

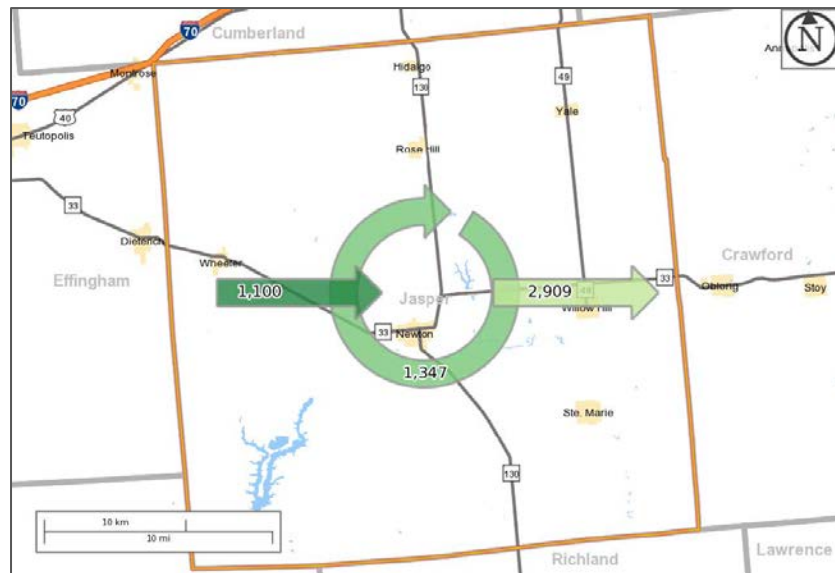


Local Industry and Workforce

The Local Industry and Workforce section displays valuable information about the worker inflow/outflow patterns, the current industry mix, workforce characteristics, and wage rates. This information can be utilized by potential industries in determining whether the right mix and number of employees exist in this market to support its operations. This section also presents valuable wage information necessary to make location decisions.

Inflow/Outflow of Workers

Due to Jasper County's rural nature, it is important to show the travel patterns of workers which may be much different than those of workers living and working in urban or metropolitan areas. Also to note is that miles are equivalent to minutes when it comes to travel distance/time for commuters in the area. According to the "OnTheMap" application created by the U.S. Census Bureau, in 2011, 4,256 Jasper County residents were employed in a job. Of those, 1,347 worked in the County and 2,909 worked outside the County. In that same year, 1,100 workers were employed in Jasper County but resided outside the County borders. This results in a net job outflow of 1,809 workers.



Map Legend

Selection Areas
* Analysis Selection

Inflow/Outflow
◆ Employed and Live in Selection Area
◆ Employed in Selection Area, Live Outside
◆ Live in Selection Area, Employed Outside
Note: Overlay arrows do not indicate directionality of worker flow between home and employment locations.



Of these workers, 14.2 percent were employed in the manufacturing sector, which accounts for the largest percentage of workers found in any one sector reported. Approximately 400 manufacturing jobs currently can be found within Jasper County, therefore one-third of those employed in this sector are employed outside the County. This lends support that additional manufacturing employees are available for new-coming industry to the community.

