

# Regional Workforce Overview

Emsi Q1 2017 Data Set

March 2017

Emsi



Moscow, Idaho 83843

# Parameters

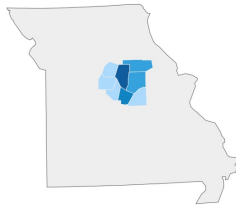
## Regions

Code	Description
29007	Audrain County, MO
29019	Boone County, MO
29027	Callaway County, MO
29051	Cole County, MO
29053	Cooper County, MO
29089	Howard County, MO
29135	Moniteau County, MO
29151	Osage County, MO

## Datarun

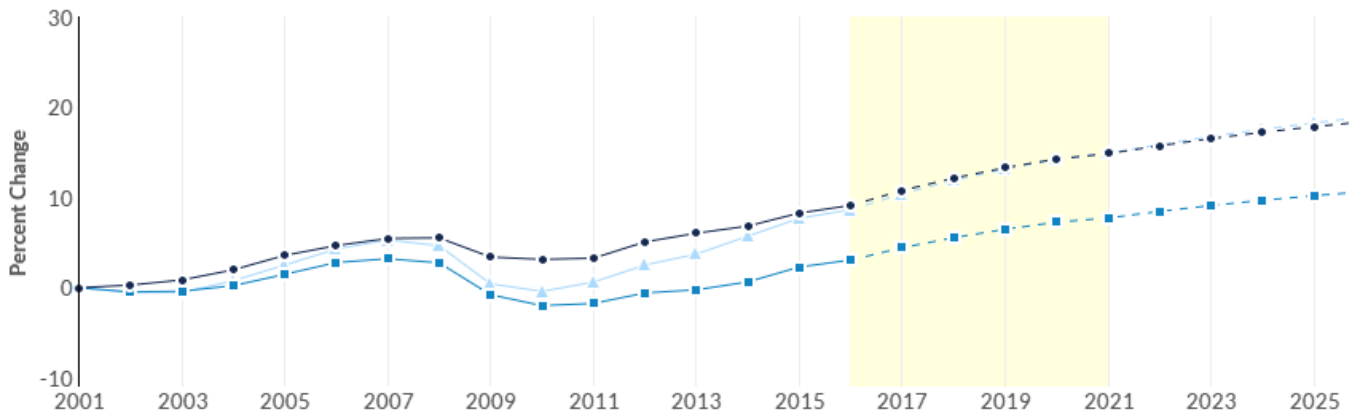
2017.1 - QCEW Employees, Non-QCEW Employees, and Self-Employed

# Economy Overview



Population (2016)	382.8K
Jobs (2016)	203.8K
Earnings (2016)	\$48.4K
COL Adjusted Average Earnings (2016)	\$50.2K
Unemployed (10/2016)	6.2K
Completions (2015)	16.7K
GRP (2016)	\$15.8B
Exports (2016)	\$29.2B
Imports (2016)	\$22.9B

## Regional Trends



Region	2016 Jobs	2021 Jobs	Change	% Change
● Region	203,847	214,573	10,726	5.3%
■ State	3,067,194	3,205,926	138,732	4.5%
▲ Nation	157,312,564	166,373,509	9,060,945	5.8%

## 2016 Gender Demographics



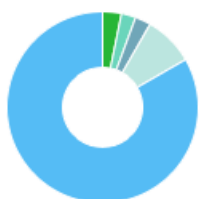
Gender	2016 Population	2016 Percent
Males	189,366	49.5%
Females	193,471	50.5%

## 2016 Age Cohort Demographics



Age Cohort	2016 Population	2016 Percent
Under 20 years	97,436	25.5%
20 to 39 years	118,134	30.9%
40 to 59 years	92,851	24.3%
60 to 79 years	61,309	16.0%
80 years and over	13,107	3.4%

## 2016 Race/Ethnicity Demographics



Race/Ethnicity	2016 Population	2016 Percent
All Other Race/Ethnicities	12,123	3.2%
White, Hispanic	9,349	2.4%
Asian, Non-Hispanic	10,195	2.7%
Black, Non-Hispanic	32,276	8.4%
White, Non-Hispanic	318,893	83.3%

## 2016 Educational Attainment



Education Level	2016 Population	2016 Percent
Less Than 9th Grade	10,152	4.1%
9th Grade to 12th Grade	16,882	6.9%
High School Diploma	75,271	30.7%
Some College	46,363	18.9%
Associate's Degree	16,543	6.7%
Bachelor's Degree	47,874	19.5%
Graduate Degree and Higher	32,083	13.1%

