

GREATER DUBUQUE REGION SKILLS GAP ANALYSIS

FALL 2018



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Introduction

Background

In 2014, Greater Dubuque Development Corporation contracted with Smart Solutions to develop a regional Skills Gap Analysis to identify both skill and training deficiencies in the local economy. The purpose of the Skills Gap Analysis is to provide economic developers, workforce developers, and educators with information on projected workforce shortages (gaps) and to identify strategies to mitigate these shortages.

In 2015, Northeast Iowa Community College (**NICC**) obtained access to EMSI Analyst through a statewide grant awarded to Iowa's community colleges through the Department of Labor. The College partnered with Greater Dubuque Development Corporation on the implementation of EMSI Analyst and the development of the 2015 Skills Gap Analysis, as well as this 2018 Analysis.

EMSI is a leading provider of historical databases of economic, industry, occupation, demographic, and education completion data. EMSI's primary data sources for this skills gap analysis are the Bureau of Labor Statistics and the National Center for Education Statistics' Integrated Postsecondary Education Data System (IPEDS). This report utilizes EMSI and IPEDS data as primary sources, based on EMSI's 2018 4^d quarter data release. This report uses comparable methodology used in the 2017 Skills Gap Analysis.

Region

This analysis contains data for seven counties:

Clayton, IA Dubuque, IA Jones, IA Grant, WI
Delaware, IA Jackson, IA Jo Daviess, IL

The analysis also covers the Dubuque Metropolitan Statistical Area (MSA), defined by the Office of Management and Budget as, "urban areas in the United States centered on an urban cluster with a population of 50,000 or more." Dubuque's MSA is the same as Dubuque County.



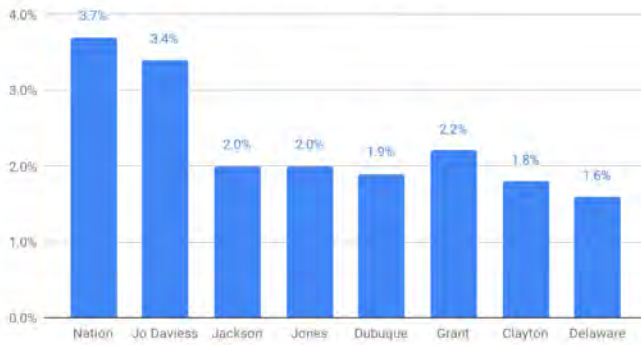
Definitions

This report provides the following information:

- Annual Opening: the estimated employment change and turnover for an occupation for a given year.
- Turnover: Includes workers who leave the workforce entirely (i.e. retired or choose to stay at home or go to school), and workers who transfer to a different occupation group. It does not include turnover from one opening in the same occupation to another.
- Change is defined as the net increase or /decrease in regional an occupation jobs in an occupation over the selected timeframe.
- Annual Completions: The number of degrees or certificates conferred for a specific course of study in a given year. Includes all award levels. May be greater than the actual number of students who graduated [source: EMST]. IPEDS completion data is collected for the following institutions: Capri College (Dubuque), Carlson College of Massage, Clarke University, Divine Word College, Emmaus Bible College, Loras College, Northeast Iowa Community College (Peosta/Dubuque), Southwest Wisconsin Technical College, University of Dubuque, University of WI-Platteville
- Median Wage: The hourly earnings for occupations. Occupations have hourly earnings for five percentiles (10th, 25th, 50th [median], 75th, and 90th) as well as the average. For example, 10th percentile earnings of \$12/hr indicate that 90% of the workers in that occupation make MORE than \$12/hr. Median earnings of \$15/hr would mean that half of workers in that occupation make more, and half make less. 10th percentile earnings are often used as a proxy for entry level wages, as they represent the lowest earnings in the occupation. The hourly earnings, excluding benefits, of a worker in that group. In the occupational report, it represents the midpoint of the wage distribution for an occupation: half of the workers make more, half of them make less [source: EMST].
- Working Age: Between the ages of 15-69 years old.

