

# DATA SNAPSHOT

## *Cass County*

Data SnapShot Series 1.1  
October 2016

# Hometown Collaboration Initiative

This report has been produced by the Purdue Center for Regional Development as a part of the Indiana Hometown Collaboration Initiative (HCI). HCI is funded, in part, by the Indiana Office of Community and Rural Affairs.



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# 01 introduction

**Purpose**

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**About Cass County**

# Purpose

This document provides information and data about Cass County that can be used to guide local decision-making activities.

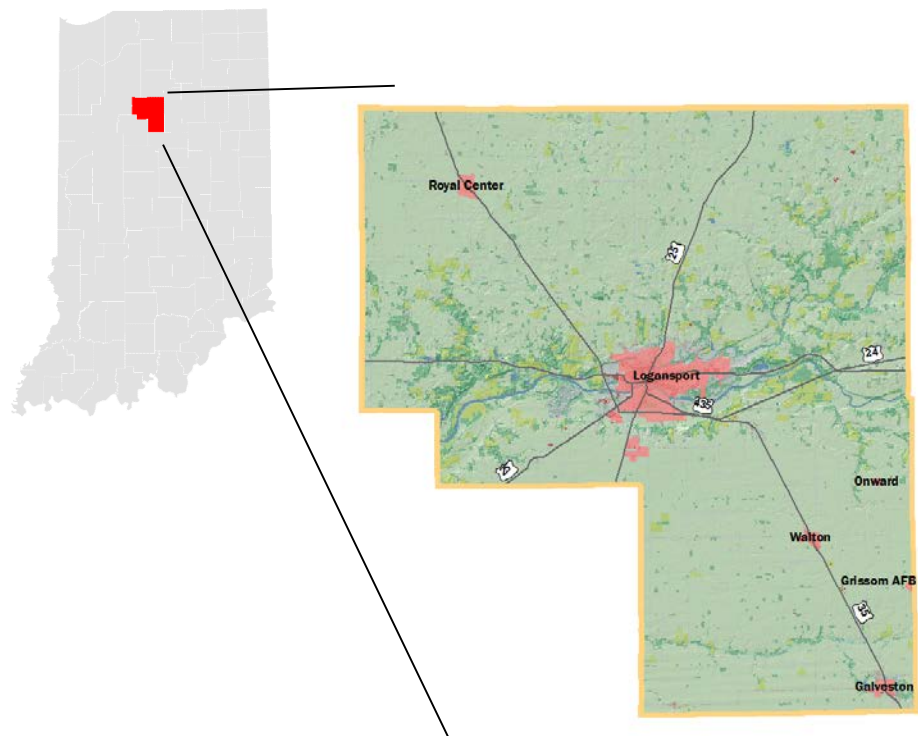
The Data SnapShot showcases a variety of demographic, economic and labor market information that local leaders, community organizations and others can use to gain a better perspective on current conditions and opportunities in their county.

To strengthen the value and usability of the information, we showcase the data using a variety of visual tools, such as charts, graphs and tables. In addition, we offer key points about the data as a way of assisting the user with the interpretation of the information presented.

Finally, short takeaway messages are offered at the end of each section in order to highlight some of the more salient findings.

Introduction

# About Cass County



## County Background

Established	1821
County Seat	Logansport
Area	414 sq. mi.
Classification	Micropolitan Statistical Area
Neighboring Counties	Carroll, IN Fulton, IN Howard, IN Miami, IN Pulaski, IN White, IN

# 02 demography

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**Population change**

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**Population pyramids**

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**Race**

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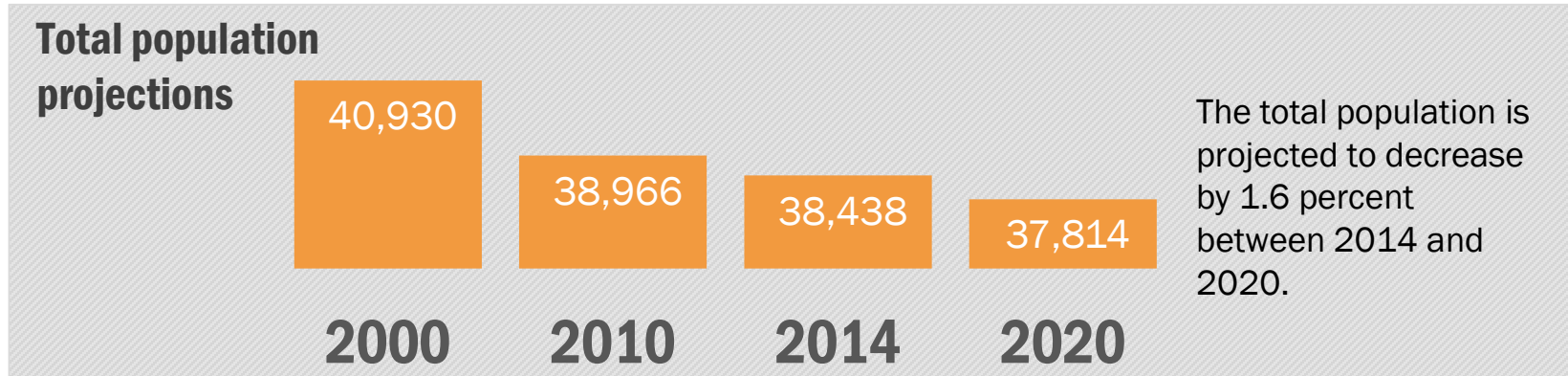
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**Educational attainment**

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**Takeaways**

# Population change



The county's total population decreased by 6.1 percent between 2000 and 2014. The major contributor to that decline was domestic migration (the difference between the number of people moving into the county versus moving out) causing a net loss of 5,485 persons

Natural increase (births minus deaths over that span of time) in resident population was positive with births surpassing deaths by nearly 1,983 individuals. Likewise, international migration also contributed to an increase of 1,228 individuals, indicating that the county experienced a positive inflow of new people from outside the U.S.

## Components of Population Change, 2000-2014

Natural Increase	1,983
International Migration	1,228
Domestic Migration	-5,485



## Demography

# Migration in Cass, 2000-2014

Outflow of population outpaced the inflow as people are moving out of Cass County to other counties located within and outside of Indiana.

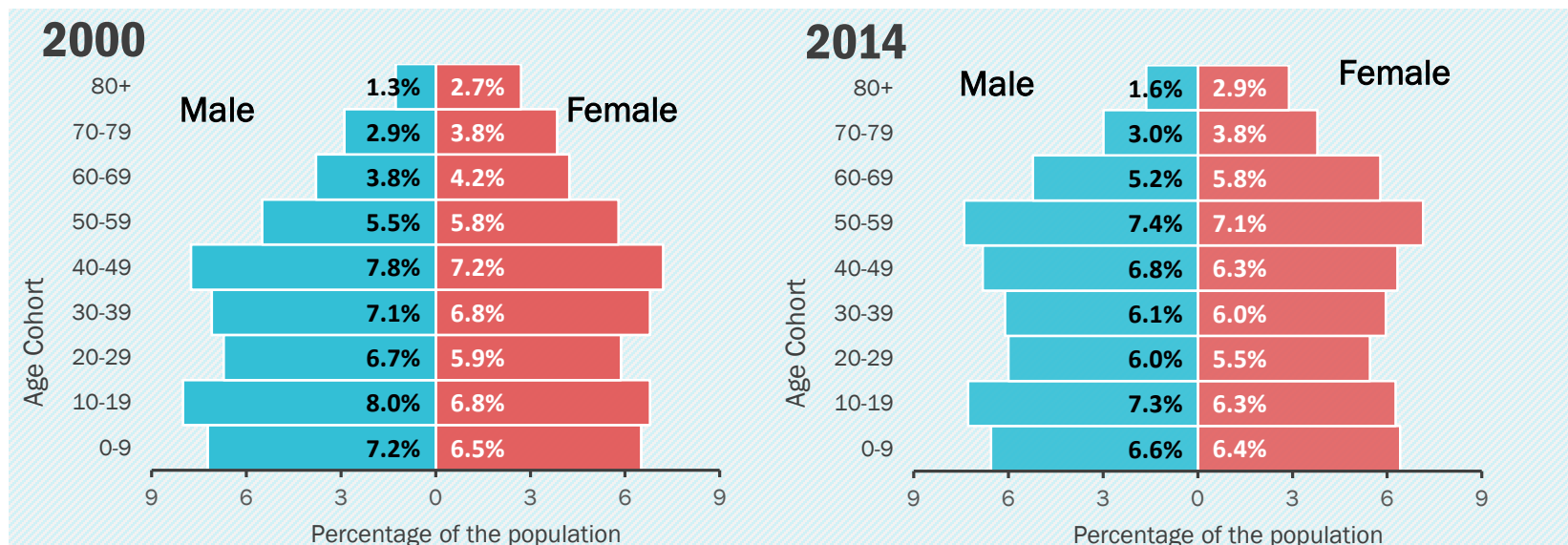
	Inflow	Outflow	Net Change
Migration (same State)*	15,294	17,392	-2,098
Migration (different State)	6,433	7,657	-1,214

