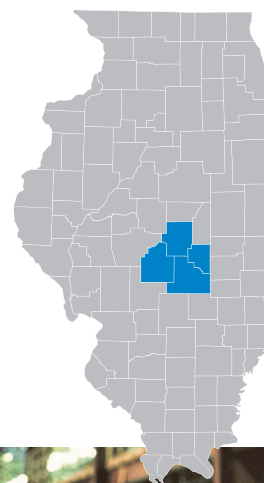


REGIONAL WORKFORCE PROFILE

Central Illinois



Alpha County
Beta County
Gamma County
Delta County



DECEMBER 2014

Table of Contents

<u>Topic</u>	<u>Page</u>
Purpose	3
Executive Summary	4
Overview	
Economic Summary	6
Population Growth 2004 – 2014	6
Educational Attainment	7
Top Education Program Completions	8
Population	9
Employment Trends & Projections	10
Industry Sectors	
Projected Employment Change by Business Sector	11
Location Quotients	12
Earnings by Industry Sector	13
Unemployment by Business Sector	14
Fastest Growing Business Sectors	15
Job Growth in Select Occupations	16
Manufacturing Business Sector	
Regional Trends	17
Leading Manufacturing Industries	18
Machinery Manufacturing	19
Fabricated Metal Product Manufacturing	20
Primary Metal Manufacturing	21
Chemical Manufacturing	22
Food Manufacturing	23
Furniture & Related Product Manufacturing	24
Printing & Related Support Activities	25
Petroleum & Coal Products Manufacturing	26
Miscellaneous Manufacturing	27
Plastics & Rubber Products Manufacturing	28
Production Occupations Location Quotient	29
Manufacturing Working Age Breakdown	30
Wages for Key Occupations	31
Sources	34

Purpose

The “Regional Workforce Profile” program was developed by Ameren’s Economic Development Department to provide a new and comprehensive way to respond to business development clients’ questions about the local or regional workforce. It is widely accepted that business location and expansion decisions are often made with labor costs, availability and other workforce-related characteristics being primary considerations.

While there are numerous data sources that can be referenced when responding to workforce questions, this program was developed to help fill the data gaps by compiling the “best of the best” from over 90 different federal and state data sources into a single report. The program was developed as a partnership between Ameren’s Economic Development staff and The Smart Solutions Group, a nationally recognized economic development consultant.

Ameren is confident that this report will also be of value to those involved in local/regional workforce development programs as they work to meet both the current and future needs of area employers.

Executive Summary

Four counties – AnyCounty A, AnyCounty B AnyCounty C, and AnyCounty A - for the AnyAmeren Region. This Region has a population of nearly 380,000 and the population of the AnyAmeren Region grew by 4.0% over the past ten years while the population of State grew by 6.3% over this same time period. The Working Age Population of the Region is nearly 239,000, which is nearly 63% of the Region's total population.

Employment in the Region is almost 183, 000 in 2014 and it has declined slightly (1.1%) since 2004. Over the next ten years, employment in the State is projected to grow by nearly 10%, which is above the 7.6% growth projected for the State. The Region's three largest industry sectors are:

1. Health Care & Social Assistance – 31,616 jobs
2. Manufacturing – 25,518 jobs
3. Government – 20,498 jobs

The Region's Earnings per Worker (\$57,767) is 6.8% below the Earnings in the State but nearly equal to the Earnings nationwide (\$57,947). The highest paying industries in the Region are Utilities, Manufacturing, and Management of Companies and Enterprises. The industries with the highest Location Quotient, which is a measure of regional industry concentration, are Manufacturing, Utilities, and Health Care & Social Assistance.

Manufacturing is a very key sector in the Region's economy. Over the past 10 years, employment in the Manufacturing sector has declined nationally by over 15% while employment in this sector declined by 6.7%. The five Manufacturing industries with the highest employment are:

- Machinery Manufacturing
- Fabricated Metal Product Manufacturing
- Primary Metal Manufacturing
- Chemical Manufacturing
- Food Manufacturing

From 2004 to 2014, Petroleum & Coal Products Manufacturing grew by over 300 jobs, making it the fastest growing industry in the Region with a growth rate of 220%. Plastics & Rubber Products Manufacturing and Chemical Manufacturing were the second and third fastest growing Manufacturing industries based on the increase in the number of jobs over the past ten years. The two highest paying Manufacturing industries are Machinery Manufacturing and Petroleum & Coal Products Manufacturing, which have Earnings per Worker more than double the average Earnings for all workers in the Region.

Machinists and Computer-Controlled Machine Tool Operators, Metal & Plastic were the fastest growing Production Occupations in the Region over the past 10 years. The Production Occupations that have the highest concentration (Occupation Location Quotient) in the Region are:

- Heat Treating Equipment Setters, Operators, & Tenders, Metal & Plastics
- Lathe & Turning Machine Tool Setters, Operators, & Tenders, Metal & Plastics
- Model Makers, Metal & Plastic

- Structural Metal Fabricators & Fitters
- Patternmakers, Metal & Plastic

The percentage of adults (age 25 and older) that have at least a High School Diploma is higher in the Region (89%) than in the State (85%) and in the U.S. (84%). The percentage of adults that have a Bachelor's Degree or Higher is 26% in the Region compared to 30% in the State and 28% in the nation.

In 2013 the postsecondary institutions in the Region awarded the greatest number (1,306) of Degrees and Certificates in Health Professions & Related Programs to provide talent to the largest industry sector in the Region. To provide talent for the Manufacturing sector, institutions in the region award 273 Degrees in Engineering and 182 Degrees and Certificates in Precision Production.

In summary, the primary industry in the Region is the Manufacturing sector:

- #2 in number of jobs
- #2 in highest paying jobs
- #1 in industry concentration (Location Quotient)
- #4 in Degree and Certificate program completions (Engineering and Precision Production)

In addition, two industry sectors that are important to high skill workers in Manufacturing and other industries – Health Care and Education – are also strong sectors in the Region.

Overview

Economic Summary

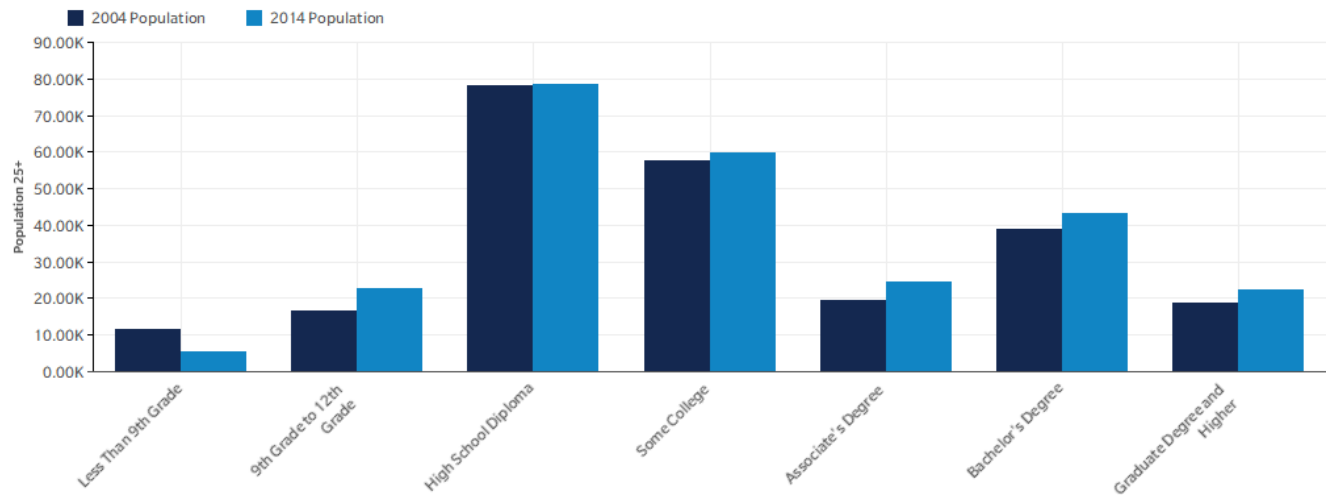
	Region	State of State	% of State
Population (2014)	379,038	12,992,929	2.9%
Jobs (2014)	182,938	6,263,375	2.9%
Average Earnings (2014)	\$57,767	\$61,976	93.2%
Unemployed (2/2014)	18,748	589,401	3.2%
Gross Regional Product* (2012)	\$20.1 Billion	\$539.6 Billion	3.7%

*Gross Regional Product (GRP) is the measure of the goods and services produced by businesses and organizations located in the Region

