

GSG

Labor

Commuting

Certification

**Hannibal City, Marion County,
and Ralls County, Missouri**

TYPES OF ANALYSIS

AREA PROFILE

AREA COMPARISON

DISTANCE/DIRECTION

DESTINATION

INFLOW/OUTFLOW

PAIRED AREA

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I. INTRODUCTION

A. Hannibal City, Marion County, and Ralls County, Missouri

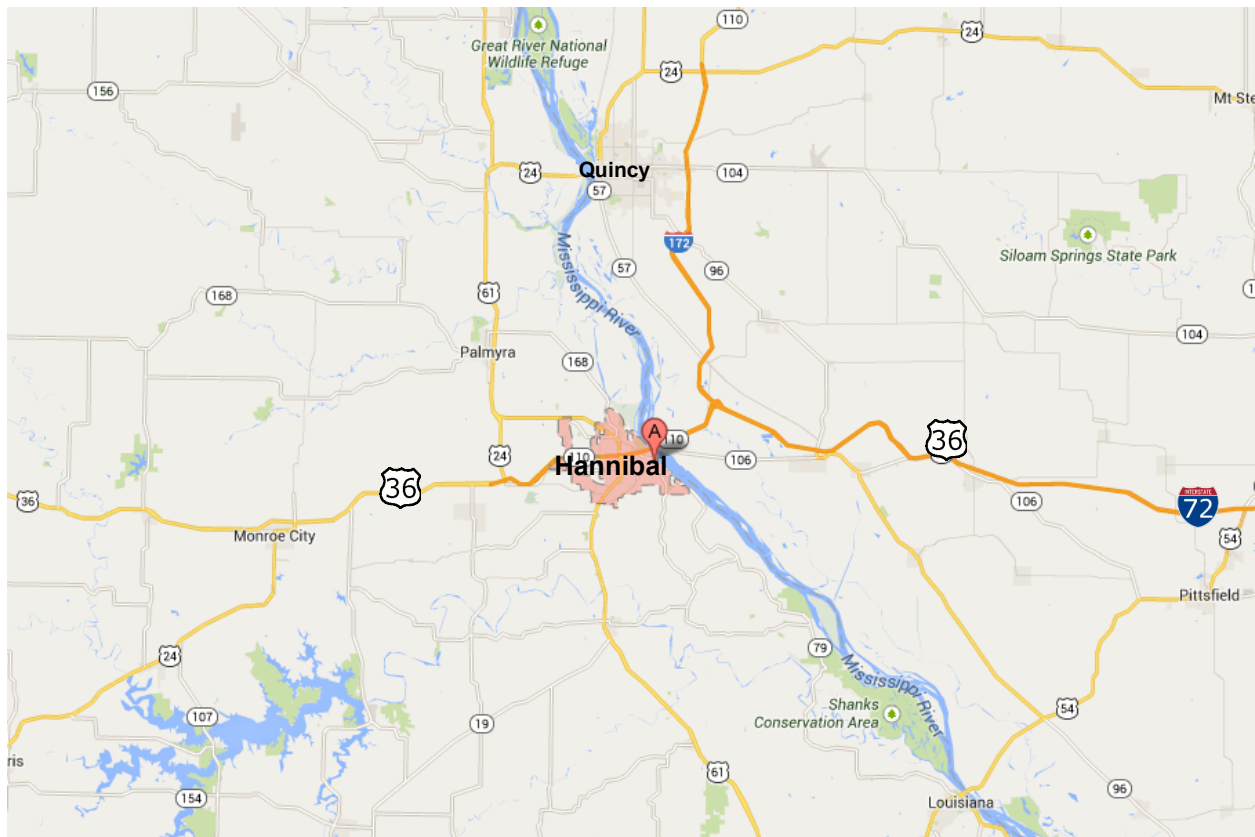
The City of Hannibal, Missouri is located along the Mississippi River, mostly in Marion County and partly in Ralls County. With a population of 17,320 from the 2019 census estimate, Hannibal is the largest city in Marion County. Its labor magnet status is supported with 2,814 more workers employed in Hannibal than employed workers residing in Hannibal.

The primary goal of this Labor Commuting Certification for Hannibal and the larger labor market is to communicate Live/Work information clearly and effectively through graphical means and address the ongoing development and workforce needs of area employers, entrepreneurs, and other stakeholders. The focus is to show Hannibal as a leading labor magnet in the 60-mile radius and to identify the sources, destinations, and characteristics of the workforce and where they live and work.

The availability, skills, talents, and education of an area's workforce is becoming a community's most important asset for economic activity. This profile is about measuring and quantifying workforce availability in a laborshed from which the employment center draws its commuting workers with data drawn from the U.S. Census Bureau, Center for Economic Studies.

The retained consultant, Growth Services Group (GSG), is a nationally recognized workforce and economic development company that has served clients in business, industry, and government since 1994. GSG has become known for its primary and secondary research in local workforce markets and the competitive realities of Labor Quality, Skill Availability, and Labor Costs.

Hannibal Area Map



B. Understanding Local Labor Markets

Labor economists define a labor market as a geographic area in which both the demand and supply for labor are met primarily within that region. In other words, it is an area where there are jobs and the majority of workers needed for those jobs. Imbalance of the labor market, such as plant closings, can cause changes in worker flows, both into and out of the community or labor market. High skilled and talented workers tend to find opportunities faster than unskilled workers, either inside or outside of the labor market, impacting population and social change. An important first step in identifying local labor markets is to examine the commuting patterns of individuals who live or work in the area. Those patterns are one of the primary factors used by the U.S. Department of Commerce to define metropolitan and micropolitan areas.

The following table provides population and labor force data for the city, county, state, and nation. This Labor Commuting Certification will focus on the city, county, and surrounding region.

Estimated Population and Labor Force

Location	Population (2019)	Labor Force (2019)
Hannibal	17,320	10,899
Marion County	28,608	12,966
Ralls County	10,234	3,775
Missouri	6,104,910	2,795,410
USA	324,697,795	163,539,000

Source: U.S. Census & Bureau of Labor Statistics

C. Overview And Methodology

This Labor Commuting Certification provides a quick overview of the Commuting Worker Flows and the sources, destinations, and characteristics for Hannibal as well as Marion and Ralls Counties, Missouri. This data is available from public sources such as the U.S. Census and the Local Employment Dynamics (LED). Where possible, this review makes direct comparisons with the local Area Labor Market (ALM) and a larger region identified by a 30-mile and a 60-mile radius area.

The presentation in the following charts and tables is used to analyze the local workforce market for trends and indicators of available workforce. By doing this, it highlights the area's unique characteristics and also answers important questions about the local resident workforce and the local employed workforce. (Caution: the data from the Labor Commuting Certification lags the current market realities from 18 to 30 months. This profile won't address the characteristics of the unemployed or the underemployed labor force who are otherwise also available for employment in the laborshed. While this study provides information at the industry level for employed individuals, it does not address the same at the occupation level. For more information about the unemployed, underemployed, and occupational data, call about the GSG Labor Supply Certification study.)

Questions and Answers for Hannibal and the Area Labor Market:

Is Hannibal primarily a labor force supplier or a magnet for employment?
(See pages 5, 6, and 7)

How does Hannibal compare in terms of worker origin patterns, worker ages, monthly earnings, and industry sector employment?
(See pages 5, 6, 7—15, and Appendices A, B, G, H, and I)

How is Hannibal changing over time and among different demographics?
(See pages 8 and 9 and Appendices C, D, E, and F)

II. SUMMARY OF FINDINGS

Hannibal is located primarily in Marion County and partly in in Ralls County in Eastern Missouri north of St. Louis, along the Mississippi River. The 2019 census estimate showed it with a population of 17,320 and is a labor magnet for employment in the Hannibal Area Labor Market. The number of workers employed in Hannibal is 10,899, or 62.9 percent of the population. The number of workers living in Hannibal (regardless of location of employment) is 8,085, or 46.7 percent of the population. Of Hannibal's total employed workforce (10,899), 35.1 percent (3,830) live in Hannibal and 64.9 percent (7,069) live outside of Hannibal. The total inflow of workers for Hannibal is 7,069, with an outflow of 4,255 resident workers, creating a net inflow of 2,814 workers and a daytime population of 20,134 in Hannibal.

A Live Work Data Profile Summary

A Workforce Magnet or Provider
(Magnet (Work/Live Ratio >1.00) Provider (Work/Live Ratio <1.00))

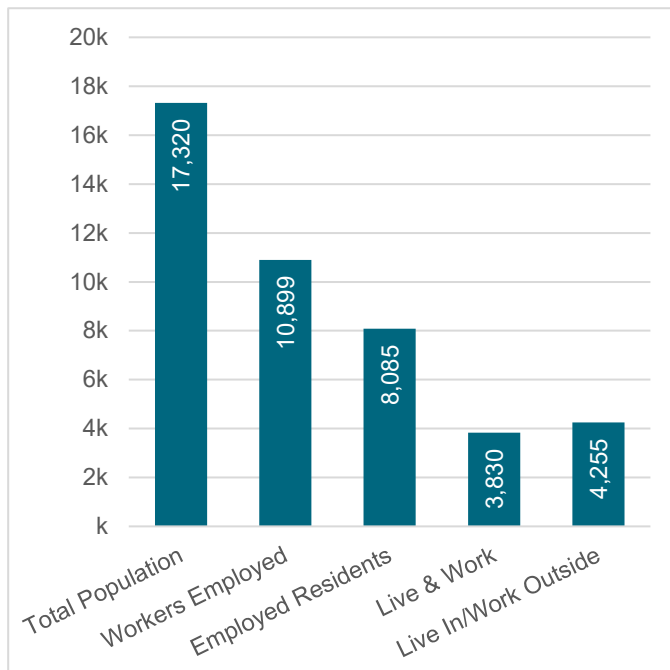
Location	Population (2019)**	Employed Labor Force 2019*				Work/ Live Ratio	Travel Time***
		Live	Live/POP %	Work	Work/ POP %		
Hannibal	17,320	8,085	46.7%	10,899	62.9%	1.35	15.7
Marion County	28,608	13,483	47.1%	12,966	45.3%	0.96	18.9
Ralls County	10,234	4,784	46.7%	3,775	36.9%	0.79	22
Missouri	6,104,910	2,743,104	44.9%	2,795,410	45.8%	1.02	23.9
USA	324,697,795	163,539,000	50.4%	163,539,000	50.4%	1.00	26.9

*Source: U.S. Census and Bureau of Labor Statistics

**Source: U.S. Census—mean travel time to work (minutes)

***Source: U.S. Census

Hannibal Live/Work Profile



Findings

A. Live and Work Employment

- Total resident employment living in Hannibal decreased 2% percent from 2009 to 2019. Within the 30-mile radius of Hannibal, the resident employment decreased 2 percent and in the 60-mile radius, the resident employment increased 2 percent.
- Total employment of workers working in Hannibal decreased 4 percent from 2009 to 2019. Within the 30-mile radius of Hannibal, the workers or jobs decreased 3 percent. Within the 60-mile radius of Hannibal, the workers or jobs decreased 3 percent.
- The 30-mile radius of Hannibal shows employed workers of 68,270 living in the area and 61,797 workers employed in the area for a net outflow of 6,473 workers.
- The 60-mile radius of Hannibal shows employed workers of 193,096 living in the area and 146,577 workers employed in the area for a net outflow of 46,519 workers. With the right employment opportunities, a good percentage may choose to stay within the Hannibal 60-mile labor market.

B. Industry Concentrations

- The five largest industry sectors of the resident employment living in Hannibal are: Health Care and Social Assistance (19.1%); Manufacturing (15.4%); Retail Trade (14.9%); Accommodation and Food Services (9.8%); and Educational Services (7.8%).
- The five fastest growing industries for the resident employment population since 2009 are: Administration & Support, Waste Management and Remediation (39.0%); Real Estate and Rental and Leasing (39.0%); Wholesale Trade (32.2%); Professional, Scientific, and Technical Services (11.4%); and Mining, Quarrying, and Oil and Gas Extraction (10.7%).
- The five largest industry sectors of employed workers in Hannibal are: Health Care and Social Assistance (27.3%); Retail Trade (16.9%); Manufacturing (16.1%); Accommodation and Food Services (10.3%); Educational Services (9.3%); and Public Administration (2.9%).

C. Employment Characteristics

- The five industry sectors with the most resident employment earning more than \$3,333 living in Hannibal are: Manufacturing (26.3%); Health Care and Social Assistance (17.7%); Educational Services (10.1%); Wholesale Trade (6.7%); and Construction (6.1%).
- The five industry sectors with the most resident employment of age 29 or younger living in Hannibal are: Accommodation and Food Services (20.1%); Retail Trade (19.0%); Health Care and Social Assistance (15.8%); Manufacturing (11.7%); and Educational Services (6.4%).
- The five industry sectors with the most resident employment of age 55 or older living in Hannibal are: Health Care and Social Assistance (17.5%); Retail Trade (15.3%); Manufacturing (14.6%); Educational Services (9.4%); and Public Administration (5.8%).
- Hannibal has Education Attainment of 52.7 percent of its resident employment of age 30 or older with Some College or Associated degree (32.1 percent) and Bachelors degree or advanced degree (20.6 percent).

III. MARKET ANALYSIS OF LIVE/WORK CHARACTERISTICS

A. Introduction

The purpose of this section is to provide Hannibal and the areas of 30-mile and 60-mile radius from Hannibal an analysis through maps, tables, and charts of where workers live and where workers are employed. To present a better measure of the available workforce, a detailed analysis is provided for Hannibal, the 30-mile radius area, and the 60-mile radius area.

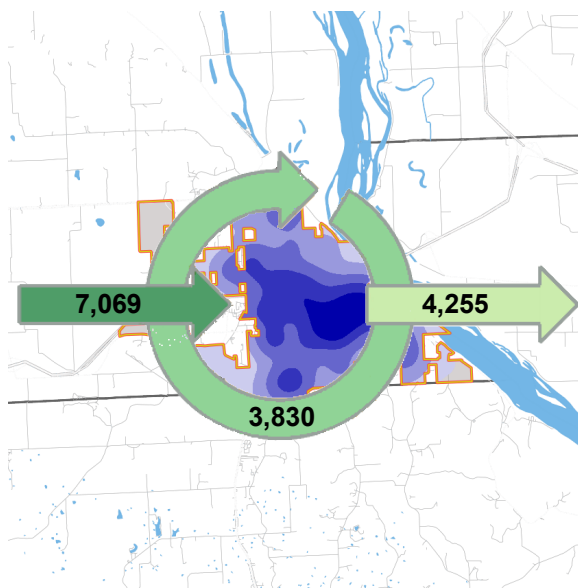
In the maps below, worker flows are symbolized by the green arrows. Workers employed in the area but living outside the area are represented by the dark green arrow entering the area. Workers employed outside the area but living in the area are represented by the light green arrow leaving the area. Workers that live and work in the area are represented by the circular medium green arrow. The arrows are labeled with the count of workers included in each type of flow. Note that the flow arrows do *not* indicate geographic direction of worker flows. The tables under the flow arrows show the worker concentrations by work residence and worker employment.

The heat map in each image shows the concentration of workers by residence and employment, respectively.

Hannibal is a key labor magnet in the region with 7,069 workers entering Hannibal for employment and 4,255 leaving Hannibal for work while residing in the city resulting in a net inflow of 2,814 workers for Hannibal. Of the 8,085 employed residents living in Hannibal, 53 percent are employed outside of Hannibal and 47 percent both live and work in Hannibal. Sixty-five percent of the employed workers in Hannibal come from outside the boundaries of Hannibal.

