Economic Growth Region 7

Statistical Data Report for January 2015, Released March 2015

Regional and State Unemployment (seasonally adjusted)

Regional and state unemployment rates were little changed in January. Twenty-four states had unemployment rate decreases from December, eight states had increases, and 18 states and the District of Columbia had no change, the U.S. Bureau of Labor Statistics reported. Forty-five states and the District of Columbia had unemployment rate decreases from a year earlier, three states had increases, and two states had no change. The national jobless rate was little changed from December at 5.7 percent but was 0.9 percentage point lower than in January 2014.

North Dakota had the lowest jobless rate in January, 2.8 percent. Mississippi and Nevada had the highest unemployment rates among the states, 7.1 percent each. The District of Columbia had a rate of 7.7 percent. In total, 21 states had unemployment rates significantly lower than the U.S. figure of 5.7 percent, 10 states and the District of Columbia had measurably higher rates, and 19 states had rates that were not noticeably different from that of the nation.

January 2015 Labor Force Estimates (not seasonally adjusted)

Area	Labor Force	Employed	Unemployed	Jan 2015 Rate	Dec 2014 Rate	Jan 2014 Rate
U.S.	156,050,000	146,552,000	9,498,000	6.1%	5.4%	7.0%
IN	3,253,870	3,035,413	218,457	6.7%	5.7%	6.6%
EGR 7	101,374	92,993	8,381	8.3%	7.0%	8.3%
Terre Haute MSA	77,856	71,263	6,593	8.5%	7.2%	8.5%
Clay Co.	12,511	11,557	954	7.6%	6.5%	7.7%
Parke Co.	7,006	6,426	580	8.3%	6.6%	8.0%
Putnam Co.	16,512	15,304	1,208	7.3%	5.9%	7.4%
Sullivan Co.	8,753	8,041	712	8.1%	7.1%	8.1%
Vermillion Co.	7,336	6,624	712	9.7%	8.0%	10.4%
Vigo Co.	49,256	45,041	4,215	8.6%	7.3%	8.4%
Terre Haute	25,719	23,416	2,303	9.0%	7.9%	8.6%

State Release Date: 3/17/2015
Source: Indiana Dept of Workforce Development, Research and Analysis, Local Area Unemployment Statistics
Notes: The data displayed are presented as estimates only. The most recent month's data are always preliminary and are revised when the next month's data are released.

Economic Growth Region (EGR) 7

Clay, Parke, Putnam, Sullivan, Vermillion and Vigo Counties.

Unemployment Rate by State - January 2015
(seasonally adjusted)

U.S. - 5.7%
Illinois - 6.1%
Indiana - 6.0%
Kentucky - 5.5%
Michigan - 6.3%
Ohio - 5.1%

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

Unemployment Rate by County - January 2015
(high to low)

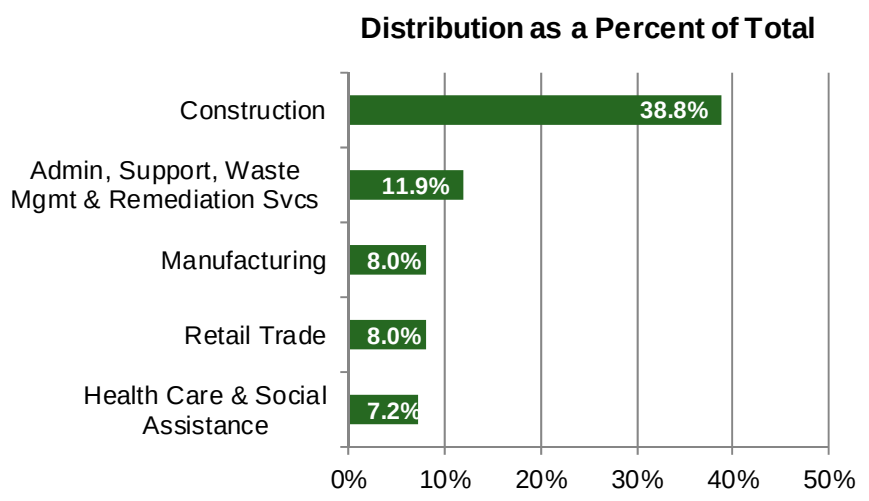
1	Vermillion	9.7%
10	Vigo	8.6%
15	Parke	8.3%
17	Sullivan	8.1%
26	Clay	7.6%
32	Putnam	7.3%

