

## **Garden City Labor Availability Analysis Executive Summary**

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

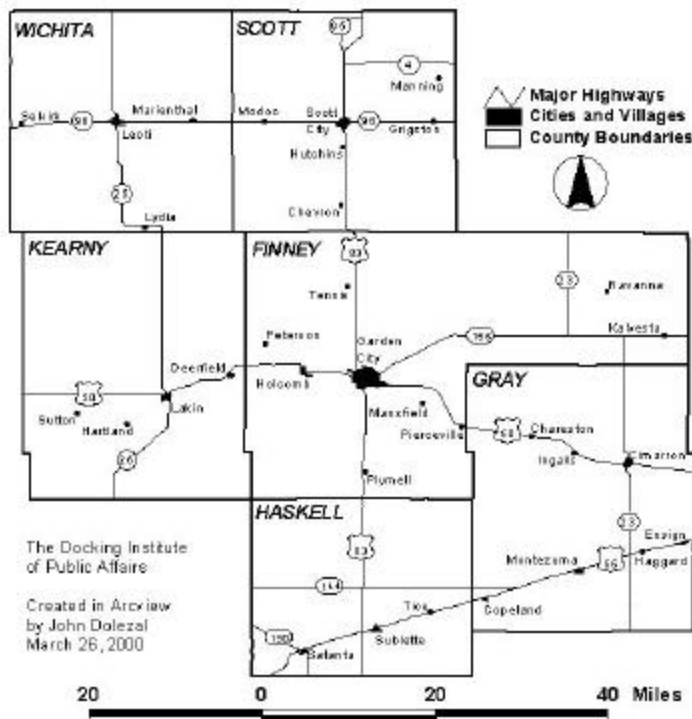
The Docking Institute of Public Affairs’ independent analysis of this labor basin shows that:

- There is an available labor pool in the Garden City labor basin of 16,597. It is estimated that 3,813 are seeking new employment while 12,784 would consider changing employment for the right opportunities.
- 52.7% of the available labor pool have at least some college education. A total of 84.5% have at least a high school diploma.
- 33.3%, or an estimated 5,532 workers in the available labor pool, are underemployed.
- 12.4% of the available labor pool, or 2,050 people, would be interested in an employment opportunity with a wage of \$8.00 an hour. At \$10.00 an hour, 6,053 people (36.5% of the available labor) would be interested, while at \$12.00 an hour, 8,787 people (52.9% of the available labor) would be interested.
- Depending on the distance, workers in this area are willing to commute to take advantage of employment opportunities. 14,031 (84.5% of the available labor) would commute more than 20 miles, one way, for employment. 11,550 (69.6% of the available labor) are willing to travel more than 30 miles, one way, for an employment opportunity and 1,283 (7.7%) will commute more than 60 miles.

## Garden City Labor Availability Analysis

The Garden City labor basin encompasses six counties in Southwest Kansas. The criteria used to include a county in this labor basin are whether it has a significant border adjacent to Finney County, if the county is also close in proximity to Garden City, and if it has an established driving route for commuting to Garden City. The Garden City labor basin has a total population of approximately 58,000. It has a civilian labor force of over 31,250. While there is an unemployment rate of 2.8%, there is, nonetheless, an ample supply of available labor to support a major new employer. The Docking Institute's independent analysis of this labor basin shows that there are 3,813 workers (12.1%) who are actively seeking new employment and 12,784 (40.6%) who would consider new employment for the right opportunity.

### Finney County Labor Basin



## Available Labor Pool

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

This section assesses the characteristics of the **available labor pool** in the Garden City labor basin by answering the following questions: 1) What proportion of the labor force--employed, unemployed, homemaker, and retired--would seriously consider applying for a new employment opportunity? 2) What types of considerations (pay, benefits, commuting distance) shape their decision-making? 3) What is the quality of those who would seriously consider a new employment opportunity?

The “available labor pool” represents those who indicate that they are either looking, or would consider changing their jobs, for the right employment opportunity. The percent in the available labor pool is derived from a random digit telephone survey of 499 employed, unemployed, and retired adults living in the Garden City labor basin. When all 499 respondents are included in the analysis, the survey findings have a margin of error of +/- 4.4%. The margin of error for subgroups is higher. Most of these analyses are based on a subgroup of 222 respondents who are members of the civilian labor force, or who are retired, students, or housewives who state they are “available” (see definition above). For these 222 respondents, the survey has a margin of error of +/- 6.6%. The “Methods” section of this report details the survey methods used in this report.

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

Combining these survey data with Bureau of Labor statistics data, these analyses use “adjusted” civilian labor force statistics<sup>1</sup> that take into account the percentage of non-civilians (generally students, homemakers, military, retirees, and long-term unemployed) who are seeking or would consider coming into the civilian labor force under the right conditions.

Based on these calculations, Figure 1 shows that there is an available labor pool in the Garden City labor basin of 16,597. It is estimated that 3,813 are seeking new employment while 12,784 would consider changing employment for the right opportunities.

