

Talent Pool



We have a highly qualified and productive workforce,
but it's our way of life that keeps them motivated.



T H R I V E
in **NORTH
CAROLINA**[™]

Talent Pool



North Carolina's explosive population growth and strong group of available workers reflect the ever-increasing strength of its human resources. With the 10th largest population in the United States and one of the nation's highest growth rates, the state's population is expected to reach nearly 11 million by 2020.

A labor force of approximately 4.5 million serves a wide array of industries, from biopharmaceutical research to bus assembly. North Carolina's workforce has earned the nation's highest productivity ranking in manufacturing. A strong labor pool matched with a solid support network empowers businesses to secure qualified employees and address other key human resource considerations with greater ease.

The Tar Heel State also cultivates a labor environment that helps control costs. It is the only state in the nation providing employers a 100-calendar-day "no fault" period for new employees who must be separated for inability to do the work. The state also has the lowest unionization rate in the country and a unique law that minimizes complications surrounding labor organizations.

North Carolina's labor force of more than 4.5 million has earned the nation's highest productivity ranking in manufacturing.



Talent Pool — Employment by Industry

North Carolina Employment by Industry

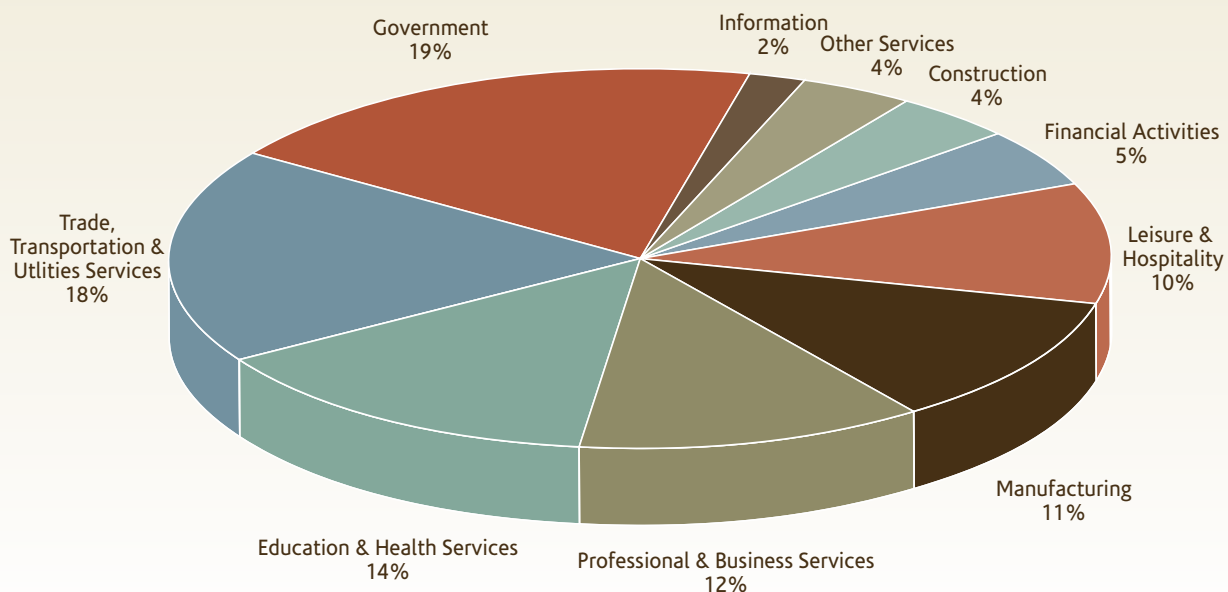
North Carolina's economy reflects a diverse range of industries, from construction, manufacturing and warehousing to education, hospitality and finance. The state's Division of Employment Security data projects employment in professional and business services will experience the highest growth rate of all sectors between 2002 and 2012.

Within the manufacturing sector, which accounts for approximately 11 percent of the state's economy, North Carolina enjoys a strong presence of firms in the machinery, lumber and wood products, and printing, publishing and allied industries.



Manufacturing remains a strong component of North Carolina's economy — 11% overall.

