



# Economic Overview

## SI Now



Southern Illinois Now  
[www.southernillinoisnow.org](http://www.southernillinoisnow.org)  
618-353-0100

Demographic Profile..... 3

Employment Trends ..... 5

Unemployment Rate ..... 5

Wage Trends ..... 6

Cost of Living Index ..... 7

Industry Snapshot ..... 8

Occupation Snapshot ..... 10

Industry Clusters ..... 12

Education Levels..... 13

Gross Domestic Product..... 14

SI Now Regional Map ..... 16

Region Definition..... 17

FAQ..... 18

# Demographic Profile

The population in the SI Now was 356,609 per American Community Survey data for 2019-2023.

The region has a civilian labor force of 159,277 with a participation rate of 54.6%. Of individuals 25 to 64 in the SI Now, 21.5% have a bachelor's degree or higher which compares with 36.5% in the nation.

The median household income in the SI Now is \$57,868 and the median house value is \$118,699.

## Summary<sup>1</sup>

	Percent			Value		
	SI Now	Illinois	USA	SI Now	Illinois	USA
<b>Demographics</b>						
Population (ACS)	—	—	—	356,609	12,692,653	332,387,540
Male	50.9%	49.4%	49.5%	181,463	6,270,399	164,545,087
Female	49.1%	50.6%	50.5%	175,146	6,422,254	167,842,453
Median Age <sup>2</sup>	—	—	—	41.5	38.9	38.7
Under 18 Years	20.8%	22.1%	22.2%	74,047	2,808,879	73,645,238
18 to 24 Years	9.1%	9.0%	9.1%	32,354	1,145,167	30,307,641
25 to 34 Years	11.9%	13.6%	13.7%	42,564	1,722,902	45,497,632
35 to 44 Years	12.2%	13.2%	13.1%	43,602	1,681,081	43,492,887
45 to 54 Years	12.0%	12.5%	12.3%	42,615	1,587,855	40,847,713
55 to 64 Years	13.8%	13.0%	12.8%	49,232	1,644,936	42,626,382
65 to 74 Years	11.7%	9.8%	10.0%	41,676	1,246,228	33,293,127
75 Years and Over	8.6%	6.7%	6.8%	30,519	855,605	22,676,920
Race: White	86.5%	63.3%	63.4%	308,477	8,038,512	210,875,446
Race: Black or African American	6.4%	13.8%	12.4%	22,892	1,750,414	41,070,890
Race: American Indian and Alaska Native	0.2%	0.5%	0.9%	725	66,990	2,924,996
Race: Asian	1.2%	5.8%	5.8%	4,241	738,308	19,352,659
Race: Native Hawaiian and Other Pacific Islander	0.0%	0.0%	0.2%	176	5,514	629,292
Race: Some Other Race	1.0%	7.3%	6.6%	3,437	920,254	21,940,536
Race: Two or More Races	4.7%	9.2%	10.7%	16,661	1,172,661	35,593,721
Hispanic or Latino (of any race)	3.1%	18.5%	19.0%	11,166	2,348,118	63,131,589
<b>Population Growth</b>						
Population (Pop Estimates) <sup>4</sup>	—	—	—	352,866	12,710,158	340,110,988
Population Annual Average Growth <sup>4</sup>	-0.7%	-0.1%	0.7%	-2,525	-17,493	2,172,466
People per Square Mile <sup>4</sup>	—	—	—	53.4	229.0	96.3
<b>Economic</b>						
Labor Force Participation Rate and Size (civilian population 16 years and over)	54.6%	65.1%	63.3%	159,277	6,638,033	168,567,852
Prime-Age Labor Force Participation Rate and Size (civilian population 25-54)	75.1%	84.8%	83.0%	96,564	4,221,692	107,055,165
Work from Home	6.3%	14.0%	13.5%	9,272	860,338	21,267,373
Armed Forces Labor Force	0.1%	0.2%	0.5%	274	20,841	1,287,774
Veterans, Age 18-64	4.9%	3.0%	4.2%	10,218	234,809	8,410,268
Veterans Labor Force Participation Rate and Size, Age 18-64	69.6%	79.5%	77.0%	7,112	186,611	6,478,181
Median Household Income <sup>2</sup>	—	—	—	\$57,868	\$81,702	\$78,538
Per Capita Income	—	—	—	\$32,242	\$45,104	\$43,289
Mean Commute Time (minutes)	—	—	—	23.4	28.1	26.6
Commute via Public Transportation	0.5%	6.4%	3.5%	666	392,650	5,528,841
<b>Educational Attainment, Age 25-64</b>						
No High School Diploma	9.8%	9.0%	10.0%	17,425	595,959	17,176,172
High School Graduate	29.9%	23.4%	25.0%	53,232	1,554,279	43,057,491
Some College, No Degree	25.8%	19.2%	19.3%	45,911	1,273,537	33,315,654

