

Peer Market Analysis



Wage & Performance Gap: Region

Table 2: Comparing Black Hills to Economic Peer Regions

Economic Region	Total 2008 Employment	Avg. Annual Job Growth 1998-2008	2008 Average Wages	Avg. Average Wage Growth 1998-2008
Casper, WY	147,731	3.5%	\$41,756	5.0%
Billings, MT	129,285	2.2%	\$33,667	4.2%
Flagstaff, AZ	49,128	2.5%	\$31,258	4.1%
Bismarck, ND	74,623	2.0%	\$33,197	4.0%
Sioux Falls, SD	226,026	2.1%	\$31,981	3.8%
Pueblo, CO	67,761	0.3%	\$28,854	3.2%
Lincoln, NE	173,446	1.0%	\$32,290	3.2%
Idaho Falls, ID	113,310	2.3%	\$30,833	2.6%
Black Hills Region	80,491	1.6%	\$29,010	3.4%
Median not incl. Rapid City	121,298	2.1%	\$32,136	3.9%
Rapid City to median	-40,807	-0.5%	-\$3,126 (-10%)	-0.5%
National average	NA	1.1%	\$42,435	3.3%
Rapid City to national average	NA	0.5%	-\$13,425 (-32%)	0.1%

Source: Harvard Business School Cluster Data

Top Wage Impacts in the Black Hills Region

Table 1.4: Top Wage Impacts in the Black Hills Region (2006 - 2011)

Description	2011 Job Total	2006-2011 Job Change	2011 Earnings Per Worker	2006-2011 % Job Change	2011 Total Wage Impact (\$m)
Federal Govt., military, civilian (ex. Postal)	7,863	532	\$82,394	7.3%	\$44.1
Business Services	5,625	543	\$45,464	10.7%	\$42.4
Healthcare and Life Science	10,523	917	\$51,059	9.5%	\$37.0*
Extractive Industries	1,249	565	\$57,291	82.6%	\$30.3
Financial Services	5,226	650	\$43,564	14.2%	\$18.9
Manufacturing - Food and Beverage	531	136	\$53,407	34.4%	\$7.1
Manufacturing - Metal	680	123	\$46,284	22.1%	\$6.6
Manufacturing - Equipment and Electronics	187	3	\$52,701	1.6%	\$0.2
Manufacturing - Cement and Concrete	289	-35	\$81,863	-10.8%	-\$0.5
Higher Education and Training	615	36	\$38,156	6.2%	-\$1.2
Hotels and Attractions	5,514	-24	\$21,017	-0.4%	-\$1.2
Direct Sales	1,418	-194	\$13,576	-12.0%	-\$3.0
Information and Communications	1,243	-112	\$43,556	-8.3%	-\$3.8
Agriculture, Forestry, Fishing, Hunting	3,990	23	\$57,609	0.6%	-\$4.9*
Heavy Construction Services	839	-179	\$47,134	-17.6%	-\$8.4
Power Generation, Transmission, Control	590	-96	\$82,406	-14.0%	-\$12.3
Manufacturing - Wood	808	-221	\$48,530	-21.5%	-\$12.6
Manufacturing - Jewelry	354	-270	\$48,738	-43.3%	-\$13.2
Transportation	2,621	-303	\$55,422	-10.4%	-\$18.7

Source: EMSI Complete Employment - 2011.3. Job change includes both job gains and job losses by sector.

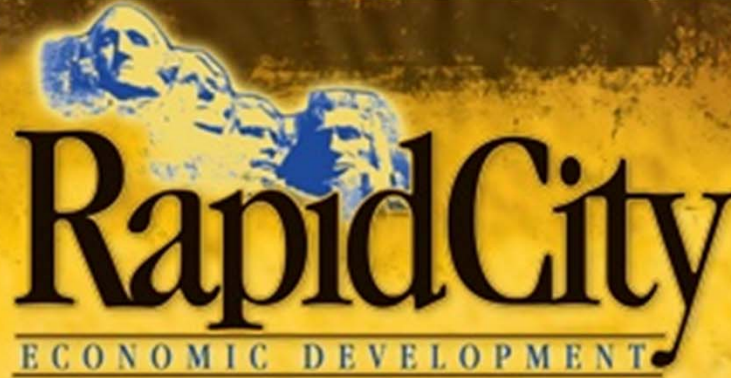
* Wage impact is reduced where lower wage subsectors are growing faster than higher wage subsectors.

Top Multiplier Effects in the Black Hills Region

Table 1.5: Top Multiplier Effects in the Black Hills Region (2006 - 2011)

	Jobs Multiplier	2006-2011 Job Change	Total Jobs Impact
Federal government	3.66	532	1,947
Healthcare and Life Science	1.56	917	1,431
Financial Services	2.04	650	1,326
Extractive Industries	1.80	565	1,017
Business Services	1.62	543	880
Manufacturing - Food and Beverage	3.56	136	484
Manufacturing - Metal related	1.80	123	221

Source: EMSI Complete Employment - 2011.3



Thank You for Your Time and Thoughtful Consideration!

Questions/Discussion

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