



Economic Overview

Schuylkill County, Pennsylvania



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Demographic Profile

The population in Schuylkill County, Pennsylvania was 143,308 per American Community Survey data for 2017-2021.

The region has a civilian labor force of 67,875 with a participation rate of 57.5%. Of individuals 25 to 64 in Schuylkill County, Pennsylvania, 19.2% have a bachelor's degree or higher which compares with 35.1% in the nation.

The median household income in Schuylkill County, Pennsylvania is \$57,785 and the median house value is \$112,800.

Summary¹

	Schuylkill County, Pennsylvania	Percent Northeastern Pennsylvania Region	Pennsylvania	Schuylkill County, Pennsylvania	Value Northeastern Pennsylvania Region	Pennsylvania
Demographics						
Population (ACS)	—	—	—	143,308	1,091,184	12,970,650
Male	51.6%	50.0%	49.3%	73,926	545,904	6,394,217
Female	48.4%	50.0%	50.7%	69,382	545,280	6,576,433
Median Age ²	—	—	—	44.1	43.5	40.8
Under 18 Years	20.0%	19.7%	20.9%	28,655	214,702	2,704,482
18 to 24 Years	7.0%	8.8%	8.9%	10,065	95,802	1,154,671
25 to 34 Years	11.8%	11.8%	13.1%	16,879	128,582	1,701,098
35 to 44 Years	12.3%	11.5%	12.0%	17,576	125,602	1,558,578
45 to 54 Years	13.9%	13.4%	12.7%	19,919	146,571	1,650,190
55 to 64 Years	14.9%	15.0%	14.2%	21,283	163,724	1,839,841
65 to 74 Years	11.7%	11.6%	10.6%	16,817	127,035	1,374,891
75 Years and Over	8.5%	8.2%	7.6%	12,114	89,166	986,899
Race: White	92.2%	85.4%	78.3%	132,166	932,092	10,153,752
Race: Black or African American	2.9%	5.4%	11.0%	4,223	58,689	1,425,210
Race: American Indian and Alaska Native	0.1%	0.1%	0.2%	167	1,409	20,511
Race: Asian	0.4%	1.6%	3.6%	636	17,129	460,932
Race: Native Hawaiian and Other Pacific Islander	0.0%	0.1%	0.0%	16	775	4,426
Race: Some Other Race	1.2%	2.9%	2.7%	1,762	31,194	350,618
Race: Two or More Races	3.0%	4.6%	4.3%	4,338	49,896	555,201
Hispanic or Latino (of any race)	5.4%	10.6%	7.9%	7,759	115,529	1,023,055
Population Growth						
Population (Pop Estimates) ⁴	—	—	—	143,104	1,094,403	12,972,008
Population Annual Average Growth ⁴	-0.3%	0.0%	0.2%	-403	271	20,289
People per Square Mile	—	—	—	183.8	224.7	289.9
Economic						
Labor Force Participation Rate and Size (civilian population 16 years and over)	57.5%	59.5%	63.0%	67,875	537,392	6,662,890
Prime-Age Labor Force Participation Rate and Size (civilian population 25-54)	76.9%	80.7%	83.6%	41,774	322,765	4,097,957
Armed Forces Labor Force	0.1%	0.1%	0.1%	165	742	8,419
Veterans, Age 18-64	4.8%	4.6%	3.9%	4,106	30,416	309,364
Veterans Labor Force Participation Rate and Size, Age 18-64	71.7%	72.7%	77.0%	2,945	22,102	238,133
Median Household Income ²	—	—	—	\$57,785	\$60,224	\$67,587
Per Capita Income	—	—	—	\$29,496	\$31,538	\$37,725
Mean Commute Time (minutes)	—	—	—	26.7	27.8	26.9
Commute via Public Transportation	0.5%	1.2%	4.7%	310	5,859	289,938
Educational Attainment, Age 25-64						
No High School Diploma	9.6%	8.3%	7.5%	7,269	46,809	505,348
High School Graduate	42.9%	36.7%	31.1%	32,456	207,125	2,100,078
Some College, No Degree	15.8%	18.1%	16.1%	11,962	102,189	1,085,742

Summary¹

	Schuylkill County, Pennsylvania	Percent Northeastern Pennsylvania Region	Pennsylvania	Schuylkill County, Pennsylvania	Value Northeastern Pennsylvania Region	Pennsylvania
Associate's Degree	12.5%	11.3%	9.6%	9,457	63,629	650,455
Bachelor's Degree	13.7%	16.6%	22.0%	10,332	93,675	1,486,750
Postgraduate Degree	5.5%	9.0%	13.6%	4,181	51,052	921,334
Housing						
Total Housing Units	—	—	—	67,417	532,522	5,728,788
Median House Value (of owner-occupied units) ²	—	—	—	\$112,800	\$153,149	\$197,300
Homeowner Vacancy	1.1%	1.5%	1.2%	484	4,844	42,449
Rental Vacancy	3.8%	4.6%	5.1%	548	6,018	86,072
Renter-Occupied Housing Units (% of Occupied Units)	24.1%	28.3%	30.8%	13,680	121,653	1,586,866
Occupied Housing Units with No Vehicle Available (% of Occupied Units)	8.0%	8.1%	10.6%	4,550	34,966	545,302
Social						
Poverty Level (of all people)	12.7%	12.8%	11.8%	17,231	134,768	1,482,811
Households Receiving Food Stamps/SNAP	16.3%	15.5%	13.4%	9,278	66,410	689,731
Enrolled in Grade 12 (% of total population)	1.5%	1.4%	1.2%	2,119	14,780	161,415
Disconnected Youth ³	2.9%	3.4%	2.4%	182	1,933	16,203
Children in Single Parent Families (% of all children)	43.8%	40.4%	34.5%	11,949	81,944	887,279
Uninsured	5.6%	5.6%	5.6%	7,632	59,364	717,759
With a Disability, Age 18-64	15.4%	13.2%	11.4%	12,304	85,260	885,140
With a Disability, Age 18-64, Labor Force Participation Rate and Size	49.6%	42.0%	43.9%	6,100	35,801	388,727
Foreign Born	2.1%	6.2%	7.1%	3,070	67,969	924,624
Speak English Less Than Very Well (population 5 yrs and over)	1.8%	3.8%	4.4%	2,479	39,570	544,019

Source: [JobsEQ®](#)

1. American Community Survey 2017-2021, unless noted otherwise

2. Median values for certain aggregate regions (such as MSAs) may be estimated as the weighted averages of the median values from the composing counties.

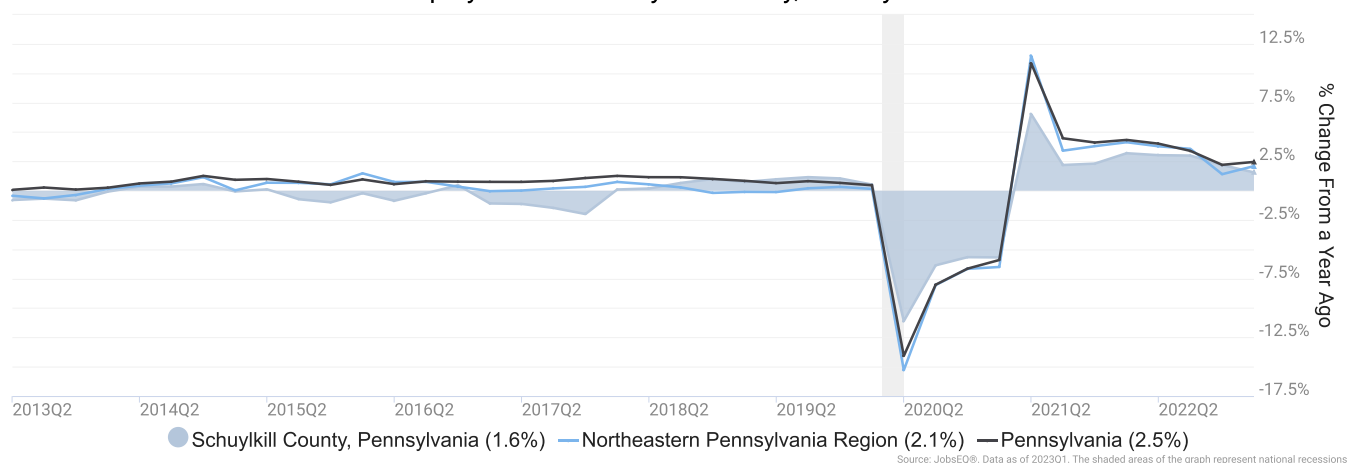
3. Disconnected Youth are 16-19 year olds who are (1) not in school, (2) not high school graduates, and (3) either unemployed or not in the labor force.

4. Census Population Estimate for 2022, annual average growth rate since 2012. Post-2019 data for Connecticut counties are imputed by Chmura.

Employment Trends

As of 2023Q1, total employment for Schuylkill County, Pennsylvania was 52,392 (based on a four-quarter moving average). Over the year ending 2023Q1, employment increased 1.6% in the region.

Employment for Schuylkill County, Pennsylvania

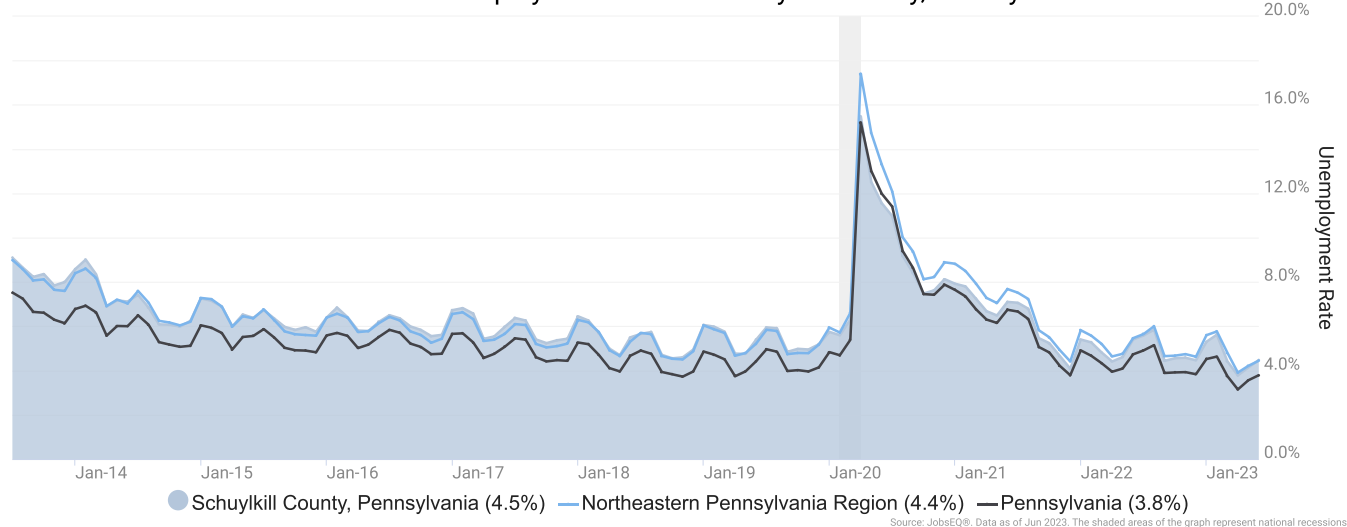


Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2022Q4 with preliminary estimates updated to 2023Q1.

Unemployment Rate

The unemployment rate for Schuylkill County, Pennsylvania was 4.5% as of June 2023. The regional unemployment rate was higher than the national rate of 3.8%. One year earlier, in June 2022, the unemployment rate in Schuylkill County, Pennsylvania was 5.4%.

Unemployment Rate for Schuylkill County, Pennsylvania

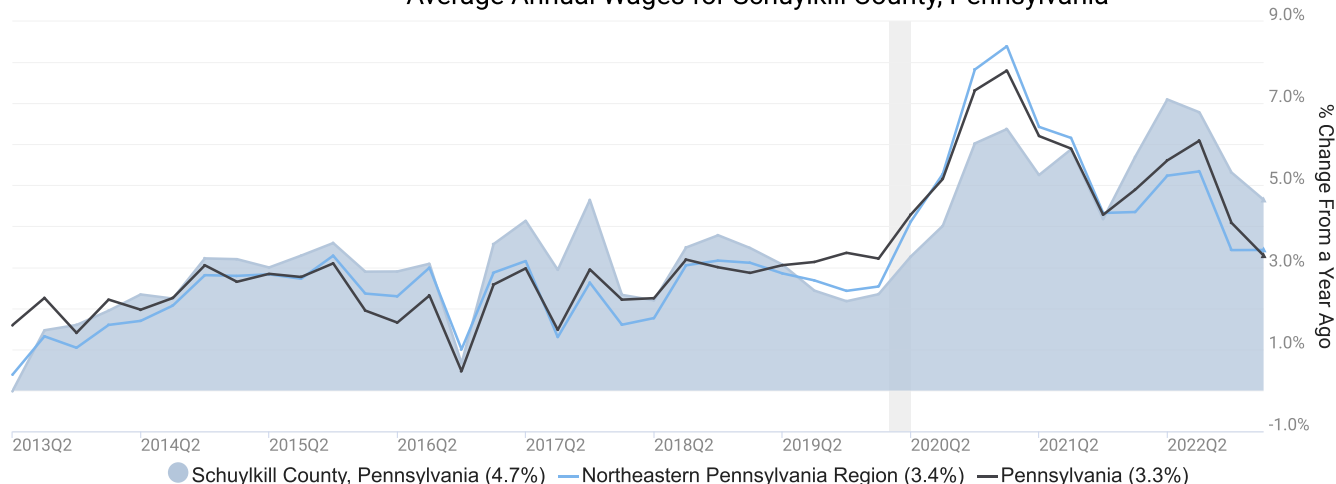


Unemployment rate data are from the Local Area Unemployment Statistics, provided by the Bureau of Labor Statistics and updated through June 2023.

Wage Trends

The average worker in Schuylkill County, Pennsylvania earned annual wages of \$50,875 as of 2023Q1. Average annual wages per worker increased 4.7% in the region over the preceding four quarters. For comparison purposes, annual average wages were \$68,501 in the nation as of 2023Q1.

Average Annual Wages for Schuylkill County, Pennsylvania



Source: JobsEQ®. Data as of 2023Q1. The shaded areas of the graph represent national recessions.

Annual average wages per worker data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2022Q4 with preliminary estimates updated to 2023Q1.

Cost of Living Index

The Cost of Living Index estimates the relative price levels for consumer goods and services. When applied to wages and salaries, the result is a measure of relative purchasing power. The cost of living is 3.4% lower in Schuylkill County, Pennsylvania than the U.S. average.

Cost of Living Information

	Annual Average Salary	Cost of Living Index (Base US)	US Purchasing Power
Schuylkill County, Pennsylvania	\$50,875	96.6	\$52,669
Northeastern Pennsylvania Region	\$50,587	95.9	\$52,765
Pennsylvania	\$66,189	102.9	\$64,320
USA	\$68,501	100.0	\$68,501

Source: [JobsEQ®](#)

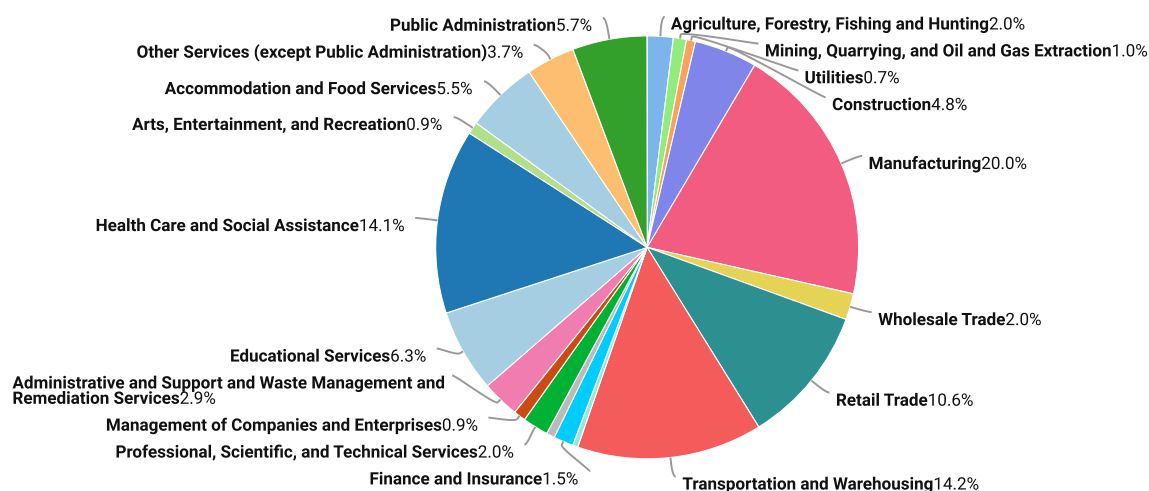
Data as of 2023Q1

Cost of Living per [COLI](#), data as of 2023Q1, imputed by Chmura where necessary.

Industry Snapshot

The largest sector in Schuylkill County, Pennsylvania is Manufacturing, employing 10,498 workers. The next-largest sectors in the region are Transportation and Warehousing (7,422 workers) and Health Care and Social Assistance (7,392). High location quotients (LQs) indicate sectors in which a region has high concentrations of employment compared to the national average. The sectors with the largest LQs in the region are Transportation and Warehousing (LQ = 2.86), Mining, Quarrying, and Oil and Gas Extraction (2.82), and Manufacturing (2.48).

Total Workers for Schuylkill County, Pennsylvania by Industry



Source: JobsEQ®, Data as of 2023Q1

Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2022Q4 with preliminary estimates updated to 2023Q1.

Sectors in Schuylkill County, Pennsylvania with the highest average wages per worker are Management of Companies and Enterprises (\$82,085), Utilities (\$77,706), and Mining, Quarrying, and Oil and Gas Extraction (\$75,583). Regional sectors with the best job growth (or most moderate job losses) over the last 5 years are Transportation and Warehousing (+1,773 jobs), Construction (+477), and Arts, Entertainment, and Recreation (+66).

Over the next 1 year, employment in Schuylkill County, Pennsylvania is projected to contract by 421 jobs. The fastest growing sector in the region is expected to be Accommodation and Food Services with a +0.3% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Health Care and Social Assistance (+8 jobs), Accommodation and Food Services (+8), and Arts, Entertainment, and Recreation (0).

Schuylkill County, Pennsylvania, 2023Q1¹

NAICS	Industry	Current			5-Year History		1-Year Forecast				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
31	Manufacturing	10,498	\$65,721	2.48	-340	-0.6%	1,010	421	716	-128	-1.2%
48	Transportation and Warehousing	7,422	\$53,426	2.86	1,773	5.6%	852	361	527	-36	-0.5%
62	Health Care and Social Assistance	7,392	\$52,067	0.98	-713	-1.8%	769	350	410	8	0.1%
44	Retail Trade	5,569	\$32,221	1.07	-198	-0.7%	690	338	445	-93	-1.7%
61	Educational Services	3,319	\$49,276	0.80	-257	-1.5%	293	155	171	-33	-1.0%
92	Public Administration	2,985	\$61,118	1.24	-79	-0.5%	251	122	173	-44	-1.5%
72	Accommodation and Food Services	2,906	\$18,414	0.65	-39	-0.3%	515	229	278	8	0.3%
23	Construction	2,525	\$57,689	0.81	477	4.3%	222	88	158	-24	-0.9%
81	Other Services (except Public Administration)	1,956	\$26,903	0.87	14	0.1%	228	99	137	-8	-0.4%
56	Administrative and Support and Waste Management and Remediation Services	1,504	\$38,562	0.45	-292	-3.5%	169	74	108	-13	-0.8%
42	Wholesale Trade	1,048	\$54,087	0.53	25	0.5%	106	43	73	-10	-1.0%
11	Agriculture, Forestry, Fishing and Hunting	1,040	\$47,781	1.52	-67	-1.2%	122	58	74	-10	-0.9%
54	Professional, Scientific, and Technical Services	1,037	\$62,647	0.27	-112	-2.0%	87	34	59	-6	-0.6%
52	Finance and Insurance	793	\$62,137	0.38	-194	-4.3%	66	28	46	-8	-1.0%
21	Mining, Quarrying, and Oil and Gas Extraction	524	\$75,583	2.82	5	0.2%	39	18	36	-15	-2.9%
71	Arts, Entertainment, and Recreation	489	\$20,123	0.48	66	3.0%	73	30	42	0	0.0%
55	Management of Companies and Enterprises	482	\$82,085	0.59	58	2.6%	41	17	29	-4	-0.9%
22	Utilities	360	\$77,706	1.36	-35	-1.9%	24	12	22	-10	-2.9%
53	Real Estate and Rental and Leasing	328	\$55,719	0.35	4	0.2%	30	15	19	-4	-1.2%
51	Information	213	\$45,459	0.20	-106	-7.8%	19	7	13	-2	-0.7%
Total - All Industries		52,392	\$50,875	1.00	-10	0.0%	5,601	2,517	3,505	-421	-0.8%

Source: [JobsEQ®](#)

Data as of 2023Q1

Note: Figures may not sum due to rounding.

1. All data based upon a four-quarter moving average

Exits and transfers are approximate estimates based upon occupation separation rates.

Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2022Q4 with preliminary estimates updated to 2023Q1. Forecast employment growth uses national projections adapted for regional growth patterns.

Occupation Snapshot

The largest major occupation group in Schuylkill County, Pennsylvania is Transportation and Material Moving Occupations, employing 8,820 workers. The next-largest occupation groups in the region are Production Occupations (5,995 workers) and Office and Administrative Support Occupations (5,635). High location quotients (LQs) indicate occupation groups in which a region has high concentrations of employment compared to the national average. The major groups with the largest LQs in the region are Production Occupations (LQ = 2.03), Transportation and Material Moving Occupations (1.93), and Farming, Fishing, and Forestry Occupations (1.52).

Occupation groups in Schuylkill County, Pennsylvania with the highest average wages per worker are Management Occupations (\$104,800), Legal Occupations (\$92,600), and Healthcare Practitioners and Technical Occupations (\$88,100). The unemployment rate in the region varied among the major groups from 1.6% among Legal Occupations to 7.2% among Transportation and Material Moving Occupations.

Over the next 1 year, the fastest growing occupation group in Schuylkill County, Pennsylvania is expected to be Healthcare Support Occupations with a +0.7% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Healthcare Support Occupations (+18 jobs) and Personal Care and Service Occupations (+2). Over the same period, the highest separation demand (occupation demand due to retirements and workers moving from one occupation to another) is expected in Transportation and Material Moving Occupations (1,181 jobs) and Production Occupations (646).

Schuylkill County, Pennsylvania, 2023Q1¹

SOC	Occupation	Current						5-Year History		1-Year Forecast				
		Empl	Mean Ann Wages ²	LQ	Unempl	Unempl Rate	Online Job Ads ³	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
53-0000	Transportation and Material Moving	8,820	\$44,500	1.93	780	7.2%	234	1,417	3.6%	1,133	446	735	-48	-0.5%
51-0000	Production	5,995	\$46,000	2.03	356	5.0%	92	-447	-1.4%	557	238	408	-89	-1.5%
43-0000	Office and Administrative Support	5,635	\$43,700	0.87	294	4.3%	115	-471	-1.6%	543	288	347	-92	-1.6%
41-0000	Sales and Related	4,055	\$43,000	0.83	311	6.0%	194	-256	-1.2%	476	241	299	-64	-1.6%
35-0000	Food Preparation and Serving Related	3,205	\$29,400	0.77	296	7.2%	183	-121	-0.7%	590	269	320	0	0.0%
11-0000	Management	2,684	\$104,800	0.75	55	2.0%	198	95	0.7%	207	82	142	-17	-0.6%
29-0000	Healthcare Practitioners and Technical	2,663	\$88,100	0.88	72	2.1%	362	-119	-0.9%	147	79	78	-10	-0.4%
25-0000	Educational Instruction and Library	2,601	\$58,100	0.93	83	3.2%	38	-215	-1.6%	202	107	115	-19	-0.7%
31-0000	Healthcare Support	2,597	\$33,500	1.12	162	4.8%	161	-159	-1.2%	384	171	195	18	0.7%
47-0000	Construction and Extraction	2,465	\$53,600	1.04	189	6.0%	40	203	1.7%	206	82	151	-28	-1.1%
49-0000	Installation, Maintenance, and Repair	2,350	\$53,100	1.16	89	2.7%	126	-4	0.0%	197	83	133	-19	-0.8%
13-0000	Business and Financial Operations	1,945	\$73,300	0.58	61	3.0%	41	193	2.1%	156	57	112	-13	-0.7%
33-0000	Protective Service	1,447	\$61,100	1.29	70	4.6%	24	12	0.2%	131	68	82	-20	-1.4%
37-0000	Building and Grounds Cleaning and Maintenance	1,234	\$35,500	0.71	109	6.4%	75	-93	-1.4%	152	73	88	-9	-0.8%
39-0000	Personal Care and Service	924	\$32,400	0.72	70	5.4%	22	9	0.2%	158	63	92	2	0.2%
21-0000	Community and Social Service	867	\$52,200	0.94	21	2.6%	91	-101	-2.2%	84	34	50	1	0.1%
17-0000	Architecture and Engineering	713	\$79,700	0.83	18	2.2%	28	16	0.5%	43	19	31	-7	-0.9%

