MDC

Economic Mobility in Northeastern North Carolina

A regional data scan for North Carolina Land of Water

September 2017

Introduction

Although many Americans laud the concepts of equal opportunity and "the American Dream" as central to our national identity, recent research indicate that the odds of someone born into the lowest income quintile rising out of poverty and into a higher income quintile as an adult are actually quite low. This is particularly true in the American South—economists Raj Chetty and Nathaniel Hendren found that in most communities across the South, residents born into families in the lowest income quintile have only between a 0-6 percent chance of rising into the highest income quintile as adults. North Carolina is no exception to these data: in the Raleigh commuting zone, those born at the bottom of the economic ladder have a 39 percent chance of *staying there* as adults, a 27 percent chance of ending up in the middle or upper-middle quintiles, and only a 5 percent chance of making it to the top earnings bracket. East of Raleigh in the Jacksonville commuting zone, the odds are remarkably similar: children born in the lowest income quintile have a 37 percent chance of *staying there* as adults, a 27 percent chance of making it to one of the middle two quintiles, and a 5 percent chance of making it to the top.[1] The entire American South, including North Carolina, has an intergenerational issue of economic mobility "stickiness," one that exacerbates poverty in areas where poverty is already crushing the lives of citizens and putting strains on local economies.

If leaders in the South believe in the "American Dream" and seek to strengthen its reality in the lives of Southern residents, the widespread lack of upward economic mobility must be addressed. The urgency of addressing economic immobility should be of note particularly in Northeastern North Carolina, a region that includes counties with some of the highest poverty concentrations in the state. North Carolina Land of Water (NC LOW), a nonprofit organization interested in sustainable development based upon the region's natural resources and cultural history, commissioned MDC to write the following report to lift up pressing issues affecting intergenerational poverty in Northeastern North Carolina, particularly within the counties constituting the state's "Inner Banks[2]," as opposed to the "Outer Banks[3]." The Northeastern Inner Banks is NC LOW's focus region, where the organization is working to advance strong local economies that provide living-wage work in opportune sectors for counties' diverse residents, such that whole communities in the Northeastern part of the state can see higher rates of upward economic mobility. For the purposes of this report, NC Land of Water defines its focus region as 17 counties: Beaufort, Bertie, Camden, Carteret, Chowan, Craven, Currituck, Dare, Gates, Hertford, Hyde, Martin, Pamlico, Pasquotank, Perquimans, Tyrrell, and Washington Counties. (Throughout the report, these 17 counties are

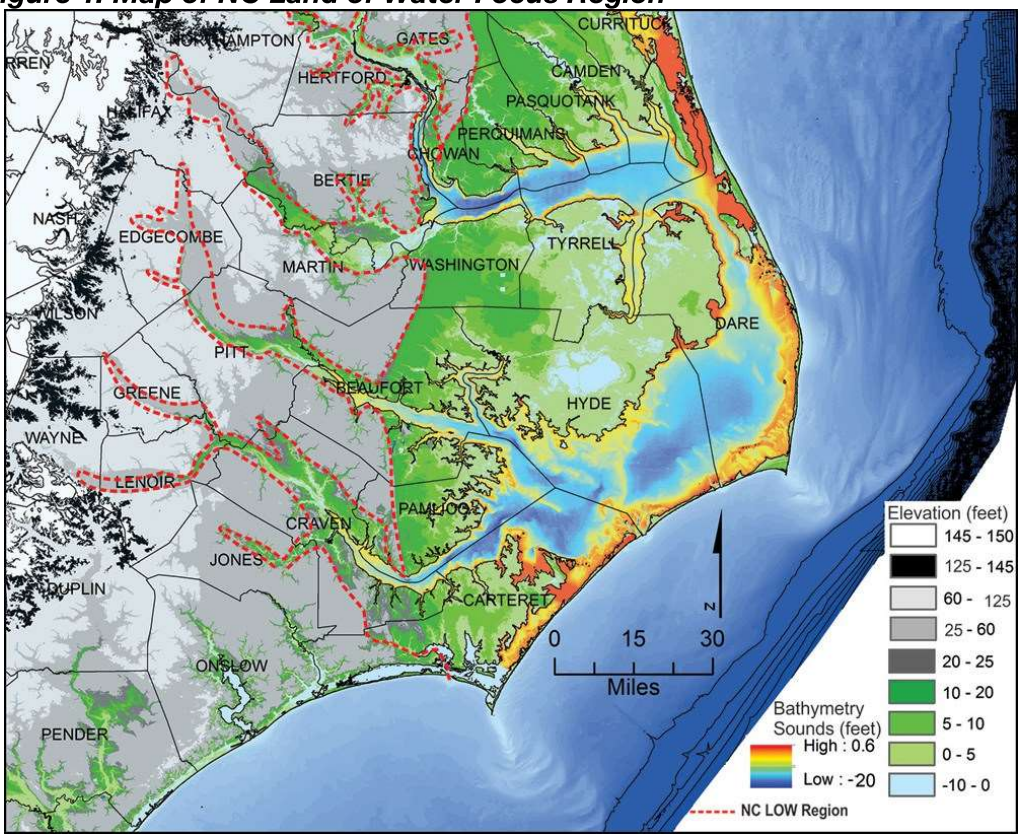
[1] "Equality of Opportunity Project" http://www.equality-of-opportunity.org/

[2] The general definition of the Inner Banks is a region between Interstate 95 to the west, the Outer Banks to the east, and extend from the Virginia border to the South Carolina border. For the purposes of this report, the counties in the inner banks within the NC Land of Water region consist of Beaufort, Bertie, Camden, Carteret, Chowan, Craven, mainland Currituck, mainland Dare, Gates, Hertford, mainland Hyde, Martin, Pamlico, Pasquotank, Perquimans, Tyrrell, and Washington.

[3] Barrier islands off the coast of North Carolina and Southeast Virginia. In North Carolina, the Outer Banks includes most of the coastline, separating the Currituck Sound, Albemarle Sound, and Pamlico Sound from the Atlantic Ocean.

referred to as both the “NC LOW region” and “Northeastern NC” interchangeably.) This report presents data on economic mobility, poverty, and educational attainment in the 17-county region; explores recent job loss and projected regional industry growth, noting the wages required to meet basic needs in the region; and makes recommendations for how NC Land of Water can work with regional leaders to increase economic opportunity for Northeastern North Carolinians. MDC approaches this report through the belief that every community wants to be strong and wants to see its people succeed.

Figure 1: Map of NC Land of Water Focus Region[4]



[4] This is a color topographic map of the NC LOW coastal system which is outlined by the dashed red line and includes the labeled counties. Land elevations and water bathymetry are color-coded in the lower-right corner. The black area separating the gray and white map areas is the “fall line” that represents the contact between the Coastal Plain and Piedmont Provinces.

Northeastern North Carolina and the Broken 'American Dream'

The reality for residents of the 17-county NC Land of Water region is that poverty is acute and persistent. To make matters worse, the region has experienced some of the worst flooding in the state in recent history, which has bankrupted businesses and left people to rebuild homes or find new, permanent shelter in the wake of a disaster. For example, the Town of Windsor experienced 10 to 20 feet of flooding two times in 2016. Similarly, Bertie County, which in recent history has seen a flood every five years, had yet to recover from their first flood in 2016 before the town was flooded two additional times within a 12-month span. Economic development is stifled by the recurrence of damage due to natural disasters. Without the supportive tools and opportunities needed to help residents get ahead, the cycle of poverty continues and becomes deeper with each generation, as poverty keeps residents from being able to invest in the future economic security of their own families and communities. High rates of poverty and low rates of economic mobility matter because these converging phenomena create a discouraging situation in which communities spend energy and resources addressing barriers to residents' basic well-being rather than enjoying a strong foundation on which to build communities where residents fully thrive.

Of the 17 counties examined for this report, 10 counties had 2015 poverty rates that *exceeded* the 2015 state average poverty rate of 17 percent, indicating that these counties are among some of the poorest in the state of North Carolina. Counties with high poverty rates compared to the state average include Bertie, Beaufort, Chowan, Hertford, Hyde, Martin, Pasquotank, Perquimans, Tyrrell, and Washington counties. (It is worth noting that portions of Carteret, Currituck, Dare, and Hyde counties include the Outer Banks barrier islands and ocean beach tourism economies; this is partly why data for these counties tend to differ from the other 13 counties.)

Figure 2: Poverty and Population by NC LOW County, 2015

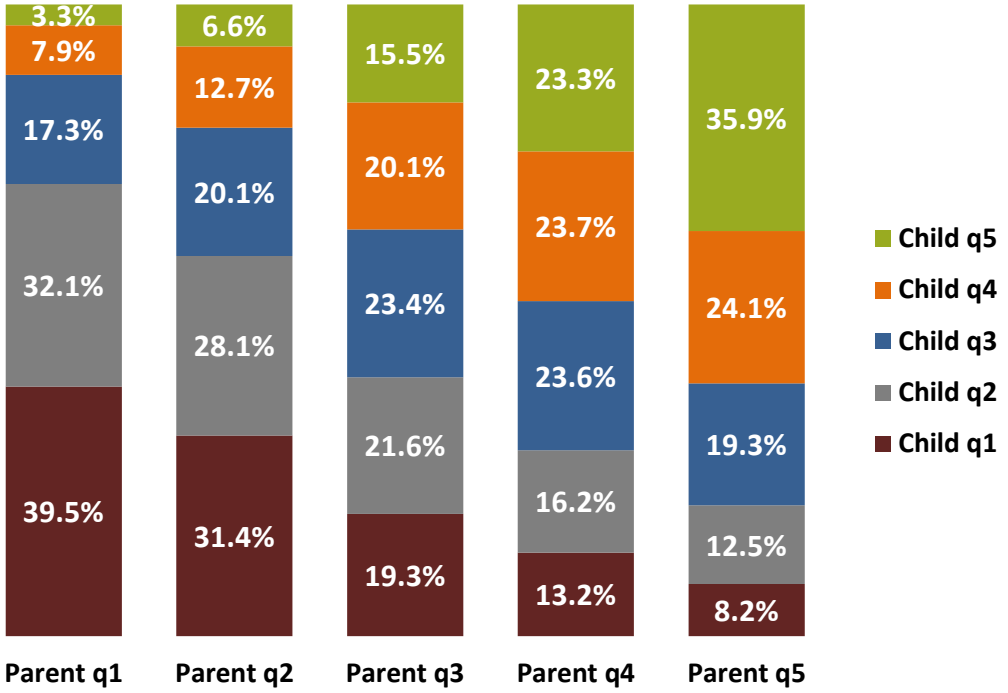
County in the NC Land of Water Region	% total population at or below poverty line, 2015	Total population by county, 2015
Camden	7.9	10,309
Dare	8.3	35,663
Currituck	10.3	25,263
Pamlico	13.6	12,781
Gates	14.2	11,431
Carteret	15.0	68,878
Craven	15.6	103,454
North Carolina	**17.4**	**9,845,333**
Hyde	17.7	5,526
Beaufort	18.4	47,651
Pasquotank	19.2	39,828
Perquimans	19.6	13,440
Martin	21.3	23,357
Tyrrell	21.8	4,070
Washington	21.8	12,385
Bertie	22.3	20,199
Hertford	25.6	24,182
Chowan	26.6	14,394

U.S. Census Bureau American Community FactFinder, 2015 5-Year Estimates; Economic Modeling Specialists Inc.-2017.2 dataset

These same counties have lower rates of upward economic mobility, not unlike their neighboring counties and states across the South. For example, in Bertie and Hertford counties, a child born into the lowest income quintile has a 39 percent chance of staying there as an adult. That same child has a 71 percent chance of staying in the lowest quintile *or* moving up only one income quintile; a 24 percent chance of moving into the middle or upper-middle quintiles; and a mere three percent chance of rising to the very top in earnings. Equality of Opportunity researchers reported on economic mobility by examining commuting zones, which are geographic units of analysis that reflect where people live and work as a way to more closely capture the local economy.[5] Out of the 24 commuting zones in North Carolina, the Roanoke Rapids commuting zone, which captures data for Bertie and Hertford counties, has the *second lowest mobility outcomes for children born in poverty*. From a national perspective considering all 729 commuting zones across the United States, Roanoke Rapids ranks at number 18, where #1 denotes lowest mobility rates and #729 denotes best mobility rates.

[5] Note: Commuting zones are named for the largest place in each zone, and some include multiple cities. For example, the Raleigh commuting zone includes Durham and Chapel Hill. Several commuting zones cross state borders.

Figure 3: Economic Mobility in the Roanoke Rapids, NC Commuting Zone[6]



Source: Equality of Opportunity Project, 2014, http://www.equality-of-opportunity.org/ Online Data Table VI, June 2015

The chances of a child born into the lowest income quintile rising to another, higher income bracket as an adult are startlingly low in the other commuting zones that comprise the NC LOW region, as well. In the Northeastern N.C. commuting zones represented by the cities of Washington (which includes Beaufort, Dare, Hyde, Martin, Tyrrell, and Washington counties), Virginia Beach (which includes Camden, Chowan, Currituck, Gates, Pasquotank, and Perquimans counties), and Jacksonville (which includes Carteret, Craven, and Pamlico counties), there is over a one-third chance that a child born into the lowest income quintile will *stay there* as an adult, and a two-thirds chance that they will either stay in the lowest earnings bracket or move up only one quintile to the lower-middle bracket. There is just over a 25 percent chance in these commuting zones that a child will make it to the middle or upper-middle quintiles. A child born at the bottom of the economic ladder in the NC LOW region has the greatest chance of making it all the way to the top in the Virginia Beach commuting zone, with a 5.4 percent chance.

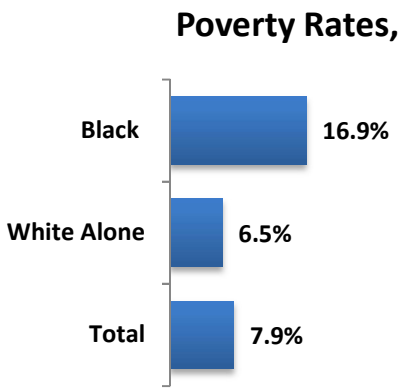
In "sticky"[7] communities like these and others across the South, the economic position in which residents start out is especially important because it has such an impact on where residents end up. As previously mentioned, 10 of the 17 counties we studied have poverty rates *above the state average*. Although in every county the local black population sees higher rates of poverty than their white counterparts, racial disparities in poverty are particularly stark in three of the 10 poorest

[6] Odds of a child born to parents (Parent qX) in each income quintile moving to another quintile as an adult (Child qX)

[7] The economic term "sticky" refers to the resistance of the quintile-to-quintile income distribution to follow perfect mobility patterns. Perfect mobility means a person will have the same chance of moving from one income quintile to another regardless of where the person started at as a child.

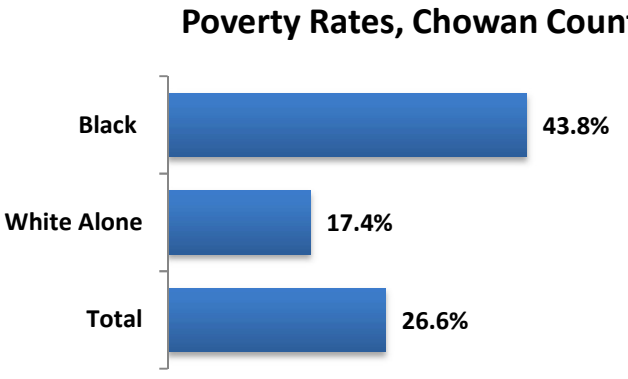
counties: Beaufort County, where there is a 23 percent poverty difference between the white and black populations; Chowan County, where there is a 26 percent difference (Figure 5); and Tyrrell County, where there is a 28 percent difference. When compared to 2015 North Carolina poverty rates disaggregated by race (Figure 6), nine counties in the NC LOW region have higher than average poverty rates for black populations, while a third of that number of counties have higher than average poverty rates for the white population. Disparities in poverty are lowest in Dare, Hyde, and Martin counties, where there is a 5 percent difference in all three counties. With the exception of the Outer Banks barrier island villages, the rest of Northeastern N.C. as a region suffers from high poverty rates and low levels of upward economic mobility. However, the region's white population is better positioned to be upwardly mobile in comparison to their black neighbors, because black residents are more likely to be born into poverty in the first place. Thus, the region is "stickier" for some populations than others, and intergenerational poverty is more likely to occur for black families.

Figure 4: County with lowest poverty rates in NC LOW region, 2015



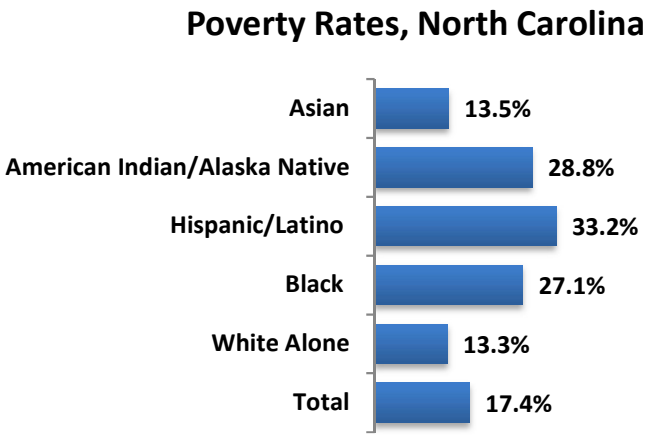
U.S. Census Bureau American Community FactFinder, 2011-2015 5-Year Estimates

Figure 5: County with highest poverty rates in NC LOW region, 2015



U.S. Census Bureau American Community FactFinder, 2011-2015 5-Year Estimates

Figure 6: North Carolina poverty rates, 2015



U.S. Census Bureau American Community FactFinder, 2011-2015 5-Year Estimates

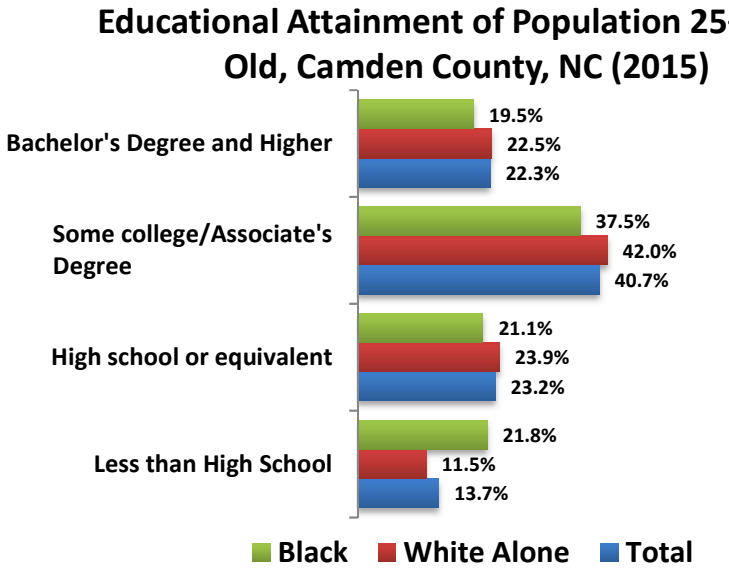
Educational Attainment as a Tool for Upward Mobility

The absence of opportunity for someone born in poverty to be upwardly mobile leaves a community at risk for perpetuating poverty across generations; however, researchers Chetty and Hendren found that there are factors within a community that can influence odds for mobility, and therefore community leaders can take a first step at alleviating intergenerational poverty by addressing these factors. In particular, they found that low quality of local schools, residential segregation, income inequality, single-earner households, and low social capital have a negative impact on upward mobility odds.[8] This makes sense considering common explanations of the "American Dream" and what it takes to move up economically: educational attainment is widely accepted and heralded as a necessary component of success in our economic system, so it follows that local school quality would, in turn, influence a resident's ability to get ahead economically.

When thinking about which communities and which populations are better positioned to break the cycle of intergenerational poverty, it is helpful to examine local rates of educational attainment. For example, educational attainment is particularly high in Camden County, where 56 percent of the black population and 64 percent of the white population have at least some college beyond high school (see Figure 7.) Notably, Camden is also one of the counties in this 17-county region that has *lower* poverty rates when compared to the state overall (see Figure 2), demonstrating the correlation between high levels of educational attainment and ultimate higher earnings. Once again, we see that the white population in the NC LOW region is better positioned to get ahead economically, as white individuals are more likely to have higher levels of educational attainment compared to nonwhite populations in their localities. In fact, the white population out-attains black and Hispanic populations in 15 of the 17 counties, with the two exceptions of Currituck County, where 62 percent of the black population and 55 percent of the white population have at least some college after high school, and Perquimans County, where the Hispanic population is more likely than the white or black populations to have at least some college after high school. (However, it is worth noting that although a greater percentage of the Hispanic population in Perquimans County has some college after high school, the Hispanic population is smaller in numbers than the white and black populations in Perquimans County, and therefore there are more white and black individuals than Hispanic individuals in Perquimans County with some college beyond high school.) In 13 out of the 17 counties, *50 percent or more* of the white population has at least some college beyond high school.

[8] "Equality of Opportunity Project" http://www.equality-of-opportunity.org/

Figure 7: County with highest educational attainment rates in NC LOW region, 2015

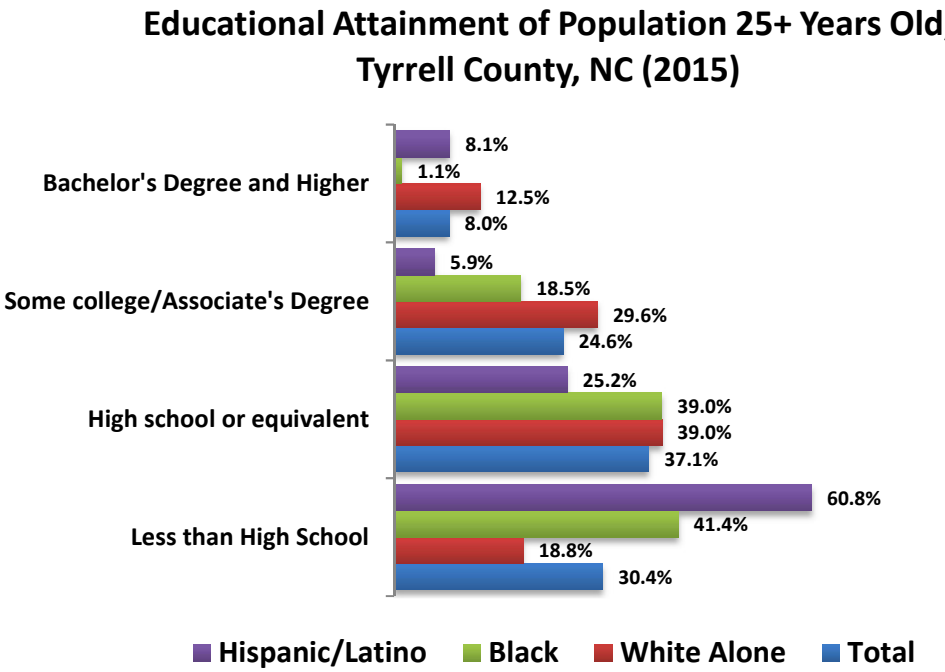


Source: U.S. Census Bureau American Community FactFinder, Educational Attainment, 2011-2015 5-Year Estimates

On the flipside, low educational attainment is correlated with low ultimate earnings and high poverty rates in a community. For example, educational attainment is particularly low in Bertie County, where only 26 percent of the black population and 47 percent of the white population has at least some college after high school, and in Tyrrell County, where 13 percent of the Hispanic population, 19 percent of the black population, and 41 percent of the white population has at least some college beyond high school. In fact, in Tyrrell County, 60 percent of the Hispanic population[9] has *less* than a high school degree, and only one percent of the black population has a bachelor's degree, compared with 12 percent of the white population with a bachelor's degree (see Figure 8). Bertie and Tyrrell counties are among the poorest counties in the state, and nonwhite populations in these counties are at a particular disadvantage when it comes to rising out of poverty, given the lower levels of education attained in these communities. In fact, the black population lags behind the white population in terms of educational attainment in every county except Currituck. Gaps are particularly wide in Beaufort County, where there is a 25 percent difference between whites and blacks who have at least some college beyond high school; Hyde County, where there is a 25 percent difference; and Dare County, where there is a 35 percent difference. In 13 out of 17 counties, *50 percent or more* of whites have some college after high school, but only in Camden and Currituck counties do *50 percent or more* of the *black* population have some college after high school.

