

Columbia Labor Basin Labor Availability Analysis

Audrain, Boone, Callaway, Cole, Cooper, Howard, Moniteau,
Monroe, and Randolph Counties



Prepared For

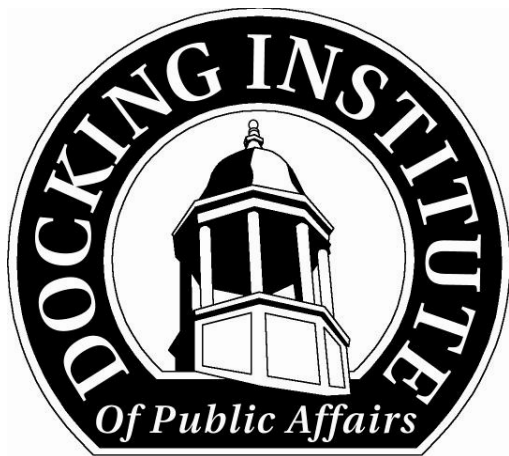
Regional Economic Development, Inc.

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The Docking Institute of Public Affairs

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Columbia Labor Basin Labor Availability Analysis Executive Summary

The Columbia Labor Basin encompasses nine counties in central Missouri, from which employers located in and around Columbia draw their workforces. These counties are Audrain, Boone, Callaway, Cole, Cooper, Howard, Moniteau, Monroe, and Randolph. 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 would consider changing their job for the right employment opportunity.

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

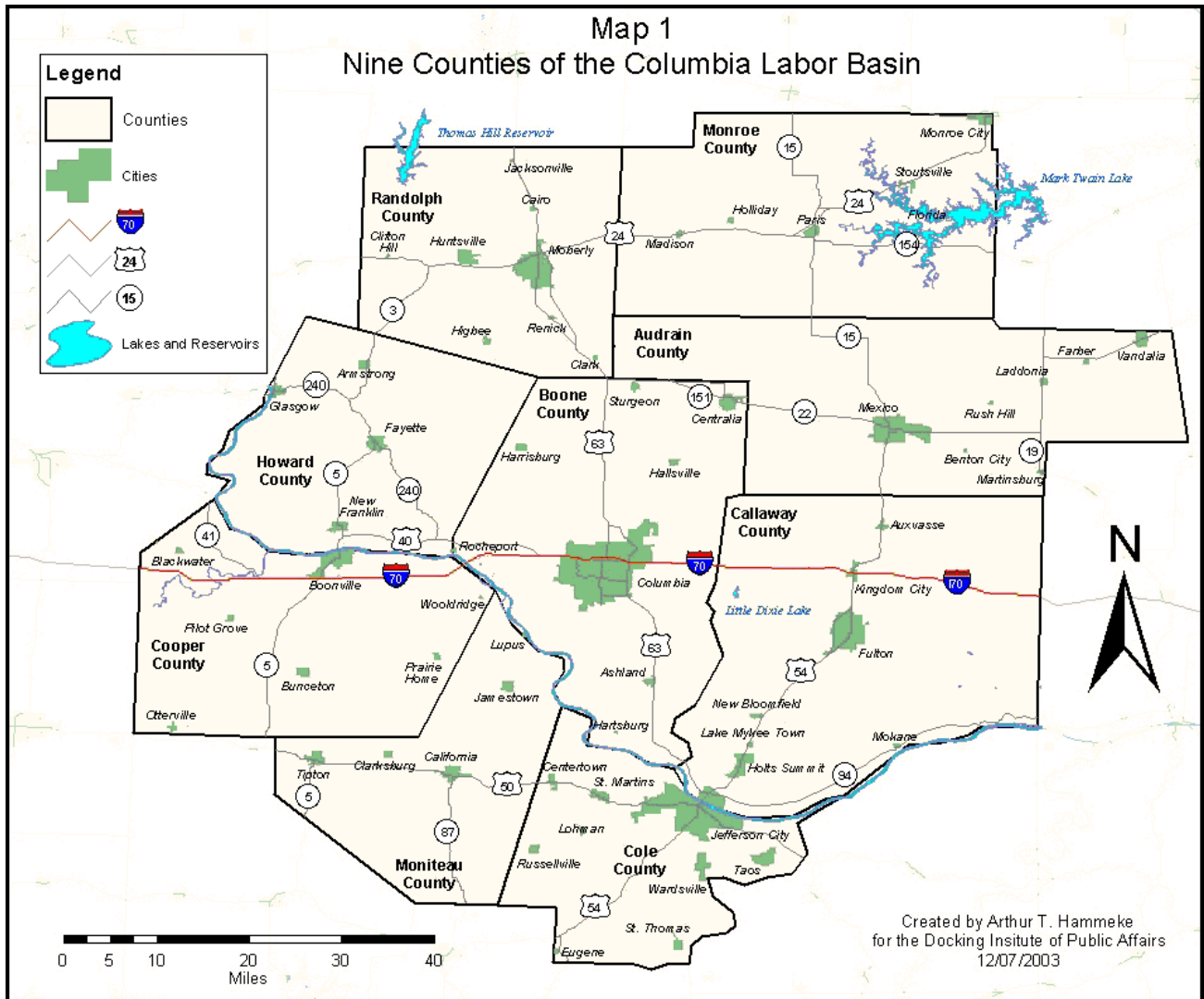
- The population of the Columbia Labor Basin is estimated to be 355,230. About 30% of the total population (or 106,228 individuals) is considered to be part of the Available Labor Pool.
- Of the Available Labor Pool, it is estimated that 7,846 non-employed and 13,278 employed individuals are **looking** for new employment, while 85,103 non-employed and employed individuals would **consider** new and/or different employment for the **right opportunities**.
- Almost 69% of the Available Labor Pool have at least some college education, while more than 95% have at least a high school diploma. The average mean age for members of the Available Labor Pool is 42 years.
- Almost 30% (or 31,775 individuals) of the Available Labor Pool will commute 45 minutes or less, one way, for an employment opportunity. About 75% (or 80,060 individuals) will travel 30 minutes or less for employment.
- A substantial majority (82% or about 86,914 members) of the Available Labor Pool indicated that they are “willing to work outside of their primary field of employment for a new or different employment opportunity.”
- About 46,990 people (44% of the available labor) are interested in a new employment if offered \$14.00 an hour. About 38,300 people (36%) are interested in a new job at \$12.00, 24,480 people (23%), are interested at \$10.00 an hour, and 7,500 people (7%) are interested at \$8.00 an hour.
- 33,093 (or 31%) members of the Available Labor Pool are underemployed. About 70% of the underemployed members have some college experience.
- Results from the 2001, 2002, and 2003 labor studies show that the Available Labor Pool has increased in size during the past three years, from 92,697¹ to 105,398 to 106,228, respectively.
- The number of underemployed members of the Available Labor Pool has fluctuated from 29,273¹ to 34,470 to 33,093, during the three study periods.

¹ Does not include Monroe County.

Section 1: The Columbia Labor Basin

The Columbia Labor Basin encompasses nine counties in central Missouri (see Map 1 below). The criterion used to include a county in this labor basin is whether it has a significant border adjacent to Boone County within which Columbia is located and/or whether the county contains communities that are sufficiently isolated (but with adequate transportation access) to suggest their residents would commute to the Columbia area for an employment opportunity. Monroe County falls into this latter category. Economic development experts suggest many Columbia employers employ Monroe County residents.

The Columbia Labor Basin has a total population of approximately 355,230, and a Civilian Labor Force (CLF) of 204,131. There is an unemployment rate of 3.3%, but there is an ample supply of available labor to support a major new employer. The Docking Institute's independent analysis of this labor basin shows that there are 21,124 workers and non-workers (10% of the CLF) who are actively looking for new or different employment, and 85,103 (42% of the CLF) who would consider new or different employment for the right opportunity.



The Civilian Labor Force

Traditional methods of assessing the dynamics of the labor force have concentrated on what the Bureau of Labor Statistics (BLS) calls the Civilian Labor Force (CLF). The CLF represents “all civilians 16 years of age and over classified as employed or unemployed,” with unemployed civilians defined as civilians available for work and who had “made specific efforts to find employment” in the previous four weeks. The CLF for the Columbia Labor Basin includes 204,131 workers.

While a review of CLF statistics represents a good starting point for understanding the labor force in and around the Columbia area, there are some limitations associated with these statistics. These limitations occur because the CLF *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 who do not work, 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 willing to 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, Census-based and BLS data (such as the CLF) do not address the possibility of workers moving from one industry to another in search of other employment opportunities. Relying solely upon CLF-type statistics can lead communities to be stereotyped as providing only certain types of workers to potential employers. For example, a labor basin might be classified as able to provide blue-collar employment only, while, in reality, the quantity and quality of workers might be sufficient to support the needs of non-professional service sector/information-based employers. In sum, aggregate CLF-type data simply cannot reveal detailed aspects of a labor pool that might be available for new employment opportunities.

Available Labor Pool

An alternative to the CLF is the “Available Labor Pool².” The Available Labor Pool is composed of workers categorized as either 1) currently employed (full- or part-time) *and* seeking other employment, 2) currently retired and/or non-employed in any manner *and* seeking employment, or 3) currently employed and not seeking a new job, *but* willing to consider different employment for the “right opportunity.”

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 CLF³. Secondly, the number

² The Available Labor Pool includes potential workers excluded from the CLF (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).

³ 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 employment and are within a reasonable commute distance to

of potential workers is then *restricted* to those workers who indicate they are looking for or are available for new employment. The advantage of this methodology is that it allows researchers to examine those members of the labor pool that have a propensity to consider a job opportunity given their employment expectations and a realistic potential to take a new job. 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.

The Available Labor Pool for the Columbia Labor Basin includes 106,228 individuals. This represents a substantial number of workers and potential workers for employers to draw upon in the basin.

Section 2: Characteristics of the Available Labor Pool

This section assesses the characteristics of the Available Labor Pool in the Columbia Labor Basin by answering the following questions: 1) What proportion of the labor force—employed, unemployed, homemaker, military, student, and retired—would seriously consider applying for a new employment opportunity? 2) What characteristics (current occupations, length of employment, education levels, etc...) distinguish these members of the labor pool? and 3) What are the geographic dispersion patterns of these members the labor pool?

Figure 1 (next page) shows that there is an Available Labor Pool in the Columbia Labor Basin of 106,228⁴. It is estimated that 7,826 non-employed⁵ and 13,278 employed individuals are currently looking for new or different employment, while 85,103 non-employed and employed individuals would consider changing employment for the right opportunities.

the center of the labor basin, and dividing this number by the total number of respondents. This quotient is then multiplied by the total number of people in the basin who are 18 to 65 years old.

⁴ The Available Labor Pool includes individuals that indicate that they are looking for or are available for full-time employment.

⁵ The term “non-employed” refers not only to official unemployed members of the Civilian Labor Force. These terms also include any non-employed full-time students, homemakers, retirees, and disabled individuals.

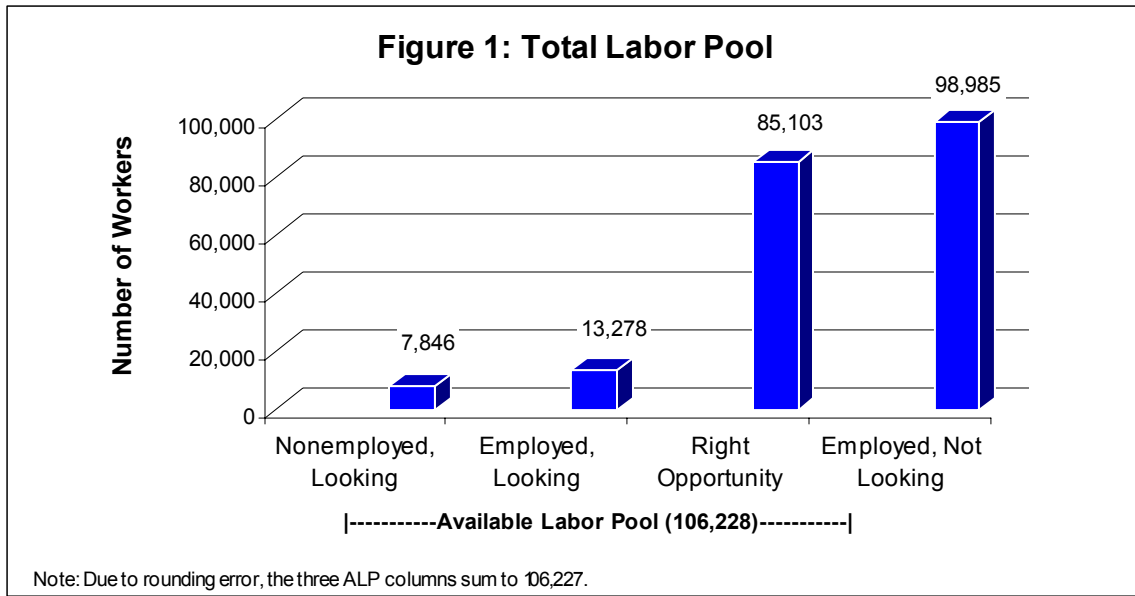


Table 1 shows the gender, age statistics, and educational levels of the 106,228-member Available Labor Pool. Almost 48% are women, and the mean age is 42. Table 1 also shows that more than two-thirds (68.7%) members have at least some college education, slightly less than half (45.6%) have an Associates Degree, and nearly all (95.7%) have at least a high school diploma.

