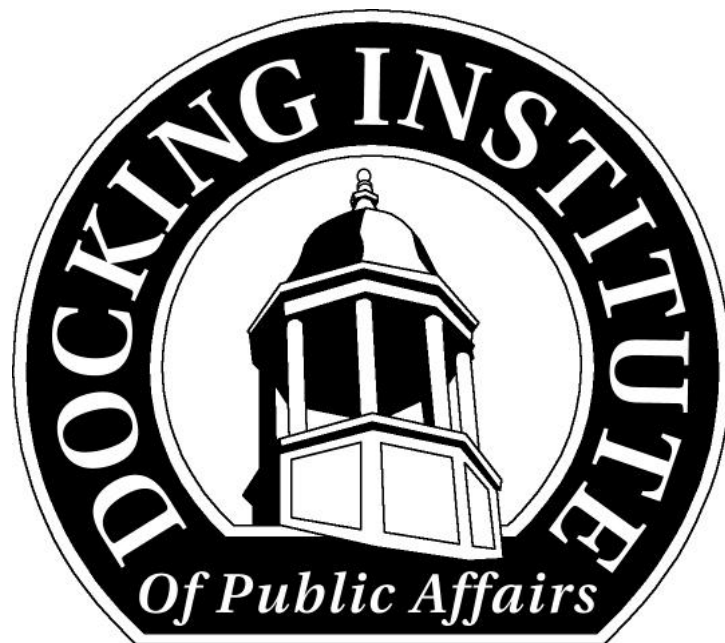


# **The Kansas Labor Force Survey: The Available Labor Pool**



Fort Hays State University

**Prepared for the  
Kansas Department of Human Resources  
Richard Beyer, Secretary  
Labor Market Information Service  
William H. Laves, Chief**



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

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## Glossary

**Available Labor Pool** The Available Labor Pool represents members of the Civilian Labor Force or potential members of the Civilian Labor Force who indicate that they are actively seeking new employment or would consider a new job for the right opportunity.

**Civilian Labor Force** The Civilian Labor Force is made up of all civilians, 16 years old or older, that perform work as paid employees, in their own business, profession, or farm, or who work 15 hours or more as unpaid workers in a family business; or are classified as employed.

**Claimed/Perceived Mismatched Worker** A worker that believes that he/she possesses skills, education, or training beyond his/her current position is considered to have a claimed/perceived mismatch.

**Discouraged Workers** Discourage workers are not currently employed and are not looking for new employment because they believe suitable jobs are unavailable.

**Effective Labor Force** The Effective Labor Force represents people who are employed, unemployed, underemployed, and opportunity laborers.

**Employed Workers** Employed Workers include members of the Civilian Labor Force and workers that are temporarily absent because of illness, bad weather, vacation, child-care problems, maternity or paternity leave, labor-management disputes, job training, or other family or personal reasons, whether or not they were paid for the time off or were seeking other jobs.

**Frustrated Workers** Frustrated Workers include discouraged workers, part-time workers desiring full-time employment, and temporary workers wanting permanent jobs.

**Mismatched/Underutilized Workers** Mismatched/Underutilized Workers are employed and have been determined (by comparison of current and previous employment, education, training, and/or income) to possess skills, education, or training beyond their current positions and are looking for new positions to better use their skills, education, or training.

**Opportunity Laborers** Opportunity Labors are potential workers that may or may not choose to work based on the costs and benefits of a particular employment opportunity. Examples include full-time students who may be willing to leave school, homemakers who have not 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.

**Underemployed Workers** Underemployed workers include discouraged

workers, part-time workers seeking full-time employment, temporary workers seeking a permanent jobs, and mismatched workers.

**Unemployed Workers** Unemployed workers are not employed but are available for work (except for temporary illness) and are looking for employment or have been looking for employment in the previous 4-weeks. Laid-off workers waiting to be recalled to work are also considered unemployed regardless of whether they are looking for work.

**Wage Demand** Wage Demand is the amount of pay or salary required to encourage a worker to change jobs and/or fields of employment, and encourage an unemployed worker to take a job.



## Executive Summary

The Docking Institute of Public Affairs at Fort Hays State University conducted a survey of 2,723 adults living in Kansas from June 25, 2001, to September 21, 2001, for the Labor Market Information Services of the Kansas Department of Human Resources (KDHR). The purposes of this survey research are to estimate the Effective Labor Force, gauge the extent of underemployment, and assess worker availability for new job opportunities in the state of Kansas and in KDHR's five local areas as defined by the Kansas Workforce Investment Act (WIA). This report updates the study released in January 1996 for the KDHR.

The first research objective is to assess the characteristics of the labor force in Kansas. The findings regarding this research objective show that:

- The demographic and labor force characteristics of the survey respondents match the characteristics of the Kansas Civilian Labor Force. Less than four percent of the survey respondents are unemployed. Twenty-six percent of the respondents are employed in industries, on farms, or in the transportation sector. Twenty-three percent work in food, administrative, and personal services. Business professionals and social and community service (teachers, social worker, arts) professionals comprise another 15% and 13% of the respondents, respectively.
- WIA Area III has the highest proportion of business professionals while Areas I and V have the highest proportion of respondents employed in industries, on farms, or in the transportation sector.
- The education and training levels of the respondents are high, especially when compared to the aggregate labor force statistics of other states.

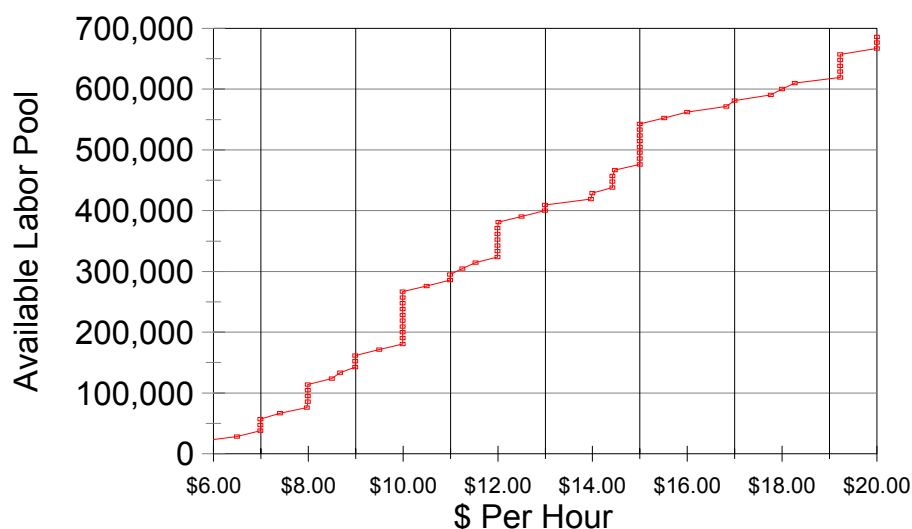
The second research objective is to estimate the proportion of the labor force that is underemployed. This section of the study is a replication of research conducted by the Institute for Public Policy and Business Research (IPPBR) at the University of Kansas in 1996. The findings from this survey show that:

- Similar to the IPPBR study, less than 4% of the respondents are discouraged workers, part-time workers who want full-time jobs, or temporary workers who want permanent work.
- Mismatched workers represent over 5.1% of the entire labor force. This is an increase in underemployment of 2% of the labor force compared to the IPPBR study. This suggests that there may have been a modest increase in the level of underemployment in Kansas over the past six years.

The third research objective is to estimate and understand the dynamics of the Available Labor Pool in Kansas. The Available Labor Pool represents people who indicate that they are actively seeking new employment or would consider a new job for the right opportunity. The findings of this study show that:

- More than 7% of the respondents are unemployed in some manner, but are looking. Another 12.6% of the respondents in the Available Labor Pool are employed (full and part-time) and actively seeking new employment opportunities, while 43.7% would consider a new employment opportunity given the right circumstances. Taken together, this suggests that 64% of the respondents are in the Available Labor Pool.
- The Available Labor Pool varies for specific occupational classifications. On the low end, the percent of the Available Labor Pool in Kansas for construction activities is about 22%, while on the high end, the percent of the Available Labor Pool for sales positions is about 36%. In addition, separate analyses of each WIA area suggests that there are substantial Available Labor Pools within each WIA area for each basic occupational category.
- While most employee benefits are important for luring worker to consider new employment, more than 90% of respondents in the Available Labor Pool indicate that salary is a very important benefit when considering a new job opportunity.
- There are a number of important wage thresholds that tend to enlarge the Available Labor Pool in Kansas. Figure E1 extrapolates the relationship between the Available Labor Pool and wage demands. At the lower end of the wage scale, \$8 an-hour (115,000 or 12% of the Available Labor Pool) and \$10 an-hour (277,000 or 28% of the Available Labor Pool) increase the number of workers who would consider a new employment opportunity. Similarly, \$12 an-hour (381,000 or 40%) and \$15 an-hour (543,000 or 57%) also substantially increase the number of workers in the Available Labor Pool.

Figure E1: Wage Demands for Available Labor Pool in Kansas



## **Policy Implications**

Full employment does not necessarily translate into a shortage of available labor. In areas with a dynamic labor force, employers providing the right opportunities and benefits will find an ample labor supply. The findings from this survey underscore that Kansas has a dynamic labor force in all parts of the state.

Perhaps the most important policy implication pertains to matching available workers with employers. While the survey findings show that the Available Labor Pool is large, the findings suggest that the Available Labor Pool shrinks based on occupational categories and wage demands. The more skill, education, and/or training that an employer requires, the fewer the workers available to meet the employer's labor force needs.

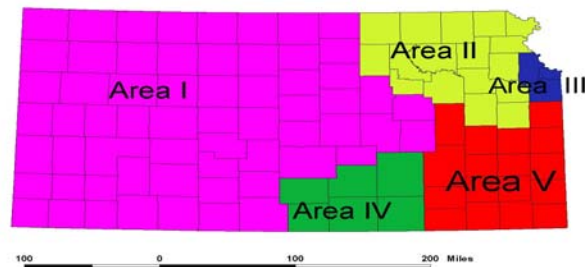
While the findings from the survey show that workers are available in the state, the issue that may need to be addressed is assuring that qualified workers are matched with employers requiring their skills. As such, competitive wage and benefit packages are necessary to lure skilled workers into the Available Labor Pool. In addition, labor market might be more efficient with the development of a labor exchange system that matches skilled workers from one part of the state with employment opportunities in another part of the state.

## Introduction

The Docking Institute of Public Affairs at Fort Hays State University conducted a survey of 2,732 adults living in Kansas from June 25, 2001, to September 21, 2001, for the Labor Market Information Services of the Kansas Department of Human Resources (KDHR). The purposes of this survey research are to estimate the Effective Labor Force, gauge the extent of underemployment, and assess worker availability for new job opportunities in the state of Kansas and in KDHR's five local areas as defined by the Kansas Workforce Investment Act (see Figure 1). This report updates the study released in January 1996 by the Institute for Public Policy and Business Research (IPPBR) at the University of Kansas.<sup>1</sup> (Referred to as "IPPBR study")

Figure 1: Workforce Investment Act  
Local Areas

	Population
Area I	602,993
Area II	531,030
Area III	677,659
Area IV	589,797
Area V	286,939
Total	2,688,418



## Theoretical Perspective

The ultimate purpose of this study is to understand the dynamic nature of the Kansas labor force for the entire state and in each of the five Workforce Investment Act local areas. Although this study is based on traditional methods of assessing labor force characteristics, this research goes beyond traditional methods. Traditional methods of assessing the dynamics of the labor force have concentrated on Bureau of Labor Statistics (BLS) Civilian Labor Force characteristics, including the unemployment rate, average age of the labor force, education levels, and dominant sectors of employment, etc. Even though these data are useful for trend analyses, these BLS data are not designed to assess the proportion of the labor force that would consider a new

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<sup>1</sup> Robert H. Glass, Charles E. Krider, and Kevin Nelson, "The Effective Labor Force in Kansas: Employment, Unemployment, and Underemployment." Topeka, KS: Kansas, Inc. (January 1996). See also Robert H. Glass, Charles E. Krider, and Kevin Nelson, "The Effective Labor Force in Kansas: Employment, Unemployment, and Underemployment," *Kansas Business Review* (20: 9-19, Fall 1996).

employment opportunity. For example, a low unemployment does not necessarily mean that a region lacks an Available Labor Pool to meet an expanding business's employment needs. Indeed, research shows that except for entry level positions, most new or expanding employers draw their workforce from those who are presently employed, not those who are unemployed. In addition, BLS data are not designed to reveal the quality of the labor pool that would be available for new employment opportunities. One cannot simply deduce the quality of the potential job applicants based on the fact that 25% of the population in a labor shed has a college education.<sup>2</sup>

In the early to mid-1990s, a number of studies attempted to answer questions relating to the availability and quality of the civilian labor force by analyzing underemployment. Spurred on largely by the work of Robert Riech (former Secretary in the U.S. Labor Department), the theory behind these studies was that there are substantial reservoirs people who are over-qualified (because of education or experience) for their present employment and, presumably, available for employment that matches their experience and/or qualifications. The IPPBR study in 1996 of the Kansas labor force used this basic perspective and found that only 6.3% of the labor force could be considered underemployed. The IPPBR report concluded that the Kansas labor market efficiently matched "workers with jobs across Kansas" but that the labor pool is willing to be trained to match higher level job expectations.<sup>3</sup>

Even though underemployment studies provide more precise information to assess the available labor force, when compared to BLS statistics, underemployment statistics do not directly answer the following questions: 1) What proportion of the labor force--employed, unemployed, homemaker, and retired--would seriously consider applying for a new employment opportunity? 2) What types of considerations (primarily pay and benefits) shape their decision-making process? 3) What are the characteristics of those who would seriously consider a new employment opportunity? The implicit assumption of previous studies is that those who are underemployed, officially unemployed, or unemployed outside of the BLS statistics, represent the available labor force.<sup>4</sup> The reality, however, may be that an unemployed or underemployed individual may not seriously consider a new employment opportunity because a new job may not match his/her employment demands or he/she may wish to remain underemployed.

There are many factors that condition an individual's choice to seek employment (if unemployed or retired) or different employment (if presently employed). Unfortunately, some of these factors may be idiosyncratic for each individual and employer. However, despite the individualistic nature of employment, there are a number of variables-- which have a systematic effect--that can be measured to assess the dynamic nature of the

---

<sup>2</sup> It is an ecological fallacy to deduce individual level characteristics from aggregate data.

<sup>3</sup> Glass, Krider, and Nelson, p. 18.

<sup>4</sup> Glass, Krider, and Nelson, p. 3.

labor force. These systematic variables control for people:

- Who are seeking employment or indicate a general willingness to consider different employment opportunities.
- Who would be willing to commute to gain different employment opportunities.
- Whose wage/salary and benefit demands meet those being offered by the prospective employer.
- Who would consider changing their basic field of employment (for example from retail to manufacturing).

Controlling for these systematic factors enables estimates of the percentage of the labor force that would seriously consider applying for new job opportunities. This is termed the “Available Labor Pool.” Once the Available Labor Pool has been identified, the characteristics associated with the Available Labor Pool can be assessed.