Jobs by NAICS Industry Sector

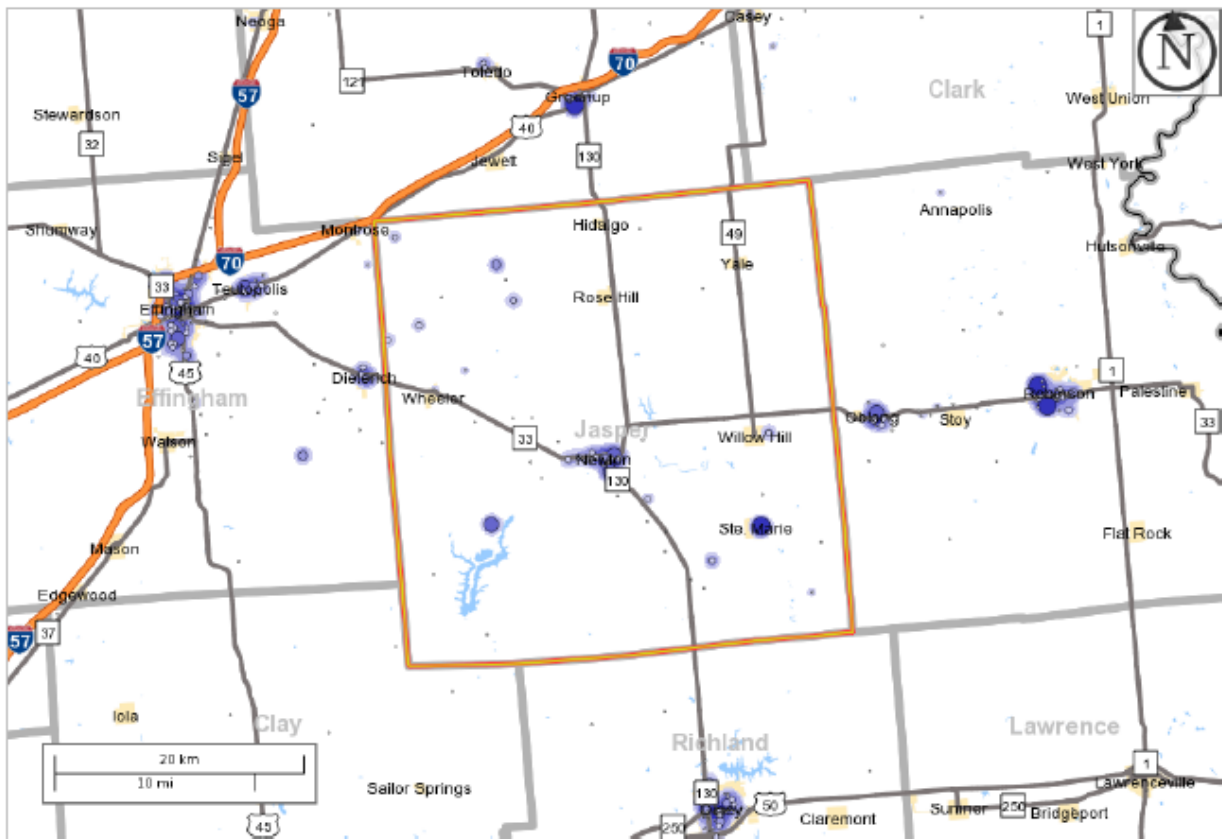
	2011	
	Count	Share
Agriculture, Forestry, Fishing and Hunting	116	2.7%
Mining, Quarrying, and Oil and Gas Extraction	61	1.4%
Utilities	133	3.1%
Construction	216	5.1%
Manufacturing	606	14.2%
Wholesale Trade	252	5.9%
Retail Trade	513	12.1%
Transportation and Warehousing	253	5.9%
Information	32	0.8%
Finance and Insurance	164	3.9%
Real Estate and Rental and Leasing	13	0.3%
Professional, Scientific, and Technical Services	77	1.8%
Management of Companies and Enterprises	14	0.3%
Administration & Support, Waste Management and Remediation	147	3.5%
Educational Services	439	10.3%
Health Care and Social Assistance	492	11.6%
Arts, Entertainment, and Recreation	33	0.8%
Accommodation and Food Services	285	6.7%
Other Services (excluding Public Administration)	141	3.3%
Public Administration	269	6.3%

As shown on the following page, workers migrate to Effingham, Robinson and Olney to work each day. These locations are within 24 miles (minutes) of their homes. Jasper County families have strong ties within the community and therefore choose to commute these longer distances in order to remain close to their family and friends. If new opportunities arose, this workforce would likely choose to gain employment closer to home, increasing the amount of time available for personal obligations while saving money on gas and costly vehicle maintenance.



Counts and Density of Work Locations for All Jobs in Home Selection Area in 2011

All Workers with Home to Work Distance of 10 to 24 miles



Map Legend

Job Density [Jobs/Sq. Mile]

- 5 - 11
- 12 - 29
- 30 - 60
- 61 - 103
- 104 - 159

Job Count [Jobs/Census Block]

- 1 - 3
- 4 - 9
- 10 - 20
- 21 - 34
- 35 - 54

Selection Areas

- Analysis Selection



Employment and Earnings

The U.S. Bureau of Economic Analysis and the U.S. Bureau of Labor Statistics were used in gathering data for this section. When looking at unemployment rates for Jasper County, the rate has increased slightly over the course of the one year from December of 2012 to December of 2013. The rate has increased from 8.4 percent to 8.5 percent with an average 2012 rate of 8.3 percent. The average unemployment rate for the State of Illinois was 8.9 percent for 2012, while the U.S. average rate was 8.1 percent.



Local Industries and Workforce

In 2012, the total earnings of those living in Jasper County was \$388,066,000, of which \$92,833,000 was paid in wages and salaries, \$29,540,000 was paid in supplements to those wages and salaries (employer contributions to pension, insurance and government social security/Medicare), and \$77,134,000 was proprietors' income. The total number of full-time and part-time jobs in the county equaled 2,447. The average earnings per job (yearly) at a median wage were \$35,993. Per capita personal income was \$40,365. During 2012, the State of Illinois showed average earnings per job (yearly) as \$57,943 and per capita personal income as \$45,832.

The following table displays the wages paid to those employed in Jasper County broken down using the Standard Occupational Classification (SOC) System. When comparing this data to the data collected in May of 2012 for the East Central Illinois nonmetropolitan area (includes Clark, Clay, Coles, Crawford, Cumberland, Douglas, Edgar, Effingham, Fayette, Iroquois, Jasper, Lawrence, Marion and Richland counties), Jasper County has a higher median wage than the region as a whole. Jasper County also has a higher median wage for the following occupations: Management, Community and Social Services, Food Preparation and Serving-Related, Building and Grounds Cleaning and Maintenance, Janitors and Cleaners, Sales and Related Occupations, Office and Administrative Support, Bookkeeping/Accounting and Auditing Clerks, Installation/Maintenance and Repair Workers, Production, Transportation and Material Moving, Truck Drivers (Heavy and Tractor-Trailer), and Laborers and Freight/Stock and Material Movers.