Table 1: Age, Gender, and Education Levels of ALP Members

Age				
		Age in 2003		
Mean		42		
Median		43		
Gender				
		Number	Percent	
Female		50,700	47.7	
Male		55,528	52.3	
Total		106,228	100.0	
Highest Level of Education Achieved				
		Number	Percent	Cum. Percent
Doctoral Degree		3,026	2.8	2.8
Masters Degree		12,408	11.7	14.5
Bachelors Degree		25,725	24.2	38.7
Associates Degree		7,263	6.8	45.6
Some College		24,514	23.1	68.7
High School Diploma Only		28,751	27.1	95.7
Less HS Diploma		4,540	4.3	100.0
Total		106,228	100.0	

Note: Column does not equal total due to rounding

Table 2 shows that almost 10% of the Available Labor Pool is currently taking college or vocational courses. Of this 10%, almost 13% of the service workers are taking college or vocational courses, as are 9% of the white-collar workers and 6.5% of the blue-collar workers.

Table 2: ALP Members Taking College/Vocational Classes

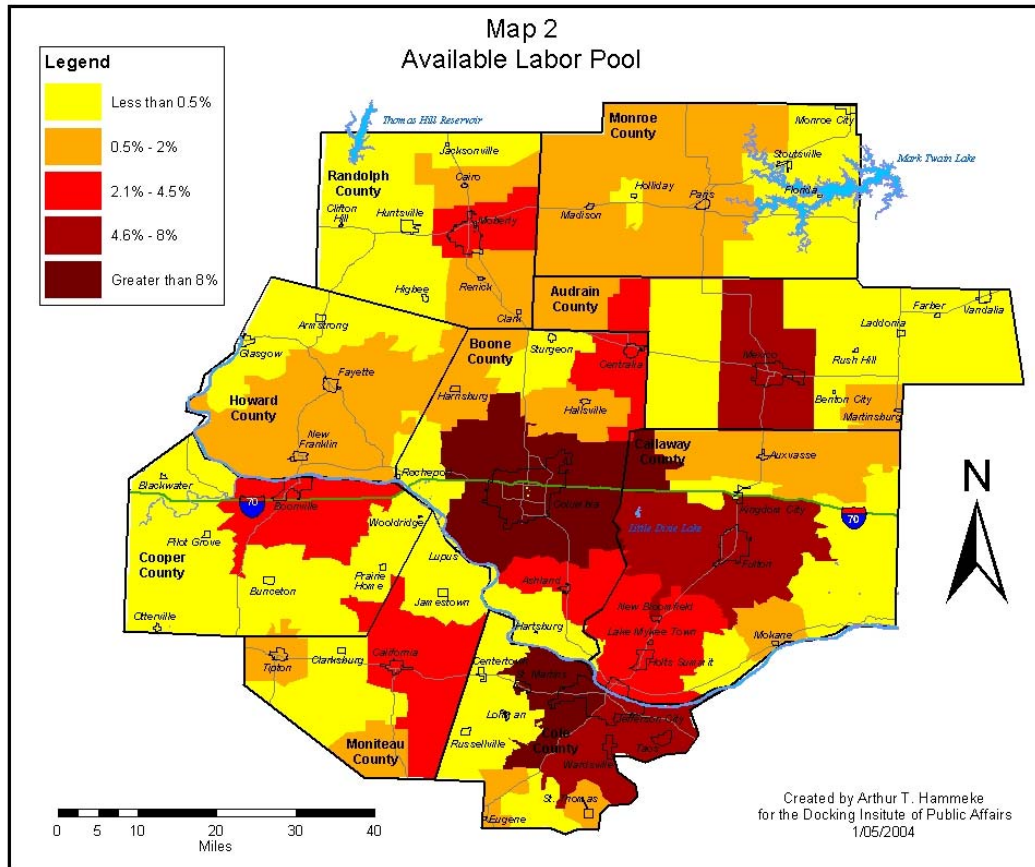
	Percent Responding "Yes"
Available Labor Pool	9.8
<i>Blue-Collar</i>	6.5
<i>White-Collar</i>	9.0
<i>Service Sector</i>	12.9

Table 3 shows the various occupational categories of the 106,228 members of the Available Labor Pool. Traditional blue-collar occupations represent about 26% of the Available Labor Pool, including 17,553 general laborers (including farm labor), 6,053 factory workers, and 4,237 mechanics, welders, carpenters and other highly skilled blue-collar workers. Traditional service-related occupations represent almost 38% of the Available Labor Pool, including 10,593 clerical and customer service workers, and 11,500 social service workers and sales operatives each. Finally, professional "white-collar" workers make up about 29% of the Available Labor Pool, including 21,790 government and business professionals and 8,475 teachers, professors, counselors, and other school officials.

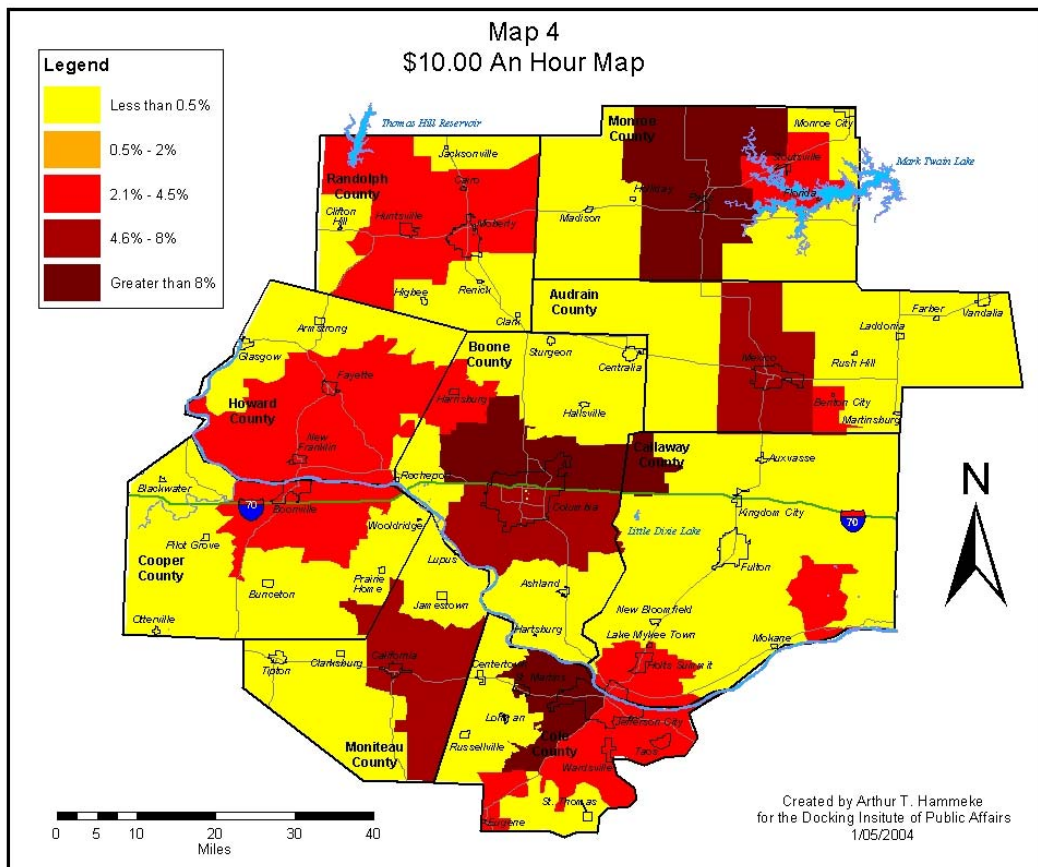
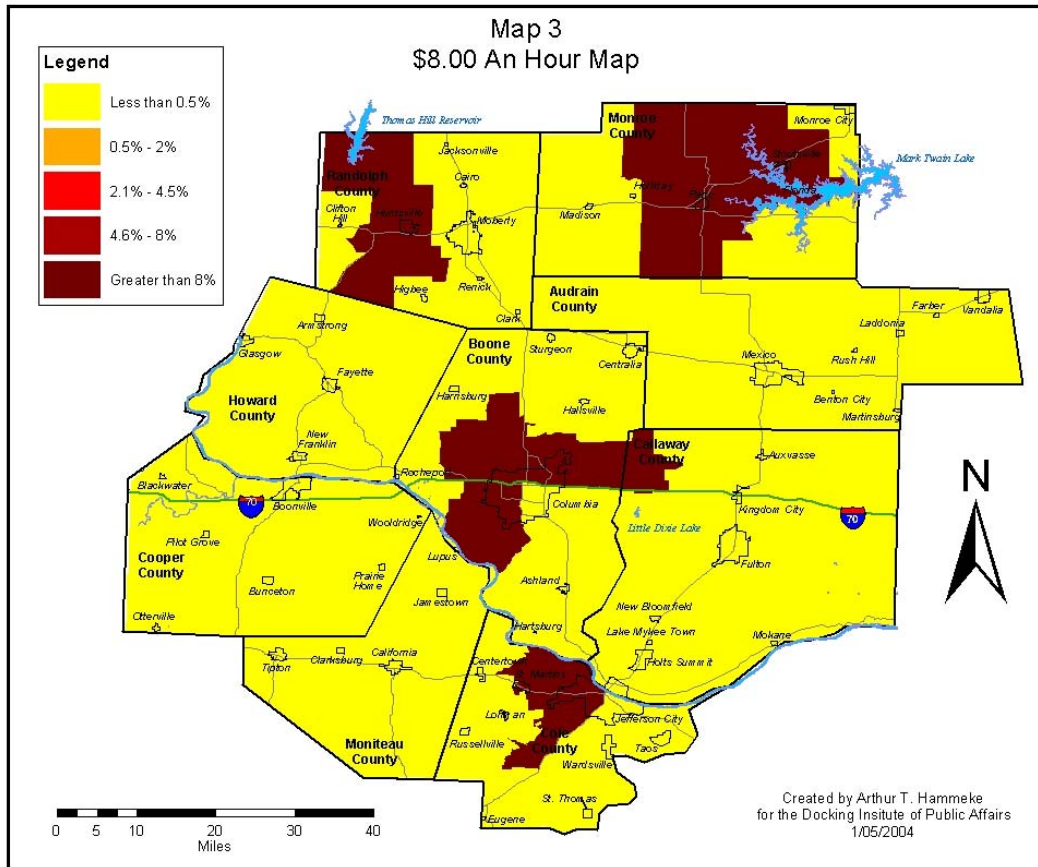
Table 3: Occupation and Longevity at Job

