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# Working Families and the New Economy

## Part Three

### What is the Gap Between Jobs That Can Support a Family and Arkansans Seeking Work?

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October 2000

This report was written and researched by Dr. Paul Boldin, under contract as part of the Arkansas Working Families Project. Technical Assistance was provided by the Economic Policy Institute. The Arkansas Working Families Project is a collaborative effort of Arkansas Advocates for Children and Families, Good Faith Fund, and the Arkansas Public Policy Panel.

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Funding provided by the Charles Stewart Mott Foundation and the Charles and Mary Grant Foundation.

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# Introduction

The United States is in the midst of the longest economic expansion in its history. Unemployment has dropped to 4 percent, a thirty-year low, and the economy has created more than 2 million new jobs in just the last year. In Arkansas, the unemployment rate has fallen below 4.5 percent, and the number of unemployed individuals has dropped to an all-time low.

Although low unemployment and vigorous job creation are cited as evidence of a healthy economy, these figures mask the economic distress that thousands of Arkansas families continue to experience.

This report is the third of a three-part study that explores the relationship between work and economic self-sufficiency. It is designed so that policymakers and other citizens can better understand why, in this new, high growth economy, many working Arkansas families continue to live at incomes that cannot cover their basic needs. This study seeks to provide answers to the following questions:

- Do working Arkansas families have adequate incomes to meet their basic needs?
- Is Arkansas' economy creating enough jobs that can support a family?
- What is the gap between the number of jobs paying enough to support a family and the number of Arkansans seeking work?
- What public policies can Arkansas enact to promote jobs that pay self-sufficiency wages and make it easier for working families to get and retain these jobs?

This report answers the third question. Parts One and Two answer the first and second questions respectively. An Executive Summary summarizes all three parts of the study and provides policy recommendations.

In Part Two we examined current jobs in Arkansas and profiled them by their wages, occupation, and skill requirements. We also looked at projected job growth to see if the new jobs Arkansas' economy was creating were the types of jobs that would provide Arkansas families with the opportunity to become self-sufficient. Our analysis concluded that there is a severe shortage of jobs in Arkansas that pay a self-sufficiency wage, especially for lower educated and less skilled workers. The shortage is likely to get worse over the next six years as the economy creates more low wage jobs and fewer higher wage opportunities for these workers. Only those workers with a bachelor's degree are likely to benefit financially from the job growth that is projected.

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In Part Three, we focus on Arkansas' labor market in 2000. We estimate the number of job openings this year and the number of Arkansans who will be looking for work -- job seekers. We then measure the gap between the number of job openings paying a self-sufficiency wage and the number of Arkansans seeking those jobs.

## **JOB OPENINGS IN 2000**

One component of the job gap is the number of available job openings. Job openings include both (1) new jobs created by economic growth (firms expanding or moving into the region) and (2) jobs that become available because of the need to replace workers who leave their jobs (we use net replacements — openings that result from people retiring, switching occupations, or otherwise leaving the occupation in which they currently work.)

In 2000, there will be about 45,000 job openings in Arkansas. This includes:

- About 20,000 new net jobs that will be created by existing companies expanding their payrolls or by new companies that have begun business in the state; and
- About 24,500 jobs available because of the need to replace workers who leave existing jobs.

## **Almost Half of Job Openings This Year Require Only Short-Term, On-The-Job-Training**

Table 1 shows the occupational mix and educational and training requirements of job openings compared to current jobs. Although the skill and occupational mix of job openings is similar to that of current jobs, there is a greater percentage of job openings at the lower end of the skill spectrum. For example, 49% of the projected job openings require only short-term OJT compared to 44% of current jobs. This shift towards lower skilled jobs reflects both the faster growth of jobs in the service sector as well as the fact that there are greater net replacement needs in the low wage, low skill labor market where workers are more likely to switch occupations or simply leave the labor force.

Table 1  
**Job Openings in 2000 by Occupation and Education and Training Level**

<b>Occupation</b>	<b>Employment in 1999</b>	<b>Percent Distribution</b>	<b>Job Openings in 2000</b>	<b>Percent Distribu- tion</b>
Managerial and Administrative	64,463	6%	2,551	6%
Professional and Technical	202,117	17%	8,289	18%
Sales and Related Occupations	144,208	12%	6,290	14%
Clerical and Admin. Support	158,325	14%	4,644	10%
Service	170,749	15%	8,073	18%
Agricultural and Related Occs.	17,249	1%	843	2%
Production, Craft, and Operators	408,803	35%	14,321	32%
<b>Education and Training Level</b>				
Bachelor's Degree or Higher	190,600	16%	7,628	17%
Associate Degree or Voc. Training	93,576	8%	3,186	7%
Work Experience in Related Occ.	95,144	8%	3,172	7%
Medium or Long Term OJT	272,484	23%	8,964	20%
Short Term OJT	514,110	44%	22,061	49%
<b>Total</b>	1, 165, 914	100%	45,011	100%

Source: Analysis of 1998 OES and 1996-2006 Industry and Occupational Projections Data

## **Fifteen of the 25 Occupations With the Most Job Openings Require Only Short-Term OJT, And Only One of Those Pays More Than FIS-Level Wages**

A review of the 25 occupations with the most projected job openings this year illustrates how much low-skill job openings dominate all other openings. Fully 15 of the top 25 occupations with the most job openings, including all of the top 5, require only short-term OJT (see Table 2). Of these 15 occupations, only one (Truck Drivers), has a median wage which exceeds \$8.90 per hour -- the Family Income Standard for a 1

adult, 1 child family. None has a median wage which meets the FIS for a 2 adult, 2 child family. Clearly, the growth of lower skill, low wage occupations evident in these figures will do little to alleviate the gap between workers seeking jobs that pay a self-sufficiency wage and the number of jobs available that provide these wages.

