annual Average Wages

■ > \$40,000



City of Little Rock WDA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Retail Salespersons	8,176	\$28,155	\$17,378	\$33,543
Registered Nurses	7,786	\$62,446	\$45,325	\$71,006
Customer Service Representatives	6,734	\$32,854	\$22,939	\$37,811
Office Clerks, General	6,279	\$26,259	\$18,300	\$30,239
Cashiers	6,075	\$19,643	\$17,395	\$20,766
Laborers and Freight, Stock, and Material Movers, Hand	5,029	\$25,579	\$17,690	\$29,523
General and Operations Managers	4,680	\$95,757	\$41,468	\$122,902
Heavy and Tractor-Trailer Truck Drivers	4,370	\$39,597	\$26,674	\$46,059
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	4,284	\$21,029	\$17,391	\$22,849
Waiters and Waitresses	4,152	\$19,889	\$17,400	\$21,134

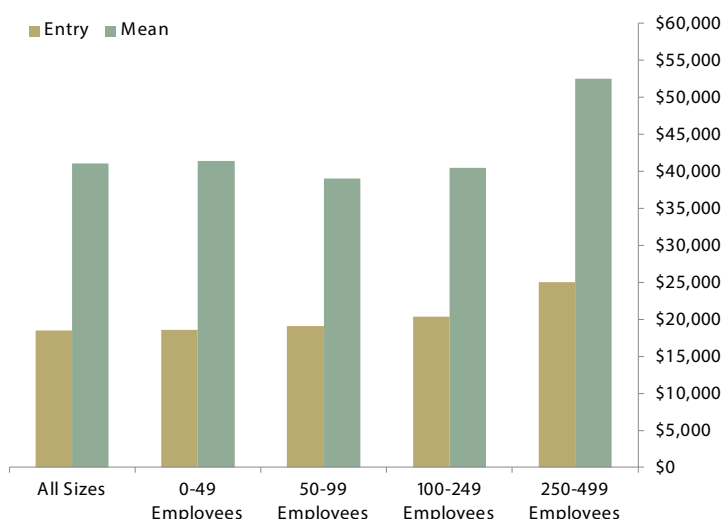
Source: Arkansas Department of Workforce Services, May 2015 Wage Survey

City of Little Rock WDA Occupations Paying the Most

Occupation	Average Annual Salary
Obstetricians and Gynecologists	\$283,460
Family and General Practitioners	\$231,132
Surgeons	\$225,767
Dentists, General	\$197,597
Advertising and Promotions Managers	\$154,887
Optometrists	\$141,552
Nurse Anesthetists	\$136,310
Judges, Magistrate Judges, and Magistrates	\$121,747
Architectural and Engineering Managers	\$118,442
Personal Financial Advisors	\$113,377

Source: Arkansas Department of Workforce Services, May 2015 Wage Survey

City of Little Rock WDA



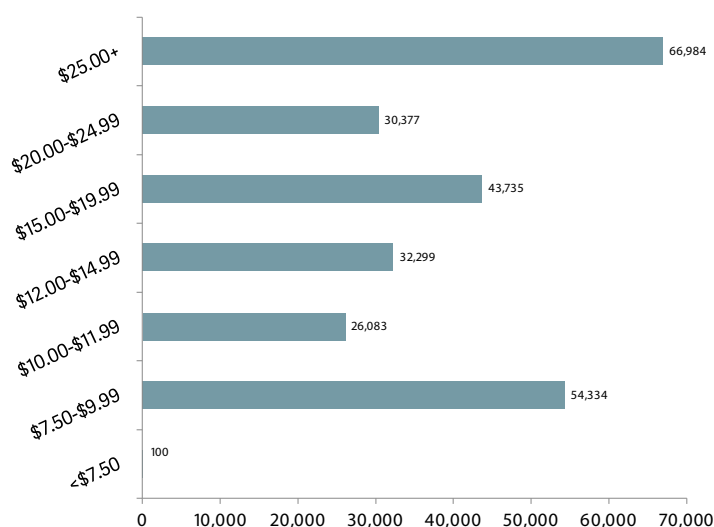
The City of Little Rock WDA had an estimated median wage of \$34,306 for employers of all sizes in 2015. Employers with 100 to 249 employees had an estimated entry wage of \$19,053. Estimated mean wages ranged from \$38,975 for employers with 100 to 249 employees to \$52,462 for employers with 500 or more employees in the WDA.

The Area's total number of estimated employees by hourly wage was 253,912 with 30,377 estimated employees earning \$20.00 to \$24.99 an hour. The number of employees earning between \$7.50 and \$9.99 was estimated at 54,334. The number of employees earning less than \$7.50 an hour was estimated at 100 in 2015. *Note: Wage data for the City of Little Rock WIA includes all of Pulaski County.*

City of Little Rock WDA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$44,192	\$34,306	\$19,705	\$56,436
0-49 Employees	\$41,053	\$29,733	\$18,452	\$52,354
50-99 Employees	\$41,374	\$30,320	\$18,568	\$52,777
100-249 Employees	\$38,975	\$29,387	\$19,053	\$48,935
250-499 Employees	\$40,440	\$32,815	\$20,349	\$50,486
500+ Employees	\$52,462	\$44,643	\$25,007	\$66,190

Source: Arkansas Department of Workforce Services, May 2015 Wage Survey



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

Total	253,912
<\$7.50	100
\$7.50-\$9.99	54,334
\$10.00-\$11.99	26,083
\$12.00-\$14.99	32,299
\$15.00-\$19.99	43,735
\$20.00-\$24.99	30,377
\$25.00+	66,984

Source: Arkansas Department of Workforce Services, May 2015 Wage Survey

City of Little Rock WDA

Industry

The City of Little Rock WDA is expected to grow by 4,015 jobs between 2015 and 2017, or an increase of 2.17 percent. *Management of Companies and Enterprises* is projected to be the top growing industry adding 496 jobs between 2015 and 2017 raising employment to 3,911. *Data Processing, Hosting and Related Services* is anticipated to grow significantly with a gain of 41.36 percent making it the fastest growing industry in the Area moving from 191 jobs in 2015 to 270 in 2017. *Educational Services*, however, could see a decline in jobs with a loss of 288 bringing employment down to 11,904. *Other Information Services* could lose a third of its workforce, making it the fastest declining industry. **Trade, Transportation, and Utilities** is projected to be the top growing supersector with an increase of 1,454 raising employment to 29,167.

Occupations

Area employers are expected to have 6,408 annual openings during the projection period. Of these, 4,196 would be for replacement and 2,212 for growth and expansion. *Retail Salespersons* is estimated to be the top and fastest growing occupation adding 523 new jobs at a rate of 9.83 percent increasing employment to 5,842. On the negative side of the economy, *Telecommunications Equipment Installers and Repairers, Except Line Installers* is predicted to lose the most jobs with a decline of 35 jobs, bringing employment down to 558. *Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic* could see an 11.32 percent reduction in its workforce. **Sales and Related Occupations** is forecast to be the top growing major occupational group adding 938 jobs to bring employment to 18,949.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2015 Estimated	2017 Projected		
102100	Trade, Transportation, and Utilities	27,713	29,167	1,454	5.25%
102400	Professional and Business Services	23,225	24,133	908	3.91%
102600	Leisure and Hospitality	14,415	14,917	502	3.48%
102500	Education and Health Services	47,977	48,411	434	0.90%
102800	Government	23,650	23,860	210	0.89%

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2015 Estimated	2017 Projected	Net	Percent	Growth	Replacement	Total
41-0000	Sales and Related Occupations	18,011	18,949	938	5.21%	471	550	1,021
43-0000	Office and Administrative Support Occupations	34,018	34,429	411	1.21%	249	666	915
35-0000	Food Preparation and Serving Related Occupations	12,728	13,126	398	3.13%	204	521	725
11-0000	Management Occupations	11,750	12,065	315	2.68%	158	248	406
29-0000	Healthcare Practitioners and Technical Occupations	17,632	17,932	300	1.70%	154	368	522

Source: Arkansas Department of Workforce Services, Projections Suite Software

City of Little Rock WDA Industry

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2015 Estimated	2017 Projected		
Top 10 Growth					
551000	Management of Companies and Enterprises	3,415	3,911	496	14.52%
448000	Clothing and Clothing Accessories Stores	1,862	2,340	478	25.67%
541000	Professional, Scientific, and Technical Services	9,993	10,419	426	4.26%
722000	Food Services and Drinking Places	11,150	11,570	420	3.77%
621000	Ambulatory Health Care Services	8,713	9,064	351	4.03%
999200	State Government, Excluding Education and Hospitals	13,487	13,716	229	1.70%
624000	Social Assistance	4,609	4,819	210	4.56%
423000	Merchant Wholesalers, Durable Goods	3,890	4,055	165	4.24%
452000	General Merchandise Stores	3,478	3,629	151	4.34%
524000	Insurance Carriers and Related Activities	6,426	6,523	97	1.51%
Top 10 Fastest Growth					
518000	Data Processing, Hosting and Related Services	191	270	79	41.36%
448000	Clothing and Clothing Accessories Stores	1,862	2,340	478	25.67%
551000	Management of Companies and Enterprises	3,415	3,911	496	14.52%
442000	Furniture and Home Furnishings Stores	757	843	86	11.36%
237000	Heavy and Civil Engineering Construction	768	821	53	6.90%
425000	Wholesale Electronic Markets and Agents and Brokers	955	1,019	64	6.70%
221000	Utilities	1,546	1,632	86	5.56%
523000	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	1,725	1,814	89	5.16%
236000	Construction of Buildings	1,425	1,495	70	4.91%
453000	Miscellaneous Store Retailers	1,087	1,138	51	4.69%
Top 10 Decline					
611000	Educational Services	12,192	11,904	-288	-2.36%
517000	Telecommunications	2,875	2,689	-186	-6.47%
999100	Federal Government, Excluding Post Office	3,970	3,888	-82	-2.07%
326000	Plastics and Rubber Products Manufacturing	511	434	-77	-15.07%
522000	Credit Intermediation and Related Activities	2,740	2,672	-68	-2.48%
511000	Publishing Industries (except Internet)	1,158	1,119	-39	-3.37%
424000	Merchant Wholesalers, Nondurable Goods	1,991	1,953	-38	-1.91%
323000	Printing and Related Support Activities	669	634	-35	-5.23%
491100	Postal Service	956	933	-23	-2.41%
811000	Repair and Maintenance	1,049	1,028	-21	-2.00%
Top 10 Fastest Decline					
519000	Other Information Services	18	12	-6	-33.33%
326000	Plastics and Rubber Products Manufacturing	511	434	-77	-15.07%
493000	Warehousing and Storage	94	87	-7	-7.45%
517000	Telecommunications	2,875	2,689	-186	-6.47%
814000	Private Households	266	251	-15	-5.64%
562000	Waste Management and Remediation Services	348	329	-19	-5.46%
323000	Printing and Related Support Activities	669	634	-35	-5.23%
327000	Nonmetallic Mineral Product Manufacturing	152	146	-6	-3.95%
488000	Support Activities for Transportation	464	448	-16	-3.45%
511000	Publishing Industries (except Internet)	1,158	1,119	-39	-3.37%

Source: Arkansas Department of Workforce Services, Projections Suite Software

City of Little Rock WDA Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2015 Estimated	2017 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
41-2031	Retail Salespersons	5,319	5,842	523	9.83%	262	199	461
41-1011	First-Line Supervisors of Retail Sales Workers	1,925	2,079	154	8.00%	77	44	121
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	2,706	2,828	122	4.51%	61	106	167
39-9021	Personal Care Aides	2,208	2,321	113	5.12%	56	14	70
43-4051	Customer Service Representatives	4,935	5,038	103	2.09%	52	115	167
41-2011	Cashiers	3,075	3,168	93	3.02%	46	156	202
29-1141	Registered Nurses	6,449	6,541	92	1.43%	46	142	188
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	2,727	2,817	90	3.30%	45	84	129
35-3031	Waiters and Waitresses	2,756	2,843	87	3.16%	44	144	188
43-5081	Stock Clerks and Order Fillers	2,139	2,222	83	3.88%	42	72	114
Top 10 Fastest Growth								
41-2031	Retail Salespersons	5,319	5,842	523	9.83%	262	199	461
31-2011	Occupational Therapy Assistants	91	99	8	8.79%	4	2	6
41-1011	First-Line Supervisors of Retail Sales Workers	1,925	2,079	154	8.00%	77	44	121
13-2052	Personal Financial Advisors	507	546	39	7.69%	20	12	32
15-1121	Computer Systems Analysts	979	1,053	74	7.56%	37	11	48
51-7011	Cabinetmakers and Bench Carpenters	146	157	11	7.53%	6	1	7
15-1141	Database Administrators	218	233	15	6.88%	8	4	12
31-2021	Physical Therapist Assistants	179	191	12	6.70%	6	5	11
53-3033	Light Truck or Delivery Services Drivers	764	813	49	6.41%	24	12	36
11-9031	Education Administrators, Preschool and Childcare Center/Program	95	101	6	6.32%	3	3	6
Top 10 Decline								
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	593	558	-35	-5.90%	0	6	6
25-2021	Elementary School Teachers, Except Special Education	1,225	1,197	-28	-2.29%	0	27	27
43-3071	Tellers	601	574	-27	-4.49%	0	26	26
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	996	973	-23	-2.31%	0	25	25
25-2022	Middle School Teachers, Except Special and Career/Technical Education	688	673	-15	-2.18%	0	16	16
43-2011	Switchboard Operators, Including Answering Service	250	236	-14	-5.60%	0	4	4
25-9041	Teacher Assistants	963	951	-12	-1.25%	0	22	22
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	303	292	-11	-3.63%	0	4	4
51-9198	Helpers--Production Workers	538	528	-10	-1.86%	0	17	17
43-6011	Executive Secretaries and Executive Administrative Assistants	1,028	1,019	-9	-0.88%	0	11	11
Top 10 Fastest Decline								
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	53	47	-6	-11.32%	0	0	0
51-5111	Prepress Technicians and Workers	70	65	-5	-7.14%	0	1	1
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	593	558	-35	-5.90%	0	6	6
43-2011	Switchboard Operators, Including Answering Service	250	236	-14	-5.60%	0	4	4
51-2041	Structural Metal Fabricators and Fitters	141	134	-7	-4.96%	0	2	2
43-3071	Tellers	601	574	-27	-4.49%	0	26	26
43-4141	New Accounts Clerks	105	101	-4	-3.81%	0	2	2
25-2032	Career/Technical Education Teachers, Secondary School	110	106	-4	-3.64%	0	2	2
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	303	292	-11	-3.63%	0	4	4
39-3031	Ushers, Lobby Attendants, and Ticket Takers	131	127	-4	-3.05%	0	10	10

Source: Arkansas Department of Workforce Services, Projections Suite Software

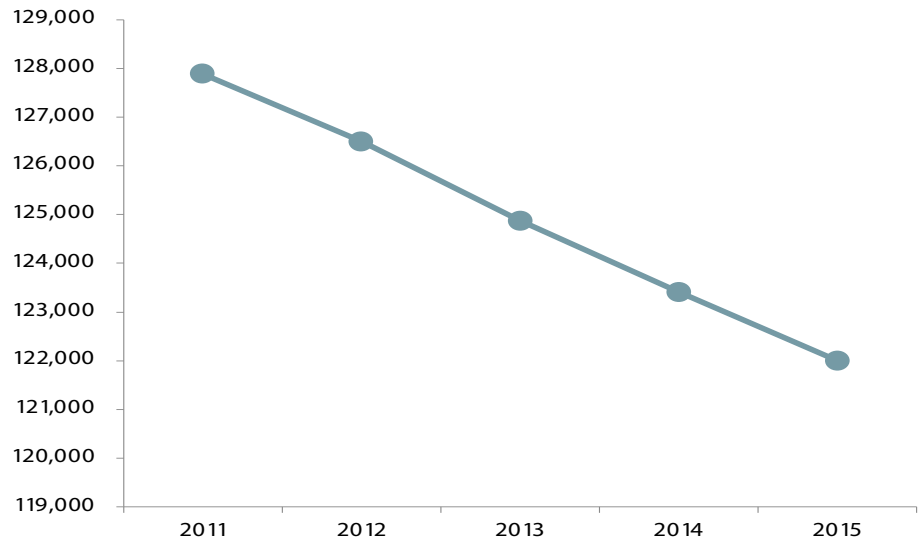
Eastern Arkansas WDA

The Eastern Arkansas Workforce Development Area's population declined by 1,411 between 2014 and 2015 to 121,999 residents. The Area has seen a decrease in population of 5,886 since 2011. The Eastern Arkansas WDA 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.

Job creation increased in the second quarter of 2015 compared to the second quarter of 2014 by 317 jobs, with 2,354 jobs created. Job creation increased in the WDA by 150 when comparing second quarter 2011 to 2015. New hires and separations increased from 2014 to 2015 by 915 and 761 respectively. The turnover rate was 9.9 percent during the second quarter of 2015.

The labor force increased by 287 to 48,829 in 2015 but has decreased by 4,730 from 2011 to 2015. Employment also increased during 2015, gaining 851 workers to 45,556. Unemployment and the unemployment rate saw significant decreases from 2014 to 2015, having 564 fewer unemployed and the unemployment rate dropping by one and two-tenths of a percentage point to 6.7 percent. Over the five-year period, the Area saw the unemployment rate drop by three and nine-tenths of a percentage point from 10.6 percent to 6.7 percent. Since the beginning of 2016, the unemployment rate has continued to decline ending July 2016 at 5.2 percent.

Population



Eastern Arkansas WDA Population 2011-2015

2011	2012	2013	2014	2015
127,885	126,500	124,874	123,410	121,999

Source: U.S. Census Bureau

Quarterly Workforce Indicators

Eastern Arkansas WDA Quarterly Workforce Indicators (All Ownerships)

QWI Explorer	2011_2	2012_2	2013_2	2014_2	2015_2
Job Creation	2,204	1,969	1,900	2,037	2,354
New Hires	6,930	6,905	6,842	7,519	8,434
Separations	6,519	6,564	6,543	7,215	7,976
Turnovers	9.9%	8.8%	9.1%	10.3%	9.9%

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

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

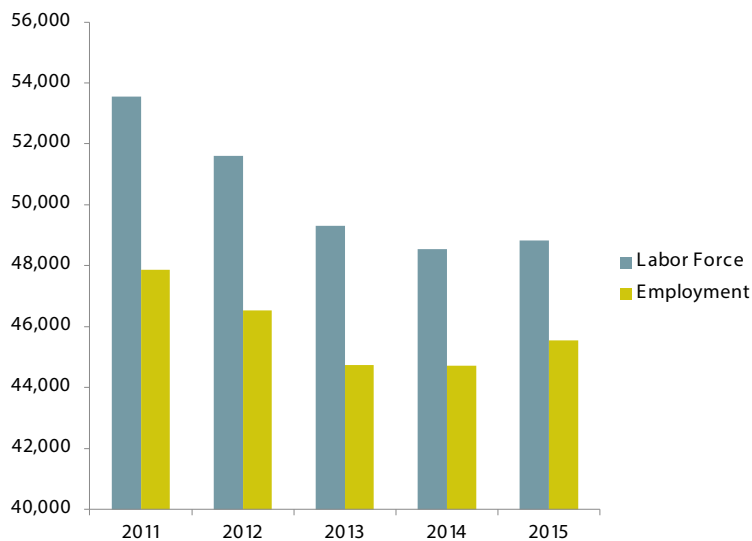
New Hires: Estimated number of workers who started a new job.

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

Turnovers: The rate at which stable jobs begin and end

Eastern Arkansas WDA

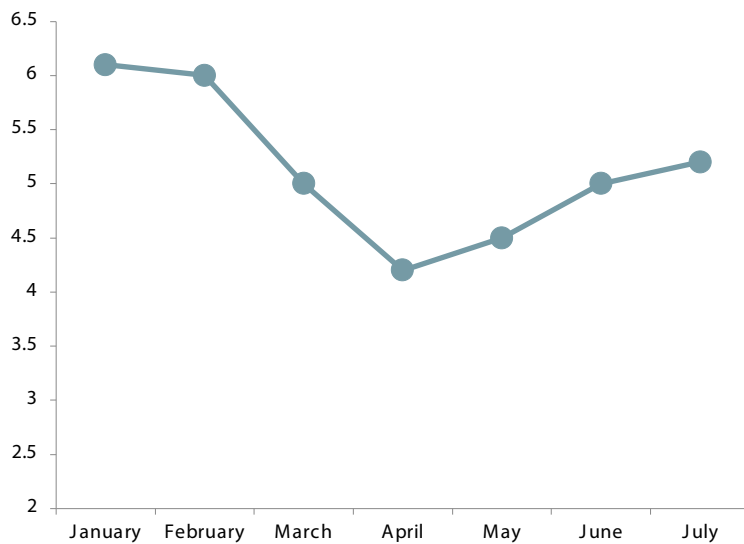
Labor Force/Employment



Eastern Arkansas WDA 2011-2015 Labor Force/Employment

Year	2011	2012	2013	2014	2015
Labor Force	53,559	51,607	49,301	48,542	48,829
Employment	47,862	46,529	44,733	44,705	45,556
Unemployment	5,697	5,078	4,568	3,837	3,273
Unemployment Rate	10.6	9.8	9.3	7.9	6.7

Source: Arkansas Department of Workforce Services



Monthly Unemployment Rate

Eastern Arkansas WDA 2016 Monthly Unemployment Rate*

Year	Month	Unemployment Rate
2016	January	6.1
2016	February	6.0
2016	March	5.0
2016	April	4.2
2016	May	4.5
2016	June	5.0
2016	July	5.2

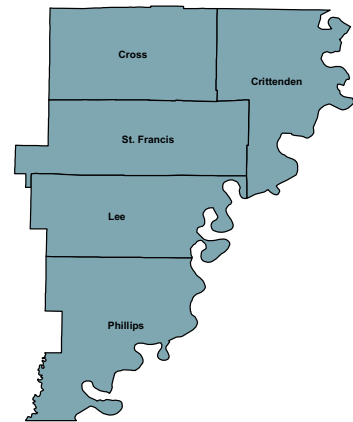
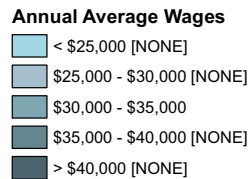
*Not Seasonally Adjusted, Not Preliminary Source:
Arkansas Department of Workforce Services

Eastern Arkansas WDA

Wages

Cashiers had the largest estimated employment in the WDA in 2015 with 1,890 employed, earning an average wage of \$18,666 in 2015. *Correctional Officers and Jailers* had the largest experienced wage on the 10 largest occupations list with \$45,446 and 678 employed in this occupation.

Family and General Practitioners leads the occupations paying the most list with an average annual wage of \$177,817. *Human Resource Managers* rounded out the list with an average annual wage of \$96,200.



