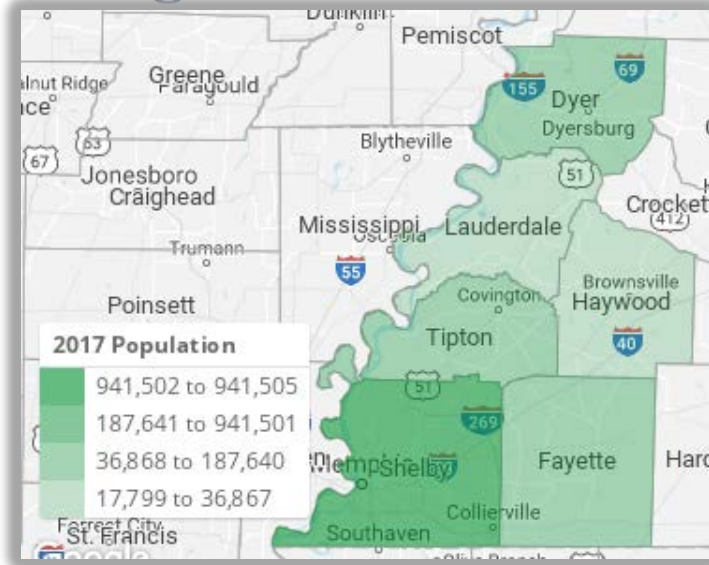


Tipton County, TN Regional Labor Draw

- Tipton County, TN
- Haywood County, TN
- Lauderdale County, TN
- Fayette County, TN
- Dyer County, TN
- Shelby County, TN



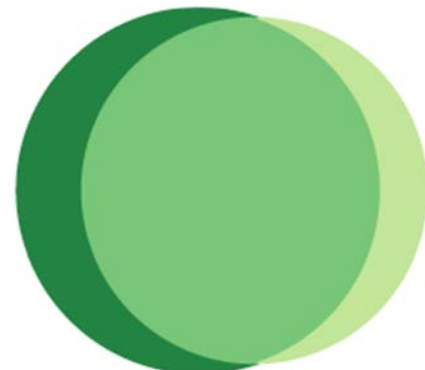
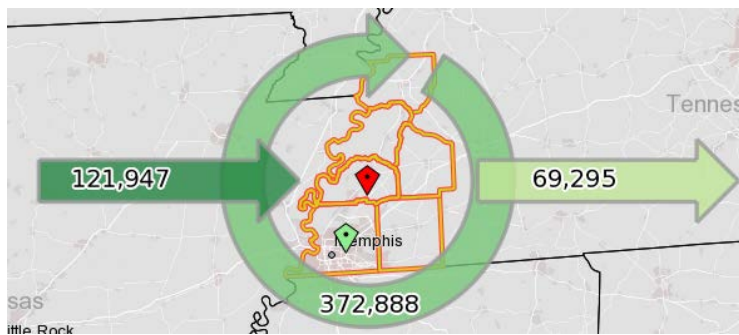
Tipton County Regional Employment

Total Population (2017)*	1,125,843
Estimated Population 25-64	588,015
Percentage of Total Population	52.22%
Labor Force (Feb. 2017)**	517,227
Employed	488,322
Unemployed	28,905
Unemployment Rate	6.2%
Tipton County Unemployed (Feb. 2017)**	1,556
Unemployment Rate (Feb. 2017)*	5.6%

*Source: Economic Modeling Systems, Inc. (EMSI), April, 2017 **Source: U.S. Dept. of Labor, Bureau of Labor Statistics