Source: Indiana Dept. of Workforce Development, Research and Analysis, Local Area Unemployment Statistics

Consumer Price Index (CPI-U Change), Unadjusted Percent Change to Jan 2015 from:				
CPI Item	Jan-14	Dec-14	Jan-14	Dec-14
	Midwest Region*		U.S. City	
All Items	***-0.3%***	***-0.6%***	***-0.1%***	***-0.5%***
Food & Beverages	3.1%	0.2%	3.1%	0.2%
Housing	1.9%	0.3%	2.3%	0.4%
Apparel	-1.4%	-2.2%	-1.4%	-1.1%
Transportation	-11.8%	-5.2%	-10.6%	-4.5%
Medical Care	3.4%	0.7%	2.6%	0.3%
Recreation	1.0%	0.8%	0.0%	0.4%
Education & Communication	1.1%	0.1%	0.4%	0.1%
Other Goods & Services	1.3%	0.9%	1.8%	0.5%

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

Percentage of Unemployment Claims for Top Five Region 7 Industries, January 2015



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

WARN Notices

There are no WARN notices for January 2015 in EGR 7.

For information on WARN Act requirements, you may go to the U.S. Department of Labor Employment Training Administration Fact Sheet: http://www.doleta.gov/programs/factsht/warn.htm

Unemployment Claims, January 2015

Economic Growth Region (EGR) 7

Initial Claims
Jan 3rd - **297**
Jan 10th - **445**
Jan 17th - **276**
Jan 24th - **178**
Jan 31st - **157**[D]

Continued Claims
Jan 3rd - **1,569**
Jan 10th - **1,620**
Jan 17th - **1,655**
Jan 24th - **1,621**
Jan 31st - **1,624**

Total Claims*
Jan 3rd - **1,866**
Jan 10th - **2,065**
Jan 17th - **1,931**
Jan 24th - **1,799**
Jan 31st - **1,781**

D' indicates item is affected by non-disclosure issues relating to industry or ownership status.

State of Indiana

Initial Claims
Jan 3rd - **7,158**
Jan 10th - **13,105**
Jan 17th - **6,414**
Jan 24th - **4,323**
Jan 31st - **4,572**

Continued Claims
Jan 3rd - **35,824**
Jan 10th - **41,163**
Jan 17th - **38,428**
Jan 24th - **37,158**
Jan 31st - **36,839**

Total Claims*
Jan 3rd - **42,982**
Jan 10th - **54,268**
Jan 17th - **44,842**
Jan 24th - **41,481**
Jan 31st - **41,411**

*Total claims include EUC (Emergency Unemployment Compensation) and EB (State Extended Benefits).

