

Rapid Response Data for Miami County, Kansas

June 8, 2020

Provided to:

Miami County, Kansas
Economic Development
and Energy



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Introduction

Introduction

BACKGROUND/METHODOLOGY

Over the past year, Ady Advantage has partnered with Miami County, Kansas to develop an Economic Development Strategic Plan. This plan includes a Target Industry Analysis, identifying industry clusters that are either already strong in the region or are growing, with a particular emphasis on those industries that showed the great potential for further growth within Miami County. Using this analysis, the Economic Development Strategic Plan can be implemented with a focus on each of the target industries.

Due to the recent global crisis, the COVID-19 pandemic, Ady Advantage and Miami County have partnered to create a supplemental report that aligns with the previous Development Plan and provides rapid response data on the target industries with a goal of identifying areas of risk and opportunity.

Introduction

KEY DEFINITIONS

In this report, the terms “industry” and “occupation” are used frequently; it should be noted that the terms are not interchangeable. The following definitions explain the difference and why they are both included in this report.

Industry: A group of businesses that produce similar goods and services, and share similar production processes for creating the goods and services they sell. Industries are classified using NAICS codes. Note that in the NAICS system, what a business produces is given less importance than the process used to create it.

- In addition, **industry diversity** and diversity clusters are defined and ranked from a methodology produced by C2ER (Council for Community and Economic Research). These methods are used to quantify how jobs are distributed across industry clusters in a given region, compared to a typical region.

Occupation: The term occupation refers to professions or careers in the workforce. In this data, occupations are differentiated from jobs, as jobs show the available positions within a certain occupation. Occupations are defined by (Standard Occupation Classification) SOC codes, which is used by Federal statistical agencies to classify workers in occupational categories for the purpose of data collection and calculation. Workers are classified into an occupational code according to their occupational definition.

- Similarly, **occupation diversity** is a measure of how evenly distributed a given region’s workforce is compared to a typical region.

Introduction

OBJECTIVE

This Strategic Rapid Response Platform includes five levels of analysis. We first provide a context for Miami County within the national framework. We then assess the current situation of Miami County by assessing the risks and vulnerabilities of the counties within the county, followed by the current job and postings trends for all industries, followed by the trends for the target industries of Miami County. Below are the five levels of approach in further detail:

National Data Trends: An overall trends analysis of the impact and projected impact on jobs, COVID-19 deaths, and vulnerability to provide an overview of the current and projected impact at a national level.

Diversity Risk Assessment: Diversity imbalance can lead to magnified disruptions in such cases as the COVID-19 pandemic, where nonessential business, like certain manufacturing plants, are shut down to prevent the spread of the virus. Conversely, lower concentrations of essential workers may indicate where demand will increase the most as essential industries adapt to the crisis.

All Industry Job Posting Trends: By looking at the state and county job posting data, we see what industries have been hit hardest, as well as how the largest industries and occupations are faring during the COVID-19 crisis. Ady Advantage analyzed the job postings data on the state level, followed by the county level.

Background Target Industry Data: This analysis and report was provided to Miami County in the earlier Economic Development Strategic Plan undertaken by Miami County with Ady Advantage. The Target Industry Data section of the report has been incorporated into this report to introduce the target industries of Miami County and transition into a second round of job postings data research that focuses on the target industries of Miami County.

Target Industry Job Posting Trends: Using the target industries provided by the Background Target Industry Data section, a second round of job posting analysis was conducted to focus on these industries and give feedback to Miami County stakeholders on how some of the primary economic drivers of the region are faring at this time.

Introduction

PANDEMIC OF 2020 VS. PREVIOUS ECONOMIC DISRUPTIONS

Ady Advantage has worked with over 500 economic development organizations since our founding in 2003. During that time, our clients have experienced both boom and bust economies, including the Great Recession of 2008-2009. Nevertheless, the Pandemic of 2020 presents its own unique challenges.

Compared to the Great Recession, the Pandemic of 2020:

- Has hit us with incredible speed
- Has disrupted more businesses and more employees, as measured by those temporarily unemployed
- Is truly global, impacting virtually all developed and developing countries, and thus our supply chains with them

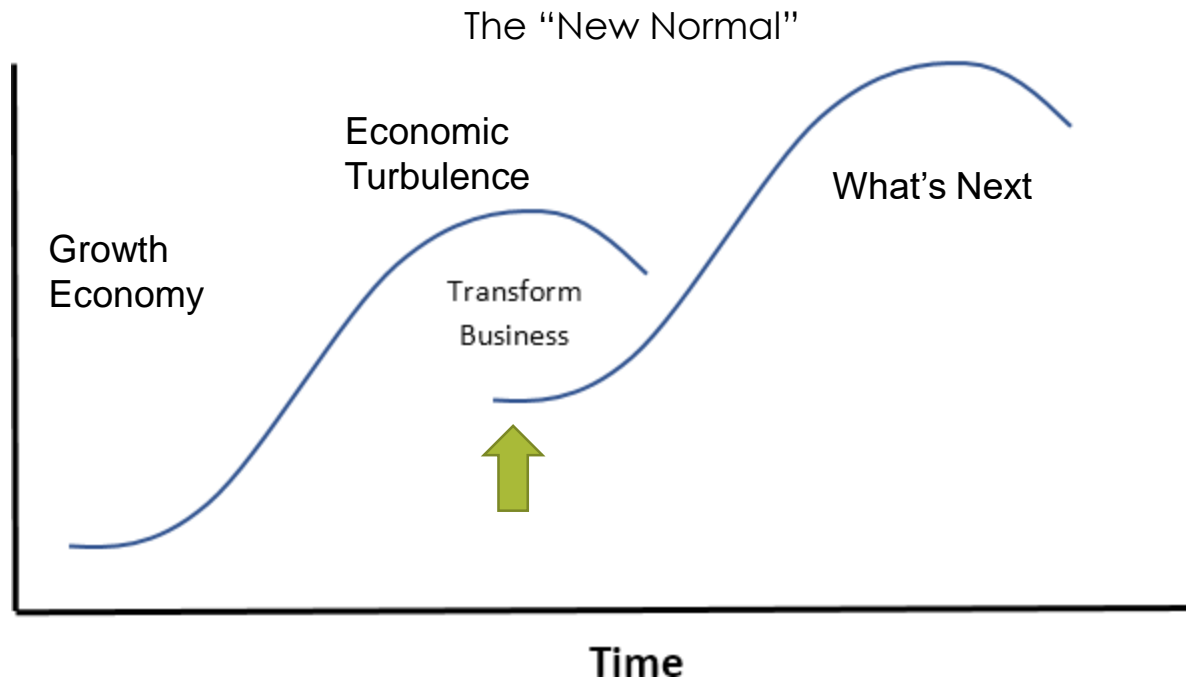
These same characteristics, however, also give us hope that this economic disruption may be shorter-lived than previous recessions, once medical issues of treating, testing, vaccinating, and so on are addressed.

Introduction

THE “NEW NORMAL”

A big question is when – and if – our economy and our lives will return to “normal” and what the “new normal” may look like. At times, it seems as if there are as many opinions on this as there are people giving opinions. At Ady Advantage, we have no doubt that there will be lasting impacts from the changes the U.S. workforce has undergone (from furloughs and layoffs to remote working), U.S. employers (being defined as essential or nonessential, and trying to keep work environments safe for employees), and societally (having a stark reminder that our frontline workers are often those who themselves are most vulnerable economically, rethinking large assembly spaces and public transportation, the physiological impact on those whose jobs and/or businesses deemed as non-essential). Watch our blogs and newsletter for the latest data and predictions.

But for now, the main point is that the period we are currently in will not last forever. During this very unprecedented time of turbulence, the economy, as well as the lives of businesses and people, will be disrupted and transformed. The question is, **“What can we as economic developers do now to best position our communities for what lies ahead?”**



Introduction

THE PATH FORWARD

The remainder of this document provides historical and real-time data to help provide an evidence-based approach to assisting Miami County and its other economic development stakeholders in focusing its efforts going forward.

We welcome the opportunity to:

- Walk through this document with you
- Work with you to apply it to the intelligence you already have on your local economy
- Create solid action steps for moving forward in the short-term, immediate-term and longer-term.

A secondary goal for Ady Advantage is to learn from this example for the benefit of other Evergy communities.

Introduction

AN ECONOMIC DEVELOPMENT BIAS TOWARD ACTION

The question is, “**What can we as economic developers do now to best position our communities for what lies ahead?**”

1. In the immediate term, economic developers have been **providing triage** to their constituents and assessing the initial impacts. These are important but largely reactive activities, such as :
 - Business retention and expansion (BRE) interviews and surveys to assess how companies are responding, which programs they are most interested in
 - Connecting businesses with resources, including stimulus funding, unemployment programs, and related assistance, as well as helping existing firms pivot to new markets
2. Forward-thinking economic developers are offering this support but increasingly focusing their attention on **updating or creating economic development strategic plans** that are:
 - Confirming or revising their overall goals for growth, diversification and resilience
 - Being strategic, evidence-based in their approach
 - Being opportunistic of new opportunities that this period of disruption and transformation is creating
 - Being creative about the types of programs and support they should be providing in the future
 - Thinking holistically and in a community-centric fashion
3. Following this phase, these economic developers will begin **implementing changes that will set their communities up for future success.**

Introduction

EXECUTIVE SUMMARY

- Industry diversity is above average, and the industries with a high concentration in Miami County are those that are more likely to be deemed an "essential service" and thus remain operating, which keeps the overall Vulnerability Index low. In theory, the high concentration industries of Miami County are likely to be relatively safe from the crisis. While they will still likely be impacted by the crisis in some regard, especially if a recession ensues and overall demand falls, job loss in these industries should be less than in other more vulnerable industries. By extension, expected job loss in Miami County compared to the national average is very low, potentially providing Miami County an opportunity to bounce back quicker from the crisis.
- Job posting efforts are average in Miami County. However, the jobs posted have very high posted salaries, indicating that companies in the region are still active, looking to grow, and willing to pay competitive salaries to attract talent to their positions. With unemployment postings reaching record highs, there may be a window of opportunity for Miami County to recruit talent to their businesses that may have been previously unavailable or hard to reach. Companies that are willing to re-train and invest in their workforce may find particular success in the recruitment and retention of the newly unemployed segment of the population.
- The most sought-after skills and qualifications are the ability to drive delivery trucks and a Commercial Driver's License (CDL). Distribution companies are amongst the most aggressive seekers in hiring more people. If Miami County and the greater region in which it resides have not already done so, a partnership with an education institution that provides CDL training would be extremely valuable to many of the top employers in the greater region.
- The second industry for most jobs posting activity is the professional services industry. While many industries have companies forced to shut their doors, professional service industries and companies are generally the most capable of switching to remote work methods of productivity. With a labor pool that extends into the Kansas City MSA, Miami County is ideally suited to recruit families and/or workers who eventually remain remote workers after the crisis has ended, and may find the county to be a desirable place to live, work remotely, and occasionally commute to downtown Kansas City.
- The third industry with the most job postings and growth is the manufacturing sector. While other industry sectors have seen a decrease in job posting demand, within multiple sectors of manufacturing demand has actually risen. This growth is likely because these industries have been deemed essential, allowing them to operate and continue posting for more jobs. With other industries shutting down and laying off workers, there is potential for these growing industries to pick up some of the employment slack if they are willing to recruit and train workers, and if those unemployed are willing to consider other career paths.



National Data Trends

National Trends Data

BACKGROUND/METHODOLOGY

In response to the COVID-19 crisis, many organizations have developed tools to provide real-time data and projections of the impact that will be on had on data points such as public health, current job postings, and projected impact on job loss due to the epidemic. Several of these national data points have been categorized here to provide a picture of what can be expected in these uncertain times.

Job Postings by Emsi

While unemployment is commonly a lagging statistic, job posting data can be tracked in real time. Using job posting data, change in economic growth can be displayed as one way of evaluating a state's current job impact during the crisis.

Outbreak Resources and Projected Deaths by Health Data

By tracking the data trends of other countries that experienced the crisis earlier, Health Data has developed projected trends of the crisis, including the peak days of need for healthcare equipment, and projected COVID-19 cases contracted. Projections are based on full social distancing through May 2020.

Economic Vulnerability Index by Chmura Economics

To assess the negative impact that the COVID-19 crisis can have on employment, Chmura Economics developed the Economic Vulnerability Index to create a measurement tool that estimates a region's vulnerability based on that region's mix of industries. For example, accommodation and food services are projected to lose more jobs as a result of COVI-19 (about 50%) compared to utilities and healthcare (none or little job loss expected).

An average Vulnerability Index score is 100, which represents the average job loss expected in the United States. Higher scores indicate the degree to which job losses may be greater. For example, an index of 200 represents an expectation that a region's job loss will be twice as large as the national average. Conversely, a score of 50 would represent an expected job loss of half the national average.