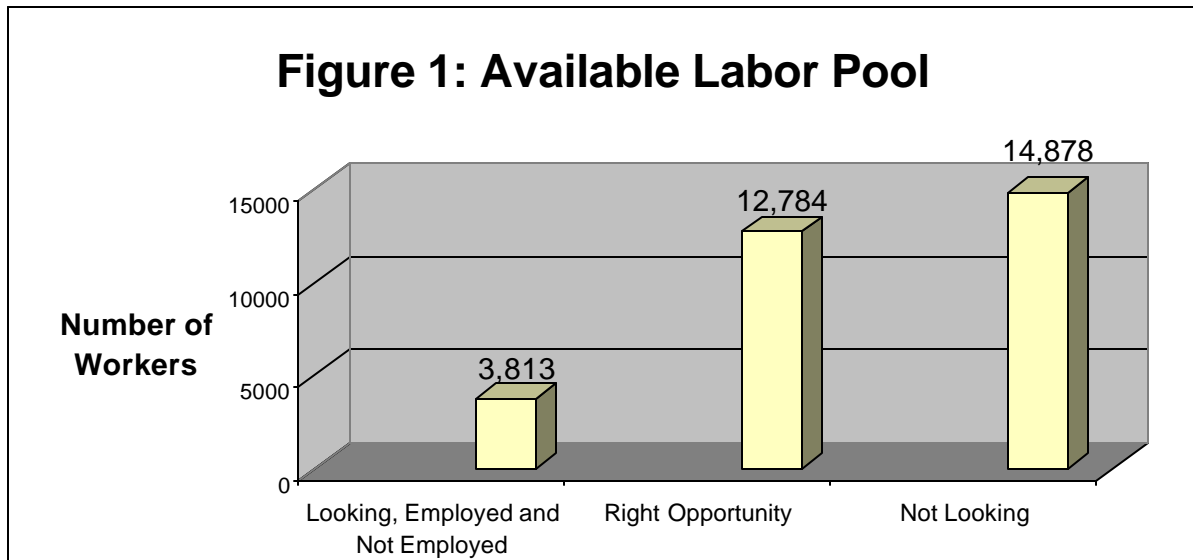


Table 1 (next page) shows the various occupations of these 16,597 potential employees. Traditional blue-collar occupations represent about 44.3% of the occupations. Service sector jobs comprise another 29.6%, while professional occupations represent an additional 22.4% of the available labor pool. Finally, students, the unemployed, and homemakers represent 3.7% of the available labor pool.

<sup>1</sup> The number that is added to the civilian labor force to create the adjusted civilian labor force statistic is calculated by taking from the survey the total number of students, military, retirees, and long-term unemployed, who state that they are seeking employment, and dividing this number by the total number of respondents. This quotient is then multiplied by the total number of people in the labor basin who are 18 or older.

**Table 1: Occupation**

	Number	Percent
Mechanic,Welder	758	4.6
Factory Worker,Meat Packer	985	5.9
General Labor	5,608	33.8
Governmental, Business, and other Professional	2,349	14.2
Clerical	1,137	6.8
Educator or Professor	1,364	8.2
Other White Collar	1,364	8.2
Social Service (e.g.health,babysitting)	985	5.9
Sales, Hotel, Restaurant, Food Service	1,440	8.7
Homemakers and Retirees	152	0.9
Unemployed	379	2.3
Students	76	0.5
Total	16,597	100.0

(Numbers may not total accurately due to rounding.)

Table 2 shows the gender, age statistics, and educational levels of these 16,597 workers. Over 57% are men. This number resembles 1990 Census data, but the degree of accuracy cannot be determined until the collection and release of data from the 2000 Census. The average and median years born are 1960 and 1961, respectively (40 and 39 years old). 52.7% of the available labor have at least some college education. A total of 84.5% have at least a high school diploma.

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

Age	Year Born		
Average	1960		
Median	1961		
Gender			
	Number	Percent	
Female	7,028	42.3	
Male	9,570	57.7	
Total	16,597	100.0	
Highest Level of Education Achieved			
	Number	Percent	Cum. Percent
Less HS Diploma	2,565	15.5	15.5
High School Diploma Only	5,281	31.8	47.3
0-60 College Hours	3,319	20.0	67.3
Associate of Arts	1,132	6.8	74.1
60-120 College Hours	1,056	6.4	80.5
Bachelors Degree	1,735	10.5	90.9
Graduate Degree	1,509	9.1	100.0
Total	16,597	100.0	

Underemployment—individuals possessing skills and/or training that exceeds the responsibilities of their current job—is a significant issue in many rural 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 33.3%, or an estimated 5,532 workers *in the available labor pool*, are underemployed.

