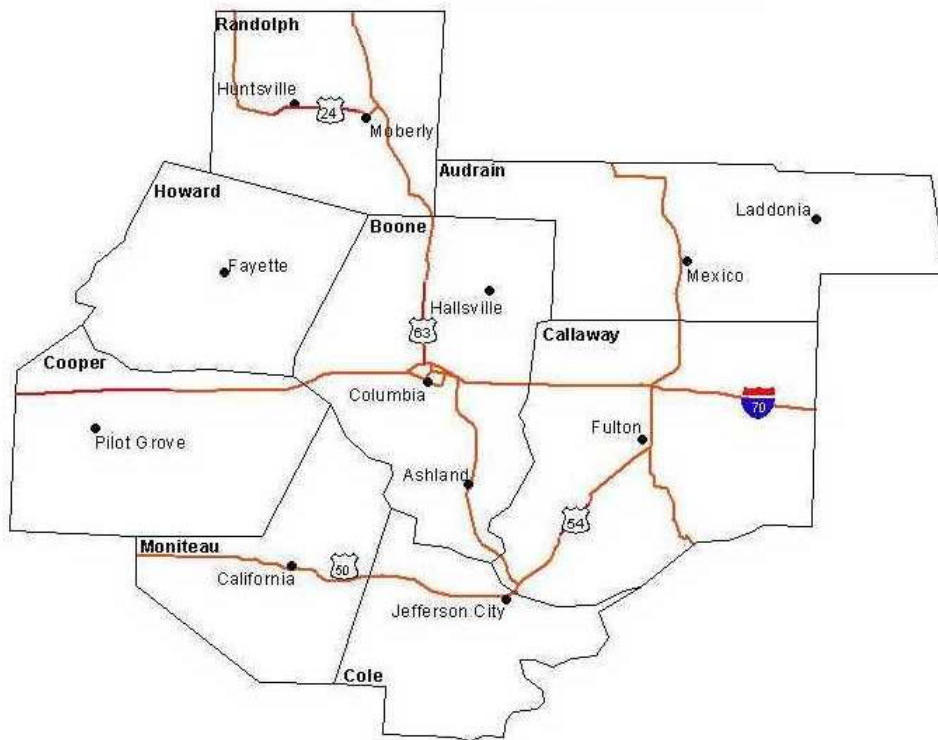


Columbia

Labor Availability Analysis

Boone | Audrain | Callaway | Cole | Cooper | Howard | Moniteau | Randolph



Conducted For
Regional Economic Development, Inc.

By
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The staff of **The Docking Institute of Public Affairs** and its **Center for Survey Research** specialize in the design and implementation of local and state telephone and mail surveys for academic, government, and non-profit organizations. Over the past five years, The Docking Institute's CSR has conducted over 60 telephone and self-administered mail surveys for government and non-profit agencies. If you have any questions, comments, or need assistance, do not hesitate to call one of our staff.

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Columbia Labor Availability Analysis

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Columbia Labor Availability Analysis Executive Summary

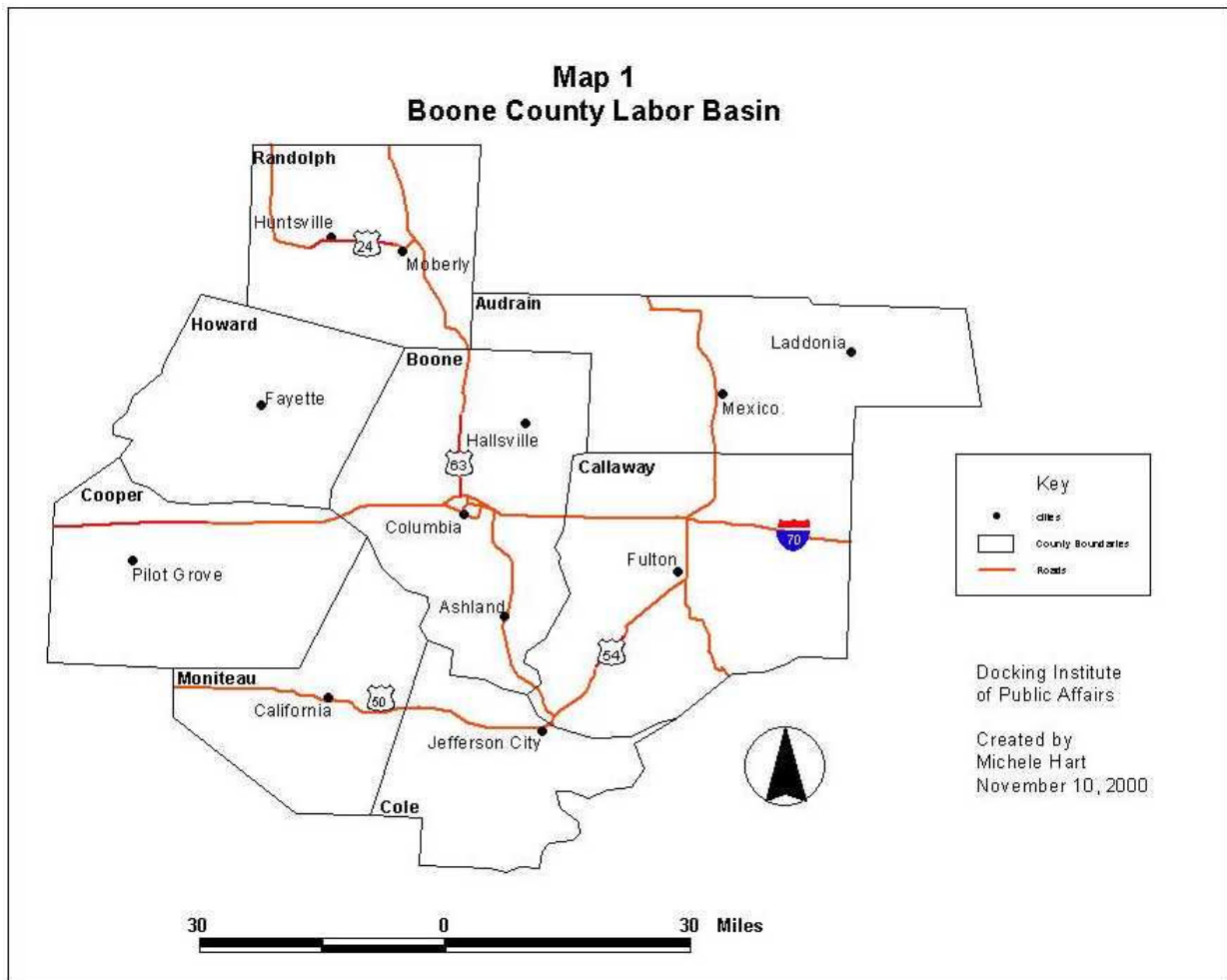
The Columbia labor basin encompasses eight counties in Central Missouri. The purpose of this report is to assess the “available labor pool” in this labor basin. The “available labor pool” represents those who indicate that they are either looking for employment, or would consider changing their jobs for the right employment opportunity.

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

- There is an available labor pool in the Columbia labor basin of 92,697. It is estimated that 3,008 unemployed and 16,407 employed workers are seeking new employment, while 73,282 would consider changing employment for the right opportunities.
- 68.5% of the available labor pool have at least some college education. A total of 93.8% have at least a high school diploma.
- 31.6%, or an estimated 29,273 workers in the available labor pool, are underemployed.
- 29.7% of the available labor pool, or 27,492 people, would be interested in an employment opportunity with a wage of \$10.00 an hour. At \$12.00 an hour, 37,713 people (40.7% of the available labor) would be interested, while at \$14.00 an hour, 44,057 people (47.5% of the available labor) would be interested.
- The available labor for a manufacturing employer offering up to \$14 an hour is about 5,150 workers, at \$12 an hour 4,201 workers, and at \$10 an hour 3,117 workers. For a service sector employer offering \$14 an hour, the available labor is 5,421 workers. At \$12 an hour, a service sector employer can expect to find 4,337 available workers, and at \$10 an hour 3,253 workers.
- Depending on the length of commute, workers in this area are willing to travel to take advantage of employment opportunities. 86,846 (93.7% of the available labor) would commute more than 15 minutes, one way, for employment. 68,984 (74.4% of the available labor) are willing to travel more than 30 minutes, one way, for an employment opportunity and 12,934 (14.0%) will commute more than 60 minutes.

