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INDIANA
DEPARTMENT OF
WORKFORCE
DEVELOPMENT

LABOR MARKET REVIEW

December 2020
Labor Market Review

Reported by: Jillian Gregory

Regional Workforce Analyst   Tel: 812-537-2485
Email Jillian
jgregory@dwd.in.gov

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Economic Growth Region 10
Statistical Data Report for December 2020, Released February 2021

State Employment and Unemployment

Unemployment rates were lower in December in 19 states, higher in 12 states and the District of Columbia, and stable in 19 states, the U.S. Bureau of Labor Statistics reported. Forty-five states and the District had jobless rate increases from a year earlier, one state had a decrease, and four states had little or no change. The national unemployment rate, 6.7 percent, was unchanged over the month but was 3.1 percentage points higher than in December 2019.

In December 2020, nonfarm payroll employment increased in 15 states, decreased in 11 states, and was essentially unchanged in 24 states and the District of Columbia. Over the year, nonfarm payroll employment decreased in 48 states and the District and was essentially unchanged in 2 states.

Hawaii and Nevada had the highest unemployment rates in December, 9.3 percent and 9.2 percent, respectively. Nebraska and South Dakota had the lowest rates, 3.0 percent each. In total, 25 states had jobless rates lower than the U.S. figure of 6.7 percent, 10 states and the District of Columbia had higher rates, and 15 states had rates that were not appreciably different from that of the nation.

In December, the largest unemployment rate decreases occurred in New Jersey (-2.6 percentage points) and Arkansas (-2.1 points). Rates declined over the month by more than a full percentage point in an additional four states: Kansas and Louisiana (-1.3 points each), Nevada (-1.2 points), and Hawaii (-1.1 points). The largest over-the-month jobless rate increase occurred in Colorado (+2.0 percentage points). Rate increases in excess of 1.0 percentage point also occurred in Washington (+1.4 points), Missouri (+1.3 points), and Tennessee (+1.2 points). Nineteen states had December jobless rates that were not notably different from those of a month earlier, though some had changes that were at least as large numerically as the significant changes.

December 2020 Labor Force Estimates (not seasonally adjusted)						
Area	Labor Force	Employed	Unemployed	Dec-20	Nov-20	Dec-19
U.S.	160,017,000	149,613,000	10,404,000	6.5%	6.4%	3.4%
IN	3,370,340	3,234,005	136,335	4.0%	4.9%	3.0%
EGR 10	151,258	145,677	5,581	3.7%	4.5%	2.9%
Clark Co.	61,133	58,735	2,398	3.9%	4.8%	2.9%
Crawford Co.	4,762	4,555	207	4.3%	5.2%	4.1%
Floyd Co.	41,143	39,745	1,398	3.4%	4.2%	2.8%
Harrison Co.	20,046	19,395	651	3.2%	3.9%	2.9%
Scott Co.	10,472	10,037	435	4.2%	5.1%	3.1%
Washington Co.	13,702	13,210	492	3.6%	4.2%	2.9%
Corydon	1,401	1,336	65	4.6%	6.8%	3.3%
Jeffersonville	25,163	24,109	1,054	4.2%	4.9%	2.5%
New Albany	18,605	17,762	843	4.5%	5.7%	3.2%
Salem	2,720	2,555	165	6.1%	7.5%	3.9%
Scottsburg	2,728	2,594	134	4.9%	6.0%	3.3%

Source: Indiana Department of Workforce Development, Research & Analysis, Local Area Unemployment Statistics | Unemployment Statistics Released: 01/21 | Notes: The data displayed are presented as estimates only. The most recent month's data are always preliminary and are revised when the next month's data are released.

