

Summary of Employment, Demographics, and Commuting Patterns for Citrus County, Florida



May 2021

Contents

Labor Shed Analysis3

OnTheMap, Census Bureau3

Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research (WSER)3

Executive Summary4

People QuickFacts.....5

Business and Geography QuickFacts.....7

Labor Force, Employment, and Unemployment7

Population7

Where Workers Work in Citrus County8

Work Area Profile Summary9

Work Area Profile Summary - Demographics10

Where Workers Live in Citrus County11

Home Area Profile Summary12

Home Area Profile Summary - Demographics.....13

Labor Inflow/Outflow Map14

Labor Inflow/Outflow Summary15

Work Destination Summary17

Home Destination Summary18

Labor Shed Analysis

A labor shed analysis is defined as where workers work and where workers live relative to a user-defined selection area. This analysis helps to determine where a labor market draws its commuting workers. Labor shed studies can draw comparisons between various geographies including state, Congressional District, Metropolitan Statistical Area (MSA), county, Workforce Investment Area (WIA), Zip Code, and Census tract. By indicating how many of the selection area workers work outside the area, labor sheds can help identify potential pools of workers who would be available for work in the user-defined area.

Labor shed studies provide economic developers and existing or prospective employers a tool to understand the local labor market and make informed expansion and site selection decisions. In addition, labor shed studies can help indicate potential impacts from environmental, social, or economic incidents.

OnTheMap, Census Bureau

OnTheMap is a mapping and reporting tool developed by the U.S. Census Bureau showing employment and home locations of workers with companion reports for user-defined areas. It is the first synthetic data product released by the Census Bureau. OnTheMap is an important tool for Florida to perform labor inflow/outflow analyses and provide commuting data to planning and economic development agencies as well as Regional Workforce Boards. OnTheMap data is also used by the Department of Economic Opportunity to help quantify natural disaster impacts for emergency management agencies based on where workers live and where they work.

OnTheMap integrates existing data from state-supplied administrative records on workers and employers with existing federal censuses, surveys, and other administrative records. The state Labor Market Information (LMI) agencies supply key data from unemployment wage records and from businesses each quarter. The Census Bureau merges the state-supplied data with current demographic information to produce the data found in OnTheMap. By combining data from different administrative sources, censuses, and surveys, the Census Bureau produces local employment information that was not previously available.

Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research (WSER)

The Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research (WSER), produces, analyzes, and distributes labor statistics to improve economic decision making. These data are produced as part of the federal/state cooperative statistical program with the U.S. Department of Labor, Bureau of Labor Statistics, and the Employment and Training Administration.

Executive Summary

The analysis of workforce and demographic characteristics, including commuting patterns of Citrus County was conducted to provide economic data on the population and labor force living or working in the county. The report is useful for detailing where workers work and live in order to align resources. This report includes population, labor force, and demographics for Citrus County.

Workers employed in Citrus County are clustered in the Health Care and Social Assistance (21.6%) and Retail Trade (16.1%) industries. Workers living in Citrus County are concentrated in the Health Care and Social Assistance (17.9%) and Retail Trade (14.6%) industries.

A detailed examination of commuting patterns for Citrus County shows that the county has a net outflow of -11,367 workers. Using the latest annual Census data available, there were 31,330 workers employed in Citrus County and 42,697 workers living in Citrus County. Of the workers who lived in the county, 24,424 workers (57.2%) were employed outside the county.

With 57.2% of workers who reside in Citrus County employed outside the county, Citrus County was ranked 29th of 67 for the lowest outflow rankings among Florida counties. Leon (20.9%) had the lowest outflow rate, followed by Miami-Dade (22.0%) and Duval (25.5%). Glades (85.1%), Jefferson (82.2%), and Union (79.6%) had the highest worker outflow rates.

Of the 24,424 Citrus County workers employed outside the county, the top destination counties are Marion County (4,178 workers), Hernando County (2,204 workers), and Hillsborough County (1,958 workers). Of the 13,057 Citrus County workers living outside the county, the top origin counties are Marion County (2,254 workers), Hernando County (1,763 workers), and Hillsborough County (863 workers).