Columbia Labor Availability Analysis

The Columbia labor basin encompasses eight counties in Central Missouri. The criteria used to include a county in this labor basin are whether it has a significant border adjacent to Boone County, if the county is also close in proximity to Columbia, and if it has an established driving route for commuting to Columbia. The Columbia labor basin has a total population of approximately 324,000. It has a civilian labor force of over 186,000. While there is an unemployment rate of 2.0%, there is, nonetheless, 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 19,415 workers (10.4%) who are actively seeking new employment and 73,282 (39.2%) who would consider new employment for the right opportunity.



Available Labor Pool

Traditional methods of assessing the dynamics of the labor force have concentrated on census based labor force characteristics like the unemployment rate, average age, education levels, and dominant sectors of employment. Even though these data are useful, especially when examined over time, these census data paint an incomplete picture. For example, most new employers draw their workforce from those who are presently employed, not those who are unemployed. In addition, these census based data could stereotype a community that is dominated by manufacturing employment as one that would not support the labor needs of a service sector/information based employer, even though the quantity and qualifications of workers who would likely apply for this type of employment may be sufficient to support the needs of this type of employer. In sum, these aggregate data simply cannot reveal the quantity or quality of the labor pool that would be available for new employment opportunities.

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, student, and retired--would seriously consider applying for a new employment opportunity? 2) What types of considerations (pay, benefits, commuting distance) shape their decision-making? 3) What is the quality of those who would seriously consider a new employment opportunity?

The “available labor pool” represents those who indicate that they are either looking, or would consider changing their jobs, for the right employment opportunity. The percent of the study area population in the available labor pool is derived from a random digit telephone survey of 928 employed, unemployed, and retired adults living in the Columbia labor basin. When all 928 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 339 respondents who are members of the civilian labor force, or who are retired, students, or housewives who state they are “available” (see definition above). For these 339 respondents, the survey has a margin of error of +/- 5.3%. The “Methods” section of this report details the survey methods used in this report.

The advantage of this survey methodology is that it allows researchers to ask questions of members of the civilian labor force (people currently working, or receiving unemployment benefits, or unemployed seeking work) and *potential* members of the labor force (student, retired, homemakers) concerning their availability for new employment. In practice, not all of the available labor pool will apply for a new job opportunity. Rather the available labor pool represents those with a propensity to consider a new job opportunity given their employment expectations.

Combining these survey data with Missouri Department of Economic Development statistics data, these analyses use “adjusted” civilian labor force statistics¹ that take into account the percentage of non-civilians (generally students, homemakers, military, retirees, and long-term unemployed) who are seeking or would consider coming into the civilian labor force under the right conditions.

Based on these calculations, Figure 1 shows that there is an available labor pool in the Columbia labor basin of 92,697. It is estimated that 3,008 unemployed² and 16,407 employed workers are seeking new employment, while 73,282 would consider changing employment for the right opportunities.

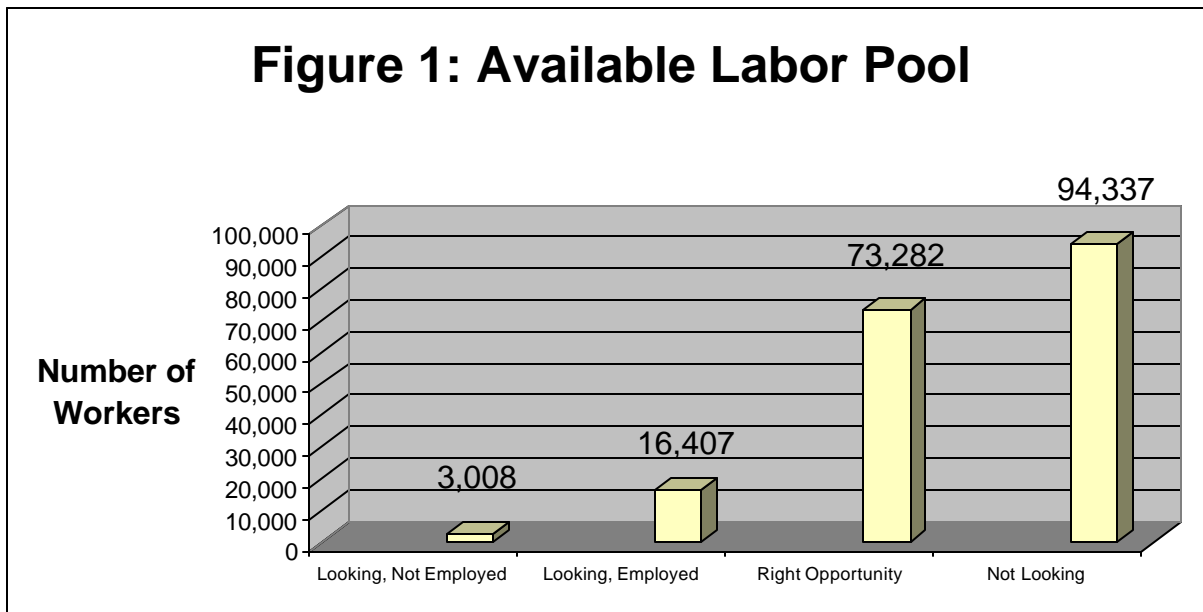


Table 1 (next page) shows the various occupations of these 92,697 potential employees. Service sector jobs represent approximately 40.0% of the available labor pool. Professional occupations represent 30.5% of the available labor pool, while traditional blue-collar occupations comprise another 25.9%. Finally, students, the unemployed, and homemakers represent 3.6% of the available labor pool.

¹ The number that is added to the civilian labor force to create the adjusted civilian labor force statistic is calculated by taking from the survey the total number of students, military, retirees, and long-term unemployed, who state that they are seeking 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 or older.

² For the purposes of this number, “unemployed” refers not only to unemployed members of the civilian labor force. “Unemployed” also includes any students, homemakers, and retirees that indicate that they are presently seeking employment.

Table 1: Occupation

| | Number | Percent |
|--|--------|---------|
| Mechanic,Welder | 1,400 | 1.5 |
| Factory Worker,Meat Packer | 4,201 | 4.5 |
| General Labor | 18,483 | 19.9 |
| Governmental, Business, and other Professional | 22,124 | 23.9 |
| Clerical | 8,121 | 8.8 |
| Educator or Professor | 6,161 | 6.6 |
| Other White Collar | 8,121 | 8.8 |
| Social Service (e.g.health,babysitting) | 12,882 | 13.9 |
| Sales, Hotel, Restaurant, Food Service | 7,841 | 8.5 |
| Homemakers and Retirees | 840 | 0.9 |
| Full or Part Time Student | 280 | 0.3 |
| Unemployed | 2,240 | 2.4 |
| Total | 92,697 | 100.0 |

