

# Shift Share Analysis of Employment and Wages for Polk County

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## Overview

Polk County saw significant private sector employment growth from Q1 2020 through Q1 2024, adding 26,605 jobs (13.0% growth) during the period. This is particularly strong when compared to the national growth which saw an increase of only 4.2% during the same period. The difference in growth between the nation and county accounted for just over 18,000 jobs locally. Wages have also improved overall, with 23.0% growth to an average weekly wage of \$1,082. This, however, was outpaced by the growth of wages nationally which grew by 25.4%. Overall, Polk County had strong jobs growth, with slightly underperforming wage growth, relative to the nation.

The economy has stabilized and inflation has nearly returned target levels, albeit with higher price levels. The efforts by the Federal Reserve to combat inflation have been successful so far and have avoided the “hard landing” of a recession. With monetary policy now easing and job growth remaining steady, slow price growth should give wages an opportunity to catch up over the next couple of years and return purchasing power to previous levels.

Using Shift Share Analysis, we are able to see a breakdown of what sectors and subsectors were responsible for the job growth, above and beyond what would have been expected. The growth can be broken down into 3 components:

1. The National Component – how many jobs would have been created if, at the county level, the sector grew at the overall national average (4.0% in the study period).
2. The Industry Component – the difference in job creation between the overall national average and the sector, at the national average.
3. The Local Component – the difference in job creation between the actual local employment change and what would have been expected given the overall national and industry growth.

To see how Polk County has fared, it is important to separate out the Local Component from the overall job growth. This was studied down to the 3-digit NAICS subsector level.

At the 2-digit level, we saw strong local growth from:

- Transportation and Warehousing (36.3%)
- Real Estate and Rental and Leasing (22.0%)
- Educational Services (17.0%)
- Administrative and Waste Services (16.0%)
- Health Care and Social Assistance (15.1%)

We saw moderate growth from:

- Information (12.9%)
- Construction (12.7%)
- Other Service, Except Public Administration (12.1%)
- Accommodation and Food Services (11.0%)
- Retail Trade (9.9%)
- Finance and Insurance (8.2%)
- Professional, Scientific, and Technical Services (7.5%)
- Manufacturing (7.3%)

We saw low to negative growth from:

- Arts, Entertainment, and Recreation (3.9%)
- Wholesale Trade (3.4%)
- Management of Companies and Enterprises (2.3%)
- Utilities (-3.1%)
- Mining, Quarrying, and Oil and Gas Extraction (-6.3%)
- Agriculture, Forestry, Fishing and Hunting (-28.9%)

There can be much variation among the 3-digit subsectors within each sector<sup>1</sup>. Analyzing this data may shed light on where the growth came from and how the growth in some areas compares to the losses in others. It is also worth considering the impact to the local economy of the jobs gained and lost. Two measures we can look at are Location Quotient (LQ) and average wages. LQs greater than 1 represent industries that have basic jobs for the Polk County economy, where basic jobs are ones above and beyond those necessary to meet the average demand for goods from that subsector given the population of the county. In other words, the basic jobs are the ones that produce the goods and services we “export” outside of the county, bringing outside money in. High LQ subsectors provide significant economic benefit to our county by bringing that outside money in. It is also worthwhile to study the changes to average wages in the subsectors. To do this, we can also conduct a Shift Share Analysis on the wages at the subsector level.

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<sup>1</sup> Several of the 6-digit NAICS codes were redefined in 2022 leading to an imperfect, but close comparison between 2020 data and 2024 data.

## Industry Summaries

### Agriculture

Within Agriculture, the most significant losses come from Crop Production, which lost 426 jobs in Polk County. This has a somewhat mitigated impact due to the lower-than-average wages (\$769 weekly). Wages for the sector as a whole were up significantly (+27.4%) with an overperformance locally (local component of +7.8%).

### Mining, Quarrying, and Oil and Gas Extraction

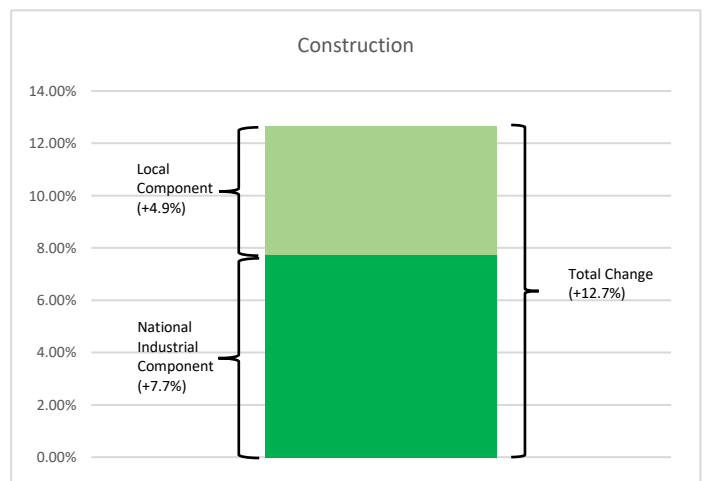
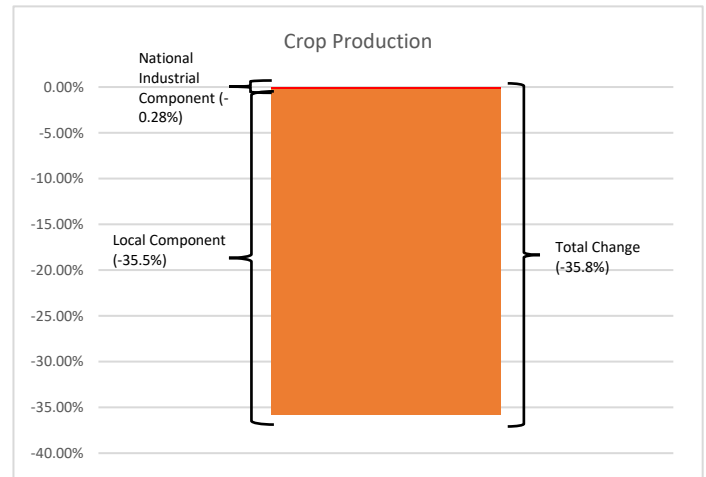
There were 667 jobs in Mining, Quarrying, and Oil and Gas Extraction, down 45 from 2020. These jobs are less impactful with a LQ of .66, however they have wages of \$2,047 per week.

