



EMPLOYMENT & TRAINING REPORTER

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Washington, December 14, 2015

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CONGRESSIONAL ACTION

Floor Action

EDUCATION — Congress passed a conference report for the Every Student Succeeds Act, S 1177. The bill reauthorizes the Elementary and Secondary Education Act, which has been commonly called No Child Left Behind. The House approved the measure on Dec. 2, with a 359-to-64 vote. The Senate did the same on Dec. 9, voting 85-to-12. President Obama was expected to sign the legislation after ETR deadline. The law provides states with more authority in designing school accountability programs, while continuing required testing. The National Education Association has used the term “less high stakes,” to describe the changes.

APPROPRIATIONS — The House and Senate were expected to pass a continuing resolution, HJ Res 75, that would keep the federal government running through Thursday, Dec. 16, as negotiations continue on an omnibus appropriations bill for fiscal year 2016 and a Dec. 11 deadline loomed. House Appropriations Chairman Harold Rogers (R-Ky) introduced the measure on Dec. 9.

Committee Action

VETERANS — The Senate Committee on Veterans Affairs passed the Homeless Veterans’ Reintegration Program Reauthorization Act, S 425, by unanimous

consent on Dec. 9. The bill would reauthorize the grant program through 2020. It makes one change to the program, clarifying that in addition to homeless veterans, eligibility extends to veterans participating in Veterans Affairs and tribal housing programs and veterans transitioning from incarceration.

Bills Introduced

TAX CREDITS — The American Manufacturing Workforce Act, HR 4157, would authorize tax credits for the unemployed and employers. A \$1,000 tax credit would be available to jobless individuals who obtain training for manufacturing jobs. The credit for employers would cover up to 20 percent of the cost of providing workers with manufacturing job training or adult education, capped at \$1,000 per participant. Introduced Dec. 2, by Rep. Tony Cárdenas (D-Calif).

PELL GRANTS — The Restoring Investment in ATB Student Education Act, HR 4158, would reinstate the original ability-to-benefit testing mechanism as a gateway to federal student aid for people who enroll in college without a high school diploma. This involved students passing one of several adult education assessments that were approved by the Department of Education. A variant of this entryway

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Current National Developments

WIOA Implementation

AS STATE PLANS EMERGE, SEVERAL TAKE THE COMBINED ROUTE

As state planning activities for the Workforce Innovation and Opportunity Act ramped up across much of the country in early December, it emerged that several states are planning to use the combined state planning option to coordinate administration of multiple federal funding streams.

Workforce agencies in some states have published their state WIOA plans for public comment, while others are still in the works. Officials with some state agencies have also announced details about plans they are drafting.

WIOA state plans are due March 3. Federal officials have not yet finalized planning guidance, nor a Web portal that is being built for online submission of plans, but they have encouraged state agencies to engage in the process (ETR 11/23/15, p. 157).

Officials in Colorado, for instance, plan to present their state plan for public comment early next year.

In Illinois, a state interagency team is developing a unified state plan in parallel with regional planning efforts that kicked off last week and are expected to continue next month. State officials are anticipating that WIOA regional and local plans will be in place by July 1.

The Alaska Department of Labor and Workforce Development held public hearings in November to inform its WIOA planning, and has an online survey open through Dec. 15 about key issues, such as what training pathways are relevant to demand occupations and what populations with barriers to employment should be the focus of programming.

Mississippi officials submitted their state WIOA plan on Nov. 5, after accepting public comments for 30 days. They were the first state to do so, according to ETA officials.

“This workforce plan represents a significant opportunity for Mississippi to pull together all our stakeholders in workforce development and work in ways that haven’t been seen in the past,” State Workforce Investment Board Chair Jay Moon said in a statement. “The performance measures that are in the Mississippi WIOA plan will also allow us to monitor and improve our process as we move forward. This will help us to make sure we are always advancing our outcomes and utilizing our resources in the best possible manner.”

WIOA allows states to submit one of two types of state plans. Unified plans require joint planning for the four core federal programs authorized by the law.

These are the Title I adult, dislocated worker and youth programs, the Wagner-Peyser Employment Service, adult education and vocational rehabilitation.

The other option is the combined state plan, through which states can include plans for a host of programs related to workforce development that are authorized by other federal laws.

In Ohio, the Governor’s Office of Workforce Transformation has announced that the state will prepare a combined plan, including the Carl D. Perkins Career and Technical Education Program, the Senior Community Service Employment Programs and the Jobs for Veterans State Grants Program.

Wisconsin’s state plan, which is out as a draft document with comments due Jan. 13, incorporates Trade Adjustment Assistance and the veterans program. In Wisconsin, as in many states, TAA is already integrated into local workforce development services. While the veterans program is delivered in one-stop career centers, services are also offered online and at other outreach locations. The program is administered by the Wisconsin Office of Veterans Services. The state plan indicates that veterans specialists will continue to work in partnership with local workforce system staff and other partners outside the workforce system to deliver employment services to veterans and businesses looking to hire them.

Combination Subs

Midsize, large and small states have proposed combined state plans.

New Hampshire officials held public hearings on a draft of their combined plan last week. It includes career and technical education, SCSEP, the veterans program, TAA and unemployment insurance.

In September, state officials held a focus group and conducted a survey of career and technical educators about the current state of and prospects for collaboration between technical education centers, the workforce system, community colleges, employers and other partners.

The Granite State’s draft plan describes themes that emerged.

“There was a lot of positive feedback about current connections with businesses as well as existing collaborative efforts, but also a recognition that these activities could be strengthened through further or more strategic use of advisory committees, increasing relationships with more industry partners and formalizing some of the informal or

teacher-driven collaboration that happens. Limited time and resources were the most cited obstacles to further collaboration. Programs can always utilize more funding and limited staff have to make choices how to spend their time. While this is a barrier, it is also one of the key reasons to collaborate, to leverage these resources across organizations,” says New Hampshire’s narrative on including CTE programs.

It was no surprise that the Texas Workforce Commission released a draft combined state plan. The state has long stood out for integrating welfare-to-work programming (for both Temporary Assistance for Needy Families and Supplemental Nutrition Assistance Program recipients) and the federal Child Care and Development Block Grant into its workforce development system at the state and local levels.

However, the state’s combined plan covers only the core WIOA programs and SCSEP (and notably includes a description of how the state is transferring several disability programs, including VR, from the Department of Assistive and Rehabilitative Services to TWC.

Texas’ plan acknowledges that TWC will continue to oversee other funding streams mentioned in the plan, but not officially included under the combined planning mechanism.

Moreover, some states have drafted unified plans that mention intentions for more coordination with partner programs.

Regional Sectoral Pathways

The California Workforce Development Board posted a draft WIOA plan with comments due by Jan. 2.

While technically presented as a unified WIOA plan, it includes discussion of how other partners, including community colleges, TANF and multiple state-funded training programs, can work together to support the development of “regional sectoral pathway programs,” or “career pathway programs that result in the attainment of industry-valued and recognized postsecondary credentials aligned to regional industry workforce needs.”

California’s draft unified plan says it “lays the groundwork for moving the State of California toward the policy objectives of a WIOA combined plan.”

Likewise, the Georgia Department of Economic Development’s Workforce Division released for public comment a unified WIOA plan that includes an additional section describing plans for future integration of TANF and SNAP, which are currently administered at county-level Department of Human Services Division of Family and Children Services offices.

“TANF and SNAP program goals align closely with WIOA’s goals and outcomes as evidenced by varying levels of coordination that already exist

across state regions. Moving forward, TANF and SNAP will work to co-locate staff at one-stop centers for enhanced service delivery and streamlined communication between WIOA partner programs. TANF staff will be increased strategically, starting in the metro areas, then moving where needed, to further provide integrated employment services to Georgia’s citizens,” the plan says.

—Ryan Hess

Immigration

COMMUNITY COLLEGES GRAPPLE WITH PATHWAYS FOR IMMIGRANTS

The new Americanization School is very likely a two-year college, but officials admit they are having problems with job training for immigrants, according to a new survey.

While they offer a number of language and transitional services, educators told the Community College Consortium for Immigrant Education that their institutions experience “less success in their college’s capacity to prepare immigrant students to meet workforce requirements.” CCCIE tapped officials at 160 two-year schools in 33 states where 80 percent of the nation’s foreign-born reside.

A majority (60 percent) expect growth in immigrant student enrollment over the next three to five years and about a quarter foresee enrollment growth of 10 percent or more.

“Adapting college education and job training programs so that they are effective for this fast-growing immigrant population is likely to reduce the national skills gap as well as have a significant positive impact on overall student outcomes,” states *Expanding Educational and Career Opportunities For Immigrant Students at Community Colleges*. “Community colleges are ideally positioned to offer programs that accelerate immigrant student success but they face formidable challenges in addressing the unique needs of a diverse immigrant population.”

Nonetheless, the officials admit they need greater expertise in identifying career pathways for immigrant students. The colleges face challenges keeping track of workforce requirements by employers that hire immigrant workers.

They voice difficulties with “relationships with businesses and workforce agencies to help immigrant students obtain employment.” Last, they have problems assessing education and professional experiences of students in language learning or other noncredit adult education in order to adjust credit programs to meet this particular type of student’s needs.

According to officials, colleges carry out two sets of major services for immigrants as students. First, they help with admissions, eligibility for in-state tuition and financial aid; about half (46 percent) of the

respondents indicated this was “a very important priority based on resources allocated.” Second, the schools offer support in using the institutions’ academic resources, with help that includes tutoring, study skill training and writing centers, which about 40 percent deemed “important” based on expenditures.

Respondents specified the following top five services

- English as a Second Language;

- precollege developmental courses;
- academic support (as mentioned above);
- academic and career advising; and
- assistance in the transition from Adult Basic Education and ESL to regular college programs.

Still, when it comes to recredentialing and career reentry for professionals trained abroad, 65 percent of respondents said their colleges were at sea.

Some 51 percent said they have “no programming” for recredentialing or an “urgent need to en-

Immigration

CHECK ESL TEACHING METHODS BEFORE REFORM

Two models, one a proprietary company-run program and another driven by philanthropy, may offer the best English as a Second Language preparation for foreigners, according to an advocate.

Calling language acquisition “the key that unlocks all the doors” for foreigners, a former newspaper editorialist turned business group advocate calls for a reevaluation of methods.

“A newly arrived immigrant eager to learn English is bombarded by outreach and advertising. There are private programs, public programs, online programs, church-basement programs, and community-college programs, among others, each teaching a different kind of English to students with a different level of educational attainment,” writes Tamar Jacoby, president of ImmigrationWorks USA, in a paper published by the conservative Manhattan Institute. “The array is dizzying, and there’s virtually no guidance to help would-be learners find the course that’s right for them.”

Jacoby envisions a language instruction “marketplace” with more “transparency.” In particular she proposes an effort to devise a database or clearinghouse that eventually “becomes an Angie’s List for English-language learners,” she writes, referring to an online consumer recommendations site.

The head of a group that represents employers of immigrants, Jacoby is of two minds regarding the role of government.

“Washington treats English instruction as a redheaded stepchild, conflating ESL with continuing education for native-born adults — to the point that it is hard even to determine funding levels,” she writes. “Federal spending is faddish: priorities change frequently, often shifting away from successful programs on the ground. Reporting requirements are burdensome. Even so, there is inadequate information about the kinds of instruction available.”

Nonetheless, she proposes “taming the marketplace” through federal government funding of ESL and adult-education as two separate funding streams. She also demands that the feds “require states to raise standards.”

She does not think the current ESL funding is adequate, but does not recommend drawing on that pot. Instead, “there ought to be a ‘pay-for,’ a compensating cut in other federal spending.” No sacrificial programs are offered.

“Washington should not specify that programs applying for grants take a particular approach” she adds, even though “arguably less effective than it could have been, the Obama administration’s 2009 Race to the Top initiative for K–12 education points to what can be done” with ESL.

Jacoby makes clear that she does not propose a clearinghouse. She declares two programs the clear winners in any ESL sweepstakes: McDonald’s English Under the Arches and the National Center for Families Learning.

“McDonald’s approach is highly structured, based on a detailed, lesson-by-lesson curriculum that leaves little to chance or local variation, and instructors craving autonomy and flexibility may chafe at such a standardized approach. But it has proved widely replicable: the more detailed the template, the easier it is for less experienced teachers and administrators to implement it,” writes Jacoby. “The National Center for Families Learning relies on a different set of stratagems to spread its teaching model: information sharing, networking, coaching, and professional development, backed by financial support. But it, too, has had success in spreading its ideas and encouraging a national network of service providers to adopt some version of its approach.”

✓ *What Works: English-Language Learning in America* by Tamar Jacoby is available from the Manhattan Institute, 52 Vanderbilt Avenue, New York, N.Y. 10017; (212) 599-7000; www.manhattan-institute.org.

—Cecilio Morales

hance but lack funding” (14 percent). Almost 70 percent reported that their colleges were behind needs in the area of career reentry, with 46 percent saying they have “no programming” and 23 percent identifying a need for funding.

A similar appraisal emerged concerning students eligible for the benefits of “deferred action” initiatives for unauthorized immigrants who entered as children and undocumented parents of U.S. citizens or legal residents. Only 16 percent of the officials rated their colleges at “expert level” in their ability to provide education access and support for such students, and 22 percent said their colleges had “adequate capacity.”

“Moreover, over two thirds (67 percent) of respondents say their colleges have borderline to no capacity when it comes to advocating on behalf of immigrant students to government institutions,” the report states.

CCCIE recommends that community colleges

- articulate “explicit, measurable goals to serve immigrant students” and fold these into each institution’s “overall strategic plan”;
- “build cross campus, cross-functional alliances” to link ESL students to “academic and support plans around completion and career preparation”;
- collaborate with community organizations to “provide holistic support of immigrant students” in training and employment pipelines;
- develop frontline staff and college faculty, including ESL adjunct faculty, trained to serve immigrant students;
- engage with employers to gain a better understanding of workforce requirements and align programs with occupations in demand; and
- track the progression of immigrant students from noncredit development courses to for-credit academics and “identify critical points for targeted interventions” with the help of “institutional research departments as partners.”

✓ Survey materials are available from the Community College Consortium for Immigrant Education, Westchester Community College, 75 Grasslands Road, Valhalla, N.Y. 10595; (914) 606-7866; www.cccie.org.

—Cecilio Morales

Economic Outlook

JOB GROWTH PROJECTED TO SLOW WITH LOWER GDP

Bureau of Labor Statistics analysts scaled back their 10-year expected jobs growth rate, from 10.8 to 6.5 percent, in the agency’s latest employment projections report. The report also shows that only 4 of the 15 occupations projected to produce the most jobs pay more than the current median wage.