Population Change 2004 to 2014

Population by Age	Region		State	
	2014	Change 2004-14	2014	Change 2004-14
- Under 20 years	99,875	0.2%	1,585,480	(0.3%)
- 20 – 39 years	95,618	3.5%	1,596,754	4.7%
- 40 to 59 years	99,496	(2.8%)	1,626,285	1.6%
- 60 to 79 years	67,320	24.6%	1,065,402	30.7%
- 80 years & over	16,729	4.5%	237,682	9.8%
- Total	379,038	4.0%	6,111,603	6.3%

AnyAmeren Region - Educational Attainment (Adults 25 & Older)



Education Level	Region			State 2014 % of Population	Nation 2014 % of Population
	2004 Population	2014 Population	2014 % of Population		
Less Than 9th Grade	11,543	5,322	2%	5%	5%
9th Grade to 12th Grade	16,417	22,800	9%	10%	11%
High School Diploma	78,249	78,428	31%	27%	28%
Some College	57,478	59,719	23%	21%	21%
Associate's Degree	19,602	24,431	9%	7%	7%
Bachelor's Degree	38,934	43,175	17%	19%	18%
Graduate Degree and Higher	18,835	22,199	9%	11%	10%
Total	241,057	256,074	100%	100%	100%

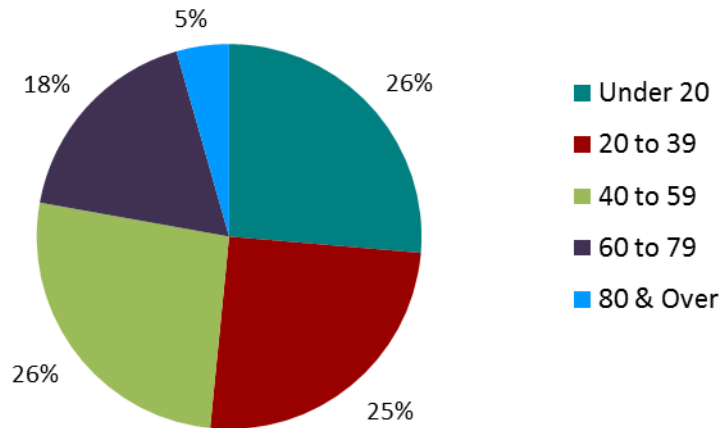
AnyAmeren Region - Top Education Program Completions (Degrees and Certificates awarded by the postsecondary institutions in the Region)

4,759
Total Completions (2013)

CIP	Program	Completions (2013)
51	Health professions and related programs	1,306
24	Liberal arts and sciences, general studies and humanities	873
52	Business, management, marketing, and related support services	501
14	Engineering	273
13	Education	209
48	Precision production	182
11	Computer and information sciences and support services	165
09	Communication, journalism, and related programs	164
12	Personal and culinary services	154
47	Mechanic and repair technologies/technicians	135

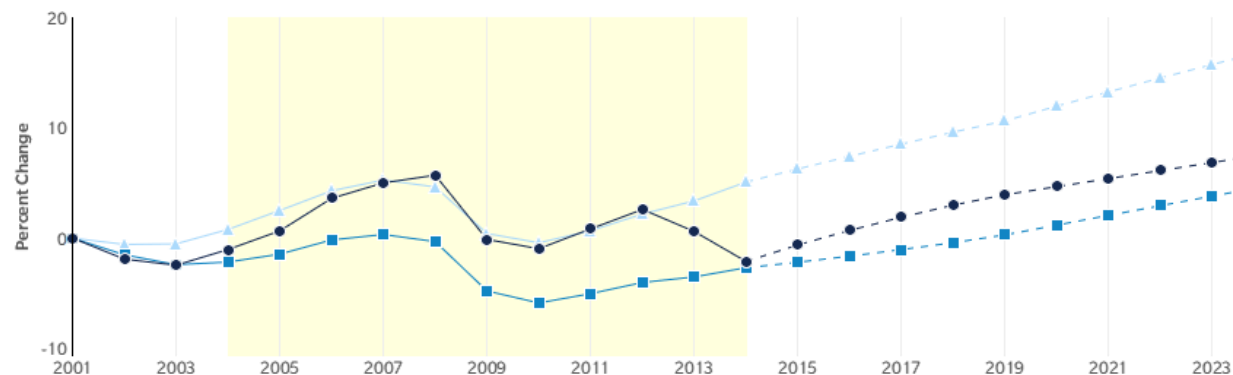
AnyAmeren Region – Population

AnyAmeren Region - Age Segments



Age Group	2014 Population	% of 2014 Population
Under 20	99,875	26.3%
20 to 39	95,618	25.2%
40 to 59	99,496	26.2%
60 to 79	67,320	17.8%
80 & Over	16,729	4.4%
Total	379,038	100.0%

AnyAmeren Region - Employment Trends and Projections



	Region	2004 Jobs	2014 Jobs	2024 Jobs Projection	% Change 2004-14	% Change 2014-24
●	Region	184,966	182,938	201,103	(1.1%)	9.9%
●	State	6,296,235	6,263,375	6,738,025	(0.5%)	7.6%
●	Nation	146,159,187	152,402,861	169,626,727	4.3%	11.3%

Industry Sectors

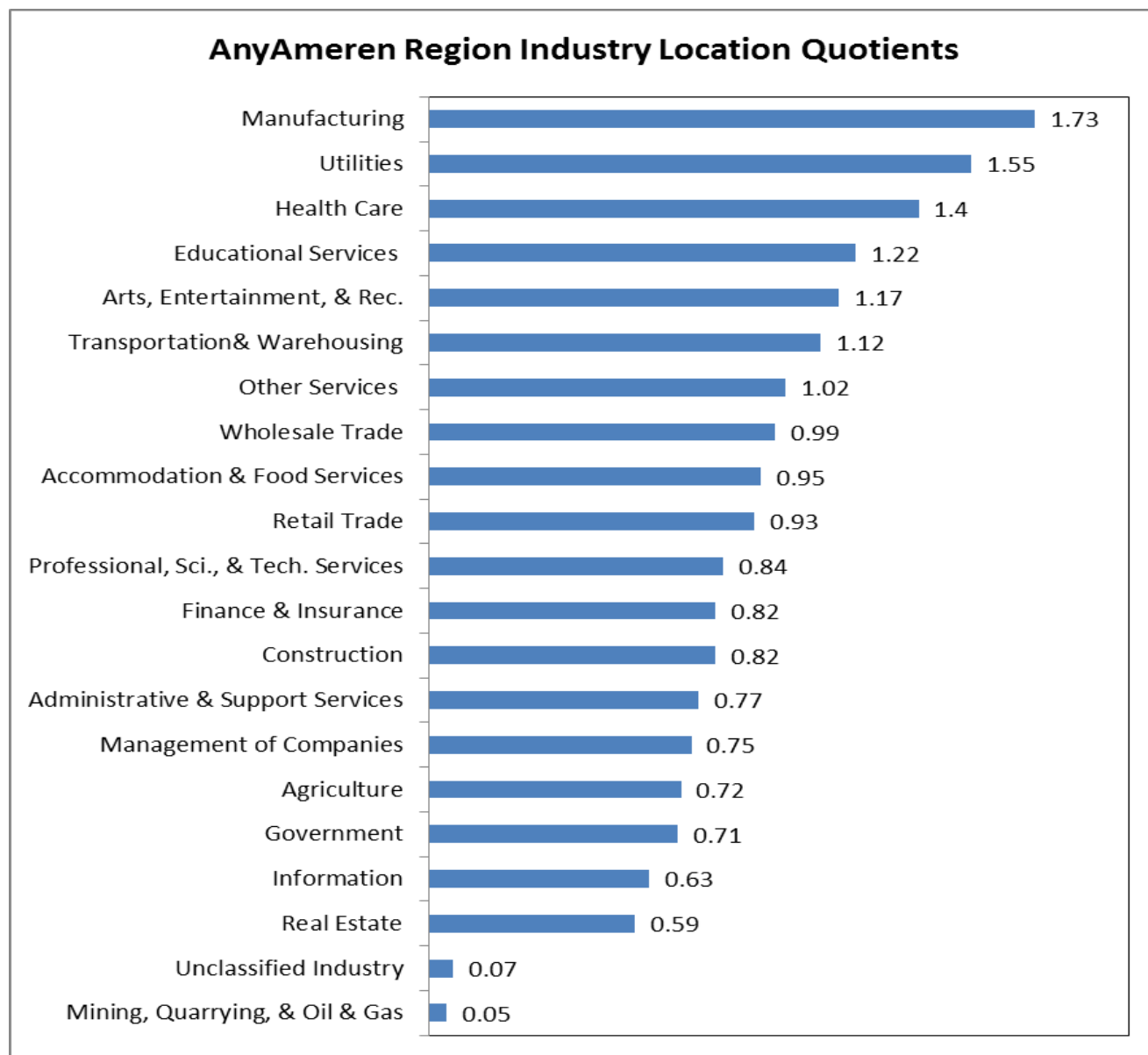
AnyAmeren Region – Projected Employment Change (2014 to 2024) by Industry (2-digit NAICS classifications)