Labor Market Overview

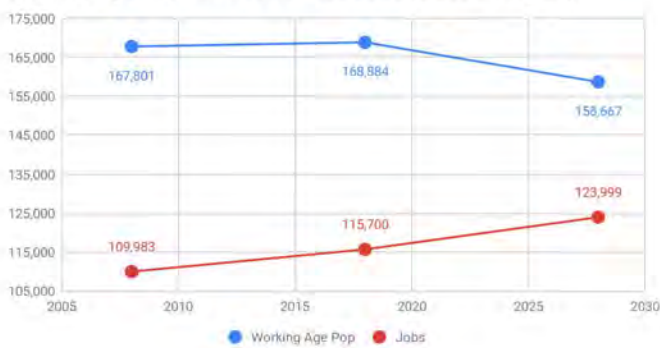
Unemployment by County (September 2018)



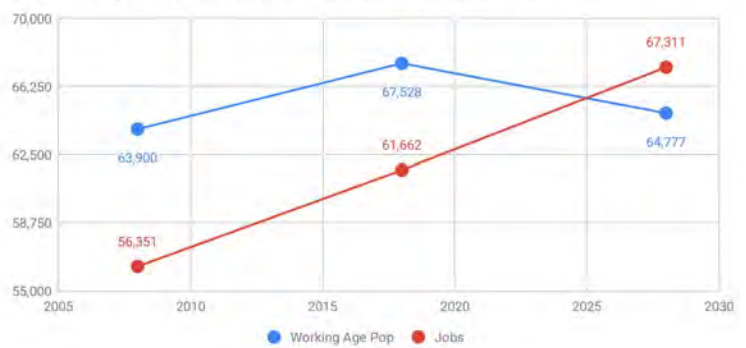
Median Wages by Location (2017 vs 2018)



Working Age Population and Jobs 2008 to 2028 (Region)



Working Age Population and Jobs 2008 to 2028 (MSA)



Employment Growth (Region)

Region	'08 - '18 Chg	'18 - '28 Chg
Dubuque MSA	9.4%	9.2%
Dubuque Region	5.2%	7.2%
State	4.8%	7.2%
Nation	8.4%	8.8%

Working Age Growth (Region)

Region	'08 - '18 Chg	'18 - '28 Chg
Dubuque MSA	5.7%	-4.1%
Dubuque Region	0.6%	-6.0%
State	4.4%	-3.1%
Nation	7.1%	-1.3%

- Employment in the Dubuque MSA is projected to grow (9.2%) above the projections for the region (7.2%), State of Iowa (7.2%) and the Nation (8.8%).
- While the working age population (age 15 to 69) is projected to decline nationally (-1.3%), greater declines are projected in Iowa (-3.1%), the Dubuque MSA (-4.1%), and the region (-6.0%).
- The region's unemployment rate remains low and below the national unemployment rate.
- The Dubuque MSA's median hourly earnings per worker of \$16.78 is (5.9%) increase over 2017 Median Hourly Earnings. The earnings are less (8.3%) than the National median.
- Of the 8 MSAs in the region, Dubuque ranks 5th.

Rochester \$20.65	Cedar Rapids \$18.71	Iowa City \$18.52	Davenport \$17.26
Dubuque \$16.78	Waterloo \$16.45	LaCrosse \$16.67	Platteville \$15.97

Demographic Information

ALL demographic data is from the U.S. Census Bureau's Population Estimates program and the U.S. Census Bureau and Bureau of Labor Statistics Current Population Survey. Information in this report has been modified to bring the data in line with hierarchy outlined in Federal Register 59267 and other reports published by Northeast Iowa Community College.

