



LEVERAGE

CENTRAL ARKANSAS WORKFORCE DEVELOPMENT AREA



LEVERAGE

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REPORT PREPARED BY:

Central Arkansas Planning & Development District
P.O. Box 300
Lonoke, AR 72086
www.capdd.org

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WORKFORCE INNOVATION & OPPORTUNITY ACT

President Obama signed the Workforce Innovation and Opportunity Act into law on July 22, 2014. “The Workforce Innovation and Opportunity Act (WIOA) is a bipartisan law that has one simple goal: connecting more Americans to good jobs. Because better skills lead to better wages, training is needed for modern jobs. WIOA provides quality infrastructure and investment in America’s greatest asset, its people”. WIOA recognizes there is no panacea for improving the American workforce; the program tailors paths for youth, veterans, adults, and those with barriers to employment.

The law provides state and local areas the flexibility needed to collaborate across systems in an effort to better address the needs of employers and employees alike. This new alignment of services across systems, such as workforce development, economic development, and vocational and higher education, allows localities to tailor the delivery of services in order to serve clients in the most effective and efficient manner possible. Our nation’s economy has experienced a great deal of change since the Workforce Investment Act was enacted in 1998. Following the recession, nearly every business in the United States made changes to adapt to the economic uncertainty that rippled through the nation. WIOA addresses the need for increased involvement of the business sector, mandating at least 51% of the Local Workforce Development Board be represented by private industry, including the Board Chair.

“Performance Accountability” was another major WIOA change; in the program WIOA is designed to reflect that securing a job for a client is not good enough, retention of the job is just as important. Under WIOA, employment retention is measured in the fourth quarter, ensuring those who obtain a job by visiting one of America’s Job Centers, maintain employment over time. Continued education and credential obtainment are also measured under WIOA. While there are many other performance and compliance measures within WIOA, they serve to ensure a simple goal is met: connect more Americans with good jobs. The Central Arkansas Workforce Development Area recognizes the importance of these changes and plans to leverage said changes to provide innovative solutions for Central Arkansas’ workforce and employers.



INTRODUCTION

The Central Arkansas Workforce Development Board (CAWDB) is charged with the implementation of the Workforce Innovation and Opportunity Act (WIOA) throughout the Central Arkansas Workforce Development Area's six county service area of Pulaski, Faulkner, Saline, Lonoke, Monroe and Prairie Counties.

The CAWDB is determined to provide both job seekers and employers with the best training/education options designed for the best jobs available throughout the area. To accomplish that goal, the proper analysis of the demographics, job opportunities and availability of the training/education necessary to qualify for those jobs must serve as the foundation for CAWDB's policy decisions. In other words, the CAWDB needed "LEVERAGE" to accomplish their stated goals.

The very definition encapsulates the CAWDB's stated goal to use the data analysis and conclusions drawn from LEVERAGE as a catalytic first step to meet the labor force needs of business and industry and provide every advantage for participants to obtain a higher standard of living throughout the six county service area.

The goal of this report is to provide a base line of information which can be used for policy decision making by the Central Arkansas Workforce Development Board. The first objective is to align training programs to the needs of industry for the benefit for both the jobseeker and employers. Targeted training opportunities will provide participants with the increased probability of obtaining a good paying job. The increased labor pipeline will provide businesses with the workforce they need to operate and grow their companies throughout the region.

The second objective of this report is to build the case for limiting training dollars to only those training/educational programs which are applicable in the eight industry sectors identified as "in-demand" through this analysis.

The eight industry sectors which are identified as "in demand industries" through this analysis are: Manufacturing, Construction, Education and Health Services, Finance and Insurance, Trade and Transportation, Accommodation and Food Services, and Other Services. Matching the right job skills for the most available jobs will prove to be the "innovation" and will generate the "opportunities" in the CAWDB's policy decisions for implementation of the Workforce Innovation and Opportunities Act.

Lastly, the Central Arkansas Workforce Development Area wants to commend the Board of Directors for their vision, commitment, and guidance during this process and moving forward.

CALL TO ACTION

In the past, a large pool of unskilled labor was an attractant for business location decisions. During that time, industries also made their location decisions based on the presence of raw materials. The skills sets needed to produce these products were minimal, so an educated workforce was not an important factor for location decisions.

It goes without saying, the global economy has changed since the time of the industrial revolution, as have the needs of business and industry. The presence of an unskilled labor force today, removes a community from a site selectors list almost instantly. Today, businesses rely on a skilled labor force to serve as the lifeblood of their operations. The technological revolution of the past thirty years has changed the means by which businesses operate. These identified advancements in workplace processes, whether it be advanced manufacturing practices or computer programming, require an educated workforce who possess the skill sets which are needed by industry in the region.

The International Economic Development Council's EDRP publication *Shifting Workforce Development into High Gear* states: "To date, Federal workforce development policy has focused mainly on supply-side strategies, rather than demand-side approaches. Supply-side approaches develop human capital in order to provide the labor market with a steady stream of skilled individuals, but do not take industry's demand for workers into account. This imbalance has created a pool of workers who have been trained, yet do not possess the skills employers seek." The imbalance, referenced by Elizabeth Jacobs above, is currently ongoing throughout the United States and in Central Arkansas. However, the scales can be changed through data-driven decision making, the involvement of the private sector, and the alignment of job placement and creation activities. A chasm between the business community and government supported workforce development is currently becoming an every growing reality. There is much to gain by working together to align workforce development with the needs of industries in the region. How this division came into existence is understandable. Workforce Development Areas (WDBs), along with educational institutions, view workforce development as the development and ultimate security (employment) of the individual. Businesses, on the other hand, directs its focus on the needs of their specific company to operate and expand. By aligning their training programs with the needs of industry, the Workforce Development Areas, their participants and the private sector can benefit greatly. By accomplishing this goal, the Workforce Development Area increases the probability of employment for their participants, increases performance in regards to wages and employment retention, and becomes a contributing partner in the economic development community.

Economic Development Organizations (EDOs) benefit from a demand-driven talent pipeline in marketing and attraction since it is a competitive advantage that cannot be duplicated easily. EDOs also benefit in the retention and expansion of companies. The continued pipeline of workforce, who possess the occupational skills needed by employers, allows industries to expand much easier.

The participant who visits one of the five Central Arkansas Workforce Centers has the most to gain by this new alignment. Regardless of the training program the participant chooses, they will fall within one of the eight major industry clusters outlined later in this document. This placement increases the probability of securing employment within their region at a much higher wage, leading to the enhancement to their quality of life.

LEVERAGE was written as the first step in the Central Arkansas Workforce Development Area's journey to close the gap between workforce and economic development and toward the tailoring of training programs to explicitly meet the needs of industry throughout the six county service area.

LEVERAGE is by no means a panacea to resolving the issue which is currently before economic and workforce development organizations. Rather, it aims to take the important first step toward the alignment of training programs and the needs of industry in Central Arkansas.

ECONOMIC BASE

OVERVIEW

The Workforce Innovation and Opportunity Act is designed to require the Local Workforce Development Board to determine where the best jobs are available, what skills sets are needed for those jobs and which training/education will best prepare individuals for those jobs. The first crucial step to identify those jobs, the skills needed and how best to obtain those skills is to gain an understanding of the "economic base" of the area to be served. An economic base analysis is defined by the International Economic Development Council as "a comprehensive study of a locality's economy, focusing on the importance of exports." To begin this process requires an understanding of the demographic makeup of Central Arkansas. Our purpose is to complete such a study which shall be utilized by the Central Arkansas Workforce Development Board as its foundation for directing WIOA activities throughout the Central Arkansas Workforce Development Area.

KEY FINDINGS: DEMOGRAPHICS

The Central Arkansas Workforce Development Area experienced a population growth of 6.8% from 2010 to 2020. However, such growth has not been uniform across all counties in the area. For example, Saline County experienced a population growth of 15.2% during that time frame, while Monroe County experienced a 16.6% population loss. The decrease in population in Monroe and Prairie County is a red flag worth noting for planning purposes. Moving forward, the approach for workforce development in Faulkner, Lonoke, Pulaski, and Saline Counties will be drastically different than in Monroe and Prairie Counties.

For example, the population decline in Monroe and Prairie County can be attributed to the migration of individuals toward the primary employment cores to their west. This movement of people is a direct result of declining agricultural employment opportunities in those two counties. In contrast, Lonoke County, home to numerous large employers such as Riceland and Remington Arms, has a growing population.

A similar contrast concerning per capita personal income exists among the six counties. While Faulkner County has the second-fastest-growing population, it has lower per capita personal income than Pulaski and Lonoke Counties, which are growing more slowly. However, it must be noted that college students are included in these numbers, and Conway, the Faulkner County seat, houses three four-year collegiate institutions hosting thousands of students who have a limited income. Workforce Development cannot be effectively accomplished through a "one size fits all" approach.

The age range of the primary workforce will be individuals who are 20-64 years old. For the Central Arkansas Workforce Development region, there are 427,015 individuals within that age range, representing 58.6% of the total population. The median age in the region is 37.4 years, while the counties range from a low of 33.6 years in Faulkner County to a high of 46.8 years in Prairie County.

The Bureau of Labor Statistics estimates the size of the labor force to be 348,670, with an unemployment rate of 6.5% in 2020, which equates to 22,578 unemployed persons in the Central Arkansas region. Unemployment is defined as "people who are jobless, actively seeking work, and available to take a job." An essential factor to note is that persons who have given up on finding employment are not calculated into the unemployment rate because they are not included in the labor force numbers. It is pertinent to understand "underemployed" persons are not counted in this unemployment percentage. Although the Arkansas unemployment rate was reaching record level lows before the COVID-19 pandemic, data indicates there is a need and demand for workforce development services throughout the Central Arkansas Workforce Development Area and thereby the need to determine the "highest and best" use of the resources available to the Central Arkansas Workforce Development Board.

TABLE 1: PERSONAL INCOME PER CAPITA

| Area | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 |
|-------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Faulkner County | \$31,008 | \$32,089 | \$33,034 | \$33,074 | \$34,188 | \$34,924 | \$35,448 | \$36,406 | \$37,702 | \$38,949 |
| Lonoke County | \$32,098 | \$33,074 | \$34,540 | \$35,011 | \$35,621 | \$36,474 | \$37,222 | \$37,818 | \$39,316 | \$40,749 |
| Monroe County | \$26,505 | \$28,723 | \$30,810 | \$35,304 | \$31,613 | \$30,367 | \$30,683 | \$32,773 | \$33,514 | \$36,710 |
| Prairie County | \$28,145 | \$28,606 | \$31,169 | \$35,177 | \$34,910 | \$32,338 | \$33,271 | \$36,266 | \$37,033 | \$37,330 |
| Pulaski County | \$40,956 | \$42,391 | \$45,580 | \$43,900 | \$45,853 | \$47,537 | \$48,228 | \$49,304 | \$50,248 | \$51,927 |
| Saline County | \$33,249 | \$35,018 | \$36,265 | \$36,549 | \$37,725 | \$38,613 | \$39,701 | \$40,308 | \$41,340 | \$42,688 |
| Central Arkansas Region | \$36,900 | \$38,267 | \$40,567 | \$39,833 | \$41,284 | \$42,510 | \$43,230 | \$44,158 | \$45,192 | \$46,702 |
| Arkansas | \$31,927 | \$33,860 | \$36,239 | \$36,237 | \$38,264 | \$39,513 | \$40,385 | \$41,657 | \$43,325 | \$44,629 |
| United States | \$40,547 | \$42,739 | \$44,605 | \$44,860 | \$47,071 | \$49,019 | \$50,015 | \$52,118 | \$54,606 | \$56,490 |

Source: Bureau of Economic Analysis

TABLE 2: POPULATION

| Area | 2010 | 2020 | 2010-2020 Change | |
|-------------------------|-----------|-----------|------------------|---------|
| | | | Numeric | Percent |
| Faulkner County | 113,237 | 123,498 | 10,261 | 9.1% |
| Lonoke County | 68,356 | 74,015 | 5,659 | 8.3% |
| Monroe County | 8,149 | 6,799 | -1,350 | -16.6% |
| Prairie County | 8,715 | 8,282 | -433 | -5.0% |
| Pulaski County | 382,748 | 399,125 | 16,377 | 4.3% |
| Saline County | 107,118 | 123,416 | 16,298 | 15.2% |
| Central Arkansas Region | 688,323 | 735,135 | 46,812 | 6.8% |
| Arkansas | 2,915,918 | 3,011,524 | 95,606 | 3.3% |

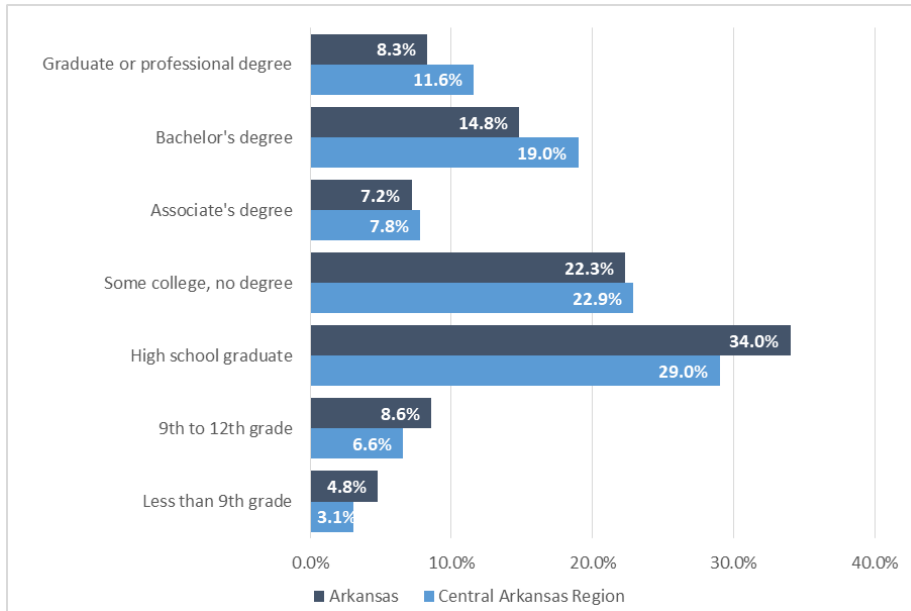
Source: U.S. Census Bureau, 2010 Census and 2020 Census Redistricting Data (PL 94-171)

TABLE 3: AGE DISTRIBUTION

| Age group | Faulkner County | Lonoke County | Monroe County | Prairie County | Pulaski County | Saline County | Central Arkansas Region |
|--------------------|-----------------|---------------|---------------|----------------|----------------|---------------|-------------------------|
| 0 to 4 years | 7,589 | 4,762 | 399 | 430 | 25,475 | 6,996 | 45,651 |
| 5 to 9 years | 7,932 | 5,196 | 394 | 492 | 25,451 | 7,806 | 47,271 |
| 10 to 14 years | 8,255 | 5,378 | 388 | 449 | 25,021 | 8,460 | 47,951 |
| 15 to 19 years | 9,203 | 4,925 | 327 | 426 | 22,997 | 7,560 | 45,438 |
| 20 to 24 years | 14,532 | 4,261 | 342 | 396 | 25,062 | 6,291 | 50,884 |
| 25 to 29 years | 9,423 | 5,103 | 398 | 436 | 30,013 | 7,613 | 52,986 |
| 30 to 34 years | 8,519 | 5,174 | 306 | 414 | 27,537 | 7,924 | 49,874 |
| 35 to 39 years | 8,337 | 5,235 | 318 | 422 | 26,584 | 8,594 | 49,490 |
| 40 to 44 years | 7,470 | 4,751 | 320 | 413 | 23,715 | 7,983 | 44,652 |
| 45 to 49 years | 7,521 | 4,797 | 366 | 491 | 23,772 | 7,976 | 44,923 |
| 50 to 54 years | 6,945 | 4,573 | 438 | 558 | 22,723 | 7,549 | 42,786 |
| 55 to 59 years | 7,448 | 4,818 | 533 | 586 | 25,427 | 7,994 | 46,806 |
| 60 to 64 years | 6,638 | 4,220 | 560 | 621 | 25,111 | 7,464 | 44,614 |
| 65 to 69 years | 5,395 | 3,383 | 498 | 524 | 21,614 | 6,879 | 38,293 |
| 70 to 74 years | 4,468 | 2,668 | 381 | 454 | 16,511 | 6,059 | 30,541 |
| 75 to 79 years | 2,903 | 1,919 | 298 | 405 | 10,597 | 4,486 | 20,608 |
| 80 to 84 years | 1,808 | 1,154 | 220 | 278 | 6,832 | 2,680 | 12,972 |
| 85 years or older | 1,621 | 992 | 215 | 267 | 7,469 | 2,123 | 12,687 |
| Median age (years) | 33.6 | 36.8 | 47.3 | 46.8 | 37.7 | 40.0 | 37.4 |

Source: U.S. Census Bureau, Population Division, July 1, 2019 Estimate

FIGURE 1: EDUCATION ATTAINMENT



Source: U.S. Census Bureau, 2015-2019 American Community Survey 5-year Estimates

TABLE 4: EDUCATION ATTAINMENT:

| Education Level | Faulkner County | Lonoke County | Monroe County | Prairie County | Pulaski County | Saline County | Central Arkansas Region |
|---------------------------------|-----------------|---------------|---------------|----------------|----------------|---------------|-------------------------|
| Population 25 years and over | 75,869 | 48,254 | 5,032 | 5,978 | 266,765 | 82,700 | 484,598 |
| Less than 9th grade | 2.4% | 3.4% | 8.0% | 4.8% | 3.3% | 2.4% | 3.1% |
| 9th to 12th grade | 5.7% | 7.5% | 13.1% | 12.0% | 6.3% | 7.0% | 6.6% |
| High school graduate | 30.5% | 36.7% | 41.3% | 39.9% | 26.0% | 31.4% | 29.0% |
| Some college, no degree | 23.0% | 22.3% | 20.3% | 21.3% | 22.9% | 23.6% | 22.9% |
| Associate's degree | 7.8% | 9.5% | 4.6% | 6.5% | 7.2% | 9.0% | 7.8% |
| Bachelor's degree | 19.2% | 14.2% | 9.7% | 11.0% | 20.7% | 17.2% | 19.0% |
| Graduate or professional degree | 11.4% | 6.4% | 3.0% | 4.4% | 13.6% | 9.5% | 11.6% |
| High school graduate or higher | 91.8% | 89.1% | 78.9% | 83.2% | 90.4% | 90.6% | 90.3% |
| Bachelor's degree or higher | 30.6% | 20.6% | 12.7% | 15.4% | 34.3% | 26.7% | 30.6% |

Source: U.S. Census Bureau, 2015-2019 American Community Survey 5-year Estimates

KEY FINDINGS: EDUCATIONAL ATTAINMENT

Educational Attainment is perhaps one of the most indicative points of data when analyzing demographic characteristics. In Arkansas, 23.0% of Arkansans hold a Bachelor's Degree or higher; that attainment rate is 30.6% for the six-county region of the Central Arkansas WDA. This higher educational attainment level in the region is driven by the types of employment and many educational institutions throughout Pulaski, Faulkner, and Saline Counties. While the Lonoke County Bachelor's degree or higher attainment rate is 20.6%, Prairie County and Monroe County are 15.4% and 12.7%, respectively.

On another side of the equation, many "in demand" occupations, which will be addressed later in this report, do not require a college degree. The attainment rate for earning a High School Diploma or GED and some college with no degree is 56.3% throughout the state of Arkansas. The Central Arkansas WDA attainment rate is 51.9%. We can gain further insight into the core locations where these potential employees may reside by analyzing High School Diploma attainment on a county by county basis. Monroe (61.6%) and Prairie (61.2%) Counties have the highest percentage of residents with a High School Diploma or GED and those with some college with no degree that did not complete any higher education.

KEY FINDINGS: PERSONAL CURRENT TRANSFER RECEIPTS

Personal current transfer receipts (PCTRs) are defined as "income payments to persons for which no current services are performed, plus net insurance settlements." Current transfer receipts from the government include Social Security benefits, medical benefits, veterans' benefits, and unemployment insurance benefits. Current transfer receipts from businesses include liability payments for personal injury and corporate gifts to nonprofit institutions. For the Central Arkansas WDA, PCTRs represented 21.7% of personal income in 2019. This rate is 1.7% below the state total of 23.4% but 4.8% above the nation at 16.9%. Specifically, in the Central Arkansas WDA, Monroe and Prairie Counties held the highest PCTRs as a percent of personal income with 38.8% and 32.8%, respectively.

TABLE 5: PERSONAL CURRENT TRANSFER RECEIPT (THOUSANDS OF DOLLARS)

| Area | 2010 | 2011 | 2012 | 2013 | 2014 |
|-------------------------|---------------|---------------|---------------|---------------|---------------|
| Faulkner County | 755,752 | 777,039 | 800,506 | 821,691 | 893,477 |
| Lonoke County | 478,841 | 494,749 | 504,915 | 517,813 | 560,780 |
| Monroe County | 85,156 | 85,812 | 85,112 | 83,086 | 87,893 |
| Prairie County | 82,027 | 79,835 | 79,825 | 78,498 | 82,230 |
| Pulaski County | 3,041,115 | 3,121,921 | 3,162,759 | 3,228,705 | 3,434,566 |
| Saline County | 831,025 | 851,827 | 887,641 | 920,530 | 983,409 |
| Central Arkansas Region | 5,273,916 | 5,411,183 | 5,520,758 | 5,650,323 | 6,042,355 |
| Arkansas | 23,612,364 | 24,087,339 | 24,336,622 | 24,757,473 | 26,244,700 |
| United States | 2,325,117,000 | 2,358,654,000 | 2,362,988,000 | 2,424,297,000 | 2,541,510,000 |
| Area | 2015 | 2016 | 2017 | 2018 | 2019 |
| Faulkner County | 938,181 | 989,265 | 1,014,617 | 1,054,518 | 1,121,611 |
| Lonoke County | 590,114 | 612,632 | 626,566 | 651,779 | 691,201 |
| Monroe County | 91,197 | 91,495 | 91,515 | 92,815 | 95,513 |
| Prairie County | 85,773 | 89,049 | 93,862 | 96,149 | 98,691 |
| Pulaski County | 3,605,063 | 3,719,554 | 3,791,532 | 3,914,497 | 4,128,640 |
| Saline County | 1,032,728 | 1,090,302 | 1,123,424 | 1,168,880 | 1,251,653 |
| Central Arkansas Region | 6,343,056 | 6,592,297 | 6,741,516 | 6,978,638 | 7,387,309 |
| Arkansas | 27,432,257 | 28,427,436 | 28,997,910 | 29,900,829 | 31,558,536 |
| United States | 2,685,370,000 | 2,776,746,000 | 2,855,049,000 | 2,970,254,000 | 3,125,174,000 |

Source: Bureau of Economic Analysis

TABLE 6: PERSONAL INCOME (THOUSANDS OF DOLLARS)

| Area | 2010 | 2011 | 2012 | 2013 | 2014 |
|-------------------------|----------------|----------------|----------------|----------------|----------------|
| Faulkner County | 3,535,773 | 3,731,335 | 3,915,259 | 3,941,605 | 4,121,742 |
| Lonoke County | 2,206,548 | 2,299,600 | 2,421,539 | 2,476,750 | 2,542,171 |
| Monroe County | 215,696 | 232,626 | 241,981 | 271,489 | 241,337 |
| Prairie County | 245,482 | 245,979 | 264,379 | 294,608 | 291,391 |
| Pulaski County | 15,708,196 | 16,404,869 | 17,740,840 | 17,187,501 | 18,018,020 |
| Saline County | 3,579,455 | 3,836,312 | 4,041,455 | 4,142,728 | 4,333,672 |
| Central Arkansas Region | 25,491,150 | 26,750,721 | 28,625,453 | 28,314,681 | 29,548,333 |
| Arkansas | 93,290,459 | 99,571,455 | 106,984,715 | 107,240,684 | 113,545,481 |
| United States | 12,541,995,000 | 13,315,478,000 | 13,998,383,000 | 14,175,503,000 | 14,982,715,000 |

| Area | 2015 | 2016 | 2017 | 2018 | 2019 |
|-------------------------|----------------|----------------|----------------|----------------|----------------|
| Faulkner County | 4,234,235 | 4,332,002 | 4,497,216 | 4,717,904 | 4,907,842 |
| Lonoke County | 2,602,741 | 2,672,677 | 2,752,317 | 2,885,419 | 2,987,256 |
| Monroe County | 226,297 | 221,070 | 229,834 | 230,576 | 245,991 |
| Prairie County | 268,371 | 274,553 | 299,124 | 299,304 | 300,955 |
| Pulaski County | 18,709,575 | 19,009,005 | 19,390,405 | 19,693,062 | 20,350,636 |
| Saline County | 4,494,152 | 4,671,015 | 4,817,560 | 5,005,259 | 5,226,618 |
| Central Arkansas Region | 30,535,371 | 31,180,322 | 31,986,456 | 32,831,524 | 34,019,298 |
| Arkansas | 117,671,815 | 120,748,208 | 125,025,706 | 130,397,525 | 134,682,679 |
| United States | 15,717,140,000 | 16,151,881,000 | 16,937,582,000 | 17,839,255,000 | 18,542,262,000 |

