Columbia Missouri Labor Basin

Labor Availability Analysis – 2007

Including a comparison to data from the
2001, 2002, 2003, and 2005 Labor Availability Analyses

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

Prepared For

Regional Economic Development, Inc.
Columbia Missouri

By

The Docking Institute of Public Affairs

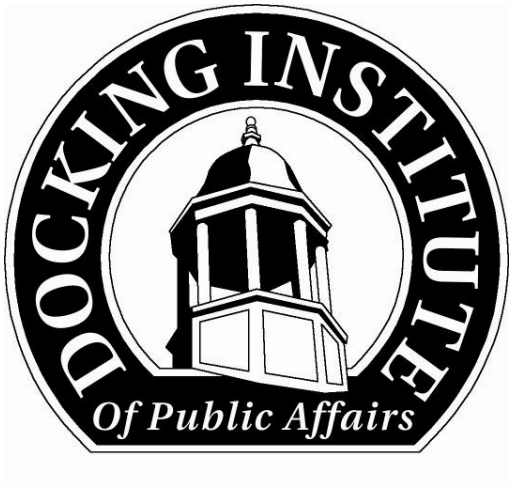

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Table of Contents

List of Tables

List of Figures

List of Maps

Columbia Missouri Labor Basin
Labor Availability Analysis

Executive Summary

The Columbia Missouri Labor Basin includes Audrain, Boone, Callaway, Cole, Cooper, Howard, Moniteau, Monroe, and Randolph Counties in Missouri. The purpose of this report is to assess the "Available Labor Pool" in this labor basin. The "Available Labor Pool" represents those who indicate that they are looking for employment or would consider changing their jobs for the right employment opportunity.

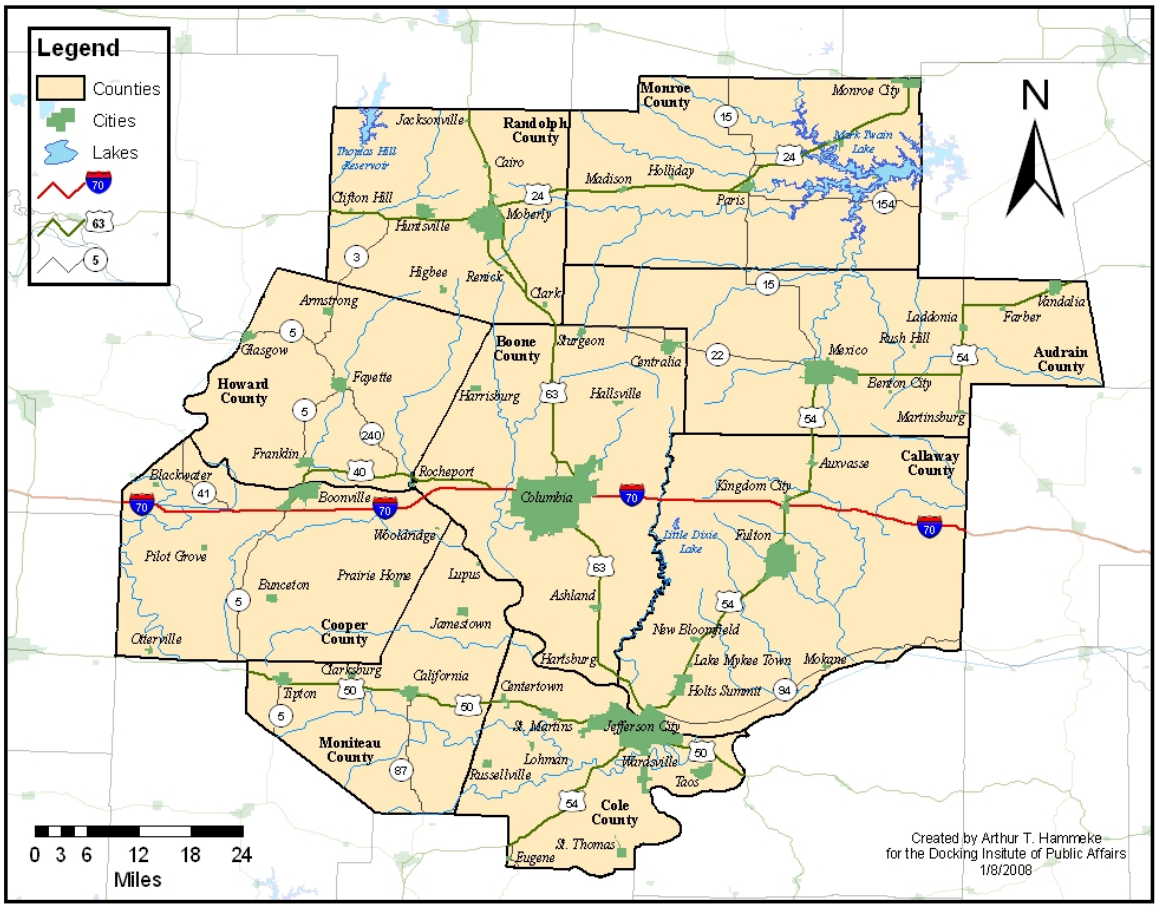
The Docking Institute's independent analysis of this labor basin shows that:

- The population of the Columbia Missouri Labor Basin is estimated to be 365,472. About 21% of the population (or 107,388 individuals) are considered to be part of the Available Labor Pool (ALP).
- Of the ALP, an estimated 7,178 (6.7%) non-working and 24,980 (23.3%) working individuals are *looking* for new employment, while 5,456 (5.1%) non-working and 69,774 (65%) working individuals would *consider* new and/or different employment for the right opportunities.
- Almost 70% of the ALP has at least some college experience and almost 97% has at least a high school diploma. The average age for members of the ALP is 44 years old, and women make up 54% of the ALP.
- An estimated 21,352 members of the ALP are currently employed as general laborers, 10,247 work in high skill blue-collar occupations, 39,769 work in the service sector and 23,515 are white-collar professionals.
- Majorities of ALP members report having "strong skills" in interpersonal relationships (83%), writing (63%), and math (61%).
- About 85% of the ALP indicates that they are "willing to work outside of their primary field of employment for a new or different employment opportunity."
- Almost 31% of the members of the ALP will commute up to 45 minutes, one way, for an employment opportunity. Slightly more than 76% will commute up to 30 minutes for employment.
- Desired benefits, in order of importance are: good salary or hourly wage, good retirement benefits, good health benefits, good vacation benefits, and on-the-job or paid training.
- An estimated 59,770 people (56% of the ALP) are interested in a new job at $16 an hour, 36,918 (34%) are interested at $12 an hour, and 6,559 (6%) are interested at $8 an hour.
- Of the 94,754 members in the subset of *employed members* of the ALP, 30,891 (33%) consider themselves underutilized.
- Of the 93,422 members in the subset of *non-business owning members* of the ALP, 35,622 (38%) have seriously considered starting their own business.
- The number of Available Labor Pool members indicating that they are *employed and actively looking* for a new or different full-time job increased from 2005 to 2007 but the number of *non-employed and actively looking* for a new or different full-time job decreased during that same time period.

The Columbia Missouri Labor Basin

The Columbia Missouri Labor Basin includes nine counties in central Missouri (see Map 1 below). The criterion used to include a county in this labor basin is whether it contains communities from which, it can be reasonably assumed, individuals may commute to the center of the labor basin (Columbia) for an employment opportunity. In the case of the Columbia Missouri Labor Basin, it can be reasonably assumed that individuals may commute from one of the nine counties in Map 1 because these counties contain: 1) communities that are sufficiently isolated but with adequate transportation access leading to Columbia, and 2) communities that are within an hour's commute time to the center of the labor basin.

Map 1: Columbia Missouri Labor Basin



The Columbia Missouri Labor Basin has a total population of approximately 365,472, and a Civilian Labor Force (CLF) of 201,493. There is an unemployment rate of 3.8%, and this research effort suggests that there is an ample supply of available labor for a new employer and/or expanded employment.

The Docking Institute's analysis suggests that the basin contains an Available Labor Pool (ALP) of 107,388 individuals. The ALP is composed of workers categorized as either 1) currently not working *but* looking for full-time employment, 2) currently employed (full- or part-time) *and* looking for other full-time employment, 3) currently not working in any manner *but*

willing to consider full-time employment for the *right opportunity*, and 4) currently employed and not looking, *but* willing to consider different full-time employment for the *right opportunity*. Please see the Methodology section – page 37 – for more information about the Institute's ALP analysis methodology and the survey research methods used for this report.

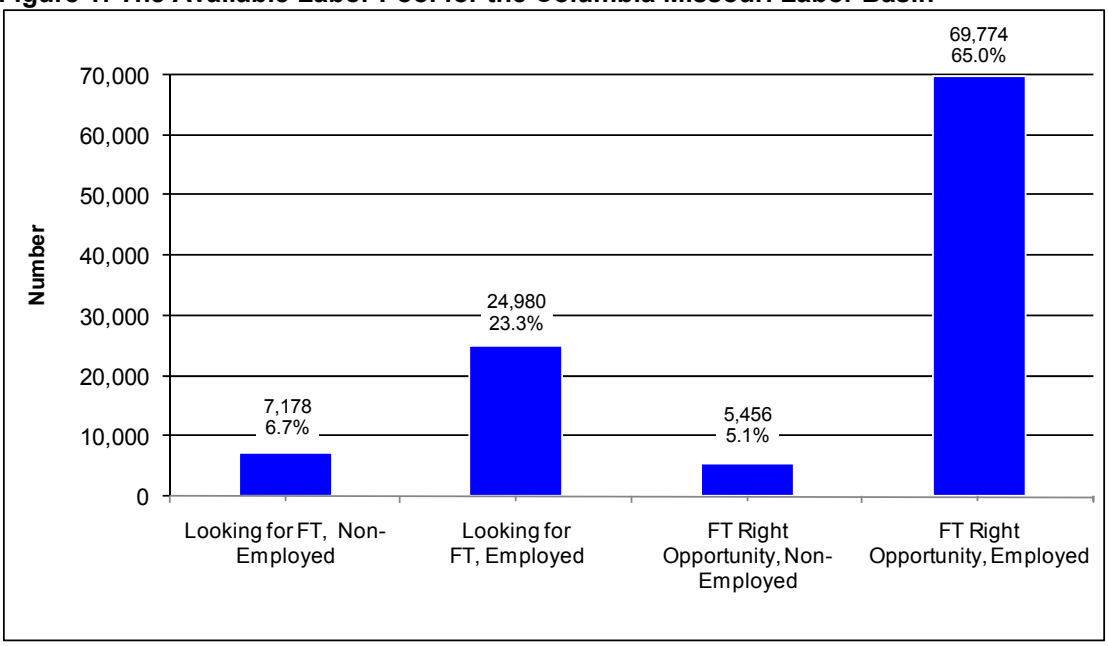
The Columbia Missouri Labor Basin's Available Labor Pool

This section of the report assesses the characteristics of the Available Labor Pool in the Columbia Missouri Labor Basin by answering the following questions:

- What proportion of the labor force – employed, unemployed, homemaker, student, retired, and disabled – would seriously consider applying for a new full-time employment opportunity?
- What skills do those who would consider a new employment opportunity have?
- What type of jobs have these workers and potential workers had in the past?
- What types of considerations (pay, benefits, commute time) shape their decision-making?
- What are some of the characteristics of the general laborers, skilled blue-collar workers, service and support workers, and professional white-collar workers?
- What proportion of those workers among the Available Labor Pool is considered "underutilized"?
- What are some of the characteristics of those underutilized workers?
- What proportion of available labor pool members desire to pursue their own business?
- What are some of the characteristics of these "potential entrepreneurs"?
- How do the results of this study compare to studies conducted in 2001, 2002, 2003, and 2005?

It is estimated that 7,178 (6.7% of the ALP) non-employed[1] and 24,980 (23.3%) employed individuals are *currently looking* for new or different full-time employment, and 5,456 (5.1%) non-employed individuals and 69,774 (65.0%) employed individuals *would consider* new or different full-time employment for the right opportunities.

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



[1] The terms "non-employed" and "non-working" refer to officially unemployed members of the Civilian Labor Force *as well as* any non-employed/non-working full-time students, homemakers, retirees, and disabled individuals.

Zip codes of respondents were used to map the Available Labor Pool. Map 2 shows how each zip code in the basin compares to all other zip codes in terms of percent of total available workers for a job in the Columbia Missouri Labor Basin. Each zip code is grouped into one of five categories specified in the legend. The zip codes containing the most available labor in the Columbia Missouri Labor Basin are located in Boone, Cole, and Callaway Counties. Some zip code areas within Audrain, Cooper, and Randolph Counties each contain up to 5.99% of the available labor.

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

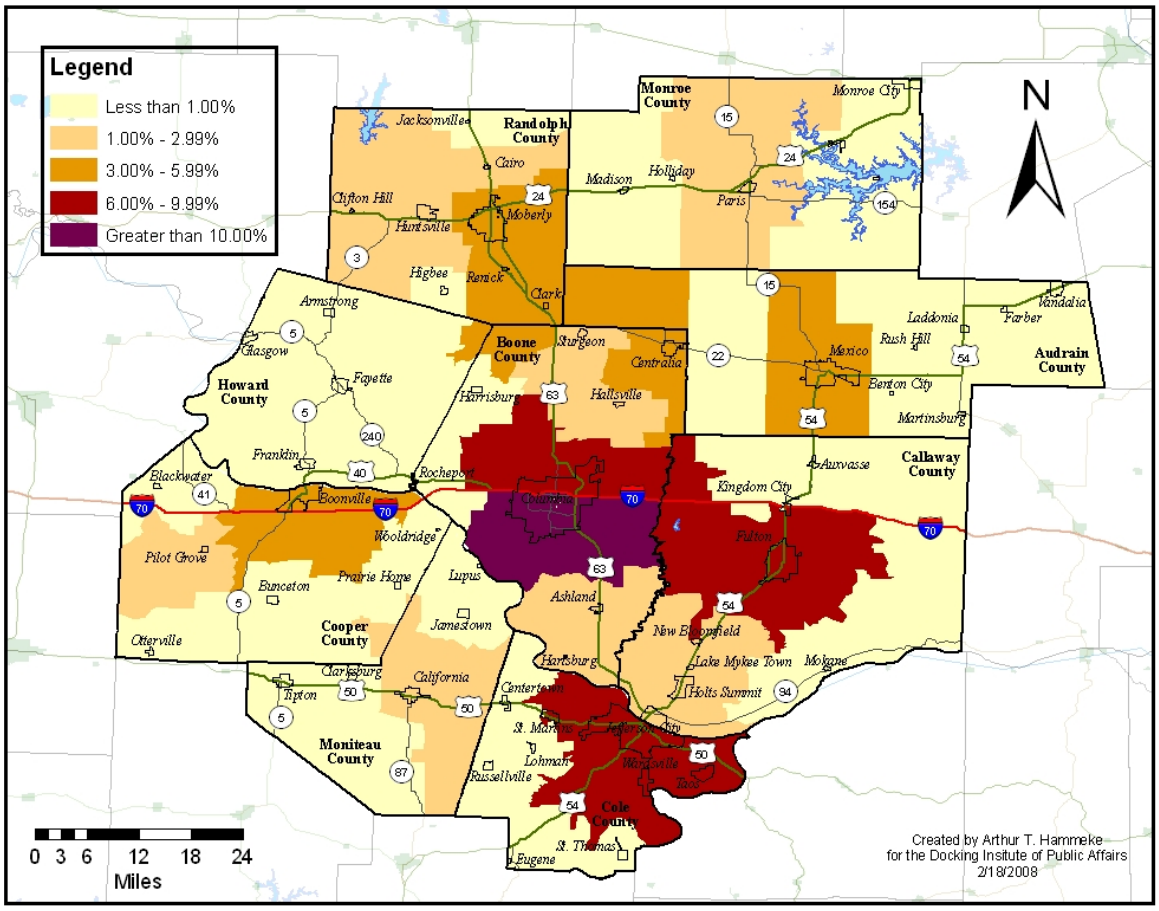


Table 1 shows the gender, age, and education levels of the 107,388-member ALP. Almost 56% percent are women, and the average age is about 44. Most (97%) have at least a high school diploma, more than two-thirds (69.9%) have at least some college education, and more than two-fifths (40.4%) have at least a bachelor's degree.

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

Age	Age in 2007		
Range	18 to 76		
Average	43		
Median	44		
Gender	Number	Percent	
Female	59,911	55.8	
Male	47,477	44.2	
Total	107,388	100	
			Cumulative
Highest Level of Education Achieved	Number	Percent	Percent
Doctoral Degree	4,811	4.5	4.5
Masters Degree	10,631	9.9	14.4
Bachelors Degree	27,980	26.1	40.4
Associates Degree	8,922	8.3	48.7
Some College (including current students)	22,727	21.2	69.9
High School Diploma	29,113	27.1	97.0
Less HS Diploma	3,205	3.0	100
Total	107,388	100	
"Do you speak Spanish?"	Number	Percent	
"Yes"	32,471	30.2	
Speak Very Well	*2,145*	*6.6*	*These percentages represent portions of 30.2%*
Speak Fairly Well	*4,381*	*13.5*	
Speak Only a Little	*25,945*	*79.9*	
		100	

Total numbers or percentages in table might not match those in text due to rounding.

Table 2 shows the various occupational categories of the 107,388-member ALP. General labor occupations represent 19.9% of the entire ALP, while high-skilled blue-collar jobs make up 9.5%. Traditional service-related occupations represent 37% of the ALP, while professional occupations represent 21.9% of the ALP.

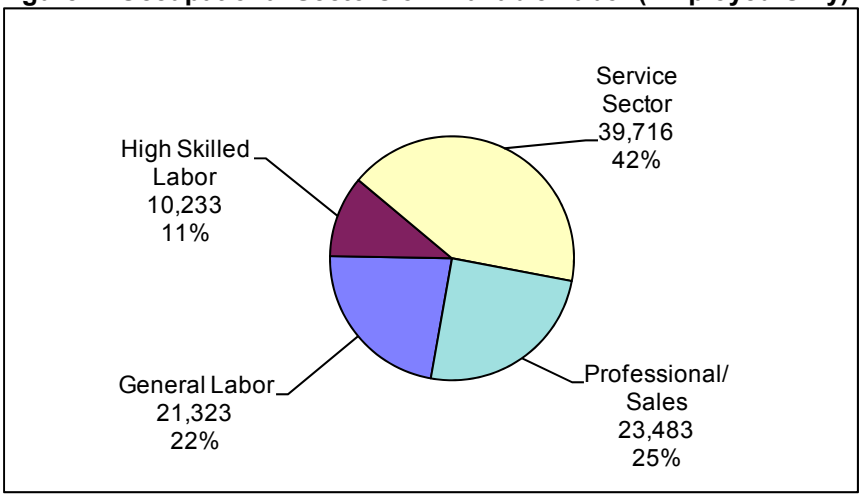
Table 2: Major Occupational Categories of Available Labor

			Years at Job	
	Number	Percent	Mean	Median
General Labor/Cleaning/Farm Labor/Delivery	12,314	11.5	8.3	4.7
Maintenance/Factory Work	7,771	7.2	14.6	13.0
Trucking/HEO/Other BC	1,266	1.2	13.6	11.2
Total General Labor	*21,352*	*19.9*	*12.1*	*9.6*
Gov't Service/Protective Service	3,404	3.2	11.4	11.6
Technician/Mechanic/Welder	6,842	6.4	14.6	15.5
Total Highly-Skilled Labor	*10,247*	*9.5*	*13.0*	*13.5*
Customer Service/Receptionist/Food Service	10,589	9.9	3.9	3.0
Clerical/Secretarial	11,603	10.8	8.3	5.1
Social Service/Para-Professional/Nursing	10,137	9.4	6.6	5.0
Office Manager/Small Business Owner/Other WC	7,441	6.9	7.5	5.0
Total Service Sector	*39,769*	*37.0*	*6.6*	*4.5*
Gov't & Business Professional/Sales	11,616	10.8	7.8	5.0
Educator/Counselor/Doctor/Attorney	11,898	11.1	8.7	7.0
Total Professional	*23,515*	*21.9*	*8.2*	*6.0*
Homemakers/Unemployed	9,308	8.7	n/a	n/a
Students	1,030	1.0	n/a	n/a
Retired/Disabled	2,168	2.0	n/a	n/a
Total Non-Employed	*12,506*	*11.6*		
Total	107,388	100		

Total numbers or percentages in table might not match those in text due to rounding.

