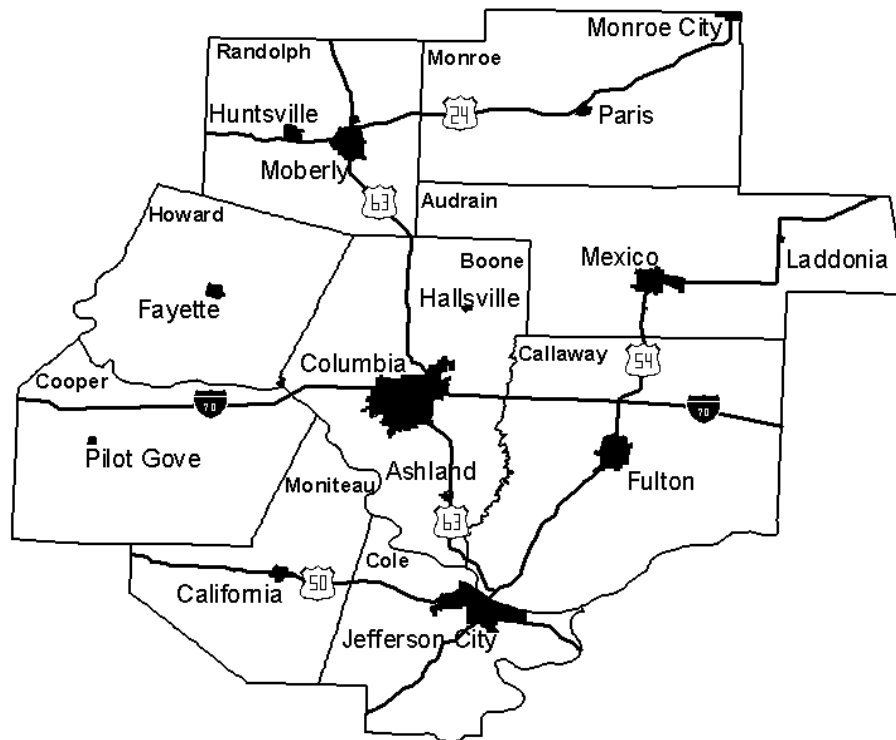


# Columbia

## Labor Availability Analysis

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



Conducted For

**Regional Economic Development, Inc.**

By

**The Docking Institute of Public Affairs**

Fort Hays State University

600 Park Street

Hays KS 67601-4099

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Fort Hays State University  
600 Park Street  
Hays, Kansas 67601-4099  
Telephone: (785) 628-4197  
FAX: (785) 628-4188  
[www.fhsu.edu/docking](http://www.fhsu.edu/docking)

The staff of **The Docking Institute of Public Affairs** and its **University Center for Survey Research** are dedicated to serving the people of Kansas and surrounding states.

If you have questions or comments, and/or need assistance, please do not hesitate to contact our staff.

Brett A. Zollinger, Ph.D.  
Director, Docking Institute  
of Public Affairs

Trevor M. Steinert, M.L.S.  
Research Scientist

Cathy Drabkin  
Special Events Coordinator

Michael S. Walker, M.S.  
Director, University Center  
for Survey Research

Joyce Wolfe, M.S.  
UCSR Manager

Jodie Wear-Leiker  
Administrative Assistant



# **Columbia Labor Availability Analysis**

## **Report Prepared By:**

Trevor M. Steinert, M.L.S.  
Research Scientist

Brett A. Zollinger, Ph.D.  
Director

**The Docking Institute of Public Affairs**  
Fort Hays State University  
600 Park Street  
Hays KS 67601-4099

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Regional Economic Development, Inc.

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## **Columbia Labor Availability Analysis Executive Summary**

The Columbia labor basin encompasses nine counties in central Missouri, from which Boone County employers draw their workforce. Regional Economic Development, Inc. contracted the Docking Institute of Public Affairs to conduct a telephone survey and analysis of a representative sample of adults in the labor basin. The specific objectives of the survey were to:

- Assess the Available Labor Pool in the Columbia labor basin. The Available Labor Pool represents those who indicate that they are either looking for employment, or would consider changing jobs for the right employment opportunity.
- Ascertain the present working status of adult household members, and determine wage and benefits of the adult respondents by occupational category.
- Establish the expected wage and benefit levels and the distance respondents will travel for an employment opportunity.
- Map the potential Available Labor Pool by location of residence, and map the Available Labor Pool by wage demand categories.
- Estimate the percentage of the Columbia Available Labor Pool that is underemployed.
- Compare results of the 2000 labor availability study to the results of the 2002 labor availability study.

From the Docking Institute's independent analysis of 906 survey respondents it finds that:

- There is an Available Labor Pool in the Columbia labor basin of 105,398. It is estimated that 10,688 unemployed and 16,626 employed workers are seeking new employment, while 78,084 would consider changing employment for the right opportunities.
- 69.2% of the Available Labor Pool has at least some college education. A total of 95.5% have at least a high school diploma.
- 32.7%, or an estimated 34,470 workers in the Available Labor Pool, are underemployed.

- 29.6% of the Available Labor Pool, or 31,229 people, would be interested in an employment opportunity with a wage of \$10.00 an hour. At \$12.50 an hour, 45,282 people (43.0% of the Available Labor Pool) would be interested, while at \$15.00 an hour, 62,848 people (59.6% of the Available Labor Pool) would be interested.
- The Available Labor estimated for low and semi-skilled blue collar employers offering \$8.00 an hour is 4,956 workers, at \$10.00 an hour 9,251 workers, and at \$15.00 an hour 19,493 workers. The Available Labor among skilled blue collar workers at \$10.00 an hour is 898 workers, at \$15.00 an hour 1,797 workers, and at \$20.00 an hour 2,695 workers.
- The Available Labor estimated for service and support employers offering \$8.00 an hour is 5,337 workers, at \$10.00 an hour 9,673 workers, and at \$15.00 an hour 20,346 workers. The Available Labor among professionals at \$15.00 an hour is 3,471, at \$25.00 an hour 8,836, and at \$35.00 an hour 12,307.

The Docking Institute's comparative trend analysis of the 2000 and 2002<sup>1</sup> Labor Availability Analyses shows that:

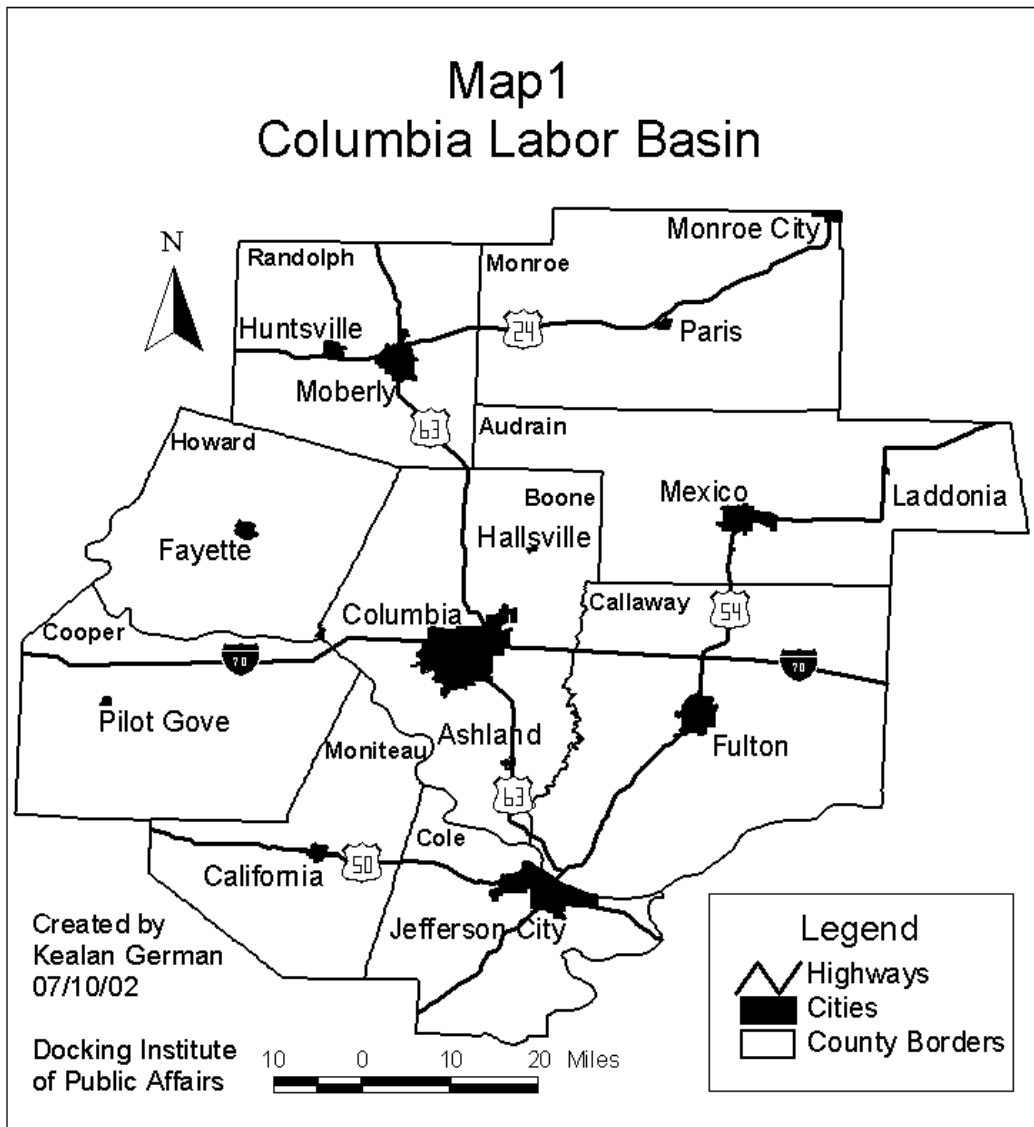
- Total population within the Columbia labor basin has increased from 324,000 in 2000 to 340,000 in 2002, representing an average annual increase of 8,000 residents or 2.5%.
- The civilian labor force increased by 11,000 from 2000 to 2002, and this represents an average annual increase of 5,500 or 3.0%.
- The Available Labor Pool increased from 92,697 in 2000 to 103,187 in 2002, representing an average annual increase of 4,425 workers or 4.7%
- The overall education level of the Available Labor Pool increased slightly from 2000 to 2002, particularly among workers with graduate or higher degrees. Those with at least a high school diploma increased from 93.7% in 2000 to 95.5% in 2002.
- The level of underemployment is slightly higher in 2002 (32.7% or 33,747 workers) than in 2000 (31.6% or 29,273 workers).

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<sup>1</sup> For purposes of the comparative trend analysis, Monroe County has been excluded from the 2002 Labor Availability Analysis results, as it was not included in the 2000 Labor Availability Analysis. The exclusion of Monroe County from the 2002 analysis results in an Available Labor Pool of 103,187, as compared to 105,398 when Monroe County is included in the 2002 analysis.

## Columbia Labor Availability Analysis

The Columbia labor basin is comprised of nine counties in central Missouri. The criterion used to include a county in this labor basin is whether it has a significant border adjacent to Boone County, in which Columbia is located.<sup>2</sup> There is a total population of approximately 351,000 in the Columbia labor basin. It has a civilian labor force of over 201,000. With an unemployment rate within the basin of 3.0%, there is an ample supply of unemployed labor that could support a major new employer. The Docking Institute's independent analysis of the Columbia labor force shows that there are 27,314 workers (13.4%) who are actively seeking new employment and 78,084 (38.4%) who would consider new employment for the right opportunity.



<sup>2</sup> Monroe County was also included because many Columbia employers indicate that they do employ Monroe County residents.

## 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 have “made specific efforts to find employment” in the previous four weeks. The CLF for the Columbia labor basin is over 201,000 workers.

While a review of CLF statistics represents the starting point for understanding the labor force in and around Columbia, Missouri, 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, 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 looked 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/better employment opportunities. Relying solely upon CLF-type statistics can lead communities to be stereotyped as providing only certain types of workers to potential employees. 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 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 Pool”<sup>3</sup>. The Available Labor Pool is composed of workers categorized as either 1) currently employed (full or part-time) *and* seeking other full-time employment, 2) currently retired and/or unemployed in any manner *and* seeking full-time 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 CLF and the Available Labor Pool. First, the Available Labor Pool methodology expands the pool of potential workers by

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<sup>3</sup> 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).

including workers excluded from the CLF<sup>4</sup>. Secondly, the number of potential workers is restricted to those workers who indicate they 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. However, the Available Labor Pool estimate for a labor basin represents to planners and potential employers a much more solid number than CLF data and unemployment statistics upon which to base conclusions about potential labor. The Available Labor Pool for the Columbia labor basin consists of 105,398 potential employees.

### **The Columbia Labor Basin 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 types of considerations (pay, benefits, commuting distance) shape their decision-making? and 3) What is the quality of those who would seriously consider a new employment opportunity?

The percent of the study area population in the Available Labor Pool is derived from a random digit telephone survey of 906 employed, unemployed, and retired adults living in the Columbia labor basin. When all 906 respondents are included in the analysis, the survey findings have a margin of error of +/- 3.3%. The margin of error for subgroups is higher. Most of these analyses are based on a subgroup of 355 respondents who are members of the Available Labor Pool (see definition above). For these 355 respondents, the survey has a margin of error of +/- 5.2%. Please see the Methods section of this report for details about the survey methodology used in this study.