Table 2  
**25 Occupations With the Most Projected Job Openings in 2000**

<u>Occupation</u>	<u>Job Openings in 2000</u>	<u>Median Wage</u>	<u>Education and Training Requirement</u>
Retail Salespeople	2,059	\$7.26	Short-Term OJT
Cashiers	1,973	\$6.31	Short-Term OJT
Heavy or Tractor-Trailer Truck Drivers,	1,320	\$12.56	Short-Term OJT
All Other Helpers, Laborers, and Handlers	1,302	\$7.52	Short-Term OJT
Food Preparation and Service Workers	1,248	\$5.88	Short-Term OJT
General Managers and Top Executives	949	\$20.28	Work Experience plus BA
Waiters and Waitresses	891	\$5.76	Short-Term OJT
Registered Nurses	861	\$16.66	Associate Degree
Assemblers and Fabricators	838	\$8.78	Short-Term OJT
Packaging and Filling Machine Operators	824	\$7.86	Medium-Term OJT
Nursing Aides, Orderlies, and Attendants	813	\$6.20	Short-Term OJT
General Office Clerks	786	\$8.08	Short-Term OJT
Secondary School Teachers	754	\$18.63	Bachelor's Degree
Food Preparation Workers	697	\$5.95	Short-Term OJT
First-Line Supervisors - Sales Workers	691	\$11.20	Work Exper. in Related Occ.
First-Line Supervisors - Clerical Workers	493	\$12.23	Work Exper. in Related Occ.
Licensed Practical Nurses	485	\$10.68	Post-Secondary Voc. Ed.
Hand Packers and Packagers	465	\$7.17	Short-Term OJT
Meat, Poultry, and Fish Cutters and Trimmers	445	\$7.85	Short-Term OJT
Maintenance Repairers, General Utility	444	\$9.74	Long-Term OJT
All Other Freight, Stock, and Material Movers	440	\$8.32	Short-Term OJT
Laborers, Landscaping and Groundskeeping	402	\$7.45	Short-Term OJT
All Other Machine Operators and Tenders	401	\$9.48	Medium-Term OJT
Elementary School Teachers	384	\$18.08	Bachelor's Degree
Tellers	384	\$7.68	Short-Term OJT
<b>Total</b>	<b>20,349</b>	<b>\$9.52</b>	

**Source:** : Analysis of 1998 OES and 1996-2006 Industry and Occupational Projections Data

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## **JOB SEEKERS**

The other part of the job gap is the number of job seekers. Job seekers include both the unemployed (people without work who are actively seeking employment) and other job seekers, also known as the underemployed. Other job seekers include discouraged workers (those who have given up looking for work because they can't find a job), other individuals who are constrained from working because of child care or other reasons, and those who are working part-time involuntarily, but would work full-time if they could find a full-time job. We estimate that there will be more than 162,000 "job seekers" in 2000. This includes 114,753 unemployed job seekers and an additional 47,288 underemployed job seekers.

### **Job Seekers More Likely to Be Young, Less Educated, and African-American Than the Employed**

Table 3 compares the characteristics of job seekers to those of other employed Arkansans. Job seekers are significantly more likely to be black (37% of job seekers vs. 15% of the employed) and younger than employed Arkansans (40% of job seekers are 18-25 years old compared to 18% of the employed). The most striking results in Table 3 are those on educational attainment. Over 21% of all job seekers and 25% of unemployed Arkansans have not finished high school compared to only 11% of the employed. This indicates that there is a large group of job seekers in Arkansas who lack even the most basic qualification for a job -- a high school diploma -- and that may be the biggest barrier to employment that this group faces. The state should ensure that this group of job seekers has access to programs that will allow them to obtain a GED to give them each a fighting chance in the labor market and put them on the road to self-sufficiency.

### **However, A Significant Number of Job Seekers Have Some Post-Secondary Education**

Although job seekers are less educated than the employed, a significant percentage of job seekers, almost one out of every four, have obtained some post-secondary education. This implies that many job seekers face barriers to employment not related to their lack of skills. Clearly, part of the problem is a high growth economy that is creating an excess of low-skill, low-pay job opportunities and not enough jobs for those with post-secondary education and skills. But these job seekers may also face other barriers, such as the lack of access to affordable, quality child care, which prevent them from using their skills in the labor market.

Table 3  
**Job Seekers Compared to the Employed in Arkansas**

<b>Characteristics</b>	Percent of Total		
	<b><u>Employed</u></b>	<b><u>Unemployed</u></b>	<b><u>All Job Seekers*</u></b>
<b>Gender</b>			
Male	53%	52%	50%
Female	47%	48%	50%
<b>Race</b>			
White	81%	62%	59%
Black	15%	36%	37%
Hispanic	2%	N/A	N/A
Other	2%	N/A	N/A
<b>Education</b>			
Less Than High School	11%	25%	21%
High School	40%	49%	49%
Some College or Assoc. Degree	28%	21%	24%
College or More	21%	N/A	N/A
<b>Age</b>			
18-25	18%	44%	40%
26-35	25%	23%	20%
36-64	57%	34%	40%

Source: EPI analysis of 1999 Full CPS files.

N/A: Data not available due to small sample size for this group.

\* Job seekers includes the unemployed and the underemployed — involuntary part-time workers, discouraged workers, and

## **THE JOB GAP**

### **There Is A Significant Gap Between the Number of Job Seekers and the Number of Jobs Paying an FIS-Level Wage**

The ultimate question for policymakers that we address in this study is whether Arkansas' new "high growth" economy is creating enough jobs that pay self-sufficiency wages for the Arkansans who seek those jobs. To answer this



question, we compare the number of *Job Openings* that pay self-sufficiency wages to the number of people seeking those jobs or *Job Seekers*. The ratio of the two is the *Job Gap* – a measure of how difficult it is for Arkansans who want jobs or better jobs to find them. Job gap ratios for Arkansas are calculated by dividing the estimated number of people who will be looking for work at some point this year (job seekers) by the expected number of job openings in 2000. In an economy where unemployment has fallen well below 5 percent, one would hope that the gap between job seekers and job openings would be small. The results of our analysis are presented in Table 4.

	<b>Total</b>	<b>Family Income Standard (FIS) Wage</b>			
		<b>1 Adult &amp; 1 Child \$8.90+</b>	<b>2 Adults &amp; 1 Child \$10.59+</b>	<b>1 Adult &amp; 2 Children \$11.76+</b>	<b>2 Adults &amp; 2 Children \$13.51+</b>
Job Seekers in 2000	162,041	162,041	162,041	162,041	162,041
Job Openings	45,011	24,065	18,055	14,890	11,400
Job Seekers per Job Opening	<b>4</b>	<b>7</b>	<b>9</b>	<b>11</b>	<b>14</b>
Percent of Job Openings Paying Less than an FIS Wage		47%	60%	67%	75%

Source: Job Openings from Analysis of 1998 OES and 1996-2006 Industry & Occupational Projection Data, Job Seekers from Analysis of 1999 CPS.