## Summary<sup>1</sup>

	Percent			Value		
	SI Now	Illinois	USA	SI Now	Illinois	USA
Associate's Degree	13.0%	8.8%	9.2%	23,200	581,975	15,894,085
Bachelor's Degree	13.6%	24.3%	22.8%	24,246	1,609,603	39,256,774
Postgraduate Degree	7.9%	15.4%	13.8%	13,999	1,021,421	23,764,438
<b>Housing</b>						
Total Housing Units	—	—	—	172,625	5,443,501	142,332,876
Median House Value (of owner-occupied units) <sup>2,5</sup>	—	—	—	\$118,699	\$250,500	\$303,400
Homeowner Vacancy	1.7%	1.1%	1.0%	1,761	38,531	850,724
Rental Vacancy	5.9%	5.2%	5.5%	2,720	90,930	2,605,688
Renter-Occupied Housing Units (% of Occupied Units)	29.0%	33.2%	35.0%	42,514	1,658,870	44,590,828
Owner-Occupied Housing Units (% of Occupied Units)	71.0%	66.8%	65.0%	104,160	3,343,034	82,892,037
Occupied Housing Units with No Vehicle Available (% of Occupied Units)	7.8%	10.9%	8.3%	11,435	545,425	10,602,826
<b>Social</b>						
Poverty Level (of all people)	16.5%	11.7%	12.4%	55,778	1,454,217	40,390,045
Households Receiving Food Stamps/SNAP	18.2%	13.5%	11.8%	26,739	673,465	15,004,950
Enrolled in Grade 12 (% of total population)	1.2%	1.4%	1.3%	4,108	175,845	4,405,676
Disconnected Youth <sup>3</sup>	4.6%	2.4%	2.4%	823	16,288	420,352
Children in Single Parent Families (% of all children)	36.3%	33.8%	34.0%	24,928	906,925	23,701,745
Uninsured	6.4%	7.0%	8.6%	21,823	870,603	28,000,876
With a Disability, Age 18-64	16.9%	9.5%	10.7%	33,815	729,202	21,269,700
With a Disability, Age 18-64, Labor Force Participation Rate and Size	40.1%	49.3%	47.0%	13,544	359,275	10,001,264
Foreign Born	2.2%	14.4%	13.9%	7,730	1,833,810	46,108,901
Speak English Less Than Very Well (population 5 yrs and over)	1.3%	8.8%	8.4%	4,232	1,056,059	26,299,012

Source: [JobsEQ®](https://www.chmuraecon.com/jobseq)

1. American Community Survey 2019-2023, unless noted otherwise

2. Median values for certain aggregate regions (such as MSAs) may be estimated as the weighted averages of the median values from the composing counties.

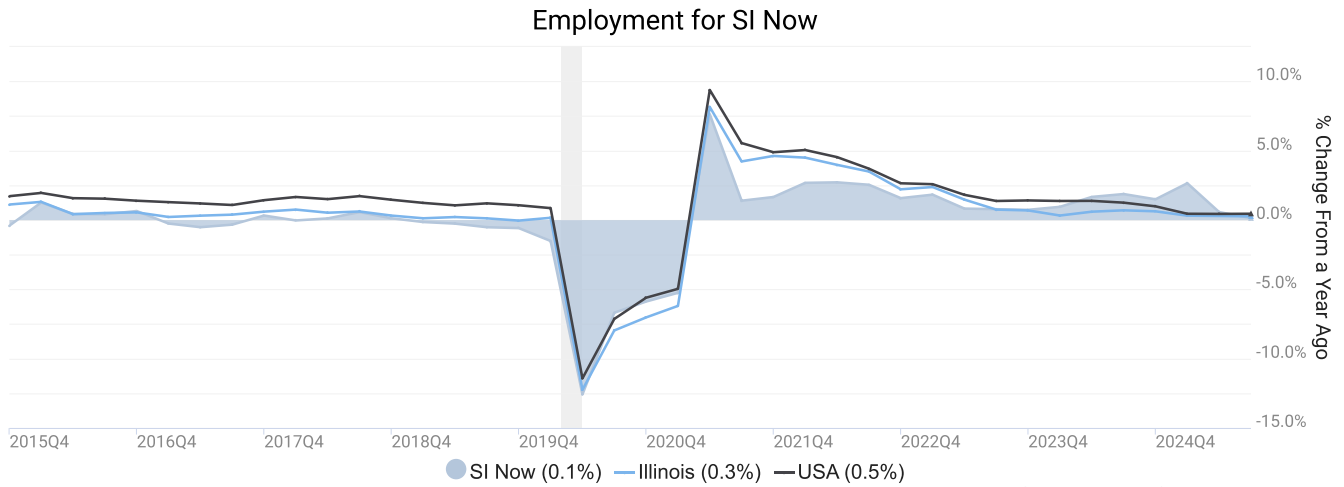
3. Disconnected Youth are 16-19 year olds who are (1) not in school, (2) not high school graduates, and (3) either unemployed or not in the labor force.

4. Census Population Estimate for 2024, annual average growth rate since 2014.

5. The Census's method for calculating median house values changed with the 2022 data set, so pre-2022 values are not directly comparable with later data.