Source: Bureau of Economic Analysis

TABLE 7: PERSONAL CURRENT TRANSFER RECEIPTS %

| Area | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 |
|-------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Faulkner County | 21.4% | 20.8% | 20.4% | 20.8% | 21.7% | 22.2% | 22.8% | 22.6% | 22.4% | 22.9% |
| Lonoke County | 21.7% | 21.5% | 20.9% | 20.9% | 22.1% | 22.7% | 22.9% | 22.8% | 22.6% | 23.1% |
| Monroe County | 39.5% | 36.9% | 35.2% | 30.6% | 36.4% | 40.3% | 41.4% | 39.8% | 40.3% | 38.8% |
| Prairie County | 33.4% | 32.5% | 30.2% | 26.6% | 28.2% | 32.0% | 32.4% | 31.4% | 32.1% | 32.8% |
| Pulaski County | 19.4% | 19.0% | 17.8% | 18.8% | 19.1% | 19.3% | 19.6% | 19.6% | 19.9% | 20.3% |
| Saline County | 23.2% | 22.2% | 22.0% | 22.2% | 22.7% | 23.0% | 23.3% | 23.3% | 23.4% | 23.9% |
| Central Arkansas Region | 20.7% | 20.2% | 19.3% | 20.0% | 20.4% | 20.8% | 21.1% | 21.1% | 21.3% | 21.7% |
| Arkansas | 25.3% | 24.2% | 22.7% | 23.1% | 23.1% | 23.3% | 23.5% | 23.2% | 22.9% | 23.4% |
| United States | 18.5% | 17.7% | 16.9% | 17.1% | 17.0% | 17.1% | 17.2% | 16.9% | 16.7% | 16.9% |

Source: Bureau of Economic Analysis

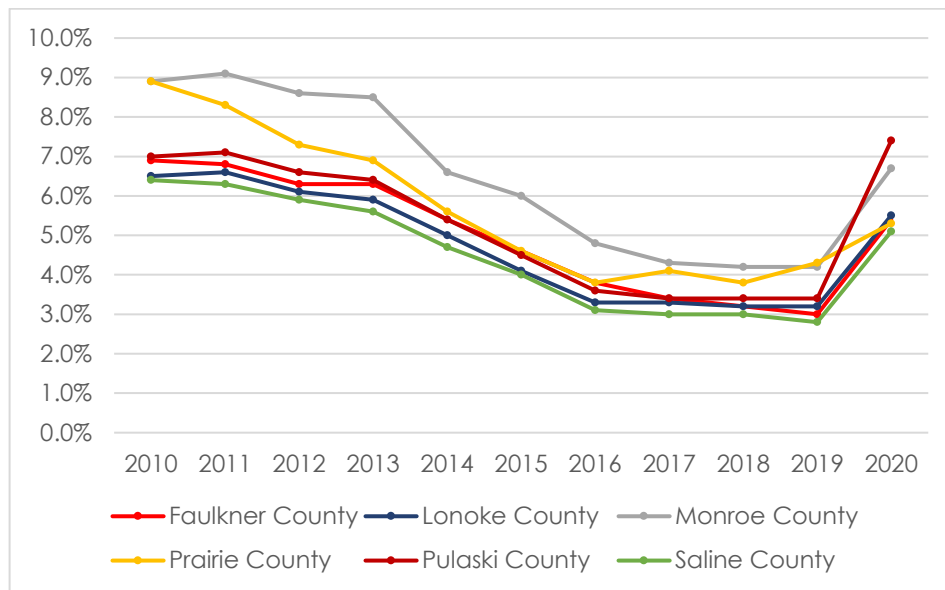
OVERVIEW OF LABOR FORCE

Understanding the characteristics of the Central Arkansas Workforce Area is a crucial component of understanding the economic base of the region. By analyzing labor force trends, commuting patterns, and demographics, one can better understand the region's economy as a whole. Pulaski County serves as the primary employment core for the region, providing the majority of employment for residents in every county in the Central Arkansas Area. However, many job opportunities exist in Saline, Faulkner, and Lonoke County as well. The following pages provide insights into the characteristics of Central Arkansas's greatest asset, our workforce.

KEY FINDINGS: LABOR FORCE

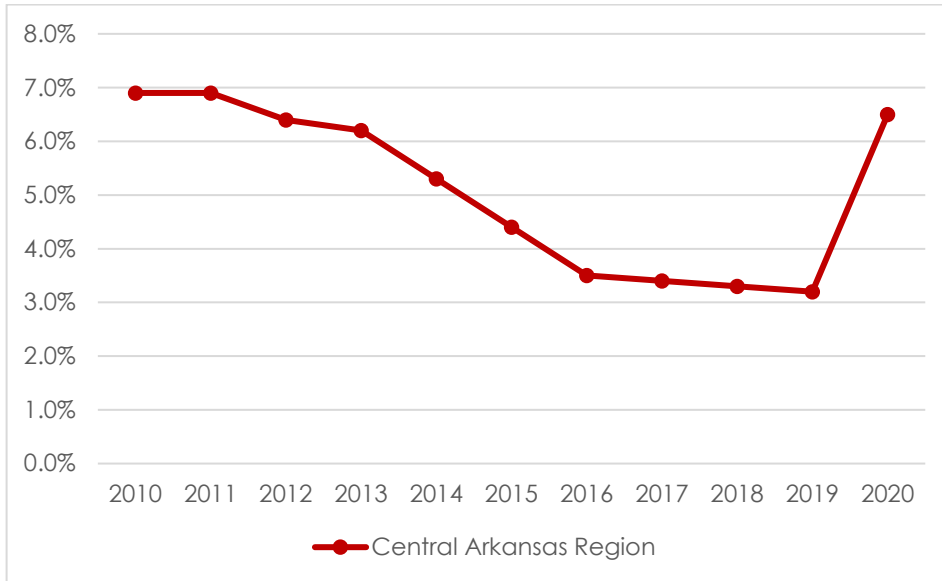
The labor force of the Central Arkansas Workforce Development Area consisted of 348,670 individuals in 2020. The regional unemployment rate was recorded at 6.5%, or a total of 22,578 individuals. During the past decade, Monroe County recorded the highest unemployment rate across the region, reaching 9.1% in 2011. In recent years, Monroe County's unemployment rate has recovered to 6.7%, where it currently stands. Every county in the region was affected by the recession. Most of the impact was felt in 2011 (as indicated in Figure 2), years after the Great Recession. Most recently, all counties experienced a sharp increase in their unemployment rate in 2020 due to the COVID-19 pandemic. Pulaski County topped the region at a 7.4% unemployment rate, increasing four percentage points from 2019 to 2020.

FIGURE 2: UNEMPLOYMENT RATE



Source: Bureau of Labor Statistics, LAUS

FIGURE 3: CENTRAL ARKANSAS WORKFORCE DEVELOPMENT AREA UNEMPLOYMENT RATE



Source: Bureau of Labor Statistics, LAUS

TABLE 8: LABOR FORCE – FAULKNER COUNTY

| | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
|-------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Labor Force | 58,662 | 59,201 | 59,986 | 59,652 | 59,498 | 60,161 | 60,654 | 61,429 | 62,021 | 62,942 | 61,682 |
| Employed | 54,585 | 55,162 | 56,177 | 55,878 | 56,270 | 57,396 | 58,345 | 59,362 | 60,025 | 61,069 | 58,321 |
| Unemployed | 4,077 | 4,039 | 3,809 | 3,774 | 3,228 | 2,765 | 2,309 | 2,067 | 1,996 | 1,873 | 3,361 |
| Unemployment Rate | 6.9% | 6.8% | 6.3% | 6.3% | 5.4% | 4.6% | 3.8% | 3.4% | 3.2% | 3.0% | 5.4% |

Source: Bureau of Labor Statistics, LAUS

TABLE 9: LABOR FORCE – LONOKE COUNTY

| | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
|-------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Labor Force | 33,265 | 33,304 | 33,234 | 32,996 | 33,001 | 33,138 | 33,442 | 33,888 | 34,189 | 34,268 | 33,550 |
| Employed | 31,105 | 31,099 | 31,210 | 31,033 | 31,356 | 31,769 | 32,327 | 32,769 | 33,112 | 33,167 | 31,692 |
| Unemployed | 2,160 | 2,205 | 2,024 | 1,963 | 1,645 | 1,369 | 1,115 | 1,119 | 1,077 | 1,101 | 1,858 |
| Unemployment Rate | 6.5% | 6.6% | 6.1% | 5.9% | 5.0% | 4.1% | 3.3% | 3.3% | 3.2% | 3.2% | 5.5% |

Source: Bureau of Labor Statistics, LAUS

TABLE 10: LABOR FORCE – MONROE COUNTY

| | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
|-------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Labor Force | 3,410 | 3,381 | 3,284 | 3,141 | 3,116 | 2,986 | 2,886 | 2,801 | 2,742 | 2,754 | 2,721 |
| Employed | 3,107 | 3,075 | 3,000 | 2,873 | 2,911 | 2,808 | 2,747 | 2,681 | 2,628 | 2,637 | 2,539 |
| Unemployed | 303 | 306 | 284 | 268 | 205 | 178 | 139 | 120 | 114 | 117 | 182 |
| Unemployment Rate | 8.9% | 9.1% | 8.6% | 8.5% | 6.6% | 6.0% | 4.8% | 4.3% | 4.2% | 4.2% | 6.7% |

Source: Bureau of Labor Statistics, LAUS

TABLE 11: LABOR FORCE – PRAIRIE COUNTY

| | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
|-------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Labor Force | 3,964 | 3,916 | 3,842 | 3,827 | 3,841 | 3,744 | 3,656 | 3,700 | 3,558 | 3,610 | 3,608 |
| Employed | 3,613 | 3,591 | 3,563 | 3,564 | 3,624 | 3,571 | 3,516 | 3,548 | 3,422 | 3,456 | 3,415 |
| Unemployed | 351 | 325 | 279 | 263 | 217 | 173 | 140 | 152 | 136 | 154 | 193 |
| Unemployment Rate | 8.9% | 8.3% | 7.3% | 6.9% | 5.6% | 4.6% | 3.8% | 4.1% | 3.8% | 4.3% | 5.3% |

Source: Bureau of Labor Statistics, LAUS

TABLE 12: LABOR FORCE – PULASKI COUNTY

| | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
|-------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Labor Force | 189,160 | 189,186 | 189,310 | 187,838 | 185,985 | 186,837 | 187,419 | 188,707 | 188,549 | 189,623 | 188,928 |
| Employed | 175,899 | 175,745 | 176,846 | 175,881 | 175,968 | 178,413 | 180,752 | 182,210 | 182,065 | 183,196 | 174,884 |
| Unemployed | 13,261 | 13,441 | 12,464 | 11,957 | 10,017 | 8,424 | 6,667 | 6,497 | 6,484 | 6,427 | 14,044 |
| Unemployment Rate | 7.0% | 7.1% | 6.6% | 6.4% | 5.4% | 4.5% | 3.6% | 3.4% | 3.4% | 3.4% | 7.4% |

Source: Bureau of Labor Statistics, LAUS

TABLE 13: LABOR FORCE – SALINE COUNTY

| | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
|-------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Labor Force | 53,348 | 53,987 | 54,644 | 55,120 | 55,039 | 56,229 | 56,952 | 57,556 | 58,704 | 59,520 | 58,181 |
| Employed | 49,934 | 50,565 | 51,443 | 52,011 | 52,439 | 53,970 | 55,170 | 55,801 | 56,918 | 57,862 | 55,241 |
| Unemployed | 3,414 | 3,422 | 3,201 | 3,109 | 2,600 | 2,259 | 1,782 | 1,755 | 1,786 | 1,658 | 2,940 |
| Unemployment Rate | 6.4% | 6.3% | 5.9% | 5.6% | 4.7% | 4.0% | 3.1% | 3.0% | 3.0% | 2.8% | 5.1% |

Source: Bureau of Labor Statistics, LAUS

KEY FINDINGS: COUNTY PROFILES

A review of Table 14 provides a profile of the age ranges of the individuals who make up the Central Arkansas Workforce Development Region workforce. Workers age 55 and older comprise 19.7% of the workforce in Faulkner County. In contrast, the workforce age 55 and older comprise 27.0% in Monroe County. The apparent lack of younger workers in this rural county may contribute to the economic decline depicted throughout this report. Moving forward, the distribution of workforce development activities within this county needs to be tailored around serving those who fall in this age group.

TABLE 14: AREA PROFILE BY COUNTY

| FAULKNER COUNTY | | | | | |
|------------------------|---------------------------|-------|------------------------------|--------|-------|
| | <u>Jobs by Worker Age</u> | | <u>Jobs by Earnings</u> | | |
| | 2018 | | 2018 | | |
| | Count | Share | Count | Share | |
| Age 29 or younger | 13,210 | 26.5% | \$1,250 per month or less | 9,410 | 18.9% |
| Age 30 to 54 | 26,774 | 53.8% | \$1,251 to \$3,333 per month | 18,394 | 36.9% |
| Age 55 or older | 9,802 | 19.7% | More than \$3,333 per month | 21,982 | 44.2% |
| LONOKE COUNTY | | | | | |
| | <u>Jobs by Worker Age</u> | | <u>Jobs by Earnings</u> | | |
| | 2018 | | 2018 | | |
| | Count | Share | Count | Share | |
| Age 29 or younger | 6,519 | 22.8% | \$1,250 per month or less | 4,945 | 17.3% |
| Age 30 to 54 | 15,944 | 55.7% | \$1,251 to \$3,333 per month | 10,745 | 37.5% |
| Age 55 or older | 6,177 | 21.6% | More than \$3,333 per month | 12,950 | 45.2% |
| MONROE COUNTY | | | | | |
| | <u>Jobs by Worker Age</u> | | <u>Jobs by Earnings</u> | | |
| | 2018 | | 2018 | | |
| | Count | Share | Count | Share | |
| Age 29 or younger | 616 | 23.3% | \$1,250 per month or less | 631 | 23.9% |
| Age 30 to 54 | 1,310 | 49.6% | \$1,251 to \$3,333 per month | 1,190 | 45.1% |
| Age 55 or older | 713 | 27.0% | More than \$3,333 per month | 818 | 31.0% |
| PRAIRIE COUNTY | | | | | |
| | <u>Jobs by Worker Age</u> | | <u>Jobs by Earnings</u> | | |
| | 2018 | | 2018 | | |
| | Count | Share | Count | Share | |
| Age 29 or younger | 612 | 21.5% | \$1,250 per month or less | 556 | 19.6% |
| Age 30 to 54 | 1,565 | 55.0% | \$1,251 to \$3,333 per month | 1,222 | 43.0% |
| Age 55 or older | 666 | 23.4% | More than \$3,333 per month | 1,065 | 37.5% |

TABLE 14: AREA PROFILE BY COUNTY

| PULASKI COUNTY | | | | | |
|---------------------------|-------------------|--------|------------------------------|--------|---------------------------|
| <u>Jobs by Worker Age</u> | 2018 | | <u>Jobs by Earnings</u> | 2018 | |
| | Count | Share | | Count | Share |
| | Age 29 or younger | 37,552 | | 23.2% | \$1,250 per month or less |
| Age 30 to 54 | 86,739 | 53.5% | \$1,251 to \$3,333 per month | 61,286 | 37.8% |
| Age 55 or older | 37,842 | 23.3% | More than \$3,333 per month | 69,395 | 42.8% |

| SALINE COUNTY | | | | | |
|---------------------------|-------------------|--------|------------------------------|--------|---------------------------|
| <u>Jobs by Worker Age</u> | 2018 | | <u>Jobs by Earnings</u> | 2018 | |
| | Count | Share | | Count | Share |
| | Age 29 or younger | 11,231 | | 22.4% | \$1,250 per month or less |
| Age 30 to 54 | 27,825 | 55.4% | \$1,251 to \$3,333 per month | 17,763 | 35.4% |
| Age 55 or older | 11,148 | 22.2% | More than \$3,333 per month | 24,070 | 47.9% |

Source: U.S. Census Bureau, OnTheMap Application and LEHD Origin-Destination Employment Statistics

KEY FINDINGS: COMMUTING PATTERNS

The data depicted in Tables 15, 16, and 17 were obtained from the United States Census Bureau's online tool OnTheMap. When combined, the three tables can be used to develop a clear picture of both the commuting patterns and the characteristics of the Central Arkansas workforce by county. Table 15 indicates the distance and direction workers traveled by commuters by the county of residents. Table 16 displays the inflow and outflow of workers that live or work within that county. Table 17 identifies the number of workers and the location of their employment by county of residence.

For example, Faulkner County's "distance and direction" wheel, found in Table 15, shows the majority of the workers who reside within the county travel between 10-50 miles in a southward direction to their place of employment. From this example, it is clear that a large percentage of the workforce that resides within Faulkner County is employed in a different county. The data provided in Table 17 indicates that 22.4% of the Faulkner County workforce travels to Little Rock for employment, which is the reason for the "southern pull" depicted in Table 15.

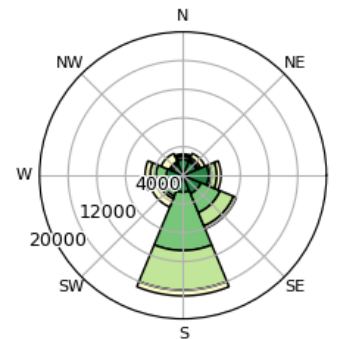
The pattern observed in Faulkner County is consistent across Central Arkansas WDA except for Pulaski County. The majority of Pulaski County's working residents are employed within the county. As indicated, only 29,712 Pulaski County residents travel outside the county for employment, showing Pulaski County's strength as the employment core of the region.

TABLE 15: HOME TO WORK COMMUTE BY COUNTY

Faulkner County

Jobs by Distance - Home to Work

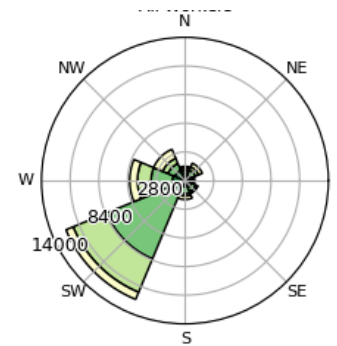
| | 2018 | |
|-----------------------|--------|-------|
| | Count | Share |
| Less than 10 miles | 18,700 | 37.6% |
| 10 to 24 miles | 15,031 | 30.2% |
| 25 to 50 miles | 10,201 | 20.5% |
| Greater than 50 miles | 5,854 | 11.8% |



Lonoke County

Jobs by Distance - Home to Work

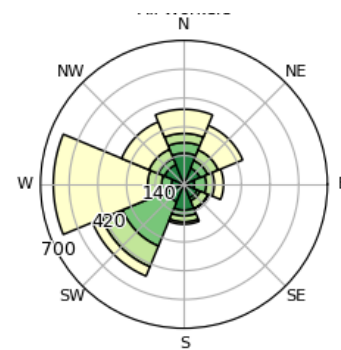
| | 2018 | |
|-----------------------|--------|-------|
| | Count | Share |
| Less than 10 miles | 6,914 | 24.1% |
| 10 to 24 miles | 11,689 | 40.8% |
| 25 to 50 miles | 6,434 | 22.5% |
| Greater than 50 miles | 3,603 | 12.6% |



Monroe County

Jobs by Distance - Home to Work

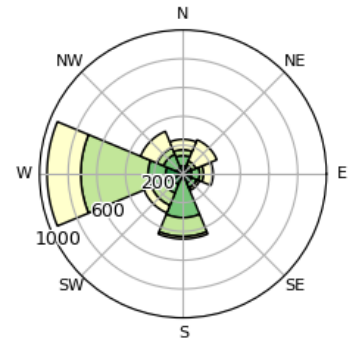
| | 2018 | |
|-----------------------|-------|-------|
| | Count | Share |
| Less than 10 miles | 741 | 28.1% |
| 10 to 24 miles | 506 | 19.2% |
| 25 to 50 miles | 435 | 16.5% |
| Greater than 50 miles | 957 | 36.3% |



Prairie County

Jobs by Distance - Home to Work

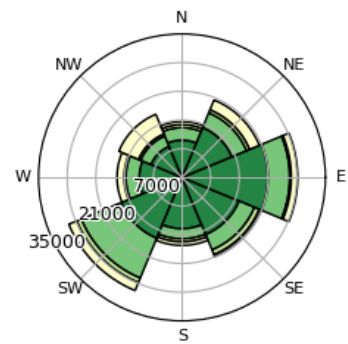
| | 2018 | |
|-----------------------|-------|-------|
| | Count | Share |
| Less than 10 miles | 509 | 17.9% |
| 10 to 24 miles | 743 | 26.1% |
| 25 to 50 miles | 844 | 29.7% |
| Greater than 50 miles | 747 | 26.3% |



Pulaski County

Jobs by Distance - Home to Work

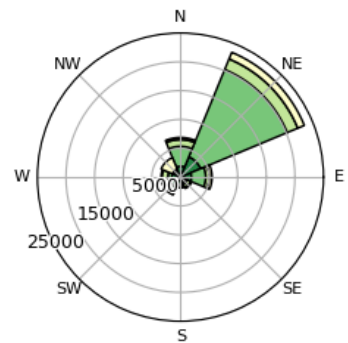
| | 2018 | |
|-----------------------|---------|-------|
| | Count | Share |
| Less than 10 miles | 105,566 | 65.1% |
| 10 to 24 miles | 35,247 | 21.7% |
| 25 to 50 miles | 6,135 | 3.8% |
| Greater than 50 miles | 15,185 | 9.4% |



Saline County

Jobs by Distance - Home to Work

| | 2018 | |
|-----------------------|--------|-------|
| | Count | Share |
| Less than 10 miles | 14,477 | 28.8% |
| 10 to 24 miles | 24,724 | 49.2% |
| 25 to 50 miles | 5,830 | 11.6% |
| Greater than 50 miles | 5,173 | 10.3% |



Source: U.S. Census Bureau, OnTheMap Application and LEHD Origin-Destination Employment Statistics

TABLE 16: INFLOW/OUTFLOW BY COUNTY

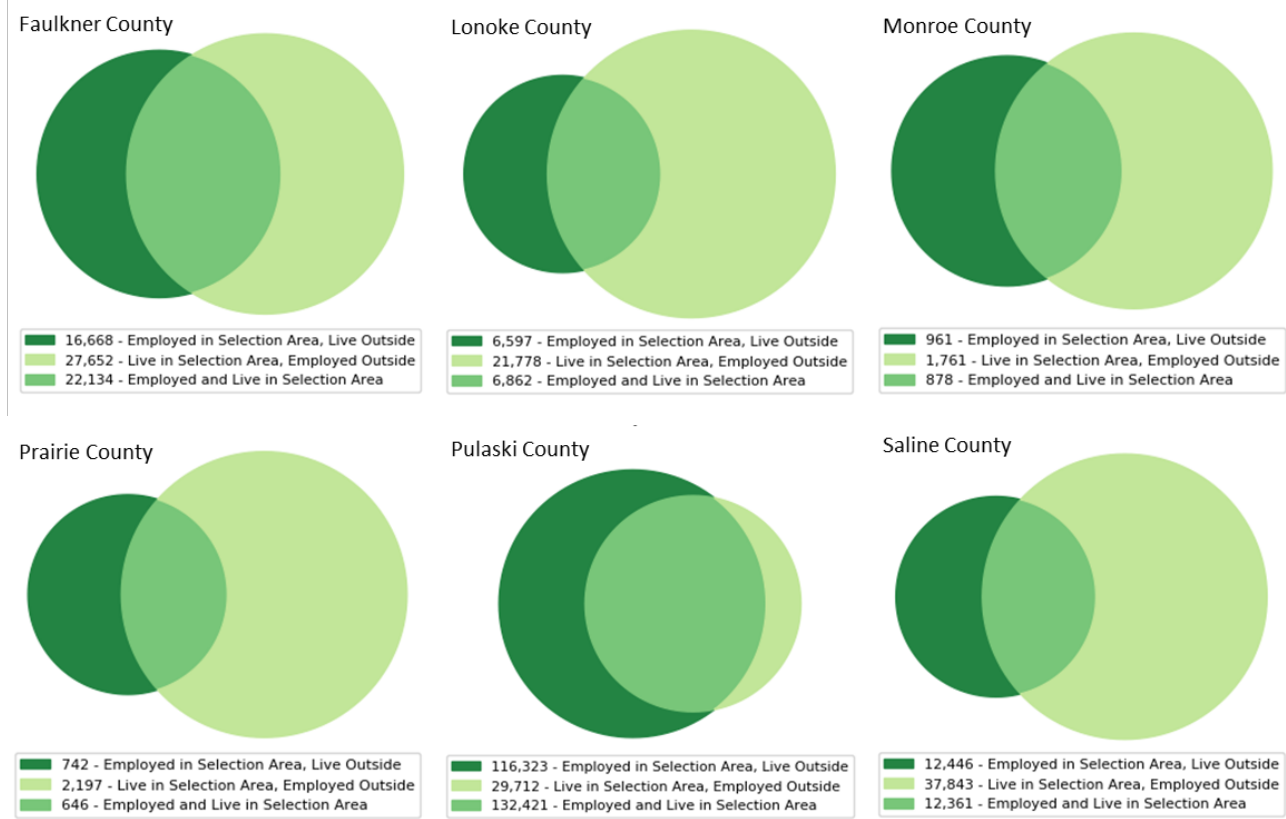


TABLE 17: WHERE WORKERS ARE EMPLOYED BY COUNTY RESIDENTS

Faulkner County

Where Workers are Employed by Place

2018

| | Count | Share |
|----------------------------|--------|-------|
| Conway city, AR | 17,843 | 35.8% |
| Little Rock city, AR | 11,169 | 22.4% |
| North Little Rock city, AR | 2,926 | 5.9% |
| Greenbrier city, AR | 1,058 | 2.1% |
| Maumelle city, AR | 991 | 2.0% |
| Russellville city, AR | 727 | 1.5% |
| Sherwood city, AR | 612 | 1.2% |
| Hot Springs city, AR | 595 | 1.2% |
| Searcy city, AR | 593 | 1.2% |
| Vilonia city, AR | 543 | 1.1% |
| All Other Locations | 12,729 | 25.6% |

