



GSG **Labor** **Commuting** **Certification** Piqua/Miami County, Ohio



TYPES OF ANALYSIS

AREA PROFILE

AREA COMPARISON

DISTANCE/DIRECTION

DESTINATION

INFLOW/OUTFLOW

PAIRED AREA

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B. Understanding Local Labor Markets

Labor economists define a labor market as a geographic area in which both the demand and supply for labor are met primarily within that region. In other words, it is an area where there are jobs and the majority of workers needed for those jobs. Imbalance of the labor market, such as plant closings, can cause changes in worker flows, both into and out of the community or labor market. Highly skilled and talented workers tend to find opportunities faster than unskilled workers, either inside or outside of the labor market, impacting population and social change. An important first step in identifying local labor markets is to examine the commuting patterns of individuals who live or work in the area. Those patterns are one of the primary factors used by the U.S. Department of Commerce to define metropolitan and micropolitan areas.

The following table provides population and labor force data starting with the city, county, state, and nation. The Labor Commuting Certification will focus on the city, county, and region.

2014 Estimated Population and Labor Force

Entity	Population	Labor Force
Piqua	20,649	9,703*
Miami County	103,145	52,069
Ohio	11,560,380	5,702,698
USA	314,107,084	135,128,260

Source: U.S. Census & Bureau of Labor Statistics

*Source: U.S. Census LED (Work in Piqua Statistical Area)

C. Overview And Methodology

The “Labor Commuting Certification” provides a quick overview of the Commuting Worker Flows and the sources, destinations, and characteristics for Piqua/Miami County, Ohio. This data is available from public sources such as the U.S. Census and the Local Employment Dynamics (LED). Where possible, this review makes direct comparisons with the local Area Labor Market (ALM) and a larger region identified by a 30-mile and a 60-mile radius area.

The presentation in the following charts and tables is used to analyze the local labor market for trends and indicators of available workforce. By doing this, it highlights the area’s unique characteristics and also answers important questions about the local resident workforce and the local employed workforce. (Caution: the data from the Labor Commuting Certification lags the current market realities from 24 to 36 months. This profile won’t address the characteristics of the unemployed or the underemployed labor force who are otherwise also available for employment in the area. While this study provides information at the industry level for employed individuals, it does not address the same at the occupation level. For more information about the unemployed, underemployed, and occupational data, call about the GSG Labor Supply Certification Study and the GSG Labor Demand Certification Study.)

Questions and Answers for Piqua and the Area Labor Market:

Is Piqua primarily a labor force supplier or a magnet for employment?
(See pages 5, 6, and 7)

How does Piqua compare in terms of worker origin patterns, worker ages, monthly earnings, and industry sector employment?
(See pages 5 through 15, and Appendices A, B, G, H, and I)

How is Piqua changing over time and among different demographics?
(See pages 8 and 9 and Appendices C, D, E, and F)

II. SUMMARY OF FINDINGS

Piqua is located in Miami County in Western Ohio . It is situated west of Columbus and north of Dayton near the intersection of I-75 and Highway 36. The 2014 census estimate showed it with a population of 20,649. The number of employed Piqua residents is 9,093, or 44.0 percent of the population. The number of residents who are employed in Piqua is 2,506, or 12.1 percent of the population. Of Piqua's total employed workforce (9,703), 25.8 percent (2,506) live in Piqua and 74.2 percent (7,197) live outside of Piqua. The total inflow of workers for Piqua is 7,197, and with an outflow of 6,587 resident workers, leaves a net inflow of 610 workers for Piqua for a daytime population of 21,259. Piqua is a labor magnet with slightly more workers working in Piqua than residents commuting outside of the city.

Live/Work Data Profile Summary

Workforce Magnet or Provider
(Magnet (Work/Live Ratio >1.00), Provider (Work/Live Ratio <1.00))

Entity	Population (2014)***	Employed Labor Force 2014*				Work/Live Ratio	Travel Time**
		Live	Live/POP %	Work	Work/POP %		
Piqua	20,649	9,093	44.0%	9,703	47.0%	1.07	17.3
Miami County	103,145	48,715	47.2%	41,007	39.8%	0.84	20.7
Ohio	11,560,380	5,111,887	44.2%	5,107,339	44.2%	1.00	23.1
USA	314,107,084	135,128,260	43.0%	135,128,260	43.0%	1.00	25.7

*Source: U.S. Census and Bureau of Labor Statistics

**Source: U.S. Census—mean travel time to work (minutes)

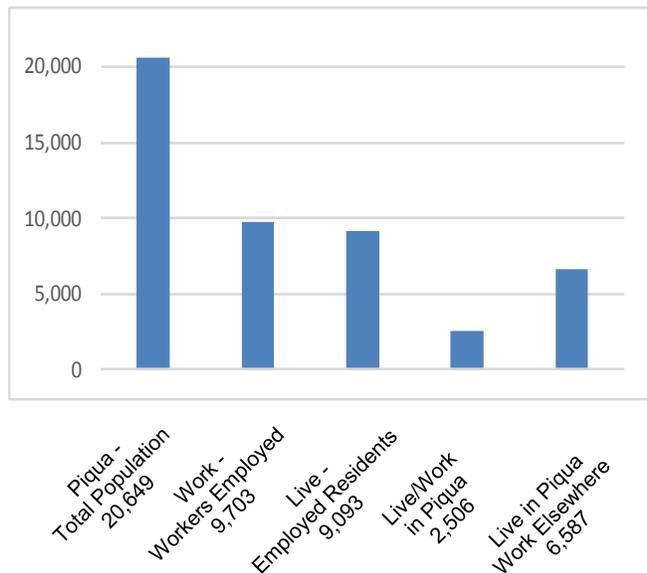
***Source: U.S. Census

Findings

Live and Work Employment

- Total Piqua resident employment decreased 13.4 percent from 2004 to 2014. Within the 30-mile radius of Piqua, the resident employment decreased 8.8 percent, whereas the employment of residents living in the 60-mile radius increased 3.0 percent.

2014 Piqua Live/Work Profile



- Total employment of workers working in Piqua increased 2.8 percent from 2004 to 2014. Within the 30-mile radius of Piqua, the number of workers or jobs decreased 5.3 percent. Within the 60-mile radius, the number of workers or jobs increased 0.8 percent.
- In 2014, the 30-mile radius of Piqua had 401,496 employed residents and 409,787 workers employed in the area for a **net inflow of 8,291 workers**.
- In 2014, the 60-mile radius of Piqua had 1,335,899 employed residents and 1,285,116 workers employed in the area for a **net outflow of 50,783 workers**. The bulk of both Cincinnati and Columbus lie just outside of the 60-mile radius, which contributes to the outflow of workers.

Industry Concentrations

- The **five largest industry sectors** for Piqua residents' employment are (in order): Manufacturing; Health Care and Social Assistance; Retail Trade; Accommodation and Food Services; and Educational Services. Nearly 29 percent of Piqua's employed residents work in Manufacturing.
- Since 2004, the number of Piqua residents working in each industry sector has decreased, with Mining, Quarrying, and Oil and Gas Extraction, followed by Real Estate and Rental and Leasing, decreasing the most. However, several sectors have grown since 2009. The five **fastest growing industries** for the resident employment population since 2009 are (in order): Administration & Support, Waste Management and Remediation (+44%); Arts, Entertainment, and Recreation (+7%); Manufacturing (+6%); Accommodation and Food Services (+4%); and Construction (+1%). This compares to Ohio resident employment growth since 2009 (in order): Mining, Quarrying, and Oil and Gas Extraction (+41%); Management of Companies and Enterprises (+26%); Administration & Support, Waste Management and Remediation (+24%); Arts, Entertainment, and Recreation (+19%); and Agriculture, Forestry, Fishing and Hunting (+15%).
- The **five largest industry sectors** for employed workers in Piqua are (in order): Manufacturing; Retail Trade; Accommodation and Food Services; Educational Services; and Health Care and Social Assistance. Nearly 27 percent of Piqua's employed workers work in Manufacturing.

Employment Characteristics

- The five industry sectors with the highest employment of Piqua residents **earning more than \$3,333 per month** are (in order): Manufacturing; Health Care and Social Assistance; Educational Services; Wholesale Trade; and Construction. Thirty-nine percent of Piqua resident workers earning more than \$3,333 work in Manufacturing.
- The five industry sectors with the highest employment of Piqua residents **age 29 or younger** are (in order): Accommodation and Food Services; Manufacturing; Retail Trade; Health Care and Social Assistance; and Administration & Support, Waste Management and Remediation.
- The five industry sectors with the highest employment of Piqua residents **age 55 or older** are (in order): Manufacturing; Retail Trade; Health Care and Social Assistance; Educational Services; and Wholesale Trade.
- Of workers who live in Piqua age 30 years and older, 25.0 percent have some college education or an Associate's degree and 16.2 percent have a Bachelor's degree or higher.

III. MARKET ANALYSIS OF LIVE/WORK CHARACTERISTICS

A. Introduction

The purpose of this section is to provide an analysis of Piqua and the areas of the 30-mile and 60-mile radius from Piqua through maps, tables, and charts of where workers live and where workers are employed. To present a better measure of the available workforce, a detailed analysis is provided for these three areas.

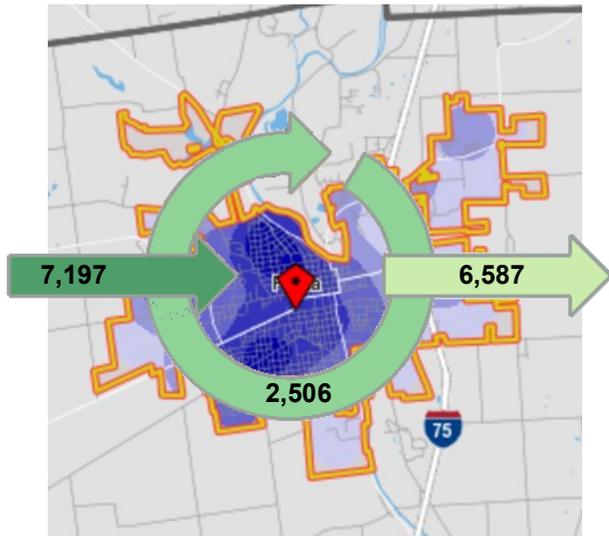
In the maps below, worker flows are symbolized by the green arrows. Workers employed in the area but living outside the area are represented by the dark green arrow entering the area. Workers employed outside the area but living in the area are represented by the light green arrow leaving the area. Workers that live and work within the area are represented by the circular medium green arrow. The arrows are labeled with the count of workers for each type of flow. Note: The flow arrows do not indicate directionality of worker flows. The tables under each map show the worker concentrations by worker residence and worker employment.

Worker Demographic Characteristics for the three areas presented here—Piqua, its 30-mile radius, and its 60-mile radius—are presented in the next section.

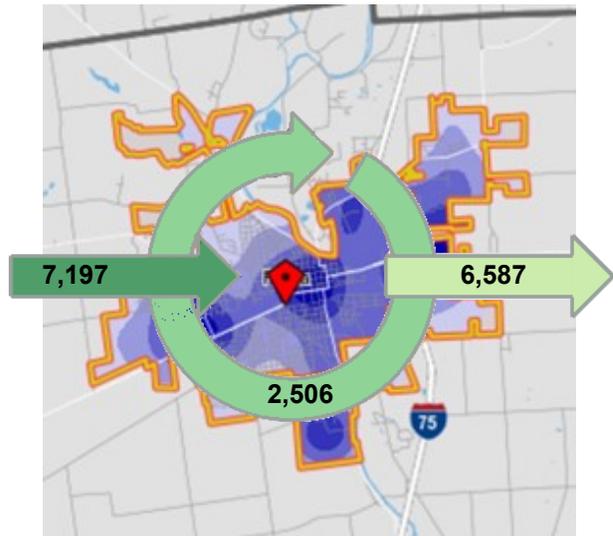
Piqua is a labor magnet within Miami County with 7,197 workers entering Piqua for employment and 6,587 leaving Piqua for work while residing in the city. This results in a net inflow of 610 workers to Piqua. Of the 9,093 employed residents living in Piqua, 72.4 percent are employed outside of Piqua and 27.6 percent both live and work in Piqua. Seventy-four percent of the employed workers in Piqua come from outside the boundaries of Piqua.