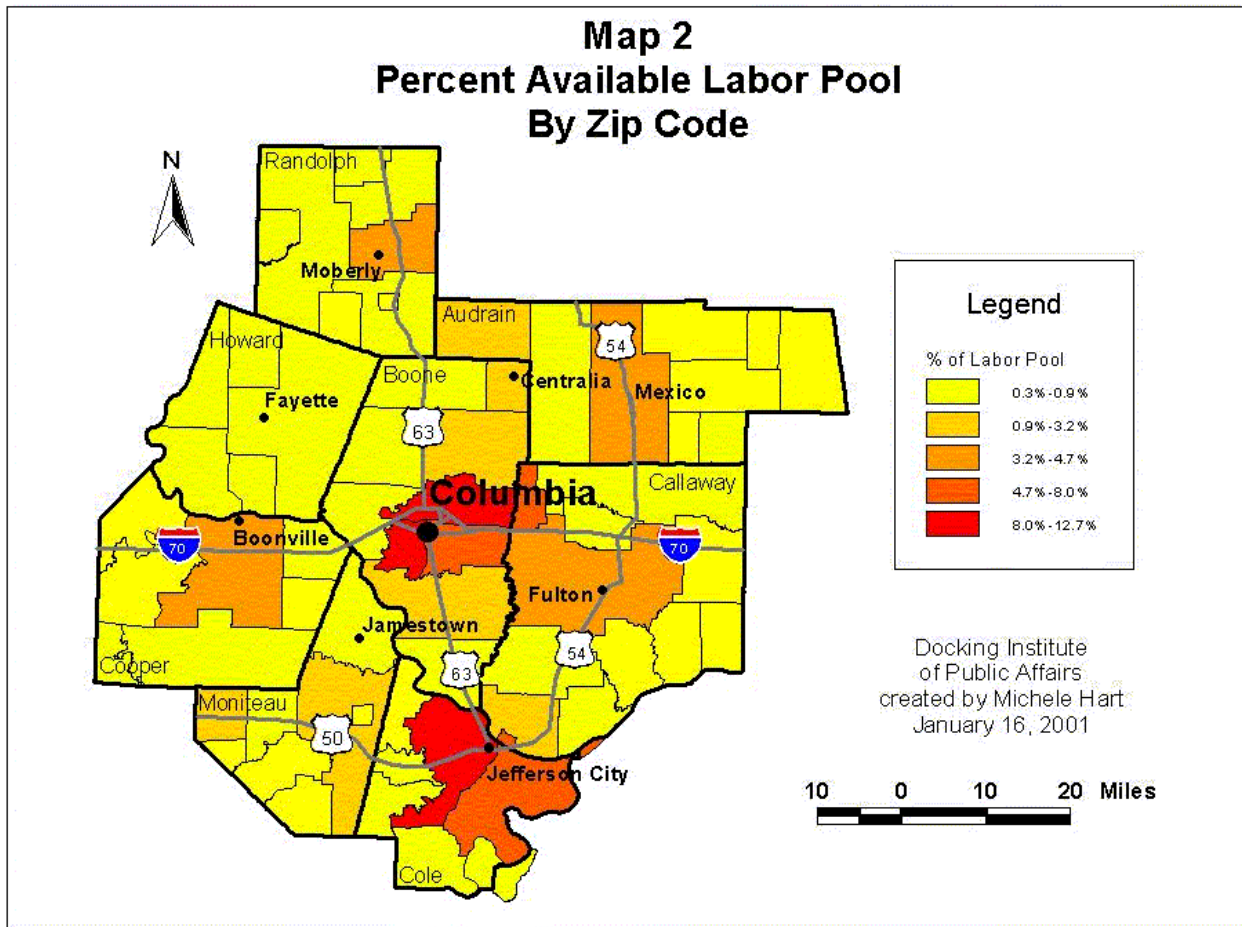
(Numbers may not total accurately due to rounding.)

Table 2 shows the gender, age statistics, and educational levels of these 92,697 workers. Approximately 50.3% are women. The average and median year born is 1961 (39 years old). The educational levels of the available labor pool are very high. 68.5% of the available labor have at least some college education. A total of 93.8% have at least a high school diploma.

Table 2: Age, Gender, and Education Level

| | | | |
|-------------------------------------|-----------|---------|--------------|
| Age | Year Born | | |
| Average | 1961 | | |
| Median | 1961 | | |
| Gender | Number | Percent | |
| Female | 46,624 | 50.3 | |
| Male | 46,073 | 49.7 | |
| Total | 92,697 | 100.0 | |
| Highest Level of Education Achieved | Number | Percent | Cum. Percent |
| Doctoral Degree | 2,201 | 2.4 | 2.4 |
| Masters Degree | 6,602 | 7.1 | 9.5 |
| Bachelors Degree | 23,931 | 25.8 | 35.3 |
| Associates Degree | 8,802 | 9.5 | 44.8 |
| Some College | 22,005 | 23.7 | 68.5 |
| High School Diploma Only | 23,381 | 25.2 | 93.8 |
| Less HS Diploma | 5,776 | 6.2 | 100.0 |
| Total | 92,697 | 100.0 | |

Zip codes of respondents were used to map the available labor. Map 2 shows how each zip code in the basin compares to all other zip codes in terms of percent of total available labor for a job in Columbia. Each zip code is grouped into one of five categories specified in the key.



Underemployment—individuals possessing skills and/or training that exceeds the responsibilities of their current job—is a significant issue in many communities. To assess the level of underemployment, the survey asked respondents if their skills, education, or talents are underutilized in their current job. Figure 2 shows that about 31.6%, an estimated 29,273 workers *in the available labor pool*, are underemployed.

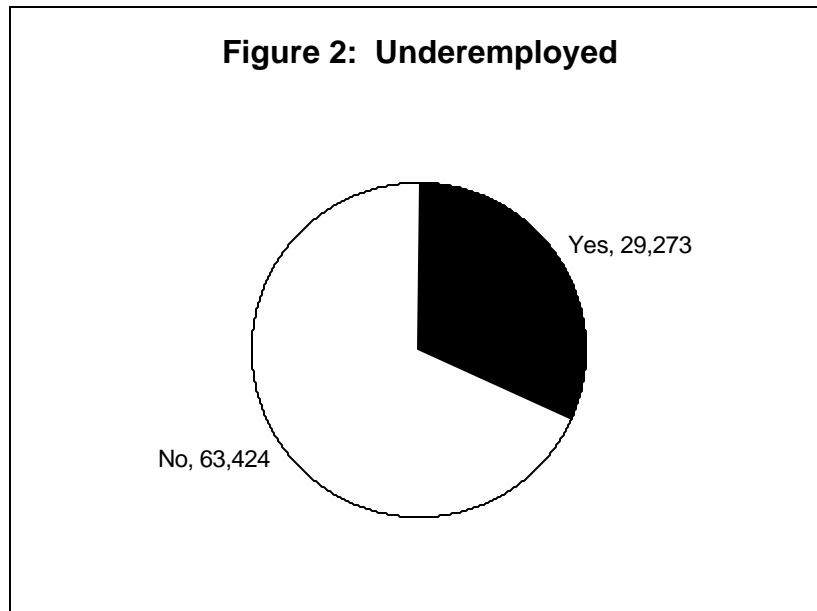


Table 3 shows the education levels of these underemployed workers in the available labor pool, with 70% having at least some college education. A total of 97.0% have at least a high school diploma.

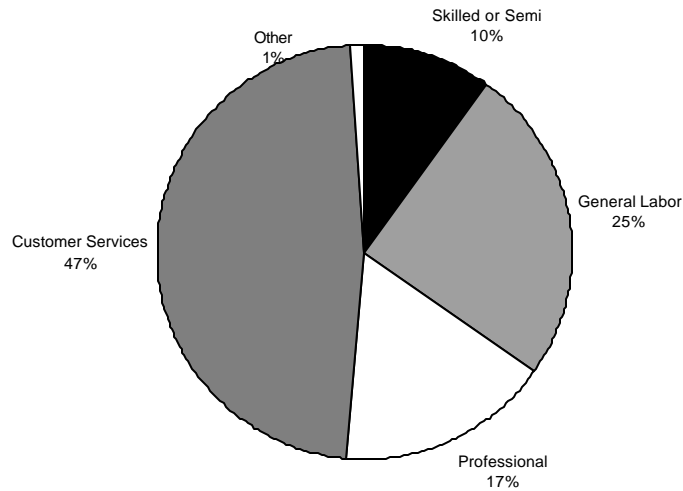
Table 3: Highest Level of Education Achieved By Underemployed

| | Number | Percent | Cum. Percent |
|--------------------------|--------|---------|--------------|
| Doctoral Degree | 293 | 1.0 | 1.0 |
| Masters Degree | 1,171 | 4.0 | 5.0 |
| Bachelors Degree | 8,196 | 28.0 | 33.0 |
| Associates Degree | 2,927 | 10.0 | 43.0 |
| Some College | 7,904 | 27.0 | 70.0 |
| High School Diploma Only | 7,904 | 27.0 | 97.0 |
| Less HS Diploma | 878 | 3.0 | 100.0 |
| Total | 29,273 | 100 | |

The underemployed workers also tend to be currently employed in areas of strong demand. Figure 3 (next page) illustrates that 47% (13,912 people) are in customer service related occupations, 25% (7,246 people) are employed as general laborers, 17% (739 people) are employed as general laborers, and 17% (4,927 people) are in professional positions. About 10% are employed in skilled or semi-skilled blue collar occupations.³

³ Numbers do not total accurately due to rounding.