182,938

Total Jobs (2014)

NAICS	Industry	2014 Jobs	2024 Jobs Projection	Change 2014-2024
11	Agriculture, Forestry, Fishing and Hunting	1,620	1,096	(32.3%)
21	Mining, Quarrying, and Oil and Gas Extraction	55	32	(41.8%)
22	Utilities	1,021	973	(4.7%)
23	Construction	7,819	8,516	8.9%
31	Manufacturing	25,518	25,004	(2.0%)
42	Wholesale Trade	7,103	7,775	9.5%
44	Retail Trade	17,909	18,800	5.0%
48	Transportation and Warehousing	6,600	8,118	23.0%
51	Information	2,151	2,157	0.3%
52	Finance and Insurance	6,104	6,477	6.1%
53	Real Estate and Rental and Leasing	1,774	1,760	(0.8%)
54	Professional, Scientific, and Technical Services	9,668	11,673	20.7%
55	Management of Companies and Enterprises	1,918	2,468	28.7%
56	Administrative and Support and Waste Management and Remediation Services	8,854	9,936	12.2%
61	Educational Services (Private)	5,593	7,349	31.4%
62	Health Care and Social Assistance	31,616	36,593	15.7%
71	Arts, Entertainment, and Recreation	3,573	4,137	15.8%
72	Accommodation and Food Services	14,521	15,910	9.6%
81	Other Services (except Public Administration)	9,006	10,073	11.8%
90	Government	20,498	22,241	8.5%
99	Unclassified Industry	15	12	(20.0%)

AnyAmeren Region Location Quotient* - 2-digit NAICS Industries
























* Industry Location Quotient (LQ) is a measure of industry concentration and therefore, it is a measure of the industry's strength in the region. LQ is calculated by dividing the percentage of an industry's employment in the region by that industry's employment nationwide as a percentage of the national employment. An LQ equal to 1.00 indicates that the industry in the region has the same concentration as the national percentage for the industry. An industry with an LQ greater than 1.00 indicates the region has an above average industry concentration and an LQ of less than 1.00 indicates that the industry has a concentration below the nation. Manufacturing, Utilities, and Health Care & Social Assistance have the highest LQ's in the Region.

Example: In the Region, the Manufacturing Sector accounts for 13.949% of total employment in the Region while nationally, Manufacturing accounts for 8.042% of the total nationwide employment. The Location Quotient for Manufacturing in the Region is calculated by dividing 13.949% by 8.042%, which equals 1.73.

AnyAmeren Region - Average Earnings by Industry Sector

\$57,767 Region Avg. Earnings (2014)	\$57,695 National Avg. Earnings (2014)
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NAICS	Industry	Avg. Earnings (2014)	
11	Agriculture, Forestry, Fishing and Hunting	\$37,791	
21	Mining, Quarrying, and Oil and Gas Extraction	\$68,125	
22	Utilities	\$125,731	
23	Construction	\$60,664	
31	Manufacturing	\$115,239	
42	Wholesale Trade	\$60,001	
44	Retail Trade	\$30,343	
48	Transportation and Warehousing	\$56,630	
51	Information	\$55,499	
52	Finance and Insurance	\$71,325	
53	Real Estate and Rental and Leasing	\$39,460	
54	Professional, Scientific, and Technical Services	\$84,868	
55	Management of Companies and Enterprises	\$99,183	
56	Administrative and Support and Waste Management and Remediation Services	\$36,478	
61	Educational Services (Private)	\$28,068	
62	Health Care and Social Assistance	\$54,656	
71	Arts, Entertainment, and Recreation	\$25,640	
72	Accommodation and Food Services	\$16,656	
81	Other Services (except Public Administration)	\$33,091	
90	Government	\$55,648	
99	Unclassified Industry	\$21,858	

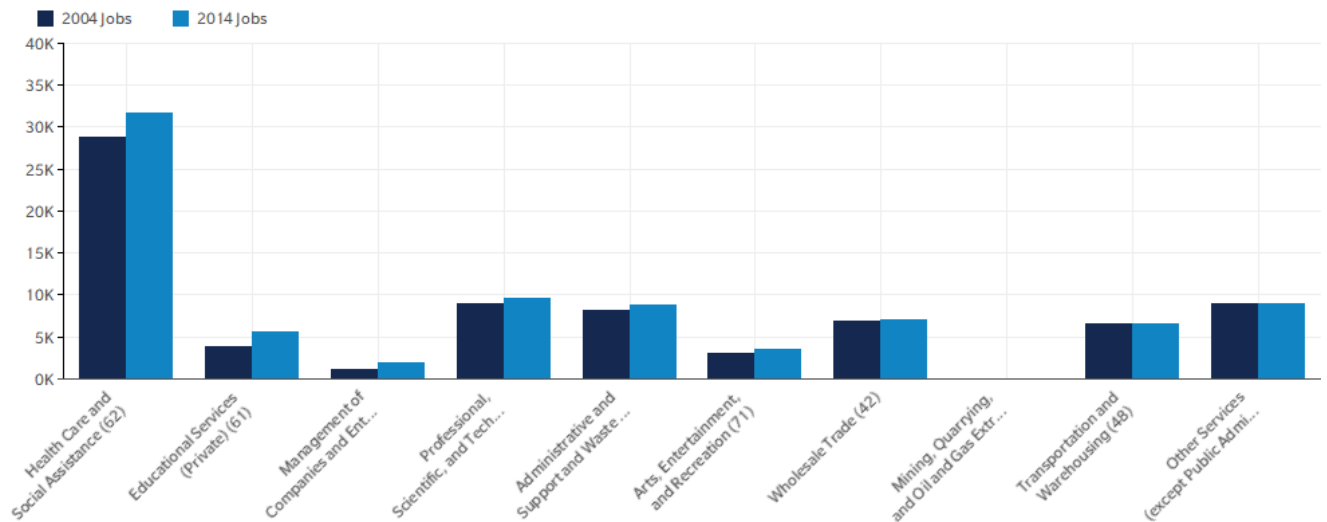
AnyAmeren Region - Unemployment by Business Sector

18,748

Total Unemployment (2/2014)