Worker Flow—Piqua

Residence of Piqua Workers



Employment of Piqua Workers



Piqua 2014	Residents	Percent
Living in Piqua	9,093	100.0%
Living but Employed Outside	6,587	72.4%
Living and Employed	2,506	27.6%

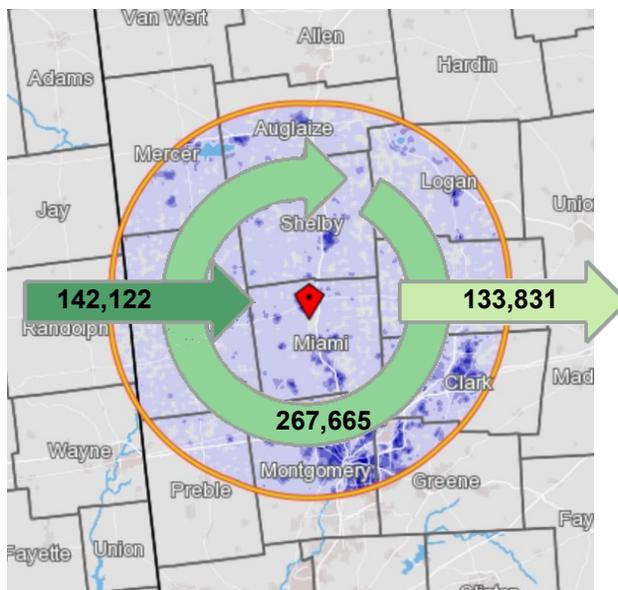
Piqua 2014	Jobs	Percent
Employed in Piqua	9,703	100.0%
Employed but Living Outside	7,197	74.2%
Employed and Living	2,506	25.8%

The number of employed residents within a 30-mile radius of Piqua is 401,496, whereas the number of workers employed in the area is 409,787. Thus, there is a net inflow of 8,291 workers into the region. Nearly 67 percent of employed residents within this 30-mile radius both live and work in the area, which is much higher than the 27.6 percent of employed Piqua residents who both live and work there. At the 30-mile radius, Dayton also competes with Piqua for some of the available workforce.

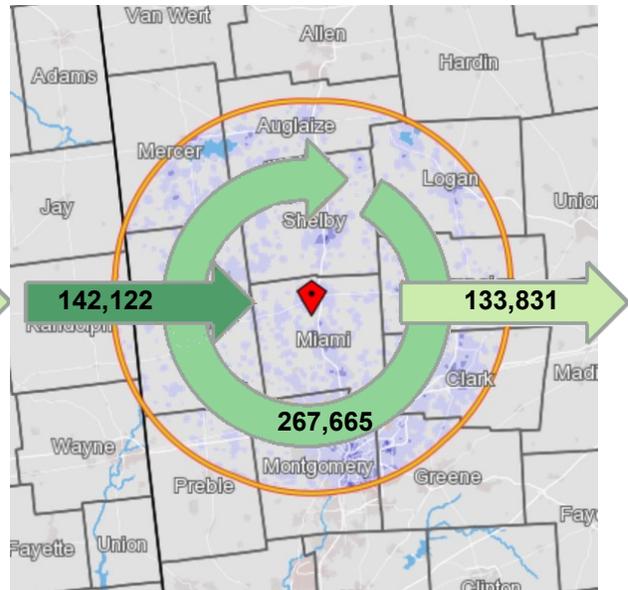
The travel time to work for Piqua and Miami County residents of 17.3 and 20.7 minutes is less than the travel times of 23.1 minutes for Ohio and 25.7 minutes at the national level and provides a commuting advantage.

Worker Flow—30-mile Radius

Residence of 30-mile Radius Workers



Employment of 30-mile Radius Workers



30-mile Radius 2014	Residents	Percent
Living in area	401,496	100.0%
Living but Employed Outside	133,831	33.3%
Living and Employed	267,665	66.7%

30-mile Radius 2014	Jobs	Percent
Employed in area	409,787	100.0%
Employed but Living Outside	142,122	34.7%
Employed and Living	267,665	65.3%

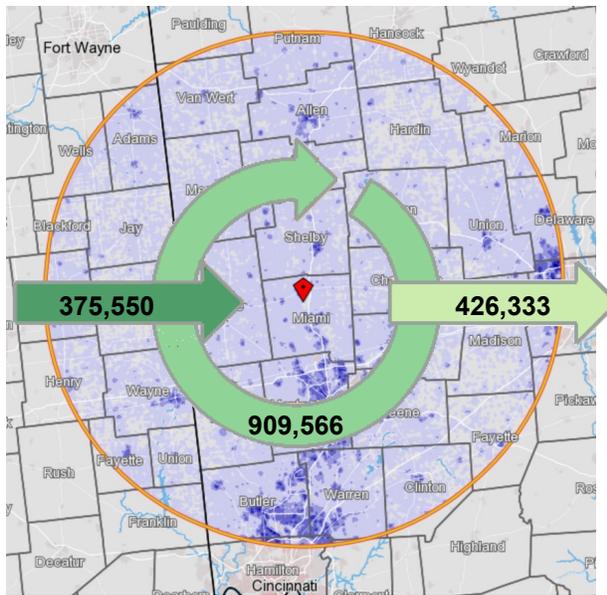
The **Simple/Ring** buffer offers the most basic option, the entered **radius** value is added to the active feature in the map viewer from a pre-defined geographic layer. Thus, the points are from the boundary not the center.

At the 60-mile radius of Piqua, the employed resident workforce is 1,335,899, whereas 1,285,116 workers are employed in the area. Here the net worker outflow is 50,783 workers. This outflow signals workforce competition from the other labor magnets in Ohio, such as Columbus and Cincinnati.

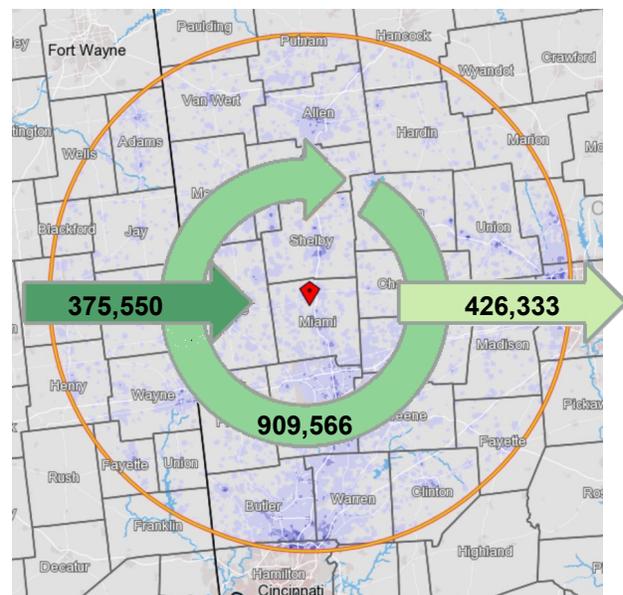
Similar to the 30-mile radius, the percentage of employed residents who work within the 60-mile radius is much higher than that of workers who both live and work within Piqua.

Worker Flow—60-mile Radius

Residence of 60-mile Radius Workers



Employment of 60-mile Radius Workers



60-mile Radius 2014	Residents	Percent
Living in area	1,335,899	100.0%
Living but Employed Outside	426,333	31.9%
Living and Employed	909,566	68.1%

60-mile Radius 2014	Jobs	Percent
Employed in area	1,285,116	100.0%
Employed but Living Outside	375,550	29.2%
Employed and Living	909,566	70.8%

The **Simple/Ring** buffer offers the most basic option, the entered **radius** value is added to the active feature in the map viewer from a pre-defined geographic layer. Thus, the points are from the boundary not the center.

B. Worker Demographic Characteristics

Area Profile Analysis By Live Or Residence Area

This *area profile analysis* shows the location and characteristics of workers living in Piqua and those living within commuting distance of a 30-mile and a 60-mile radius from Piqua. The three locations show the available employed workforce residing within each of the areas and the characteristics by age, earnings, industry, race, and education attainment. Further, a trend comparison (2004 - 2014) is made showing an increase or decrease of the employed residents for the area and the demographic changes for each of the characteristics, except for race and education attainment. An expanded trend change is presented in Appendix C for Piqua residents by industry sector. Piqua shows a decrease in the residential workforce of 13.4 percent. The 30-mile residential workforce declined at 8.8 percent while the 60-mile residential workforce grew 3.0 percent since 2004.



Total Jobs By Home Area (Age, Earnings, Industry, Race, and Education)

Employment Characteristics	Piqua			Live In 30-mile Radius			Live In 60-mile Radius		
	2004	2014	% Change	2004	2014	% Change	2004	2014	% Change
Total All Jobs	10,501	9,093	-13.4%	440,043	401,496	-8.8%	1,296,760	1,335,899	3.0%
Age									
Age 29 or younger	2,698	2,212	-18.0%	113,054	96,116	-15.0%	329,431	309,920	-5.9%
Age 30 to 54	6,090	4,864	-20.1%	256,842	213,826	-16.8%	768,753	730,855	-4.9%
Age 55 or Older	1,713	2,017	17.8%	70,147	91,554	30.5%	198,576	295,124	48.6%
Earnings									
\$1,250 per month or less	3,212	2,354	-26.7%	136,070	107,568	-21.0%	378,802	335,329	-11.5%
\$1,251 to \$3,333 monthly	4,875	3,843	-21.2%	184,348	153,412	-16.8%	518,065	469,448	-9.4%
More than \$3,333 monthly	2,414	2,896	20.0%	119,625	140,516	17.5%	399,893	531,122	32.8%
Industry									
Goods Producing	3,428	3,023	-11.8%	108,821	87,869	-19.3%	294,219	250,435	-14.9%
Trade, Transportation, and Utilities	2,245	1,805	-19.6%	86,936	77,933	-10.4%	261,650	263,059	0.5%
All Other Services	4,828	4,265	-11.7%	244,286	235,694	-3.5%	740,891	822,405	11.0%
Race									
White Alone	N/A	8,528	N/A	N/A	346,148	N/A	N/A	1,189,149	N/A
Black or African American Alone	N/A	363	N/A	N/A	45,435	N/A	N/A	102,314	N/A
Other Minorities	N/A	94	N/A	N/A	5,831	N/A	N/A	32,178	N/A
Two or More Race Groups	N/A	108	N/A	N/A	4,082	N/A	N/A	12,258	N/A
Education Attainment									
Less than high school	N/A	641	N/A	N/A	28,154	N/A	N/A	88,858	N/A
High school or equivalent, no college	N/A	2,494	N/A	N/A	101,050	N/A	N/A	317,381	N/A
Some college or Associate degree	N/A	2,271	N/A	N/A	102,489	N/A	N/A	336,571	N/A
Bachelor's or advanced degree	N/A	1,475	N/A	N/A	73,687	N/A	N/A	283,169	N/A
Under 29 Not Available	N/A	2,212	N/A	N/A	96,116	N/A	N/A	309,920	N/A

Source: U.S. Census LED

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Area Profile Analysis By Work Or Job Area

This **area profile analysis** shows the location and characteristics of workers employed in Piqua and those working within commuting distance of a 30-mile and a 60-mile radius from Piqua. The three locations show the workforce employed within each of the areas and the characteristics by age, earnings, industry, race, and education attainment. Further, a trend comparison (2004 - 2014) is made showing an increase or decrease of the employed residents for the area and the demographic changes for each of the characteristics except for race and education attainment. An expanded trend change is presented in Appendix D for Piqua workers by industry sector. Piqua has seen 2.8 percent job growth since 2004, whereas the 30-mile radius experienced job loss of 5.3 percent. The job gain within the 60-mile radius has increased 0.8 percent since 2004.



Total Jobs By Work Area (Age, Earnings, Industry, Race, and Education)

Employment Characteristics	Piqua			Live In 30-mile Radius			Live In 60-mile Radius		
	2004	2014	% Change	2004	2014	% Change	2004	2014	% Change
Total All Jobs	9,442	9,703	2.8%	432,608	409,787	-5.3%	1,275,376	1,285,116	0.8%
Age									
Age 29 or younger	2,352	2,519	7.1%	105,030	92,762	-11.7%	331,809	307,203	-7.4%
Age 30 to 54	5,530	4,970	-10.1%	255,503	220,300	-13.8%	749,183	696,582	-7.0%
Age 55 or Older	1,560	2,214	41.9%	72,075	96,725	34.2%	194,384	281,331	44.7%
Earnings									
\$1,250 per month or less	3,120	3,081	-1.3%	127,330	104,117	-18.2%	378,931	332,368	-12.3%
\$1,251 to \$3,333 monthly	4,199	3,559	-15.2%	177,587	152,131	-14.3%	521,253	467,126	-10.4%
More than \$3,333 monthly	2,123	3,063	44.3%	127,691	153,539	20.2%	375,192	485,622	29.4%
Industry									
Goods Producing	3,571	2,980	-16.6%	111,846	91,555	-18.1%	300,701	253,737	-15.6%
Trade, Transportation, and Utilities	2,072	2,396	15.6%	78,976	77,120	-2.4%	274,726	272,977	-0.6%
All Other Services	3,799	4,327	13.9%	241,786	241,112	-0.3%	699,949	758,402	8.4%
Race									
White Alone	N/A	9,079	N/A	N/A	358,351	N/A	N/A	1,134,600	N/A
Black or African American Alone	N/A	436	N/A	N/A	41,175	N/A	N/A	113,992	N/A
Other Minorities	N/A	109	N/A	N/A	6,434	N/A	N/A	24,762	N/A
Two or More Race Groups	N/A	79	N/A	N/A	3,827	N/A	N/A	11,762	N/A
Education Attainment									
Less than high school	N/A	711	N/A	N/A	28,750	N/A	N/A	88,036	N/A
High school or equivalent, no college	N/A	2,591	N/A	N/A	103,893	N/A	N/A	312,289	N/A
Some college or Associate degree	N/A	2,386	N/A	N/A	106,427	N/A	N/A	322,785	N/A
Bachelor's or advanced degree	N/A	1,496	N/A	N/A	77,955	N/A	N/A	254,803	N/A
Under 29 Not Available	N/A	2,519	N/A	N/A	92,762	N/A	N/A	307,203	N/A

Source: U.S. Census LED

Live and Work Characteristics

Methodology: Index Weighted Average Approach with weightings of 1, 2, and 3. A higher index favors the category on the right while a lower index favors to the left. The state index serves as a good benchmark for comparisons. With the three-step indexing approach, it is easier to understand and make comparisons of locations in the critical workforce areas of age, earnings, industry, and education.