National Data Trends

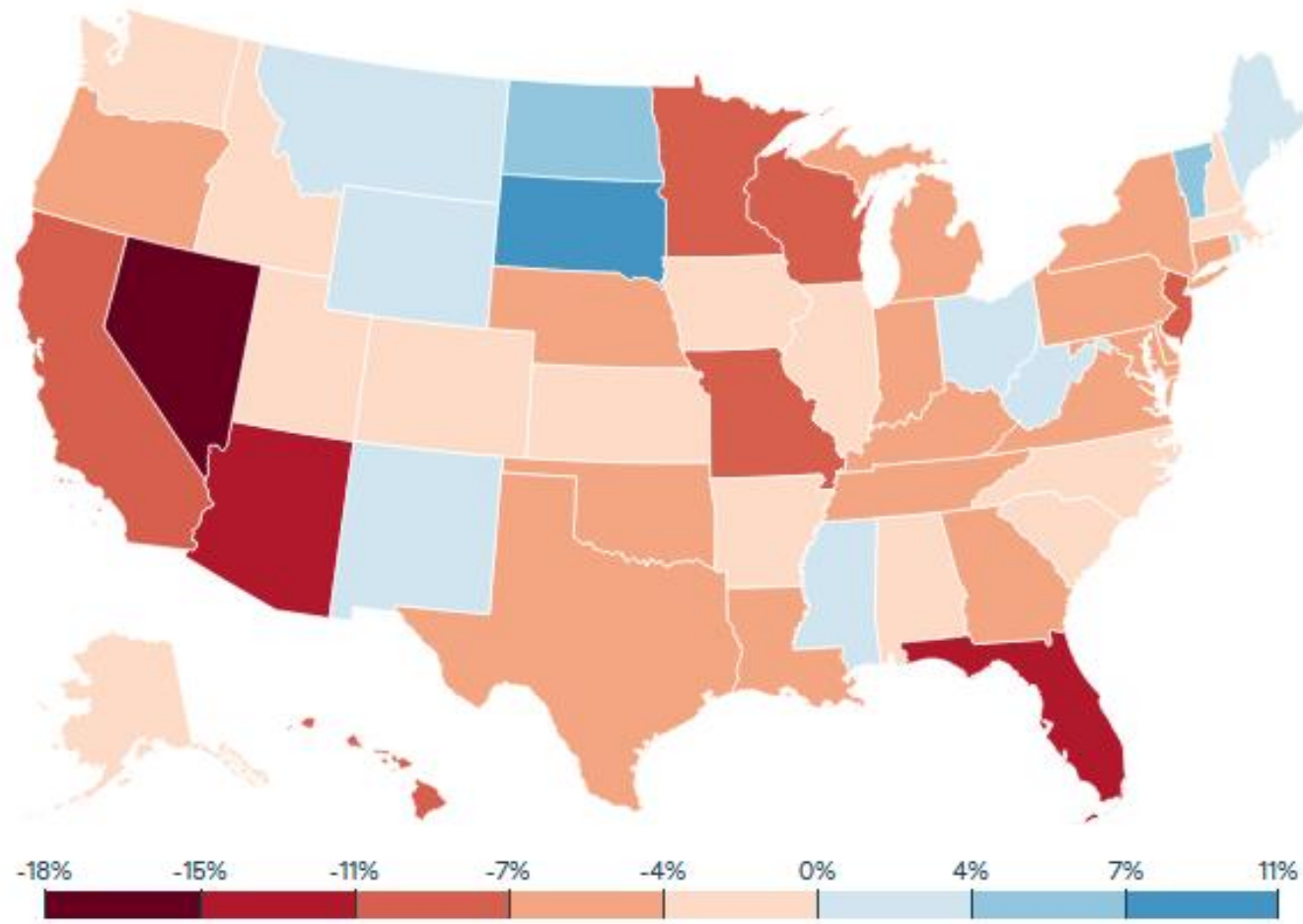
JOB POSTING TRENDS BY STATE

11,043,266 postings

-5% month over month

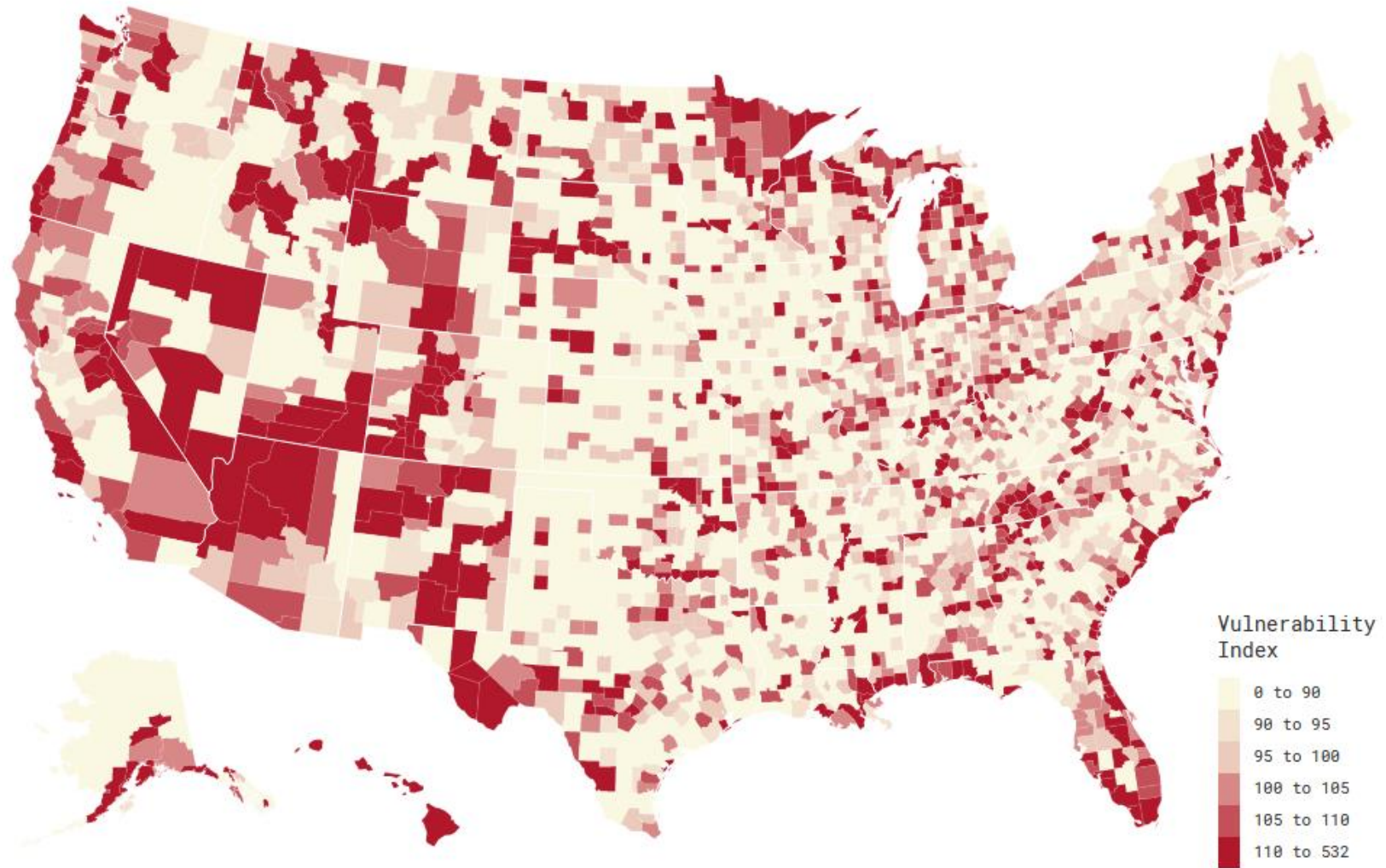
-16% from last year

Map: % Change month over month



National Data Trends

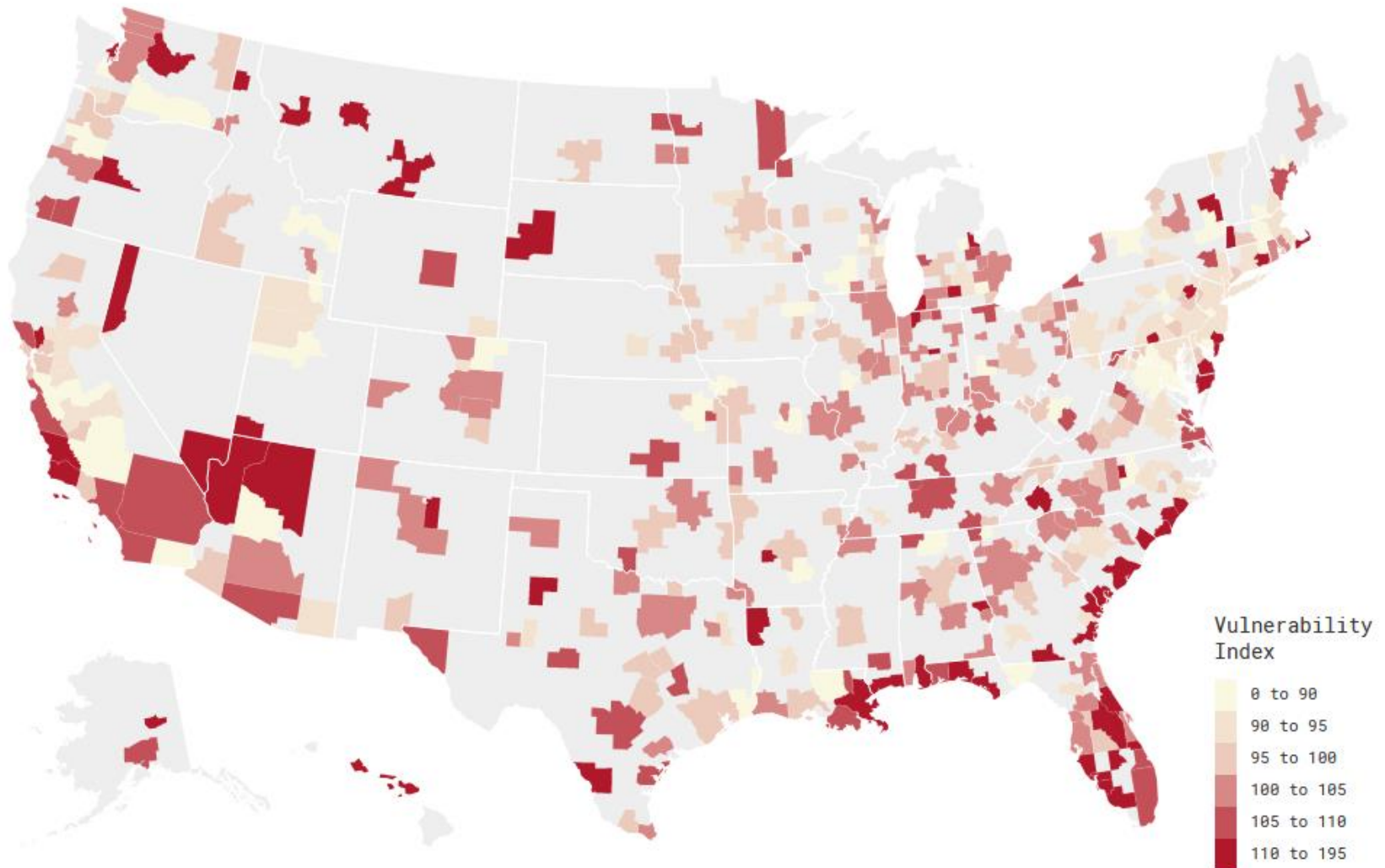
ECONOMIC VULNERABILITY BY COUNTY



Source: Chmura Economics & Analytics, JobsEQ 2020

National Data Trends

ECONOMIC VULNERABILITY BY MSA



Source: Chmura Economics & Analytics, JobsEQ 2020



Diversity Risk Assessment

Diversity Risk Assessment

BACKGROUND/METHODOLOGY

An initial risk assessment of Miami County can be made by observing the diversity of the county. This includes both occupation and industry diversity, which helps illustrate the level of risk Miami County may be at when an unforeseen disruption occurs. In addition, industry and occupation unemployment data is reported here to compare the current unemployment levels of each industry and occupation against their diversity/concentration levels in Miami County.

To provide a basis for where the region stands in terms of total risk, the Economic Vulnerability score of Miami County is provided to illustrate the overall job loss risk/projection compared to the national average.

KEY TAKEAWAYS

Industry and occupation diversity are above average for Miami County, with above average concentrations in healthcare related industries and occupations. **Note:** Relative to COVID-19, high concentrations in healthcare may be more desirable due to a lower distribution of jobs in “non-essential” industries, in theory potentially lessening the blow to jobs in Miami County. This is reflected in the Vulnerability Index of Miami County, which is 84.37 on the 100 point national scale, indicating a lower risk region compared to the national average in terms of total job loss.

The industry sectors with the highest unemployment rates in Miami County include the following (Data as of October, 2019):

- Construction
- Manufacturing
- Retail Trade
- Administrative and Support and Waste Management and Remediation Services
- Health Care and Social Assistance

The occupations sectors with the highest unemployment rates in Miami County include the following (Data as of October, 2019):

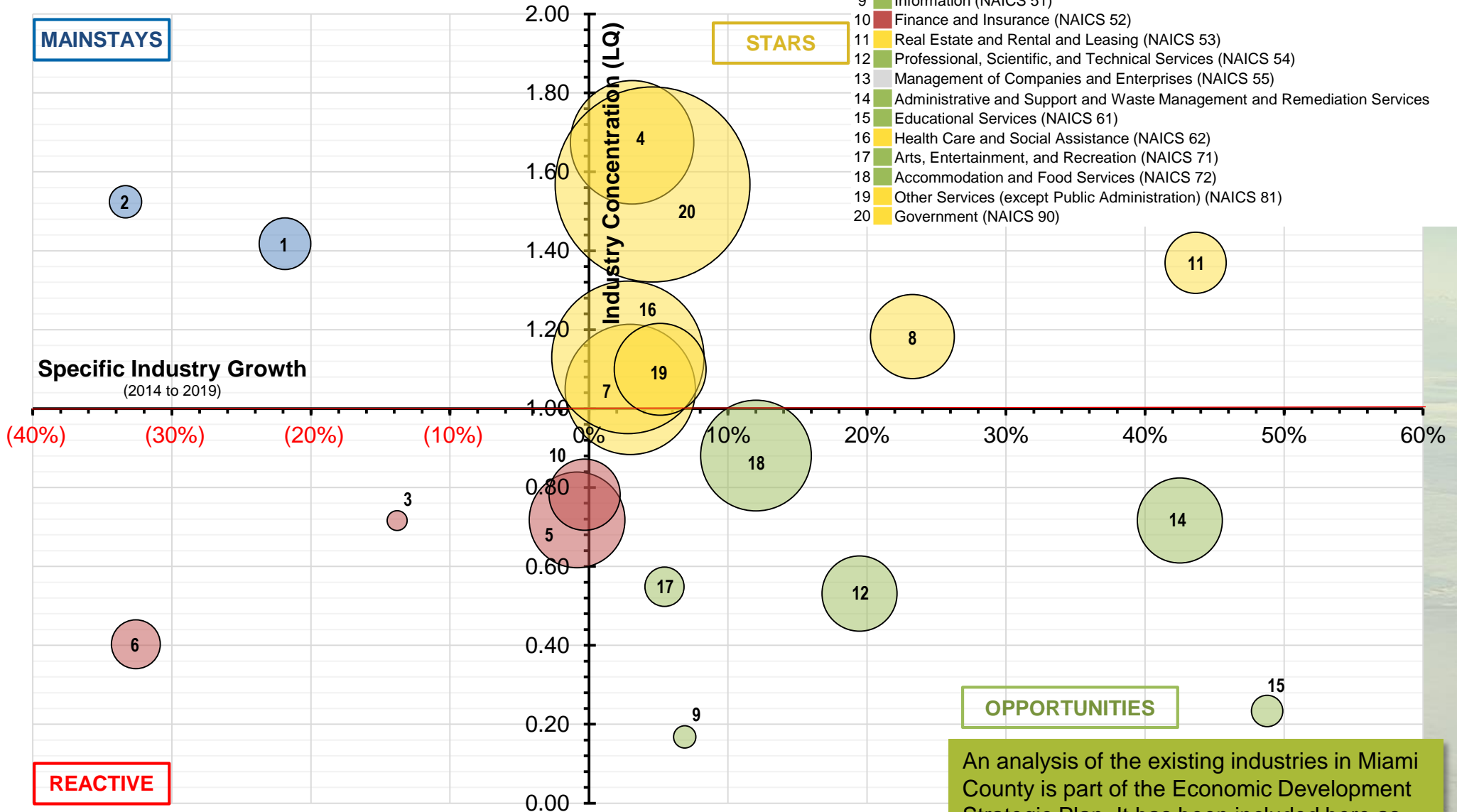
- Food Preparation and Service
- Personal Care and Service
- Sales and Related Occupations
- Office and Administrative Support Occupations
- Construction and Extraction Occupations
- Transportation and Material Moving Occupations