Schuylkill County, Pennsylvania, 2023Q1¹

SOC	Occupation	Current						5-Year History		1-Year Forecast				
		Empl	Mean Ann Wages ²	LQ	Unempl	Unempl Rate	Online Job Ads ³	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
15- 0000	Computer and Mathematical	653	\$84,800	0.36	19	2.7%	20	100	3.4%	41	14	31	-3	-0.5%
45- 0000	Farming, Fishing, and Forestry	503	\$39,600	1.52	27	6.0%	1	-23	-0.9%	73	25	52	-5	-0.9%
27- 0000	Arts, Design, Entertainment, Sports, and Media	453	\$53,200	0.49	32	5.9%	6	-46	-1.9%	45	20	27	-2	-0.5%
19- 0000	Life, Physical, and Social Science	300	\$72,400	0.65	9	3.0%	28	7	0.5%	25	6	22	-3	-0.9%
23- 0000	Legal	283	\$92,600	0.64	4	1.6%	1	-6	-0.4%	17	8	10	-1	-0.4%
Total - All Occupations		52,392	\$52,400	1.00	3,127	4.9%	2,081	-10	0.0%	5,576	2,476	3,521	-421	-0.8%

Source: [JobsEQ®](#)

Data as of 2023Q1 unless noted otherwise

Note: Figures may not sum due to rounding.

1. Data based on a four-quarter moving average unless noted otherwise.

2. Wage data represent the average for all Covered Employment

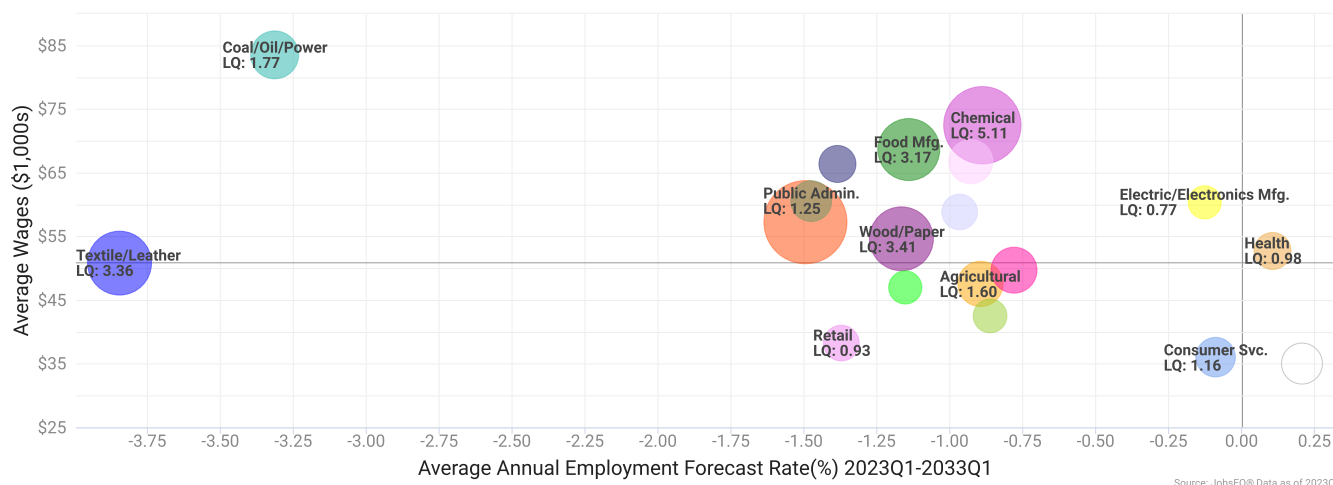
3. Data represent found online ads active within the last thirty days in the selected region. Due to alternative county-assignment algorithms, ad counts in this analytic may not match that shown in RTI (nor in the popup window ad list). Ad counts for ZCTA-based regions are estimates.

Occupation employment data are estimated via industry employment data and the estimated industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2022Q4, imputed where necessary with preliminary estimates updated to 2023Q1. Wages by occupation are as of 2023 provided by the BLS and imputed where necessary. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

Industry Clusters

A cluster is a geographic concentration of interrelated industries or occupations. The industry cluster in Schuylkill County, Pennsylvania with the highest relative concentration is Metal & Product Mfg. with a location quotient of 5.95. This cluster employs 2,265 workers in the region with an average wage of \$57,283. Employment in the Metal & Product Mfg. cluster is projected to contract in the region about 1.5% per year over the next ten years.

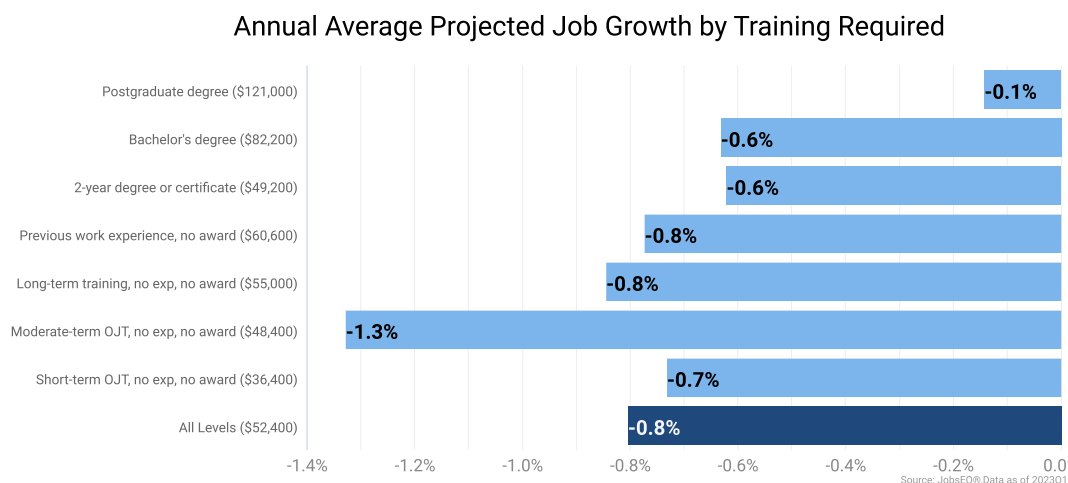
Industry Clusters for Schuylkill County, Pennsylvania as of 2023Q1