Projected Working Age Population

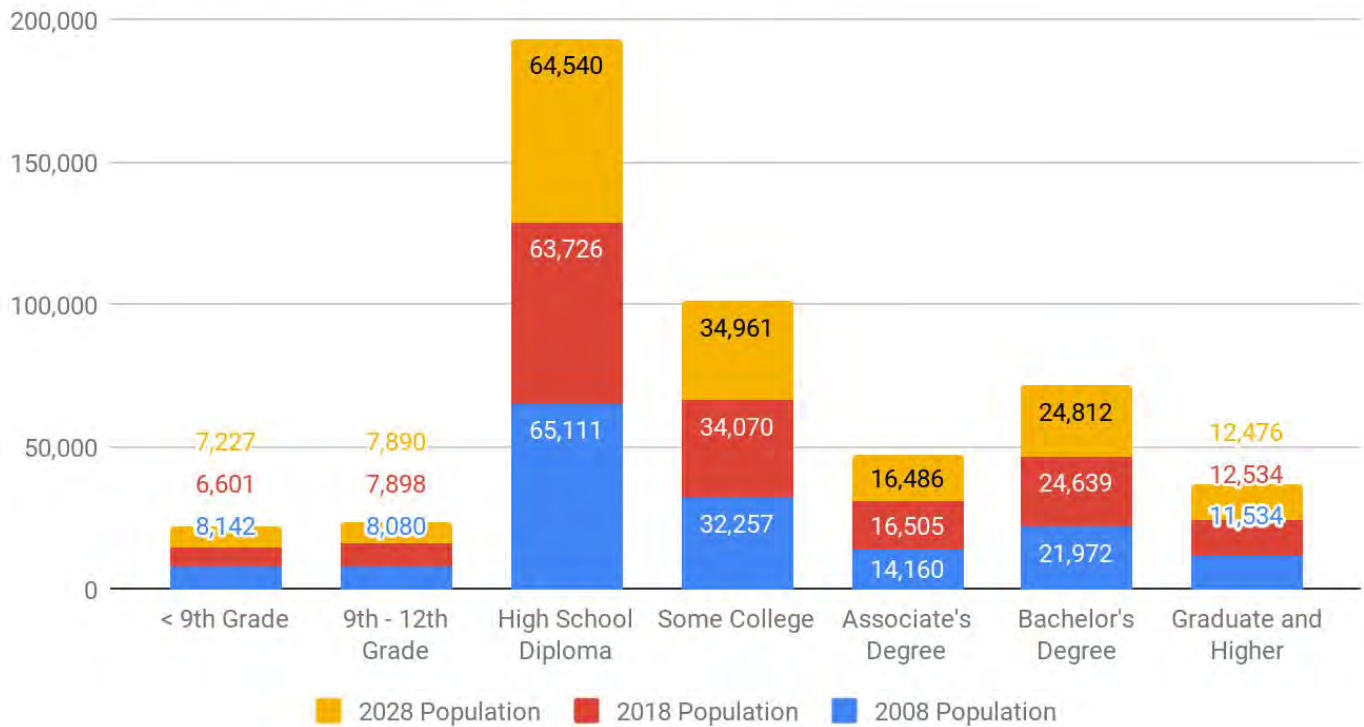
7 County Region					Dubuque MSA			
Age Group	2018	2028	'08-'18 Chg	18-'28 Chg	2018	2028	'08-'18 Chg	18-'28 Chg
15 to 19 years	16,203	16,425	-13.2%	1.4%	6,617	6,602	-5.5%	-0.2%
20 to 24 years	18,324	15,437	6.2%	-15.8%	6,828	6,173	0.3%	-9.6%
25 to 29 years	13,829	11,633	6.2%	-15.9%	6,274	5,436	11.2%	-13.4%
30 to 34 years	14,174	14,475	14.2%	2.1%	6,308	6,050	28.3%	-4.1%
35 to 39 years	13,569	14,564	-0.8%	7.3%	5,706	6,339	6.0%	11.1%
40 to 44 years	12,575	14,250	-19.6%	13.3%	5,069	6,198	-17.7%	22.3%
45 to 49 years	13,341	13,498	-28.1%	1.2%	5,438	5,593	-20.6%	2.9%
50 to 54 years	15,848	12,545	-12.8%	-20.8%	6,323	5,003	-5.6%	-20.9%
55 to 59 years	18,011	13,398	8.9%	-25.6%	6,749	5,319	9.8%	-21.2%
60 to 64 years	17,427	15,461	35.2%	-11.3%	6,478	6,001	43.8%	-7.4%
65 to 69 years	15,582	16,981	42.5%	9.0%	5,738	6,064	51.2%	5.7%
Working Age Total	168,884	158,667	-0.6%	-6.0%	67,528	64,777	5.7%	-4.1%
Total Population	246,595	247,912	1.5%	0.5%	97,969	99,842	5.9%	1.9%

Projected Population by Race/Ethnicity

7 County Region				Dubuque MSA		
Ethnicity/Race	2018 Pop	% '18 Pop	'18-'28 % Chg	2018 Pop	% '18 Pop	'18-'28 % Chg
White	230,236	93.4%	-0.5%	88,939	90.8%	0.6%
Black	5,083	2.1%	17.2%	3,235	3.3%	17.5%
Hispanic (White)	4,533	1.8%	12.5%	2,044	2.1%	13.5%
Two or More Races	2,806	1.1%	16.0%	1,500	1.5%	17.7%
Asian	2,235	0.9%	10.3%	1,317	1.3%	8.2%
American or Alaskan Native	416	0.2%	3.4%	409	0.4%	24.5%
Pacific Islander	579	0.2%	20.8%	146	0.1%	0.4%
Hispanic (Multiple)	197	0.1%	19.0%	99	0.1%	13.2%
Hispanic (American/Alaskan Native)	224	0.1%	23.1%	122	0.1%	14.1%
Hispanic (Black)	205	0.1%	19.3%	110	0.1%	21.6%
Hispanic (Asian)	59	0.0%	16.6%	35	0.0%	20.3%
Hispanic (Pacific Islander)	22	0.0%	3.6%	13	0.0%	6.5%
Total	246,595	100.0%	0.5%	97,969	100.0%	1.9%