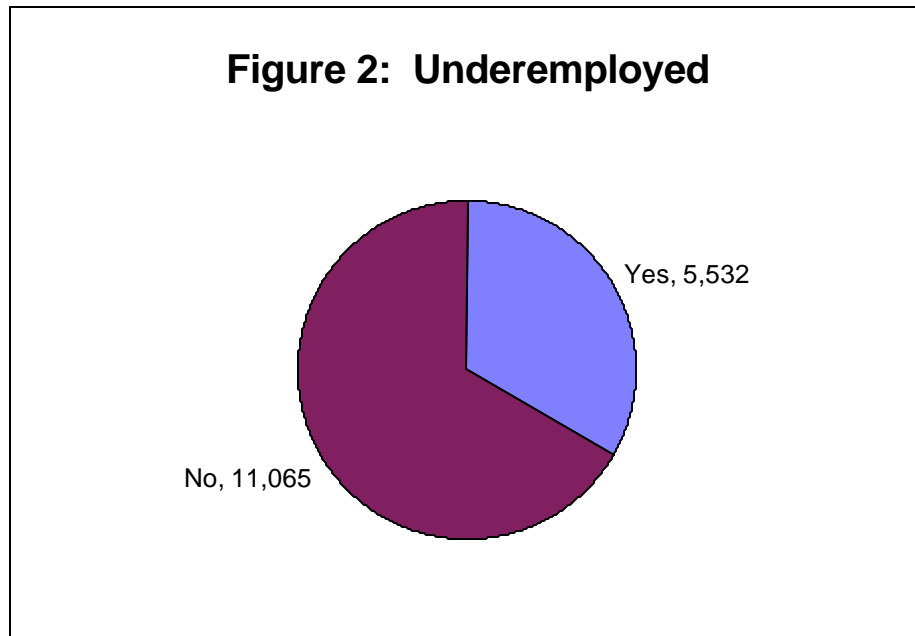


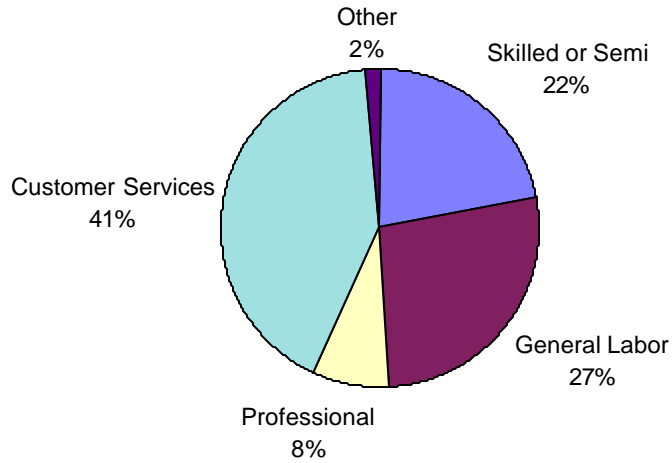
Table 3 shows the education levels of these underemployed workers in the available labor pool, with 47.0% having at least some college education. A total of 86.4% have at least a high school diploma.

**Table 3: Highest Level of Education Achieved By Underemployed**

	Number	Percent	Cum. Percent
Less HS Diploma	754	13.6	13.6
High School Diploma Only	2,179	39.4	53.0
0-60 College Hours	1,257	22.7	75.8
Associate of Arts	419	7.6	83.3
60-120 College Hours	419	7.6	90.9
Bachelors Degree	251	4.5	95.5
Graduate Degree	251	4.5	100.0
Total	5,532	100	

The underemployed workers also tend to be currently employed in areas of strong demand. Figure 3 (next page) illustrates that 41% (2,298 people) are in customer service related occupations, 27% (1,532 people) are employed as general laborers, and 22% (1,192 people) are in skilled or semi-skilled blue collar occupations.

**Figure 3: Occupational Groups of Underemployed**



Some workers may be available for a new employment opportunity, but are unwilling to switch from their current job to a different type of position. If there are a large percentage of those unwilling to change their job descriptions, it limits the type of employers who can enter the labor basin. But this is not the case in the Garden City labor basin. Table 4 indicates that 82.4% of the available labor pool, or 13,668 workers, would be willing to accept a position outside of their primary field of employment (for example, manufacturing employment to service sector employment).

**Table 4: Willing to Take Job Outside of Primary Field**

	Number	Percent
Yes	13,668	82.4
No	2,929	17.6
Total	16,597	100.0

Figure 4 (next page) shows the wage demands of the available labor pool. 12.4% of the available labor pool, or 2,050 people, would be interested in an employment opportunity with a wage of \$8.00 an hour. At \$10.00 an hour, 6,053 people (36.5% of the available labor) would be interested, while at \$12.00 an hour, 8,787 people (52.9% of the available labor pool) would be interested.

