

# DATA SNAPSHOT

## *Noble County*

Data SnapShot Series 1.1  
December 2017

# 01 introduction

**Purpose**

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**About Noble County**

## Introduction

# Purpose

This document provides information and data about Noble County that can be used to guide local decision-making activities.

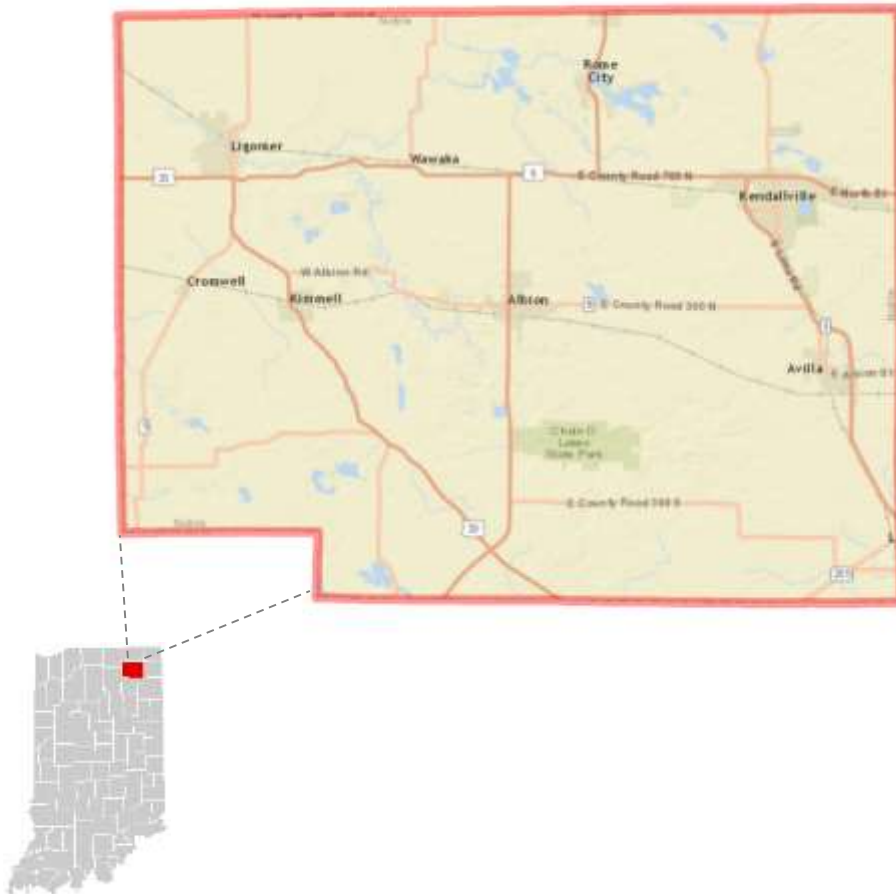
The Data SnapShot showcases a variety of demographic, economic and labor market information that local leaders, community organizations and others can use to gain a better perspective on current conditions and opportunities in their county.

To strengthen the value and usability of the information, we showcase the data using a variety of visual tools, such as charts, graphs and tables. In addition, we offer key points about the data as a way of assisting the user with the interpretation of the information presented.

Finally, short takeaway messages are offered at the end of each section in order to highlight some of the more salient findings.

## Introduction

# About Noble County



## County Background

Established	1836
County Seat	Albion
Area	417 sq. mi.
Neighboring Counties	Elkhart, IN LaGrange, IN Steuben, IN DeKalb, IN Allen, IN Whitley, IN Kosciusko, IN
Metropolitan Classification	Micropolitan Statistical Area
Distress Classification	Distressed by income

# 02 demography

**Population change**

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**Population pyramids**

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**Race**

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**Ethnicity**

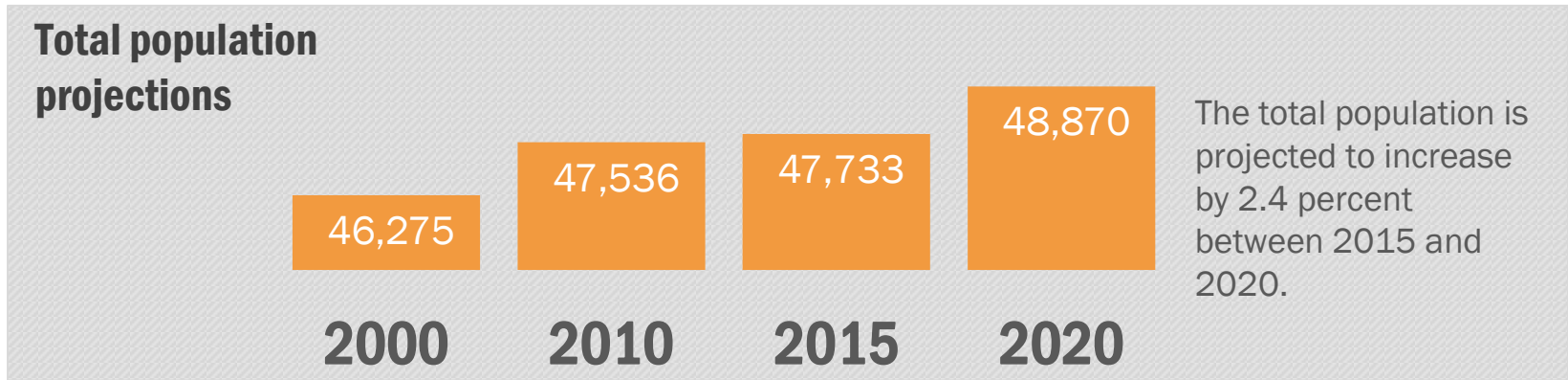
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**Educational attainment**

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**Takeaways**

# Population change



The county’s total population increased by 3.2 percent between 2000 and 2015. The key contributor to that increase was natural increase (births minus deaths over that span of time), with a growth of 3,955 individuals. Domestic migration resulted in a decrease of 3,582 individuals (number of people moving out of the county to another place in Indiana or the U.S. minus the number moving into the county from other parts of the state or the U.S.) International migration – the number of people moving out to places outside the U.S. versus the number moving into Noble County from outside the U.S. – resulted in an increase of 1,841 individuals.

## Components of Population Change, 2000-2015

Natural Increase	3,955
International Migration	1,841
Domestic Migration	-3,582

section 02

Table names: CO\_EST-2010\_ALLDATA, and CO\_EST-2015\_ALLDATA

## Demography

# Migration in Noble, 2000-2015

Outflow of population outpaced the inflow as people are moving out of Noble County to other counties located within and outside of Indiana.

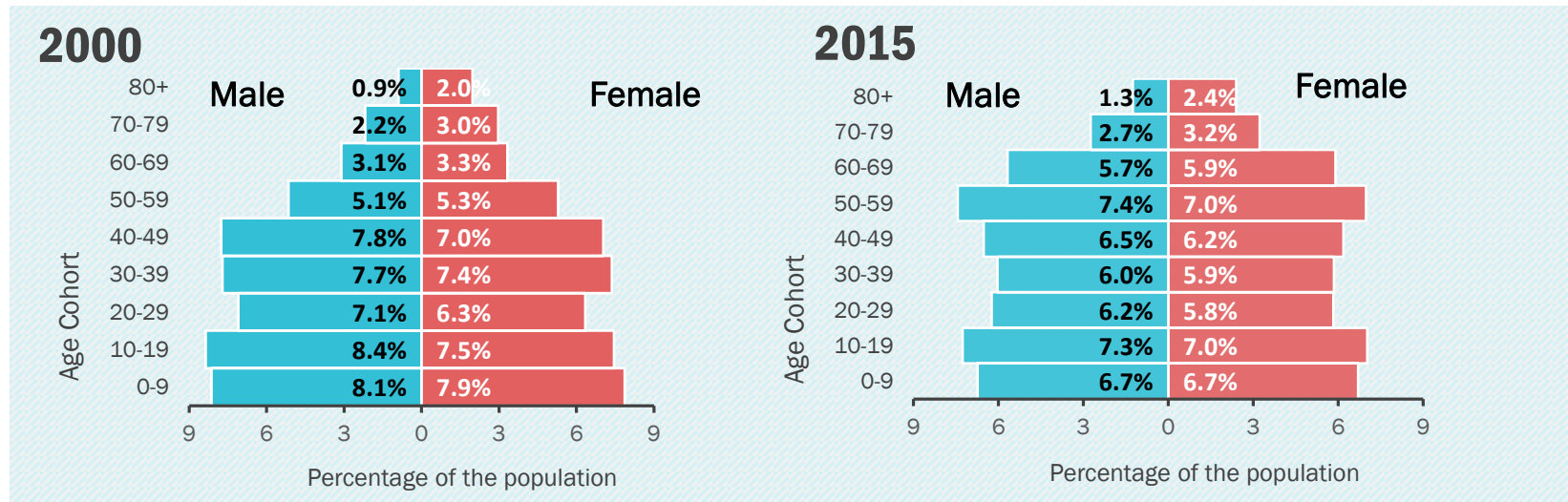
	Inflow	Outflow	Net Change
Migration (same State)*	24,232	26,119	-1,887
Migration (different State)	7,090	7,966	-876

