

local insights

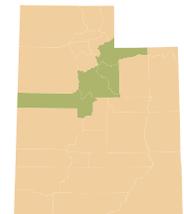


An economic and labor market analysis of the Mountainland Area

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Equal Opportunity Employment in Mountainland



BY JIM ROBSON, ECONOMIST

Equal opportunity is the principle that people should be treated the same, free of artificial barriers or prejudices or preferences, except when distinctions can be explicitly justified. Equal Employment Opportunity (EEO) in the workplace has been codified in U.S. law since the passage of Title VII of the Civil Rights Act of 1964, protecting employees and applicants from discrimination based on race, color, religion, sex, or national origin. Since the passage of this act, subsequent legislation and regulations have clarified and expanded workplace protections to combat unlawful discrimination based on age, disabilities, military service and genetic information.

After each decennial Census since 1970, a set of EEO tabulations has been made which allows organizations to compare the composition of their workforce with the wider labor market by race, ethnicity and sex. Prior to the 2010 Census, the U.S. Census Bureau with congressional authorization decided to discontinue the use of the Census long form and in 2005 began the monthly national American Community Survey (ACS) to collect “long form type” information

by household. When aggregated over one-, three-, and five-year periods, ACS tabulations provide a wide range of social, economic, demographic and housing characteristics for the same geographic detail provided once every ten years by the Census long form. The advantage of the ACS is that as a continuous monthly survey, each year new one-, three-, and five-year rolling tabulations are produced which give relatively up-to-date information.

The first-ever ACS special EEO Tabulation contains information collected over a 5-year period from 2006 through 2010. The EEO Tabulations of ACS data is sponsored by four federal agencies: the Equal Employment Opportunity Commission (EEOC), the Office of Federal Contract Compliance Programs (OFCCP), the Department of Justice (DOJ) Civil Rights Division, and the Office of Personnel Management.

The resulting tables of data were designed to help measure the effects of anti-discrimination laws and regulations in the workplace. These data were released on November 29, 2012.

in this issue:

- Equal Opportunity Employment in Mountainland..... 1
Using the Equal Employment Opportunity Tabulations for workforce demographics.
- Current State of the Economy in Mountainland..... 5
Economic indicators show us what to expect in the coming months.
- The Equal Employment Opportunity Data..... 8
The value of demographic data for business development.





Equal Opportunity Employment Continued

What's included in the EEO Tabulation

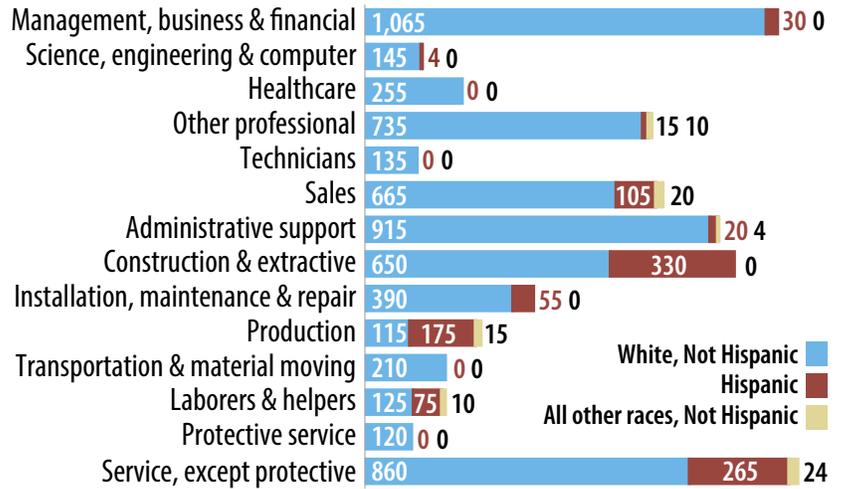
The 2006 to 2010 EEO tables serve as the primary source of local labor market composition with regard to race, ethnicity, and sex by detailed occupation and industry for the purposes of comparison to the makeup of the internal workforce of a business or agency. Tables include estimates, percentages and margins of error of the race, ethnicity, gender, and educational attainment of the local area. In addition for areas of 50,000 persons or more; age, industry, and earnings are also available.

Within each geographic area such as a county or city, there are three types of tables. First, there are tabulations for residents of the area that are in the labor force (both employed and unemployed). Second, tabulations for worksites, that is characteristic data for those who work in the area, whether they are residents or people who commute from outside. Finally, there are tables that show some detail about where workers commute from to work in the area.

