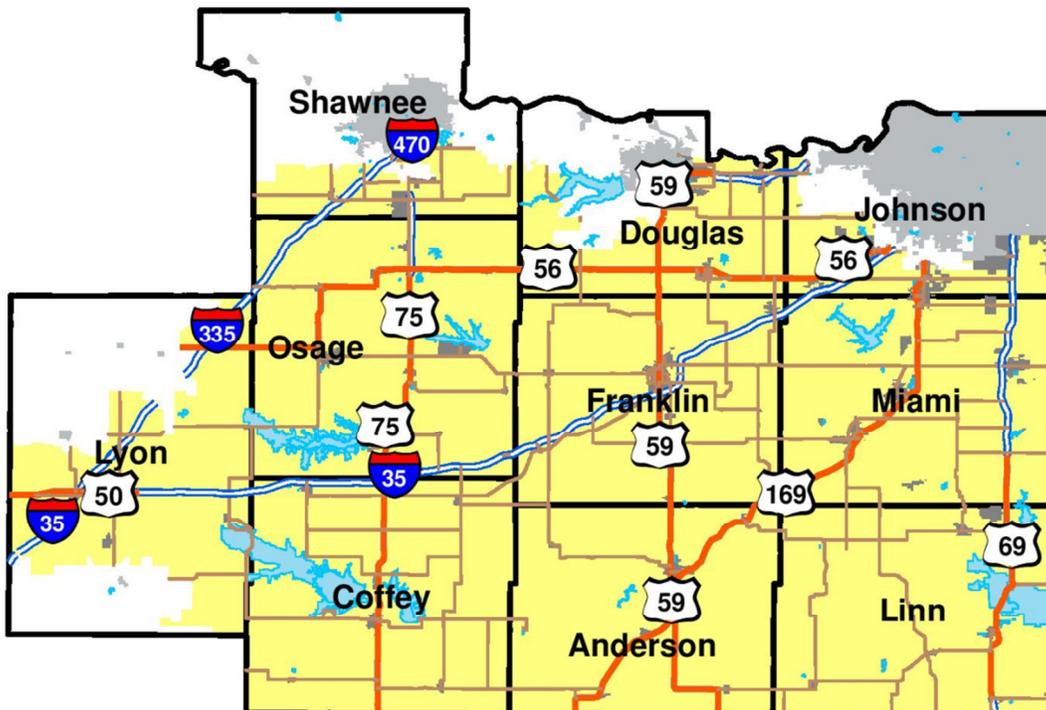


Franklin County Labor Basin Labor Availability Analysis - 2015

Including a comparison to data from the
2011 Labor Availability Analysis

Anderson • Coffey • Douglas • Franklin • Johnson •
Linn • Lyon • Miami • Osage • Shawnee Counties



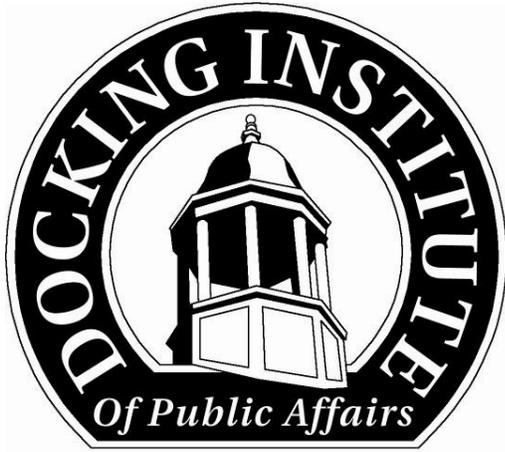
Prepared For

Franklin County Economic Development Council, Inc.

By

The Docking Institute of Public Affairs

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Mission:

To Facilitate Effective Public Policy Decision-Making.

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

Franklin County Labor Basin Labor Availability Analysis

Including a comparison to data from the
2011 Labor Availability Analysis

Prepared By:

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Franklin County Economic Development Council, Inc.

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Franklin County Labor Basin Labor Availability Analysis

Executive Summary

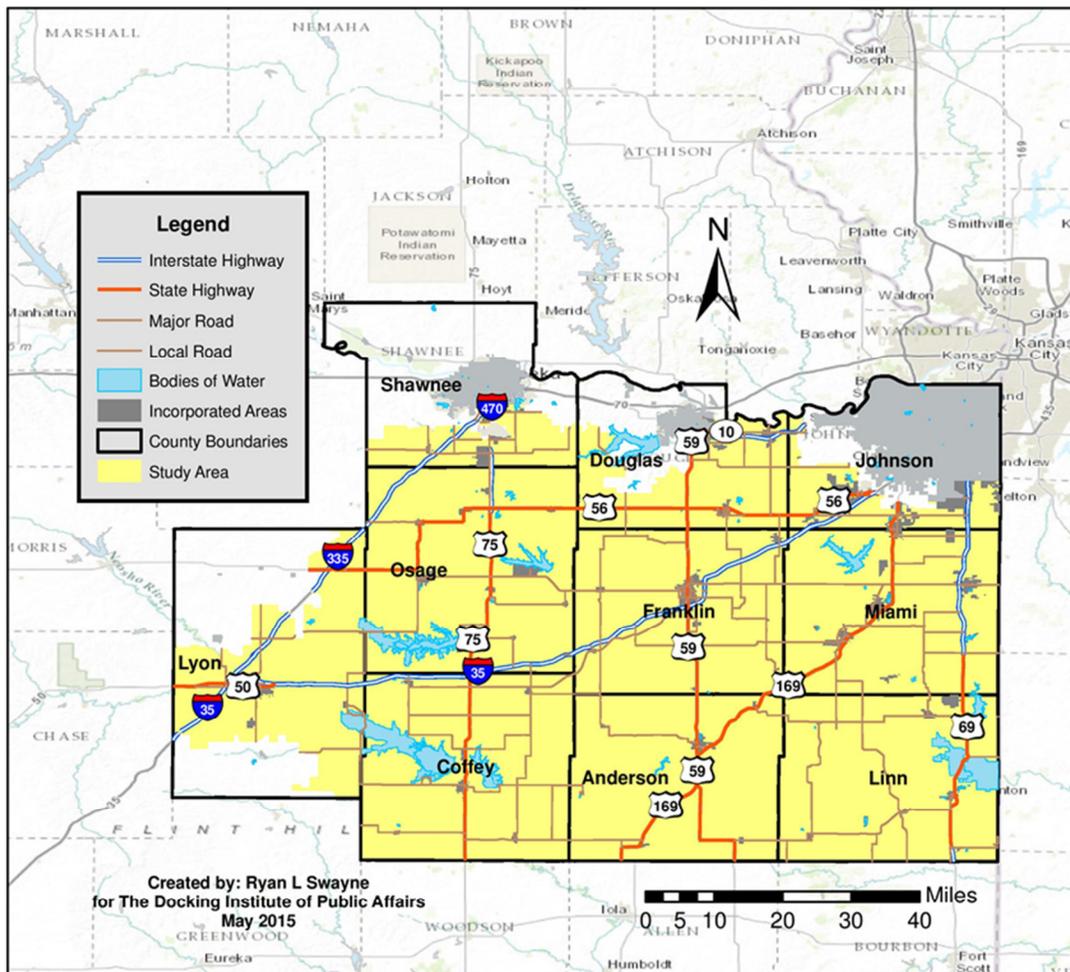
The Franklin County Labor Basin includes 10 counties in Kansas: Anderson, Coffey, Douglas, Franklin, Johnson, Linn, Lyon, Miami, Osage, and Shawnee. This report assesses the “Available Labor Pool” in this labor basin. The “Available Labor Pool” represents those who indicate they are looking for a new job or are interested in a new job given the right employment opportunities. The Docking Institute’s independent analysis of this labor basin shows that:

- The population of the Franklin County Labor Basin is 540,232 and the Civilian Labor Force (CLF) is 288,539. The Institute estimates that 175,302 individuals constitute the Available Labor Pool.
- An estimated 13,266 (7.6%) members of the Available Labor Pool are non-employed and currently looking for employment, while 14,722 (8.4%) are non-employed but are interested in a job for the right opportunities. In addition, 26,666 (15.27%) employed individuals are currently looking for new or different employment, and 120,649 (68.8%) are employed and interested in a new or different employment for the right opportunities.
- Almost 83% of the Available Labor Pool has at least some college experience and about 97% has at least a high school diploma. The average age for members of the Available Labor Pool is about 43 years old and women make up over half (51.1%) of the Pool.
- An estimated 23,503 (13.4%) members of the Available Labor Pool currently work in general labor occupations (such as cleaning, construction, delivery, manufacturing and maintenance). Fewer (13,428 or 7.7%) work in high-skilled occupations (such as mechanics, welders, computer technicians and crew managers). An estimated 71,130 (40.6%) members of the Pool currently work in service sector occupations (such as customer service workers, clerical workers, retail sales, office managers, nurses and teachers); while an additional 39,254 (22.4%) work in white-collar professional occupations (such as executives, doctors and attorneys). About a sixth (27,987 or 16%) of the Pool is non-working at the present time.
- A rather large percentage (73.6%) of the Pool is “willing to work outside of their primary field of employment for a new or different employment opportunity.” About half (49.3%) of non-Franklin County residents are willing to work in Franklin County.
- More than a third (37%) of the members of the Pool will commute up to 45 minutes, one way, for an employment opportunity. More than four-fifths (82%) will commute up to 30 minutes, one way, for employment.
- The five most desired benefits for a new job are good salary or hourly wage, good retirement benefits, good health benefits, good vacation benefits, and on-the-job or paid training.
- An estimated 45,220 people (26% of the Pool) are interested in a new job at \$15 an hour and 12,146 (7%) are interested in a new job at \$10 an hour.
- Of the 147,315 members in the subset of *employed members* of the Pool, 40,835 (28%) consider themselves underemployed.
- Of the 163,031 members in the subset of *non-business-owning members* of the Pool, 60,321 (37%) have considered starting their own businesses and are “potential entrepreneurs.”
- An estimated 44,404 members of the Pool are interested in part-time work or either part-time or full-time employment.
- Of the 156,946 members of the Pool *not residing in Franklin County*, 49.3% are willing to take a job in Franklin County.

The Franklin County Labor Basin

The Franklin County Labor Basin includes 10 counties located in eastern 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 to the center of the labor basin (Ottawa) for an employment opportunity. In the case of the Franklin County Labor Basin, it is reasonable that individuals may commute from (and within) one of the 10 counties because these counties contain: 1) communities with adequate transportation within the Ottawa area and 2) communities that are within a 45-minute commute to the center of the labor basin.

Map 1: Franklin County Labor Basin



The Franklin County Labor Basin has a total population of approximately 540,232, and a Civilian Labor Force of 288,539. There was an official average unemployment rate of 4.24% at the time of the study, and this research effort suggests that there is a supply of available labor for a new employer and/or expanded employment.

The Docking Institute's analysis suggests that the basin contains an Available Labor Pool of 175,302 individuals. The Available Labor Pool is composed of workers categorized as either 1) currently not employed *and* looking for employment, 2) currently not employed *but* interested in

a new job, 3) currently employed (full- or part-time) *and* looking for other employment, 4) currently employed and not looking, *but* interested in different employment for the *right opportunity*. Please see the Methods section – page 44 – for more information about the Institute’s Available Labor Pool analysis methodology and the survey research methods used for this report.

Components of the Report

The majority of this report assesses the characteristics of the Available Labor Pool in the Franklin County 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 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 Available Labor Pool members willing to work?
- What is the level of job satisfaction among the Available Labor Pool members?

Five Subsets of the Available Labor Pool

This report also provides information on five subsets of the Available Labor Pool:

- Those living “within the necessary commute time.” Necessary commute time is defined as a commute time stated by the respondent that is equal to or greater than the commute time necessary for the respondent to travel from his or her Zip Code of residence to the Zip Code at the center of the labor basin.
- Those that consider themselves as “underemployed.”
- Those considered “potential entrepreneurs.”
- Those interested in a new or different part-time job or a job that is either part- or full-time.
- Those living outside of Franklin County that are willing to work in Franklin County.

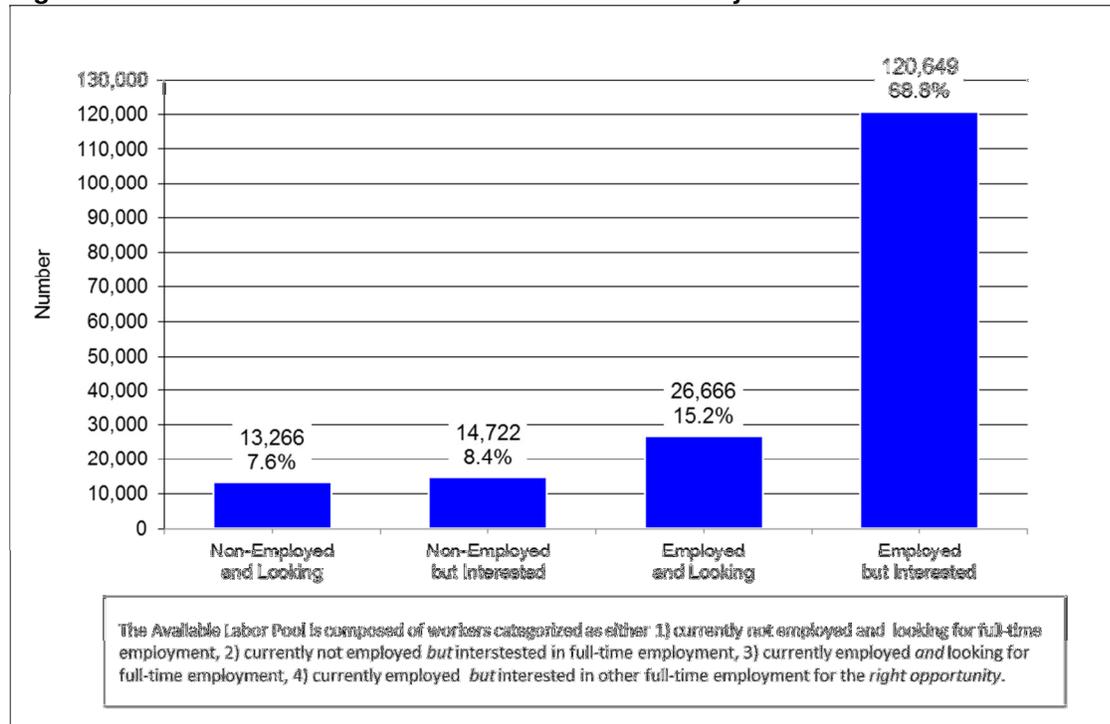
Comparative Analysis

Finally, this report provides a comparative analysis of key findings from the 2015 and 2011 labor availability reports conducted in the Franklin County area.

The Franklin County Labor Basin's Available Labor Pool

It is estimated that 13,266 (7.6%) members of the Available Labor Pool are non-employed¹ and *currently looking* for work, while 14,722 (8.4%) are non-employed but are *interested* in a job for the right opportunities. In addition, 26,666 (15.2%) employed individuals are *currently looking* for new or different employment, and 120,649 (68.8%) are employed but *interested* in new or different employment for the right opportunities.

Figure 1: The Available Labor Pool for the Franklin County Labor Basin



¹ The terms “non-employed,” “not employed” and “non-working” refer to officially unemployed members of the Civilian Labor Force *and* any non-employed/non-working full-time students, homemakers, retirees, and disabled individuals that indicate they are available for employment.

Map 2 shows how each Zip Code area in the basin compares to all other Zip Code areas in terms of the percent of total available labor in the Franklin County Labor Basin. Zip Code areas are grouped into one of six categories specified in the legend.

The map below shows that 7% or more (purple) of the available labor is located in Zip Code areas in Johnson County, and between 4% and 6.99% (red) is located in also located in Douglas and Miami counties. Between 2% and 3.99% (brown) is also located in Zip Code areas in Franklin and Lyon counties, while between 1% and 1.99% (orange) is also located Shawnee County. Finally, less than 1% (peach and yellow) is located in Zip Code areas in Anderson, Coffey, Linn, and Osage counties.

Zip Code areas in the northern portions of Johnson and Shawnee counties show no available labor because these areas were not included in the labor basin. It was assumed that the cities of Kansas City and Topeka provide enough job opportunities to discourage workers and potential workers from traveling south to Franklin County for work.

Zip Code areas in the western portion of Lyon County were not included in the labor basin for the same reason. While some workers do travel from Lyon County to work in Franklin County, Emporia most likely provides enough work to discourage many workers and potential workers from doing the same. The map below probably overstates the percentage of Available Labor Pool members in Lyon County that will actually commute to Franklin County for work. Our intention was to survey respondents living in the eastern portion of Zip Code area 66801 (Emporia) but we inadvertently included respondents living on the western side of that Zip Code area. See page 36 for a map showing place of residence for the subset of Available Labor Pool members willing to work in Franklin County.