Local Industries and Workforce

Region: Jasper County
 Occupational Wages
 Illinois Department of Employment Security
 Wage Data: 2012 Annual

SOC Code	SOC Occupational Title	Entry Wage		Median Wage		Experienced Wage	
		Hourly	Annual	Hourly	Annual	Hourly	Annual
00-0000	Total all occupations	\$10.26	\$21,340	\$17.30	\$35,993	\$24.06	\$50,046
11-0000	Management Occupations	\$16.80	\$34,946	\$33.85	\$70,401	\$40.95	\$85,169
11-1011	Chief Executives	\$28.22	\$58,701	\$39.97	\$83,145	\$45.21	\$94,028
11-1021	General and Operations Managers	\$9.37	\$19,493	\$30.11	\$62,636	\$37.16	\$77,284
13-0000	Business and Financial Operations Occupations	\$14.69	\$30,565	\$21.49	\$44,702	\$25.12	\$52,245
19-0000	Life, Physical, and Social Science Occupations	\$13.05	\$27,135	\$24.24	\$50,425	\$26.22	\$54,529
21-0000	Community and Social Services Occupations	\$13.99	\$29,107	\$24.42	\$50,802	\$28.93	\$60,178
21-1012	Educational, Vocational, and School Counselors	\$22.92	\$47,682	\$30.49	\$63,415	\$36.08	\$75,039
25-0000	Education, Training, and Library Occupations	\$10.32	\$21,462	\$16.97	\$35,296	\$21.06	\$43,797
25-9041	Teacher Assistants	N/A	\$17,879	N/A	\$18,509	N/A	\$20,682
35-0000	Food Preparation and Serving-Related Occupations	\$8.80	\$18,312	\$9.40	\$19,552	\$11.43	\$23,766
37-0000	Building and Grounds Cleaning and Maintenance Occupations	\$10.86	\$22,586	\$13.99	\$29,095	\$16.46	\$34,230
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$10.76	\$22,386	\$13.64	\$28,377	\$15.69	\$32,632
41-0000	Sales and Related Occupations	\$9.08	\$18,885	\$15.50	\$32,244	\$20.15	\$41,921
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$18.29	\$38,048	\$26.77	\$55,681	\$33.08	\$68,803
43-0000	Office and Administrative Support Occupations	\$9.53	\$19,822	\$12.89	\$26,811	\$17.41	\$36,207
43-3031	Bookkeeping, Accounting, and Auditing Clerks	\$10.49	\$21,813	\$15.10	\$31,399	\$17.66	\$36,731
43-5052	Postal Service Mail Carriers	\$19.22	\$39,979	\$19.46	\$40,474	\$23.48	\$48,847
43-6011	Executive Secretaries and Administrative Assistants	\$13.52	\$28,129	\$16.81	\$34,959	\$19.13	\$39,787
43-6014	Secretaries, Except Legal, Medical, and Executive	\$8.72	\$18,142	\$11.28	\$23,470	\$14.09	\$29,316
43-9061	Office Clerks, General	\$8.70	\$18,099	\$10.97	\$22,828	\$13.08	\$27,174
47-0000	Construction and Extraction Occupations	\$14.37	\$29,894	\$18.10	\$37,655	\$26.14	\$54,363
47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers	\$31.44	\$65,403	\$39.97	\$83,129	\$43.65	\$90,800
49-0000	Installation, Maintenance, and Repair Occupations	\$13.88	\$28,879	\$19.05	\$39,622	\$29.01	\$60,339
49-9071	Maintenance and Repair Workers, General	\$12.23	\$25,448	\$15.56	\$32,374	\$16.70	\$34,741
51-0000	Production Occupations	\$11.56	\$24,044	\$24.27	\$50,491	\$30.25	\$62,918
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	\$16.76	\$34,858	\$21.23	\$44,154	\$23.34	\$48,538
53-0000	Transportation and Material Moving Occupations	\$10.22	\$21,250	\$18.11	\$37,688	\$23.61	\$49,112
53-3032	Truck Drivers, Heavy and Tractor-Trailer	\$18.96	\$39,437	\$26.15	\$54,401	\$28.27	\$58,796
53-3033	Truck Drivers, Light or Delivery Services	\$12.43	\$25,850	\$13.10	\$27,253	\$13.94	\$29,000
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$10.82	\$22,511	\$13.57	\$28,231	\$14.68	\$30,524

N/A = Wage data not available

More information is available at www.ides.illinois.gov under Tools & Resources, Data & Statistics



East Central Illinois Nonmetropolitan Area Occupational Wages		
Period: May 2012		
Occupation (SOC code)	Hourly median wage	Annual median wage(2)
All Occupations(000000)	13.65	28,400
Management Occupations(110000)	31.74	66,010
Chief Executives(111011)	48.74	101,380
General and Operations Managers(111021)	30.34	63,100
Business and Financial Operations Occupations(130000)	23.90	49,710
Community and Social Service Occupations(210000)	15.14	31,500
Education Training and Library Occupations(250000)	20.06	41,720
Food Preparation and Serving Related Occupations(350000)	9.02	18,760
Building and Grounds Cleaning and Maintenance Occupations(370000)	10.66	22,170
Janitors and Cleaners Except Maids and Housekeeping Cleaners(372011)	11.28	23,460
Personal Care and Service Occupations(390000)	9.33	19,400
Sales and Related Occupations(410000)	10.53	21,890
Office and Administrative Support Occupations(430000)	11.84	24,630
Bookkeeping Accounting and Auditing Clerks(433031)	12.94	26,920
Postal Service Mail Carriers(435052)	22.43	46,640
Executive Secretaries and Executive Administrative Assistants(436011)	17.89	37,210
Secretaries and Administrative Assistants Except Legal Medical and Executive(436014)	12.48	25,960
Office Clerks General(439061)	10.04	20,880
Construction and Extraction Occupations(470000)	16.97	35,300
Installation Maintenance and Repair Occupations(490000)	16.96	35,280
Maintenance and Repair Workers General(499071)	16.27	33,840
Production Occupations(510000)	14.49	30,130
First-Line Supervisors of Production and Operating Workers(511011)	23.11	48,070
Transportation and Material Moving Occupations(530000)	13.71	28,530
Heavy and Tractor-Trailer Truck Drivers(533032)	17.23	35,840
Laborers and Freight Stock and Material Movers Hand(537062)	11.19	23,280