Migration movement within Indiana or to different states is a sum of year-by-year movements from 2000 to 2014. Similar to the Census Bureau's domestic migration estimates, the IRS migration data (the data being used in this report) showed a net loss from Cass County. The IRS migration database does not capture the entire moving population since not all households file their tax returns on a given year and some households ask for an extension. However, these are the only sources of data on migration that contain information on the origins and destinations of these individuals.

## Demography

# Population pyramids

Population pyramids are visual representations of the age distribution of the population by gender.



The proportions of females and males were nearly the same in Cass County. Approximately 49.7 % of the population was female in 2000 (20,361 individuals) and that figure increased just slightly to 50% by 2014 (19,225 individuals). What did change is the proportion of people falling into the various age categories. In particular, the population in the county got older and the younger age groupings shrunk.

Individuals 50 and over swelled from 13.5% to over 17.2% for males and from 16.5% to 19.6% for females between 2000 and 2014. Individuals of prime working age – 20-49 years old – slipped from 21.6% to 18.9% for males and from 19.9% to 17.8% for females. The percent of residents under 20 years of age also declined over the same period (by 1.3% for males and by 0.6% for females).

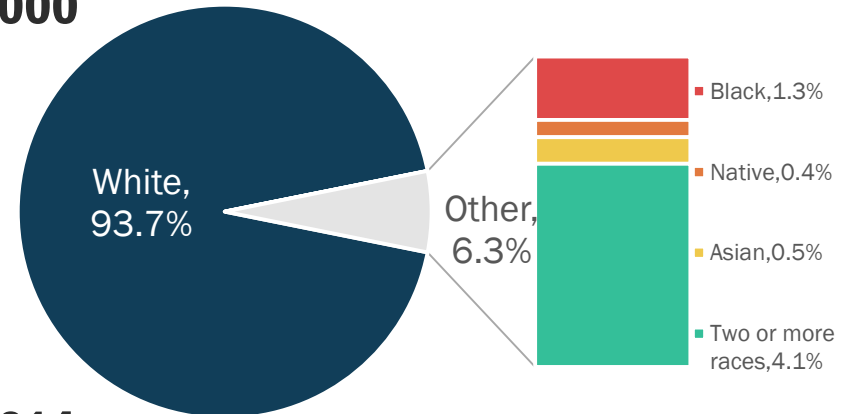
### section 02

# Race

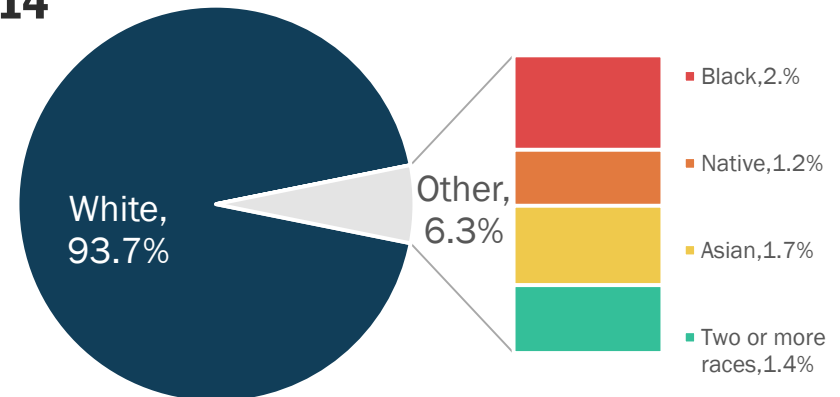
The percentage of non-White residents in Cass County remained the same between 2000 and 2014 at 6.3 percent.

However, while the overall percent did not change in terms of the county's minority population, the distribution of people across the different racial groupings did shift. In particular, the Black, Asian, and Native American populations did grow in terms of percentages over the 2000-2014 time period. In particular, Native Americans increased from 0.4% to over 1.2% of the total population, Blacks from 1.3% to 2%, and Asians from 0.5% to 1.7%. What dropped was the number of individuals classified as two or more races (from 4.1% to 1.4% between 2000 and 2014).

### 2000

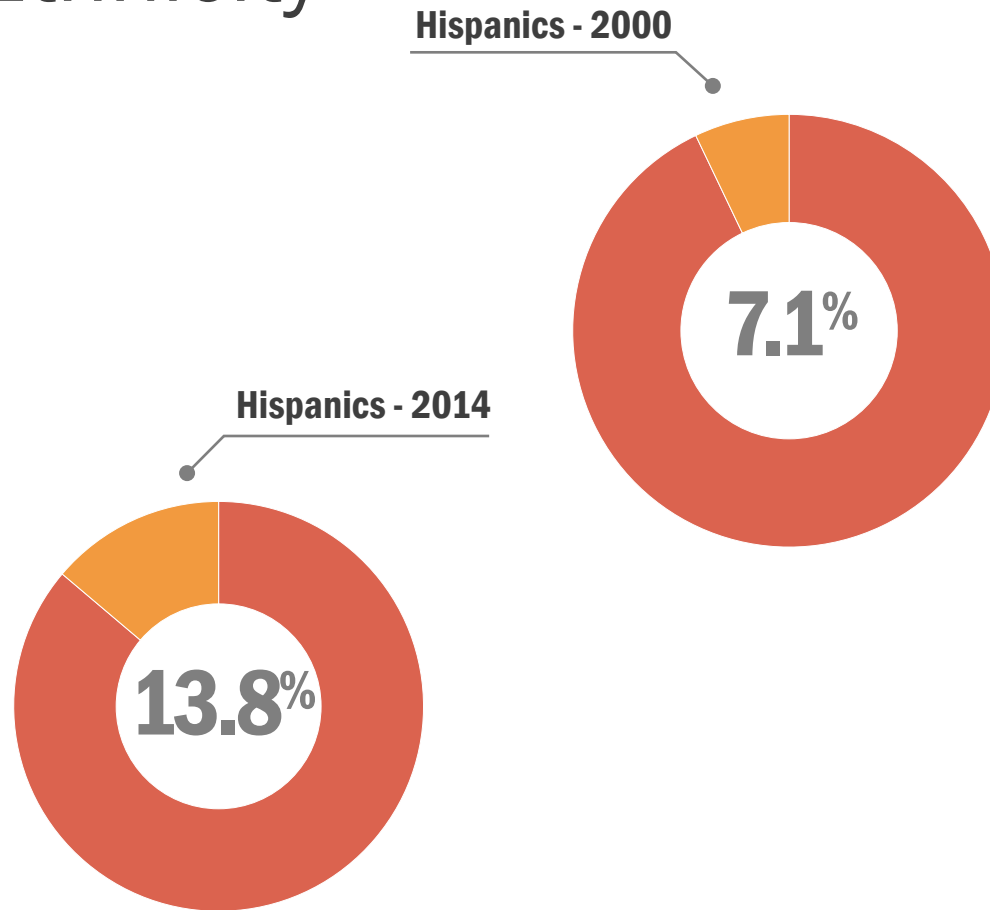


### 2014



Note: Natives comprises American Indian and Alaska Native, and Native Hawaiian and Other Pacific Islander

# Ethnicity



Hispanics are individuals of any race whose ancestry are from Mexico, Puerto Rico, Cuba, Spain, the Dominican Republic or any other Spanish-speaking Central or South American country.