Eastern Arkansas WDA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Cashiers	1,890	\$18,666	\$17,392	\$19,303
Personal Care Aides	1,383	\$17,849	\$17,229	\$18,158
Combined Food Preparation and Serving Workers, Including Fast Food	1,101	\$17,518	\$17,296	\$17,629
Heavy and Tractor-Trailer Truck Drivers	1,093	\$38,184	\$24,711	\$44,921
Office Clerks, General	987	\$24,332	\$17,441	\$27,778
Laborers and Freight, Stock, and Material Movers, Hand	976	\$23,614	\$17,448	\$26,697
Nursing Assistants	961	\$21,008	\$17,336	\$22,844
Retail Salespersons	866	\$21,926	\$17,380	\$24,199
Correctional Officers and Jailers	678	\$38,884	\$25,760	\$45,446
Secretaries and Administrative Assistants, Except Legal, Medical, & Executive	637	\$27,385	\$19,200	\$31,478

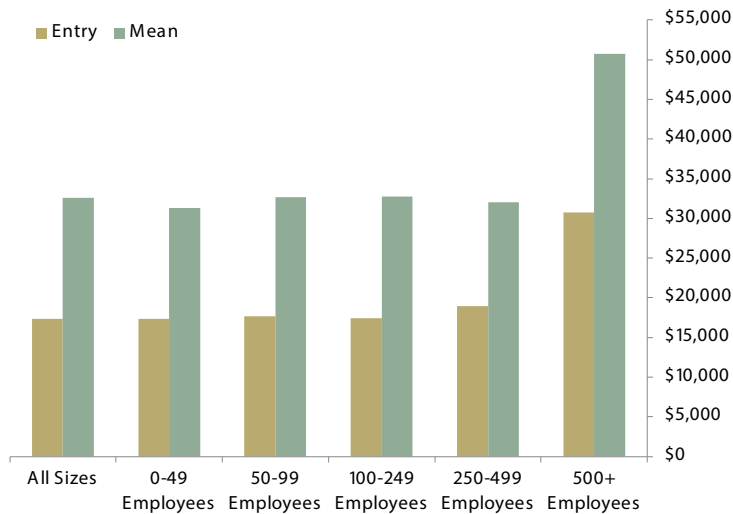
Source: Arkansas Department of Workforce Services, May 2015 Wage Survey

Eastern Arkansas WDA Occupations Paying the Most

Occupation	Average Annual Salary
Family and General Practitioners	\$177,817
Pharmacists	\$131,639
Construction Managers	\$120,914
Nurse Practitioners	\$117,151
Architectural and Engineering Managers	\$111,990
Clinical, Counseling, and School Psychologists	\$108,526
Dentists, General	\$106,390
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$104,885
Chief Executives	\$97,284
Human Resources Managers	\$96,200

Source: Arkansas Department of Workforce Services, May 2015 Wage Survey

Eastern Arkansas WDA



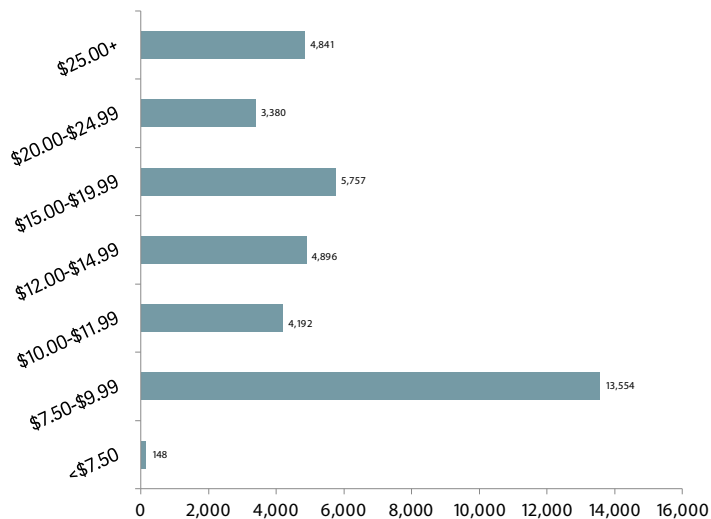
Employers of all sizes in the Eastern Arkansas WDA had an estimated entry wage of \$17,946 in 2015. Employers with 250 to 499 employees had an estimated mean wage of \$37,459. Employers of 50 to 99 employees had an estimated entry wage of \$17,650, while estimated experienced wages were \$39,848 for 2015.

Of the 36,768 estimated employees in the Area, those earning \$7.50 to \$9.99 an hour was the largest group on the list, with an estimated 13,554 employees. The estimated number of employees earning \$12.00 to \$14.99 an hour was 4,896.

Eastern Arkansas WDA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$32,630	\$25,514	\$17,387	\$40,252
0-49 Employees	\$31,319	\$22,634	\$17,344	\$38,307
50-99 Employees	\$32,697	\$25,672	\$17,650	\$40,220
100-249 Employees	\$32,793	\$27,382	\$17,405	\$40,487
250-499 Employees	\$32,068	\$28,476	\$18,954	\$38,624
500+ Employees	\$50,735	\$51,435	\$30,715	\$60,744

Source: Arkansas Department of Workforce Services, May 2015 Wage Survey



Eastern Arkansas WDA Number of Employees by Hourly Wage Rate

Total	36,768
<\$7.50	148
\$7.50-\$9.99	13,554
\$10.00-\$11.99	4,192
\$12.00-\$14.99	4,896
\$15.00-\$19.99	5,757
\$20.00-\$24.99	3,380
\$25.00+	4,841

Source: Arkansas Department of Workforce Services, May 2015 Wage Survey

Eastern Arkansas WDA

Industry

The Eastern Arkansas WDA is expected to experience a net growth of 1,090 jobs between 2015 and 2017. *Administrative and Support Services* is estimated to be the top growing industry adding 243 jobs between 2015 and 2017 bringing its employment to 1,918. *Nonmetallic Mineral Product Manufacturing* is expected to be the fastest growing industry with a gain of 53.33 percent, or 56 new jobs going from 105 jobs in 2015 to 161 in 2017. *Educational Services* could see a drop of 76 jobs making it the top declining industry in Eastern Arkansas, dropping employment to 4,446. *Insurance Carriers and Related Activities* could see a 17.73 percent drop in employment during the projection period dropping to 116 jobs in 2017. Population decline could be a contributing factor in these industry declines. **Professional and Business Services** leads the Area in net growth among the industry supersectors with 273 new jobs, increasing employment 11.17 percent to 2,718.

Occupations

The Eastern Arkansas WDA is expected to have 1,608 annual job openings during the projection period with 986 being for replacement and the remaining 622 for growth and expansion. *Personal Care Aides* is predicted to add the most jobs with 79 new jobs anticipated, increasing employment to 1,467. *Industrial Machinery Mechanics* is forecast to be the fastest growing occupation with an increase of 11.72 percent moving from 145 jobs in 2015 to 162 in 2017. *Tellers* could lose 10 jobs between 2015 and 2017 making it the top declining occupation, while *Advertising Sales Agents* could be the fastest declining occupation, losing 12.5 percent of its workforce. **Transportation and Material Moving Occupations** is anticipated to be the top growing major occupational group with 158 new jobs, increasing its total workforce to 4,687.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2015 Estimated	2017 Projected		
102400	Professional and Business Services	2,445	2,718	273	11.17%
102100	Trade, Transportation, and Utilities	9,355	9,582	227	2.43%
102500	Education and Health Services	10,377	10,585	208	2.00%
101300	Manufacturing	3,241	3,374	133	4.10%
102600	Leisure and Hospitality	3,527	3,633	106	3.01%

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2015 Estimated	2017 Projected	Net	Percent	Growth	Replacement	Total
53-0000	Transportation and Material Moving Occupations	4,529	4,687	158	3.49%	82	104	186
35-0000	Food Preparation and Serving Related Occupations	3,184	3,301	117	3.67%	60	119	179
39-0000	Personal Care and Service Occupations	2,411	2,515	104	4.31%	52	38	90
41-0000	Sales and Related Occupations	4,388	4,489	101	2.30%	60	160	220
51-0000	Production Occupations	2,653	2,740	87	3.28%	60	58	118

Source: Arkansas Department of Workforce Services, Projections Suite Software

Eastern Arkansas WDA Industry

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2015 Estimated	2017 Projected		
Top 10 Growth					
561000	Administrative and Support Services	1,675	1,918	243	14.51%
624000	Social Assistance	2,505	2,643	138	5.51%
621000	Ambulatory Health Care Services	1,673	1,792	119	7.11%
722000	Food Services and Drinking Places	2,515	2,631	116	4.61%
452000	General Merchandise Stores	1,499	1,572	73	4.87%
327000	Nonmetallic Mineral Product Manufacturing	105	161	56	53.33%
999100	Federal Government, Excluding Post Office	707	746	39	5.52%
311000	Food Manufacturing	656	693	37	5.64%
326000	Plastics and Rubber Products Manufacturing	174	209	35	20.11%
238000	Specialty Trade Contractors	460	492	32	6.96%
Top 10 Fastest Growth					
327000	Nonmetallic Mineral Product Manufacturing	105	161	56	53.33%
326000	Plastics and Rubber Products Manufacturing	174	209	35	20.11%
443000	Electronics and Appliance Stores	73	84	11	15.07%
561000	Administrative and Support Services	1,675	1,918	243	14.51%
551000	Management of Companies and Enterprises	178	194	16	8.99%
811000	Repair and Maintenance	420	450	30	7.14%
621000	Ambulatory Health Care Services	1,673	1,792	119	7.11%
238000	Specialty Trade Contractors	460	492	32	6.96%
485000	Transit and Ground Passenger Transportation	143	152	9	6.29%
488000	Support Activities for Transportation	342	362	20	5.85%
Top 10 Decline					
611000	Educational Services	4,522	4,446	-76	-1.68%
524000	Insurance Carriers and Related Activities	141	116	-25	-17.73%
721000	Accommodation, including Hotels and Motels	374	352	-22	-5.88%
333000	Machinery Manufacturing	222	204	-18	-8.11%
522000	Credit Intermediation and Related Activities	579	562	-17	-2.94%
491100	Postal Service	210	197	-13	-6.19%
237000	Heavy and Civil Engineering Construction	130	120	-10	-7.69%
448000	Clothing and Clothing Accessories Stores	131	123	-8	-6.11%
562000	Waste Management and Remediation Services	71	63	-8	-11.27%
511000	Publishing Industries (except Internet)	89	82	-7	-7.87%
Top 10 Fastest Decline					
524000	Insurance Carriers and Related Activities	141	116	-25	-17.73%
562000	Waste Management and Remediation Services	71	63	-8	-11.27%
333000	Machinery Manufacturing	222	204	-18	-8.11%
511000	Publishing Industries (except Internet)	89	82	-7	-7.87%
237000	Heavy and Civil Engineering Construction	130	120	-10	-7.69%
491100	Postal Service	210	197	-13	-6.19%
448000	Clothing and Clothing Accessories Stores	131	123	-8	-6.11%
721000	Accommodation, including Hotels and Motels	374	352	-22	-5.88%
532000	Rental and Leasing Services	149	143	-6	-4.03%
522000	Credit Intermediation and Related Activities	579	562	-17	-2.94%

Source: Arkansas Department of Workforce Services, Projections Suite Software

Eastern Arkansas WDA Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2015 Estimated	2017 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
39-9021	Personal Care Aides	1,388	1,467	79	5.69%	40	9	49
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,017	1,079	62	6.10%	31	32	63
41-2011	Cashiers	1,816	1,868	52	2.86%	26	92	118
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	852	900	48	5.63%	24	33	57
53-3032	Heavy and Tractor-Trailer Truck Drivers	1,191	1,230	39	3.27%	20	19	39
51-2092	Team Assemblers	532	570	38	7.14%	19	12	31
37-2012	Maids and Housekeeping Cleaners	679	711	32	4.71%	16	16	32
43-9061	Office Clerks, General	927	958	31	3.34%	16	20	36
43-5081	Stock Clerks and Order Fillers	568	596	28	4.93%	14	19	33
11-9013	Farmers, Ranchers, and Other Agricultural Managers	2,180	2,204	24	1.10%	12	36	48
Top 10 Fastest Growth								
49-9041	Industrial Machinery Mechanics	145	162	17	11.72%	8	4	12
11-3071	Transportation, Storage, and Distribution Managers	59	64	5	8.47%	2	1	3
49-3093	Tire Repairers and Changers	59	64	5	8.47%	2	2	4
13-1071	Human Resources Specialists	73	79	6	8.22%	3	2	5
29-2041	Emergency Medical Technicians and Paramedics	104	112	8	7.69%	4	2	6
51-2092	Team Assemblers	532	570	38	7.14%	19	12	31
51-9198	Helpers--Production Workers	132	141	9	6.82%	4	4	8
35-2014	Cooks, Restaurant	311	332	21	6.75%	10	8	18
51-1011	First-Line Supervisors of Production and Operating Workers	218	232	14	6.42%	7	4	11
13-2011	Accountants and Auditors	109	116	7	6.42%	4	3	7
Top 10 Decline								
43-3071	Tellers	227	217	-10	-4.41%	0	10	10
25-2021	Elementary School Teachers, Except Special Education	588	579	-9	-1.53%	0	13	13
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	485	477	-8	-1.65%	0	12	12
43-4081	Hotel, Motel, and Resort Desk Clerks	101	95	-6	-5.94%	0	6	6
43-5052	Postal Service Mail Carriers	118	112	-6	-5.08%	0	2	2
25-2022	Middle School Teachers, Except Special and Career/Technical Education	327	322	-5	-1.53%	0	8	8
43-5051	Postal Service Clerks	46	43	-3	-6.52%	0	0	0
53-7081	Refuse and Recyclable Material Collectors	125	122	-3	-2.40%	0	2	2
25-3098	Substitute Teachers	240	237	-3	-1.25%	0	4	4
35-2012	Cooks, Institution and Cafeteria	299	296	-3	-1.00%	0	8	8
Top 10 Fastest Decline								
41-3011	Advertising Sales Agents	24	21	-3	-12.50%	0	0	0
11-9131	Postmasters and Mail Superintendents	22	20	-2	-9.09%	0	0	0
43-5051	Postal Service Clerks	46	43	-3	-6.52%	0	0	0
43-4081	Hotel, Motel, and Resort Desk Clerks	101	95	-6	-5.94%	0	6	6
43-5052	Postal Service Mail Carriers	118	112	-6	-5.08%	0	2	2
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	54	52	-2	-3.70%	0	0	0
51-6011	Laundry and Dry-Cleaning Workers	64	62	-2	-3.13%	0	1	1
53-7081	Refuse and Recyclable Material Collectors	125	122	-3	-2.40%	0	2	2
25-2012	Kindergarten Teachers, Except Special Education	96	94	-2	-2.08%	0	3	3
11-9032	Education Administrators, Elementary and Secondary School	114	112	-2	-1.75%	0	4	4

Source: Arkansas Department of Workforce Services, Projections Suite Software

North Central Arkansas WDA

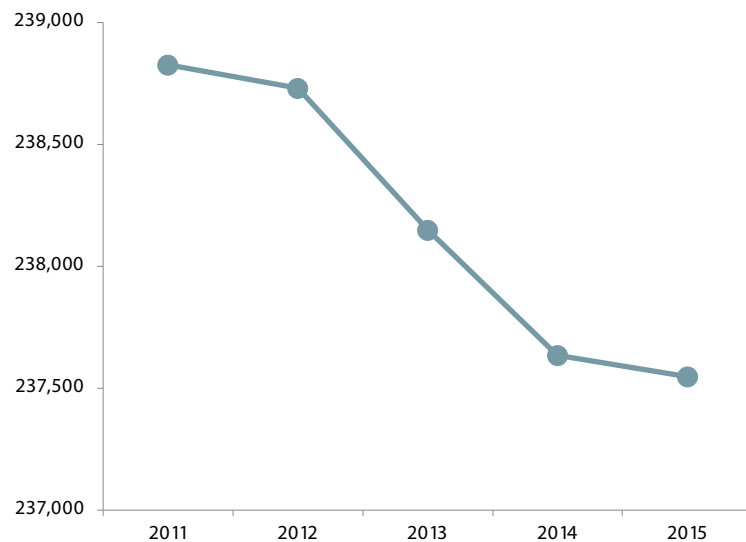
The North Central Arkansas Workforce Development Area had a slight increase in population in 2015, adding 88 to bring the population to 237,547. But the population decreased over the five-year period of 2011 to 2015, decreasing by 1,279. The North Central Arkansas WDA consists of 10 counties: Cleburne, Fulton, Independence, Izard, Jackson, Sharp, Stone, Van Buren, White, and Woodruff, with the state of Missouri bordering the area to the north.

There were 4,035 new jobs created in the second quarter of 2015, an increase of 457 compared to the same quarter in 2014.

New hires and separations increased compared to the second quarter of 2014, with new hires increasing to 14,139 and separations increasing to 12,808. The turnover rate increased by four-tenths of a percentage point 9.3 percent.

The labor force increased by 762 from 2014 to 2015 but saw a decrease of 7,344 between 2011 to 2015. Employment increased by 1,645 while unemployment decreased by 883 from 2014 to 2015. The unemployment rate dropped to 6.7 percent or one percentage point from 2014 to 2015. The unemployment rate continued to decline during 2016 to 5.7 percent in July.

Population



North Central Arkansas WDA Population 2011-2015

2011	2012	2013	2014	2015
238,826	238,731	238,149	237,635	237,547

Source: U.S. Census Bureau

Quarterly Workforce Indicators

North Central Arkansas WDA Quarterly Workforce Indicators (All Ownerships)

QWI Explorer	2011_2	2012_2	2013_2	2014_2	2015_2
Job Creation	3,947	4,601	3,862	3,578	4,035
New Hires	14,081	15,065	13,564	13,239	14,139
Separations	13,486	14,384	12,796	12,495	12,808
Turnovers	8.8%	9.0%	8.6%	8.9%	9.3%

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

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

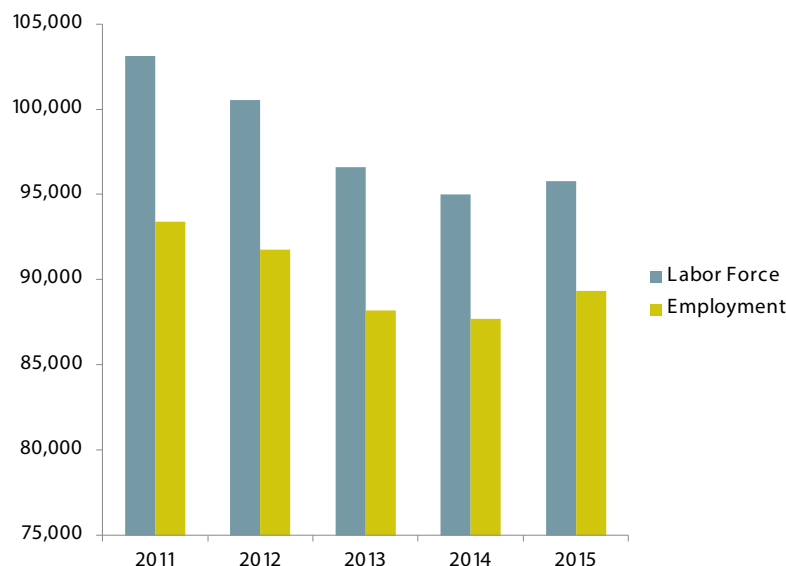
New Hires: Estimated number of workers who started a new job.

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

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

North Central Arkansas WDA

Labor Force/Employment

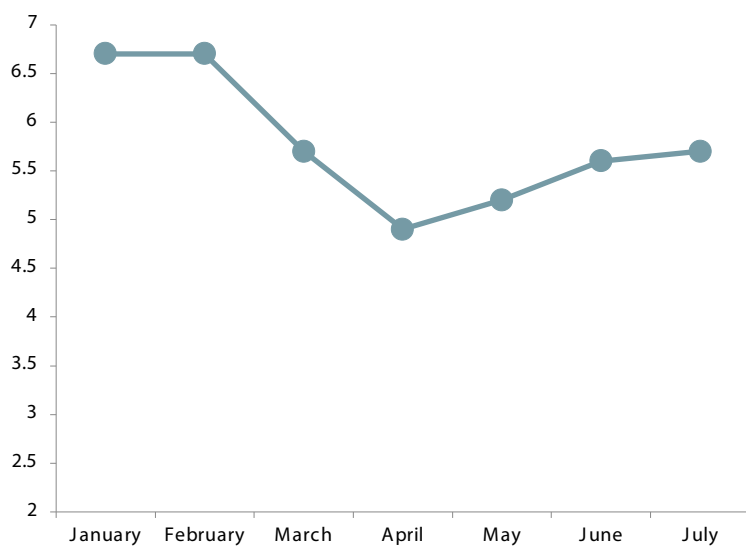


North Central Arkansas WDA 2011-2015 Labor Force/Employment

Year	2011	2012	2013	2014	2015
Labor Force	103,126	100,531	96,619	95,020	95,782
Employment	93,413	91,748	88,201	87,705	89,350
Unemployment	9,713	8,783	8,418	7,315	6,432
Unemployment Rate	9.4	8.7	8.7	7.7	6.7

Source: Arkansas Department of Workforce Services

Monthly Unemployment Rate



North Central Arkansas WDA 2016 Monthly Unemployment Rate*

Year	Month	Unemployment Rate
2016	January	6.7
2016	February	6.7
2016	March	5.7
2016	April	4.9
2016	May	5.2
2016	June	5.6
2016	July	5.7

*Not Seasonally Adjusted, Not Preliminary Source:
Arkansas Department of Workforce Services

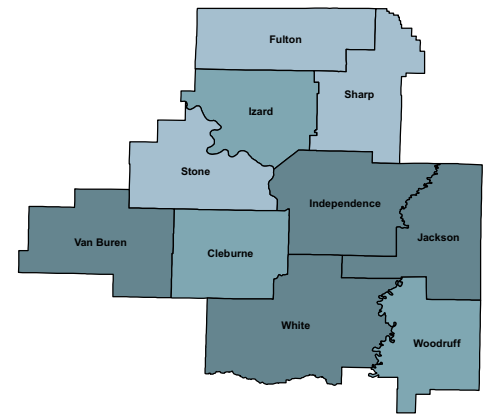
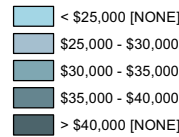
North Central Arkansas WDA

Wages

Heavy and Tractor-Trailer Truck Drivers, with an estimated employment of 2,220 was the largest occupation in the WDA with an experienced wage of \$42,090 in 2015. *Registered Nurses* had the largest entry wage of the 10 largest occupations at \$52,250 and had an estimated employment of 1,272.

Internists, General topped the occupations paying the most list, earning an average annual wage of \$273,305. *Dentists, General* was second with an average annual wage of \$266,434. *Architectural and Engineering Managers* completed the list with an average annual wage of \$88,306 in 2015.

Annual Average Wages



North Central Arkansas WDA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Heavy and Tractor-Trailer Truck Drivers	2,220	\$36,360	\$24,901	\$42,090
Retail Salespersons	2,128	\$22,567	\$17,431	\$25,135
Cashiers	2,082	\$18,705	\$17,386	\$19,365
Combined Food Preparation and Serving Workers, Including Fast Food	1,767	\$17,638	\$17,385	\$17,765
Office Clerks, General	1,673	\$23,872	\$17,308	\$27,154
Nursing Assistants	1,552	\$20,915	\$17,566	\$22,590
Secretaries and Administrative Assistants, Except Legal, Medical, & Executive	1,310	\$25,769	\$19,297	\$29,005
Laborers and Freight, Stock, and Material Movers, Hand	1,293	\$23,383	\$17,511	\$26,319
Registered Nurses	1,272	\$52,250	\$41,053	\$57,849
Personal Care Aides	1,174	\$17,873	\$16,666	\$18,477

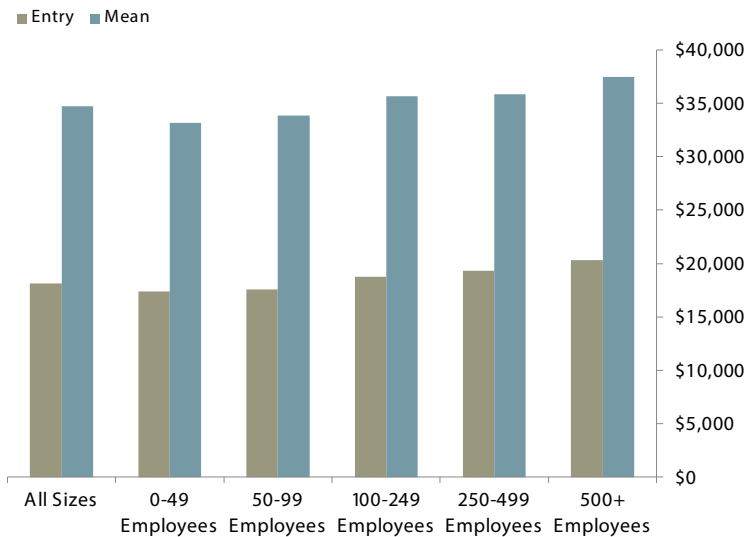
Source: Arkansas Department of Workforce Services, May 2015 Wage Survey

North Central Arkansas WDA Occupations Paying the Most

Occupation	Average Annual Salary
Internists, General	\$273,305
Dentists, General	\$266,434
Family and General Practitioners	\$246,466
Psychiatrists	\$120,872
Optometrists	\$117,538
Judges, Magistrate Judges, and Magistrates	\$108,939
Construction Managers	\$103,294
Pharmacists	\$102,337
Transportation, Storage, and Distribution Managers	\$95,196
Architectural and Engineering Managers	\$88,306

Source: Arkansas Department of Workforce Services, May 2015 Wage Survey

North Central Arkansas WDA



Employees of all employer sizes in North Central Arkansas had an estimated median wage of \$26,988 in 2015.