Affirmative Action Plans

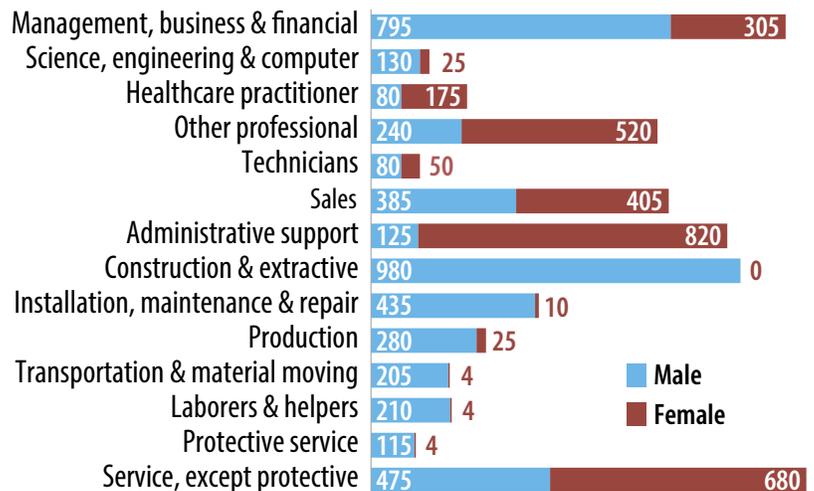
Businesses, state and local governments, education institutions, federal agencies and other entities that receive federal funds are required to compare the composition of their internal workforce to the characteristics of the local labor market by occupation for their industry. They are required to have an affirmative action plan (AAP) which is designed to ensure equal employment opportunity in their hiring practices. Information from the Census EEO Tabulation, the

Figure 1: Wasatch County Jobs by Race and Ethnicity and Occupational Group from 2006 to 2010



Source: 2006-2010 Census Equal Employment Opportunity (EEO) Tabulation

Figure 2: Wasatch County Gender Breakout by Occupational Group 2006 through 2010



Source: 2006-2010 Census Equal Employment Opportunity (EEO) Tabulation

Department of Workforce Services and from local colleges or other training institutions enables organizations to gauge the availability of qualified minorities and women for a contractor’s job openings as part of their AAP. The custom EEO tabulations were designed to help measure the effects of and compliance with EEO laws and regulations by federal contractors.

Some Workforce Characteristics for Utah and Wasatch Counties

Utah and Wasatch are used in the following examples of using the 2006-2010 EEO tabulations. Utah County with a 2010 Census April 1 population count of 516,564 meets the 50,000 population threshold needed for the full range of detailed occupational tables from the ACS EEO. On the other hand, Wasatch County’s 2010 Census count was 23,530 persons and therefore is limited to relatively basic tabulations from the ACS EEO data.

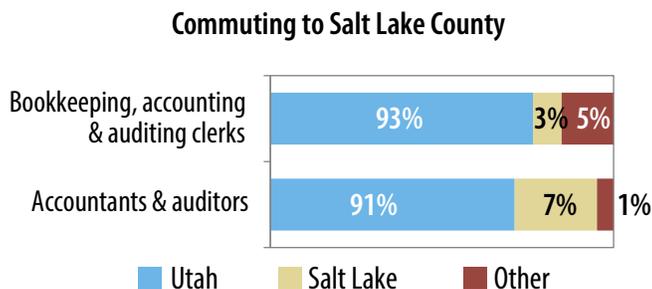
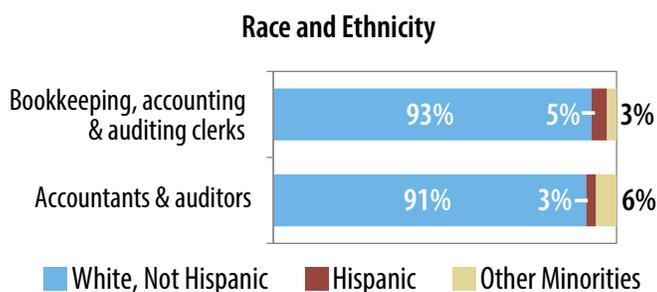
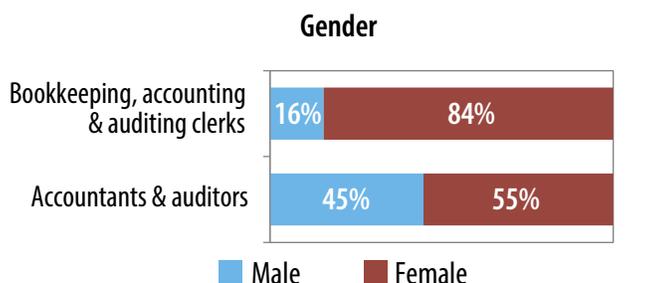
The following examples of the EEO dataset use worksite tables to describe the local labor market, that is, characteristic tables that describe individuals that work in a county without regard to their county of residence.