[9] 222 individuals in Tyrrell County identify as Hispanic/Latino, out of a total population of 3,127 total adults over the age of 25

Figure 8: County with lowest educational attainment rates in NC LOW region, 2015



Source: U.S. Census Bureau American Community FactFinder, Educational Attainment, 2011-2015 5-Year Estimates

Employment and Poverty

Educational attainment bears on ultimate upward economic mobility considering the increasing economic value of each level of education attained. Residents can use the labor market value of their credential or level of education completed to obtain employment that helps them meet the economic demands of living in their particular community. But in order for this exchange to take place, well-paying jobs have to be available in a region in the first place.

Indeed, changes in available jobs in a region can drastically alter poverty rates. When employment decreases, poverty increases. Conversely, job creation within a region is often the most sustainable way to improve outcomes for a region and its residents. Jobs provide people with income, which begets consumption, and higher consumption means growth for the overall region, all of the residents in that region and, ultimately, the state. Unfortunately, the NC Land of Water region has experienced severe fluctuations in jobs and employment opportunities that have resulted in an economy in the Inner Banks that is not working for everyone.

The Great Recession[10] was not kind to the 17 counties that make up NC Land of Water's focus region. Before the Great Recession, job growth in the region was above that of the state and nation, but job growth suffered greatly as a result of the collapse of some of the traditional industries that were prosperous in the early part of the 2000s, as evidenced by Figure 9. In 2006, there were a little more than 206,600 jobs in the NC LOW focus region. During the Great Recession (2007–2011), most of the loss occurred in the specialty trades, local government, building construction, transportation equipment manufacturing, and nursing and residential care facilities (see Figure 9.) By 2011, the number of jobs in the region dipped to just over 189,500 for a loss of 17,200 jobs.

Figure 9: Industry sectors with most job losses During the Great Recession, NC Land of Water Region, 2007-2011

NAICS[11]	Description of NAICS	2007 Jobs	2011 Jobs	2007 - 2011 Change	2007 - 2011 % Change
722	Food Services and Drinking Places	16,328	15,592	(736)	(5%)
623	Nursing and Residential Care Facilities	5,337	4,345	(992)	(19%)
903	Local Government	24,939	23,902	(1,037)	(4%)
236	Construction of Buildings	4,152	2,611	(1,541)	(37%)
336	Transportation Equipment Manufacturing	3,472	1,570	(1,902)	(55%)
238	Specialty Trade Contractors	9,533	6,363	(3,170)	(33%)

Source: EMSI 2017.2 – OES (QCEW Employees and Non-QCEW Employees classes of worker)

[10] *The Great Recession* was a period of general economic decline observed in world markets during *the* late 2000s and early 2010s.

[11] The North American Industry Classification System (NAICS) is the standard used by Federal statistical agencies in classifying business establishments for the purpose of collecting, analyzing, and publishing statistical data related to the U.S. business economy. Three-digit NAICS codes represent a subsector category. For example, 336 – Transportation Equipment Manufacturing is a subsector of the 33-36 – Manufacturing supersector NAICS category.

As of 2016, there were more than 192,000 jobs in the region and roughly 12,380 establishments. Like the state and nation, job growth dipped in the region during the Great Recession. Job growth has been depressed in the region and has not recovered since the Great Recession, and future job growth is not likely to show a full recovery from the most recent recession.

Figure 10: Overview of the Employment Trends, NC Land of Water Region, 2001-2026

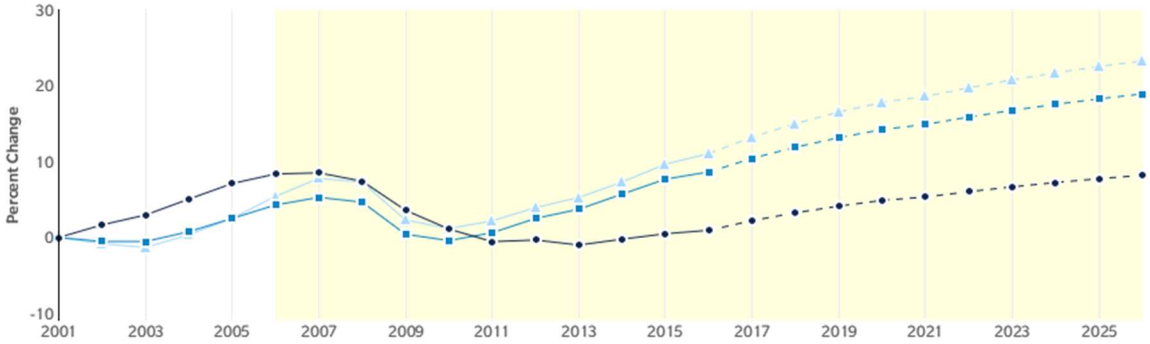


Chart Symbol	Region	2006 Jobs	2026 Jobs	Change	% Change
A	Region	206,620	206,251	-369	-0.2%
B	Nation	150,997,139	172,636,310	22,639,171	15.0%
C	North Carolina	4,546,836	5,327,605	780,769	17.2%

Source: EMSI 2017.2 – OES (QCEW Employees and Non-QCEW Employees classes of worker)

Job growth is expected to increase slightly between 2016 and 2026, as displayed in Figure 10, but growth is not projected to enter the double digits and still is estimated to be slightly lower than 2006 employment levels. (Employment projections can provide you with a guide of what is likely to grow or contract, often due to changes in demand based on historical trends.) Jobs in the region are coming back, but the shift in the economy will move more toward industries that provide services to residents in the region. Local government and lower-wage jobs in the food services, which includes fast food and chain restaurants, and nursing and residential care facility employment, are expected to rebound in the next decade. Service jobs, especially in health care as it relates to ambulatory care (aides, nurses, medical assistants and EMTs), and social assistance are expected to grow, thus replacing the more traditional building and manufacturing industries that failed to rebound in the region. One thing to note, however, is that the sectors expecting the most growth are in industries that are in each county in the NC LOW region and not specific to the Outer Banks.

Figure 11: Overview of potential growth by industry sector, NC Land of Water Region, 2016-2026

NAICS	Description	2016 Jobs	2026 Jobs	2016 - 2026 Change	2016 - 2026 % Change	Current Wages, Salaries, & Proprietor Earnings	Current Supplements	Current Total Earnings
561	Administrative and Support Services	8,688	10,797	2,109	24%	$26,792	$4,270	$31,062
903	Local Government	24,794	26,567	1,773	7%	$38,204	$13,940	$52,144
624	Social Assistance	3,900	5,049	1,149	29%	$19,620	$3,367	$22,987
722	Food Services and Drinking Places	17,260	18,362	1,102	6%	$15,741	$2,559	$18,300
621	Ambulatory Health Care Services	8,876	9,830	954	11%	$44,689	$8,564	$53,253
452	General Merchandise Stores	5,193	6,101	908	17%	$21,127	$4,658	$25,785
611	Educational Services	2,654	3,523	869	33%	$31,204	$6,158	$37,362
541	Professional, Scientific, and Technical Services	5,418	6,141	723	13%	$50,437	$7,458	$57,896
623	Nursing and Residential Care Facilities	4,764	5,441	677	14%	$23,977	$5,392	$29,368

Source: EMSI 2017.2 – OES (QCEW Employees and Non-QCEW Employees classes of worker)

The regional economy has become a service economy and not just to residents living in the region. The region is experiencing an emergence of jobs in tourism and related support industries. Home to beautiful beaches, inlets, and estuaries, the Northeastern region of the state provides a host of tourism and recreational opportunities for those looking to commune with nature, fish, boat, or learn about the cultural history and its significance to the state and the South. The region that constitutes the Inner Banks can be a refuge away from the crowded beaches near the ocean and a respite from the urban areas in the central part of North Carolina.

Growth opportunities do exist in the region. In 2013, tourism was an emerging sector—visitor spending generated an economic impact of $1.8 billion as a result of domestic visitor expenditures. Attractions such as the historic Town of Windsor, the Roanoke River National Wildlife Refuge, Merchants Millpond State Park, and the Ahoskie Museum and Gallery Theatre helped to generate more than $168 million in local and state tax revenue during the same period.

Figure 12: Direct spending, employment, payroll and tax revenues generated as a result of visitor spending, NC Land of Water Region, 2013

County	Expenditures $ (millions)	Payroll $ (millions)	Employment (thousands of jobs)	State Tax Receipts $ (millions)	Local Tax Receipts $ (millions)
Beaufort	70.99	8.97	0.43	3.53	4.14
Bertie	12.73	1.23	0.05	0.69	0.69
Carteret	302.77	52.93	3.06	13.38	17.76
Camden	1.92	0.21	0.01	0.1	0.15
Chowan	18.72	2.7	0.14	0.89	1.15
Craven	120.75	22.3	1.03	6.48	2.59
Currituck	137.71	25.08	1.5	5.79	6.28
Dare	953.04	191.73	11.75	44.76	42.64
Gates	6.02	0.5	0.02	0.36	0.22
Hertford	26.19	3.22	0.17	1.53	0.64
Hyde	32.36	6.06	0.37	1.5	1.71
Martin	28.96	4.2	0.22	1.55	0.69
Pamlico	16.24	1.87	0.08	0.66	1.75
Pasquotank	55.04	8.13	0.46	2.97	1.22
Perquimans	9.83	1.15	0.04	0.4	1.08
Tyrrell	3.46	0.32	0.01	0.16	0.32
Washington	14.36	1.83	0.09	0.78	0.59
NC Total	**20,218.58**	**4,611.45**	**198.27**	**1,013.27**	**601.19**
NC LOW Counties	**1,819.67**	**332.02**	**19.43**	**85.11**	**83.57**
% of state	**9.0%**	**7.2%**	**9.8%**	**8.4%**	**13.9%**

Source: Travel Economic Impact Model – NC Department of Commerce

Tourism employment made up 30 percent of the total NC Land of Water region employment in 2016 and is projected to grow by 18 percent over the 10-year period ending in 2026. Without cultivation of the sector, employment is projected to remain at 30 percent of total jobs in the Northeastern region of NC. Within the sector, the jobs with the most growth are in the retail and food industries. However, travel arrangement services, accommodations, and water transportation are all expected to see some growth between 2016 and 2026 as displayed in Figure 10 below.

Figure 10: Select Tourism Industries, NC Land of Water Region, 2016 - 2026

Industry	2016 Jobs	2026 Jobs	2016 - 2026 Change	2016 - 2026 % Change	% 2016 Jobs in Region	% 2026 Jobs in Region	Current Total Earnings	2016 Establishments
Air Transportation	651	622	(29)	(4%)	0.34%	0.30%	$62,167	15
Other Recreational and Entertainment	860	1,013	153	18%	0.45%	0.49%	$26,106	117
Auto Equipment Rental	131	182	51	39%	0.07%	0.09%	$27,867	18
Auto Repair Services	280	311	31	11%	0.15%	0.15%	$23,076	34
Restaurants	16,409	17,210	801	5%	8.53%	8.34%	$17,815	965
Gasoline Stations	1,809	1,821	12	1%	0.94%	0.88%	$21,013	262
Bus Systems	0	0						
Performing Arts	364	425	61	17%	0.19%	0.21%	$16,011	25
Personal Consumer Expenditure Commodities	5,459	4,911	(548)	(10%)	2.84%	2.38%	$52,184	156
Participant Sports	1,697	1,967	270	16%	0.88%	0.95%	$18,708	87
Retail Trade	22,683	24,788	2,105	9%	11.78%	12.02%	$30,133	1,743
Sightseeing	105	99	(6)	(6%)	0.05%	0.05%	$38,033	48
Taxi	36	28	(8)	(22%)	0.02%	0.01%	$20,533	8
Travel Arrangement Services	146	199	53	36%	0.08%	0.10%	$34,028	21
Travel Accommodations	2,664	2,780	116	4%	1.38%	1.35%	$23,900	197
Water Transportation	136	215	79	58%	0.07%	0.10%	$27,592	17
Wholesale Trade and Transportation	6,078	7,172	1,094	18%	3.16%	3.48%	$49,710	678

Source: EMSI 2017.2 – OES (QCEW Employees and Non-QCEW Employees classes of worker)

In examining job projections, many regions target industries in order to create job opportunities for residents and bolster wage growth and employment opportunities—something needed to support tourism in a region with significant poverty. Research on poverty reduction strategies advocates for bottom-up strategies tailored to the local context and building off of regional assets, coupled with supports and interventions, to spur economic development opportunities and business growth[12]. For example, there are some opportunities to use the existing regional asset of natural water in the region to create jobs in ecotourism and recreation. There are emerging areas of employment that should be considered in the region to build off the ecotourism sector and create opportunities for those interested in preserving the regional assets and mitigating the natural effects of weather. Currently, the infrastructure for those looking to start businesses, create jobs, and contribute to the local economy through the provision of services and products to support the ecotourism sector is vastly underdeveloped in the region.

[12] Aneel Karnani, "Reducing poverty through employment," *Innovations* 6 (2011): 73-97. Accessed March 1, 2017, http://www.mitpressjournals.org/doi/pdf/10.1162/INOV_a_00071

Projecting Occupations: Understanding the Types of Jobs Needed, 2016-2026

Understanding the industrial base in the region gives insight into what is driving employment, which ultimately determines the mix of occupations needed in a region. To see how forecasted job growth will likely affect the future employment needs in the NC Land of Water region—and ultimately the demand for education and training—we looked at the new jobs, as well as replacement job needs. Replacement jobs arise as a result of workers retiring or otherwise permanently leaving an occupation. The estimate of replacement needs[13] gives a more complete picture of the total demand for labor in a region. This complete picture of demand can also help job-seekers and education and training providers get a better sense of the training that will be needed to prepare for jobs in the future.

Nearly 30 percent of the current workforce in the NC LOW region will need to be replaced in the next 10 years. Replacement needs between 2016 and 2026 are forecasted to be 55,160 jobs. Thus, the total projected employment in the region, including both new and replacement needs, over the next 10 years is estimated to be 69,000 jobs.

Figure 11 gives an overall view of the mix of occupations across all economic sectors by occupational category. Within these categories are 786 occupations. As with most regions, new job growth is dominated by the retail and personal care industries. Sales and related occupations are projected to add over 1,900 jobs between 2016 and 2026 and have a replacement need for more than 6,891 jobs during the same time period.

[13] Estimate of replacement needs does not count workers who change jobs, but remain in the same occupation.

Figure 11: Projected Job Openings by Occupational Category in NC Land of Water Region

Occupational Category	2016 Jobs	2026 Jobs	New Jobs	Replacement Needs, 2016- 2026	Openings, 2016 - 2026	Median Hourly Earnings
Management Occupations	7,439	7,999	560	2,023	2,583	$32.25
Business and Financial Operations Occupations	5,234	5,760	526	1,208	1,734	$27.38
Computer and Mathematical Occupations	1,707	1,961	254	282	536	$29.75
Architecture and Engineering Occupations	2,036	1,989	(47)	645	598	$34.48
Life, Physical, and Social Science Occupations	998	1,044	46	366	412	$24.80
Community and Social Service Occupations	2,875	3,517	642	728	1,370	$20.65
Legal Occupations	1,021	1,009	(12)	245	233	$28.78
Education, Training, and Library Occupations	11,292	11,887	595	2,814	3,409	$18.64
Arts, Design, Entertainment, Sports, and Media Occupations	1,911	2,179	268	587	855	$16.41
Healthcare Practitioners and Technical Occupations	9,300	11,012	1,712	2,263	3,975	$30.83
Healthcare Support Occupations	7,592	8,476	884	2,180	3,064	$10.74
Protective Service Occupations	5,483	5,874	391	1,696	2,087	$15.97
Food Preparation and Serving Related Occupations	19,717	20,705	988	7,717	8,705	$9.65
Building and Grounds Cleaning and Maintenance Occupations	9,333	10,615	1,282	2,266	3,548	$11.42
Personal Care and Service Occupations	6,095	6,751	656	1,798	2,454	$10.24
Sales and Related Occupations	20,127	22,037	1,910	6,891	8,801	$12.74
Office and Administrative Support Occupations	24,664	25,752	1,088	5,992	7,080	$14.46
Farming, Fishing, and Forestry Occupations	3,380	3,311	(69)	1,211	1,142	$14.13
Construction and Extraction Occupations	8,495	7,958	(537)	2,234	1,697	$16.27
Installation, Maintenance, and Repair Occupations	10,316	10,654	338	2,943	3,281	$19.72
Production Occupations	11,787	12,487	700	3,336	4,036	$15.63
Transportation and Material Moving Occupations	11,245	12,301	1,056	3,130	4,186	$14.51
Military occupations	10,685	10,973	288	2,606	2,894	$17.03
Unclassified Occupation	0	0	0	0	0	$0.00
Total Region	192,732	206,251	13,519	55,160	68,679	$16.64

Source: EMSI 2017.2 – OES (QCEW Employees and Non-QCEW Employees classes of worker), Note: EMSI occupation employment data are based on final EMSI industry data and final EMSI staffing patterns. Occupational wage estimates also affected by county-level EMSI earnings by industry.

Of particular interest about growth in the NC Land of Water region are the new jobs being created in Healthcare Practitioners and Technical Occupations. Total demand in the Healthcare Practitioners and Technical Occupations, which pays a median wage of above $30/hour, is forecast to surpass 3,900 jobs. The need for healthcare practitioners in the region is not surprising given the economic challenges faced by many in the region: health and wealth are positively correlated in most societies.

Much like poverty, the income and health of one generation heavily affect the economic mobility of the next generation in the United States. Parental income and their health—physical health, access to healthy food, and access to health services and insurance—can affect the likelihood that a child will experience health problems at an early age, as well as determine health conditions and their

economic security in adulthood. According to a report by the Urban Institute,[14] parents' lower socioeconomic status is often linked to adult children's:

- Restricted participation in the labor force
- Reduced savings due to lack of or underinsurance, which can be exacerbated by economic shocks like natural disasters
- Poor health early in life that results in adverse effects on later earning (i.e. negatively affecting cognition or educational attainment)
- Food insecurity, which can signal stress, anxiety, or family disorganization and influence social skills

[14] Kronstadt, Jessica. "Health and Economic Mobility." The Urban Institute, 2008. Web. Feb. 2017. http://www.urban.org/sites/default/files/alfresco/publication-pdfs/1001161-Health-and-Economic-Mobility.PDF

Living Wages in Northeastern North Carolina

Perhaps the biggest unknown facing Northeastern NC is whether the forecast for employment growth will result in good jobs—those jobs that allow a person to make a family sustaining wage, adequate benefits, and offers career advancement opportunities. Lower-income individuals have to consider the costs of getting to and from work, child care expenses, and taxes when accepting a position. Some wages, unfortunately, end up costing the worker more than they are actually bringing home in their paycheck.

The 2015 state minimum wage, which is pegged to the federal minimum wage, is $7.25 an hour. This is below the estimated expenses of a single adult. The income needed to sustain a family increases as family size and composition vary; however, the state minimum wage is the same for all individuals, regardless of how many dependents they may have.

A comparison of the wage standards is presented in Figure 12 below. The living wage is the hourly rate an individual living in each county must earn to support their family if they are the sole provider. The living wage calculation assumes an individual is working full-time and is adjusted based on the size of the household.

Figure 12: Living Wage Calculation (per working adult) for 2015

	1 Adult		1 Adult, 1 Child		2 Adults (1 Working), 1 Child)		2 Adults, 1 Child	
	Hourly	**Annual**	**Hourly**	**Annual**	**Hourly**	**Annual**	**Hourly**	**Annual**
NC	**$10.53**	**$21,894**	**$21.93**	**$45,611**	**$20.92**	**$43,522**	**$12.15**	**$50,539**
Beaufort	$9.95	$20,699	$20.98	$43,648	$19.98	$41,559	$11.68	$48,576
Bertie	$9.79	$20,360	$20.98	$43,648	$19.98	$41,559	$11.68	$48,576
Camden	$10.96	$22,787	$22.13	$46,035	$21.13	$43,946	$12.25	$50,962
Carteret	$11.08	$23,045	$22.20	$46,184	$21.20	$44,095	$12.29	$51,112
Chowan	$10.10	$20,998	$20.98	$43,648	$19.98	$41,559	$11.68	$48,576
Craven	$9.72	$20,211	$21.83	$45,397	$20.82	$43,308	$12.10	$50,325
Currituck	$12.59	$26,191	$24.08	$50,089	$23.08	$48,000	$13.23	$55,017
Dare	$10.82	$22,503	$22.62	$47,051	$21.62	$44,962	$12.50	$51,979
Gates	$10.04	$20,889	$20.98	$43,648	$19.98	$41,559	$11.68	$48,576
Hertford	$10.10	$20,998	$20.98	$43,648	$19.98	$41,559	$11.68	$48,576
Hyde	$10.81	$22,485	$21.94	$45,635	$20.94	$43,555	$12.16	$50,586
Martin	$10.10	$20,998	$20.98	$43,648	$19.98	$41,559	$11.68	$48,576
Pamlico	$9.79	$20,360	$20.98	$43,648	$19.98	$41,559	$11.68	$48,576
Pasquotank	$10.79	$22,448	$21.96	$45,682	$20.96	$43,593	$12.17	$50,610
Perquimans	$10.32	$21,459	$21.27	$44,231	$20.26	$42,142	$11.82	$49,159
Tyrrell	$10.10	$20,998	$20.98	$43,648	$19.98	$41,559	$11.68	$48,576
Washington	$11.03	$22,950	$22.24	$46,251	$21.23	$44,162	$12.30	$51,179

Source: Living Wage Calculator - Part of Poverty in America, The Living Wage Project. For more information, go to http://livingwage.mit.edu/.

While the minimum wage sets an earnings threshold under which our society is not willing to let families slip, it fails to account for the true expenses families incur and does not account for inflationary pressures. Consequently, many working adults will need to supplement their income with public benefits and/or hold multiple jobs in order to afford to feed, clothe, house, and provide medical care for themselves and their families.

In the state of North Carolina in 2015, an adult supporting themselves and one child must make a minimum of $20.92/hour to cover all basic living expenses. The median hourly earnings for a job in the NC LOW region is $16.91, or $35,172 annually, well below the living wage needed by a family consisting of one adult and one child for the state and less than the living wage needed to sustain a family consisting of one adult and one child in each of the counties in the region. The average North Carolina household is comprised of 2.54 persons[15]. While this statistic doesn't distinguish between adults and children, it does allow for a reasonable estimation of a household comprising at least one adult and one child and a base living wage of $20.92/hour to use when comparing jobs.

[15] U.S. Census Bureau, American Community Survey (ACS) and Puerto Rico Community Survey (PRCS), 5-Year Estimates.

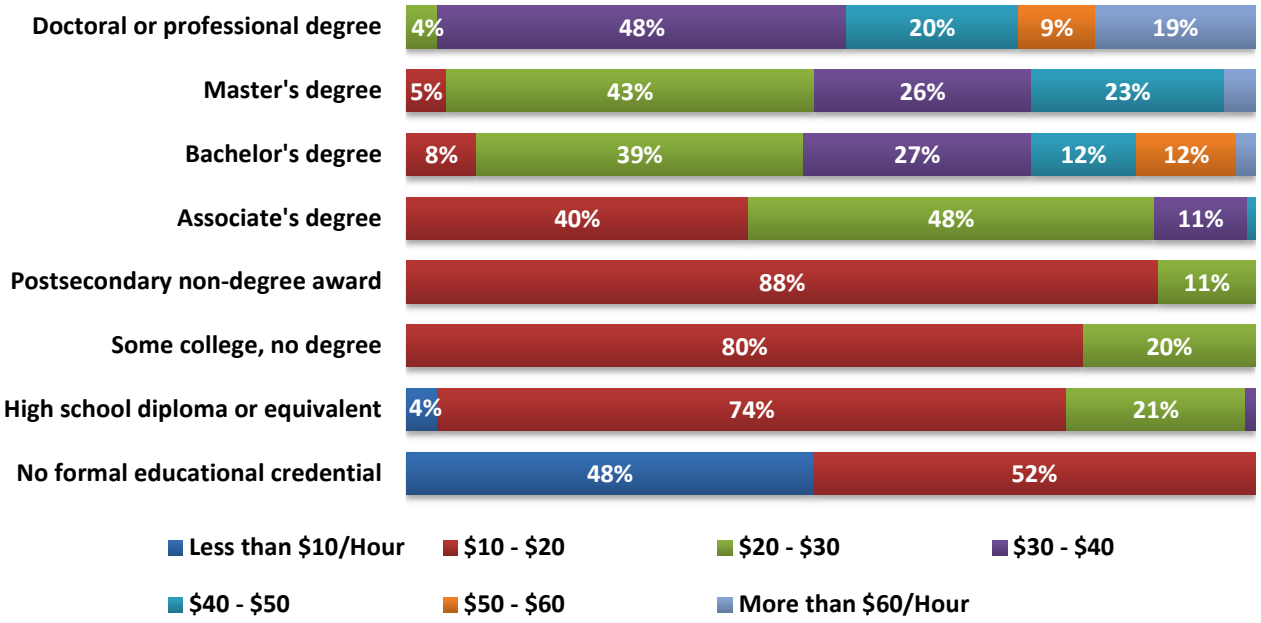
Education Makes a Difference for Upward Mobility

There is a clear correlation between the educational degree level of individuals and their compensation. However, cost of living and availability of living-wage jobs differ within the state of North Carolina depending on the county and local economy. Therefore, while educational attainment is a vital tool to enter one's local labor market, place matters as well, and cost of living and availability of living-wage jobs are systemic local factors that can be addressed by a community's leaders, rather than by behavior changes of local residents.