\*Migration movement within Indiana or to different states is a sum of year-by-year movements from 2000 to 2015. Similar to the Census Bureau's estimates for domestic migration, the IRS migration data (the data being used in this table) showed an overall net loss for Noble County. The IRS migration database does not capture the entire moving population since not all households file their tax returns on a given year and some households ask for an extension. However, these are the only sources of data on migration that contain information on the origins and destinations of the migrating households. IRS data may not match with the census estimates, as it is one of the components of the domestic migration. The other components are changes in Medicare enrollment and the Group Quarter population.

## Demography

# Population pyramids

Population pyramids are visual representations of the age distribution of the population by gender.



The proportion of males and females in Noble County changed slightly between 2000 and 2015. Approximately 49.6 percent of the population was female in 2000, with 22,965 individuals and that number increased to 23,923 individuals in 2015 (resulting in a slightly higher percentage of 50.1). A bigger change occurred among other age groupings in the county. For example, the proportion of people (males & females) 50 years of age and older expanded from 24.9 percent to 35.6 percent from 2000 to 2015.

Several other age categories suffered a decline in Noble County. The percentage of people under 20 years old fell from 31.8 percent to 27.7 percent from 2000 to 2015. Among them, individuals under 10 years old (age 0-9) shrank from 16.0 percent to 13.4 percent. How about those of prime working age – those between 20-49 years of age? They, too, experienced a downturn from 43.3 percent to 36.6 percent over the 2000-2015 time span.

### section 02

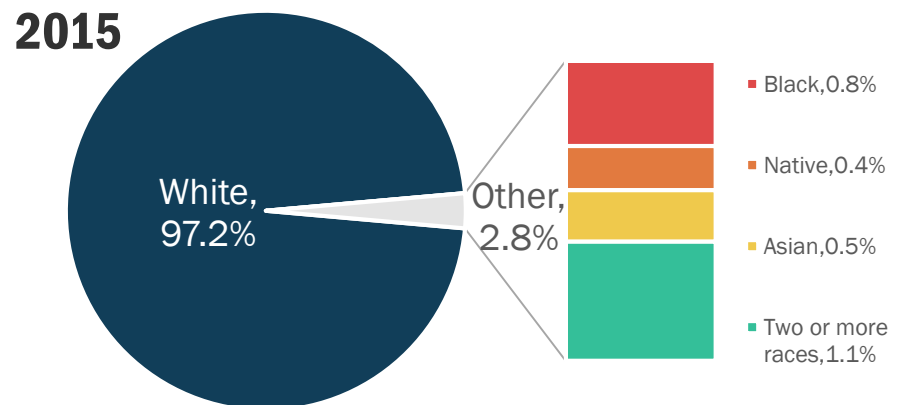
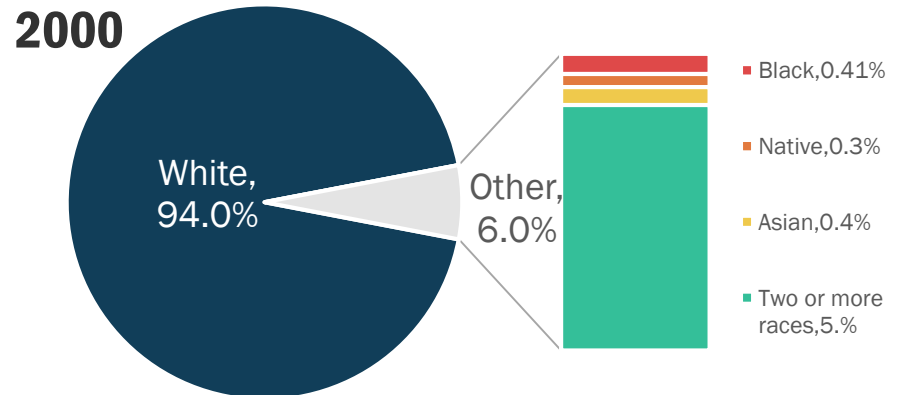


## Demography

# Race

The number of White residents in Noble County increased from 94.0 percent to 97.2 percent between 2000 and 2015.

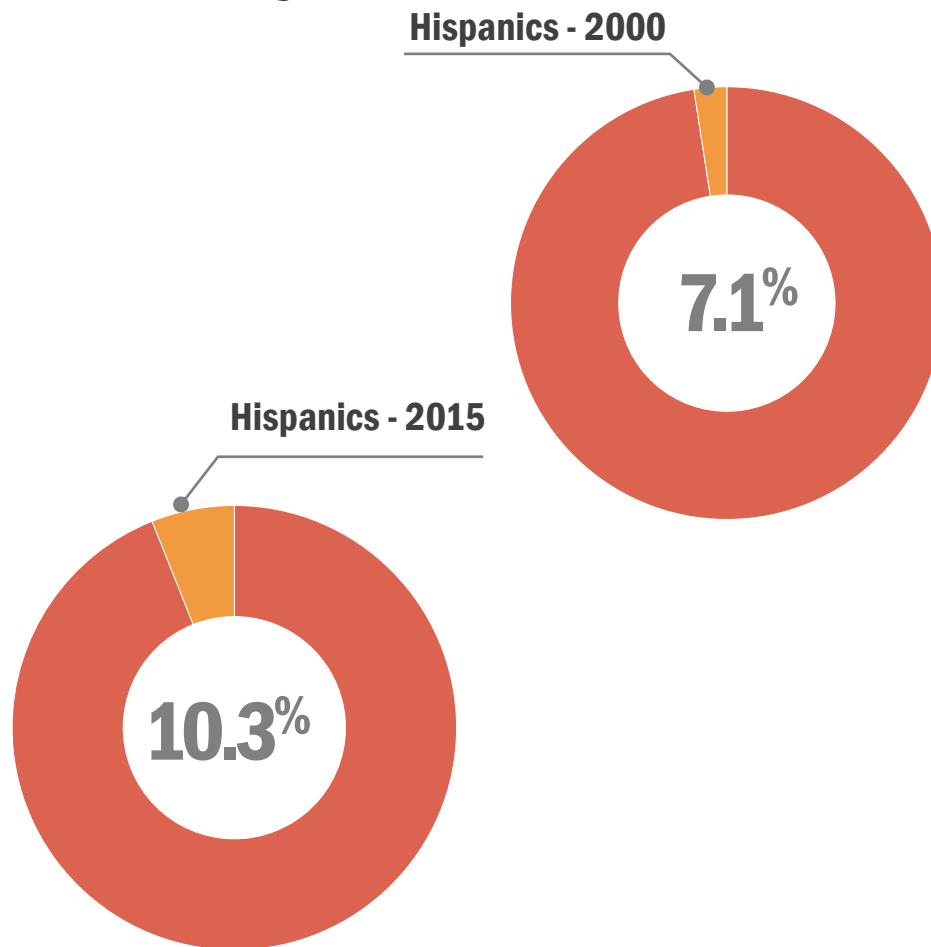
The percentage of non-White races decreased between 2000 and 2015 from 6.0 percent to 2.8 percent. The number of Blacks or African Americans increased by 192 individuals from 0.4 percent to 0.8 percent of the total population during the 16-year period. The population of Asians also grew slightly, from 0.4 percent to 0.5 percent with 62 more individuals. The Native population in Noble County increased by 74 individuals while the percentage increased from 0.3 percent in 2000 to 0.4 percent in 2015. Meanwhile individuals with two or more races experienced a decrease (-3.9 percentage points with 1,772 less individuals) over the same time period.



