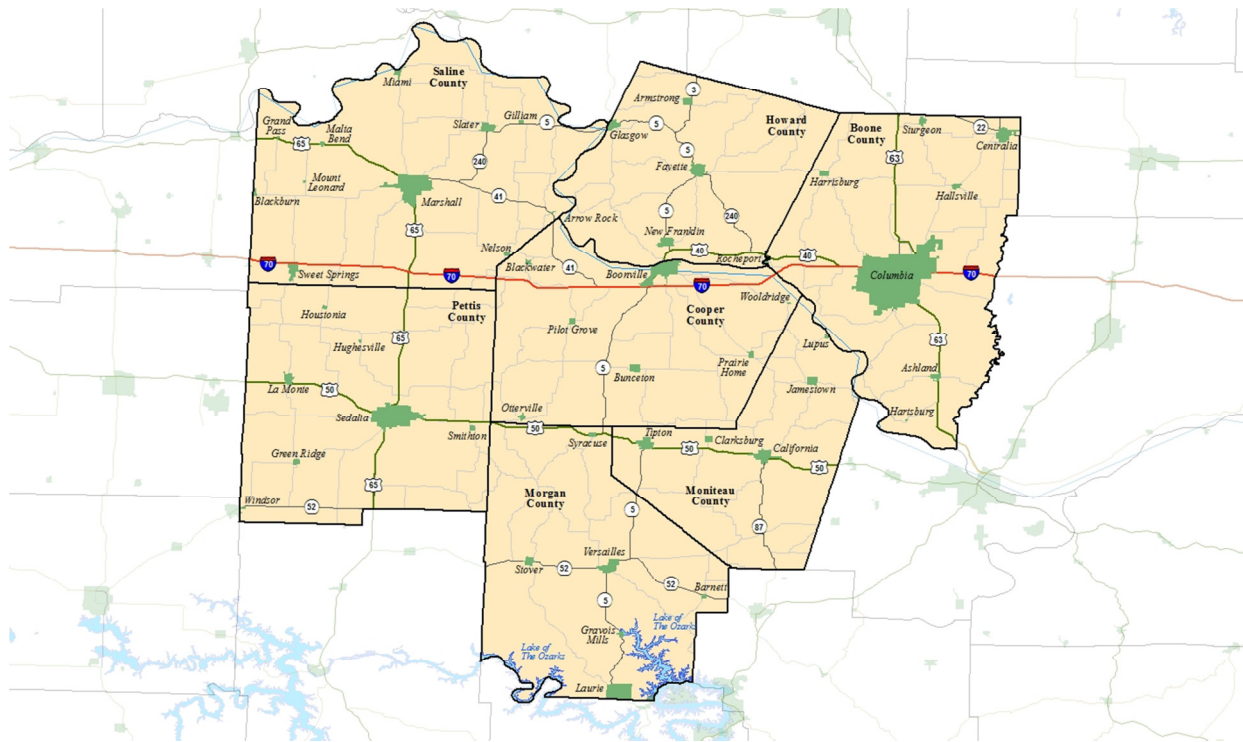


Boonville Missouri Labor Basin Labor Availability Analysis – 2015

Boone • Cooper • Howard •
Moniteau • Morgan • Pettis • Saline



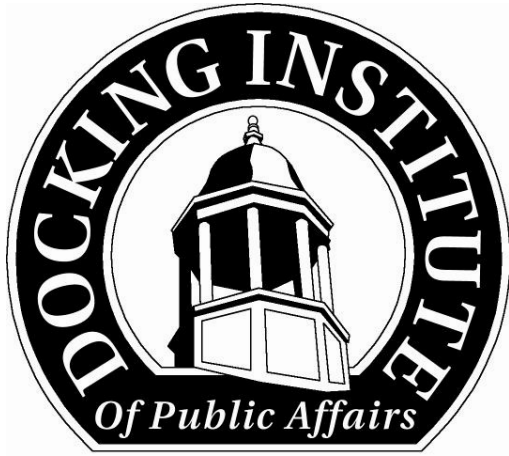
Prepared For

City of Boonville

By

The Docking Institute of Public Affairs

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Mission:

To Facilitate Effective Public Policy Decision-Making.

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Boonville Missouri Labor Basin Labor Availability Analysis - 2015

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Boonville Missouri Labor Basin Labor Availability Analysis

Executive Summary

The Boonville Missouri Labor Basin includes Boone, Cooper, Howard, Moniteau, Morgan, Pettis and Saline counties in Missouri. The purpose of this report is to assess the “Available Labor Pool” in this labor basin. The “Available Labor Pool” represents those who indicate that they are looking for employment or are interested in changing their jobs for the right employment opportunity.

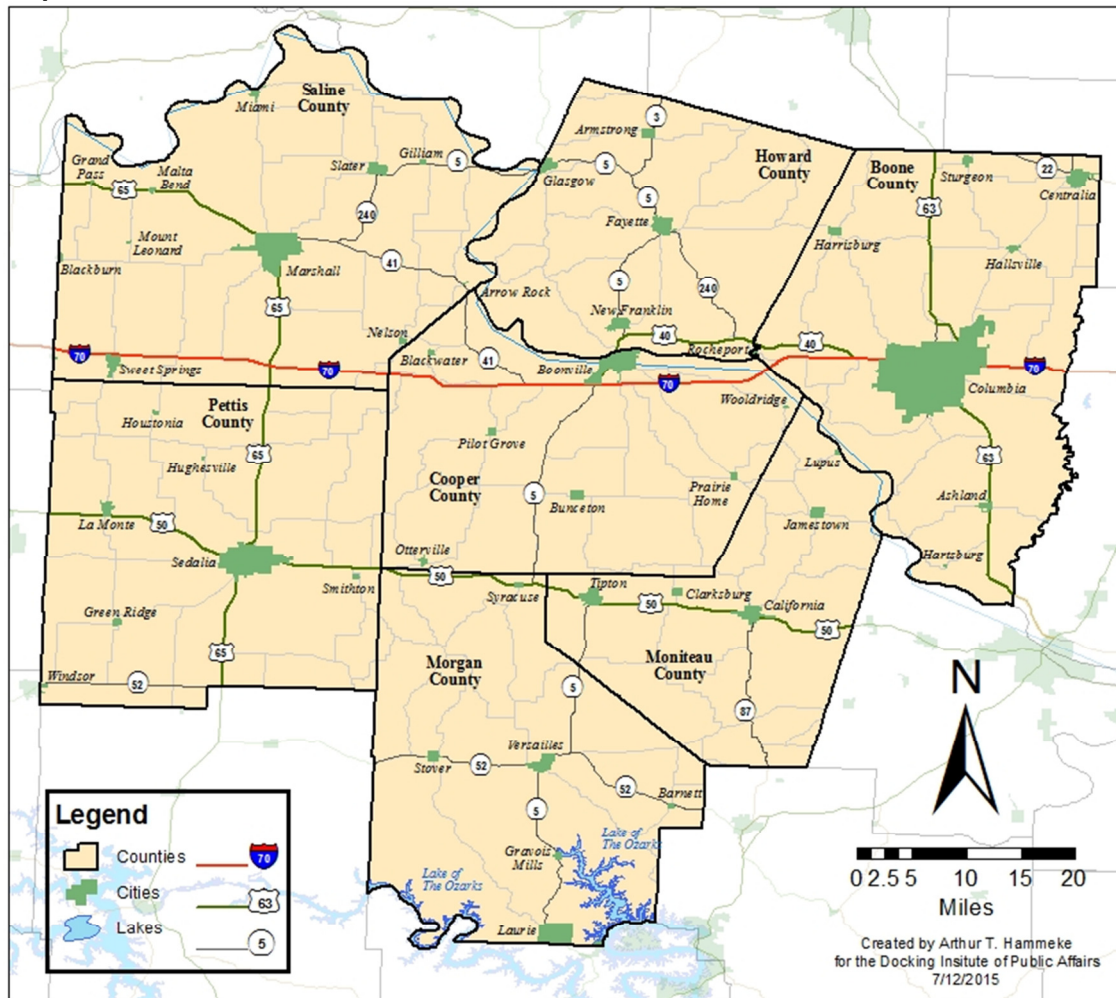
The Docking Institute’s independent analysis of this labor basin shows that:

- The population of the Boonville Missouri Labor Basin is 302,129. About 35% of the population (or 105,778 individuals) is considered the Available Labor Pool.
- Of the non-working members of the Available Labor Pool, an estimated 10,387 (9.8%) are currently looking for work and 11,230 (10.6%) are interested in working for the right opportunities. Of the working members of the Available Labor Pool, 21,423 (20.3%) are currently looking for work, while 62,738 (59.3%) are interested in a different job given the right opportunities.
- About three-quarters (77.2%) of the Available Labor Pool has at least some college experience and almost 98% has at least a high school diploma. The average age for members of the Pool is about 40 years old, and women make up half (51.4%) of the Pool.
- An estimated 22,414 members of the Available Labor Pool are currently employed as general laborers, while an additional 9,841 work in government services or technical/high skill blue-collar occupations. An estimated 38,254 members of the Pool work in service sector jobs, while 13,653 work in professional white-collar jobs. One-fifth (21,617) are not currently working.
- Almost 80% of the Available Labor Pool indicates that they are “willing to work outside of their primary field of employment for a new or different employment opportunity.”
- About two-fifths (42%) of the members of the Available Labor Pool will commute up to 45 minutes, one-way, for an employment opportunity, while 85% will commute up to 30 minutes for employment.
- The five most important desired benefits in order are good salary or hourly wage, on-the-job (OJT) or paid training, good health benefits, good retirement benefits, and good vacation benefits.
- An estimated 18,534 members (18%) of the Available Labor Pool are interested in a new job at \$10 an hour, 47,062 (44%) are available at \$15 an hour, and 72,120 (68%) are available at \$20 an hour.
- Of the 84,161 members in the subset of *employed members* of the Available Labor Pool, 26,747 (32%) consider themselves underemployed.
- Of the 102,074 members in the subset of *non-business owning members* of the Available Labor Pool, 31,214 (31%) have seriously considered starting their own businesses.

The Boonville Missouri Labor Basin

The Boonville Missouri Labor Basin includes seven counties in central Missouri (see Map 1 below). The criterion used to include a county in this labor basin is whether it contains communities from which, it can be reasonably assumed, individuals may commute to the center of the labor basin (Boonville) for an employment opportunity. In the case of the Boonville Missouri Labor Basin, it is reasonable that individuals may commute from (and within) one of the seven counties because these counties contain 1) communities with adequate transportation within the Boonville area and 2) communities that are within a 45-minute commute to the center of the labor basin.

Map 1: Boonville Missouri Labor Basin



The Boonville Missouri Labor Basin has a total population of approximately 302,129, and a Civilian Labor Force of 161,119. The total number of employed is 154,718 and the average unemployment rate was 3.97% at the time of this study.

The Docking Institute's analysis suggests that the basin contains an Available Labor Pool of 105,778 individuals. The Available Labor Pool is composed of workers categorized as either 1) currently not working *and* looking for full-time employment, 2) not working *but* interested in full-time employment, 3) currently working (full- or part-time) *and* looking for other full-time employment, and 4) currently employed *but* interested in different full-time employment for the right opportunities. Please see the Methods section – page 36 – for more information about the Institute's Available Labor Pool analysis methodology and the survey research methods used for this study. See the glossary – page 38 – for definitions of terms used throughout the report.

Components of the Report

The majority of this report assesses the characteristics of the Available Labor Pool in the Boonville Missouri Labor Basin by answering the following questions:

- What proportion of the labor force – employed, unemployed, homemaker, student, retired and disabled – are interested in a new employment opportunity?
- What skills and education levels do those who would consider new employment have?
- What types of jobs have these workers and potential workers had in the past?
- What types of jobs have currently non-working workers had in the past?
- What types of considerations (pay, benefits, commute time) shape their decision-making?
- What are some of the characteristics of the general laborers, skilled blue-collar workers, service and support workers and professional white-collar workers?
- What proportion of the Available Labor Pool is willing to change fields of employment?
- What work shifts are Available Labor Pool members willing to work?
- What is the level of job satisfaction among the Available Labor Pool members?

Three Subsets of the Available Labor Pool

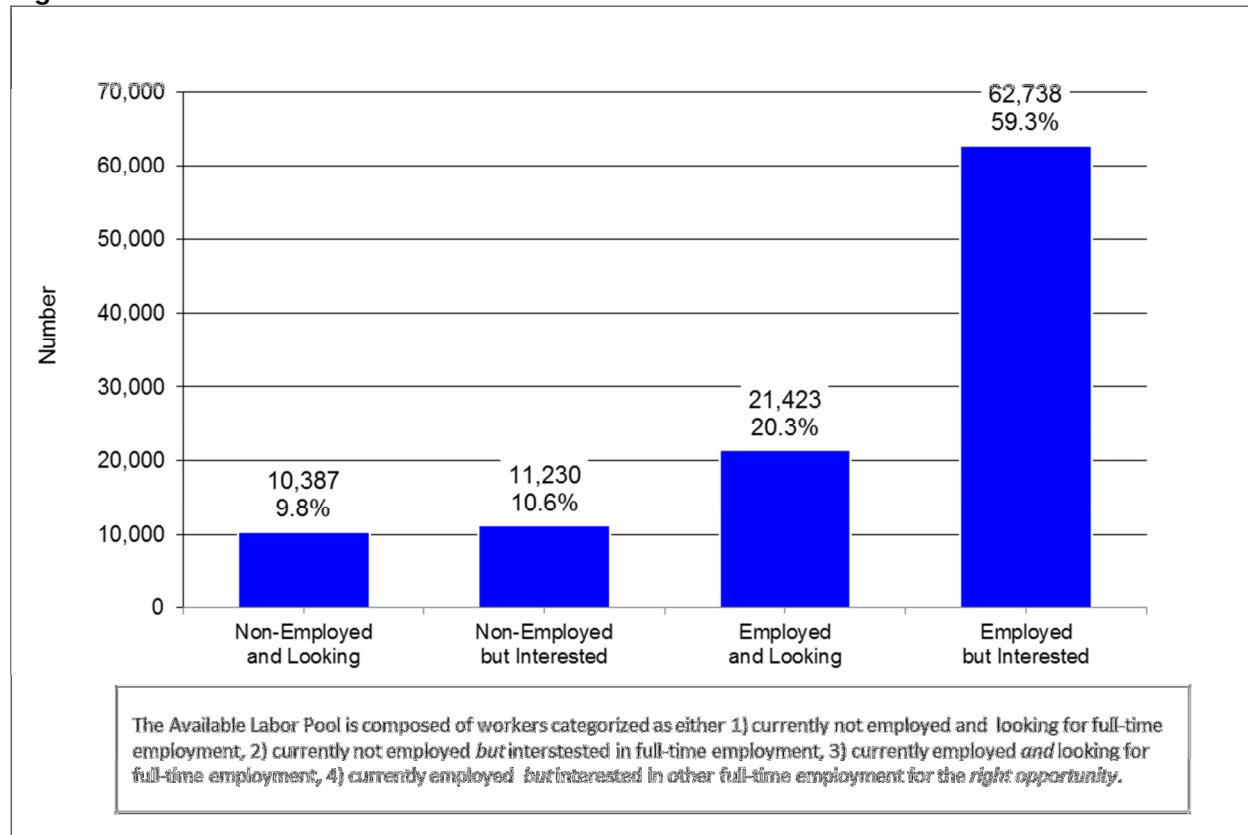
This report also provides information on three subsets of the Available Labor Pool:

- Those living “within the necessary commute time.” Necessary commute time is defined as a commute time stated by the respondent that is equal to or greater than the commute time necessary for the respondent to travel from his or her Zip Code of residence to the Zip Code at the center of the labor basin.
- Those that consider themselves as “underemployed.”
- Those considered “potential entrepreneurs.”

