

## A Working Work Force

### Work Force: Critical to Success

Charlotte offers a highly productive work force for companies concerned about the quality of their products or services. Studies show that North Carolina workers are more productive than their counterparts nationally. Studies of companies relocating rank the availability of a competent work force high in importance and Charlotte addresses this need.

The draw of this quality work force is evident in the number of firms locating to Charlotte in the last ten years. During this period:

- 8,468 firms have selected Charlotte-Mecklenburg for new or relocated operations.
- These firms represent more than \$9.6 billion in investments.
- During 2004 alone, new and expanded firms in Charlotte-Mecklenburg created 11,761 additional jobs and invested over \$1.1 billion in facilities.

### Good Corporate Citizens

Quality business and industry continue to locate in Charlotte.

- 8 of the nation's 500 largest corporations, listed by FORTUNE magazine, have headquarters in Mecklenburg County.
- 887 firms with annual revenues exceeding \$10 million and 26 companies with revenues exceeding \$1 billion have operations in Mecklenburg County.
- Of the companies with over \$10 million in revenue, 450 are headquartered here.

A quality work force attracts quality corporate citizens.

### A Growing Work Force

Charlotte's work force continues to grow steadily.

- Since 1994, Mecklenburg County has experienced a 29% increase in its labor force, compared to only 12% in the U.S.
- During this same period, employment has grown by 25% compared to the U.S. growth of only 13%.

The growing population of the area ensures a constant and predictable flow of workers into the job market. During the last ten years:

• Mecklenburg County's population has grown by 37%, well above the national growth of 11%. Much of Charlotte's growth is through the in-migration of people from outside the region seeking the superior quality of life offered here. Locally:

- The Charlotte-Mecklenburg schools graduate approximately 6,000 students annually.
- In 2003, Newsweek Magazine ranked CMS schools on its "Best in the U.S." list with Myers Park High School ranking 7th nationally.
- Over 700 of the graduates move directly into the job market.
- Many have training for technical and clerical positions.



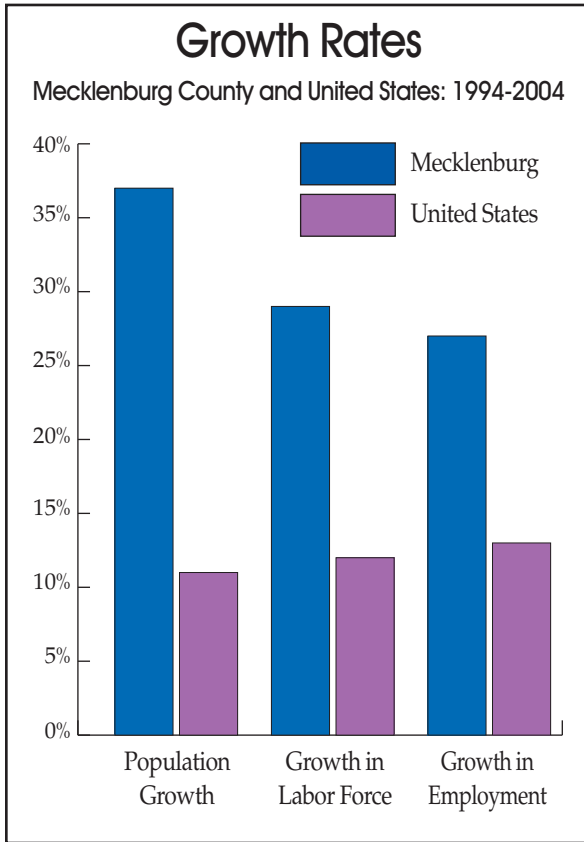
- 33 colleges and universities located in the Charlotte-Gastonia-Concord CSA have student enrollment of more than 117,035 providing an excellent reservoir of qualified applicants.

These area colleges work well with local business by offering courses and internships responsive to the needs of business.

*The North Carolina work force is one of the most productive in the nation.*

### A Labor Magnet

- The total labor force in the Charlotte-Gastonia-Concord CSA (Combined Statistical Area) numbers more than 1.4 million.
- Each day more than 146,211 workers commute to Mecklenburg from outlying counties.



community, it draws a larger portion of the regional work force to fill available jobs. This provides an even greater labor pool to tap.

## Training Workers Made Easy

Central Piedmont Community College (CPCC), as one of the top five community colleges in the country, offers the Charlotte business community a wide variety of training opportunities. CPCC is the largest community college in North Carolina with 6 campuses and it serves 70,000 people in Mecklenburg County.

- CPCC also has a digital campus, that was ranked 2nd among urban digital community colleges.
- In 2002, CPCC was named National Community College of the Year by the National Alliance of Business, which looked at the college's responsiveness to the need for a supply chain of workers.
- The same year, CPCC was selected by the U.S. Government Accounting Office as one of the top two workforce development colleges in the nation.