Note: Natives are comprised of American Indian and Alaska Native, and Native Hawaiian and Other Pacific Islander.

## Demography

# Ethnicity



Hispanics are individuals of any race whose ancestry are from Mexico, Puerto Rico, Cuba, Spain, the Dominican Republic or any other Spanish-speaking Central or South American country.

There were 3,299 Hispanics residing in Noble County in 2000. This figure increased significantly by 2015, reaching to 4,922 by 2015.

In terms of percentage growth, the Hispanic population expanded by 49 percent between 2000 and 2015. As such, the Hispanic community represented 10.3 percent of Noble County's population in 2015.

### section 02

## Demography

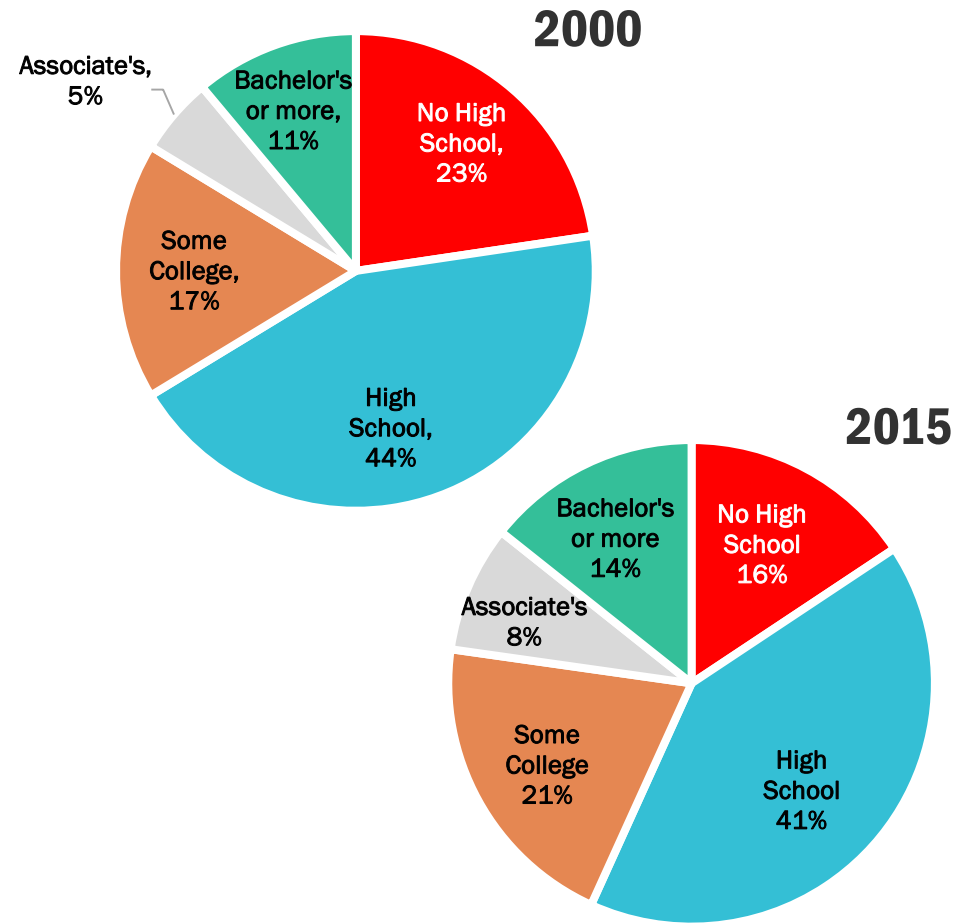
# Educational attainment

Noble County's share of adults (25 years and older) with bachelor's or higher degree increased by 3 percentage points from 2000 to 2015.

The proportion of adults 25+ years of age with a high school education decreased by 3 percentage points between 2000 and 2015.

Residents with less than a high school education dipped by 7 percentage points over this period. There were 6,468 adult individuals who did not have a high school degree in 2000 and that number dropped to under 4,900 by 2015.

The percentage of adults with an associate's degree increased by 3 percentage points while the proportion of adults with some college education increased by 4 percentage points between 2000 and 2015.



## Demography

# Takeaways

One of the positive aspects of Noble County is that its population is growing and is expected to do so through 2020, although the pace of growth is modest. Two issues that warrant the attention of local leaders and residents are the following:

Domestic migration continues to be a major source of population decline in the county. Were it not for natural increase and international migration, the county would be facing a major dip in its population.

While still growing in size, the county's population is aging, suggesting a need to take a hard look at how to meet the expanding health and service needs of population at or approaching retirement age.

While racial diversity is not significant at all, the fact is that 1 out of 10 Noble County residents is now of Hispanic background. What this means is that the county will have to continue to address the needs, and build on the opportunities, associated with a this key minority group.

As is well known, the educational level of the adult population can have a profound impact on the nature and quality of jobs in a county. While the proportion of adults 25 years of age or older with an associate's degree or more has improved from 16 percent to 22 percent between 2000 and 2015, the latest figure still falls short of the 33 percent for the state as a whole. What this suggests is the following:

It will be important to ensure that jobs being created, expanded or attracted to the county align with the educational profile and skill levels of its workforce. While it is good to expand the number of high quality/high paying jobs, growing and retaining middle-skilled jobs may be a better fit with the educational credentials of the county's resident workforce.

About 57 percent of adults in the county have a high school education or less. In light of the challenges many employers are facing in terms of finding qualified workers, it may be worthwhile focusing workforce development/training to this sizable group of adults, improving their chances of qualifying for job openings in the county or surrounding region.

# 03 economy

**Establishments**

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**Industries**

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**Occupations**

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**Income and poverty**

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**Takeaways**

## Economy

# Components of changes in jobs

### Changes in Jobs (2001-2016)

Gained by	New Start-ups	15,621
	Spin-offs	1,392
	Expansion	9,761
	In-migration	800
Lost by	Closings	16,474
	Contractions	9,902
	Out-migration	1,137
<b>Net change</b>		<b>61</b>

### How to Interpret the Accompanying Table

New Start-ups: A completely new business from births/openings without any affiliation to an existing business.

Spin-offs: New businesses that were spun off from existing businesses.

Expansions: Existing businesses that have expanded in jobs.

In-migration: Businesses that have moved-in from outside of the county.

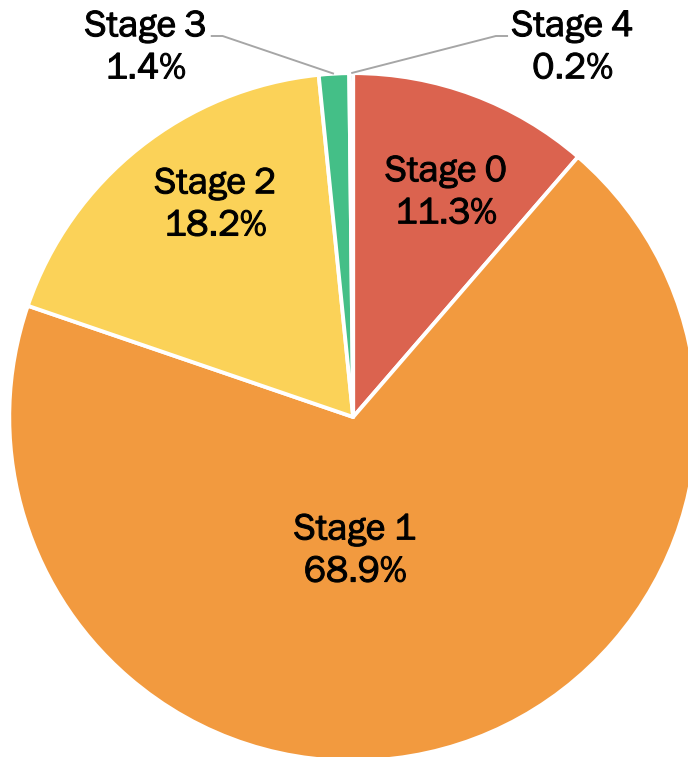
Closings: Closure of existing businesses.