Together, the 15 jobs with the largest growth will make up more than 36 percent of all job growth, according to the 2014-24 employment projections, released by BLS on Dec. 8.

BLS updates its decade-out employment projections every two years.

Two years ago, for the 2012-22 period, BLS projected that total employment in the United States would rise by 10.8 percent, or 15.6 million, to 160.9 million. This time around, the 2014-24 employment projection calls for an increase of 9.8 million jobs, or 6.5 percent, to 160.3 million.

The slowdown in projected job growth is part of a chain of economic trends, according to the report. BLS analysts attribute slower job growth to a slowdown in the annualized gross domestic product growth rate, linked to slowing labor force growth as labor force participation declines with increased retirements.

Analysts predicted that the labor force participation rate would fall to 60.9 percent by the end of the decade. It was 62.5 percent in November.

Labor force participation of young people, ages 16 to 24, is projected to decline from 55 percent in 2014 to 49.7 percent in 2024.

BLS analysts anticipate GDP growth of 2.2 percent annually, which is down from 2.6 percent in the 2012-22 report. The annualized rate for the third quarter of 2015, as reported Nov. 24, by the Commerce Department’s Bureau of Economic Analysis, was 2.1 percent.

The projections assume that the unemployment rate will be little changed, at 5.2 percent, at the end of the decade.

Fastest Growing

BLS’ employment projections feed other information sources, such as the Occupational Outlook Handbook (the 2016-17 version is due to be released Thursday, Dec. 17).

They are also the source material for analysis of the fastest-growing and largest-growing occupations, their related wage expectations and education requirements and employment growth by industry.

The health care and social assistance sector is expected to become the largest sector over the course of the decade, growing from 18.1 to 21.9 million jobs. Health care would surpass state and local government and professional and business services.

While state and local public job growth is expected to be marginal, professional and business services jobs are projected to grow by 1.5 percent per year, from 19.1 to 21 million.

At the occupational level, the BLS report outlines the 15 fastest-growing occupations and the 15 occupations projected to produce the most job growth.

The fastest-growing list is often popular among futurists: these jobs typically pay well and require postsecondary education. They account, however,

for only 7 percent of all new job growth projected through 2024.

The latest projections brought plenty of changes to the fastest-growing occupations list.

Wind turbine service technicians rose to the top, with BLS projecting their numbers to more than double to 9,200 by 2024. These jobs paid a median annual wage of \$48,800 in 2014 and required some postsecondary training, but no degree.

The median annual wage among all jobs last year was \$35,540.

Other fastest-growing occupations included occupational therapy assistants, commercial drivers, ambulance drivers, operations research analysts, personal financial advisers and cartographers.

Expected growth ranged from 29.3 to 42.7 percent for all jobs on the list, with the exception of turbine techs and their previously mentioned 108 percent projected growth rate.

The only job on the list with substantial numbers was home health aide, with these positions projected to grow by 38.1 percent to 1.3 million in 2024.

Home health aide was third on the list of occupations projected to produce the most net job growth over the decade.

BLS lists this as a “no formal educational credential” required job, with median annual wages of \$21,380 in 2014.

That’s close to one weekly paycheck more than the federal poverty threshold for a single mother with two children.

Many of the 15 fastest-growing occupations from the 2012-22 projections didn’t make the updated list, including industrial psychologists, interpreters, genetic counselors, skin care specialists and electrician helpers.

On the other hand, most occupations projected to have the largest growth in the 2012-22 projections made the list once again for the coming decade.

Largest Growing

These include registered nurses, food service workers, retail sales people, customer services representatives, accountants, janitors and software developers.

Laborers and freight, stock and material movers (by hand) are number 15 on the 2014-24 list, with a projection of 125,100 additional jobs, bringing their ranks to about 2.6 million. They have the slowest job growth rate, 5.1 percent, among the largest-growing occupations.

Most of these large net job producing occupations have projected growth rates of more than 12 percent.

Eight of the 15 largest-growing jobs have no formal education requirement, and nine of them pay less than the median annual wage of \$35,540.

The outliers, with good wages and higher education requirements are registered nurses (with 16 percent growth to 3.2 million jobs by 2024 and median

2014 wages of \$66,640); general and operations managers (7.1 percent growth to 2.3 million jobs and wages of \$97,270); accountants (10.7 percent growth to 1.5 million jobs and wages of \$65,940); and software and applications developers (18.8 percent growth to \$853,700 jobs and wages of \$95,510).

—Ryan Hess

Labor Market Information

SCHOLARS TOUT NAICS TWEAK TO SPOTLIGHT INDUSTRY GROWTH

Policymakers are missing where the new manufacturing jobs are, just as they underestimated the sector’s losses during the Great Recession, by failing to adapt current data gathering using a “value chain” approach.

“Policies aimed at revitalizing manufacturing should consider its entire value chain and not simply focus on the production segment of it,” states a Brookings Institution paper, *Innovation and Manufacturing Labor: A Value-Chain Perspective*.

The value chain, explain the authors, includes “all activities that are performed in order to create and deliver a product that has value, including service-type activities such as product design, software development, and after-sale repair and maintenance.”

The value-chain approach would add a refinement to labor market information on the manufacturing sector that could direct workers to better jobs in growing areas of employment.

Thus argue authors Katie Whitefoot, senior program officer for Manufacturing, Design, and Innovation at the National Academy of Engineering, and Walter Valdivia, a fellow at Brookings’ Center for Technology Innovation in Governance Studies, along with contributor Gina Adam, a doctoral candidate in Electrical and Computer Engineering at the University of California, Santa Barbara.

Their analysis points out that manufacturing in 2002 had 15.2 million production workers, while the entire value chain accounted for 37.4 million workers. By 2010, those two figures had shrunk to 11.5 million and 32.9 million, respectively.

“The manufacturing value chain shrunk by more than 4 million workers from 2002 to 2010 and those who worked in factories took the heaviest toll,” they write.

In the same period, however, certain parts of the value chain experienced expansion — in particular 26 percent growth in market analysis jobs, 13 percent in research and development and 23 percent in design and technical services — and average wages for these jobs increased over 10 percent.

As manufacturing recovers, similar patterns can be discerned. Their research shows “an increasing asymmetry” in job opportunities and wages within

the manufacturing sector. Higher-skilled jobs have increasingly better prospects, they write, but “jobs at the base of the pyramid are experiencing both a disappearance” and a “diaspora” caused by automation and offshoring, respectively.

The reason little is done about it is that policymakers have no way to see the problem, they argue.

The current framework for reporting and analyzing economic activity, known as the North American Industry Classification System, does not look at value chains.

“To illustrate the problem of analyzing the manufacturing sector in isolation, consider Procter & Gamble,” they explain. “If all of the company’s activities [...] were housed in the same facility, they would all be counted as part of the manufacturing sector. But because they are housed in different buildings (some literally next door to each other), all the non-production activities are counted as part of the service sector.”

NAICS was developed and adopted in 1997 to replace the U.S. 1937 Standard Industrial Classification system with a matrix applicable also to Canada and Mexico after adoption of the North American Free Trade Agreement.

The authors would add to NAICS a “demand-based” classification of economic activity.

Specifically, the authors would add to NAICS survey questions similar to those used in countries with a value-added tax in order to allow “a more accurate estimation of the value added by each participant in a production network.”

Skills Certifications

The specialists also urge policymakers to act on the advice of the President’s Council of Advisors on Science and Technology by introducing a national system of certifications for production skills and establishing a national apprenticeship program for skilled trades in manufacturing. They point out that these efforts would be most effective if directed at “jobs outside the factory,” such as the growth areas noted above.

Higher education institutions should “consider some adjustment to their curriculum” with what they argue are often “small” changes.

“Technical courses could emphasize more open-ended problems—rather than problems with a single correct answer,” they write. Problems presented should push students to learn to include “aesthetic, social, and financial considerations” in addition to technical issues.

Second on the authors’ menu for higher ed is greater dissemination of information on high-demand and high-wage occupations.

✓ *Innovation and Manufacturing Labor: A Value-Chain Perspective* by Katie Whitefoot, Walter Valdivia with Gina Adam is available from The

Brookings Institution, 1775 Massachusetts Ave., N.W., Washington, D.C. 20036; (202) 797-6000; www.brookings.edu.

—Cecilio Morales

Coordination

MARRIAGE MADE IN ROANOKE BINDS COLLEGE TO NONPROFIT

A case study of collaboration between a regional community college and an affiliate of a well-known national nonprofit serving as a one-stop operator explores the practical aspects of the shopworn term “partnership.”

A new Aspen Institute paper details how collaboration between the two entities in the Roanoke, Va., area grew from an educator’s seat on the board of the nonprofit around 2007 to a joint basic office software skills course program. As of May 2015, the venture had graduated 35 trainees earning up to \$12.73 an hour (a gain in earnings calculated at \$3.17) — with the help of a \$12 million federal trade adjustment assistance grant.

The project involves the \$33.6 million a year publicly funded Virginia Western Community College, which serves Roanoke, Salem and four surrounding counties, and the \$52 million 501(c)3 nonprofit Goodwill Industries of the Valleys, which reaches 31 counties in western Virginia with its 27 stores.

This particular Goodwill affiliate is also a regional workforce service provider, operating one-stop job centers under contract with the Western Virginia Workforce Investment Board.

Rather than a study of the program, however, *Working Together and Making a Difference* focuses on the process of getting two organizations to work together on a training program — in this case, for trade-displaced workers and other jobless peers who lacked basic office computer skills.

“The story of the Roanoke effort offers a fresh perspective and valuable lessons for community college and nonprofit workforce leaders who are interested in launching or improving partnership strategies,” explain the authors, Aspen Senior Program Manager Bill Browning, assisted by Meredith Archer Hatch, senior associate director for workforce and academic alignment at the community-college-targeted nonprofit Achieving the Dream, Inc., and Marcela Montes, an Aspen senior research associate.

Borrowed from the world of business during the apogee of popularity of the entrepreneur in the 1980s, “partnership” came into the workforce development — then, job training — lexicon with the title of the Reagan Administration’s authorizing statute for a much-defunded system, the Job Training Partnership Act.

The authors split the partnership process into three stages.

The story begins with what the authors call “foundation building,” ushered in “several years” before spring 2012, when Robert Templin, then-president of Northern Virginia Community College, called his VWCC counterpart, Robert Sandel, to join a Department of Labor consortium grant proposal that would involve the regional Goodwill affiliate. The selling point: Sandel had served on the Goodwill board from the unspecified beginning of this stage.

VWCC and GIV had “formed trusting personal relationships” that engaged in two joint projects, a commercial driver’s license training program in 2010 and a mechatronics program in 2012. (Mechatronics is a multidisciplinary field that wraps systems, mechanical, electrical, telecommunications, control and computer engineering into one.)

“At the same time, Leah Coffman, coordinator for VWCC’s Workforce Development Division, was also primed for an expanded partnership with Goodwill,” the authors recount. “Recently, she had attended a national workforce conference together with Linda Matthews, her counterpart at Goodwill, and the two of them had come to an ‘ahha’ realization: They had complementary assets and did not need to build out overlapping capabilities separately to address areas where the other had strengths.”

For Act Two, the authors selected the DOL grant planning around a proposed Microsoft Office Specialist training program. Part of the federal funds would go to defray the \$1,500 tuition for learning basic word processing, spreadsheets, presentation, calendaring and database skills using the software from the Redmond, Wash., giant. In this period, VWCC and GIV officials refined the curriculum, which is widely used nationally, for Roanoke’s growing health care entry-level administrative jobs. This took from September 2012 to the same month the following year, when eight students enrolled in MOS for Healthcare, a five-day, 25- to 30-hour-a-week course than runs 17 weeks; two classes of students run through it a year.

This is when the professionals from the two organizations “blended complementary financial, hu-

man, and physical resources and assets in joint programs designed to achieve strategically important objectives for each organization [and] knitted together a broad network of supportive stakeholders who also benefit from the partnership initiatives.”

Operations launched in fall 2013, and the authors follow the process through last spring, in 2015. At this point, the two groups managed to graduate the program’s third student cohort, of whom 100 percent were placed in jobs “with much higher average wages than previous cohorts.” Moreover, in the following cohort the program added 16 new students, meeting its enrollment goal for the first time; outcomes are as yet unknown.

The venture relieved space pressure on VWCC, which Sandel said is “filled up.” Moreover, it proved a boon for the local Goodwill; it achieved a goal in the words of Bruce Phipps, GIV president and chief executive officer: “We wanted to change the perception of what people can get from Goodwill by hosting the college here.”

The authors provide a list of suggestions and resources.

“There is a compelling case for acquiring new capabilities through partnerships, rather than building them separately,” they conclude. “This case study illustrates many of dynamics of how prominent partner organizations weave their organizational assets jointly toward a shared vision of making a bigger difference within their community together than they could have apart.”

✓ *Working Together and Making a Difference: Virginia Western Community College and Goodwill Industries of the Valleys Partnership Case Study Report* by Bill Browning with Meredith Archer Hatch and Marcela Montes is available from The Aspen Institute, One Dupont Circle, N.W., Suite 700, Washington, D.C. 20036; phone: (202) 736-1071; www.aspenwsi.org.

—Cecilio Morales

Briefs

Trade Adjustment

EXPORTERS PUSH FOR FINAL REGS

As work continues on trade pacts, the President's Export Council, an advisory board of 28 leaders of major corporations, urged the Obama Administration to act on several workforce development priorities, including finalizing Workforce Innovation and Opportunity Act regulations.

The panel issues periodic letters to the president on trade policy. Its latest came December 3 offering advice for President Obama's last year in office.

This included a message on maintaining workforce readiness in the face of trade expansion. This was not the first time the panel took on the topic in its letters to the administration. However, past letters did not encourage action on particular workforce development policies. They merely encouraged the administration to increase high school graduation, to bolster science, technology, engineering and math education and to focus on middle skill jobs. In other words, the panel has previously recommended priorities, not specific policy actions.

The panel prefaced its most recent letter by saying that it reflects "our assessment of matters that are both actionable and offer the broadest potential benefits to the United States economy and workers in promoting and supporting export growth."

As such, the Export Council urged the administration to finish promulgating implementation regulations for WIOA as well as the Trade Adjustment Assistance Reauthorization Act, "as soon as possible."

The Employment and Training Administration was late in proposing its WIOA regulations last April, missing a Jan. 18, 2015, statutory deadline by two and a half months.

The council also urged the administration to update regulations for Trade Adjustment Assistance, which was last given a six-year reauthorization through legislation passed over the summer that granted the administration trade promotion authority and paved the way for completion of Trans-Pacific Partnership negotiations (ETR 6/29/15, p. 550).

ETA has not yet proposed regulatory amendments for TAA, but has issued operating instructions through Training and Employment Guidance Letter 05-15.