In the NC LOW region, the annual cost for a *single adult without children* to meet basic living expenses is estimated to be between $20,000 to $26,000, or $9.00 to $12.00/ hour. In the state of North Carolina in 2014, an *adult supporting themselves and one child* must make a minimum of $21.63/hour to cover all basic living expenses. The cost of living is higher for one adult and one child in Camden, Carteret, Currituck, Dare, Hyde, Pasquotank, and Washington counties compared to the *state average* cost of living. In Washington County, for example, *single earners supporting one child* in 2014 needed to make at least $22.24/hour to meet all basic living expenses in their county. It is troubling that both the poverty rate and cost of living in Washington County are higher than the state averages.

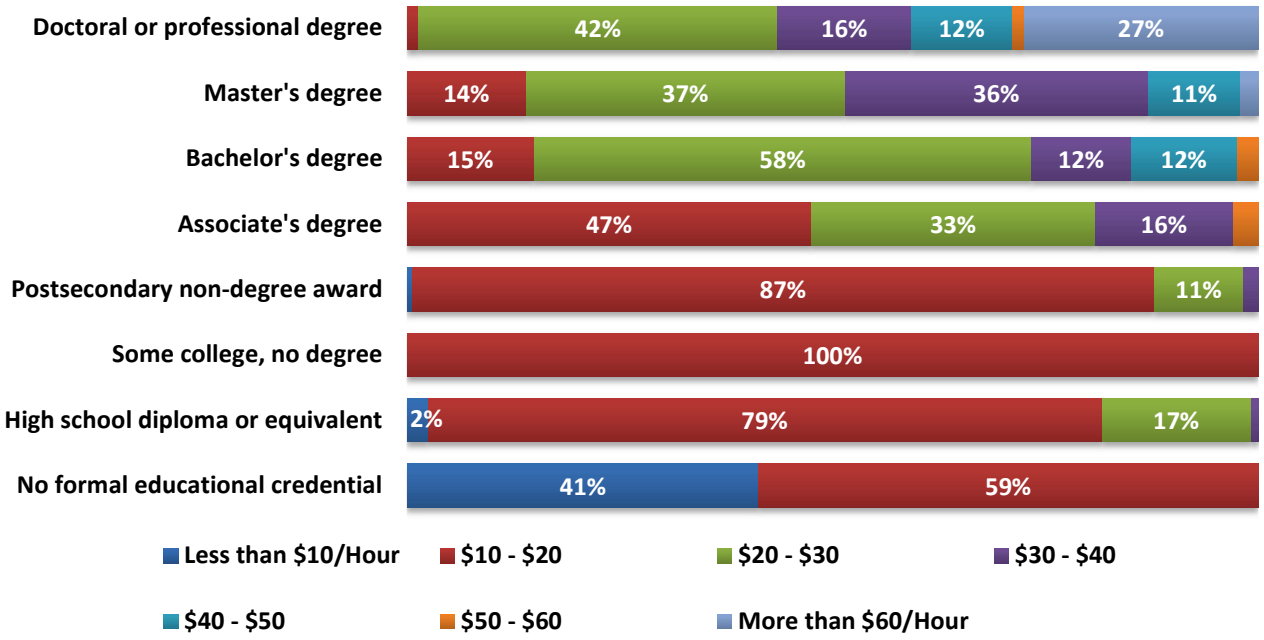
Residents have a better chance of meeting the hourly wage required to meet basic needs with each completed level of education. Figures 16 and 17 show the hourly wages provided in employment positions most commonly occupied by adults at each completed level of education in North Carolina and the 17 NC LOW focus region counties, respectively. For example, the bottom bar of Figure 17 examines the jobs in the NC LOW focus region in which most entry-level employers have no formal educational credential. Of these jobs, 41 percent pay less than $10/hour and 52 percent pay between $10-20/hour. Using these data charts as a reference for how educational attainment and hourly earnings interact, consider, for an example, an adult in Washington County who is supporting herself or himself and one child, and therefore needs to earn at least $22.24/hour to meet basic living expenses. This adult is eligible, from a solely educational criteria perspective, for 11 percent of jobs paying $20-30 if they have obtained a postsecondary non-degree award; 49 percent of jobs paying $20-30 or higher if they have been awarded an associate's degree; and 85 percent of jobs paying $20-30 or higher if they have at least a bachelor's degree (Figure 17). Compared to the percent of jobs by median wages and education level in North Carolina shown in Figure 16, we see that the NC LOW region overall has lower-paying jobs when compared to the state as a whole. Therefore, education is still a vital tool in the NC LOW region, as earnings increase with each level attained; however, earnings are also limited by the jobs available in the region. In this way, place matters for ultimate upward economic mobility.

Figure 16: Percent of Jobs by Median Wage & Education Level - State of North Carolina, 2016



Source: EMSI 2017.2 – OES (QCEW Employees and Non-QCEW Employees classes of worker), Note: EMSI occupation employment data are based on final EMSI industry data and final EMSI staffing patterns. Occupational wage estimates also affected by county-level EMSI earnings by industry.

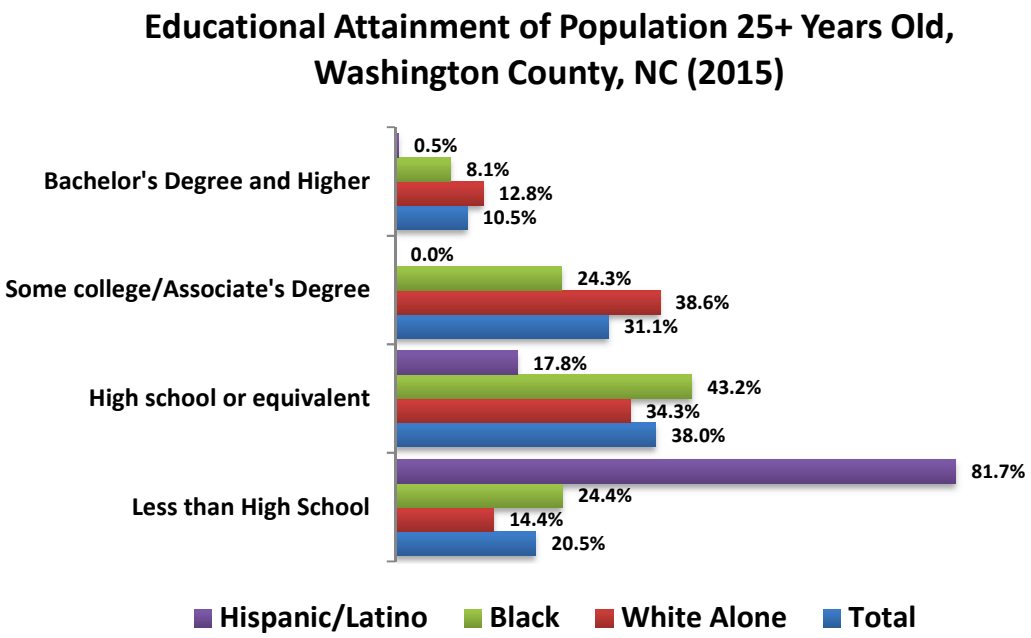
Figure 17: Percent of Jobs by Median Wage & Education Level - NC Land of Water Region, 2016



Source: EMSI 2017.2 – OES (QCEW Employees and Non-QCEW Employees classes of worker), Note: EMSI occupation employment data are based on final EMSI industry data and final EMSI staffing patterns. Occupational wage estimates also affected by county-level EMSI earnings by industry.

In keeping with the example of an adult supporting one child in Washington County, it is clear that higher levels of educational attainment bring increased chances of obtaining employment with wages that would help this resident meet local economic demands and stay afloat economically. But in Washington County, only 31 percent of the total population has either some college beyond high school or an associate's degree—39 percent of the white population and 24 percent of the black population. Furthermore, only 11 percent of the total population has a bachelor's degree—13 percent of the white population and 8 percent of the black population (Figure 18). In this way, educational attainment, cost of living in a particular locality, and availability of living-wage jobs interact to either create or undermine economic opportunity for a region's residents.

Figure 18: Educational Attainment in Washington County, 2015

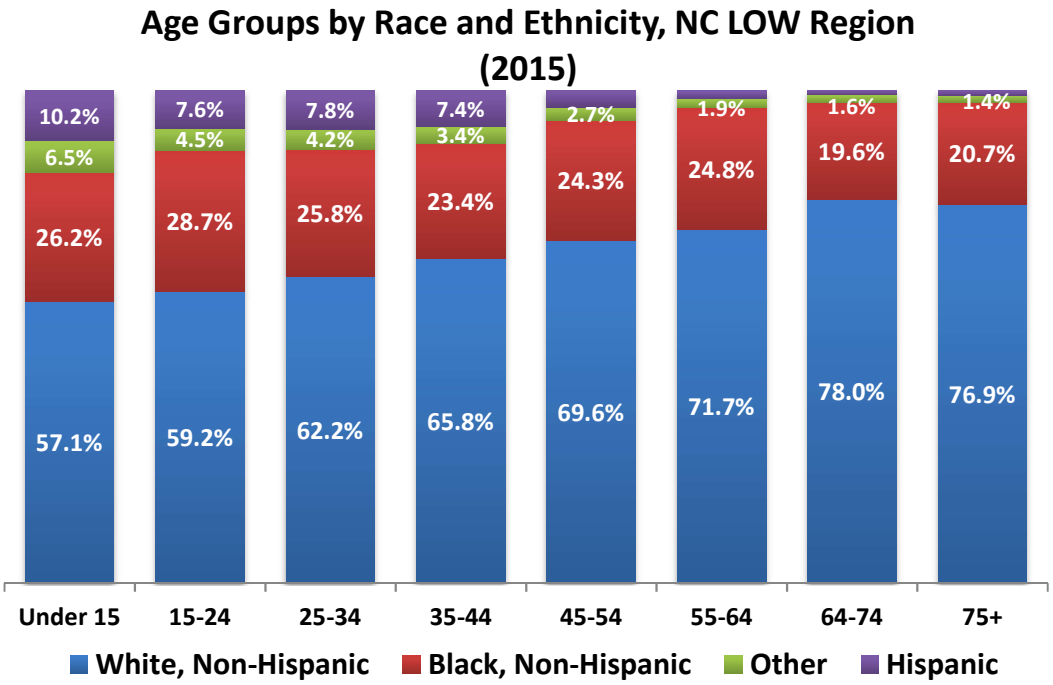


Source: U.S. Census Bureau American Community FactFinder, Educational Attainment, 2011-2015 5-Year Estimates

What's at Stake for Addressing Future Economic Mobility

These factors are particularly urgent for communities like the ones in the NC LOW region, where poverty is startling and the low economic mobility odds are stifling. Data collected on the 17 counties in Northeastern N.C. show that the region, overall, faces challenges when it comes to economic mobility, poverty rates, and educational attainment; however, it is also clear that some counties see steeper challenges in these areas than others, and that across counties, black populations in particular are less well-positioned compared to white populations to advance economically, given higher rates of poverty and lower levels of educational attainment. As the region considers its future, leaders should find low rates of mobility and sharp racial disparities alarming as the region becomes increasingly diverse, seeing greater numbers of Hispanic, black, and other nonwhite populations. The white population is decreasing in size, although this group remains the largest racial population (Figure 19).

Figure 19: Changing Demographics in NC LOW Region, 2015



Source: EMSI Q1 2017 Data Set, February 2017. Population of 17 North Carolina counties.

If Northeastern N.C. is going to support its future residents, leaders need to address the racial disparities in poverty and educational attainment to ensure that all residents are equipped with the resources and credentials needed to gain living-wage employment and ultimately surface from the trenches of intergenerational poverty so entire communities can become stronger. With higher-than-state-average rates of poverty in many NC LOW counties (10 out of 17) and alarmingly low rates of economic mobility for those born into poverty, the NC LOW region is in danger of becoming increasingly "sticky" and stagnant in terms of opportunity and economic dynamism, as

fewer NC LOW residents will have the secure footing needed to invest in future generations. This report provides recommendations on how the region can invest in the creation and growth of opportune industries that provide living-wage employment. This endeavor will, in turn, require local education systems to align curricula that best prepare residents to fill these positions so Northeastern N.C. can be a creator, rather than importer, of talent.

Recommendations

This scan takes an analytical look at the implications that education and employment in the region may have on economic mobility. While the design of strategies is not the intent of this report, some critical questions about the type of infrastructure and supports that should be part of any economic development strategy for the region will need to be addressed by NC Land of Water or a similar intermediary whose goal is to improve economic mobility odds for residents.

- What structures and relationships need to be in place to improve tourism entrepreneurship in the region?
- How can the region create workforce opportunities that can contribute to a sustainable environment and mitigate the effects of natural disasters on businesses and residents?
- What role can the community play in fostering a live, work, play environment?

The following recommendations address elements of these questions.

Increase Access to Capital and Small Business Development

The role of capital—social and financial—in the region cannot be ignored. Business owners in the NC LOW region reported via an online survey that they were able to open businesses using their own capital or by leveraging their own assets to start their business, rather than using locally sponsored business support services. (See Appendix A for survey questions and a summary of results.) Improving access to capital, supporting and growing business skills through formal networks, and working with marketing and promotion companies to link tourism businesses will help generate jobs and economic security in the local communities within the NC Land of Water Region.

- *Suggested recommendation: Develop relationships with state partners to create an infrastructure to support workforce retention and business development.* Re-engage the North Carolina Rural Economic Development Center (NC Rural Center) in your communities to help encourage business start-up and expansion and provide access to low-cost capital through their small business credit initiative. Recently, the Rural Center formed a coalition of partners to assist small businesses' recovery from Hurricane Matthew and other natural disasters. This low-interest loan fund can help owners recover from a natural disaster as well as mitigate the effects of the next storm, which survey respondents suggested is desperately needed in the NC LOW region. By providing quick access to much needed capital, the fund connects business owners to financial resources under favorable conditions. Some eligible small-business owners may even qualify for up to two years of no interest and/or deferred payments, which could mean the difference between a short interruption in business and a total shutdown.

  In addition, the microenterprise loan program at the NC Rural Center is designed to help individuals start or expand a small business. The limits for the loans are $25,000 (except for the emergency loan which is capped at $5,000). Qualified recipients are also provided with

business planning and technical assistance. Special emphasis is given to serving rural, low-income, female, and minority borrowers.

- *Suggested recommendation: Encourage entrepreneurship, especially in the tourism and hospitality sectors, through formal technical assistance programs.* Survey respondents shared their challenges while starting a business. Many of those challenges involved needing technical assistance with marketing, business plan development, and capital assistance, which can be supported partly through collaboration with the Rural Center. Another approach would be to work with the NC Small Business Development Center to host events and workshops in the region. One entrepreneurial focus area to consider may be the use of food trucks to expand the culinary arts and access to local food without a huge initial capital outlay.

- *Suggested recommendation: Facilitate cooperative efforts of small businesses to participate in recreational and experiential tours around the environment.* Tourists from outside of the region are often traveling to or from the Outer Banks for vacation and are not aware of the recreational and environmental offerings of the Inner Banks. NC Land of Water should facilitate discussions and focus groups to determine how businesses in the region can link their services to those in the neighboring coastal area. NC LOW should work with businesses in both the Inner and Outer Banks to create multi-day activities that involve not only access to beaches, but cultural tours, birding, fishing, and other eco-tourism activities. Encourage small businesses to participate in recreational and experiential tours around the environment and culinary arts by sponsoring food truck and cultural day festivals around the region.

Foster a Workforce that Thinks about the Environment

- *Suggested recommendation: Continue to foster excitement and interest in the environment for youth and young adults, but tie it to career opportunities.* Encourage local businesses working to preserve the environment or foster cultural heritage activities to partner with local school systems to create job-shadowing opportunities for teenagers. In some cases, more formal internships and summer jobs should be developed so youth needing to help with family expenses are given an opportunity to take part in jobs that preserve and promote the natural assets within the region. To mitigate costs to any one employer, NC Land of Water could create internship rotation pathways (for example, water transportation and eco-tour pathways or cultural history and community journalism pathways) in which students can be exposed to several employers within a given sector over the course of a summer or a semester.

  In addition to thinking about fostering tourism, there also should be a pathway for students looking to mitigate the effects of natural disaster through emergency preparedness careers. Reach out to the local community colleges in the region to assist NC Land of Water in creating curricula to educate and train those professions that support the region during and immediately following natural disasters and emergencies.

- *Suggested recommendation: Pursue funding related to these opportunities.* Work with your local school systems and community colleges to develop grant applications to fund workforce experiential programs in tourism, hospitality, emergency preparedness, and other sectors tied to preserving and promoting the region.

- *Suggested recommendation: Raise resources to engage a workforce and economic development intermediary to take the next step in reframing the conversation for the communities in the region.* This report is a first step in outlining some of the issues related to economic mobility in the region. The next step is to work with an intermediary on an ongoing basis to change the conversation among residents in the region and the state as it relates to economic development. An intermediary can help shape the conversation and implement programs and strategies to improve economic development.

- *Suggested recommendation:* The NC Land of Water team should engage residents from local communities to find out what programs, supports, and initiatives they would like to see that would create opportunity and build on the natural assets in the region. Create spaces for those often left out of the conversation to share their ideas on how to encourage economic development in environmentally friendly ways. One way to do this could be through the creation of a racially and socio-economically diverse advisory group to engage the parts of the community that fall into each of the income quintiles. However, the development of upward economic mobility pathways would need to have a greater influence from community members in the bottom two income quintiles. Reach out to faith-based institutions and community organizations to find leaders who could be part of or recommend people to be part of an advisory group.

- *Suggested recommendation: Work with local community colleges and training providers to support the construction sectors that support the cultural heritage and waterways in the region.* While job demand is still relatively small in the region, data from Economic Modeling Specialists, Inc. (EMSI) suggest there are over 100 jobs that needed to be filled in industries related to the sustainability of the region either through building restoration or natural habitat/agricultural sustainability. The region, however, did not have any students complete related programs in the most recent year, 2015. Actually, further analysis of programs in the region using EMSI showed the region is lacking in programs that support cultural heritage and building preservation, sustainability of the regional assets, or the deconstruction of buildings post-disaster. Any additional educational programs created to support these industries should be accompanied by a “contract local campaign” to enhance opportunities for preservation, restoration, and post-disaster deconstruction jobs for those that want to live and work in the region.

Job Demand by Classification of Instructional Program within the NC Land of Water Region, 2016-2026

Program	Regional Completions (2015)	Regional Openings (2016)	Median Hourly Earnings	Regional Jobs (2016)	Regional Jobs (2026)
Agroecology and Sustainable Agriculture (CIP-01.0308)	0	78	$19.37	2,729	2,654
Historic Preservation and Conservation (CIP – 30.1201)	0	0	$22.62	10	11
Cultural Resource Management and Policy Analysis (CIP – 30.1202)	0	0	$22.62	10	11
Historic Preservation and Conservation, Other (CIP – 30.1299)	0	0	$22.62	10	11
Museology/Museum Studies (CIP – 30.1401)	0	1	$20.71	22	24
Sustainability Studies (CIP – 30.3301)	0	39	$25.47	1,387	1,336

Source: EMSI 2017.2 – OES (QCEW Employees and Non-QCEW Employees classes of worker) and National Center for Educational Statistics (NCES), The Integrated Postsecondary Education Data System (IPEDS)

Appendix A: Small Business Owners Survey and Results

Survey Questions
Administered online via Survey Monkey

1. What type of business do you currently operate?
2. In which town and county do you operate your business?
3. Please indicate your age.
4. Please indicate your race/ethnicity and gender.
5. What is your highest level of educational attainment?
6. How long have you lived in Northeastern N.C.?
7. How long have you operated a business (current or former) in Northeastern N.C.?
8. Why were you interested in starting your current business?
9. What led you to open your business in this particular region? Please discuss what you saw as the potential gains and risks of operating in your town.
10. Please tell us about any factors that helped you in starting your current business. (Consider local and state policies; support from local institutions; local connections or competition; geographic characteristics of the region; etc.)
11. Please tell us about any challenges you faced in starting your current business. (Consider local and state policies; support from local institutions; local connections or competition; geographic characteristics of the region; etc.)
12. Please tell us about any factors that have helped you successfully keep your current business in operation. (Consider local and state policies; support from local institutions; local connections or competition; geographic characteristics of the region; etc.)
13. Please tell us about any challenges you have faced in successfully keeping your current business in operation. (Consider local and state policies; support from local institutions; local connections or competition; geographic characteristics of the region; etc.)
14. What excites you moving forward as a business owner in Northeastern N.C.?
15. What are some possible challenges you see as you consider the future of your business (or businesses like yours) in your town and county?
16. In your opinion, what does it take to be a successful entrepreneur or business owner in this region of N.C.? (Consider level of educational attainment; resources; familiarity with area; etc.)
17. How do you think your experience as an entrepreneur or business owner compares to other entrepreneurs or business owners in your region?
18. Given your business experience, in what sectors do you see opportunity for youth and young adults to begin their careers in the region?
19. Do you employ staff at your business? If so, how do you find workers?
20. What type of training do you think new employees need to have in order to be successful at a business like yours in Northeastern N.C.?
21. What would you like us to know about creating opportunities for work in the region?
22. Please provide your name and phone number, in the event we need to follow up with you.

Summary of results

Total respondents: 5
Sectors represented: guide services and tours (1); food and beverage establishment (1); hospitality (3)
Counties represented: Martin, Perquimans, Bertie, Hyde, Chowan
Ages represented: 26-35 (2); 56-65 (1); 66 and older (2)
Races represented: white (5)
Genders represented: female (4); male (1)
Educational attainment: associate's degree (1); bachelor's degree (2); master's degree (2)
Time spent in NE NC: ranges from 1 year to 69 years
Time operating business in NE NC: 7 months to 23 years
Opportune sectors: food and beverage establishment (3); hospitality (3); boat-building (2); health (2); building contractors (2); guide services (1); disaster relief (1); alternative energy (1)—note: every sector received at least one vote
Training needed: high school (1); prior relevant work-based training (1); associate's degree (1)

Notes:

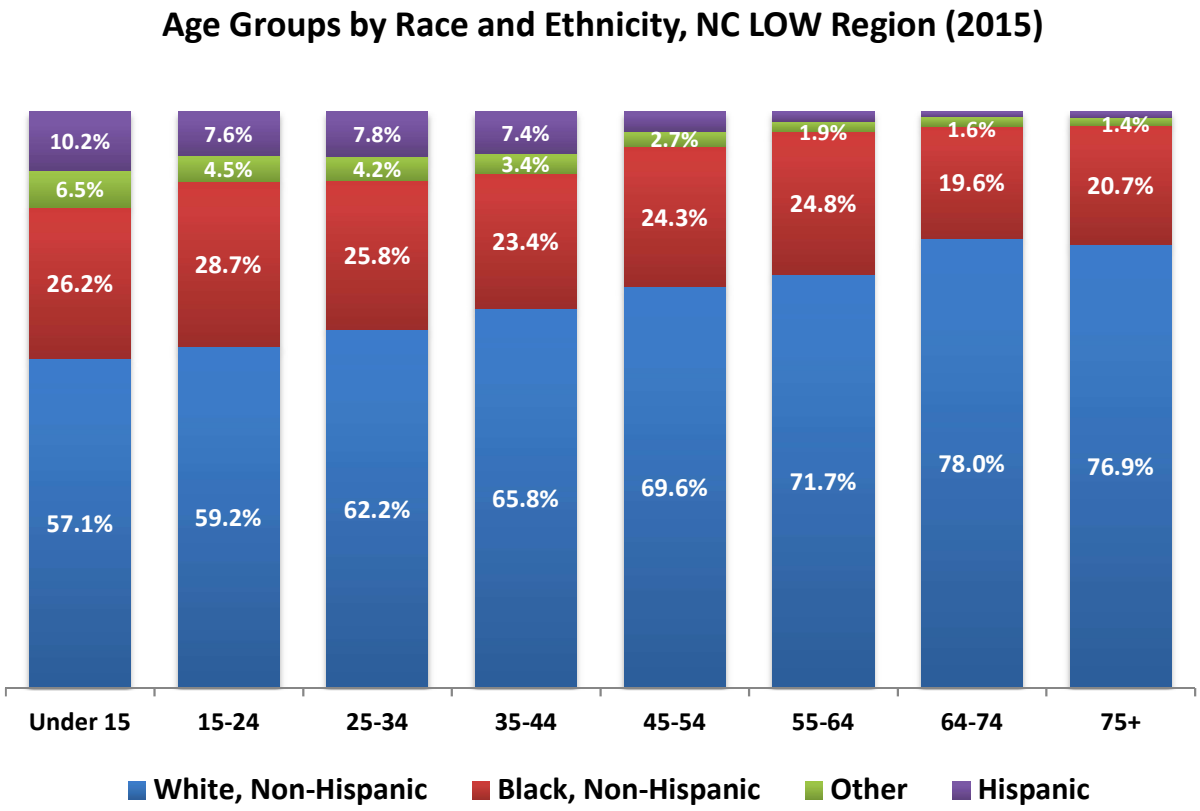
- All respondents are white.
- No respondent reported employing workers. One business owner used to employ workers but cannot manage to employ anyone at this time because they had to change their business style due to flooding. In order to hire back some workers, they will have to make enough money to expand their business. Even then, they will only be able to hire a few workers, rather than the 15 they used to employ.
- Two of the respondents already owned or inherited spaces to conduct business, such as hunting lodges and farms. Two others found their business locations through other connections (for example, hearing about a restaurant for sale "through the grapevine" and having a prior business connection.) The fifth respondent cited "property" as the reason for the move, but did not specify what she meant. One respondent said an advantage of operating in the area is low cost of living.
- The unique geography seems to be both advantageous and disadvantageous to the region. On the one hand, the geography is great for tourism, hunting, and affords the social capital of a small town. On the other hand, it is difficult for a brick-and-mortar business to thrive, especially considering the lack of disaster recovery funds. Because of the reliance on the tourism industry, it is also difficult to sustain businesses year-round.
- Social capital and prior connections are significant: three respondents mention it outright, and two respondents mention already having land in the area.
- In response to question 18 (Given your business experience, in what sectors do you see opportunity for youth and young adults to begin their careers in the region?), every sector listed on the survey received a "vote" for being a growth area. (Sectors listed were guide services and tours; food and beverage industry; boat-building and boat-related supplies and manufacturing; building contractors/laborers including restoration and preservation; disaster relief, emergency management services, relocation mitigation; hospitality; alternative energy; and health, including ambulatory care.) Three out of five respondents said the food/beverage and hospitality industries are significant growth sectors. (Note: these are businesses that are sensitive to on/off season status.)