Footnotes:
 (2) Annual wages have been calculated by multiplying the hourly mean wage by 2080 hours; where an hourly mean wage is not published the annual wage has been directly calculated from the reported survey data.



(4) Wages for some occupations that do not generally work year-round full time are reported either as hourly wages or annual salaries depending on how they are typically paid.

(5) This wage is equal to or greater than \$90.00 per hour or \$187199 per year.

(8) Estimate not released.

SOC code: Standard Occupational Classification code -- see <http://www.bls.gov/soc/home.htm>

Data extracted on August 1 2013

Industry Distribution

Industry distribution can be analyzed by figuring percentages of individual industries based on specific industry employment divided by the total employment in Jasper County. These calculations were found on the U.S. Bureau of Labor Statistics website. Some industries are not represented here as the information is not available to avoid disclosure of confidential information; however estimates for these items are included in the figure for total earnings.

The following table compares the percentage of total earnings for Jasper County to Illinois figures. It is clearly seen that Jasper County's largest industries by employment are retail trade (12.13%) and manufacturing (11.03%). Although the Jasper County percentage of retail trade employment is one of the highest, it is still below the state percentage. The same holds true for manufacturing. Newton serves as home to several manufacturing operations, including GSI Group, TPS Enterprises, Skyline Steel and EVAPCO. Jasper County does have a higher percentage of people employed in the Agriculture, Forestry, Fishing and Hunting Industry than the state, which is not surprising due to the location of several natural areas, lakes and hunting operations within the county. Other Jasper County industries that have higher percentages of employment than the state include: Mining, quarrying, and oil and gas extraction; Construction; Wholesale trade; and Other services, except public administration. Due to the size of Jasper County and the limited number of businesses within various industries, much of the information is not disclosable, such as Utilities; Professional and Technical Services; Administrative and Waste Services; Health Care and Social Assistance; Transportation and Warehousing; Finance and Insurance; Real Estate and Rental and Leasing; Arts, Entertainment and Recreation; and Accommodation and Food Services.



Percentage of Employment (Calculated from Qtrly Census of Employment & Wages Data-2012)

	Illinois	Jasper
Base Industry: Total, all industries	100.00%	100.00%
NAICS 11 Agriculture, forestry, fishing and hunting	0.34%	7.74%
NAICS 21 Mining, quarrying, and oil and gas extraction	0.21%	2.19%
NAICS 22 Utilities	0.49%	ND%
NAICS 23 Construction	3.90%	5.00%
NAICS 31-33 Manufacturing	12.02%	11.03%
NAICS 42 Wholesale trade	6.08%	8.96%
NAICS 44-45 Retail trade	12.32%	12.13%
NAICS 54 Professional and technical services	7.50%	ND%
NAICS 55 Management of companies and enterprises	2.12%	NC
NAICS 56 Administrative and waste services	8.20%	ND%
NAICS 61 Educational services	2.91%	NC
NAICS 62 Health care and social assistance	14.66%	ND%
NAICS 48-49 Transportation and warehousing	4.65%	ND%
NAICS 51 Information	2.07%	1.65%
NAICS 52 Finance and insurance	5.79%	ND%
NAICS 53 Real estate and rental and leasing	1.49%	ND%
NAICS 71 Arts, entertainment, and recreation	1.63%	ND%
NAICS 72 Accommodation and food services	9.43%	ND%
NAICS 81 Other services, except public administration	4.10%	7.01%
NAICS 99 Unclassified	0.11%	ND%
Footnotes:		
(ND) Not Disclosable		
(NC) Not Calculable, the data does not exist or it is zero		
Percentage of Employment: Ratio of industry employment to base-industry employment times 100.		

Source: U.S. Bureau of Labor Statistics

Another mode of analyzing an area's distribution of employment by industry is to compare it to a reference or base area's distribution using ratios or Location Quotients (LQ). In this instance, the State of Illinois will be used as the reference area. The reference industry is the All Industry total. If a LQ is equal to or greater than 1, then the industry has the same or greater share of its area employment as it does in the reference area. The following table shows the LQs for each of the major sectors. Some are not represented due to confidentiality. The LQs show that both NAICS 11 (Agriculture, forestry, fishing and hunting) and NAICS 21 (Mining, quarrying, and oil and gas extraction) have a greater share of the local area employment than that of the State of Illinois. All other sectors do not have a strong variance when compared to the state levels.