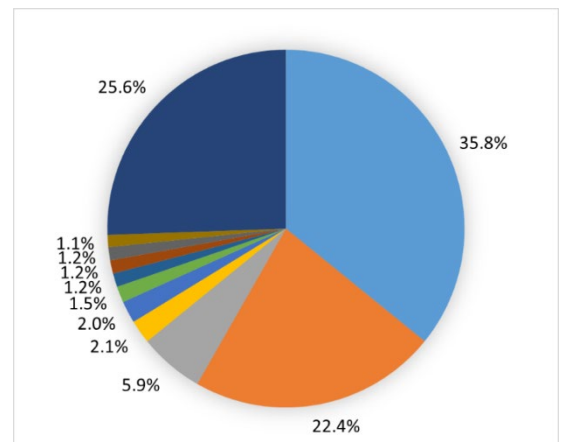
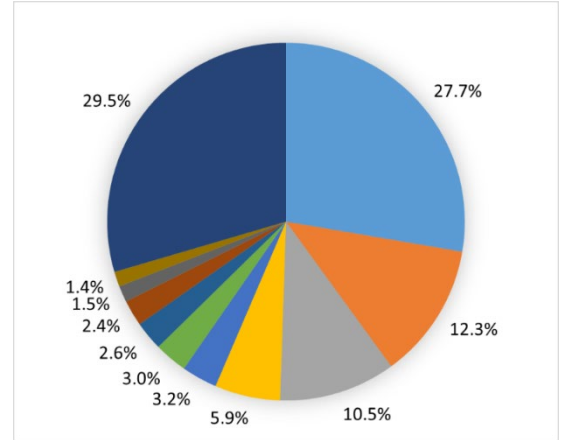


TABLE 17: WHERE WORKERS ARE EMPLOYED BY COUNTY RESIDENTS

Lonoke County

Where Workers are Employed by Place

| | 2018 | |
|----------------------------|-------|-------|
| | Count | Share |
| Little Rock city, AR | 7,932 | 27.7% |
| Cabot city, AR | 3,521 | 12.3% |
| North Little Rock city, AR | 3,019 | 10.5% |
| Jacksonville city, AR | 1,695 | 5.9% |
| Lonoke city, AR | 922 | 3.2% |
| Sherwood city, AR | 856 | 3.0% |
| Conway city, AR | 751 | 2.6% |
| Searcy city, AR | 674 | 2.4% |
| Carlisle city, AR | 422 | 1.5% |
| Beebe city, AR | 388 | 1.4% |
| All Other Locations | 8,460 | 29.5% |



Monroe County

Where Workers are Employed by Place

| | 2018 | |
|-----------------------------|-------|-------|
| | Count | Share |
| Brinkley city, AR | 490 | 18.6% |
| Stuttgart city, AR | 325 | 12.3% |
| Clarendon city, AR | 244 | 9.2% |
| Little Rock city, AR | 223 | 8.5% |
| Jonesboro city, AR | 85 | 3.2% |
| North Little Rock city, AR | 76 | 2.9% |
| Forrest City city, AR | 58 | 2.2% |
| DeWitt city, AR | 40 | 1.5% |
| Helena-West Helena city, AR | 31 | 1.2% |
| Searcy city, AR | 30 | 1.1% |
| All Other Locations | 1,037 | 39.3% |

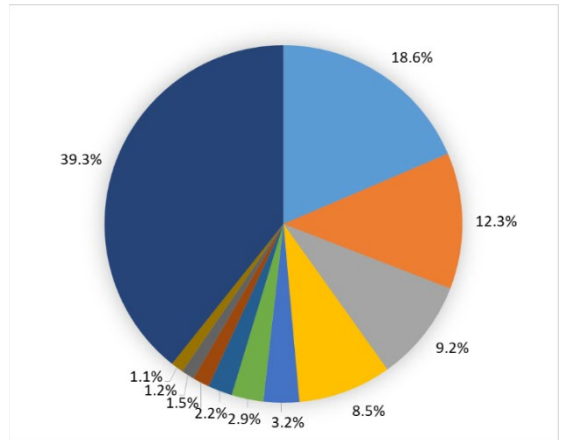
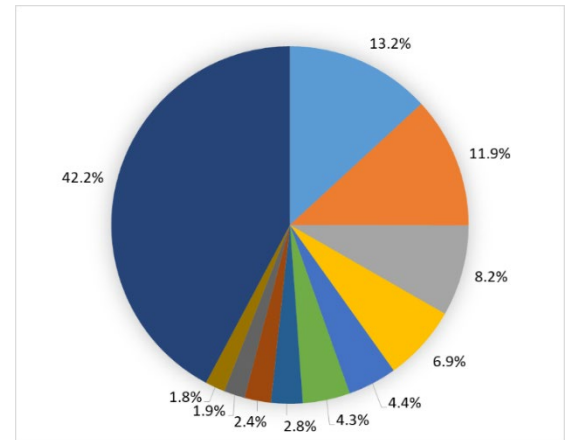


TABLE 17: WHERE WORKERS ARE EMPLOYED BY COUNTY RESIDENTS

Prairie County

Where Workers are Employed by Place

| | 2018 | |
|----------------------------|-------|-------|
| | Count | Share |
| Stuttgart city, AR | 374 | 13.2% |
| Little Rock city, AR | 338 | 11.9% |
| Des Arc city, AR | 234 | 8.2% |
| Hazen city, AR | 195 | 6.9% |
| North Little Rock city, AR | 126 | 4.4% |
| Searcy city, AR | 122 | 4.3% |
| Carlisle city, AR | 81 | 2.8% |
| Jonesboro city, AR | 68 | 2.4% |
| Cabot city, AR | 54 | 1.9% |
| Conway city, AR | 51 | 1.8% |
| All Other Locations | 1,200 | 42.2% |



Pulaski County

Where Workers are Employed by Place

| | 2018 | |
|----------------------------|--------|-------|
| | Count | Share |
| Little Rock city, AR | 95,928 | 59.2% |
| North Little Rock city, AR | 19,742 | 12.2% |
| Sherwood city, AR | 4,448 | 2.7% |
| Jacksonville city, AR | 3,907 | 2.4% |
| Conway city, AR | 3,334 | 2.1% |
| Maumelle city, AR | 3,084 | 1.9% |
| Bryant city, AR | 1,804 | 1.1% |
| Benton city, AR | 1,655 | 1.0% |
| Sweet Home CDP, AR | 1,420 | 0.9% |
| Pine Bluff city, AR | 1,098 | 0.7% |
| All Other Locations | 25,713 | 15.9% |

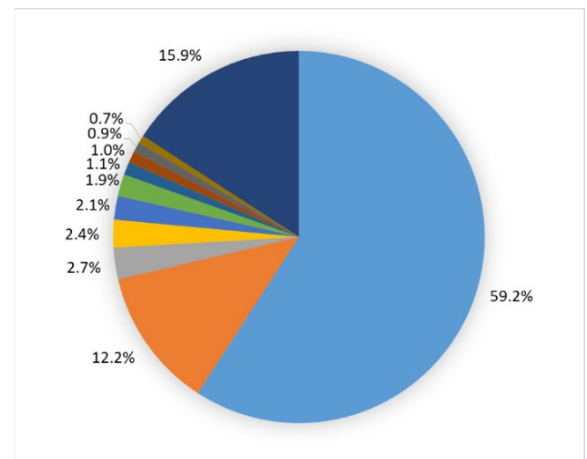
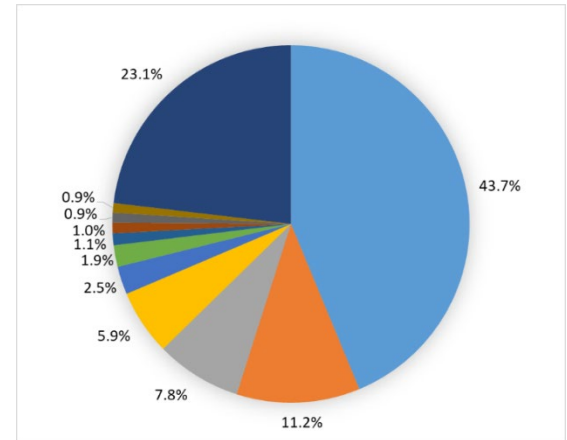


TABLE 17: WHERE WORKERS ARE EMPLOYED BY COUNTY RESIDENTS

Saline County

Where Workers are Employed by Place

| | 2018 | |
|----------------------------|--------|-------|
| | Count | Share |
| Little Rock city, AR | 21,961 | 43.7% |
| Benton city, AR | 5,612 | 11.2% |
| Bryant city, AR | 3,904 | 7.8% |
| North Little Rock city, AR | 2,969 | 5.9% |
| Hot Springs city, AR | 1,272 | 2.5% |
| Conway city, AR | 976 | 1.9% |
| Sherwood city, AR | 538 | 1.1% |
| Pine Bluff city, AR | 481 | 1.0% |
| Russellville city, AR | 451 | 0.9% |
| Maumelle city, AR | 430 | 0.9% |
| All Other Locations | 11,610 | 23.1% |



Source: U.S. Census Bureau, OnTheMap Application and LEHD Origin-Destination Employment Statistics

LARGEST IN-DEMAND INDUSTRIES

OVERVIEW

The economic base of the Central Arkansas WDA is composed of a broad array of industries. There are fourteen in-demand sectors highlighted in Table 18. To be considered an in-demand industry in this analysis, the sector must employ at least 5,000 workers.

KEY FINDINGS: IN-DEMAND INDUSTRIES

In this analysis, several of the in-demand industries were combined into supersectors, as designated by the Bureau of Labor Statistics. The Professional, Scientific and Technical Services industry the Management of Companies and Enterprises industry; and the Administrative and Support and Waste Management and Remediation Services industry were aggregated into the Professional and Business Services supersector. The Trade and Transportation supersector includes the following industries: Wholesale Trade, Retail Trade, and Transportation and Warehousing.

EMSI, a third-party data provider, has all government-run establishments in the Government sector, including public schools and hospitals. Thus the Education and Health Care, and Social Assistance industries do not give a complete picture of the actual employment. For Tables 19 and 22, the Education and Health Care sectors were combined with the portions of the Government sector related to Education and Hospitals to form the Education and Health Services supersector.

OCCUPATIONS BY INDUSTRIES

Each of the eight identified supersectors is listed in Table 19 along with a list of the top occupations that provide job seekers employment opportunities within that industry. While not all-encompassing, the occupations listed are intended to convey the diversity of career opportunities available in the Central Arkansas WDA. These identified occupations also define the career pathways within these industries. For example, one may begin their career in the Health Care industry as a Personal Care Aide and become a Certified Nursing Assistant or Registered Nurse. The next step that will be needed to complete this inventory of occupations is to survey companies to identify the exact location of these jobs. In addition, the development of partnerships with these companies may increase the probability of a participant obtaining employment upon completion of their chosen training path.

TABLE 18: LARGEST IN-DEMAND INDUSTRIES

| NAICS | Industry | 2021 Jobs | 2023 Jobs | Change in Jobs 2021 - 2023 | % Change 2021 - 2023 | Avg. Earnings Per Job |
|-------|--|--------------|--------------|----------------------------------|-------------------------------|--------------------------|
| 90 | Government | 70,839 | 70,050 | -789 | -1% | \$73,979.05 |
| 62 | Health Care and Social Assistance | 51,634 | 53,378 | 1,744 | 3% | \$63,686.04 |
| 44 | Retail Trade | 36,659 | 36,566 | -93 | 0% | \$38,489.48 |
| 72 | Accommodation and Food Services | 27,081 | 27,424 | 344 | 1% | \$21,173.19 |
| 56 | Administrative and Support and Waste Management and Remediation Services | 18,691 | 18,393 | -298 | -2% | \$45,641.66 |
| 31 | Manufacturing | 18,335 | 18,311 | -23 | 0% | \$70,118.19 |
| 81 | Other Services (except Public Administration) | 18,180 | 18,532 | 352 | 2% | \$31,811.19 |
| 52 | Finance and Insurance | 18,126 | 18,594 | 468 | 3% | \$100,180.04 |
| 23 | Construction | 15,713 | 15,811 | 98 | 1% | \$65,118.06 |
| 54 | Professional, Scientific, and Technical Services | 14,931 | 14,966 | 36 | 0% | \$84,990.53 |
| 48 | Transportation and Warehousing | 14,126 | 14,377 | 251 | 2% | \$63,116.74 |
| 42 | Wholesale Trade | 13,226 | 12,993 | -234 | -2% | \$79,660.12 |
| 61 | Educational Services | 6,131 | 6,315 | 184 | 3% | \$44,456.94 |
| 55 | Management of Companies and Enterprises | 5,651 | 5,716 | 65 | 1% | \$92,920.83 |

Source: Emsi, Q3 2021 - QCEW Employees & Non-QCEW Employees

TABLE 19: OCCUPATIONS BY IN-DEMAND INDUSTRIES

| MANUFACTURING | | | | | |
|--|----------------------|----------------------|---|---|---------------------------------------|
| Occupation | 2021 Jobs | 2023 Jobs | Change in Jobs 2021 - 2023 | % Change 2021 - 2023 | Median Hourly Earnings |
| Miscellaneous Assemblers and Fabricators | 907 | 896 | -12 | -1% | \$14.51 |
| First-Line Supervisors of Production and Operating Workers | 750 | 756 | 6 | 1% | \$25.36 |
| Welders, Cutters, Solderers, and Brazers | 609 | 610 | 1 | 0% | \$17.94 |
| Paper Goods Machine Setters, Operators, and Tenders | 570 | 549 | -21 | -4% | \$18.28 |
| Computer Numerically Controlled Tool Operators | 565 | 545 | -20 | -3% | \$16.78 |
| CONSTRUCTION | | | | | |
| Occupation | 2021 Jobs | 2023 Jobs | Change in Jobs 2021 - 2023 | % Change 2021 - 2023 | Median Hourly Earnings |
| Construction Laborers | 1,475 | 1,492 | 17 | 1% | \$13.76 |
| Electricians | 1,320 | 1,359 | 39 | 3% | \$20.47 |
| First-Line Supervisors of Construction Trades and Extraction Workers | 1,061 | 1,067 | 5 | 1% | \$27.04 |
| Carpenters | 933 | 932 | -1 | 0% | \$19.42 |
| Heating, Air Conditioning, and Refrigeration Mechanics and Installers | 838 | 855 | 17 | 2% | \$20.17 |
| EDUCATION AND HEALTH SERVICES | | | | | |
| Occupation | 2021 Jobs | 2023 Jobs | Change in Jobs 2021 - 2023 | % Change 2021 - 2023 | Median Hourly Earnings |
| Registered Nurses | 8,379 | 8,496 | 118 | 1% | \$32.64 |
| Home Health and Personal Care Aides | 5,634 | 6,001 | 368 | 7% | \$11.22 |
| Nursing Assistants | 4,789 | 4,891 | 103 | 2% | \$13.25 |
| Postsecondary Teachers | 3,574 | 3,423 | -151 | -4% | \$38.39 |
| Elementary School Teachers, Except Special Education | 3,172 | 3,193 | 22 | 1% | \$24.83 |
| Licensed Practical and Licensed Vocational Nurses | 2,575 | 2,627 | 52 | 2% | \$21.80 |
| Secondary School Teachers, Except Special and Career/Technical Education | 2,381 | 2,404 | 23 | 1% | \$26.58 |
| Teaching Assistants, Except Postsecondary | 2,273 | 2,291 | 18 | 1% | \$10.75 |
| Receptionists and Information Clerks | 1,958 | 2,006 | 48 | 2% | \$14.09 |
| Physicians, All Other; and Ophthalmologists, Except Pediatric | 1,764 | 1,787 | 23 | 1% | \$95.49 |
| Middle School Teachers, Except Special and Career/Technical Education | 1,709 | 1,715 | 6 | 0% | \$25.52 |
| Medical and Health Services Managers | 1,664 | 1,759 | 96 | 6% | \$40.81 |
| Office Clerks, General | 1,571 | 1,578 | 7 | 0% | \$15.87 |
| Medical Assistants | 1,275 | 1,341 | 66 | 5% | \$16.17 |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 1,273 | 1,282 | 9 | 1% | \$11.28 |
| Cooks, Institution and Cafeteria | 1,242 | 1,254 | 12 | 1% | \$10.65 |

TABLE 19: OCCUPATIONS BY IN-DEMAND INDUSTRIES

| EDUCATION AND HEALTH SERVICES | | | | | |
|--|--------------|--------------|----------------------------------|-------------------------------|------------------------------|
| Interviewers, Except Eligibility and Loan | 1,102 | 1,098 | -4 | 0% | \$14.91 |
| Childcare Workers | 1,092 | 1,097 | 6 | 1% | \$11.19 |
| First-Line Supervisors of Office and Administrative Support Workers | 1,001 | 1,008 | 7 | 1% | \$23.90 |
| FINANCE AND INSURANCE | | | | | |
| Occupation | 2021 Jobs | 2023 Jobs | Change in Jobs 2021 - 2023 | % Change 2021 - 2023 | Median Hourly Earnings |
| Insurance Sales Agents | 1,959 | 1,997 | 38 | 2% | \$30.04 |
| Customer Service Representatives | 1,684 | 1,729 | 45 | 3% | \$16.07 |
| Tellers | 1,053 | 1,036 | -17 | -2% | \$14.63 |
| Insurance Claims and Policy Processing Clerks | 987 | 1,005 | 18 | 2% | \$19.24 |
| Claims Adjusters, Examiners, and Investigators | 921 | 932 | 11 | 1% | \$26.21 |
| TRADE AND TRANSPORTATION | | | | | |
| Occupation | 2021 Jobs | 2023 Jobs | Change in Jobs 2021 - 2023 | % Change 2021 - 2023 | Median Hourly Earnings |
| Retail Salespersons | 9,572 | 9,560 | -13 | 0% | \$12.00 |
| Cashiers | 6,132 | 6,095 | -37 | -1% | \$11.09 |
| Heavy and Tractor-Trailer Truck Drivers | 5,474 | 5,510 | 36 | 1% | \$23.70 |
| Stockers and Order Fillers | 4,891 | 4,872 | -19 | 0% | \$12.44 |
| First-Line Supervisors of Retail Sales Workers | 2,777 | 2,774 | -4 | 0% | \$19.31 |
| Light Truck Drivers | 2,618 | 2,696 | 78 | 3% | \$12.03 |
| Laborers and Freight, Stock, and Material Movers, Hand | 2,407 | 2,426 | 19 | 1% | \$12.44 |
| Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products | 2,219 | 2,169 | -49 | -2% | \$25.58 |
| General and Operations Managers | 1,531 | 1,525 | -6 | 0% | \$39.53 |
| Customer Service Representatives | 1,396 | 1,372 | -24 | -2% | \$16.07 |
| Parts Salespersons | 1,128 | 1,115 | -13 | -1% | \$14.53 |
| Office Clerks, General | 1,054 | 1,030 | -24 | -2% | \$15.87 |
| Pharmacy Technicians | 962 | 984 | 22 | 2% | \$14.53 |

TABLE 19: OCCUPATIONS BY IN-DEMAND INDUSTRIES

| PROFESSIONAL AND BUSINESS SERVICES | | | | | |
|---|----------------------|----------------------|---|---|---------------------------------------|
| Occupation | 2021 Jobs | 2023 Jobs | Change in Jobs 2021 - 2023 | % Change 2021 - 2023 | Median Hourly Earnings |
| Customer Service Representatives | 2,089 | 2,116 | 27 | 1% | \$16.07 |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 1,998 | 1,928 | -70 | -4% | \$11.46 |
| Security Guards | 1,815 | 1,843 | 28 | 2% | \$12.05 |
| General and Operations Managers | 1,204 | 1,218 | 14 | 1% | \$39.54 |
| PROFESSIONAL AND BUSINESS SERVICES | | | | | |
| Accountants and Auditors | 1,139 | 1,136 | -3 | 0% | \$30.07 |
| Office Clerks, General | 1,107 | 1,078 | -29 | -3% | \$16.08 |
| ACCOMMODATION AND FOOD SERVICES | | | | | |
| Occupation | 2021 Jobs | 2023 Jobs | Change in Jobs 2021 - 2023 | % Change 2021 - 2023 | Median Hourly Earnings |
| Fast Food and Counter Workers | 9,227 | 9,478 | 251 | 3% | \$10.28 |
| Waiters and Waitresses | 5,092 | 5,120 | 28 | 1% | \$10.42 |
| Cooks, Restaurant | 2,584 | 2,706 | 122 | 5% | \$11.67 |
| First-Line Supervisors of Food Preparation and Serving Workers | 2,206 | 2,238 | 31 | 1% | \$13.34 |
| Dishwashers | 924 | 923 | 0 | 0% | \$10.46 |
| OTHER SERVICES | | | | | |
| Occupation | 2021 Jobs | 2023 Jobs | Change in Jobs 2021 - 2023 | % Change 2021 - 2023 | Median Hourly Earnings |
| Childcare Workers | 1,342 | 1,380 | 38 | 3% | \$11.19 |
| Maids and Housekeeping Cleaners | 1,048 | 1,081 | 32 | 3% | \$10.66 |
| Home Health and Personal Care Aides | 934 | 978 | 44 | 5% | \$11.22 |
| Clergy | 893 | 919 | 26 | 3% | \$24.19 |
| Directors, Religious Activities and Education | 600 | 617 | 17 | 3% | \$20.28 |
| Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 599 | 597 | -2 | 0% | \$15.27 |
| Office Clerks, General | 593 | 591 | -2 | 0% | \$15.87 |

Source: Emsi, Q3 2021 - QCEW Employees & Non-QCEW Employees

MANUFACTURING

The Central Arkansas WDA, according to EMSI, is home to 552 manufacturing business locations that develop a wide range of products and employ over 18,000 individuals. For example, there are high concentrations of firms throughout the area in commercial printing, cabinetry, concrete, machine shops, and commercial screen printing. Some specializations exist in the region, such as sanitary paper products, ammunitions, iron and steel pipe and tube, electronic connectors, and unlaminated plastics.



When comparing the area to the national workforce, Location Quotients (LQ) are calculated to show the percentage of local employment as it relates to national employment in a given industry. A location quotient of 1.00 for an industry indicates the share of local employment for a region is equivalent to that of the national level. In contrast, a number greater than 1.00 indicates the concentration of employment in an industry is higher for the region than the nation. A review of Table 20 shows that for the Central Arkansas WDA, Small Arms Ammunition Manufacturing has a 19.91 LQ, and Sanitary Paper Product Manufacturing has a 12.02 LQ. Understanding the concentration of firms and specializations will be crucial in determining the specific training/educational programs available to participants in the Central Arkansas region. This understanding, coupled with the participant's decision of which training program will best meet their needs, enhances the participant's training and the labor force needs of businesses.