Economic Growth Region (EGR) 10

Clark, Crawford, Floyd, Harrison, Scott, and Washington Counties

Unemployment Rates by State (seasonally adjusted): December 2020

U.S. - 6.7%

Illinois - 7.6%

Indiana - 4.3%

Kentucky - 6%

Michigan - 7.5%

Ohio - 5.5%

Source: U.S. Department of Labor, Bureau of Labor Statistics

Unemployment Rank by County (of 92 counties): December 2020

#14 - Crawford (4.3%)

#19 - Scott (4.2%)
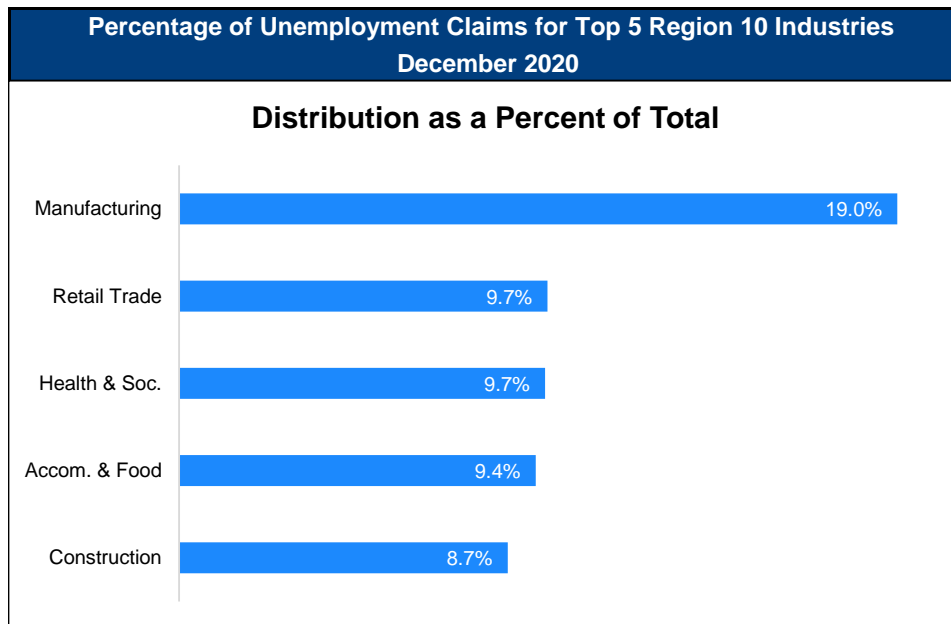
#27 - Clark (3.9%)

#44 - Washington (3.6%)

#49 - Floyd (3.4%)

#64 - Harrison (3.2%)

Source: Indiana Department of Workforce Development, Research and Development, Local Area Unemployment Statistics

Consumer Price Index (CPI-U Change), Unadjusted Percent Change to December 2020 from				
CPI Item	**Dec-19**	**Nov-20**	**Dec-19**	**Nov-20**
	U.S. City		**Midwest Region***	
All Items	**1.4%**	**0.1%**	**1.1%**	**0.1%**
Food & Beverages	3.8%	0.3%	2.8%	0.2%
Housing	2%	0.1%	2%	0.1%
Apparel	-3.9%	-1.9%	-4.5%	-2%
Transportation	-2.4%	0.4%	-2.3%	0.4%
Medical Care	1.8%	-0.2%	2.6%	-0.2%
Recreation	0.9%	-0.3%	0.7%	-0.2%
Education & Communication	2%	0%	1.4%	0%
Other Goods & Services	2.4%	0.5%	1.6%	0.3%

*Midwest region = Midwest Urban Average. Midwest Region includes Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota and Wisconsin | Source: U.S. Bureau of Labor Statistics

Percentage of Unemployment Claims for Top 5 Region 10 Industries December 2020

Distribution as a Percent of Total

Industry	Percent
Manufacturing	19.0%
Retail Trade	9.7%
Health & Soc.	9.7%
Accom. & Food	9.4%
Construction	8.7%

Source: Indiana Department of Workforce Development, Research and Analysis

WARN Notices

WARN Notices for Region 10 for December 2020				
Company	**City**	**County**	**# of workers affected**	**Notice Date**

There are no WARN Notices for December 2020 for EGR 10.