There were 2,905 Hispanics residing in Cass County in 2000. This figure expanded to 5,313 by 2014, an 83 percent increase.

The share of Hispanics in Cass County was 7.1 percent in 2000 and that figure increased to 13.8 percent in 2014, well above the 6.5% of the state's population that is of Hispanic background.

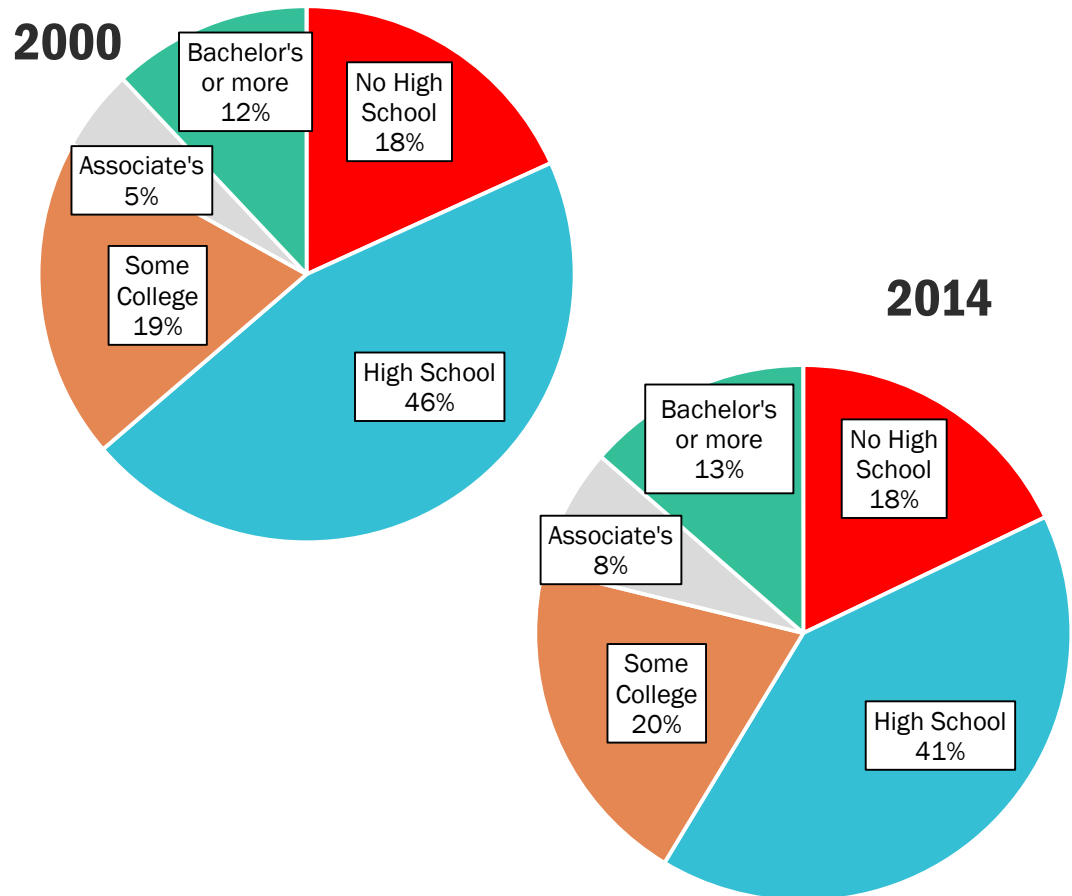
## Demography

# Educational attainment

Cass County's share of adults (25 years and older) with an associate's, bachelor's or graduate degree increased by 4 percentage points between 2000 and 2014.

The proportion of adults 25 years of age and older with a high school education or more did not shift between 2000 and 2014, remaining at 82 percent. No change was found among residents with less than a high school education as well, representing 18 percent of the adult population.

It is adults with a college degree that increased from 17 percent in 2000 to 21 percent in 2014. In particular, the county experienced a 3 percentage points growth in residents with associate's degrees (from 5 percent to 8 percent), and the share of adults (25+ years old) with a bachelor's degree or more increased by 1 percent, from 12 to 13 percent.



### section 02

# Takeaways

The population of Cass County is expected to decrease over the next few years, and if past trends hold, domestic migration (in-migration minus out-migration within the United States) will be a key contributor to the county's population decline.

The male/female distribution has remained fairly equal in the county over the past several years. In 2014, for example, men and women represented 18.9% and 17.7% of the population, respectively. Males under 20 years old represented 13.8% of the total population in 2014, while the female share was 12.7%. Females constituted a larger percentage of the population over 50 years of age.

On an overall basis, the distribution of Cass County's population reveals it is getting older. An increasing share of residents are now 50 and older. Moreover, a sizable number of individuals in the 50-59 working age population is nearing retirement age. On the other hand, people of prime working age (20-49) are shrinking, meaning that the county's potential labor pool is declining.

With regard to education, nearly 1 in 5 adult residents in the county have less than a high school education, a figure that has not changed at all between 2000 to 2014 period. At the same time, the proportion of residents with an associate's, bachelor's and graduate degrees has experienced modest growth, from 17% to 21% over the 2000-2014 period. What would be worth exploring, however, is the degree to which the current and future economic development opportunities in the county may get impacted by the educational credentials of its workforce. Does the county need to focus efforts to expand its pool of educated, skilled workforce?

The county may want to expand ways to decrease the number of adults without a high school diploma and find ways to strengthen the workforce skills of workers with terminal high school degrees. Finally, finding ways to provide the quality of jobs needed to retain and attract college-educated workers could be a worthwhile endeavor.

# 03 economy

**Establishments**

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**Industries**

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**Occupations**

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**Income and poverty**

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**Takeaways**

## Economy

# Establishments

The number of establishments in Cass County increased 9 percent from 2000 to 2013.

The growth of establishments was due largely to natural change. That is, 2,282 establishments were launched in the county between 2000-2013 while 2,079 went out of business, resulting in a net gain of 203 establishments. There was a loss of 32 establishments due to net migration.

### Components of Change for Establishments

Total Change (2000-13)	179*
Natural Change (births minus deaths)	203
Net Migration	-32

Note: There are eight missing establishments in the components of change in the original data source.

An establishment is a physical business location. Branches, standalones and headquarters are all considered types of establishments.



### Definition of Company Stages



## section 03

Source: YourEconomy.org



## Economy

# Number of establishments by stage/employment category

	2000		2013	
Stage	Establishments	Proportion	Establishments	Proportion
Stage 0	586	30%	557	26%
Stage 1	1,053	54%	1,258	59%
Stage 2	279	14%	282	13%
Stage 3	25	1%	27	1%
Stage 4	6	0.3%	4	0.2%
Total	1,949	100%	2,128	100%

# Top five employers in 2015

	Establishment	Stage
1.	Tyson Fresh Meats	Stage 4
2.	Logansport State Hospital	Stage 4
3.	Logansport Memorial Hospital	Stage 4
4.	Kauffman Engineering Inc.	Stage 3
5.	Federal-mogul Corp.	Stage 3

Four out of five top employers in Cass have more than 1,000 employees.