Wasatch County by Major Occupational Group

From 2006 to 2010 an estimated average of 7,565 people worked in Wasatch County. Of these, 6,385 or 84 percent were classified as white, not Hispanic that is the majority population of workers. Fourteen percent, or 1,074, were Hispanic or Latino and the remaining one percent (83 workers) were not Hispanic, not white of any other race or combination of races. Figure 1 shows the 7,565 county workers divided among 14 occupational groups by race and ethnicity. This figure depicts the relative size of each occupational group and its basic racial and ethnic makeup.

Figure 2 shows the same occupational group distribution but this time by gender. Of the 7,565 Wasatch workers,

Figure 3: Demographics and Commuting for Bookkeepers and Accountants in Utah County



60 percent (4,535) are male and 40 percent (3,027) were female. Among female workers, 80 percent were concentrated in four occupational groups: administrative support, service workers, other professional workers (many are in teaching occupations) and sales workers. Male workers are spread somewhat more evenly with the largest four groups accounting for 59 percent of male workers.

Utah County by Two Detailed Occupations

From 2006 to 2010 an estimated 188,380 people on average worked in Utah County. Of these, 161,290 or 86 percent were classified as white, not Hispanic. Ten percent or 18,940 were Hispanic or Latino and the remaining four percent (8,155 workers) were not Hispanic, not white—of any other race or combination of races. Of the Utah County workers 56 percent



Equal Opportunity Employment Continued

(105,095) were male and 44 percent (83,285) were female.

One of the more important uses of the custom EEO tables is to reveal the local labor market characteristics for specific detailed occupations. The following example concerns two related occupations which are found to some degree in all industries. First, bookkeeping, accounting, auditing clerks which is part of the administrative support occupational group of which there were an estimated 1,985 and second, accountants and auditors, part of the management, business and financial workers occupational group averaging 2,080 in Utah County over the 5-year period. Figure 3 provides percent distributions for three characteristics, gender, race and ethnicity and commuting. Please note that the percent scale on the commuting part of Figure 3 begins at 80 percent, not at zero percent. So while labeled correctly at 93 percent and 91 percent respectively, the size of the Utah County commuting bars (shaded dark blue) do not reflect their percent relative to the size of the other county shaded areas.

Both of these “white collar” office occupations have more women workers than men, this being strikingly true for clerks that are 84 percent female. Both of these occupations are more white-non-Hispanic than the 86 percent for all occupations. The race and ethnicity by gender detail found in EEO table estimates that of the 6.0 percent (124) other minorities for accountants and auditors, 100 or 4.8 percent of the total are Asian females.

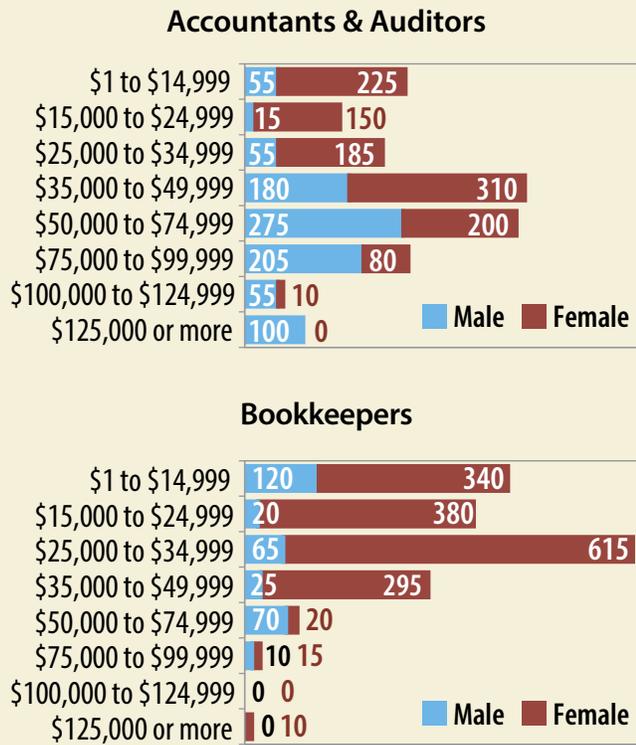
From the commuting section of Figure 3, note that the more skilled and higher paid occupation of accountants and auditors shows a greater degree of commuting than do the related clerks positions. This observation would be generally true among all occupations. The geographical extent of the labor market is larger for high skilled and high paid occupations.