The results show that there are 4 job seekers for each job opening in Arkansas. However, when we focus only on those job openings that pay a self-sufficiency wage, the job gap ratios increase dramatically. For each job opening that pays a self-sufficiency wage for a 1 adult and 1 child family (\$8.90 per hour), there are 7 job seekers. There are 9 job seekers for each opening that meets the FIS for a 2 adult, 1 child family (\$10.59 per hour). There are 11 job seekers for each job opening that meets the FIS for a 1 adult, 2 child family (\$11.76 per hour). **For each opening that pays a self-sufficiency wage for a 2 adult family with 2 children (\$13.51 per hour), there are 14 job seekers -- a gap that is 3 1/2 times greater than the job gap for all job openings.** While Arkansas' economy may be generating significant numbers of jobs, a majority of these jobs are at the lower end of the pay scale and do not pay a wage which will bring Arkansas' job seekers and their families into self-sufficiency.

## For Job Seekers With a High School Education or Less, The Job Gap is Even Greater

As dramatic as these ratios are, they understate the problem that lower skilled and less educated workers face as they attempt to secure self-sufficiency wage jobs. We estimate that there are over 116,000 lower educated job seekers (i.e., those who have a high school diploma or less). We then compare these job seekers to the number of job openings for which they are likely to be qualified (i.e., job openings that require no more than a high school education). The results of this analysis are in Table 5.

		Family Income Standard (FIS) Wage			
		1 Adult & 1 Child	2 Adults & 1 Child	1 Adult & 2 Children	2 Adults & 2 Children
Job Seekers In 2000 With High School Education or Less	116,721	116,721	116,721	116,721	116,721
Job Openings Requiring High School Or Less	34,197	14,182	8,842	6,590	4,084
Job Seekers Per Job Opening	<b>3</b>	<b>8</b>	<b>13</b>	<b>18</b>	<b>29</b>
Percent of Job Openings Paying Less Than A FIS Wage		68%	80%	85%	91%

Source: Job Openings from Analysis of 1998 OES and 1996-2006 Industry & Occupational Projection Data, Job Seekers

Table 5 shows how difficult it is for a lower skilled, less educated job seeker in Arkansas to find a job that provides enough income to be self-sufficient. For example, there are 8 lower skilled job seekers for each lower skilled job that pays a self-sufficiency wage for a 1 adult, 1 child family. But there are 29 of these job seekers for each lower skilled job that pays a self-sufficiency wage for a 2 adult family with 2 children. This severe shortage of self-sufficiency wage jobs for lower skilled, less educated workers promises to get worse as Arkansas' economy generates fewer good-paying job opportunities for these workers. The shift towards low skill, low wage jobs and high skill, high wage jobs will leave most of these workers behind.

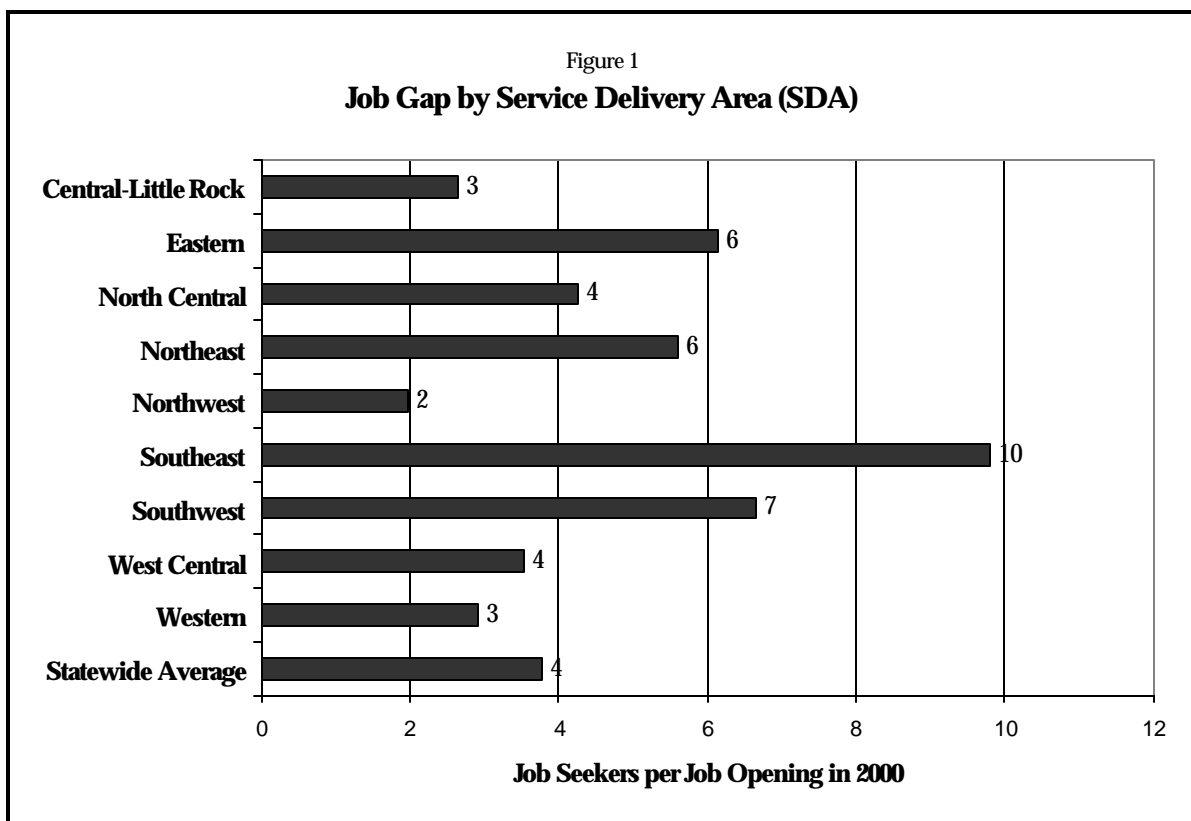
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# South and East Arkansas Have the Biggest Job Gaps

More important to job seekers than state-level labor market conditions are the opportunities available to them in the communities in which they live. A closer look at labor markets within the state reveals that there are major regional differences in job gaps.

