

# Using Labor Market Data to Promote Your NIDILRR-Funded Work to Business

**Presenter: Amy Rumrill**  
**Moderator: Kathleen Murphy**

**April 9, 2026**

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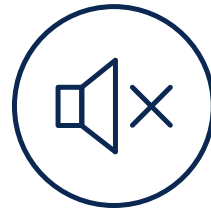
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**ACKNOWLEDGE SPEAKER**



**MAXIMIZE MICROPHONES**



**MINIMIZE NOISE**



**MAXIMIZE VISUAL DISPLAYS**

These guidelines are intended to improve the meeting experience for virtual participants, as well as people with hearing loss, visual impairment, and those for whom English is an additional language. Developed by the Access AIR and AIR CREW Employee Resource Groups.

# Agenda

1. Welcome and housekeeping
2. Introduction to presenter Amy Rumrill, PAR Workforce Enterprises, LLC
3. Overview of presentation objectives
4. Presentation content focused on O-NET and U.S. Bureau of Labor Statistics data relevant to giving context to NIDILRR-funded project work
5. Discussion

# Meet the Presenter

**Amy Rumrill, MEd, CRC**, is a project manager with the Wisconsin Center for Education Research at the University of Wisconsin–Madison. In this capacity, she developed and is implementing, in collaboration with Mississippi State University, a statewide workforce development intervention for Mississippi residents with Long COVID syndrome.

Amy is also the president and principal owner of PAR Workforce Enterprises, LLC, a contract research and vocational rehabilitation consulting firm. She has worked in rehabilitation counseling for 25 years, providing direct services, program development, and clinical supervision to promote quality employment opportunities for people with various disabilities in both the public and private sectors.



# Our Objectives Today

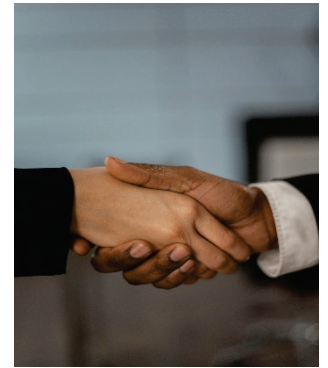


Source. Icon0.com/Pexels-iconto-226575(2).jpg

1. To become familiar with two important sources of publicly available labor market data that can be used to support employment research
2. To understand specific variables in these data sources that are relevant to your particular projects
3. To build knowledge about how to package labor market data in marketing your NIDILRR-funded work to business-oriented audiences

# A Few Preliminary Words About Employer Engagement

- A full employment economy influences business readiness.
- The labor market has changed dramatically since 2020.
- There is a nationwide shortage of available workers.
- The “Great Resignation” and the “Graying of America” have resulted in fewer working-age people who support the economy.
- In Kentucky, there are two job openings for every job applicant.
- Employers recognize the need to recruit and retain workers with disabilities and other historically marginalized workers.
- There is decreased employer resistance to workplace accommodations.
- The Department of Labor, the Rehabilitation Services Administration, and the National Institute on Disability, Independent Living, and Rehabilitation Research continue to invest in the employment of people with disabilities.
- Persistent joblessness and underemployment in the disability community require continued effort to strengthen demand-side employer engagement strategies.



Source. Katrin Bolovtsova/Pexels.

# Why Are Labor Market Data Important to Our Work?

To help employers, policymakers, and workforce development agencies:

1. Identify human resource needs
2. Plan recruitment strategies
3. Plan workforce investments
4. Allocate resources for economic development
5. Plan for regional labor needs
6. Fill labor shortages



Source. Anna Nekrashevich/Pexels.

# Strategies for Packaging Labor Market Data in Your Employer Engagement Efforts

1. Combine labor market data with the results of your research projects.
2. Tailor your presentation to the businesses' needs and preferences.
3. Use visuals (e.g., charts, graphics).
4. Connect the data to the businesses' goals (e.g., competitive positioning, revenue, performance indicators).
5. Prepare for questions: Have backup data ready to address questions.
6. Provide actionable steps: Offer recommendations, timelines, and measurable outcomes to guide stakeholders.

