

# BUSINESS REPORT 2015



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The Temple Economic Development Corporation (Temple EDC) works to foster growth and development within the city of Temple and to enhance partnership in the community. Temple EDC is a 501(c)6 organization established to serve as the designated economic development entity for Temple. Temple EDC actively markets the city of Temple in recruitment efforts for further development, capital investment and job creation. In addition, Temple EDC strives to cultivate relationships with existing employers and advance a positive business climate to stimulate prosperity. The advancement of quality of place and the collaboration with educational institutions to support the development of a skilled, educated workforce are also encompassed in Temple EDC's core functions.

## Program Introduction

A Business Retention & Expansion program is an effort within the Temple EDC that expresses interest in and concern for the issues faced by local businesses in the Temple community. The program consists of a survey that allows businesses to voice their concerns and an analysis activity that evaluates the surveys and identifies issues that need to be addressed. The Business Retention and Expansion program enables Temple EDC to learn more about the primary employers, while also helping to identify commonalities and trends from aggregate employer and labor data.

## Report Synopsis

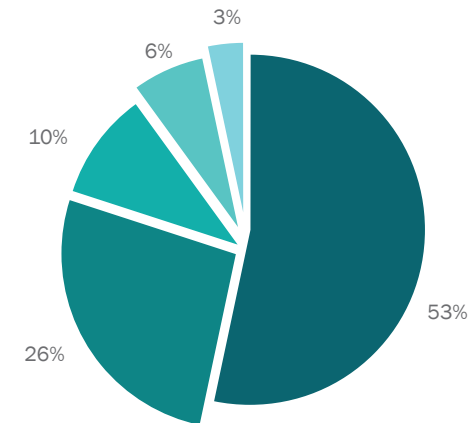
*From October 2014 to September of 2015 the Temple EDC*

Business Retention and Expansion held face-to-face meetings with area businesses. Using the Synchronist Business Information Program we surveyed 30 companies representing 7 industry sectors in our community. The four primary goals of the survey were: to identify companies with plans to expand, to identify companies at risk of leaving the community, to provide assistance to companies who are having issues with the community, and to build relationships.

# INDUSTRY DEMOGRAPHICS

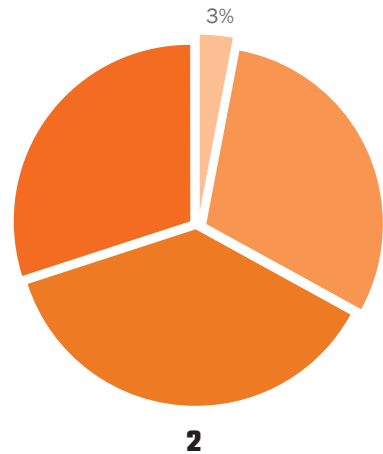
## COMPANY SIZE BREAKDOWN

# of Employees	# of Companies
1-100	16
101-250	8
251-500	3
501-750	2
751-1000	1



## PRIMARY MARKET 2015

Markets	# of Markets	Breakdown
Local	1	3%
Regional	9	30%
National	11	37%
International	9	30%



### Factors Impacting Industries

Change in Ownership	6.67%
Change in Management	13.33%
New Products/Technology	50%
Impacted by Legislation	50%

A diverse group of Temple business leaders were interviewed and gave opinions of the local business community as well as vitality of their company. The data collected from these interviews is entered into a database software, Synchronist. The aggregation of the data allows for a snapshot of the Temple business community and topics crucial to the success and business health of our community.

# GROWTH INDICATORS

Temple businesses are thriving in the areas of increased sales, new product introductions and expansion. Plans for expansion are categorized in physical capital, human capital and products. Temple EDC supports companies in workforce training, land acquisition and tax abatements to assist with expansion projects.

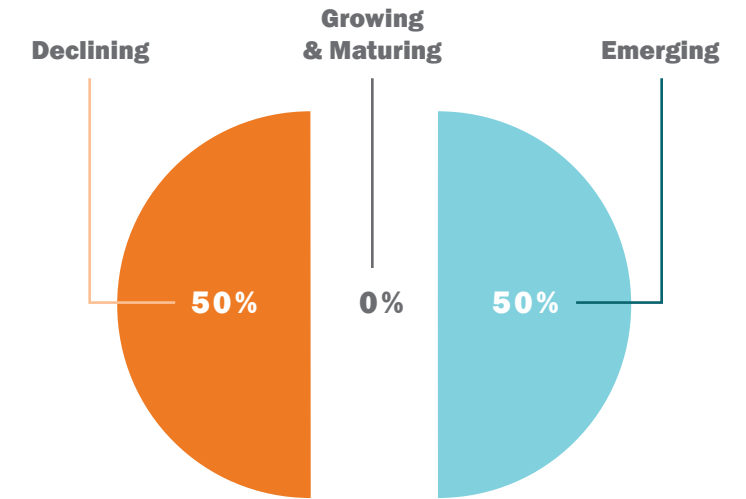
55% of companies have expansion plans in next 3 years.