# Employment Trends

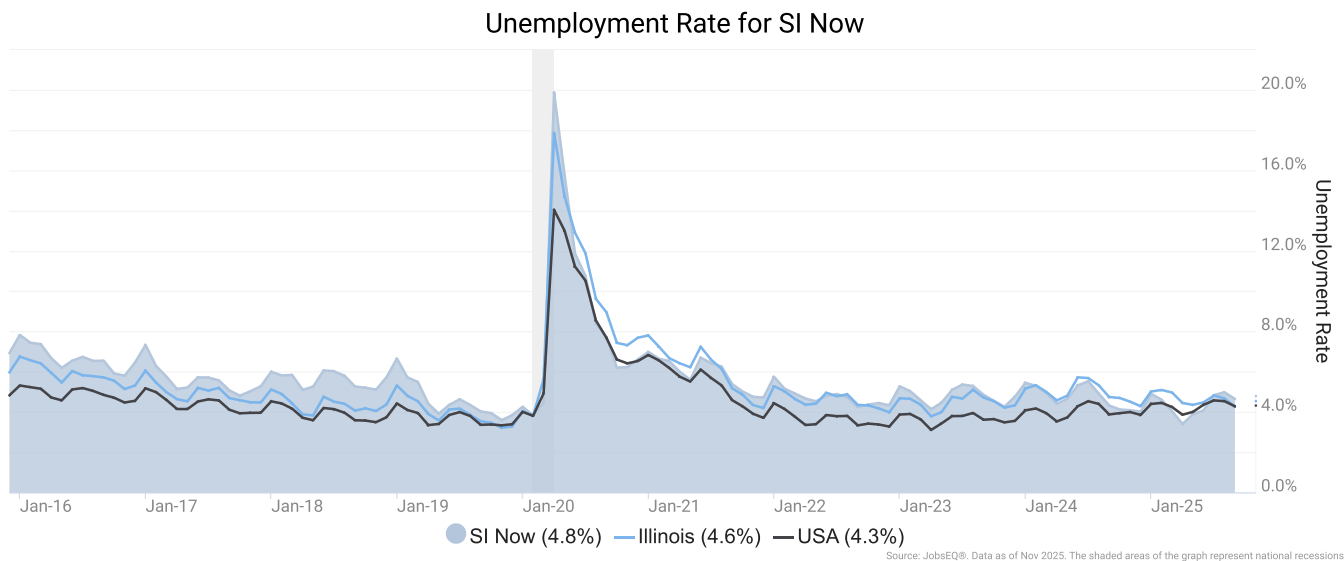
As of 2025Q3, total employment for the SI Now was 140,659 (based on a four-quarter moving average). Over the year ending 2025Q3, employment increased 0.1% in the region.



Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2025Q2 with preliminary estimates updated to 2025Q3.

# Unemployment Rate

The unemployment rate for the SI Now was 4.8% as of November 2025. The regional unemployment rate was higher than the national rate of 4.3%. One year earlier, in November 2024, the unemployment rate in the SI Now was 4.1%.

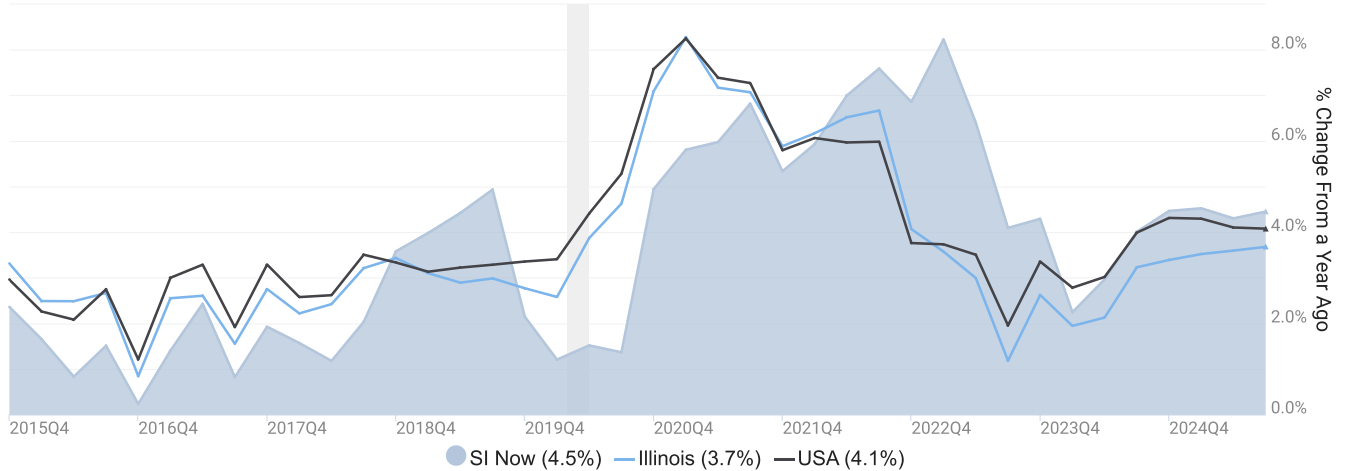


Unemployment rate data are from the Local Area Unemployment Statistics, provided by the Bureau of Labor Statistics and updated through November 2025.

# Wage Trends

The average worker in the SI Now earned annual wages of \$52,222 as of 2025Q3. Average annual wages per worker increased 4.5% in the region over the preceding four quarters. For comparison purposes, annual average wages were \$75,653 in the nation as of 2025Q3.