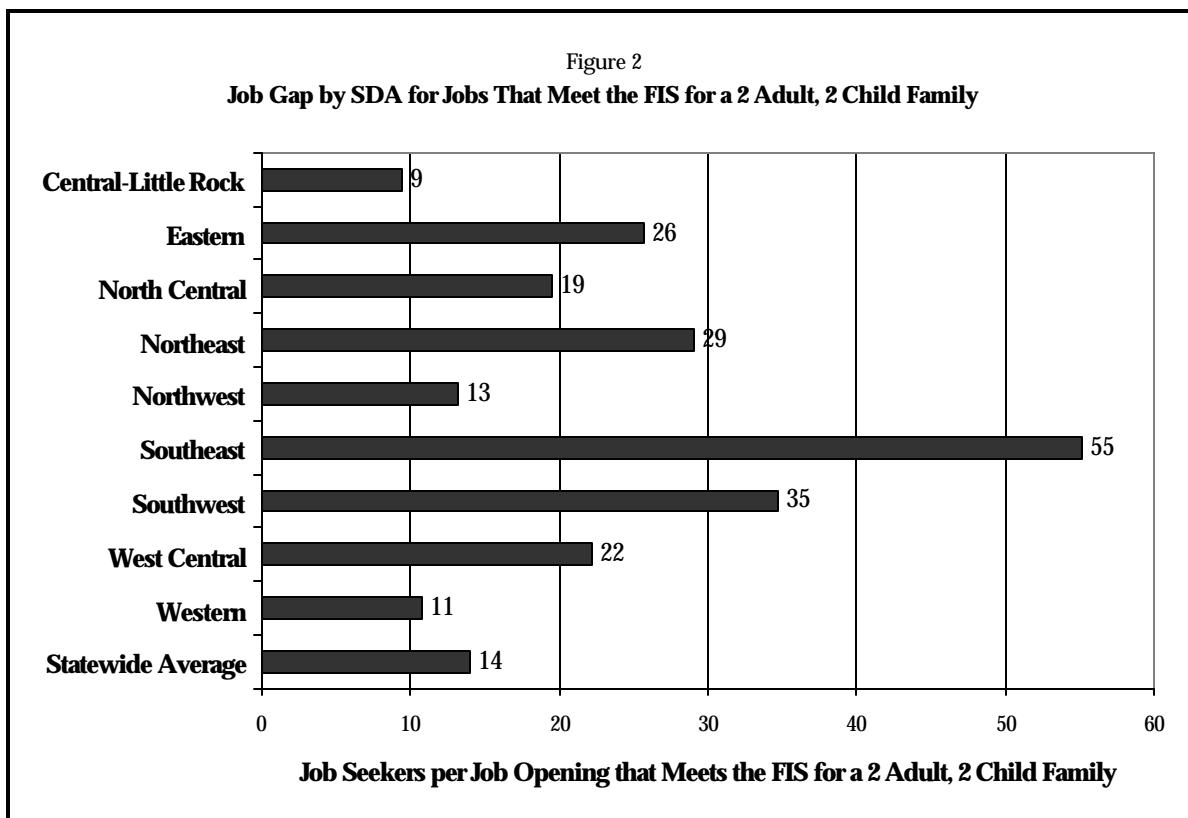
The state provides occupational employment data for each of its 10 Service Delivery Areas (SDAs). Each SDA, except for Little Rock, is comprised of a set of contiguous counties which cover a geographic region of the state. A list of the SDAs and the counties in each one is listed in the appendix. For this analysis, the Little Rock SDA (which covers only the city of Little Rock) is combined with the Central SDA which covers the four counties around Little Rock.

The overall job gap ranges from a low of 2 job seekers per job opening in the Northwest SDA to a high of 10 job seekers per job opening in the Southeast SDA (see Figure 1). Other SDAs that exceed the statewide average of 4 job seekers per job opening are Southwest (7), Eastern (6), and Northeast (6).



Source: Job Openings from Analysis of 1997 OES and 1996-2006 Industry & Occupational Projection Data, Job Seekers from Analysis of 1999 CPS.

The disparity between regions is even more dramatic when you look at the gap for jobs that provide a self-sufficiency wage for a 2 adult, 2 child family (see Figure 2). Here the job gap ranges from a low of 9 job seekers for each job opening that provides a self-sufficiency wage for a 2 adult, 2 child family in the Central-Little Rock SDA to a high of 55 job seekers for each of these job openings in the Southeast SDA.



Source: Job Openings from Analysis of 1997 OES and 1996-2006 Industry & Occupational Projection Data, Job Seekers from Analysis of 1999 CPS.

While none of the regions in the state has nearly enough job openings that provide a self-sufficiency wage, the job opportunities are more limited in certain parts of the state than in others. In particular, the Southeast, Southwest, Northeast and Eastern parts of the state face severe shortages of jobs which pay a self-sufficiency wage. These four SDAs also have the state's highest levels of unemployment. The average unemployment rate in each of these SDAs was 6% or higher in 1999 and Southeast was the only SDA in which the unemployment rate exceeded 7%. To a large extent then, the overall lack of jobs is driving the job gap higher in those areas of the state that have not benefited as fully from the continuing economic expansion.

It is important to note, however, that even if a region has a strong economy and low unemployment, there is no guarantee that families will earn enough to meet their basic needs. One reason is that there are often regional differences in the costs

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families must pay to meet their basic needs. For example, the FIS hourly wage required to support a two-adult, two child family is significantly higher in Northwest Arkansas (\$14.40) than in other regions such as North Central or Southwest Arkansas (\$12.30 and \$12.81 respectively). The importance of these costs on the well-being of families is clear. While Northwest Arkansas has the lowest unemployment rate in the state (3.2 percent in 1999), only 15 percent of the existing jobs in the region pay enough to support a 2 adult, 2 child family. This compares to 26% of jobs at the state level. Even with a strong economy and low unemployment, the region is not generating enough jobs that pay the higher wages families need to meet the region's higher cost of living. The economy in the Northwest SDA is a clear example of how low unemployment, by itself, will not pull working families into self-sufficiency.

These findings suggest that different parts of the state are in need of different public policies to help bring working families into self-sufficiency. Job creation is more important in those areas where unemployment is high. However, even in areas where unemployment is low, there is a role for public policy to help raise the incomes of working families who have not benefited from the state's unprecedented economic expansion.

## **Conclusion**

There is a significant gap between jobs paying FIS-level wages and the number of Arkansans seeking such jobs. The Arkansas economy is not creating enough jobs paying FIS-level wages to support the many families with children who need such jobs to meet their basic needs. Moreover, many of the individuals seeking FIS-level jobs will be those least able to successfully compete for them. New job seekers tend to be less educated and younger than those who are fully employed. While some job seekers have limited post-secondary education, they may also face other barriers, such as lack of access to affordable quality care and transportation, that prevents them from using their skills in the labor market.

The gap between jobs paying FIS-level wages and the number of Arkansans seeking such jobs is especially great in Southern and Eastern Arkansas. These findings suggest that different policies may have to be targeted to parts of the state to help families achieve self-sufficiency and meet their basic needs. Job creation is more important in areas where unemployment is high. However, even in areas where unemployment is low, there is a role for public policy to help raise the income of working families who have not benefited from the state's unprecedented economic expansion. Access to critical supportive services such as quality child care and health care for uninsured adults, for example, is essential to families who do not earn FIS-level wages. These policies are discussed in-depth in the executive summary that accompanies Parts One, Two, and Three of this study.

