



Tompkins County Workforce: Landscape & Trends

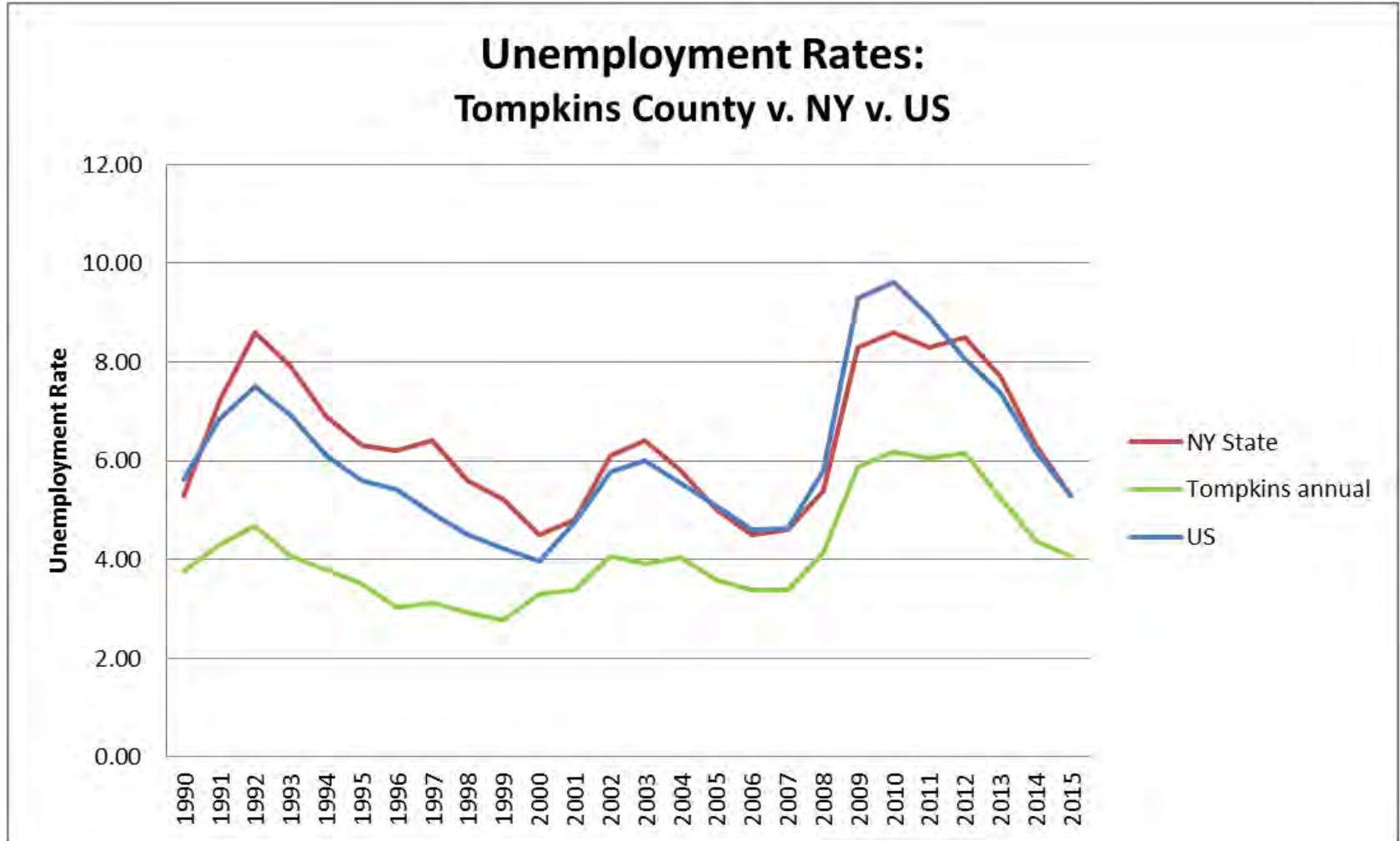
Analysis is based upon various source data provided by the New York and U.S. Departments of Labor, as well as private and non-profit organizations.

Prepared by Derek Burrows (2015/11/06) (Updated: 2016/05/10)

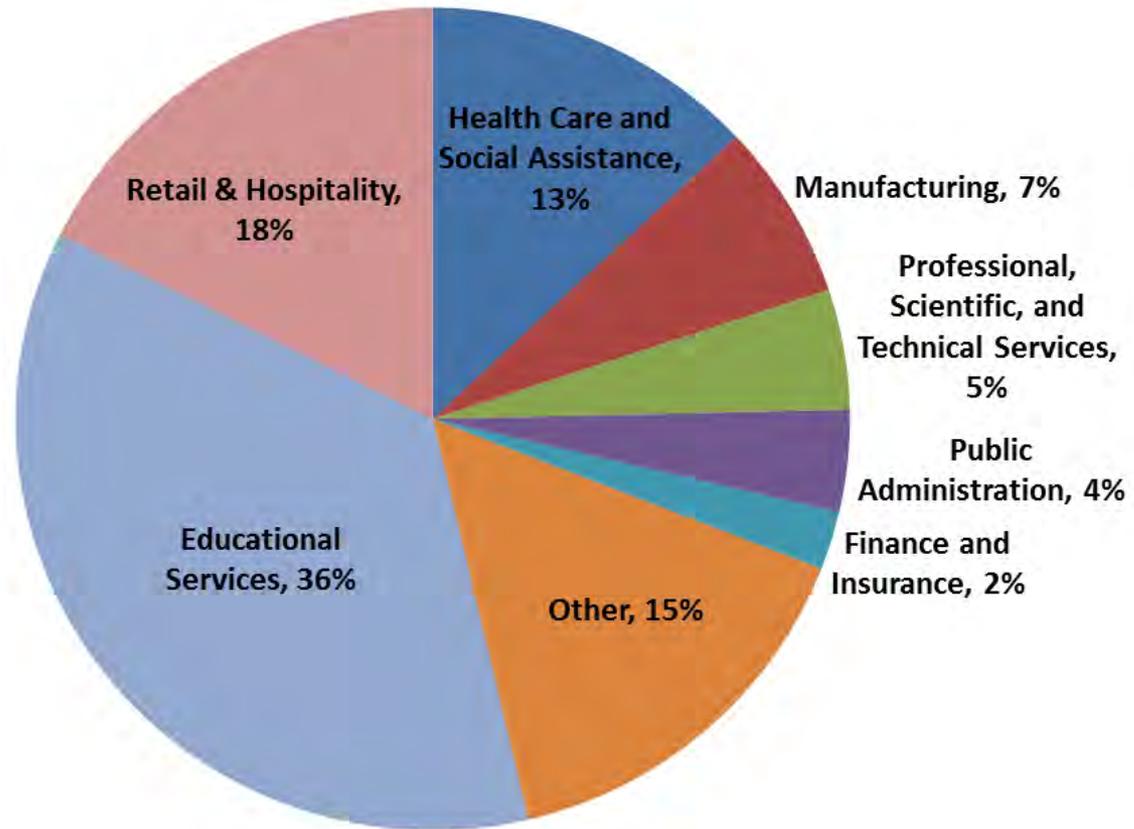
If you have any questions, please feel free to contact me.