Indexing

Index Weight	1	2	3
Age	Age 29 or younger	Age 30 - 54	Age 55 or older
Earnings	\$1,250 PM or less	\$1,251 - \$3,333 PM	More than \$3,333
Industry	Goods Producing	Trade and Transportation	All Other Services
Education	High School or Less	Some College or Associates	Bachelors or higher

Live Indexes

Ohio	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Age	1.91	1.91	1.92	1.93	1.94	1.95	1.96	1.97	1.99	1.99	1.99
Earnings	2.00	2.01	2.03	2.04	2.06	2.06	2.10	2.10	2.11	2.12	2.13
Industry	2.38	2.38	2.39	2.40	2.41	2.44	2.46	2.46	2.45	2.46	2.45
Education	N/A	N/A	N/A	N/A	N/A	1.89	1.90	1.89	1.88	1.88	1.87
Miami	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Age	1.93	1.94	1.94	1.95	1.97	1.98	1.99	1.99	2.00	2.01	2.01
Earnings	1.99	2.01	2.01	2.04	2.06	2.05	2.09	2.08	2.11	2.11	2.13
Industry	2.21	2.21	2.21	2.21	2.23	2.27	2.27	2.28	2.28	2.26	2.26
Education	N/A	N/A	N/A	N/A	N/A	1.82	1.83	1.83	1.82	1.82	1.82
Piqua	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Age	1.91	1.90	1.92	1.93	1.94	1.96	1.97	1.99	1.99	1.99	1.98
Earnings	1.92	1.93	1.96	1.97	2.01	2.00	2.02	2.01	2.05	2.05	2.06
Industry	2.13	2.13	2.12	2.13	2.15	2.19	2.19	2.16	2.15	2.14	2.14
Education	N/A	N/A	N/A	N/A	N/A	1.76	1.77	1.76	1.76	1.75	1.76

Work Indexes

Ohio	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Age	1.91	1.91	1.92	1.93	1.94	1.95	1.97	1.97	1.99	1.99	1.99
Earnings	2.00	2.02	2.03	2.05	2.07	2.06	2.10	2.10	2.11	2.12	2.13
Industry	2.38	2.39	2.39	2.40	2.41	2.44	2.46	2.46	2.45	2.46	2.45
Education	N/A	N/A	N/A	N/A	N/A	1.89	1.90	1.89	1.89	1.88	1.88
Miami	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Age	1.93	1.93	1.93	1.94	1.96	1.97	1.99	2.00	2.00	1.99	2.00
Earnings	1.94	1.95	1.95	1.98	2.00	1.99	2.04	2.03	2.05	2.05	2.07
Industry	2.14	2.16	2.17	2.18	2.19	2.21	2.20	2.21	2.19	2.19	2.17
Education	N/A	N/A	N/A	N/A	N/A	1.77	1.77	1.78	1.77	1.77	1.76
Piqua	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Age	1.92	1.91	1.91	1.92	1.94	1.96	1.97	1.98	1.98	1.97	1.97
Earnings	1.89	1.87	1.90	1.91	1.96	1.94	1.97	1.96	1.97	1.96	2.00
Industry	2.02	2.04	2.04	2.04	2.05	2.09	2.08	2.07	2.12	2.13	2.14
Education	N/A	N/A	N/A	N/A	N/A	1.73	1.72	1.75	1.74	1.75	1.75

Age Analysis

The age analysis shows an aging workforce at all three levels of employment (State, County, and City). Indexing the three age categories for the labor force shows both the degree of difference to the state benchmark and the degree of change. Indexing was weighted as follows: Age 29 or younger as 1; Age 30 - 54 as 2; and Age 55 or older as 3.

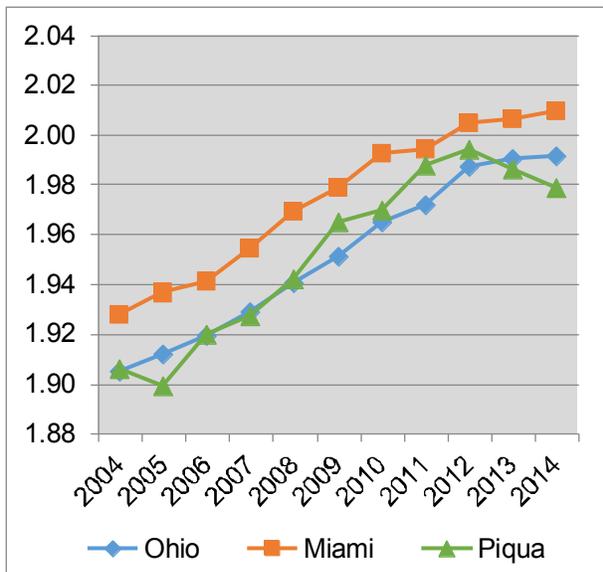
Live Age	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Piqua	1.91	1.90	1.92	1.93	1.94	1.96	1.97	1.99	1.99	1.99	1.98
Miami	1.93	1.94	1.94	1.95	1.97	1.98	1.99	1.99	2.00	2.01	2.01
Ohio	1.91	1.91	1.92	1.93	1.94	1.95	1.96	1.97	1.99	1.99	1.99

Live: The Live labor force represents those living within the designated entity of state, county, or city and employed anywhere.

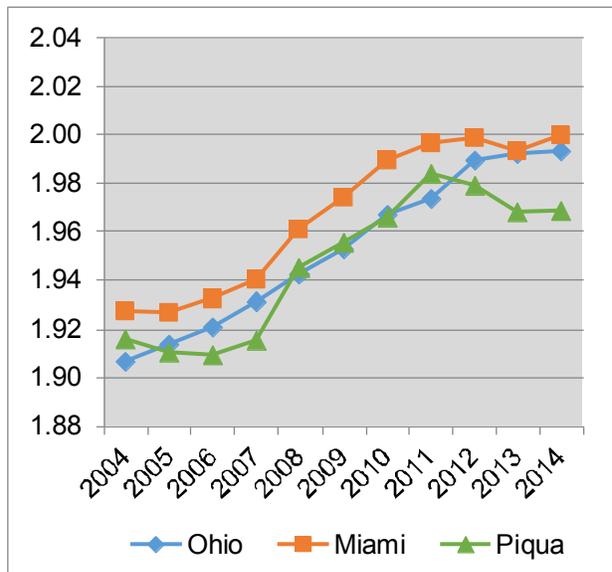
Work Age	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Piqua	1.92	1.91	1.91	1.92	1.94	1.96	1.97	1.98	1.98	1.97	1.97
Miami	1.93	1.93	1.93	1.94	1.96	1.97	1.99	2.00	2.00	1.99	2.00
Ohio	1.91	1.91	1.92	1.93	1.94	1.95	1.97	1.97	1.99	1.99	1.99

Work: The Work labor force represents those employed within the designated entity of state, county, or city and living anywhere.

Live—Age



Work—Age



Summary: The Piqua resident workforce is younger than that of Miami County and has trended similarly to Ohio, with the resident workforce slightly younger at the city level in 2014. The employed workforce in Piqua and Ohio on the whole is younger than Miami County.

Earnings Analysis

The earnings analysis shows the earnings index for all three levels of employment (State, County, and City), which has trended upward since 2004. Indexing the three earnings categories for the labor force shows both the degree of difference to the state benchmark and the degree of change. Indexing was weighted as follows: \$1,250/month or less as 1; \$1,251 - \$3,333/month as 2; and More than \$3,333/month as 3.

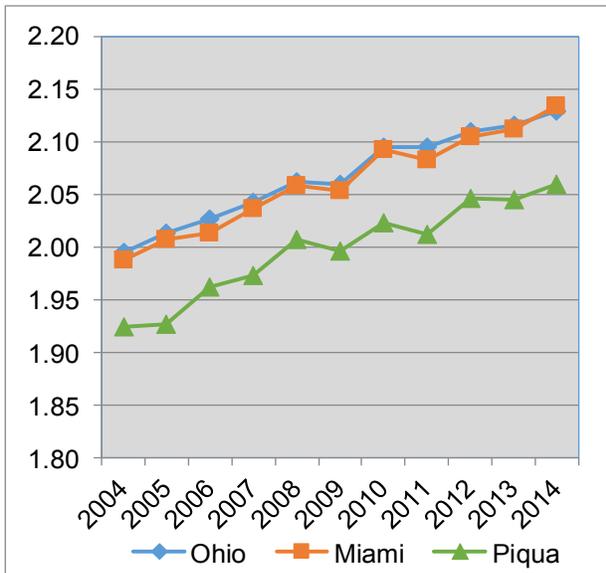
Live Earn	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Piqua	1.92	1.93	1.96	1.97	2.01	2.00	2.02	2.01	2.05	2.05	2.06
Miami	1.99	2.01	2.01	2.04	2.06	2.05	2.09	2.08	2.11	2.11	2.13
Ohio	2.00	2.01	2.03	2.04	2.06	2.06	2.10	2.10	2.11	2.12	2.13

Live: The Live labor force represents those living within the designated entity of state, county, or city and employed anywhere.

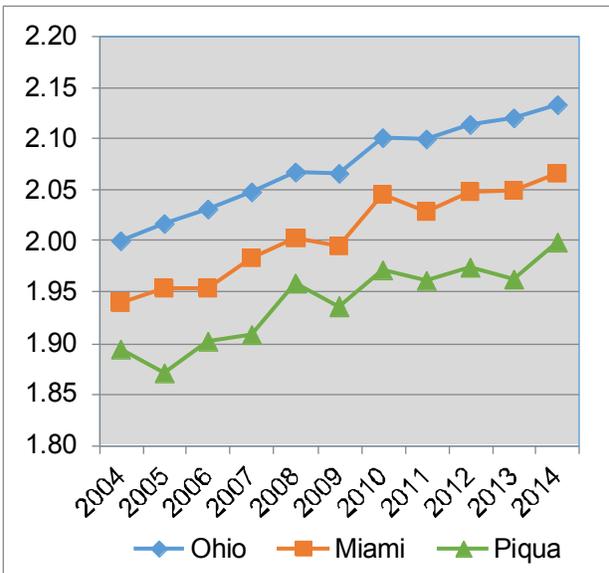
Work Earn	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Piqua	1.89	1.87	1.90	1.91	1.96	1.94	1.97	1.96	1.97	1.96	2.00
Miami	1.94	1.95	1.95	1.98	2.00	1.99	2.04	2.03	2.05	2.05	2.07
Ohio	2.00	2.02	2.03	2.05	2.07	2.06	2.10	2.10	2.11	2.12	2.13

Work: The Work labor force represents those employed within the designated entity of state, county, or city and living anywhere.

Live—Earnings



Work—Earnings



Summary: The earnings for resident workers in the City of Piqua have increased since 2004 but are significantly less than Miami County and the State of Ohio, which are trending similarly. Earnings for workers employed in Ohio as a whole are significantly higher than in Miami County, which in turn are significantly higher than in Piqua.

Industry Analysis

The industry analysis shows the industry index for all three levels of employment (State, County, and City). Indexing the three industry categories for the labor force shows both the degree of difference to the state benchmark and the degree of change. Indexing was weighted as follows: Goods Producing as 1; Trade and Transportation as 2; and All Other Services as 3. The lower the index, the more oriented it is to Goods Producing industries, such as Manufacturing. The higher the index, the more oriented to Service.