Educational Attainment Overview

Educational Attainment 2008-2028 (Region)



7 County Region			
Demographic	2018	'08-'18 Chg	'18 % of Pop
< 9th Grade	6,601	-18.9%	4.3%
9th - 12th Grade	7,898	-2.3%	4.7%
High School Diploma	63,726	-2.1%	38.3%
Some College	34,070	5.6%	20.8%
Associate's Degree	16,505	16.6%	9.8%
Bachelor's Degree	24,639	12.1%	14.7%
Graduate and Higher	12,534	8.7%	7.4%
Total	165,973	2.9%	100.0%

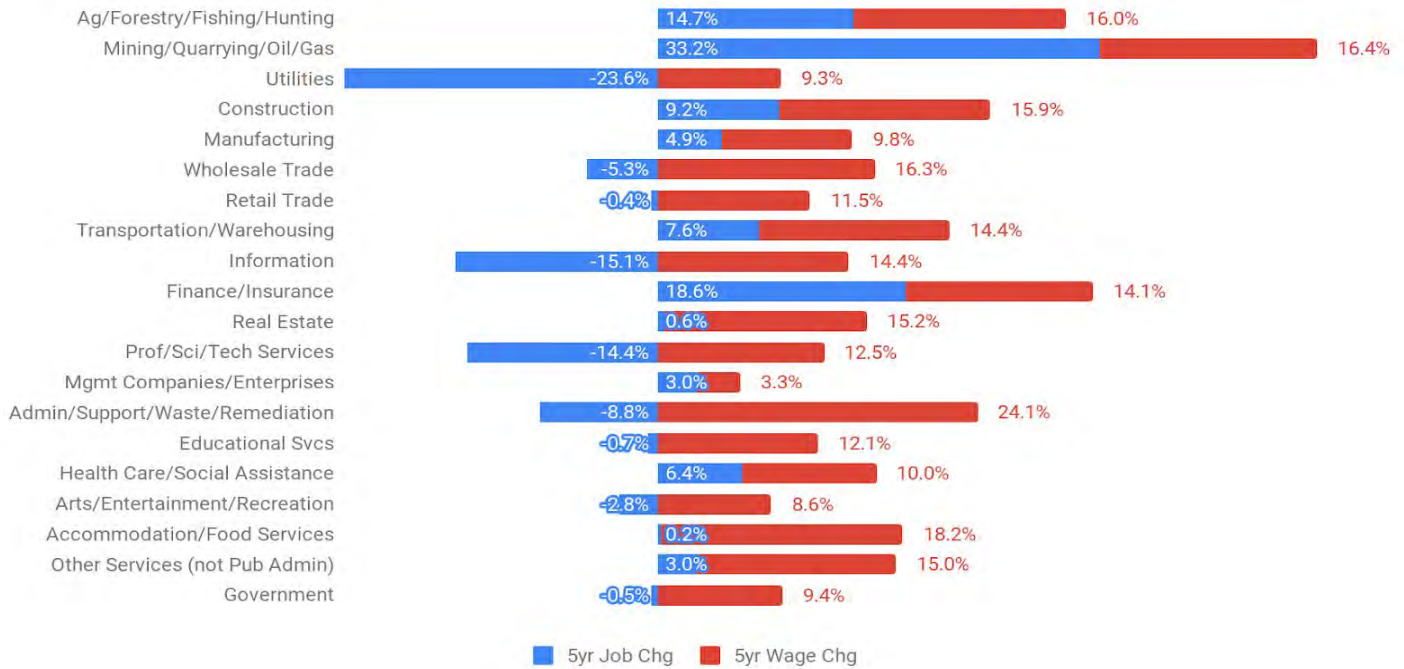
Dubuque MSA			
Demographic	2018	'08-'18 Chg	'18 % of Pop
< 9th Grade	2,062	-31.9%	3.3%
9th - 12th Grade	3,085	1.1%	4.5%
High School Diploma	22,541	1.3%	34.2%
Some College	13,089	8.3%	20.9%
Associate's Degree	5,912	19.6%	9.1%
Bachelor's Degree	12,398	24.7%	19.0%
Graduate and Higher	6,117	20.2%	9.0%
Total	65,204	8.0%	100.0%

Notes:

- Column [% Chg] is collected in educational attainment groups and the 2018 population is divided by the 2008 population.
- Column [% Pop] is the percentage of the 2018 population the group represents.
- The adult population is defined as the population 25 and older for the purposes of this analysis.
- The data in the tables above represents the highest level of education attained by the total population of each set. For example, in the Dubuque MSA there is not a 35% graduation rate of High School Students; the table shows that 35% of the Dubuque MSA population has a High School Diploma as their highest level of educational achievement.