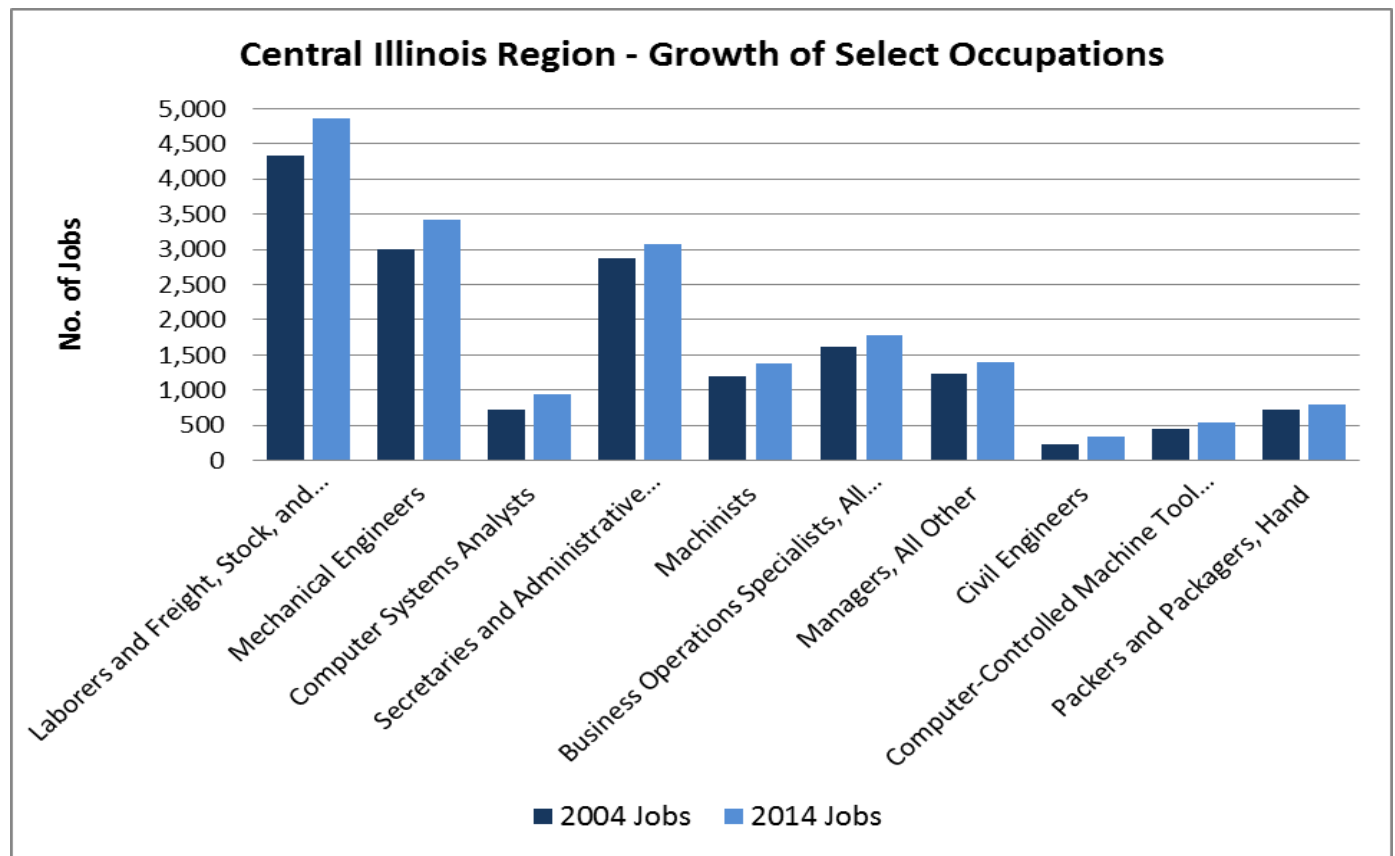
NAICS	Business	Unemployed (2/2014)	% of Regional Unemployment
11	Agriculture, Forestry, Fishing & Hunting	111	1%
21	Mining, Quarrying, & Oil & Gas Extraction	17	0%
22	Utilities	43	0%
23	Construction	3,824	20%
31	Manufacturing	2,167	12%
42	Wholesale Trade	350	2%
44	Retail Trade	1,750	9%
48	Transportation and Warehousing	617	3%
51	Information	135	1%
52	Finance and Insurance	335	2%
53	Real Estate & Rental & Leasing	142	1%
54	Professional, Scientific, and Technical Services	701	4%
55	Management of Companies & Enterprises	21	0%
56	Administrative and Support and Waste Management and Remediation Services	1,283	7%
61	Educational Services (Private)	231	1%
62	Health Care and Social Assistance	1,280	7%
71	Arts, Entertainment, & Recreation	533	3%
72	Accommodation & Food Services	1,222	7%
81	Other Services (except Public Administration)	575	3%
90	Government	913	5%
99	No Previous Work Experience	2,499	13%

AnyAmeren Region – Fastest Growing Business Sectors (based on change in the number of Jobs from 2004 to 2014)



Business	2004 Jobs	2014 Jobs	Change in Jobs (2004-2014)	% Change	2014 Earnings Per Worker
Health Care and Social Assistance	28,781	31,616	2,835	10%	\$54,656
Educational Services (Private)	3,817	5,593	1,776	47%	\$28,068
Management of Companies and Enterprises	1,163	1,918	755	65%	\$99,183
Professional, Scientific, and Technical Services	8,979	9,668	689	8%	\$84,868
Administrative and Support and Waste Management and Remediation Services	8,227	8,854	627	8%	\$36,478
Arts, Entertainment, and Recreation	3,017	3,573	556	18%	\$25,640
Wholesale Trade	6,857	7,103	246	4%	\$60,001

AnyAmeren Region – Job Growth in Select Occupations (by 5-digit SOC's) from 2004 to 2014



SOC	Occupation	2004 Jobs	2014 Jobs	Change in Jobs (2004-2014)	% Change (2004-2014)
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	4,337	4,866	529	12.2%
17-2141	Mechanical Engineers	3,000	3,421	421	14.0%
15-1121	Computer Systems Analysts	724	946	222	30.7%
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2,872	3,067	195	6.8%
51-4041	Machinists	1,192	1,385	193	16.2%
13-1199	Business Operations Specialists, All Other	1,608	1,779	171	10.6%
11-9199	Managers, All Other	1,231	1,391	160	13.0%
17-2051	Civil Engineers	221	339	118	53.4%
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	455	540	85	18.7%
53-7064	Packers and Packagers, Hand	716	797	81	11.3%

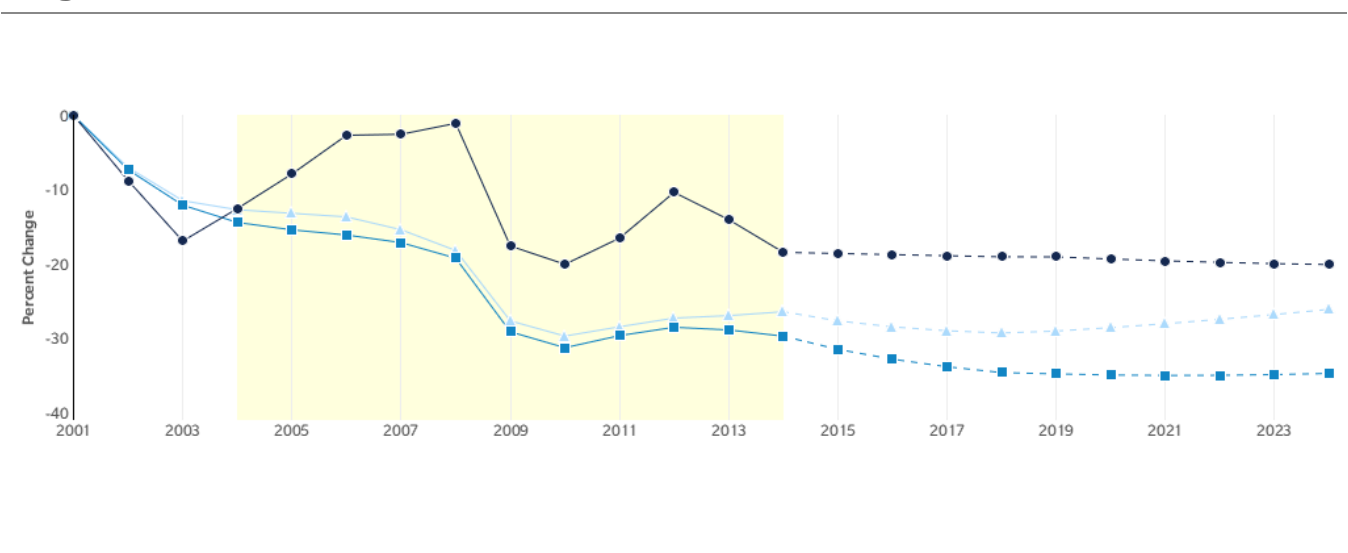
Manufacturing Business Sector

The following section provides an overview of the status of overall manufacturing in the region and a breakdown of the leading manufacturing sectors, measured in employment. These industry-specific overviews (by 3-digit NAICS) can be found on pages 19 to 28.

AnyAmeren Region – Manufacturing Business Sector (2-digit NAICS)

25,518 Jobs (2014)	(6.7%) % Change (2004-2014) Nation: (15.7%)	\$115,239 Avg. Earnings Per Job (2014) Nation: \$75,776
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Regional Trends



	Region	2004 Jobs	2014 Jobs	2024 Jobs Projection	% Change 2004-14	% Change 2014-24
●	Region	27,362	25,518	25,004	(6.7%)	(2.0%)
●	State	704,712	578,745	537,503	(17.9%)	(7.1%)
●	Nation	14,541,723	12,256,441	12,309,927	(15.7%)	0.4%

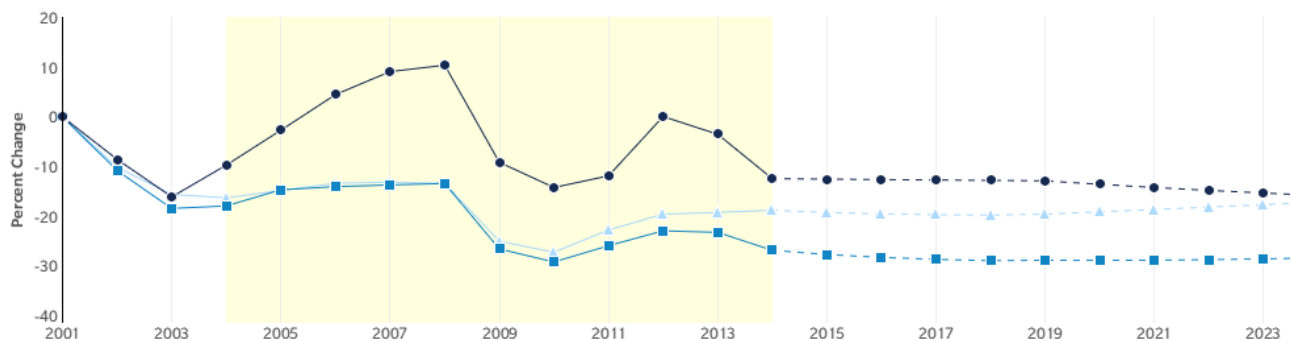
AnyAmeren Region – Leading 3-digit NAICS Manufacturing Industries (based on change in the number of jobs from 2004 to 2014)