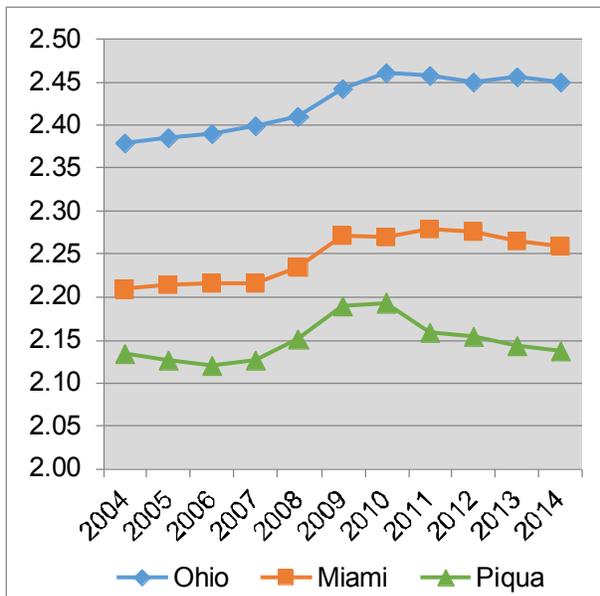
Live Ind.	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Piqua	2.13	2.13	2.12	2.13	2.15	2.19	2.19	2.16	2.15	2.14	2.14
Miami	2.21	2.21	2.21	2.21	2.23	2.27	2.27	2.28	2.28	2.26	2.26
Ohio	2.38	2.38	2.39	2.40	2.41	2.44	2.46	2.46	2.45	2.46	2.45

Live: The Live labor force represents those living within the designated entity of state, county, or city and employed anywhere.

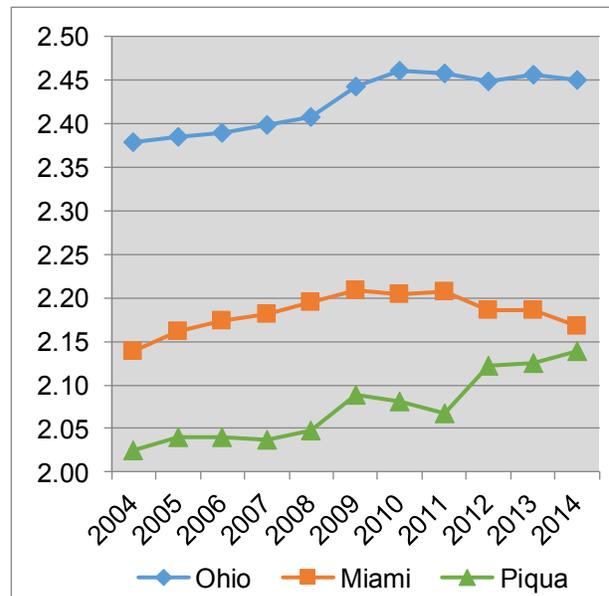
Work Ind.	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Piqua	2.02	2.04	2.04	2.04	2.05	2.09	2.08	2.07	2.12	2.13	2.14
Miami	2.14	2.16	2.17	2.18	2.19	2.21	2.20	2.21	2.19	2.19	2.17
Ohio	2.38	2.39	2.39	2.40	2.41	2.44	2.46	2.46	2.45	2.46	2.45

Work: The Work labor force represents those employed within the designated entity of state, county, or city and living anywhere.

Live—Industry



Work—Industry



Summary: The index for Goods Producing verses Other Services shows the City of Piqua has a higher concentration of employment in the Goods Producing Industries than Miami County and a significantly higher concentration than the State of Ohio. Piqua and Miami County both employ a much higher percentage of the workforce in Manufacturing, compared to the state level where the Health Care and Social Assistance industries employ the greatest percentage of workers.

Education Attainment Analysis

The education analysis shows the education attainment index for all three levels of employment (State, County, and City). Indexing the three education categories for the labor force shows both the degree of difference to the state benchmark and the degree of change. Indexing was weighted as follows: High School or Less as 1; Some College or Associate's as 2; and Bachelor's or higher as 3.

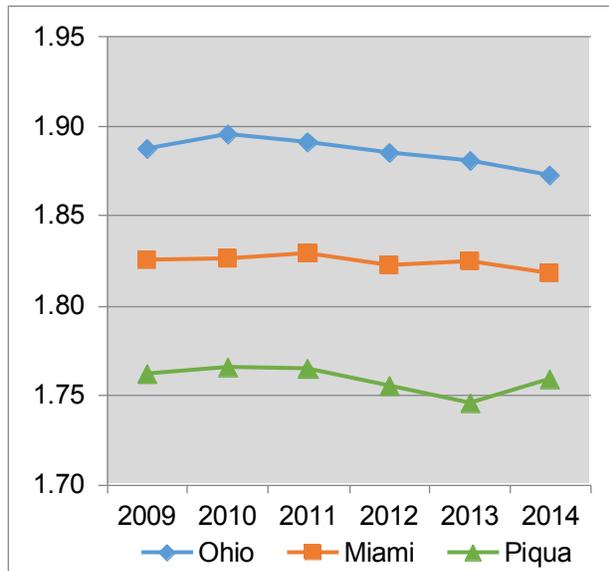
Live Edu.	2004-2008	2009	2010	2011	2012	2013	2014
Piqua	N/A	1.76	1.77	1.76	1.76	1.75	1.76
Miami	N/A	1.82	1.83	1.83	1.82	1.82	1.82
Ohio	N/A	1.89	1.90	1.89	1.88	1.88	1.87

Live: The Live labor force represents those living within the designated entity of state, county, or city and employed anywhere.

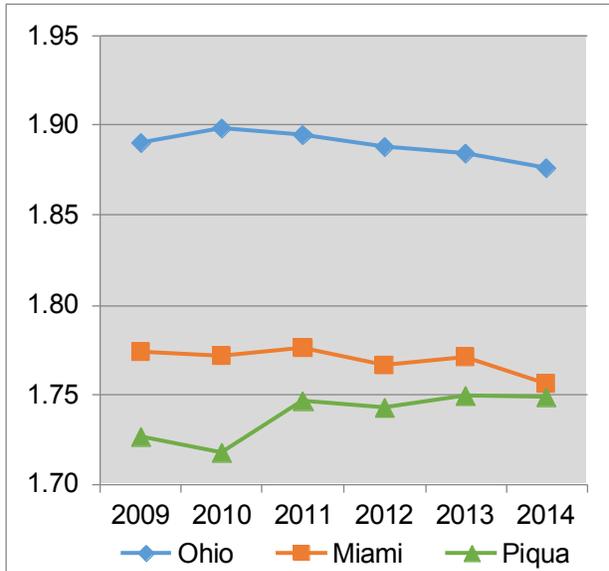
Work Edu.	2004-2008	2009	2010	2011	2012	2013	2014
Piqua	N/A	1.73	1.72	1.75	1.74	1.75	1.75
Miami	N/A	1.77	1.77	1.78	1.77	1.77	1.76
Ohio	N/A	1.89	1.90	1.89	1.89	1.88	1.88

Work: The Work labor force represents those employed within the designated entity of state, county, or city and living anywhere.

Live—Education



Work—Education



Summary: The education attainment level for the City of Piqua is lower than Miami County, which is lower than the State of Ohio. The gap between the city and county levels is smaller for workers employed in Piqua versus Piqua's employed residents.

C. Commuting Live Work Patterns

City/County Analysis

Piqua is a magnet for workers with 9,703 workers employed in Piqua and 9,093 employed residents living in Piqua.

Commuting patterns are important when evaluating Labor and Commercial Markets. Highways and transportation networks, as well as commercial and industrial development, all contribute to this factor. As the following tables suggest show 25.8 percent of employed Piqua residents work in Piqua and 27.6 percent of those employed in Piqua reside there as well. The data further suggests that 74.2 percent of the workforce employed in Piqua come from outside the city boundaries and 48.7 percent come from outside of Miami County.

Piqua, with its proximity to I-75 and Highway 36 has opportunity for further commercial and industrial development based on the workforce assets in the 30-mile and 60-mile radius centered on Piqua with shorter travel times than state and national averages.

Piqua Commuting By City

Work In	Live in Piqua	
	Count	%
Piqua, OH	2,506	27.6%
Troy, OH	1,137	12.5%
Sidney, OH	759	8.3%
Dayton, OH	347	3.8%
Columbus, OH	189	2.1%
Tipp City, OH	185	2.0%
Springfield, OH	143	1.6%
Vandalia, OH	122	1.3%
Covington, OH	121	1.3%
Huber Heights, OH	121	1.3%
All Other Locations	3,463	38.1%

Source: U.S. Census 2014

Live In	Work in Piqua	
	Count	%
Piqua, OH	2,506	25.8%
Troy, OH	795	8.2%
Sidney, OH	423	4.4%
Tipp City, OH	162	1.7%
Greenville, OH	156	1.6%
Covington, OH	122	1.3%
Dayton, OH	118	1.2%
Bradford, OH	107	1.1%
Springfield, OH	87	0.9%
Huber Heights, OH	83	0.9%
All Other Locations	5,144	53.0%

Source: U.S. Census 2014

Piqua Commuting By County

Work In	Live in Piqua	
	Count	%
Miami County, OH	4,729	52.0%
Montgomery County, OH	1,135	12.5%
Shelby County, OH	1,029	11.3%
Franklin County, OH	260	2.9%
Clark County, OH	224	2.5%
Hamilton County, OH	219	2.4%
Darke County, OH	189	2.1%
Greene County, OH	179	2.0%
Champaign County, OH	116	1.3%
Butler County, OH	101	1.1%
All Other Locations	912	10.0%

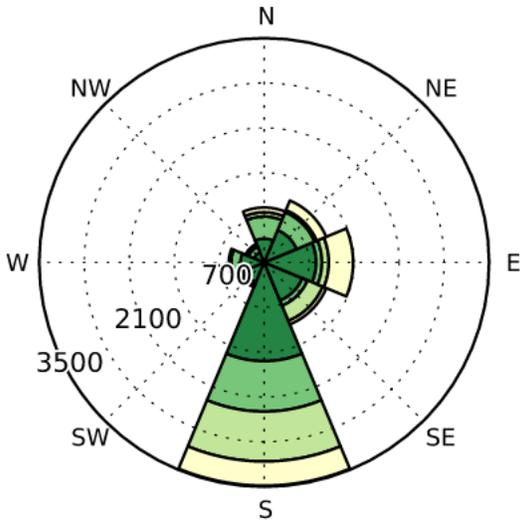
Source: U.S. Census 2014

Live In	Work in Piqua	
	Count	%
Miami County, OH	4,974	51.3%
Shelby County, OH	935	9.6%
Montgomery County, OH	644	6.6%
Darke County, OH	617	6.4%
Champaign County, OH	213	2.2%
Clark County, OH	207	2.1%
Franklin County, OH	139	1.4%
Butler County, OH	130	1.3%
Hamilton County, OH	129	1.3%
Greene County, OH	128	1.3%
All Other Locations	1,587	16.4%

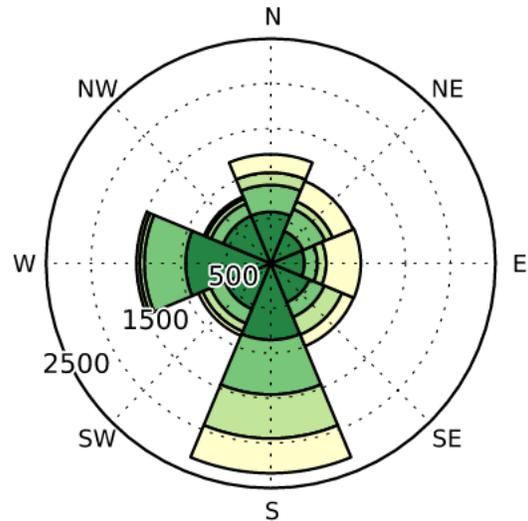
Source: U.S. Census 2014

Direction/Distance Analysis

Direction Distance—Live



Direction Distance—Work



Direction—Live

Total All Jobs	9,093	100.0%
North	857	9.4%
North East	1,044	11.5%
East	1,384	15.2%
South East	1,046	11.5%
South	3,482	38.3%
South West	418	4.6%
West	550	6.0%
North West	312	3.4%

Direction—Work

Total All Jobs	9,703	100.0%
North	1,213	12.5%
North East	990	10.2%
East	1,002	10.3%
South East	997	10.3%
South	2,334	24.1%
South West	870	9.0%
West	1,493	15.4%
North West	804	8.3%

Distance—Live

Total All Jobs	9,093	100.0%
Less than 10 miles	4,780	52.6%
10 to 24 miles	1,874	20.6%
25 to 50 miles	1,306	14.4%
Greater than 50 miles	1,133	12.5%

Distance—Work

Total All Jobs	9,703	100.0%
Less than 10 miles	4,727	48.7%
10 to 24 miles	2,277	23.5%
25 to 50 miles	1,226	12.6%
Greater than 50 miles	1,473	15.2%

IV. CONCLUSION

While many factors impact local competitiveness, the focus of a labor market analysis is the availability of a competent and reliable workforce for the effective operations of growing businesses in Piqua or other labor markets. Commuting time/distance, age, earnings, industry profile, and education attainment are all important considerations when making an investment requiring a competent workforce. Piqua, a labor magnet, has an employed workforce of 9,703 with an inflow of 610 workers from outside of Piqua. The 30-mile radius centered on Piqua has an employed workforce of 409,787 with an inflow of 8,291 resident workers to locations inside the 30-mile radius. The 60-mile radius centered on Piqua has an employed workforce of 1,285,116 with more workers leaving the region than entering it for work. This means that skilled and talented workers have options as to whether they travel to Piqua, or within its 60-mile radius, for employment or go to other areas for employment opportunities, such as neighboring cities or larger magnet cities like Columbus and Cincinnati. For the employed residents within the labor market to change, the Piqua market would have to provide employment opportunities with wages and benefits at least equal or better than the Piqua market is currently providing. An advantage for the Piqua area labor market is the proximity to I-75 and Highway 36 and community college education opportunities available in the area. Another advantage is the 17.3 and 20.7 minute travel times to work for Piqua and Miami County workers, compared to Ohio with 23.1 minutes and 25.7 minutes at the national level.