The Boonville Missouri Labor Basin's Available Labor Pool

It is estimated that 10,387 (9.8%) members of the Available Labor Pool are non-employed¹ and looking for employment, while 11,230 (10.6%) are non-employed *but* interested in a job for the right opportunities. In addition, 21,423 (20.3%) members of the Pool are employed and currently looking for different employment, while 62,738 (59.3%) are employed *but* interested in new employment for the right opportunities.

Figure 1: The Available Labor Pool for the Boonville Missouri Labor Basin



¹ The terms “non-employed,” “not employed,” and “non-working” refer to officially unemployed members of the Civilian Labor Force *and* any non-employed/non-working full-time students, homemakers, retirees, and disabled individuals that indicate they are available for employment.

Map 2 shows how each Zip Code area compares to all other Zip Code areas in terms of the percent of total available labor in the Boonville Missouri Labor Basin. The map shows:

- Fifteen percent or more of the entire labor basin's Available Labor Pool is located in Zip Codes areas within Boone County. (See the purple area on the map.)
- Between 5% and 14.99% of the entire labor basin's Available Labor Pool is located in Zip Code areas within Boone and Pettis counties. (See the red areas on the map.)
- Zip Code areas in Boone, Cooper, Howard, Moniteau, Pettis, and Saline counties contain 1% to 4.99% of the basin's Available Labor Pool. (See the orange areas on the map.)
- Zip Code areas across the labor basin contain less than 1% of the entire Available Labor Pool. (See the light peach areas and light yellow areas on the map.)

Map 2: Percent of Total Available Labor in Basin by Zip Code

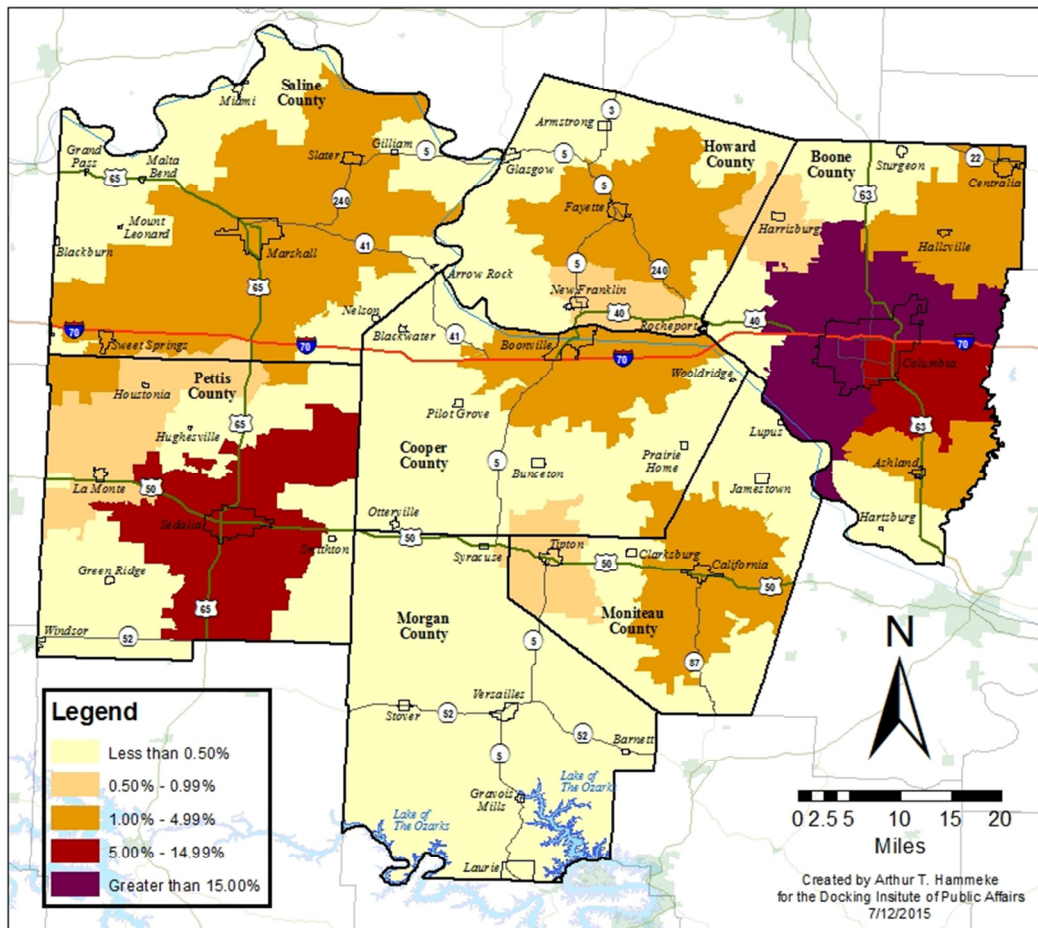


Table 1 shows the gender, age, and education levels of the 105,778-member Available Labor Pool. Half (51.4%) of the Pool is women, and the average age is about 40 years old – although the median average is less (37 years old). Most (97.6%) have **at least** a high school diploma, more than three-quarters (77.2%) have **at least** some college education, and almost half (48.6%) have **at least** a bachelor’s degree. The percentages suggest the Boonville Missouri Labor Basin as a highly educated Available Labor Pool, compared to labor basins of similar size.

Table 1: Age, Gender, and Education Levels of Available Labor Pool

Current Year	Age in 2015		
Range	18 to 75		
Average	40		
Median	37		
Gender	Number	Percent	
Female	54,363	51.4	
Male	51,415	48.6	
Total	105,778	100	
Highest Level of Education Achieved			Cumulative Percent
Doctoral Degree	4,159	3.9	3.9
Masters Degree	11,809	11.2	15.1
Bachelors Degree	35,440	33.5	48.6
Associates Degree	12,316	11.6	60.2
Some College (including current students)	17,914	16.9	77.2
High School Diploma	21,611	20.4	97.6
Less HS Diploma	2,527	2.4	100
Total	105,778	100	
"Do you speak Spanish?"	Number	Percent	
"Yes"	34,392	32.5	
<i>Speak Very Well</i>	2,462	7.2	
<i>Speak Fairly Well</i>	4,617	13.4	
<i>Speak Only a Little</i>	27,313	79.4	
		100	

} These percentages represent portions of 32.5%

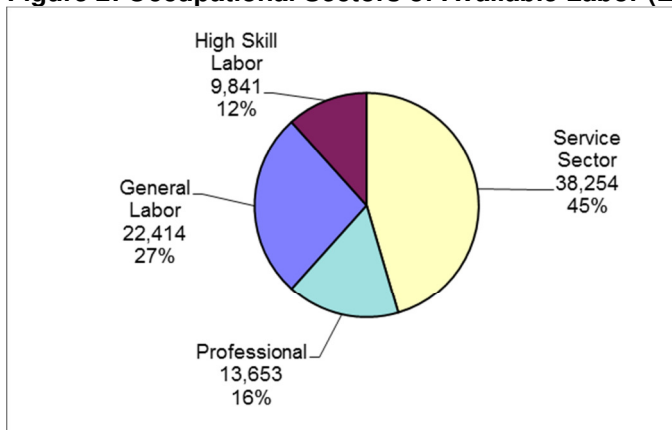
Table 2 shows the various occupational categories of the 105,778-member Available Labor Pool. General labor occupations represent 21.2% of the entire Available Labor Pool, while high-skilled, blue-collar jobs make up 9.3%. Traditional service-related occupations represent 36.2% of the Available Labor Pool, while professional occupations represent 12.9%. Non-employed members of the Pool make up one-fifth (20.4%) of the total.

Table 2: Major Occupational Categories of Available Labor

	Number	Percent	Years at Job	
			Mean	Median
General Labor/Delivery	14,991	14.2	4.9	2.0
Manufacturing/Maintenance/Trucking	7,422	7.0	9.7	4.1
Total General Labor	22,414	21.2	7.3	3.1
Mechanic/Welder/Comp Tech	5,758	5.4	8.2	7.6
Crew Management/Protection Services	4,083	3.9	12.3	15.0
Total Highly-Skilled Labor	9,841	9.3	10.3	11.3
Customer Service	6,990	6.6	3.7	2.9
Clerical	5,040	4.8	7.5	3.0
Office or Dept Manager	10,839	10.2	7.4	3.4
Health Aid/Nurse	7,511	7.1	10.0	6.7
Education Aid/Teacher	7,874	7.4	9.6	4.0
Total Service Sector	38,254	36.2	7.6	4.0
Exec Management	2,203	2.1	10.3	6.3
Accounting/Engineering	3,091	2.9	9.7	6.0
Doctor/Professor/Attorney	6,666	6.3	8.3	7.0
Writer/Artist/Musician	1,693	1.6	4.5	1.3
Total Professional Sector	13,653	12.9	8.2	5.2
Homemaker/Student/Unemployed	15,288	14.5	n/a	n/a
Retired/Disabled	6,329	6.0	n/a	n/a
Total Non-Employed	21,617	20.4		
Total	105,778	100		

Figure 2 shows the occupational sectors of the *employed members* of the Available Labor Pool only. The *percentages* shown in Figure 2 differ from those presented in Table 2 because the table includes non-employed Available Labor Pool members.

Figure 2: Occupational Sectors of Available Labor (Employed Only)



Current Skills and Work Experiences

To gain perspective on the types of workers that are available for new and/or different employment in the Boonville Missouri Labor Basin, survey respondents were asked questions assessing work skills and previous work experience.

Table 3 (below) and Figure 3 (next page) show the current employment status and previous work or training experience of Available Labor Pool members. Table 3 shows the number of workers currently employed in various job categories, as well as the number of workers and non-workers that have previous work or training experience in those same job categories. The table also shows the sum of working Available Labor Pool members currently employed in a job category *plus* those that indicate previous training or experience in that particular field.

For example, 12,205 members of the Pool are currently employed as general laborers, construction, cleaners, and similar positions. An additional 6,035 Pool members (employed and currently non-employed) had previous employment experience or training in one of those jobs, for a total of 18,239 individuals. (The numbers do not sum precisely due to rounding error.)

Table 3: Current Work Experience plus Previous Work or Training Experience

	Current Employment* Number +	Previous Work/Training* Number =	Current plus Previous Work or Training** Number
Working with Hands			
General Labor	12,205	6,035	18,239
Farm or Ranch Labor	1,291	2,084	3,375
Manufacturing and Assembly	2,271	4,722	6,993
Maintenance	3,065	2,300	5,365
Driving (Delivery, Bus, Postal)	1,495	2,270	3,765
Truck Driving/HEO	2,087	787	2,874
Skilled Labor	2,285	453	2,738
Crew Management	2,214	1,471	3,685
Working with People			
General Customer Service	6,990	17,540	24,530
Office Management	10,839	5,405	16,244
Governmental Services	1,869	3,165	5,034
Executive Management	2,203	2,782	4,985
Advanced Social Services	4,050	1,067	5,117
Working with Numbers			
Clerical	5,040	4,903	9,943
Accounting/Finance/Banking	1,772	450	2,222
Researcher/Analyst	945	1,693	2,638
Working with Technology			
IT and Other (Non-Med) Tech. Maint.	3,473	2,395	5,868
Software Dev./Comp. Prog.	0	0	0
Engineer/Designer	374	824	1,198
Providing Health Services			
Health Aid	4,883	5,692	10,575
Nurse	2,628	517	3,145
Advanced Medical Practitioner	1,121	0	1,121
Providing Educational Services			
Education Aid	4,467	1,720	6,186
Teacher/Trainer	3,408	1,834	5,242
Professor/Lecturer	1,495	0	1,495
Creative Arts			
Writer/Artist/Musician	1,693	2,146	3,839
Total	84,161	72,256	156,417

* Retired, disabled, non-working students, homemakers are not included.
 ** An individual member of the Pool is counted only once within each employment category. If jobs are duplicate, they were removed from the Previous Job Category.

Total numbers in table might not sum precisely due to rounding.

Figure 3 shows the same information as that presented in Table 3, but in graphic format. Many Available Labor Pool members report current work experience or previous work/training as front desk clerks, retail sales positions, receptionists and other jobs classified as “general customer service” workers. There are 6,990 working Pool members currently employed in this category and 17,540 previously employed/trained in this category, for a total of 24,530 individuals.

Figure 3: Current Work Experience plus Previous Work or Training Experience

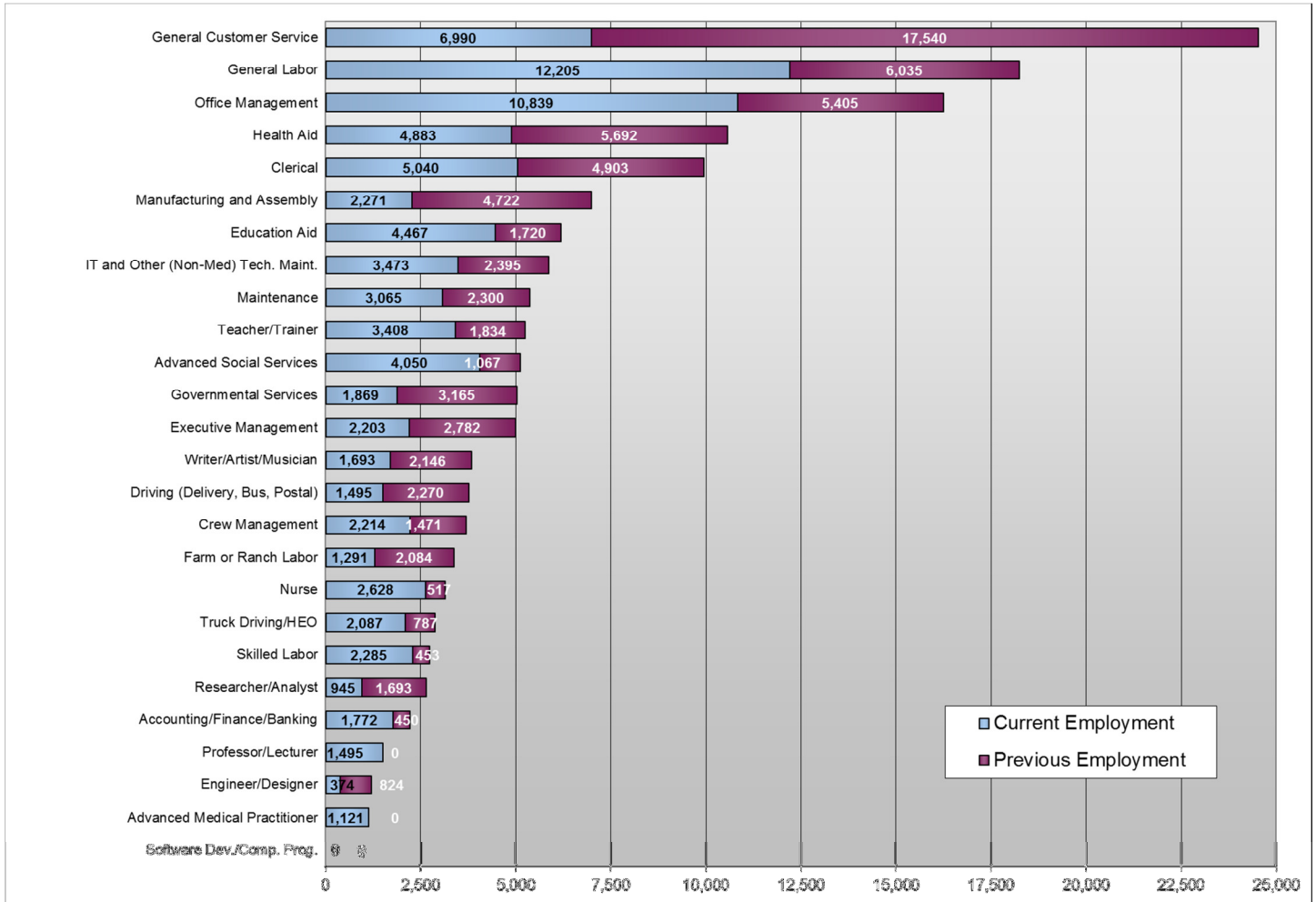


Table 2 on page 7 showed that 21,617 members of the Available Labor Pool are currently non-working. Those with previous work experience were included in the “previous work/training” column in Table 3 on page 8.