Figure 3: Occupational Groups of Underemployed



Some workers may be available for a new employment opportunity, 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 job descriptions, it limits the type of employers who can enter the labor basin. But this is not the case in the Columbia labor basin. Table 4 indicates that 84.2% of the available labor pool, or 78,030 workers, would be willing to accept a position outside of their primary field of employment (for example, manufacturing employment to service sector employment).

Table 4: Willing to Take Job Outside of Primary Field

| | Number | Percent |
|-------|--------|---------|
| Yes | 78,030 | 84.2 |
| No | 14,667 | 15.8 |
| Total | 92,697 | 100.0 |

Figure 4 (next page) shows the wage demands of the available labor pool. 29.7% of the available labor pool, or 27,492 people, would be interested in an employment opportunity with a wage of \$10.00 an hour. At \$12.00 an hour, 37,713 people (40.7% of the available labor) would be interested, while at \$14.00 an hour, 44,057 people (47.5% of the available labor pool) would be interested.

Figure 4: Available Labor by Hourly Wage

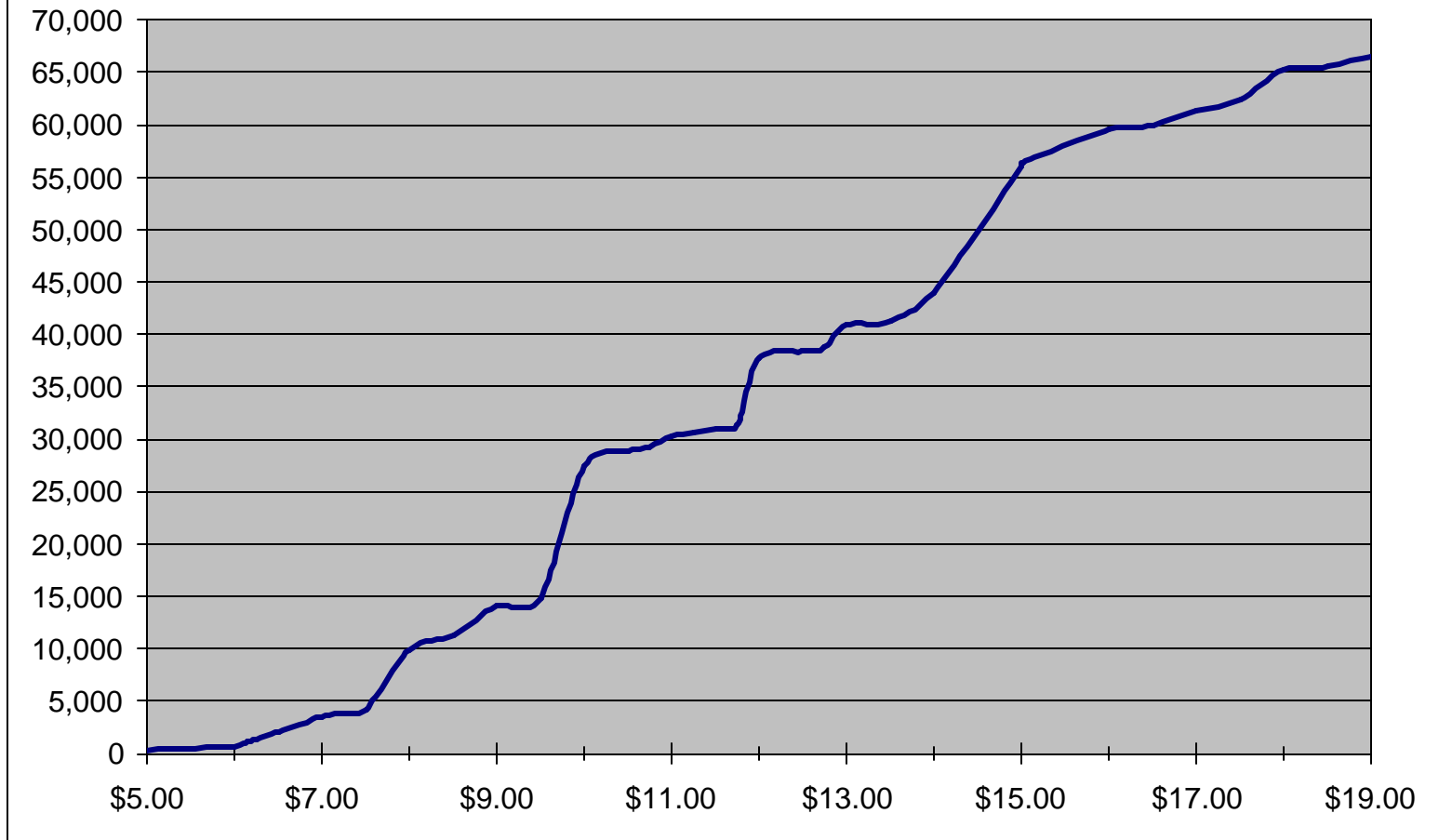


Table 5 indicates that the available labor pool in the Columbia labor basin is very open to commuting. The table shows 86,846 (93.7% of the available labor) would commute more than 15 minutes, one way, for employment. It also shows that 68,984 (74.4% of the available labor) are willing to travel more than 30 minutes, one way, for an employment opportunity and 12,934 (14.0%) will commute for more than 60 minutes.

Table 5: Distance Available Labor Will Commute

| | Cumulative | |
|----------------------|------------|---------|
| | Number | Percent |
| More than 75 Minutes | 616 | 0.7 |
| 60 Minutes or More | 12934 | 14.0 |
| 45 Minutes or More | 22481 | 24.3 |
| 30 Minutes or More | 68984 | 74.4 |
| 15 Minutes or More | 86846 | 93.7 |
| Less than 15 Minutes | 92697 | 100.0 |

Table 6 shows that the most important benefit affecting workers' decisions to leave their present job is higher pay (97.2%), followed by improved retirement benefits (74.2%), more flexible hours (68.4%), improved health benefits (54.3%), and better educational opportunities (48.6%).

Table 6: Benefit Very Important In Decision to Change Employment

| | Percent Responding "Yes" |
|---------------------------|--------------------------|
| Salary | 97.2 |
| Retirement | 74.2 |
| Flexible Hours | 68.4 |
| Health Benefits | 54.3 |
| Educational Opportunities | 48.6 |
| Closer to Home | 28.1 |
| On-Site Childcare | 27.4 |
| Different Community | 23.5 |

Manufacturing and Service Sector Scenarios

To obtain a clearer perspective of the percentage of the labor force that would seriously consider a new employment opportunity--the available labor pool--the analysis builds two scenarios. The first scenario is for a manufacturing employer, while the second is for a service sector employer. For both scenarios, the analysis controls for:

- 1) Whether the individual is willing to drive the necessary miles from his/her community to the location of the hypothetical employer.
- 2) Whether the respondent's expected wage is above \$12.00 an hour.
- 3) Whether the respondent is unwilling to change his/her primary field of employment (for example: service sector to manufacturing).

