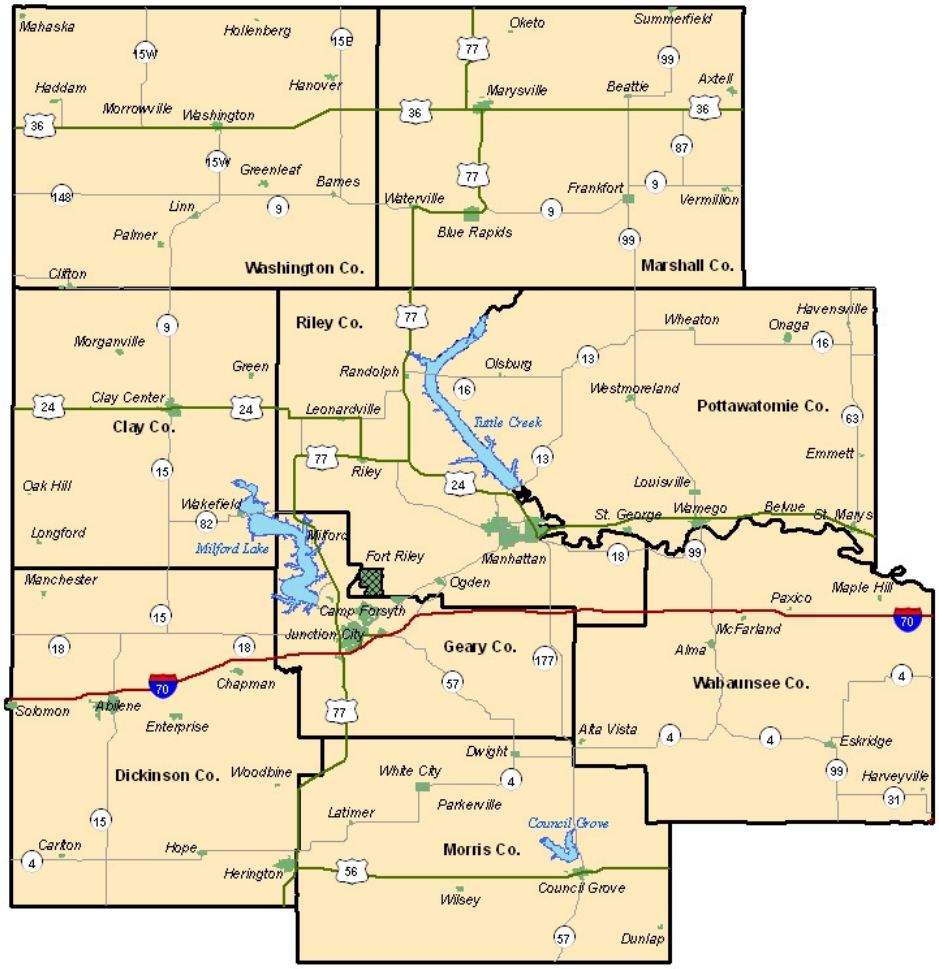
Greater Fort Riley Area Labor Basin
Labor Availability Analysis

Clay ●Dickinson ●Geary ●Washington ● Marshall ●
Morris ●Pottawatomie ●Riley ● Wabaunsee Counties

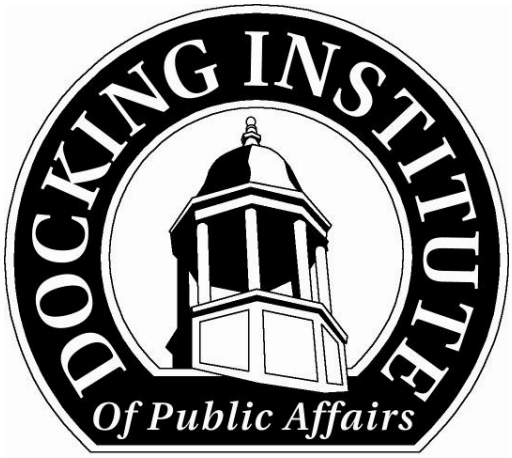


Prepared For

Manhattan Area Chamber of Commerce

By

The Docking Institute of Public Affairs



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Executive Summary

The Greater Fort Riley Area Labor Basin includes nine counties in Kansas: Clay, Dickinson, Geary, Washington, Marshall, Morris, Pottawatomie, Riley, and Wabaunsee. 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 job for the right employment opportunity.

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

- The Greater Fort Riley Area Labor Basin population is estimated to be 163,102. About 21% of the population (or 33,802 individuals) are considered to be part of the Available Labor Pool.

- Of the Available Labor Pool an estimated 2,590 (7.7%) non-working and 7,900 (23.4) working individuals are *looking* for new employment, while 1,036 (3.1%) non-working and 22,276 (65.9%) working individuals would *consider* new and/or different employment for the right opportunities.

- Almost 84% of the Available Labor Pool has at least some college experience and nearly all (98.9%) has at least a high school diploma. The average age for members of the Available Labor Pool is about 44 years old and women make up 53% of the Available Labor Pool.

- An estimated 8,824 members of the Available Labor Pool currently work in general labor occupations (such as cleaning, construction, delivery, and maintenance), while an additional 3,699 work in government services occupations (such as police and fire) or technical/high skill blue collar occupations (such as welder and lab technician).

- An estimated 10,852 members of the Available Labor Pool currently work in service sector occupations (such as clerical worker, retail sales clerk, certified nurse's assistant, small business manager), while an additional 6,648 work in white-collar professional occupations (such as administrator, doctor, teacher, and professional sales).

- When asked if they need "much training, some training, or no training" to take a job requiring various skills, majorities of Available Labor Pool members report needing "no training" for jobs requiring them to work in team settings (84%).

- About 56% of the working Available Labor Pool respondents "strongly agree" with a statement suggesting that they "enjoy the things I do," while about 29% "mildly agree" with that statement.

- Almost 80% of the Available Labor Pool indicates that they are "willing to work outside of their primary field of employment for a new or different employment opportunity."

- More than a quarter (27.2%) of the members of the Available Labor Pool will commute up to 45 minutes, one way, for an employment opportunity. Almost three-quarters (73.4%) will commute up to 30 minutes, one way, for employment.

- The five most important desired benefits in order are good salary or hourly wage, good retirement benefits, on-the-job or paid training, good vacation, and good health benefits.

- An estimated 11,509 people (34.0% of the Available Labor Pool) are interested in a new job at $16 an hour, 6,752 (20.0%) are interested at $12 an hour, and 1,079 (3.2%) are interested at $8 an hour.

- Of the subset of members of the Available Labor Pool that are "willing to commute the necessary distance to a job" ***and*** are "actively looking for new or different work," an estimated 4,609 (13.6% of the Available Labor Pool) are interested at $16 an hour, 3,090 people (9.1%) are interested at $12 an hour, and 280 (0.8%) at $8 an hour.

- Of the 30,176 members in the subset of *employed members* of the Available Labor Pool, 12,494 (41.0%) consider themselves underemployed.

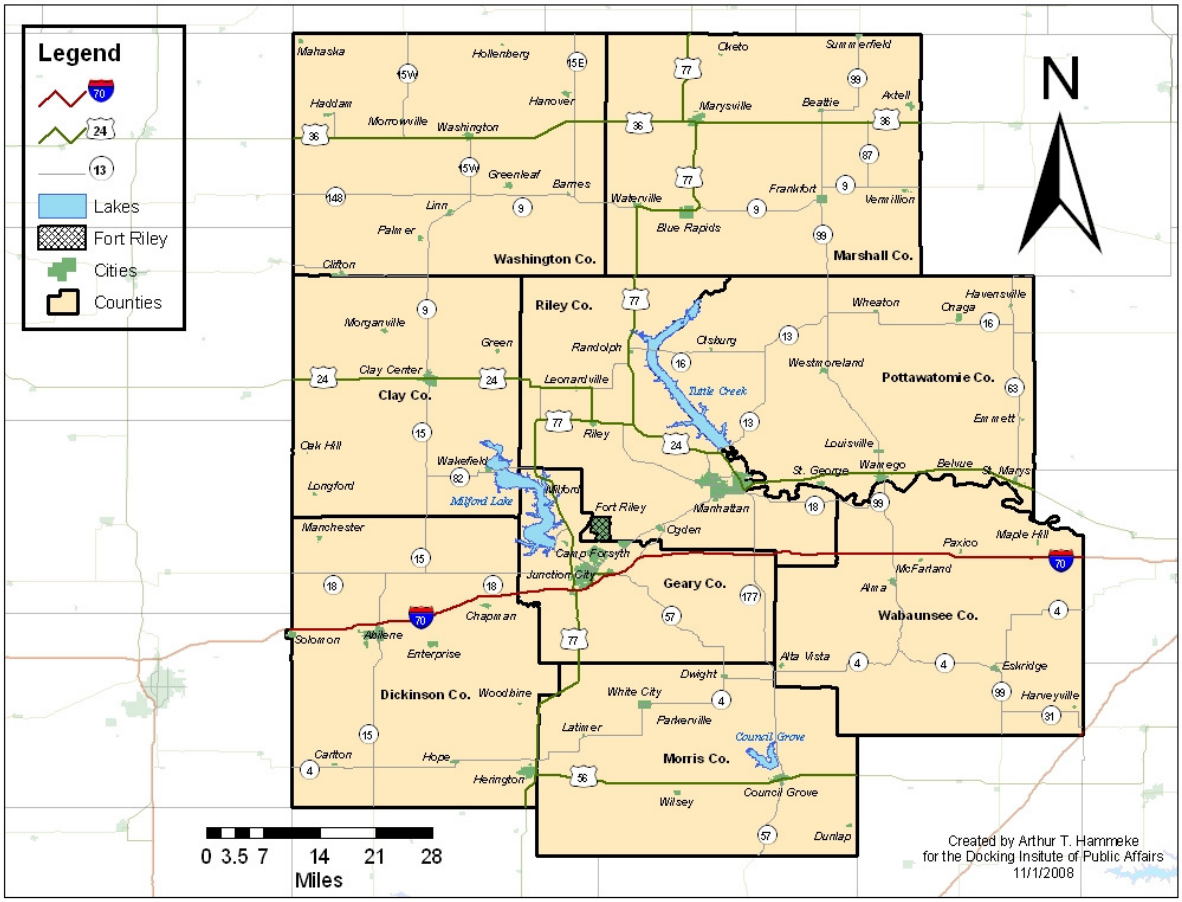
- Of the 29,070 members in the subset of non-business owning members of the ALP, 8,547 (29.0%) have seriously considered starting their own business.

- An estimated 37.6% (12,710) of the ALP indicates that they would move (relocate) for a good job opportunity. Slightly more than 82% suggest that the costs of moving would be a very important or somewhat important factor in their decision to move. In addition, 71.3% own a house or are paying a mortgage.

The Greater Fort Riley Area Labor Basin

The Greater Fort Riley Area Labor Basin includes nine counties located in northern Kansas (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 within the labor basin for an employment opportunity. In the case of the Greater Fort Riley Area Labor Basin, it can be reasonably assumed that individuals may commute from (and within) one of the nine county because these counties contain: 1) communities that are sufficiently isolated but with adequate transportation access, and 2) communities that are within an hour's commute time to the center of the labor basin.

Map 1: Greater Fort Riley Area Labor Basin



The Greater Fort Riley Area Labor Basin has a total population of approximately 163,102, and a Civilian Labor Force of 88,662. At the time of the study the unemployment rate was about 3.1%. This research effort suggests that there are workers available in the Fort Riley Labor Basin for new employers and for those employers expanding their current operations. The Docking Institute's analysis suggests that the basin contains an Available Labor Pool of 33,802 individuals.

The Available Labor Pool 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 36 – for more information about the Institute's Available Labor Pool analysis methodology and the survey research methods used for this report.

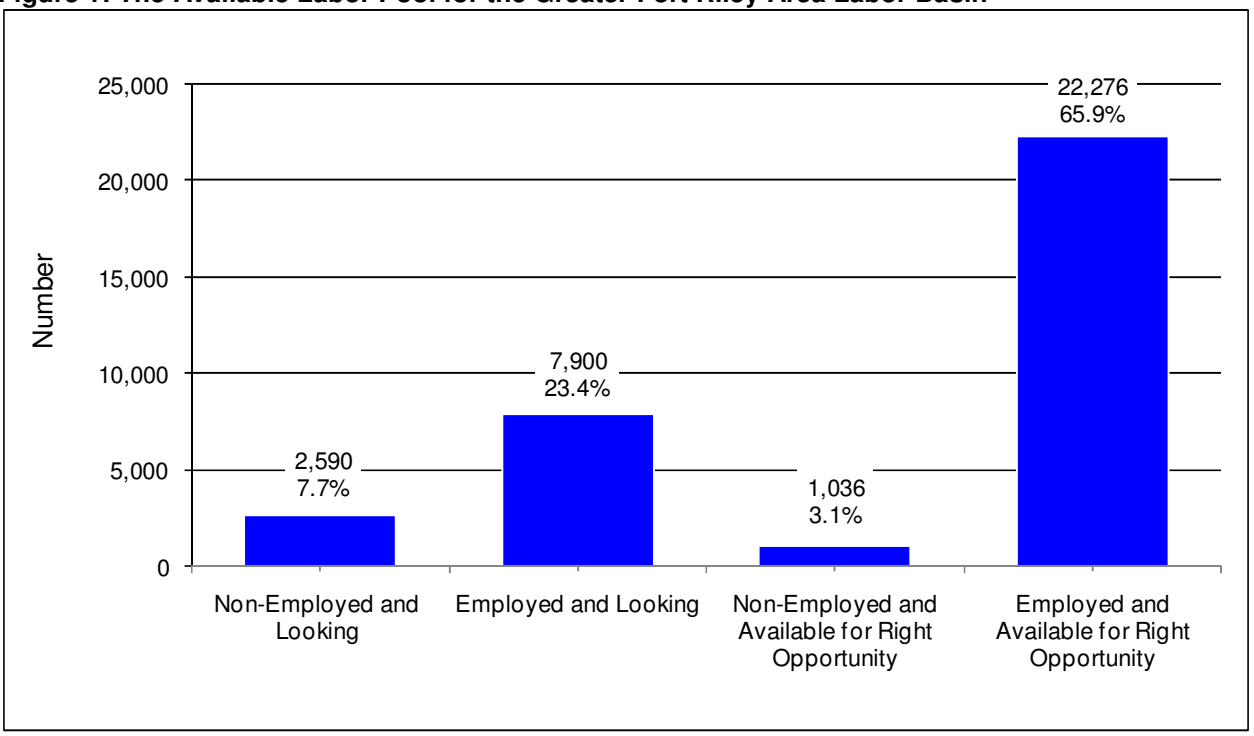
The Greater Fort Riley Area Labor Basin's Available Labor Pool

This section of the report assesses the characteristics of the Available Labor Pool in the Greater Fort Riley Area 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 the Available Labor Pool is willing to change fields of employment?
- What work shifts are the Available Labor Pool willing to work?
- What is the level of job satisfaction among the Available Labor Pool and non-Available Labor Pool?
- What proportion of the employed Available Labor Pool is considered "underutilized/underemployed"?
- 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"?
- What proportion of the Available Labor Pool are willing to move (relocate) for a job?

