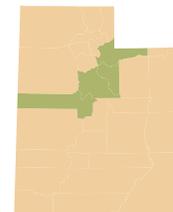




## Economic Diversity in Mountainland



BY JIM ROBSON, ECONOMIST

**B**alanced and diversified economies are more likely to perform better over time because the economic eggs are not in just a few baskets. In other words, a region with a more diverse industrial economy is not as vulnerable to employment fluctuations. Economies naturally take advantage of the endowment of local resources, however which may cause an area to specialize and become less diversified.

This article examines the extent to which the Mountainland Economic Service Area (Utah, Wasatch, Summit and Juab Counties) is diversified and specialized with regard to employment among industries.

One approach to measure relative industrial diversification, or conversely specialization, is to compare its industrial structure to that of the United States. The assumption is that the nation's industrial

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*Using the Hachman Index to explore the regional distribution of employment by industry.*

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*Economic indicators show us what to expect in the coming months.*

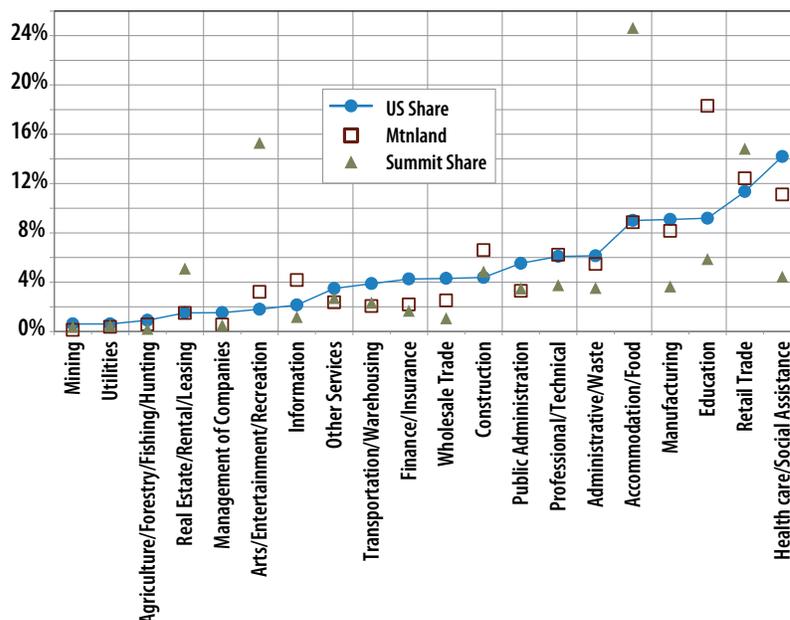
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*How industrial diversity can impact the economy.*

**Figure 1: 2012 Percent Share of Total Jobs by Industry**



employment structure is diverse. By dividing up total employment among 20 major industrial sectors, a comparison of the percent shares of employment can be made for each industry to the corresponding breakout for the nation as a whole. This comparison between Mountainland and the U.S. is illustrated in Figure 1 and Figure 2. The data are sorted from the U.S. industry with the lowest percentage share of total employment to the highest.

Three Mountainland industries—real estate/rental/leasing, administrative and waste remediation and accommodation/food services—have essentially the same percentage of employment as the U.S. On the other hand, 12 industries have lower employment shares and five industries have a higher percentage of employment. Of particular note is that education employment in Mountainland at 18.3 percent is not only the largest share of total jobs, but is almost twice the 9.2 percent share nationally. In the fourth column of Figure 2, the Location Quotient (LQ) is listed. The LQ for an industry within a region is the ratio of the percent share of employment in the region divided by the same ratio at the national level. The largest LQ in Mountainland is 1.99 for education, or 18.3 percent for Mountainland divided by 9.2 percent in the U.S. The smallest LQ is mining at 0.2 (0.1 percent divided by 0.6 percent), or one-fifth the percentage in Mountainland than the share nationally.

A LQ close to one it signifies employment in that industry is basically the same share or percentage nationally. In Mountainland, real estate/rental/leasing, administrative/waste and accommodation/food each have a LQ almost equal to one. When the LQ is greater than 1.2 it indicates a degree of specialization or greater presence of that industry than found nationally. A LQ less than 0.8 suggests that an industry is underrepresented compared to a national standard.