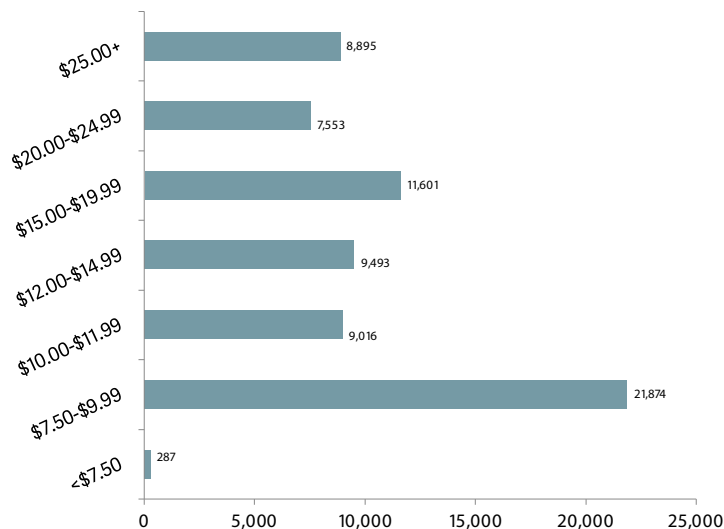
Employers with 100-249 employees had an estimated entry wage of \$19,042 and experienced wage of \$43,576. Entry wages for employers with 500 plus employees were estimated to be \$20,282 in 2015.

Of the 68,719 employees in North Central Arkansas, employees making \$7.50 to \$9.99 an hour was the largest group with 21,874 employees. Employees making \$12.00 to \$14.99 an hour totaled 9,493 in 2015.

North Central Arkansas WDA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$34,202	\$26,988	\$17,946	\$42,329
0-49 Employees	\$32,562	\$23,911	\$17,391	\$40,148
50-99 Employees	\$32,402	\$24,719	\$17,510	\$39,848
100-249 Employees	\$35,398	\$30,791	\$19,042	\$43,576
250-499 Employees	\$37,459	\$34,219	\$20,542	\$45,918
500+ Employees	\$38,572	\$31,173	\$20,282	\$47,717

Source: Arkansas Department of Workforce Services, May 2015 Wage Survey



North Central Arkansas WDA Number of Employees by Hourly Wage Rate

Total	68,719
<\$7.50	287
\$7.50-\$9.99	21,874
\$10.00-\$11.99	9,016
\$12.00-\$14.99	9,493
\$15.00-\$19.99	11,601
\$20.00-\$24.99	7,553
\$25.00+	8,895

Source: Arkansas Department of Workforce Services, May 2015 Wage Survey

North Central Arkansas WDA

Industry

The North Central Arkansas WDA is projected to add 1,862 jobs from 2015 through March 2017, or increase employment by 2.28 percent. *Machinery Manufacturing* is forecast to be the top and fastest growing industry with a gain of 242 new jobs, an increase of 38.41 percent moving employment from 630 in 2015 to 872 in 2017. *Pipeline Transportation* is predicted to be the top declining and fastest declining industry losing 59.78 percent of its workforce, or 107 jobs, due mainly to reduced investment in the natural gas industry. **Education and Health Services** is projected to be the top growing supersector with 406 new jobs increasing employment to 21,222.

Occupations

The Area is expected to have 2,999 total job openings annually between 2015 and 2017. Of these, 1,900 would be for replacement, while 1,099 would be for growth and expansion. *Farmers, Ranchers, and Other Agricultural Managers* is anticipated to gain 228 jobs between 2015 and 2017 making it the top growing occupation in the Area. The occupation is also projected to have the most annual job openings with 254. *Tool and Die Makers* are forecast to increase employment by 22.41 percent making it the fastest growing occupation in North Central Arkansas increasing jobs to 71. On the negative side of the economy, *Heavy and Tractor-Trailer Truck Drivers* could lose the most with a loss of 41 jobs dropping employment to 2,422, while *Service Unit Operators, Oil, Gas, and Mining* is expected to lose 14.63 percent of its workforce down to 105 jobs. **Management Occupations** is forecast to be the top growing occupational group adding 293 new jobs to an employment level of 11,962.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2015 Estimated	2017 Projected		
102500	Education and Health Services	20,816	21,222	406	1.95%
101300	Manufacturing	8,047	8,435	388	4.82%
102600	Leisure and Hospitality	5,972	6,182	210	3.52%
102700	Other Services (except Government)	2,564	2,748	184	7.18%
102400	Professional and Business Services	3,195	3,357	162	5.07%

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2015 Estimated	2017 Projected	Net	Percent	Growth	Replacement	Total
51-0000	Production Occupations	7,351	7,598	247	3.36%	162	158	320
35-0000	Food Preparation and Serving Related Occupations	6,029	6,246	217	3.60%	112	224	336
41-0000	Sales and Related Occupations	7,589	7,760	171	2.25%	88	272	360
43-0000	Office and Administrative Support Occupations	10,134	10,216	82	0.81%	64	225	289
39-0000	Personal Care and Service Occupations	2,975	3,044	69	2.32%	38	57	95

Source: Arkansas Department of Workforce Services, Projections Suite Software

North Central Arkansas WDA Industry

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2015 Estimated	2017 Projected		
Top 10 Growth					
333000	Machinery Manufacturing	630	872	242	38.41%
722000	Food Services and Drinking Places	5,065	5,263	198	3.91%
813000	Religious, Grantmaking, Civic, Professional, and Similar Organizations	1,503	1,690	187	12.44%
452000	General Merchandise Stores	2,894	3,035	141	4.87%
621000	Ambulatory Health Care Services	3,329	3,459	130	3.91%
624000	Social Assistance	2,331	2,454	123	5.28%
611000	Educational Services	9,072	9,192	120	1.32%
336000	Transportation Equipment Manufacturing	788	904	116	14.72%
561000	Administrative and Support Services	1,688	1,802	114	6.75%
238000	Specialty Trade Contractors	1,263	1,350	87	6.89%
Top 10 Fastest Growth					
333000	Machinery Manufacturing	630	872	242	38.41%
562000	Waste Management and Remediation Services	143	169	26	18.18%
336000	Transportation Equipment Manufacturing	788	904	116	14.72%
813000	Religious, Grantmaking, Civic, Professional, and Similar Organizations	1,503	1,690	187	12.44%
326000	Plastics and Rubber Products Manufacturing	201	224	23	11.44%
443000	Electronics and Appliance Stores	242	264	22	9.09%
488000	Support Activities for Transportation	440	480	40	9.09%
112000	Animal Production	344	372	28	8.14%
331000	Primary Metal Manufacturing	705	762	57	8.09%
485000	Transit and Ground Passenger Transportation	129	139	10	7.75%
Top 10 Decline					
486000	Pipeline Transportation	179	72	-107	-59.78%
484000	Truck Transportation	1,946	1,843	-103	-5.29%
213000	Support Activities for Mining	700	609	-91	-13.00%
221000	Utilities	697	606	-91	-13.06%
311000	Food Manufacturing	2,224	2,180	-44	-1.98%
211000	Oil and Gas Extraction	539	500	-39	-7.24%
444000	Building Material and Garden Equipment and Supplies Dealers	858	831	-27	-3.15%
237000	Heavy and Civil Engineering Construction	605	584	-21	-3.47%
335000	Electrical Equipment, Appliance, and Component Manufacturing	241	220	-21	-8.71%
339000	Miscellaneous Manufacturing	374	354	-20	-5.35%
Top 10 Fastest Decline					
486000	Pipeline Transportation	179	72	-107	-59.78%
515000	Broadcasting (except Internet)	80	63	-17	-21.25%
221000	Utilities	697	606	-91	-13.06%
213000	Support Activities for Mining	700	609	-91	-13.00%
335000	Electrical Equipment, Appliance, and Component Manufacturing	241	220	-21	-8.71%
999100	Federal Government, Excluding Post Office	224	205	-19	-8.48%
211000	Oil and Gas Extraction	539	500	-39	-7.24%
451000	Sporting Goods, Hobby, Book, and Music Stores	129	120	-9	-6.98%
517000	Telecommunications	151	142	-9	-5.96%

Source: Arkansas Department of Workforce Services, Projections Suite Software

North Central Arkansas WDA Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2015 Estimated	2017 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
11-9013	Farmers, Ranchers, and Other Agricultural Managers	8,424	8,652	228	2.71%	114	140	254
51-2092	Team Assemblers	864	965	101	11.69%	50	18	68
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,689	1,773	84	4.97%	42	66	108
41-2031	Retail Salespersons	2,408	2,478	70	2.91%	35	90	125
21-2011	Clergy	519	585	66	12.72%	33	11	44
39-9021	Personal Care Aides	1,122	1,184	62	5.53%	31	7	38
41-2011	Cashiers	2,252	2,307	55	2.44%	28	114	142
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,140	1,185	45	3.95%	22	20	42
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,346	1,390	44	3.27%	22	42	64
39-9011	Childcare Workers	963	1,006	43	4.47%	22	30	52
Top 10 Fastest Growth								
51-4111	Tool and Die Makers	58	71	13	22.41%	6	0	6
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	42	51	9	21.43%	4	1	5
51-9083	Ophthalmic Laboratory Technicians	83	96	13	15.66%	6	2	8
21-2011	Clergy	519	585	66	12.72%	33	11	44
21-2021	Directors, Religious Activities and Education	58	65	7	12.07%	4	2	6
51-2092	Team Assemblers	864	965	101	11.69%	50	18	68
51-4121	Welders, Cutters, Solderers, and Brazers	307	341	34	11.07%	17	8	25
51-4041	Machinists	181	201	20	11.05%	10	5	15
13-1111	Management Analysts	69	76	7	10.14%	4	1	5
49-2097	Electronic Home Entertainment Equipment Installers and Repairers	55	60	5	9.09%	2	1	3
Top 10 Decline								
53-3032	Heavy and Tractor-Trailer Truck Drivers	2,463	2,422	-41	-1.66%	0	40	40
47-5013	Service Unit Operators, Oil, Gas, and Mining	123	105	-18	-14.63%	0	4	4
49-9051	Electrical Power-Line Installers and Repairers	148	135	-13	-8.78%	0	6	6
49-9098	Helpers--Installation, Maintenance, and Repair Workers	205	196	-9	-4.39%	0	7	7
43-3031	Bookkeeping, Accounting, and Auditing Clerks	836	828	-8	-0.96%	0	8	8
47-5071	Roustabouts, Oil and Gas	114	106	-8	-7.02%	0	2	2
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	89	82	-7	-7.87%	0	1	1
51-8013	Power Plant Operators	61	54	-7	-11.48%	0	2	2
51-3093	Food Cooking Machine Operators and Tenders	283	277	-6	-2.12%	0	6	6
49-9041	Industrial Machinery Mechanics	382	377	-5	-1.31%	0	9	9
Top 10 Fastest Decline								
47-5013	Service Unit Operators, Oil, Gas, and Mining	123	105	-18	-14.63%	0	4	4
51-8013	Power Plant Operators	61	54	-7	-11.48%	0	2	2
43-5041	Meter Readers, Utilities	38	34	-4	-10.53%	0	1	1
41-3011	Advertising Sales Agents	39	35	-4	-10.26%	0	1	1
49-9051	Electrical Power-Line Installers and Repairers	148	135	-13	-8.78%	0	6	6
19-4031	Chemical Technicians	46	42	-4	-8.70%	0	2	2
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	89	82	-7	-7.87%	0	1	1
47-5071	Roustabouts, Oil and Gas	114	106	-8	-7.02%	0	2	2
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	72	68	-4	-5.56%	0	2	2
49-9098	Helpers--Installation, Maintenance, and Repair Workers	205	196	-9	-4.39%	0	7	7

Source: Arkansas Department of Workforce Services, Projections Suite Software

Northeast Arkansas WDA

The Northeast Arkansas Workforce Development Area's population was 265,685 in 2015, an increase of 1,142 since 2014, and it saw an increase of 3,001 from 2011 to 2015.

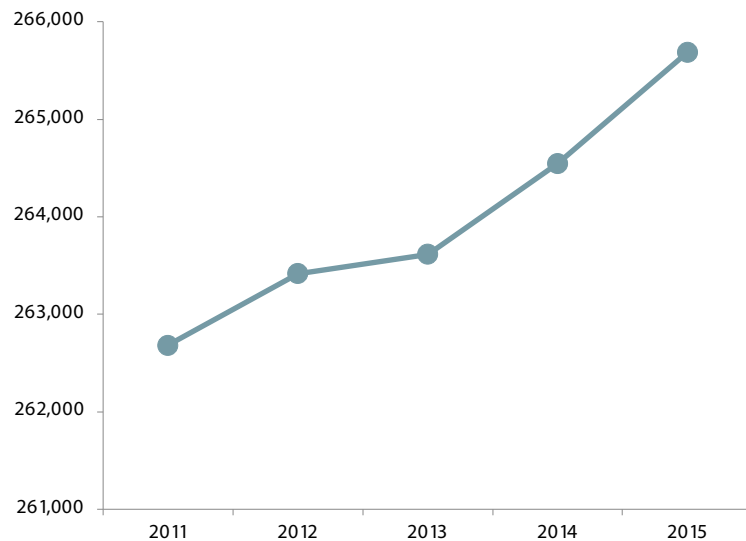
The Northeast Arkansas WDA consists of the Jonesboro Metropolitan Statistical Area and seven counties: Clay, Craighead, Greene, Lawrence, Mississippi, Poinsett, and Randolph. Both Missouri and Tennessee border the Area.

Job creation increased from the second quarter of 2014 by 291 to 5,223 for the same time period in 2015. But the Area's job creation for the second quarter of 2015 was 160 less compared to 2011. New hires were 20,138 or 643 more than in 2014.

Separations decreased from the second quarter of 2014 by 176 to 19,923. The turnover rate was 9.0 percent in the second quarter of 2015.

The labor force increased to 118,788 in 2015, or by 1,555 since 2014, but it decreased over the 2011-2015 period by 4,310. Employment increased by 2,497 while unemployment decreased by 942 from 2014. The unemployment rate decreased to 5.9 percent, a decline of nine-tenths percentage points from 2014 to 2015. The Area's unemployment rate dropped to 4.7 by July 2016.

Population



Northeast Arkansas WDA Population 2011-2015

2011	2012	2013	2014	2015
262,684	263,417	263,615	264,543	265,685

Source: U.S. Census Bureau

Quarterly Workforce Indicators

Northeast Arkansas WDA Quarterly Workforce Indicators (All Ownerships)

QWI Explorer	2011_2	2012_2	2013_2	2014_2	2015_2
Job Creation	5,383	4,424	4,770	4,932	5,223
New Hires	19,495	19,096	18,665	20,252	20,138
Separations	18,497	18,929	18,977	20,099	19,923
Turnovers	8.8%	9.0%	8.5%	8.7%	9.0%

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

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

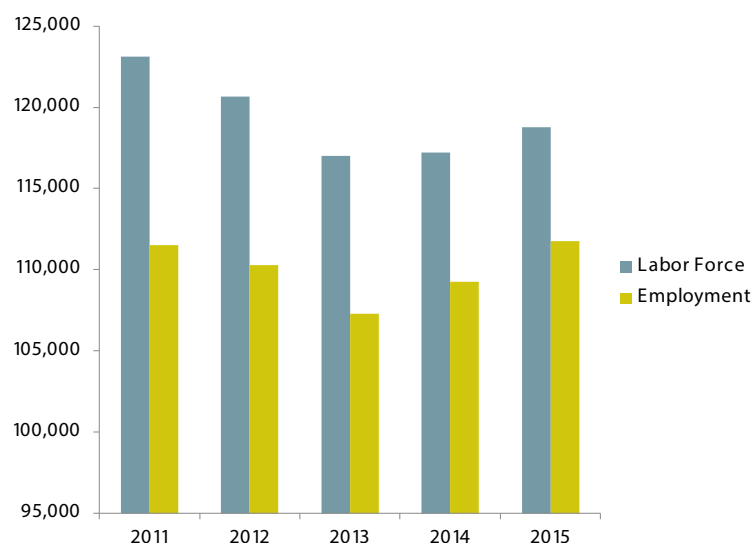
New Hires: Estimated number of workers who started a new job.

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

Turnovers: The rate at which stable jobs begin and end

Northeast Arkansas WDA

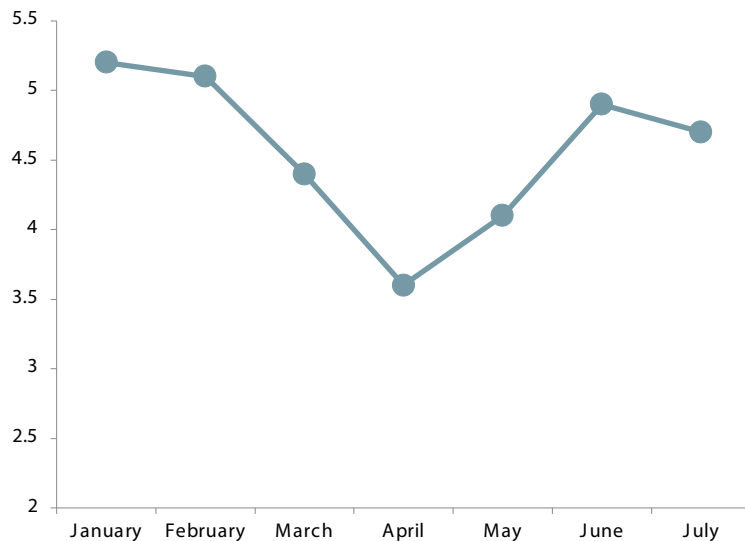
Labor Force/Employment



Northeast Arkansas WDA 2011-2015 Labor Force/Employment

Year	2011	2012	2013	2014	2015
Labor Force	123,098	120,659	116,993	117,233	118,788
Employment	111,506	110,267	107,284	109,268	111,765
Unemployment	11,592	10,392	9,709	7,965	7,023
Unemployment Rate	9.4	8.6	8.3	6.8	5.9

Source: Arkansas Department of Workforce Services



Monthly Unemployment Rate

Northeast Arkansas WDA 2016 Monthly Unemployment Rate*

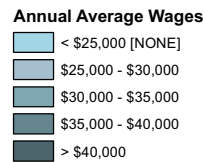
Year	Month	Unemployment Rate
2016	January	5.2
2016	February	5.1
2016	March	4.4
2016	April	3.6
2016	May	4.1
2016	June	4.9
2016	July	4.7

*Not Seasonally Adjusted, Not Preliminary Source:
Arkansas Department of Workforce Services

Northeast Arkansas WDA

Retail Salespersons was the largest occupation of 2015 for the Area with an estimated employment of 3,400, earning an entry wage of \$17,375. The second largest, *Team Assemblers*, had an estimated employment of 3,052 with an average wage of \$25,560. *Registered Nurses* had the largest entry wage of the 10 largest occupations, at \$43,058 annually.

Surgeons, with an average annual salary of \$273,893, was the occupation paying the most in the WDA in 2015. *Internists, General* earned an annual average wage of \$268,196, placing it second on the list. *Pharmacists* finished the list, earning \$128,652 in 2015.



Northeast Arkansas WDA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Retail Salespersons	3,400	\$22,774	\$17,375	\$25,473
Team Assemblers	3,052	\$25,560	\$19,918	\$28,381
Combined Food Preparation and Serving Workers, Including Fast Food	2,799	\$17,702	\$17,381	\$17,862
Cashiers	2,722	\$18,238	\$17,358	\$18,678
Laborers and Freight, Stock, and Material Movers, Hand	2,580	\$23,685	\$17,445	\$26,805
Office Clerks, General	2,175	\$24,005	\$17,566	\$27,224
Waiters and Waitresses	2,005	\$17,851	\$17,455	\$18,048
Registered Nurses	1,924	\$54,587	\$43,058	\$60,352
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,792	\$20,028	\$17,441	\$21,322
Heavy and Tractor-Trailer Truck Drivers	1,638	\$31,615	\$21,248	\$36,798

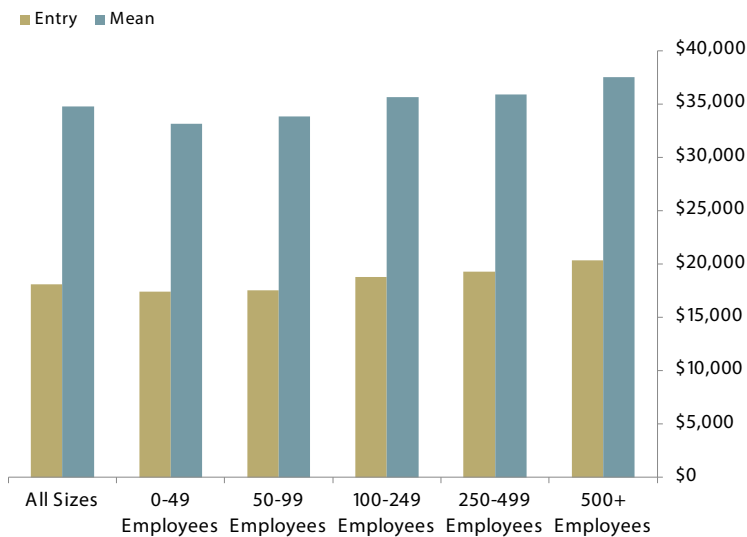
Source: Arkansas Department of Workforce Services, May 2015 Wage Survey

Northeast Arkansas WDA Occupations Paying the Most

Occupation	Average Annual Salary
Surgeons	\$273,893
Internists, General	\$268,196
Pediatricians, General	\$253,616
Psychiatrists	\$222,785
Family and General Practitioners	\$194,253
Nurse Anesthetists	\$172,434
Farmers, Ranchers, and Other Agricultural Managers	\$160,810
Dentists, General	\$155,656
Chief Executives	\$131,736
Pharmacists	\$128,652

Source: Arkansas Department of Workforce Services, May 2015 Wage Survey

Northeast Arkansas WDA



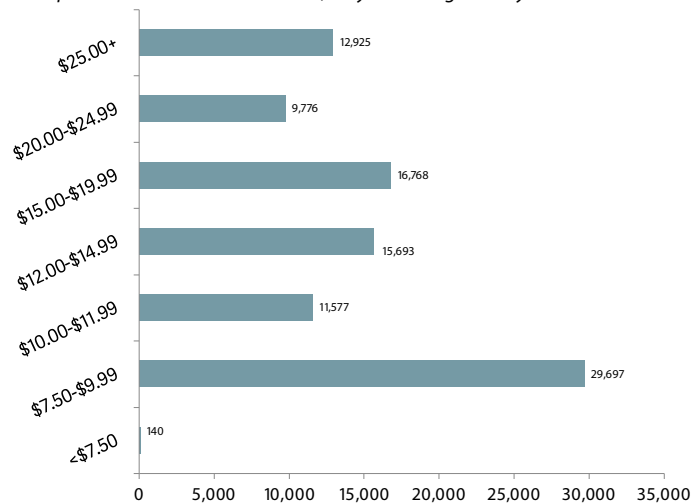
Employers of all sizes had an estimated experienced wage of \$43,052 in Northeast Arkansas for 2015. Employers with 100-249 employees had an estimated mean wage of \$35,634 and an estimated entry wage of \$18,762. Estimated entry wages for the Area were above \$18,762 for employers of all sizes.

Of the 68,719 estimated employees in Northeast Arkansas, employees making \$15.00 to \$19.99 an hour numbered 16,768. Employees making \$7.50 to \$9.99 was the largest group in the Area with 29,697.

Northeast Arkansas WDA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$34,739	\$27,652	\$18,113	\$43,052
0-49 Employees	\$33,152	\$24,777	\$17,392	\$41,033
50-99 Employees	\$33,838	\$25,283	\$17,549	\$41,982
100-249 Employees	\$35,634	\$29,707	\$18,762	\$44,070
250-499 Employees	\$35,859	\$30,096	\$19,298	\$44,139
500+ Employees	\$37,480	\$32,472	\$20,340	\$46,050

Source: Arkansas Department of Workforce Services, May 2015 Wage Survey



Northeast Arkansas WDA Number of Employees by Hourly Wage Rate

Total	96,576
<\$7.50	140
\$7.50-\$9.99	29,697
\$10.00-\$11.99	11,577
\$12.00-\$14.99	15,693
\$15.00-\$19.99	16,768
\$20.00-\$24.99	9,776
\$25.00+	12,925

Source: Arkansas Department of Workforce Services, May 2015 Wage Survey

Northeast Arkansas WDA

Industry

The Northeast Arkansas WDA is expected to add 5,324 jobs during the 2015-2017 projection period. At 4.90 percent, the Area is estimated to be the fastest growing WDA in the state. Driving growth in the Area is *Food Manufacturing*, which is estimated to gain 1,170 jobs, a 53.99 percent increase, making it the top and fastest growing industry moving employment to 3,337. *Furniture and Related Product Manufacturing* is seeing a less favorable outlook with a loss of 150, or a little over a third of its workforce, making it the top and fastest declining industry in Northeast Arkansas moving employment from 445 in 2015 to 295 in 2017. **Manufacturing** is expected to be the top growing supersector with an increase of 2,268, or an 11.35 percent increase in employment to a level of 22,254.