Figure 1 (next page) shows an Available Labor Pool in the Columbia labor basin of 105,398. An estimated 10,688 unemployed<sup>5</sup> and 16,626 employed workers are presently seeking new or different employment, and another 78,084 employed workers would consider changing employment for the right opportunities.

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<sup>4</sup> 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 dividing this number by the total number of respondents. This quotient is then multiplied by the total number of people in the labor basin whom are 18 to 65 years old.

<sup>5</sup> For the purposes of this number, “unemployed” includes more than just those unemployed members of the civilian labor force. “Unemployed” also includes any students, homemakers, and retirees that indicate they are presently seeking employment.



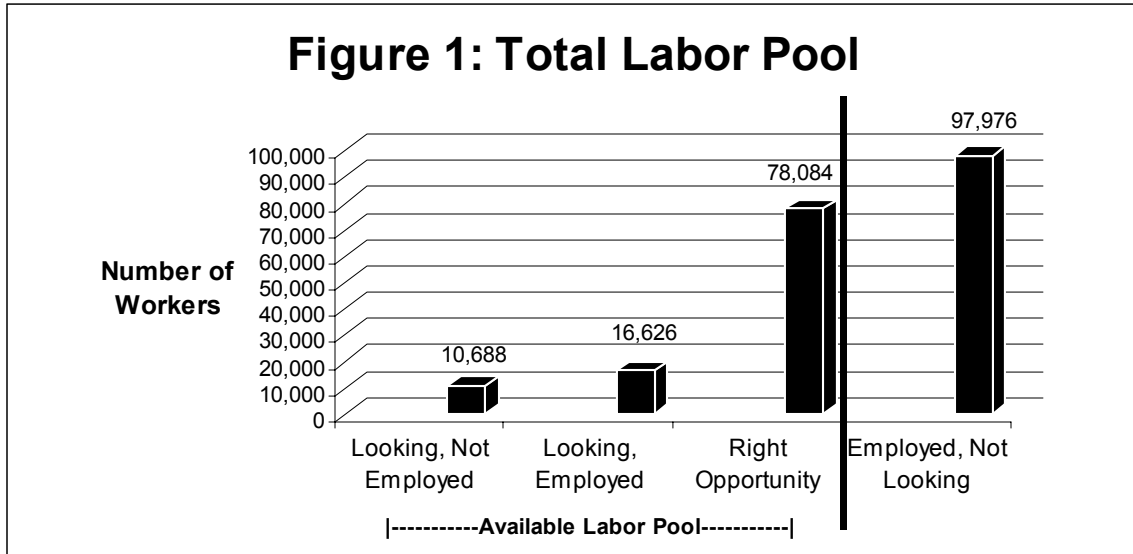


Table 1 shows the various occupations of these 105,398 potential employees, and longevity of employment. Those employed in the service sector have the lowest mean (7.93 years) and median (4.00 years) values for length of employment. Those in service sector positions account for 39.0% of the available labor pool. White-collar or professional occupations represent 31.6%, blue-collar occupations comprise 19.1%, and homemakers, retirees, and students represent a combined 4.0%. While the Missouri Department of Economic Development reports unemployment for May 2002 at 2.9%, 6.3% of the Available Labor Pool indicates unemployment. The difference may be the result of discouraged workers not actively seeking employment who nevertheless consider themselves unemployed, but do not fit the BLS definition for unemployment.

**Table 1: Occupation and Longevity at Job**

	Number	Percent	Years at Job	
			Mean	Median
Mechanic/Welder	2,703	2.6	10.11	8.00
Factory Worker/Meat Packer	5,705	5.4	11.16	6.00
General Labor	11,711	11.1	11.05	11.00
<i>Total Blue-Collar</i>	<i>20,119</i>	<i>19.1</i>	<i>10.96</i>	<i>9.00</i>
Governmental/Business/Other Professional	24,923	23.6	9.72	8.00
Educator/Professor	8,408	8.0	11.43	10.00
<i>Total White-Collar</i>	<i>33,331</i>	<i>31.6</i>	<i>10.15</i>	<i>8.00</i>
Clerical	8,408	8.0	6.79	3.50
Other White Collar	7,807	7.4	8.85	5.00
Social Service (e.g.health/babysitting)	11,110	10.5	9.57	5.00
Sales/Hotel/Restaurant/Food Service	13,813	13.1	6.78	2.00
<i>Total Service Sector</i>	<i>41,138</i>	<i>39.0</i>	<i>7.93</i>	<i>4.00</i>
Homemakers/Retirees	2,402	2.3	n/a	n/a
Full/Part-Time Student	1,802	1.7	n/a	n/a
Unemployed	6,606	6.3	n/a	n/a
<b>Total</b>	<b>105,398</b>	<b>100.0</b>		

(Numbers may not total accurately due to rounding.)

Table 2 shows the gender, age statistics, and educational levels of these 105,398 workers. Approximately 46% are women. The median year born is 1962, making the median age 40. The educational levels of those in the Available Labor Pool are very high. Over 69% of the Available Labor Pool has at least some college education. Almost 96% has at least a high school diploma.

**Table 2: Age, Gender, and Education Level**

Age		Year Born		
Average		1962		
Median		1962		
Gender		Number	Percent	
Female		48,828	46.3	
Male		56,570	53.7	
Total		105,398	100.0	
Highest Level of Education Achieved		Number	Percent	Cum. Percent
Doctoral Degree		3,275	3.1	3.1
Masters Degree		9,825	9.3	12.4
Bachelors Degree		25,605	24.3	36.7
Associates Degree		11,016	10.5	47.2
Some College		23,223	22.0	69.2
High School Diploma Only		27,689	26.3	95.5
Less HS Diploma		4,764	4.5	100.0
Total		105,398	100.0	

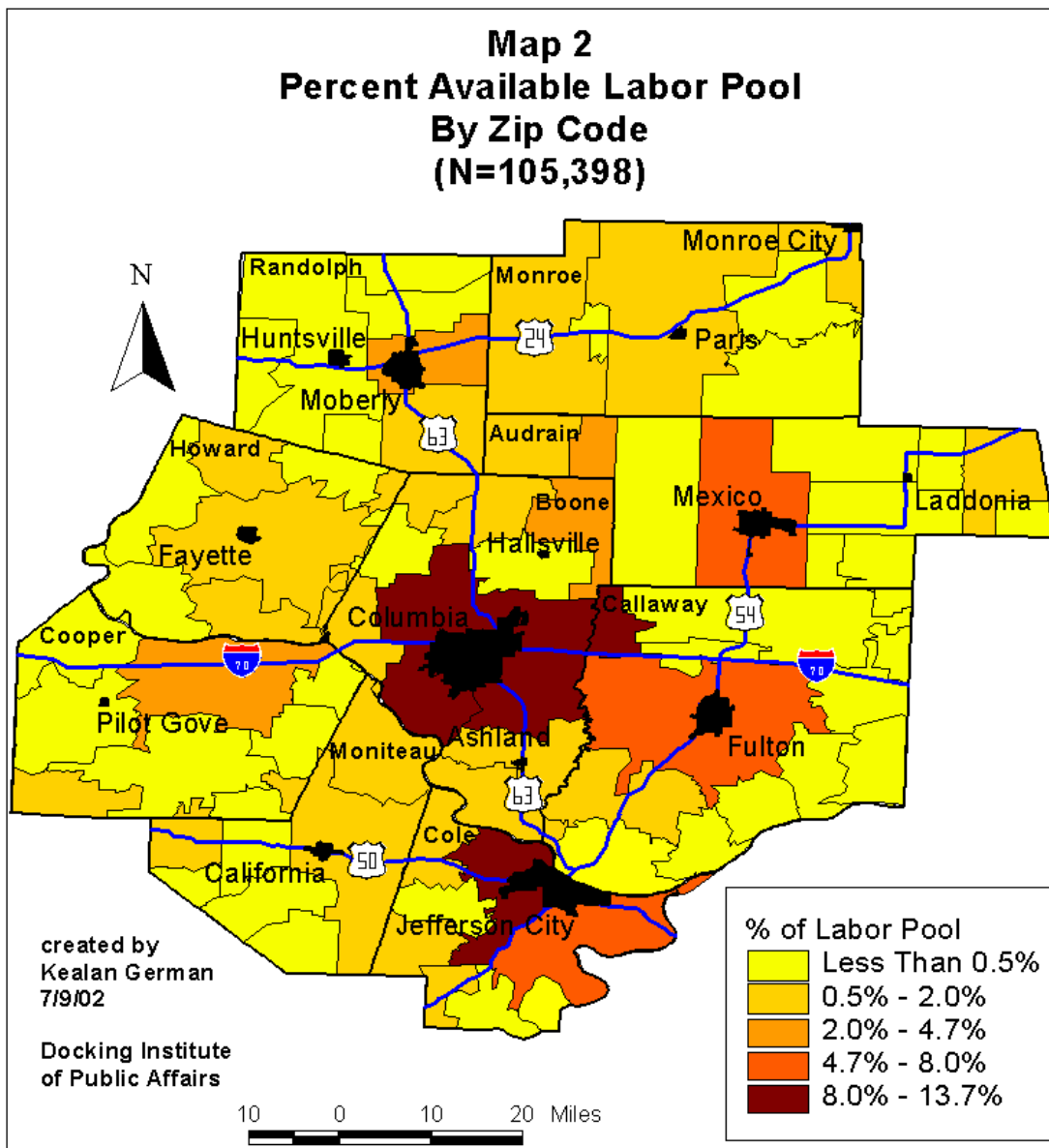
Table 3 shows that approximately 11% of those in the Available Labor Pool are currently taking college or vocational classes. Among blue-collar workers in the Available Labor Pool, 9% are taking college or vocational classes. About 12% of white-collar workers and 11% of service sector workers are taking classes.

**Table 3: Available Labor Currently Taking College/Vocational Classes**

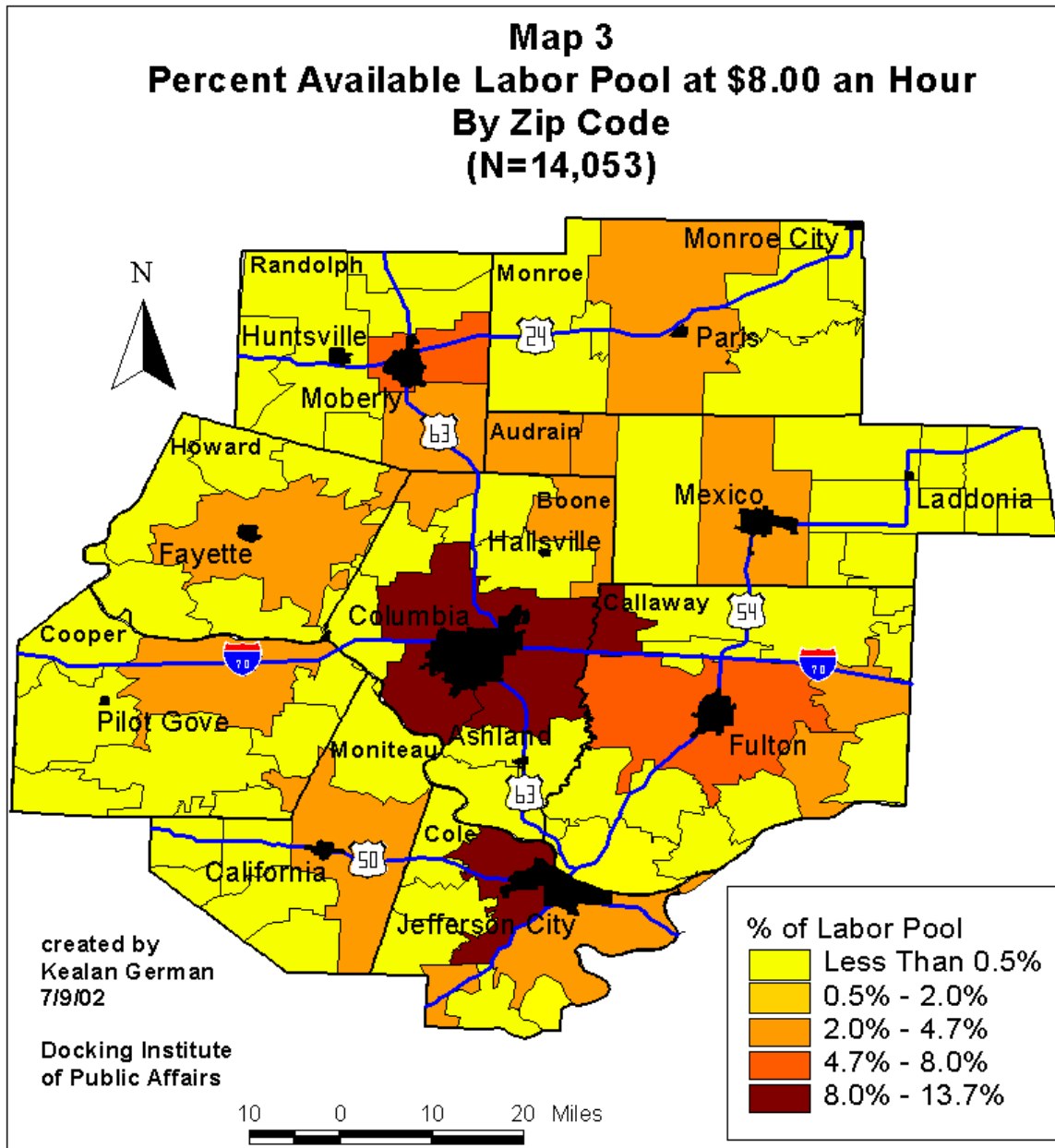
	Percent Responding "Yes"
Available Labor Pool	11.2
<i>Blue-Collar</i>	9.0
<i>White-Collar</i>	11.7
<i>Service Sector</i>	10.9

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 the Columbia labor basin. Each zip code is grouped into one of five categories specified in the key. Maps 3 through 8 also show the percent of Available Labor for a job in the Columbia labor basin, but at certain desired wage thresholds. For instance, Map 3 shows the percent of the Available Labor Pool that falls within each zip code that expects a wage of \$8.00 or less.