*37 colleges and universities provide an excellent reservoir of well-educated and talented workers.*

This commuting labor force has increased significantly over recent years. As traditional industries have reduced their labor needs, new industries have been able to tap this supply of labor. With this area's growth, additional labor remains to be tapped.

- Within a 25-mile radius of Charlotte, more than 1.1 million people reside. Within this 30-minute commute, more than 43,000 workers are registered with the Employment Security Commission seeking a new job.
- Over 7,800 of these seek professional and technical positions and 2,400 seek machine trade positions.
- Expanding this to a one-hour commute (50 miles), the current population includes nearly 1.8 million people. Currently, over 80,000 people are registered as seeking new employment within this area. In addition, this 50-mile radius has over 4,500 high school graduates directly entering the labor market each year.

Charlotte has a number of underemployed workers that can be tapped for new job creations. A survey conducted by the University of North Carolina at Charlotte indicated that 30% of the employed felt they were underemployed. Of those 18-34 years old, 38% felt they were underemployed and 29% of those with some college education felt underemployed.

As Charlotte continues to grow as a metropolitan

## Workers Compensation Payment Per Employee

State	Payment Per Employee	State	Payment Per Employee
Arizona	154.79	Idaho	300.76
Arkansas	169.48	Oklahoma	310.63
Indiana	174.60	New Hampshire	312.50
South Dakota	182.93	Vermont	313.43
Virginia	183.70	Michigan	316.22
Utah	186.94	Wisconsin	317.38
New Mexico	192.86	Minnesota	326.85
Texas	200.83	DOC	327.40
Rhode Island	211.79	Florida	340.78
<b>N. Carolina</b>	<b>219.36</b>	New York	341.28
Mississippi	220.50	Nevada	352.13
Massachusetts	237.49	Illinois	358.16
North Dakota	240.24	Delaware	363.41
Tennessee	249.27	Wyoming	368.42
Colorado	249.57	Montana	382.74
Kansas	250.55	Connecticut	387.91
Nebraska	252.93	Missouri	388.77
Georgia	253.62	Maine	401.22
Iowa	257.14	Ohio	405.08
Louisiana	263.66	Pennsylvania	418.81
Oregon	267.14	Hawaii	425.68
Alabama	278.30	Alaska	560.66
Maryland	283.81	Washington	564.24
South Carolina	285.10	California	589.82
Kentucky	285.95	West Virginia	963.46
New Jersey	290.92		

*Source: Statistical Abstract of the  
United States, 2004/2005*

## Productivity Index

Top 20 Industrial States

Rank	State	Index
1	North Carolina	450
2	Virginia	406
3	Georgia	381
4	South Carolina	377
5	Texas	368
6	Indiana	360
7	Tennessee	356
7	Washington	356
9	Pennsylvania	349
10	Missouri	348
11	Wisconsin	340
12	New Jersey	338
13	New York	328
14	Illinois	322
15	Ohio	318
16	Massachusetts	309
17	California	305
18	Florida	303
19	Michigan	300
20	Minnesota	295
	US Average	338

Index is derived by dividing per capita value added by payroll per employee and multiplying by 100.

**Note:** Figures taken from Annual Survey of Manufacturers (Industry Statistics for States: 2003), Released by US Census Bureau June 2005.

- CPCC is a comprehensive training resource offering credit programs leading to associate degrees, diplomas or certificates. It also offers Continuing Education non-credit programs leading to professional designation, continuing education units or certification.
- Often training is customized to meet specific needs and is offered onsite or at a nearby CPCC campus.

In addition to job training, the Charlotte area's 37 colleges and universities, educating 117,065 students, offer degrees in 150 different subjects, with over 60 different graduate programs that include PhD degrees in mechanical, electrical, and optical engineering, information technology and mathematics. There are over 1,700 graduate students in the Charlotte area pursuing their MBA or a similar type of graduate degree in the field of business.

## A Productive Work Force

North Carolina ranks as the nation's 7th largest manufacturing state. This status has been achieved in part because of its high level of productivity. A University of North Carolina study, "The Earnings of North Carolina Workers," ranks North Carolina as the most productive of the nation's top 20 industrialized states. For each dollar of labor cost, \$4.50 of value added is produced by N.C. workers.

Lost work time due to accidents and labor disputes is minimal.

## A Right-to-Work Work Force

North Carolina law permits individual workers to choose whether or not they wish to join a labor union. North Carolina, which has the nation's highest percent of manufacturing employment, has the nation's lowest union membership. The state's 3.1% is well below the national average of 11.7% (See Unionization map).