Background Target Industry Data

ECONOMIC BASE ANALYSIS

MIAMI COUNTY INDUSTRY ANALYSIS

- 1 Agriculture, Forestry, Fishing and Hunting (NAICS 11)
- 2 Mining, Quarrying, and Oil and Gas Extraction (NAICS 21)
- 3 Utilities (NAICS 22)
- 4 Construction (NAICS 23)
- 5 Manufacturing (NAICS 31-33)
- 6 Wholesale Trade (NAICS 42)
- 7 Retail Trade (NAICS 44-45)
- 8 Transportation and Warehousing (NAICS 48-49)
- 9 Information (NAICS 51)
- 10 Finance and Insurance (NAICS 52)
- 11 Real Estate and Rental and Leasing (NAICS 53)
- 12 Professional, Scientific, and Technical Services (NAICS 54)
- 13 Management of Companies and Enterprises (NAICS 55)
- 14 Administrative and Support and Waste Management and Remediation Services
- 15 Educational Services (NAICS 61)
- 16 Health Care and Social Assistance (NAICS 62)
- 17 Arts, Entertainment, and Recreation (NAICS 71)
- 18 Accommodation and Food Services (NAICS 72)
- 19 Other Services (except Public Administration) (NAICS 81)
- 20 Government (NAICS 90)



Circle Size = Number of employees in Miami County
Source: EMSI 2019

Total Employees in Miami County: 10,219

○ = 500 employees

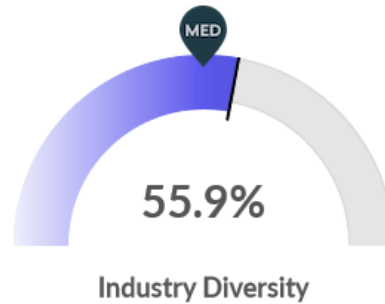
OPPORTUNITIES

An analysis of the existing industries in Miami County is part of the Economic Development Strategic Plan. It has been included here as additional data on the existing industries to supplement the risk assessment.

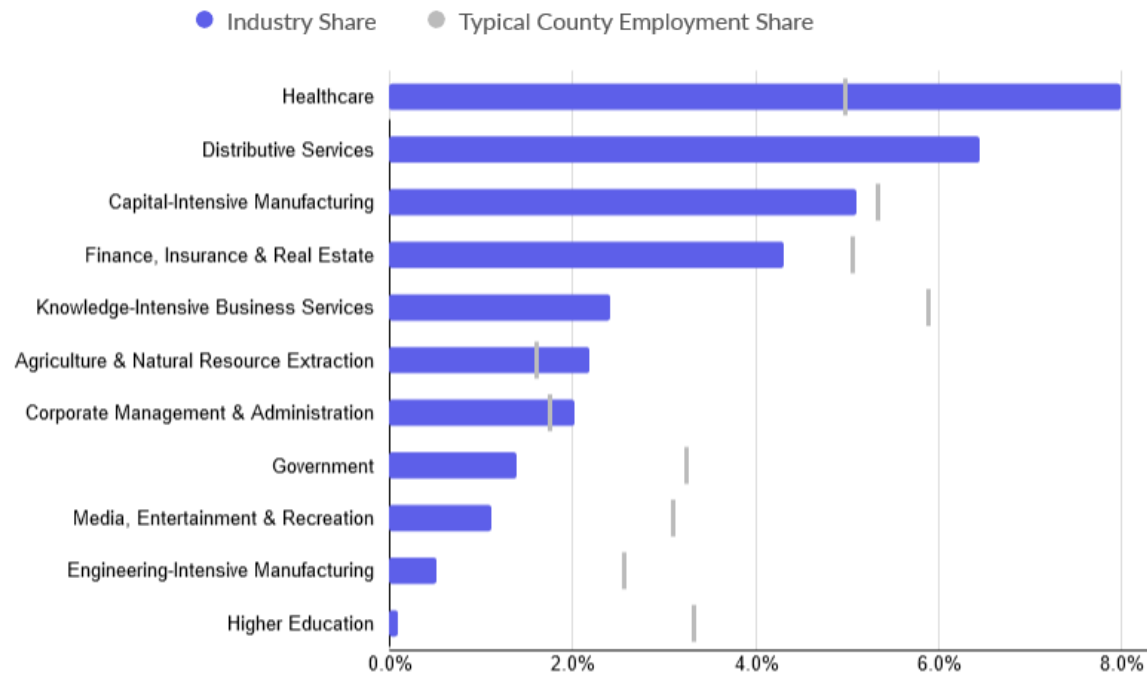
Diversity Risk Assessment

MIAMI COUNTY **INDUSTRY** DIVERSIFICATION ANALYSIS

Rank: 1386
(out of 3142 Counties)



Industry diversity is high for Miami. This means that employment is distributed more evenly between the 12 industry clusters compared to the typical county. A region with high diversity can signal economic stability and more easily withstand economic pressures, while a region with low diversity can signal economic instability.



Source: Emsi, April 2020

Diversity Risk Assessment

MIAMI COUNTY **INDUSTRY** DIVERSIFICATION ANALYSIS

| Industry Cluster | 2019 Jobs | % of Total Employment | % of Typical County Employment |
|-------------------------------------------|-----------|-----------------------|--------------------------------|
| Non-Function Employment | 6,804 | 66.4% | 55.0% |
| Healthcare | 819 | 8.0% | 5.0% |
| Distributive Services | 661 | 6.4% | 8.3% |
| Capital-Intensive Manufacturing | 523 | 5.1% | 5.3% |
| Finance, Insurance & Real Estate | 442 | 4.3% | 5.0% |
| Knowledge-Intensive Business Services | 248 | 2.4% | 5.9% |
| Agriculture & Natural Resource Extraction | 225 | 2.2% | 1.6% |
| Corporate Management & Administration | 208 | 2.0% | 1.7% |
| Government | 142 | 1.4% | 3.2% |
| Media, Entertainment & Recreation | 115 | 1.1% | 3.1% |
| Engineering-Intensive Manufacturing | 53 | 0.5% | 2.5% |
| Higher Education | 10 | 0.1% | 3.3% |
| | 10,249 | 100.0% | 100.0% |

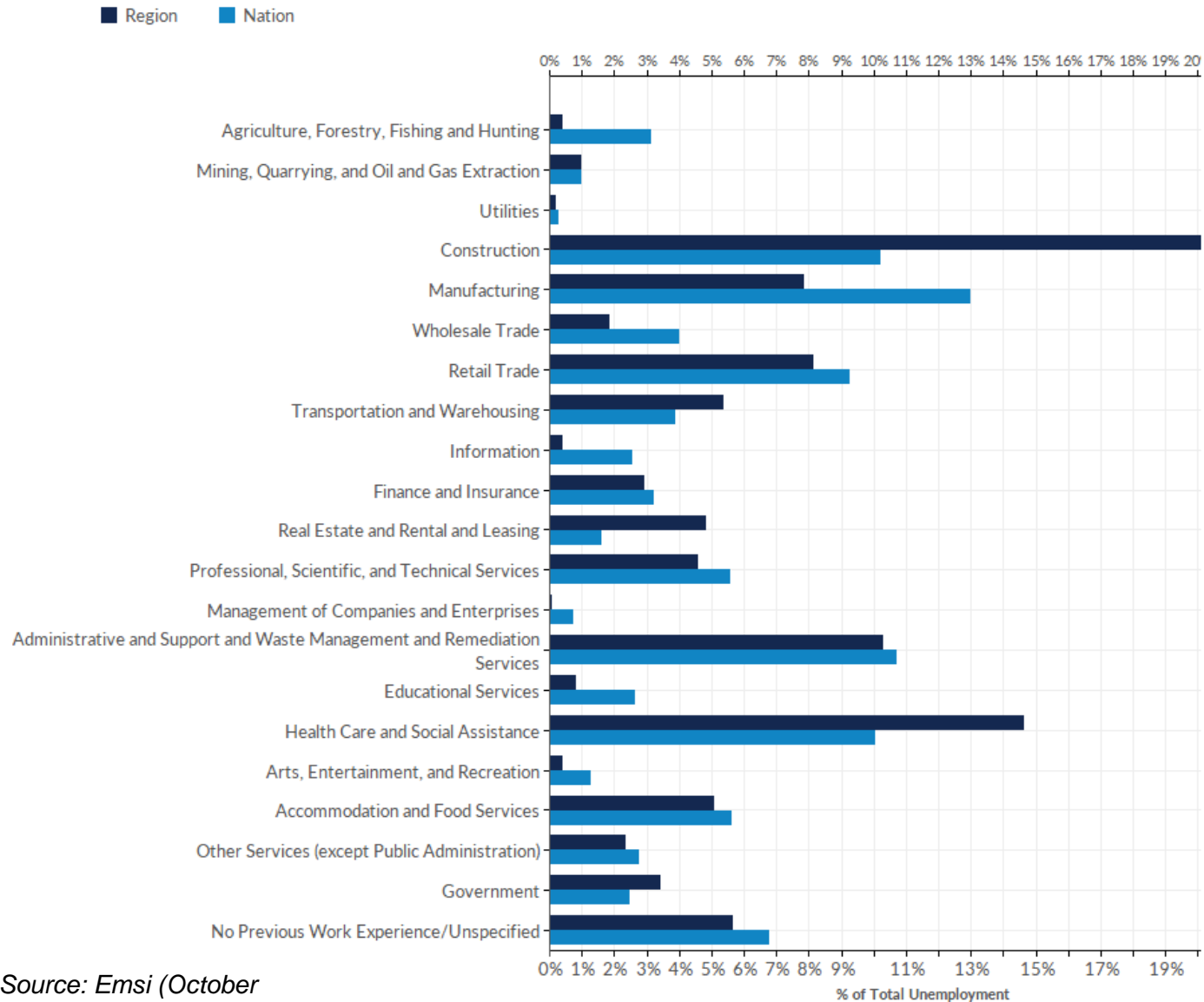
Bulk of economy

Note: Non-function employment refers to industries that primarily serve local markets and are non export-based industries such as retail, dentist offices and construction.

Source: Emsi, April 2020

Diversity Risk Assessment

UNEMPLOYMENT BY INDUSTRY SECTOR

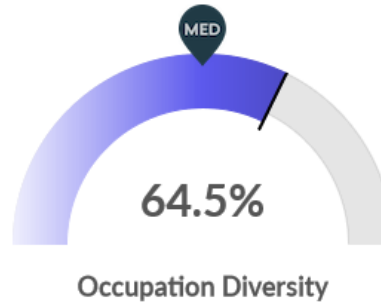


Source: Emsi (October 2019)

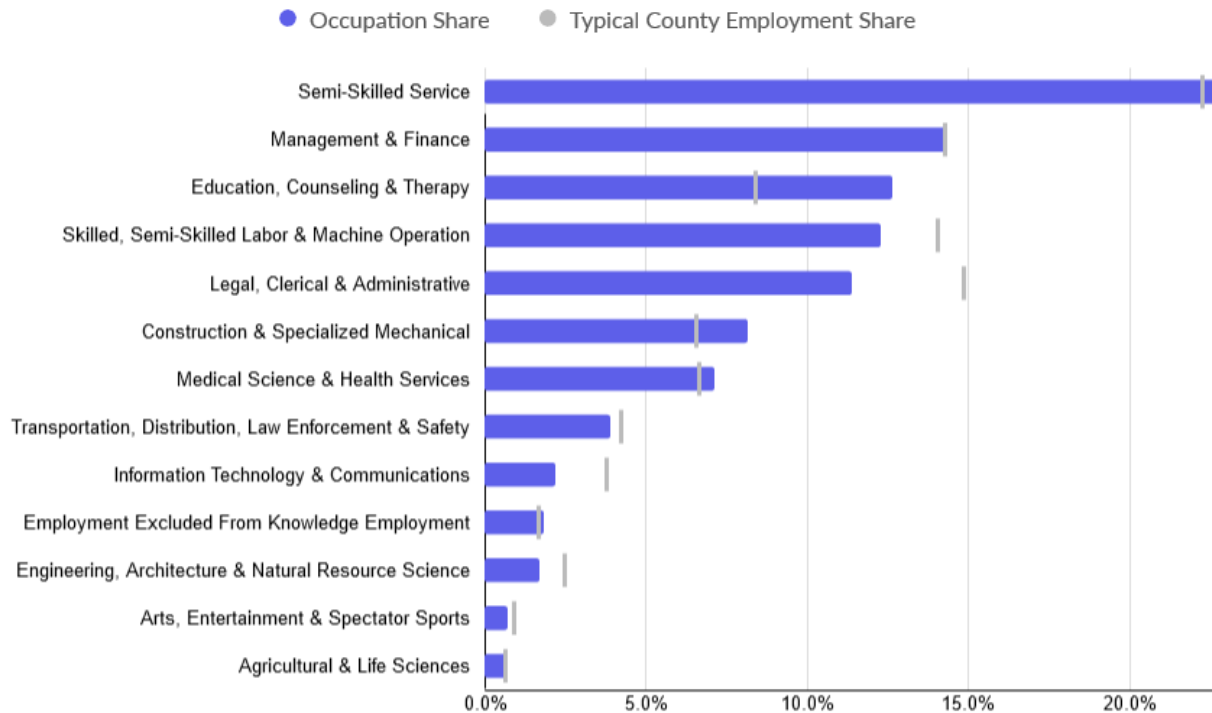
Diversity Risk Assessment

MIAMI COUNTY **OCCUPATION** DIVERSIFICATION ANALYSIS

Rank: 1116
(out of 3142 Counties)



Occupation diversity is high for Miami. This means that employment is distributed more evenly between the 13 occupation clusters compared to the typical county. A region with high diversity can signal economic stability and more easily withstand economic pressures, while a region with low diversity can signal economic instability.