- Regarding question 20 (What type of training do you think new employees need to have in order to be successful at a business like yours in Northeastern N.C.?), the surveyed business owners did not seem to think a bachelor's degree is necessary to succeed at one of the aforementioned growth sectors (or to be an entrepreneur). Respondents did however indicate that attaining a high school degree, associate's degree, or prior training were important to success in these industries.
- The one respondent who asserted that the area needs "more businesses utilizing low skill and training, and more education for low-income workforce and youth" is a transplant: they have been in the area for one year, versus five, 30, 60, etc.

Appendix B: NC LOW Region Data Charts

Demographics: Age and Race

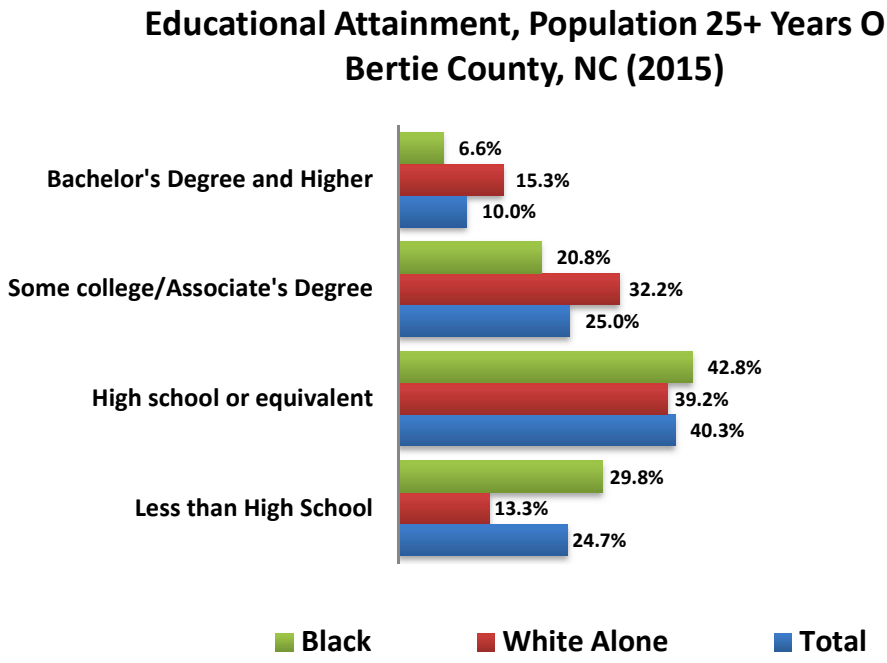
The social and economic well-being of a region is tied to the inclusiveness of policies that determine economic opportunity. Overall, the NC Land of Water Region is becoming more racially and ethnically diverse, with the future working-age population of white, non-Hispanics making up close to 45 percent of the future workforce. Fostering increased participation of people of color in decisions related to the workforce, the environment, and leadership opportunities will improve the well-being of the regional economy.



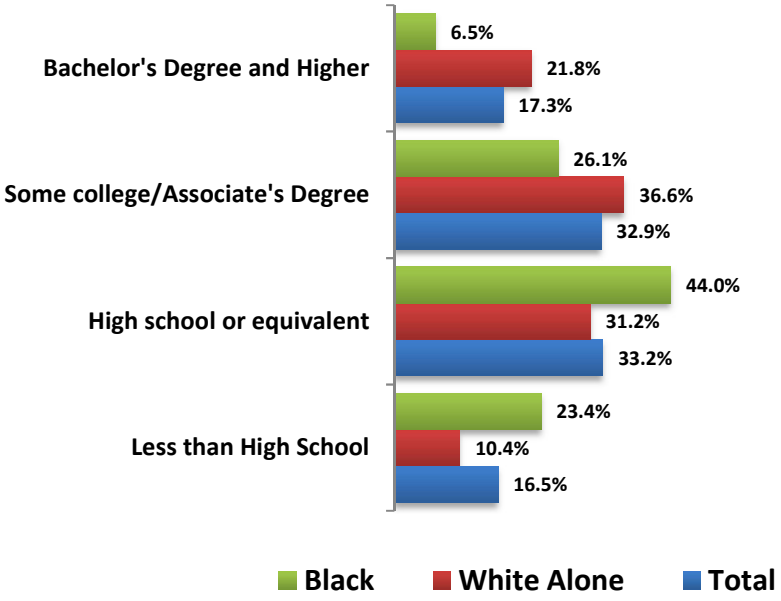
Source: EMSI Q1 2017 Data Set, February 2017. Population of 17 North Carolina counties.

Educational Attainment

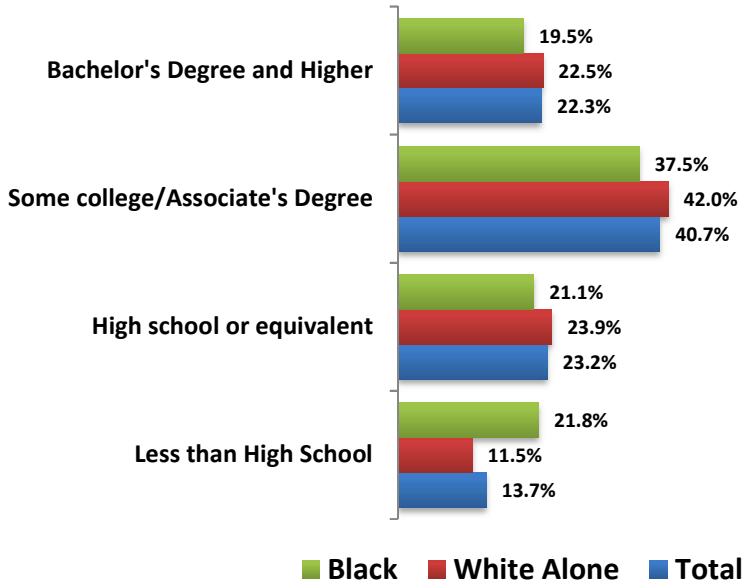
Regional economies are dependent on getting a diverse pool of educated people to participate in the workforce. Local areas with a less-educated population tend to have higher unemployment rates, and those residents are less likely to earn higher incomes which, in turn, go back into the local economy. The charts below examine the educational attainment of each county in the NC Land of Water region. All data presented in educational attainment charts below are from U.S. Census Bureau American Community FactFinder, Educational Attainment, 2011-2015 5-Year Estimates.



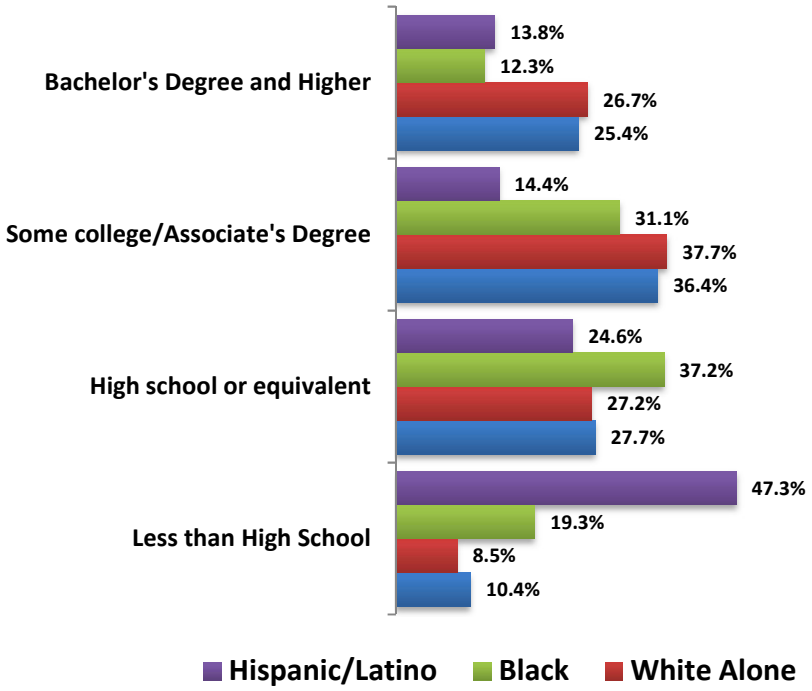
Educational Attainment of Population 25+ Years Old, Beaufort County, NC (2015)



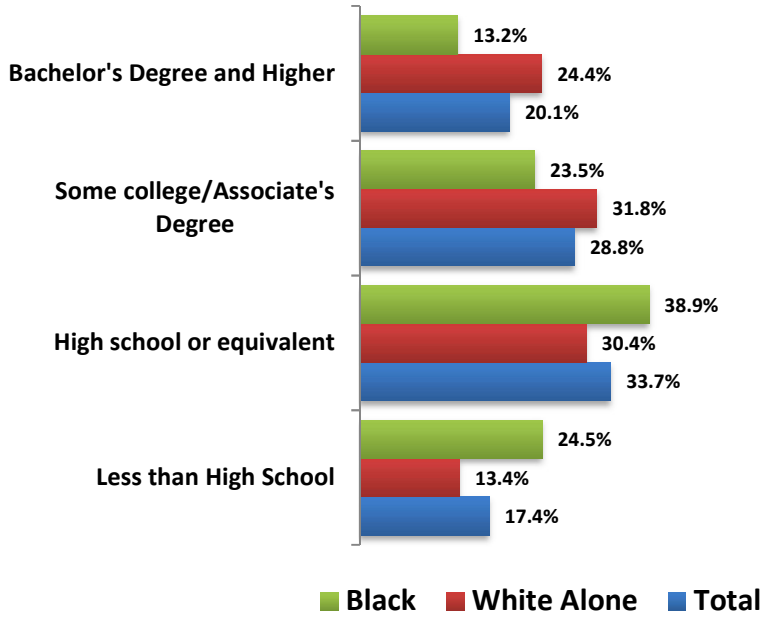
Educational Attainment of Population 25+ Years Old, Camden County, NC (2015)



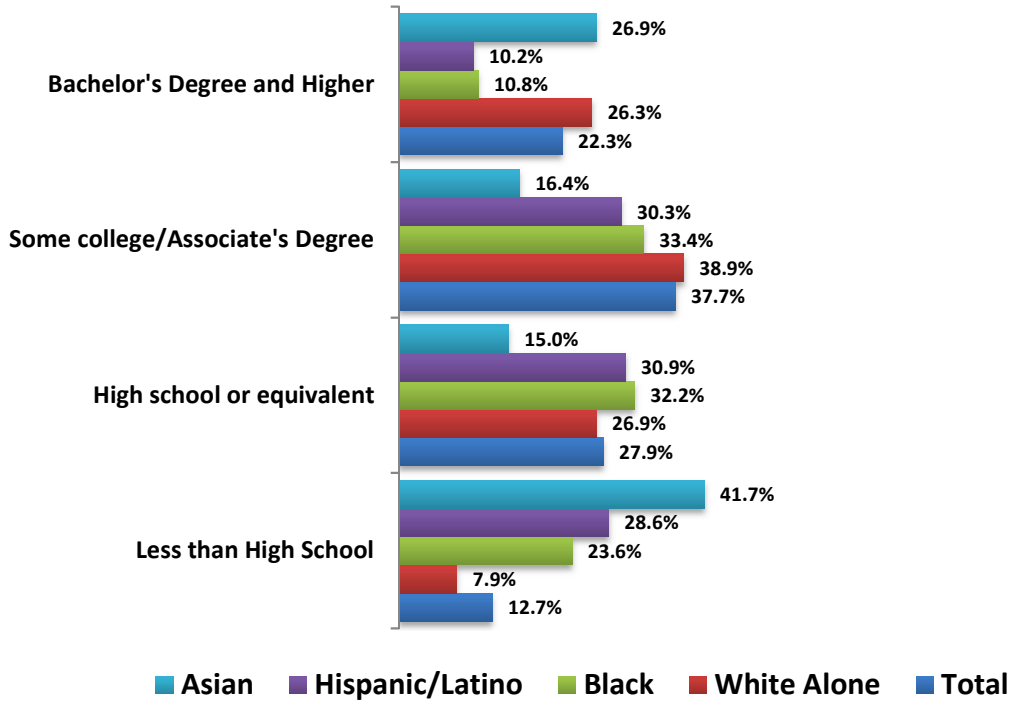
Educational Attainment of Population 25+ Years Old, Carteret County, NC (2015)



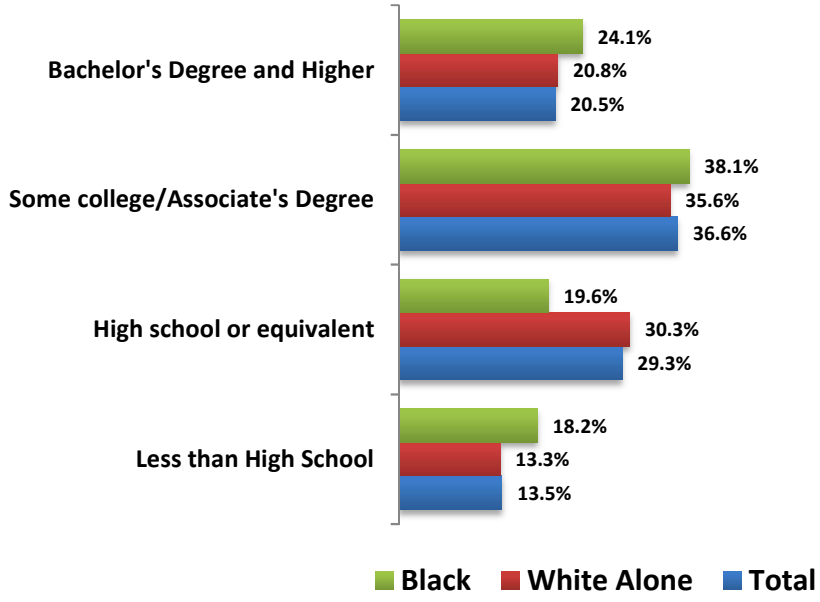
Educational Attainment of Population 25+ Years Old, Chowan County, NC (2015)



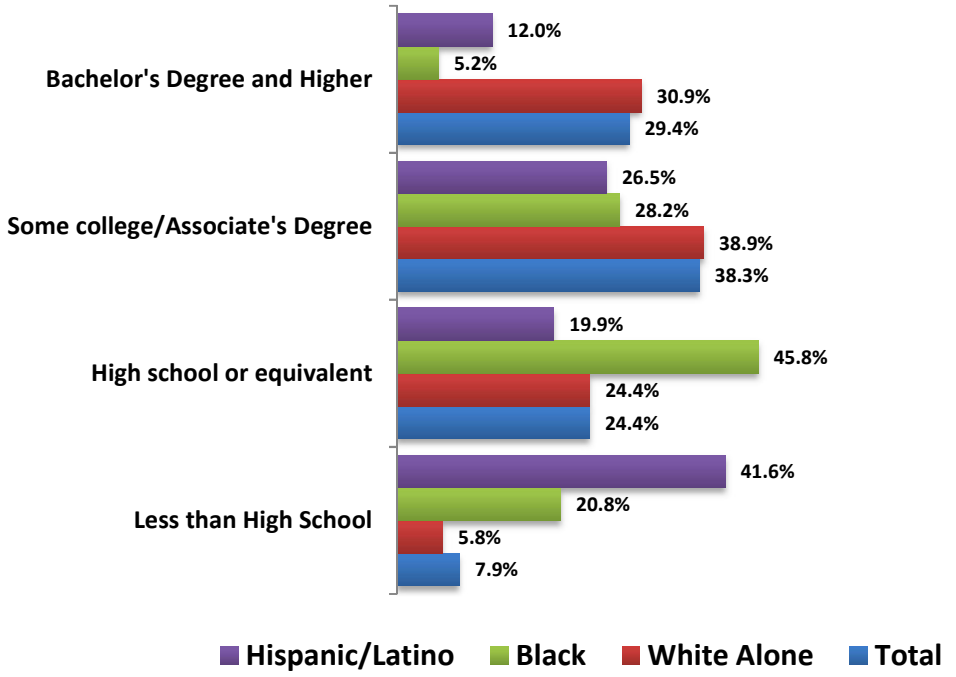
Educational Attainment of Population 25+ Years Old, Craven County, NC (2015)



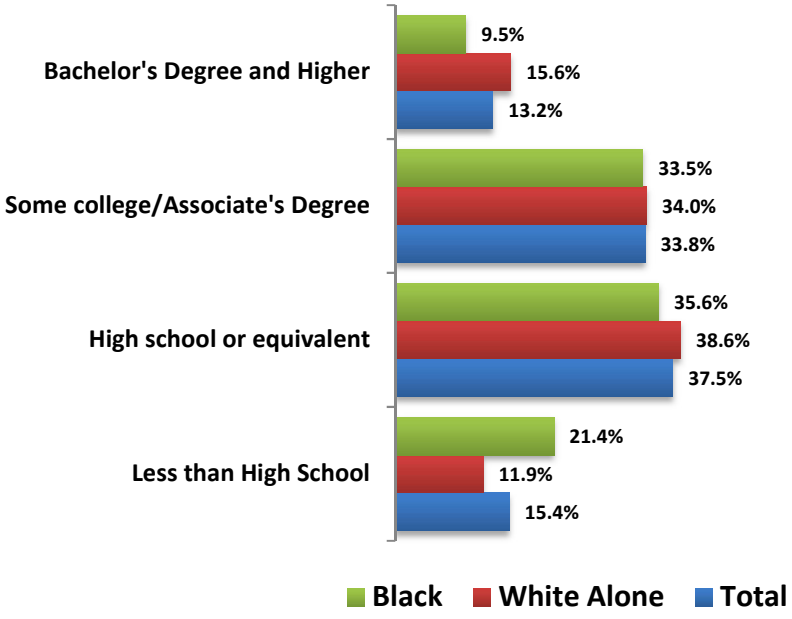
Educational Attainment of Population 25+ Years Old, Currituck County, NC (2015)



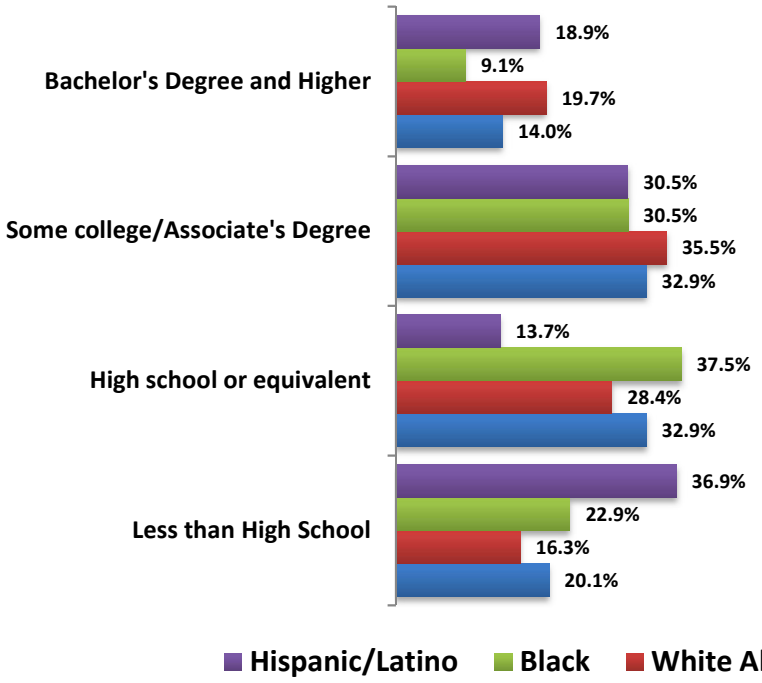
Educational Attainment of Population 25+ Years Old, Dare County, NC (2015)



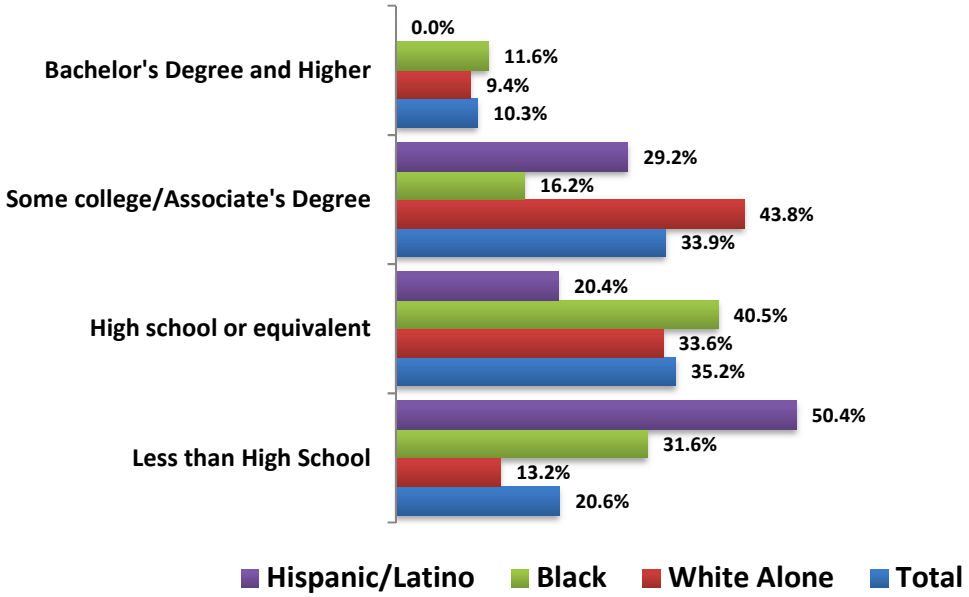
Educational Attainment of Population 25+ Years Old, Gates County, NC (2015)