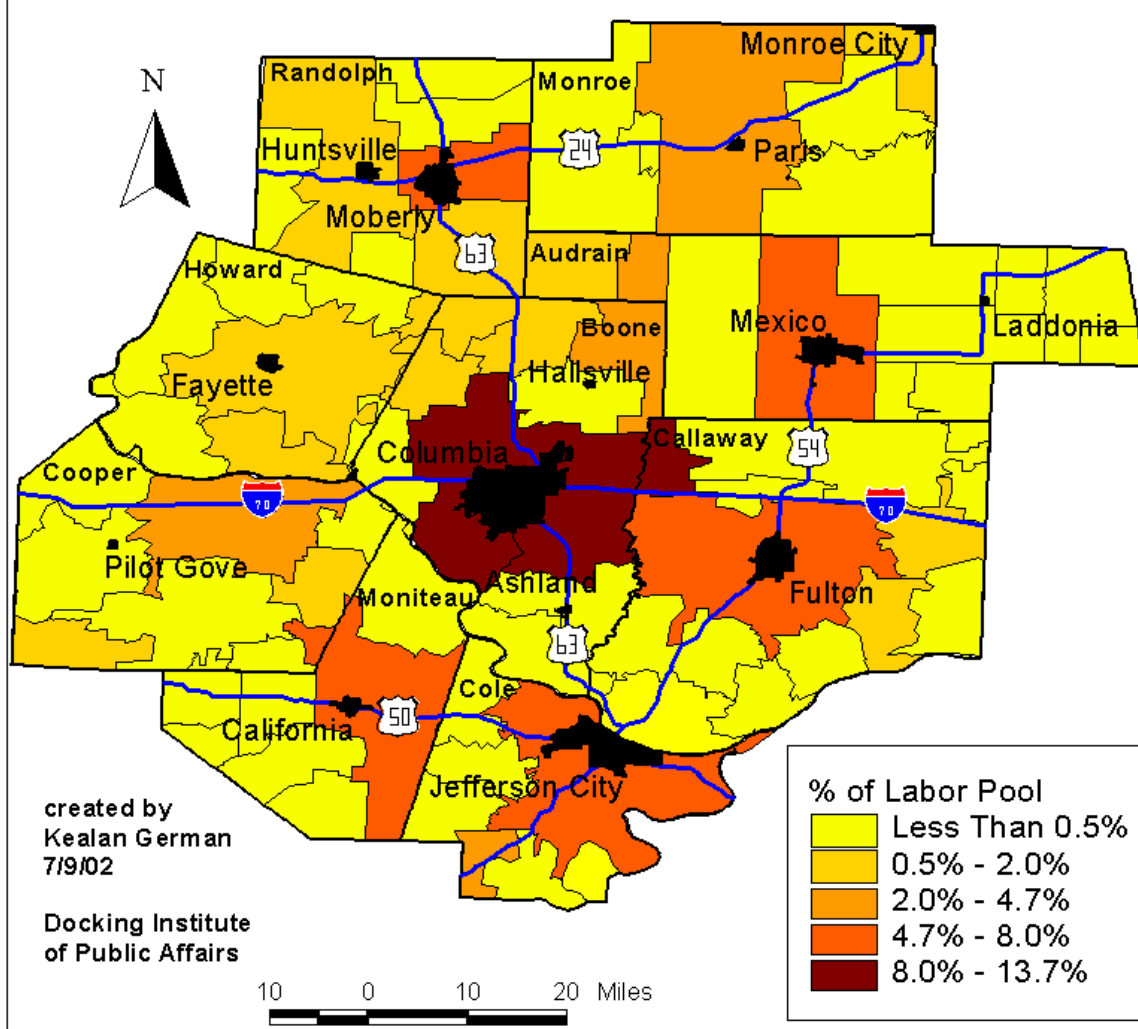
Map 2 shows that the largest percent of the total Available Labor come from Columbia and Jefferson City. The areas around Fulton and Mexico also hold a large portion of the Available Labor Pool, but not to the extent of Columbia and Jefferson City. Moberly, Hallsville, and Pilot Gove also hold a relatively large portion of the Available Labor Pool.



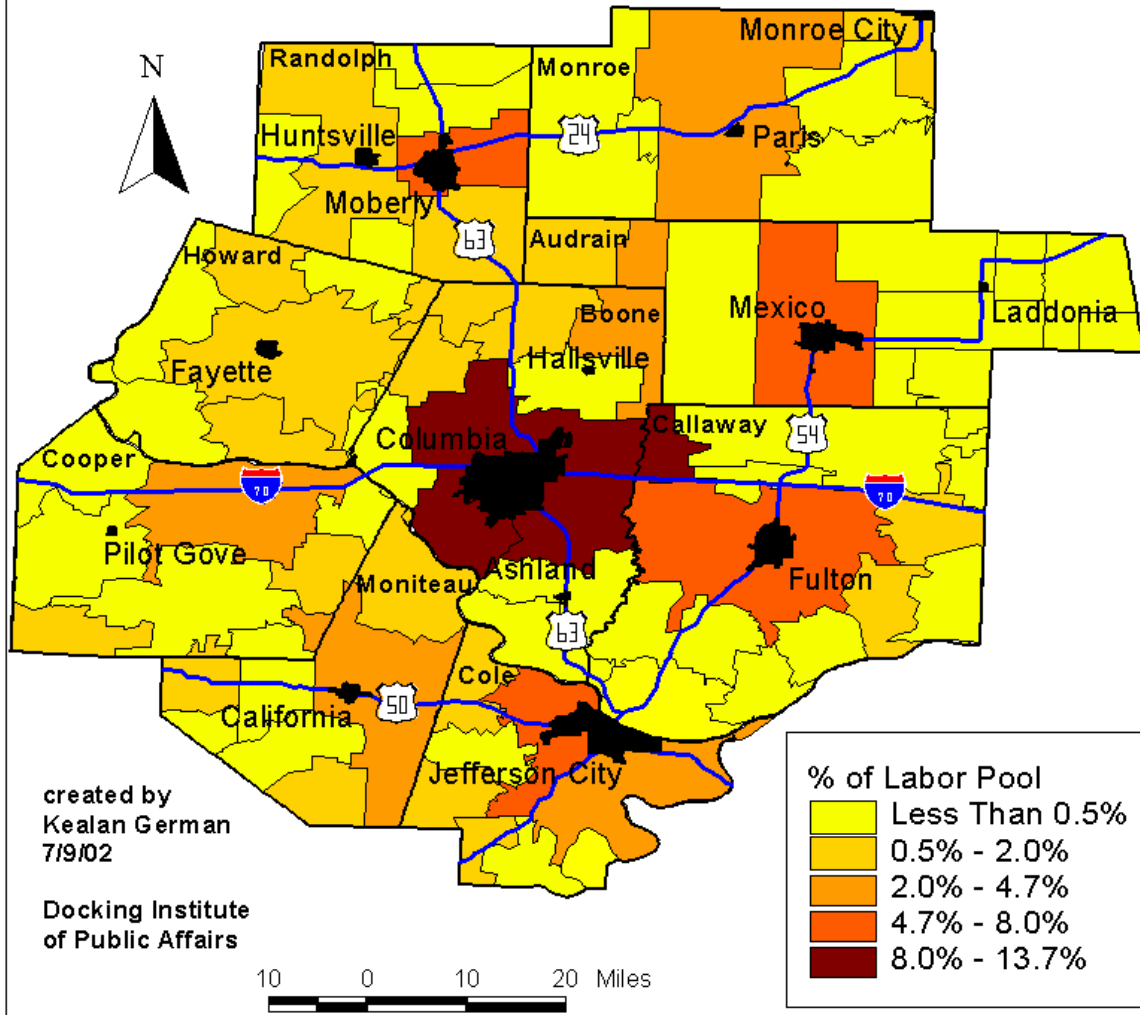
Looking at Maps 3 through 8, Columbia is a strong supplier of Available Labor within the labor basin at all wage levels. Jefferson City is also a strong supplier of Available Labor, particularly at \$8.00, \$20.00 and \$25.00 an hour. At \$12.00 and \$15.00 an hour the percent of Available Labor from Jefferson City is not as high. Fulton and Mexico have a high percent of the Available Labor at every wage level, but not to the degree of Columbia and Jefferson City. California and Moberly also supply fairly high percentages of the Available Labor Pool, especially at the lower wage levels, suggesting lower wage expectations in these areas.



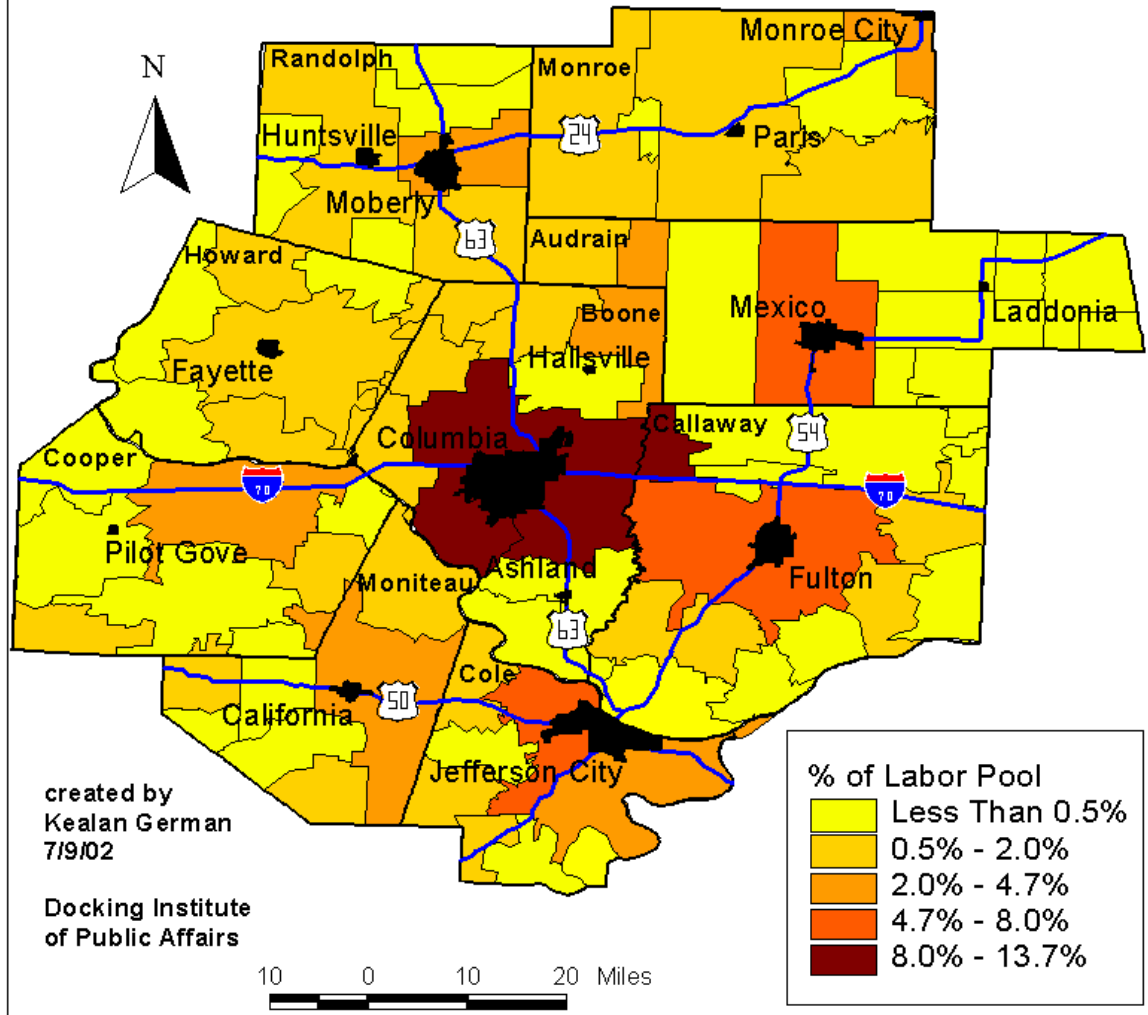
**Map 4**  
**Percent Available Labor Pool at \$10.00 an Hour**  
**By Zip Code**  
**(N=31,229)**