Source: Emsi, April 2020

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Diversity Risk Assessment

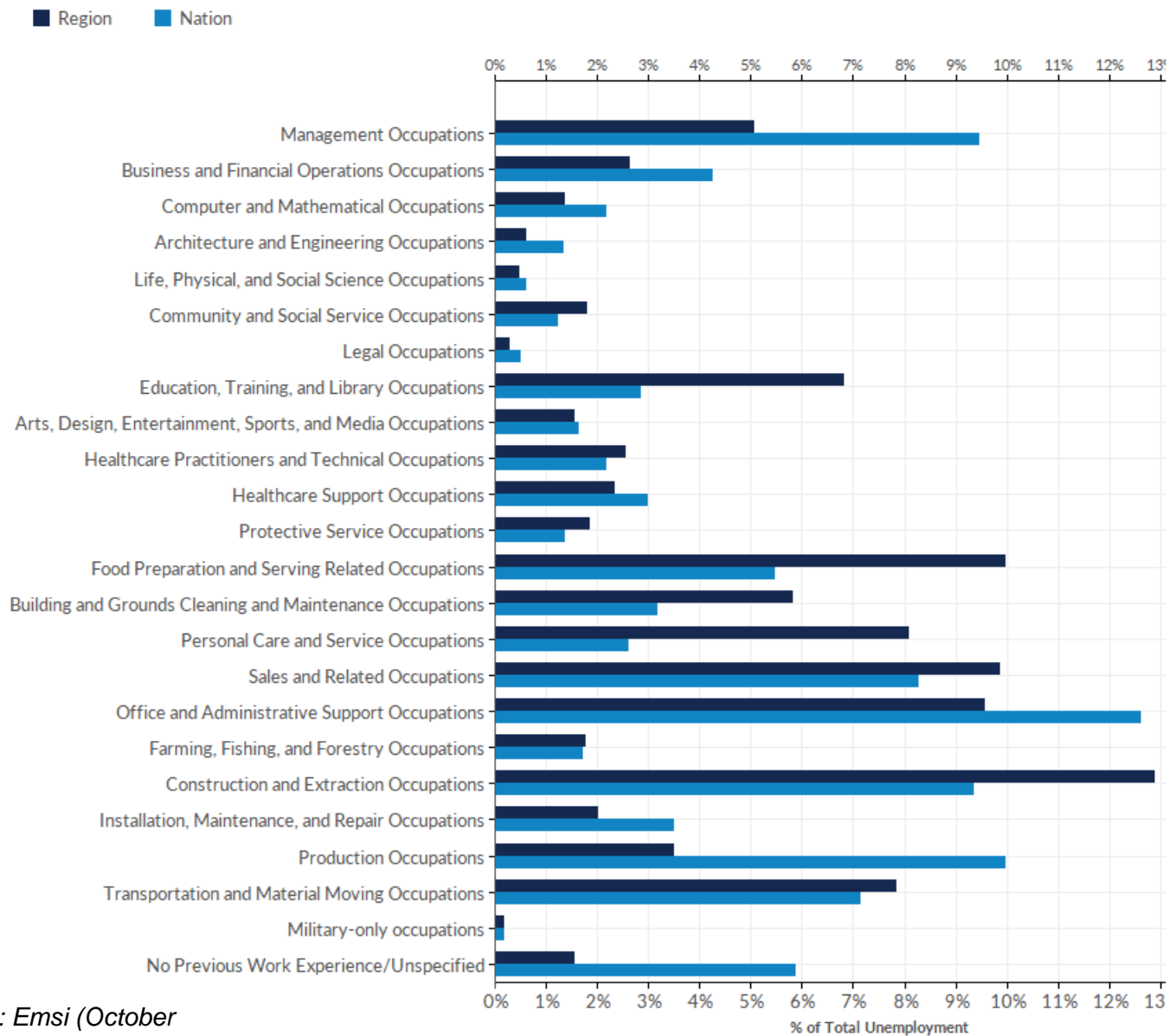
MIAMI COUNTY **OCCUPATION** DIVERSIFICATION ANALYSIS

| Occupation Cluster | 2019 Jobs | % of Total Employment | % of Typical County Employment |
|----------------------------------------------------------|-----------|-----------------------|--------------------------------|
| 🔗 Semi-Skilled Service | 2,349 | 22.9% | 22.2% |
| 🔗 Management & Finance | 1,470 | 14.3% | 14.2% |
| 🔗 Education, Counseling & Therapy | 1,296 | 12.6% | 8.3% |
| 🔗 Skilled, Semi-Skilled Labor & Machine Operation | 1,262 | 12.3% | 14.0% |
| 🔗 Legal, Clerical & Administrative | 1,169 | 11.4% | 14.8% |
| 🔗 Construction & Specialized Mechanical | 837 | 8.2% | 6.5% |
| 🔗 Medical Science & Health Services | 732 | 7.1% | 6.6% |
| 🔗 Transportation, Distribution, Law Enforcement & Safety | 400 | 3.9% | 4.2% |
| 🔗 Information Technology & Communications | 227 | 2.2% | 3.7% |
| 🔗 Employment Excluded From Knowledge Employment | 189 | 1.8% | 1.6% |
| 🔗 Engineering, Architecture & Natural Resource Science | 173 | 1.7% | 2.4% |
| 🔗 Arts, Entertainment & Spectator Sports | 76 | 0.7% | 0.9% |
| 🔗 Agricultural & Life Sciences | 69 | 0.7% | 0.6% |
| | 10,249 | 100.0% | 100.0% |

Source: Emsi, April 2020

Diversity Risk Assessment

UNEMPLOYMENT BY OCCUPATION SECTOR

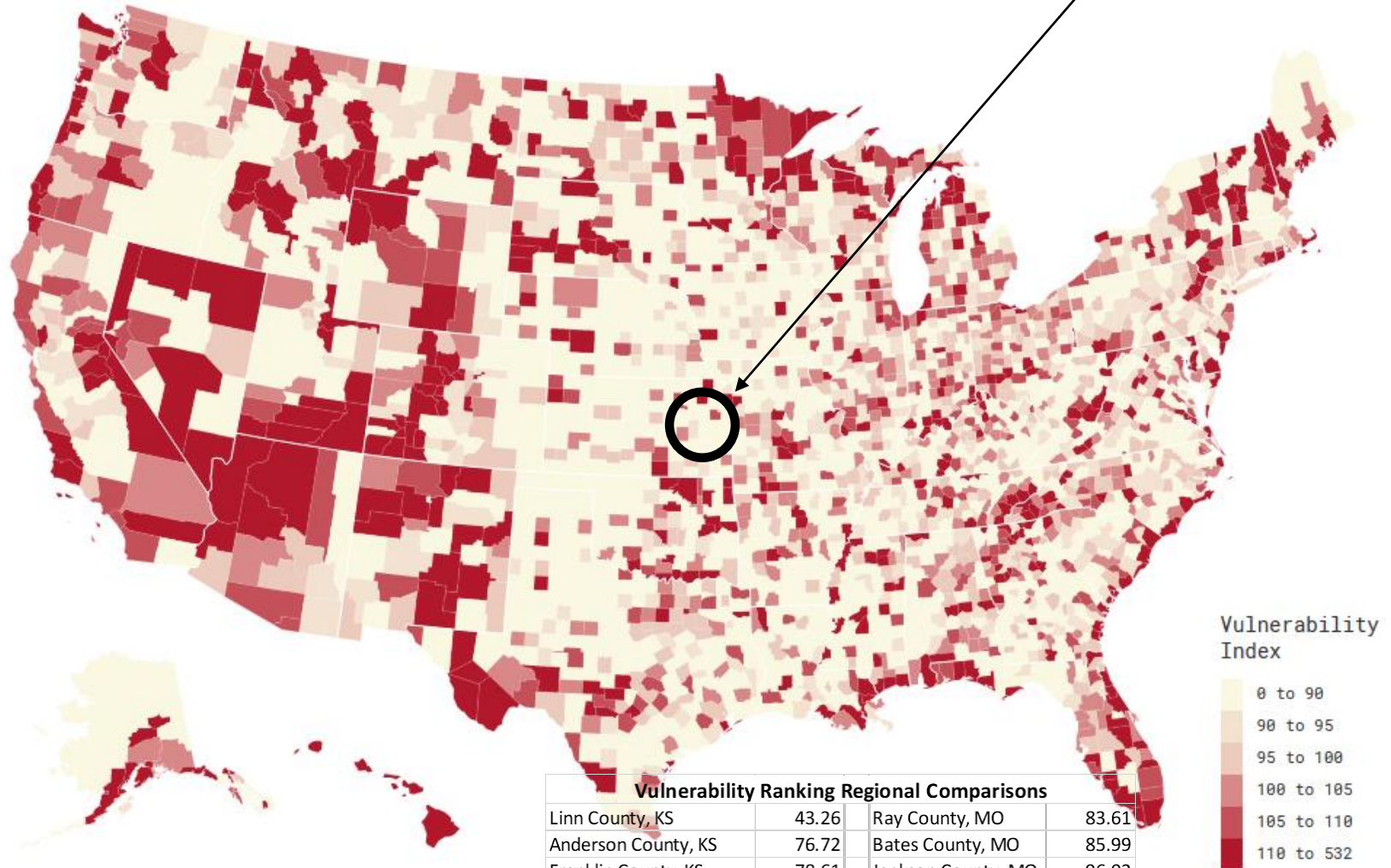


Source: Emsi (October 2019)

Diversity Risk Assessment

ECONOMIC VULNERABILITY BY COUNTY

**Miami County Vulnerability:
84.37 (LOW)**



| Vulnerability Ranking Regional Comparisons | | | |
|--------------------------------------------|--------------|--------------------|--------|
| Linn County, KS | 43.26 | Ray County, MO | 83.61 |
| Anderson County, KS | 76.72 | Bates County, MO | 85.99 |
| Franklin County, KS | 78.61 | Jackson County, MO | 96.02 |
| Leavenworth County, KS | 78.61 | Cass County, MO | 108.44 |
| Miami County, KS | 85.42 | Platte County, MO | 129.31 |
| Johnson County, KS | 91.73 | | |
| Wyandotte County, KS | 92.93 | | |
| Douglas County, KS | 110.82 | | |

Source: Chmura Economics & Analytics, JobsEQ

Source: Chmura



State Job Posting Trends: All Industries

State Job Postings Trends: All Industries

BACKGROUND/METHODOLOGY

In response to the current economic downturn due to the COVID-19 pandemic, Emsi published a Job Posting Dashboard to provide data at the national and state level on the increase or decrease in demand in certain industries, occupations, and skills.

At the state level, up-to-date job posting statistics are available for industries at the 3-4-digit level of analysis. To grasp the current state of all job postings in the state of Kansas, Ady Advantage looked at all job postings in all industries.

This analysis of Kansas from all industries will allow for Ady Advantage to look for trends on the state scale, as well as any differences between the state and county level job trends when the geographic scope of the research is narrowed down.

KEY TAKEAWAYS

While the gap has been exacerbated by the current crisis, job postings have been decreasing since July of 2019, a few months before the COVID-19 crisis had hit the United States. After a brief increase at the end of 2019, the job postings fell below numbers from the year before.

While job posting growth has been a mix of positive and negative for many of the top industries in Kansas, some industries have managed to have significant growth, as well as have more job postings than last year.

Most, but not all, occupation job postings are down as well. Surprisingly, some occupations like nursing have seen a decrease in job postings, which is unexpected during the COVID-19 crisis. Occupations that are still growing are unsurprising, such as truck drivers and stock clerks/order fillers.

State Job Postings Trends: All Industries

KANSAS JOB POSTING TRENDS FOR ALL INDUSTRIES

Job postings in Kansas trended downward from July until December, followed by a spike until January, where they have fallen until February. Since February, job postings have actually increased in the state. Interestingly, while job postings have been trending downward since July, job postings spiked above the previous year's total in January.

Overall job posting growth is displayed by the bar on top: from February to March there has been a negative 4% growth in job postings.



Source: Emsi, April 2020

State Job Postings Trends: All Industries

TOP INDUSTRIES BY TOTAL POSTINGS

- All but two of the top industries have experienced a decline in job postings over the past month: Truck Transportation and Nursing and Residential Care Facilities.
- Industries experiencing the worst declines are Ambulatory Health Care Services, Insurance Carriers and Related Activities, and Educational Services.
- Interestingly, some healthcare industries are experiencing a decline, despite the current health crisis.
- While down over the past month, several industries are actually seeing more job postings than the previous year: Professional, Scientific, and Technical Services. Hospitals, Insurance Carriers and Related Activities, General Merchandise Stores, and Nursing and Residential Care Facilities.

Top Industries

| Name | Postings | Month over month change | Change from last year |
|--------------------------------------------------|----------|-------------------------|-----------------------|
| Administrative and Support Services | 14,920 | -2% | -30% |
| Professional, Scientific, and Technical Services | 9,863 | -3% | 13% |
| Truck Transportation | 9,063 | 8% | -52% |
| Food Services and Drinking Places | 8,942 | -6% | -9% |
| Ambulatory Health Care Services | 6,794 | -14% | -2% |
| Hospitals | 5,268 | -2% | 23% |
| Insurance Carriers and Related Activities | 5,088 | -19% | 5% |
| General Merchandise Stores | 4,487 | -4% | 5% |
| Educational Services | 3,852 | -10% | -11% |
| Nursing and Residential Care Facilities | 2,516 | 2% | 10% |

Source: Emsi, April 2020

State Job Postings Trends: All Industries

TOP OCCUPATION BY TOTAL POSTINGS

- Overall, most of the top occupations in Kansas have experienced a decline in total job postings over the past month. Occupations experiencing job postings growth are Heavy and Tractor-Trailer Truck Drivers and Stock Clerks and Order Fillers.
- While many occupation postings are down over the last month, several occupations have increased in job postings from last year: First-Line Supervisors of Retail Sales Workers, Retail Salespersons, Insurance Sales Agents, Customer Service Representatives, Stock Clerks and Order Fillers, and Combined Food Preparation and Serving Workers, Including Fast Food.
- Despite the current crisis, postings for registered nurses have fallen significantly not only in the past month but compared to the last year.
- Job postings for Insurance Sales Agents increased dramatically over the past year, but also decreased significantly over the past month.