Figure 2 shows the occupational sectors of the *employed members* of the ALP only. The *percentages* shown in Figure 2 differ from those presented in Table 2 because the table includes non-working ALP members. Appendix I provides a detailed list of occupations.

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



Current Skills and Work Experiences

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

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

It is estimated, for example, that 8,323 members of the ALP in the Columbia Missouri Labor Basin are currently employed as general labor, construction, cleaners, and similar positions. An additional 2,334 ALP members in the basin indicate previous employment experience or training in one of those jobs, for a total of 10,657 individuals.

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

	Current Employment*		Previous Work/Training*		Current plus Previous Work or Training**
	Number	+	Number	=	Number
General Labor/Construction/Cleaning	8,323		2,334		10,657
Farm Labor/Ranch Hand/Landscaping	2,767		702		3,469
Delivery/Driver/Courier	1,224		2,784		4,008
Maintenance/Wiring/Plumbing	4,179		4,118		8,297
Factory Worker/Grain Elevator Op/Meat Packer	3,592		5,432		9,024
Truck Driver/Heavy Equipment Operator	1,266		5,394		6,660
Police/Fire/Postal/Military Enlisted	3,404		2,463		5,867
Mechanic/Welder/Carpenter/Electrician	3,674		3,520		7,194
Lab or Medical Technicial/Comp Technician	3,168		1,222		4,390
General Customer Service/Retail/Reception/Food Service	10,589		9,549		20,138
Clerical/Secretary/Book-Keeper/Bank Teller	11,603		4,196		15,798
Para-legal/Para-pro/CNA/Day Care	4,380		2,487		6,867
Nurse/LPN/RN/Semi-skilled Social Service	5,757		2,092		7,849
Office Manager/Small Business Owner	7,441		9,231		16,671
Teacher/Instructor/Writer/Researcher	5,823		6,230		12,053
Sales/Marketing/Accounting	8,793		4,925		13,718
Govt, Non-Profit, or Bus Exec/Farm Owner/Military Officer	2,824		1,033		3,857
Counselor/Social Worker/Physician's Assistant	1,191		655		1,846
Professor/Doctor/Engineer/Attorney	4,884		513		5,397
Total	94,883		68,879		

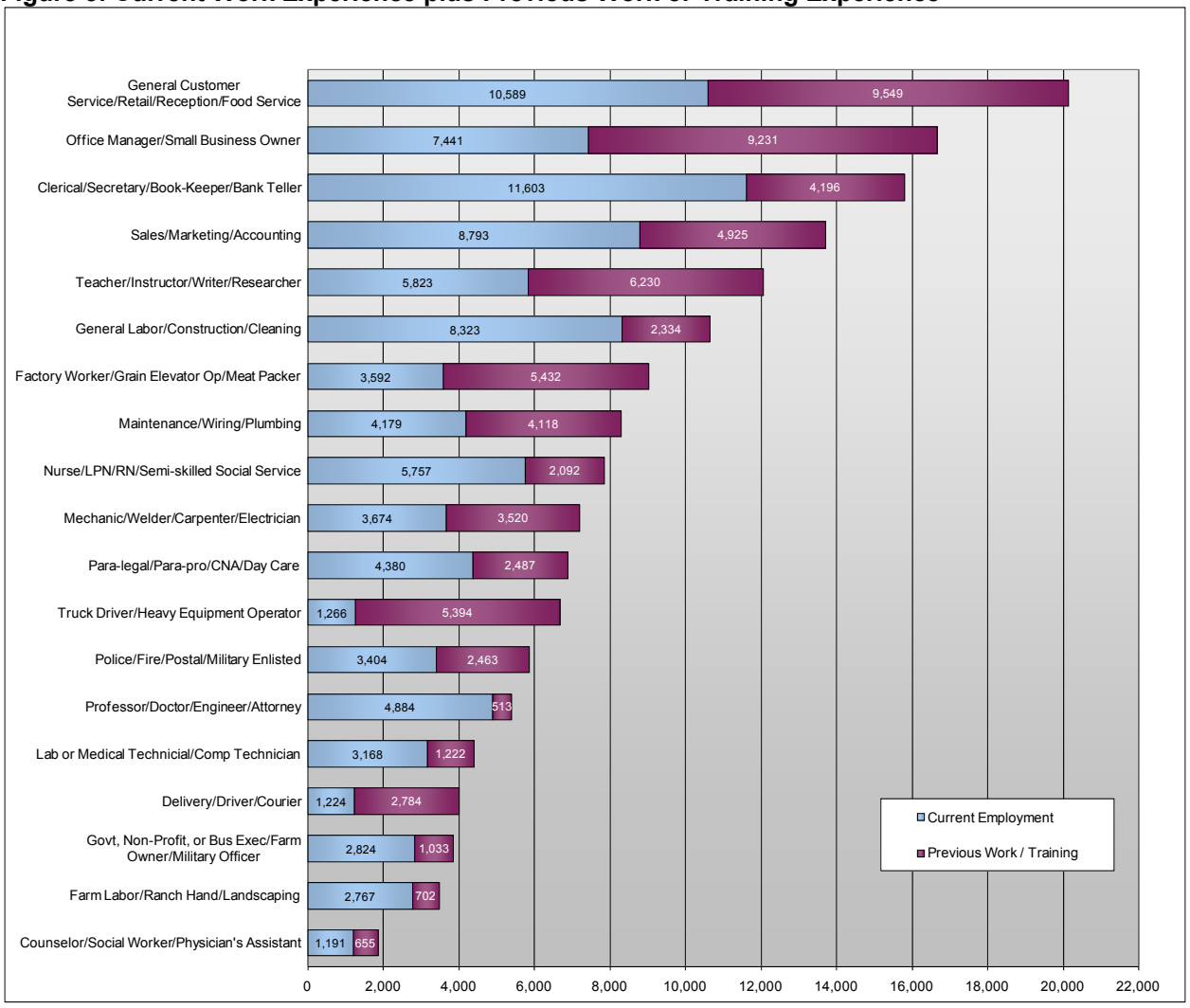
* Retired, disabled, non-working students, homemakers are not included.

** An individual member of the ALP is counted only once within each employment category.

Total numbers or percentages in table might not match those in text due to rounding.

Figure 3 shows the same information as that presented in Table 3, but in graphic format. Many ALP members report current work experience or previous work/training as general customer service workers, retail sales clerks, receptionists, waitresses, and similar positions that often require face-to-face interaction with the public. There are 10,589 working ALP members currently employed in this category and 9,549 previously employed/trained in this category, for a total of 20,138 individuals.

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



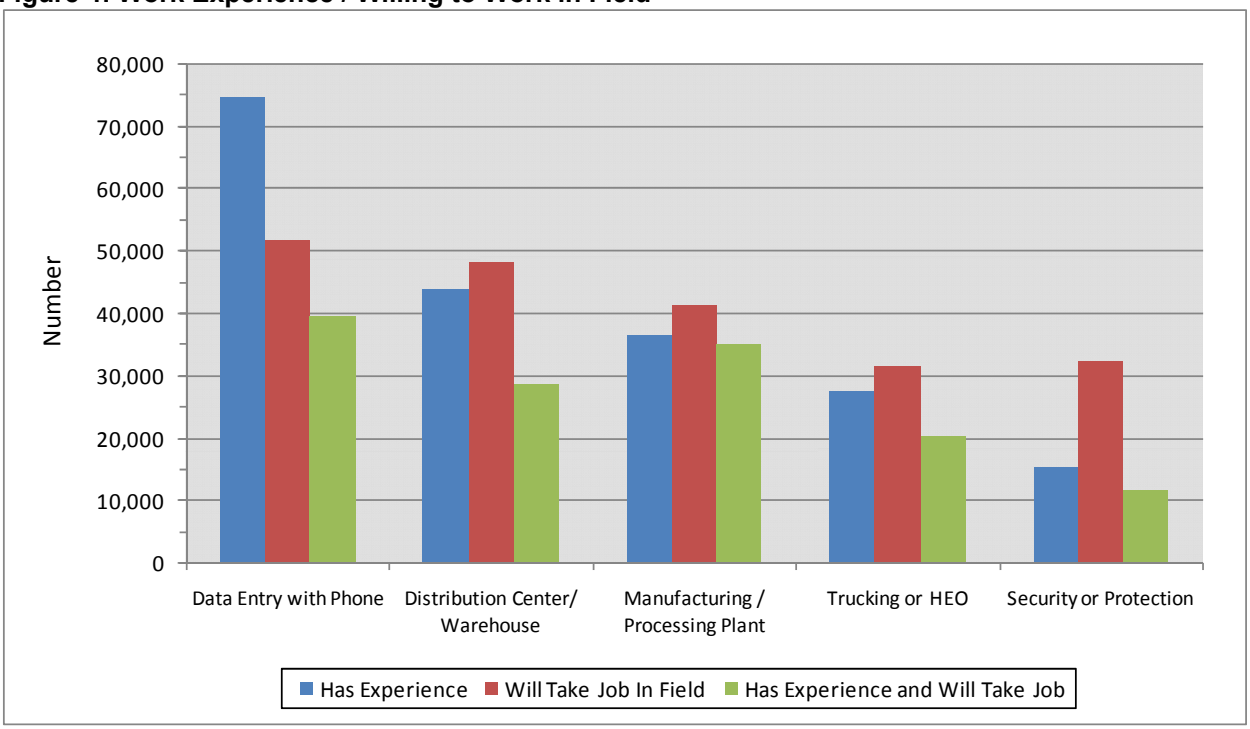
In addition to collecting data regarding the current employment status and previous work or training experience through a series of "open-ended" survey questions (the results of which are shown in the previous table and figure), respondents were asked about the four specific employment areas listed in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

The figure indicates that 70% of the ALP (or an estimated 74,800 individuals) report having training and/or experience in data entry with telephone operation, while fewer (48% or about 51,740 individuals) would consider employment in that field. About 40% of the ALP (or an estimated 43,840 individuals) have training and/or experience in warehousing or distribution, while more (45% or about 48,210 individuals) indicate that they would take a job in that field.

About a third (34%) of the ALP (or an estimated 36,515 individuals) suggest that they have training or experience working in a manufacturing plant and about a quarter (26% or 27,445 individuals) have training or experience in trucking or heavy equipment operation.

The third column shows the percent and estimated number that have experience or training in a field ***and*** are willing to work in that field again.

Figure 4: Work Experience / Willing to Work in Field



Survey respondents who indicated that they had worked in manufacturing and processing and those that indicated that they had worked in distribution/warehousing were asked additional questions to assess the type of work they performed at those jobs. Figures 5 and 6 show the responses to those questions.

Figure 5: Work Experience in Manufacturing or Processing Plant

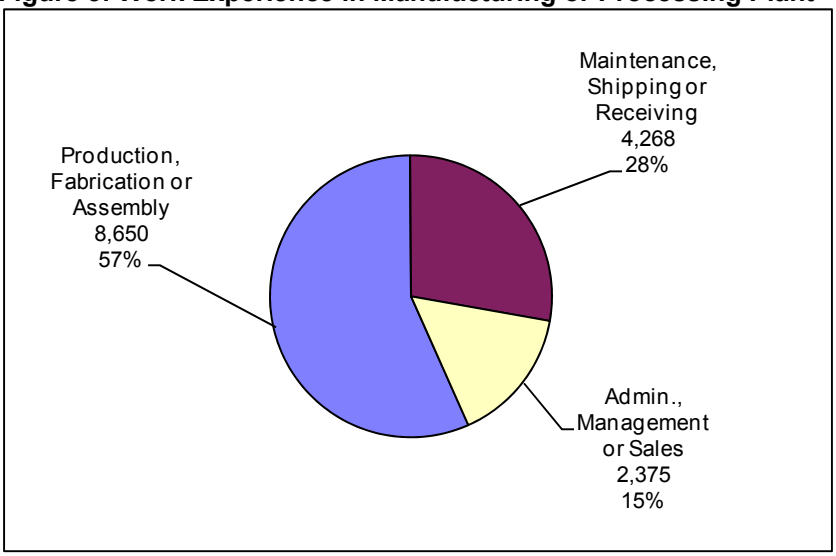
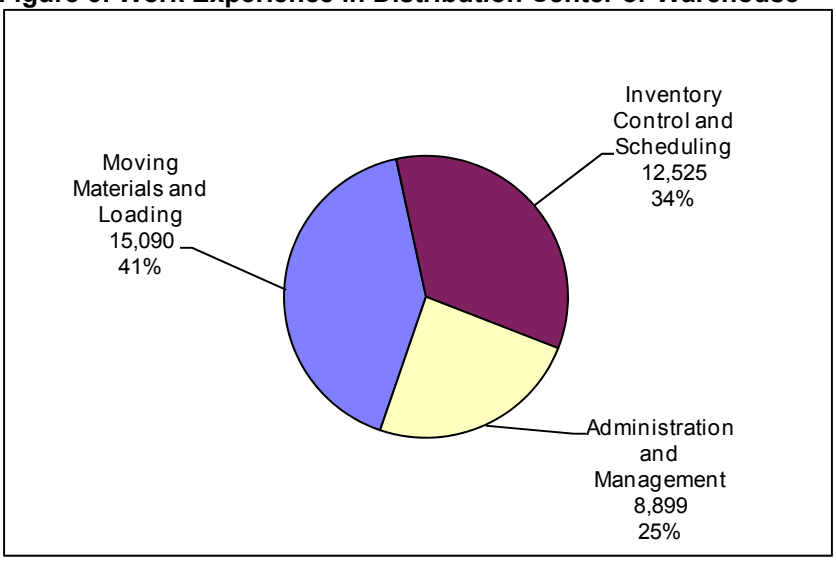


Figure 6: Work Experience in Distribution Center or Warehouse



Educational Experience, Skills Self-Assessment, and Job Satisfaction

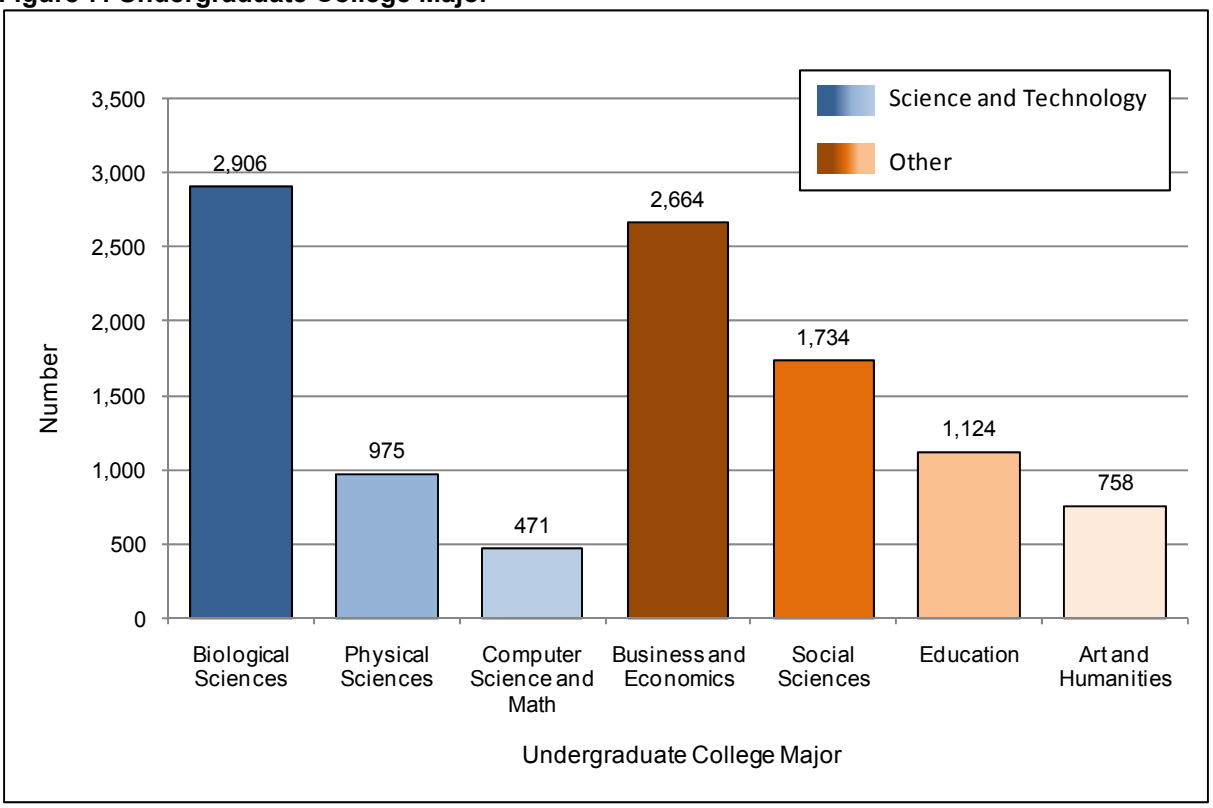
Respondents that had completed at least some college or are currently enrolled in a community college, college, or university were asked to provide their major area of study. Answer options included:

1. **Social Sciences**: Sociology, Psychology, Anthropology, Politics and Social Work.
2. **Biological Sciences and Health**: Biology, Agriculture, Nursing, Pre-med, Pre-vet and Human Performance.
3. **Physical Sciences and Engineering**: Physics, Geology, Chemistry and Engineering.
4. **Business and Economics**: Management, Accounting, Finance, Marketing and Economics.
5. **Education**: Elementary and Secondary Teaching.
6. **Computer Science and Math**: Computer Programming or Technology, Networking, Web Design and Math.
7. **Arts and Humanities**: Art, Music, History, Philosophy and Languages.

An estimated 10,632 ALP members have received or are currently pursuing bachelor's degrees. The largest groups within this subset of the ALP indicate a major in Biological Sciences (an estimated 2,906 individuals or 27%) and Business and Economics (2,664 individuals or 25%).

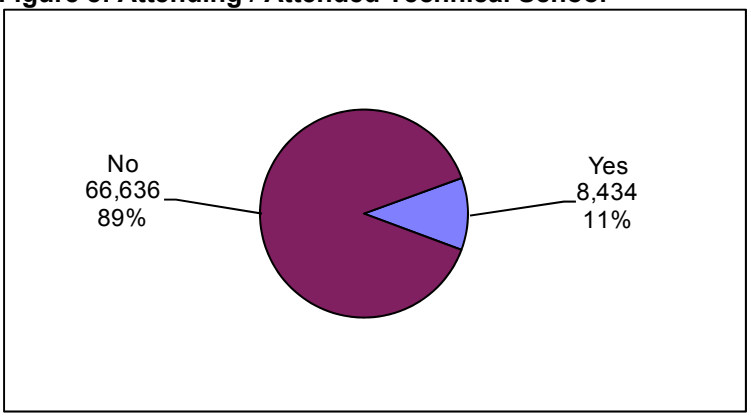
The figure shows that an estimated 4,352 members of the ALP majored or are majoring in a science or technological degree (i.e., biological sciences, physical science, or computer science and math). This represents about 41% of the bachelor's degree holders/seekers.

Figure 7: Undergraduate College Major



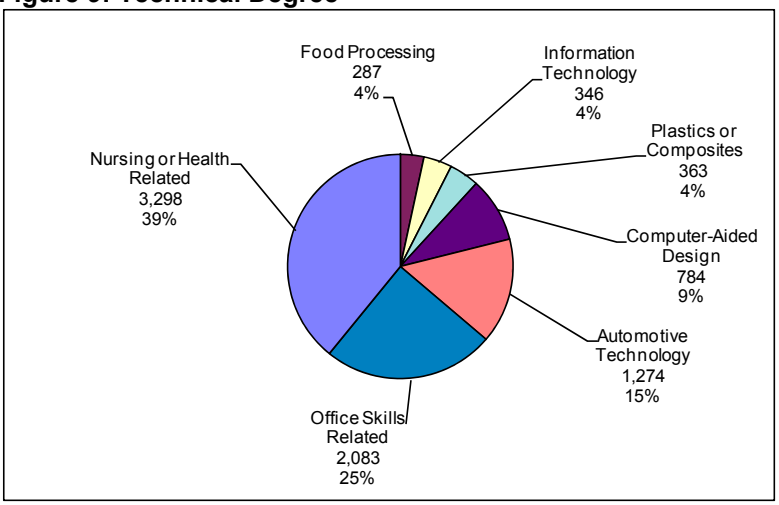
All respondents that had completed at least some college were asked: “Are you attending technical school now or have you received a technical degree?” Figure 8 shows that 11% of the respondents hold a technical degree or are working on one at the present time.