2010 Companies by Major Industry and Employment



Other Includes Natural Resources, Mining and Other Services.

Source: North Carolina Division of Employment Security — percent based on 2010 Average Annual Employment

Talent Pool — Employment by Industry



Manufacturing Industry Sectors, Firms and Employment

SIC	Industry	Firms	Emp
20	Food & Kindred Products	748	44,049
21	Tobacco Manufacturers	29	7,836
22	Textile Mill Products	823	77,194
23	Apparel & Textile Products Made From Fabrics	604	21,739
24	Lumber & Wood Products, Except Furniture	1,612	38,727
25	Furniture & Fixtures	767	51,303
26	Paper & Allied Products	332	24,374
27	Printing, Publishing & Allied Industries	1,810	35,969
28	Chemical & Allied Products	684	38,008
29	Petroleum Refining & Related Industries	90	11,040
30	Rubber & Misc. Plastics Products	535	35,098
31	Leather & Leather Products	51	1,717
32	Stone, Clay, Glass & Concrete Products	746	21,004
33	Primary Metal Industry	211	9,860
34	Fabricated Metal Products, Except Mchry & Transp Eqpt	1,130	44,348
35	Machinery, Except Electrical	1,839	70,839
36	Electrical & Electronic Machry, Equipt & Supplies	685	44,053
37	Transportation Equipment	465	38,422
38	Meas., Analyzing & Controlling Instruments	466	19,485
39	Misc. Manufacturing Industries	860	11,147
TOTAL		14,487	646,212

Source: Harris Infosource 2010 North Carolina Manufacturers Directory

Top Five Manufacturing Industry Sectors by Employment

- Textile Mill Products
- Machinery, Except Electrical
- Furniture and Fixtures
- Fabricated Metal Products, Except Machinery and Transportation Equipment
- Food and Kindred Products

Talent Pool — Skilled Available Labor Pool

With the 10th largest population in the United States, North Carolina's population is expected to reach nearly 11 million by 2020. Currently, a labor force of approximately 4.6 million serves a wide array of industries from biopharmaceutical research to bus assembly. The state's current unemployment rate is 9.7 percent.