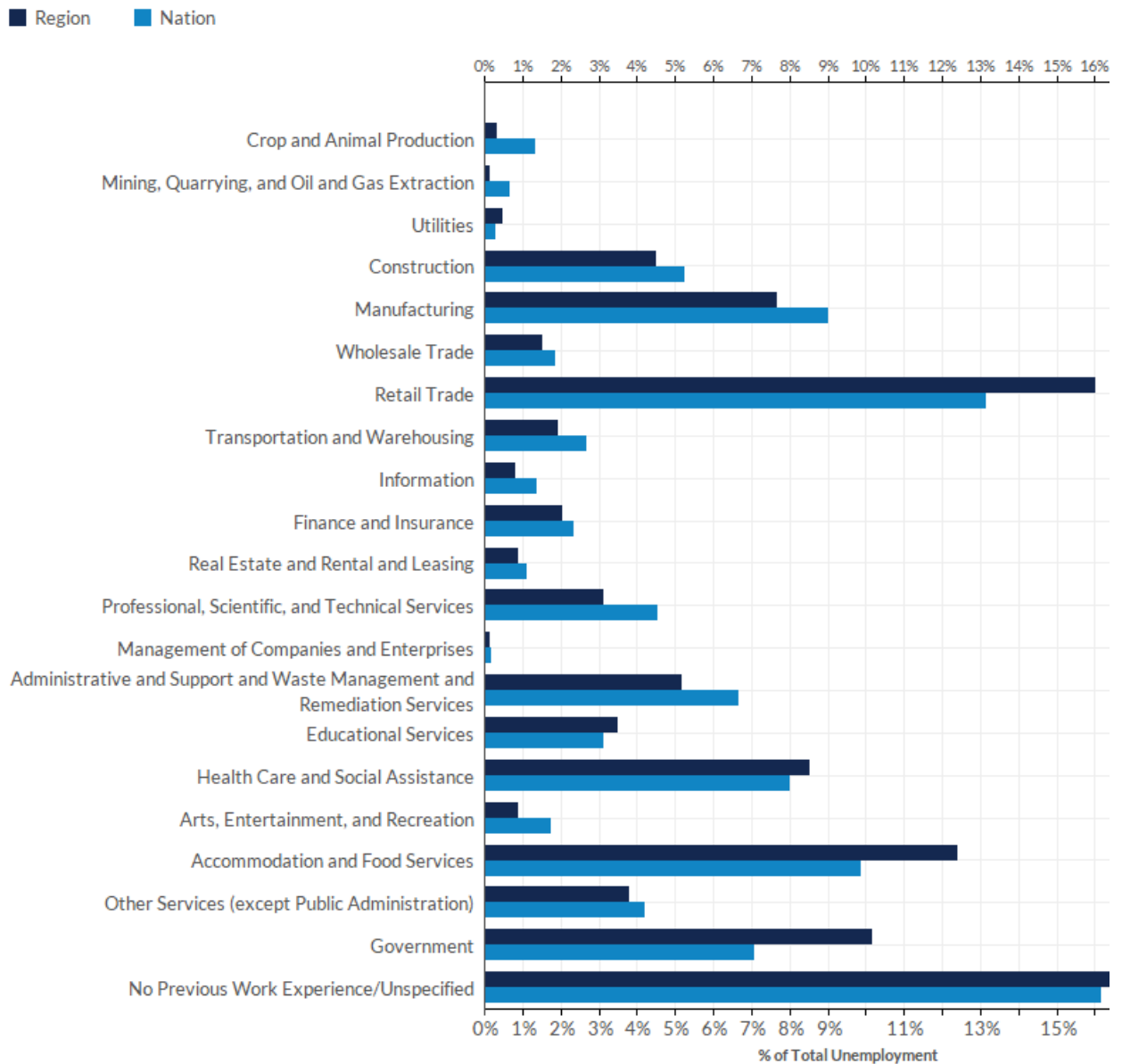
### Top Program Completions

CIP	Program	Completions (2015)
52	Business, management, marketing, and related support services	3,385
51	Health professions and related programs	2,105
13	Education	1,815
24	Liberal arts and sciences, general studies and humanities	1,584
09	Communication, journalism, and related programs	768
42	Psychology	675
14	Engineering	650
44	Public administration and social service professions	610
43	Homeland security, law enforcement, firefighting and related protective services	554
26	Biological and biomedical sciences	536

# Unemployment by Industry

6,199

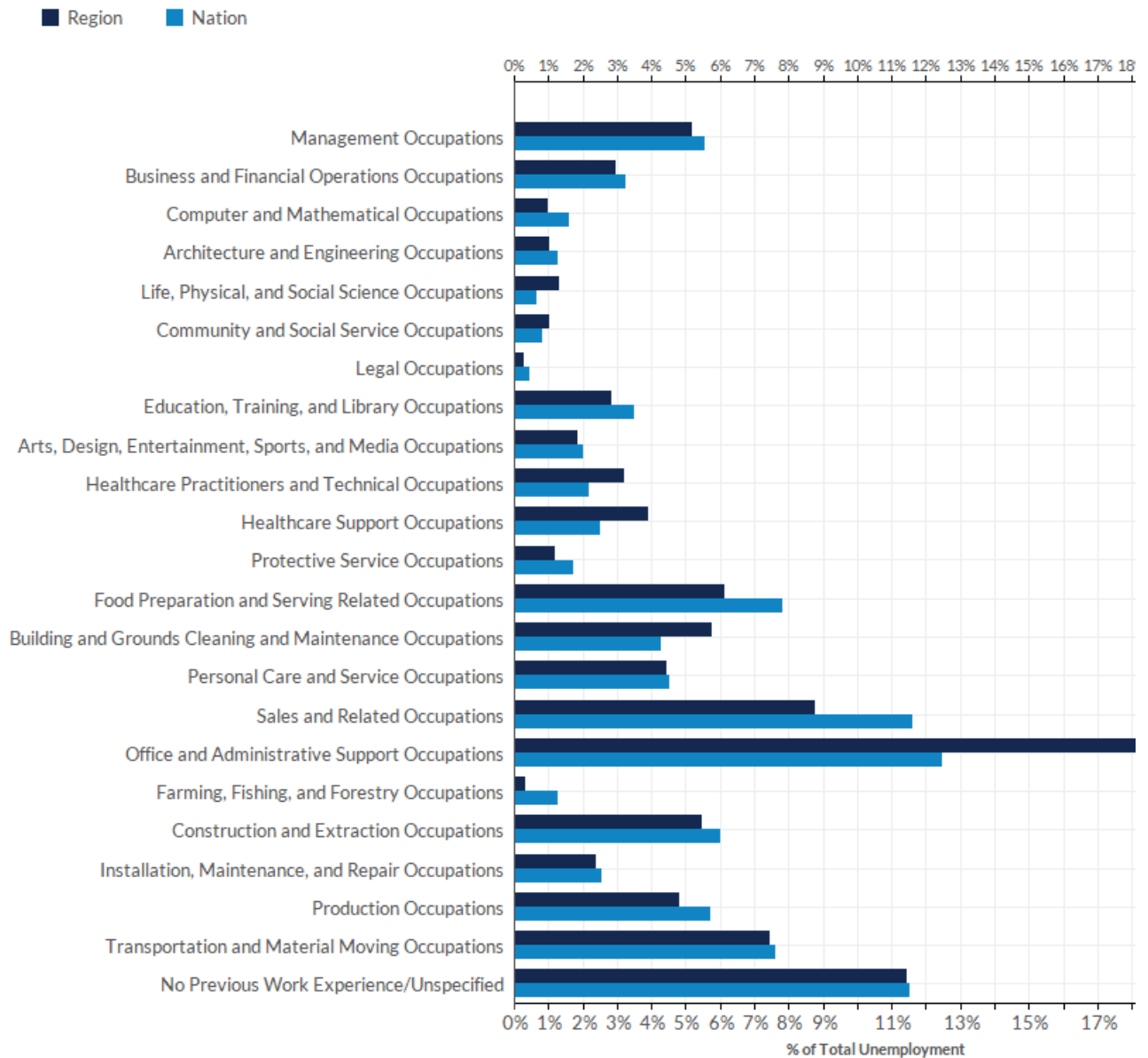
Total Unemployment (10/2016)