Occupations

The Northeast Arkansas WDA is expected to have 5,388 annual openings during the 2015-2017 projection period. The Area is projected to be the only workforce area where growth openings lead replacement openings with 2,789 for growth and expansion and 2,599 for replacement. *Team Assemblers* is anticipated to be the top growing occupation with a gain of 368 jobs raising its employment to 3,340. *Food Cooking Machine Operators and Tenders* is estimated to be the fastest growing occupation raising employment by 54.39 percent to a level of 88. *Woodworking Machine Setters, Operators, and Tenders, Except Sawing* is forecast to be the fastest declining occupation losing nearly 13 percent of its workforce moving from 77 in 2015 to 67 in 2017. *Tellers* is predicted to be the top declining occupation with a loss of 23 jobs moving employment down to 533. **Production Occupations** is anticipated to add the most new jobs among the major occupational groups in Northeast Arkansas adding 1,396 increasing employment above 15,000.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2015 Estimated	2017 Projected		
101300	Manufacturing	19,986	22,254	2,268	11.35%
102100	Trade, Transportation, and Utilities	19,074	20,144	1,070	5.61%
102500	Education and Health Services	26,387	27,070	683	2.59%
102400	Professional and Business Services	6,849	7,497	648	9.46%
102600	Leisure and Hospitality	8,409	8,741	332	3.95%

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2015 Estimated	2017 Projected	Net	Percent	Growth	Replacement	Total
51-0000	Production Occupations	14,350	15,746	1,396	9.73%	762	330	1,092
53-0000	Transportation and Material Moving Occupations	9,276	10,120	844	9.10%	424	224	648
41-0000	Sales and Related Occupations	11,226	11,760	534	4.76%	267	368	635
43-0000	Office and Administrative Support Occupations	13,759	14,219	460	3.34%	250	288	538
49-0000	Installation, Maintenance, and Repair Occupations	4,853	5,239	386	7.95%	212	110	322

Source: Arkansas Department of Workforce Services, Projections Suite Software

Northeast Arkansas WDA Industry

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2015 Estimated	2017 Projected		
Top 10 Growth					
311000	Food Manufacturing	2,167	3,337	1,170	53.99%
336000	Transportation Equipment Manufacturing	4,412	4,958	546	12.38%
561000	Administrative and Support Services	4,412	4,847	435	9.86%
331000	Primary Metal Manufacturing	3,559	3,913	354	9.95%
722000	Food Services and Drinking Places	7,434	7,721	287	3.86%
488000	Support Activities for Transportation	619	891	272	43.94%
621000	Ambulatory Health Care Services	4,688	4,919	231	4.93%
624000	Social Assistance	3,996	4,211	215	5.38%
452000	General Merchandise Stores	3,815	3,988	173	4.53%
238000	Specialty Trade Contractors	2,042	2,191	149	7.30%
Top 10 Fastest Growth					
311000	Food Manufacturing	2,167	3,337	1,170	53.99%
488000	Support Activities for Transportation	619	891	272	43.94%
562000	Waste Management and Remediation Services	251	330	79	31.47%
448000	Clothing and Clothing Accessories Stores	665	760	95	14.29%
443000	Electronics and Appliance Stores	374	427	53	14.17%
442000	Furniture and Home Furnishings Stores	380	430	50	13.16%
336000	Transportation Equipment Manufacturing	4,412	4,958	546	12.38%
112000	Animal Production	119	132	13	10.92%
551000	Management of Companies and Enterprises	548	604	56	10.22%
331000	Primary Metal Manufacturing	3,559	3,913	354	9.95%
Top 10 Decline					
337000	Furniture and Related Product Manufacturing	445	295	-150	-33.71%
221000	Utilities	448	374	-74	-16.52%
335000	Electrical Equipment, Appliance, and Component Manufacturing	819	746	-73	-8.91%
522000	Credit Intermediation and Related Activities	1,471	1,430	-41	-2.79%
517000	Telecommunications	248	232	-16	-6.45%
999100	Federal Government, Excluding Post Office	262	247	-15	-5.73%
511000	Publishing Industries (except Internet)	196	184	-12	-6.12%
115000	Support Activities for Agriculture and Forestry	500	489	-11	-2.20%
485000	Transit and Ground Passenger Transportation	82	72	-10	-12.20%
491100	Postal Service	465	455	-10	-2.15%
Top 10 Fastest Decline					
337000	Furniture and Related Product Manufacturing	445	295	-150	-33.71%
221000	Utilities	448	374	-74	-16.52%
485000	Transit and Ground Passenger Transportation	82	72	-10	-12.20%
335000	Electrical Equipment, Appliance, and Component Manufacturing	819	746	-73	-8.91%
517000	Telecommunications	248	232	-16	-6.45%
511000	Publishing Industries (except Internet)	196	184	-12	-6.12%
999100	Federal Government, Excluding Post Office	262	247	-15	-5.73%
532000	Rental and Leasing Services	289	280	-9	-3.11%
522000	Credit Intermediation and Related Activities	1,471	1,430	-41	-2.79%
115000	Support Activities for Agriculture and Forestry	500	489	-11	-2.20%

Source: Arkansas Department of Workforce Services, Projections Suite Software

Northeast Arkansas WDA Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2015 Estimated	2017 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
51-2092	Team Assemblers	2,972	3,340	368	12.38%	184	64	248
41-2031	Retail Salespersons	3,461	3,692	231	6.67%	116	130	246
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	2,572	2,793	221	8.59%	110	80	190
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	404	565	161	39.85%	80	8	88
51-9198	Helpers--Production Workers	971	1,128	157	16.17%	78	30	108
53-7051	Industrial Truck and Tractor Operators	915	1,059	144	15.74%	72	22	94
53-3032	Heavy and Tractor-Trailer Truck Drivers	1,794	1,928	134	7.47%	67	28	95
49-9041	Industrial Machinery Mechanics	614	744	130	21.17%	65	14	79
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	2,547	2,675	128	5.03%	64	99	163
51-9111	Packaging and Filling Machine Operators and Tenders	646	763	117	18.11%	58	22	80
Top 10 Fastest Growth								
51-3093	Food Cooking Machine Operators and Tenders	57	88	31	54.39%	16	1	17
49-3011	Aircraft Mechanics and Service Technicians	131	184	53	40.46%	26	3	29
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	404	565	161	39.85%	80	8	88
53-4031	Railroad Conductors and Yardmasters	25	32	7	28.00%	4	1	5
51-3092	Food Batchmakers	41	52	11	26.83%	6	1	7
53-7061	Cleaners of Vehicles and Equipment	326	409	83	25.46%	42	12	54
49-9041	Industrial Machinery Mechanics	614	744	130	21.17%	65	14	79
51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	84	100	16	19.05%	8	2	10
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	74	88	14	18.92%	7	2	9
51-9111	Packaging and Filling Machine Operators and Tenders	646	763	117	18.11%	58	22	80
Top 10 Decline								
43-3071	Tellers	556	533	-23	-4.14%	0	24	24
11-9013	Farmers, Ranchers, and Other Agricultural Managers	5,133	5117	-16	-0.31%	0	85	85
49-9051	Electrical Power-Line Installers and Repairers	177	161	-16	-9.04%	0	7	7
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	77	67	-10	-12.99%	0	2	2
49-9052	Telecommunications Line Installers and Repairers	95	86	-9	-9.47%	0	2	2
43-5052	Postal Service Mail Carriers	271	266	-5	-1.85%	0	5	5
53-3041	Taxi Drivers and Chauffeurs	248	245	-3	-1.21%	0	4	4
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	64	61	-3	-4.69%	0	0	0
39-2011	Animal Trainers	58	56	-2	-3.45%	0	2	2
43-5041	Meter Readers, Utilities	57	55	-2	-3.51%	0	2	2
Top 10 Fastest Decline								
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	77	67	-10	-12.99%	0	2	2
49-9052	Telecommunications Line Installers and Repairers	95	86	-9	-9.47%	0	2	2
49-9051	Electrical Power-Line Installers and Repairers	177	161	-16	-9.04%	0	7	7
43-4141	New Accounts Clerks	40	38	-2	-5.00%	0	1	1
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	64	61	-3	-4.69%	0	0	0
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	43	41	-2	-4.65%	0	1	1
43-3071	Tellers	556	533	-23	-4.14%	0	24	24
43-5041	Meter Readers, Utilities	57	55	-2	-3.51%	0	2	2
39-2011	Animal Trainers	58	56	-2	-3.45%	0	2	2
43-2011	Switchboard Operators, Including Answering Service	58	56	-2	-3.45%	0	1	1

Source: Arkansas Department of Workforce Services, Projections Suite Software

Northwest Arkansas WDA

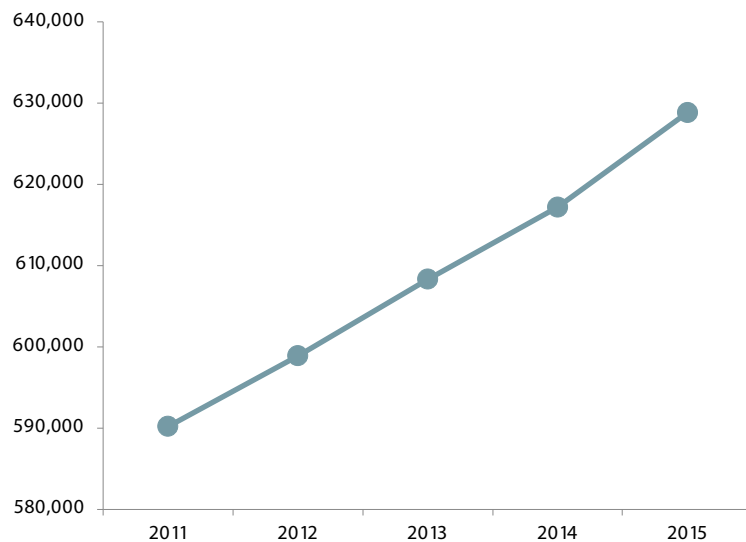
The Northwest Arkansas Workforce Development Area's population increased to 628,862 or by 11,647 in 2015. The Area has seen an increase in population of 38,627 from 2011 to 2015. The Northwest Arkansas WDA consists of nine counties: Baxter, Benton, Boone, Carroll, Madison, Marion, Newton, Searcy, and 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 WDA.

Job creation increased by 1,717 in Northwest Arkansas from second quarter of 2014 to second quarter of 2015 to 15,387 and new hires increased by 5,522 to 55,605 for the same time period.

Separations increased by 4,311 to 49,063 and turnover was at 8.7 percent for the second quarter of 2015.

The labor force and employment both increased from 2014 to 2015, with the labor force adding 13,072 to 299,905 and employment increasing by 14,917 to 287,787. Unemployment decreased by 1,845 to 12,118 in 2015, and has seen a decline of 7,143 since 2011. The unemployment rate declined in from 2014 to 2015 by nine-tenths of a percentage point to 4 percent, however the Area's unemployment rate declined by two and eight-tenths of a percentage point from 2015. The unemployment rate ended July 2016 at 3.2 percent.

Population



Northwest Arkansas WDA Population 2011-2015

2011	2012	2013	2014	2015
590,235	598,900	608,335	617,215	628,862

Source: U.S. Census Bureau

Quarterly Workforce Indicators

Northwest Arkansas WDA Quarterly Workforce Indicators (All Ownerships)

QWI Explorer	2011_2	2012_2	2013_2	2014_2	2015_2
Job Creation	13,481	13,692	12,986	13,670	15,387
New Hires	43,166	45,367	46,452	50,083	55,605
Separations	38,415	40,518	42,470	44,752	49,063
Turnovers	8.2%	8.2%	8.4%	8.5%	8.7%

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

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

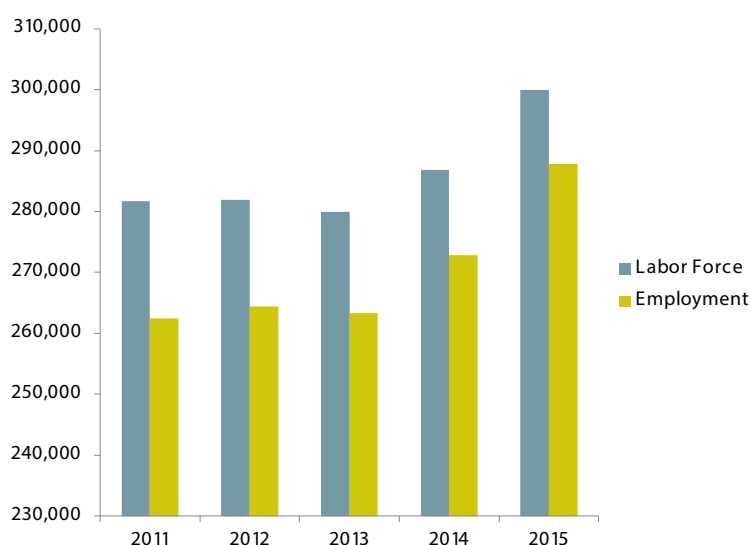
New Hires: Estimated number of workers who started a new job.

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

Turnovers: The rate at which stable jobs begin and end

Northwest Arkansas WDA

Labor Force/Employment

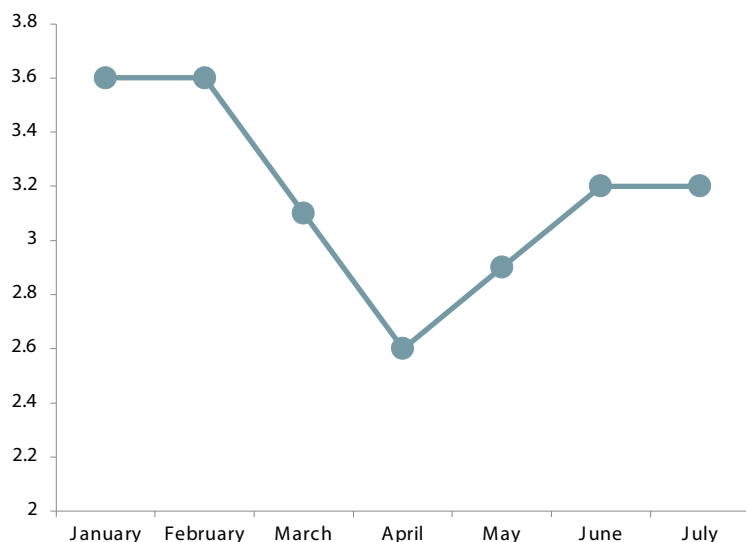


Northwest Arkansas WDA 2011-2015 Labor Force/Employment

Year	2011	2012	2013	2014	2015
Labor Force	281,732	281,858	279,903	286,833	299,905
Employment	262,471	264,365	263,322	272,870	287,787
Unemployment	19,261	17,493	16,581	13,963	12,118
Unemployment Rate	6.8	6.2	5.9	4.9	4

Source: Arkansas Department of Workforce Services

Monthly Unemployment Rate



Northwest Arkansas WDA 2016 Monthly Unemployment Rate*

Year	Month	Unemployment Rate
2016	January	3.6
2016	February	3.6
2016	March	3.1
2016	April	2.6
2016	May	2.9
2016	June	3.2
2016	July	3.2

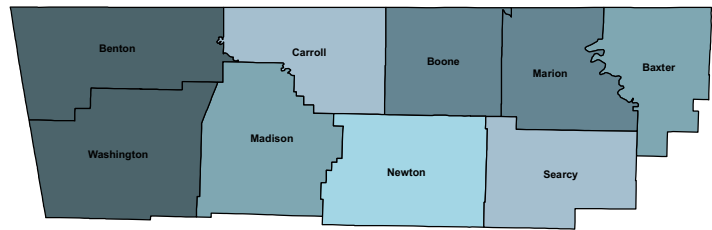
Source: Arkansas Department of Workforce Services

Northwest Arkansas WDA

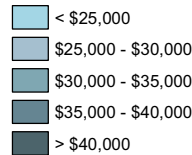
Wages

Retail Salespersons, with an estimated employment of 10,879, was the largest occupation in the Area in 2015 earning an entry wage of \$17,398. *General and Operations Managers* had the highest estimated experienced wage of the 10 largest occupations at \$119,419 with 5,077 employed.

Surgeons had the highest average annual salary in the WDA at \$288,518 for 2015. *Internists, General* was second on the occupations paying the most list with an average annual salary of \$287,876. *Chief Executives* completed the list with an average annual salary of \$145,137.



Annual Average Wages



Northwest Arkansas WDA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Retail Salespersons	10,879	\$23,587	\$17,398	\$26,682
Heavy and Tractor-Trailer Truck Drivers	10,690	\$42,740	\$30,277	\$48,971
Cashiers	6,820	\$18,670	\$17,367	\$19,321
Office Clerks, General	6,126	\$25,025	\$17,483	\$28,796
Laborers and Freight, Stock, and Material Movers, Hand	5,576	\$23,802	\$18,032	\$26,688
Combined Food Preparation and Serving Workers, Including Fast Food	5,576	\$18,313	\$17,294	\$18,823
General and Operations Managers	5,077	\$89,752	\$30,416	\$119,419
Waiters and Waitresses	4,520	\$18,731	\$17,375	\$19,408
Secretaries and Administrative Assistants, Except Legal, Medical, & Executive	4,281	\$31,881	\$22,270	\$36,687
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	4,015	\$72,796	\$33,444	\$92,473

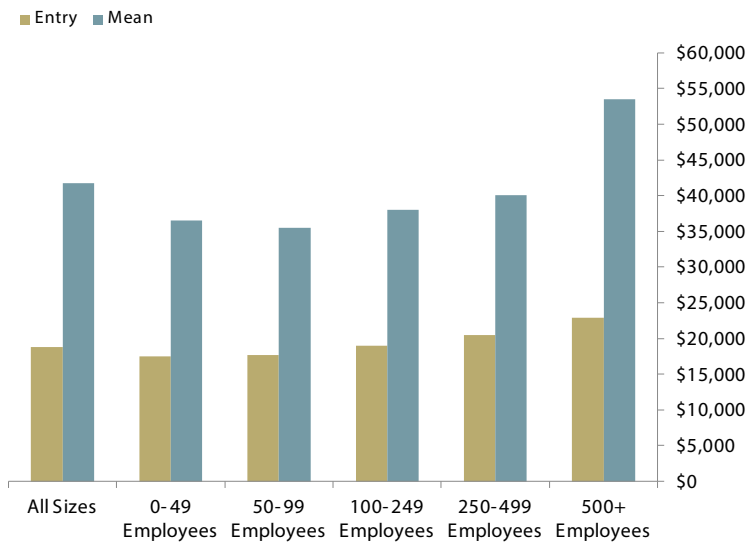
Source: Arkansas Department of Workforce Services, May 2015 Wage Survey

Northwest Arkansas WDA Occupations Paying the Most

Occupation	Average Annual Salary
Surgeons	\$288,518
Internists, General	\$287,876
Anesthesiologists	\$280,733
Dentists, General	\$218,179
Nurse Anesthetists	\$192,551
Family and General Practitioners	\$183,993
Purchasing Managers	\$169,933
Pediatricians, General	\$161,113
Marketing Managers	\$146,280
Chief Executives	\$145,137

Source: Arkansas Department of Workforce Services, May 2015 Wage Survey

Northwest Arkansas WDA



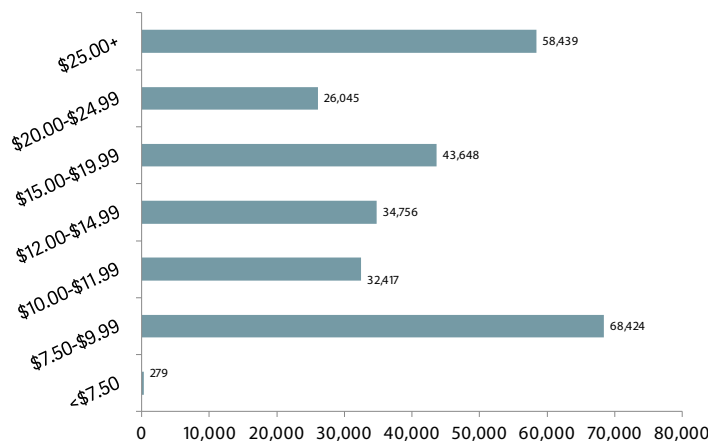
Employers of all sizes had an estimated experienced wage of \$53,248 in Northwest Arkansas. Employers with 250 to 499 employees had an entry wage of \$20,443 in 2015. Estimated entry wages for all categories were above \$18,828 in 2015.

Of the 264,008 estimated employees in the Area, employees making \$10.00 to \$11.99 an hour totaled 32,417 in 2015. Employees making \$25.00 or more an hour totaled 58,439. Employees earning under \$7.50 an hour totaled 279.

Northwest Arkansas WDA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$41,775	\$30,480	\$18,828	\$53,248
0-49 Employees	\$36,534	\$25,909	\$17,494	\$46,054
50-99 Employees	\$35,523	\$25,491	\$17,689	\$44,440
100-249 Employees	\$38,002	\$28,685	\$18,971	\$47,518
250-499 Employees	\$40,040	\$32,998	\$20,443	\$49,839
500+ Employees	\$53,515	\$40,392	\$22,856	\$68,845

Source: Arkansas Department of Workforce Services, May 2015 Wage Survey



Northwest Arkansas WDA Number of Employees by Hourly Wage Rate

Total	264,008
<\$7.50	279
\$7.50-\$9.99	68,424
\$10.00-\$11.99	32,417
\$12.00-\$14.99	34,756
\$15.00-\$19.99	43,648
\$20.00-\$24.99	26,045
\$25.00+	58,439

Source: Arkansas Department of Workforce Services, May 2015 Wage Survey

*Not Seasonally Adjusted, Not Preliminary

Northwest Arkansas WDA

Industry

The Northwest Arkansas WDA has the largest employment base in the state and is predicted to have the largest growth, which provides job seekers with a variety of career choices among the many industries and occupations. Over the 2015-2017 projection period, this Area is projected to gain 9,537 jobs, an increase of 3.31 percent between 2015 and 2017. *Management of Companies and Enterprises* is predicted to be the top growing industry in the Area with 830 new jobs anticipated raising employment to 23,687. *Support Activities for Transportation* is predicted to increase by 25.46 percent, making it the fastest growing industry in the Area moving employment to above 1,000. *Primary Metal Manufacturing* is projected to be the top and fastest declining industry with a loss of 442 jobs, or 37.30 percent of its workforce moving employment below 1,000.