The comparison of employment shares and the computation of the LQ for a regional economy give insight to how similar the industrial structure of an area is to the nation. The LQ applies to an

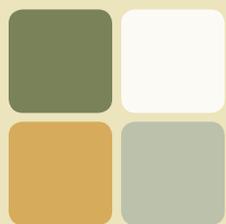
**Figure 2: 2012 Industry Employment Shares, Location Quotients, and Derivation of Hachman Index**

Industry	A	B	C	D	E
	Mtnland Employment Share	US Employment Share	Difference in Job Share A-B	Mtnland Location Quotient A/B	Weight Times LQ D*A
Mining	0.12%	0.61%	-0.48%	0.20	0.000
Utilities	0.37%	0.61%	-0.24%	0.60	0.002
Agriculture/ Forestry Fishing/ Hunting	0.57%	0.91%	-0.34%	0.62	0.004
Real Estate/ Rental/Leasing	1.49%	1.51%	-0.02%	0.99	0.015
Management of Companies	0.56%	1.52%	-0.97%	0.37	0.002
Arts/ Entertainment/ Recreation	3.20%	1.80%	1.40%	1.78	0.057
Information	4.17%	2.14%	2.02%	1.94	0.081
Other Services	2.36%	3.49%	-1.13%	0.68	0.016
Transportation/ Warehousing	2.05%	3.88%	-1.83%	0.53	0.011
Finance/Insurance	2.19%	4.26%	-2.07%	0.51	0.011
Wholesale Trade	2.51%	4.30%	-1.79%	0.58	0.015
Construction	6.59%	4.38%	2.21%	1.50	0.099
Public Administration	3.28%	5.53%	-2.25%	0.59	0.019
Professional/ Technical	6.22%	6.09%	0.13%	1.02	0.064
Administrative/ Waste	5.47%	6.14%	-0.67%	0.89	0.049
Accommodation/ Food	8.86%	9.01%	-0.15%	0.98	0.087
Manufacturing	8.16%	9.09%	-0.93%	0.90	0.073
Education	18.30%	9.19%	9.11%	1.99	0.365
Retail Trade	12.43%	11.35%	1.07%	1.09	0.136
Health Care/Social Assistance	11.11%	14.20%	-3.09%	0.78	0.087
	100.00%	100.00%			
<b>Weighted Average of LQs = 1.192</b>					
<b>(1 / W. Avg of LQ's) Hachman Index = 0.839</b>					

individual industry and does not yield a summary measure for how closely the regional economy compares to the national economy. A comprehensive measure is provided by the Hachman index which is calculated by dividing one by the weighted average of the industry employment LQs. Each industry's LQ is weighted by the region's share of employment in a given industry.

For the Mountainland area the weighted average of the Mountainland LQs equals 1.19, its reciprocal (1 divided by 1.19) equals 0.84, the Hachman Index. The closer its value is to one, the more similar the region's industrial composition (as measured by industry job shares) is to that of the nation. The Hachman Index would equal one if the region's industries percentage employment shares were exactly the same as the national industry distribution.

In 2012, Mountainland had 223,391 jobs and a 0.84 Hachman Index. Summit County with 22,711 jobs has an industry employment structure quite different than that of the U.S. as illustrated in Figure 1. For example, accommodation/food services is 24.6 percent of total jobs in Summit County because of the large recreation and tourism industry. The national share of accommodation/food services is 9.0 percent. Health care/social assistance services is 14.2 percent nationally, but just 4.4 percent in Summit County. The Hachman index, then, for Summit County is 0.39, very low compared to the 0.84 score for Mountainland. The state Hachman Index in 2012 was relatively high 0.97, giving Utah one of the most diverse statewide economies in the country.