TABLE 20: INDUSTRY CLASSIFICATION SYSTEMS FOR MANUFACTURING

| NAICS | Description | 2021 Location Quotient | 2021 Jobs | 2023 Jobs | Change in Jobs 2021 2023 | % Change 2021 2023 | Avg. Earnings Per Job | 2020 Payrolled Business Locations |
|--------|---|------------------------|-----------|-----------|--------------------------|--------------------|-----------------------|-----------------------------------|
| 336411 | Aircraft Manufacturing | 2.85 | 1,517 | 1,465 | -52 | -3% | \$88,033.90 | 2 |
| 325620 | Toilet Preparation Manufacturing | 6.24 | 812 | 832 | 21 | 3% | \$87,231.46 | 2 |
| 322291 | Sanitary Paper Product Manufacturing | 12.02 | 756 | 691 | -64 | -9% | \$97,190.73 | 2 |
| 323111 | Commercial Printing (except Screen and Books) | 1.11 | 672 | 597 | -75 | -11% | \$69,423.58 | 43 |
| 331210 | Iron and Steel Pipe and Tube Manufacturing from Purchased Steel | 11.33 | 645 | 721 | 76 | 12% | \$60,582.05 | 2 |
| 311615 | Poultry Processing | 1.03 | 574 | 622 | 48 | 8% | \$50,133.10 | 1 |
| 333111 | Farm Machinery and Equipment Manufacturing | 3.86 | 525 | 625 | 100 | 19% | \$60,775.78 | 4 |
| 332992 | Small Arms Ammunition Manufacturing | 19.91 | 488 | 387 | -101 | -21% | \$59,718.44 | 1 |
| 333318 | Other Commercial and Service Industry Machinery Manufacturing | 3.22 | 448 | 464 | 15 | 3% | \$70,283.72 | 9 |
| 333618 | Other Engine Equipment Manufacturing | 4.32 | 440 | 474 | 34 | 8% | \$65,597.12 | 1 |
| 326121 | Unlaminated Plastics Profile Shape Manufacturing | 8.16 | 423 | 480 | 57 | 13% | \$76,110.90 | 1 |

| NAICS | Description | 2021 Location Quotient | 2021 Jobs | 2023 Jobs | Change in | | Avg. Earnings Per Job | 2020 Payrolled Business Locations |
|--------|---|------------------------|-----------|-----------|-----------|------|-----------------------|-----------------------------------|
| | | | | | Jobs 2021 | 2023 | | |
| 332312 | Fabricated Structural Metal Manufacturing | 1.91 | 400 | 383 | -17 | -4% | \$71,011.98 | 10 |
| 311412 | Frozen Specialty Food Manufacturing | 2.70 | 390 | 405 | 15 | 4% | \$61,710.24 | 1 |
| 337127 | Institutional Furniture Manufacturing | 7.14 | 378 | 338 | -39 | -10% | \$49,318.79 | 3 |
| 334417 | Electronic Connector Manufacturing | 6.72 | 352 | 260 | -92 | -26% | \$74,697.56 | 2 |
| 337110 | Wood Kitchen Cabinet and Countertop Manufacturing | 1.18 | 317 | 323 | 6 | 2% | \$45,522.48 | 19 |
| 322211 | Corrugated and Solid Fiber Box Manufacturing | 1.38 | 311 | 303 | -8 | -3% | \$97,258.01 | 6 |
| 332322 | Sheet Metal Work Manufacturing | 1.04 | 266 | 249 | -17 | -6% | \$83,351.63 | 11 |
| 326199 | All Other Plastics Product Manufacturing | 0.37 | 250 | 250 | 0 | 0% | \$55,814.39 | 6 |
| 332321 | Metal Window and Door Manufacturing | 1.59 | 236 | 257 | 20 | 9% | \$77,514.44 | 4 |
| 327320 | Ready-Mix Concrete Manufacturing | 1.02 | 232 | 218 | -13 | -6% | \$61,756.54 | 29 |
| 339950 | Sign Manufacturing | 1.36 | 230 | 236 | 6 | 3% | \$56,602.16 | 16 |
| 325180 | Other Basic Inorganic Chemical Manufacturing | 2.44 | 229 | 243 | 14 | 6% | \$89,670.23 | 2 |
| 332710 | Machine Shops | 0.37 | 223 | 227 | 5 | 2% | \$50,816.22 | 27 |
| 323113 | Commercial Screen Printing | 1.31 | 205 | 242 | 37 | 18% | \$37,050.53 | 32 |
| 325510 | Paint and Coating Manufacturing | 2.06 | 202 | 210 | 8 | 4% | \$87,678.62 | 3 |
| 332911 | Industrial Valve Manufacturing | 3.21 | 193 | 159 | -34 | -18% | \$84,665.75 | 2 |
| 333415 | Air-Conditioning and Warm Air Heating Equipment and Commercial and Industrial Refrigeration Equipment Manufacturing | 0.90 | 187 | 198 | 11 | 6% | \$69,128.35 | 2 |
| 326122 | Plastics Pipe and Pipe Fitting Manufacturing | 2.57 | 170 | 143 | -27 | -16% | \$60,754.25 | 3 |
| 324121 | Asphalt Paving Mixture and Block Manufacturing | 4.44 | 168 | 180 | 11 | 7% | \$129,950.42 | 4 |
| 336211 | Motor Vehicle Body Manufacturing | 1.37 | 167 | 132 | -34 | -21% | \$52,807.75 | 3 |
| 321920 | Wood Container and Pallet Manufacturing | 1.18 | 165 | 160 | -6 | -3% | \$43,519.71 | 8 |
| 336360 | Motor Vehicle Seating and Interior Trim Manufacturing | 1.00 | 163 | 187 | 24 | 15% | \$49,726.77 | 1 |
| 332812 | Metal Coating, Engraving (except Jewelry and Silverware), and Allied Services to Manufacturers | 1.18 | 156 | 165 | 10 | 6% | \$47,046.00 | 4 |
| 312111 | Soft Drink Manufacturing | 0.84 | 152 | 120 | -31 | -21% | \$68,094.70 | 2 |
| 311919 | Other Snack Food Manufacturing | 1.47 | 152 | 169 | 17 | 11% | \$84,716.43 | 1 |
| 332311 | Prefabricated Metal Building and Component Manufacturing | 1.99 | 151 | 139 | -13 | -8% | \$65,781.18 | 3 |
| 325211 | Plastics Material and Resin Manufacturing | 1.06 | 144 | 165 | 21 | 15% | \$64,240.66 | 4 |
| 312140 | Distilleries | 3.15 | 142 | 157 | 15 | 10% | \$68,975.81 | 1 |

| NAICS | Description | 2021 Location Quotient | 2021 Jobs | 2023 Jobs | Change in Jobs 2021 2023 | % Change 2021 2023 | Avg. Earnings Per Job | 2020 Payrolled Business Locations |
|--------|---|------------------------|-----------|-----------|--------------------------|--------------------|-----------------------|-----------------------------------|
| 331313 | Alumina Refining and Primary Aluminum Production | 8.13 | 142 | 135 | -7 | -5% | \$76,750.83 | 2 |
| 322220 | Paper Bag and Coated and Treated Paper Manufacturing | 1.12 | 139 | 151 | 13 | 9% | \$59,502.21 | 1 |
| 321113 | Sawmills | 0.75 | 134 | 144 | 10 | 8% | \$47,803.59 | 6 |
| 333120 | Construction Machinery Manufacturing | 0.83 | 131 | 146 | 15 | 11% | \$98,877.32 | 4 |
| 332119 | Metal Crown, Closure, and Other Metal Stamping (except Automotive) | 1.19 | 130 | 119 | -11 | -8% | \$55,379.14 | 3 |
| 332996 | Fabricated Pipe and Pipe Fitting Manufacturing | 1.90 | 126 | 139 | 13 | 10% | \$62,594.20 | 2 |
| 331222 | Steel Wire Drawing | 5.18 | 125 | 121 | -5 | -4% | \$69,402.65 | 1 |
| 334511 | Search, Detection, Navigation, Guidance, Aeronautical, and Nautical System and Instrument Manufacturing | 0.39 | 123 | 116 | -7 | -6% | \$94,384.54 | 2 |
| 311111 | Dog and Cat Food Manufacturing | 1.59 | 116 | 134 | 19 | 16% | \$74,183.08 | 1 |
| 322212 | Folding Paperboard Box Manufacturing | 1.75 | 112 | 114 | 2 | 2% | \$93,273.96 | 3 |
| 327110 | Pottery, Ceramics, and Plumbing Fixture Manufacturing | 3.74 | 112 | 105 | -6 | -6% | \$64,660.67 | 1 |
| 321114 | Wood Preservation | 4.26 | 111 | 104 | -6 | -6% | \$80,699.42 | 3 |
| 333995 | Fluid Power Cylinder and Actuator Manufacturing | 2.90 | 108 | 105 | -3 | -3% | \$90,860.93 | 3 |
| 332216 | Saw Blade and Handtool Manufacturing | 1.68 | 101 | 121 | 20 | 20% | \$59,284.31 | 3 |
| 336612 | Boat Building | 1.10 | 101 | 94 | -7 | -7% | \$53,558.58 | 6 |

Source: Emsi, Q3 2021 - QCEW Employees & Non-QCEW Employees

CONSTRUCTION



The average wage for Plumbing, Heating, and Air-Conditioning Contractors is \$59,252, as shown in Table 21. Collectively, there are 15,713 jobs and 1,759 various businesses in the Central Arkansas WDA throughout the construction sector. Given the demand for these jobs, the Central Arkansas Workforce Development Area must educate job seekers on the career possibilities within this sector. In the past, vocational training was provided in high schools across the country and careers in technical fields such as carpentry, plumbing, and construction were known for their potential to provide stable careers.

In a time when technology is growing, the demand for these technical fields has not shrunk, despite the reduction of available avenues to receive such training. The Central Arkansas Workforce Development Area recognizes the importance of these jobs, which provide good wages in a much shorter training period when compared to a four-year degree. It's been said "college isn't for everyone" and in fact those that chose vocational paths often have a much easier time obtaining a job at a higher wage than someone who attended a four-year institution.

TABLE 21: INDUSTRY CLASSIFICATION SYSTEMS FOR CONSTRUCTION

| NAICS | Description | 2021 Location Quotient | 2021 Jobs | 2023 Jobs | Change in Jobs 2021-2023 | % Change 2021-2023 | Avg. Earnings Per Job | 2020 Payrolled Business Locations |
|--------|---|------------------------|-----------|-----------|--------------------------|--------------------|-----------------------|-----------------------------------|
| 238220 | Plumbing, Heating, and Air-Conditioning Contractors | 1.15 | 3,102 | 3,161 | 59 | 2% | \$59,251.78 | 285 |
| 238210 | Electrical Contractors and Other Wiring Installation Contractors | 1.06 | 2,392 | 2,440 | 48 | 2% | \$62,483.23 | 217 |
| 236220 | Commercial and Institutional Building Construction | 1.44 | 2,277 | 2,275 | -2 | 0% | \$82,263.79 | 120 |
| 237130 | Power and Communication Line and Related Structures Construction | 1.78 | 935 | 952 | 17 | 2% | \$79,902.44 | 42 |
| 237310 | Highway, Street, and Bridge Construction | 1.02 | 849 | 871 | 22 | 3% | \$68,995.94 | 35 |
| 238160 | Roofing Contractors | 1.03 | 535 | 557 | 22 | 4% | \$55,613.52 | 56 |
| 238910 | Site Preparation Contractors | 0.61 | 515 | 509 | -6 | -1% | \$53,114.11 | 86 |
| 238990 | All Other Specialty Trade Contractors | 0.64 | 506 | 498 | -8 | -2% | \$52,706.44 | 74 |
| 236118 | Residential Remodelers | 0.49 | 449 | 475 | 26 | 6% | \$59,873.91 | 147 |
| 236115 | New Single-Family Housing Construction (except For-Sale Builders) | 0.51 | 428 | 411 | -17 | -4% | \$66,965.56 | 195 |
| 238120 | Structural Steel and Precast Concrete Contractors | 1.67 | 337 | 339 | 1 | 0% | \$93,765.86 | 15 |
| 237110 | Water and Sewer Line and Related Structures Construction | 0.71 | 326 | 311 | -16 | -5% | \$60,583.96 | 35 |
| 238310 | Drywall and Insulation Contractors | 0.55 | 321 | 307 | -14 | -4% | \$58,567.70 | 47 |
| 238290 | Other Building Equipment Contractors | 0.90 | 311 | 297 | -14 | -4% | \$73,012.80 | 37 |
| 238110 | Poured Concrete Foundation and Structure Contractors | 0.54 | 298 | 280 | -19 | -6% | \$64,808.52 | 36 |
| 238320 | Painting and Wall Covering Contractors | 0.63 | 296 | 275 | -22 | -7% | \$55,346.23 | 62 |
| 238150 | Glass and Glazing Contractors | 1.57 | 275 | 287 | 12 | 4% | \$55,438.95 | 17 |
| 237120 | Oil and Gas Pipeline and Related Structures Construction | 0.65 | 220 | 250 | 30 | 14% | \$61,506.54 | 8 |
| 236210 | Industrial Building Construction | 0.62 | 200 | 196 | -4 | -2% | \$66,898.41 | 9 |
| 238350 | Finish Carpentry Contractors | 0.56 | 195 | 192 | -2 | -1% | \$47,042.36 | 54 |
| 238140 | Masonry Contractors | 0.48 | 162 | 122 | -39 | -24% | \$46,128.45 | 31 |
| 238330 | Flooring Contractors | 0.79 | 142 | 154 | 12 | 8% | \$57,849.54 | 34 |
| 238390 | Other Building Finishing Contractors | 0.74 | 134 | 136 | 2 | 2% | \$47,670.56 | 23 |
| 237990 | Other Heavy and Civil Engineering Construction | 0.37 | 106 | 109 | 3 | 3% | \$55,490.96 | 8 |
| 238190 | Other Foundation, Structure, and Building Exterior Contractors | 0.94 | 104 | 113 | 9 | 9% | \$48,549.40 | 12 |

Source: Emsi, Q3 2021 - QCEW Employees & Non-QCEW Employees

EDUCATION AND HEALTH SERVICES

This supersector includes both the Educational Services, and Health Care and Social Assistance sectors and a subset of the Government sector related to education and health care. The Education and Health Services supersector in the Central Arkansas WDA comprises over 3,721 payrolled businesses that employ 86,964 individuals throughout the region.

The delivery of health care services is one of the most robust sectors in the Central Arkansas region regarding specialization. The robust network of health care institutions serves as a significant asset for Central Arkansas. However, these institutions and the continued growth of this sector depend on a diverse and trained labor force. The Central Arkansas Workforce Development Area will focus on training for employment opportunities within the major anchor institutions and the vast network of businesses that support them.



The Central Arkansas Workforce Development Area began a focused effort to assist organizations in filling their labor needs for Personal Care Aides and CNAs in early 2016. A review of the IPEDS data for UALR and UCA in Tables 29 and 30 reflects Registered Nurses' perceived oversaturation. Upon initial assessment of the data, the appearance of an oversaturation of Registered Nurses would result in difficulty for program completers to find employment. However, the appearance of oversaturation is due to the numerous Registered Nurse training programs in the region. Central Arkansas draws many prospective Registered Nurses from across the State and Nation to receive training at UALR, UCA, UAMS, and Baptist Health. Upon graduation, many completers drawn from outside the region will not compete for jobs in the Central Arkansas WDA; and, thereby eliminating the perceived oversaturation in the area.

The development of a person into a high-quality employee begins with the foundations they learn during their years attending elementary, middle school, and high school. One could argue that a strong workforce starts with Central Arkansas's teachers and the staff who support the numerous educational institutions across the region.

TABLE 22: INDUSTRY CLASSIFICATION SYSTEMS FOR EDUCATION AND HEALTH SERVICES

| NAICS | Description | 2021 Location Quotient | 2021 Jobs | 2023 Jobs | Change in Jobs 2021-2023 | % Change 2021-2023 | Avg. Earnings Per Job | 2020 Payrolled Business Locations |
|--------|---|------------------------|-----------|-----------|--------------------------|--------------------|-----------------------|-----------------------------------|
| 903611 | Elementary and Secondary Schools (Local Government) | 0.81 | 12,923 | 12,778 | -146 | -1% | \$61,710.18 | 28 |
| 622110 | General Medical and Surgical Hospitals | 1.12 | 12,455 | 12,512 | 57 | 0% | \$71,304.89 | 11 |
| 902622 | Hospitals (State Government) | 11.94 | 11,083 | 11,174 | 91 | 1% | \$101,733.80 | 2 |
| 621111 | Offices of Physicians (except Mental Health Specialists) | 1.35 | 8,165 | 8,405 | 241 | 3% | \$123,197.44 | 745 |
| 624120 | Services for the Elderly and Persons with Disabilities | 1.06 | 5,479 | 5,825 | 346 | 6% | \$28,466.58 | 1,079 |
| 902612 | Colleges, Universities, and Professional Schools (State Government) | 0.82 | 5,083 | 4,945 | -138 | -3% | \$58,234.62 | 3 |
| 623110 | Nursing Care Facilities (Skilled Nursing Facilities) | 1.37 | 4,729 | 4,828 | 100 | 2% | \$39,488.06 | 63 |
| 611110 | Elementary and Secondary Schools | 1.22 | 3,244 | 3,517 | 273 | 8% | \$46,182.93 | 41 |

| NAICS | Description | 2021 Location Quotient | 2021 Jobs | 2023 Jobs | Change in Jobs 2021 2023 | % Change 2021 2023 | Avg. Earnings Per Job | 2020 Payrolled Business Locations |
|--------|---|------------------------|-----------|-----------|--------------------------|--------------------|-----------------------|-----------------------------------|
| 624410 | Child Day Care Services | 1.32 | 2,455 | 2,426 | -29 | -1% | \$26,439.55 | 212 |
| 621210 | Offices of Dentists | 0.91 | 1,896 | 1,915 | 20 | 1% | \$64,234.50 | 264 |
| 622310 | Specialty (except Psychiatric and Substance Abuse) Hospitals | 3.28 | 1,890 | 2,031 | 141 | 7% | \$66,944.27 | 7 |
| 621340 | Offices of Physical, Occupational and Speech Therapists, and Audiologists | 1.69 | 1,583 | 1,709 | 126 | 8% | \$54,280.60 | 169 |
| 611310 | Colleges, Universities, and Professional Schools | 0.32 | 1,430 | 1,343 | -87 | -6% | \$32,738.34 | 18 |
| 621610 | Home Health Care Services | 0.39 | 1,398 | 1,496 | 98 | 7% | \$54,238.32 | 48 |
| 624310 | Vocational Rehabilitation Services | 2.09 | 1,389 | 1,353 | -36 | -3% | \$34,844.62 | 25 |
| 624190 | Other Individual and Family Services | 1.22 | 1,318 | 1,498 | 180 | 14% | \$53,383.65 | 79 |
| 622210 | Psychiatric and Substance Abuse Hospitals | 2.59 | 782 | 754 | -28 | -4% | \$52,631.16 | 6 |
| 623311 | Continuing Care Retirement Communities | 0.62 | 733 | 842 | 109 | 15% | \$34,798.60 | 17 |
| 623312 | Assisted Living Facilities for the Elderly | 0.66 | 717 | 767 | 50 | 7% | \$30,230.71 | 16 |
| 621511 | Medical Laboratories | 1.42 | 706 | 767 | 61 | 9% | \$83,889.27 | 52 |
| 623210 | Residential Intellectual and Developmental Disability Facilities | 0.63 | 586 | 542 | -44 | -8% | \$35,070.77 | 27 |
| 623990 | Other Residential Care Facilities | 1.47 | 553 | 611 | 58 | 10% | \$44,750.49 | 5 |
| 623220 | Residential Mental Health and Substance Abuse Facilities | 0.87 | 500 | 506 | 6 | 1% | \$48,276.07 | 26 |
| 621330 | Offices of Mental Health Practitioners (except Physicians) | 1.49 | 460 | 533 | 73 | 16% | \$47,239.99 | 88 |
| 621320 | Offices of Optometrists | 1.30 | 406 | 420 | 14 | 3% | \$56,988.55 | 59 |
| 624110 | Child and Youth Services | 0.83 | 402 | 456 | 55 | 14% | \$38,487.76 | 34 |
| 621991 | Blood and Organ Banks | 2.13 | 393 | 415 | 22 | 6% | \$48,900.86 | 8 |
| 611620 | Sports and Recreation Instruction | 1.39 | 361 | 364 | 4 | 1% | \$28,342.60 | 47 |
| 621493 | Freestanding Ambulatory Surgical and Emergency Centers | 0.84 | 331 | 351 | 20 | 6% | \$55,887.03 | 23 |
| 621310 | Offices of Chiropractors | 1.00 | 316 | 328 | 13 | 4% | \$48,380.03 | 83 |
| 621492 | Kidney Dialysis Centers | 0.98 | 315 | 336 | 21 | 7% | \$66,253.84 | 22 |
| 621498 | All Other Outpatient Care Centers | 0.64 | 306 | 340 | 34 | 11% | \$90,244.49 | 20 |
| 621420 | Outpatient Mental Health and Substance Abuse Centers | 0.46 | 285 | 267 | -19 | -7% | \$49,553.19 | 33 |
| 611512 | Flight Training | 4.42 | 216 | 183 | -33 | -15% | \$136,784.73 | 6 |
| 621399 | Offices of All Other Miscellaneous Health Practitioners | 0.71 | 191 | 227 | 36 | 19% | \$65,709.42 | 58 |
| 611710 | Educational Support Services | 0.51 | 189 | 213 | 23 | 12% | \$37,628.71 | 42 |
| 624210 | Community Food Services | 1.81 | 169 | 180 | 11 | 6% | \$41,107.21 | 12 |
| 624221 | Temporary Shelters | 0.78 | 151 | 154 | 3 | 2% | \$44,409.40 | 15 |
| 621112 | Offices of Physicians, Mental Health Specialists | 0.91 | 127 | 130 | 3 | 3% | \$85,312.50 | 41 |
| 624230 | Emergency and Other Relief Services | 1.46 | 109 | 111 | 2 | 2% | \$40,112.23 | 6 |
| 611210 | Junior Colleges | 1.31 | 105 | 93 | -12 | -11% | \$31,771.50 | 2 |

Source: Emsi, Q3 2021 - QCEW Employees & Non-QCEW Employees

FINANCE AND INSURANCE



The Finance and Insurance sector employs 18,126 individuals across 1,451 business locations in the Central Arkansas WDA. Table 23 shows that the region has a high concentration of Direct Health and Medical Insurance Carriers compared to the nation, with an LQ of 4.65. The Commercial Banking, Insurance Agencies, and Brokerages industry account for almost 64% of the employment in the sector. The top occupations in this sector are insurance sales agents, customer service representatives, and tellers.

TABLE 23: INDUSTRY CLASSIFICATION SYSTEMS FOR FINANCE AND INSURANCE

| NAICS | Description | 2021 Location Quotient | 2021 Jobs | 2023 Jobs | Change in Jobs 2021 2023 | % Change 2021 2023 | Avg. Earnings Per Job | 2020 Payrolled Business Locations |
|--------|---|------------------------|-----------|-----------|--------------------------|--------------------|-----------------------|-----------------------------------|
| 524114 | Direct Health and Medical Insurance Carriers | 4.65 | 4,681 | 4,984 | 304 | 6% | \$90,512.23 | 31 |
| 522110 | Commercial Banking | 1.15 | 3,715 | 3,738 | 23 | 1% | \$93,264.19 | 297 |
| 524210 | Insurance Agencies and Brokerages | 1.15 | 3,177 | 3,193 | 17 | 1% | \$77,435.72 | 526 |
| 523110 | Investment Banking and Securities Dealing | 3.17 | 1,039 | 1,099 | 60 | 6% | \$238,754.28 | 21 |
| 524126 | Direct Property and Casualty Insurance Carriers | 0.77 | 910 | 860 | -50 | -5% | \$85,081.99 | 41 |
| 524298 | All Other Insurance Related Activities | 2.90 | 644 | 740 | 96 | 15% | \$60,165.09 | 25 |
| 524292 | Third Party Administration of Insurance and Pension Funds | 1.04 | 533 | 553 | 20 | 4% | \$85,317.21 | 15 |
| 522292 | Real Estate Credit | 0.93 | 521 | 558 | 37 | 7% | \$199,183.41 | 40 |
| 522130 | Credit Unions | 0.72 | 478 | 494 | 16 | 3% | \$65,751.87 | 41 |
| 524113 | Direct Life Insurance Carriers | 0.77 | 459 | 452 | -8 | -2% | \$106,221.23 | 12 |
| 522390 | Other Activities Related to Credit Intermediation | 2.03 | 373 | 395 | 23 | 6% | \$57,715.67 | 8 |
| 523930 | Investment Advice | 0.59 | 284 | 311 | 26 | 9% | \$95,060.40 | 104 |
| 523120 | Securities Brokerage | 0.35 | 223 | 173 | -50 | -22% | \$172,669.54 | 68 |
| 524291 | Claims Adjusting | 1.62 | 223 | 210 | -13 | -6% | \$88,259.46 | 24 |
| 523920 | Portfolio Management | 0.41 | 217 | 223 | 6 | 3% | \$229,869.21 | 48 |
| 524127 | Direct Title Insurance Carriers | 1.02 | 162 | 167 | 4 | 3% | \$72,237.76 | 21 |
| 522298 | All Other Nondepository Credit Intermediation | 0.81 | 132 | 130 | -3 | -2% | \$50,657.24 | 26 |

Source: Emsi, Q3 2021 - QCEW Employees & Non-QCEW Employees

TRADE AND TRANSPORTATION

This supersector includes the Wholesale Trade, Retail Trade, and Transportation industry sectors. According to EMSI, there are 4,550 business locations in the Trade and Transportation supersector employing 64,012 individuals within the region, making it one of the largest supersectors in the area.