Industry	2004 Jobs	2014 Jobs	Change in Jobs (2004- 2014)	% Change	Number of Establish- ments (2013)
Machinery Manufacturing	13,511	13,102	(409)	(3%)	41
Fabricated Metal Product Manufacturing	4,252	4,285	32	1%	97
Primary Metal Manufacturing	2,370	2,054	(316)	(13%)	8
Chemical Manufacturing	1,112	1,223	111	10%	22
Food Manufacturing	930	803	(127)	(14%)	37
Furniture & Related Product Manufacturing	810	657	(153)	(19%)	18
Printing & Related Support Activities	752	559	(193)	(26%)	34
Petroleum and Coal Products Manufacturing	144	461	317	220%	3
Miscellaneous Manufacturing	652	372	(280)	(43%)	24
Plastics and Rubber Products Manufacturing	210	365	156	74%	5

AnyAmeren Region – Machinery Manufacturing (NAICS 333)

13,102	(3.0%)	\$163,916	41	9.79
Jobs (2014)	% Change (2004-2014) Nation: (3.0%)	Avg. Earnings Per Job (2014) Nation: \$78,714	Establishments (2013)	Location Quotient (2014)

Regional Trends

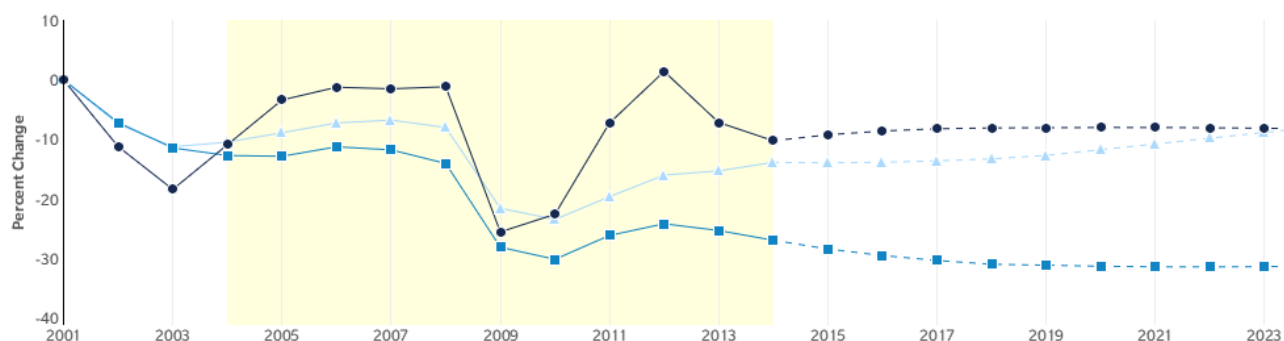


	Region	2004 Jobs	2014 Jobs	% Change
●	Region	13,511	13,102	(3.0%)
■	State	87,612	78,078	(10.9%)
▲	Nation	1,148,799	1,114,456	(3.0%)

AnyAmeren Region – Fabricated Metal Product Manufacturing (NAICS 332)

4,285	0.8%	\$56,370	97	2.45
Jobs (2014)	% Change (2004-2014) Nation: (3.8%)	Avg. Earnings Per Job (2014) Nation: \$62,671	Establishments (2013)	Location Quotient (2014)

Regional Trends

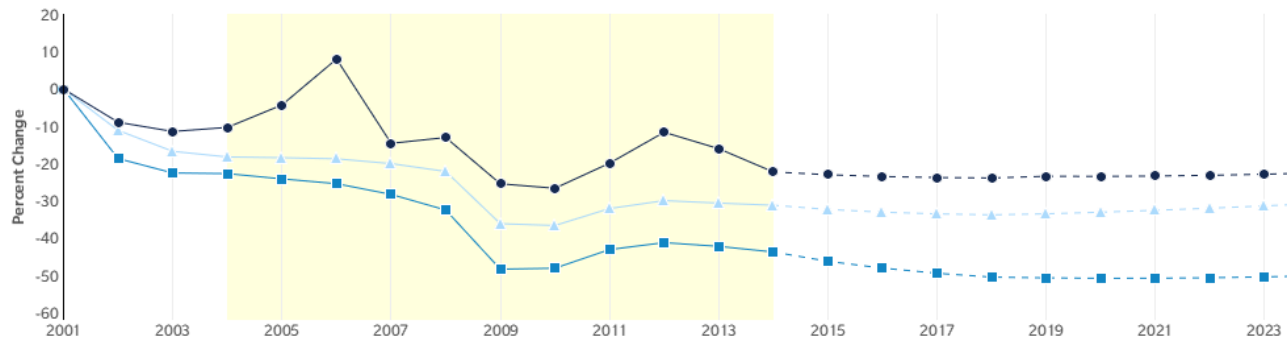


	Region	2004 Jobs	2014 Jobs	% Change
●	Region	4,252	4,285	0.8%
●	State	109,298	91,450	(16.3%)
●	Nation	1,514,754	1,457,181	(3.8%)

AnyAmeren Region – Primary Metal Manufacturing (NAICS 331)

2,054	(13.3%)	\$78,030	8	4.35
Jobs (2014)	% Change (2004-2014) Nation: (15.8%)	Avg. Earnings Per Job (2014) Nation: \$77,713	Establishments (2013)	Location Quotient (2014)

Regional Trends

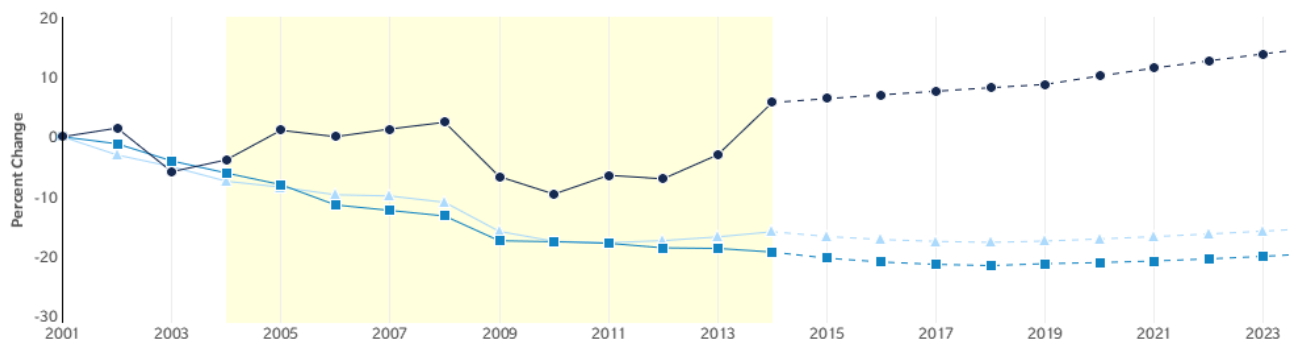


	Region	2004 Jobs	2014 Jobs	% Change
●	Region	2,370	2,054	(13.3%)
●	State	25,928	18,876	(27.2%)
●	Nation	467,745	393,638	(15.8%)

AnyAmeren Region – Chemical Manufacturing (NAICS 325)

1,223	10.0%	\$90,470	22	1.26
Jobs (2014)	% Change (2004-2014) Nation: (9.2%)	Avg. Earnings Per Job (2014) Nation: \$115,216	Establishments (2013)	Location Quotient (2014)