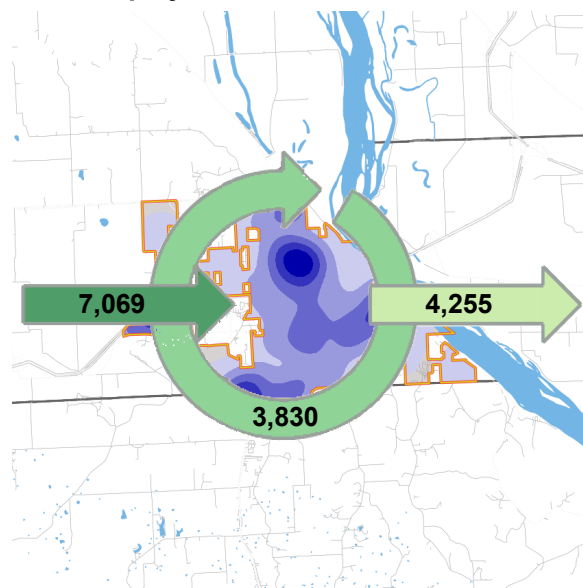
Worker Flow, Hannibal

Residence of Hannibal Workers



Hannibal 2019	Residents	Percent
Living in Area	8,085	100%
Living but Employed Outside	4,255	53%
Living and Employed	3,830	47%

Employment of Hannibal Workers

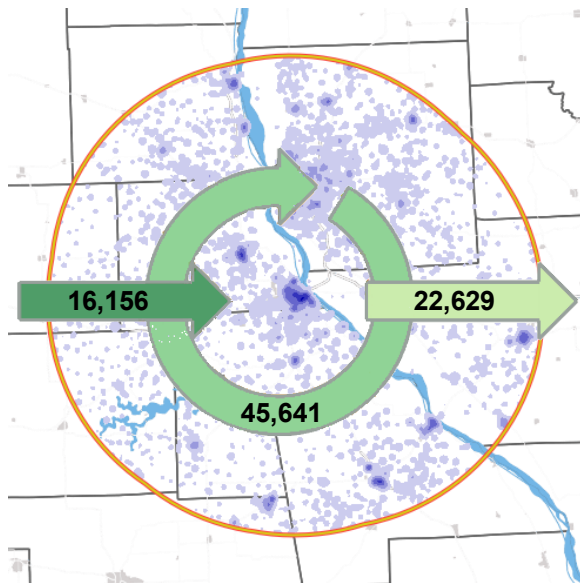


Hannibal 2019	Jobs	Percent
Employed in Area	10,899	100%
Employed but Living Outside	7,069	65%
Employed and Living	3,830	35%

The employed resident workforce of Hannibal including the 30-mile radius, is 68,270, or 60,185 greater than the resident employment of the city of Hannibal. The net worker outflow of 6,473 workers for the 30-mile radius including Hannibal compares to Hannibal's net inflow of 2,814. At the 30-mile radius, Quincy, Monroe City, and Palmyre also compete for some of the same available workforce. The shorter travel time to work for Hannibal, Marion, and Ralls County of 15.7, 18.9, and 22 minutes respectfully, are less than the travel times of 23.9 for Missouri and 26.9 minutes at the national level, providing a commuting advantage.

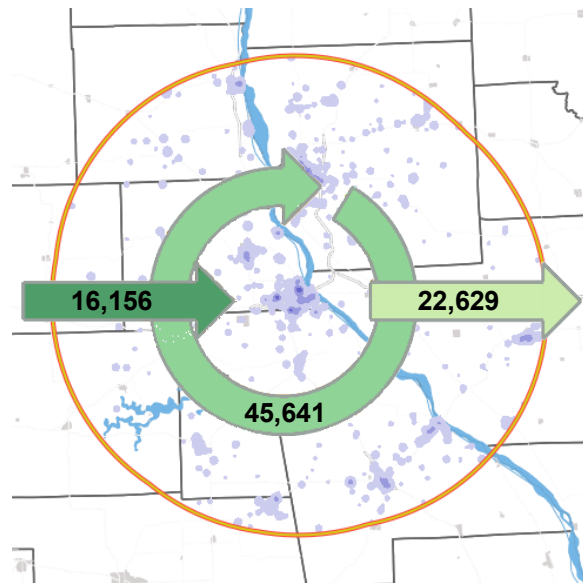
Worker Flow, 30-mile Radius

Residence of 30-mile Radius Workers



30-mile Radius 2019	Residents	Percent
Living in Area	68,270	100%
Living but Employed Outside	22,629	33%
Living and Employed	45,641	67%

Employment of 30-mile Radius Workers



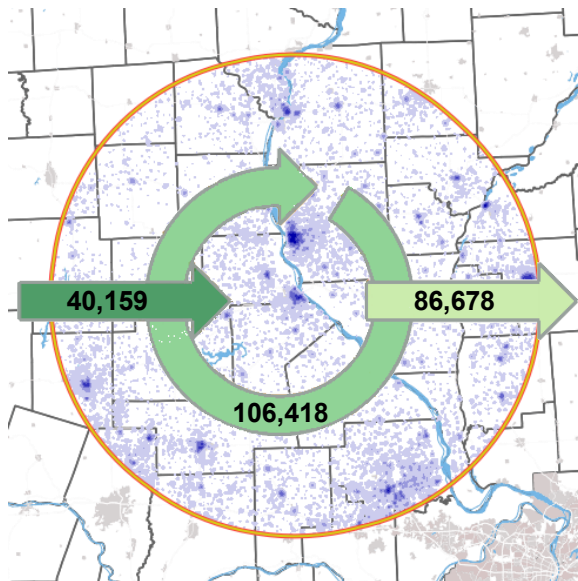
30-mile Radius 2019	Jobs	Percent
Employed in Area	61,797	100%
Employed but Living Outside	16,156	26%
Employed and Living	45,641	74%

* The radius/buffer is added to the city boundary, not the center.

At the 60-mile radius of Hannibal, the employed resident workforce is 193,096. Here, the net worker outflow is 46,519 workers. The outflow signals workforce competition from the other major labor magnets in Missouri, such as St. Louis, Columbia, and Jefferson City.

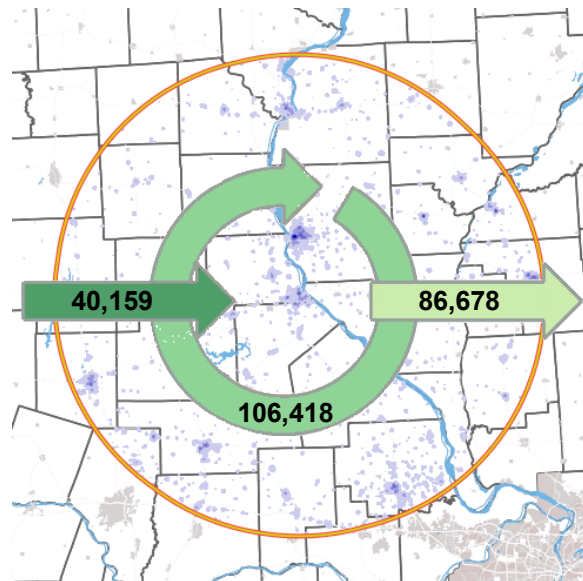
Worker Flow, 60-mile Radius

Residence of 60-mile Radius Workers



60-mile Radius 2019	Residents	Percent
Living in Area	193,096	100%
Living but Employed Outside	86,678	45%
Living and Employed	106,418	55%

Employment of 60-mile Radius Workers



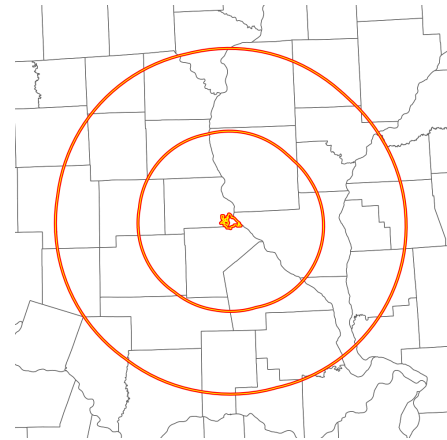
60-mile Radius 2019	Jobs	Percent
Employed in Area	146,577	100%
Employed but Living Outside	40,159	27%
Employed and Living	106,418	73%

* The radius/buffer is added to the city boundary, not the center.

B. Worker Demographic Characteristics

Area Profile Analysis By Live Or Residence Area

The **area profile analysis** shows the location and characteristics of workers living in Hannibal and those living within commuting distance of a 30-mile radius and a 60-mile radius from Hannibal. The three locations show the available employed workforce residing within each of the areas and the characteristics by age, earnings, industry, race, and education attainment. Further, a trend comparison (2009 – 2019) is made showing an increase or decrease of the employed residents for the area and the demographic changes for each of the characteristics. An expanded trend change is presented in Appendix C for Hannibal Industry Sector. Hannibal shows a decrease in the residential workforce of 2 percent. The 30-mile decreased at 2 percent while the 60-mile residential workforce grew 2 percent from 2009.



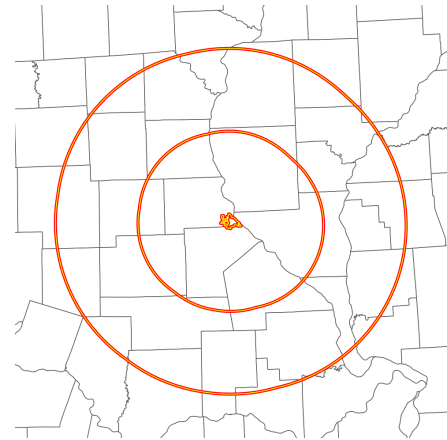
Total Jobs By Home Area (Age, Earnings, Industry, Race, and Education)

Employment Characteristics	Hannibal			Live In 30-mile Radius			Live In 60-mile Radius		
	2009	2019	10yr Δ	2009	2019	10yr Δ	2009	2019	10yr Δ
Total All Jobs	8,213	8,085	-2%	69,391	68,270	-2%	189,090	193,096	2%
Age									
Age 29 or younger	2,163	1,995	-8%	16,592	15,626	-6%	45,445	45,261	0%
Age 30 to 54	4,474	3,934	-12%	38,461	34,209	-11%	106,160	98,058	-8%
Age 55 or Older	1,576	2,156	37%	14,338	18,435	29%	37,485	49,777	33%
Earnings									
\$1,250 per month or less	2,917	2,334	-20%	21,684	17,267	-20%	57,216	47,028	-18%
\$1,251 to \$3,333 monthly	3,555	3,220	-9%	30,889	25,159	-19%	84,410	70,575	-16%
More than \$3,333 monthly	1,741	2,531	45%	16,818	25,844	54%	47,464	75,493	59%
Industry									
Goods Producing	1,717	1,618	-6%	14,349	13,774	-4%	39,740	41,595	5%
Trade, Transportation, and Utilities	1,667	1,801	8%	15,822	15,729	-1%	42,337	42,622	1%
All Other Services	4,829	4,666	-3%	39,220	38,767	-1%	107,013	108,879	2%
Race									
White Alone	7,559	7,228	-4%	66,063	64,027	-3%	180,590	181,557	1%
Black or African American Alone	479	605	26%	2,314	2,680	16%	5,616	7,071	26%
Other	95	121	27%	577	789	37%	1,717	2,253	31%
Two or More Race Groups	80	131	64%	437	774	77%	1,167	2,215	90%
Education Attainment									
Less than high school	623	706	13%	5,380	5,559	3%	14,382	15,740	9%
High school or equivalent, no college	2,364	2,177	-8%	19,899	18,292	-8%	53,813	50,729	-6%
Some college or Associate degree	1,980	1,954	-1%	17,468	17,647	1%	47,434	49,129	4%
Bachelor's or advanced degree	1,083	1,253	16%	10,052	11,146	11%	28,016	32,237	15%
Under 29 Not Available	2,163	1,995	-8%	16,592	15,626	-6%	45,445	45,261	0%

Source: U.S. Census LED

Area Profile Analysis By Work Or Job Area

The **area profile analysis** shows the location and characteristics of workers employed in Hannibal and those working within commuting distance of a 30-mile radius and a 60-mile radius from Hannibal. The three locations show the available workforce employed within each of the areas and the characteristics by age, earnings, industry, race, and education attainment. Further, a trend comparison (2009 – 2019) is made showing an increase or decrease of the employed residents for the area and the demographic changes for each of the characteristics. An expanded trend change is presented in Appendix D for Hannibal by industry sector. Hannibal saw a 4 percent job loss between 2009 and 2019 with a similar job loss of 3 percent for the 30-mile radius and 60-mile radius during the same years.



Total Jobs By Work Area (Age, Earnings, Industry, Race, and Education)

Employment Characteristics	Hannibal			Work In 30-mile Radius			Work In 60-mile Radius		
	2009	2019	10yr Δ	2009	2019	10yr Δ	2009	2019	10yr Δ
Total All Jobs	11,374	10,899	-4%	63,775	61,797	-3%	150,839	146,577	-3%
Age									
Age 29 or younger	2,961	2,565	-13%	15,374	13,942	-9%	35,902	33,989	-5%
Age 30 to 54	6,259	5,509	-12%	35,123	30,822	-12%	83,813	73,644	-12%
Age 55 or Older	2,154	2,825	31%	13,278	17,033	28%	31,124	38,944	25%
Earnings									
\$1,250 per month or less	4,108	3,387	-18%	20,427	15,894	-22%	47,896	37,536	-22%
\$1,251 to \$3,333 monthly	4,544	3,854	-15%	28,342	22,503	-21%	68,059	55,223	-19%
More than \$3,333 monthly	2,722	3,658	34%	15,006	23,400	56%	34,884	53,818	54%
Industry									
Goods Producing	2,210	1,985	-10%	13,111	12,183	-7%	33,307	33,172	0%
Trade, Transportation, and Utilities	2,313	2,167	-6%	14,400	13,945	-3%	33,474	33,548	0%
All Other Services	6,851	6,747	-2%	36,264	35,669	-2%	84,058	79,857	-5%
Race									
White Alone	10,655	10,028	-6%	60,558	58,024	-4%	143,367	136,627	-5%
Black or African American Alone	533	587	10%	2,301	2,513	9%	5,225	6,622	27%
Other	114	134	18%	556	607	9%	1,390	1,795	29%
Two or More Race Groups	72	150	108%	360	653	81%	857	1,533	79%
Education Attainment									
Less than high school	870	870	0%	4,961	5,029	1%	11,835	12,281	4%
High school or equivalent, no college	3,151	3,015	-4%	18,283	16,992	-7%	43,549	40,216	-8%
Some college or Associate degree	2,793	2,697	-3%	15,943	15,964	0%	37,460	37,208	-1%
Bachelor's or advanced degree	1,599	1,752	10%	9,214	9,870	7%	22,093	22,883	4%
Under 29 Not Available	2,961	2,565	-13%	15,374	13,942	-9%	35,902	33,989	-5%

Source: U.S. Census LED

Live and Work Characteristic Indexes

Methodology: Index Weighted Average Approach with 1, 2, and 3. A higher index favors the category on the right while a lower index favors to the left. The state index serves as a good benchmark for comparisons. With the three step indexing approach, it is easier to understand and make comparisons of locations in the critical workforce areas of age, earnings, industry, and education.