# Unemployment by Occupation

6,199

Total Unemployment (10/2016)



## Jobs by Industry

203,847






















Total Jobs (2016)

50.1%

Male  
(National: 51.5%)

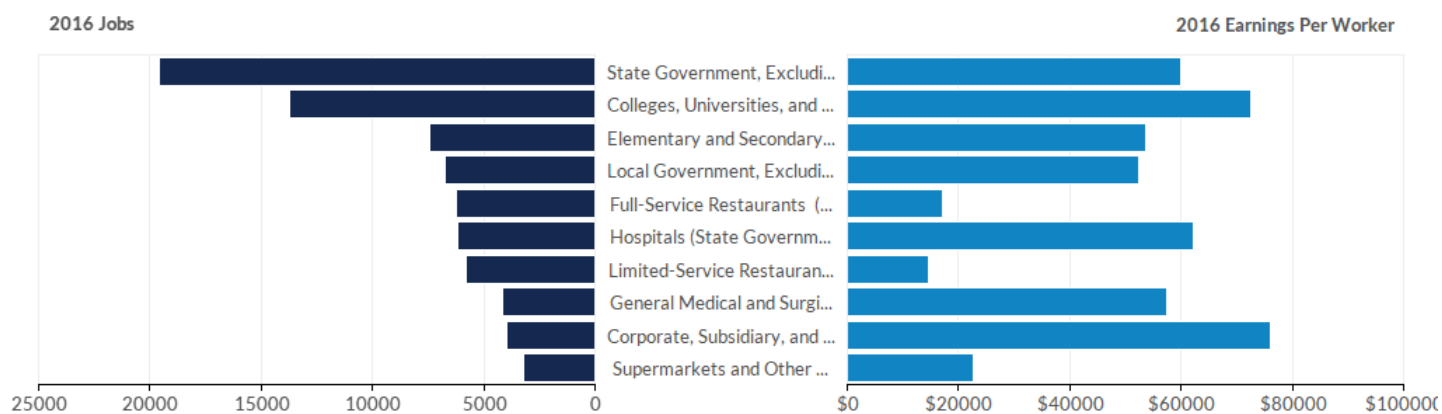
49.9%

Female  
(National: 48.5%)

NAICS	Industry	2016 Jobs
11	Crop and Animal Production	2,653 
21	Mining, Quarrying, and Oil and Gas Extraction	230 
22	Utilities	1,385 
23	Construction	9,780 
31	Manufacturing	12,548 
42	Wholesale Trade	5,495 
44	Retail Trade	22,992 
48	Transportation and Warehousing	4,066 
51	Information	2,818 
52	Finance and Insurance	7,000 
53	Real Estate and Rental and Leasing	2,319 
54	Professional, Scientific, and Technical Services	7,834 
55	Management of Companies and Enterprises	4,184 
56	Administrative and Support and Waste Management and Remediation Services	8,033 
61	Educational Services	4,693 
62	Health Care and Social Assistance	21,226 
71	Arts, Entertainment, and Recreation	1,947 
72	Accommodation and Food Services	16,600 
81	Other Services (except Public Administration)	8,727 
90	Government	59,317 
99	Unclassified Industry	0 