Appendix A  
**Service Delivery Area (SDA) Tables**

Appendix Table 1 <b>Family Income Standards by SDA</b>				
	Hourly Family Income Standards			
	1 Adult &	2 Adults &	1 Adult &	2 Adults &
Central/Little Rock	9.76	11.42	12.79	14.54
Eastern	8.91	10.59	11.62	13.39
North Central	8.07	9.75	10.54	12.30
Northeast	8.40	10.09	11.07	12.83
Northwest	9.59	11.26	12.64	14.40
Southeast	8.61	10.29	11.34	13.10
Southwest	8.40	10.08	11.05	12.81
West Central	8.60	10.28	11.47	13.22
Western	8.58	10.26	11.36	13.11
<b>Statewide</b>	8.90	10.59	11.76	13.51

Source: Hourly Family Income Standards calculated from county standards in Table 6 of *Making It Day-To-Day: A*

Appendix Table 2  
**Labor Force Statistics by SDA**

**Monthly Averages, 1999**

	<b>Civilian</b>			
Central/Little Rock	306,275	296,400	9,875	3.2
Eastern	56,525	52,875	3,650	6.5
North Central	94,700	89,675	5,025	5.3
Northeast	120,025	112,800	7,225	6.0
Northwest	201,925	195,825	6,100	3.0
Southeast	101,050	93,875	7,175	7.1
Southwest	104,325	98,075	6,250	6.0
West Central	126,900	121,325	5,575	4.4
Western	110,475	106,550	3,925	3.6
<b>Statewide</b>	<b>1,222,200</b>	<b>1,167,400</b>	<b>54,800</b>	<b>4.5</b>

Source: Labor force statistics based on county estimates obtained from Bureau of Labor Statistics (BLS)

Appendix Table 3

**Family Income Standards and Labor Force Statistics by County and SDA**

	<u>Hourly Wage Family Income Standards</u>				<u>Labor Force Statistics -- Monthly Averages, 1999</u>			
	<b>1Adult &amp;</b>	<b>2 Adults &amp;</b>	<b>1 Adult &amp;</b>	<b>2 Adults &amp;</b>	<b>Civilian Labor</b>			<b>Unemp Rate</b>
Faulkner	9.55	11.18	12.38	14.12	41,450	40,150	1,300	3.1
Lonoke	9.58	11.21	12.41	14.16	25,175	24,550	625	2.5
Monroe	8.04	9.71	10.49	12.24	4,000	3,725	275	6.9
Prairie	8.23	9.92	10.89	12.64	3,850	3,625	225	5.8
Pulaski	9.85	11.51	12.93	14.69	190,900	184,500	6,400	3.4
Saline	9.98	11.63	13.17	14.92	40,900	39,850	1,050	2.6
<b>Central/LR</b>	<b>9.76</b>	<b>11.42</b>	<b>12.79</b>	<b>14.54</b>	<b>306,275</b>	<b>296,400</b>	<b>9,875</b>	<b>3.2</b>
Crittenden	10.09	11.75	13.08	14.85	22,450	21,475	975	4.3
Cross	7.88	9.56	10.15	11.91	8,000	7,475	525	6.6
Lee	8.23	9.92	10.89	12.64	4,475	4,150	325	7.3
Phillips	8.25	9.95	10.91	12.68	9,425	8,700	725	7.7
St. Francis	8.17	9.86	10.72	12.49	12,175	11,075	1,100	9.0
<b>Eastern</b>	<b>8.91</b>	<b>10.59</b>	<b>11.62</b>	<b>13.39</b>	<b>56,525</b>	<b>52,875</b>	<b>3,650</b>	<b>6.5</b>
Cleburne	8.15	9.83	10.70	12.46	9,375	9,000	375	4.0
Fulton	8.23	9.92	10.89	12.64	4,100	3,950	150	3.7
Independence	8.07	9.76	10.53	12.30	16,875	16,075	800	4.7
Izard	8.04	9.71	10.49	12.24	4,250	4,075	175	4.1
Jackson	8.06	9.74	10.51	12.27	7,825	7,075	750	9.6
Sharp	7.88	9.56	10.15	11.91	6,125	5,825	300	4.9
Stone	8.15	9.83	10.70	12.46	5,100	4,850	250	4.9
Van Buren	8.10	9.78	10.61	12.36	6,050	5,700	350	5.8
White	8.06	9.74	10.51	12.27	31,175	29,700	1,475	4.7
Woodruff	7.98	9.67	10.37	12.13	3,825	3,425	400	10.5
<b>N. Central</b>	<b>8.07</b>	<b>9.75</b>	<b>10.54</b>	<b>12.30</b>	<b>94,700</b>	<b>89,675</b>	<b>5,025</b>	<b>5.3</b>



Appendix Table 3 Continued

**Family Income Standards and Labor Force Statistics by County and SDA**

	<u>Hourly Wage Family Income Standards</u>				<u>Labor Force Statistics -- Monthly Averages, 1999</u>			
	<b>1 Adult &amp;</b>	<b>2 Adults &amp;</b>	<b>1 Adult &amp; 2</b>	<b>2 Adults &amp;</b>	<b>Civilian Labor</b>			<b>Unemp.</b>
Clay	7.87	9.55	10.14	11.90	7,950	7,450	500	6.3
Craighead	8.53	10.21	11.19	12.94	42,050	40,675	1,375	3.3
Greene	8.41	10.10	11.26	13.01	18,175	17,300	875	4.8
Lawrence	8.07	9.76	10.53	12.29	7,250	6,775	475	6.6
Mississippi	8.68	10.37	11.53	13.29	26,375	23,525	2,850	10.8
Poinsett	8.25	9.94	10.91	12.67	10,500	9,875	625	6.0
Randolph	7.88	9.57	10.16	11.92	7,725	7,200	525	6.8
<b>Northeast</b>	<b>8.40</b>	<b>10.09</b>	<b>11.07</b>	<b>12.83</b>	<b>120,025</b>	<b>112,800</b>	<b>7,225</b>	<b>6.0</b>
Baxter	8.56	10.24	11.22	12.97	14,100	13,550	550	3.9
Benton	10.01	11.66	13.14	14.89	67,750	66,275	1,475	2.2
Boone	8.24	9.93	10.76	12.52	14,475	13,675	800	5.5
Carroll	8.31	9.98	11.05	12.79	11,575	11,050	525	4.5
Madison	8.76	10.44	11.92	13.68	6,575	6,350	225	3.4
Marion	8.23	9.92	10.89	12.64	6,125	5,925	200	3.3
Newton	8.47	10.15	11.37	13.12	2,875	2,700	175	6.1
Searcy	8.41	10.10	11.26	13.01	2,900	2,675	225	7.8
Washing-	10.14	11.79	13.38	15.14	75,550	73,625	1,925	2.5
<b>Northwest</b>	<b>9.59</b>	<b>11.26</b>	<b>12.64</b>	<b>14.40</b>	<b>201,925</b>	<b>195,825</b>	<b>6,100</b>	<b>3.0</b>