As a result of the shutdowns and disruptions in the supply chain during the COVID-19 pandemic, there has been an increase in demand for the Transportation industry. The Central Arkansas WDA has a competitive advantage in the Transportation sector by having Interstate 30 and Interstate 40 in Little Rock. This direct link to Dallas and Memphis places Central Arkansas as an excellent location for the distribution industry. Truck



driving, as an occupation, provides jobs in the range of \$50,000 per year on average. However, career paths in this sector are not just limited to truck driving. Other occupations exist within various distribution centers.

Over the past several years, the Retail Trade sector has provided employment opportunities for many WIOA participants, such as our youth and the elderly participants, who may have a more difficult time gaining employment. As part of this study, the “establishment employers” which have career ladders and internal education programs must be identified. For example, Enterprise Rental Car is known for its internal management program which produces top managers and executives for the company. All businesses, regardless of sector need top quality supervisors and managers to run day to day operations.

The Central Arkansas Workforce Development Area through Eligible Training Providers and internal soft skill/professional training will work towards preparing participants for these leadership roles. With the proper training, a participant, who may have entered into a company as a cashier or stocker, will learn the skills and abilities needed to satisfy the requirements of better paying positions. As with other sectors, the Business Services Team will work to identify the companies that meet the above criterion with which to partner.

TABLE 24: INDUSTRY CLASSIFICATION SYSTEMS FOR TRADE AND TRANSPORTATION

| NAICS | Description | 2021 Location Quotient | 2021 Jobs | 2023 Jobs | Change in Jobs 2021 2023 | % Change 2021 2023 | Avg. Earnings Per Job | 2020 Payrolled Business Locations |
|--------|--|------------------------|-----------|-----------|--------------------------|--------------------|-----------------------|-----------------------------------|
| 452311 | Warehouse Clubs and Supercenters | 1.67 | 6,188 | 6,477 | 289 | 5% | \$31,790.14 | 21 |
| 445110 | Supermarkets and Other Grocery (except Convenience) Stores | 0.67 | 4,023 | 4,024 | 2 | 0% | \$31,222.12 | 85 |
| 441110 | New Car Dealers | 1.32 | 3,211 | 3,199 | -12 | 0% | \$76,902.87 | 56 |
| 484121 | General Freight Trucking, Long-Distance, Truckload | 2.42 | 2,912 | 2,988 | 75 | 3% | \$66,873.80 | 115 |
| 447110 | Gasoline Stations with Convenience Stores | 1.25 | 2,421 | 2,450 | 28 | 1% | \$26,121.93 | 365 |
| 452210 | Department Stores | 1.08 | 2,033 | 1,847 | -186 | -9% | \$27,332.15 | 35 |
| 492110 | Couriers and Express Delivery Services | 1.01 | 2,027 | 2,094 | 67 | 3% | \$51,414.64 | 32 |
| 446110 | Pharmacies and Drug Stores | 1.17 | 1,813 | 1,831 | 18 | 1% | \$54,195.23 | 165 |
| 444110 | Home Centers | 0.97 | 1,784 | 1,793 | 8 | 0% | \$33,549.35 | 21 |
| 482110 | Rail transportation | 3.13 | 1,535 | 1,522 | -13 | -1% | \$91,909.27 | 0 |

| NAICS | Description | 2021 Location Quotient | 2021 Jobs | 2023 Jobs | Change in Jobs 2021 2023 | % Change 2021 2023 | Avg. Earnings Per Job | 2020 Payrolled Business Locations |
|--------|---|------------------------|-----------|-----------|--------------------------|--------------------|-----------------------|-----------------------------------|
| 452319 | All Other General Merchandise Stores | 1.23 | 1,493 | 1,405 | -88 | -6% | \$21,379.65 | 152 |
| 493110 | General Warehousing and Storage | 0.41 | 1,363 | 1,285 | -77 | -6% | \$45,238.57 | 26 |
| 484122 | General Freight Trucking, Long-Distance, Less Than Truckload | 2.29 | 1,359 | 1,323 | -36 | -3% | \$89,557.49 | 33 |
| 423830 | Industrial Machinery and Equipment Merchant Wholesalers | 1.40 | 1,012 | 989 | -23 | -2% | \$84,674.53 | 95 |
| 441310 | Automotive Parts and Accessories Stores | 1.07 | 912 | 895 | -17 | -2% | \$36,360.68 | 105 |
| 424410 | General Line Grocery Merchant Wholesalers | 1.58 | 855 | 812 | -42 | -5% | \$84,505.07 | 7 |
| 443142 | Electronics Stores | 0.94 | 838 | 792 | -47 | -6% | \$49,076.79 | 68 |
| 451110 | Sporting Goods Stores | 1.40 | 813 | 842 | 28 | 3% | \$31,867.62 | 66 |
| 423450 | Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers | 1.17 | 739 | 794 | 55 | 7% | \$115,207.18 | 68 |
| 453310 | Used Merchandise Stores | 2.00 | 718 | 757 | 39 | 5% | \$30,689.08 | 64 |
| 492210 | Local Messengers and Local Delivery | 1.88 | 698 | 789 | 90 | 13% | \$29,517.44 | 22 |
| 448140 | Family Clothing Stores | 0.83 | 684 | 656 | -28 | -4% | \$22,431.17 | 58 |
| 425120 | Wholesale Trade Agents and Brokers | 0.62 | 651 | 502 | -149 | -23% | \$99,166.05 | 256 |
| 423610 | Electrical Apparatus and Equipment, Wiring Supplies, and Related Equipment Merchant Wholesalers | 1.59 | 650 | 658 | 7 | 1% | \$93,485.92 | 52 |
| 442110 | Furniture Stores | 1.38 | 632 | 612 | -20 | -3% | \$59,801.51 | 81 |
| 444190 | Other Building Material Dealers | 1.09 | 572 | 592 | 20 | 4% | \$58,230.41 | 53 |
| 423710 | Hardware Merchant Wholesalers | 2.87 | 572 | 603 | 31 | 5% | \$63,847.55 | 10 |
| 445310 | Beer, Wine, and Liquor Stores | 1.43 | 539 | 548 | 9 | 2% | \$34,275.83 | 98 |
| 424490 | Other Grocery and Related Products Merchant Wholesalers | 1.02 | 526 | 564 | 38 | 7% | \$73,150.72 | 28 |
| 446120 | Cosmetics, Beauty Supplies, and Perfume Stores | 1.53 | 520 | 571 | 51 | 10% | \$23,569.29 | 58 |
| 448120 | Women's Clothing Stores | 1.39 | 505 | 431 | -73 | -15% | \$24,291.32 | 91 |
| 424820 | Wine and Distilled Alcoholic Beverage Merchant Wholesalers | 2.36 | 490 | 469 | -20 | -4% | \$77,187.05 | 7 |
| 441320 | Tire Dealers | 1.14 | 471 | 464 | -8 | -2% | \$52,197.23 | 64 |
| 484230 | Specialized Freight (except Used Goods) Trucking, Long-Distance | 1.46 | 465 | 479 | 14 | 3% | \$88,513.80 | 25 |
| 484220 | Specialized Freight (except Used Goods) Trucking, Local | 0.88 | 463 | 441 | -22 | -5% | \$64,325.58 | 71 |
| 423810 | Construction and Mining (except Oil Well) Machinery and Equipment Merchant Wholesalers | 2.05 | 446 | 429 | -17 | -4% | \$92,979.07 | 17 |
| 448210 | Shoe Stores | 1.25 | 438 | 462 | 24 | 5% | \$22,390.26 | 41 |
| 485991 | Special Needs Transportation | 2.74 | 431 | 519 | 88 | 20% | \$37,251.85 | 19 |
| 488510 | Freight Transportation Arrangement | 0.76 | 426 | 484 | 58 | 14% | \$77,022.77 | 32 |

| NAICS | Description | 2021 Location Quotient | 2021 Jobs | 2023 Jobs | Change in Jobs 2021 2023 | % Change 2021 2023 | Avg. Earnings Per Job | 2020 Payrolled Business Locations |
|--------|---|------------------------|-----------|-----------|--------------------------|--------------------|-----------------------|-----------------------------------|
| 423120 | Motor Vehicle Supplies and New Parts Merchant Wholesalers | 1.04 | 398 | 395 | -3 | -1% | \$59,303.83 | 32 |
| 448190 | Other Clothing Stores | 1.93 | 393 | 457 | 63 | 16% | \$25,774.28 | 45 |
| 424810 | Beer and Ale Merchant Wholesalers | 1.49 | 389 | 408 | 19 | 5% | \$69,970.35 | 6 |
| 423690 | Other Electronic Parts and Equipment Merchant Wholesalers | 1.23 | 383 | 353 | -31 | -8% | \$84,151.57 | 29 |
| 424210 | Drugs and Druggists' Sundries Merchant Wholesalers | 0.69 | 381 | 407 | 27 | 7% | \$121,972.48 | 34 |
| 442299 | All Other Home Furnishings Stores | 1.19 | 368 | 351 | -17 | -5% | \$24,504.64 | 42 |
| 441120 | Used Car Dealers | 0.96 | 358 | 354 | -5 | -1% | \$55,049.97 | 82 |
| 423730 | Warm Air Heating and Air-Conditioning Equipment and Supplies Merchant Wholesalers | 2.10 | 356 | 347 | -10 | -3% | \$88,196.60 | 24 |
| 444220 | Nursery, Garden Center, and Farm Supply Stores | 1.10 | 340 | 353 | 13 | 4% | \$37,784.45 | 26 |
| 444130 | Hardware Stores | 0.92 | 337 | 336 | 0 | 0% | \$39,662.45 | 39 |
| 453991 | Tobacco Stores | 3.14 | 334 | 354 | 20 | 6% | \$27,218.15 | 62 |
| 423110 | Automobile and Other Motor Vehicle Merchant Wholesalers | 1.16 | 329 | 306 | -23 | -7% | \$66,775.71 | 21 |
| 453998 | All Other Miscellaneous Store Retailers (except Tobacco Stores) | 0.83 | 320 | 346 | 26 | 8% | \$43,660.09 | 55 |
| 451120 | Hobby, Toy, and Game Stores | 1.24 | 292 | 280 | -12 | -4% | \$27,052.64 | 21 |
| 488190 | Other Support Activities for Air Transportation | 1.03 | 288 | 306 | 18 | 6% | \$57,009.00 | 22 |
| 423820 | Farm and Garden Machinery and Equipment Merchant Wholesalers | 1.19 | 287 | 304 | 17 | 6% | \$67,848.53 | 28 |
| 488410 | Motor Vehicle Towing | 1.77 | 277 | 305 | 28 | 10% | \$41,539.14 | 31 |
| 424910 | Farm Supplies Merchant Wholesalers | 0.99 | 269 | 253 | -16 | -6% | \$61,083.62 | 30 |
| 484210 | Used Household and Office Goods Moving | 1.19 | 265 | 269 | 4 | 2% | \$34,720.84 | 23 |
| 441210 | Recreational Vehicle Dealers | 2.30 | 260 | 274 | 14 | 5% | \$85,966.12 | 14 |
| 447190 | Other Gasoline Stations | 1.13 | 242 | 225 | -17 | -7% | \$32,995.01 | 18 |
| 423510 | Metal Service Centers and Other Metal Merchant Wholesalers | 0.84 | 240 | 234 | -5 | -2% | \$69,460.35 | 22 |
| 423420 | Office Equipment Merchant Wholesalers | 1.37 | 225 | 200 | -24 | -11% | \$77,518.37 | 16 |
| 481111 | Scheduled Passenger Air Transportation | 0.23 | 217 | 201 | -16 | -7% | \$57,284.57 | 6 |
| 453220 | Gift, Novelty, and Souvenir Stores | 0.90 | 212 | 166 | -46 | -22% | \$20,731.16 | 36 |
| 423910 | Sporting and Recreational Goods and Supplies Merchant Wholesalers | 1.57 | 210 | 200 | -10 | -5% | \$55,507.56 | 18 |
| 423320 | Brick, Stone, and Related Construction Material Merchant Wholesalers | 1.41 | 210 | 216 | 6 | 3% | \$70,428.50 | 20 |
| 423720 | Plumbing and Heating Equipment and Supplies (Hydronics) Merchant Wholesalers | 0.81 | 204 | 194 | -10 | -5% | \$78,544.32 | 23 |
| 423840 | Industrial Supplies Merchant Wholesalers | 0.87 | 197 | 205 | 8 | 4% | \$69,353.46 | 27 |

| NAICS | Description | 2021 Location Quotient | 2021 Jobs | 2023 Jobs | Change in Jobs 2021 2023 | % Change 2021 2023 | Avg. Earnings Per Job | 2020 Payrolled Business Locations |
|--------|---|------------------------|-----------|-----------|--------------------------|--------------------|-----------------------|-----------------------------------|
| 423930 | Recyclable Material Merchant Wholesalers | 0.91 | 196 | 185 | -10 | -5% | \$62,677.84 | 15 |
| 484110 | General Freight Trucking, Local | 0.30 | 194 | 174 | -20 | -10% | \$61,315.26 | 51 |
| 448310 | Jewelry Stores | 0.95 | 190 | 184 | -6 | -3% | \$58,855.73 | 40 |
| 423220 | Home Furnishing Merchant Wholesalers | 1.34 | 186 | 190 | 4 | 2% | \$71,318.43 | 14 |
| 424940 | Tobacco and Tobacco Product Merchant Wholesalers | 3.21 | 182 | 199 | 17 | 9% | \$52,862.61 | 5 |
| 485410 | School and Employee Bus Transportation | 0.49 | 175 | 161 | -14 | -8% | \$33,201.11 | 6 |
| 453210 | Office Supplies and Stationery Stores | 0.94 | 168 | 140 | -28 | -17% | \$33,112.65 | 18 |
| 423310 | Lumber, Plywood, Millwork, and Wood Panel Merchant Wholesalers | 0.66 | 167 | 159 | -8 | -5% | \$76,193.99 | 13 |
| 423850 | Service Establishment Equipment and Supplies Merchant Wholesalers | 1.34 | 164 | 156 | -8 | -5% | \$56,756.46 | 29 |
| 441228 | Motorcycle, ATV, and All Other Motor Vehicle Dealers | 1.00 | 162 | 150 | -12 | -7% | \$62,228.61 | 17 |
| 442210 | Floor Covering Stores | 1.02 | 162 | 155 | -7 | -4% | \$66,648.29 | 27 |
| 423740 | Refrigeration Equipment and Supplies Merchant Wholesalers | 4.67 | 162 | 171 | 9 | 6% | \$77,545.29 | 12 |
| 424130 | Industrial and Personal Service Paper Merchant Wholesalers | 1.07 | 161 | 165 | 4 | 3% | \$84,682.30 | 11 |
| 491110 | Postal Service | 8.16 | 156 | 164 | 8 | 5% | \$69,536.95 | 2 |
| 453910 | Pet and Pet Supplies Stores | 0.57 | 151 | 147 | -4 | -2% | \$34,436.51 | 13 |
| 423440 | Other Commercial Equipment Merchant Wholesalers | 1.23 | 150 | 142 | -8 | -5% | \$61,792.15 | 23 |
| 446199 | All Other Health and Personal Care Stores | 1.04 | 142 | 128 | -13 | -9% | \$62,571.91 | 31 |
| 453110 | Florists | 1.26 | 139 | 125 | -14 | -10% | \$28,801.05 | 27 |
| 424690 | Other Chemical and Allied Products Merchant Wholesalers | 0.51 | 139 | 144 | 5 | 4% | \$79,658.81 | 30 |
| 488490 | Other Support Activities for Road Transportation | 1.29 | 121 | 129 | 8 | 6% | \$46,982.51 | 12 |
| 454110 | Electronic Shopping and Mail-Order Houses | 0.11 | 114 | 106 | -8 | -7% | \$62,859.87 | 59 |
| 424120 | Stationery and Office Supplies Merchant Wholesalers | 1.13 | 112 | 107 | -4 | -4% | \$67,185.86 | 11 |
| 424470 | Meat and Meat Product Merchant Wholesalers | 1.05 | 110 | 110 | 0 | 0% | \$80,405.26 | 5 |
| 424450 | Confectionery Merchant Wholesalers | 0.78 | 107 | 102 | -5 | -5% | \$68,688.94 | 7 |
| 444120 | Paint and Wallpaper Stores | 1.11 | 102 | 103 | 1 | 1% | \$47,699.62 | 21 |
| 443141 | Household Appliance Stores | 1.00 | 102 | 99 | -4 | -4% | \$52,690.09 | 10 |
| 423330 | Roofing, Siding, and Insulation Material Merchant Wholesalers | 1.07 | 101 | 101 | 0 | 0% | \$62,564.97 | 15 |
| 451211 | Book Stores | 0.98 | 101 | 81 | -19 | -19% | \$25,349.14 | 14 |

Source: Emsi, Q3 2021 - QCEW Employees & Non-QCEW Employees

PROFESSIONAL AND BUSINESS SERVICES



The Professional and Business Services supersector is made up of the following industry sectors: Professional, Scientific, and Technical Services; Management of Companies and Enterprises, and Administrative and Support and Waste Management and Remediation Services. In the Central Arkansas WDA, this supersector has 3,711 business locations that employ 39,273 individuals. The largest occupations listed for the Professional and Business Services are customer service representatives, janitors and cleaners, and security guards, which accounts for approximately 6,000 jobs in 2021, which do not require formal education.

TABLE 25: INDUSTRY CLASSIFICATION SYSTEMS FOR PROFESSIONAL AND BUSINESS SERVICES

| NAICS | Description | 2021 Location Quotient | 2021 Jobs | 2023 Jobs | Change in Jobs 2021 2023 | % Change 2021 2023 | Avg. Earnings Per Job | 2020 Payrolled Business Locations |
|--------|--|------------------------|-----------|-----------|--------------------------|--------------------|-----------------------|-----------------------------------|
| 551114 | Corporate, Subsidiary, and Regional Managing Offices | 1.02 | 5,394 | 5,441 | 46 | 1% | \$91,414.63 | 140 |
| 561320 | Temporary Help Services | 0.72 | 4,315 | 3,792 | -523 | -12% | \$34,478.78 | 124 |
| 561422 | Telemarketing Bureaus and Other Contact Centers | 3.00 | 3,174 | 3,288 | 114 | 4% | \$59,522.25 | 25 |
| 541110 | Offices of Lawyers | 0.94 | 2,265 | 2,199 | -66 | -3% | \$93,536.36 | 556 |
| 561720 | Janitorial Services | 0.90 | 2,149 | 2,041 | -108 | -5% | \$19,878.26 | 149 |
| 561612 | Security Guards and Patrol Services | 0.98 | 1,622 | 1,645 | 23 | 1% | \$25,819.46 | 33 |
| 561730 | Landscaping Services | 0.83 | 1,591 | 1,589 | -1 | 0% | \$44,383.71 | 230 |
| 541513 | Computer Facilities Management Services | 7.76 | 1,396 | 1,429 | 33 | 2% | \$93,515.93 | 7 |
| 541330 | Engineering Services | 0.58 | 1,377 | 1,370 | -7 | 0% | \$100,747.86 | 158 |
| 541512 | Computer Systems Design Services | 0.54 | 1,367 | 1,287 | -80 | -6% | \$104,792.31 | 148 |
| 541511 | Custom Computer Programming Services | 0.46 | 1,105 | 1,233 | 128 | 12% | \$87,817.51 | 123 |
| 541211 | Offices of Certified Public Accountants | 0.86 | 1,012 | 1,035 | 23 | 2% | \$85,954.52 | 150 |
| 561110 | Office Administrative Services | 0.73 | 918 | 986 | 68 | 7% | \$112,187.41 | 156 |
| 541940 | Veterinary Services | 0.90 | 884 | 915 | 31 | 3% | \$41,616.49 | 82 |
| 541611 | Administrative Management and General Management Consulting Services | 0.47 | 785 | 869 | 85 | 11% | \$78,435.13 | 213 |
| 561210 | Facilities Support Services | 2.06 | 759 | 832 | 72 | 10% | \$43,636.70 | 19 |
| 561710 | Exterminating and Pest Control Services | 1.94 | 605 | 622 | 17 | 3% | \$55,186.12 | 42 |
| 541810 | Advertising Agencies | 1.23 | 565 | 587 | 23 | 4% | \$83,338.80 | 54 |
| 541219 | Other Accounting Services | 0.88 | 533 | 439 | -94 | -18% | \$64,200.42 | 121 |
| 561990 | All Other Support Services | 1.12 | 519 | 535 | 16 | 3% | \$48,522.01 | 36 |
| 541310 | Architectural Services | 1.05 | 463 | 457 | -6 | -1% | \$97,946.26 | 57 |
| 561621 | Security Systems Services (except Locksmiths) | 1.16 | 360 | 353 | -7 | -2% | \$66,755.97 | 40 |
| 562111 | Solid Waste Collection | 0.83 | 328 | 354 | 26 | 8% | \$70,727.04 | 28 |
| 541191 | Title Abstract and Settlement Offices | 1.71 | 268 | 264 | -4 | -1% | \$66,297.22 | 32 |
| 541620 | Environmental Consulting Services | 1.24 | 266 | 280 | 14 | 5% | \$111,437.12 | 20 |
| 541690 | Other Scientific and Technical Consulting Services | 0.57 | 264 | 274 | 10 | 4% | \$89,169.12 | 82 |

| NAICS | Description | 2021 Location Quotient | 2021 Jobs | 2023 Jobs | Change in Jobs 2021 2023 | % Change 2021 2023 | Avg. Earnings Per Job | 2020 Payrolled Business Locations |
|--------|--|------------------------|-----------|-----------|--------------------------|--------------------|-----------------------|-----------------------------------|
| 562910 | Remediation Services | 1.25 | 262 | 267 | 5 | 2% | \$66,984.48 | 22 |
| 541990 | All Other Professional, Scientific, and Technical Services | 0.60 | 257 | 300 | 43 | 17% | \$105,399.91 | 16 |
| 541380 | Testing Laboratories | 0.61 | 249 | 256 | 7 | 3% | \$60,878.03 | 21 |
| 562211 | Hazardous Waste Treatment and Disposal | 2.89 | 248 | 255 | 7 | 3% | \$65,414.87 | 4 |
| 541213 | Tax Preparation Services | 1.04 | 236 | 241 | 4 | 2% | \$27,276.85 | 74 |
| 541715 | Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology) | 0.21 | 228 | 231 | 3 | 1% | \$77,044.55 | 24 |
| 561311 | Employment Placement Agencies | 0.39 | 199 | 189 | -10 | -5% | \$76,995.96 | 31 |
| 541613 | Marketing Consulting Services | 0.29 | 187 | 139 | -47 | -25% | \$79,288.66 | 69 |
| 561440 | Collection Agencies | 0.70 | 175 | 134 | -40 | -23% | \$41,790.54 | 11 |
| 551111 | Offices of Bank Holding Companies | 6.65 | 173 | 188 | 15 | 9% | \$110,195.24 | 3 |
| 561439 | Other Business Service Centers (including Copy Shops) | 1.67 | 171 | 197 | 27 | 16% | \$42,521.97 | 10 |
| 541910 | Marketing Research and Public Opinion Polling | 0.94 | 169 | 126 | -43 | -25% | \$113,227.04 | 6 |
| 561613 | Armored Car Services | 2.78 | 168 | 161 | -7 | -4% | \$50,552.31 | 2 |
| 561410 | Document Preparation Services | 1.75 | 166 | 171 | 5 | 3% | \$41,665.57 | 12 |
| 561790 | Other Services to Buildings and Dwellings | 0.50 | 115 | 110 | -5 | -4% | \$38,598.65 | 31 |
| 541930 | Translation and Interpretation Services | 1.07 | 112 | 127 | 15 | 13% | \$25,784.73 | 6 |
| 561499 | All Other Business Support Services | 0.57 | 105 | 112 | 8 | 7% | \$48,748.22 | 14 |

Source: Emsi, Q3 2021 - QCEW Employees & Non-QCEW Employee

ACCOMMODATION AND FOOD SERVICES

The Accommodation and Food Services sector employs 27,081 individuals with 1,673 business locations across the Central Arkansas WDA. The overwhelming majority (84%) of these jobs are at restaurants, with the largest occupations of fast food and counter workers, and waiters/waitresses. Many of the jobs in this industry do not require formal education.