Regional Industry Earning Change

Average Annual Wage, or “Wages Salaries & Proprietor Earnings”, is the result of total industry earnings divided by same-year industry employment. Earnings are defined as labor-related personal income—that is, income from work. Contributions to age, survivors, disability, and health insurance are not reported as wages.



Industry	2018 Avg Wage	5yr Job Chg	5yr Wage Chg
Agriculture, Forestry, Fishing and Hunting	\$29,534.64	14.7%	16.0%
Mining, Quarrying, and Oil and Gas Extraction	\$61,490.05	33.2%	16.4%
Utilities	\$88,542.90	-23.6%	9.3%
Construction	\$50,733.72	9.2%	15.9%
Manufacturing	\$55,502.82	4.9%	9.8%
Wholesale Trade	\$51,257.59	-5.3%	16.3%
Retail Trade	\$25,333.42	-0.4%	11.5%
Transportation and Warehousing	\$45,485.69	7.6%	14.4%
Information	\$50,869.70	-15.1%	14.4%
Finance and Insurance	\$61,155.27	18.6%	14.1%
Real Estate and Rental and Leasing	\$32,721.10	0.6%	15.2%
Professional, Scientific, and Technical Services	\$63,479.79	-14.4%	12.5%
Management of Companies and Enterprises	\$66,251.76	3.0%	3.3%
Admin and Support and Waste Management and Remediation Svcs	\$32,920.23	-8.8%	24.1%
Educational Services	\$27,298.88	-0.7%	12.1%
Health Care and Social Assistance	\$40,323.65	6.4%	10.0%
Arts, Entertainment, and Recreation	\$23,136.85	-2.8%	8.6%
Accommodation and Food Services	\$13,991.04	0.2%	18.2%
Other Services (except Public Administration)	\$23,376.49	3.0%	15.0%
Government	\$39,218.38	-0.5%	9.4%

Occupational Outlook

- The top 85 jobs, from most to least jobs for the 7 County Region in 2018.
- An Info column value of 'AD' denotes jobs that typically require an advanced degree, 'XP' denotes jobs that typically require workplace experience to advance, and '<HS' denotes jobs that typically do not require training beyond high school and do not have associated completions.

Description	2018 Jobs	2028 Jobs	'18-'28 Change	Annual Openings	Median Wage	Annual Completions	Info
Cashiers	3,334	3,366	32	630	\$9.21	0	<HS
Retail Salespersons	3,089	3,176	87	459	\$10.31	0	<HS
Combined Food Prep & Serving, Incl Fast Food	2,805	3,028	223	553	\$9.06	0	<HS
Office Clerks, General	2,616	2,652	36	313	\$14.36	64	
Registered Nurses	2,386	2,792	406	171	\$26.19	169	
Heavy & Tractor-Trailer Truck Drivers	2,289	2,436	147	266	\$19.89	30	
Assemblers & Fabricators, All Other, Incl Team Assemblers	2,211	2,092	-119	249	\$16.22	0	<HS
Customer Service Reps	1,924	2,079	155	269	\$15.72	323	
Nursing Assistants	1,820	2,102	282	246	\$12.29	548	
General & Operations Mgrs	1,672	1,862	190	161	\$32.83	0	XP
Waiters & Waitresses	1,639	1,651	12	313	\$8.92	0	<HS
Janitors & Cleaners, not Maids & Housekeeping Cleaners	1,606	1,765	159	232	\$12.41	0	<HS
Secretaries & Admin Assistants, not Legal, Medical, & Exec	1,548	1,536	-12	166	\$15.02	42	
Laborers & Freight, Stock, & Material Movers, Hand	1,495	1,685	190	236	\$14.38	0	<HS
Teacher Assistants	1,472	1,590	118	167	\$11.65	20	
Sales Reps, Wholesale & Manuf, not Tech & Sci Products	1,387	1,445	58	148	\$23.80	327	
Stock Clerks & Order Fillers	1,364	1,448	84	186	\$11.30	0	<HS
Bookkeeping, Accounting, & Auditing Clerks	1,342	1,369	27	154	\$16.05	114	
Postsecondary Teachers	1,336	1,533	197	128	\$32.96	148	AD
Secondary School Teachers, not Spec Ed & CTE	1,299	1,380	81	99	\$24.69	59	
Elementary School Teachers, not Spec Edu	1,279	1,377	98	103	\$24.28	95	
Personal Care Aides	1,237	1,530	293	225	\$10.86	417	
Maintenance & Repair , Gen	1,215	1,337	122	136	\$17.08	172	
Construction Laborers	1,160	1,333	173	143	\$17.32	40	
Bartenders	932	909	-23	151	\$9.09	0	<HS
Farm & Laborers, Crop, Nursery, & Greenhouse	930	1,051	121	163	\$12.74	0	
Maids & Housekeeping Cleaners	921	951	30	127	\$10.24	0	<HS
1st-Line Supervisors of Office & Admin Support	877	961	84	98	\$22.22	0	XP
1st-Line Supervisors of Retail Sales	868	917	49	98	\$17.08	0	XP
Cooks, Restaurant	851	875	24	124	\$10.67	14	
Insurance Sales Agents	800	964	164	100	\$21.10	327	
Welders, Cutters, Solderers, & Brazers	778	859	81	95	\$18.95	101	