North Carolina County Civilian Labor Force Estimates*

County**	Labor Force	Employment	Unemployment	Rate	County**	Labor Force	Employment	Unemployment	Rate
STATEWIDE	4,679,837	4,228,180	451,657	9.7	Johnston	81255	74462	6793	8.4
Alamance	72865	65972	6893	9.5	Jones	4415	3908	507	11.5
Alexander	17920	16125	1795	10	Lee	26687	23534	3153	11.8
Alleghany	4403	3859	544	12.4	Lenoir	27602	24704	2898	10.5
Anson	10874	9682	1192	11	Lincoln	38444	34506	3938	10.2
Ashe	11604	10186	1418	12.2	McDowell	15219	13449	1770	11.6
Avery	7658	6717	941	12.3	Macon	10211	9234	977	9.6
Beaufort	21161	18817	2344	11.1	Madison	11467	10165	1302	11.4
Bertie	8610	7591	1019	11.8	Martin	19944	17553	2391	12
Bladen	15243	13403	1840	12.1	Mecklenburg	484385	438657	45728	9.4
Brunswick	49968	44522	5446	10.9	Mitchell	6866	6046	820	11.9
Buncombe	126245	116579	9666	7.7	Montgomery	11124	9861	1263	11.4
Burke	39462	35210	4252	10.8	Moore	37750	34461	3289	8.7
Cabarrus	89816	81710	8106	9	Nash	46236	40687	5549	12
Caldwell	38887	34126	4761	12.2	New Hanover	105797	96221	9576	9.1
Camden	4512	4147	365	8.1	Northampton	8817	7875	942	10.7
Carteret	31277	28318	2959	9.5	Onslow	68315	62400	5915	8.7
Caswell	11158	10099	1059	9.5	Orange	72236	67919	4317	6
Catawba	73548	65480	8068	11	Pamlico	5253	4741	512	9.7
Chatham	33765	31017	2748	8.1	Pasquotank	17321	15492	1829	10.6
Cherokee	10181	8828	1353	13.3	Pender	24079	21311	2768	11.5
Chowan	6091	5449	642	10.5	Perquimans	5360	4842	518	9.7
Clay	4473	4029	444	9.9	Person	19829	17845	1984	10
Cleveland	49240	43927	5313	10.8	Pitt	83994	76021	7973	9.5
Columbus	23507	20540	2967	12.6	Polk	9363	8630	733	7.8
Craven	41574	37466	4108	9.9	Randolph	74586	67133	7453	10
Cumberland	143444	129572	13872	9.7	Richmond	19817	17297	2520	12.7
Currituck	12799	11711	1088	8.5	Robeson	55802	48628	7174	12.9
Dare	20006	16942	3064	15.3	Rockingham	44761	39750	5011	11.2
Davidson	77397	69290	8107	10.5	Rowan	69683	62540	7143	10.3
Davie	20718	18880	1838	8.9	Rutherford	26194	22473	3721	14.2
Duplin	25457	23026	2431	9.5	Sampson	32200	29507	2693	8.4
Durham	142441	131579	10862	7.6	Scotland	13566	11292	2274	16.8
Edgecombe	25243	21651	3592	14.2	Stanly	30210	27174	3036	10
Forsyth	178353	162620	15733	8.8	Stokes	24391	22186	2205	9
Franklin	28884	26284	2600	9	Surry	32649	29313	3336	10.2
Gaston	99252	88842	10410	10.5	Swain	6657	5547	1110	16.7
Gates	4805	4458	347	7.2	Transylvania	12433	11160	1273	10.2
Graham	3834	3123	711	18.5	Tyrrell	2309	2035	274	11.9
Granville	26643	24088	2555	9.6	Union	99207	91030	8177	8.2
Greene	9262	8325	937	10.1	Vance	19068	16494	2574	13.5
Guilford	256073	231702	24371	9.5	Wake	481047	444379	36668	7.6
Halifax	22671	19675	2996	13.2	Warren	7568	6577	991	13.1
Harnett	48983	43709	5274	10.8	Washington	6524	5711	813	12.5
Haywood	29028	26335	2693	9.3	Watauga	23669	21553	2116	8.9
Henderson	51047	47322	3725	7.3	Wayne	54909	50125	4784	8.7
Hertford	9636	8619	1017	10.6	Wilkes	30043	26703	3340	11.1
Hoke	22401	20385	2016	9	Wilson	40173	35085	5088	12.7
Hyde	2603	2249	354	13.6	Yadkin	19410	17586	1824	9.4
Iredell	80832	72750	8082	10	Yancey	7294	6403	891	12.2
Jackson	20424	18301	2123	10.4					

North Carolina Division of Employment Security, Labor Market Information Division, Data for March 2012.

*Estimates subject to revision early in the next calendar year

**County Data Not Seasonally Adjusted

Talent Pool — Skilled Available Labor Pool

North Carolina Active Job Applicants

More than 446,000 individuals are registered with the North Carolina Division of Employment Security, offering business and industry a valuable, readily available labor pool. The overwhelming majority of these North Carolinians have two or more years of experience that can be put to use with businesses in a variety of industries.