Location quotient and average wage data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics, imputed where necessary, and updated through 2022Q4 with preliminary estimates updated to 2023Q1. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

Education Levels

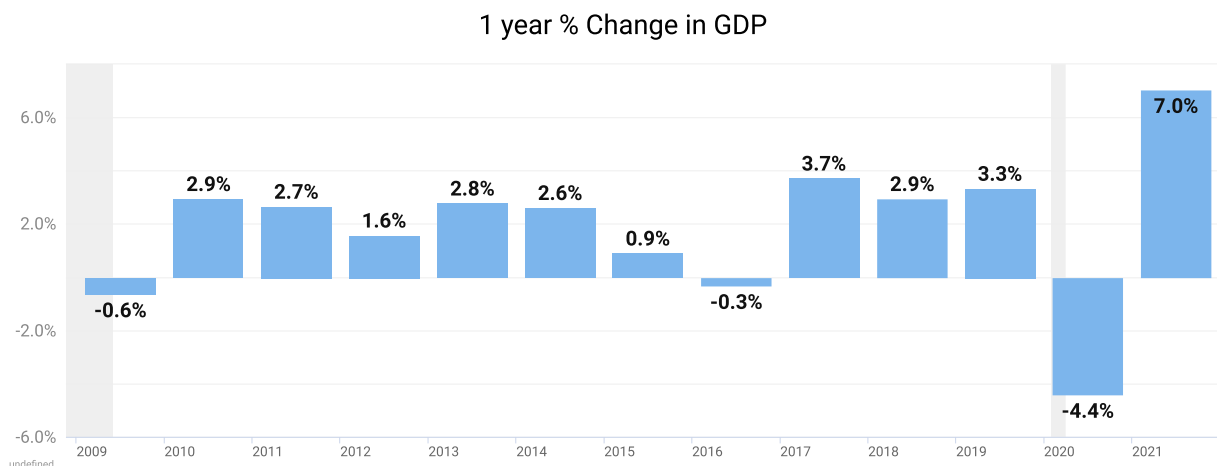
Expected growth rates for occupations vary by the education and training required. While all employment in Schuylkill County, Pennsylvania is projected to contract 0.8% over the next ten years, occupations typically requiring a postgraduate degree are expected to contract 0.1% per year, those requiring a bachelor's degree are forecast to contract 0.6% per year, and occupations typically needing a 2-year degree or certificate are expected to contract 0.6% per year.



Employment by occupation data are estimates as of 2023Q1. Education levels of occupations are based on BLS assignments. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