TABLE 26: INDUSTRY CLASSIFICATION SYSTEMS FOR ACCOMMODATION AND FOOD SERVICES

| NAICS | Description | 2021 Location Quotient | 2021 Jobs | 2023 Jobs | Change in Jobs 2021 2023 | % Change 2021 2023 | Avg. Earnings Per Job | 2020 Payrolled Business Locations | 2022 Location Quotient |
|--------|--|------------------------|-----------|-----------|--------------------------|--------------------|-----------------------|-----------------------------------|------------------------|
| 722513 | Limited-Service Restaurants | 1.32 | 12,841 | 13,154 | 313 | 2% | \$18,953.47 | 661 | 6888.84 |
| 722511 | Full-Service Restaurants | 1.08 | 9,924 | 10,126 | 202 | 2% | \$22,820.05 | 538 | 5264.53 |
| 721110 | Hotels (except Casino Hotels) and Motels | 0.80 | 1,999 | 1,847 | -152 | -8% | \$24,970.95 | 178 | 771.20 |
| 722515 | Snack and Nonalcoholic Beverage Bars | 0.57 | 979 | 1,032 | 53 | 5% | \$19,773.93 | 132 | 569.13 |
| 722310 | Food Service Contractors | 0.73 | 588 | 590 | 1 | 0% | \$27,773.73 | 43 | 295.80 |
| 722514 | Cafeterias, Grill Buffets, and Buffets | 1.84 | 258 | 217 | -41 | -16% | \$21,908.19 | 15 | 67.16 |
| 722410 | Drinking Places (Alcoholic Beverages) | 0.33 | 201 | 155 | -45 | -23% | \$21,091.05 | 46 | 31.94 |
| 722320 | Caterers | 0.73 | 159 | 149 | -10 | -6% | \$23,897.60 | 24 | 64.78 |

Source: Emsi, Q3 2021 - QCEW Employees & Non-QCEW Employees

OTHER SERVICES



The Other Services sector employs 18,180 individuals across 1,596 business locations in the Central Arkansas WDA. This sector includes various industries such as religious organizations, automotive repair, car washes, pet care, and laundry services. The top occupations within the industry are childcare workers, maids, and housekeeping cleaners.

TABLE 27: INDUSTRY CLASSIFICATION SYSTEMS FOR OTHER SERVICES

| NAICS | Description | 2021 Location Quotient | 2021 Jobs | 2023 Jobs | Change in Jobs 2021 2023 | % Change 2021 2023 | Avg. Earnings Per Job | 2020 Payrolled Business Locations |
|--------|---|------------------------|-----------|-----------|--------------------------|--------------------|-----------------------|-----------------------------------|
| 813110 | Religious Organizations | 1.78 | 6,924 | 7,093 | 169 | 2% | \$21,194.29 | 22 |
| 814110 | Private Households | 1.10 | 3,344 | 3,460 | 117 | 3% | \$13,462.73 | 243 |
| 811111 | General Automotive Repair | 0.78 | 652 | 646 | -6 | -1% | \$52,882.93 | 122 |
| 812112 | Beauty Salons | 0.73 | 553 | 541 | -11 | -2% | \$33,418.97 | 161 |
| 811192 | Car Washes | 1.27 | 477 | 528 | 51 | 11% | \$28,814.29 | 47 |
| 811121 | Automotive Body, Paint, and Interior Repair and Maintenance | 0.83 | 455 | 456 | 2 | 0% | \$53,389.72 | 82 |
| 811310 | Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance | 0.86 | 434 | 448 | 14 | 3% | \$60,668.00 | 73 |
| 813319 | Other Social Advocacy Organizations | 1.58 | 385 | 343 | -42 | -11% | \$66,043.71 | 51 |
| 813920 | Professional Organizations | 1.85 | 375 | 398 | 23 | 6% | \$78,525.60 | 35 |
| 813910 | Business Associations | 1.40 | 363 | 369 | 6 | 2% | \$86,126.52 | 68 |

| NAICS | Description | 2021 Location Quotient | 2021 Jobs | 2023 Jobs | Change in Jobs 2021 2023 | % Change 2021 2023 | Avg. Earnings Per Job | 2020 Payrolled Business Locations |
|--------|---|------------------------|-----------|-----------|--------------------------|--------------------|-----------------------|-----------------------------------|
| 812910 | Pet Care (except Veterinary) Services | 0.93 | 302 | 355 | 53 | 18% | \$31,131.61 | 45 |
| 812210 | Funeral Homes and Funeral Services | 1.16 | 284 | 283 | -1 | 0% | \$38,741.31 | 31 |
| 812320 | Drycleaning and Laundry Services (except Coin-Operated) | 1.30 | 269 | 222 | -47 | -17% | \$24,546.19 | 39 |
| 812199 | Other Personal Care Services | 0.82 | 241 | 241 | 1 | 0% | \$28,771.47 | 49 |
| 812332 | Industrial Launderers | 1.57 | 235 | 228 | -7 | -3% | \$56,397.53 | 6 |
| 813410 | Civic and Social Organizations | 0.36 | 216 | 193 | -23 | -11% | \$38,538.94 | 55 |
| 811118 | Other Automotive Mechanical and Electrical Repair and Maintenance | 4.00 | 214 | 215 | 1 | 1% | \$47,350.81 | 26 |
| 811191 | Automotive Oil Change and Lubrication Shops | 1.48 | 212 | 234 | 22 | 10% | \$36,216.59 | 17 |
| 812111 | Barber Shops | 2.29 | 157 | 194 | 37 | 24% | \$33,181.64 | 11 |
| 811212 | Computer and Office Machine Repair and Maintenance | 1.73 | 155 | 146 | -9 | -6% | \$67,145.89 | 17 |
| 813990 | Other Similar Organizations (except Business, Professional, Labor, and Political Organizations) | 0.63 | 148 | 149 | 0 | 0% | \$30,397.03 | 23 |
| 813930 | Labor Unions and Similar Labor Organizations | 0.63 | 144 | 141 | -3 | -2% | \$29,438.46 | 34 |
| 813312 | Environment, Conservation and Wildlife Organizations | 0.83 | 139 | 139 | 0 | 0% | \$76,735.73 | 17 |
| 811122 | Automotive Glass Replacement Shops | 1.80 | 138 | 146 | 8 | 6% | \$47,812.72 | 23 |
| 811219 | Other Electronic and Precision Equipment Repair and Maintenance | 1.45 | 132 | 145 | 12 | 9% | \$68,949.68 | 16 |
| 812331 | Linen Supply | 0.98 | 129 | 144 | 15 | 12% | \$41,392.27 | 2 |
| 812930 | Parking Lots and Garages | 0.49 | 107 | 104 | -4 | -3% | \$27,045.11 | 12 |

Source: Emsi, Q3 2021 - QCEW Employees & Non-QCEW Employees

PROGRAM COMPLETIONS & LABOR FORCE GAPS

IPEDS AND LABOR GAPS

The Integrated Postsecondary Education Data System (IPEDS) serves as the primary education data collection program for the National Center for Education Statistics. IPEDS provides values related to program completions, enrollment, program cost, retention, and students' graduation for 2-year and four-year educational institutions. While IPEDS data is not available for every eligible training provider in the Central Arkansas Workforce Development Area, it is available for the University of Arkansas - Pulaski Technical College, the University of Arkansas at Little Rock, and the University of Central Arkansas. By comparing IPEDS data to regional job openings derived from EMSI, the labor force gap can be estimated for specific training programs.

The data on the following tables were derived by matching Classification of Instructional Programs (CIP) data from IPEDS to individual Standard Occupational Classification (SOC) data from EMSI by using the crosswalk from the National Center for Education Statistics (NCES).

This allows a comparison between educational program completions in a given year to the number of regional job openings for each occupation that could employ a person holding that specific academic credential.

For this analysis, the SOC codes for detailed postsecondary teaching occupations were not included because the EMSI category is ambiguous. For example, a person completing a degree in History would not be qualified to fill a job as a Physics Professor, so those job openings should not be included in that educational program.

HOW TO USE THE FOLLOWING CHARTS

The Central Arkansas Workforce Development Board of Directors has directed all eligible training programs to be focused on jobs identified as in-demand in the region. The directive will benefit both job seekers and employers by targeting the proper training for available and in-demand careers. This focused approach will increase the likelihood of securing a job upon completing the program and providing a workforce pipeline that possesses the skills and knowledge needed.

To determine the jobs and training programs on which to focus on, Tables 28-30 will be used to analyze the applicability of such specific training programs. The following example can be applied to each table to develop the needed determination for each program. For example, for Pulaski Technical College's Truck and Bus Driver/Commercial Vehicle Operator and Instructor program, a labor force gap of 1,120 exists in the region. This labor force gap can be calculated by subtracting the eight regional program completions from the 2020 openings column, which indicates that 1,120 job openings exist for Heavy and Tractor-Trailer Truck Drivers, Light Truck Drivers, and Bus Drivers. These three job titles are combined to make up the job openings and total jobs columns.

TRAINING FOR REAL JOBS

To effectively adhere to the directive set forth by the Board, many programs will need to be removed from the eligible training provider list. The recommendation of removal does not address the quality of the institution or training program. Rather, the analysis of the type training/education required to qualify for the in-demand jobs determines the course of study that is eligible to be funded. In other words, if a particular job category does not exist in sufficient numbers within the Central Arkansas Region to support graduates of these programs WIOA funding will not be available for that particular course. Furthermore, this defined Board Policy is designed to ensure all training/education funded by the Central Arkansas Workforce Development Board helps WIOA scholarship recipients to be equipped with the skills needed to obtain a good paying job to enhance their overall quality of life.

The Central Arkansas Workforce Development Board fully agrees with and supports each participant choosing his/her career path. However, this defined Board Policy ensures each participant is provided the "best" options available within the Central Arkansas WDA to prepare themselves for the "best" available jobs. In furtherance of this Board Policy, all eligible training provider/programs are designed to prepare participants for the primary industry sectors in Central Arkansas that have the most opportunity and best paying jobs. In other words, this policy works to mitigate the need for participants to develop a working knowledge and understand the Labor Market Information which is provided to them. This data is complicated and can be confusing and is difficult to both explain and interpret even for those trained in the field. This new approach will provide the participant a much improved chance of securing a quality job upon completion of their chosen training program. Labor Market Information will still be made available to every participant, however the delivery of the information will be packaged in way that is easy to understand and comprehend.

Implementing the new Board Policy outlined above will require existing training/education to be removed from the current "Eligible Training Provider List." For example, the University of Arkansas at Little Rock offers a Bachelor of Science degree in Psychology, a highly sought and popular program at colleges across the nation. However, there are very few applicable jobs available in the Central Arkansas WDA. The estimates show 42 regional openings for jobs requiring Psychology Majors. However, 288 individuals obtained a Psychology Degree from the universities in the region in 2020. This number of graduates equates to an oversaturation within the labor force of 246-degree completions, creating a very competitive job market. Training for this program through the Central Arkansas Workforce Development Area would be a disservice to our clients, as they would likely struggle to find employment upon graduation.

Another example that provides insight into the value of this new policy is to review vocational training programs that fall outside of four-year collegiate degrees available through Pulaski Technical College. A review of the Emergency Medical Technology/Technician (EMT Paramedic) training program reveals that it had an average of 41 completions in 2020. However, the job availability data indicates there are only a total of 13 job openings that require this training. This shows an oversaturation of the labor force by 28 completions. In contrast, Pulaski Technical College also houses numerous vocational training programs that can provide participants with a higher probability of securing a new job to produce an increased quality of life. An example of such a program is the Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/Technician program, which only had 27 completions during 2020. However, there are 102 openings within this field in the region.

This is an example of the types of program the Central Arkansas Workforce Development Area will support under the new Board Policy. In the back of this document you will find an extensive list of employment opportunities in the in-demand industry sectors.

TABLE 28: UNIVERSITY OF ARKANSAS-PULASKI TECHNICAL COLLEGE COMPLETIONS

| CIP Code | Description | Completions 2020 | Regional Completions 2020 | Labor Force Gap | 2020 Openings | 2020 Jobs | 2021 Jobs |
|----------|---|------------------|---------------------------|-----------------|---------------|-----------|-----------|
| 52.0201 | Business Administration and Management, General | 13 | 314 | 1,430 | 1,744 | 20,558 | 20,689 |
| 52.0101 | Business/Commerce, General | 50 | 164 | 1,346 | 1,510 | 17,935 | 18,061 |
| 49.0205 | Truck and Bus Driver/Commercial Vehicle Operator and Instructor | 8 | 8 | 1,112 | 1,120 | 10,158 | 10,246 |
| 52.0408 | General Office Occupations and Clerical Services | 8 | 8 | 1,004 | 1,012 | 9,072 | 9,045 |
| 19.0706 | Child Development | 24 | 29 | 748 | 777 | 6,489 | 6,528 |
| 12.0503 | Culinary Arts/Chef Training | 116 | 116 | 688 | 804 | 5,519 | 5,575 |
| 51.0000 | Health Services/Allied Health/Health Sciences, General | 59 | 113 | 643 | 756 | 6,485 | 6,582 |
| 13.1206 | Teacher Education, Multiple Levels | 26 | 48 | 637 | 685 | 8,926 | 8,953 |
| 52.0204 | Office Management and Supervision | 8 | 8 | 489 | 497 | 5,247 | 5,247 |
| 52.0701 | Entrepreneurship/Entrepreneurial Studies | 14 | 41 | 476 | 517 | 6,533 | 6,562 |
| 52.0302 | Accounting Technology/Technician and Bookkeeping | 4 | 4 | 441 | 445 | 4,074 | 4,059 |

| CIP Code | Description | Completions 2020 | Regional Completions 2020 | Labor Force Gap | 2020 Openings | 2020 Jobs | 2021 Jobs |
|----------|--|---------------------|---------------------------------|-----------------------|------------------|-----------|-----------|
| 12.0504 | Restaurant, Culinary, and Catering Management/Manager | 11 | 11 | 436 | 447 | 3,192 | 3,207 |
| 11.0101 | Computer and Information Sciences, General | 23 | 151 | 378 | 529 | 6,289 | 6,416 |
| 11.1003 | Computer and Information Systems Security/Auditing/Information Assurance | 1 | 2 | 259 | 261 | 3,317 | 3,360 |
| 52.0301 | Accounting | 4 | 148 | 241 | 389 | 4,563 | 4,577 |
| 47.0613 | Medium/Heavy Vehicle and Truck Technology/Technician | 16 | 16 | 207 | 223 | 2,507 | 2,501 |
| 15.1202 | Computer/Computer Systems Technology/Technician | 4 | 4 | 194 | 198 | 1,944 | 2,018 |
| 48.0501 | Machine Tool Technology/Machinist | 17 | 17 | 150 | 167 | 1,578 | 1,570 |
| 51.3901 | Licensed Practical/Vocational Nurse Training | 9 | 86 | 150 | 236 | 3,028 | 3,055 |
| 47.0604 | Automobile/Automotive Mechanics Technology/Technician | 8 | 8 | 138 | 146 | 1,613 | 1,605 |
| 52.0901 | Hospitality Administration/Management, General | 50 | 50 | 133 | 183 | 2,266 | 2,267 |
| 47.0614 | Alternative Fuel Vehicle Technology/Technician | 22 | 22 | 118 | 140 | 1,542 | 1,536 |
| 22.0302 | Legal Assistant/Paralegal | 20 | 20 | 107 | 127 | 1,326 | 1,314 |
| 51.0707 | Health Information/Medical Records Technology/Technician | 11 | 11 | 88 | 99 | 1,250 | 1,265 |
| 51.0710 | Medical Office Assistant/Specialist | 5 | 12 | 84 | 96 | 733 | 755 |
| 12.0413 | Cosmetology, Barber/Styling, and Nail Instructor | 2 | 16 | 80 | 96 | 773 | 770 |
| 47.0201 | Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/Technician | 27 | 27 | 75 | 102 | 1,042 | 1,055 |
| 47.0605 | Diesel Mechanics Technology/Technician | 12 | 12 | 71 | 83 | 965 | 966 |
| 47.0607 | Airframe Mechanics and Aircraft Maintenance Technology/Technician | 13 | 13 | 54 | 67 | 856 | 841 |
| 47.0608 | Aircraft Powerplant Technology/Technician | 15 | 15 | 52 | 67 | 856 | 841 |
| 12.0502 | Bartending/Bartender | 12 | 12 | 51 | 63 | 382 | 377 |
| 15.1001 | Construction Engineering Technology/Technician | 6 | 46 | 51 | 97 | 1,177 | 1,186 |
| 51.0908 | Respiratory Care Therapy/Therapist | 10 | 10 | 28 | 38 | 550 | 564 |
| 47.0603 | Autobody/Collision and Repair Technology/Technician | 38 | 38 | 27 | 65 | 703 | 706 |

| CIP Code | Description | Completions 2020 | Regional Completions 2020 | Labor Force Gap | 2020 Openings | 2020 Jobs | 2021 Jobs |
|----------|---|---------------------|---------------------------------|-----------------------|------------------|-----------|-----------|
| 15.0000 | Engineering Technologies/Technicians, General | 5 | 5 | 20 | 25 | 272 | 272 |
| 51.0909 | Surgical Technology/Technologist | 6 | 41 | 19 | 60 | 763 | 769 |
| 15.1301 | Drafting and Design Technology/Technician, General | 19 | 19 | 10 | 29 | 325 | 322 |
| 47.0606 | Small Engine Mechanics and Repair Technology/Technician | 6 | 6 | 8 | 14 | 124 | 125 |
| 12.0401 | Cosmetology/Cosmetologist, General | 5 | 101 | 2 | 103 | 817 | 816 |
| 51.0601 | Dental Assisting/Assistant | 16 | 73 | 2 | 75 | 673 | 677 |
| 47.0611 | Motorcycle Maintenance and Repair Technology/Technician | 1 | 1 | -1 | 0 | 0 | 0 |
| 15.0613 | Manufacturing Engineering Technology/Technician | 6 | 6 | -2 | 4 | 38 | 40 |
| 51.0803 | Occupational Therapist Assistant | 7 | 12 | -2 | 10 | 60 | 64 |
| 09.0702 | Digital Communication and Media/Multimedia | 33 | 33 | -4 | 29 | 368 | 370 |
| 29.9999 | Military Technologies and Applied Sciences, Other | 3 | 4 | -4 | 0 | 0 | 0 |
| 12.0599 | Culinary Arts and Related Services, Other | 6 | 6 | -6 | 0 | 0 | 0 |
| 48.0508 | Welding Technology/Welder | 72 | 110 | -6 | 104 | 1,025 | 1,023 |
| 47.0699 | Vehicle Maintenance and Repair Technologies/Technicians, Other | 10 | 10 | -10 | 0 | 0 | 0 |
| 51.0904 | Emergency Medical Technology/Technician (EMT Paramedic) | 41 | 41 | -28 | 13 | 205 | 202 |
| 30.9999 | Multi-/Interdisciplinary Studies, Other | 17 | 56 | -56 | 0 | 0 | 0 |
| 12.0501 | Baking and Pastry Arts/Baker/Pastry Chef | 99 | 99 | -64 | 35 | 261 | 264 |
| 24.0102 | General Studies | 21 | 241 | -241 | 0 | 0 | 0 |
| 24.0101 | Liberal Arts and Sciences/Liberal Studies | 617 | 680 | -680 | 0 | 0 | 0 |

Source: Emsi, Q3 2021 - QCEW Employees & Non-QCEW Employees

TABLE 29: UNIVERSITY OF ARKANSAS AT LITTLE ROCK COMPLETION

| CIP Code | Description | Completions 2020 | Regional Completions 2020 | Labor Force Gap | 2020 Openings | 2020 Jobs | 2021 Jobs |
|----------|---|---------------------|---------------------------------|-----------------------|------------------|-----------|-----------|
| 52.0201 | Business Administration and Management, General | 137 | 314 | 1,430 | 1,744 | 20,558 | 20,689 |
| 52.0208 | E-Commerce/Electronic Commerce | 2 | 2 | 1,063 | 1,065 | 10,938 | 10,949 |
| 52.1101 | International Business/Trade/Commerce | 10 | 13 | 826 | 839 | 9,984 | 10,037 |
| 52.0801 | Finance, General | 32 | 88 | 818 | 906 | 11,212 | 11,301 |
| 52.1301 | Management Science | 59 | 59 | 734 | 793 | 9,356 | 9,428 |
| 13.1401 | Teaching English as a Second or Foreign Language/ESL Language Instructor | 5 | 5 | 688 | 693 | 9,005 | 9,030 |
| 51.9999 | Health Professions and Related Clinical Sciences, Other | 2 | 78 | 678 | 756 | 6,485 | 6,582 |

| CIP Code | Description | Completions 2020 | Regional Completions 2020 | Labor Force Gap | 2020 Openings | 2020 Jobs | 2021 Jobs |
|----------|---|---------------------|---------------------------------|--------------------|------------------|-----------|-----------|
| 51.0000 | Health Services/Allied Health/Health Sciences, General | 24 | 113 | 643 | 756 | 6,485 | 6,582 |
| 13.1206 | Teacher Education, Multiple Levels | 22 | 48 | 637 | 685 | 8,926 | 8,953 |
| 44.0401 | Public Administration | 32 | 50 | 568 | 618 | 7,755 | 7,795 |
| 13.1314 | Physical Education Teaching and Coaching | 1 | 24 | 449 | 473 | 5,214 | 5,250 |
| 11.0101 | Computer and Information Sciences, General | 49 | 151 | 378 | 529 | 6,289 | 6,416 |
| 11.0401 | Information Science/Studies | 62 | 62 | 305 | 367 | 4,006 | 4,114 |
| 52.0601 | Business/Managerial Economics | 9 | 9 | 296 | 305 | 3,171 | 3,215 |
| 11.0201 | Computer Programming/Programmer, General | 3 | 3 | 287 | 290 | 3,265 | 3,335 |
| 13.1203 | Junior High/Intermediate/Middle School Education and Teaching | 12 | 29 | 268 | 297 | 4,170 | 4,183 |
| 13.1001 | Special Education and Teaching, General | 8 | 61 | 259 | 320 | 3,460 | 3,468 |
| 13.1315 | Reading Teacher Education | 16 | 45 | 252 | 297 | 4,170 | 4,183 |
| 52.0301 | Accounting | 51 | 148 | 241 | 389 | 4,563 | 4,577 |
| 51.2299 | Public Health, Other | 8 | 12 | 202 | 214 | 2,100 | 2,168 |
| 50.0901 | Music, General | 12 | 22 | 196 | 218 | 2,793 | 2,810 |
| 15.1201 | Computer Engineering Technology/Technician | 9 | 9 | 189 | 198 | 1,944 | 2,018 |
| 40.0501 | Chemistry, General | 17 | 59 | 184 | 243 | 3,099 | 3,117 |
| 16.0905 | Spanish Language and Literature | 6 | 19 | 175 | 194 | 2,631 | 2,645 |
| 40.0101 | Physical Sciences, General | 16 | 16 | 170 | 186 | 2,588 | 2,602 |
| 40.0801 | Physics, General | 2 | 17 | 170 | 187 | 2,613 | 2,627 |
| 16.0101 | Foreign Languages and Literatures, General | 14 | 25 | 169 | 194 | 2,631 | 2,645 |
| 31.0501 | Sports, Kinesiology, and Physical Education/Fitness, General | 7 | 18 | 158 | 176 | 1,044 | 1,067 |
| 27.0101 | Mathematics, General | 12 | 51 | 152 | 203 | 2,734 | 2,754 |
| 31.0504 | Sport and Fitness Administration/Management | 3 | 29 | 147 | 176 | 1,044 | 1,067 |
| 52.1401 | Marketing/Marketing Management, General | 39 | 105 | 143 | 248 | 2,443 | 2,485 |
| 45.1001 | Political Science and Government, General | 13 | 43 | 141 | 184 | 2,527 | 2,539 |
| 50.0701 | Art/Art Studies, General | 17 | 48 | 139 | 187 | 2,570 | 2,575 |
| 13.0501 | Educational/Instructional Technology | 11 | 14 | 131 | 145 | 1,544 | 1,553 |
| 13.1201 | Adult and Continuing Education and Teaching | 10 | 11 | 128 | 139 | 1,294 | 1,307 |
| 54.0101 | History, General | 26 | 63 | 121 | 184 | 2,491 | 2,503 |
| 13.1202 | Elementary Education and Teaching | 34 | 114 | 120 | 234 | 3,216 | 3,225 |
| 43.0107 | Criminal Justice/Police Science | 28 | 28 | 119 | 147 | 2,071 | 2,065 |
| 44.0701 | Social Work | 125 | 137 | 113 | 250 | 2,418 | 2,472 |
| 22.0000 | Legal Studies | 4 | 4 | 106 | 110 | 1,112 | 1,105 |
| 23.0101 | English Language and Literature, General | 24 | 78 | 99 | 177 | 2,451 | 2,463 |