# Two Publicly Available Sources of Labor Market Data

- Occupational Information Network (O\*NET)
- U.S. Bureau of Labor Statistics (BLS)

# Occupational Information Network (O\*NET)

- [O\\*NET Online](#)
- Developed by the U.S. Department of Labor
- Available online and free of charge
- Produces a variety of reports that include characteristics and requirements of selected jobs, current wage data for given states and localities, and occupational outlook information concerning the demand for workers in those occupations
- Combines with the O\*NET Interest Profiler to help pinpoint high-demand, high-quality jobs consistent with a job seeker's specific interests and goals

# Key Uses of O\*NET

- As a labor market information tool, O\*NET can be used to:
  - Search occupations based on trending needs, industry, geographic area, and types of jobs
  - Learn about the essential functions and other duties associated with various types of jobs
  - Determine an individual's career interests.
  - Obtain summary reports listing the characteristics and requirements of jobs
  - Link to other helpful resources

# O\*NET Logic and Variables

- Unit of measure is a job title or occupation
- Detailed descriptions of more than 900 occupations with extensive information
- Most comprehensive source for analyzing jobs and the workforce characteristics of any given job (labor market analysis)

# O\*NET Logic and Variables (continued)

- For each occupation, O\*NET reports on the following variables:
  - Occupation-specific information
    - Tasks
    - Technology skills
  - Occupational requirements
    - Work activities
    - Detailed activities
    - Work context
  - Experience requirements
    - Job zone
    - Training and credentials
    - Apprenticeship opportunities

# O\*NET Logic and Variables (continued)

- Worker requirements
  - Skills
  - Knowledge
  - Education
- Worker characteristics
  - Abilities
  - Interests
  - Work styles
- Workforce characteristics (labor market analysis)
  - Wages and employment trends
  - Job openings on the web

# Logic and Variables: More Information

- More information
  - Related occupations
  - Professional associations

# What Can Employers Do With O\*NET?

- **Job Analysis and Recruitment:** Create accurate and detailed job descriptions by identifying the tasks, skills, knowledge, and abilities required for specific roles.
- **Workforce Development and Training:** Support skill gap analysis by comparing skills of current employees with those required for their roles, which can help employers design training programs.
- **Strategic Planning and Policy:** Identify skills needed for future roles and leadership transitions, job outlooks, and wages.
- **Employee Engagement and Career Exploration:** The Interest Profiler helps employees explore career options within the organization to align interests with potential roles.
- **Integration With Workforce Systems:** O\*NET data are in job banks and human resources systems and support data-driven decisions.

# What Can You Do With O\*NET to Support Your Employer Engagement Activities?

- Explain the content of O\*NET (e.g., aspects of jobs), so employers know what skills and knowledge are required for positions.
- Help them understand how their work and personnel needs correspond with local, state, and national labor markets.
- Help them identify competitors for high-quality workers.
- Help them determine whether wages and working conditions in their organizations are compatible with prevailing standards.
- Analyze jobs and help them prepare functional job descriptions.
- Present findings of your research and direct service activities within the context of current labor market trends.

# O\*NET in Action: Occupation-Specific Information

Occupation description results for Receptionists and Information Clerks in closer detail: Occupation-Specific Information Tasks

Contents ▾

## Occupation-Specific Information

### Tasks

▾ 5 of 19 displayed

- ⊕ Operate telephone switchboard to answer, screen, or forward calls, providing information, taking messages, or scheduling appointments.
- ⊕ Greet persons entering establishment, determine nature and purpose of visit, and direct or escort them to specific destinations.
- ⊕ Schedule appointments and maintain and update appointment calendars.
- ⊕ Hear and resolve complaints from customers or the public.
- ⊕ File and maintain records.

# O\*NET in Action: Technology Skills

Occupation description results for Receptionists and Information Clerks in closer detail: Technology Skills

## Technology Skills

5 of 18 displayed

- ⊕ **Accounting software** — Billing software; Bookkeeping software; Intuit QuickBooks 🔥
- ⊕ **Data base user interface and query software** — Claim processing system software; FileMaker Pro; IBM Check Processing Control System CPSC; St. Paul Travelers e-CARMA
- ⊕ **Electronic mail software** — Email software; IBM Notes; Microsoft Outlook 🔥
- ⊕ **Medical software** — GE Healthcare Centricity EMR; Kodak Dental Systems Kodak SOFTDENT Practice management software PMS; McKesson Lytec; Medical condition coding software
- ⊕ **Word processing software** — 3M Post-it App; Google Docs 🔥; Microsoft Word 🔥



Hot Technologies are requirements most frequently included across all employer job postings.