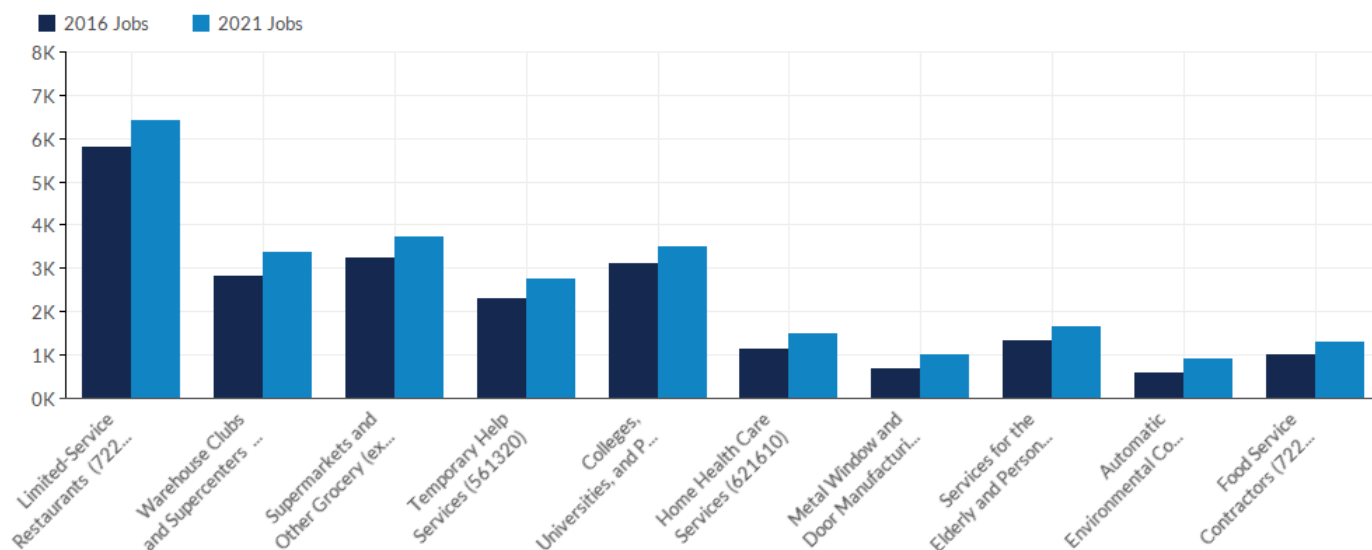


# Largest Industries



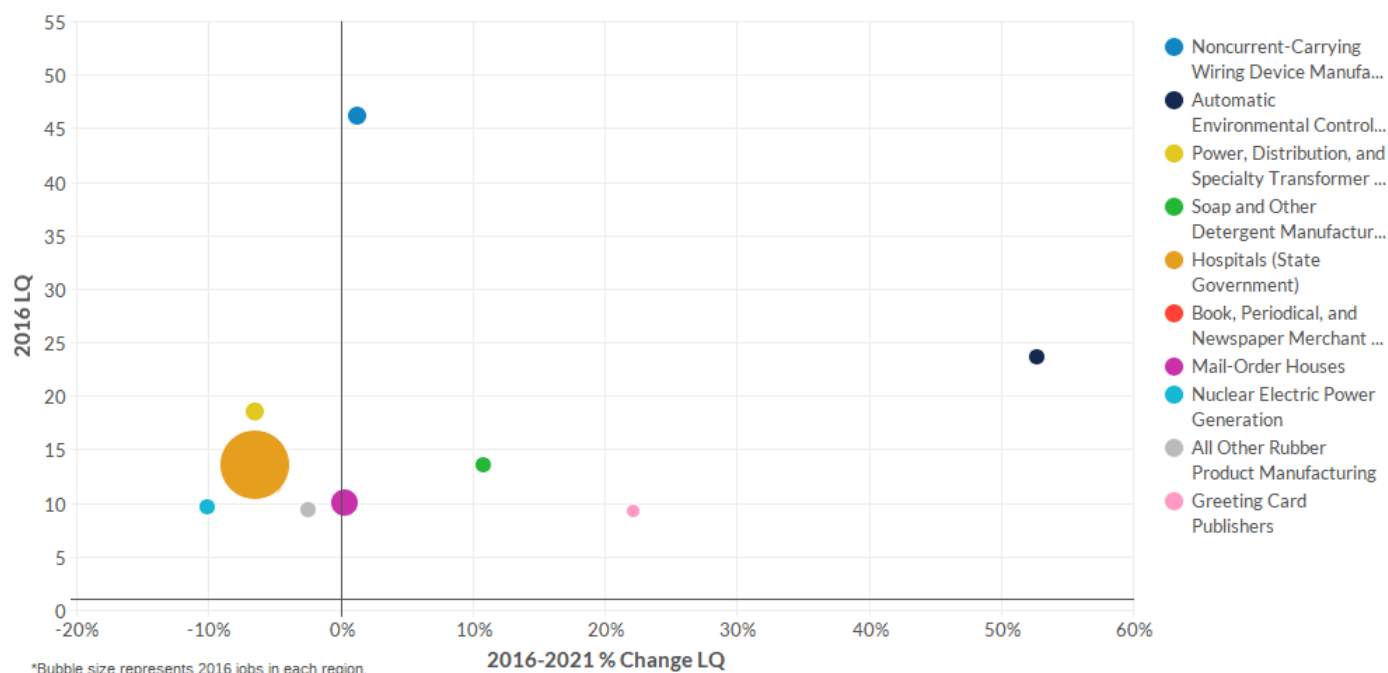
Industry	2016 Jobs	2021 Jobs	Change in Jobs (2016-2021)	% Change	2016 Earnings Per Worker
State Government, Excluding Education and Hospitals	19,592	18,842	-750	-4%	\$59,934
Colleges, Universities, and Professional Schools (State Government)	13,700	13,720	20	0%	\$72,635
Elementary and Secondary Schools (Local Government)	7,401	7,220	-181	-2%	\$53,723
Local Government, Excluding Education and Hospitals	6,769	7,064	295	4%	\$52,328
Full-Service Restaurants	6,240	6,499	259	4%	\$17,151
Hospitals (State Government)	6,186	6,081	-105	-2%	\$62,223
Limited-Service Restaurants	5,803	6,426	623	11%	\$14,619
General Medical and Surgical Hospitals	4,158	3,996	-162	-4%	\$57,400
Corporate, Subsidiary, and Regional Managing Offices	3,986	4,295	308	8%	\$76,133
Supermarkets and Other Grocery (except Convenience) Stores	3,226	3,726	500	16%	\$22,591

## Fastest Growing Industries



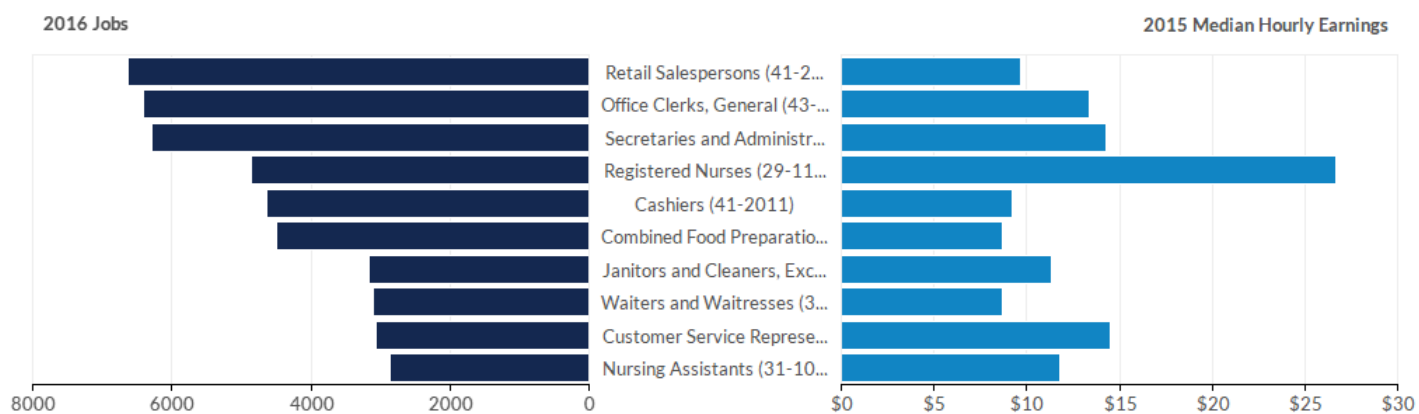
Industry	2016 Jobs	2021 Jobs	Change in Jobs (2016-2021)	% Change	2016 Earnings Per Worker
Limited-Service Restaurants	5,803	6,426	623	11%	\$14,619
Warehouse Clubs and Supercenters	2,824	3,384	560	20%	\$30,002
Supermarkets and Other Grocery (except Convenience) Stores	3,226	3,726	500	16%	\$22,591
Temporary Help Services	2,308	2,755	447	19%	\$27,909
Colleges, Universities, and Professional Schools	3,120	3,493	373	12%	\$34,977
Home Health Care Services	1,143	1,498	355	31%	\$35,166
Metal Window and Door Manufacturing	676	1,017	341	50%	\$53,013
Services for the Elderly and Persons with Disabilities	1,325	1,657	332	25%	\$21,577
Automatic Environmental Control Manufacturing for Residential, Commercial, and Appliance Use	570	894	324	57%	\$66,120
Food Service Contractors	994	1,310	316	32%	\$24,860