Appendix Table 3 Continued

**Family Income Standards and Labor Force Statistics by County and SDA**

	<u>Hourly Wage Family Income Standards</u>				<u>Labor Force Statistics -- Monthly Averages,</u>			
	<u>1 Adult &amp; 1</u>	<u>2 Adults &amp;</u>	<u>1 Adult &amp; 2</u>	<u>2 Adults &amp;</u>	<b>Civilian</b> <b>Labor</b>			<b>Unemp.</b>
Arkansas	8.41	10.10	11.26	13.01	10,550	10,025	525	5.0
Ashley	7.99	9.68	10.36	12.13	10,800	9,925	875	8.1
Bradley	8.23	9.92	10.89	12.64	4,400	4,000	400	9.1
Chicot	8.06	9.74	10.51	12.27	6,225	5,650	575	9.2
Cleveland	8.23	9.92	10.89	12.64	3,800	3,600	200	5.3
Desha	8.07	9.76	10.53	12.29	7,000	6,350	650	9.3
Drew	8.65	10.35	11.33	13.09	9,675	9,025	650	6.7
Grant	8.60	10.28	11.67	13.42	7,350	7,025	325	4.4
Jefferson	9.15	10.82	12.01	13.77	36,000	33,300	2,700	7.5
Lincoln	8.46	10.15	11.31	13.06	5,250	4,975	275	5.2
<b>Southeast</b>	<b>8.61</b>	<b>10.29</b>	<b>11.34</b>	<b>13.10</b>	<b>101,050</b>	<b>93,875</b>	<b>7,175</b>	<b>7.1</b>
Calhoun	8.21	9.91	10.87	12.64	2,225	2,025	200	9.0
Columbia	8.24	9.93	10.90	12.66	11,275	10,600	675	6.0
Dallas	8.23	9.92	10.89	12.64	3,525	3,250	275	7.8
Hempstead	8.07	9.76	10.53	12.30	11,275	10,650	625	5.5
Howard	7.89	9.57	10.16	11.93	6,750	6,400	350	5.2
Lafayette	8.23	9.92	10.89	12.64	3,375	3,125	250	7.4
Little River	8.29	9.98	10.95	12.70	5,425	5,125	300	5.5
Miller	9.22	10.89	12.08	13.83	17,075	16,325	750	4.4
Nevada	8.15	9.83	10.70	12.46	4,900	4,600	300	6.1
Ouachita	8.22	9.90	10.87	12.62	11,225	10,225	1,000	8.9
Sevier	7.89	9.57	10.16	11.93	6,775	6,475	300	4.4
Union	8.56	10.26	11.42	13.19	20,500	19,275	1,225	6.0
<b>Southwest</b>	<b>8.40</b>	<b>10.08</b>	<b>11.05</b>	<b>12.81</b>	<b>104,325</b>	<b>98,075</b>	<b>6,250</b>	<b>6.0</b>

Appendix Table 3 Continued

**Family Income Standards and Labor Force Statistics by County and SDA**

	<u>Hourly Wage Family Income Standards</u>				<u>Labor Force Statistics -- Monthly Averages,</u>			
	<u>1 Adult &amp; 1</u>	<u>2 Adults &amp;</u>	<u>1 Adult &amp; 2</u>	<u>2 Adults &amp;</u>	<b>Civilian Labor</b>			<b>Unemp.</b>
Clark	8.27	9.96	10.93	12.68	11,600	11,250	350	3.0
Conway	8.40	10.08	10.96	12.71	9,150	8,525	625	6.8
Garland	8.75	10.43	11.61	13.36	35,475	33,900	1,575	4.4
Hot Spring	8.15	9.83	10.70	12.46	12,000	11,475	525	4.4
Johnson	8.50	10.19	11.44	13.19	10,500	10,125	375	3.6
Montgom-	8.41	10.10	11.26	13.01	3,900	3,750	150	3.8
Perry	8.25	9.95	10.91	12.68	3,525	3,300	225	6.4
Pike	8.23	9.92	10.89	12.64	4,825	4,600	225	4.7
Pope	9.02	10.71	12.27	14.02	26,575	25,425	1,150	4.3
Yell	8.48	10.16	11.41	13.15	9,350	8,975	375	4.0
<b>W. Central</b>	<b>8.60</b>	<b>10.28</b>	<b>11.47</b>	<b>13.22</b>	<b>126,900</b>	<b>121,325</b>	<b>5,575</b>	<b>4.4</b>
Crawford	8.63	10.31	11.37	13.11	24,125	23,275	850	3.5
Franklin	8.09	9.77	10.59	12.35	7,500	7,250	250	3.3
Logan	8.33	10.01	11.07	12.83	9,475	8,975	500	5.3
Polk	8.28	9.96	10.98	12.73	9,125	8,775	350	3.8
Scott	8.13	9.80	10.67	12.42	4,875	4,750	125	2.6
Sebastian	8.76	10.45	11.62	13.38	55,375	53,525	1,850	3.3
<b>Western</b>	<b>8.58</b>	<b>10.26</b>	<b>11.36</b>	<b>13.11</b>	<b>110,475</b>	<b>106,550</b>	<b>3,925</b>	<b>3.6</b>
<b>Statewide</b>	<b>8.90</b>	<b>10.59</b>	<b>11.76</b>	<b>13.51</b>	<b>1,222,200</b>	<b>1,167,400</b>	<b>54,800</b>	<b>4.5</b>

Sources: Hourly Family Income Standards calculated from county standards in Table 6 of *Making It Day-To-Day*; Labor force statistics based

Appendix Table 4

**Job Gap Analysis by Service Delivery Area (SDA)**

	<b>Job Seekers</b>	<b>Job Seekers Per Job Opening</b>				
		<b>For All Job</b>	<b>1 Adult &amp;</b>	<b>2 Adults &amp;</b>	<b>1 Adult &amp;</b>	<b>2 Adults &amp;</b>
Central- LR	30,851	3	5	6	8	9
Eastern	11,403	6	12	17	23	26
North Central	15,699	4	8	12	14	19
Northeast	22,572	6	10	16	23	29
Northwest	19,057	2	5	7	10	13
Southeast	22,415	10	18	31	42	55
Southwest	19,526	7	13	17	20	35
West Central	17,417	4	8	11	15	22
Western	12,262	3	5	7	9	11
<b>Statewide Average</b>		4	7	9	11	14