The council urged the administration to work with Congress to reauthorize the Carl D. Perkins Career and Technical Education Act.

Congressional hearings on the nation's technical education law began this year. Back in 2012, the ad-

ministration presented a blueprint for reauthorization that called for replacing allotment-based local funding with competitive grants managed at the state level.

More generally, the council urged the administration to support efforts such as Manufacturing Day and internships for both students and teachers.

"Programs that create real-world opportunities for students, teachers and guidance counselors to interact with businesses provide significant opportunities for students to realize the breadth and depth of career options available in their communities, and to appreciate the importance of exports to U.S. businesses," the letter says.

In addition to the Trans-Pacific Partnership, which awaits ratification by Congress, the administration is working on a Transatlantic Trade and Investment Partnership with the European Union, a Bilateral Investment Treaty with China and a multinational Trade in Services Agreement.

—R.H.

Fraud and Abuse

OIG FINDS INSIDE JOBS IN UI CASES

As the fight against unemployment insurance fraud continues, criminal prosecutions supported by the Department of Labor Office of Inspector General have led to jail sentences in cases involving workforce agency inside jobs.

OIG recently issued its latest semiannual report to Congress, documenting activities in the second and third quarters of the year.

In addition to its audit work, the watchdog agency helps prosecutors investigate criminal cases related to its programs. The report highlights UI fraud as a large and increasing part of this work.

During the period, OIG opened 121 investigative cases and closed 266. It referred 147 cases for criminal prosecution and 73 for administrative or civil action.

The office's work led to 169 convictions.

In fiscal year 2014, the UI system lost \$1.5 billion to fraudulent UI claims, which accounted for 3.19 percent of all payments, according to OIG.

On Sept. 15, two defendants in a fraud ring involving Texas Workforce Commission workers received prison sentences.

According to OIG, a former TWC UI claims examiner, Jose Guevara, used his knowledge of the system to mastermind a scheme in which he created fictitious businesses and had an accomplice with no

agency connection, Jessie Garcia, file UI claims. Inside the agency, TWC workers Jeremiah Hernandez and Alejandro Garcia authenticated the claims.

Altogether they collected more than \$2 million from February 2009 through September 2013.

The latter two defendants were dismissed by TWC when the fraud ring was discovered. They were sentenced to 5 months in prison and 36 months of supervised release.

Jose Guevara, the ringleader, and Jessie Garcia, the claims filer, were sentenced to respective 40- and 24-month prison sentences.

On Sept. 29, a former Florida one-stop career center manager was sentenced to 48 months in prison for a UI fraud scheme that netted more than \$1 million.

Cora Eutsay, an employee of the Florida Department of Economic Opportunity, once managed the Opa-locka Career Source Center, in a suburb west of Miami.

She was charged with using a Florida Department of Children and Families database to take personally identifiable information of people participating in welfare-to-work programming and using it to file UI claims and seek income tax refunds.

The OIG report lists numerous other UI fraud cases that did not involve workforce agency staff.

The report includes one other sentencing involving fraud under the Workforce Investment Act. On June 16, Alex Saavedra, a former manager with the Structured Employment Economic Development Corporation, was ordered to pay more than \$192,000 in damages and fines.

In this case, SEEDCO operated one-stops in Manhattan and the Bronx on behalf of New York City. Staffers, under Saavedra's oversight, reported inflated job placement figures by claiming placement of employed workers seeking assistance and jobs previously held by unemployed workers.

The case was filed in spring 2012. SEEDCO settled federal charges brought against it as an organization seven months later, agreeing to pay back \$1.7 million.

—R.H.

Labor Market Information

JOB OPENINGS SLIP, STILL HIGH

Job openings fell slightly in October, with modest gains in the construction, trade, transportation and utilities and leisure and hospitality sectors.

This accompanied a slight increase in hiring and almost no change in job separations.

The Bureau of Labor Statistics released its Job Openings and Labor Turnover Survey report for October on Dec. 8.

There were 5.383 million job openings in the month, down by 151,000 from September. This was nearly the same as the number of openings gained

from August to September. These are historically substantial month-to-month changes for the data series. Openings hit a record high of 5.67 million in July.

Hires rose by 57,000 to 5.137 million. Separations fell by 23,000 to 4.863 million.

Construction openings rose by 7,000 to 126,000.

Open jobs in the trade, transportation and utilities sector rose by 11,000 to 1.03 million. In retail, the largest industry within this sector, openings fell by 22,000 to 654,000, but this is still 154,000 more openings than the industry had in October 2014.

The leisure and hospitality sector saw openings grow by 13,000 to 709,000, with growth centered in accommodations and food services.

Manufacturing openings fell by 18,000 to 315,000.

The largest decline of the month, by sector, was for professional and business services. Unfilled positions declined by 137,000 to 1.067 million. Meanwhile, hires in this sector were almost unchanged over the month.

The education and health services sector saw openings decline by 8,000 to 1.077 million, with most of the decline and total openings centered in health care and social assistance.

Public sector openings increased by only 3,000 to 496,000.

—R.H.

Employment & Unemployment

1.8 PERCENT RATE POSTED

A belief-straining 1.8 percent metropolitan unemployment was posted in both Bismarck and Fargo, N.D., for October 2015.

The last time either locality saw lower rates was October 1997, when Bismarck posted a 1.7 percent jobless rate and Fargo an eye-popping 1.1 percent unemployment.

Urban jobless rates were lower or unchanged in 349 of the 387 cities and towns nationally compared with a year earlier.

Twenty-four metropolitan areas posted rates of less than 3 percent, and only three had rates of at least 10 percent, the Bureau of Labor Statistics reported Dec. 7. Metropolitan rates are not comparable month to month.

Perennial high-rate posters Yuma, Ariz., and El Centro, Calif., declared 23.2 percent and 21.8 percent rates, respectively.

On the jobs front, employers added employees in 300 cities, 78 cities experienced net job losses and 9 were unchanged.

Atlantic City, N.J., had the largest over-the-year unemployment rate decrease (2.5 percentage points), followed by El Centro, Calif. (2.0 points).

The largest rate increases occurred in Odessa, Texas (1.7 points), and Farmington, N.M. (1.6 points).

Of the 51 metropolitan areas with a 2010 Census population of 1 million or more, Minneapolis had the lowest unemployment rate, 2.9 percent. Riverside-San Bernardino-Ontario, Calif., had the highest jobless rate among the large areas, 6.4 percent.

Forty-eight other large cities had over-the-year unemployment rate decreases, two had increases, and one had no change.

Los Angeles had the largest rate decrease (1.8 points), followed by Detroit and Providence, R.I. (1.6 points each). Jobless rate increases occurred in Houston (0.4 point) and Raleigh, N.C. (0.3 point).

On the jobs front, the largest over-the-year absolute number gains occurred in New York (157,100 jobs), Los Angeles (126,300) and Dallas (98,400). In percentage terms jobs gains occurred in Provo-Orem, Utah (5.5 percent), followed by San Jose-Sunnyvale-Santa Clara, Calif. (5.2 percent), and Lake Charles, La. (4.6 percent).

Job losses were highest in Lafayette, La. (4,300), Davenport-Moline-Rock Island, Iowa-Ill. (3,900), and Houma-Thibodaux, La. (2,800). The largest percentage decreases in employment occurred in Pine Bluff, Ark. (7.0 percent), Cape Girardeau, Mo.-Ill. (2.9 percent), and Houma-Thibodaux, La. (2.7 percent).

Employment rose in all of the 51 metropolitan areas with a 2010 Census population of 1 million or more. The largest over-the-year percentage increase in these large areas occurred in San Jose-Sunnyvale-Santa Clara, Calif. (5.2 percent), followed by San Antonio (4.0 percent), and Orlando-Kissimmee-Sanford, Fla. (3.8 percent).

✓ See table p. 192.

—C.M.

Employment & Unemployment

IDAHO POSTS LARGE JOBS HIKE

The proportionally largest over-the-month October state jobs gain, 1.1 percent, occurred in Idaho, which also posted the largest over-the-year increase, 3.8 percent.

The Gem State was one of among 40 states that experienced job gains along with the District of Columbia, while net job losses decreased in 9 states, with no change in Delaware, the Bureau of Labor Statistics reported Nov. 20.

Regional and state unemployment rates were “little changed,” BLS stated. Thirty-two states and D.C. had unemployment rate decreases from September, 3 states had increases and 15 states had no change.

Forty-three states and D.C. had jobless rate decreases from a year earlier, three states had increases and four states had no change.

On the jobs front, net gains in Idaho were followed by Alaska (0.9 percent) and Wyoming (0.8 percent). The largest over-the-month percentage decline in employment occurred in Louisiana (0.3 percent), followed by North Dakota (0.2 percent) and Connecticut, Indiana, Minnesota, North Carolina and West Virginia (0.1 percent each).

In absolute numbers, the largest over-the-month jobs gains were in California (41,200), Florida (35,200) and Ohio (30,800), with the largest losses in Louisiana (6,200), Indiana (3,400) and North Carolina (3,100).

Over-the-year percentage increases in Idaho were followed by Utah (3.5 percent) and Nevada (3.4 percent), with decreases in North Dakota (2.1 percent), West Virginia (1.8 percent) and Louisiana (0.5 percent).

The Midwest posted the lowest regional unemployment rate, 4.5 percent, while the West had the highest rate, 5.5 percent.

North Dakota had the lowest jobless rate, 2.8 percent, followed by Nebraska, 2.9 percent. West Virginia had the highest rate, 6.9 percent.

Seven states posted statistically significant over-the-month unemployment rate declines: West Virginia (0.4 percentage point); Kansas, Missouri, New York and South Dakota (0.3 point each); and Colorado and Idaho (0.2 point each). Texas had the only significant over-the-month rate increase (0.2 point).

✓ See table p. 198.

—C.M.

BULLETIN BOARD, continued from p. 180

to student aid is in place now but it is more limited. Students may use testing only to enroll in so-called career pathways programs that include concurrent enrollment in adult education and training, and meet other criteria prescribed by ED. Introduced Dec. 2 by Rep. Christopher Gibson (R-NY).

TRAINING PROGRAMS — The Manufacturing Skills Act would authorize a competitive grant program awarding up to \$10 million a grantee over three years to five states and five metropolitan areas to improve manufacturing training programs. Introduced Dec. 3, by Rep. Tony Cárdenas (D-Calif).

TAX CREDITS — The American Unemployed Worker Investment Act, HR 4178, would provide small employers (10 to 25 employees) a tax credit worth \$4,000 per employee per year for two years, for hiring unemployment insurance claimants. The credit would be provided under the Work Opportunity Tax Credit program. Introduced Dec. 3, by Rep. Alan Lowenthal (D-Calif).

IMMIGRATION — The Protecting American Jobs Act, S 2365, would reduce the number of H-1B visas available to foreign workers to fill technical and other skilled occupations from 85,000 to 70,000. The bill would also require the Department of Homeland Security to give priority to applicants paying the highest salaries. Introduced Dec. 8 by Sen. Bill Nelson (D-Fla).

FEDERAL GUIDANCE

Training and Employment Notice

TEN 18-15 — Native American Employment and Training Council Call for Nominations, seeks nominees for the advisory panel, consisting of representatives of tribes, tribal organizations, Alaska Native entities, Indian-controlled organizations serving Indians and Native Hawaiian organizations. Representatives are needed from every region. Nominations are due Jan. 7. Issued Dec. 7. ☆

Text

METROPOLITAN AREA EMPLOYMENT AND UNEMPLOYMENT: OCTOBER 2015

(Editor's Note: The data below were released by the Bureau of Labor Statistics on Dec. 7, 2015. See story p. 189)

Civilian labor force and unemployment by state and metropolitan area

(Numbers in thousands)