Active Job Applicants			
County of Residence	Registered For Work	Over 24 Months Experience	High School Grads Entering the Labor Force, (2)
STATEWIDE	441,289	258,972	6,753
Alamance	6,865	3,727	141
Alexander	2,169	1,400	36
Alleghany	799	386	14
Anson	1,917	916	43
Ashe	1,762	922	16
Avery	875	500	25
Beaufort	2,899	1,631	34
Bertie	1,187	616	16
Bladen	2,388	1,252	40
Brunswick	6,088	4,214	67
Buncombe	8,719	5,424	194
Burke	4,790	2,733	86
Cabarrus	8,262	5,168	195
Caldwell	6,130	3,937	96
Camden	521	342	4
Carteret	3,424	2,060	34
Caswell	1,171	650	13
Catawba	8,540	5,220	129
Chatham	1,627	930	25
Cherokee	2,057	1,017	27
Chowan	1,163	624	14
Clay	615	339	6
Cleveland	6,856	4,389	54
Columbus	3,839	2,429	63
Craven	4,728	2,552	73
Cumberland	13,093	7,098	154
Currituck	946	653	45
Dare	3,085	2,290	35
Davidson	9,078	5,970	145
Davie	2,575	1,781	23
Duplin	3,351	1,609	32
Durham	9,036	5,314	193
Edgecombe	3,924	2,124	48
Forsyth	14,057	8,497	249
Franklin	2,720	1,492	38
Gaston	11,235	7,281	161
Gates	410	227	17
Graham	668	354	18
Granville	2,932	1,545	26
Greene	838	485	18
Guilford	21,410	12,834	214
Halifax	3,550	1,748	103
Harnett	4,365	2,525	119
Haywood	3,877	1,703	52
Henderson	4,134	2,654	83
Hertford	2,558	1,530	14
Hoke	1,945	1,094	27
Hyde	329	193	1
Iredell	8,463	5,119	224
Jackson	1,687	887	25

Active Job Applicants			
County of Residence	Registered For Work	Over 24 Months Experience	High School Grads Entering the Labor Force, (2)
Johnston	6,883	4,586	173
Jones	538	302	12
Lee	3,069	1,639	90
Lenoir	3,297	1,961	32
Lincoln	4,188	2,603	85
McDowell	3,058	1,819	46
Macon	2,001	924	28
Madison	642	416	27
Martin	1,618	864	57
Mecklenburg	30,386	17,782	306
Mitchell	1,134	747	12
Montgomery	1,325	645	43
Moore	3,094	1,814	47
Nash	4,733	2,787	71
New Hanover	9,906	6,194	51
Northampton	861	421	21
Onslow	5,744	3,369	120
Orange	2,586	1,611	54
Pamlico	439	230	14
Pasquotank	2,695	1,627	28
Pender	3,010	1,823	49
Perquimans	767	454	13
Person	2,148	1,346	35
Pitt	7,519	4,032	70
Polk	527	340	17
Randolph	6,714	4,005	131
Richmond	3,671	1,704	16
Robeson	8,187	4,161	207
Rockingham	5,952	3,278	76
Rowan	9,629	5,741	87
Rutherford	4,496	2,771	36
Sampson	3,520	1,651	80
Scotland	2,643	1,266	43
Stanly	4,022	2,356	54
Stokes	1,807	1,124	37
Surry	3,438	2,212	58
Swain	953	485	19
Transylvania	1,295	870	34
Tyrrell	259	144	2
Union	6,622	4,093	159
Vance	2,679	1,343	115
Wake	24,829	15,811	312
Warren	883	427	13
Washington	866	459	5
Watauga	1,514	850	27
Wayne	6,198	3,022	113
Wilkes	3,790	2,176	38
Wilson	5,199	2,707	19
Yadkin	1,575	1,053	33
Yancey	825	511	22
Other (3)	7,898	4,031	7

"Registered for work" totals include all individuals with an application on file at an DES office, regardless of D.O.T. coding.

"Experience" includes only those assigned a complete D.O.T. code.

(2) Data based on 2010-11 graduates, North Carolina Department of Public Instruction.

(3) Includes persons registered, but county of residence not stated.

Talent Pool — Skilled Available Labor Pool

A Diverse Workforce

North Carolina is an ideal fit for employers who place a priority on diversity. The face of North Carolina reflects a wide mix of races and ethnicities, with a substantial international population.

Special Skills

Diversity also can mean a unique depth of experience. For example, North Carolina is home to nearly one million retirees ages 65 and older, based on 2000 U.S. Census data. Retirees represent a strong cache of experienced, mature talent, and many seniors haven begun rewarding second careers.

In addition, more than 21,000 men and women are available to join the labor force annually as they complete their military service at one of the five major military installations in the state. These individuals represent a substantial resource for business and industry, with training in fields such as:

- Aviation and avionics
- Communications
- Electronics
- Engineering
- Finance and accounting
- Foreign service and language skills
- Health care
- Heavy and specialized equipment operation
- Homeland defense
- Information technology
- Research, development and analysis
- Transportation and logistics



The top 10 countries from which international residents come:

- Mexico
- India
- Vietnam
- China
- Canada
- United Kingdom
- Philippines
- Korea
- Colombia
- Guatemala

Well-trained health care workers are one of the strengths of having a highly educated workforce such as North Carolina's.