| CIP Code | Description | Completions 2020 | Regional Completions 2020 | Labor Force Gap | 2020 Openings | 2020 Jobs | 2021 Jobs |
|----------|---|---------------------|---------------------------------|--------------------|------------------|-----------|-----------|
| 14.3301 | Construction Engineering | 15 | 15 | 94 | 109 | 1,502 | 1,501 |
| 14.1901 | Mechanical Engineering | 4 | 4 | 73 | 77 | 1,015 | 1,020 |
| 13.0401 | Educational Leadership and Administration, General | 25 | 25 | 72 | 97 | 1,333 | 1,326 |
| 14.2701 | Systems Engineering | 10 | 10 | 64 | 74 | 971 | 986 |
| 50.0409 | Graphic Design | 2 | 2 | 64 | 66 | 766 | 767 |
| 26.1103 | Bioinformatics | 6 | 6 | 58 | 64 | 672 | 684 |
| 13.1012 | Education/Teaching of Individuals with Speech or Language Impairments | 13 | 13 | 58 | 71 | 980 | 979 |
| 15.1001 | Construction Engineering Technology/Technician | 40 | 46 | 51 | 97 | 1,177 | 1,186 |
| 09.0101 | Speech Communication and Rhetoric | 16 | 16 | 50 | 66 | 679 | 678 |
| 11.0801 | Web Page, Digital/Multimedia and Information Resources Design | 9 | 9 | 50 | 59 | 690 | 692 |
| 26.0101 | Biology/Biological Sciences, General | 68 | 209 | 45 | 254 | 3,198 | 3,212 |
| 13.0301 | Curriculum and Instruction | 4 | 4 | 36 | 40 | 461 | 462 |
| 13.0406 | Higher Education/Higher Education Administration | 10 | 10 | 29 | 39 | 574 | 563 |
| 15.0303 | Electrical, Electronic, and Communications Engineering Technology/Technician | 14 | 14 | 26 | 40 | 406 | 411 |
| 14.4201 | Mechatronics, Robotics, and Automation Engineering | 4 | 4 | 25 | 29 | 442 | 444 |
| 14.1401 | Environmental/Environmental Health Engineering | 1 | 1 | 24 | 25 | 386 | 386 |
| 14.0101 | Engineering, General | 8 | 8 | 21 | 29 | 442 | 444 |
| 27.0599 | Statistics, Other | 5 | 5 | 21 | 26 | 311 | 319 |
| 40.0601 | Geology/Earth Science, General | 7 | 7 | 15 | 22 | 280 | 278 |
| 09.9999 | Communication, Journalism, and Related Programs, Other | 9 | 9 | 14 | 23 | 229 | 224 |
| 30.0501 | Peace Studies and Conflict Resolution | 2 | 2 | 11 | 13 | 142 | 142 |
| 43.0103 | Criminal Justice/Law Enforcement Administration | 1 | 21 | 8 | 29 | 471 | 469 |
| 50.0605 | Photography | 3 | 3 | 8 | 11 | 119 | 112 |
| 50.0301 | Dance, General | 1 | 1 | 0 | 1 | 0 | 0 |
| 24.0103 | Humanities/Humanistic Studies | 4 | 4 | -4 | 0 | 0 | 0 |
| 51.2310 | Vocational Rehabilitation Counseling/Counselor | 26 | 26 | -5 | 21 | 208 | 211 |
| 16.1603 | Sign Language Interpretation and Translation | 23 | 23 | -5 | 18 | 180 | 182 |
| 13.1004 | Education/Teaching of the Gifted and Talented | 6 | 6 | -6 | 0 | 0 | 0 |

| CIP Code | Description | Completions 2020 | Regional Completions 2020 | Labor Force Gap | 2020 Openings | 2020 Jobs | 2021 Jobs |
|----------|---|---------------------|---------------------------------|--------------------|------------------|-----------|-----------|
| 50.0501 | Drama and Dramatics/Theatre Arts, General | 12 | 27 | -7 | 20 | 229 | 223 |
| 50.0702 | Fine/Studio Arts, General | 11 | 11 | -9 | 2 | 17 | 17 |
| 23.1303 | Professional, Technical, Business, and Scientific Writing | 43 | 43 | -14 | 29 | 290 | 286 |
| 15.0805 | Mechanical/Mechanical Engineering Technology/Technician | 27 | 27 | -14 | 13 | 129 | 129 |
| 22.0101 | Law | 106 | 106 | -19 | 87 | 1,834 | 1,824 |
| 38.0101 | Philosophy | 12 | 21 | -21 | 0 | 0 | 0 |
| 45.0201 | Anthropology, General | 11 | 23 | -22 | 1 | 11 | 11 |
| 09.0401 | Journalism | 43 | 63 | -28 | 35 | 336 | 323 |
| 11.0199 | Computer and Information Sciences, Other | 20 | 31 | -29 | 2 | 20 | 19 |
| 13.1101 | Counselor Education/School Counseling and Guidance Services | 26 | 77 | -35 | 42 | 429 | 432 |
| 45.1101 | Sociology, General | 19 | 53 | -46 | 7 | 61 | 60 |
| 44.9999 | Public Administration and Social Service Professions, Other | 35 | 47 | -47 | 0 | 0 | 0 |
| 30.9999 | Multi-/Interdisciplinary Studies, Other | 17 | 56 | -56 | 0 | 0 | 0 |
| 43.0104 | Criminal Justice/Safety Studies | 125 | 134 | -67 | 67 | 863 | 854 |
| 51.0204 | Audiology/Audiologist and Speech-Language Pathology/Pathologist | 11 | 121 | -73 | 48 | 560 | 579 |
| 24.0102 | General Studies | 84 | 241 | -241 | 0 | 0 | 0 |
| 42.0101 | Psychology, General | 78 | 288 | -246 | 42 | 496 | 505 |
| 51.3801 | Registered Nursing/Registered Nurse | 348 | 879 | -333 | 546 | 9,498 | 9,588 |
| 24.0101 | Liberal Arts and Sciences/Liberal Studies | 60 | 680 | -680 | 0 | 0 | 0 |

Source: Emsi, Q3 2021 - QCEW Employees & Non-QCEW Employees

TABLE 30: UNIVERSITY OF CENTRAL ARKANSAS COMPLETIONS

| CIP Code | Description | Completions 2020 | Regional Completions 2020 | Labor Force Gap | 2020 Openings | 2020 Jobs | 2021 Jobs |
|----------|---|---------------------|---------------------------------|--------------------|------------------|-----------|-----------|
| 52.0201 | Business Administration and Management, General | 110 | 314 | 1,430 | 1,744 | 20,558 | 20,689 |
| 52.0101 | Business/Commerce, General | 51 | 164 | 1,346 | 1,510 | 17,935 | 18,061 |
| 51.3818 | Nursing Practice | 6 | 6 | 845 | 851 | 12,450 | 12,658 |
| 52.0801 | Finance, General | 56 | 88 | 818 | 906 | 11,212 | 11,301 |
| 51.9999 | Health Professions and Related Clinical Sciences, Other | 76 | 78 | 678 | 756 | 6,485 | 6,582 |
| 44.0401 | Public Administration | 8 | 50 | 568 | 618 | 7,755 | 7,795 |
| 52.0701 | Entrepreneurship/Entrepreneurial Studies | 20 | 41 | 476 | 517 | 6,533 | 6,562 |
| 11.0701 | Computer Science | 7 | 17 | 473 | 490 | 5,554 | 5,671 |

| CIP Code | Description | Completions 2020 | Regional Completions 2020 | Labor Force Gap | 2020 Openings | 2020 Jobs | 2021 Jobs |
|----------|--|---------------------|---------------------------------|--------------------|------------------|-----------|-----------|
| 13.1314 | Physical Education Teaching and Coaching | 22 | 24 | 449 | 473 | 5,214 | 5,250 |
| 11.0101 | Computer and Information Sciences, General | 50 | 151 | 378 | 529 | 6,289 | 6,416 |
| 52.1701 | Insurance | 11 | 11 | 355 | 366 | 4,196 | 4,232 |
| 13.1308 | Family and Consumer Sciences/Home Economics Teacher Education | 10 | 10 | 298 | 308 | 4,342 | 4,354 |
| 13.1318 | Social Studies Teacher Education | 8 | 9 | 288 | 297 | 4,170 | 4,183 |
| 13.1203 | Junior High/Intermediate/Middle School Education and Teaching | 14 | 29 | 268 | 297 | 4,170 | 4,183 |
| 13.1001 | Special Education and Teaching, General | 53 | 61 | 259 | 320 | 3,460 | 3,468 |
| 13.1315 | Reading Teacher Education | 29 | 45 | 252 | 297 | 4,170 | 4,183 |
| 13.0101 | Education, General | 8 | 8 | 241 | 249 | 2,481 | 2,489 |
| 52.0301 | Accounting | 68 | 148 | 241 | 389 | 4,563 | 4,577 |
| 50.0901 | Music, General | 6 | 22 | 196 | 218 | 2,793 | 2,810 |
| 40.0501 | Chemistry, General | 31 | 59 | 184 | 243 | 3,099 | 3,117 |
| 16.0905 | Spanish Language and Literature | 1 | 19 | 175 | 194 | 2,631 | 2,645 |
| 40.0801 | Physics, General | 8 | 17 | 170 | 187 | 2,613 | 2,627 |
| 16.0101 | Foreign Languages and Literatures, General | 11 | 25 | 169 | 194 | 2,631 | 2,645 |
| 30.0101 | Biological and Physical Sciences | 12 | 29 | 157 | 186 | 2,588 | 2,602 |
| 27.0101 | Mathematics, General | 36 | 51 | 152 | 203 | 2,734 | 2,754 |
| 31.0504 | Sport and Fitness Administration/Management | 12 | 29 | 147 | 176 | 1,044 | 1,067 |
| 52.1401 | Marketing/Marketing Management, General | 62 | 105 | 143 | 248 | 2,443 | 2,485 |
| 45.1001 | Political Science and Government, General | 17 | 43 | 141 | 184 | 2,527 | 2,539 |
| 45.0601 | Economics, General | 21 | 46 | 139 | 185 | 2,544 | 2,555 |
| 50.0701 | Art/Art Studies, General | 27 | 48 | 139 | 187 | 2,570 | 2,575 |
| 19.0101 | Family and Consumer Sciences/Human Sciences, General | 57 | 57 | 132 | 189 | 2,600 | 2,608 |
| 13.0501 | Educational/Instructional Technology | 3 | 14 | 131 | 145 | 1,544 | 1,553 |
| 52.1201 | Management Information Systems, General | 30 | 38 | 127 | 165 | 2,151 | 2,167 |
| 44.0201 | Community Organization and Advocacy | 1 | 1 | 126 | 127 | 1,385 | 1,395 |
| 54.0101 | History, General | 18 | 63 | 121 | 184 | 2,491 | 2,503 |
| 13.1202 | Elementary Education and Teaching | 80 | 114 | 120 | 234 | 3,216 | 3,225 |
| 51.0907 | Medical Radiologic Technology/Science - Radiation Therapist | 17 | 27 | 102 | 129 | 1,796 | 1,816 |
| 23.0101 | English Language and Literature, General | 31 | 78 | 99 | 177 | 2,451 | 2,463 |
| 09.0100 | Communication, General | 14 | 14 | 97 | 111 | 1,123 | 1,111 |
| 03.0104 | Environmental Science | 11 | 11 | 96 | 107 | 1,283 | 1,287 |
| 13.1102 | College Student Counseling and Personnel Services | 17 | 17 | 70 | 87 | 715 | 724 |
| 42.2805 | School Psychology | 9 | 9 | 62 | 71 | 785 | 798 |

| CIP Code | Description | Completions 2020 | Regional Completions 2020 | Labor Force Gap | 2020 Openings | 2020 Jobs | 2021 Jobs |
|----------|---|---------------------|---------------------------------|--------------------|------------------|-----------|-----------|
| 51.1501 | Substance Abuse/Addiction Counseling | 14 | 14 | 50 | 64 | 441 | 466 |
| 52.0203 | Logistics, Materials, and Supply Chain Management | 20 | 20 | 48 | 68 | 843 | 847 |
| 26.0101 | Biology/Biological Sciences, General | 99 | 209 | 45 | 254 | 3,198 | 3,212 |
| 13.0411 | Superintendence and Educational System Administration | 31 | 31 | 43 | 74 | 986 | 990 |
| 51.1508 | Mental Health Counseling/Counselor | 22 | 22 | 42 | 64 | 441 | 466 |
| 14.1201 | Engineering Physics/Applied Physics | 2 | 2 | 38 | 40 | 604 | 607 |
| 51.1005 | Clinical Laboratory Science/Medical Technology/Technologist | 3 | 37 | 30 | 67 | 927 | 941 |
| 27.0301 | Applied Mathematics, General | 4 | 4 | 29 | 33 | 361 | 372 |
| 09.0900 | Public Relations, Advertising, and Applied Communication | 43 | 43 | 27 | 70 | 732 | 738 |
| 45.0702 | Geographic Information Science and Cartography | 3 | 3 | 22 | 25 | 239 | 240 |
| 23.1301 | Writing, General | 10 | 10 | 20 | 30 | 290 | 286 |
| 50.0903 | Music Performance, General | 41 | 41 | 18 | 59 | 485 | 492 |
| 45.0701 | Geography | 6 | 6 | 15 | 21 | 184 | 185 |
| 19.0501 | Foods, Nutrition, and Wellness Studies, General | 12 | 12 | 11 | 23 | 308 | 313 |
| 16.0102 | Linguistics | 9 | 9 | 9 | 18 | 180 | 182 |
| 13.0499 | Educational Administration and Supervision, Other | 14 | 14 | 2 | 16 | 228 | 227 |
| 05.0201 | African-American/Black Studies | 1 | 1 | -1 | 0 | 0 | 0 |
| 42.2899 | Clinical, Counseling and Applied Psychology, Other | 6 | 6 | -1 | 5 | 79 | 79 |
| 45.0401 | Criminology | 35 | 35 | -1 | 34 | 340 | 335 |
| 52.1399 | Management Sciences and Quantitative Methods, Other | 1 | 1 | -1 | 0 | 0 | 0 |
| 51.0913 | Athletic Training/Trainer | 7 | 7 | -2 | 5 | 68 | 69 |
| 50.0501 | Drama and Dramatics/Theatre Arts, General | 11 | 27 | -7 | 20 | 229 | 223 |
| 23.1302 | Creative Writing | 31 | 31 | -8 | 23 | 229 | 224 |
| 30.2001 | International/Globalization Studies | 9 | 9 | -8 | 1 | 16 | 16 |
| 51.0905 | Nuclear Medical Technology/Technologist | 2 | 18 | -11 | 7 | 126 | 127 |
| 38.0201 | Religion/Religious Studies | 6 | 12 | -12 | 0 | 0 | 0 |
| 50.0408 | Interior Design | 17 | 17 | -13 | 4 | 39 | 40 |
| 25.9999 | Library Science, Other | 15 | 15 | -15 | 0 | 0 | 0 |
| 38.0101 | Philosophy | 4 | 21 | -21 | 0 | 0 | 0 |
| 45.0201 | Anthropology, General | 5 | 23 | -22 | 1 | 11 | 11 |
| 50.0602 | Cinematography and Film/Video Production | 44 | 44 | -23 | 21 | 235 | 230 |
| 51.3101 | Dietetics/Dietitian | 34 | 48 | -25 | 23 | 308 | 313 |
| 09.0401 | Journalism | 20 | 63 | -28 | 35 | 336 | 323 |
| 11.0199 | Computer and Information Sciences, Other | 11 | 31 | -29 | 2 | 20 | 19 |
| 13.1101 | Counselor Education/School Counseling and Guidance Services | 51 | 77 | -35 | 42 | 429 | 432 |

| CIP Code | Description | Completions 2020 | Regional Completions 2020 | Labor Force Gap | 2020 Openings | 2020 Jobs | 2021 Jobs |
|----------|---|---------------------|---------------------------------|--------------------|------------------|-----------|-----------|
| 51.1504 | Community Health Services/Liaison/Counseling | 65 | 65 | -38 | 27 | 220 | 226 |
| 51.2308 | Physical Therapy/Therapist | 60 | 82 | -42 | 40 | 581 | 600 |
| 13.1299 | Teacher Education and Professional Development, Specific Levels and Methods, Other | 45 | 45 | -45 | 0 | 0 | 0 |
| 45.1101 | Sociology, General | 26 | 53 | -46 | 7 | 61 | 60 |
| 30.9999 | Multi-/Interdisciplinary Studies, Other | 10 | 56 | -56 | 0 | 0 | 0 |
| 51.0204 | Audiology/Audiologist and Speech-Language Pathology/Pathologist | 88 | 121 | -73 | 48 | 560 | 579 |
| 31.0505 | Exercise Science and Kinesiology | 77 | 92 | -88 | 4 | 63 | 64 |
| 24.0102 | General Studies | 42 | 241 | -241 | 0 | 0 | 0 |
| 42.0101 | Psychology, General | 135 | 288 | -246 | 42 | 496 | 505 |
| 51.3801 | Registered Nursing/Registered Nurse | 147 | 879 | -333 | 546 | 9,498 | 9,588 |

Source: Emsi, Q3 2021 - QCEW Employees & Non-QCEW Employees

EDUCATION & TRAINING PROVIDERS

RECOMMENDED TRAINING PROVIDERS

“Leverage” is defined as “to gain greater professional, economic, and political change” and is a direct result of the Central Arkansas Workforce Development Board commitment, hard work and forward thinking to the future of the Central Arkansas Workforce WDA. The Board, following a training session which focused on “Sector Strategies” worked to develop a new strategy to energize the workforce development system in Central Arkansas.

The thesis of their new plan document could be summarized as “Provide training for applicable occupations and existing job opportunities, which lead to an increased quality of life for WIOA participants in Central Arkansas”. The following is the Central Arkansas Workforce Development Area’s recommended training programs that support the seven industry clusters identified in this document. Eligible Training Programs have been organized by the industry sector they support.

This new policy determination was made by the Central Arkansas Workforce Development Board of Directors and supported by the Chief Elected Officials of the six counties of Pulaski, Faulkner, Saline, Lonoke, Monroe and Prairie. It is our hope that this list serves as a baseline for further considerations, with the addition and removal of programs as needed. Continued review of the programs on an annual basis will enable the Board to adapt to changes in the labor force needs of businesses. The Central Arkansas Workforce Development Board will work toward the prioritization of WIOA scholarships to educational providers in the region, defaulting to other institutions for specialized training not offered in the region and other unique circumstances.

Also, at the request of the Board, all institutions which are not located in the State of Arkansas have been removed. In the case a training program is needed, which is not available in state, the Central Arkansas Workforce Development Board will review each such case on an “as needed” basis.

Lastly, the Central Arkansas Planning and Development District, Inc. wants to commend the Central Arkansas Workforce Development Board of Directors for their engagement, time, and commitment to enhancing the delivery of workforce training in Central Arkansas. Moving forward with the implementation of these decisions, we thank the Board for their continued support and engagement.

TABLE 31: RECOMMENDED TRAINING PROVIDERS

| Provider Name | Industry | Program Name | Training Level |
|---|---------------------------------|--|----------------------------|
| UA - PULASKI TECHNICAL COLLEGE | Accommodation and Food Services | Culinary Arts/Chef Training | Associate Degree |
| CONWAY Area Apprenticeship - Electrical | Construction | Conway Area Apprenticeship - Electrical | Industry Certification |
| CONWAY AREA APPRENTICESHIP - PLUMBING | Construction | Plumbing Apprenticeship | Industry Certification |
| UA - PULASKI TECHNICAL COLLEGE | Construction | Heating, Air Conditioning, Ventilation and Refrigeration Mai | Associate Degree |
| UA - PULASKI TECHNICAL COLLEGE | Construction | Heating, Air Conditioning, Ventilation and Refrigeration Mai | Associate Degree |
| University of Arkansas at Little Rock | Construction | Construction Management - Bachelor | Bachelor Degree |
| University of Arkansas Community College of Morrilton | Construction | Air Conditioning & Refrigeration Tech | Industry Certification |
| University of Arkansas Community College of Morrilton | Construction | Air Conditioning/Heating/Refrigeration | Associate Degree |
| Arkansas College of Health Careers | Education and Health Services | Certified Nursing Assistant | Industry Certification |
| Arkansas College of Health Careers | Education and Health Services | Certified Phlebotomy Training | Industry Certification |
| Arkansas College of Health Careers | Education and Health Services | Combined Phlebotomy and CNA | Industry Certification |
| Arkansas College of Health Careers | Education and Health Services | Medical and Clinical Laboratory Technician | Industry Certification |
| Arkansas State University-Beebe | Education and Health Services | Early Childhood Education and Teaching Associates | Associate Degree |
| Arkansas State University-Beebe | Education and Health Services | Early Childhood Education Certificate of Proficiency | Certificate of Proficiency |
| Arkansas State University-Beebe | Education and Health Services | Early Childhood Education Technical Certificate | Technical Certificate |
| Arkansas State University-Beebe | Education and Health Services | Medical Laboratory Technology Associate of Applied Science | Associate Degree |
| Arkansas State University-Beebe | Education and Health Services | Pharmacy Technician Science - Associate | Associate Degree |
| Arkansas State University-Beebe | Education and Health Services | Pharmacy Technician Science - Certificate of Proficiency | Certificate of Proficiency |
| Arkansas State University-Beebe | Education and Health Services | Pharmacy Technician Sciences - Technical Certificate | Technical Certificate |
| Arkansas State University-Beebe | Education and Health Services | Teacher Education | Associate Degree |
| Arkansas State University-Beebe | Education and Health Services | Veterinary/Animal Health Technologies - Associate | Associate Degree |
| Arkansas State University-Searcy | Education and Health Services | Health Information/Medical Records Technology | Industry Certification |
| Arkansas State University-Searcy | Education and Health Services | Registered Nursing Associate of Applied Science | Associate Degree |

| <u>Provider Name</u> | <u>Industry</u> | <u>Program Name</u> | <u>Training Level</u> |
|---|-------------------------------|--|------------------------|
| Baptist Health College - Little Rock | Education and Health Services | Licensed Practical Nurse | Industry Certification |
| Baptist Health College - Little Rock | Education and Health Services | Medical Laboratory Science | Industry Certification |
| Baptist Health College - Little Rock | Education and Health Services | Nuclear Medicine Technology | Industry Certification |
| Baptist Health College - Little Rock | Education and Health Services | Radiography | Industry Certification |
| Baptist Health College - Little Rock | Education and Health Services | Registered Nursing | Associate Degree |
| Baptist Health College - Little Rock | Education and Health Services | Registered Nursing - Accelerated Program | Associate Degree |
| Baptist Health College - Little Rock | Education and Health Services | Sleep Technology | Industry Certification |
| Baptist Health College - Little Rock | Education and Health Services | Surgical Technology/Technologist | Associate Degree |
| UA - PULASKI TECHNICAL COLLEGE | Education and Health Services | Dental Assisting | Industry Certification |
| UA - PULASKI TECHNICAL COLLEGE | Education and Health Services | Early Childhood Special Education | Associate Degree |
| UA - Pulaski Technical College | Education and Health Services | Emergency Medical Sciences | Associate Degree |
| UA - Pulaski Technical College | Education and Health Services | Health Information Technology | Associate Degree |
| UA - PULASKI TECHNICAL COLLEGE | Education and Health Services | Licensed Practical/Vocational Nurse Training | Associate Degree |
| UA - PULASKI TECHNICAL COLLEGE | Education and Health Services | Respiratory Therapy | Associate Degree |
| UA - PULASKI TECHNICAL COLLEGE | Education and Health Services | Respiratory Therapy | Associate Degree |
| University of Arkansas at Little Rock | Education and Health Services | Nursing - Associate of Applied Science | Associate Degree |
| University of Arkansas at Little Rock | Education and Health Services | Nursing - Bachelor of Science in Nursing | Bachelor Degree |
| University of Arkansas Community College of Morrilton | Education and Health Services | Dietary Management | Industry Certification |
| University of Arkansas Community College of Morrilton | Education and Health Services | Early Childhood Development Certificate | Industry Certification |
| University of Arkansas Community College of Morrilton | Education and Health Services | Nursing Assisting | Industry Certification |
| University of Arkansas Community College of Morrilton | Education and Health Services | Practical Nursing | Industry Certification |
| University of Arkansas Community College of Morrilton | Education and Health Services | Registered Nursing | Associate Degree |
| University of Arkansas for Medical Sciences | Education and Health Services | Cytotechnology | Bachelor Degree |
| University of Arkansas for Medical Sciences | Education and Health Services | Dental Hygiene | Bachelor Degree |