Occupations

The Northwest Arkansas WDA is projected to have 11,763 annual job openings during the 2015-2017 projection period with 5,006 for growth and expansion and 6,757 for replacement. *Farmers, Ranchers, and Other Agricultural Managers* is estimated to drive growth adding 475 new jobs, making it the top growing occupation in Northwest Arkansas increasing employment to 12,731. *Aircraft Mechanics and Service Technicians* is predicted to be the fastest growing occupation raising employment to 22.58 percent. *Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic* is forecast to see a decline of 79 jobs to a job level of 221, while *Metal-Refining Furnace Operators and Tenders* is expected to lose 36.11 percent of its workforce.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2015 Estimated	2017 Projected		
102100	Trade, Transportation, and Utilities	56,546	58,844	2,298	4.06%
102400	Professional and Business Services	44,091	46,161	2,070	4.69%
102500	Education and Health Services	56,527	58,482	1,955	3.46%
102600	Leisure and Hospitality	25,943	26,949	1,006	3.88%
101200	Construction	9,246	9,850	604	6.53%

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2015 Estimated	2017 Projected	Net	Percent	Growth	Replacement	Total
11-0000	Management Occupations	30,075	31,259	1,184	3.94%	593	584	1,177
41-0000	Sales and Related Occupations	30,381	31,540	1,159	3.81%	582	1,011	1,593
43-0000	Office and Administrative Support Occupations	39,891	41,050	1,159	2.91%	589	830	1,419
53-0000	Transportation and Material Moving Occupations	27,030	27,862	832	3.08%	418	582	1,000
35-0000	Food Preparation and Serving Related Occupations	22,894	23,720	826	3.61%	416	952	1,368

Source: Arkansas Department of Workforce Services, Projections Suite Software

Northwest Arkansas WDA Industry

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2015 Estimated	2017 Projected		
Top 10 Growth					
551000	Management of Companies and Enterprises	22,857	23,687	830	3.63%
722000	Food Services and Drinking Places	20,756	21,558	802	3.86%
561000	Administrative and Support Services	9,648	10,382	734	7.61%
611000	Educational Services	27,131	27,864	733	2.70%
621000	Ambulatory Health Care Services	10,280	10,846	566	5.51%
541000	Professional, Scientific, and Technical Services	10,983	11,474	491	4.47%
238000	Specialty Trade Contractors	6,782	7,255	473	6.97%
624000	Social Assistance	7,007	7,428	421	6.01%
484000	Truck Transportation	11,862	12,210	348	2.93%
425000	Wholesale Electronic Markets and Agents and Brokers	3,032	3,368	336	11.08%
Top 10 Fastest Growth					
488000	Support Activities for Transportation	864	1,084	220	25.46%
312000	Beverage and Tobacco Product Manufacturing	214	250	36	16.82%
325000	Chemical Manufacturing	265	305	40	15.09%
425000	Wholesale Electronic Markets and Agents and Brokers	3,032	3,368	336	11.08%
322000	Paper Manufacturing	1,309	1,449	140	10.70%
442000	Furniture and Home Furnishings Stores	726	803	77	10.61%
518000	Data Processing, Hosting and Related Services	222	244	22	9.91%
236000	Construction of Buildings	1,724	1,883	159	9.22%
443000	Electronics and Appliance Stores	901	972	71	7.88%
561000	Administrative and Support Services	9,648	10,382	734	7.61%
Top 10 Decline					
331000	Primary Metal Manufacturing	1,185	743	-442	-37.30%
332000	Fabricated Metal Product Manufacturing	2,937	2,729	-208	-7.08%
337000	Furniture and Related Product Manufacturing	942	821	-121	-12.85%
448000	Clothing and Clothing Accessories Stores	1,971	1,884	-87	-4.41%
623000	Nursing and Residential Care Facilities	5,092	5,030	-62	-1.22%
511000	Publishing Industries (except Internet)	826	783	-43	-5.21%
999100	Federal Government, Excluding Post Office	2,099	2,064	-35	-1.67%
517000	Telecommunications	710	677	-33	-4.65%
237000	Heavy and Civil Engineering Construction	740	712	-28	-3.78%
523000	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	424	403	-21	-4.95%
Top 10 Fastest Decline					
331000	Primary Metal Manufacturing	1,185	743	-442	-37.30%
113000	Forestry and Logging	45	37	-8	-17.78%
337000	Furniture and Related Product Manufacturing	942	821	-121	-12.85%
519000	Other Information Services	109	99	-10	-9.17%
332000	Fabricated Metal Product Manufacturing	2,937	2,729	-208	-7.08%
212000	Mining (except Oil and Gas)	97	91	-6	-6.19%
511000	Publishing Industries (except Internet)	826	783	-43	-5.21%
814000	Private Households	176	167	-9	-5.11%
523000	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	424	403	-21	-4.95%
517000	Telecommunications	710	677	-33	-4.65%

Source: Arkansas Department of Workforce Services, Projections Suite Software

Northwest Arkansas WDA Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2015 Estimated	2017 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
11-9013	Farmers, Ranchers, and Other Agricultural Managers	12,256	12,731	475	3.88%	238	203	441
53-3032	Heavy and Tractor-Trailer Truck Drivers	11,818	12,192	374	3.16%	187	188	375
41-2031	Retail Salespersons	10,618	10,954	336	3.16%	168	397	565
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	5,079	5,327	248	4.88%	124	198	322
41-2011	Cashiers	6,622	6,848	226	3.41%	113	336	449
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	3,043	3,259	216	7.10%	108	61	169
39-9021	Personal Care Aides	3,538	3,743	205	5.79%	102	22	124
43-9061	Office Clerks, General	6,551	6,754	203	3.10%	102	138	240
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	4,078	4,256	178	4.36%	89	74	163
43-4051	Customer Service Representatives	3,423	3,594	171	5.00%	86	80	166
Top 10 Fastest Growth								
49-3011	Aircraft Mechanics and Service Technicians	31	38	7	22.58%	4	0	4
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	63	71	8	12.70%	4	2	6
51-9196	Paper Goods Machine Setters, Operators, and Tenders	236	265	29	12.29%	14	4	18
47-2021	Brickmasons and Blockmasons	156	170	14	8.97%	7	2	9
43-5061	Production, Planning, and Expediting Clerks	497	539	42	8.45%	21	14	35
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	72	78	6	8.33%	3	1	4
31-2021	Physical Therapist Assistants	187	202	15	8.02%	8	5	13
27-4011	Audio and Video Equipment Technicians	64	69	5	7.81%	2	1	3
47-3016	Helpers--Roofers	64	69	5	7.81%	2	1	3
21-1013	Marriage and Family Therapists	95	102	7	7.37%	4	2	6
Top 10 Decline								
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	300	221	-79	-26.33%	0	5	5
51-4041	Machinists	696	633	-63	-9.05%	0	20	20
51-7011	Cabinetmakers and Bench Carpenters	254	227	-27	-10.63%	0	2	2
51-4111	Tool and Die Makers	148	122	-26	-17.57%	0	0	0
51-6093	Upholsterers	263	240	-23	-8.75%	0	6	6
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	1,055	1,041	-14	-1.33%	0	26	26
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	229	216	-13	-5.68%	0	3	3
51-4051	Metal-Refining Furnace Operators and Tenders	36	23	-13	-36.11%	0	1	1
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	265	253	-12	-4.53%	0	10	10
51-4191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	47	35	-12	-25.53%	0	1	1
Top 10 Fastest Decline								
51-4051	Metal-Refining Furnace Operators and Tenders	36	23	-13	-36.11%	0	1	1
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	300	221	-79	-26.33%	0	5	5
51-4191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	47	35	-12	-25.53%	0	1	1
51-4111	Tool and Die Makers	148	122	-26	-17.57%	0	0	0
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	62	55	-7	-11.29%	0	2	2
51-7011	Cabinetmakers and Bench Carpenters	254	227	-27	-10.63%	0	2	2
51-4041	Machinists	696	633	-63	-9.05%	0	20	20
51-6093	Upholsterers	263	240	-23	-8.75%	0	6	6
51-4193	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	103	94	-9	-8.74%	0	2	2

Source: Arkansas Department of Workforce Services, Projections Suite Software

Southeast Arkansas WDA

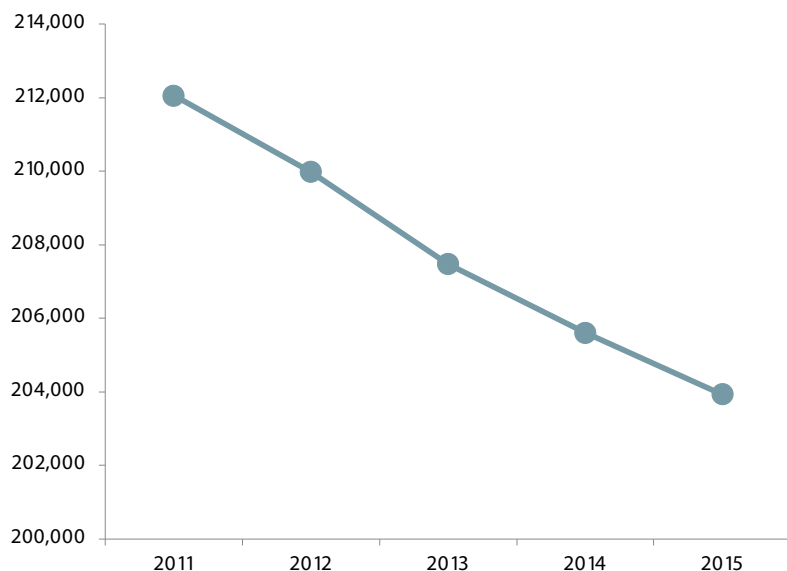
The Southeast Arkansas Workforce Development Area's population decreased to 203,933 from 2014, or by 1,677. The Area has seen a decrease in population of 8,126 from 2011 to 2015. The Southeast Arkansas WDA includes the Pine Bluff Metropolitan Statistical Area and 10 counties: Arkansas, Ashley, Bradley, Chicot, Cleveland, Desha, Drew, Grant, Jefferson, and Lincoln. Louisiana and Mississippi border the Area.

Job creation increased in Southeast Arkansas by 153 to 3,849 for the second quarter of 2015 compared to the second quarter of 2014 while new hires increased for the same time period by 781 to 12,782. Separations increased by 559 from 2014 to 2015

while turnover increased to 8.3 percent in 2015.

Southeast Arkansas saw an increase in the labor force and employment from 2014 to 2015. The labor force increased to 84,335, or by 238, while employment increased to 78,690, or by 1,347. Both the labor force and employment have decreased since 2011 by 10,739 and 6,002 respectively. Unemployment decreased by 1,109 to 5,645 in 2015 and the unemployment rate dropped to 6.7 percent. Since January 2016, the unemployment rate decreased another five-tenths of a percentage point to 5.6 percent in July 2016.

Population



Southeast Arkansas WDA Population 2011-2015

2011	2012	2013	2014	2015
212,059	209,978	207,477	205,610	203,933

Source: U.S. Census Bureau

Quarterly Workforce Indicators

Southeast Arkansas Quarterly Workforce Indicators (All Ownerships)

QWI Explorer	2011_2	2012_2	2013_2	2014_2	2015_2
Job Creation	3,207	3,204	3,349	3,696	3,849
New Hires	12,340	11,694	11,904	12,001	12,782
Separations	12,194	12,706	12,249	11,313	11,872
Turnovers	7.7%	7.9%	8.0%	8.0%	8.3%

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

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

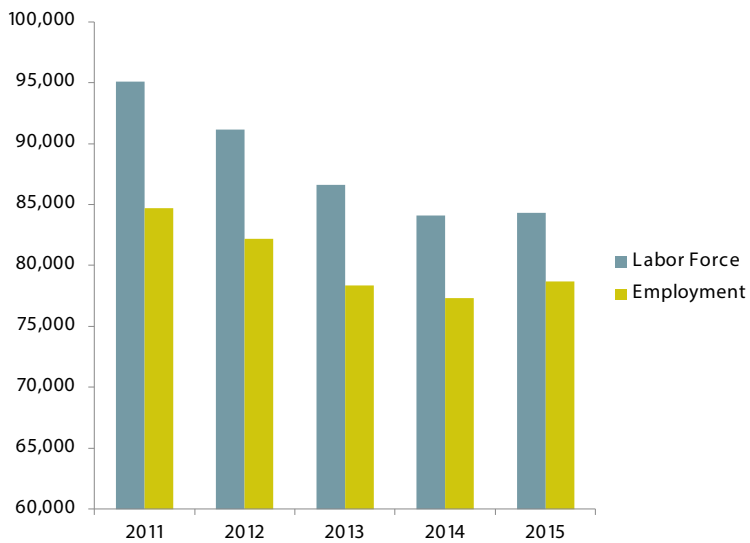
New Hires: Estimated number of workers who started a new job.

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

Turnovers: The rate at which stable jobs begin and end

Southeast Arkansas WDA

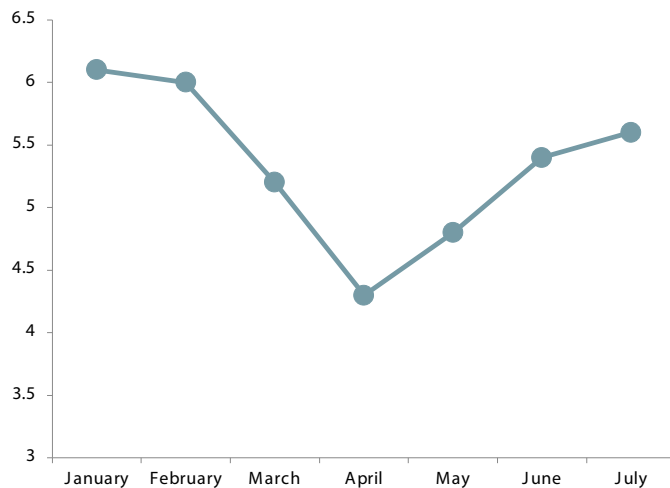
Labor Force/Employment



Southeast Arkansas WDA 2011-2015 Labor Force/Employment

Year	2011	2012	2013	2014	2015
Labor Force	95,074	91,144	86,605	84,097	84,335
Employment	84,692	82,210	78,347	77,343	78,690
Unemployment	10,382	8,934	8,258	6,754	5,645
Unemployment Rate	10.9	9.8	9.5	8	6.7

Source: Arkansas Department of Workforce Services



Monthly Unemployment Rate

Southeast Arkansas WDA 2016 Monthly Unemployment Rate*

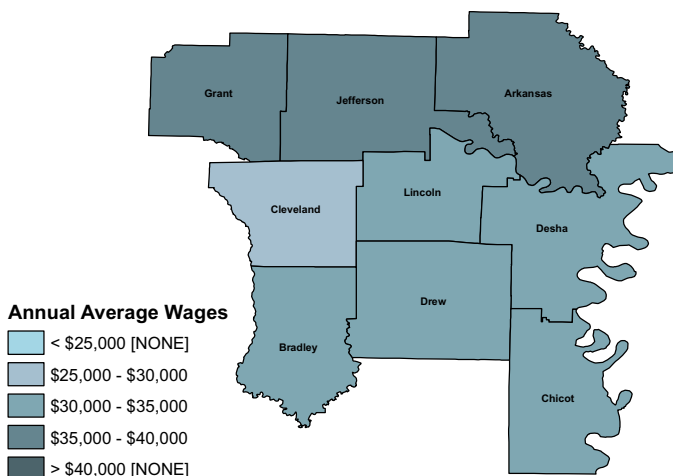
Year	Month	Unemployment Rate
2016	January	6.1
2016	February	6
2016	March	5.2
2016	April	4.3
2016	May	4.8
2016	June	5.4
2016	July	5.6

*Not Seasonally Adjusted, Not Preliminary Source:
Arkansas Department of Workforce Services

Southeast Arkansas WDA

Cashiers had the largest estimated employment in Southeast Arkansas with 2,089 employed, making an entry wage of \$17,359 in 2015. *Heavy and Tractor-Trailer Truck Drivers* had the second largest estimated employment with 1,778 employed. This occupation also had the largest experienced wage of the 10 largest occupations, making an experienced wage of \$38,926 in 2015.

Family and General Practitioners, with an average annual wage of \$208,223, was the occupation paying the most in 2015. *Nurse Anesthetists* was second on the list, making an average wage of \$206,450, while *Mechanical Engineers* finished the list with an average wage of \$90,486.



Southeast Arkansas WDA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Cashiers	2,089	\$18,520	\$17,359	\$19,101
Heavy and Tractor-Trailer Truck Drivers	1,778	\$33,474	\$22,570	\$38,926
Office Clerks, General	1,740	\$23,751	\$17,634	\$26,809
Correctional Officers and Jailers	1,716	\$33,934	\$27,717	\$37,043
Retail Salespersons	1,702	\$22,397	\$17,381	\$24,905
Laborers and Freight, Stock, and Material Movers, Hand	1,602	\$22,878	\$17,555	\$25,539
Combined Food Preparation and Serving Workers, Including Fast Food	1,464	\$17,861	\$17,324	\$18,130
Secretaries and Administrative Assistants, Except Legal, Medical, & Executive	1,354	\$27,030	\$18,819	\$31,135
Team Assemblers	1,262	\$27,573	\$19,898	\$31,411
Nursing Assistants	1,218	\$20,589	\$17,402	\$22,182

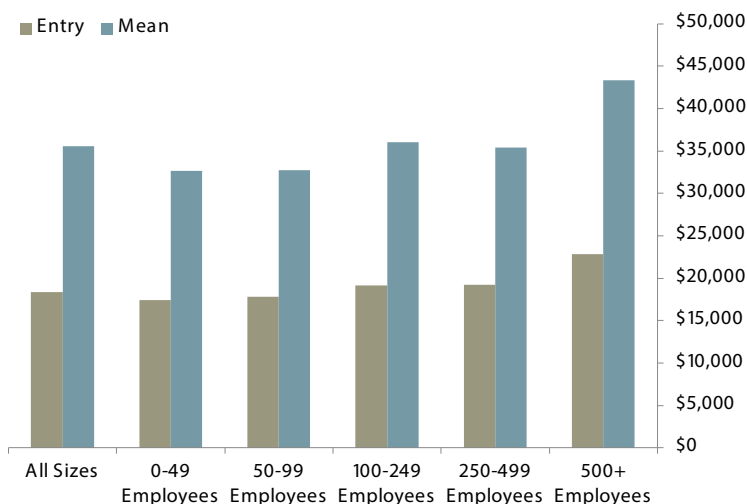
Source: Arkansas Department of Workforce Services, May 2015 Wage Survey

Southeast Arkansas WDA Occupations Paying the Most

Occupation	Average Annual Salary
Family and General Practitioners	\$208,223
Nurse Anesthetists	\$206,450
Dentists, General	\$134,253
Architectural and Engineering Managers	\$131,159
Medical Scientists, Except Epidemiologists	\$119,171
Pharmacists	\$111,018
Sales Managers	\$107,383
Physical Therapists	\$98,024
Commercial Pilots	\$97,332
Mechanical Engineers	\$90,486

Source: Arkansas Department of Workforce Services, May 2015 Wage Survey

Southeast Arkansas WDA



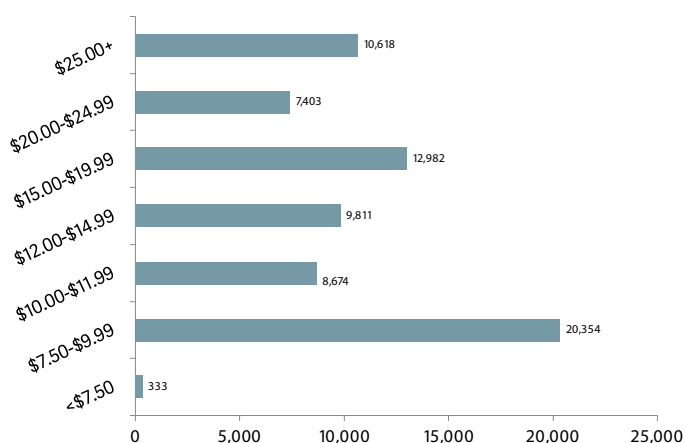
Entry wage estimates for all employer sizes in Southeast Arkansas was \$18,329 in 2015. Employers with 250 to 499 employees had an estimated mean wage of \$35,378. Experienced wages for all employer categories for the Area were at \$44,161.

Of the 70,175 estimated number of employees, Southeast Arkansas employees making \$15.00 to \$19.99 an hour numbered 12,982 in 2015. Employees making \$7.50 to \$9.99 an hour were 20,354, the largest group in the Area.

Southeast Arkansas WDA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$35,550	\$28,618	\$18,329	\$44,161
0-49 Employees	\$32,681	\$23,937	\$17,390	\$40,327
50-99 Employees	\$32,763	\$24,617	\$17,769	\$40,260
100-249 Employees	\$36,025	\$29,642	\$19,179	\$44,448
250-499 Employees	\$35,378	\$31,838	\$19,211	\$43,462
500+ Employees	\$43,311	\$37,255	\$22,849	\$53,542

Source: Arkansas Department of Workforce Services, May 2015 Wage Survey



Southeast Arkansas WDA Number of Employees by Hourly Wage Rate

Total	70,175
<\$7.50	333
\$7.50-\$9.99	20,354
\$10.00-\$11.99	8,674
\$12.00-\$14.99	9,811
\$15.00-\$19.99	12,982
\$20.00-\$24.99	7,403
\$25.00+	10,618

Source: Arkansas Department of Workforce Services, May 2015 Wage Survey

Southeast Arkansas WDA

Industry

The Southeast Arkansas WDA is expected to gain 842 jobs over the 2015-2017 projection period. *Sporting Goods, Hobby, Book, and Music Stores* is expected to be the fastest growing occupation in Southeast Arkansas at a rate of 20.48 percent raising employment to 253. *Social Assistance* is predicted to be the top growing industry adding 150 jobs to its workforce moving from 3,330 in 2015 to 3,480 in 2017. *Telecommunications* could be the fastest declining industry losing an anticipated 29.69 percent of its workforce dropping below 100 employees. *Federal Government, Excluding Post Office* could lose the most jobs with a decline of 128 moving from 1,609 jobs in 2015 to 1,481 in 2017. **Trade, Transportation, and Utilities** is projected to be the top growing industry supersector adding 284 jobs to an employment level of 12,864.