People QuickFacts

	Citrus County	Florida	United States
Population			
Population estimates, July 1, 2019, (V2019)	149,657	21,477,737	328,239,523
Population estimates base, April 1, 2010, (V2019)	141,230	18,804,564	308,758,105
Population, percent change - April 1, 2010 (estimates base) to July 1, 2019, (V2019)	6.0%	14.2%	6.3%
Population, Census, April 1, 2010	141,236	18,801,310	308,745,538
Population, Census, April 1, 2020	X	21,538,187	331,449,281
Age and Sex			
Persons under 5 years, percent	3.7%	5.3%	6.0%
Persons under 18 years, percent	14.7%	19.7%	22.3%
Persons 65 years and over, percent	36.7%	20.9%	16.5%
Female persons, percent	51.5%	51.1%	50.8%
Race and Hispanic Origin			
White alone, percent	92.9%	77.3%	76.3%
Black or African American alone, percent(a)	3.2%	16.9%	13.4%
American Indian and Alaska Native alone, percent(a)	0.4%	0.5%	1.3%
Asian alone, percent(a)	1.7%	3.0%	5.9%
Native Hawaiian and Other Pacific Islander alone, percent(a)	Z	0.1%	0.2%
Two or More Races, percent	1.7%	2.2%	2.8%
Hispanic or Latino, percent(b)	6.1%	26.4%	18.5%
White alone, not Hispanic or Latino, percent	87.5%	53.2%	60.1%
Population Characteristics			
Veterans, 2015-2019	19,157	1,440,338	18,230,322
Foreign born persons, percent, 2015-2019	5.4%	20.7%	13.6%
Housing			
Housing units, July 1, 2019, (V2019)	80,895	9,673,682	139,684,244
Owner-occupied housing unit rate, 2015-2019	81.9%	65.4%	64.0%
Median value of owner-occupied housing units, 2015-2019	\$131,500	\$215,300	\$217,500
Median selected monthly owner costs -with a mortgage, 2015-2019	\$996	\$1,503	\$1,595
Median selected monthly owner costs -without a mortgage, 2015-2019	\$333	\$505	\$500
Median gross rent, 2015-2019	\$843	\$1,175	\$1,062
Building permits, 2020	927	164,074	1,471,141

Legend

The vintage year (e.g., V2019) refers to the final year of the series (2010 thru 2019). Different vintage years of estimates are not comparable.

Fact Notes

(a) Includes persons reporting only one race

(b) Hispanics may be of any race, so also are included in applicable race categories

Value Flags

"Z" Value greater than zero but less than half unit of measure shown

Source: U.S. Census Bureau, State & County QuickFacts.

People QuickFacts (continued)

	Citrus County	Florida	United States
Families & Living Arrangements			
Households, 2015-2019	63,681	7,736,311	120,756,048
Persons per household, 2015-2019	2.24	2.65	2.62
Living in same house 1 year ago, percent of persons age 1 year+, 2015-2019	85.6%	84.5%	85.8%
Language other than English spoken at home, percent of persons age 5 years+, 2015-2019	6.4%	29.4%	21.6%
Computer and Internet Use			
Households with a computer, percent, 2015-2019	89.7%	91.5%	90.3%
Households with a broadband Internet subscription, percent, 2015-2019	82.1%	83.0%	82.7%
Education			
High school graduate or higher, percent of persons age 25 years+, 2015-2019	88.4%	88.2%	88.0%
Bachelor's degree or higher, percent of persons age 25 years+, 2015-2019	18.3%	29.9%	32.1%
Health			
With a disability, under age 65 years, percent, 2015-2019	14.5%	8.6%	8.6%
Persons without health insurance, under age 65 years, percent	15.3%	16.3%	9.5%
Economy			
In civilian labor force, total, percent of population age 16 years+, 2015-2019	40.0%	58.5%	63.0%
In civilian labor force, female, percent of population age 16 years+, 2015-2019	37.9%	54.3%	58.3%
Total accommodation and food services sales, 2012 (\$1,000)(c)	114,573	49,817,925	708,138,598
Total health care and social assistance receipts/revenue, 2012 (\$1,000)(c)	819,717	124,061,425	2,040,441,203
Total manufacturers shipments, 2012 (\$1,000)(c)	35,824	96,924,106	5,696,729,632
Total merchant wholesaler sales, 2012 (\$1,000)(c)	D	252,626,608	5,208,023,478
Total retail sales, 2012 (\$1,000)(c)	1,420,997	273,867,145	4,219,821,871
Total retail sales per capita, 2012(c)	\$10,197	\$14,177	\$13,443
Transportation			
Mean travel time to work (minutes), workers age 16 years+, 2015-2019	26.4	27.8	26.9
Income & Poverty			
Median household income (in 2019 dollars), 2015-2019	\$44,237	\$55,660	\$62,843
Per capita income in past 12 months (in 2019 dollars), 2015-2019	\$26,989	\$31,619	\$34,103
Persons in poverty, percent	15.2%	12.7%	10.5%

Legend

The vintage year (e.g., V2019) refers to the final year of the series (2010 thru 2019). Different vintage years of estimates are not comparable.