Tyson Fresh Meats. is the largest establishment-level employer in Cass County, with 1,700 employees. Logansport State Hospital, a Psychiatric Hospital, is the second largest employer in the county. Logansport Memorial Hospital, another health-related facility, comes in third with 628 employees. Kauffman Engineering Inc. and Federal-mogul Corp. complete the top five establishments. All top five employers are located in Logansport, IN.

Information on the top five establishments by jobs comes from ReferenceUSA, a library database service provided by Infogroup, the company that also supplies the list of major employers for Hoosiers by the Numbers. While both YourEconomy.org and ReferenceUSA contain establishments, differences in data collection procedures result in discrepancies between the two sources. We use YourEconomy.org for an overview of establishments in the county, whereas ReferenceUSA or Hoosiers by the Numbers is used to identify the top 5 establishments.

## Economy

# Number of jobs by stage/employment category

	2000		2013	
Stage	Jobs*	Proportion	Jobs*	Proportion
Stage 0	586	3%	557	3%
Stage 1	3,709	17%	4,122	20%
Stage 2	7,287	34%	7,366	35%
Stage 3	4,941	23%	6,051	29%
Stage 4	4,908	23%	2,900	14%
Total	21,431	100%	20,996	100%

\*Includes both full-time and part-time jobs

## Economy

# Amount of sales (2013 dollars) by stage/employment category

	2000		2013	
Stage	Sales	Proportion	Sales	Proportion
Stage 0	\$73,100,935	3%	\$39,073,935	2%
Stage 1	\$474,026,458	17%	\$313,734,131	16%
Stage 2	\$984,472,522	34%	\$676,398,634	34%
Stage 3	\$523,854,768	18%	\$713,107,495	36%
Stage 4	\$805,075,621	28%	\$244,102,694	12%
Total	\$2,860,530,304	100%	\$1,986,416,889	100%

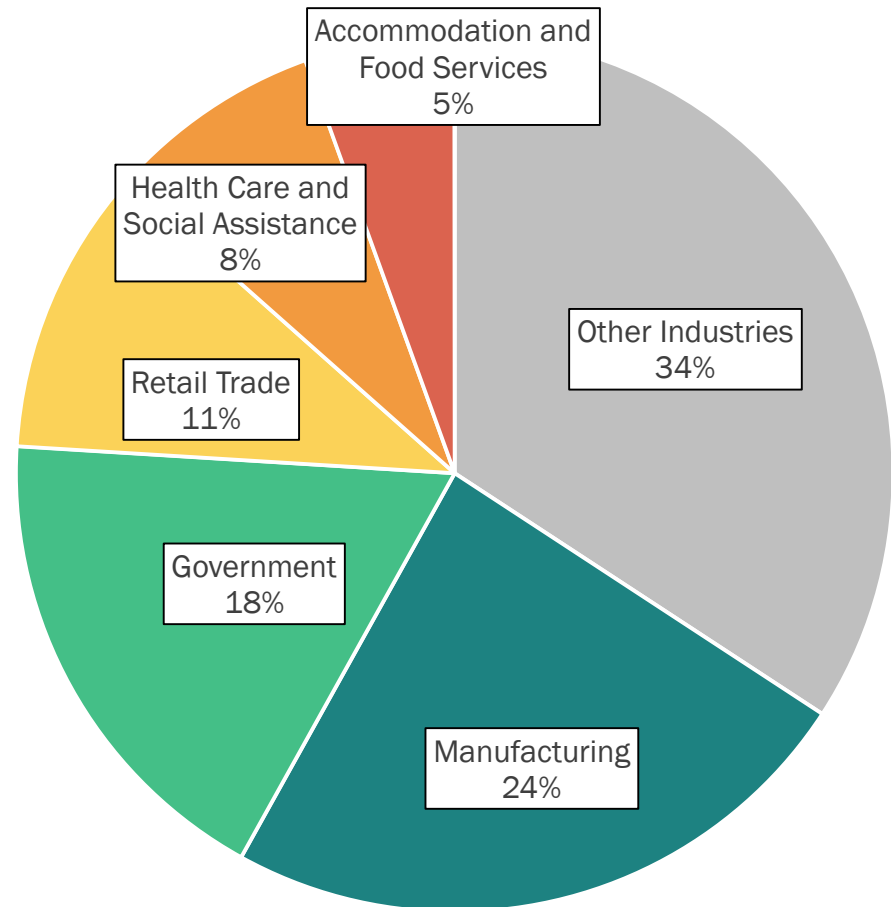
## Economy

# Top five industries in 2014

Sixty-four percent of jobs in Cass County are tied to the top five industries in Cass County.

Manufacturing is the largest industry sector (4,370 jobs). Accommodation and Food Services is the smallest of the top five industry sectors with 1,013 jobs. Government, Retail Trade, and Health Care and Social Assistance complete the top five industry sectors in Cass County.

Four of the top five industries in Cass County lost jobs during the 20013-2014 period -- Manufacturing (-19 percent), Government (-16 percent), Retail Trade (-15 percent), and Accommodation and Food Services (-9 percent). Only Health Care and Social Assistance (9 percent) gained jobs during these two points in time..



### section 03

## Economy

# Industry distribution and change

NAICS Code	Description	Jobs 2003	Jobs 2014	Change (2003-2014)	% Change (2003-2014)	Average Total Earnings 2014
11	Agriculture, Forestry, Fishing & Hunting	785	869	84	11%	\$30,571
21	Mining, Quarrying, & Oil & Gas Extraction	20	23	3	15%	\$65,101
22	Utilities	19	35	16	84%	\$103,626
23	Construction	928	891	-37	-4%	\$40,380
31-33	Manufacturing	5,420	4,370	-1,050	-19%	\$46,831
42	Wholesale Trade	579	565	-14	-2%	\$59,670
44-45	Retail Trade	2,282	1,937	-345	-15%	\$25,660
48-49	Transportation & Warehousing	452	508	56	12%	\$43,812
51	Information	138	127	-11	-8%	\$33,678
52	Finance & Insurance	442	490	48	11%	\$68,790
53	Real Estate & Rental & Leasing	328	411	83	25%	\$27,837
54	Professional, Scientific & Technical Services	366	337	-29	-8%	\$30,667
55	Management of Companies and Enterprises	124	88	-36	-29%	\$83,821
56	Administrative & Waste Management	666	815	149	22%	\$32,079
61	Educational Services (Private)	85	58	-27	-32%	\$26,100
62	Health Care & Social Assistance	1,330	1,452	122	9%	\$29,487
71	Arts, Entertainment & Recreation	124	109	-15	-12%	\$12,606
72	Accommodation and Food Services	1,118	1,013	-105	-9%	\$13,212
81	Other Services (except Public Administration)	1,071	947	-124	-12%	\$16,363
90	Government	3,882	3,280	-602	-16%	\$50,221
All	Total	20,156	18,325	-1,831	-9%	\$38,777

### section 03

Note: Average total earnings include wages, salaries, supplements and earnings from investments and proprietorships.