State and area	Civilian labor force				Unemployed				Percent of labor force			
	September		October		September		October		September		October	
	2014	2015	2014	2015p	2014	2015	2014	2015p	2014	2015	2014	2015p
	Number	Number	Number	Number	Number	Number	Number	Number	Percent	Percent	Percent	Percent
Alabama.....	2,133.9	2,147.2	2,148.0	2,162.3	132.9	127.0	128.7	121.8	6.2	5.9	6.0	5.6
Anniston-Oxford-Jacksonville.....	45.9	45.8	46.2	46.5	3.3	3.1	3.2	3.1	7.3	6.8	7.0	6.6
Auburn-Opelika.....	70.8	72.1	71.3	72.6	3.5	3.4	3.5	3.3	5.0	4.8	4.9	4.5
Birmingham-Hoover.....	528.7	532.4	533.9	537.6	29.2	28.6	28.5	27.6	5.5	5.4	5.3	5.1
Daphne-Fairhope-Foley.....	85.3	87.0	85.0	87.1	4.7	4.5	4.7	4.4	5.5	5.2	5.5	5.1
Decatur.....	69.0	69.0	69.3	69.6	4.4	4.2	4.2	4.0	6.4	6.0	6.1	5.7
Dothan.....	62.6	62.7	63.1	63.2	4.0	3.8	3.8	3.6	6.4	6.0	6.1	5.6
Florence-Muscle Shoals.....	67.2	65.4	67.3	66.0	4.9	4.6	4.6	4.4	7.3	7.0	6.9	6.6
Gadsden.....	43.3	43.1	43.4	43.4	2.7	2.6	2.6	2.5	6.2	6.0	6.0	5.7
Huntsville.....	207.2	207.7	210.5	209.8	11.6	10.9	11.3	10.6	5.6	5.3	5.4	5.0
Mobile.....	181.9	181.0	182.2	182.2	13.0	12.6	12.5	12.1	7.2	7.0	6.9	6.6
Montgomery.....	167.8	168.3	169.1	169.7	10.5	9.8	10.0	9.5	6.2	5.8	5.9	5.6
Tuscaloosa.....	110.6	112.9	111.9	113.9	6.2	6.0	6.0	5.7	5.6	5.4	5.4	5.0
Alaska.....	367.6	362.9	363.9	360.7	22.8	20.7	22.5	21.9	6.2	5.7	6.2	6.1
Anchorage.....	202.2	200.5	203.3	203.4	10.9	10.3	10.6	10.6	5.4	5.1	5.2	5.2
Fairbanks.....	47.3	46.8	47.2	46.8	2.4	2.2	2.5	2.4	5.1	4.7	5.3	5.2
Arizona.....	3,108.9	3,163.9	3,129.7	3,163.2	214.1	203.5	208.3	193.5	6.9	6.4	6.7	6.1
Flagstaff.....	74.1	74.6	73.3	73.7	4.9	4.8	4.7	4.7	6.6	6.4	6.5	6.3
Lake Havasu City-Kingman.....	78.3	78.0	78.5	77.4	6.8	6.5	6.6	6.2	8.7	8.4	8.4	8.0
Phoenix-Mesa-Scottsdale.....	2,120.0	2,168.7	2,138.3	2,172.7	126.8	118.3	123.9	113.8	6.0	5.5	5.8	5.2
Prescott.....	96.1	98.1	97.9	98.2	5.8	5.5	5.8	5.3	6.0	5.6	5.9	5.4
Sierra Vista-Douglas.....	51.2	50.3	51.5	50.2	4.1	3.8	4.1	3.6	8.1	7.6	7.9	7.2
Tucson.....	465.0	471.5	466.6	471.6	28.5	27.0	28.0	26.2	6.1	5.7	6.0	5.5
Yuma.....	92.7	92.4	92.8	90.7	22.7	24.1	21.3	21.0	24.5	26.1	23.0	23.2
Arkansas.....	1,305.5	1,331.8	1,309.8	1,336.8	73.9	64.5	68.4	61.8	5.7	4.8	5.2	4.6
Fayetteville-Springdale-Rogers.....	242.3	248.9	242.0	250.4	10.4	8.8	9.5	8.5	4.3	3.5	3.9	3.4
Fort Smith.....	119.3	120.9	119.4	121.2	6.7	6.4	6.5	6.2	5.6	5.3	5.5	5.1
Hot Springs.....	40.1	41.2	39.9	40.9	2.4	2.2	2.3	2.1	6.1	5.3	5.7	5.2
Jonesboro.....	59.4	62.5	60.4	62.8	3.1	2.7	2.9	2.5	5.2	4.3	4.8	4.0
Little Rock-North Little Rock-Conway..	340.4	351.0	340.5	352.1	17.7	15.3	16.4	14.7	5.2	4.4	4.8	4.2
Pine Bluff.....	36.4	34.6	36.9	34.9	2.8	2.4	2.6	2.3	7.7	7.0	7.1	6.5
California.....	18,855.1	18,945.5	18,945.0	19,017.2	1,322.8	1,034.4	1,323.6	1,080.4	7.0	5.5	7.0	5.7
Bakersfield.....	398.4	396.0	399.6	399.7	35.0	32.8	35.3	35.4	8.8	8.3	8.8	8.9
Chico.....	101.4	101.9	102.3	103.7	7.6	6.0	7.6	6.5	7.5	5.9	7.5	6.2
El Centro.....	80.1	79.7	79.8	79.6	21.1	18.8	19.0	17.3	26.4	23.6	23.8	21.8
Fresno.....	440.7	441.1	438.8	439.4	42.9	35.4	45.5	40.9	9.7	8.0	10.4	9.3
Hanford-Corcoran.....	57.1	57.2	56.9	56.6	5.5	4.6	6.0	5.5	9.6	8.0	10.6	9.7
Los Angeles-Long Beach-Anaheim.....	6,627.4	6,601.7	6,657.6	6,595.0	490.1	374.3	487.0	364.8	7.4	5.7	7.3	5.5
Madera.....	63.8	63.0	62.6	62.1	5.7	4.8	6.0	5.5	8.9	7.6	9.5	8.9
Merced.....	117.1	115.4	118.0	116.6	11.8	9.4	12.0	10.6	10.1	8.1	10.2	9.1
Modesto.....	242.5	243.8	239.0	241.9	23.1	18.3	23.6	20.5	9.5	7.5	9.9	8.5
Napa.....	75.8	75.9	76.3	76.8	3.6	2.8	3.7	3.2	4.8	3.6	4.8	4.2
Oxnard-Thousand Oaks-Ventura.....	428.0	428.2	430.4	434.0	28.1	22.5	27.7	23.5	6.6	5.3	6.4	5.4
Redding.....	75.6	74.7	76.4	76.2	6.3	4.8	6.3	5.2	8.3	6.4	8.2	6.8
Riverside-San Bernardino-Ontario.....	1,920.3	1,930.7	1,934.9	1,953.1	149.7	116.9	148.9	124.1	7.8	6.1	7.7	6.4
Sacramento-Roseville-Arden-Arcade...	1,047.2	1,054.1	1,051.7	1,056.7	69.2	53.9	69.8	58.5	6.6	5.1	6.6	5.5
Salinas.....	226.1	227.5	224.0	226.1	14.4	11.9	14.9	13.2	6.4	5.2	6.6	5.8
San Diego-Carlsbad.....	1,542.3	1,564.1	1,555.7	1,572.3	94.2	72.2	93.8	78.1	6.1	4.6	6.0	5.0
San Francisco-Oakland-Hayward.....	2,469.3	2,508.2	2,481.2	2,522.5	122.0	94.0	121.8	101.7	4.9	3.7	4.9	4.0
San Jose-Sunnyvale-Santa Clara.....	1,029.7	1,061.9	1,035.2	1,070.2	51.4	39.1	51.3	42.6	5.0	3.7	5.0	4.0
San Luis Obispo-Paso Robles-Arroyo Grande.....	138.6	141.0	141.9	144.0	7.5	5.7	7.5	6.2	5.4	4.1	5.3	4.3
Santa Cruz-Watsonville.....	140.5	140.5	143.5	143.5	9.5	7.5	9.9	8.3	6.8	5.3	6.9	5.8
Santa Maria-Santa Barbara.....	217.1	220.8	219.7	223.5	12.0	9.4	12.3	10.7	5.5	4.3	5.6	4.8
Santa Rosa.....	259.9	262.1	259.4	262.6	13.2	9.9	13.4	10.9	5.1	3.8	5.2	4.2
Stockton-Lodi.....	311.4	312.0	312.6	312.9	28.9	23.1	29.4	25.5	9.3	7.4	9.4	8.1
Vallejo-Fairfield.....	203.3	206.0	204.8	207.5	13.8	10.8	13.8	11.7	6.8	5.2	6.7	5.6
Visalia-Porterville.....	196.4	195.5	196.5	195.9	22.4	19.3	23.3	21.2	11.4	9.9	11.9	10.8
Yuba City.....	72.0	72.0	71.7	71.7	7.1	5.6	7.2	6.2	9.9	7.8	10.1	8.7
Colorado.....	2,831.8	2,810.5	2,836.4	2,814.7	116.6	93.5	113.2	93.0	4.1	3.3	4.0	3.3

Employment & Training Reporter

State and area	Civilian labor force										Unemployed			
	Number				Percent of labor force									
	September		October		September		October		September		October			
	2014	2015	2014	2015p	2014	2015	2014	2015p	2014	2015	2014	2015p		
Boulder.....	179.2	176.8	181.3	178.2	6.0	4.7	5.9	4.8	3.4	2.6	3.3	2.7		
Colorado Springs.....	319.6	314.4	320.7	314.2	16.1	12.4	15.4	12.3	5.0	4.0	4.8	3.9		
Denver-Aurora-Lakewood.....	1,502.3	1,500.2	1,508.7	1,503.1	60.6	47.8	58.5	47.2	4.0	3.2	3.9	3.1		
Fort Collins.....	179.6	179.3	179.3	179.9	6.2	4.9	6.1	5.1	3.4	2.7	3.4	2.8		
Grand Junction.....	73.7	72.9	74.3	72.7	3.6	3.5	3.4	3.4	4.8	4.8	4.5	4.7		
Greeley.....	149.1	151.0	150.2	151.7	5.4	4.9	5.2	4.9	3.6	3.3	3.5	3.2		
Pueblo.....	73.0	72.2	73.2	72.1	4.3	3.7	4.1	3.3	5.9	5.1	5.6	4.6		
Connecticut.....	1,883.7	1,892.6	1,899.2	1,894.5	116.2	95.7	115.8	91.6	6.2	5.1	6.1	4.8		
Bridgeport-Stamford-Norwalk.....	462.3	464.4	464.3	464.1	27.8	23.0	27.7	22.0	6.0	4.9	6.0	4.7		
Danbury.....	106.0	105.8	106.7	106.2	5.1	4.3	5.2	4.1	4.8	4.0	4.8	3.9		
Hartford-West Hartford-East Hartford..	614.1	619.2	620.8	621.6	37.9	31.2	37.7	29.9	6.2	5.0	6.1	4.8		
New Haven.....	323.3	324.2	326.5	324.2	20.5	16.7	20.4	16.0	6.4	5.1	6.2	4.9		
Norwich-New London-Westerly.....	142.8	142.0	143.1	141.1	9.3	7.5	9.3	7.2	6.5	5.3	6.5	5.1		
Waterbury.....	111.5	111.9	112.7	111.4	8.6	7.2	8.5	6.7	7.7	6.4	7.5	6.0		
Delaware.....	450.8	460.6	454.6	468.3	24.9	22.6	23.8	23.7	5.5	4.9	5.2	5.1		
Dover.....	74.5	74.9	75.9	76.9	4.6	4.1	4.3	4.3	6.2	5.4	5.7	5.5		
Salisbury (1).....	181.1	186.2	177.7	184.0	10.9	9.9	11.6	11.0	6.0	5.3	6.5	6.0		
District of Columbia.....	380.4	384.3	383.2	389.5	30.4	26.6	29.6	26.0	8.0	6.9	7.7	6.7		
Washington-Arlington-Alexandria.....	3,252.4	3,262.1	3,271.5	3,290.7	161.7	139.5	155.0	140.9	5.0	4.3	4.7	4.3		
Florida.....	9,705.8	9,645.3	9,711.7	9,634.7	601.8	516.2	568.0	488.1	6.2	5.4	5.8	5.1		
Cape Coral-Fort Myers.....	311.3	309.8	314.7	316.6	18.8	15.9	17.7	15.0	6.0	5.1	5.6	4.8		
Crestview-Fort Walton Beach-Destin....	121.3	119.5	120.2	117.8	6.1	5.2	5.9	5.0	5.1	4.4	4.9	4.2		
Deltona-Daytona Beach-Ormond Beach....	284.8	282.7	283.6	281.1	18.8	15.7	18.0	15.0	6.6	5.6	6.3	5.4		
Gainesville.....	140.4	139.2	140.7	138.9	7.2	6.3	6.8	5.8	5.1	4.5	4.8	4.2		
Homosassa Springs.....	48.9	47.5	48.7	47.9	4.0	3.4	3.8	3.3	8.2	7.1	7.8	6.8		
Jacksonville.....	726.7	720.4	725.3	714.7	44.3	36.6	41.7	34.6	6.1	5.1	5.8	4.8		
Lakeland-Winter Haven.....	282.5	283.2	282.1	282.1	20.7	17.4	19.1	16.2	7.3	6.2	6.8	5.7		
Miami-Fort Lauderdale-West Palm Beach..	3,014.8	3,001.5	3,030.3	3,007.0	187.7	167.7	176.7	158.3	6.2	5.6	5.8	5.3		
Naples-Immokalee-Marco Island.....	158.7	158.6	161.2	160.2	10.2	9.0	9.4	8.4	6.4	5.7	5.8	5.2		
North Port-Sarasota-Bradenton.....	339.6	338.3	339.2	337.1	19.9	17.0	18.9	16.3	5.9	5.0	5.6	4.8		
Ocala.....	134.5	133.4	134.3	132.2	9.6	8.2	9.1	7.8	7.1	6.1	6.8	5.9		
Orlando-Kissimmee-Sanford.....	1,227.3	1,231.4	1,224.2	1,226.3	71.7	60.1	67.9	56.8	5.8	4.9	5.5	4.6		
Palm Bay-Melbourne-Titusville.....	262.6	259.5	260.5	257.6	17.5	14.7	16.7	14.0	6.7	5.7	6.4	5.4		
Panama City.....	95.2	92.6	93.5	90.4	5.7	4.6	5.5	4.5	6.0	5.0	5.9	4.9		
Pensacola-Ferry Pass-Brent.....	218.2	216.1	216.9	214.4	12.7	10.9	12.0	10.3	5.8	5.0	5.5	4.8		
Port St. Lucie.....	202.0	199.1	202.3	198.4	14.8	11.9	13.4	11.0	7.3	6.0	6.6	5.5		
Punta Gorda.....	66.6	66.5	66.7	66.5	4.6	3.9	4.4	3.8	7.0	5.9	6.6	5.7		
Sebastian-Vero Beach.....	61.4	60.1	61.7	60.4	5.0	4.4	4.4	4.1	8.2	7.2	7.1	6.7		
Sebring.....	36.0	35.3	36.4	35.6	3.0	2.6	2.9	2.5	8.4	7.3	7.9	6.9		
Tallahassee.....	193.9	190.0	193.5	189.2	11.0	9.6	10.4	8.9	5.7	5.0	5.4	4.7		
Tampa-St. Petersburg-Clearwater.....	1,458.7	1,447.6	1,453.5	1,446.1	86.4	72.4	82.3	69.0	5.9	5.0	5.7	4.8		
The Villages.....	28.4	28.4	28.7	28.4	2.1	1.9	2.2	1.9	7.5	6.8	7.5	6.8		
Georgia.....	4,754.8	4,726.0	4,766.2	4,745.7	333.1	271.8	323.6	269.7	7.0	5.8	6.8	5.7		
Albany.....	66.1	63.5	66.4	63.8	5.5	4.5	5.3	4.4	8.3	7.1	7.9	6.9		
Athens-Clarke County.....	95.7	94.6	96.1	94.7	6.2	5.1	5.8	5.0	6.4	5.4	6.0	5.3		
Atlanta-Sandy Springs-Roswell.....	2,808.8	2,809.5	2,813.7	2,823.4	187.9	153.9	182.4	152.2	6.7	5.5	6.5	5.4		
Augusta-Richmond County.....	255.6	256.5	257.4	256.1	18.7	16.2	18.1	16.0	7.3	6.3	7.0	6.3		
Brunswick.....	49.9	49.0	50.4	49.6	3.8	3.0	3.7	3.0	7.5	6.2	7.3	6.0		
Columbus.....	126.6	125.4	127.1	126.7	9.8	8.4	9.6	8.3	7.7	6.7	7.5	6.5		
Dalton.....	61.0	60.1	60.8	59.8	4.8	3.7	4.7	3.8	7.9	6.1	7.7	6.4		
Gainesville.....	90.5	90.0	90.9	90.3	5.2	4.2	5.0	4.2	5.8	4.7	5.5	4.7		
Hinesville.....	32.5	31.3	32.5	31.3	2.4	1.9	2.4	1.9	7.3	6.2	7.3	6.1		
Macon.....	103.9	101.2	104.6	102.0	7.8	6.4	7.8	6.5	7.5	6.3	7.5	6.4		
Rome.....	43.2	42.5	43.3	42.8	3.2	2.8	3.1	2.7	7.5	6.5	7.2	6.3		
Savannah.....	174.7	173.1	174.8	173.1	11.9	9.3	11.5	9.3	6.8	5.4	6.6	5.4		
Valdosta.....	63.2	60.7	63.5	61.3	4.5	3.6	4.4	3.6	7.2	5.9	6.9	5.8		
Warner Robins.....	81.6	78.8	81.6	79.1	5.9	4.8	5.9	5.3	7.3	6.1	7.2	6.6		
Hawaii.....	666.5	673.8	666.9	676.2	28.9	24.5	27.3	22.8	4.3	3.6	4.1	3.4		
Kahului-Wailuku-Lahaina.....	82.5	83.4	82.2	83.3	3.6	3.1	3.4	3.0	4.3	3.8	4.1	3.6		
Urban Honolulu.....	460.6	467.8	464.3	473.1	19.0	16.0	18.1	15.0	4.1	3.4	3.9	3.2		
Idaho.....	777.1	801.4	780.3	804.0	32.4	29.7	31.7	27.9	4.2	3.7	4.1	3.5		
Boise City.....	312.5	320.5	312.0	319.4	13.2	11.3	12.6	10.4	4.2	3.5	4.0	3.3		
Coeur d'Alene.....	70.8	74.0	70.4	73.9	3.2	3.2	3.3	3.2	4.6	4.4	4.7	4.4		
Idaho Falls.....	62.4	65.5	63.4	66.4	2.4	2.2	2.3	2.0	3.8	3.4	3.6	3.1		
Lewiston.....	30.0	30.3	30.2	30.4	1.2	1.1	1.2	1.1	4.1	3.8	4.0	3.6		
Pocatello.....	41.6	43.2	42.6	44.1	1.8	1.6	1.7	1.5	4.3	3.7	4.1	3.4		
Illinois.....	6,502.0	6,504.2	6,534.6	6,551.4	400.3	329.1	394.6	349.8	6.2	5.1	6.0	5.3		
Bloomington.....	98.4	100.6	99.0	101.0	5.0	4.3	5.0	4.8	5.0	4.3	5.0	4.8		
Carbondale-Marion.....	58.4	58.2	58.7	58.7	3.6	3.3	3.6	3.6	6.1	5.6	6.1	6.1		
Champaign-Urbana.....	118.8	122.0	121.1	123.6	6.4	5.4	6.5	6.2	5.4	4.4	5.3	5.1		
Chicago-Naperville-Elgin.....	4,889.0	4,860.9	4,912.5	4,895.9	301.2	238.5	296.7	247.3	6.2	4.9	6.0	5.1		
Danville.....	35.4	36.3	35.6	36.4	2.6	2.3	2.6	2.5	7.4	6.4	7.3	6.9		
Davenport-Moline-Rock Island (1).....	194.0	191.0	194.3	190.9	11.6	9.6	11.3	10.8	6.0	5.0	5.8	5.6		
Decatur.....	50.3	50.4	50.4	50.7	3.7	3.2	3.6	3.5	7.3	6.4	7.2	6.8		
Kankakee.....	55.2	55.8	55.4	56.5	3.8	3.3	3.7	3.6	6.9	5.9	6.7	6.4		
Peoria.....	185.6	187.3	187.0	188.8	11.6	10.6	11.5	12.4	6.2	5.6	6.2	6.6		
Rockford.....	168.0	169.9	168.0	170.4	12.0	10.6	11.7	11.6	7.1	6.2	7.0	6.8		
Springfield.....	110.0	112.2	110.1	112.9	5.9	5.2	5.9	5.8	5.4	4.7	5.4	5.1		
Indiana.....	3,234.3	3,262.9	3,265.3	3,284.1	176.3	131.7	182.5	137.9	5.5	4.0	5.6	4.2		
Bloomington.....	78.0	77.7	79.5	79.0	4.2	3.2	4.6	3.5	5.4	4.1	5.8	4.4		
Columbus.....	42.8	44.0	43.3	44.2	1.7	1.3	1.8	1.4	4.0	3.0	4.2	3.1		