Location Quotients calculated from Quarterly Census of Employment and Wages Data	
Industry	Jasper County, Illinois
Base Industry: Total, all industries	1.00
NAICS 11 Agriculture, forestry, fishing and hunting	22.79
NAICS 21 Mining, quarrying, and oil and gas extraction	10.53
NAICS 22 Utilities	ND
NAICS 23 Construction	1.28
NAICS 31-33 Manufacturing	0.92
NAICS 42 Wholesale trade	1.47
NAICS 44-45 Retail trade	0.98
NAICS 54 Professional and technical services	ND
NAICS 55 Management of companies and enterprises	NC
NAICS 56 Administrative and waste services	ND
NAICS 61 Educational services	NC
NAICS 62 Health care and social assistance	ND
NAICS 48-49 Transportation and warehousing	ND
NAICS 51 Information	0.80
NAICS 52 Finance and insurance	ND
NAICS 53 Real estate and rental and leasing	ND
NAICS 71 Arts, entertainment, and recreation	ND
NAICS 72 Accommodation and food services	ND
NAICS 81 Other services, except public administration	1.71
NAICS 99 Unclassified	ND
Footnotes:	
(ND) Not Disclosable	
(NC) Not Calculable, the data does not exist or it is zero	
Location Quotient: Ratio of analysis-industry employment in the analysis area to base-industry employment in the analysis area divided by the ratio of analysis-industry employment in the base area to base-industry employment in the base area.	

Source: U.S. Bureau of Labor Statistics

Jasper County is bordered to the north by Cumberland County, to the east by Crawford County, to the south by Richland County and to the west by Effingham County. Effingham County is not comparable to Jasper County because of its much larger population and demographical makeup. Therefore we compare Jasper to its other three neighbors. The following tables demonstrate how the four counties compare.



Employment calculated from Quarterly Census of Employment and Wages Data

Industry	Jasper County, Illinois	Richland County, Illinois	Cumberland County, Illinois	Clark County, Illinois
Base Industry: Total, all industries	1,641	5,143	1,926	3,470
NAICS 11 Agriculture, forestry, fishing and hunting	127	34	ND	46
NAICS 21 Mining, quarrying, and oil and gas extraction	36	157	ND	62
NAICS 22 Utilities	ND	ND	ND	ND
NAICS 23 Construction	82	106	73	329
NAICS 31-33 Manufacturing	181	475	451	1,120
NAICS 42 Wholesale trade	147	353	177	111
NAICS 44-45 Retail trade	199	714	404	474
NAICS 54 Professional and technical services	ND	ND	ND	ND
NAICS 55 Management of companies and enterprises	NC	NC	NC	NC
NAICS 56 Administrative and waste services	ND	ND	ND	ND
NAICS 61 Educational services	NC	NC	NC	NC
NAICS 62 Health care and social assistance	ND	ND	ND	ND
NAICS 48-49 Transportation and warehousing	ND	ND	ND	ND
NAICS 51 Information	27	92	ND	27
NAICS 52 Finance and insurance	ND	ND	ND	ND
NAICS 53 Real estate and rental and leasing	ND	ND	ND	ND
NAICS 71 Arts, entertainment, and recreation	ND	ND	ND	ND
NAICS 72 Accommodation and food services	ND	ND	ND	ND
NAICS 81 Other services, except public administration	115	126	44	74
NAICS 99 Unclassified	ND	ND	ND	ND

Footnotes:

[\(ND\)](#) Not Disclosable

[\(NC\)](#) Not Calculable, the data does not exist or it is zero



Percentage of Employment calculated from Quarterly Census of Employment and Wages Data

Industry	Jasper County, Illinois	Richland County, Illinois	Cumberland County, Illinois	Clark County, Illinois
Base Industry: Total, all industries	100.00%	100.00%	100.00%	100.00%
NAICS 11 Agriculture, forestry, fishing and hunting	7.74%	0.66%	ND%	1.33%
NAICS 21 Mining, quarrying, and oil and gas extraction	2.19%	3.05%	ND%	1.79%
NAICS 22 Utilities	ND%	ND%	ND%	ND%
NAICS 23 Construction	5.00%	2.06%	3.79%	9.48%
NAICS 31-33 Manufacturing	11.03%	9.24%	23.42%	32.28%
NAICS 42 Wholesale trade	8.96%	6.86%	9.19%	3.20%
NAICS 44-45 Retail trade	12.13%	13.88%	20.98%	13.66%
NAICS 54 Professional and technical services	ND%	ND%	ND%	ND%
NAICS 55 Management of companies and enterprises	NC	NC	NC	NC
NAICS 56 Administrative and waste services	ND%	ND%	ND%	ND%
NAICS 61 Educational services	NC	NC	NC	NC
NAICS 62 Health care and social assistance	ND%	ND%	ND%	ND%
NAICS 48-49 Transportation and warehousing	ND%	ND%	ND%	ND%
NAICS 51 Information	1.65%	1.79%	ND%	0.78%
NAICS 52 Finance and insurance	ND%	ND%	ND%	ND%
NAICS 53 Real estate and rental and leasing	ND%	ND%	ND%	ND%
NAICS 71 Arts, entertainment, and recreation	ND%	ND%	ND%	ND%
NAICS 72 Accommodation and food services	ND%	ND%	ND%	ND%
NAICS 81 Other services, except public administration	7.01%	2.45%	2.28%	2.13%
NAICS 99 Unclassified	ND%	ND%	ND%	ND%

Footnotes:

[\(ND\)](#) Not Disclosable

[\(NC\)](#) Not Calculable, the data does not exist or it is zero

Percentage of Employment: Ratio of industry employment to base-industry employment times 100.