Regional Trends

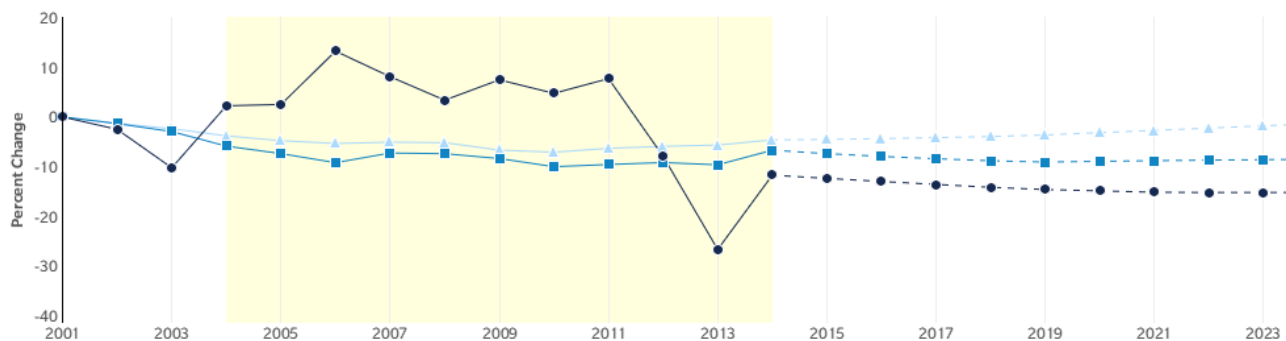


	Region	2004 Jobs	2014 Jobs	% Change
●	Region	1,112	1,223	10.0%
●	State	52,197	44,829	(14.1%)
●	Nation	887,485	806,237	(9.2%)

AnyAmeren Region – Food Manufacturing (NAICS 311)

803	(13.7%)	\$59,333	37	0.44
Jobs (2014)	% Change (2004-2014) Nation: (0.8%)	Avg. Earnings Per Job (2014) Nation: \$52,498	Establishments (2013)	Location Quotient (2014)

Regional Trends

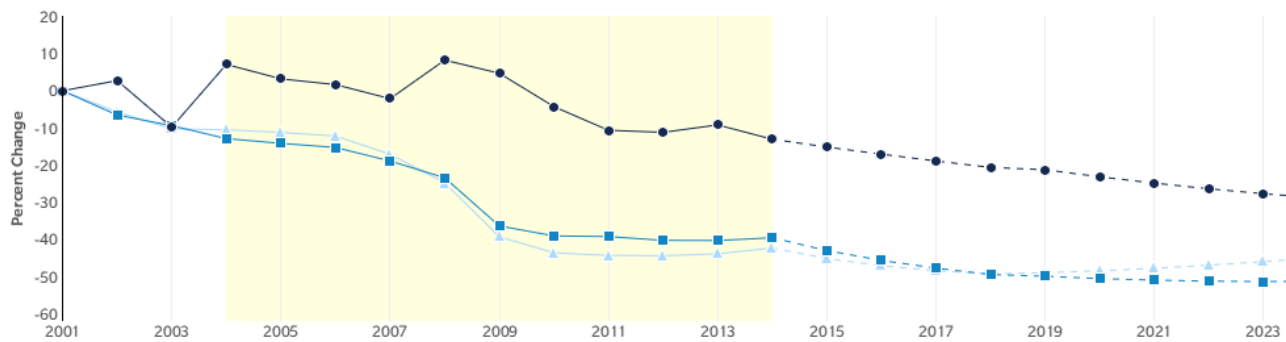


	Region	2004 Jobs	2014 Jobs	% Change
●	Region	930	803	(13.7%)
●	State	79,715	79,016	(0.9%)
●	Nation	1,515,574	1,502,922	(0.8%)

AnyAmeren Region – Furniture & Related Product Manufacturing (NAICS 337)

657	(18.8%)	\$29,657	18	1.49
Jobs (2014)	% Change (2004-2014) Nation: (35.5%)	Avg. Earnings Per Job (2014) Nation: \$47,166	Establishments (2013)	Location Quotient (2014)

Regional Trends

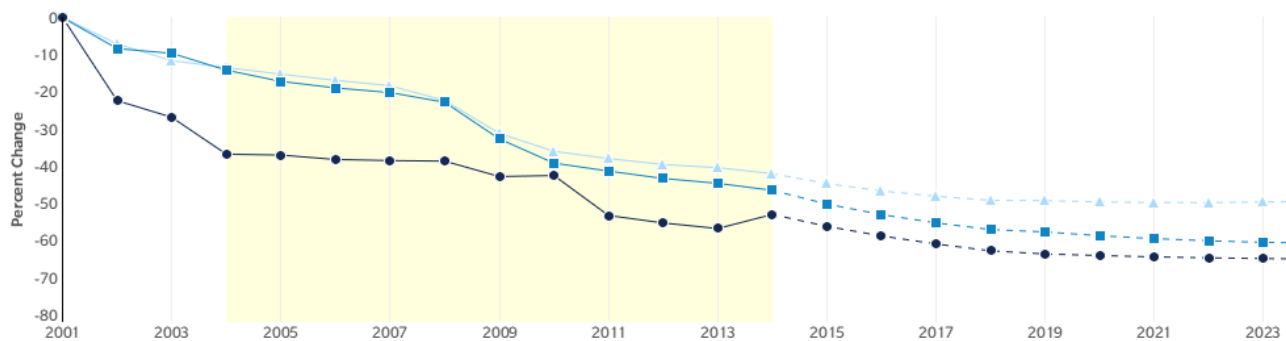


	Region	2004 Jobs	2014 Jobs	% Change
●	Region	810	657	(18.8%)
●	State	18,982	13,172	(30.6%)
●	Nation	606,047	390,639	(35.5%)

AnyAmeren Region - Printing & Related Support Activities (NAICS 323)

559	(25.7%)	\$50,610	34	1.01
Jobs (2014)	% Change (2004-2014) Nation: (33.0%)	Avg. Earnings Per Job (2014) Nation: \$54,116	Establishments (2013)	Location Quotient (2014)

Regional Trends

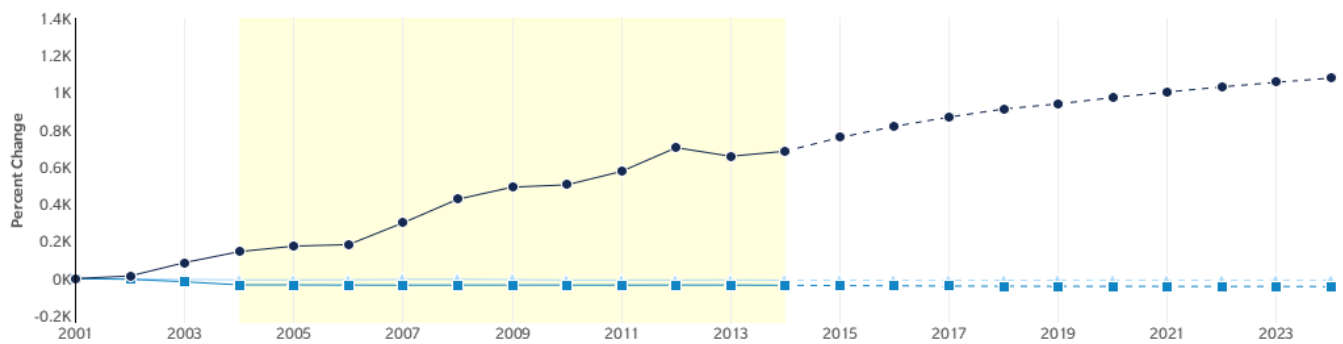


	Region	2004 Jobs	2014 Jobs	% Change
●	Region	752	559	(25.7%)
●	State	45,124	28,121	(37.7%)
●	Nation	687,487	460,759	(33.0%)

AnyAmeren Region - Petroleum & Coal Products Manufacturing (NAICS 324)

461	220.4%	\$127,191	3	3.47
Jobs (2014)	% Change (2004-2014) Nation: (2.0%)	Avg. Earnings Per Job (2014) Nation: \$169,444	Establishments (2013)	Location Quotient (2014)

Regional Trends

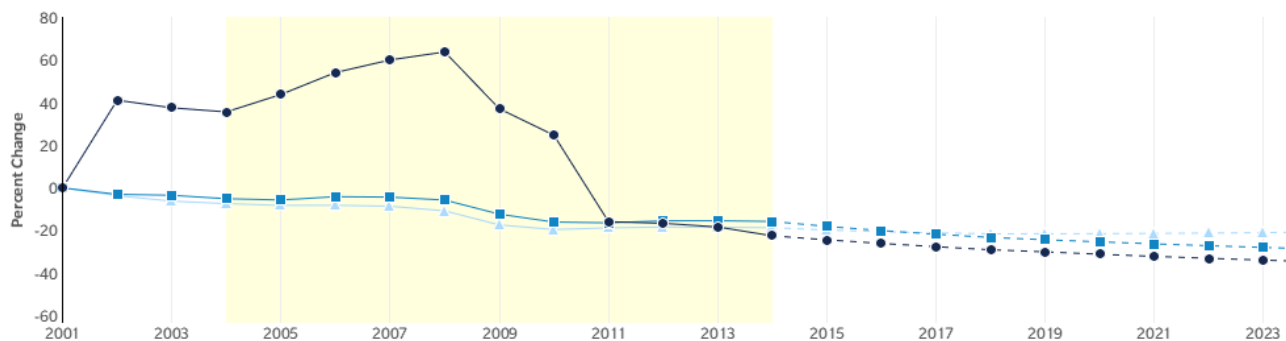


	Region	2004 Jobs	2014 Jobs	% Change
●	Region	144	461	220.4%
●	State	5,472	5,292	(3.3%)
●	Nation	112,994	110,785	(2.0%)