Indexing

Index Weight	1	2	3
Age	Age 29 or younger	Age 30 - 54	Age 55 or older
Earnings	\$1,250 PM or less	\$1,251 - \$3,333 PM	More than \$3,333
Industry	Goods Producing	Trade and Transportation	All Other Services
Education	High School or Less	Some College or Associates	Bachelors or higher

Live Indexes

Missouri	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	10yr Δ
Age	1.93	1.94	1.95	1.97	1.97	1.98	1.98	1.98	1.98	1.99	2.00	0.07
Earnings	2.03	2.05	2.05	2.06	2.06	2.08	2.09	2.12	2.14	2.16	2.19	0.16
Industry	2.48	2.50	2.50	2.50	2.51	2.51	2.51	2.49	2.49	2.49	2.49	0.00
Education	1.82	1.82	1.83	1.82	1.82	1.81	1.81	1.83	1.83	1.83	1.83	0.01
Marion	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	10yr Δ
Age	1.95	1.97	1.98	2.00	1.99	2.00	2.01	2.00	2.02	2.03	2.03	0.08
Earnings	1.90	1.94	1.95	1.95	1.95	1.97	1.98	2.00	2.03	2.05	2.08	0.18
Industry	2.36	2.40	2.38	2.37	2.36	2.34	2.32	2.35	2.35	2.38	2.37	0.01
Education	1.69	1.71	1.73	1.72	1.74	1.72	1.71	1.73	1.73	1.73	1.75	0.05
Hannibal	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	10yr Δ
Age	1.93	1.95	1.96	1.97	1.98	1.99	1.98	1.98	2.00	2.01	2.02	0.09
Earnings	1.86	1.89	1.90	1.90	1.91	1.92	1.92	1.95	1.98	1.99	2.02	0.17
Industry	2.38	2.43	2.41	2.39	2.37	2.35	2.35	2.35	2.37	2.39	2.38	0.00
Education	1.69	1.70	1.71	1.70	1.72	1.71	1.69	1.73	1.72	1.73	1.73	0.05

Work Indexes

Missouri	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	10yr Δ
Age	1.93	1.94	1.95	1.97	1.98	1.98	1.98	1.98	1.99	1.99	2.00	0.07
Earnings	2.03	2.06	2.05	2.06	2.07	2.09	2.10	2.13	2.15	2.17	2.19	0.16
Industry	2.48	2.51	2.51	2.51	2.52	2.51	2.52	2.50	2.50	2.50	2.50	0.01
Education	1.82	1.83	1.83	1.83	1.82	1.82	1.81	1.84	1.83	1.83	1.83	0.01
Marion	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	10yr Δ
Age	1.94	1.94	1.96	1.99	1.99	2.01	2.00	2.01	2.03	2.03	2.03	0.09
Earnings	1.85	1.87	1.89	1.88	1.87	1.90	1.91	1.95	1.95	1.99	2.01	0.15
Industry	2.51	2.51	2.51	2.52	2.49	2.47	2.47	2.47	2.47	2.47	2.49	-0.01
Education	1.73	1.71	1.73	1.74	1.74	1.74	1.73	1.75	1.75	1.74	1.75	0.02
Hannibal	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	10yr Δ
Age	1.93	1.94	1.96	1.98	1.99	2.00	2.01	2.01	2.02	2.02	2.02	0.09
Earnings	1.88	1.94	1.92	1.92	1.92	1.93	1.95	1.97	1.98	2.01	2.02	0.15
Industry	2.41	2.38	2.41	2.42	2.42	2.40	2.38	2.43	2.42	2.43	2.44	0.03
Education	1.71	1.70	1.72	1.73	1.73	1.73	1.73	1.73	1.74	1.73	1.74	0.03

Age Analysis

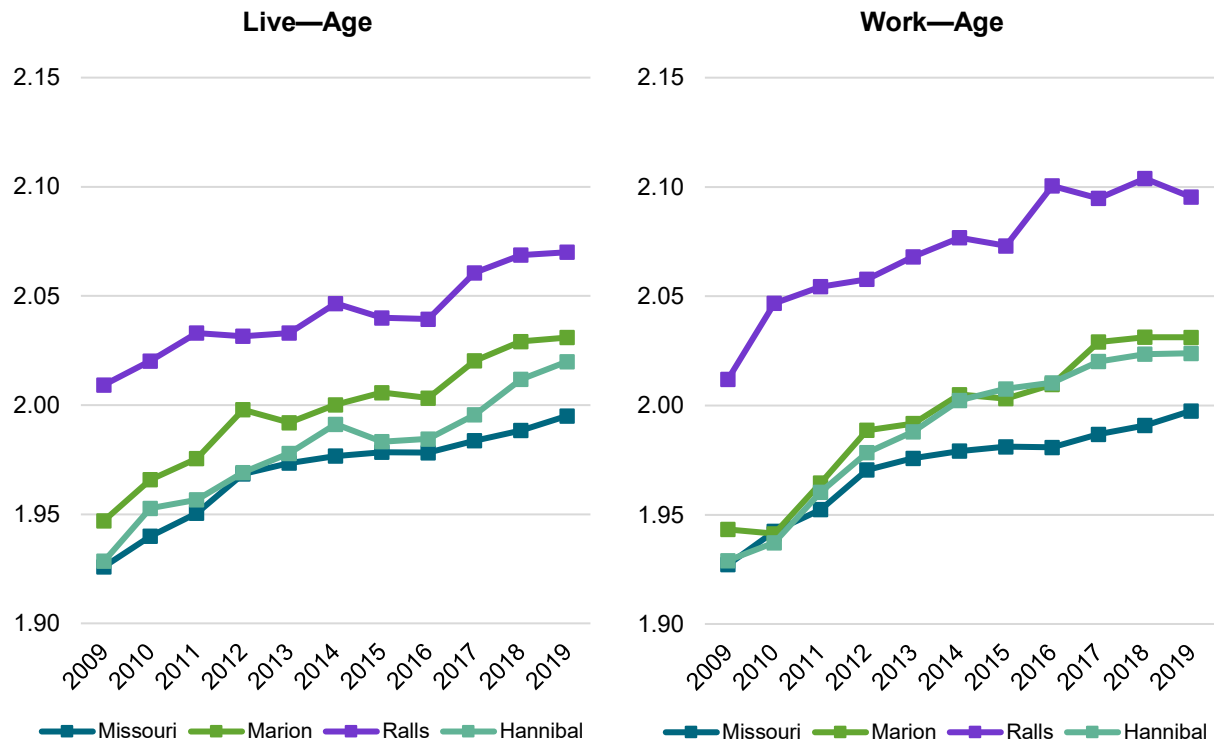
The age analysis shows an aging workforce at all three levels of employment (State, County, and City). By indexing the three age categories for the labor force, it shows both the degree of difference to the state benchmark and the degree of change. Indexing was weighted as the following: Age 29 or younger as 1; Age 30 - 54 as 2; and Age 55 or older as 3.

Live In	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	10yr Δ
Missouri	1.93	1.94	1.95	1.97	1.97	1.98	1.98	1.98	1.98	1.99	2.00	0.07
Marion	1.95	1.97	1.98	2.00	1.99	2.00	2.01	2.00	2.02	2.03	2.03	0.08
Ralls	2.01	2.02	2.03	2.03	2.03	2.05	2.04	2.04	2.06	2.07	2.07	0.06
Hannibal	1.93	1.95	1.96	1.97	1.98	1.99	1.98	1.98	2.00	2.01	2.02	0.09

Live: The Live labor force represents those living within the designated entity of state, county, or city and employed anywhere.

Work In	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	10yr Δ
Missouri	1.93	1.94	1.95	1.97	1.98	1.98	1.98	1.98	1.99	1.99	2.00	0.07
Marion	1.94	1.94	1.96	1.99	1.99	2.01	2.00	2.01	2.03	2.03	2.03	0.09
Ralls	2.01	2.05	2.05	2.06	2.07	2.08	2.07	2.10	2.09	2.10	2.10	0.08
Hannibal	1.93	1.94	1.96	1.98	1.99	2.00	2.01	2.01	2.02	2.02	2.02	0.09

Work: The Work labor force represents those employed within the designated entity of state, county, or city and living anywhere.



Summary: The City of Hannibal workforce is slightly older than Missouri; Ralls County workforce is the oldest; Hannibal and Marion County are growing older at faster rates than Ralls County, and Missouri.

Earnings Analysis

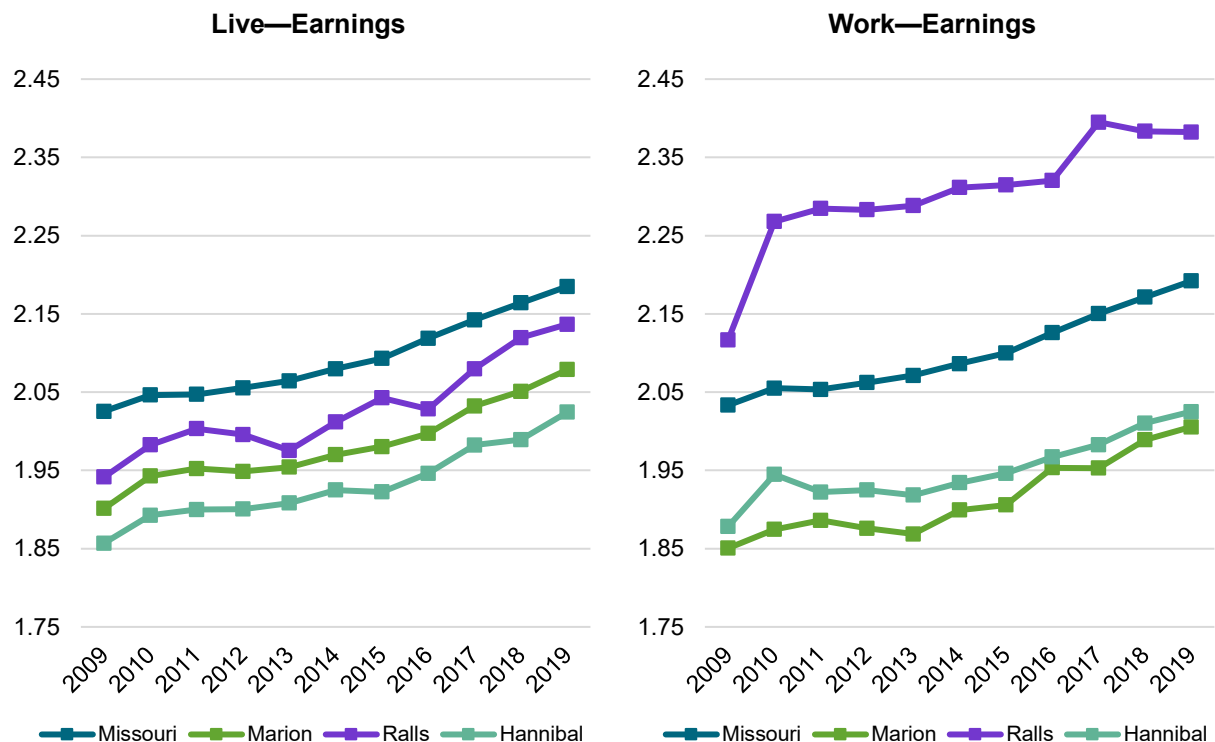
The earnings analysis shows the earnings index for all three levels of employment (State, County, and City). By indexing the three earnings categories for the labor force, it shows both the degree of difference to the state benchmark and the degree of change. Indexing was weighted as the following: \$1,250/month or less as 1; \$1,251 - \$3,333/month as 2; and More than \$3,333/month as 3.

Live In	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	10yr Δ
Missouri	2.03	2.05	2.05	2.06	2.06	2.08	2.09	2.12	2.14	2.16	2.19	0.16
Marion	1.90	1.94	1.95	1.95	1.95	1.97	1.98	2.00	2.03	2.05	2.08	0.18
Ralls	1.94	1.98	2.00	2.00	1.98	2.01	2.04	2.03	2.08	2.12	2.14	0.20
Hannibal	1.86	1.89	1.90	1.90	1.91	1.92	1.92	1.95	1.98	1.99	2.02	0.17

Live: The Live labor force represents those living within the designated entity of state, county, or city and employed anywhere.

Work In	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	10yr Δ
Missouri	2.03	2.06	2.05	2.06	2.07	2.09	2.10	2.13	2.15	2.17	2.19	0.16
Marion	1.85	1.87	1.89	1.88	1.87	1.90	1.91	1.95	1.95	1.99	2.01	0.15
Ralls	2.12	2.27	2.28	2.28	2.29	2.31	2.31	2.32	2.39	2.38	2.38	0.27
Hannibal	1.88	1.94	1.92	1.92	1.92	1.93	1.95	1.97	1.98	2.01	2.02	0.15

Work: The Work labor force represents those employed within the designated entity of state, county, or city and living anywhere.



Summary: The earnings for those living and/or working in the City of Hannibal have increased at a slower rate than all other areas. Earnings for those *working* in Ralls County have outpaced other areas at a faster rate than earnings for those *living* in Ralls County, suggesting an increase in higher paying jobs which have effectively drawn workers into the county.

Industry Analysis

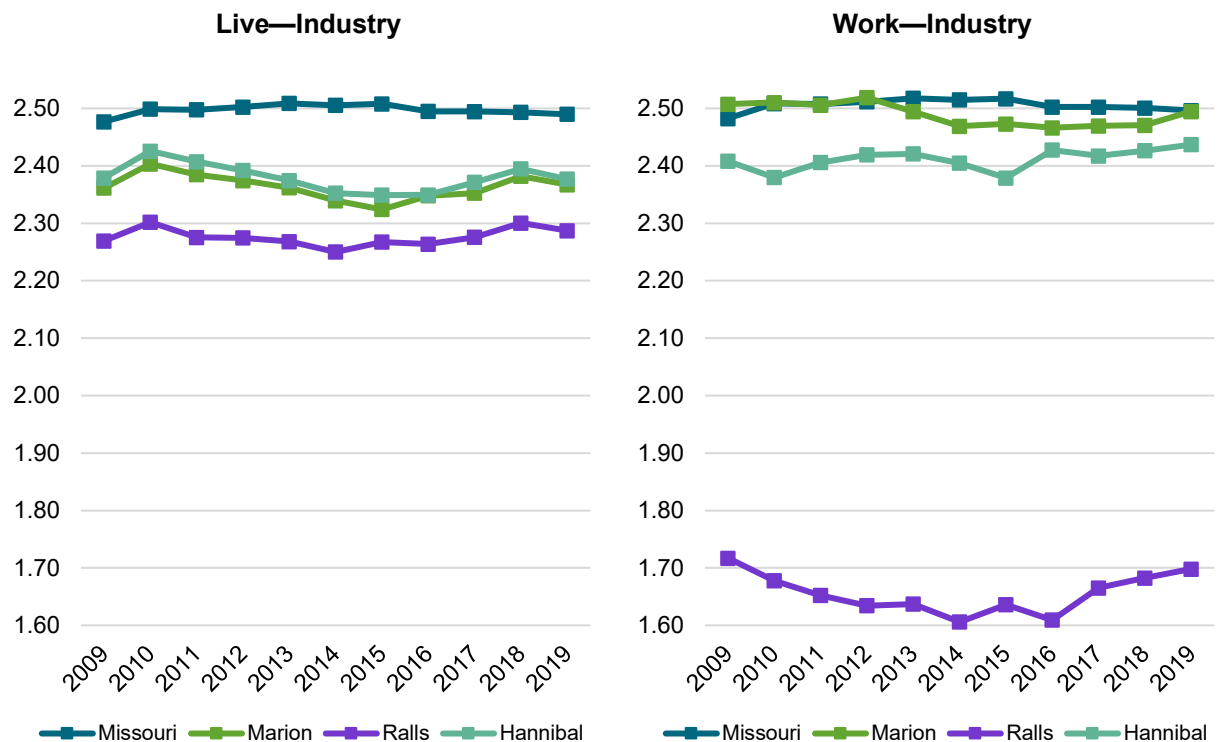
The industry analysis shows the industry index for all three levels of employment (State, County, and City). By indexing the three industry categories for the labor force, it shows both the degree of difference to the state benchmark and the degree of change. Indexing was weighted as the following: Goods Producing as 1; Trade and Transportation as 2; and All Other Services as 3. The lower the index, the more oriented it is to Goods Producing industries such as manufacturing. The higher the index, the more oriented to Service.