Contractions: Existing businesses that have shed/reduced jobs.

Out-migration: Businesses that have moved-out from the county.

## Economy

# Company stages



Establishment Distribution by Stages  
Indiana, 2016

An establishment is a physical business location. Branches, standalones and headquarters are all considered types of establishments.



### Definition of Company Stages

<b>0</b>	Self-employed	<b>1</b>	2-9 employees
<b>2</b>	10-99 employees	<b>3</b>	100-499 employees
<b>4</b>	500+ employees		

## section 03

Note: Based on Edward Lowe's research, <http://thegrowthsociety.com/links/SecondStage.pdf>

Source: Pyramid graphics is courtesy of Nancy Duarte, <http://www.duarte.com/diagrammer/>

## Economy

# Number of establishments by stage/employment category in the county

	2001		2016	
Stage	Establishments	Proportion	Establishments	Proportion
Stage 0	243	16.7%	316	13.8%
Stage 1	857	59.0%	1,550	67.8%
Stage 2	302	20.8%	383	16.8%
Stage 3	44	3.0%	32	1.4%
Stage 4	6	0.4%	5	0.2%
<b>Total</b>	<b>1,452</b>	<b>100%</b>	<b>2,286</b>	<b>100%</b>



## Economy

# Major five employers in 2016

	Establishment	Stage
1.	Lsc Communications	Stage 4
2.	Kraft Foods	Stage 4
3.	Silgan Plastics Llc	Stage 4
4.	Busche Enterprise	Stage 4
5.	Group Dekko	Stage 4

The five major employers in Noble County represent Stage 4 establishments.

Major employers are located in Kendalville, Albion and Ligonier. Lsc Communications engages in printers manufacturing. Kraft Foods is engaged in food processing. Silgan Plastics Llc, Busche Enterprise and Group Dekko complete the list. These employers belong to various types of businesses, such as agribusiness, plastic bottles, ceramics, and metal products.

Information on the top five establishments by employment comes from ReferenceUSA, which is a library database service provided by Infogroup, the company that also supplies the list of major employers for Hoosiers by the Numbers. While both YourEconomy.org and ReferenceUSA contain establishments, differences in data collection processes result in discrepancies between the two sources. We use YourEconomy.org for a broad picture of establishments in the county, while ReferenceUSA is used for studying individual establishments.

### section 03

## Economy

# Number of jobs by stage/employment category

	<b>2001</b>	<b>2016</b>	
<b>Stage</b>	<b>Jobs*</b>	<b>Jobs*</b>	<b>% change**</b>
Stage 0	243	316	30%
Stage 1	3,329	5,707	71.4%
Stage 2	8,489	9,068	6.8%
Stage 3	7,830	5,500	-29.8%
Stage 4	3,630	2,820	-22.3%
<b>Total</b>	<b>23,521</b>	<b>23,411</b>	<b>-0.5%</b>

Note: The change in jobs from 2001 to 2016 might not match with the components of change in jobs because of residuals.

## Economy

# Amount of sales (2013 dollars) by stage/employment category

(\$Million, 2013)	2001	2016	
Stage	Sales	Sales	% change
Stage 0	46.8	36.1	-23%
Stage 1	901.8	1,144.1	27%
Stage 2	2,104.6	1,906.8	-9%
Stage 3	2,236.2	2,097.5	-6%
Stage 4	1,147.0	1,334.8	16%
<b>Total</b>	<b>6,436.5</b>	<b>6,519.2</b>	<b>1%</b>

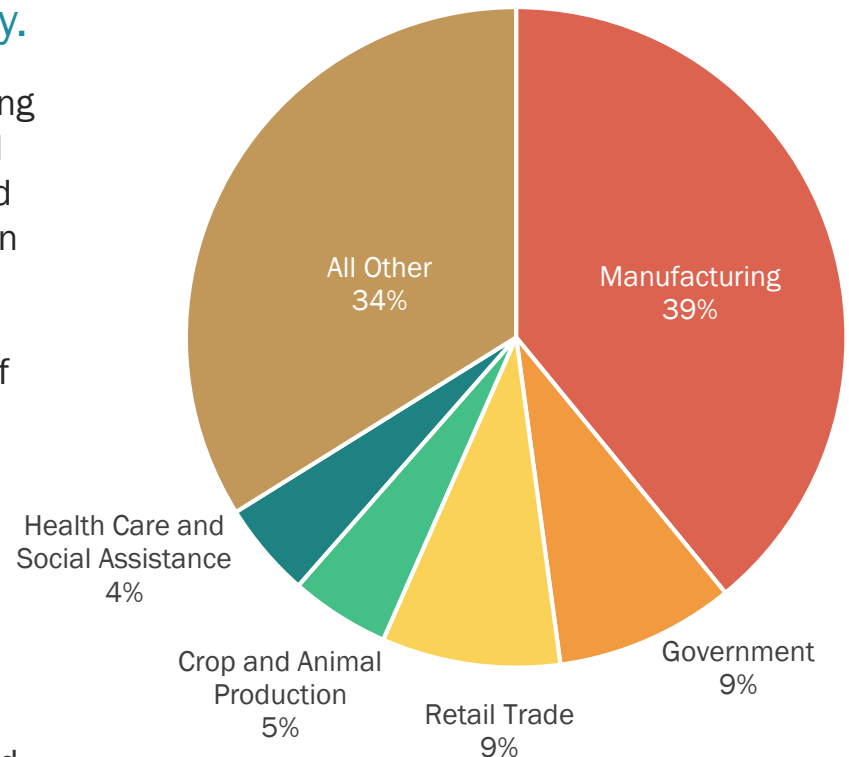
## Economy

# Top five industries in 2016

More than half of all jobs are tied to one of the top five industries in Noble County.

Manufacturing is the largest industry sector providing 9,140 jobs in Noble County. Government and Retail Trade sector ranks second and third with 2,054 and 2,045 jobs, respectively. Crop and Animal protection places as the fourth largest industry in the county, accounting for about 5 percent of the total jobs. Health Care and Social Assistance with 5 percent of all jobs in the county, completes the top five industries.

Three of the top five industries lost jobs between 2003 and 2016. Among them, Manufacturing suffered a 12 percentage points decline in job numbers, Government a 2 percent drop and Health Care and Social Assistance a 2 percent job reduction. On the other hand, Retail Trade expanded by 2 percent and Crop and Animal Production expanded by 10 percent from 2003 to 2016.