# Highest Industry Location Quotient



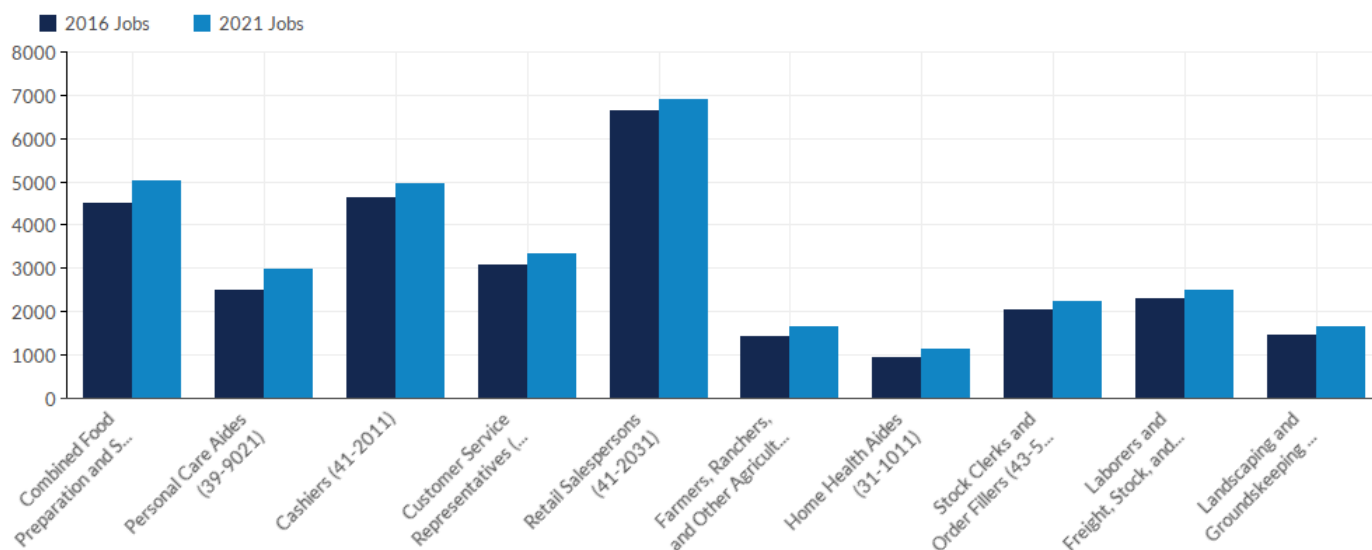
Industry	2016 Jobs	2021 Jobs	% Change	2016 LQ	2021 LQ	% Change LQ	2016 Earnings Per Worker
Noncurrent-Carrying Wiring Device Manufacturing	641	670	4%	46.19	46.78	1%	\$66,478
Automatic Environmental Control Manufacturing for Residential, Commercial, and Appliance Use	570	894	57%	23.74	36.24	53%	\$66,120
Power, Distribution, and Specialty Transformer Manufacturing	615	605	-2%	18.60	17.39	-6%	\$80,263
Soap and Other Detergent Manufacturing	467	558	20%	13.64	15.12	11%	\$72,785
Hospitals (State Government)	6,186	6,081	-2%	13.56	12.68	-7%	\$62,223
Book, Periodical, and Newspaper Merchant Wholesalers	636	555	-13%	11.77	11.17	-5%	\$42,537
Mail-Order Houses	1,761	1,767	0%	10.07	10.10	0%	\$34,514
Nuclear Electric Power Generation	593	538	-9%	9.74	8.76	-10%	\$209,384
All Other Rubber Product Manufacturing	310	309	0%	9.44	9.21	-2%	\$48,814
Greeting Card Publishers	61	69	13%	9.33	11.39	22%	\$32,019