[See all 9 Hot Technologies for this occupation.](#)



In Demand skills are frequently included in employer job postings for this occupation.

[See all 4 In Demand skills for this occupation.](#)

# O\*NET in Action: Work Activities

Occupation description results for Receptionists and Information Clerks in closer detail: Work Activities and Detailed Work Activities

## Work Activities

▼ 5 of 18 displayed

- ⊕ **Working with Computers** — Using computers and computer systems (including hardware and software) to program, write software, set up functions, enter data, or process information.
- ⊕ **Performing Administrative Activities** — Performing day-to-day administrative tasks such as maintaining information files and processing paperwork.
- ⊕ **Performing for or Working Directly with the Public** — Performing for people or dealing directly with the public. This includes serving customers in restaurants and stores, and receiving clients or guests.
- ⊕ **Getting Information** — Observing, receiving, and otherwise obtaining information from all relevant sources.
- ⊕ **Communicating with Supervisors, Peers, or Subordinates** — Providing information to supervisors, co-workers, and subordinates by telephone, in written form, e-mail, or in person.

## Detailed Work Activities

▼ 5 of 20 displayed

- ⊕ Schedule appointments.
- ⊕ Answer telephones to direct calls or provide information.
- ⊕ Greet customers, patrons, or visitors.
- ⊕ Collect deposits, payments or fees.
- ⊕ Analyze operational or research data.

# O\*NET in Action: Work Context

Occupation description results for Receptionists and Information Clerks in closer detail: Work Context

## Work Context

▼ 5 of 20 displayed

- ⊕ **Telephone Conversations** — 100% responded “Every day.”
- ⊕ **Contact With Others** — 88% responded “Constant contact with others.”
- ⊕ **Frequency of Decision Making** — 88% responded “Every day.”
- ⊕ **E-Mail** — 68% responded “Every day.”
- ⊕ **Face-to-Face Discussions with Individuals and Within Teams** — 77% responded “Every day.”

# O\*NET in Action: Job Zone

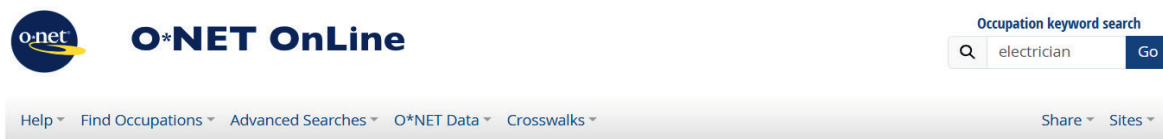
## Occupation description results for Receptionists and Information Clerks in closer detail: Job Zone

### Job Zone

<b>Title</b>	Job Zone 1-2: Very Little to Some Preparation Needed
<b>Education</b>	Usually requires a high school diploma or GED, though some occupations may not.
<b>Related Experience</b>	Some occupations may need little or no previous experience; others require several months to a year of experience. For example, landscaping and groundskeeping workers might require very little training or previous experience, while agricultural equipment operators can benefit from on-the-job training.
<b>Job Training</b>	Ranges from a few days to one year of on-the-job training.
<b>Job Zone Examples</b>	These occupations involve following instructions and often involve using your knowledge and skills to help others. Examples include dishwashers, landscaping and groundskeeping workers, counter and rental clerks, dental laboratory technicians, and security guards.
<b><u>SVP</u> Range</b>	(Below 6.0)

# O\*NET in Action: Training and Apprenticeship Opportunities

Occupation description results for Receptionists and Information Clerks in closer detail: Training and Apprenticeships.



## Mississippi Training

43-4171.00 - [Receptionists and Information Clerks](#)  **Bright Outlook**

Programs for state:

Programs near ZIP Code:

No training programs were found in Mississippi.