Employment & Training Reporter

State and area	Civilian labor force											
	Unemployed											
	Number				Percent of labor force							
	September		October		September		October		September		October	
2014	2015	2014	2015p	2014	2015	2014	2015p	2014	2015	2014	2015p	
Elkhart-Goshen.....	102.3	104.5	103.1	105.5	4.8	3.5	5.0	3.7	4.7	3.4	4.8	3.5
Evansville.....	157.8	159.0	159.8	159.5	7.8	5.8	7.8	6.0	4.9	3.6	4.9	3.7
Fort Wayne.....	206.9	206.8	208.6	207.8	10.4	7.8	10.8	8.3	5.0	3.8	5.2	4.0
Indianapolis-Carmel-Anderson.....	993.5	1,009.2	1,003.4	1,014.9	52.1	38.4	54.1	40.2	5.2	3.8	5.4	4.0
Kokomo.....	36.9	37.5	37.2	37.9	2.1	1.6	2.3	1.7	5.7	4.1	6.1	4.4
Lafayette-West Lafayette.....	106.9	108.1	109.1	109.3	5.0	3.9	5.2	4.1	4.7	3.6	4.8	3.7
Michigan City-La Porte.....	48.7	48.1	49.2	48.2	3.3	2.4	3.4	2.6	6.7	5.1	6.9	5.3
Muncie.....	54.5	54.4	54.9	55.1	3.5	2.5	3.6	2.7	6.3	4.6	6.6	4.9
South Bend-Mishawaka.....	153.0	152.3	154.8	153.7	9.1	6.4	9.2	6.7	6.0	4.2	5.9	4.4
Terre Haute.....	77.3	75.6	78.7	76.5	5.3	3.9	5.4	4.1	6.9	5.2	6.9	5.3
Iowa.....	1,705.2	1,698.5	1,718.7	1,708.9	68.9	56.3	66.4	54.2	4.0	3.3	3.9	3.2
Ames.....	58.3	58.6	59.1	59.4	1.6	1.3	1.6	1.2	2.8	2.2	2.6	2.1
Cedar Rapids.....	143.8	141.6	144.3	143.0	6.2	5.0	5.7	4.7	4.3	3.5	4.0	3.3
Des Moines-West Des Moines.....	336.3	341.5	340.3	342.8	13.1	10.6	13.5	10.2	3.9	3.1	4.0	3.0
Dubuque.....	55.2	54.8	56.3	55.4	2.1	1.7	1.9	1.7	3.8	3.2	3.4	3.0
Iowa City.....	96.5	96.1	97.4	97.7	3.0	2.4	2.8	2.3	3.1	2.5	2.8	2.3
Sioux City.....	93.7	93.2	94.6	93.3	3.9	3.0	3.8	2.9	4.1	3.2	4.0	3.1
Waterloo-Cedar Falls.....	92.7	91.4	94.0	92.1	4.0	3.5	3.9	3.3	4.3	3.8	4.2	3.6
Kansas.....	1,495.9	1,491.1	1,503.3	1,508.7	63.4	56.9	58.9	56.2	4.2	3.8	3.9	3.7
Lawrence.....	65.1	65.8	65.8	66.5	2.5	2.2	2.2	2.0	3.8	3.3	3.3	3.0
Manhattan.....	50.1	51.3	51.0	52.2	1.7	1.5	1.5	1.4	3.4	2.9	3.0	2.6
Topeka.....	121.1	120.2	121.6	121.9	5.3	4.5	5.0	4.5	4.4	3.8	4.1	3.7
Wichita.....	308.7	306.0	310.3	310.9	15.4	13.5	14.5	13.4	5.0	4.4	4.7	4.3
Kentucky.....	1,984.8	1,929.8	1,977.4	1,929.5	109.4	88.3	101.3	82.4	5.5	4.6	5.1	4.3
Bowling Green.....	78.0	75.5	77.5	75.3	3.8	3.0	3.6	2.8	4.9	4.0	4.6	3.7
Elizabethtown-Fort Knox.....	63.6	62.1	63.3	61.8	3.5	2.8	3.3	2.6	5.6	4.5	5.2	4.2
Lexington-Fayette.....	256.9	252.2	257.5	253.5	11.1	8.9	10.3	8.2	4.3	3.5	4.0	3.2
Louisville/Jefferson County.....	626.6	619.1	628.3	619.9	32.0	24.7	30.2	23.7	5.1	4.0	4.8	3.8
Owensboro.....	53.5	52.1	53.1	52.3	2.6	2.2	2.4	2.1	4.9	4.1	4.5	3.9
Louisiana.....	2,185.0	2,152.1	2,207.2	2,158.5	151.5	133.8	150.2	138.6	6.9	6.2	6.8	6.4
Alexandria.....	67.7	66.2	68.5	66.1	5.0	4.3	4.9	4.4	7.4	6.5	7.2	6.6
Baton Rouge.....	423.9	424.4	427.8	424.2	26.5	22.3	26.4	22.9	6.3	5.3	6.2	5.4
Hammond.....	55.2	54.6	55.6	54.3	4.4	3.8	4.3	3.8	8.0	6.9	7.7	7.0
Houma-Thibodaux.....	104.8	102.6	105.8	101.8	5.5	5.7	5.6	6.1	5.2	5.5	5.3	6.0
Lafayette.....	235.5	231.3	238.1	231.8	13.6	14.7	13.8	15.7	5.8	6.3	5.8	6.8
Lake Charles.....	100.0	102.2	101.9	103.5	6.4	5.4	6.2	5.5	6.4	5.3	6.1	5.3
Monroe.....	82.4	80.2	83.7	80.9	6.3	5.3	6.3	5.5	7.6	6.6	7.5	6.8
New Orleans-Metairie.....	603.3	592.1	611.5	597.1	42.6	35.9	41.9	36.9	7.1	6.1	6.9	6.2
Shreveport-Bossier City.....	197.9	193.3	200.2	194.1	15.3	13.3	15.1	13.9	7.7	6.9	7.6	7.2
Maine.....	696.4	682.2	698.4	683.8	34.1	25.1	34.0	24.4	4.9	3.7	4.9	3.6
Bangor.....	71.9	69.8	72.5	71.3	3.6	2.5	3.5	2.5	5.0	3.6	4.9	3.5
Lewiston-Auburn.....	55.8	54.6	56.6	54.6	2.7	2.0	2.7	1.9	4.8	3.6	4.8	3.5
Portland-South Portland.....	200.0	198.9	200.6	199.0	8.1	6.1	8.1	5.8	4.1	3.0	4.0	2.9
Maryland.....	3,107.1	3,137.1	3,117.1	3,174.7	172.8	156.6	169.4	163.7	5.6	5.0	5.4	5.2
Baltimore-Columbia-Towson.....	1,453.9	1,469.6	1,458.4	1,488.2	85.5	77.1	83.7	80.7	5.9	5.2	5.7	5.4
California-Lexington Park.....	53.6	54.4	53.7	54.8	2.8	2.6	2.7	2.7	5.2	4.8	5.0	5.0
Cumberland.....	44.7	44.6	44.9	45.1	3.0	2.7	2.9	2.7	6.6	6.1	6.3	6.0
Hagerstown-Martinsburg.....	127.8	127.3	128.5	127.7	7.1	6.4	6.9	6.3	5.6	5.0	5.4	4.9
Massachusetts.....	3,560.2	3,536.4	3,580.4	3,553.1	201.5	158.9	179.4	159.0	5.7	4.5	5.0	4.5
Barnstable Town.....	125.8	122.8	122.4	120.4	7.0	5.6	6.4	5.8	5.5	4.5	5.3	4.8
Boston-Cambridge-Nashua.....	2,608.5	2,597.6	2,628.5	2,613.7	136.2	107.6	121.7	107.3	5.2	4.1	4.6	4.1
Leominster-Gardner.....	76.1	74.8	76.5	75.4	5.1	4.0	4.5	4.0	6.8	5.4	5.9	5.4
New Bedford.....	83.3	82.5	83.9	82.9	6.7	5.4	5.9	5.4	8.0	6.5	7.1	6.5
Pittsfield.....	44.0	42.8	44.0	42.9	2.7	2.1	2.4	2.2	6.1	4.9	5.5	5.1
Springfield.....	364.3	361.8	368.1	365.5	24.3	19.1	21.9	18.9	6.7	5.3	6.0	5.2
Worcester.....	344.7	344.5	347.2	346.2	20.8	16.5	18.8	16.3	6.0	4.8	5.4	4.7
Michigan.....	4,744.7	4,739.9	4,763.6	4,760.2	314.3	223.5	299.0	239.6	6.6	4.7	6.3	5.0
Ann Arbor.....	184.6	183.6	189.0	188.5	8.4	6.1	7.7	6.4	4.6	3.3	4.1	3.4
Battle Creek.....	63.8	64.2	64.4	64.4	3.6	2.7	3.3	2.8	5.6	4.3	5.1	4.3
Bay City.....	52.6	52.2	53.0	52.8	3.1	2.3	2.8	2.3	5.9	4.5	5.3	4.4
Detroit-Warren-Dearborn.....	2,027.5	2,008.7	2,035.9	2,018.2	165.3	113.5	161.6	127.8	8.2	5.7	7.9	6.3
Flint.....	181.4	180.4	183.3	182.2	12.2	9.0	11.1	9.1	6.7	5.0	6.1	5.0
Grand Rapids-Wyoming.....	540.0	553.5	544.6	557.3	23.7	17.4	21.9	17.5	4.4	3.1	4.0	3.1
Jackson.....	71.8	72.1	72.2	72.0	4.2	3.2	3.9	3.2	5.9	4.4	5.4	4.5
Kalamazoo-Portage.....	162.4	163.7	162.9	164.8	8.6	6.3	7.9	6.4	5.3	3.9	4.9	3.9
Lansing-East Lansing.....	240.4	240.5	243.7	242.7	12.4	8.7	12.2	8.8	5.1	3.6	5.0	3.6
Midland.....	41.3	41.1	41.2	41.5	2.1	1.6	1.9	1.6	5.1	3.9	4.7	4.0
Monroe.....	74.8	75.5	75.5	76.5	4.0	2.8	3.6	3.5	1.4	3.4	3.8	4.1
Muskegon.....	76.4	76.9	76.4	76.7	4.9	3.7	4.5	3.7	6.4	4.8	5.9	4.8
Niles-Benton Harbor.....	73.2	73.6	72.7	73.9	4.2	3.2	3.8	3.2	5.7	4.3	5.2	4.3
Saginaw.....	88.3	88.5	89.0	89.0	5.6	4.1	5.1	4.1	6.3	4.6	5.7	4.6
Minnesota.....	2,969.5	2,987.3	2,976.8	3,001.1	102.9	95.8	88.5	89.8	3.5	3.2	3.0	3.0
Duluth.....	142.4	142.4	142.3	141.9	6.0	6.3	5.3	6.1	4.2	4.4	3.7	4.3
Mankato-North Mankato.....	58.2	57.9	60.0	59.2	1.7	1.5	1.4	1.4	2.8	2.6	2.3	2.4
Minneapolis-St. Paul-Bloomington.....	1,915.0	1,923.3	1,912.9	1,919.3	66.4	60.3	56.5	55.8	3.5	3.1	3.0	2.9
Rochester.....	116.5	116.0	116.6	116.4	3.4	3.1	3.0	2.9	2.9	2.7	2.6	2.5
St. Cloud.....	108.7	107.8	109.9	109.2	3.7	3.3	3.1	3.1	3.4	3.1	2.9	2.9
Mississippi.....	1,228.3	1,284.1	1,229.7	1,287.4	91.1	75.6	88.8	75.9	7.4	5.9	7.2	5.9
Gulfport-Biloxi-Pascagoula.....	158.3	163.1	158.3	164.9	11.6	9.8	11.4	10.0	7.3	6.0	7.2	6.1
Hattiesburg.....	63.0	65.8	63.8	66.2	4.1	3.6	4.0	3.6	6.5	5.4	6.3	5.4
Jackson.....	255.2	269.5	257.7	272.2	15.8	13.2	15.3	13.4	6.2	4.9	5.9	4.9