It is estimated that 2,590 (7.7% of the Available Labor Pool) non-employed[1] and 7,900 (23.4%) employed individuals are *currently looking* for new or different full-time employment, and 1,036 (3.1%) non-employed individuals and 22,276 (65.9%) employed individuals *would consider* new or different full-time employment for the right opportunities.

Figure 1: The Available Labor Pool for the Greater Fort Riley Area 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.

Map 2 shows how each zip code in the basin compares to all other zip codes in terms of the percent of total available labor in the Greater Fort Riley Area Labor Basin. Each zip code is grouped into one of five categories specified in the legend. Ten percent or more of the available labor are located in zip code areas within Geary, Pottawatomie, and Riley Counties. Between 3% and 9.99% of the available labor is also located within Clay County. Between 2% and 2.99% of the available labor pool is also located within Dickenson and Morris Counties.

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

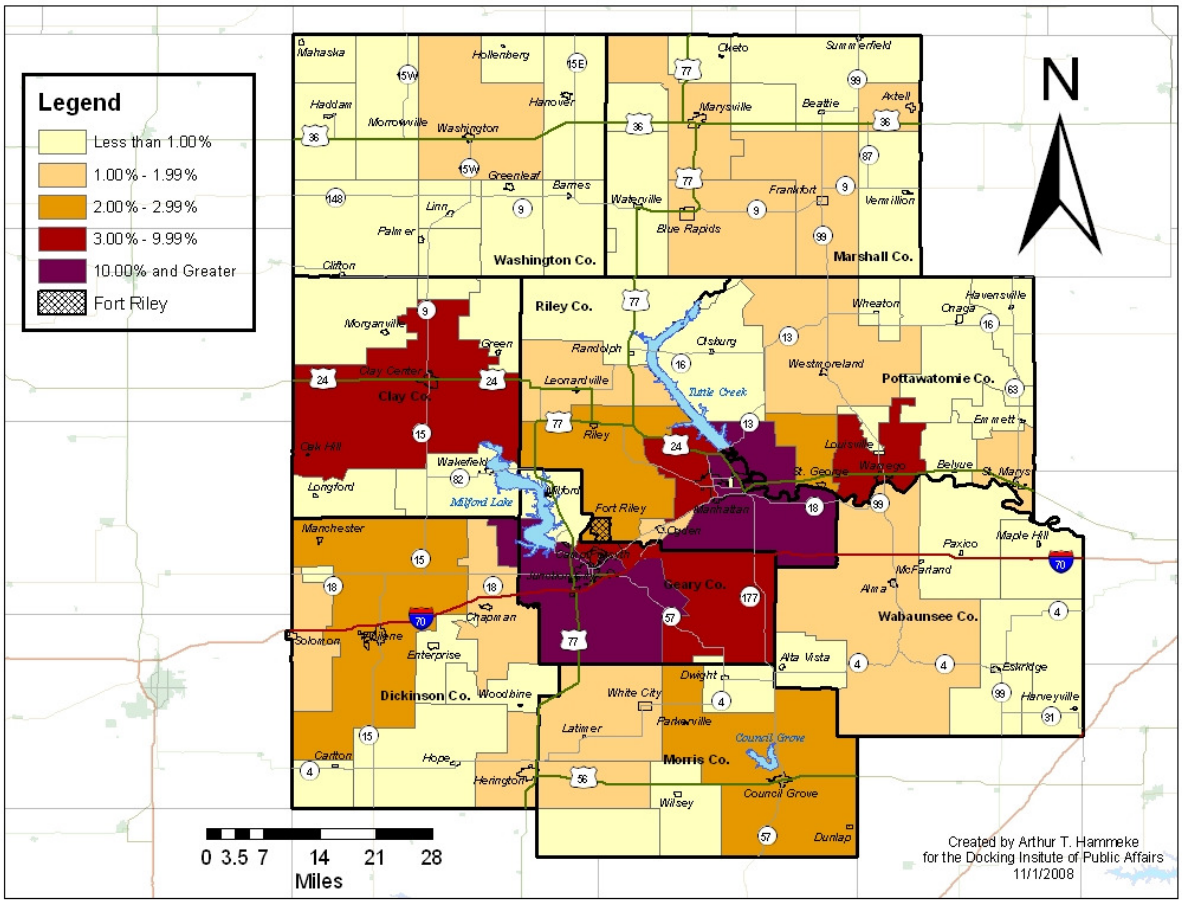


Table 1 shows the gender, age, and education levels of the 33,802-member Available Labor Pool. Slightly more than 53% of the pool is women, and the average age is about 44. The pool is highly educated, with nearly all (95.4%) having at least a high school diploma and more than 80% having at least some college education. More than 40% have at least a bachelor's degree.

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

Age	Age in 2008		
Range	18 to 76		
Average	44		
Median	45		
Gender	Number	Percent	
Female	17,983	53.2	
Male	15,820	46.8	
Total	33,802	100	
			Cumulative
Highest Level of Education Achieved	Number	Percent	Percent
Doctoral Degree	1,036	3.1	3.1
Masters Degree	3,912	11.6	14.6
Bachelors Degree	9,330	27.6	42.2
Associates Degree	5,148	15.2	57.5
Some College (including current students)	8,983	26.6	84.0
High School Diploma	5,023	14.9	98.9
Less HS Diploma	370	1.1	100
Total	33,802	100	
"Do you speak Spanish?"	Number	Percent	
"Yes"	9,888	29.3	
Speak Very Well	*831*	*8.4*	*These percentages represent portions of 29.3%*
Speak Fairly Well	*984*	*9.9*	
Speak Only a Little	*8,079*	*81.7*	
		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 33,802-member Available Labor Pool. General labor occupations represent 26.1% of the entire Available Labor Pool, while high-skilled blue-collar jobs make up 10.9%. Traditional service-related occupations represent 32.1% of the Available Labor Pool, while professional occupations represent 19.7% of the Available Labor Pool.

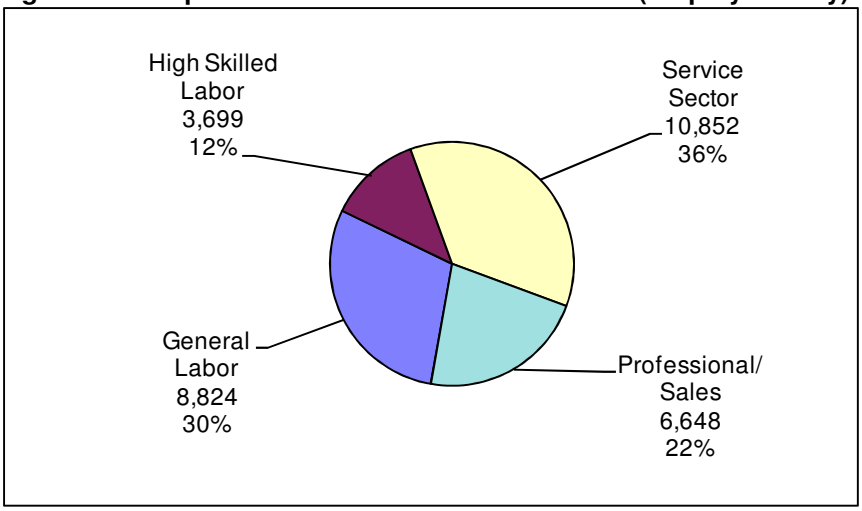
Table 2: Major Occupational Categories of Available Labor

	Number	Percent	Years at Job Mean	Years at Job Median
General Labor/Cleaning/Farm Labor/Delivery	4,182	12.4	10.0	3.0
Maintenance/Factory Work	3,060	9.1	11.5	8.2
Trucking/HEO/Other BC	1,582	4.7	13.8	7.6
Total General Labor	*8,824*	*26.1*	*11.8*	*6.3*
Gov't Service/Protective Service	1,949	5.8	12.8	11.8
Technician/Mechanic/Welder	1,750	5.2	13.6	7.9
Total Highly-Skilled Labor	*3,699*	*10.9*	*13.2*	*9.8*
Customer Service/Receptionist/Food Service	2,619	7.7	6.2	4.9
Clerical/Secretarial	4,811	14.2	11.1	9.6
Social Service/Para-Professional/Nursing	2,633	7.8	10.4	8.1
Office Manager/Small Business Owner/Other WC	789	2.3	10.3	6.3
Total Service Sector	*10,852*	*32.1*	*9.5*	*7.2*
Gov't & Business Professional/Sales	1,774	5.2	16.2	16.0
Educator/Counselor/Doctor/Attorney	4,874	14.4	13.5	12.5
Total Professional	*6,648*	*19.7*	*14.9*	*14.2*
Homemakers/Unemployed	2,422	7.2	n/a	n/a
Students	185	0.5	n/a	n/a
Retired/Disabled	1,172	3.5	n/a	n/a
Total Non-Employed	*3,780*	*11.2*		
Total	33,802	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 Available Labor Pool only. The *percentages* shown in Figure 2 differ from those presented in Table 2 because the table includes non-working Available Labor Pool 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 who are available for new and/or different employment in the Greater Fort Riley Area 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 Available Labor Pool 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 Available Labor Pool 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 2,170 members of the Available Labor Pool in the Greater Fort Riley Area Labor Basin are currently employed in general labor, construction, cleaners, and similar positions. An additional 2,445 Available Labor Pool members in the basin indicate previous employment experience or training in one of those jobs, suggesting that 4,615 individuals have related skills and experience.

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	2,170		2,445		4,615
Farm Labor/Ranch Hand/Landscaping	627		575		1,203
Delivery/Driver/Courier	1,385		1,151		2,535
Maintenance/Wiring/Plumbing	1,309		1,295		2,604
Factory Worker/Grain Elevator Op/Meat Packer	1,751		863		2,614
Truck Driver/Heavy Equipment Operator	1,582		432		2,013
Police/Fire/Postal/Military Enlisted	1,949		1,870		3,819
Lab or Medical Technician/Comp Technician	928		719		1,648
Skilled Mechanic/Welder/Carpenter/Electrician	822		719		1,541
General Customer Service/Retail/Reception/Food Service	2,619		4,028		6,646
Clerical/Secretary/Book-Keeper/Bank Teller	4,811		2,733		7,544
Para-legal/Para-pro/CNA/Day Care	1,790		2,014		3,803
Nurse/LPN/RN/Semi-skilled Social Service	844		575		1,419
Office Manager/Small Business Owner	789		2,445		3,234
Teacher/Instructor/Writer/Researcher	2,965		1,870		4,835
Sales/Marketing/Accounting	919		863		1,782
Govt, Non-Profit, or Bus Exec/Farm Owner/Military Officer	855		288		1,143
Counselor/Social Worker/Physician's Assistant	336		144		480
Professor/Doctor/Engineer/Attorney	1,572		144		1,716
Total	30,023		25,172		

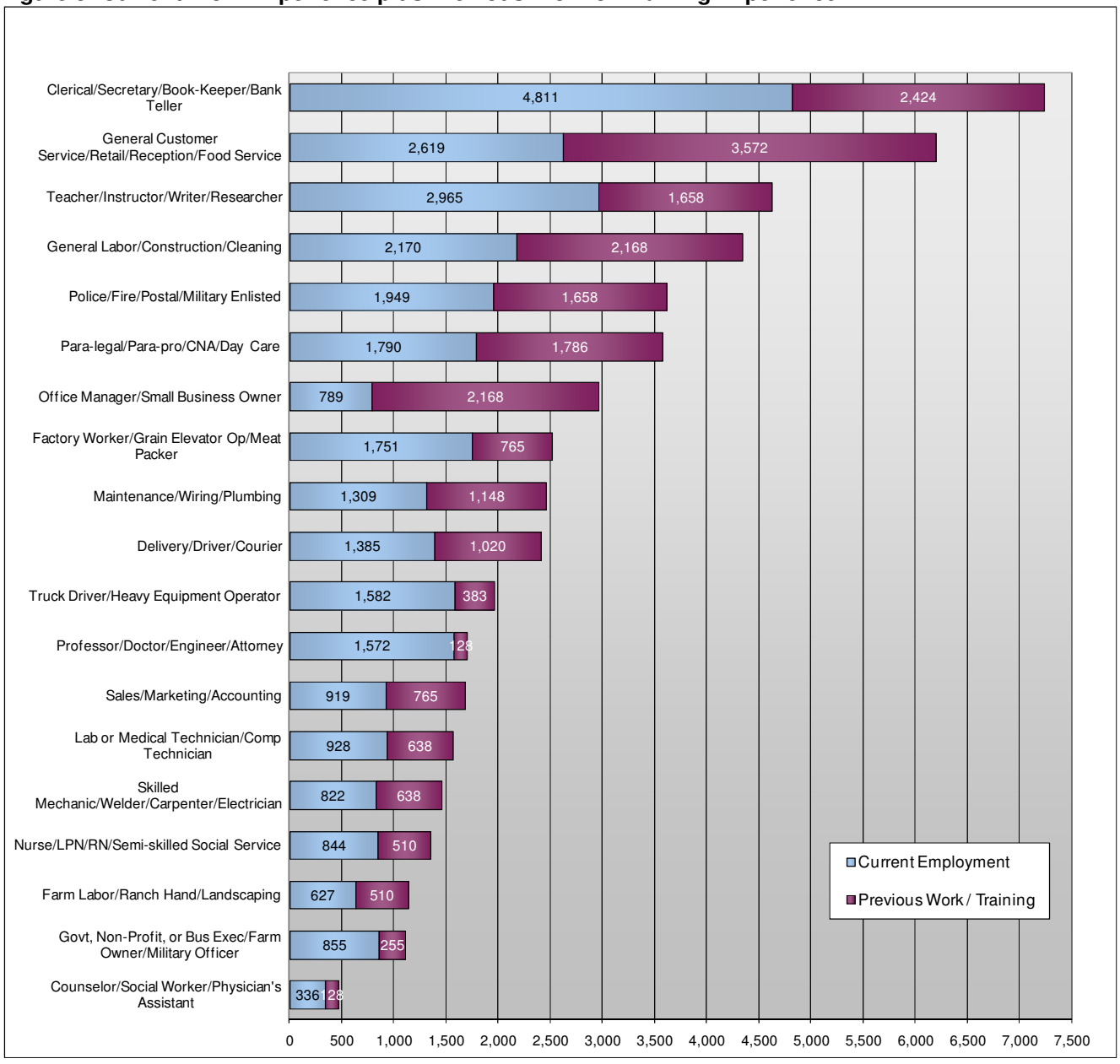
* Retired, disabled, non-working students, homemakers are not included.