### Utilities

Within Utilities there were job losses (-3.1% overall, 10.7% less than at the national level), with wages falling behind national growth for the industry by 3.7%. Despite the relatively small size of the private Utility sector, these jobs are among our highest wage jobs with weekly wages of \$2,838. A return to growth here would create a meaningful economic impact.

### Construction

The time-period under review saw a significant uptick in construction activity as building activity picked up with significant demand throughout 2021 and 2022, with things slowing a bit more in 2023 and early 2024. Overall, construction jobs were up 12.7%, with local growth stronger than national industrial growth by 4.9%. Wages for the industry locally are up as well (+29.9%) with Polk County outperforming the national industry averages (+7.5%). The Construction industry's wage growth is meaningful as it pushed the average industries wage above the county average wage.



## Manufacturing

In Manufacturing, Polk County grew while jobs remained nearly flat nationally (+7.3% in the county, 0.5% nationally, for a local factor of +6.8%). There is, however, meaningful variation within the sector. The largest growth came from Nonmetallic Mineral Production Manufacturing and Food Manufacturing which added 410 and 380 jobs, respectively. Nonmetallic Mineral Production Manufacturing pays above average wages (\$1,466 weekly) with a LQ of 3.2 while Food Manufacturing pays an average wage (\$1,244 weekly) with a LQ of 2.5. Both subsectors provide Basic Jobs and have a wage above the county's average.

## Wholesale Trade

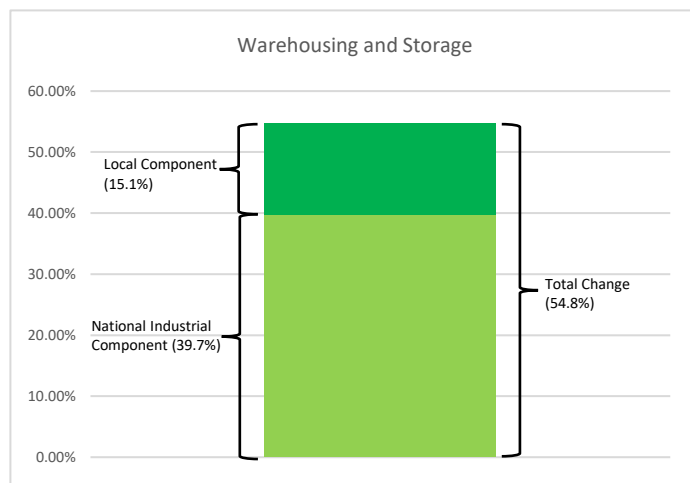
Wholesale Trade employment grew by 3.4%, slightly underperforming national growth with a local growth component of -0.6%. The additional jobs came from Merchant Wholesalers, Durable Goods, which added 718 jobs while the Nondurable Goods subsector lost 432 jobs. Wholesale Trade jobs carried an average wage of \$1,702 per week.

## Retail Trade

Within the Retail Trade sector, there was significant variation among 3-digit classifications. It should also be noted that the NAICS classification system made changes to some of the classifications for 2022, so while current jobs are considered accurate the changes at the 3-digit level are only approximations. Overall, Retail Trade grew by 9.9%, adding 2,872 jobs, while jobs were effectively flat nationally in the industry, leading to a local component of +9.8%. Among Retail Trade, the only subsector with above average wages is the Motor Vehicle and Parts Dealers (\$1,195 weekly), however, they experienced a wage decline locally (-2.4%).

## Transportation and Warehousing

Job growth for Transportation and Warehousing outpaced the national industrial average by a wide margin (local component of +22.0%) and was responsible for over 7,500 new jobs since 2020. Warehousing and Storage jobs outperformed national industrial growth (local component of 15.1%) and added just over 6,600 jobs overall. Warehousing and Storage continues to bolster the county's strong position in the industry with an LQ of 5.9. The next largest contribution from that industry was from Truck Transportation, which added nearly 600 jobs with a local growth component of 8.9%. These jobs are particularly important as the Truck Transportation weekly wages (\$1,287) are above the county average.



## **Information**

The Information sector added 232 jobs, outpacing the the national average (+12.1% local component), with much of the growth coming from the Telecommunications subsector which added 179 jobs. With a LQ of 1.1 and above average wage (\$1,237 weekly), Telecommunications is of growing importance to the county.

## **Finance and Insurance**

The net job gain in Finance and Insurance was solid (+8.2%, for nearly 800 jobs) and outpaced the national average with a positive local component (+4.8%). The growth was driven mainly by Insurance Carriers and Related Activities, where 455 new jobs were added. The gains in insurance are more impactful with a LQ of 1.5 with above average wages (\$1,503 weekly). Wage growth in the sector lagged the national trend with local component of -8.5% and overall growth of 14.4% to an average of \$1,767 per week. While wages in Finance have not kept up with national growth, it remains one of the county's highest paying industries.

## **Real Estate and Rental and Leasing**

Real Estate and Rental and Leasing outperformed the national industrial employment growth (local component +22.0%), supported by growth at the Real Estate subsector level (local growth component +18.4%). This is of relatively low impact as the LQ is below 1 and the average weekly wages (\$828) are below the county average.

## **Professional, Scientific and Technical Services**

Professional and Technical Services underperformed the national industrial employment growth pace (local component -3.3%) but remains a low impact portion of the economy with a LQ of 0.5, however the wages (\$1,359 weekly) are above county averages.

## **Management of Companies and Enterprises**

Management of Companies and Enterprises underperformed the national industrial employment growth (local component -5.7%). This has a meaningful impact on the local economy as it remains a high impact (LQ 1.5) and high wage (\$1,863 weekly) industry for the county.

## **Administrative and Waste Services**

Locally, Administrative and Waste Services outpaced national industrial employment averages (local component +16.5%). The impact of this sector is increasing as the LQ remains above 1.0, however, the wages (\$846) are below county averages.

## **Educational Services**

Employment growth in Educational Services outpaced national industrial averages (local component +9.8%), while wages grew more slowly (-2.9%) as compared to wage changes around the nation.