Appendix A—Piqua Area Resident Characteristics Paired To Ohio

2014	Piqua		Miami		Ohio	
	Count	Share	Count	Share	Count	Share
Total All Jobs	9,093	100.0%	48,715	100.0%	5,111,887	100.0%
Jobs by Worker Age						
Age 29 or younger	2,212	24.3%	11,003	22.6%	1,195,572	23.4%
Age 30 to 54	4,864	53.5%	26,246	53.9%	2,764,590	54.1%
Age 55 or older	2,017	22.2%	11,466	23.5%	1,151,725	22.5%
Jobs by Earnings						
\$1,250 per month or less	2,354	25.9%	12,178	25.0%	1,312,589	25.7%
\$1,251 to \$3,333 per month	3,843	42.3%	17,804	36.5%	1,824,100	35.7%
More than \$3,333 per month	2,896	31.8%	18,733	38.5%	1,975,198	38.6%
Jobs by NAICS Industry Sector						
Agriculture, Forestry, Fishing and Hunting	23	0.3%	178	0.4%	15,295	0.3%
Mining, Quarrying, and Oil and Gas Extraction	3	0.0%	39	0.1%	16,148	0.3%
Utilities	50	0.5%	251	0.5%	28,360	0.6%
Construction	410	4.5%	2,125	4.4%	193,183	3.8%
Manufacturing	2,587	28.5%	10,843	22.3%	681,400	13.3%
Wholesale Trade	491	5.4%	2,405	4.9%	231,229	4.5%
Retail Trade	977	10.7%	5,162	10.6%	558,873	10.9%
Transportation and Warehousing	287	3.2%	2,002	4.1%	185,297	3.6%
Information	91	1.0%	637	1.3%	87,578	1.7%
Finance and Insurance	195	2.1%	1,217	2.5%	205,385	4.0%
Real Estate and Rental and Leasing	61	0.7%	408	0.8%	59,813	1.2%
Professional, Scientific, and Technical Services	262	2.9%	1,921	3.9%	255,941	5.0%
Management of Companies and Enterprises	98	1.1%	757	1.6%	141,866	2.8%
Administration & Support, Waste Management and Remediation	510	5.6%	2,802	5.8%	321,803	6.3%
Educational Services	594	6.5%	4,035	8.3%	441,919	8.6%
Health Care and Social Assistance	1,068	11.7%	6,379	13.1%	831,721	16.3%
Arts, Entertainment, and Recreation	90	1.0%	479	1.0%	74,942	1.5%
Accommodation and Food Services	834	9.2%	4,201	8.6%	449,272	8.8%
Other Services (excluding Public Administration)	301	3.3%	1,601	3.3%	154,619	3.0%
Public Administration	161	1.8%	1,273	2.6%	177,243	3.5%
Jobs by Worker Race						
White Alone	8,528	93.8%	46,418	95.3%	4,418,267	86.4%
Black or African American Alone	363	4.0%	1,297	2.7%	549,293	10.7%
American Indian or Alaska Native Alone	27	0.3%	116	0.2%	11,447	0.2%
Asian Alone	67	0.7%	509	1.0%	83,541	1.6%
Native Hawaiian or Other Pacific Islander Alone	0	0.0%	7	0.0%	1,951	0.0%
Two or More Race Groups	108	1.2%	368	0.8%	47,388	0.9%
Jobs by Worker Ethnicity						
Not Hispanic or Latino	8,967	98.6%	48,101	98.7%	4,981,260	97.4%
Hispanic or Latino	126	1.4%	614	1.3%	130,627	2.6%
Jobs by Worker Educational Attainment						
Less than high school	641	7.0%	3,258	6.7%	349,639	6.8%
High school or equivalent, no college	2,494	27.4%	12,804	26.3%	1,211,252	23.7%
Some college or Associate degree	2,271	25.0%	12,473	25.6%	1,293,919	25.3%
Bachelor's degree or advanced degree	1,475	16.2%	9,177	18.8%	1,061,505	20.8%
Educational attainment not available (workers aged 29 or younger)	2,212	24.3%	11,003	22.6%	1,195,572	23.4%
Jobs by Worker Sex						
Male	4,676	51.4%	25,180	51.7%	2,547,667	49.8%
Female	4,417	48.6%	23,535	48.3%	2,564,220	50.2%

Source: U.S. Census LED

Appendix B—Piqua Area Worker Characteristics Paired To Ohio

2014	Piqua		Miami		Ohio	
	Count	Share	Count	Share	Count	Share
Total All Jobs	9,703	100.0%	41,007	100.0%	5,107,339	100.0%
Jobs by Worker Age						
Age 29 or younger	2,519	26.0%	9,648	23.5%	1,188,119	23.3%
Age 30 to 54	4,970	51.2%	21,731	53.0%	2,766,279	54.2%
Age 55 or older	2,214	22.8%	9,628	23.5%	1,152,941	22.6%
Jobs by Earnings						
\$1,250 per month or less	3,081	31.8%	11,165	27.2%	1,305,140	25.6%
\$1,251 to \$3,333 per month	3,559	36.7%	15,980	39.0%	1,814,871	35.5%
More than \$3,333 per month	3,063	31.6%	13,862	33.8%	1,987,328	38.9%
Jobs by NAICS Industry Sector						
Agriculture, Forestry, Fishing and Hunting	13	0.1%	109	0.3%	14,908	0.3%
Mining, Quarrying, and Oil and Gas Extraction	0	0.0%	47	0.1%	14,381	0.3%
Utilities	67	0.7%	211	0.5%	28,188	0.6%
Construction	394	4.1%	1,475	3.6%	194,560	3.8%
Manufacturing	2,573	26.5%	10,728	26.2%	681,436	13.3%
Wholesale Trade	488	5.0%	2,017	4.9%	231,748	4.5%
Retail Trade	1,495	15.4%	5,058	12.3%	556,912	10.9%
Transportation and Warehousing	346	3.6%	2,111	5.1%	180,988	3.5%
Information	73	0.8%	234	0.6%	87,958	1.7%
Finance and Insurance	237	2.4%	627	1.5%	206,301	4.0%
Real Estate and Rental and Leasing	80	0.8%	222	0.5%	59,916	1.2%
Professional, Scientific, and Technical Services	117	1.2%	1,102	2.7%	257,574	5.0%
Management of Companies and Enterprises	8	0.1%	583	1.4%	146,108	2.9%
Administration & Support, Waste Management and Remediation	370	3.8%	2,423	5.9%	320,120	6.3%
Educational Services	1,000	10.3%	3,299	8.0%	442,163	8.7%
Health Care and Social Assistance	656	6.8%	4,342	10.6%	833,385	16.3%
Arts, Entertainment, and Recreation	31	0.3%	316	0.8%	75,065	1.5%
Accommodation and Food Services	1,234	12.7%	3,795	9.3%	445,658	8.7%
Other Services (excluding Public Administration)	378	3.9%	1,393	3.4%	154,373	3.0%
Public Administration	143	1.5%	915	2.2%	175,597	3.4%
Jobs by Worker Race						
White Alone	9,079	93.6%	38,231	93.2%	4,422,252	86.6%
Black or African American Alone	436	4.5%	1,979	4.8%	542,951	10.6%
American Indian or Alaska Native Alone	19	0.2%	83	0.2%	10,973	0.2%
Asian Alone	88	0.9%	389	0.9%	82,551	1.6%
Native Hawaiian or Other Pacific Islander Alone	2	0.0%	7	0.0%	1,837	0.0%
Two or More Race Groups	79	0.8%	318	0.8%	46,775	0.9%
Jobs by Worker Ethnicity						
Not Hispanic or Latino	9,580	98.7%	40,378	98.5%	4,978,360	97.5%
Hispanic or Latino	123	1.3%	629	1.5%	128,979	2.5%
Jobs by Worker Educational Attainment						
Less than high school	711	7.3%	2,947	7.2%	346,929	6.8%
High school or equivalent, no college	2,591	26.7%	11,393	27.8%	1,208,862	23.7%
Some college or Associate degree	2,386	24.6%	10,323	25.2%	1,295,071	25.4%
Bachelor's degree or advanced degree	1,496	15.4%	6,696	16.3%	1,068,358	20.9%
Educational attainment not available (workers aged 29 or younger)	2,519	26.0%	9,648	23.5%	1,188,119	23.3%
Jobs by Worker Sex						
Male	5,046	52.0%	21,461	52.3%	2,543,988	49.8%
Female	4,657	48.0%	19,546	47.7%	2,563,351	50.2%

Source: U.S. Census LED

Appendix C—Piqua Resident Trend Change 2004-2014

	2004		2009		2014		2004-2014 %change	2009-2014 %change
	Count	Share	Count	Share	Count	Share		
Total All Jobs	10,501	100.0%	9,632	100.0%	9,093	100.0%	-13.4%	-5.6%
Jobs by Worker Age								
Age 29 or younger	2,698	25.7%	2,250	23.4%	2,212	24.3%	-18.0%	-1.7%
Age 30 to 54	6,090	58.0%	5,470	56.8%	4,864	53.5%	-20.1%	-11.1%
Age 55 or older	1,713	16.3%	1,912	19.9%	2,017	22.2%	17.7%	5.5%
Jobs by Earnings								
\$1,250 per month or less	3,212	30.6%	2,637	27.4%	2,354	25.9%	-26.7%	-10.7%
\$1,251 to \$3,333 per month	4,875	46.4%	4,393	45.6%	3,843	42.3%	-21.2%	-12.5%
More than \$3,333 per month	2,414	23.0%	2,602	27.0%	2,896	31.8%	20.0%	11.3%
Jobs by NAICS Industry Sector								
Agriculture, Forestry, Fishing and Hunting	32	0.3%	25	0.3%	23	0.3%	-28.1%	-8.0%
Mining, Quarrying, and Oil and Gas Extraction	9	0.1%	5	0.1%	3	0.0%	-66.7%	-40.0%
Utilities	65	0.6%	58	0.6%	50	0.5%	-23.1%	-13.8%
Construction	437	4.2%	406	4.2%	410	4.5%	-6.2%	1.0%
Manufacturing	2,950	28.1%	2,430	25.2%	2,587	28.5%	-12.3%	6.5%
Wholesale Trade	587	5.6%	528	5.5%	491	5.4%	-16.4%	-7.0%
Retail Trade	1,284	12.2%	1,167	12.1%	977	10.7%	-23.9%	-16.3%
Transportation and Warehousing	309	2.9%	314	3.3%	287	3.2%	-7.1%	-8.6%
Information	147	1.4%	168	1.7%	91	1.0%	-38.1%	-45.8%
Finance and Insurance	204	1.9%	243	2.5%	195	2.1%	-4.4%	-19.8%
Real Estate and Rental and Leasing	115	1.1%	74	0.8%	61	0.7%	-47.0%	-17.6%
Professional, Scientific, and Technical Services	265	2.5%	310	3.2%	262	2.9%	-1.1%	-15.5%
Management of Companies and Enterprises	104	1.0%	133	1.4%	98	1.1%	-5.8%	-26.3%
Administration & Support, Waste Management and Remediation	562	5.4%	355	3.7%	510	5.6%	-9.3%	43.7%
Educational Services	670	6.4%	711	7.4%	594	6.5%	-11.3%	-16.5%
Health Care and Social Assistance	1,258	12.0%	1,285	13.3%	1,068	11.7%	-15.1%	-16.9%
Arts, Entertainment, and Recreation	92	0.9%	84	0.9%	90	1.0%	-2.2%	7.1%
Accommodation and Food Services	869	8.3%	804	8.3%	834	9.2%	-4.0%	3.7%
Other Services (excluding Public Administration)	319	3.0%	310	3.2%	301	3.3%	-5.6%	-2.9%
Public Administration	223	2.1%	222	2.3%	161	1.8%	-27.8%	-27.5%