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

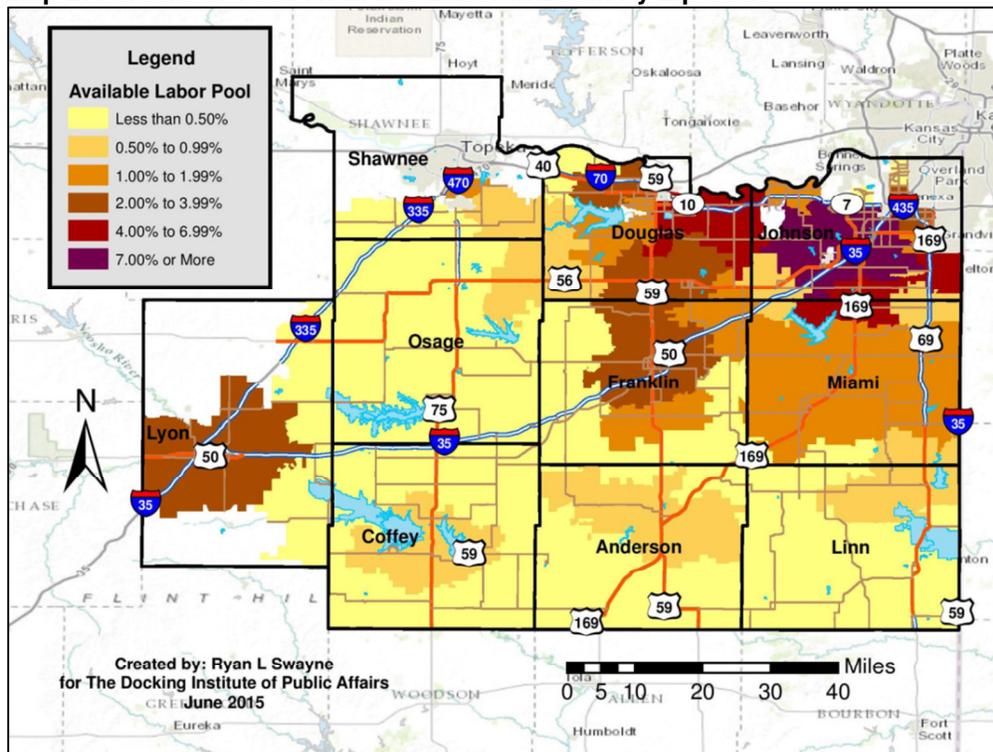


Table 1 shows the gender, age, and education levels of the 175,302-member Available Labor Pool. Slightly more than half (51.1%) of the Pool are women, and the average age is about 43 years old. Nearly all (97.3%) have at least a high school diploma, a majority (82.9%) have at least some college education, and about half (50.6%) have at least a bachelor's degree.

A quarter (25%) speaks at least some Spanish, though a vast majority (82.9%) speak Spanish "only a little."

Table 1: Age, Gender, Education Level, and Spanish Skills of Available Labor Pool

Current Year	Age in 2014		
Range	18 to 75		
Average	43		
Median	44		
Gender	Number	Percent	
Female	89,579	51.1	
Male	85,723	48.9	
Total	175,302	100	
Highest Level of Education Achieved			Cumulative Percent
Doctoral Degree	4,528	2.6	2.6
Masters Degree	30,270	17.3	19.9
Bachelors Degree	53,874	30.7	50.6
Associates Degree	23,924	13.6	64.2
Some College (including current students)	32,680	18.6	82.9
High School Diploma	25,358	14.5	97.3
Less HS Diploma	4,668	2.7	100
Total	175,302	100	
"Do you speak Spanish?"	Number	Percent	
"Yes"	43,826	25.0	
<i>Speak Very Well</i>	2,805	6.4	} <i>These percentages represent portions of 25.0%</i>
<i>Speak Fairly Well</i>	4,689	10.7	
<i>Speak Only a Little</i>	36,331	82.9	
		100	

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

Table 2 shows the various occupational categories of the 175,302-member Available Labor Pool. General labor occupations represent 13.4% of the entire Pool, while highly-skilled blue-collar jobs make up 7.7%. Traditional service-related occupations represent 40.6% of the Pool, while professional occupations represent 22.4% of the Pool. About one-sixth (16%) is not currently working.

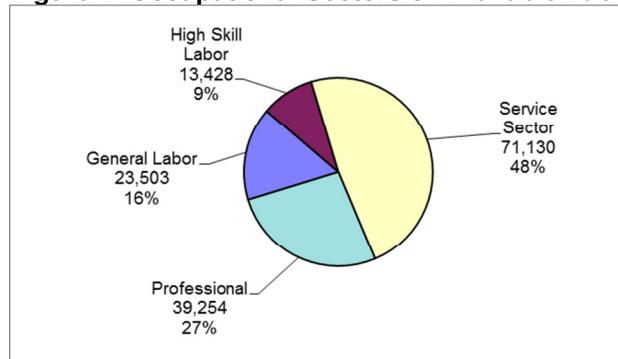
Table 2: Major Occupational Categories of Available Labor

	Number	Percent	Years at Job	
			Mean	Median
General Labor/Delivery	13,646	7.8	8.5	7.0
Manufacturing/Maintenance/Trucking	9,857	5.6	8.3	6.0
Total General Labor	23,503	13.4	8.4	6.5
Mechanic/Welder/Comp Tech	2,975	1.7	7.2	4.2
Crew Management/Protection Services	10,453	6.0	15.5	14.7
Total Highly-Skilled Labor	13,428	7.7	11.4	9.5
Customer Service	17,573	10.0	5.3	3.2
Clerical	10,913	6.2	7.4	5.0
Office or Dept Manager	9,686	5.5	11.5	10.0
Health Aid/Nurse	13,879	7.9	7.2	4.0
Education Aid/Teacher	19,078	10.9	9.3	8.8
Total Service Sector	71,130	40.6	8.1	6.2
Exec Management	10,483	6.0	8.0	6.7
Accounting/Engineering	19,427	11.1	10.9	9.0
Doctor/Professor/Attorney	7,854	4.5	10.4	8.0
Writer/Artist/Musician	1,490	0.9	14.4	17.9
Total Professional Sector	39,254	22.4	10.9	10.4
Homemaker/Student/Unemployed	19,550	11.2	n/a	n/a
Retired/Disabled	8,438	4.8	n/a	n/a
Total Non-Employed	27,987	16.0		
Total	175,302	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. A more detailed list of occupations follows on page 9.

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

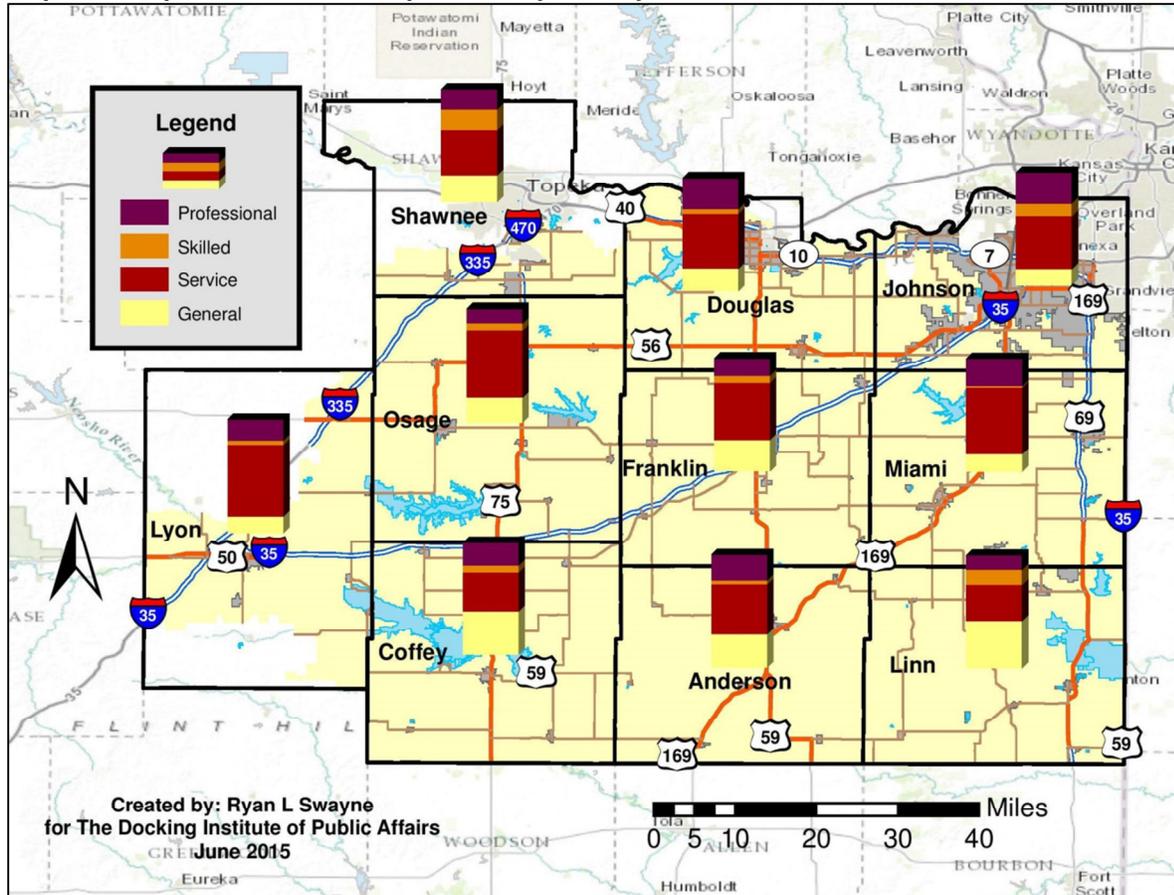


Map 3 shows the occupational sector (employed Pool members only) for each county in the labor basin.

The map suggests that Johnson and Douglas counties have larger proportions of professional workers, when compared to other counties, while Lyon, Miami, and Osage stand out for having larger proportions of service sector employees.

Shawnee has the largest proportion of skilled laborers, when compared to other counties, while Anderson, Coffey and Linn have larger proportions of general laborers.

Map 3: Occupational Sector Proportions by County



Current Skills and Work Experiences

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

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 *and* those that indicate previous training or experience in that particular field.

For example, 8,765 members of the Pool are general laborers, construction workers, cleaners, and hold similar positions. An additional 9,268 Pool members indicate previous experience or training in one of those job types, for a total of 18,034 individuals.

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

	Current Employment* Number +	Previous Work/Training* Number =	Current plus Previous Work or Training** Number
Working with Hands			
General Labor	8,765	9,268	18,034
Farm or Ranch Labor	1,442	788	2,230
Manufacturing and Assembly	2,754	7,047	9,801
Maintenance	5,568	3,524	9,092
Driving (Delivery, Bus, Postal)	3,438	3,108	6,547
Truck Driving/HEO	1,535	809	2,344
Skilled Labor	670	1,569	2,239
Crew Management	4,204	279	4,483
Working with People			
General Customer Service	17,573	29,179	46,751
Office Management	9,686	11,963	21,649
Governmental Services	6,249	2,906	9,155
Executive Management	10,483	753	11,237
Advanced Social Services	5,445	162	5,607
Working with Numbers			
Clerical	10,913	10,761	21,675
Accounting/Finance/Banking	8,111	284	8,395
Researcher/Analyst	2,789	527	3,316
Working with Technology			
IT and Other (Non-Med) Tech. Maint.	2,305	4,241	6,547
Software Dev./Comp. Prog.	2,085	2,367	4,452
Engineer/Designer	6,442	23	6,465
Providing Health Services			
Health Aid	7,086	3,007	10,093
Nurse	6,793	1,508	8,300
Advanced Medical Practitioner	293	54	347
Providing Educational Services			
Education Aid	7,992	5,023	13,015
Teacher/Trainer	11,086	4,130	15,216
Professor/Lecturer	2,116	28	2,143
Creative Arts			
Writer/Artist/Musician	1,490	1,101	2,591
Total	147,315	104,410	251,725

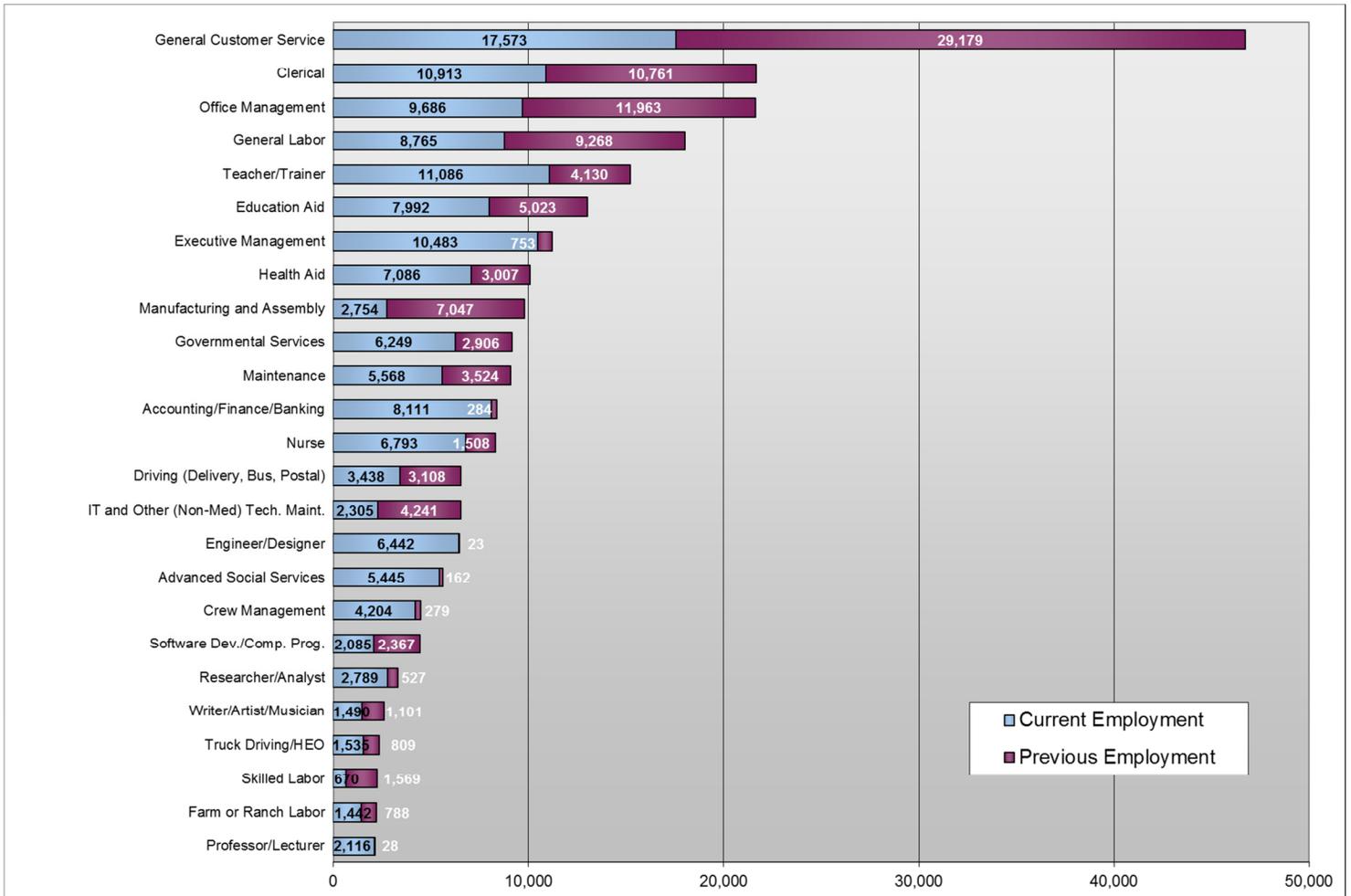
* Retired, disabled, non-working students, homemakers are not included.

** An individual member of the ALP is counted only once within each employment category. If jobs are duplicate, they were removed from the Previous Job 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 Pool members report current work experience or previous work/training as general customer service workers, retail sales clerks, receptionists, food service workers and similar positions that often require some face-to-face interaction with the public. There are 17,573 working Pool members currently employed in this category and 29,179 pool members previously employed/trained in this category.

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. 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.