Figures 5 and 6 show the available labor pool in Columbia for each type of employer. The available labor for a manufacturing employer offering up to \$14 an hour is about 5,150 workers, at \$12 an hour 4,201 workers, and at \$10 an hour 3,117 workers. For a service sector employer offering \$14 an hour, the available labor is 5,421 workers. At \$12 an hour, a service sector employer can expect to find 4,337 available workers, and at \$10 an hour 3,253 workers.

Figure 5: Available Labor for Manufacturing in Columbia by Hourly Wage

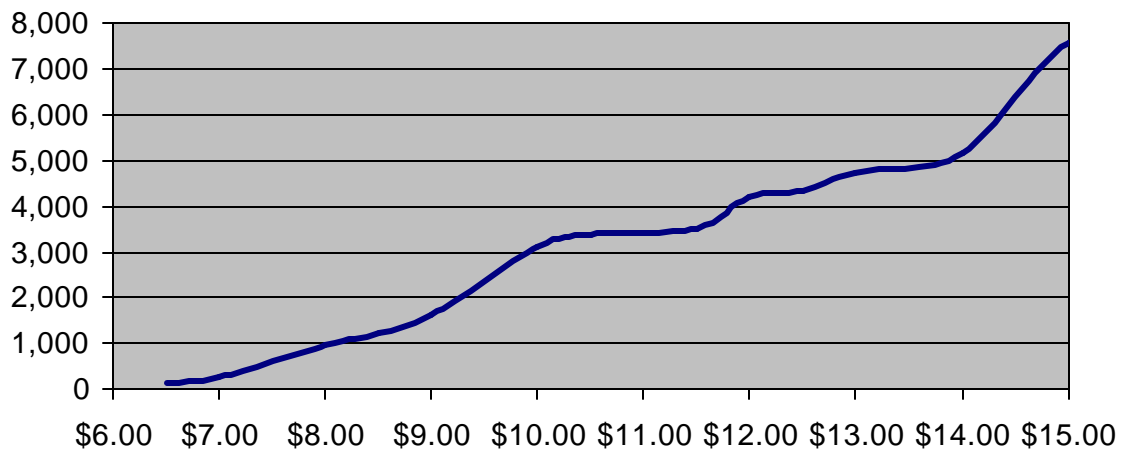
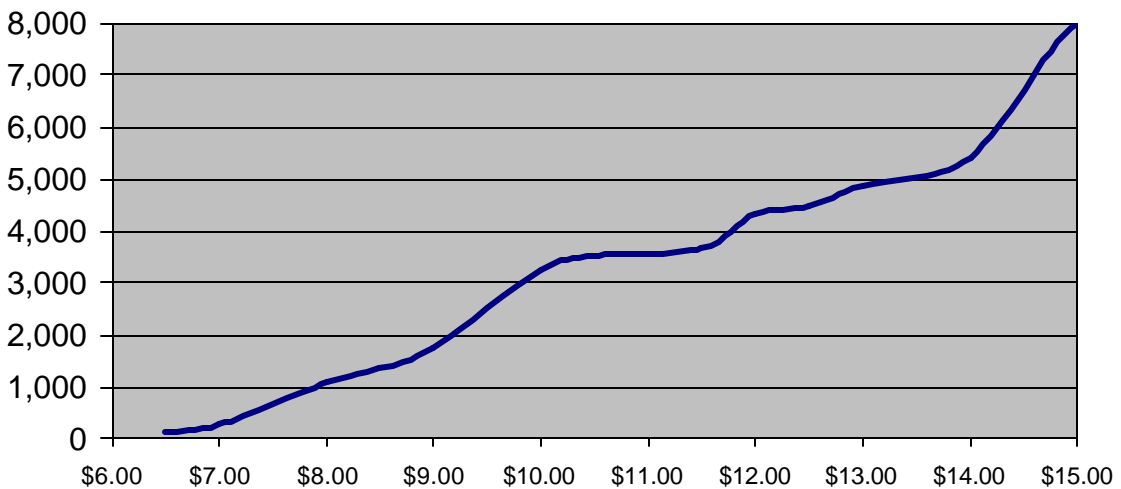


Figure 6: Available Labor for Service Sector in Columbia by Hourly Wage



Methods

The findings from this survey are based on a random digit telephone sample of 928 adults living in 7 counties in Central Missouri. The survey was conducted October 11, 2000 to October 25, 2000 using a Computer Assisted Telephone Interviewing (CATI) system. Regional Economic Development, Inc. contracted the University Center for Survey Research at the Docking Institute of Public Affairs to conduct this regional labor assessment. A total of 1324 households were successfully contacted. In 928 of these households, an adult who is working, unemployed, or retired agreed to do the interview. This represents a response rate of 70%.

The Docking Institute of Public Affairs in cooperation with the survey sponsors developed the survey instrument. This survey instrument is the property of the Docking Institute. It is available upon request. A detailed summary of the method of analysis used in this report can be found in Joseph A. Aistrup and Mark Bannister, "Assessing the Available Labor Pool: A Survey of the Northeast Kansas Labor Force." *Kansas Business Review*, Spring 1998, 21, 3: 1-10.

Appendix Survey Frequencies

q1 Working Status

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|----------------------------|-----------|---------|---------------|--------------------|
| Valid | Working or Working Student | 597 | 64.3 | 64.5 | 64.5 |
| | Homemaker | 46 | 5.0 | 5.0 | 69.4 |
| | Unemployed | 20 | 2.2 | 2.2 | 71.6 |
| | Retired | 245 | 26.4 | 26.5 | 98.1 |
| | Non-Working Student | 18 | 1.9 | 1.9 | 100.0 |
| | Total | 926 | 99.8 | 100.0 | |
| Missing | RA-DK | 2 | .2 | | |
| Total | | 928 | 100.0 | | |

q1a Type of Position

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------------------|-----------|---------|---------------|--------------------|
| Valid | Full-Time | 518 | 55.8 | 86.9 | 86.9 |
| | Part-Time | 68 | 7.3 | 11.4 | 98.3 |
| | Temporary Position | 10 | 1.1 | 1.7 | 100.0 |
| | Total | 596 | 64.2 | 100.0 | |
| Missing | RA-DK | 332 | 35.8 | | |
| Total | | 928 | 100.0 | | |

q1b Self-Employed

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------|-----------|---------|---------------|--------------------|
| Valid | Yes | 97 | 10.5 | 16.2 | 16.2 |
| | No | 500 | 53.9 | 83.8 | 100.0 |
| | Total | 597 | 64.3 | 100.0 | |
| Missing | RA-DK | 331 | 35.7 | | |
| Total | | 928 | 100.0 | | |

q2 Occupation

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--|-----------|---------|---------------|--------------------|
| Valid | General Labor, Construction | 45 | 4.8 | 4.9 | 4.9 |
| | Mechanic, Welder | 9 | 1.0 | 1.0 | 5.9 |
| | Farmer, Agric Worker | 13 | 1.4 | 1.4 | 7.4 |
| | Factory Worker, Meat Packer | 26 | 2.8 | 2.9 | 10.2 |
| | Other Blue Collar | 69 | 7.4 | 7.6 | 17.8 |
| | Governmental Service | 30 | 3.2 | 3.3 | 21.1 |
| | Business Professional, Owner, Manager, Banker, Finance | 97 | 10.5 | 10.7 | 31.8 |
| | Doctor, Attorney, Engineer | 12 | 1.3 | 1.3 | 33.1 |
| | Clerical | 64 | 6.9 | 7.0 | 40.1 |
| | Arts & Crafts | 7 | .8 | .8 | 40.9 |
| | Sales | 29 | 3.1 | 3.2 | 44.1 |
| | Educator or Professor | 41 | 4.4 | 4.5 | 48.6 |
| | Other White Collar | 46 | 5.0 | 5.1 | 53.6 |
| | Social Service (e.g.health, babysitting) | 75 | 8.1 | 8.2 | 61.9 |
| | Hotel, Restaurant, Food Services | 13 | 1.4 | 1.4 | 63.3 |
| | Homemaker | 48 | 5.2 | 5.3 | 68.6 |
| | Full or Part-Time Student | 21 | 2.3 | 2.3 | 70.9 |
| | Unemployed | 20 | 2.2 | 2.2 | 73.1 |
| | Retired | 245 | 26.4 | 26.9 | 100.0 |
| | Total | 910 | 98.1 | 100.0 | |
| Missing | RA-NA | 18 | 1.9 | | |
| Total | | 928 | 100.0 | | |