Source: Job Openings from Analysis of 1997 OES and 1996-2006 Industry & Occupational Projection Data, Job Seek-

Appendix Table 5a

**Top Ten Occupations with the Most Job Openings in 2000**

	<b>Job Openings</b>		<b>Education and</b>
Salespersons, Retail	496	\$7.24	Short-Term OJT
Cashiers	480	\$6.64	Short-Term OJT
Food Preparation/	396	\$5.88	
Helpers and Laborers	370	\$7.94	Short-Term OJT
Registered Nurses	306	\$18.78	Associate Degree
Waiters and Waitresses	268	\$5.75	Short-Term OJT
General Office Clerks	250	\$8.60	Short-Term OJT
Truck Drivers, Heavy	215	\$14.95	Short-Term OJT
Food Preparation Work-	199	\$6.36	Short-Term OJT

Source: Analysis of 1997 OES and 1996-2006 Industry and Occupational Projections Data

Appendix Table 5b

Source: Job Openings from Analysis of 1997 OES and 1996-2006 Industry & Occupational Projection Data, Job Seekers

Appendix Table 6a

**Top Ten Occupations with the Most Job Openings in 2000**

	<b>Job Openings</b>		<b>Education and</b>
Truck Drivers, Heavy	105	\$20.79	Short-Term OJT
Food Service Workers	72	\$5.80	Short-Term OJT
Helpers and Laborers	62	\$7.48	Short-Term OJT
Cashiers	57	\$5.93	Short-Term OJT
Salespersons, Retail	53	\$7.29	Short-Term OJT
Metal/Plastic Operators/	51	\$9.77	Medium-Term OJT
Personal/Home Care Aides	49	\$6.30	Short-Term OJT
Teachers, Secondary School	48	\$15.61	Bachelor's Degree
Health Service Workers	44	\$5.86	Short-Term OJT
Food Preparation Workers	35	\$5.73	Short-Term OJT
Hand Packers/Packagers	35	\$6.87	Short-Term OJT

Source: Analysis of 1997 OES and 1996-2006 Industry and Occupational Projections Data

Appendix Table 6b

**Job Gap Analysis**

	<b>Family Income Standard (FIS) Wage</b>				
	<b>1 Adult &amp;</b>	<b>2 Adults &amp;</b>	<b>1 Adult &amp;</b>	<b>2 Adults &amp;</b>	
Job Seekers in 2000	11,403	11,403	11,403	11,403	11,403
Job Openings	1,857	984	687	497	444
Job Seekers per Job Opening (Job					
Percent of Job Openings That					

Source: Job Openings from Analysis of 1997 OES and 1996-2006 Industry & Occupational Projection Data, Job Seekers

Appendix Table 7a

**Top Ten Occupations with the Most Job Openings in 2000**

	<b>Job Openings</b>		<b>Education and</b>
Teachers and Instructors	240	\$13.90	Bachelor's Degree
Food Service Workers	193	\$5.89	Short-Term OJT
Cashiers	164	\$5.95	Short-Term OJT
Salespersons, Retail	156	\$6.74	Short-Term OJT
Nursing Aides and Orderlies	128	\$5.76	Short-Term OJT
Personal/Home Care Aides	99	\$5.90	Short-Term OJT
Hand Workers	97	\$7.61	Short-Term OJT
Registered Nurses	95	\$15.35	Associate Degree
Truck Drivers, Heavy	94	\$13.89	Short-Term OJT
Helpers and Laborers	88	\$7.63	Short-Term OJT

Source: Analysis of 1997 OES and 1996-2006 Industry and Occupational Projections Data

Appendix Table 7b

**Job Gap Analysis**

	<b>Family Income Standard (FIS) Wage</b>				
	<b>1 Adult &amp;</b>	<b>2 Adults &amp;</b>	<b>1 Adult &amp;</b>	<b>2 Adults &amp;</b>	<b>2 Adults &amp;</b>
Job Seekers in 2000	15,699	15,699	15,699	15,699	15,699
Job Openings	3,688	1,935	1,326	1,098	806
Job Seekers per Job Opening (Job					
Percent of Job Openings That					

Source: Job Openings from Analysis of 1997 OES and 1996-2006 Industry & Occupational Projection Data, Job Seekers

Appendix Table 8a

**Top Ten Occupations with the Most Job Openings in 2000**

	<b>Job Openings</b>		<b>Education and</b>
Helpers and Laborers	353	\$7.31	Short-Term OJT
Cashiers	204	\$6.03	Short-Term OJT
Salespersons, Retail	164	\$6.62	Short-Term OJT
Assemblers & Fabricators	100	\$9.39	Short-Term OJT
Metal/Plastic Setrs/Operators	99	\$10.60	Medium-Term OJT
General Managers/	91	\$19.69	Work Experience
Nursing Aides and Orderlies	82	\$6.21	Short-Term OJT
Waiters and Waitresses	81	\$5.79	Short-Term OJT
General Office Clerks	71	\$7.42	Short-Term OJT
Truck Drivers, Heavy	68	\$9.92	Short-Term OJT

Source: Analysis of 1997 OES and 1996-2006 Industry and Occupational Projections Data

Appendix Table 8b

**Job Gap Analysis**

	<b>Family Income Standard (FIS) Wage</b>				
	<b>1 Adult &amp;</b>	<b>2 Adults &amp;</b>	<b>1 Adult &amp;</b>	<b>2 Adults &amp;</b>	<b>2 Adults &amp;</b>
Job Seekers in 2000	22,572	22,572	22,572	22,572	22,572
Job Openings	4,029	2,211	1,385	977	779
Job Seekers per Job Opening (Job					
Percent of Job Openings That					

Source: Job Openings from Analysis of 1997 OES and 1996-2006 Industry & Occupational Projection Data, Job Seekers



Appendix Table 9a

**Top Ten Occupations with the Most Job Openings in 2000**

	<b>Job Openings</b>		<b>Education and</b>
Salespersons, Retail	734	\$7.32	Short-Term OJT
Cashiers	375	\$6.67	Short-Term OJT
Packaging/Filling	326	\$8.20	Medium-Term OJT
Waiters and Waitresses	286	\$5.72	Short-Term OJT
Helpers and Laborers	264	\$7.27	Short-Term OJT
Food Prep/Service Workers	242	\$5.82	Short-Term OJT
General Managers/	209	\$19.14	Work Experience
Food Preparation Workers	203	\$5.88	Short-Term OJT
Truck Drivers, Heavy	188	\$12.44	Short-Term OJT
General Office Clerks	157	\$8.31	Short-Term OJT