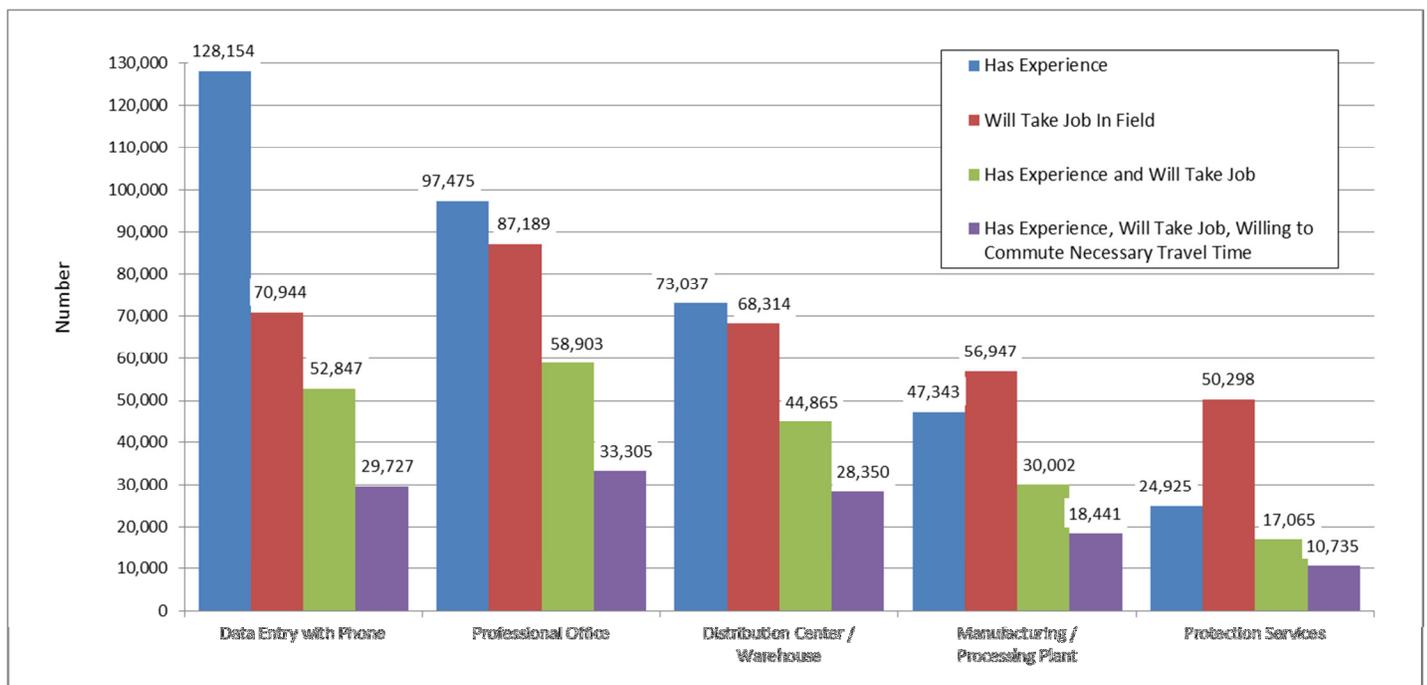
The figure shows that an estimated 128,154 individuals report having training and/or experience in data entry with telephone operation, while fewer (70,944 individuals) would consider employment in that field. An estimated 97,475 members of the Available Labor Pool have training and/or experience in a professional office environment, while slightly fewer (87,189 individuals) would take a job in that field.

An estimated 73,037 members of the Available Labor Pool suggest that they have training or experience working in a distribution center or warehouse while 68,314 would consider a job in that field. An estimated 47,343 have experience working in a manufacturing plant or processing center while 56,947 would take a job in that field. Finally, 24,925 have training or experience in protection or security services, while more (50,298) would consider employment in that field.

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

The fourth columns show the estimated numbers that have training/experience **and** are willing to take a job in that field **and** are within the necessary commute time for a new or different job. (See page 21 for a definition of “within the necessary commute time.”)

Figure 4: Work Experience / Willing to Work in Field



Survey respondents indicating that they had worked in warehousing/distribution, manufacturing/processing, or trucking 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 shows that two-fifths (40%) of those with warehousing experience/training works in jobs moving materials or loading trucks. Figure 6 shows that almost half (48%) of those with manufacturing experience/training work in production, fabrication or assembly jobs.

Figure 5: Work Experience in Warehousing or Distribution

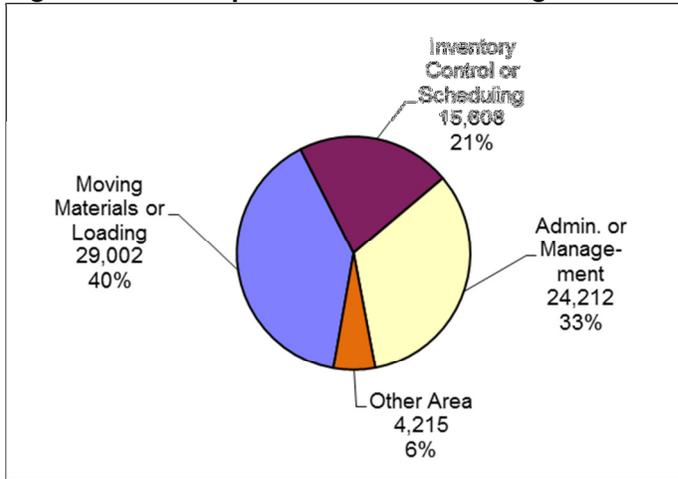
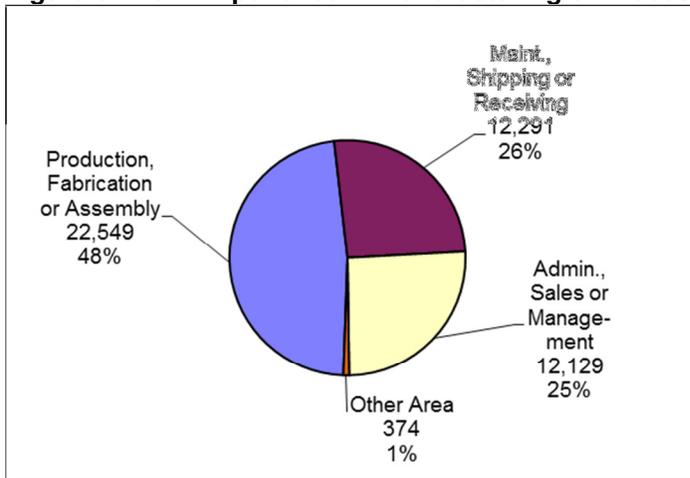


Figure 6: Work Experience in Manufacturing or Processing Plant

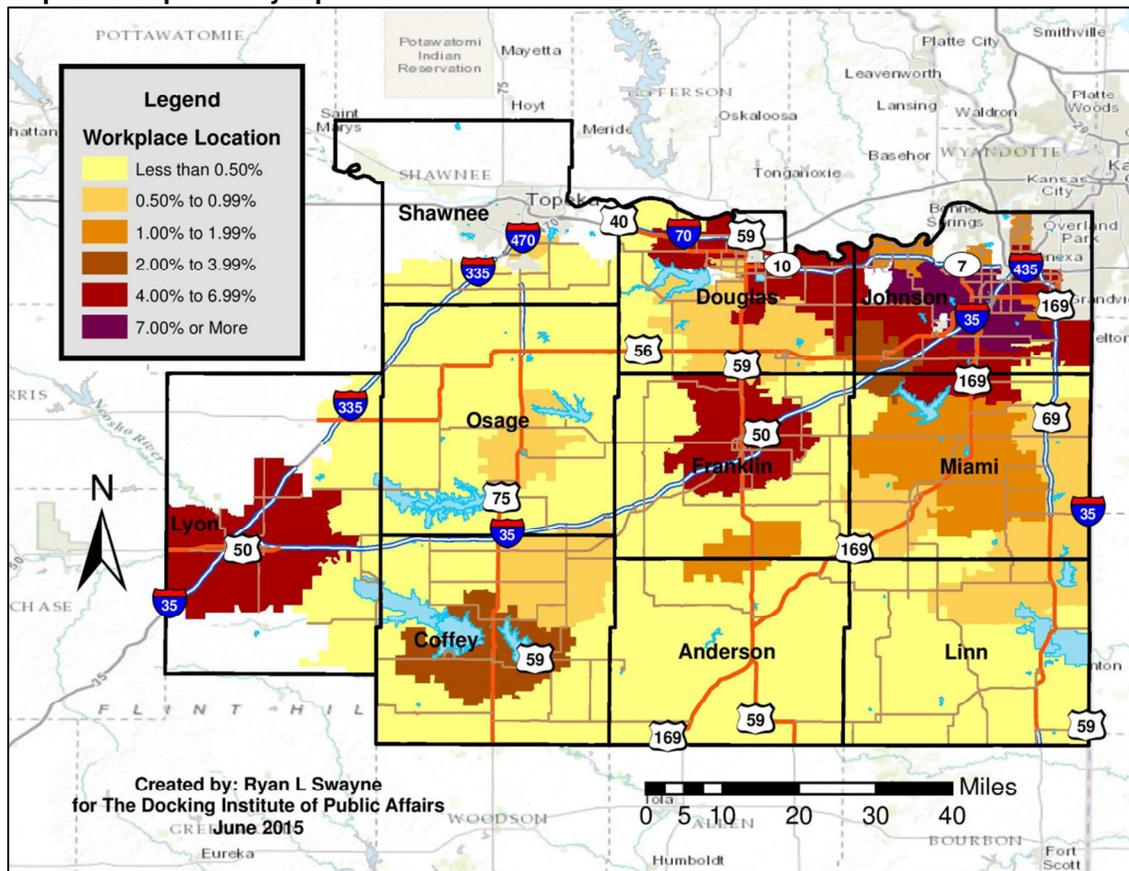


Working Available Labor Pool members were asked for the zip code of their workplaces. Map 4 shows the locations of employers *within the basin* by Zip Code area. Zip Code areas are grouped into one of six categories specified in the legend.

Seven percent (purple) or more workplaces *located in the labor basin* are in Zip Code areas in Johnson County. Between 4% and 6.99% (red) of the workplaces are also located in Zip Code areas in Douglas, Franklin, Lyon, and Miami counties. Between 2% and 3.99% (brown) of the workplaces are also located in Zip Codes areas in Coffey County, while between 1% and 1.99% (orange) are also located in Anderson County.

Finally, less than 1% (peach and yellow) of the workplaces are located in Zip Code areas in Linn, Osage, and Shawnee counties.

Map 4: Workplaces by Zip Code



Educational Experience and Job Satisfaction

Table 1 (see page 6) shows that 82.9% of the Available Labor Pool reports attending some college (with at least 64.2% having completed an associate's degree and 50.6% having completed a bachelor's degree).

Figure 7, below, shows the area of study for those respondents completing at least some college/currently enrolled in college. Answer options include:

Social Sciences: Sociology, Psychology, Anthropology, Politics and Social Work.

Biological Sciences and Health: 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.

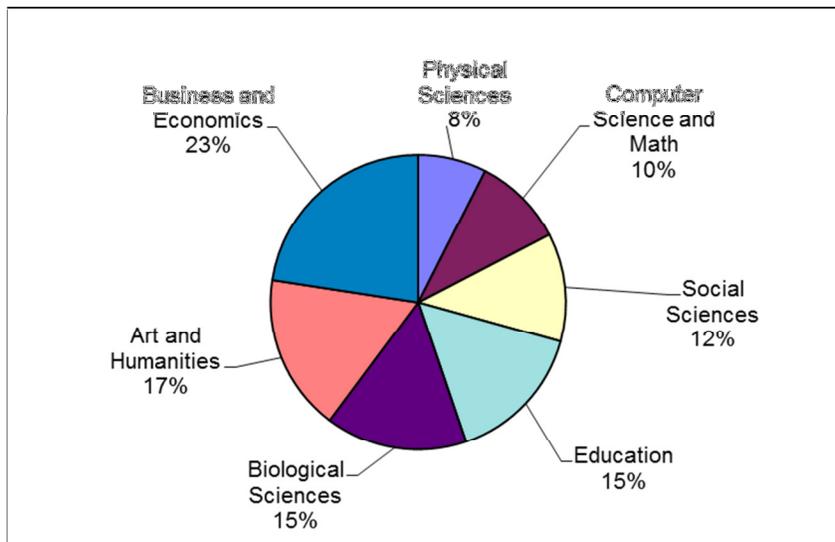
Education: Elementary and Secondary Teaching.

Computer Science and Math: Computer Programming or Technology, Networking, Web Design and Math.

Arts and Humanities: Art, Music, History, Philosophy and Languages.

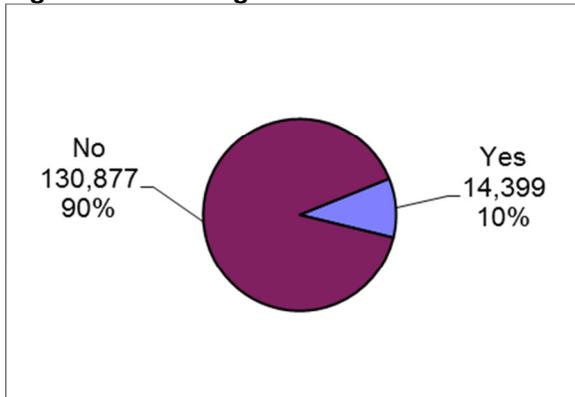
Almost a quarter (23%) of Available Labor Pool members with some college experience studied business and economics, while fewer have studied arts and humanities (17%), the biological sciences (15%), education (15%), and the social sciences (12%). Ten percent have studies computer science and math, while 8% have studies the physical sciences.

Figure 7: Undergraduate College Major



All respondents that had completed “at least some college” were asked: “Are you attending technical school now or have you received a technical degree?” Figure 8 shows that 10% of the respondents hold a technical degree or are working on one at the present time.

Figure 8: Attending / Attended Technical School



Respondents answering “yes” to the above question were asked if their degree or education was in one of the fields shown in Figure 9. The figure shows that 20% of the respondents that are pursuing or have received a technical degree are studying (or studied) nursing or a health-related field. Another 10% are studying (or have studied) information technology. Another 7% are or have studied manufacturing technology.

Finally, 6% or less have studied culinary arts/food processing, office skills, beautician skill or other care, and trucking or commercial driver’s license training.

Figure 9: Technical Degree

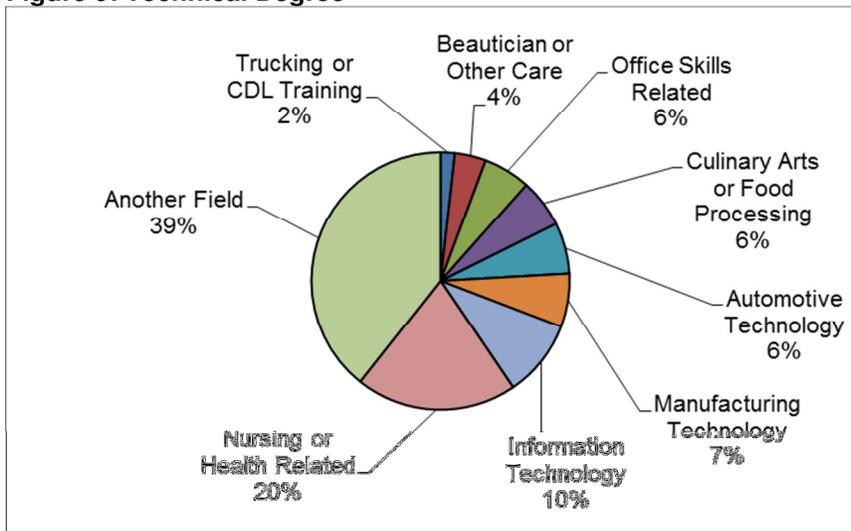


Figure 10 and Table 4 show responses to questions regarding job satisfaction. The figure and table report responses from *working survey respondents* only. The figure shows that about 35% of the working Available Labor Pool respondents “strongly agree” with a statement suggesting that they “enjoy the things I do,” while almost 63% “agree” with that statement. In all, almost 98% at least “agree” with that statement. In general, the figure strongly suggests that Available Labor Pool members are generally satisfied with their work and their work environments but are simply looking for and/or are available for new employment. Less than half, however, feel that they have a “fair chance at promotion” to another position.

Figure 10: Job Satisfaction Among Available Labor Pool Workers

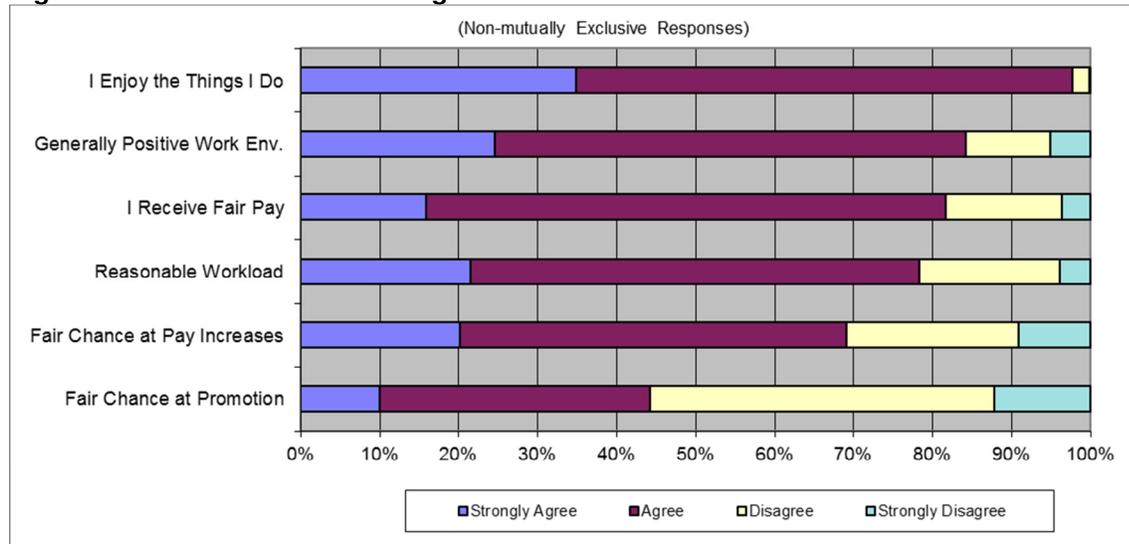


Table 4 shows combined “strongly agree” and “agree” responses of working Pool members and working non-Pool respondents. The table shows that 97.7% of the working Pool members at least “agree” with the statement regarding “enjoying the things I do,” while about the same percent (97.5%) of the working non-Pool respondents suggest the same.