Location Quotients (LQ) can also be used to compare Jasper County to other counties' distribution of employment by industry to see how it measures against its neighbors. Previously we used the State of Illinois as the reference area and compared Jasper County to it. In this instance, Jasper County will be used as the reference area and we will compare the surrounding counties to it. The reference industry is the All Industry total. If a LQ is equal to or greater than 1, then the industry has the same or greater share of its area employment as it does in the Jasper County.

Location Quotients calculated from Quarterly Census of Employment and Wages Data			
Industry	Richland County, Illinois	Cumberland County, Illinois	Clark County, Illinois
Base Industry: Total, all industries	1.00	1.00	1.00
NAICS 11 Agriculture, forestry, fishing and hunting	0.09	ND	0.17
NAICS 21 Mining, quarrying, and oil and gas extraction	1.39	ND	0.81
NAICS 22 Utilities	ND	ND	ND
NAICS 23 Construction	0.41	0.76	1.90
NAICS 31-33 Manufacturing	0.84	2.12	2.93
NAICS 42 Wholesale trade	0.77	1.03	0.36
NAICS 44-45 Retail trade	1.14	1.73	1.13
NAICS 54 Professional and technical services	ND	ND	ND
NAICS 56 Administrative and waste services	ND	ND	ND
NAICS 62 Health care and social assistance	ND	ND	ND
NAICS 48-49 Transportation and warehousing	ND	ND	ND
NAICS 51 Information	1.09	ND	0.47
NAICS 52 Finance and insurance	ND	ND	ND
NAICS 53 Real estate and rental and leasing	ND	ND	ND
NAICS 81 Other services, except public administration	0.35	0.33	0.30
Footnotes:			
(ND) Not Disclosable			
(NC) Not Calculable, the data does not exist or it is zero			
Location Quotient: Ratio of analysis-industry employment in the analysis area to base-industry employment in the analysis area divided by the ratio of analysis-industry employment in the base area to base-industry employment in the base area.			



Local Labor Market Assessment

The Southeastern Alliance of Illinois and Ameren Corporation funded a Workforce Assessment for Clay, Crawford, Lawrence, Jasper, Richland, Wabash, and Wayne counties in 2012. The information contained within the report was gathered by emailing electronic surveys to 91 business firms in the region and receiving 41 responses. Seventy-eight percent of respondents were manufacturers and 22 percent were service/other businesses. Five of these 41 respondents were manufacturing/logistics employers in Jasper County. The full report and information just on the Jasper County respondents can be viewed upon request to the Jasper County Economic Development, Inc. (JEDI).

Employment Profile

In summary, the Assessment shows an average length of employment per employee is 10.4 years. The average age of employees is 44.9 years. Employees average 12.9 years of education. The education attainment of those employed by the responding firms with bachelor's degrees or higher is 10.6 percent compared to the Illinois' 30.3 percent for the population aged 25 years and older. The average unscheduled absenteeism rate for the manufacturing respondents over a 12-month period is 4.9 percent. For manufacturers with 100 or more employees the absenteeism rate is 4.4 percent. The average turnover rate over a 12-month period is 6.9 percent. An average of 45.1 percent of employees live within 10 miles of their workplace and 35.8 percent commute from 10 to 30 miles to work. Of the remaining, 19.2 percent commute 31 or more miles to work. The average commute time to work (minutes) according to the U.S. Census for Illinois residents is 28.1 and 25.2 for U.S residents.

Workforce Quality Characteristics

Respondents were asked to rank 12 workforce quality characteristics on a scale of five (excellent) to one (poor). A rating of three is considered average. Product Quality received the highest rating of 4.27. Availability of Job Applicants ranked the lowest with a score of 2.66. Eleven of the twelve quality characteristics received ratings above 3.0, the statistical average.

All 12 quality characteristics received at least one excellent (5) rating while five received a poor (1) rating. Safety, Productivity, Product Quality, Honesty, Reliability, and Trainability all received at least eleven excellent ratings. The overall workforce quality index is 3.72 and the overall statistical average is 3.00.

Workforce Skills Characteristics

Respondents were also asked to rate twelve workforce skill characteristics found in employees on a scale of five (excellent) to one (poor). A rating of three is considered average. Operations Monitoring is rated highest at 3.76. Science ranked lowest with 2.63. Two of the skill characteristics rated below the statistical average of 3.00. Generally, employers evaluated all skill characteristics of the local workforce as average or above.



All 12 skill characteristics received at least one excellent (5) rating while five received at least one poor (1) rating. Reading Comprehension, Operations Monitoring, Troubleshooting, and Active Learning received five or more excellent (5) ratings. The overall workforce skill index is 3.42 and the overall statistical average is 3.00.

Employer Practices

The respondents were asked questions regarding their practices and experiences as it applied to the availability of job applicants. Overall, approximately 71 percent of firms indicated that they would need to review 16 or more qualified applicants to fill five available positions.