Average Annual Wages for SI Now



Annual average wages per worker data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2025Q2 with preliminary estimates updated to 2025Q3.

# Cost of Living Index

The Cost of Living Index estimates the relative price levels for consumer goods and services. When applied to wages and salaries, the result is a measure of relative purchasing power. The cost of living is 14.7% lower in SI Now than the U.S. average.

## Cost of Living Information

	Annual Average Salary	Cost of Living Index (Base US)	US Purchasing Power
SI Now	\$52,222	85.3	\$61,236
Illinois	\$77,232	104.4	\$73,945
USA	\$75,653	100.0	\$75,653

Source: [JobsEQ®](#)

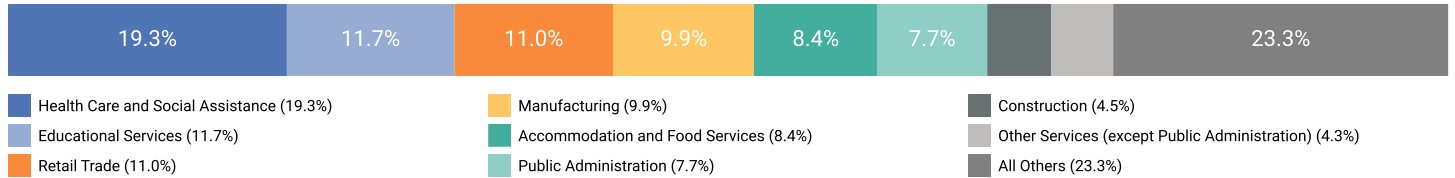
Data as of 2025Q3

Cost of Living per [COLI](#), data as of 2025Q3, imputed by Chmura where necessary.

# Industry Snapshot

The largest sector in the SI Now is Health Care and Social Assistance, employing 27,158 workers. The next-largest sectors in the region are Educational Services (16,474 workers) and Retail Trade (15,425). High location quotients (LQs) indicate sectors in which a region has high concentrations of employment compared to the national average. The sectors with the largest LQs in the region are Mining, Quarrying, and Oil and Gas Extraction (LQ = 4.38), Agriculture, Forestry, Fishing and Hunting (2.59), and Public Administration (1.62).

Total Workers for SI Now by Industry



Source: JobsEQ®  
Data as of 2025Q3  
Note: Figures may not sum due to rounding.

Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2025Q2 with preliminary estimates updated to 2025Q3.

Sectors in the SI Now with the highest average wages per worker are Utilities (\$126,981), Management of Companies and Enterprises (\$106,160), and Mining, Quarrying, and Oil and Gas Extraction (\$96,099). Regional sectors with the best job growth (or most moderate job losses) over the last 5 years are Health Care and Social Assistance (+2,621 jobs), Public Administration (+1,427), and Educational Services (+1,159).

Over the next 1 year, employment in the SI Now is projected to contract by 797 jobs. The fastest growing sector in the region is expected to be Arts, Entertainment, and Recreation with a -0.1% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Arts, Entertainment, and Recreation (-2 jobs), Management of Companies and Enterprises (-2), and Professional, Scientific, and Technical Services (-5).

SI Now, 2025Q3<sup>1</sup>

NAICS	Industry	Current			5-Year History		1-Year Forecast				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
62	Health Care and Social Assistance	27,158	\$58,427	1.25	2,621	2.1%	2,633	1,337	1,342	-46	-0.2%
61	Educational Services	16,474	\$49,314	1.44	1,159	1.5%	1,432	747	797	-112	-0.7%
44	Retail Trade	15,425	\$35,924	1.14	-239	-0.3%	1,925	942	1,123	-140	-0.9%
31	Manufacturing	13,901	\$64,894	1.27	1,121	1.7%	1,260	553	816	-108	-0.8%
72	Accommodation and Food Services	11,863	\$23,416	0.97	1,066	1.9%	2,003	909	1,136	-43	-0.4%
92	Public Administration	10,780	\$52,516	1.62	1,427	2.9%	905	416	556	-68	-0.6%
23	Construction	6,305	\$61,291	0.75	674	2.3%	507	209	310	-12	-0.2%
81	Other Services (except Public Administration)	6,046	\$32,947	1.01	-288	-0.9%	646	298	377	-29	-0.5%
48	Transportation and Warehousing	5,675	\$56,685	0.80	-292	-1.0%	563	266	333	-36	-0.6%
52	Finance and Insurance	4,897	\$72,205	0.89	141	0.6%	376	167	229	-19	-0.4%
11	Agriculture, Forestry, Fishing and Hunting	4,345	\$50,795	2.59	311	1.5%	472	265	250	-44	-1.0%
56	Administrative and Support and Waste Management and Remediation Services	3,591	\$41,603	0.43	-1,000	-4.8%	381	173	227	-19	-0.5%
42	Wholesale Trade	3,544	\$67,378	0.68	369	2.2%	325	141	203	-19	-0.5%
54	Professional, Scientific, and Technical Services	2,913	\$57,950	0.29	-43	-0.3%	224	92	137	-5	-0.2%
21	Mining, Quarrying, and Oil and Gas Extraction	2,180	\$96,099	4.38	-147	-1.3%	108	71	121	-84	-3.9%
71	Arts, Entertainment, and Recreation	1,422	\$20,647	0.48	347	5.8%	202	87	117	-2	-0.1%
53	Real Estate and Rental and Leasing	1,150	\$45,781	0.47	85	1.5%	105	52	57	-5	-0.4%
51	Information	1,100	\$50,746	0.41	-173	-2.9%	79	36	56	-12	-1.1%
22	Utilities	1,040	\$126,981	1.41	2	0.0%	81	35	54	-9	-0.8%
55	Management of Companies and Enterprises	817	\$106,160	0.37	138	3.8%	65	27	40	-2	-0.2%
99	Unclassified	32	\$67,440	0.14	20	23.1%	3	2	2	0	-0.7%
<b>Total - All Industries</b>		<b>140,659</b>	<b>\$52,222</b>	<b>1.00</b>	<b>7,299</b>	<b>1.1%</b>	<b>14,189</b>	<b>6,674</b>	<b>8,313</b>	<b>-797</b>	<b>-0.6%</b>