AnyAmeren Region - Miscellaneous Manufacturing (NAICS 339)

372	(42.9%)	\$50,144	24	0.50
Jobs (2014)	% Change (2004-2014) Nation: (12.2%)	Avg. Earnings Per Job (2014) Nation: \$78,536	Establishments (2013)	Location Quotient (2014)

Regional Trends

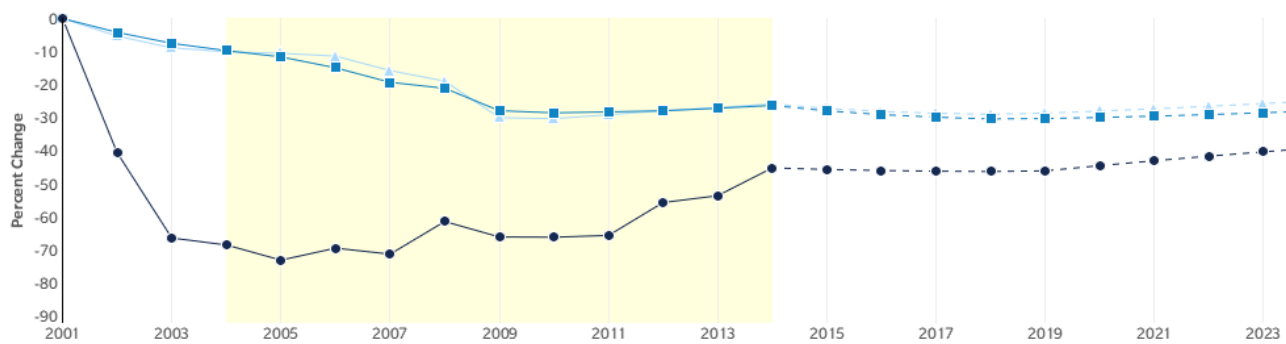


	Region	2004 Jobs	2014 Jobs	% Change
●	Region	652	372	(42.9%)
●	State	33,415	29,652	(11.3%)
●	Nation	699,864	614,477	(12.2%)

AnyAmeren Region - Plastics & Rubber Products Manufacturing (NAICS 326)

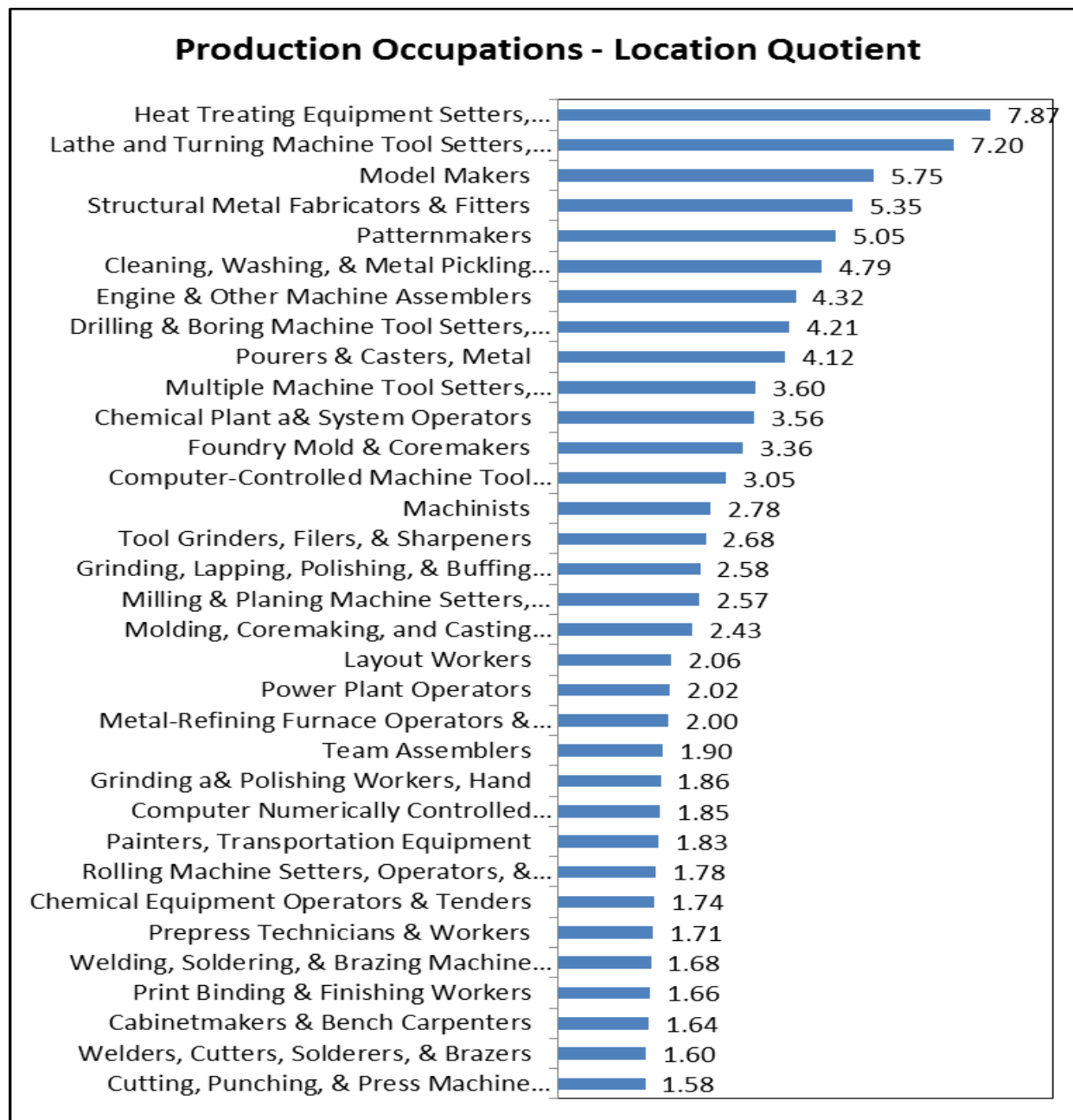
365	74.2%	\$50,469	5	0.46
Jobs (2014)	% Change (2004-2014) Nation: (17.5%)	Avg. Earnings Per Job (2014) Nation: \$60,114	Establishments (2013)	Location Quotient (2014)

Regional Trends



	Region	2004 Jobs	2014 Jobs	% Change
●	Region	210	365	74.2%
●	State	49,707	40,565	(18.4%)
●	Nation	806,720	665,324	(17.5%)

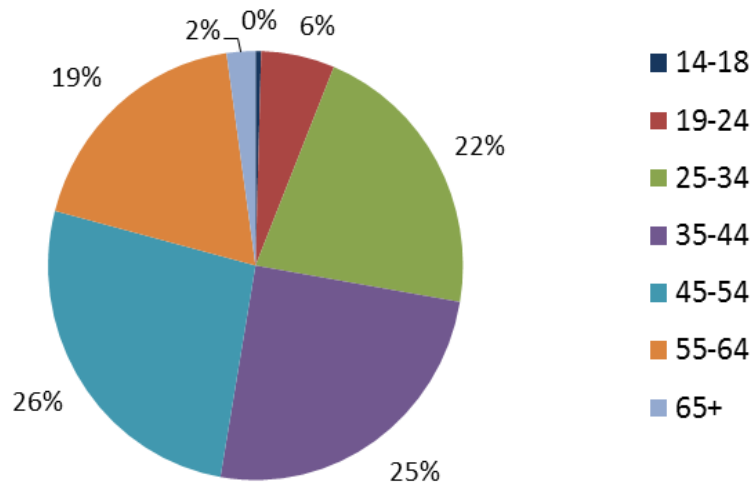
AnyAmeren Region – Production Occupation Location Quotient*



* Occupation Location Quotient (LQ) is a measure of occupation concentration and therefore, it is a measure of the occupation's strength in the region. LQ is calculated by dividing the percentage of an occupation's employment in the region by that occupation's employment nationwide as a percentage of the national employment. An LQ equal to 1.00 indicates that the occupation in the region has the same concentration as the national percentage for the occupation. An occupation with an LQ greater than 1.00 indicates the region has an above average occupation concentration and an LQ of less than 1.00 indicates that the occupation has a concentration below the nation.