Talent Pool — Productivity

North Carolina's workers set themselves apart with a demonstrated strength in productivity, a critical factor in a competitive, global marketplace. Research by Mike Walden, an economist at N.C. State University, indicates North Carolina's "average worker is about 36 percent more productive than the national worker," and that level of productivity is increasing.

North Carolina also ranks ninth nationally in total manufacturing employment, and among those states, it registers the highest productivity ranking.



Largest Manufacturing State Workforces Ranked by Labor Productivity

State	Workforce in Mfg.	% Workforce in Mfg.	Productivity Index
North Carolina	434,700	11.39%	5.04
Texas	832,300	7.87%	4.54
Indiana	454,400	16.51%	4.10
Pennsylvania	577,800	10.17%	3.55
California	1,265,800	9.04%	3.54
New York	457,000	5.27%	3.75
Ohio	635,200	12.42%	3.47
Illinois	574,000	10.09%	3.62
Wisconsin	456,500	16.36%	3.06
Michigan	493,000	12.62%	3.28

Southeastern States' Workforces Ranked by Labor Productivity

State	Workforce in Mfg.	% Workforce in Mfg.	Productivity Index
North Carolina	434,700	11.39%	5.04
Virginia	232,500	6.40%	4.41
Georgia	350,300	9.24%	3.92
West Virginia	49,800	6.64%	3.91
Tennessee	302,500	11.55%	3.83
Alabama	237,900	12.74%	3.71
Kentucky	211,800	11.83%	3.68
South Carolina	218,000	11.89%	3.66
Florida	308,100	4.33%	3.41
Arkansas	156,600	13.46%	3.36

(Productivity Index = Value added by manufacturing / Total manufacturing payroll)

Labor productivity helps to provide information on the health of the state's economy. The index is derived by taking the statewide value added by manufacturing and dividing by total production payroll. The result is the product value added per dollar or worker payroll throughout the manufacturing sector.

Sources: 2009 Annual Survey of Manufacturers (released December 2010); U.S. Dept. of Commerce; U.S. Census Bureau; U.S. Bureau of Labor Statistics; Mike Walden — N.C. State University Extension Economist; "Labor Productivity Growth Across States" by Paul Bauer and Yoonsoo Lee.

Talent Pool — Average Wages

North Carolina Average Weekly Wages

Average weekly wages across North Carolina vary widely, depending upon region and industry. North Carolina's median hourly wage is \$14.95 for all occupations.

3rd Quarter 2011	North Carolina	Charlotte Gastonia	Raleigh Cary	Greensboro High Point	Durham Chapel Hill	Winston-Salem
INDUSTRY						
Food Manufacturing	\$658	\$794	\$677	\$810	\$521	\$965
Beverage & Tobacco Product Manufacturing	\$1,172	\$933	\$824	\$1,554	*	\$1,759
Textile Mills	\$671	\$674	\$711	\$697	\$956	\$798
Textile Product Mills	\$616	\$763	\$271	\$712	\$614	\$565
Apparel Manufacturing	\$669	\$451	\$625	\$464	*	\$1,577
Leather & Allied Product Manufacturing	\$577	\$690	\$747	*	*	*
Wood Product Manufacturing	\$710	\$747	\$762	\$632	\$909	\$590
Paper Manufacturing	\$1,041	\$1,042	\$1,065	\$882	*	\$970
Printing & Related Support Activities	\$857	\$877	\$1,294	\$826	\$911	\$819
Petroleum & Coal Products Manufacturing	\$1,158	\$1,157	*	*	*	\$624
Chemical Manufacturing	\$1,371	\$1,178	\$1,545	\$1,249	\$2,203	\$874
Plastics & Rubber Products Manufacturing	\$911	\$1,108	\$946	\$772	\$735	\$755
Non-metallic Mineral Product Manufacturing	\$913	\$1,093	\$1,042	\$775	\$939	\$707
Primary Metal Manufacturing	\$1,044	\$1,312	\$1,053	\$835	*	\$770
Fabricated Metal Product Manufacturing	\$866	\$881	\$1,001	\$910	\$852	\$896
Machinery Manufacturing	\$1,094	\$1,417	\$934	\$1,229	\$1,222	\$1,092
Computer & Electronic Product Manufacturing	\$2,225	\$2,837	\$1,631	\$1,580	\$2,907	\$1,001
Electrical Equipment & Appliances	\$1,093	\$1,388	\$1,461	\$1,009	\$1,396	\$1,112
Transportation Equipment Manufacturing	\$1,124	\$1,080	\$1,012	\$1,242	\$1,213	\$1,415
Furniture & Related Product Manufacturing	\$651	\$804	\$685	\$647	\$664	\$571
Miscellaneous Manufacturing	\$915	\$882	\$1,249	\$944	\$1,239	\$721