Occupations

Southeast Arkansas WDA employment is expected to increase by 1.06 percent between 2015 and 2017. There are 2,515 job openings projected to be available annually between 2015 and 2017. Of these, 670 would be for growth and expansion, while 1,845 would be for replacement. *Team Assemblers* is predicted to be the top growing occupation in the Area gaining 71 new jobs between 2015 and 2017 increasing to a level of 1,186. *Cargo and Freight Agents* is projected to be the fastest growing occupation, increasing employment by 8.82 percent to 74 employees. On the negative side of the local economy, *Tellers* is estimated to lose the most jobs with an anticipated loss of 39, while *Telecommunications Equipment Installers and Repairers, Except Line Installers* is forecast to be the fastest declining occupation losing 26.19 percent of its workforce. **Sales and Related Occupations** is forecast to be the top growing major occupational group increasing employment by 161 to a level of 6,695.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2015 Estimated	2017 Projected		
102100	Trade, Transportation, and Utilities	12,580	12,864	284	2.26%
101300	Manufacturing	14,404	14,676	272	1.89%
102500	Education and Health Services	18,909	19,127	218	1.15%
102600	Leisure and Hospitality	4,394	4,531	137	3.12%
102700	Other Services (except Government)	2,383	2,444	61	2.56%

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2015 Estimated	2017 Projected	Net	Percent	Growth	Replacement	Total
41-0000	Sales and Related Occupations	6,534	6,695	161	2.46%	83	232	315
35-0000	Food Preparation and Serving Related Occupations	4,815	4,959	144	2.99%	73	184	257
51-0000	Production Occupations	10,143	10,287	144	1.42%	136	220	356
53-0000	Transportation and Material Moving Occupations	5,548	5,654	106	1.91%	60	130	190
39-0000	Personal Care and Service Occupations	2,891	2,968	77	2.66%	42	53	95

Source: Arkansas Department of Workforce Services, Projections Suite Software

Southeast Arkansas WDA Industry

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2015 Estimated	2017 Projected		
Top 10 Growth					
624000	Social Assistance	3,330	3,480	150	4.50%
722000	Food Services and Drinking Places	3,752	3,890	138	3.68%
321000	Wood Product Manufacturing	1,576	1,704	128	8.12%
333000	Machinery Manufacturing	1,479	1,603	124	8.38%
452000	General Merchandise Stores	2,203	2,306	103	4.68%
311000	Food Manufacturing	3,311	3,411	100	3.02%
561000	Administrative and Support Services	1,704	1,790	86	5.05%
813000	Religious, Grantmaking, Civic, Professional, and Similar Organizations	1,384	1,450	66	4.77%
488000	Support Activities for Transportation	706	762	56	7.93%
238000	Specialty Trade Contractors	1,167	1,218	51	4.37%
Top 10 Fastest Growth					
451000	Sporting Goods, Hobby, Book, and Music Stores	210	253	43	20.48%
326000	Plastics and Rubber Products Manufacturing	516	566	50	9.69%
333000	Machinery Manufacturing	1,479	1,603	124	8.38%
443000	Electronics and Appliance Stores	172	186	14	8.14%
321000	Wood Product Manufacturing	1,576	1,704	128	8.12%
488000	Support Activities for Transportation	706	762	56	7.93%
339000	Miscellaneous Manufacturing	91	97	6	6.59%
485000	Transit and Ground Passenger Transportation	77	82	5	6.49%
561000	Administrative and Support Services	1,704	1,790	86	5.05%
444000	Building Material and Garden Equipment and Supplies Dealers	536	562	26	4.85%
Top 10 Decline					
999100	Federal Government, Excluding Post Office	1,609	1,481	-128	-7.96%
522000	Credit Intermediation and Related Activities	1,518	1,413	-105	-6.92%
221000	Utilities	618	529	-89	-14.40%
322000	Paper Manufacturing	3,361	3,302	-59	-1.76%
541000	Professional, Scientific, and Technical Services	878	835	-43	-4.90%
113000	Forestry and Logging	854	813	-41	-4.80%
517000	Telecommunications	128	90	-38	-29.69%
237000	Heavy and Civil Engineering Construction	551	520	-31	-5.63%
115000	Support Activities for Agriculture and Forestry	433	409	-24	-5.54%
448000	Clothing and Clothing Accessories Stores	349	329	-20	-5.73%
Top 10 Fastest Decline					
517000	Telecommunications	128	90	-38	-29.69%
323000	Printing and Related Support Activities	29	24	-5	-17.24%
221000	Utilities	618	529	-89	-14.40%
999100	Federal Government, Excluding Post Office	1,609	1,481	-128	-7.96%
522000	Credit Intermediation and Related Activities	1,518	1,413	-105	-6.92%
448000	Clothing and Clothing Accessories Stores	349	329	-20	-5.73%
237000	Heavy and Civil Engineering Construction	551	520	-31	-5.63%
115000	Support Activities for Agriculture and Forestry	433	409	-24	-5.54%
511000	Publishing Industries (except Internet)	110	104	-6	-5.45%
541000	Professional, Scientific, and Technical Services	878	835	-43	-4.90%

Source: Arkansas Department of Workforce Services, Projections Suite Software

Southeast Arkansas WDA Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2015 Estimated	2017 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
51-2092	Team Assemblers	1,115	1,186	71	6.37%	36	24	60
41-2031	Retail Salespersons	1,873	1,939	66	3.52%	33	70	103
39-9021	Personal Care Aides	1,360	1,419	59	4.34%	30	8	38
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,185	1,240	55	4.64%	28	46	74
31-1011	Home Health Aides	1,157	1,201	44	3.80%	22	24	46
41-2011	Cashiers	2,101	2,145	44	2.09%	22	106	128
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,351	1,388	37	2.74%	18	42	60
51-4121	Welders, Cutters, Solderers, and Brazers	485	518	33	6.80%	16	14	30
35-2014	Cooks, Restaurant	567	598	31	5.47%	16	16	32
43-5081	Stock Clerks and Order Fillers	651	679	28	4.30%	14	22	36
Top 10 Fastest Growth								
43-5011	Cargo and Freight Agents	68	74	6	8.82%	3	2	5
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	152	164	12	7.89%	6	3	9
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	123	132	9	7.32%	4	4	8
51-4121	Welders, Cutters, Solderers, and Brazers	485	518	33	6.80%	16	14	30
51-2092	Team Assemblers	1,115	1,186	71	6.37%	36	24	60
49-9043	Maintenance Workers, Machinery	82	87	5	6.10%	2	2	4
35-2014	Cooks, Restaurant	567	598	31	5.47%	16	16	32
47-2171	Reinforcing Iron and Rebar Workers	93	98	5	5.38%	2	2	4
29-2052	Pharmacy Technicians	204	214	10	4.90%	5	2	7
53-3041	Taxi Drivers and Chauffeurs	124	130	6	4.84%	3	2	5
Top 10 Decline								
43-3071	Tellers	427	388	-39	-9.13%	0	19	19
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	559	540	-19	-3.40%	0	8	8
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	351	337	-14	-3.99%	0	8	8
43-3031	Bookkeeping, Accounting, and Auditing Clerks	749	736	-13	-1.74%	0	8	8
51-9196	Paper Goods Machine Setters, Operators, and Tenders	863	850	-13	-1.51%	0	15	15
13-2072	Loan Officers	191	180	-11	-5.76%	0	3	3
43-6012	Legal Secretaries	162	151	-11	-6.79%	0	2	2
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	42	31	-11	-26.19%	0	0	0
45-2041	Graders and Sorters, Agricultural Products	346	338	-8	-2.31%	0	4	4
43-4131	Loan Interviewers and Clerks	120	114	-6	-5.00%	0	2	2
Top 10 Fastest Decline								
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	42	31	-11	-26.19%	0	0	0
43-4141	New Accounts Clerks	39	35	-4	-10.26%	0	1	1
43-3071	Tellers	427	388	-39	-9.13%	0	19	19
45-2011	Agricultural Inspectors	52	48	-4	-7.69%	0	2	2
43-5041	Meter Readers, Utilities	57	53	-4	-7.02%	0	2	2
43-6012	Legal Secretaries	162	151	-11	-6.79%	0	2	2
19-1022	Microbiologists	60	56	-4	-6.67%	0	2	2
13-2072	Loan Officers	191	180	-11	-5.76%	0	3	3
43-4131	Loan Interviewers and Clerks	120	114	-6	-5.00%	0	2	2
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	351	337	-14	-3.99%	0	8	8

Source: Arkansas Department of Workforce Services, Projections Suite Software

Southwest Arkansas WDA

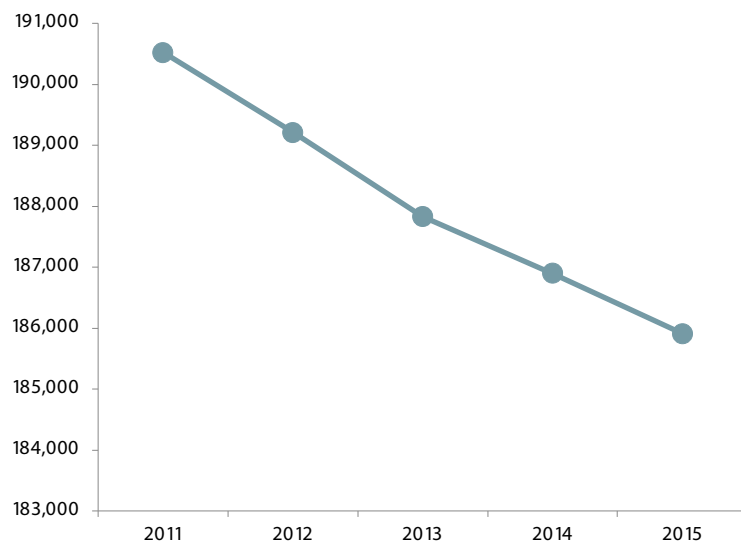
The Southwest Arkansas Workforce Development Area's population decreased by 987 to 185,913 in 2015. The Area has seen a decline in population over the 2011-2015, losing 4,614 residents since 2011. Southwest Arkansas is the largest WDA in the state in terms of the number of counties represented. Twelve counties are located within this region: Calhoun, Columbia, Dallas, Hempstead, Howard, Lafayette, Little River, Miller, Nevada, Ouachita, Sevier, and Union. Three states border the Area: Oklahoma to the west, Texas to the southwest, and Louisiana to the south. Miller County is part of the Texarkana AR/TX Metropolitan Statistical Area.

Job creation increased by 532 in the second quarter of 2015 to 3,861 jobs, and also increased from 2011 compared to 2015 with

an increase of 277. New hires increased, from the second quarter of 2014 to total 14,062 in the second quarter of 2015, while separations decreased by 242, totaling 13,339. The turnover rate was 7.8 percent in the second quarter of 2015.

The labor force increased from 2014 to 2015 by 980 to 94,588 while employment increased by 1,815 to 88,991. Over the five-year period from 2011 to 2015, the Area has seen a decrease of 8,190 in the labor force and a decrease of 4,537 in employment. But unemployment decreased by 835 from 2014 to 2015 and by 3,633 over the five-year period. In turn, the unemployment rate dropped one percentage point in 2015 to 5.9 percent. The unemployment rate continued to drop through July 2016, ending at 5.2 percent.

Population



Southwest Arkansas WDA Population 2011-2015

2011	2012	2013	2014	2015
190,527	189,215	187,830	186,900	185,913

Source: U.S. Census Bureau

Quarterly Workforce Indicators

Southwest Arkansas WDA Quarterly Workforce Indicators (All Ownerships)

QWI Explorer	2011_2	2012_2	2013_2	2014_2	2015_2
Job Creation	3,584	4,500	3,226	3,329	3,861
New Hires	14,405	15,296	12,361	13,763	14,062
Separations	14,206	14,432	12,732	13,581	13,339
Turnovers	8.3%	8.4%	7.6%	8.0%	7.8%

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

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

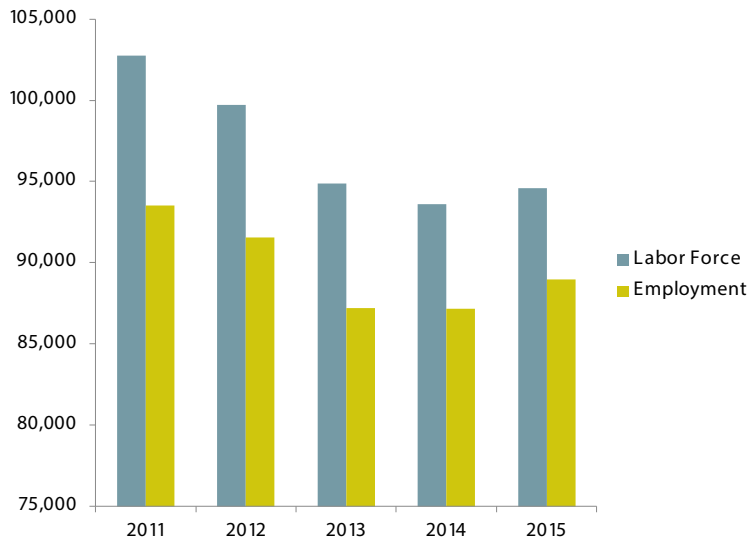
New Hires: Estimated number of workers who started a new job.

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

Turnovers: The rate at which stable jobs begin and end

Southwest Arkansas WDA

Labor Force/Employment

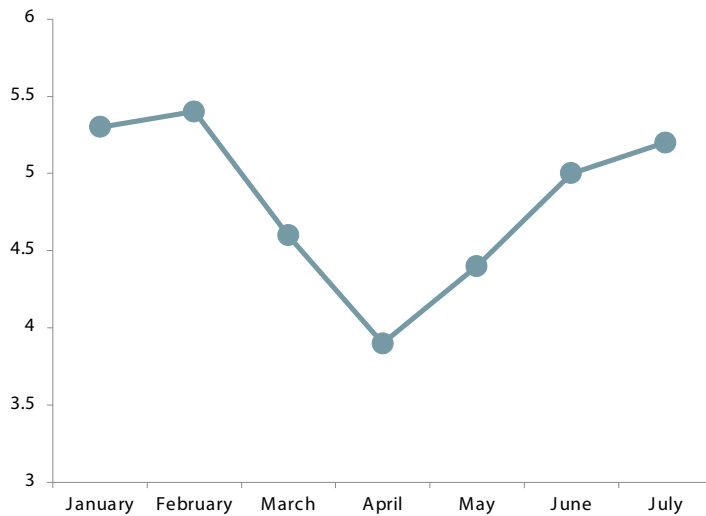


Southwest Arkansas WDA 2011-2015 Labor Force/Employment

Year	2011	2012	2013	2014	2015
Labor Force	102,758	99,700	94,880	93,608	94,588
Employment	93,528	91,547	87,216	87,176	88,991
Unemployment	9,230	8,153	7,664	6,432	5,597
Unemployment Rate	9	8.2	8.1	6.9	5.9

Source: Arkansas Department of Workforce Services

Monthly Unemployment Rate



Southwest Arkansas WDA 2016 Monthly Unemployment Rate*

Year	Month	Unemployment Rate
2016	January	5.3
2016	February	5.4
2016	March	4.6
2016	April	3.9
2016	May	4.4
2016	June	5.0
2016	July	5.2

*Not Seasonally Adjusted, Not Preliminary Source:
Arkansas Department of Workforce Services

Southwest Arkansas WDA

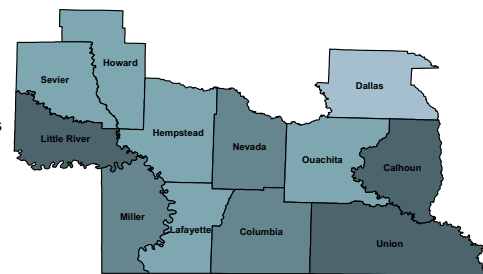
Wages

Heavy and Tractor-Trailer Truck Drivers was the largest occupation in the Area with 3,379 estimated employees, earning an annual average wage of \$37,203 in 2015. *Cashiers* was second with an estimated employment of 2,816 with an entry wage of \$17,331. *General and Operations Managers* had the highest experienced wage at \$110,377.

Family and General Practitioners was the occupation paying the most for the WDA, earning an average annual salary of \$187,354. *Pharmacists* was second on the list, earning an average annual salary of \$135,533. Completing the list, *Nurse Practitioners* earned an average annual salary of \$95,034 in 2015.

Annual Average Wages

- < \$25,000 [NONE]
- \$25,000 - \$30,000
- \$30,000 - \$35,000
- \$35,000 - \$40,000
- > \$40,000



Southwest Arkansas WDA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Heavy and Tractor-Trailer Truck Drivers	3,379	\$37,203	\$24,373	\$43,619
Cashiers	2,816	\$18,142	\$17,331	\$18,547
Laborers and Freight, Stock, and Material Movers, Hand	2,442	\$22,831	\$17,404	\$25,545
Retail Salespersons	2,234	\$23,727	\$17,334	\$26,924
Office Clerks, General	2,103	\$24,118	\$17,429	\$27,462
Combined Food Preparation and Serving Workers, Including Fast Food	1,792	\$17,689	\$17,363	\$17,852
Nursing Assistants	1,668	\$20,823	\$17,312	\$22,578
Secretaries and Administrative Assistants, Except Legal, Medical, & Executive	1,347	\$27,015	\$18,640	\$31,203
General and Operations Managers	1,251	\$85,967	\$37,146	\$110,377
Maintenance and Repair Workers, General	1,204	\$34,028	\$22,633	\$39,726

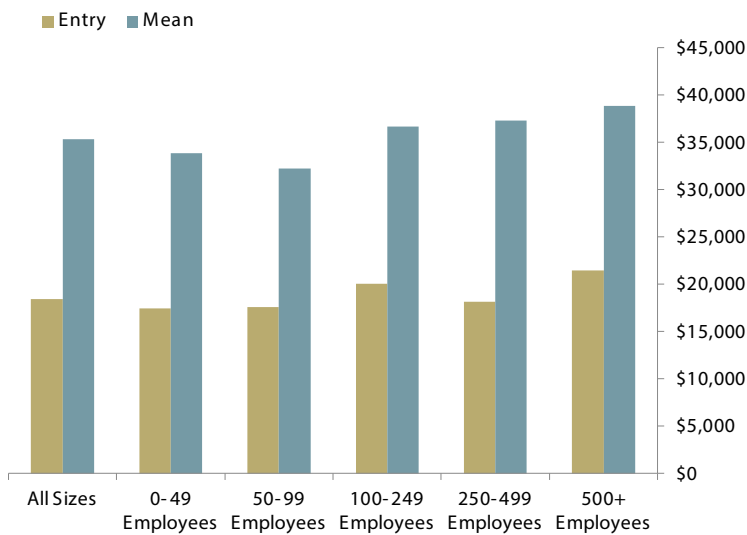
Source: Arkansas Department of Workforce Services, May 2015 Wage Survey

Southwest Arkansas WDA Occupations Paying the Most

Occupation	Average Annual Salary
Family and General Practitioners	\$187,354
Pharmacists	\$135,533
Architectural and Engineering Managers	\$122,618
Physician Assistants	\$114,959
Petroleum Engineers	\$113,644
Marketing Managers	\$108,217
Optometrists	\$96,795
Construction Managers	\$95,572
Physical Therapists	\$95,511
Nurse Practitioners	\$95,034

Source: Arkansas Department of Workforce Services, May 2015 Wage Survey

Southwest Arkansas WDA



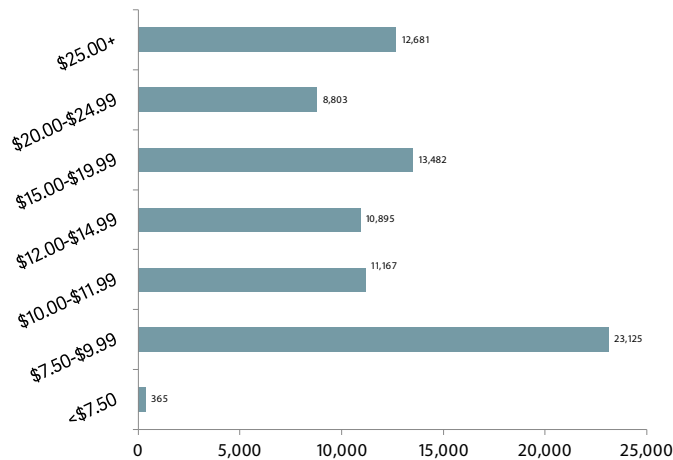
The median wage estimate for employers of all sizes in Southwest Arkansas was \$28,139 in 2015. Employers with 50 to 99 employees had an estimated experienced wage of \$39,525. Estimated entry wages for all employer categories was \$18,389.

Southwest Arkansas had a total of 80,518 employees, with 23,125 earning between \$7.50 and \$9.99 an hour. Employees earning \$20.00 to \$24.99 an hour totaled 8,803 in 2015.

Southwest Arkansas WDA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$35,317	\$28,139	\$18,389	\$43,781
0-49 Employees	\$33,839	\$25,172	\$17,432	\$42,042
50-99 Employees	\$32,207	\$25,187	\$17,571	\$39,525
100-249 Employees	\$36,642	\$31,182	\$20,010	\$44,957
250-499 Employees	\$37,318	\$30,942	\$18,148	\$46,902
500+ Employees	\$38,845	\$32,949	\$21,411	\$47,562

Source: Arkansas Department of Workforce Services, May 2015 Wage Survey



Southwest Arkansas WDA Number of Employees by Hourly Wage Rate

Total	80,518
<\$7.50	365
\$7.50-\$9.99	23,125
\$10.00-\$11.99	11,167
\$12.00-\$14.99	10,895
\$15.00-\$19.99	13,482
\$20.00-\$24.99	8,803
\$25.00+	12,681

Source: Arkansas Department of Workforce Services, May 2015 Wage Survey

Southwest Arkansas WDA

Industry

Employment in the Southwest Arkansas WDA is projected to increase by 1,302 or a 1.44 percent growth rate over the 2015-2017 projection period. *Administrative and Support Services* is predicted to lead the Area in net growth with 224 new jobs moving from 1,762 jobs in 2015 to 1,986 in 2017. *Support Activities for Transportation* is anticipated to be the fastest growing industry with an increase of 28.08 percent, or 57 new jobs increasing employment to 260. On the negative side of the economy, *Paper Manufacturing* is estimated to decline by 171 jobs, or 13.67 percent of its workforce, making it the top and fastest declining industry dropping to an employment of 1,080. **Trade, Transportation, and Utilities** is predicted to add the most jobs among the industry supersectors with 406 new jobs, increasing employment to 16,427.

Occupations

Between 2015 and 2017, Southwest Arkansas WDA employers are estimated to have 2,935 job openings annually. The Area is forecast to have 2,098 replacement annual openings, or about 71.48 percent of the total job openings for the Area. *Farmers, Ranchers, and Other Agricultural Managers* is expected to be the top growing occupation adding 95 jobs between 2015 and 2017 increasing to an employment of 5,370. *Helpers—Electricians* is predicted to be the fastest growing occupation, raising employment 9.38 percent to a level of 105. *Tellers* is forecast to be the top declining occupation losing 27 jobs during the projection period, going from 673 in 2015 to 646 in 2017. Roustabouts, Oil and Gas could lose 13.81 percent of its workforce, making it the fastest declining occupation dropping to a level of 156. **Construction and Extraction Occupations** is estimated to be the top growing major occupational group increasing employment by 189 jobs to above 5,000.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2015 Estimated	2017 Projected		
102100	Trade, Transportation, and Utilities	16,021	16,427	406	2.53%
102400	Professional and Business Services	3,950	4,283	333	8.43%
101200	Construction	3,525	3,725	200	5.67%
102600	Leisure and Hospitality	5,352	5,533	181	3.38%
102800	Government	6,367	6,470	103	1.62%

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2015 Estimated	2017 Projected	Net	Percent	Growth	Replacement	Total
47-0000	Construction and Extraction Occupations	4,922	5,111	189	3.84%	121	80	201
41-0000	Sales and Related Occupations	7,336	7,511	175	2.39%	91	254	345
35-0000	Food Preparation and Serving Related Occupations	5,534	5,703	169	3.05%	86	210	296
53-0000	Transportation and Material Moving Occupations	9,139	9,297	158	1.73%	91	202	293
11-0000	Management Occupations	9,205	9,360	155	1.68%	81	174	255

Source: Arkansas Department of Workforce Services, Projections Suite Software

Southwest Arkansas WDA Industry

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2015 Estimated	2017 Projected		
Top 10 Growth					
561000	Administrative and Support Services	1,762	1,986	224	12.71%
238000	Specialty Trade Contractors	2,340	2,536	196	8.38%
722000	Food Services and Drinking Places	4,429	4,600	171	3.86%
332000	Fabricated Metal Product Manufacturing	2,940	3,086	146	4.97%
452000	General Merchandise Stores	2,779	2,909	130	4.68%
562000	Waste Management and Remediation Services	505	631	126	24.95%
624000	Social Assistance	2,125	2,238	113	5.32%
999300	Local Government, Excluding Education and Hospitals	3,417	3,482	65	1.90%
423000	Merchant Wholesalers, Durable Goods	1,092	1,151	59	5.40%
488000	Support Activities for Transportation	203	260	57	28.08%
Top 10 Fastest Growth					
488000	Support Activities for Transportation	203	260	57	28.08%
562000	Waste Management and Remediation Services	505	631	126	24.95%
561000	Administrative and Support Services	1,762	1,986	224	12.71%
336000	Transportation Equipment Manufacturing	418	469	51	12.20%
443000	Electronics and Appliance Stores	134	148	14	10.45%
425000	Wholesale Electronic Markets and Agents and Brokers	261	286	25	9.58%
238000	Specialty Trade Contractors	2,340	2,536	196	8.38%
323000	Printing and Related Support Activities	77	83	6	7.79%
339000	Miscellaneous Manufacturing	82	88	6	7.32%
423000	Merchant Wholesalers, Durable Goods	1,092	1,151	59	5.40%
Top 10 Decline					
322000	Paper Manufacturing	1,251	1,080	-171	-13.67%
311000	Food Manufacturing	4,350	4,233	-117	-2.69%
213000	Support Activities for Mining	678	590	-88	-12.98%
622000	Hospitals	1,705	1,624	-81	-4.75%
611000	Educational Services	8,266	8,211	-55	-0.67%
237000	Heavy and Civil Engineering Construction	402	366	-36	-8.96%
522000	Credit Intermediation and Related Activities	1,352	1,316	-36	-2.66%
551000	Management of Companies and Enterprises	602	581	-21	-3.49%
331000	Primary Metal Manufacturing	466	447	-19	-4.08%
113000	Forestry and Logging	670	652	-18	-2.69%
Top 10 Fastest Decline					
322000	Paper Manufacturing	1,251	1,080	-171	-13.67%
213000	Support Activities for Mining	678	590	-88	-12.98%
515000	Broadcasting (except Internet)	117	106	-11	-9.40%
237000	Heavy and Civil Engineering Construction	402	366	-36	-8.96%
451000	Sporting Goods, Hobby, Book, and Music Stores	149	138	-11	-7.38%
334000	Computer and Electronic Product Manufacturing	95	88	-7	-7.37%
211000	Oil and Gas Extraction	255	239	-16	-6.27%
814000	Private Households	102	97	-5	-4.90%
622000	Hospitals	1,705	1,624	-81	-4.75%
511000	Publishing Industries (except Internet)	151	144	-7	-4.64%