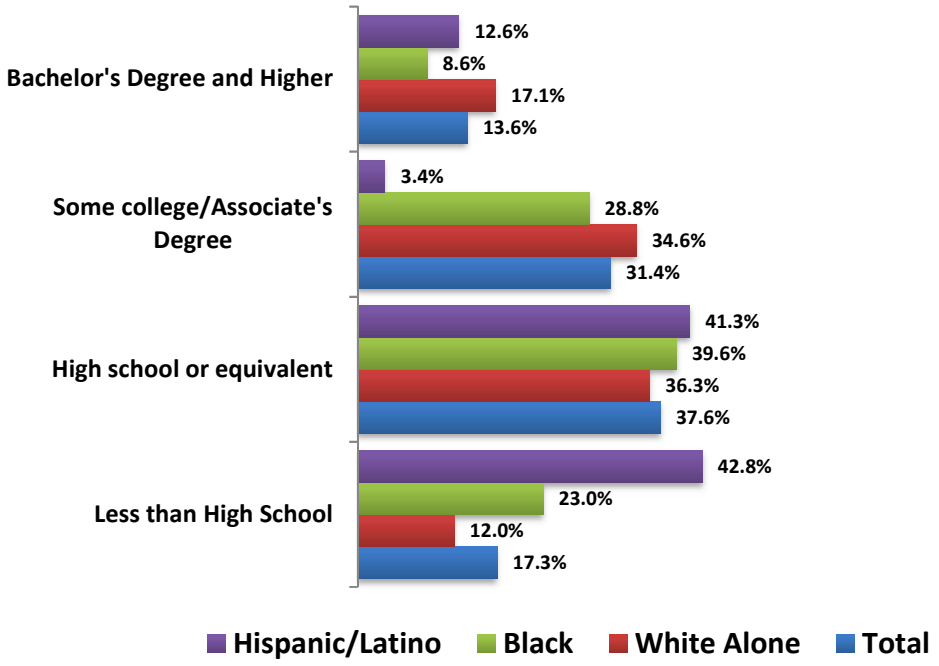
Educational Attainment of Population 25+ Years Old, Hertford County, NC (2015)



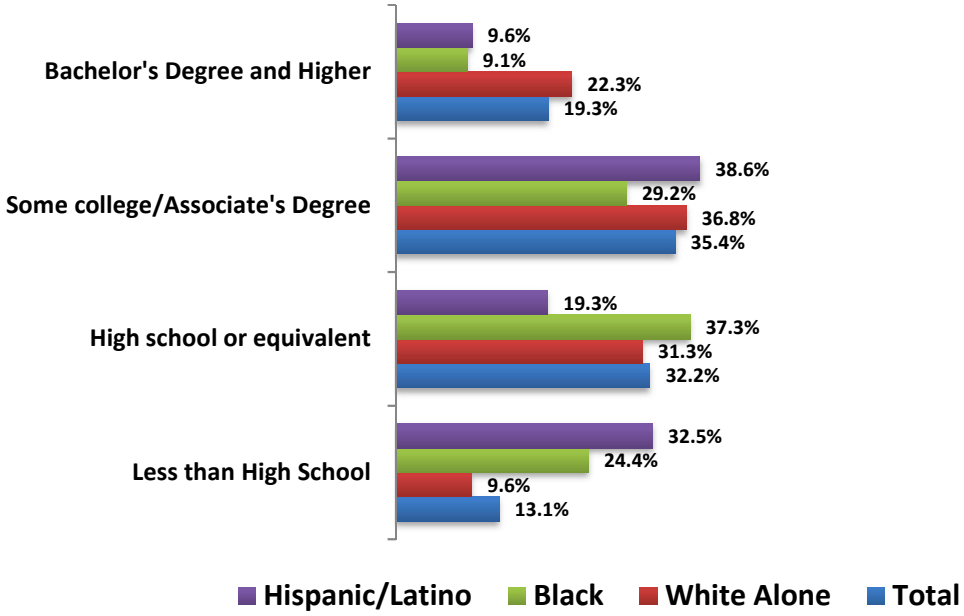
Educational Attainment of Population 25+ Years Old, Hyde County, NC (2015)



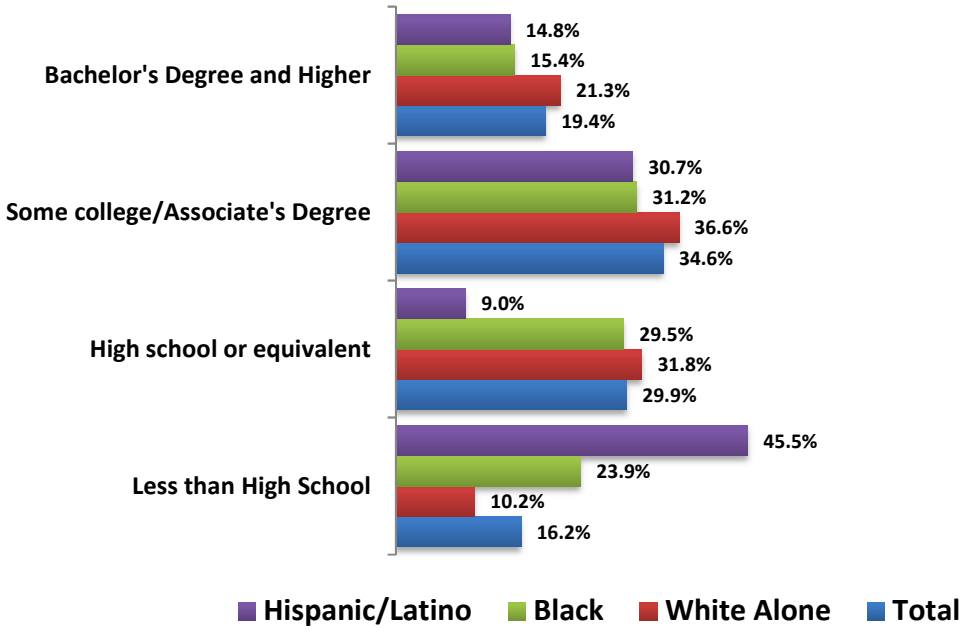
Educational Attainment of Population 25+ Years Old, Martin County, NC (2015)



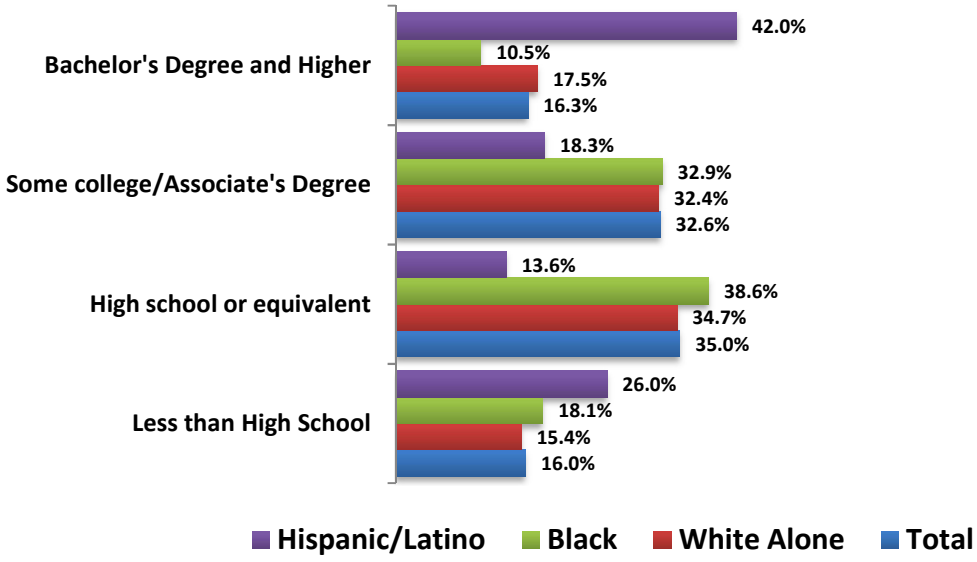
Educational Attainment of Population 25+ Years Old, Pamlico County, NC (2015)



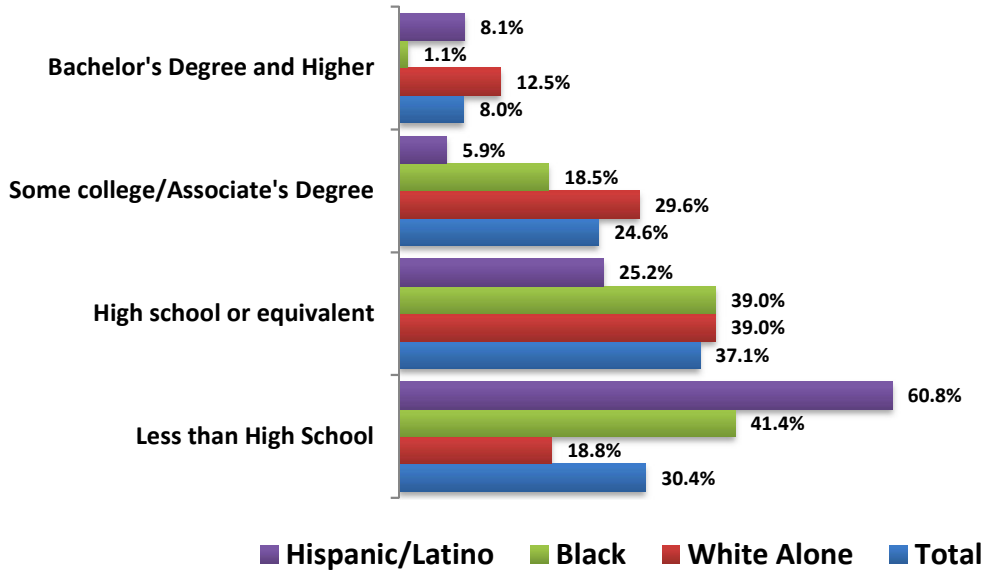
Educational Attainment of Population 25+ Years Old, Pasquotank County, NC (2015)



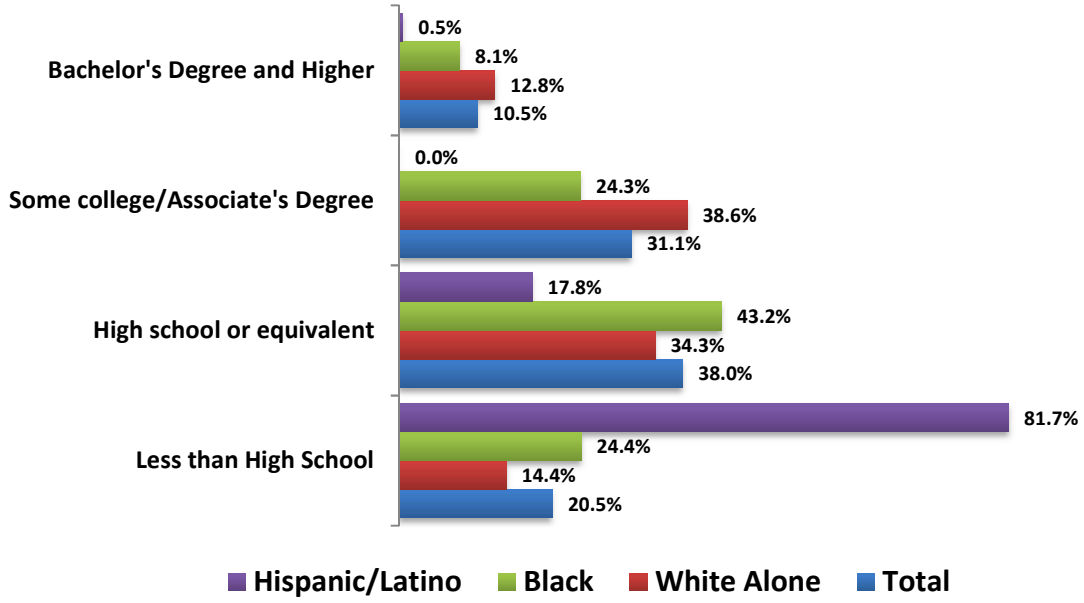
Educational Attainment of Population 25+ Years Old, Perquimans County, NC (2015)



Educational Attainment of Population 25+ Years Old, Tyrrell County, NC (2015)

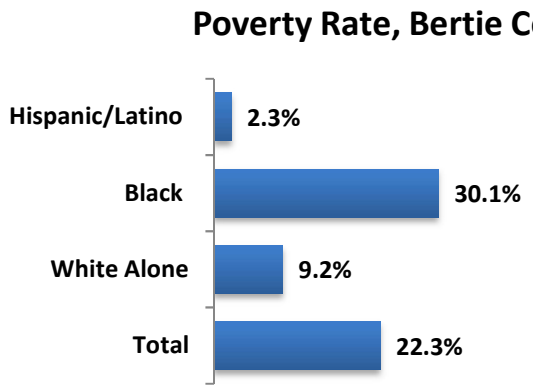


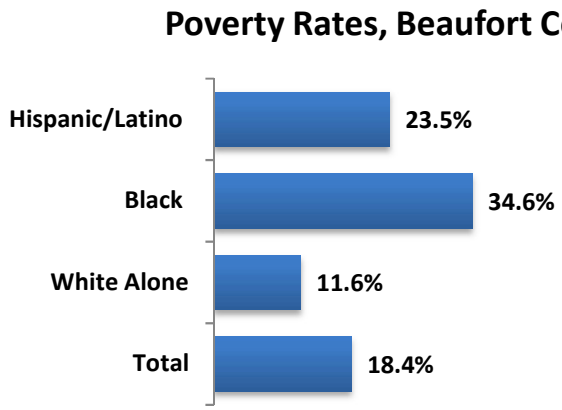
Educational Attainment of Population 25+ Years Old, Washington County, NC (2015)

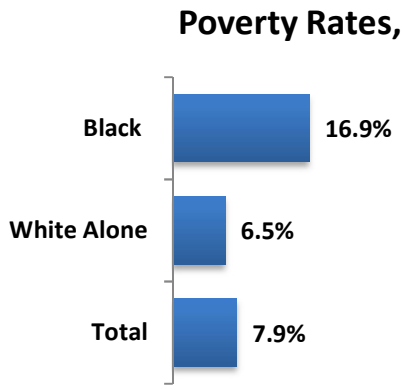


Poverty

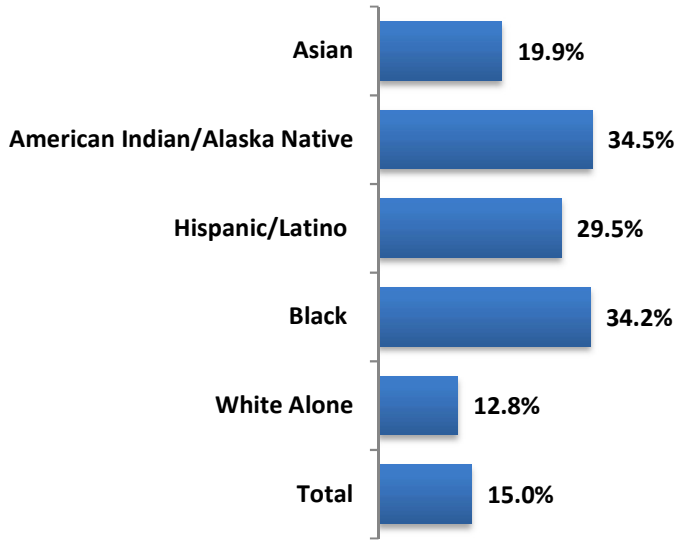
High poverty rates often expose inequalities in a society. Regions with a significant number of people in poverty generate less tax revenue to improve infrastructure and pay for resources because people are not able to fully participate in the economy. In addition, high-poverty areas have been associated with poorer health outcomes for all, as well as shorter lifespans. Inclusive economies—those economies that have lower poverty rates for all—are associated with increased productivity and a more diverse and higher tax base. All data presented in poverty rate charts below are from U.S. Census Bureau American Community FactFinder, Poverty Status in the Past 12 Months, 2011-2015 5-Year Estimates.



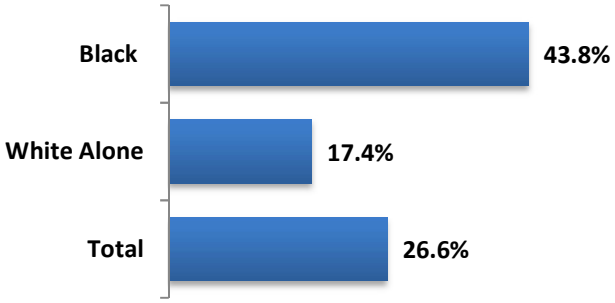




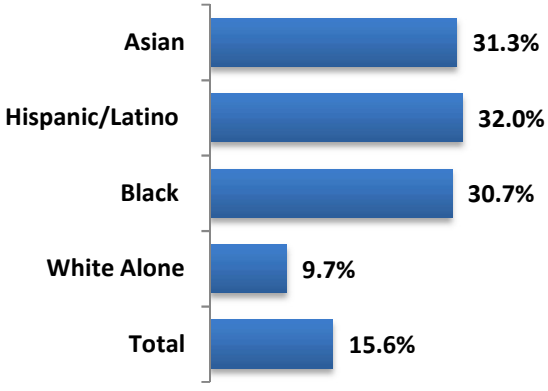
Poverty Rates, Carteret County, NC (2015)



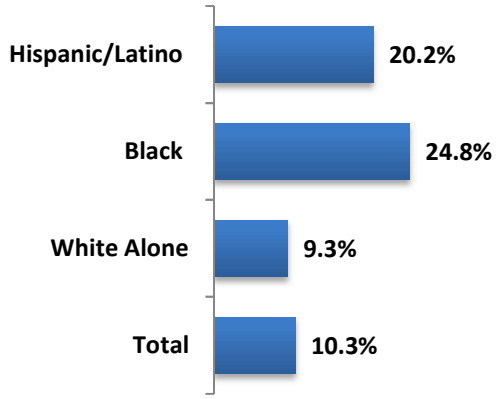
Poverty Rates, Chowan County, NC (2015)



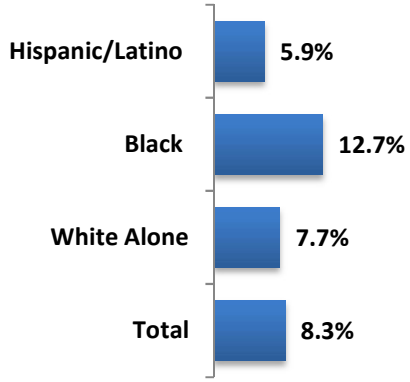
Poverty Rates, Craven County, NC (2015)



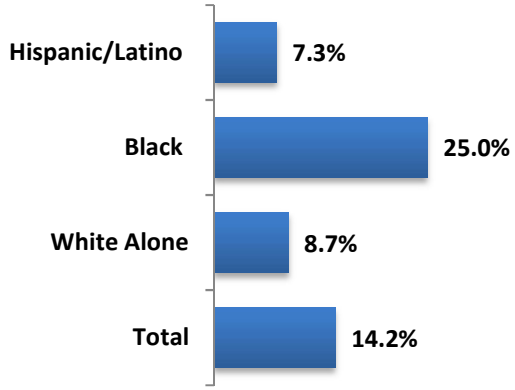
Poverty Rates, Currituck County, NC (2015)



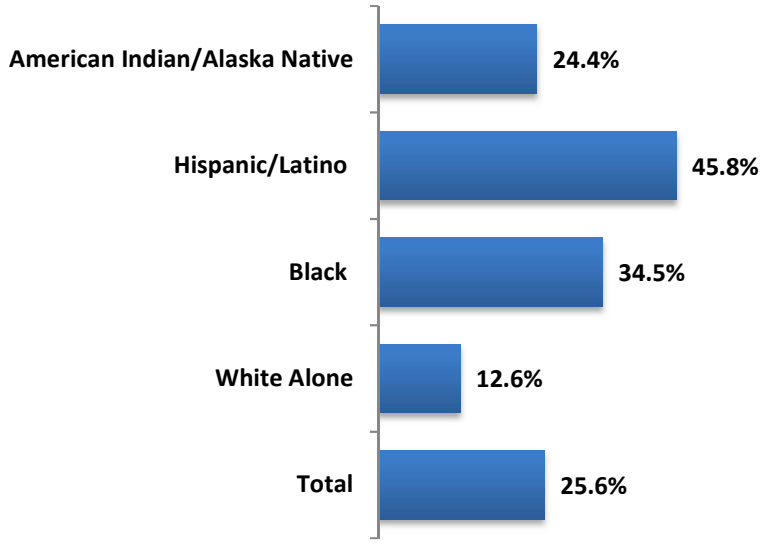
Poverty Rates, Dare County, NC (2015)



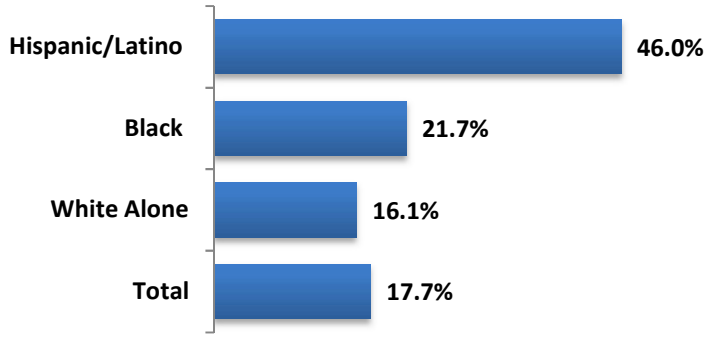
Poverty Rates, Gates County, NC (2015)



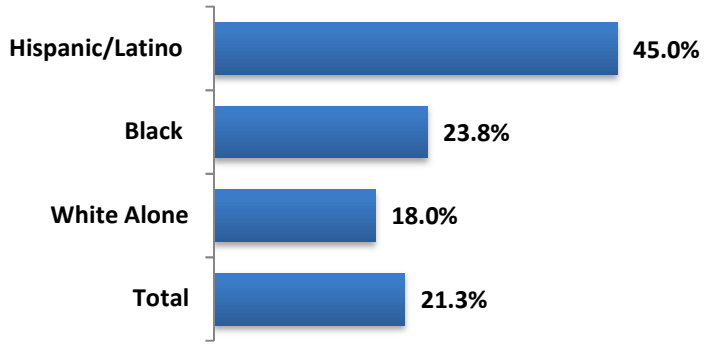
Poverty Rates, Hertford County, NC (2015)



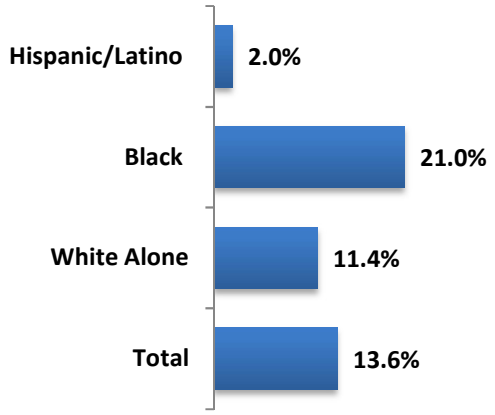
Poverty Rates, Hyde County, NC (2015)



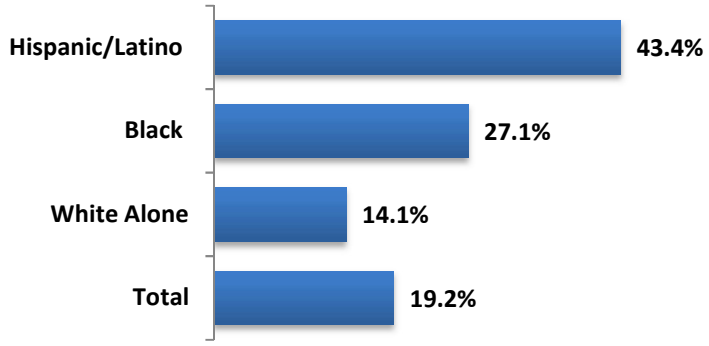
Poverty Rates, Martin County, NC (2015)



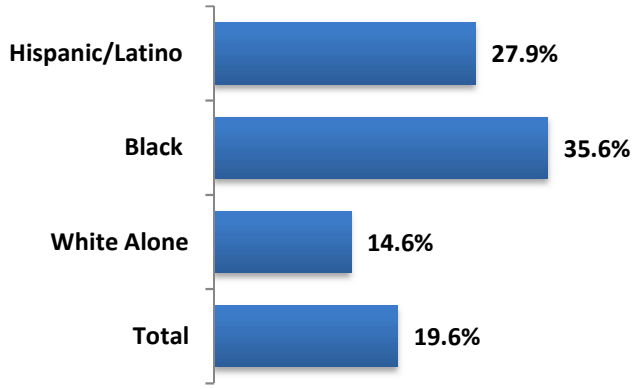
Poverty Rates, Pamlico County, NC (2015)