AnyAmeren Region - Manufacturing Workforce Age Breakdown

AnyAmeren Region Manufacturing Workforce



Age Group	2014 Jobs	2014 Percent
14-18	112	0.4%
19-24	1,462	5.7%
25-34	5,496	21.5%
35-44	6,379	25.0%
45-54	6,733	26.4%
55-64	4,760	18.7%
65+	572	2.2%

Wages for Key Occupations

The Appendix contains employment and wage information for key skilled occupations in the Region for seven select occupation categories – Management, Business & Financial Operations, Computer & Mathematical, Architecture & Engineering, Office & Administrative Support, Transportation & Material Moving, and Production. Median wages for the key occupations in the Region are compared with the wages for those occupations in the State and the Nation.

Management Occupations

SOC	Description	2014 Jobs	Region - Median Hourly Earnings	State - Median Hourly Earnings	U.S. - Median Hourly Earnings
11-1020	General and Operations Managers	2,179	\$37.51	\$42.60	\$45.68
11-2020	Marketing and Sales Managers	661	\$37.18	\$46.13	\$51.59
11-3020	Computer and Information Systems Managers	287	\$50.50	\$53.86	\$57.62
11-3050	Industrial Production Managers	241	\$48.55	\$41.81	\$42.55
11-3060	Purchasing Managers	214	\$57.30	\$40.63	\$48.15
11-3070	Transportation, Storage, and Distribution Managers	123	\$32.63	\$36.78	\$39.00
11-9040	Architectural and Engineering Managers	457	\$70.79	\$54.59	\$59.92

Business & Financial Operations Occupations

SOC	Description	2014 Jobs	Region - Median Hourly Earnings	State - Median Hourly Earnings	U.S. Median Hourly Earnings
13-1020	Buyers and Purchasing Agents	663	\$27.01	\$26.84	\$27.10
13-1080	Logisticians	252	\$35.63	\$31.97	\$34.99
13-1160	Market Research Analysts and Marketing Specialists	450	\$30.92	\$28.08	\$28.95
13-2010	Accountants and Auditors	1,266	\$29.85	\$30.81	\$30.11
13-2030	Budget Analysts	34	\$37.86	\$35.47	\$33.31

Computer & Mathematical Occupations

SOC	Description	2014 Jobs	Region - Median Hourly Earnings	Region - Median Hourly Earnings	Region - Median Hourly Earnings
15-1120	Computer and Information Analysts	990	\$36.62	\$35.87	\$38.30
15-1130	Software Developers and Programmers	533	\$31.52	\$38.72	\$40.96
15-1140	Database and Systems Administrators and Network Architects	595	\$36.87	\$38.16	\$37.19
15-1150	Computer Support Specialists	610	\$19.32	\$24.02	\$23.76
15-2030	Operations Research Analysts	117	\$27.76	\$34.08	\$34.66
15-2090	Miscellaneous Mathematical Science Occupations	<10	--	\$60.62	\$27.25

Architecture & Engineering Occupations

SOC	Description	2014 Jobs	Region - Median Hourly Earnings	State - Median Hourly Earnings	U.S. - Median Hourly Earnings
17-2030	Biomedical Engineers	<10	--	\$35.77	\$41.81
17-2040	Chemical Engineers	97	\$41.13	\$42.85	\$45.36
17-2050	Civil Engineers	339	\$39.62	\$37.51	\$37.63
17-2060	Computer Hardware Engineers	49	\$30.37	\$38.25	\$48.16
17-2070	Electrical and Electronics Engineers	308	\$45.95	\$39.20	\$43.07
17-2110	Industrial Engineers, Including Health and Safety	365	\$30.28	\$34.47	\$37.82
17-2130	Materials Engineers	54	\$37.18	\$38.94	\$40.94
17-2140	Mechanical Engineers	3,421	\$43.83	\$38.83	\$38.63
17-3010	Drafters	234	\$21.28	\$22.78	\$23.88

Office & Administrative Support Occupations

SOC	Description	2014 Jobs	Region - Median Hourly Earnings	State - Median Hourly Earnings	U.S. - Median Hourly Earnings
43-1010	First-Line Supervisors of Office and Administrative Support Workers	1,228	\$21.05	\$24.90	\$23.72
43-3020	Billing and Posting Clerks	624	\$14.78	\$16.22	\$16.17
43-3030	Bookkeeping, Accounting, and Auditing Clerks	1,757	\$15.95	\$17.40	\$16.91
43-4050	Customer Service Representatives	2,663	\$13.29	\$16.09	\$14.73
43-4140	New Accounts Clerks	62	\$14.39	\$14.62	\$15.25

Transportation & Material Moving Occupations

SOC	Description	2014 Jobs	Region - Median Hourly Earnings	State - Median Hourly Earnings	U.S. - Median Hourly Earnings
53-1020	First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	188	\$19.53	\$22.00	\$21.69
53-3030	Driver/Sales Workers and Truck Drivers	3,893	\$15.12	\$17.55	\$15.99
53-7050	Industrial Truck and Tractor Operators	587	\$14.42	\$13.55	\$14.54
53-7060	Laborers and Material Movers, Hand	6,204	\$11.14	\$10.80	\$11.03
53-7190	Miscellaneous Material Moving Workers	33	\$42.48	\$23.24	\$17.94

Production Occupations

SOC	Description	2014 Jobs	Region - Median Hourly Earnings	State - Median Hourly Earnings	U.S. - Median Hourly Earnings
51-1010	First-Line Supervisors of Production and Operating Workers	738	\$25.47	\$26.55	\$25.75
51-2020	Electrical, Electronics, and Electromechanical Assemblers	192	\$13.86	\$14.14	\$14.15
51-2090	Miscellaneous Assemblers and Fabricators	2,658	\$17.75	\$13.27	\$13.16
51-4010	Computer Control Programmers and Operators	598	\$21.23	\$17.58	\$17.83
51-4020	Forming Machine Setters, Operators, and Tenders, Metal and Plastic	132	\$12.96	\$16.47	\$16.34
51-4030	Machine Tool Cutting Setters, Operators, and Tenders, Metal and Plastic	1,080	\$15.92	\$15.59	\$15.17
51-4040	Machinists	1,385	\$19.44	\$19.10	\$18.94
51-4060	Model Makers and Patternmakers, Metal and Plastic	67	\$19.96	\$20.22	\$21.37
51-4070	Molders and Molding Machine Setters, Operators, and Tenders, Metal and Plastic	418	\$18.33	\$13.81	\$13.85
51-4080	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	376	\$21.72	\$17.34	\$16.32
51-4110	Tool and Die Makers	119	\$25.07	\$23.83	\$22.60
51-4120	Welding, Soldering, and Brazing Workers	825	\$16.84	\$17.08	\$17.28
51-4190	Miscellaneous Metal Workers and Plastic Workers	322	\$15.47	\$16.10	\$15.86
51-9010	Chemical Processing Machine Setters, Operators, and Tenders	166	\$23.40	\$21.36	\$20.89
51-9040	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	42	\$16.15	\$16.69	\$15.05
51-9110	Packaging and Filling Machine Operators and Tenders	194	\$14.45	\$12.28	\$12.43
51-9140	Semiconductor Processors	<10	--	\$16.65	\$15.93
51-9190	Miscellaneous Production Workers	578	\$12.19	\$12.10	\$12.67

Sources

ECONOMIC MODELING SPECIALISTS INT'L (EMSI)

EMSI is an aggregator of over 90 different federal and state data sources of economic, industry, occupation, education completion, and demographic data. They provide national, state, metropolitan statistical area (MSA), and county data for the 1,100 NAICS industries, the nearly 800 occupations in the Bureau of Labor Statistic's Standard Occupational Classification (SOC) System, and education completion data in the IPEDS database that are published by the U.S. Department of Education's National Center for Education Statistics.

The majority of the data used for this report came from EMSI's second quarter 2014 data release.

SMART SOLUTIONS GROUP

Founded in 2001, Smart Solutions Group's three partners have over 75 years of economic development experience and they have managed community, regional, and state economic development organizations. Smart Solutions Group provides a wide variety of economic and workforce development services – strategic planning, business attraction marketing plans and programs, target industry analyses, economic impact studies, competitive analyses, skill gap analyses, workforce development plans, executive search, and others.

SSG was responsible for preparing this report and providing comments on the information contained in the report.