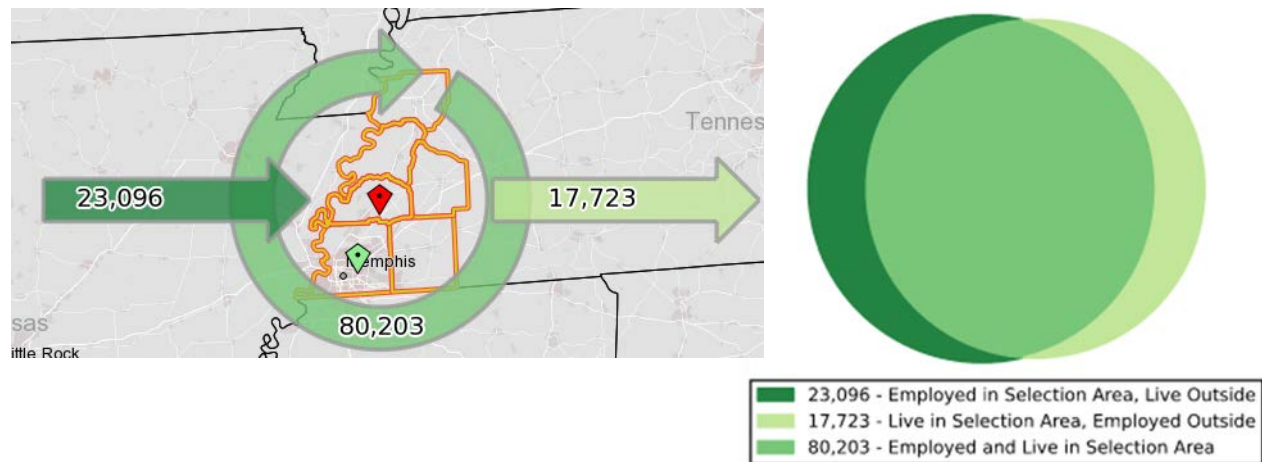
Regional Commuting Patterns, U.S. Census Bureau's On-the-Map (2014)

All Workers in Region



121,947	- Employed in Selection Area, Live Outside
69,295	- Live in Selection Area, Employed Outside
372,888	- Employed and Live in Selection Area

Workers Earning \$1,250 per Month or Less



Regional Education Level 2017

	2017 Population (aged 25+)	2017 % of Population
12 th Grade or Less	110,399	15%
High School Diploma/Equivalent	221,522	30%
Some College	166,493	
Associates' Degree	45,277	
Bachelor's Degree	122,390	
Graduate Degree & Higher	73,111	
Subtotal of population with Some College or higher	407,271	55%
Total Population	739,191	
% of Population with High School Diploma or higher		85%

Source: Economic Modeling Systems, Inc. (EMS), April 2017

Industry Cluster Rankings

Top Five Industry Clusters in the Region

Top clusters must have a score of at least 63, while bottom clusters must have a score of 50 or less. These thresholds are determined by applying the average deviation (plus or minus 7) to the average cluster score, 57, out of 100 points. This is not a benchmark against other regions; it only compares the relative performance of your clusters to each other.

Medical Devices: 94

NAICS	Industry	Jobs	Score
339112	Surgical and Medical Instrument Manufacturing	248	52
339113	Surgical Appliance and Supplies Manufacturing	5,766	97
339115	Ophthalmic Goods Manufacturing	239	52

Local Logistical Services: 87

NAICS	Industry	Jobs	Score
484110	General Freight Trucking, Local	842	54
484122	General Freight Trucking, Long-Distance, Less Than Truckload	3,989	59
484210	Used Household and Office Goods Moving	425	50
484220	Specialized Freight (except Used Goods) Trucking, Local	442	51
485111	Mixed Mode Transit Systems	619	88
485410	School and Employee Bus Transportation	663	48
485991	Special Needs Transportation	339	50
492110	Couriers and Express Delivery Services	26,596	100
492210	Local Messengers and Local Delivery	228	49
531130	Lessors of Miniwarehouses and Self-Storage Units	886	58
532111	Passenger Car Rental	672	51
532120	Truck, Utility Trailer, and RV (Recreational Vehicle) Rental and Leasing	262	50
562111	Solid Waste Collection	646	51
621910	Ambulance Services	696	49

Paper and Packaging: 80

NAICS	Industry	Jobs	Score
322121	Paper (except Newsprint) Mills	3,206	91
322211	Corrugated and Solid Fiber Box Manufacturing	138	48
322212	Folding Paperboard Box Manufacturing	133	52
322219	Other Paperboard Container Manufacturing	80	52
322220	Paper Bag and Coated and Treated Paper Manufacturing	412	50
322291	Sanitary Paper Product Manufacturing	526	58

State Government Services: 74

NAICS	Industry	Jobs	Score
902999	State Government, Excluding Education and Hospitals	3,654	74

Local Health Services: 73

NAICS	Industry	Jobs	Score
339116	Dental Laboratories	111	50
446110	Pharmacies and Drug Stores	3,575	47
446130	Optical Goods Stores	229	50