The statement with the largest percentages of disparity between working Pool members and working non-Pool respondents is with regards to having a “fair chance at promotion.” About 60% of the working non-Pool respondents at least “agree” that they have positive work environments, whereas about 16% fewer (44.3%) of the working Pool members feel the same way.

Table 4: Job Satisfaction Among Workers: Pool and Non-Pool Members

	Strongly and Agree	
	Available Pool Percent	Working Non-Pool* Percent
I Enjoy the Things I Do	97.7	97.5
Generally Positive Work Env.	84.2	96.0
I Receive Fair Pay	81.6	91.8
Reasonable Workload	78.4	90.3
Fair Chance at Pay Increases	69.1	80.4
Fair Chance at Promotion	44.3	60.2

*This column represent working respondents that are not in the Available Labor Pool.

Considerations for Employment

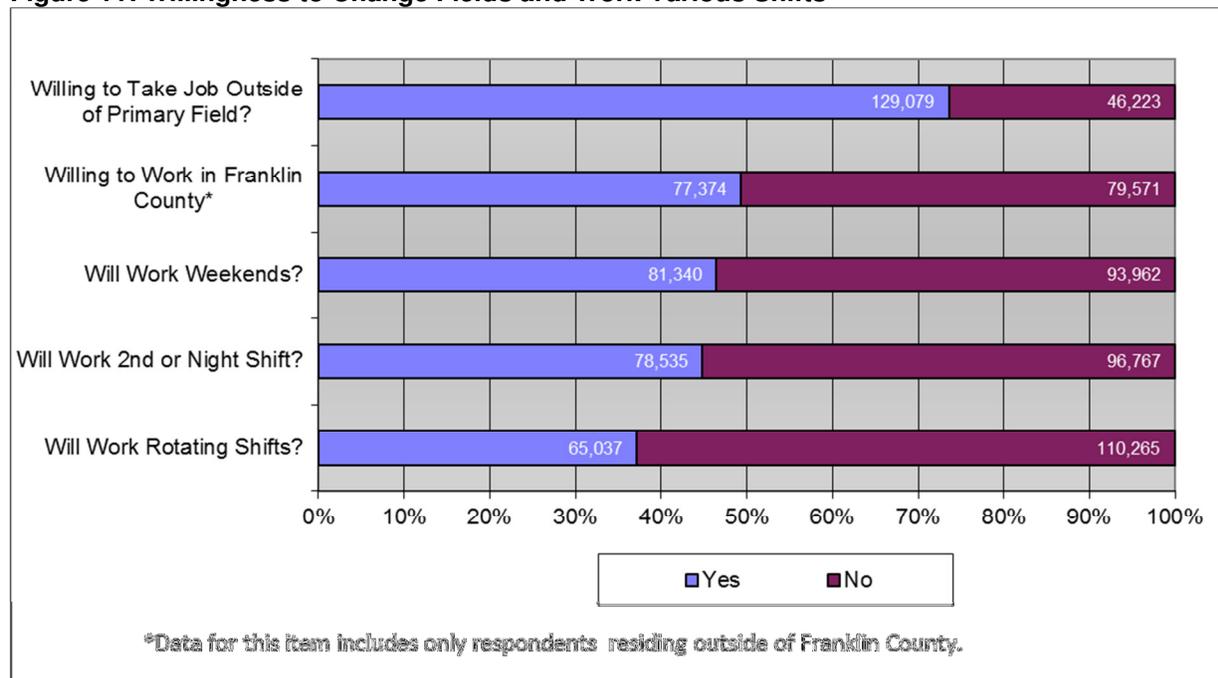
An important consideration for many employers looking to locate or expand operations is whether workers are willing to pursue new employment opportunities. Some workers may be available for new employment but are unwilling to switch from their current job to a different type of position. Figure 11 shows that 73.6% of the Available Labor Pool (or an estimated 129,079 individuals) is willing to accept positions outside of their primary fields of employment.

Additionally, Figure 11 shows that just under half of respondents (49.3%) would be willing to work in Franklin County. (See page 34 for more information about this subset of the Pool.)

Figure 11 also shows responses to three questions regarding work shifts. Respondents were asked if they would be willing to work a second or night shift, on weekends, and rotating shifts for the right opportunities.

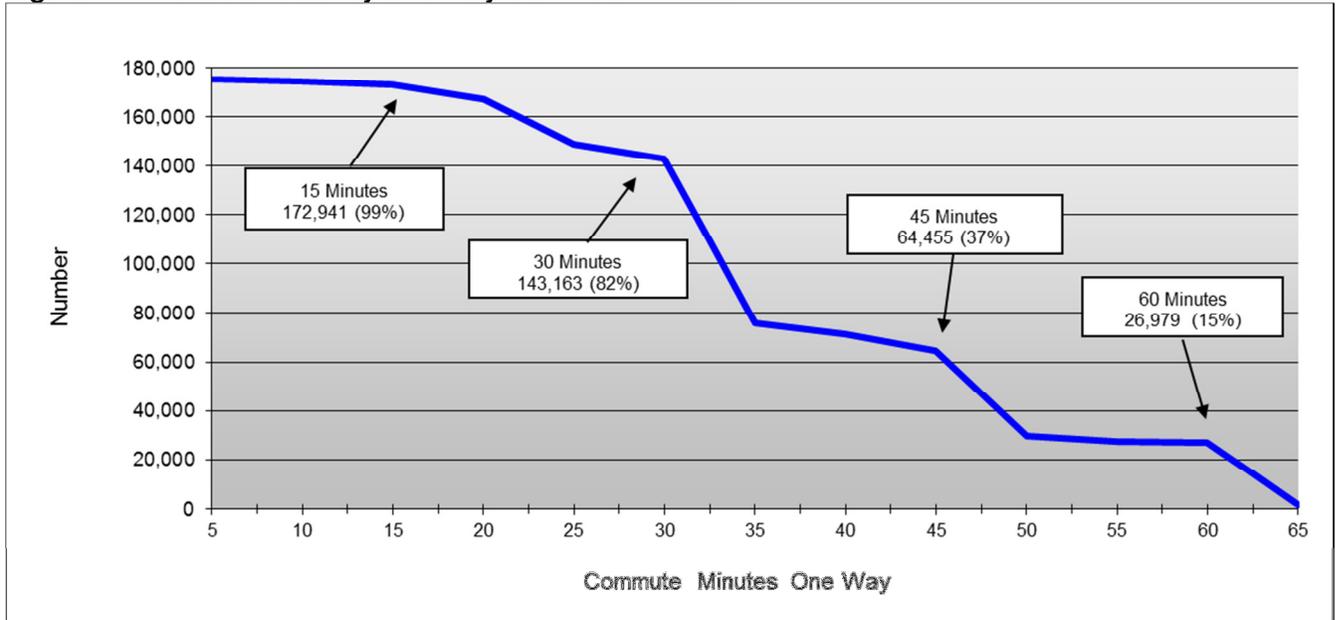
The figures shows that 46% is willing to work weekends and 45% is willing to work a second or night shift for a new or different job. About 37% is also willing to work rotating shifts for a new or different job.

Figure 11: Willingness to Change Fields and Work Various Shifts



Another important consideration for many employers is whether workers are willing to commute for a new or different employment opportunity. Figure 12 suggests that the Available Labor Pool in the Franklin County Labor Basin is open to commuting. Slightly less than two-fifths (37%) of the members of the Pool will commute up to 45 minutes, one way, for an employment opportunity, while 82% will commute up to 30 minutes for employment. Virtually all (99%) will travel up to 15 minutes for employment.

Figure 12: Available Labor by One-Way Commute Minutes



Working members of the Pool that indicated they are willing to commute further than 60 minutes, one way, for a job, were asked two questions: “Have you considered moving to be closer to your job?” and “Given the price of gas, have you considered getting a job closer to your home?” Figure 12a shows that about 53% of this subset of the Pool would consider getting a new job closer to their place of residence, but only about 13% would consider relocating to be closer to their place of work.

Figure 12a: Being Closer to Work

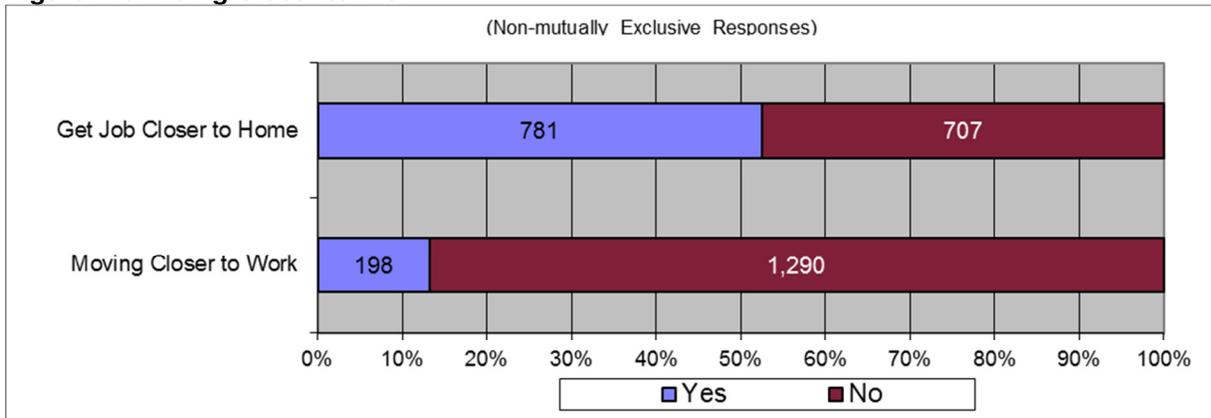


Figure 13 shows various benefits affecting the decisions of current workers to take a different job and potential workers to take a new job. About 90% consider a good salary or hourly wage to be a very important benefit when considering a new job. More than four-fifths consider good retirement benefits (88%), good health benefits (86%), good vacation benefits (84%), and on-the-job (OJT) or paid training (81%) to be very important benefits. Fewer consider flexible hours/flex time (74%) very important.

Only 47% consider good education assistance to be very important, and about 22% consider transportation assistance very important.

Figure 13: Benefits Very Important to Change Employment

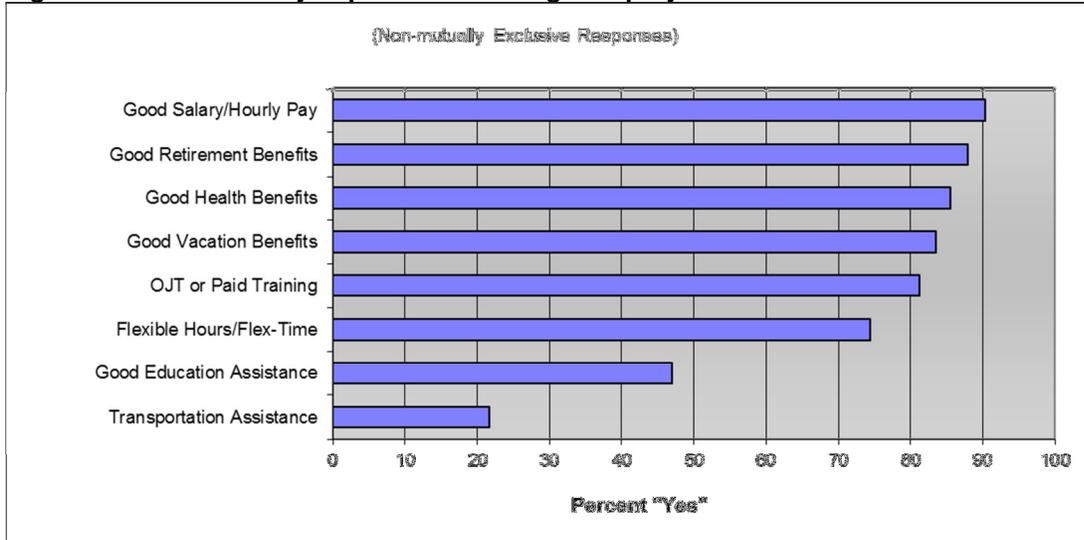


Table 5 provides the percentages shown in Figure 13 as well as the percentages of *working Pool members* currently offered these benefits. The left column shows the percentages of all Pool members that said the benefit is a *very important* consideration for taking a new or different job, while the right column shows the percentages of *working members* of the Available Labor Pool that are offered the benefit from their current employers. Flex-time stands out with a 15.8% difference between those that receive that benefit and those that desire that benefit.

Table 5: Desired Benefits and Current Benefits Offered

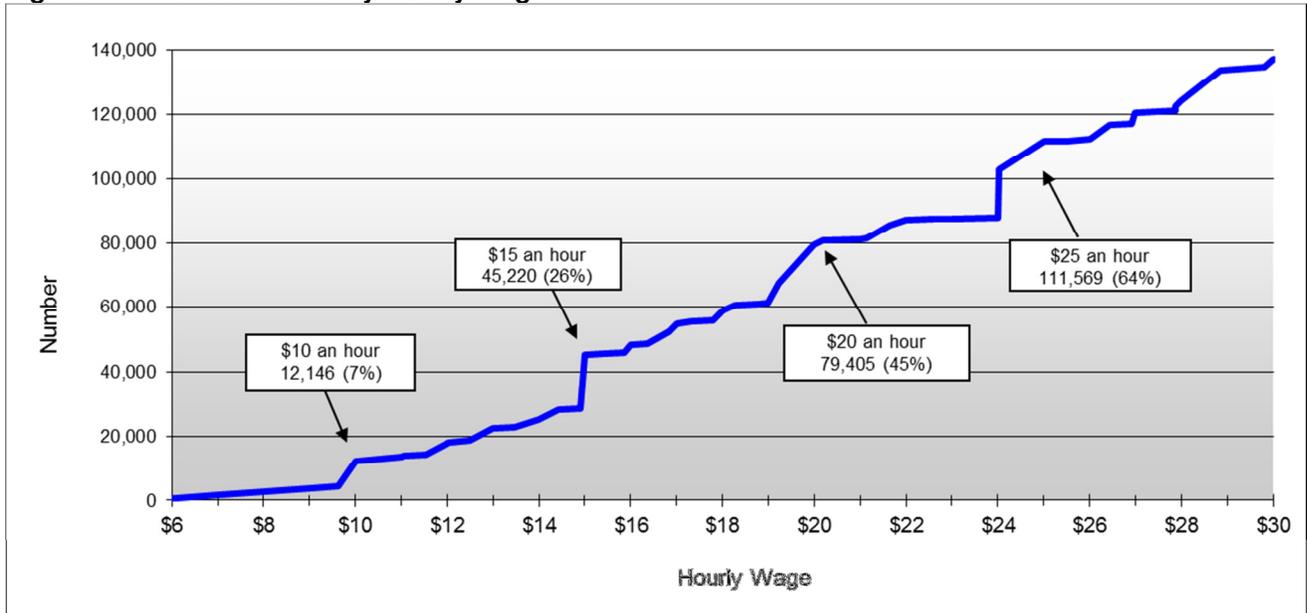
	Benefit Important to Change Jobs Percent	Benefit Currently Offered* Percent
Good Salary/Hourly Pay	90.4	80.6
Good Retirement Benefits	87.9	81.0
Good Health Benefits	85.5	84.8
Good Vacation Benefits	83.5	80.3
OJT or Paid Training	81.2	77.7
Flexible Hours/Flex-Time	74.4	58.6
Good Education Assistance	47.0	51.6
Transportation Assistance	21.6	17.2

* This column represents working Pool members only.

Wage Demands

Wage demands are another important consideration for employers and economic developers. Figure 14 shows desired wages for members of the Available Labor Pool. An estimated 111,569 members of the Pool (or 64%) are interested in a new job at \$25 an hour.² An estimated 79,405 members of the Pool (45%) are interested in new employment opportunity at \$20 an hour. An estimated 45,220 (26%) are interested at \$15 an hour. Finally, an estimated 12,146 people (7%) are interested in a new job at \$10.