In practice, not all of the Available Labor Pool will apply for a new job opportunity. Rather, the Available Labor Pool represents those with a propensity to consider a different job opportunity given their employment expectations. In this era of “full-employment,” it is meaningful to understand the availability of individuals in the labor force because these are the types of workers who are likely to constitute the applicant pool for a prospective employer.

An important consideration is the relationship between the Available Labor Pool and underemployment. The Available Labor Pool approach views the labor market from the perspective of the employer. From this perspective, the important questions are: 1) Who is available? 2) What are the wage and benefit demands of those who are available? 3) Do available workers have the prerequisite skills? 4) Can my firm lure enough applicants with the prerequisite skills for my firm’s preferred wage and benefit levels? With other approaches that focus on underemployment, the assumption is that those who are underemployed constitute the “available” workforce. However, the reality may be that many underemployed individuals will not seriously consider an employment opportunity—even one that more fully utilizes their talents—because it may not match their individually based employment demands.

Both underemployment and workforce availability are important labor force attributes. From a human resource perspective, higher levels of underemployment represent wasted human capital, while workforce availability underscores the dynamic potential of any labor force to respond to new employment opportunities.

## Definitions

Most governmental statistics describing the characteristics of the labor force in the United States (U.S.) are based on the **Civilian Labor Force**. The U.S. Bureau of Labor Statistics (BLS) defines the Civilian Labor Force as representing:

*all civilians 16 years of age and over classified as employed or unemployed. Employed persons are (a) all civilians who, during the reference week, did any work at all as paid employees, in their own business, profession, or on their own farm, or who worked 15 hours or more as unpaid workers in an enterprise operated by a member of the family, and (b) all those who were not working but who had jobs or businesses from which they were temporarily absent because of illness, bad weather, vacation, child-care problems, maternity or paternity leave, labor-management disputes, job training, or other family or personal reasons, whether or not they were paid for the time off or were seeking other jobs. Each person is counted only once, even if he or she holds more than one job.*<sup>5</sup>

The BLS defines unemployed persons as

*all persons who had no employment during the reference week, were available for work, except for temporary illness, and had made specific efforts to find employment some time during the 4-week period ending with the reference week. Persons who were waiting to be recalled to a job from which they had been laid off need not have been looking for work to be classified as unemployed.*

The unemployment rate represents the number of unemployed persons as a percent of the civilian labor force.

While these definitions represent the starting point for understanding the labor force in Kansas, there are some limitations associated with the data derived from the application of these definitions. These limitations occur because the civilian labor force statistics exclude full-time students who do not work, homemakers, and 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 willing and able to be gainfully employed.

Partially because of these limitations in the BLS definitions, the IPPBR study defined the “Effective Labor Force.” The Effective Labor Force represents people who are fully employed, unemployed, and underemployed. Their definitions of fully employed and unemployed followed BLS definitions, with the caveat that some employed and unemployed may be more accurately described as underemployed. IPPBR defined the underemployed as “part-time workers who want to work full-time, temporary workers who want permanent jobs, mismatched workers who want jobs that require the use of their skills, and discouraged workers who want a job but have stopped searching.”<sup>6</sup>

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<sup>5</sup> U.S. Bureau of Labor Statistics. 2001. <http://www.bls.gov/lauhome.htm>

<sup>6</sup> Glass, Krider, and Nelson, p. 2.

Building upon the Effective Labor Force definition developed in the IPPBR study, this study adds one significant characteristic to the definition of the Effective Labor Force: Individuals who state they currently want a job, but are not considered discouraged workers. Examples of this type of potential worker include full-time students who may be willing to leave school, homemakers who have not 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. These types of potential members of the Civilian Labor Force are termed “opportunity laborers.” They may choose to work or not work based on the costs and benefits of a particular employment opportunity. Thus, for this study, the Effective Labor Force is defined as those who are employed, unemployed, underemployed, and opportunity laborers. The survey methodology used for this study allows for the inclusion of all of these potential sources of labor in understanding the dynamics of the labor force.

The final theoretically significant definition for this study is the “Available Labor Pool.” The Available Labor Pool is defined as:

- Those who are currently looking for full-time employment, but are retired and/or currently unemployed in any manner.
- Those who are currently employed but looking for other full-time employment.
- Those who would consider different employment for the “right opportunity.”<sup>7</sup>

If an individual meets any of these criteria, he/she is considered to be in the Available Labor Pool. An essential element of assessing the dynamic nature of the Available Labor Pool is a consideration of the employment expectations of those who are seeking a job or would consider a new job for the right opportunity. Research on labor force availability indicates that the dynamic potential of the available labor can be gauged by assessing its wage/salary expectations, employment benefit expectations, preferred types of employment, and willingness to commute.<sup>8</sup> Taken together, these conditions play major roles in defining the upper and lower thresholds for the Available Labor Pool for any given job opportunity.

## Research Objectives

Based on theoretical perspectives noted above and these labor force definitions, the objectives of this study can be broken down into three separate research components.

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<sup>7</sup> The wordings for the questions addressing availability are: Q20\_A4: Do you currently want a job, either full or part-time? Q24D: Do you currently want a job, either full or part-time? Q25D-9: Are you currently looking for a new job? Q25D-10: If the right opportunity came along, would you consider leaving your present job for a new one? If a respondent answered “yes” to any of these questions, he/she was classified as being in the Available Labor Pool.

<sup>8</sup> A detailed summary of the methods of analysis used to assess the Available Labor Pool can be found in Joseph A. Aistrup and Mark Bannister, “Assessing the Available Labor Pool: A Survey of the Northeast Kansas Labor Force.” *Kansas Business Review*, Spring 1998, 21, 3: 1-10.



The first research component is to measure to characteristics of the labor force among the respondents, including:

- The percentage who are working for pay, self-employed business people or farmers, and unemployed.
- The percentage in various occupational categories.
- Levels of education and other forms of training.
- Yearly salary or hourly wage earnings.

The second major research component is to estimate the proportion of the labor force that is underemployed. Using the Labor Market Information Service definition, an underemployed person is one who meets one of the following conditions:

- A discouraged worker who is not looking for new employment because he/she thinks a suitable job is not available.
- A part-time worker seeking full-time employment.
- A temporary worker seeking a permanent job.
- A mismatched worker who possesses skills, education, or training beyond his/her current position and is looking for a new position to better use his/her skills, education, or training.

The third major research objective is assessing the availability of the labor force for different employment opportunities. The research objective here is to ascertain if members or potential members of the labor force are seeking employment or might consider different employment, and if so, assessing these workers' employment expectations. These employment expectations are defined by:

- The salary requirements to (re)enter the civilian labor force, to become employed (if unemployed), or to change jobs.
- The willingness of individuals to change their basic field of employment (for example from service sector to manufacturing employment) for a different employment opportunity.
- The benefit requirements (health, retirement, educational and/or training opportunities) to (re)enter the civilian labor force, to become employed, or to change jobs.
- How far individuals would commute (miles or minutes) for an employment opportunity.

Controlling for these key variables facilitates an estimate of the percentage of the labor force that would seriously consider applying for an employment opportunity—the “Available Labor Pool.” In practice, not all of the Available Labor Pool will apply for a job opportunity, but the pool represents those with a propensity to consider a job opportunity given their employment expectations.

## Survey Methodology

The Labor Market Information Services of the Kansas Department of Human Resources contracted with the University Center for Survey Research at the Docking Institute of Public Affairs to conduct this statewide labor force assessment. The findings from this survey are based on a random digit telephone sample of 2,723 adults living in Kansas. The survey was conducted from June 25, 2001 to September 14, 2001, using a Computer Assisted Telephone Interviewing (CATI) system.<sup>9</sup> The first part of the survey instrument was developed by the IPPBR at the University of Kansas for the initial statewide survey that was conducted in 1995 and released in 1996.

The Docking Institute of Public Affairs cooperated with KDHR officials to modify and add sections to this survey instrument. These new sections mainly concern estimating the Available Labor Pool. The survey items pertaining to an assessment of the availability of labor are the property of the Docking Institute and cannot be used for other studies without the written permission of the Director of the Docking Institute of Public Affairs. Appendix 1 presents the survey instrument with frequency distributions or central tendencies for each question.

During the survey, 4,519 households were successfully contacted. In 2,723 of these households, an adult who was working, unemployed, or retired agreed to be interviewed. This represents a cooperation rate of 60%. For Spanish-speaking households, the survey was administered in Spanish (54 respondents). Appendix 2 shows the disposition records for all working residential phone numbers used in the sample.

## Sample Representativeness and Weighting Procedures

Table 1 compares the population parameters based on 2000 Census data for WIA areas, age groups, and gender with similarly defined unweighted survey statistics. Because quota samples were taken from each WIA area, and these samples are not proportional to the percentage of the state's population in each region, there are some expected differences between the percentage of the population in each WIA area and survey samples in each area. While the population and sample statistics are very close for gender, the unweighted sample statistics tend to under-represent those in the 18-24 age category, while over-representing respondents in the older age categories.<sup>10</sup> Using this information, the sample was weighted based on WIA area, age category, and

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<sup>9</sup> Additional surveying took place throughout the month of October to convert refusals and to administer the survey to Spanish-speaking respondents.

<sup>10</sup> Most household based telephone surveys have this type of age bias because older individuals are more likely to live in households with fewer adults or in which they are the only adult, while younger adults are more likely to live in households with other younger adults or their parents.

gender to reflect the statewide sample statistics. The following equation is used to weight respondents by WIA area, age, and gender.

$$(D_i / P_j) / (n_i / N_j)$$

Where:

- $D_i$  = Census population of attribute  $i$ .
- $P_j$  = Summed census population ( $\sum D_i$ ) across all attributes  $j$  (the state).
- $n_i$  = Sample size of attribute  $i$ .
- $N_j$  = Summed sample size ( $\sum n_i$ ) across all attributes  $j$  (the state).

Table 1: Population, Unweighted Sample Statistics, and Weighted Sample Statistics

	Population		Unweighted		Weighted	
	Population	Percent	Sample	Percent	Sample	Percent
Total	2,688,418	100.0%	2,723	100.0%	2,721	100.0%
Area I	602,993	22.4%	587	21.6%	593	21.8%
Area II	531,030	19.8%	509	18.7%	538	19.8%
Area III	677,659	25.2%	639	23.5%	707	26.0%
Area IV	589,797	21.9%	558	20.5%	598	22.0%
Area V	286,939	10.7%	430	15.8%	285	10.5%
Total	1,975,415	100.0%	2,723	100.0%	2,721	100.0%
Men > 18 years	962,184	48.7%	1,341	49.2%	1,326	48.7%
Women > 18 years	1,013,231	51.3%	1,382	50.8%	1,396	51.3%
Total	1,975,415	100.0%	2,652	100.0%	2,648	100.0%
18 to 24 years	275,592	14.0%	218	8.2%	366	13.8%
25 to 29 years	172,975	8.8%	166	6.3%	231	8.7%
30 to 34 years	175,878	8.9%	215	8.1%	235	8.9%
35 to 39 years	207,549	10.5%	277	10.4%	278	10.5%
40 to 44 years	212,802	10.8%	252	9.5%	286	10.8%
45 to 49 years	192,679	9.8%	265	10.0%	258	9.7%
50 to 59 years	283,113	14.3%	450	17.0%	380	14.4%
60 to 64 years	98,608	5.0%	169	6.4%	132	5.0%
65 to 69 years	90,085	4.6%	176	6.6%	121	4.6%
70 to 74 years	85,831	4.3%	156	5.9%	116	4.4%
75 to 79 years	75,125	3.8%	156	5.9%	102	3.9%
80 to 84 years	53,418	2.7%	90	3.4%	73	2.8%
85 and over	51,770	2.6%	62	2.3%	71	2.7%
Undetermined			71		73	

Source: U.S. Bureau of the Census, Released 12-28-2000, found at the University of Kansas, Policy Research Institute's web site: [www.ku.edu/pri/ksdata/ksdata.shtml](http://www.ku.edu/pri/ksdata/ksdata.shtml).

Table 1 shows that the differences between the population and the weighted sample statistics are minor. In addition, while the weighted sample size is 2,721, the unweighted sample size is 2,723. This small difference because of rounding errors in the weighting routine and 71 respondents who did not reveal their age on the survey.

On the age weight, these 71 respondents are assigned a neutral weight of 1. The margin of error for the weighted statewide sample is about +/- 1.9%. In other words, given 100 different random samples of 2,721 adults in Kansas, only five percent of the time would the total results obtained from the sample population vary by more than +/- 1.9% from the results that would be obtained if the total population were surveyed (assuming no response bias).

As noted earlier, a stratified random sampling method was used to randomly sample at least 400 respondents from each of the five local areas associated with WIA. This sampling procedure facilitates the development of statistically valid conclusions within these five local areas.

Table 2: WIA Area Samples and Margins of Error

	Sample	Margin of Error
Area I	570	4.0%
Area II	510	4.3%
Area III	661	3.9%
Area IV	559	4.1%
Area V	421	4.7%
State	2,721	1.9%

All statewide analyses are weighted by WIA areas, gender, and age. All local area analyses based on WIA areas are weighted by only gender and age. This means that the number of cases shown in table 2 for the WIA local areas apply to each local area analysis. Within each WIA area, the survey findings have a weighted sample margin of error of no more than +/-4.7%. Table 3 shows that samples from each region range from a low of 421 respondents in Area V to a high of 661 respondents in Area III. The overall margins of error for the area samples range from +/- 3.9% to +/- 4.7%.

Finally Table 3 shows the survey respondents who are in the Civilian Labor Force (BLS definition) and those who are outside the Civilian Labor Force. At the statewide level, almost 63% of the sample worked for pay in the previous week, while another 4% were employed but off work (vacationing in most instances). Summing together all who were officially employed, almost 69% of the sample worked for money. Likewise, around 3% of the sample fit the BLS definition of being unemployed. Each of the WIA areas exhibits similar patterns as the statewide data. As expected, retirees are the largest group outside of the Civilian Labor Force. Retirees constitute about 19% of the statewide sample. Homemakers account for 3.6% of the statewide sample. Once again, the patterns regarding those outside the Civilian Labor Force are mostly mirrored in each WIA area.