Workforce Data
Tipton County, Tennessee



532291	Home Health Equipment Rental	65	48
621111	Offices of Physicians (except Mental Health Specialists)	11,148	71
621112	Offices of Physicians, Mental Health Specialists	123	50
621210	Offices of Dentists	2,469	50
621310	Offices of Chiropractors	191	47
621320	Offices of Optometrists	458	50
621330	Offices of Mental Health Practitioners (except Physicians)	139	49
621340	Offices of Physical, Occupational and Speech Therapists, and Audiologists	772	49
621391	Offices of Podiatrists	93	50
621399	Offices of All Other Miscellaneous Health Practitioners	284	50
621410	Family Planning Centers	302	54
621420	Outpatient Mental Health and Substance Abuse Centers	1,034	43
621492	Kidney Dialysis Centers	822	54
621493	Freestanding Ambulatory Surgical and Emergency Centers	528	52
621498	All Other Outpatient Care Centers	541	54
621511	Medical Laboratories	1,236	53
621512	Diagnostic Imaging Centers	43	48
621610	Home Health Care Services	4,174	58
621991	Blood and Organ Banks	533	52
621999	All Other Miscellaneous Ambulatory Health Care Services	323	49
622110	General Medical and Surgical Hospitals	25,994	100
622210	Psychiatric and Substance Abuse Hospitals	1,100	60
622310	Specialty (except Psychiatric and Substance Abuse) Hospitals	594	52
623110	Nursing Care Facilities (Skilled Nursing Facilities)	4,837	52
623210	Residential Intellectual and Developmental Disability Facilities	1,023	46
623220	Residential Mental Health and Substance Abuse Facilities	2,581	53
623311	Continuing Care Retirement Communities	1,264	52
623312	Assisted Living Facilities for the Elderly	597	49
623990	Other Residential Care Facilities	140	46
812210	Funeral Homes and Funeral Services	356	48
812220	Cemeteries and Crematories	125	49
902622	Hospitals (State Government)	69	46
903622	Hospitals (Local Government)	107	1

339116	Dental Laboratories	111	50
446110	Pharmacies and Drug Stores	3,575	47
446130	Optical Goods Stores	229	50
532291	Home Health Equipment Rental	65	48
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Source: Economic Modeling Systems, Inc. (EMSI), April 2017

Available Employed Workforce

Employment Forecast, 2017-2022, for Top 25 Growing Occupations

SOC	Description	2017 Jobs	2022 Jobs	2017 - 2022 Change	2022 Location Quotient	Avg. Hourly Earnings	COL Adjusted Avg. Hourly Earnings	2016 Resident Workers	2016 Net Commuters	Annual Openings
29-1141	Registered Nurses	11,621	12,788	1,167	1.13	\$29.85	\$29.85	10,290	974	528
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	11,583	12,485	902	0.93	\$9.70	\$9.70	10,258	1,029	574
39-9021	Personal Care Aides	4,416	4,888	472	0.62	\$9.83	\$9.83	3,915	338	134
31-1011	Home Health Aides	2,767	3,226	459	0.78	\$9.94	\$9.94	2,351	271	161
31-1014	Nursing Assistants	4,568	4,977	409	0.86	\$11.59	\$11.59	4,266	180	195
51-2092	Team Assemblers	6,087	6,444	357	1.47	\$13.98	\$13.98	5,730	225	212
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	35,385	35,718	333	3.58	\$13.46	\$13.46	30,184	4,990	1,128
33-9032	Security Guards	8,256	8,535	279	1.86	\$11.66	\$11.66	7,061	1,091	175
17-2051	Civil Engineers	1,092	1,354	262	1.25	\$44.34	\$44.34	850	158	90
43-4051	Customer Service Representatives	8,671	8,918	247	0.85	\$16.20	\$16.20	8,051	544	267
29-2061	Licensed Practical and Licensed Vocational Nurses	2,881	3,100	219	1.09	\$19.53	\$19.53	2,784	26	131
43-9061	Office Clerks, General	11,458	11,668	210	0.93	\$14.89	\$14.89	10,336	1,039	293
31-9092	Medical Assistants	2,843	3,041	198	1.19	\$14.24	\$14.24	2,497	288	102
11-1021	General and Operations Managers	8,435	8,622	187	1.00	\$52.77	\$52.77	7,658	712	255
37-3011	Landscaping and Groundskeeping Workers	2,620	2,784	164	0.75	\$12.13	\$12.13	2,598	(31)	82
13-1111	Management Analysts	1,608	1,769	161	0.69	\$35.32	\$35.32	1,347	211	56