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State and area	Civilian labor force											
	Unemployed											
	Number				Percent of labor force							
	September		October		September		October		September		October	
2014	2015	2014	2015p	2014	2015	2014	2015p	2014	2015	2014	2015p	
Missouri.....	3,058.2	3,074.0	3,075.6	3,109.9	169.9	139.4	152.7	135.2	5.6	4.5	5.0	4.3
Cape Girardeau.....	48.8	47.9	49.8	48.7	2.5	2.1	2.3	2.0	5.2	4.4	4.5	4.2
Columbia.....	99.1	100.6	100.1	103.1	3.7	3.1	3.2	3.0	3.7	3.1	3.2	2.9
Jefferson City.....	75.8	75.6	76.6	76.6	3.5	2.9	3.1	2.6	4.7	3.8	4.0	3.5
Joplin.....	86.9	88.1	87.7	89.2	4.2	3.4	3.8	3.4	4.8	3.9	4.3	3.8
Kansas City.....	1,100.2	1,105.5	1,100.1	1,114.7	59.4	48.1	53.5	47.0	5.4	4.4	4.9	4.2
St. Joseph.....	65.7	64.5	66.3	65.6	3.2	2.7	2.9	2.7	4.9	4.2	4.4	4.1
St. Louis (2).....	1,451.0	1,462.2	1,458.7	1,477.5	82.3	67.9	76.3	67.9	5.7	4.6	5.2	4.6
Springfield.....	228.9	231.8	230.1	233.4	10.7	9.4	9.5	9.0	4.7	4.0	4.1	3.8
Montana.....	514.9	520.1	514.5	521.3	20.2	17.5	20.9	19.3	3.9	3.4	4.1	3.7
Billings.....	85.7	88.0	85.8	88.3	2.8	2.5	2.8	2.7	3.3	2.9	3.2	3.1
Great Falls.....	38.1	37.9	38.1	38.2	1.4	1.4	1.4	1.5	3.7	3.6	3.7	3.9
Missoula.....	60.6	61.9	60.3	61.9	2.2	1.9	2.2	2.1	3.7	3.0	3.7	3.4
Nebraska.....	1,013.4	997.8	1,021.9	1,010.1	29.7	26.2	28.4	26.7	2.9	2.6	2.8	2.6
Grand Island.....	45.3	43.8	45.1	43.2	1.4	1.2	1.4	1.2	3.0	2.8	3.0	2.9
Lincoln.....	178.6	177.6	180.5	181.1	4.7	3.9	4.4	4.1	2.6	2.2	2.4	2.3
Omaha-Council Bluffs.....	475.7	472.3	480.2	479.1	15.7	14.0	15.0	13.8	3.3	3.0	3.1	2.9
Nevada.....	1,397.1	1,428.7	1,397.2	1,430.0	101.8	94.3	97.9	88.9	7.3	6.6	7.0	6.2
Carson City.....	25.0	25.1	25.0	24.9	1.9	1.7	1.9	1.6	7.7	6.8	7.4	6.6
Las Vegas-Henderson-Paradise.....	1,019.7	1,049.3	1,022.5	1,052.2	75.6	70.8	72.8	66.4	7.4	6.7	7.1	6.3
Reno.....	225.3	230.5	225.2	230.3	15.4	13.5	14.8	12.9	6.9	5.9	6.6	5.6
New Hampshire.....	738.0	734.0	738.9	736.9	28.9	22.3	27.4	22.0	3.9	3.0	3.7	3.0
Dover-Durham.....	81.6	81.2	82.4	82.1	3.0	2.2	2.9	2.2	3.7	2.7	3.5	2.7
Manchester.....	114.2	114.3	114.8	115.3	4.4	3.4	4.2	3.4	3.9	3.0	3.6	3.0
Portsmouth.....	72.0	72.0	71.8	71.7	2.6	1.9	2.5	1.9	3.6	2.7	3.5	2.6
New Jersey.....	4,503.0	4,488.2	4,538.3	4,524.6	286.3	243.9	277.7	226.6	6.4	5.4	6.1	5.0
Atlantic City-Hammonton.....	133.7	130.0	132.3	128.2	13.7	10.4	13.6	9.9	10.2	8.0	10.2	7.7
Ocean City.....	51.8	51.6	46.9	46.2	4.3	3.6	4.8	4.1	8.3	7.1	10.3	8.8
Trenton.....	193.8	195.1	195.6	197.8	10.7	9.4	10.4	8.6	5.5	4.8	5.3	4.4
Vineland-Bridgeton.....	66.2	65.8	67.3	66.0	6.0	5.3	5.8	4.9	9.0	8.0	8.6	7.4
New Mexico.....	915.0	915.9	922.6	915.4	57.5	61.6	55.2	60.3	6.3	6.7	6.0	6.6
Albuquerque.....	411.0	414.8	413.5	413.4	25.6	26.4	24.6	25.8	6.2	6.4	5.9	6.2
Farmington.....	55.0	56.1	57.2	56.8	3.3	4.1	3.2	4.0	6.1	7.4	5.5	7.1
Las Cruces.....	93.0	91.7	93.8	91.3	6.2	6.7	5.9	6.6	6.7	7.3	6.3	7.2
Santa Fe.....	70.6	69.6	71.9	70.7	3.8	4.0	3.6	4.0	5.4	5.8	5.0	5.6
New York.....	9,498.3	9,614.4	9,571.8	9,686.7	548.4	462.9	542.7	440.3	5.8	4.8	5.7	4.5
Albany-Schenectady-Troy.....	440.9	446.8	446.0	451.7	20.9	19.7	19.9	18.4	4.7	4.4	4.5	4.1
Binghamton.....	110.8	110.2	112.0	110.8	6.6	6.1	6.3	5.8	6.0	5.5	5.6	5.2
Buffalo-Cheektowaga-Niagara Falls.....	545.5	554.7	549.2	556.2	31.5	29.2	29.8	26.9	5.8	5.3	5.4	4.8
Elmira.....	38.0	38.3	38.3	38.2	2.2	2.2	2.1	2.1	5.8	5.8	5.5	5.4
Glens Falls.....	60.4	61.1	60.4	61.0	3.2	2.8	3.1	2.7	5.3	4.6	5.1	4.4
Ithaca.....	54.9	54.5	56.3	55.3	2.2	2.1	2.2	2.0	4.1	3.9	3.9	3.6
Kingston.....	87.6	87.7	88.5	88.5	4.7	4.2	4.5	3.8	5.4	4.8	5.1	4.3
New York-Newark-Jersey City.....	9,875.6	9,957.0	9,959.9	10,046.5	589.6	487.6	584.4	462.4	6.0	4.9	5.9	4.6
Rochester.....	520.4	527.6	524.3	531.6	28.2	26.0	26.7	23.9	5.4	4.9	5.1	4.5
Syracuse.....	311.0	312.7	312.0	314.3	17.4	16.1	16.7	14.8	5.6	5.1	5.4	4.7
Utica-Rome.....	131.7	131.8	132.4	133.6	7.5	6.7	7.2	6.3	5.7	5.1	5.4	4.7
Watertown-Fort Drum.....	46.4	45.9	46.2	45.3	3.0	2.7	2.9	2.6	6.4	5.8	6.4	5.7
North Carolina.....	4,641.6	4,755.5	4,672.8	4,787.4	261.7	256.1	254.2	264.4	5.6	5.4	5.4	5.5
Asheville.....	212.2	218.6	215.5	219.3	9.4	9.3	9.0	9.6	4.4	4.2	4.2	4.4
Burlington.....	76.2	78.4	76.7	79.2	3.9	3.9	3.9	4.0	5.2	4.9	5.1	5.1
Charlotte-Concord-Gastonia.....	1,189.7	1,229.5	1,200.7	1,244.1	67.8	63.5	65.8	65.4	5.7	5.2	5.5	5.3
Durham-Chapel Hill.....	273.9	281.5	272.9	283.5	12.8	13.2	12.5	13.7	4.7	4.7	4.6	4.8
Fayetteville.....	143.6	145.0	144.3	145.5	10.4	10.2	10.1	10.6	7.2	7.1	7.0	7.3
Goldsboro.....	52.9	52.6	54.2	53.6	3.2	3.1	3.1	3.2	6.0	5.8	5.8	6.0
Greensboro-High Point.....	356.5	367.2	357.9	370.7	21.1	20.3	20.4	21.0	5.9	5.5	5.7	5.7
Greenville.....	86.6	87.6	86.3	88.1	5.0	5.1	4.9	5.2	5.8	5.8	5.6	5.9
Hickory-Lenoir-Morganton.....	166.3	166.8	167.5	167.4	9.8	9.0	9.4	9.2	5.9	5.4	5.6	5.5
Jacksonville.....	63.2	64.1	63.7	64.7	3.6	3.6	3.5	3.8	5.7	5.7	5.4	5.9
New Bern.....	50.3	50.3	50.8	50.6	3.1	2.9	3.0	3.0	6.2	5.9	6.0	6.0
Raleigh.....	629.5	649.5	633.8	651.3	29.0	29.5	28.2	30.7	4.6	4.5	4.4	4.7
Rocky Mount.....	65.9	65.4	67.6	67.6	5.2	5.2	5.2	5.2	7.8	7.9	7.6	7.7
Wilmington.....	135.2	138.2	135.1	137.4	7.2	7.2	7.0	7.3	5.4	5.2	5.2	5.3
Winston-Salem.....	311.5	321.6	313.8	322.4	16.9	16.4	16.3	16.8	5.4	5.1	5.2	5.2
North Dakota.....	419.3	409.5	420.1	411.0	9.1	9.0	8.8	8.3	2.2	2.2	2.1	2.0
Bismarck.....	65.8	65.7	66.2	66.3	1.5	1.3	1.4	1.2	2.2	2.0	2.1	1.8
Fargo.....	129.5	128.0	130.8	129.2	2.9	2.6	2.8	2.3	2.2	2.1	2.1	1.8
Grand Forks.....	54.5	54.1	55.4	55.4	1.5	1.3	1.3	1.1	2.7	2.3	2.3	1.9
Ohio.....	5,732.0	5,689.1	5,759.0	5,736.6	293.5	245.7	279.2	240.2	5.1	4.3	4.8	4.2
Akron.....	360.3	355.5	362.7	361.7	18.5	15.0	17.7	15.3	5.1	4.2	4.9	4.2
Canton-Massillon.....	202.4	200.0	203.2	202.3	10.1	9.4	9.8	9.5	5.0	4.7	4.8	4.7
Cincinnati.....	1,077.9	1,074.2	1,083.0	1,077.5	52.5	42.1	49.7	41.4	4.9	3.9	4.6	3.8
Cleveland-Elyria.....	1,046.8	1,037.9	1,044.7	1,034.8	58.2	50.4	55.0	43.6	5.6	4.9	5.3	4.2
Columbus.....	1,030.2	1,030.5	1,038.4	1,043.9	45.6	37.6	43.2	37.8	4.4	3.7	4.2	3.6
Dayton.....	381.7	378.1	384.9	382.8	20.0	16.0	19.1	15.9	5.2	4.2	5.0	4.2
Lima.....	48.5	48.7	48.8	49.4	2.5	2.0	2.3	2.0	5.1	4.1	4.7	4.0
Mansfield.....	54.4	53.4	54.7	54.1	3.1	2.5	3.0	2.6	5.7	4.7	5.4	4.8
Springfield.....	65.3	64.1	66.0	65.2	3.3	2.7	3.2	2.7	5.0	4.2	4.8	4.2
Toledo.....	301.3	296.9	301.3	299.8	16.2	12.8	15.1	12.9	5.4	4.3	5.0	4.3
Weirton-Steubenville (1).....	52.7	52.7	52.7	53.0	3.6	3.6	3.4	3.4	6.9	6.9	6.4	6.4