Source: North Carolina Division of Employment Security, Quarter 3, 2011.
 "**" in table indicates disclosure suppression

Talent Pool — Right-to-Work

North Carolina has the lowest unionization rate in the nation at 2.9 percent. The state's Right-to-Work Law removes undue restraints on free trade and commerce by preventing many complications surrounding labor organizations and their relationships with both employers and workers. Fewer than half of all states across the country have right-to-work laws.

North Carolina's Right-to-Work Law North Carolina General Statute Chapter 95, Article 10 Declaration of Policy as to Labor Organizations

§95-78. Declaration of public policy.

The right to live includes the right to work. The exercise of the right to work must be protected and maintained free from undue restraints and coercion. It is hereby declared to be the public policy of North Carolina that the right of persons to work shall not be denied or abridged on account of membership or non-membership in any labor union or labor organization or association. (1947, c. 328, s.1.)

§95-79. Certain agreements declared illegal.

Any agreement or combination between any employer and any labor union or labor organization whereby persons not members of such union or organization shall be denied the right to work for said employer, or whereby such membership is made a condition of employment or continuation of employment by such employer, or whereby any such union or organization acquires an employment monopoly in any enterprise, is hereby declared to be against the public policy and an illegal combination or conspiracy in restraint of trade or commerce in the State of North Carolina. (1947, c. 328, s. 2.)

§95-80. Membership in labor organization as condition of employment prohibited.

No person shall be required by an employer to become or remain a member of any labor union or labor organization as a condition of employment or continuation of employment by such employer. (1947, c. 328, s. 3.)

§95-81. Non-membership as condition of employment prohibited.

No person shall be required by an employer to abstain or refrain from membership in any labor union or labor organization as a condition of employment or continuation of employment. (1947, c. 328, s. 4.)

§95-82. Payment of dues as condition of employment prohibited.

No employer shall require any person, as a condition of employment or continuation of employment, to pay any dues, fees or other charges of any kind to any labor union or labor organization. (1947, c. 328, s. 5.)

§95-83. Recovery of damages by persons denied employment.

Any person who may be denied employment or be deprived of continuation of his employment in violation of G.S. 95-80, 95-81 and 95-82 or of one of such sections, shall be entitled to recover from such employer and from any other person, firm, corporation or association acting in concert with him by appropriate action in the courts of this State such damages as he may have sustained by reason of such denial or deprivation of employment. (1947, c. 328, s. 6.)

§95-84. Application of Article.

The provisions of this Article shall not apply to any lawful contract in force on the effective date hereof, but they shall apply in all respects to contracts entered into thereafter and to any renewal or extension of any existing contract. (1947, c. 328, s. 7.)