Table 3: Labor Force Status: Weighted Sample Statistics for State and WIA Areas

	<b>Kansas</b>		<b>Area I</b>		<b>Area II</b>	
	Cases	Percent	Cases	Percent	Cases	Percent
<b>Total</b>	2,721	100.0%	570	100.0%	510	100.0%
<b>Civilian Labor Force</b>						
Work for Pay	1,706	62.7%	349	61.2%	321	62.9%
Family business/farm for Profit	34	1.3%	13	2.3%	4	0.8%
Family business/farm for free	26	0.9%	9	1.6%	2	0.4%
Employed, but off work	108	4.0%	20	3.5%	13	2.5%
Disabled, but employed	16	0.6%	0	0.0%	7	1.4%
Unemployed	63	2.3%	10	1.8%	8	1.6%
Disabled and looking	9	0.3%	1	0.2%	3	0.6%
<b>Outside of Civilian Labor Force</b>						
Student	43	1.6%	1	0.2%	24	4.7%
Homemaker	99	3.6%	22	3.9%	15	2.9%
Permanent Disabled	71	2.6%	19	3.3%	9	1.8%
Unemployed-not looking	24	0.9%	6	1.1%	4	0.8%
Retired	509	18.7%	120	21.1%	97	19.0%
Military	14	0.5%	0	0.0%	3	0.6%
	<b>Area III</b>		<b>Area IV</b>		<b>Area V</b>	
	Cases	Percent	Cases	Percent	Cases	Percent
<b>Total</b>	661	100.0%	559	100.0%	421	100.0%
<b>Civilian Labor Force</b>						
Work for Pay	425	64.3%	353	63.1%	260	61.8%
Family business/farm for Profit	6	0.9%	3	0.5%	10	2.4%
Family business/farm for free	3	0.5%	7	1.3%	4	1.0%
Employed, but off work	32	4.8%	29	5.2%	12	2.9%
Disabled, but employed	2	0.3%	5	0.9%	3	0.7%
Unemployed	24	3.6%	14	2.5%	9	2.1%
Disabled and looking	3	0.5%	0	0.0%	3	0.7%
<b>Outside of Civilian Labor Force</b>						
Student	10	1.5%	3	0.5%	4	1.0%
Homemaker	23	3.5%	25	4.5%	13	3.1%
Permanent Disabled	14	2.1%	17	3.0%	12	2.9%
Unemployed-not looking	3	0.5%	5	0.9%	6	1.4%
Retired	108	16.3%	96	17.2%	85	20.2%
Military	8	1.2%	2	0.4%	0	0.0%

## Characteristics of the Kansas Labor Force

The first research objective is to measure to characteristics of the labor force in Kansas, including:

- The percentage who are working for pay, self-employed business people or farmers, and unemployed.
- The percentage in various occupational categories.
- Levels of education and other forms of training.
- Yearly salary or hourly wage earnings.

Table 4 shows that the official unemployment rate of the Civilian Labor Force in Kansas in September 2001 was 3.6%. By comparison, Table 5 shows that the percentage of unemployed in the survey is 3.7%. Significantly, during the months of the survey (July, August, and September) the unemployment rate in Kansas varied between 3.6% and 3.7%.

Table 4: Civilian Labor Force Employment Levels

### Civilian Labor Force, September 2001 for Kansas

	Number	Percent
Civilian Labor Force Total	1,428,267	100.0%
Employed	1,376,748	96.4%
Unemployed	51,519	3.6%

Source: Kansas Department of Human Resources, Kansas Labor Market Information. "Kansas Labor Force Estimates." <http://laborstats.hr.state.ks.us/>. (September 2001).

Table 5: Employment Levels for Civilian Labor Force Respondents

### Civilian Labor Force, Weighted Sample

	Cases	Percent	Cases	Percent
Civilian Labor Force	1,961	100.0%	1,961	100.0%
Employed	1,889	96.3%		
Work for pay			1,829	93.3%
Self employed, profit			34	1.8%
Unpaid family business			26	1.3%
Unemployed	73	3.7%		
Quit, fired, etc.			57	2.9%
Laid off, indefinite			6	0.3%
Laid off, expect recall			10	0.5%

Table 6 compares the unemployment rates in each of the five WIA areas with the sample statistics. Similar to the statewide data, the unemployment rates are very comparable and within each region's margin of error for its sample.

Table 6: Civilian Labor Force Employment Levels by WIA Area

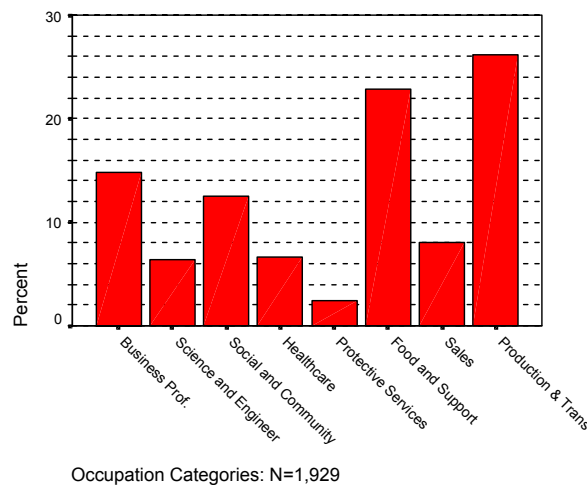
		Employed	Unemployed	Total	Official Unemployment Rate, 9/01*
Area I	Cases	391	10	401	
	Percent	97.5%	2.5%	100.0%	2.7%
Area II	Cases	348	10	358	
	Percent	97.2%	2.8%	100.0%	3.8%
Area III	Cases	468	26	494	
	Percent	94.7%	5.3%	100.0%	4.0%
Area IV	Cases	397	14	411	
	Percent	96.6%	3.4%	100.0%	3.5%
Area V	Cases	288	12	300	
	Percent	96.0%	4.0%	100.0%	4.5%

\*Source: Kansas Department of Human Resources, Kansas Labor Market Information.

"Kansas Labor Force Estimates." <http://laborstats.hr.state.ks.us/>. (September 2001)

Figure 2 shows BLS occupational employment categories that have been collapsed into eight categories.<sup>11</sup>

Figure 2: Occupation Classifications of Respondents

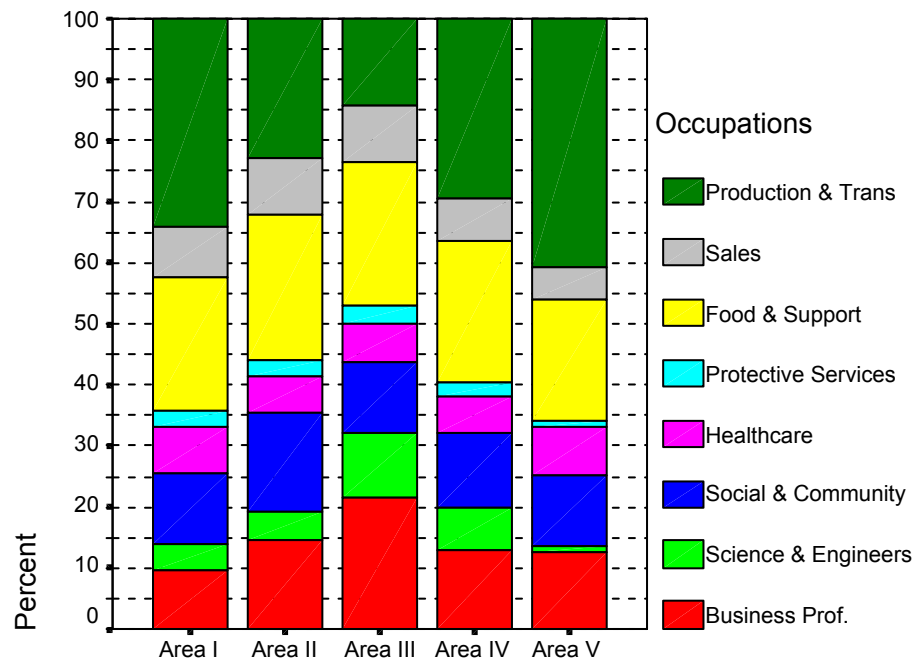


<sup>11</sup> The following SOC codes were collapsed: 11, 13, 23=Business Prof.; 15, 17, 19=Science and Engineer; 21, 25, 27=Social and Community; 29, 31=Healthcare; 33=Protective Services; 35, 37, 39, 43=Food and Support; 41=Sales; 45, 47, 49, 51, 53=Production and Transportation.

About one fourth of respondents are classified as production (farmers, construction, manufacturing, etc.) and transportation workers. Almost 23% of respondents are in food, administrative support, and personal services. Business professionals and social and community services (teachers, social worker, arts, etc.) comprise another 15% and 13% of the respondents, respectively.

Figure 3 shows the regional differences in the occupations of the respondents. As one might expect, Area III, which contains the Kansas City metroplex, has a larger percentage of business professionals and science and engineers when compared to other WIA areas. Likewise, Area I and Area V, which are the most rural areas of the state, have a larger percentage of production and transportation workers when compared to the other regions. Interestingly, there are not large differences across WIA areas for the other broad categories of occupations.

Figure 3: Occupational Categories by WIA Areas



WFA Areas: N=1,932

The survey asked respondents to specify their highest level of formal education, whether they had received any additional vocational or specialized professional training, and whether they had received any on-the-job training beyond introductory training. Table 7 shows the findings related to education levels and specialized training.



Table 7: Education Levels and Specialized Training

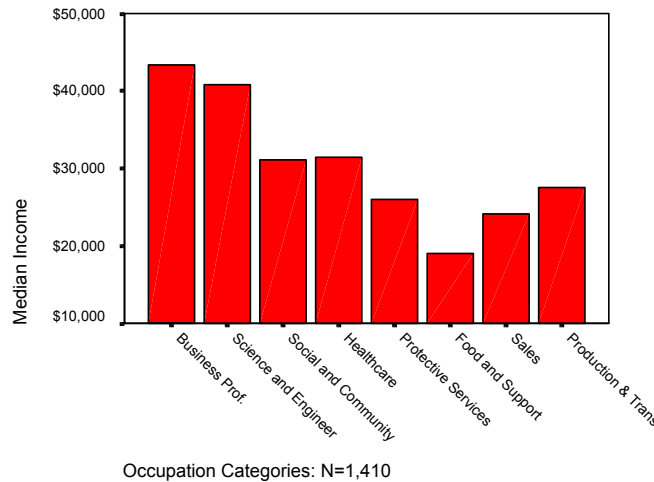
Highest Level of Education			Vocational or Professional Training		
	Cases	Percent		Cases	Percent
Total	1,909	100.0%	Total	1,902	100.0%
< High School Diploma	105	5.5%	No	850	44.7%
High School Diploma	438	23.0%	Yes	1,052	53.3%
One Year College	197	10.3%	Refused Answer	59	
Two Years College, No Degree	196	10.3%			
Technical College	78	4.1%			
Associate's Degree	110	5.8%			
Three Years College	70	3.7%			
Four Years College, No Degree	51	2.7%			
Bachelor's Degree	379	19.9%			
Some Graduate School	64	3.3%			
Master's Degree	172	9.0%			
Doctoral Degree	49	2.5%			
Refused Answer	52				

Special On-the-Job Training		
	Cases	Percent
Total	1,899	100.0%
No	855	45.0%
Yes	1,044	55.0%
Refused Answer	62	

These findings suggest that less than 6% of the Civilian Labor Force in Kansas lacks a high school diploma, and more than 70% have at least two years of college education. Kansas has one of the highest levels of educational attainment compared to other states. In 1998, Kansas ranked eighth nationally in the percent of population (25 or older) with at least a four-year college degree.<sup>12</sup> In addition, Table 7 shows that over half of the respondents report receiving some professional training and/or specialized on-the-job training. This suggests that the Civilian Labor Force in Kansas is willing and able to be trained to meet the job expectations of employers.

Figure 4: Median Annual Income by Occupational Categories

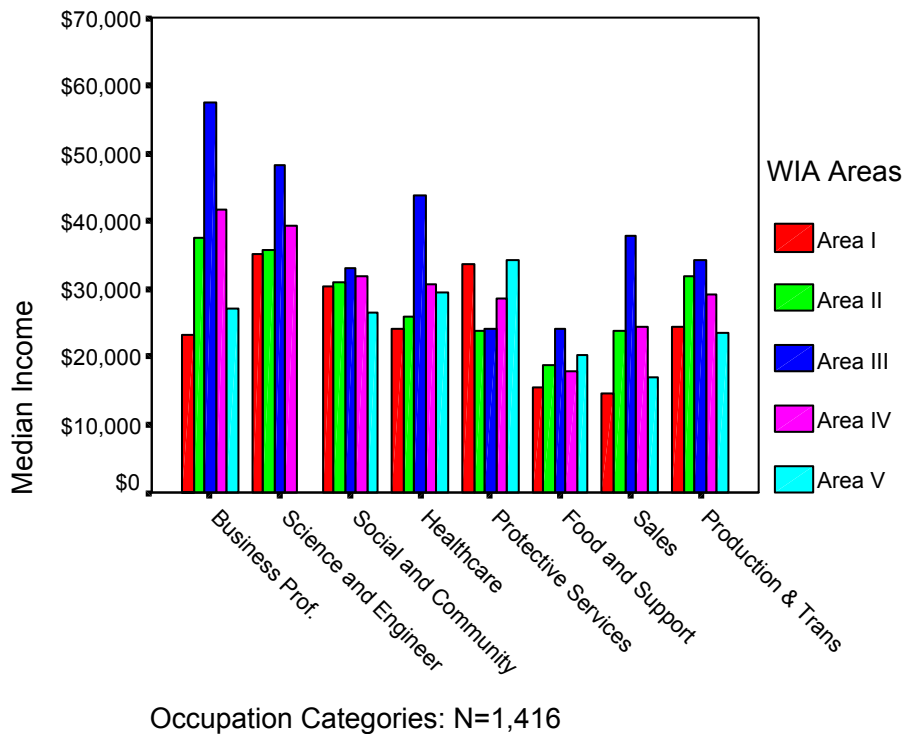


<sup>12</sup> United States Bureau of the Census. *Statistical Abstract of the United States 2000*. Washington, D.C.: GPO.

As expected, the yearly wages of the respondents vary by occupational categories. Figure 4 shows that respondents who are business professionals, scientists and engineers have the highest median income (over \$40,000 annually), while respondents who are in food services and administrative support areas have the lowest median income (about \$20,000 annually). The median income for all respondents is \$27,040.

There is some variation in annual income by WIA area. Figure 5 illustrates that respondents in Area III tend to earn more annually than respondents in any other areas of the state.

Figure 5: Median Annual Income by Occupational Categories by WIA Area



## Underemployment

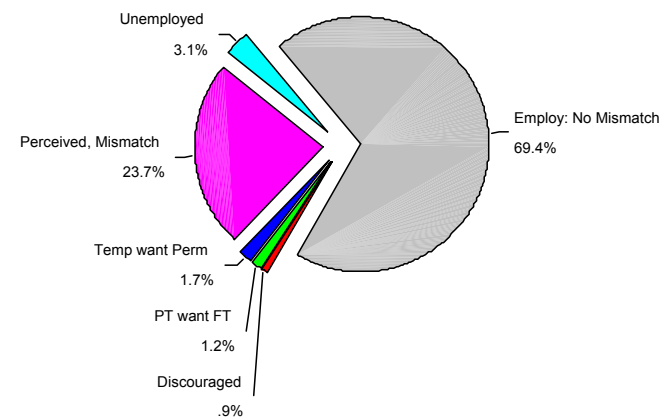
The second major research component is to estimate the proportion of the labor force that is underemployed. Using IPPBR's definition, an underemployed person is one who meets one of the following conditions:

- A discouraged worker who is not looking for new employment because he/she thinks a suitable job is not available.
- A part-time worker seeking full-time employment.
- A temporary worker seeking a permanent job.
- A mismatched worker who possesses skills or training beyond his/her current position and is looking for a new position to better use his/her skills or training.

As was noted in the IPPBR study, many worker's may perceive they are underutilized, even though the reality is that they are not. Because workers are inclined to believe that they are underemployed, the IPPBR study asked a series of questions designed to ascertain if the respondent's previous position required more skills and/or education, or if the respondent possesses more education and training than his/her current position requires.<sup>13</sup> To the extent possible, this report attempts to replicate the methods used in the IPPBR study to assess underemployment. Appendix 3 details the methods used here. As noted earlier, the IPPBR study found that slightly more than 6% of the Effective Labor Force in Kansas in 1996 could be considered underemployed.