** 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 Available Labor Pool members report current work experience or previous work/training as clerical workers, secretaries, book-keepers, bank tellers, and other positions that often require some face-to-face interaction with the public and also some quantitative skills. There are 4,811 working Available Labor Pool members currently employed in this category and 2,424 previously employed/trained in this category, for a total of 7,544 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 five specific employment areas listed in Figure 4 (next page). 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.

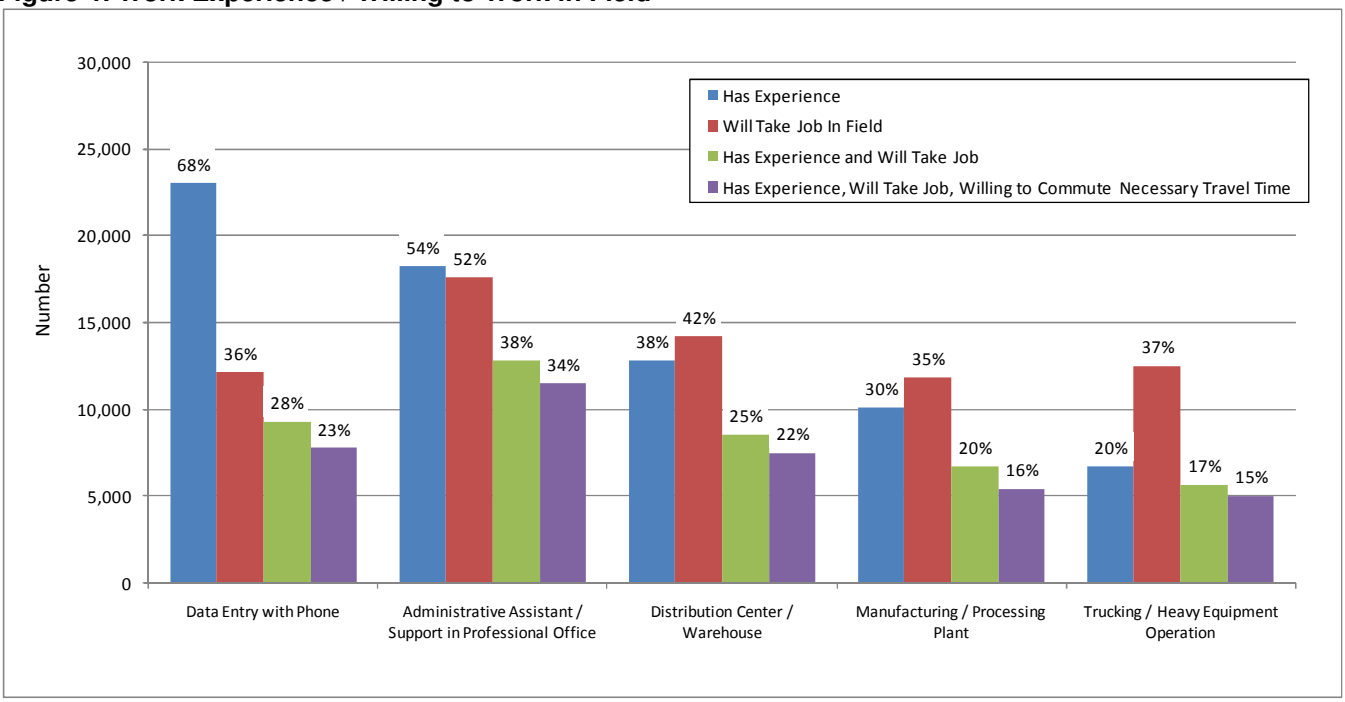
The figure below indicates that 68% (or 22,986 individuals) of the Available Labor Pool report having training and/or experience in data entry with telephone operation, while fewer 36% (or 12,169) would consider employment in that field. About half (54%) of the Available Labor Pool (or an estimated 18,253 individuals) have training and/or experience in professional office environments as office workers or administrative assistants, while slightly fewer (52% or 17,577 individuals) indicate that they would take a job in that field.

Slightly more than a third (38%) of the Available Labor Pool (or an estimated 12,845 individuals) indicates that they have training or experience in a distribution center or warehouse. More (54% or 14,197) suggest that they would take a job in that field.

Thirty percent indicated that they have training or experience in manufacturing or processing, while 35% indicated they would take a job in that field. Fewer Available Labor Pool members indicate that they have experience or training in trucking or heavy equipment operation (20%), but more (37%) are willing to take a job in that field.

The third column shows the percent that have experience or training in a field ***and*** are willing to work in that field again. The fourth column shows the percent that have experience or training in a field ***and*** are willing to work in that field again ***and*** are "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 (see page 24 for more details).

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 Distribution Center or Warehouse

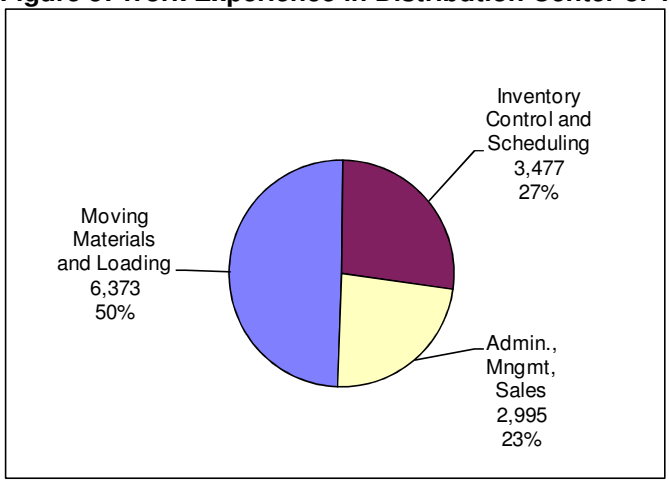
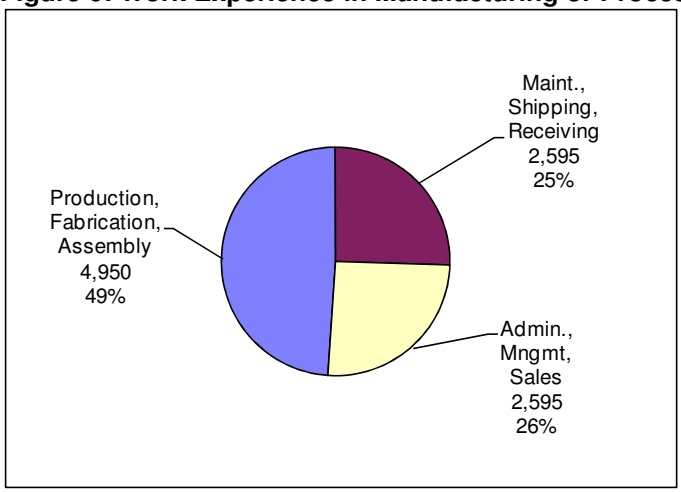


Figure 6: Work Experience in Manufacturing or Processing Plant



Employed Available Labor Pool members that indicated that they had worked at their current jobs for less than three years were asked if they had previous full-time employment. Figure 7 shows that most of the Available Labor Pool is employed (89% or 30,023 individuals) and Figure 8 shows that 23% (6,803 individuals) of the employed Available Labor Pool have held their current work positions for less than three years. Of these workers, 75% (5,102 individuals) have had previous full-time employment (see Figure 9).

Figure 7: Employment Status of Available Labor Pool

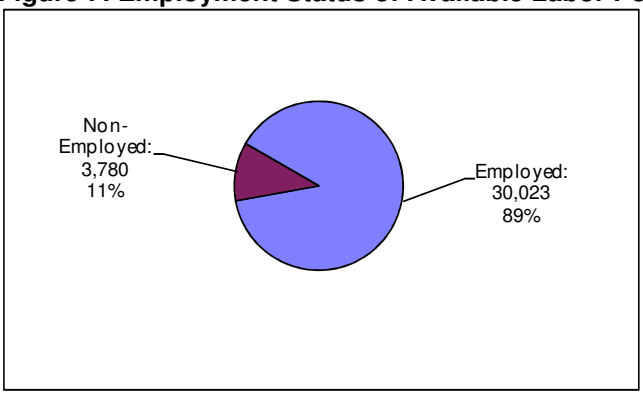


Figure 8: Current Job More / Less than Three Years

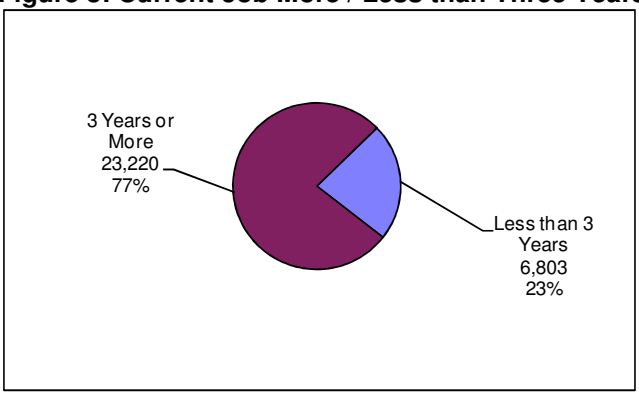


Figure 9: Previous Full-Time Job

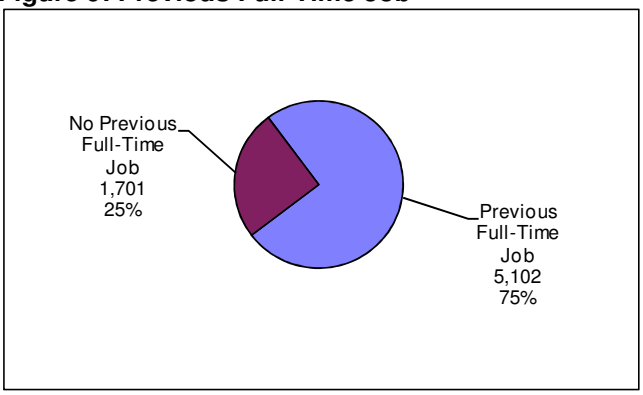


Table 4a shows the previous employment categories for the workers employed for less than three years. The respondents represented in Table 4a were asked for the reasons that they left their previous employers. Table 4b shows the responses to this question[2].

Table 4a: Previous Employment of Workers Employed Less Than Three Years

	Previous Employment of Employed <3 Years	
	Number	Percent
General Labor/Cleaning/Farm Labor/Delivery	1,637	24.1
Maintenance/Factory Work	787	11.6
Trucking/HEO/Other BC	181	2.7
Gov't Service/Protective Service	148	2.2
Technician/Mechanic/Welder	279	4.1
Customer Service/Receptionist/Food Service	910	13.4
Clerical/Secretarial	1,360	20.0
Social Service/Para-Professional/Nursing	385	5.7
Office Manager/Small Business Owner/Other WC	148	2.2
Gov't & Business Professional/Sales	296	4.4
Educator/Counselor/Doctor/Attorney	671	9.9
Total	6,803	100

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

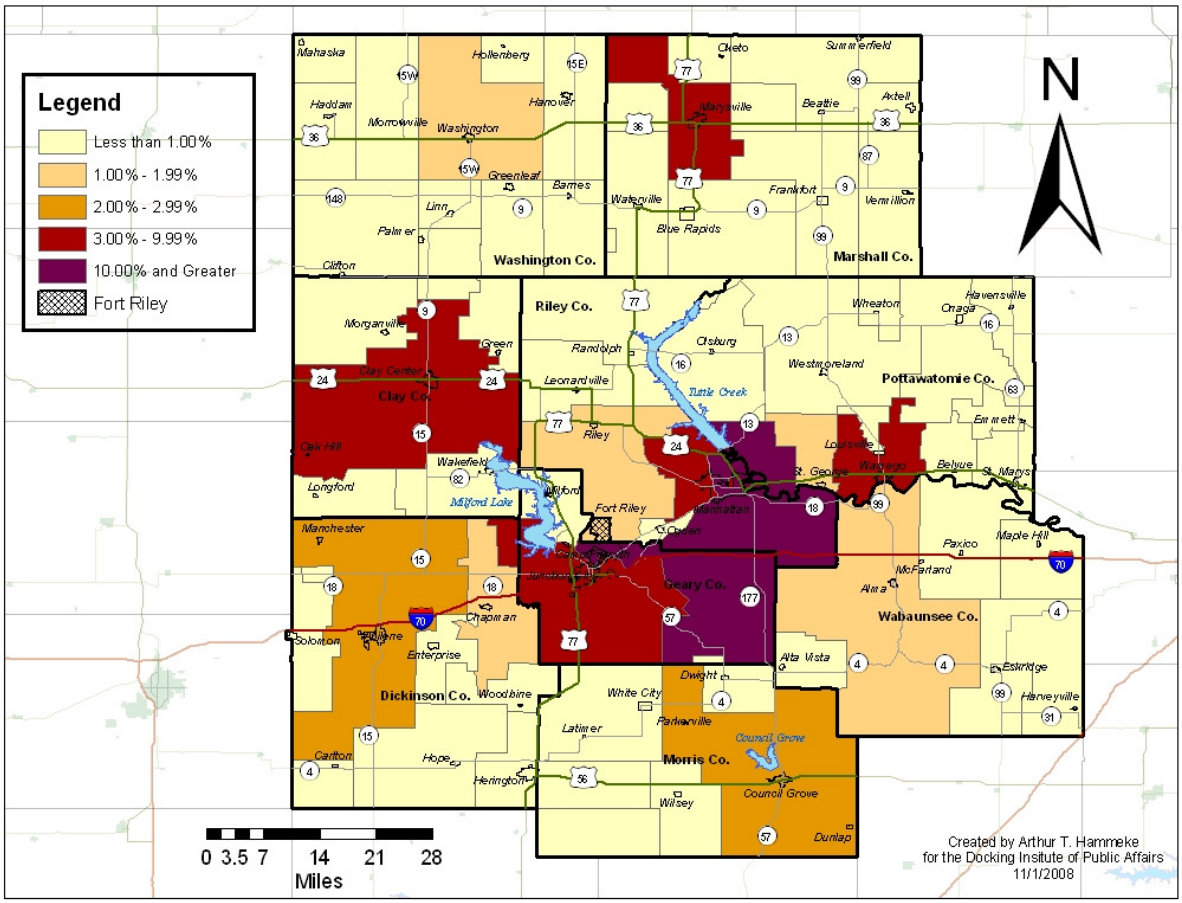
Table 4b: Reason for Leaving Previous Job

Reason for Leaving Previous Job	Previous Employment of Employed <3 Years
	Number of Respondents
Better advancement opportunities at new job	6
Better benefits at new job	9
Better pay at new job	7
Career change	6
Commuting too expensive/Gas prices too high	2
Conflicts with//Did not like coworkers	3
Conflicts with management/Lack of leadership	2
Dissatisfied with job	3
Job ended/Position terminated/Laid off	6
Moved/Relocated	5
Promoted to new position	4
Total	53

[2] The numbers shown in Table 4a are extrapolated to the larger population to maintain consistency with previous tables and figures. The numbers in Table 4b are not extrapolated, but show the number of actual respondents.

Working Available Labor Pool members were asked for the zip code of their workplaces. Map 3 shows the locations of employers within the basin by zip code area. Each zip code is grouped into one of five categories specified in the legend. Ten percent or more of the available labor are located in zip code areas within Geary, Pottawatomie, and Riley Counties. Between 3% and 9.99% of the available labor is also located within Clay and Marshall Counties. Between 2% and 2.99% of the available labor pool is also located within Dickenson and Morris Counties.

Map 3: Workplaces by Zip Code



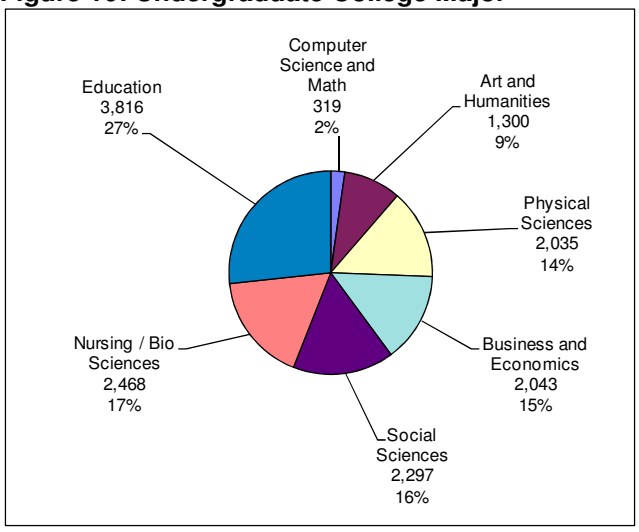
Educational Experience, Skills Self-Assessment, and Job Satisfaction

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:

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

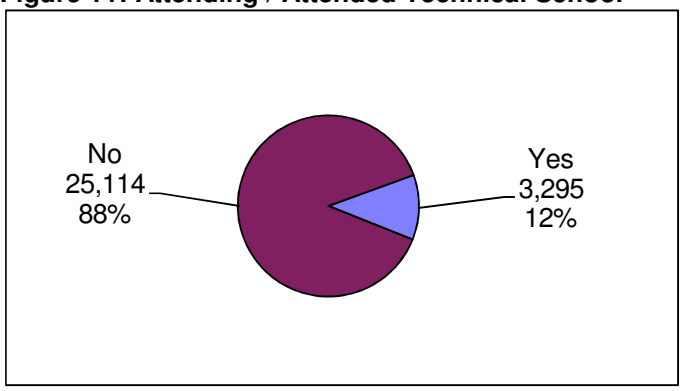
The figure below shows that more than a quarter of Available Labor Pool members that have completed college majored in Education (27%). Seventeen percent majored in Nursing or a Biological Science, 16% in a Social Science, 15% in Business and Economics, and 14% in the Physical Sciences.

Figure 10: Undergraduate College Major



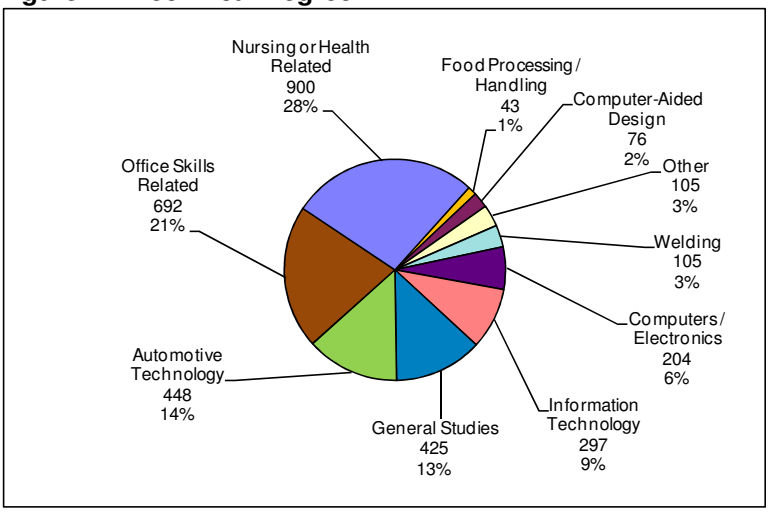
All respondents that had completed at least some college were asked: "Are you attending technical school now or have you received a technical degree?" Figure 11 shows that 12% of the respondents hold a technical degree or are working on one at the present time.

Figure 11: 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 12. The figure shows that 28% of the respondents that are pursuing a technical degree or that have received a technical degree indicate they are studying (or have studied) nursing or a health related field. Another 21% are studying (or have studied) in a field related to working in an office.

Figure 12: Technical Degree



Survey respondents were also asked questions assessing their need for training in various skill areas that employers often desire. Figure 13 shows majorities of Available Labor Pool members report needing “no training” for a job requiring working in team settings (83%), writing (62%), math (59%), management (57%), and public speaking (54%). On the other hand, most report needing *at least* “some training” in computer operations (57%).

Figure 13: Skills Self-Assessment

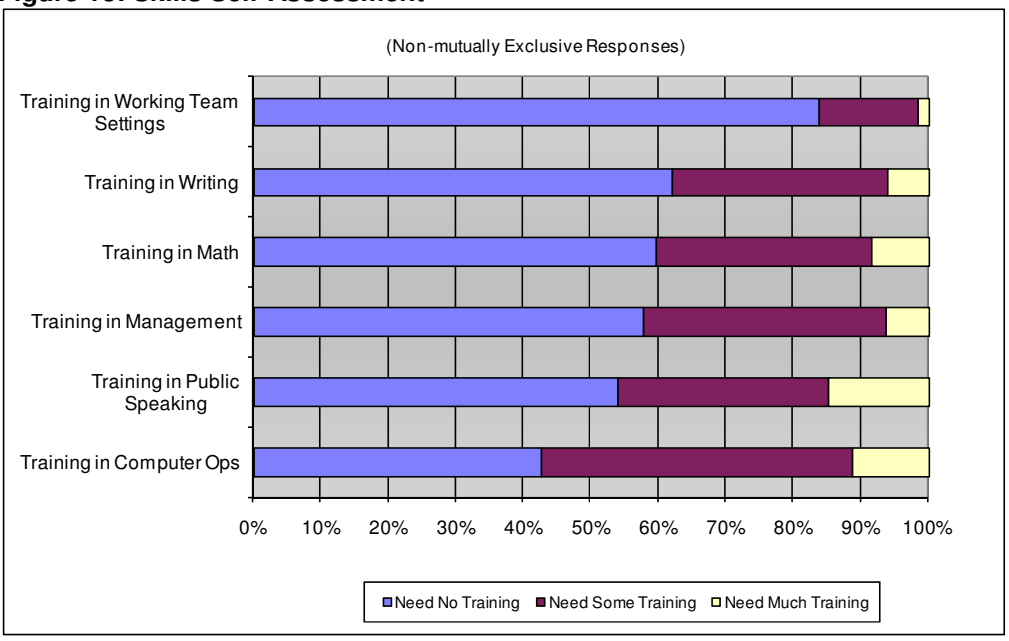


Figure 14 and Table 5 show responses to questions regarding job satisfaction. The figure and table report responses from *working survey respondents* only. The figure shows that about 57% of the working Available Labor Pool respondents "strongly agree" with a statement suggesting that they "enjoy the things I do," while about 30% "mildly agree" with that statement.

Figure 14: Job Satisfaction Among Working Available Labor Pool

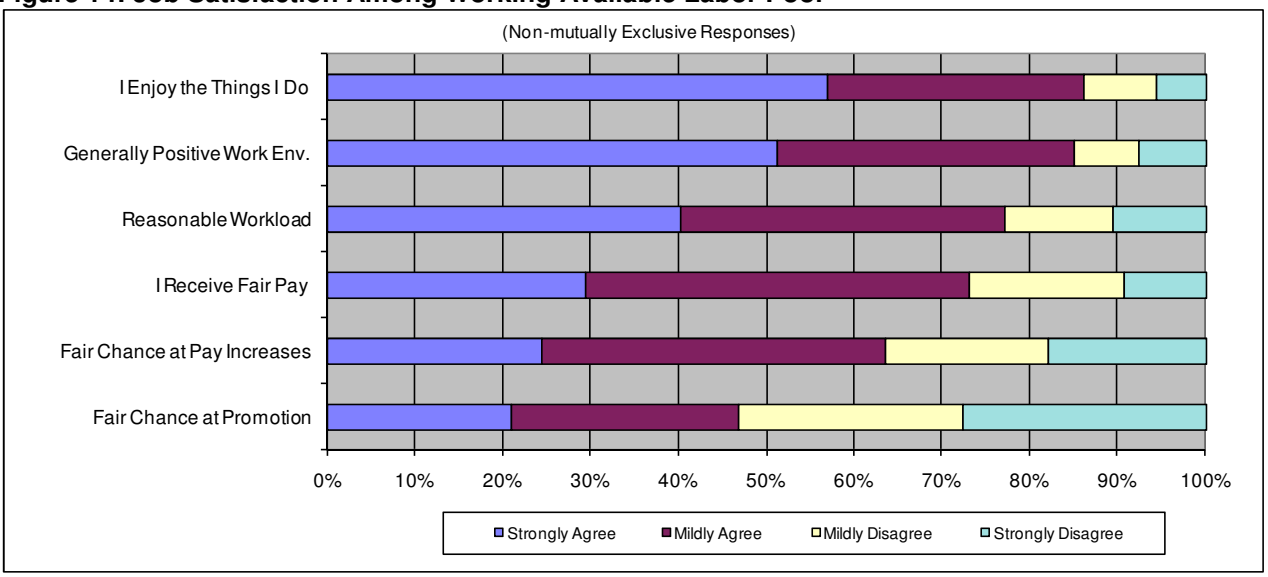


Table 5 shows combined "strongly agree" and "mildly agree" percentages only. The table also shows the responses of Available Labor Pool members ***and*** non-Available Labor Pool members. The table shows that 86.1% of the working Available Labor Pool members "strongly agree" or "mildly agree" with the statement regarding "enjoying the things I do." This compares to 99.3% of the survey respondents that are working non-Available Labor Pool members.

Table 5: Job Satisfaction Among Available Labor Pool and Non-Available Labor Pool

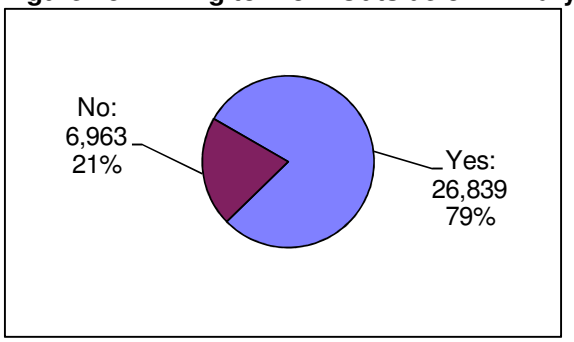
	Strongly **and** Mildly Agree	
	ALP Only	Non-ALP Only
	Percent	Percent
I Enjoy the Things I Do	86.1	99.3
Generally Positive Work Env.	85.0	94.3
Reasonable Workload	77.2	86.6
I Receive Fair Pay	73.0	78.3
Fair Chance at Pay Increases	63.6	73.0
Fair Chance at Promotion	46.8	57.9

Percentages 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 Greater Fort Riley Area Labor Basin, however. Figure 15 indicates that 26,839 (79%) members of the Available Labor Pool are willing to accept positions outside of their primary fields of employment.

Figure 15: Willing to Work Outside of Primary Field



Figures 16, 17, and 18 show responses to three questions regarding work shifts. Respondents were asked if they would be willing to work a second or night shift for the right opportunities, whether they are willing to work rotating shifts, and if they would be willing to work on weekends for the right opportunities.

Figure 16 shows the responses to the first question, with 43% suggesting that they are willing to work a second or night shift for a new or different job. Figure 17 shows that 32% indicate that they are willing to work rotating shifts for a new or different job, and Figure 18 shows that 41% suggest that they are willing to work weekend shifts for a new or different job.

Figure 16: Willingness to Work Second Shift

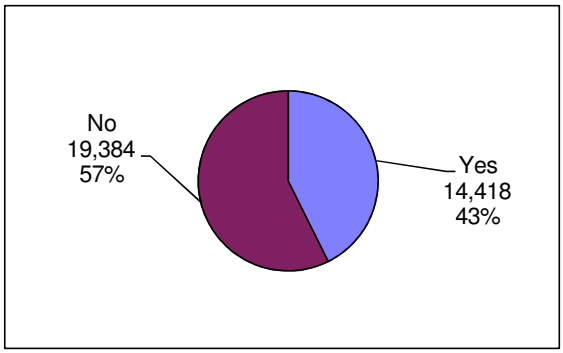


Figure 17: Willingness to Work Rotating Shift

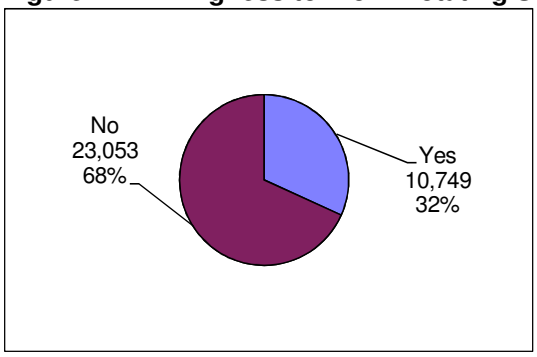
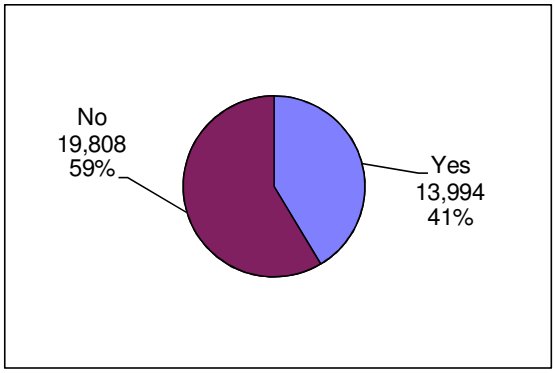


Figure 18: Willingness to Work Weekend Shift



Another important consideration for many employers is whether workers are willing to commute for a new or different employment opportunity. Figure 19 and Table 6 suggest that the Available Labor Pool in the Greater Fort Riley Area Labor Basin is open to commuting. More than a quarter (27.2%) of the members of the Available Labor Pool will commute up to 45 minutes, one way, for an employment opportunity, while about 73% will commute up to 30 minutes for employment. Almost 96% will travel up to 15 minutes for employment.

Figure 19: Available Labor by Commute Minutes

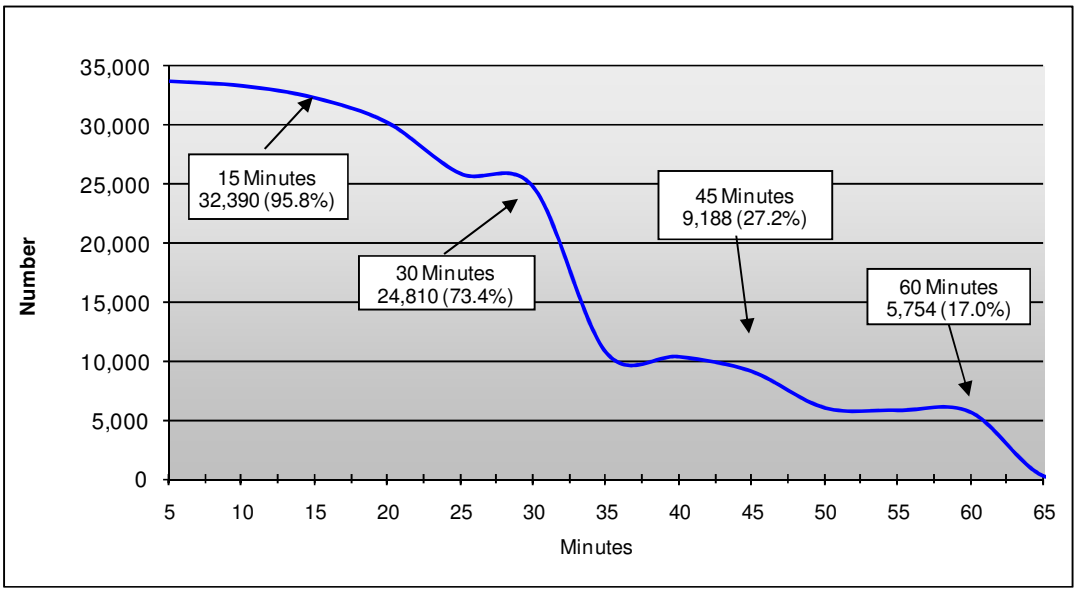


Table 6: Available Labor by Commute Minutes

	Number	Cumulative Percent
More than 60 Minutes	340	1.0
Up to 60 Minutes	5,754	17.0
Up to 55 Minutes	5,904	17.5
Up to 50 Minutes	6,111	18.1
Up to 45 Minutes	9,188	27.2
Up to 40 Minutes	10,444	30.9
Up to 35 Minutes	10,774	31.9
Up to 30 Minutes	24,810	73.4
Up to 25 Minutes	25,964	76.8
Up to 20 Minutes	30,280	89.6
Up to 15 Minutes	32,390	95.8
Up to 10 Minutes	33,418	98.9
Up to 5 Minutes	33,802	100

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

Figure 20 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, on-the-job or paid training, good vacation benefits, and good health benefits. Each of these benefits are considered "very important" benefits by more than 70% of the Available Labor Pool, each. Flexible hours or flextime follows closely with 69%. The least two desired benefits are good educational assistance and transportation assistance, considered "very important by 53% and 26% ALP members respectively.

Figure 20: Benefits Very Important to Change Employment

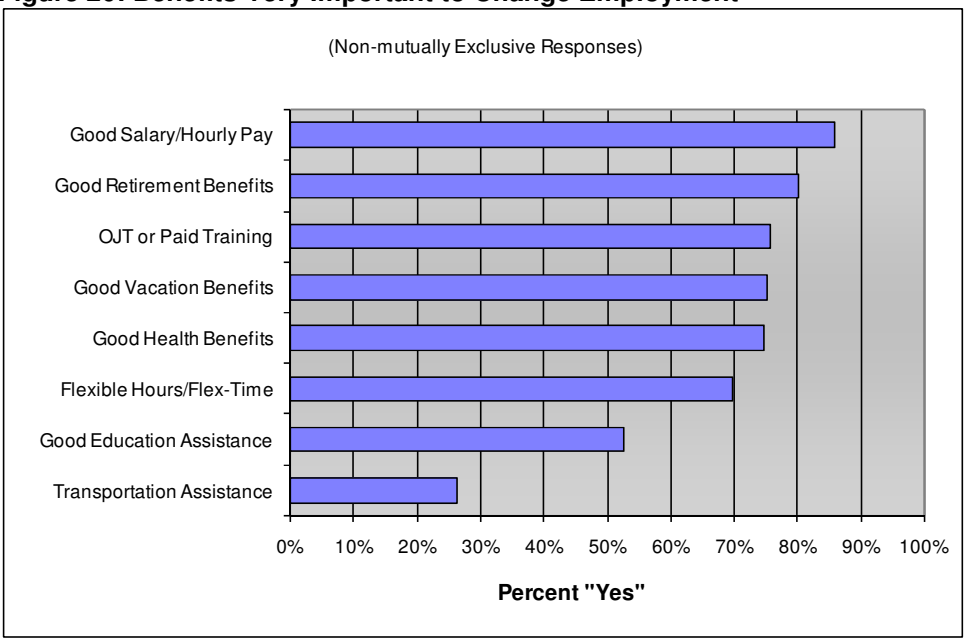


Table 7 lists some of these benefits, as well as percentages of Available Labor Pool members that are currently offered these benefits. The figures in the left percent column indicate the percentages of all Available Labor Pool members that suggest a benefit is a *very important* consideration in taking a new or different job, while the figures on the right show the percentages of *working members* of the Available Labor Pool that are offered the benefit by their employers.

Table 7: Desired Benefits and Current Benefits Offered

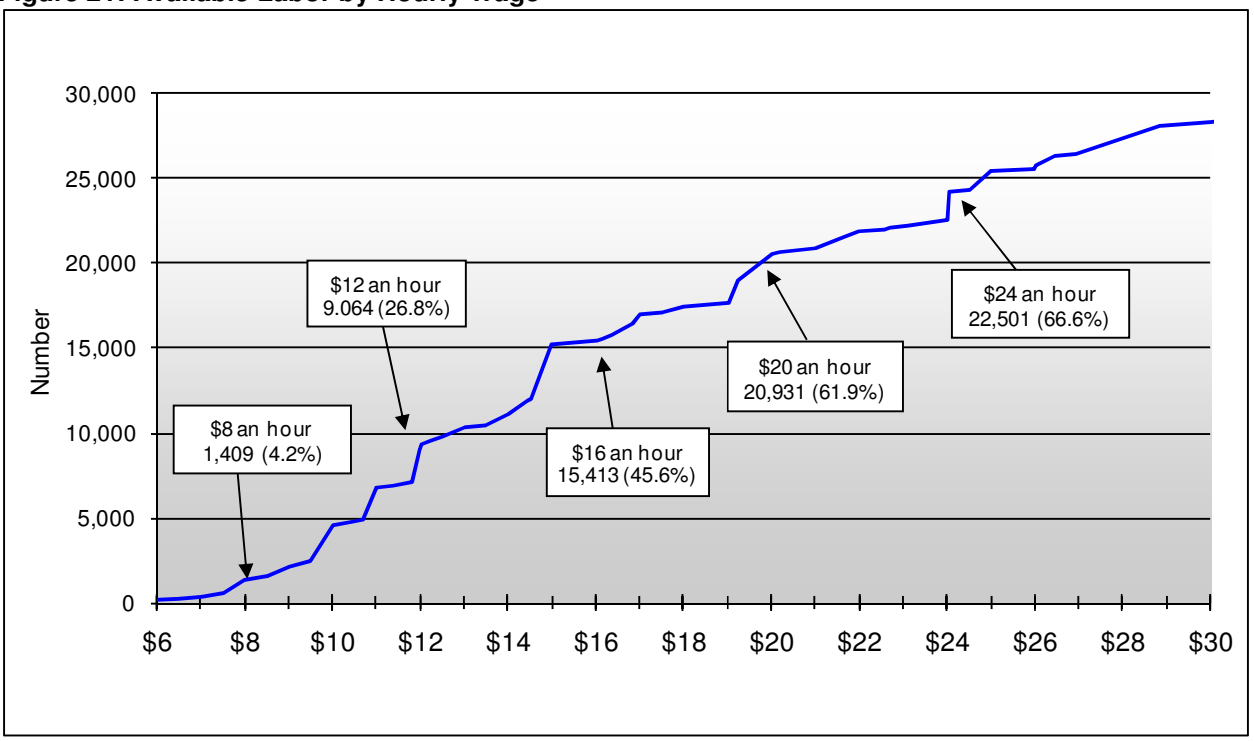
	Benefit Important to Change Jobs Percent	Benefit Currently Offered* Percent
Good Retirement Benefits	80.1	81.3
OJT or Paid Training	75.7	72
Good Vacation Benefits	75.3	60
Good Health Benefits	74.7	85.3
Flexible Hours/Flex-Time	69.7	52.8
Good Education Assistance	52.5	44.9
Transportation Assistance	26.2	10.5

* This column represents responses from working ALP members

Wage Demands of Available Labor Pool

Wage demands are another important consideration for employers and economic developers. Figure 21 shows desired wages for members of the Available Labor Pool. It is estimated that 22,501 people (or 66.6% of the available labor) are interested in a new job at $24 an hour[3]. Approximately 20,931 (or 61.9%) members of the labor pool are interested in new employment opportunity at $20 an hour, while 15,413 (45.6%) are interested at $16 an hour. Finally, an estimated 9,064 people (26.8%) are interested in a new job at $12 an hour and 1,409 (4.2%) at $8 an hour.

Figure 21: Available Labor by Hourly Wage



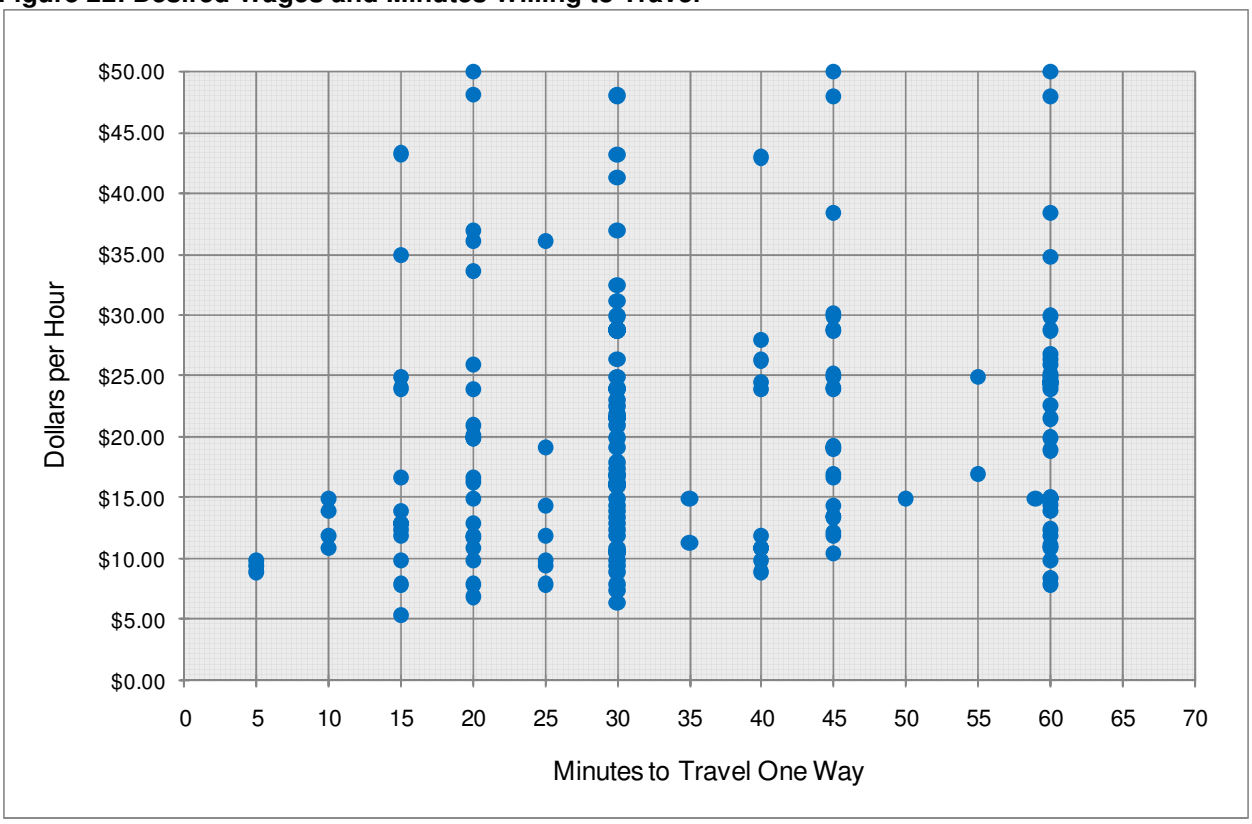
The figure above suggests the obvious: that the higher the wage, the larger the pool of available labor. For example, 1,409 members of the Available Labor Pool that are "willing to commute" are available for a new or different job at $8.00 an hour. At $10.00 an hour, the size of the available labor increases to 4,543 members. This represents an increase of 3,134 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, 6,862 members of available labor are interested in a job at $11.00 an hour. At $11.50 an hour there are an estimated 7,000 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 138 individuals. An additional wage plateaus can be seen between $15 and $16 (a 141-individual increase) and between $17 and $17.50 (a 160-individual increase).

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

Figure 22 shows desired hourly wage *by* minutes willing to travel one way for a new job. The figure shows that, in general, resondents desiring higher wages are more willing than others to travel more minutes for an employment opportunity. However, respondents willing to travel 30 minutes for a job desire wages ranging from about $6 to $47 and respondents willing to travel 60 minutes desire wages ranging from $7 to $80.

Figure 22: Desired Wages and Minutes Willing to Travel



Willing to Commute the Necessary Travel Time

To present an even 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 from his or her zip code of residence to the zip code at 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 Fort Riley is considered "willing to commute the necessary travel time" for a new job. Data from these respondents are included in this section of the report. The phrase "willing to commute necessary travel time" is shortened to "willing to commute."

Figure 23 shows the wage demands for the Available Labor Pool members that are "willing to commute." It is estimated that 17,178 people (or 50.8%) are interested in a new job at $24 an hour. Approximately 15,665 (or 46.3%) members of the labor pool are interested in new employment opportunity at $20 an hour, while 11,509 (34.0%) are interested at $16 an hour. Finally, about 6,752 people (20.0%) are interested in a new job at $12 an hour and 1,079 (3.2%) at $8 an hour.

Figure 23: Available Labor by Hourly Wage (for those Willing to Commute)

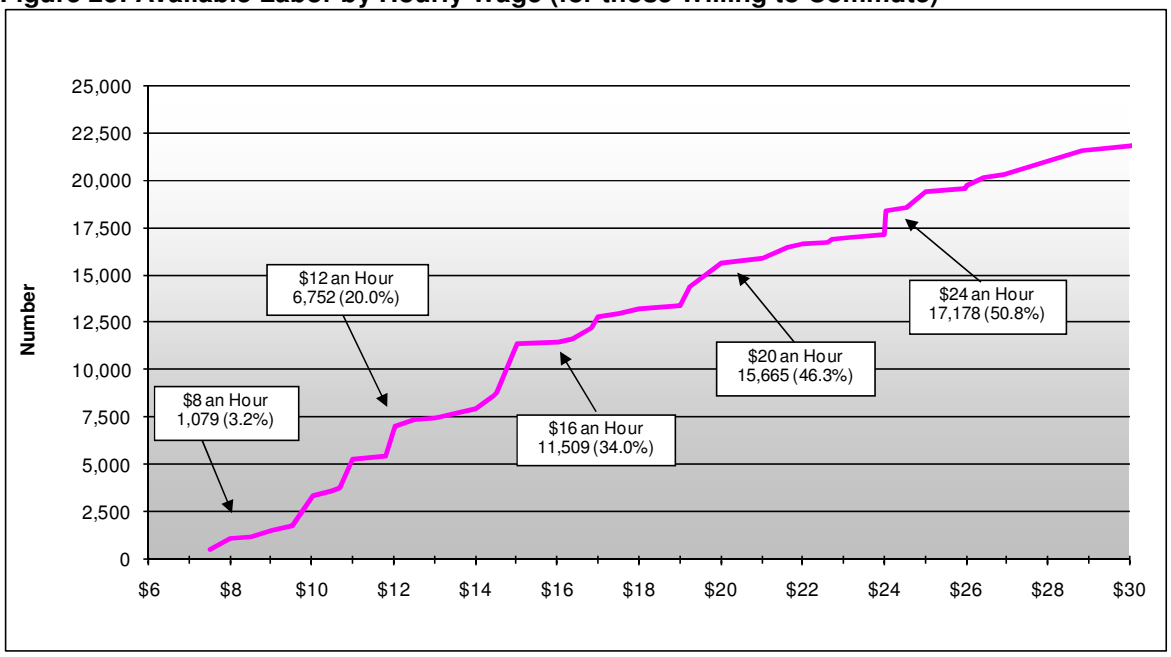


Table 8 (next page) shows the four main occupational sectors (employed only) of the ALP. The table shows data representing each occupational sector *independently* and does *not* include non-working ALP members. The table shows that 7% of the general laborers are available for a new or different job at a wage of up to $9 an hour, while 38% are available for new employment at a wage of up to $15 an hour. Of the skilled laborers, 19% are available for a job at $15 an hour but none are available for a job at or below $12 an hour.

Three percent of the service workers are available at a wage of up to $9 an hour, while 37% are available at a wage of up to $15 an hour. Conversely, only 3% of the professional workers are available at a wage of up to $15 an hour, none are available at a wage of $9 an hour or less.

Table 8: Cumulative Wage Demands for Occupational Sectors

	General Labor (N= 51) (+/- 13.7% MoE)		High Skilled Labor (N= 24) (+/- 20.0% MoE)		Service Sector (N= 63.8) (+/- 12.3% MoE)		Professional/Sales (N= 40.4) (+/- 15.4% MoE)	
	Number	*Cumulative*	*Number*	*Cumulative*	*Number*	*Cumulative*	*Number*	*Cumulative*
$30 or More	7,450	100%	3,489	100%	9,249	100%	5,860	100%
Up to $30	6,694	90%	2,477	71%	8,341	90%	3,114	53%
Up to $27	6,420	86%	2,477	71%	7,816	85%	2,542	43%
Up to $24	5,856	79%	1,562	45%	7,030	76%	1,247	21%
Up to $21	5,856	79%	1,291	37%	6,371	69%	761	13%
Up to $18	4,587	62%	1,189	34%	4,997	54%	651	11%
Up to $15	2,848	38%	659	19%	3,441	37%	169	3%
Up to $12	1,698	23%	0	0%	2,484	27%	0	0%
Up to $9	490	7%	0	0%	279	3%	0	0%
Up to $6	0	0%	0	0%	169	2%	0	0%

Table 9 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. 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. Specifically, Table 9 *includes* data from respondents[4] 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.

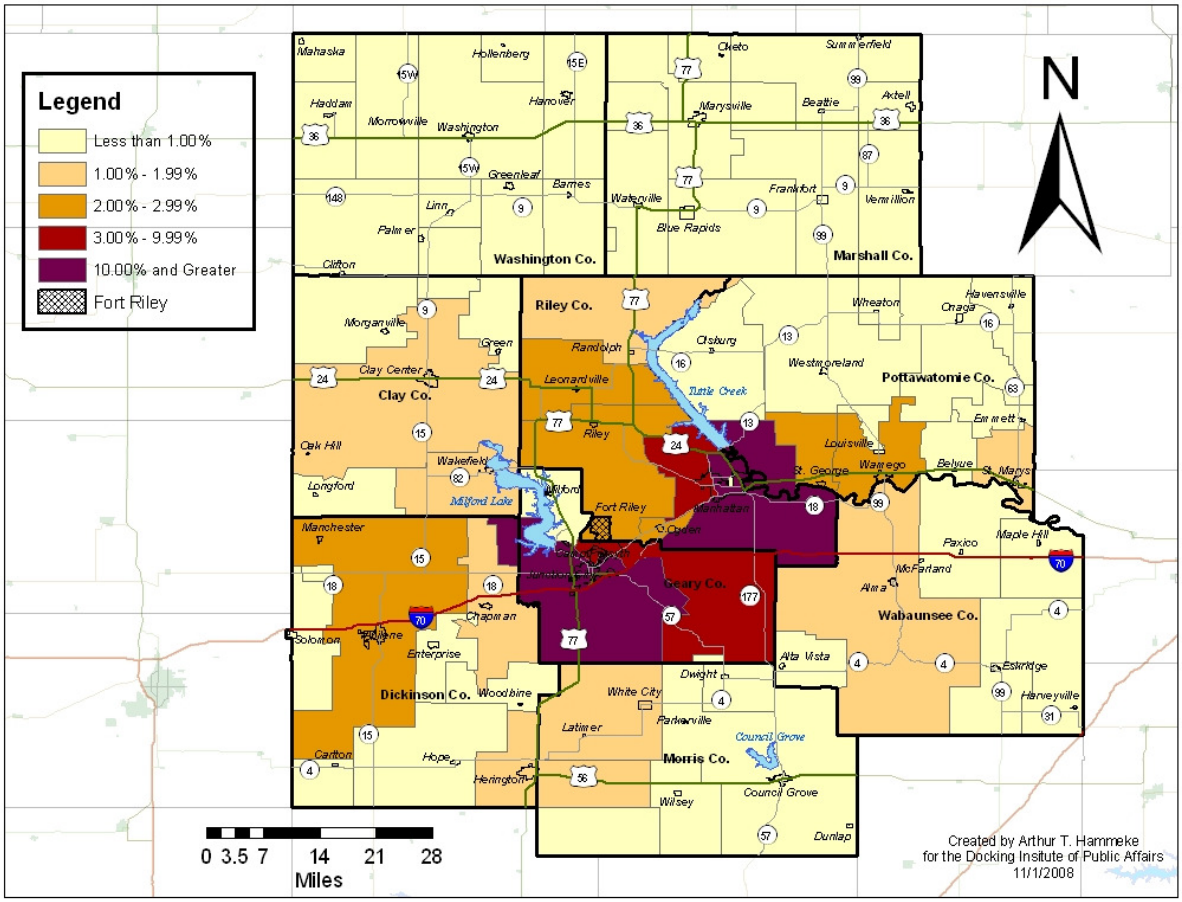
Table 9: Cumulative Wage Demands Allowing Mobility between General Labor and Service Sector

	Mobile General Labor (N= 124) (+/- 8.8% MoE)		Mobile Service Sector (N= 135) (+/- 8.4% MoE)	
	Number	*Cumulative*	*Number*	*Cumulative*
$30 or More	16,017	100%	17,451	100%
Up to $30	14,859	93%	16,116	92%
Up to $27	14,426	90%	15,403	88%
Up to $24	13,071	82%	14,048	80%
Up to $21	12,535	78%	13,361	77%
Up to $18	10,949	68%	11,001	63%
Up to $15	7,669	48%	7,854	45%
Up to $12	5,100	32%	5,285	30%
Up to $9	1,177	7%	1,177	7%
Up to $6	151	1%	151	1%

[4] Unlike Table 8, Table 9 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 15). High-skilled blue-collar workers and professional white-collar workers are excluded from Table 9 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 4 shows how each zip code in the basin compares to all other zip codes in terms of the percent of available labor in the Greater Fort Riley Area 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. Ten percent or more of the *willing to commute* available labor are located in zip code areas within Geary, Pottawatomie, and Riley Counties. Between 2% and 2.99% of the available labor pool is also located within Dickenson and Morris Counties.

Map 4: Percent of Total Available Labor in Basin by Zip Code (Indicating a Willingness to Commute)



Willing to Commute and Looking for Work

The following few pages present data from only those respondents that are *willing to commute the necessary travel time* **and** that are *actively looking for work*. (The ALP includes people that are available for work giving the right opportunities and those that are actively looking for work. This section includes only those that are looking for new or different employment as well as only those that are willing to commute.)

Figure 24 shows the wage demands for the Available Labor Pool members that are "willing to commute and looking for work." It is estimated that 6,305 people (or 18.7%) are interested in a new job at $24 an hour. It is also estimated that 5,934 (or 17.6%) are interested in new employment opportunity at $20 an hour, while 4,609 (13.6%) are interested at $16 an hour. Finally, about 3,090 people (9.1%) are interested in a new job at $12 an hour and 280 (0.8%) at $8 an hour.

Figure 24: Available Labor by Hourly Wage (for those Willing to Commute and Looking for Work)

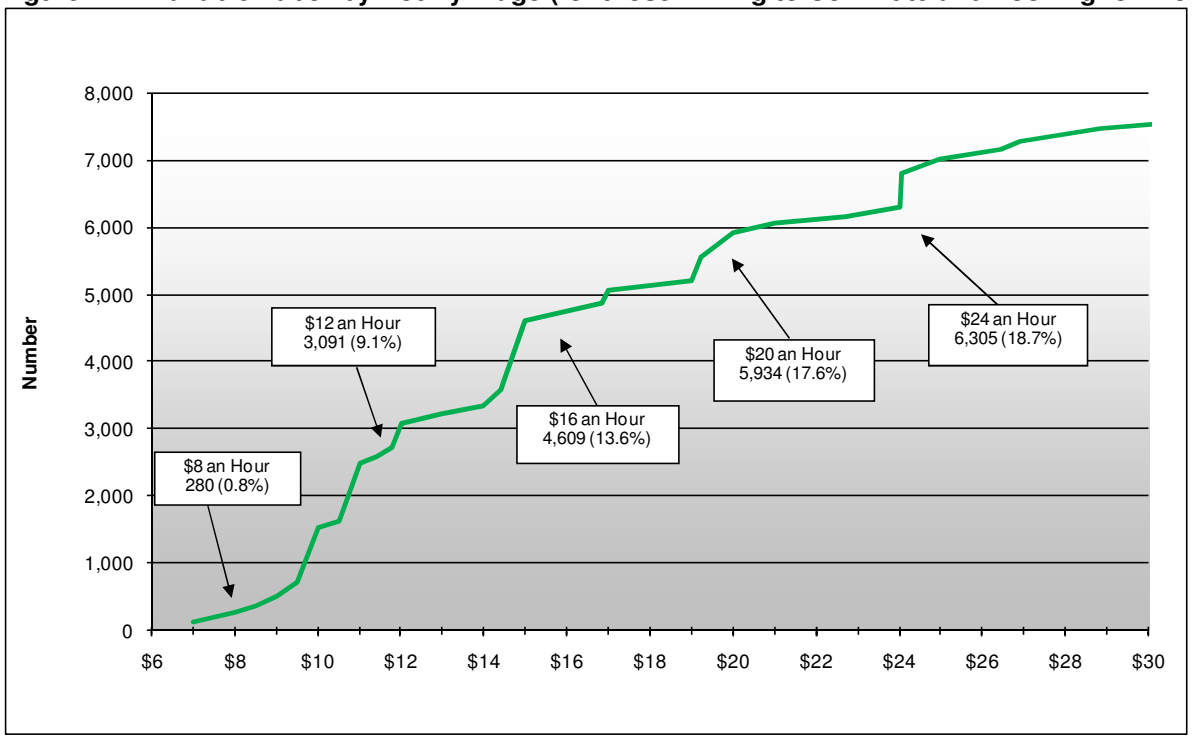


Figure 25 (next page) shows various benefits affecting the decisions of workers to take a different job and potential workers to take a new job (of the willing to commute and looking for work only). The four most important benefits are, in order, on-the-job or paid training, good salary or hourly pay, good vacation benefits, good retirement benefits. Each of these benefits are considered "very important" by more than 70% of the Available Labor Pool, each. Flexible hours or flextime and good health care benefits follow closely at 66% and 64%.

Figure 25: Benefits Very Important to Change Employment (for those Willing to Commute and Looking for Work)

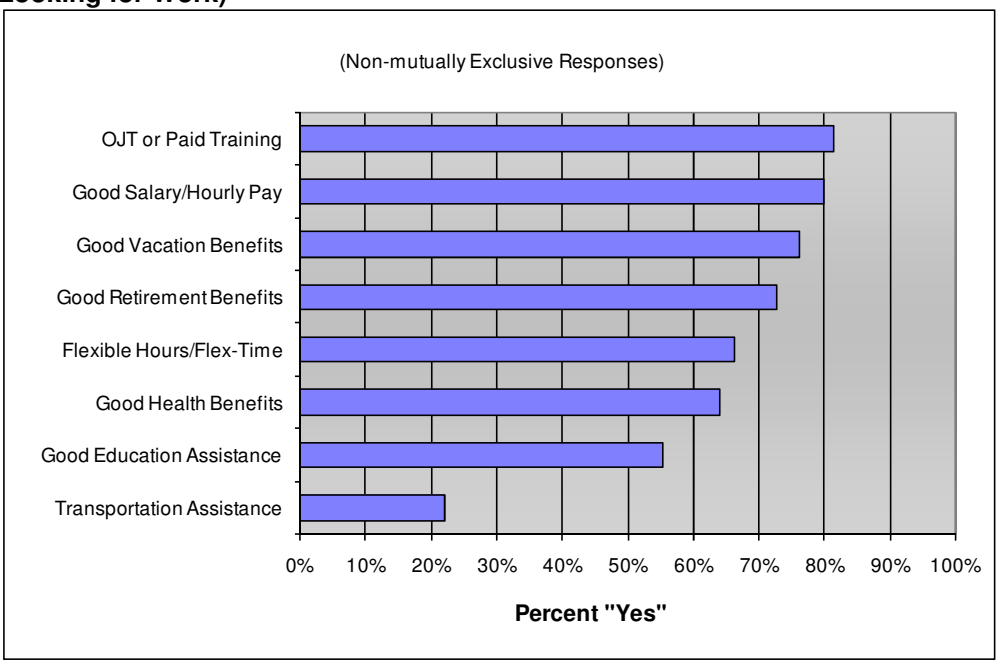


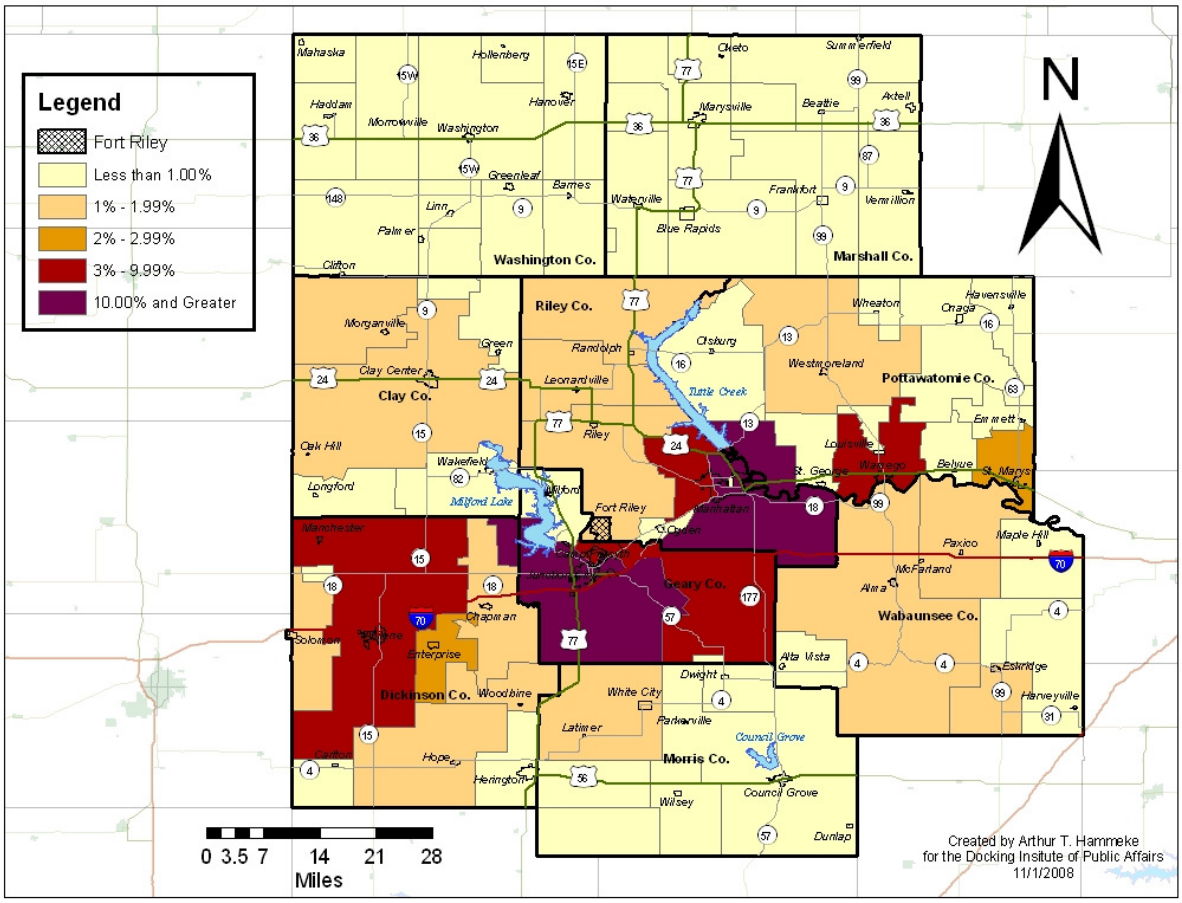
Table 10 shows the various occupational categories of the 8,191 members of the ALP that are willing to travel and are looking for work. The table shows that there is an estimated 1,040 individuals in the nine-county labor basin that are currently working in clerical and secretarial jobs and that are willing to commute and currently looking for work. It is estimated that there are 876 general labors that meet these criteria.

Table 10: Major Occupational Categories of Willing to Commute and Looking for Work

	Number	Percent
General Labor/Cleaning/Farm Labor/Delivery	876	10.7
Maintenance/Factory Work	344	4.2
Trucking/HEO/Other BC	254	3.1
Gov't Service/Protective Service	926	11.3
Technician/Mechanic/Welder	557	6.8
Customer Service/Receptionist/Food Service	623	7.6
Clerical/Secretarial	1,040	12.7
Social Service/Para-Professional/Nursing	491	6.0
Office Manager/Small Business Owner/Other WC	418	5.1
Gov't & Business Professional/Sales	0	0.0
Educator/Counselor/Doctor/Attorney	573	7.0
Homemakers/Unemployed	1,786	21.8
Students	0	0.0
Retired/Disabled	303	3.7
Total	8,191	100.0

Map 5 shows how each zip code in the basin compares to all other zip codes in terms of the percent of available labor in the Greater Fort Riley Area Labor Basin that are *willing to travel the necessary commute time* for a new or different job **and** that are *currently looking for a job.* Each zip code is grouped into one of five categories specified in the legend.

Map 5: Percent of Total Available Labor in Basin by Zip Code (Indicating a Willingness to Commute and Looking for Work)



Underemployment Among Available Labor Pool Workers

Underemployment — 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 Greater Fort Riley Area Labor Basin, *employed members of the Available Labor Pool* were presented with a scenario describing underutilization/underemployment[5]. They were then asked a series of questions assessing if they perceived themselves as underutilized/underemployed 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.

Figure 26 shows that 30,023 ALP members are *employed.* Figure 27 shows that of these workers, 41% answered "yes" to one or more of the questions presented above and are considered underemployed.

Figure 26: Employed and Unemployed Members of the Available Labor Pool

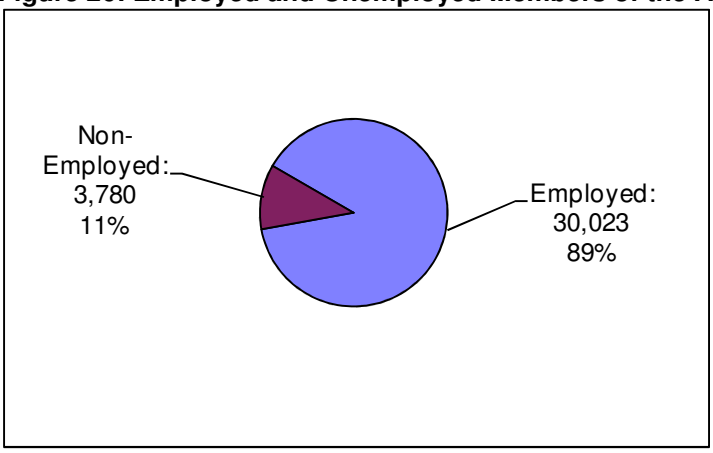
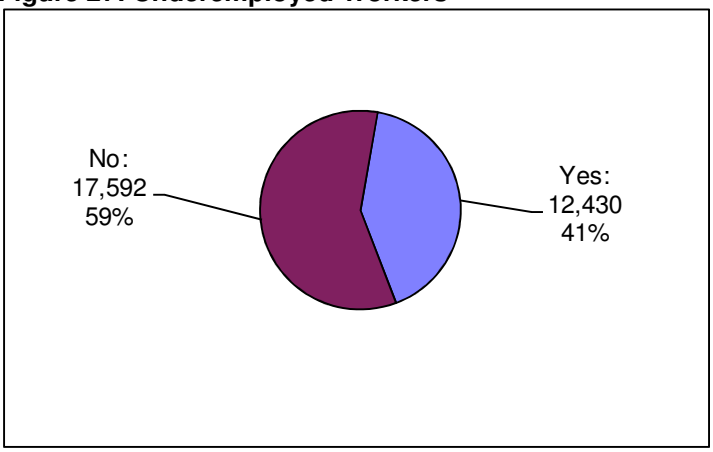


Figure 27: Underemployed Workers



[5] "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 28 shows the percentages of the positive responses (i.e., "yes" answers) to the various measures of underemployment. About 36% of this subset of the Available Labor Pool considers themselves as underemployed because they possess education levels exceeding those needed for their current jobs. About 34% suggest that have skills that are not being used currently on the job and about 26% had previous but similar jobs that provided more income. About 10% suggest they are not offered enough work hours.

Figure 28: Reasons for Underemployment

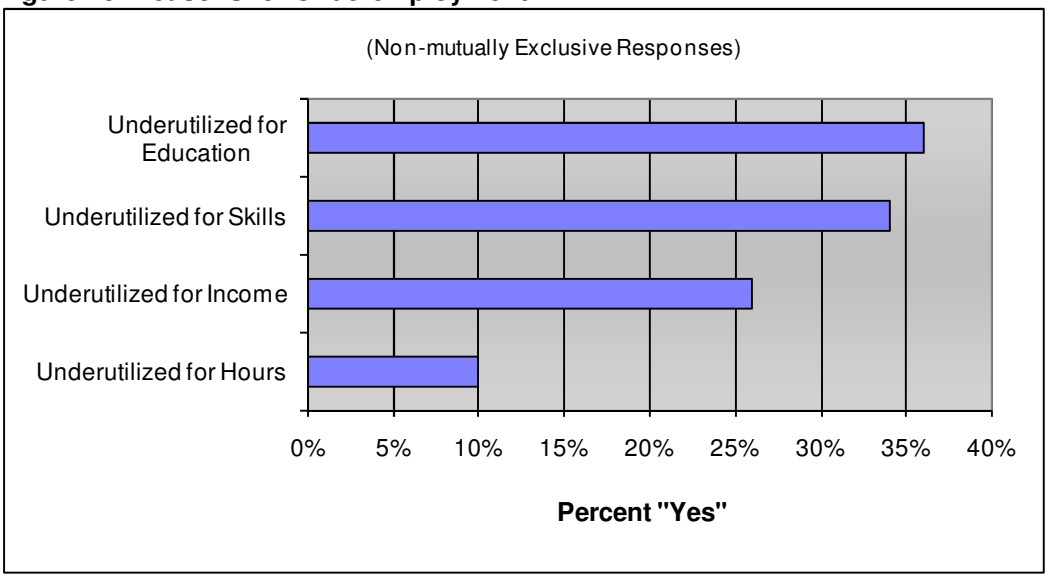


Table 10 and Figure 29 (next page) show some characteristics of the underutilized members of the Available Labor Pool. Table 10 shows the education level of the underutilized workers, with 83.8% having at least some college education and 10.7% having completing master's degree or doctoral degree.

Comparing Table 10 to Table 1 (page 7) suggests that underutilized workers compare to the ALP as a whole. For example, Table 10 shows that 26% of the underemployed ALP members have some college experience, while Table 1 shows that 26.6% of the ALP as a whole have some college experience.

Table 11: Highest Level of Education Achieved Among Underemployed

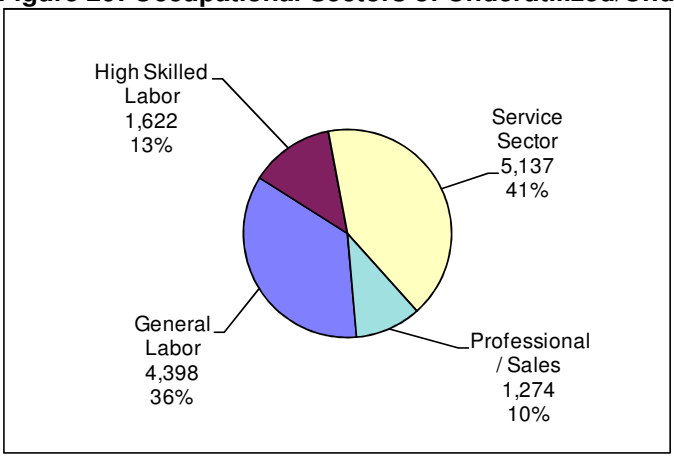
	Number	Percent	Cumulative Percent
Doctoral Degree	263	2.1	2.1
Masters Degree	1,071	8.6	10.7
Bachelors Degree	3,519	28.3	39.0
Associates Degree	2,335	18.8	57.8
Some College	3,231	26.0	83.8
High School Diploma Only	2,010	16.2	100.0
Less HS Diploma	0	0.0	
Total	12,430	100	

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

Figure 29 shows that 36% of the underutilized workers are employed as general laborers and 13% are employed as skilled blue-collar workers. The highest percentage of underutilized workers is employed as service sector and support workers (41%), while fewer (10%) hold professional positions.

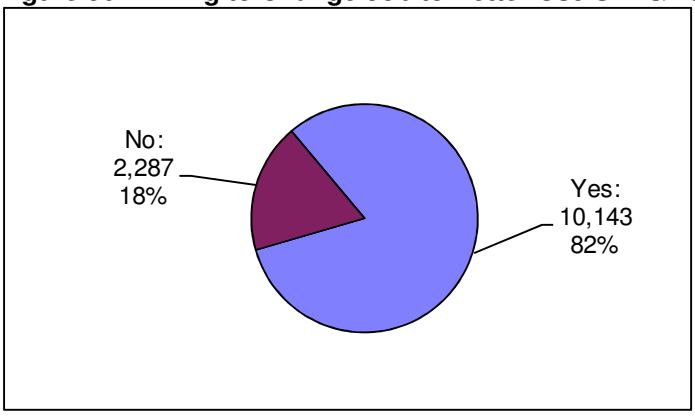
Comparing Figure 29 with Figure 2 (page 8) suggests that a smaller percentage of professional workers consider themselves underemployed than workers in the other three sectors. Figure 2 shows that the subset of working Available Labor Pool members consists of: 30% general laborers, 12% skilled-laborers, 36% service workers, and 22% professionals.

Figure 29: Occupational Sectors of Underutilized/Underemployed Workers



Respondents indicating that they were underemployed 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 30 suggests that many – 82% (or 10,143 individuals) – of the underemployed workers are willing to change jobs to address underemployment.

Figure 30: 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 31 shows that of the 33,802-member Available Labor Pool, 14% report owning their own businesses.