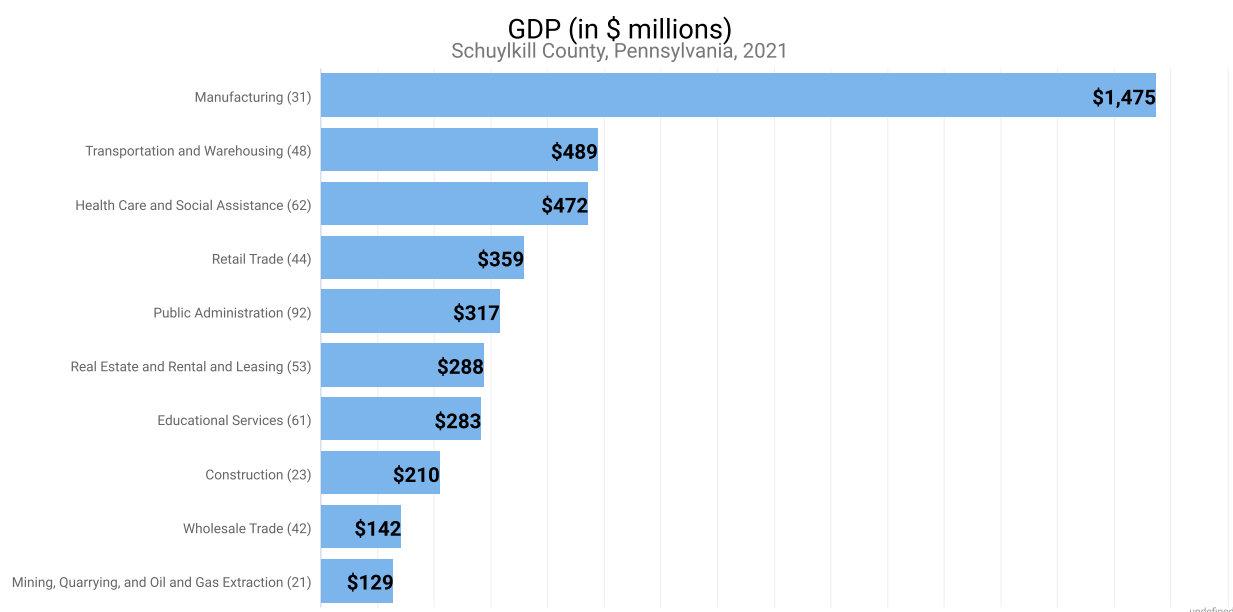
Gross Domestic Product

Gross Domestic Product (GDP) is the total value of goods and services produced by a region. In 2021, nominal GDP in Schuylkill County, Pennsylvania expanded 7.0%. This follows a contraction of 4.4% in 2020. As of 2021, total GDP in Schuylkill County, Pennsylvania was \$5,019,853,000.



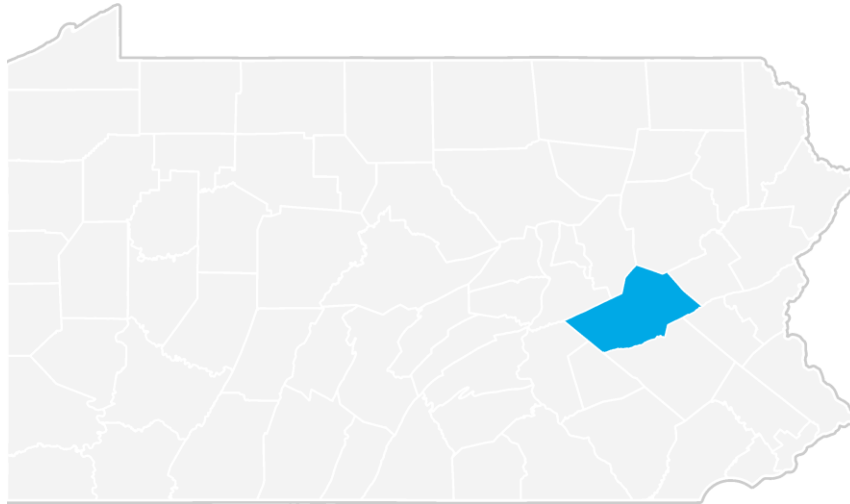
Gross Domestic Product data are provided by the Bureau of Economic Analysis, imputed by Chmura where necessary, updated through 2021.

Of the sectors in Schuylkill County, Pennsylvania, Manufacturing contributed the largest portion of GDP in 2021, \$1,474,810,000. The next-largest contributions came from Transportation and Warehousing (\$488,925,000); Health Care and Social Assistance (\$472,048,000); and Retail Trade (\$358,744,000).



Gross Domestic Product data are provided by the Bureau of Economic Analysis, imputed by Chmura where necessary, updated through 2021.

Schuylkill County, Pennsylvania Regional Map



Region Definition

Northeastern Pennsylvania Region is defined as the following counties:

Carbon County, Pennsylvania

Columbia County, Pennsylvania

Lackawanna County, Pennsylvania

Luzerne County, Pennsylvania

Monroe County, Pennsylvania

Pike County, Pennsylvania

Schuylkill County, Pennsylvania

Wayne County, Pennsylvania

FAQ

What is a location quotient?

A location quotient (LQ) is a measurement of concentration in comparison to the nation. An LQ of 1.00 indicates a region has the same concentration of an industry (or occupation) as the nation. An LQ of 2.00 would mean the region has twice the expected employment compared to the nation and an LQ of 0.50 would mean the region has half the expected employment in comparison to the nation.

What is separation demand?

Separation demand is the number of jobs required due to separations—labor force exits (including retirements) and turnover resulting from workers moving from one occupation into another. Note that separation demand does not include all turnover—it does not include when workers stay in the same occupation but switch employers. The total projected demand for an occupation is the sum of the separation demand and the growth demand (which is the increase or decrease of jobs in an occupation expected due to expansion or contraction of the overall number of jobs in that occupation).

What is a cluster?

A cluster is a geographic concentration of interrelated industries or occupations. If a regional cluster has a location quotient of 1.25 or greater, the region is considered to possess a competitive advantage in that cluster.

What is the difference between industry wages and occupation wages?

Industry wages and occupation wages are estimated via separate data sets, often the time periods being reported do not align, and wages are defined slightly differently in the two systems (for example, certain bonuses are included in the industry wages but not the occupation wages). It is therefore common that estimates of the average industry wages and average occupation wages in a region do not match exactly.

What is NAICS?

The North American Industry Classification System (NAICS) is used to classify business establishments according to the type of economic activity. The NAICS Code comprises six levels, from the “all industry” level to the 6-digit level. The first two digits define the top level category, known as the “sector,” which is the level examined in this report.

What is SOC?

The Standard Occupational Classification system (SOC) is used to classify workers into occupational categories. All workers are classified into one of over 804 occupations according to their occupational definition. To facilitate classification, occupations are combined to form 22 major groups, 95 minor groups, and 452 occupation groups. Each occupation group includes detailed occupations requiring similar job duties, skills, education, or experience.

About This Report

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