Live In	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	10yr Δ
Missouri	2.48	2.50	2.50	2.50	2.51	2.51	2.51	2.49	2.49	2.49	2.49	0.01
Marion	2.36	2.40	2.38	2.37	2.36	2.34	2.32	2.35	2.35	2.38	2.37	0.01
Ralls	2.27	2.30	2.28	2.27	2.27	2.25	2.27	2.26	2.28	2.30	2.29	0.02
Hannibal	2.38	2.43	2.41	2.39	2.37	2.35	2.35	2.35	2.37	2.39	2.38	0.00

Live: The Live labor force represents those living within the designated entity of state, county, or city and employed anywhere.

Work In	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	10yr Δ
Missouri	2.48	2.51	2.51	2.51	2.52	2.51	2.52	2.50	2.50	2.50	2.50	0.01
Marion	2.51	2.51	2.51	2.52	2.49	2.47	2.47	2.47	2.47	2.47	2.49	-0.01
Ralls	1.72	1.68	1.65	1.63	1.64	1.61	1.64	1.61	1.67	1.68	1.70	-0.02
Hannibal	2.41	2.38	2.41	2.42	2.42	2.40	2.38	2.43	2.42	2.43	2.44	0.03

Work: The Work labor force represents those employed within the designated entity of state, county, or city and living anywhere.



Summary: The index for Goods Producing vs Other Services shows workers living in the City of Hannibal, Marion County, and Ralls County with a higher concentration of employment in the Goods Producing Industries than the State of Missouri. Ralls County appears to have a large Goods Producing industry, such as Manufacturing, in the area.

Education Analysis

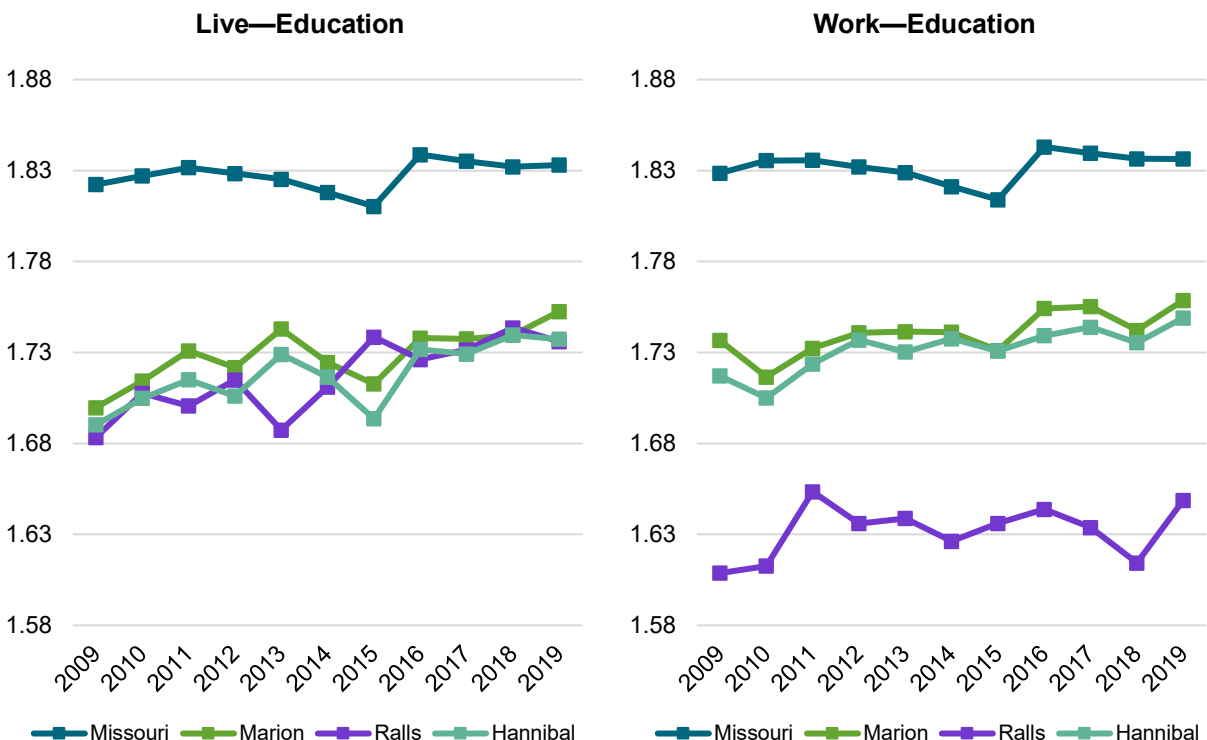
The education analysis shows the education attainment index for all three levels of employment (State, County, and City). By indexing the three education categories for the labor force, it shows both the degree of difference to the state benchmark and the degree of change. Indexing was weighted as following: High School or Less as 1; Some College or Associates as 2; and Bachelors or higher as 3.

Live In	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	10yr Δ
Missouri	1.82	1.82	1.83	1.82	1.82	1.81	1.81	1.83	1.83	1.83	1.83	0.01
Marion	1.69	1.71	1.73	1.72	1.74	1.72	1.71	1.73	1.73	1.73	1.75	0.05
Ralls	1.68	1.70	1.70	1.71	1.68	1.71	1.73	1.72	1.73	1.74	1.73	0.05
Hannibal	1.69	1.70	1.71	1.70	1.72	1.71	1.69	1.73	1.72	1.73	1.73	0.05

Live: The Live labor force represents those living within the designated entity of state, county, or city and employed anywhere.

Work In	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	10yr Δ
Missouri	1.82	1.83	1.83	1.83	1.82	1.82	1.81	1.84	1.83	1.83	1.83	0.01
Marion	1.73	1.71	1.73	1.74	1.74	1.74	1.73	1.75	1.75	1.74	1.75	0.02
Ralls	1.60	1.61	1.65	1.63	1.63	1.62	1.63	1.64	1.63	1.61	1.64	0.04
Hannibal	1.71	1.70	1.72	1.73	1.73	1.73	1.73	1.73	1.74	1.73	1.74	0.03

Work: The Work labor force represents those employed within the designated entity of state, county, or city and living anywhere.



Summary: The education attainment for workers living in the City of Hannibal, Marion County, and Ralls County is fairly consistent among the regions and shows a lower educated workforce than the State of Missouri. Those *working* in Ralls County have a significantly lower education than other areas as well as compared to those *living* in Ralls County.

C. Commuting Live/Work Patterns

City/County Analysis

Hannibal can best be classified as a Commercial, Health Care, and Manufacturing center located north of St. Louis along the Mississippi River. Hannibal is a magnet for workers with 10,899 workers employed in Hannibal and 8,085 employed residents living in Hannibal.

Commuting patterns are important when evaluating Labor and Commercial Markets. Highways, transportation networks, and commercial and industrial development all contribute to this factor. As the following tables suggest, many who work in Hannibal come from Hannibal with many coming from smaller communities throughout Eastern Missouri. Quincy, IL is the second-largest source of workers to Hannibal, providing 430 workers as of 2019.

The data further show that while 64.9 percent of the workforce employed in Hannibal come from outside the city boundaries, 38.7 percent come from outside of Marion and Ralls Counties.

Hannibal, with its North, South, and East West Highways, has opportunity for further commercial and industrial development based on the workforce assets in the 30-mile and 60-mile radius laborshed with shorter travel times than state and national averages. The bridge across the Mississippi and the Interstate access in Illinois is also an asset for commuting.

Hannibal Commuting By City

Live in Hannibal		
Work in	Count	Percent
Hannibal, MO	3,830	47.4%
Quincy, IL	423	5.2%
Columbia, MO	261	3.2%
Palmyra, MO	196	2.4%
Jefferson City, MO	144	1.8%
All Other	3,231	40.0%
Total Residents	8,085	100.0%

Work in Hannibal		
Live in	Count	Percent
Hannibal, MO	3,830	35.1%
Quincy, IL	430	3.9%
Palmyra, MO	360	3.3%
New London, MO	186	1.7%
Monroe City, MO	153	1.4%
All Other	5,940	54.5%
Total Employees	10,899	100.0%

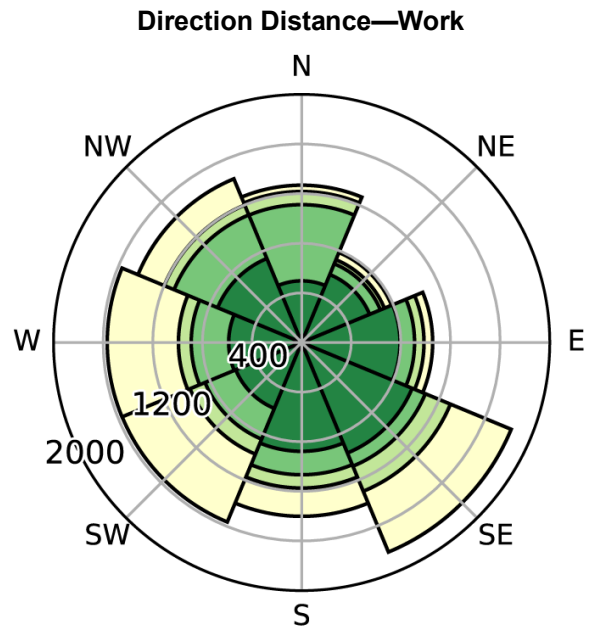
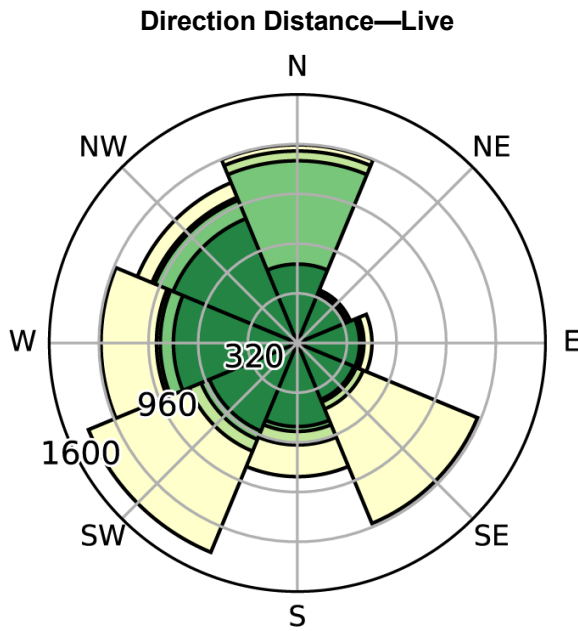
Hannibal Commuting By County

Live in Hannibal		
Work in	Count	Percent
Marion, MO	3,833	47.4%
Ralls, MO	937	11.6%
Adams, IL	600	7.4%
St. Louis, MO	342	4.2%
St. Charles, MO	304	3.8%
All Other	2,069	25.6%
Total Residents	8,085	100.0%

Work in Hannibal		
Live in	Count	Percent
Marion, MO	5,069	46.5%
Ralls, MO	1,611	14.8%
Adams, IL	708	6.5%
Pike, MO	349	3.2%
Monroe, MO	234	2.1%
All Other	2,928	26.9%
Total Employees	10,899	100.0%

Source: U.S. Census 2019

Direction/Distance Analysis



Direction—Live

Total All Jobs	8,085	100.0%
North	1,276	15.8%
Northeast	370	4.6%
East	481	5.9%
Southeast	1,257	15.5%
South	860	10.6%
Southwest	1,458	18.0%
West	1,266	15.7%
Northwest	1,117	13.8%

Direction—Work

Total All Jobs	10,899	100.0%
North	1,268	11.6%
Northeast	785	7.2%
East	1,056	9.7%
Southeast	1,828	16.8%
South	1,401	12.9%
Southwest	1,566	14.4%
West	1,567	14.4%
Northwest	1,428	13.1%

Distance—Live

Total All Jobs	8,085	100.0%
Less than 10 miles	4,448	55.0%
10 to 24 miles	998	12.3%
25 to 50 miles	358	4.4%
Greater than 50 miles	2,281	28.2%

Distance—Work

Total All Jobs	10,899	100.0%
Less than 10 miles	5,620	51.6%
10 to 24 miles	2,079	19.1%
25 to 50 miles	863	7.9%
Greater than 50 miles	2,337	21.4%

IV. CONCLUSION

While many factors impact local competitiveness, the focus of a workforce market analysis is the availability of a competent and reliable workforce for the effective operations of growing businesses in Hannibal or any labor market. Commuting, distance, age, earnings, industry profile, and education attainment are all important considerations when making an investment requiring a competent workforce. Hannibal, a labor magnet, has an employed workforce of 10,899 with an inflow of 7,069 workers from outside of Hannibal. The 30-mile radius laborshed or labor market has an employed workforce of 61,797 with an outflow of 22,629 resident workers to areas outside the 30-mile radius. The 60-mile radius laborshed or labor market has an employed workforce of 146,577 with more than twice as many workers leaving the 60-mile radius laborshed for work than entering. This means that skilled and talented workers start having options as to whether they travel to Hannibal for employment or go to other areas for employment opportunities, such as neighboring cities or larger magnet cities such as Quincy, St. Louis, Columbia, or Jefferson City. For the employed residents in the laborshed to change, the Hannibal market would have to provide employment opportunities with wages and benefits at least equal or better than the Hannibal market is currently providing. An advantage for the Hannibal laborshed is the highway network and the local two and four year education opportunities available in the area. Another advantage is the 15.7, 18.9, and 22 minute travel times to work for Hannibal, Marion County and Ralls County, compared to Missouri with 23.9 minutes and 26.9 minutes at the national level.