Figure 8: Attending / Attended Technical School



Respondents answering “yes” to the above question were asked if their degree or education was in one of the fields shown in Figure 9. The tables shows that 13% of the respondents that are pursuing a technical degree or that have received a technical degree indicate they are studying (or have studied) office skills, while another 39% are studying (or have studied) nursing or some other health-related field, while 25% are studying (or have studied) office skills.

Figure 9: Technical Degree



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

Figure 10 shows that about 83% of the ALP report having “strong work skills” when it comes to working in groups and interpersonal relations. About 64% and 61% report having strong work skills in math and writing, respectively. Less than 50% but more than 40% report having strong work skills in management, public speaking, and computer operations.

Figure 10: Strong Work Skills

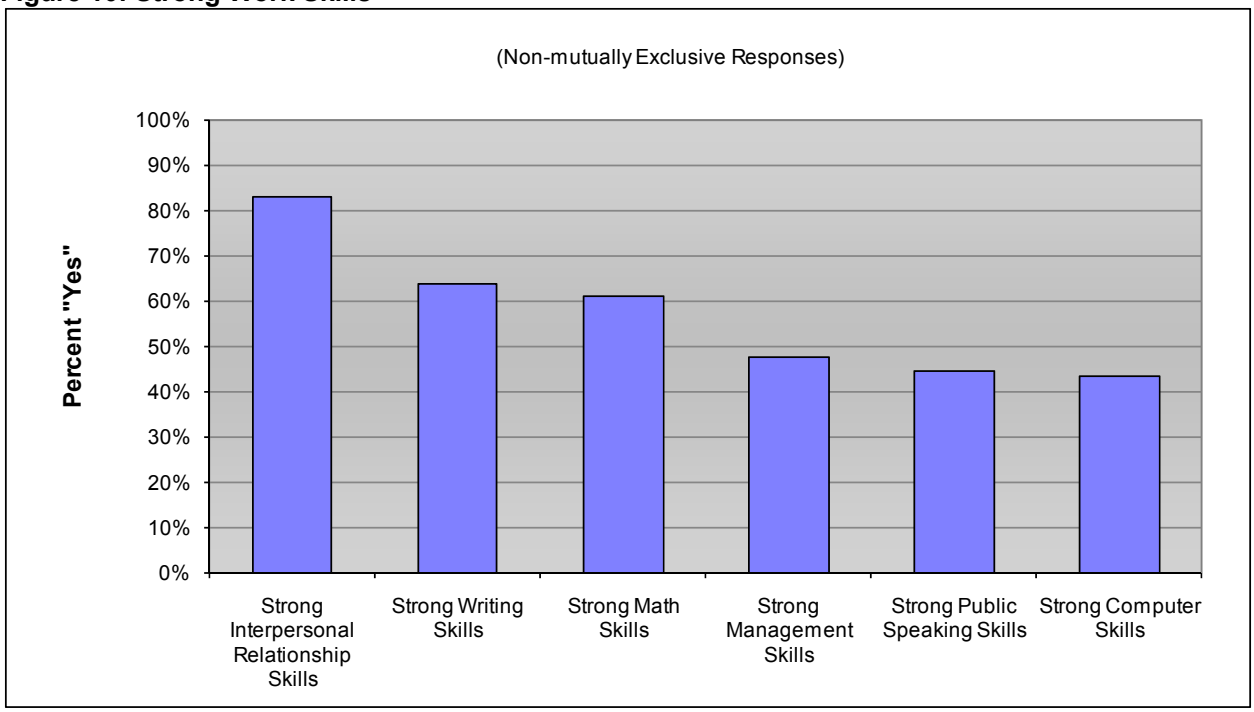


Figure 11 and Table 4 show responses to questions regarding job satisfaction. The figure and table report responses from *working survey respondents* only. The figure shows that about 53% of the working ALP respondents "strongly agree" with a statement suggesting that they "enjoy the things I do," while about 39% "mildly agree" with that statement.

Figure 11: Job Satisfaction Among Working ALP

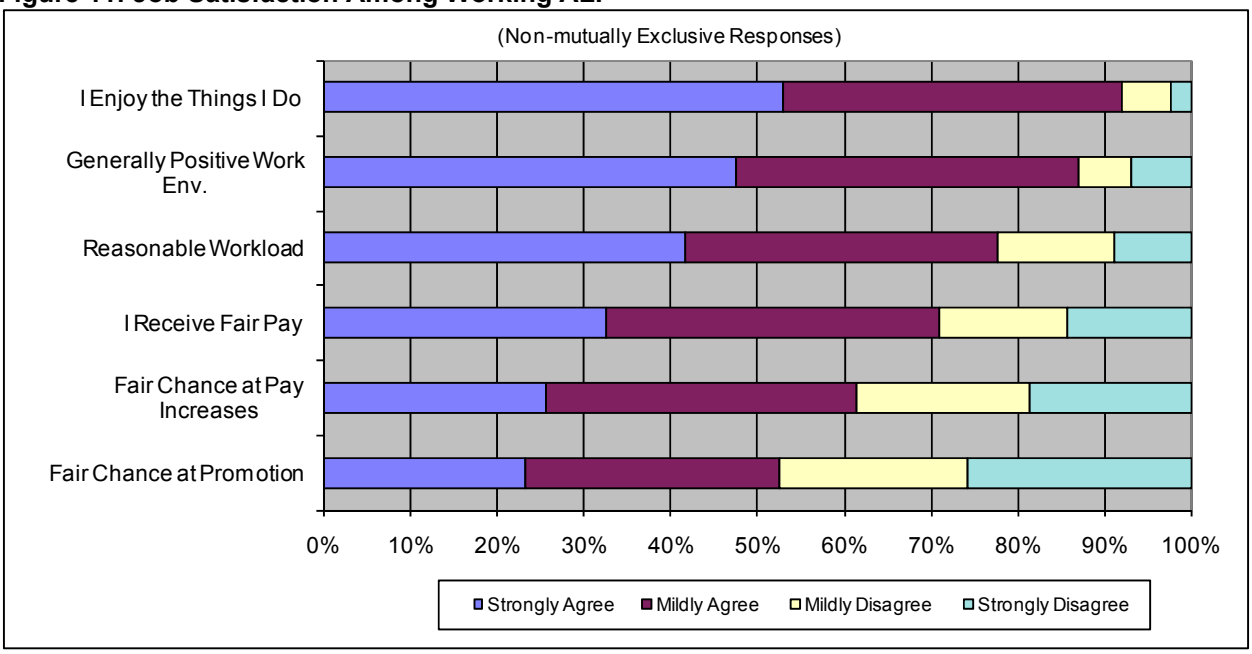


Table 4 shows combined "strongly agree" and "mildly agree" percentages only. The table also shows the responses of ALP members and non-ALP members. The table suggests that 91% of the working ALP members "strongly agree" or "mildly agree" with the statement regarding "enjoying the things I do," while slightly more than 95% of the survey respondents that are working **non-ALP** members suggest the same.

Table 4: Job Satisfaction Among Working ALP and Non-ALP

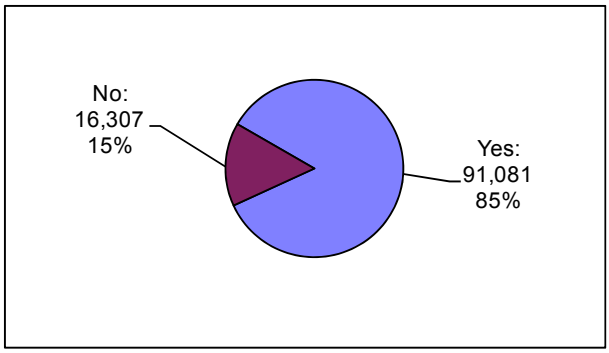
	Strongly and Mildly Agree	
	ALP Only Percent	Non-ALP Only Percent
I Enjoy the Things I Do	91.0	95.4
Generally Positive Work Env.	83.4	93.7
Reasonable Workload	75.6	87.4
I Receive Fair Pay	71.6	79.5
Fair Chance at Pay Increases	68.6	71.6
Fair Chance at Promotion	53.0	58.7

Total numbers or percentages in table might not match those in text due to rounding.

Considerations for Employment

An important consideration for many employers looking to locate or expand operations is whether workers are willing to pursue new employment opportunities. Some workers may be available for new employment but are unwilling to switch from their current job to a different type of position. A large percentage of those unwilling to change their jobs might limit the types of employers that can enter the labor basin. This does not seem to be the case in the Columbia Missouri Labor Basin, however. Figure 12 indicates that 91,081 (85%) members of the ALP are willing to accept positions outside of their primary fields of employment.

Figure 12: Willing to Work Outside of Primary Field



Figures 13 and 14 show responses to questions regarding work shifts. Respondents were asked if they would be willing to work a second shift or night shift for the right opportunities, and if they would be willing to work on weekends for the right opportunities. Figure 13 shows that 47% suggest that they are willing to work a second shift or a night shift, while Figure 14 shows that 52% suggest that they are willing to a weekend shift.

Figure 13: Willingness to Work 2nd Shift

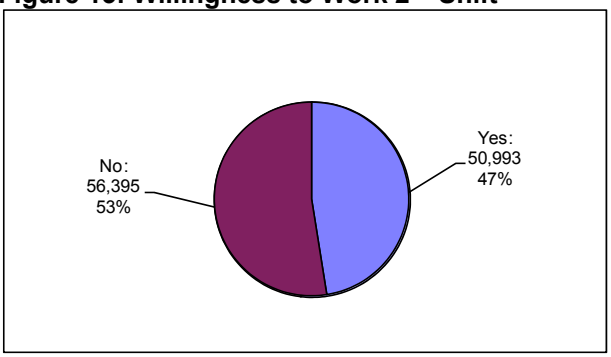


Figure 14: Willingness to Work Weekend Shift

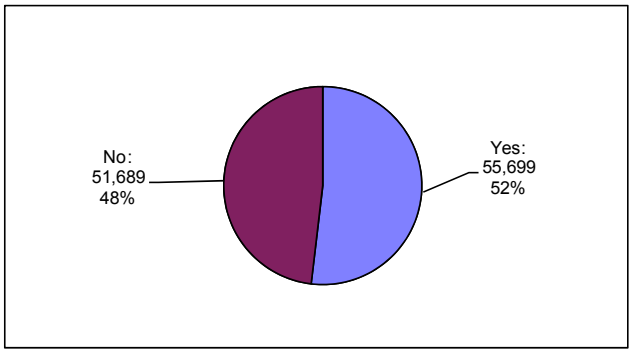


Table 5 and Figure 15 suggest that the ALP in the Columbia Missouri Labor Basin is open to commuting. Almost 31% of the members of the Available Labor Pool will commute up to 45 minutes, one way, for an employment opportunity, while more than three-quarters (76.3%) will commute up to 30 minutes for employment. About 97% will travel up to 15 minutes for employment.

Table 5: Available Labor by Commute Minutes.

	Number	Cumulative Percent
More than 60 Minutes	2,589	2.4
Up to 60 Minutes	16,924	15.8
Up to 55 Minutes	17,449	16.2
Up to 50 Minutes	18,111	16.9
Up to 45 Minutes	33,170	30.9
Up to 40 Minutes	37,994	35.4
Up to 35 Minutes	43,281	40.3
Up to 30 Minutes	81,915	76.3
Up to 25 Minutes	84,454	78.6
Up to 20 Minutes	97,722	91.0
Up to 15 Minutes	103,583	96.5
Up to 10 Minutes	105,943	98.7
Up to 5 Minutes	107,388	100

Total numbers or percentages in table might not match those in text due to rounding.

Figure 15: Available Labor by Commute Minutes

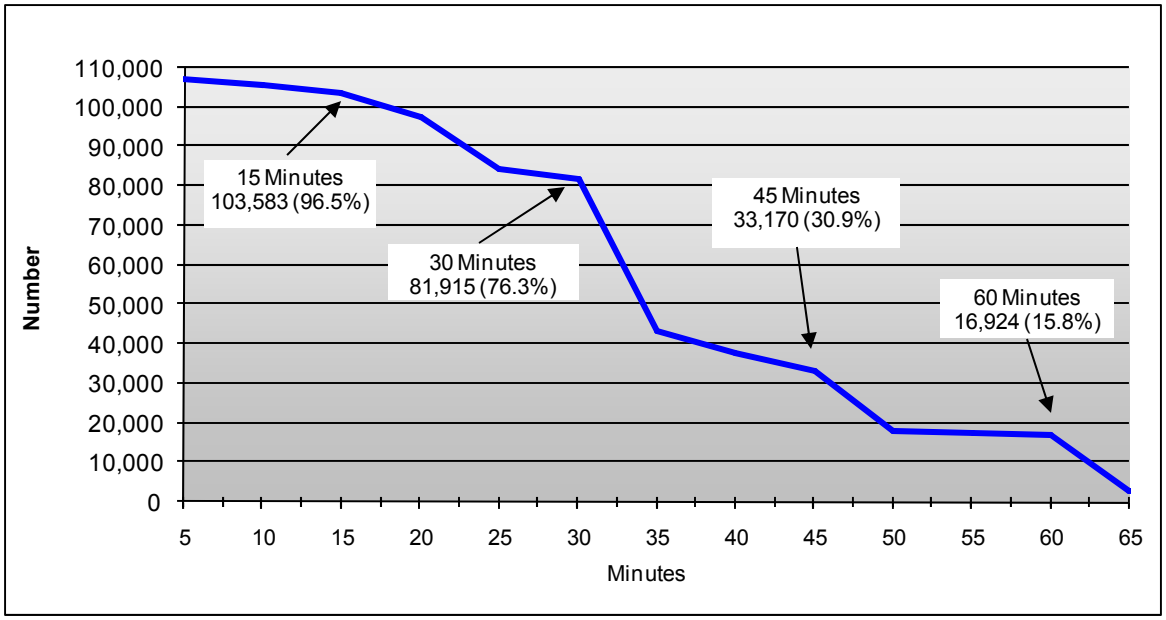


Figure 16 shows various benefits affecting the decisions of current workers to take a different job and potential workers to take a new job. The five most important benefits are, in order, good salary or hourly pay, good retirement benefits, good health benefits, and good vacation benefits. Each of these four benefits received 80% or more support from survey respondents. On-the-job training or paid training followed closely with about 79%.

Figure 16: Benefits Very Important to Change Employment

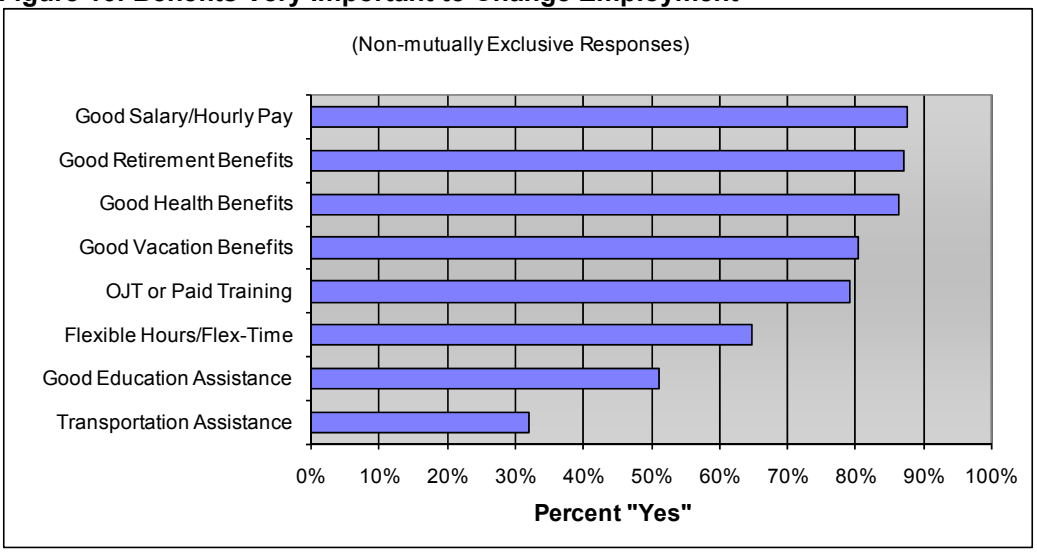


Table 6 lists some of these benefits, as well as percentages of ALP members that are currently offered these benefits. The figures in the left percent column indicate the percentages of all ALP members that suggest a benefit is an *important* consideration in taking a new or different job, while the figures on the right show the percentages of *working members* of the ALP that are offered the benefit by their employers.

Table 6: Desired Benefits and Current Benefits Offered

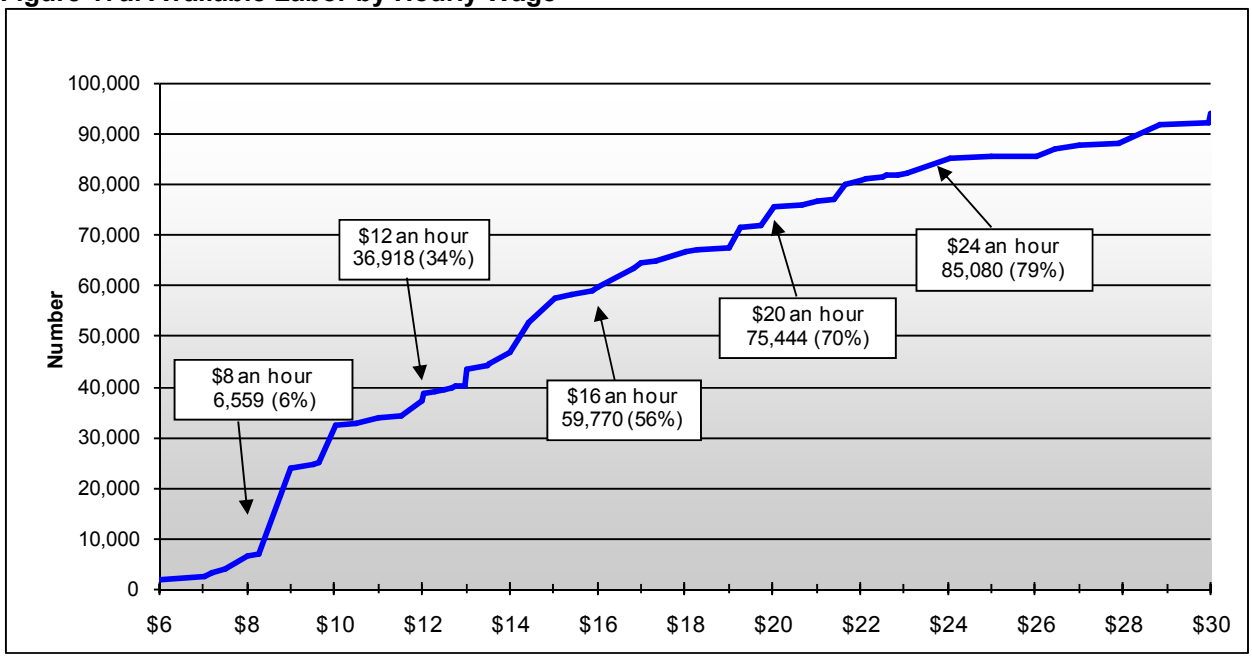
	Benefit Important to Change Jobs Percent	Benefit Currently Offered* Percent
Good Retirement Benefits	87.0	78.9
Good Health Benefits	86.3	86.6
Good Vacation Benefits	80.3	73
OJT or Paid Training	79.1	75.1
Flexible Hours/Flex-Time	64.7	62.7
Good Education Assistance	51.1	59.5
Transportation Assistance	32	16.4

* This column respresents responses from working ALP members only.

Wage Demands

Figure 17a shows desired wages for members of the Available Labor Pool. It is estimated that 85,080 people (or 79% of the available labor) are interested in a new job at $24 an hour[2]. An estimated 75,444 (or 70%) members of the labor pool are interested in new employment opportunity at $20 an hour, while 59,770 (56%) are interested at $16 an hour. Finally, about 36,918 people (34%) are interested in a new job at $12 an hour and 6,559 (6%) at $8 an hour.