## Health Care and Social Assistance

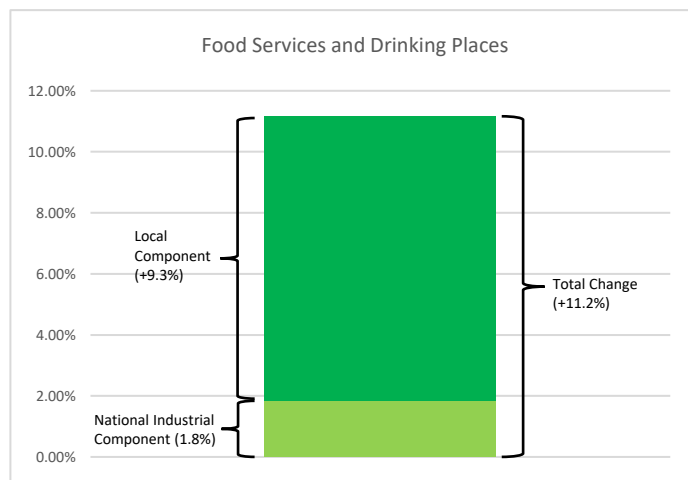
Employment growth in Nursing and Residential Care Facilities outpaced national industrial averages (local component of +8.3%), adding over 4,500 jobs. We also had relative growth in Ambulatory Health Care Services, and Hospitals (local components of +11.0%, and 10.7%, respectively). The gains from both Ambulatory Health Care Services and Hospitals are impactful as these jobs carry higher wages (\$1,345 and \$1,285, respectively) and LQ of 1.4 and 1.2, respectively. Wage growth in the Ambulatory Health Care Services, however, is lagging national growth (-10.5% local component) as compared to national industrial averages.

## Arts, Entertainment, and Recreation

The industry gained jobs overall (+3.9%, for 164 jobs), however, it underperformed as compared to national industrial averages (local component of -0.9%). While none of the subsectors lost jobs, Performing Arts, Spectator Sports, and Related Industries and Amusements, Gambling and Recreation both underperformed national industrial averages. Wages in the Performing Arts, Spectator Sports, and Related Industries subsector fell substantially (-16.8%) despite national industrial average wages increasing 30.4%, they remain above county average wages.

## Accommodation and Food Services

Accommodation and Food Services were in recovery mode, gaining 2,229 jobs overall and outperforming the national recovery (local component of +10.6%, overall gain of 11.0%). Overall wage growth in the subsector was positive and outpaced national wage growth (local component of +5.3%). The county remains underserved by Accommodations (LQ of 0.6) and gave back prior gains as it had grown to an LQ of 0.8 last year.



## Other Services, Except Public Administration

Employment in Other Services, Except Public Administration outpaced national industrial averages (local component of +9.7%), with meaningful gains coming from all subsectors except the Private Household subsector (-20 job losses overall). The gains in the Repair and Maintenance subsector (330 jobs) are also impactful with an LQ of 1.3 and wages above the county average (\$1,177 weekly).

The tables including the full Shift Share analysis on employment and wages at the 2-digit and 3-digital levels are included on the pages that follow.