Fact Notes

(c) Economic Census - Puerto Rico data are not comparable to U.S. Economic Census data

Value Flags

"D" Suppressed to avoid disclosure of confidential information

Source: U.S. Census Bureau, State & County QuickFacts.

Business and Geography QuickFacts

	Citrus County	Florida	United States
Businesses			
Total employer establishments, 2019	2,772	574,51	7,959,103
Total employment, 2019	30,318	8,860,04	132,989,428
Total annual payroll, 2019 (\$1,000)	1,128,165	426,908,31	7,428,553,593
Total employment, percent change, 2018-2019	1.4%	2.2%	1.6%
Total nonemployer establishments, 2018	10,082	2,388,050	26,485,532
All firms, 2012	9,705	2,100,187	27,626,360
Men-owned firms, 2012	5,076	1,084,885	14,844,597
Women-owned firms, 2012	3,247	807,817	9,878,397
Minority-owned firms, 2012	876	926,112	7,952,386
Nonminority-owned firms, 2012	8,535	1,121,749	18,987,918
Veteran-owned firms, 2012	1,289	185,756	2,521,682
Nonveteran-owned firms, 2012	7,742	1,846,686	24,070,685
Geography			
Population per square mile, 2010	242.8	350.6	87.4
Land area in square miles, 2010	581.70	53,624.76	3,531,905.43
FIPS Code	12017	12	1

Source: U.S. Census Bureau, State & County QuickFacts.

Labor Force, Employment, and Unemployment

	April 2021				April 2020			
	LABOR	EMPLOY-	UNEMPLOYMENT		LABOR	EMPLOY-	UNEMPLOYMENT	
	FORCE	MENT	LEVEL	RATE (%)	FORCE	MENT	LEVEL	RATE (%)
Workforce Region 10	210,741	199,045	11,696	5.5	193,666	168,309	25,357	13.1
Citrus County	48,749	45,731	3,018	6.2	44,820	37,888	6,932	15.5
Levy County	17,424	16,576	848	4.9	15,853	14,142	1,711	10.8
Marion County	144,568	136,738	7,830	5.4	132,993	116,279	16,714	12.6
Florida	10,357,000	9,825,000	532,000	5.1	9,718,000	8,369,000	1,349,000	13.9
United States	160,379,000	151,160,000	9,220,000	5.7	155,830,000	133,326,000	22,504,000	14.4

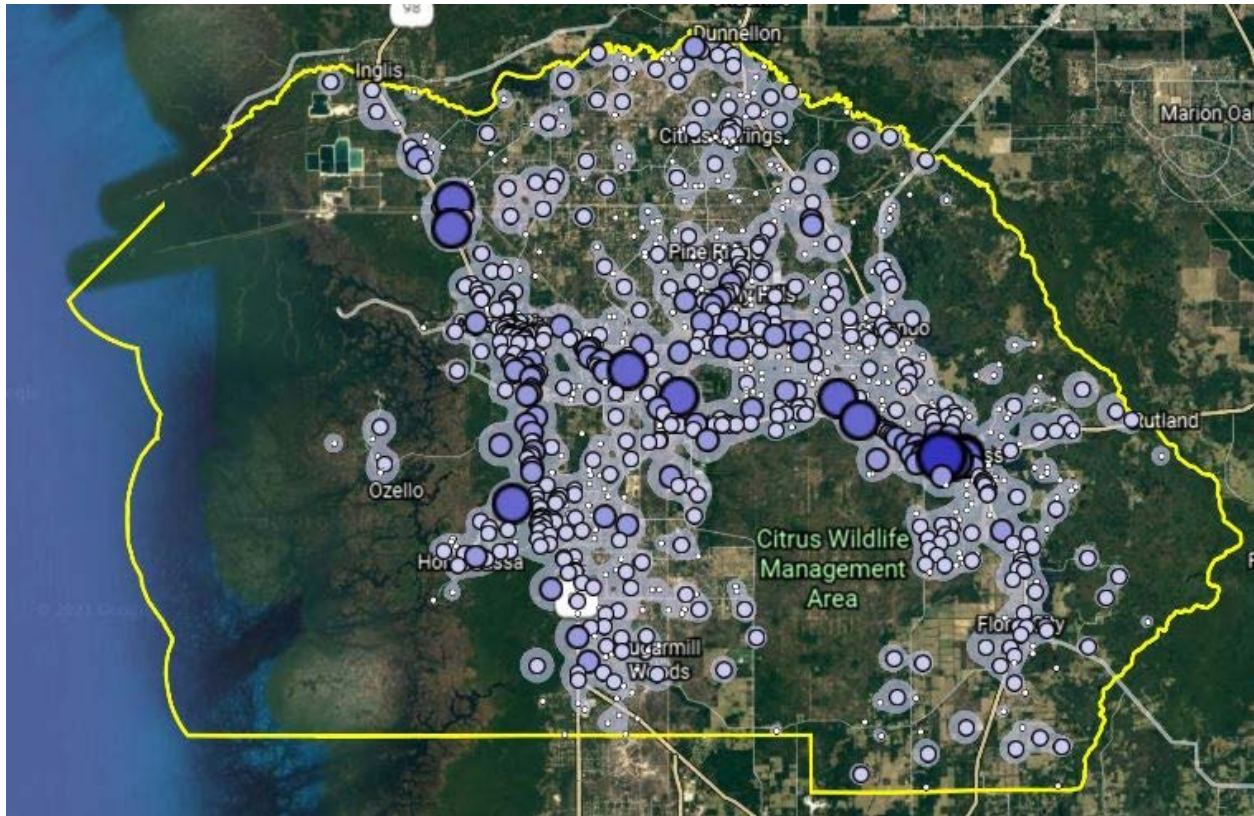
Source: U.S. Department of Labor, Bureau of Labor Statistics, Local Area Unemployment Statistics.

Population

	Population Estimate (as of July 1)							
	2012	2013	2014	2015	2016	2017	2018	2019
Workforce Region 10	512,876	513,345	516,129	522,070	530,110	539,030	547,542	556,739
Citrus County	139,180	138,829	138,828	140,287	142,804	145,415	147,682	149,657
Levy County	39,823	39,433	39,296	39,601	39,837	40,276	40,798	41,503
Marion County	333,873	335,083	338,005	342,182	347,469	353,339	359,062	365,579
Florida	19,297,822	19,545,621	19,845,911	20,209,042	20,613,477	20,963,613	21,244,317	21,477,737
United States	313,830,990	315,993,715	318,301,008	320,635,163	322,941,311	324,985,539	326,687,501	328,239,523

Source: U.S. Census Bureau, Population Division.

Where Workers Work in Citrus County



Source: U.S. Census Bureau, OnTheMap Application and Longitudinal Employer-Household Dynamics program.

Map Legend

Job Density [Jobs/Sq. Mile]

- 5 - 351
- 352 - 1,389
- 1,390 - 3,119
- 3,120 - 5,541
- 5,542 - 8,655

Job Count [Jobs/Census Block]

- 1 - 5
- 6 - 72
- 73 - 365
- 366 - 1,151
- 1,152 - 2,810

Work Area Profile Summary

	Count	Share
Total Primary Jobs	31,330	100.0%
Jobs by Worker Age		
Age 29 or younger	6,177	19.7%
Age 30 to 54	15,599	49.8%
Age 55 or older	9,554	30.5%
Jobs by Earnings		
\$1,250 per month or less	7,371	23.5%
\$1,251 to \$3,333 per month	14,367	45.9%
More than \$3,333 per month	9,592	30.6%
Jobs by NAICS Industry Sector		
Agriculture, Forestry, Fishing and Hunting	125	0.4%
Mining, Quarrying, and Oil and Gas Extraction	57	0.2%
Utilities	788	2.5%
Construction	2,716	8.7%
Manufacturing	496	1.6%
Wholesale Trade	501	1.6%
Retail Trade	5,046	16.1%
Transportation and Warehousing	585	1.9%
Information	282	0.9%
Finance and Insurance	661	2.1%
Real Estate and Rental and Leasing	483	1.5%
Professional, Scientific, and Technical Services	943	3.0%
Management of Companies and Enterprises	31	0.1%
Administration & Support, Waste Management and Remediation	1,928	6.2%
Educational Services	2,886	9.2%
Health Care and Social Assistance	6,760	21.6%
Arts, Entertainment, and Recreation	756	2.4%
Accommodation and Food Services	3,564	11.4%
Other Services (excluding Public Administration)	1,117	3.6%
Public Administration	1,605	5.1%

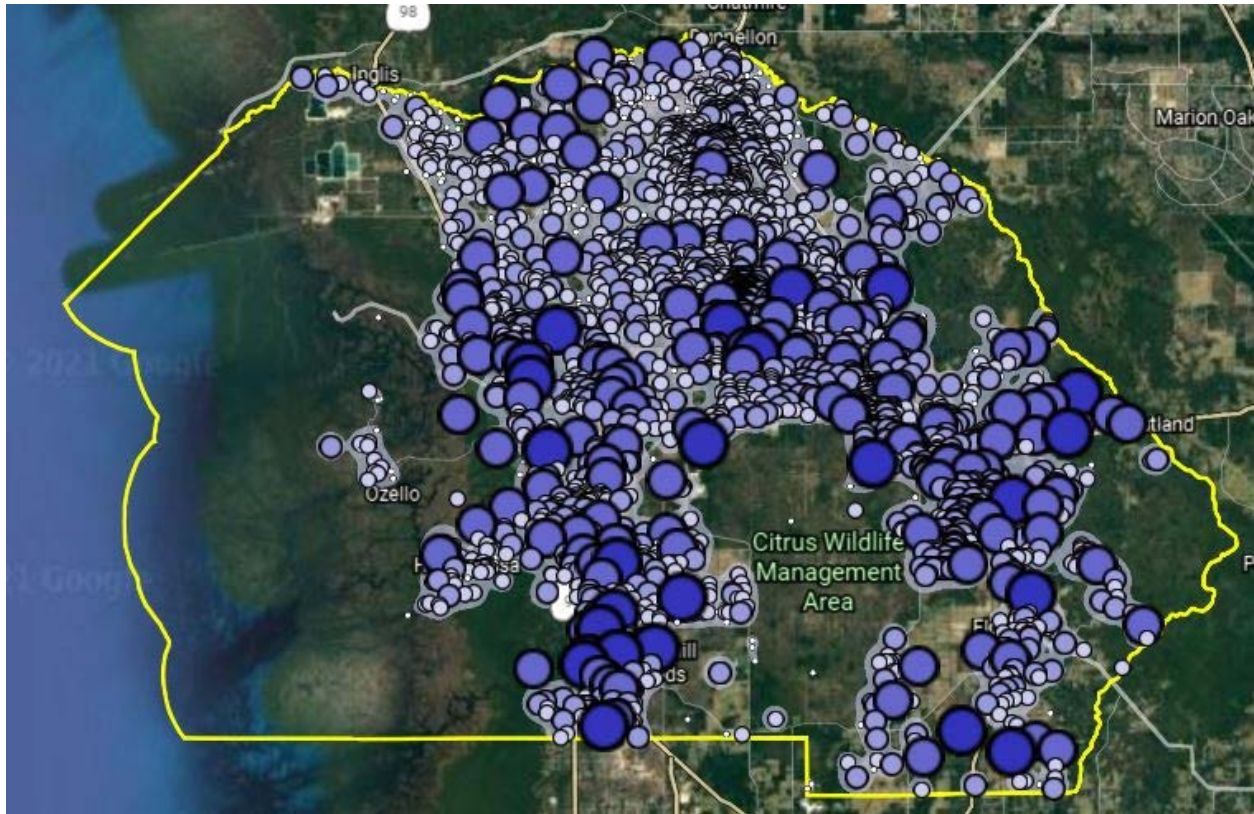
Source: U.S. Census Bureau, OnTheMap Application and Longitudinal Employer-Household Dynamics program.

Work Area Profile Summary - Demographics

	Count	Share
Jobs by Worker Race		
White Alone	27,996	89.4%
Black or African American Alone	2,134	6.8%
American Indian or Alaska Native Alone	120	0.4%
Asian Alone	644	2.1%
Native Hawaiian or Other Pacific Islander Alone	19	0.1%
Two or More Race Groups	417	1.3%
Jobs by Worker Ethnicity		
Not Hispanic or Latino	28,917	92.3%
Hispanic or Latino	2,413	7.7%
Jobs by Worker Educational Attainment		
Less than high school	3,236	10.3%
High school or equivalent, no college	7,898	25.2%
Some college or Associate degree	8,383	26.8%
Bachelor's degree or advanced degree	5,636	18.0%
Educational attainment not available (workers aged 29 or younger)	6,177	19.7%
Jobs by Worker Sex		
Male	14,629	46.7%
Female	16,701	53.3%

Source: U.S. Census Bureau, OnTheMap Application and Longitudinal Employer-Household Dynamics program.

Where Workers Live in Citrus County



Source: U.S. Census Bureau, OnTheMap Application and Longitudinal Employer-Household Dynamics program.

Map Legend

Job Density [Jobs/Sq. Mile]

- 5 - 58
- 59 - 218
- 219 - 486
- 487 - 860
- 861 - 1,342

Job Count [Jobs/Census Block]

- 1 - 2
- 3 - 14
- 15 - 46
- 47 - 109
- 110 - 212

Home Area Profile Summary

	Count	Share
Total Primary Jobs	42,697	100.0%
Jobs by Worker Age		
Age 29 or younger	8,571	20.1%
Age 30 to 54	20,938	49.0%
Age 55 or older	13,188	30.9%
Jobs by Earnings		
\$1,250 per month or less	9,690	22.7%
\$1,251 to \$3,333 per month	18,827	44.1%
More than \$3,333 per month	14,180	33.2%
Jobs by NAICS Industry Sector		
Agriculture, Forestry, Fishing and Hunting	351	0.8%
Mining, Quarrying, and Oil and Gas Extraction	58	0.1%
Utilities	501	1.2%
Construction	3,854	9.0%
Manufacturing	1,586	3.7%
Wholesale Trade	1,349	3.2%
Retail Trade	6,240	14.6%
Transportation and Warehousing	1,125	2.6%
Information	455	1.1%
Finance and Insurance	1,161	2.7%
Real Estate and Rental and Leasing	728	1.7%
Professional, Scientific, and Technical Services	1,924	4.5%
Management of Companies and Enterprises	282	0.7%
Administration & Support, Waste Management and Remediation	2,649	6.2%
Educational Services	3,668	8.6%
Health Care and Social Assistance	7,648	17.9%
Arts, Entertainment, and Recreation	1,104	2.6%
Accommodation and Food Services	4,429	10.4%
Other Services (excluding Public Administration)	1,346	3.2%
Public Administration	2,239	5.2%

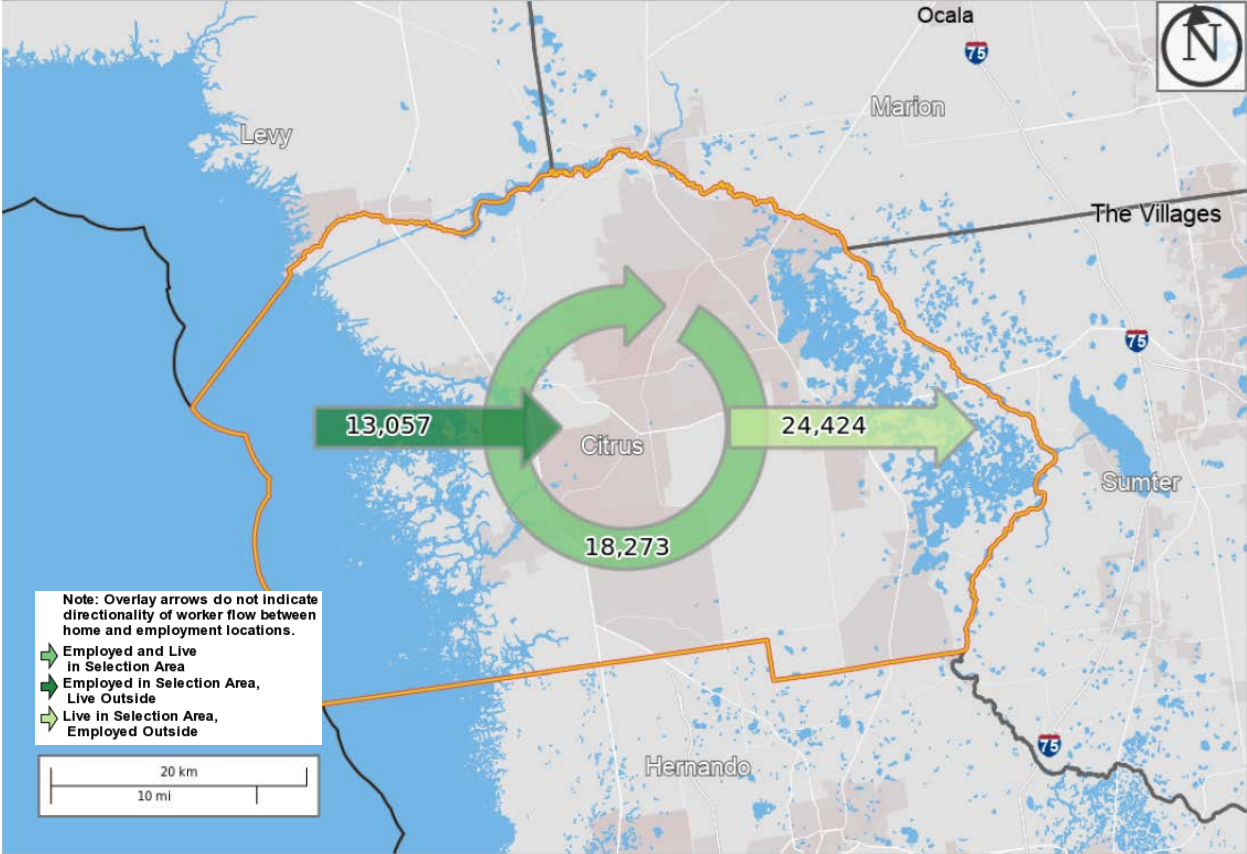
Source: U.S. Census Bureau, OnTheMap Application and Longitudinal Employer-Household Dynamics program.

Home Area Profile Summary - Demographics

	Count	Share
Jobs by Worker Race		
White Alone	39,185	91.8%
Black or African American Alone	1,879	4.4%
American Indian or Alaska Native Alone	182	0.4%
Asian Alone	870	2.0%
Native Hawaiian or Other Pacific Islander Alone	28	0.1%
Two or More Race Groups	553	1.3%
Jobs by Worker Ethnicity		
Not Hispanic or Latino	39,871	93.4%
Hispanic or Latino	2,826	6.6%
Jobs by Worker Educational Attainment		
Less than high school	4,249	10.0%
High school or equivalent, no college	10,406	24.4%
Some college or Associate degree	11,294	26.5%
Bachelor's degree or advanced degree	8,177	19.2%
Educational attainment not available (workers aged 29 or younger)	8,571	20.1%
Jobs by Worker Sex		
Male	20,717	48.5%
Female	21,980	51.5%

Source: U.S. Census Bureau, OnTheMap Application and Longitudinal Employer-Household Dynamics program.

Labor Inflow/Outflow Map



Source: U.S. Census Bureau, OnTheMap Application and Longitudinal Employer-Household Dynamics program.

Of the 31,330 people who are employed in Citrus County, 18,273 (58.3%) live and work in the county. There are 13,057 (41.7%) workers who live outside Citrus County and work within the county. Of the 42,697 workers who live within Citrus County, 24,424 (57.2%) residents work outside the county. There is a net outflow of -11,367 workers from Citrus County.

Labor Inflow/Outflow Summary

	Count	Share
Citrus County Labor Market Size (Primary Jobs)		
Employed in the Selection Area	31,330	100.0%
Living in the Selection Area	42,697	136.3%
Net Job Inflow (+) or Outflow (-)	-11,367	-
Citrus County Labor Force Efficiency (Primary Jobs)		
Living in the Selection Area	42,697	100.0%
Living and Employed in the Selection Area	18,273	42.8%
Living in the Selection Area but Employed Outside	24,424	57.2%
Citrus County Employment Efficiency (Primary Jobs)		
Employed in the Selection Area	31,330	100.0%
Employed and Living in the Selection Area	18,273	58.3%
Employed in the Selection Area but Living Outside	13,057	41.7%
Outflow Job Characteristics		
External Jobs Filled by Residents	24,424	100.0%
Workers Aged 29 or younger	5,422	22.2%
Workers Aged 30 to 54	11,815	48.4%
Workers Aged 55 or older	7,187	29.4%
Workers Earning \$1,250 per month or less	5,528	22.6%
Workers Earning \$1,251 to \$3,333 per month	10,120	41.4%
Workers Earning More than \$3,333 per month	8,776	35.9%
Workers in the "Goods Producing" Industry Class	3,897	16.0%
Workers in the "Trade, Transportation, and Utilities" Industry Class	6,791	27.8%
Workers in the "All Other Services" Industry Class	13,736	56.2%

Source: U.S. Census Bureau, OnTheMap Application and Longitudinal Employer-Household Dynamics program.

Labor Inflow/Outflow Summary (continued)

	Count	Share
Inflow Job Characteristics (Primary Jobs)		
Internal Jobs Filled by Outside Workers	13,057	100.0%
Workers Aged 29 or younger	3,028	23.2%
Workers Aged 30 to 54	6,476	49.6%
Workers Aged 55 or older	3,553	27.2%
Workers Earning \$1,250 per month or less	3,209	24.6%
Workers Earning \$1,251 to \$3,333 per month	5,660	43.3%
Workers Earning More than \$3,333 per month	4,188	32.1%
Workers in the "Goods Producing" Industry Class	1,442	11.0%
Workers in the "Trade, Transportation, and Utilities" Industry Class	4,496	34.4%
Workers in the "All Other Services" Industry Class	7,119	54.5%
Interior Flow Job Characteristics (Primary Jobs)		
Internal Jobs Filled by Residents	18,273	100.0%
Workers Aged 29 or younger	3,149	17.2%
Workers Aged 30 to 54	9,123	49.9%
Workers Aged 55 or older	6,001	32.8%
Workers Earning \$1,250 per month or less	4,162	22.8%
Workers Earning \$1,251 to \$3,333 per month	8,707	47.6%
Workers Earning More than \$3,333 per month	5,404	29.6%
Workers in the "Goods Producing" Industry Class	1,952	10.7%
Workers in the "Trade, Transportation, and Utilities" Industry Class	2,424	13.3%
Workers in the "All Other Services" Industry Class	13,897	76.1%

Source: U.S. Census Bureau, OnTheMap Application and Longitudinal Employer-Household Dynamics program.

Work Destination Summary

Where Workers are Employed Who Live in Citrus County

	Count	Share
Total Primary Jobs	42,697	100.0%
Job Counts by Counties Where Workers are Employed - Primary Jobs		
Citrus County, FL	18,273	42.8%
Marion County, FL	4,178	9.8%
Hernando County, FL	2,204	5.2%
Hillsborough County, FL	1,958	4.6%
Orange County, FL	1,955	4.6%
Lake County, FL	1,604	3.8%
Pasco County, FL	1,411	3.3%
Sumter County, FL	1,406	3.3%
Duval County, FL	1,159	2.7%
Pinellas County, FL	1,072	2.5%
Polk County, FL	795	1.9%
Alachua County, FL	605	1.4%
Seminole County, FL	567	1.3%
Levy County, FL	421	1.0%
Palm Beach County, FL	412	1.0%
Volusia County, FL	412	1.0%
Broward County, FL	379	0.9%
Brevard County, FL	288	0.7%
Miami-Dade County, FL	278	0.7%
Osceola County, FL	276	0.6%
Lee County, FL	250	0.6%
Leon County, FL	219	0.5%
Manatee County, FL	207	0.5%
Sarasota County, FL	200	0.5%
Columbia County, FL	170	0.4%
All Other Locations	1,998	4.7%

Source: U.S. Census Bureau, OnTheMap Application and Longitudinal Employer-Household Dynamics program.

Home Destination Summary

Where Workers Live Who are Employed in Citrus County

	Count	Share
Total Primary Jobs	31,330	100.0%
Job Counts by Counties Where Workers Live- Primary Jobs		
Citrus County, FL	18,273	58.3%
Marion County, FL	2,254	7.2%
Hernando County, FL	1,763	5.6%
Hillsborough County, FL	863	2.8%
Pasco County, FL	832	2.7%
Pinellas County, FL	722	2.3%
Orange County, FL	499	1.6%
Levy County, FL	481	1.5%
Lake County, FL	480	1.5%
Sumter County, FL	454	1.4%
Polk County, FL	430	1.4%
Duval County, FL	398	1.3%
Volusia County, FL	379	1.2%
Alachua County, FL	357	1.1%
Seminole County, FL	272	0.9%
Brevard County, FL	199	0.6%
Sarasota County, FL	179	0.6%
Lee County, FL	177	0.6%
Osceola County, FL	140	0.4%
Leon County, FL	132	0.4%
Manatee County, FL	129	0.4%
Suwannee County, FL	127	0.4%
Palm Beach County, FL	115	0.4%
Flagler County, FL	109	0.3%
St. Johns County, FL	97	0.3%
All Other Locations	1,469	4.7%

Source: U.S. Census Bureau, OnTheMap Application and Longitudinal Employer-Household Dynamics program.

**Florida Department of Economic Opportunity
Bureau of Workforce Statistics and Economic Research
(WSER)**

**Caldwell Building
MSC G-020
107 E. Madison Street
Tallahassee, Florida 32399-4111
Phone (850) 245-7257**



www.floridajobs.org/labor-market-information