## Current State of the Economy in Mountainland

BY JIM ROBSON, ECONOMIST

### Regional Overview

Economic conditions in the Mountainland Economic Service Area (Utah, Juab, Wasatch and Summit counties) are very favorable with a vibrant year-over job growth of 4.6 percent, or 10,683 new jobs, from December 2012 to December 2013. Job growth and other indicators show that the economy is in its third year of renewed strength. In 2013, average payroll job growth in the region was a vigorous 5.2 percent above the average level of employment in 2012. There has been job growth in most major industry sectors with particular strength among the construction, wholesale and retail trade, health care, professional, scientific, technical services, and manufacturing industries. Unemployment in the region has subsided considerably from the recessionary peak of 8.4 percent at the end of 2009 to average 3.9 percent in the fourth quarter of 2013.

### Utah County

In December 2013, the number of payroll jobs in Utah County increased on average by 4.9 percent over December 2012, with 9,663 new positions. New employment growth has occurred in 13 of 19 major industrial sectors (see Figure 3). The most new jobs were added by the construction industry with 2,002 additional jobs, a year-over increase of 15.5 percent. The majority of new positions were in residential housing construction, which continues its recovery from the low levels of activity during the last recession. This new construction activity is reflected in related industries such as building material, garden supply, and furniture stores, furniture manufacturing and real estate services, each of which also experienced healthy job gains. Commercial and industrial building construction is also providing additional strength in construction.

In addition to construction jobs, six other private sector industries added between 825 and 1,244 new jobs over the 12 months ending in December 2013. Leading this list is professional, scientific, technical services which grew 8.6 percent, or 1,244 jobs— and computer systems design responsible for most of the new opportunities. Restaurants, food services and accommodations added 1,178 jobs. Healthcare and social assistance contributed 1,099 new positions, increasing by 5.2 percent and private education increased by 4.4 percent or an additional 1,058 jobs. Virtually every branch of the wholesale and retail trade industries experienced growth, adding a total of 1,051. Manufacturing businesses, too, added a wide spread of jobs—846 spread throughout the industry—and the information sector grew by 825 jobs.

The unemployment rate in Utah County peaked in November 2009 at 8.4 percent,

with 18,644 residents who could not find work. Between then and December 2013, the unemployment rate fell to half its recession peak to 3.9 percent, an estimated 9,562 unemployed workers. Initial claims for unemployment benefits through April 2014, while still above the levels seen prior to the recession, are at their lowest level in six years.

Utah County employment growth is expected to moderate somewhat through 2014 at about 4.0 percent, adding on average between 7,600 to 8,700 new jobs.

The growth rate in construction jobs will slow, while adding to the higher level of jobs achieved in the last two years. A major contributor to the robust Utah County economy is professional, scientific and technical services. These jobs which pay higher than average, increased in 2013 by 9.6 percent and will continue to add significant new employment during 2014. Manufacturing jobs increased from the already lofty 4.5 percent in 2012 by 5.7 percent in 2013 and this growth rate will likely slow in 2014.

### Summit County

From December 2012 to December 2013, Summit County added 460 new jobs for a year-over increase of 1.8 percent. This end-year growth rate is lower than the more robust job growth of 4.1 percent achieved during the summer months. Summit's labor market continued to exhibit balanced expansion in the fourth quarter of 2013 with 8 major industries producing year-over job growth above 5 percent.

Clothing and electronic shopping stores industries contributed to most of the

Figure 3: Payroll Job Change by Industry from December 2012 to December 2013

Industry	Utah County		Summit County		Wasatch County		Juab County	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Construction	2,002	15.5%	138	12.7%	133	16.2%	-1	-0.3%
Prof/Sci/Tech/HQ*	1,244	8.6%	63	5.6%	53	22.9%	-1	-0.8%
Accommodation and Food	1,178	8.8%	-409	-6.1%	100	11.5%	2	0.8%
Healthcare/Social Services	1,099	5.2%	113	10.7%	54	10.3%	3	0.6%
Private Education	1,058	4.4%	-33	-8.7%	6	6.7%	d	d
Trade	1,051	3.4%	184	4.8%	22	1.9%	1	0.3%
Manufacturing	846	5.0%	-6	-0.7%	-4	-1.6%	61	8.9%
Information	825	9.2%	37	14.0%	20	22.2%	d	d
Local Government	382	2.0%	35	1.5%	16	1.4%	4	0.6%
Other Private Services	167	3.8%	29	4.6%	-8	-3.9%	-1	-2.0%
State Government	97	1.2%	0	0.0%	29	15.0%	0	0.0%
Real Estate/Rental/Leasing	11	0.5%	143	10.7%	23	15.2%	1	9.1%
Transportation/Warehousing	1	0.0%	35	8.0%	2	2.0%	-8	-20.5%
Utilities	-1	-0.3%	-6	-12.5%	1	4.3%	d	d
Finance and Insurance	-1	-0.0%	-15	-3.7%	-6	-4.1%	-8	-16.7%
Federal Government	-21	-2.3%	-3	-5.1%	-1	-2.6%	-4	-12.1%
Mining	-41	-30.4%	7	9.6%	-5	-41.7%	20	33.3%
Arts/Entertainment/Recreation	-117	-6.9%	73	1.5%	10	7.7%	d	d
Admin Support/Waste**	-132	-1.2%	73	10.0%	24	5.8%	4	19.0%
<b>Total</b>	<b>9,663</b>	<b>4.9%</b>	<b>460</b>	<b>1.8%</b>	<b>469</b>	<b>7.1%</b>	<b>91</b>	<b>2.9%</b>

\*Prof/Sci/Tech/HQ -- Professional/Scientific/Technical Services and Management of Companies (Headquarters)

\*\*Admin Support/Waste -- Administration and Support/Waste/Remediation Services

d=Not shown to avoid disclosure of individual firm data

net increase of 184 jobs in trade. Real estate, rental and leasing jobs increased on a year-over basis by 143. Construction grew a healthy 12.7 percent adding 138 new jobs. Healthcare/social services was up by 113 jobs or by 10.7 percent. Eight other industries contributed with new job additions as economic growth was fairly broad based.

The one industry with significant job reductions in December 2013 compared to December 2012 was accommodation and food which was down 409 positions, a reduction of 6.1 percent. In large part this reflects relatively stronger ski and visitor activity in December 2012 compared to December 2013.

The jobless rate in Summit topped out at 8.2 percent in November 2009 as a result of the recession. It has since receded to a favorable rate of 3.7 percent where it remained through the first quarter of 2014. On a seasonally-adjusted basis, there are currently about 880 unemployed Summit County residents for any given month and initial claims for unemployment benefits are at a six-year low.

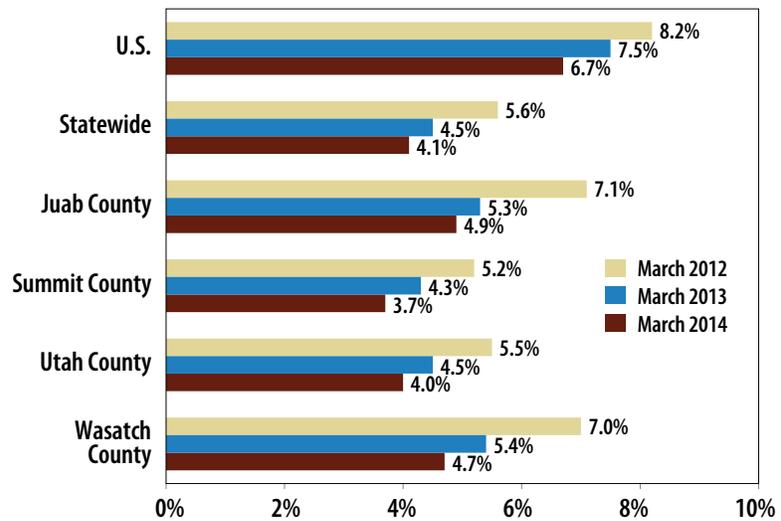
Summit's actual job growth of around 711 on average in 2013 is somewhat below the 791 experienced in 2012. Employment gains among the majority of industry sectors will continue, however the rapid increases in construction may moderate. Leisure and hospitality, in recent years, has been leading job creation in Summit. However, job growth in this industry fell off in 2013, adding 55 new jobs over the 2012 level. Overall job growth in 2014 should be similar to last year adding from 650 to 750 net new jobs or around 3.1 percent.

### Wasatch County

Employment growth in Wasatch from December 2012 to December 2013 was a roaring 7.1 percent with new jobs added in 14 of 19 industry sectors. Other private services reductions of 8 positions were the highest number of over-the-year job losses for any major industry sector.

The largest industry employment increases in Wasatch from December 2012 to December 2013 occurred in construction with 133 new jobs, up by 16.2 percent.

**Figure 4: Unemployment Rate Comparison with Mountainland Counties: March 2012, March 2013 and March 2014**



Accommodations and food services employment increased by 100 positions. Health care and social assistance services contributed 54 additional jobs. Professional, scientific, and technical services added 53 new jobs, most occurring in advertising, architectural and computer systems design services. State government, administrative support, real estate, trade, and information each netted from 20 to 29 new jobs for the 12 months ending in December 2013.

The Wasatch County unemployment rate was estimated at 4.7 percent in the first quarter of 2014. During the recession, unemployment peaked in Wasatch at 10.1 percent at the start of 2010.

In 2012, jobs grew by 5.7 percent and overall job growth was 7.6 percent in 2013. Wasatch County is expected to maintain a favorable labor market through 2014, adding to employment by more than five percent.

### Juab County

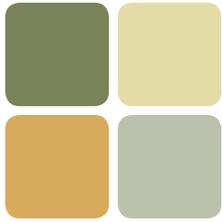
Juab County job growth moderated by the end of 2013, with a year-over, 2.9 percent increase in December. Juab added 91

new jobs with total employment reaching 3,269. Manufacturing added the most new positions, 61, growing by 8.9 percent. Most of the new jobs were in nonmetallic mineral product manufacturing. Mining grew by 20 jobs and arts/entertainment/recreation services increased by 15. The unemployment rate in Juab County currently estimated to be 4.9 percent.

Average annual job growth in 2013 was estimated to have been approximately 6.1 percent or 188 new jobs above 2012. The 2014 overall job outlook may show the job growth rate declining to a more modest rate.

### Mountainland Service Area

Utah, Summit, Wasatch, and Juab Counties' robust job growth and favorable labor market conditions persisted through the end of 2013 and are continuing into 2014. By the end of 2013, the unemployment rate in Mountainland declined to a very favorable rate of 3.9 percent. Based on the strength of employment growth in recent years, job opportunities and lower unemployment will continue to characterize this area.



# Mountainland County-to-County Migration

BY JIM ROBSON, ECONOMIST

Each year, the U.S. Census Bureau produces a set of statistics from the American Community Survey (ACS) showing the estimated annual in- and out-migration for every county in the U.S. The most recent measures of county-to-county migration flows are estimated from survey responses collected over the five year period from 2007 to 2011.

The ACS is continuously collected each month across the county. The responses are combined into consecutive yearly datasets to increase the sample size in order to provide reasonably reliable estimates for smaller areas.

Migration flows reveal economic and social patterns by county. Here we explore the migration flows for the counties of the Mountainland Service Area (Utah, Summit, Wasatch and Juab). A large metropolitan area with a major private University that brings 80 percent of its students from out-of-state, the Provo-Orem Metropolitan Area of Utah County has significant cross migration to other large metropolitan areas whereas the smaller, adjacent rural counties experience significantly less migration.

## Utah County Migration Flows

42,708 people or 8.7 percent of the population moved into Utah County, either from other counties in the state, from other states

or from abroad (Figure 5). In addition, 13.0 percent of the county population, when asked where they lived a year-ago, had moved within Utah County to a new address. Together, in-migrants from outside and movers within the county totaled 106,707 or 21.7 percent of the county's population.

The large counties immediately to the north, Salt Lake and Davis, provided the most in-migrants (see Figure 6). While counties within the State were the source of 13,471 in-migrants, 23,020 came from the other states. California, Idaho, and Arizona contributed to 40 percent of all in-migrants coming from other states. Finally an estimated 6,217 people moved from abroad into Utah County, accounting for 1.3 percent of the 491,115 total population 1 year of age and over.

There were 29,135 who left Utah County, 12,177 settling in other counties within Utah and 16,958 moving to other states. Former residents moving abroad are unknown because they are out of the survey's scope.

More people came to Utah County than left. Excluding migration from abroad, the ratio of move-ins (36,491) to move-outs (29,135) was 125 in-migrants for every 100 out-migrants.

The 29,125 who departed Utah County for other counties within Utah usually settled into Salt Lake, Washington, and Davis

Figure 5: Annualized County-by-County Migration Flow from 2007 to 2011

	Utah County		Summit County		Wasatch County		Juab County	
Resident Population 1 Year and Over	491,115	100.0%	35,521	100.0%	22,448	100.0%	9,915	100.0%
Nonmovers	384,408	78.3%	31,320	88.2%	19,549	87.1%	8,791	88.7%
Moved from Residence One Year Ago	106,707	21.7%	4,201	11.8%	2,899	12.9%	1,124	11.3%
<b>Moved Within the Same County</b>	<b>63,999</b>	<b>13.0%</b>	<b>1,558</b>	<b>4.4%</b>	<b>1,662</b>	<b>7.4%</b>	<b>608</b>	<b>6.1%</b>
<b>Moved Into the County</b>	<b>42,708</b>	<b>8.7%</b>	<b>2,643</b>	<b>7.4%</b>	<b>1,237</b>	<b>5.5%</b>	<b>516</b>	<b>5.2%</b>
In From Different County - Same State	13,471	2.7%	836	2.4%	684	3.0%	441	4.4%
In From Different State	23,020	4.7%	1,540	4.3%	536	2.4%	63	0.6%
In From Abroad	6,217	1.3%	267	0.8%	17	0.1%	12	0.1%
<b>Moved Out of the County</b>	<b>29,135</b>	<b>5.9%</b>	<b>2,982</b>	<b>8.4%</b>	<b>1,867</b>	<b>8.3%</b>	<b>690</b>	<b>7.0%</b>
Out To Different County - Same State	12,177	2.5%	1,516	4.3%	1,149	5.1%	469	4.7%
Out To Different State	16,958	3.5%	1,466	4.1%	718	3.2%	221	2.2%
Ratio of In-migrants to out-migrants*	1.25		0.80		0.65		0.73	

\*This ratio excludes in-migrants from abroad in order to have a comparable measure of county-to-county flow within the United States

Source: U.S. Census Bureau, American Community Survey, 5-year estimates 2007 to 2011

counties. For the 16,958 who left for other states, the largest recipients were counties in AZ, CA and NV.

### Summit County Migration Flows

Movers into Summit County totaled 2,643 or 7.4 percent of the 35,521 resident population 1 year and over. Another 4.4 percent of the population moved to a new address within Summit County.

The largest sources of new residents to Summit County came from Salt Lake and Davis Counties. In total, counties within the state provided 836 in-migrants, with 1,540 coming from the other states. An estimated 267 people moved from abroad into Summit County.

Out-migrants from the County totaled 2,982, settling in other counties within Utah 1,516 with most going to Salt Lake, Wasatch and Weber Counties and 1,466 moving to other states. The ratio of in-migrants to out-migrants was 0.80.

### Wasatch County Migration Flows

Migrants into Wasatch County totaled 1,237 or 5.5 percent of the population 1 year and over.

Most new residents to Wasatch County come from Summit, Salt Lake and Morgan Counties. There were 1,540 in-migrants coming from the other states.

Out-migrants from the County totaled 1,867, settling elsewhere in Utah 1,149 with most going to Utah and Salt Lake Counties and 718 moving to other states.

### Juab County Migration Flows

Movers into Juab County totaled 516 or 5.2 percent of the population. Most in-migrants came from Utah County. There were 63 in-migrants coming from the other states, mostly from San Bernardino County, CA and Clark County, NV.

Out-migrants from Juab County totaled 690, settling elsewhere in Utah 469 with most going to Utah and Salt Lake Counties and 221 moving to other states, principally to Oneida County, ID. The ratio of in-migrants to out-migrants was 0.73.