Figure 6 shows the percentage for each of the categories of underemployment (listed above), but prior to assessing if there is evidence that a respondent is mismatched. Significantly, the total number of respondents for this analysis is larger than the Civilian Labor Force (1,974 vs 1,961). The slightly larger number of cases is the result of discouraged workers, some of whom are outside the official Civilian Labor Force definition, being counted as underemployed. In addition, the unemployment level is lower than the rate reported in Table 5 because some unemployed respondents are defined as underemployed.

Figure 6: Underemployed and Perceived Underutilized Labor Force



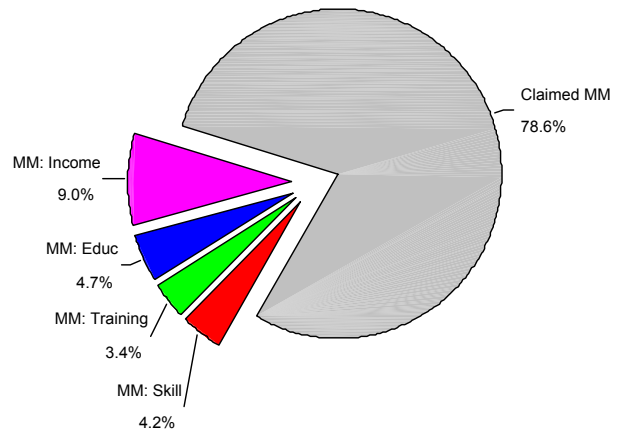
N=1,974

<sup>13</sup> Glass, Krider, and Nelson, pp. 30-35.

Similar to the IPPBR study, less than 4% of the respondents are discouraged workers, part-time workers who want a full-time job, and temporary workers who want permanent work. Also similar to the IPPBR study, about 24% of the labor force perceives themselves to be underutilized in their current job (perceived mismatched).

Figure 7 examines only respondents who claim to be mismatched based on skills, training level, education, or previous income. A detailed analysis of the education, job histories, and other background characteristics of each of these potentially mismatched workers, shows that most of the respondents who claim to be mismatched are, in reality, not mismatched. Only 4.2% of these respondents have a mismatch based on skills, 3.4% based on training, 4.7% based on education, and 9% based on previous income.

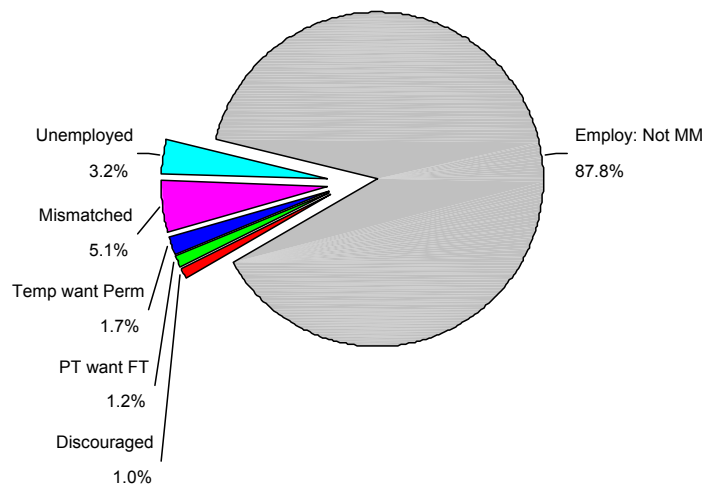
Figure 7: Mismatched Workers



N=467

Figure 8 reexamines the level of underemployment in the labor force based on the analysis of mismatched workers. Mismatched workers represent over 5.1% of the entire labor force. This is an increase in underemployment of 2% of the labor force, a modest increase in the level of underemployment in Kansas over the past six years. The Docking Institute is cautious about making this type of assertion. First, the percentage of mismatched workers represents a small number of cases. Second, the proper coding of mismatched respondents is not always immediately apparent for many of these respondents. Thus, a part of this modest increase may be the result of the differences in the implementation of methods used by IPPBR and the Docking Institute for classifying mismatched workers. Appendix 3 shows a detailed description of the methods used by the Docking Institute to determine a mismatched worker.

Figure 8: Level of Underemployment



N=1,974

Table 8 examines the levels of underemployment for each WIA area. Because the

number of respondents in each category is small, those who are discouraged workers, part-time wanting full-time work, and temporary wanting permanent work are combined into a category labeled “frustrated” workers. Area I has the highest percentage of mismatched workers, whereas Area V has the highest percentage of frustrated laborers. Taken together, Area I and Area V—the two most rural WIA areas in the state—have the highest percentages of underemployed workers. These findings support the contention of many rural economic development officials that the highest levels of underemployment in Kansas are in the more rural areas of the state.

Table 8: Underemployment by WIA Area

		Area I	Area II	Area III	Area IV	Area V
<b>Totals</b>	Cases	404	358	495	413	300
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Frustrated</b>	Cases	17	15	16	12	21
	Percent	4.2%	4.2%	3.2%	2.9%	7.0%
<b>Mismatched</b>	Cases	24	16	23	22	14
	Percent	5.9%	4.5%	4.6%	5.3%	4.7%
<b>Unemployed</b>	Cases	10	10	25	12	4
	Percent	2.5%	2.8%	5.1%	2.9%	1.3%
<b>Employed</b>	Cases	353	317	431	367	261
	Percent	87.4%	88.5%	87.1%	88.9%	87.0%

“Frustrated” workers are those who are discouraged, part-time wanting full-time work, and temporary wanting permanent work.

“Mismatched” are workers whose previous job required more skill, education, training, or income than their current job.

Finally, the percentage of unemployed in each area is lower than reported in previous tables because many unemployed are classified in this table as frustrated workers. Similarly, the numbers of employed are lower because some of the employed are classified as mismatched or frustrated workers.

## The Available Labor Pool

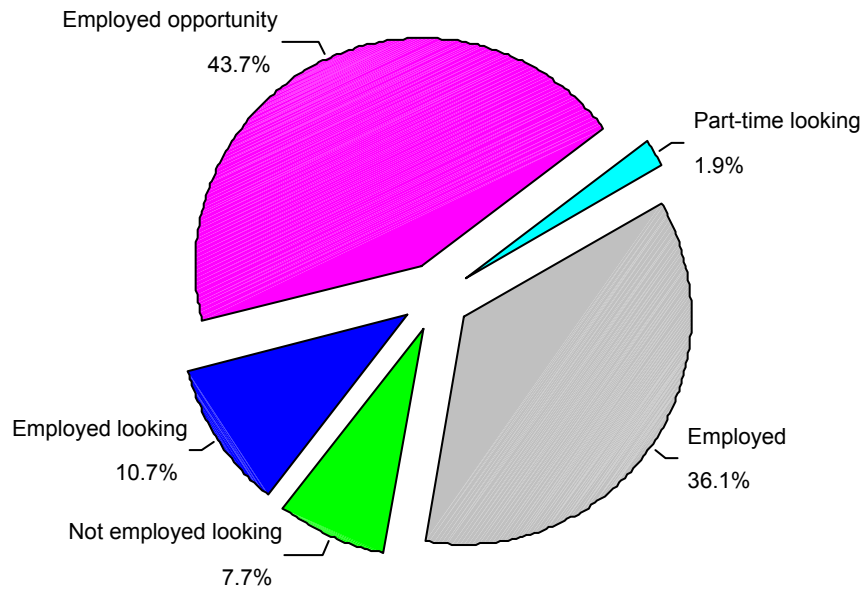
The third major research objective is assessing the availability of the labor force for different employment opportunities. The research objectives in this section of the report are to ascertain if members of the Civilian Labor Force or potential members of the Civilian Labor Force are seeking different employment or indicate a general willingness to consider different employment opportunities, and if so, determining these workers' employment expectations. These employment expectations are defined by:

- The salary requirements to (re)enter the Civilian Labor Force, to become employed (if unemployed), or to change jobs.
- The willingness of individuals to change their basic field of employment (for example from service sector to manufacturing employment) for a different employment opportunity.
- The benefit requirements (health, retirement, educational and/or training opportunities) to (re)enter the civilian labor force, to become employed, or to change jobs.
- How far individuals would commute (miles or minutes) for an employment opportunity.

Controlling for these key variables facilitates an estimate of the percentage of the labor force that would seriously consider applying for an employment opportunity—the “Available Labor Pool.” The advantage of this survey methodology is that it allows researchers to ask questions of members of the Civilian Labor Force (people currently working, or receiving unemployment benefits, or unemployed seeking work) and potential members of the Civilian Labor Force (students not working, retirees, homemakers) concerning their availability for new employment. In practice, not all of the Available Labor Pool will apply for new job opportunities and/or can't be reached by employers through traditional means (such as placing a want ad or posting the position at a Job Service Center). Rather, the Available Labor Pool represents those with a propensity to consider a new job opportunity given their employment expectations.

There are a number of questions throughout the survey designed to assess if respondents are seeking new or different employment. For respondents who are not employed full-time, the survey asked: “Do you currently want a job, either full or part-time?” For employed respondents, the survey asked: “Are you currently looking for a new job?” Finally, for employed respondents who are not actively seeking a new job, the survey asked “If the right opportunity came along, would you consider leaving your present job for a new one?” If a respondent answered “yes” to any of these questions, he/she was classified as being in the Available Labor Pool. Figure 9 shows the percentage of the respondents in the Available Labor Pool. Almost 8% of the respondents are classified as “not employed, but looking.” With an unemployment rate of 3.7%, this means that 4% of this 7.7% are individuals who are outside of the

Figure 9: The Available Labor Pool



N=2,047

Civilian Labor Force. Another 10.7% of the respondents in the Available Labor Pool are actively seeking new employment opportunities, while 43.7% would consider a new employment opportunity given the right circumstances. Adding in the 1.9% who are part-time workers looking for full-time working, this suggests that 64% of the respondents are in the Available Labor Pool.

Table 9 uses the data presented in Figure 9 to calculate the “Effective Labor Force” for the sample. As noted earlier in this report, the Effective Labor Force includes the Civilian Labor Force, the underemployed (frustrated and mismatched workers), and opportunity laborers who are outside the official definition of the Civilian Labor Force, who would consider new employment opportunities (full-time students, retirees, homemakers, and military). Whereas the Civilian Labor Force numbered 1,961 cases, the Effective Labor Force represents 2,047 cases. Table 9 highlights that the main differences between the Civilian Labor Force and the Effective Labor Force are homemakers, retirees, and students who are not in the Civilian Labor Force, but indicate that they would consider an employment opportunity.

Table 9 also shows the relationship between the Available Labor Pool, unemployment, and underemployment. Of those respondents who are mismatched, 39% are actively seeking new employment and 52% would change jobs for the right opportunity. Of those who are underemployed because they are frustrated, most are either part-time or full-time temporary workers, looking for new employment, or unemployed.

Table 9: The Effective Labor Force

	Total Effective Labor Force		Not Employed Looking	
	Cases	Percent	Cases	Percent
Total	2,047	100.0%	157	100.0%
Employed	739	36.1%		
Not Employed Looking	157	7.7%		
Unemployed			73	46.5%
Homemaker			25	15.9%
Retirees			26	16.6%
Students			25	15.9%
Others			8	5.1%
Employed Looking	219	10.7%		
Employed Opportunity	894	43.7%		
Part-time Looking	38	1.9%		
			Underemployed	
			Frustrated	Mismatched
	Cases	Percent	Cases	Percent
Total	77	100.0%	100	100.0%
Employed	6	7.8%	8	8.0%
Not Employed Looking				
Unemployed	17	22.1%		
Homemaker				
Retirees				
Students				
Others	1	1.3%		
Employed Looking	7	9.1%	39	39.0%
Employed Opportunity	18	23.4%	52	52.0%
Part-time Looking	28	36.4%	1	1.0%

Significantly, all who are underemployed– frustrated or mismatched–are also classified among the 2,047 respondents in the Effective Labor Force. Moreover, the Available Labor Pool is much larger than those who are underemployed. Of those who are employed and looking, only 46 of 219 (18%) respondents are also underemployed (frustrated or mismatched). Likewise, of those respondents who are employed but would consider a different employment opportunity, only 70 of the 894 (8%) are also underemployed. For the remainder of this report, the analyses focus on these 2,047 respondents in the Effective Labor Force.

To better gauge the Effective Labor Force, the survey findings are combined with BLS statistics to adjust Civilian Labor Force estimates to take into account the percentage of the opportunity laborers (generally students, homemakers, military, and retirees) and the long-term unemployed who would consider entering the Civilian Labor Force under the right conditions. The Effective Labor Force is calculated by taking from the survey the total number of students, military, retirees, and long-term unemployed, who state that they would seek employment, and divide this number by the total number of



respondents. This quotient is then multiplied by the total number of people in Kansas who are 18 or older. Table 10 shows that Effective Labor Force in Kansas numbers 61,000 more people than the Civilian Labor Force. As of September 2001, the Effective Labor Force in Kansas is 1,489,250 people.

Figure 10 uses data from Tables 9 and 10 to extrapolate the Available Labor Pool in Kansas. There are about 160,000 employed workers currently looking for new employment opportunities. There are just over 110,000 people in the Effective Labor Force who are not employed in a job, but are currently looking. About half of these individuals are outside the Civilian Labor Force statistics. Individuals who are employed, but would change jobs for the right opportunity (651,000), represent the largest group in the Available Labor Pool.

This figure emphasizes the dynamic nature of the Available Labor Pool. A large percent of the Effective Labor Force will consider different employment if the right opportunity presents itself. While these individuals are not actively searching help wanted ads, they may be open to the possibility of new employment opportunities.

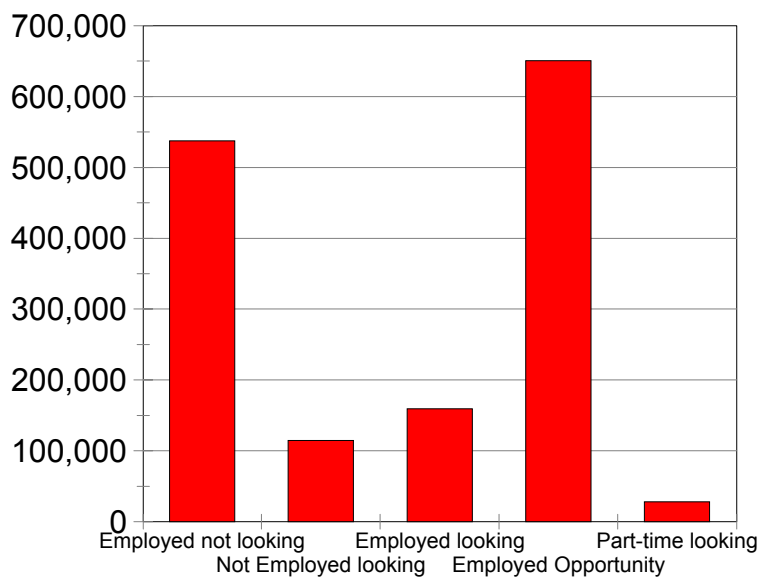
The dynamic nature of the labor force is highlighted by two additional statistics. First, respondents to the survey indicate that they have been employed in their current position a median of four years. Second, respondents report that they have

Table 10: Calculating the Effective Labor Force in Kansas, Sept. 2001

<b>Adjustment Calculation</b>		
Population 18 or older		1,975,415
Proportion of Sample that Non-CLF but Available	X	0.030871
<hr/>		60,983
<hr/>		
<b>Effective Labor Force Calculation</b>		
Employed		1,376,748
Unemployed	+	51,519
<hr/>		1,428,267
<hr/>		
Civilian Labor Force Total		1,428,267
Non-CLF Available	+	60,983
<hr/>		1,489,250
<hr/>		

Source: Kansas Department of Human Resources, Kansas Labor Market Information. "Kansas Labor Force Estimates." <http://laborstats.hr.state.ks.us/>. (September 2001).

Figure 10: The Available Labor Pool in Kansas



had a median of four full-time jobs with different employers in their working career.

Each of the state's WIA areas also reflects the underlying dynamics of the state's labor force. Table 11 shows that Area III has the highest percentage of its labor force that is employed and looking (12.2%) while Area I has the highest percentage that will consider new employment for the right opportunity (47.5%). Significantly, the Available Labor Pool represents about 60% to 67% of the Effective Labor Pool in every area.

Table 11: The Available Labor Pool in WIA Areas

	<b>Area I</b>		<b>Area II</b>		<b>Area III</b>	
Civilian Labor Force	307,006		280,804		393,036	
Non-CLF Available +	9,431		16,685		15,235	
<b>Effective Labor Force</b>	<b>316,437</b>		<b>297,489</b>		<b>408,271</b>	
	Labor	% of ELF	Labor	% of ELF	Labor	% of ELF
Employed not looking	113,601	35.9%	110,666	37.2%	134,321	32.9%
Not Employed looking	18,353	5.8%	26,477	8.9%	37,969	9.3%
Employed looking	31,327	9.9%	31,831	10.7%	49,809	12.2%
Employed opportunity	150,308	47.5%	122,268	41.1%	177,189	43.4%
Part-time looking	3,164	1.0%	6,247	2.1%	8,574	2.1%
	<b>Area IV</b>		<b>Area V</b>			
Civilian Labor Force	306,499		140,918			
Non-CLF Available +	13,058		6,529			
<b>Effective Labor Force</b>	<b>319,557</b>		<b>147,447</b>			
	Labor	% of ELF	Labor	% of ELF		
Employed not looking	118,556	37.1%	59,126	40.1%		
Not Employed looking	23,008	7.2%	8,699	5.9%		
Employed looking	31,317	9.8%	15,334	10.4%		
Employed opportunity	140,286	43.9%	60,453	41.0%		
Part-time looking	6,072	1.9%	3,834	2.6%		

Table 12 (next page) reviews the extrapolated education levels, gender, and average age level for 302,318 people who are actively seeking employment (employed looking, not employed looking, and part-time looking), and the 650,802 who would consider a new position for the right opportunity. The educational levels of the Available Labor Pool are very high. Over 31% of those who are looking (94,021 people) and about 35% of those who would consider changing jobs for right opportunity (225,828 people) have four-year college degrees or higher. Significantly, less than 10% of both types of available labor lack high school diplomas. Men are more likely to be in the Available Labor Pool than women. About 51% of those looking and 58% of those who would

consider changing jobs for the right opportunity are men. The average age of both groups in the Available Labor Pool is about 37 years old.

Table 12: Demographic Characteristics of the Available Labor Pool in Kansas

	<b>Looking</b>		<b>Right Opportunity</b>	
	Labor	Percent	Labor	Percent
Total	302,381	100.0%	650,802	100.0%
<b>Education</b>				
< High School	24,488	8.1%	26,683	4.1%
High School	79,207	26.2%	147,732	22.7%
Some college	75,579	25.0%	180,923	27.8%
AA/Tech	29,023	9.6%	70,287	10.8%
BA and Graduate	94,021	31.1%	225,828	34.7%
<b>Gender</b>				
Women	147,229	48.7%	272,686	41.9%
Men	155,089	51.3%	378,116	58.1%
<b>Age</b>				
Average Age	37 years		37.5 years	

Table 13 (next page) shows a summary of these demographic characteristics for each WIA area. For purposes of this analysis, those who are looking and those who would consider changing jobs for the right opportunity have been combined together. As noted in table 12, there are not substantial demographic differences between both types of available labor.

Over 43% of Area III's Available Labor Pool have four-year college degrees or higher. About 30% of the Available Labor Pool in Area I and Area V have high school diplomas. The overall education levels of the Available Labor Pool in Areas I and V—the most rural WIA areas—tend to be lower when compared to the other three areas. In all areas, there are more men in the Available Labor Pool than women. Finally, the average age ranges from 35.5 years in Area III to 39 years in Area I.

Some workers may be available for new employment opportunities, but are unwilling to switch from their current jobs to different occupational categories. Logically, if there is a large percentage of the labor force unwilling to move from their current field of employment to another, it limits the Available Labor Pool in a labor market. To assess the willingness of workers to switch occupations, the survey asked those who are looking or would consider a new employment opportunity if they would consider

changing their primary occupation. The survey found that 79% of those in the Available Labor Pool would be willing to switch occupations.

Table 13: Demographic Characteristics of the Available Labor Pool by WIA Area

	<b>Area I</b>		<b>Area II</b>		<b>Area III</b>	
	Labor	Percent	Labor	Percent	Labor	Percent
<b>The Available Labor Pool</b>						
Total Looking & Opportunity	203,152	100.0%	186,823	100.0%	273,541	100.0%
<b>Education</b>						
< High School	13,205	6.5%	10,275	5.5%	7,933	2.9%
High School	60,946	30.0%	37,178	19.9%	56,076	20.5%
Some college	58,711	28.9%	53,805	28.8%	67,291	24.6%
AA/Tech	18,487	9.1%	21,298	11.4%	24,892	9.1%
BA and Graduate Degree	51,804	25.5%	64,080	34.3%	117,623	43.0%
<b>Gender</b>						
Women	80,855	39.8%	85,939	46.0%	117,076	42.8%
Men	122,298	60.2%	100,885	54.0%	156,466	57.2%
<b>Age</b>						
Average Age	39 years		36 years		35.5 years	
<b>Area IV</b>						
	Labor	Percent	Labor	Percent		
<b>The Available Labor Pool</b>						
Total Looking & Opportunity	200,682	100.0%	88,321	100.0%		
<b>Education</b>						
< High School	9,031	4.5%	9,627	10.9%		
High School	47,562	23.7%	25,436	28.8%		
Some college	51,977	25.9%	24,465	27.7%		
AA/Tech	26,490	13.2%	8,126	9.2%		
BA and Graduate Degree	65,623	32.7%	20,667	23.4%		
<b>Gender</b>						
Women	93,317	46.5%	42,217	47.8%		
Men	107,365	53.5%	46,103	52.2%		
<b>Age</b>						
Average Age	38 years		38 years			

Specifically, if a respondent indicated a willingness to switch occupations, he/she were then read a list of occupational descriptions based on BLS occupational categories and asked if they would consider new employment in each occupation category. Based on these questions, Table 14 (next page) estimates the Available Labor Pool for each occupational classification by adding together respondents who indicate that they would

consider an employment opportunity in that occupation with respondents who are in the Available Labor Pool and currently employed in that occupational category.

Table 14: Switching Occupations: The Available Labor Pool by Occupation and WIA Areas

	Kansas		Area I		Area II	
	Labor	Percent	Labor	Percent	Labor	Percent
<b>The Available Labor Pool</b>						
Total for Looking & Opportunity	953,120	100.0%	203,152	100.0%	186,823	100.0%
<b>Available Labor Pool for:</b>						
Machine Trades	256,389	26.9%	65,212	32.1%	47,640	25.5%
Administrative Support	340,264	35.7%	70,291	34.6%	75,103	40.2%
Processing	263,061	27.6%	67,243	33.1%	53,992	28.9%
Sales	343,123	36.0%	74,151	36.5%	60,904	32.6%
Agriculture	228,749	24.0%	70,291	34.6%	59,223	31.7%
Services	259,249	27.2%	54,242	26.7%	55,300	29.6%
Benchwork	318,342	33.4%	76,385	37.6%	59,410	31.8%
Construction	216,358	22.7%	54,242	26.7%	50,069	26.8%
	Area III		Area IV		Area V	
	Labor	Percent	Labor	Percent	Labor	Percent
<b>The Available Labor Pool</b>						
Total for Looking & Opportunity	273,541	100.0%	200,682	100.0%	88,321	100.0%
<b>Available Labor Pool for:</b>						
Machine Trades	51,426	18.8%	58,599	29.2%	33,120	37.5%
Administrative Support	89,448	32.7%	67,429	33.6%	37,448	42.4%
Processing	45,134	16.5%	62,211	31.0%	33,562	38.0%
Sales	105,860	38.7%	73,048	36.4%	28,793	32.6%
Agriculture	64,009	23.4%	52,779	26.3%	33,562	38.0%
Services	73,583	26.9%	51,174	25.5%	25,436	28.8%
Benchwork	62,367	22.8%	77,664	38.7%	40,804	46.2%
Construction	46,776	17.1%	43,949	21.9%	21,639	24.5%

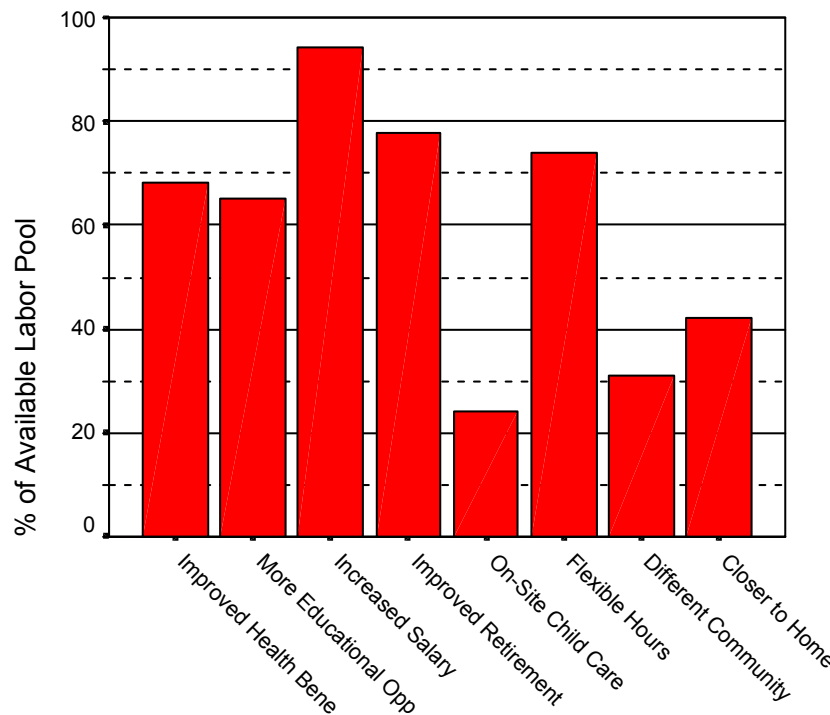
Table 14 shows that there are some significant regional variations by occupational area. The more rural WIA areas (Areas I and V) tend to have a higher percentage of the Available Labor Pool who are interested in skilled and semi-skilled production labor positions (construction, agriculture, bench work, processing) compared to the Available Labor Pool in more urban WIA areas (Area III) who are more interested administrative support and sales positions. Table 14 is significant for at least two reasons. First, the findings suggest that there is an Available Labor Pool within each region for these broad occupational categories. Second, the findings indicate that the type of job limits the size of the Available Labor Pool. While many workers may be seeking new employment

opportunities, they are not willing to consider job opportunities in every occupational area.

In this respect, it is important to identify the factors that lure workers in the Available Labor Pool to apply for and take a new position? To assess this, the survey asked respondents which “benefits or opportunities would be very important in your decision to take a new job?” Figure 11 summarizes the findings for these questions.

Well over 90% of the Available Labor Pool indicate that an increase in salary would be very important in their decision to change jobs. More than 70% of the Available Labor Pool indicate improved retirement benefits and flexible hours would be very important reasons to take a new job. More than 60% suggest that improved health benefits and educational opportunities are very important. However, less than 25% rate on-site child care as being very important. A closer examination of the data reveal that this benefit is very important for younger respondents and women.

Figure 11: Important Benefits for Taking New Job

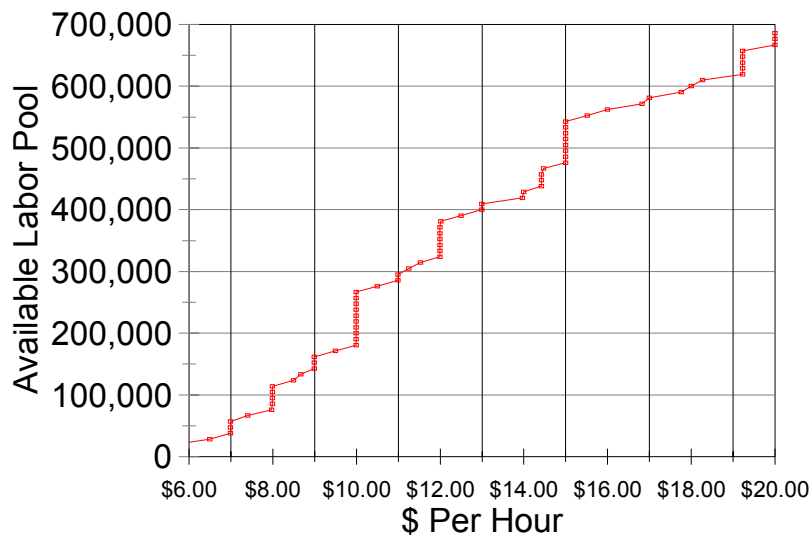


Another important consideration shaping the Available Labor Pool is the commute time associated with a new job opportunity. Respondents noted that they would be willing to travel an average of 30 to 35 minutes for a new position that met their job expectations. Significantly, there were no major variations across WIA areas. However, it is important

to note that in rural areas, one minute of commute time translates into one mile, whereas in urban areas, the commute time is determined by traffic patterns and the scheduling of public transportation.

Figure 11 shows that salary considerations are very important to more than 90% of respondents in the Available Labor Pool. Figure 12 shows the wage demands of the Available Labor Pool in Kansas. When considering wages alone, there are a number of important wage thresholds that tend to enlarge the Available Labor Pool in Kansas. At the lower end of the wage scale, \$8 an-hour (115,000 or 12% of the Available Labor Pool) and \$10 an-hour (277,000 or 28% of the Available Labor Pool) increase the number of workers who would consider a new employment opportunity. Similarly, \$12 an-hour (381,000 or 40%) and \$15 an-hour (543,000 or 57%) also increase the number of workers in the Available Labor Pool. As noted previously, the actual number of workers in the Available Labor Pool is conditioned by numerous variables. Thus factors such as benefits, occupational classification, job training and qualification requirements, and commuting time, all play important roles in defining the Available Labor Pool for any given job opportunity. Nonetheless, Figure 12 is meaningful because it shows that there are several threshold wage levels that significantly increase the attractiveness of a job opportunity to potential employees.