q3d Health Insurance

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------|-----------|---------|---------------|--------------------|
| Valid | Yes | 803 | 86.5 | 87.1 | 87.1 |
| | No | 119 | 12.8 | 12.9 | 100.0 |
| | Total | 922 | 99.4 | 100.0 | |
| Missing | RA-DK | 6 | .6 | | |
| Total | | 928 | 100.0 | | |

q3e Employer Provides Health Insurance

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------|-----------|---------|---------------|--------------------|
| Valid | Yes | 451 | 48.6 | 89.3 | 89.3 |
| | No | 54 | 5.8 | 10.7 | 100.0 |
| | Total | 505 | 54.4 | 100.0 | |
| Missing | RA-DK | 423 | 45.6 | | |
| Total | | 928 | 100.0 | | |

q3f Employer Provides Retirement Benefits

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------|-----------|---------|---------------|--------------------|
| Valid | Yes | 374 | 40.3 | 77.1 | 77.1 |
| | No | 111 | 12.0 | 22.9 | 100.0 |
| | Total | 485 | 52.3 | 100.0 | |
| Missing | RA-DK | 443 | 47.7 | | |
| Total | | 928 | 100.0 | | |

q3g Employer Provides Paid Vacation

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------|-----------|---------|---------------|--------------------|
| Valid | Yes | 418 | 45.0 | 84.3 | 84.3 |
| | No | 78 | 8.4 | 15.7 | 100.0 |
| | Total | 496 | 53.4 | 100.0 | |
| Missing | RA-DK | 432 | 46.6 | | |
| Total | | 928 | 100.0 | | |

q3h Employer Provides Life Insurance

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------|-----------|---------|---------------|--------------------|
| Valid | Yes | 369 | 39.8 | 76.2 | 76.2 |
| | No | 115 | 12.4 | 23.8 | 100.0 |
| | Total | 484 | 52.2 | 100.0 | |
| Missing | RA-DK | 444 | 47.8 | | |
| Total | | 928 | 100.0 | | |

q3j Distance to Work

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------|-----------|---------|---------------|--------------------|
| Valid | 0 | 7 | .8 | 1.4 | 1.4 |
| | 1 | 6 | .6 | 1.2 | 2.7 |
| | 2 | 9 | 1.0 | 1.8 | 4.5 |
| | 3 | 13 | 1.4 | 2.7 | 7.2 |
| | 4 | 4 | .4 | .8 | 8.0 |
| | 5 | 75 | 8.1 | 15.4 | 23.4 |
| | 6 | 3 | .3 | .6 | 24.0 |
| | 7 | 10 | 1.1 | 2.1 | 26.1 |
| | 8 | 13 | 1.4 | 2.7 | 28.7 |
| | 10 | 92 | 9.9 | 18.9 | 47.6 |
| | 11 | 1 | .1 | .2 | 47.8 |
| | 12 | 9 | 1.0 | 1.8 | 49.7 |
| | 13 | 3 | .3 | .6 | 50.3 |
| | 14 | 1 | .1 | .2 | 50.5 |
| | 15 | 74 | 8.0 | 15.2 | 65.7 |
| | 17 | 1 | .1 | .2 | 65.9 |
| | 18 | 3 | .3 | .6 | 66.5 |
| | 20 | 47 | 5.1 | 9.7 | 76.2 |
| | 22 | 1 | .1 | .2 | 76.4 |
| | 25 | 28 | 3.0 | 5.7 | 82.1 |
| | 28 | 1 | .1 | .2 | 82.3 |
| | 30 | 29 | 3.1 | 6.0 | 88.3 |
| | 35 | 16 | 1.7 | 3.3 | 91.6 |
| | 40 | 16 | 1.7 | 3.3 | 94.9 |
| | 45 | 10 | 1.1 | 2.1 | 96.9 |
| | 50 | 4 | .4 | .8 | 97.7 |
| | 55 | 1 | .1 | .2 | 97.9 |
| | 60 | 4 | .4 | .8 | 98.8 |
| | 70 | 1 | .1 | .2 | 99.0 |
| | 75 | 2 | .2 | .4 | 99.4 |
| | 90 | 1 | .1 | .2 | 99.6 |
| | 110 | 1 | .1 | .2 | 99.8 |
| | 120 | 1 | .1 | .2 | 100.0 |
| | Total | 487 | 52.5 | 100.0 | |
| Missing | 999 | 441 | 47.5 | | |
| Total | | 928 | 100.0 | | |

q4 Hold a Second Job

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------|-----------|---------|---------------|--------------------|
| Valid | Yes | 85 | 9.2 | 14.4 | 14.4 |
| | No | 506 | 54.5 | 85.6 | 100.0 |
| | Total | 591 | 63.7 | 100.0 | |
| Missing | RA-DK | 337 | 36.3 | | |
| Total | | 928 | 100.0 | | |

q5 Occupation of Second Job

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--|-----------|---------|---------------|--------------------|
| Valid | General Labor, Construction | 5 | .5 | 6.0 | 6.0 |
| | Mechanic, Welder | 1 | .1 | 1.2 | 7.1 |
| | Farmer, Agric Worker | 6 | .6 | 7.1 | 14.3 |
| | Factory Worker, Meat Packer | 1 | .1 | 1.2 | 15.5 |
| | Other Blue Collar | 10 | 1.1 | 11.9 | 27.4 |
| | Governmental Service | 1 | .1 | 1.2 | 28.6 |
| | Business Professional, Owner, Manager, Banker, Finance | 7 | .8 | 8.3 | 36.9 |
| | Doctor, Attorney, Engineer | 1 | .1 | 1.2 | 38.1 |
| | Clerical | 6 | .6 | 7.1 | 45.2 |
| | Arts & Crafts | 3 | .3 | 3.6 | 48.8 |
| | Sales | 4 | .4 | 4.8 | 53.6 |
| | Educator or Professor | 7 | .8 | 8.3 | 61.9 |
| | Other White Collar | 8 | .9 | 9.5 | 71.4 |
| | Social Service (e.g. health, babysitting) | 13 | 1.4 | 15.5 | 86.9 |
| | Hotel, Restaurant, Food Services | 3 | .3 | 3.6 | 90.5 |
| | Military | 2 | .2 | 2.4 | 92.9 |
| | Homemaker | 5 | .5 | 6.0 | 98.8 |
| | Full or Part-Time Student | 1 | .1 | 1.2 | 100.0 |
| | Total | 84 | 9.1 | 100.0 | |
| | Missing | RA-NA | 844 | 90.9 | |
| Total | | 928 | 100.0 | | |

q6 Currently Looking for a Different Full-Time Job

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------|-----------|---------|---------------|--------------------|
| Valid | Yes | 60 | 6.5 | 11.7 | 11.7 |
| | No | 454 | 48.9 | 88.3 | 100.0 |
| | Total | 514 | 55.4 | 100.0 | |
| Missing | RA-DK | 414 | 44.6 | | |
| Total | | 928 | 100.0 | | |

q7 Currently Looking for a Full-Time Job (unemployed)