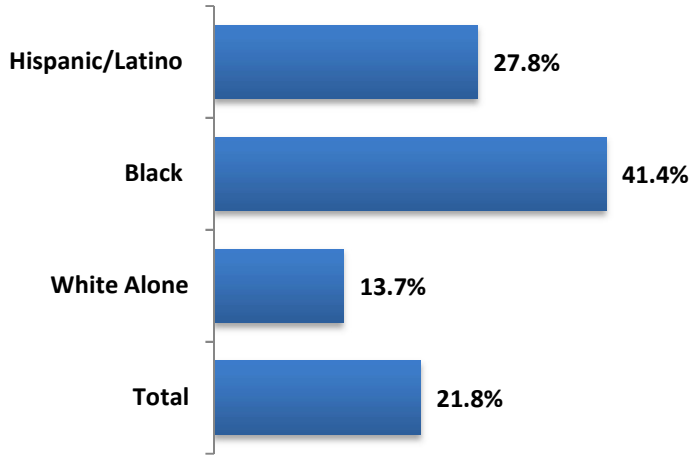
Poverty Rates, Pasquotank County, NC (2015)



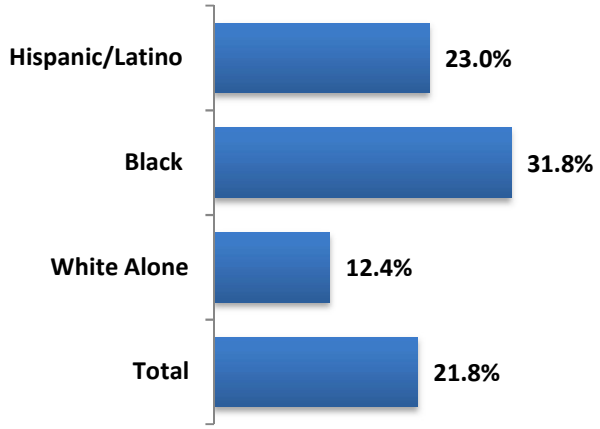
Poverty Rates, Perquimans County, NC (2015)

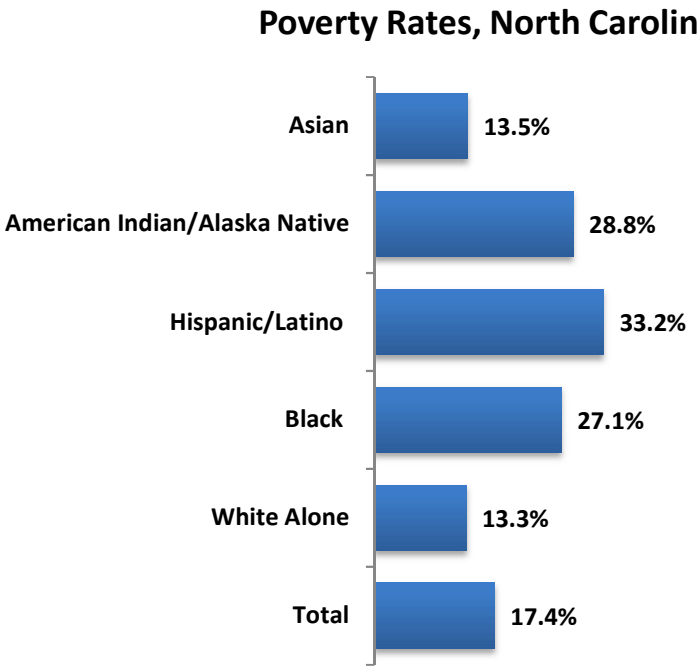


Poverty Rates, Tyrrell County, NC (2015)



Poverty Rates, Washington County, NC (2015)



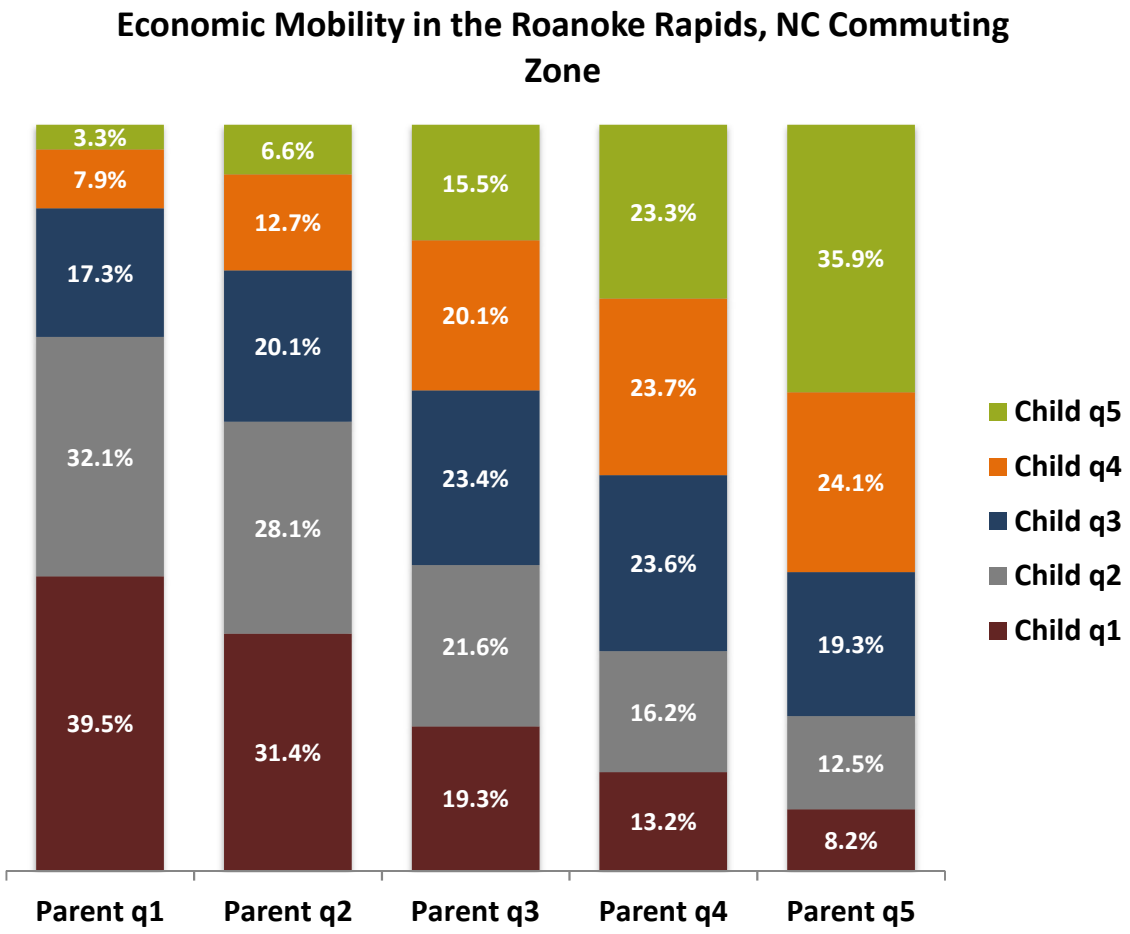

Poverty Rates, North Carolina (2015)
Asian
13.5%
American Indian/Alaska Native
28.8%
Hispanic/Latino
33.2%
Black
27.1%
White Alone
13.3%
Total
17.4%

Economic Mobility

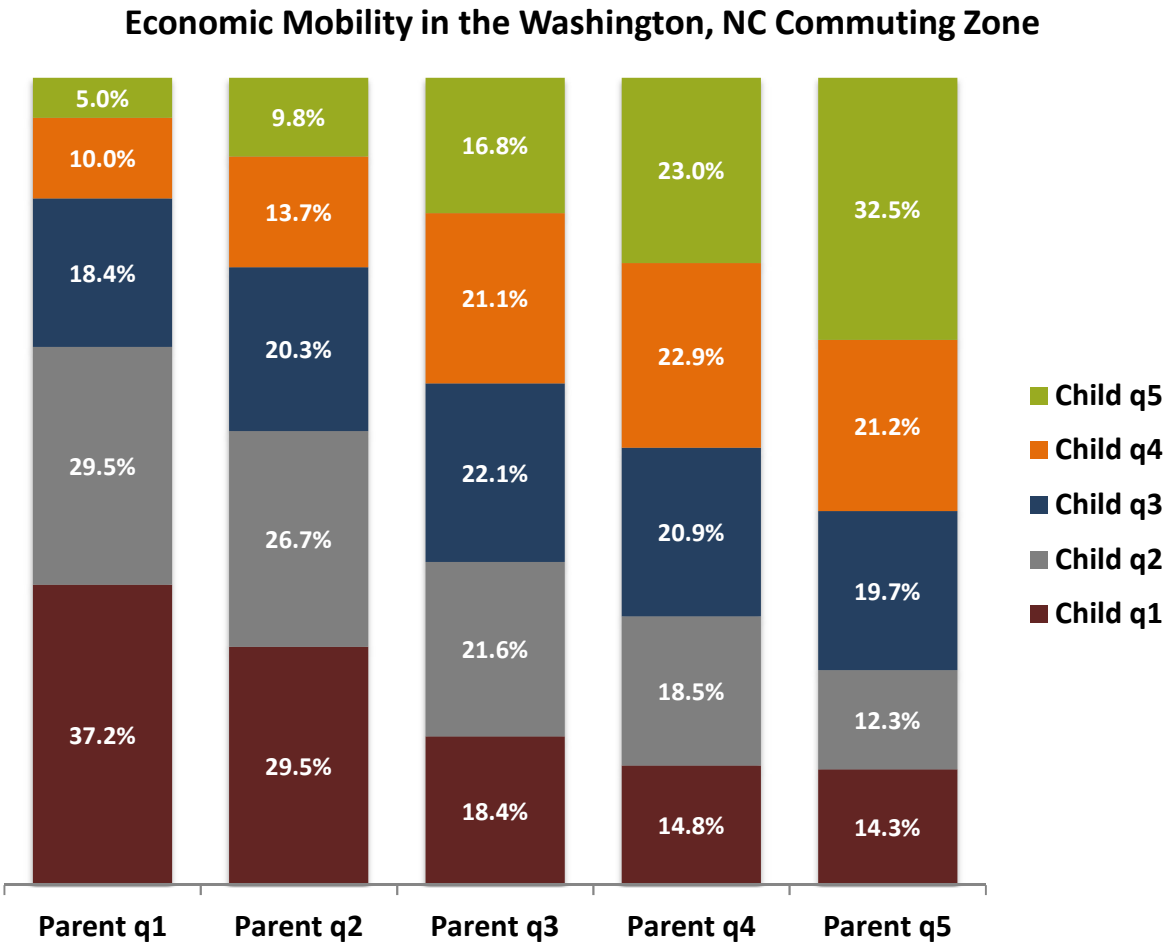
Who gets to participate in a society is linked to the ability of people to have an equal opportunity to be upward economically mobile—an equal chance to move into a different income distribution quintile regardless of the income levels of their parents. Unfortunately, children born into poverty in the U.S. South have less than a seven percent chance of moving up from the bottom income quintile into the top quintile. The chance of moving into the middle to upper-middle quintiles is still less than 30 percent for the commuting zones in the region.

The charts below show intergenerational poverty and inequitable economic opportunity for the children born into poverty (left column). All economic mobility data presented in charts below are from Equality of Opportunity Project, 2014 (http://www.equality-of-opportunity.org/), Online Data Table VI, accessed June 2015.

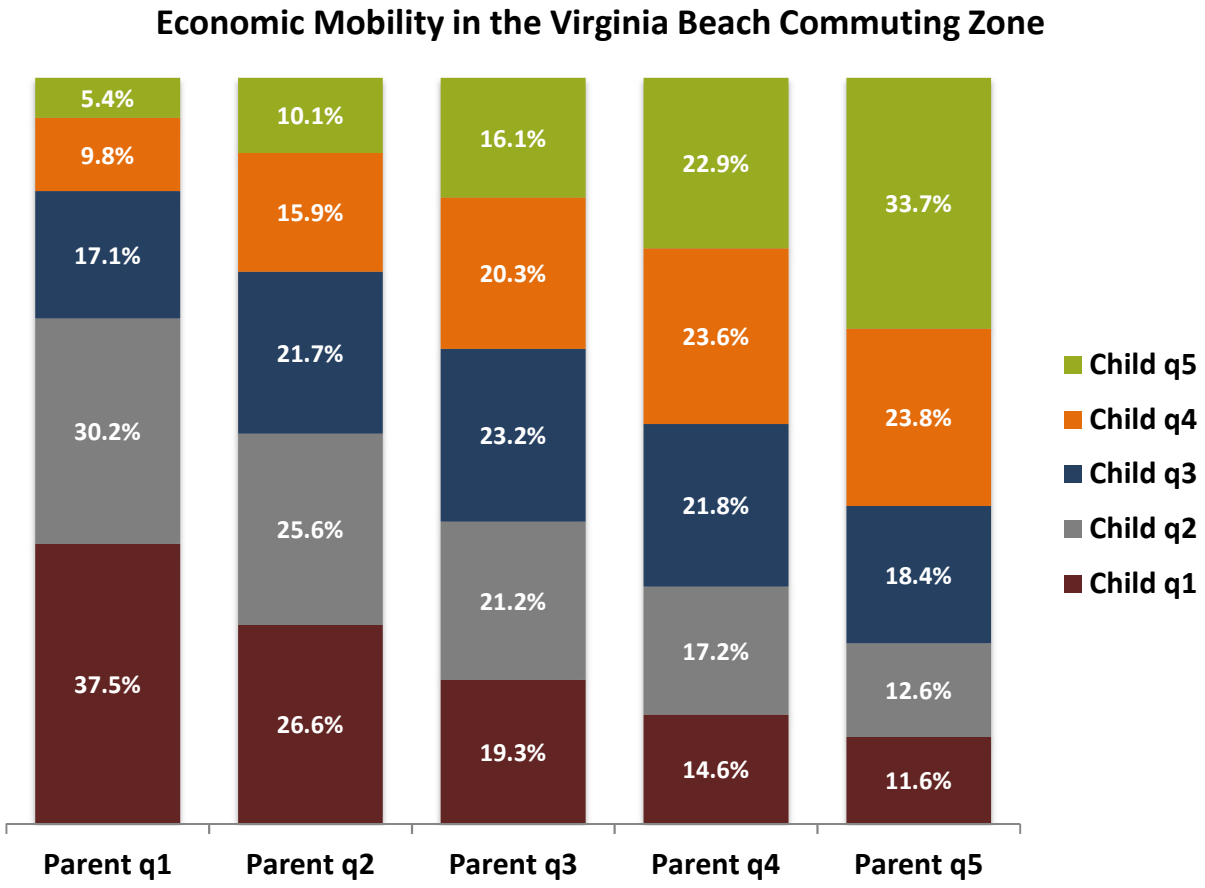
Bertie, Hertford counties



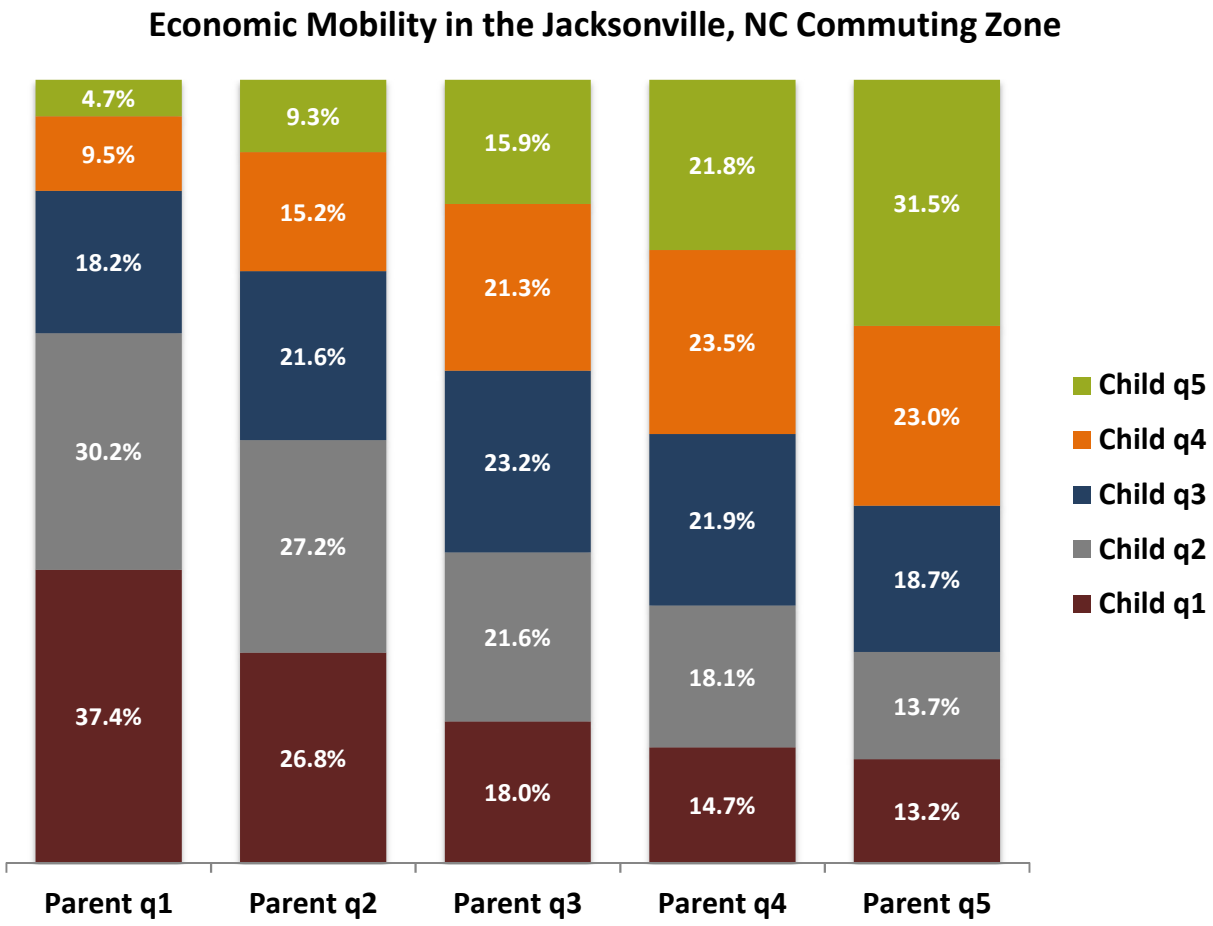
Beaufort, Hyde, Martin, Tyrrell, Washington, Dare counties



Camden, Chowan, Currituck, Gates, Pasquotank, Perquimans counties



Carteret, Craven, Pamlico Counties



Regional Employment Profile

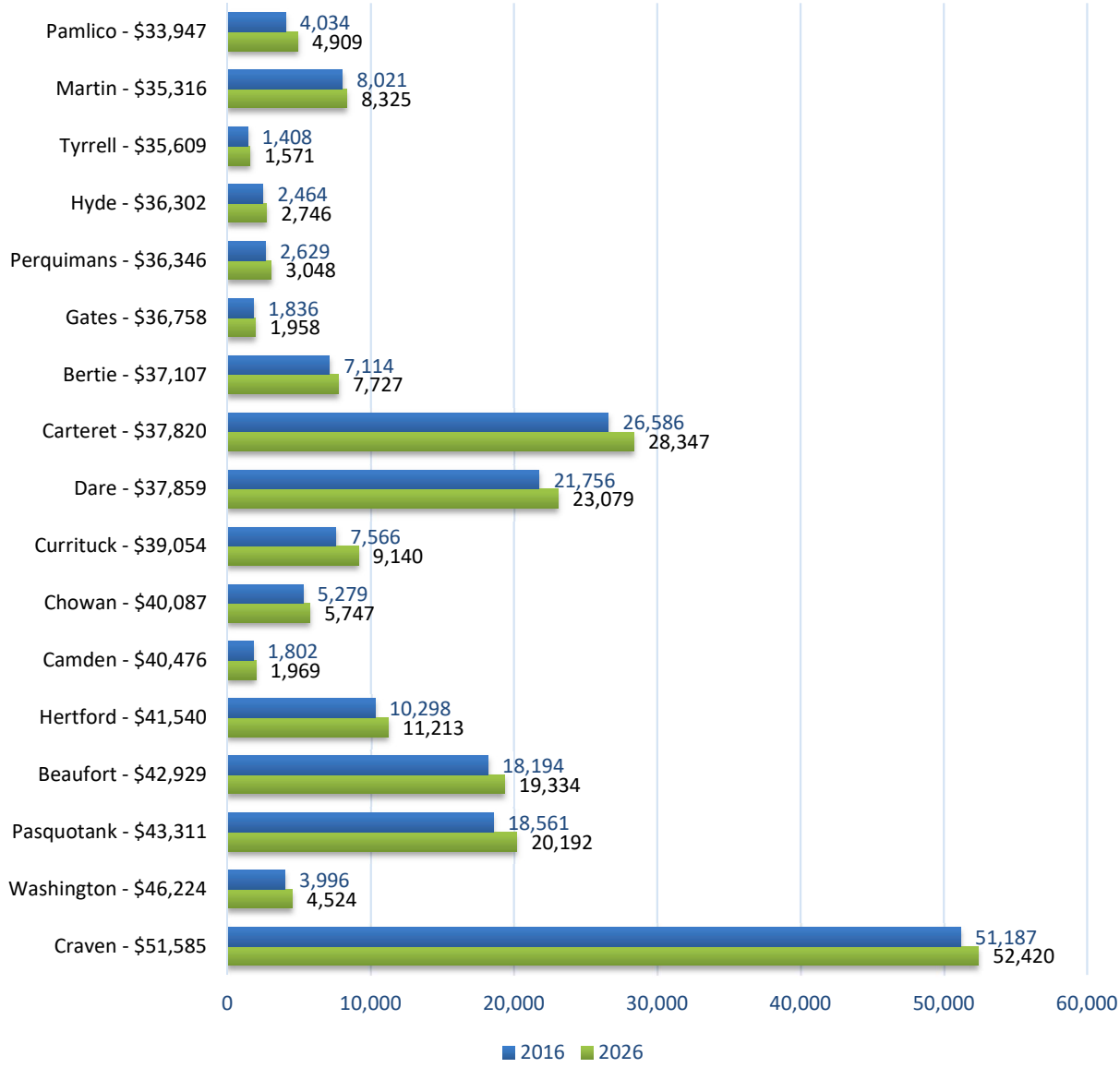
A diverse industrial sector provides a host of opportunities for people to participate in the economy as well as advance in their careers. Job growth in family-sustaining-wage jobs are critical to providing people with opportunities for upward economic mobility. The charts below show the number of jobs across industrial sectors in the region and new job growth by county.