### section 03

## Economy

# Industry distribution and change

NAICS Code	Description	Jobs 2003	Jobs 2016	Change (2003-2016)	% Change (2003-2016)	Average Total Earnings 2016
11	Crop and Animal Production	1,172	1,290	118	10%	\$33,579
21	Mining, Quarrying, and Oil and Gas Extraction	12	17	5	42%	\$74,915
22	Utilities	63	53	-10	-16%	\$103,620
23	Construction	903	878	-25	-3%	\$38,788
31	Manufacturing	10,356	9,140	-1,216	-12%	\$55,442
42	Wholesale Trade	366	444	78	21%	\$56,584
44	Retail Trade	2,004	2,045	41	2%	\$25,924
48	Transportation and Warehousing	563	612	49	9%	\$42,565
51	Information	357	248	-109	-31%	\$42,083
52	Finance and Insurance	395	469	74	19%	\$37,230
53	Real Estate and Rental and Leasing	505	742	237	47%	\$31,852
54	Professional, Scientific, and Technical Services	461	571	110	24%	\$35,957
55	Management of Companies and Enterprises	180	38	-142	-79%	\$56,807
56	Administrative and Support and Waste Management and Remediation Services	877	851	-26	-3%	\$29,173
61	Educational Services	181	256	75	41%	\$22,699
62	Health Care and Social Assistance	1,304	1,279	-25	-2%	\$38,178
71	Arts, Entertainment, and Recreation	183	174	-9	-5%	\$13,690
72	Accommodation and Food Services	1,108	1,138	30	3%	\$13,495
81	Other Services -except Public Administration	1,173	1,092	-81	-7%	\$18,654
90	Government	2,106	2,054	-52	-2%	\$44,756
All	Total	24,269	23,391	-878	-4%	\$41,846

### section 03

Note: Average total earnings include wages, salaries, supplements and earnings from investments and proprietorships.

Source: Economic Modeling Specialists International (EMSI) - 2017.3 - QCEW Employees, Non-QCEW Employees, Self-Employed, and Extended Proprietors

## Economy

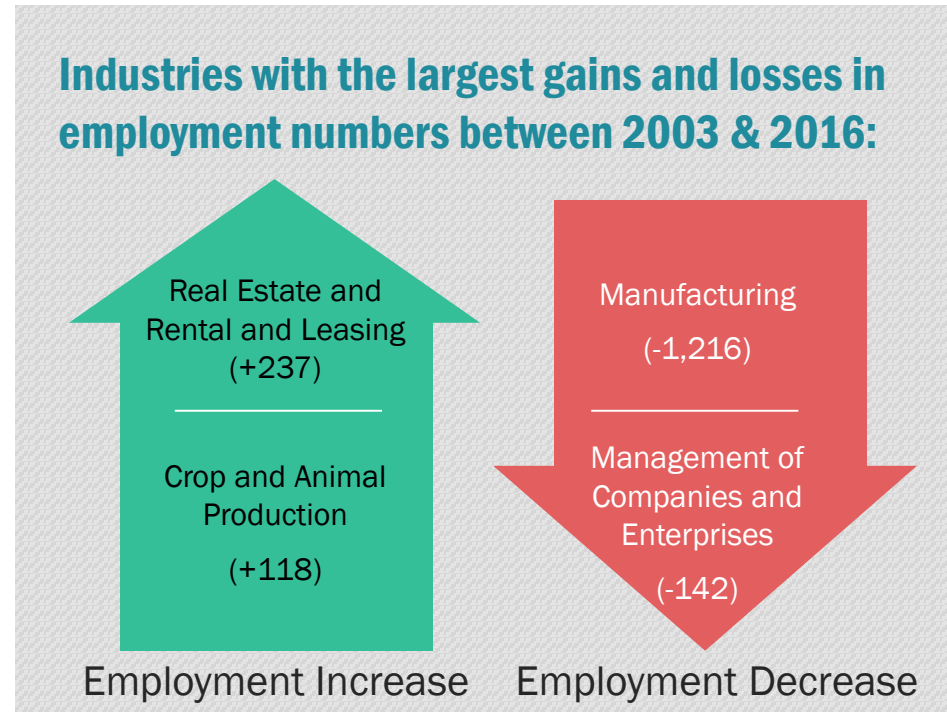
# Industry distribution and change

The largest percentage gains in employment in Noble County occurred in:

- Real Estate and Rental and Leasing (+47 percent)
- Mining, Quarrying, and Oil and Gas Extraction (+42 percent)

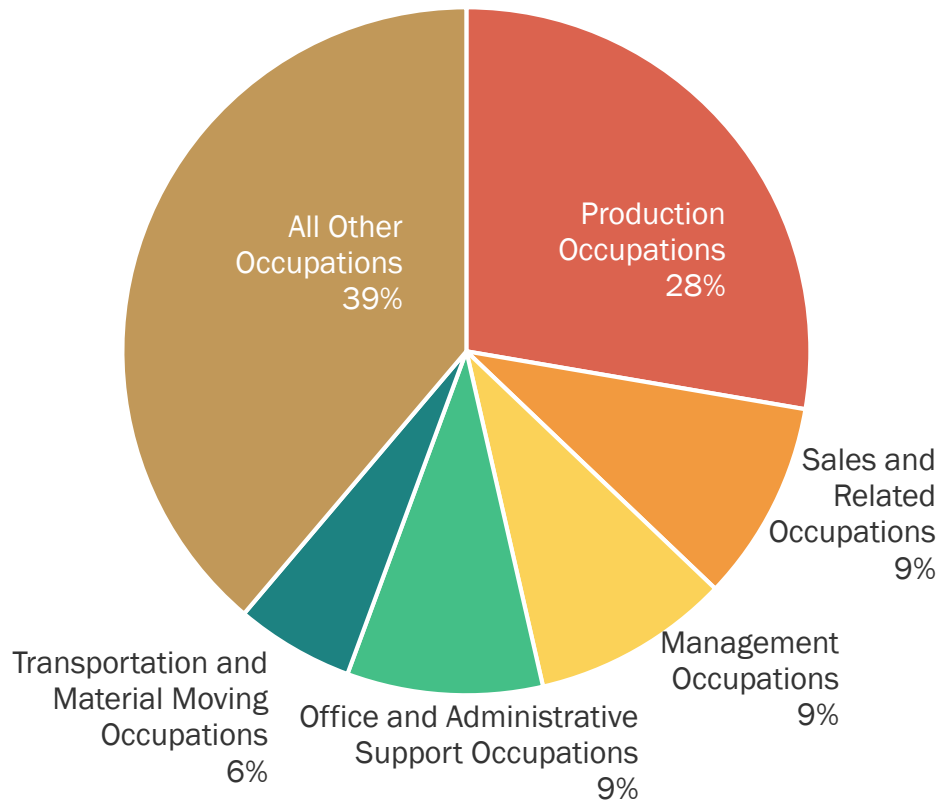
The largest percentage losses in employment occurred in:

- Management of Companies and Enterprises (-79 percent)
- Information (-31 percent)



## Economy

# Top five occupations in 2016



The top five occupations in Noble County represent more than half of all jobs.

The top occupation in Noble County is Production Occupations, which accounts for 28 percent of the total jobs. Sales and Related Occupations rank second, providing 2,206 jobs. Management Occupations; Office and Administrative Support Occupations; Transportation and Material Moving Occupations complete the top five occupation groups in Noble County. Together the five occupation groups represented 14,706 jobs in 2016.

Three out of five top occupations lost jobs between 2003 and 2016. Production Occupations lost most jobs (-11 percent) from 2003 to 2016.

# Occupation distribution and change

SOC	Description	Jobs 2003	Jobs 2016	Change (2003-2016)	% Change (2003-2016)	Median Hourly Earnings 2016
11	Management Occupations	2,104	2,175	71	3%	\$17.31
13	Business and Financial Operations Occupations	666	652	-14	-2%	\$21.87
15	Computer and Mathematical Occupations	162	140	-22	-14%	\$24.22
17	Architecture and Engineering Occupations	467	367	-100	-21%	\$30.62
19	Life, Physical, and Social Science Occupations	90	75	-15	-17%	\$22.21
21	Community and Social Service Occupations	237	240	3	1%	\$16.07
23	Legal Occupations	61	70	9	15%	\$26.64
25	Education, Training, and Library Occupations	953	955	2	0%	\$16.43
27	Arts, Design, Entertainment, Sports, and Media Occupations	395	374	-21	-5%	\$14.57
29	Healthcare Practitioners and Technical Occupations	501	505	4	1%	\$23.61
31	Health Care Support Occupations	254	265	11	4%	\$11.97
33	Protective Service Occupations	235	256	21	9%	\$18.21
35	Food Preparation and Serving Related Occupations	1,265	1,302	37	3%	\$8.37
37	Building and Grounds Cleaning and Maintenance Occupations	547	568	21	4%	\$10.84
39	Personal Care and Service Occupations	652	656	4	1%	\$9.29
41	Sales and Related Occupations	2,108	2,206	98	5%	\$11.35
43	Office and Administrative Support Occupations	2,396	2,152	-244	-10%	\$14.60
45	Farming, Fishing, and Forestry Occupations	151	254	103	68%	\$10.47
47	Construction and Extraction Occupations	769	777	8	1%	\$18.25
49	Installation, Maintenance, and Repair Occupations	1,115	1,067	-48	-4%	\$18.99
51	Production Occupations	7,245	6,478	-767	-11%	\$15.70
53	Transportation and Material Moving Occupations	1,720	1,696	-24	-1%	\$14.18
55	Military occupations	160	140	-20	-13%	\$13.93
All	Total	24,269	23,391	-878	-4%	

\*Management occupations include farm managers, so changes in jobs may be related to changes in the number of farm proprietorships.