Figure 14: Available Labor by Hourly Wage



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

Subsets of the Available Labor Pool

The previous portion of the report addressed the entire Available Labor Pool. The remainder of the reports addresses five subsets of the Available Labor Pool. Each provides a different look at the Available Labor Pool, and they are not mutually exclusive. The five subsets are: those residing Within the Necessary Commute Time, the Underemployed Available Labor Pool Workers, the Potential Entrepreneurs, those Interested in Part-Time Employment, and those Willing to Work in Franklin County,

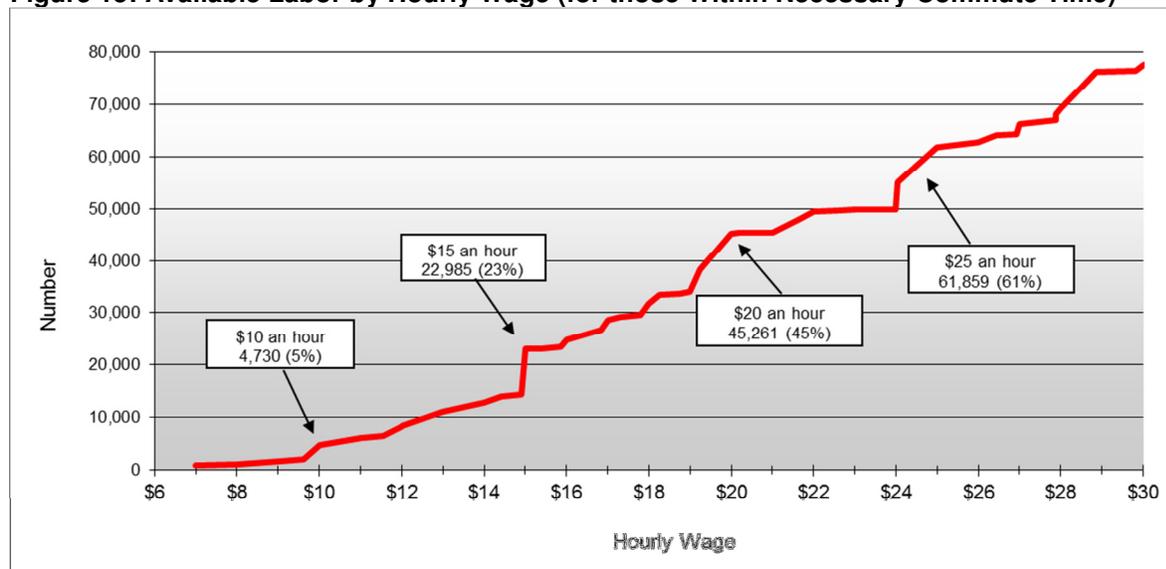
Subset 1: Within Necessary Commute Time

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 reside “within the necessary commute time.” **“Necessary Commute Time”** is defined as a commute time stated by the respondent that is equal to or greater than the commute time necessary for the respondent to travel 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 the center of the labor basin is considered to be “willing to travel the necessary commute time” for a new job. Data from these respondents are included in this section of the report.

- **Wage Demands (of those Within Necessary Commute Time)**

Figure 15 shows the wage demands for the Available Labor Pool members that are “within the necessary commute time.” An estimated 61,859 people (or 61%) are interested in a new job at \$25 an hour. An estimated 45,261 (or 45%) are interested in new employment opportunity at \$20 an hour, and 22,985 (or 23%) are interested at \$15 an hour. Finally, an estimated 4,730 people (or 5%) are interested in a new job at \$10.

Figure 15: Available Labor by Hourly Wage (for those Within Necessary Commute Time)



The previous figure suggests the obvious: that the higher the wage, the larger the pool of available labor. As noted, 22,985 members of the “within the necessary commute time” subset of the labor pool are available for a new or different job at \$15.00 an hour. At \$14 an hour there are 12,897 members of the pool available. As such, an increase of \$1 per hour from \$14 to \$15 represents an increase of 10,089 workers and potential workers.

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, 4,730 members of this subset are interested in a job at \$10.00 an hour. At \$11.00 an hour there are an estimated 6,189 individuals available. So, while there is certainly an increase in the number of available workers at this higher wage rate, the increase is only 1,459 individuals – a relatively small increase given the overall size of this subset of the Available Labor Pool.

Additional wage plateaus can be seen between \$8 and \$9 an hour (705 individuals), \$13 and \$14 (1,783), between \$15 and \$16 (1,788), and between \$20 and \$21 (an increase of about 207 individuals).

• **Wage Demands by Occupational Sector (for those within Necessary Commute Time)**

Table 6 shows the four main occupational sectors (employed only) of those within the necessary commute time subset of the Available Labor Pool. The table shows that 17% of the general laborers will take a new or different job at a wage of at \$12 an hour, while 34% is available for new employment at a wage of \$15 an hour. Of the skilled laborers, only 4% is available for new employment at a wage of \$12 an hour, while 14% is available at a wage of \$15 an hour.

Regarding service workers, 8% is available at a wage of \$12 an hour, while 16% is available at a wage of \$15 an hour. Of the professional workers, only 1% is available at a wage of \$12 an hour, while only 4% is available at a wage of \$15 an hour.

Table 6: Cumulative Wage Demands for Occupational Sectors

	General Labor		High Skill Labor		Service Sector		Professional	
	(N= 60) (+/- 12.7% MoE)		(N= 28) (+/- 18.5% MoE)		(N= 156) (+/- 7.8% MoE)		(N= 84) (+/- 10.7% MoE)	
	Number	Cumulative	Number	Cumulative	Number	Cumulative	Number	Cumulative
\$30 <	16,421	100%	7,747	100%	43,053	100%	23,089	100%
\$30	16,142	98%	4,703	61%	36,018	84%	10,308	45%
\$27	15,864	97%	4,427	57%	30,390	71%	7,530	33%
\$24	14,473	88%	3,597	46%	23,918	56%	4,752	21%
\$21	11,968	73%	3,320	43%	21,386	50%	4,474	19%
\$18	8,906	54%	1,937	25%	15,195	35%	2,807	12%
\$15	5,566	34%	1,107	14%	7,035	16%	862	4%
\$12	2,783	17%	277	4%	3,658	8%	306	1%
\$9	835	5%	0	0%	844	2%	0	0%
\$6	278	2%	0	0%	281	1%	0	0%

Table 7 shows wage demand data for general labor and service sector workers that are willing to change fields of employment and thus are presumably potential workers for either of these two sectors. Specifically, the table *includes* data from respondents that:

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

Table 7: Cumulative Wage Demands Allowing Mobility between General Labor and Service Sector

	Mobile General Labor		Mobile Service Sector	
	(N= 216) (+/- 6.7% MoE) Number	Cumulative	(N= 245) (+/- 6.3% MoE) Number	Cumulative
\$30 <	59,453	100%	67,435	100%
\$30	51,746	87%	56,701	84%
\$27	45,140	76%	48,443	72%
\$24	37,158	63%	38,534	57%
\$21	33,305	56%	35,231	52%
\$18	22,295	38%	24,222	36%
\$15	12,937	22%	12,386	18%
\$12	6,606	11%	6,606	10%
\$9	1,651	3%	1,651	2%
\$6	550	1%	550	1%

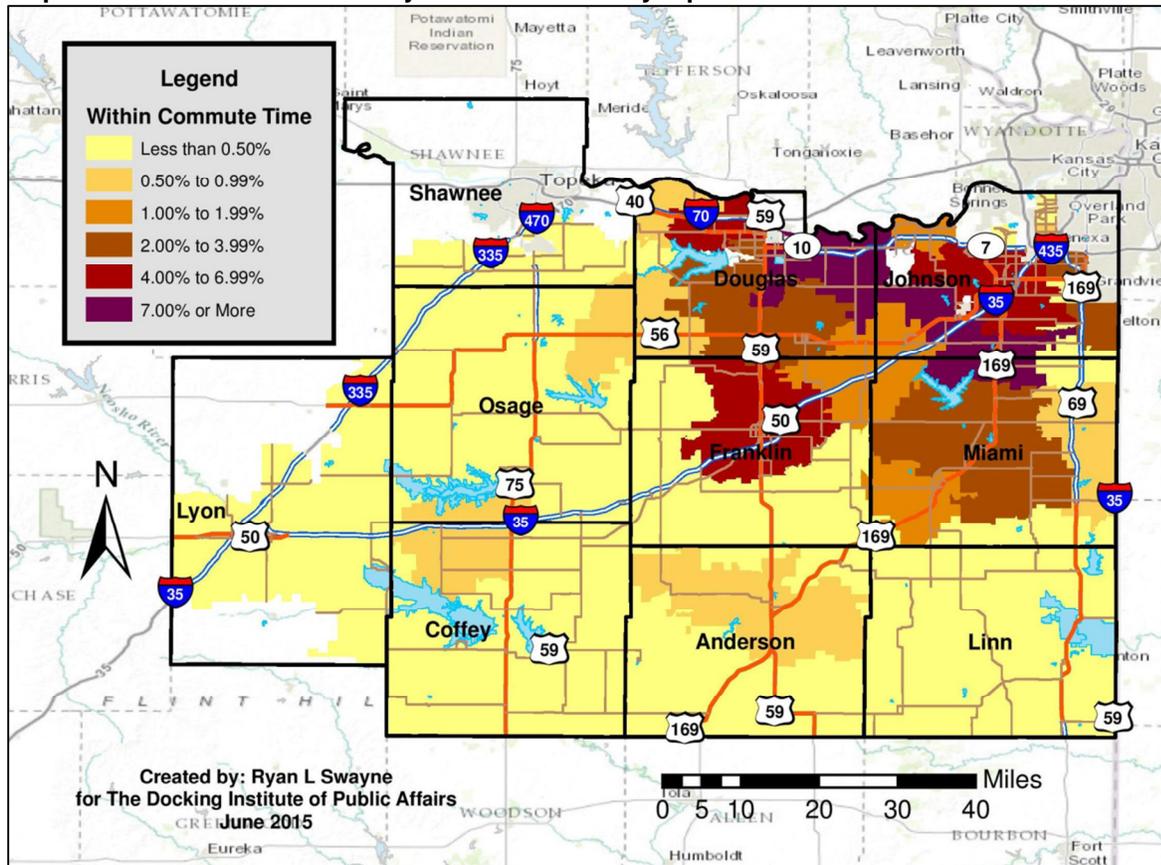
Table 6 (previous page) shows data representing each occupational sector *independently* and does *not* include non-working pool members. Table 7, on the other hand, allows a general laborer or service sector worker to be classified in both sectors *if* he or she indicates a willingness to change fields of employment (see Figure 11, page 17). Additionally, it is assumed that a non-working pool member will take a job (all things being equal) in either the general labor sector or the service sector.

High skill blue-collar workers and professional white-collar workers are excluded from Table 7 because it is presumed that, as a general rule, people in occupations such as machinist, electricians, medical doctors, lawyers, engineers, professors, 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 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 Franklin County Labor Basin that are *within the necessary commute time* for a new or different job. Zip Code areas are grouped into one of six categories specified in the legend.

Seven percent or more (purple) of the *within the necessary commute time* subset is located in Zip Code areas within Douglas, Johnson, and Miami counties. Between 4% and 6.99% (red) of this subset is also located in Zip Code areas in Franklin County. Less than 1% (cream and yellow) of this subset is located in Anderson, Coffey, Linn, Lyon, Osage, and Shawnee counties.

Map 5: Percent within Necessary Commute Time by Zip Code



Subset 2: Underemployed 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 underemployment in the Franklin County Labor Basin, *employed members of the Available Labor Pool* were presented with a scenario describing underemployment.³ They were then asked a series of questions assessing if they perceive themselves as 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 are limited in the number of hours that they could work.

Of the 147,315 *employed members* of the Available Labor Pool (shown in Figure 16), almost a quarter answered “yes” to one or more of the questions presented above. These Pool members are considered “underemployed.” Figure 17 shows that the underemployed workers represent 28% (or 40,835 individuals) of the employed members of the Pool.

Figure 16: Employed and Unemployed Members of the Available Labor Pool

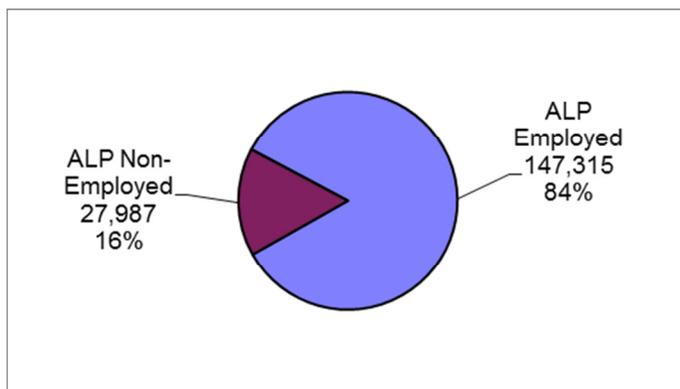
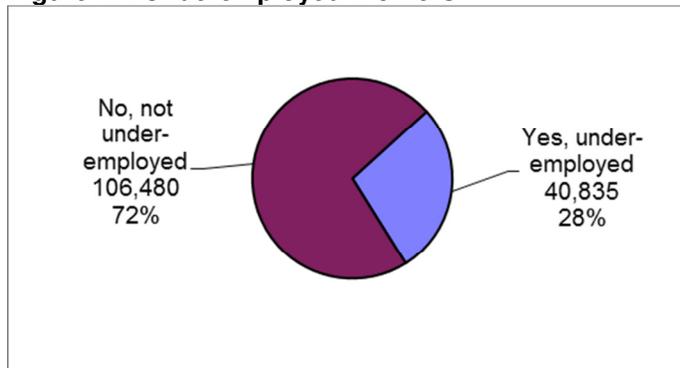


Figure 17: Underemployed Workers



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

Figure 18 shows the percentages of the positive responses (i.e., “yes” answers) to the various measures of underemployment. About 22% of this subset of the Available Labor Pool considers themselves as underemployed because they possess education levels exceeding those needed for their current jobs, while almost 21% consider themselves underemployed because they earned more money at a past but similar job. About 20% also possess skills that are not being used currently on the job, while about 11% feel they are not offered enough work hours.

Figure 18: Reasons for Underemployment

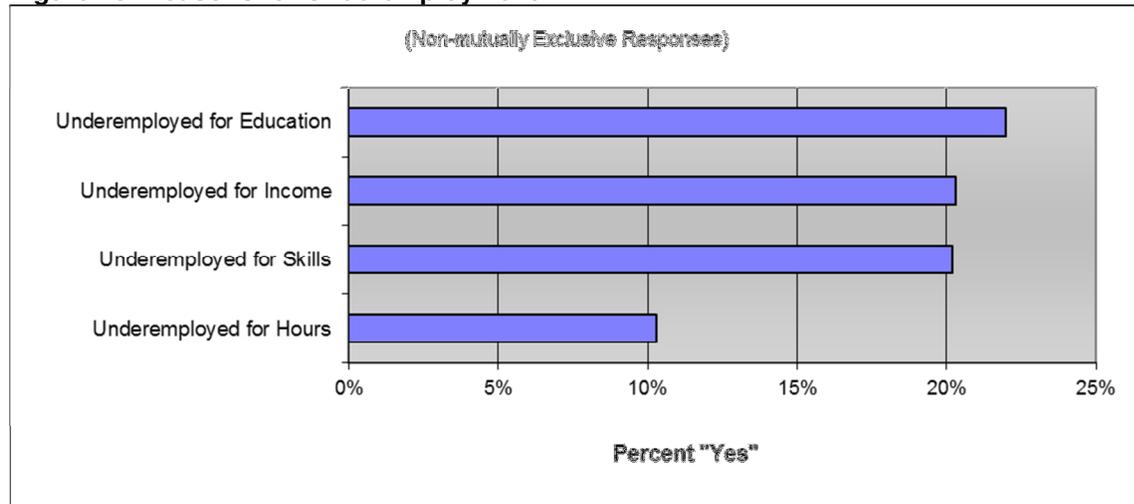


Table 8 and Figure 18 (next page) show some characteristics of the underemployed members of the Available Labor Pool. Table 8 shows that the education levels of the underemployed workers compare well to the overall Available Labor Pool. However, those with at least Bachelor’s degrees are less likely to consider themselves as underemployed. The table below shows that 44% of the underemployed workers have at Bachelor’s degrees (at least) but the percentage for the Available Labor Pool as a whole is 50.6% - see Table 1, Page 6.

Table 8: Highest Level of Education Achieved Among Underemployed

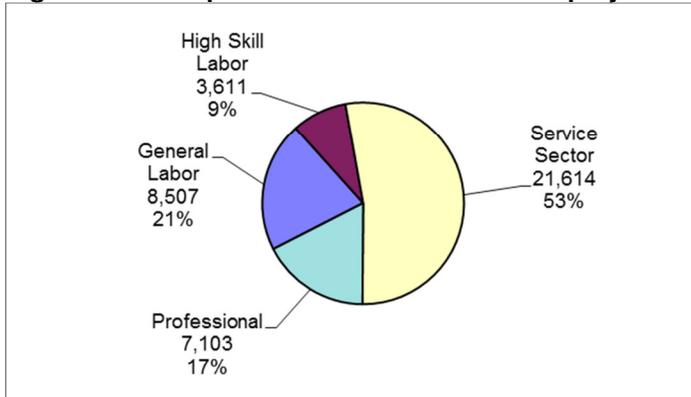
	Number	Percent	Cumulative Percent
Doctoral Degree	390	1.0	1.0
Masters Degree	6,091	14.9	15.9
Bachelors Degree	11,483	28.1	44.0
Associates Degree	8,031	19.7	63.7
Some College	8,387	20.5	84.2
High School Diploma Only	6,398	15.7	99.9
Less HS Diploma	54	0.1	100.0
Total	40,835	100	

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

Figure 19 shows that 21% of the underemployed workers are general laborers and 9% are highly skilled blue-collar workers. The highest percentage of underemployed workers are employed as service sector and support workers (53%), while 17% hold professional positions.

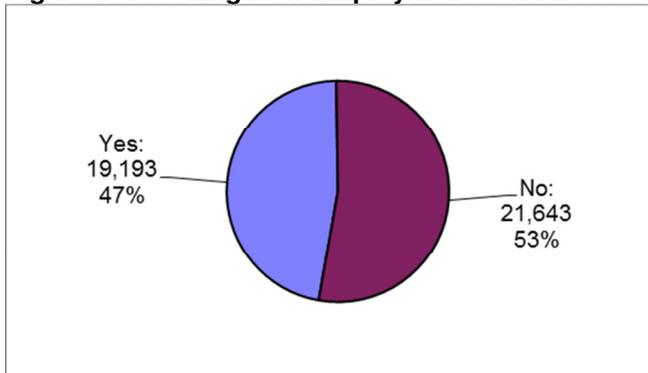
Comparing Figure 19 with Figure 2 (page 7) suggests that fewer professional workers but more service sector workers consider themselves underemployed. Figure 2 shows that the subset of working Available Labor Pool members consists of: 16% general laborers, 9% highly skilled-laborers, 48% service workers, and 27% professionals.