Appendix A—Hannibal Area Resident Characteristics Paired To MO

2019	Hannibal		Marion County		Missouri	
	Count	Share	Count	Share	Count	Share
Total All Jobs	8,085	100.0%	13,483	100.0%	2,743,104	100.0%
Jobs by Worker Age						
Age 29 or younger	1,995	24.7%	3,195	23.7%	665,573	24.3%
Age 30 to 54	3,934	48.7%	6,675	49.5%	1,425,464	52.0%
Age 55 or older	2,156	26.7%	3,613	26.8%	652,067	23.8%
Jobs by Earnings						
\$1,250 per month or less	2,334	28.9%	3,661	27.2%	652,644	23.8%
\$1,251 to \$3,333 per month	3,220	39.8%	5,098	37.8%	930,162	33.9%
More than \$3,333 per month	2,531	31.3%	4,724	35.0%	1,160,298	42.3%
Jobs by NAICS Industry Sector						
Agriculture, Forestry, Fishing and Hunting	33	0.4%	78	0.6%	12,312	0.4%
Mining, Quarrying, and Oil and Gas Extraction	31	0.4%	57	0.4%	4,439	0.2%
Utilities	55	0.7%	111	0.8%	18,050	0.7%
Construction	309	3.8%	593	4.4%	134,030	4.9%
Manufacturing	1,245	15.4%	1,971	14.6%	274,724	10.0%
Wholesale Trade	304	3.8%	639	4.7%	123,288	4.5%
Retail Trade	1,202	14.9%	1,943	14.4%	299,516	10.9%
Transportation and Warehousing	240	3.0%	440	3.3%	107,543	3.9%
Information	64	0.8%	106	0.8%	50,808	1.9%
Finance and Insurance	260	3.2%	497	3.7%	125,192	4.6%
Real Estate and Rental and Leasing	57	0.7%	86	0.6%	37,744	1.4%
Professional, Scientific, and Technical Services	224	2.8%	378	2.8%	153,914	5.6%
Management of Companies and Enterprises	52	0.6%	100	0.7%	65,517	2.4%
Admin. & Support, Waste Mgmt and Remediation	342	4.2%	488	3.6%	160,041	5.8%
Educational Services	630	7.8%	1,073	8.0%	226,262	8.2%
Health Care and Social Assistance	1,548	19.1%	2,575	19.1%	460,045	16.8%
Arts, Entertainment, and Recreation	161	2.0%	234	1.7%	52,038	1.9%
Accommodation and Food Services	789	9.8%	1,158	8.6%	251,603	9.2%
Other Services (excluding Public Administration)	199	2.5%	315	2.3%	77,935	2.8%
Public Administration	340	4.2%	641	4.8%	108,103	3.9%
Jobs by Worker Race						
White Alone	7,228	89.4%	12,404	92.0%	2,289,080	83.4%
Black or African American Alone	605	7.5%	722	5.4%	338,302	12.3%
Other	121	1.5%	172	1.3%	74,336	2.7%
Two or More Race Groups	131	1.6%	185	1.4%	41,386	1.5%
Jobs by Worker Ethnicity						
Arts, Entertainment, and Recreation	7,934	98.1%	13,273	98.4%	2,639,762	96.2%
Accommodation and Food Services	151	1.9%	210	1.6%	103,342	3.8%
Jobs by Worker Educational Attainment						
Less than high school	706	8.7%	1,123	8.3%	234,499	8.5%
High school or equivalent, no college	2,177	26.9%	3,638	27.0%	646,394	23.6%
Some college or Associate degree	1,954	24.2%	3,363	24.9%	672,890	24.5%
Bachelor's degree or advanced degree	1,253	15.5%	2,164	16.0%	523,748	19.1%
Educational attainment not available	1,995	24.7%	3,195	23.7%	665,573	24.3%
Jobs by Worker Race						
Male	3,827	47.3%	6,509	48.3%	1,345,511	49.1%
Female	4,258	52.7%	6,974	51.7%	1,397,593	50.9%

Source: U.S. Census LED

Appendix B—Hannibal Area Worker Characteristics Paired To MO

2019	Hannibal		Marion County		Missouri	
	Count	Share	Count	Share	Count	Share
Total All Jobs	10,899	100.0%	12,966	100.0%	2,795,410	100.0%
Jobs by Worker Age						
Age 29 or younger	2,565	23.5%	3,072	23.7%	672,691	24.1%
Age 30 to 54	5,509	50.5%	6,417	49.5%	1,456,959	52.1%
Age 55 or older	2,825	25.9%	3,477	26.8%	665,760	23.8%
Jobs by Earnings						
\$1,250 per month or less	3,387	31.1%	4,092	31.6%	659,899	23.6%
\$1,251 to \$3,333 per month	3,854	35.4%	4,711	36.3%	938,566	33.6%
More than \$3,333 per month	3,658	33.6%	4,163	32.1%	1,196,945	42.8%
Jobs by NAICS Industry Sector						
Agriculture, Forestry, Fishing and Hunting	0	0.0%	87	0.7%	12,445	0.4%
Mining, Quarrying, and Oil and Gas Extraction	29	0.3%	29	0.2%	4,076	0.1%
Utilities	85	0.8%	98	0.8%	18,551	0.7%
Construction	204	1.9%	607	4.7%	135,624	4.9%
Manufacturing	1,752	16.1%	866	6.7%	278,494	10.0%
Wholesale Trade	145	1.3%	738	5.7%	124,366	4.4%
Retail Trade	1,839	16.9%	2,310	17.8%	300,831	10.8%
Transportation and Warehousing	98	0.9%	231	1.8%	102,971	3.7%
Information	58	0.5%	65	0.5%	53,618	1.9%
Finance and Insurance	287	2.6%	511	3.9%	129,432	4.6%
Real Estate and Rental and Leasing	36	0.3%	55	0.4%	38,980	1.4%
Professional, Scientific, and Technical Services	233	2.1%	392	3.0%	163,154	5.8%
Management of Companies and Enterprises	42	0.4%	42	0.3%	68,526	2.5%
Admin. & Support, Waste Mgmt and Remediation	254	2.3%	207	1.6%	161,178	5.8%
Educational Services	1,012	9.3%	1,240	9.6%	230,243	8.2%
Health Care and Social Assistance	2,978	27.3%	3,238	25.0%	472,245	16.9%
Arts, Entertainment, and Recreation	222	2.0%	233	1.8%	53,488	1.9%
Accommodation and Food Services	1,125	10.3%	1,277	9.8%	257,377	9.2%
Other Services (excluding Public Administration)	189	1.7%	261	2.0%	79,340	2.8%
Public Administration	311	2.9%	479	3.7%	110,471	4.0%
Jobs by Worker Race						
White Alone	10,028	92.0%	12,081	93.2%	2,334,055	83.5%
Black or African American Alone	587	5.4%	591	4.6%	341,287	12.2%
Other	134	1.2%	132	1.0%	78,326	2.8%
Two or More Race Groups	150	1.4%	162	1.2%	41,742	1.5%
Jobs by Worker Ethnicity						
Arts, Entertainment, and Recreation	10,746	98.6%	12,792	98.7%	2,691,798	96.3%
Accommodation and Food Services	153	1.4%	174	1.3%	103,612	3.7%
Jobs by Worker Educational Attainment						
Less than high school	870	8.0%	1,023	7.9%	238,443	8.5%
High school or equivalent, no college	3,015	27.7%	3,564	27.5%	659,040	23.6%
Some college or Associate degree	2,697	24.7%	3,157	24.3%	685,548	24.5%
Bachelor's degree or advanced degree	1,752	16.1%	2,150	16.6%	539,688	19.3%
Educational attainment not available	2,565	23.5%	3,072	23.7%	672,691	24.1%
Jobs by Worker Race						
Male	4,333	39.8%	5,506	42.5%	1,368,235	48.9%
Female	6,566	60.2%	7,460	57.5%	1,427,175	51.1%

Source: U.S. Census LED

Appendix C—Hannibal Resident Trend Change 2009-2019

2019	2009		2014		2019		5yr Δ	10yr Δ
	Count	Share	Count	Share	Count	Share		
Total All Jobs	8,213	100.0%	8,338	100.0%	8,085	100.0%	-3.0%	-1.6%
Jobs by Worker Age								
Age 29 or younger	2,163	26.3%	1,999	24.0%	1,995	24.7%	-0.2%	-7.8%
Age 30 to 54	4,474	54.5%	4,413	52.9%	3,934	48.7%	-10.9%	-12.1%
Age 55 or older	1,576	19.2%	1,926	23.1%	2,156	26.7%	11.9%	36.8%
Jobs by Earnings								
\$1,250 per month or less	2,917	35.5%	2,805	33.6%	2,334	28.9%	-16.8%	-20.0%
\$1,251 to \$3,333 per month	3,555	43.3%	3,354	40.2%	3,220	39.8%	-4.0%	-9.4%
More than \$3,333 per month	1,741	21.2%	2,179	26.1%	2,531	31.3%	16.2%	45.4%
Jobs by NAICS Industry Sector								
Agriculture, Forestry, Fishing and Hunting	41	0.5%	45	0.5%	33	0.4%	-26.7%	-19.5%
Mining, Quarrying, and Oil and Gas Extraction	28	0.3%	14	0.2%	31	0.4%	121.4%	10.7%
Utilities	64	0.8%	64	0.8%	55	0.7%	-14.1%	-14.1%
Construction	435	5.3%	334	4.0%	309	3.8%	-7.5%	-29.0%
Manufacturing	1,213	14.8%	1,370	16.4%	1,245	15.4%	-9.1%	2.6%
Wholesale Trade	230	2.8%	324	3.9%	304	3.8%	-6.2%	32.2%
Retail Trade	1,135	13.8%	1,215	14.6%	1,202	14.9%	-1.1%	5.9%
Transportation and Warehousing	238	2.9%	269	3.2%	240	3.0%	-10.8%	0.8%
Information	152	1.9%	85	1.0%	64	0.8%	-24.7%	-57.9%
Finance and Insurance	239	2.9%	246	3.0%	260	3.2%	5.7%	8.8%
Real Estate and Rental and Leasing	41	0.5%	52	0.6%	57	0.7%	9.6%	39.0%
Professional, Scientific, and Technical Services	201	2.4%	199	2.4%	224	2.8%	12.6%	11.4%
Management of Companies and Enterprises	51	0.6%	56	0.7%	52	0.6%	-7.1%	2.0%
Admin. & Support, Waste Mgmt and Remediation	246	3.0%	268	3.2%	342	4.2%	27.6%	39.0%
Educational Services	697	8.5%	708	8.5%	630	7.8%	-11.0%	-9.6%
Health Care and Social Assistance	1,516	18.5%	1,591	19.1%	1,548	19.1%	-2.7%	2.1%
Arts, Entertainment, and Recreation	197	2.4%	151	1.8%	161	2.0%	6.6%	-18.3%
Accommodation and Food Services	818	10.0%	756	9.1%	789	9.8%	4.4%	-3.5%
Other Services (excluding Public Administration)	242	2.9%	166	2.0%	199	2.5%	19.9%	-17.8%
Public Administration	429	5.2%	425	5.1%	340	4.2%	-20.0%	-20.7%
Jobs by Worker Race								
White Alone	7,559	92.0%	7,584	91.0%	7,228	89.4%	-4.7%	-4.4%
Black or African American Alone	479	5.8%	582	7.0%	605	7.5%	4.0%	26.3%
Other	95	1.2%	89	1.1%	121	1.5%	36.0%	27.4%
Two or More Race Groups	80	1.0%	83	1.0%	131	1.6%	57.8%	63.8%
Jobs by Worker Ethnicity								
Arts, Entertainment, and Recreation	8,083	98.4%	8,173	98.0%	7,934	98.1%	-2.9%	-1.8%
Accommodation and Food Services	130	1.6%	165	2.0%	151	1.9%	-8.5%	16.2%
Jobs by Worker Educational Attainment								
Less than high school	623	7.6%	729	8.7%	706	8.7%	-3.2%	13.3%
High school or equivalent, no college	2,364	28.8%	2,328	27.9%	2,177	26.9%	-6.5%	-7.9%
Some college or Associate degree	1,980	24.1%	2,054	24.6%	1,954	24.2%	-4.9%	-1.3%
Bachelor's degree or advanced degree	1,083	13.2%	1,228	14.7%	1,253	15.5%	2.0%	15.7%
Educational attainment not available	2,163	26.3%	1,999	24.0%	1,995	24.7%	-0.2%	-7.8%
Jobs by Worker Race								
Male	3,868	47.1%	3,892	46.7%	3,827	47.3%	-1.7%	-1.1%
Female	4,345	52.9%	4,446	53.3%	4,258	52.7%	-4.2%	-2.0%

Source: U.S. Census LED

Appendix D—Hannibal Worker Trend Change 2009-2019

2019	2009		2014		2019		5yr Δ	10yr Δ
	Count	Share	Count	Share	Count	Share		
Total All Jobs	11,374	100.0%	11,368	100.0%	10,899	100.0%	-4.1%	-4.2%
Jobs by Worker Age								
Age 29 or younger	2,961	26.0%	2,613	23.0%	2,565	23.5%	-1.8%	-13.4%
Age 30 to 54	6,259	55.0%	6,115	53.8%	5,509	50.5%	-9.9%	-12.0%
Age 55 or older	2,154	18.9%	2,640	23.2%	2,825	25.9%	7.0%	31.2%
Jobs by Earnings								
\$1,250 per month or less	4,108	36.1%	3,996	35.2%	3,387	31.1%	-15.2%	-17.6%
\$1,251 to \$3,333 per month	4,544	40.0%	4,123	36.3%	3,854	35.4%	-6.5%	-15.2%
More than \$3,333 per month	2,722	23.9%	3,249	28.6%	3,658	33.6%	12.6%	34.4%
Jobs by NAICS Industry Sector								
Agriculture, Forestry, Fishing and Hunting	3	0.0%	10	0.1%	0	0.0%	-100.0%	-100.0%
Mining, Quarrying, and Oil and Gas Extraction	30	0.3%	0	0.0%	29	0.3%	100%	-3.3%
Utilities	85	0.7%	120	1.1%	85	0.8%	-29.2%	0.0%
Construction	531	4.7%	210	1.8%	204	1.9%	-2.9%	-61.6%
Manufacturing	1,646	14.5%	1,901	16.7%	1,752	16.1%	-7.8%	6.4%
Wholesale Trade	186	1.6%	210	1.8%	145	1.3%	-31.0%	-22.0%
Retail Trade	1,828	16.1%	2,048	18.0%	1,839	16.9%	-10.2%	0.6%
Transportation and Warehousing	214	1.9%	146	1.3%	98	0.9%	-32.9%	-54.2%
Information	233	2.0%	105	0.9%	58	0.5%	-44.8%	-75.1%
Finance and Insurance	279	2.5%	250	2.2%	287	2.6%	14.8%	2.9%
Real Estate and Rental and Leasing	24	0.2%	30	0.3%	36	0.3%	20.0%	50.0%
Professional, Scientific, and Technical Services	298	2.6%	192	1.7%	233	2.1%	21.4%	-21.8%
Management of Companies and Enterprises	33	0.3%	34	0.3%	42	0.4%	23.5%	27.3%
Admin. & Support, Waste Mgmt and Remediation	251	2.2%	284	2.5%	254	2.3%	-10.6%	1.2%
Educational Services	1,115	9.8%	995	8.8%	1,012	9.3%	1.7%	-9.2%
Health Care and Social Assistance	2,554	22.5%	2,899	25.5%	2,978	27.3%	2.7%	16.6%
Arts, Entertainment, and Recreation	257	2.3%	225	2.0%	222	2.0%	-1.3%	-13.6%
Accommodation and Food Services	1,112	9.8%	1,141	10.0%	1,125	10.3%	-1.4%	1.2%
Other Services (excluding Public Administration)	267	2.3%	179	1.6%	189	1.7%	5.6%	-29.2%
Public Administration	428	3.8%	389	3.4%	311	2.9%	-20.1%	-27.3%
Jobs by Worker Race								
White Alone	10,655	93.7%	10,503	92.4%	10,028	92.0%	-4.5%	-5.9%
Black or African American Alone	533	4.7%	632	5.6%	587	5.4%	-7.1%	10.1%
Other	114	1.0%	127	1.1%	134	1.2%	5.5%	17.5%
Two or More Race Groups	72	0.6%	106	0.9%	150	1.4%	41.5%	108.3%
Jobs by Worker Ethnicity								
Arts, Entertainment, and Recreation	11,243	98.8%	11,204	98.6%	10,746	98.6%	-4.1%	-4.4%
Accommodation and Food Services	131	1.2%	164	1.4%	153	1.4%	-6.7%	16.8%
Jobs by Worker Educational Attainment								
Less than high school	870	7.6%	969	8.5%	870	8.0%	-10.2%	0.0%
High school or equivalent, no college	3,151	27.7%	3,140	27.6%	3,015	27.7%	-4.0%	-4.3%
Some college or Associate degree	2,793	24.6%	2,878	25.3%	2,697	24.7%	-6.3%	-3.4%
Bachelor's degree or advanced degree	1,599	14.1%	1,768	15.6%	1,752	16.1%	-0.9%	9.6%
Educational attainment not available	2,961	26.0%	2,613	23.0%	2,565	23.5%	-1.8%	-13.4%
Jobs by Worker Race								
Male	4,653	40.9%	4,561	40.1%	4,333	39.8%	-5.0%	-6.9%
Female	6,721	59.1%	6,807	59.9%	6,566	60.2%	-3.5%	-2.3%