Figure 12: Wage Demands for Available Labor Pool in Kansas



Figures 13 through 17 (next page) show the wage demands of the Available Labor Pool in each WIA area. The main difference among the areas is that Area III (around the Kansas City metroplex) has the highest wage demands, while Area V has the lowest wage demands. However, most of the regions show that the important wage thresholds are at \$10, \$12, and \$15 an hour.

Figure 13: Wage Demands in Area I

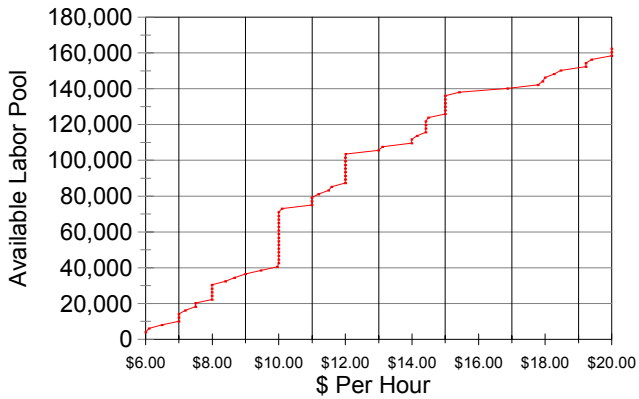


Figure 14: Wage Demands in Area II

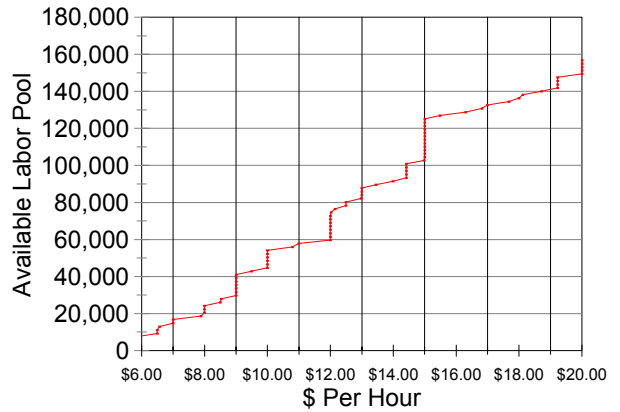


Figure 15: Wage Demands in Area III

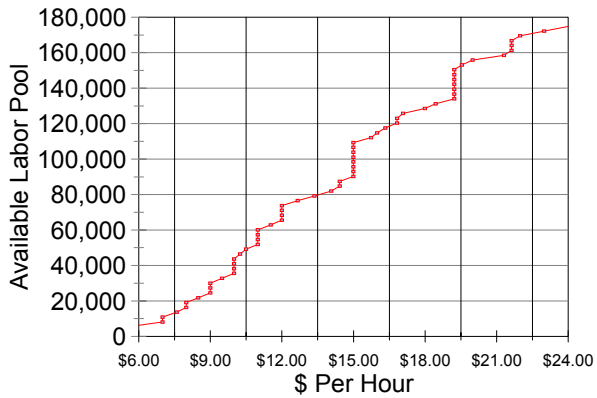


Figure 16: Wage Demands in Area IV

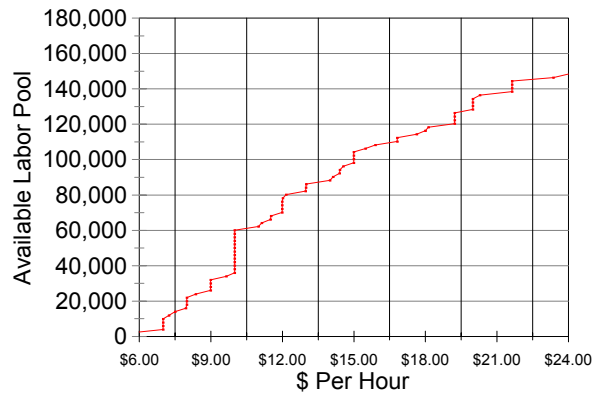
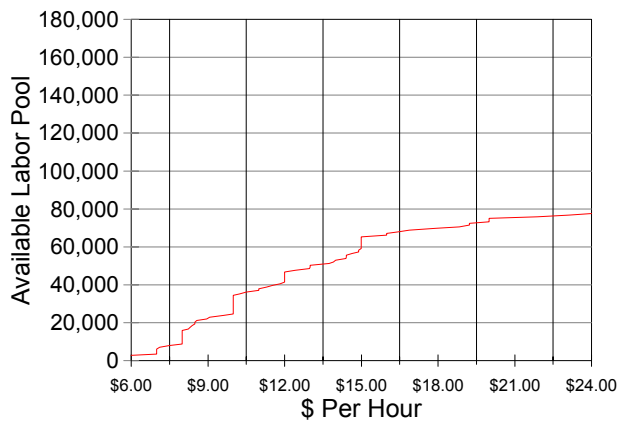


Figure 17: Wage Demands in Area V





## Conclusion

The first research objective was to assess the characteristics of the labor force in Kansas. The findings regarding this research objective show that:

- The demographic and labor force characteristics of the survey respondents match the characteristics of the Kansas Civilian Labor Force. Less than four percent of the survey respondents are unemployed. Twenty-six percent of the respondents are employed in industries, on farms, or in the transportation sector. Twenty-three percent work in food, administrative, and personal services. Business professionals and social and community service (teachers, social worker, arts) professionals comprise another 15% and 13% of the respondents, respectively.
- WIA Area III has the highest proportion of business professionals while Areas I and V have the highest proportion of respondents employed in industries, on farms, or in the transportation sector.
- The education and training levels of the respondents are high, especially when compared to the labor force of other states nationally.

The second research objective was to estimate the proportion of the labor force that is underemployed. This section of the study is a replication of research conducted by the IPPBR in 1996. The findings from this survey show that:

- Similar to the IPPBR study, less than 4% of the respondents are discouraged workers, part-time workers who want full-time jobs, or temporary workers who want permanent work.
- Mismatched workers represent over 5.1% of the entire labor force. This is an increase in underemployment of 2% of the labor force compared to the IPPBR study. This suggests that there may have been a modest increase in the level of underemployment in Kansas over the past six years.

The third research objective was to measure and understand the dynamics of the Available Labor Pool in Kansas. The Available Labor Pool represents people who indicate that they are actively seeking new employment or would consider a new job for the right opportunity. The findings of this study show that:

- More than 7% of the respondents are unemployed in some manner, but are looking. Another 12.6% of the respondents in the Available Labor Pool are employed (full and part-time) and actively seeking new employment opportunities, while 43.7% would consider a new employment opportunity given the right circumstances. Taken together, this suggests that 64% of the respondents are in the Available Labor Pool.
- The Available Labor Pool for specific occupational classifications decreases. On the low end, the Available Labor Pool in Kansas for construction activities is about 22%, while on the high end, the Available Labor Pool is about 36% for

- sales positions. Moreover, the findings suggest that there is a substantial Available Labor Pool within each WIA area for each basic occupational category.
- While most employee benefits are important, more than 90% of respondents in the Available Labor Pool indicate that salary is a very important benefit in considering a new job opportunity.
  - There are a number of important wage thresholds that tend to enlarge the Available Labor Pool in Kansas. At the lower end of the wage scale, \$8 an-hour (115,000 or 12% of the Available Labor Pool) and \$10 an-hour (277,000 or 28% of the Available Labor Pool) increase the number of workers who would consider a new employment opportunity. Similarly, \$12 an-hour (381,000 or 40%) and \$15 an-hour (543,000 or 57%) also substantially increase the number of workers in the Available Labor Pool.

## **Policy Implications**

Full employment does not necessarily translate into a shortage of available labor. In areas where there is a dynamic labor force, employers providing the right opportunities and benefits will find an ample labor supply. The findings from this survey underscore that Kansas has a dynamic labor force in all parts of the state.

Perhaps the most important policy implication pertains to matching available workers with employers. While the survey findings show that the Available Labor Pool is large, the findings also show that the Available Labor Pool shrinks based on occupational categories and wage demands. The more skill, education, and/or training that an employer requires, the fewer the number of available workers in an area who can meet the employer's labor needs. The findings from the survey clearly indicate that there are workers available in the state, the problem seems to be making sure that qualified workers migrate to employers. As such, competitive wage and benefit packages are necessary to lure skilled workers into the Available Labor Pool. In addition, labor market might be more efficient with the development of a labor exchange system that matches skilled workers from one part of the state with employment opportunities in another part of the state.

What happens to those existing employers who lose their employees to the new opportunities is an open question. Supply and demand suggests that these employers will have to increase their wages and/or benefits to replace those employees that have migrated to better employment opportunities. This will lead to higher rates of employment as new individuals are drawn into the effected area to replace those who have left for new opportunities. Indeed, WIA Area III has the highest wage scale for almost all occupational categories and it is the area of Kansas that has the highest growth rate. This suggests that employment growth in an area may lead to employment shortages in that area, especially for entry level positions. However, this employment growth then spurs higher wages, which then attracts people from outside the area into the labor shed to take advantage of better wages. Population growth is the result.

**Appendix 1**  
**Survey Instrument and Frequency Distribution**

**Kansas Department of Human Resources  
Labor Survey<sup>14</sup>**

Hello, my name is (YOUR FIRST NAME). I'm calling from the University Center for Survey Research. I'm taking a 5 to 10-minute survey to understand people's working patterns on behalf of the State of Kansas.

May I speak with a male (or female) adult living in your household?

[WHEN THE INITIAL CONTACT IS NOT THE TARGETED RESPONDENT, REPEAT THE INTRODUCTION ONCE THE TARGETED RESPONDENT IS ON THE PHONE]

Your answers will remain completely confidential. May I ask you a few questions?

I am going to ask a few questions about work-related activities LAST WEEK. By last week I mean the week beginning on Sunday and ending on Saturday.

**Q19A** Does anyone in this household have a business or a farm?

		Frequency	Valid Percent
<hr/>			
	TOTAL	2723	100.0
0	No	2103	77.2
1	Yes	618	22.7
2	Don't Know	2	0.1
3	Refused	0	0.0

**Q20** LAST WEEK, did you do ANY work for (either) pay (or profit)? [BEING ON EITHER PAID VACATION OR PAID SICK LEAVE COUNTS AS DOING WORK FOR PAY.]

		Frequency	Valid Percent
<hr/>			
	TOTAL	2723	100.0
0	No	1114	40.9
1	Yes (Go to Q20C)	1607	59.0
2	Don't Know/Refused	2	0.0

If Q19A is "No" or "Don't Know" or "Refused" and Q20 is "No" or "Don't Know/Refused" – Go to Q20A-1  
If Q19A is "Yes" and Q20 is "No" or "Don't Know" or "Refused" – Go to Q20-2

**Q20-2** LAST WEEK, did you do any unpaid work in the family business or farm?

<sup>14</sup> Frequencies are unweighted. Valid percentages might not equal 100% due to rounding.

	Frequency	Valid Percent
TOTAL	181	100.0
0 No (Go to Q20A-1)	107	59.0
1 Yes	72	39.8
2 Don't know (Go to Q20A-1)	1	0.6
3 Refused (Go to Q20A-1)	1	0.6
Missing	2542	-----

**Q20-3** Do you receive any payments or profits from the business?

	Frequency	Valid Percent
TOTAL	72	100.0
0 No	31	43.1
1 Yes (Go to Q20C)	41	56.9
2 Don't Know	0	0.0
3 Refused	0	0.0
Missing	2651	-----

**Q20A-1** Why did you not work for pay last week? Was it because you are:

	Frequency	Valid Percent
TOTAL	1075	100.0
1 Retired (Go to Q20A-4)	671	62.4
2 Disabled (Go to Q20A-2)	85	7.9
3 Unable to work (Go to Q20A-3)	13	1.2
4 Employed but off work last week (Go to Q20B-1)	105	9.8
5 A full-time college student (Go to Q20A-4)	28	2.6
6 A full-time homemaker (Go to Q20A-4)	94	8.7
7 Currently without a job (Go to Q20A-1-A)	44	4.1
8 Don't Know/Refused/Other (Go to Q20A-4)	35	3.3
Missing	1648	-----

**Q20A-1-A** Did you lose or quit your last job, were you temporarily laid off, was it a temporary job that ended, or have you never been employed?

	Frequency	Valid Percent
<u>TOTAL</u>	<u>44</u>	<u>100.0</u>
0 Lose (Go to Q22)	7	15.9
1 Quit (Go to Q22)	18	40.9
2 Temporarily laid off (Go to Q21)	9	20.5
3 Temporary job that ended (Go to Q22)	7	15.9
4 Never been employed (Go to Q22)	2	4.5
5 Don't Know (Go to Q22)	1	2.3
Missing	2679	-----

---

**Q20A-2** Does your disability prevent you from accepting any kind of work during the next six months?

	Frequency	Valid Percent
<u>TOTAL</u>	<u>85</u>	<u>100.0</u>
0 No (Go to Q20A-4)	12	14.1
1 Yes (Go to Q28A)	71	83.5
2 Don't Know (Go to Q20A-4)	2	2.4
3 Refused (Go to Q20A-4)	0	0.0
Missing	2638	-----

---

**Q20A-3** Do you have a disability that prevents you from accepting any kind of work during the next six months?

	Frequency	Valid Percent
<u>TOTAL</u>	<u>13</u>	<u>100.0</u>
0 No (Go to Q20A-4)	6	46.2
1 Yes (Go to Q28A)	5	38.5
2 Don't Know (Go to Q22B-1)	2	15.4
3 Refused (Go to Q22B-1)	0	0.0
Missing	2710	-----

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**Q20A-4** Do you currently want a job, either full or part-time?

	Frequency	Valid Percent
<u>TOTAL</u>	848	100.0
0 No (Go to Q28A)	761	89.7
1 Yes or Maybe, it depends (Go to Q22)	85	10.0
2 Don't Know (Go to Q22)	2	0.2
3 Refused (Go to Q22)	0	0.0
Missing	1875	-----

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**Q20B-1** What was the main reason you were absent from work LAST WEEK?

	Frequency	Valid Percent
<u>TOTAL</u>	105	100.0
0 On layoff (temporary or indefinite) (Go to Q21)	4	3.8
1 Slack work/business conditions (Go to Q21)	1	1.0
2 Waiting for new job to begin (Go to Q20B-3)	2	1.9
3 Vacation/personal days (Go to Q20B-2)	66	62.9
4 Own illness/injury/medical problems (Go to Q20B-2)	3	2.9
5 Child care problems (Go to Q20B-2)	2	1.9
6 Other family/personal obligation (Go to Q20B-2)	2	1.9
7 Maternity or paternity leave (Go to Q20B-2)	2	1.9
8 Labor dispute (Go to Q20B-2)	0	0.0
9 Weather affected job (Go to Q20B-2)	1	1.0
10 School/training (Go to Q20B-2)	9	8.6
11 Civic/military duty (Go to Q20B-2)	0	0.0
12 Other (Go to Q20B-10)	13	12.4
Missing	2618	-----

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**Q20B-10** Main Reason Absent – Other

Open Ended Responses	Frequency	Valid Percent
<u>TOTAL</u>	13	100.0
HOUSE BURNT DOWN	1	7.7
TEACHER – OFF FOR SUMMER	8	61.5
WAS NOT SCHEDULED	3	23.0
DON'T KNOW	1	7.7
REFUSED	0	0.0
Missing	2710	_____

---

**Q20B-2** Were you being paid by your employer for any of the time off last week?

	Frequency	Valid Percent
<u>TOTAL</u>	98	100.0
0 No (Go to Q20C)	34	34.7
1 Yes (Go to Q20C)	63	64.3
2 Don't Know (Go to Q20C)	1	1.0
3 Refused (Go to Q20C)	0	0.0
Missing	2625	-----

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**Q20B-3** Will your new job be full- or part-time?

	Frequency	Valid Percent
<u>TOTAL</u>	2	100.0
0 Full Time (Go to Q20C)	2	100.0
1 Part Time (Go to Q20G-1)	0	0.0
2 Don't Know (Go to Q20G-1)	0	0.0
3 Refused (Go to Q20G-1)	0	0.0
Missing	2721	-----

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**Q20C**

LAST WEEK, did you have more than one job (or business), including part-time, evening or weekend work?

	Frequency	Valid Percent
<u>TOTAL</u>	1748	100.0
0 No (Go to Q20E-1)	1409	80.6
1 Yes	335	19.2
2 Don't Know (Go to Q20E-1)	4	0.2
3 Refused (Go to Q20E-1)	0	0.0
Missing	975	-----

---

**Q20D**

Altogether, how many jobs (or businesses) did you have?

	Frequency	Valid Percent
<u>TOTAL</u>	335	100.0
0 Two	246	73.4
1 Three	62	18.5
2 Four or More	23	6.9
3 Don't know/Refused	4	1.2
Missing	2388	-----

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**Q20E-1**

How many hours per week do you USUALLY get paid to work at your (main) job?

By main job I mean the one at which you usually work the most hours.

Open Ended Responses:	Mean Hours	Median Hours	Std Dev.
	40.17	40.00	11.74

	Frequency	Valid Percent
<u>TOTAL</u>	1748	100.0
Open Ended Responses	1558	89.1
0 Hours vary	157	8.9
1 Don't know	29	1.7
2 Refused	4	0.2
Missing	975	-----

---

If Q20C is "Yes" and Q20E-1 is less than 35 – Go to Q20E-2  
 If Q20C is "Yes" and Q20E-1 is 35 or more – Go to Q25  
 If Q20C is "No" and Q20E-1 is less than 35 – Go to Q25  
 If Q20C is "No" and Q20E-1 is 35 or more – Go to Q25  
 If Q20E-1 is "Hours Vary," "Don't Know," or "Refused" – Go to Q20E-2

**Q20E-2** Do you USUALLY get paid to work at least 35 hours or more per week (at your job) (at all your jobs combined) (in the family business or farm)?

	Frequency	Valid Percent
<u>TOTAL</u>	422	100.0
0 No (Go to Q20G-1)	82	19.4
1 Yes (Go to Q25)	141	33.4
2 Hours vary	24	5.7
3 Don't know	10	2.4
4 Refused	165	39.1
Missing	2301	-----

**Q20F-1** LAST WEEK, how many hours did you ACTUALLY work?

Open Ended Responses:	Mean Hours	Median Hours	Std Dev.
	22.85	20.00	13.91

	Frequency	Valid Percent
<u>TOTAL</u>	199	100.0
Open Ended Responses	161	81.4
0 Don't know	32	15.6
1 Refused	6	3.0
Missing	2524	-----

**Q20F-2** Are you a full-time employee or a part-time employee?

	Frequency	Valid Percent
<u>TOTAL</u>	199	100.0
0 Full-time (Go to Q25)	62	31.2
1 Part-time	131	65.8
2 Don't Know	4	2.0
3 Refused	2	1.0
Missing	2524	-----

---

**Q20G-1** Do you want to work a full-time workweek of 35 hours or more per week?

	Frequency	Valid Percent
<u>TOTAL</u>	219	100.0
0 No (Go to Q20G-3)	177	80.8
1 Yes	36	16.4
2 Regular hrs. are full-time (Go to Q25)	3	1.4
3 Don't know	1	0.5
4 Refused	2	0.9
Missing	2504	-----

---

**Q20G-2** Some people work part-time because they cannot find full-time work or because business is poor. Others work part-time because of family obligations or other personal reasons.

What is your MAIN reason for working part-time? (**PROBE IF NECESSARY:** What is your main reason for working PART-TIME instead of FULL TIME?)

	Frequency	Valid Percent
<b>TOTAL</b>	<b>39</b>	<b>100.0</b>
0 Slack work/business conditions (Go to Q22)	6	15.4
1 Could only find part-time work (Go to Q22)	6	15.4
2 Seasonal work (Go to Q22)	1	2.6
3 Child care problems (Go to Q22)	1	2.6
4 Other family/personal obligations (Go to Q22)	4	10.3
5 Health/medical limitations (Go to Q22)	2	5.1
6 School/training (Go to Q22)	7	17.9
7 Retired/Social Security limit on earnings (Go to Q22)	2	5.1
8 Full-time workweek is less than 35 hours (Go to Q22)	0	0.0
9 Other (Go to Q20G-20)	9	23.1
10 Don't know (Go to Q22)	0	0.0
11 Refused (Go to Q22)	1	2.6
Missing	2684	-----

**Q20G-20** Reason for working part-time - Other

Open Ended Responses	Frequency	Valid Percent
<b>TOTAL</b>	<b>9</b>	<b>100.0</b>
COLLECTING UNEMPLOYMENT	1	11.1
GETS PIECE RATE	1	11.1
HE IS HIS OWN BOSS	1	11.1
JOB ONLY HIRES PART-TIME PEOPLE (BESIDES MANAGERS)	1	11.1
LAI D OFF FULL-TIME JOB AND CONTINUED PART-TIME JOB	1	11.1
LIKES THE JOB	1	11.1
NAVY RESERVES	1	11.1
OTHER OBLIGATIONS	1	11.1
THOSE ARE THE HOURS THEY OFFER HER	1	11.1
Missing	2714	-----

If Q20G-20 is any – Go to Q22

**Q20G-3** What is the main reason you do not want to work full-time?

	Frequency	Valid Percent
<u>TOTAL</u>	<u>177</u>	<u>100.0</u>
0 Child care problems (Go to Q25)	22	12.4
1 Other family/personal obligations (Go to Q25)	20	11.3
2 Health/medical limitations (Go to Q25)	8	4.5
3 School/training (Go to Q25)	27	15.3
4 Retired/Social Security limit on earnings (Go to Q25)	62	35.0
5 Full-time workweek is less than 35 hours (Go to Q25)	2	1.1
6 Other (Go to Q20G-30)	31	17.5
7 Don't know (Go to Q25)	4	2.3
8 Refused (Go to Q25)	1	0.6
Missing	2546	-----

**Q20G-30** Main reason do not want full-time work - Other

Open Ended Responses	Frequency	Valid Percent
<u>TOTAL</u>	<u>31</u>	<u>100.0</u>
ABLE TO TAKE CARE OF MOTHER AND AUNT	1	3.2
DOES NOT WANT FULL TIME WORK	14	45.3
LOCATION LIMITS FULL TIME JOB IN FIELD	1	3.2
OTHER OBLIGATIONS	1	3.2
PERFORMS VOLUNTEER WORK	3	9.6
SEMI-RETIRED	6	19.4
WANTS TO WORK AT HOME	4	12.9
WORKS ON FARM	1	3.2
Missing	2692	-----

If Q20G-30 is any – Go to Q25

**Q21** Have you been given any indication that you will be recalled to work within the next 6 months?

	Frequency	Valid Percent
<u>TOTAL</u>	14	100.0
0 No (Go to Q22)	5	35.7
1 Yes	9	64.3
2 Don't Know (Go to Q22)	0	0.0
3 Refused (Go to Q22)	0	0.0
Missing	2709	-----

---

**Q21A** Even though you expect to be called back to work, have you been looking for work during the last 4 weeks?

	Frequency	Valid Percent
<u>TOTAL</u>	9	100.0
0 No	6	66.7
1 Yes	3	33.3
2 Don't Know	0	0.0
3 Refused	0	0.0
Missing	2714	-----

---

**Q21B and Q21B-A** As of the end of LAST WEEK, how long had you been on layoff?

	Frequency	Valid Percent
<u>TOTAL</u>	9	100.0
1 Weeks	1	11.1
2 Weeks	3	33.3
3 Weeks	4	44.4
5 Weeks	1	11.1
Missing	2714	-----

---

**Q21C** Is the job from which you are on layoff a full-time job of 35 hours or more per week?

	Frequency	Valid Percent
<u>TOTAL</u>	9	100.0
0 No	2	22.2
1 Yes (Go to Q22A)	7	77.8
2 Don't Know	0	0.0
3 Refused	0	0.0
Missing	2714	-----

**Q22** Have you been doing anything to find work during the last 4 weeks?

	Frequency	Valid Percent
<u>TOTAL</u>	166	100.0
0 No (Go to Q23A)	89	53.6
1 Yes	75	45.2
2 Don't Know (Go to Q23A)	0	0.0
3 Refused (Go to Q23A)	2	1.2
Missing	2557	-----

**Q22A** What are all of the things you have done to find work during the last 4 weeks?

(Mark **ALL** methods used; do not read list. **After each response ask, Anything else?**)

NOTE: These are non-mutually exclusive categories.

	Frequency		Frequency
<u>TOTAL ACTIVE</u>	187	<u>TOTAL PASSIVE</u>	43
Contacted employer directly/interview	20	Looked at ads	33
Contacted public employment agency	14	Attended job training	2
Contacted private employment agency	7	Other passive (specify)	4
Contacted Friends or relatives	13	Nothing	2
Contacted School/university center	12	Don't know/Refused	2
Sent out resumes/filled out applications	41		
Placed or answered ads	24		
Checked union/professional resisters	4		
Other active (specify)	9		

**Q22A-21** Have you used a local Job Service Office, or local workforce center, in seeking full-time employment?

	Frequency	Valid Percent
<u>TOTAL</u>	78	100.0
0 No (Go to Q22B-1)	45	57.7
1 Yes	32	41.0
2 Don't Know (Go to Q22B-1)	1	1.3
Missing	2645	-----

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**Q22A-22** Was this office helpful?

	Frequency	Valid Percent
<u>TOTAL</u>	32	100.0
0 No	8	25.0
1 Yes	23	71.9
2 Don't Know	1	3.1
Missing	2691	-----

---

**Q22A-23** Did you use the automated labor exchange computer information in your job search?

	Frequency	Valid Percent
<u>TOTAL</u>	32	100.0
0 No	15	46.9
1 Yes	16	50.0
2 Don't Know	1	3.1
Missing	2691	-----

---



**Q22B-1** LAST WEEK, could you have started a job if one had been offered?

	Frequency	Valid Percent
<u>TOTAL</u>	80	100.0
0 No	19	23.8
1 Yes (Go to Q22C-1)	61	76.3
2 Don't Know (Go to Q22C-1)	0	0.0
3 Refused (Go to Q22C-1)	0	0.0
Missing	2643	-----

---

**Q22B-2** Why is that?

	Frequency	Valid Percent
<u>TOTAL</u>	19	100.0
0 Waiting for new job to begin	1	5.3
1 Own temporary illness	1	5.3
2 Going to school (Go to Q22E)	2	10.5
3 Other (Go to Q22B-2O)	12	63.2
4 Don't Know (Go to Q22E)	1	5.3
5 Refused (Go to Q22E)	2	10.5
Missing	2704	-----

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**Q22B-2O** Why is that – Other

Open Ended Responses	Frequency	Valid Percent
<u>TOTAL</u>	12	100.0
CHILD CARE PROBLEMS	5	41.6
CLOSING ANOTHER BUSINESS	1	8.4
JUST MOVED TO AREA	2	16.6
NOT OFFERED A JOB UNTIL THIS WEEK	1	8.4
OUT OF TOWN	2	16.6
TRANSPORTATION PROBLEMS	1	8.4
Missing	2711	-----

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If Q20A-1-A is "never been employed" – Go to Q22E

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**Q22C-1** BEFORE you started looking for work, what were you doing: working, going to school, or something else?

	Frequency	Valid Percent
<u>TOTAL</u>	61	100.0
0 Working	37	60.7
1 School (Go to Q22D)	10	16.4
2 Left military service (Go to Q22D)	1	1.6
3 Something else (Go to Q22D)	12	19.7
4 Don't Know (Go to Q22D)	1	1.6
5 Refused (Go to Q22D)	0	0.0
Missing	2662	-----

If Q20A-1-A is "never been employed" – Go to Q22E

**Q22C-2** Did you lose your job or was it a temporary job that ended?

	Frequency	Valid Percent
<u>TOTAL</u>	37	100.0
0 Lose	19	51.4
1 Temp	6	16.2
2 Don't Know	0	0.0
3 Refused	12	32.4
Missing	2686	-----

**Q22D** When did you last work at (a) job or business?

	Frequency	Valid Percent
<u>TOTAL</u>	61	100.0
0 Within the last 12 months	50	82.0
1 More than 12 months ago	11	18.0
2 Never worked	0	0.0
3 Don't Know	0	0.0
4 Refused	0	0.0
Missing	2662	-----

**Q22E and  
Q22E-A**

As of the end of LAST WEEK, how long had you been looking for work?

NOTE: The responses to Q22E and Q22E-A were calculated using cross-tabulation methods for presentation here.

Number of Days		Number of Weeks		Number of Months		Number of Years	
Days	Freq	Weeks	Freq	Months	Freq	Years	Freq
0	2	1	8	1	4	1	2
1	3	2	6	2	5	2	2
3	2	3	2	3	7	3	1
4	1	4	1	4	3	6	1
DK*	5	5	1	5	2		
		6	1	7	1		
				8	1		
				11	1		
				14	1		

\* Respondent indicated Days, but not how many.

Missing 2662

**Q22F**

Have you been looking for full-time work of 35 hours or more per week?

	Frequency	Valid Percent
<u>TOTAL</u>	<u>63</u>	<u>100.0</u>
0 No	12	19.0
1 Yes (Go to Q24C)	51	81.0
2 Doesn't matter (Go to Q24D)	0	0.0
3 Don't Know (Go to Q24D)	0	0.0
4 Refused (Go to Q24D)	0	0.0
Missing	2660	-----

If Q22F is "Yes" and Q20A-1-A is "never been employed" – Go to Q25F

**Q23A** What is the main reason you were not looking for work during the LAST 4 WEEKS? (Do not read list.)

	Frequency	Valid Percent
<b>TOTAL</b>	<b>103</b>	<b>100.0</b>
0 Believes no work available in line of work or area (Go to Q24A)	3	2.9
1 Couldn't find any work (Go to Q24A)	4	3.9
2 Lacks necessary schooling, training, skills/experience (Go to Q24A)	0	0.0
3 Employers think too young or too old (Go to Q24A)	0	0.0
4 Other types of discrimination (Go to Q24A)	0	0.0
5 Child care problems (Go to Q24A)	5	4.9
6 Family responsibilities (Go to Q24A)	10	9.7
7 In school or other training (Go to Q24A)	6	5.8
8 Ill-health, physical disability (Go to Q24A)	9	8.7
9 Transportation problems (Go to Q24A)	0	0.0
10 Other	49	47.6
11 Don't Know (Go to Q24A)	12	11.7
12 Refused (Go to Q24A)	5	4.9
Missing	2620	-----

If Q20A-1-A is "never been employed" (Go to Q24C)

**Q23AO** Reason Not Looking – Other

Open Ended Response	Frequency	Valid Percent
<b>TOTAL</b>	<b>49</b>	<b>100.0</b>
BUSINESS AGENT LOOKING	1	2.1
CANNOT FIND A GOOD JOB	7	14.2
CHILD CARE PROBLEMS	5	10.2
DO NOT WANT TO LOOK ANYMORE	10	20.4
GRADUATE STUDENT CANNOT WORK MORE HOURS	2	4.1
LIVES IN SMALL TOWN WITH NO JOBS FOR HIM	1	2.1
ON VACATION	8	16.3
RETIRING SOON	7	14.2
SEASONAL WORK	3	6.1
TIRED OF LOOKING AND WAITING TO BE CALLED BACK	1	2.1
TOO HOT RIGHT NOW	2	4.1
WORK WAS SLACK	2	4.1
Missing	2674	-----

**Q24A** When did you last work at this job or business?

	Frequency	Valid Percent
<b>TOTAL</b>	101	100.0
0 Last 12 Months	58	57.4
1 More than 12 months ago	26	25.7
2 Never worked (Go to Q24C)	2	2.0
3 Don't Know	10	9.9
4 Refused	5	5.0
Missing	2622	-----

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**Q24B-1** What is the main reason you left your last job?