Table 4 below shows the work experience of the non-working members of the Pool. The table shows that 21.6% of the current non-workers were previously employed as general customer service workers and 11.8% were previously employed as general labors.

Table 4: Previous Work Experience of Non-Workers

Non-Employed - Previous Experience		
	Number	Percent
Working with Hands		
General Labor	2,548	11.8
Farm or Ranch Labor	726	3.4
Manufacturing and Assembly	320	1.5
Maintenance	1,425	6.6
Driving (Delivery, Bus, Postal)	525	2.4
Truck Driving/HEO	214	1.0
Skilled Labor	0	0.0
Crew Management	0	0.0
Working with People		
General Customer Service	4,668	21.6
Office Management	1,583	7.3
Governmental Services	1,218	5.6
Executive Management	812	3.8
Advanced Social Services	406	1.9
Working with Numbers		
Clerical	1,242	5.7
Accounting/Finance/Banking	0	0.0
Researcher/Analyst	812	3.8
Working with Technology		
IT and Other (Non-Med) Tech. Maint.	406	1.9
Software Dev./Comp. Prog.	0	0.0
Engineer/Designer	406	1.9
Providing Health Services		
Health Aid	1,624	7.5
Nurse	406	1.9
Advanced Medical Practitioner	0	0.0
Providing Educational Services		
Education Aid	214	1.0
Teacher/Trainer	1,656	7.7
Professor/Lecturer	0	0.0
Creative Arts		
Writer/Artist/Musician	406	1.9
Total	21,617	100

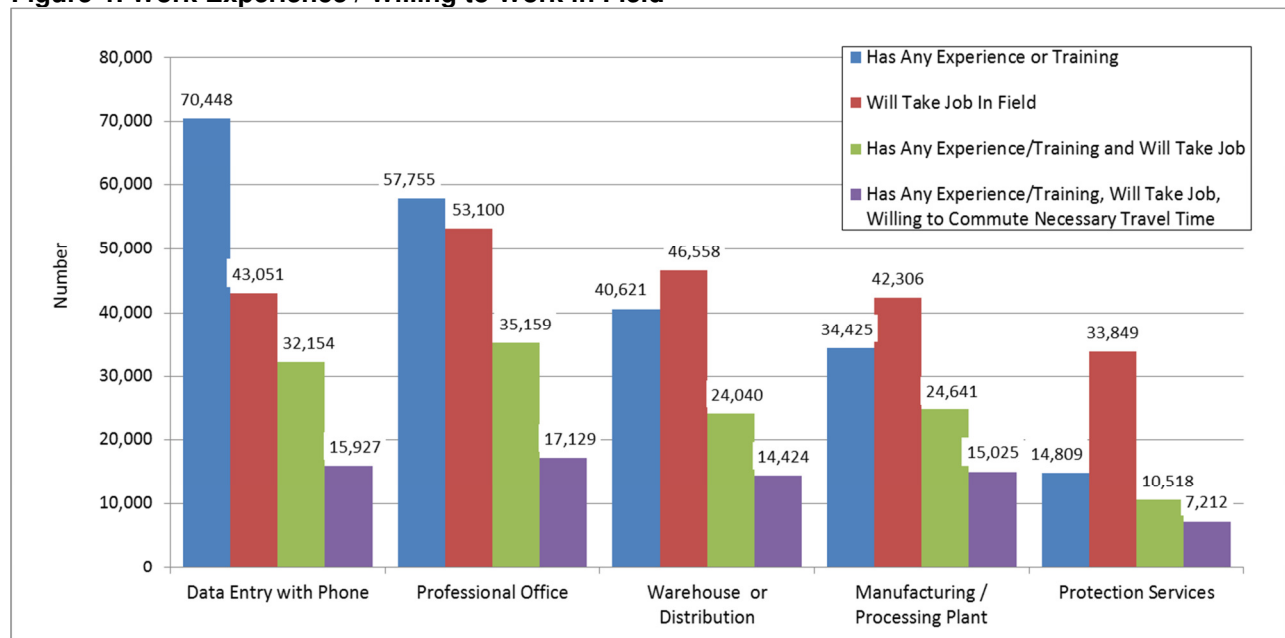
In addition to collecting data regarding the current employment status and previous work or training experience through a series of “open-ended” survey questions (the results of which are shown in the previous table and figure), respondents were asked about the five specific employment areas listed in Figure 4. Respondents were first asked if they had any training or work experience in a specific field and then if they would take a job in that field regardless of their prior training or experience.²

The figure shows that an estimated 70,448 Pool members report having training and/or experience in data entry with telephone operation, while fewer (43,051 individuals) would consider employment in that field. An estimated 57,755 members of the Pool have training and/or experience in a professional office environment, while slightly fewer (53,100 individuals) would take a job in that field.

An estimated 40,621 members of the Pool suggest that they have training or experience working in a distribution center or warehouse while 46,558 would consider a job in that field. An estimated 34,425 have experience working in a manufacturing or processing plant while 42,306 would take a job in that field. Finally, 14,809 have training or experience in protection or security services, while 33,849 would consider employment in that field.

The third column shows the estimated number that have experience or training in a field **and** are willing to work in that field again. The fourth columns show the estimated numbers that have training/experience **and** are willing to take a job in that field **and** are within the necessary commute time for a new or different job. (See page 26 for a definition of “within the necessary commute time.”)

Figure 4: Work Experience / Willing to Work in Field



² Figure 4 differs substantially from Table 3 and Figure 3 (pages 8 and 9). For example, the “has any experience or training” column above represents an extrapolated total of **all** Pool members answering “yes” to a question asking “do you have any experience or training in...”. As such, Figure 4 provides a “50,000-foot view” of the skill sets of Pool members. Table 3 and Figure 3, on the other hand, provide extrapolated responses from Pool members (working in the first column, non-working in the second) about specific jobs – one current job and/or one previous job.

Survey respondents indicating that they had training or experience in distribution/warehousing or manufacturing/processing were asked additional questions to assess the type of work they performed at those jobs.

Figures 4a and 4b show the responses to those questions. The figures show that more than two-fifths (46%) of those indicating distribution/warehousing experience moved materials or loaded trucks. Additionally, more than half (55%) of those indicating experience in manufacturing/processing had jobs in procession, fabrication or assembly.

Figure 4a: Work Experience in Distribution Center or Warehouse

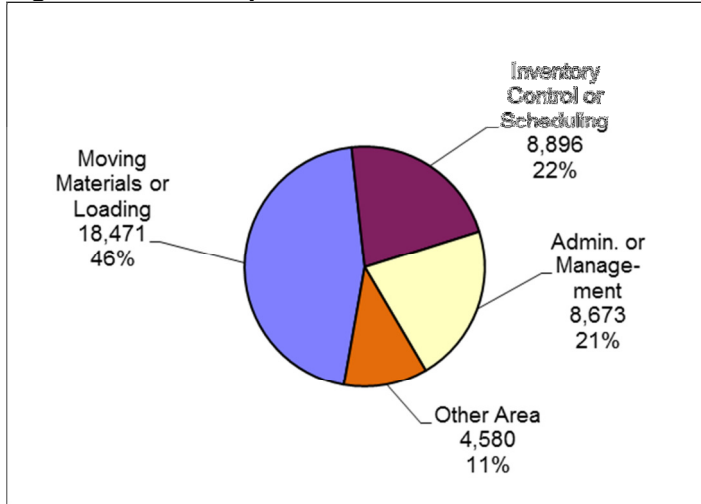
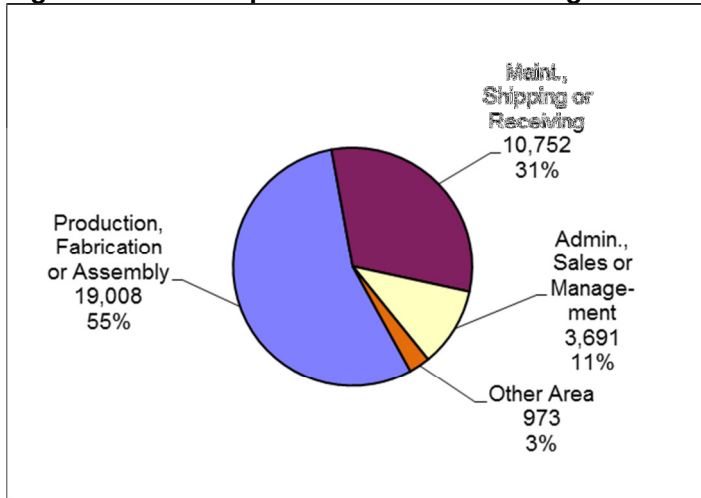


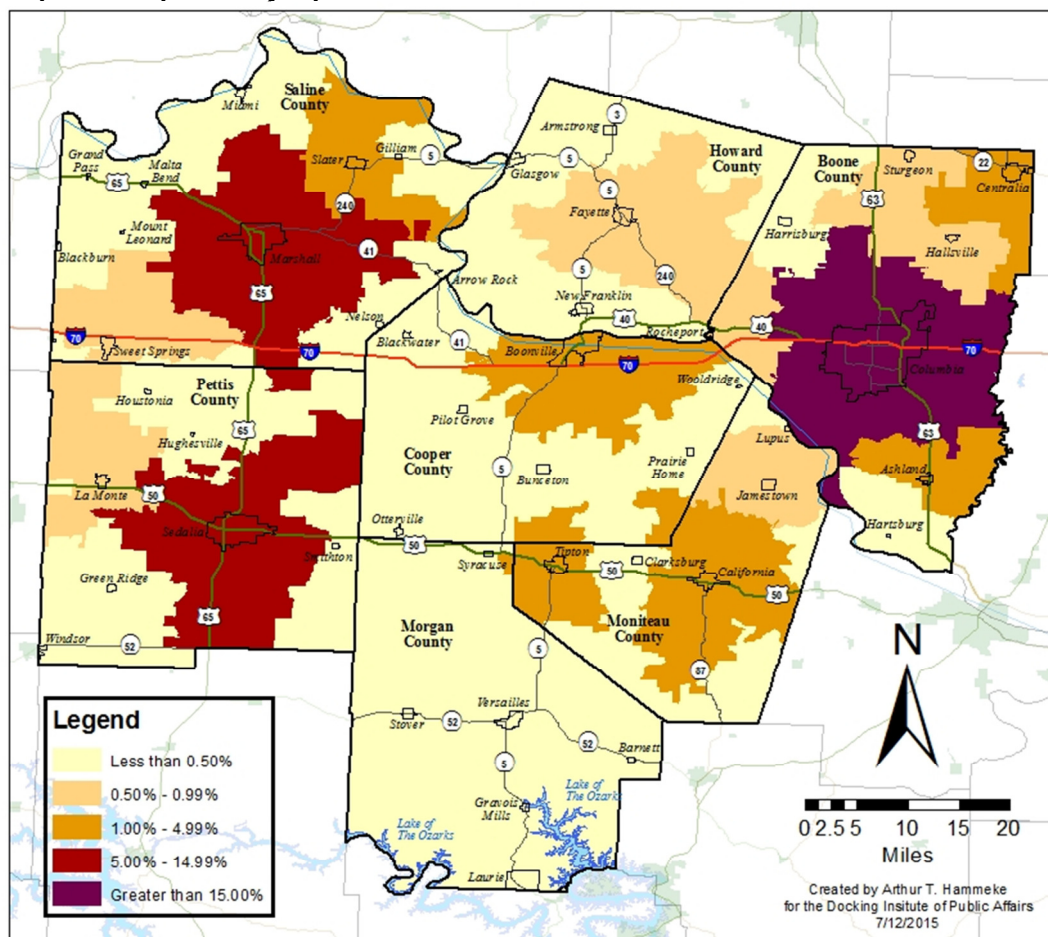
Figure 4b: Work Experience in Manufacturing or Processing Plant



Working Available Labor Pool members were asked for the zip code of their workplaces. Map 3 shows the locations of workplaces employing Available Labor Pool members *within the basin* by Zip Code area. The map shows:

- Fifteen percent or more of the working members of the Available Labor Pool work in Zip Code areas in Boone County. (See the purple area on the map.)
- Between 5% and 14.99% of the working members of the Pool work in Zip Codes areas in Pettis and Saline counties. (See the red areas on the map.)
- Workplaces located in Boone, Cooper, Moniteau, and Saline counties employ 1% to 4.99% of the basin’s working Pool members. (See the orange areas on the map.)
- Workplaces located in Boone, Howard, Moniteau, Pettis, and Saline counties employ .5% to .99% of the working Pool members. (See the light peach areas on the map.)
- Finally, less than .5% of the Pool work for employers located in rest of the basin. (See the light yellow areas on the map.)

Map 3: Workplaces by Zip Code



Educational Experience and Job Satisfaction

Table 1 (see page 6) shows that 77.2% of the Available Labor Pool reports attending some college (with at least 60.2% having completed an associate's degree and 48.6% having completed a bachelor's degree).

Respondents that had completed at least some college or are currently enrolled in a community college, college, or university were asked to provide their major area of study. Answers were grouped into the following categories:

Social Sciences: Sociology, Psychology, Anthropology, Politics and Social Work.

Biological Sciences and Health: Biology, Agriculture, Nursing, Pre-med, Pre-vet and Human Performance.

Physical Sciences and Engineering: Physics, Geology, Chemistry and Engineering.

Business and Economics: Management, Accounting, Finance, Marketing and Economics.

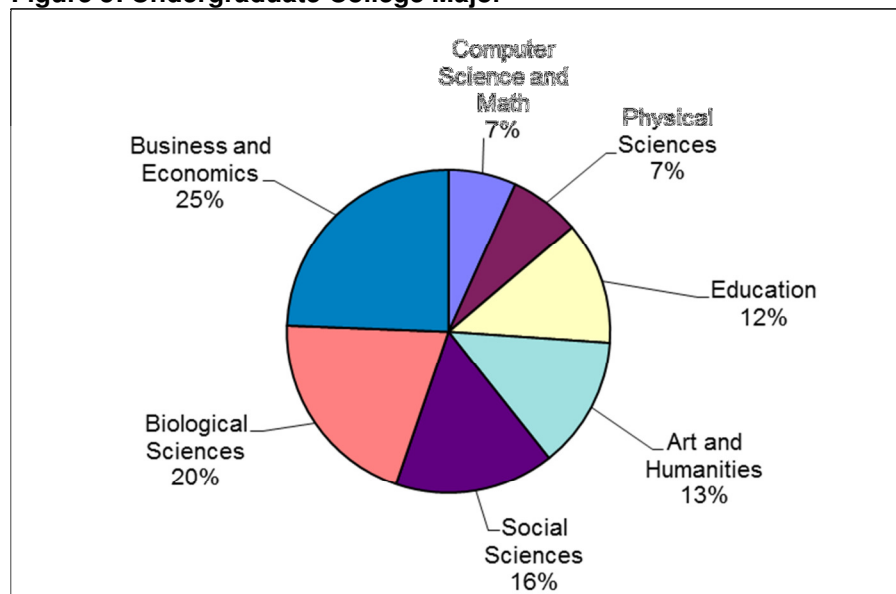
Education: Elementary and Secondary Teaching.

Computer Science and Math: Computer Programming or Technology, Networking, Web Design and Math.

Arts and Humanities: Art, Music, History, Philosophy and Languages.