Source: Indiana Department of Workforce Development, WARN Notices | For information on WARN Act requirements, you may go to the U.S. Department of Labor Employment Training Administration Fact Sheet:

https://www.doleta.gov/programs/factsht/warn.htm

Region 10

Initial Claims
12/05/20 - 763
12/12/20 - 630
12/19/20 - 416
12/26/20 - 419

Continued Claims
12/05/20 - 1,686
12/12/20 - 1,683
12/19/20 - 1,646
12/26/20 - 1,701

Total Claims
12/05/20 - 2,449
12/12/20 - 2,313
12/19/20 - 2,062
12/26/20 - 2,120

State of Indiana

Initial Claims
12/05/20 - 23,622
12/12/20 - 15,702
12/19/20 - 12,234
12/26/20 - 12,013

Continued Claims
12/05/20 - 78,703
12/12/20 - 73,506
12/19/20 - 73,868
12/26/20 - 80,503

Total Claims
12/05/20 - 102,325
12/12/20 - 89,208
12/19/20 - 86,102
12/26/20 - 92,516

(D) indicates item is affected by non-disclosure issues relating to industry or ownership status | Source: Indiana Department of Workforce Development, Research and Development

Frequently Listed Jobs	
Top 20 job listings in Region 10 in the past month	
Rank	Occupations
1	Registered Nurses
2	Healthcare Practitioners and Technical Workers, All Other
3	Production Workers, All Other
4	Managers, All Other
5	Stock Clerks- Stockroom, Warehouse, or Storage Yard
6	Customer Service Representatives
7	Healthcare Support Workers, All Other
8	Maintenance Workers, Machinery
9	Home Health Aides
10	Laborers and Freight, Stock, and Material Movers, Hand
11	Team Assemblers
12	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop
13	Assemblers and Fabricators, All Other
14	Computer Network Support Specialists
15	Licensed Practical and Licensed Vocational Nurses
16	Social and Human Service Assistants
17	Tellers
18	Heavy and Tractor-Trailer Truck Drivers
19	Engineers, All Other
20	Retail Salespersons

Source: Indiana Workforce Development, Indiana Career Connect

Applicant Pool	
Top 20 occupations desired by applicants on their resumes in the past 12 months	
Occupations	# of applicants
Production Workers, All Other	1,070
Assemblers and Fabricators, All Other	918
Helpers--Production Workers	762
Customer Service Representatives	712
Cashiers	644
Laborers and Freight, Stock, and Material Movers, Hand	485
Nursing Assistants	476
Office Clerks, General	474
Stock Clerks and Order Fillers	410
Managers, All Other	367
Receptionists and Information Clerks	338
Office and Administrative Support Workers, All Other	319
Welders, Cutters, Solderers, and Brazers	316
Retail Salespersons	288
Heavy and Tractor-Trailer Truck Drivers	268
Packers and Packagers, Hand	260
Executive Secretaries and Executive Administrative Assistants	257
Industrial Truck and Tractor Operators	249
Combined Food Preparation and Serving Workers, Including Fast Food	235
Bookkeeping, Accounting, and Auditing Clerks	229

Source: Indiana Workforce Development, Indiana Career Connect

Understanding occupation data

A publication of the Indiana Business Research Center at Indiana University's Kelley School of Business.

Diana Barrett
Assistant Director, Research and Analysis Division of the Indiana Department of Workforce Development

Knowing which occupations people have is crucial for different economic analyses, long-term employment projections, preparing employment policies and programs, and deciding on training programs. State and federal agencies collect these data from various resources, often through surveys.