### Figure 4: Available Labor by Hourly Wage

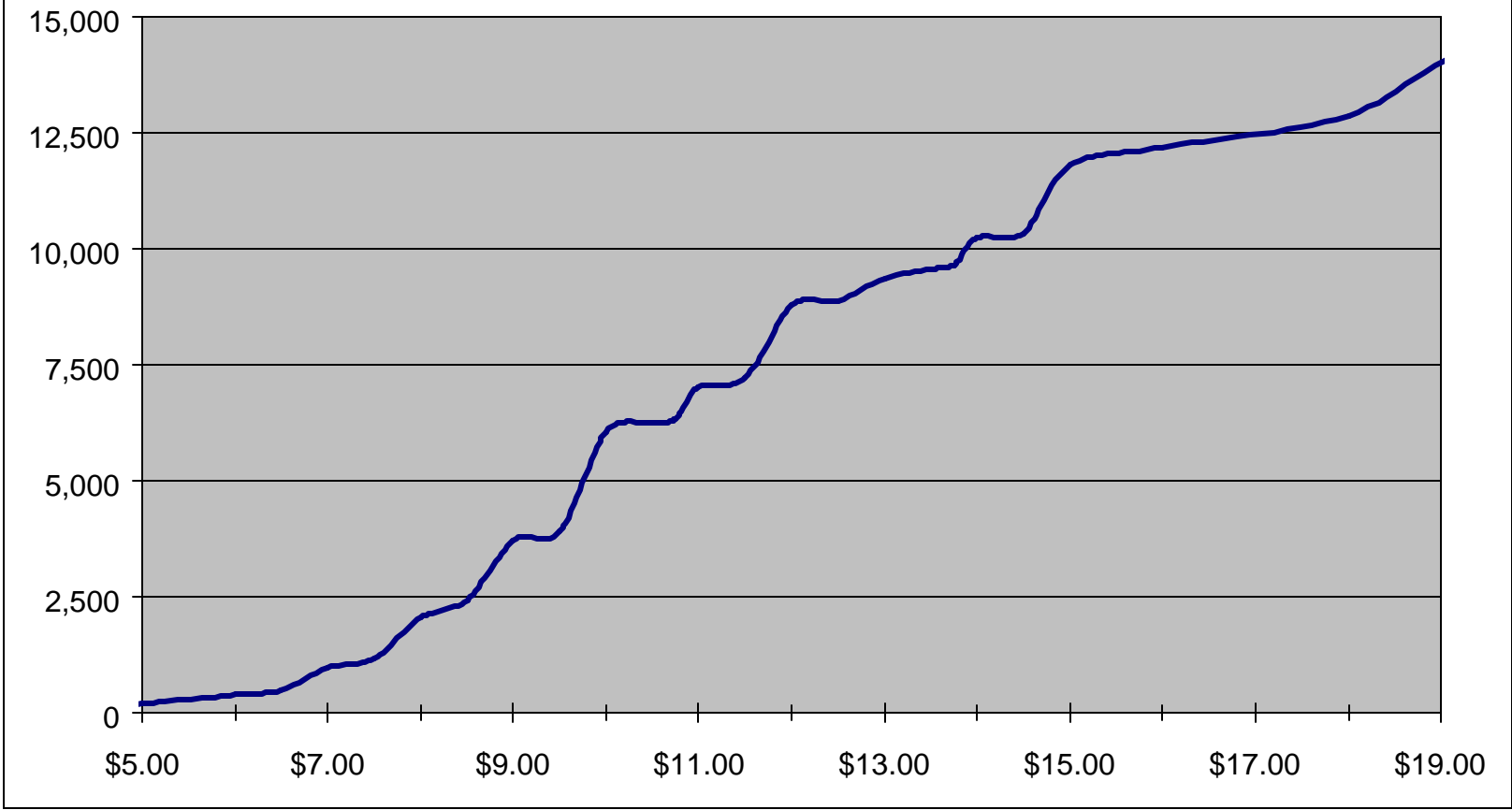




Table 5 indicates that the available labor pool in the Garden City labor basin will consider commuting. The table shows 14,031 (84.5% of the available labor) would commute more than 20 miles, one way, for employment. It also shows that 11,550 (69.6% of the available labor) are willing to travel more than 30 miles, one way, for an employment opportunity and 1,283 (7.7%) will commute more than 60 miles.

**Table 5: Distance Available Labor Will Commute**

	Cumulative	
	Number	Percent
60 Miles or More	1,283	7.7
50 Miles or More	1,454	8.8
40 Miles or More	2,994	18.0
30 Miles or More	11,550	69.6
20 Miles or More	14,031	84.5

Table 6 shows that the most important benefit affecting workers' decisions to leave their present job is higher pay (91.9%), followed by improved retirement benefits (77.0%), better educational opportunities (61.5%), and improved health benefits (49.0%).

**Table 6: Benefit Very Important In Decision to Change Employment**

	Percent Responding "Yes"
Salary	91.9
Retirement	77.0
Educational Opportunities	61.5
Health Benefits	53.8
Different Community	49.0

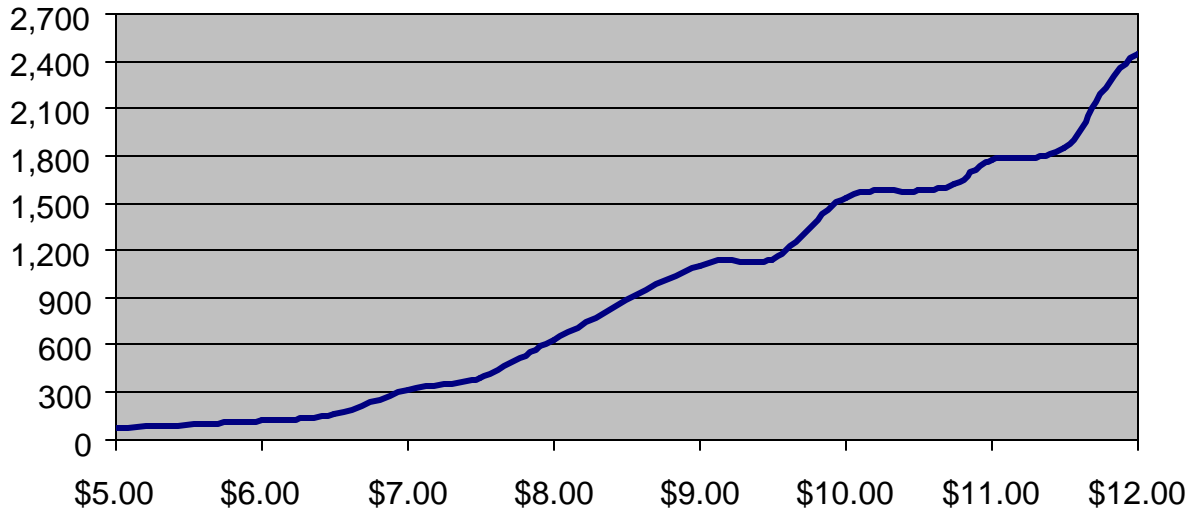
## Manufacturing and Service Sector Scenarios

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

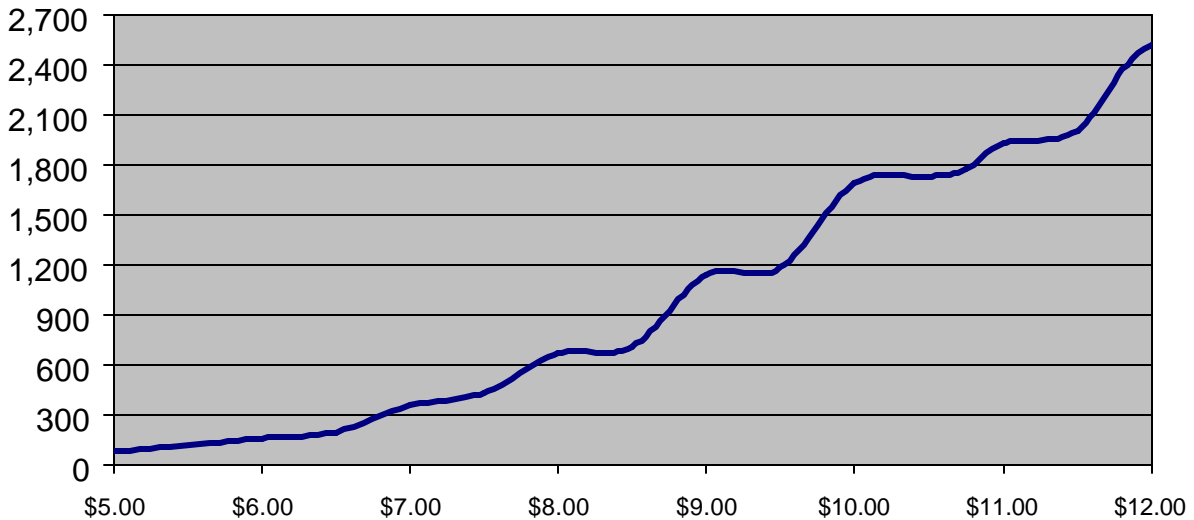
- 1) Whether the individual is willing to drive the necessary miles from his/her community to the location of the hypothetical employer.
- 2) Whether the respondent's expected wage is above \$12.00 an hour.
- 3) Whether the respondent is unwilling to change his/her primary field of employment (for example: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