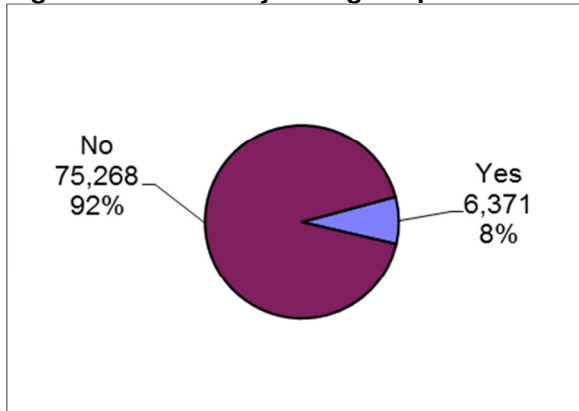
Figure 5 shows that the largest groups of Available Labor Pool members indicate a major in business and economics (25%), biological sciences (20%), social sciences (16%), arts and humanities (13%), and education (12%). Physical Sciences and Computer Science and Math follow with a combined total of 14%.

Figure 5: Undergraduate College Major



All respondents that had completed “at least some college” were asked: “Are you attending technical school now or have you received a technical degree?” Figure 6 shows that 8% of the respondents hold a technical degree or are working on one at the present time.

Figure 6: Community College Experience



Respondents answering “yes” to the above question were asked for their area of study. Answer options were grouped into one of the options shown in Figure 6a. The figure shows that about a fifth (21%) report studying nursing/health related subjects, while 12% report studying information technology, 11% report studying automotive technology, and 10% report studying food processing and handling.

Finally, 5% percent or less are studying (or have studied) office technology, manufacturing technology, beautician skills, or truck driving/commercial driver’s license training.

Figure 6a: Community College Study Area

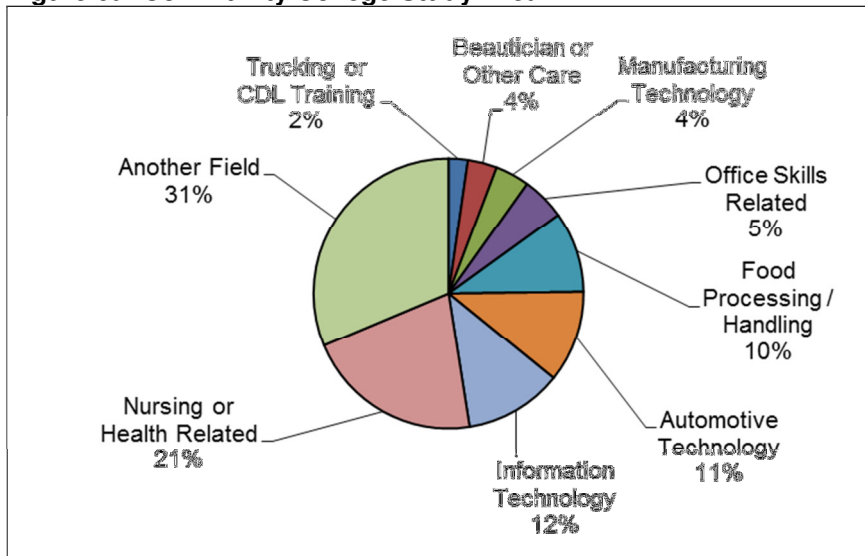


Figure 7 and Table 5 show responses to questions regarding job satisfaction. The figure and table report responses from *working survey respondents* only. The figure shows that about 31% of the working Available Labor Pool respondents “strongly agree” with a statement suggesting that they “enjoy the things I do,” while 62% “agree” with that statement. In all, about 93% at least “agree” with that statement. In general, the figure strongly suggests that Available Labor Pool members are generally satisfied with their work and their work environments but are simply looking for and/or are available for new employment. Only half, however, feel that they have a “fair chance at promotion” to another position.

Figure 7: Job Satisfaction Among Available Labor Pool Workers

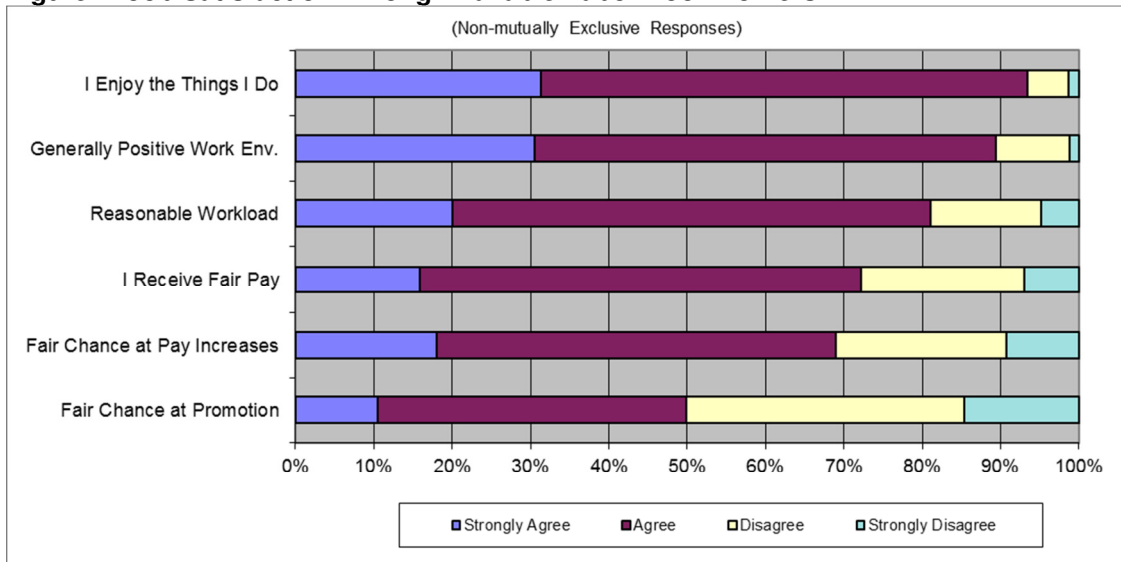


Table 5 shows combined “strongly agree” and “agree” responses of working Pool members and working non-Pool respondents. The table shows that 93.4% of the working Pool members at least “agree” with the statement regarding “enjoying the things I do,” while more (96.3%) of the working non-Pool respondents suggest the same.

The statement with the largest percentages of disparity between working Pool members and working non-Pool respondents is in regards to having a “fair chance at promotion.” Half of the working Pool members at least “agree” with this statement, while 25% more (75.1%) of the working non-Pool members feel the same way.

Table 5: Job Satisfaction Among Workers: Pool and Non-Pool Members

	Strongly and Agree	
	Available Labor Pool Percent	Working Non-Pool* Percent
I Enjoy the Things I Do	93.4	96.3
Generally Positive Work Env.	89.4	97.5
Reasonable Workload	81.1	93.9
I Receive Fair Pay	72.2	89.3
Fair Chance at Pay Increases	69.0	84.9
Fair Chance at Promotion	50.0	75.1

*This column represents working respondents that are not in the Available Labor Pool.

Considerations for Employment

An important consideration for many employers looking to locate or expand operations is whether workers are willing to pursue new employment opportunities. Some workers may be available for new employment but are unwilling to switch from their current job to a different type of position. A large percentage of those unwilling to change their jobs, might limit the types of employers that can enter the labor basin.

This does not seem to be the case for the Boonville Missouri Labor Basin. Figure 8 shows that 83,846 (79.3%) members of the Available Labor Pool are willing to accept positions outside of their primary fields of employment.

Figure 8: Considerations for Employment

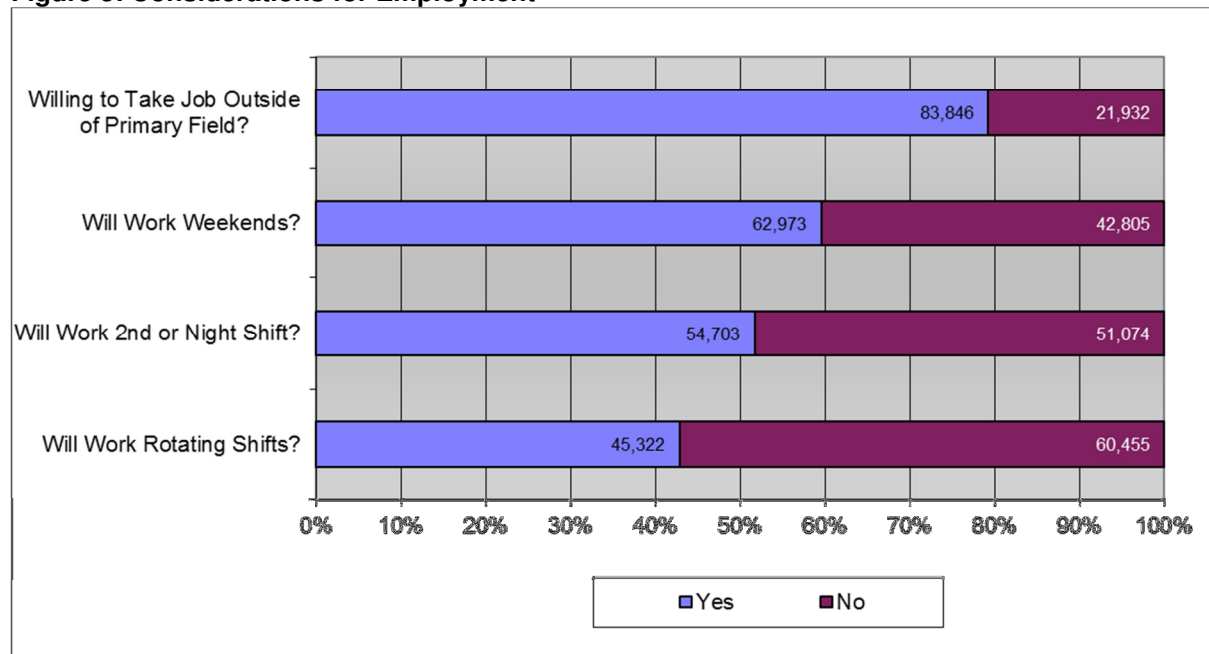
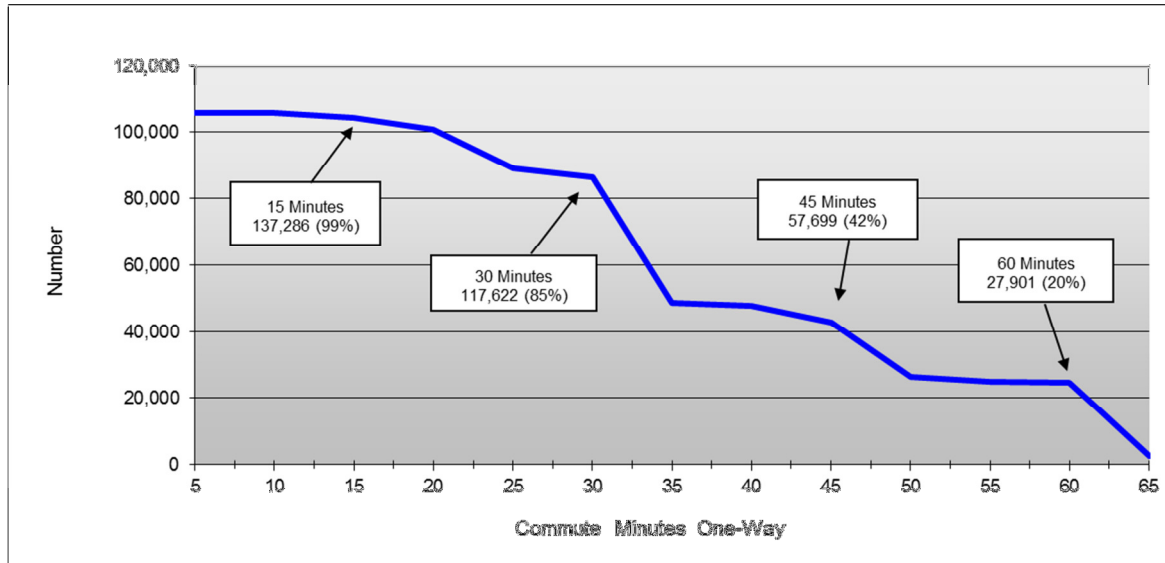


Figure 8 also shows responses to three questions regarding work shifts. Respondents were asked if they would be willing to work weekends, a second or night shift, and rotating shifts.

The figure shows that almost 60% of the Available Labor Pool is willing to work weekends. About 52% is willing to work a second shift or night shift and two-fifths (43%) are willing to work rotating shifts for a new or different job.

Another important consideration for many employers is whether workers are willing to commute for a new or different employment opportunity. Figure 9 suggest that the Available Labor Pool in the Boonville Missouri Labor Basin is open to commuting. More than two-fifths (42%) of the members of the Available Labor Pool will commute up to 45 minutes, one-way, for an employment opportunity, while 85% will commute up to 30 minutes for employment. Virtually all (99%) will travel up to 15 minutes for employment.

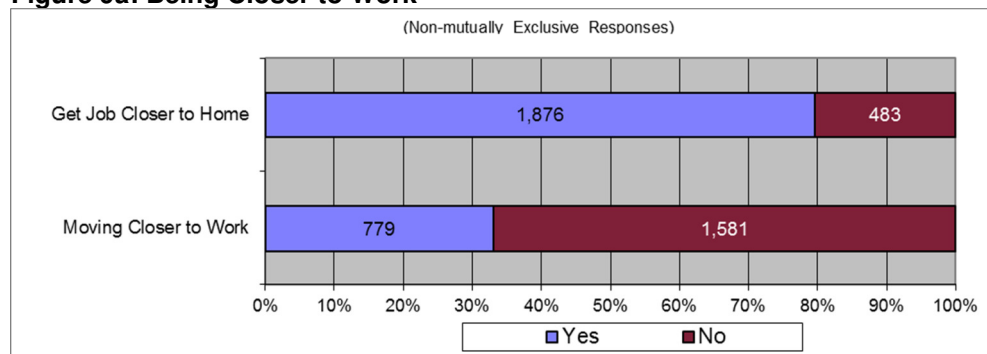
Figure 9: Available Labor by Commute Minutes



Working members of the Pool indicating a willingness to commute further than 60 minutes, one-way, for a job, were asked two questions: “Have you considered moving to be closer to your job?” and “Given the price of gas, have you considered getting a job closer to your home?”

Figure 9a shows that almost 80% of this subset of the Pool would consider getting a new job closer to their places of residence, while about 33% would consider moving closer to their places of work.

Figure 9a: Being Closer to Work

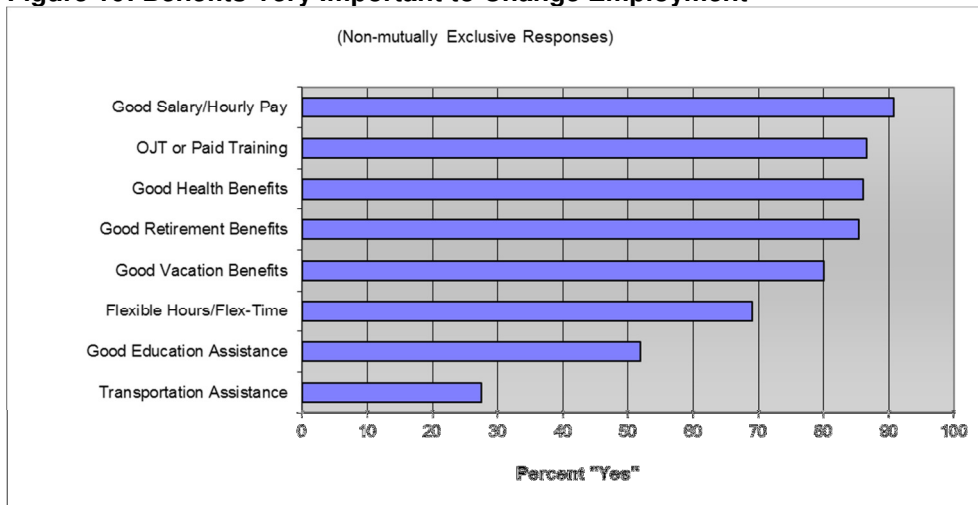


Available Labor Pool members were asked about various benefits that might be important when considering whether to take a new or different job. Respondents were asked if each benefit would be a “very important” consideration for taking a new job, with answer options included “yes” and “no.”