Figure 19: Occupational Sectors of Underemployed Workers



Underemployed workers were asked if they “are available or a new or different job because they are underemployed?” Figure 20 shows that almost half 47% (or 19,193 individuals) of the underemployed workers are seeking new employment to address underemployment.

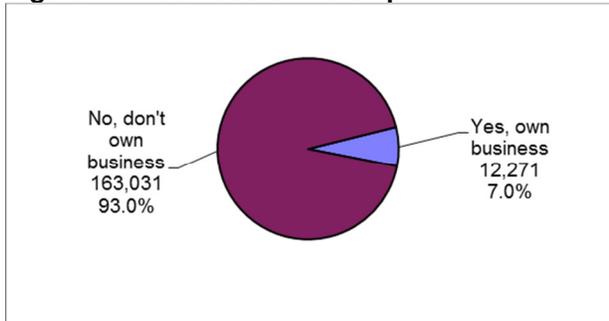
Figure 20: Seeking New Employment to Address Underemployment



Subset 3: Potential Entrepreneurs in the Available Labor Pool Workers

The desire for self-employment may be another indicator of the types of workers available in the labor basin. Figure 21 shows that of the 175,302-member Available Labor Pool, 7% report owning their own businesses.

Figure 21: Business Ownership



Non-business-owning members of the Available Labor Pool (estimated to be 163,031 or 93%) were asked the question: “In the past few years have you serious though about starting your own business?”

Figure 22 shows that more than a third (37% or 60,321) of the non-business-owning members of the Pool indicates that they had seriously considered this option for new employment. These Pool members are considered “potential entrepreneurs.”

Figure 22: Seriously Thought About Starting Own Business

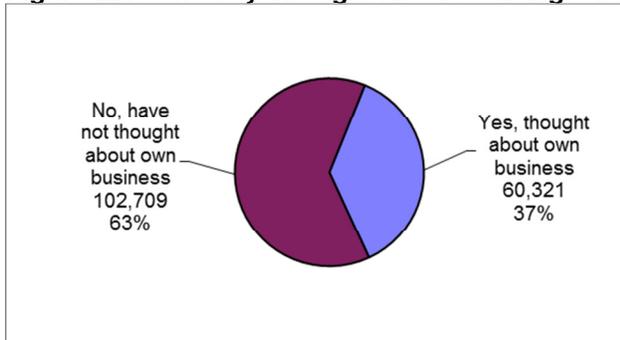


Table 9 and Figures 23 and 24 (next page) show some characteristics of the *potential entrepreneurs*. Table 9 show that the almost 59% of the potential entrepreneurs have at least Associate’s degrees and almost 42% have at least Bachelor’s degrees. The table suggests that the highest level of education negatively correlates with potential entrepreneurship, when compared to the Pool as a whole. For example, about half of the Pool as a whole holds Bachelor’s degrees (at least) but about 42% of the potential entrepreneurs hold Bachelor’s degree (at least).

Table 9: Highest Level of Education Achieved Among Potential Entrepreneurs

	Number	Percent	Cumulative Percent
Doctoral Degree	1,146	1.9	1.9
Masters Degree	7,540	12.5	14.4
Bachelors Degree	16,468	27.3	41.7
Associates Degree	10,255	17.0	58.7
Some College	14,055	23.3	82.0
High School Diploma Only	9,772	16.2	98.2
Less HS Diploma	1,086	1.8	100.0
Total	60,321	100.0	

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

Figure 23 shows that 10% of the potential entrepreneurs are currently employed as general laborers and that 12% are currently employed as highly skilled blue-collar workers. Service sector workers make up 36% of the potential entrepreneurs, while 10% hold professional positions. Finally, a third (33%) of the potential entrepreneurs are not currently working.

Figure 23: Occupational Sectors of Potential Entrepreneurs

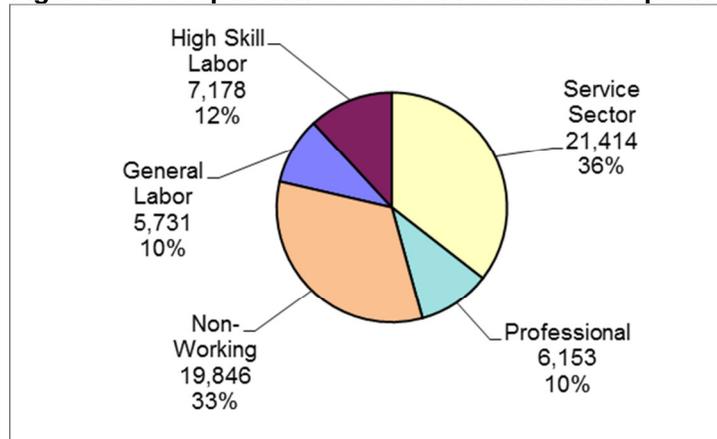


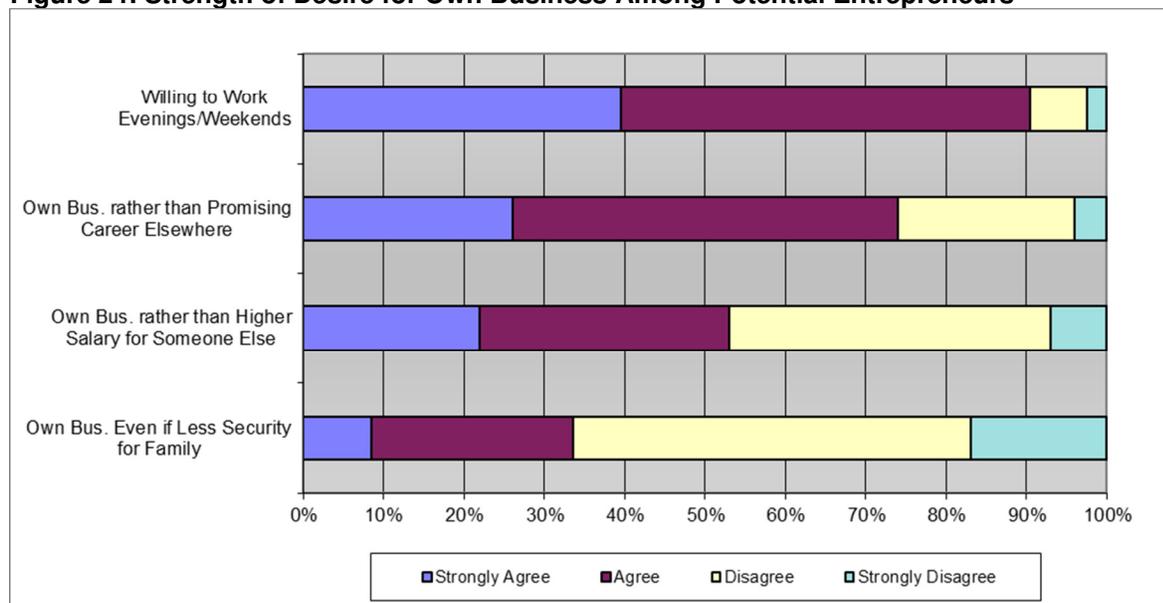
Figure 24 shows the strength of desire to own a business. Almost 40% of this subset of the Pool strongly agree with a statement asking if they “are willing to work evenings or on weekends to make their business a success,” while about 51% agree. Only 9% of the potential entrepreneurs disagree or strongly disagree with this statement.

About 26% strongly agree with a statement asking if they “would rather own their own business than pursue a promising career elsewhere,” while 48% agree. About a quarter (26%) of the potential entrepreneurs disagree or strongly disagree with this statement.

Responses to a question asking if they “would rather own their own business than earn a higher salary working for someone else” are more varied. About 22% strongly agree with this statement, 31% agree, 40% disagree, and 7% strongly disagree. Still, however, more than half at least agree with this statement.

When presented with the statement, “I am willing to have less security for my family in order to operate my own business,” 8.5% strongly agree, 25% agree, 49.5% disagree, and 17% strongly disagree. As such, a higher percentage of potential entrepreneurs at least disagree (66.5%) with this statement than at least agree (33.5).

Figure 24: Strength of Desire for Own Business Among Potential Entrepreneurs



Subset 4: Interest in Part-Time Employment

The desire for a new part-time or full-time job may be another indicator of the types of workers available in the labor basin. Figure 25 shows that of the 175,302-member Available Labor Pool, 75% report interest in a full-time job only. A quarter (25%) is interested in a part-time job (9%) or either a full-time or part-time job (16%). The part of this report presents information for those interested in a part-time job or either type of job.

Figure 25: Full-Time or Part-Time

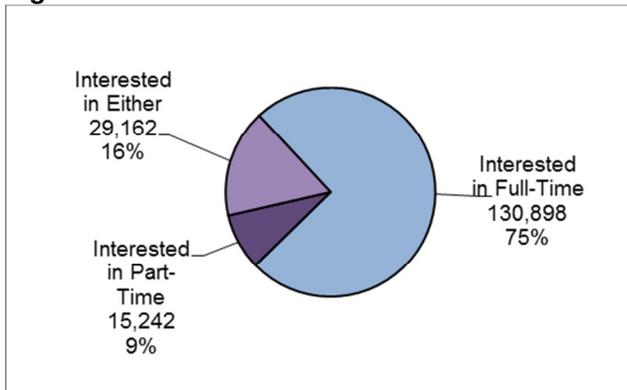


Table 10 shows employment information for the 44,404 members of this subset of the Available Labor Pool. Of this subset, homemakers, students, or unemployed individuals make up 23.8% and retired and disabled individuals make up 11.7%.

Health aids and nurses make up about a tenth (9.5%) of this subset of the Available Labor Pool. Education aids and teachers make up almost 9%, while clerical workers follow with 8.5%. Nearly as many (8.4%) work in accounting and engineering.

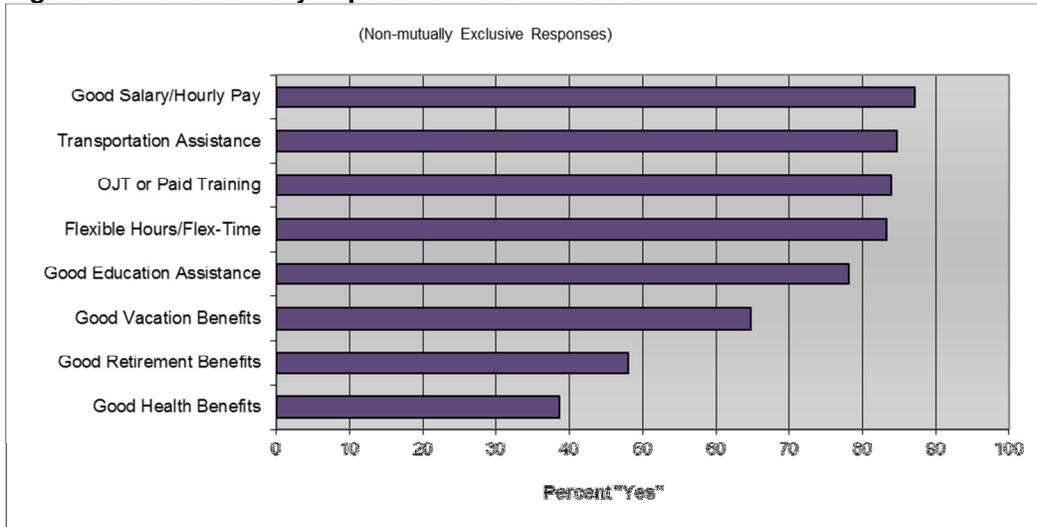
Table 10: Current Job of those Interested in Part-Time Employment

	Number	Percent
General Labor/Delivery	2,486	5.6
Manufacturing/Maintenance/Trucking	624	1.4
Mechanic/Welder/Comp Tech	344	0.8
Crew Management/Protection Services	3,213	7.2
Customer Service	344	0.8
Clerical	3,762	8.5
Office or Dept Manager	746	1.7
Exec Management	3,262	7.3
Accounting/Engineering	3,734	8.4
Health Aid/Nurse	4,234	9.5
Education Aid/Teacher	3,924	8.8
Doctor/Professor/Attorney	393	0.9
Writer/Artist/Musician	1,575	3.5
Homemaker/Student/Unemployed	10,564	23.8
Retired/Disabled	5,199	11.7
	44,404	100

Figures 26 and 27 show important benefits and wage demands for Pool members that are interested in part-time work or either part-time or full-time work.

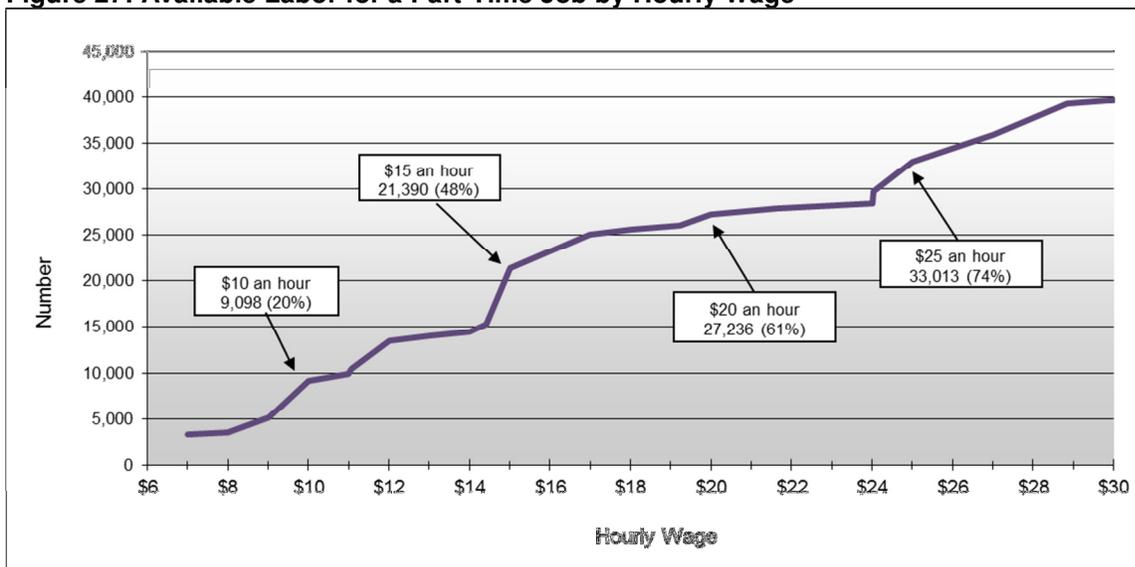
Figure 26 shows various benefits affecting this subset in their decision to take a new part-time job. About 87% consider a good salary or hourly wage to be a very important benefit, while slightly fewer consider transportation assistance (84.7%), on-the-job or paid training (83.9%), and flexible hours/flex-time (83.3%) very important. About 78% consider good educational assistance very important. Fewer consider good vacation benefits (64.8%), good retirement benefits (48%), and good health benefits (38.7%) very important.

Figure 26: Benefits Very Important - Part-Time Job



Figures 27 show wage demands for this 44,404-member subset of the Pool. An estimated 33,031 people (or 74%) are interested in a new job at \$25 an hour. An estimated 27,236 (61%) are interested in new employment opportunity at \$20 an hour, and 21,390 (48%) are interested at \$15 an hour. Finally, an estimated 9,098 (20%) are interested in a new job at \$10.

Figure 27: Available Labor for a Part-Time Job by Hourly Wage



Of this subset (44,404-members) of the Pool, 19% consider themselves underemployed (shown in Figure 28).

Figure 28: Underemployment Among Part-Time Subset

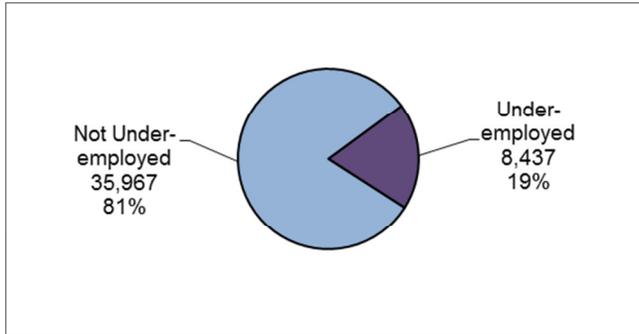
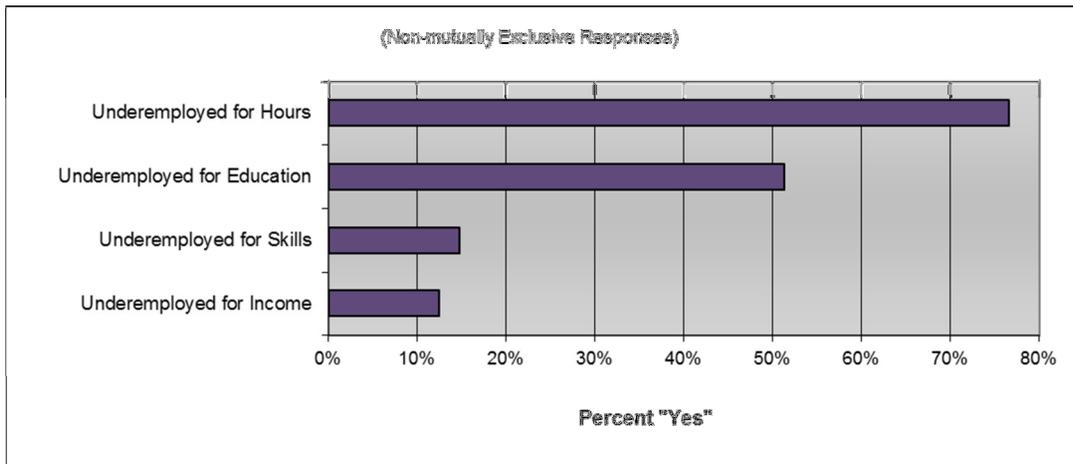


Figure 29 shows that 77% of this subset of the Available Labor Pool considers themselves as underemployed because they are unable to work as many hours as they would like.