Data that come directly from the people who work (via the American Community Survey) or from the employers (via the Occupational Employment Statistics program) are sampled and used to produce occupation estimates. It is important to note that these surveys are carefully sampled to provide an insight into what jobs people hold, but they can still be subject to limitations. Often the issue involves declining response rates and the nonmandatory nature of most surveys. This is where administrative data have an advantage since they can reduce response burden and enhance data integrity.

Administrative data refers to micro-data which are collected for nonstatistical purposes and used mainly for administering services and programs.1 Some examples include records on enrollments and completions in higher education, as well as wages. Wage data represent one of the most frequently used sources of workforce data and can answer questions ranging from how much are certain occupations pay to how much certain college graduates earn.

Indiana has an existing longitudinal data infrastructure that contains wage records collected from employers each quarter. Every employer is legally required to report the wages paid to their employees in Indiana.2 To facilitate collection of wage records, employers use the Employer Self Service/Uplink web application3 where they can manually enter their employees' wages or upload a file containing wages. Up until early 2019, employers were required to provide employees' wages, names and Social Security numbers. Using other employer administrative records, we can determine industry of employment but not occupation. This means it was possible to tell if a person worked in the health care industry within a hospital, but it was not always possible to determine whether that person's occupation in the hospital was a surgeon, an administrator, a cook or a social worker. To get a clearer picture of the labor market, Indiana started collecting occupation data from employers and requesting each employer to report Standard Occupational Classification (SOC) codes for their employees.

How do SOC codes work? Because there is nearly an infinite number of occupations people can have, the six-digit SOC code system was developed as a federal standard to classify jobs into occupation groups.

All workers are classified into one of the 459 broad or 867 detailed occupations. For illustration, let us look at how the granularity of the information changes within the broad category of general food preparation and serving occupations (35-0000).

35-0000 Food preparation and serving related occupations The first two digits in the SOC code 35-0000 designate the major group and will tell us the general occupation group. The group "Food Preparation and Serving Related Occupations" consists of occupations like chefs, cooks, servers, bartenders, dishwashers and hosts. If we have a person's general occupation data, we will know that the person likely works in a restaurant or a bar, but we will not know if they are a chef or a host.

35-2000 Cooks and food preparation workers The second two digits in the SOC code 35-2000 represent the minor group. These digits give us more detail on the person's occupation and tell us they are neither a chef nor a host, but work on cooking and food preparation.

35-2010 Cooks Looking at the third two digits in the SOC code 35-2010 tells us the person works as a cook. Cooks and food preparation workers have different skills and responsibilities. While a cook is responsible for ensuring the food is cooked to the appropriate temperature, they are also responsible for supervising the work of other kitchen staff. A food preparation worker usually prepares the food to be cooked and does not have supervising responsibilities.

The last digit in the SOC code will tell us if a person works as a cook in a fast-food restaurant (35-2011 Cooks, Fast Food) or a traditional restaurant (35-2014 Cooks, Restaurant).