96% of companies have experience an increase in sales.

17% indicate a stable market share while 83% experienced an increase in market share.

80% have introduced a new product in the last 5 years and 75% in the last two years.

# LIFE CYCLE



### Region Exports

#### NAICS Industry Exports (2013)

23	Construction	\$281,963,771.67
31	Manufacturing	\$957,711,338.48
48	Transportation and Warehousing	\$344,273,976.03
51	Information	\$459,507,669.34
53	Real Estate and Rental and Leasing	\$137,123,262.05
54	Professional, Scientific, & Technical Services	\$110,296,059.00
62	Health Care and Social Assistance	\$1,109,268,709.03

### Region Imports

#### NAICS Industry Imports (2013)

23	Construction	\$288,876,819.75
31	Manufacturing	\$2,296,148,674.58
48	Transportation and Warehousing	\$351,472,259.97
51	Information	\$402,130,173.24
53	Real Estate and Rental and Leasing	\$326,335,355.28
54	Professional, Scientific, & Technical Services	\$883,576,822.58
62	Health Care and Social Assistance	\$167,510,075.74



**AVAILABILITY**  
3.97



**QUALITY**  
4.67



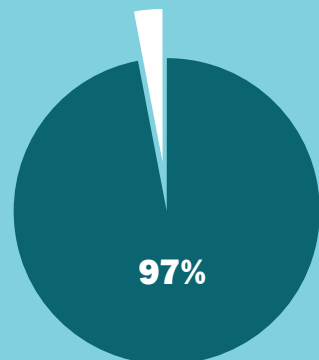
**STABILITY**  
4.83



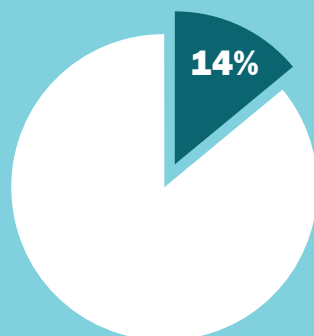
**PRODUCTIVITY**  
5.17

# QUALITY OF WORKFORCE

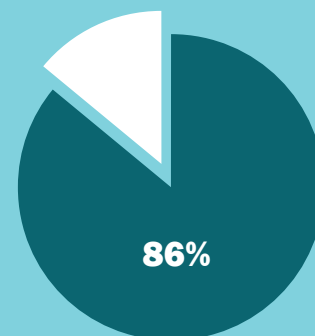
A community's workforce is invaluable, without the right workforce companies expand elsewhere or relocate to another community where people are available with the right skill set. Executives surveyed were asked to **evaluate the local workforce on a scale from 1-7** in four areas: *Availability, Quality, Stability and Productivity*. The majority of respondents considered local workers average in all four categories and scoring highest in productivity compared to other company facilities. For the purpose of this report, occupation and industry information and survey feedback have been combined to provide a more detailed assessment of Temple's overall workforce.



**Companies Providing Training**



**Companies Increasing Spending for Training**



**Companies with Stable Training Budgets**

## Total Jobs by Industry Sector

NAICS	Description	2015 Jobs	%
23	Construction	2,615	12.4%
31	Manufacturing	3,877	18.4%
48	Transportation and Warehousing	2,024	9.6%
51	Information	1,085	5.2%
53	Real Estate and Rental and Leasing	413	1.9%
54	Professional, Scientific, and Technical Services	1,231	5.8%
62	Health Care and Social Assistance	9,785	46.5%
<b>TOTAL JOBS IN 7 INDUSTRY SECTORS</b>		21,030	
<b>TOTAL JOBS IN TEMPLE</b>		55,110	

## Highest Paying Occupations in Temple

Occupation	2015 Jobs	Median Hourly Earnings
Healthcare Practitioners and Technical	4,968	\$39
Management	1,619	\$35
Computer and Mathematical	844	\$32
Architecture and Engineering	417	\$32
Legal	156	\$30
Life, Physical, and Social Science	146	\$28
Business and Financial Operations	1,594	\$27
Community and Social Service	453	\$22
Education, Training, and Library	1,518	\$22
Installation, Maintenance, and Repair	824	\$20

## Median Hourly Earnings

2015 Jobs	Median Hourly Earnings
7,370	\$13.75
4,968	\$38.84
4,339	\$13.52
3,622	\$9.45
2,878	\$14.36
2,830	\$13.82
1,824	\$19.86
1,884	\$11.95
1,965	\$9.27
1,973	\$16.60

## Top 10 Largest Occupations in Temple

Occupation	2015 Jobs	Median Hourly Earnings
Office and Administrative Support Occupations	7,370	\$13.75
Healthcare Practitioners and Technical Occupations	4,968	\$38.84
Sales and Related Occupations	4,339	\$13.52
Food Preparation and Serving Related Occupations	3,622	\$9.45
Production Occupations	2,878	\$14.36
Transportation and Material Moving Occupations	2,830	\$13.82
Installation, Maintenance, and Repair Occupations	1,824	\$19.86
Healthcare Support Occupations	1,884	\$11.95
Personal Care and Service Occupations	1,965	\$9.27
Construction and Extraction Occupations	1,973	\$16.60

## Fastest Growing Occupations in Temple

Occupation	2015 Jobs	Median Hourly Earnings
Office and Administrative Support	7,370	\$13.75
Healthcare Practitioners and Technical	4,968	\$38.84
Food Preparation and Serving	4,339	\$13.52
Construction and Extraction	3,622	\$9.45
Personal Care and Service	2,878	\$14.36
Healthcare Support	2,830	\$13.82
Management	1,824	\$19.86
Sales and Related	1,884	\$11.95
Business and Financial Operations	1,965	\$9.27
Building and Grounds Cleaning and Maintenance	1,973	\$16.60

# A PLACE TO DO BUSINESS

Strengths and weakness of the Temple community is an important focus from the surveys conducted. Businesses rate the location, positive business climate and positive attributes of the workforce and labor market as Temple greatest strength. While citing perception of the community, construction on transportation infrastructure and skilled worker supply as having room for improvement.

## Community Strengths

*Temple has an ideal location for business.* Participants consider Temple to be ideally located for a growing business. Temple is conveniently situated on the I-35 corridor in the heart of the Texas Triangle, within two hours of Austin, Dallas, Houston and San Antonio.

*Temple has a positive business climate.* Industry Leaders feel that Temple’s positive business climate is a strong asset for continued industry growth. The general economic environment comprising of the attitude of the City Council and County officials, access to labor, low taxes and quick responses to industry needs are attributes that led to a positive business climate.

*Temple has talented workforce and labor market attributes.* Survey participants also see Temple’s workforce as a positive asset within the community. An increase in populations has led to a growing population of skilled and motivated individuals working in Temple.



# COMMUNITY ASSESSMENT

Adequate infrastructure, education and services within a community are essential for a vibrant business base, participants interviewed responded with consistently high evaluations of Temple’s infrastructure, city and community services. Comments collected through the survey indicated slight concern for construction on Interstate 35 and the \$240 million multi-year TXDOT expansion project underway, but most noted that the end result of the project will be worth the current construction.

Survey participants were asked to **rank on a scale from 1-7** several indicators of a healthy and vibrant local business economy including Education, Basic Infrastructure, City Services and Community Support Services. Temple’s overall community assessment in all categories were rated **very good**.

## Community Support

County Services	<b>6</b>
Community Planning	<b>5.85</b>
Community Services	<b>5.93</b>
Chamber of Commerce	<b>5.74</b>
Economic Development	<b>5.93</b>
Workforce Services	<b>5.96</b>

## Education

Schools (K-12)	<b>5.81</b>
Tech College	<b>6</b>
Community College	<b>6</b>
Colleges and Universities	<b>6</b>

## City Services

Police Protection	<b>6</b>
Fire Protection	<b>6</b>
Ambulance/Paramedic	<b>6</b>
Public Transportation	<b>5.89</b>
Local Streets and Roads	<b>5.78</b>
Regulatory Enforcement	<b>6</b>

## Basic Infrastructure

Water	<b>5.82</b>
Sewage	<b>5.92</b>
Natural Gas	<b>5.92</b>
Electricity	<b>5.81</b>
Telecom	<b>5.92</b>
Highways	<b>5.48</b>

# REFLECTIONS AND OPPORTUNITIES

## Quality of Life and Community Perception

Temple's commitment to pursue the improvement of quality of life and place remains strong. Revitalization of downtown, recruitment of mixed use developments, retail and restaurants and housing developments are impacting the perception of the community in a positive way. Temple ISD's bond of \$136.5 million and the City of Temple's park's bond of \$27.6 million are not only investments in our community that will in aid in the retention and attraction of companies, workforce, and residents, they are also significant indicators of the community commitment to quality of life and place. While community perception about quality of life and place is a very real factor that needs to be continually addressed, businesses have recognized Temple's proactive approach to this issue and are responding in a positive way.

## Transportation Infrastructure

Construction on Interstate 35 has been disruptive to daily transport routes for workforce and product distribution. However, respondents recognized that the location of Temple on I-35 is an asset to their business and agree that the multi-year expansion project will be beneficial.

## Skilled Worker Supply

Companies need talent to compete and survive in a global economy. A skilled workforce is key to successful growing business community and efforts to address workforce demands are underway. Industry leaders are partnering with school districts to develop educational strategies to develop the workforce pipeline. Partnerships and programs have been created to target unskilled adults and pair them with businesses to received skilled training in an occupation that is underserved and can increase their living wage. With an unemployment rate at 3% new initiatives, partnerships and retooling the existing workforce is the community focus.



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