Source: Indiana Dept. of Workforce Development, Research and Analysis

Terre Haute MSA

Wage and Salaried Employment, January 2015				Number Change	Percent Change	Number Change	Percent Change
Industry	**Jan-15**	**Dec-14**	**Jan-14**	**Dec-14 to Jan-15**		**Jan-14 to Jan-15**	
Total Nonfarm Employment	***69,300***	***71,500***	***68,500***	***-2,200***	***-3.1%***	***800***	***1.2%***
Total Private Employment	*56,900*	*58,500*	*56,200*	*-1,600*	*-2.7%*	*700*	*1.3%*
Goods Producing	***14,500***	***15,000***	***14,600***	***-500***	***-3.3%***	***-100***	***-0.7%***
---Mining, Logging, Construction	3,800	4,100	3,400	-300	-7.3%	400	11.8%
---Manufacturing	10,700	10,900	11,200	-200	-1.8%	-500	-4.5%
Service Providing	***54,800***	***56,500***	***53,900***	***-1,700***	***-3.0%***	***900***	***1.7%***
Private Service Providing	*42,400*	*43,500*	*41,600*	*-1,100*	*-2.5%*	*800*	*1.9%*
---Trade, Transp, & Utilities	12,700	13,400	12,500	-700	-5.2%	200	1.6%
Wholesale Trade	1,700	1,700	1,600	0	0.0%	100	6.3%
Retail Trade	8,600	9,200	8,500	-600	-6.5%	100	1.2%
Transp/Warehousing/Utils	2,400	2,500	2,400	-100	-4.0%	0	0.0%
---Information	700	700	700	0	0.0%	0	0.0%
---Financial Activities	2,500	2,500	2,500	0	0.0%	0	0.0%
---Professional & Business	5,400	5,400	5,600	0	0.0%	-200	-3.6%
---Education and Health Svcs	11,400	11,400	11,000	0	0.0%	400	3.6%
---Leisure and Hospitality	7,000	7,300	6,700	-300	-4.1%	300	4.5%
---Other Services	2,700	2,800	2,600	-100	-3.6%	100	3.9%
Government	***12,400***	***13,000***	***12,300***	***-600***	***-4.6%***	***100***	***0.8%***
---Federal Government	1,300	1,300	1,200	0	0.0%	100	8.3%
---State Government	4,400	4,800	4,300	-400	-8.3%	100	2.3%
---Local Government	6,700	6,900	6,800	-200	-2.9%	-100	-1.5%
Local Govt Educ Svcs	3,600	3,600	3,700	0	0.0%	-100	-2.7%

Source: Indiana Dept of Workforce Development, Research and Analysis, Current Employment Statistics

Terre Haute MSA includes: Clay, Sullivan, Vermillion and Vigo counties

Applicant Pool Region 7

Top 20 Occupations Desired by Applicants on Their Resumes in the Past 12 Months

1	Customer Service Representatives	204
2	Production Workers, All Other	176
3	Assemblers and Fabricators, All Other	140
4	Cashiers	134
5	Office Clerks, General	128
6	Administrative Services Managers	124
7	Nursing Assistants	113
8	Laborers and Freight, Stock, and Material Movers, Hand	107
9	Helpers--Production Workers	96
10	Managers, All Other	91
11	Receptionists and Information	69
12	Executive Secretaries and Executive Administrative	64
13	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	62
14	Stock Clerks- Stockroom, Warehouse, or Storage Yard	62
15	Bookkeeping, Accounting, and Auditing Clerks	61
16	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	61
17	Construction Laborers	54
18	Office and Administrative Support Workers, All Other	53
19	Maintenance and Repair Workers, General	51
20	Welders, Cutters, and Welder Fitters	50

Source: Indiana Dept of Workforce Development, Indiana Career Connect

Official Career Site of the State of Indiana
IndianaCAREERconnect.com
Starts Here

The Coffee Shop that Canned the Tip Jar

(Excerpted from the Department of Labor (DOL) News Brief - 2/21/2015)

The following guest blog post is authored by Andrew & Amanda Kopplin, owners of Kopplin's Coffee in St. Paul, Minnesota

Opened in 2006, Kopplin's Coffee is a unique family-run gathering place in St. Paul, Minnesota, where both neighbors and coffee aficionados feel at home. It was opened by Andrew Kopplin in 2006 and joined by co-owner (and spouse) Amanda Kopplin in 2010. Together, we made a choice not to grow in the the traditional model of multiple locations or brand expansion. Rather, we strive for organic growth that comes from the contributions of an established community interacting and sharing ideas. This choice has led us to move the shop to a larger location in 2011, begin roasting our own beans exclusively in 2013, implement our "Power of Change" program donating local goods to local charities in 2014, and *eliminate tipping to pay our employees a livable wage in 2015*.

Originally the idea to move away from gratuity-driven service was born out of a "problem" at the shop. Our employees were competing for high-visibility roles and shifts that were more likely to reward them in the form of high tips. In doing so, they were undervaluing other important work (and sometimes their coworkers). As working owners, we were aware of this growing divide in terms of both work and take-home pay. It wasn't the atmosphere we wanted in our shop, and it wasn't moving us towards the financial stability we sought for ourselves, our business, and our employees. We struggled with this issue until we heard about a possible solution in an NPR program: eliminate tips, raise prices, and compensate employees fairly.