Figure 10 shows that the five most important benefits are, in order, good salary or hourly pay, on-the-job (OTJ) or paid training, good health benefits, good retirement benefits, and good vacation benefits. All of these benefits are considered “very important” by 80% or more of the Available Labor Pool each. Flexible hours or flex-time follows at 69%.

The least desired benefits are good educational assistance and transportation assistance, considered “very important” by 52% and 28% of Available Labor Pool members, respectively.

Figure 10: Benefits Very Important to Change Employment



The left column in Table 6 shows the percentages of all Pool members that said the benefit is a *very important* consideration for taking a new or different job, while the right column shows the percentages of *working members* of the Available Labor Pool that are offered the benefit from their current employers. Good salary/Hourly Pay and Good Retirement Benefits stand out with 12% differences, while Flexible Hours/Flex-Time follows with an 11% difference.

Table 6: Desired Benefits and Current Benefits Offered

	Benefit Important to Change Jobs Percent	Benefit Currently Offered* Percent	Difference
Good Salary/Hourly Pay	90.8	78.6	12.2
OJT or Paid Training	86.6	82.1	4.5
Good Health Benefits	86	76.9	9.1
Good Retirement Benefits	85.4	72.8	12.6
Good Vacation Benefits	80.0	75.8	4.2
Flexible Hours/Flex-Time	69.1	58.1	11.0
Good Education Assistance	51.9	45.9	6.0
Transportation Assistance	27.5	20.7	6.8

* This column represents working Pool members only.

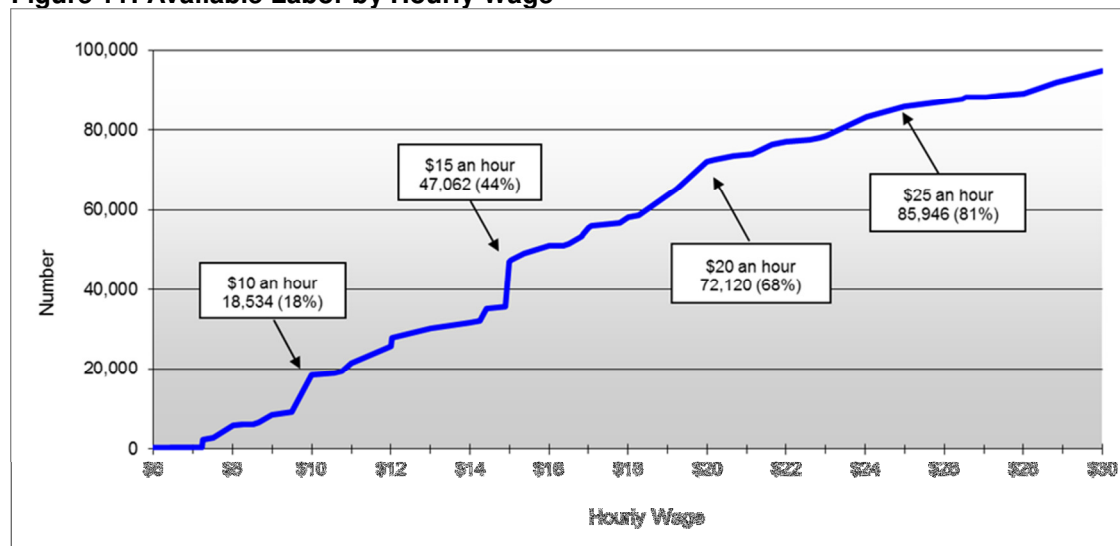
Wage Demands of Available Labor Pool

Wage demands are another important consideration for employers and economic developers. Figure 11 shows desired wages for members of the Available Labor Pool. It is estimated that 85,946 people (or 81% of the available labor) are interested in a new job at \$25 an hour³.

An estimated 72,120 (68%) members of the Pool are interested in new employment opportunities at \$20 an hour, while 47,062 (44%) are interested at \$15 an hour.

Finally, an estimated 18,534 people (18%) are interested in a new job at \$10 an hour.

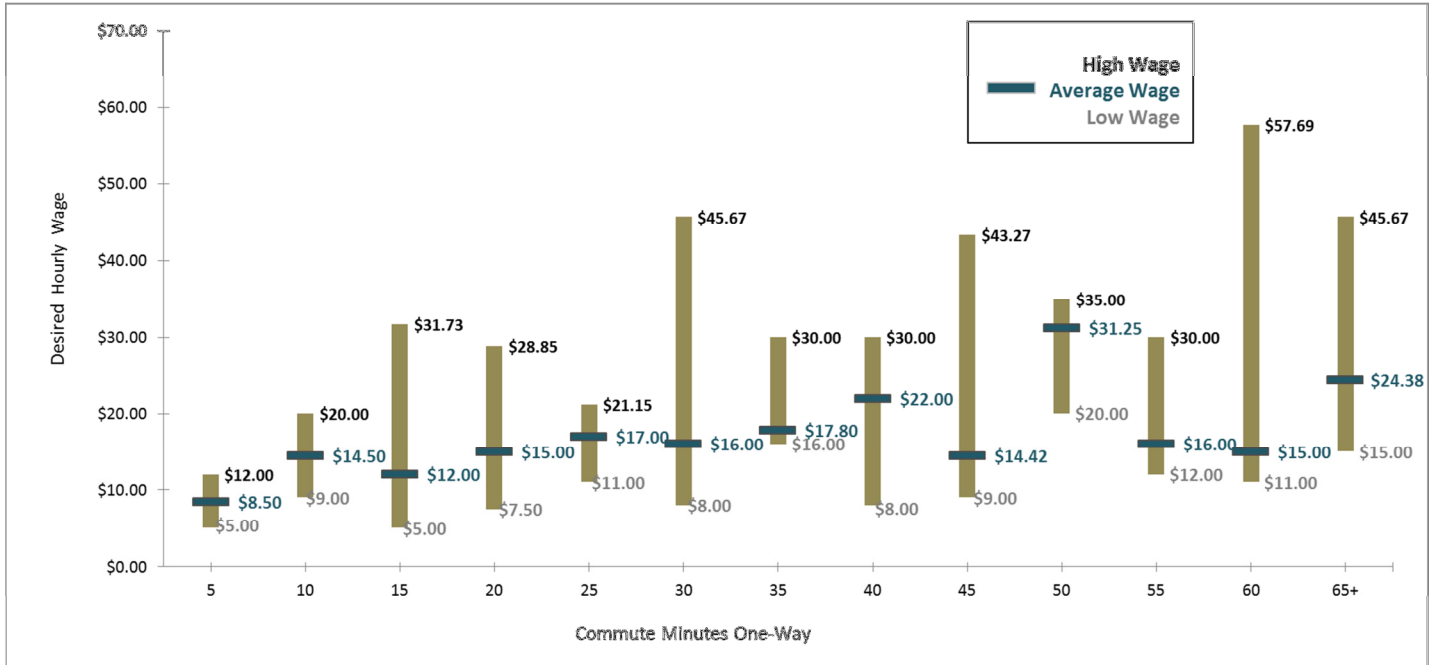
Figure 11: Available Labor by Hourly Wage



³ See the Appendix for an hourly wage/annual salary conversion chart.

Figure 12 shows the average and range of desired hourly wages by minutes willing to commute, one-way, for a new job. The figure shows that, in general, respondents desiring higher wages are more willing than others to commute more minutes for an employment opportunity.

Figure 12: Desired Wages by Minutes Willing to Travel

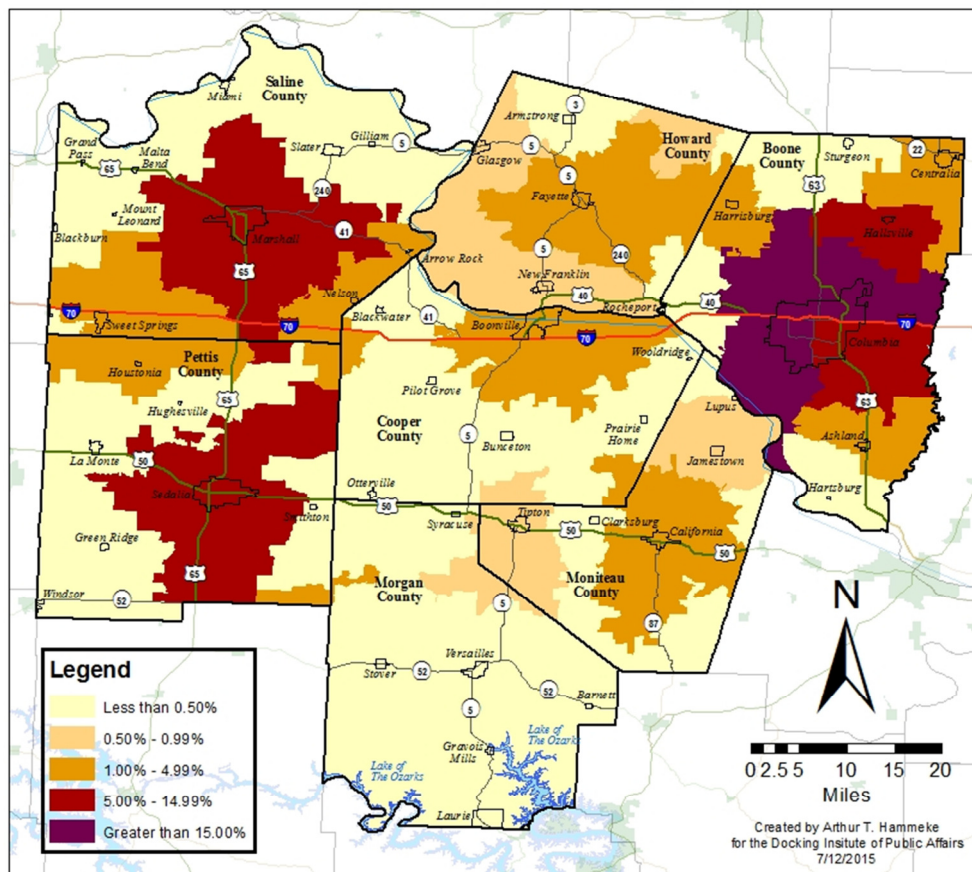


Maps 4 through 7 (beginning below) show the percent of available labor in the Boonville Labor Basin at certain desired wage levels. These maps show that Boonville enjoys a strong supply of available labor across all wage levels.

Map 4 shows how each Zip Code area compares to all other Zip Code areas in terms of the percent of Pool members available for work at \$12 an hour. The map shows:

- Fifteen percent or more of the Pool members available for a new job at \$12 an hour is located in Zip Codes areas within Boone County. (See the purple area on the map.)
- Between 5% and 14.99% of those available for work at \$12 an hour are located in Zip Code areas within Boone, Pettis, and Saline counties. (See the red areas on the map.)
- Zip Code areas in Boone, Cooper, Howard, Moniteau, Pettis, and Saline counties contain 1% to 4.99% of Pool members available for work at \$12 an hour. (See the orange areas on the map.)
- Zip Code areas in Cooper, Howard, Moniteau, and Morgan counties contain .5% to .99% of Pool members available for a job at \$12 an hour. (See the light peach areas.)
- Finally, less than .5% of the Pool members available for work at \$12 are located in Zip Code areas in the remaining areas of the basin. (See the light yellow areas.)

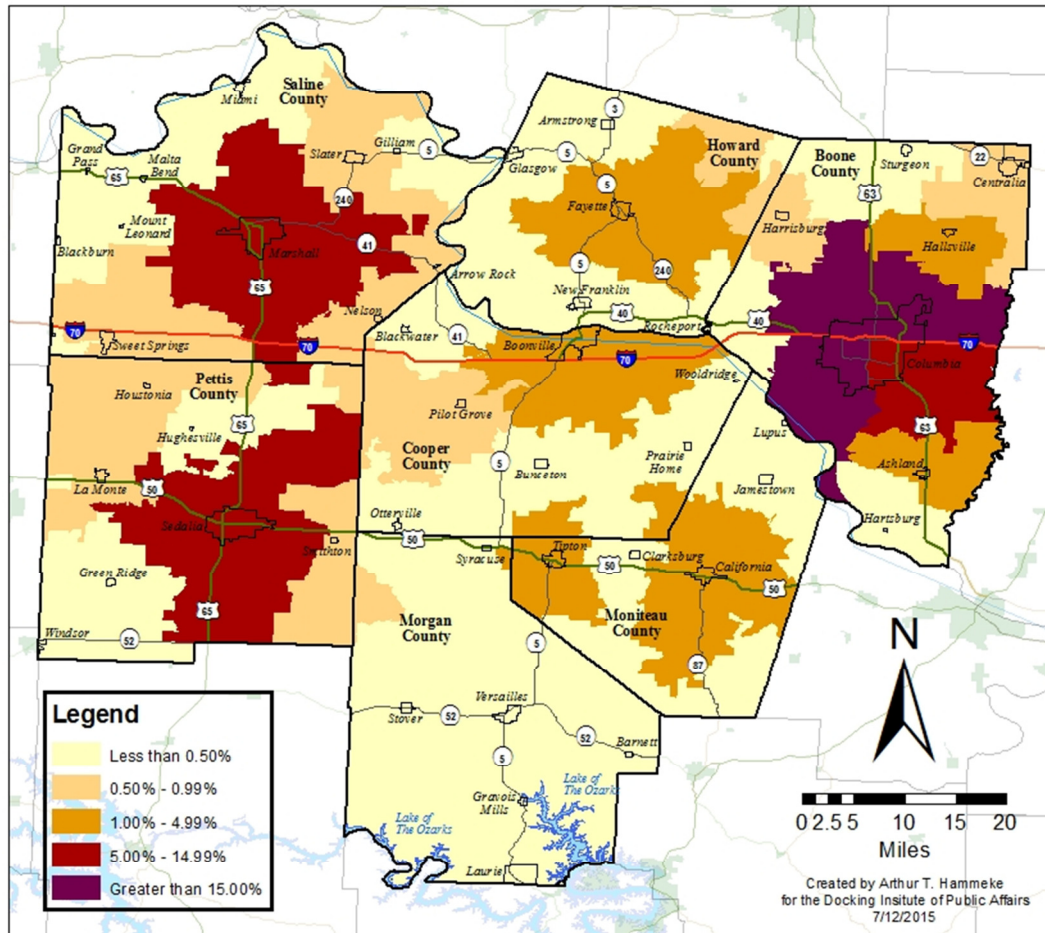
Map 4: Percent of Total Available Labor in Basin by Zip Code at \$12.00 an Hour



Map 5 shows how each Zip Code area compares to all other Zip Code areas in terms of the percent of Pool members available for work at \$15 an hour.

This map is similar to the \$12 an hour map, with some variations. It seems that Pool members willing to work for \$15 an hour might be more concentrated (compared to those willing to work for \$12 an hour) in the larger cities. On the other hand, Moniteau County has a larger percentage of the \$15 an hour Pool in this map.

