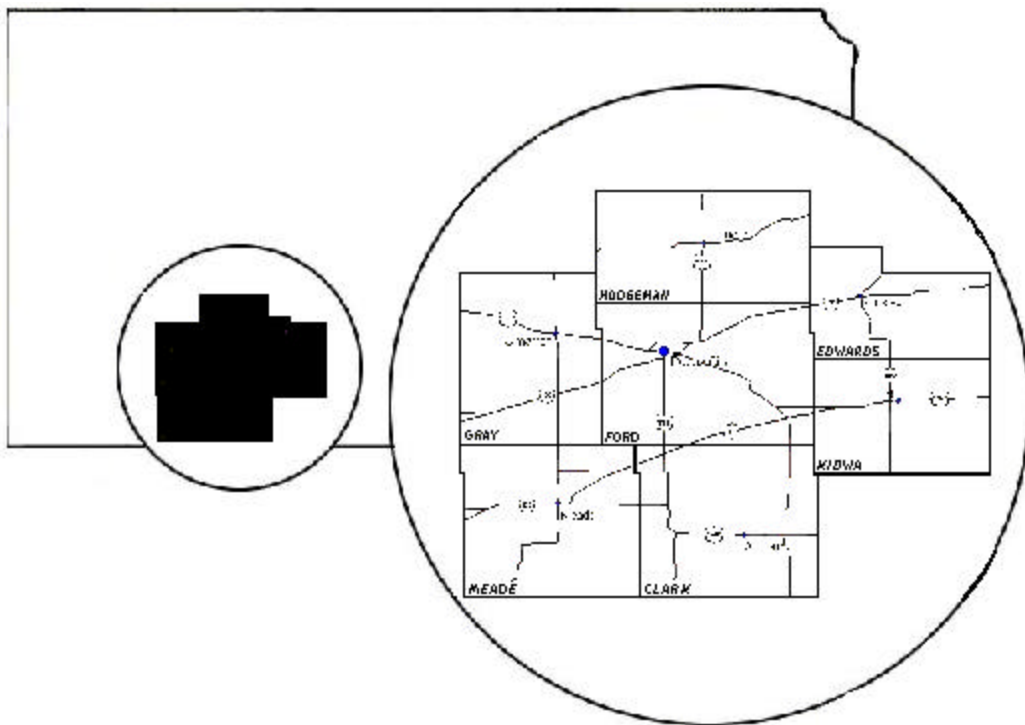


# Dodge City

## Labor Availability Analysis

Ford | Clark | Edwards | Gray | Hodgeman | Kiowa | Meade



Conducted For

**Dodge City/Ford County Development Corporation**

By

**The Docking Institute of Public Affairs**

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600 Park Street  
Hays KS 67601

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**The Docking Institute of Public Affairs**

Fort Hays State University

600 Park Street

Hays, Kansas 67601-4099

Telephone: (785) 628-4197

FAX: (785) 628-4188

[www.fhsu.edu/docking](http://www.fhsu.edu/docking)

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

Joseph A. Aistrup, Ph.D.  
Director

Brett Zollinger, Ph.D.  
Director, Center for Survey Research

Mike Walker, M.S.  
Research Scientist

Trevor Steinert  
Research Associate

Cathy Drabkin  
Conference Planner

# **Dodge City Labor Availability Analysis**

## **Report Prepared By:**

Trevor Steinert  
Research Associate

Brett Zollinger, Ph.D.  
Director, University Center for Survey Research

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

## **Report Prepared For:**

Dodge City/Ford County Development Corporation

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

The Dodge City labor basin encompasses seven 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.

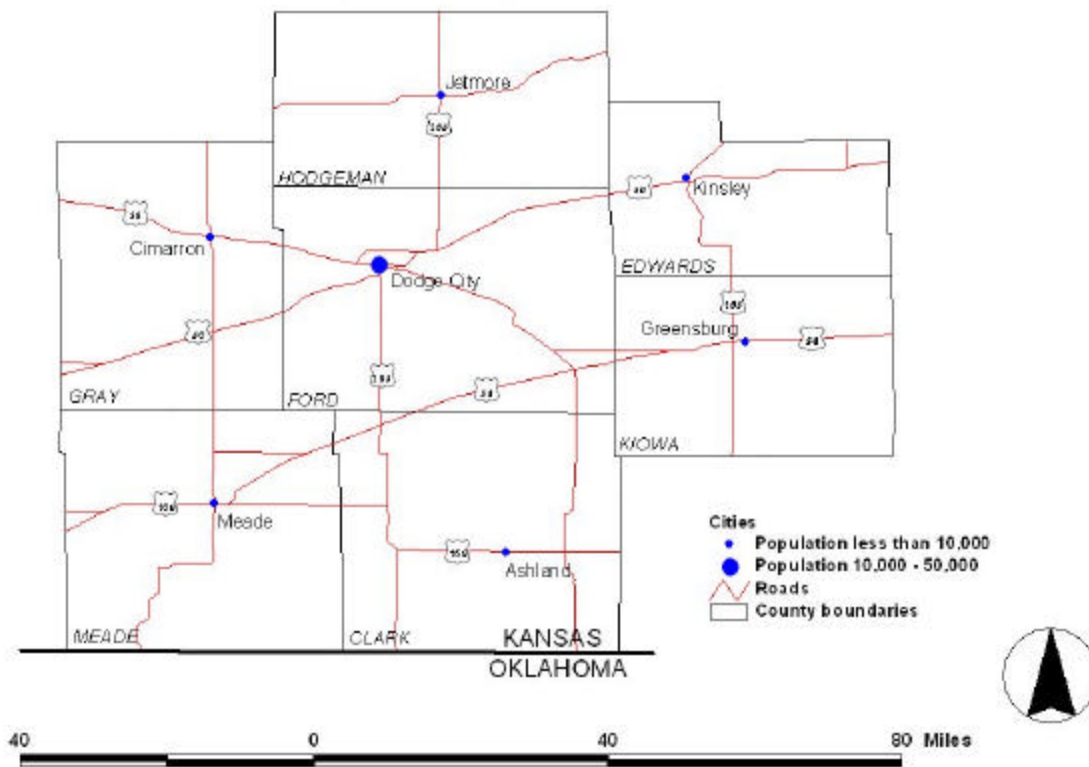
The Docking Institute of Public Affairs’ independent analysis of this labor basin shows that:

- There is an available labor pool in the Dodge City labor basin of 13,127. It is estimated that 980 unemployed and 2,286 employed workers are seeking new employment, while 9,862 would consider changing employment for the right opportunities.
- 63.5% of the available labor pool have at least some college education. A total of 87.5% have at least a high school diploma.
- 29.3%, or an estimated 3,844 workers in the available labor pool, are underemployed.
- 15.2% of the available labor pool, or 1,994 people, would be interested in an employment opportunity with a wage of \$8.00 an hour. At \$10.00 an hour, 5,234 people (39.9% of the available labor) would be interested, while at \$12.00 an hour, 6,979 people (53.2% 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. 11,263 (85.8% of the available labor) would commute more than 20 miles, one way, for employment. 8,727 (66.5% of the available labor) are willing to travel more than 30 miles, one way, for an employment opportunity and 2,461 (18.8%) will commute more than 60 miles.

## Dodge City Labor Availability Analysis

The Dodge City labor basin encompasses seven counties in Southwest Kansas. The criteria used to include a county in this labor basin are whether it has a significant border adjacent to Ford County, if the county is also close in proximity to Dodge City, and if it has an established driving route for commuting to Dodge City. The Dodge City labor basin has a total population of approximately 51,000. It has a civilian labor force of over 27,000. While there is an unemployment rate of 2.5%, 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 3,265 workers (12.0%) who are actively seeking new employment and 9,862 (36.1%) who would consider new employment for the right opportunity.

## Dodge City Labor Basin



Created by - Beau Dealy for The Docking Institute of Public Affairs, June 2000

## 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 Dodge 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 548 employed, unemployed, and retired adults living in the Dodge City labor basin. When all 548 respondents are included in the analysis, the survey findings have a margin of error of +/- 4.2%. The margin of error for subgroups is higher. Most of these analyses are based on a subgroup of 201 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 201 respondents, the survey has a margin of error of +/- 6.9%. 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 Dodge City labor basin of 13,127. It is estimated that 980 unemployed<sup>2</sup> and 2,286 employed workers are seeking new employment, while 9,862 would consider changing employment for the right opportunities.

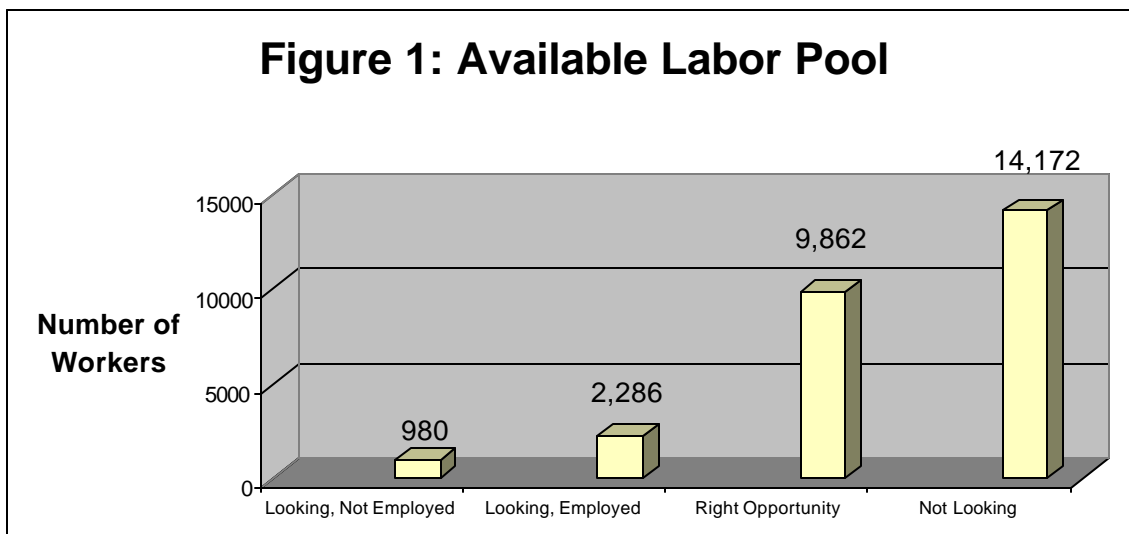


Table 1 (next page) shows the various occupations of these 13,127 potential employees. Traditional blue-collar occupations represent about 38.6% of the occupations. Professional occupations represent 27.2% of the available labor pool, while service sector jobs comprise another 26.5%. Finally, students, the unemployed, and homemakers represent 7.5% 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.

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

**Table 1: Occupation**

	Number	Percent
Mechanic,Welder	792	6.0
Factory Worker,Meat Packer	1,187	9.0
General Labor	3,100	23.6
Governmental, Business, and other Professional	2,111	16.1
Clerical	528	4.0
Educator or Professor	1,451	11.1
Other White Collar	1,121	8.5
Social Service (e.g.health,babysitting)	726	5.5
Sales, Hotel, Restaurant, Food Service	1,121	8.5
Homemakers and Retirees	132	1.0
Unemployed	660	5.0
Students	198	1.5
Total	13,127	100.0

(Numbers may not total accurately due to rounding.)

Table 2 shows the gender, age statistics, and educational levels of these 13,127 workers. Over 63% are men<sup>3</sup>. The average and median years born are (39 years old). 63.5% of the available labor have at least some college education. A total of 87.5% have at least a high school diploma.