| <u>Provider Name</u> | <u>Industry</u> | <u>Program Name</u> | <u>Training Level</u> |
|---|-------------------------------|--|------------------------|
| University of Arkansas for Medical Sciences | Education and Health Services | Diagnostic Medical Sonography | Bachelor Degree |
| University of Arkansas for Medical Sciences | Education and Health Services | Medical Laboratory Sciences (formerly Med Tech) | Bachelor Degree |
| University of Arkansas for Medical Sciences | Education and Health Services | Nuclear Medicine Technology | Bachelor Degree |
| University of Arkansas for Medical Sciences | Education and Health Services | Nursing BS | Bachelor Degree |
| University of Arkansas for Medical Sciences | Education and Health Services | Radiologic Imaging Sciences - Little Rock | Bachelor Degree |
| University of Arkansas for Medical Sciences | Education and Health Services | Respiratory Care | Bachelor Degree |
| University of Central Arkansas | Education and Health Services | Addiction Studies - Treatment | Bachelor Degree |
| University of Central Arkansas | Education and Health Services | Biology | Bachelor Degree |
| University of Central Arkansas | Education and Health Services | Comm Sciences/Disorders - Speech Path (BS) | Bachelor Degree |
| University of Central Arkansas | Education and Health Services | Elementary Education | Bachelor Degree |
| University of Central Arkansas | Education and Health Services | English w/ Teacher Licensure | Bachelor Degree |
| University of Central Arkansas | Education and Health Services | Family and Consumer Sciences Education | Bachelor Degree |
| University of Central Arkansas | Education and Health Services | Mid-Level Education | Bachelor Degree |
| University of Central Arkansas | Education and Health Services | Nursing, RN | Bachelor Degree |
| University of Central Arkansas | Education and Health Services | Psychology (BA, BS) | Bachelor Degree |
| University of Central Arkansas | Education and Health Services | Radiologic Technology | Bachelor Degree |
| University of Central Arkansas | Education and Health Services | Social Studies Teacher Ed / History (BSE) | Bachelor Degree |
| University of Central Arkansas | Education and Health Services | Special Education | Bachelor Degree |
| UNIVERSITY of Central Arkansas, Outreach and Community Engagement | Education and Health Services | Health and Medical Administrative Services, Other | Industry Certification |
| UNIVERSITY of Central Arkansas, Outreach and Community Engagement | Education and Health Services | ICD-10 Medical Coding (ONLINE) | Industry Certification |
| UNIVERSITY of Central Arkansas, Outreach and Community Engagement | Education and Health Services | Medical Administrative/Executive Assistant & Medical Secretary | Industry Certification |
| UNIVERSITY of Central Arkansas, Outreach and Community Engagement | Education and Health Services | Medical Billing and Coding (Voucher Included) | Industry Certification |
| UNIVERSITY of Central Arkansas, Outreach and Community Engagement | Education and Health Services | Medical Insurance Specialist | Industry Certification |
| UNIVERSITY of Central Arkansas, Outreach and Community Engagement | Education and Health Services | Optician Certification Training | Industry Certification |
| UNIVERSITY of Central Arkansas, Outreach and Community Engagement | Education and Health Services | Pharmacy Technician (ONLINE) with Voucher | Industry Certification |

| Provider Name | Industry | Program Name | Training Level |
|---|-------------------------------|---|----------------------------|
| UNIVERSITY of Central Arkansas, Outreach and Community Engagement | Education and Health Services | Pharmacy Technician/Assistant | Industry Certification |
| UA - PULASKI TECHNICAL COLLEGE | Finance and Insurance | Accounting | Associate Degree |
| University of Central Arkansas | Finance and Insurance | Accounting | Bachelor Degree |
| UNIVERSITY of Central Arkansas, Outreach and Community Engagement | Finance and Insurance | Certified Bookkeeper | Industry Certification |
| UNIVERSITY of Central Arkansas, Outreach and Community Engagement | Finance and Insurance | CPC Certified Med Admin Asst w/ Med Billing & Coding (V) | Industry Certification |
| UNIVERSITY of Central Arkansas, Outreach and Community Engagement | Finance and Insurance | Freight Broker/Agent Training | Industry Certification |
| Arkansas State University-Beebe | Manufacturing | Agriculture - Associate Agriculture Associate of Science | Associate Degree |
| Arkansas State University-Beebe | Manufacturing | Associate of Applied Science in Agriculture Equipment Tech | Associate Degree |
| University of Arkansas Community College of Morrilton | Manufacturing | Industrial Mechanics & Maintenance - Associate | Associate Degree |
| University of Arkansas Community College of Morrilton | Manufacturing | Industrial Mechanics & Maintenance - Certificate of Proficiency | Certificate of Proficiency |
| University of Arkansas Community College of Morrilton | Manufacturing | Industrial Mechanics & Maintenance - Technical Certificate | Technical Certificate |
| University of Arkansas Community College of Morrilton | Manufacturing | Welding Technology - Associate | Associate Degree |
| University of Central Arkansas | Manufacturing | Logistics and Supply Chain Management | Bachelor Degree |
| UNIVERSITY of Central Arkansas, Outreach and Community Engagement | Manufacturing | Certified Green Supply Chain Professional | Industry Certification |
| UNIVERSITY of Central Arkansas, Outreach and Community Engagement | Manufacturing | Certified Six Sigma Green Belt | Industry Certification |
| UNIVERSITY of Central Arkansas, Outreach and Community Engagement | Manufacturing | Lean Six Sigma Black Belt | Industry Certification |
| UNIVERSITY of Central Arkansas, Outreach and Community Engagement | Manufacturing | Lean Six Sigma Black Belt with 1-on-1 Project Coaching | Industry Certification |
| UNIVERSITY of Central Arkansas, Outreach and Community Engagement | Manufacturing | Lean Six Sigma Green Belt | Industry Certification |
| Arkansas State University-Searcy | Other Services | Automotive Mechanics | Industry Certification |
| Arkansas State University-Searcy | Other Services | Automotive Technology | Industry Certification |
| Arkansas State University-Searcy | Other Services | Diesel Technology | Technical Certificate |
| Arkansas State University-Searcy | Other Services | Diesel Technology Certificate of Proficiency | Certificate of Proficiency |
| UA - Pulaski Technical College | Other Services | Collision Repair Technology | Industry Certification |
| University of Arkansas Community College of Morrilton | Other Services | Automotive Service Technology - Associate | Associate Degree |
| University of Arkansas Community College of Morrilton | Other Services | Automotive Service Technology - Technical Certificate | Technical Certificate |
| University of Arkansas Community College of Morrilton | Other Services | Diesel Technology - Associate | Associate Degree |
| | | | |

| <u>Provider Name</u> | <u>Industry</u> | <u>Program Name</u> | <u>Training Level</u> |
|---|------------------------------------|--|----------------------------|
| University of Arkansas Community College of Morrilton | Other Services | Diesel Technology - Certificate of Proficiency | Certificate of Proficiency |
| University of Arkansas Community College of Morrilton | Other Services | Diesel Technology - Technical Certificate | Technical Certificate |
| ABC HOME INSPECTION INSTITUTE | Professional and Business Services | Home Inspection Training | Industry Certification |
| Arkansas State University-Beebe | Professional and Business Services | Business Technology Associate of Applied Science | Associate Degree |
| Arkansas State University-Beebe | Professional and Business Services | Business, General | Associate Degree |
| Arkansas State University-Beebe | Professional and Business Services | Computer Information Systems - Associates | Associate Degree |
| Arkansas State University-Beebe | Professional and Business Services | Computer Information Systems Technical Certificate | Technical Certificate |
| Arkansas State University-Beebe | Professional and Business Services | Computer Systems Technology | Associate Degree |
| Arkansas State University-Beebe | Professional and Business Services | Criminal Justice Associate of Applied Science | Associate Degree |
| Arkansas State University-Beebe | Professional and Business Services | Law Enforcement Administration Technical Certificate | Technical Certificate |
| Arkansas State University-Beebe | Professional and Business Services | Law Enforcement Certificate of Proficiency | Certificate of Proficiency |
| Arkansas State University-Beebe | Professional and Business Services | Wildlife Enforcement - Certificate of Proficiency | Certificate of Proficiency |
| Arkansas State University-Beebe | Professional and Business Services | Wildlife Enforcement Officer Technical Certificate | Technical Certificate |
| Arkansas State University-Searcy | Professional and Business Services | Emergency Medical Services: EMT | Industry Certification |
| Arkansas State University-Searcy | Professional and Business Services | Emergency Medical Technicians and Paramedics | Industry Certification |
| UA - PULASKI TECHNICAL COLLEGE | Professional and Business Services | Business/Commerce | Associate Degree |
| UA - PULASKI TECHNICAL COLLEGE | Professional and Business Services | Business/Office Automation/Technology/Data Entry | Associate Degree |
| University of Arkansas at Little Rock | Professional and Business Services | Management Information Systems | Bachelor Degree |
| University of Arkansas Community College of Morrilton | Professional and Business Services | Business | Associate Degree |
| University of Arkansas Community College of Morrilton | Professional and Business Services | Collision Repair and Refinishing Technology | Industry Certification |
| University of Arkansas Community College of Morrilton | Professional and Business Services | Computer Information Systems Technology | Industry Certification |
| University of Arkansas Community College of Morrilton | Professional and Business Services | Emergency Medical Technology/Technician | Industry Certification |
| University of Central Arkansas | Professional and Business Services | Business Administration, General | Bachelor Degree |
| University of Central Arkansas | Professional and Business Services | Computer Science | Bachelor Degree |
| University of Central Arkansas | Professional and Business Services | Management | Bachelor Degree |

| Provider Name | Industry | Program Name | Training Level |
|---|------------------------------------|--|------------------------|
| University of Central Arkansas | Professional and Business Services | Management Information Systems | Bachelor Degree |
| UNIVERSITY of Central Arkansas, Outreach and Community Engagement | Professional and Business Services | Arkansas Coding Academy | Industry Certification |
| UNIVERSITY of Central Arkansas, Outreach and Community Engagement | Professional and Business Services | Certified Clinical Medical Assistant (CCMA) (Voucher) | Industry Certification |
| UNIVERSITY of Central Arkansas, Outreach and Community Engagement | Professional and Business Services | CompTIA A+ Certification Training | Industry Certification |
| UNIVERSITY of Central Arkansas, Outreach and Community Engagement | Professional and Business Services | Computer Programming | Industry Certification |
| UNIVERSITY of Central Arkansas, Outreach and Community Engagement | Professional and Business Services | Front End Web Developer | Industry Certification |
| UNIVERSITY of Central Arkansas, Outreach and Community Engagement | Professional and Business Services | Graphic Design | Industry Certification |
| UNIVERSITY of Central Arkansas, Outreach and Community Engagement | Professional and Business Services | Oracle SQL and PL/SQL + Python Developer + Java Programmer | Industry Certification |
| Diesel Driving Academy, Inc. | Trade and Transportation | Advanced Tractor Trailer Driver Training | Industry Certification |
| Diesel Driving Academy, Inc. | Trade and Transportation | Basic Tractor Trailer Driver Training | Industry Certification |
| RIVER ROCK CDL TRAINING, LLC | Trade and Transportation | Truck Driver Training | Industry Certification |

TABLE 32: EMPLOYMENT OPPORTUNITIES BY COUNTY

| Business Name | County | Industry |
|------------------------------------|-----------------|-------------------------------|
| Central Arkansas Christian Academy | Faulkner County | Accommodation & Food Services |
| Eat Italian Restaurant | Faulkner County | Accommodation & Food Services |
| El Rancho Mexican Restaurant | Faulkner County | Accommodation & Food Services |
| Simple Simons | Faulkner County | Accommodation & Food Services |
| KrabKingz | Faulkner County | Accommodation & Food Services |
| The Patio Café | Faulkner County | Accommodation & Food Services |
| Accuracy Heat & Air LLC. | Faulkner County | Construction |
| CenterPoint Energy | Faulkner County | Construction |
| Halsted Electric | Faulkner County | Construction |
| ICC Builders | Faulkner County | Construction |
| Precision Heating and Air | Faulkner County | Construction |
| Superior Real Estate Solutions | Faulkner County | Construction |
| Crawl Space Solutions | Faulkner County | Construction |
| Elms-Clowers Construction, Inc | Faulkner County | Construction |
| Klaasmeyer Construction | Faulkner County | Construction |
| | | |

| Business Name | County | Industry |
|--|-----------------|-------------------------------|
| Lockwood Electric | Faulkner County | Construction |
| Salter Properties | Faulkner County | Construction |
| Conway Healthcare & Rehab Center | Faulkner County | Education and Health Services |
| Conway Human Development Center (CHDC) | Faulkner County | Education and Health Services |
| Homewell Care Services | Faulkner County | Education and Health Services |
| St. Andrews Place | Faulkner County | Education and Health Services |
| Combined Insurance | Faulkner County | Finance & Insurance |
| First Security Bank | Faulkner County | Finance & Insurance |
| Fort Sill National Bank | Faulkner County | Finance & Insurance |
| Global Foods | Faulkner County | Manufacturing |
| Hoofman Manufacturing | Faulkner County | Manufacturing |
| Rockline | Faulkner County | Manufacturing |
| Arkansas Box | Faulkner County | Manufacturing |
| Associated Farmers' Cooperative | Faulkner County | Manufacturing |
| Chemical Distribution Solutions | Faulkner County | Manufacturing |
| DBG Arkansas, LLC | Faulkner County | Manufacturing |
| Interstate Group | Faulkner County | Manufacturing |
| Leather Brothers | Faulkner County | Manufacturing |
| Quality Metal Works | Faulkner County | Manufacturing |
| SFI of Arkansas | Faulkner County | Manufacturing |
| Sinco | Faulkner County | Manufacturing |
| Structurlam | Faulkner County | Manufacturing |
| Tokusen | Faulkner County | Manufacturing |
| Virco | Faulkner County | Manufacturing |
| H & W Boiler Welding Services | Faulkner County | Other Services |
| Kiddieville | Faulkner County | Other Services |
| Miss Bee's Childcare | Faulkner County | Other Services |
| Best Auto and Tire | Faulkner County | Other Services |
| Conway Cycle Shop | Faulkner County | Other Services |
| Economy Motors | Faulkner County | Other Services |
| Gault Paint & Body | Faulkner County | Other Services |
| Little Dumplings | Faulkner County | Other Services |
| Lovely Sunshine Learning Center | Faulkner County | Other Services |
| Main Street Auto | Faulkner County | Other Services |
| McKinney Tire | Faulkner County | Other Services |
| Neighborhood Pet Shoppe | Faulkner County | Other Services |
| | | |

| Business Name | County | Industry |
|-------------------------------------|-----------------|----------------------------------|
| Potter Motors | Faulkner County | Other Services |
| Recon Oil Field Services | Faulkner County | Other Services |
| Creative Monument | Faulkner County | Professional & Business Services |
| Faulkner County Detention Center | Faulkner County | Professional & Business Services |
| Faulkner County Sheriffs Office | Faulkner County | Professional & Business Services |
| Swyft Connect | Faulkner County | Professional & Business Services |
| Welcome Home Properties | Faulkner County | Professional & Business Services |
| Beaverfork Water Authority | Faulkner County | Professional & Business Services |
| Central Arkansas Storage Associates | Faulkner County | Professional & Business Services |
| Conway Garden & Pool | Faulkner County | Professional & Business Services |
| Conway Pipeline Welding Institute | Faulkner County | Professional & Business Services |
| First Staff | Faulkner County | Professional & Business Services |
| HDS Design & Drafting | Faulkner County | Professional & Business Services |
| JobSpot | Faulkner County | Professional & Business Services |
| Southern Lawn Service | Faulkner County | Professional & Business Services |
| United Way of Central Arkansas | Faulkner County | Professional & Business Services |
| Heavenly Trash | Faulkner County | Trade & Transportation |
| Hwy 65 Stop | Faulkner County | Trade & Transportation |
| S & A Transport | Faulkner County | Trade & Transportation |
| Stallion Express | Faulkner County | Trade & Transportation |
| Yeager Transportation | Faulkner County | Trade & Transportation |
| ATW Trucking | Faulkner County | Trade & Transportation |
| CoPart | Faulkner County | Trade & Transportation |
| Dirtbusters Excavation, Inc | Faulkner County | Trade & Transportation |
| Rogers Group | Faulkner County | Trade & Transportation |
| Steve's Auto Center | Faulkner County | Trade & Transportation |
| Waste Water Specialties | Faulkner County | Trade & Transportation |
| A&R Mobile Home Supply & Service | Lonoke County | Construction |
| Anderson Striping | Lonoke County | Construction |
| Chambers Nursing and Rehabilitation | Lonoke County | Education and Health Services |
| Open Arms Shelter | Lonoke County | Education and Health Services |
| First State Bank | Lonoke County | Finance & Insurance |
| ChemoFast USA | Lonoke County | Manufacturing |
| MKT | Lonoke County | Manufacturing |
| Safari Pets INC | Lonoke County | Other Services |
| | | |

| Business Name | County | Industry |
|---|----------------|----------------------------------|
| VIP Tire Service | Lonoke County | Other Services |
| Young's Tires & Auto | Lonoke County | Other Services |
| Arkansas Department of Correction - Max. Unit | Lonoke County | Professional & Business Services |
| City of Cabot | Lonoke County | Professional & Business Services |
| City of England | Lonoke County | Professional & Business Services |
| City of Lonoke | Lonoke County | Professional & Business Services |
| Kincade & Company | Lonoke County | Professional & Business Services |
| Ace Liquor Store | Lonoke County | Trade & Transportation |
| Angels Around the Clock | Monroe County | Education and Health Services |
| Kemper Life Insurance | Monroe County | Finance & Insurance |
| Motel 6 | Monroe County | Other Services |
| Hagger Well Services | Monroe County | Professional & Business Services |
| Schneider | Monroe County | Trade & Transportation |
| Eat Rice, Inc | Prairie County | Manufacturing |
| Residence Inn by Marriott | Pulaski County | Accommodation & Food Services |
| Two Sisters Café | Pulaski County | Accommodation & Food Services |
| Burkhalter Technologies | Pulaski County | Construction |
| Central Arkansas Recycling and Disposal Service | Pulaski County | Construction |
| Cisneros Family Construction | Pulaski County | Construction |
| Custom Aircraft Cabinets | Pulaski County | Construction |
| JMR Contracting | Pulaski County | Construction |
| RARE TALENTS CONTRACTING, LLC | Pulaski County | Construction |
| River Ridge Construction | Pulaski County | Construction |
| Absolute Care Management | Pulaski County | Education and Health Services |
| AIM Clinics | Pulaski County | Education and Health Services |
| Bright Beginning Childcare Center, Inc | Pulaski County | Education and Health Services |
| Home Instead Senior Care | Pulaski County | Education and Health Services |
| Kindred at Home | Pulaski County | Education and Health Services |
| LeFeather Home Care LLC | Pulaski County | Education and Health Services |
| Medline Industries | Pulaski County | Education and Health Services |
| Millennium Companion | Pulaski County | Education and Health Services |
| Crews & Associates | Pulaski County | Finance & Insurance |
| Farmers Insurance - Tillman Agency | Pulaski County | Finance & Insurance |
| First Security Bank | Pulaski County | Finance & Insurance |
| Liberty National Everett Agency | Pulaski County | Finance & Insurance |
| Palco | Pulaski County | Finance & Insurance |
| Americold | Pulaski County | Manufacturing |

| Business Name | County | Industry |
|---|----------------|----------------------------------|
| Ben E. Keith | Pulaski County | Manufacturing |
| Cintas | Pulaski County | Manufacturing |
| Cypress Cold Storage, LLC | Pulaski County | Manufacturing |
| J&M Distributors | Pulaski County | Manufacturing |
| Lamb and Associates | Pulaski County | Manufacturing |
| Lomanco | Pulaski County | Manufacturing |
| Molex | Pulaski County | Manufacturing |
| PepsiCo | Pulaski County | Manufacturing |
| Tru-Fab | Pulaski County | Manufacturing |
| Tyson | Pulaski County | Manufacturing |
| City of Maumelle | Pulaski County | Other Services |
| LED Enterprises, Inc | Pulaski County | Other Services |
| Maumelle Country Club | Pulaski County | Other Services |
| Process & Power Inc | Pulaski County | Other Services |
| Scrubbee's Kids Academy | Pulaski County | Other Services |
| American Composting Inc. | Pulaski County | Professional & Business Services |
| American Indian Center of Central AR | Pulaski County | Professional & Business Services |
| Arkansas Employment Career Center | Pulaski County | Professional & Business Services |
| Dow Building Services | Pulaski County | Professional & Business Services |
| EDS Service Solutions | Pulaski County | Professional & Business Services |
| Employer's Choice | Pulaski County | Professional & Business Services |
| J Kelly Referrals & Information Services | Pulaski County | Professional & Business Services |
| Martin Brower | Pulaski County | Professional & Business Services |
| North Little Rock Housing Authority | Pulaski County | Professional & Business Services |
| Rock City Harley-Davidson | Pulaski County | Professional & Business Services |
| Rock Soild Staffing | Pulaski County | Professional & Business Services |
| RUSSELL CHEVROLET | Pulaski County | Professional & Business Services |
| ServiceMaster Twin Cities | Pulaski County | Professional & Business Services |
| Sunchase American/Metropolitan Apartments | Pulaski County | Professional & Business Services |
| SunPro Solar | Pulaski County | Professional & Business Services |
| The Heritage Company | Pulaski County | Professional & Business Services |
| Wildwood Properties | Pulaski County | Professional & Business Services |
| Aerotek Aviation | Pulaski County | Trade & Transportation |
| All Points Inc. | Pulaski County | Trade & Transportation |
| Burlington | Pulaski County | Trade & Transportation |
| | | |

| Business Name | County | Industry |
|---|----------------|----------------------------------|
| Camping World & Gander Outdoors | Pulaski County | Trade & Transportation |
| Department of Transportation | Pulaski County | Trade & Transportation |
| Global Aviation Services | Pulaski County | Trade & Transportation |
| JVL Trucking LLC | Pulaski County | Trade & Transportation |
| Max Distributing | Pulaski County | Trade & Transportation |
| Ollies Bargain Outlet | Pulaski County | Trade & Transportation |
| Petro Plus LLC | Pulaski County | Trade & Transportation |
| Schwan's | Pulaski County | Trade & Transportation |
| Southeastrans | Pulaski County | Trade & Transportation |
| Tri-State Truck Center | Pulaski County | Trade & Transportation |
| Tropical Smoothie | Pulaski County | Trade & Transportation |
| Waste Service, Inc | Pulaski County | Trade & Transportation |
| America's Best Value Inn | Saline County | Accommodation & Food Services |
| Econo Lodge Inn and Suites | Saline County | Accommodation & Food Services |
| Wood Grill Buffet | Saline County | Accommodation & Food Services |
| Middlebrooks Electric Services & HVAC Company | Saline County | Construction |
| Alcoa Pines Health & Rehab | Saline County | Education and Health Services |
| Evergreen Life Services | Saline County | Education and Health Services |
| NeuroRestorative | Saline County | Education and Health Services |
| Salem Family Practice | Saline County | Education and Health Services |
| First Security Bank | Saline County | Finance & Insurance |
| Custom Plastic & Wood | Saline County | Manufacturing |
| Total Precision INC. | Saline County | Manufacturing |
| Windows Doors and More of Bryant | Saline County | Manufacturing |
| Brown's Small Engine | Saline County | Other Services |
| Ms. Ann's Family Home Daycare | Saline County | Other Services |
| Nonee's World | Saline County | Other Services |
| City of Benton | Saline County | Professional & Business Services |
| Harps Security Consultants | Saline County | Professional & Business Services |
| Baker's Jewelry | Saline County | Trade & Transportation |
| Exxon | Saline County | Trade & Transportation |
| Harbor Freight | Saline County | Trade & Transportation |
| Pure Waste LLC | Saline County | Trade & Transportation |
| Smokewagon Transportation LLC | Saline County | Trade & Transportation |

Sources:

Bureau of Economic Analysis - Tables 1, 5, 6, 7

Bureau of Labor Statistics - Table 8, 9, 10, 11, 12, 13, Figure 2, Figure 3

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Central Arkansas Workforce Development Board
Lonoke, AR 72203
www.workforceAR.com



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