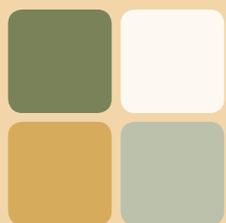
Finally, Figure 4 provides an income distribution by gender for the two detailed occupations. As expected, accountants and auditors have higher pay relative to bookkeepers, accounting and auditing clerks. The figure also illustrates at the higher income levels for accountants and auditors, males predominate.

American FactFinder

The above examples show just some of the rich detail available from this large collection of EEO tables. In addition to the examples shown, age, educational attainment, disability and industry tables are also available with cross-tabulations of gender and race and ethnicity. These data items are accessible using the U.S. Census Bureau’s “American FactFinder” table extract tools (<http://factfinder2.census.gov/faces/nav/jsf/pages/index.xhtml>).

Figure 4: Utah County Average Income Distribution for Accountants and Bookkeepers from 2006 to 2010





Current State of the Economy in Mountainland

BY JIM ROBSON, ECONOMIST

Economic conditions in the Mountainland Service Area (Utah, Juab, Wasatch and Summit Counties) continue to be above average with vibrant year-over job growth of 5.1 percent, or 11,587 new jobs, from September 2012 to September 2013. Job growth and other indicators show that the economy is well into its third year of renewed strength. Through the end of 2013, average payroll job growth ranged between 4.5 to 5.5 percent in the region. There has been job growth in most major industry sectors with particular strength among the construction, trade, healthcare, professional/technology and manufacturing industries. Unemployment in the region has subsided considerably from the recessionary peak of 8.2 percent at the beginning of 2010 to average 3.9 percent by December 2013.

Utah County

In September 2013, the number of payroll jobs in Utah County increased on average by 5.2 percent over September 2012, with 10,152 new positions. New robust employment growth has occurred in 14 of 19 major industrial sectors (see Figure 5). The most new jobs were added

by the construction industry with 2,453 additional jobs, a year-over increase of 18.3 percent. The majority of these new positions were in residential housing construction, which continues its recovery from the low levels of activity in the last recession. This new construction activity is reflected in related industries such as furniture manufacturing and real estate services— which experienced healthy job gains. Commercial and industrial building construction also provided additional strength in construction.

In addition to the 2,453 construction jobs, six other private sector industries added between 804 and 1,718 new jobs over the 12 months ending in September 2013. Leading this list is trade (wholesale and retail) with 1,718. The majority of trade jobs were added in retail by clothing and clothing accessories stores. Healthcare/social assistance contributed 1,270 new positions, increasing by 6.1 percent. Manufacturing businesses added 1,182 jobs with an increase of 7.1 percent. Restaurants/food services/accommodations added 1,072 jobs. Professional/scientific/technical services grew 6.5 percent or 913 jobs with computer systems design being responsible

Unemployment in the region has subsided considerably from the recessionary peak of 8.2% at the beginning of 2010 to average 3.9% by December 2013, with about 9,500 unemployed workers.



Current State of the Economy Continued

for most of the new job opportunities. The information industry added 804 jobs.

The unemployment rate in Utah County peaked in the early spring of 2010 at 8.1 percent, with 18,100 residents who could not find work. Initial claims for unemployment benefits in 2013, while still above the levels seen prior to the recession, are at their lowest level in five years.

Utah County employment growth will likely continue through the end of 2013 at a rate between 4.5 and 5.2 percent. The renewed growth in construction, including housing, is expected to result in an 18-percent increase in construction jobs for 2013 over last year. One other major contributor to the robust Utah county economy is professional/scientific/technical services. These better-than-average paying jobs are estimated to have increased in 2013 by 8.2 percent. Manufacturing jobs are estimated to increase from the already lofty 4.5 percent in 2012 to a rate above 5.0 percent in 2013.