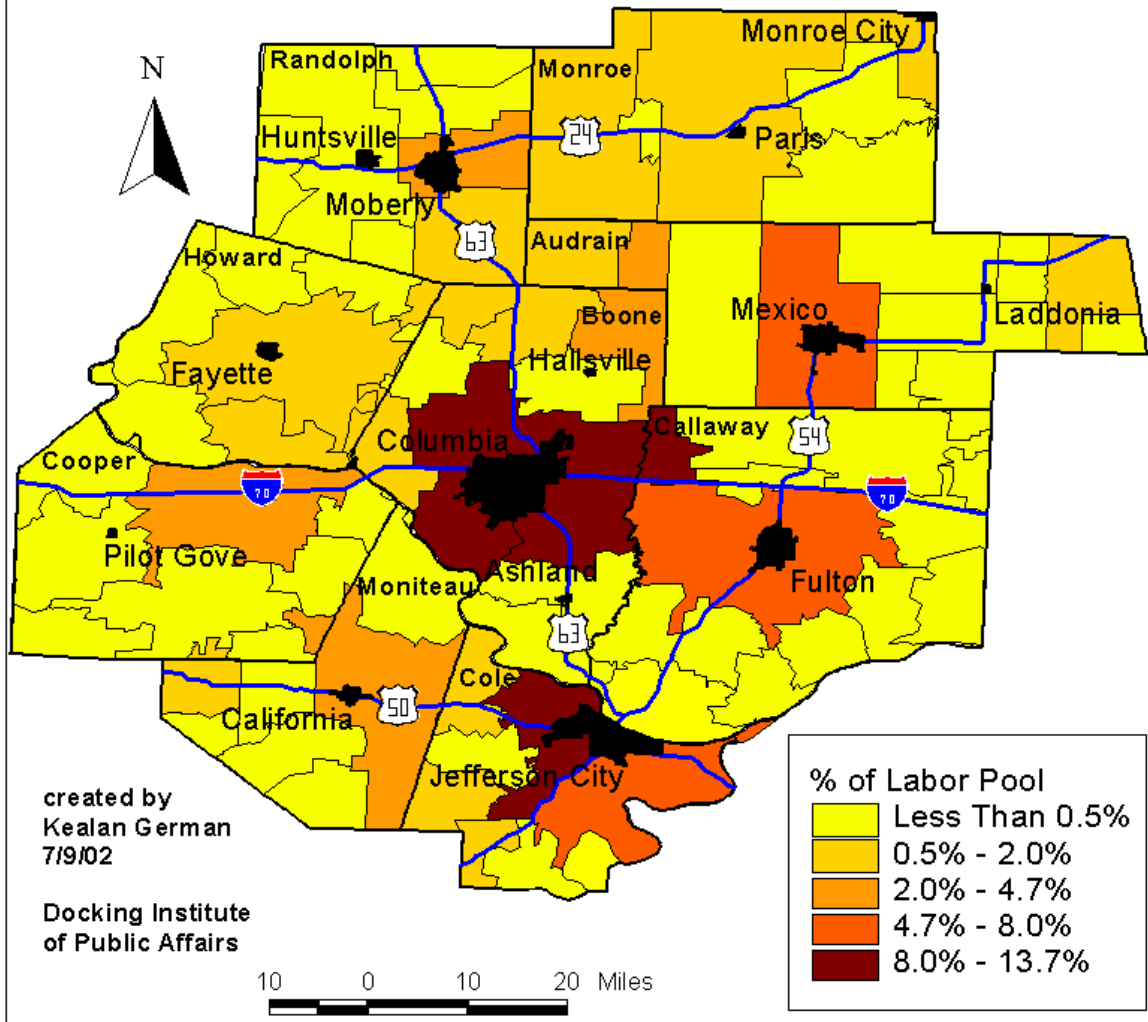
**Map 5**  
**Percent Available Labor Pool at \$12.00 an Hour**  
**By Zip Code**  
**(N=43,721)**



**Map 6**  
**Percent Available Labor Pool at \$15.00 an Hour**  
**By Zip Code**  
**(N=62,848)**

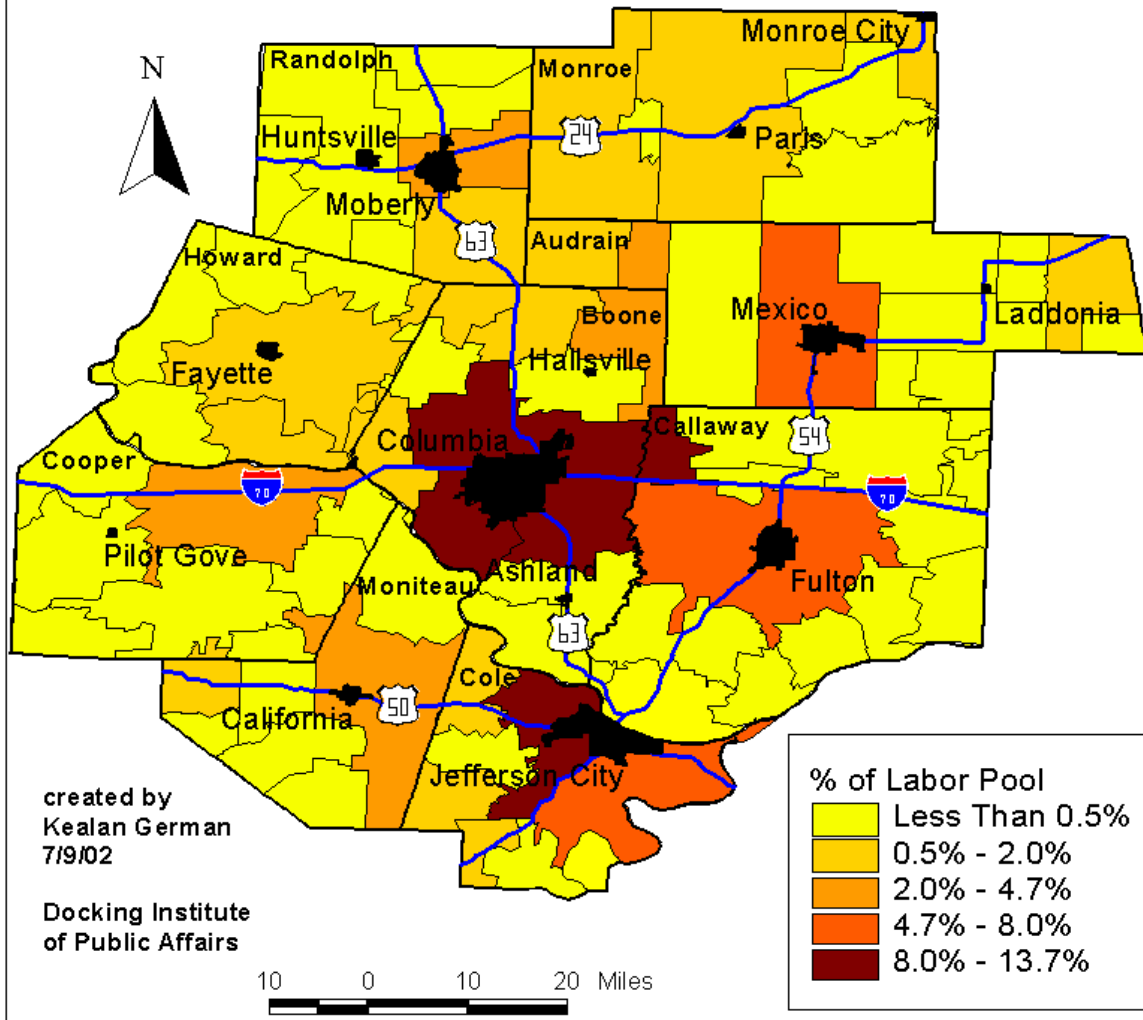


**Map 7  
Percent Available Labor Pool at \$20.00 an Hour  
By Zip Code  
(N=81,976)**





**Map 8**  
**Percent Available Labor Pool at \$25.00 an Hour**  
**By Zip Code**  
**(N=93,297)**



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 32.7%, an estimated 34,470 workers *in the Available Labor Pool*, are underemployed.

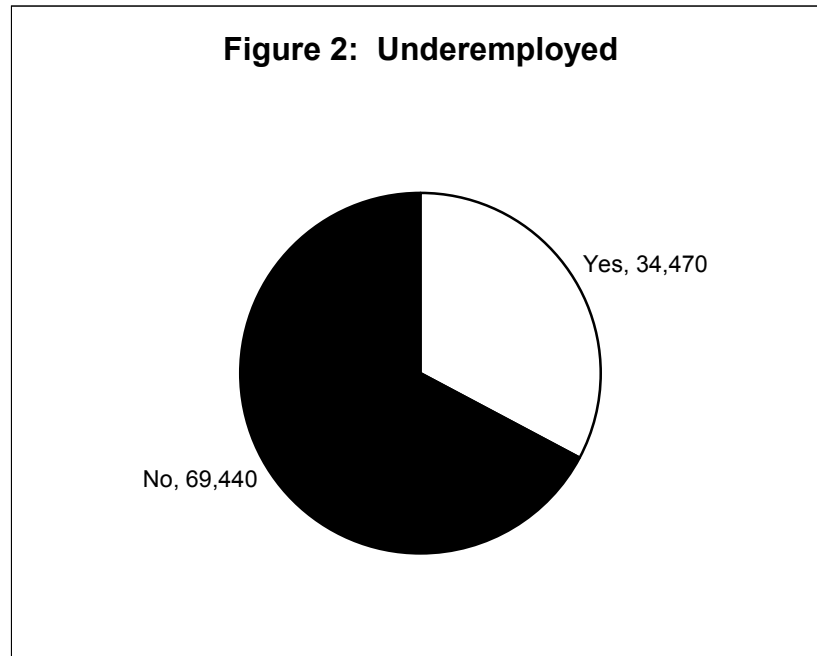


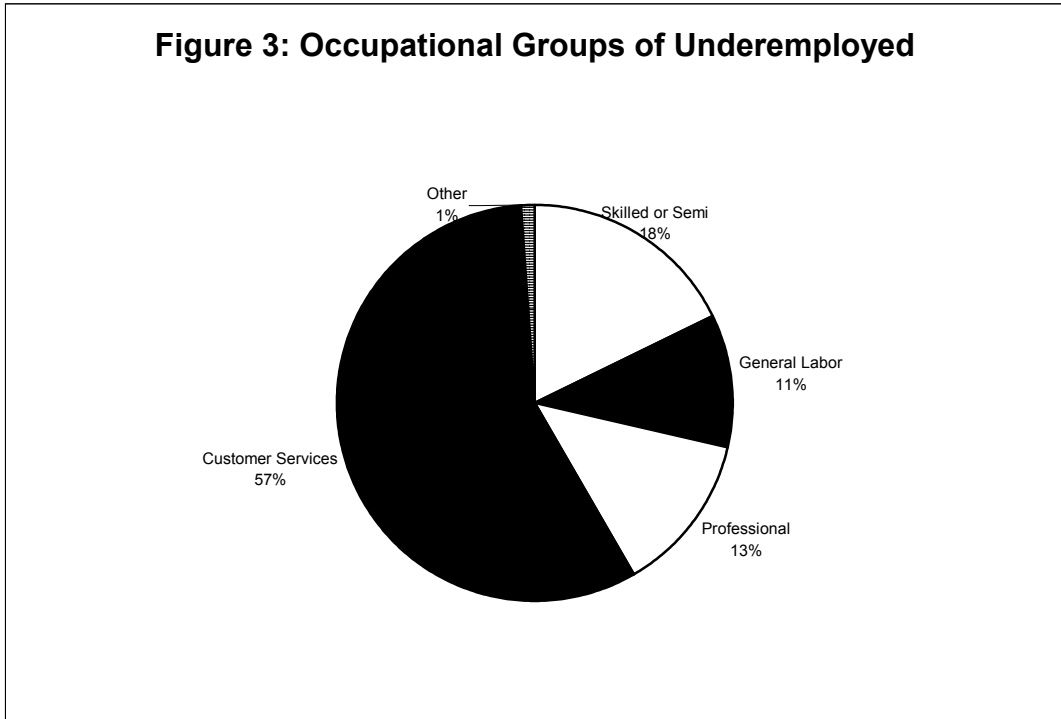
Table 4 shows the education levels of these underemployed workers in the Available Labor Pool, with 70.2% having at least some college education. A total of 97% have a high school diploma.

**Table 4: Highest Level of Education Achieved By Underemployed**

	Number	Percent	Cum. Percent
Doctoral Degree	331	1.0	1.0
Masters Degree	2,652	7.7	8.7
Bachelors Degree	7,623	22.1	30.8
Associates Degree	3,646	10.6	41.3
Some College	9,943	28.8	70.2
High School Diploma Only	9,280	26.9	97.1
Less HS Diploma	994	2.9	100.0
Total	34,470	100	

The underemployed workers also tend to be currently employed in areas of high demand. Figure 3 (next page) illustrates that 57% (19,795 people) are in customer service related occupations, 18% (6,143 people) are in skilled or semi-skilled blue-collar occupations, 13% (4,437 people) are in professional positions, and 11% (3,754 people) are employed as general laborers.

**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 workers unwilling to change their job descriptions, it limits the type of employers who can enter the labor basin. This is not the case in the Columbia labor basin. Table 5 indicates that 84% of the Available Labor Pool, or 88,615 workers, would be willing to accept a position outside their primary field of employment (for example, blue collar employment to service sector employment).

**Table 5: Willing to Take Job Outside of Primary Field**

	Number	Percent
Yes	88,615	84.1
No	16,783	15.9
Total	105,398	100.0

Those willing to take a job outside their primary field were provided a list of occupations and asked to identify which occupations they might consider for a new job opportunity. Table 6 (next page) shows that 41.1% (36,421 workers) would consider a position as a supervisor for service workers or clerical support workers. A position as a laboratory technician would be considered by 34.4% (30,484 workers), 33.5% (29,686 workers) would consider a sales position, and 32.4% (28,711 workers) would consider caring for hospital patients or nursing home residents as an occupation. A position as an administrative assistant or secretary would be considered by 30.5% (27,028 workers).