Help ^ Find Occupations ^ Advanced Searches ^ O\*NET Data ^ Crosswalks ^ Sites ^

## Apprenticeship Opportunities

Start your career and build your skillset. Visit [Apprenticeship.gov](https://www.apprenticeship.gov)  to learn about opportunities related to this occupation.

# O\*NET in Action: Abilities and Interests

Occupation description results for Receptionists and Information Clerks in closer detail: Worker Characteristics, Abilities, and Interests

## Abilities

5 of 8 displayed

- + **Oral Expression** — The ability to communicate information and ideas in speaking so others will understand.
- + **Oral Comprehension** — The ability to listen to and understand information and ideas presented through spoken words and sentences.
- + **Speech Recognition** — The ability to identify and understand the speech of another person.
- + **Speech Clarity** — The ability to speak clearly so others can understand you.
- + **Written Comprehension** — The ability to read and understand information and ideas presented in writing.

## Interests

All 3 displayed

Interest code: **CES**

Want to discover your interests? Take the [O\\*NET Interest Profiler](#).

- + **Conventional** — Work involves following procedures and regulations to organize information or data, typically in a business setting. Conventional occupations are often associated with office work, accounting, mathematics/statistics, information technology, finance, or human resources.
- + **Enterprising** — Work involves managing, negotiating, marketing, or selling, typically in a business setting, or leading or advising people in political and legal situations. Enterprising occupations are often associated with business initiatives, sales, marketing/advertising, finance, management/administration, professional advising, public speaking, politics, or law.
- + **Social** — Work involves helping, teaching, advising, assisting, or providing service to others. Social occupations are often associated with social, health care, personal service, teaching/education, or religious activities.

# O\*NET in Action: Work Styles

Occupation description results for Receptionists and Information Clerks in closer detail: Worker Characteristics, Work Styles

## Work Styles

^ All 3 displayed

- + **Social Orientation** — A tendency to seek out, enjoy, and be energized by social interaction at work.
- + **Cooperation** — A tendency to be pleasant, helpful, and willing to assist others at work.
- + **Dependability** — A tendency to be reliable, responsible, and consistent in meeting work-related obligations.

# O\*NET in Action: Wage and Employment Trends

Wage-related information for Receptionists and Information Clerks: State and local information

## Workforce Characteristics

### Wages & Employment Trends

<b>Median wages</b> (2024)	\$17.90 hourly, \$37,230 annual
<b>State wages</b>	<input type="text" value="Mississippi"/> <input type="button" value="Go"/>
<b>Local wages</b>	<input type="text" value="ZIP Code"/> <input type="button" value="Go"/>
<b>Employment</b> (2023)	1,054,500 employees
<b>Projected growth</b> (2023-2033)	■ ■ ■ ■ Little or no change
<b>Projected job openings</b> (2023-2033)	137,800
<b>State trends</b>	<input type="text" value="Select a State"/> <input type="button" value="Go"/>
<b>Top industries</b> (2023)	<a href="#">Health Care and Social Assistance</a> <a href="#">Other Services (Except Public Administration)</a>

# O\*NET in Action: Mississippi Wages

The average wage for Receptionists and Information Clerks is \$30,270. Wages are also available for specific geographical areas in the state.

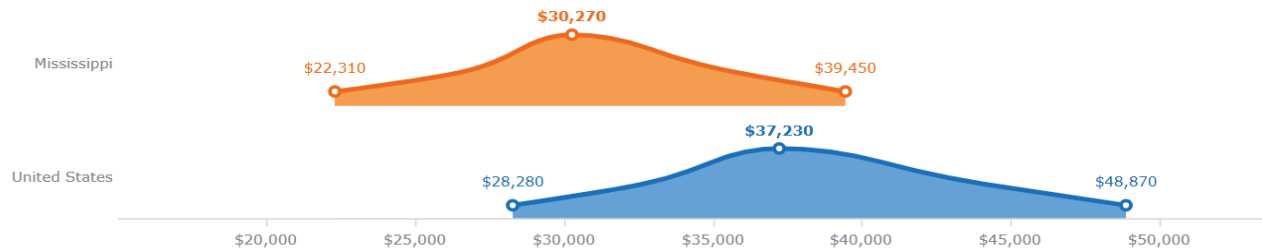
## Mississippi Wages

43-4171.00 - [Receptionists and Information Clerks](#) 🌟 Bright Outlook

Wages for state: Mississippi

Wages near ZIP Code:

Annual Wages [Hourly Wages](#)



## In Mississippi:

- Workers on average earn **\$30,270**.
- 10% of workers earn **\$22,310 or less**.
- 10% of workers earn **\$39,450 or more**.