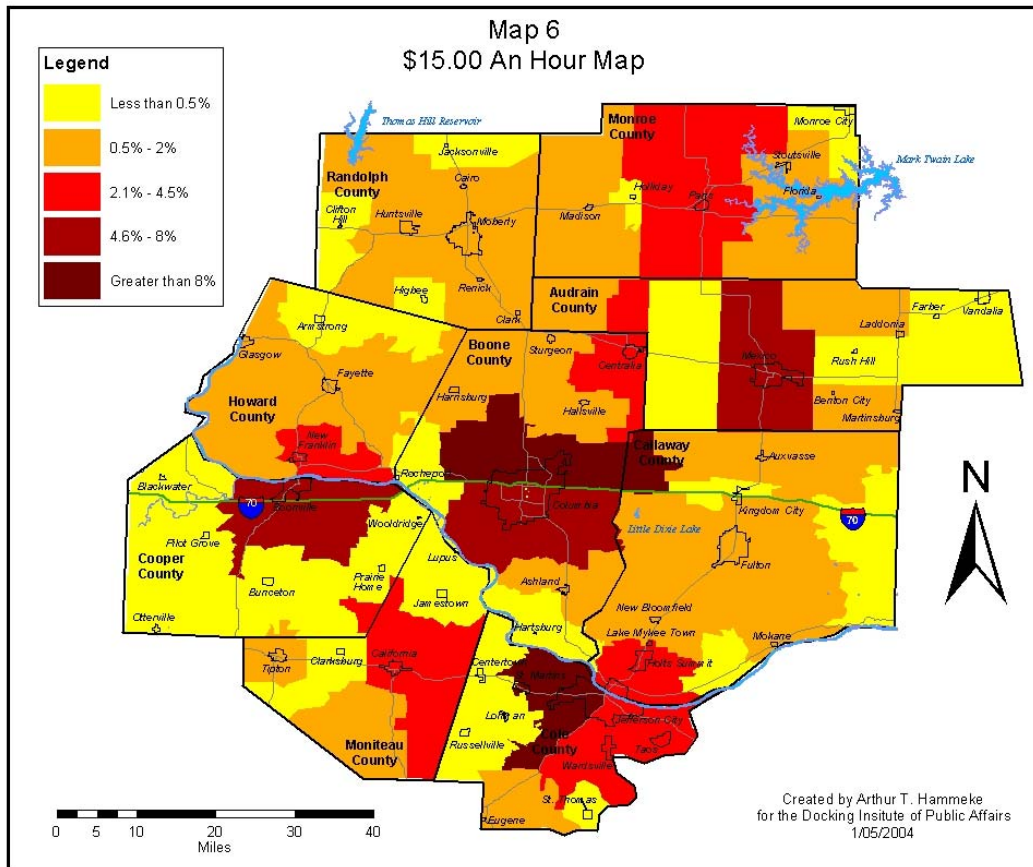
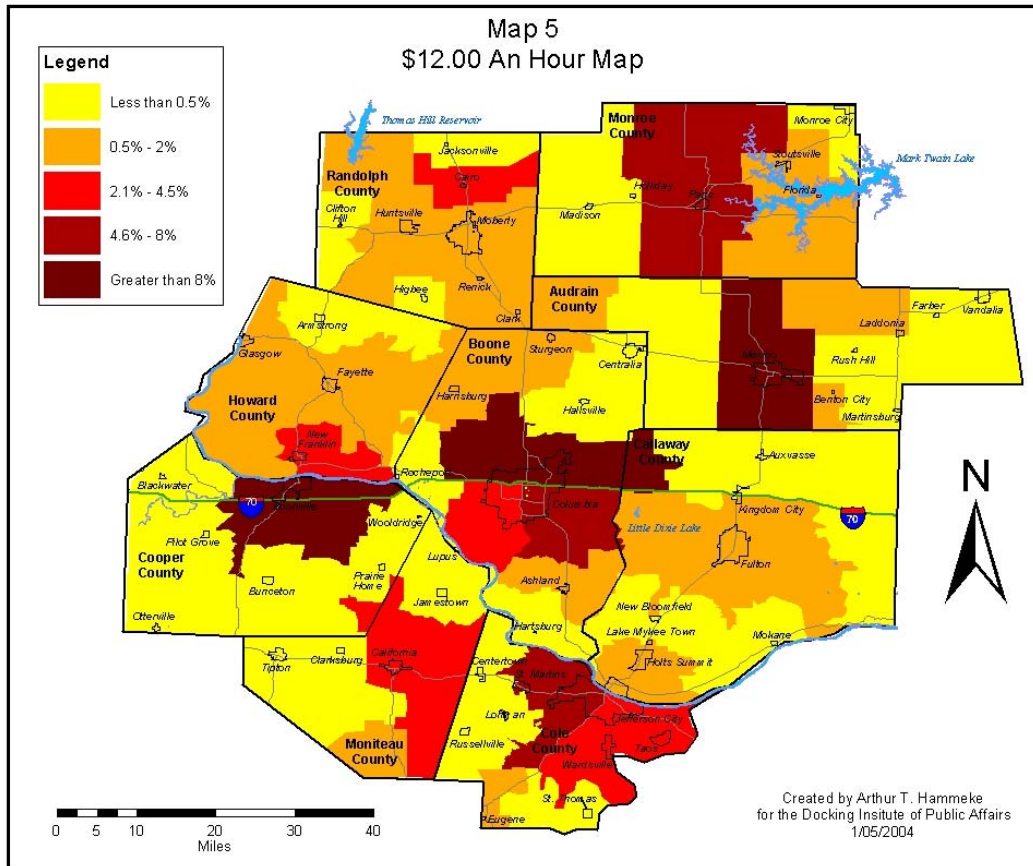
	Number	Percent	Years at Job	
			Mean	Median
Mechanic/Welder	4,237	4.0	15.93	12.50
Factory Worker/Meat Packer	6,053	5.7	9.20	3.00
General Labor	17,553	16.5	11.48	7.00
<i>Total Blue-Collar</i>	<i>27,843</i>	<i>26.2</i>	<i>11.66</i>	<i>7.00</i>
Governmental/Business/Other Professional	21,790	20.5	10.38	8.00
Educator/Professor	8,474	8.0	6.50	4.00
<i>Total Professional White-Collar</i>	<i>30,264</i>	<i>28.5</i>	<i>9.30</i>	<i>6.00</i>
Clerical	10,593	10.0	6.09	3.00
Other White Collar	6,658	6.3	9.77	10.00
Social Service (e.g.health/social work)	11,500	10.8	7.79	6.00
Sales/Hotel/Restaurant/Food Service	11,500	10.8	6.45	3.00
<i>Total Service Sector</i>	<i>40,252</i>	<i>37.9</i>	<i>7.29</i>	<i>5.00</i>
Homemakers/Retirees	1,513	1.4	n/a	n/a
Full/Part-Time Student	908	0.9	n/a	n/a
Unemployed	5,448	5.1	n/a	n/a
Total	106,228	100.0		

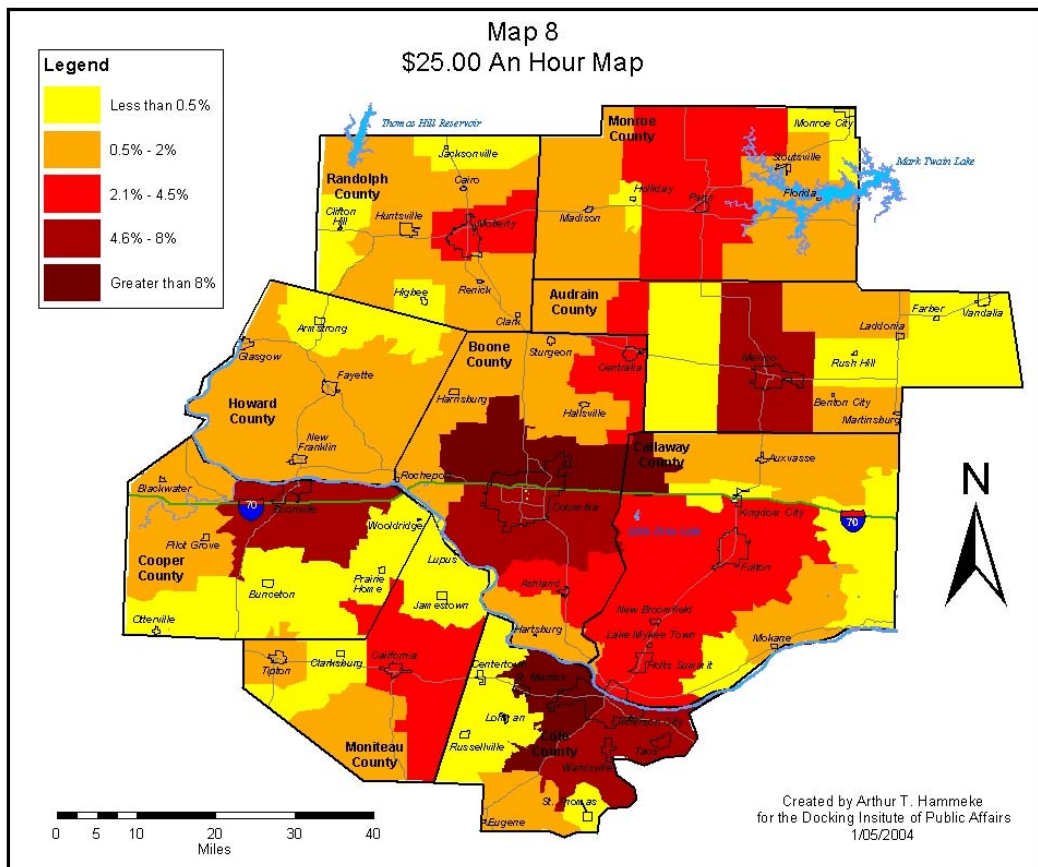
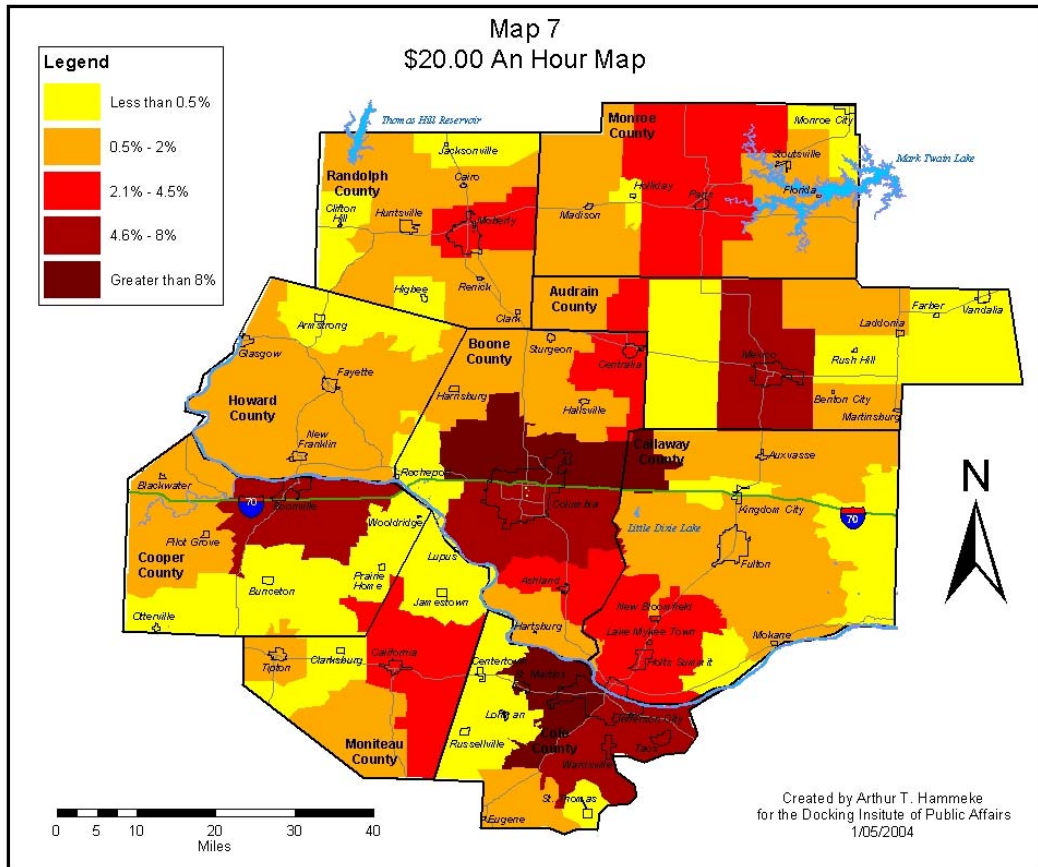
Zip codes of respondents were used to map the Available Labor Pool. Map 2 shows how each zip code in the basin compares to all other zip codes in terms of percent of total available workers for a job in the Columbia Labor Basin. Each zip code is grouped into one of five categories specified in the key. Not surprisingly, the zip codes with the highest levels of available labor within the Columbia Labor Basin are located around Columbia and portions of Boone County. However, a substantial percentage of the members of the Available Labor Pool reside in Jefferson City, Fulton, and Mexico.



Maps 3 through 8 (next three pages) show the percent of available labor in the Columbia Labor Basin, but at certain desired wage levels. These maps show that Columbia enjoys a strong supply of available labor across all wage levels. At \$8.00 an hour, Paris, Huntsville, and Jefferson City also contribute to the available labor; and at \$10 an hour, Moberly, Mexico, Boonville, Fayette, and California add to the labor pool. At \$12 an hour, Fulton adds to the pool and more members of the pool become available in Mexico and Boonville; while at \$15 an hour, more members of the pool become available south of Columbia and in Centralia. At \$20 an hour, more members of the pool become available in Moberly and south of Jefferson City. Finally, at \$25 an hour, more members of the Available Labor Pool become available in Fulton.



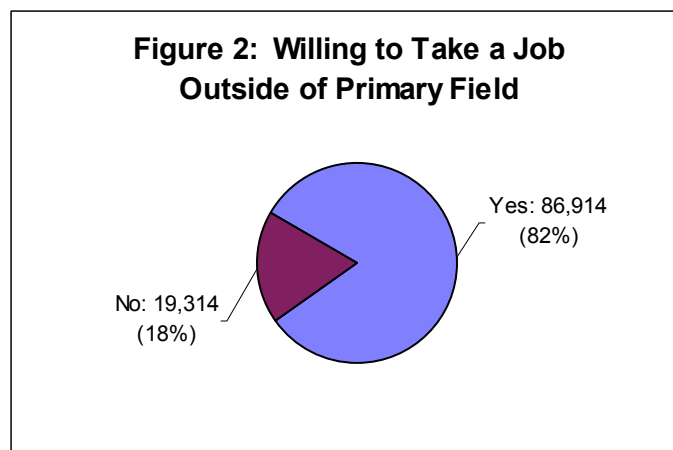




Section 3: Considerations for Employment

This section examines various considerations for new employment possibilities by members of the Available Labor Pool. Specifically, the following questions will be addressed: 1) How many members of the Available Labor pool are willing to take a job outside of their current field of employment? 2) What types of occupations are members willing to consider for a new job? 3) How many minutes are members willing to commute to a new job? 4) What types of considerations (pay and benefits) shape their decision-making? and 5) Do members from different employment sectors (blue-collar, white-collar, service) have differing desired wage demands for a new job?

To begin, 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 a new employment, but are unwilling to switch from their current job to a different type of position. If there are a large percentage of those unwilling to change their jobs, it limits the type of employers who can enter the labor basin. This is not the case in the Columbia Labor Basin. Figure 2 indicates that 86,914 members of the Available Labor Pool (or 82% employed and non-employed individuals) are willing to accept positions outside of their primary fields of employment (for example, low-skill blue collar employment to low-skill service sector employment).



Those willing to taking a job outside of their primary field of employment were provided with a list of occupations and asked to identify which occupations they might consider for a job or a new job. Table 4⁶ (on the next page) shows that about 47% (40,936 workers) would consider a position as a supervisor of clerical or service support workers. Slightly more than 33% (28,855 workers) would consider a new job as an administrative assistant or secretary, while 33% (28,681) would consider driving and delivering goods a possible new career.

⁶ The responses shown in Table 4 are *not* mutually exclusive (i.e., respondents could answer “yes” or “no” to more than one question).