# Largest Occupations



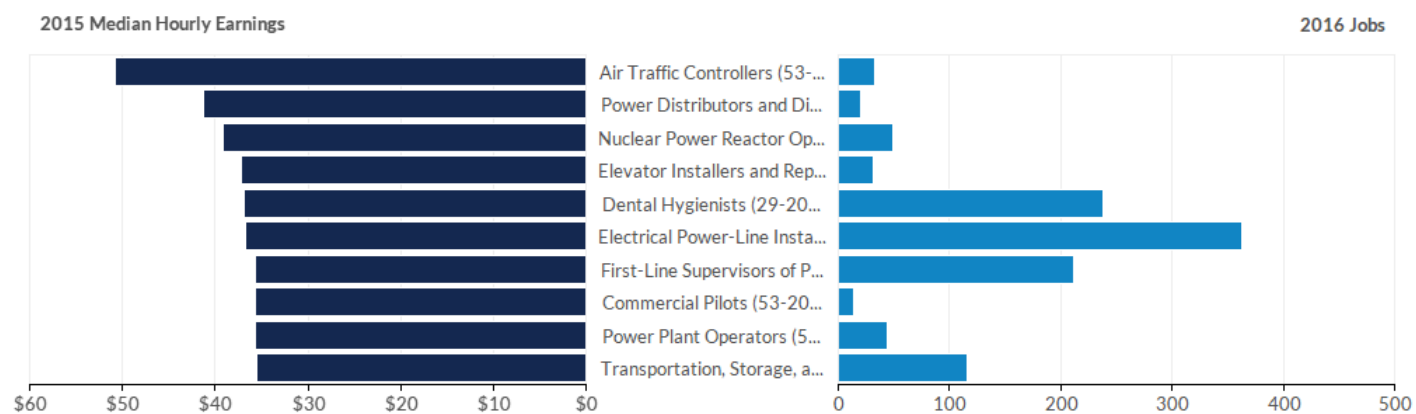
Occupation	2016 Jobs	2021 Jobs	Change in Jobs (2016-2021)	% Change	2015 Median Hourly Earnings
Retail Salespersons	6,637	6,901	264	4%	\$9.65
Office Clerks, General	6,410	6,523	113	2%	\$13.36
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	6,295	6,392	97	2%	\$14.31
Registered Nurses	4,865	4,949	84	2%	\$26.68
Cashiers	4,635	4,970	334	7%	\$9.19
Combined Food Preparation and Serving Workers, Including Fast Food	4,489	5,015	527	12%	\$8.71
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	3,174	3,290	117	4%	\$11.34
Waiters and Waitresses	3,109	3,235	126	4%	\$8.71
Customer Service Representatives	3,071	3,336	266	9%	\$14.51
Nursing Assistants	2,857	2,958	100	4%	\$11.82

# Fastest Growing Occupations



Occupation	2016 Jobs	2021 Jobs	Change in Jobs (2016-2021)	% Change	2015 Median Hourly Earnings
Combined Food Preparation and Serving Workers, Including Fast Food	4,489	5,015	527	12%	\$8.71
Personal Care Aides	2,508	2,966	458	18%	\$9.71
Cashiers	4,635	4,970	334	7%	\$9.19
Customer Service Representatives	3,071	3,336	266	9%	\$14.51
Retail Salespersons	6,637	6,901	264	4%	\$9.65
Farmers, Ranchers, and Other Agricultural Managers	1,414	1,642	227	16%	\$12.45
Home Health Aides	938	1,147	209	22%	\$10.44
Stock Clerks and Order Fillers	2,030	2,222	192	9%	\$10.45
Laborers and Freight, Stock, and Material Movers, Hand	2,288	2,478	191	8%	\$13.41
Landscaping and Groundskeeping Workers	1,466	1,638	172	12%	\$11.17

# Highest Paying Occupations



Occupation	2016 Jobs	2021 Jobs	Change in Jobs (2016-2021)	% Change	2015 Earnings Per Worker
Air Traffic Controllers	33	35	2	6%	\$50.77
Power Distributors and Dispatchers	20	21	1	5%	\$41.24
Nuclear Power Reactor Operators	49	47	-2	-4%	\$39.07
Elevator Installers and Repairers	31	35	4	13%	\$37.11
Dental Hygienists	238	264	26	11%	\$36.84
Electrical Power-Line Installers and Repairers	362	378	16	4%	\$36.75
First-Line Supervisors of Police and Detectives	212	210	-2	-1%	\$35.67
Commercial Pilots	14	16	2	14%	\$35.61
Power Plant Operators	44	43	-1	-2%	\$35.60
Transportation, Storage, and Distribution Managers	116	123	7	6%	\$35.48

# Job Postings Summary

156,040

Unique Postings (Feb 2016 - Feb 2017)  
1.35M Total Postings

9 : 1

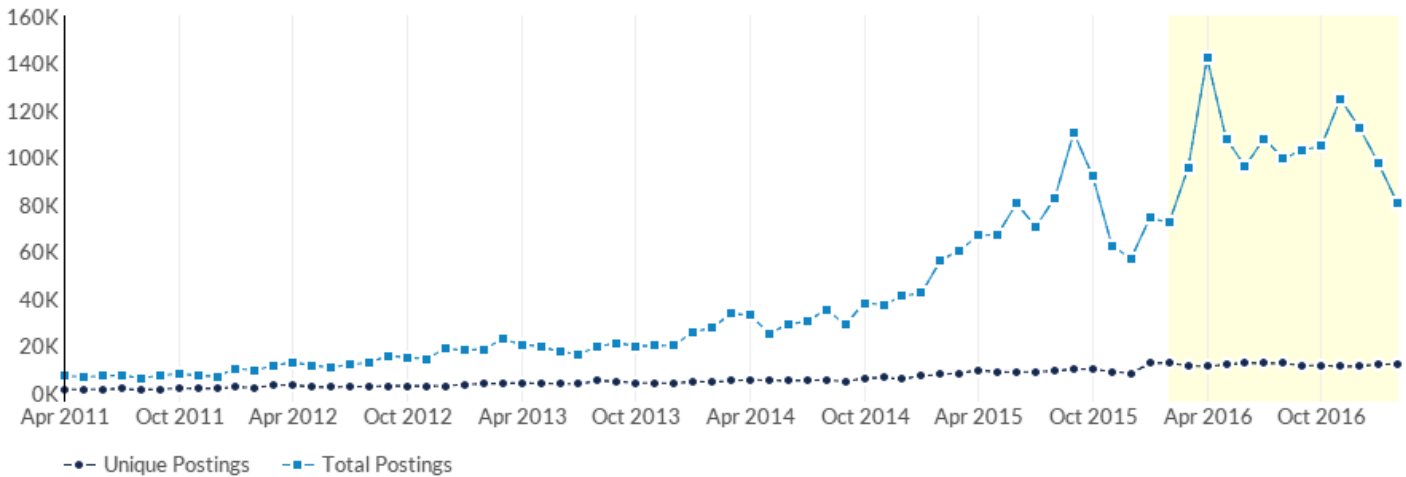
Posting Intensity (Feb 2016 - Feb 2017)



There were 1.35M total job postings for your selection from February 2016 to February 2017, of which 156,040 were unique. These numbers give us a Posting Intensity of 9-to-1, meaning that for every 9 postings there is 1 unique job posting.