Summit County

From September 2012 to September 2013, Summit County added 781 new jobs for a year-over increase of 3.8 percent. Summit's labor market continued to exhibit robust job growth in the third quarter of 2013 with 7 major industries producing year-over job growth above eight percent.

Professional/scientific/technical services added the most jobs, increasing by 144 positions, with management consulting and advertising services providing most of new jobs. Real estate, rental and leasing jobs increased on a year-

Figure 5: Mountainland Payroll Job Change from September 2012 to September 2013 by Industry

Industry	Utah County		Summit County		Wasatch County		Juab County	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Construction	2,453	18.3%	109	9.0%	105	13.1%	177	72.5%
Trade	1,718	6.1%	139	4.0%	40	3.6%	2	0.7%
Healthcare/Social Services	1,270	6.1%	93	9.5%	69	14.0%	10	2.1%
Manufacturing	1,182	7.1%	-97	-11.1%	32	15.1%	21	3.1%
Accommodation & Food	1,072	8.1%	-15	-0.3%	60	5.7%	-17	-6.3%
Prof/Sci/Tech/HQ*	913	6.5%	144	15.4%	48	23.2%	19	16.4%
Information	804	9.3%	49	20.1%	-6	-6.1%	d	d
Private Education	425	1.8%	-37	-11.1%	5	6.5%	d	d
Finance and Insurance	241	5.6%	4	1.0%	-3	-2.1%	-11	-21.6%
Other Private Services	174	3.9%	25	4.2%	-8	-4.0%	12	31.6%
Real Estate/Rental/Leasing	152	7.3%	142	14.1%	26	21.0%		-9.1%
State Government	136	1.7%	2	1.3%	-11	-5.9%	0	0.0%
Local Government	120	0.6%	103	4.5%	25	2.2%	5	0.7%
Transportation/Warehousing	49	2.0%	37	12.7%	5	5.9%	-3	-7.7%
Utilities	-10	-3.4%	-3	-6.4%	3	13.6%	d	d
Mining	-23	-17.0%	-3	-3.5%		-9.1%	-3	-5.2%
Federal Government	-26	-2.7%	-7	-10.0%	1	1.9%	2	6.5%
Admin Support/Waste**	-141	-1.2%	68	8.7%	10	2.3%	-2	-7.1%
Arts/Entertainment/Recreation	-361	-15.8%	26	1.2%	29	24.8%	d	d
Total	10,152	5.2%	781	3.8%	429	6.5%	225	7.2%

d = Not shown to avoid disclosure of individual firm data.

*Prof/Sci/Tech/HQ -- Professional/Scientific/Technical Services and Management of Companies (Headquarters).

**Admin Support/Waste -- Administration and Support/Waste/Remediation Services.

over basis by 142. Trade contributed 139 new positions. Construction grew a healthy 9.0 percent adding 93 new jobs. Finally, administrative/support/waste services, information, and transportation/warehousing jobs expanded by 68, 49 and 37 respectively.

The jobless rate in Summit topped out at 8.0 percent in November 2009 as a result of the recession. It has since receded to a favorable rate of 3.5 percent in December 2013. On a seasonally-adjusted basis, there are about 820 unemployed Summit County residents for any given month. Initial claims for unemployment benefits are at five year lows.

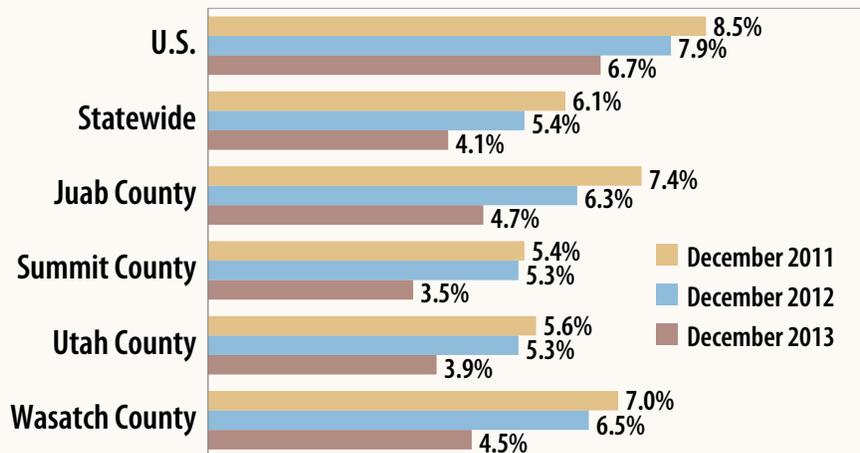
Summit's estimated job growth of around 800 on average in 2013 is slightly more than the 791 experienced in 2012. Employment gains among the majority of industry sectors will continue, however the rapid increases in professional /business services may moderate. Leisure/hospitality, in recent years, has been leading job creation in Summit. However, job growth in this industry fell off in the second half of 2013 and added fewer new jobs than in past few years.