### Shift Share Analysis of Employment (Q1 2024 - Q1 2020)

	Employment (2024)	Total Change		National Component		Industry Component		Local Component		Location Quotient
		Change	Percentage	Change	Percentage	Change	Percentage	Change	Percentage	
<b>10 Total, all industries</b>	<b>231,798</b>	<b>26,605</b>	<b>12.97%</b>	<b>8,533</b>	<b>4.16%</b>			<b>18,073</b>	<b>8.81%</b>	<b>1.04</b>
102 Service-providing	194,370	24,335	14.31%	7,071	4.16%	532	0.31%	16,733	9.84%	1.05
101 Goods-producing	37,428	2,270	6.46%	1,462	4.16%	-526	-1.50%	1,334	3.79%	0.99
<b>NAICS 11 Agriculture, forestry, fishing and hunting</b>	<b>1,830</b>	<b>-744</b>	<b>-28.91%</b>	<b>107</b>	<b>4.16%</b>	<b>-122</b>	<b>-4.72%</b>	<b>-730</b>	<b>-28.35%</b>	<b>0.97</b>
NAICS 111 Crop production	764	-426	-35.79%	49	4.16%	-53	-4.44%	-423	-35.51%	0.93
NAICS 112 Animal production and aquaculture	243	-19	-7.24%	11	4.16%	-12	-4.68%	-18	-6.72%	0.54
NAICS 115 Support activities for agriculture and forestry	809	-299	-26.98%	46	4.16%	-41	-3.71%	-304	-27.43%	1.50
<b>NAICS 21 Mining, quarrying, and oil and gas extraction</b>	<b>667</b>	<b>-45</b>	<b>-6.28%</b>	<b>30</b>	<b>4.16%</b>	<b>-75</b>	<b>-10.61%</b>	<b>1</b>	<b>0.18%</b>	<b>0.66</b>
NAICS 212 Mining (except oil and gas)	639	-61	-8.67%	29	4.16%	-9	-1.30%	-81	-11.53%	1.95
<b>NAICS 22 Utilities</b>	<b>644</b>	<b>-21</b>	<b>-3.11%</b>	<b>28</b>	<b>4.16%</b>	<b>22</b>	<b>3.38%</b>	<b>-71</b>	<b>-10.65%</b>	<b>0.64</b>
NAICS 221 Utilities	644	-21	-3.11%	28	4.16%	22	3.38%	-71	-10.65%	0.64
<b>NAICS 23 Construction</b>	<b>15,519</b>	<b>1,743</b>	<b>12.66%</b>	<b>573</b>	<b>4.16%</b>	<b>493</b>	<b>3.58%</b>	<b>677</b>	<b>4.92%</b>	<b>1.16</b>
NAICS 236 Construction of buildings	2,889	613	26.95%	95	4.16%	124	5.45%	395	17.34%	0.90
NAICS 237 Heavy and civil engineering construction	1,672	214	14.68%	61	4.16%	16	1.07%	138	9.46%	0.92
NAICS 238 Specialty trade contractors	10,958	916	9.12%	418	4.16%	348	3.46%	151	1.50%	1.31
<b>NAICS 31-33 Manufacturing</b>	<b>19,412</b>	<b>1,316</b>	<b>7.27%</b>	<b>753</b>	<b>4.16%</b>	<b>-662</b>	<b>-3.66%</b>	<b>1,225</b>	<b>6.77%</b>	<b>0.90</b>
NAICS 311 Food manufacturing	5,059	380	8.13%	195	4.16%	116	2.48%	70	1.49%	1.70
NAICS 312 Beverage and tobacco product manufacturing	329	30	9.90%	12	4.16%	27	8.91%	-10	-3.17%	0.60
NAICS 314 Textile product mills	126	72	132.72%	2	4.16%	-8	-14.75%	77	143.31%	0.70
NAICS 315 Apparel manufacturing	27	14	110.53%	1	4.16%	-3	-24.13%	17	130.50%	0.19
NAICS 321 Wood product manufacturing	1,788	-193	-9.76%	82	4.16%	-37	-1.84%	-239	-12.07%	2.52
NAICS 322 Paper manufacturing	663	-10	-1.49%	28	4.16%	-42	-6.24%	4	0.60%	1.10
NAICS 323 Printing and related support activities	557	-19	-3.35%	24	4.16%	-102	-17.67%	59	10.16%	0.90
NAICS 324 Petroleum and coal products manufacturing	317	86	37.48%	10	4.16%	-12	-5.37%	89	38.70%	1.73
NAICS 325 Chemical manufacturing	2,290	186	8.84%	87	4.16%	15	0.71%	84	3.98%	1.52
NAICS 326 Plastics and rubber products manufacturing	1,129	86	8.25%	43	4.16%	-46	-4.41%	89	8.50%	0.91
NAICS 327 Nonmetallic mineral product manufacturing	1,553	410	35.86%	48	4.16%	-42	-3.71%	405	35.42%	2.23