# O\*NET in Action: Mississippi Job Postings

Current available jobs statewide or for a local area by ZIP code

## Mississippi Jobs

43-4171.00 - [Receptionists and Information Clerks](#)  **Bright Outlook**

Openings for state: Mississippi

 Find more openings at CareerOneStop 

Openings near ZIP Code:

43 job openings in Mississippi shown

Posted	◆ Title and Company	◆ Location	◆
March 27, 2026	<a href="#">Residence Hall Receptionist / AS1278P / Perkinson</a> Mississippi Gulf Coast Community College	Hattiesburg, MS	
March 27, 2026	<a href="#">Receptionist req12693</a> Singing River Health System	Biloxi, MS	
March 26, 2026	<a href="#">Unit Clerk - Weekends \$16/hr</a> Millcreek of Magee	Pearl, MS	
March 26, 2026	<a href="#">FUEL CENTER/CLERK</a> Kroger Family of Companies	Cleveland, MS	

# O\*NET in Action: Employment Trends

Employment trends for Mississippi and the United States for Receptionists and Information Clerks. Compare data side by side.

## Mississippi Employment Trends

43-4171.00 - [Receptionists and Information Clerks](#) 🌟 **Bright Outlook**

View trends for state: Mississippi

### In Mississippi:

<b>Employment</b> (2022)	6,610 employees
<b>Projected employment</b> (2032)	6,670 employees
<b>Projected growth</b> (2022-2032)	1%
<b>Projected annual job openings</b> (2022-2032)	890

### In the United States:

<b>Employment</b> (2023)	1,054,500 employees
<b>Projected employment</b> (2033)	1,048,800 employees
<b>Projected growth</b> (2023-2033)	■ ■ ■ ■ -1% Little or no change
<b>Projected annual job openings</b> (2023-2033)	137,800

Mississippi source: Projections Central [2022-2032 long-term projections](#) ⓘ. United States source: Bureau of Labor Statistics [2023-2033 employment projections](#) ⓘ. "Projected growth" represents the estimated change in total employment over the projections period. "Projected annual job openings" represent openings due to growth and replacement.

# O\*NET in Action: Related Occupations and Professional Associations

## Related Occupations and Professional Associations

### Related Occupations

5 of 10 displayed

- 43-4051.00 [Customer Service Representatives](#) ☀ **Bright Outlook**
- 43-6013.00 [Medical Secretaries and Administrative Assistants](#) ☀
- 43-9061.00 [Office Clerks, General](#) ☀
- 43-6014.00 [Secretaries and Administrative Assistants, Except Legal, Medical, and Executive](#) ☀
- 43-2011.00 [Switchboard Operators, Including Answering Service](#)

### Professional Associations

**Disclaimer:** Sources are listed to provide additional information on related jobs, specialties, and/or industries. Links to non-DOL Internet sites are provided for your convenience and do not constitute an endorsement.

#### National Associations

- [American Society of Administrative Professionals](#) ↗
- [International Association of Administrative Professionals](#) ↗
- [National Notary Association](#) ↗

# Bureau of Labor Statistics (BLS)

- The BLS is a U.S. government agency that provides labor economic statistics.
- It collects, analyzes, and disseminates essential economic data such as employment, wages, prices, and productivity indicators.
- It is a key resource for policymakers, businesses, and the public.
- To access the website, go to [www.bls.gov](http://www.bls.gov).