Wasatch County

Employment growth in Wasatch from September 2012 to September 2013 was a robust 6.5 percent with new jobs added in 14 of 19 industry sectors. State government reductions of 11 positions were highest number of over-the-year job losses for any major industry sector.

The largest industry employment increases in Wasatch from September 2012 to September 2013 occurred in construction with 105 new jobs. Healthcare/social assistance contributed 69 additional jobs. Accommodations/food services employment increased by 60 with professional/scientific/technical services adding 48 new jobs, most of which are in advertising, architectural and legal services. Trade saw employment gains of 40 over-the-year while manufacturing, arts/entertainment/recreation and real estate all gained 32, 29, and 26 jobs respectively for the 12 months ending September 2013.

Figure 6: Mountainland Unemployment Rate Comparison December 2011, December 2012 and December 2013



The Wasatch County unemployment rate was estimated at 4.5 percent by December 2013. During the recession, unemployment peaked in Wasatch at 9.9 percent at the end of 2009.

In 2012, jobs grew by 5.7 percent and overall job growth is estimated to have been 7.5 percent in 2013.

Juab County

Juab County job growth moderated in the summer of 2013, with a robust year-over 7.2 percent rate in September. Juab added 225 new jobs with total employment reaching 3,359. Construction added the most new positions, 177, growing by 72.5 percent. Most of the new jobs were in commercial building construction. Manufacturing grew by 21 jobs and professional/scientific/technical services increased by 19.

The 2013 overall job outlook remained favorable through the end of the year in Juab. Average annual job growth in 2013 was estimated to have been approximately 6.4 percent above 2012.

Mountainland Service Area

Utah, Summit, Wasatch, and Juab Counties' robust job growth and favorable labor market conditions persisted through the end of 2013 and are continuing into 2014. By the end of 2013, the unemployment rate in Mountainland declined to a very favorable rate of 3.9 percent. Based on the strength of employment growth in recent years, job opportunities and lower unemployment will continue to characterize this area.

Employment growth in Wasatch County from September 2012 to September 2013 was a robust 6.5% with new jobs added in 14 of 19 industry sectors.



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The Equal Employment Opportunity Data

BY MELAUNI JENSEN, LMI ANALYST

From 2010 - 2013, there was an estimated 5.0 percent population growth in Utah compared to 2.4 percent in the United States. Demographic statistics like this from the U.S. Census Bureau's American Community Survey (ACS) are important and useful for the communities of Utah. The ACS asks a variety of demographic questions including race, gender, employment, income and education, and is a valuable source of occupational information. The survey provides unbiased data that are used to create occupational profiles as complete and accurate as possible. Profiles can then be used by government, community organizations or private businesses to make informed decisions.

Regional economists at the Department of Workforce Services analyze the data in an effort to tell a story about the changing aspects of the economy. The profile for a geographic area helps to reveal trends in the workforce and the economy. For instance, research has shown that the changes in age, compared to population growth, could make an impact on the future workforce. As people live longer, more workers retire, which can reduce the growth in the future labor force. Communities will need information like this to keep up with changing dynamics.

The ACS tells stories that can help communities to plan. Businesses can use the information about education and employment to find

strategic places to develop new establishments in their industry. A business specializing in senior services might look for potential employees skilled in nursing, or a business trying to obtain funding needs to show that their diversity follows the community. In an effort to keep up with basic services, local governments can look at commuting patterns and population to make decisions about transportation, or aging statistics to find the need for hospitals and schools. Local non-profit groups benefit from seeing a profile of the area that helps with emergency planning, finding funding or developing community projects. In a world that is growing technologically, jobs are changing and educators might use the data to evaluate the need to teach new methods and skills.

The combinations are endless in both the gathering and the analysis of these statistics, but it is clear that demographics are an important tool for communities transitioning to the changing future.

Many of these analyses can be found on Utah's Labor Market and Economy blog and other publications. <http://jobs.utah.gov/wi/pubs/publicat.html> and <http://economyutah.blogspot.com>