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

Age	Year Born		
Average	1961		
Median	1961		
Gender	Number	Percent	
Female	4,833	36.8	
Male	8,294	63.2	
Total	13,127	100.0	
Highest Level of Education Achieved	Number	Percent	Cum. Percent
Less HS Diploma	1,641	12.5	12.5
High School Diploma Only	3,151	24.0	36.5
0-60 College Hours	3,282	25.0	61.5
Associate of Arts	722	5.5	67.0
60-120 College Hours	1,050	8.0	75.0
Bachelors Degree	2,035	15.5	90.5
Graduate Degree	1,247	9.5	100.0
Total	13,127	100.0	

<sup>3</sup> Compared to the recent Finney County labor basin study there was a smaller percentage of females in the available labor pool. Further analysis (not shown) revealed that this is due to a large number of homemakers not interested in taking a job. This low percentage of women in the available labor pool is not the result of women currently working who are not willing to consider another employment opportunity.



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 29.3%, or an estimated 3,844 workers *in the available labor pool*, are underemployed.

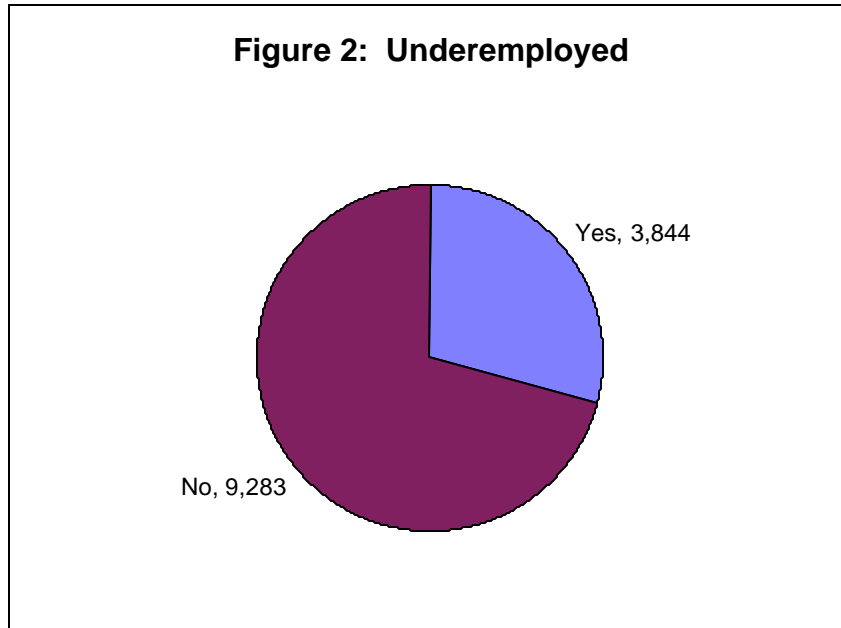


Table 3 shows the education levels of these underemployed workers in the available labor pool, with 62.2% having at least some college education. A total of 90.6% have at least a high school diploma.

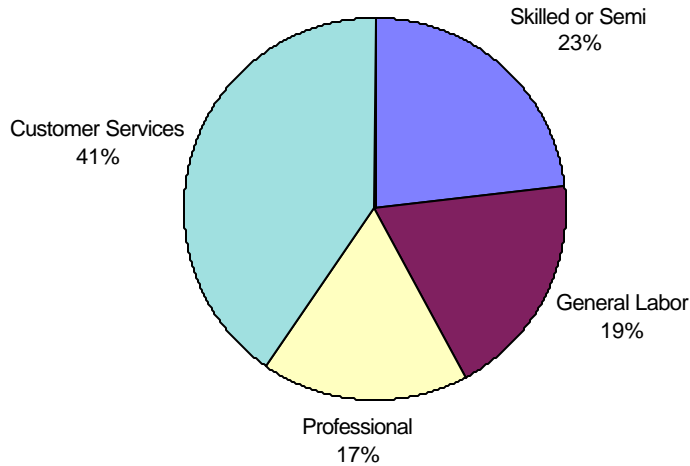
**Table 3: Highest Level of Education Achieved Among Underemployed**

	Number	Percent	Cum. Percent
Graduate Degree	363	9.4	9.4
Bachelors Degree	508	13.2	22.6
60-120 College Hours	218	5.7	28.3
Associate of Arts	290	7.5	35.8
0-60 College Hours	1,015	26.4	62.3
High School Diploma	1,088	28.3	90.6
Less HS Diploma	363	9.4	100.0
Total	3,844	100	

The underemployed workers also tend to be currently employed in areas of strong demand. Figure 3 (next page) illustrates that 41% (1,552 people) are in customer service related occupations, 23% (887 people) are in skilled or semi-skilled blue collar occupations, 19% (739 people) are employed as general laborers, and 17% (665 people) are in professional positions.<sup>4</sup>

<sup>4</sup> Numbers do not total accurately due to rounding.

**Figure 3: Occupational Groups of Underemployed**



Some workers may be available for a new employment opportunity, but are unwilling to switch from their current job to a different type of position. If there are a large percentage of those unwilling to change their job descriptions, it limits the type of employers who can enter the labor basin. But this is not the case in the Dodge City labor basin. Table 4 indicates that 82.5% of the available labor pool, or 10,828 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	10,828	82.5
No	2,299	17.5
Total	13,127	100.0

Figure 4 (next page) shows the wage demands of the available labor pool. 15.2% of the available labor pool, or 1,994 people, would be interested in an employment opportunity with a wage of \$8.00 an hour. At \$10.00 an hour, 5,234 people (39.9% of the available labor) would be interested, while at \$12.00 an hour, 6,979 people (53.2% of the available labor pool) would be interested.