Figure 31: Business-Ownership

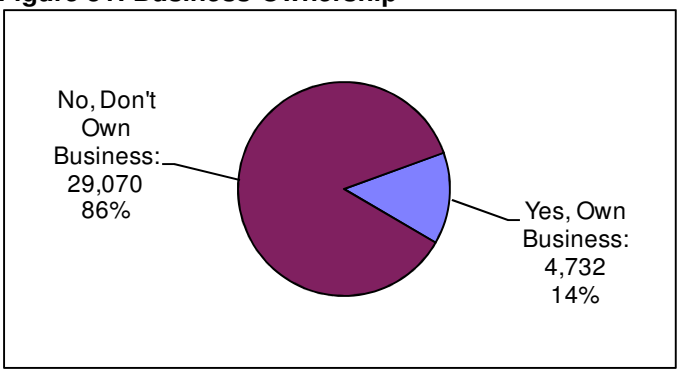
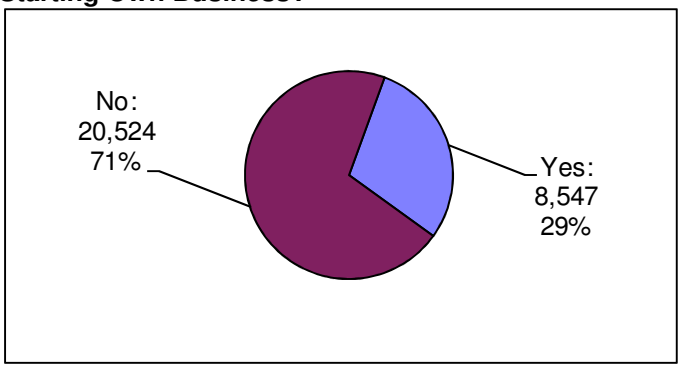


Figure 32: "Seriously Thought About Starting Own Business?"



The *non-business owning members of the ALP* (estimated to be 29,070 or 86% of the entire ALP) were asked the question: "In the last few years have you seriously thought about starting your own business?" Figure 32 shows that more than a quarter (29% or 8,547) 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 12 and Figures 33 and 34 (next page) show some characteristics of the *potential entrepreneurs*. Table 11 indicates that the education level of the potential entrepreneurs is slightly lower than the overall ALP, with about a quarter (27.9%) holding at least a bachelor's degree. Table 1 – page 7 – shows 42.2% of the entire ALP hold bachelor's degrees.

Table 12: Highest Level of Education Achieved Among Potential Entrepreneurs

	Number	Percent	Cumulative Percent
Doctoral Degree	63	0.7	0.7
Masters Degree	724	8.5	9.2
Bachelors Degree	1,596	18.7	27.9
Associates Degree	1,493	17.5	45.3
Some College	2,644	30.9	76.3
High School Diploma Only	1,524	17.8	94.1
Less HS Diploma	503	5.9	100.0
Total	8,547	100.0	

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

Figure 33 (next page) shows that 29% of the potential entrepreneurs are currently employed as general laborers and 16% are currently employed as skilled blue-collar workers. The largest percentage is employed as service sector and support workers (36%), while 19% hold professional positions. For comparison, Figure 2 – page 8 – shows: 30% general laborers, 12% skilled-laborers, 36% service workers, and 22% professionals.

Figure 33: Occupational Sectors of Potential Entrepreneurs

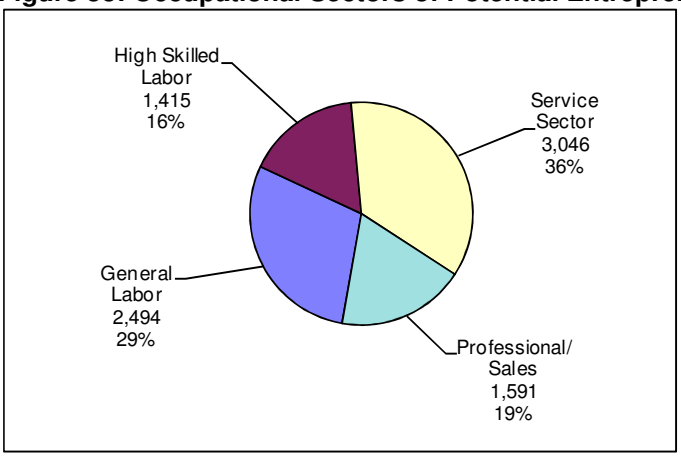
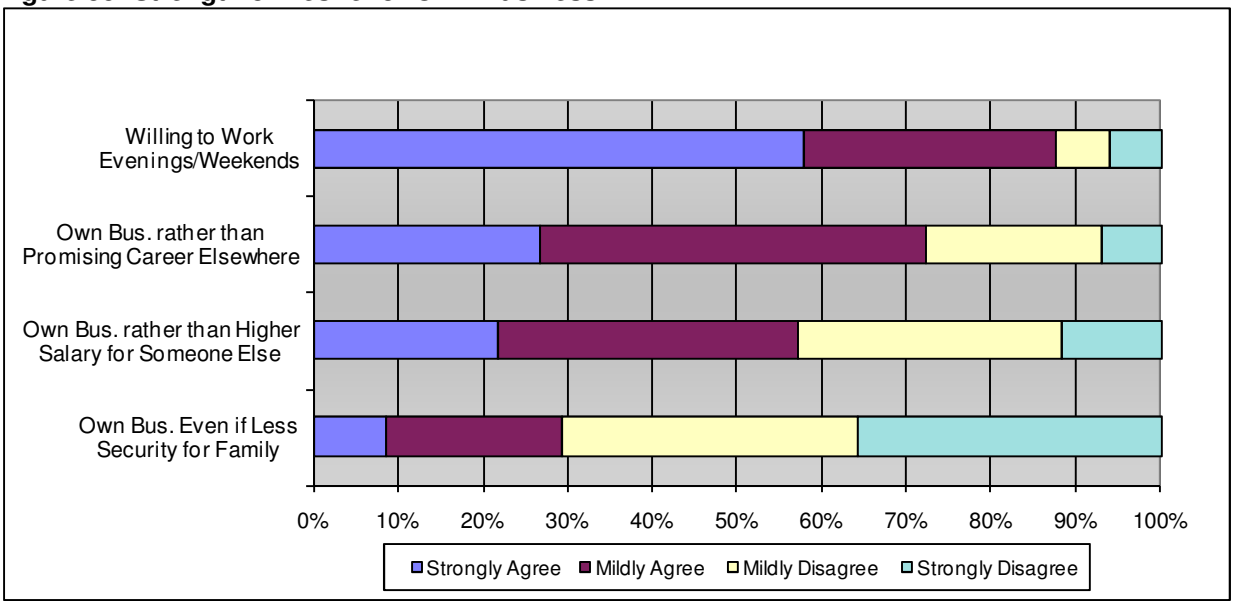


Figure 35 suggests the strength of desire to own a business. About 58% of this subset of the ALP indicate that they "strongly agree" with a statement asking if they "are willing to work evenings or on weekends to make their business a success," while about 30% indicate that they "mildly agree" with that statement. About 27% "strongly agree" with a statement asking if they "would rather own their own business than pursue a promising career elsewhere," while 46% "mildly agree."

About 21% percent "strongly agree" with the statement "I would rather own my own business than earn a higher salary working for someone else," while another 35% "mildly agree." When presented with the statement, "I am willing to have less security for my family in order to operate my own business," 8% strongly agreed and 21% mildly agreed. More respondents disagreed with this statement than any other, with 35% mildly disagreeing and 36% strongly disagreeing, for a total of 71% disagreement.

Figure 35: Strength of Desire for Own Business



Willingness to Relocate for a Job

The willingness of workers (and potential workers) to relocate for a job is an important issue for employers. Table 13 shows that of the 33,802-member Available Labor Pool, 37.6% (or 12,710) answered either "yes" or "maybe" to the question "would you be willing to move and relocate for a new or different job?"

Of the 12,710 members of the ALP that would move for a job, 82.1% consider the cost of moving a "very important" or "somewhat important" factor in their decision to move. Almost all (94.2%) of these respondents suggest that employer assistance would influence their decision to move.

Of the ALP members that would relocate for a job, 71.3% own their own houses or are paying mortgages. Of these respondents, 81.0% describe selling their house at this time to be "very difficult" or "somewhat difficult." Almost all (97.3%) of these respondents suggest that employer assistance would influence their decision to move.

Table 13: Factors Related to Relocating for a Job

Available Labor Pool: 33,802

Willing to move for a Job?

	Number	*Percent*
Yes or Maybe	12,710	37.6
No	21,093	62.4
	33,802	100

Would cost of moving influence decision to move?

	Number	*Percent*	
Very Important	6,279	49.4	*10,435 or 82.1 %*
Somewhat Important	4,156	32.7	
Not Important	2,275	17.9	
	12,710	100	

What if employer helped pay for move?

	Number	*Percent*
Would Influence Decision	9,829	94.2
Would Not Influence Decision	605	5.8
	10,435	100

Own house or paying mortgage?

	Number	*Percent*
Yes	9,062	71.3
No	3,648	28.7
	12,710	0

Selling your house would be…

	Number	*Percent*	
Very Difficult	3,054	33.7	*7,340 or 81.0 %*
Somewhat Difficult	4,286	47.3	
Somewhat Easy	1,432	15.8	
Very Easy	326	3.6	
	9,062	100	

What if employer helped you sell?

	Number	*Percent*
Would Influence Decision	7,142	97.3
Would Not Influence Decision	198	2.7
	7,340	100

Methodology

The Greater Fort Riley Area Labor Basin has a total population of approximately 163,102, and a Civilian Labor Force of 88,662. An estimated 86,067 people are currently employed. The Docking Institute's analysis suggests that the basin contains an Available Labor Pool of 33,802 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 calls the Civilian Labor Force. The Civilian Labor Force represents "the civilian non-institutional population, 16 years of age and over classified as employed or unemployed." The Bureau of Labor Statistics 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 Civilian Labor Force statistics represents the starting point for understanding the labor force in the Greater Fort Riley Area Labor Basin, there are some limitations associated with these statistics. These limitations occur because the Civilian Labor Force *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 Bureau of Labor Statistics data (such as the Civilian Labor Force) 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 Civilian Labor Force is the "Available Labor Pool[6]." 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 Civilian Labor Force[7]. Secondly, the number of potential workers is

[6] The Available Labor Pool includes potential workers excluded from the Civilian Labor Force (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).

[7] 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

then *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 Greater Fort Riley Area Labor Basin includes 33,802 individuals. This represents a substantial number of workers and potential workers for employers to draw upon in the Greater Fort Riley Area Labor Basin.

Survey Research Methods

Data for this study was collected from a random digit telephone survey[8] of adults living in thirteen counties in north central Kansas. Surveying took place from September 30 to October 20, 2008, using a Computer Assisted Telephone Interviewing (CATI) system. A total of 1,730 households were successfully contacted during the data collection period, and a randomly selected adult[9] in each was asked to participate in the study. In 1,121 households the selected adult agreed to be interviewed. This represents a cooperation rate of 64.8% and a margin of error of +/-2.93%.

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 706, and are considered eligible respondents. Of the 706 cooperating and eligible respondents, 37% (or 261) indicated that they were available for new or different employment and/or were looking for a new or different job. This subgroup is considered the Available Labor Pool for the Greater Fort Riley Area Labor Basin. Responses from 261 individuals provides a margin of error of +/- 6.07%.

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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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.

[8] 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.

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

Glossary of Terms

Greater Fort Riley Area Labor Basin – The Greater Fort Riley Area Labor Basin includes nine counties in Kansas: Clay, Dickinson, Geary, Washington, Marshall, Morris, Pottawatomie, Riley, and Wabaunsee.

Civilian Labor Force – The Civilian Labor Force represents "the civilian non-institutional population, 16 years of age and over classified as employed or unemployed." The Bureau of Labor Statistics 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.

Available Labor Pool – The Available Labor Pool is composed of workers and potential 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*.

Desired Wage – The desired wage is the hourly wage that a respondent would consider accepting to take a new or different job given the right opportunities. If a responded offered a yearly salary instead of an hourly wage, the yearly salary was divided by 2,080 to convert the salary to an hourly wage.

Minutes Willing to Travel – "Minutes Willing to Travel" indicates the minutes that a respondent is willing to travel, one way, for a new or different job opportunity given the right opportunities.

Necessary Travel Time – "Necessary Travel Time" is the number of minutes that a respondent indicates he or she is willing to travel that is equal to or greater than the estimated travel time necessary for the respondent to actually commute from his or her zip code of residence to the zip code at 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 and that lives an estimated 15 minutes from the center of the basin is considered "willing to commute the necessary travel time" for a new job.

Willing to Commute Available Labor Pool – The "willing to commute Available Labor Pool" is subset of the Available Labor Pool that is composed of those members of the Available Labor Pool that are willing to travel the necessary travel time for a new or different job opportunity.

Underutilization/Underemployment – Individuals that perceive themselves as possessing skills and/or training levels that exceed the responsibilities of their current job are considered underutilized/underemployed.

Job Sectors – "Job sectors" include General Labor, High-Skilled Blue Collar, Service Sector, and Professional White Collar. Examples of each include:

> ***General Labor*** includes occupations such as cleaning, construction, delivery, and maintenance.
> ***High-Skill Blue Collar*** includes occupations such as police, fire-fighting, postal worker, welding, high-skilled mechanics, computer technician, and lab technician.
> ***Service Sector*** includes occupations such as clerical worker, waitress, retail sales clerk, bookkeeping, para-professional, certified nurse's assistant, licensed practical nurse, and small business manager.
> ***Professional White Collar*** includes occupations such as teacher, administrator, business executive, professional sales, doctor, lawyer, professor, and engineer

Appendix I: Current Employment Status of Available Labor Pool

	Current Employment Status of ALP	
	Number	Percent
General Labor/Construction/Cleaning	2,170	6.4
Farm Labor/Ranch Hand/Landscaping	627	1.9
Delivery/Driver/Courier	1,385	4.1
Maintenance/Wiring/Plumbing	1,309	3.9
Factory Worker/Grain Elevator Op/Meat Packer	1,751	5.2
Truck Driver/Heavy Equipment Operator	1,582	4.7
Police/Fire/Postal/Military Enlisted	1,949	5.8
Lab or Medical Technician/Comp Technician	928	2.7
Skilled Mechanic/Welder/Carpenter/Electrician	822	2.4
Other Blue Collar	0	0.0
General Customer Service/Retail/Reception/Food Service	2,619	7.7
Clerical/Secretary/Book-Keeper/Bank Teller	4,811	14.2
Para-legal/Para-pro/CNA/Day Care	1,790	5.3
Nurse/LPN/RN/Semi-skilled Social Service	844	2.5
Office Manager/Small Business Owner	789	2.3
Teacher/Instructor/Writer/Researcher	2,965	8.8
Sales/Marketing/Accounting	919	2.7
Govt, Non-Profit, or Bus Exec/Farm Owner/Military Officer	855	2.5
Counselor/Social Worker/Physician's Assistant	336	1.0
Professor/Doctor/Engineer/Attorney	1,572	4.7
Other White Collar	0	0.0
Homemaker	1,528	4.5
Full-Time Student	185	0.5
Unemployed	895	2.6
Retired	578	1.7
Disabled	595	1.8
Total	33,802	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