Source: U.S. Census LED

Appendix E—Missouri Resident Trend Change 2009-2019

2019	2009		2014		2019		5yr Δ	10yr Δ
	Count	Share	Count	Share	Count	Share		
Total All Jobs	2,514,606	100.0%	2,642,987	100.0%	2,743,104	100.0%	3.8%	9.1%
Jobs by Worker Age								
Age 29 or younger	638,007	25.4%	632,849	23.9%	665,573	24.3%	5.2%	4.3%
Age 30 to 54	1,424,829	56.7%	1,438,839	54.4%	1,425,464	52.0%	-0.9%	0.0%
Age 55 or older	451,770	18.0%	571,299	21.6%	652,067	23.8%	14.1%	44.3%
Jobs by Earnings								
\$1,250 per month or less	714,531	28.4%	714,242	27.0%	652,644	23.8%	-8.6%	-8.7%
\$1,251 to \$3,333 per month	1,021,969	40.6%	1,003,857	38.0%	930,162	33.9%	-7.3%	-9.0%
More than \$3,333 per month	778,106	30.9%	924,888	35.0%	1,160,298	42.3%	25.5%	49.1%
Jobs by NAICS Industry Sector								
Agriculture, Forestry, Fishing and Hunting	10,776	0.4%	12,828	0.5%	12,312	0.4%	-4.0%	14.3%
Mining, Quarrying, and Oil and Gas Extraction	4,408	0.2%	4,416	0.2%	4,439	0.2%	0.5%	0.7%
Utilities	19,870	0.8%	19,613	0.7%	18,050	0.7%	-8.0%	-9.2%
Construction	130,480	5.2%	124,410	4.7%	134,030	4.9%	7.7%	2.7%
Manufacturing	250,591	10.0%	239,185	9.0%	274,724	10.0%	14.9%	9.6%
Wholesale Trade	118,146	4.7%	125,112	4.7%	123,288	4.5%	-1.5%	4.4%
Retail Trade	293,104	11.7%	302,361	11.4%	299,516	10.9%	-0.9%	2.2%
Transportation and Warehousing	91,997	3.7%	98,213	3.7%	107,543	3.9%	9.5%	16.9%
Information	56,100	2.2%	48,477	1.8%	50,808	1.9%	4.8%	-9.4%
Finance and Insurance	109,000	4.3%	113,122	4.3%	125,192	4.6%	10.7%	14.9%
Real Estate and Rental and Leasing	36,728	1.5%	35,662	1.3%	37,744	1.4%	5.8%	2.8%
Professional, Scientific, and Technical Services	120,161	4.8%	136,065	5.1%	153,914	5.6%	13.1%	28.1%
Management of Companies and Enterprises	59,719	2.4%	67,713	2.6%	65,517	2.4%	-3.2%	9.7%
Admin. & Support, Waste Mgmt and Remediation	130,935	5.2%	156,040	5.9%	160,041	5.8%	2.6%	22.2%
Educational Services	246,428	9.8%	239,681	9.1%	226,262	8.2%	-5.6%	-8.2%
Health Care and Social Assistance	373,823	14.9%	430,920	16.3%	460,045	16.8%	6.8%	23.1%
Arts, Entertainment, and Recreation	49,867	2.0%	52,604	2.0%	52,038	1.9%	-1.1%	4.4%
Accommodation and Food Services	226,817	9.0%	243,352	9.2%	251,603	9.2%	3.4%	10.9%
Other Services (excluding Public Administration)	85,415	3.4%	78,246	3.0%	77,935	2.8%	-0.4%	-8.8%
Public Administration	100,241	4.0%	114,967	4.3%	108,103	3.9%	-6.0%	7.8%
Jobs by Worker Race								
White Alone	2,182,041	86.8%	2,270,448	85.9%	2,289,080	83.4%	0.8%	4.9%
Black or African American Alone	258,697	10.3%	291,157	11.0%	338,302	12.3%	16.2%	30.8%
Other	51,443	2.0%	54,176	2.0%	74,336	2.7%	37.2%	44.5%
Two or More Race Groups	22,425	0.9%	27,206	1.0%	41,386	1.5%	52.1%	84.6%
Jobs by Worker Ethnicity								
Arts, Entertainment, and Recreation	2,445,202	97.2%	2,564,643	97.0%	2,639,762	96.2%	2.9%	8.0%
Accommodation and Food Services	69,404	2.8%	78,344	3.0%	103,342	3.8%	31.9%	48.9%
Jobs by Worker Educational Attainment								
Less than high school	185,106	7.4%	213,004	8.1%	234,499	8.5%	10.1%	26.7%
High school or equivalent, no college	617,413	24.6%	649,953	24.6%	646,394	23.6%	-0.5%	4.7%
Some college or Associate degree	614,217	24.4%	660,188	25.0%	672,890	24.5%	1.9%	9.6%
Bachelor's degree or advanced degree	459,863	18.3%	486,993	18.4%	523,748	19.1%	7.5%	13.9%
Educational attainment not available	638,007	25.4%	632,849	23.9%	665,573	24.3%	5.2%	4.3%
Jobs by Worker Race								
Male	1,218,816	48.5%	1,295,660	49.0%	1,345,511	49.1%	3.8%	10.4%
Female	1,295,790	51.5%	1,347,327	51.0%	1,397,593	50.9%	3.7%	7.9%

Source: U.S. Census LED

Appendix F—Missouri Worker Trend Change 2009-2019

2019	2009		2014		2019		5yr Δ	10yr Δ
	Count	Share	Count	Share	Count	Share		
Total All Jobs	2,555,448	100.0%	2,673,547	100.0%	2,795,410	100.0%	4.6%	9.4%
Jobs by Worker Age								
Age 29 or younger	644,900	25.2%	635,288	23.8%	672,691	24.1%	5.9%	4.3%
Age 30 to 54	1,451,753	56.8%	1,458,705	54.6%	1,456,959	52.1%	-0.1%	0.4%
Age 55 or older	458,795	18.0%	579,554	21.7%	665,760	23.8%	14.9%	45.1%
Jobs by Earnings								
\$1,250 per month or less	720,145	28.2%	717,580	26.8%	659,899	23.6%	-8.0%	-8.4%
\$1,251 to \$3,333 per month	1,029,871	40.3%	1,007,625	37.7%	938,566	33.6%	-6.9%	-8.9%
More than \$3,333 per month	805,432	31.5%	948,342	35.5%	1,196,945	42.8%	26.2%	48.6%
Jobs by NAICS Industry Sector								
Agriculture, Forestry, Fishing and Hunting	10,826	0.4%	12,733	0.5%	12,445	0.4%	-2.3%	15.0%
Mining, Quarrying, and Oil and Gas Extraction	4,232	0.2%	3,894	0.1%	4,076	0.1%	4.7%	-3.7%
Utilities	20,321	0.8%	19,887	0.7%	18,551	0.7%	-6.7%	-8.7%
Construction	133,540	5.2%	125,493	4.7%	135,624	4.9%	8.1%	1.6%
Manufacturing	250,265	9.8%	235,810	8.8%	278,494	10.0%	18.1%	11.3%
Wholesale Trade	119,098	4.7%	124,439	4.7%	124,366	4.4%	-0.1%	4.4%
Retail Trade	294,197	11.5%	302,540	11.3%	300,831	10.8%	-0.6%	2.3%
Transportation and Warehousing	91,212	3.6%	94,209	3.5%	102,971	3.7%	9.3%	12.9%
Information	54,011	2.1%	47,950	1.8%	53,618	1.9%	11.8%	-0.7%
Finance and Insurance	111,816	4.4%	115,791	4.3%	129,432	4.6%	11.8%	15.8%
Real Estate and Rental and Leasing	37,852	1.5%	36,369	1.4%	38,980	1.4%	7.2%	3.0%
Professional, Scientific, and Technical Services	125,732	4.9%	141,978	5.3%	163,154	5.8%	14.9%	29.8%
Management of Companies and Enterprises	64,136	2.5%	72,074	2.7%	68,526	2.5%	-4.9%	6.8%
Admin. & Support, Waste Mgmt and Remediation	132,075	5.2%	154,341	5.8%	161,178	5.8%	4.4%	22.0%
Educational Services	251,355	9.8%	243,182	9.1%	230,243	8.2%	-5.3%	-8.4%
Health Care and Social Assistance	383,772	15.0%	443,402	16.6%	472,245	16.9%	6.5%	23.1%
Arts, Entertainment, and Recreation	51,268	2.0%	54,992	2.1%	53,488	1.9%	-2.7%	4.3%
Accommodation and Food Services	232,204	9.1%	246,928	9.2%	257,377	9.2%	4.2%	10.8%
Other Services (excluding Public Administration)	87,668	3.4%	79,576	3.0%	79,340	2.8%	-0.3%	-9.5%
Public Administration	99,868	3.9%	117,959	4.4%	110,471	4.0%	-6.3%	10.6%
Jobs by Worker Race								
White Alone	2,220,265	86.9%	2,299,443	86.0%	2,334,055	83.5%	1.5%	5.1%
Black or African American Alone	259,763	10.2%	291,258	10.9%	341,287	12.2%	17.2%	31.4%
Other	52,743	2.1%	55,635	2.1%	78,326	2.8%	40.8%	48.5%
Two or More Race Groups	22,677	0.9%	27,211	1.0%	41,742	1.5%	53.4%	84.1%
Jobs by Worker Ethnicity								
Arts, Entertainment, and Recreation	2,485,461	97.3%	2,595,941	97.1%	2,691,798	96.3%	3.7%	8.3%
Accommodation and Food Services	69,987	2.7%	77,606	2.9%	103,612	3.7%	33.5%	48.0%
Jobs by Worker Educational Attainment								
Less than high school	186,820	7.3%	214,789	8.0%	238,443	8.5%	11.0%	27.6%
High school or equivalent, no college	624,354	24.4%	657,444	24.6%	659,040	23.6%	0.2%	5.6%
Some college or Associate degree	625,215	24.5%	668,337	25.0%	685,548	24.5%	2.6%	9.6%
Bachelor's degree or advanced degree	474,159	18.6%	497,689	18.6%	539,688	19.3%	8.4%	13.8%
Educational attainment not available	644,900	25.2%	635,288	23.8%	672,691	24.1%	5.9%	4.3%
Jobs by Worker Race								
Male	1,236,885	48.4%	1,304,068	48.8%	1,368,235	48.9%	4.9%	10.6%
Female	1,318,563	51.6%	1,369,479	51.2%	1,427,175	51.1%	4.2%	8.2%

Source: U.S. Census LED

Appendix G—Hannibal Resident Characteristics By Age

2019	Overall		Age <= 29		Age >= 55	
	Count	Share	Count	Share	Count	Share
Total All Jobs	8,085	100.0%	1,995	100.0%	2,156	100.0%
Jobs by Worker Age						
Age 29 or younger	1,995	24.7%	1,995	100.0%	0	0.0%
Age 30 to 54	3,934	48.7%	0	0.0%	0	0.0%
Age 55 or older	2,156	26.7%	0	0.0%	2,156	100.0%
Jobs by Earnings						
\$1,250 per month or less	2,334	28.9%	887	44.5%	593	27.5%
\$1,251 to \$3,333 per month	3,220	39.8%	795	39.8%	784	36.4%
More than \$3,333 per month	2,531	31.3%	313	15.7%	779	36.1%
Jobs by NAICS Industry Sector						
Agriculture, Forestry, Fishing and Hunting	33	0.4%	10	0.5%	11	0.5%
Mining, Quarrying, and Oil and Gas Extraction	31	0.4%	8	0.4%	6	0.3%
Utilities	55	0.7%	2	0.1%	23	1.1%
Construction	309	3.8%	60	3.0%	100	4.6%
Manufacturing	1,245	15.4%	234	11.7%	315	14.6%
Wholesale Trade	304	3.8%	48	2.4%	115	5.3%
Retail Trade	1,202	14.9%	380	19.0%	330	15.3%
Transportation and Warehousing	240	3.0%	42	2.1%	67	3.1%
Information	64	0.8%	21	1.1%	14	0.6%
Finance and Insurance	260	3.2%	56	2.8%	79	3.7%
Real Estate and Rental and Leasing	57	0.7%	9	0.5%	26	1.2%
Professional, Scientific, and Technical Services	224	2.8%	47	2.4%	74	3.4%
Management of Companies and Enterprises	52	0.6%	8	0.4%	16	0.7%
Admin. & Support, Waste Mgmt and Remediation	342	4.2%	73	3.7%	76	3.5%
Educational Services	630	7.8%	127	6.4%	202	9.4%
Health Care and Social Assistance	1,548	19.1%	316	15.8%	378	17.5%
Arts, Entertainment, and Recreation	161	2.0%	68	3.4%	35	1.6%
Accommodation and Food Services	789	9.8%	400	20.1%	100	4.6%
Other Services (excluding Public Administration)	199	2.5%	36	1.8%	63	2.9%
Public Administration	340	4.2%	50	2.5%	126	5.8%
Jobs by Worker Race						
White Alone	7,228	89.4%	1,751	87.8%	1,978	91.7%
Black or African American Alone	605	7.5%	140	7.0%	146	6.8%
Other	121	1.5%	36	1.8%	21	1.0%
Two or More Race Groups	131	1.6%	68	3.4%	11	0.5%
Jobs by Worker Ethnicity						
Arts, Entertainment, and Recreation	7,934	98.1%	1,943	97.4%	2,122	98.4%
Accommodation and Food Services	151	1.9%	52	2.6%	34	1.6%
Jobs by Worker Educational Attainment						
Less than high school	706	8.7%	0	0.0%	233	10.8%
High school or equivalent, no college	2,177	26.9%	0	0.0%	830	38.5%
Some college or Associate degree	1,954	24.2%	0	0.0%	636	29.5%
Bachelor's degree or advanced degree	1,253	15.5%	0	0.0%	457	21.2%
Educational attainment not available	1,995	24.7%	1,995	100.0%	0	0.0%
Jobs by Worker Race						
Male	3,827	47.3%	985	49.4%	1,017	47.2%
Female	4,258	52.7%	1,010	50.6%	1,139	52.8%