Source: [JobsEQ®](https://www.chmuraecon.com/jobseq)

Data as of 2025Q3

Note: Figures may not sum due to rounding.

1. All data based upon a four-quarter moving average

Exits and transfers are approximate estimates based upon occupation separation rates.

Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2025Q2 with preliminary estimates updated to 2025Q3. Forecast employment growth uses national projections adapted for regional growth patterns.

# Occupation Snapshot

The largest major occupation group in the SI Now is Office and Administrative Support Occupations, employing 13,906 workers. The next-largest occupation groups in the region are Management Occupations (12,110 workers) and Food Preparation and Serving Related Occupations (11,902). High location quotients (LQs) indicate occupation groups in which a region has high concentrations of employment compared to the national average. The major groups with the largest LQs in the region are Protective Service Occupations (LQ = 1.59), Farming, Fishing, and Forestry Occupations (1.54), and Healthcare Practitioners and Technical Occupations (1.36).

Occupation groups in the SI Now with the highest average wages per worker are Management Occupations (\$107,500), Legal Occupations (\$101,500), and Healthcare Practitioners and Technical Occupations (\$100,600). The unemployment rate in the region varied among the major groups from 1.5% among Legal Occupations to 7.8% among Farming, Fishing, and Forestry Occupations.

Over the next 1 year, the fastest growing occupation group in the SI Now is expected to be Healthcare Support Occupations with a +0.1% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Healthcare Support Occupations (+5 jobs) and Community and Social Service Occupations (-3). Over the same period, the highest separation demand (occupation demand due to retirements and workers moving from one occupation to another) is expected in Food Preparation and Serving Related Occupations (2,146 jobs) and Sales and Related Occupations (1,470).

## SI Now, 2025Q3<sup>1</sup>

SOC	Occupation	Current					5-Year History			1-Year Forecast				
		Empl	Mean Ann Wages <sup>2</sup>	LQ	Unempl	Unempl Rate	Online Job Ads <sup>3</sup>	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
43-0000	Office and Administrative Support	13,906	\$46,900	0.87	621	3.6%	266	-294	-0.4%	1,286	695	758	-166	-1.2%
11-0000	Management	12,110	\$107,500	1.10	250	1.9%	414	1,216	2.1%	901	403	542	-44	-0.4%
35-0000	Food Preparation and Serving Related	11,902	\$35,600	1.03	934	6.5%	659	695	1.2%	2,098	950	1,196	-48	-0.4%
53-0000	Transportation and Material Moving	11,740	\$46,400	0.98	962	6.5%	579	-110	-0.2%	1,400	645	805	-50	-0.4%
29-0000	Healthcare Practitioners and Technical	11,561	\$100,600	1.36	191	1.6%	1,835	1,121	2.1%	598	329	287	-18	-0.2%
41-0000	Sales and Related	11,276	\$46,800	0.93	757	5.7%	992	-140	-0.2%	1,343	690	780	-127	-1.1%
25-0000	Educational Instruction and Library	10,411	\$59,200	1.36	323	3.0%	79	692	1.4%	828	446	451	-69	-0.7%
51-0000	Production	9,265	\$52,600	1.24	655	5.9%	154	214	0.5%	879	390	580	-91	-1.0%
31-0000	Healthcare Support	7,253	\$40,700	1.06	342	3.9%	479	825	2.4%	1,012	512	496	5	0.1%
47-0000	Construction and Extraction	6,146	\$74,000	0.97	435	5.7%	114	267	0.9%	422	188	284	-50	-0.8%
13-0000	Business and Financial Operations	5,976	\$78,600	0.65	206	3.2%	190	623	2.2%	436	179	273	-17	-0.3%
49-0000	Installation, Maintenance, and Repair	5,380	\$62,100	0.99	220	3.3%	263	273	1.0%	433	201	258	-26	-0.5%
33-0000	Protective Service	4,926	\$68,700	1.59	139	2.6%	97	785	3.5%	414	184	270	-40	-0.8%
37-0000	Building and Grounds Cleaning and Maintenance	4,369	\$41,700	0.95	288	5.4%	162	-80	-0.4%	552	275	302	-25	-0.6%
21-0000	Community and Social Service	3,330	\$61,800	1.25	119	3.4%	274	312	2.0%	291	133	161	-3	-0.1%
39-0000	Personal Care and Service	3,075	\$38,100	0.85	222	6.1%	69	270	1.9%	490	206	297	-13	-0.4%
15-0000	Computer and Mathematical	2,128	\$93,000	0.48	85	3.4%	63	167	1.6%	110	45	68	-3	-0.2%