Talent Pool — Right-to-Work

2011 Union Membership and Employment by State

State	Employment	Members	Covered	%Mem	%Cov	%Private Mem
North Carolina	3,595,383	104,471	148,405	2.9	4.1	1.6
Alabama	1,781,885	178,084	192,208	10.0	10.8	6.7
Alaska	305,485	67,572	72,650	22.1	23.8	11.0
Arizona	2,499,746	149,076	183,163	6.0	7.3	3.9
Arkansas	1,116,844	47,010	57,121	4.2	5.1	2.5
California	13,927,053	2,375,553	2,528,485	17.1	18.2	9.0
Colorado	2,185,152	179,481	202,764	8.2	9.3	4.9
Connecticut	1,540,072	258,666	271,847	16.8	17.7	8.5
D.C.	281,468	23,478	27,852	8.3	9.9	4.7
Delaware	370,560	38,599	41,430	10.4	11.2	5.5
Florida	7,282,147	460,666	557,106	6.3	7.7	2.8
Georgia	3,878,157	153,619	186,436	4.0	4.8	2.7
Hawaii	525,057	112,756	118,396	21.5	22.5	14.1
Idaho	594,380	30,560	36,340	5.1	6.1	3.2
Illinois	5,410,480	875,890	929,157	16.2	17.2	10.6
Indiana	2,683,136	300,740	331,447	11.2	12.4	8.9
Iowa	1,388,052	155,614	187,786	11.2	13.5	6.5
Kansas	1,267,321	96,574	128,019	7.6	10.1	4.6
Kentucky	1,676,227	149,571	172,740	8.9	10.3	6.7
Louisiana	1,713,697	76,191	90,200	4.4	5.3	3.4
Maine	554,486	62,711	74,554	11.3	13.4	4.6
Maryland	2,550,277	315,883	348,203	12.4	13.7	6.6
Massachusetts	2,882,766	422,093	445,526	14.6	15.5	7.1
Michigan	3,843,814	670,935	702,621	17.5	18.3	11.9
Minnesota	2,460,685	370,522	389,245	15.1	15.8	7.8
Mississippi	1,081,731	53,724	73,387	5.0	6.8	3.4
Missouri	2,534,534	275,007	315,745	10.9	12.5	9.2
Montana	376,728	48,842	54,723	13.0	14.5	5.4
Nebraska	828,434	65,365	82,738	7.9	10.0	3.8
Nevada	1,049,608	153,611	174,517	14.6	16.6	10.8
New Hampshire	617,661	68,427	76,996	11.1	12.5	4.4
New Jersey	3,817,058	615,709	641,798	16.1	16.8	8.7
New Mexico	724,855	49,261	65,099	6.8	9.0	2.9
New York	7,915,811	1,904,425	2,067,959	24.1	26.1	13.5
North Dakota	318,620	20,125	27,254	6.3	8.6	3.8
Ohio	4,813,013	646,356	705,662	13.4	14.7	8.6
Oklahoma	1,458,351	93,513	112,243	6.4	7.7	3.8
Oregon	1,575,163	269,202	285,261	17.1	18.1	8.8
Pennsylvania	5,351,919	778,577	845,040	14.5	15.8	9.3
Rhode Island	453,504	78,744	80,947	17.4	17.8	9.2
South Carolina	1,724,622	59,484	86,265	3.4	5.0	1.8
South Dakota	359,216	18,302	23,098	5.1	6.4	2.7
Tennessee	2,504,352	115,461	139,478	4.6	5.6	2.5
Texas	10,213,615	532,986	642,302	5.2	6.3	3.0
Utah	1,148,488	66,495	81,627	5.8	7.1	3.5
Vermont	290,551	34,915	39,239	12.0	13.5	4.4
Virginia	3,548,810	163,146	197,595	4.6	5.6	2.1
Washington	2,729,039	517,104	557,216	18.9	20.4	11.1
West Virginia	671,842	92,886	102,430	13.8	15.2	9.7
Wisconsin	2,537,794	338,656	357,734	13.3	14.1	7.0
Wyoming	250,471	18,031	20,963	7.2	8.4	5.0

Data Sources: Current Populations Survey (CPS) Outgoing Rotation Group (ORG) Earnings Files, 2011. Barry T. Hirsch & David Macpherson; Unionstats.com

Employment = wage and salary employment; Members = employed workers who are union members; Covered = workers covered by a collective bargaining agreement; %Mem = percent of employed workers who are union members; %Cov = percent of employed workers who are covered by a collective bargaining agreement; %Private Mem = percent of private company employed workers who are union members