Figures 5 and 6 (next page) show the available labor pool in Garden City for each type of employer. The available labor for a manufacturing employer offering up to \$12 an hour is about 2,444 workers, while at \$10 an hour the pool is 1,538 workers. For a service sector employer offering \$12 an hour, the available labor is 2,523 workers. At \$10.00 an hour, a service sector employer can expect to find 1,695 available workers.

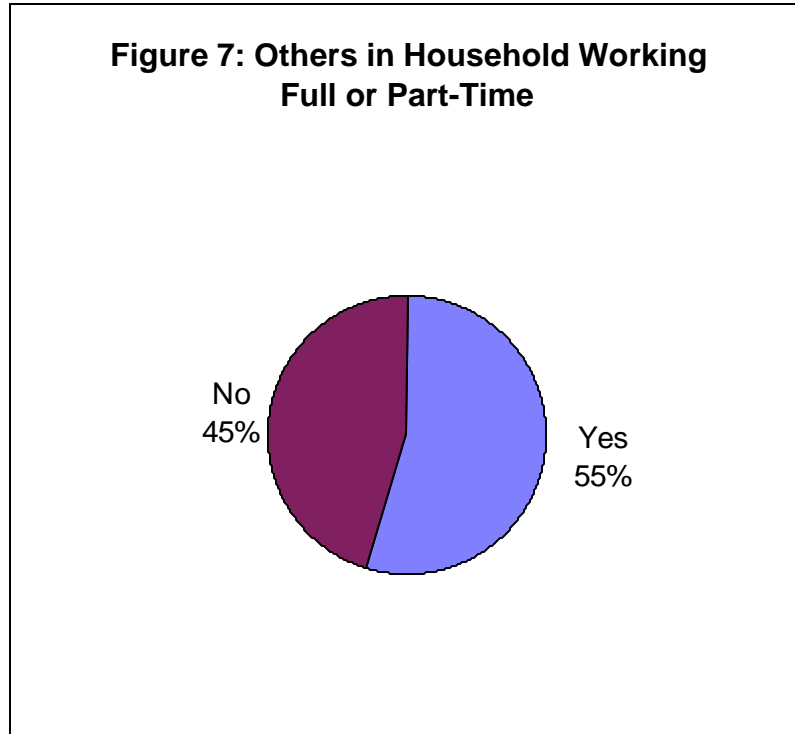
**Figure 5: Available Labor for Manufacturing in Garden City by Hourly Wage**



**Figure 6: Available Labor for Service Sector in Garden City by Hourly Wage**



Respondents were also asked about the number of full and part time workers other than the respondent that live in their household. Figure 7 shows that 55% (270 of the 494 respondents that answered this question) have at least one other person in their household that works at a full or part-time job.



Respondents indicating that at least one other person in their household works full or part-time were asked to provide the number of additional people in the home that are working. Table 7 shows that 47.7% of the 499 survey respondents have one additional full or part-time worker in their household. 5.2% have two people in addition to the respondent that work full or part-time. Only 1.0% of the respondents indicate that three or more additional members of their household work at a full or part-time job.

**Table 7: Number of Additional People in Household that are Working (N=270)**

	Frequency	Valid Percent
1 Person	238	47.7%
2 People	26	5.2%
3 or More People	5	1.0%
RA-DK	1	0.2%
"No" In Figure 7	224	44.9%
Missing	5	1.0%
Total	499	100.0%

## Methods

The findings from this survey are based on a random digit telephone sample of 499 adults living in 6 counties in Southwest Kansas. The survey was conducted February 8, 2000 to March 1, 2000 using a Computer Assisted Telephone Interviewing (CATI) system. The Finney County Economic Development Corporation contracted the University Center for Survey Research at the Docking Institute of Public Affairs to conduct this regional labor assessment. A total of 653 households were successfully contacted. In 499 of these households, an adult who is working, unemployed, or retired agreed to do the interview. This represents a response rate of 76%.

Because there is a large Spanish speaking population in the Garden City labor basin, respondents were given the option of having the survey administered in Spanish or in English. 30 of the 499 respondents chose to have the survey administered in Spanish. 20.1% of the respondents indicated that they were of Mexican or Hispanic origin when asked, and an additional 4.8% refused to answer when specifically asked if they were of Mexican or Hispanic origin. These findings are consistent with 1990 Census data that show 24.7% of the Garden City labor basin is of Hispanic origin.