NAICS 331 Primary metal manufacturing	620					Previously Unreported				0.97
NAICS 332 Fabricated metal product manufacturing	1,815	319	21.35%	62	4.16%	-76	-5.05%	333	22.24%	0.73
NAICS 333 Machinery manufacturing	1,364	44	3.31%	55	4.16%	-44	-3.33%	33	2.48%	0.75
NAICS 334 Computer and electronic product manufacturing	146	15	11.45%	5	4.16%	-12	-8.92%	21	16.21%	0.08
NAICS 335 Electrical equipment, appliance, and component ma	75	-37	-33.23%	5	4.16%	1	1.24%	-43	-38.63%	0.10
NAICS 336 Transportation equipment manufacturing	574	-80	-12.19%	27	4.16%	-4	-0.54%	-103	-15.82%	0.19
NAICS 337 Furniture and related product manufacturing	196	59	42.62%	6	4.16%	-18	-13.25%	71	51.71%	0.33
NAICS 339 Miscellaneous manufacturing	781	-260	-24.94%	43	4.16%	-43	-4.16%	-260	-24.95%	0.75
<b>NAICS 42 Wholesale trade</b>	<b>10,576</b>	<b>346</b>	<b>3.39%</b>	<b>425</b>	<b>4.16%</b>	<b>-23</b>	<b>-0.23%</b>	<b>-56</b>	<b>-0.55%</b>	<b>1.02</b>
NAICS 423 Merchant wholesalers, durable goods	5,742	718	14.28%	209	4.16%	92	1.83%	417	8.29%	0.99
NAICS 424 Merchant wholesalers, nondurable goods	4,138	-432	-9.45%	190	4.16%	-71	-1.55%	-551	-12.06%	1.11
NAICS 425 Wholesale trade agents and brokers	696	60	9.49%	26	4.16%	-49	-7.66%	83	13.00%	0.84
<b>NAICS 44-45 Retail trade</b>	<b>32,016</b>	<b>2,872</b>	<b>9.85%</b>	<b>1,212</b>	<b>4.16%</b>	<b>-1,204</b>	<b>-4.13%</b>	<b>2,864</b>	<b>9.83%</b>	<b>1.22</b>
NAICS 441 Motor vehicle and parts dealers	6,082	872	16.75%	217	4.16%	-172	-3.30%	827	15.88%	1.75
NAICS 444 Building material and garden equipment and supplie	3,108	353	12.83%	115	4.16%	57	2.07%	182	6.60%	1.33
NAICS 445 Food and beverage retailers	6,943	1,400	25.27%	230	4.16%	70	1.27%	1,100	19.84%	1.27
NAICS 449 Furniture, home furnishings, electronics, and appliai	1,811	154	9.32%	69	4.16%	-762	-46.03%	848	51.19%	1.31
NAICS 455 General merchandise retailers	7,205	-376	-4.96%	315	4.16%	355	4.68%	-1,046	-13.80%	1.32
NAICS 456 Health and personal care retailers	1,625	-31	-1.89%	69	4.16%	30	1.83%	-131	-7.88%	0.87
NAICS 457 Gasoline stations and fuel dealers	1,859	291	18.53%	65	4.16%	104	6.66%	121	7.71%	1.06
NAICS 458 Clothing, clothing accessories, shoe, and jewelry rel	1,443	-77	-5.07%	63	4.16%	-199	-13.11%	59	3.89%	0.76
NAICS 459 Sporting goods, hobby, musical instrument, book, a	1,940	343	21.45%	66	4.16%	83	5.18%	194	12.11%	0.76
<b>NAICS 48-49 Transportation and warehousing</b>	<b>28,335</b>	<b>7,545</b>	<b>36.29%</b>	<b>865</b>	<b>4.16%</b>	<b>2,097</b>	<b>10.09%</b>	<b>4,583</b>	<b>22.04%</b>	<b>2.58</b>
NAICS 481 Air transportation	88	80	1004.17%	0	4.16%	0	4.81%	80	995.20%	0.09
NAICS 484 Truck transportation	6,728	572	9.29%	256	4.16%	-231	-3.75%	547	8.88%	2.63
NAICS 485 Transit and ground passenger transportation	53	8	16.79%	2	4.16%	-4	-9.79%	10	22.42%	0.07
NAICS 487 Scenic and sightseeing transportation	4	-9	-70.27%	1	4.16%	-2	-14.97%	-7	-59.46%	0.07
NAICS 488 Support activities for transportation	829	-30	-3.49%	36	4.16%	37	4.35%	-103	-12.00%	0.61
NAICS 492 Couriers and messengers	1,971	328	19.97%	68	4.16%	263	16.01%	-3	-0.20%	1.08
NAICS 493 Warehousing and storage	18,656	6,604	54.80%	501	4.16%	4,288	35.58%	1,815	15.06%	5.86