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State and area	Unemployed											
	Civilian labor force				Number				Percent of labor force			
	September		October		September		October		September		October	
	2014	2015	2014	2015p	2014	2015	2014	2015p	2014	2015	2014	2015p
Youngstown-Warren-Boardman.....	254.0	251.2	257.6	252.4	14.6	13.0	14.1	13.2	5.8	5.2	5.5	5.2
Oklahoma.....	1,783.1	1,841.8	1,795.6	1,856.5	74.6	76.8	74.3	77.3	4.2	4.2	4.1	4.2
Lawton.....	51.0	51.0	51.3	51.9	2.3	2.2	2.3	2.2	4.5	4.2	4.6	4.3
Oklahoma City.....	647.0	670.8	649.4	676.8	24.3	24.1	24.0	24.1	3.7	3.6	3.7	3.6
Tulsa.....	460.4	474.9	468.0	479.5	19.3	20.3	19.3	20.6	4.2	4.3	4.1	4.3
Oregon.....	1,957.5	1,968.1	1,967.6	1,981.6	122.8	111.0	126.3	106.1	6.3	5.6	6.4	5.4
Albany.....	54.3	53.6	54.8	54.5	4.1	3.8	4.3	3.7	7.5	7.1	7.8	6.7
Bend-Redmond.....	82.3	82.5	82.2	82.2	5.4	4.7	5.7	4.6	6.6	5.7	7.0	5.6
Corvallis.....	43.6	43.5	45.2	45.3	2.2	2.0	2.2	1.9	5.1	4.7	4.8	4.1
Eugene.....	168.6	168.1	171.7	172.0	11.1	10.3	11.5	9.8	6.6	6.1	6.7	5.7
Grants Pass.....	33.4	33.5	33.6	33.8	2.9	2.5	3.0	2.5	8.7	7.6	8.9	7.3
Medford.....	97.9	98.7	99.1	99.8	7.4	6.4	7.4	6.1	7.6	6.5	7.5	6.1
Portland-Vancouver-Hillsboro.....	1,204.4	1,214.7	1,212.7	1,225.5	71.2	63.4	72.8	60.8	5.9	5.2	6.0	5.0
Salem.....	188.4	188.2	188.5	188.7	12.3	11.1	12.7	10.7	6.5	5.9	6.7	5.7
Pennsylvania.....	6,347.5	6,399.0	6,369.4	6,414.3	322.3	310.5	310.9	294.3	5.1	4.9	4.9	4.6
Allentown-Bethlehem-Easton.....	423.9	424.4	426.2	424.5	22.8	21.1	22.2	19.7	5.4	5.0	5.2	4.6
Altoona.....	60.4	60.1	60.0	59.8	2.9	2.8	2.8	2.6	4.7	4.6	4.6	4.4
Bloomsburg-Berwick.....	43.1	43.4	43.6	43.0	2.1	2.0	1.9	1.8	4.8	4.6	4.4	4.3
Chambersburg-Waynesboro.....	75.5	75.8	76.3	76.6	3.5	3.4	3.3	3.4	4.6	4.5	4.4	4.4
East Stroudsburg.....	78.6	79.1	78.7	78.9	5.2	4.7	5.1	4.5	6.6	6.0	6.5	5.7
Erie.....	133.8	134.7	134.0	134.0	6.9	6.5	6.6	6.4	5.2	4.8	4.9	4.8
Gettysburg.....	54.9	54.8	55.5	55.8	2.1	2.0	2.0	1.8	3.8	3.6	3.6	3.3
Harrisburg-Carlisle.....	287.6	294.0	287.1	293.5	12.4	11.6	11.9	11.0	4.3	4.0	4.1	3.8
Johnstown.....	62.2	62.1	62.6	61.8	3.6	3.5	3.5	3.4	5.8	5.7	5.6	5.4
Lancaster.....	270.9	272.9	270.9	273.8	10.8	10.2	10.4	9.5	4.0	3.7	3.9	3.5
Lebanon.....	69.4	69.0	69.9	69.1	3.0	2.8	2.8	2.7	4.3	4.1	4.1	3.9
Philadelphia-Camden-Wilmington.....	3,011.9	3,024.7	3,029.7	3,046.8	172.1	156.2	165.1	148.3	5.7	5.2	5.5	4.9
Pittsburgh.....	1,202.7	1,219.8	1,207.4	1,222.0	58.4	59.2	56.1	56.2	4.9	4.9	4.6	4.6
Reading.....	209.4	211.1	211.0	212.3	10.2	9.5	9.7	8.9	4.9	4.5	4.6	4.2
Scranton-Wilkes-Barre-Hazleton.....	277.1	284.0	277.7	284.8	16.6	15.5	16.1	14.7	6.0	5.4	5.8	5.2
State College.....	78.2	77.6	80.0	79.2	2.8	2.7	2.6	2.5	3.6	3.5	3.3	3.2
Williamsport.....	61.0	60.4	61.3	60.3	3.1	3.5	3.0	3.3	5.1	5.8	5.0	5.5
York-Hanover.....	228.8	230.4	228.2	230.8	10.7	9.8	10.4	9.2	4.7	4.3	4.6	4.0
Rhode Island.....	552.8	553.5	550.9	553.1	37.9	26.3	35.7	25.7	6.9	4.8	6.5	4.7
Providence-Warwick.....	679.4	678.7	678.1	678.7	46.1	32.8	42.9	32.2	6.8	4.8	6.3	4.7
South Carolina.....	2,209.6	2,252.7	2,218.4	2,260.6	150.6	130.5	145.3	130.6	6.8	5.8	6.6	5.8
Charleston-North Charleston.....	350.1	357.7	352.3	357.7	20.8	18.3	20.0	17.8	5.9	5.1	5.7	5.0
Columbia.....	385.7	392.6	386.0	395.2	24.2	21.5	23.1	21.9	6.3	5.5	6.0	5.5
Florence.....	93.9	93.9	93.8	93.7	7.4	6.2	7.3	6.4	7.9	6.6	7.7	6.8
Greenville-Anderson-Mauldin.....	403.7	412.8	407.0	415.4	24.8	21.4	23.9	20.7	6.1	5.2	5.9	5.0
Hilton Head Island-Bluffton-Beaufort..	80.8	81.0	80.8	81.1	4.9	4.4	4.7	4.2	6.0	5.5	5.8	5.1
Myrtle Beach-Conway-North Myrtle Beach	182.1	186.4	180.3	182.8	12.6	11.6	12.7	12.0	6.9	6.2	7.0	6.5
Spartanburg.....	146.8	150.1	147.6	150.6	10.0	8.5	9.6	8.3	6.8	5.7	6.5	5.5
Sumter.....	43.8	43.8	44.0	44.0	3.4	3.0	3.3	3.0	7.8	6.9	7.4	6.9
South Dakota.....	446.0	450.6	449.9	453.0	13.0	13.4	12.8	11.1	2.9	3.0	2.9	2.5
Rapid City.....	71.5	72.1	71.8	71.9	2.1	2.3	2.1	1.9	2.9	3.1	2.9	2.6
Sioux Falls.....	140.7	143.8	142.7	146.2	3.5	3.6	3.4	3.0	2.5	2.5	2.4	2.0
Tennessee.....	2,996.0	3,037.4	3,002.1	3,055.6	196.2	174.3	189.1	164.3	6.5	5.7	6.3	5.4
Chattanooga.....	248.2	251.3	248.7	252.0	15.9	14.0	15.4	13.3	6.4	5.6	6.2	5.3
Clarksville.....	107.4	108.9	107.9	108.9	7.2	6.4	7.0	6.0	6.7	5.8	6.5	5.5
Cleveland.....	54.4	54.0	54.5	55.7	3.5	3.1	3.4	2.8	6.4	5.7	6.2	5.1
Jackson.....	60.4	61.1	60.6	61.6	4.1	3.7	4.0	3.5	6.8	6.1	6.7	5.7
Johnson City.....	87.6	89.1	87.9	89.5	6.0	5.5	5.7	5.1	6.8	6.2	6.4	5.7
Kingsport-Bristol-Bristol.....	138.1	138.7	138.1	139.3	8.9	7.7	8.3	7.4	6.4	5.5	6.0	5.3
Knoxville.....	396.6	405.7	398.5	407.8	24.0	21.4	23.2	20.0	6.0	5.3	5.8	4.9
Memphis.....	601.4	610.5	602.9	611.9	45.7	39.0	43.6	37.5	7.6	6.4	7.2	6.1
Morristown.....	48.6	49.5	49.1	50.2	3.5	3.1	3.4	2.9	7.2	6.3	6.9	5.7
Nashville-Davidson-Murfreesboro-Franklin	902.6	924.7	904.3	931.8	47.5	43.1	45.8	40.3	5.3	4.7	5.1	4.3
Texas.....	13,144.7	13,045.4	13,208.8	13,070.8	638.4	567.8	600.7	584.4	4.9	4.4	4.5	4.5
Abilene.....	76.8	75.5	77.1	75.3	3.2	2.9	3.0	2.9	4.2	3.8	3.9	3.9
Amarillo.....	131.2	129.2	132.3	129.2	4.7	4.0	4.4	4.1	3.6	3.1	3.3	3.2
Austin-Round Rock.....	1,054.8	1,053.2	1,059.4	1,057.6	43.1	34.4	40.5	35.4	4.1	3.3	3.8	3.3
Beaumont-Port Arthur.....	181.1	180.1	183.3	181.6	13.5	11.4	12.3	11.9	7.4	6.4	6.7	6.6
Brownsville-Harlingen.....	166.1	162.4	166.3	162.4	12.8	10.7	12.1	11.0	7.7	6.6	7.3	6.8
College Station-Bryan.....	120.5	118.1	121.8	119.2	4.7	4.1	4.4	4.2	3.9	3.5	3.6	3.5
Corpus Christi.....	212.9	211.5	214.3	212.3	10.5	10.6	10.4	11.1	4.9	5.0	4.8	5.2
Dallas-Fort Worth-Arlington.....	3,575.6	3,565.8	3,597.2	3,576.9	171.0	139.5	161.7	143.2	4.8	3.9	4.5	4.0
El Paso.....	347.2	340.2	348.1	340.8	21.8	17.4	20.5	17.9	6.3	5.1	5.9	5.3
Houston-The Woodlands-Sugar Land.....	3,272.5	3,233.0	3,288.7	3,242.6	154.6	149.4	145.0	154.1	4.7	4.6	4.4	4.8
Killeen-Temple.....	169.6	166.4	170.2	166.0	9.6	7.7	9.2	8.0	5.7	4.7	5.4	4.8
Laredo.....	112.0	111.4	112.2	111.5	5.4	5.1	5.0	5.4	4.8	4.6	4.5	4.8
Longview.....	105.7	104.5	106.5	105.1	4.8	5.1	4.6	5.3	4.6	4.9	4.3	5.0
Lubbock.....	154.2	153.3	155.1	152.6	5.8	5.1	5.5	5.2	3.8	3.4	3.5	3.4
McAllen-Edinburg-Mission.....	331.2	330.3	334.4	332.1	26.5	24.5	24.5	24.6	8.0	7.4	7.3	7.4
Midland.....	96.0	96.7	97.1	97.0	2.7	3.2	2.5	3.4	2.8	3.3	2.6	3.5
Odessa.....	84.6	86.2	85.1	86.1	2.7	3.8	2.5	4.1	3.2	4.5	3.0	4.7
San Angelo.....	55.8	54.9	56.1	55.1	2.1	2.2	2.0	2.3	3.8	4.0	3.6	4.2
San Antonio-New Braunfels.....	1,097.1	1,101.7	1,102.6	1,106.7	48.9	40.7	46.1	41.8	4.5	3.7	4.2	3.8
Sherman-Denison.....	60.7	59.4	61.0	59.7	2.8	2.3	2.7	2.4	4.7	3.9	4.4	4.0
Texarkana.....	64.5	63.1	64.6	63.0	3.7	3.1	3.6	3.1	5.8	4.9	5.5	4.9
Tyler.....	102.9	101.2	103.3	101.1	5.2	4.6	4.9	4.7	5.0	4.5	4.7	4.6
Victoria.....	50.3	50.5	50.5	50.6	2.0	2.1	1.8	2.2	4.0	4.2	3.6	4.4