dburrows@grammatech.com

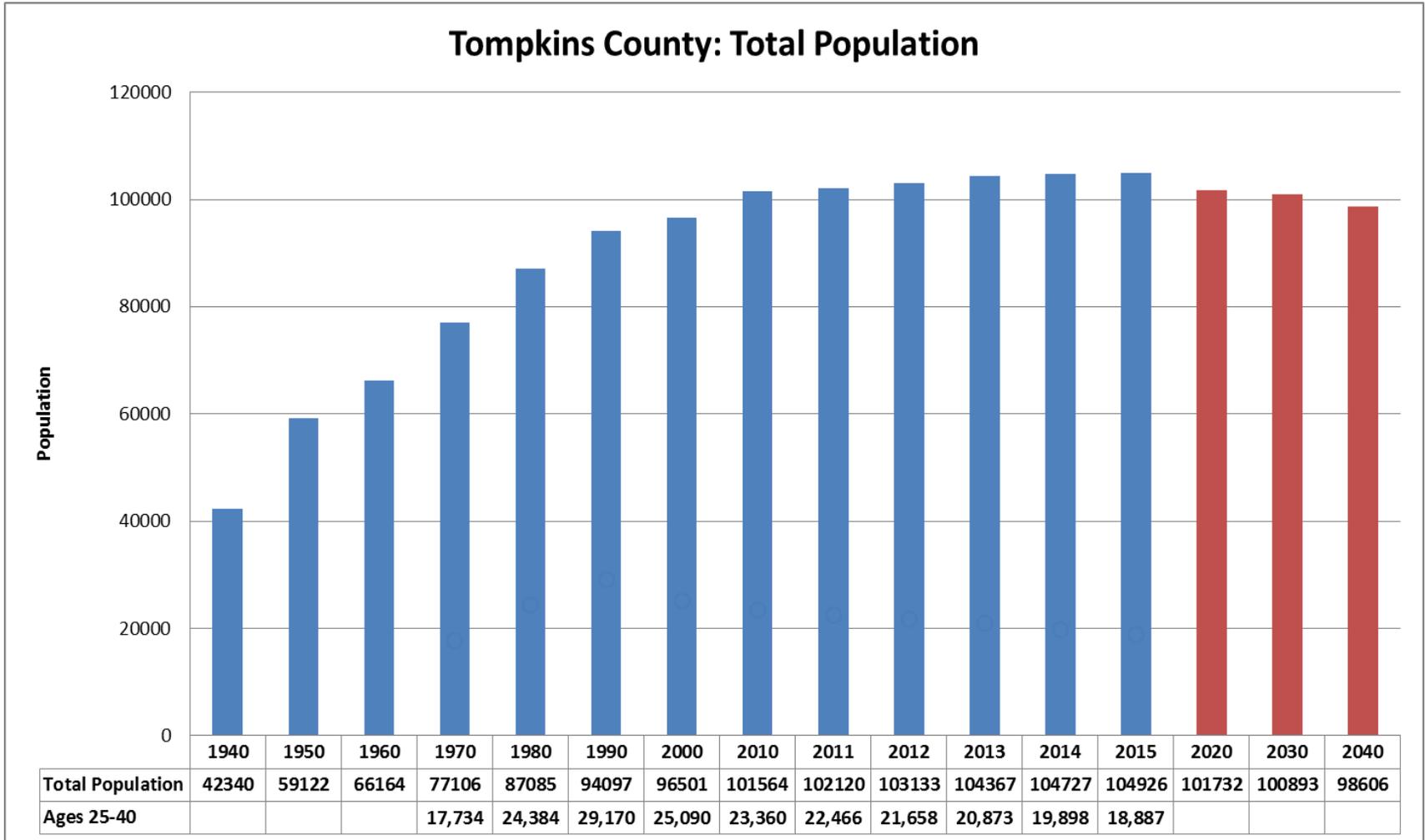
Historically Low Unemployment Rates



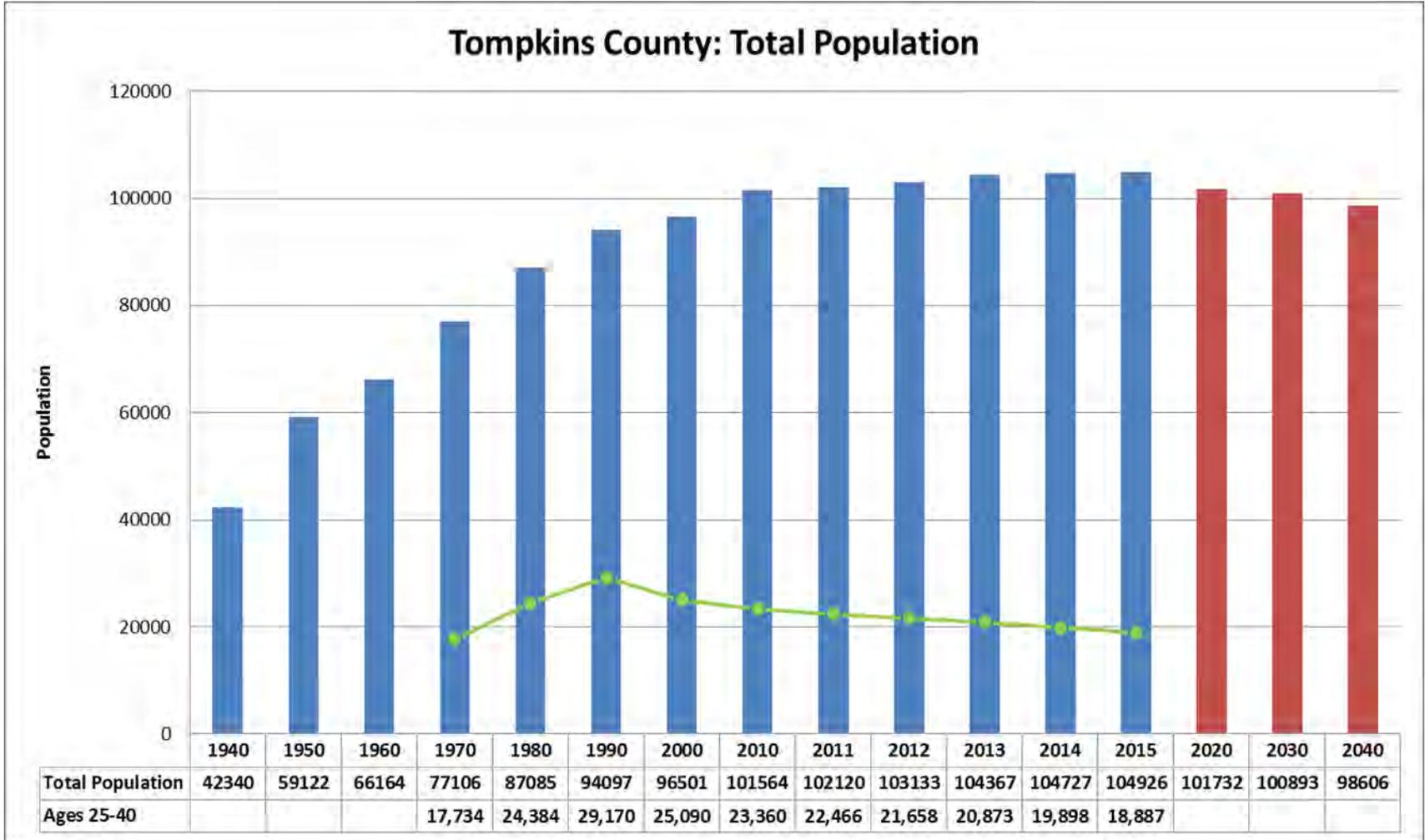
Where the Jobs Are



Population Trends

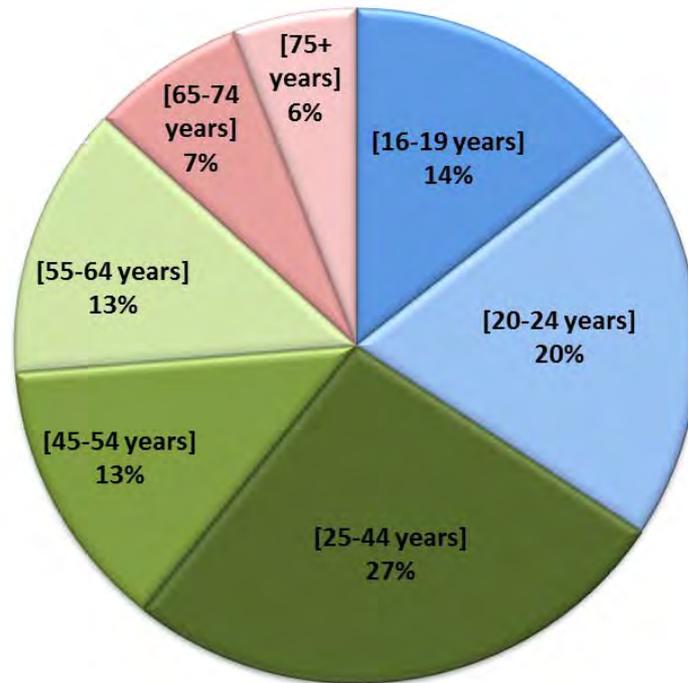


Population Trends



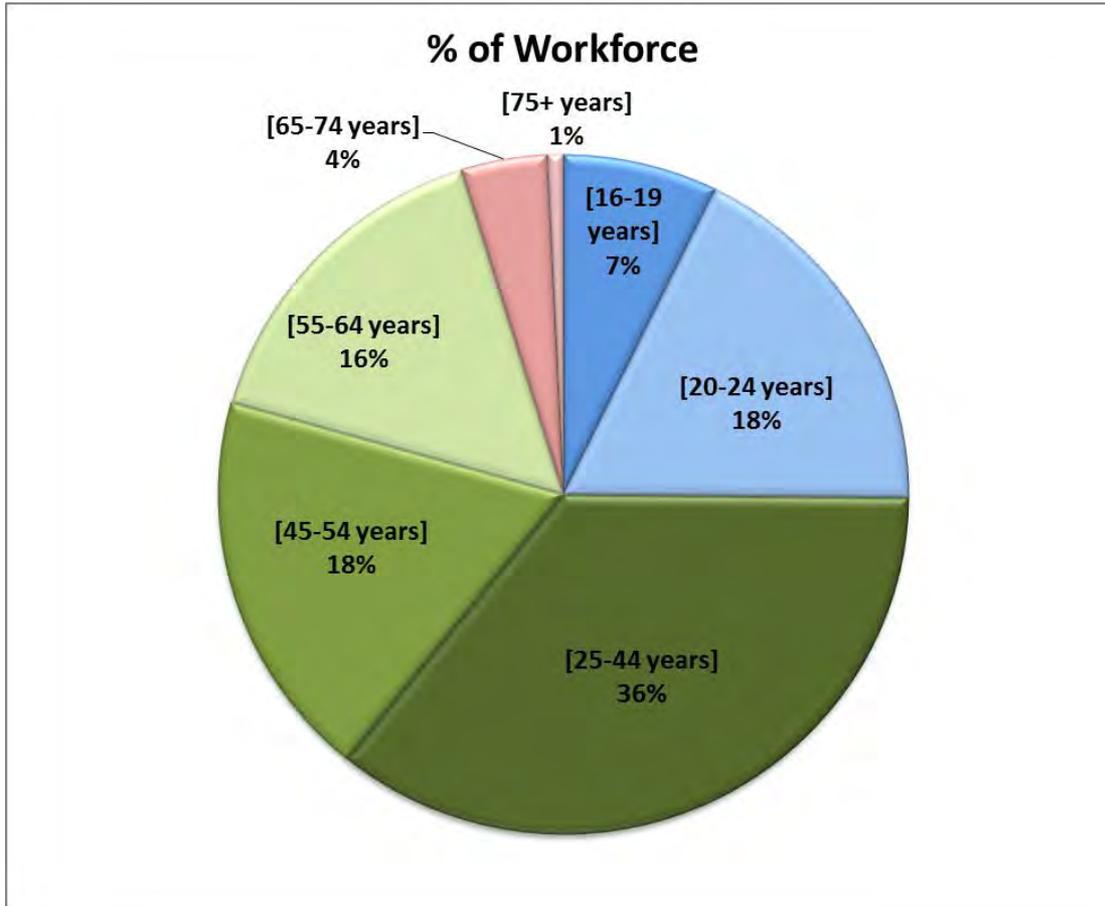
Population by Age Group (16-75+)

Population % (16 to 75+)