**Table 6: Willing to Take Job In Types of Occupations**

	Number	Percent
Supervise Service/Clerical Support Workers	36,421	41.1
Laboratory Technician	30,484	34.4
Sales	29,686	33.5
Caring for Hospital/Nursing Home Patients	28,711	32.4
Administrative Assistant/Secretarial	27,028	30.5
Drive Vehicle for Local Area Goods Delivery	26,230	29.6
Skilled Worker in Construction	24,901	28.1
Stocking/Moving Items for Warehouse	22,242	25.1
Taking/Making Customer Service Phone Calls	21,977	24.8
Manufacturing Plant Working with Machinery	16,837	19.0
Service Position in Restaurant/Hotel	16,217	18.3

Those who would consider a job opportunity were asked which benefits would be important in making their decision, and the results are shown in Table 7. Higher pay is the most important benefit affecting their decision (96.6% feel it is very important). Other important benefits are improved retirement benefits (84.0%), flexible hours (69.5%), better health benefits (52.4%), on the job training (51.3%), and better educational opportunities (43.4%).

**Table 7: Benefit Very Important In Decision to Change Employment**

	Percent Responding "Yes"
Salary	96.6
Retirement	84.0
Flexible Hours	69.5
Health Benefits	52.4
On the Job Training	51.3
Educational Opportunities	43.4
Transportation to Work	30.8
Closer to Home	27.5
Different Community	26.1
On-Site Childcare	23.3

Figure 4 (next page) shows the wage demands of the Available Labor Pool. Approximately 29.6% of the Available Labor Pool, or 31,229 people, would be interested in an employment opportunity with a wage of \$10.00 an hour. At \$12.50 an hour, 45,282 people (43.0% of the Available Labor Pool) would be interested, while at \$15.00 an hour, 62,848 people (59.6% of the Available Labor Pool) would be interested.

**Figure 4: Available Labor by Hourly Wage**

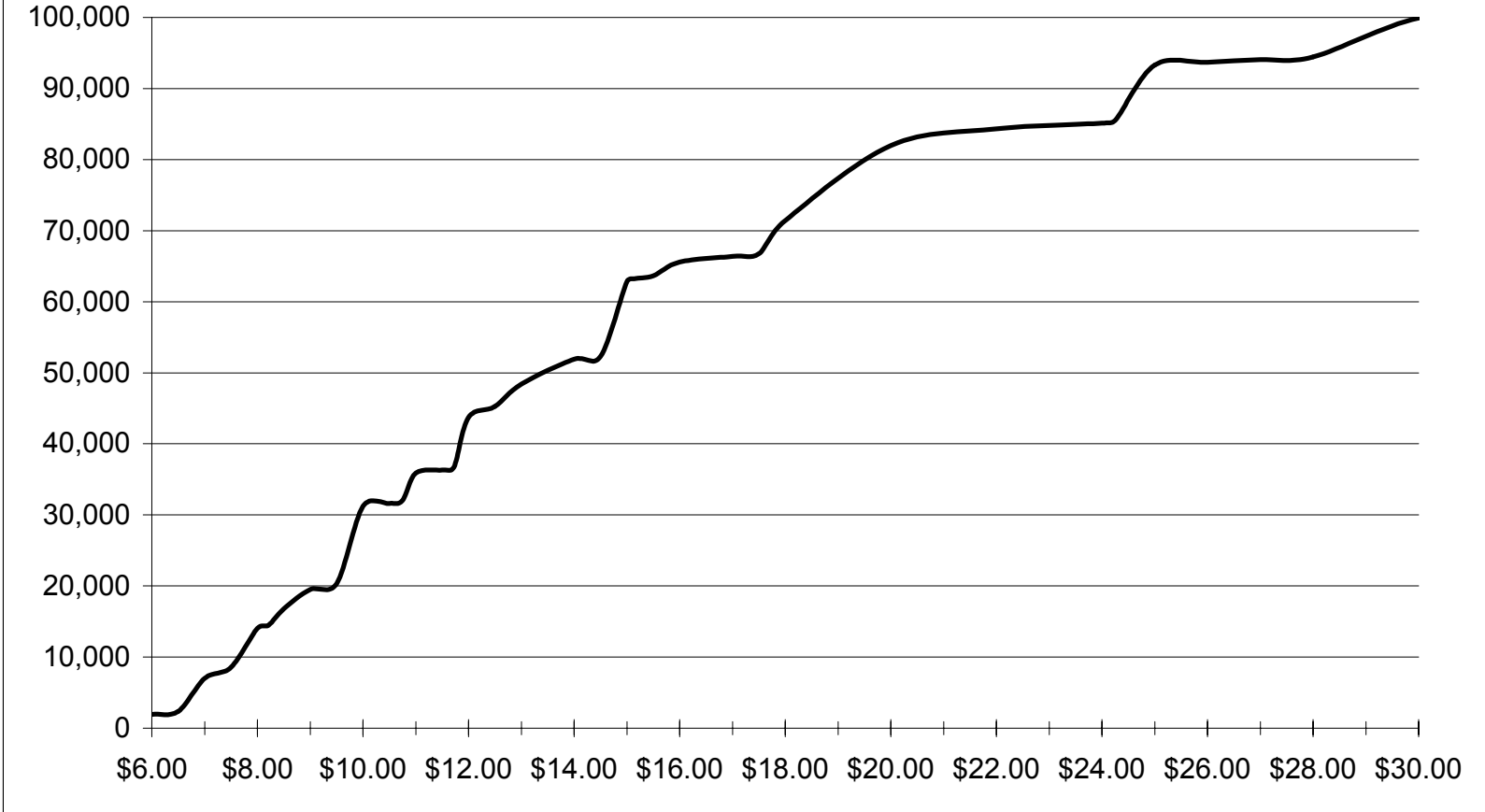


Table 8 indicates that the Available Labor Pool in the Columbia labor basin is willing to commute for new employment opportunities. The table shows 102,057 potential employees (96.8% of the Available Labor) would commute 15 minutes, one way, for employment. It also shows that 80,491 (76.4% of the Available Labor) are willing to travel 30 minutes, one way, for an employment opportunity, but only 26,729 (25.4%) will commute for 45 minutes, and only 12,757 (12.1%) will commute for 60 minutes.

**Table 8: Distance Available Labor Will Commute**

	Cumulative	
	Number	Percent
More than 75 Minutes	1,215	1.2
60 Minutes or More	12,757	12.1
45 Minutes or More	26,729	25.4
30 Minutes or More	80,491	76.4
15 Minutes or More	102,057	96.8
Less than 15 Minutes	105,398	100.0

### **Low and Semi-Skilled Blue Collar, Skilled Blue Collar, Service and Support, and Professional Available Labor Scenarios**

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

1. Are unwilling to commute the necessary time from their community to the center of the labor basin.
2. Have wage expectations exceeding \$20.00 an hour for low and semi-skilled blue collar and service occupations, or exceeding \$50.00 an hour for skilled blue collar and professional occupations.
3. Are unwilling to change their primary field of employment (from low and semi-skilled blue collar to low and semi-skilled service occupations or *vice versa*).<sup>6</sup>

Figures 5a through 6b show the Available Labor Pool for the Columbia labor basin for each type of employer. Figure 5a (next page) shows the Available Labor estimated for low and semi-skilled blue collar (like trash collectors, warehouse workers, forklift operators and truck drivers) employers in Columbia offering \$8.00 an hour is 4,956 workers, at \$10.00 an hour 9,251 workers, and at \$15.00 an hour 19,493 workers. Figure 5b (next page) shows the Available Labor among skilled blue collar (like

<sup>6</sup> The analysis assumes that there is transferability of labor between low and semi-skilled blue collar occupations and low and semi-skilled service and support occupations. The analysis also assumes that those in skilled blue collar occupations and in professional occupations will not accept a low or semi-skilled blue collar or service job. In addition, those who are currently employed in skilled blue collar or a professional occupation cannot readily transfer from one to the other.

electricians, welders, mechanics, and heating and cooling specialists) workers. At \$10.00 an hour, 898 workers would consider a new job in Columbia. At \$15.00 an hour, about 1,797 skilled blue collar workers would consider a new job, and at \$20.00 an hour 2,695 would consider a new job in Columbia.

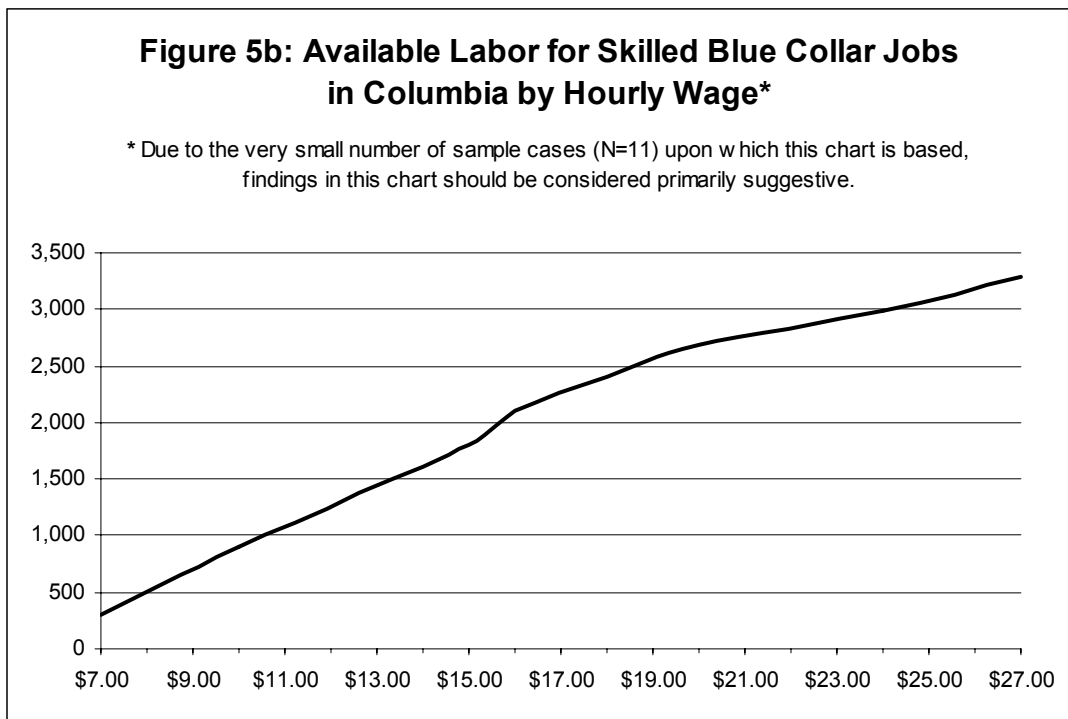
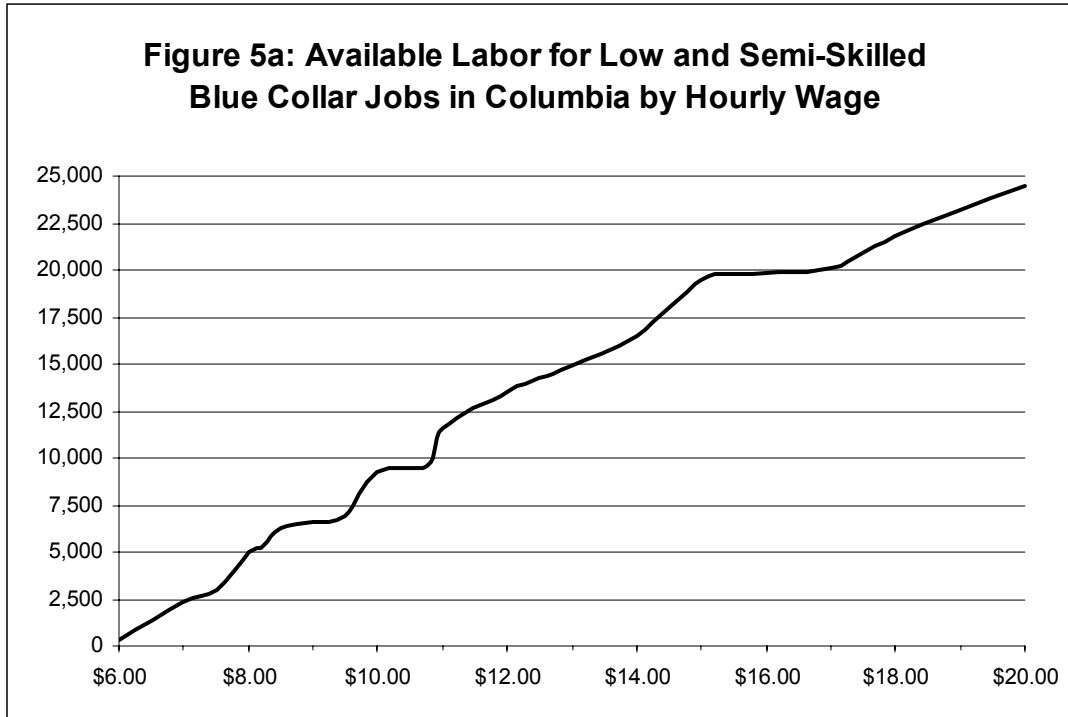
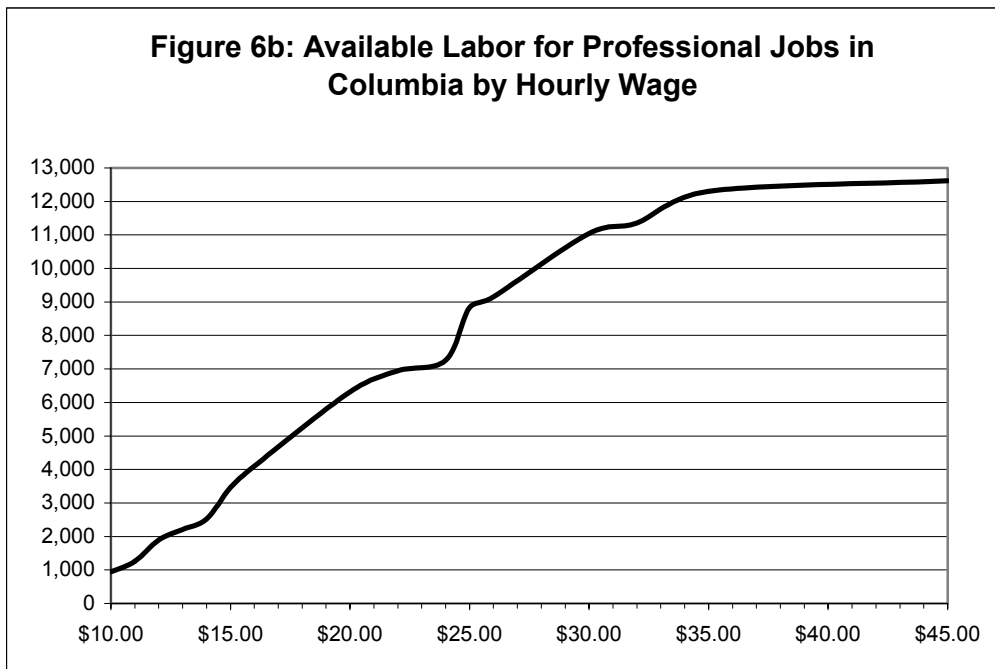
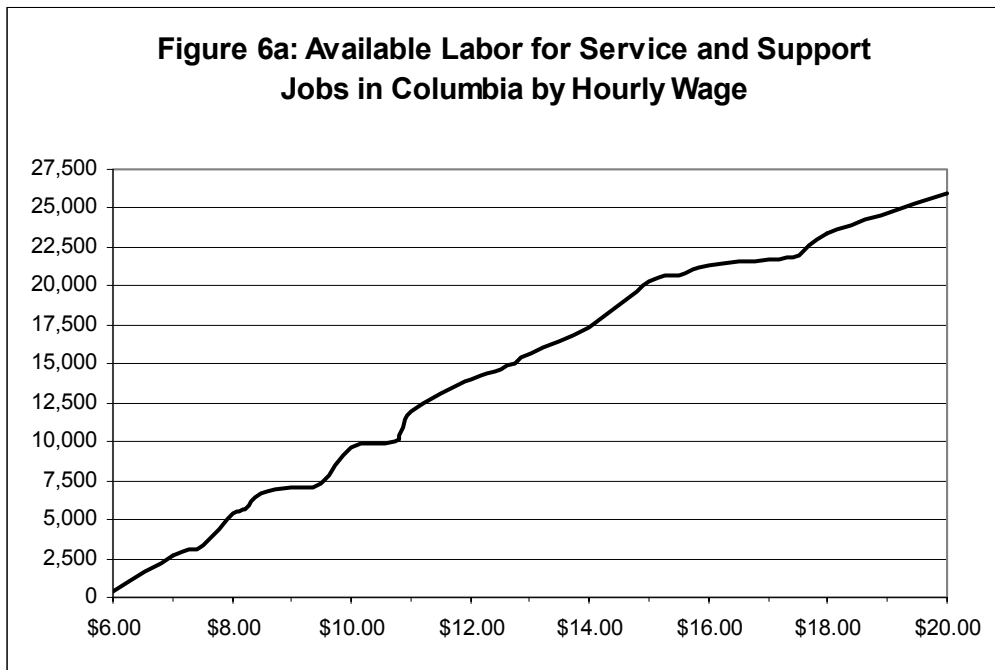