	Employment (2023)	Total Change		National Component		Industry Component		Local Component		Location Quotient
		Change	Percentage	Change	Percentage	Change	Percentage	Change	Percentage	
<b>NAICS 51 Information</b>	<b>2,034</b>	<b>232</b>	<b>12.88%</b>	<b>75</b>	<b>4.16%</b>	<b>-61</b>	<b>-3.40%</b>	<b>218</b>	<b>12.12%</b>	<b>0.41</b>
NAICS 512 Motion picture and sound recording industries	179	-9	-4.78%	8	4.16%	-35	-18.84%	19	9.90%	0.27
NAICS 513 Publishing industries	517	75	16.89%	18	4.16%	-106	-24.05%	163	36.78%	0.35
NAICS 516 Broadcasting and content providers	55	-36	-39.64%	4	4.16%	25	27.02%	-65	-70.81%	0.09
NAICS 517 Telecommunications	1,193	179	17.61%	42	4.16%	-149	-14.68%	285	28.13%	1.13
NAICS 518 Computing infrastructure providers, data processing	76	11	16.92%	3	4.16%	19	29.28%	-11	-16.52%	0.09
<b>NAICS 52 Finance and insurance</b>	<b>10,113</b>	<b>768</b>	<b>8.22%</b>	<b>389</b>	<b>4.16%</b>	<b>-66</b>	<b>-0.71%</b>	<b>446</b>	<b>4.77%</b>	<b>0.94</b>
NAICS 522 Credit intermediation and related activities	3,209	348	12.18%	119	4.16%	-223	-7.80%	453	15.82%	0.73
NAICS 523 Securities, commodity contracts, and other financial	383	-44	-10.30%	18	4.16%	38	8.90%	-100	-23.36%	0.21
NAICS 524 Insurance carriers and related activities	6,485	455	7.54%	251	4.16%	172	2.84%	32	0.54%	1.46
NAICS 525 Funds, trusts, and other financial vehicles	36	9	35.00%	1	4.16%	19	70.84%	-11	-39.99%	0.70
<b>NAICS 53 Real estate and rental and leasing</b>	<b>4,148</b>	<b>747</b>	<b>21.98%</b>	<b>141</b>	<b>4.16%</b>	<b>-18</b>	<b>-0.54%</b>	<b>624</b>	<b>18.36%</b>	<b>1.03</b>
NAICS 531 Real estate	2,877	226	8.51%	110	4.16%	25	0.96%	90	3.39%	0.94
<b>NAICS 54 Professional, scientific, and technical services</b>	<b>8,409</b>	<b>586</b>	<b>7.49%</b>	<b>325</b>	<b>4.16%</b>	<b>518</b>	<b>6.62%</b>	<b>-257</b>	<b>-3.28%</b>	<b>0.46</b>
NAICS 541 Professional, scientific, and technical services	8,409	586	7.49%	325	4.16%	518	6.62%	-257	-3.28%	0.46
<b>NAICS 55 Management of companies and enterprises</b>	<b>6,511</b>	<b>149</b>	<b>2.34%</b>	<b>265</b>	<b>4.16%</b>	<b>248</b>	<b>3.90%</b>	<b>-364</b>	<b>-5.72%</b>	<b>1.47</b>
NAICS 551 Management of companies and enterprises	6,511	149	2.34%	265	4.16%	248	3.90%	-364	-5.72%	1.47
<b>NAICS 56 Administrative and support and waste management and</b>	<b>18,376</b>	<b>2,535</b>	<b>16.00%</b>	<b>659</b>	<b>4.16%</b>	<b>-744</b>	<b>-4.70%</b>	<b>2,620</b>	<b>16.54%</b>	<b>1.20</b>
NAICS 561 Administrative and support services	17,227	2,213	14.74%	624	4.16%	-795	-5.30%	2,384	15.88%	1.19
NAICS 562 Waste management and remediation services	1,149	322	38.88%	34	4.16%	55	6.66%	232	28.06%	1.36
<b>NAICS 61 Educational services</b>	<b>5,358</b>	<b>778</b>	<b>16.98%</b>	<b>190</b>	<b>4.16%</b>	<b>137</b>	<b>2.99%</b>	<b>450</b>	<b>9.83%</b>	<b>0.97</b>
NAICS 611 Educational services	5,358	778	16.98%	190	4.16%	137	2.99%	450	9.83%	0.97
<b>NAICS 62 Health care and social assistance</b>	<b>34,406</b>	<b>4,503</b>	<b>15.06%</b>	<b>1,243</b>	<b>4.16%</b>	<b>770</b>	<b>2.57%</b>	<b>2,489</b>	<b>8.33%</b>	<b>0.92</b>
NAICS 621 Ambulatory health care services	15,479	2,748	21.59%	529	4.16%	817	6.41%	1,402	11.01%	1.06
NAICS 622 Hospitals	9,998	1,328	15.31%	361	4.16%	37	0.42%	931	10.73%	1.09
NAICS 623 Nursing and residential care facilities	5,096	-106	-2.03%	216	4.16%	-383	-7.35%	61	1.17%	0.91
NAICS 624 Social assistance	3,833	533	16.14%	137	4.16%	200	6.07%	195	5.92%	0.49
<b>NAICS 71 Arts, entertainment, and recreation</b>	<b>4,362</b>	<b>164</b>	<b>3.91%</b>	<b>175</b>	<b>4.16%</b>	<b>28</b>	<b>0.67%</b>	<b>-38</b>	<b>-0.91%</b>	<b>1.14</b>
NAICS 711 Performing arts, spectator sports, and related indus	767	46	6.43%	30	4.16%	46	6.41%	-30	-4.14%	0.97
NAICS 712 Museums, historical sites, and similar institutions	303	109	56.19%	8	4.16%	-4	-1.82%	104	53.85%	1.10
NAICS 713 Amusement, gambling, and recreation industries	3,292	9	0.27%	137	4.16%	-25	-0.77%	-102	-3.11%	1.19
<b>NAICS 72 Accommodation and food services</b>	<b>22,448</b>	<b>2,229</b>	<b>11.02%</b>	<b>841</b>	<b>4.16%</b>	<b>-756</b>	<b>-3.74%</b>	<b>2,144</b>	<b>10.60%</b>	<b>0.95</b>
NAICS 721 Accommodation	1,836	162	9.68%	70	4.16%	-202	-12.05%	294	17.57%	0.59
NAICS 722 Food services and drinking places	20,612	2,067	11.15%	771	4.16%	-431	-2.33%	1,727	9.31%	1.01
<b>NAICS 81 Other services (except public administration)</b>	<b>6,188</b>	<b>670</b>	<b>12.14%</b>	<b>229</b>	<b>4.16%</b>	<b>-95</b>	<b>-1.72%</b>	<b>535</b>	<b>9.70%</b>	<b>0.80</b>
NAICS 811 Repair and maintenance	3,044	330	12.17%	113	4.16%	104	3.84%	113	4.18%	1.25
NAICS 812 Personal and laundry services	1,778	337	23.42%	60	4.16%	-46	-3.20%	324	22.47%	0.69
NAICS 813 Religious, grantmaking, civic, professional, and simi	1,100	22	2.07%	45	4.16%	-36	-3.35%	14	1.27%	0.46
NAICS 814 Private households	266	-20	-6.99%	12	4.16%	-41	-14.46%	9	3.31%	0.75
<b>NAICS 99 Unclassified</b>	<b>446</b>	<b>232</b>	<b>108.09%</b>	<b>9</b>	<b>4.16%</b>	<b>288</b>	<b>134.34%</b>	<b>-65</b>	<b>-30.41%</b>	<b>0.83</b>
NAICS 999 Unclassified	446	232	108.09%	9	4.16%	288	134.34%	-65	-30.41%	0.83