Top Occupations

| Name | Postings | Month over month change | Change from last year |
|--------------------------------------------------------------------|----------|-------------------------|-----------------------|
| Heavy and Tractor-Trailer Truck Drivers | 12,302 | 4% | -51% |
| Registered Nurses | 6,278 | -0.3% | -26% |
| First-Line Supervisors of Retail Sales Workers | 4,405 | -6% | 7% |
| Retail Salespersons | 3,769 | -4% | 2% |
| Insurance Sales Agents | 3,562 | -26% | 145% |
| Customer Service Representatives | 2,765 | -10% | 1% |
| First-Line Supervisors of Food Preparation and Serving Workers | 2,091 | -9% | -7% |
| Stock Clerks and Order Fillers | 1,850 | 0.4% | 24% |
| Light Truck or Delivery Services Drivers | 1,820 | -17% | -62% |
| Combined Food Preparation and Serving Workers, Including Fast Food | 1,706 | -8% | 8% |

Source: Emsi, April 2020



Miami County Job Posting Trends: All Industries

Miami County Job Posting Trends: All Industries

BACKGROUND/METHODOLOGY

To assess the initial state of the entire Miami County economy, Ady Advantage began with looking at the job postings for all industries and occupations to determine where job demand is increasing and decreasing. By identifying where the demand has lessened, we can identify workers who may be available to fill needs in other industries and occupations.

Available workers can be identified by looking for job posting intensity that is below average. The national average for job posting intensity is 6:1 (the ratio of total job postings to unique job postings, meaning in this case that for every 6 postings there is 1 unique job posting).

To grasp the current situation on job posting data, Ady Advantage narrowed the range of job postings to only include job postings from January 2020 to March 2020.

KEY TAKEAWAYS

During the time period of the COVID-19 crisis, job postings that were the highest ratio commonly fell into several categories. Job postings stayed high in industries that were essential, could be done remotely, or in health care fields, which are now increased in demand due to the crisis.

The positions with the highest job posting rates in Miami County including the following (Data as of March 2020):

- Truck Drivers
- Flatbed Drivers
- Maintenance Mechanics
- Delivery Drivers
- Speech Language Pathologists
- Registered Nurses

The positions with the lowest job posting rates in Miami County include the following (Data as of March 2020):

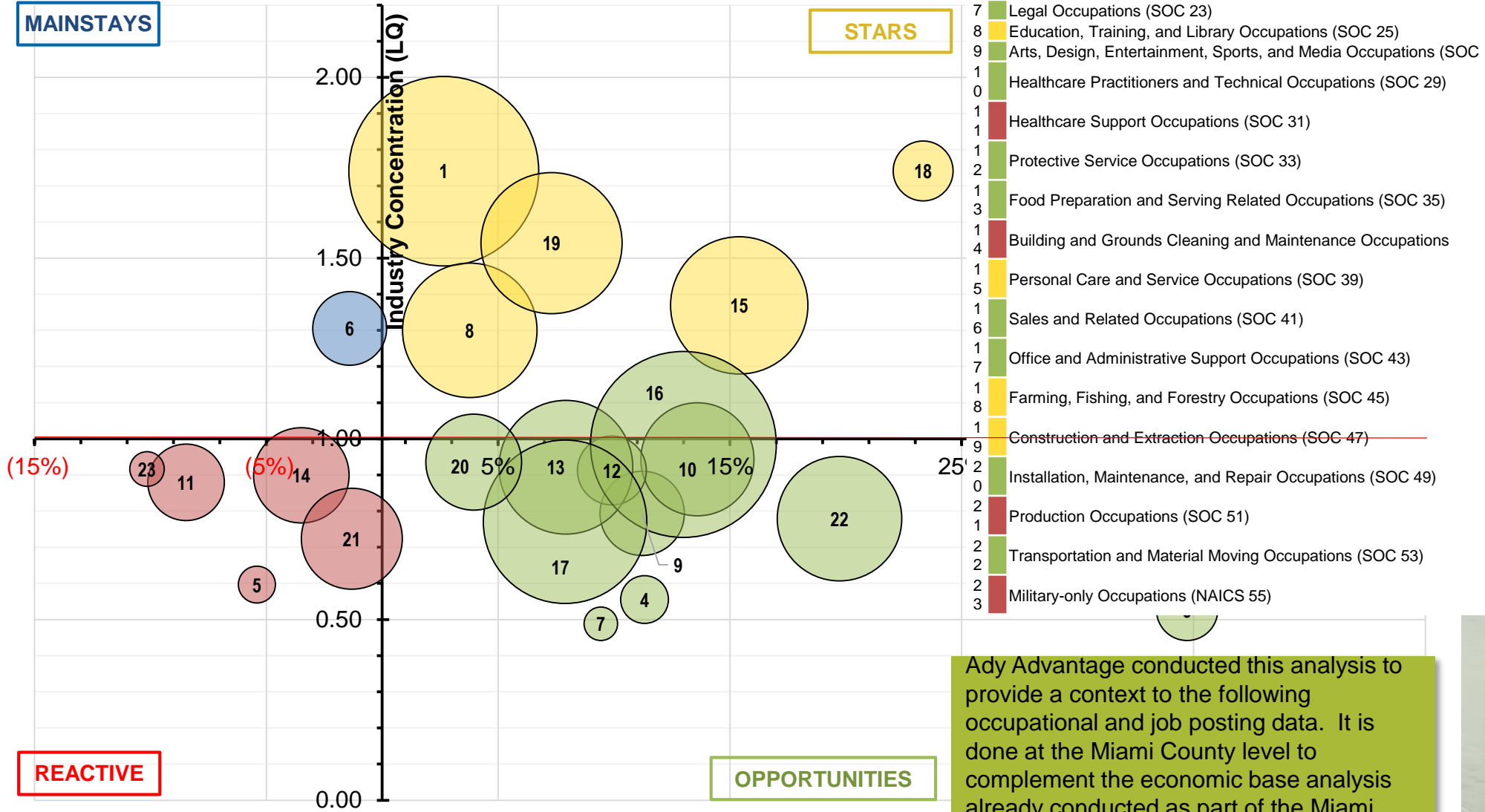
- Insurance sales agents
- Customer Service Representatives
- Commercial Driver's License (CDL) Drivers

Note: Some of the job titles with lower posting ratios still had a high number of postings, indicating that there were still a high number of unique job postings, which may have been filled more quickly, or reposted less often.

Miami County Job Posting Trends: All Industries

OCCUPATION BASE ANALYSIS

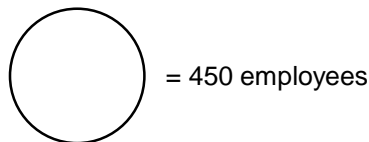
MIAMI COUNTY



Ady Advantage conducted this analysis to provide a context to the following occupational and job posting data. It is done at the Miami County level to complement the economic base analysis already conducted as part of the Miami County Economic Development Strategic Plan

Circle Size = Number of employees in Miami County
Source: Emsi 2018











Total Employees in Miami County: 14,453



Miami County Job Posting Trends: All Industries

TOP POSTED JOB TITLES

Top Posted Job Titles

| Job Title | Total/Unique (Jan 2020 - Mar 2020) | Posting Intensity | Median Posting Duration |
|----------------------------------------------------------------------|------------------------------------|---------------------------------------------------------------------------------------------|-------------------------|
| Truck Drivers | 1,726 / 243 | 7 : 1  | 40 days |
| Insurance Sales Agents | 158 / 54 | 3 : 1  | 35 days |
| Customer Service Representatives (Office and Administrative Support) | 192 / 53 | 4 : 1  | 46 days |
| Commercial Driver's License (CDL) Drivers | 183 / 51 | 4 : 1  | 33 days |
| Delivery Drivers | 238 / 44 | 5 : 1  | 89 days |
| Flatbed Drivers | 391 / 41 | 10 : 1  | 48 days |
| Restaurant Crew Team Members | 194 / 39 | 5 : 1  | 65 days |
| Maintenance Mechanics | 217 / 37 | 6 : 1  | 25 days |
| Speech Language Pathologists | 194 / 36 | 5 : 1  | 19 days |
| Registered Nurses | 157 / 33 | 5 : 1  | 51 days |

Miami County Job Posting Trends: All Industries

TOP INDUSTRIES





















Top Industries

| Industry | Total/Unique (Jan 2020 - Mar 2020) | Posting Intensity | Median Posting Duration |
|--------------------------------------------------------------------------|------------------------------------|-------------------|-------------------------|
| Transportation and Warehousing | 1,534 / 353 | 4 : 1 | 41 days |
| Health Care and Social Assistance | 880 / 251 | 4 : 1 | 48 days |
| Retail Trade | 1,003 / 205 | 5 : 1 | 57 days |
| Accommodation and Food Services | 663 / 183 | 4 : 1 | 110 days |
| Finance and Insurance | 456 / 127 | 4 : 1 | 35 days |
| Administrative and Support and Waste Management and Remediation Services | 386 / 119 | 3 : 1 | 31 days |
| Professional, Scientific, and Technical Services | 196 / 64 | 3 : 1 | 33 days |
| Manufacturing | 124 / 29 | 4 : 1 | 38 days |
| Other Services (except Public Administration) | 117 / 28 | 4 : 1 | 29 days |
| Construction | 207 / 22 | 9 : 1 | 69 days |

Miami County Job Posting Trends: All Industries

TOP POSTED OCCUPATIONS

Top Posted Occupations

| Occupation (SOC) | Total/Unique (Jan 2020 - Mar 2020) | Posting Intensity | Median Posting Duration |
|------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|---------------------------------------------------------------------------------------------|-------------------------|
|  Heavy and Tractor-Trailer Truck Drivers | 2,651 / 393 | 7 : 1  | 38 days |
|  Insurance Sales Agents | 214 / 72 | 3 : 1  | 35 days |
|  Combined Food Preparation and Serving Workers, Including Fast Food | 312 / 64 | 5 : 1  | 44 days |
|  Light Truck or Delivery Services Drivers | 232 / 62 | 4 : 1  | 56 days |
|  Customer Service Representatives | 164 / 51 | 3 : 1  | 50 days |
|  Speech-Language Pathologists | 216 / 48 | 5 : 1  | 19 days |
|  Registered Nurses | 192 / 48 | 4 : 1  | 48 days |
|  First-Line Supervisors of Food Preparation and Serving Workers | 117 / 48 | 2 : 1  | 99 days |
|  Retail Salespersons | 123 / 48 | 3 : 1  | 42 days |
|  Personal Care Aides | 100 / 45 | 2 : 1  | 46 days |

Miami County Job Posting Trends: All Industries

WHO'S HIRING

Top Companies Posting

| Company | Total/Unique (Jan 2020 - Mar 2020) | Posting Intensity | Median Posting Duration |
|---------------------------------------|------------------------------------|-------------------|-------------------------|
| CRST International, Inc. | 742 / 115 | 6 : 1 | 36 days |
| Pizza Hut, Inc. | 249 / 74 | 3 : 1 | 236 days |
| Platinum Supplemental Insurance, Inc. | 220 / 57 | 4 : 1 | 36 days |
| Olathe Medical Center, Inc. | 295 / 46 | 6 : 1 | 147 days |
| Wal-Mart, Inc. | 191 / 45 | 4 : 1 | 74 days |
| Sonic Drive-In | 132 / 42 | 3 : 1 | 75 days |
| Lakemary Center, Inc. | 112 / 30 | 4 : 1 | 42 days |
| Life Care Centers of America, Inc. | 89 / 28 | 3 : 1 | 49 days |
| Dollar General Corporation | 48 / 27 | 2 : 1 | 166 days |
| Louisburg | 76 / 24 | 3 : 1 | 95 days |



Background Target Industry Data

Background Target Industry Data

TARGET INDUSTRY PRIORITIZATION

The recommended target industries represent opportunities that are competitive for Miami County as a whole; the following section helped to identify and prioritize target industries within the Miami County region.

In order to determine priority of recommended target industries, Ady Advantage considered a number of factors.

These included:

- 1) The existing industry base within the cooperative county.
- 2) The overall value-stream of existing industry.
- 3) Our qualitative on-site analysis of the cooperative county.
- 4) The likely potential for load growth of the target industry.

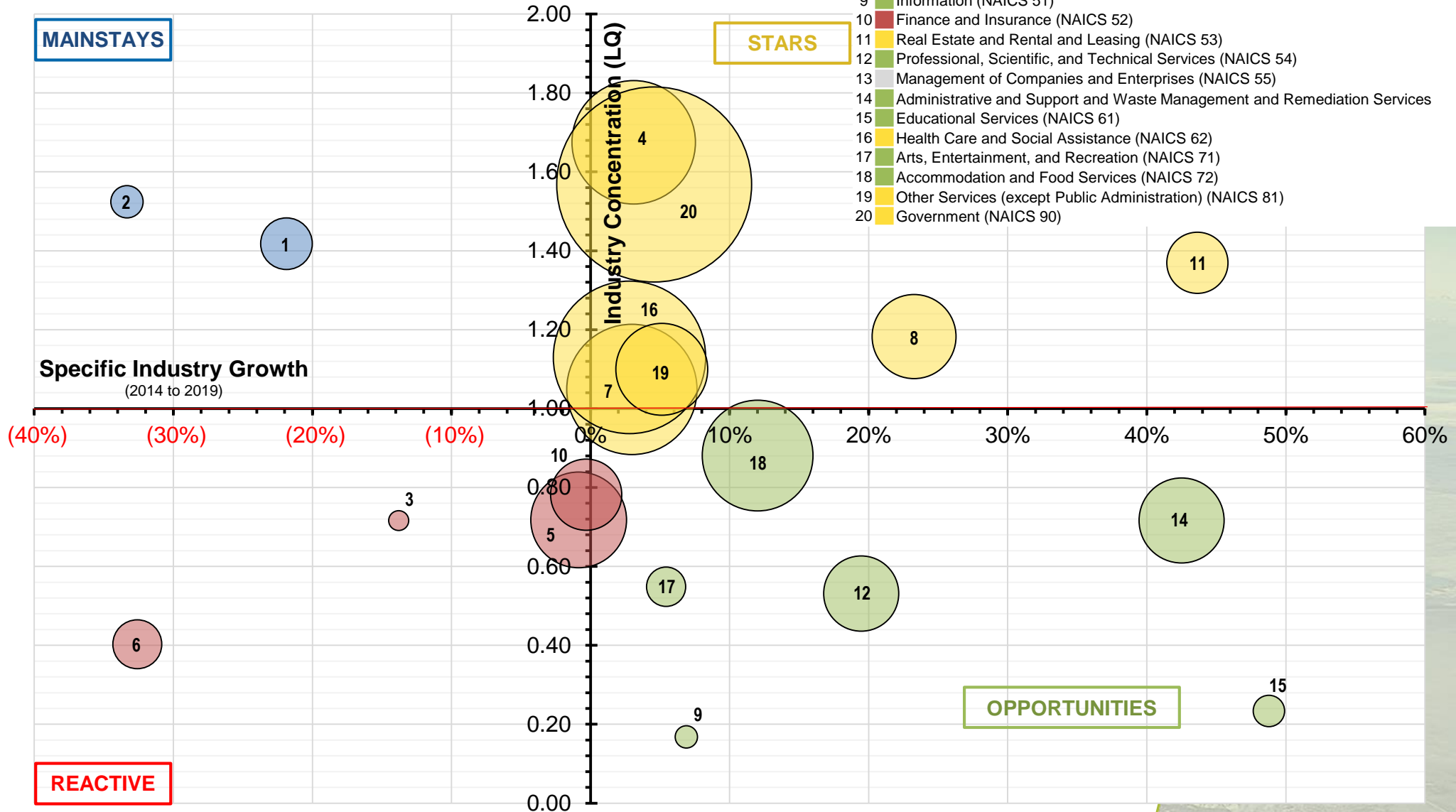
It is important to note that this analysis is based off the existing target industry analysis. This analysis is meant to serve as a way to organize and focus efforts, but is not meant to exclude any particular area from attracting projects in particular target industries.