# What Data Does the Bureau of Labor Statistics Provide?

- Charts for economic news releases
- Consumer Price Index inflation calculator
- Injury and illness calculator
- Pay measure comparison
- Demographic data sources
- COVID-19 era trends
- Industry productivity viewer
- Employment and wages data viewer
- Industry finder from the Quarterly Census of Employment and Wages

# What Can Employers Do With BLS Data?

- Examine local, state, and regional trends to stay aware of how national economic factors affect the labor market.
- Place their own hiring and recruitment priorities in a data-driven national context.
- Target underutilized worker groups to address the ongoing national labor shortage in many industries.

# What Can You Do With BLS Data to Support Your Employer Engagement Activities?

Show employers how to use BLS to:

- Benchmark salaries against industry standards to ensure competitiveness.
- Train human resources offices in the use of BLS data so they can anticipate hiring needs and develop priorities for staff training.
- Assess regional employment statistics for location-based decision making.
- Use occupational projections to help employers plan for future staffing needs and place workers with disabilities in available jobs.
- Evaluate unemployment and labor force participation rates to gauge economic conditions that affect recruitment.
- Identify employment trends for specific groups of workers (e.g., older workers, high school graduates, people with disabilities).

# BLS in Action: Injuries, Illnesses, and Fatalities

- A company is interested in calculating the incidence of its work-related injuries and comparing it to the rates of similar companies in the state.
- BLS can provide these data using the Injuries, Illnesses, and Fatalities tab in the Data Tools Section.

## Injuries, Illnesses, and Fatalities

### Incidence Rate Calculator and Comparison Tool

[\(For more information or help\)](#)

**STEP 1 - Enter the number of hours actually worked by all employees at your establishment in the given year**

[\[where to find this number\]](#)

**STEP 2 - Enter a value for at least one of the following data elements**

*Total number of non-fatal work-related injury and illness cases*

[\[where to find this number\]](#)

*Number of cases involving days away from work*

[\[where to find this number\]](#)

*Number of cases involving job transfer or restricted work activity only*

[\[where to find this number\]](#)

**STEP 3 - Select Year and then Area, Supersector and Industry**

Select a **Year**:

Select an **Area**:

Local government, Maryland  
All ownerships, Massachusetts  
Private industry, Massachusetts  
State and local government combined, Massachusetts  
State government, Massachusetts  
Local government, Massachusetts  
All ownerships, Michigan  
Private industry, Michigan

Select a **Supersector**:

Service providing  
Trade, transportation, and utilities  
Information  
Financial activities  
Professional and business services  
Education and health services  
Leisure and hospitality  
Other services

# BLS in Action: Injury and Illness Incidence Rate Calculator and Comparison Tool

Injuries, Illnesses, and Fatalities



## Injury And Illness Incidence Rate Calculator and Comparison Tool

<b>Year:</b>	2024
<b>Area:</b>	Private industry, Michigan
<b>Supersector:</b>	Goods producing
<b>Industry:</b>	Goods-producing

Case Type	Your Establishment	Private industry, Michigan
<b>Total</b>	2.8	3.0
<b>Days Away</b>	0.7	0.9
<b>Job Transfer/Restriction</b>	1.1	0.9
<b>DART</b>	1.8	1.8

You have just calculated your establishment's **nonfatal injury and illness incidence rate(s) per 100 full-time employees for a given year**. Four different incidence rates can be calculated:

- **Total Rate** = Total recordable injury and illness cases
- **Days Away Rate** = Cases involving days away from work
- **Job Transfer/Restriction Rate** = Cases involving job transfer or restricted work activity only
- **DART Rate** = Total cases involving days away from work, days of restricted work activity, and/or job transfer

Incidence rates can be used to show the relative level of injuries and illnesses among different industries, firms, or operations within a single firm. Because a common base and a specific period of time are involved, these rates can help determine both problem areas and progress in preventing work-related injuries and illnesses.

# BLS in Action: Employment and Wages Data Viewer

- A company wants to know how its wages compare to those of other employers in the industry in the state.
- BLS provides these data using the Employment and Wages Data Viewer.