Employment & Training Reporter

State and area	Unemployed											
	Civilian labor force											
					Number				Percent of labor force			
	September		October		September		October		September		October	
2014	2015	2014	2015p	2014	2015	2014	2015p	2014	2015	2014	2015p	
Waco.....	120.1	117.4	119.3	116.9	6.0	4.8	5.5	4.8	5.0	4.1	4.6	4.1
Wichita Falls.....	66.2	63.2	66.3	63.7	3.1	2.8	2.9	2.9	4.7	4.4	4.4	4.6
Utah.....	1,435.0	1,467.1	1,443.9	1,464.3	49.2	48.7	49.5	48.5	3.4	3.3	3.4	3.3
Logan.....	65.7	66.9	66.5	66.9	2.0	2.0	2.0	1.9	3.0	2.9	3.0	2.8
Ogden-Clearfield.....	300.3	306.5	302.5	306.5	10.8	10.6	11.0	10.5	3.6	3.5	3.6	3.4
Provo-Orem.....	263.1	274.9	265.2	273.8	8.3	8.3	8.3	8.1	3.2	3.0	3.1	3.0
St. George.....	62.0	61.8	62.3	62.2	2.4	2.3	2.4	2.3	3.8	3.7	3.9	3.7
Salt Lake City.....	607.5	620.6	611.7	619.8	20.6	19.4	20.5	19.4	3.4	3.1	3.4	3.1
Vermont.....	348.7	344.5	349.0	342.5	14.2	13.3	12.4	10.9	4.1	3.9	3.5	3.2
Burlington-South Burlington.....	124.8	126.9	125.1	126.7	4.2	4.0	3.7	3.2	3.4	3.2	3.0	2.5
Virginia.....	4,242.2	4,189.5	4,252.0	4,197.5	212.5	172.6	199.8	173.5	5.0	4.1	4.7	4.1
Blacksburg-Christiansburg-Radford.....	93.5	93.4	94.5	93.1	4.8	3.8	4.6	4.0	5.2	4.1	4.9	4.3
Charlottesville.....	116.2	115.0	117.9	116.7	5.1	4.1	4.8	4.2	4.4	3.6	4.1	3.6
Harrisonburg.....	64.8	64.4	65.3	64.2	3.2	2.6	3.2	2.7	5.0	4.0	4.9	4.1
Lynchburg.....	124.3	121.6	124.6	121.6	6.7	5.4	6.3	5.5	5.4	4.5	5.1	4.5
Richmond.....	652.1	637.8	655.8	645.2	34.8	28.3	32.6	28.2	5.3	4.4	5.0	4.4
Roanoke.....	161.1	156.4	161.3	156.7	8.1	6.4	7.5	6.4	5.0	4.1	4.7	4.1
Staunton-Waynesboro.....	58.8	57.5	58.9	57.0	2.8	2.3	2.6	2.3	4.7	4.0	4.4	4.1
Virginia Beach-Norfolk-Newport News...	841.3	829.4	838.6	827.9	46.1	37.9	43.5	38.6	5.5	4.6	5.2	4.7
Winchester.....	68.4	68.9	68.7	69.1	3.2	2.6	3.0	2.6	4.6	3.8	4.4	3.7
Washington.....	3,497.1	3,504.7	3,520.3	3,525.1	202.3	168.9	203.6	175.9	5.8	4.8	5.8	5.0
Bellingham.....	99.5	100.5	102.5	102.7	6.3	5.4	6.5	5.4	6.3	5.4	6.3	5.2
Bremerton-Silverdale.....	112.3	110.3	113.6	111.8	7.0	5.5	7.1	5.6	6.2	5.0	6.3	5.0
Kennewick-Richland.....	129.7	128.5	130.8	128.0	8.6	7.0	8.9	7.2	6.7	5.4	6.8	5.6
Longview.....	44.3	42.9	44.1	43.2	3.4	3.0	3.5	3.0	7.6	7.0	8.0	6.9
Mount Vernon-Anacortes.....	56.7	55.1	57.5	55.6	3.9	3.3	4.0	3.3	6.8	6.0	6.9	5.9
Olympia-Tumwater.....	122.5	121.0	124.3	123.1	7.9	6.5	8.0	6.5	6.4	5.4	6.4	5.3
Seattle-Tacoma-Bellevue.....	1,937.8	1,956.4	1,943.1	1,961.5	98.6	83.2	97.1	88.4	5.1	4.3	5.0	4.5
Spokane-Spokane Valley.....	244.4	242.7	248.8	247.8	16.5	14.0	16.8	14.1	6.8	5.8	6.8	5.7
Walla Walla.....	29.5	29.2	31.0	30.5	1.7	1.4	1.7	1.4	5.8	4.8	5.5	4.5
Wenatchee.....	63.9	63.8	64.0	64.1	3.3	2.7	3.4	2.9	5.1	4.2	5.3	4.6
Yakima.....	126.9	128.0	126.9	127.2	8.3	6.8	8.6	7.6	6.5	5.3	6.8	6.0
West Virginia.....	787.9	789.7	787.5	791.6	45.9	49.3	44.1	44.4	5.8	6.2	5.6	5.6
Beckley.....	47.7	47.9	47.3	47.7	3.2	3.4	3.2	3.1	6.6	7.1	6.8	6.6
Charleston.....	99.5	98.7	99.2	99.3	5.8	6.1	5.6	5.5	5.8	6.2	5.7	5.6
Huntington-Ashland.....	149.6	147.4	150.4	148.5	8.7	8.5	8.2	7.5	5.8	5.8	5.5	5.1
Morgantown.....	65.4	65.4	65.2	65.7	2.9	3.1	2.6	2.7	4.4	4.7	3.9	4.2
Parkersburg-Vienna.....	39.8	40.2	40.1	40.6	2.2	2.5	2.1	2.2	5.6	6.2	5.3	5.4
Wheeling.....	66.1	66.2	66.7	66.9	3.7	4.0	3.5	3.7	5.5	6.1	5.2	5.5
Wisconsin.....	3,098.8	3,077.2	3,109.4	3,100.5	146.4	112.4	141.1	112.4	4.7	3.7	4.5	3.6
Appleton.....	128.3	129.2	128.4	130.3	5.2	3.9	5.0	3.9	4.1	3.0	3.9	3.0
Eau Claire.....	91.3	91.2	92.0	92.0	3.7	2.9	3.5	2.9	4.0	3.2	3.8	3.2
Fond du Lac.....	57.6	57.2	58.0	57.6	2.5	1.8	2.4	1.8	4.3	3.1	4.1	3.1
Green Bay.....	169.7	171.5	172.0	171.8	7.4	5.6	7.1	5.6	4.3	3.3	4.1	3.3
Janesville-Beloit.....	83.6	83.7	83.9	83.8	4.5	3.5	4.3	3.5	5.3	4.2	5.2	4.1
La Crosse-Onalaska.....	76.8	76.0	77.2	77.0	2.8	2.3	2.6	2.4	3.6	3.1	3.4	3.1
Madison.....	372.9	375.0	375.4	379.4	13.0	10.3	12.4	10.2	3.5	2.8	3.3	2.7
Milwaukee-Waukesha-West Allis.....	827.2	815.5	830.0	823.8	44.7	33.9	43.5	34.2	5.4	4.2	5.2	4.2
Oshkosh-Neenah.....	91.7	91.7	92.4	92.7	4.3	3.1	4.1	3.1	4.7	3.4	4.5	3.4
Racine.....	99.4	97.4	99.7	97.8	5.9	4.5	5.7	4.5	5.9	4.7	5.7	4.6
Sheboygan.....	61.7	61.8	61.5	62.4	2.5	1.9	2.3	1.8	4.0	3.0	3.8	3.0
Wausau.....	72.9	72.6	73.2	73.3	3.2	2.3	3.0	2.3	4.3	3.2	4.1	3.2
Wyoming.....	306.5	307.3	306.5	307.3	11.7	10.7	11.9	11.8	3.8	3.5	3.9	3.9
Casper.....	43.0	42.6	43.2	43.2	1.7	1.9	1.7	2.0	3.8	4.4	3.8	4.7
Cheyenne.....	48.3	48.3	48.7	48.9	2.0	1.6	2.0	1.7	4.1	3.3	4.0	3.5
Puerto Rico.....	1,130.2	1,138.2	1,138.1	1,159.9	169.5	138.8	155.0	164.2	15.0	12.2	13.6	14.2
Aguadilla-Isabela.....	90.0	89.1	90.6	92.3	16.8	13.3	15.4	16.0	18.7	14.9	17.0	17.4
Arecibo.....	53.0	53.1	53.7	54.7	8.6	7.3	8.3	9.0	16.3	13.7	15.5	16.4
Guayama.....	22.7	22.0	22.5	22.6	5.3	4.1	4.8	4.9	23.2	18.6	21.4	21.8
Mayaguez.....	29.9	29.6	29.9	30.2	5.1	3.9	4.7	4.6	17.1	13.2	15.5	15.2
Ponce.....	100.4	100.3	100.0	102.4	19.1	16.5	17.4	19.6	19.0	16.5	17.4	19.1
San German.....	37.4	36.2	37.4	37.4	6.9	5.0	6.3	6.1	18.5	13.9	16.7	16.3
San Juan-Carolina-Caguas.....	750.4	761.9	756.5	770.6	96.4	79.7	88.0	93.5	12.9	10.5	11.6	12.1

1 For operational reasons, these interstate areas are listed under the state that accounts for the larger share of the population, which is different from the state that contains the first principal city.

2 The area boundary does not reflect the Office of Management and Budget delineation.

p = preliminary.

STATE EMPLOYMENT AND UNEMPLOYMENT — OCTOBER 2015

(Editor's Note: The data below were released by the Bureau of Labor Statistics on Nov. 20. See story p. 190)

Civilian labor force and unemployment by state and selected area, seasonally adjusted

(Numbers in thousands)

State and area	Civilian labor force				Unemployed							
					Number				Percent of labor force			
	Oct. 2014	Aug. 2015	Sept. 2015	Oct. 2015p	Oct. 2014	Aug. 2015	Sept. 2015	Oct. 2015p	Oct. 2014	Aug. 2015	Sept. 2015	Oct. 2015p
Alabama.....	2,129.9	2,146.2	2,140.0	2,141.8	132.7	132.0	129.3	127.2	6.2	6.2	6.0	5.9
Alaska.....	366.4	362.8	362.5	362.7	24.4	23.8	23.3	23.3	6.7	6.6	6.4	6.4
Arizona.....	3,106.9	3,141.1	3,144.4	3,148.2	206.0	196.8	197.0	193.0	6.6	6.3	6.3	6.1
Arkansas.....	1,306.6	1,338.5	1,337.3	1,337.2	75.5	72.2	69.8	68.5	5.8	5.4	5.2	5.1
California.....	18,883.8	19,035.8	19,004.6	18,993.6	1,366.2	1,164.0	1,121.2	1,094.7	7.2	6.1	5.9	5.8
Los Angeles-Long Beach- Glendale (1).....	5,045.8	5,055.8	5,030.0	5,002.2	405.4	348.7	327.0	306.3	8.0	6.9	6.5	6.1
Colorado.....	2,822.4	2,806.6	2,804.9	2,807.6	124.1	118.2	111.4	105.8	4.4	4.2	4.0	3.8
Connecticut.....	1,893.3	1,903.4	1,899.1	1,895.9	119.7	100.1	98.6	97.0	6.3	5.3	5.2	5.1
Delaware.....	454.9	463.4	464.0	466.0	24.6	22.5	22.9	23.6	5.4	4.8	4.9	5.1
District of Columbia.....	382.6	386.6	386.8	387.8	29.6	26.2	25.9	25.5	7.7	6.8	6.7	6.6
Florida.....	9,629.6	9,501.6	9,532.3	9,578.3	557.5	509.4	498.5	492.1	5.8	5.4	5.2	5.1
Miami-Miami Beach- Kendall (1).....	1,327.7	1,304.5	1,309.7	1,315.0	85.1	77.0	76.5	76.6	6.4	5.9	5.8	5.8
Georgia.....	4,742.4	4,732.1	4,728.9	4,736.3	321.8	276.8	272.1	269.0	6.8	5.8	5.8	5.7
Hawaii.....	670.5	673.2	675.1	677.2	27.6	23.8	23.2	22.5	4.1	3.5	3.4	3.3
Idaho.....	777.7	799.5	800.8	802.7	35.8	33.3	33.4	32.4	4.6	4.2	4.2	4.0
Illinois.....	6,513.4	6,492.7	6,499.2	6,518.9	411.4	362.9	352.7	353.4	6.3	5.6	5.4	5.4
Chicago-Naperville- Arlington Heights (1)	3,779.3	3,777.9	3,766.8	3,766.5	241.0	210.3	202.0	197.9	6.3	5.6	5.4	5.3
Indiana.....	3,247.0	3,265.1	3,268.5	3,272.7	189.5	149.1	145.4	144.0	5.8	4.6	4.4	4.4
Iowa.....	1,713.3	1,700.1	1,701.9	1,704.9	73.8	62.5	61.4	60.3	4.3	3.7	3.6	3.5
Kansas.....	1,502.2	1,476.0	1,481.5	1,491.6	63.7	67.4	64.5	61.8	4.2	4.6	4.4	4.1
Kentucky.....	1,976.3	1,941.7	1,930.6	1,929.1	111.6	100.5	97.1	93.8	5.6	5.2	5.0	4.9
Louisiana.....	2,188.8	2,180.8	2,164.7	2,152.9	154.0	130.6	128.9	132.4	7.0	6.0	6.0	6.2
Maine.....	695.3	689.2	685.4	681.7	38.7	31.1	30.2	29.1	5.6	4.5	4.4	4.3
Maryland.....	3,104.4	3,152.8	3,152.1	3,158.3	173.6	161.1	160.0	161.9	5.6	5.1	5.1	5.1
Massachusetts.....	3,578.2	3,591.7	3,569.6	3,560.9	196.0	167.7	163.1	164.0	5.5	4.7	4.6	4.6
Michigan.....	4,748.0	4,728.8	4,730.4	4,743.2	313.7	241.8	234.8	238.1	6.6	5.1	5.0	5.0
Detroit-Warren- Dearborn (2).....	2,019.0	1,994.3	1,994.6	1,996.2	160.2	111.1	109.0	113.0	7.9	5.6	5.5	5.7
Minnesota.....	2,975.3	3,003.5	2,996.0	2,997.5	109.1	118.9	114.4	111.0	3.7	4.0	3.8	3.7
Mississippi.....	1,221.2	1,267.7	1,272.7	1,278.6	88.6	79.6	77.2	75.0	7.3	6.3	6.1	5.9
Missouri.....	3,074.4	3,057.7	3,057.8	3,073.8	170.0	171.4	161.3	153.7	5.5	5.6	5.3	5.0
Montana.....	516.2	524.9	524.5	524.5	23.7	21.7	21.5	21.5	4.6	4.2	4.1	4.1
Nebraska.....	1,021.5	1,006.7	1,007.5	1,009.7	31.9	28.7	29.1	29.5	3.1	2.8	2.9	2.9
Nevada.....	1,396.8	1,428.1	1,429.5	1,431.3	100.8	96.9	95.7	94.0	7.2	6.8	6.7	6.6
New Hampshire.....	740.8	747.3	743.6	741.0	30.2	26.8	25.3	24.4	4.1	3.6	3.4	3.3
New Jersey.....	4,534.4	4,527.6	4,518.2	4,522.9	288.5	257.9	251.4	243.6	6.4	5.7	5.6	5.4
New Mexico.....	916.6	926.3	923.5	918.6	56.8	61.8	62.5	62.4	6.2	6.7	6.8	6.8
New York.....	9,536.8	9,628.5	9,617.3	9,632.9	562.1	501.7	486.1	466.1	5.9	5.2	5.1	4.8
New York City.....	4,126.0	4,180.8	4,169.0	4,167.4	272.3	226.3	214.7	200.9	6.6	5.4	5.2	4.8
North Carolina.....	4,626.2	4,753.4	4,753.1	4,762.0	262.1	280.7	275.7	273.6	5.7	5.9	5.8	5.7
North Dakota.....	420.4	411.2	409.9	409.8	11.6	11.8	11.5	11.3	2.8	2.9	2.8	2.8
Ohio.....	5,729.7	5,702.7	5,695.0	5,701.6	300.2	265.1	254.4	248.7	5.2	4.6	4.5	4.4
Cleveland-Elyria (2).....	1,047.5	1,045.3	1,041.5	1,039.0	60.3	55.0	52.4	49.0	5.8	5.3	5.0	4.7
Oklahoma.....	1,780.7	1,843.0	1,837.4	1,839.5	72.7	83.9	81.0	78.2	4.1	4.6	4.4	4.3
Oregon.....	1,957.9	1,934.4	1,946.4	1,959.7	133.7	117.5	120.1	117.7	6.8	6.1	6.2	6.0
Pennsylvania.....	6,353.1	6,415.5	6,409.5	6,415.2	328.2	344.0	338.7	330.1	5.2	5.4	5.3	5.1
Rhode Island.....	550.9	560.0	558.5	556.8	38.8	31.7	30.4	29.4	7.0	5.7	5.4	5.3
South Carolina.....	2,208.5	2,249.3	2,250.0	2,255.5	145.7	135.1	129.0	126.6	6.6	6.0	5.7	5.6
South Dakota.....	448.8	455.6	454.9	454.2	14.8	16.6	15.9	14.7	3.3	3.7	3.5	3.2
Tennessee.....	2,983.9	3,055.3	3,043.0	3,044.8	197.5	173.6	173.2	169.6	6.6	5.7	5.7	5.6
Texas.....	13,147.7	13,012.4	13,010.0	13,036.2	619.6	538.0	544.7	570.1	4.7	4.1	4.2	4.4
Utah.....	1,437.7	1,468.5	1,468.4	1,467.1	52.4	53.8	53.4	52.3	3.6	3.7	3.6	3.6
Vermont.....	348.8	348.6	347.2	345.2	14.5	12.5	12.7	12.8	4.2	3.6	3.7	3.7
Virginia.....	4,234.9	4,233.6	4,223.1	4,218.5	207.0	192.0	182.1	177.6	4.9	4.5	4.3	4.2
Washington.....	3,510.6	3,531.2	3,525.7	3,524.5	220.3	185.8	184.2	183.4	6.3	5.3	5.2	5.2
Seattle-Bellevue- Everett (1).....	1,560.1	1,582.6	1,583.6	1,585.2	71.7	56.5	57.7	61.0	4.6	3.6	3.6	3.8
West Virginia.....	780.3	787.2	788.1	787.8	47.8	59.8	57.8	54.3	6.1	7.6	7.3	6.9
Wisconsin.....	3,108.0	3,071.9	3,075.3	3,086.7	163.6	137.4	133.5	131.4	5.3	4.5	4.3	4.3
Wyoming.....	306.6	310.5	309.9	309.1	13.3	12.6	12.4	12.5	4.3	4.0	4.0	4.0
Puerto Rico.....	1,138.7	1,126.1	1,132.5	1,145.5	158.0	130.2	129.4	141.5	13.9	11.6	11.4	12.4

1 Metropolitan division.
 2 Metropolitan statistical area.
 p = preliminary.
 NOTE: Data refer to place of residence.