More than half (51%) possess education levels exceeding those needed for their current jobs, while 15% feel possess skills not used. Finally, 13% consider themselves underemployed because they earned more money at a past but similar job.

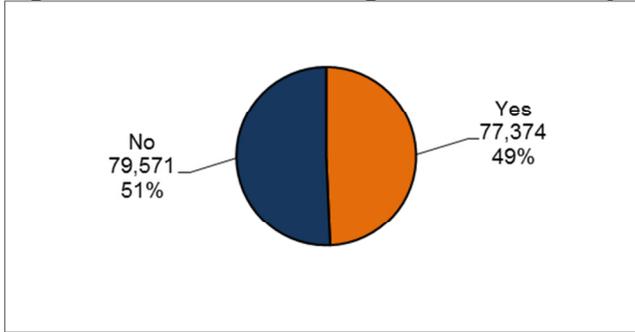
Figure 29: Reason for Underemployment – Interested in Part-Time Work



Sunset 5: Willingness to Work in Franklin County

Members of the Available Labor Pool were asked if they “would take a job in Franklin County.” This section of the report includes only those members not residing in Franklin County. Figure 30 shows that of the 156,946 Available Labor Pool not residing in Franklin County, a slight minority (49%) would consider working in Franklin County.

Figure 30: Interest in Working in Franklin County



Figures 31 and 32 (next page) show important benefits and wage demands for Pool members not living in Franklin County but willing to work in Franklin County.

Figure 31 shows various benefits affecting this subset in their decision to take a new job. Slightly more than 90% consider a good salary or hourly wage very important, while 88% consider good retirement benefits and/or good health benefits very important.

About 82% consider on-the-job (OJT) or paid training very important, while about 78% consider good vacation benefits very important. Finally, 64% consider flexible hours/flex-time, 53% consider good education assistance, and 33% consider transportation assistance to be very important.

Figure 31: Benefits Very Important in New Job in Franklin County

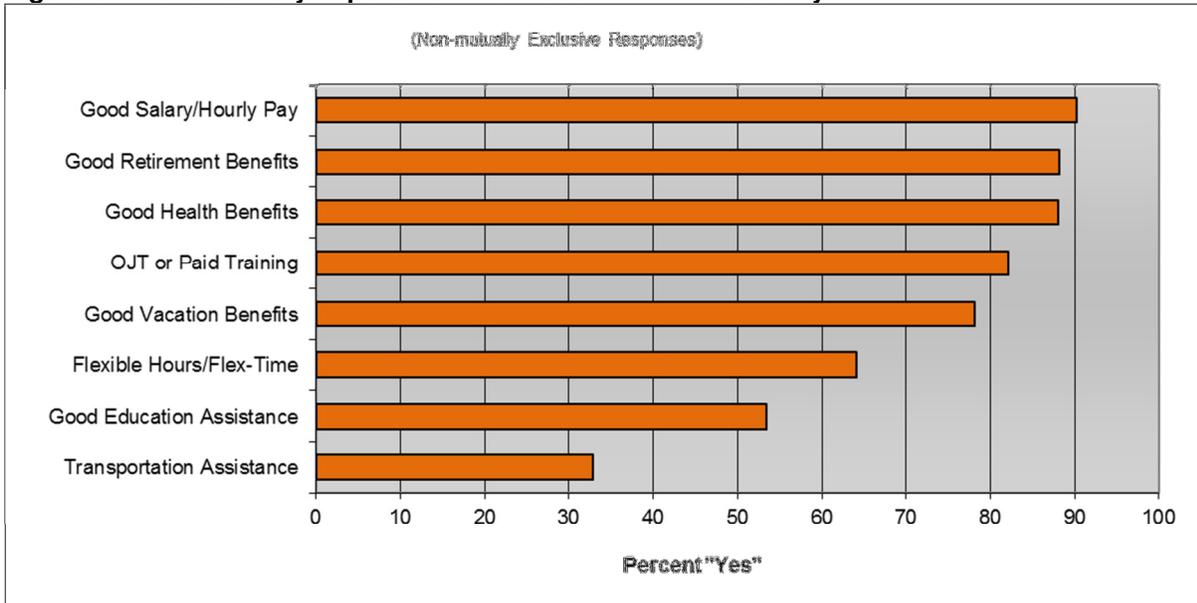
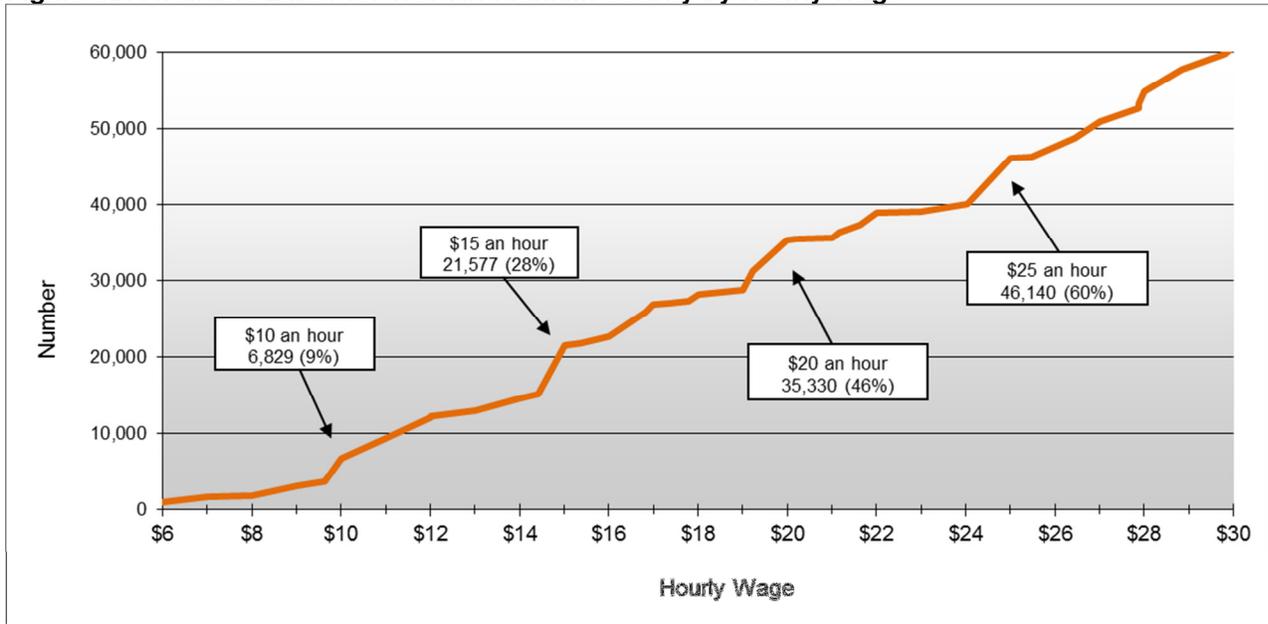


Figure 32 shows the wage demands for the Available Labor Pool members that are “interested in taking a job in Franklin County.” An estimated 46,140 people (60%) are interested in a new job at \$25 an hour. An estimated 35,330 (46%) are interested in new employment opportunity at \$20 an hour, and 21,577 (28%) are interested at \$15 an hour. Finally, an estimated 6,829 people (or 9%) are interested in a new job at \$10.

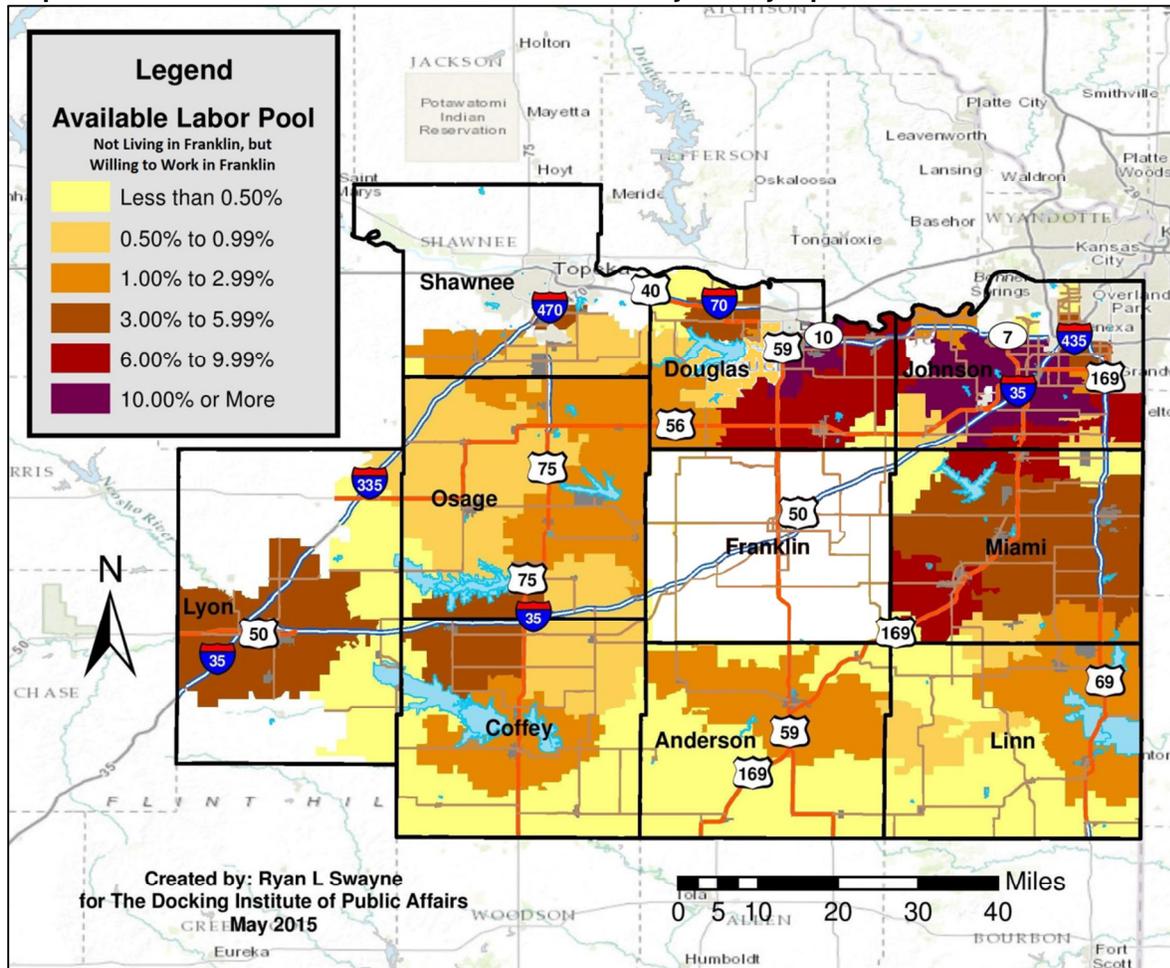
Figure 32: Available Labor for Work in Franklin County by Hourly Wage



Map 6 shows the location of residence by Zip Code area of Available Labor Pool members *not living in Franklin County but willing to work in Franklin County*.

The map shows that 10% or more (purple) of this subset reside in Zip Code areas in Johnson and Douglas counties. Between 6% and 9.99% (red) also reside in Miami County, while between 3% and 5.99% (brown) also reside in Coffey, Lyon, and Osage counties. Between 1% and 2.99% (orange) also reside in Anderson, Linn, and Shawnee counties.

Map 6: Percent of Those Interested in Franklin County Job by Zip Code



Comparative Analysis (2011 and 2015 Reports)

The Docking Institute of Public Affairs conducted a similar labor studies in the Franklin County area in 2011. This section of the report compares some of the data collected from both labor studies. The geographic areas of the two studies differ a bit, however. The 2011 study did not include Lyon and Shawnee Counties. In addition, the 2015 report includes a few more Zip Code areas in Douglas and Johnson Counties than did the 2011 report.

Table 11 shows population, Civilian Labor Force (CLF), employment, unemployment rate, and Available Labor Pool data presented in the 2011 and 2015 reports.

Table 11: Key Population and Employment Indicators

Franklin County Labor Basin	2011 Report *	2015 Report
	Labor Basin Population	391,972
Civilian Labor Force	21,383	288,539
Employed	197,191	278,466
Average Unemployment Rate	8.09%	4.24%
Available Labor Pool	94,335	175,302

*The 2011 report did not include Lyon and Shawnee Counties.

Figure 33 shows that there is a much larger proportion of *employed* Available Labor Pool members *interested in employment* in 2015 than in 2011 (68.8% and 56.8%, respectively).

Figure 33: Available Labor Pool Comparison

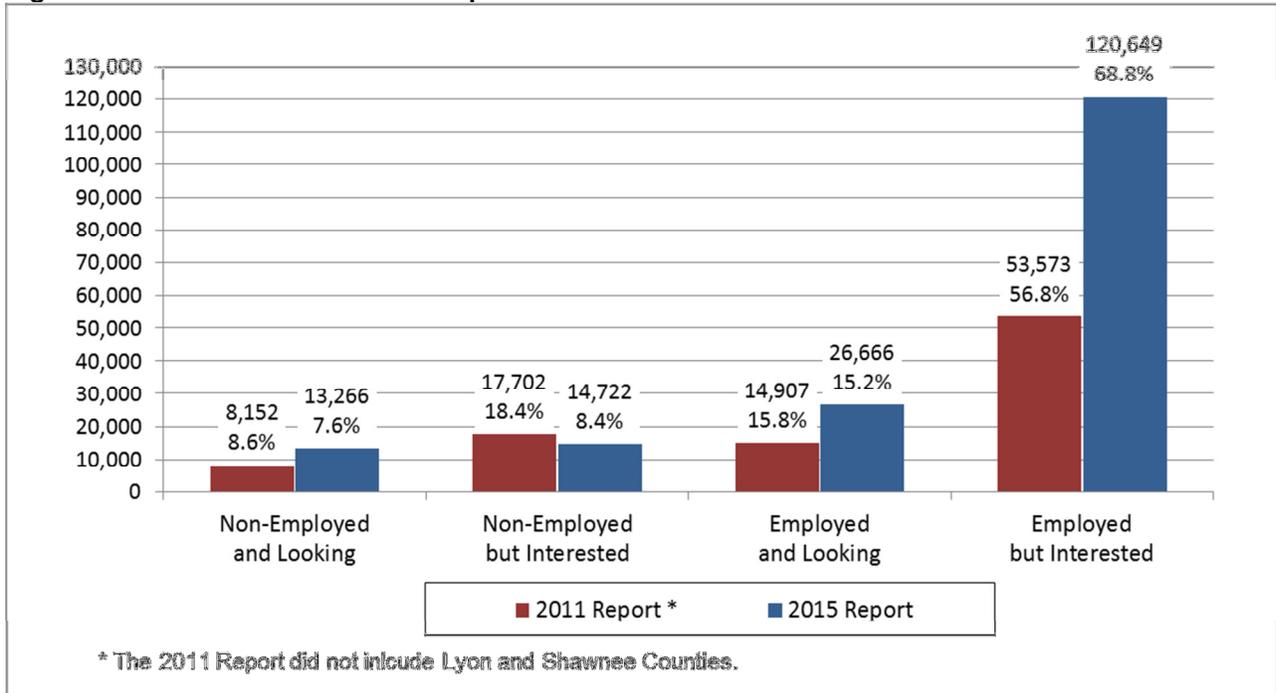


Table 12 compares occupational sectors and education levels from the two studies. The 2011 Pool stands out with a much larger percentage of non-working pool members. However, the 2015 Pool contains a higher percentage of service sector workers than the 2011 Pool.

The 2015 Pool seems to have a higher percentage of educated workers, with 82.9% having some college experience, compared to 65.9% in 2011.