Background Target Industry Data

ECONOMIC BASE ANALYSIS

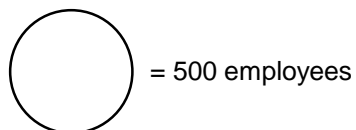
MIAMI COUNTY INDUSTRY ANALYSIS

- 1 Agriculture, Forestry, Fishing and Hunting (NAICS 11)
- 2 Mining, Quarrying, and Oil and Gas Extraction (NAICS 21)
- 3 Utilities (NAICS 22)
- 4 Construction (NAICS 23)
- 5 Manufacturing (NAICS 31-33)
- 6 Wholesale Trade (NAICS 42)
- 7 Retail Trade (NAICS 44-45)
- 8 Transportation and Warehousing (NAICS 48-49)
- 9 Information (NAICS 51)
- 10 Finance and Insurance (NAICS 52)
- 11 Real Estate and Rental and Leasing (NAICS 53)
- 12 Professional, Scientific, and Technical Services (NAICS 54)
- 13 Management of Companies and Enterprises (NAICS 55)
- 14 Administrative and Support and Waste Management and Remediation Services
- 15 Educational Services (NAICS 61)
- 16 Health Care and Social Assistance (NAICS 62)
- 17 Arts, Entertainment, and Recreation (NAICS 71)
- 18 Accommodation and Food Services (NAICS 72)
- 19 Other Services (except Public Administration) (NAICS 81)
- 20 Government (NAICS 90)



Circle Size = Number of employees in Miami County
Source: EMSI 2019

Total Employees in Miami County: 10,219



Target Industry Screening

RECOMMENDED TARGET INDUSTRIES

Based on the analysis, we recommended the following industries as targets for the region.

| Target Industry | Subsectors of Focus | Comments |
|-----------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Agribusiness | <ul style="list-style-type: none"> • Crop and Animal Production NAICS • Food and Beverage Processing Manufacturing • Select Chemical Manufacturing NAICS • Farm Machinery and Equipment Manufacturing (NAICS 333111) • Food Product Machinery Manufacturing (NAICS) • Refrigerated Warehousing and Storage (NAICS) • Farm Product Warehousing and Storage (NAICS) • Veterinary Services (NAICS 541940) | <p>Kansas and Miami County have a strong agriculture and food processing industry. This ecosystem presents value-added opportunities for the region. There is opportunity capture value from raw materials already produced within the region.</p> <p>There is a unique agritourism sector already in place within Miami County, including elements like the lakes, hunting, water sports, forestry, cider mill, breweries, wineries and distilleries operating in the region. There are opportunities for Miami County to continue to carve out a niche role in the greater Kansas City market as an agritourism destination.</p> |
| Industrial Manufacturing | <ul style="list-style-type: none"> • Primary Metal Manufacturing NAICS • Select Machinery Manufacturing NAICS • Select Computer, Electronic and Appliance NAICS | <p>Miami County has a strong existing industry base in this area, and there is projected growth in many of these subsectors. The community colleges tech schools offer a robust talent pipeline for these industries.</p> <p>While all subsectors identified within this cluster offer opportunities for County, much of these opportunities are also available to the other communities within the greater Kansas City metro area and Miami County be competing for companies with them. Focus should be on those particular that support a broader agribusiness industry, as this is an which Miami County excels and can differentiate itself.</p> |
| Transportation Warehousing | <ul style="list-style-type: none"> • Transportation NAICS • Transportation Support Activities and Warehousing NAICS | <p>Located in the Kansas City metro area, Miami County has significant transportation and warehousing opportunities. There are various supply opportunities in the region as it relates to supporting the other target industries. Focus should be on further cultivating clusters in these and leveraging downstream opportunities.</p> |
| Professional Services | <ul style="list-style-type: none"> • Architectural, Engineering and Design Services • Computer, Administrative and Research Services | <p>Miami County has shown growth in many of the professional services subsectors, and the universities out of the greater Kansas City metro area provide a robust talent pipeline for companies in these industries to draw from. While many companies in this industry may locate directly in Kansas for the immediate availability of talent, the wage cost structure provides County a business case to compete for these industries. Focus should be recruiting these types of functions as they relate to other target industries, with the goal of diversifying the region's economy.</p> |



State Job Posting Trends: Target Industries

State Job Postings Trends: Target Industries

BACKGROUND/METHODOLOGY

At the state level, current job posting statistics are available for industries at the 3-4-digit level of analysis. To grasp the current state of industries in Miami County's Target Industries, Ady Advantage began with a macro view of the Kansas job postings data on the following industries that align with Miami County's target industries:

- Animal Production and Aquaculture
- Chemical Manufacturing
- Computer and Electron Product Manufacturing
- Crop Production
- Electrical Equipment, Appliance, and Component Manufacturing
- Fabricated Metal Product Manufacturing
- Food Manufacturing
- Machinery Manufacturing
- Primary Metal Manufacturing
- Professional, Scientific, and Technical Services
- Rail Transportation
- Support Activities for Agriculture
- Truck Transportation
- Support Activities for Transportation

State Job Postings Trends: Target Industries

KEY TAKEAWAYS

While the gap has been exacerbated by the current crisis, job postings have been decreasing since August, a few months before the COVID-19 crisis had hit the United States, and by extension the Miami County region.

While job growth has been negative for roughly half of the top industries in the Miami County Target Industry scope, there are several that have actually experienced an increase in job demand over the past month:

- Truck Transportation
- Chemical Manufacturing
- Fabricated Metal Product Manufacturing
- Electrical Equipment, Appliance, and Component Manufacturing
- Support Activities for Agriculture and Forestry.

While most industries have declined in job postings over the past month, several have still grown over the past year:

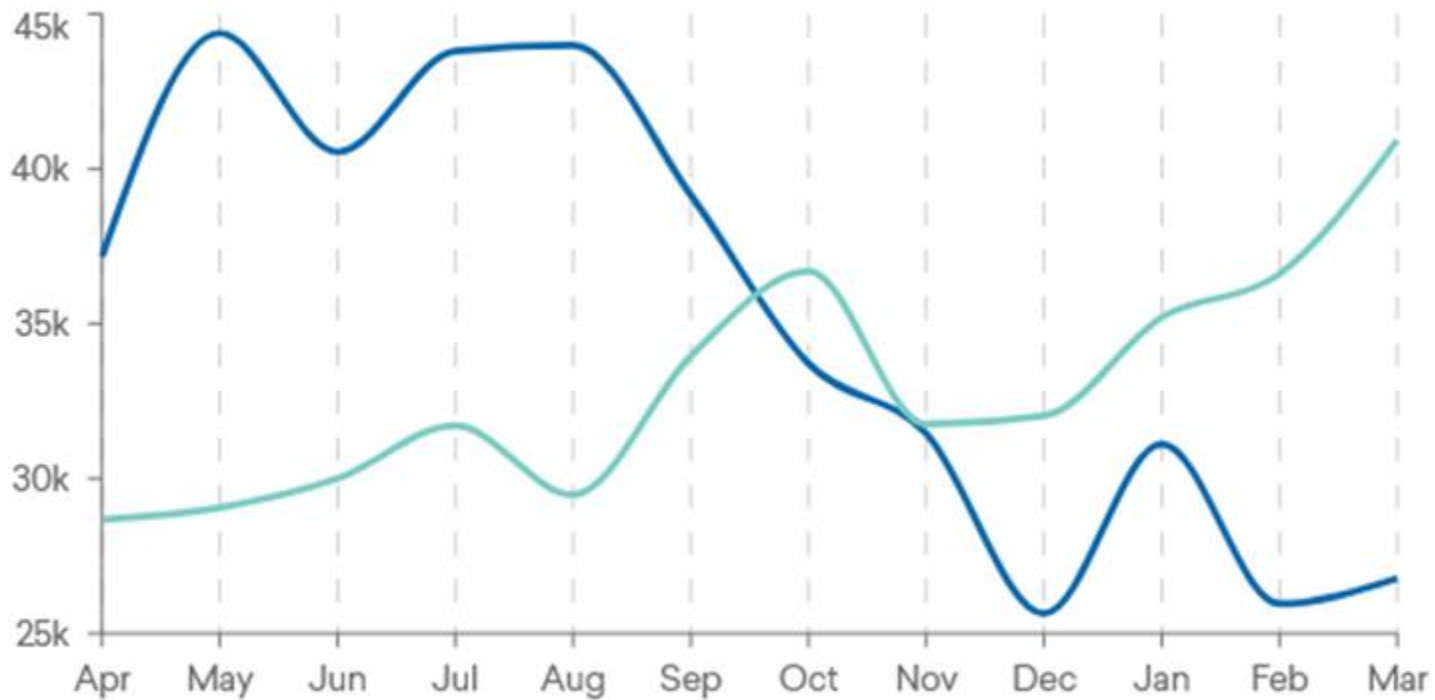
- Accountants and Auditors
- Computer User Support Specialists
- Customer Service Representatives
- Network and Computer Systems Administrators
- Maintenance and Repair Workers.

State Job Postings Trends: Target Industries

KANSAS JOB POSTING TRENDS FOR TARGET INDUSTRIES

Compared to last year, job postings in the following industries have trended generally downward, while last year at the same time these industries were trending up. Positively, postings have increased since February.

Overall job posting growth is displayed by the bar on top: from February to March there has been a 0.8+% growth in job postings.



Source: Emsi, April 2020 ◆ Current 12 Months ◆ Previous 12 Months

State Job Postings Trends: Target Industries

TOP INDUSTRIES BY TOTAL POSTINGS

- Some industry clusters are still experiencing strong growth, including Truck Transportation, Chemical Manufacturing, Fabricated Metal Product Manufacturing, Electrical Equipment, Appliance, and Component Manufacturing, and Support Activities for Agriculture and Forestry.
- Half of the industries have witnessed a decrease in job posting activity over the past month, including the largest group: Professional Services.
- Three industries have not only experienced growth over the past month, but in the past year: Chemical Manufacturing, Electrical Equipment, Appliance, and Component Manufacturing, and Support Activities for Agriculture and Forestry.
- While some industries, despite a negative job postings growth over the past month, have grown in job postings compared to last year: Professional, Scientific, and Technical Services, Food Manufacturing, and Computer and Electronic Product Manufacturing.

Top Industries

| Name | Postings | Month over month change | Change from last year |
|--------------------------------------------------------------|----------|-------------------------|-----------------------|
| Professional, Scientific, and Technical Services | 9,863 | -3% | 13% |
| Truck Transportation | 9,063 | 8% | -52% |
| Support Activities for Transportation | 1,711 | -7% | -71% |
| Chemical Manufacturing | 1,429 | 2% | 0.3% |
| Food Manufacturing | 1,160 | -4% | 2% |
| Machinery Manufacturing | 981 | -0.1% | -7% |
| Computer and Electronic Product Manufacturing | 823 | -4% | 13% |
| Fabricated Metal Product Manufacturing | 415 | 2% | -21% |
| Electrical Equipment, Appliance, and Component Manufacturing | 212 | 3% | 2% |
| Support Activities for Agriculture and Forestry | 160 | 3% | 7% |

Source: Emsi, April 2020

State Job Postings Trends: Target Industries

TOP OCCUPATION BY TOTAL POSTINGS

- Three of the top occupations have experienced growth in job postings over the past month: Heavy and Tractor-Trailer Truck Drivers, Software Developers (Applications), and Computer Occupations.
- While most industries have declined in job postings over the past month, several have still grown over the past year: Accountants and Auditors, Computer User Support Specialists, Customer Service Representatives, Network and Computer Systems Administrators, and Maintenance and Repair Workers.
- Demand for Software Developers for Applications has increased the most by percentage over the past month as well as the past year.

Top Occupations

| Name | Postings | Month over month change | Change from last year |
|------------------------------------------------------------|----------|-------------------------|-----------------------|
| Heavy and Tractor-Trailer Truck Drivers | 8,845 | 5% | -61% |
| Software Developers, Applications | 715 | 16% | 60% |
| Light Truck or Delivery Services Drivers | 515 | -6% | -40% |
| Computer Occupations, All Other | 457 | 3% | 44% |
| First-Line Supervisors of Production and Operating Workers | 356 | -2% | -10% |
| Accountants and Auditors | 350 | -6% | 29% |
| Computer User Support Specialists | 348 | -5% | 9% |
| Customer Service Representatives | 317 | -9% | 6% |
| Network and Computer Systems Administrators | 302 | -2% | 15% |
| Maintenance and Repair Workers, General | 295 | -2% | 0.3% |

Source: Emsi, April 2020



Miami County Job Posting Trends: Target Industries

Miami County Job Posting Trends: Target Industries

METHODOLOGY

At the county level, job posting trends were collected from January 2020 to March 2020 in the target industries of Miami County at the 2-Digit NAICS level. To capture the target industries provided at the Target Industry Prioritization section, these 2-Digit NAICS industries were selected:

- Agriculture, Forestry, Fishing, and Hunting
- Manufacturing
- Transportation and Warehousing
- Professional, Scientific, and Technical Services

The job posting analysis for Miami County Target Industries goes more in-depth than the section report for all industries. This is to provide more tools and data towards the industries that have a strong presence in the county and are key elements to the economic success of the region.