Source: Economic Modeling Specialists International (EMSI) – 2015.4 – QCEW Employees, Non-QCEW Employees, Self-Employed, and Extended Proprietors

# Industry distribution and change

The largest percentage gains in employment in Cass County occurred in:

- Utilities (+84 percent)
- Real Estate and Rental and Leasing (+25 percent)

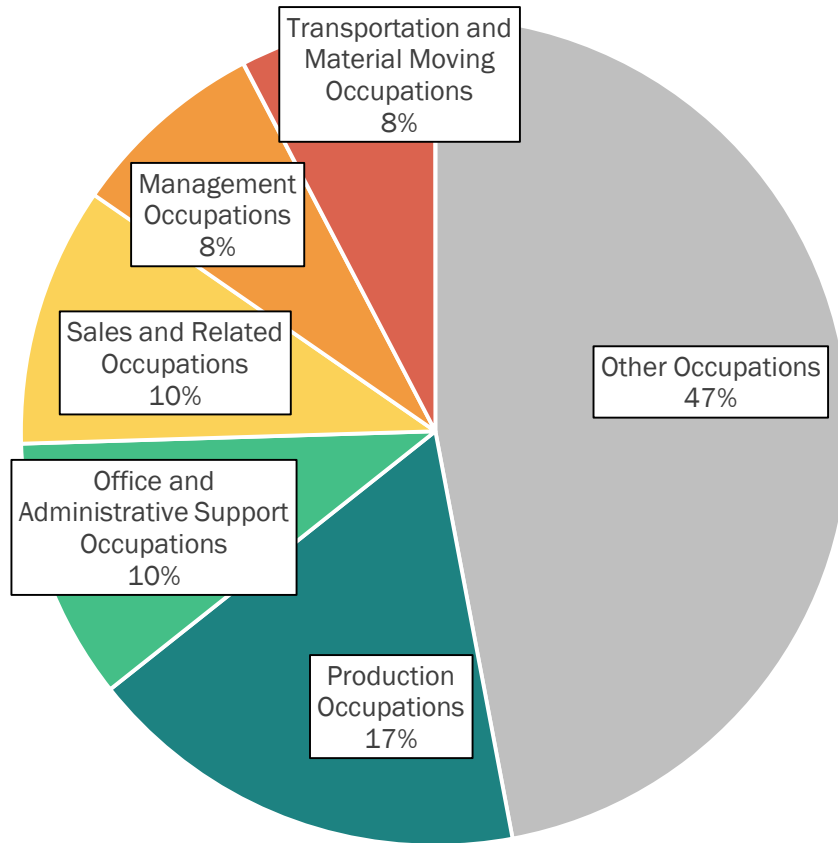
The largest percentage losses in employment occurred in:

- Educational Services (-32 percent)
- Management of Companies and Enterprises (-29 percent)



## Economy

# Top five occupations in 2014



The top five occupations in Cass County represent 53 percent of all jobs.

Production (3,170 jobs) is the top occupation in Cass County. Transportation and Material Moving is the smallest of the top five occupations with 1,404 jobs. Office and Administrative Support, Sales and Related, and Management Occupations, complete the top five occupations in Cass County.

All five top occupations in Cass County lost jobs during the 2003 to 2014 period. Production jobs fell by 17 percent, Office and Administrative by 11 percent, Sales and Related occupations by 11 percent as well, management by 3 percent, and Transportation and Material Moving by 7 percent.



## Economy

# Occupation distribution and change

SOC	Description	Jobs 2003	Jobs 2014	Change (2003-2014)	% Change (2003-2014)	Median Hourly Earnings 2014
11	Management	1,458	1,408	-50	-3%	\$23.17
13	Business & Financial Operations	516	466	-50	-10%	\$26.69
15	Computer & Mathematical	111	101	-10	-9%	\$24.06
17	Architecture & Engineering	232	183	-49	-21%	\$27.76
19	Life, Physical & Social Science	75	60	-15	-20%	\$25.29
21	Community & Social Service	307	301	-6	-2%	\$16.68
23	Legal	85	79	-6	-7%	\$35.84
25	Education, Training & Library	898	765	-133	-15%	\$18.06
27	Arts, Design, Entertainment, Sports & Media	279	247	-32	-11%	\$13.72
29	Health Care Practitioners & Technical	1,088	955	-133	-12%	\$26.52
31	Health Care Support	573	573	0	0%	\$11.44
33	Protective Service	374	332	-42	-11%	\$17.86
35	Food Preparation & Serving Related	1,286	1,183	-103	-8%	\$8.97
37	Building & Grounds Cleaning Maintenance	786	908	122	16%	\$11.13
39	Personal Care & Service	731	730	-1	0%	\$9.32
41	Sales & Related	2,090	1,856	-234	-11%	\$14.50
43	Office & Administrative Support	2,107	1,867	-240	-11%	\$14.48
45	Farming, Fishing & Forestry	129	169	40	31%	\$11.85
47	Construction & Extraction	784	718	-66	-8%	\$16.13
49	Installation, Maintenance & Repair	768	720	-48	-6%	\$18.06
51	Production	3,823	3,170	-653	-17%	\$14.51
53	Transportation & Material Moving	1,513	1,404	-109	-7%	\$14.75
55	Military	136	122	-14	-10%	\$19.25
All	Total	20,156	18,325	-1,831	-9%	\$16.05

\*Management occupations include farm managers, so changes in jobs may be related to changes in the number of farm proprietorships.

## section 03

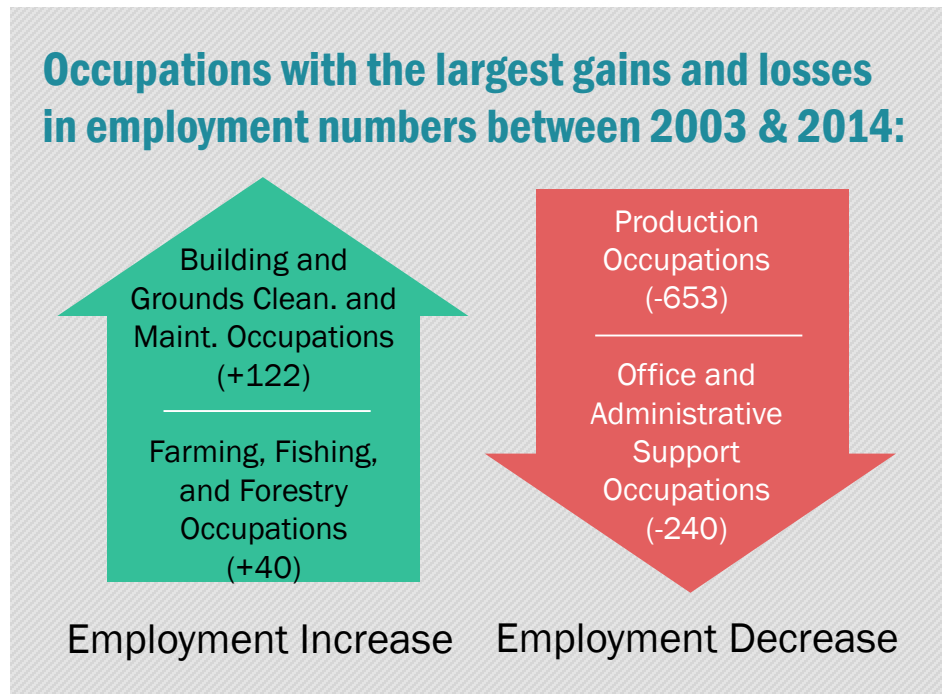
# Occupation distribution and change

The largest percentage gains in employment in Cass County occurred in:

- Farming, Fishing, and Forestry Occupations (+31 percent)
- Building and Grounds Cleaning and Maintenance Occupations (+16 percent)

The largest percentage losses in employment occurred in:

- Architecture and Engineering Occupations (-21 percent)
- Life, Physical, and Social Science Occupations (-20 percent)



# Income and poverty

	2001	2007	2014
Total Population in Poverty	9%	11.6%	13.8%
Minors (up to age 17) in Poverty	12.4%	17%	21.2%
Real Median Household Income (2013)*	\$48,437	\$48,590	\$43,666
Real Per Capita Income (2013)*	\$31,737	\$32,100	\$33,660

The median household income in Cass County dipped by \$4,771 between 2001 and 2014 in real dollars (that is, adjusted for inflation), while average income per person rose by \$1,923 in real dollars over the same period.