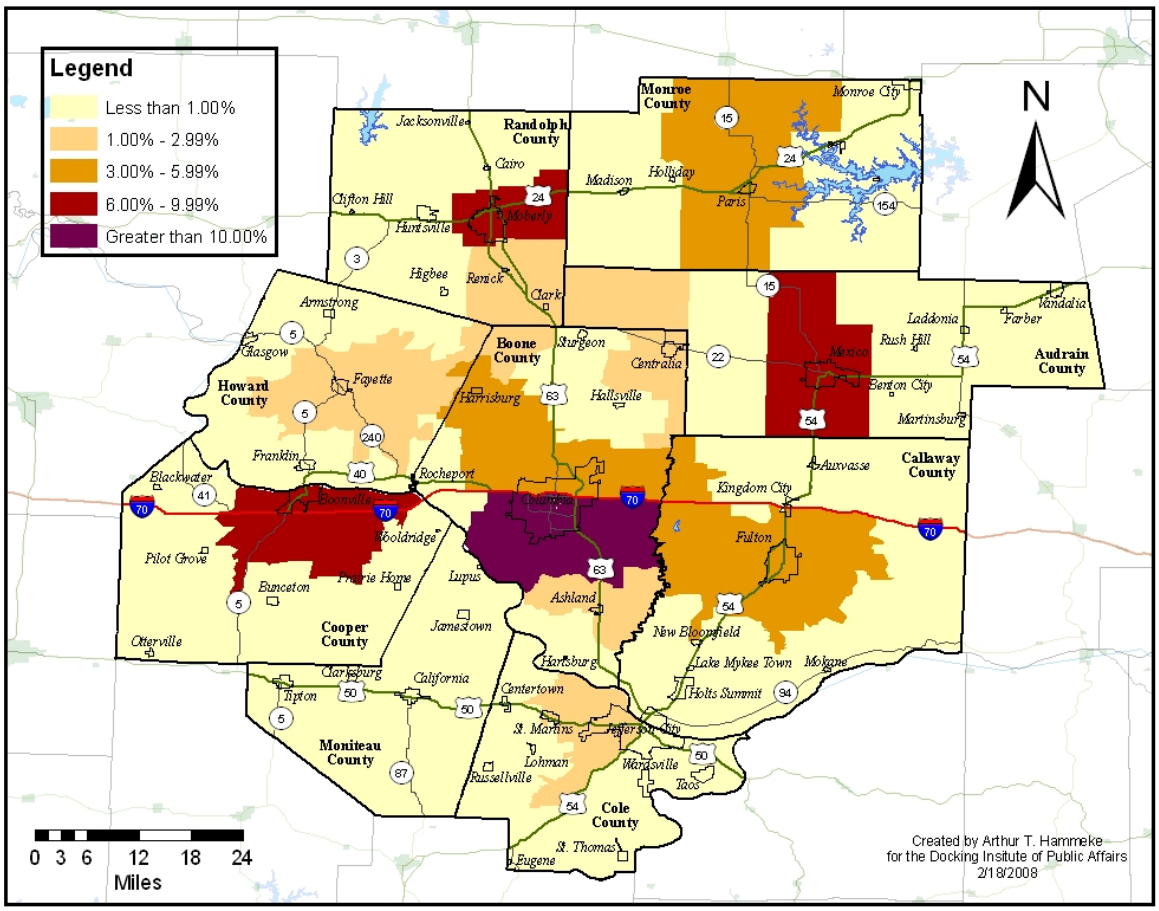
Figure 17a: Available Labor by Hourly Wage



[2] See Appendix II for an hourly wage/annual salary conversion chart.

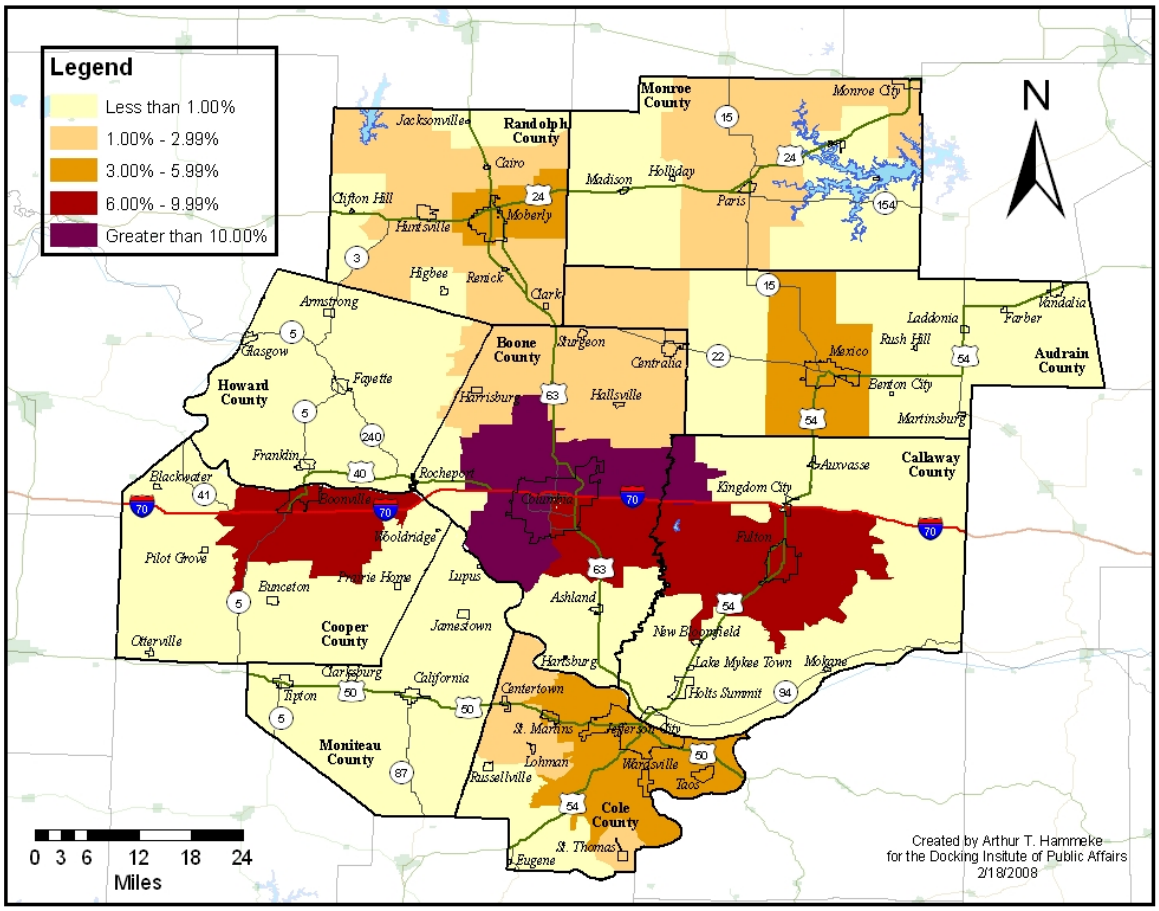
Maps 3 through 8 (beginning below) show the percent of available labor in the Columbia Labor Basin at certain desired wage levels. These maps show that Columbia enjoys a strong supply of available labor across all wage levels. At $8.00 an hour, Columbia, Boonville, Mexico, and Moberly contribute substantially to the available labor.

Map 3: Percent of Total Available Labor in Basin by Zip Code at $8.00 an Hour



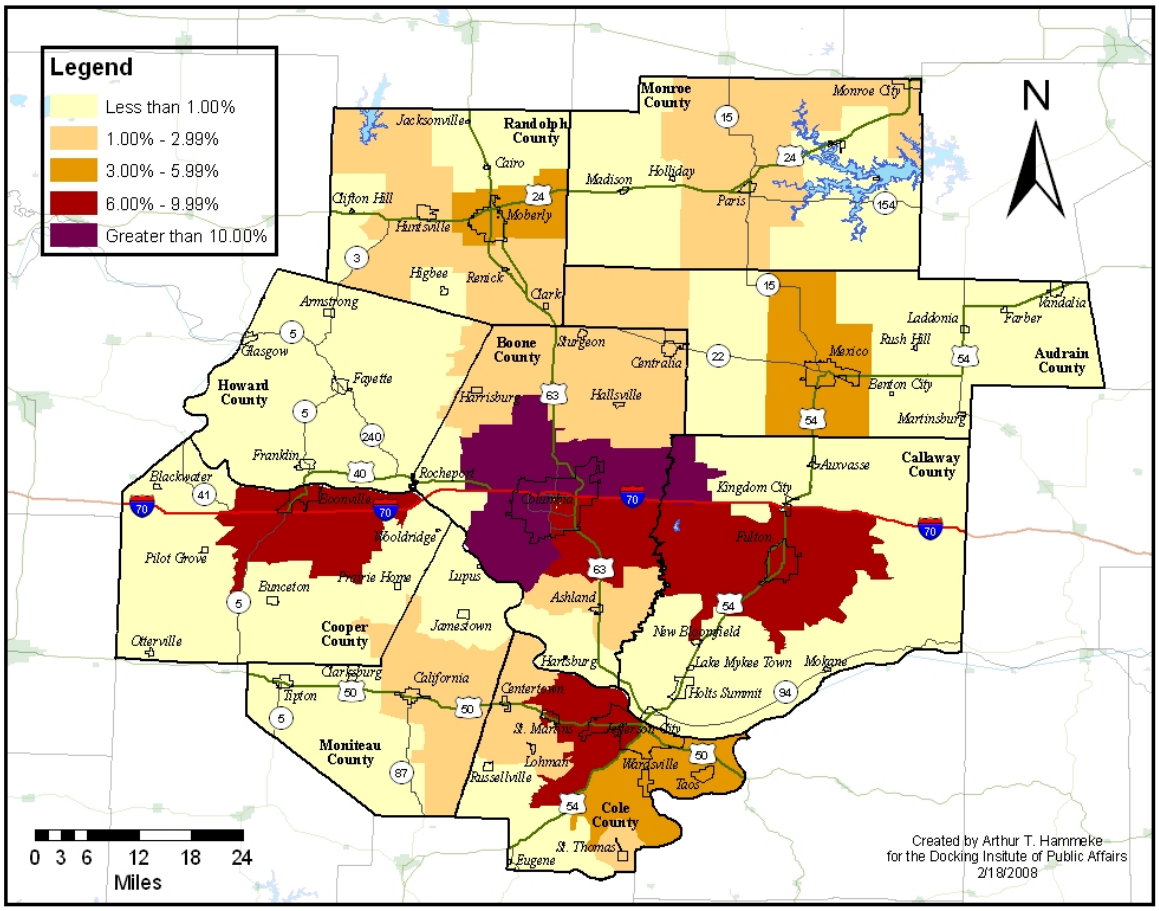
Map 4 shows that at $10 an hour, the Fulton and Jefferson City areas add more people to the labor pool, while Boonville, Mexico, and Moberly continue to supply available labor. The northern portion of Columbia supplies more available labor at $10 an hour than at $8 an hour.

Map 4: Percent of Total Available Labor in Basin by Zip Code at $10.00 an Hour



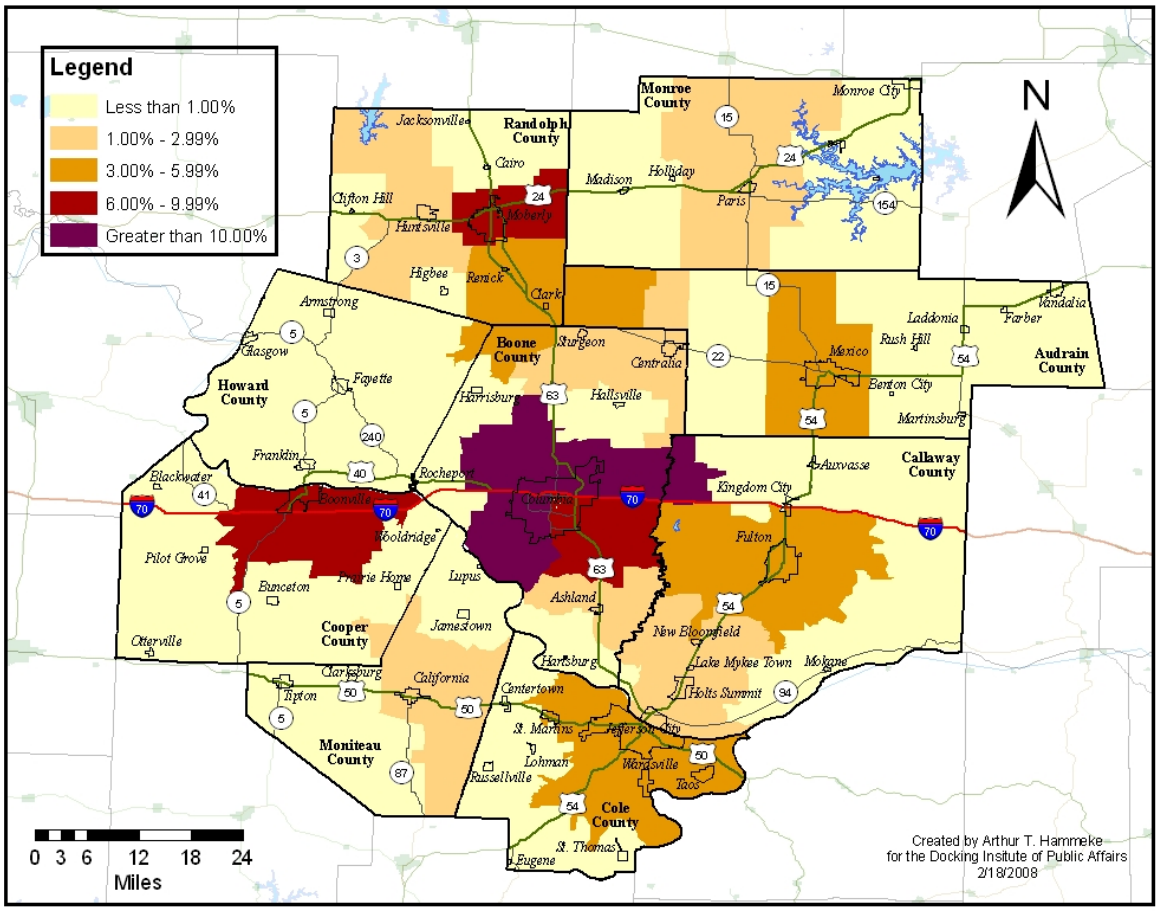
At $12 an hour, Jefferson City clearly adds to the labor pool. However, the percentage of ALP members in California and Ashland increase as well.

Map 5: Percent of Total Available Labor in Basin by Zip Code at $12.00 an Hour



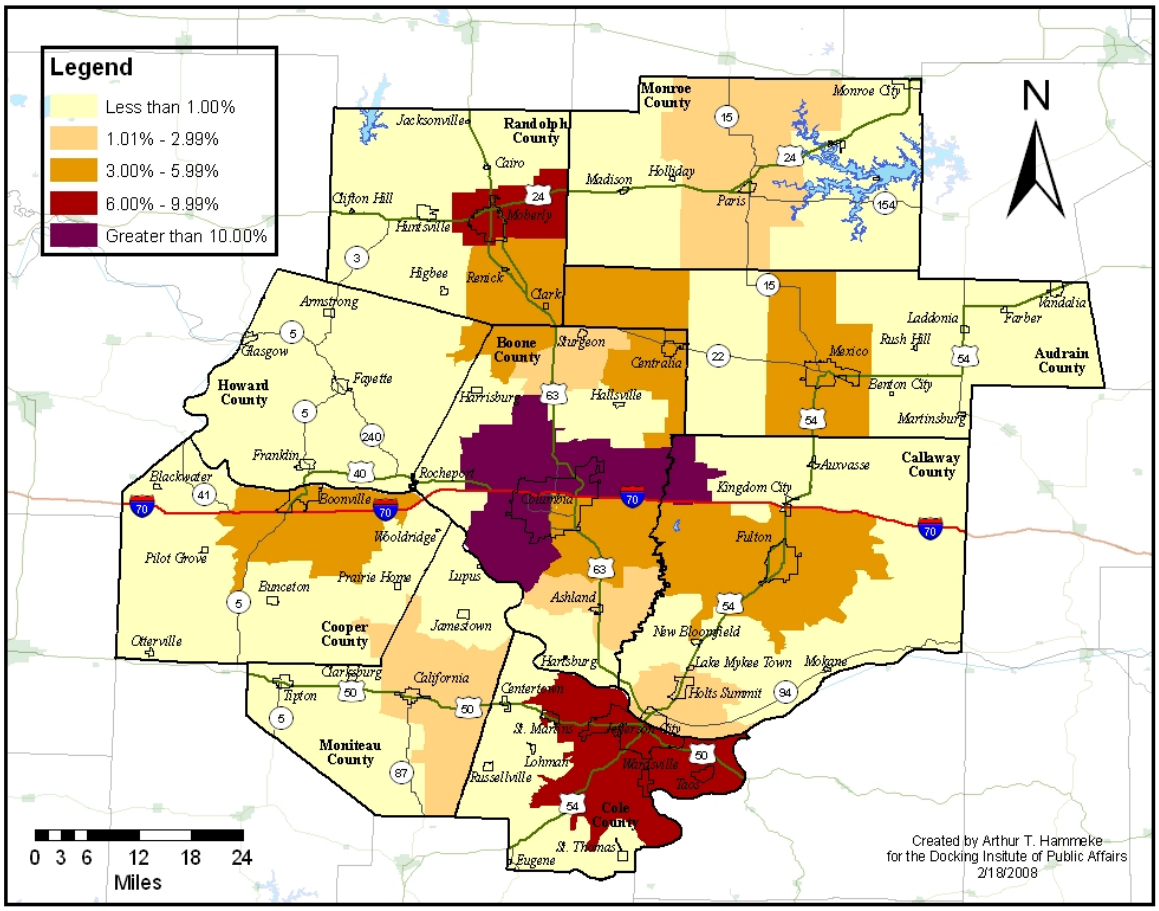
At $15 an hour, the labor pool becomes increasingly concentrated in Columbia, Boonville, and Moberly.

Map 6: Percent of Total Available Labor in Basin by Zip Code at $15.00 an Hour



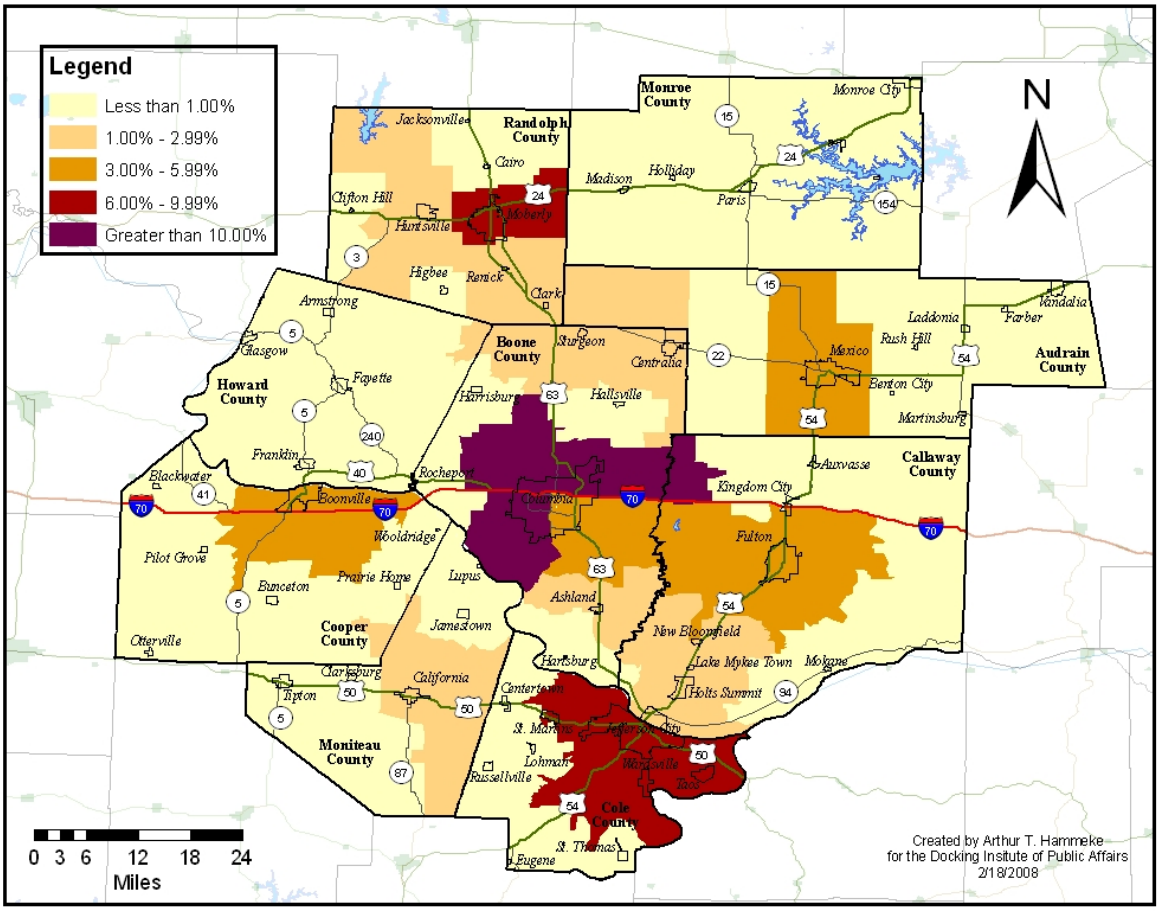
At $20 an hour, the labor pool is more concentrated in Columbia, Jefferson City and Moberly.

Map 7: Percent of Total Available Labor in Basin by Zip Code at $20.00 an Hour



Finally, at $25 an hour, the Columbia, Jefferson City, and Moberly enjoy the highest percentages of Available Labor Pool members.

Map 8: Percent of Total Available Labor in Basin by Zip Code at $25.00 an Hour



Wage Demands (of those Indicating a Willingness to Commute)

To present a more refined picture regarding the number of workers who would seriously consider a new employment opportunity, the data in this section includes *only those respondents* that are determined to be "willing to commute the necessary travel time" for a new or different job opportunity. "Necessary travel time" is defined as a travel time stated by the respondent that is equal to or greater than the travel time necessary for the respondent to commute to the center of the labor basin. For example, a respondent that is willing to travel for 30 minutes, one-way, for a new or different job opportunity and that lives an estimated 15 minutes from Columbia is considered "willing to commute the necessary travel time" for a new job.

Figure 17b: Available Labor by Hourly Wage (Controlling for Willing to Commute)

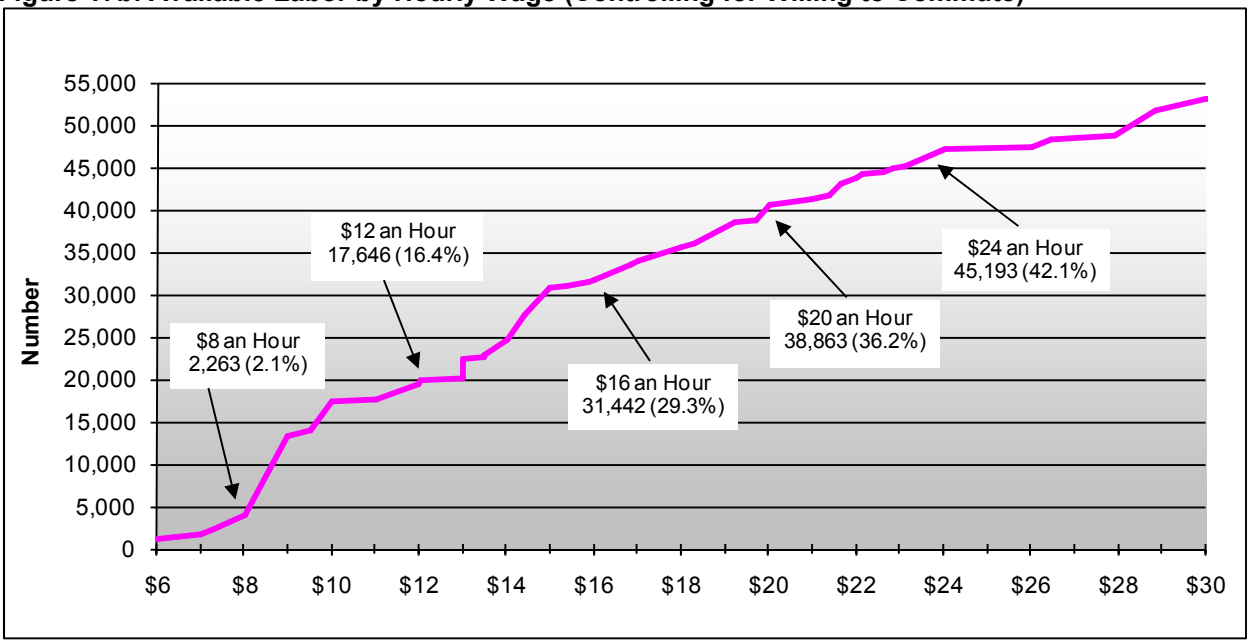


Figure 17b shows the wage demands for the ALP members that are "willing to commute." It is estimated that 45,193 people (or 42.1%) are interested in a new job at $24 an hour. An estimated 38,863 (or 36.2%) members of the labor pool that are "willing to commute" are interested in new employment opportunity at $20 an hour, while 31,442 (29.3%) are interested at $16 an hour. Finally, about 17,646 people (16.4%) that are "willing to commute" are interested in a new job at $12 an hour and 2,263 (2.1%) are interested at $8 an hour.

Figure 17b suggests the obvious: that the higher the wage, the larger the pool of available labor. For example, 13,380 members of the ALP are available for a new or different job at $9.00 an hour. At $10.00 an hour, however, the size of the available labor increases to 17,295 members. This represents an increase of 3,915 individuals.

The graph also highlights various "wage preference plateaus" that may be of interest to current and potential employers. A wage preference plateau is a situation in which an increase in wage results in an insignificant or small increase in available labor. For example, as previously noted, 17,295 members of available labor are interested in a job at $10.00 an hour. At $11.00 an hour there are an estimated 17,646 individuals available. So, while there is certainly an increase in the number of available workers at this higher wage rate, the increase is

estimated to be only 351 individuals. Additional wage plateaus can be seen between $15.00 and $16.00 (a 946-individual increase) and between $20 and $21.00 (a 678-individual increase).

Table 7 shows the four main occupational sectors (employed only) of the "willing to commute" ALP. The table shows that 4% of the general laborers will take a new or different job at a wage of up to $9 an hour, while 58% are available for new employment at a wage of up to $15 an hour. Of the skilled laborers, only 8% are available at a wage of up to $15 an hour.

Thirty-six percent of the service workers are available at a wage of up to $12 an hour, while 57% are available at a wage of up to $15 an hour. Conversely, only 20% of the professional workers are available at a wage of up to $15 an hour, while only 13% are available at a wage of up to $12 an hour.

Table 7: Cumulative Wage Demands for Occupational Sectors

	General Labor (N= 40) (+/- 15.4% MoE)		**High Skilled Labor** (N= 21) (+/- 21.4% MoE)		**Service Sector** (N= 73.6) (+/- 11.4% MoE)		**Professional/Sales** (N= 58.8) (+/- 12.8% MoE)	
	Number	*Cumulative*	*Number*	*Cumulative*	*Number*	*Cumulative*	*Number*	*Cumulative*
$30 or More	13,171	100%	6,809	100%	23,936	100%	19,129	100%
Up to $30	12,629	96%	5,332	78%	21,803	91%	10,697	56%
Up to $27	12,629	96%	5,066	74%	21,406	89%	7,672	40%
Up to $24	11,283	86%	4,208	62%	21,223	89%	6,480	34%
Up to $21	10,912	83%	3,043	45%	19,780	83%	4,666	24%
Up to $18	9,017	68%	1,998	29%	16,273	68%	4,269	22%
Up to $15	7,633	58%	531	8%	13,645	57%	3,898	20%
Up to $12	5,228	40%	266	4%	8,732	36%	2,515	13%
Up to $9	581	4%	0	0%	2,916	12%	397	2%
Up to $6	0	0%	0	0%	795	3%	397	2%

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

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

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

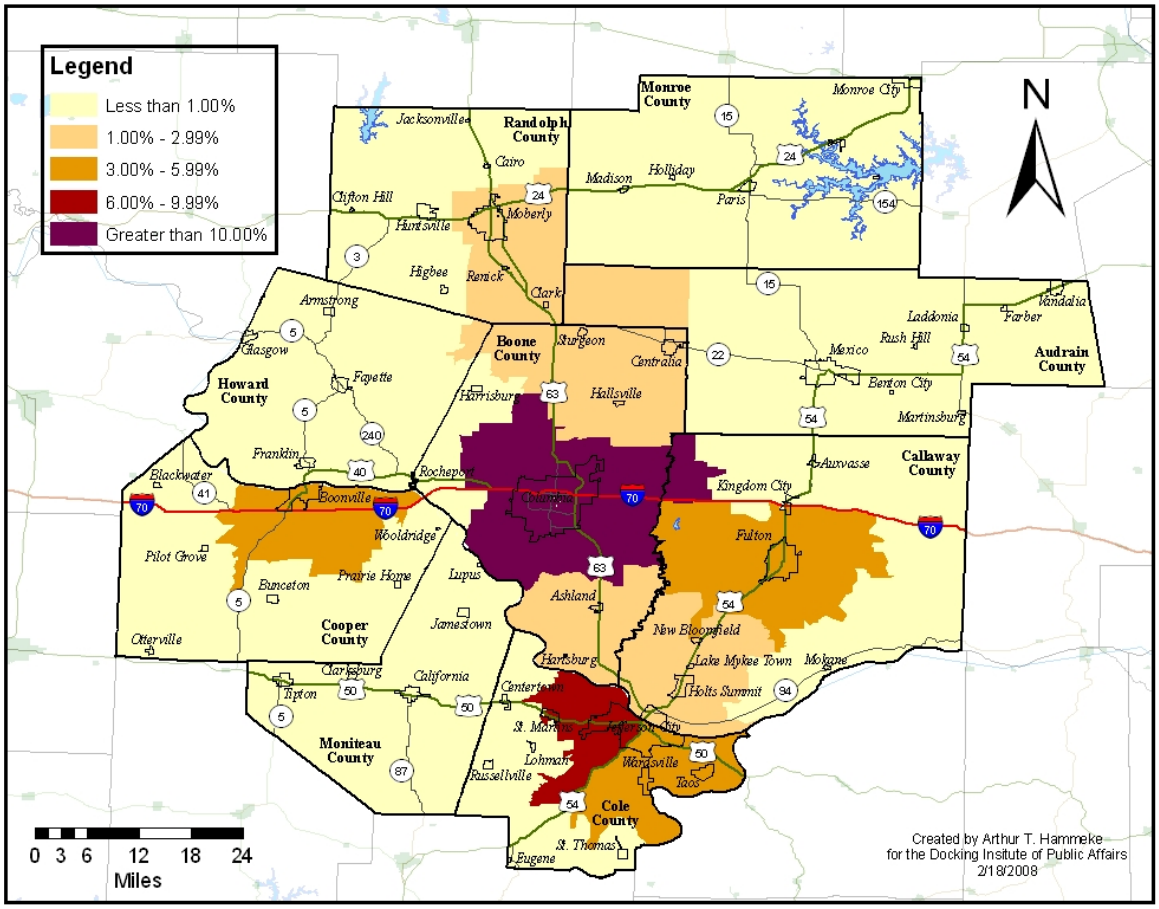
	Mobile General Labor (N= 125) (+/- 8.8% MoE)		**Mobile Service Sector** (N= 137) (+/- 8.4% MoE)	
	Number	*Cumulative*	*Number*	*Cumulative*
$30 or More	35,977	100%	39,472	100%
Up to $30	34,202	95%	36,761	93%
Up to $27	33,851	94%	36,410	92%
Up to $24	32,502	90%	35,061	89%
Up to $21	30,902	86%	33,461	85%
Up to $18	25,677	71%	27,642	70%
Up to $15	20,958	58%	22,922	58%
Up to $12	13,790	38%	14,842	38%
Up to $9	3,687	10%	3,687	9%
Up to $6	701	2%	701	2%

It should be noted that Table 7 shows data representing each occupational sector *independently* and Table 7 does not include non-working ALP members. Table 8, on the other hand, allows a general laborer or service sector worker to be classified in both sectors *if* he or she indicates a willingness to change fields of employment (see Figure 12). Additionally, it is assumed that a non-working ALP member will take a job (all things being equal) in either the general labor sector or the service sector.

High-skilled blue-collar workers and professional white-collar workers are excluded from Table 8 because it is presumed that, as a general rule, people in occupations such as Doctors, Lawyers, Engineers, Professors, Machinists, Electricians, etc… are unlikely to transfer into lower-skilled general labor and service/support occupations. It is also presumed that, because professional and highly skilled occupations require extensive education and/or training, lower-skilled general laborers and service sector workers are unable to transfer to higher-skilled labor or professional positions - at least in the near term.

Map 9 shows how each zip code in the basin compares to all other zip codes in terms of the percent of available labor in the Columbia Missouri Labor Basin that are *willing to travel the necessary commute time* for a new or different job. Each zip code is grouped into one of five categories specified in the legend.

Map 9: Percent of Total Available Labor in Basin by Zip Code (for those Indicating a Willingness to Commute)



Underutilization Among Available Labor Pool Workers

Underutilization — individuals possessing skills and/or training levels that exceed the responsibilities of their current job — is a significant issue in many communities. To assess underutilization in the Columbia Missouri Labor Basin, *employed members of the ALP* were presented with a scenario describing underutilization[3]. They were then asked a series of questions assessing if they perceived themselves as underutilized because: 1) their skill level is greater than their current job requires, 2) they possess higher levels of education than is required on the job, 3) they earned a higher income at a similar job previously, or 4) they were limited in the number of hours that they could work.

Of the 94,754 *employed members* of the ALP (shown in Figure 18), about a third answered "yes" to one or more of the questions presented above and are considered underutilized. Figure 19 shows that the underutilized workers represent 33% (or 30,891 individuals) of the employed members of the ALP.

Figure 18: Employment Status of Available Labor Pool Members

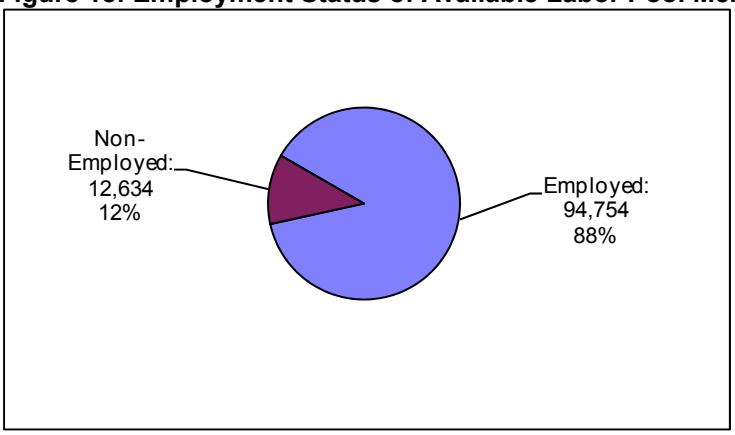
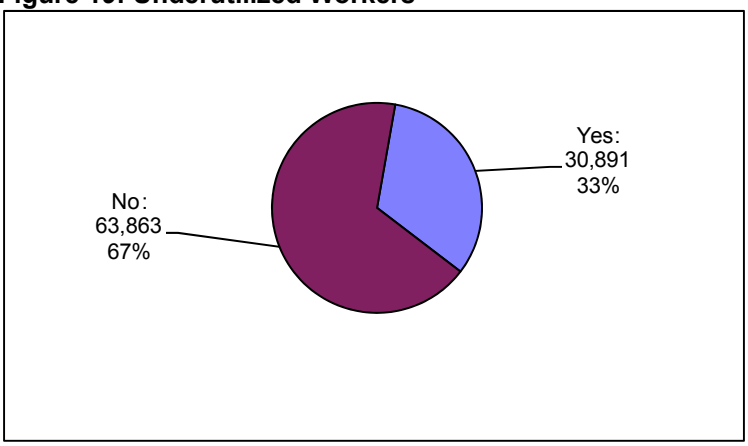


Figure 19: Underutilized Workers



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

Figure 20 shows the percentages of the positive responses (i.e., "yes" answers) to the various measures of underutilization. About 27.5% of this subset of the ALP consider themselves underutilized because they have skills that are not being used on the job, while about 27% see themselves as possessing education levels exceeding those needed for their current jobs. Eighteen percent had a previous but similar job that provided more income, while about 9% suggest they are not able to work enough hours.

Figure 20: Reasons for Underutilization

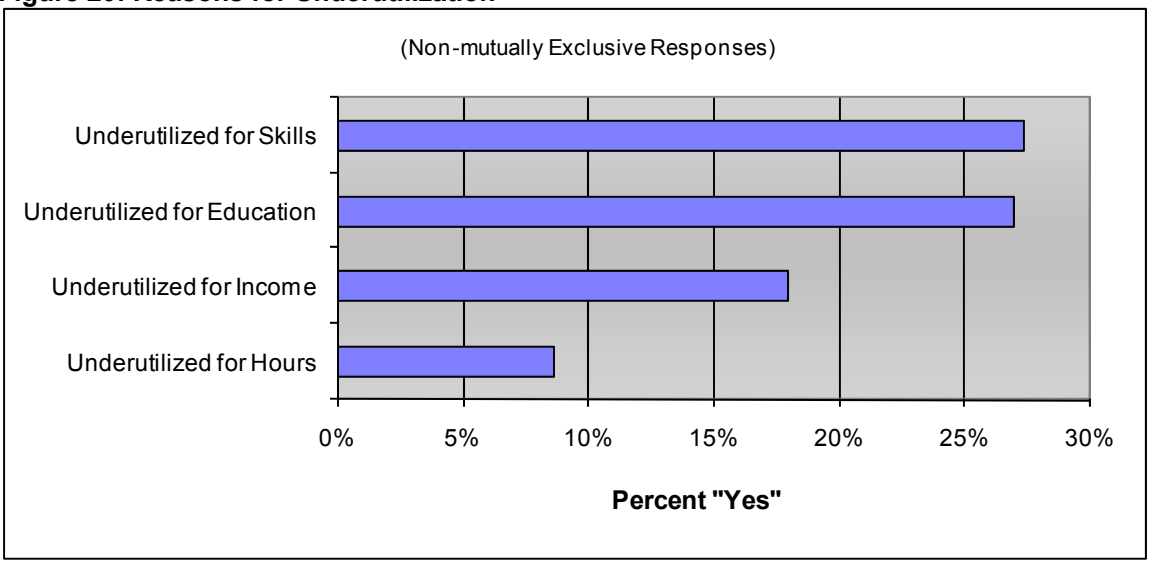


Table 9 and Figure 21 (next page) show some characteristics of the underutilized members of the Available Labor Pool. Table 9 indicates that the education level of the underutilized workers compares to the overall ALP with about 71% having at least some college education and 46% having completed associates degrees. (Table 1 – page 5 – shows that 70% of the entire ALP has some college experience and 49% have completed an associate's degree).

Table 9: Highest Level of Education Achieved Among Underutilized

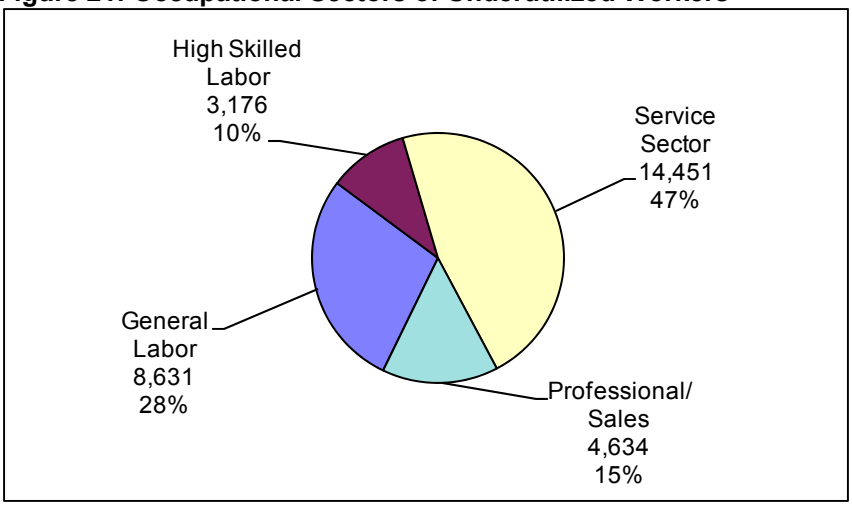
	Number	Percent	Cumulative Percent
Doctoral Degree	934	3.0	3.0
Masters Degree	3,206	10.4	13.4
Bachelors Degree	6,918	22.4	35.8
Associates Degree	3,271	10.6	46.4
Some College	7,529	24.4	70.8
High School Diploma Only	7,663	24.8	95.6
Less HS Diploma	1,371	4.4	100.0
Total	30,891	100	

Total numbers or percentages in table might not match those in text due to rounding.

Figure 21 shows that 28% of the underutilized workers are employed as general laborers and 10% are employed as skilled blue-collar workers. The highest percentage of underutilized workers are employed as service sector and support workers (47%), while fewer (15%) hold professional positions.

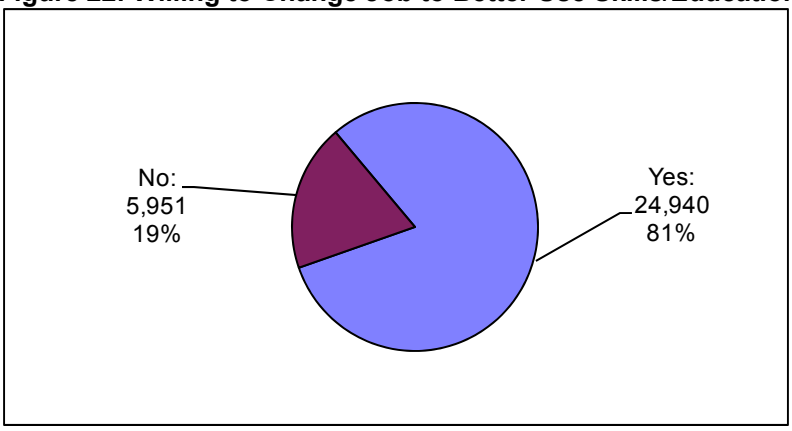
Comparing Figure 21 to Figure 2 - page 6 -suggests that more general laborers and service workers consider themselves as underutilized than do skilled laborers and professional workers. Figure 2 shows that the subset of working ALP members consists of: 22% general laborers, 11% skilled-laborers, 42% service workers, and 25% professionals.

Figure 21: Occupational Sectors of Underutilized Workers



Respondents indicating that they were underutilized were also asked a follow-up question addressing the willingness to change jobs in order for them to better utilize their skills and/or education. Figure 22 suggests that many – 81% (or 24,940 individuals) – of the underutilized workers are willing to change jobs to address underutilization.

Figure 22: Willing to Change Job to Better Use Skills/Education



Entrepreneurship Among Available Labor Pool Non-Business Owners

The desire for self employment may be another indicator of the types of workers available in the labor basin. Figure 23 shows that of the 107,388-member Available Labor Pool, 13% own their own businesses.

Figure 23: Business Ownership Among the ALP

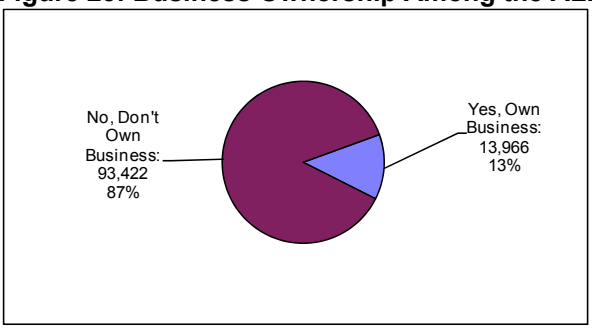
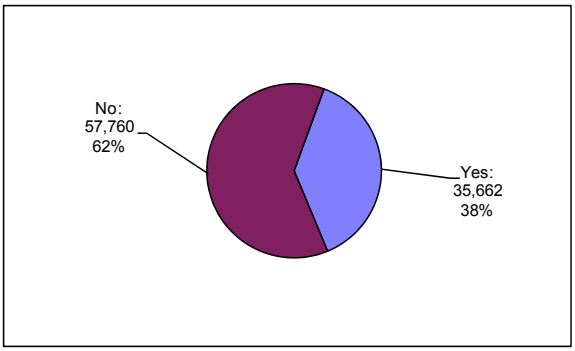


Figure 24: "Seriously Thought About Starting Own Business?"



The *non-business owning members of the ALP* (estimated to be 93,422 or 87% of the entire ALP) were asked the question: "In the last few years have you seriously thought about starting your own business?" Figure 24 shows that more than a third (38% or 35,662) of the non-business-owning members of the ALP indicate that they had seriously considered this option for new employment. This subset of the ALP can be considered *potential entrepreneurs*.

Table 10 and Figures 25 and 26 (next page) show some characteristics of the *potential entrepreneurs*. Table 10 suggests that the education level of the potential entrepreneurs is somewhat lower than the overall ALP, with 37.9% holding at least a bachelor's degree and 95.2% as having high school diplomas (Table 1 – page 5 – shows 40% and 97%, respectively).

Table 10: Highest Level of Education Achieved Among Potential Entrepreneurs

	Number	Percent	Cumulative Percent
Doctoral Degree	508	1.4	1.4
Masters Degree	1,796	5.0	6.5
Bachelors Degree	11,204	31.4	37.9
Associates Degree	2,543	7.1	45.0
Some College	7,741	21.7	66.7
High School Diploma Only	10,170	28.5	95.2
Less HS Diploma	1,701	4.8	100.0
Total	35,662	100.0	

Total numbers or percentages in table might not match those in text due to rounding.

Figure 25 shows that 28% of the potential entrepreneurs are currently employed as general laborers and that 14% are currently employed as skilled blue-collar workers. The highest percentage is employed as service sector and support workers (38%), while 20% hold professional positions. (For comparison, Figure 2 - page 6 - shows: 22% general laborers, 11% skilled-laborers, 42% service workers, and 25% professionals.)

Figure 25: Occupational Sectors of Potential Entrepreneurs

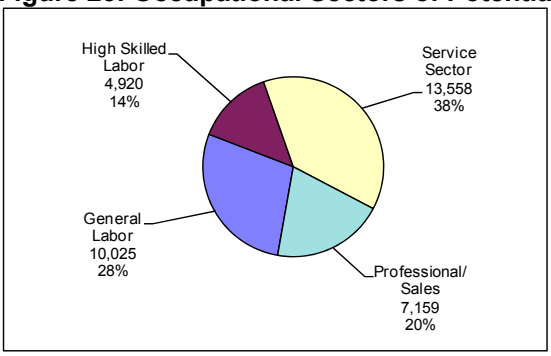
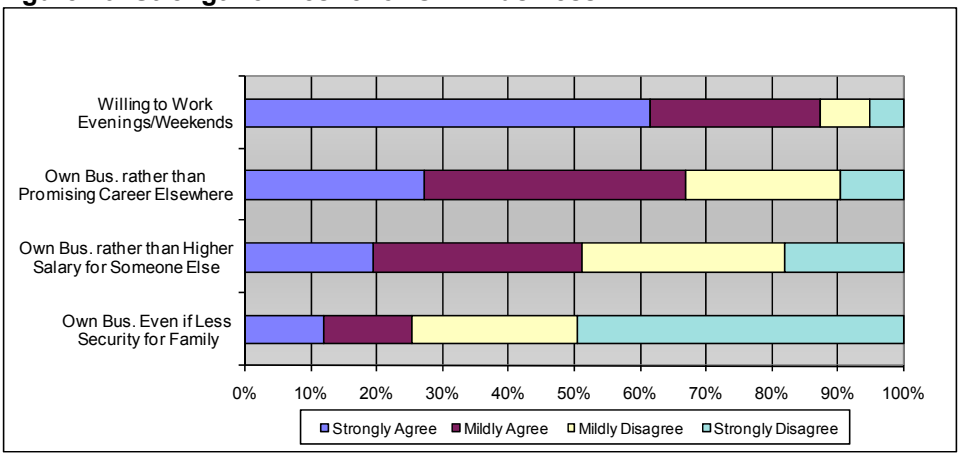


Figure 26 suggests the strength of desire to own a business. About 62% of this subset of the ALP indicate that they "Strongly Agree" with a statement asking if they "are willing to work evenings or on weekends to make their business a success," while almost 27% indicate that they "Mildly Agree." About 27% "Strongly Agree" with a statement asking if they "would rather own their own business than pursue a promising career elsewhere," while 39% "Mildly Agree."

About 20% "Strongly Agree" with the statement "I would rather own my own business than earn a higher salary working for someone else," while another 32% "Mildly Agree" with that same statement. When presented with the statement, "I am willing to have less security for my family in order to operate my own business," about 12% strongly agreed and 13% mildly agreed. More respondents disagreed with this statement than any other, with 25% mildly disagreeing and 49% strongly disagreeing, for a total of 74% disagreement.

Figure 26: Strength of Desire for Own Business



Comparative Analysis (2001, 2002, 2003, 2005, and 2007 Data)

This section provides a comparison of major indicators from the 2001, 2002, 2003, 2005, and 2007 Columbia Missouri Labor Basin Labor Availability Analysis reports. Table 11 shows labor basin population, civilian labor force, employment, and unemployment statistics. The table also shows the Available Labor Pool for each report. Differences of less than 5% are only suggestive, as such differences fall within the studies' margins of error.

Table 11: Population, CLF, Employed, Unemployment Rate and ALP Comparisons

	2001 Study*	2002 Study*	2003 Study	2005 Study	2007 Study
Labor Basin Population	339,842	350,905	355,230	357,935	365,472
Civilian Labor Force	193,799	205,193	204,131	202,557	201,493
Employed	189,832	199,137	197,333	195,090	193,773
Unemployment Rate	2.0%	3.0%	3.3%	4.3%***	3.8%
Available Labor Pool	101,508**	105,398	106,228	107,928	107,388

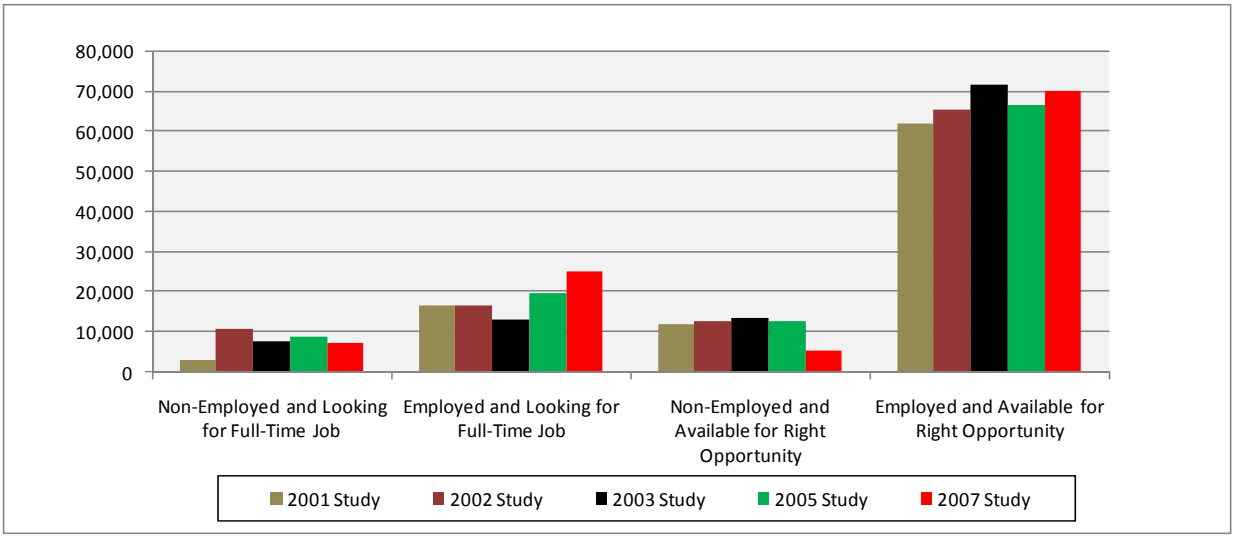
* Figures in these columns differ slightly from those shown in the comparative trend analysis portion of the 2002 study. The figures presented here are updated to include Monroe County to allow for direct comparison of population, CLF, employed, and unemployment rate data among study periods. Monroe County was not included in the 2002 study.

** This figure is estimated as a percentage of the labor basin population.

*** The Bureau of Labor Statistics modified the methodology used to estimate the unemployment rate resulting in higher unemployment figures for urban counties like Boone County, Missouri.

A comparison of the Available Labor Pool, as reported in the Docking Institute's independent analyses presented in the 2001, 2002, 2003, 2005, and 2007 reports is illustrated in Figure 27[4]. The number of Available Labor Pool members indicating that they are *employed and actively looking* for a new or different full-time job increased from 2005 to 2007 but the number of *non-employed and actively looking* for a new or different full-time job decreased during the same time period. The number of ALP members (both non-employed and employed) that would consider a new or different job given the *right opportunities* decreased from a combined total of 79,347 in 2005 to 79,229 in 2007.

Figure 27: Available Labor Pool Comparison



[4] Figure 27 differs from the figures shown in the Comparative Trend Analysis portions of the 2002 and 2003 reports. Figure 27 provides greater detail about the ALP by differentiating between non-employed and employed ALP members that are available for work for the right opportunity.

An occupation and education level comparison is shown in Table 12. The greatest changes in the occupations of the Available Labor Pool are among professional workers. It is estimated that 8.6% fewer professional workers are in the 2007 ALP than in the 2001 ALP. Skilled laborers hold the lowest percentages of ALP members for every time period, reaching a low of 6.9% in the 2002 study and a high of 9.5% in the 2007 study.

Regarding education levels, the percentage of ALP members with bachelor's degrees increased from 20.8% to 26.1% from 2005 to 2007. However, when comparing the 2001 ALP to the 2007 ALP, the percentages of ALP members with bachelor's degrees is essentially the same. The percentages of ALP members with high school diplomas has fluctuated a bit more over the years than members with bachelor's degrees. Slightly more than a quarter of the 2001 ALP had high school diplomas, while 27.1% of the 2007 ALP has the same. The percentage of diploma holders reached a low in 2005 at 23.2% and a high of 27.1% for the 2003 and 2007 ALPs.

Table 12: Occupation and Education Levels Comparison

	2001 Study*			2002 Study			2003 Study			2005 Study			2007 Study		
	Number	Percent		Number	Percent		Number	Percent		Number	'ercent		Number	Percent	
Service Sector	38,098	40.0		41,105	39.0		40,260	37.9		42,966	39.8		39,769	37.0	
Professional	29,049	30.5		33,306	31.6		30,275	28.5		18,798	17.4		23,514	21.9	
General Labor**	15,790	16.6		12,886	12.2		17,815	16.8		15,796	14.6		21,352	19.9	
Skilled Labor**	8,878	9.3		7,245	6.9		10,017	9.4		8,882	8.2		10,247	9.5	
			Cumulative			Cumulative			Cumulative			Cumulative			Cumulative
	Number	Percent	Percent	Number	Percent	Percent	Number	Percent	Percent	Number	'ercent	Percent	Number	Percent	Percent
Doctoral Degree	2,286	2.4	2.4	3,267	3.1	3.1	3,026	2.8	2.8	2,940	2.7	2.7	4,811	4.5	4.5
Masters Degree	6,762	7.1	9.5	9,802	9.3	12.4	12,408	11.7	14.5	12,732	11.8	14.5	10,631	9.9	14.4
Bachelors Degree	24,573	25.8	35.3	25,612	24.3	36.7	25,725	24.2	38.7	22,416	20.8	35.3	27,979	26.1	40.4
Associates Degree	9,048	9.5	44.8	11,067	10.5	47.2	7,263	6.8	45.6	9,673	9.0	44.3	8,922	8.3	48.7
Some College	22,573	23.7	68.5	23,188	22.0	69.2	24,514	23.1	68.7	28,368	26.3	70.5	22,726	21.2	69.9
High School Diploma	24,002	25.2	93.7	27,720	26.3	95.5	28,751	27.1	95.7	25,035	23.2	93.7	29,113	27.1	97.0
Less HS Diploma	6,000	6.3	100	4,743	4.5	100	4,540	4.3	100	6,765	6.3	100	3,205	3.0	100

* These figures are estimates to include Monroe County.

** Figures for 2001, 2002, and 2003 are estimated. General and skilled labor were grouped under the heading "Blue-Collar" prior to 2005.

Data from the 2005 and 2007 studies showed that the percentage of the Available Labor Pool indicating they are willing to take a job outside their primary field decreased by about 6%. From 2001 to 2007, however, the percentages are about the same (84.2% and 84.8%, respectively).

Table 13: Willing to Take Job Outside of Primary Field Comparisons

	2001 Study*		2002 Study		2003 Study		2005 Study		2007 Study	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Yes	80,196	84.2	88,615	84.1	86,914	81.8	84,862	78.6	91,081	78.6
No	15,049	15.8	16,783	15.9	19,314	18.2	23,066	21.4	16,307	21.4
Total	95,244	100.0	105,398	100.0	106,228	100.0	107,928	100.0	107,388	100

* These figures are estimates to include Monroe County.

Totals might not sum precisely due to rounding.

Table 14 shows a comparison of "willingness to commute" among the five studies. The cumulative percentages for the various commute minute categories are similar among the studies up to and including the "up to 20 minutes" category – about 90%. The cumulative percentages of the "up to 55 minutes" categories are also similar among the five studies – about 16%.

The higher percentages for the five categories between "up to 20 minutes" to "up to 50 minutes" in 2007, when compared to 2005, suggest that ALP members in 2007 are more willing to commute for 25 to 45 minutes than were ALP members in 2005.

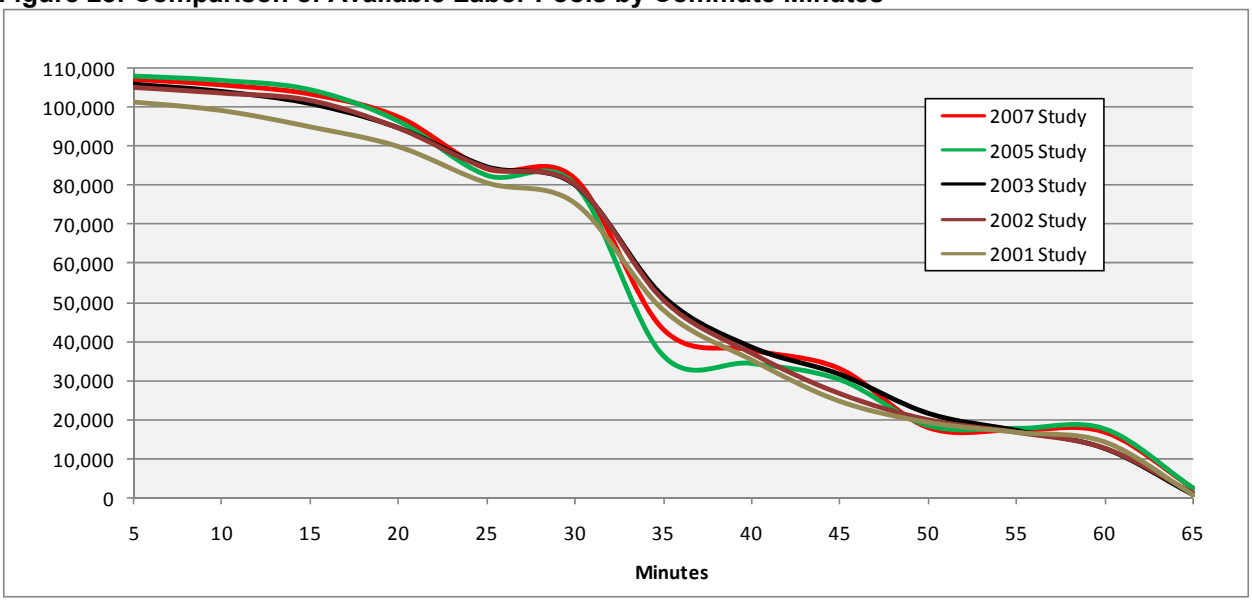
Table 14: Comparison of Available Labor Pools by Commute Minutes

	2001 Study*		2002 Study		2003 Study		2005 Study		2007 Study	
	Number	Cumulative Percent	Number	Cumulative Percent	Number	Cumulative Percent	Number	Cumulative Percent	Number	Cumulative Percent
More than 60 Minutes	711	0.7	1,265	1.2	935	0.9	2,694	2.5	2,589	2.4
Up to 60 Minutes	14,211	14.0	12,753	12.1	12,772	12.0	17,807	16.5	16,924	15.8
Up to 55 Minutes	16,713	16.5	16,866	16.0	17,375	16.4	17,955	16.6	17,449	16.2
Up to 50 Minutes	19,262	19.0	20,052	19.0	21,794	20.5	18,675	17.3	18,111	16.9
Up to 45 Minutes	24,666	24.3	26,771	25.4	31,775	29.9	30,383	28.2	33,170	30.9
Up to 40 Minutes	35,286	34.8	37,150	35.2	38,778	36.5	34,524	32.0	37,993	35.4
Up to 35 Minutes	48,096	47.4	50,825	48.2	51,772	48.7	36,506	33.8	43,281	40.3
Up to 30 Minutes	75,522	74.4	80,491	76.4	80,372	75.7	80,264	74.4	81,915	76.3
Up to 25 Minutes	80,768	79.6	84,744	80.4	85,057	80.1	82,585	76.5	84,454	78.6
Up to 20 Minutes	90,049	88.7	94,946	90.1	95,029	89.5	96,397	89.3	97,721	91.0
Up to 15 Minutes	95,113	93.7	102,057	96.8	101,243	95.3	104,429	96.8	103,583	96.5
Up to 10 Minutes	99,300	97.8	103,931	98.6	104,345	98.2	106,791	98.9	105,943	98.7
Up to 5 Minutes	101,508	100	105,398	100	106,228	100	107,928	100	107,388	100

* These figures are estimates to include Monroe County.

Figure 28 shows the same information as that in Table 14, but in graphic form.

Figure 28: Comparison of Available Labor Pools by Commute Minutes



Concerning desired benefits to take a job or a new job, Table 15 shows that a good salary is a very important benefit across most studies, but that health and benefits were more important to the 2005 ALP. The percentages of respondents considering health benefits and retirement benefits as important reasons to take a new or different job are higher for the 2005 and 2007 ALPs than for the ALPs in 2001, 2002, and 2003.

Table 15: Importance of Benefits to Change Employment Comparison

	2001 Study*	2002 Study	2003 Study	2005 Study	2007 Study
	Percent Responding "Yes"				
Good Salary or Hourly Wage	97.2	96.6	95.4	83.3	87.7
Good Retirement Benefits	74.2	84.0	73.5	84.4	87.0
Good Health Benefits	54.3	54.4	54.9	85.4	86.3
Good Vacation Benefits	n/a	n/a	n/a	71.0	80.3
OJT or Paid Training	n/a	51.3	49.7	82.0	79.1
Flexible Hours or Flex-Time	68.4	69.5	65.1	68.2	64.7
Good Educational Assistance	48.6	43.4	41.4	52.2	51.1
Transportation Assistance to Work	n/a	30.8	25.0	27.7	32.0

* Percentages do not represent Monroe County.

Figure 29 shows comparisons of the wage demand information presented in the 2001, 2002, 2003, 2005, and 2007 studies.

Figure 29: Available Labor by Hourly Wage Comparison

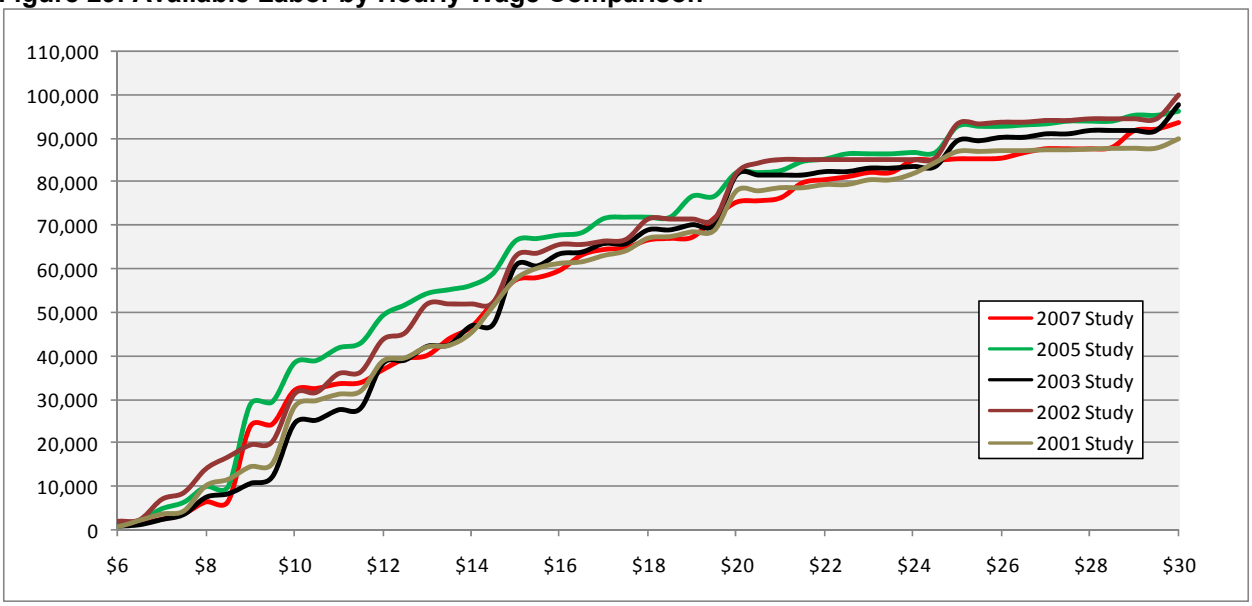


Table 16 shows a comparison of the underutilized members of the Available Labor Pools for the five study periods. The level of underutilization is between 31% and 33% for all studies except 2005 (37.2%).

Regarding education levels, the percentage of underutilized ALP members with bachelor's degrees decreased from 24.3% to 22.4% from 2005 to 2007. However, underutilized ALP members with master's degrees increased from 6% to 10.4% from 2005 to 2007.

Table 16: Underutilized Workers and Education Level Comparison

	2001 Study*			2002 Study			2003 Study			2005 Study			2007 Study		
	Number	Percent		Number	Percent		Number	Percent		Number	Percent		Number	Percent	
Underutlized Wrkrs	30,097	31.6		34,470	32.7		33,093	31.2		40,160	37.2		30,891	32.6	
Education			Cumulative			Cumulative			Cumulative			Cumulative			Cumulative
	Number	Percent	Percent	Number	Percent	Percent	Number	Percent	Percent	Number	Percent	Percent	Number	Percent	Percent
Doctoral Degree	301	1.0	1.0	331	1.0	1.0	331	1.0	1.0	865	2.2	2.2	934	3.0	3.0
Masters Degree	1,204	4.0	5.0	2,652	7.7	8.7	3,309	10.0	11.0	2,424	6.0	8.2	3,206	10.4	13.4
Bachelors Degree	8,427	28.0	33.0	7,623	22.1	30.8	8,935	27.0	38.0	9,762	24.3	32.5	6,918	22.4	35.8
Associates Degree	3,010	10.0	43.0	3,646	10.6	41.3	2,316	7.0	45.0	5,230	13.0	45.5	3,271	10.6	46.4
Some College	8,126	27.0	70.0	9,943	28.8	70.2	8,604	26.0	71.0	10,145	25.3	70.8	7,529	24.4	70.8
High School Diploma	8,126	27.0	97.0	9,280	26.9	97.1	8,604	26.0	97.0	9,019	22.5	93.2	7,663	24.8	95.6
Less HS Diploma	903	3.0	100	994	2.9	100	993	3.0	100	2,714	6.8	100	1,371	4.4	100

* These figures are estimates to include Monroe County.

Methodology

The Columbia Missouri Labor Basin has a total population of approximately 365,472 and a Civilian Labor Force (CLF) of 201,493. The Docking Institute's analysis suggests that the basin contains an Available Labor Pool (ALP) of 107,388 individuals.

Explaining the Civilian Labor Force

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

While a review of CLF statistics represents the starting point for understanding the labor force in the Columbia Missouri Labor Basin, 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, homemakers, the unemployed who are no longer seeking employment, military personnel who may be leaving military employment in the near future and retired individuals who may be available for work but have not been looking for work recently.

In addition, most new employers draw their workforce from those who are presently employed, not those who are unemployed. As such, Census-based and BLS data (such as the CLF) do not specifically address the possibility of workers moving from one industry to another in search of other employment opportunities.

Defining the Available Labor Pool

An alternative to the CLF is the "Available Labor Pool[5]." The Available Labor Pool is composed of workers categorized as either 1) currently not working *but* looking for employment, 2) currently employed (full- or part-time) *and* looking for other full-time employment, 3) currently not working in any manner *but* willing to consider different employment for the *right opportunity*, and 4) currently employed and not looking, *but* willing to consider different employment for the *right opportunity*.

There are two key differences between the Civilian Labor Force and the Available Labor Pool. First, the Available Labor Pool methodology expands the pool of potential workers by including workers excluded from the CLF[6]. Secondly, the number of potential workers is then

[5] 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).

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

restricted to those workers who indicate they are looking for work or that are available for new employment. The advantage of this methodology is that it allows researchers to examine those members of the labor pool who have a propensity to consider a job opportunity given their employment expectations. Even with these restrictions, it should be noted that, in practice, not all members of the Available Labor Pool would apply for a new job opportunity. However, the Available Labor Pool figure for a labor basin reveals to current employers and potential employers better information about the quantity and quality of the labor pool than do Civilian Labor Force data and unemployment statistics. The Available Labor Pool for the Columbia Missouri Labor Basin includes 107,388 individuals. This represents a substantial number of workers and potential workers for employers to draw upon in the labor basin.

Survey Research Methods

Data for the 2007 study was collected from a random digit telephone survey[7] of adults living in nine Missouri counties: Audrain, Boone, Callaway, Cole, Cooper, Howard, Moniteau, Monroe, and Randolph. Surveying took place from September 17, 2007, to October 10, 2007, using a Computer Assisted Telephone Interviewing (CATI) system. A total of 1,999 households were successfully contacted during the data collection period, and a randomly selected adult[8] in each was asked to participate in the study. In 1,164 households the selected adult agreed to be interviewed. This represents a cooperation rate of 58.2% and a margin of error of +/-2.9%.

Survey respondents that were 65 years of age or older and retired or over 65 and not working and not interested in a new or different job were not asked the entire battery of survey questions and are not included in the analysis of this report. The remaining respondents (all other working and non-working respondents) total to 751 and are considered eligible respondents. Of the 751 cooperating and eligible respondents, 49.8% (or 374) indicated that they were available for new or different full-time employment and/or were looking for a new or different full-time job. This subgroup is considered the Available Labor Pool for the Columbia Missouri Labor Basin. Responses from 374 individuals provides a margin of error of +/- 5.1%.

These methodological procedures were followed for the other four studies.

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

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[7] The telephone numbers were assembled by randomly generating suffixes within specific area codes and prefixes. As such, unlisted numbers were included in this sample, minimizing the potential for response bias. Known business, fax, modem, and disconnected numbers were screened from the sample in efforts to reach households only (and to minimize surveyor dialing time).

Up to eight attempts were made to contact each respondent during three calling periods (10 AM to Noon, 2 PM to 4 PM, and 6 PM to 9 PM). Initial refusals were re-attempted by specially trained "refusal converters," which aided in the cooperation rate.

[8] Surveyors requested to "speak with an adult over the age of 17 that has had the most recent birthday."

Appendix I: Current Employment Status of ALP

	Current Employment Status of ALP	
	Number	Percent
General Labor/Construction/Cleaning	8,323	7.8
Farm Labor/Ranch Hand/Landscaping	2,767	2.6
Delivery/Driver/Courier	1,224	1.1
Maintenance/Wiring/Plumbing	4,179	3.9
Factory Worker/Grain Elevator Op/Meat Packer	3,592	3.3
Truck Driver/Heavy Equipment Operator	1,266	1.2
Police/Fire/Postal/Military Enlisted	3,404	3.2
Mechanic/Welder/Carpenter/Electrician	3,674	3.4
Lab or Medical Technicial/Comp Technician	3,168	3.0
Other Blue Collar	0	0.0
General Customer Service/Retail/Reception/Food Service	10,589	9.9
Clerical/Secretary/Book-Keeper/Bank Teller	11,603	10.8
Para-legal/Para-pro/CNA/Day Care	4,380	4.1
Nurse/LPN/RN/Semi-skilled Social Service	5,757	5.4
Office Manager/Small Business Owner	7,441	6.9
Teacher/Instructor/Writer/Researcher	5,823	5.4
Sales/Marketing/Accounting	8,793	8.2
Govt, Non-Profit, or Bus Exec/Farm Owner/Military Officer	2,824	2.6
Counselor/Social Worker/Physician's Assistant	1,191	1.1
Professor/Doctor/Engineer/Attorney	4,884	4.5
Other White Collar	0	0.0
Homemaker	3,422	3.2
Full-Time Student	1,030	1.0
Unemployed	5,886	5.5
Retired	1,466	1.4
Disabled	702	0.7
Total	107,388	100

Total numbers or percentages in table might not match those in text due to rounding.

Appendix II: Hourly Wage to Annual Salary Conversion Chart

Hourly Wage	Annual Salary
$5.00	$10,400
$5.50	$11,440
$6.00	$12,480
$6.50	$13,520
$7.00	$14,560
$7.50	$15,600
$8.00	$16,640
$8.50	$17,680
$9.00	$18,720
$9.50	$19,760
$10.00	$20,800
$10.50	$21,840
$11.00	$22,880
$11.50	$23,920
$12.00	$24,960
$12.50	$26,000
$13.00	$27,040
$13.50	$28,080
$14.00	$29,120
$14.50	$30,160
$15.00	$31,200
$15.50	$32,240
$16.00	$33,280
$16.50	$34,320
$17.00	$35,360
$17.50	$36,400
$18.00	$37,440
$18.50	$38,480
$19.00	$39,520
$19.50	$40,560
$20.00	$41,600
$20.50	$42,640
$21.00	$43,680
$21.50	$44,720
$22.00	$45,760
$22.50	$46,800
$23.00	$47,840
$23.50	$48,880
$24.00	$49,920
$24.50	$50,960
$25.00	$52,000
$25.50	$53,040
$26.00	$54,080
$26.50	$55,120
$27.00	$56,160
$27.50	$57,200
$28.00	$58,240
$28.50	$59,280
$29.00	$60,320
$29.50	$61,360

Hourly Wage	Annual Salary
$30.00	$62,400
$30.50	$63,440
$31.00	$64,480
$31.50	$65,520
$32.00	$66,560
$32.50	$67,600
$33.00	$68,640
$33.50	$69,680
$34.00	$70,720
$34.50	$71,760
$35.00	$72,800
$35.50	$73,840
$36.00	$74,880
$36.50	$75,920
$37.00	$76,960
$37.50	$78,000
$38.00	$79,040
$38.50	$80,080
$39.00	$81,120
$39.50	$82,160
$40.00	$83,200
$40.50	$84,240
$41.00	$85,280
$41.50	$86,320
$42.00	$87,360
$42.50	$88,400
$43.00	$89,440
$43.50	$90,480
$44.00	$91,520
$44.50	$92,560
$45.00	$93,600
$45.50	$94,640
$46.00	$95,680
$46.50	$96,720
$47.00	$97,760
$47.50	$98,800
$48.00	$99,840
$48.50	$100,880
$49.00	$101,920
$49.50	$102,960
$50.00	$104,000

Appendix III: Survey Question Frequencies

q1 Employment Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Working Full Time	537	47.9	47.9	47.9
	Working Part Time	97	8.7	8.7	56.5
	Non-Working Student	7	.6	.6	57.1
	Homemaker	53	4.8	4.8	61.9
	Retired	348	31.0	31.0	93.0
	Disabled	43	3.8	3.8	96.8
	Unemployed or laid off	32	2.9	2.9	99.6
	DK	3	.3	.3	99.9
	Refused	1	.1	.1	100.0
	Total	1122	100.0	100.0	

q1a Self-Employed

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	111	9.9	17.5	17.5
	No	524	46.7	82.5	100.0
	Total	634	56.5	100.0	
Missing	System	488	43.5		
Total		1122	100.0		

q1b Main Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	84	7.5	75.7	75.7
	No	27	2.4	24.3	100.0
	Total	111	9.9	100.0	
Missing	System	1011	90.1		
Total		1122	100.0		

a2number Convert q2 to numeric

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	General Labor/Construction/Cleaning	47	4.2	7.4	7.4
	Farm Labor/Ranch Hand/Landscaping	17	1.5	2.7	10.1
	Delivery/Driver/Courier	10	.9	1.6	11.7
	Maintenance/Wiring/Plumbing	30	2.7	4.8	16.4
	Factory Worker/Grain Elevator Op/Meat Packer	17	1.5	2.7	19.1
	Truck Driver/Heavy Equipment Operator	12	1.1	1.9	21.0
	Police/Fire/Postal/Military Enlisted	19	1.7	3.0	24.0
	Mechanic/Welder/Carpenter/Electrician	22	2.0	3.5	27.4
	Lab or Medical Technicial/Comp Technician	20	1.8	3.2	30.7
	Other Blue Collar	1	.1	.1	30.8
	General Customer Service/Retail/Reception/Food Service	67	6.0	10.6	41.3
	Clerical/Secretary/Book-Keeper/Bank Teller	70	6.3	11.1	52.5
	Para-legal/Para-pro/CNA/Day Care	37	3.3	5.9	58.3
	Nurse/LPN/RN/Semi-skilled Social Service	32	2.8	5.0	63.3
	Office Manager/Small Business Owner	60	5.3	9.5	72.8
	Teacher/Instructor/Writer/Researcher	53	4.7	8.3	81.1
	Sales/Marketing/Accounting	48	4.3	7.6	88.8
	Govt, Non-Profit, or Bus Exec/Farm Owner/Military Officer	28	2.5	4.4	93.2
	Counselor/Social Worker/Physician's Assistant	5	.4	.8	93.9
	Professor/Doctor/Engineer/Attorney	38	3.4	6.1	100.0
	Total	633	56.4	100.0	
Missing	Not Applicable	2	.2		
	System	488	43.5		
	Total	490	43.6		
Total		1122	100.0		

q2b Years on Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than One Year	47	4.2	7.5	7.5
	1	42	3.7	6.6	14.1
	2	64	5.7	10.1	24.2
	3	52	4.6	8.2	32.4
	4	29	2.5	4.5	36.9
	5	41	3.6	6.4	43.3
	6	28	2.5	4.4	47.7
	7	33	3.0	5.3	53.0
	8	18	1.6	2.8	55.9
	9	15	1.3	2.3	58.2
	10	27	2.4	4.3	62.5
	11	13	1.2	2.1	64.6
	12	18	1.6	2.8	67.4
	13	19	1.7	3.0	70.4
	14	9	.8	1.5	71.9
	15	8	.7	1.3	73.1
	16	10	.9	1.6	74.7
	17	11	1.0	1.8	76.5
	18	9	.8	1.5	78.0
	19	8	.8	1.3	79.4
	20	20	1.8	3.1	82.5
	21	6	.5	.9	83.4
	22	13	1.1	2.0	85.4
	23	14	1.2	2.1	87.5
	24	3	.3	.5	88.1
	25	11	1.0	1.8	89.9
	26	7	.6	1.0	90.9
	27	5	.5	.9	91.8
	28	7	.6	1.1	92.9
	29	4	.3	.6	93.4
	30	9	.8	1.4	94.8
	31	2	.2	.3	95.1
	32	5	.5	.9	96.0
	33	2	.2	.4	96.3
	34	1	.1	.1	96.4
	35	5	.5	.8	97.2
	36	1	.1	.2	97.4
	37	1	.1	.1	97.6
	39	1	.1	.2	97.8
	40	3	.3	.4	98.2
	42	2	.2	.4	98.6
	43	1	.1	.2	98.8
	45	3	.3	.5	99.3
	46	1	.1	.2	99.5
	47	1	.1	.2	99.7
	50	1	.1	.2	99.9
	60	1	.1	.1	100.0
	Total	634	56.5	100.0	
Missing	Refused	1	.1		
	System	488	43.5		
	Total	489	43.5		
Total		1122	100.0		

q3 Current Minutes to Work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	5	143	12.8	23.4	23.4
	6	11	1.0	1.8	25.3
	7	18	1.6	2.9	28.2
	8	8	.7	1.3	29.5
	9	2	.2	.4	29.9
	10	92	8.2	15.0	44.9
	11	1	.1	.2	45.1
	12	15	1.3	2.5	47.5
	13	5	.5	.9	48.4
	15	95	8.5	15.5	64.0
	17	3	.3	.5	64.5
	18	2	.2	.3	64.8
	19	1	.1	.2	65.0
	20	72	6.4	11.8	76.8
	22	3	.3	.5	77.3
	23	1	.1	.2	77.5
	25	28	2.5	4.5	82.0
	30	41	3.7	6.7	88.8
	32	1	.1	.2	89.0
	35	21	1.9	3.5	92.5
	37	1	.1	.2	92.7
	38	1	.1	.2	92.9
	40	9	.8	1.5	94.3
	45	12	1.1	2.0	96.3
	50	3	.2	.4	96.8
	52	0	.0	.1	96.8
	55	2	.2	.3	97.2
	60	10	.9	1.7	98.8
	75	1	.1	.2	99.0
	85	1	.1	.1	99.1
	90	5	.4	.8	99.9
	120	1	.1	.1	100.0
	Total	613	54.6	100.0	
Missing	888	21	1.8		
	999	1	.1		
	System	488	43.5		
	Total	509	45.4		
Total		1122	100.0		

q4aHealth Benefits

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	459	40.9	84.1	84.1
	No	87	7.7	15.9	100.0
	Total	545	48.6	100.0	
Missing	7	4	.4		
	DK	1	.1		
	System	572	50.9		
	Total	577	51.4		
Total		1122	100.0		

q4b Retirement Plan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	428	38.1	79.9	79.9
	No	107	9.6	20.1	100.0
	Total	535	47.7	100.0	
Missing	DK	11	1.0		
	System	576	51.3		
	Total	587	52.3		
Total		1122	100.0		

q4c Education Assistance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	304	27.1	58.4	58.4
	No	216	19.3	41.6	100.0
	Total	520	46.3	100.0	
Missing	DK	26	2.3		
	System	576	51.3		
	Total	603	53.7		
Total		1122	100.0		

q4d Flexible Hours

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	334	29.7	62.5	62.5
	No	200	17.8	37.5	100.0
	Total	534	47.5	100.0	
Missing	DK	12	1.1		
	System	576	51.3		
	Total	589	52.5		
Total		1122	100.0		

q4e OTJ Training

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	411	36.6	77.0	77.0
	No	123	11.0	23.0	100.0
	Total	534	47.6	100.0	
Missing	DK	12	1.1		
	System	576	51.3		
	Total	588	52.4		
Total		1122	100.0		

q4f Travel Assistance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	88	7.8	16.3	16.3
	No	451	40.2	83.7	100.0
	Total	539	48.0	100.0	
Missing	DK	6	.6		
	Refused	1	.1		
	System	576	51.3		
	Total	583	52.0		
Total		1122	100.0		

q6 Right Opportunity New Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	445	39.6	41.7	41.7
	No	622	55.5	58.3	100.0
	Total	1067	95.1	100.0	
Missing	DK	55	4.9		
Total		1122	100.0		

q6dis Disabled Worker

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	I want to work and can	4	.4	43.7	43.7
	I want to work but cannot	6	.5	56.3	100.0
	Total	10	.9	100.0	
Missing	System	1112	99.1		
Total		1122	100.0		

q6a Primarily Interested in FT or PT

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Seek Full Time	384	34.2	87.6	87.6
	Seek Part Time	54	4.8	12.4	100.0
	Total	438	39.1	100.0	
Missing	DK	1	.1		
	System	683	60.9		
	Total	684	60.9		
Total		1122	100.0		

q7 Looking for Job/Different Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	120	10.7	27.7	27.7
	No	313	27.9	72.3	100.0
	Total	433	38.6	100.0	
Missing	DK	5	.4		
	Refused	1	.1		
	System	683	60.9		
	Total	689	61.4		
Total		1122	100.0		

q8 Change Field of Employment

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	279	24.8	83.6	83.6
	No	55	4.9	16.4	100.0
	Total	333	29.7	100.0	
Missing	DK	16	1.4		
	System	773	68.9		
	Total	789	70.3		
Total		1122	100.0		

q10a Good Health Benefits

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	361	32.2	82.9	82.9
	No	75	6.6	17.1	100.0
	Total	435	38.8	100.0	
Missing	DK	1	.1		
	Refused	1	.1		
	System	684	61.0		
	Total	687	61.2		
Total		1122	100.0		

q10b Good Retirement Benefits

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	362	32.3	83.5	83.5
	No	72	6.4	16.5	100.0
	Total	434	38.7	100.0	
Missing	DK	2	.2		
	Refused	1	.1		
	System	685	61.1		
	Total	688	61.3		
Total		1122	100.0		

q10c Good Vacation Benefits

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	329	29.3	76.7	76.7
	No	100	8.9	23.3	100.0
	Total	429	38.3	100.0	
Missing	DK	6	.5		
	Refused	1	.1		
	System	686	61.1		
	Total	693	61.7		
Total		1122	100.0		

q10d Education Assistance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	215	19.1	50.0	50.0
	No	214	19.1	50.0	100.0
	Total	429	38.2	100.0	
Missing	DK	6	.5		
	Refused	1	.1		
	System	686	61.1		
	Total	693	61.8		
Total		1122	100.0		

q10e Flexible Hours

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	289	25.7	67.4	67.4
	No	140	12.5	32.6	100.0
	Total	428	38.2	100.0	
Missing	DK	7	.6		
	Refused	1	.1		
	System	686	61.1		
	Total	694	61.8		
Total		1122	100.0		

q10f OTJ or Paid Training

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	342	30.5	79.5	79.5
	No	88	7.9	20.5	100.0
	Total	431	38.4	100.0	
Missing	DK	4	.4		
	Refused	1	.1		
	System	686	61.1		
	Total	692	61.6		
Total		1122	100.0		

q10g Transportation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	141	12.6	32.9	32.9
	No	288	25.7	67.1	100.0
	Total	429	38.2	100.0	
Missing	DK	5	.5		
	Refused	1	.1		
	System	687	61.2		
	Total	693	61.8		
Total		1122	100.0		

q11 Minutes Willing to Travel for New Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	5	8	.7	1.9	1.9
	6	1	.1	.3	2.1
	8	1	.1	.2	2.3
	10	8	.7	1.8	4.1
	12	1	.1	.1	4.3
	15	27	2.4	6.4	10.7
	20	56	4.9	13.0	23.7
	25	11	1.0	2.6	26.3
	30	151	13.4	35.4	61.7
	34	1	.1	.2	61.9
	35	17	1.5	4.1	65.9
	40	21	1.9	4.9	70.9
	45	57	5.0	13.3	84.1
	50	3	.3	.7	84.8
	55	2	.2	.4	85.3
	60	54	4.8	12.7	97.9
	75	1	.1	.2	98.1
	90	5	.4	1.1	99.2
	120	3	.3	.8	100.0
	Total	426	37.9	100.0	
Missing	DK	6	.5		
	No Answer	2	.2		
	System	688	61.3		
	Total	696	62.1		
Total		1122	100.0		

q12a Strong Writing Skills

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	272	24.3	63.5	63.5
	No	156	13.9	36.5	100.0
	Total	428	38.2	100.0	
Missing	DK	1	.1		
	Refused	1	.1		
	System	692	61.6		
	Total	694	61.8		
Total		1122	100.0		

q12b Strong Math Skills

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	255	22.7	59.6	59.6
	No	173	15.4	40.4	100.0
	Total	428	38.1	100.0	
Missing	DK	2	.2		
	Refused	1	.1		
	System	692	61.6		
	Total	695	61.9		
Total		1122	100.0		

q12c Strong Computer Skills

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	165	14.7	38.5	38.5
	No	262	23.4	61.5	100.0
	Total	427	38.0	100.0	
Missing	DK	2	.2		
	Refused	1	.1		
	System	692	61.6		
	Total	695	62.0		
Total		1122	100.0		

q12d Strong Interpersonal Skills

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	357	31.8	83.8	83.8
	No	69	6.1	16.2	100.0
	Total	426	37.9	100.0	
Missing	DK	4	.3		
	Refused	1	.1		
	System	692	61.6		
	Total	697	62.1		
Total		1122	100.0		

q12e Strong Public Speaking Skills

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	188	16.7	43.9	43.9
	No	240	21.4	56.1	100.0
	Total	427	38.1	100.0	
Missing	DK	1	.1		
	Refused	1	.1		
	System	693	61.7		
	Total	695	61.9		
Total		1122	100.0		

q12f Strong Management Skills

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	198	17.7	47.0	47.0
	No	224	20.0	53.0	100.0
	Total	422	37.6	100.0	
Missing	DK	5	.4		
	Refused	2	.2		
	System	693	61.7		
	Total	700	62.4		
Total		1122	100.0		

q13a Worked in Data Input with Phone

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	287	25.6	67.6	67.6
	No	138	12.3	32.4	100.0
	Total	425	37.8	100.0	
Missing	DK	2	.2		
	Refused	1	.1		
	System	694	61.9		
	Total	698	62.2		
Total		1122	100.0		

q13b Take Job in Data Input with Phone

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	198	17.6	47.3	47.3
	No	221	19.7	52.7	100.0
	Total	419	37.3	100.0	
Missing	DK	8	.7		
	Refused	1	.1		
	System	694	61.9		
	Total	703	62.7		
Total		1122	100.0		

q13c Worked in Warehousing

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	170	15.2	40.0	40.0
	No	255	22.8	60.0	100.0
	Total	426	37.9	100.0	
Missing	DK	1	.1		
	Refused	1	.1		
	System	694	61.9		
	Total	697	62.1		
Total		1122	100.0		

q13d Which Area

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Moving materials	66	5.8	41.4	41.4
	Inventory	53	4.7	33.4	74.8
	Administration	40	3.6	25.2	100.0
	Total	159	14.1	100.0	
Missing	DK	11	.9		
	System	953	84.9		
	Total	964	85.9		
Total		1122	100.0		

q13f Worked in Manufacturing Plant

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	143	12.7	33.6	33.6
	No	282	25.1	66.4	100.0
	Total	425	37.8	100.0	
Missing	DK	1	.1		
	Refused	1	.1		
	System	695	62.0		
	Total	698	62.2		
Total		1122	100.0		

q13g Which Area

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Production	80	7.1	57.9	57.9
	Production support	36	3.2	26.4	84.2
	Administration	22	1.9	15.8	100.0
	Total	138	12.3	100.0	
Missing	DK	5	.4		
	System	980	87.3		
	Total	984	87.7		
Total		1122	100.0		

q13h Take Job in Manufacturing Plant

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	158	14.1	37.8	37.8
	No	261	23.2	62.2	100.0
	Total	419	37.3	100.0	
Missing	DK	7	.6		
	Refused	1	.1		
	System	695	62.0		
	Total	703	62.7		
Total		1122	100.0		

q13i Worked in Protection Services

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	61	5.4	14.2	14.2
	No	365	32.5	85.8	100.0
	Total	426	37.9	100.0	
Missing	Refused	1	.1		
	System	695	62.0		
	Total	696	62.1		
Total		1122	100.0		

q13j Take Job in Protection Services

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	121	10.8	29.0	29.0
	No	296	26.4	71.0	100.0
	Total	417	37.1	100.0	
Missing	DK	9	.8		
	Refused	1	.1		
	System	695	62.0		
	Total	705	62.9		
Total		1122	100.0		

q13k Worked in Trucking or HEO

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	108	9.6	25.4	25.4
	No	318	28.3	74.6	100.0
	Total	426	37.9	100.0	
Missing	Refused	1	.1		
	System	695	62.0		
	Total	696	62.1		
Total		1122	100.0		

q13l Take Job in Trucking or HEO

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	118	10.5	28.2	28.2
	No	302	26.9	71.8	100.0
	Total	420	37.4	100.0	
Missing	DK	6	.5		
	Refused	1	.1		
	System	695	62.0		
	Total	702	62.6		
Total		1122	100.0		

q13nmbr Convert q13u to numeric

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	General Labor/Construction/Cleaning	34	3.0	4.9	4.9
	Farm Labor/Ranch Hand/Landscaping	13	1.1	1.8	6.7
	Delivery/Driver/Courier	17	1.6	2.5	9.2
	Maintenance/Wiring/Plumbing	44	3.9	6.3	15.5
	Factory Worker/Grain Elevator Op/Meat Packer	33	2.9	4.7	20.3
	Truck Driver/Heavy Equipment Operator	28	2.5	4.1	24.3
	Police/Fire/Postal/Military Enlisted	21	1.9	3.1	27.4
	Mechanic/Welder/Carpenter/Electrician	27	2.4	3.9	31.2
	Lab or Medical Technicial/Comp Technician	14	1.3	2.1	33.3
	Other Blue Collar	1	.1	.1	33.4
	General Customer Service/Retail/Reception/Food Service	77	6.9	11.1	44.5
	Clerical/Secretary/Book-Keeper/Bank Teller	64	5.7	9.2	53.7
	Para-legal/Para-pro/CNA/Day Care	38	3.4	5.5	59.2
	Nurse/LPN/RN/Semi-skilled Social Service	33	2.9	4.7	63.9
	Office Manager/Small Business Owner	78	6.9	11.2	75.1
	Teacher/Instructor/Writer/Researcher	69	6.1	9.9	84.9
	Sales/Marketing/Accounting	47	4.2	6.7	91.7
	Govt, Non-Profit, or Bus Exec/Farm Owner/Military Officer	24	2.1	3.4	95.1
	Counselor/Social Worker/Physician's Assistant	5	.4	.7	95.7
	Professor/Doctor/Engineer/Attorney	30	2.6	4.3	100.0
	Total	696	62.1	100.0	
Missing	Don't Know	24	2.1		
	Not Applicable	1	.1		
	System	401	35.7		
	Total	426	37.9		
Total		1122	100.0		

q13x Work Second or Night Shift

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	199	17.7	48.0	48.0
	No	215	19.2	52.0	100.0
	Total	414	36.9	100.0	
Missing	DK	10	.9		
	Refused	1	.1		
	System	697	62.1		
	Total	708	63.1		
Total		1122	100.0		

q13y Work Weekends

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	212	18.9	51.6	51.6
	No	199	17.8	48.4	100.0
	Total	412	36.7	100.0	
Missing	DK	13	1.1		
	Refused	1	.1		
	System	697	62.1		
	Total	711	63.3		
Total		1122	100.0		

q14a Underemployed for Skills

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	85	7.5	27.7	27.7
	No	220	19.6	72.3	100.0
	Total	305	27.2	100.0	
Missing	Refused	1	.1		
	System	816	72.7		
	Total	817	72.8		
Total		1122	100.0		

q14b Underemployed for Education

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	79	7.1	26.2	26.2
	No	223	19.9	73.8	100.0
	Total	302	26.9	100.0	
Missing	DK	4	.3		
	Refused	1	.1		
	System	815	72.6		
	Total	820	73.1		
Total		1122	100.0		

q14c Underemployed for Income

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	53	4.7	17.3	17.3
	No	251	22.4	82.7	100.0
	Total	304	27.1	100.0	
Missing	DK	2	.2		
	Refused	1	.1		
	System	815	72.6		
	Total	819	72.9		
Total		1122	100.0		

q14d Underemployed for Hours

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	28	2.5	9.1	9.1
	No	278	24.8	90.9	100.0
	Total	306	27.3	100.0	
Missing	Refused	1	.1		
	System	815	72.6		
	Total	816	72.7		
Total		1122	100.0		

q14e Change Jobs to Better Utilize Skills

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	236	21.0	79.5	79.5
	No	61	5.4	20.5	100.0
	Total	297	26.5	100.0	
Missing	DK	9	.8		
	Refused	1	.1		
	System	815	72.6		
	Total	825	73.5		
Total		1122	100.0		

q15a Thought About Own Business

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	147	13.1	38.2	38.2
	No	239	21.3	61.8	100.0
	Total	386	34.4	100.0	
Missing	DK	5	.5		
	Refused	2	.2		
	System	729	64.9		
	Total	736	65.6		
Total		1122	100.0		

q15c Rather than Career Elsewhere

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	37	3.3	26.3	26.3
	Mildly Agree	56	5.0	39.9	66.2
	Mildly Disagree	33	2.9	23.2	89.4
	Strongly Disagree	15	1.3	10.6	100.0
	Total	141	12.5	100.0	
Missing	DK	6	.5		
	Refused	1	.1		
	System	975	86.9		
	Total	982	87.5		
Total		1122	100.0		

q15d Rather than Higher Salary Elsewhere

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	32	2.9	22.9	22.9
	Mildly Agree	41	3.6	28.7	51.6
	Mildly Disagree	41	3.7	29.3	80.9
	Strongly Disagree	27	2.4	19.1	100.0
	Total	142	12.6	100.0	
Missing	DK	5	.4		
	Refused	1	.1		
	System	975	86.9		
	Total	981	87.4		
Total		1122	100.0		

q15e Will Work Nights and Weekends

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	80	7.1	55.5	55.5
	Mildly Agree	40	3.5	27.5	83.0
	Mildly Disagree	11	1.0	7.8	90.7
	Strongly Disagree	13	1.2	9.3	100.0
	Total	144	12.8	100.0	
Missing	DK	2	.2		
	Refused	1	.1		
	System	975	86.9		
	Total	978	87.2		
Total		1122	100.0		

q15h Willing to have Less Security

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	17	1.5	12.2	12.2
	Mildly Agree	18	1.6	12.9	25.1
	Mildly Disagree	38	3.4	27.2	52.3
	Strongly Disagree	67	5.9	47.7	100.0
	Total	140	12.5	100.0	
Missing	DK	5	.5		
	Refused	2	.2		
	System	975	86.9		
	Total	982	87.5		
Total		1122	100.0		

q17 Highest Level of Education

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less HS Diploma	23	2.0	3.2	3.2
	High School Diploma	212	18.9	30.2	33.4
	Some College	133	11.8	18.9	52.3
	Associates or Tech Degree	53	4.7	7.5	59.9
	Bachelors Degree	163	14.5	23.2	83.0
	Masters or Law Degree	81	7.2	11.5	94.5
	Doctoral Degree	38	3.4	5.5	100.0
	Total	702	62.6	100.0	
Missing	DK	2	.2		
	Refused	1	.1		
	System	417	37.1		
	Total	420	37.4		
Total		1122	100.0		

q17a Undergraduate Major

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Social Sciences	46	4.1	17.7	17.7
	Biological Sciences	58	5.1	22.2	39.9
	Physical Sciences	15	1.4	5.9	45.8
	Business and Economics	57	5.1	22.1	67.8
	Education	47	4.2	18.3	86.1
	Computer Science and Math	15	1.3	5.7	91.8
	Art and Humanities	21	1.9	8.2	100.0
	Total	259	23.1	100.0	
Missing	DK or Other	20	1.8		
	Refused	1	.1		
	System	842	75.0		
	Total	863	76.9		
Total		1122	100.0		

q17e Speak Spanish

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	173	15.4	24.5	24.5
	No	531	47.3	75.5	100.0
	Total	703	62.7	100.0	
Missing	Refused	1	.1		
	System	418	37.2		
	Total	419	37.3		
Total		1122	100.0		

q17f How well

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Well	11	1.0	6.5	6.5
	Fairly Well	21	1.8	12.0	18.5
	Only a Little	141	12.5	81.5	100.0
	Total	173	15.4	100.0	
Missing	System	950	84.6		
Total		1122	100.0		

q18 Total Household Income

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than $10k	16	1.4	2.6	2.6
	$10k-$20k	50	4.5	8.2	10.8
	$20k-$30k	66	5.9	10.8	21.5
	$30k-$40k	66	5.9	10.8	32.3
	$40k-$50k	81	7.2	13.3	45.6
	$50k-$60k	62	5.5	10.1	55.7
	$60k-$70k	68	6.1	11.2	66.9
	$70k-$100k	103	9.1	16.8	83.7
	More than $100k	100	8.9	16.3	100.0
	Total	611	54.4	100.0	
Missing	DK	17	1.5		
	Refused	76	6.8		
	System	418	37.2		
	Total	512	45.6		
Total		1122	100.0		