Source: U.S. Census LED

Appendix H—Hannibal Resident Characteristics By Earnings

2019	Overall		\$1,250 or less		More than \$3,333	
	Count	Share	Count	Share	Count	Share
Total All Jobs	8,085	100.0%	2,334	100.0%	2,531	100.0%
Jobs by Worker Age						
Age 29 or younger	1,995	24.7%	887	38.0%	313	12.4%
Age 30 to 54	3,934	48.7%	854	36.6%	1,439	56.9%
Age 55 or older	2,156	26.7%	593	25.4%	779	30.8%
Jobs by Earnings						
\$1,250 per month or less	2,334	28.9%	2,334	100.0%	0	0.0%
\$1,251 to \$3,333 per month	3,220	39.8%	0	0.0%	0	0.0%
More than \$3,333 per month	2,531	31.3%	0	0.0%	2,531	100.0%
Jobs by NAICS Industry Sector						
Agriculture, Forestry, Fishing and Hunting	33	0.4%	7	0.3%	10	0.4%
Mining, Quarrying, and Oil and Gas Extraction	31	0.4%	2	0.1%	27	1.1%
Utilities	55	0.7%	4	0.2%	46	1.8%
Construction	309	3.8%	41	1.8%	154	6.1%
Manufacturing	1,245	15.4%	75	3.2%	665	26.3%
Wholesale Trade	304	3.8%	30	1.3%	169	6.7%
Retail Trade	1,202	14.9%	558	23.9%	134	5.3%
Transportation and Warehousing	240	3.0%	34	1.5%	104	4.1%
Information	64	0.8%	15	0.6%	18	0.7%
Finance and Insurance	260	3.2%	32	1.4%	76	3.0%
Real Estate and Rental and Leasing	57	0.7%	22	0.9%	18	0.7%
Professional, Scientific, and Technical Services	224	2.8%	61	2.6%	84	3.3%
Management of Companies and Enterprises	52	0.6%	8	0.3%	20	0.8%
Admin. & Support, Waste Mgmt and Remediation	342	4.2%	118	5.1%	83	3.3%
Educational Services	630	7.8%	190	8.1%	255	10.1%
Health Care and Social Assistance	1,548	19.1%	404	17.3%	447	17.7%
Arts, Entertainment, and Recreation	161	2.0%	115	4.9%	14	0.6%
Accommodation and Food Services	789	9.8%	483	20.7%	40	1.6%
Other Services (excluding Public Administration)	199	2.5%	84	3.6%	35	1.4%
Public Administration	340	4.2%	51	2.2%	132	5.2%
Jobs by Worker Race						
White Alone	7,228	89.4%	2,041	87.4%	2,347	92.7%
Black or African American Alone	605	7.5%	186	8.0%	123	4.9%
Other	121	1.5%	47	2.0%	34	1.3%
Two or More Race Groups	131	1.6%	60	2.6%	27	1.1%
Jobs by Worker Ethnicity						
Arts, Entertainment, and Recreation	7,934	98.1%	2,286	97.9%	2,491	98.4%
Accommodation and Food Services	151	1.9%	48	2.1%	40	1.6%
Jobs by Worker Educational Attainment						
Less than high school	706	8.7%	176	7.5%	199	7.9%
High school or equivalent, no college	2,177	26.9%	540	23.1%	718	28.4%
Some college or Associate degree	1,954	24.2%	457	19.6%	710	28.1%
Bachelor's degree or advanced degree	1,253	15.5%	274	11.7%	591	23.4%
Educational attainment not available	1,995	24.7%	887	38.0%	313	12.4%
Jobs by Worker Race						
Male	3,827	47.3%	848	36.3%	1,576	62.3%
Female	4,258	52.7%	1,486	63.7%	955	37.7%

Source: U.S. Census LED

Appendix I—Hannibal Resident Characteristics By Industry

2019	Overall		Goods Producing		All Other Services	
	Count	Share	Count	Share	Count	Share
Total All Jobs	8,085	100.0%	1,618	100.0%	4,666	100.0%
Jobs by Worker Age						
Age 29 or younger	1,995	24.7%	312	19.3%	1,211	26.0%
Age 30 to 54	3,934	48.7%	874	54.0%	2,266	48.6%
Age 55 or older	2,156	26.7%	432	26.7%	1,189	25.5%
Jobs by Earnings						
\$1,250 per month or less	2,334	28.9%	125	7.7%	1,583	33.9%
\$1,251 to \$3,333 per month	3,220	39.8%	637	39.4%	1,861	39.9%
More than \$3,333 per month	2,531	31.3%	856	52.9%	1,222	26.2%
Jobs by NAICS Industry Sector						
Agriculture, Forestry, Fishing and Hunting	33	0.4%	33	2.0%	0	0.0%
Mining, Quarrying, and Oil and Gas Extraction	31	0.4%	31	1.9%	0	0.0%
Utilities	55	0.7%	0	0.0%	0	0.0%
Construction	309	3.8%	309	19.1%	0	0.0%
Manufacturing	1,245	15.4%	1,245	76.9%	0	0.0%
Wholesale Trade	304	3.8%	0	0.0%	0	0.0%
Retail Trade	1,202	14.9%	0	0.0%	0	0.0%
Transportation and Warehousing	240	3.0%	0	0.0%	0	0.0%
Information	64	0.8%	0	0.0%	64	1.4%
Finance and Insurance	260	3.2%	0	0.0%	260	5.6%
Real Estate and Rental and Leasing	57	0.7%	0	0.0%	57	1.2%
Professional, Scientific, and Technical Services	224	2.8%	0	0.0%	224	4.8%
Management of Companies and Enterprises	52	0.6%	0	0.0%	52	1.1%
Admin. & Support, Waste Mgmt and Remediation	342	4.2%	0	0.0%	342	7.3%
Educational Services	630	7.8%	0	0.0%	630	13.5%
Health Care and Social Assistance	1,548	19.1%	0	0.0%	1,548	33.2%
Arts, Entertainment, and Recreation	161	2.0%	0	0.0%	161	3.5%
Accommodation and Food Services	789	9.8%	0	0.0%	789	16.9%
Other Services (excluding Public Administration)	199	2.5%	0	0.0%	199	4.3%
Public Administration	340	4.2%	0	0.0%	340	7.3%
Jobs by Worker Race						
White Alone	7,228	89.4%	1,484	91.7%	4,095	87.8%
Black or African American Alone	605	7.5%	101	6.2%	395	8.5%
Other	121	1.5%	15	0.9%	87	1.9%
Two or More Race Groups	131	1.6%	18	1.1%	89	1.9%
Jobs by Worker Ethnicity						
Arts, Entertainment, and Recreation	7,934	98.1%	1,583	97.8%	4,581	98.2%
Accommodation and Food Services	151	1.9%	35	2.2%	85	1.8%
Jobs by Worker Educational Attainment						
Less than high school	706	8.7%	183	11.3%	369	7.9%
High school or equivalent, no college	2,177	26.9%	549	33.9%	1,110	23.8%
Some college or Associate degree	1,954	24.2%	407	25.2%	1,119	24.0%
Bachelor's degree or advanced degree	1,253	15.5%	167	10.3%	857	18.4%
Educational attainment not available	1,995	24.7%	312	19.3%	1,211	26.0%
Jobs by Worker Race						
Male	3,827	47.3%	1,210	74.8%	1,669	35.8%
Female	4,258	52.7%	408	25.2%	2,997	64.2%

Source: U.S. Census LED

Appendix J—Marion and Ralls County Resident Characteristics

2019	Marion County		Ralls County		Two County Area	
	Count	Share	Count	Share	Count	Share
Total All Jobs	13,483	100.0%	4,784	100.0%	18,267	100.0%
Jobs by Worker Age						
Age 29 or younger	3,195	23.7%	999	20.9%	4,194	23.0%
Age 30 to 54	6,675	49.5%	2,451	51.2%	9,126	50.0%
Age 55 or older	3,613	26.8%	1,334	27.9%	4,947	27.1%
Jobs by Earnings						
\$1,250 per month or less	3,661	27.2%	1,162	24.3%	4,823	26.4%
\$1,251 to \$3,333 per month	5,098	37.8%	1,806	37.8%	6,904	37.8%
More than \$3,333 per month	4,724	35.0%	1,816	38.0%	6,540	35.8%
Jobs by NAICS Industry Sector						
Agriculture, Forestry, Fishing and Hunting	78	0.6%	45	0.9%	123	0.7%
Mining, Quarrying, and Oil and Gas Extraction	57	0.4%	28	0.6%	85	0.5%
Utilities	111	0.8%	52	1.1%	163	0.9%
Construction	593	4.4%	243	5.1%	836	4.6%
Manufacturing	1,971	14.6%	846	17.7%	2,817	15.4%
Wholesale Trade	639	4.7%	233	4.9%	872	4.8%
Retail Trade	1,943	14.4%	606	12.7%	2,549	14.0%
Transportation and Warehousing	440	3.3%	196	4.1%	636	3.5%
Information	106	0.8%	31	0.6%	137	0.7%
Finance and Insurance	497	3.7%	136	2.8%	633	3.5%
Real Estate and Rental and Leasing	86	0.6%	30	0.6%	116	0.6%
Professional, Scientific, and Technical Services	378	2.8%	116	2.4%	494	2.7%
Management of Companies and Enterprises	100	0.7%	46	1.0%	146	0.8%
Admin. & Support, Waste Mgmt and Remediation	488	3.6%	165	3.4%	653	3.6%
Educational Services	1,073	8.0%	362	7.6%	1,435	7.9%
Health Care and Social Assistance	2,575	19.1%	796	16.6%	3,371	18.5%
Arts, Entertainment, and Recreation	234	1.7%	60	1.3%	294	1.6%
Accommodation and Food Services	1,158	8.6%	335	7.0%	1,493	8.2%
Other Services (excluding Public Administration)	315	2.3%	114	2.4%	429	2.3%
Public Administration	641	4.8%	344	7.2%	985	5.4%
Jobs by Worker Race						
White Alone	12,404	92.0%	4,606	96.3%	17,010	93.1%
Black or African American Alone	722	5.4%	86	1.8%	808	4.4%
Other	172	1.3%	50	1.0%	222	1.2%
Two or More Race Groups	185	1.4%	42	0.9%	227	1.2%
Jobs by Worker Ethnicity						
Arts, Entertainment, and Recreation	13,273	98.4%	4,720	98.7%	17,993	98.5%
Accommodation and Food Services	210	1.6%	64	1.3%	274	1.5%
Jobs by Worker Educational Attainment						
Less than high school	1,123	8.3%	401	8.4%	1,524	8.3%
High school or equivalent, no college	3,638	27.0%	1,365	28.5%	5,003	27.4%
Some college or Associate degree	3,363	24.9%	1,271	26.6%	4,634	25.4%
Bachelor's degree or advanced degree	2,164	16.0%	748	15.6%	2,912	15.9%
Educational attainment not available	3,195	23.7%	999	20.9%	4,194	23.0%
Jobs by Worker Race						
Male	6,509	48.3%	2,370	49.5%	8,879	48.6%
Female	6,974	51.7%	2,414	50.5%	9,388	51.4%

Source: U.S. Census LED

Appendix K—Marion and Ralls County Worker Characteristics

2019	Marion County		Ralls County		Two County Area	
	Count	Share	Count	Share	Count	Share
Total All Jobs	12,966	100.0%	3,775	100.0%	16,741	100.0%
Jobs by Worker Age						
Age 29 or younger	3,072	23.7%	687	18.2%	3,759	22.5%
Age 30 to 54	6,417	49.5%	2,041	54.1%	8,458	50.5%
Age 55 or older	3,477	26.8%	1,047	27.7%	4,524	27.0%
Jobs by Earnings						
\$1,250 per month or less	4,092	31.6%	558	14.8%	4,650	27.8%
\$1,251 to \$3,333 per month	4,711	36.3%	1,216	32.2%	5,927	35.4%
More than \$3,333 per month	4,163	32.1%	2,001	53.0%	6,164	36.8%
Jobs by NAICS Industry Sector						
Agriculture, Forestry, Fishing and Hunting	87	0.7%	6	0.2%	93	0.6%
Mining, Quarrying, and Oil and Gas Extraction	29	0.2%	46	1.2%	75	0.4%
Utilities	98	0.8%	97	2.6%	195	1.2%
Construction	607	4.7%	175	4.6%	782	4.7%
Manufacturing	866	6.7%	1,924	51.0%	2,790	16.7%
Wholesale Trade	738	5.7%	180	4.8%	918	5.5%
Retail Trade	2,310	17.8%	217	5.7%	2,527	15.1%
Transportation and Warehousing	231	1.8%	119	3.2%	350	2.1%
Information	65	0.5%	7	0.2%	72	0.4%
Finance and Insurance	511	3.9%	46	1.2%	557	3.3%
Real Estate and Rental and Leasing	55	0.4%	12	0.3%	67	0.4%
Professional, Scientific, and Technical Services	392	3.0%	28	0.7%	420	2.5%
Management of Companies and Enterprises	42	0.3%	15	0.4%	57	0.3%
Admin. & Support, Waste Mgmt and Remediation	207	1.6%	311	8.2%	518	3.1%
Educational Services	1,240	9.6%	111	2.9%	1,351	8.1%
Health Care and Social Assistance	3,238	25.0%	199	5.3%	3,437	20.5%
Arts, Entertainment, and Recreation	233	1.8%	22	0.6%	255	1.5%
Accommodation and Food Services	1,277	9.8%	100	2.6%	1,377	8.2%
Other Services (excluding Public Administration)	261	2.0%	57	1.5%	318	1.9%
Public Administration	479	3.7%	103	2.7%	582	3.5%
Jobs by Worker Race						
White Alone	12,081	93.2%	3,530	93.5%	15,611	93.3%
Black or African American Alone	591	4.6%	160	4.2%	751	4.5%
Other	132	1.0%	47	1.2%	179	1.1%
Two or More Race Groups	162	1.2%	38	1.0%	200	1.2%
Jobs by Worker Ethnicity						
Arts, Entertainment, and Recreation	12,792	98.7%	3,730	98.8%	16,522	98.7%
Accommodation and Food Services	174	1.3%	45	1.2%	219	1.3%
Jobs by Worker Educational Attainment						
Less than high school	1,023	7.9%	344	9.1%	1,367	8.2%
High school or equivalent, no college	3,564	27.5%	1,264	33.5%	4,828	28.8%
Some college or Associate degree	3,157	24.3%	972	25.7%	4,129	24.7%
Bachelor's degree or advanced degree	2,150	16.6%	508	13.5%	2,658	15.9%
Educational attainment not available	3,072	23.7%	687	18.2%	3,759	22.5%
Jobs by Worker Race						
Male	5,506	42.5%	2,441	64.7%	7,947	47.5%
Female	7,460	57.5%	1,334	35.3%	8,794	52.5%

Source: U.S. Census LED

Appendix L—Attributes of Outside Workers for Hannibal

2019	Hannibal Live	Within 10 Miles	10-20 Miles	20-60 Miles	Outside 60 Miles	Hannibal Work	Total Outside Hannibal
Total All Jobs	8,085	2,207	1,502	1,333	2,027	10,899	7,069
Jobs by Worker Age							
Age 29 or younger	1,995	21.3%	17.9%	24.4%	29.2%	23.5%	23.4%
Age 30 to 54	3,934	53.2%	53.3%	52.5%	46.6%	50.5%	51.2%
Age 55 or older	2,156	25.5%	28.8%	23.1%	24.2%	25.9%	25.4%
Jobs by Earnings							
\$1,250 per month or less	2,334	25.1%	26.4%	29.5%	38.1%	31.1%	29.9%
\$1,251 to \$3,333 per month	3,220	35.4%	29.1%	35.6%	32.2%	35.4%	33.2%
More than \$3,333 per month	2,531	39.5%	44.5%	34.9%	29.7%	33.6%	36.9%
Jobs by Industry Segment							
Goods Producing	1,618	22.7%	21.6%	18.1%	12.6%	18.2%	18.7%
Trade, Transportation, and Utilities	1,801	14.5%	18.0%	22.1%	33.3%	19.9%	22.1%
All Other Services	4,666	62.8%	60.5%	59.8%	54.1%	61.9%	59.2%

Source: U.S. Census LED

How far and by what numbers are outside workers willing to commute to Hannibal for employment and how else are they different by age, earnings, and industry employment?

- There are a total of 7,069 outside workers filling jobs in Hannibal for a total of 65 percent of the total employed workforce of 10,899 which makes Hannibal one of the larger labor magnets as a region for its size in Missouri.
- Of the 8,085 employed residents living in Hannibal, 3,830 work there and 4,255 leave for employment to other areas.
- 2,207 employed residents who live Within 10 Miles of the Hannibal boundary, work in or for a Hannibal employer and comprise 20 percent of the 10899 workforce.
- 1,502 employed residents who live 10-20 Miles from the Hannibal boundary, work in or for a Hannibal employer and comprise 14 percent of the total workforce.
- 1,333 employed residents who live 20-60 Miles from the Hannibal boundary, work in or for a Hannibal employer and comprise 12 percent of the total workforce.
- 2,027 employed residents who live Outside 60 Miles of the Hannibal boundary, work in or for a Hannibal employer and comprise 19 percent of the total workforce.
- Commuting workers adhere to a similar age distribution on average as those living within Hannibal across all distances. Commuting workers tend to be higher wage earners.
- The Trade, Transportation and Utilities industries appear to be getting more of the increase in the added workforce from commuting.