Description	2018 Jobs	2028 Jobs	'18-'28 Change	Annual Openings	Median Wage	Annual Completions	Info
Accountants & Auditors	764	866	102	81	\$26.55	114	
Industrial Truck & Tractor Operators	749	818	69	96	\$16.20	22	
Cooks, Institution & Cafeteria	738	821	83	117	\$11.87	14	
1st-Line Supervisors of Production & Operating	720	811	91	84	\$25.29	0	XP
Receptionists & Info Clerks	703	749	46	98	\$13.29	10	
Automotive Service Technicians & Mechanics	702	752	50	72	\$17.80	44	
Electrical, Electronic, & Electromechanical Assemblers	681	599	-82	75	\$18.50	0	
1st-Line Supervisors of Food Prep & Serving	658	687	29	98	\$13.44	0	XP
Business Operations Specialists, All Other	650	723	73	69	\$24.94	114	
Light Truck or Delivery Services Drivers	639	693	54	76	\$15.25	0	<HS
Childcare	613	692	79	102	\$8.71	40	
Landscaping & Groundskeeping	576	650	74	80	\$11.99	0	<HS
Computer Systems Analysts	569	608	39	41	\$39.54	65	
Operating Engineers & Other Construction Equipment	566	659	93	76	\$22.89	22	
Financial Mgrs	564	682	118	57	\$45.32	0	XP
Carpenters	552	608	56	58	\$19.83	17	
Packers & Packers, Hand	542	596	54	91	\$11.44	0	<HS
Middle School Teachers, not Special & Career/Tech Education	525	564	39	42	\$25.71	52	
Computer-Controlled Machine Tool Operators, Metal & Plastic	521	578	57	60	\$18.06	45	
Tellers	509	542	33	66	\$13.35	0	<HS
Packaging & Filling Machine Operators & Tenders	509	666	157	84	\$14.05	0	<HS
Machinists	483	560	77	61	\$19.17	45	
Police & Sheriff's Patrol Officers	483	498	15	33	\$25.68	22	
Inspectors, Testers, Sorters, Samplers, & Weighers	471	480	9	59	\$17.85	16	
Licensed Practical & Licensed Vocational Nurses	464	543	79	43	\$19.61	48	
Counter Attendants, Cafeteria, Food Concession, & Coffee Shop	463	494	31	107	\$9.60	0	<HS
Shipping, Receiving, & Traffic Clerks	456	499	43	52	\$15.82	0	<HS
Food Prep	450	492	42	83	\$8.98	0	<HS
1st-Line Supervisors of Construction Trades & Extraction	450	521	71	53	\$28.09	0	XP
Industrial Machinery Mechanics	445	539	94	52	\$23.32	48	
Substitute Teachers	439	471	32	53	\$13.09	0	
Exec Secretaries & Exec Admin Assistants	413	375	-38	42	\$20.40	341	
Human Resources Specialists	399	434	35	43	\$22.15	20	