Workforce Data

Tipton County, Tennessee



35-1012	First-Line Supervisors of Food Preparation and Serving Workers	2,315	2,469	154	0.67	\$13.11	\$13.11	2,237	30	103
43-6013	Medical Secretaries	2,281	2,432	151	1.09	\$14.77	\$14.77	1,934	301	56
49-9041	Industrial Machinery Mechanics	1,361	1,506	145	1.09	\$23.24	\$23.24	1,124	198	67
33-3012	Correctional Officers and Jailers	1,983	2,125	142	1.32	\$16.02	\$16.02	1,757	171	86
13-1161	Market Research Analysts and Marketing Specialists	1,336	1,475	139	0.67	\$27.33	\$27.33	1,145	152	45
41-3021	Insurance Sales Agents	2,036	2,174	138	1.07	\$30.77	\$30.77	1,793	198	84
13-2011	Accountants and Auditors	2,818	2,955	137	0.57	\$31.72	\$31.72	2,522	258	105
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	8,007	8,144	137	0.87	\$11.29	\$11.29	7,800	166	188
43-1011	First-Line Supervisors of Office and Administrative Support Workers	5,995	6,125	130	1.07	\$25.43	\$25.43	5,430	523	118
Total / Average		152,423	159,723	7,299	1.10	\$20.52	\$20.52	135,921	14,042	5,233

Source: Economic Modeling Systems, Inc. (EMS), April 2017

Location Quotients: A way of quantifying how concentrated a particular industry, cluster, occupation, or demographic group is in a region as compared to the nation. It can reveal what makes a particular region "unique." For example, if the leather products manufacturing industry accounts for 10% of jobs in your area but 1% of jobs nationally, then the area's leather-producing industry has an LQ of 10. So in your area, leather manufacturing accounts for a larger than average "share" of total jobs—the share is ten times larger than normal.

COL Adjusted Earnings: Earnings adjusted according to the regional cost of living in comparison to the national average cost of living.

Net Commuters: The minimum number of workers who commute in or out of the region to satisfy the regional numbers of jobs held. A positive number describes commuters entering a region, while a negative number describes commuters leaving a region.