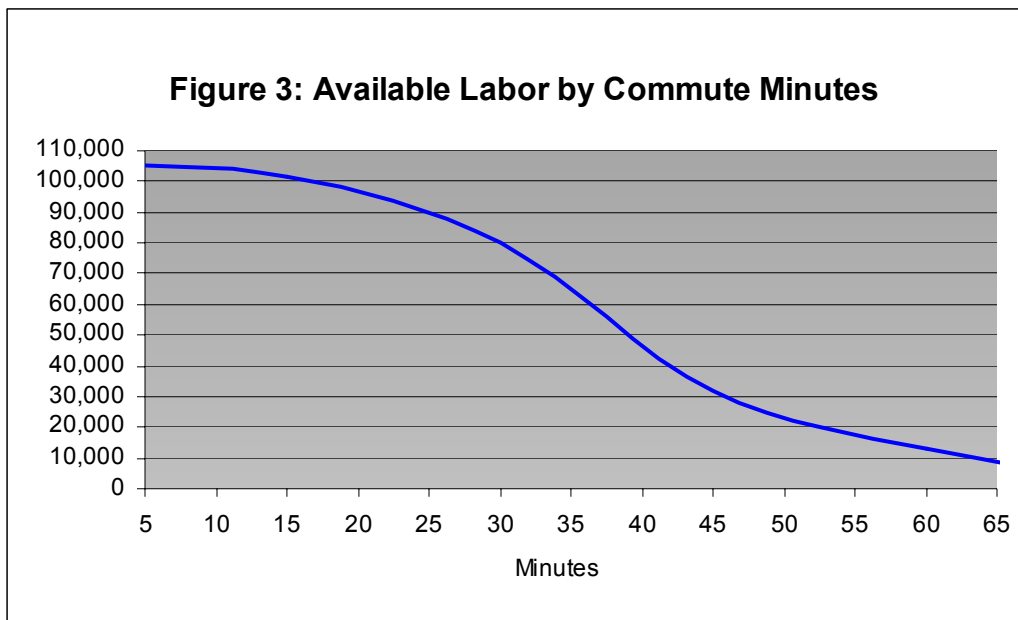
Table 4: Willing to Take Job In Types of Occupations

	Number	Percent
Supervise Service/Clerical Support Workers	40,936	47.1
Administrative Assistant/Secretarial	28,855	33.2
Drive Vehicle for Local Area Goods Delivery	28,681	33.0
Laboratory Technician	28,160	32.4
Caring for Hospital/Nursing Home Patients	26,943	31.0
Sales	25,726	29.6
Skilled Worker in Construction	24,944	28.7
Taking/Making Customer Service Phone Calls	23,727	27.3
Stocking/Moving Items for Warehouse	23,554	27.1
Manufacturing Plant Working with Machinery	17,122	19.7
Service Position in Restaurant/Hotel	12,863	14.8

Table 5 and Figure 3 suggest that the Available Labor Pool in the Columbia Labor Basin is open to commuting. More than 95% of the workers in the Available Labor Pool will commute up to 15 minutes, one way, for an employment opportunity, and more than three-fourths (75.4% or 80,060 individuals) will commute up to 30 minutes for employment.

Table 5: Minutes Available Labor Will Commute

	Number	Cumulative Percent
More than 75 Minutes	935	0.9
60 Minutes or More	12,772	12.0
45 Minutes or More	31,775	29.9
30 Minutes or More	80,060	75.4
15 Minutes or More	101,243	95.3
Less than 15 Minutes	106,228	100.0

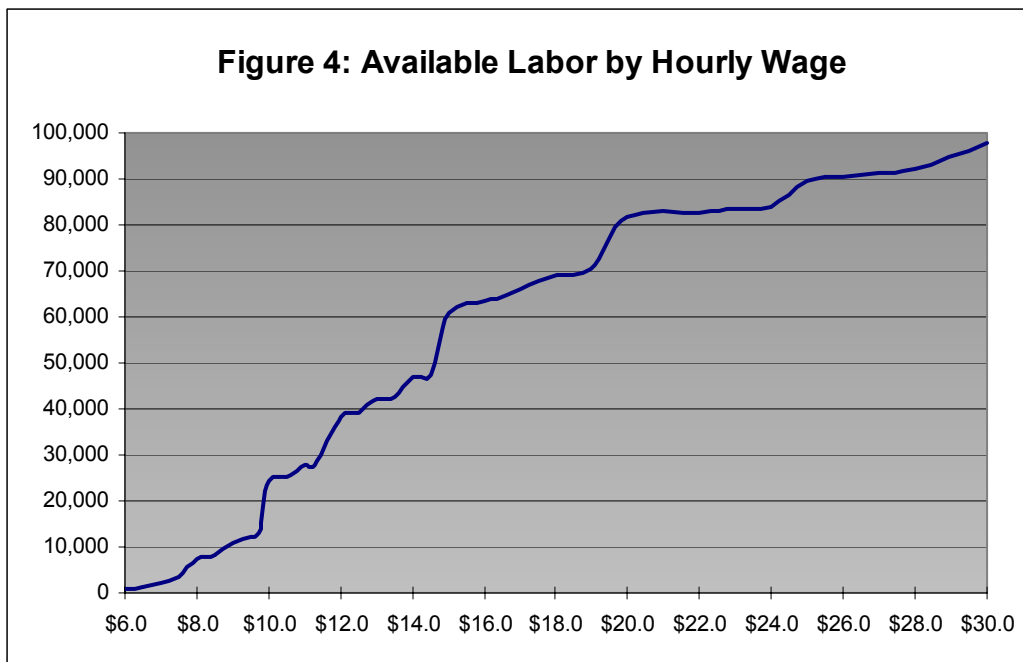


Other considerations for new employment are desired benefits and wages. Table 6⁷ shows various benefits affecting the decisions of workers to take a different job and the decisions of potential workers to take a new job. The most important benefits are good salary, good retirement benefits, and flexible hours (95.4%, 73.5%, 65.1%, respectively).

Table 6: Benefit Very Important In Decision to Change Employment

	Percent Responding "Yes"
Salary	95.4
Retirement	73.5
Flexible Hours	65.1
Health Benefits	54.9
On the Job Training	49.7
Educational Opportunities	44.1
Transportation to Work	25.0
Closer to Home	24.4
Different Community	23.8
On-Site Childcare	18.0

Figure 4 shows the wage demands of the Available Labor Pool. About 46,990 people (44% of the available labor) are interested in a new employment if offered \$14.00 an hour. About 38,300 people (36% of the available labor) are interested in a new job at \$12.00. Almost 24,480 people, or about 23%, are interested at \$10.00 an hour, and about 7,500 people (about 7%) indicate an interest at \$8.00 an hour.



⁷ The responses shown in Table 5 are *not* mutually exclusive (i.e., respondents could answer “yes” or “no” to more than one question).

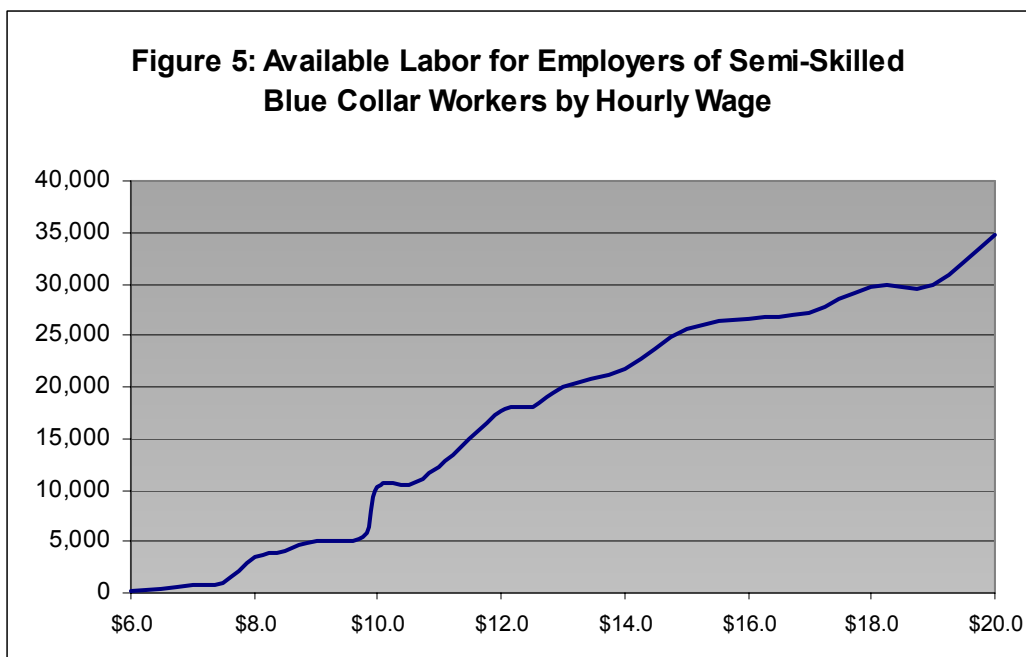
Blue-Collar, Pink-Collar, and White-Collar Sector Scenarios

To present an even more refined picture regarding the number of workers that would seriously consider a new employment opportunity, a number of factors are considered. These factors include commute time, desired wages, and willingness to change job fields. Specifically, the following analyses *excludes* those members of the Available Labor Pool who:

- Are unwilling to commute the necessary time from his/her community to the center of the labor basin.
- Have wage expectations exceeding \$20.00 an hour for low or semi-skilled blue-collar and service sector occupations, or exceeding \$50.00 an hour for skilled blue-collar and white-collar occupations.
- Are unwilling to change their primary field of employment (for example: service sector to blue collar).

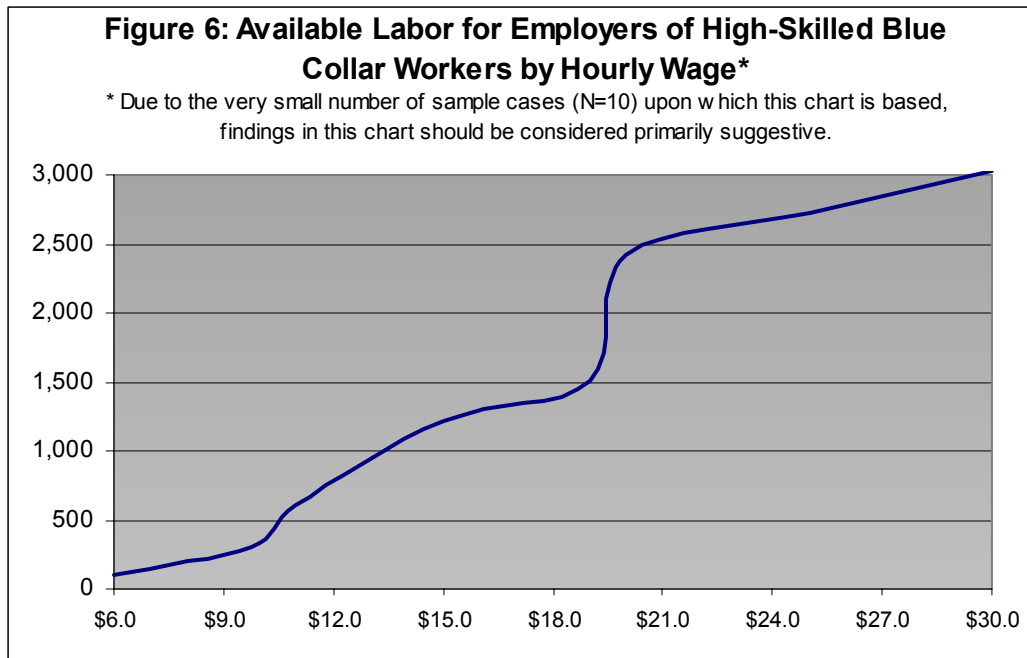
Given these exclusions, Figures 5 to 8 suggest the number of employees that employers of semi-skilled and skilled blue-collar workers, and semi-skilled service ("pink-collar") and skilled white-collar ("professional") workers might find available at given wage levels.

The available labor for an employer of semi-skilled blue-collar workers (see Figure 5⁸ below) offering \$14.00 an hour is about 21,790 workers. At \$12.00 an hour the available labor is about 17,705 workers, at \$10.00 an hour the available labor is almost 10,215, and at \$8.00 the available labor is slightly more than 3,400 people.



⁸ In addition to the exclusions listed above, certain professional occupations are excluded from the data presented in **Figures 5 and 7**. These occupations include Doctors, Lawyers, Engineers, Professors, Machinists, Electricians and others that are highly skilled but are unlikely to transfer into lower-skilled Blue-Collar (manual labor) and Pink-Collar (service and support) occupations.

Figure 6⁹ shows that for employers of highly skilled blue-collar workers, about 1,400 individuals are available at a wage of \$18.00 per hour (or an annual salary of \$37,440). At \$16.00 per hour (\$33,280 annually) there are about 1,250 individuals available, at \$14.00 per hour (\$29,120 per year) there are about 1,000 individuals available, and at \$12.00 per hour (\$24,960 annually) there are about 750 available.



Figures 7 and 8 (both on the next page) show the available labor for semi-skilled service workers and professional white-collar workers. The available labor for an employer of semi-skilled service (often referred to as “Pink-Collar”) workers (see Figure 7) offering \$14.00 an hour is about 23,875 workers. At \$12.00 an hour the available labor is about 19,030 workers, at \$10.00 an hour the available labor is slightly more than 11,070, and at \$8.00 the available labor is about 3,460 people.