Employment Growth by Major Industry Sector, 2016 – 2026

NAICS Sector & Description	2016 Jobs	2026 Jobs	Change, 2016-2026	Avg. Earnings / Job	Current Supplements	2016 Establishments
11 - Crop and Animal Production	5,499	5,433	(1%)	$36,577	$4,049	445
21 - Mining, Quarrying, and Oil and Gas Extraction	75	87	16%	$63,732	$13,006	8
22 - Utilities	605	648	7%	$94,635	$24,468	32
23 - Construction	9,681	8,834	(9%)	$39,249	$5,010	1,254
31 - Manufacturing	14,710	14,832	1%	$61,333	$12,399	374
42 - Wholesale Trade	4,813	5,921	23%	$50,516	$7,025	475
44 - Retail Trade	24,621	26,801	9%	$29,595	$4,651	2,010
48 - Transportation and Warehousing	3,516	3,735	6%	$49,788	$7,885	427
51 - Information	1,244	1,227	(1%)	$53,577	$10,016	143
52 - Finance and Insurance	3,431	3,512	2%	$60,623	$8,241	545
53 - Real Estate and Rental and Leasing	5,153	5,477	6%	$34,440	$4,524	557
54 - Professional, Scientific, and Technical Services	5,374	6,035	12%	$58,893	$7,595	982
55 - Management of Companies and Enterprises	465	547	18%	$65,988	$9,664	33
56 - Administrative and Support and Waste Management and Remediation Services	9,354	11,508	23%	$32,761	$4,601	687
61 - Educational Services	2,518	3,201	27%	$35,021	$5,618	100
62 - Health Care and Social Assistance	18,027	21,649	20%	$42,450	$6,991	1,059
71 - Arts, Entertainment, and Recreation	2,975	3,474	17%	$21,231	$2,912	238
72 - Accommodation and Food Services	20,116	20,929	4%	$19,286	$2,743	1,225
81 - Other Services (except Public Administration)	9,347	10,390	11%	$23,078	$2,086	1,007
90 - Government	51,209	52,012	2%	$56,939	$12,505	782
99 - Unclassified Industry	0	0	0%	$0	$0	0
Total Jobs in Region	**192,732**	**206,251**	**7%**	**$42,722**	**$7,582**	**12,381**

Source: 2017.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed

Total Employment & Average Earnings by County in NC Land of Water Region, 2016 & 2026

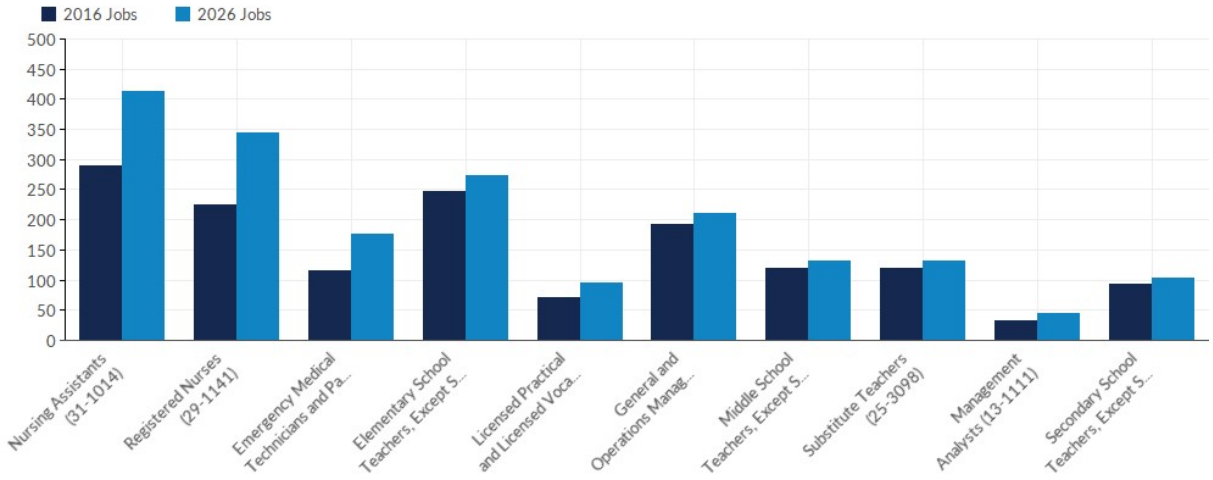


Source: 2017.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed

Fastest Growing Occupations by County, 2016 & 2026

Local educational providers need to have a good understanding of what jobs to train for in the next few years. While the mix of the industrial base is important, the types of jobs (or occupations) projected to grow in an economy give a more nuanced sense of the needs of a local region and where there are likely to be jobs in occupations that pay a family-sustaining wage. The charts below show which jobs requiring a postsecondary credential (non-degree award), associate's degree, and bachelor's degree are likely to create new jobs in the region in the next decade.

Beaufort County
Jobs in Occupations Requiring Postsecondary Credential, Associate's, or Bachelor's Degrees

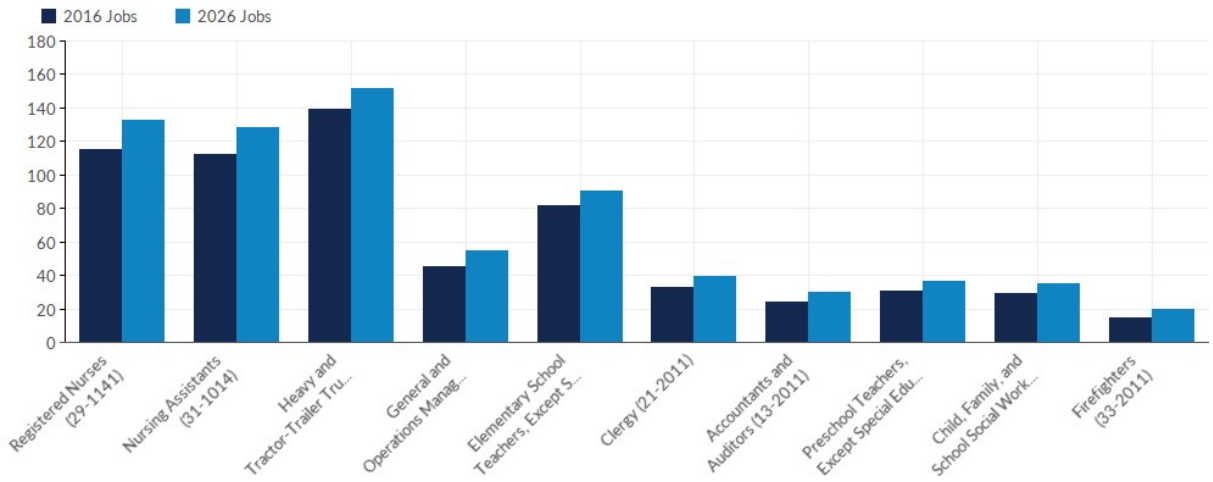


Occupation	2016 Jobs	2026 Jobs	Change in Jobs (2016-2026)	Change	2015 Median Hourly Earnings
Nursing Assistants	290	414	123	43%	$8.76
Registered Nurses	225	343	118	53%	$26.01
Emergency Medical Technicians and Paramedics	116	175	60	51%	$15.41
Elementary School Teachers, Except Special Education	247	274	26	11%	$19.59
Licensed Practical and Licensed Vocational Nurses	71	95	24	34%	$18.75
General and Operations Managers	193	210	16	8%	$44.06
Middle School Teachers, Except Special and Career/Technical Education	119	132	13	11%	$18.43
Substitute Teachers	119	131	12	10%	$10.74
Management Analysts	32	44	11	35%	$26.01

Occupation	2016 Jobs	2026 Jobs	Change in Jobs (2016-2026)	Change	2015 Median Hourly Earnings
Secondary School Teachers, Except Special and Career/Technical Education	94	104	10	11%	$19.55

Source: 2017.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed

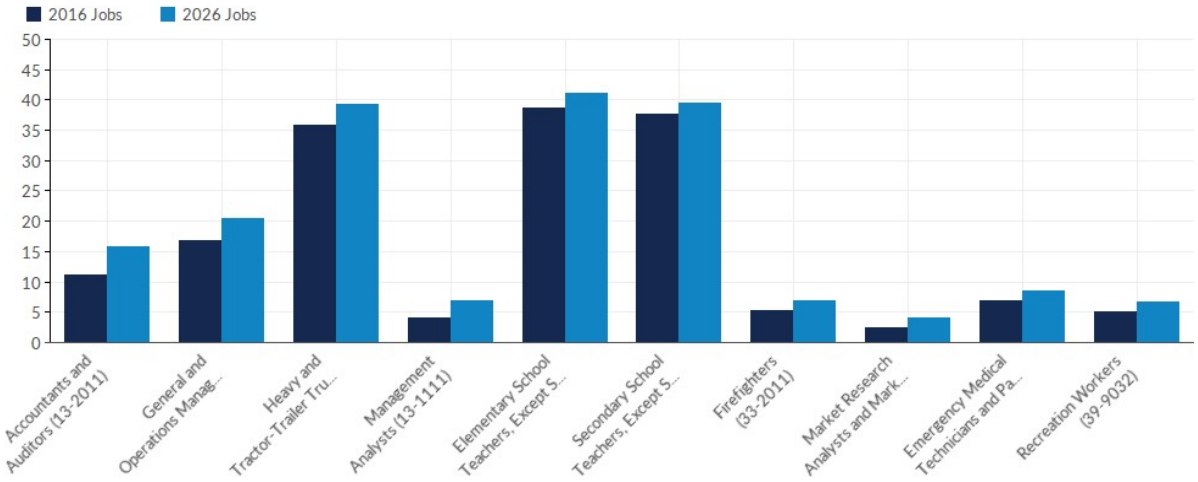
Bertie County
Jobs in Occupations Requiring Postsecondary Credential, Associate's, or Bachelor's Degrees



Occupation	2016 Jobs	2026 Jobs	Change in Jobs (2016-2026)	% Change	2015 Median Hourly Earnings
Registered Nurses	115	133	18	16%	$26.18
Nursing Assistants	112	128	16	14%	$8.90
Heavy and Tractor-Trailer Truck Drivers	139	152	13	9%	$15.42
General and Operations Managers	45	55	9	21%	$42.74
Elementary School Teachers, Except Special Education	82	90	9	10%	$18.80
Clergy	33	39	7	21%	$19.72
Accountants and Auditors	24	30	6	26%	$26.51
Preschool Teachers, Except Special Education	30	36	6	20%	$9.44
Child, Family, and School Social Workers	29	35	6	20%	$16.68
Firefighters	15	20	5	37%	$14.08

Source: 2017.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed

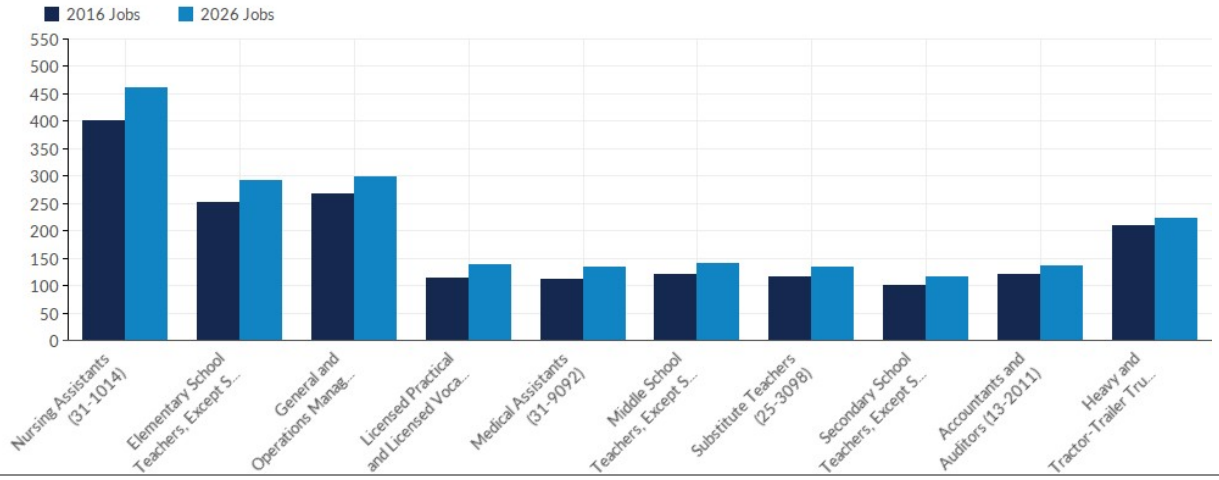
Camden County
Jobs in Occupations Requiring Postsecondary Credential, Associate's, or Bachelor's Degrees



Occupation	2016 Jobs	2026 Jobs	Change in Jobs (2016-2026)	% Change	2015 Median Hourly Earnings
Accountants and Auditors	11	16	5	43%	$29.39
General and Operations Managers	17	21	4	22%	$49.39
Heavy and Tractor-Trailer Truck Drivers	36	39	3	9%	$16.54
Management Analysts	4	7	3	67%	$27.52
Elementary School Teachers, Except Special Education	39	41	2	6%	$19.70
Secondary School Teachers, Except Special and Career/Technical Education	38	39	2	5%	$18.14
Firefighters	5	7	2	31%	$15.37
Market Research Analysts and Marketing Specialists	3	4	2	64%	$22.20
Emergency Medical Technicians and Paramedics	7	9	2	23%	$14.79
Recreation Workers	5	7	1	28%	$12.61

Source: 2017.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed

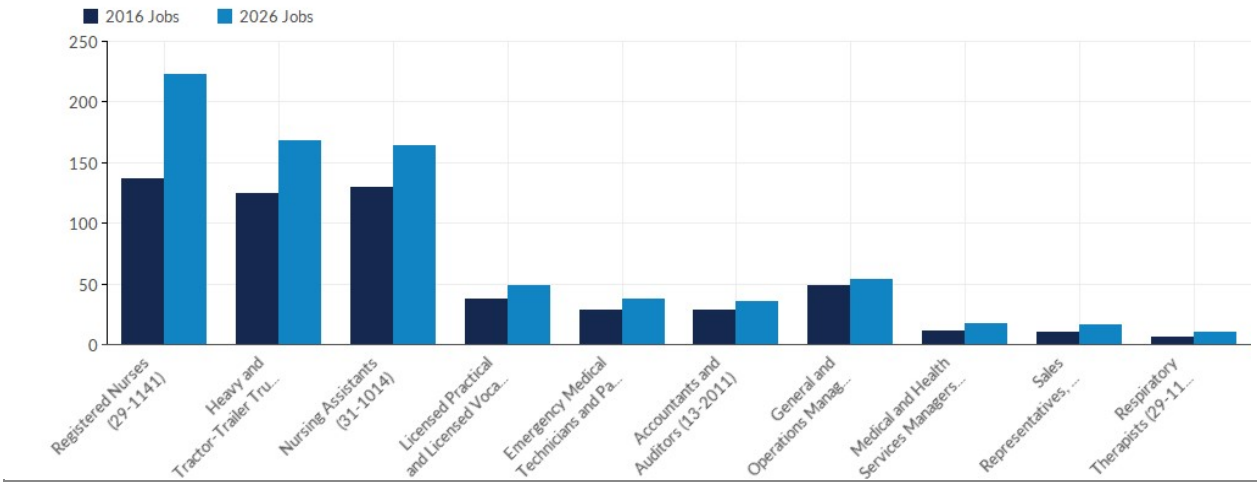
Carteret County
Jobs in Occupations Requiring Postsecondary Credential, Associate's, or Bachelor's Degrees



Occupation	2016 Jobs	2026 Jobs	Change in Jobs (2016-2026)	% Change	2015 Median Hourly Earnings
Nursing Assistants	400	460	60	15%	$9.43
Elementary School Teachers, Except Special Education	252	293	41	16%	$22.06
General and Operations Managers	268	297	29	11%	$43.57
Licensed Practical and Licensed Vocational Nurses	114	137	23	20%	$21.19
Medical Assistants	112	133	21	19%	$13.30
Middle School Teachers, Except Special and Career/Technical Education	121	141	20	16%	$20.78
Substitute Teachers	116	134	18	15%	$12.15
Secondary School Teachers, Except Special and Career/Technical Education	99	116	16	16%	$21.85
Accountants and Auditors	121	137	16	13%	$28.67
Heavy and Tractor-Trailer Truck Drivers	209	222	13	6%	$16.75

Source: 2017.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed

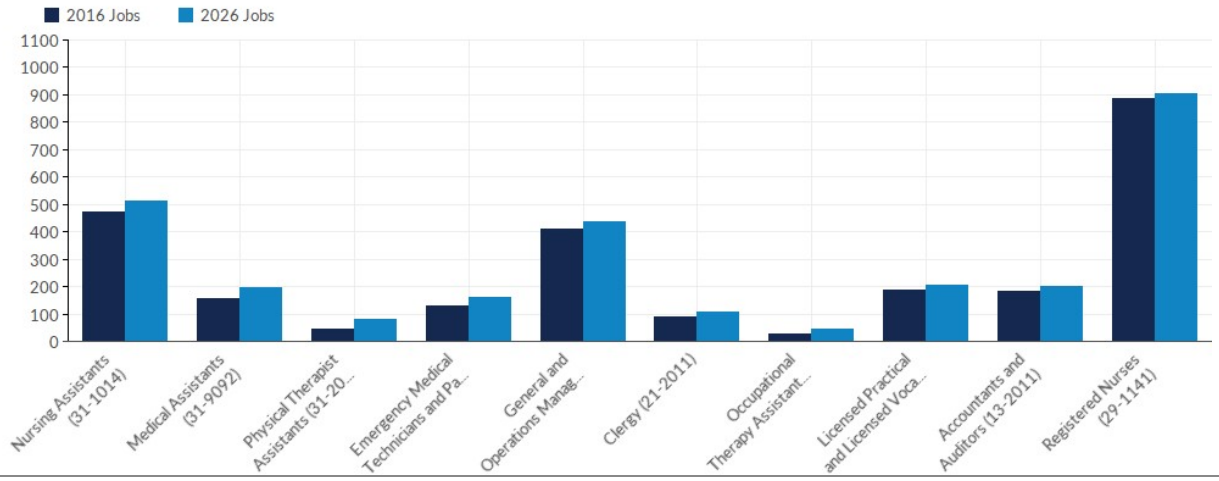
Chowan County
Jobs in Occupations Requiring Postsecondary Credential, Associate's, or Bachelor's Degrees



Occupation	2016 Jobs	2026 Jobs	Change in Jobs (2016-2026)	% Change	2015 Median Hourly Earnings
Registered Nurses	137	223	86	63%	$28.19
Heavy and Tractor-Trailer Truck Drivers	125	168	43	35%	$15.76
Nursing Assistants	129	164	34	27%	$8.56
Licensed Practical and Licensed Vocational Nurses	37	48	11	29%	$17.64
Emergency Medical Technicians and Paramedics	28	37	9	33%	$14.93
Accountants and Auditors	28	35	7	26%	$30.10
General and Operations Managers	48	54	6	12%	$46.49
Medical and Health Services Managers	11	17	5	48%	$41.86
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	10	16	5	52%	$21.49
Respiratory Therapists	6	10	4	77%	$27.31

Source: 2017.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed

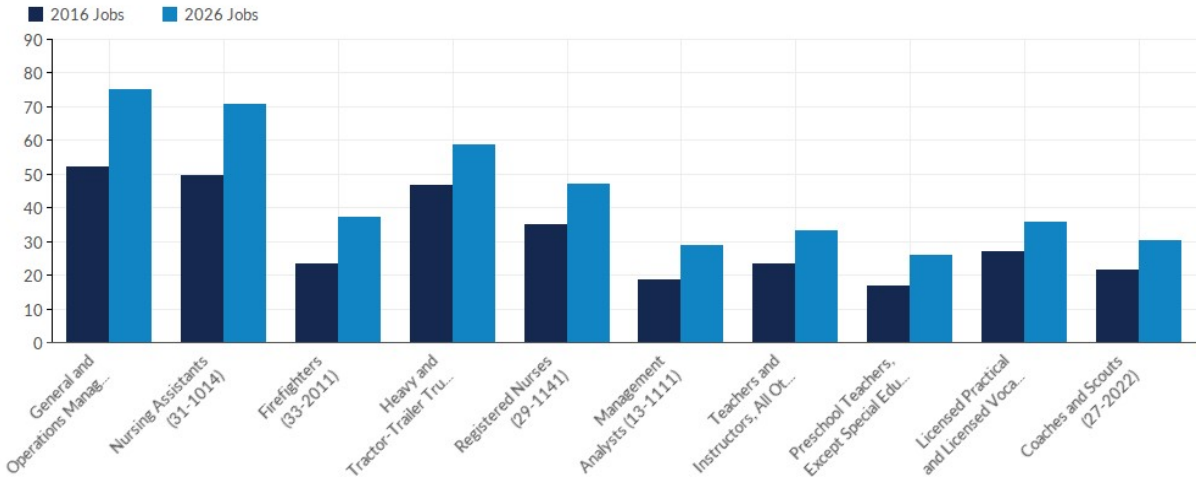
Craven County
Jobs in Occupations Requiring Postsecondary Credential, Associate's, or Bachelor's Degrees



Occupation	2016 Jobs	2026 Jobs	Change in Jobs (2016-2026)	% Change	2015 Median Hourly Earnings
Nursing Assistants	470	511	41	9%	$10.90
Medical Assistants	158	198	40	25%	$14.72
Physical Therapist Assistants	44	79	35	80%	$31.80
Emergency Medical Technicians and Paramedics	127	161	34	27%	$12.74
General and Operations Managers	409	435	26	6%	$38.45
Clergy	88	108	21	24%	$19.75
Occupational Therapy Assistants	26	45	19	73%	$24.91
Licensed Practical and Licensed Vocational Nurses	189	207	18	10%	$18.41
Accountants and Auditors	182	200	18	10%	$27.82
Registered Nurses	887	902	15	2%	$27.32

Source: 2017.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed

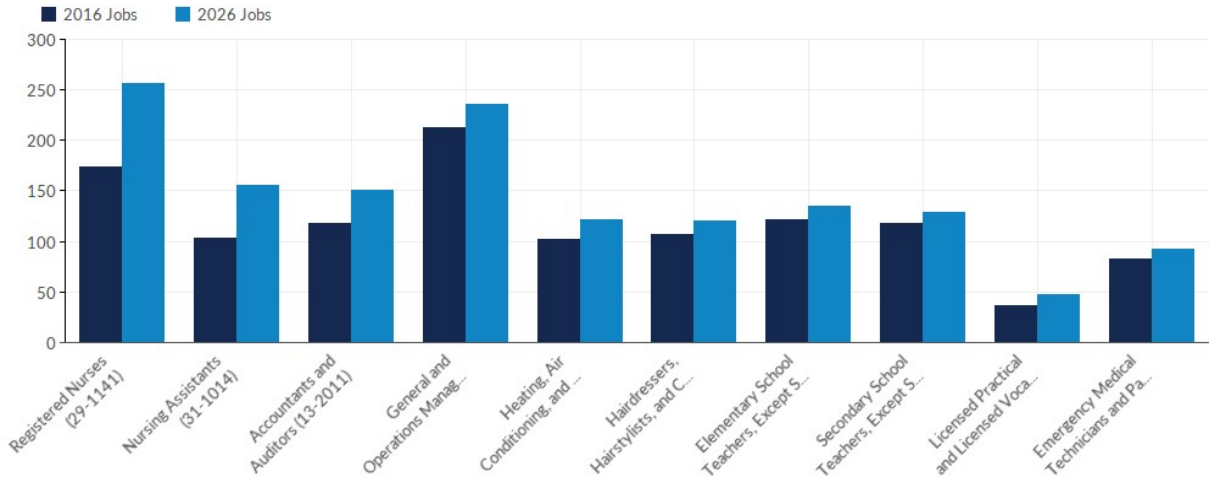
Currituck County
Jobs in Occupations Requiring Postsecondary Credential, Associate's, or Bachelor's Degrees



Occupation	2016 Jobs	2026 Jobs	Change in Jobs (2016-2026)	% Change	2015 Median Hourly Earnings
General and Operations Managers	52	75	23	44%	$48.87
Nursing Assistants	50	71	21	43%	$13.38
Firefighters	23	37	14	60%	$24.13
Heavy and Tractor-Trailer Truck Drivers	47	59	12	26%	$18.97
Registered Nurses	35	47	12	34%	$32.84
Management Analysts	19	29	10	55%	$31.94
Teachers and Instructors, All Other	23	33	10	41%	$26.27
Preschool Teachers, Except Special Education	17	26	9	55%	$13.02
Licensed Practical and Licensed Vocational Nurses	27	36	9	34%	$22.30
Coaches and Scouts	21	30	9	42%	$13.54

Source: 2017.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed

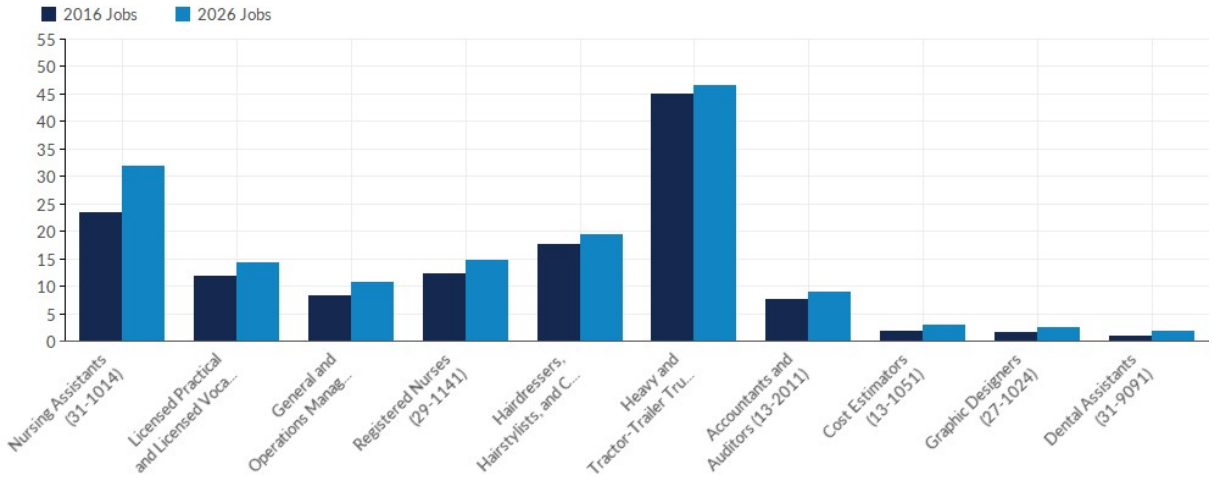
Dare County
Jobs in Occupations Requiring Postsecondary Credential, Associate's, or Bachelor's Degrees