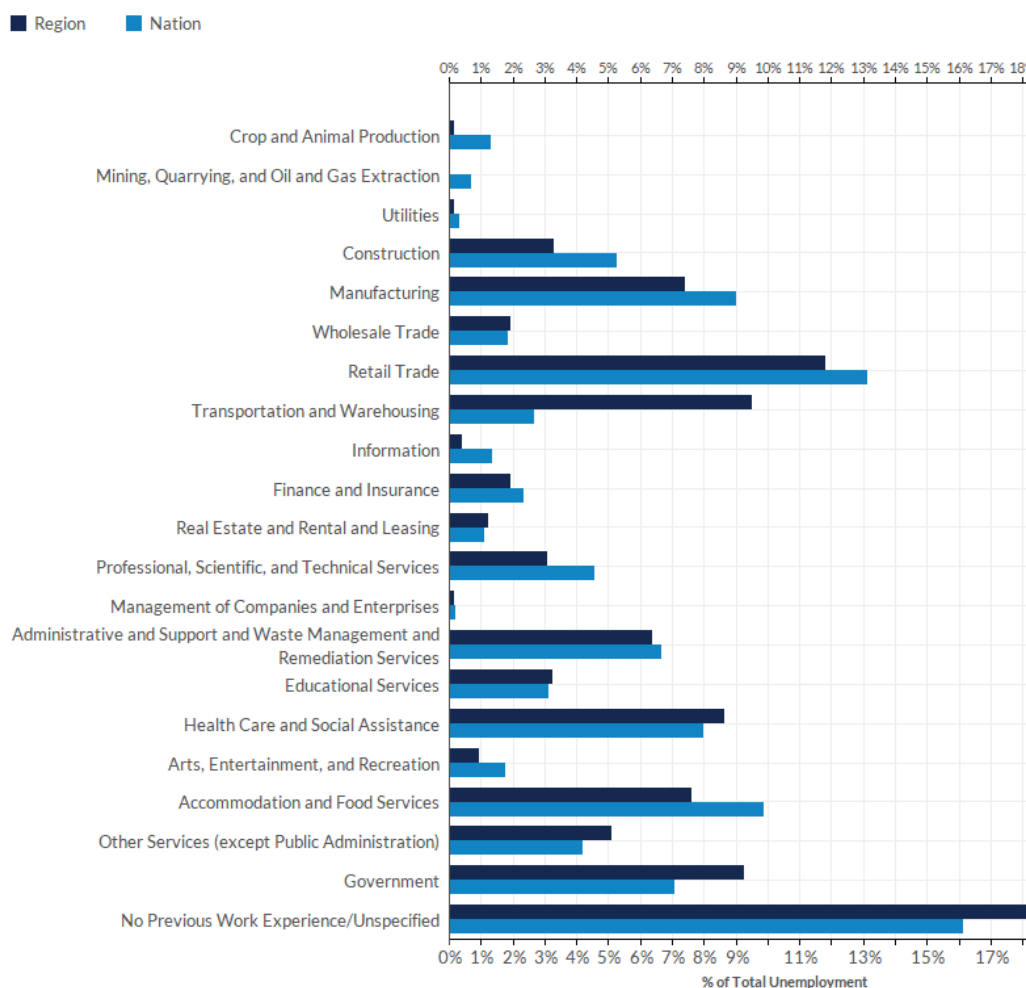
Workforce Availability

Unemployment by Industry Sector (October 2016)

In addition to the available workforce by industry as listed in the table below, the closure of Sun Products Corporation in Dyersburg, TN in December 2015 resulted in 175 employees losing their jobs within and near the region. Recent layoffs at Kohler Company in Union City, TN and Gold Bond Worldwide in Covington, TN in November 2016 resulted in the dislocation of approximately 218 employees within and near the region.

Total Jobs in Region	Average Earnings per Job in Region*	Cost of Living Adjusted Average Earnings per Job*	Total Unemployment in Region	Regional Unemployment by Industry	% of Regional Unemployment	% of National Unemployment
555,245	\$60,600	\$60,500	29,873	Unspecified – 5,497 Retail Trade – 3,524 Transportation & Warehousing – 2,826 Government – 2,759 Healthcare & Social Assistance – 2,572	18% 12% 9% 9% 9%	16% 13% 3% 7% 8%

*Total annual earnings of a regional industry (wages, salaries, profits, benefits, and other compensation) divided by the number of jobs in the industry. Source: Economic Modeling Systems, Inc. (EMS), April 2017



Compatibility Index

The Compatibility Index is designed to show how employees in an occupation have similar knowledge, skills, and abilities as other occupations. Occupations with a high compatibility index (95 or above) are listed below for the three occupations comprising the largest number of new jobs between 2017 and 2022 in the Tipton County, TN labor draw – Registered Nurses, Combined Food Preparation and Serving Workers, including Fast Food, and Personal Care Aides. For the below compatible occupations, there are approximately 196,797 jobs available within the region.

Registered Nurses

O*NET Occupation	Median Hourly Earnings	2017 Jobs	2022 Jobs	2017-2022 Change	2017-2022 Estimated Annual Openings	Compatibility Index
Critical Care Nurses	\$29.38	11,621	12,788	1,524	528	97
Licensed Practical and Licensed Vocational Nurses	\$19.54	2,881	3,100	290	131	96
Acute Care Nurses	\$29.38	11,621	12,788	1,524	528	95
Physical Therapists	\$43.04	639	694	71	29	95
Total / Average	\$30.34	26,762	29,372	3,409	1,216	

Combined Food Preparation and Serving Workers, including Fast Food

O*NET Occupation	Median Hourly Earnings	2017 Jobs	2022 Jobs	2017-2022 Change	2017-2022 Estimated Annual Openings	Compatibility Index
Ushers, Lobby Attendants, and Ticket Takers	\$9.64	381	379	(2)	25	97
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	\$9.42	1,538	1,613	102	111	97
Cooks, Fast Food	\$9.36	2,069	1,989	(82)	54	97
Food Preparation Workers	\$9.65	3,016	3,113	132	105	97
Nonfarm Animal Caretakers	\$10.66	503	531	38	16	97
Food Servers, Nonrestaurant	\$9.66	1,069	1,117	65	37	97
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	\$9.51	1,589	1,551	(46)	113	97
Waiters and Waitresses	\$9.46	8,470	8,269	(245)	410	97
Cashiers	\$9.55	12,699	12,501	(240)	547	97
Shampooers	\$15.64	166	162	(4)	1	96
Cooks, Short Order	\$9.90	432	422	(12)	12	96
Order Fillers, Wholesale and Retail Sales	\$11.56	10,941	10,933	5	357	96
Personal Care Aides	\$9.68	4,416	4,888	635	134	96
Stock Clerks, Sales Floor	\$11.56	10,941	10,933	5	357	96
Gaming Change Persons and Booth Cashiers	\$11.51	121	117	(5)	5	96
Dining Room and Cafeteria Attendants and Bartender Helpers	\$9.50	717	729	12	38	96
Maids and Housekeeping Cleaners	\$9.82	3,111	3,165	61	86	96
Manicurists and Pedicurists	\$10.83	49	49	0	1	95
Pharmacy Aides	\$11.29	220	204	(21)	5	95
Gaming and Sports Book Writers and Runners	\$9.88	23	23	0	1	95
Postal Service Mail Sorters, Processors, and Processing Machine Operators	\$27.56	755	598	(206)	8	95
Baggage Porters and Bellhops	\$9.53	87	88	0	2	95
Shipping, Receiving, and Traffic Clerks	\$13.78	4,455	4,382	(79)	101	95
Gaming Dealers	\$8.80	13	12	(2)	0	95
Shoe and Leather Workers and Repairers	\$10.71	14	11	(4)	0	95
Laundry and Dry-Cleaning Workers	\$9.63	980	925	(73)	14	95
Cooks, Restaurant	\$10.84	4,260	4,345	109	131	95
Meat, Poultry, and Fish Cutters and Trimmers	\$10.61	283	312	38	12	95
Baristas	\$9.42	1,538	1,613	102	111	95
Marking Clerks	\$11.56	10,941	10,933	5	357	95
Amusement and Recreation Attendants	\$9.77	1,256	1,271	22	56	95

Workforce Data

Tipton County, Tennessee



Packers and Packers, Hand	\$10.01	6,140	6,246	162	187	95
Mail Clerks and Mail Machine Operators, Except Postal Service	\$13.89	346	320	(32)	7	95
Total / Average	\$11.04	93,539	93,746	440	3,398	

Personal Care Aides

O*NET Occupation	Median Hourly Earnings	2017 Jobs	2022 Jobs	2017-2022 Change	2017-2022 Estimated Annual Openings	Compatibility Index
Nursing Assistants	\$11.38	4,568	4,977	531	195	97
Home Health Aides	\$9.80	2,767	3,226	604	161	97
Nonfarm Animal Caretakers	\$10.66	503	531	38	16	97
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	\$9.51	1,589	1,551	(46)	113	97
Occupational Therapy Aides	\$11.74	12	12	1	1	96
Waiters and Waitresses	\$9.46	8,470	8,269	(245)	410	96
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	\$9.42	1,538	1,613	102	111	96
Cashiers	\$9.55	12,699	12,501	(240)	547	96
Combined Food Preparation and Serving Workers, Including Fast Food	\$9.51	11,583	12,485	1,198	574	96
Gaming Dealers	\$8.80	13	12	(2)	0	96
Childcare Workers	\$9.65	3,197	3,058	(185)	93	96
Transportation Attendants, Except Flight Attendants	\$12.11	45	48	3	1	96
Pharmacy Aides	\$11.29	220	204	(21)	5	96
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	\$15.46	1,213	1,182	(37)	37	95
Security Guards	\$10.73	8,256	8,535	383	175	95
Teacher Assistants	\$11.35	3,495	3,548	64	99	95
Maids and Housekeeping Cleaners	\$9.82	3,111	3,165	61	86	95
Physical Therapist Aides	\$11.34	213	224	14	9	95
Funeral Attendants	\$10.65	111	115	4	4	95
Stock Clerks, Sales Floor	\$11.56	10,941	10,933	5	357	95
Ushers, Lobby Attendants, and Ticket Takers	\$9.64	381	379	(2)	25	95
Food Servers, Nonrestaurant	\$9.66	1,069	1,117	65	37	95
Gaming Change Persons and Booth Cashiers	\$11.51	121	117	(5)	5	95
Psychiatric Aides	\$10.80	381	466	113	27	95
Total / Average	\$10.64	76,496	78,270	2,403	3,086	