### Shift Share Analysis of Wages (Q1 2024 - Q1 2020)

	Avg Weekly Wage (2024)	Total Change		National Component		Industry Component		Local Component		Location Quotient
		Change	Percentage	Change	Percentage	Change	Percentage	Change	Percentage	
<b>10 Total, all industries</b>	<b>1,082</b>	<b>202</b>	<b>22.95%</b>	<b>224</b>	<b>25.40%</b>			<b>-22</b>	<b>-2.45%</b>	<b>1.03</b>
102 Service-providing	1,036	201	24.07%	212	25.40%	7	0.88%	-18	-2.21%	1.01
101 Goods-producing	1,323	226	20.60%	279	25.40%	-40	-3.64%	-13	-1.16%	1.12
<b>NAICS 11 Agriculture, forestry, fishing and hunting</b>	<b>822</b>	<b>177</b>	<b>27.44%</b>	<b>164</b>	<b>25.40%</b>	<b>-37</b>	<b>-5.77%</b>	<b>50</b>	<b>7.80%</b>	<b>1.30</b>
NAICS 111 Crop production	769	179	30.34%	150	25.40%	-24	-4.01%	53	8.94%	1.28
NAICS 112 Animal production and aquaculture	706	-124	-14.94%	211	25.40%	-43	-5.18%	-292	-35.17%	0.57
NAICS 115 Support activities for agriculture and forestry	907	247	37.42%	168	25.40%	-49	-7.45%	128	19.47%	2.24
<b>NAICS 21 Mining, quarrying, and oil and gas extraction</b>	<b>2,047</b>	<b>362</b>	<b>21.48%</b>	<b>428</b>	<b>25.40%</b>	<b>-72</b>	<b>-4.30%</b>	<b>6</b>	<b>0.38%</b>	<b>0.65</b>
NAICS 212 Mining (except oil and gas)	2,048	353	20.83%	431	25.40%	-37	-2.17%	-41	-2.41%	2.90
<b>NAICS 22 Utilities</b>	<b>2,838</b>	<b>340</b>	<b>13.61%</b>	<b>635</b>	<b>25.40%</b>	<b>-201</b>	<b>-8.06%</b>	<b>-93</b>	<b>-3.73%</b>	<b>0.83</b>
NAICS 221 Utilities	2,838	340	13.61%	635	25.40%	-201	-8.06%	-93	-3.73%	0.83
<b>NAICS 23 Construction</b>	<b>1,209</b>	<b>278</b>	<b>29.86%</b>	<b>237</b>	<b>25.40%</b>	<b>-28</b>	<b>-3.02%</b>	<b>70</b>	<b>7.48%</b>	<b>1.32</b>
NAICS 236 Construction of buildings	1,485	273	22.52%	308	25.40%	-26	-2.16%	-9	-0.72%	1.16
NAICS 237 Heavy and civil engineering construction	1,519	417	37.84%	280	25.40%	-56	-5.04%	193	17.48%	1.12
NAICS 238 Specialty trade contractors	1,088	245	29.06%	214	25.40%	-24	-2.84%	55	6.49%	1.45
<b>NAICS 31-33 Manufacturing</b>	<b>1,436</b>	<b>172</b>	<b>13.61%</b>	<b>321</b>	<b>25.40%</b>	<b>-38</b>	<b>-3.04%</b>	<b>-111</b>	<b>-8.76%</b>	<b>1.03</b>
NAICS 311 Food manufacturing	1,244	134	12.07%	282	25.40%	-30	-2.66%	-118	-10.67%	2.48
NAICS 312 Beverage and tobacco product manufacturing	1,048	105	11.13%	240	25.40%	-80	-8.47%	-55	-5.80%	0.70
NAICS 314 Textile product mills	922	235	34.21%	175	25.40%	-16	-2.37%	77	11.17%	0.94
NAICS 315 Apparel manufacturing	649	292	81.79%	91	25.40%	-4	-1.13%	205	57.52%	0.16
NAICS 321 Wood product manufacturing	1,014	211	26.28%	204	25.40%	42	5.18%	-35	-4.31%	2.97
NAICS 322 Paper manufacturing	2,098	703	50.39%	354	25.40%	-121	-8.64%	469	33.63%	1.99
NAICS 323 Printing and related support activities	899	117	14.96%	199	25.40%	-61	-7.82%	-21	-2.63%	0.99
NAICS 324 Petroleum and coal products manufacturing	2,248	139	6.59%	536	25.40%	-47	-2.21%	-350	-16.61%	1.65
NAICS 325 Chemical manufacturing	2,056	439	27.15%	411	25.40%	-143	-8.82%	171	10.57%	1.57
NAICS 326 Plastics and rubber products manufacturing	1,754	585	50.04%	297	25.40%	-15	-1.31%	303	25.95%	1.66
NAICS 327 Nonmetallic mineral product manufacturing	1,466	230	18.61%	314	25.40%	-38	-3.10%	-46	-3.70%	3.20
NAICS 331 Primary metal manufacturing	1,912			Previously Unreported						1.45
NAICS 332 Fabricated metal product manufacturing	1,329	318	31.45%	257	25.40%	-25	-2.50%	86	8.54%	0.99
NAICS 333 Machinery manufacturing	1,537	244	18.87%	328	25.40%	-38	-2.91%	-47	-3.62%	0.86
NAICS 334 Computer and electronic product manufacturing	1,803	163	9.94%	417	25.40%	-2	-0.11%	-252	-15.36%	0.07
NAICS 335 Electrical equipment, appliance, and component ma	1,485	-542	-26.74%	515	25.40%	-105	-5.17%	-952	-46.98%	0.13
NAICS 336 Transportation equipment manufacturing	831	12	1.47%	208	25.40%	-20	-2.48%	-176	-21.46%	0.11
NAICS 337 Furniture and related product manufacturing	991	276	38.60%	182	25.40%	-13	-1.86%	108	15.06%	0.41
NAICS 339 Miscellaneous manufacturing	1,258	-1,028	-44.97%	581	25.40%	-67	-2.91%	-1,542	-67.46%	0.77
<b>NAICS 42 Wholesale trade</b>	<b>1,702</b>	<b>467</b>	<b>37.81%</b>	<b>314</b>	<b>25.40%</b>	<b>15</b>	<b>1.21%</b>	<b>138</b>	<b>11.20%</b>	<b>1.18</b>
NAICS 423 Merchant wholesalers, durable goods	1,887	583	44.71%	331	25.40%	39	2.98%	213	16.32%	1.27
NAICS 424 Merchant wholesalers, nondurable goods	1,505	331	28.19%	298	25.40%	-5	-0.45%	38	3.24%	1.20
NAICS 425 Wholesale trade agents and brokers	1,348	227	20.25%	285	25.40%	-5	-0.47%	-52	-4.68%	0.60
<b>NAICS 44-45 Retail trade</b>	<b>743</b>	<b>166</b>	<b>28.77%</b>	<b>147</b>	<b>25.40%</b>	<b>-14</b>	<b>-2.48%</b>	<b>34</b>	<b>5.84%</b>	<b>1.58</b>
NAICS 441 Motor vehicle and parts dealers	1,195	248	26.19%	241	25.40%	30	3.18%	-23	-2.40%	2.31
NAICS 444 Building material and garden equipment and supplie	874	318	57.19%	141	25.40%	0	-0.08%	177	31.87%	1.91
NAICS 445 Food and beverage retailers	509	77	17.82%	110	25.40%	-13	-2.90%	-20	-4.68%	1.44
NAICS 449 Furniture, home furnishings, electronics, and applia	960	204	26.98%	192	25.40%	-145	-19.24%	157	20.82%	1.50
NAICS 455 General merchandise retailers	615	133	27.59%	122	25.40%	50	10.34%	-39	-8.15%	1.69
NAICS 456 Health and personal care retailers	764	62	8.83%	178	25.40%	-62	-8.82%	-54	-7.75%	0.99
NAICS 457 Gasoline stations and fuel dealers	591	162	37.76%	109	25.40%	89	20.75%	-36	-8.39%	1.32
NAICS 458 Clothing, clothing accessories, shoe, and jewelry rel	441	98	28.57%	87	25.40%	43	12.67%	-33	-9.50%	0.72
NAICS 459 Sporting goods, hobby, musical instrument, book, a	576	170	41.87%	103	25.40%	66	16.30%	1	0.17%	0.87
<b>NAICS 48-49 Transportation and warehousing</b>	<b>1,035</b>	<b>175</b>	<b>20.35%</b>	<b>218</b>	<b>25.40%</b>	<b>-29</b>	<b>-3.38%</b>	<b>-14</b>	<b>-1.68%</b>	<b>2.89</b>
NAICS 481 Air transportation	1,313	-361	-21.57%	425	25.40%	-34	-2.04%	-752	-44.93%	0.07
NAICS 484 Truck transportation	1,287	318	32.82%	246	25.40%	-19	-1.95%	91	9.37%	3.77
NAICS 485 Transit and ground passenger transportation	1,429	1,016	246.00%	105	25.40%	27	6.43%	885	214.17%	0.14
NAICS 487 Scenic and sightseeing transportation	392	77	24.44%	80	25.40%	-33	-10.60%	30	9.64%	0.06
NAICS 488 Support activities for transportation	1,340	441	49.05%	228	25.40%	-26	-2.93%	239	26.58%	0.80
NAICS 492 Couriers and messengers	860	155	21.99%	179	25.40%	-26	-3.76%	2	0.34%	1.26
NAICS 493 Warehousing and storage	946	123	14.95%	209	25.40%	-3	-0.37%	-83	-10.09%	7.60