This is close to the Posting Intensity for all other occupations and companies in the region (9-to-1), indicating that they are putting average effort toward hiring for this position.

## Total vs. Unique Postings Trend











































# Top Cities Posting

















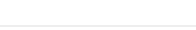
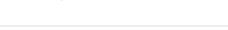




















City	Total/Unique (Feb 2016 - Feb 2017)	Posting Intensity	Unique Postings Trend (Feb 2016 - Feb 2017)
Columbia, MO	378,801 / 56,632	7:1	
Jefferson City, MO	292,892 / 38,496	8:1	
Mexico, MO	58,580 / 7,691	8:1	
Fulton, MO	46,630 / 6,351	7:1	
Boonville, MO	37,345 / 4,735	8:1	
Holts Summit, MO	23,862 / 2,530	9:1	
California, MO	15,228 / 1,815	8:1	
Centralia, MO	16,020 / 1,770	9:1	
Kingdom City, MO	14,634 / 1,372	11:1	
Ashland, MO	13,694 / 1,363	10:1	
Linn, MO	15,372 / 1,217	13:1	
Eugene, MO	13,995 / 1,098	13:1	
Vandalia, MO	12,600 / 1,075	12:1	
Fayette, MO	12,383 / 1,068	12:1	
New Bloomfield, MO	13,622 / 1,025	13:1	
Tipton, MO	11,747 / 982	12:1	
Hallsville, MO	12,338 / 873	14:1	
High Point, MO	7,891 / 848	9:1	
Westphalia, MO	11,289 / 810	14:1	
Glasgow, MO	10,248 / 759	14:1	











































# Top Companies Posting

Company	Total/Unique (Feb 2016 - Feb 2017)	Posting Intensity	Unique Postings Trend (Feb 2016 - Feb 2017)
Hogan Transports	133,790 / 3,561	38:1 	
University of Missouri System	7,180 / 2,236	3:1 	
US Department of Veterans Affairs	13,740 / 2,214	6:1 	
Comphealth	11,616 / 2,140	5:1 	
CRST Van Expedited, Inc.	39,156 / 2,054	19:1 	
SSM Health Care System Inc.	26,942 / 1,966	14:1 	
Tri National Sales Co	69,833 / 1,927	36:1 	
Favorite Healthcare Staffing, Inc.	6,512 / 1,868	3:1 	
St. Mary's-Good Samaritan, Inc.	7,751 / 1,607	5:1 	
USA Truck, Inc.	51,098 / 1,602	32:1 	
Home Care Supply, Inc.	5,442 / 1,407	4:1 	
CRST International, Inc.	7,970 / 1,287	6:1 	
Platinum Supplemental Insurance Inc	38,169 / 1,261	30:1 	
Parlon Corp	11,235 / 1,219	9:1 	
C.R. England, Inc.	18,297 / 1,192	15:1 	
University of Missouri-Columbia	3,611 / 1,183	3:1 	
Supplemental Health Care	9,203 / 1,147	8:1 	
Tradesmen International, Inc	7,946 / 1,136	7:1 	
Sharkey Transportation Inc	4,632 / 1,128	4:1 	
Bjc Health System	7,940 / 1,116	7:1 	

# Top Posted Occupations

Occupation (O*NET)	Total/Unique (Feb 2016 - Feb 2017)	Posting Intensity	Unique Postings Trend (Feb 2016 - Feb 2017)
Heavy and Tractor-Trailer Truck Drivers	628,590 / 41,893	15:1 	
Registered Nurses	77,595 / 9,328	8:1 	
First-Line Supervisors of Retail Sales Workers	23,074 / 5,007	5:1 	
Retail Salespersons	26,118 / 4,335	6:1 	
Personal Care Aides	10,967 / 2,250	5:1 	
Insurance Sales Agents	51,708 / 2,124	24:1 	
First-Line Supervisors of Food Preparation and Serving Workers	11,060 / 2,031	5:1 	
Combined Food Preparation and Serving Workers, Including Fast Food	12,718 / 1,929	7:1 	
Customer Service Representatives	10,339 / 1,923	5:1 	
Critical Care Nurses	13,695 / 1,590	9:1 	
First-Line Supervisors of Office and Administrative Support Workers	6,466 / 1,546	4:1 	
Licensed Practical and Licensed Vocational Nurses	12,607 / 1,540	8:1 	
Family and General Practitioners	8,086 / 1,469	6:1 	
Cashiers	7,684 / 1,314	6:1 	
Food Service Managers	5,175 / 1,203	4:1 	
Stock Clerks, Sales Floor	5,694 / 1,107	5:1 	
Internists, General	6,540 / 1,061	6:1 	
Psychiatrists	6,689 / 1,040	6:1 	
Security Guards	7,655 / 1,028	7:1 	

# Top Posted Job Titles

Job Title	Total/Unique (Feb 2016 - Feb 2017)	Posting Intensity	Unique Postings Trend (Feb 2016 - Feb 2017)
Truck Drivers	383,387 / 19,504	20:1 	
Commercial Driver's License (CDL) Drivers	148,488 / 11,969	12:1 	
Registered Nurses	39,315 / 5,410	7:1 	
Flatbed Drivers	30,871 / 3,232	10:1 	
Customer Service Representatives	14,427 / 3,125	5:1 	
Owner Operators	24,330 / 2,978	8:1 	
Sales Managers	17,159 / 2,761	6:1 	
Retail Sales Associates	16,423 / 2,668	6:1 	
Physicians	14,493 / 2,581	6:1 	
Sales Representatives	45,856 / 2,579	18:1 	
Over the Road (OTR) Drivers	16,791 / 2,114	8:1 	
Regional Truck Drivers	23,626 / 2,037	12:1 	
Restaurant Managers	8,123 / 1,817	4:1 	
Travel Nurses - Cardiac Catheterization Laboratory	12,801 / 1,434	9:1 	
Licensed Practical Nurses (LPN)	11,208 / 1,281	9:1 	
Delivery Drivers	7,868 / 1,272	6:1 	
Restaurant Crew Team Members	7,957 / 1,237	6:1 	
Customer Service Associates	6,213 / 1,158	5:1 	
Caregivers	5,836 / 1,131	5:1 	
Nurse Practitioners	8,836 / 995	9:1 	