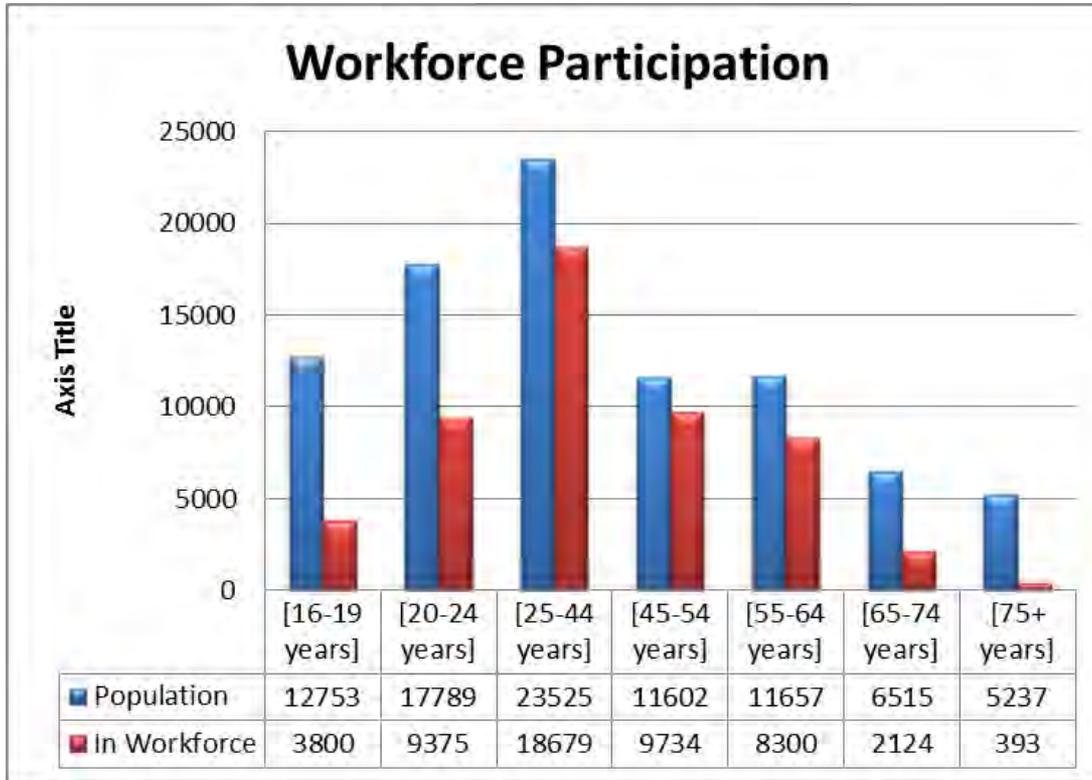
Population			
[16-19 years]	14.32%	12753	
[20-24 years]	19.97%	17789	34.29%
[25-44 years]	26.41%	23525	
[45-54 years]	13.02%	11602	
[55-64 years]	13.09%	11657	52.52%
[65-74 years]	7.31%	6515	
[75+ years]	5.88%	5237	13.19%
Total		89078	

Percentage of Workforce by Age Group



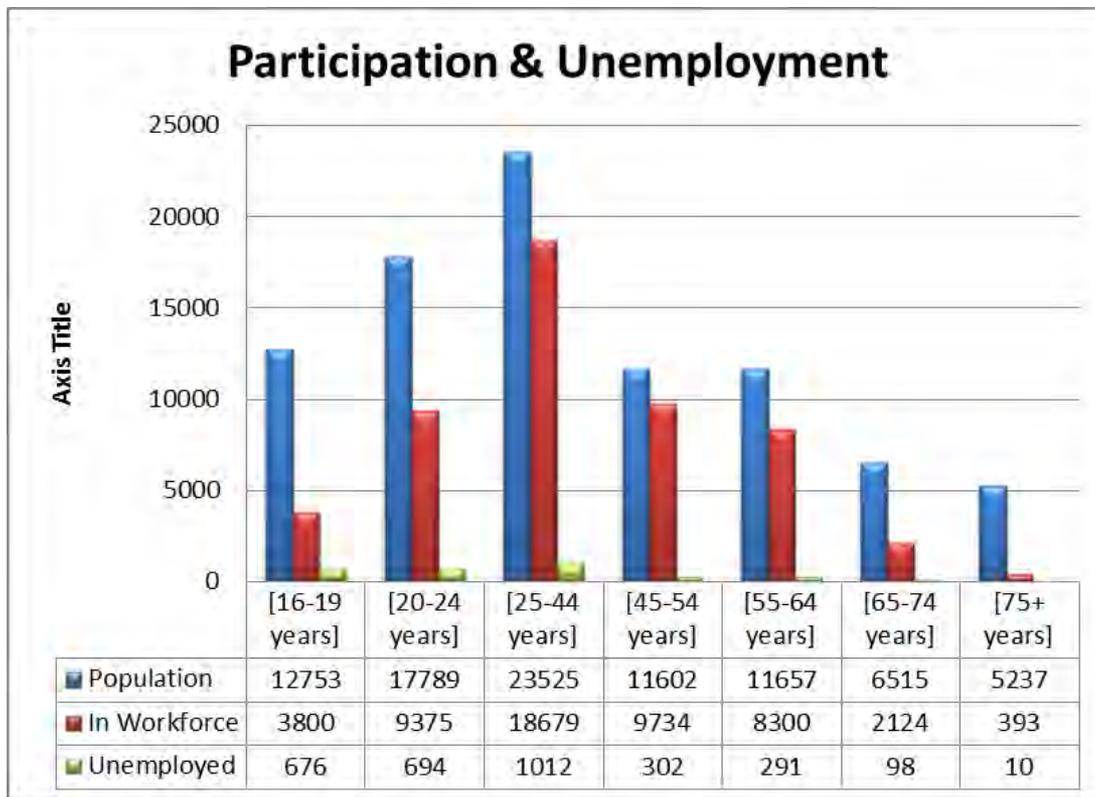
	% of Workforce	
[16-19 years]	7.25%	
[20-24 years]	17.89%	25.14%
[25-44 years]	35.64%	
[45-54 years]	18.57%	
[55-64 years]	15.84%	70.06%
[65-74 years]	4.05%	
[75+ years]	0.75%	4.80%

Workforce Participation by Age Group



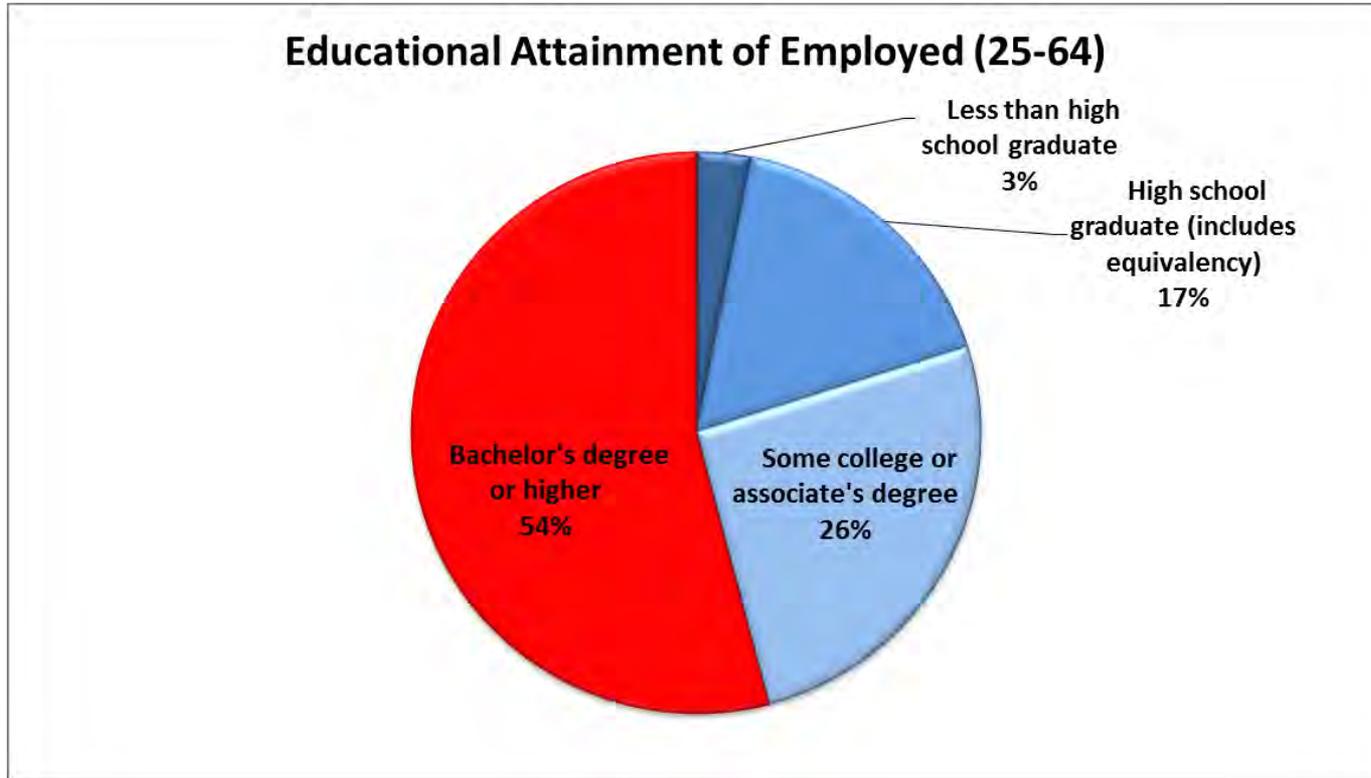
	In Workforce		Out of Workforce	
[16-19 years]	29.80%	3800	8953	
[20-24 years]	52.70%	9375	8414	17367
[25-44 years]	79.40%	18679	4846	
[45-54 years]	83.90%	9734	1868	
[55-64 years]	71.20%	8300	3357	10071
[65-74 years]	32.60%	2124	4391	
[75+ years]	7.50%	393	4844	9235
Total	58.83%	52405	36673	

Unemployment by Age Group



	In Workforce		Unemployed		
[16-19 years]	29.80%	3800	17.80%	676	
[20-24 years]	52.70%	9375	7.50%	694	1370
[25-44 years]	79.40%	18679	5.30%	1012	
[45-54 years]	83.90%	9734	3.00%	302	
[55-64 years]	71.20%	8300	3.50%	291	1605
[65-74 years]	32.60%	2124	4.60%	98	
[75+ years]	7.50%	393	2.80%	10	108
Total	58.83%	52405		3083	