Source: U.S. Census LED

Appendix D—Piqua Worker Trend Change 2004-2014

	2004		2009		2014		2004-2014 %change	2009-2014 %change
	Count	Share	Count	Share	Count	Share		
Total All Jobs	9,442	100.0%	9,259	100.0%	9,703	100.0%	2.8%	4.8%
Jobs by Worker Age								
Age 29 or younger	2,352	24.9%	2,242	24.2%	2,519	26.0%	7.1%	12.4%
Age 30 to 54	5,530	58.6%	5,189	56.0%	4,970	51.2%	-10.1%	-4.2%
Age 55 or older	1,560	16.5%	1,828	19.7%	2,214	22.8%	41.9%	21.1%
Jobs by Earnings								
\$1,250 per month or less	3,120	33.0%	2,990	32.3%	3,081	31.8%	-1.3%	3.0%
\$1,251 to \$3,333 per month	4,199	44.5%	3,873	41.8%	3,559	36.7%	-15.2%	-8.1%
More than \$3,333 per month	2,123	22.5%	2,396	25.9%	3,063	31.6%	44.3%	27.8%
Jobs by NAICS Industry Sector								
Agriculture, Forestry, Fishing and Hunting	20	0.2%	27	0.3%	13	0.1%	-35.0%	-51.9%
Mining, Quarrying, and Oil and Gas Extraction	1	0.0%	1	0.0%	0	0.0%	-100.0%	-100.0%
Utilities	74	0.8%	82	0.9%	67	0.7%	-9.5%	-18.3%
Construction	381	4.0%	377	4.1%	394	4.1%	3.4%	4.5%
Manufacturing	3,169	33.6%	2,758	29.8%	2,573	26.5%	-18.8%	-6.7%
Wholesale Trade	357	3.8%	349	3.8%	488	5.0%	36.7%	39.8%
Retail Trade	1,441	15.3%	1,465	15.8%	1,495	15.4%	3.7%	2.0%
Transportation and Warehousing	200	2.1%	216	2.3%	346	3.6%	73.0%	60.2%
Information	136	1.4%	109	1.2%	73	0.8%	-46.3%	-33.0%
Finance and Insurance	125	1.3%	195	2.1%	237	2.4%	89.6%	21.5%
Real Estate and Rental and Leasing	73	0.8%	67	0.7%	80	0.8%	9.6%	19.4%
Professional, Scientific, and Technical Services	141	1.5%	143	1.5%	117	1.2%	-17.0%	-18.2%
Management of Companies and Enterprises	2	0.0%	7	0.1%	8	0.1%	300.0%	14.3%
Administration & Support, Waste Management and Remediation	339	3.6%	169	1.8%	370	3.8%	9.1%	118.9%
Educational Services	735	7.8%	954	10.3%	1,000	10.3%	36.1%	4.8%
Health Care and Social Assistance	726	7.7%	719	7.8%	656	6.8%	-9.6%	-8.8%
Arts, Entertainment, and Recreation	46	0.5%	42	0.5%	31	0.3%	-32.6%	-26.2%
Accommodation and Food Services	938	9.9%	1,053	11.4%	1,234	12.7%	31.6%	17.2%
Other Services (excluding Public Administration)	404	4.3%	329	3.6%	378	3.9%	-6.4%	14.9%
Public Administration	134	1.4%	197	2.1%	143	1.5%	6.7%	-27.4%

Source: U.S. Census LED

Appendix E—Ohio Resident Trend Change 2004-2014

	2004		2009		2014		2004-2014 %change	2009-2014 %change
	Count	Share	Count	Share	Count	Share		
Total All Jobs	5,038,656	100.0%	4,823,847	100.0%	5,111,887	100.0%	1.5%	6.0%
Jobs by Worker Age								
Age 29 or younger	1,258,835	25.0%	1,142,596	23.7%	1,195,572	23.4%	-5.0%	4.6%
Age 30 to 54	2,999,075	59.5%	2,775,883	57.5%	2,764,590	54.1%	-7.8%	-0.4%
Age 55 or older	780,746	15.5%	905,368	18.8%	1,151,725	22.5%	47.5%	27.2%
Jobs by Earnings								
\$1,250 per month or less	1,511,021	30.0%	1,336,792	27.7%	1,312,589	25.7%	-13.1%	-1.8%
\$1,251 to \$3,333 per month	2,037,755	40.4%	1,859,654	38.6%	1,824,100	35.7%	-10.5%	-1.9%
More than \$3,333 per month	1,489,880	29.6%	1,627,401	33.7%	1,975,198	38.6%	32.6%	21.4%
Jobs by NAICS Industry Sector								
Agriculture, Forestry, Fishing and Hunting	14,061	0.3%	13,342	0.3%	15,295	0.3%	8.8%	14.6%
Mining, Quarrying, and Oil and Gas Extraction	12,157	0.2%	11,432	0.2%	16,148	0.3%	32.8%	41.3%
Utilities	29,187	0.6%	33,086	0.7%	28,360	0.6%	-2.8%	-14.3%
Construction	218,612	4.3%	179,928	3.7%	193,183	3.8%	-11.6%	7.4%
Manufacturing	813,705	16.1%	643,823	13.3%	681,400	13.3%	-16.3%	5.8%
Wholesale Trade	226,332	4.5%	223,900	4.6%	231,229	4.5%	2.2%	3.3%
Retail Trade	591,765	11.7%	563,983	11.7%	558,873	10.9%	-5.6%	-0.9%
Transportation and Warehousing	167,003	3.3%	176,308	3.7%	185,297	3.6%	11.0%	5.1%
Information	104,482	2.1%	99,053	2.1%	87,578	1.7%	-16.2%	-11.6%
Finance and Insurance	218,994	4.3%	208,060	4.3%	205,385	4.0%	-6.2%	-1.3%
Real Estate and Rental and Leasing	68,080	1.4%	59,872	1.2%	59,813	1.2%	-12.1%	-0.1%
Professional, Scientific, and Technical Services	219,974	4.4%	244,635	5.1%	255,941	5.0%	16.4%	4.6%
Management of Companies and Enterprises	97,626	1.9%	112,311	2.3%	141,866	2.8%	45.3%	26.3%
Administration & Support, Waste Management and Remediation	285,884	5.7%	259,251	5.4%	321,803	6.3%	12.6%	24.1%
Educational Services	456,624	9.1%	459,767	9.5%	441,919	8.6%	-3.2%	-3.9%
Health Care and Social Assistance	690,630	13.7%	731,971	15.2%	831,721	16.3%	20.4%	13.6%
Arts, Entertainment, and Recreation	68,152	1.4%	63,208	1.3%	74,942	1.5%	10.0%	18.6%
Accommodation and Food Services	409,171	8.1%	409,896	8.5%	449,272	8.8%	9.8%	9.6%
Other Services (excluding Public Administration)	169,498	3.4%	154,037	3.2%	154,619	3.0%	-8.8%	0.4%
Public Administration	176,719	3.5%	175,984	3.6%	177,243	3.5%	0.3%	0.7%

Source: U.S. Census LED

Appendix F—Ohio Worker Trend Change 2004-2014

	2004		2009		2014		2004-2014 %change	2009-2014 %change
	Count	Share	Count	Share	Count	Share		
Total All Jobs	5,084,756	100.0%	4,824,233	100.0%	5,107,339	100.0%	0.4%	5.9%
Jobs by Worker Age								
Age 29 or younger	1,266,159	24.9%	1,137,041	23.6%	1,188,119	23.3%	-6.2%	4.5%
Age 30 to 54	3,027,396	59.5%	2,779,884	57.6%	2,766,279	54.2%	-8.6%	-0.5%
Age 55 or older	791,201	15.6%	907,308	18.8%	1,152,941	22.6%	45.7%	27.1%
Jobs by Earnings								
\$1,250 per month or less	1,518,841	29.9%	1,328,374	27.5%	1,305,140	25.6%	-14.1%	-1.7%
\$1,251 to \$3,333 per month	2,051,188	40.3%	1,854,065	38.4%	1,814,871	35.5%	-11.5%	-2.1%
More than \$3,333 per month	1,514,727	29.8%	1,641,794	34.0%	1,987,328	38.9%	31.2%	21.0%
Jobs by NAICS Industry Sector								
Agriculture, Forestry, Fishing and Hunting	13,927	0.3%	13,020	0.3%	14,908	0.3%	7.0%	14.5%
Mining, Quarrying, and Oil and Gas Extraction	11,798	0.2%	10,456	0.2%	14,381	0.3%	21.9%	37.5%
Utilities	29,636	0.6%	33,034	0.7%	28,188	0.6%	-4.9%	-14.7%
Construction	222,337	4.4%	180,948	3.8%	194,560	3.8%	-12.5%	7.5%
Manufacturing	817,312	16.1%	643,122	13.3%	681,436	13.3%	-16.6%	6.0%
Wholesale Trade	230,236	4.5%	224,906	4.7%	231,748	4.5%	0.7%	3.0%
Retail Trade	597,915	11.8%	562,177	11.7%	556,912	10.9%	-6.9%	-0.9%
Transportation and Warehousing	167,046	3.3%	173,830	3.6%	180,988	3.5%	8.3%	4.1%
Information	106,323	2.1%	99,685	2.1%	87,958	1.7%	-17.3%	-11.8%
Finance and Insurance	221,586	4.4%	209,800	4.3%	206,301	4.0%	-6.9%	-1.7%
Real Estate and Rental and Leasing	68,762	1.4%	59,841	1.2%	59,916	1.2%	-12.9%	0.1%
Professional, Scientific, and Technical Services	223,520	4.4%	247,134	5.1%	257,574	5.0%	15.2%	4.2%
Management of Companies and Enterprises	101,251	2.0%	115,314	2.4%	146,108	2.9%	44.3%	26.7%
Administration & Support, Waste Management and Remediation	289,402	5.7%	259,558	5.4%	320,120	6.3%	10.6%	23.3%
Educational Services	461,100	9.1%	460,680	9.5%	442,163	8.7%	-4.1%	-4.0%
Health Care and Social Assistance	697,091	13.7%	733,019	15.2%	833,385	16.3%	19.6%	13.7%
Arts, Entertainment, and Recreation	66,922	1.3%	62,507	1.3%	75,065	1.5%	12.2%	20.1%
Accommodation and Food Services	410,485	8.1%	405,755	8.4%	445,658	8.7%	8.6%	9.8%
Other Services (excluding Public Administration)	170,955	3.4%	153,983	3.2%	154,373	3.0%	-9.7%	0.3%
Public Administration	177,152	3.5%	175,464	3.6%	175,597	3.4%	-0.9%	0.1%