## Economy

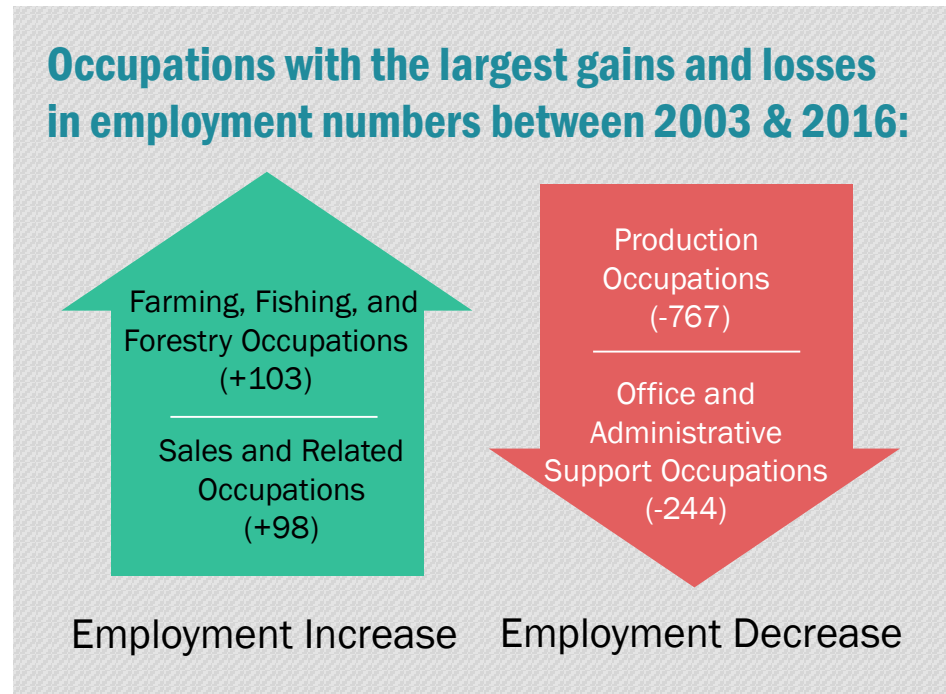
# Occupation distribution and change

The largest percentage gains in employment in Noble County occurred in:

- Farming, Fishing & Forestry (+68%)
- Legal Occupations (+15 percent)

The largest percentage losses in employment occurred in:

- Architecture and Engineering Occupations (-21 percent)
- Life, Physical, and Social Science Occupations (-17 percent)



## Economy

# Income and poverty

	2001	2008	2015
Total Population in Poverty	7.7%	10.0%	9.8%
Minors (Under Age 18) in Poverty	10.5%	15.0%	14.2%
Real Median Household Income (2013)*	\$53,642	\$51,682	\$50,068
Real Per Capita Income (2013)*	\$29,650	\$29,598	\$33,718

Median household income in Noble County dropped by \$3,574 between 2001 and 2015 in real dollars (that is, adjusted for inflation), while average income per person increased by \$4,068 in real dollars over the same period.

The total population in poverty increased from 7.7 percent to 9.8 percent between 2001 and 2015. Child poverty grew at an even faster pace, expanding by 3.7 percentage points during this same time period.

\*Real median household income is the middle income value in the county. Half of the county's households fall above this line and half below. Real per capita personal income is the average income per person in the county.

### section 03

## Economy

# Income and poverty

Median household income in Noble County has been fluctuating for the past 16 years, experiencing a modest improvement since 2012. Real per capita personal income has increased at a moderate pace since 2009. The overall poverty rate for all ages and among individuals under 18 years of age have been increasing since 2000 but showed a decrease since 2012.



### section 03

# Takeaways

The series of economy-related data presented in this section of the Data Snapshot document offers insights for the local community and economic development leaders. For example, consider the following:

The largest share of establishments in the county are comprised of Stage 1 and Stage 2 firms. Moreover, Stage 1 companies (those employing 2-9 persons) served as key contributors to job growth between 2001 and 2016 by adding nearly 2,378 jobs or 71% growth. Are local leaders giving sufficient attention to the needs of this segment of the local economy?

On the other hand, the biggest growth in sales took place among Stages 1 and 4 firms, despite job declines in the larger companies. It may be worth exploring why these firms are shedding jobs while improving their sales. Is part of the reason a shift to automation or are there other factors contributing to these two opposite trends?

The manufacturing sector has been a significant industry in Noble County's economy, employing around 9,140 individuals and providing annual earnings of \$55,442. However, manufacturing lost 12 percent of its workforce since 2003. Are these declines the result of the Great Recession or are they a warning sign of potential job losses in the future because of automation or some other trends.

Retail Trade; Crop and Animal Production; Real Estate industry sectors represent a growing segment of the county's economy. Finding ways to retain and expand the growing sectors could be important to the long-term social and economic well-being of the county.

Real median household income decreased in the county between 2001 and 2015, while per capita income increased. This seemingly conflicting information suggests that the county has experienced income inequality, one in which the largest share of income growth has occurred among residents with the highest incomes.

Assessing the talent needs of existing firms will be important to ensure that current and emerging workforce have the set of skills needed to meet the demands of the mix of employers in the county.

# 04 labor market

**Labor force and  
unemployment**

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**Commuteshed**

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**Laborshed**

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**Workforce  
inflow/outflow**