⁹ In addition to the exclusions listed previously, it is assumed that the two groups of highly skilled workers presented in **Figures 6 and 8** will **not** be willing/able to transfer from one group to the other (i.e., from highly skilled white-collar professions to highly skilled blue-collar profession, and vice versa). Furthermore, occupations such as general laborers, general maintenance workers, clerks, cashiers, waitresses, and customer service workers are excluded from the analysis presented in **Figures 6 and 8** because it is assumed that these workers will have neither the skills nor the training necessary to transfer to a highly skilled white-collar or blue-collar job.

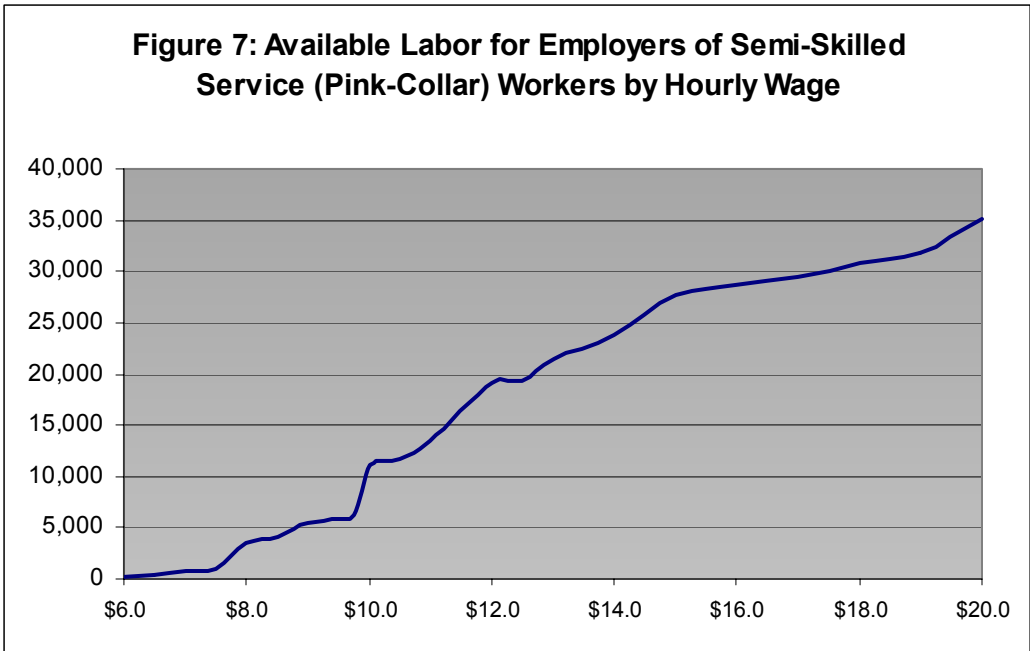
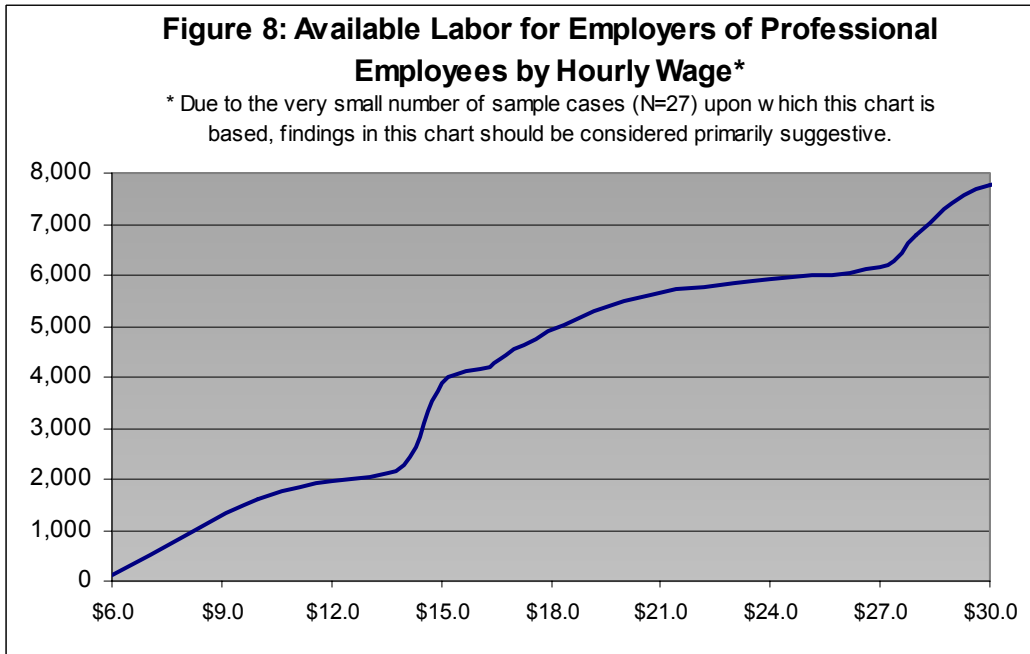


Figure 8 (below) shows that an employer offering \$18.00 an hour (or \$37,440 per year) for highly skilled white-collar workers (or “Professional”), the available labor is about 5,000 individuals. At \$16.00 per hour (or \$33,280 or year) there are about 4,200 individuals available, at \$14.00 per hour (or \$29,120 per year) there are about 2,250 individuals available, and at \$12.00 per hour (\$24,960 annually) there are about 1,950 available.



Section 4: Underemployment Among the Available Labor Pool

Underemployment — individuals possessing skills, education, and/or training that exceed the responsibilities of their current job — is a significant issue in many communities. To assess underemployment in the Columbia Labor Basin, respondents were presented with a scenario describing underemployment. They were then asked if they considered themselves underemployed because their skills, education, or talents were not being used in their current employment situation. Figure 9 indicates that almost a third (or 33,093 individuals) consider themselves underemployed.

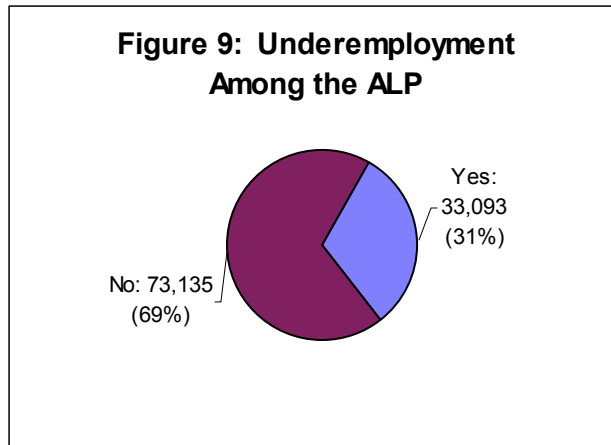


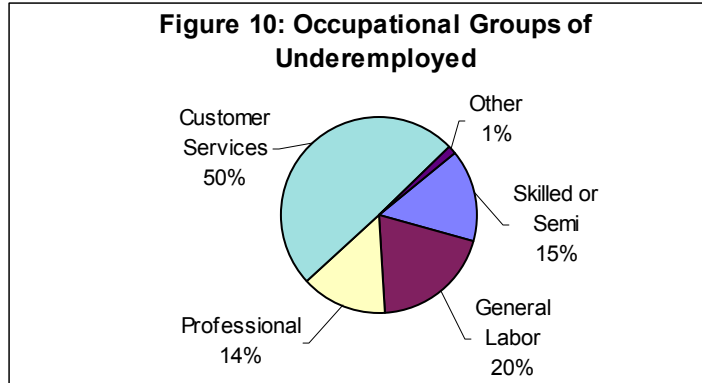
Table 7 and Figure 10 (next page) show some characteristics of the underemployed members of the Available Labor Pool. Table 7 indicates that the education level of the underemployed workers is high, with a substantial majority (71%) having at least some college education and almost all (97%) having high school diplomas.

Table 7: Highest Level of Education Achieved By Underemployed

	Number	Percent	Cum. Percent
Doctoral Degree	331	1.0	1.0
Masters Degree	3,309	10.0	11.0
Bachelors Degree	8,935	27.0	38.0
Associates Degree	2,316	7.0	45.0
Some College	8,604	26.0	71.0
High School Diploma Only	8,604	26.0	97.0
Less HS Diploma	993	3.0	100.0
Total	33,093	100	

Note: Column does not equal total due to rounding

Figure 10 (below) shows that 35% of the underemployed members of the Available Labor Pool are employed as general labor or as skilled or semi-skilled blue-collar workers. In addition, 64% currently hold customer service-related occupations or are employed in professional positions.



Section 5: Comparative Trend Analysis

This section provides a comparison of major indicators from the 2001, 2002, and 2003 Columbia Labor Basin Labor Availability Analysis reports⁷. Table 8 shows population, civilian labor force, unemployment statistics, and the Available Labor Pool data presented in the 2001, 2002, and 2003 reports. Total population within the Columbia Labor basin has increased by about 15,400 individuals during the past three years. During the same period the civilian labor force increased by about 10,300, while the number of employed individuals has increased by 7,500. However, the unemployment rate increased by about 1.3%.

Table 8: Population, CLF, Employed, Unemployment Rate and ALP Comparisons

	2001 Study*	2002 Study*	2003 Study
Labor Basin Population	339,842	350,905	355,230
Civilian Labor Force	193,799	205,193	204,131
Employed	189,832	199,137	197,333
Unemployment Rate	2.0%	3.0%	3.3%
Available Labor Pool	92,697**	105,398	106,228

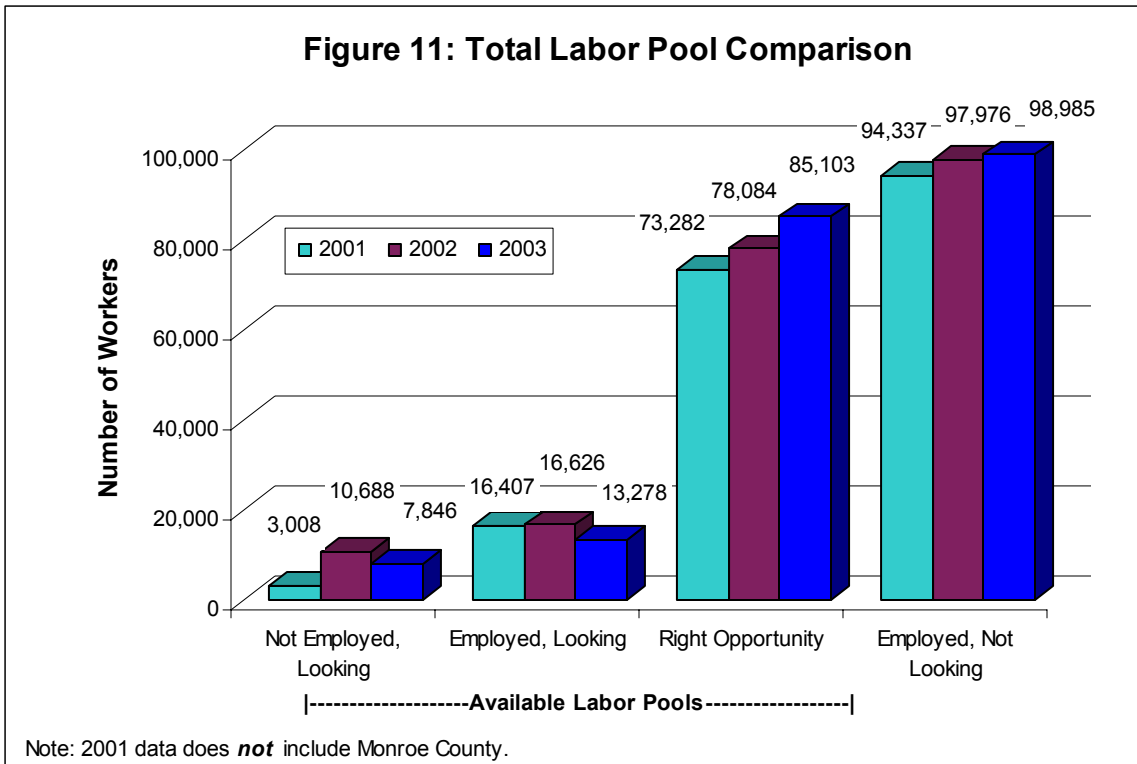
* Figures in these columns (except for the ALP for the 2001 study) differ slightly from those shown in the comparative trend analysis portion of the 2002 study. The figures presented here are updated to include Monroe County to allow for direct comparison of population, CLF, employed, and unemployment rate data among study periods.

** This figure does *not* include Monroe County.

⁷ Monroe County was not included in the 2001 report, but was included in the 2002 and 2003 reports. Data gathered from Monroe County *is included* for the Available Labor Pool analyses of 2002 and 2003. So, comparison of the ALP data gathered for the 2002 and 2003 reports is possible, while care should be taken in comparing ALP data to the 2001 report. Percentages, however, can be compared among the three studies. It is assumed that the respondents from Monroe County do not substantially differ from those of the rest of the labor basin.

A comparison of the Available Labor Pool, as reported in the Docking Institute's independent analyses presented in the 2001, 2002, and 2003 reports is illustrated in Figure 11. The total Available Labor Pool, those who are either looking for new employment or would consider changing their present job for the right opportunity, increased from 92,697 in 2001 to 106,228 in 2003. Given that the 2001 data does not include Monroe County, a better comparison is between 2002 and 2003. Here the ALP increased from 105,398 to 106,228. This represents an increase of more than 800 workers and non-worker available for employment.