Figure 6a shows that the Available Labor estimated for service and support (like clerical, customer service, and office support staff) employers in Columbia offering \$8.00 an hour is 5,337 workers, at \$10.00 an hour 9,673 workers, and at \$15.00 an hour 20,346 workers. Figure 6b shows the Available Labor among professionals (like doctors, attorneys, and engineers). At \$15.00 an hour 3,471 professionals would consider a new job in Columbia. At \$25.00 an hour, 8,836 professionals would consider a new job, and 12,307 would consider a new job in Columbia at \$35.00 an hour.





## Comparative Trend Analysis

Regional Economic Development, Inc. requested that the Docking Institute provide a comparative analysis of results from the 2002 Columbia Labor Availability Analysis<sup>7</sup> and the 2000 Columbia Labor Availability Analysis. Data used from the 2000 Columbia Labor Availability Analysis were gathered by telephone survey in October of 2000.<sup>8</sup> The bulk of this analysis examines trends among the Available Labor Pool in the Columbia labor basin over the past two years.

Table 9 shows population, civilian labor force, and unemployment statistics for 2000 and 2002. Total population within the Columbia Labor basin has increased from 324,000 in 2000 to 340,000 in 2002, representing an average annual increase of 8,000 residents or 2.5%. During the same period the civilian labor force increased by 11,000 and represents an average annual increase of 5,500 or 3.0%. The civilian labor force is growing more rapidly than total population in the Columbia labor basin. The official unemployment rate within the region has increased from 2.0% in 2000 to 2.9% in 2002, following the national trend.

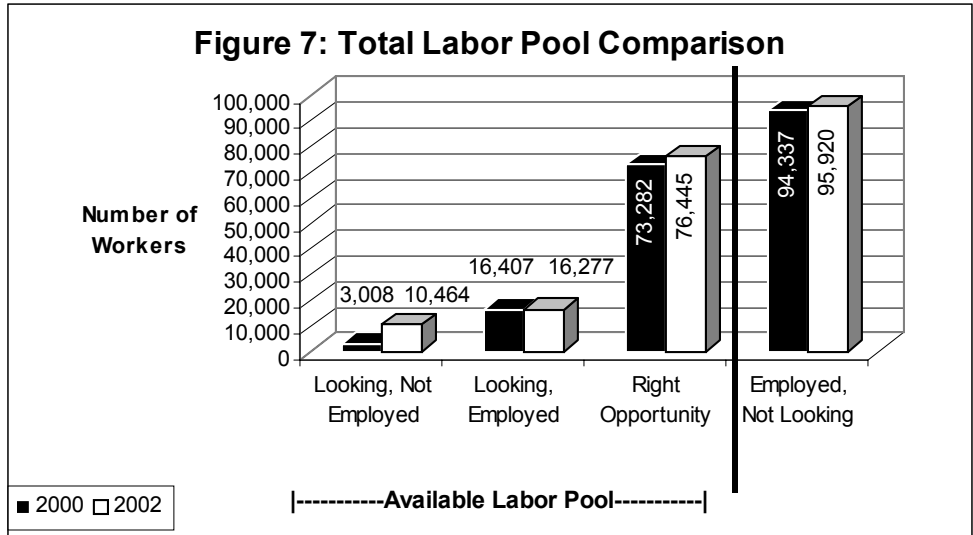
**Table 9: Population, Civilian Labor Force, and Unemployment Rate Comparison**

	2000	2002
Labor Basin Population *	324,000	340,000
Civilian Labor Force **	186,000	197,000
Unemployment Rate **	2.0%	2.9%
<p>* Source: US Census Bureau</p> <p>** Source: US Bureau of Labor Statistics</p>		

A comparison of the Available Labor Pool, as reported in the Docking Institute's independent analyses of the 2000 and 2002 Columbia labor basins, is illustrated in Figure 7 (next page). 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 2000 to 103,187 in 2002. This represents an average annual increase of 4,425 workers or 4.7%. Members of the Available Labor Pool that are looking for a job and not employed increased by an annual average of almost 125%. The downturn in the job market, as evidenced by increased unemployment, has probably contributed to this drastic change. An economic slump can force many students, homemakers, and retirees, who earlier did not feel the need to look for work, to begin actively seeking employment due to a potential and/or perceived reduction of the income of other working household members. These groups are not included in the civilian labor force numbers used to determine unemployment rates, and help explain why the number of people looking for work but not employed has grown more rapidly than official unemployment rates.

<sup>7</sup> For purposes of the comparative trend analysis, Monroe County has been excluded from the 2002 Labor Availability Analysis results, as it was not included in the 2000 Labor Availability Analysis.

<sup>8</sup> See *Columbia Labor Availability Analysis* © 2000 for additional information.



An occupation and education level comparison is shown in Table 10. 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 has declined by almost 7%, and the total number has declined by over 4,000. Both the number and percentage of students, unemployed, and homemakers in the Available Labor Pool have increased, suggesting that these groups are more actively seeking employment. The overall education level of the Available Labor Pool increased slightly from 2000 to 2002. Over 12% of the 2002 Available Labor Pool (12,825 potential workers) have graduate degrees or higher, compared with slightly less than 10% of the 2000 Available Labor Pool (8,803 potential workers). Almost 96% of the 2002 Available Labor Pool has at least graduated from high school, while in 2000 less than 94% were high school graduates.

**Table 10: Occupation and Education Level Comparison**

	2000		2002			
	Number	Percent	Number	Percent	Cum. %	
Service Sector	37,079	40.0	40,243	39.0		
White-Collar	28,273	30.5	32,607	31.6		
Blue-Collar	24,009	25.9	19,709	19.1		
Stu./Unempl./Homemakers	3,337	3.6	10,628	10.3		
	Number	Percent	Cum. %	Number	Percent	Cum. %
Doctoral Degree	2,201	2.4	2.4	3,206	3.1	3.1
Masters Degree	6,602	7.1	9.5	9,619	9.3	12.4
Bachelors Degree	23,931	25.8	35.3	25,068	24.3	36.7
Associates Degree	8,802	9.5	44.8	10,785	10.5	47.2
Some College	22,005	23.7	68.5	22,736	22.0	69.2
High School Diploma Only	23,381	25.2	93.7	27,108	26.3	95.5
Less HS Diploma	5,776	6.2	100.0	4,664	4.5	100.0

A comparison of members of the Available Labor Pool indicating they are underemployed is provided in Table 11. The level of underemployment is slightly higher in 2002 (32.7%) than in 2000 (31.6%). There is a higher total number of underemployed, with 29,273 indicating they were underemployed in 2000 and 33,747 indicating they are underemployed in 2002, illustrating the growing labor force in the Columbia labor basin. The increase in the total number of underemployed workers also carries over into the education level of the underemployed. Every education level category increased from 2000 to 2002, except those with bachelors' degrees. The decline in underemployed with bachelors' degrees may be partly related to the increase in underemployed with masters' degrees. Those with masters' degrees rose from 4.0% in 2000 to 7.7% in 2002.

**Table 11: Amount and Education of Underemployed**

	2000			2002		
	Number	Percent		Number	Percent	
Underemployed Workers	29,273	31.6		33,747	32.7	
Education						
	Number	Percent	Cum. %	Number	Percent	Cum. %
Doctoral Degree	293	1.0	1.0	324	1.0	1.0
Masters Degree	1,171	4.0	5.0	2,596	7.7	8.7
Bachelors Degree	8,196	28.0	33.0	7,463	22.1	30.8
Associates Degree	2,927	10.0	43.0	3,569	10.6	41.4
Some College	7,904	27.0	70.0	9,735	28.8	70.2
High School Diploma Only	7,904	27.0	97.0	9,086	26.9	97.1
Less HS Diploma	878	3.0	100.0	973	2.9	100.0

The percentage of the Available Labor Pool indicating they are willing to take a job outside their primary field remained virtually unchanged from 2000 to 2002. The total number of potential employees indicating they would take a job outside their primary field did grow, however, and reflects the growth in the total number of workers in the Columbia labor basin. As a result, there are an additional 8,726 workers in the region willing to move into a new field of work for the right opportunities, as compared to 2000.

**Table 12: Willing to Take Job Outside of Primary Field Comparison**

	2000		2002	
	Number	Percent	Number	Percent
Yes	78,030	84.2	86,756	84.1
No	14,667	15.8	16,431	15.9
Total	92,697	100.0	103,187	100.0

The most important benefit affecting workers' decisions to leave their present jobs remains higher pay, as shown in Table 13. Retirement benefits, remaining second highest in importance, are important to 84.0% of the 2002 Available Labor Pool, but were important to only 74.2% of the 2000 Available Labor Pool.

**Table 13: Comparison of Importance of Benefits in Decision to Change Employment**

	Percent Responding "Yes"	
	2000	2002
Salary	97.2	96.6
Retirement	74.2	84.0
Flexible Hours	68.4	69.5
Health Benefits	54.3	52.4
Educational Opportunities	48.6	43.4
Closer to Home	28.1	27.5
On-Site Childcare	27.4	23.3
Different Community	23.5	26.1

Figure 8 shows the wage demands of the 2000 and 2002 Available Labor Pools. At \$10.00 an hour, 29.7% of the 2000 Available Labor Pool, or 27,492 people, would have been interested in an employment opportunity. The same pay rate would interest 29.6% of the 2002 Available Labor Pool, or 30,574 people. At \$12.50 an hour, 38,418 people would have been interested in 2000 (41.4% of the 2000 Available Labor), compared to 44,332 people in 2002 (43.0% of the 2002 Available Labor). At \$15.00 an hour, 56,041 people would have been interested in 2000 (60.5% of the 2000 Available Labor), compared to 61,430 people in 2002 (59.6% of the 2002 Available Labor).