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

## Appendix Survey Frequencies

### q1 Working Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Working or Student	369	73.9	74.2	74.2
	Homemaker	37	7.4	7.4	81.7
	Unemployed	12	2.4	2.4	84.1
	Retired	79	15.8	15.9	100.0
	Total	497	99.6	100.0	
Missing	System	2	.4		
Total		499	100.0		

### q1a Type of Position

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Full-Time	318	63.7	86.9	86.9
	Part-Time	45	9.0	12.3	99.2
	Temporary	3	.6	.8	100.0
	Total	366	73.3	100.0	
Missing	RA-DK	2	.4		
	System	131	26.3		
	Total	133	26.7		
Total		499	100.0		

### q1b Self-Employed

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	83	16.6	22.7	22.7
	No	282	56.5	77.3	100.0
	Total	365	73.1	100.0	
Missing	RA-DK	1	.2		
	System	133	26.7		
	Total	134	26.9		
Total		499	100.0		

**q2 Occupation**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	General Labor, Construction	21	4.2	4.3	4.3
	Mechanic, Welder	15	3.0	3.1	7.3
	Farmer, Agric Worker	55	11.0	11.2	18.5
	Factory Worker, Meat Packer	18	3.6	3.7	22.2
	Other Blue Collar	43	8.6	8.8	31.0
	Governmental Service	12	2.4	2.4	33.4
	Business Professional, Owner, Manager, Banker, Finance	37	7.4	7.5	40.9
	Doctor, Attorney, Engineer	12	2.4	2.4	43.4
	Clerical	21	4.2	4.3	47.7
	Arts & Crafts	3	.6	.6	48.3
	Sales	25	5.0	5.1	53.4
	Educator or Professor	31	6.2	6.3	59.7
	Other White Collar	35	7.0	7.1	66.8
	Social Service (e.g. health, babysitting)	20	4.0	4.1	70.9
	Hotel, Restaurant, Food Service	8	1.6	1.6	72.5
	Homemaker	4	.8	.8	73.3
	Full or Part Time Student	40	8.0	8.1	81.5
	Unemployed	12	2.4	2.4	83.9
	Retired	79	15.8	16.1	100.0
	Total	491	98.4	100.0	
Missing	System	8	1.6		
Total		499	100.0		

**q3d Health Insurance**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	415	83.2	84.0	84.0
	No	79	15.8	16.0	100.0
	Total	494	99.0	100.0	
Missing	RA-DK	3	.6		
	System	2	.4		
	Total	5	1.0		
Total		499	100.0		

**q3e Employer Provides Health Insurance**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	193	38.7	83.5	83.5
	No	38	7.6	16.5	100.0
	Total	231	46.3	100.0	
Missing	RA-DK	1	.2		
	System	267	53.5		
	Total	268	53.7		
Total		499	100.0		

**q3f Employer Provides Retirement Benefits**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	199	39.9	72.6	72.6
	No	75	15.0	27.4	100.0
	Total	274	54.9	100.0	
Missing	RA-DK	5	1.0		
	System	220	44.1		
	Total	225	45.1		
Total		499	100.0		

**q3g Employer Provides Paid Vacation**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	222	44.5	79.9	79.9
	No	56	11.2	20.1	100.0
	Total	278	55.7	100.0	
Missing	RA-DK	1	.2		
	System	220	44.1		
	Total	221	44.3		
Total		499	100.0		

**q3h Employer Provides Life Insurance**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	182	36.5	66.4	66.4
	No	92	18.4	33.6	100.0
	Total	274	54.9	100.0	
Missing	RA-DK	5	1.0		
	System	220	44.1		
	Total	225	45.1		
Total		499	100.0		

**q3j Distance to Work**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	4	.8	1.5	1.5
	1	18	3.6	6.6	8.1
	2	20	4.0	7.4	15.4
	3	13	2.6	4.8	20.2
	4	5	1.0	1.8	22.1
	5	64	12.8	23.5	45.6
	6	3	.6	1.1	46.7
	7	3	.6	1.1	47.8
	8	5	1.0	1.8	49.6
	9	1	.2	.4	50.0
	10	48	9.6	17.6	67.6
	12	6	1.2	2.2	69.9
	13	1	.2	.4	70.2
	15	27	5.4	9.9	80.1
	17	1	.2	.4	80.5
	18	2	.4	.7	81.3
	20	28	5.6	10.3	91.5
	25	6	1.2	2.2	93.8
	27	1	.2	.4	94.1
	30	10	2.0	3.7	97.8
35	2	.4	.7	98.5	
40	3	.6	1.1	99.6	
51	1	.2	.4	100.0	
	Total	272	54.5	100.0	
Missing	999	1	.2		
	System	226	45.3		
	Total	227	45.5		
Total		499	100.0		

**q4 Hold a Second Job**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	52	10.4	14.4	14.4
	No	309	61.9	85.6	100.0
	Total	361	72.3	100.0	
Missing	RA-DK	2	.4		
	System	136	27.3		
	Total	138	27.7		
Total		499	100.0		



**q5 Occupation of Second Job**

		Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	General Labor, Construction	2	.4	3.9	3.9	
	Farmer, Agric Worker	7	1.4	13.7	17.6	
	Factory Worker, Meat Packer	3	.6	5.9	23.5	
	Other Blue Collar	4	.8	7.8	31.4	
	Governmental Service	2	.4	3.9	35.3	
	Business Professional, Owner, Manager, Banker, Finance	3	.6	5.9	41.2	
	Doctor, Attorney, Engineer	1	.2	2.0	43.1	
	Clerical	3	.6	5.9	49.0	
	Sales	5	1.0	9.8	58.8	
	Educator or Professor	4	.8	7.8	66.7	
	Other White Collar	3	.6	5.9	72.5	
	Social Service (e.g. health, babysitting)	5	1.0	9.8	82.4	
	Hotel, Restaurant, Food Service	1	.2	2.0	84.3	
	Military	1	.2	2.0	86.3	
	Homemaker	5	1.0	9.8	96.1	
	Full or Part Time Student	2	.4	3.9	100.0	
	Total	51	10.2	100.0		
	Missing	RA-NA	1	.2		
		System	447	89.6		
		Total	448	89.8		
Total	499	100.0				

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	45	9.0	14.5	14.5
	No	266	53.3	85.5	100.0
	Total	311	62.3	100.0	
Missing	RA-DK	2	.4		
	System	186	37.3		
	Total	188	37.7		
Total	499	100.0			

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	15	3.0	8.4	8.4
	No	163	32.7	91.6	100.0
	Total	178	35.7	100.0	
Missing	System	321	64.3		
Total		499	100.0		

**q7a Expected Wage in a New Job**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	7.00	1	.2	16.7	16.7
	7.50	1	.2	16.7	33.3
	8.00	1	.2	16.7	50.0
	9.00	1	.2	16.7	66.7
	10.00	1	.2	16.7	83.3
	13.00	1	.2	16.7	100.0
	Total	6	1.2	100.0	
Missing	System	493	98.8		
Total		499	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	172	34.5	55.5	55.5
	No	138	27.7	44.5	100.0
	Total	310	62.1	100.0	
Missing	RA-DK	9	1.8		
	System	180	36.1		
	Total	189	37.9		
Total		499	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	113	22.6	53.6	53.6
	No	98	19.6	46.4	100.0
	Total	211	42.3	100.0	
Missing	RA-DK	2	.4		
	System	286	57.3		
	Total	288	57.7		
Total		499	100.0		

**q8b Education Opportunities Important to Change Job**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	126	25.3	61.2	61.2
	No	80	16.0	38.8	100.0
	Total	206	41.3	100.0	
Missing	RA-DK	7	1.4		
	System	286	57.3		
	Total	293	58.7		
Total		499	100.0		

**q8c Increase Salary Important to Change Job**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	193	38.7	91.9	91.9
	No	17	3.4	8.1	100.0
	Total	210	42.1	100.0	
Missing	RA-DK	3	.6		
	System	286	57.3		
	Total	289	57.9		
Total		499	100.0		

**q8d Improved Retirement Important to Change Job**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	162	32.5	77.1	77.1
	No	48	9.6	22.9	100.0
	Total	210	42.1	100.0	
Missing	RA-DK	4	.8		
	System	285	57.1		
	Total	289	57.9		
Total		499	100.0		

**q8e Different Community Important to Change Job**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	101	20.2	48.8	48.8
	No	106	21.2	51.2	100.0
	Total	207	41.5	100.0	
Missing	RA-DK	5	1.0		
	System	287	57.5		
	Total	292	58.5		
Total		499	100.0		

**q8f Other Important to Change Job**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	48	9.6	31.6	31.6
	No	104	20.8	68.4	100.0
	Total	152	30.5	100.0	
Missing	RA-DK	5	1.0		
	System	342	68.5		
	Total	347	69.5		
Total		499	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	170	34.1	82.5	82.5
	No	36	7.2	17.5	100.0
	Total	206	41.3	100.0	
Missing	RA-DK	7	1.4		
	System	286	57.3		
	Total	293	58.7		
Total		499	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	.6	1.5	1.5
	2	1	.2	.5	2.1
	5	1	.2	.5	2.6
	7	1	.2	.5	3.1
	9	1	.2	.5	3.6
	10	5	1.0	2.6	6.2
	15	18	3.6	9.3	15.5
	20	26	5.2	13.4	28.9
	25	3	.6	1.5	30.4
	30	99	19.8	51.0	81.4
	35	1	.2	.5	82.0
	40	4	.8	2.1	84.0
	45	14	2.8	7.2	91.2
	50	2	.4	1.0	92.3
	60	15	3.0	7.7	100.0
	Total	194	38.9	100.0	
	Missing	999	5	1.0	
System		300	60.1		
Total		305	61.1		
Total		499	100.0		

**q9a Necessary Wage To Leave Current Job**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.25	1	.2	.6	.6
	5.00	1	.2	.6	1.2
	6.00	2	.4	1.2	2.4
	6.50	1	.2	.6	3.0
	7.00	4	.8	2.4	5.4
	7.50	1	.2	.6	6.0
	8.00	8	1.6	4.8	10.8
	8.50	4	.8	2.4	13.3
	9.00	12	2.4	7.2	20.5
	9.50	2	.4	1.2	21.7
	10.00	21	4.2	12.7	34.3
	10.50	2	.4	1.2	35.5
	10.75	1	.2	.6	36.1
	11.00	7	1.4	4.2	40.4
	11.50	2	.4	1.2	41.6
	12.00	16	3.2	9.6	51.2
	12.50	1	.2	.6	51.8
	13.00	4	.8	2.4	54.2
	13.50	2	.4	1.2	55.4
	13.75	1	.2	.6	56.0
	14.00	6	1.2	3.6	59.6
	14.50	1	.2	.6	60.2
	15.00	15	3.0	9.0	69.3
	16.00	4	.8	2.4	71.7
	18.00	7	1.4	4.2	75.9
	20.00	20	4.0	12.0	88.0
	25.00	6	1.2	3.6	91.6
	26.00	1	.2	.6	92.2
	30.00	9	1.8	5.4	97.6
	35.00	2	.4	1.2	98.8
	50.00	2	.4	1.2	100.0
	Total	166	33.3	100.0	
Missing	System	333	66.7		
Total		499	100.0		

**q11 Skills Underutilized Now**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	87	17.4	25.1	25.1
	No	259	51.9	74.9	100.0
	Total	346	69.3	100.0	
Missing	RA-DK	16	3.2		
	System	137	27.5		
	Total	153	30.7		
Total		499	100.0		

**q12 Why Underutilized**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Prev Job Required More Skill Educ	12	2.4	21.1	21.1
	Have had Additional Training, Educ	21	4.2	36.8	57.9
	Current Job Doesn't Req My Training, Educ	20	4.0	35.1	93.0
	Prev Job Earned More Income	4	.8	7.0	100.0
	Total	57	11.4	100.0	
Missing	RA-DK	30	6.0		
	System	412	82.6		
	Total	442	88.6		
Total		499	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	General Labor, Construction	2	.4	13.3	13.3
	Mechanic, Welder	1	.2	6.7	20.0
	Governmental Service	1	.2	6.7	26.7
	Business Professional, Owner, Manager, Banker, Finance	4	.8	26.7	53.3
	Clerical	3	.6	20.0	73.3
	Other White Collar	3	.6	20.0	93.3
	Social Service (e.g. health, babysitting)	1	.2	6.7	100.0
	Total	15	3.0	100.0	
	Missing	RA-NA	1	.2	
System		483	96.8		
Total		484	97.0		
Total		499	100.0		

**q14 Previous Job Provided More Income**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	12	2.4	80.0	80.0
	No	3	.6	20.0	100.0
	Total	15	3.0	100.0	
Missing	RA-DK	1	.2		
	System	483	96.8		
	Total	484	97.0		
Total		499	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	63	12.6	74.1	74.1
	No	22	4.4	25.9	100.0
	Total	85	17.0	100.0	
Missing	RA-DK	3	.6		
	System	411	82.4		
	Total	414	83.0		
Total		499	100.0		

**q16 Others in House Working Full/Part Time**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	270	54.1	54.7	54.7
	No	224	44.9	45.3	100.0
	Total	494	99.0	100.0	
Missing	RA-DK	1	.2		
	System	4	.8		
	Total	5	1.0		
Total		499	100.0		

**q16a How Many**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	238	47.7	88.5	88.5
	2	26	5.2	9.7	98.1
	3	4	.8	1.5	99.6
	5	1	.2	.4	100.0
	Total	269	53.9	100.0	
Missing	System	230	46.1		
Total		499	100.0		

**q19 Highest Level of Education**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less HS Diploma	78	15.6	15.8	15.8
	High School Diploma	150	30.1	30.3	46.1
	Less than 30 College Hours	50	10.0	10.1	56.2
	30-60 College Hours	51	10.2	10.3	66.5
	Associate of Arts	13	2.6	2.6	69.1
	Associate of Arts and Sciences Degree	16	3.2	3.2	72.3
	60-90 College Hours	22	4.4	4.4	76.8
	90-120 College Hours	9	1.8	1.8	78.6
	Bachelors Degree	69	13.8	13.9	92.5
	Graduate Hours	11	2.2	2.2	94.7
	Masters Degree	22	4.4	4.4	99.2
	Doctoral Degree	4	.8	.8	100.0
	Total	495	99.2	100.0	
Missing	RA-NA	1	.2		
	System	3	.6		
	Total	4	.8		
Total		499	100.0		

**q20 Total Family Income**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than \$10k	20	4.0	4.7	4.7
	\$10k-\$20k	50	10.0	11.8	16.5
	\$20k-\$30k	95	19.0	22.4	38.8
	\$30k-\$40k	88	17.6	20.7	59.5
	\$40k-\$50k	63	12.6	14.8	74.4
	\$50k-\$60k	28	5.6	6.6	80.9
	\$60k-\$70k	26	5.2	6.1	87.1
	over \$70k	55	11.0	12.9	100.0
	Total	425	85.2	100.0	
Missing	RA-NA	65	13.0		
	System	9	1.8		
	Total	74	14.8		
Total		499	100.0		



**q21 Race**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	White	389	78.0	84.6	84.6
	Black or African American	4	.8	.9	85.4
	American Indian or Alaskan Native	11	2.2	2.4	87.8
	Asian	1	.2	.2	88.0
	Some Other Race	55	11.0	12.0	100.0
	Total	460	92.2	100.0	
Missing	DK/RA	7	1.4		
	System	32	6.4		
	Total	39	7.8		
Total		499	100.0		

**q22 Mexican or Hispanic Origin**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	93	18.6	20.1	20.1
	No	370	74.1	79.9	100.0
	Total	463	92.8	100.0	
Missing	RA-DK	24	4.8		
	System	12	2.4		
	Total	36	7.2		
Total		499	100.0		

**SPANISH**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	30	6.0	6.2	6.2
	No	456	91.4	93.8	100.0
	Total	486	97.4	100.0	
Missing	System	13	2.6		
Total		499	100.0		

**q22 Gender**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Female	258	51.7	52.2	52.2
	Male	236	47.3	47.8	100.0
	Total	494	99.0	100.0	
Missing	System	5	1.0		
Total		499	100.0		

q21 Zip Code

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 67825	1	.2	.2	.2
67834	1	.2	.2	.4
67835	28	5.6	5.6	6.0
67837	5	1.0	1.0	7.0
67838	6	1.2	1.2	8.2
67843	1	.2	.2	8.4
67845	1	.2	.2	8.6
67846	266	53.3	53.3	61.9
67851	15	3.0	3.0	64.9
67853	7	1.4	1.4	66.3
67860	28	5.6	5.6	71.9
67861	30	6.0	6.0	78.0
67863	3	.6	.6	78.6
67864	1	.2	.2	78.8
67867	10	2.0	2.0	80.8
67868	1	.2	.2	81.0
67869	1	.2	.2	81.2
67870	16	3.2	3.2	84.4
67871	56	11.2	11.2	95.6
67873	1	.2	.2	95.8
67877	19	3.8	3.8	99.6
67881	1	.2	.2	99.8
67883	1	.2	.2	100.0
Total	499	100.0	100.0	