## SI Now, 2025Q3<sup>1</sup>

SOC	Occupation	Current					5-Year History			1-Year Forecast				
		Empl	Mean Ann Wages <sup>2</sup>	LQ	Unempl	Unempl Rate	Online Job Ads <sup>3</sup>	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
17-0000	Architecture and Engineering	1,496	\$96,900	0.68	39	2.5%	88	133	1.9%	87	36	56	-6	-0.4%
27-0000	Arts, Design, Entertainment, Sports, and Media	1,454	\$61,000	0.59	65	4.5%	103	-45	-0.6%	130	62	76	-8	-0.5%
45-0000	Farming, Fishing, and Forestry	1,233	\$45,000	1.54	122	7.8%	7	306	5.9%	159	78	94	-13	-1.1%
19-0000	Life, Physical, and Social Science	985	\$79,400	0.76	33	3.4%	56	123	2.7%	73	20	56	-3	-0.3%
23-0000	Legal	735	\$101,500	0.62	12	1.5%	11	-54	-1.4%	35	16	22	-3	-0.4%
<b>Total - All Occupations</b>		<b>140,659</b>	<b>\$62,200</b>	<b>1.00</b>	<b>7,020</b>	<b>4.3%</b>	<b>6,954</b>	<b>7,299</b>	<b>1.1%</b>	<b>13,989</b>	<b>6,683</b>	<b>8,113</b>	<b>-807</b>	<b>-0.6%</b>

Source: [JobsEQ®](#)

Data as of 2025Q3 unless noted otherwise

Note: Figures may not sum due to rounding.

1. Data based on a four-quarter moving average unless noted otherwise.

2. Wage data represent the average for all Covered Employment

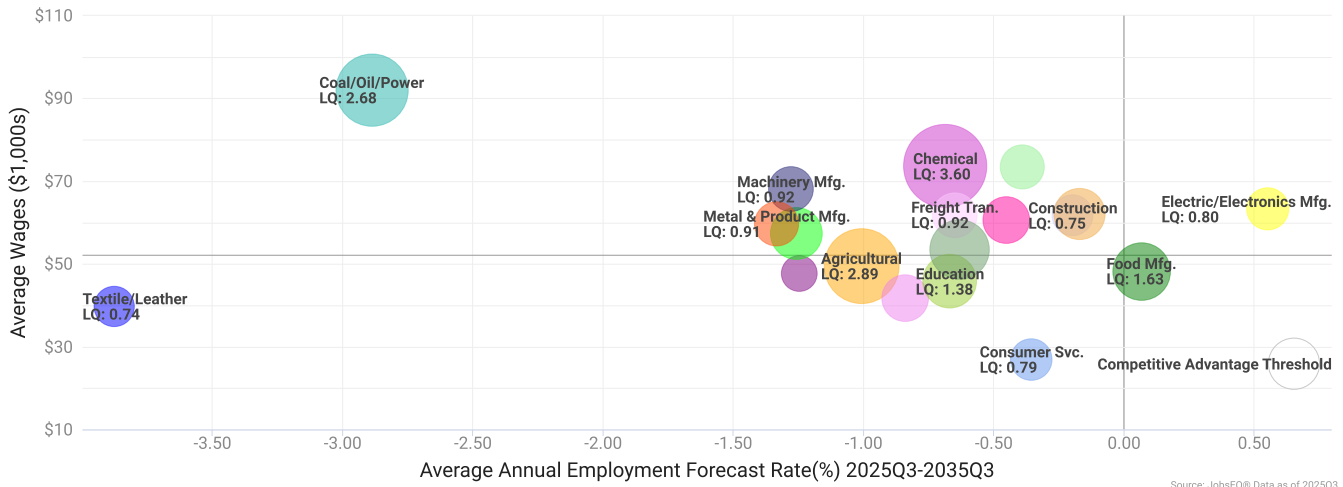
3. Data represent found online ads active within the last thirty days in the selected region. Due to alternative county-assignment algorithms, ad counts in this analytic may not match that shown in RTI (nor in the popup window ad list). Ad counts for ZCTA-based regions are estimates.

Occupation employment data are estimated via industry employment data and the estimated industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2025Q2, imputed where necessary with preliminary estimates updated to 2025Q3. Wages by occupation are as of 2025 provided by the BLS and imputed where necessary. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

# Industry Clusters

A cluster is a geographic concentration of interrelated industries or occupations. The industry cluster in the SI Now with the highest relative concentration is Chemical with a location quotient of 3.60. This cluster employs 4,376 workers in the region with an average wage of \$73,661. Employment in the Chemical cluster is projected to contract in the region about 0.7% per year over the next ten years.