Source: Arkansas Department of Workforce Services, Projections Suite Software

Southwest Arkansas WDA Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2015 Estimated	2017 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
11-9013	Farmers, Ranchers, and Other Agricultural Managers	5,275	5,370	95	1.80%	48	88	136
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,563	1,638	75	4.80%	38	61	99
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,775	1,831	56	3.15%	28	55	83
51-2092	Team Assemblers	1,402	1,457	55	3.92%	28	30	58
41-2031	Retail Salespersons	1,872	1,925	53	2.83%	26	70	96
53-3032	Heavy and Tractor-Trailer Truck Drivers	3,377	3,430	53	1.57%	26	54	80
39-9021	Personal Care Aides	1,008	1,056	48	4.76%	24	6	30
47-2111	Electricians	558	599	41	7.35%	20	8	28
41-2011	Cashiers	2,357	2,397	40	1.70%	20	120	140
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,227	1,261	34	2.77%	17	22	39
Top 10 Fastest Growth								
47-3013	Helpers--Electricians	96	105	9	9.38%	4	2	6
53-7081	Refuse and Recyclable Material Collectors	180	195	15	8.33%	8	4	12
47-2021	Brickmasons and Blockmasons	74	80	6	8.11%	3	0	3
47-2111	Electricians	558	599	41	7.35%	20	8	28
51-4041	Machinists	263	282	19	7.22%	10	8	18
19-2031	Chemists	61	65	4	6.56%	2	2	4
25-3021	Self-Enrichment Education Teachers	62	66	4	6.45%	2	1	3
47-2152	Plumbers, Pipefitters, and Steamfitters	403	429	26	6.45%	13	6	19
11-3011	Administrative Services Managers	109	116	7	6.42%	4	2	6
13-1051	Cost Estimators	65	69	4	6.15%	2	2	4
Top 10 Decline								
43-3071	Tellers	673	646	-27	-4.01%	0	30	30
47-5071	Roustabouts, Oil and Gas	181	156	-25	-13.81%	0	3	3
47-5013	Service Unit Operators, Oil, Gas, and Mining	185	166	-19	-10.27%	0	6	6
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	746	730	-16	-2.14%	0	14	14
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	287	271	-16	-5.57%	0	10	10
51-9198	Helpers--Production Workers	868	853	-15	-1.73%	0	28	28
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	170	159	-11	-6.47%	0	7	7
43-3031	Bookkeeping, Accounting, and Auditing Clerks	933	925	-8	-0.86%	0	9	9
51-5112	Printing Press Operators	78	70	-8	-10.26%	0	1	1
53-7073	Wellhead Pumpers	88	81	-7	-7.95%	0	3	3
Top 10 Fastest Decline								
47-5071	Roustabouts, Oil and Gas	181	156	-25	-13.81%	0	3	3
51-9196	Paper Goods Machine Setters, Operators, and Tenders	57	51	-6	-10.53%	0	1	1
47-5013	Service Unit Operators, Oil, Gas, and Mining	185	166	-19	-10.27%	0	6	6
51-5112	Printing Press Operators	78	70	-8	-10.26%	0	1	1
53-7073	Wellhead Pumpers	88	81	-7	-7.95%	0	3	3
27-3011	Radio and Television Announcers	57	53	-4	-7.02%	0	2	2
17-2081	Environmental Engineers	15	14	-1	-6.67%	0	0	0
41-3011	Advertising Sales Agents	61	57	-4	-6.56%	0	2	2
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	170	159	-11	-6.47%	0	7	7
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	287	271	-16	-5.57%	0	10	10

Source: Arkansas Department of Workforce Services, Projections Suite Software

West Central Arkansas WDA

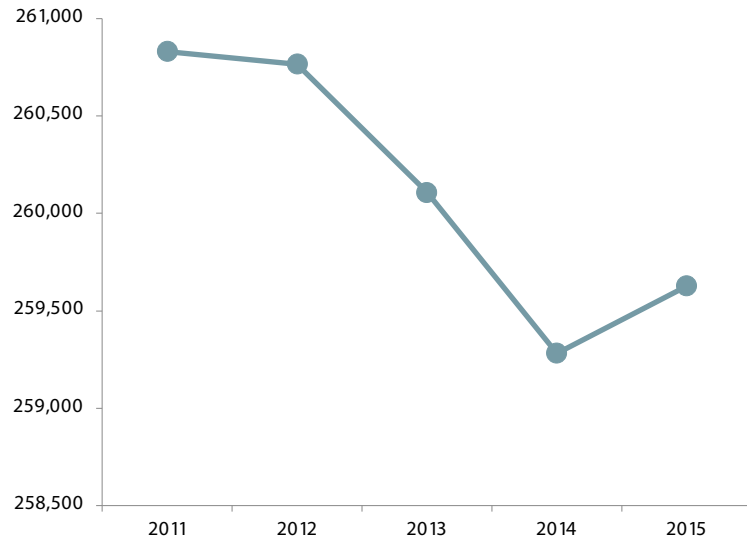
The West Central Arkansas Workforce Development Area saw a slight increase in population between 2014 and 2015 of 346 to total 259,628. The Area has seen a decrease in population from 2011, losing 1,202 from 2011 to 2015. The West Central Arkansas WDA consists of 10 counties: Clark, Conway, Garland, Hot Spring, Johnson, Montgomery, Perry, Pike, Pope, and Yell; with the Hot Springs Metropolitan Statistical Area located within the WDA.

Job creation decreased by 245 during the second quarter of 2015 compared to second quarter of 2014 in West Central Arkansas. New hires also decreased, declining by 178 compared to the second quarter of 2014 for 21,328 new hires in second quarter of 2015. Separations decreased during the time period, declining

by 148 from the second quarter of 2014 and declining by 953 compared to the second quarter of 2011. The turnover rate remained the same over the 2014 to 2015 quarters at 8.9 percent.

In 2015, both the labor force and employment increased in the WDA. The labor force increased by 1,073 for a total of 132,983, while employment increased 2,116 for a total of 125,414. But both the labor force and employment decreased over the five-year period by 6,961 and 2,460 respectively. Unemployment and the unemployment rate both decreased from 2014 to 2015. Unemployment decreased to 7,569 and the unemployment rate decreased by eight-tenths of a percentage point to 5.7 percent. The unemployment rate has continued to decline in 2016, ending July at 5 percent.

Population



West Central Arkansas WDA Population 2011-2015

2011	2012	2013	2014	2015
260,830	260,766	260,107	259,282	259,628

Source: U.S. Census Bureau

Quarterly Workforce Indicators

West Central Arkansas WDA Quarterly Workforce Indicators (All Ownerships)

QWI Explorer	2011_2	2012_2	2013_2	2014_2	2015_2
Job Creation	6,217	6,107	7,147	6,281	6,036
New Hires	21,591	21,002	21,283	21,506	21,328
Separations	21,057	20,184	20,164	20,252	20,104
Turnovers	8.6%	8.7%	9.2%	8.9%	8.9%

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

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

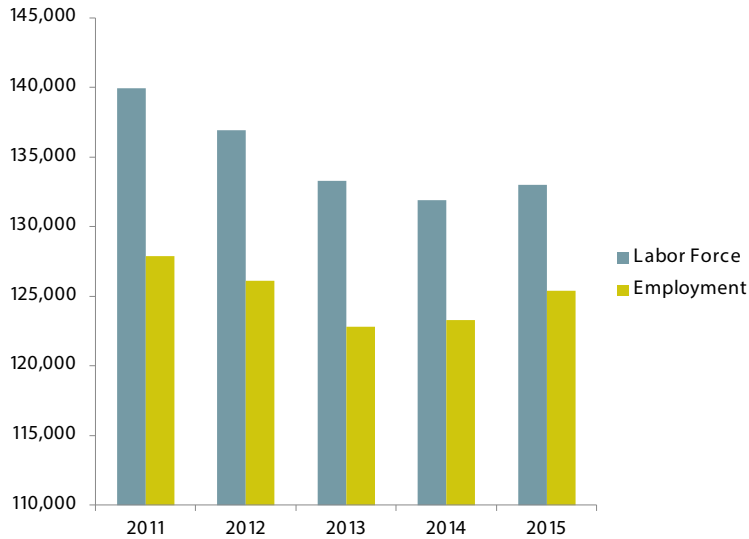
New Hires: Estimated number of workers who started a new job.

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

Turnovers: The rate at which stable jobs begin and end

West Central Arkansas WDA

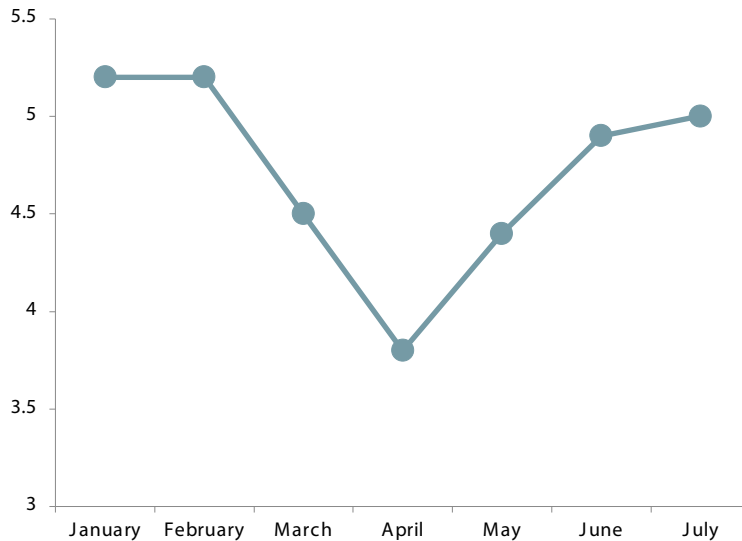
Labor Force/Employment



West Central Arkansas WDA 2011-2015 Labor Force/Employment

Year	2011	2012	2013	2014	2015
Labor Force	139,944	136,926	133,300	131,910	132,983
Employment	127,874	126,095	122,828	123,298	125,414
Unemployment	12,070	10,831	10,472	8,612	7,569
Unemployment Rate	8.6	7.9	7.9	6.5	5.7

Source: Arkansas Department of Workforce Services



Monthly Unemployment Rate

West Central Arkansas WDA 2016 Monthly Unemployment Rate*

Year	Month	Unemployment Rate
2016	January	5.2
2016	February	5.2
2016	March	4.5
2016	April	3.8
2016	May	4.4
2016	June	4.9
2016	July	5

*Not Seasonally Adjusted, Not Preliminary Source:
Arkansas Department of Workforce Services

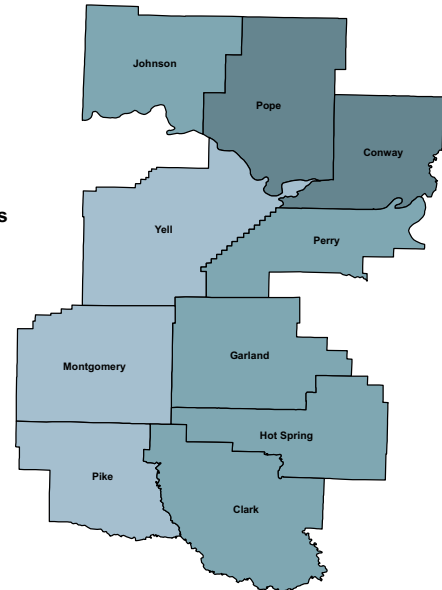
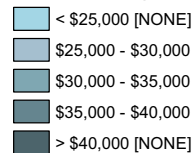
West Central Arkansas WDA

Wages

Retail Salespersons was the largest occupation in West Central Arkansas in 2015 with an estimated employment of 4,114, earning an entry wage of \$17,407. *Cashiers* was the second largest with an estimated employment of 3,551. *Heavy and Tractor-Trailer Truck Drivers* earned the highest average wage of the 10 largest occupations with \$39,849 earned annually.

Surgeons was the highest paying occupation for the Area, earning \$280,098 annually. *Family and General Practitioners* was second on the list, earning \$197,688. *Pharmacists* completed the list, earning \$109,514.

Annual Average Wages



West Central Arkansas WDA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Retail Salespersons	4,114	\$23,791	\$17,407	\$26,983
Cashiers	3,551	\$18,419	\$17,338	\$18,959
Customer Service Representatives	2,879	\$25,508	\$17,539	\$29,492
Office Clerks, General	2,581	\$22,948	\$17,411	\$25,716
Heavy and Tractor-Trailer Truck Drivers	2,491	\$39,849	\$23,522	\$48,013
Laborers and Freight, Stock, and Material Movers, Hand	2,476	\$23,920	\$18,071	\$26,845
Combined Food Preparation and Serving Workers, Including Fast Food	2,252	\$17,622	\$17,235	\$17,816
Secretaries and Administrative Assistants, Except Legal, Medical, & Executive	1,963	\$25,592	\$18,490	\$29,142
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,844	\$21,615	\$17,400	\$23,723
Waiters and Waitresses	1,822	\$17,808	\$17,376	\$18,024

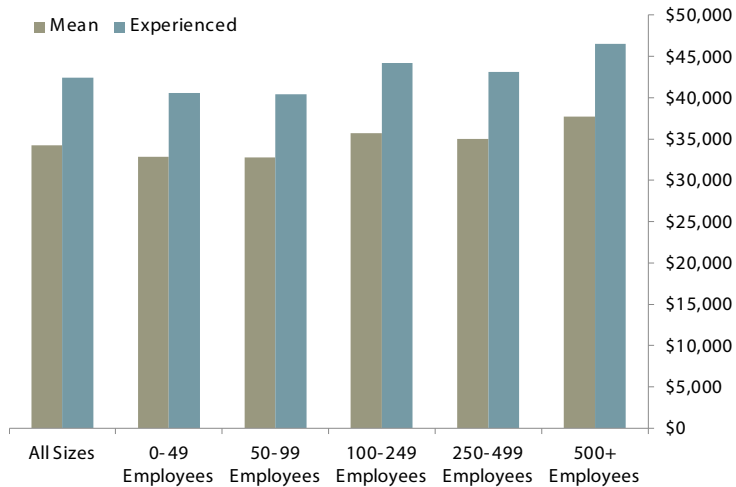
Source: Arkansas Department of Workforce Services, May 2015 Wage Survey

West Central Arkansas WDA Occupations Paying the Most

Occupation	Average Annual Salary
Surgeons	\$280,098
Family and General Practitioners	\$197,688
Information Security Analysts	\$141,223
Architectural and Engineering Managers	\$126,616
Optometrists	\$122,747
Sales Managers	\$115,892
Mechanical Engineers	\$111,203
Dentists, General	\$110,822
Veterinarians	\$110,323
Pharmacists	\$109,514

Source: Arkansas Department of Workforce Services, May 2015 Wage Survey

West Central Arkansas WDA



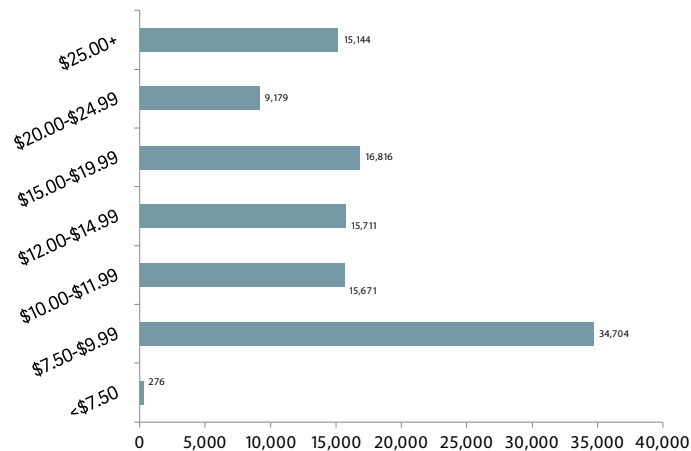
The 2015 experienced wage for employers of all sizes was estimated to be \$42,409 for the Area. Employers with 50 to 99 employees had an estimated mean wage of \$32,751. The estimated entry wage for all size categories of employers was \$17,953 for 2015.

Of the 107,501 total number of employees in 2015, employees making \$7.50 to \$9.99 an hour was the largest group, totaling 34,704. Employees earning \$12.00 to \$14.99 an hour totaled 15,711. Employees making under \$7.50 an hour totaled 276.

West Central Arkansas WDA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$34,257	\$26,136	\$17,953	\$42,409
0-49 Employees	\$32,868	\$24,109	\$17,400	\$40,602
50-99 Employees	\$32,751	\$25,841	\$17,433	\$40,411
100-249 Employees	\$35,686	\$29,180	\$18,692	\$44,183
250-499 Employees	\$34,991	\$27,736	\$18,691	\$43,142
500+ Employees	\$37,693	\$30,163	\$20,074	\$46,502

Source: Arkansas Department of Workforce Services, May 2015 Wage Survey



West Central Arkansas WDA Number of Employees by Hourly Wage Rate

Total	107,501
<\$7.50	276
\$7.50-\$9.99	34,704
\$10.00-\$11.99	15,671
\$12.00-\$14.99	15,711
\$15.00-\$19.99	16,816
\$20.00-\$24.99	9,179
\$25.00+	15,144

Source: Arkansas Department of Workforce Services, May 2015 Wage Survey

West Central Arkansas WDA

Industry

The West Central Arkansas WDA is expected to see a growth of 2,075 jobs by over the 2015-2017 projection period. *Food Services and Drinking Places* is estimated to be the top growing industry adding 350 new jobs between 2015 and 2017 to an employment level of 9,365. *Transit and Ground Passenger Transportation* is projected to be the fastest growing industry increasing employment by 12.10 percent to an employment of 139. On the negative side of the economy, *Hospitals* is projected to experience a loss of 199 jobs making it the top declining industry, dropping employment down to 3,233. *Support Activities for Transportation* could see a 31.71 percent decline making it the fastest declining industry in West Central Arkansas going from 328 in 2015 to 224 in 2017. **Professional and Business Services** is predicted to be the top growing supersector adding 482 new jobs increasing employment to 8,643.

Occupations

The Area's employment is expected to increase by 1.69 percent during the 2015-2017 projection period. An estimated 4,207 annual job openings are anticipated in this Area. Growth and expansion is estimated to account for 1,273 of those jobs, while 2,934 would be for replacement. *Farmers, Ranchers, and Other Agricultural Managers* is estimated to be the top growing occupation with a gain of 123 to an employment level of 6,973. *Brickmasons and Blockmasons* is expected to increase employment by 8.57 percent making it the fastest growing occupation adding 12 employees to its workforce of 140. *Tellers* is projected to lose the most jobs with a loss of 46, dropping to an employment level of 594. *Reporters and Correspondents* could see a 13.51 percent reduction in employment. **Food Preparation and Serving Related Occupations** is projected to be the top growing major occupational group with an increase of 332 employees.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2015 Estimated	2017 Projected		
102400	Professional and Business Services	8,161	8,643	482	5.91%
102100	Trade, Transportation, and Utilities	21,394	21,774	380	1.78%
102600	Leisure and Hospitality	12,367	12,745	378	3.06%
102500	Education and Health Services	27,874	28,166	292	1.05%
101300	Manufacturing	16,123	16,330	207	1.28%

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2015 Estimated	2017 Projected	Net	Percent	Growth	Replacement	Total
35-0000	Food Preparation and Serving Related Occupations	10,615	10,947	332	3.13%	167	422	589
41-0000	Sales and Related Occupations	12,041	12,347	306	2.54%	176	406	582
11-0000	Management Occupations	11,567	11,770	203	1.75%	103	218	321
47-0000	Construction and Extraction Occupations	5,256	5,415	159	3.03%	92	84	176
51-0000	Production Occupations	11,862	12,014	152	1.28%	118	259	377

Source: Arkansas Department of Workforce Services, Projections Suite Software

West Central Arkansas WDA Industry

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2015 Estimated	2017 Projected		
Top 10 Growth					
722000	Food Services and Drinking Places	9,015	9,365	350	3.88%
561000	Administrative and Support Services	4,692	5,019	327	6.97%
238000	Specialty Trade Contractors	2,915	3,129	214	7.34%
624000	Social Assistance	3,865	4,075	210	5.43%
621000	Ambulatory Health Care Services	4,908	5,099	191	3.89%
452000	General Merchandise Stores	4,049	4,239	190	4.69%
541000	Professional, Scientific, and Technical Services	2,676	2,804	128	4.78%
441000	Motor Vehicle and Parts Dealers	1,885	1,965	80	4.24%
999300	Local Government, Excluding Education and Hospitals	3,827	3,901	74	1.93%
623000	Nursing and Residential Care Facilities	3,354	3,420	66	1.97%
Top 10 Fastest Growth					
485000	Transit and Ground Passenger Transportation	124	139	15	12.10%
443000	Electronics and Appliance Stores	346	387	41	11.85%
523000	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	179	197	18	10.06%
238000	Specialty Trade Contractors	2,915	3,129	214	7.34%
561000	Administrative and Support Services	4,692	5,019	327	6.97%
335000	Electrical Equipment, Appliance, and Component Manufacturing	384	407	23	5.99%
336000	Transportation Equipment Manufacturing	1,151	1,215	64	5.56%
624000	Social Assistance	3,865	4,075	210	5.43%
551000	Management of Companies and Enterprises	443	467	24	5.42%
453000	Miscellaneous Store Retailers	662	695	33	4.98%
Top 10 Decline					
622000	Hospitals	3,432	3,233	-199	-5.80%
311000	Food Manufacturing	5,952	5,842	-110	-1.85%
488000	Support Activities for Transportation	328	224	-104	-31.71%
522000	Credit Intermediation and Related Activities	1,526	1,438	-88	-5.77%
237000	Heavy and Civil Engineering Construction	1,121	1,066	-55	-4.91%
813000	Religious, Grantmaking, Civic, Professional, and Similar Organizations	2,527	2,474	-53	-2.10%
212000	Mining (except Oil and Gas)	302	251	-51	-16.89%
221000	Utilities	1,312	1,274	-38	-2.90%
999100	Federal Government, Excluding Post Office	763	731	-32	-4.19%
425000	Wholesale Electronic Markets and Agents and Brokers	268	239	-29	-10.82%
Top 10 Fastest Decline					
488000	Support Activities for Transportation	328	224	-104	-31.71%
486000	Pipeline Transportation	51	37	-14	-27.45%
212000	Mining (except Oil and Gas)	302	251	-51	-16.89%
339000	Miscellaneous Manufacturing	75	63	-12	-16.00%
515000	Broadcasting (except Internet)	79	67	-12	-15.19%
323000	Printing and Related Support Activities	158	139	-19	-12.03%
425000	Wholesale Electronic Markets and Agents and Brokers	268	239	-29	-10.82%
327000	Nonmetallic Mineral Product Manufacturing	364	337	-27	-7.42%
622000	Hospitals	3,432	3,233	-199	-5.80%
522000	Credit Intermediation and Related Activities	1,526	1,438	-88	-5.77%

Source: Arkansas Department of Workforce Services, Projections Suite Software

West Central Arkansas WDA Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2015 Estimated	2017 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
11-9013	Farmers, Ranchers, and Other Agricultural Managers	6,850	6,973	123	1.80%	62	114	176
41-2031	Retail Salespersons	3,548	3,669	121	3.41%	60	132	192
43-4051	Customer Service Representatives	2,231	2,343	112	5.02%	56	52	108
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	2,072	2,163	91	4.39%	46	80	126
41-2011	Cashiers	3,071	3,162	91	2.96%	46	156	202
35-3031	Waiters and Waitresses	2,075	2,141	66	3.18%	33	108	141
39-9021	Personal Care Aides	1,214	1,279	65	5.35%	32	8	40
35-2014	Cooks, Restaurant	1,075	1,138	63	5.86%	32	29	61
41-1011	First-Line Supervisors of Retail Sales Workers	1,981	2,035	54	2.73%	27	45	72
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	2,369	2,418	49	2.07%	24	73	97
Top 10 Fastest Growth								
47-2021	Brickmasons and Blockmasons	140	152	12	8.57%	6	2	8
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	597	643	46	7.71%	23	5	28
49-9041	Industrial Machinery Mechanics	549	591	42	7.65%	21	13	34
47-2051	Cement Masons and Concrete Finishers	111	118	7	6.31%	4	2	6
53-3041	Taxi Drivers and Chauffeurs	210	223	13	6.19%	6	4	10
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	232	246	14	6.03%	7	4	11
45-4022	Logging Equipment Operators	84	89	5	5.95%	2	2	4
35-2014	Cooks, Restaurant	1,075	1,138	63	5.86%	32	29	61
47-2111	Electricians	602	636	34	5.65%	17	9	26
49-3021	Automotive Body and Related Repairers	130	137	7	5.38%	4	3	7
Top 10 Decline								
43-3071	Tellers	640	594	-46	-7.19%	0	28	28
29-1141	Registered Nurses	1,856	1,832	-24	-1.29%	0	41	41
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	1,063	1,044	-19	-1.79%	0	20	20
21-2011	Clergy	872	854	-18	-2.06%	0	18	18
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,107	1,097	-10	-0.90%	0	11	11
43-5052	Postal Service Mail Carriers	309	301	-8	-2.59%	0	6	6
43-6011	Executive Secretaries and Executive Administrative Assistants	362	354	-8	-2.21%	0	4	4
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	198	191	-7	-3.54%	0	4	4
51-5112	Printing Press Operators	76	70	-6	-7.89%	0	1	1
43-5041	Meter Readers, Utilities	70	64	-6	-8.57%	0	2	2
Top 10 Fastest Decline								
27-3022	Reporters and Correspondents	37	32	-5	-13.51%	0	2	2
43-5041	Meter Readers, Utilities	70	64	-6	-8.57%	0	2	2
51-5112	Printing Press Operators	76	70	-6	-7.89%	0	1	1
43-3071	Tellers	640	594	-46	-7.19%	0	28	28
29-1126	Respiratory Therapists	92	87	-5	-5.43%	0	2	2
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	146	140	-6	-4.11%	0	5	5
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	198	191	-7	-3.54%	0	4	4
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	168	163	-5	-2.98%	0	2	2
49-9051	Electrical Power-Line Installers and Repairers	169	164	-5	-2.96%	0	6	6
43-5052	Postal Service Mail Carriers	309	301	-8	-2.59%	0	6	6

Source: Arkansas Department of Workforce Services, Projections Suite Software

Western Arkansas WDA

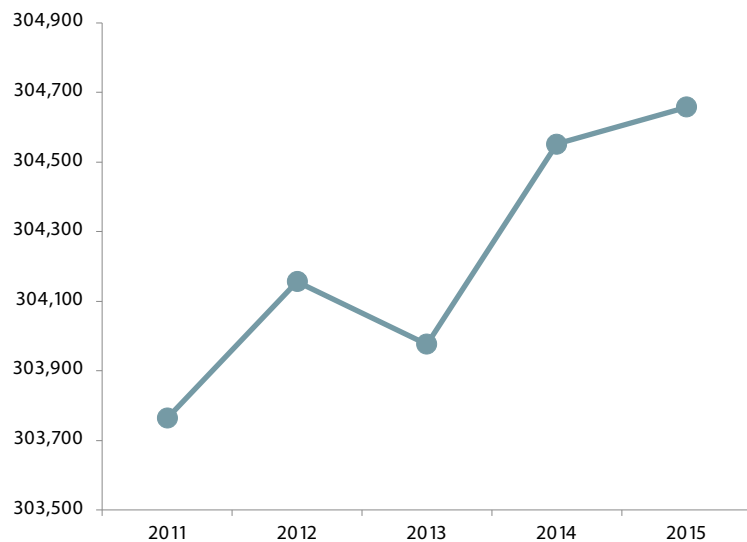
The Western Arkansas Workforce Development Area saw a slight increase in population between 2014 and 2015, increasing by 107 to 304,658. The Western Arkansas WDA consists of six counties: Crawford, Franklin, Logan, Polk, Scott, and Sebastian; and is bordered to the west by the state of Oklahoma. The Arkansas portion of the Fort Smith Metropolitan Statistical Area is located in the Western Arkansas WDA.