Interestingly, the number of Available Labor Pool members that indicate that they are *actively looking* for a job or a new job decreased from 2002 to 2003 from 27,314 to 21,124 – representing a decrease of 6,189 individuals in these two categories of the ALP. However, the number of ALP members that would consider a new or different job given the right opportunities increased from 78,084 to 85,103 – representing an increase of 7,019 individuals in this category of the ALP.



An occupation and education level comparison is shown in Table 9. The greatest changes in the occupations of the Available Labor Pool are among blue-collar workers and students, unemployed, and homemakers. The percent of blue-collar workers in the Available Labor Pool increased from 2002 to 2003 by more than 7%, and the total number has increased by about 7,700 individuals. Interestingly, the percentage of students, unemployed, and homemakers in the Available Labor Pool increased from 3.6% (2001 Study) to 10.3% (2002 Study) and then decreased to 7.4% (2003 Study).

The overall education level of the Available Labor Pool increased slightly from the 2001 study period to the 2003 study period. Almost 10% of the ALP had graduate degrees or higher in the 2001 study. This compares to 12.4% and 14.5% for the 2002 and 2003 studies, respectively. In addition, the percentage of ALP members with high school diplomas increased by about 2% (from 25% to 27%) during the three study periods.

Table 9: Occupation and Education Level Comparison

	2001 Study*			2002 Study			2003 Study		
	Number	Percent	Cum. %	Number	Percent	Cum. %	Number	Percent	Cum. %
Service Sector	37,079	40.0		41,105	39.0		40,260	37.9	
White-Collar	28,273	30.5		33,306	31.6		30,275	28.5	
Blue-Collar	24,009	25.9		20,131	19.1		27,832	26.2	
Stu./Unempl./Hmkr	3,337	3.6		10,856	10.3		7,861	7.4	
Doctoral Degree	2,201	2.4	2.4	3,267	3.1	3.1	3,026	2.8	2.8
Masters Degree	6,602	7.1	9.5	9,802	9.3	12.4	12,408	11.7	14.5
Bachelors Degree	23,931	25.8	35.3	25,612	24.3	36.7	25,725	24.2	38.7
Associates Degree	8,802	9.5	44.8	11,067	10.5	47.2	7,263	6.8	45.6
Some College	22,005	23.7	68.5	23,188	22.0	69.2	24,514	23.1	68.7
High School Diploma	23,381	25.2	93.7	27,720	26.3	95.5	28,751	27.1	95.7
Less HS Diploma	5,776	6.2	100.0	4,743	4.5	100.0	4,540	4.3	100.0

* These columns do **not** include Monroe County.

Data from the 2001 and 2002 studies showed that the percentage of the Available Labor Pool indicating they are willing to take a job outside their primary field remained virtually unchanged. However, this percentage decreased by about 2% by 2003. The total number of potential employees indicating they would take a job outside their primary field is still very high, at 86,914.

Table 10: Willing to Take Job Outside of Primary Field Comparison

	2001 Study*		2002 Study		2003 Study	
	Number	Percent	Number	Percent	Number	Percent
Yes	78,030	84.2	88,615	84.1	86,914	81.8
No	14,667	15.8	16,783	15.9	19,314	18.2
Total	92,697	100.0	105,398	100.0	106,228	100.0

* These columns do **not** include Monroe County.

Concerning desired benefits to take a job or a new job, Table 11 shows that a good salary is the most important benefit across all three studies. Good retirement benefits, flexible hours, and good health benefits rounded out the most desired benefits for all three study-periods.

Table 11: Importance of Benefits to Change Employment Comparison

	2001*	2002	2003
	Percent Responding "Yes"		
Salary	97.2	96.6	95.4
Retirement	74.2	84.0	73.5
Flexible Hours	68.4	69.5	65.1
Health Benefits	54.3	54.4	54.9
On the Job Training	n/a	51.3	49.7
Educational Opportunities	48.6	43.4	41.4
Transportation to Work	n/a	30.8	25.0
Closer to Home	28.1	27.5	24.4
Different Community	23.5	26.1	23.8
On-Site Childcare	27.4	23.3	18.0

* This column does **not** include Monroe County.

Figure 12 shows comparisons of the wage demand information presented in the 2001, 2002, and 2003 studies. Wage demands were generally higher during the 2002 study period when compared to the 2001 and 2003 study periods. The lower wage demands for 2003 study might be explained by a slowing of the economy during the past two years.

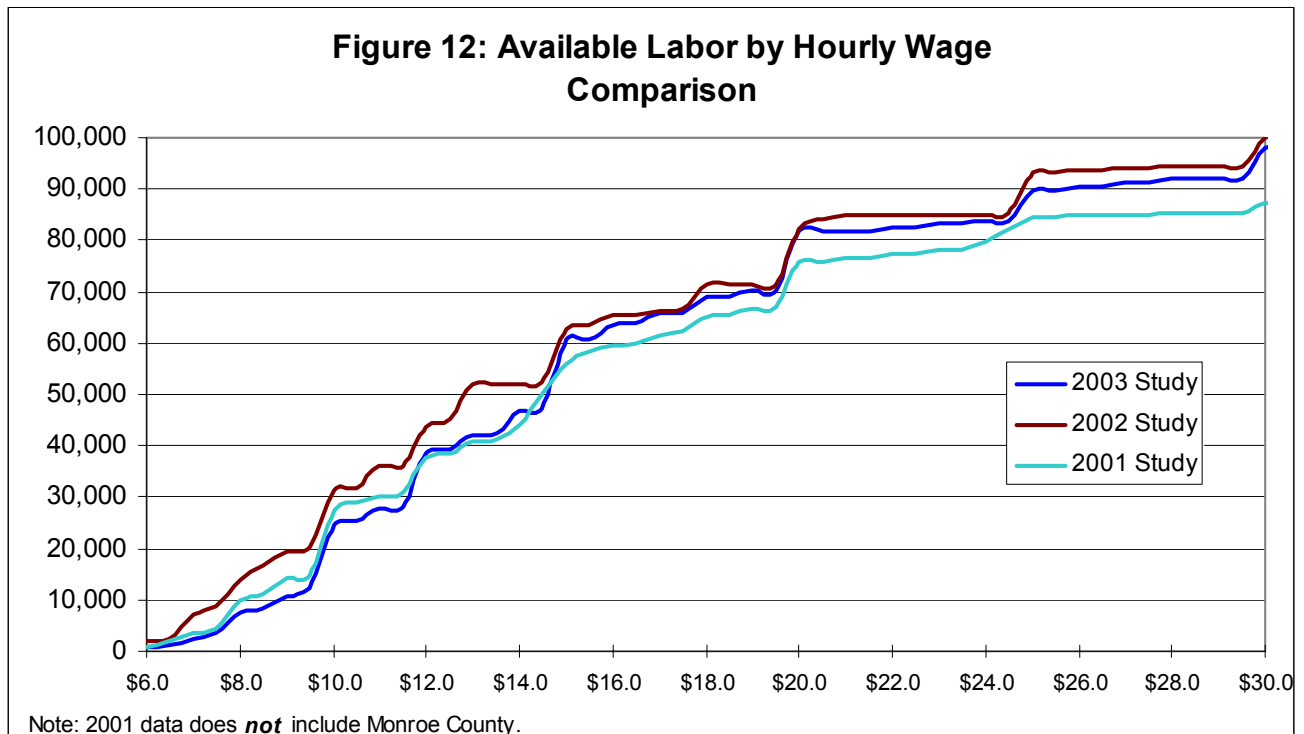


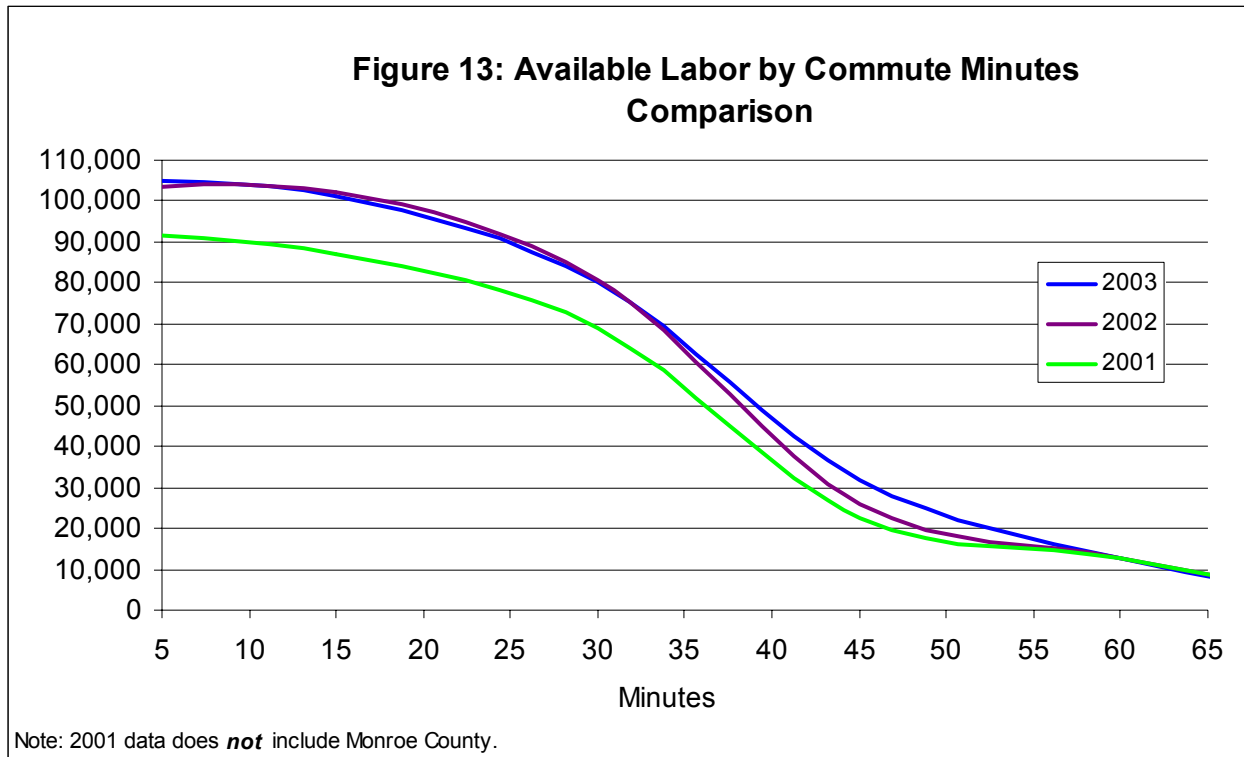
Table 12 shows that more members of the ALP are willing to travel up to 45 minutes when comparing the three study periods. While 24.3% were willing to travel 45 minutes or less in the 2001 study, and 25.4% were willing to travel the same amount of time in the 2002 study, almost 30% are willing to travel 45 minutes or less in the 2003 study.

Table 12: Willingness to Commute Comparison

	2001 Study*		2002 Study		2003 Study	
	Number	Cum. %	Number	Cum. %	Number	Cum. %
More than 75 Minutes	649	0.7	1,265	1.2	935	0.9
60 Minutes or More	12,978	14.0	12,753	12.1	12,772	12.0
45 Minutes or More	22,525	24.3	26,771	25.4	31,775	29.9
30 Minutes or More	68,967	74.4	80,524	76.4	80,060	75.4
15 Minutes or More	86,857	93.7	102,025	96.8	101,243	95.3
Less than 15 Minutes	92,697	100.0	105,398	100.0	106,228	100.0

* These columns do **not** include Monroe County.

Figure 13 provides the same information as that in Table 12, but in graphic form. Here it is evident that more members of the ALP in the 2003 study are willing to commute 35 to 55 minutes to a job or a new job.



A comparison of the underemployed members of the Available Labor Pool is provided in Table 13. The level of underemployment in the ALP has fluctuating slightly from 31.6% to 32.7% to 31.2% during the three study periods.

Addressing the educations levels of underemployed members of the ALP, there seems to be a trend of decreasing underemployment in two of the lower three education categories, and increasing underemployment in two of the top three education categories. For example, those underemployed members of the ALP that hold high school diplomas made up 27% of the underemployed pool in the 2001 study, 28.8% in the 2002 study, and 26% in the 2003 study. This overall trend continues for those underemployed ALP members that have completed some college. Here there was an increase from the 2001 study to the 2002 study (from 27% to 28.8%), but then a substantial decrease to 26% in the 2003 study.

As for Bachelors Degree holders, there was a decrease from the 2001 study to the 2002 study (from 28% to 22.1%), but then an increase to 27%. The increase of unemployment among Masters Degree holders is more dramatic – moving from 4% in the 2001 study to 7.7% in the 2002 study to 10% in the 2003 study.