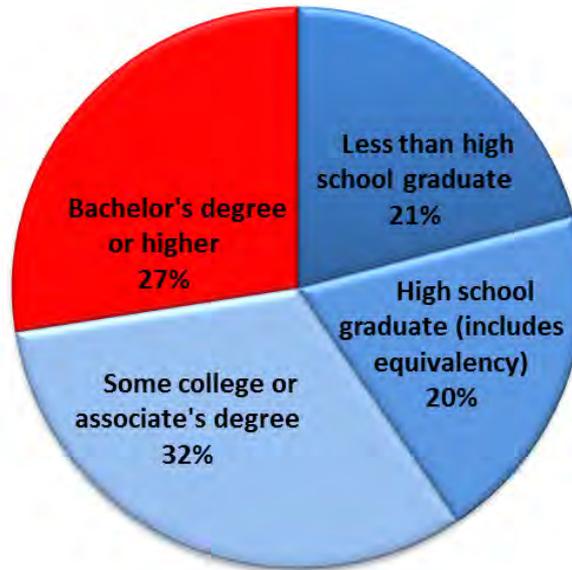
Educational Attainment of Employed



Population 25 to 64 years	Population	Workforce	Emp. Rate	Emp. Pop.	% of Emp.	
Less than high school	2507	1414	76.60%	1083	3.08%	
High school graduate or equivalency	8221	6281	95.03%	5968	16.99%	
Some college or associate's degree	11800	9582	94.70%	9074	25.84%	45.91%
Bachelor's degree or higher	24256	19429	97.75%	18992	54.08%	54.08%
Total	46784	36705		35118		

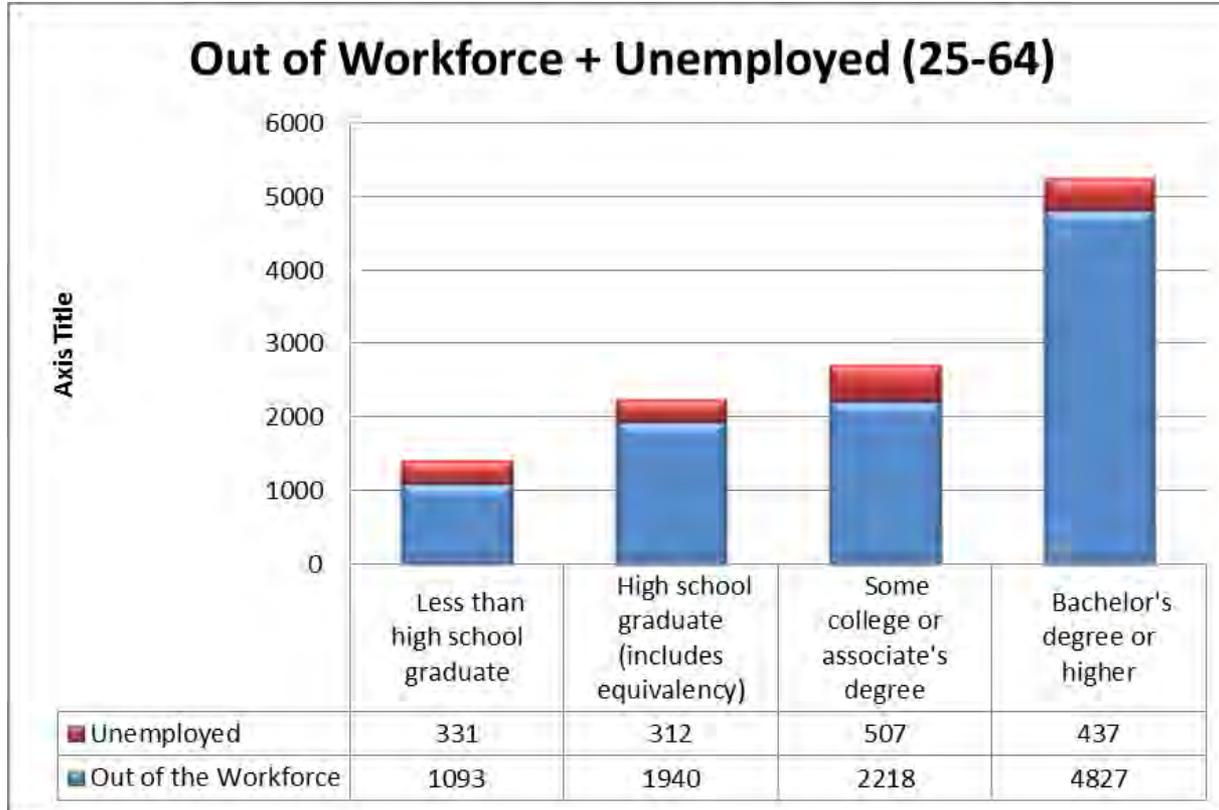
Educational Attainment of Unemployed

Educational Attainment of Unemployed (25-64)



Population 25 to 64 years	Population	Workforce	Unemp. Rate	Unemp. Pop	% of Unemp.	
Less than high school	2507	1414	23.30%	331	20.80%	
High school graduate or equivalency	8221	6281	5.00%	312	19.64%	
Some college or associate's degree	11800	9582	5.20%	507	31.90%	72.34%
Bachelor's degree or higher	24256	19429	2.20%	437	27.45%	27.45%
Total	46784	36705		1587		

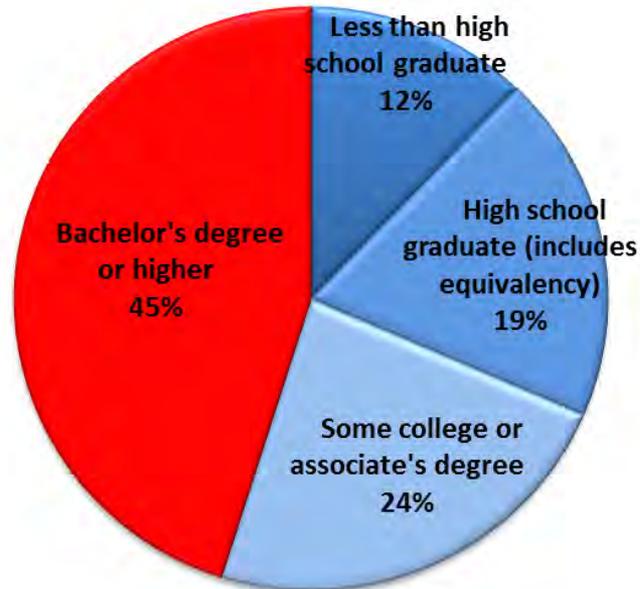
Potential Additional Local Labor



		Out of the Workforce	Unemployed	Total
Population 25 to 64 years		21.50%	10059	11649
Less than high school graduate		43.60%	1093	1424
High school graduate (includes equiv		23.60%	1940	2253
Some college or associate's degree		18.80%	2218	2726
Bachelor's degree or higher		19.90%	4827	5264

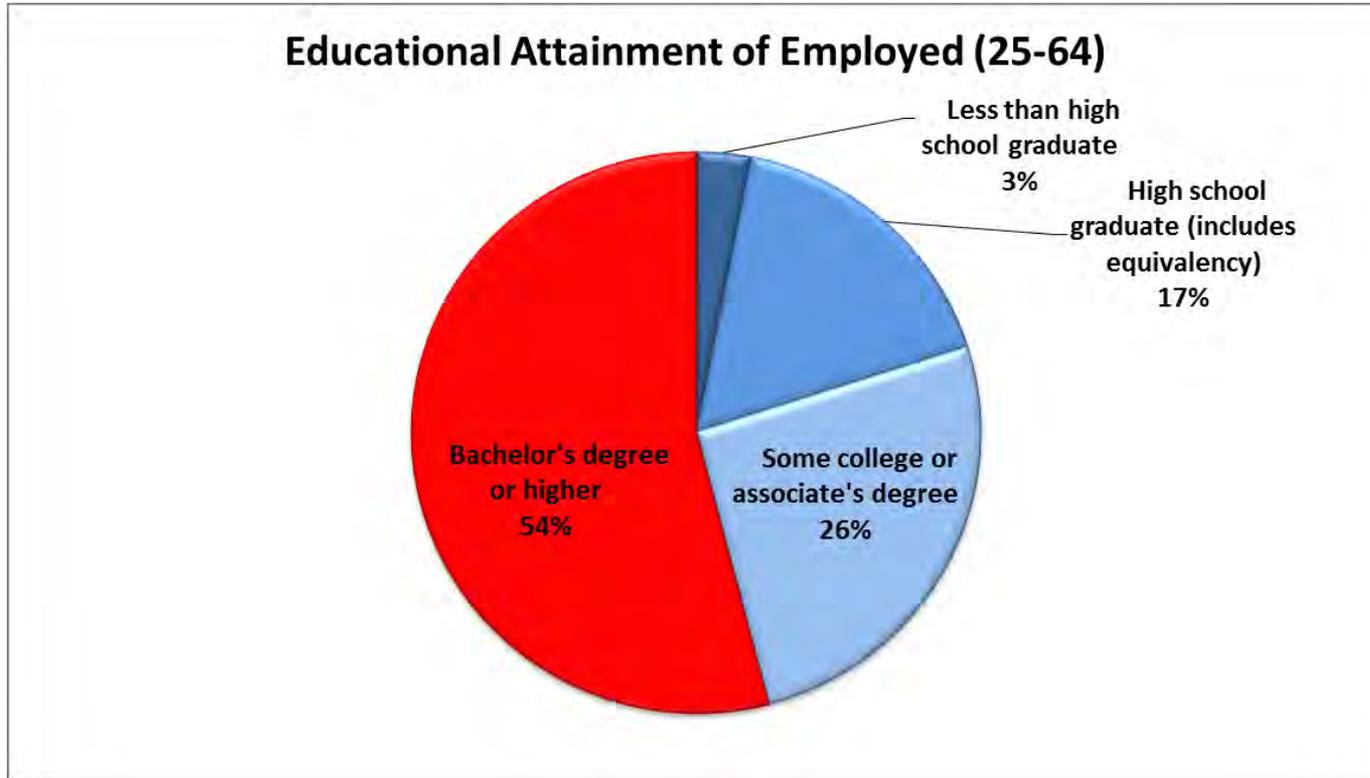
Educational Attainment of Potential Labor

Educational Attainment of Unemp. + Non-Part. (25-64)



	Out of the Workforce	Unemployed	Total		
Population 25 to 64 years	21.50%	10059	1591	11649	
Less than high school graduate	43.60%	1093	331	1424	12.22%
High school graduate (includes equiv)	23.60%	1940	312	2253	19.34%
Some college or associate's degree	18.80%	2218	507	2726	23.40%
Bachelor's degree or higher	19.90%	4827	437	5264	45.18%

Educational Attainment of Employed



Population 25 to 64 years	Population	Workforce	Emp. Rate	Emp. Pop.	% of Emp.	
Less than high school	2507	1414	76.60%	1083	3.08%	
High school graduate or equivalency	8221	6281	95.03%	5968	16.99%	
Some college or associate's degree	11800	9582	94.70%	9074	25.84%	45.91%
Bachelor's degree or higher	24256	19429	97.75%	18992	54.08%	54.08%
Total	46784	36705		35118		

Conclusions

- **Goal – develop/grow a larger workforce to support incumbent and growing industries**
- Population growth projected to plateau (with decline in traditional workforce age groups)
- Unemployment rate is very low
 - Total unemployed population of Tompkins County estimated to be ~2,300 (for 20-64)
 - Looking at traditional workforce age groups (25-64) drops to ~1,600
 - Educational attainment correlates highly with un/employment
 - Over 70% of unemployed population has less than a bachelors degree
 - Over half (54%) of the employed workforce has a bachelors degree or higher
- Non-participants are a significant potential source of local labor
 - For 25-64, non-participants out number unemployed by 7:1
 - Around ½ of this group has a college degree or higher
 - Further investigation needed on reasons for non-participation and what policies, employer actions, etc. could draw more into the workforce

Questions

- Thank you!