Applications (reviewed to fill 5 positions)	Overall	Manufacturing	Service/Other
Less than 16	29.3%	25.0%	44.4%
16 -- 30	39.0%	37.5%	44.4%
31 -- 60	22.0%	25.0%	11.1%
61 Or More	9.8%	12.5%	0.0%
Total	100.0%	100.0%	100.0%

Source: Southeast Alliance of Illinois Workforce Assessment prepared by The Growth Services Group, December 2012.

Ninety percent of the respondents have a formal training program with 68 percent of the firms providing training with both internal and external providers. Sixty-three percent of employers use public or private employment agencies to hire employees. Of those, eight percent use public employment agencies and 92 percent use private companies. Forty-four percent of the respondents have a written diversity plan. Fifty percent of all manufacturer respondents utilize self-directed work teams.

Workforce Compensation

Employee benefits packages vary greatly amongst employers. Benefits make up a large portion of costs associated with the workforce. Larger employer groups and the government/private sector often provide better overall benefit plans for their employees because of the high costs associated with offering these voluntary and mandated (includes Medicare, Social Security, etc) compensation. Employers provide an estimated 27.5 percent of an employee's total compensation as a contribution for benefits. This compares to the first quarter of 2012 Bureau of Labor Statistics (BLS) that showed private industry contributions at 29.6 percent.

Responses show a variety of benefit programs are made available to employees. Ninety-two percent of the firms responding contribute to or provide health insurance for their employees with 30 (73 percent) of the firms contributing 75 percent or more toward coverage. Over 46 percent of the employers contribute 50 percent or more to dental insurance programs and 49 percent contribute to vision care programs.

Dependent coverage for health insurance is offered with contributions by 78 percent of the firms responding to the survey. Thirty-two percent of the firms contribute to dependent vision insurance coverage and 41 percent contribute to group life insurance coverage for dependents.



Fifteen percent of the employers offer both a pension plan (defined benefit) and a 401(k) plan or similar public sector (defined contribution) plan and 68 percent offer only a 401(k) plan. Of those offering the 401(k) plan, 89 percent contributed a company match. Two percent offered no retirement benefits.

Employees are provided an average of 9 paid holidays per year by responding employers. According to the 2011 Bureau of Labor Statistics (BLS), all workers private, local, and state government average 13 holidays per year.

Forty-four percent report offering company-sponsored tuition programs for their employees with 1.8 percent of employees participating in the programs.

Wages and Salaries

The overall average hourly wage for the Southeastern Illinois area labor market is \$18.63 and compares to the 2011 BLS national average wage of \$21.35 and Illinois average of \$22.38. The Southeastern Illinois labor market hourly wage average is 13.7 percent below the national average and 16.6 below the State of Illinois.

The table following displays a wage summary for the Southeastern Illinois region. All wages and salaries are weighted by number of employees. In some cases there are wide ranges from the minimum starting to the maximum starting values. Employer types by industry and employment level (number of employees) impact the values reported by the respondents. A different mix of reporting respondents could well change the results.

WAGE COMPENSATION SUMMARY

Job Classification	Low Starting Wage	Average Starting Wage	High Starting Wage	Overall Average Wage	Number of Employees*
Cashiers	\$8.25	\$8.48	\$9.50	\$8.85	18
Retail Sales Person	\$9.20	\$10.30	\$10.60	\$12.14	8
Sales Representatives	\$14.42	\$20.33	\$24.04	\$26.55	13
Bookkeeping, Accounting & Audit Clerks	\$8.90	\$13.67	\$17.97	\$16.95	38
Customer Service Rep	\$9.00	\$13.66	\$18.09	\$16.02	32
Office File Clerks	\$8.75	\$10.88	\$12.40	\$13.44	16
Receptionists & Clerks	\$11.25	\$12.55	\$15.87	\$13.66	9
Secretaries & Admin Assistants	\$10.00	\$13.25	\$16.00	\$16.98	28
Production Assemblers/Other Workers	\$8.00	\$13.04	\$17.96	\$15.82	973
Data Entry & Processing	\$8.50	\$12.49	\$14.50	\$14.31	20
First-Line Supervisors	\$8.75	\$18.52	\$35.14	\$22.29	129
Electronics Assemblers	\$10.00	\$13.43	\$17.96	\$15.15	66



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Metal Fabricators	\$9.10	\$11.85	\$14.90	\$13.86	38
Computerized Machine Operators	\$10.00	\$12.19	\$16.00	\$14.30	64
Machine Tool Operators	\$9.50	\$11.19	\$13.38	\$13.70	119
Machinists	\$10.50	\$11.75	\$18.49	\$15.98	88
Tool and Die Makers	\$10.50	\$17.94	\$22.20	\$23.19	20
Welding, Brazing Workers	\$12.00	\$13.47	\$14.80	\$16.53	15
Inspectors, Testers & Sorters	\$9.00	\$14.44	\$19.69	\$17.09	59
Team Assemblers	\$8.50	\$11.50	\$14.00	\$13.63	274
Truck Drivers/Heavy	\$10.20	\$20.37	\$29.00	\$22.49	179
Truck Driver/Light Delivery	\$9.62	\$12.22	\$14.00	\$14.80	13
Fork Lift & Equipment Operators	\$8.25	\$14.13	\$16.95	\$18.75	189
Warehouse & Material Movers	\$9.00	\$13.00	\$16.95	\$15.46	197
Laborers & Production Workers	\$8.50	\$11.94	\$16.20	\$14.15	184
Registered Nurse	\$17.80	\$19.96	\$26.50	\$23.89	7
Janitors & Cleaners	\$7.50	\$9.75	\$12.50	\$12.26	20
Automotive Technicians & Repairs	\$12.50	\$12.64	\$13.50	\$18.06	57
Industrial Machinery Mechanics	\$10.50	\$17.03	\$19.00	\$22.34	226

Source: Southeast Alliance of Illinois Workforce Assessment prepared by The Growth Services Group, December 2012.