Industry Clusters for SI Now as of 2025Q3



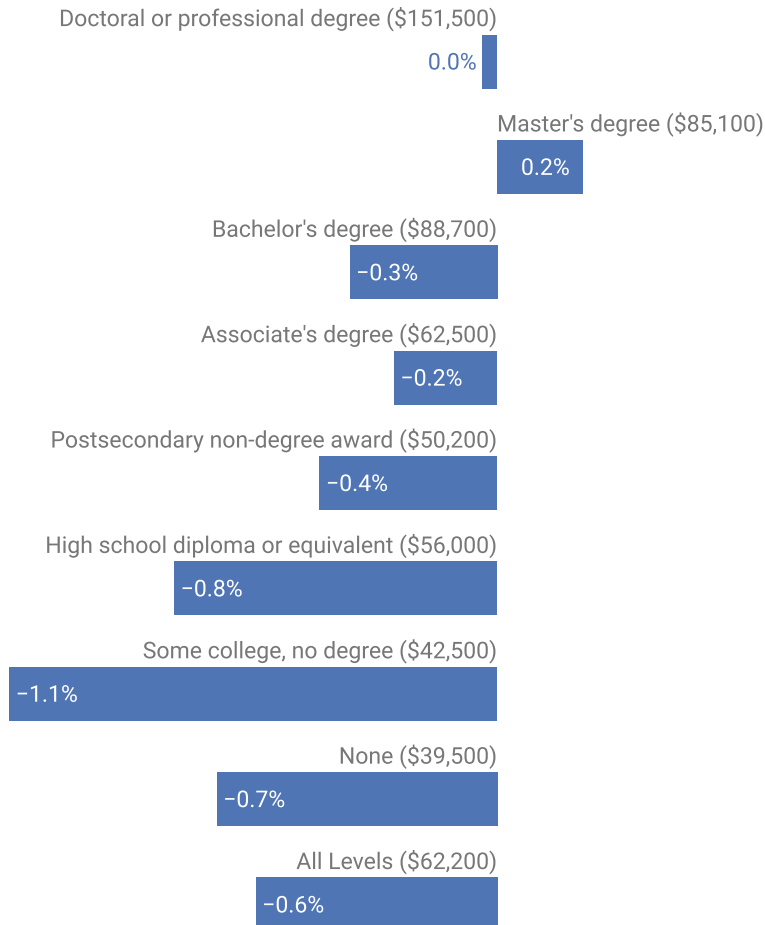
Source: JobsEQ® Data as of 2025Q3

Location quotient and average wage data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics, imputed where necessary, and updated through 2025Q2 with preliminary estimates updated to 2025Q3. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

# Education Levels

Expected growth rates for occupations vary by the education and training required. While all employment in the SI Now is projected to contract 0.6% over the next ten years, occupations typically requiring a postgraduate degree are expected to contract 0.0% per year, those requiring a bachelor's degree are forecast to contract 0.3% per year, and occupations typically needing a 2-year degree or certificate are expected to contract 0.2% per year.

## Annual Average Projected Job Growth by Education Levels

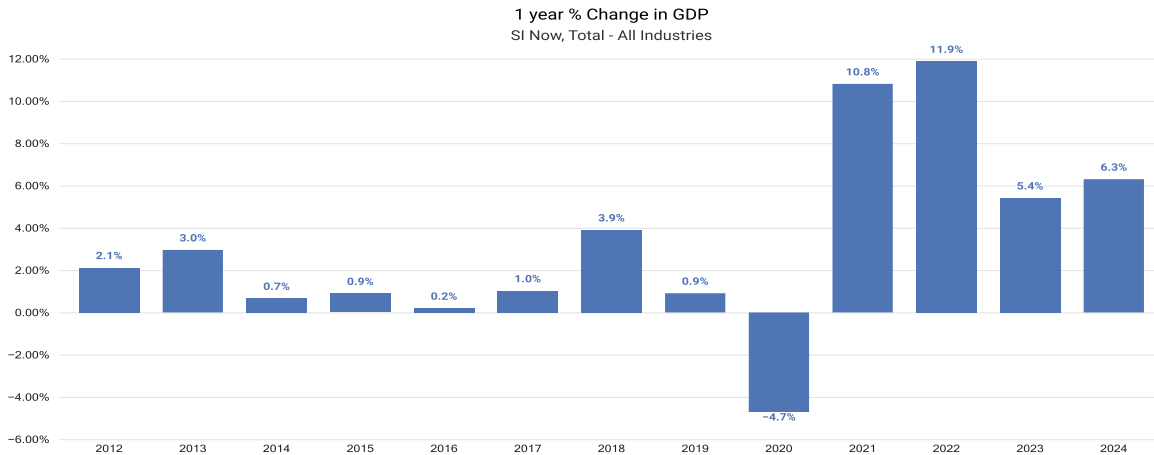


Source: JobsEQ®  
Data as of 2025Q3

Employment by occupation data are estimates as of 2025Q3. Education levels of occupations are based on BLS assignments. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

# Gross Domestic Product

Gross Domestic Product (GDP) is the total value of goods and services produced by a region. In 2024, nominal GDP in the SI Now expanded 6.3%. This follows growth of 5.4% in 2023. As of 2024, total GDP in the SI Now was \$16,148,995,000.