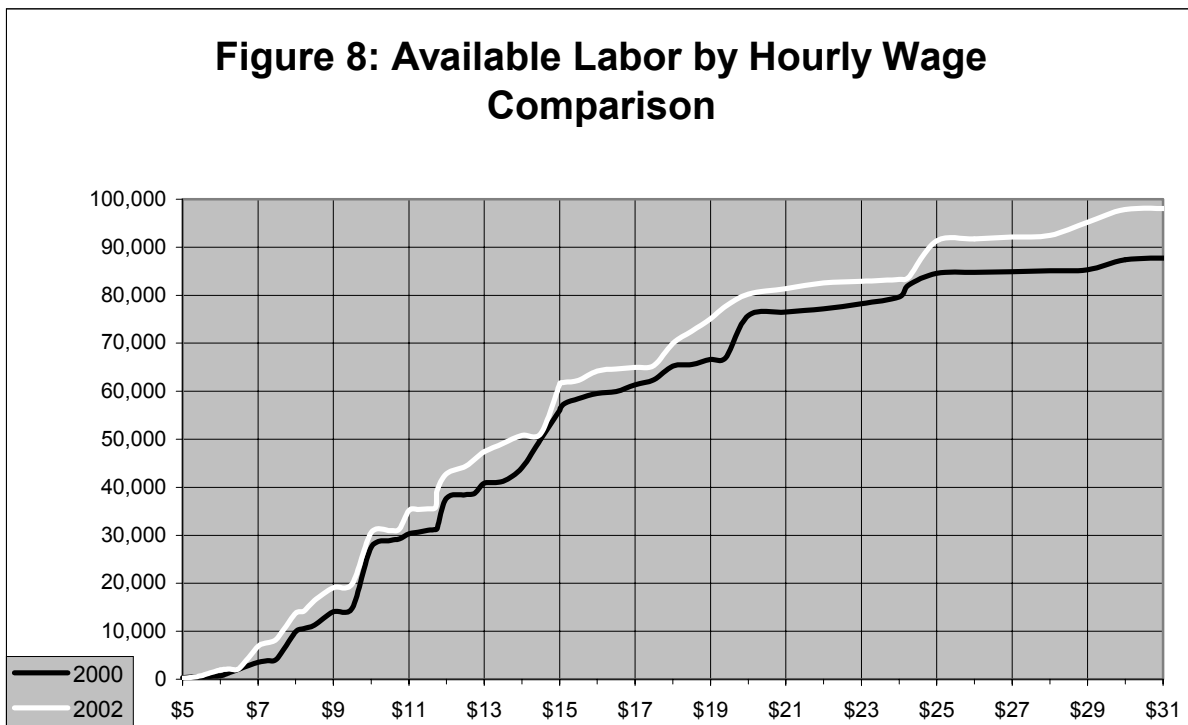


Table 14 shows that there has been a slight increase in the willingness of workers in the Columbia labor basin to commute short distances. Among 2002 Available Labor, 96.8% are willing to make a 15 minute commute, 76.4% will commute for 30 minutes, and 25.4% will commute for 45 minutes. Among 2000 Available Labor, 93.7% would commute for 15 minutes, 74.4% for 30 minutes, and 24.3% for 45 minutes.

**Table 14: Willingness to Commute Comparison**

	2000		2002	
	Number	Cum. %	Number	Cum. %
More than 75 Minutes	616	0.7	1,189	1.2
60 Minutes or More	12,934	14.0	12,489	12.1
45 Minutes or More	22,481	24.3	26,168	25.4
30 Minutes or More	68,984	74.4	78,802	76.4
15 Minutes or More	86,846	93.7	99,916	96.8
Less than 15 Minutes	92,697	100.0	103,187	100.0

### Methodology

The findings from this study are based on a random digit telephone sample of 906 adults living in nine counties in Central Missouri. The survey was conducted from April 30, 2002 to June 12, 2002 using a Computer Assisted Telephone Interviewing (CATI) system. Regional Economic Development, Inc. contracted with the University Center for Survey Research at the Docking Institute of Public Affairs to conduct this regional labor assessment. A total of 1483 households were successfully contacted, and in 906 of these households, an adult who is working, unemployed, or retired agreed to complete the interview. This represents a response rate of 61%.

The study sponsors and Docking 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, and are available upon request. 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.

## Appendix Survey Frequencies

### q1 Working Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Working or Working Student	561	61.9	62.0	62.0
	2 Homemaker	40	4.4	4.4	66.4
	3 Unemployed	56	6.2	6.2	72.6
	4 Retired	225	24.8	24.9	97.5
	5 Non-Working Student	23	2.5	2.5	100.0
	Total	905	99.9	100.0	
Missing	8 DK	1	.1		
Total		906	100.0		

### q1a Type of Position

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Full-Time	496	54.7	88.4	88.4
	2 Part-Time	59	6.5	10.5	98.9
	3 Temporary Position	6	.7	1.1	100.0
	Total	561	61.9	100.0	
Missing	System	345	38.1		
Total		906	100.0		

### q1b Self-Employed

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	71	7.8	12.7	12.7
	2 No	490	54.1	87.3	100.0
	Total	561	61.9	100.0	
Missing	System	345	38.1		
Total		906	100.0		

**q2 Occupation**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00 General Labor, Construction	35	3.9	3.9	3.9
	2.00 Mechanic, Welder	16	1.8	1.8	5.7
	3.00 Farmer, Agric Worker	15	1.7	1.7	7.3
	4.00 Factory Worker, Meat Packer	33	3.6	3.7	11.0
	5.00 Other Blue Collar	24	2.6	2.7	13.7
	6.00 Governmental Service	42	4.6	4.7	18.3
	7.00 Business Professional	70	7.7	7.8	26.1
	8.00 Doctor, Attorney, Engineer	15	1.7	1.7	27.8
	9.00 Clerical	64	7.1	7.1	34.9
	10.00 Arts & Crafts	13	1.4	1.4	36.3
	11.00 Sales	32	3.5	3.6	39.9
	12.00 Educator or Professor	53	5.8	5.9	45.8
	13.00 Other White Collar	37	4.1	4.1	49.9
	14.00 Social Service	71	7.8	7.9	57.8
	15.00 Hotel, Food Services	36	4.0	4.0	61.8
	17.00 Homemaker	40	4.4	4.4	66.2
	18.00 Full Student	23	2.5	2.6	68.8
	19.00 Unemployed	56	6.2	6.2	75.0
	20.00 Retired	225	24.8	25.0	100.0
		Total	900	99.3	100.0
Missing	System	6	.7		
Total		906	100.0		

**q3d Health Insurance**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	791	87.3	87.4	87.4
	2 No	114	12.6	12.6	100.0
	Total	905	99.9	100.0	
Missing	9 Refused	1	.1		
Total		906	100.0		

**q3e Employer Provides Health Insurance**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	461	50.9	93.3	93.3
	2 No	33	3.6	6.7	100.0
	Total	494	54.5	100.0	
Missing	8 DK	2	.2		
	9 Refused	1	.1		
	System	409	45.1		
	Total	412	45.5		
Total		906	100.0		

**q3f Employer Provides Retirement Benefits**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	399	44.0	83.5	83.5
	2 No	79	8.7	16.5	100.0
	Total	478	52.8	100.0	
Missing	8 DK	11	1.2		
	9 Refused	1	.1		
	System	416	45.9		
	Total	428	47.2		
Total		906	100.0		

**q3g Employer Provides Paid Vacation**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	419	46.2	86.2	86.2
	2 No	67	7.4	13.8	100.0
	Total	486	53.6	100.0	
Missing	8 DK	3	.3		
	9 Refused	1	.1		
	System	416	45.9		
	Total	420	46.4		
Total		906	100.0		

**q3h Employer Provides Life Insurance**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	385	42.5	82.4	82.4
	2 No	82	9.1	17.6	100.0
	Total	467	51.5	100.0	
Missing	8 DK	22	2.4		
	9 Refused	1	.1		
	System	416	45.9		
	Total	439	48.5		
Total		906	100.0		



**q3j Distance to Work**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	7	.8	1.5	1.5
	1	3	.3	.6	2.1
	2	13	1.4	2.7	4.8
	3	15	1.7	3.1	7.9
	4	10	1.1	2.1	10.0
	5	62	6.8	12.9	22.9
	6	2	.2	.4	23.3
	7	14	1.5	2.9	26.3
	8	8	.9	1.7	27.9
	9	2	.2	.4	28.3
	10	89	9.8	18.5	46.9
	11	1	.1	.2	47.1
	12	15	1.7	3.1	50.2
	13	1	.1	.2	50.4
	15	80	8.8	16.7	67.1
	16	1	.1	.2	67.3
	18	1	.1	.2	67.5
	20	56	6.2	11.7	79.2
	22	1	.1	.2	79.4
	25	24	2.6	5.0	84.4
	29	1	.1	.2	84.6
	30	30	3.3	6.3	90.8
	35	13	1.4	2.7	93.5
	40	9	1.0	1.9	95.4
	41	1	.1	.2	95.6
	45	12	1.3	2.5	98.1
	50	3	.3	.6	98.7
60	3	.3	.6	99.4	
68	1	.1	.2	99.6	
150	1	.1	.2	99.8	
180	1	.1	.2	100.0	
	Total	480	53.0	100.0	
Missing	999	10	1.1		
	System	416	45.9		
	Total	426	47.0		
Total		906	100.0		

**q4 Hold a Second Job**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	78	8.6	13.9	13.9
	2 No	483	53.3	86.1	100.0
	Total	561	61.9	100.0	
Missing	System	345	38.1		
Total		906	100.0		

**q5 Occupation of Second Job**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00 General Labor, Construction	8	.9	10.3	10.3
	3.00 Farmer, Agric Worker	5	.6	6.4	16.7
	4.00 Factory Worker, Meat Packer	2	.2	2.6	19.2
	5.00 Other Blue Collar	5	.6	6.4	25.6
	6.00 Governmental Service	3	.3	3.8	29.5
	7.00 Business Professional	4	.4	5.1	34.6
	8.00 Doctor, Attorney, Engineer	3	.3	3.8	38.5
	9.00 Clerical	3	.3	3.8	42.3
	10.00 Arts & Crafts	1	.1	1.3	43.6
	11.00 Sales	9	1.0	11.5	55.1
	12.00 Educator or Professor	14	1.5	17.9	73.1
	13.00 Other White Collar	2	.2	2.6	75.6
	14.00 Social Service	8	.9	10.3	85.9
	15.00 Hotel, Food Services	6	.7	7.7	93.6
	16.00 Military	4	.4	5.1	98.7
	18.00 Full Student	1	.1	1.3	100.0
	Total	78	8.6	100.0	
	Missing	System	828	91.4	
Total		906	100.0		

**q5b Currently Looking for Diff Part-Time**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	7	.8	9.1	9.1
	2 No	70	7.7	90.9	100.0
	Total	77	8.5	100.0	
Missing	8 DK	1	.1		
	System	828	91.4		
	Total	829	91.5		
Total		906	100.0		

**q6 Currently Looking for a Different Full-Time Job**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	56	6.2	11.3	11.3
	2 No	439	48.5	88.7	100.0
	Total	495	54.6	100.0	
Missing	9 Refused	1	.1		
	System	410	45.3		
	Total	411	45.4		
Total		906	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	51	5.6	12.4	12.4
	2 No	359	39.6	87.6	100.0
	Total	410	45.3	100.0	
Missing	System	496	54.7		
Total		906	100.0		

**q8 If Right Opportunity Would Consider Leaving Present Job**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	263	29.0	53.0	53.0
	2 No	233	25.7	47.0	100.0
	Total	496	54.7	100.0	
Missing	8 DK	9	1.0		
	System	401	44.3		
	Total	410	45.3		
Total		906	100.0		

**q7a Expected Wage in a New Job**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	5.25	1	.1	3.6	3.6
	5.50	1	.1	3.6	7.1
	6.00	1	.1	3.6	10.7
	7.00	2	.2	7.1	17.9
	7.50	2	.2	7.1	25.0
	8.00	5	.6	17.9	42.9
	9.00	2	.2	7.1	50.0
	10.00	5	.6	17.9	67.9
	12.00	2	.2	7.1	75.0
	12.50	1	.1	3.6	78.6
	13.00	1	.1	3.6	82.1
	15.00	2	.2	7.1	89.3
	20.00	1	.1	3.6	92.9
	35.00	1	.1	3.6	96.4
	40.00	1	.1	3.6	100.0
	Total		28	3.1	100.0
Missing	System	878	96.9		
Total		906	100.0		

**q8a Improved Health Benefits Important to Change Job**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	167	18.4	52.4	52.4
	2 No	152	16.8	47.6	100.0
	Total	319	35.2	100.0	
Missing	System	587	64.8		
Total		906	100.0		

**q8b Educational Opportunities Important to Change Job**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	138	15.2	43.4	43.4
	2 No	180	19.9	56.6	100.0
	Total	318	35.1	100.0	
Missing	8 DK	1	.1		
	System	587	64.8		
	Total	588	64.9		
Total		906	100.0		