Description	2018 Jobs	2028 Jobs	'18-'28 Change	Annual Openings	Median Wage	Annual Completions	Info
Pharmacy Technicians	393	444	51	38	\$12.65	0	
Preschool Teachers, not Special Education	387	459	72	48	\$11.14	20	
Electricians	386	392	6	44	\$27.02	0	
Medical Assistants	372	435	63	49	\$15.42	68	
Loan Officers	369	420	51	37	\$30.75	0	
Security Guards	369	369	0	49	\$11.44	0	<HS
Driver/Sales	364	352	-12	38	\$9.08	0	<HS
Medical & Health Services Mgrs	358	419	61	36	\$35.82	5	
Plumbers, Pipefitters, & Steamfitters	357	424	67	47	\$25.02	10	
Bus Drivers, School or Special Client	355	350	-5	43	\$15.72	30	
Recreation	349	397	48	67	\$10.52	0	
1st-Line Supervisors of Mechanics, Installers, & Repairers	347	383	36	34	\$28.19	0	XP
Woodworking Machine Setters, Operators, & Tenders	344	354	10	39	\$12.48	17	
Rehabilitation Counselors	341	325	-16	35	\$13.72	2	AD
Dining Room & Cafeteria Attendants & Bartender Helpers	338	347	9	59	\$8.69	0	<HS
Cleaners of Vehicles & Equipment	337	371	34	53	\$9.78	0	<HS
Sales Reps, Services, All Other	328	385	57	48	\$23.26	324	
Cutting, Punching, & Press Machine Setters, Metal & Plastic	326	331	5	38	\$14.64	23	
Software Developers, Applications	323	396	73	30	\$34.49	83	
Dishwashers	319	325	6	51	\$8.79	0	<HS
Correctional Officers & Jailers	315	282	-33	24	\$19.61	0	
Postal Service Mail Carriers	309	271	-38	19	\$23.95	0	
1st-Line Supervisors of Transportation & Material Moving	306	335	29	36	\$23.01	0	XP
Highway Maintenance	306	324	18	34	\$20.52	0	
Dental Assistants	301	337	36	38	\$17.57	29	
Buyers & Purchasing Agents	295	301	6	29	\$25.85	0	

Notes

Graduates may be counted in more than one occupations because their award could qualify them more than one occupation (*i.e. a business graduate could be an insurance agent or a sales rep*). The link between occupations and associated awards are determined by crosswalk**.

Why could we see more completions than annual openings, yet still see a workforce shortage for that occupation?

- Completion CIPs are linked to **multiple** jobs and one person will only hold on job at a time, removing them from the pool of available completers.
- We may have out-migration of skilled graduates to other communities.
- We may have unknown barriers to hiring new graduates, such as reluctance to hire and train, lack of employer or community connections with students before they graduate to keep them here, and or narrow qualification requirements.

*Unless completions are otherwise noted.

**A modified version EMSI Proprietary of the NCES-BLS 2010 CIP-to-SOC crosswalk.

Appendix A - Definitions

How does EMSI calculate projections?

If you use an EMSI product or service, chances are you've seen some of our labor market projections. We provide detailed job estimates, by industry and occupation, for each of the next 10 years from the current year.

A common question that we get from clients who see these figures is where do EMSI projections come from? The short answer is that we create our projections based on past trends carried forward, and published projections from state and federal sources. If you're after something a little more detailed, read on.

The first step in both our industry and occupation projections is our robust industry data. We first create simple short-, mid-, and long-term trend lines for every industry and county based on the historical data.

Those lines are then averaged and dampened to prevent extreme change. We then incorporate national industry projections (BLS national employment projections) as well as state and regional projections provided by state labor market organizations to adjust these numbers again.

Finally, we take aggregate geography and industry group figures for 10-year percentage change and make sure it matches the corresponding published geography and industry numbers.

EMSI projections will not match the BLS or any other individual state projections at the most detailed level. This can be explained in a variety of ways.

Differences in Coverage

EMSI has broken out our labor market data into four different classes of worker that allow our clients to dig into specific elements of their economy. In most states, the first two classes of workers (QCEW Employees and Non-QCEW Employees) are most closely comparable to the industry projections from the published sources. We don't expect our self-employment and proprietors projections to match BLS and state-level projections.

We Don't Use BLS/State Occupation Projections

(except for our Annual Job Openings estimates)

Our occupation projections are based off of our industry numbers with our projected, regionalized staffing pattern applied to the figures. As a result, the occupation projections will necessarily differ from BLS occupation numbers.

Differences in Methodology

EMSI uses a combination of BLS, state, and internal projection methods. This will naturally differ from the BLS and state projections alone.

Release Lag

EMSI projections are based on the most recent available data and published projections, but the BLS and states release only long-term projections on a two-year basis. EMSI's internal projections are more heavily weighted as state/national projections age.

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.

Staffing Patterns Data

The staffing pattern data in this report are compiled from several sources using a specialized process. For QCEW and Non-QCEW Employees classes of worker, sources include Occupational Employment Statistics, the National Industry-Occupation Employment Matrix, and the American Community Survey. For the Self-Employed and Extended Proprietors classes of worker, the primary source is the American Community Survey, with a small amount of information from Occupational Employment Statistics.