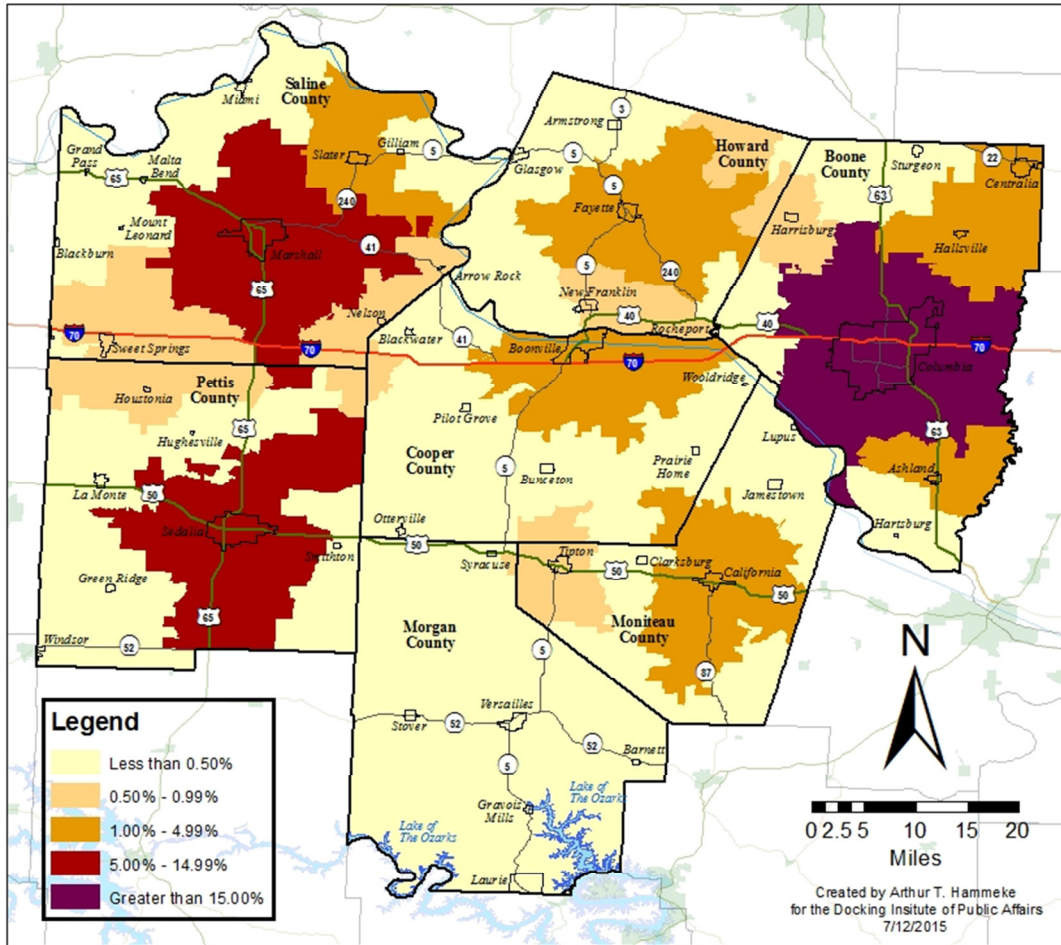
Map 5: Percent of Total Available Labor in Basin by Zip Code at \$15.00 an Hour



Map 6 shows how each Zip Code area compares to all other Zip Code areas in terms of the percent of Pool members available for work at \$20 an hour.

This map is similar to the \$15 an hour map, but a larger percentage of the Pool willing to work for a job at \$20 an hour is concentrated in Boone County.

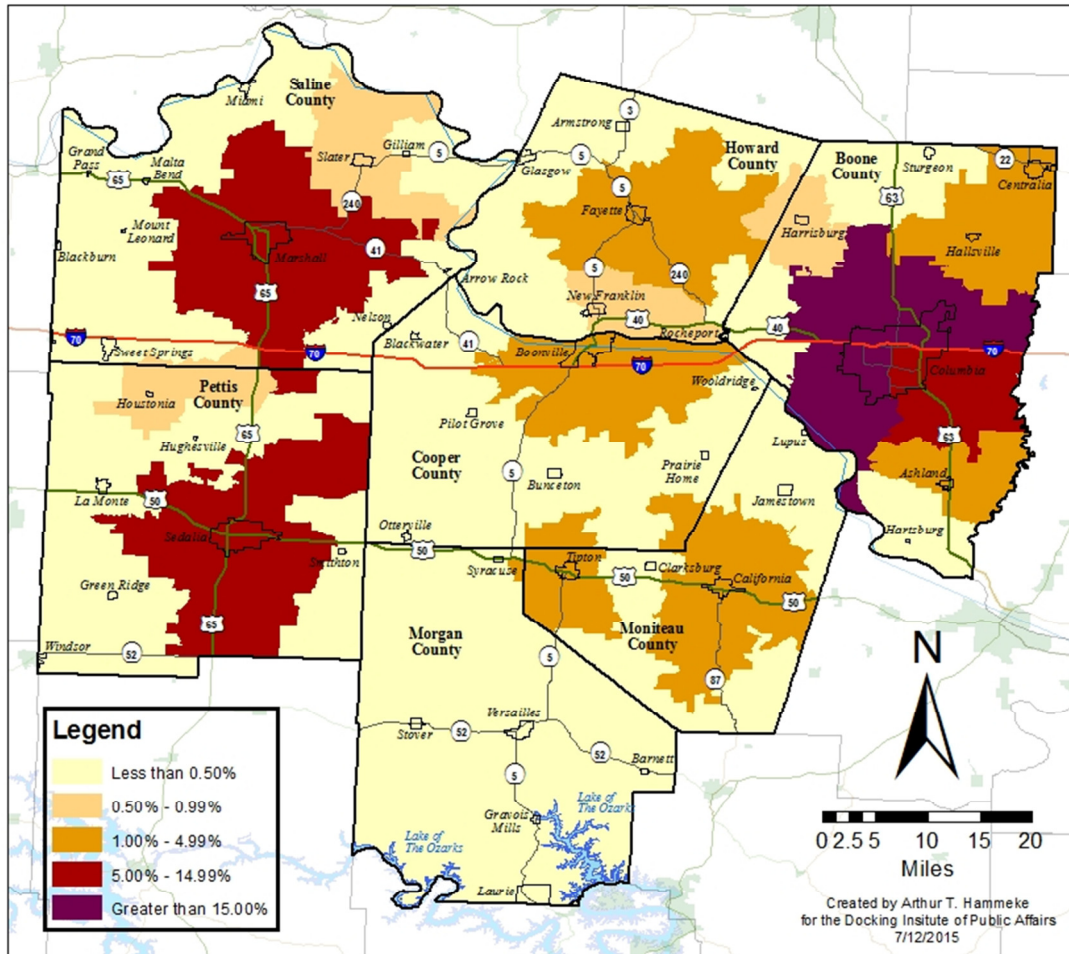
Map 6: Percent of Total Available Labor in Basin by Zip Code at \$20.00 an Hour



Map 7 shows how each Zip Code area compares to all other Zip Code areas in terms of the percent of Pool members available for work at \$25 an hour.

This map is similar in some ways to the \$15 an hour map and the \$20 an hour map.

Map 7: Percent of Total Available Labor in Basin by Zip Code at \$25.00 an Hour



Subsets of the Available Labor Pool

The previous portion of the report addressed the entire Available Labor Pool. The remainder of the reports addresses three subsets of the Available Labor Pool. Each provides a different look at the Available Labor Pool, and they are not mutually exclusive. The three subsets are: those residing Within the Necessary Commute Time, the Underemployed Available Labor Pool Workers, and the Potential Entrepreneurs.

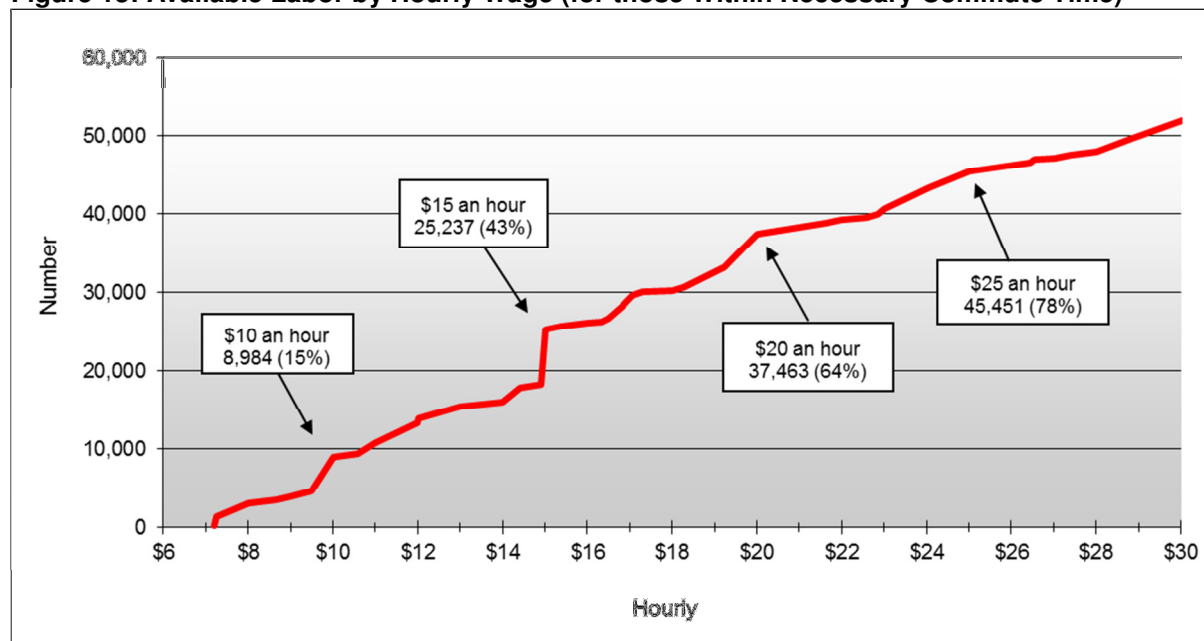
Subset 1: Within Necessary Commute Time

To present an even more refined picture regarding the number of workers who would seriously consider a new employment opportunity, the data in this section includes *only those respondents* that are determined to reside “within the necessary commute time.” “**Necessary Commute Time**” is defined as a commute time stated by the respondent that is equal to or greater than the commute time necessary for the respondent to travel from his or her Zip Code of residence to the Zip Code at the center of the labor basin. For example, a respondent that is willing to travel for 30 minutes, one-way, for a new or different job opportunity and that lives an estimated 15 minutes from the center of the labor basin is considered to be “willing to travel the necessary commute time” for a new job. Data from these respondents are included in this section of the report.

- **Wage Demands (of those Within Necessary Commute Time)**

Figure 13 shows the wage demands for the Available Labor Pool members that are “within the necessary commute time.” An estimated 45,451 people (or 78% of this subset) are interested in a new job at \$25 an hour. An estimated 37,463 (64%) are interested in new employment opportunity at \$20 an hour, and 25,237 (43%) are interested at \$15 an hour. Finally, an estimated 8,984 people (15%) are interested in a new job at \$10.

Figure 13: Available Labor by Hourly Wage (for those Within Necessary Commute Time)



The previous figure suggests the obvious: that the higher the wage, the larger the pool of available labor. As noted, 25,237 members of the “within the necessary commute time” subset of the labor pool are available for a new or different job at \$15.00 an hour. At \$14 an hour there are 15,933 members of the pool available. As such, an increase of \$1 per hour from \$14 to \$15 represents an increase of 9,304 workers and potential workers.

The graph also highlights various “wage preference plateaus” that may be of interest to current and potential employers. A wage preference plateau is a situation in which an increase in wage results in an insignificant or small increase in available labor. For example, 15,499 members of this subset are interested in a job at \$13.00 an hour. At \$14.00 an hour there are an estimated 15,933 individuals available. So, while there is certainly an increase in the number of available workers at this higher wage rate, the increase is only 434 individuals – a relatively small increase given the overall size of this subset of the Available Labor Pool.

Additional wage plateaus exist between \$8 and \$9 an hour (776 individuals), \$15 and \$16 (868), between \$17 and \$18 (994), and between \$21 and \$22 (an increase of about 390 individuals).

• **Wage Demands by Occupational Sector (for those within Necessary Commute Time)**

Table 7 shows the four main occupational sectors (employed only) of those within the necessary commute time subset of the Available Labor Pool. The table shows that 38% of the general laborers will take a new or different job at a wage of at \$12 an hour, while 53% is available for new employment at a wage of \$15 an hour. Of the skilled laborers, none are available for new employment at a wage of \$12 an hour, while 10% is available at a wage of \$15 an hour.

Regarding service workers, 31% is available at a wage of \$12 an hour, while 46% is available at a wage of \$15 an hour. Of the professional workers, none are available at a wage of \$12 an hour, while only 4% is available at a wage of \$15 an hour.

Table 7: Cumulative Wage Demands for Occupational Sectors

	General Labor		High Skill Labor		Service Sector		Professional	
	(N= 40) (+/- 15.5% MoE)		(N= 19) (+/- 22.2% MoE)		(N= 68) (+/- 11.9% MoE)		(N= 26) (+/- 19.2% MoE)	
	Number	Cumulative	Number	Cumulative	Number	Cumulative	Number	Cumulative
\$30 <	11,997	100%	5,855	100%	20,352	100%	7,866	100%
\$30	11,576	96%	4,204	72%	19,151	94%	5,143	65%
\$27	11,425	95%	3,603	62%	18,325	90%	4,236	54%
\$24	11,125	93%	2,702	46%	16,522	81%	3,025	38%
\$21	10,523	88%	2,402	41%	15,020	74%	2,723	35%
\$18	8,719	73%	1,501	26%	12,617	62%	2,118	27%
\$15	6,314	53%	601	10%	9,313	46%	303	4%
\$12	4,510	38%	0	0%	6,308	31%	0	0%
\$9	2,405	20%	0	0%	2,704	13%	0	0%
\$6	301	3%	0	0%	300	1%	0	0%

Table 8 shows wage demand data for general labor and service sector workers that are willing to change fields of employment and thus are presumably potential workers for either of these two sectors. Specifically, the table *includes* data from respondents that:

- 1 are willing to commute the necessary distance from his/her community to the center of the labor basin, *and*
- 2 are willing to change their primary field of employment, *and*
- 3a are currently non-employed, *or*
- 3b are employed as general laborers or service sector employees.

Table 8: Cumulative Wage Demands Allowing Mobility between General Labor and Service Sector

	Mobile General Labor		Mobile Service Sector	
	(N= 121) (+/- 8.9% MoE) Number	Cumulative	(N= 135) (+/- 8.4% MoE) Number	Cumulative
\$30 <	36,273	100%	40,467	100%
\$30	34,650	96%	38,964	96%
\$27	33,748	93%	38,062	94%
\$24	31,645	87%	35,057	87%
\$21	29,269	81%	32,304	80%
\$18	23,560	65%	25,693	63%
\$15	16,828	46%	17,880	44%
\$12	10,818	30%	11,569	29%
\$9	4,808	13%	5,109	13%
\$6	301	1%	301	1%

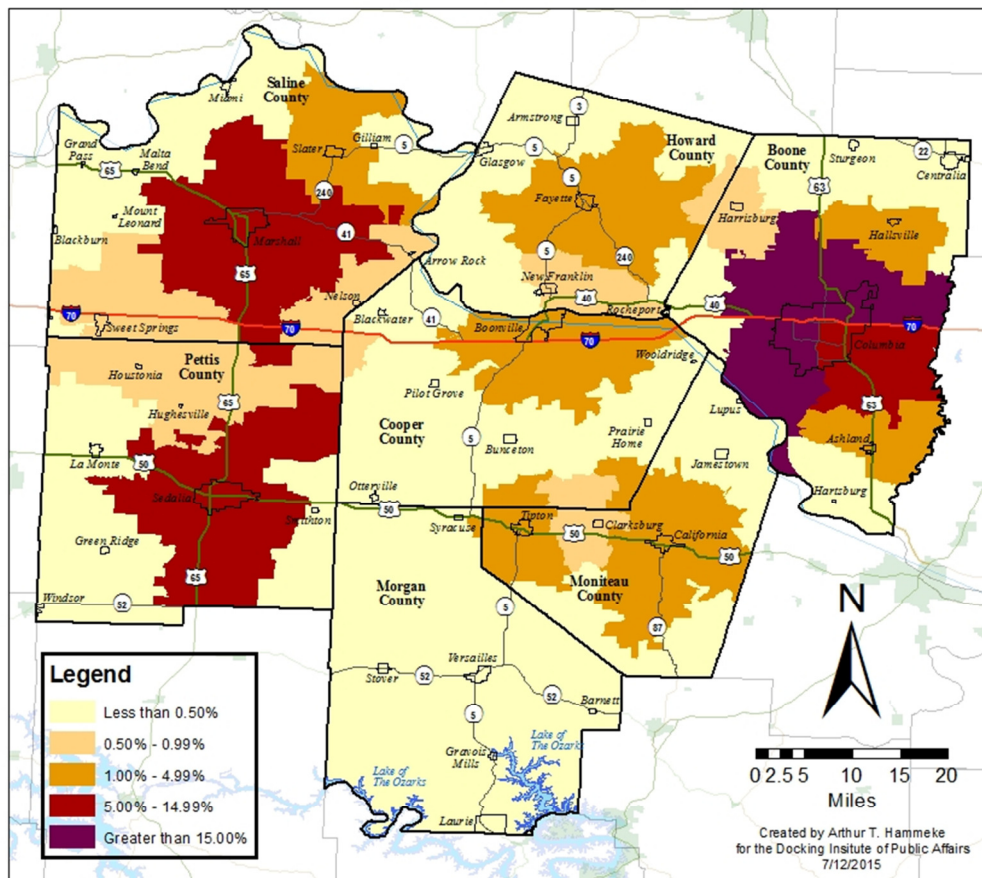
Table 7 (previous page) shows data representing each occupational sector *independently* and does *not* include non-working pool members. Table 8, on the other hand, allows a general laborer or service sector worker to be classified in both sectors *if* he or she indicates a willingness to change fields of employment (see Figure 8, page 17). Additionally, it is assumed that a non-working pool member will take a job (all things being equal) in either the general labor sector or the service sector.

High skill blue-collar workers and professional white-collar workers are excluded from Table 8 because it is presumed that, as a general rule, people in occupations such as machinist, electricians, medical doctors, lawyers, engineers, professors, etc... are unlikely to transfer into lower-skilled general labor and service/support occupations. It is also presumed that, because professional and highly skilled occupations require extensive education and/or training, lower-skilled general laborers and service sector workers are unable to transfer to higher-skilled labor or professional positions - at least in the near term.

Map 8 shows how each Zip Code area compares to all other Zip Code areas in terms of the percent of the *within the necessary commute time subset* of the Available Labor Pool. The map shows:

- Fifteen percent or more of this subset is located in Zip Code areas within Boone County. (See the purple area on the map.)
- Between 5% and 14.99% of this subset is located in Zip Code areas within Boone, Pettis, and Saline counties. (See the red areas on the map.)
- Zip Code areas in Boone, Cooper, Howard, Moniteau, and Saline counties contain 1% to 4.99% of this subset. (See the orange areas on the map.)
- Zip Code areas in Boone, Cooper, Howard, Moniteau, Pettis, and Saline contain .5% to .99% of this subset. (See the light peach areas on the map.)
- Finally, less than .5% of this subset is located in Zip Code areas in the remaining counties of the labor basin. (See the light yellow areas on the map.)

Map 8: Percent within Necessary Commute Time by Zip Code



Subset 2: Underemployed Available Labor Pool Workers

Underemployment — individuals possessing skills and/or training levels that exceed the responsibilities of their current job — is a significant issue in many communities. To assess underemployment in the Boonville Missouri Labor Basin, *employed members of the Available Labor Pool* were presented with a scenario describing underemployment.⁴ They were then asked a series of questions assessing if they perceive themselves as underemployed because 1) their skill level is greater than their current job requires, 2) they possess higher levels of education than is required on the job, 3) they earned a higher income at a similar job previously, or 4) they are limited in the number of hours that they can work.

Of the 84,161 *employed members* of the Available Labor Pool (shown in Figure 14), about a third answered “yes” to one or more of the questions presented above (see Figure 15). These Pool members are considered “underemployed.”

Figure 15 shows that the underemployed workers represent 32% (or 26,747 individuals) of the employed members of the Pool.

Figure 14: Employed and Unemployed Members of the Available Labor Pool

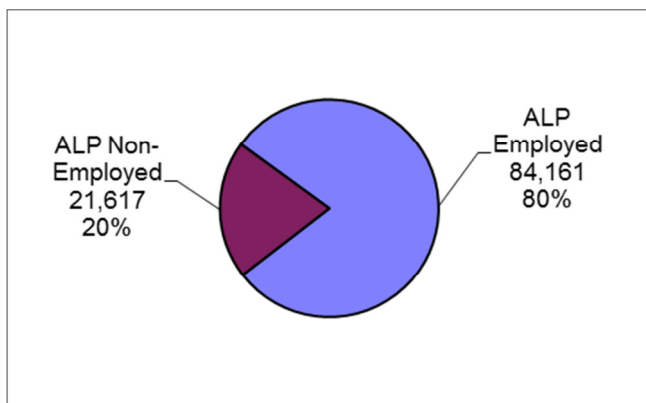
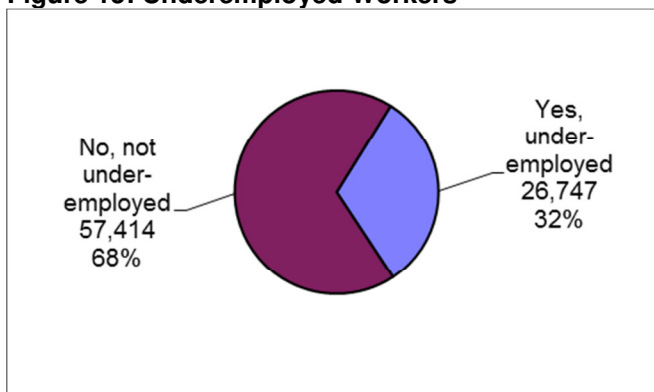


Figure 15: Underemployed Workers



⁴ “Because of circumstances, some workers have jobs that do not fully match their skills, education, or experiences. For example, a master plumber taking tickets at a movie theater would be a mismatch between skill level and job requirements. Do you consider yourself an underemployed worker because...?”

Figure 16 shows the percentages of the positive responses (i.e., “yes” answers) to the various measures of underemployment.

Almost 30% of this subset possesses education levels exceeding those needed for their current jobs. About 21% earned more money at a past but similar job, while 19% possesses skills not used currently on the job. Almost 12% cannot work enough hours as desired.

Figure 16: Reasons for Underemployment

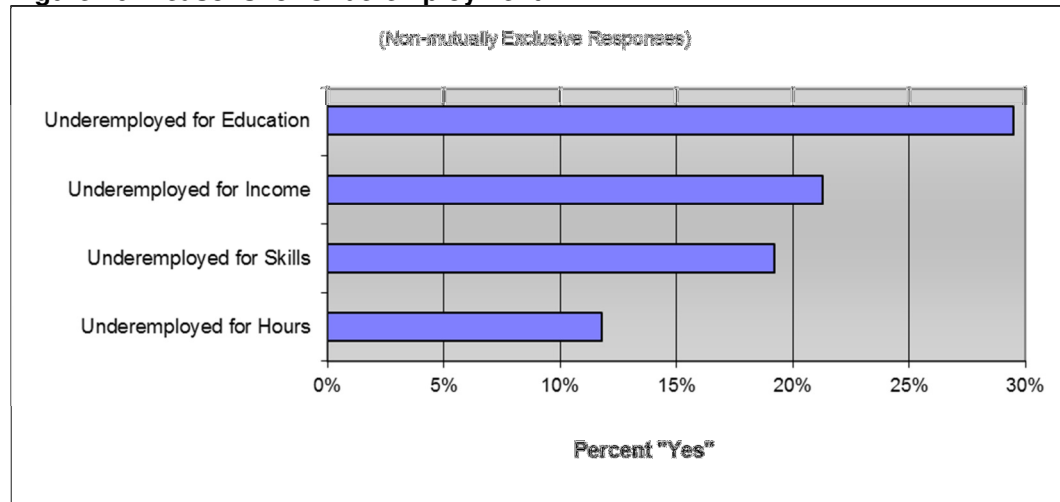


Table 9 (below) and Figure 17 (next page) show some characteristics of the underemployed members of the Available Labor Pool.

Table 9 shows that the education levels of the underemployed workers compare well to the overall Available Labor Pool. However, those with at least some college experience are less likely to consider themselves as underemployed that those without some college experience. The table below shows that 74.5% of the underemployed workers have at least some college experience but the percentage for the Available Labor Pool as a whole is 77.2% - see Table 1, page 6.

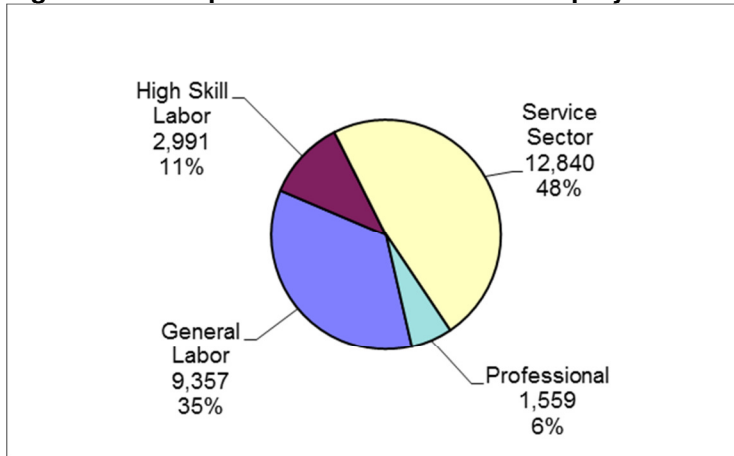
Table 9: Highest Level of Education Achieved Among Underemployed

	Number	Percent	Cumulative Percent
Doctoral Degree	1,106	4.1	4.1
Masters Degree	2,479	9.3	13.4
Bachelors Degree	7,751	29.0	42.4
Associates Degree	4,596	17.2	59.6
Some College	3,991	14.9	74.5
High School Diploma Only	6,197	23.2	97.7
Less HS Diploma	627	2.3	100.0
Total	26,747	100	

Figure 17 shows that 35% of the underemployed workers are general laborers and 11% are highly skilled blue-collar workers. The highest percentage of underemployed workers are employed as service sector workers (48%), while 6% hold professional positions.

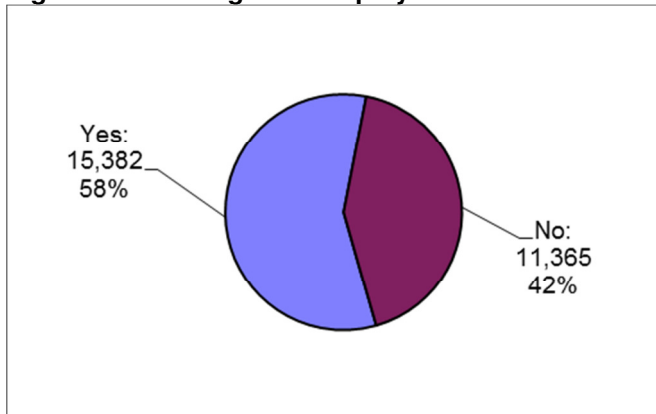
Comparing Figure 17 with Figure 2 (page 7) suggests that fewer professional workers but more general laborers consider themselves underemployed. Figure 2 shows that the subset of working Available Labor Pool members consists of 27% general laborers, 12% highly skilled-laborers, 45% service workers, and 16% professionals.

Figure 17: Occupational Sectors of Underemployed Workers



Underemployed workers were asked if they “are available for a new or different job because they are underemployed?” Figure 18 shows that about two-fifths (42% or 11,365 individuals) of the underemployed workers are seeking new employment to address underemployment.

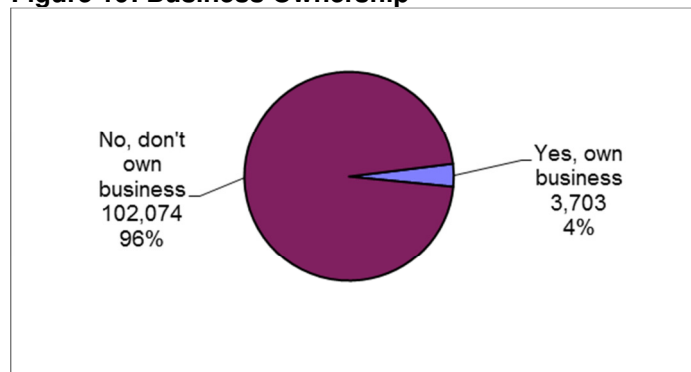
Figure 18: Seeking New Employment to Address Underemployment



Subset 3: Potential Entrepreneurs in the Available Labor Pool Workers

The desire for self-employment may be another indicator of the types of workers available in the labor basin. Figure 19 shows that of the 105,778-member Available Labor Pool, 4% report owning their own businesses.

Figure 19: Business Ownership



Non-business-owning members of the Available Labor Pool (estimated to be 102,074 or 96% of the Pool) were asked the question: “In the past few years have you serious though about starting your own business?”

Figure 20 shows that a third (31% or 31,214 individuals) of the non-business-owning members of the Pool indicate that they had seriously considered this option for new employment. These Pool members are considered “potential entrepreneurs.”

Figure 20: Seriously Thought About Starting Own Business

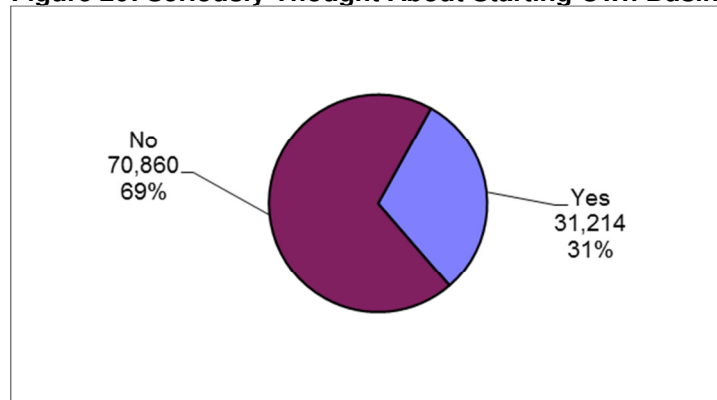


Table 10 and Figures 21 (below) and 22 (next page) show some characteristics of the *potential entrepreneurs*. Table 10 shows that almost 60% of the potential entrepreneurs have at least Associate's degrees and 40.6% have at least Bachelor's degrees.

The table suggests a slightly curvilinear relationship with regard to education when compared to the Pool as a whole. For example, 48.6% of the Pool as a whole (see page 6) hold at least Bachelor's degrees. This figure is 40.6% for the potential entrepreneurs. However, a higher percentage of potential entrepreneurs hold Associate's degrees (19.4%) compared to the Pool as a whole (11.6%)

Table 10: Highest Level of Education Achieved Among Potential Entrepreneurs

	Number	Percent	Cumulative Percent
Doctoral Degree	1,095	3.5	3.5
Masters Degree	3,145	10.1	13.6
Bachelors Degree	8,425	27.0	40.6
Associates Degree	6,064	19.4	60.0
Some College	7,094	22.7	82.7
High School Diploma Only	4,339	13.9	96.6
Less HS Diploma	1,052	3.4	100.0
Total	31,214	100.0	

Figure 21 shows that 37% of the potential entrepreneurs work as general laborers and that 13% work as high skill blue-collar workers. Service sector workers make up 40% of the potential entrepreneurs, while 10% hold professional positions.