## Top Hard Skills

Skill	Postings with Skill
Recruitment	30,947
Management	24,841
Training	23,888
Sales	21,098
Insurance	20,865
Driving	19,968
Customer Service	19,383
Health Care	16,243
Retailing	14,403
Communications	13,654
Operations	11,291
Cargos	11,085
Road Transport	10,960
Life Insurance	10,255
Cleaning	9,308
Nursing	9,240
Hospitalization	9,177
Finance	8,153
Administration	7,817
Merchandising	7,684

## Top Soft Skills

Skill	Postings with Skill
Scheduling (Project Management)	23,953
Leadership	8,674
Leading	5,377
Learning	4,018
Coordinating	2,474
Ethics	2,253
Cleanliness	2,222
Listening	2,190
Mental Health	1,759
Creativity	975
Depth Perception	896
Career Development	757
Critical Thinking	637
Telephone Skills	551
Team Building	482
Cooperation	470
Speech	439
Reliability	426
Literacy	387
Persuasive Communication	380

## Top Certifications

Certification	Postings with Certification
Commercial Driver's License (CDL)	27,513
Registered Nurse	8,566
Licensed Practical Nurse	1,825
Nurse Practitioner	1,415
Board Certified	1,399
Certified Nursing Assistant	712
Certified Benefits Professional	460
Transportation Worker Identification Credential (TWIC) Card	432
Patient Care Technician	388
Medical License	335
Licensed Clinical Social Worker (LCSW)	262
Psychiatric-Mental Health Nurse Practitioner	237
Family Nursing Practitioner	233
Licensed Vocational Nurses	222
ANCC Certified	201
Medical Technologist	198
American Registry Of Radiologic Technologists (ARRT) Certified	195
Master Of Business Administration (MBA)	188
Certified Distance Learning Administrator	181
Physical Security Professional	166

# Appendix A - Data Sources and Calculations

## Input-Output Data

The input-output model in this report is Emsi's gravitational flows multi-regional social account matrix model (MR-SAM). It is based on data from the Census Bureau's Current Population Survey and American Community Survey; as well as the Bureau of Economic Analysis' National Income and Product Accounts, Input-Output Make and Use Tables, and Gross State Product data. In addition, several Emsi in-house data sets are used, as well as data from Oak Ridge National Labs on the cost of transportation between counties.

## Cost of Living Data

Emsi cost of living data is based on the Cost of Living Index published quarterly by the Council for Community and Economic Research (C2ER).

## Completers Data

The completers data in this report is taken directly from the national IPEDS database published by the U.S. Department of Education's National Center for Education Statistics.

## Demographic Data

The demographic data in this report is 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 Department, and projected regional job growth.

## Industry Data

Emsi industry data have 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

The institution data in this report is taken directly from the national IPEDS database published by the U.S. Department of Education's National Center for Education Statistics.

## Unemployment Data

The unemployment data in this report comes from the Bureau of Labor Statistics' Local Area Unemployment Statistics and is updated every two months.

## Educational Attainment Data

Emsi's educational attainment numbers are 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.

## Occupation Data

Emsi occupation employment data are 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.

## CareerBuilder/Emsi Job Postings

Job postings are collected from various sources and processed/enriched by Careerbuilder to provide information such as standardized company name, occupation, skills, and geography. Emsi performs additional filtering and processing to improve compatibility with Emsi data.

## State Data Sources

This report uses state data from the following agencies: Alabama Department of Industrial Relations; Alaska Department of Labor and Workforce Development; Arizona Department of Administration, Office of Employment and Population Statistics; Arkansas Department of Workforce Services; California Labor Market Information Department; Colorado Department of Labor and Employment; Connecticut did not provide us with a data source; Delaware Office of Occupational and Labor Market Information, Delaware Wages 2004; District of Columbia Department of Employment Services; Florida Department of Economic Opportunity; Georgia Department of Labor, Workforce Information and Analysis, Occupational Information Services Unit; Hawaii Department of Labor and Industrial Relations, Research and Statistics Office; Idaho Department of Labor; Illinois Department of Employment Security, Employment Projections; Indiana Department of Workforce Development; Iowa Workforce Development; Kansas Department of Labor, Labor Market Information Services, Kansas Wage Survey; Kentucky Office of Employment and Training; Louisiana Department of Labor; Maine did not provide us with a data source; Maryland Department of Labor, Licensing and Regulation, Office of Labor Market Analysis and Information; Massachusetts Executive Office of Labor and Workforce Development; Michigan Department of Labor and Economic Growth, Bureau of Labor Market Information and Strategic Initiatives; Minnesota Department of Employment and Economic Development; Mississippi Department of Employment Security; Missouri Department of Economic Development; Montana Department of Labor and Industry, Research and Analysis Bureau; Nebraska Workforce Development; Nevada Department of Employment, Training and Rehabilitation, Information Development and Processing Division, Research and Analysis Bureau; New Hampshire Department of Employment Security; New Jersey Department of Labor and Workforce Development; New Mexico Department of Labor, Bureau of Economic Research and Analysis; New York Department of Labor, Division of Research and Statistics; North Carolina Department of Commerce, Labor and Economic Analysis Division; North Dakota Job Service, Labor Market Information Center; Ohio Department of Job and Family Services, Labor Market Information Division; Oklahoma Employment Security Commission; Oregon Employment Department, Oregon Labor Market Information System; Pennsylvania Department of Labor and Industry, Center for Workforce Information and Analysis; Rhode Island did not provide us with a data source; South Carolina Employment Security Commission, Labor Market Information Department; South Dakota Department of Labor, Labor Market Information Division; Tennessee Department of Labor and Workforce Development, Research and Statistics Division; Texas Workforce Commission; Utah Department of Workforce Services; Vermont did not provide us with a data source; Virginia Employment Commission, Economic Information Services; Washington State Employment Security Department, Labor Market and Economic Analysis Branch; West Virginia Bureau of Employment Programs, Research Information & Analysis Division; Wisconsin Department of Workforce Development, Bureau of Workforce Information; Wyoming Department of Employment, Research and Planning