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**Takeaways**

## Labor market

# Labor force and unemployment

	2003	2015
Labor Force	23,760	23,701
Unemployment Rate	6.2%	4.2%

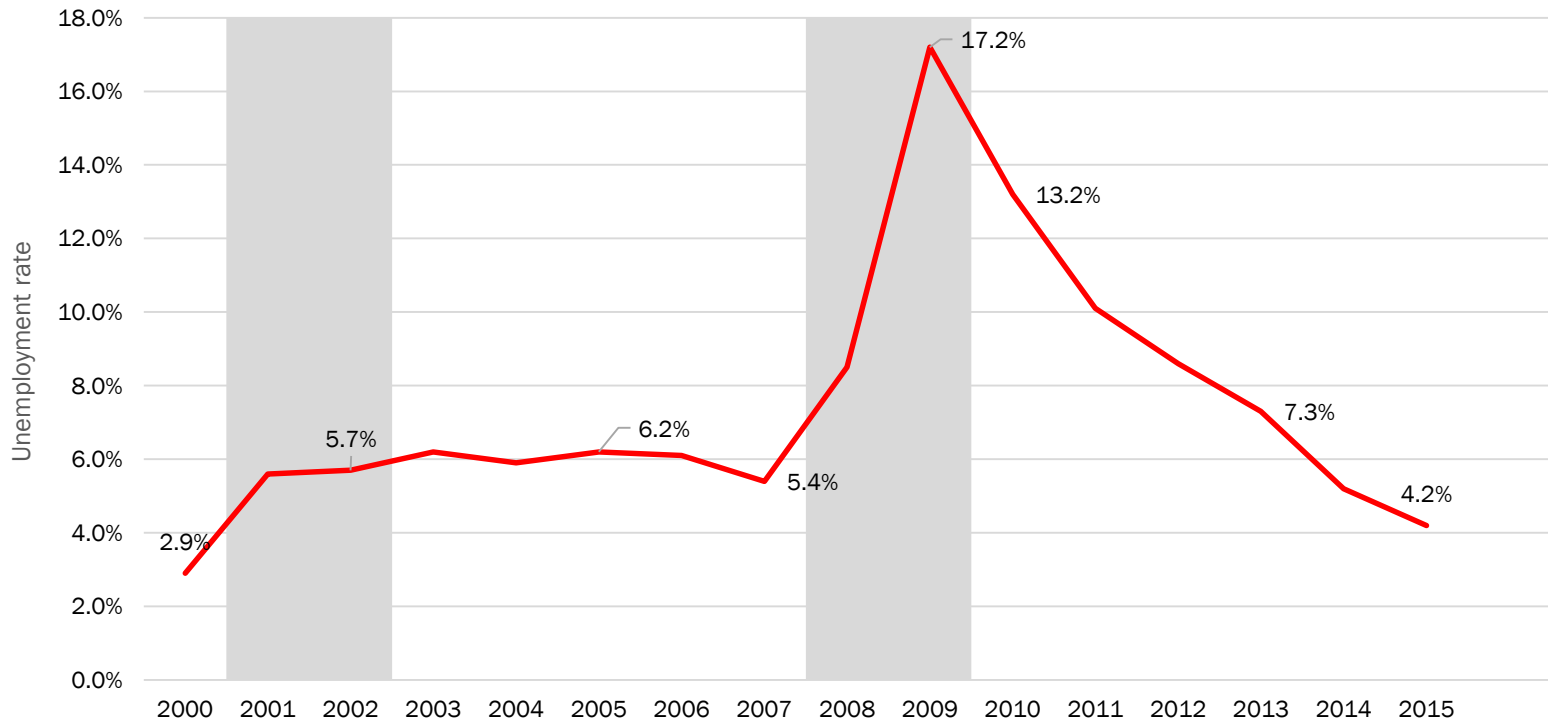
The number of individuals in the labor force in Noble County marginally decreased between 2003 and 2015.

The number of individuals in the county's labor force decreased by 59 individuals between 2003 and 2015. Among all the individuals in the labor force, 95.8 percent were employed in 2015. In 2003, it was slightly lower with 93.8 percent of the individuals employed. This led to a 2 percentage points decrease in the unemployment rate between 2003 and 2015.

## Labor market

# Unemployment rate

Unemployment rate increased dramatically after 2007, peaking at 17.2 percent in 2009. Since that time, the rate has been on a steady decline, dropping to 4.2 percent by 2015.



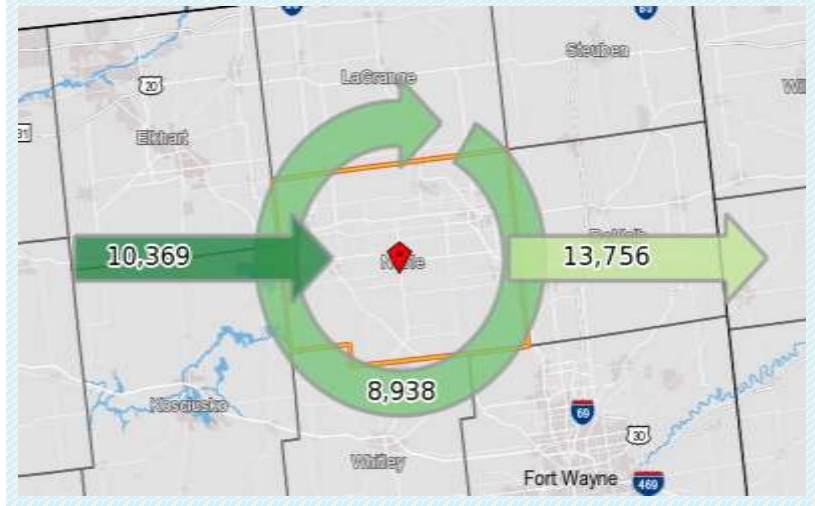
## Labor market

# Workforce inflow and outflow in 2015

	Count	Proportion
<b>Employed in Noble County</b>	<b>19,307</b>	<b>100%</b>
Both employed and living in the county	8,938	46.3%
Employed in the county but living outside	10,369	53.7%
<b>Living in Noble County</b>	<b>22,694</b>	<b>100.0%</b>
Both living and employed in the county	8,938	39.4%
Living in the county but employed outside	13,756	60.6%

Noble County has less workers commuting into than commuting out of the county for work.

Net commuting is negative in Noble County with a deficit of 3,387 commuters. This suggests that the county is not serving as a job center for the region. For every 100 employed residents, Noble County has 85 jobs available.





## Labor market

# Commuteshed

### Out-Commuters



### Same Work/ Home



	Commuters	Proportion
Noble County, IN	8,938	39.4%
Allen County, IN	3,521	15.5%
Elkhart County, IN	2,491	11.0%
DeKalb County, IN	1,410	6.2%
LaGrange County, IN	1,302	5.7%

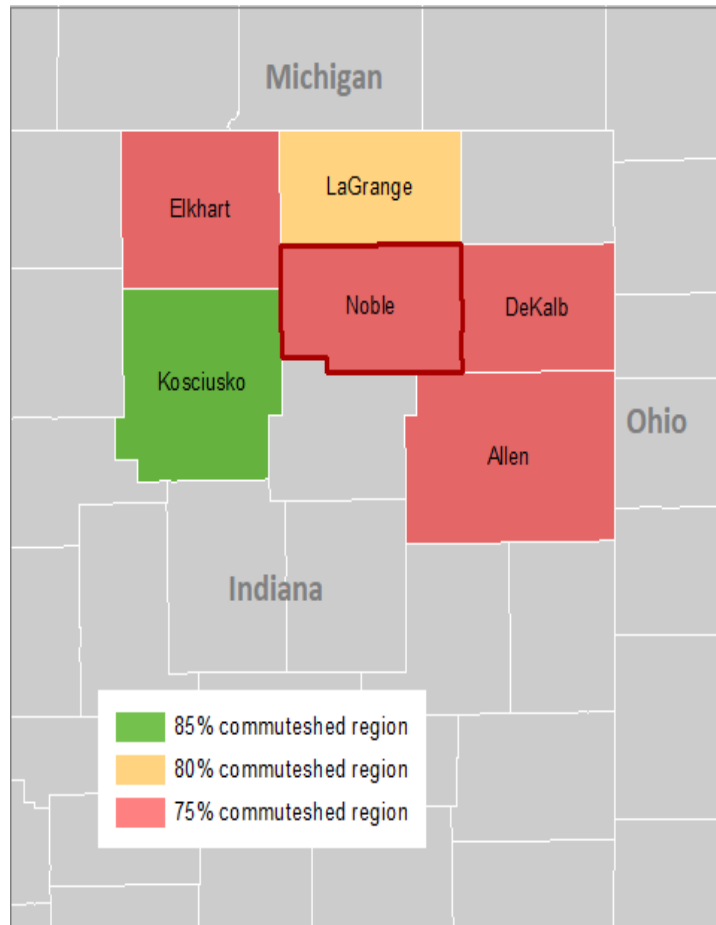
A county's commuteshed is the geographic area to which its resident labor force travels to work.

More than 60 percent of employed residents in Noble County commute to jobs located outside of the county. Allen County, Indiana, is the destination that has the most commuters from Noble County, accounting for more than 15 percent of its total employed residents. Elkhart County and DeKalb County in Indiana follow as the second and third largest destinations with 11 and 6.2 percent of commuters, respectively.

More than 48 percent of commuters work in counties that are adjacent to Noble County.