Source: Analysis of 1997 OES and 1996-2006 Industry and Occupational Projections Data

Appendix Table 9 b

**Job Gap Analysis**

	<b>Family Income Standard (FIS) Wage</b>			
	<b>1 Adult &amp;</b>	<b>2 Adults &amp;</b>	<b>1 Adult &amp;</b>	<b>2 Adults &amp;</b>
Job Seekers in 2000	19,057	19,057	19,057	19,057
Job Openings	9,640	3,975	2,767	1,895
Job Seekers per Job Opening (Job				
Percent of Job Openings That				

Source: Job Openings from Analysis of 1997 OES and 1996-2006 Industry & Occupational Projection Data, Job Seekers

Appendix Table 10a

**Top Ten Occupations with the Most Job Openings in 2000**

	<b>Job Openings</b>		<b>Education and</b>
Cashiers	123	\$5.88	Short-Term OJT
Protective Service Occupations	79	\$9.91	Short-Term OJT
Helpers and Laborers	76	\$7.46	Short-Term OJT
Salespersons, Retail	73	\$6.45	Short-Term OJT
Assemblers and Fabricators	62	\$8.12	Short-Term OJT
Nursing Aides and Orderlies	61	\$5.74	Short-Term OJT
Truck Drivers, Heavy	60	\$10.69	Short-Term OJT
Packaging/Filling Machine	52	\$7.77	Medium-Term OJT
Machine Operators	42	\$9.28	Medium-Term OJT
Waiters and Waitresses	38	\$5.67	Short-Term OJT

Source: Analysis of 1997 OES and 1996-2006 Industry and Occupational Projections Data

Appendix Table 10b

**Job Gap Analysis**

	<b>Family Income Standard (FIS) Wage</b>				
	<b>1 Adult &amp;</b>	<b>2 Adults &amp;</b>	<b>1 Adult &amp;</b>	<b>2 Adults &amp;</b>	<b>2 Adults &amp;</b>
Job Seekers in 2000	22,415	22,415	22,415	22,415	22,415
Job Openings	2,288	1,227	726	534	407
Job Seekers per Job Opening (Job					
Percent of Job Openings That					

Source: Job Openings from Analysis of 1997 OES and 1996-2006 Industry & Occupational Projection Data, Job Seekers

Appendix Table 11a

**Top Ten Occupations with the Most Job Openings in 2000**

	<b>Job Openings</b>		<b>Education and</b>
Machine Operators	191	\$8.42	Medium-Term OJT
Assemblers and Fabricators	141	\$7.55	Short-Term OJT
Helpers and Laborers	134	\$7.91	Short-Term OJT
Cashiers	99	\$5.81	Short-Term OJT
Truck Drivers, Heavy	86	\$11.18	Short-Term OJT
Teachers, Secondary School	76	\$15.44	Bachelor's Degree
Hand Workers	71	\$7.54	Short-Term OJT
Nursing Aides and Orderlies	71	\$5.84	Short-Term OJT
Metal/Plastic Operators/	66	\$8.29	Medium-Term OJT
General Managers and	54	\$18.16	Work Experience

Source: Analysis of 1997 OES and 1996-2006 Industry and Occupational Projections Data

Appendix Table 11b

**Job Gap Analysis**

	<b>Family Income Standard (FIS) Wage</b>				
	<b>1 Adult &amp;</b>	<b>2 Adults &amp;</b>	<b>1 Adult &amp;</b>	<b>2 Adults &amp;</b>	
Job Seekers in 2000	19,526	19,526	19,526	19,526	19,526
Job Openings	2,940	1,558	1,128	992	562
Job Seekers per Job Opening (Job					
Percent of Job Openings That					

Source: Job Openings from Analysis of 1997 OES and 1996-2006 Industry & Occupational Projection Data, Job Seekers

Appendix Table 12a

**Top Ten Occupations with the Most Job Openings in 2000**

	<b>Job Openings</b>		<b>Education and</b>
Cashiers	347	\$5.90	Short-Term OJT
Machine Operators	230	\$7.76	Medium-Term OJT
Food Prep/Service Workers	203	\$5.75	Short-Term OJT
Salespersons, Retail	145	\$6.42	Short-Term OJT
Registered Nurses	137	\$16.41	Associate Degree
Truck Drivers, Heavy	128	\$11.99	Short-Term OJT
General Managers and	119	\$19.68	Work Experience
Helpers and Laborers	113	\$7.44	Short-Term OJT
General Office Clerks	87	\$7.94	Short-Term OJT
Marketing/Sales Supervisors	87	\$11.02	Work Experience in

Source: Analysis of 1997 OES and 1996-2006 Industry and Occupational Projections Data

Appendix Table 12b

**Job Gap Analysis**

**Family Income Standard (FIS) Wage  
1 Adult & 2 Adults & 1 Adult &**

Appendix Table 13a

**Top Ten Occupations with the Most Job Openings in 2000**

	<b>Job Openings</b>		<b>Education and</b>
Truck Drivers, Heavy	348	\$15.64	Short-Term OJT
Cashiers	180	\$6.10	Short-Term OJT
Salespersons, Retail	169	\$6.57	Short-Term OJT
Helpers and Laborers	130	\$7.20	Short-Term OJT
Packaging/Filling Machine	119	\$7.68	Medium-Term OJT
Nursing Aides and Orderlies	117	\$5.99	Short-Term OJT
Registered Nurses	87	\$13.94	Associate Degree
Machine Operators	75	\$7.66	Medium-Term OJT
General Managers and	74	\$19.50	Work Experience
Meat, Poultry, Fish Cutters	74	\$7.63	Short-Term OJT

Source: Analysis of 1997 OES and 1996-2006 Industry and Occupational Projections Data

Appendix Table 13b

	<b>1 Adult &amp;</b>	<b>2 Adults &amp;</b>	<b>1 Adult &amp;</b>	<b>2 Adults &amp;</b>
Job Seekers in 2000	12,262	12,262	12,262	12,262
Job Openings	4,221	2,289	1,665	1,138
Job Seekers per Job Opening (Job				
Percent of Job Openings That				

Source: Job Openings from Analysis of 1997 OES and 1996-2006 Industry & Occupational Projection Data, Job Seekers