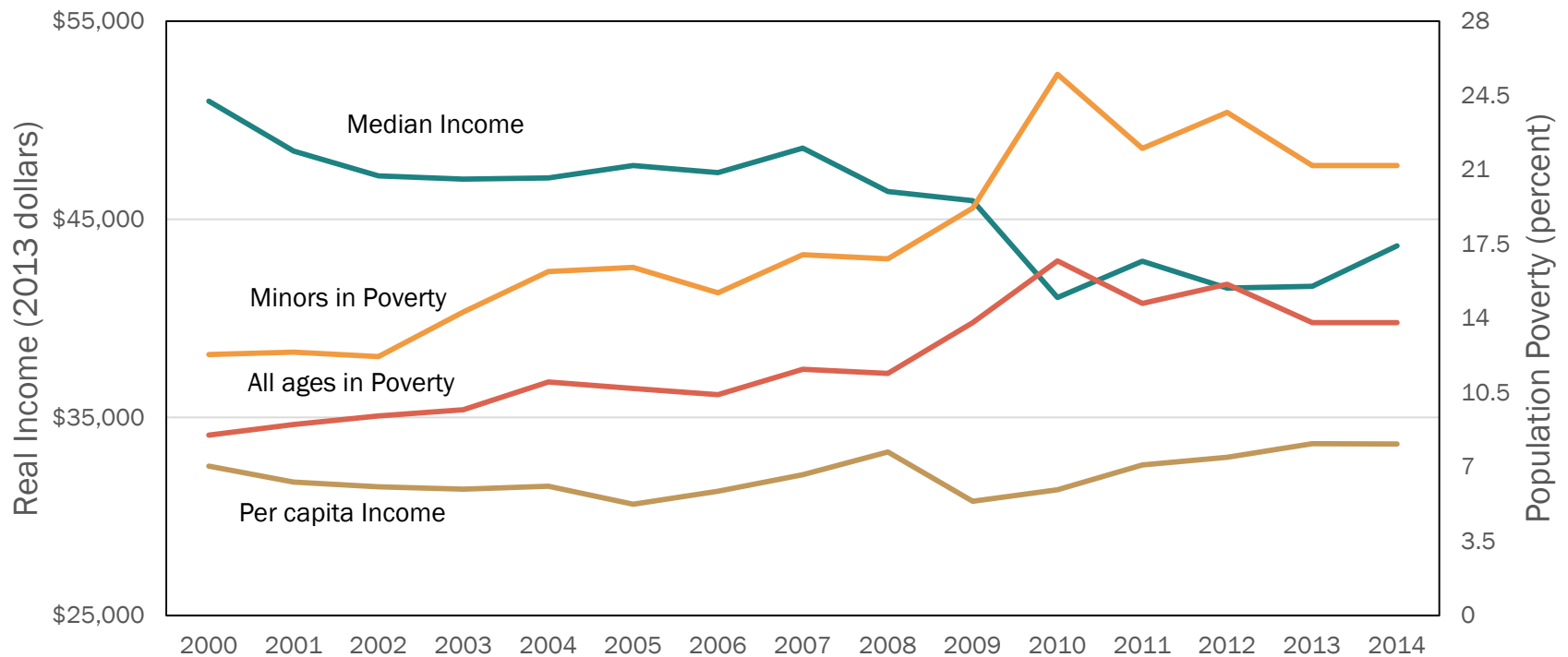
The total population in poverty increased from 9 percent to 13.8 percent between 2001 and 2014. The rate for minors was even higher, increasing by nearly 9 percentage points over the same period.

\*Real median household income is the middle income value in the county. Half of the county's households fall above this line and half below. Real per capita personal income is the average income per person in the county.

## Economy

# Income and poverty

Median household income in Cass County has experienced a downward trend over the 15 year period, although it has improved after 2012. Per capita income has shown a modest increase since 2009 and poverty rates for adults and minors have swelled since 2000 (although the rates have improved since 2012).



### section 03

# Takeaways

Growth in the number of establishments in Cass County occurred in businesses with more than 1 and less than 10 employees (Stage 1 enterprises), a component of the local economy that is often overlooked by local leaders.

The growth in establishments between 2000 and 2013 can be attributed, in large part, to Stage 1 firms. Stage 4 enterprises, on the other hand, experienced a loss of 2 establishments, a decrease that resulted in a sizable loss of about 2,000 jobs. Stage 2 made up 13% of all establishments in 2013 but represented 35% of the jobs in that year. Stage 3 companies had 1% of establishments and provided 29% of jobs. Taken as a whole, these results may suggest that Cass County should focus its economic development efforts, in part, on strengthening and expanding Stage 2 establishments since they employ a sizable proportion of the workforce.

The decline in real median income, coupled with the increases in poverty since the early 2000s, means that incomes are not keeping pace with cost of living increases. Further adding challenges to the county is the growing number of minor children living in poverty.

The decline in real median income may be tied to employment changes in various industries in the county. Industries with earnings higher than \$50,000 accounted for 4,481 jobs with majority in the government sector. Industries paying less than \$50,000 had 13,844 jobs. Utilities and Finance are examples of high earnings industries that increased the number of workers moderately from 2003 to 2014. A higher number of jobs in lower paying occupations (less than \$15 per hour), such as Transportation and Material Moving and Personal care, had affected the average income in Cass county. In fact four out of the top five occupations paid median hourly wage of less than \$15.

# 04 labor market

**Labor force and  
unemployment**

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**Commuteshed**

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**Laborshed**

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**Workforce  
inflow/outflow**