**Department
of Labor**

Labor Market Overview

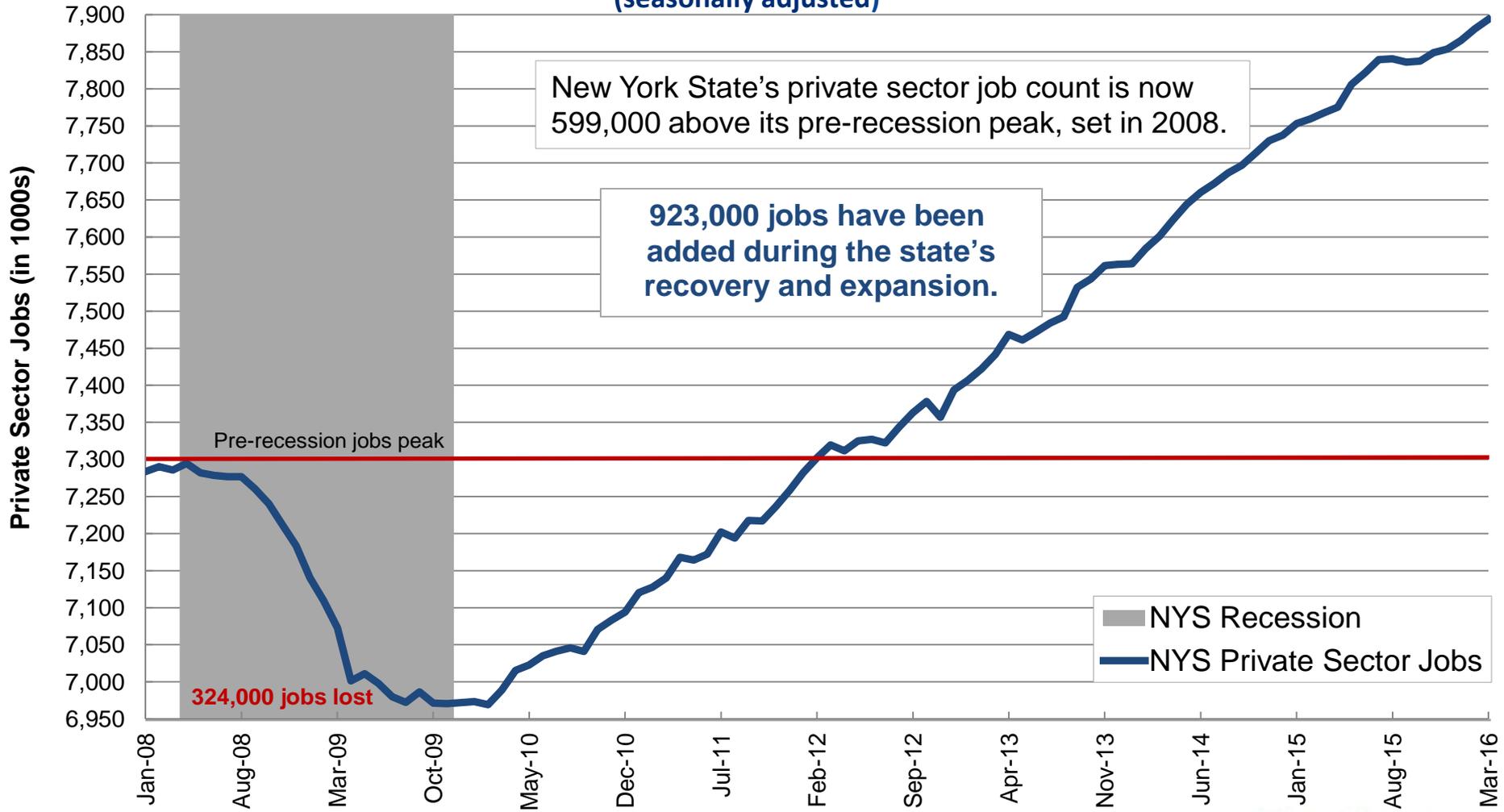
Commutation Patterns TOMPKINS COUNTY

County Residents At Work	2013	% of Total	Persons Working in County	2013	% of Total
Total County Residents at Work	48,129	100.0%	Total Persons Working in the County	59,028	100.0%
Worked in New York State	47,681	99.1%	Lived in New York State	58,216	98.6%
Worked in County	43,927	91.3%	Lived in County	43,927	74.4%
Worked outside County	3,754	7.8%	Lived Outside County	14,289	24.2%
Cortland County	1,370	2.8%	Tioga County	2,959	5.0%
Chemung County	467	1.0%	Cortland County	2,943	5.0%
Onondaga County	311	0.6%	Cayuga County	2,173	3.7%
Cayuga County	301	0.6%	Schuyler County	1,612	2.7%
Tioga County	245	0.5%	Seneca County	1,452	2.5%
Schuyler County	241	0.5%	Chemung County	1,128	1.9%
Broome County	205	0.4%	Broome County	620	1.1%
Seneca County	159	0.3%	Onondaga County	422	0.7%
Monroe County	86	0.2%	New York County	205	0.3%
Steuben County	68	0.1%	Steuben County	129	0.2%
Other	301	0.6%	Other	646	1.1%
Worked outside of New York State	448	0.9%	Lived outside of New York State	812	1.4%
Total outcommutation	4,202	8.7%	Total incommutation	15,101	25.6%
(county residents working outside county)			(county nonresidents working in county)		

Net Incommutation: 10,899

Current Employment Statistics (Business Survey)

Number of Private Sector Jobs, New York State January 2008 – March 2016 (seasonally adjusted)



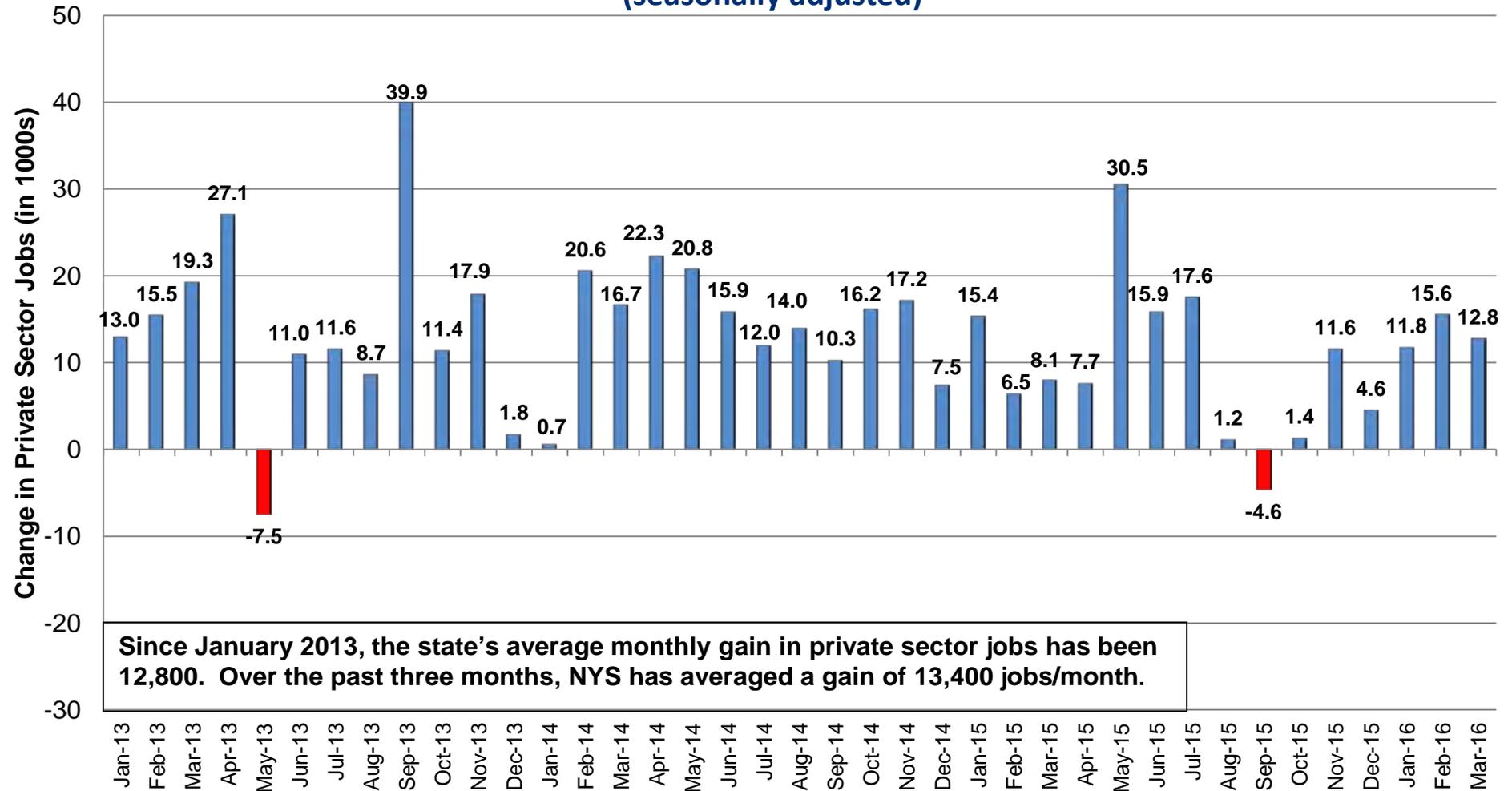
Note: Shaded area represents New York State recession

Change in Jobs, February – March 2016 (seasonally adjusted)

Area	Total Nonfarm		Private Sector		Government	
	Net	%	Net	%	Net	%
United States	+215,000	+0.1%	+195,000	+0.2%	+20,000	+0.1%
New York State	+14,100	+0.2%	+12,800	+0.2%	+1,300	+0.1%

- In March 2016, the state's private sector job count increased by 12,800 to 7,893,700, an all-time high (current records go back to 1990).
- In addition, the state's total nonfarm job count increased by 14,100 to 9,334,400.
- The increase in government jobs in NYS was centered at the state (+600) and federal (+500) levels.

Over-the-Month Change in Private Sector Jobs New York State, January 2013 – March 2016 (seasonally adjusted)



Private Sector Jobs by Labor Market Region and United States, March 2008 and March 2016

Name of Region	March 2008	March 2016	Net Change	Percent Change
New York City	3,214,400	3,720,600	+506,200	+15.7%
United States	114,538,000	120,411,000	+5,873,000	+5.1%
Long Island	1,047,100	1,099,900	+52,800	+5.0%
Capital Region	403,800	420,600	+16,800	+4.2%
Hudson Valley	745,600	773,600	+28,000	+3.8%
Western NY	527,600	537,800	+10,200	+1.9%
Finger Lakes	466,300	471,800	+5,500	+1.2%
North Country	111,700	110,900	-800	-0.7%
Central NY	295,000	291,800	-3,200	-1.1%
Southern Tier	235,800	231,400	-4,400	-1.9%
Mohawk Valley	147,500	143,900	-3,600	-2.4%

➤ In March 2016, four labor market regions in the state had fewer private sector jobs than in March 2008.

**Change in Private Sector Jobs
by Metropolitan Statistical Area (MSA)
March 2015 – March 2016
(not seasonally adjusted)**

Area	Net	Percent
Metro Areas Adding Jobs:		
Kingston MSA	+1,700	+3.8%
Watertown-Fort Drum MSA	+1,000	+3.5%
New York City	+96,300	+2.7%
Orange-Rockland-Westchester	+15,200	+2.6%
Nassau-Suffolk	+21,500	+2.0%
Dutchess-Putnam	+2,200	+1.9%
Binghamton MSA	+700	+0.9%
Ithaca MSA	+500	+0.8%
Utica-Rome MSA	+700	+0.8%
Buffalo-Niagara Falls MSA	+2,600	+0.6%
Glens Falls MSA	+200	+0.5%
Syracuse MSA	+700	+0.3%
Albany-Schenectady-Troy MSA	+200	+0.1%
Metro Areas Losing Jobs:		
Elmira MSA	-300	-0.9%
Rochester MSA	-2,400	-0.5%



Non-Farm Employment by Industry

Ithaca Metro Area

INDUSTRY	MAR 2016	FEB 2016	MAR 2015	Over the Month Change		Over the Year Change	
				Net	Percent	Net	Percent
Total Nonfarm	72,100	72,100	71,700	0	0.0%	400	0.6%
Total Private	63,400	63,400	62,900	0	0.0%	500	0.8%
Goods-producing	4,400	4,500	4,500	-100	-2.2%	-100	-2.2%
Natural Resources, Mining and Construction	1,100	1,100	1,100	0	0.0%	0	0.0%
Manufacturing	3,300	3,400	3,400	-100	-2.9%	-100	-2.9%
Service-Providing	67,700	67,600	67,200	100	0.1%	500	0.7%
Private Service-Providing	59,000	58,900	58,400	100	0.2%	600	1.0%
Trade, Transportation and Utilities	6,200	6,300	5,900	-100	-1.6%	300	5.1%
Information	500	500	500	0	0.0%	0	0.0%
Financial Activities	1,800	1,700	1,700	100	5.9%	100	5.9%
Professional and Business Services	3,400	3,400	3,400	0	0.0%	0	0.0%
Education and Health Services	40,600	40,700	40,900	-100	-0.2%	-300	-0.7%
Leisure and Hospitality	4,700	4,500	4,200	200	4.4%	500	11.9%
Other Services	1,800	1,800	1,800	0	0.0%	0	0.0%
Government	8,700	8,700	8,800	0	0.0%	-100	-1.1%

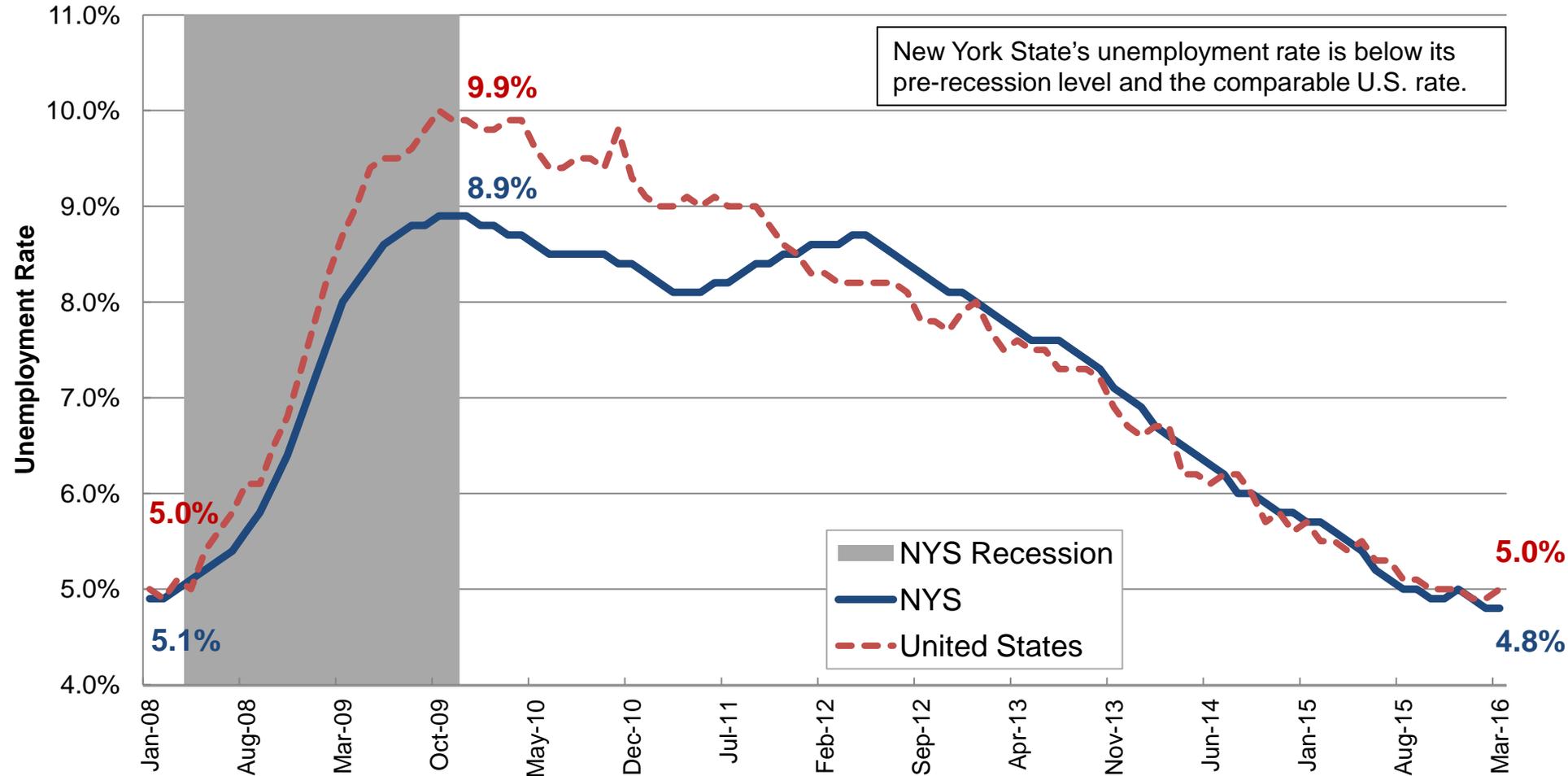
Local Area Unemployment Statistics (Household Survey)

Unemployment Rates
United States, New York State, New York City,
and Balance of State
(seasonally adjusted)

Area	February 2016	March 2016
United States	4.9%	5.0%
New York State	4.8%	4.8%
New York City	5.4%	5.5%
Balance of State	4.4%	4.4%

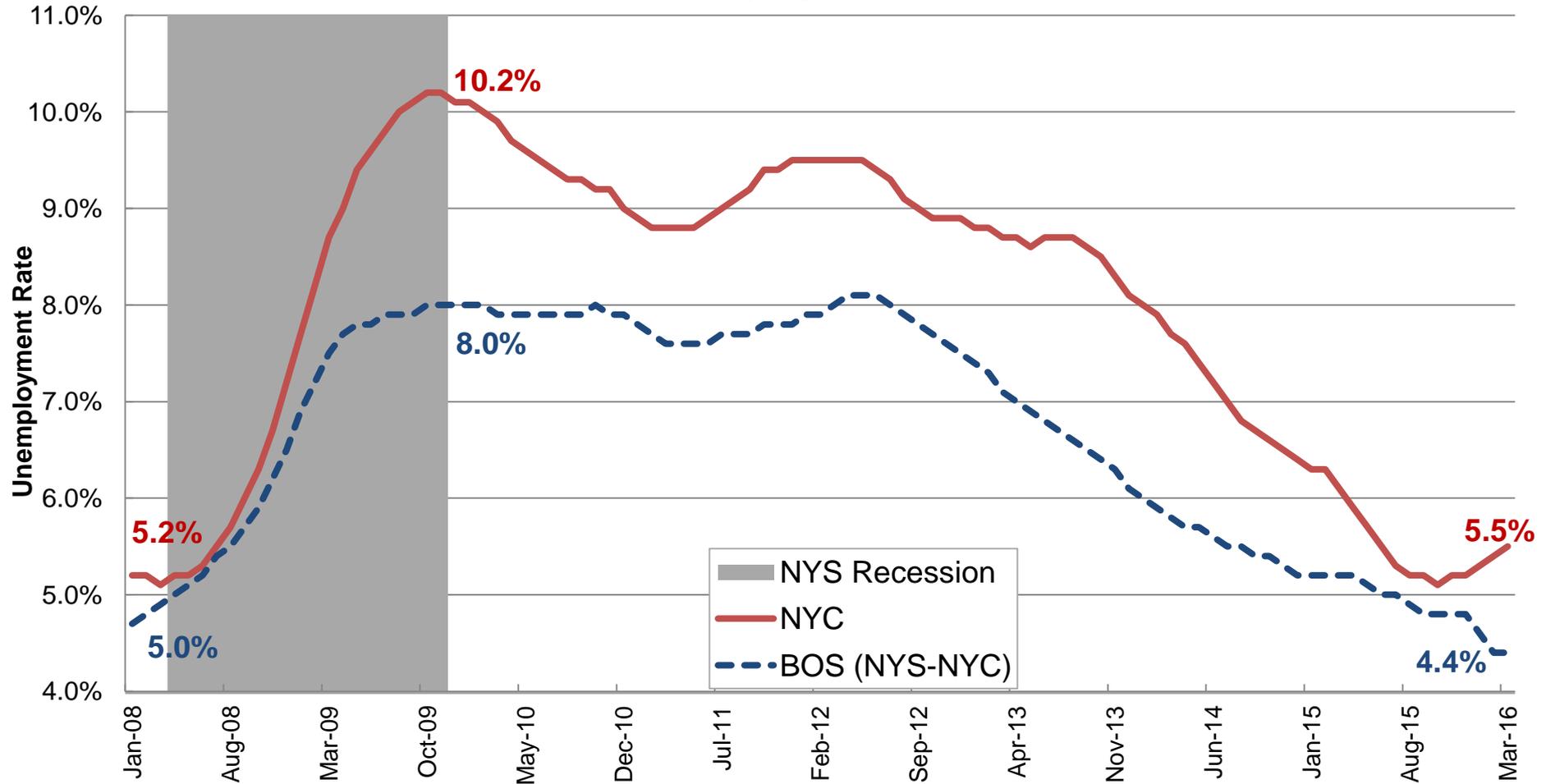
- In March 2016, the state's unemployment rate remained unchanged at 4.8%, which is below the current U.S. rate of 5.0%. This is the state's lowest rate since November 2007.
- In March 2016, New York City's rate increased from 5.4% to 5.5% due in part to an expanding labor force (+12,100).
- The rate in the rest of the state (NYS – NYC) remained unchanged at 4.4% in March 2016, its lowest level since September 2007.

Unemployment Rate, New York State vs. United States January 2008 – March 2016 (seasonally adjusted)



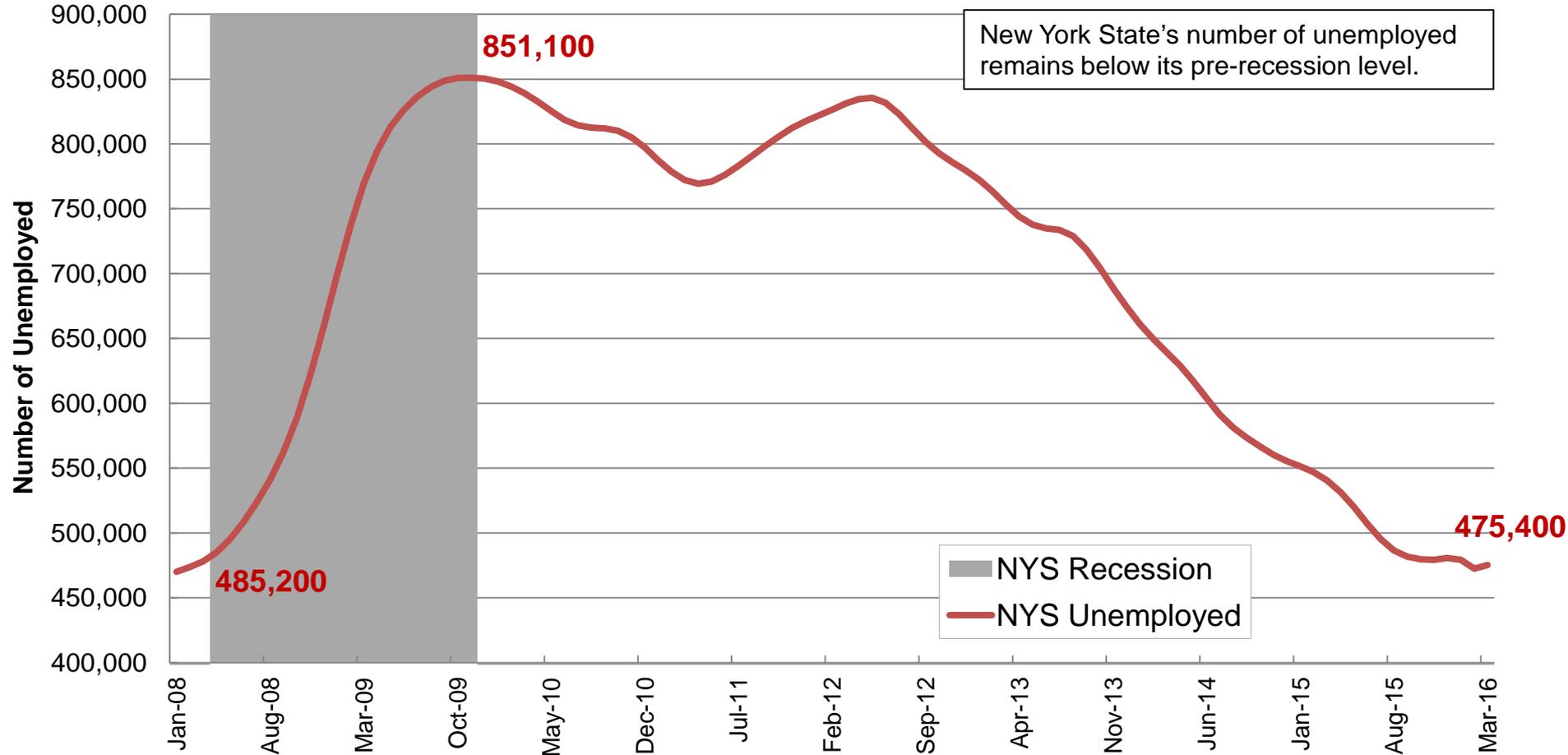
Note: Shaded area represents New York State recession

Unemployment Rate, New York City vs. Balance of State January 2008 – March 2016 (seasonally adjusted)



Note: Shaded area represents New York State recession

Number of Unemployed, New York State January 2008 – March 2016 (seasonally adjusted)



Note: Shaded area represents New York State recession

Resident Civilian Labor Force

Ithaca Metro Area

INDUSTRY	MAR 2016	FEB 2016	MAR 2015	Over the Month Change		Over the Year Change	
				Net	Percent	Net	Percent
Resident Civilian Labor Force	57,100	57,300	56,400	-200	-0.3%	700	1.2%
Employed	55,100	55,200	54,200	-100	-0.2%	900	1.7%
Unemployed	2,000	2,100	2,200	-100	-4.8%	-200	-9.1%
Ithaca Metro Unemployment Rate	3.5%	3.7%	3.9%	-0.2		-0.4	
NYS Unemployment Rate	5.2%	5.4%	5.7%	-0.2		-0.5	
US Unemployment Rate	5.1%	5.2%	5.6%	-0.1		-0.5	

Note: Not Seasonally Adjusted

Workforce Ethnicity

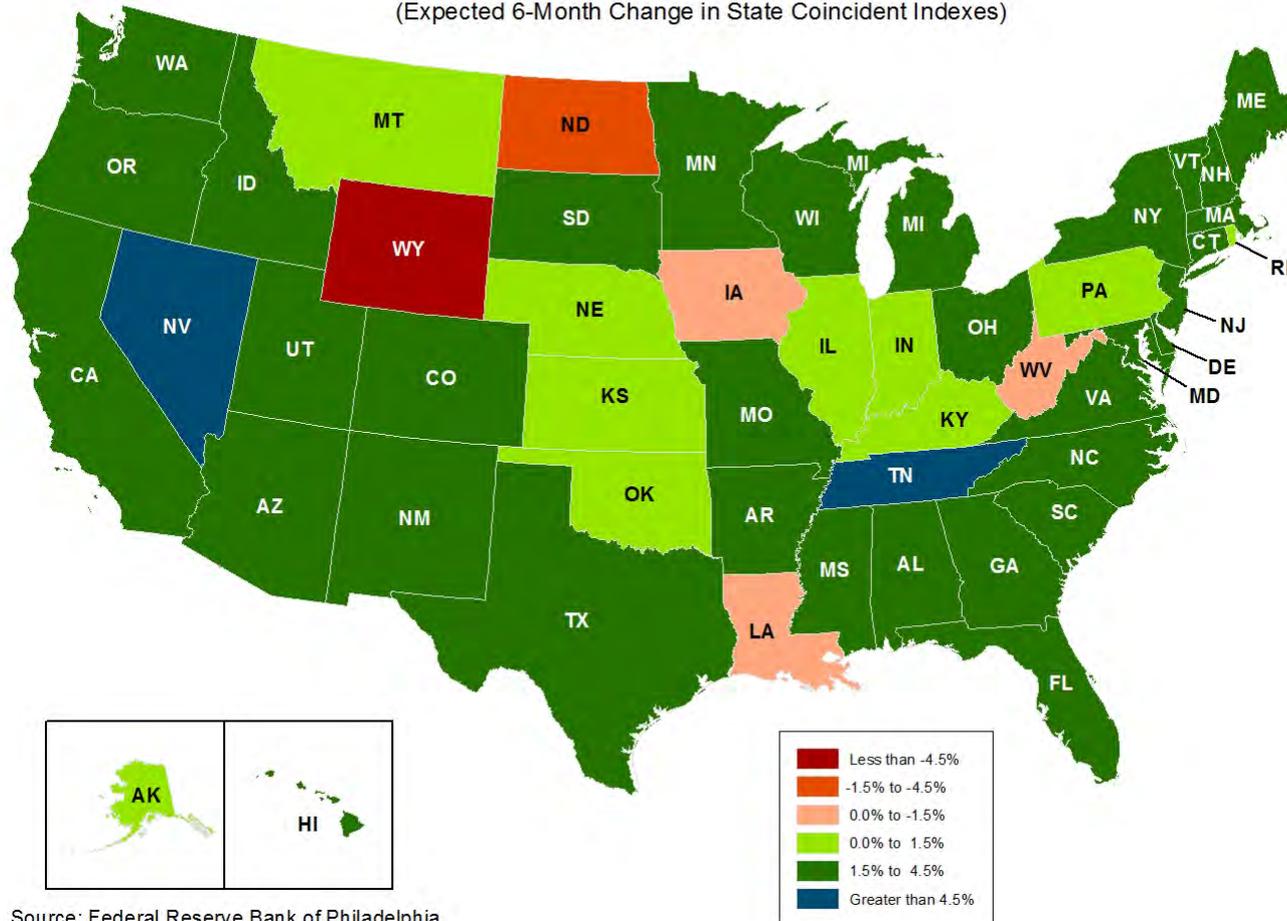
Percent Minority of the Labor Force

United States	35.1%
New York State	40.6%
Broome	11.8%
Chemung	8.1%
Chenango	4.5%
Delaware	5.5%
Schuyler	2.6%
Steuben	5.1%
Tioga	3.8%
Tompkins	15.9%

Local percentages are below national and statewide averages.