Miami County Job Posting Trends: Target Industries

KEY TAKEAWAYS

Job posting intensity in the county is 4:1, below the national average of 6:1, and slightly below the regional average of 5:1, indicating that companies in Miami County are not looking to hire employees more aggressively than the typical region.

Transportation and Warehousing job postings represent most of the job postings in Miami County, but the job posting intensity in this industry is average with the rest of the state.

Median advertised salary in Miami County is \$75,100, which is significantly higher than the national median household income of \$60,300.

Most job listings do not specify the education requirement required for the position. While it may seem unnecessary depending on the job title, this can impede assessment of whether the regional workforce is educated enough or qualified for the job postings in the county.

The most in-demand skill/qualification in Miami County is possession of a Commercial Driver's License (CDL). While this is a skill/license that is acquired more intentionally, it is also faster to obtain than a four-year degree or technical school training, as well as very easy to target in head-hunting for resumes.

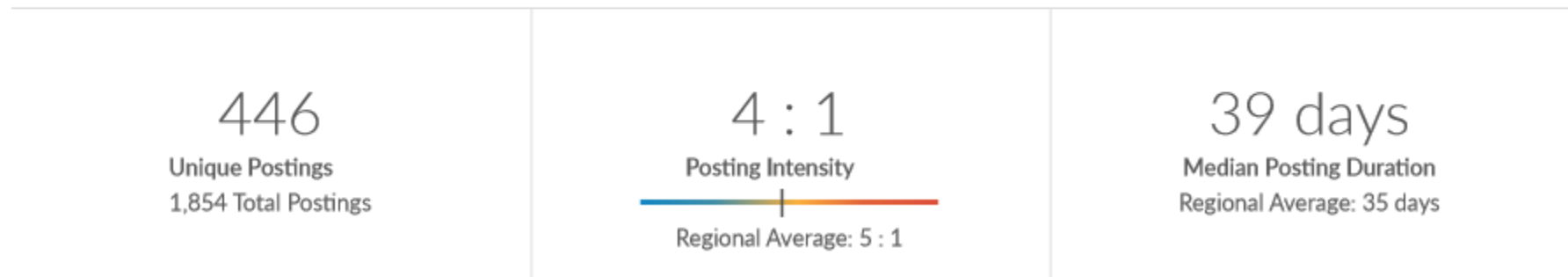
Distributions companies are Miami County's most aggressive job posters, providing perhaps an ideal target for talent recruitment efforts from other industries or regions which may be declining due to the current crisis.

Miami County Job Posting Trends: Target Industries

MIAMI COUNTY JOB POSTINGS FROM JANUARY TO MARCH 2020

Job posting intensity is slightly below average in the Miami County region, indicating that target industries may not be trying harder than average to hire workers to support their industries.

Job Postings Overview



There were 1,854 total job postings for your selection from January 2020 to March 2020, of which 446 were unique. These numbers give us a Posting Intensity of 4-to-1, meaning that for every 4 postings there is 1 unique job posting.

This is close to the Posting Intensity for all other occupations and companies in the region (5-to-1), indicating that they are putting average effort toward hiring for this position.

Source: Emsi, April 2020

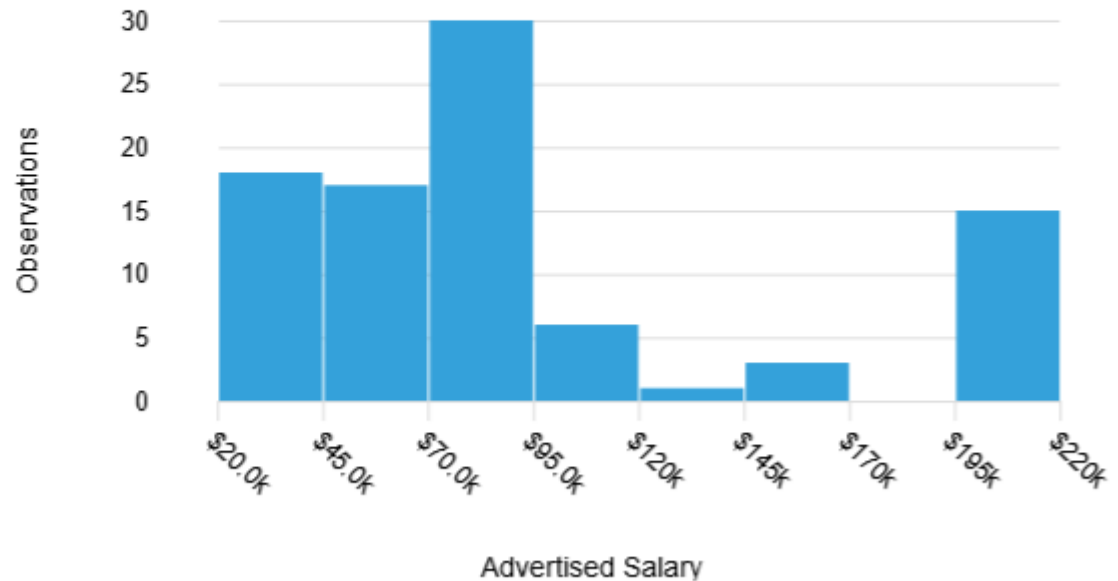
Miami County Job Posting Trends: Target Industries

MIAMI COUNTY JOB POSTINGS FROM JANUARY TO MARCH 2020

Advertised Salary

There are 90 advertised salary observations (20% of the 446 matching postings).

\$75.1K
Median Advertised Salary



Source: Emsi, April 2020




Miami County Job Posting Trends: Target Industries

MIAMI COUNTY JOB POSTINGS FROM JANUARY TO MARCH 2020

TOP POSTED INDUSTRIES

The most aggressive industry in job postings is Transportation and Warehousing, with a 4:1 ratio of job posting intensity and the most overall postings over the past three months.

Top Industries

| Industry | Total/Unique (Jan 2020 - Mar 2020) | Posting Intensity | Median Posting Duration |
|--------------------------------------------------|------------------------------------|-------------------------------------------------------------------------------------------|-------------------------|
| Transportation and Warehousing | 1,534 / 353 | 4 : 1  | 41 days |
| Professional, Scientific, and Technical Services | 196 / 64 | 3 : 1  | 33 days |
| Manufacturing | 124 / 29 | 4 : 1  | 38 days |

Source: Emsi, April 2020

Miami County Job Posting Trends: Target Industries

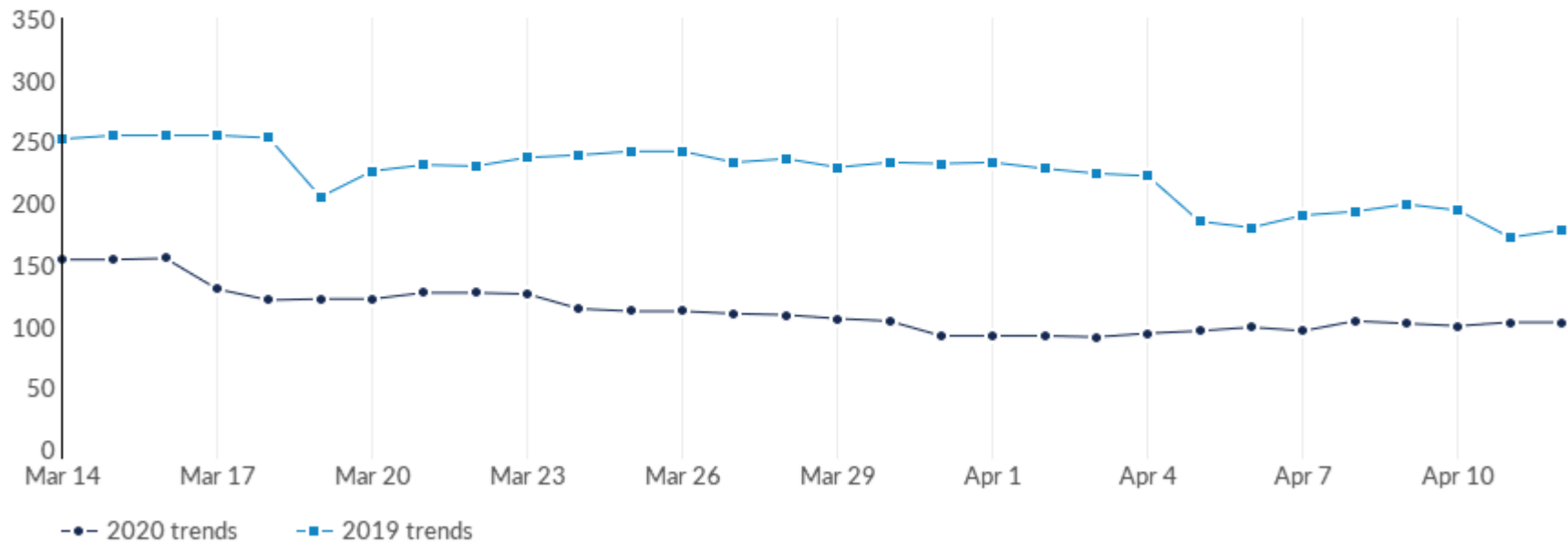
MIAMI COUNTY JOB POSTINGS FROM JANUARY TO MARCH 2020

UNIQUE JOB POSTINGS IN THE LAST 30 DAYS

Trends show that job postings in 2020 are lower than 2019 trends but have remained relatively level over the last 30 days. While not a sign of improvement, it is positive to see that job postings have stabilized in Miami County.

Unique Postings Trend

This view displays the most recent 30 days of job postings activity to show near-term trends. It does not reflect your timeframe.



Source: Emsi, April 2020

Miami County Job Posting Trends: Target Industries

MIAMI COUNTY JOB POSTINGS FROM JANUARY TO MARCH 2020

EDUCATION & EXPERIENCE BREAKDOWN

Most job postings in Miami County do not specify any education level or experience requirement. This may prevent qualified candidates from applying to jobs they may not know exist or that they are qualified for.

Education & Experience Breakdown

| Education Level | Unique Postings | % of Total | Minimum Experience | Unique Postings | % of Total |
|------------------------------|-----------------|------------|--------------------|-----------------|------------|
| Unspecified | 391 | 88% | Unspecified | 344 | 77% |
| High school or GED | 19 | 4% | 0 - 1 Years | 63 | 14% |
| Associate's degree | 10 | 2% | 2 - 3 Years | 30 | 7% |
| Bachelor's degree | 32 | 7% | 4 - 6 Years | 7 | 2% |
| Master's degree | 8 | 2% | 7 - 9 Years | 1 | 0% |
| Ph.D. or professional degree | 0 | 0% | 10+ Years | 1 | 0% |

Source: Emsi, April 2020

Miami County Job Posting Trends: Target Industries

MIAMI COUNTY JOB POSTINGS FROM JANUARY TO MARCH 2020

WHO'S HIRING

Top Companies Posting

| Company | Total/Unique (Jan 2020 - Mar 2020) | Posting Intensity | Median Posting Duration |
|-----------------------------|------------------------------------|-------------------|-------------------------|
| CRST International, Inc. | 742 / 115 | 6 : 1 | 36 days |
| Hogan Transports Inc | 75 / 21 | 4 : 1 | 188 days |
| Weinrich Truck Line, Inc. | 38 / 21 | 2 : 1 | 114 days |
| C.R. England, Inc. | 43 / 21 | 2 : 1 | 14 days |
| Decker Truck Line, Inc. | 62 / 19 | 3 : 1 | 9 days |
| U.S. Xpress, Inc. | 199 / 17 | 12 : 1 | 43 days |
| Revature | 68 / 11 | 6 : 1 | 8 days |
| Groendyke Transport Inc. | 68 / 11 | 6 : 1 | 58 days |
| Transam Trucking, Inc. | 15 / 9 | 2 : 1 | 9 days |
| United Parcel Service, Inc. | 39 / 7 | 6 : 1 | 53 days |







Source: Emsi, April 2020

Miami County Job Posting Trends: Target Industries

MIAMI COUNTY JOB POSTINGS FROM JANUARY TO MARCH 2020

TOP CITY POSTINGS

Top Cities Posting

| City | Total/Unique (Jan 2020 - Mar 2020) | Posting Intensity | Median Posting Duration |
|----------------|------------------------------------|---------------------------------------------------------------------------------------------|-------------------------|
| Paola, KS | 690 / 147 | 5 : 1  | 36 days |
| Louisburg, KS | 298 / 88 | 3 : 1  | 41 days |
| Bucyrus, KS | 266 / 77 | 3 : 1  | 39 days |
| Osawatomie, KS | 267 / 64 | 4 : 1  | 37 days |
| Hillsdale, KS | 166 / 37 | 4 : 1  | 39 days |
| Fontana, KS | 167 / 33 | 5 : 1  | 36 days |





















Source: Emsi, April 2020

Miami County Job Posting Trends: Target Industries

MIAMI COUNTY JOB POSTINGS FROM JANUARY TO MARCH 2020

TOP POSTED OCCUPATIONS

Top Posted Occupations

| Occupation (SOC) | Total/Unique (Jan 2020 - Mar 2020) | Posting Intensity | Median Posting Duration |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|---------------------------------------------------------------------------------------------|-------------------------|
|  Heavy and Tractor-Trailer Truck Drivers | 1,253 / 292 | 4 : 1  | 43 days |
|  Light Truck or Delivery Services Drivers | 113 / 35 | 3 : 1  | 18 days |
|  First-line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors | 11 / 8 | 1 : 1  | 31 days |
|  Speech-Language Pathologists | 8 / 6 | 1 : 1  | 2 days |
|  Web Developers | 51 / 5 | 10 : 1  | 8 days |
|  Inspectors, Testers, Sorters, Samplers, and Weighers | 15 / 5 | 3 : 1  | 33 days |
|  Software Developers, Applications | 14 / 4 | 4 : 1  | 4 days |
|  Computer Occupations, All Other | 4 / 4 | 1 : 1  | 21 days |
|  Laborers and Freight, Stock, and Material Movers, Hand | 9 / 4 | 2 : 1  | 60 days |
|  Computer Programmers | 13 / 3 | 4 : 1  | 13 days |