Table 13: Amount and Education of Underemployed Comparison

	2001 Study*			2002 Study			2003 Study		
	Number	Percent		Number	Percent		Number	Percent	
Underemployed Wrkrs	29,273	31.6		34,470	32.7		33,093	31.2	
Education	Number	Percent	Cum. %	Number	Percent	Cum. %	Number	Percent	Cum. %
Doctoral Degree	293	1.0	1.0	331	1.0	1.0	331	1.0	1.0
Masters Degree	1,171	4.0	5.0	2,652	7.7	8.7	3,309	10.0	11.0
Bachelors Degree	8,196	28.0	33.0	7,623	22.1	30.8	8,935	27.0	38.0
Associates Degree	2,927	10.0	43.0	3,646	10.6	41.3	2,316	7.0	45.0
Some College	7,904	27.0	70.0	9,943	28.8	70.2	8,604	26.0	71.0
High School Diploma	7,904	27.0	97.0	9,280	26.9	97.1	8,604	26.0	97.0
Less HS Diploma	878	3.0	100.0	994	2.9	100.0	993	3.0	100.0
* These columns do <i>not</i> include Monroe County.									
Note: Some columns do not equal totals due to rounding									

Section 6: Methodology

The findings from this study are based on a random digit telephone sample¹⁰ of 927 adults living in nine counties (Audrain, Boone, Callaway, Cole, Cooper, Howard, Moniteau, Monroe, and Randolph) in central Missouri. Survey data was collected from October 07, 2003, to October 31, 2003, using a Computer Assisted Telephone Interviewing (CATI) system¹¹. A total of 1,579 households were successfully contacted during the phone survey, and in 927 of these households an adult agreed to do the interview. This represents a response rate of 58%.

When all 927 respondents are included in the analysis, the survey findings have a margin of error of +/- 3.2%. The margin of error for subgroups is higher. Most of these analyses are based on a subgroup of respondents who were determined to be in the Available Labor Pool (see definition in Section 1). For these 352 respondents, the survey has a margin of error of +/- 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 that were valid, reliable, and unbiased. Question wording and design of the survey instrument are the property of the Docking Institute. 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.

¹⁰ The telephone numbers for the sample 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) relative to the appropriate time zones. Initial refusals were re-attempted by specially trained "refusal converters," which aided in the high response rate.

¹¹ Data for the 2001 report were gathered in the Fall of 2000, and data for the 2002 report were gathered in the Spring of 2002. See *Columbia Labor Availability Analysis* © 2001 and 2002 for additional information.

Appendix Survey Frequencies

q1 Working Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Working or Working Student	550	59.3	59.3	59.3
	Homemaker	46	5.0	5.0	64.3
	Unemployed	52	5.6	5.6	69.9
	Retired	250	27.0	27.0	96.9
	Non-Working Student	29	3.1	3.1	100.0
	Total	927	100.0	100.0	

q1a Type of Position

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Full-Time	463	49.9	84.3	84.3
	Part-Time	80	8.6	14.6	98.9
	Temporary Position	6	.6	1.1	100.0
	Total	549	59.2	100.0	
Missing	System	378	40.8		
Total		927	100.0		

q1b Self-Employed

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	82	8.8	14.9	14.9
	No	468	50.5	85.1	100.0
	Total	550	59.3	100.0	
Missing	System	377	40.7		
Total		927	100.0		

q2 Occupation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	General Labor, Construction	74	8.0	8.0	8.0
	Mechanic, Carpenter, Welder	18	1.9	1.9	9.9
	Farmer, Agric Worker	16	1.7	1.7	11.7
	Factory Worker, Meat Packer	34	3.7	3.7	15.3
	Other Blue Collar	8	.9	.9	16.2
	Governmental Service	50	5.4	5.4	21.6
	Business Professional	40	4.3	4.3	25.9
	Doctor, Attorney, Engineer	32	3.5	3.5	29.3
	Clerical	55	5.9	5.9	35.3
	Arts & Crafts	15	1.6	1.6	36.9
	Sales	46	5.0	5.0	41.9
	Educator or Professor	57	6.1	6.1	48.0
	Other White Collar	17	1.8	1.8	49.8
	Social Service	69	7.4	7.4	57.3
	Hotel, Food Services	14	1.5	1.5	58.8
	Military	3	.3	.3	59.1
	Homemaker	46	5.0	5.0	64.1
	Full Student	30	3.2	3.2	67.3
	Unemployed	52	5.6	5.6	72.9
	Retired	250	27.0	27.0	99.9
	RA-NA	1	.1	.1	100.0
	Total	927	100.0	100.0	

q2a Years on Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	106	11.4	19.3	19.3
	2	50	5.4	9.1	28.4
	3	40	4.3	7.3	35.7
	4	27	2.9	4.9	40.6
	5	29	3.1	5.3	45.9
	6	24	2.6	4.4	50.3
	7	17	1.8	3.1	53.4
	8	17	1.8	3.1	56.5
	9	12	1.3	2.2	58.7
	10	30	3.2	5.5	64.1
	11	12	1.3	2.2	66.3
	12	8	.9	1.5	67.8
	13	14	1.5	2.6	70.3
	14	10	1.1	1.8	72.1
	15	21	2.3	3.8	76.0
	16	8	.9	1.5	77.4
	17	5	.5	.9	78.3
	18	7	.8	1.3	79.6
	19	3	.3	.5	80.1
	20	16	1.7	2.9	83.1
	21	2	.2	.4	83.4
	22	5	.5	.9	84.3
	23	7	.8	1.3	85.6
	24	4	.4	.7	86.3
	25	13	1.4	2.4	88.7
	26	3	.3	.5	89.3
	27	6	.6	1.1	90.3
	28	5	.5	.9	91.3
	29	4	.4	.7	92.0
	30	9	1.0	1.6	93.6
	31	2	.2	.4	94.0
	32	7	.8	1.3	95.3
	33	3	.3	.5	95.8
	34	1	.1	.2	96.0
	35	7	.8	1.3	97.3
	36	3	.3	.5	97.8
	37	1	.1	.2	98.0
	38	1	.1	.2	98.2
	39	10	1.1	1.8	100.0
	Total	549	59.2	100.0	
Missing	99	1	.1		
	System	377	40.7		
	Total	378	40.8		
Total		927	100.0		

q3d Health Insurance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	781	84.3	84.4	84.4
	No	144	15.5	15.6	100.0
	Total	925	99.8	100.0	
Missing	DK	1	.1		
	Refused	1	.1		
	Total	2	.2		
Total		927	100.0		

q3e Employer Provides Health Insurance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	422	45.5	91.1	91.1
	No	41	4.4	8.9	100.0
	Total	463	49.9	100.0	
Missing	DK	4	.4		
	System	460	49.6		
	Total	464	50.1		
Total		927	100.0		

q3f Employer Provides Retirement Benefits

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	347	37.4	75.6	75.6
	No	112	12.1	24.4	100.0
	Total	459	49.5	100.0	
Missing	DK	8	.9		
	Refused	1	.1		
	System	459	49.5		
Total		468	50.5		
Total		927	100.0		

q3g Employer Provides Paid Vacation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	374	40.3	81.0	81.0
	No	88	9.5	19.0	100.0
	Total	462	49.8	100.0	
Missing	DK	5	.5		
	Refused	1	.1		
	System	459	49.5		
Total		465	50.2		
Total		927	100.0		

q3h Employer Provides Life Insurance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	338	36.5	74.8	74.8
	No	114	12.3	25.2	100.0
	Total	452	48.8	100.0	
Missing	DK	15	1.6		
	Refused	1	.1		
	System	459	49.5		
	Total	475	51.2		
Total		927	100.0		

q3j Minutes to Work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	5	106	11.4	22.8	22.8
	6	7	.8	1.5	24.4
	7	19	2.0	4.1	28.4
	8	7	.8	1.5	30.0
	9	2	.2	.4	30.4
	10	86	9.3	18.5	48.9
	11	1	.1	.2	49.1
	12	7	.8	1.5	50.6
	13	2	.2	.4	51.1
	15	79	8.5	17.0	68.1
	18	1	.1	.2	68.3
	19	1	.1	.2	68.5
	20	56	6.0	12.1	80.6
	21	1	.1	.2	80.8
	22	1	.1	.2	81.0
	25	21	2.3	4.5	85.6
	27	1	.1	.2	85.8
	28	1	.1	.2	86.0
	30	27	2.9	5.8	91.8
	35	10	1.1	2.2	94.0
	40	5	.5	1.1	95.0
	42	2	.2	.4	95.5
	43	1	.1	.2	95.7
	45	13	1.4	2.8	98.5
	50	2	.2	.4	98.9
	55	1	.1	.2	99.1
	59	1	.1	.2	99.4
	60	2	.2	.4	99.8
	75	1	.1	.2	100.0
	Total	464	50.1	100.0	
Missing	999	4	.4		
	System	459	49.5		
	Total	463	49.9		
Total		927	100.0		

q4 Hold a Second Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	86	9.3	15.6	15.6
	No	464	50.1	84.4	100.0
	Total	550	59.3	100.0	
Missing	System	377	40.7		
Total		927	100.0		

q5 Occupation of 2nd Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	General Labor, Construction	20	2.2	2.2	2.2
	Mechanic, Carpenter, Welder	2	.2	.2	2.4
	Farmer, Agric Worker	12	1.3	1.3	3.7
	Factory Worker, Meat Packer	2	.2	.2	3.9
	Other Blue Collar	4	.4	.4	4.3
	Governmental Service	1	.1	.1	4.4
	Business Professional	5	.5	.5	5.0
	Doctor, Attorney, Engineer	1	.1	.1	5.1
	Clerical	5	.5	.5	5.6
	Arts & Crafts	7	.8	.8	6.4
	Sales	6	.6	.6	7.0
	Educator or Professor	4	.4	.4	7.4
	Other White Collar	2	.2	.2	7.7
	Social Service	8	.9	.9	8.5
	Hotel, Food Services	1	.1	.1	8.6
	Military	5	.5	.5	9.2
	RA-NA	842	90.8	90.8	100.0
	Total	927	100.0	100.0	

q5a Hours per Week 2nd Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	.2	2.6	2.6
	2	1	.1	1.3	3.9
	3	1	.1	1.3	5.3
	4	8	.9	10.5	15.8
	5	5	.5	6.6	22.4
	6	1	.1	1.3	23.7
	7	1	.1	1.3	25.0
	8	4	.4	5.3	30.3
	10	10	1.1	13.2	43.4
	12	3	.3	3.9	47.4
	14	3	.3	3.9	51.3
	15	6	.6	7.9	59.2
	16	3	.3	3.9	63.2
	18	1	.1	1.3	64.5
	20	14	1.5	18.4	82.9
	24	2	.2	2.6	85.5
	25	3	.3	3.9	89.5
	30	2	.2	2.6	92.1
	35	1	.1	1.3	93.4
	40	2	.2	2.6	96.1
45	2	.2	2.6	98.7	
50	1	.1	1.3	100.0	
	Total	76	8.2	100.0	
Missing	88	10	1.1		
	System	841	90.7		
	Total	851	91.8		
Total		927	100.0		

q5b Currently Looking Diff Part-Time

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	8	.9	9.3	9.3
	No	78	8.4	90.7	100.0
	Total	86	9.3	100.0	
Missing	System	841	90.7		
Total		927	100.0		

q6 Currently Looking Diff Full-Time Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	44	4.7	9.5	9.5
	No	418	45.1	90.5	100.0
	Total	462	49.8	100.0	
Missing	DK	1	.1		
	System	464	50.1		
	Total	465	50.2		
Total		927	100.0		

q7 Currently Looking Full-Time Job (unemp)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	39	4.2	8.4	8.4
	No	425	45.8	91.6	100.0
	Total	464	50.1	100.0	
Missing	System	463	49.9		
Total		927	100.0		

q7a Expected Wage for New Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	5.25	1	.1	5.0	5.0
	6.00	1	.1	5.0	10.0
	7.00	1	.1	5.0	15.0
	7.50	2	.2	10.0	25.0
	8.00	4	.4	20.0	45.0
	8.50	1	.1	5.0	50.0
	10.00	2	.2	10.0	60.0
	12.00	2	.2	10.0	70.0
	13.00	1	.1	5.0	75.0
	15.00	2	.2	10.0	85.0
	20.00	3	.3	15.0	100.0
	Total	20	2.2	100.0	
	Missing	88.00	4	.4	
99.00		2	.2		
System		901	97.2		
Total		907	97.8		
Total		927	100.0		

q7b Expected Salary

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20000	1	.1	50.0	50.0
	35000	1	.1	50.0	100.0
	Total	2	.2	100.0	
Missing	System	925	99.8		
Total		927	100.0		

q8 Right Opportunity Leave Present Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	282	30.4	57.1	57.1
	No	212	22.9	42.9	100.0
	Total	494	53.3	100.0	
Missing	DK	12	1.3		
	System	421	45.4		
	Total	433	46.7		
Total		927	100.0		

q8a Improved Health Benefits to Change Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	179	19.3	54.9	54.9
	No	147	15.9	45.1	100.0
	Total	326	35.2	100.0	
Missing	System	601	64.8		
Total		927	100.0		

q8b Educational Opportunities to Change Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	142	15.3	44.1	44.1
	No	180	19.4	55.9	100.0
	Total	322	34.7	100.0	
Missing	DK	4	.4		
	System	601	64.8		
	Total	605	65.3		
Total		927	100.0		

q8c Increase Salary to Change Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	311	33.5	95.4	95.4
	No	15	1.6	4.6	100.0
	Total	326	35.2	100.0	
Missing	System	601	64.8		
Total		927	100.0		

q8d Improved Retirement to Change Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	239	25.8	73.5	73.5
	No	86	9.3	26.5	100.0
	Total	325	35.1	100.0	
Missing	DK	1	.1		
	System	601	64.8		
Total		927	100.0		

q8e On-site Childcare to Change Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	58	6.3	18.0	18.0
	No	264	28.5	82.0	100.0
	Total	322	34.7	100.0	
Missing	DK	4	.4		
	System	601	64.8		
Total		927	100.0		