First came planning. It wasn't a simple plan. We didn't have any models (to our knowledge) in the coffee industry. We spent a few months running numbers and putting out "feelers" through conversations with employees and a few customers. We learned surprising facts early on: the living wage in St. Paul for an individual is $9.69 an hour (below what we hoped to pay), tips were more inequitable than anticipated (some shifts earned as little as $0.50, others as much as $40), and prices would only increase roughly 20 percent to accomplish our target payroll. For some customers this meant they would pay *less* at the new prices than they had been for a coffee and a buck in the tip jar.

Next came implementation: We logged hours with our graphic designer creating an updated website, a handout card directing people to information about the changes, and a redesigned menu to highlight the straightforward prices (including both sales tax and gratuity). We presented the whole plan with draft communications to our employees at a meeting in early December 2014. Our employees' response was even better than anticipated. The new base wage of $12.50/hour (somewhat modeled on the NYC $15/hour initiative adjusted for Midwest cost of living) was well-received. They were excited about a stable and equitable pay scale based on skills and hours rather than a tip-based model based on, essentially, popularity and foot traffic. Andrew and our manager, Samantha, met with each employee to ensure that concerns not voiced at the meeting could be addressed. Instead of complaints during private meetings, our employees brought ideas to the table, such as the suggestion for "alternative gratuity" outlets where patrons could leave notes of gratitude or thoughts/images of their experiences at the shop.

After talking with the employees, we we went to customers, setting up two focus group meetings with regular customers. They also supported the plan and contributed new ideas, helping us write a communication letter to hand out at the counter and post on our website explaining the vision behind the new pricing – effective Jan. 1, 2015 – and how it relates to our business philosophy. We began handing out these letters at the end of December, informing customers about the changes effective January 1, 2015. Our New Year's Eve celebration was changing out prices in our Point of Sale system, redoing signage, putting out new menus, then drinking a quick toast for luck on the morning to come.

And now we're in the thick of things. So far, the response from the Kopplin's community has affirmed our choices. The biggest complaint has been from customers who still want to tip. We've had to make a "forced tip" envelop to donate these contributions to charity. We expected some minor local media coverage and sent a fairly standard press release to the local food writers, but the depth and extent of the attention has been a little shocking. In the midst of our basement spreadsheet sessions we didn't expect to end up here.

We're still working out how the numbers fall and where we'll end up in 2015, but really the whole process has alleviated our doubts. With so much positive energy behind us, we know that we're headed in the right direction to support our vision: Kopplin's connects growers, makers, and community. We center our philosophy around these three constituents. They drive our menu selections and each aspect of our café to create a warm and valuable experience of good taste.

We invite you to read more on our website and to stop in for a cup and conversation with us if you're in the neighborhood.

Frequently Listed Jobs Region 7

Top 20 Job listings by number of openings for January 2015

1. Inspectors, Testers, Sorters, Samplers, and Weighers
2. Cooks, Restaurant
3. Community Health Workers
4. Registered Nurses
5. Nursing Assistants
6. Therapists, All Other
7. Licensed Practical and Licensed Vocational Nurses
8. Education, Training, and Library Workers, All Other
9. Insurance Sales Agents
10. Meter Readers, Utilities
11. Personal Care Aides
12. Helpers--Production Workers
13. Computer-Controlled Machine Tool Operators, Metal and Plastic
14. First-Line Supervisors of Food Preparation and Serving Workers
15. Light Truck or Delivery Services Drivers
16. Massage Therapists
17. Production Workers, All Other
18. First-Line Supervisors of Office and Administrative Support Workers
19. Healthcare Practitioners and Technical Workers, All Other
20. Medical Assistants