### Employment Security Commission of North Carolina

500 W. Trade Street, Charlotte, NC 28202  
704-342-6131

### North Carolina Department of Labor

500 W. Trade Street Ste. 433, Charlotte, NC 28202  
704-342-6163

### Employment & Training Department

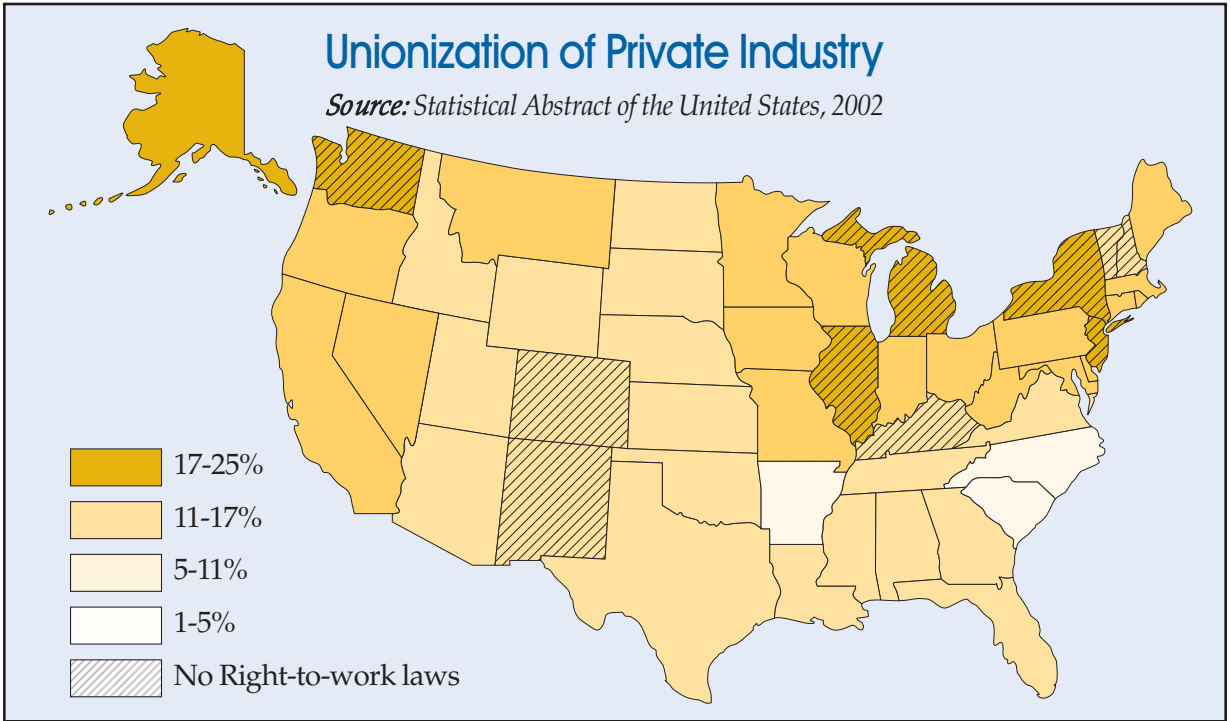
City of Charlotte, 600 E. Trade Street  
Charlotte, NC 28202 704-336-3380



North Carolina has the lowest rate of unionization of any state.

## Unionization of Private Industry

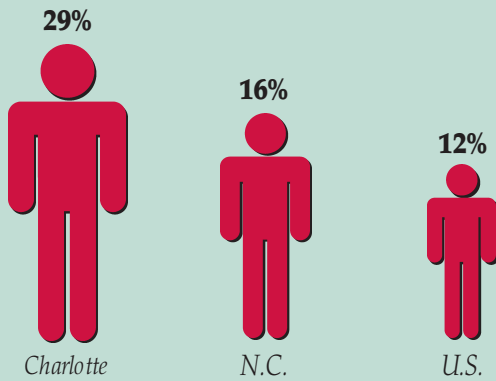
Source: Statistical Abstract of the United States, 2002



In the last 10 years, Charlotte's labor force has grown by 29%.

### Growth in Labor Force

Percent Change 1994-2004



Source: Employment Security Commission

### Average Hourly Manufacturing Earnings

Production Worker Selected Southern MSA's

Atlanta-Sandy Springs-Marietta	15.00
<b>Charlotte-Gastonia-Concord</b>	<b>15.59</b>
Richmond	15.79
Durham	16.35
New Orleans	16.99
Winston-Salem	17.06
Houston-Baytown-Sugarland	17.60
Louisville	18.94
Norfolk-Virginia Beach-Newport News	19.15
US Average	16.42

Source: Employment & Earnings — U.S. Department of Labor — March 2005

#### Workforce Development Board

Charlotte-Mecklenburg, 700 Parkwood Avenue  
Charlotte, NC 28205 704-336-6270

#### Equal Employment Opportunity Commission

129 W. Trade Street, Ste. 400, Charlotte, NC 28202  
704-344-6682

#### U.S. Department of Labor

800 Briar Creek Road, Ste. CC412,  
Charlotte, NC 28205-6903 866-4-USWAGE

#### The Employers Association

3020 W. Arrowood Drive, Charlotte, NC 28273  
704-522-8011

#### Social Security Administration

5701 Executive Center Drive, Ste. 200  
Charlotte, NC 28212 1-800-772-1213

#### North Carolina Department of Commerce

8210 University Executive Park Drive, Ste 260  
Charlotte, NC 28262 1-704-547-5750



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