### Figure 4: Available Labor by Hourly Wage

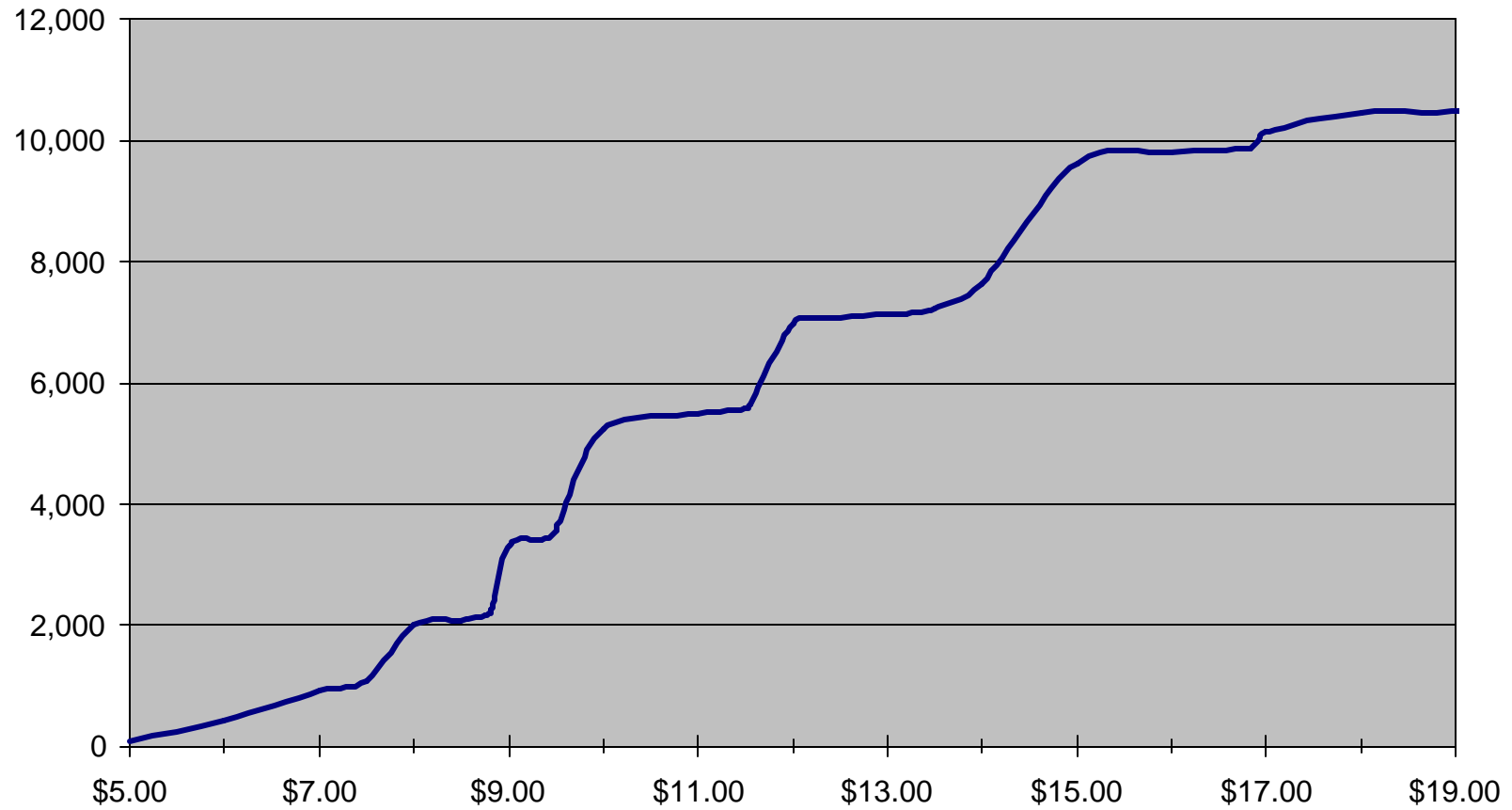


Table 5 indicates that the available labor pool in the Dodge City labor basin is very open to commuting. The table shows 11,263 (85.8% of the available labor) would commute more than 20 miles, one way, for employment. It also shows that 8,727 (66.5% of the available labor) are willing to travel more than 30 miles, one way, for an employment opportunity and 2,461 (18.8%) will commute more than 60 miles.

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

	Cumulative	
	Number	Percent
60 Miles or More	2,461	18.8
50 Miles or More	2,760	21.0
40 Miles or More	3,878	29.5
30 Miles or More	8,727	66.5
20 Miles or More	11,263	85.8

Table 6 shows that the most important benefit affecting workers' decisions to leave their present job is higher pay (93.5%), followed by improved retirement benefits (75.5%), better educational opportunities (63.0%), and improved health benefits (57.1%).

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

	Percent Responding "Yes"
Salary	93.5
Retirement	75.5
Educational Opportunities	63.0
Health Benefits	57.1
Different Community	43.0

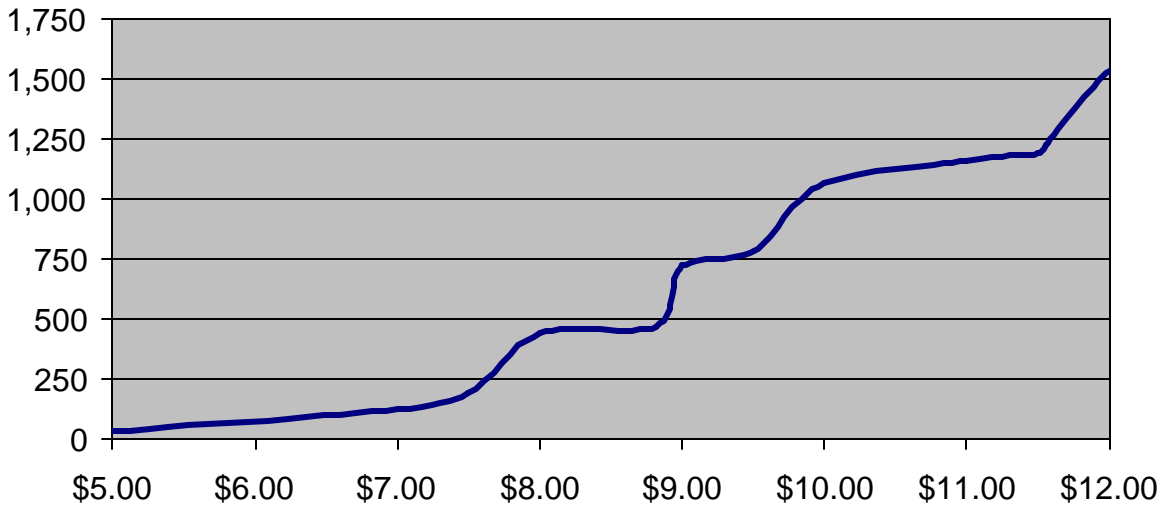
## Manufacturing and Service Sector Scenarios

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:

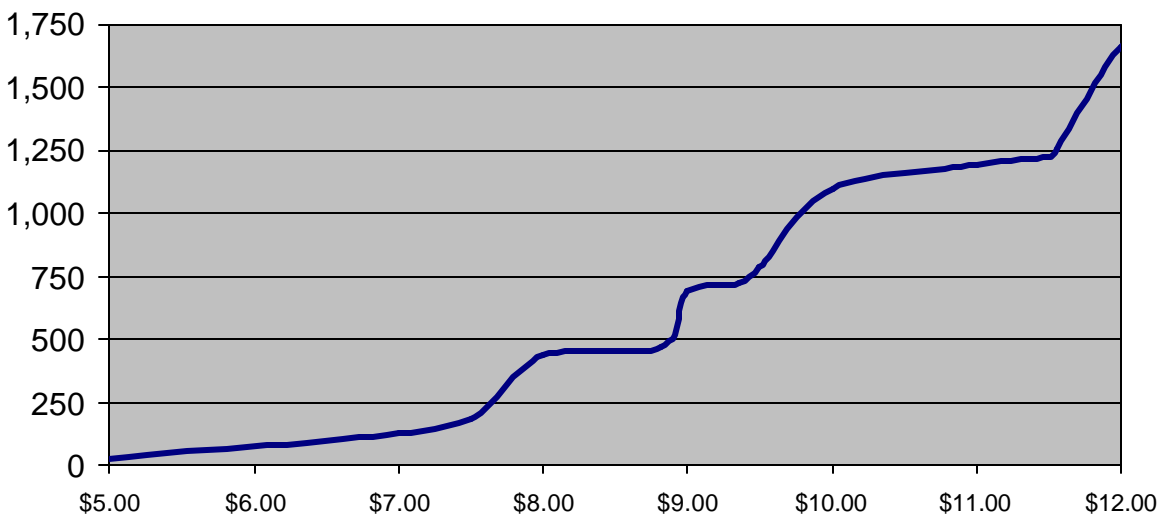
- 1) Whether the individual is willing to drive the necessary miles from his/her community to the location of the hypothetical employer.
- 2) Whether the respondent's expected wage is above \$12.00 an hour.
- 3) Whether the respondent is unwilling to change his/her primary field of employment (for example: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

Figures 5 and 6 (next page) show the available labor pool in Dodge City for each type of employer. The available labor for a manufacturing employer offering up to \$12 an hour is about 1,539 workers, while at \$10 an hour the pool is 1,068 workers. For a service sector employer offering \$12 an hour, the available labor is 1,664 workers. At \$10.00 an hour, a service sector employer can expect to find 1,099 available workers.

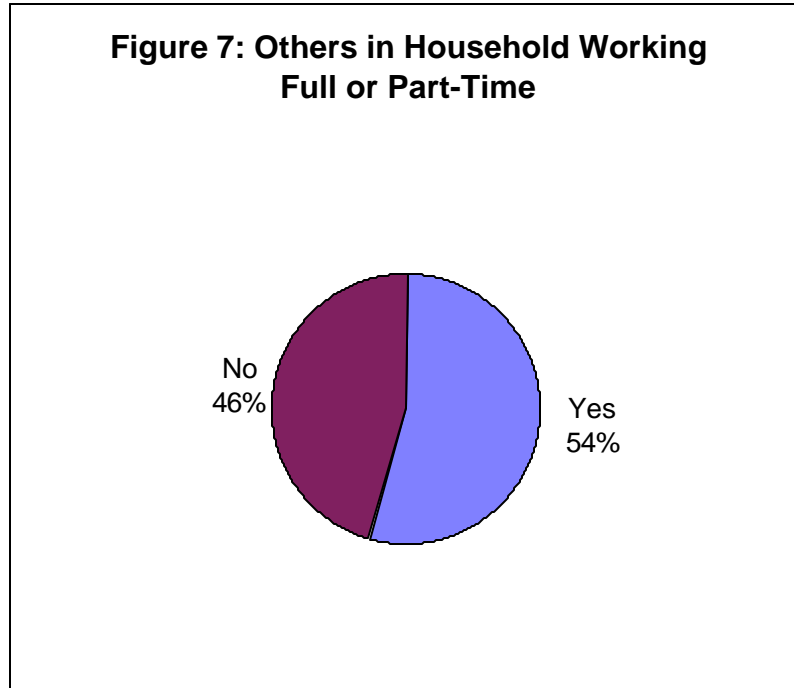
**Figure 5: Available Labor for Manufacturing in Dodge City by Hourly Wage**



**Figure 6: Available Labor for Service Sector in Dodge 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 54% (297 of the 546 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 46.5% of the 548 survey respondents have one additional full or part-time worker in their household. 5.8% have two people in addition to the respondent that work full or part-time. Only 1.8% 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=297)**

	Frequency	Valid Percent
1 Person	255	46.5%
2 People	32	5.8%
3 or More People	10	1.8%
RA-DK	2	0.4%
"No" In Figure 7	249	45.4%
Total	548	100.0%

## Methods

The findings from this survey are based on a random digit telephone sample of 548 adults living in 7 counties in Southwest Kansas. The survey was conducted May 15, 2000 to June 6, 2000 using a Computer Assisted Telephone Interviewing (CATI) system. The Dodge City/Ford County 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 611 households were successfully contacted. In 548 of these households, an adult who is working, unemployed, or retired agreed to do the interview. This represents a response rate of 90%.

Because there is a large Spanish speaking population in the Dodge City labor basin, respondents were given the option of having the survey administered in Spanish or in English. 57 of the 548 respondents chose to have the survey administered in Spanish. 16.3% of the respondents indicated that they were of Mexican or Hispanic origin when asked, and an additional 1.3% refused to answer when specifically asked if they were of Mexican or 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	346	63.1	63.4	63.4
	Homemaker	49	8.9	9.0	72.3
	Unemployed	19	3.5	3.5	75.8
	Retired	132	24.1	24.2	100.0
	Total	546	99.6	100.0	
Missing	RA-DK	1	.2		
	System	1	.2		
	Total	2	.4		
Total		548	100.0		

### q1a Type of Position

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Full-Time	307	56.0	89.0	89.0
	Part-Time	34	6.2	9.9	98.8
	Temporary	4	.7	1.2	100.0
	Total	345	63.0	100.0	
Missing	System	203	37.0		
Total		548	100.0		

### q1b Self-Employed

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	63	11.5	18.3	18.3
	No	281	51.3	81.7	100.0
	Total	344	62.8	100.0	
Missing	RA-DK	2	.4		
	System	202	36.9		
	Total	204	37.2		
Total		548	100.0		



**q2 Occupation**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	General Labor, Construction	27	4.9	5.0	5.0
	Mechanic, Welder	16	2.9	3.0	7.9
	Farmer, Agric Worker	24	4.4	4.4	12.4
	Factory Worker, Meat Packer	34	6.2	6.3	18.7
	Other Blue Collar	33	6.0	6.1	24.8
	Governmental Service	7	1.3	1.3	26.1
	Business				
	Professional, Owner, Manager, Banker, Finance	37	6.8	6.8	32.9
	Doctor, Attorney, Engineer	9	1.6	1.7	34.6
	Clerical	26	4.7	4.8	39.4
	Arts & Crafts	4	.7	.7	40.1
	Sales	25	4.6	4.6	44.7
	Educator or Professor	34	6.2	6.3	51.0
	Other White Collar	30	5.5	5.5	56.6
	Social Service (e.g. health, babysitting)	21	3.8	3.9	60.4
	Hotel, Restaurant, Food Service	7	1.3	1.3	61.7
	Full or Part Time Student	56	10.2	10.4	72.1
	Unemployed	19	3.5	3.5	75.6
	Retired	132	24.1	24.4	100.0
	Total	541	98.7	100.0	
Missing	RA-NA	2	.4		
	System	5	.9		
	Total	7	1.3		
Total	548	100.0			

**q3d Health Insurance**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	470	85.8	86.6	86.6
	No	73	13.3	13.4	100.0
	Total	543	99.1	100.0	
Missing	RA-DK	5	.9		
Total		548	100.0		

**q3e Employer Provides Health Insurance**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	248	45.3	84.9	84.9
	No	44	8.0	15.1	100.0
	Total	292	53.3	100.0	
Missing	System	256	46.7		
Total		548	100.0		

**q3f Employer Provides Retirement Benefits**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	190	34.7	71.4	71.4
	No	76	13.9	28.6	100.0
	Total	266	48.5	100.0	
Missing	RA-DK	8	1.5		
	System	274	50.0		
	Total	282	51.5		
Total		548	100.0		

**q3g Employer Provides Paid Vacation**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	221	40.3	81.0	81.0
	No	52	9.5	19.0	100.0
	Total	273	49.8	100.0	
Missing	System	275	50.2		
Total		548	100.0		

**q3h Employer Provides Life Insurance**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	183	33.4	69.8	69.8
	No	79	14.4	30.2	100.0
	Total	262	47.8	100.0	
Missing	RA-DK	11	2.0		
	System	275	50.2		
	Total	286	52.2		
Total		548	100.0		

**q3j Distance to Work**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	7	1.3	2.6	2.6
	1	19	3.5	7.1	9.7
	2	23	4.2	8.6	18.3
	3	18	3.3	6.7	25.0
	4	1	.2	.4	25.4
	5	68	12.4	25.4	50.7
	6	2	.4	.7	51.5
	7	9	1.6	3.4	54.9
	8	5	.9	1.9	56.7
	10	39	7.1	14.6	71.3
	12	7	1.3	2.6	73.9
	14	1	.2	.4	74.3
	15	26	4.7	9.7	84.0
	16	1	.2	.4	84.3
	17	2	.4	.7	85.1
	20	16	2.9	6.0	91.0
	25	2	.4	.7	91.8
	30	8	1.5	3.0	94.8
	35	1	.2	.4	95.1
	40	1	.2	.4	95.5
45	4	.7	1.5	97.0	
50	2	.4	.7	97.8	
60	6	1.1	2.2	100.0	
	Total	268	48.9	100.0	
Missing	999	3	.5		
	System	277	50.5		
	Total	280	51.1		
Total		548	100.0		

**q4 Hold a Second Job**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	67	12.2	19.9	19.9
	No	270	49.3	80.1	100.0
	Total	337	61.5	100.0	
Missing	RA-DK	3	.5		
	System	208	38.0		
	Total	211	38.5		
Total		548	100.0		

**q5 Occupation of Second Job**

		Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	General Labor, Construction	4	.7	6.2	6.2	
	Mechanic, Welder	1	.2	1.5	7.7	
	Farmer, Agric Worker	14	2.6	21.5	29.2	
	Other Blue Collar	5	.9	7.7	36.9	
	Governmental Service	1	.2	1.5	38.5	
	Business					
	Professional, Owner, Manager, Banker, Finance	5	.9	7.7	46.2	
	Doctor, Attorney, Engineer	1	.2	1.5	47.7	
	Clerical	2	.4	3.1	50.8	
	Arts & Crafts	2	.4	3.1	53.8	
	Sales	4	.7	6.2	60.0	
	Educator or Professor	3	.5	4.6	64.6	
	Other White Collar	6	1.1	9.2	73.8	
	Social Service (e.g. health, babysitting)	7	1.3	10.8	84.6	
	Homemaker	7	1.3	10.8	95.4	
	Full or Part Time Student	2	.4	3.1	98.5	
	Retired	1	.2	1.5	100.0	
	Total	65	11.9	100.0		
	Missing	RA-NA	2	.4		
		System	481	87.8		
Total		483	88.1			
Total	548	100.0				

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	35	6.4	11.7	11.7
	No	264	48.2	88.3	100.0
	Total	299	54.6	100.0	
Missing	RA-DK	1	.2		
	System	248	45.3		
	Total	249	45.4		
Total	548	100.0			

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	22	4.0	9.1	9.1
	No	219	40.0	90.9	100.0
	Total	241	44.0	100.0	
Missing	RA-DK	1	.2		
	System	306	55.8		
	Total	307	56.0		
Total		548	100.0		

**q7a Expected Wage in a New Job**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	5.00	1	.2	7.7	7.7
	6.00	3	.5	23.1	30.8
	7.50	1	.2	7.7	38.5
	8.00	2	.4	15.4	53.8
	8.82	1	.2	7.7	61.5
	9.00	3	.5	23.1	84.6
	9.50	2	.4	15.4	100.0
	Total	13	2.4	100.0	
Missing	System	535	97.6		
Total		548	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	151	27.6	53.2	53.2
	No	133	24.3	46.8	100.0
	Total	284	51.8	100.0	
Missing	RA-DK	16	2.9		
	System	248	45.3		
	Total	264	48.2		
Total		548	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	105	19.2	56.8	56.8
	No	80	14.6	43.2	100.0
	Total	185	33.8	100.0	
Missing	RA-DK	1	.2		
	System	362	66.1		
	Total	363	66.2		
Total		548	100.0		

**q8b Education Opportunities Important to Change Job**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	115	21.0	63.2	63.2
	No	67	12.2	36.8	100.0
	Total	182	33.2	100.0	
Missing	RA-DK	4	.7		
	System	362	66.1		
	Total	366	66.8		
Total		548	100.0		

**q8c Increase Salary Important to Change Job**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	174	31.8	93.5	93.5
	No	12	2.2	6.5	100.0
	Total	186	33.9	100.0	
Missing	System	362	66.1		
Total		548	100.0		

**q8d Improved Retirement Important to Change Job**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	140	25.5	75.7	75.7
	No	45	8.2	24.3	100.0
	Total	185	33.8	100.0	
Missing	RA-DK	1	.2		
	System	362	66.1		
	Total	363	66.2		
Total		548	100.0		

**q8e Different Community Important to Change Job**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	77	14.1	42.8	42.8
	No	103	18.8	57.2	100.0
	Total	180	32.8	100.0	
Missing	RA-DK	6	1.1		
	System	362	66.1		
	Total	368	67.2		
Total		548	100.0		

**q8f Other Important to Change Job**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	40	7.3	26.5	26.5
	No	111	20.3	73.5	100.0
	Total	151	27.6	100.0	
Missing	RA-DK	8	1.5		
	System	389	71.0		
	Total	397	72.4		
Total		548	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	146	26.6	82.0	82.0
	No	32	5.8	18.0	100.0
	Total	178	32.5	100.0	
Missing	RA-DK	8	1.5		
	System	362	66.1		
	Total	370	67.5		
Total		548	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	3	1	.2	.6	.6	
	5	1	.2	.6	1.1	
	6	2	.4	1.1	2.3	
	10	8	1.5	4.5	6.8	
	13	1	.2	.6	7.4	
	15	11	2.0	6.3	13.6	
	17	1	.2	.6	14.2	
	20	32	5.8	18.2	32.4	
	25	2	.4	1.1	33.5	
	30	61	11.1	34.7	68.2	
	35	4	.7	2.3	70.5	
	40	3	.5	1.7	72.2	
	45	12	2.2	6.8	79.0	
	50	4	.7	2.3	81.2	
	60	30	5.5	17.0	98.3	
	70	1	.2	.6	98.9	
	90	2	.4	1.1	100.0	
	Total		176	32.1	100.0	
	Missing	999	5	.9		
System		367	67.0			
Total		372	67.9			
Total		548	100.0			

**q9a Necessary Wage To Leave Current Job**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	6.00	1	.2	.7	.7
	7.00	6	1.1	4.1	4.8
	7.50	1	.2	.7	5.4
	8.00	9	1.6	6.1	11.6
	8.50	1	.2	.7	12.2
	8.75	1	.2	.7	12.9
	9.00	10	1.8	6.8	19.7
	9.36	1	.2	.7	20.4
	10.00	21	3.8	14.3	34.7
	11.00	3	.5	2.0	36.7
	11.50	1	.2	.7	37.4
	11.55	1	.2	.7	38.1
	12.00	16	2.9	10.9	49.0
	12.30	1	.2	.7	49.7
	13.20	1	.2	.7	50.3
	13.50	1	.2	.7	51.0
	14.00	5	.9	3.4	54.4
	15.00	24	4.4	16.3	70.7
	16.00	2	.4	1.4	72.1
	16.83	1	.2	.7	72.8
	17.00	3	.5	2.0	74.8
	18.00	4	.7	2.7	77.6
	19.23	1	.2	.7	78.2
	20.00	12	2.2	8.2	86.4
	21.00	1	.2	.7	87.1
	21.60	1	.2	.7	87.8
	22.00	1	.2	.7	88.4
	25.00	6	1.1	4.1	92.5
	26.44	1	.2	.7	93.2
	28.00	1	.2	.7	93.9
	30.00	4	.7	2.7	96.6
	32.00	1	.2	.7	97.3
	35.00	1	.2	.7	98.0
	36.00	1	.2	.7	98.6
	37.00	1	.2	.7	99.3
	40.00	1	.2	.7	100.0
	Total	147	26.8	100.0	
Missing	System	401	73.2		
Total		548	100.0		



**q11 Skills Underutilized Now**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	71	13.0	21.6	21.6
	No	257	46.9	78.4	100.0
	Total	328	59.9	100.0	
Missing	RA-DK	7	1.3		
	System	213	38.9		
	Total	220	40.1		
Total		548	100.0		