State Data Sources

This report uses state data from the following agencies: Illinois Department of Employment Security, Employment Projections; Iowa Workforce Development; Wisconsin Department of Workforce Development, Bureau of Workforce Information

Primary Data Source Information Legend

This is a breakout of the edition of the source used by EMSI. Bolded values indicate a change from the previous set.

Name	Abbrev.	Source	Emsi 2018.4
State Personal Income	SPI	BEA	2016
Local Area Personal Income	LPI	BEA	2016
Make and Use Tables	MUTS	BEA	2016
Gross Domestic Product by State	GSP	BEA	2016
American Community Survey	ACS	Census	2016
County Business Patterns	CBP	Census	2016
ZIP Code Business Patterns	ZBP	Census	2016
Non-Employer Statistics	NES	Census	2015
Census of Employment and Wages	QCEW	BLS	2017Q4
National Ind/Occ Employment Matrix	NIOEM	BLS	2016-2026
Occupational Employment Statistics	OES	BLS	2017
Railroad Retirement Board	RRB	RRB	2016/2015
Quarterly Workforce Indicators	QWI	Census	2018Q1
Consumer Expenditure Survey	CEX	BLS	2016
Current Population Survey	CPS	Census	2017
State and Local Finances (Census of Gov.)	COG	Census	2015
Origin-Destination Employment Statistics	LODES	Census	2015
Population Estimates	POP	Census	2016

Appendix B - Descriptions and Additional Definitions

Occupational Descriptions

In an effort to be more environmentally friendly the list of occupations and their definitions has been removed from the print version of this report. For a definition of an occupation, please use one of the following sources:

- <https://www.onetonline.org/crosswalk/SOC/>
- <https://www.bls.gov/soc/>

Industry Descriptions

Description
Manufacturing - engaged in the mechanical, physical, or chemical transformation of materials, substances, or components into new products.
Government - fed, state, and local government agencies that administer, oversee, and manage public programs and have executive, legislative, or judicial authority over other institutions within a given area.
Health Care and Social Assistance - providing health care and social assistance for individuals. The sector includes both health care and social assistance because it is sometimes difficult to distinguish between the boundaries of these two activities.
Retail Trade - engaged in retailing merchandise, generally without transformation, and rendering services incidental to the sale of merchandise.
Accommodation and Food Services - providing customers with lodging and/or preparing meals, snacks, and beverages for immediate consumption.
Finance and Insurance - engaged in financial transactions and/or in facilitating financial transactions.
Construction - engaged in construction of buildings or engineering (e.g., highways and utility systems).
Wholesale Trade - engaged in wholesaling merchandise, generally without transformation, and rendering services incidental to the sale of merchandise.
Other Services - (except Public Admin) engaged in providing services not specifically provided for elsewhere in the classification system.
Transportation and Warehousing - providing transportation of passengers and cargo, warehousing and storage for goods, scenic and sightseeing transportation, and support activities related.
Professional, Scientific, and Technical Services - specialize in performing professional, scientific, and technical activities for others. These activities require a high degree of expertise and training.
Educational Services - provide instruction and training in a wide variety of subjects. This instruction and training is provided by specialized establishments, such as schools, colleges, universities, and centers.
Administrative, Support, Waste Management and Remediation Services - performing routine support activities for the day-to-day operations of other organizations.
Arts, Entertainment, and Recreation - operate facilities or provide services to meet varied cultural, entertainment, and recreational interests of their patrons.
Crop and Animal Production - engaged in growing crops, raising animals, harvesting timber, and harvesting fish and other animals from a farm, ranch, or their natural habitats.
Information - engaged in producing and distributing information and cultural products, or providing the means to transmit or distribute these products as well as data or communications, or processing data.
Management of Companies and Enterprises - hold the securities of companies and enterprises for the purpose of owning a controlling interest or influencing management decisions or establishments (not government) that oversee establishments of the company or enterprise and that normally undertake the strategic or organizational planning and decision-making role of the company or enterprise.
Real Estate and Rental and Leasing - engaged in renting, leasing, or otherwise allowing the use of tangible or intangible assets, and establishments providing related services.
Utilities - engaged in the mechanical, physical, or chemical transformation of materials, substances, or components into new products.
Mining, Quarrying, and Oil and Gas Extraction - extract naturally occurring mineral solids, such as coal and ores; liquid minerals, such as crude petroleum; and gases, such as natural gas.

Complete Skills Gap Table

In an effort to be more environmentally friendly the complete skills gap table has been removed from the print version of this report. An electronic version of the table is available here:

https://datastudio.google.com/open/1XWLauk71QC9-nJnj1OTZtvKTULRGS_X2