q8f Flexible Hours to Change Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	211	22.8	65.1	65.1
	No	113	12.2	34.9	100.0
	Total	324	35.0	100.0	
Missing	DK	2	.2		
	System	601	64.8		
Total		927	100.0		

q8g A Different Community to Change Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	76	8.2	23.8	23.8
	No	244	26.3	76.3	100.0
	Total	320	34.5	100.0	
Missing	DK	6	.6		
	System	601	64.8		
	Total	607	65.5		
Total		927	100.0		

q8h Job Closer to Home Important to Change Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	79	8.5	24.4	24.4
	No	245	26.4	75.6	100.0
	Total	324	35.0	100.0	
Missing	DK	2	.2		
	System	601	64.8		
	Total	603	65.0		
Total		927	100.0		

q8i On the Job Training

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	161	17.4	49.7	49.7
	No	163	17.6	50.3	100.0
	Total	324	35.0	100.0	
Missing	DK	2	.2		
	System	601	64.8		
	Total	603	65.0		
Total		927	100.0		

q8j Transportation to Work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	81	8.7	25.0	25.0
	No	243	26.2	75.0	100.0
	Total	324	35.0	100.0	
Missing	DK	2	.2		
	System	601	64.8		
	Total	603	65.0		
Total		927	100.0		

q8k Other Opportunity Important to Change Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	58	6.3	17.8	17.8
	No	267	28.8	82.2	100.0
	Total	325	35.1	100.0	
Missing	DK	1	.1		
	System	601	64.8		
	Total	602	64.9		
Total		927	100.0		

q8lopen Coded Responses

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Better Working Environment	19	2.0	32.8	32.8
	Better Chance for Advancement	12	1.3	20.7	53.4
	Better Dental/Vision/Health Benefits	5	.5	8.6	62.1
	Better Retirement Benefits	3	.3	5.2	67.2
	Better Vacation Benefits	2	.2	3.4	70.7
	Flextime	1	.1	1.7	72.4
	Weekends or Nights Off	7	.8	12.1	84.5
	Work From Home/Telecommute	3	.3	5.2	89.7
	Contribute to Community	1	.1	1.7	91.4
	Better Day Care	1	.1	1.7	93.1
	Use Education More	1	.1	1.7	94.8
	Don't Know	3	.3	5.2	100.0
	Total	58	6.3	100.0	
	Missing	System	869	93.7	
Total		927	100.0		

q9 Willing to Take Job Outside of Primary Field

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	261	28.2	81.8	81.8
	No	58	6.3	18.2	100.0
	Total	319	34.4	100.0	
Missing	DK	7	.8		
	System	601	64.8		
	Total	608	65.6		
Total		927	100.0		

q9a Necessary Wage To Leave Current Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	6.50	1	.1	.4	.4
	7.00	2	.2	.8	1.2
	7.50	1	.1	.4	1.6
	8.00	6	.6	2.4	4.0
	8.50	1	.1	.4	4.4
	9.00	6	.6	2.4	6.8
	9.50	4	.4	1.6	8.4
	9.75	2	.2	.8	9.2
	10.00	27	2.9	10.8	20.1
	10.50	2	.2	.8	20.9
	11.00	6	.6	2.4	23.3
	11.30	1	.1	.4	23.7
	12.00	24	2.6	9.6	33.3
	12.50	2	.2	.8	34.1
	13.00	7	.8	2.8	36.9
	13.50	1	.1	.4	37.3
	14.00	11	1.2	4.4	41.8
	14.50	1	.1	.4	42.2
	15.00	32	3.5	12.9	55.0
	16.00	7	.8	2.8	57.8
	16.35	1	.1	.4	58.2
	17.00	5	.5	2.0	60.2
	18.00	8	.9	3.2	63.5
	19.00	3	.3	1.2	64.7
	20.00	26	2.8	10.4	75.1
	22.00	2	.2	.8	75.9
	23.00	2	.2	.8	76.7
	24.00	1	.1	.4	77.1
	25.00	15	1.6	6.0	83.1
	26.00	2	.2	.8	83.9
	27.00	2	.2	.8	84.7
	28.00	2	.2	.8	85.5
	30.00	15	1.6	6.0	91.6
	33.00	1	.1	.4	92.0
	35.00	4	.4	1.6	93.6
	40.00	5	.5	2.0	95.6
	45.00	2	.2	.8	96.4
	50.00	2	.2	.8	97.2
	55.00	1	.1	.4	97.6
	60.00	2	.2	.8	98.4
	70.00	1	.1	.4	98.8
	75.00	2	.2	.8	99.6
	80.00	1	.1	.4	100.0
	Total	249	26.9	100.0	
Missing	88.00	57	6.1		
	99.00	10	1.1		
System		611	65.9		
Total		678	73.1		
Total		927	100.0		

q9a2 Necessary Salary to Leave Current Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	13000	1	.1	1.8	1.8
	17000	2	.2	3.5	5.3
	20000	1	.1	1.8	7.0
	21000	2	.2	3.5	10.5
	21500	1	.1	1.8	12.3
	22000	3	.3	5.3	17.5
	25000	4	.4	7.0	24.6
	30000	8	.9	14.0	38.6
	31000	1	.1	1.8	40.4
	33000	1	.1	1.8	42.1
	35000	3	.3	5.3	47.4
	36000	1	.1	1.8	49.1
	38000	1	.1	1.8	50.9
	40000	2	.2	3.5	54.4
	42000	2	.2	3.5	57.9
	44000	1	.1	1.8	59.6
	45000	3	.3	5.3	64.9
	50000	6	.6	10.5	75.4
	51000	1	.1	1.8	77.2
	56000	1	.1	1.8	78.9
	60000	4	.4	7.0	86.0
	61000	1	.1	1.8	87.7
	70000	2	.2	3.5	91.2
	80000	2	.2	3.5	94.7
	100000	2	.2	3.5	98.2
	400000	1	.1	1.8	100.0
	Total	57	6.1	100.0	
Missing	System	870	93.9		
Total		927	100.0		

q9b Consider Manufacturing with Machinery

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	64	6.9	19.7	19.7
	No	261	28.2	80.3	100.0
	Total	325	35.1	100.0	
Missing	DK	1	.1		
	System	601	64.8		
	Total	602	64.9		
Total		927	100.0		

q9c Consider Sales

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	96	10.4	29.6	29.6
	No	228	24.6	70.4	100.0
	Total	324	35.0	100.0	
Missing	DK	2	.2		
	System	601	64.8		
	Total	603	65.0		
Total		927	100.0		

q9d Consider Administrative Assistant or Secretarial

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	108	11.7	33.2	33.2
	No	217	23.4	66.8	100.0
	Total	325	35.1	100.0	
Missing	DK	1	.1		
	System	601	64.8		
	Total	602	64.9		
Total		927	100.0		

q9e Consider Laboratory Technician

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	103	11.1	32.4	32.4
	No	215	23.2	67.6	100.0
	Total	318	34.3	100.0	
Missing	DK	8	.9		
	System	601	64.8		
	Total	609	65.7		
Total		927	100.0		

q9f Consider Skilled Worker in Construction Industry

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	93	10.0	28.7	28.7
	No	231	24.9	71.3	100.0
	Total	324	35.0	100.0	
Missing	DK	2	.2		
	System	601	64.8		
	Total	603	65.0		
Total		927	100.0		

q9g Consider Driving Vehicle Delivery Goods

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	107	11.5	33.0	33.0
	No	217	23.4	67.0	100.0
	Total	324	35.0	100.0	
Missing	DK	2	.2		
	System	601	64.8		
	Total	603	65.0		
Total		927	100.0		

q9h Consider Customer Service with Telephone Calls

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	89	9.6	27.3	27.3
	No	237	25.6	72.7	100.0
	Total	326	35.2	100.0	
Missing	System	601	64.8		
Total		927	100.0		

q9i Consider Service in Restaurant or Hotel

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	48	5.2	14.8	14.8
	No	276	29.8	85.2	100.0
	Total	324	35.0	100.0	
Missing	DK	2	.2		
	System	601	64.8		
	Total	603	65.0		
Total		927	100.0		

q9j Consider Supervisor of Service or Clerical Workers

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	152	16.4	47.1	47.1
	No	171	18.4	52.9	100.0
	Total	323	34.8	100.0	
Missing	DK	3	.3		
	System	601	64.8		
	Total	604	65.2		
Total		927	100.0		

q9k Consider Warehouse

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	88	9.5	27.1	27.1
	No	237	25.6	72.9	100.0
	Total	325	35.1	100.0	
Missing	DK	1	.1		
	System	601	64.8		
	Total	602	64.9		
Total		927	100.0		

q9l Consider Nursing or Caring

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	100	10.8	31.0	31.0
	No	223	24.1	69.0	100.0
	Total	323	34.8	100.0	
Missing	DK	3	.3		
	System	601	64.8		
	Total	604	65.2		
Total		927	100.0		

q10 Minutes Willing to Travel One-Way for New Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	5	5	.5	1.5	1.5
	9	1	.1	.3	1.8
	10	10	1.1	2.9	4.7
	15	20	2.2	5.9	10.6
	18	1	.1	.3	10.9
	20	38	4.1	11.1	22.0
	25	8	.9	2.3	24.3
	28	1	.1	.3	24.6
	30	142	15.3	41.6	66.3
	35	4	.4	1.2	67.4
	40	9	1.0	2.6	70.1
	45	57	6.1	16.7	86.8
	50	3	.3	.9	87.7
	53	1	.1	.3	88.0
	60	38	4.1	11.1	99.1
	75	1	.1	.3	99.4
	90	2	.2	.6	100.0
	Total	341	36.8	100.0	
Missing	999	11	1.2		
	System	575	62.0		
	Total	586	63.2		
Total		927	100.0		

q11 Skills Underutilized Now (workers only)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	132	14.2	24.4	24.4
	No	410	44.2	75.6	100.0
	Total	542	58.5	100.0	
Missing	DK	8	.9		
	System	377	40.7		
	Total	385	41.5		
Total		927	100.0		

q12 Why Underutilized

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Prev Job Required More Skill Educ	22	2.4	18.3	18.3
	Have had Additional Training, Educ	29	3.1	24.2	42.5
	Current Job Does Not Req My Training, Educ	33	3.6	27.5	70.0
	Prev Job Earned More Income	10	1.1	8.3	78.3
	Other Reason	26	2.8	21.7	100.0
	Total	120	12.9	100.0	
Missing	DK	11	1.2		
	Refused	1	.1		
	System	795	85.8		
	Total	807	87.1		
Total	927	100.0			

q13 Occupation of Prev. Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Factory Worker, Meat Packer	2	.2	.2	.2
	Other Blue Collar	3	.3	.3	.5
	Governmental Service	2	.2	.2	.8
	Business Professional	4	.4	.4	1.2
	Clerical	1	.1	.1	1.3
	Arts & Crafts	1	.1	.1	1.4
	Sales	7	.8	.8	2.2
	Educator or Professor	2	.2	.2	2.4
	Other White Collar	1	.1	.1	2.5
	Social Service	2	.2	.2	2.7
	Hotel, Food Services	1	.1	.1	2.8
	Military	1	.1	.1	2.9
	RA-NA	900	97.1	97.1	100.0
	Total	927	100.0	100.0	

q14 Previous Job Provided More Income

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	19	2.0	61.3	61.3
	No	12	1.3	38.7	100.0
	Total	31	3.3	100.0	
Missing	Refused	1	.1		
	System	895	96.5		
	Total	896	96.7		
Total	927	100.0			

q15 Would Change Jobs to Better Utilize Skills

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	103	11.1	79.8	79.8
	No	26	2.8	20.2	100.0
	Total	129	13.9	100.0	
Missing	DK	2	.2		
	Refused	1	.1		
	System	795	85.8		
Total		798	86.1		
Total		927	100.0		

q17 Highest Level of Education

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less HS Diploma	84	9.1	9.2	9.2
	High School Diploma	274	29.6	30.0	39.3
	Some College	209	22.5	22.9	62.2
	Associates or Tech Degree	51	5.5	5.6	67.8
	Bachelors Degree	174	18.8	19.1	86.8
	Masters Degree or Law Degree	89	9.6	9.8	96.6
	Doctoral Degree	31	3.3	3.4	100.0
	Total	912	98.4	100.0	
Missing	DK	3	.3		
	Refused	11	1.2		
	System	1	.1		
	Total	15	1.6		
Total		927	100.0		

q17a Currently in School

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	73	7.9	11.3	11.3
	No	575	62.0	88.7	100.0
	Total	648	69.9	100.0	
Missing	Refused	2	.2		
	System	277	29.9		
	Total	279	30.1		
Total		927	100.0		

q18 Total Family Income

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than \$10k	54	5.8	6.6	6.6
	\$10k-\$20k	110	11.9	13.4	20.0
	\$20k-\$30k	100	10.8	12.2	32.3
	\$30k-\$40k	123	13.3	15.0	47.3
	\$40k-\$50k	102	11.0	12.5	59.8
	\$50k-\$60k	85	9.2	10.4	70.2
	\$60k-\$70k	48	5.2	5.9	76.0
	over \$70k	196	21.1	24.0	100.0
	Total	818	88.2	100.0	
Missing	Refused	105	11.3		
	System	4	.4		
	Total	109	11.8		
Total		927	100.0		

q20 Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Female	519	56.0	56.0	56.0
	Male	408	44.0	44.0	100.0
	Total	927	100.0	100.0	