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------|-----------|---------|---------------|--------------------|
| Valid | Yes | 30 | 3.2 | 7.4 | 7.4 |
| | No | 377 | 40.6 | 92.6 | 100.0 |
| | Total | 407 | 43.9 | 100.0 | |
| Missing | RA-DK | 521 | 56.1 | | |
| Total | | 928 | 100.0 | | |

q7a Expected Wage in a New Job

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid | 5.00 | 1 | .1 | 9.1 | 9.1 |
| | 6.50 | 2 | .2 | 18.2 | 27.3 |
| | 7.00 | 1 | .1 | 9.1 | 36.4 |
| | 10.00 | 2 | .2 | 18.2 | 54.5 |
| | 13.00 | 1 | .1 | 9.1 | 63.6 |
| | 15.00 | 1 | .1 | 9.1 | 72.7 |
| | 16.00 | 1 | .1 | 9.1 | 81.8 |
| | 25.00 | 1 | .1 | 9.1 | 90.9 |
| | 35.00 | 1 | .1 | 9.1 | 100.0 |
| | Total | 11 | 1.2 | 100.0 | |
| Missing | System | 917 | 98.8 | | |
| Total | | 928 | 100.0 | | |

q8 If Right Opportunity Would Consider Leaving Present Job

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------|-----------|---------|---------------|--------------------|
| Valid | Yes | 268 | 28.9 | 53.5 | 53.5 |
| | No | 233 | 25.1 | 46.5 | 100.0 |
| | Total | 501 | 54.0 | 100.0 | |
| Missing | RA-DK | 427 | 46.0 | | |
| Total | | 928 | 100.0 | | |

q8a Improved Health Benefits Important to Change Job

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------|-----------|---------|---------------|--------------------|
| Valid | Yes | 178 | 19.2 | 54.4 | 54.4 |
| | No | 149 | 16.1 | 45.6 | 100.0 |
| | Total | 327 | 35.2 | 100.0 | |
| Missing | RA-DK | 601 | 64.8 | | |
| Total | | 928 | 100.0 | | |

q8b Educational Opportunities Important to Change Job

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------|-----------|---------|---------------|--------------------|
| Valid | Yes | 158 | 17.0 | 48.8 | 48.8 |
| | No | 166 | 17.9 | 51.2 | 100.0 |
| | Total | 324 | 34.9 | 100.0 | |
| Missing | RA-DK | 604 | 65.1 | | |
| Total | | 928 | 100.0 | | |

q8c Increase Salary Important to Change Job

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------|-----------|---------|---------------|--------------------|
| Valid | Yes | 319 | 34.4 | 97.3 | 97.3 |
| | No | 9 | 1.0 | 2.7 | 100.0 |
| | Total | 328 | 35.3 | 100.0 | |
| Missing | RA-DK | 600 | 64.7 | | |
| Total | | 928 | 100.0 | | |

q8d Improved Retirement Important to Change Job

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------|-----------|---------|---------------|--------------------|
| Valid | Yes | 242 | 26.1 | 74.5 | 74.5 |
| | No | 83 | 8.9 | 25.5 | 100.0 |
| | Total | 325 | 35.0 | 100.0 | |
| Missing | RA-DK | 603 | 65.0 | | |
| Total | | 928 | 100.0 | | |

q8e On-Site Childcare Important to Change Job

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------|-----------|---------|---------------|--------------------|
| Valid | Yes | 88 | 9.5 | 27.4 | 27.4 |
| | No | 233 | 25.1 | 72.6 | 100.0 |
| | Total | 321 | 34.6 | 100.0 | |
| Missing | RA-DK | 607 | 65.4 | | |
| Total | | 928 | 100.0 | | |

q8f Flexible Hours Important to Change Job

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------|-----------|---------|---------------|--------------------|
| Valid | Yes | 224 | 24.1 | 68.7 | 68.7 |
| | No | 102 | 11.0 | 31.3 | 100.0 |
| | Total | 326 | 35.1 | 100.0 | |
| Missing | RA-DK | 602 | 64.9 | | |
| Total | | 928 | 100.0 | | |

q8g Different Community Important to Change Job

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------|-----------|---------|---------------|--------------------|
| Valid | Yes | 75 | 8.1 | 23.3 | 23.3 |
| | No | 247 | 26.6 | 76.7 | 100.0 |
| | Total | 322 | 34.7 | 100.0 | |
| Missing | RA-DK | 606 | 65.3 | | |
| Total | | 928 | 100.0 | | |

q8h Job Significantly Closer to Home Important to Change Job

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------|-----------|---------|---------------|--------------------|
| Valid | Yes | 90 | 9.7 | 27.9 | 27.9 |
| | No | 233 | 25.1 | 72.1 | 100.0 |
| | Total | 323 | 34.8 | 100.0 | |
| Missing | RA-DK | 605 | 65.2 | | |
| Total | | 928 | 100.0 | | |

q8i Some Other Opportunity Important to Change Job

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------|-----------|---------|---------------|--------------------|
| Valid | Yes | 50 | 5.4 | 25.0 | 25.0 |
| | No | 150 | 16.2 | 75.0 | 100.0 |
| | Total | 200 | 21.6 | 100.0 | |
| Missing | RA-DK | 728 | 78.4 | | |
| Total | | 928 | 100.0 | | |

q9 Willing to Take Job Outside of Primary Field

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------|-----------|---------|---------------|--------------------|
| Valid | Yes | 267 | 28.8 | 84.0 | 84.0 |
| | No | 51 | 5.5 | 16.0 | 100.0 |
| | Total | 318 | 34.3 | 100.0 | |
| Missing | RA-DK | 610 | 65.7 | | |
| Total | | 928 | 100.0 | | |

q10 Distance Willing to Travel One-Way for New Job

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----|-----------|---------|---------------|--------------------|
| Valid | 0 | 2 | .2 | .7 | .7 |
| | 1 | 1 | .1 | .3 | 1.0 |
| | 5 | 4 | .4 | 1.3 | 2.3 |
| | 7 | 2 | .2 | .7 | 3.0 |
| | 9 | 1 | .1 | .3 | 3.3 |
| | 10 | 9 | 1.0 | 3.0 | 6.3 |
| | 15 | 19 | 2.0 | 6.3 | 12.6 |
| | 20 | 34 | 3.7 | 11.3 | 23.9 |
| | 25 | 5 | .5 | 1.7 | 25.6 |
| | 30 | 133 | 14.3 | 44.2 | 69.8 |
| | 35 | 5 | .5 | 1.7 | 71.4 |
| | 40 | 13 | 1.4 | 4.3 | 75.7 |
| | 45 | 31 | 3.3 | 10.3 | 86.0 |
| | 60 | 39 | 4.2 | 13.0 | 99.0 |
| | 70 | 1 | .1 | .3 | 99.3 |
| | 100 | 1 | .1 | .3 | 99.7 |
| | 120 | 1 | .1 | .3 | 100.0 |
| Total | | 301 | 32.4 | 100.0 | |
| Missing | 999 | 627 | 67.6 | | |
| Total | | 928 | 100.0 | | |

q11 Skills Underutilized Now

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------|-----------|---------|---------------|--------------------|
| Valid | Yes | 134 | 14.4 | 23.1 | 23.1 |
| | No | 447 | 48.2 | 76.9 | 100.0 |
| | Total | 581 | 62.6 | 100.0 | |
| Missing | RA-DK | 347 | 37.4 | | |
| Total | | 928 | 100.0 | | |