Appendix M—Hannibal Resident Workers Employed in Quincy

	Quincy 2019 Paired Total		Hannibal Home Area Only Total		Quincy Work Area Only Total	
	Count	%	Count	% Paired of Home Only	Count	% Paired of Work Only
Total All Jobs	423	100.0%	8,085	5.2%	24,141	1.8%
Jobs by Worker Age						
Age 29 or younger	107	25.3%	1,995	24.7%	6,039	25.0%
Age 30 to 54	208	49.2%	3,934	48.7%	11,661	48.3%
Age 55 or older	108	25.5%	2,156	26.7%	6,441	26.7%
Jobs by Earnings						
\$1,250 per month or less	99	23.4%	2,334	28.9%	6,681	27.7%
\$1,251 to \$3,333 per month	133	31.4%	3,220	39.8%	8,460	35.0%
More than \$3,333 per month	191	45.2%	2,531	31.3%	9,000	37.3%
Jobs by Industry Segment						
Goods Producing	98	23.2%	1,618	20.0%	2,544	10.5%
Trade, Transportation, and Utilities	91	21.5%	1,801	22.3%	5,477	22.7%
All Other Services	234	55.3%	4,666	57.7%	16,120	66.8%

Source: U.S. Census LED

How many workers residing in Hannibal work in Quincy? What are the characteristics of those workers commuting to Quincy for employment?

Hannibal provides 423 workers to Quincy, which is second only to the employed and working in Hannibal with 3,830. The next highest destination is Columbia, Missouri with 261. The 423 workers represent 5.2 percent of the 8,085 employed residents of Hannibal and 1.8 percent of the 24,141 working in Quincy, Illinois.

The age of the Hannibal commuting workforce is represented by 208 resident workers age 30 to 54 (49.2 percent of commuters) at work in Quincy, compared to 48.3 percent of Quincy's total workforce in the 30 to 54 group. A larger percentage of the Hannibal workforce working in Quincy is employed in the All Other Services which could include Retail Trade and Health Care.

Appendix N—Marion County Top Industries

Highest Average Quarterly Employment

Rank	Group: NAICS 3-digit industry name	Quarterly Employment	Quarterly New Hires	Monthly Earnings (\$)	New Hire Monthly Earnings (\$)
	All NAICS subsectors	9,154	1,665	\$3,048	\$1,695
1	722 Food Services and Drinking Places	1,133	373	\$1,458	\$1,002
2	621 Ambulatory Health Care Services	1,056	73	\$6,044	\$3,433
3	623 Nursing and Residential Care Facilities	768	157	\$2,418	\$1,958
4	454 Nonstore Retailers	722	206	\$1,211	\$1,024
5	624 Social Assistance	438	83	\$2,090	\$1,316

Highest Average Quarterly New Hires

Rank	Group: NAICS 3-digit industry name	Quarterly Employment	Quarterly New Hires	Monthly Earnings (\$)	New Hire Monthly Earnings (\$)
	All NAICS subsectors	9,154	1,665	\$3,048	\$1,695
1	722 Food Services and Drinking Places	1,133	373	\$1,458	\$1,002
2	454 Nonstore Retailers	722	206	\$1,211	\$1,024
3	623 Nursing and Residential Care Facilities	768	157	\$2,418	\$1,958
4	624 Social Assistance	438	83	\$2,090	\$1,316
5	447 Gasoline Stations	258	75	\$2,408	\$1,503

Highest Average Monthly Earnings

Rank	Group: NAICS 3-digit industry name	Quarterly Employment	Quarterly New Hires	Monthly Earnings (\$)	Monthly New Hire Earnings (\$)
	All NAICS subsectors	9,154	1,665	\$3,048	\$1,695
1	221 Utilities	97	9	\$7,447	\$5,801
2	621 Ambulatory Health Care Services	1,056	73	\$6,044	\$3,433
3	524 Insurance Carriers and Related Activities	72	5	\$5,815	\$3,732
4	237 Heavy and Civil Engineering Construction	52	9	\$5,203	\$5,685
5	517 Telecommunications	19	0	\$4,950	\$3,649

Highest Average New Hire Monthly Earnings

Rank	Group: NAICS 3-digit industry name	Quarterly Employment	Quarterly New Hires	Monthly Earnings (\$)	Monthly New Hire Earnings (\$)
	All NAICS subsectors	9,154	1,665	\$3,048	\$1,695
1	221 Utilities	97	9	\$7,447	\$5,801
2	237 Heavy and Civil Engineering Construction	52	9	\$5,203	\$5,685
3	484 Truck Transportation	176	18	\$4,809	\$4,984
4	423 Merchant Wholesalers, Durable Goods	126	8	\$4,469	\$4,395
5	524 Insurance Carriers and Related Activities	72	5	\$5,815	\$3,732

*All data from 2020 Q1 through Q4, Private Firms Only

Appendix O—Ralls County Top Industries

Highest Average Quarterly Employment

Rank	Group: NAICS 3-digit industry name	Quarterly Employment	Quarterly New Hires	Monthly Earnings (\$)	New Hire Monthly Earnings (\$)
	All NAICS subsectors	2,408	326	\$4,372	\$2,330
1	311 Food Manufacturing	929	38	\$5,597	\$4,027
2	447 Gasoline Stations	182	54	\$2,332	\$1,614
3	561 Administrative and Support Services	149	85	\$2,881	\$2,396
4	327 Nonmetallic Mineral Product Mfg	145	3	\$6,506	\$5,632
5	423 Merchant Wholesalers, Durable Goods	122	7	\$4,584	\$3,962

Highest Average Quarterly New Hires

Rank	Group: NAICS 3-digit industry name	Quarterly Employment	Quarterly New Hires	Monthly Earnings (\$)	New Hire Monthly Earnings (\$)
	All NAICS subsectors	2,408	326	\$4,372	\$2,330
1	561 Administrative and Support Services	149	85	\$2,881	\$2,396
2	447 Gasoline Stations	182	54	\$2,332	\$1,614
3	721 Accommodation	56	41	\$1,174	\$1,332
4	311 Food Manufacturing	929	38	\$5,597	\$4,027
5	722 Food Services and Drinking Places	56	18	\$932	\$711

Highest Average Monthly Earnings

Rank	Group: NAICS 3-digit industry name	Quarterly Employment	Quarterly New Hires	Monthly Earnings (\$)	Monthly New Hire Earnings (\$)
	All NAICS subsectors	2,408	326	\$4,372	\$2,330
1	327 Nonmetallic Mineral Product Mfg	145	3	\$6,506	\$5,632
2	237 Heavy and Civil Engineering Construction	48	3	\$6,338	\$3,090
3	311 Food Manufacturing	929	38	\$5,597	\$4,027
4	524 Insurance Carriers and Related Activities	14	2	\$4,850	\$4,260
5	423 Merchant Wholesalers, Durable Goods	122	7	\$4,584	\$3,962

Highest Average New Hire Monthly Earnings

Rank	Group: NAICS 3-digit industry name	Quarterly Employment	Quarterly New Hires	Monthly Earnings (\$)	Monthly New Hire Earnings (\$)
	All NAICS subsectors	2,408	326	\$4,372	\$2,330
1	327 Nonmetallic Mineral Product Mfg	145	3	\$6,506	\$5,632
2	111 Crop Production	13	7	\$3,407	\$4,638
3	524 Insurance Carriers and Related Activities	14	2	\$4,850	\$4,260
4	311 Food Manufacturing	929	38	\$5,597	\$4,027
5	423 Merchant Wholesalers, Durable Goods	122	7	\$4,584	\$3,962

*All data from 2020 Q1 through Q4, Private Firms Only

Appendix P—Marion County Employment Indicators

EMPLOYMENT INDICATORS OVERALL

The employment indicators for Marion County show Total Employment and Average Monthly Earnings growing 5.0 percent and 33.1% respectively from 2011 (Qtr 1) to 2020 (Qtr 1). This compares to the State of Missouri with an 11.9 percent job gain and 36.7 percent increase in Average Monthly Earnings.

The table shows comparisons for the first quarter for four different time periods (2011, 2014, 2017, and 2020) between the State of Missouri and Marion County. The Turnover and Separations trends indicate turnover rates are increasing for Marion County slower than at the State level.

The tables provide timelines, employment indicators, and area data comparisons. It is another way to differentiate the local area with other areas as it relates to new hires, turnover, new hire earnings and average earnings. Marion's lower labor costs may be a competitive advantage when compared to the State of Missouri.

Employment Indicators—Overall

	Total Employment	New Hires	Separations	Turnover	Avg. Monthly Earnings	Avg. New Hire Earnings
Marion 2011 Q1	10,616	1,186	1,472	9.3%	2,519	1,268
Marion 2014 Q1	11,045	1,239	1,749	9.8%	2,763	1,283
Marion 2017 Q1	11,109	1,582	1,892	10.1%	3,042	1,592
Marion 2020 Q1	11,142	1,333	2,130	9.5%	3,354	1,582
% Change 2011-2020	5.0%	12.4%	44.7%	2.2%	33.1%	24.8%
Missouri 2011 Q1	2,127,536	253,829	285,103	8.6%	3,524	1,835
Missouri 2014 Q1	2,205,164	306,245	330,935	9.0%	3,904	2,059
Missouri 2017 Q1	2,308,039	413,300	395,233	9.7%	4,272	2,301
Missouri 2020 Q1	2,381,225	345,163	514,664	9.3%	4,818	2,688
% Change 2011-2020	11.9%	36.0%	80.5%	8.1%	36.7%	46.5%

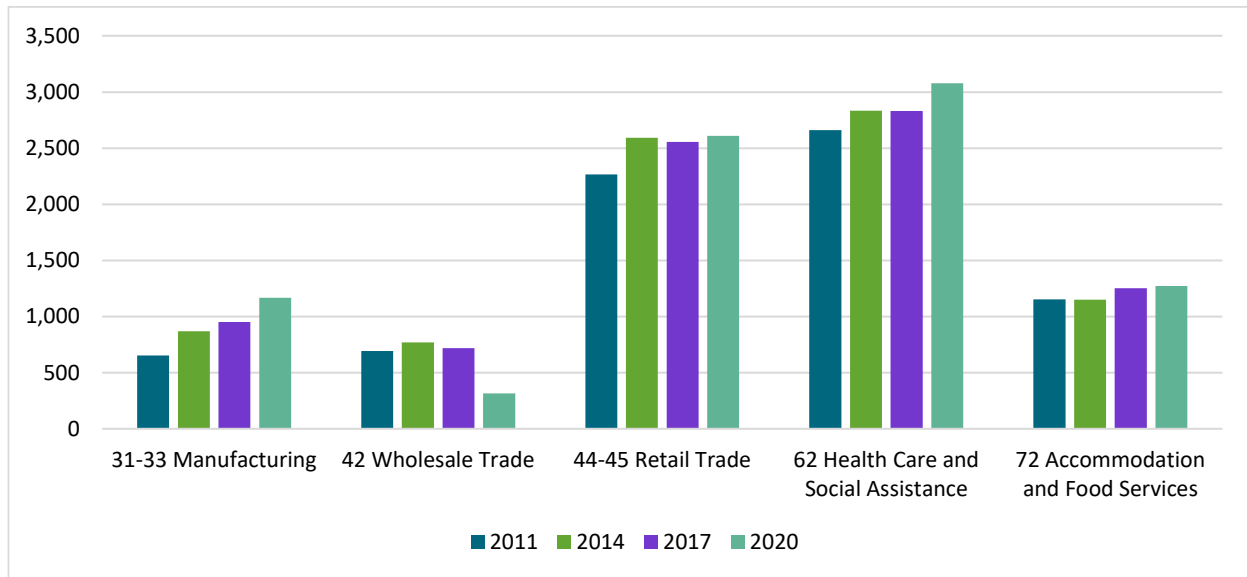
Source: U.S. Census LED

EMPLOYMENT INDICATORS BY INDUSTRY

What are Marion's top five industries in Providing Job Creation and Earnings Growth from 2011 to 2020? Local cities and communities can vary widely in employment from state and national norms. Understanding the dynamics of local employment indicators can help in assessing and adjusting strategic direction.

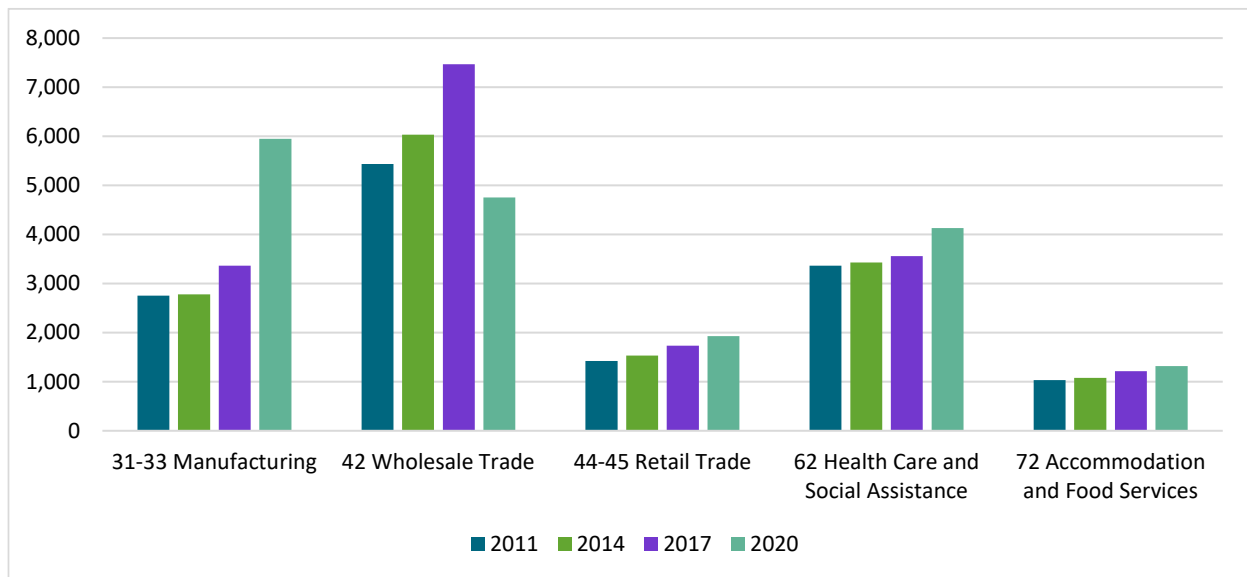
The charts on the next page answer these two questions: What is the employment trend of top Industry Sectors?; and What are the Average Monthly Earnings of Employees from Marion Industry Sectors?

Employment Trend — Top 5 NAICS Sectors



- Wholesale Trade declined modestly between 2014 and 2017, then by nearly 50 percent between 2017 and 2020.
- Health Care and Social Assistance has consistently been the top sector and grew by 8.7 percent between 2017 and 2020.

Monthly Earnings Trend — Top 5 NAICS Sectors



- Manufacturing has steadily added jobs across all periods and, between 2014 and 2020, more than doubled in Average Monthly Earnings to become the top sector in Marion County for 2020 Q1.
- Health Care, the largest industry, grew 16 percent from 2017 to 2020.