In 2017, Indiana received a Workforce Data Quality Initiative grant from the U.S. Department of Labor's Employment and Training Administration to create an infrastructure that would allow collection and analysis of occupation data. In early 2019, Indiana joined Louisiana and Alaska in requesting occupation data directly from employers. To facilitate determining and reporting occupations for their employees, employers can use the occupation coding tool on the Hoosiers by the Numbers website. The tool uses job titles to suggest several different occupations. To determine the most appropriate occupation code, the employer can type the job title in the search box. A number of occupation codes will populate and the employer can click on each of them to see a short description of tasks associated with that occupation.4 To explore more about the occupation, the employer can click on an external link (O-NET Detail) that offers a more extensive list of tasks for each occupation. This allows them to select the most appropriate occupation code based on the tasks their employee is performing.
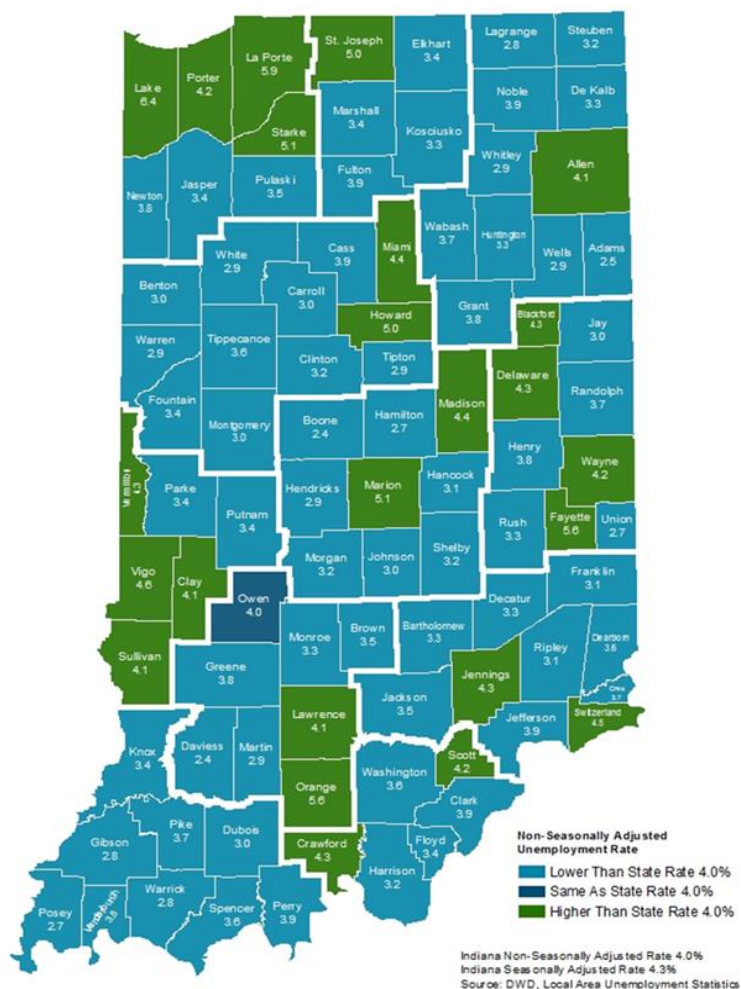
While we can get a fairly good understanding of a person's job by looking at their broad occupation (the first two digits), knowing their detailed occupation (six digits) will give us a more complete understanding of the person's skills, responsibilities and related wage range.

How can occupation data be used?

Collecting occupation data directly from employers represents an important expansion of the longitudinal data and allows for a more accurate account on career pathway intelligence. This means that Indiana will be able to better support research and evaluation efforts. For example, we will be able to analyze employment and occupation outcomes for people in different stages of their careers. Also, we will be able to see what jobs people hold after graduating from college or participating in a training program. Similarly, we will get a more accurate picture of the talent pipeline coming from Indiana's correctional system. This information will help us understand how people move from one occupation to another.

Insight into occupation data will result in a better understanding of how people travel through the education and workforce systems. In addition to improved workforce data quality in Indiana, we will have enhanced ability to match education and workforce data, conduct deeper analysis and reporting on the education-workforce relationships, and share the outcomes of this work with other states.

County Unemployment Rates
December 2020

Non-Seasonally Adjusted Unemployment Rate
- ▇ Lower Than State Rate 4.0%
- ▇ Same As State Rate 4.0%
- ▇ Higher Than State Rate 4.0%

Indiana Non-Seasonally Adjusted Rate 4.0%
Indiana Seasonally Adjusted Rate 4.3%
Source: DWD, Local Area Unemployment Statistics

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Questions?
Please contact the DWD Research and Analysis Regional Labor Analyst listed below:

Jillian A. Gregory

Regional Labor Analyst

Research and Analysis

Indiana Department of Workforce Development

500 Industrial Drive

Room 1305

Lawrenceburg, IN 47024

812-537-2485

jgregory@dwd.in.gov