	Avg Weekly Wage (2023)	Total Change		National Component		Industry Component		Local Component		Location Quotient
		Change	Percentage	Change	Percentage	Change	Percentage	Change	Percentage	
<b>NAICS 51 Information</b>	<b>1,224</b>	<b>235</b>	<b>23.76%</b>	<b>251</b>	<b>25.40%</b>	<b>109</b>	<b>11.07%</b>	<b>-126</b>	<b>-12.71%</b>	<b>0.20</b>
NAICS 512 Motion picture and sound recording industries	542	88	19.38%	115	25.40%	8	1.74%	-35	-7.76%	0.12
NAICS 513 Publishing industries	1,342	281	26.48%	270	25.40%	-214	-20.18%	226	21.26%	0.17
NAICS 516 Broadcasting and content providers	1,053	250	31.13%	204	25.40%	932	116.02%	-886	-110.29%	0.03
NAICS 517 Telecommunications	1,237	200	19.29%	263	25.40%	-80	-7.68%	16	1.56%	0.74
NAICS 518 Computing infrastructure providers, data processing	1,985	435	28.06%	394	25.40%	178	11.46%	-136	-8.80%	0.07
<b>NAICS 52 Finance and insurance</b>	<b>1,767</b>	<b>222</b>	<b>14.37%</b>	<b>393</b>	<b>25.40%</b>	<b>-39</b>	<b>-2.50%</b>	<b>-132</b>	<b>-8.54%</b>	<b>0.64</b>
NAICS 522 Credit intermediation and related activities	2,218	459	26.09%	447	25.40%	-18	-1.00%	30	1.69%	0.81
NAICS 523 Securities, commodity contracts, and other financial	2,453	86	3.63%	601	25.40%	-197	-8.32%	-318	-13.45%	0.09
NAICS 524 Insurance carriers and related activities	1,503	117	8.44%	352	25.40%	-79	-5.72%	-156	-11.24%	1.18
NAICS 525 Funds, trusts, and other financial vehicles	1,661	479	40.52%	300	25.40%	-65	-5.46%	243	20.58%	0.32
<b>NAICS 53 Real estate and rental and leasing</b>	<b>981</b>	<b>254</b>	<b>34.94%</b>	<b>185</b>	<b>25.40%</b>	<b>-29</b>	<b>-4.00%</b>	<b>98</b>	<b>13.53%</b>	<b>0.90</b>
NAICS 531 Real estate	828	145	21.23%	174	25.40%	-37	-5.43%	9	1.26%	0.69
<b>NAICS 54 Professional, scientific, and technical services</b>	<b>1,359</b>	<b>321</b>	<b>30.92%</b>	<b>264</b>	<b>25.40%</b>	<b>-7</b>	<b>-0.71%</b>	<b>65</b>	<b>6.23%</b>	<b>0.35</b>
NAICS 541 Professional, scientific, and technical services	1,359	321	30.92%	264	25.40%	-7	-0.71%	65	6.23%	0.35
<b>NAICS 55 Management of companies and enterprises</b>	<b>1,863</b>	<b>332</b>	<b>21.69%</b>	<b>389</b>	<b>25.40%</b>	<b>-75</b>	<b>-4.87%</b>	<b>18</b>	<b>1.15%</b>	<b>1.07</b>
NAICS 551 Management of companies and enterprises	1,863	332	21.69%	389	25.40%	-75	-4.87%	18	1.15%	1.07
<b>NAICS 56 Administrative and support and waste management and</b>	<b>846</b>	<b>206</b>	<b>32.19%</b>	<b>163</b>	<b>25.40%</b>	<b>41</b>	<b>6.42%</b>	<b>2</b>	<b>0.36%</b>	<b>1.27</b>
NAICS 561 Administrative and support services	814	201	32.79%	156	25.40%	42	6.82%	3	0.56%	1.24
NAICS 562 Waste management and remediation services	1,330	191	16.77%	289	25.40%	-23	-2.04%	-75	-6.60%	1.67
<b>NAICS 61 Educational services</b>	<b>874</b>	<b>115</b>	<b>15.15%</b>	<b>193</b>	<b>25.40%</b>	<b>-56</b>	<b>-7.34%</b>	<b>-22</b>	<b>-2.91%</b>	<b>1.02</b>
NAICS 611 Educational services	874	115	15.15%	193	25.40%	-56	-7.34%	-22	-2.91%	1.02
<b>NAICS 62 Health care and social assistance</b>	<b>1,166</b>	<b>203</b>	<b>21.08%</b>	<b>245</b>	<b>25.40%</b>	<b>-17</b>	<b>-1.72%</b>	<b>-25</b>	<b>-2.61%</b>	<b>1.24</b>
NAICS 621 Ambulatory health care services	1,345	110	8.91%	314	25.40%	-74	-6.02%	-129	-10.48%	1.39
NAICS 622 Hospitals	1,285	318	32.89%	246	25.40%	-12	-1.22%	84	8.70%	1.24
NAICS 623 Nursing and residential care facilities	806	166	25.94%	163	25.40%	35	5.40%	-31	-4.87%	1.22
NAICS 624 Social assistance	609	196	47.46%	105	25.40%	24	5.88%	67	16.17%	0.66
<b>NAICS 71 Arts, entertainment, and recreation</b>	<b>730</b>	<b>84</b>	<b>13.00%</b>	<b>164</b>	<b>25.40%</b>	<b>43</b>	<b>6.69%</b>	<b>-123</b>	<b>-19.10%</b>	<b>1.17</b>
NAICS 711 Performing arts, spectator sports, and related indus	1,250	-252	-16.78%	382	25.40%	75	4.99%	-709	-47.18%	0.73
NAICS 712 Museums, historical sites, and similar institutions	855	134	18.59%	183	25.40%	-11	-1.53%	-38	-5.29%	1.40
NAICS 713 Amusement, gambling, and recreation industries	597	144	31.79%	115	25.40%	22	4.81%	7	1.58%	1.60
<b>NAICS 72 Accommodation and food services</b>	<b>477</b>	<b>123</b>	<b>34.75%</b>	<b>90</b>	<b>25.40%</b>	<b>14</b>	<b>4.02%</b>	<b>19</b>	<b>5.32%</b>	<b>1.15</b>
NAICS 721 Accommodation	587	124	26.78%	118	25.40%	4	0.97%	2	0.41%	0.57
NAICS 722 Food services and drinking places	467	123	35.76%	87	25.40%	21	6.07%	15	4.28%	1.30
<b>NAICS 81 Other services (except public administration)</b>	<b>939</b>	<b>195</b>	<b>26.21%</b>	<b>189</b>	<b>25.40%</b>	<b>15</b>	<b>1.99%</b>	<b>-9</b>	<b>-1.19%</b>	<b>1.05</b>
NAICS 811 Repair and maintenance	1,177	268	29.48%	231	25.40%	12	1.32%	25	2.76%	1.78
NAICS 812 Personal and laundry services	619	101	19.50%	132	25.40%	10	1.84%	-40	-7.74%	0.84
NAICS 813 Religious, grantmaking, civic, professional, and simi	854	182	27.08%	171	25.40%	6	0.87%	5	0.81%	0.46
NAICS 814 Private households	711	116	19.50%	151	25.40%	44	7.37%	-79	-13.28%	0.96
<b>NAICS 99 Unclassified</b>	<b>821</b>	<b>338</b>	<b>69.98%</b>	<b>123</b>	<b>25.40%</b>	<b>21</b>	<b>4.33%</b>	<b>194</b>	<b>40.25%</b>	<b>0.63</b>
NAICS 999 Unclassified	821	338	69.98%	123	25.40%	21	4.33%	194	40.25%	0.63