Occupation	2016 Jobs	2026 Jobs	Change in Jobs (2016-2026)	% Change	2015 Median Hourly Earnings
Registered Nurses	173	257	83	48%	$28.85
Nursing Assistants	104	155	52	50%	$10.21
Accountants and Auditors	118	151	33	28%	$25.57
General and Operations Managers	213	235	22	10%	$48.05
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	102	121	19	19%	$15.17
Hairdressers, Hairstylists, and Cosmetologists	107	121	13	12%	$10.40
Elementary School Teachers, Except Special Education	121	135	13	11%	$23.01
Secondary School Teachers, Except Special and Career/Technical Education	118	129	11	9%	$21.18
Licensed Practical and Licensed Vocational Nurses	37	47	10	28%	$20.26
Emergency Medical Technicians and Paramedics	82	92	10	12%	$16.81

Source: 2017.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed

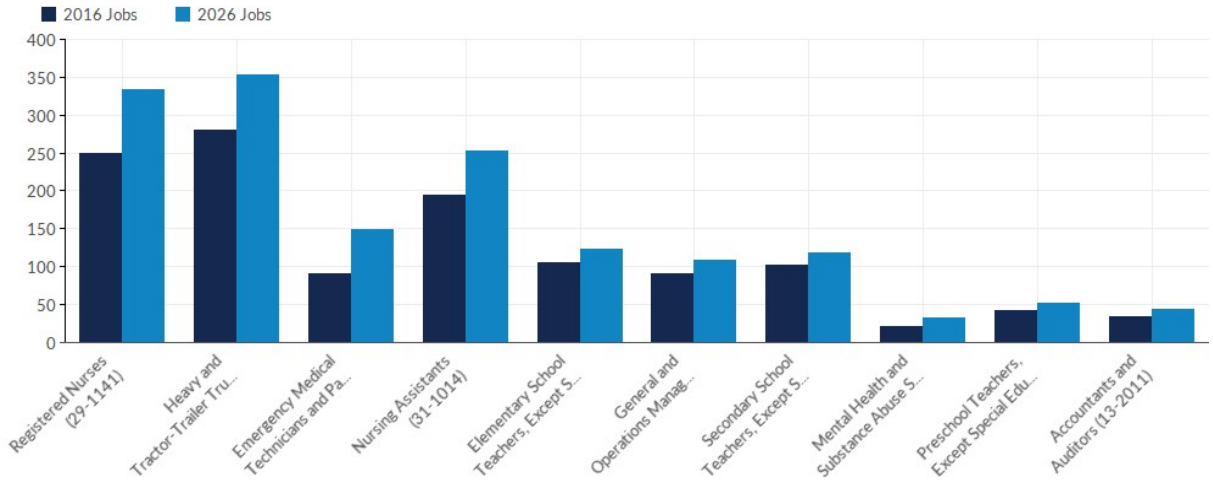
Gates County
Jobs in Occupations Requiring Postsecondary Credential, Associate's, or Bachelor's Degrees



Occupation	2016 Jobs	2026 Jobs	Change in Jobs (2016-2026)	% Change	2015 Median Hourly Earnings
Nursing Assistants	23	32	8	36%	$10.93
Licensed Practical and Licensed Vocational Nurses	12	14	3	21%	$18.17
General and Operations Managers	8	11	3	31%	$43.11
Registered Nurses	12	15	2	20%	$27.14
Hairdressers, Hairstylists, and Cosmetologists	18	19	2	10%	$11.40
Heavy and Tractor-Trailer Truck Drivers	45	46	2	3%	$18.56
Accountants and Auditors	8	9	1	17%	$27.57
Cost Estimators	2	3	1	73%	$23.58
Graphic Designers	2	2	1	61%	$18.70
Dental Assistants	1	2	1	115%	$17.57

Source: 2017.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed

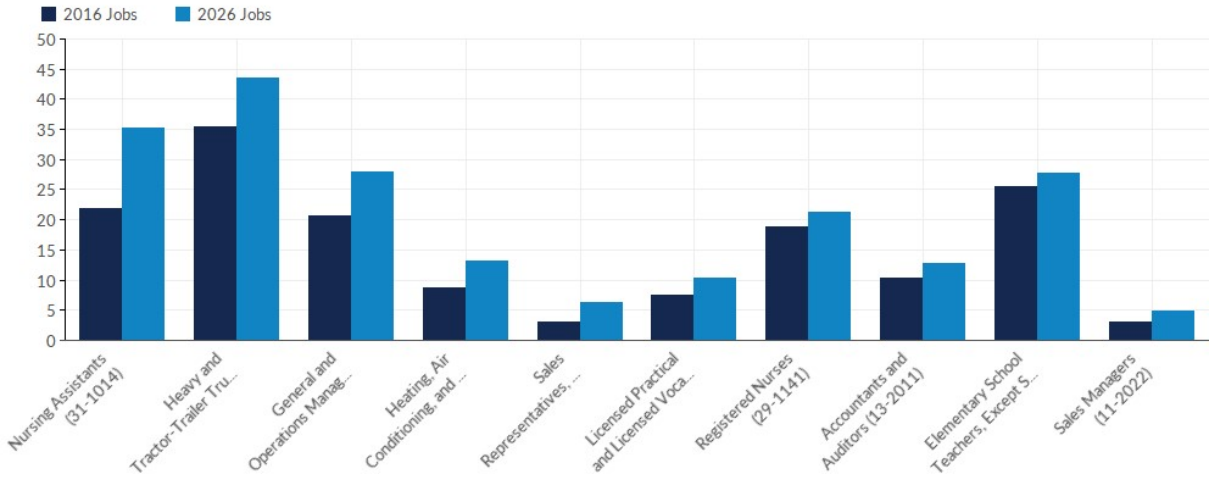
Hertford County
Jobs in Occupations Requiring Postsecondary Credential, Associate's, or Bachelor's Degrees



Occupation	2016 Jobs	2026 Jobs	Change in Jobs (2016-2026)	% Change	2015 Median Hourly Earnings
Registered Nurses	249	334	85	34%	$28.98
Heavy and Tractor-Trailer Truck Drivers	280	353	73	26%	$16.65
Emergency Medical Technicians and Paramedics	91	150	59	65%	$13.62
Nursing Assistants	194	252	58	30%	$10.01
Elementary School Teachers, Except Special Education	105	123	19	18%	$22.87
General and Operations Managers	91	109	18	20%	$44.37
Secondary School Teachers, Except Special and Career/Technical Education	102	118	16	15%	$21.06
Mental Health and Substance Abuse Social Workers	21	33	11	53%	$23.95
Preschool Teachers, Except Special Education	42	52	9	22%	$10.73
Accountants and Auditors	34	43	9	26%	$26.99

Source: 2017.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed

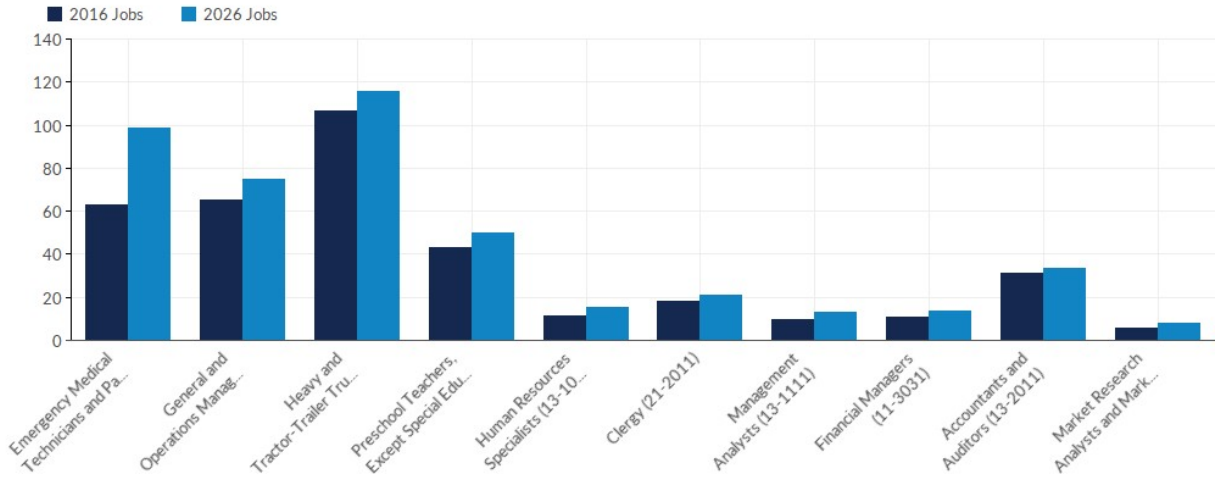
Hyde County
Jobs in Occupations Requiring Postsecondary Credential, Associate's, or Bachelor's Degrees



Occupation	2016 Jobs	2026 Jobs	Change in Jobs (2016-2026)	% Change	2015 Median Hourly Earnings
Nursing Assistants	22	35	13	62%	$8.52
Heavy and Tractor-Trailer Truck Drivers	35	44	8	23%	$14.61
General and Operations Managers	21	28	7	35%	$42.23
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	9	13	4	51%	$13.15
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	3	6	3	105%	$21.53
Licensed Practical and Licensed Vocational Nurses	8	10	3	38%	$17.35
Registered Nurses	19	21	2	13%	$25.80
Accountants and Auditors	10	13	2	24%	$25.97
Elementary School Teachers, Except Special Education	25	28	2	9%	$20.03
Sales Managers	3	5	2	61%	$53.65

Source: 2017.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed

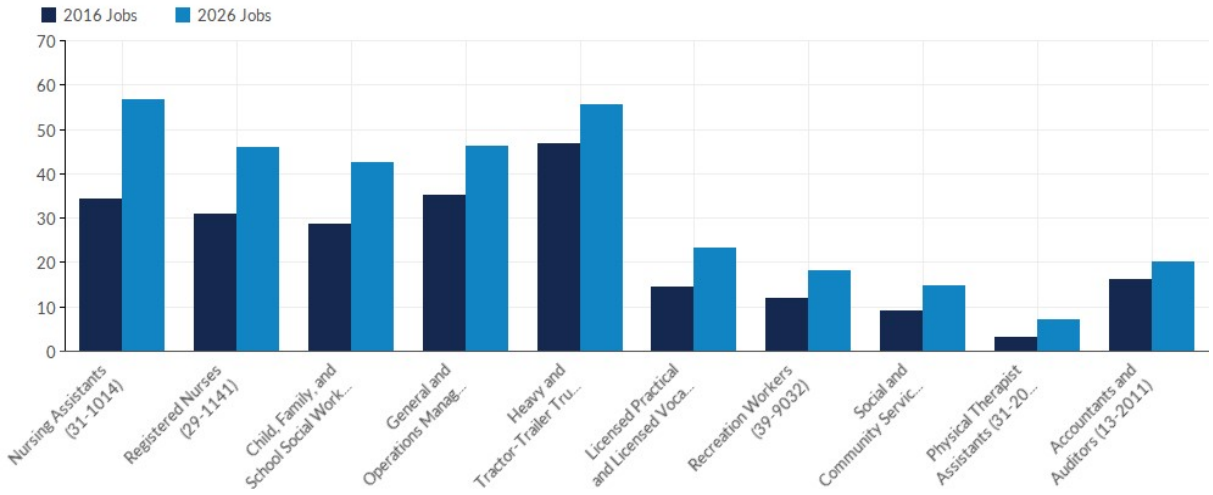
Martin County
Jobs in Occupations Requiring Postsecondary Credential, Associate's, or Bachelor's Degrees



Occupation	2016 Jobs	2026 Jobs	Change in Jobs (2016-2026)	% Change	2015 Median Hourly Earnings
Emergency Medical Technicians and Paramedics	63	98	36	57%	$14.34
General and Operations Managers	65	75	10	15%	$41.42
Heavy and Tractor-Trailer Truck Drivers	107	116	9	8%	$15.50
Preschool Teachers, Except Special Education	43	50	7	16%	$9.39
Human Resources Specialists	11	15	4	35%	$18.36
Clergy	18	21	3	18%	$19.20
Management Analysts	10	13	3	32%	$24.94
Financial Managers	11	14	3	24%	$38.61
Accountants and Auditors	31	34	3	8%	$26.54
Market Research Analysts and Marketing Specialists	6	8	3	45%	$18.56

Source: 2017.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed

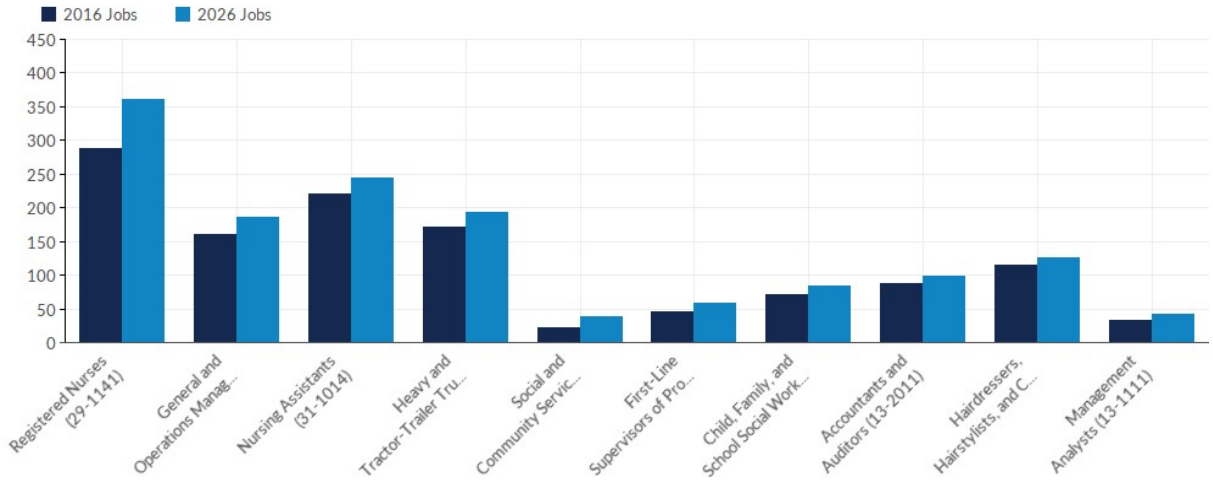
Pamlico County
Jobs in Occupations Requiring Postsecondary Credential, Associate's, or Bachelor's Degrees



Occupation	2016 Jobs	2026 Jobs	Change in Jobs (2016-2026)	% Change	2015 Median Hourly Earnings
Nursing Assistants	34	57	22	65%	$10.38
Registered Nurses	31	46	15	49%	$24.62
Child, Family, and School Social Workers	29	42	14	49%	$19.01
General and Operations Managers	35	46	11	32%	$37.92
Heavy and Tractor-Trailer Truck Drivers	47	56	9	19%	$16.68
Licensed Practical and Licensed Vocational Nurses	15	23	9	60%	$16.57
Recreation Workers	12	18	6	51%	$12.62
Social and Community Service Managers	9	15	6	61%	$21.71
Physical Therapist Assistants	3	7	4	129%	$29.52
Accountants and Auditors	16	20	4	24%	$25.52

Source: 2017.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed

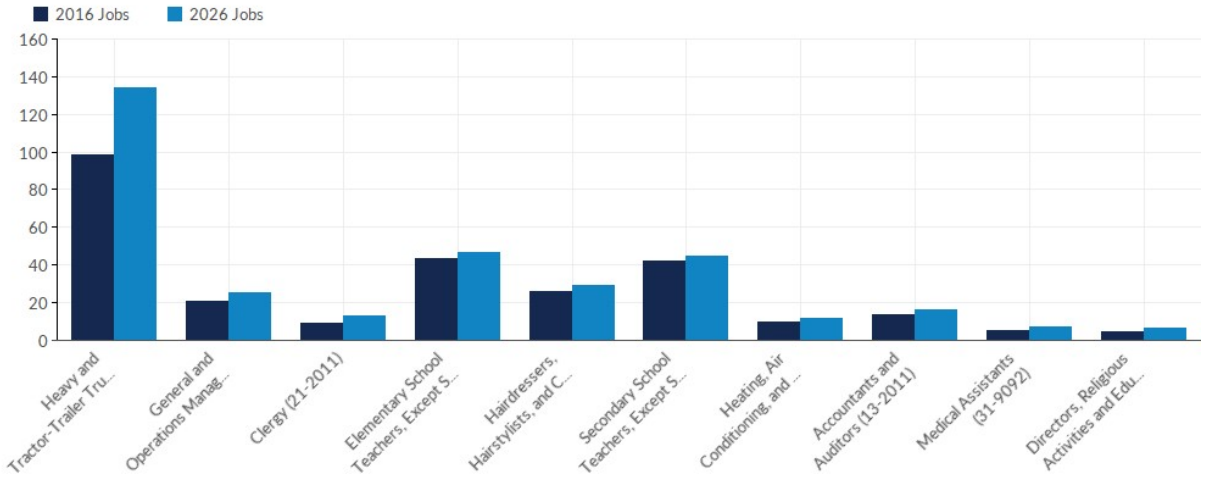
Pasquotank County
Jobs in Occupations Requiring Postsecondary Credential, Associate's, or Bachelor's Degrees



Occupation	2016 Jobs	2026 Jobs	Change in Jobs (2016-2026)	% Change	2015 Median Hourly Earnings
Registered Nurses	288	360	72	25%	$30.46
General and Operations Managers	161	186	25	15%	$46.42
Nursing Assistants	220	244	23	11%	$10.08
Heavy and Tractor-Trailer Truck Drivers	172	193	21	12%	$16.32
Social and Community Service Managers	22	37	16	71%	$28.60
First-Line Supervisors of Production and Operating Workers	45	58	13	28%	$25.58
Child, Family, and School Social Workers	70	83	13	18%	$19.34
Accountants and Auditors	87	99	13	14%	$27.08
Hairdressers, Hairstylists, and Cosmetologists	115	126	11	9%	$10.49
Management Analysts	33	43	10	29%	$27.96

Source: 2017.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed

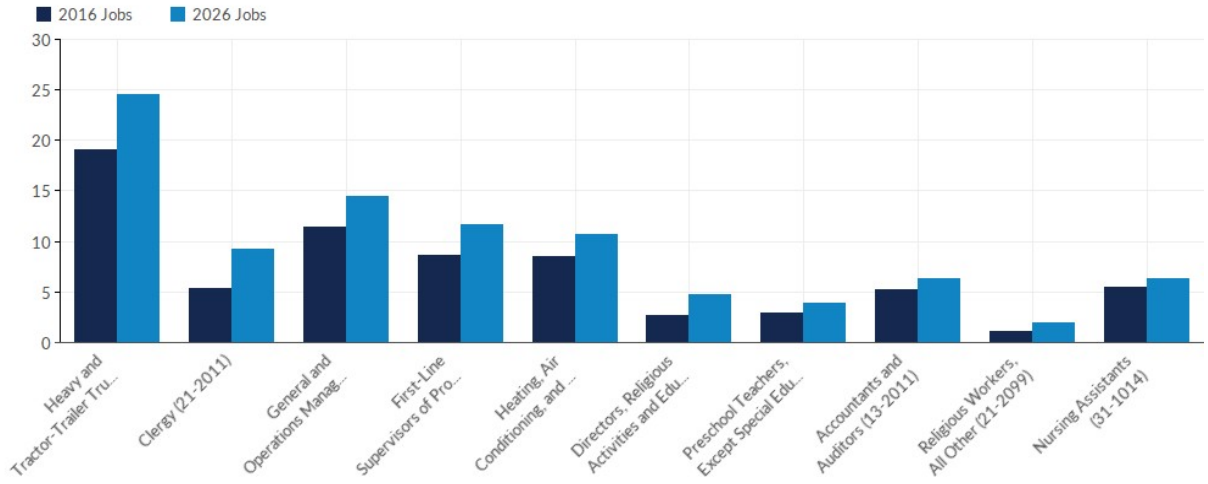
Perquimans County
Jobs in Occupations Requiring Postsecondary Credential, Associate's, or Bachelor's Degrees



Occupation	2016 Jobs	2026 Jobs	Change in Jobs (2016-2026)	% Change	2015 Median Hourly Earnings
Heavy and Tractor-Trailer Truck Drivers	98	134	36	36%	$15.20
General and Operations Managers	21	25	5	22%	$40.87
Clergy	9	13	4	43%	$19.21
Elementary School Teachers, Except Special Education	43	47	3	8%	$18.98
Hairdressers, Hairstylists, and Cosmetologists	26	29	3	11%	$11.05
Secondary School Teachers, Except Special and Career/Technical Education	42	45	3	6%	$17.40
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	9	12	2	26%	$13.02
Accountants and Auditors	14	16	2	18%	$26.28
Medical Assistants	5	7	2	40%	$12.54
Directors, Religious Activities and Education	5	6	2	38%	$34.41

Source: 2017.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed

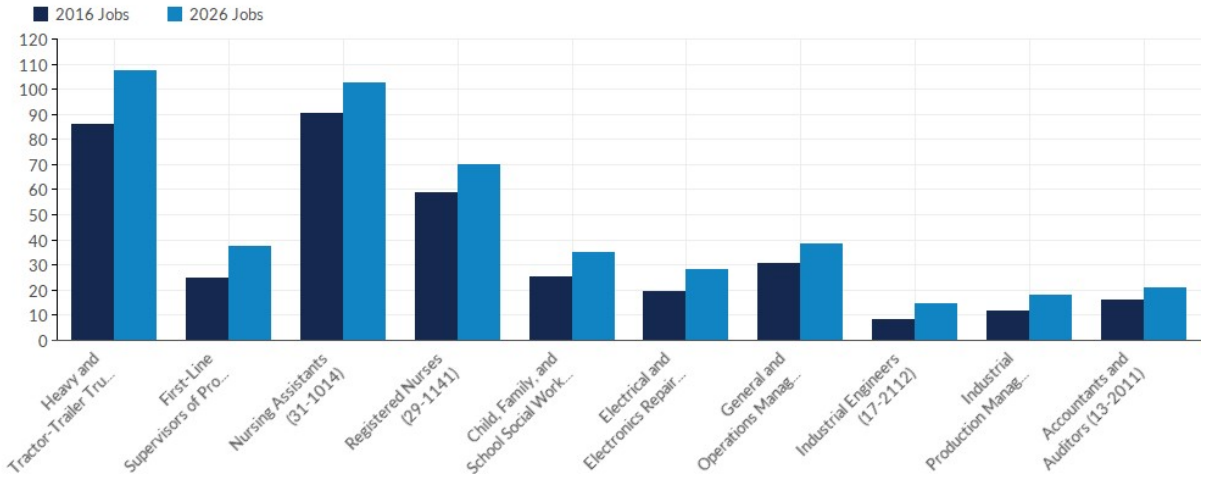
Tyrrell County
Jobs in Occupations requiring Postsecondary Credential, Associate's, or Bachelor's Degrees



Occupation	2016 Jobs	2026 Jobs	Change in Jobs (2016-2026)	% Change	2015 Median Hourly Earnings
Heavy and Tractor-Trailer Truck Drivers	19	25	5	28%	$17.31
Clergy	5	9	4	72%	$20.54
General and Operations Managers	11	14	3	27%	$41.00
First-Line Supervisors of Production and Operating Workers	9	12	3	35%	$23.27
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	8	11	2	26%	$12.62
Directors, Religious Activities and Education	3	5	2	74%	$36.75
Preschool Teachers, Except Special Education	3	4	1	36%	$10.33
Accountants and Auditors	5	6	1	19%	$26.42
Religious Workers, All Other	1	2	1	74%	$15.73
Nursing Assistants	6	6	1	14%	$8.57

Source: 2017.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed

Washington County
Jobs in Occupations Requiring Postsecondary Credential, Associate's, or Bachelor's Degrees



Occupation	2016 Jobs	2026 Jobs	Change in Jobs (2016-2026)	% Change	2015 Median Hourly Earnings
Heavy and Tractor-Trailer Truck Drivers	86	107	22	25%	$16.80
First-Line Supervisors of Production and Operating Workers	25	37	12	50%	$27.18
Nursing Assistants	90	103	12	14%	$8.52
Registered Nurses	59	70	11	19%	$28.28
Child, Family, and School Social Workers	25	35	10	39%	$15.91
Electrical and Electronics Repairers, Commercial and Industrial Equipment	19	28	9	46%	$34.52
General and Operations Managers	30	38	8	25%	$42.11
Industrial Engineers	8	15	6	78%	$37.31
Industrial Production Managers	12	18	6	52%	$52.66
Accountants and Auditors	16	21	5	29%	$26.01

Source: 2017.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed