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Regional Economic Sector and Skills Gap Analysis: Kings County

Prepared for:

Kings County Workforce Development Board

Prepared by:

Applied Development Economics, Inc.

1756 Lacassie Avenue, Suite 100, Walnut Creek, CA 94596 ■ 925.934.8712

www.adeusa.com



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SUMMARY

INTRODUCTION

Prepared under the auspices of the Central California Workforce Collaborative (CCWC), this report provides trend information and projections for jobs in Kings County by industry sector, industry clusters, and occupational openings. The analysis also provides a description of key labor force characteristics in the County and discusses the match between education and occupational background for the unemployed and part time workforce in relation to projected job openings.

SUMMARY OF FINDINGS

JOB GROWTH

- The County unemployment rate has declined to 10.5% in 2015, down from the peak of 16.1% in 2010, but still well above the low point before the recession of 8.4% in 2006.
- Before the recession, total jobs in the County peaked at 43,840 in 2007 and did not reach that level again until early 2015. The annual average number of jobs in 2015 is estimated at 44,493.
- Health Care is projected to see the highest growth in jobs between 2015 and 2025 (2,367 new jobs), followed by Manufacturing (1,011 new jobs), Retail (900 new jobs), and Public Administration (632 new jobs).
- The growth in manufacturing is mainly in food processing, including cheese, poultry and other meat products and nuts. Despite these increases in food production, agricultural employment is projected to see a net decline of 867 jobs in Kings County.
- Kings County is also projected to see a growth of 314 jobs in Professional, Scientific and Technical Services business and 377 new jobs in Education.
- Consistent with the above industry trends, the Health and Wellness industry cluster is projected to have the highest job growth over the next ten years, followed by Retail and Tourism.
- In the Health cluster, nearly 60 percent of the jobs are in health care delivery including doctor's offices, hospitals and a variety of types of clinics. About 40 percent of the jobs are in other health care services, mainly services for the elderly and disabled.
- While farm employment is projected to decline, other components of the Agriculture Cluster are projected to grow, including food processing and distribution. As noted above, the main growing processing sectors include cheese, poultry and other meat products.
- The projections of job openings show a concentration in food services and sales (retail) (378 combined annual openings), but also transportation and materials handling (119 annual

openings), health care (128 annual openings) and protective services (161 annual openings). Also, interestingly, while the net job total in farming is projected to decline, there remains a strong replacement need for farm labor, with projected openings averaging 246 per year.

LABOR FORCE CHARACTERISTICS

- The labor force in Kings County is generally concentrated in the younger age groups, with nearly 20 percent in the 16-24 age group, 25 percent of the 25-34 age group. Workers over 55 constitute about 13 percent of the workforce and a number of employers report that impending retirements are a significant issue for them in terms of anticipated openings in the future.
- Non-citizen workers constitute 18 percent of the workforce in Kings County. These workers tend to have an older age demographic than the workforce as a whole, with about 20 percent aged 55 and above.
- The Kings County workforce has a similar educational attainment as the San Joaquin Valley region. About 78 percent of workers 25 years and older have at least a high school diploma or equivalent. About 32.4 percent have a college degree, which is higher than the regional average at 28.5 percent.
- Non-citizens have a similar rate of high school completion as do the citizen workforce and 32 percent have had some college courses, but only 5 percent have achieved a college degree and 58 percent have no high school diploma. This accounts in part for the differences in educational attainment between Latino workers and other workers in the labor force, as the non-citizen group is 93 percent Latino.
- Unemployment affects workers with no college degree much more, at 12.8 percent, than those with a college degree (6.9 percent). Veterans have very low unemployment, at 4.3 percent, probably due in part to the presence of Lemoore NAS. Disabled workers have relatively high unemployment, at nearly 20 percent.
- Veterans tend to have high levels of overall educational attainment, with less than ten percent not achieving a high school diploma. Among disabled workers, however, nearly 25 percent do not have a high school diploma.

CONCLUSION

Kings County can expect relatively slow job growth in the near future, but qualified workers are in short supply for certain key job categories. Based on the analysis presented in this report and discussions with key employers and workforce training organizations in the County, the following can be identified as potential priorities for additional training efforts.

- Medical Technicians
- Electricians
- Maintenance Mechanics

- Ability to use computer operated processing controls and instruments (and related English competency)
- Workers with supervisory and management skills
- Business skills

ECONOMIC TRENDS

POPULATION AND EMPLOYMENT TRENDS

The County unemployment rate has declined to 10.5% in 2015, down from the peak of 16.1% in 2010, but still well above the low point before the recession of 8.4% in 2006 (Table 1). While employment levels have been increasing since 2012, the size of the labor force has continued to decline. The household population has increased by 1.3 percent between 2010 and 2015 but this represents the lowest rate of growth of any of the San Joaquin Valley counties (Table 2). In addition, group quarters population has declined by nearly 5,000 since 2010 due to reduced incarcerated populations in the state prisons. Household population growth in the San Joaquin Valley exceeded statewide growth rates between 2011 and 2013, but has slowed in the past two years. As shown in Figure 1, Kings County is projected to “catch up” to valley-wide growth rates over the next five years, which will have implications for some employment sectors, as discussed below.

Table 1 — Annual Civilian Labor Force Trends, 2000-2015: Kings County

PERIOD	LABOR FORCE TRENDS	EMPLOYED LABOR FORCE	UNEMPLOYMENT RATE
08-15 Ann. Growth Rate	-0.4%	-0.4%	13.9%
00-08 Annual Growth Rate	2.2%	2.1%	10.3%
2015	57,058	51,075	10.5%
2014	57,400	50,500	12.1%
2013	58,100	50,300	13.5%
2012	58,900	50,100	14.9%
2011	59,000	49,600	15.9%
2010	59,300	49,800	16.1%
2009	60,500	51,900	14.2%
2008	58,700	52,500	10.6%
2007	57,300	52,400	8.7%
2006	55,000	50,400	8.4%
2005	53,800	48,800	9.4%
2004	53,200	47,300	11.0%
2003	53,100	46,800	11.9%
2002	51,700	45,700	11.6%
2001	50,200	44,800	10.7%
2000	49,300	44,300	10.0%

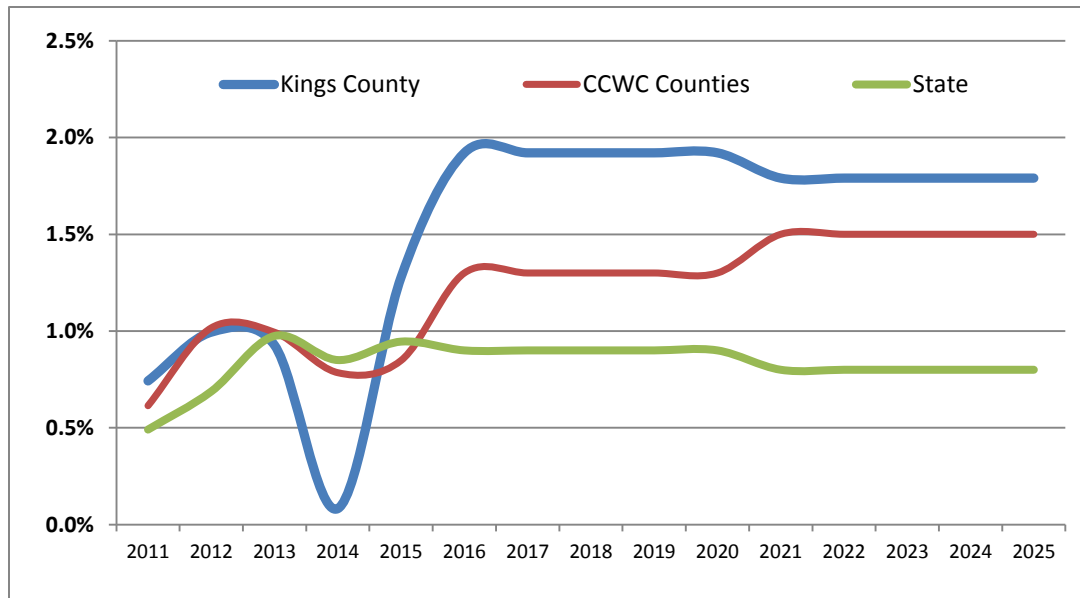
Source: Applied Development Economics, based on CA EDD LMID. Note: CA EDD LMID tracks only civilian labor force trends. And, unemployment rates for “00-08 Ann. Growth Rate” and “08-15 Ann. Growth Rate” in the table above are annual unemployment rate averages for either the 2000-2008 or 2008-2015 periods, not annual growth rates.

Table 2 — Population Growth in Kings County, CCWC Counties and the State, 2010-2015

YEAR	HOUSEHOLD POPULATION						TOTAL POPULATION					
	KINGS COUNTY	GROWTH RATE	CCWC COUNTIES	GROWTH RATE	STATE	GROWTH RATE	KINGS COUNTY	ANNUAL GROWTH RATES	CCWC COUNTIES	GROWTH RATE	STATE	GROWTH RATE
2010	131,402		3,888,941		36,412,191		152,982		4,004,407		37,253,956	
2011	132,544	0.9%	3,912,829	0.6%	36,590,965	0.5%	152,533	-0.3%	4,025,282	0.5%	37,427,946	0.5%
2012	131,759	-0.6%	3,952,595	1.0%	36,842,677	0.7%	151,060	-1.0%	4,058,833	0.8%	37,680,593	0.7%
2013	132,334	0.4%	3,991,868	1.0%	37,201,756	1.0%	150,537	-0.3%	4,094,785	0.9%	38,030,609	0.9%
2014	133,089	0.6%	4,023,198	0.8%	37,518,013	0.9%	149,942	-0.4%	4,129,749	0.9%	38,357,121	0.9%
2015	133,138	0.0%	4,057,322	0.8%	37,872,750	0.9%	149,721	-0.1%	4,165,560	0.9%	38,714,725	0.9%
10-15	1,736	1.3%	168,381	4.3%	1,460,559	4.0%	-3,261	-2.1%	161,153	4.0%	1,460,769	3.9%

Source: California Department of Finance

Figure 1 – Household Population Annual Growth Rates



Before the recession, total jobs in the County peaked at 43,840 in 2007 and did not reach that level again until early 2015. The annual average number of jobs in 2015 is estimated at 44,493 (Table 3). Through 2008, total jobs in the County were growing at a 2.0 annual percentage rate.

Table 3 – Trends in Total Number of Jobs: 2000-2015: Kings County

PERIOD	TOTAL EMPLOYMENT
08-15 Ann. Growth Rate	0.5%
00-08 Ann. Growth Rate	2.0%
2015	44,493
2014	43,171
2013	41,543
2012	40,921
2011	40,589
2010	40,723
2009	41,353
2008	42,873
2007	43,840
2006	41,925
2005	39,918
2004	38,587
2003	38,112
2002	36,543
2001	36,349
2000	36,464

Source: Applied Development Economics, based on CA EDD LMID

Farm employment grew at a 3.0 percent annual rate between 2010 and 2015 but is projected to gradually decline at a -2.3 annual rate over the next ten years (Table 3). Despite these overall trends, some job growth is projected in animal production and farm management services (Table 4). A number of factors affect farm employment including availability of water and continued mechanization of farming operations. In addition, employers interviewed for this study indicated that the new state minimum wage law will affect employment opportunities in both farming and food processing and related industries. In addition, current efforts in the State Assembly to limit the agricultural work day are seen as a threat to employment growth.

Manufacturing industries in Kings County are mainly in food processing and experienced continued job losses since 2010. However, these industries, along with professional and technical services, many of which are also related to food processing, are projected to see a rebound over the next ten years. As shown in Table 4, cheese processing, meat and nuts are the areas with the highest job growth potential.

The construction industry continued to decline over the past five years, but is projected to stabilize and grow over the next ten years. The California High Speed Rail project will add another 365 construction jobs over the 2015-2025 period. Overall, job growth in construction is consistent with the population trends discussed above, with increasing residential construction in the short term and then a return to lower population growth rates later in the decade.

The Health Services sector is projected to see the strongest employment growth over the next ten years. This is a consistent finding throughout the San Joaquin Valley as well as nationally and reflects both demographic trends with the aging Baby Boomer population as well as industry trends to institute managed care with more outpatient and home health care. Due to the High Speed Rail project, construction is expected to grow at a considerably fast rate over the next ten years.

Another population based trend is the increase in retail and food services jobs. Both these sectors have been recovering from the recession over the past five years, and are projected to see more moderate growth over the next ten years.

Table 4 — Employment Trends and Projections by Sectors: Kings County

		2010 JOBS	2015 JOBS	2025 PROJECTED	15-25 CHANGE	10-15 ANNUAL GROWTH RATE	15-25 ANNUAL GROWTH RATE
	Total	46,960	49,511	55,740	6,229	1.1%	1.2%
11	Agriculture	6,700	7,022	6,155	-867	0.9%	-1.3%
21	Mining	0	0	0	0	0.0%	0.0%
22	Utilities	98	88	138	50	-2.1%	4.6%
23	Construction	918	846	1,269	423	-1.6%	4.1%
31-33	Manufacturing	4,071	4,566	5,577	1,011	2.3%	2.0%
42	Wholesale	476	581	723	143	4.0%	2.2%
44-45	Retail	3,859	4,167	5,066	900	1.5%	2.0%
48	Warehousing	618	737	973	236	3.6%	2.8%
49	Transportation	211	207	205	-2	-0.4%	-0.1%
51	Information	238	210	213	3	-2.4%	0.1%
52	Finance and Insurance	626	596	668	72	-1.0%	1.1%
53	Real Estate and Leasing	328	383	513	131	3.1%	3.0%
54	Prof., Scientific, Technical	904	743	1,057	314	-3.8%	3.6%
55	Mgt. of Companies	119	128	109	-18	1.4%	-1.5%
561	Admin Support	578	486	556	70	-3.4%	1.4%
562	Waste Mgt.	68	48	44	-4	-6.5%	-0.9%
61	Education	4,014	3,868	4,244	377	-0.7%	0.9%
62	Health	4,289	5,889	8,256	2,367	6.5%	3.4%
71	Arts, Rec. and Enter.	252	190	181	-10	-5.4%	-0.5%
721	Accommodations	125	144	172	28	2.8%	1.8%
722	Food and Drinking Services	2,336	2,952	3,522	570	4.8%	1.8%
81	Other Services	1,575	738	787	49	-14.1%	0.6%
92	Public Admin.	8,807	9,616	10,249	632	1.8%	0.6%
98	Nat'l Security/Military	5,671	5,222	4,970	-252	-1.6%	-0.5%
99	Misc.	80	85	91	6	1.3%	0.7%

Source: Applied Development Economics, based on EMSI. (Internal file: P:\CCWC Labor Force 2015\03_NEXT-TASKS\TABLES\06_draft_KINGS-update.xlsx T3r)

Table 5 — Employment Projections for Industries Expected to Grow By 50 or More Jobs Between 2015 and 2025: Kings County

NAICS	INDUSTRY	2015 JOBS	2025 PROJECTED	15-25 CHANGE	15-25 ANNUAL GROWTH RATE
TOTAL (industries with 50+ job growth)		27,405	34,283	6,876	2.3%
112000	Animal Production and Aquaculture	2,055	2,149	94	0.4%
115116	Farm Management Services	323	567	244	5.8%
	11 Agric.	2,378	2,716	338	1.3%
237110	Water and Sewer Line and Related Structures	106	163	57	4.4%
237990	Other Heavy and Civil Engineering	127	470	343	14.0%
238110	Poured Concrete Foundation and Structure	63	137	74	8.0%
	23 Const.	296	770	474	10.0%
311513	Cheese Manufacturing	1,563	2,089	527	2.9%
311611	Animal (except Poultry) Slaughtering	503	795	292	4.7%
311615	Poultry Processing	100	178	78	5.9%
311911	Roasted Nuts and Peanut Butter Manufacturing	530	724	194	3.2%
	31-33 Man.	2,695	3,787	1,091	3.5%
441110	New Car Dealers	268	380	112	3.5%
443142	Electronics Stores	209	497	288	9.0%
444110	Home Centers	285	395	110	3.3%
448120	Women's Clothing Stores	108	190	82	5.8%
452910	Warehouse Clubs and Supercenters	485	775	289	4.8%
	44-45 Retail	1,355	2,236	881	5.1%
484121	General Freight Trucking, Truckload	91	159	68	5.8%
484122	General Freight Trucking, <Truckload	154	258	104	5.3%
	48 Trans.	245	417	172	5.5%
517110	Wired Telecommunications Carriers	84	142	58	5.4%
	51 Information	84	142	58	5.4%
531311	Residential Property Managers	122	194	72	4.7%
	53 R.E. and Leasing	122	194	72	4.7%
541214	Payroll Services	183	286	104	4.6%
	54 Prof.,Sci., Tech.	183	286	104	4.6%
611110	Elementary and Secondary Schools	3,639	3,951	312	0.0%
	61 Education	3,639	3,951	312	0.0%
621111	Offices of Physicians	410	463	53	1.2%
621498	All Other Outpatient Care Centers	162	299	137	6.3%
622110	General Medical and Surgical Hospitals	2,242	2,881	639	2.5%
623110	Nursing Care Facilities	369	431	62	1.6%
623312	Assisted Living Facilities for the Elderly	167	313	146	6.5%
624120	Services for the Elderly and Persons	1,314	2,269	955	5.6%
624310	Vocational Rehabilitation Services	198	342	144	5.6%
624410	Child Day Care Services	225	295	70	2.7%
	62 Health	5,086	7,294	2,207	3.7%
722511	Full-Service Restaurants	824	932	109	1.2%
722513	Limited-Service Restaurants	1,829	2,247	418	2.1%
	72 Accommodations and Food	2,653	3,179	526	1.8%
902999	State Government, Excl. Educ, Hospitals	4,809	5,076	267	0.5%
903999	Local Government, Excl. Educ, Hospitals	3,859	4,235	375	0.9%
	90 Public	8,669	9,311	642	0.7%

Source: Applied Development Economics, based on EMSI Q4 2015 QCEW and Non-QCEW Data Set (internal file: P:\CCWC Labor Force 2015\03_NEXT-TASKS\TABLES\06_draft_KINGS-update.xlsx T4r)

INDUSTRY CLUSTERS

The San Joaquin Valley has defined a number of regional industry clusters that are significant components of the regional economic base, which are listed in Table 5 below. Industry clusters represent traded sectors in the regional economy and typically are the source of most of the income and wealth for the region as well as the areas where innovation occurs most frequently. In Kings County, Agriculture and Health Care are the two largest industry clusters. For this study, we have also included the retail sector and the accommodations and food services sector to reflect job opportunities in the local-serving and tourism industries.

The Agriculture cluster includes not only farm production, but also food processing, related distribution and logistics, and a variety of agricultural services that include fertilizers, irrigation, soil testing, veterinary services, and marketing among others (Detailed sub-cluster industries are listed in Tables A-1 to A-4 in the Appendix). This cluster cuts across several of the major industry groups shown in Table 3 above. Farm production is actually projected to lose jobs over the next ten years, as shown in Table 3. In addition, several agricultural support industries closely related to field operations are also projected to reduce jobs, as shown in Table 6 below. However, within the broader Agricultural cluster, several food processing industries are projected to increase employment, including cheese manufacturing, meat and poultry production and nuts. In addition, the agriculture related distribution sector is projected to add about 300 jobs over the next ten years.

The Health and Wellness cluster is projected to add more than 2,400 jobs by 2025 (Table 7). About 40 percent of the new jobs in this cluster are projected for services to elderly and disabled persons. Some of the new jobs will occur in hospital settings but many will be in outpatient facilities and various types of nursing and residential care facilities. (see Appendix Table A-6 and A-7 for detail on industries with lower job projections).

Table 6 — Employment Projections By Industry Clusters: Kings County: 2015 - 2025

NAICS	2015 JOBS	2025 PROJECTED	15-25 CHANGE	15-25 ANNUAL GROWTH RATE
Total	29,984	35,690	6,772	1.8%
Energy	1,273	1,563	289	2.1%
Diversified Manufacturing	336	398	62	1.7%
Health and Wellness	6,168	8,575	2,407	3.3%
Agriculture	13,553	14,304	751	0.5%
Water Flow Technology	272	313	41	1.4%
Logistics	847	1,105	258	2.7%
Retail	4,167	5,066	900	2.0%
Accommodations and Food Services	3,096	3,694	599	1.8%
Heavy Construction	271	672	400	9.5%

Source: Applied Development Economics, based on EMSI Q4 2015 QCEW and Non-QCEW. Note: Energy Cluster excludes employment data for NAICS 541 (Professional, Scientific and Technical), Health and Wellness Cluster excludes employment data for NAICS 9012 (Military); Manufacturing Cluster is only for "manufacturing – other" industries (i.e., not included in other clusters such as Agriculture) (internal file: P:\CCWC Labor Force 2015\03_NEXT-TASKS\TABLES\06_draft_KINGS-update.xlsx T5r)

Table 7 — Industries By Clusters That Are Expected to Decline Significantly Between 2015 and 2025: Kings County

CLUSTER	NAICS	INDUSTRY	EMPLOYMENT		2015 - 2025 PROJ.	
			2015	2025 PROJ.	CHANGE	ANN. GROWTH RATE
Ag and Food -- Support	115114	Postharvest Crop Activities (except Cotton Ginning)	430	208	-223	-7.0%
Ag and Food -- Support	115113	Crop Harvesting, Primarily by Machine	311	3	-308	-37.1%
Ag and Food -- Support	115115	Farm Labor Contractors and Crew Leaders	1,583	1,359	-224	-1.5%
Ag and Food -- Production	111000	Crop Production	1,987	1,557	-430	-2.4%

Source: Applied Development Economics, based on EMSI Q4 2016 QCEW and Non-QCEW. (internal file: P:\CCWC Labor Force 2015\03_NEXT-TASKS\TABLES\06_draft_KINGS-update.xlsx T6r)

Table 8 — Leading Jobs Growth Sectors in the Health and Wellness Cluster in Kings County

Health and Wellness -- Health Care - Delivery		Employment		Change	Ann. Growth Rate
Industry	NAICS	2015	2025 proj.	2015-2025	
Total ¹		4,288	5,597	1,309	2.7%
Services for the Elderly and Persons with Disabilities	62412	1,314	2,269	955	5.6%
General Medical and Surgical Hospitals	62211	2,242	2,881	639	2.5%
Assisted Living Facilities for the Elderly	62331	167	313	146	6.5%
Vocational Rehabilitation Services	62431	198	342	144	5.6%
All Other Outpatient Care Centers	62149	162	299	137	6.3%
Nursing Care Facilities (Skilled Nursing Facilities)	62311	369	431	62	1.6%
Offices of Physicians (except Mental Health Specialists)	62111	410	463	53	1.2%

¹ Totals include smaller industries not shown in the Table. See appendix for complete list of cluster industries.

Source: Applied Development Economics, based on EMSI Industry Employment Trends Data Q4 2015 QCEW and non-QCEW (Internal file: P:\CCWC Labor Force 2015\03_NEXT-TASKS\TABLES\06_draft_KINGS-update.xlsx T15r)

EDUCATIONAL REQUIREMENTS FOR PROJECTED NEW JOB OPENINGS

ADE summarized the largest occupational categories for which new job growth is projected in terms of the minimum educational requirements (Table 8 – see also Table 9 for detailed occupational listing). More than 70 percent are listed in the Department of Labor files as requiring a High School diploma or less. It should be noted that in speaking with employers, in practice most hire only high school graduates, with the main exception in the farm labor occupational groups.

About 12 percent of the jobs require a certificate or other college less than an Associate Degree. Nearly 16 percent require either an AA or BA degree.

Table 9 — Minimum Educational Requirements and Median Pay Rates for Occupations with 50+ Jobs Growth Between 2015-2025

Educational Level	Job Change 2015-2025	Median Hourly Wage	Hourly Pay Range (25-50-75 percentiles)
Total Jobs	3,378	\$16.44	12.32 --- 16.44 --- 20.53
01 Less than high school	1,565	\$10.06	9.38 --- 10.06 --- 13.03
02 High school diploma or equivalent	873	\$16.89	12.46 --- 16.89 --- 21.17
03 Some college, no degree	69	\$15.07	12.69 --- 15.07 --- 17.28
04 Postsecondary non-degree award	333	\$17.78	13.66 --- 17.78 --- 21.98
05 Associate's degree	307	\$43.05	38.45 --- 43.05 --- 50.60
06 Bachelor's degree or higher	231	\$33.12	26.23 --- 33.12 --- 40.84

Source: Applied Development Economics, based on EMSI Occupational Data Q4 2015 QCEW and non-QCEW (internal file: P:\CCWC Labor Force 2015\03_NEXT-TASKS\EMSI-Q4\03_OCCTRENDS\06_KINGS_OCC.xlsx)

Table 10 — Occupational Projections by Education and Training Requirement: New Jobs (Jobs Expected to Grow By At Least 50)

OCCSOC	DESCRIPTION	JOB CHANGE	MINIMUM EDUCATION	MEDIAN	HOURLY PAY RANGE (25-50-75)
11-1021	General and Operations Managers	72	06 Bachelor's degree or higher	\$40.38	26.23 --- 40.38 --- 53.55
13-2011	Accountants and Auditors	81	06 Bachelor's degree or higher	\$25.42	21.17 --- 25.42 --- 32.24
25-2021	Elem School Teachers, Ex Spec. Ed.	78	06 Bachelor's degree or higher	\$33.12	27.18 --- 33.12 --- 40.84
25-9041	Teacher Assistants	69	03 Some college, no degree	\$15.07	12.69 --- 15.07 --- 17.28
29-1141	Registered Nurses	307	05 Associate's degree	\$43.05	38.45 --- 43.05 --- 50.60
29-2061	Licensed Practical, Licnd. Voc. Nurses	68	04 Postsecondary non-degree	\$25.53	23.72 --- 25.53 --- 25.54
31-1011	Home Health Aides	122	01 Less than high school	\$9.79	9.30 --- 9.79 --- 10.67
31-1014	Nursing Assistants	117	04 Postsecondary non-degree	\$10.89	9.93 --- 10.89 --- 12.92
33-3012	Correctional Officers and Jailers	111	02 High school dipl/GED	\$53.04	48.79 --- 53.04 --- 68.64
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	69	02 High school dipl/GED	\$12.55	10.66 --- 12.55 --- 15.04
35-3021	Combined Food Preparation and Serving	316	01 Less than high school	\$9.65	9.24 --- 9.65 --- 10.09
35-3031	Waiters and Waitresses	54	01 Less than high school	\$10.06	9.38 --- 10.06 --- 13.03
37-2011	Janitors and Cleaners, Except Maids	94	01 Less than high school	\$14.89	10.56 --- 14.89 --- 20.59
39-9021	Personal Care Aides	395	01 Less than high school	\$9.49	9.29 --- 9.49 --- 9.83
41-1011	First-Line Supervisors of Retail Sales Workers	85	02 High school dipl/GED	\$17.28	14.51 --- 17.28 --- 21.73
41-2011	Cashiers	92	01 Less than high school	\$9.94	9.35 --- 9.94 --- 12.08
41-2031	Retail Salespersons	347	01 Less than high school	\$11.05	9.54 --- 11.05 --- 13.81
43-1011	First-Line Supervisors of Office and Administrative Support Workers	56	02 High school dipl/GED	\$24.70	17.93 --- 24.7 --- 28.80
43-3031	Bookkeeping, Accnting, Auditing Clerks	64	02 High school dipl/GED	\$17.03	12.32 --- 17.03 --- 20.53
43-4051	Customer Service Representatives	63	02 High school dipl/GED	\$16.74	11.92 --- 16.74 --- 23.62
43-6014	Secretaries and Administrative Assistants, Except Legal, Med, Exec	83	02 High school dipl/GED	\$15.57	12.39 --- 15.57 --- 20.60
43-9061	Office Clerks, General	63	02 High school dipl/GED	\$12.21	10.33 --- 12.21 --- 15.35
49-9041	Industrial Machinery Mechanics	69	02 High school dipl/GED	\$22.74	19.42 --- 22.74 --- 26.15
49-9071	Maintenance Repair Workers, General	67	02 High school dipl/GED	\$20.65	15.1 --- 20.65 --- 25.15
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	58	01 Less than high school	\$14.58	11.62 --- 14.58 --- 16.00
51-3092	Food Batchmakers	65	02 High school dipl/GED	\$16.50	12.14 --- 16.5 --- 19.15
51-9111	Packaging and Filling Machine Operators	78	02 High school dipl/GED	\$16.44	12.53 --- 16.44 --- 20.25
53-3032	Heavy Tractor-Trailer Truck Drivers	148	04 Postsecondary non-degree	\$17.78	13.66 --- 17.78 --- 21.98
53-7062	Laborers and Freight, Stock, Material Movers	87	01 Less than high school	\$11.70	9.51 --- 11.7 --- 17.18

Source: Applied Development Economics, based on EMSI Occupational Data Q4 2015 QCEW and non-QCEW

PROJECTED JOB OPENINGS

Labor force demand is not only affected by new jobs growth but also by changes in the labor force. As discussed in the next chapter, as the Baby Boomer generation ages out of the labor force, there will be an increasing need for replacement workers. In addition, job turnover occurs for a number of other reasons. As shown in Table 8, over 16,000 openings are projected between 2015 and 2025, of which less than 6,000 would be due to new job growth. On an annual basis, this amounts to 1,635 annual openings.

Table 11— Annual Openings Compared to Number of Unemployed Who Satisfy Minimum Educational Requirements By Occupation: Kings County

OCCUPATIONAL GROUP	ANNUAL OPENINGS	UNEMPLOYED WHOSE EDUCATIONAL ATTAINMENT MATCHES OCCUPATIONAL REQUIREMENT	PART-TIME LABOR WHOSE EDUCATIONAL ATTAINMENT MATCHES OCCUPATIONAL REQUIREMENT
Total	1,635	2,016	4,579
53 Transportation and Material Moving	119	560	439
51 Production	85	91	52
49 Installation, Maintenance, and Repair	46	0	71
47 Construction and Extraction	37	156	102
45 Farming, Fishing, and Forestry	246	65	983
43 Office and Administrative Support	127	309	740
41 Sales and Related	170	387	364
39 Personal Care and Service	54	69	565
37 Building and Grounds Cleaning and	48	39	55
35 Food Preparation and Serving Related	208	257	344
33 Protective Service	161	38	75
31 Healthcare Support	43	16	71
29 Healthcare Practitioners and Technical	85	0	235
27 Arts, Design, Entertainment, Sports, and	0	0	0
25 Education, Training, and Library	112	0	344
23 Legal	0	0	0
21 Community and Social Services	32	0	0
19 Life, Physical, and Social Science	7	0	100
17 Architecture and Engineering	2	0	0
15 Computer and Mathematical	0	0	0
13 Business and Financial Operations	25	0	0
11 Management	29	29	40

Source: Applied Development Economics, based on EMSI Annual Openings Q4 2015 QCEW and non-QCEW and US Census ACS 3-Year Sample 2012-2014 (from iPUMS) (internal file: P:\CCWC Labor Force 2015\03_NEXT-TASKS\TABLES\06_draft_KINGS-update.xlsx T7r)

The Agricultural cluster will see a large number of these job openings in occupations related to transportation, production, installation, maintenance, repair, and farming (despite the projected decline in total farming jobs). The retail and food services sectors are also expected to see a high rate of job availability. For the Health and Wellness cluster, direct health care occupations reflect only a portion of the labor force demand. Health practitioners and support, including personal care services, represent about 1,800 total opening over the ten years to 2025. Other occupational categories will also be needed by this industry, including community and social services, office and administrative support, business and financial operations and management.

Based on our analysis of the labor force in Kings County, ADE has estimated the numbers of unemployed and part time employed workers who meet the minimum educational requirements for the projected job openings (Table 11). We include part time employed workers as an expression of the potentially under-employed for workforce in the County, although some workers seek part time work out of choice.

It is notable that no unemployed installation, maintenance and repair workers show up in the database. Many businesses contacted for this study in Kings County indicated that these occupations are among the hardest to fill. There is also a distinct lack of unemployed workers in health care occupations, as well as education and business and financial operations, in relation to projected openings.

LABOR FORCE CHARACTERISTICS

The analysis of labor force characteristics includes details about the following groups:¹

- Race and Ethnicity: White, Latino, Other
- Gender
- Veteran Status
- Disability Status
- Citizenship

The characteristics include:

- Age
- Educational Attainment
- Employment status: full time, part time, unemployed
- Occupation

The labor force in Kings County is generally concentrated in the younger age groups, with nearly 20 percent in the 16-24 age group, 25 percent of the 25-34 age group (Figure 2). The prime working age group of 35-54 has 40 percent of the workforce, which is less concentrated on a year to year basis than the younger age groups. Workers over 55 constitute about 13 percent of the workforce and a number of employers report that impending retirements are a significant issue for them in terms of anticipated openings in the future. As shown in Figure 3, younger age groups tend to have a higher proportion of Latino workers while older age groups have higher percentages of white workers. Non-citizen workers constitute 18 percent of the workforce in Kings County (Table 19). These workers tend to have an older age demographic than the workforce as a whole, with about 20 percent aged 55 and above.

¹ The analysis of labor force characteristics is based on census data for the 2012 to 2014 period, reflecting a three year average. It includes active duty military personnel, estimated at about 1,860 persons stationed at Lemoore NAS. This accounts for the difference between the figures shown in Table 1 and Tables 22-52.

Figure 2 – Labor Force Age Distribution

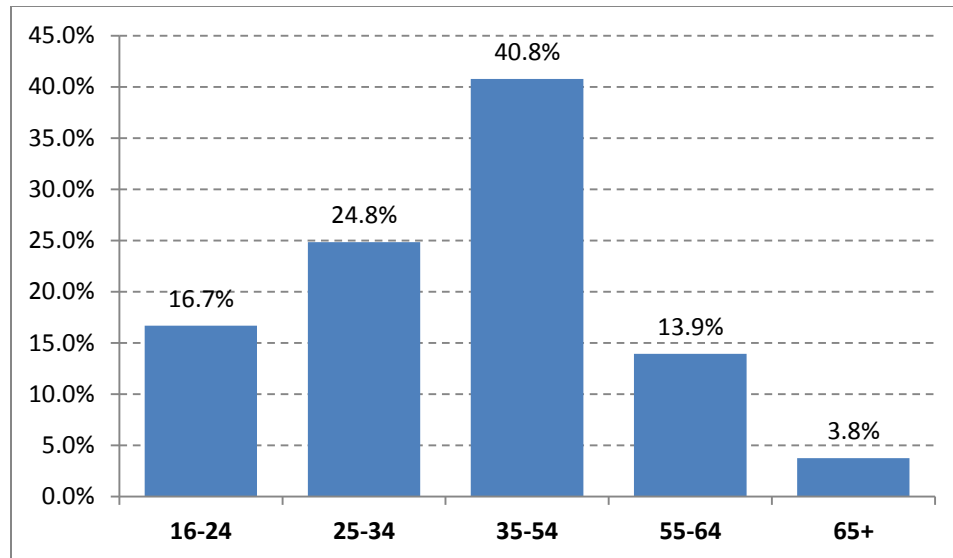
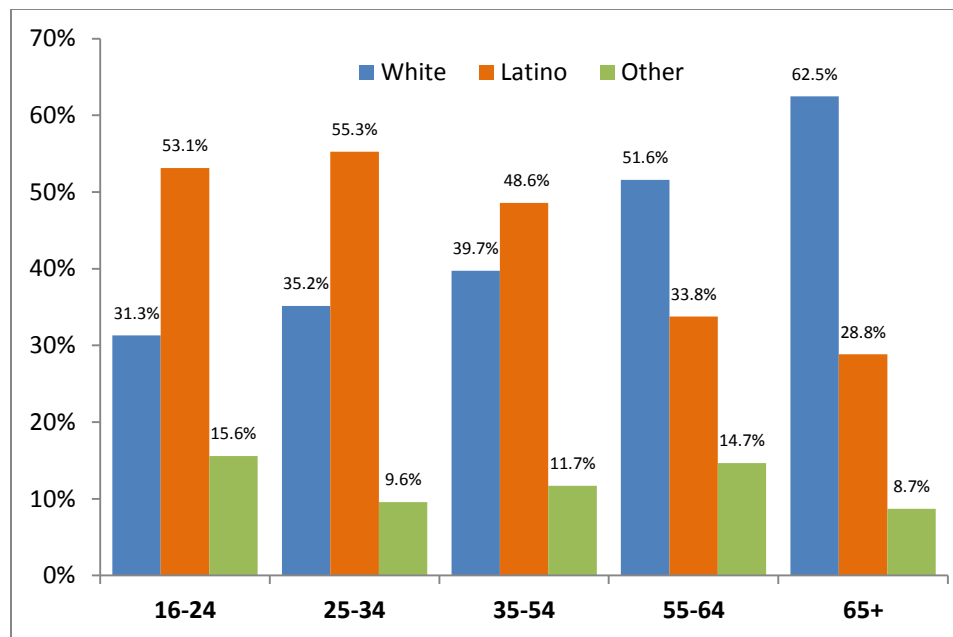


Figure 3 – Age Distribution by Race/Ethnicity



UNEMPLOYMENT

About half of the labor force in Kings County is Latino, while nearly 40 percent is White (Table 16). Unemployment for Latino workers is 12.4 percent compared to 8.9 percent for white workers. However, unemployment is 16.3 percent for workers in other racial and ethnic groups.

Unemployment affects workers with no college degree much more, at 12.8 percent, than those with a college degree (6.9 percent). Veterans have very low unemployment, at 4.3 percent, probably due in part to the presence of Lemoore NAS. Disabled workers have relatively high unemployment, at nearly 20 percent.

EDUCATION

The Kings County workforce has a similar educational attainment as the San Joaquin Valley region. About 78 percent of workers 25 years and older have at least a high school diploma or equivalent (Figure 4). About 32.4 percent have a college degree, which is higher than the regional average at 28.5 percent. Non-citizens have a similar rate of high school completion as do the citizen workforce and 32 percent have had some college courses, but only 5 percent have achieved a college degree and 58 percent have no high school diploma (Figure 4). This accounts in part for the differences in educational attainment between Latino workers and other workers in the labor force (Figure 5), as the non-citizen group is 93 percent Latino.

Figure 4 – Labor Force Educational Attainment (Persons 25 and over)

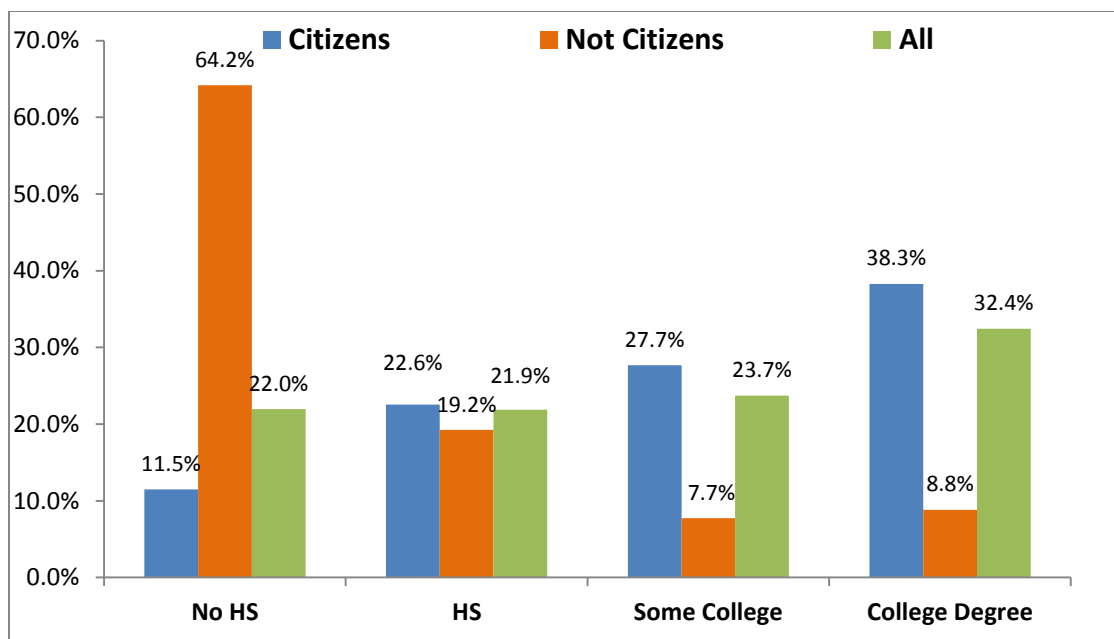
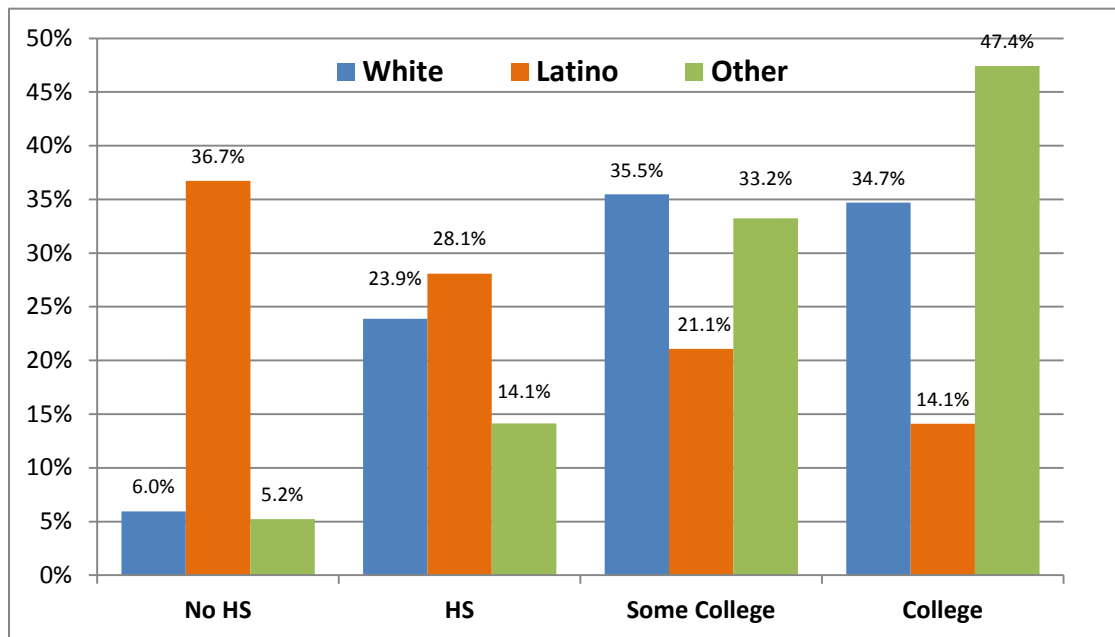
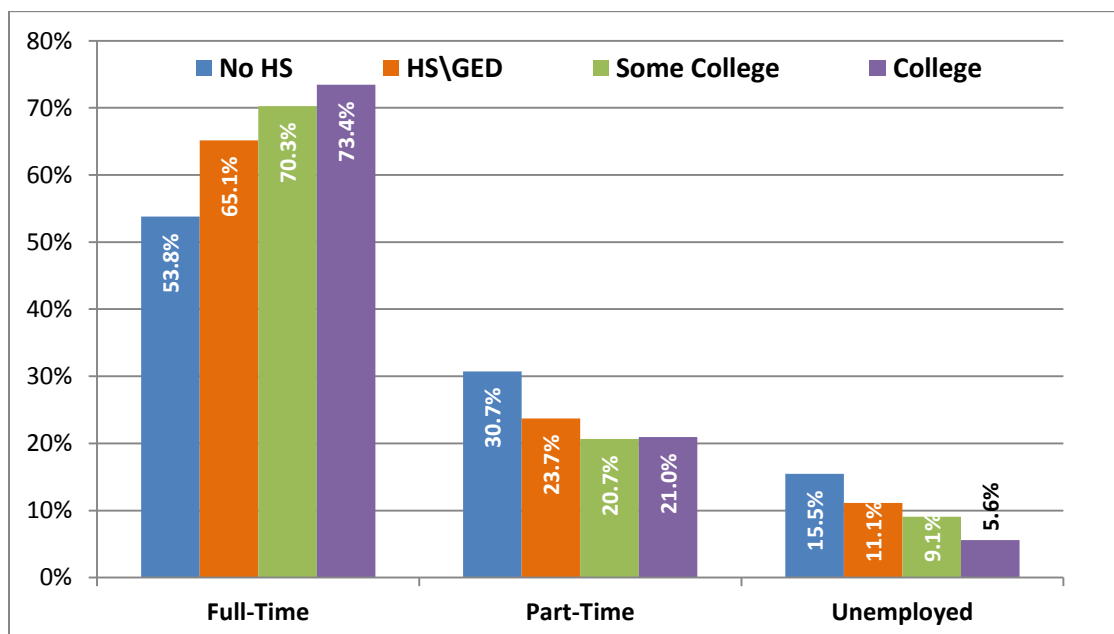


Figure 5 – Educational Attainment by Race/Ethnicity (Persons 25 and over)



Educational attainment also affects employment status. Among workers with no High school diploma, nearly three times as many are unemployed as employed full time (ie 15.5 percent versus 5.6 percent). Persons with a college degree exhibit a full-time employment rate of 73.4 percent, which is almost twenty percentage points better than the full-time employment rate for persons without a high school diploma (ie 73.4 percent versus 53.8 percent).

Figure 6- Educational Attainment By Employment Status (Persons 25 and over)



Veterans tend to have high levels of overall educational attainment, with less than ten percent not achieving a high school diploma. Among disabled workers, however, nearly 25 percent do not have a high school diploma.

UNDERUTILIZED LABOR FORCE

The report provides a focus on part time and unemployment workers in terms of how their educational attainment and prior occupational background matches projected annual job openings. This part of the analysis addresses the underutilized segments of the Kings County workforce. Figure 8 reproduces the major categories of job openings listed earlier in Table 11. The largest numbers of openings are in lower skilled occupations such as farming, food service, sales and administrative office occupations. However, significant number so openings are also projected in health care, installation and maintenance mechanics, and business and management (supervisory) positions. Comparing these categories to the availability of currently unemployed and part time workers in Figure 9, there are significant gaps in many of the more skilled positions, particularly health care practitioners, installation and maintenance mechanics and business analysts.

Figure 7 – Educational Attainment for Disabled Workers and Veterans (Persons 25+)

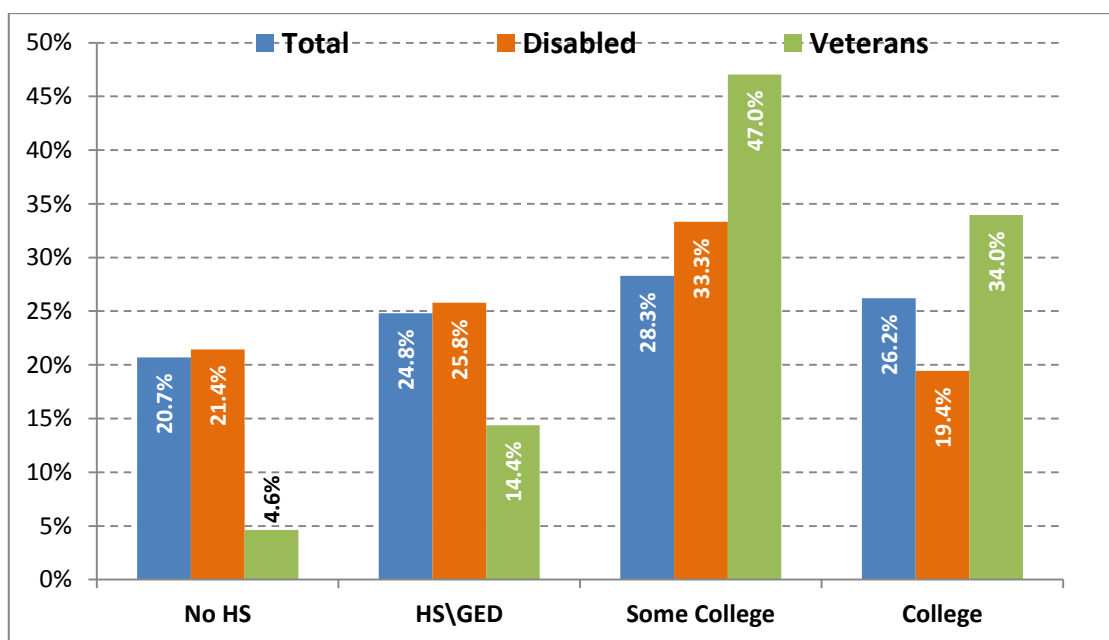


Figure 8 – Annual Openings by Major Occupational Group

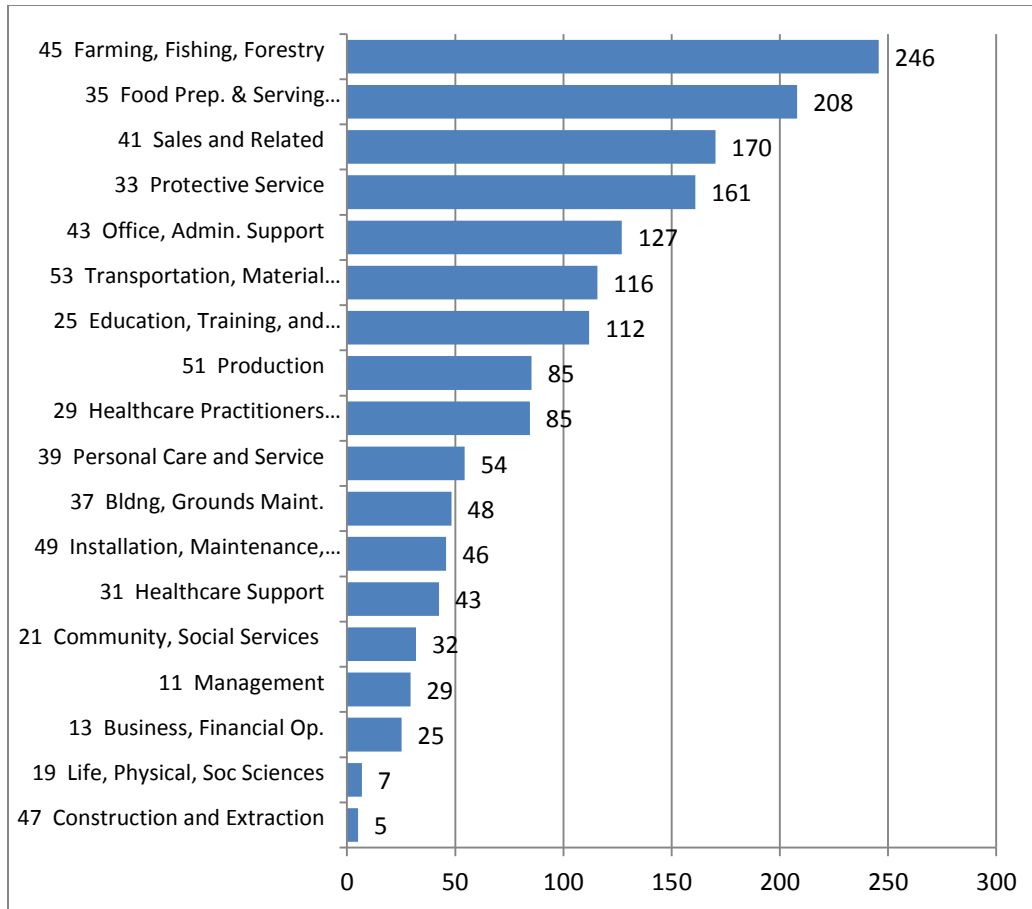
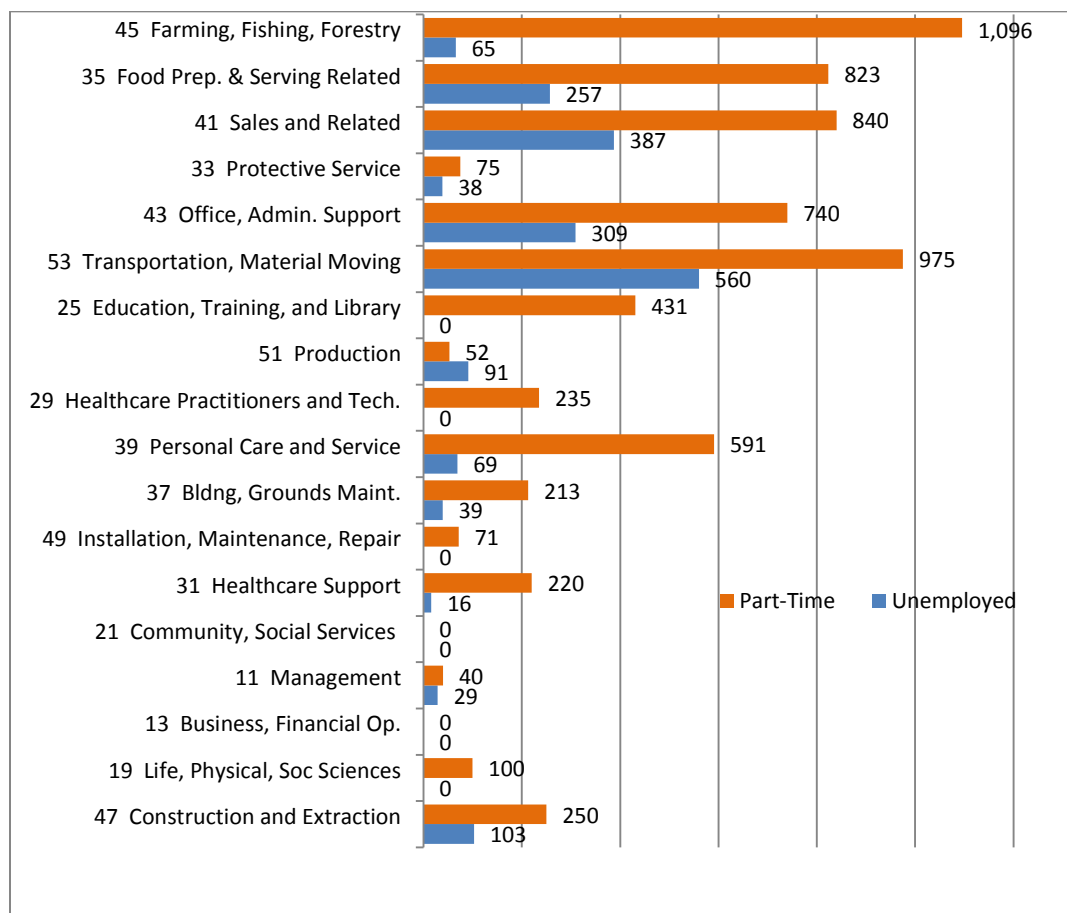


Figure 9 – Unemployed and part Time Workers Whose Occupational Background and Education Match Skill Requirements



However, at a more general level of occupational experience, the existing labor force matches better to the projected openings, suggesting that retraining and skills transfer may help improve the availability of workers for positions in demand by employers. Figure 10 groups job openings by three main categories of occupational level: managers and supervisory personnel, workers with specialty or higher level skills, and support positions that are more entry level or have a lower required skill set. There is an anticipated 16,153 total openings in various occupations over the next ten years; by way of comparison, there are 4,054 unemployed persons who previously worked in the same occupations categorized as future opening positions. Similarly, there are 12,777 persons working part-time in those same occupations.

Figure 10 – Part Time and Unemployment Workers By Occupational Class Compared To Total Openings

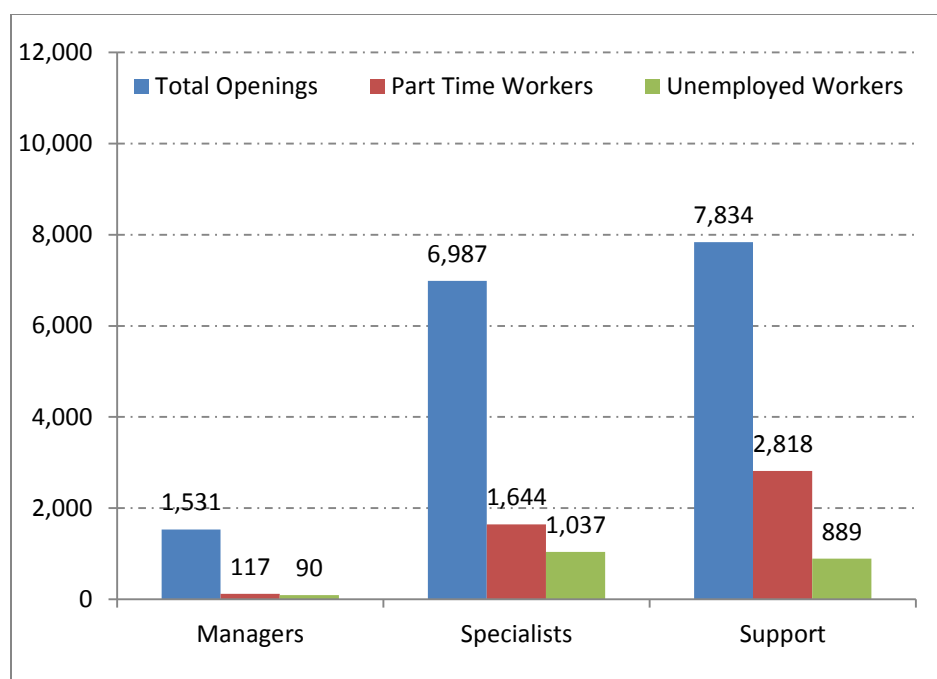


Figure 11 shows the educational level for the unemployed and part time workforce, categorized by occupational background. There are relatively few managers who have not achieved a high school diploma and the greatest number have some college education though not a degree. Among mid-level workers with some special skills, most have either a high school diploma or some college experience, but more than 2,000 also have a college degree. More than 1,000 workers who most recently worked in support positions also have a college degree.

Figure 11 – Part Time and Unemployed Workers by Educational Attainment and Occupational Class

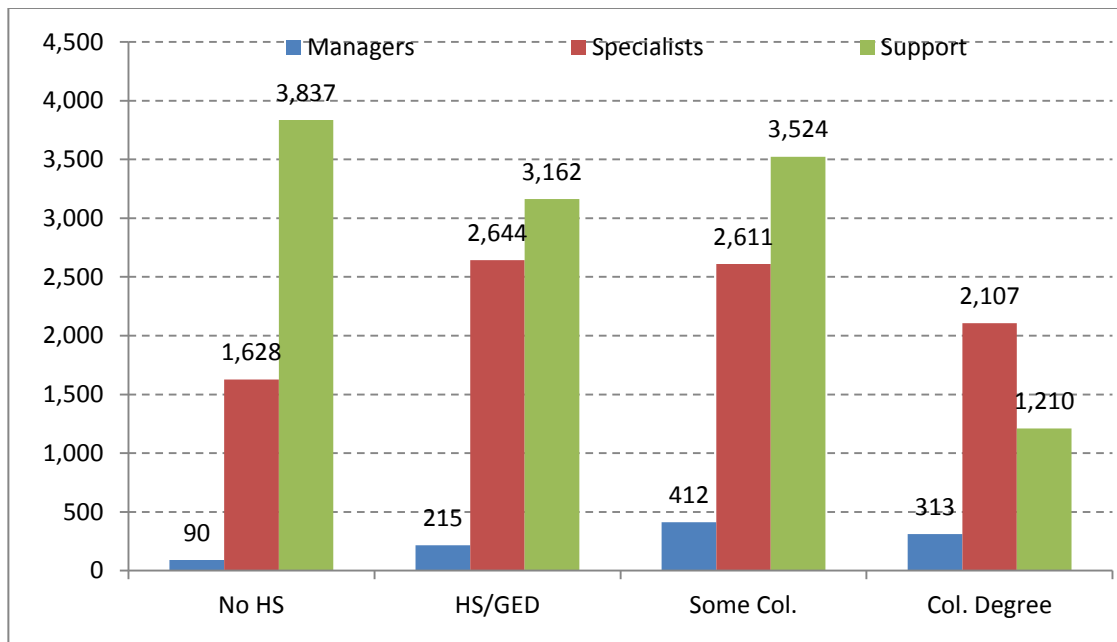


Table 12 — Summary of Overall Labor Force Trends for Select Demographic Categories: Kings County

	Labor Force Trends By Race and Ethnicity	Labor Force Trends By Gender	Labor Force Trends By Educational Attainment	Labor Force Trends By Veteran Status	Labor Force Trends By Disability Status
	<i>Persons 16 and Over Who Are White</i>	<i>Women</i>	<i>Persons with College Degree</i>	<i>Veterans</i>	<i>Persons with at least One Disability</i>
Labor Force	23,885	26,393	13,795	5,076	3,240
Unemployed	2,115	3,373	951	217	646
Unemployment Rate	8.9%	12.8%	6.9%	4.3%	19.9%
	<i>Persons 16 and Over Who Are Latino</i>	<i>Men</i>	<i>Persons with No College Degree</i>	<i>Not Veterans</i>	<i>Persons with No Reported Disability</i>
Labor Force	30,243	35,183	47,781	56,291	58,336
Unemployed	3,747	3,703	6,126	6,782	6,430
Unemployment Rate	12.4%	10.5%	12.8%	12.0%	11.0%
	<i>Persons 16 and Over Who Are Other</i>			<i>Veteran Status Unknown</i>	
Labor Force	7,448			208	
Unemployed	1,214			77	
Unemployment Rate	16.3%			37.0%	
	Total	Total	Total	Total	Total
Labor Force	61,576	61,576	61,576	61,576	61,576
Unemployed	7,076	7,076	7,076	7,076	7,076
Unemployment Rate	11.5%	11.5%	11.5%	11.5%	11.5%

Table 13 — Population by Age, Race\Ethnicity, and Educational Attainment: Kings County

	0-15	16-19	20-24	25-29	30-34	35-54	55-64	65+	Total
Total	37,284	8,802	13,181	12,722	11,769	40,596	13,461	13,165	150,980
White	8,794	2,477	3,784	4,232	3,752	14,196	6,416	7,676	51,327
Did not earn HSD\GED	6,900	1,286	305	339	291	1,632	557	1,258	12,569
HSD\GED	0	607	1,393	987	902	4,127	2,122	2,299	12,437
Some college -- not attending	0	99	639	1,058	885	4,175	1,949	2,511	11,316
Some college -- attending	0	485	1,005	463	254	481	80	30	2,799
AA	0	0	179	401	610	1,492	760	189	3,631
BA+	0	0	263	983	811	2,289	947	1,388	6,681
NA	1,895	0	0	0	0	0	0	0	1,895
Latino	24,408	5,192	7,526	6,979	6,474	19,479	5,254	3,976	79,290
Did not earn HSD\GED	20,078	3,201	1,703	1,913	2,258	9,630	2,869	2,658	44,311
HSD\GED	0	1,450	2,387	2,184	1,920	4,596	1,028	826	14,391
Some college -- not attending	0	18	1,299	1,413	1,265	3,367	871	289	8,521
Some college -- attending	0	523	1,959	361	150	300	12	0	3,305
AA	0	0	122	596	667	655	349	123	2,511
BA+	0	0	57	513	214	931	125	80	1,920
NA	4,330	0	0	0	0	0	0	0	4,330
Other	4,082	1,133	1,872	1,511	1,542	6,921	1,791	1,513	20,363
Did not earn HSD\GED	3,461	712	270	146	254	1,338	284	525	6,990
HSD\GED	0	300	101	305	330	1,709	293	306	3,345
Some college -- not attending	0	5	1,216	649	461	1,340	534	195	4,399
Some college -- attending	0	115	108	94	20	369	51	0	758
AA	0	0	125	175	120	719	116	168	1,422
BA+	0	0	51	142	357	1,446	512	319	2,828
NA	621	0	0	0	0	0	0	0	621

Table 14 — Labor Force by Age, Race\Ethnicity, and Educational Attainment (Persons 16 and Over): Kings County

	16-19	20-24	25-29	30-34	35-54	55-64	65+	Labor Force 25 and over	Total Labor Force
Total	2,769	9,085	9,225	7,641	24,486	6,559	1,810	49,719	61,576
White	940	2,770	3,255	2,675	9,731	3,383	1,131	20,175	23,885
Did not earn HSD\GED	NA	NA	22	124	696	268	91	1,201	NA
HSD\GED	NA	NA	670	606	2,520	770	255	4,821	NA
Some college -- not attending	NA	NA	920	666	3,207	1,060	363	6,216	NA
Some college -- attending	NA	NA	329	189	393	29	0	940	NA
AA	NA	NA	389	468	1,023	502	20	2,402	NA
BA+	NA	NA	926	621	1,892	755	401	4,595	NA
Latino	1,494	4,801	5,098	4,224	11,890	2,214	522	23,947	30,243
Did not earn HSD\GED	NA	NA	1,049	1,039	5,431	1,036	238	8,793	NA
HSD\GED	NA	NA	1,776	1,270	2,959	529	193	6,727	NA
Some college -- not attending	NA	NA	1,125	1,024	2,041	427	91	4,708	NA
Some college -- attending	NA	NA	145	95	101	0	0	341	NA
AA	NA	NA	596	643	541	179	0	1,959	NA
BA+	NA	NA	407	153	817	42	0	1,419	NA
Other	334	1,514	872	742	2,865	963	157	5,597	7,448
Did not earn HSD\GED	NA	NA	0	13	242	37	0	292	NA
HSD\GED	NA	NA	61	189	434	53	53	790	NA
Some college -- not attending	NA	NA	512	161	518	268	76	1,535	NA
Some college -- attending	NA	NA	65	0	209	51	0	325	NA
AA	NA	NA	140	69	373	91	0	673	NA
BA+	NA	NA	93	311	1,089	462	27	1,982	NA

Source: Applied Development Economics, based on US Census ACS Public Use Microdata 2012-2014 from iPUMS

Table 15 — Part-Time Employed Labor Force by Age, Race\Ethnicity, and Educational Attainment (Persons 16 and Over): Kings County

	16-19	20-24	25-29	30-34	35-54	55-64	65+	Labor Force 25 and over	Total Labor Force
Total	1,533	3,514	2,544	1,743	5,112	1,426	902	11,720	16,774
White	615	978	785	690	1,825	432	579	4,310	5,904
Did not earn HSD\GED	NA	NA	0	83	211	10	56	360	NA
HSD\GED	NA	NA	101	155	512	50	94	912	NA
Some college -- not attending	NA	NA	479	117	360	172	210	1,338	NA
Some college -- attending	NA	NA	18	68	43	0	0	129	NA
AA	NA	NA	89	137	271	113	20	630	NA
BA+	NA	NA	98	129	428	87	199	941	NA
Latino	799	2,472	1,666	1,005	3,011	664	219	6,562	9,836
Did not earn HSD\GED	NA	NA	210	255	1,777	314	185	2,741	NA
HSD\GED	NA	NA	752	424	595	123	34	1,928	NA
Some college -- not attending	NA	NA	123	219	375	118	0	835	NA
Some college -- attending	NA	NA	129	0	72	0	0	201	NA
AA	NA	NA	224	106	25	92	0	447	NA
BA+	NA	NA	226	0	167	17	0	410	NA
Other	119	64	93	48	275	330	104	848	1,033
Did not earn HSD\GED	NA	NA	0	0	23	37	0	60	NA
HSD\GED	NA	NA	0	8	79	0	0	87	NA
Some college -- not attending	NA	NA	13	36	104	127	76	356	NA
Some college -- attending	NA	NA	45	0	0	0	0	45	NA
AA	NA	NA	6	0	0	0	0	6	NA
BA+	NA	NA	28	4	70	165	27	294	NA

Source: Applied Development Economics, based on US Census ACS Public Use Microdata 2012-2014 from iPUMS

Table 16 — Unemployed Labor Force by Age, Race\Ethnicity, and Educational Attainment (Persons 16 and Over): Kings County

	16-19	20-24	25-29	30-34	35-54	55-64	65+	Labor Force 25 and over	Total Labor Force
Total	790	1,312	1,062	769	2,359	751	33	4,974	7,076
White	158	306	411	221	748	271	0	1,651	2,115
Did not earn HSD\GED	NA	NA	0	0	167	0	0	167	NA
HSD\GED	NA	NA	175	106	211	30	0	522	NA
Some college -- not attending	NA	NA	14	115	101	171	0	401	NA
Some college -- attending	NA	NA	123	0	108	29	0	260	NA
AA	NA	NA	49	0	5	42	0	96	NA
BA+	NA	NA	50	0	155	0	0	205	NA
Latino	618	740	637	326	1,032	361	33	2,389	3,747
Did not earn HSD\GED	NA	NA	224	172	666	189	33	1,284	NA
HSD\GED	NA	NA	236	133	228	47	0	644	NA
Some college -- not attending	NA	NA	116	21	138	88	0	363	NA
Some college -- attending	NA	NA	16	0	0	0	0	16	NA
AA	NA	NA	27	0	0	37	0	64	NA
BA+	NA	NA	18	0	0	0	0	18	NA
Other	15	265	14	222	580	118	0	934	1,214
Did not earn HSD\GED	NA	NA	0	13	129	0	0	142	NA
HSD\GED	NA	NA	0	61	145	0	0	206	NA
Some college -- not attending	NA	NA	2	93	67	17	0	179	NA
Some college -- attending	NA	NA	0	0	21	38	0	59	NA
AA	NA	NA	12	0	38	9	0	59	NA
BA+	NA	NA	0	55	180	54	0	289	NA

Source: Applied Development Economics, based on US Census ACS Public Use Microdata 2012-2014 from iPUMS

Table 17 — Unemployment Rates by Age, Race\Ethnicity, and Educational Attainment: Kings County

	16-19	20-24	25-29	30-34	35-54	55-64	65+	Labor Force 25 and over	Total Labor Force
Total	28.5%	14.4%	11.5%	10.1%	9.6%	11.4%	1.8%	10.0%	11.5%
White	16.8%	11.0%	12.6%	8.3%	7.7%	8.0%	0.0%	8.2%	8.9%
Did not earn HSD\GED	NA	NA	0.0%	0.0%	24.0%	0.0%	0.0%	13.9%	NA
HSD\GED	NA	NA	26.1%	17.5%	8.4%	3.9%	0.0%	10.8%	NA
Some college -- not attending	NA	NA	1.5%	17.3%	3.1%	16.1%	0.0%	6.5%	NA
Some college -- attending	NA	NA	37.4%	0.0%	27.5%	100.0%	NA	27.7%	NA
AA	NA	NA	12.6%	0.0%	0.5%	8.4%	0.0%	4.0%	NA
BA+	NA	NA	5.4%	0.0%	8.2%	0.0%	0.0%	4.5%	NA
Latino	41.4%	15.4%	12.5%	7.7%	8.7%	16.3%	6.3%	10.0%	12.4%
Did not earn HSD\GED	NA	NA	21.4%	16.6%	12.3%	18.2%	13.9%	14.6%	NA
HSD\GED	NA	NA	13.3%	10.5%	7.7%	8.9%	0.0%	9.6%	NA
Some college -- not attending	NA	NA	10.3%	2.1%	6.8%	20.6%	0.0%	7.7%	NA
Some college -- attending	NA	NA	11.0%	0.0%	0.0%	NA	NA	4.7%	NA
AA	NA	NA	4.5%	0.0%	0.0%	20.7%	NA	3.3%	NA
BA+	NA	NA	4.4%	0.0%	0.0%	0.0%	NA	1.3%	NA
Other	4.5%	17.5%	1.6%	29.9%	20.2%	12.3%	0.0%	16.7%	16.3%
Did not earn HSD\GED	NA	NA	NA	100.0%	53.3%	0.0%	NA	48.6%	NA
HSD\GED	NA	NA	0.0%	32.3%	33.4%	0.0%	0.0%	26.1%	NA
Some college -- not attending	NA	NA	0.4%	57.8%	12.9%	6.3%	0.0%	11.7%	NA
Some college -- attending	NA	NA	0.0%	NA	10.0%	74.5%	NA	18.2%	NA
AA	NA	NA	8.6%	0.0%	10.2%	9.9%	NA	8.8%	NA
BA+	NA	NA	0.0%	17.7%	16.5%	11.7%	0.0%	14.6%	NA

Source: Applied Development Economics, based on US Census ACS Public Use Microdata 2012-2014 from iPUMS

Table 18 — Unemployment Rates By Age, Gender, and Educational Attainment: Kings County

	16-19	20-24	25-29	30-34	35-54	55-64	65+	Labor Force 25 and over	Total Labor Force
Total	28.5%	14.4%	11.5%	10.1%	9.6%	11.4%	1.8%	10.0%	11.5%
Men	32.7%	15.9%	7.3%	9.4%	9.4%	7.0%	1.6%	8.4%	10.5%
Did not earn HSD\GED	NA	NA	15.0%	2.1%	14.7%	5.9%	10.3%	12.1%	NA
HSD\GED	NA	NA	15.3%	18.6%	13.5%	4.7%	0.0%	13.5%	NA
Some college -- not attending	NA	NA	1.0%	12.6%	3.3%	8.7%	0.0%	4.9%	NA
Some college -- attending	NA	NA	0.0%	0.0%	0.0%	100.0%	NA	4.4%	NA
AA	NA	NA	0.0%	0.0%	0.0%	7.0%	0.0%	1.3%	NA
BA+	NA	NA	0.0%	0.0%	6.7%	3.5%	0.0%	3.3%	NA
Women	24.7%	12.1%	18.1%	11.1%	9.9%	16.1%	2.1%	12.1%	12.8%
Did not earn HSD\GED	NA	NA	45.9%	50.6%	16.0%	27.9%	9.8%	22.9%	NA
HSD\GED	NA	NA	18.8%	6.0%	5.2%	6.5%	0.0%	7.5%	NA
Some college -- not attending	NA	NA	10.8%	12.2%	7.6%	21.3%	0.0%	10.7%	NA
Some college -- attending	NA	NA	43.6%	0.0%	51.2%	70.7%	NA	40.5%	NA
AA	NA	NA	13.3%	0.0%	4.2%	16.5%	NA	6.8%	NA
BA+	NA	NA	12.4%	9.9%	10.4%	5.2%	0.0%	9.4%	NA

Source: Applied Development Economics, based on US Census ACS Public Use Microdata 2012-2014 from iPUMS

Table 19 — Labor Force By Age, Citizenship Status, and Educational Attainment (Persons 16 and over): Kings County

	16-19	20-24	25-29	30-34	35-54	55-64	65+	Labor Force 25 and over	Total Labor Force
Total	2,769	9,085	9,225	7,641	24,486	6,559	1,810	49,724	61,576
Citizen	2,419	8,155	7,500	6,050	18,686	5,767	1,672	39,675	50,248
Did not earn HSD\GED	NA	NA	425	415	2,332	708	279	4,159	NA
HSD\GED	NA	NA	1,766	1,606	4,885	1,260	422	9,939	NA
Some college -- not attending	NA	NA	2,368	1,673	5,331	1,714	530	11,616	NA
Some college -- attending	NA	NA	514	236	673	80		1,503	NA
AA	NA	NA	1,103	1,105	1,888	773	20	4,889	NA
BA+	NA	NA	1,325	1,015	3,576	1,232	421	7,569	NA
Not Citizen	350	931	1,725	1,591	5,800	792	138	10,049	11,327
Did not earn HSD\GED	NA	NA	646	761	4,037	633	51	6,128	NA
HSD\GED	NA	NA	742	459	1,028	92	80	2,401	NA
Some college -- not attending	NA	NA	189	178	435	40		842	NA
Some college -- attending	NA	NA	25	49	30			104	NA
AA	NA	NA	22	74	49			145	NA
BA+	NA	NA	102	70	221	28	8	429	NA

Source: Applied Development Economics, based on US Census ACS Public Use Microdata 2012-2014 from iPUMS

Table 20 — Unemployed Labor Force By Age, Citizenship Status, and Educational Attainment (Persons 16 and over): Kings County

	16-19	20-24	25-29	30-34	35-54	55-64	65+	Labor Force 25 and over	Total Labor Force
Total	790	1,312	1,062	769	2,359	751	33	4,975	7,076
No Reported Disability	790	1,162	952	707	1,651	673	17	4,000	5,953
Did not earn HSD\GED	NA	NA	199	161	414	140	17	931	NA
HSD\GED	NA	NA	326	262	584	77	0	1249	NA
Some college -- not attending	NA	NA	132	230	300	247	0	909	NA
Some college -- attending	NA	NA	139	0	108	67		314	NA
AA	NA	NA	88	0	43	88	0	219	NA
BA+	NA	NA	68	55	201	54	0	378	NA
Not Citizen	0	150	110	62	708	78	16	975	1,124
Did not earn HSD\GED	NA	NA	25	24	548	49	16	662	NA
HSD\GED	NA	NA	85	39	0	0	0	124	NA
Some college -- not attending	NA	NA	0	0	6	29		35	NA
Some college -- attending	NA	NA	0	0	21			21	NA
AA	NA	NA	0	0	0			0	NA
BA+	NA	NA	0	0	133	0	0	133	NA

Source: Applied Development Economics, based on US Census ACS Public Use Microdata 2012-2014 from iPUMS

Table 21 — Labor Force By Citizenship Status, Age, and Educational Attainment: Unemployment Rates: Kings County

	16-19	20-24	25-29	30-34	35-54	55-64	65+	Labor Force 25 and over	Total Labor Force
Total	28.5%	14.4%	11.5%	10.1%	9.6%	11.4%	1.8%	10.0%	11.5%
Citizen	32.7%	14.2%	12.7%	11.7%	8.8%	11.7%	1.0%	10.1%	11.8%
Did not earn HSD\GED	NA	NA	46.8%	38.8%	17.8%	19.8%	6.1%	22.4%	NA
HSD\GED	NA	NA	18.5%	16.3%	12.0%	6.1%	0.0%	12.6%	NA
Some college -- not attending	NA	NA	5.6%	13.7%	5.6%	14.4%	0.0%	7.8%	NA
Some college – attending	NA	NA	27.0%	0.0%	16.0%	83.8%	NA	20.9%	NA
AA	NA	NA	8.0%	0.0%	2.3%	11.4%	0.0%	4.5%	NA
BA+	NA	NA	5.1%	5.4%	5.6%	4.4%	0.0%	5.0%	NA
Not Citizen	0.0%	16.1%	6.4%	3.9%	12.2%	9.8%	11.6%	9.7%	9.9%
Did not earn HSD\GED	NA	NA	3.9%	3.2%	13.6%	7.7%	31.4%	10.8%	NA
HSD\GED	NA	NA	11.5%	8.5%	0.0%	0.0%	0.0%	5.2%	NA
Some college -- not attending	NA	NA	0.0%	0.0%	1.4%	72.5%	NA	4.2%	NA
Some college – attending	NA	NA	0.0%	0.0%	70.0%	NA	NA	20.2%	NA
AA	NA	NA	0.0%	0.0%	0.0%	NA	NA	0.0%	NA
BA+	NA	NA	0.0%	0.0%	60.2%	0.0%	0.0%	31.0%	NA

Source: Applied Development Economics, based on US Census ACS Public Use Microdata 2012-2014 from iPUMS

Table 22 — Labor Force By Age, Disability Status, and Educational Attainment (Persons 16 and over): Kings County

	16-19	20-24	25-29	30-34	35-54	55-64	65+	Labor Force 25 and over	Total Labor Force
Total	2,769	9,085	9,225	7,641	24,486	6,559	1,810	49,721	61,576
No Reported Disability	2,595	9,022	9,008	7,506	22,934	5,785	1,487	46,720	58,336
Did not earn HSD\GED	NA	NA	1,071	1,149	6,068	1,087	269	9,644	NA
HSD\GED	NA	NA	2,501	2,065	5,276	1,304	418	11,564	NA
Some college -- not attending	NA	NA	2,450	1,830	5,419	1,439	415	11,553	NA
Some college -- attending	NA	NA	538	218	675	80	0	1,511	NA
AA	NA	NA	1,103	1,180	1,839	658	20	4,800	NA
BA+	NA	NA	1,344	1,065	3,658	1,217	364	7,648	NA
At Least One Disability	174	64	217	136	1,552	774	323	3,001	3,240
Did not earn HSD\GED	NA	NA	0	28	301	254	61	644	NA
HSD\GED	NA	NA	6	0	637	48	83	774	NA
Some college -- not attending	NA	NA	106	21	347	315	116	905	NA
Some college -- attending	NA	NA	0	66	29	0	0	95	NA
AA	NA	NA	22	0	98	115	0	235	NA
BA+	NA	NA	82	20	140	42	64	348	NA

Source: Applied Development Economics, based on US Census ACS Public Use Microdata 2012-2014 from iPUMS

Table 23 — Unemployed Labor Force By Age, Disability Status, and Educational Attainment (Persons 16 and over): Kings County

	16-19	20-24	25-29	30-34	35-54	55-64	65+	Labor Force 25 and over	Total Labor Force
Total	790	1,312	1,062	769	2,359	751	33	4,975	7,076
No Reported Disability	732	1,312	1,029	735	2,028	562	33	4,388	6,430
Did not earn HSD\GED	NA	NA	224	172	807	152	33	1,388	NA
HSD\GED	NA	NA	411	300	435	60	0	1,206	NA
Some college -- not attending	NA	NA	117	208	284	171	0	780	NA
Some college -- attending	NA	NA	139	0	129	67	0	335	NA
AA	NA	NA	88	0	38	59	0	185	NA
BA+	NA	NA	50	55	335	54	0	494	NA
At Least One Disability	58	0	33	34	332	189	0	587	646
Did not earn HSD\GED	NA	NA	0	13	155	38	0	206	NA
HSD\GED	NA	NA	0	0	149	17	0	166	NA
Some college -- not attending	NA	NA	15	21	22	105	0	163	NA
Some college -- attending	NA	NA	0	0	0	0	0	0	NA
AA	NA	NA	0	0	5	29	0	34	NA
BA+	NA	NA	18	0	0	0	0	18	NA

Source: Applied Development Economics, based on US Census ACS Public Use Microdata 2012-2014 from iPUMS

Table 24 — Labor Force By Disability Status, Age, and Educational Attainment: Unemployment Rates: Kings County

	16-19	20-24	25-29	30-34	35-54	55-64	65+	Labor Force 25 and over	Total Labor Force
Total	28.5%	14.4%	11.5%	10.1%	9.6%	11.4%	1.8%	10.0%	11.5%
No Reported Disability	28.2%	14.5%	11.4%	9.8%	8.8%	9.7%	2.2%	9.4%	11.0%
Did not earn HSD\GED	NA	NA	20.9%	15.0%	13.3%	14.0%	12.3%	14.4%	NA
HSD\GED	NA	NA	16.4%	14.5%	8.2%	4.6%	0.0%	10.4%	NA
Some college -- not attending	NA	NA	4.8%	11.4%	5.2%	11.9%	0.0%	6.8%	NA
Some college -- attending	NA	NA	25.8%	0.0%	19.1%	83.8%	NA	22.2%	NA
AA	NA	NA	8.0%	0.0%	2.1%	9.0%	0.0%	3.9%	NA
BA+	NA	NA	3.7%	5.2%	9.2%	4.4%	0.0%	6.5%	NA
At Least One Disability	33.3%	0.0%	15.2%	25.0%	21.4%	24.4%	0.0%	19.6%	19.9%
Did not earn HSD\GED	NA	NA	NA	46.4%	51.5%	15.0%	0.0%	32.0%	NA
HSD\GED	NA	NA	0.0%	NA	23.4%	35.4%	0.0%	21.4%	NA
Some college -- not attending	NA	NA	14.2%	100.0%	6.3%	33.3%	0.0%	18.0%	NA
Some college -- attending	NA	NA	NA	0.0%	0.0%	NA	NA	0.0%	NA
AA	NA	NA	0.0%	NA	5.1%	25.2%	NA	14.5%	NA
BA+	NA	NA	22.0%	0.0%	0.0%	0.0%	0.0%	5.2%	NA

Source: Applied Development Economics, based on US Census ACS Public Use Microdata 2012-2014 from iPUMS

Table 25 — Labor Force By Age, Veteran Status, and Educational Attainment (Persons 16 and over): Kings County

	16-19	20-24	25-29	30-34	35-54	55-64	65+	Labor Force 25 and over	Total Labor Force
Total	2,769	9,085	9,225	7,641	24,486	6,559	1,810	49,721	61,576
Not Veterans	2,561	8,234	8,604	7,105	22,594	5,985	1,208	45,496	56,291
Did not earn HSD\GED	NA	NA	1,071	1,176	6,274	1,304	266	10,091	NA
HSD\GED	NA	NA	2,431	1,950	5,673	1,313	364	11,731	NA
Some college -- not attending	NA	NA	2,231	1,773	5,090	1,515	361	10,970	NA
Some college -- attending	NA	NA	422	206	399	80	0	1,107	NA
AA	NA	NA	1,125	1,051	1,673	564	20	4,433	NA
BA+	NA	NA	1,324	950	3,484	1,210	196	7,164	NA
Veterans	0	851	621	536	1,892	574	602	4,225	5,076
Did not earn HSD\GED	NA	NA	0	0	96	37	63	196	NA
HSD\GED	NA	NA	77	115	240	38	137	607	NA
Some college -- not attending	NA	NA	325	78	676	240	170	1,489	NA
Some college -- attending	NA	NA	117	78	304	0	0	499	NA
AA	NA	NA	0	129	264	209	0	602	NA
BA+	NA	NA	102	136	313	49	232	832	NA
Ineligible (i.e. youth < 17)	208	0	0	0	0	0	0	0	208
Did not earn HSD\GED	NA	NA	0	0	0	0	0	0	NA
HSD\GED	NA	NA	0	0	0	0	0	0	NA
Some college -- not attending	NA	NA	0	0	0	0	0	0	NA
Some college -- attending	NA	NA	0	0	0	0	0	0	NA
AA	NA	NA	0	0	0	0	0	0	NA
BA+	NA	NA	0	0	0	0	0	0	NA

Source: Applied Development Economics, based on US Census ACS Public Use Microdata 2012-2014 from iPUMS

Table 26 — Unemployed Labor Force By Age, Veteran Status, and Educational Attainment (Persons 16 and over): Kings County

	16-19	20-24	25-29	30-34	35-54	55-64	65+	Labor Force 25 and over	Total Labor Force
Total	790	1,312	1,062	769	2,359	751	33	4,974	7,076
Not Veterans	713	1,207	1,062	748	2,321	698	33	4,862	6,782
Did not earn HSD\GED	NA	NA	224	184	962	189	33	1,592	NA
HSD\GED	NA	NA	411	300	546	77	0	1,334	NA
Some college -- not attending	NA	NA	132	208	307	243	0	890	NA
Some college -- attending	NA	NA	139	0	129	67	0	335	NA
AA	NA	NA	88	0	43	68	0	199	NA
BA+	NA	NA	68	55	335	54	0	512	NA
Veterans	0	105	0	21	38	53	0	112	217
Did not earn HSD\GED	NA	NA	0	0	0	0	0	0	NA
HSD\GED	NA	NA	0	0	38	0	0	38	NA
Some college -- not attending	NA	NA	0	21	0	33	0	54	NA
Some college -- attending	NA	NA	0	0	0	0	0	0	NA
AA	NA	NA	0	0	0	20	0	20	NA
BA+	NA	NA	0	0	0	0	0	0	NA
Other	77	0	0	0	0	0	0	0	77
Did not earn HSD\GED	NA	NA	0	0	0	0	0	0	NA
HSD\GED	NA	NA	0	0	0	0	0	0	NA
Some college -- not attending	NA	NA	0	0	0	0	0	0	NA
Some college -- attending	NA	NA	0	0	0	0	0	0	NA
AA	NA	NA	0	0	0	0	0	0	NA
BA+	NA	NA	0	0	0	0	0	0	NA

Source: Applied Development Economics, based on US Census ACS Public Use Microdata 2012-2014 from iPUMS

Table 27 — Labor Force By Veteran Status, Age, and Educational Attainment: Unemployment Rates: Kings County

	16-19	20-24	25-29	30-34	35-54	55-64	65+	Total	
Total	28.5%	14.4%	11.5%	10.1%	9.6%	11.4%	1.8%	10.0%	11.5%
Not Veterans	27.8%	14.7%	12.3%	10.5%	10.3%	11.7%	2.7%	10.7%	12.0%
Did not earn HSD\GED	NA	NA	20.9%	15.6%	15.3%	14.5%	12.4%	15.8%	NA
HSD\GED	NA	NA	16.9%	15.4%	9.6%	5.9%	0.0%	11.4%	NA
Some college -- not attending	NA	NA	5.9%	11.7%	6.0%	16.0%	0.0%	8.1%	NA
Some college -- attending	NA	NA	32.9%	0.0%	32.3%	83.8%	NA	30.3%	NA
AA	NA	NA	7.8%	0.0%	2.6%	12.1%	0.0%	4.5%	NA
BA+	NA	NA	5.1%	5.8%	9.6%	4.5%	0.0%	7.1%	NA
Veterans	NA	12.3%	0.0%	3.9%	2.0%	9.2%	0.0%	2.7%	4.3%
Did not earn HSD\GED	NA	NA	NA	NA	0.0%	0.0%	0.0%	0.0%	NA
HSD\GED	NA	NA	0.0%	0.0%	15.8%	0.0%	0.0%	6.3%	NA
Some college -- not attending	NA	NA	0.0%	26.9%	0.0%	13.8%	0.0%	3.6%	NA
Some college -- attending	NA	NA	0.0%	0.0%	0.0%	NA	NA	0.0%	NA
AA	NA	NA	NA	0.0%	0.0%	9.6%	NA	3.3%	NA
BA+	NA	NA	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	NA
Other	37.0%	NA	NA	NA	NA	NA	NA	NA	37.0%
Did not earn HSD\GED	NA	NA	NA	NA	NA	NA	NA	NA	NA
HSD\GED	NA	NA	NA	NA	NA	NA	NA	NA	NA
Some college -- not attending	NA	NA	NA	NA	NA	NA	NA	NA	NA
Some college -- attending	NA	NA	NA	NA	NA	NA	NA	NA	NA
AA	NA	NA	NA	NA	NA	NA	NA	NA	NA
BA+	NA	NA	NA	NA	NA	NA	NA	NA	NA

Source: Applied Development Economics, based on US Census ACS Public Use Microdata 2012-2014 from iPUMS

Table 28 — Employed and Unemployed Labor Force By College Degree Status and Economic Sector: Kings County

Industry Categories	College Degree				No College Degree			
	Full-Time	Part-Time	Unemployed	UER	Full-Time	Part-Time	Unemployed	UER
Total	9,835	3,010	951	6.9%	27,891	13,764	6,126	12.8%
11 Agriculture	331	169	0	0.0%	4,714	3,463	658	7.4%
21 Mining	0	0	0	0.0%	212	0	0	0.0%
22 Utilities	260	0	0	0.0%	453	0	16	3.4%
23 Construction	98	120	61	21.9%	978	602	320	16.8%
31 Manufacturing	720	186	12	1.3%	2,604	721	468	12.3%
42 Wholesale	131	0	0	0.0%	667	273	120	11.3%
43 Retail	491	248	154	17.2%	2,272	1,560	704	15.5%
48 Transportation	142	0	0	0.0%	810	313	111	9.0%
49 Warehousing	80	43	0	0.0%	138	0	64	31.6%
51 Information	68	29	56	36.5%	238	110	18	5.0%
52 Finance	270	0	44	14.0%	493	140	54	7.9%
53 Real Estate	20	36	0	0.0%	309	30	0	0.0%
54 Professional Technical	543	61	0	0.0%	675	219	133	13.0%
55 MCE	0	32	0	0.0%	0	0	0	0.0%
56 Admin Support	81	20	0	0.0%	504	425	158	14.5%
56 Waste Mgt	0	0	0	0.0%	173	16	61	24.4%
61 Education	1,518	921	38	1.5%	785	1,101	68	3.5%
62 Health	1,871	664	102	3.9%	2,925	1,299	368	8.0%
71 Arts, Entertainment, etc.	244	131	90	19.4%	796	252	66	6.0%
72 Accommodations	112	27	0	0.0%	321	63	46	10.7%
72 Food Services	0	18	37	67.5%	459	1,833	512	18.2%
81 Other Services	151	140	26	8.1%	878	917	229	11.3%
92 Public Sector	1,438	70	0	0.0%	2,231	333	42	1.6%
98 Military	1,265	93	0	0.0%	4,256	94	143	3.2%
99 Long Term Unemployed			332				1,766	

Source: Applied Development Economics, based on US Census ACS Public Use Microdata 2012-2014 from iPUMS

CONCLUSION

Kings County can expect relatively slow job growth in the near future, but qualified workers are in short supply for certain key job categories. Based on the analysis presented in this report and discussions with key employers and workforce training organizations in the County, the following can be identified as potential priorities for additional training efforts.

- Medical Technicians
- Electricians
- Maintenance Mechanics
- Ability to use computer operated processing controls and instruments (and related English competency)
- Workers with supervisory and management skills
- Business skills

APPENDIX

A-1 — Employment Projections by Industry Clusters: Agriculture: Distribution Kings County

Ag and Food – Distribution		Employment		Change	Ann. Growth Rate
Industry	NAICS	2015	2025 proj.	2015-2025	
Total		1,645	1,952	306	1.7%
General Freight Trucking, Long-Distance, Less Than Truckload	484122	154	258	104	5.3%
General Freight Trucking, Long-Distance, Truckload	484121	91	159	68	5.8%
Supermarkets and Other Grocery (except Convenience) Stores	445110	659	709	50	0.7%
Farm Supplies Merchant Wholesalers	424910	214	260	46	2.0%
Other Farm Product Raw Material Merchant Wholesalers	424590	31	51	20	5.2%
General Warehousing and Storage	493110	28	45	17	4.8%
General Freight Trucking, Local	484110	67	73	6	0.8%
Convenience Stores	445120	81	86	5	0.6%
Rail transportation	482110	20	23	3	1.5%
Beer, Wine, and Liquor Stores	445310	27	29	3	1.0%
Specialized Freight (except Used Goods) Trucking, Local	484220	235	236	0	0.0%
General Line Grocery Merchant Wholesalers	424410	< 10	< 10	Unknown	
Dairy Product (except Dried or Canned) Merchant Wholesalers	424430	< 10	< 10	Unknown	
Meat and Meat Product Merchant Wholesalers	424470	< 10	< 10	Unknown	
Specialized Freight (except Used Goods) Trucking, Long-Distance	484230	< 10	< 10	Unknown	
Other Support Activities for Air Transportation	488190	< 10	< 10	Unknown	
Freight Transportation Arrangement	488510	< 10	< 10	Unknown	
All Other Specialty Food Stores	445299	10	3	-7	-11.4%
Livestock Merchant Wholesalers	424520	11	3	-8	-11.8%

Source: Applied Development Economics, based on EMSI Industry Employment Trends Data Q4 2015 QCEW and non-QCEW (Internal file: P:\CCWC Labor Force 2015\03_NEXT-TASKS\TABLES\06_draft_KINGS-update.xlsx T10r)

A-2 — Employment Projections by Industry Clusters: Agriculture: Processing Kings County

Ag and Food – Processing		Employment		Change	Ann. Growth Rate
Industry	NAICS	2015	2025 proj.	2015-2025	
Total		3,906	4,999	1,093	2.5%
Cheese Manufacturing	311513	1,563	2,089	527	2.9%
Animal (except Poultry) Slaughtering	311611	503	795	292	4.7%
Roasted Nuts and Peanut Butter Manufacturing	311911	530	724	194	3.2%
Poultry Processing	311615	100	178	78	5.9%
Other Animal Food Manufacturing	311119	77	102	24	2.8%
Medicinal and Botanical Manufacturing	325411	20	37	17	6.6%
Dried and Dehydrated Food Manufacturing	311423	14	14	0	0.1%
Meat Processed from Carcasses	311612	< 10	< 10	Unknown	
Retail Bakeries	311811	< 10	< 10	Unknown	
Spice and Extract Manufacturing	311942	< 10	< 10	Unknown	
Flour Milling	311211	< 10	< 10	Unknown	
Fruit and Vegetable Canning	311421	1,058	1,049	-9	-0.1%
Rendering and Meat Byproduct Processing	311613	31	3	-28	-20.7%

Source: Applied Development Economics, based on EMSI Industry Employment Trends Data Q4 2015 QCEW and non-QCEW (Internal file: P:\CCWC Labor Force 2015\03_NEXT-TASKS\TABLES\06_draft_KINGS-update.xlsx T11r)

A-3 — Employment Projections by Industry Clusters: Agriculture: Production Kings County

Ag and Food – Production		Employment		Change	Ann. Growth Rate
NAICS	Industry	2015	2025 proj.	2015-2025	
Total		4,069	3,765	-305	-0.8%
Animal Production and Aquaculture	112000	2,055	2,149	94	0.4%
Forest Nurseries and Gathering of Forest Products	113210	28	59	31	7.9%
Crop Production	111000	1,987	1,557	-430	-2.4%
Source: Applied Development Economics, based on EMSI Industry Employment Trends Data Q4 2015 QCEW and non-QCEW (Internal file: P:\CCWC Labor Force 2015\03_NEXT-TASKS\TABLES\06_draft_KINGS-update.xlsx T12r)					

A-4 — Employment Projections by Industry Clusters: Agriculture: Support Kings County

Ag and Food -- Support		Employment		Change	Ann. Growth Rate
Industry	NAICS	2015	2025 proj.	2015-2025	
Total		3,933	3,589	-344	-0.9%
Farm Management Services	115116	323	567	244	5.8%
Water and Sewer Line and Related Structures Construction	237110	106	163	57	4.4%
Water Supply and Irrigation Systems	221310	85	135	50	4.7%
Other Commercial and Industrial Machinery and Equipment Rental and Leasing	532490	52	97	45	6.5%
Commercial and Industrial Machinery and Equipment (except Automotive and Electronic)	811310	80	102	21	2.4%
Farm and Garden Machinery and Equipment Merchant Wholesalers	423820	80	98	19	2.1%
Marketing Consulting Services	541613	3	18	15	19.6%
Process, Physical Distribution, and Logistics Consulting Services	541614	13	27	14	7.8%
Temporary Help Services	561320	139	152	13	0.9%
Environmental Consulting Services	541620	12	23	11	7.0%
Advertising Agencies	541810	6	16	10	10.0%
All Other Rubber Product Manufacturing	326299	11	20	9	6.5%

Ag and Food -- Support		Employment		Change	Ann. Growth Rate
Industry	NAICS	2015	2025 proj.	2015-2025	
Veterinary Services	541940	45	50	5	1.0%
Industrial Machinery and Equipment Merchant Wholesalers	423830	22	25	3	1.4%
Other Scientific and Technical Consulting Services	541690	40	43	3	0.6%
Prefabricated Metal Building and Component Manufacturing	332311	<10	<10	Unknown	
Outdoor Power Equipment Stores	444210	<10	3	Unknown	
Other Services Related to Advertising	541890	<10	3	Unknown	
Office Administrative Services	561110	<10	3	Unknown	
Exterminating and Pest Control Services	561710	<10	3	Unknown	
Nitrogenous Fertilizer Manufacturing	325311	<10	0	-3	
Landscaping Services	561730	65	62	-3	-0.5%
Support Activities for Animal Production	115210	23	16	-7	-3.5%
Soil Preparation, Planting, and Cultivating	115112	242	235	-8	-0.3%
Farm Machinery and Equipment Manufacturing	333111	36	27	-8	-2.6%
Nursery, Garden Center, and Farm Supply Stores	444220	23	13	-10	-5.2%
Real Estate Credit	522292	18	3	-15	-16.3%
Corporate, Subsidiary, and Regional Managing Offices	551114	128	109	-18	-1.5%
Cotton Ginning	115111	40	3	-37	-22.8%
Postharvest Crop Activities (except Cotton Ginning)	115114	430	208	-223	-7.0%
Farm Labor Contractors and Crew Leaders	115115	1,583	1,359	-224	-1.5%
Crop Harvesting, Primarily by Machine	115113	311	3	-308	-37.1%

Source: Applied Development Economics, based on EMSI Industry Employment Trends Data Q4 2015 QCEW and non-QCEW (Internal file: P:\CCWC Labor Force 2015\03_NEXT-TASKS\TABLES\06_draft_KINGS-update.xlsx T13r)

A-5 — Employment Projections by Industry Clusters: Energy Kings County

			Employment		Change	Ann. Growth Rate
Energy Cluster and Sub-Clusters	Industry	NAICS	2015	2025 proj.	2015-2025	
Total			1,273	1,563	289	2.1%
Energy Core-- Petroleum Distribution	Petroleum Bulk Stations and Terminals	424710	24	27	4	1.4%
Energy Core-- Petroleum Distribution	Petroleum and Petroleum Products Merchant Wholesalers (except Bulk Stations and Terminals)	424720	<10	<10	Unknown	
Energy Core-- Petroleum Distribution	Pipeline Transportation of Crude Oil	486110	<10	<10	Unknown	
Energy Core-- Power Generation	Natural Gas Distribution	221210	<10	<10	Unknown	
Energy Core-- Alt Energy Production	Water and Sewer Line and Related Structures	237110	106	163	57	4.4%
Energy Core-- Alt Energy Production	Roofing Contractors	238160	16	6	-10	-9.6%
Energy Core-- Alt Energy Distribution	Plumbing and Heating Equipment and Supplies (Hydronics) Merchant Wholesalers	423720	3	11	8	13.7%
Energy Core-- Alt Energy Distribution	Electrical Apparatus and Equipment, Wiring Supplies, and Related Equipment Merchant Wholesalers	423610	<10	<10	Unknown	
Energy Core-- Energy Efficiency	Electrical Contractors and Other Wiring Installation Contractors	238210	80	94	14	1.6%
Energy Core-- Energy Efficiency	Drywall and Insulation Contractors	238310	24	6	-18	-12.9%
Energy Core-- Energy Efficiency	Plumbing, Heating, and Air-Conditioning Contractors	238220	94	56	-38	-5.0%

			Employment		Change	Ann. Growth Rate
Energy Cluster and Sub-Clusters	Industry	NAICS	2015	2025 proj.	2015-2025	
Energy related-- Manufacturing	Rendering and Meat Byproduct Processing	311613	31	3	-28	-20.7%
Energy related-- Manufacturing	All Other Converted Paper Product Manufacturing	322299	57	22	-35	-9.0%
Energy related-- Services	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	811310	80	102	21	2.4%
Energy related-- Services	Miscellaneous Intermediation	523910	<10	<10	Unknown	
Energy related-- Research	Prof., Scientific. Tech.	541	743	1,057	314	3.6%

Source: Applied Development Economics, based on EMSI Industry Employment Trends Data Q4 2015 QCEW and non-QCEW (Internal file: P:\CCWC Labor Force 2015\03_NEXT-TASKS\TABLES\06_draft_KINGS-update.xlsx T14r)

A-6 — Employment Projections by Industry Clusters: Health and Wellness: Delivery Kings County

Health and Wellness -- Health Care - Delivery		Employment		Change	Ann. Growth Rate
Industry	NAICS	2015	2025 proj.	2015-2025	
Total		4,288	5,597	1,309	2.7%
General Medical and Surgical Hospitals	622110	2,242	2,881	639	2.5%
Assisted Living Facilities for the Elderly	623312	167	313	146	6.5%
Vocational Rehabilitation Services	624310	198	342	144	5.6%
All Other Outpatient Care Centers	621498	162	299	137	6.3%
Nursing Care Facilities (Skilled Nursing Facilities)	623110	369	431	62	1.6%

Health and Wellness -- Health Care - Delivery		Employment		Change	Ann. Growth Rate
Industry	NAICS	2015	2025 proj.	2015-2025	
Offices of Physicians (except Mental Health Specialists)	621111	410	463	53	1.2%
Offices of Dentists	621210	243	284	41	1.6%
Kidney Dialysis Centers	621492	63	85	22	3.0%
Home Health Care Services	621610	47	68	21	3.8%
Outpatient Mental Health and Substance Abuse Centers	621420	113	131	17	1.4%
Diagnostic Imaging Centers	621512	3	17	14	19.1%
Offices of Physical, Occupational and Speech Therapists, and Audiologists	621340	38	52	14	3.2%
Residential Intellectual and Developmental Disability Facilities	623210	73	81	8	1.1%
Ambulance Services	621910	26	32	6	2.0%
Medical Laboratories	621511	10	16	5	4.4%
Offices of Optometrists	621320	50	55	5	0.9%
Offices of Chiropractors	621310	16	18	2	1.3%
Offices of Physicians, Mental Health Specialists	621112	<10	<10	Unknown	
Offices of Podiatrists	621391	<10	<10	Unknown	
Freestanding Ambulatory Surgical and Emergency Centers	621493	<10	<10	Unknown	
Other Residential Care Facilities	623990	23	17	-6	-3.0%
Residential Mental Health and Substance Abuse Facilities	623220	26	3	-23	-19.5%

Source: Applied Development Economics, based on EMSI Industry Employment Trends Data Q4 2015 QCEW and non-QCEW (Internal file: P:\CCWC Labor Force 2015\03_NEXT-TASKS\TABLES\06_draft_KINGS-update.xlsx T15r)

A-7 — Employment Projections by Industry Clusters: Health and Wellness: All Others Kings County

Health and Wellness: All Others	Industry	NAICS	Employment		Change	Ann. Growth Rate
			2015	2025 proj.	2015-2025	
Total			1,881	2,979	1,098	4.7%
Health Care-- Pharmaceuticals	Medicinal and Botanical Manufacturing	325411	20	37	17	6.6%
Health Care-- Wellness and Fitness	Pharmacies and Drug Stores	446110	199	229	30	1.4%
Health Care-- Wellness and Fitness	Offices of All Other Miscellaneous Health Practitioners	621399	3	15	12	17.3%
Health Care-- Wellness and Fitness	Optical Goods Stores	446130	16	28	12	5.7%
Health Care-- Wellness and Fitness	Food (Health) Supplement Stores	446191	<10	<10	Unknown	
Health Care-- Wellness and Fitness	All Other Health and Personal Care Stores	446199	<10	<10	Unknown	
Health Care-- Wellness and Fitness	Home Health Equipment Rental	532291	<10	<10	Unknown	
Health Care-- Wellness and Fitness	Diet and Weight Reducing Centers	812191	<10	<10	Unknown	
Health Care-- Medical devices manufacturing	Dental Laboratories	339116	12	11	-1	-0.7%
Health Care-- Supplies and Services	Other Professional Equipment and Supplies Merchant Wholesalers	423490	22	3	-19	-17.9%
Health Care-- Other Services	Child and Youth Services	624110	26	47	21	6.2%
Health Care-- Other Services	Services for the Elderly and Persons with Disabilities	624120	1,314	2,269	955	5.6%
Health Care-- Other Services	Other Individual and Family Services	624190	28	25	-3	-1.1%
Health Care-- Other Services	Community Food Services	624210	<10	<10	Unknown	

Source: Applied Development Economics, based on EMSI Industry Employment Trends Data Q4 2015 QCEW and non-QCEW (Internal file: P:\CCWC Labor Force 2015\03_NEXT-TASKS\TABLES\06_draft_KINGS-update.xlsx T16r)

A-8 — Employment Projections by Industry Clusters: Logistics Kings County

Logistics --		Employment		Change	Ann. Growth Rate
Industry	NAICS	2015	2025 proj.	2015-2025	
Total		847	1,105	258	2.7%
General Freight Trucking, Long-Distance, Less Than Truckload	484122	154	258	104	5.3%
General Freight Trucking, Long-Distance, Truckload	484121	91	159	68	5.8%
School and Employee Bus Transportation	485410	57	82	25	3.7%
General Warehousing and Storage	493110	28	45	17	4.8%
Mixed Mode Transit Systems	485111	53	70	17	2.7%
Process, Physical Distribution, and Logistics Consulting Services	541614	13	27	14	7.8%
Motor Vehicle Towing	488410	20	28	8	3.5%
General Freight Trucking, Local	484110	67	73	6	0.8%
Used Household and Office Goods Moving	484210	19	24	5	2.6%
Rail transportation	482110	20	23	3	1.5%
Specialized Freight (except Used Goods) Trucking, Local	484220	235	236	0	0.0%
Specialized Freight (except Used Goods) Trucking, Long-Distance	484230	<10	<10	Unknown	
Special Needs Transportation	485991	<10	<10	Unknown	
All Other Transit and Ground Passenger Transportation	485999	<10	<10	Unknown	
Other Support Activities for Air Transportation	488190	<10	<10	Unknown	
Freight Transportation Arrangement	488510	<10	<10	Unknown	
Couriers and Express Delivery Services	492110	<10	<10	Unknown	
Farm Product Warehousing and Storage	493130	73	64	-9	-1.3%

Source: Applied Development Economics, based on EMSI Industry Employment Trends Data Q4 2015 QCEW and non-QCEW (Internal file: P:\CCWC Labor Force 2015\03_NEXT-TASKS\TABLES\06_draft_KINGS-update.xlsx T17r)

A-9 — Employment Projections by Industry Clusters: Manufacturing: All Others Kings County

Manufacturing -- Other		Employment		Change	Ann. Growth Rate
Industry	NAICS	2015	2025	2015-2025	
Total		336	398	62	1.7%
Wood Kitchen Cabinet and Countertop Manufacturing	337110	43	75	32	5.8%
Motor Vehicle Body Manufacturing	336211	20	34	15	5.7%
Machine Shops	332710	23	33	11	3.9%
All Other Rubber Product Manufacturing	326299	11	20	9	6.5%
Sign Manufacturing	339950	23	32	9	3.5%
Sheet Metal Work Manufacturing	332322	16	19	3	1.8%
Audio and Video Equipment Manufacturing	334310	13	15	3	2.0%
Ready-Mix Concrete Manufacturing	327320	73	75	2	0.3%
All Other Miscellaneous Textile Product Mills	314999	<10	<10	Unknown	
Commercial Screen Printing	323113	<10	<10	Unknown	
Soap and Other Detergent Manufacturing	325611	<10	<10	Unknown	
Tire Retreading	326212	<10	<10	Unknown	
Cut Stone and Stone Product Manufacturing	327991	<10	<10	Unknown	
Steel Foundries (except Investment)	331513	<10	<10	Unknown	
Prefabricated Metal Building and Component Manufacturing	332311	<10	<10	Unknown	
Metal Coating, Engraving (except Jewelry and Silverware), and Allied Services to Manufacturers	332812	<10	<10	Unknown	
Other Communications Equipment Manufacturing	334290	<10	<10	Unknown	
Search, Detection, Navigation, Guidance, Aeronautical, and Nautical System and Instrument	334511	<10	<10	Unknown	
Instruments and Related Products Manufacturing for Measuring, Displaying, and Controlling	334513	<10	<10	Unknown	
Motorcycle, Bicycle, and Parts Manufacturing	336991	<10	<10	Unknown	
Construction Machinery Manufacturing	333120	33	33	0	0.0%
Nitrogenous Fertilizer Manufacturing	325311	3	0	-3	-100.0%
Tire Manufacturing (except Retreading)	326211	3	0	-3	-100.0%
Rolled Steel Shape Manufacturing	331221	3	0	-3	-100.0%
Commercial Printing (except Screen and Books)	323111	16	10	-6	-4.3%
All Other Plastics Product Manufacturing	326199	22	15	-7	-3.9%

Source: Applied Development Economics, based on EMSI Industry Employment Trends Data Q4 2015 QCEW and non-QCEW (Internal file: P:\CCWC Labor Force 2015\03_NEXT-TASKS\TABLES\06_draft_KINGS-update.xlsx T18r)

A-10 — Employment Projections By Industry Clusters: Water Flow Technologies Kings County

Water Flow Technology --		Employment		Change	Ann. Growth Rate
Industry	NAICS	2015	2025 proj.	2015-2025	
Total		271	672	400	9.5%
Farm Supplies Merchant Wholesalers	424910	106	163	57	4.4%
Industrial Machinery and Equipment Merchant Wholesalers	423830	38	38	0	0.0%
Farm Machinery and Equipment Manufacturing	333111	127	470	343	13.9%

Source: Applied Development Economics, based on EMSI Industry Employment Trends Data Q4 2015 QCEW and non-QCEW (Internal file: P:\CCWC Labor Force 2015\03_NEXT-TASKS\TABLES\06_draft_KINGS-update.xlsx T19r)

A-11 — Employment Projections by Industry Clusters: Heavy Construction Kings County

Heavy Construction		Employment		Change	Ann. Growth Rate
Industry	NAICS	2015	2025 proj.	2015-2025	
Total		271	307	35	1.2%
Water and Sewer Line and Related Structures Construction	237110	106	163	57	4.4%
Public Sector heavy constr.	237000	38	38	0	0.0%
Other Heavy and Civil Engineering Construction	237990	127	105	-22	-1.9%

Source: Applied Development Economics, based on EMSI and State Controller Capital Outlay Expenditure Reports for cities and counties

Source: Applied Development Economics, based on EMSI Industry Employment Trends Data Q4 2015 QCEW and non-QCEW (Internal file: P:\CCWC Labor Force 2015\03_NEXT-TASKS\TABLES\06_draft_KINGS-update.xlsx T20r)

A-12 — Employment Projections by Industry Clusters: Accommodations and Food Services, and Retail

Accommodations, Food and Retail		Employment		Change	Ann. Growth Rate
Industries	NAICS	2015	2025 proj.	2015-2025	
Retail	44-45	4,167	5,066	900	2.0%
Accommodations	721	144	172	28	1.8%
Food services	722	2,952	3,522	570	1.8%
Source: Applied Development Economics, based on EMSI Industry Employment Trends Data Q4 2015 QCEW and non-QCEW (Internal file: P:\CCWC Labor Force 2015\03_NEXT-TASKS\TABLES\06_draft_KINGS-update.xlsx T21r)					

A-13 — Occupational Projections By Education and Training Requirement: Annual and Cumulative Projected Openings (At Least 50) Kings County

EMSI OCCSOC	US Census PUMS OCCSOC	Occupation	Annual Openings	Projected Annual Opening Over Ten Years (2015-2025)
			1,630	16,296
53-7064	53-7064	Packers and Packagers, Hand	27	272
53-7062	53-7062	Laborers and Freight, Stock, and Material Movers, Hand	28	282
53-7061	53-7061	Cleaners of Vehicles and Equipment	9	94
53-7051	53-7051	Industrial Truck and Tractor Operators	19	189
53-3032	53-3030	Heavy and Tractor-Trailer Truck Drivers	26	255
53-1021	53-1000	First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	7	66
51-9198	51-9198	Helpers--Production Workers	16	163
51-9111	51-9111	Packaging and Filling Machine Operators and Tenders	14	137
51-9061	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	7	65
51-9012	51-9010	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters,	5	52

EMSI OCCSOC	US Census PUMS OCCSOC	Occupation	Annual Openings	Projected Annual Opening Over Ten Years (2015- 2025)
51-8031	51-8031	Water and Wastewater Treatment Plant and System Operators	6	60
51-3092	51-3092	Food Batchmakers	13	129
51-3023	51-3020	Slaughterers and Meat Packers	7	71
51-3022	51-3020	Meat, Poultry, and Fish Cutters and Trimmers	6	59
51-1011	51-1011	First-Line Supervisors of Production and Operating Workers	12	119
49-9071	49-9071	Maintenance and Repair Workers, General	16	164
49-9041	49-904X	Industrial Machinery Mechanics	16	156
49-3023	49-3023	Automotive Service Technicians and Mechanics	7	73
49-1011	49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	7	67
47-2061	47-2061	Construction Laborers	5	52
45-4011	45-4011	Forest and Conservation Workers	6	63
45-2093	45-20XX	Farmworkers, Farm, Ranch, and Aquacultural Animals	10	96
45-2092	45-20XX	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	177	1,769
45-2091	45-20XX	Agricultural Equipment Operators	28	280
45-2041	45-2041	Graders and Sorters, Agricultural Products	16	161
45-1011	45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	9	91
43-9061	43-9061	Office Clerks, General	19	192
43-9022	43-9022	Word Processors and Typists	5	52
43-6014	43-6010	Secretaries and Administrative Assistants, Except Legal, Medical, and	15	154
43-6013	43-6010	Medical Secretaries	7	72
43-5081	43-5081	Stock Clerks and Order Fillers	20	202
43-5071	43-5071	Shipping, Receiving, and Traffic Clerks	7	73
43-4171	43-4171	Receptionists and Information Clerks	11	106
43-4051	43-4051	Customer Service Representatives	10	95
43-3071	43-3071	Tellers	7	67
43-3031	43-3031	Bookkeeping, Accounting, and Auditing Clerks	11	108

EMSI OCCSOC	US Census PUMS OCCSOC	Occupation	Annual Openings	Projected Annual Opening Over Ten Years (2015- 2025)
43-1011	43-1011	First-Line Supervisors of Office and Administrative Support Workers	15	150
41-4012	41-4010	Sales Representatives, Wholesale and Manufacturing, Except Technical	5	52
41-3099	41-3099	Sales Representatives, Services, All Other	6	64
41-3021	41-3021	Insurance Sales Agents	7	66
41-2031	41-2031	Retail Salespersons	73	731
41-2021	41-2021	Counter and Rental Clerks	5	54
41-2011	41-2010	Cashiers	61	607
41-1011	41-1011	First-Line Supervisors of Retail Sales Workers	13	129
39-9021	39-9021	Personal Care Aides	27	269
39-9011	39-9011	Childcare Workers	18	182
39-3011	39-3010	Gaming Dealers	9	94
37-3011	37-3010	Landscaping and Groundskeeping Workers	10	99
37-2012	37-2012	Maids and Housekeeping Cleaners	13	131
37-2011	37-1012	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	25	254
35-9021	35-9021	Dishwashers	9	91
35-3031	35-3031	Waiters and Waitresses	37	367
35-3022	35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	9	92
35-3021	35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	81	807
35-3011	35-3011	Bartenders	6	61
35-2021	35-2021	Food Preparation Workers	8	82
35-2014	35-2010	Cooks, Restaurant	12	119
35-2012	35-2010	Cooks, Institution and Cafeteria	9	87
35-2011	35-2010	Cooks, Fast Food	21	211
35-1012	35-1012	First-Line Supervisors of Food Preparation and Serving Workers	17	165
33-9099	33-909X	Protective Service Workers, All Other	10	101
33-9092	33-9091	Lifeguards, Ski Patrol, and Other Recreational Protective Service	5	51

EMSI OCCSOC	US Census PUMS OCCSOC	Occupation	Annual Openings	Projected Annual Opening Over Ten Years (2015- 2025)
33-9032	33-9030	Security Guards	7	67
33-3051	33-3050	Police and Sheriff's Patrol Officers	12	121
33-3021	33-3021	Detectives and Criminal Investigators	9	92
33-3012	33-3010	Correctional Officers and Jailers	104	1,036
33-1011	33-1011	First-Line Supervisors of Correctional Officers	14	143
31-9092	31-9092	Medical Assistants	6	58
31-9091	31-9091	Dental Assistants	6	56
31-1014	31-1010	Nursing Assistants	18	181
31-1011	31-1010	Home Health Aides	13	131
29-2061	29-2061	Licensed Practical and Licensed Vocational Nurses	18	177
29-1141	29-1141	Registered Nurses	67	668
25-9041	25-9041	Teacher Assistants	26	262
25-3099	25-3000	Teachers and Instructors, All Other	7	75
25-3098	25-3000	Substitute Teachers	23	234
25-2031	25-2030	Secondary School Teachers, Except Special and Career/Technical	14	143
25-2022	25-2020	Middle School Teachers, Except Special and Career/Technical	9	91
25-2021	25-2020	Elementary School Teachers, Except Special Education	24	244
25-2011	25-2010	Preschool Teachers, Except Special Education	7	72
21-1093	21-1093	Social and Human Service Assistants	6	65
21-1092	21-1092	Probation Officers and Correctional Treatment Specialists	7	73
21-1029	21-1020	Social Workers, All Other	5	50
21-1023	21-1020	Mental Health and Substance Abuse Social Workers	7	67
21-1022	21-1020	Healthcare Social Workers	7	66
19-4011	19-4011	Agricultural and Food Science Technicians	7	69
13-2011	13-2011	Accountants and Auditors	19	185
13-1199	13-1199	Business Operations Specialists, All Other	7	67

EMSI OCCSOC	US Census PUMS OCCSOC	Occupation	Annual Openings	Projected Annual Opening Over Ten Years (2015- 2025)
11-9111	11-9111	Medical and Health Services Managers	6	55
11-9013	11-9013	Farmers, Ranchers, and Other Agricultural Managers	9	90
11-1021	11-1021	General and Operations Managers	15	148
17-2051	17-2051	Operating engineers/civil engineers	2	18
47-1011	47-1011	First-line supervisors/managers of construction trades and extraction	6	55
47-2061	47-2061	Construction laborers	17	166
47-2072	47-207X	Other construction equipment operators	7	70
47-2031	47-2031	Carpenters	2	23
53-7051	53-7051	Truck drivers, heavy and tractor-trailer	3	33

Source: Applied Development Economics, based on EMSI Occupational Trends Data Q4 2015 QCEW and non-QCEW (Internal file: P:\CCWC Labor Force 2015\03_NEXT-TASKS\TABLES\06_draft_KINGS-update.xlsx T50r)

A-14 – Unemployed Labor Force-to-Job Openings Skills Match

OCCSOC	Occupation	Annual Openings	Required Education for Openings	Unemployed in Target Occupations	Unemployed Whose Credentials Match Occupational Requirement	01 < HS\ GED	02 HS\ GED	03 Some College-OUT	04 Some College-Attending	05 AA	06 BA or up
Total		1,635		4,054	2,016	1,442	957	749	516	0	391
53-7064	Packers and Packagers, Hand	27	<high school	115	115	115	0	0	0	0	0
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	28	<high school	279	222	123	99	29	28	0	0
53-7061	Cleaners of Vehicles and Equipment	9	<high school	84	84	6	78	0	0	0	0
53-7051	Industrial Truck and Tractor Operators	19	<high school	12	12	0	12	0	0	0	0
53-3030	Heavy and Tractor-Trailer Truck Drivers	26	High school diploma or equivalent	237	127	111	60	66	0	0	0
53-1000	First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	7	High school diploma or equivalent	0	0	0	0	0	0	0	0
51-9198	Helpers--Production Workers	16	<high school	0	0	0	0	0	0	0	0
51-9111	Packaging and Filling Machine Operators and Tenders	14	High school diploma or equivalent	53	0	53	0	0	0	0	0
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	7	High school diploma or equivalent	82	60	22	0	60	0	0	0
51-9010	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	5	High school diploma or equivalent	0	0	0	0	0	0	0	0
51-8031	Water and Wastewater Treatment Plant and System Operators	6	High school diploma or equivalent	0	0	0	0	0	0	0	0
51-3092	Food Batchmakers	13	High school diploma or equivalent	31	31	0	0	31	0	0	0
51-3020	Slaughterers and Meat Packers	13	<high school	0	0	0	0	0	0	0	0
51-1011	First-Line Supervisors of Production and Operating Workers	12	Postsecondary non-degree award	0	0	0	0	0	0	0	0
49-9071	Maintenance and Repair Workers, General	16	High school diploma or equivalent	0	0	0	0	0	0	0	0
49-904X	Industrial Machinery Mechanics	16	High school diploma or equivalent	0	0	0	0	0	0	0	0
49-3023	Automotive Service Technicians and Mechanics	7	High school diploma or equivalent	0	0	0	0	0	0	0	0
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	7	High school diploma or equivalent	18	0	18	0	0	0	0	0
47-2061	Construction Laborers	5	<high school	214	103	0	103	50	0	0	61

45-4011	Forest and Conservation Workers	6	High school diploma or equivalent	0	0	0	0	0	0	0	0
45-20XX	Farmworkers, Farm, Ranch, and Aquacultural Animals	214	High school diploma or equivalent	392	7	385	7	0	0	0	0
45-2041	Graders and Sorters, Agricultural Products	16	<high school high school	58	58	58	0	0	0	0	0
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	9	High school diploma or equivalent	0	0	0	0	0	0	0	0
43-9061	Office Clerks, General	19	High school diploma or equivalent	103	103	0	66	37	0	0	0
43-9022	Word Processors and Typists	5	High school diploma or equivalent	0	0	0	0	0	0	0	0
43-6010	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	23	High school diploma or equivalent	93	56	16	0	56	0	0	21
43-5081	Stock Clerks and Order Fillers	20	<high school high school	162	60	0	60	0	103	0	0
43-5071	Shipping, Receiving, and Traffic Clerks	7	High school diploma or equivalent	0	0	0	0	0	0	0	0
43-4171	Receptionists and Information Clerks	11	High school diploma or equivalent	59	0	0	0	0	59	0	0
43-4051	Customer Service Representatives	10	High school diploma or equivalent	22	22	0	0	22	0	0	0
43-3071	Tellers	7	High school diploma or equivalent	0	0	0	0	0	0	0	0
43-3031	Bookkeeping, Accounting, and Auditing Clerks	11	High school diploma or equivalent	68	68	0	0	68	0	0	0
43-1011	First-Line Supervisors of Office and Administrative Support Workers	15	High school diploma or equivalent	32	0	0	0	0	0	0	32
41-4010	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	5	Bachelor's degree	0	0	0	0	0	0	0	0
41-3099	Sales Representatives, Services, All Other	6	High school diploma or equivalent	0	0	0	0	0	0	0	0
41-3021	Insurance Sales Agents	7	High school diploma or equivalent	0	0	0	0	0	0	0	0
41-2031	Retail Salespersons	73	<high school	162	22	22	0	69	72	0	0
41-2021	Counter and Rental Clerks	5	<high school	0	0	0	0	0	0	0	0
41-2010	Cashiers	61	<high school	520	322	72	250	33	32	0	133
41-1011	First-Line Supervisors of Retail Sales Workers	13	High school diploma or equivalent	44	44	0	0	44	0	0	0
39-9021	Personal Care Aides	27	<high school high school	49	49	13	36	0	0	0	0
39-9011	Childcare Workers	18	High school diploma or equivalent	83	20	63	17	2	0	0	0
39-3010	Gaming Dealers	9	High school diploma or equivalent	0	0	0	0	0	0	0	0

37-3010	Landscaping and Groundskeeping Workers	10	<high school	22	22	22	0	0	0	0	0
37-2012	Maids and Housekeeping Cleaners	13	<high school	46	17	17	0	0	29	0	0
37-1012	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	25	<high school	0	0	0	0	0	0	0	0
35-9021	Dishwashers	9	<high school	34	0	0	0	34	0	0	0
35-3031	Waiters and Waitresses	37	<high school	48	48	48	0	0	0	0	0
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	9	<high school	0	0	0	0	0	0	0	0
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	81	<high school	21	0	0	0	21	0	0	0
35-3011	Bartenders	6	<high school	14	0	0	0	0	0	0	14
35-2021	Food Preparation Workers	8	<high school	16	0	0	0	16	0	0	0
35-2010	Cooks, Restaurant	42	<high school	237	209	147	62	28	0	0	0
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	17	High school diploma or equivalent	0	0	0	0	0	0	0	0
33-909X	Protective Service Workers, All Other	10	High school diploma or equivalent	59	0	0	0	0	59	0	0
33-9091	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	5	High school diploma or equivalent	0	0	0	0	0	0	0	0
33-9030	Security Guards	7	High school diploma or equivalent	10	0	0	0	0	10	0	0
33-3050	Police and Sheriff's Patrol Officers	12	High school diploma or equivalent	38	38	0	38	0	0	0	0
33-3021	Detectives and Criminal Investigators	9	High school diploma or equivalent	0	0	0	0	0	0	0	0
33-3010	Correctional Officers and Jailers	104	High school diploma or equivalent	0	0	0	0	0	0	0	0
33-1011	First-Line Supervisors of Correctional Officers	14	High school diploma or equivalent	0	0	0	0	0	0	0	0
31-9092	Medical Assistants	6	Postsecondary non-degree award	71	16	0	0	16	0	0	55
31-9091	Dental Assistants	6	Postsecondary non-degree award	0	0	0	0	0	0	0	0
31-1010	Nursing Assistants	31	<high school high school	117	0	0	0	0	117	0	0
29-2061	Licensed Practical and Licensed Vocational Nurses	18	Postsecondary non-degree award	15	0	0	15	0	0	0	0
29-1141	Registered Nurses	67	Associate's degree	47	0	0	0	0	0	0	47
25-9041	Teacher Assistants	26	Some college, no degree	0	0	0	0	0	0	0	0
25-3000	Teachers and Instructors, All Other	31	Bachelor's degree	33	0	0	0	25	7	0	0
25-2030	Secondary School Teachers, Except Special and Career/Technical Education	14	Bachelor's degree	0	0	0	0	0	0	0	0

25-2020	Middle School Teachers, Except Special and Career/Technical Education	33	Bachelor's degree	0	0	0	0	0	0	0	0
25-2010	Preschool Teachers, Except Special Education	7	Associate's degree	0	0	0	0	0	0	0	0
21-1093	Social and Human Service Assistants	6	High school diploma or equivalent	0	0	0	0	0	0	0	0
21-1092	Probation Officers and Correctional Treatment Specialists	7	Bachelor's degree	0	0	0	0	0	0	0	0
21-1020	Social Workers, All Other	18	Bachelor's degree	0	0	0	0	0	0	0	0
19-4011	Agricultural and Food Science Technicians	7	Associate's degree	40	0	0	0	40	0	0	0
13-2011	Accountants and Auditors	19	Bachelor's degree	0	0	0	0	0	0	0	0
13-1199	Business Operations Specialists, All Other	7	High school diploma or equivalent	0	0	0	0	0	0	0	0
11-9111	Medical and Health Services Managers	6	Bachelor's degree	0	0	0	0	0	0	0	0
11-9013	Farmers, Ranchers, and Other Agricultural Managers	9	High school diploma or equivalent	0	0	0	0	0	0	0	0
11-1021	General and Operations Managers	15	Bachelor's degree	46	29	17	0	0	0	0	29
17-2051	Operating engineers/civil engineers	2	Bachelor's degree	0	0	0	0	0	0	0	0
47-1011	First-line supervisors/managers of	6	High school diploma or	17	17	0	17	0	0	0	0
47-2061	Construction laborers	17	Less than high school	0	0	0	0	0	0	0	0
47-207X	Other construction equipment operators	7	High school diploma or	36	36	0	36	0	0	0	0
47-2031	Carpenters	2	High school diploma or	114	0	114	0	0	0	0	0
53-7051	Truck drivers, heavy and tractor-trailer	3	Less than high school	0	0	0	0	0	0	0	0

Source: Applied Development Economics, based on EMSI Occupational Trends Data Q4 2015 QCEW and non-QCEW

A-15 — Part-Time Labor Force-to-Job Openings Skills Match Kings County

OCCSOC	Occupation	Annual Openings	Required Education for Openings	Part-Time in Target Occupations	Part-Time LF Whose Credentials Match Occupational Requirement	01 < HS\ GED	02 HS\ GED	03 Some College-OUT	04 Some College-Attending	05 AA	06 BA or up
Total		1,635		12,840	6,802	3,757	3,938	2,152	1,361	888	744
53-7064	Packers and Packagers,	27	Less than	122	122	34	88	0	0	0	0
53-7062	Laborers and Freight,	28	Less than	411	411	163	247	0	0	0	0
53-7061	Cleaners of Vehicles and	9	Less than	66	66	0	66	0	0	0	0
53-7051	Industrial Truck and	19	Less than	151	143	8	135	0	8	0	0
53-3030	Heavy and Tractor-Trailer	26	High	327	233	63	137	97	31	0	0
53-1000	First-Line Supervisors of	7	High	0	0	0	0	0	0	0	0
51-9198	Helpers--Production	16	Less than	16	16	16	0	0	0	0	0
51-9111	Packaging and Filling	14	High	11	11	0	0	11	0	0	0
51-9061	Inspectors, Testers,	7	High	22	0	22	0	0	0	0	0
51-9010	Separating, Filtering,	5	High	0	0	0	0	0	0	0	0
51-8031	Water and Wastewater	6	High	0	0	0	0	0	0	0	0
51-3092	Food Batchmakers	13	High	0	0	0	0	0	0	0	0
51-3020	Slaughterers and Meat	13	Less than	0	0	0	0	0	0	0	0
51-1011	First-Line Supervisors of	12	Postsecon	138	25	37	76	25	0	0	0
49-9071	Maintenance and Repair	16	High	36	0	0	0	0	0	0	36
49-904X	Industrial Machinery	16	High	19	0	19	0	0	0	0	0
49-3023	Automotive Service	7	High	87	71	0	71	0	0	16	0
49-1011	First-Line Supervisors of	7	High	0	0	0	0	0	0	0	0
47-2061	Construction Laborers	5	Less than	250	250	49	200	0	0	0	0
45-4011	Forest and Conservation	6	High	0	0	0	0	0	0	0	0
45-20XX	Farmworkers, Farm,	214	High	2,961	783	1,945	680	103	177	0	56
45-2041	Graders and Sorters,	16	Less than	294	294	181	113	0	0	0	0
45-1011	First-Line Supervisors of	9	High	18	18	0	0	18	0	0	0
43-9061	Office Clerks, General	19	High	188	129	0	30	99	0	36	24
43-9022	Word Processors and	5	High	0	0	0	0	0	0	0	0

OCCSOC	Occupation	Annual Openings	Required Education for Openings	Part-Time in Target Occupations	Part-Time LF Whose Credentials Match Occupational Requirement	01 < HS\ GED	02 HS\ GED	03 Some College-OUT	04 Some College-Attending	05 AA	06 BA or up
43-6010	Secretaries and	23	High	311	175	0	26	149	103	33	0
43-5081	Stock Clerks and Order	20	Less than	69	0	0	0	15	0	54	0
43-5071	Shipping, Receiving, and	7	High	10	0	10	0	0	0	0	0
43-4171	Receptionists and	11	High	71	71	0	16	55	0	0	0
43-4051	Customer Service	10	High	414	283	0	34	248	131	0	0
43-3071	Tellers	7	High	0	0	0	0	0	0	0	0
43-3031	Bookkeeping,	11	High	148	66	34	8	58	0	17	31
43-1011	First-Line Supervisors of	15	High	17	17	0	0	17	0	0	0
41-4010	Sales Representatives,	5	Bachelor's	23	0	0	0	0	23	0	0
41-3099	Sales Representatives,	6	High	126	126	0	126	0	0	0	0
41-3021	Insurance Sales Agents	7	High	40	40	0	0	40	0	0	0
41-2031	Retail Salespersons	73	Less than	576	321	92	229	28	104	122	0
41-2021	Counter and Rental	5	Less than	0	0	0	0	0	0	0	0
41-2010	Cashiers	61	Less than	622	339	92	247	50	219	14	0
41-1011	First-Line Supervisors of	13	High	54	14	0	0	14	32	0	8
39-9021	Personal Care Aides	27	Less than	546	367	341	26	160	0	19	0
39-9011	Childcare Workers	18	High	359	224	65	147	77	0	36	34
39-3010	Gaming Dealers	9	High	0	0	0	0	0	0	0	0
37-3010	Landscaping and	10	Less than	107	107	55	53	0	0	0	0
37-2012	Maids and Housekeeping	13	Less than	153	105	0	105	47	0	0	0
37-1012	Janitors and Cleaners,	25	Less than	0	0	0	0	0	0	0	0
35-9021	Dishwashers	9	Less than	0	0	0	0	0	0	0	0
35-3031	Waiters and Waitresses	37	Less than	311	260	107	153	33	0	18	0
35-3022	Counter Attendants,	9	Less than	19	0	0	0	0	19	0	0
35-3021	Combined Food	81	Less than	86	0	0	0	86	0	0	0
35-3011	Bartenders	6	Less than	49	49	0	49	0	0	0	0
35-2021	Food Preparation	8	Less than	298	75	0	75	93	129	0	0
35-2010	Cooks, Restaurant	42	Less than	696	395	193	202	165	136	0	0

OCCSOC	Occupation	Annual Openings	Required Education for Openings	Part-Time in Target Occupations	Part-Time LF Whose Credentials Match Occupational Requirement	01 < HS\ GED	02 HS\ GED	03 Some College-OUT	04 Some College-Attending	05 AA	06 BA or up
35-1012	First-Line Supervisors of	17	High	44	44	0	44	0	0	0	0
33-909X	Protective Service	10	High	0	0	0	0	0	0	0	0
33-9091	Lifeguards, Ski Patrol,	5	High	24	0	24	0	0	0	0	0
33-9030	Security Guards	7	High	114	22	0	0	22	92	0	0
33-3050	Police and Sheriff's Patrol	12	High	21	21	0	21	0	0	0	0
33-3021	Detectives and Criminal	9	High	28	0	0	0	0	0	0	28
33-3010	Correctional Officers and	104	High	32	32	0	0	32	0	0	0
33-1011	First-Line Supervisors of	14	High	0	0	0	0	0	0	0	0
31-9092	Medical Assistants	6	Postsecon	112	0	84	0	0	0	28	0
31-9091	Dental Assistants	6	Postsecon	21	0	0	21	0	0	0	0
31-1010	Nursing Assistants	31	Less than	501	220	71	149	208	0	49	24
29-2061	Licensed Practical and	18	Postsecon	31	13	0	0	13	0	18	0
29-1141	Registered Nurses	67	Associate'	311	222	0	0	4	0	222	85
25-9041	Teacher Assistants	26	Some	512	86	0	283	86	0	92	51
25-3000	Teachers and Instructors,	31	Bachelor's	120	0	32	0	0	89	0	0
25-2030	Secondary School	14	Bachelor's	50	0	0	0	0	50	0	0
25-2020	Middle School Teachers,	33	Bachelor's	344	344	0	0	0	0	0	344
25-2010	Preschool Teachers,	7	Associate'	24	0	0	0	24	0	0	0
21-1093	Social and Human Service	6	High	14	0	0	0	0	0	14	0
21-1092	Probation Officers and	7	Bachelor's	0	0	0	0	0	0	0	0
21-1020	Social Workers, All Other	18	Bachelor's	0	0	0	0	0	0	0	0
19-4011	Agricultural and Food	7	Associate'	100	100	0	0	0	0	100	0
13-2011	Accountants and	19	Bachelor's	0	0	0	0	0	0	0	0
13-1199	Business Operations	7	High	0	0	0	0	0	0	0	0
11-9111	Medical and Health	6	Bachelor's	63	0	0	0	63	0	0	0
11-9013	Farmers, Ranchers, and	9	High	98	40	18	28	12	18	0	23
11-1021	General and Operations	15	Bachelor's	0	0	0	0	0	0	0	0
17-2051	Operating engineers/civil	2	Bachelor's	0	0	0	0	0	0	0	0

OCCSOC	Occupation	Annual Openings	Required Education for Openings	Part-Time in Target Occupations	Part-Time LF Whose Credentials Match Occupational Requirement	01 < HS\ GED	02 HS\ GED	03 Some College- OUT	04 Some College- Attending	05 AA	06 BA or up
47-1011	First-line	6	High	0	0	0	0	0	0	0	0
47-2061	Construction laborers	17	Less than	0	0	0	0	0	0	0	0
47-207X	Other construction	7	High	52	52	0	52	0	0	0	0
47-2031	Carpenters	2	High	0	0	0	0	0	0	0	0
53-7051	Truck drivers, heavy and	3	Less than	0	0	0	0	0	0	0	0

A-16 — Employed Labor Force by Age, Race\Ethnicity, and Educational Attainment (Persons 16 and Over): Kings County

	16-19	20-24	25-29	30-34	35-54	55-64	65+	Total
Total	1,979	7,774	8,163	6,872	22,127	5,808	1,777	54,499
White	783	2,464	2,844	2,454	8,983	3,111	1,131	21,770
Did not earn HSD\GED	187	216	22	124	529	268	91	1,437
HSD\GED	354	761	495	500	2,309	740	255	5,414
Some college -- not attending	88	536	905	551	3,106	889	363	6,439
Some college -- attending	153	671	205	189	285	0	0	1,503
AA	0	164	340	468	1,018	460	20	2,470
BA+	0	116	877	621	1,737	755	401	4,506
Latino	877	4,061	4,461	3,898	10,858	1,852	489	26,496
Did not earn HSD\GED	177	407	825	868	4,766	847	206	8,095
HSD\GED	633	1,320	1,540	1,137	2,731	481	193	8,034
Some college -- not attending	0	1,054	1,009	1,002	1,903	339	91	5,398
Some college -- attending	67	1,125	129	95	101	0	0	1,518
AA	0	98	569	643	541	143	0	1,993
BA+	0	57	389	153	817	42	0	1,458
Other	320	1,249	858	520	2,285	844	157	6,233
Did not earn HSD\GED	13	70	0	0	114	37	0	234
HSD\GED	249	18	61	127	289	53	53	851
Some college -- not attending	5	1,023	510	68	450	251	76	2,384
Some college -- attending	53	29	65	0	189	13	0	348
AA	0	58	128	69	335	82	0	672
BA+	0	51	93	256	909	408	27	1,745
Source: Applied Development Economics, based on US Census ACS Public Use Microdata 2012-2014 from iPUMS								

A-17 — Full-Time Employed Labor Force by Age, Race\Ethnicity, and Educational Attainment (Persons 16 and Over): Kings County

	16-19	20-24	25-29	30-34	35-54	55-64	65+	Total
Total	446	4,259	5,619	5,129	17,015	4,382	875	37,726
White	168	1,486	2,059	1,764	7,158	2,679	552	15,866
Did not earn HSD\GED	0	0	22	41	318	258	35	674
HSD\GED	48	597	393	345	1,797	690	161	4,031
Some college -- not attending	80	461	427	434	2,746	717	154	5,018
Some college -- attending	40	279	188	121	242	0	0	869
AA	0	78	251	331	746	347	0	1,753
BA+	0	72	778	492	1,309	667	202	3,521
Latino	77	1,588	2,795	2,893	7,847	1,188	270	16,660
Did not earn HSD\GED	0	126	614	612	2,988	533	21	4,895
HSD\GED	77	609	788	713	2,136	358	159	4,839
Some college -- not attending	0	668	886	783	1,529	221	91	4,178
Some college -- attending	0	132	0	95	29	0	0	256
AA	0	53	344	536	516	51	0	1,501
BA+	0	0	163	153	650	25	0	991
Other	201	1,185	765	472	2,010	515	53	5,200
Did not earn HSD\GED	0	52	0	0	91	0	0	143
HSD\GED	196	18	61	119	211	53	53	711
Some college -- not attending	5	1,023	497	32	346	123	0	2,027
Some college -- attending	0	29	19	0	189	13	0	250
AA	0	11	122	69	335	82	0	619
BA+	0	51	65	252	839	243	0	1,451
Source: Applied Development Economics, based on US Census ACS Public Use Microdata 2012-2014 from iPUMS								

A-18 — Labor Force by Gender, Age, and Educational Attainment: Population: Kings County

	0-15	16-19	20-24	25-29	30-34	35-54	55-64	65+	Total
Total	37,284	8,802	13,181	12,722	11,769	40,596	13,461	13,165	150,980
Men	18,786	4,032	8,252	7,675	7,096	24,511	7,238	5,867	83,457
Did not earn HSD\GED	15,262	2,464	1,404	1,826	2,044	8,828	2,214	2,109	36,150
HSD\GED	0	997	2,782	2,259	2,148	6,245	1,923	1,438	17,792
Some college -- not attending	0	51	1,767	1,786	1,641	5,145	1,602	1,264	13,257
Some college -- attending	0	520	1,855	390	194	778	68	30	3,836
AA	0	0	163	463	483	1,395	568	278	3,350
BA+	0	0	281	950	586	2,119	864	747	5,547
NA	3,525	0	0	0	0	0	0	0	3,525
Women	18,498	4,770	4,930	5,047	4,673	16,086	6,222	7,298	67,523
Did not earn HSD\GED	15,177	2,735	875	572	759	3,772	1,497	2,333	27,719
HSD\GED	0	1,361	1,099	1,217	1,004	4,187	1,521	1,993	12,382
Some college -- not attending	0	71	1,386	1,334	969	3,736	1,752	1,731	10,979
Some college -- attending	0	603	1,216	527	231	373	76	0	3,026
AA	0	0	263	709	913	1,470	657	202	4,214
BA+	0	0	90	689	797	2,547	720	1,039	5,882
NA	3,321	0	0	0	0	0	0	0	3,321
Source: Applied Development Economics, based on US Census ACS Public Use Microdata 2012-2014 from iPUMS									

A-19 — Labor Force by Age, Gender, and Educational Attainment (Persons 16 and Over): Kings County

	16-19	20-24	25-29	30-34	35-54	55-64	65+	Total
Total	2,769	9,085	9,225	7,641	24,486	6,559	1,810	61,576
Men	1,320	5,582	5,622	4,524	13,717	3,371	1,046	35,183
Did not earn HSD\GED	453	401	866	849	4,322	843	165	7,900
HSD\GED	689	1,759	1,731	1,411	3,329	633	361	9,913
Some college -- not attending	51	1,703	1,467	1,154	3,088	779	229	8,471
Some college -- attending	127	1,275	219	162	451	38	0	2,273
AA	0	163	463	417	909	416	20	2,388
BA+	0	281	876	531	1,618	662	270	4,239
Women	1,449	3,503	3,603	3,117	10,769	3,188	764	26,393
Did not earn HSD\GED	138	425	205	328	2,047	498	164	3,806
HSD\GED	937	615	777	654	2,584	719	140	6,426
Some college -- not attending	60	1,216	1,089	697	2,678	976	302	7,017
Some college -- attending	313	927	319	122	252	41	0	1,975
AA	0	230	662	763	1,028	357	0	3,040
BA+	0	90	550	554	2,179	597	158	4,129
Source: Applied Development Economics, based on US Census ACS Public Use Microdata 2012-2014 from iPUMS								

A-20 — Employed Labor Force by Age, Gender, and Educational Attainment (Persons 16 and Over): Kings County

	16-19	20-24	25-29	30-34	35-54	55-64	65+	Total
Total	1,979	7,774	8,163	6,872	22,127	5,808	1,777	54,499
Men	888	4,695	5,213	4,100	12,422	3,134	1,029	31,480
Did not earn HSD\GED	347	340	736	830	3,687	793	148	6,881
HSD\GED	383	1,582	1,466	1,149	2,878	603	361	8,423
Some college -- not attending	51	1,515	1,453	1,010	2,986	711	229	7,954
Some college -- attending	107	947	219	162	451	0	0	1,887
AA	0	163	463	417	909	388	20	2,359
BA+	0	148	876	531	1,510	639	270	3,976
Women	1,091	3,079	2,950	2,772	9,705	2,674	749	23,020
Did not earn HSD\GED	31	353	111	162	1,721	359	149	2,884
HSD\GED	852	516	630	615	2,451	672	140	5,877
Some college -- not attending	42	1,099	971	612	2,474	768	302	6,267
Some college -- attending	166	878	180	122	123	13	0	1,482
AA	0	157	574	763	985	297	0	2,776
BA+	0	76	483	499	1,952	566	158	3,734
Source: Applied Development Economics, based on US Census ACS Public Use Microdata 2012-2014 from iPUMS								

A-21 — Full-Time Employed Labor Force by Age, Gender, and Educational Attainment (Persons 16 and Over) Kings County

	16-19	20-24	25-29	30-34	35-54	55-64	65+	Total
Total	446	4,259	5,619	5,129	17,015	4,382	875	37,726
Men	154	2,911	3,682	3,258	10,078	2,751	606	23,440
Did not earn HSD\GED	0	150	590	608	2,505	597	56	4,507
HSD\GED	111	973	893	795	2,201	588	259	5,821
Some college -- not attending	43	1,417	1,173	827	2,795	663	176	7,093
Some college -- attending	0	254	80	131	363	0	0	828
AA	0	26	264	417	848	298	0	1,853
BA+	0	91	681	480	1,367	604	115	3,338
Women	292	1,348	1,937	1,871	6,937	1,631	269	14,286
Did not earn HSD\GED	0	28	46	45	892	193	0	1,205
HSD\GED	210	250	349	383	1,943	513	114	3,761
Some college -- not attending	42	736	636	422	1,826	399	69	4,130
Some college -- attending	40	186	127	85	96	13	0	547
AA	0	116	453	519	749	182	0	2,019
BA+	0	32	325	417	1,431	332	87	2,624
Source: Applied Development Economics, based on US Census ACS Public Use Microdata 2012-2014 from iPUMS								

A-22 — Part-Time Employed Labor Force By Age, Gender, and Educational Attainment (Persons 16 and Over): Kings County

	16-19	20-24	25-29	30-34	35-54	55-64	65+	Total
Total	1,533	3,514	2,544	1,743	5,112	1,426	902	16,774
Men	734	1,784	1,531	841	2,343	383	423	8,040
Did not earn HSD\GED	347	190	146	222	1,182	196	92	2,375
HSD\GED	273	609	572	355	677	15	102	2,602
Some college -- not attending	8	98	280	182	191	48	53	860
Some college -- attending	107	694	139	31	88	0	0	1,059
AA	0	137	199	0	61	89	20	506
BA+	0	57	195	51	144	36	155	637
Women	799	1,731	1,013	901	2,768	1,043	479	8,734
Did not earn HSD\GED	31	325	65	116	829	165	149	1,680
HSD\GED	642	266	281	232	508	159	27	2,115
Some college -- not attending	0	363	335	190	648	369	233	2,137
Some college -- attending	126	693	53	37	27	0	0	935
AA	0	41	121	244	236	116	0	757
BA+	0	43	157	82	521	234	71	1,109
Source: Applied Development Economics, based on US Census ACS Public Use Microdata 2012-2014 from iPUMS								

A-23 — Unemployed Labor Force By Age, Gender, and Educational Attainment (Persons 16 and Over): Kings County

	16-19	20-24	25-29	30-34	35-54	55-64	65+	Total
Total	790	1,312	1,062	769	2,359	751	33	7,076
Men	432	887	409	425	1,295	237	17	3,703
Did not earn HSD\GED	106	61	130	18	635	50	17	1,018
HSD\GED	306	177	265	262	450	30	0	1,490
Some college -- not attending	0	189	14	145	102	68	0	518
Some college -- attending	20	328	0	0	0	38	0	386
AA	0	0	0	0	0	29	0	29
BA+	0	133	0	0	108	23	0	263
Women	358	424	653	345	1,064	514	16	3,373
Did not earn HSD\GED	108	72	94	166	327	139	16	921
HSD\GED	85	99	146	39	134	47	0	549
Some college -- not attending	18	117	118	85	204	208	0	750
Some college -- attending	148	49	139	0	129	29	0	493
AA	0	73	88	0	43	59	0	264
BA+	0	14	68	55	227	31	0	395
Source: Applied Development Economics, based on US Census ACS Public Use Microdata 2012-2014 from iPUMS								

A-24 — Population By Age, Disability Status, and Educational Attainment: Kings County

	0-15	16-19	20-24	25-29	30-34	35-54	55-64	65+	Total
Total	37,284	8,802	13,181	12,722	11,769	40,596	13,461	13,165	150,980
No Reported Disability	37,003	8,037	12,625	11,782	10,869	32,915	9,584	7,663	130,478
Did not earn HSD\GED	30,157	4,661	2,131	2,084	2,483	9,752	2,329	2,178	55,774
HSD\GED	0	2,158	3,544	3,273	2,798	8,226	2,447	2,148	24,595
Some college -- not attending	0	111	3,105	2,947	2,495	7,325	2,369	1,710	20,061
Some college -- attending	0	1,107	3,064	845	345	901	96	30	6,387
AA	0	0	411	1,150	1,397	2,481	904	339	6,681
BA+	0	0	371	1,483	1,352	4,231	1,439	1,258	10,134
NA	6,845	0	0	0	0	0	0	0	6,845
At Least One Disability	282	765	556	940	899	7,681	3,877	5,501	20,502
Did not earn HSD\GED	282	538	148	314	320	2,848	1,382	2,264	8,095
HSD\GED	0	200	337	203	354	2,205	996	1,283	5,579
Some college -- not attending	0	11	49	173	115	1,557	985	1,285	4,175
Some college -- attending	0	17	8	72	79	250	47	0	474
AA	0	0	15	22	0	385	321	141	883
BA+	0	0	0	156	31	436	145	528	1,295
NA	0	0	0	0	0	0	0	0	0
Source: Applied Development Economics, based on US Census ACS Public Use Microdata 2012-2014 from iPUMS									

A-25 — Population By Age, Veteran Status, and Educational Attainment: Kings County

	0-15	16-19	20-24	25-29	30-34	35-54	55-64	65+	Total
Total	37,284	8,802	13,181	12,722	11,769	40,596	13,461	13,165	150,980
Not Veterans	0	6,778	12,252	12,030	11,130	37,757	11,820	10,145	101,911
Did not earn HSD\GED	0	3,175	2,268	2,398	2,803	12,330	3,660	3,937	30,571
HSD\GED	0	2,358	3,813	3,365	3,026	9,962	2,932	2,617	28,073
Some college -- not attending	0	122	2,368	2,759	2,532	7,847	2,693	1,997	20,318
Some college -- attending	0	1,123	3,039	801	346	847	143	0	6,299
AA	0	0	426	1,172	1,215	2,466	963	281	6,522
BA+	0	0	338	1,537	1,207	4,304	1,429	1,313	10,128
NA	0	0	0	0	0	0	0	0	0
Veterans	0	0	930	692	639	2,840	1,641	3,019	9,760
Did not earn HSD\GED	0	0	11	0	0	270	50	504	835
HSD\GED	0	0	68	112	126	470	511	814	2,101
Some college -- not attending	0	0	786	361	78	1,034	662	998	3,919
Some college -- attending	0	0	33	117	78	304	0	30	562
AA	0	0	0	0	182	399	262	199	1,042
BA+	0	0	32	102	175	362	155	473	1,301
NA	0	0	0	0	0	0	0	0	0
Ineligible (i.e. youth < 17)	37,284	2,024	0	0	0	0	0	0	39,308
Did not earn HSD\GED	30,439	2,024	0	0	0	0	0	0	32,463
HSD\GED	0	0	0	0	0	0	0	0	0
Some college -- not attending	0	0	0	0	0	0	0	0	0
Some college -- attending	0	0	0	0	0	0	0	0	0
AA	0	0	0	0	0	0	0	0	0
BA+	0	0	0	0	0	0	0	0	0
NA	6,845	0	0	0	0	0	0	0	6,845
Source: Applied Development Economics, based on US Census ACS Public Use Microdata 2012-2014 from iPUMS									

A-26 — Population By Age, Citizenship Status, and Educational Attainment: Kings County

	0-15	16-19	20-24	25-29	30-34	35-54	55-64	65+	Total
Total	37,284	8,802	13,181	12,722	11,769	40,596	13,461	13,165	150,980
Citizen	36,074	7,934	11,846	10,502	9,664	30,770	11,488	11,724	130,001
Did not earn HSD\GED	29,228	4,626	1,627	1,385	1,745	5,755	2,040	3,268	49,675
HSD\GED		2,107	3,468	2,637	2,507	8,781	3,318	3,296	26,114
Some college -- not attending		122	3,023	2,913	2,420	8,143	3,291	2,937	22,848
Some college -- attending		1,079	2,972	880	376	1,038	143	30	6,519
AA			386	1,150	1,322	2,750	1,200	480	7,288
BA+			371	1,537	1,293	4,303	1,495	1,713	10,713
NA	6,845								6,845
Not Citizen	1,211	868	1,335	2,220	2,105	9,826	1,972	1,441	20,978
Did not earn HSD\GED	1,211	573	652	1,012	1,058	6,845	1,670	1,174	14,195
HSD\GED		251	413	839	645	1,650	125	136	4,059
Some college -- not attending			131	207	190	738	63	58	1,389
Some college -- attending		44	99	38	49	113			343
AA			40	22	74	116	25		277
BA+				102	89	364	89	73	716
NA									0
Source: Applied Development Economics, based on US Census ACS Public Use Microdata 2012-2014 from iPUMS									

A-27 — Part-Time Employed Labor Force By Broad Occupation Categories, Educational Attainment and Management Status Kings County

Broad Occupational Categories	Total	Managers						
		Sub-Total	<HS	HS	Some Coll OUT	Some Coll IN	AA	BA or up
Total	16,774	690	55	198	241	82	25	89
11 Management Occupations	370	370	18	71	125	50	25	81
13 Business Operations Specialists	137	0	0	0	0	0	0	0
13 Financial Specialists	44	0	0	0	0	0	0	0
15 Computer and Mathematical Occupations	137	0	0	0	0	0	0	0
17 Architecture and Engineering Occupations	59	0	0	0	0	0	0	0
19 Life, Physical, and Social Science Occupations	225	0	0	0	0	0	0	0
21 Community and Social Science Occupations	1,625	0	0	0	0	0	0	0
27 Arts, Design, Entertainment, Sports, and Media Occupations	187	0	0	0	0	0	0	0
29 Healthcare Practitioners and Technical Occupations	586	0	0	0	0	0	0	0
31 Healthcare Support Occupations	634	0	0	0	0	0	0	0
33 Protective Service Occupations	253	7	0	7	0	0	0	0
35 Food Preparation and Serving Occupations	1,570	44	0	44	0	0	0	0
37 Building and Ground Cleaning and Maintenance Occupations	358	0	0	0	0	0	0	0
39 Personal Care and Service Occupations	1,428	0	0	0	0	0	0	0
41 Sales Occupations	1,565	97	0	0	57	32	0	8
43 Office and Administrative Support Occupations	1,574	17	0	0	17	0	0	0
45 Farming, Fishing, and Forestry Occupations	3,274	18	0	0	18	0	0	0
47 Construction Trades	556	0	0	0	0	0	0	0
47 Extraction Workers	48	0	0	0	0	0	0	0
49 Installation, Maintenance, and Repair Workers	253	0	0	0	0	0	0	0
51 Production Occupations	603	138	37	76	25	0	0	0
53 Transportation and Material Moving Occupations	1,203	0	0	0	0	0	0	0
55 Military Specific Occupations	85	0	0	0	0	0	0	0

Source: Applied Development Economics, based on US Census ACS Public Use Microdata 2012-2014 from iPUMS

Broad Occupational Categories	Specialists						
	Sub-Total	<HS	HS	Some Coll OUT	Some Coll IN	AA	BA or up
Total	6,702	879	1,898	1,077	893	664	1,292
11 Management Occupations	0	0	0	0	0	0	0
13 Business Operations Specialists	137	0	38	15	0	0	83
13 Financial Specialists	44	0	7	0	0	33	4
15 Computer and Mathematical Occupations	137	0	14	34	45	0	44
17 Architecture and Engineering Occupations	59	0	0	0	0	0	59
19 Life, Physical, and Social Science Occupations	225	0	0	0	77	100	48
21 Community and Social Science Occupations	1,113	32	0	184	146	67	684
27 Arts, Design, Entertainment, Sports, and Media Occupations	187	25	0	0	21	46	95
29 Healthcare Practitioners and Technical Occupations	586	0	0	110	11	338	128
31 Healthcare Support Occupations	0	0	0	0	0	0	0
33 Protective Service Occupations	88	1	21	32	0	6	28
35 Food Preparation and Serving Occupations	1,043	193	327	259	265	0	0
37 Building and Ground Cleaning and Maintenance Occupations	0	0	0	0	0	0	0
39 Personal Care and Service Occupations	471	48	73	178	172	0	0
41 Sales Occupations	87	0	18	40	0	0	29
43 Office and Administrative Support Occupations	0	0	0	0	0	0	0
45 Farming, Fishing, and Forestry Occupations	0	0	0	0	0	0	0
47 Construction Trades	556	61	409	0	36	50	0
47 Extraction Workers	48	36	12	0	0	0	0
49 Installation, Maintenance, and Repair Workers	253	64	137	0	0	16	36
51 Production Occupations	465	149	129	70	81	8	28
53 Transportation and Material Moving Occupations	1,203	269	714	155	39	0	26
55 Military Specific Occupations	0	0	0	0	0	0	0
Source: Applied Development Economics, based on US Census ACS Public Use Microdata 2012-2014 from iPUMS							

Broad Occupational Categories	Support						
	Sub-Total	<HS	HS	Some Coll OUT	Some Coll IN	AA	BA or up
Total	9,382	3,120	2,621	1,680	1,019	574	366
11 Management Occupations	0	0	0	0	0	0	0
13 Business Operations Specialists	0	0	0	0	0	0	0
13 Financial Specialists	0	0	0	0	0	0	0
15 Computer and Mathematical Occupations	0	0	0	0	0	0	0
17 Architecture and Engineering Occupations	0	0	0	0	0	0	0
19 Life, Physical, and Social Science Occupations	0	0	0	0	0	0	0
21 Community and Social Science Occupations	512	0	283	86	0	92	51
27 Arts, Design, Entertainment, Sports, and Media Occupations	0	0	0	0	0	0	0
29 Healthcare Practitioners and Technical Occupations	0	0	0	0	0	0	0
31 Healthcare Support Occupations	634	156	169	208	0	77	24
33 Protective Service Occupations	158	24	0	22	92	20	0
35 Food Preparation and Serving Occupations	483	107	192	119	19	45	0
37 Building and Ground Cleaning and Maintenance Occupations	358	74	237	47	0	0	0
39 Personal Care and Service Occupations	958	406	173	237	52	55	34
41 Sales Occupations	1,381	184	602	78	346	136	34
43 Office and Administrative Support Occupations	1,557	44	172	719	332	148	142
45 Farming, Fishing, and Forestry Occupations	3,256	2,126	793	103	177	0	56
47 Construction Trades	0	0	0	0	0	0	0
47 Extraction Workers	0	0	0	0	0	0	0
49 Installation, Maintenance, and Repair Workers	0	0	0	0	0	0	0
51 Production Occupations	0	0	0	0	0	0	0
53 Transportation and Material Moving Occupations	0	0	0	0	0	0	0
55 Military Specific Occupations	85	0	0	60	0	0	25
Source: Applied Development Economics, based on US Census ACS Public Use Microdata 2012-2014 from iPUMS							

A-28— Unemployed Labor Force By Broad Occupation Categories, Educational Attainment and Management Status (Excluding Long-Term Unemployed)

Broad Occupational Categories	Total	Managers						
		Sub-Total	<HS	HS	Some Coll OUT	Some Coll IN	AA	BA or up
Total	4,978	340	35	17	44	45	71	127
11 Management Occupations	228	228	17	0	0	45	71	95
13 Business Operations Specialists	0	0	0	0	0	0	0	0
13 Financial Specialists	0	0	0	0	0	0	0	0
15 Computer and Mathematical Occupations	0	0	0	0	0	0	0	0
17 Architecture and Engineering Occupations	0	0	0	0	0	0	0	0
19 Life, Physical, and Social Science Occupations	40	0	0	0	0	0	0	0
21 Community and Social Science Occupations	75	0	0	0	0	0	0	0
27 Arts, Design, Entertainment, Sports, and Media Occupations	0	0	0	0	0	0	0	0
29 Healthcare Practitioners and Technical Occupations	62	0	0	0	0	0	0	0
31 Healthcare Support Occupations	188	0	0	0	0	0	0	0
33 Protective Service Occupations	107	0	0	0	0	0	0	0
35 Food Preparation and Serving Occupations	371	0	0	0	0	0	0	0
37 Building and Ground Cleaning and Maintenance	94	0	0	0	0	0	0	0
39 Personal Care and Service Occupations	240	0	0	0	0	0	0	0
41 Sales Occupations	726	44	0	0	44	0	0	0
43 Office and Administrative Support Occupations	588	32	0	0	0	0	0	32
45 Farming, Fishing, and Forestry Occupations	451	0	0	0	0	0	0	0
47 Construction Trades	397	17	0	17	0	0	0	0
47 Extraction Workers	95	0	0	0	0	0	0	0
49 Installation, Maintenance, and Repair Workers	69	18	18	0	0	0	0	0
51 Production Occupations	459	0	0	0	0	0	0	0
53 Transportation and Material Moving Occupations	789	0	0	0	0	0	0	0
55 Military Specific Occupations	0	0	0	0	0	0	0	0
Source: Applied Development Economics, based on US Census ACS Public Use Microdata 2012-2014 from iPUMS								

Broad Occupational Categories	Specialists						
	Sub-Total	<HS	HS	Some Coll OUT	Some Coll IN	AA	BA or up
Total	2,288	749	746	546	95	12	140
11 Management Occupations	0	0	0	0	0	0	0
13 Business Operations Specialists	0	0	0	0	0	0	0
13 Financial Specialists	0	0	0	0	0	0	0
15 Computer and Mathematical Occupations	0	0	0	0	0	0	0
17 Architecture and Engineering Occupations	0	0	0	0	0	0	0
19 Life, Physical, and Social Science Occupations	40	0	0	40	0	0	0
21 Community and Social Science Occupations	75	0	0	50	7	0	18
27 Arts, Design, Entertainment, Sports, and Media Occupations	0	0	0	0	0	0	0
29 Healthcare Practitioners and Technical Occupations	62	0	15	0	0	0	47
31 Healthcare Support Occupations	0	0	0	0	0	0	0
33 Protective Service Occupations	98	0	38	0	59	0	0
35 Food Preparation and Serving Occupations	267	147	62	44	0	0	14
37 Building and Ground Cleaning and Maintenance Occupations	0	0	0	0	0	0	0
39 Personal Care and Service Occupations	0	0	0	0	0	0	0
41 Sales Occupations	0	0	0	0	0	0	0
43 Office and Administrative Support Occupations	0	0	0	0	0	0	0
45 Farming, Fishing, and Forestry Occupations	0	0	0	0	0	0	0
47 Construction Trades	379	114	139	66	0	0	61
47 Extraction Workers	95	0	0	95	0	0	0
49 Installation, Maintenance, and Repair Workers	24	0	24	0	0	0	0
51 Production Occupations	459	134	157	156	0	12	0
53 Transportation and Material Moving Occupations	789	355	311	95	28	0	0
55 Military Specific Occupations	0	0	0	0	0	0	0
Source: Applied Development Economics, based on US Census ACS Public Use Microdata 2012-2014 from iPUMS							

Broad Occupational Categories	Support						
	Sub-Total	<HS	HS	Some Coll OUT	Some Coll IN	AA	BA or up
Total	2,351	717	541	404	421	42	227
11 Management Occupations	0	0	0	0	0	0	0
13 Business Operations Specialists	0	0	0	0	0	0	0
13 Financial Specialists	0	0	0	0	0	0	0
15 Computer and Mathematical Occupations	0	0	0	0	0	0	0
17 Architecture and Engineering Occupations	0	0	0	0	0	0	0
19 Life, Physical, and Social Science Occupations	0	0	0	0	0	0	0
21 Community and Social Science Occupations	0	0	0	0	0	0	0
27 Arts, Design, Entertainment, Sports, and Media Occupations	0	0	0	0	0	0	0
29 Healthcare Practitioners and Technical Occupations	0	0	0	0	0	0	0
31 Healthcare Support Occupations	188	0	0	16	117	0	55
33 Protective Service Occupations	10	0	0	0	10	0	0
35 Food Preparation and Serving Occupations	104	48	0	56	0	0	0
37 Building and Ground Cleaning and Maintenance Occupations	94	39	18	8	29	0	0
39 Personal Care and Service Occupations	240	76	107	39	0	0	18
41 Sales Occupations	682	94	250	102	104	0	133
43 Office and Administrative Support Occupations	556	16	159	184	161	15	21
45 Farming, Fishing, and Forestry Occupations	451	444	7	0	0	0	0
47 Construction Trades	0	0	0	0	0	0	0
47 Extraction Workers	0	0	0	0	0	0	0
49 Installation, Maintenance, and Repair Workers	27	0	0	0	0	27	0
51 Production Occupations	0	0	0	0	0	0	0
53 Transportation and Material Moving Occupations	0	0	0	0	0	0	0
55 Military Specific Occupations	0	0	0	0	0	0	0
Source: Applied Development Economics, based on US Census ACS Public Use Microdata 2012-2014 from iPUMS							

A-29 — Long-Term Unemployed Labor Force By Educational Attainment

	Total	<HS	HS	Some Coll OUT	Some Coll IN	AA	BA or up
Long-Term Unemployed persons	2,098	438	735	274	319	167	165
Source: Applied Development Economics, based on US Census ACS Public Use Microdata 2012-2014 from iPUMS							