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**Takeaways**

# Labor force and unemployment

	2003	2014
Labor Force	20,040	17,737
Unemployment Rate	6.2%	5.7%

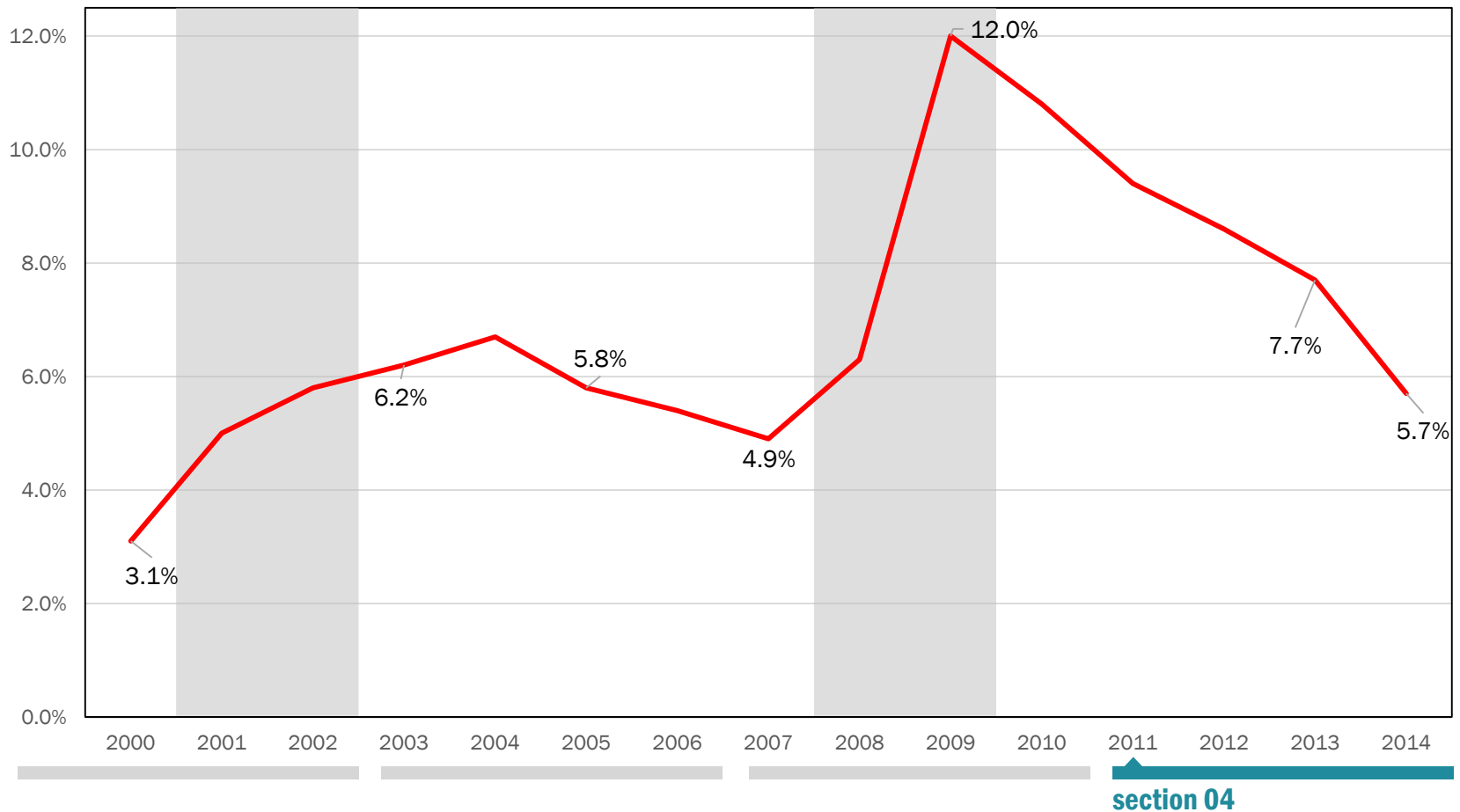
The number of individuals in the labor force in Cass County decreased by nearly 11.9 percent between 2003 and 2014.

In fact, the number of individuals in the county's labor force decreased by 2,303 individuals during this period of time. At the same time, the unemployment rate dipped by 0.5%. While this may appear surprising, this may suggest that adult labor force in the county is shrinking, largely due to the declining number of people of prime working age in the county, as well as the increasing share of people who have now reached retirement age.

## Labor market

# Unemployment rate

Unemployment increased dramatically after 2007, peaking at 12 percent in 2009. Since that time, the rate has been on a steady decline, dipping to 5.7 percent by 2014.





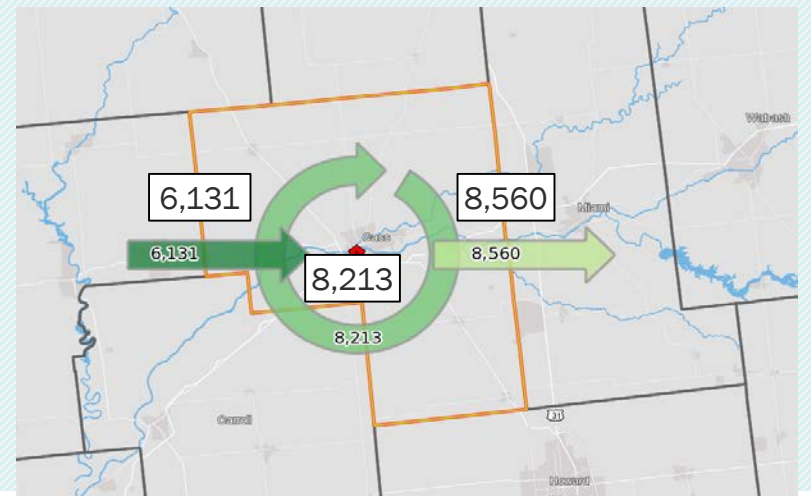
## Labor market

# Workforce inflow and outflow in 2014

	Count	Proportion
<b>Employed in Cass County</b>	<b>14,344</b>	<b>100%</b>
Both employed and living in the county	8,213	57%
Employed in the county but living outside	6,131	43%
<b>Living in Cass County</b>	<b>16,773</b>	<b>100%</b>
Both living and employed in the county	8,213	49%
Living in the county but employed outside	8,560	51%

Cass County has more workers traveling into than traveling out the county for work.

More than half of the employed residents of the county are employed outside of Cass County (8,560) while over 6,1000 employed in the county live in another county (6,131). As a result, the county is experiencing a net loss of 2,429 workers (8,560-6,131). As such, for every 100 employed residents commuting out for jobs, Cass County has only 72 jobs.



## section 04

## Labor market

# Commuteshed

Out-Commuters

Same Work/  
Home



	Commuters	Proportion
Howard, IN	1,431	8.5%
Marion, IN	723	4.3%
Carroll, IN	722	4.3%
Miami, IN	688	4.1%
Allen, IN	417	2.5%

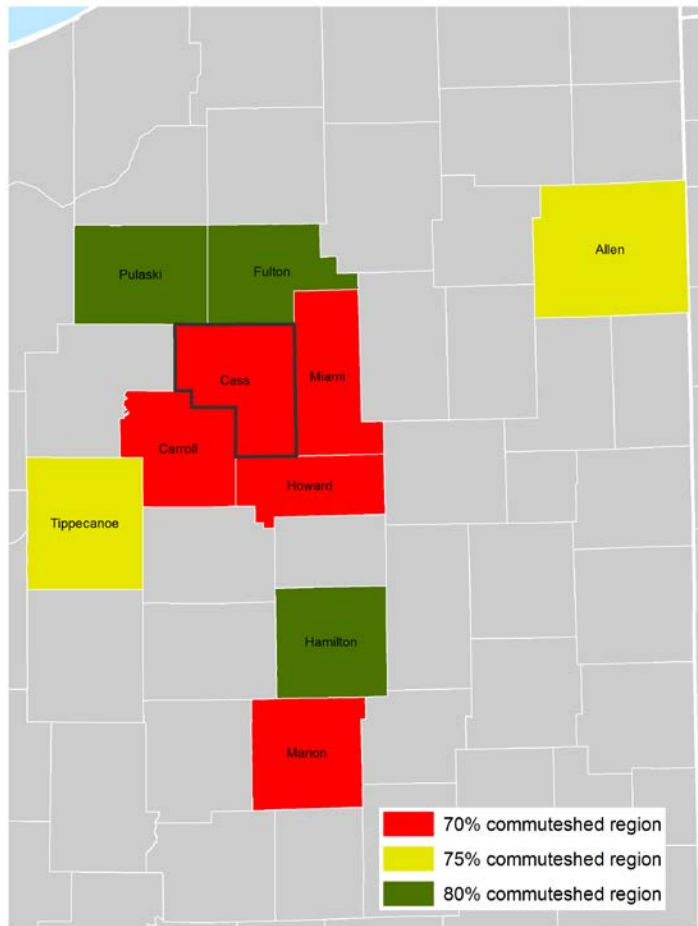
A county's commuteshed is the geographic area to which its resident labor force travels to work.

Fifty-one percent of employed residents in Cass County commute to jobs located outside of the county. Howard County, Indiana, is the biggest destination for residents who work outside of Cass County.

More than 21 percent of commuters work in counties adjacent to Cass County with Howard County, Indiana as the largest destination attracting more than 1,400 people who commute for work purposes. More than 700 individuals commute to Carroll County, Indiana.

### section 04

# Commuteshed in 2014



Seventy percent of Cass County's working residents are employed in Cass, Howard, Marion, Miami and Carroll counties. Another 5 percent commute to Allen and Tippecanoe counties. An additional 5 percent travel to jobs in Pulaski, Fulton, and Hamilton counties.