Source: U.S. Census LED

Appendix G—Piqua Resident Characteristics By Age

2014	Overall		Age 29 or younger		Age 55 or older	
	Count	Percent	Count	Share	Count	Share
Total All Jobs	9,093	100.0%	2,212	100.0%	2,017	100.0%
Jobs by Worker Age						
Age 29 or younger	2,212	24.3%	2,212	100.0%	0	0.0%
Age 30 to 54	4,864	53.5%	0	0.0%	0	0.0%
Age 55 or older	2,017	22.2%	0	0.0%	2,017	100.0%
Jobs by Earnings						
\$1,250 per month or less	2,354	25.9%	1,052	47.6%	478	23.7%
\$1,251 to \$3,333 per month	3,843	42.3%	893	40.4%	796	39.5%
More than \$3,333 per month	2,896	31.8%	267	12.1%	743	36.8%
Jobs by NAICS Industry Sector						
Agriculture, Forestry, Fishing and Hunting	23	0.3%	4	0.2%	2	0.1%
Mining, Quarrying, and Oil and Gas Extraction	3	0.0%	0	0.0%	0	0.0%
Utilities	50	0.5%	8	0.4%	13	0.6%
Construction	410	4.5%	70	3.2%	82	4.1%
Manufacturing	2,587	28.5%	493	22.3%	594	29.4%
Wholesale Trade	491	5.4%	67	3.0%	106	5.3%
Retail Trade	977	10.7%	315	14.2%	239	11.8%
Transportation and Warehousing	287	3.2%	47	2.1%	73	3.6%
Information	91	1.0%	16	0.7%	25	1.2%
Finance and Insurance	195	2.1%	35	1.6%	45	2.2%
Real Estate and Rental and Leasing	61	0.7%	16	0.7%	15	0.7%
Professional, Scientific, and Technical Services	262	2.9%	57	2.6%	68	3.4%
Management of Companies and Enterprises	98	1.1%	13	0.6%	37	1.8%
Administration & Support, Waste Management and Remediation	510	5.6%	161	7.3%	86	4.3%
Educational Services	594	6.5%	65	2.9%	207	10.3%
Health Care and Social Assistance	1,068	11.7%	200	9.0%	228	11.3%
Arts, Entertainment, and Recreation	90	1.0%	33	1.5%	14	0.7%
Accommodation and Food Services	834	9.2%	506	22.9%	56	2.8%
Other Services (excluding Public Administration)	301	3.3%	90	4.1%	81	4.0%
Public Administration	161	1.8%	16	0.7%	46	2.3%
Jobs by Worker Race						
White Alone	8,528	93.8%	2,027	91.6%	1,926	95.5%
Black or African American Alone	363	4.0%	103	4.7%	57	2.8%
American Indian or Alaska Native Alone	27	0.3%	7	0.3%	4	0.2%
Asian Alone	67	0.7%	11	0.5%	18	0.9%
Native Hawaiian or Other Pacific Islander Alone	0	0.0%	0	0.0%	0	0.0%
Two or More Race Groups	108	1.2%	64	2.9%	12	0.6%
Jobs by Worker Ethnicity						
Not Hispanic or Latino	8,967	98.6%	2,181	98.6%	1,997	99.0%
Hispanic or Latino	126	1.4%	31	1.4%	20	1.0%
Jobs by Worker Educational Attainment						
Less than high school	641	7.0%	0	0.0%	197	9.8%
High school or equivalent, no college	2,494	27.4%	0	0.0%	749	37.1%
Some college or Associate degree	2,271	25.0%	0	0.0%	617	30.6%
Bachelor's degree or advanced degree	1,475	16.2%	0	0.0%	454	22.5%
Under 29 Excluded	2,212	24.3%	2,212	100.0%	0	0.0%
Jobs by Worker Sex						
Male	4,676	51.4%	1,137	51.4%	1,015	50.3%
Female	4,417	48.6%	1,075	48.6%	1,002	49.7%

*Color code designates the specific characteristic, such as age, for further cross tabulation of data for all the other characteristics and then a comparison to all age groups

Appendix H—Piqua Resident Characteristics By Earnings

2014	Overall		\$1,250 or less		\$3,333 or more	
	Count	Percent	Count	Share	Count	Share
Total All Jobs	9,093	100.0%	2,354	100.0%	2,896	100.0%
Jobs by Worker Age						
Age 29 or younger	2,212	24.3%	1,052	44.7%	267	9.2%
Age 30 to 54	4,864	53.5%	824	35.0%	1,886	65.1%
Age 55 or older	2,017	22.2%	478	20.3%	743	25.7%
Jobs by Earnings						
\$1,250 per month or less	2,354	25.9%	2,354	100.0%	0	0.0%
\$1,251 to \$3,333 per month	3,843	42.3%	0	0.0%	0	0.0%
More than \$3,333 per month	2,896	31.8%	0	0.0%	2,896	100.0%
Jobs by NAICS Industry Sector						
Agriculture, Forestry, Fishing and Hunting	23	0.3%	6	0.3%	2	0.1%
Mining, Quarrying, and Oil and Gas Extraction	3	0.0%	0	0.0%	3	0.1%
Utilities	50	0.5%	1	0.0%	44	1.5%
Construction	410	4.5%	46	2.0%	223	7.7%
Manufacturing	2,587	28.5%	186	7.9%	1,130	39.0%
Wholesale Trade	491	5.4%	42	1.8%	223	7.7%
Retail Trade	977	10.7%	386	16.4%	114	3.9%
Transportation and Warehousing	287	3.2%	45	1.9%	111	3.8%
Information	91	1.0%	23	1.0%	41	1.4%
Finance and Insurance	195	2.1%	27	1.1%	84	2.9%
Real Estate and Rental and Leasing	61	0.7%	17	0.7%	15	0.5%
Professional, Scientific, and Technical Services	262	2.9%	44	1.9%	113	3.9%
Management of Companies and Enterprises	98	1.1%	7	0.3%	54	1.9%
Administration & Support, Waste Management and Remediation	510	5.6%	238	10.1%	54	1.9%
Educational Services	594	6.5%	186	7.9%	229	7.9%
Health Care and Social Assistance	1,068	11.7%	264	11.2%	274	9.5%
Arts, Entertainment, and Recreation	90	1.0%	55	2.3%	12	0.4%
Accommodation and Food Services	834	9.2%	601	25.5%	22	0.8%
Other Services (excluding Public Administration)	301	3.3%	163	6.9%	48	1.7%
Public Administration	161	1.8%	17	0.7%	100	3.5%
Jobs by Worker Race						
White Alone	8,528	93.8%	2,149	91.3%	2,782	96.1%
Black or African American Alone	363	4.0%	133	5.6%	73	2.5%
American Indian or Alaska Native Alone	27	0.3%	6	0.3%	6	0.2%
Asian Alone	67	0.7%	20	0.8%	21	0.7%
Native Hawaiian or Other Pacific Islander Alone	0	0.0%	0	0.0%	0	0.0%
Two or More Race Groups	108	1.2%	46	2.0%	14	0.5%
Jobs by Worker Ethnicity						
Not Hispanic or Latino	8,967	98.6%	2,312	98.2%	2,867	99.0%
Hispanic or Latino	126	1.4%	42	1.8%	29	1.0%
Jobs by Worker Educational Attainment						
Less than high school	641	7.0%	142	6.0%	166	5.7%
High school or equivalent, no college	2,494	27.4%	472	20.1%	811	28.0%
Some college or Associate degree	2,271	25.0%	409	17.4%	893	30.8%
Bachelor's degree or advanced degree	1,475	16.2%	279	11.9%	759	26.2%
Under 29 Excluded	2,212	24.3%	1,052	44.7%	267	9.2%
Jobs by Worker Sex						
Male	4,676	51.4%	935	39.7%	1,935	66.8%
Female	4,417	48.6%	1,419	60.3%	961	33.2%

*Color code designates the specific characteristic, such as earnings, for further cross tabulation of data for all the other characteristics and then a comparison to all earning categories

Appendix I—Piqua Resident Characteristics By Industry

2014	Overall		Goods Producing		All other services	
	Count	Percent	Count	Share	Count	Share
Total All Jobs	9,093	100.0%	3,023	100.0%	4,265	100.0%
Jobs by Worker Age						
Age 29 or younger	2,212	24.3%	567	18.8%	1,208	28.3%
Age 30 to 54	4,864	53.5%	1,778	58.8%	2,149	50.4%
Age 55 or older	2,017	22.2%	678	22.4%	908	21.3%
Jobs by Earnings						
\$1,250 per month or less	2,354	25.9%	238	7.9%	1,642	38.5%
\$1,251 to \$3,333 per month	3,843	42.3%	1,427	47.2%	1,577	37.0%
More than \$3,333 per month	2,896	31.8%	1,358	44.9%	1,046	24.5%
Jobs by NAICS Industry Sector						
Agriculture, Forestry, Fishing and Hunting	23	0.3%	23	0.8%	0	0.0%
Mining, Quarrying, and Oil and Gas Extraction	3	0.0%	3	0.1%	0	0.0%
Utilities	50	0.5%	0	0.0%	0	0.0%
Construction	410	4.5%	410	13.6%	0	0.0%
Manufacturing	2,587	28.5%	2,587	85.6%	0	0.0%
Wholesale Trade	491	5.4%	0	0.0%	0	0.0%
Retail Trade	977	10.7%	0	0.0%	0	0.0%
Transportation and Warehousing	287	3.2%	0	0.0%	0	0.0%
Information	91	1.0%	0	0.0%	91	2.1%
Finance and Insurance	195	2.1%	0	0.0%	195	4.6%
Real Estate and Rental and Leasing	61	0.7%	0	0.0%	61	1.4%
Professional, Scientific, and Technical Services	262	2.9%	0	0.0%	262	6.1%
Management of Companies and Enterprises	98	1.1%	0	0.0%	98	2.3%
Administration & Support, Waste Management and Remediation	510	5.6%	0	0.0%	510	12.0%
Educational Services	594	6.5%	0	0.0%	594	13.9%
Health Care and Social Assistance	1,068	11.7%	0	0.0%	1,068	25.0%
Arts, Entertainment, and Recreation	90	1.0%	0	0.0%	90	2.1%
Accommodation and Food Services	834	9.2%	0	0.0%	834	19.6%
Other Services (excluding Public Administration)	301	3.3%	0	0.0%	301	7.1%
Public Administration	161	1.8%	0	0.0%	161	3.8%
Jobs by Worker Race						
White Alone	8,528	93.8%	2,874	95.1%	3,953	92.7%
Black or African American Alone	363	4.0%	95	3.1%	201	4.7%
American Indian or Alaska Native Alone	27	0.3%	5	0.2%	17	0.4%
Asian Alone	67	0.7%	22	0.7%	37	0.9%
Native Hawaiian or Other Pacific Islander Alone	0	0.0%	0	0.0%	0	0.0%
Two or More Race Groups	108	1.2%	27	0.9%	57	1.3%
Jobs by Worker Ethnicity						
Not Hispanic or Latino	8,967	98.6%	2,985	98.7%	4,199	98.5%
Hispanic or Latino	126	1.4%	38	1.3%	66	1.5%
Jobs by Worker Educational Attainment						
Less than high school	641	7.0%	271	9.0%	242	5.7%
High school or equivalent, no college	2,494	27.4%	992	32.8%	922	21.6%
Some college or Associate degree	2,271	25.0%	804	26.6%	1,055	24.7%
Bachelor's degree or advanced degree	1,475	16.2%	389	12.9%	838	19.6%
Under 29 Excluded	2,212	24.3%	567	18.8%	1,208	28.3%
Jobs by Worker Sex						
Male	4,676	51.4%	2,101	69.5%	1,562	36.6%
Female	4,417	48.6%	922	30.5%	2,703	63.4%

*Color code designates the specific characteristic, such as industry groups, for further cross tabulation of data for all the other characteristics and then a comparison to all industry sectors

Appendix J—Attributes of Outside Workers for Piqua

2014	Live in Piqua	Within 10 Miles	10-20 Miles	20-60 Miles	Outside 60 Miles	Total Work in Piqua	Total Outside Piqua
Total All Jobs	2,506	2,956	1,346	1,753	1,142	9,703	7,197
Jobs by Worker Age							
Age 29 or younger	24.1%	22.9%	24.8%	28.2%	35.7%	26.0%	26.6%
Age 30 to 54	52.0%	53.6%	51.1%	50.1%	45.1%	51.2%	50.9%
Age 55 or older	23.9%	23.5%	24.1%	21.6%	19.2%	22.8%	22.5%
Jobs by Earnings							
\$1,250 per month or less	29.9%	25.8%	31.9%	35.6%	45.0%	31.8%	32.4%
\$1,251 to \$3,333 per month	41.1%	38.2%	33.3%	32.2%	33.9%	36.7%	35.1%
More than \$3,333 per month	28.9%	36.0%	34.8%	32.2%	21.1%	31.6%	32.5%
Jobs by Industry Segment							
Goods Producing	37.6%	37.1%	31.7%	22.4%	10.7%	30.7%	28.3%
Trade, Transportation, and Utilities	20.3%	18.0%	20.4%	31.3%	46.8%	24.7%	26.2%
All Other Services	42.1%	44.9%	47.8%	46.4%	42.6%	44.6%	45.4%

Source: U.S. Census LED

How far and by what numbers are outside workers willing to commute to Piqua for employment and how else are they different by age, earnings, and industry employment?

There are a total of 7,197 outside workers filling jobs in Piqua for a total of 74.2 percent of the total employed workforce of 9,703 in Piqua. Of the 9,093 employed residents living in Piqua, 2,506 (27.6 percent) work there after 6,587 leave for employment to other areas. Opportunities for job growth in Piqua continue with employed residents living in the 60-mile radius including Piqua increasing by 3.0 percent from 2004 to 2014.