Wage Rate Comparisons to State and National Averages

The current market salary and wage rates for the Southeastern Alliance of Illinois Area labor market compare favorably and in most job classifications are competitive with other state and national labor markets. While this survey data relates information for December 2012, the state and national data from the BLS has a 2011 timeline for comparison. Since wage rates change from year to year the actual rates for the national markets may be slightly lower or mostly higher.

ANNUAL AVERAGE SALARY BY JOB POSITION

Job Classification*	Survey Average	Illinois State**	National USA**
Management			
Marketing & Sales Managers	\$66,300	\$110,700	\$122,720
Human Resources Managers	\$68,312	\$101,090	\$108,600
General & Operations Managers	\$83,846	\$110,870	\$113,100
Transportation Managers	\$62,584	\$77,660	\$86,630
Financial/Controller Manager	\$79,459	\$115,230	\$116,970
Administrative/Office Managers	\$58,101	\$67,360	\$84,390



Business & Financial Operations			
Buyers & Purchasing Agents	\$51,703	\$60,890	\$60,160
Accountants & Auditors	\$44,739	\$71,330	\$68,960
Computer & Mathematical			
Computer Programmers	\$52,570	\$75,620	\$74,900
Database Administrators	\$47,657	\$79,600	\$75,730
Network Systems Administrators	\$47,350	\$72,810	\$72,200
Architecture & Engineering			
Electrical/Electronic Engineers	\$57,823	\$86,370	\$90,270
Industrial Engineers	\$68,577	\$71,700	\$78,450
Mechanical Engineers	\$68,556	\$87,760	\$82,480
Engineering Technicians	\$55,976	\$55,870	\$59,060
Chemists and Material Scientists	\$69,944	\$70,960	\$78,100

Source: Southeast Alliance of Illinois Workforce Assessment prepared by The Growth Services Group, December 2012.

HOURLY AVERAGE WAGE BY JOB POSITION

Job Classification*	Survey Average	Illinois State**	National USA**
Sales and Related Occupations			
Cashiers	\$8.85	\$9.84	\$9.52
Sales Representatives Commercial	\$26.55	\$31.52	\$30.16
Retail Salesperson	\$12.14	\$12.31	\$12.02
Office & Administrative Support			
Bookkeeping & Accounting & Auditing Clerks	\$16.95	\$17.47	\$16.99
Customer Service Representatives	\$16.02	\$16.78	\$15.76
Office/File Clerks	\$13.44	\$14.30	\$12.88
Receptionists & Information Clerks	\$13.66	\$13.07	\$12.63
Secretaries & Administrative Assistants	\$16.98	\$22.44	\$22.05
Data Entry Operators	\$14.31	\$14.88	\$13.65
Production Occupations			
Line Supervisors/Foreman	\$22.29	\$28.75	\$27.01
Electronics Assemblers	\$15.15	\$15.38	\$14.96
Metal Fabricators and Fitters	\$13.86	\$17.46	\$17.26
Team Assemblers	\$13.63	\$14.31	\$14.05
Production Assembly	\$15.82	\$13.63	\$14.92
Computer Equipment Operators	\$14.30	\$18.75	\$17.26
Machine Tool Operators	\$13.70	\$15.08	\$14.76



Local Industries and Workforce

Machinists	\$15.98	\$19.27	\$19.13
Tool & Die Makers	\$23.19	\$24.11	\$23.42
Welding & Brazing Workers	\$16.53	\$18.09	\$17.96
Inspectors, Testers & Sorters	\$17.09	\$18.07	\$17.09
Laborer and Production Helpers	\$14.15	\$11.76	\$11.66
Transportation and Material Moving			
Truck Drivers/Heavy	\$22.49	\$21.15	\$18.97
Truck Drivers/Light Delivery	\$14.80	\$16.87	\$15.45
Fork Lift and Equipment Operators	\$18.75	\$15.16	\$15.15
Warehouse Laborers & Material Movers	\$15.46	\$12.62	\$12.36
Other Job Classifications			
Registered Nurse	\$23.89	\$32.31	\$32.56
Janitors and Cleaners	\$12.26	\$12.47	\$11.81
Automotive Technicians & Mechanics	\$18.06	\$18.09	\$18.36
Industrial Machinery Mechanics	\$22.34	\$24.13	\$22.65
Overall Averages (All Salary and Wage)	\$18.63	\$22.38	\$21.35

Source: Southeast Alliance of Illinois Workforce Assessment prepared by The Growth Services Group, December 2012.