Figure 21: Occupational Sectors of Potential Entrepreneurs

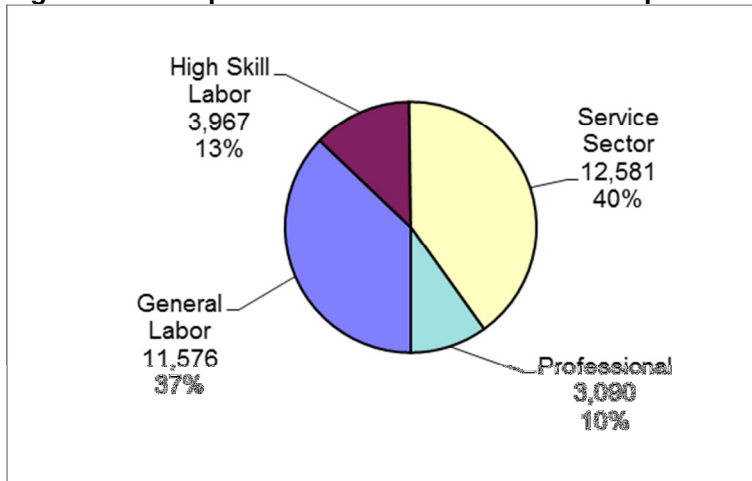


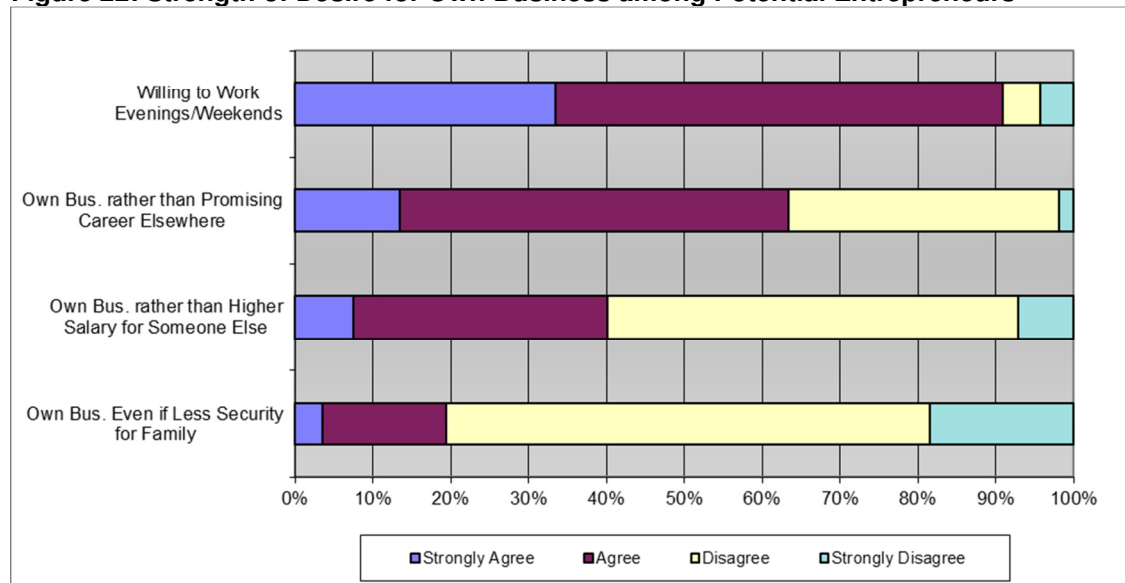
Figure 22 shows the strength of desire to own a business. A third (33%) of this subset of the Pool “strongly agree” with a statement asking if they “are willing to work evenings or on weekends to make their business a success,” while about 57% “agree.” Only about 10% of the potential entrepreneurs “disagree” or “strongly disagree” with this statement.

About 13% “strongly agree” with a statement asking if they “would rather own their own business than pursue a promising career elsewhere,” while 50% “agree.” Slightly more than a third (37%) of the potential entrepreneurs “disagree” or “strongly disagree” with this statement.

About 7% “strongly agree” with the statement asking if they “would rather own their own business than earn a higher salary working for someone else,” while 33% “agree.” We see more disagreement than agreement with this statement compared to the previous two. Slightly more than half (53%) “disagree” with this statements and 7% “strongly disagree.”

When presented with the statement, “I am willing to have less security for my family in order to operate my own business,” only 3% “strongly agree” and 16% “agree.” A majority (62%) of this subset “disagree” and 19% “strongly disagree.”

Figure 22: Strength of Desire for Own Business among Potential Entrepreneurs



Methods

The Boonville Missouri Labor Basin includes Boone, Cooper, Howard, Moniteau, Morgan, Pettis and Saline counties in Missouri. The labor basin has a total population 302,129, and a Civilian Labor Force of 161,119. The average unemployment rate was 3.97% at the time of the study. The basin contains an Available Labor Pool of 105,778 individuals.

Explaining the Civilian Labor Force

Traditional methods of assessing the dynamics of the labor force have concentrated on what the Bureau of Labor Statistics calls the Civilian Labor Force. The Civilian Labor Force represents “the civilian non-institutional population, 16 years of age and over classified as employed or unemployed.” The BLS defines “non-institutional civilians” as those individuals who are not inmates in institutions and who are not on active duty in the Armed Forces; and “unemployed civilians” as civilians available for work and who had “made specific efforts to find employment” in the previous four weeks.

While a review of Civilian Labor Force statistics represents the starting point for understanding the labor force in the Boonville Missouri Labor Basin, there are some limitations associated with these statistics. These limitations occur because the Civilian Labor Force *excludes* individuals who may be willing and able to be gainfully employed but have not made specific efforts to find employment in the last four weeks. These individuals may include full-time students, homemakers, the unemployed who are no longer seeking employment, military personnel who may be leaving military employment in the near future and retired individuals who may be available for work but have not been looking for work recently.

In addition, most new employers draw their workforce from those who are presently employed, not those who are unemployed. As such, Bureau of Labor Statistics data (such as the Civilian Labor Force) do not specifically address the possibility of workers moving from one industry to another in search of other employment opportunities.

Defining the Available Labor Pool

An alternative to the Civilian Labor Force is the “Available Labor Pool.”⁵ The Available Labor Pool is composed of workers categorized as either 1) currently not working *and* looking for employment, 2) currently not working *but* interested in employment, 3) currently working *and* looking for other full-time employment, and 4) currently working and not looking, *but* interested in different employment for the right opportunities.

There are two key differences between the Civilian Labor Force and the Available Labor Pool. First, the Available Labor Pool methodology expands the pool of potential workers by including workers excluded from the Civilian Labor Force⁶. Secondly, the number of potential workers is

⁵ The Available Labor Pool includes potential workers excluded from the Civilian Labor Force (such as full-time students willing to take a job, homemakers who have not yet sought employment, military personnel who may be leaving military employment in the near future, and retired individuals who may be willing and able to be gainfully employed).

⁶ The number that is added to the Civilian Labor Force is derived by taking from the survey the total number of full-time students, homemakers, military, retirees, and long-term unemployed, who state that they are seeking or available for employment, and dividing this number by the total number of respondents. This quotient is then multiplied by the total number of people in the labor basin who are 18 to 65 years old.

then *restricted* to those workers who indicate they are looking for work or that are interested in new employment. The advantage of this methodology is that it allows researchers to examine those members of the labor pool who have a propensity to consider a job opportunity given their employment expectations. Even with these restrictions, it should be noted that, in practice, not all members of the Available Labor Pool would apply for a new job opportunity. However, the Available Labor Pool figure for a labor basin reveals to current employers and potential employers better information about the quantity and quality of the labor pool than do Civilian Labor Force data and unemployment statistics. The Available Labor Pool represents a substantial number of workers and potential workers for employers to draw upon in the Boonville Missouri Labor Basin.

Description of Survey Research Methods

Data were collected from a random digit telephone survey of adults living in seven counties in central Missouri: Boone, Cooper, Howard, Moniteau, Morgan, Pettis, and Saline.⁷ Surveying took place from January through March 2015, using a Computer Assisted Telephone Interviewing (CATI) system. A total of 1,339 households were successfully contacted during the data collection period, and a randomly selected adult in each was asked to participate in the study.⁸ In 839 households the selected adult agreed to be interviewed. This represents a cooperation rate of 62.7% and a margin of error of +/-3.38%.

Survey respondents that were 65 years of age or older, retired and not interested in a new or different job were not asked the entire battery of survey questions and are not included in the analysis of this report. The remaining respondents (all other working and non-working respondents) total to 596, and are considered eligible respondents. Of the 596 cooperating and eligible respondents, 60% (or 352) indicated that they were available for new or different full-time employment and/or were looking for a new or different full-time job. This subgroup is considered the Available Labor Pool for the Boonville Missouri Labor Basin. The Margin of Error for the Available Labor Pool is +/- 5.2%.

The study sponsors and Institute personnel agreed upon the survey items used, with the former identifying the study objectives and the latter developing items and methodologies that were valid, reliable and unbiased. Question wording and design of the survey instrument are the property of the Docking Institute.⁹

⁷ Cell-phone and land-line telephone numbers were assembled by randomly generating suffixes within specific area codes and prefixes. As such, unlisted numbers were included in this sample, minimizing the potential for response bias. Known business, fax, modem, and disconnected numbers were screened from the sample in efforts to reach households only (and to minimize surveyor dialing time). Up to eight attempts were made to contact each respondent during three calling periods (10 AM to Noon, 2 PM to 4 PM, and 6 PM to 9 PM). Initial refusals were re-attempted by specially trained "refusal converters," which aided in the cooperation rate.

⁸ When a land-line number was called, surveyors requested to "speak with an adult over the age of 17 that has had the most recent birthday." When a cell-phone number was called, the respondent was asked if they were over the age of 17.

⁹ A detailed summary of the method of analysis used in this report can be found in Joseph A. Aistrup, Michael S. Walker and Brett A. Zollinger, "The Kansas Labor Force Survey: The Available Labor Pool and Underemployment." *Kansas Department of Human Resources*, 2002.

Glossary of Terms

Boonville Missouri Labor Basin – The Boonville Missouri Labor Basin includes Boone, Cooper, Howard, Moniteau, Morgan, Pettis, and Saline counties in central Missouri.

Civilian Labor Force – The Civilian Labor Force represents “the civilian non-institutional population, 16 years of age and over classified as employed or unemployed.” The Bureau of Labor Statistics defines “non-institutional civilians” as those individuals who are not inmates in institutions and who are not on active duty in the Armed Forces; and “unemployed civilians” as civilians available for work and who had “made specific efforts to find employment” in the previous four weeks.

Available Labor Pool – The Available Labor Pool is composed of workers and potential categorized as either 1) currently not working *and* looking for employment, 2) currently not working in any manner *but* interested in a new or different job given the right opportunities, 3) employed (full- or part-time) *and* looking for other full-time employment, and 4) currently employed and not looking, *but* interested in different employment given the right opportunities.

Desired Wage – The desired wage is the hourly wage that a respondent would consider accepting to take a new or different job given the right opportunities. If a respondent offers a yearly salary instead of an hourly wage, a wage is computed by dividing the salary by 2,080.

Minutes Willing to Travel – “Minutes Willing to Travel” indicates the minutes that a respondent is willing to travel, one-way, for a new or different job opportunity given the right opportunities.

Within the Necessary Commute Time – “Necessary Commute Time” is the number of minutes that a respondent is willing to travel that is equal to or greater than the estimated travel time necessary for the respondent to actually commute from his or her zip code of residence to the zip code at the center of the labor basin. For example, a respondent that is willing to travel for 30 minutes, one-way, for a new or different job and that lives an estimated 15 minutes from the center of the labor basin is considered to be “within the necessary commute time” for a new job.

Within the Necessary Commute Time Available Labor Pool – The “within the necessary commute time Available Labor Pool” is a subset of the Available Labor Pool that is composed of those members of the Available Labor Pool that are within the necessary commute time for a new or different job opportunity.

Underemployment – Individuals that perceive themselves as possessing skills and/or training levels that exceed the responsibilities of their current job, have educations that exceed those necessary for their current job, have earned a higher salary/hour wage for a previous but similar job, or are unable to work as many hours as desired at their current job.

Potential Entrepreneurs – Potential entrepreneurs are non-business owning members of the Available Labor Pool that have “seriously considered starting their own businesses in the past few years.”

Job Sectors – “Job sectors” include (with examples shown):

General Labor includes occupations such as cleaning, construction, delivery and maintenance.

High-Skill Blue Collar includes occupations such as police, fire-fighting, postal worker, welder, high-skilled mechanics, welder, computer technician and lab technician.

Service Sector includes occupations such as clerical worker, waitress, retail sales clerk, bookkeeper, para-professional, certified nurse’s assistant, nurse, teacher and small business manager.

Professional White Collar includes occupations such as administrator, business executive, professional salesperson, doctor, lawyer, professor and engineer.

Appendix: Hourly Wage to Annual Salary Conversion Chart

Hourly Wage	Annual Salary	Hourly Wage	Annual Salary
\$5.00	\$10,400		
\$5.50	\$11,440		
\$6.00	\$12,480		
\$6.50	\$13,520		
\$7.00	\$14,560		
\$7.50	\$15,600		
\$8.00	\$16,640		
\$8.50	\$17,680		
\$9.00	\$18,720		
\$9.50	\$19,760		
\$10.00	\$20,800		
\$10.50	\$21,840		
\$11.00	\$22,880		
\$11.50	\$23,920		
\$12.00	\$24,960		
\$12.50	\$26,000		
\$13.00	\$27,040		
\$13.50	\$28,080		
\$14.00	\$29,120		
\$14.50	\$30,160		
\$15.00	\$31,200		
\$15.50	\$32,240		
\$16.00	\$33,280		
\$16.50	\$34,320		
\$17.00	\$35,360		
\$17.50	\$36,400		
\$18.00	\$37,440		
\$18.50	\$38,480		
\$19.00	\$39,520		
\$19.50	\$40,560		
\$20.00	\$41,600		
\$20.50	\$42,640		
\$21.00	\$43,680		
\$21.50	\$44,720		
\$22.00	\$45,760		
\$22.50	\$46,800		
\$23.00	\$47,840		
\$23.50	\$48,880		
\$24.00	\$49,920		
\$24.50	\$50,960		
\$25.00	\$52,000		
\$25.50	\$53,040		
\$26.00	\$54,080		
\$26.50	\$55,120		
\$27.00	\$56,160		
\$27.50	\$57,200		
\$28.00	\$58,240		
\$28.50	\$59,280		
\$29.00	\$60,320		
\$29.50	\$61,360		
		\$30.00	\$62,400
		\$30.50	\$63,440
		\$31.00	\$64,480
		\$31.50	\$65,520
		\$32.00	\$66,560
		\$32.50	\$67,600
		\$33.00	\$68,640
		\$33.50	\$69,680
		\$34.00	\$70,720
		\$34.50	\$71,760
		\$35.00	\$72,800
		\$35.50	\$73,840
		\$36.00	\$74,880
		\$36.50	\$75,920
		\$37.00	\$76,960
		\$37.50	\$78,000
		\$38.00	\$79,040
		\$38.50	\$80,080
		\$39.00	\$81,120
		\$39.50	\$82,160
		\$40.00	\$83,200
		\$40.50	\$84,240
		\$41.00	\$85,280
		\$41.50	\$86,320
		\$42.00	\$87,360
		\$42.50	\$88,400
		\$43.00	\$89,440
		\$43.50	\$90,480
		\$44.00	\$91,520
		\$44.50	\$92,560
		\$45.00	\$93,600
		\$45.50	\$94,640
		\$46.00	\$95,680
		\$46.50	\$96,720
		\$47.00	\$97,760
		\$47.50	\$98,800
		\$48.00	\$99,840
		\$48.50	\$100,880
		\$49.00	\$101,920
		\$49.50	\$102,960
		\$50.00	\$104,000