Source: Economic Modeling Systems, Inc. (EMS), April 2017

Postsecondary Education

CIP Code	Program	Regional Completions (2015)	Regional Openings (2017)	Regional Jobs (2017)	Regional Jobs (2022)	Growth in Jobs (2017-2022)	Median Hourly Earnings
51	Health Professions and Related Programs	3,452	3,521	94,229	100,026	6%	\$26.35
52	Business, Management, Marketing, And Related Support Services	1,688	5,832	201,168	202,642	1%	\$20.45
24	Liberal Arts and Sciences, General Studies and Humanities	882	121	4,847	4,965	2%	\$26.89
12	Personal and Culinary Services	780	2,406	56,842	58,569	3%	\$12.02
47	Mechanic and Repair Technologies/technicians	637	545	18,782	19,162	2%	\$20.00
13	Education	568	938	31,644	32,187	2%	\$22.09
30	Multi/interdisciplinary Studies	369	382	12,216	12,650	4%	\$27.67
50	Visual and Performing Arts	326	246	8,848	9,045	2%	\$27.41
15	Engineering Technologies and Engineering-related Fields	318	741	21,873	22,713	4%	\$25.99
42	Psychology	314	180	7,005	7,160	2%	\$30.19
45	Social Sciences	311	235	8,198	8,522	4%	\$28.57
11	Computer and Information Sciences and Support Services	290	370	13,088	13,649	4%	\$31.68
26	Biological and Biomedical Sciences	263	206	7,568	7,815	3%	\$30.60
43	Homeland Security, Law Enforcement, Firefighting and Related Protective Services	234	1,011	34,026	34,487	1%	\$20.80
31	Parks, Recreation, Leisure, and Fitness Studies	207	517	17,295	17,737	3%	\$33.51
23	English Language and Literature/letters	156	138	5,360	5,469	2%	\$26.54
14	Engineering	153	595	13,992	15,028	7%	\$33.68
09	Communication, Journalism, And Related Programs	149	256	8,671	8,882	2%	\$24.16
48	Precision Production	145	235	6,081	6,289	3%	\$17.13
22	Legal Professions and Studies	130	208	9,287	9,464	2%	\$30.38
44	Public Administration and Social Service Professions	127	880	28,701	29,583	3%	\$32.97
54	History	109	171	6,416	6,587	3%	\$29.76
16	Foreign Languages, Literatures, And Linguistics	103	124	4,933	5,062	3%	\$26.76
40	Physical Sciences	89	187	6,104	6,338	4%	\$29.67
46	Construction Trades	76	526	22,635	22,382	(1%)	\$19.05
49	Transportation and Materials Moving	73	804	30,940	31,261	1%	\$18.91
38	Philosophy and Religious Studies	68	126	5,027	5,151	2%	\$27.70
19	Family and Consumer Sciences/human Sciences	64	901	27,262	28,055	3%	\$16.58
39	Theology and Religious Vocations	61	191	7,642	7,757	2%	\$25.09
27	Mathematics and Statistics	58	163	6,483	6,647	3%	\$28.54
04	Architecture and Related Services	27	202	7,866	8,032	2%	\$26.10
05	Area, Ethnic, Cultural, Gender, And Group Studies	23	124	4,933	5,062	3%	\$26.76
03	Natural Resources and Conservation	11	300	8,371	8,380	0%	\$25.71

41	Science Technologies/technicians	6	89	1,957	2,036	4%	\$21.34
Total / Average		12,267	23,473	750,289	768,791	3%	\$25.62

Source: Economic Modeling Systems, Inc. (EMSI), April 2017

Regional Completions by Award Level, 2015

Award Level	Completions	Percent
Award of less than 1 academic year	1,559	12.71%
Award of at least 1 but less than 2 academic years	1,498	12.21%
Associate's Degree	1,854	15.11%
Award of at least 2 but less than 4 academic years	367	2.99%
Bachelor's Degree	4,328	35.28%
Postbaccalaureate Certificate	130	1.06%
Master's Degree	1,565	12.76%
Post-Masters Certificate	14	0.11%
Doctoral Degree	952	7.76%
Total Completions	12,267	

Source: Economic Modeling Systems, Inc. (EMSI), April 2017

Regional Completions by Institution, 2015

Institution	Certificates	Degrees	Total
University of Memphis	127	4,136	4,263
Southwest Tennessee Community College	378	741	1,119
The University of Tennessee-Health Science Center	10	823	833
Concorde Career College-Memphis	619	151	770
Tennessee College of Applied Technology-Memphis	559	0	559
Rhodes College	0	518	518
Dyersburg State Community College	183	308	491
Christian Brothers University	0	474	474
Vatterott College-Dividend	96	208	304
Remington College-Memphis Campus	230	71	301
Strayer University-Tennessee	1	263	264
Tennessee College of Applied Technology-Covington	220	0	220
L'Ecole Culinaire-Memphis	79	132	211
Tennessee College of Applied Technology-Newbern	188	0	188
Vatterott College-Applying Farms	108	77	185
Baptist Memorial College of Health Sciences	0	185	185
Le Moyne-Owen College	0	148	148

Workforce Data

Tipton County, Tennessee



ITT Technical Institute-Cordova	0	142	142
Southern College of Optometry	0	130	130
William Moore College of Technology	74	18	92
Tennessee College of Applied Technology-Ripley	92	0	92
Tennessee Academy of Cosmetology-Stage Road	89	0	89
Gould's Academy	87	0	87
Memphis Institute of Barbering	81	0	81
Memphis Theological Seminary	6	73	79
Memphis College of Art	0	77	77
Paul Mitchell the School-Memphis	76	0	76
Empire Beauty School-E Memphis	72	0	72
Tennessee Academy of Cosmetology-Shelby Drive	58	0	58
The Hair Design School-S Memphis	50	0	50
The Center for Cosmetology Education	25	0	25
The Hair Design School-N Memphis	22	0	22
Vibe Barber College	21	0	21
Visible Music College	0	17	17
Volunteer Beauty Academy-Dyersburg	17	0	17
Mid-South Christian College	0	7	7
Total Completions	3,568	8,699	12,267

Source: Economic Modeling Systems, Inc. (EMSI), April 2017)

EMSI Data Sources and Calculations

Cost of Living Data: Based on the Cost of Living Index published quarterly by the Council for Community and Economic Research (C2ER).

Completers Data: Taken directly from the national IPEDS database (U.S. Dept. of Education's National Center for Education Statistics).

Demographic Data: Compiled from several sources using a specialized process. Sources include annual population estimates and population projections from the US Census Bureau, birth and mortality rates from the US Health Dept., and projected regional job growth.

Industry Data: Various sources depending on the class of worker. (1) For QCEW Employees, Emsi primarily uses the QCEW (Quarterly Census of Employment and Wages), with supplemental estimates from County Business Patterns. (2) Non-QCEW employees data are based on a number of sources including QCEW, Current Employment Statistics, County Business Patterns, BEA State and Local Personal Income reports, the National Industry-Occupation Employment Matrix (NIOEM), the American Community Survey, and Railroad Retirement Board statistics. (3) Self-Employed and Extended Proprietor classes of worker data are primarily based on the American Community Survey, Nonemployer Statistics, and BEA State and Local Personal Income Reports. Projections for QCEW and Non-QCEW Employees are informed by NIOEM and long-term industry projections published by individual states.

Institution Data: Taken directly from the national IPEDS database (U.S. Department of Education's National Center for Education Statistics).

Unemployment Data: Bureau of Labor Statistics' Local Area Unemployment Statistics; updated every two months.

Occupation Data: Based on final Emsi industry data and final Emsi staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates also affected by county-level Emsi earnings by industry.

Educational Attainment Data: Based on Emsi's demographic data and the American Community Survey. By combining these sources, Emsi interpolates for missing years and projects data at the county level. Educational attainment data cover only the population aged 25 years or more and indicate the highest level achieved.

State Data Sources: This report uses state data from the following agencies: Arkansas Department of Workforce Services; Kentucky Office of Employment and Training; Missouri Department of Economic Development; Tennessee Department of Labor and Workforce Development, Research and Statistics Division.