Table 12: Available Labor Pool Occupational Sectors and Education Levels Comparison

<i>Occupational Sector</i>	2011 Report *		2015 report	
	Number	Percent	Number	Percent
General Labor	12,815	13.6	23,503	13.4
High Skill Labor	3,673	3.9	13,428	7.7
Service Sector	31,148	33.0	71,130	40.6
Professional	19,308	20.5	39,254	22.4
Non-Working	27,392	29.0	27,987	16.0
Total	94,336	100	175,302	100

<i>Highest Education</i>	2011 Report *			2015 report		
	Number	Percent	Cumulative Percent	Number	Percent	Cumulative Percent
Doctoral Degree	2,042	2.2	2.2	4,528	2.6	2.6
Masters Degree	15,162	16.1	18.2	30,270	17.3	19.9
Bachelors Degree	29,856	31.6	49.9	53,874	30.7	50.6
Associates Degree	3,822	4.1	53.9	23,924	13.6	64.2
Some College	11,261	11.9	65.9	32,680	18.6	82.9
High School Diploma	24,919	26.4	92.3	25,358	14.5	97.3
Less HS Diploma	7,274	7.7	100	4,668	2.7	100
Total	94,335	100		175,302	100	

*The 2011 report did not include Lyon and Shawnee Counties.

Table 13 shows that the percentage of Pool members willing to take a job outside of their primary field dipped a bit from 2011 to 2015. Smaller percentages in 2015 are willing to work a second shift, weekends, and rotating shifts, compared to the 2011 Pool. However, the differences between 2015 Pool members willing to work a second shift and/or weekends are negligible.

Table 13: Considerations for Employment Comparison

	2011 Report *		2015 report	
	Number	Percent	Number	Percent
Willing to Take Job Outside of Primary Field?	71,694	76.0	129,079	73.6
Will Work 2nd or Night Shift?	46,979	49.8	78,535	44.8
Will Work Weekends?	58,676	62.2	81,340	46.4
Will Work Rotating Shifts?	48,111	51.0	65,037	37.1

*The 2011 report did not include Lyon and Shawnee Counties.

Figure 34 shows a comparison of “minutes willing to commute” for the two studies. The patterns are somewhat similar, but a higher percentage of the 2015 Pool are willing to commute up to 30 minutes, one way, for a job.

Figure 34: Available Labor by Commute Minutes Comparison

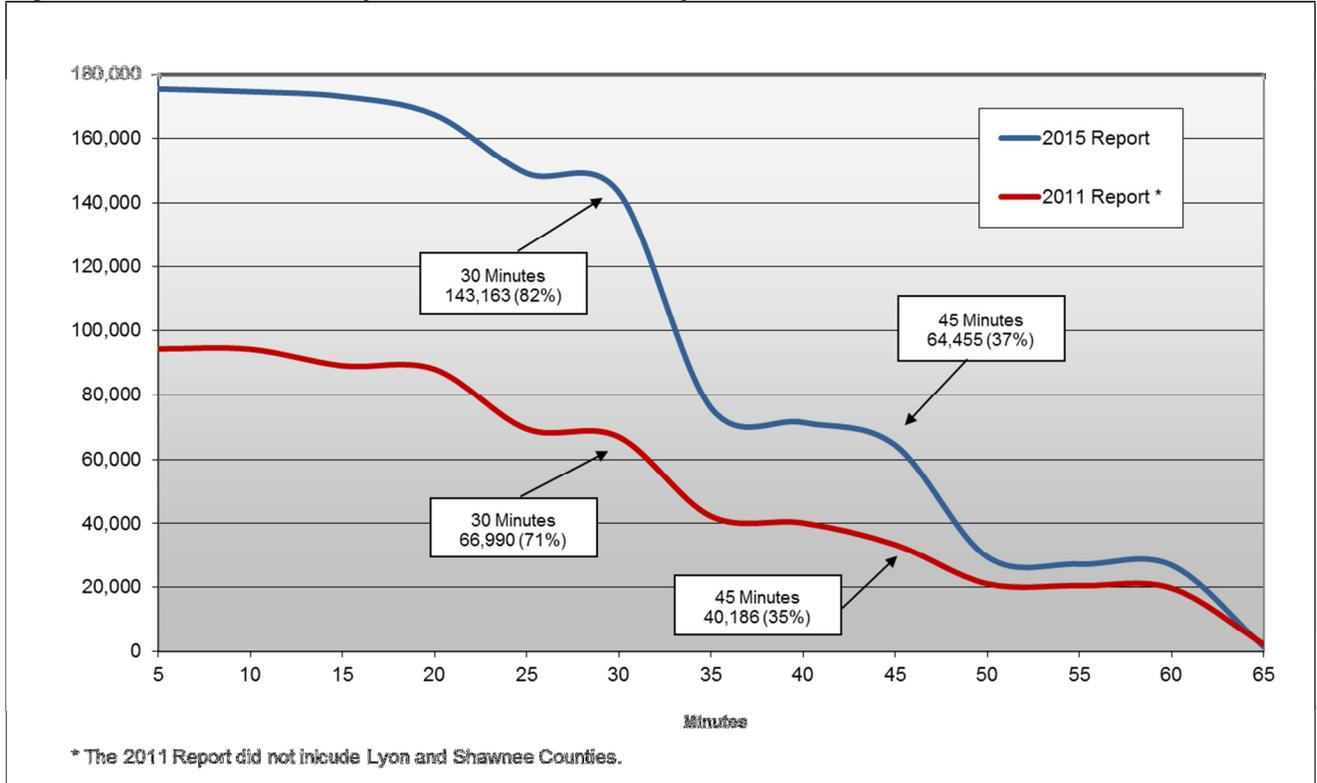


Table 14 shows desired benefits to take a new or a different job for each labor study, ranked in order by 2015 data. The table shows that “good salary/hourly pay” is the most important benefit in both reports.

The greatest difference between 2011 and 2015 is in regard to “good retirement benefits,” with 87.9% of the 2015 Pool indicating this is a very important benefit, while 73.2% of the 2011 Pool indicated the same.

Table 14: Important Benefits to Change Employment Comparison

<i>(Ranked by 2015 Report)</i>	Percent Responding "Yes"		<i>Change '15-'11</i>
	2011 Report *	2015 Report	
Good Salary/Hourly Pay	86.6	90.4	3.8
Good Retirement Benefits	73.2	87.9	14.7
Good Health Benefits	76.4	85.5	9.1
Good Vacation Benefits	80.0	83.5	3.5
OJT or Paid Training	81.8	81.2	-0.6
Flexible Hours/Flex-Time	72.0	74.4	2.4
Good Education Assistance	48.1	47.0	-1.1
Transportation Assistance	26.5	21.6	-4.9

*The 2011 report did not include Lyon and Shawnee Counties.

Figure 35 shows a comparison of the wage demands of the two Pools. The wage demand lines shows that a larger proportion of the 2011 Pool were available for work in the lower dollar per hour range (\$6 to \$14 an hour or so) when compared to the 2015 Pool.

Figure 35: Available Labor Pool by Hourly Wage Comparison

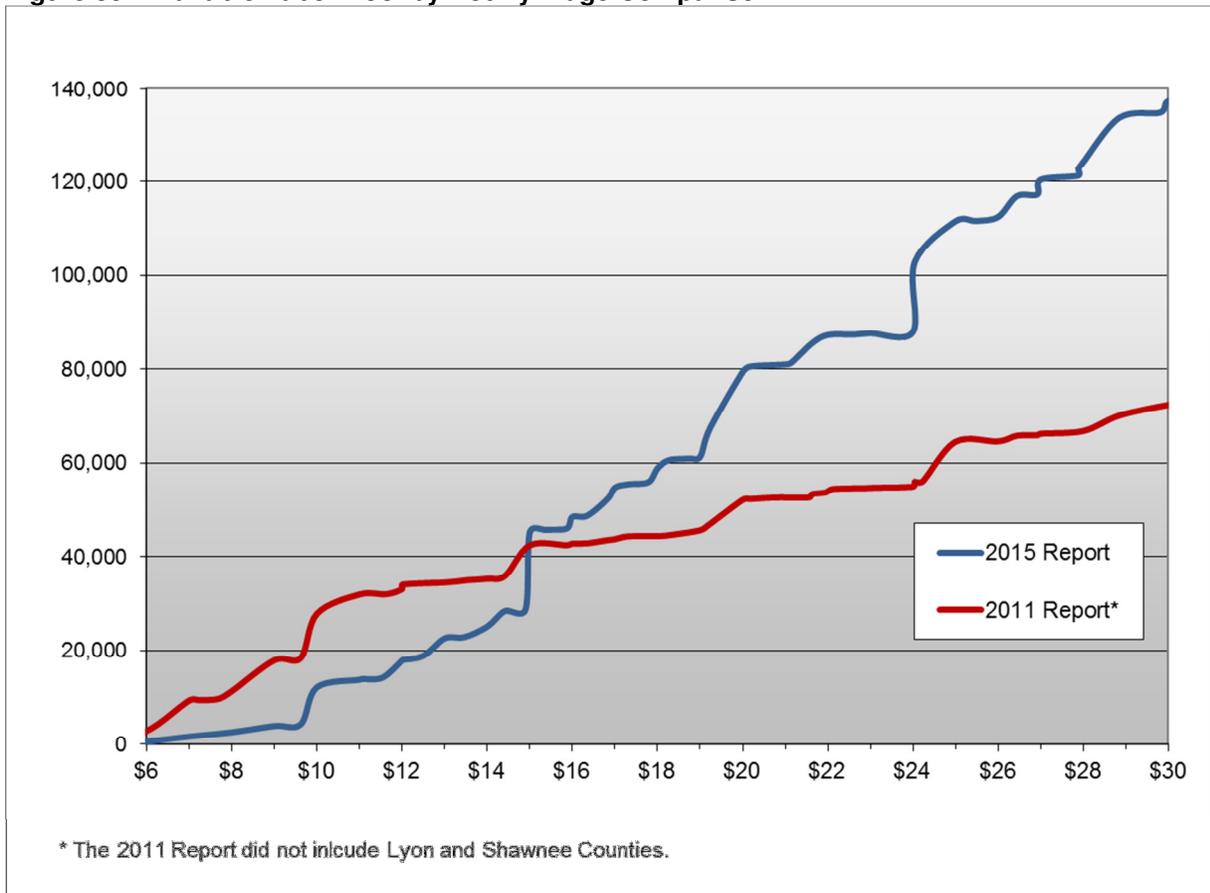


Table 15 shows a comparison of the underemployed members of the two Pools.

The percentages of underemployed workers for the two Pool is similar, with 26% of the 2011 Pool considered underemployed and 27.7% of the 2015 Pool considered underemployed.

A smaller percentage of service sector workers in 2015 consider themselves underemployed than in 2011, however about 7% more high skill laborers in 2015 consider themselves underemployed than in 2011.

Examining the cumulative percentage columns in the educational attainment (Highest Education) section of the table shows that 53.4% of the underemployed workers in 2011 had at least associates degrees. In 2015, this percentage is about ten points higher.

Table 15: Underemployed Workers Occupational Sectors and Education Levels Comparison

	2011 Report *		2015 report			
	Number	Percent	Number	Percent		
Employed of Pool	66,943	71.0	147,315	84.0		
Underemployed Wrkrs	17,405	26.0	40,835	27.7		
Willing to Change Job to Address Status	12,027	69.1	19,193	47.0		
Occupational Sector						
	Number	Percent	Number	Percent		
General Labor	3,255	18.7	8,507	20.8		
High Skill Labor	261	1.5	3,611	8.8		
Service Sector	10,513	60.4	21,614	52.9		
Professional	3,377	19.4	7,103	17.4		
Total	17,405	100	40,835	100		
Highest Education						
	Number	Percent	Cumulative Percent	Number	Percent	Cumulative Percent
Doctoral Degree	412	2.4	2.4	390	1.0	1.0
Masters Degree	2,828	16.2	18.6	6,091	14.9	15.9
Bachelors Degree	5,201	29.9	48.5	11,483	28.1	44.0
Associates Degree	849	4.9	53.4	8,031	19.7	63.7
Some College	1,013	5.8	59.2	8,387	20.5	84.2
High School Diploma	7,066	40.6	99.8	6,398	15.7	99.9
Less HS Diploma	37	0.2	100	54	0.1	100
Total	17,405	100		40,835	100	

*The 2011 report did not include Lyon and Shawnee Counties.

Methods

The Franklin County Labor Basin has a total population of 540,232, and a Civilian Labor Force of 288,539. An estimated 278,766 people are employed and the official average unemployment rate was 4.24% at the time of the study. The Docking Institute's analysis suggests that the basin contains an Available Labor Pool of 175,302 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 Topeka 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."⁴ The Available Labor Pool is composed of workers categorized as either 1) currently not working *and* looking for employment, 2) currently not working *but* interested in employment, 3) currently working *and* looking for other employment, and 4) currently working and not looking, *but* interested in different employment for the *right opportunities*.

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.⁵ Secondly, the number of potential workers is

⁴ 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).

⁵ The number that is added to the Civilian Labor Force is derived by taking from the survey the total number of full-time students, homemakers, military, retirees, and long-term unemployed, who state that they are seeking or available for employment and are within a reasonable commute distance to the center of the labor basin, and dividing this number by the total number of respondents. This quotient is then multiplied by the total number of people in the labor basin who are 18 to 65 years old.

then *restricted* to those workers who indicate they are looking for work or that are interested and 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 Franklin County Labor Basin includes 175,302 individuals. This represents a substantial number of workers and potential workers for employers to draw upon in the Franklin County Labor Basin.

Survey Research Methods

Primary data for the **2015 study** were collected from a random digit telephone survey of adults living in ten counties in Kansas.⁶ Both land-line and cell phone numbers were included in the sample. Surveying took place from April 6 to May 14, 2015, using a Computer Assisted Telephone Interviewing (CATI) system. A total of 2,040 households were successfully contacted during the data collection period, and a randomly selected adult in each was asked to participate in the study.⁷ In 1,326 households the selected adult agreed to be interviewed.

Upon request of the client, data from previous labor studies were included from Douglas, Johnson, and Shawnee counties because it was determined that our initial basin assessment was too limited. The final data set consisted of 2,534 contacts and 1,598 successful interviews, resulting in a cooperation rate of 63.1% and a Margin of Error of +/-2.45%.

Of the 1,598 respondents, 26.9% (or 431) were ineligible respondents. These include retired and other non-working individuals that were not looking nor interested in working and that were outside of the working-age population (18-64 years old). All other respondents are considered eligible respondents because the sample is intended to represent the working age population of the labor basin.

Of the eligible respondents (1,167 total), 637 indicated that they were looking for new or different work or were interested in new or different employment. This subgroup is the Available Labor Pool for the Franklin County Labor Basin. Responses from 637 individuals provide a Margin of Error of +/- 3.88%.

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

⁶ Cell-phone and land-line 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.

⁷ When a land-line number was called, surveyors requested to "speak with an adult over the age of 17 that has had the most recent birthday." When a cell-phone number was called, the respondent was asked if they were over the age of 17.

valid, reliable and unbiased. Question wording and design of the survey instrument are the property of the Docking Institute.⁸

Data for the **2011 study** were collected using the same methods as described above. However, the 2011 labor basin consisted of eight counties instead of 10 and fewer Zip Code areas in Douglas and Johnson counties.

Surveying took place from September 1 to October 25, 2011. A total of 1,752 households were successfully contacted during the data collection period, and 1,033 eligible respondents were interviewed. The cooperation rate was 59% and the Available Labor Pool consisted of 405 individuals, resulting in a Margin of Error of +/- 4.9%.

⁸ 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.

Glossary of Terms

Franklin County Labor Basin – The Franklin County Labor Basin includes ten counties in Kansas: Anderson, Coffey, Douglas, Franklin, Johnson, Linn, Lyon, Miami, Osage, and Shawnee.

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 not working in any manner *but* interested in a new or different job given the right opportunities, 3) employed (full- or part-time) *and* looking for other employment, and 4) currently employed and not looking, *but* interested in different employment given the right opportunities.

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 respondent offered a yearly salary instead of an hourly wage, the yearly salary was divided by 2,080 to convert the salary to a 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.

Within the Necessary Commute Time – “Necessary Commute 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 labor basin is considered to be “within the necessary commute time” for a new job.

Within the Necessary Commute Time Available Labor Pool – The “within the necessary commute time Available Labor Pool” is a subset of the Available Labor Pool that is composed of those members of the Available Labor Pool that are within the necessary commute time for a new or different job opportunity.

Underemployment – Individuals that perceive themselves as possessing skills and/or training levels that exceed the responsibilities of their current job, have educations that exceed those necessary for their current job, have earned a higher salary/hour wage for a previous but similar job, or are unable to work as many hours as desired at their current job.

Potential Entrepreneurs – Potential entrepreneurs are non-business owning members of the Available Labor Pool that have “seriously considered starting their own businesses in the past few years.”

Interested in Part-Time Employment – Members of the Available Labor Pool that indicate they are interested in a part-time job or interested in a job that is either part-time or full-time.

Willing to Work in Franklin County – Members of the Available Labor Pool not residing in Franklin County but indicating that they are willing to take a job in Franklin County.

Job Sectors – “Job sectors” include (with examples shown):

General Labor includes occupations such as cleaning, construction, delivery and maintenance.

High-Skill Blue Collar includes occupations such as police, fire-fighting, postal worker, welder, high-skilled mechanics, welder, computer technician and lab technician.

Service Sector includes occupations such as clerical worker, waitress, retail sales clerk, bookkeeper, para-professional, certified nurse’s assistant, nurse, teacher and small business manager.

Professional White Collar includes occupations such as administrator, business executive, professional salesperson, doctor, lawyer, professor and engineer.

Appendix: Hourly Wage to Annual Salary Conversion Chart

Hourly Wage	Annual Salary	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		
		\$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