Figure 6: Ten Largest County-to-County Flows for Mountainland Counties

To Utah County from:			From Utah County to:			To Summit County from:			From Summit County to:		
County	State	Count	County	State	Count	County	State	Count	County	State	Count
Salt Lake	UT	6,753	Salt Lake	UT	6,430	Salt Lake	UT	389	Salt Lake	UT	697
Davis	UT	1,616	Washington	UT	1,568	Davis	UT	185	Wasatch	UT	237
Washington	UT	1,457	Maricopa	AZ	1,198	Orange	CA	135w	Weber	UT	175
Maricopa	AZ	1,388	Davis	UT	1,011	Tulsa	OK	127	Los Angeles	CA	156
Los Angeles	CA	1,055	Sanpete	UT	819	Maricopa	AZ	108	Tooele	UT	110
King	WA	531	San Diego	CA	792	Washington	UT	104	Cache	UT	109
Wasatch	UT	527	Clark	NV	756	Cuyahoga	OH	100	Lubbock	TX	92
Cache	UT	475	Cache	UT	615	Warren	OH	79	Utah	UT	86
Orange	CA	475	King	WA	465	Middlesex	MA	70	Orange	CA	82
Clark	NV	452	Los Angeles	CA	417	Valencia	NM	70	Denver	CO	80
To Wasatch County from:			From Wasatch County to:			To Juab County from:			From Juab County to:		
County	State	Count	County	State	Count	County	State	Count	County	State	Count
Summit	UT	237	Utah	UT	527	Utah	UT	211	Utah	UT	153
Salt Lake	UT	202	Salt Lake	UT	291	San Juan	UT	81	Oneida	ID	117
Morgan	UT	104	Nassau	FL	267	Millard	UT	52	Sanpete	UT	104
Fulton	GA	98	Cache	UT	106	Sanpete	UT	50	Salt Lake	UT	48
King	WA	86	Madison	ID	68	Salt Lake	UT	40	Millard	UT	42
Maricopa	AZ	74	Summit	UT	64	San Bernardino	CA	22	Tooele	UT	35
Uinta Wyoming	WY	59	Davis	UT	62	Clark Nevada	NV	15	Weber	UT	34
Utah	UT	52	Ada	ID	59	Ventura	CA	9	Goshen	WY	29
Oakland	MI	31	Logan	OH	46	Oklahoma	OK	8	San Diego	CA	23
Cache	UT	26	Pennington	SD	45	Minnehaha	SD	7	Uinta	WY	22

Source: U.S. Census Bureau, American Community Survey, 5-year estimates 2007 to 2011



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# The Influence of Industrial Diversity

BY MELAUNI JENSEN, LMI ANALYST

Labor market economists don't always agree about the most favorable structure for a thriving economy; all theories, tools and applications have their pluses and minuses. The same holds true for the discussion about industrial diversification and its influence on local economies.

A diverse economy has a broad and balanced variety of industries and doesn't rely on related businesses that provide or produce the same products or services. As we saw in the Summer 2013 issue of Local Insights, industry data provide important information about local conditions. The Quarterly Census of Employment and Wages (QCEW) derived from Utah employer's Unemployment Insurance (UI) reports provides us with this view. This comprehensive database quantifies business establishments, shows an accurate reflection of Utah employment and allows us to profile a geographic area and evaluate its diversity.

Industry diversity can lead to lower unemployment in an area. Less diverse local economies are more prone to experience higher employment instability. Diversity on the other hand, offers more options. For instance, a worker who is unemployed from one industry may find work in another industry desiring their skill set. Occupations such as accountants or sales

representatives could work in many different industries and may have an easier time finding opportunities than those who are skilled for specific industries like coal miners and skin care specialists. When one industry loses workers, the others in the area may be adding jobs. Industrial diversity can minimize this risk of unemployment and temper a downturn, or recession in the economy.

To measure industry diversity, DWS economists look to the Hachman Index. This tool was developed by Frank Hachman, an economics professor from the University of Utah. Using QCEW data and its industry classification coding system (NAICS) to identify industries, the Hachman Index compares the variety of industries in a local economy to the national variety. Economists use this formula to calculate the variable comparisons.

Utah currently ranks fourth in the nation for industrial diversity. This diversity has been a contributing factor to Utah's relatively speedy economic recovery.

Industrial diversity is one tool economists use to evaluate the underlying strength and performance of a local economy. In this issue of Local Insights, industrial diversity will be looked upon at the county level, and some revealing factors will emerge.