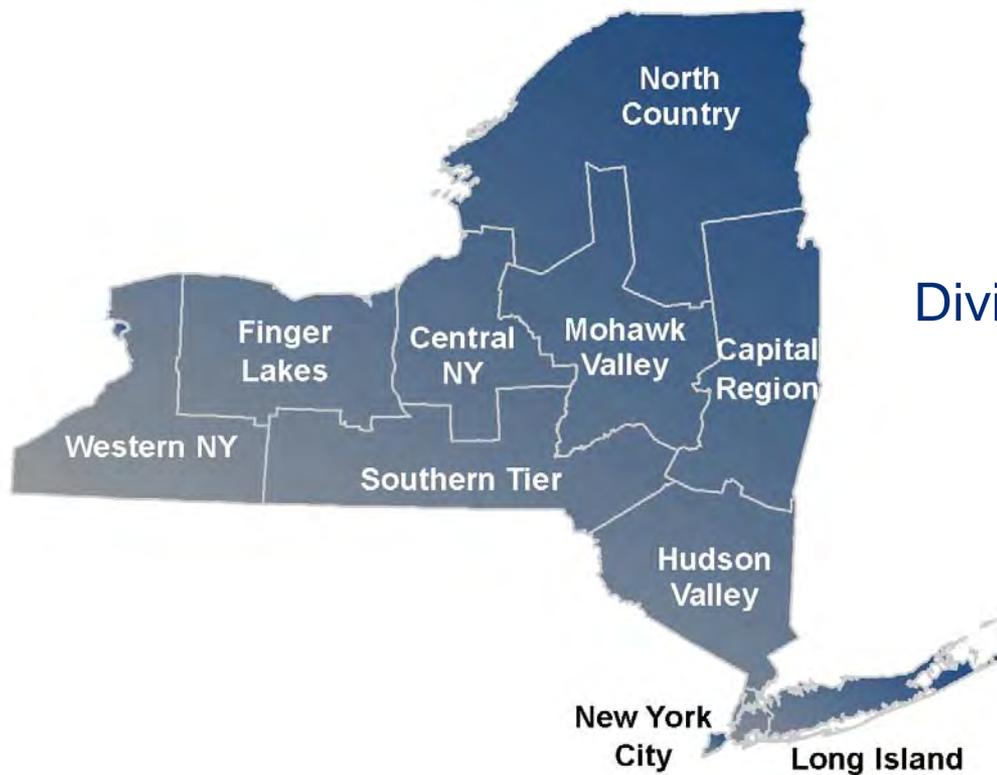
February 2016 State Leading Indexes

(Expected 6-Month Change in State Coincident Indexes)



➤ The Federal Reserve Bank of Philadelphia's Leading Index for New York State shows continuing economic growth over the next six months.

Thank You



Prepared by the
Division of Research and Statistics



Economic Development and Job Creation in Tompkins County

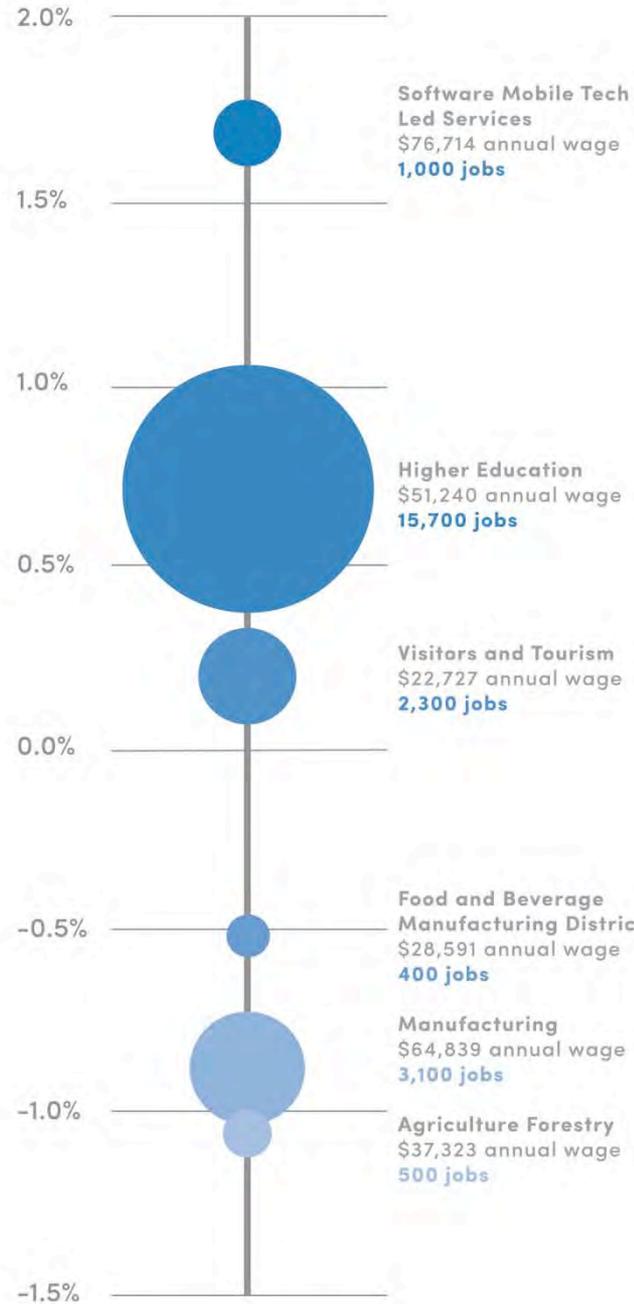
Tompkins County Economy



Employment, Wages & Growth

Projected Annual Growth Rate 2014 to 2024
Based on past regional and national performance

Data Source: Chmura JobsEQ 2014 Q2, prepared by TCAD

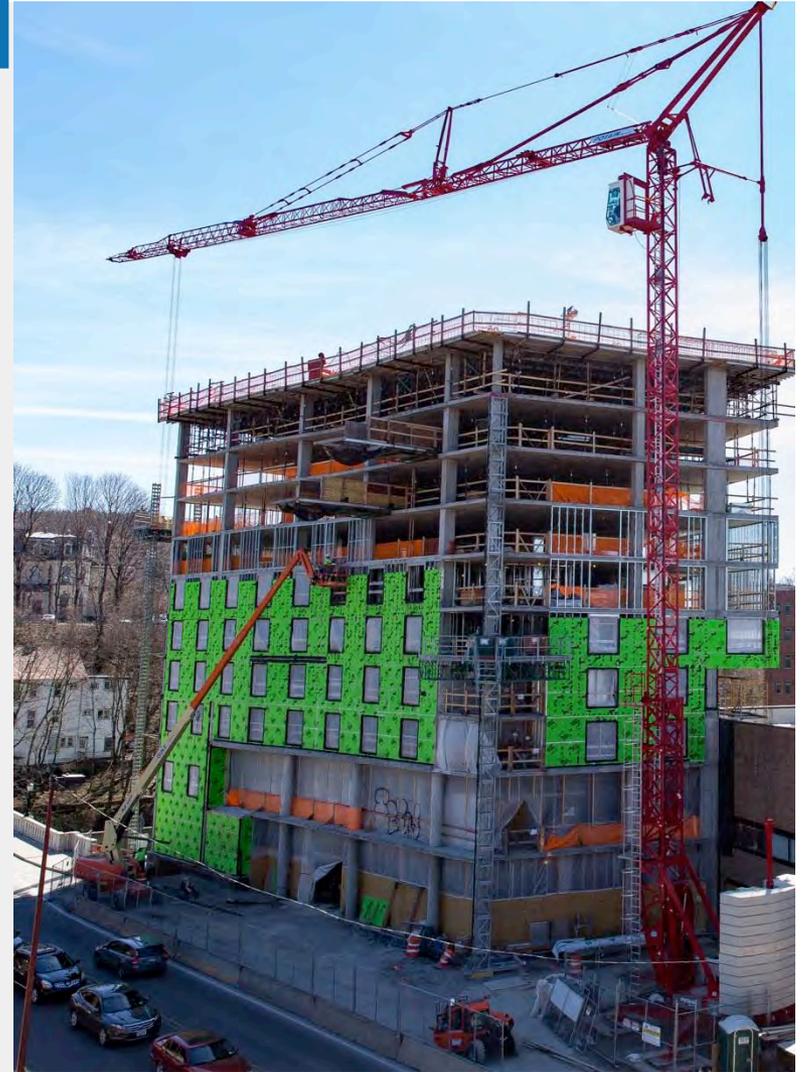


TCAD'S STRATEGY

- **Business Retention and Expansion**
- **New Business Formation**
- **Business Attraction**

TCAD'S INITIATIVES

- Tompkins County Industrial Development Agency (IDA)
- Tompkins County Development Corporation (TCDC)
- Revolving Loan Fund
- Access to Government Programs
- Access to Private Capital



TCAD'S STUDIES

- Energy & Economic Development Task Force
- Food & Manufacturing Incubator Study
- Economic Development Strategy
- Workforce Development Strategy
- Advanced Manufacturing Training Study

CHALLENGES

- Energy
- Local Labor & Environmental Mandates
- Project Approval Process
- NIMBY
- Workforce

TRENDS

- **Retail/Commercial Development**
- **Advanced Manufacturing**
- **Mergers & Acquisitions**
- **Off & On Shoring**

Thank You

Michael B. Stamm
President
Tompkins County Area Development
401 E. State Street, Suite 402B
Ithaca, NY 14850
michaels@tcad.org