q9a Necessary Wage To Leave Current Job

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid | 6.00 | 1 | .1 | .4 | .4 |
| | 6.15 | 1 | .1 | .4 | .8 |
| | 6.25 | 1 | .1 | .4 | 1.2 |
| | 7.00 | 3 | .3 | 1.2 | 2.4 |
| | 7.25 | 1 | .1 | .4 | 2.8 |
| | 7.50 | 1 | .1 | .4 | 3.2 |
| | 8.00 | 16 | 1.7 | 6.3 | 9.5 |
| | 8.50 | 4 | .4 | 1.6 | 11.1 |
| | 9.00 | 8 | .9 | 3.2 | 14.3 |
| | 9.50 | 2 | .2 | .8 | 15.1 |
| | 10.00 | 34 | 3.7 | 13.5 | 28.6 |
| | 10.50 | 4 | .4 | 1.6 | 30.2 |
| | 10.75 | 1 | .1 | .4 | 30.6 |
| | 11.00 | 3 | .3 | 1.2 | 31.7 |
| | 11.25 | 1 | .1 | .4 | 32.1 |
| | 11.50 | 1 | .1 | .4 | 32.5 |
| | 11.75 | 1 | .1 | .4 | 32.9 |
| | 12.00 | 18 | 1.9 | 7.1 | 40.1 |
| | 12.50 | 2 | .2 | .8 | 40.9 |
| | 12.75 | 1 | .1 | .4 | 41.3 |
| | 13.00 | 6 | .6 | 2.4 | 43.7 |
| | 13.50 | 1 | .1 | .4 | 44.0 |
| | 14.00 | 8 | .9 | 3.2 | 47.2 |
| | 15.00 | 33 | 3.6 | 13.1 | 60.3 |
| | 15.01 | 1 | .1 | .4 | 60.7 |
| | 16.00 | 8 | .9 | 3.2 | 63.9 |
| | 16.50 | 1 | .1 | .4 | 64.3 |
| | 17.00 | 4 | .4 | 1.6 | 65.9 |
| | 17.50 | 3 | .3 | 1.2 | 67.1 |
| | 18.00 | 8 | .9 | 3.2 | 70.2 |
| | 18.50 | 1 | .1 | .4 | 70.6 |
| | 19.00 | 3 | .3 | 1.2 | 71.8 |
| | 19.40 | 1 | .1 | .4 | 72.2 |
| | 20.00 | 25 | 2.7 | 9.9 | 82.1 |
| | 21.00 | 2 | .2 | .8 | 82.9 |
| | 22.00 | 2 | .2 | .8 | 83.7 |
| | 23.00 | 3 | .3 | 1.2 | 84.9 |
| | 24.00 | 4 | .4 | 1.6 | 86.5 |
| | 25.00 | 12 | 1.3 | 4.8 | 91.3 |
| | 27.00 | 1 | .1 | .4 | 91.7 |
| | 29.00 | 1 | .1 | .4 | 92.1 |
| | 30.00 | 6 | .6 | 2.4 | 94.4 |
| | 31.25 | 1 | .1 | .4 | 94.8 |
| | 31.50 | 1 | .1 | .4 | 95.2 |
| | 35.00 | 5 | .5 | 2.0 | 97.2 |
| | 40.00 | 3 | .3 | 1.2 | 98.4 |
| | 50.00 | 2 | .2 | .8 | 99.2 |
| | 60.00 | 1 | .1 | .4 | 99.6 |
| | 65.00 | 1 | .1 | .4 | 100.0 |
| | Total | 252 | 27.2 | 100.0 | |
| Missing | 999.00 | 676 | 72.8 | | |
| Total | | 928 | 100.0 | | |

q12 Why Underutilized

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--|-----------|---------|---------------|--------------------|
| Valid | Prev Job Required More Skill Educ | 28 | 3.0 | 24.1 | 24.1 |
| | Have had Additional Training, Educ | 52 | 5.6 | 44.8 | 69.0 |
| | Current Job Does Not Req My Training, Educ | 26 | 2.8 | 22.4 | 91.4 |
| | Prev Job Earned More Income | 10 | 1.1 | 8.6 | 100.0 |
| | Total | 116 | 12.5 | 100.0 | |
| Missing | RA-DK | 812 | 87.5 | | |
| Total | | 928 | 100.0 | | |

q13 Type Previous Job that Required More Skill

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--|-----------|---------|---------------|--------------------|
| Valid | General Labor, Construction | 1 | .1 | 2.9 | 2.9 |
| | Mechanic, Welder | 1 | .1 | 2.9 | 5.7 |
| | Farmer, Agric Worker | 1 | .1 | 2.9 | 8.6 |
| | Factory Worker, Meat Packer | 1 | .1 | 2.9 | 11.4 |
| | Other Blue Collar | 5 | .5 | 14.3 | 25.7 |
| | Governmental Service | 1 | .1 | 2.9 | 28.6 |
| | Business Professional, Owner, Manager, Banker, Finance | 7 | .8 | 20.0 | 48.6 |
| | Doctor, Attorney, Engineer | 1 | .1 | 2.9 | 51.4 |
| | Clerical | 2 | .2 | 5.7 | 57.1 |
| | Arts & Crafts | 2 | .2 | 5.7 | 62.9 |
| | Sales | 2 | .2 | 5.7 | 68.6 |
| | Educator or Professor | 2 | .2 | 5.7 | 74.3 |
| | Other White Collar | 2 | .2 | 5.7 | 80.0 |
| | Social Service (e.g. health, babysitting) | 6 | .6 | 17.1 | 97.1 |
| | Military | 1 | .1 | 2.9 | 100.0 |
| | Total | 35 | 3.8 | 100.0 | |
| Missing | RA-NA | 893 | 96.2 | | |
| Total | | 928 | 100.0 | | |

q14 Previous Job Provided More Income

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------|-----------|---------|---------------|--------------------|
| Valid | Yes | 20 | 2.2 | 55.6 | 55.6 |
| | No | 16 | 1.7 | 44.4 | 100.0 |
| | Total | 36 | 3.9 | 100.0 | |
| Missing | RA-DK | 892 | 96.1 | | |
| Total | | 928 | 100.0 | | |

q15 Would Change Jobs to Better Utilize Skills

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------|-----------|---------|---------------|--------------------|
| Valid | Yes | 97 | 10.5 | 76.4 | 76.4 |
| | No | 30 | 3.2 | 23.6 | 100.0 |
| | Total | 127 | 13.7 | 100.0 | |
| Missing | RA-DK | 801 | 86.3 | | |
| Total | | 928 | 100.0 | | |

q17 Highest Level of Education

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Less HS Diploma | 108 | 11.6 | 11.8 | 11.8 |
| | High School Diploma | 287 | 30.9 | 31.4 | 43.2 |
| | Some College | 193 | 20.8 | 21.1 | 64.3 |
| | Associates Degree | 56 | 6.0 | 6.1 | 70.4 |
| | Bachelors Degree | 185 | 19.9 | 20.2 | 90.6 |
| | Masters Degree | 63 | 6.8 | 6.9 | 97.5 |
| | Doctoral Degree | 23 | 2.5 | 2.5 | 100.0 |
| | Total | 915 | 98.6 | 100.0 | |
| Missing | 9 | 13 | 1.4 | | |
| Total | | 928 | 100.0 | | |

q18 Total Family Income

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------------|-----------|---------|---------------|--------------------|
| Valid | Less than \$10k | 45 | 4.8 | 6.1 | 6.1 |
| | \$10k-\$20k | 91 | 9.8 | 12.4 | 18.5 |
| | \$20k-\$30k | 138 | 14.9 | 18.8 | 37.3 |
| | \$30k-\$40k | 147 | 15.8 | 20.0 | 57.4 |
| | \$40k-\$50k | 68 | 7.3 | 9.3 | 66.6 |
| | \$50k-\$60k | 93 | 10.0 | 12.7 | 79.3 |
| | \$60k-\$70k | 53 | 5.7 | 7.2 | 86.5 |
| | over \$70k | 99 | 10.7 | 13.5 | 100.0 |
| | Total | 734 | 79.1 | 100.0 | |
| Missing | RA-NA | 194 | 20.9 | | |
| Total | | 928 | 100.0 | | |

q20 Gender

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid | Female | 513 | 55.3 | 55.8 | 55.8 |
| | Male | 406 | 43.8 | 44.2 | 100.0 |
| | Total | 919 | 99.0 | 100.0 | |
| Missing | 9 | 9 | 1.0 | | |
| Total | | 928 | 100.0 | | |