- 2,956 employed residents who live within 10 miles of the Piqua boundary work in or for a Piqua employer and comprise of 30.5 percent of the 9,703 workforce.
- 1,346 employed residents who live 10 to 20 miles from the Piqua boundary work in or for Piqua employers and comprise of 13.9 percent of the total workforce.
- 1,753 employed residents who live 20 to 60 miles from the Piqua boundary work in or for Piqua employers and comprise of 18.1 percent of the total workforce. More incoming Piqua workers travel from 20 to 60 miles to Piqua than those incoming from 10 to 20 miles.
- 1,142 employed residents who live 60 or more miles from the Piqua boundary work in or for Piqua employers and comprise of 11.8 percent of the total workforce.
- Workers who travel more than 60 miles to Piqua tend to be younger, earn less, and are more likely to work in Trade, Transportation, and Utilities industries compared to workers who commute shorter distances.
- Workers who live and work in Piqua tend to be similar in age distribution as well as industry classification as those who live up to 10 miles outside of Piqua's city limit, but they tend to earn less per month. As the travel distance to Piqua increases from 10 to 60 miles, the workers tend to get younger, earn less and be less likely to work in Goods Producing industries.
- Those who live and work in Piqua are more likely to work in Goods Producing industries than those who work in Piqua but live outside of the city.

Appendix K—Miami County High Growth Industries*

Largest Employment Ranking, Private Firms Only

Rank	Group: NAICS 3-digit industry name	Average Quarterly Employment	Average Quarterly New Hire Employment	Average Monthly Earnings (\$)	New Hire Earnings (\$)
	All NAICS Subsectors	35,575	5,703	\$3,411	\$1,962
1	722 Food Services and Drinking Places	3,640	999	\$1,284	\$825
2	561 Administrative and Support Services	2,413	1,560	\$2,133	\$1,591
3	336 Transportation Equipment Mfg	2,119	74	\$6,282	\$4,498
4	332 Fabricated Metal Product Mfg	1,915	186	\$4,273	\$2,600
5	333 Machinery Manufacturing	1,608	101	\$4,258	\$3,515

Average Monthly Earnings, Private Firms Only

Rank	Group: NAICS 3-digit industry name	Average Monthly Earnings (\$)	Average Quarterly Employment	Average Quarterly New Hire Employment	New Hire Earnings (\$)
	0 All NAICS Subsectors	\$3,411	35,575	5,703	\$1,962
1	481 Air Transportation	\$7,525	0	0	\$0
2	711 Performing Arts, Spectator Sports, and Related Industries	\$6,762	9	0	\$12,762
3	335 Electrical Equipment, Appliance, and Component Manufacturing	\$6,311	319	16	\$3,711
4	336 Transportation Equipment Mfg	\$6,282	2,119	74	\$4,498
5	533 Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	\$6,226	0	0	\$2,951

New Hire Employment, Private Firms Only

Rank	Group: NAICS 3-digit industry name	Average Quarterly New Hire Employment	Average Quarterly Employment	Average Monthly Earnings (\$)	New Hire Earnings (\$)
	0 All NAICS Subsectors	5,703	35,575	\$3,411	\$1,962
1	561 Administrative and Support Services	1,560	2,413	\$2,133	\$1,591
2	722 Food Services and Drinking Places	999	3,640	\$1,284	\$825
3	452 General Merchandise Stores	202	1,189	\$1,902	\$1,133
4	332 Fabricated Metal Product Manufacturing	186	1,915	\$4,273	\$2,600
5	238 Specialty Trade Contractors	176	1,125	\$3,902	\$2,843

*All data is from 2014 Q1 through Q4

What is the ranking of the top five (5) industries of private firms for Miami County by: Largest Employment, Average Monthly Earnings, and New Hire Employment?

The industry ranking is for private firms only and at the NAICS 3-digit industry name. The highest employment of 3,640 is for Food Services and Drinking Places. The highest average monthly earnings is for Air Transportation at \$7,525. The third table shows the highest new hire employment of 1,560 is for Administrative and Support Services. The lowest new hire earnings is \$180 for Beverage and Tobacco Product Manufacturing.

Appendix L—Miami County Employment Indicators

EMPLOYMENT INDICATORS OVERALL

The table below shows comparisons for the first quarter for four different years (2005, 2008, 2011, and 2014) for the State of Ohio and Miami County. The employment indicators for Miami County show both employment and new hires have decreased from 2005 levels by 1.1 and 10.1 percent, respectively. This compares to the State of Ohio with a 1.9 percent loss of jobs and a 14.5 percent decrease in New Hires. The turnover rates for the same years indicates turnover rates have decreased for both Miami County and at the State level. This data is not available for cities.

The table provides timelines, employment indicators, and area data comparisons. It is another way to differentiate the local area with other areas as it relates to new hires, turnover, new hire earnings and average earnings. Overall, Miami County had a smaller percent loss in total employment and new hires than the State of Ohio between 2005 and 2014. In addition, it had a greater percent gain in both total employment and new hires than the state level since 2011. Miami County has also had a lower turnover each year than Ohio as a state. When compared to the state level, average monthly earnings are less for Miami County.

Employment Indicators—Overall

	Total Employment	New Hires	Separations	Turnover	Avg. Monthly Earnings	Avg. New Hire Earnings
Miami 2005 Q1	35,107	4,897	5,679	8.5%	\$2,705	\$1,508
Miami 2008 Q1	35,785	4,995	5,926	8.5%	\$2,960	\$1,663
Miami 2011 Q1	32,490	3,624	3,693	7.6%	\$3,110	\$1,615
Miami 2014 Q1	34,719	4,403	5,000	8.3%	\$3,360	\$1,816
% Change 2005-2014	-1.1%	-10.1%	-12.0%	-2.4%	24.2%	20.4%
% Change 2011-2014	6.9%	21.5%	35.4%	9.2%	8.0%	12.4%
Ohio 2005 Q1	4,401,290	631,762	719,511	9.2%	\$3,150	\$1,635
Ohio 2008 Q1	4,413,142	598,484	775,395	9.3%	\$3,373	\$1,861
Ohio 2011 Q1	4,087,678	461,754	514,980	9.4%	\$3,634	\$1,987
Ohio 2014 Q1	4,317,724	539,992	591,362	8.5%	\$4,028	\$2,106
% Change 2005-2014	-1.9%	-14.5%	-17.8%	-7.6%	27.9%	28.8%
% Change 2011-2014	5.6%	16.9%	14.8%	-9.6%	10.8%	6.0%

Source: U.S. Census LED

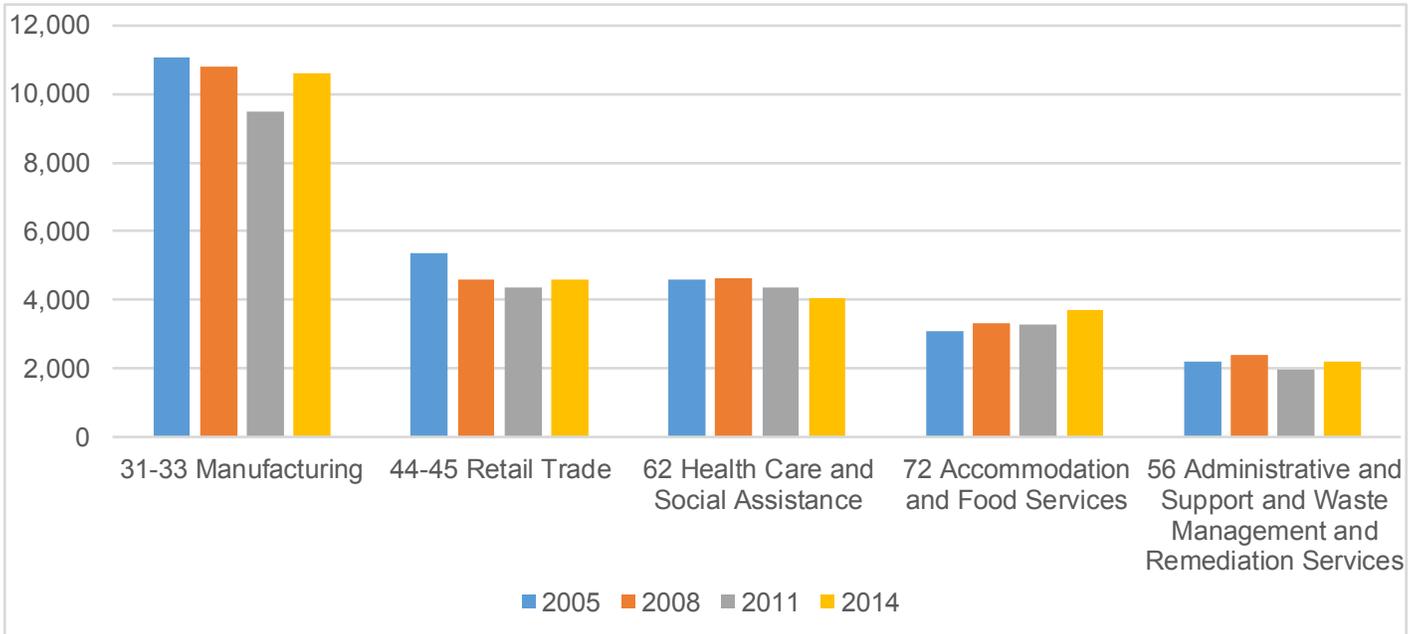
EMPLOYMENT INDICATORS BY INDUSTRY

Miami County's top five industries in Providing Job Creation and Earnings Growth from 2005 to 2014 are shown by chart on the following page. Local cities and communities can vary widely in employment from state and national norms. Understanding the dynamics of local employment indicators can help in assessing and adjusting strategic Direction.

The following charts will answer the two following questions: What is the employment trend of top Industry Sectors? What are the Average Monthly Earnings of Employees from Miami Industry Sectors?

What is the total employment trend of the Top Industry Sectors?

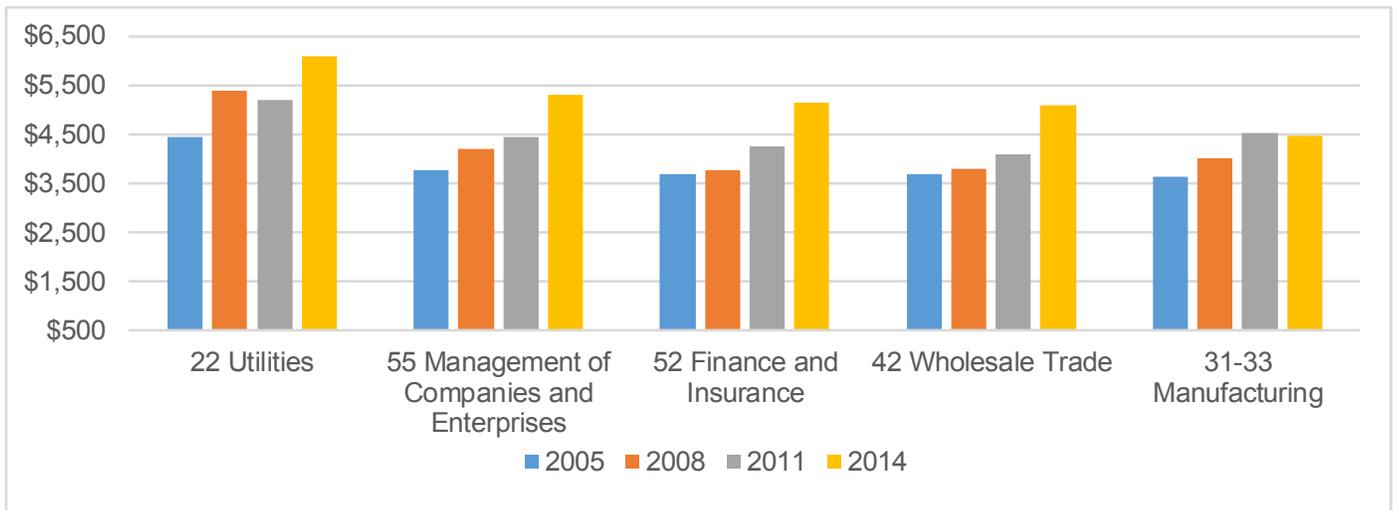
Employment By The Top 5 Industries



- The Manufacturing industry had a decrease of 483 jobs (a 4.4 percent loss) in Miami County since 2005. This compares to an overall employment decrease of 1.1 percent since 2005 in the county.
- Of the top five industries by employment, the Accommodation/Food Services and Administrative/Support/Waste Management/Remediation Services industries increased in employment from 2005 to 2014. The gains were 21.2 percent and 0.5 percent, respectively.

What are the Average Monthly Earnings of Employees from Miami Industry Sectors?

Average Monthly Earnings By The Top 5 Industries



- The Utilities industry has the highest average monthly earnings. It grew by \$1,640, or 36.9 percent, since 2005.
- The average monthly earnings in the Manufacturing industry increased by \$837 in Miami County since 2005 for a 23.0 percent increase. This compares to an overall average monthly earnings increase of \$655, or 24.2 percent, for Miami County since 2005.