**q12 Why Underutilized**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Prev Job Required More Skill Educ	11	2.0	20.8	20.8
	Have had Additional Training, Educ	24	4.4	45.3	66.0
	Current Job Doesn't Req My Training, Educ	14	2.6	26.4	92.5
	Prev Job Earned More Income	4	.7	7.5	100.0
	Total	53	9.7	100.0	
Missing	RA-DK	15	2.7		
	System	480	87.6		
	Total	495	90.3		
Total		548	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	General Labor, Construction	2	.4	12.5	12.5	
	Mechanic, Welder	2	.4	12.5	25.0	
	Factory Worker, Meat Packer	1	.2	6.3	31.3	
	Other Blue Collar	1	.2	6.3	37.5	
	Business Professional, Owner, Manager, Banker, Finance	5	.9	31.3	68.8	
	Clerical	1	.2	6.3	75.0	
	Sales	1	.2	6.3	81.3	
	Other White Collar	2	.4	12.5	93.8	
	Social Service (e.g. health, babysitting)	1	.2	6.3	100.0	
	Total	16	2.9	100.0		
	Missing	RA-NA	1	.2		
		System	531	96.9		
Total		532	97.1			
Total		548	100.0			

**q14 Previous Job Provided More Income**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	9	1.6	60.0	60.0
	No	6	1.1	40.0	100.0
	Total	15	2.7	100.0	
Missing	RA-DK	2	.4		
	System	531	96.9		
	Total	533	97.3		
Total		548	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	50	9.1	76.9	76.9
	No	15	2.7	23.1	100.0
	Total	65	11.9	100.0	
Missing	RA-DK	5	.9		
	System	478	87.2		
	Total	483	88.1		
Total		548	100.0		

**q16 Other People in Household Work Full or Part-time**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	297	54.2	54.4	54.4
	No	249	45.4	45.6	100.0
	Total	546	99.6	100.0	
Missing	System	2	.4		
Total		548	100.0		

**q17 Number of Other People in Household Full or Part-time**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	255	46.5	85.9	85.9
	2	32	5.8	10.8	96.6
	3	8	1.5	2.7	99.3
	4	1	.2	.3	99.7
	5	1	.2	.3	100.0
	Total	297	54.2	100.0	
Missing	System	251	45.8		
Total		548	100.0		

**q19 Highest Level of Education**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less HS Diploma	96	17.5	17.6	17.6
	High School Diploma	152	27.7	27.8	45.4
	Less than 30 College Hours	50	9.1	9.2	54.6
	30-60 College Hours	83	15.1	15.2	69.8
	Associate of Arts	12	2.2	2.2	72.0
	Associate of Arts and Sciences Degree	5	.9	.9	72.9
	60-90 College Hours	29	5.3	5.3	78.2
	90-120 College Hours	8	1.5	1.5	79.7
	Bachelors Degree	72	13.1	13.2	92.9
	Graduate Hours	16	2.9	2.9	95.8
	Masters Degree	20	3.6	3.7	99.5
	Doctoral Degree	3	.5	.5	100.0
	Total	546	99.6	100.0	
	Missing	RA-NA	1	.2	
System		1	.2		
Total		2	.4		
Total		548	100.0		

**q20 Total Family Income**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than \$10k	27	4.9	5.9	5.9
	\$10k-\$20k	68	12.4	14.8	20.7
	\$20k-\$30k	110	20.1	24.0	44.8
	\$30k-\$40k	83	15.1	18.1	62.9
	\$40k-\$50k	61	11.1	13.3	76.2
	\$50k-\$60k	44	8.0	9.6	85.8
	\$60k-\$70k	21	3.8	4.6	90.4
	over \$70k	44	8.0	9.6	100.0
	Total	458	83.6	100.0	
Missing	RA-NA	80	14.6		
	System	10	1.8		
	Total	90	16.4		
Total		548	100.0		

**Race**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	White	455	83.0	84.7	84.7
	Black or African American	6	1.1	1.1	85.8
	American Indian or Alaskan Native	10	1.8	1.9	87.7
	Asian	1	.2	.2	87.9
	Some Other Race	65	11.9	12.1	100.0
	Total	537	98.0	100.0	
Missing	RA-NA	6	1.1		
	System	5	.9		
	Total	11	2.0		
Total		548	100.0		

**q22 Mexican or Hispanic Origin**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	88	16.1	16.3	16.3
	No	453	82.7	83.7	100.0
	Total	541	98.7	100.0	
Missing	RA-DK	3	.5		
	System	4	.7		
	Total	7	1.3		
Total		548	100.0		

**q21 Zip Code**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	67028	1	.2	.2	.2
	67054	28	5.1	5.1	5.3
	67059	10	1.8	1.8	7.1
	67109	5	.9	.9	8.0
	67547	26	4.7	4.7	12.8
	67552	7	1.3	1.3	14.1
	67563	4	.7	.7	14.8
	67801	280	51.1	51.1	65.9
	67831	21	3.8	3.8	69.7
	67834	13	2.4	2.4	72.1
	67835	29	5.3	5.3	77.4
	67837	5	.9	.9	78.3
	67841	1	.2	.2	78.5
	67842	8	1.5	1.5	79.9
	67844	10	1.8	1.8	81.8
	67849	2	.4	.4	82.1
	67853	7	1.3	1.3	83.4
	67854	17	3.1	3.1	86.5
	67859	8	1.5	1.5	88.0
	67864	14	2.6	2.6	90.5
	67865	12	2.2	2.2	92.7
	67867	10	1.8	1.8	94.5
	67869	14	2.6	2.6	97.1
	67876	13	2.4	2.4	99.5
	67882	3	.5	.5	100.0
	Total	548	100.0	100.0	

**Survey Conducted in Spanish**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	57	10.4	10.5	10.5
	No	488	89.1	89.5	100.0
	Total	545	99.5	100.0	
Missing	System	3	.5		
Total		548	100.0		

q22 Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Female	285	52.0	52.1	52.1
	Male	262	47.8	47.9	100.0
	Total	547	99.8	100.0	
Missing	System	1	.2		
Total		548	100.0		