Job creation decreased in the second quarter of 2015 compared to the same quarter in 2014 declining to 4,687. The number of new hires and separations increased during the same time period with new hires totaling 21,294 and separations totaling 20,275

in the second quarter of 2015 and saw significant increases over the 2011-2015 period gaining 2,642 and 1,737 respectively. The turnover rate was 8.6 percent.

Both the labor force and employment increased in from 2014 to 2015. The labor force increased by 1,472 to 113,746, while employment increased by 2,100 to 107,779. Unemployment and the unemployment rate both decreased significantly from 2011 to 2015. Unemployment decreased by 4,185 to 5,967, while the unemployment rate decreased by three and three-tenths of a percentage point to 5.2. The Area's unemployment rate continued to decline through July 2016, falling to 4.3 percent.

Population



Western Arkansas WDA Population 2011-2015

2011	2012	2013	2014	2015
303,764	304,156	303,977	304,551	304,658

Source: U.S. Census Bureau

Quarterly Workforce Indicators

Western Arkansas WDA Quarterly Workforce Indicators (All Ownerships)

QWI Explorer	2011_2	2012_2	2013_2	2014_2	2015_2
Job Creation	4,005	4,777	4,608	4,838	4,687
New Hires	18,652	21,010	20,074	20,903	21,294
Separations	18,538	20,074	19,351	19,508	20,275
Turnover	8.4%	8.9%	8.3%	8.5%	8.6%

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

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

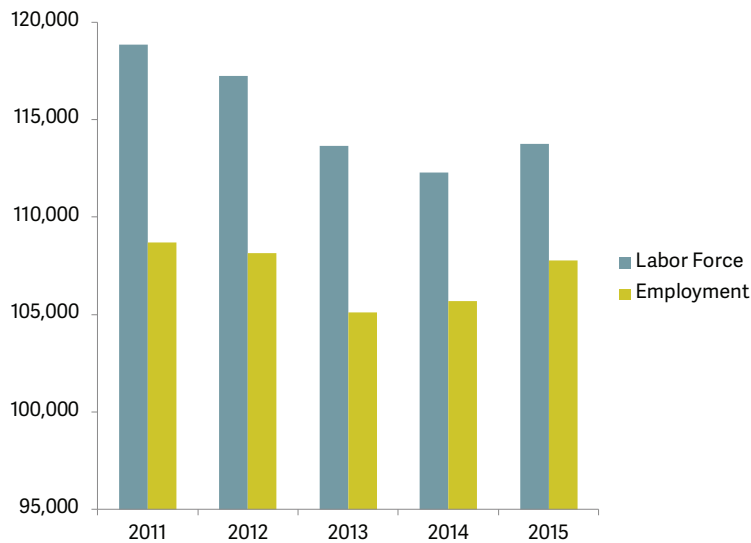
New Hires: Estimated number of workers who started a new job.

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

Turnovers: The rate at which stable jobs begin and end

Western Arkansas WDA

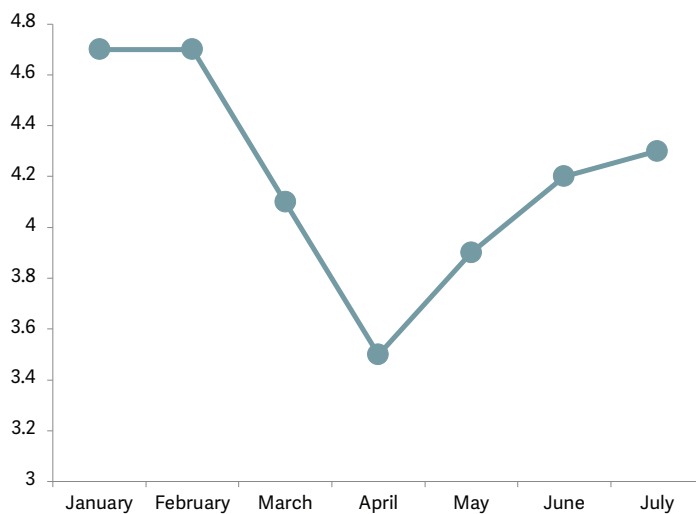
Labor Force/Employment



Western Arkansas WDA 2011-2015 Labor Force/Employment

Year	2011	2012	2013	2014	2015
Labor Force	118,839	117,239	113,662	112,274	113,746
Employment	108,687	108,134	105,120	105,679	107,779
Unemployment	10,152	9,105	8,542	6,595	5,967
Unemployment Rate	8.5	7.8	7.5	5.9	5.2

Source: Arkansas Department of Workforce Services



Monthly Unemployment Rate

Western Arkansas WDA 2016 Monthly Unemployment Rate*

Year	Period	Unemployment Rate
2016	January	4.7
2016	February	4.7
2016	March	4.1
2016	April	3.5
2016	May	3.9
2016	June	4.2
2016	July	4.3

*Not Seasonally Adjusted, Not Preliminary

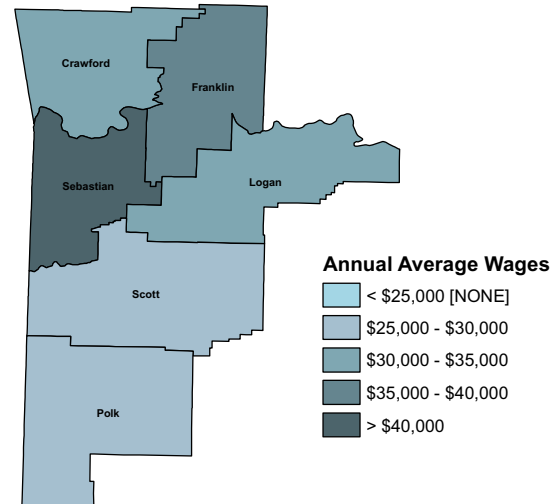
Source: Arkansas Department of Workforce Services

Western Arkansas WDA

Wages

Heavy and Tractor-Trailer Truck Drivers was the largest occupation in the Area in 2015 with an estimated employment of 4,642, with an experienced wage of \$41,462 annually. *Registered Nurses*, with an estimated employment of 2,120 had the highest entry wage of the 10 largest occupations, earning \$42,025 annually.

Surgeons was the highest paying occupation, averaging \$281,048 annually. *Family and General Practitioners* was second, and average annual wage of \$251,858. *Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products* finished the list at \$100,420 annually.



Western Arkansas WDA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Heavy and Tractor-Trailer Truck Drivers	4,642	\$36,608	\$26,901	\$41,462
Cashiers	3,298	\$18,351	\$17,358	\$18,848
Retail Salespersons	3,079	\$23,293	\$17,359	\$26,259
Laborers and Freight, Stock, and Material Movers, Hand	3,040	\$23,269	\$17,777	\$26,015
Combined Food Preparation and Serving Workers, Including Fast Food	2,865	\$17,937	\$17,461	\$18,175
Office Clerks, General	2,598	\$24,586	\$17,459	\$28,150
Registered Nurses	2,120	\$52,164	\$42,025	\$57,234
Nursing Assistants	1,898	\$20,590	\$17,348	\$22,211
Meat, Poultry, and Fish Cutters and Trimmers	1,725	\$22,158	\$19,362	\$23,555
Secretaries and Administrative Assistants, Except Legal, Medical, & Executive	1,578	\$27,674	\$19,496	\$31,762

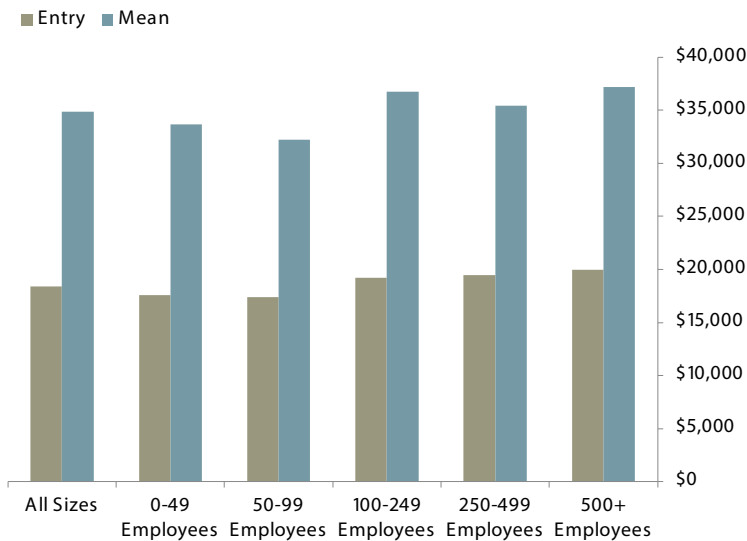
Source: Arkansas Department of Workforce Services, May 2015 Wage Survey

Western Arkansas WDA Occupations Paying the Most

Occupation	Average Annual Salary
Surgeons	\$281,048
Family and General Practitioners	\$251,858
Dentists, General	\$161,368
Purchasing Managers	\$142,328
Pharmacists	\$117,877
Chief Executives	\$117,595
Architectural and Engineering Managers	\$107,172
Nurse Practitioners	\$101,653
Computer and Information Systems Managers	\$100,473
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$100,420

Source: Arkansas Department of Workforce Services, May 2015 Wage Survey

Western Arkansas WDA



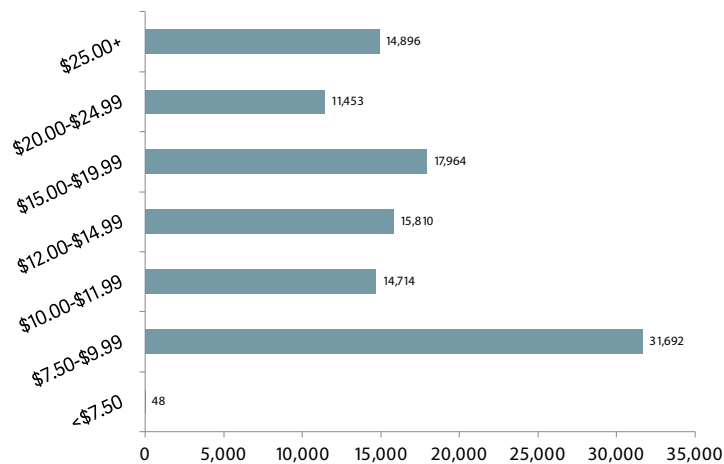
The Area's mean wage estimate for employers of all sizes was \$34,838 in 2015. Employers with 100 to 249 employees had an estimated entry wage of \$19,194. Estimated entry wages for all categories of employers in the Area was \$18,371 while experienced wages was at \$43,072.

Of the 106,577 total number of employees, employees earning \$15.00 to \$19.99 an hour totaled 17,964. Employees earning \$7.50 to \$9.99 an hour totaled 31,692 for 2015, the largest group for the Area.

Western Arkansas WDA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$34,838	\$27,640	\$18,371	\$43,072
0-49 Employees	\$33,657	\$25,838	\$17,603	\$41,684
50-99 Employees	\$32,238	\$22,889	\$17,365	\$39,675
100-249 Employees	\$36,750	\$30,896	\$19,194	\$45,527
250-499 Employees	\$35,397	\$28,594	\$19,479	\$43,355
500+ Employees	\$37,193	\$31,559	\$19,940	\$45,820

Source: Arkansas Department of Workforce Services, May 2015 Wage Survey



Western Arkansas WDA Number of Employees by Hourly Wage Rate

Total	106,577
<\$7.50	48
\$7.50-\$9.99	31,692
\$10.00-\$11.99	14,714
\$12.00-\$14.99	15,810
\$15.00-\$19.99	17,964
\$20.00-\$24.99	11,453
\$25.00+	14,896

Source: Arkansas Department of Workforce Services, May 2015 Wage Survey

Western Arkansas WDA

Industry

The Western Arkansas WDA is expected to experience a net gain of 2,677 jobs during the 2015-2017 projection period.

Administrative and Support Services is predicted to be the top growing industry gaining 584 jobs between 2015 and 2017 moving from 5,453 employees in 2015 to 6,037 in 2017. At 17.14 percent, *Paper Manufacturing* is projected to be the fastest growing industry in Western Arkansas adding 188 new jobs to its workforce. *Machinery Manufacturing* is estimated to be the top declining industry losing 141 jobs by March 2017. *Support Activities for Mining* is predicted to lose 13.98 percent of its workforce making it the fastest declining industry in the Area. **Professional and Business Services** is predicted to be the top growing supersector increasing employment by 860 jobs to an employment of 10,709.

Occupations

The Western Arkansas WDA is projected to have a net job gain of 2.30 percent between 2015 and 2017. Around 4,249 annual job openings are expected to be available during the projection period with 2,719 for replacement and 1,530 for growth and expansion. *Heavy and Tractor-Trailer Truck Drivers* is estimated to be the top growing occupation with an increase of 267 jobs, going from 4,496 in 2015 to 4,763 in 2017. *Gas Plant Operators* is predicted to be the fastest growing occupation with an increase of 20 percent. *Tellers* is anticipated to lose 48 jobs by March 2017, with 554 in 2015 dropping to 506 in 2017. *Forest and Conservation Technicians*, could lose 13.33 percent of its workforce, making it the fastest declining industry in the Area. **Transportation and Material Moving Occupations** leads the Area as the top growing occupational major group with an estimated 468 new jobs, increasing employment to 11,259.

Top 5 Industry Supersectors

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2015 Estimated	2017 Projected		
102400	Professional and Business Services	9,849	10,709	860	8.73%
102100	Trade, Transportation, and Utilities	22,591	23,292	701	3.10%
102500	Education and Health Services	22,722	23,082	360	1.58%
101300	Manufacturing	21,015	21,304	289	1.38%
102600	Leisure and Hospitality	8,587	8,819	232	2.70%

Top 5 Major Occupational Groups

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2015 Estimated	2017 Projected	Net	Percent	Growth	Replacement	Total
53-0000	Transportation and Material Moving Occupations	10,791	11,259	468	4.34%	238	234	472
11-0000	Management Occupations	10,760	11,072	312	2.90%	158	202	360
35-0000	Food Preparation and Serving Related Occupations	9,282	9,586	304	3.28%	154	371	525
51-0000	Production Occupations	15,936	16,200	264	1.66%	174	349	523
43-0000	Office and Administrative Support Occupations	16,203	16,443	240	1.48%	169	340	509

Source: Arkansas Department of Workforce Services, Projections Suite Software

Western Arkansas WDA Industry

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2015 Estimated	2017 Projected		
Top 10 Growth					
561000	Administrative and Support Services	5,453	6,037	584	10.71%
484000	Truck Transportation	4,396	4,682	286	6.51%
722000	Food Services and Drinking Places	7,570	7,843	273	3.61%
238000	Specialty Trade Contractors	2,412	2,609	197	8.17%
551000	Management of Companies and Enterprises	2,167	2,358	191	8.81%
322000	Paper Manufacturing	1,097	1,285	188	17.14%
621000	Ambulatory Health Care Services	4,781	4,966	185	3.87%
452000	General Merchandise Stores	3,941	4,123	182	4.62%
311000	Food Manufacturing	8,857	9,031	174	1.96%
331000	Primary Metal Manufacturing	796	896	100	12.56%
Top 10 Fastest Growth					
322000	Paper Manufacturing	1,097	1,285	188	17.14%
331000	Primary Metal Manufacturing	796	896	100	12.56%
561000	Administrative and Support Services	5,453	6,037	584	10.71%
551000	Management of Companies and Enterprises	2,167	2,358	191	8.81%
238000	Specialty Trade Contractors	2,412	2,609	197	8.17%
453000	Miscellaneous Store Retailers	549	593	44	8.01%
334000	Computer and Electronic Product Manufacturing	76	82	6	7.89%
484000	Truck Transportation	4,396	4,682	286	6.51%
236000	Construction of Buildings	711	748	37	5.20%
441000	Motor Vehicle and Parts Dealers	1,574	1,654	80	5.08%
Top 10 Decline					
333000	Machinery Manufacturing	1,403	1,262	-141	-10.05%
213000	Support Activities for Mining	844	726	-118	-13.98%
522000	Credit Intermediation and Related Activities	1,674	1,562	-112	-6.69%
813000	Religious, Grantmaking, Civic, Professional, and Similar Organizations	2,192	2,102	-90	-4.11%
335000	Electrical Equipment, Appliance, and Component Manufacturing	2,606	2,518	-88	-3.38%
999100	Federal Government, Excluding Post Office	1,016	932	-84	-8.27%
445000	Food and Beverage Stores	1,308	1,228	-80	-6.12%
448000	Clothing and Clothing Accessories Stores	692	635	-57	-8.24%
721000	Accommodation, including Hotels and Motels	620	570	-50	-8.06%
812000	Personal and Laundry Services	562	514	-48	-8.54%
Top 10 Fastest Decline					
213000	Support Activities for Mining	844	726	-118	-13.98%
333000	Machinery Manufacturing	1,403	1,262	-141	-10.05%
339000	Miscellaneous Manufacturing	229	207	-22	-9.61%
812000	Personal and Laundry Services	562	514	-48	-8.54%
999100	Federal Government, Excluding Post Office	1,016	932	-84	-8.27%
448000	Clothing and Clothing Accessories Stores	692	635	-57	-8.24%
721000	Accommodation, including Hotels and Motels	620	570	-50	-8.06%
315000	Apparel Manufacturing	94	87	-7	-7.45%
522000	Credit Intermediation and Related Activities	1,674	1,562	-112	-6.69%
814000	Private Households	78	73	-5	-6.41%

Source: Arkansas Department of Workforce Services, Projections Suite Software

Western Arkansas WDA Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2015 Estimated	2017 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
53-3032	Heavy and Tractor-Trailer Truck Drivers	4,496	4,763	267	5.94%	134	72	206
11-9013	Farmers, Ranchers, and Other Agricultural Managers	5,679	5,863	184	3.24%	92	94	186
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	2,181	2,279	98	4.49%	49	68	117
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	2,282	2,378	96	4.21%	48	89	137
35-3031	Waiters and Waitresses	1,773	1,858	85	4.79%	42	92	134
41-2031	Retail Salespersons	3,452	3,512	60	1.74%	30	129	159
35-2014	Cooks, Restaurant	903	961	58	6.42%	29	24	53
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,518	1,568	50	3.29%	25	28	53
43-9061	Office Clerks, General	2,545	2,589	44	1.73%	22	54	76
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	997	1,040	43	4.31%	22	32	54
Top 10 Fastest Growth								
51-8092	Gas Plant Operators	40	48	8	20.00%	4	2	6
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	132	150	18	13.64%	9	2	11
51-9196	Paper Goods Machine Setters, Operators, and Tenders	88	100	12	13.64%	6	2	8
53-7021	Crane and Tower Operators	53	60	7	13.21%	4	2	6
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	304	342	38	12.50%	19	6	25
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	209	234	25	11.96%	12	4	16
51-4051	Metal-Refining Furnace Operators and Tenders	59	66	7	11.86%	4	2	6
43-9041	Insurance Claims and Policy Processing Clerks	266	296	30	11.28%	15	6	21
11-3121	Human Resources Managers	74	81	7	9.46%	4	2	6
11-9031	Education Administrators, Preschool and Childcare Center/Program	34	37	3	8.82%	2	1	3
Top 10 Decline								
43-3071	Tellers	554	506	-48	-8.66%	0	24	24
21-2011	Clergy	776	749	-27	-3.48%	0	16	16
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	436	418	-18	-4.13%	0	6	6
37-2012	Maids and Housekeeping Cleaners	552	541	-11	-1.99%	0	12	12
47-5071	Roustabouts, Oil and Gas	89	78	-11	-12.36%	0	2	2
43-5052	Postal Service Mail Carriers	246	236	-10	-4.07%	0	4	4
47-5011	Derrick Operators, Oil and Gas	71	63	-8	-11.27%	0	2	2
13-2072	Loan Officers	157	149	-8	-5.10%	0	2	2
19-4093	Forest and Conservation Technicians	60	52	-8	-13.33%	0	2	2
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	99	91	-8	-8.08%	0	2	2
Top 10 Fastest Decline								
19-4093	Forest and Conservation Technicians	60	52	-8	-13.33%	0	2	2
47-5071	Roustabouts, Oil and Gas	89	78	-11	-12.36%	0	2	2
47-5011	Derrick Operators, Oil and Gas	71	63	-8	-11.27%	0	2	2
39-4021	Funeral Attendants	39	35	-4	-10.26%	0	1	1
43-3071	Tellers	554	506	-48	-8.66%	0	24	24
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	99	91	-8	-8.08%	0	2	2
43-4081	Hotel, Motel, and Resort Desk Clerks	100	92	-8	-8.00%	0	6	6
43-4141	New Accounts Clerks	88	81	-7	-7.95%	0	2	2
13-2072	Loan Officers	157	149	-8	-5.10%	0	2	2
49-9098	Helpers--Installation, Maintenance, and Repair Workers	133	127	-6	-4.51%	0	4	4

Source: Arkansas Department of Workforce Services, Projections Suite Software