Source: Indiana Dept of Workforce Development, Indiana Career Connect

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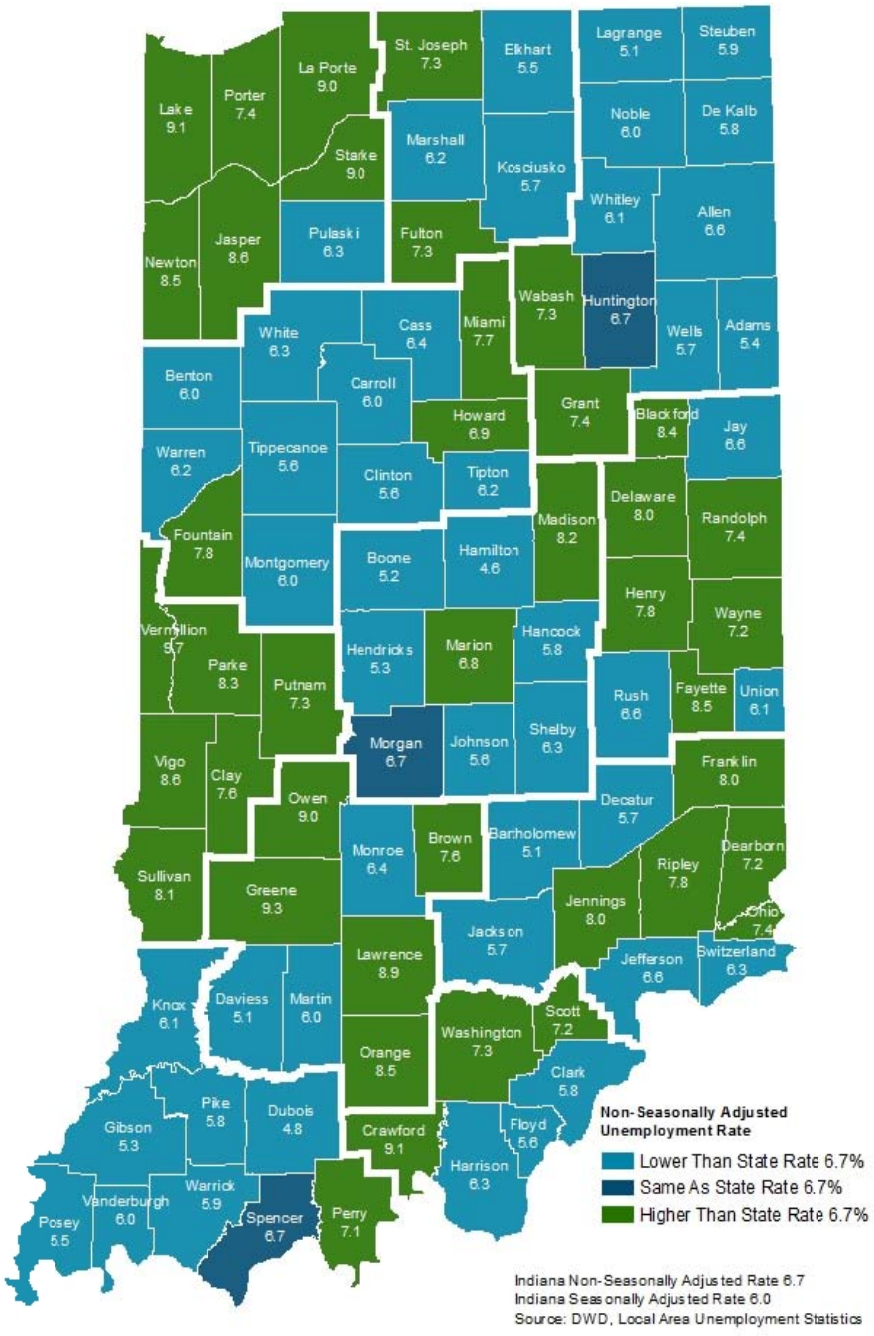
IndianaCAREERconnect.com
a better career Starts Here

County Unemployment Rates
January 2015



INDIANA WORKFORCE DEVELOPMENT
AND ITS WorkOne CENTERS

Questions?

Please contact the DWD Research & Analysis representative listed below:

Kim Stevenson
kstevenson@dwd.in.gov

30 North 8th Street
Terre Haute, Indiana 47807

(812) 242-6427 *Desk*
(812) 234-1950 *Fax*