Collectively, these 10 counties represent 80 percent of the commuteshed for Cass County.

## Labor market

# Laborshed

A county's laborshed is the geographic area from which it draws employees.

Forty-three percent of individuals working in Cass County commute from another county.

More than 19 percent of in-commuters reside in counties adjacent to Cass County.

Miami County, Indiana is the biggest source of outside labor force for Cass County. Howard, Carroll, Fulton, and White counties in Indiana complete the top five sources of outside workers in Cass County.

### In-Commuters



### Same Work/ Home

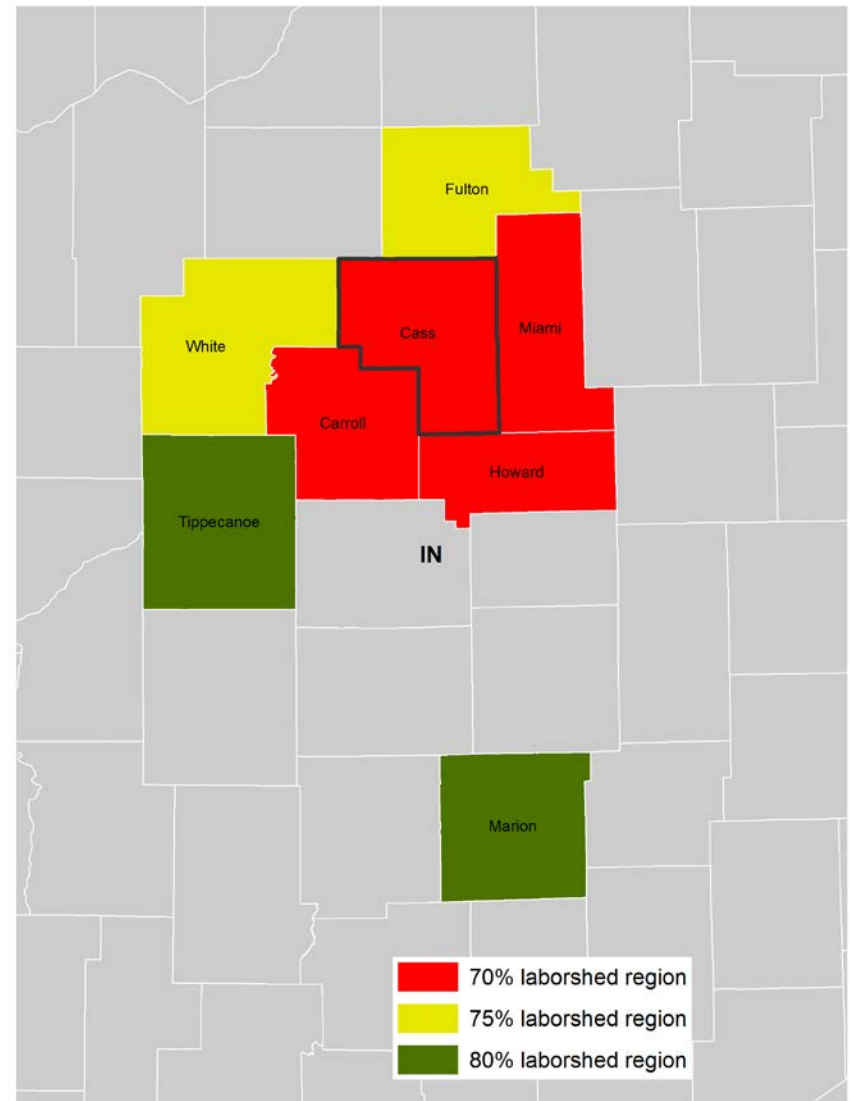


	Commuters	Proportion
Miami, IN	879	6.1%
Howard, IN	554	3.9%
Carroll, IN	400	2.8%
Fulton, IN	389	2.7%
White, IN	343	2.4%

# Laborshed in 2014

The bulk (70 percent) of Cass County's workforce is drawn from Cass, Miami, Carroll, and Howard counties in Indiana. Another 5 percent is drawn from Fulton and White counties in Indiana. An additional 5 percent commutes from Tippecanoe and Marion counties in Indiana.

Combined the 8 counties represent 80 percent of Cass County's laborshed.



# Takeaways

The Great Recession that impacted the U.S. economy between around 2008 and 2009 took a major toll on the Cass County's unemployment rate during the latter part of the decade. While the rate was low in 2000 (3.1 percent), it grew to 12 percent by 2009. Recent figures make clear that the unemployment rate has steadily improved since 2010, but has not reached the pre-recession rate of 4.9 percent.

Population in Cass County decreased over the past decade or more, and so too did the number of individuals who were part of the county's labor force. Between 2003 and 2014, for example, the county suffered a net loss of about 2,200 jobs, resulting in less opportunities for local residents to find work in the county. Although the unemployment rate dipped from 6.2 percent to 5.7 percent, the decline may be due to the shrinking number of people in the labor force due to reaching retirement age or the inability to find a job.

Around 51 percent of Cass County's residents in the workforce are gainfully employed outside of the county. This sizable percentage of people commuting to jobs located outside the county represents the loss of human talent that is unavailable to contribute to the social and economic vitality of the county.

It may be worthwhile for local leaders and industries to determine the human capital attributes of workers who commute to jobs outside the county. By so doing, they could be positioned to determine how best to reduce the leakage of educated and skilled workers to surrounding counties. Of course, this will require expansion in the number of good paying jobs that will help keep these workers in their home county.

The laborshed and commuteshed data offer solid evidence of the potential value of pursuing economic and workforce development on a regional (multi-county) basis.

# Notes

## **LAUS (Local Area Unemployment Statistics):**

LAUS is a U.S. Bureau of Labor Statistics (BLS) program that provides monthly and annual labor force, employment and unemployment data by place of residence at various geographic levels. LAUS utilizes statistical models to estimate data values based on household surveys and employer reports. These estimates are updated annually. Annual county-level LAUS estimates do not include seasonal adjustments.

## **LEHD (Longitudinal Employer-Household Dynamics):**

LEHD is a partnership between U.S. Census Bureau and State Department of Workforce Development (DWD) to provide labor market and journey to work data at various geographic levels. LEHD uses Unemployment Insurance earnings data and Quarterly Census of Employment and Wages from DWDs and census administrative records related to individuals and businesses.

## **SAIPE (Small Area Income and Poverty Estimates):**

SAIPE is a U.S. Census Bureau program that provides annual data estimates of income and poverty statistics at various geographic levels. The estimates are used in the administration of federal and state assistance programs. SAIPE utilizes statistical models to estimate data from sample surveys, census enumerations, and administrative records.

## **OTM (On the Map):**

OTM, a product of LEHD program, is used in the county snapshot report to develop commuting patterns for a geography from two perspectives: place of residence and place of work. At the highly detailed level of census blocks, some of the data are synthetic to maintain confidentiality of the worker. However, for larger regions mapped at the county level, the commuter shed and labor shed data are fairly reasonable.

OTM includes jobs for a worker employed in the reference as well as previous quarter. Hence, job counts are based on two consecutive quarters (six months) measured at the “beginning of a quarter.” OTM data can differ from commuting patterns developed from state annual income tax returns, which asks a question about “county of residence” and “county of work” on January 1 of the tax-year. OTM can also differ from American Community Survey data, which is based on a sample survey of the resident population.

## **YourEconomy.org (YE):**

YE, an online tool by the Business Dynamics Research Consortium at the University of Wisconsin – Extension, provides data on the employment, sales, and number of establishments at numerous geographic levels in the United States.

A major data source for YE is the National Establishment Time Series Database (NETS), an establishment-level database, not a company-level database. This means that each entry is a different physical location, and company-level information must be created by adding the separate establishment components.

# Report Contributors

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