Employment and Wages Data Viewer

The screenshot shows the BLS Employment and Wages Data Viewer interface. The left sidebar contains the following categories and links:

- Geographic Cross-Sections**
  - [1. All states, one industry](#)
  - [2. All counties, one industry](#)
  - [3. All counties in a state, one industry](#)
  - [4. All MSAs, one industry](#)
  - [5. All geographic areas, one industry](#)
- NAICS Industries by Geography**
  - [6. High-level industries, one area](#)
  - [7. NAICS sectors, one area](#)
  - [8. NAICS sub-sectors, one area](#)
  - [9. NAICS 4-digit industries, one area](#)
  - [10. NAICS 5-digit industries, one area](#)
  - [11. NAICS 6-digit industries, one area](#)
  - [12. All industry levels, one area](#)
- Data by Establishment Size Class**
  - [13. National, one industry group, by size](#)
  - [14. National, one industry, all sizes](#)
  - [15. All states, one industry, by size](#)
  - [16. One state, one industry group, by size](#)
  - [17. One state, one industry, all sizes](#)
- Multi-Year Data**
  - [18. One area, one industry, quarterly](#)
  - [19. One area, one industry, annually](#)
  - [20. One state, one industry, by size, quarterly](#)
  - [21. National, one industry, by size, quarterly](#)

The main content area is titled "All Counties in a State, One Industry" and includes the following search filters:

- Counties in:
- Year:
- Quarter:
- Ownership:
- Industry:

Below the filters is a "Search Industry:" input field with a "Find" button. A "Get Table" button is also present. At the bottom, there is a checkbox labeled "Show records with suppressed employment and wages."

# BLS in Action: Quarterly Census of Employment and Wages

## Quarterly Census of Employment and Wages

- The company's average weekly wage in Butler County is \$738.

### Employment and Wages Data Viewer

Private, 1021 Trade, transportation, and utilities, All Counties in Alabama

2025 Third Quarter, All establishment sizes

Source: Quarterly Census of Employment and Wages - Bureau of Labor Statistics

Table Filter: (Filter Value)

Page 1 of 1

[Download Source Data](#) [Build Another Table](#) Display 75 rows per page

County	Quarterly Establishments	July Employment	August Employment	September Employment	Total Quarterly Wages	Average Weekly Wage	September Employment Location Quotient	Total Quarterly Wages Location Quotient
<input type="button" value="v"/> <input type="button" value="^"/>	<input type="button" value="v"/> <input type="button" value="^"/>	<input type="button" value="v"/> <input type="button" value="^"/>	<input type="button" value="v"/> <input type="button" value="^"/>	<input type="button" value="v"/> <input type="button" value="^"/>	<input type="button" value="v"/> <input type="button" value="^"/>	<input type="button" value="v"/> <input type="button" value="^"/>	<input type="button" value="v"/> <input type="button" value="^"/>	<input type="button" value="v"/> <input type="button" value="^"/>
U.S. TOTAL	2,047,134	28,527,281	28,513,068	28,430,355	\$448,839,803,254	\$1,212	1.00	1.00
Alabama	35,332	401,352	400,874	400,990	5,427,903,003	1,041	1.04	1.07
Autauga County, Alabama	227	2,447	2,449	2,447	28,907,007	908	1.04	1.13
Baldwin County, Alabama	1,906	20,315	20,039	19,978	245,271,095	938	1.24	1.34
Barbour County, Alabama	130	1,209	1,205	1,192	13,267,146	849	0.86	0.98
Bibb County, Alabama	106	963	960	968	9,792,958	782	1.04	0.92
Blount County, Alabama	217	1,863	1,827	1,919	24,425,637	1,005	1.13	1.44
Bullock County, Alabama	43	269	273	286	3,057,546	852	0.61	0.62
Butler County, Alabama	134	1,573	1,565	1,586	18,245,219	891	1.28	1.51
Calhoun County, Alabama	694	8,681	8,755	8,777	96,142,257	846	1.10	1.13
Chambers County, Alabama	178	1,508	1,477	1,486	15,441,533	797	0.87	0.80
Cherokee County, Alabama	133	1,259	1,265	1,285	13,766,268	834	1.29	1.46
Chilton County, Alabama	229	2,331	2,368	2,339	27,841,421	913	1.36	1.61
Choctaw County, Alabama	73	496	497	516	5,202,969	796	0.82	0.66
Clarke County, Alabama	168	1,568	1,562	1,563	15,898,828	782	1.13	1.08

# Thank you!

Any questions?

Comments?

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