Gross Domestic Product data are provided by the Bureau of Economic Analysis, imputed by Chmura where necessary, updated through 2024.

Of the sectors in the SI Now, Health Care and Social Assistance contributed the largest portion of GDP in 2024, \$2,437,545,000. The next-largest contributions came from Manufacturing (\$1,973,198,000); Retail Trade (\$1,460,658,000); and Educational Services (\$1,320,297,000).

## GDP (in \$ millions)

SI Now, 2024

Health Care and Social Assistance (62)



Manufacturing (31)



Retail Trade (44)



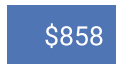
Educational Services (61)



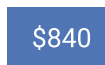
Public Administration (92)



Real Estate and Rental and Leasing (53)



Finance and Insurance (52)



Agriculture, Forestry, Fishing and Hunting (11)



Utilities (22)

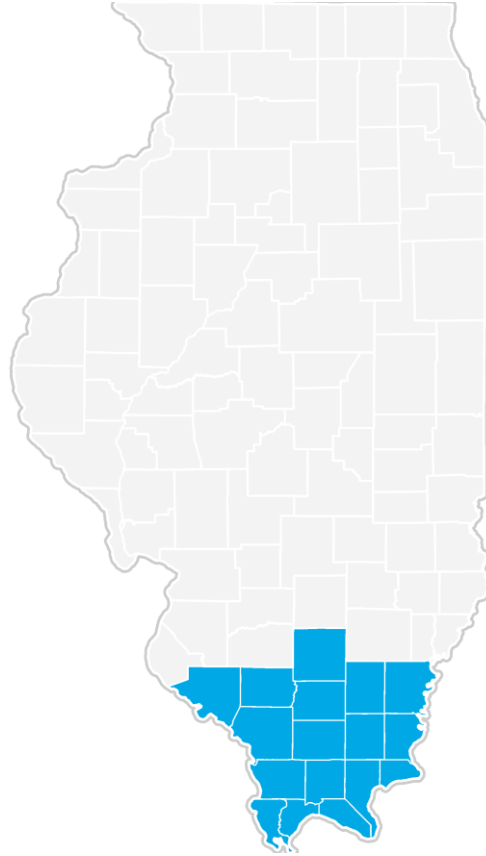


Mining, Quarrying, and Oil and Gas Extraction (21)



Gross Domestic Product data are provided by the Bureau of Economic Analysis, imputed by Chmura where necessary, updated through 2024.

# SI Now Regional Map



# Region Definition

## SI Now is defined as the following counties:

Alexander County, Illinois

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Franklin County, Illinois

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Gallatin County, Illinois

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Hamilton County, Illinois

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Hardin County, Illinois

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Jackson County, Illinois

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Jefferson County, Illinois

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Johnson County, Illinois

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Massac County, Illinois

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Perry County, Illinois

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Pope County, Illinois

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Pulaski County, Illinois

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Randolph County, Illinois

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Saline County, Illinois

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Union County, Illinois

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White County, Illinois

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Williamson County, Illinois

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# FAQ

## What is a location quotient?

A location quotient (LQ) is a measurement of concentration in comparison to the nation. An LQ of 1.00 indicates a region has the same concentration of an industry (or occupation) as the nation. An LQ of 2.00 would mean the region has twice the expected employment compared to the nation and an LQ of 0.50 would mean the region has half the expected employment in comparison to the nation.

## What is separation demand?

Separation demand is the number of jobs required due to separations—labor force exits (including retirements) and turnover resulting from workers moving from one occupation into another. Note that separation demand does not include all turnover—it does not include when workers stay in the same occupation but switch employers. The total projected demand for an occupation is the sum of the separation demand and the growth demand (which is the increase or decrease of jobs in an occupation expected due to expansion or contraction of the overall number of jobs in that occupation).

## What is a cluster?

A cluster is a geographic concentration of interrelated industries or occupations. If a regional cluster has a location quotient of 1.25 or greater, the region is considered to possess a competitive advantage in that cluster.

## What is the difference between industry wages and occupation wages?

Industry wages and occupation wages are estimated via separate data sets, often the time periods being reported do not align, and wages are defined slightly differently in the two systems (for example, certain bonuses are included in the industry wages but not the occupation wages). It is therefore common that estimates of the average industry wages and average occupation wages in a region do not match exactly.

## What is NAICS?

The North American Industry Classification System (NAICS) is used to classify business establishments according to the type of economic activity. The NAICS Code comprises six levels, from the “all industry” level to the 6-digit level. The first two digits define the top level category, known as the “sector,” which is the level examined in this report.

## What is SOC?

The Standard Occupational Classification system (SOC) is used to classify workers into occupational categories. All workers are classified into one of over 804 occupations according to their occupational definition. To facilitate classification, occupations are combined to form 22 major groups, 95 minor groups, and 452 occupation groups. Each occupation group includes detailed occupations requiring similar job duties, skills, education, or experience.

### About This Report

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