Source: Emsi, April 2020

Miami County Job Posting Trends: Target Industries

MIAMI COUNTY JOB POSTINGS FROM JANUARY TO MARCH 2020

TOP POSTED OCCUPATIONS CONTINUED

| | | | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------|--------|--------|---------------------------------------------------------------------------------------|----------|
|  Mechanical Engineers | 50 / 3 | 17 : 1 |  | 20 days |
|  Postsecondary Teachers | 11 / 3 | 4 : 1 |  | 46 days |
|  Laundry and Dry-Cleaning Workers | 6 / 3 | 2 : 1 |  | 158 days |
|  Material Moving Workers, All Other | 30 / 3 | 10 : 1 |  | 89 days |
|  Managers, All Other | 6 / 2 | 3 : 1 |  | n/a |
|  Industrial Engineers | 4 / 2 | 2 : 1 |  | 49 days |
|  Materials Engineers | 4 / 2 | 2 : 1 |  | 20 days |
|  Security Guards | 9 / 2 | 5 : 1 |  | 28 days |
|  First-Line Supervisors of Office and Administrative Support Workers | 2 / 2 | 1 : 1 |  | 3 days |
|  Stock Clerks and Order Fillers | 5 / 2 | 3 : 1 |  | 38 days |

Source: Emsi, April 2020

Miami County Job Posting Trends: Target Industries

MIAMI COUNTY JOB POSTINGS FROM JANUARY TO MARCH 2020

TOP POSTED JOB TITLES

Top Posted Job Titles

| Job Title | Total/Unique (Jan 2020 - Mar 2020) | Posting Intensity | Median Posting Duration |
|-------------------------------------------|------------------------------------|-------------------|-------------------------|
| Truck Drivers | 722 / 181 | 4 : 1 | 50 days |
| Commercial Driver's License (CDL) Drivers | 161 / 42 | 4 : 1 | 36 days |
| B2B Sales Representatives | 236 / 29 | 8 : 1 | 43 days |
| Owner Operators | 108 / 22 | 5 : 1 | 39 days |
| Regional Truck Drivers | 22 / 17 | 1 : 1 | 19 days |
| Flatbed Drivers | 29 / 16 | 2 : 1 | 47 days |
| Forklift Operators | 85 / 13 | 7 : 1 | 50 days |
| Logistics Operators | 114 / 12 | 10 : 1 | 24 days |
| Delivery Drivers | 56 / 12 | 5 : 1 | 48 days |
| Recruiters | 13 / 5 | 3 : 1 | 24 days |

Source: Emsi, April 2020

Miami County Job Posting Trends: Target Industries

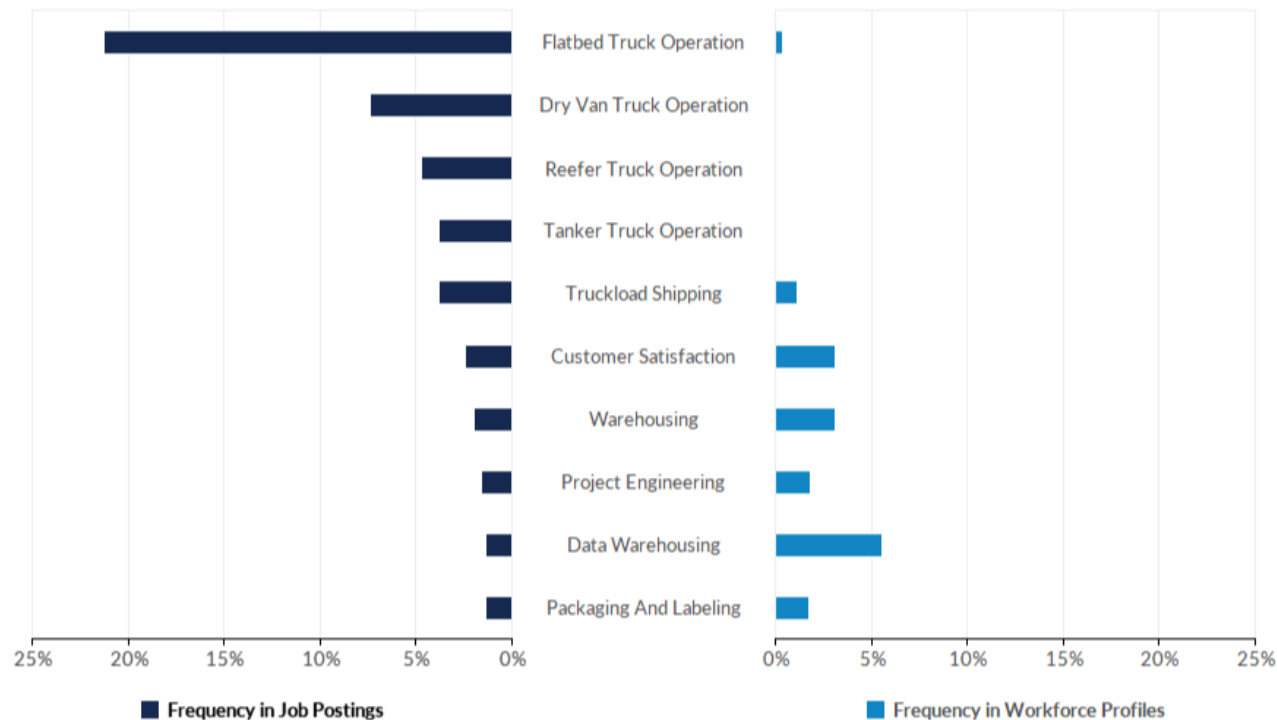
MIAMI COUNTY JOB POSTINGS FROM JANUARY TO MARCH 2020

IN-DEMAND HARD SKILLS

The following provides insight into the supply and demand of relevant skills by comparing the frequency of skills present in job postings against skills present in today's workforce. Along with Emsi's job posting analytics, this comparison leverages Emsi's dataset of more than 100M online resumés and profiles. All resumés and profiles used in these comparisons have been updated within the last three years.

**The skills associated with workforce profiles represent workers of all education and experience levels.*

Top Hard Skills



Source: Emsi, April 2020

Miami County Job Posting Trends: Target Industries

MIAMI COUNTY JOB POSTINGS FROM JANUARY TO MARCH 2020

IN-DEMAND HARD SKILLS

Top Hard Skills

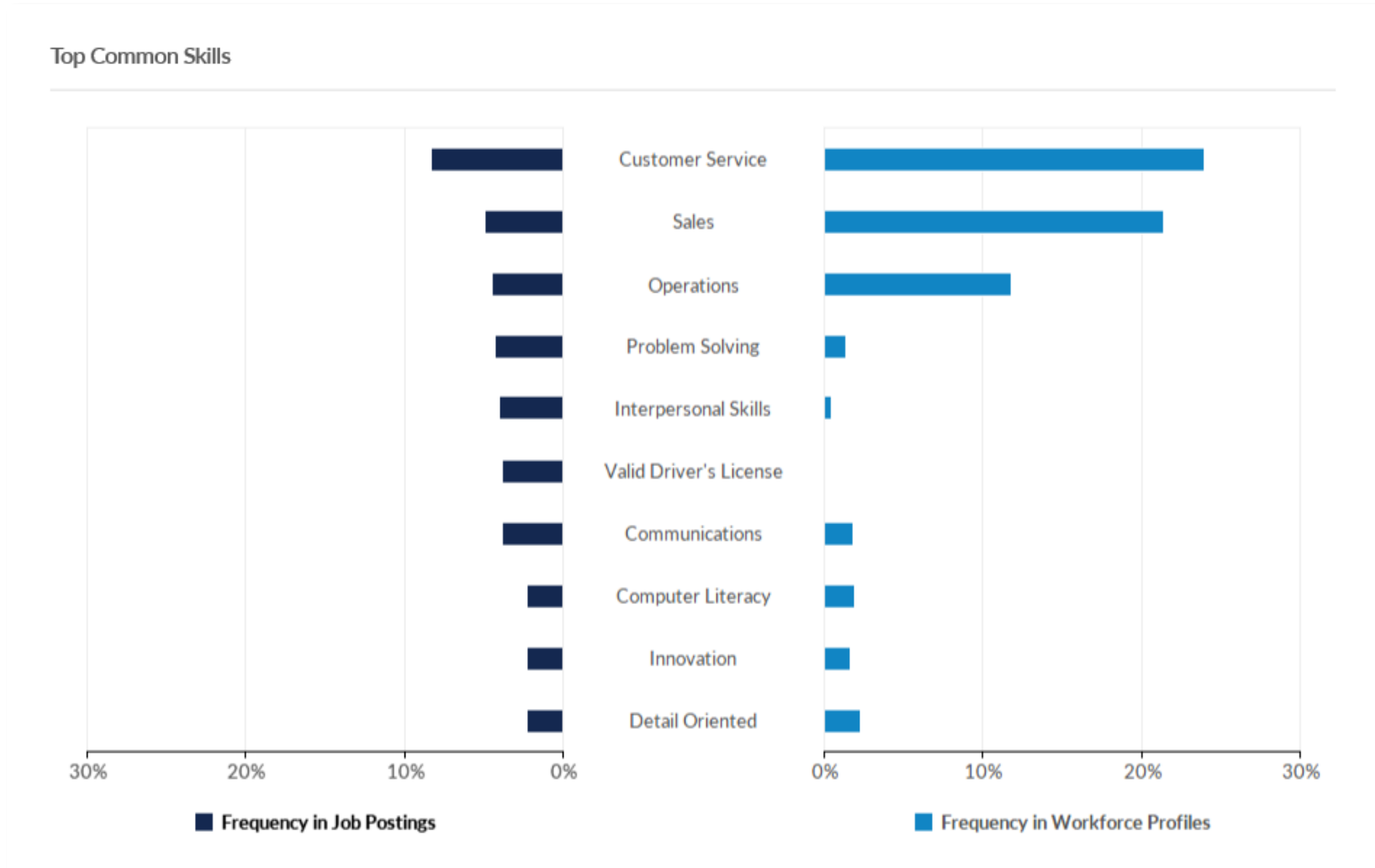
| Skill | Frequency in Postings | Postings with Skill / Total Postings (Jan 2020 - Mar 2020) | Frequency in Profiles | Profiles with Skill / Total Profiles (2018 - 2020) |
|-------------------------|-----------------------|------------------------------------------------------------|-----------------------|----------------------------------------------------|
| Flatbed Truck Operation | 21% | 95 / 446 | 0% | 5 / 1,434 |
| Dry Van Truck Operation | 7% | 33 / 446 | 0% | 0 / 1,434 |
| Reefer Truck Operation | 5% | 21 / 446 | 0% | 0 / 1,434 |
| Tanker Truck Operation | 4% | 17 / 446 | 0% | 0 / 1,434 |
| Truckload Shipping | 4% | 17 / 446 | 1% | 16 / 1,434 |
| Customer Satisfaction | 2% | 11 / 446 | 3% | 45 / 1,434 |
| Warehousing | 2% | 9 / 446 | 3% | 45 / 1,434 |
| Project Engineering | 2% | 7 / 446 | 2% | 26 / 1,434 |
| Data Warehousing | 1% | 6 / 446 | 6% | 80 / 1,434 |
| Packaging And Labeling | 1% | 6 / 446 | 2% | 25 / 1,434 |

Source: Emsi, April 2020

Miami County Job Posting Trends: Target Industries

MIAMI COUNTY JOB POSTINGS FROM JANUARY TO MARCH 2020

TOP COMMON SKILLS



Source: Emsi, April 2020

Miami County Job Posting Trends: Target Industries

MIAMI COUNTY JOB POSTINGS FROM JANUARY TO MARCH 2020

TOP COMMON SKILLS

Top Common Skills

| Skill | Frequency in Postings | Postings with Skill / Total Postings (Jan 2020 - Mar 2020) | Frequency in Profiles | Profiles with Skill / Total Profiles (2018 - 2020) |
|------------------------|-----------------------|------------------------------------------------------------|-----------------------|----------------------------------------------------|
| Customer Service | 8% | 37 / 446 | 24% | 344 / 1,434 |
| Sales | 5% | 22 / 446 | 21% | 307 / 1,434 |
| Operations | 4% | 20 / 446 | 12% | 169 / 1,434 |
| Problem Solving | 4% | 19 / 446 | 1% | 20 / 1,434 |
| Interpersonal Skills | 4% | 18 / 446 | 0% | 6 / 1,434 |
| Valid Driver's License | 4% | 17 / 446 | 0% | 0 / 1,434 |
| Communications | 4% | 17 / 446 | 2% | 26 / 1,434 |
| Computer Literacy | 2% | 10 / 446 | 2% | 27 / 1,434 |
| Innovation | 2% | 10 / 446 | 2% | 24 / 1,434 |
| Detail Oriented | 2% | 10 / 446 | 2% | 33 / 1,434 |

Source: Emsi, April 2020

Miami County Job Posting Trends: Target Industries

MIAMI COUNTY JOB POSTINGS FROM JANUARY TO MARCH 2020

TOP QUALIFICATIONS

Top Qualifications

| Qualification | Postings with Qualification |
|---------------------------------------------------------------------------|-----------------------------|
| Commercial Driver's License (CDL) | 219 |
| Tanker Endorsement | 24 |
| Hazmat Endorsement | 6 |
| Transportation Worker Identification Credential (TWIC) Card | 6 |
| Product Certification | 5 |
| Certificate Of Clinical Competence In Speech-Language Pathology (CCC-SLP) | 3 |
| Project Management Professional Certification | 2 |
| Certified Forklift Operator | 1 |
| Certified Business Analysis Professional | 1 |
| Certified Construction Manager | 1 |

Source: Emsi, April 2020

Miami County Job Posting Trends: Target Industries

MIAMI COUNTY JOB POSTINGS FROM JANUARY TO MARCH 2020

TOP POSTING SOURCES

Top Posting Sources

| Website | Postings on Website (Jan 2020 - Mar 2020) |
|------------------------|-------------------------------------------|
| Truckdrivingjobs.com | 144 |
| Nexxt.com | 58 |
| Careersingear.com | 57 |
| Snagajob.com | 47 |
| Learn4good.com | 46 |
| Employmentcrossing.com | 35 |
| Monster.com | 26 |
| Glassdoor.com | 22 |
| Gijobs.com | 16 |
| Findatruckerjob.com | 12 |

Source: Emsi, April 2020

Thank You!