**q8c Increase Salary Important to Change Job**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	308	34.0	96.6	96.6
	2 No	11	1.2	3.4	100.0
	Total	319	35.2	100.0	
Missing	System	587	64.8		
Total		906	100.0		

**q8d Improved Retirement Important to Change Job**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	263	29.0	84.0	84.0
	2 No	50	5.5	16.0	100.0
	Total	313	34.5	100.0	
Missing	8 DK	6	.7		
	System	587	64.8		
Total	Total	593	65.5		
Total		906	100.0		

**q8e On-site Childcare Important to Change Job**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	74	8.2	23.3	23.3
	2 No	243	26.8	76.7	100.0
	Total	317	35.0	100.0	
Missing	8 DK	2	.2		
	System	587	64.8		
Total	Total	589	65.0		
Total		906	100.0		

**q8f More Flexible Hours Important to Change Job**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	221	24.4	69.5	69.5
	2 No	97	10.7	30.5	100.0
	Total	318	35.1	100.0	
Missing	8 DK	1	.1		
	System	587	64.8		
Total	Total	588	64.9		
Total		906	100.0		

**q8g A Different Community Important to Change Job**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	81	8.9	26.1	26.1
	2 No	229	25.3	73.9	100.0
	Total	310	34.2	100.0	
Missing	8 DK	9	1.0		
	System	587	64.8		
	Total	596	65.8		
Total		906	100.0		

**q8h Job Closer to Home Important to Change Job**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	87	9.6	27.5	27.5
	2 No	229	25.3	72.5	100.0
	Total	316	34.9	100.0	
Missing	8 DK	3	.3		
	System	587	64.8		
	Total	590	65.1		
Total		906	100.0		

**q8i On the Job Training**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	162	17.9	51.3	51.3
	2 No	154	17.0	48.7	100.0
	Total	316	34.9	100.0	
Missing	8 DK	3	.3		
	System	587	64.8		
	Total	590	65.1		
Total		906	100.0		

**q8j Transportation to Work**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	98	10.8	30.8	30.8
	2 No	220	24.3	69.2	100.0
	Total	318	35.1	100.0	
Missing	8 DK	1	.1		
	System	587	64.8		
	Total	588	64.9		
Total		906	100.0		

**q8k Other Opportunity Important to Change Job**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	82	9.1	25.7	25.7
	2 No	237	26.2	74.3	100.0
	Total	319	35.2	100.0	
Missing	System	587	64.8		
Total		906	100.0		

**q8lcode Other Opportunities Important to Change Job - Coded**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Better Working Environment	15	1.7	20.0	20.0
	2 Better Chance for Advancement	10	1.1	13.3	33.3
	3 Dental/Vision Insurance	6	.7	8.0	41.3
	4 Better Job Security	4	.4	5.3	46.7
	5 Paid Vacation, Sick, Personal Days	7	.8	9.3	56.0
	6 More Enjoyable Work	11	1.2	14.7	70.7
	7 Weekends, Nights and Holidays Off	7	.8	9.3	80.0
	8 Work From Home	3	.3	4.0	84.0
	9 Other	12	1.3	16.0	100.0
	Total	75	8.3	100.0	
Missing	System	831	91.7		
Total		906	100.0		

**q9 Willing to Take Job Outside of Primary Field**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	264	29.1	84.1	84.1
	2 No	50	5.5	15.9	100.0
	Total	314	34.7	100.0	
Missing	8 DK	5	.6		
	System	587	64.8		
	Total	592	65.3		
Total		906	100.0		





**q9a Necessary Wage To Leave Current Job**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	5.65	1	.1	.4	.4
	6.00	1	.1	.4	.9
	6.50	1	.1	.4	1.3
	7.00	8	.9	3.5	4.8
	7.50	2	.2	.9	5.6
	8.00	8	.9	3.5	9.1
	8.21	1	.1	.4	9.5
	8.50	5	.6	2.2	11.7
	9.00	5	.6	2.2	13.9
	9.50	2	.2	.9	14.7
	10.00	19	2.1	8.2	22.9
	10.50	1	.1	.4	23.4
	10.75	1	.1	.4	23.8
	11.00	10	1.1	4.3	28.1
	11.50	1	.1	.4	28.6
	11.72	1	.1	.4	29.0
	12.00	15	1.7	6.5	35.5
	12.50	2	.2	.9	36.4
	13.00	7	.8	3.0	39.4
	14.00	9	1.0	3.9	43.3
	14.50	1	.1	.4	43.7
	15.00	25	2.8	10.8	54.5
	15.14	1	.1	.4	55.0
	15.50	1	.1	.4	55.4
	16.00	5	.6	2.2	57.6
	17.00	2	.2	.9	58.4
	17.50	1	.1	.4	58.9
	18.00	12	1.3	5.2	64.1
	20.00	25	2.8	10.8	74.9
	22.00	6	.7	2.6	77.5
	24.00	2	.2	.9	78.4
	24.25	1	.1	.4	78.8
	25.00	20	2.2	8.7	87.4
	26.00	1	.1	.4	87.9
	27.00	1	.1	.4	88.3
	28.00	1	.1	.4	88.7
	30.00	14	1.5	6.1	94.8
	32.00	2	.2	.9	95.7
	35.00	3	.3	1.3	97.0
	36.00	1	.1	.4	97.4
	40.00	1	.1	.4	97.8
	45.00	3	.3	1.3	99.1
	250.00	2	.2	.9	100.0
	Total	231	25.5	100.0	
Missing	System	675	74.5		
Total		906	100.0		

**q9b Consider Manufacturing Plant Working With Machinery**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	60	6.6	19.0	19.0
	2 No	255	28.1	81.0	100.0
	Total	315	34.8	100.0	
Missing	8 DK	4	.4		
	System	587	64.8		
	Total	591	65.2		
Total		906	100.0		

**q9c Consider Sales**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	106	11.7	33.5	33.5
	2 No	210	23.2	66.5	100.0
	Total	316	34.9	100.0	
Missing	8 DK	3	.3		
	System	587	64.8		
	Total	590	65.1		
Total		906	100.0		

**q9d Consider Administrative Assistant or Secretarial**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	96	10.6	30.5	30.5
	2 No	219	24.2	69.5	100.0
	Total	315	34.8	100.0	
Missing	8 DK	3	.3		
	System	588	64.9		
	Total	591	65.2		
Total		906	100.0		

**q9e Consider Laboratory Technician**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	109	12.0	34.4	34.4
	2 No	208	23.0	65.6	100.0
	Total	317	35.0	100.0	
Missing	8 DK	2	.2		
	System	587	64.8		
	Total	589	65.0		
Total		906	100.0		

**q9f Consider Skilled Worker in Construction Industry**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	89	9.8	28.1	28.1
	2 No	228	25.2	71.9	100.0
	Total	317	35.0	100.0	
Missing	8 DK	2	.2		
	System	587	64.8		
	Total	589	65.0		
Total		906	100.0		

**q9g Consider Driving Vehicle in Local Area Delivery Goods**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	94	10.4	29.6	29.6
	2 No	224	24.7	70.4	100.0
	Total	318	35.1	100.0	
Missing	8 DK	1	.1		
	System	587	64.8		
	Total	588	64.9		
Total		906	100.0		

**q9h Consider Customer Service Taking or Making Telephone Calls**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	79	8.7	24.8	24.8
	2 No	239	26.4	75.2	100.0
	Total	318	35.1	100.0	
Missing	8 DK	1	.1		
	System	587	64.8		
	Total	588	64.9		
Total		906	100.0		

**q9i Consider Service Position in Restaurant or Hotel**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	58	6.4	18.3	18.3
	2 No	259	28.6	81.7	100.0
	Total	317	35.0	100.0	
Missing	8 DK	2	.2		
	System	587	64.8		
	Total	589	65.0		
Total		906	100.0		

**q9j Consider Supervisor of Service Workers or Clerical Support Workers**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	129	14.2	41.1	41.1
	2 No	185	20.4	58.9	100.0
	Total	314	34.7	100.0	
Missing	8 DK	5	.6		
	System	587	64.8		
	Total	592	65.3		
Total		906	100.0		

**q9k Consider Warehouse or Distribution Center Stocking or Moving Items**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	80	8.8	25.1	25.1
	2 No	239	26.4	74.9	100.0
	Total	319	35.2	100.0	
Missing	System	587	64.8		
Total		906	100.0		

**q9l Consider Caring for Hospital Patients or People in Nursing Home**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	103	11.4	32.4	32.4
	2 No	215	23.7	67.6	100.0
	Total	318	35.1	100.0	
Missing	8 DK	1	.1		
	System	587	64.8		
	Total	588	64.9		
Total		906	100.0		

**q11 Skills Underutilized Now**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	135	14.9	24.3	24.3
	2 No	420	46.4	75.7	100.0
	Total	555	61.3	100.0	
Missing	8 DK	6	.7		
	System	345	38.1		
	Total	351	38.7		
Total		906	100.0		

**q10 Minutes Willing to Travel One-Way for New Job**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	.1	.3	.3
	5	1	.1	.3	.6
	10	9	1.0	2.6	3.2
	15	21	2.3	6.1	9.2
	20	42	4.6	12.1	21.3
	25	8	.9	2.3	23.6
	30	155	17.1	44.7	68.3
	35	11	1.2	3.2	71.5
	40	11	1.2	3.2	74.6
	45	42	4.6	12.1	86.7
	50	3	.3	.9	87.6
	59	1	.1	.3	87.9
	60	37	4.1	10.7	98.6
	68	1	.1	.3	98.8
	90	3	.3	.9	99.7
	120	1	.1	.3	100.0
	Total	347	38.3	100.0	
Missing	System	559	61.7		
Total		906	100.0		

**q12 Why Underutilized**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Prev Job Required More Skill Educ	9	1.0	6.9	6.9
	2 Have had Additional Training, Educ	36	4.0	27.7	34.6
	3 Current Job Does Not Req My Training, Educ	40	4.4	30.8	65.4
	4 Prev Job Earned More Income	11	1.2	8.5	73.8
	5 Other Reason	34	3.8	26.2	100.0
	Total	130	14.3	100.0	
Missing	8 DK	5	.6		
	System	771	85.1		
	Total	776	85.7		
Total		906	100.0		

**q13 Type Previous Job that Required More Skill**

		Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	1.00 General Labor, Construction	2	.2	11.1	11.1	
	2.00 Mechanic, Welder	1	.1	5.6	16.7	
	4.00 Factory Worker, Meat Packer	3	.3	16.7	33.3	
	5.00 Other Blue Collar	2	.2	11.1	44.4	
	7.00 Business Professional	4	.4	22.2	66.7	
	9.00 Clerical	1	.1	5.6	72.2	
	11.00 Sales	1	.1	5.6	77.8	
	13.00 Other White Collar	1	.1	5.6	83.3	
	14.00 Social Service	1	.1	5.6	88.9	
	15.00 Hotel, Food Services	1	.1	5.6	94.4	
	16.00 Military	1	.1	5.6	100.0	
	Total	18	2.0	100.0		
	Missing	System	888	98.0		
	Total		906	100.0		

**q14 Previous Job Provided More Income**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	11	1.2	61.1	61.1
	2 No	7	.8	38.9	100.0
	Total	18	2.0	100.0	
Missing	8 DK	2	.2		
	System	886	97.8		
Total	Total	888	98.0		
Total		906	100.0		

**q15 Would Change Jobs to Better Utilize Skills**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	108	11.9	80.6	80.6
	2 No	26	2.9	19.4	100.0
	Total	134	14.8	100.0	
Missing	System	772	85.2		
Total		906	100.0		

**q17 Highest Level of Education**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Less HS Diploma	95	10.5	10.5	10.5
	2 High School Diploma	294	32.5	32.6	43.2
	3 Some College	180	19.9	20.0	63.2
	4 Associates Degree	68	7.5	7.5	70.7
	5 Bachelors Degree	174	19.2	19.3	90.0
	6 Masters Degree	69	7.6	7.7	97.7
	7 Doctoral Degree	21	2.3	2.3	100.0
	Total	901	99.4	100.0	
Missing	8 DK	2	.2		
	9 Refused	1	.1		
	System	2	.2		
	Total	5	.6		
Total	906	100.0			

**q17a Currently in School**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	60	6.6	9.1	9.1
	2 No	601	66.3	90.9	100.0
	Total	661	73.0	100.0	
Missing	8 DK	1	.1		
	System	244	26.9		
	Total	245	27.0		
Total	906	100.0			

**q18 Total Family Income**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Less than \$10k	52	5.7	7.1	7.1
	2 \$10k-\$20k	100	11.0	13.6	20.7
	3 \$20k-\$30k	118	13.0	16.1	36.8
	4 \$30k-\$40k	121	13.4	16.5	53.3
	5 \$40k-\$50k	98	10.8	13.4	66.7
	6 \$50k-\$60k	49	5.4	6.7	73.4
	7 \$60k-\$70k	46	5.1	6.3	79.7
	8 over \$70k	149	16.4	20.3	100.0
	Total	733	80.9	100.0	
Missing	9 Refused	10	1.1		
	System	163	18.0		
	Total	173	19.1		
Total	906	100.0			

**q20 Gender**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Female	491	54.2	54.6	54.6
	2 Male	409	45.1	45.4	100.0
	Total	900	99.3	100.0	
Missing	System	6	.7		
Total		906	100.0		