## Labor market

# Commuteshed in 2015



Around 75 percent of Noble County's working residents are employed within Noble, Allen, Elkhart and DeKalb Counties in Indiana. Another 5 percent of workers commute to LaGrange County in Indiana. An additional 5 percent commute to jobs in Kosciusko Counties in Indiana.

Collectively, these 6 counties represent roughly 85 percent of the commuteshed for Noble County.

## Labor market

# Laborshed

A county's laborshed is the geographic area from which it draws employees.

Nearly 54 percent of individuals working in Noble County commute from another county. Allen County, Indiana, is the largest source of workers, contributing 12.6 percent of the total employees in Noble County. DeKalb, LaGrange and Kosciusko Counties in Indiana complete the top five sources of outside workers in Noble County.

In addition, over 37 percent of in-commuters reside in counties adjacent to Noble County. Allen County is the top ranked county among all the adjacent neighboring counties in terms of its adult working population employed in Noble County.

### In-Commuters



### Same Work/ Home



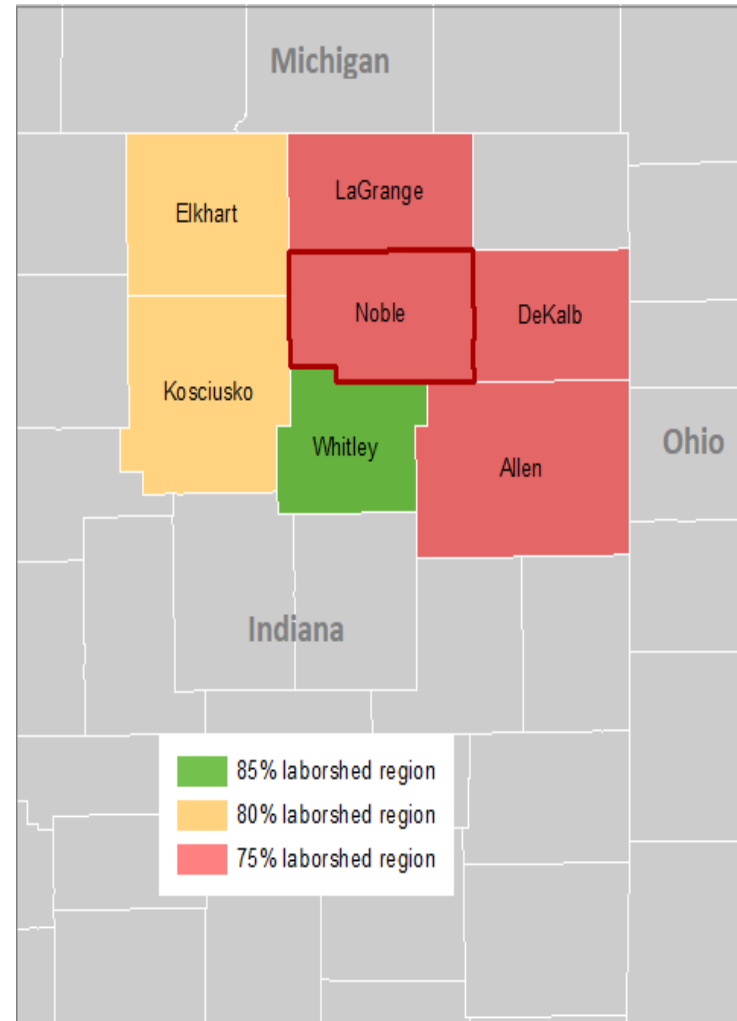
	Commuters	Proportion
Noble County, IN	8,938	46.3%
Allen County, IN	2,424	12.6%
DeKalb County, IN	1,758	9.1%
LaGrange County, IN	816	4.2%
Kosciusko County, IN	799	4.1%

## Labor market

# Laborshed in 2015

Seventy five percent of Noble County's workforce is drawn from Noble, Allen, DeKalb and LaGrange Counties in Indiana. Another 5 percent is drawn from Kosciusko, and Elkhart counties in Indiana. An additional 5 percent commute from Whitley County in Indiana.

Combined, the 7 counties represent 85 percent of Noble County's laborshed.



# Takeaways

The Great Recession that took place in the U.S. over the period of 2007-2009 had a negative effect on many counties in Indiana. Noble County was equally impacted by the recession, experiencing a high unemployment rate of 17.2 percent in 2009. Since that time, the county has made significant progress, reducing its unemployment rate to 4.2 percent by 2015. However, the improved economic conditions did not lead to the expansion of its labor force. In 2003, around 23,760 individuals were part of the local labor force, and the number marginal decreased to 23,701 in 2015.

An assessment of the commuting patterns of the workforce shows that the county is not a major job center in the region given that a large number of people in the county who are gainfully employed

elsewhere. Allen County is both the largest destination for workers in Noble County, as well as the largest source of outside people employed in Noble County.

In light of the fact that over 60 percent of the county's labor force is working in another county, it may be worth taking time to determine the education and skill levels of these individuals. Do they have skills and/or educational credentials that exceed the needs of local employers, or are they lacking the skills or education needed to qualify for local jobs? The answer to these and related questions could go a long way in determining how the county might work to reduce the flow of workers to other counties.

Of course, the economic ties that Noble County has with surrounding counties would suggest a need to work collaboratively at a regional level to develop a regional economic and workforce development plan.

# Notes

## **LAUS (Local Area Unemployment Statistics):**

LAUS is a U.S. Bureau of Labor Statistics (BLS) program that provides monthly and annual labor force, employment and unemployment data by place of residence at various geographic levels. LAUS utilizes statistical models to estimate data values based on household surveys and employer reports. These estimates are updated annually. Annual county-level LAUS estimates do not include seasonal adjustments.

## **LEHD (Longitudinal Employer-Household Dynamics):**

LEHD is a partnership between U.S. Census Bureau and State Department of Workforce Development (DWD) to provide labor market and journey to work data at various geographic levels. LEHD uses Unemployment Insurance earnings data and Quarterly Census of Employment and Wages from DWDs and census administrative records related to individuals and businesses.

## **SAIPE (Small Area Income and Poverty Estimates):**

SAIPE is a U.S. Census Bureau program that provides annual data estimates of income and poverty statistics at various geographic levels. The estimates are used in the administration of federal and state assistance programs. SAIPE utilizes statistical models to estimate data from sample surveys, census enumerations, and administrative records.

## **EMSI (Economic Modeling Specialists International):**

The jobs, earnings and labor market data for Industries and occupations are obtained from EMSI. It provides unsuppressed data at North American Industry Classification System (NAICS) 6-digit and Standard Occupation Classification (SOC) at 5-digit level for every county in the U.S.

## **OTM (On the Map):**

OTM, a product of LEHD program, is used in the county snapshot report to develop commuting patterns for a geography from two perspectives: place of residence and place of work. At the highly detailed level of census blocks, some of the data are synthetic to maintain confidentiality of the worker. However, for larger regions mapped at the county level, the commuter shed and labor shed data are fairly reasonable.

OTM includes jobs for a worker employed in the reference as well as previous quarter. Hence, job counts are based on two consecutive quarters (six months) measured at the “beginning of a quarter.” OTM data can differ from commuting patterns developed from state annual income tax returns, which asks a question about “county of residence” and “county of work” on January 1 of the tax-year. OTM can also differ from American Community Survey data, which is based on a sample survey of the resident population.

## **YourEconomy.org (YE):**

YE, an online tool by the Business Dynamics Research Consortium at the University of Wisconsin – Extension, provides data on the employment, sales, and number of establishments at numerous geographic levels in the United States.

A major data source for YE is the Infogroup Historical Database and additional Infogroup data files on establishments. This means that each entry is a different physical location, and company-level information must be created by adding the separate establishment components.

## **Extended Proprietors (EMSI):**

Covers the same types of jobs as the “Self-Employed” dataset, but these jobs represent miscellaneous labor income for persons who do not consider it a primary job. Includes minor or underreported self-employment, investments trusts and partnerships, certain farms and tax-exempt nonprofit cooperatives. This dataset is normally only used for Input-Output purposes.

# Report Contributors

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