	Frequency	Valid Percent
<b>TOTAL</b>	99	100.0
0 Personal, family, (incl. Pregnancy) (Go to Q24B-2)	19	19.2
1 Return to school (Go to Q24B-2)	8	8.1
2 Health (Go to Q24B-2)	1	1.0
3 Retirement or old age (Go to Q24B-2)	13	13.1
4 Temporary, seasonal, or intermittent job ended (Go to Q24B-2)	4	4.0
5 Slack work or business conditions (Go to Q24B-2)	24	24.2
6 Unsatisfactory work arrangements (Go to Q24B-2)	3	3.0
7 Other	10	10.1
8 Don't Know/Refused (Go to Q24B-2)	17	17.2
Missing	2624	-----

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**Q24BO** Main reason left last job – Other

Open Ended Response	Frequency	Valid Percent
<b>TOTAL</b>	10	100.0
CLOSED BUSINESS	1	10.0
DISTANCE TOO GREAT	1	10.0
KEPT PART TIME JOB	1	10.0
LOW WAGE	2	20.0
MOVED RECENTLY/MOVING	5	50.0
Missing	2713	-----

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**Q24B-2 and Q24B-A**                      How long ago did this job end?

NOTE: The responses to Q24B-2 and Q24B-A were calculated using cross-tabulation methods for presentation here.

Number of Days		Number of Weeks		Number of Months		Number of Years	
	Freq		Freq		Freq		Freq
0	1	1	1	1	5	1	3
2	2	2	3	2	3	2	1
DK*	33			3	2	3	5
				4	1	4	2
				5	1	5	5
				6	2	6	1
				10	1	7	3
				11	2	8	2
				15	2	9	4
				16	1	37	1

\* Respondent indicated Days, but not how many.

Missing                      2636

**Q24C**                      Do you intend to look for work during the next 12 months?

	Frequency	Valid Percent
<b>TOTAL</b>	<b>140</b>	<b>100.0</b>
0 No	43	30.7
1 Yes, or it depends (Go to Q25)	92	65.7
2 Don't Know	4	2.9
3 Refused	1	0.7
Missing	2583	-----

If Q24C is "Yes" and Q20A-1-A is "never been employed" – Go to Q25F

**Q24D** Do you currently want a job, either full or part-time?

	Frequency	Valid Percent
<u>TOTAL</u>	46	100.0
0 No (Go to Q27-1)	12	25.0
1 Yes, or maybe, it depends	31	64.6
2 Don't know (Go to Q27-1)	4	8.3
3 Refused (Go to Q27-1)	1	2.1
Missing	2675	-----

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If Q24D is "Yes" and Q20A-1-A is "never been employed" – Go to Q25F

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**Q25** For your job or your main job, are you employed by a government entity, by a private company, a non-profit organization, or are you self-employed?

	Frequency	Valid Percent
<u>TOTAL</u>	1864	100.0
0 Government	378	20.3
1 Private company (Go to Q25A-2)	1026	55.0
2 Non-profit organization (Go to Q25B-1)	149	8.0
3 Working in the family business (Go to Q25A-2)	16	0.9
4 Self-employed (Go to Q25A-2)	270	14.5
5 Don't Know	22	1.2
6 Refused	3	.2
Missing	859	-----

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**Q25A-1** Are you working for the federal, state, or local government?

	Frequency	Valid Percent
<u>TOTAL</u>	403	100.0
0 Federal (Go to Q25B-1)	71	17.6
1 State (Go to Q25B-1)	160	39.7
2 Local (Go to Q25B-1)	140	34.7
3 Don't know (Go to Q25B-1)	26	6.5
4 Refused (Go to Q25B-1)	6	1.5
Missing	2320	-----

**Q25A-2** Is this business or organization primarily:

	Frequency	Valid Percent
<b>TOTAL</b>	<b>1312</b>	<b>100.0</b>
0 Agricultural (Go to Q25B-1)	127	9.7
1 Mining (Go to Q25B-1)	12	0.9
2 Construction (Go to Q25B-1)	119	9.1
3 Manufacturing (Go to Q25B-1)	207	15.8
4 Transportation, Communications (Go to Q25B-1) or Public Utility	144	11.0
5 Wholesale or Retail Trade (Go to Q25B-1)	185	14.1
6 Finance, Insurance or Real Estate (Go to Q25B-1)	109	8.3
7 Service Industry (Go to Q25B-1)	271	20.7
8 Other	111	8.5
9 Don't Know/Refused (Go to Q25B-1)	27	1.0
Missing	1408	-----

**Q25A-20** Business or organization primarily - Other:

Open Ended Response	Frequency	Valid Percent
<b>TOTAL</b>	<b>111</b>	<b>100.0</b>
ACCOUNTING	1	0.9
ART/MUSIC	12	10.8
AUTO REPAIR	2	1.8
CHILD CARE	10	9.0
CHILDCARE	2	1.8
COMPUTER TECHNOLOGY	5	4.5
EDUCATION	7	6.3
ENVIRONMENTAL	2	1.8
HOUSEKEEPING	3	2.7
INVENTORY/DISTRIBUTION	1	0.9
LANDSCAPING	2	1.8
LAW	14	12.6
MEAT PACKING	3	2.7
MEDICAL/DENTAL	32	28.8
MILITARY	1	0.9
SPORTS	4	3.6
WASTE MANAGEMENT	1	0.9
DON'T KNOW	9	8.1

Missing 2612 -----

**Q25B-1** What kind of work do you do, that is, what is your occupation? (For example: plumber, typist, farmer)

**Q25B-2** What are your usual activities or duties at this job? (For example: types, keeps account books,



files, sells cars, operates printing press, lays bricks)

NOTE: The responses for Q25B-1 and Q25B-2 were collapsed into Bureau of Labor Statistics Occupational Groups for presentation here:

Open Ended Response	Frequency	Valid Percent
<u>TOTAL</u>	<u>1816</u>	<u>100.0</u>
Management Occupation	178	9.8
Business and Financial Ops	71	3.9
Computer and Mathematical	55	3.0
Architecture and Engineering	43	2.4
Life, Physical, Soc Science	7	0.4
Community and Social Services	39	2.1
Legal Occupations	23	1.3
Education, Training, Library	144	7.9
Arts, Design, Entertainment, Sports	48	2.6
Healthcare Practitioner and Tech	88	4.8
Healthcare Support	34	1.9
Protective Service	44	2.4
Food Preparation and Serving	41	2.3
Building and Grounds Cleaning/Maint.	61	3.4
Personal Care and Service	55	3.0
Sales and Related	139	7.7
Office and Administrative Support	237	13.1
Farming, Fishing, Forestry	72	4.0
Construction and Extraction	95	5.2
Installation, Maintenance, Repair	116	6.4
Production	143	7.9
Transportation and Material Moving	71	3.9
Military	12	.7
Missing	907	-----

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If Q20A-1 is "currently without a job" or Q20A-1-A is "never employed" – Go to Q25D-1-C

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**Q25C-1** Many employers now hire workers both directly (permanent employees) and through a temporary employment agency (temporary employees). Are you a permanent or temporary employee?

	Frequency	Valid Percent
<u>TOTAL</u>	1770	100.0
0 Permanent (Go to Q25D-1-A)	1645	92.9
1 Temporary	103	5.8
2 Don't Know (Go to Q25D-1-A)	21	1.2
3 Refused (Go to Q25D-1-A)	1	0.1
Missing	953	-----

**Q25C-2 and Q25C-2-A** How long have you been employed as a temporary worker?

Number of Days		Number of Weeks		Number of Months		Number of Years	
	Freq		Freq		Freq		Freq
1	2	1	4	1	4	1	9
DK*	5	2	3	2	13	2	4
		3	1	3	10	3	7
		4	1	4	5	4	1
		5	1	5	3	5	12
		6	1	6	2	6	1
		11	1	8	4	7	1
				9	1	8	1
				10	1	10	1
				12	2		
				18	2		

\* Respondent indicated Days, but not how many.

Missing 2620

**Q25C-3 and Q25C-3-A**      How much longer do you expect to be employed in this job?

Number of Days		Number of Weeks		Number of Months		Number of Years	
Days	Freq	Weeks	Freq	Months	Freq	Years	Freq
1	3	1	6	1	9	1	11
3	1	2	4	2	5	2	16
15	2	4	1	4	4	3	1
		6	1	5	3	4	1
		11	1	6	5	5	3
		36	1	8	1		
				32	1		
				DK*	23		

\* Respondent indicated Months, but not how many.

Missing      2620

**Q25C-4**      Would you like a permanent job?

	Frequency	Valid Percent
<u>TOTAL</u>	103	100.0
0 No	49	47.6
1 Yes	24	23.3
2 Don't Know	30	29.1
3 Refused	0	0.0
Missing	2620	-----

If Q25 is "working in the family business" or "self-employed" and Q25C-1 is "temporary" – Go to Q25D-1-B  
 If Q25 is anything else and Q25C-1 is "temporary" – Go to Q25D-1-C



**Q25D-1-C** How many years had you worked for your most recent employer?

Open Ended Responses:                      Mean Years      Median Years      Std Dev.

7.15                      5.00                      5.80

Frequency                      Valid Percent

---

<u>TOTAL</u>	103	100.0
Open Ended Yearly Responses	62	60.2
Less than six months	11	10.7
Six months to a Year	28	27.2
Don't Know	2	1.9
Missing	2620	-----

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**Q25D-2** Thinking back to when you started working full-time, how many employers have you worked for (including most current employer or themselves if self-employed or working in family business)?

Open Ended Responses:                      Mean Emprls      Median Emprls      Std Dev.

4.98                      4.00                      4.87

Frequency                      Valid Percent

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<u>TOTAL</u>	1864	100.0
Open Ended Responses	1793	96.2
Don't Know	71	3.8
Missing	859	-----

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If Q20A-1 is "currently without a job" – Go to Q25E-1

If Q20A-1-A is "never been employed" or Q22D is "never worked" or Q24A is "never worked" – Go to Q25F

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**Q25D-4** What is your current pay rate?

NOTE: The responses for Q25D-4 and Q25D-4-A were combined to provide the **yearly salary** data presented here:

Open Ended Responses:	Yearly Mean	Yearly Median	Std Dev.
	\$ 35,930.61	\$ 28,800.00	\$ 37,661.74

	Frequency	Valid Percent
<u>TOTAL</u>	<u>1744</u>	<u>100.0</u>
Open Ended Responses	1348	77.3
Don't know	131	7.5
Refused	265	15.2
Missing	979	-----

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**Q25D-5** Do you have health insurance?

	Frequency	Valid Percent
<u>TOTAL</u>	<u>1744</u>	<u>100.0</u>
0 No	233	13.4
1 Yes	1506	86.4
2 Don't Know	4	0.2
3 Refused	1	0.1
Missing	979	-----

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**Q25D-6** Does your employer provide health insurance benefits?

	Frequency	Valid Percent
<u>TOTAL</u>	<u>1744</u>	<u>100.0</u>
0 No	467	26.8
1 Yes	1256	72.0
2 Don't Know	18	1.0
3 Refused	3	0.2
Missing	979	-----

---

**Q25D-7** In what community is your present job/employment located?

NOTE: The responses for Q25D-7 are shown in KDHR WIAs for presentation here:

Open Ended Response	Frequency	Valid Percent
<u>TOTAL</u>	1744	100.0
Area I (Western Kansas)	362	20.8
Area II (Northeast Kansas)	320	18.3
Area III (Kansas City Metroplex)	432	24.8
Area IV (South Central Kansas)	362	20.7
Area V (Southeast Kansas)	268	15.4
Missing	979	-----

**Q25D-8** On average how many minutes does it take for you to drive to work?

[IF RESPONDENT GIVES MILES, TELL THEM WE WOULD LIKE TO KNOW HOW MANY MINUTES FOR PURPOSES OF THIS SURVEY]

Open Ended Responses:	Mean Minutes	Median Minutes	Std Dev.
	15.39	10.00	16.51
	Frequency	Valid Percent	
<u>TOTAL</u>	1744	100.0	
Open Ended Responses	1707	97.9	
1 Don't know	36	2.0	
2 Refused	1	.1	
Missing	979	-----	

If Q22F is "No" or Q24D is "No" – Go to Q25D-10

**Q25D-9** Are you currently looking for a new job?

	Frequency	Valid Percent
<b>TOTAL</b>	1720	100.0
0 No	1520	88.4
1 Yes (Go to Q25F)	194	11.3
2 Don't Know	6	0.3
3 Refused	0	0.0
Missing	1003	-----

**Q25D-10** If the right opportunity came along, would you consider leaving your present job for a new one?

	Frequency	Valid Percent
<b>TOTAL</b>	1526	100.0
0 No (Go to Q26-1)	646	42.3
1 Yes (Go to (Q25F)	819	53.7
2 Don't Know (Go to Q26-1)	60	3.9
3 Refused (Go to Q26-1)	1	0.1
Missing	1197	-----

**Q25E-1** What was your pay rate in your most recent job?

NOTE: The responses for Q25E-1 and Q25E-1-A were combined to provide the **yearly salary** data presented here:

Open Ended Responses:	Yearly Mean	Yearly Median	Std Dev.
	\$ 24,695.61	\$ 18,920.00	\$ 20,079.96

	Frequency	Valid Percent
<b>TOTAL</b>	160	100.0
Open Ended Responses	121	75.6
Don't know	27	16.9
Refused	12	7.5
Missing	2563	-----

**Q25E-2** Do you currently have health insurance?



	Frequency	Valid Percent
TOTAL	160	100.0
0 No (Go to Q25F)	57	35.3
1 Yes	98	61.3
2 Don't Know (Go to Q25F)	4	2.5
3 Refused (Go to Q25F)	1	.6
Missing	2563	-----

---

**Q25E-3**

Are your health insurance benefits provided by the government (Medicaid or Medicare), are they provided through your spouse's employer, or do you pay for health benefits entirely by yourself?

	Frequency	Valid Percent
TOTAL	98	100.0
0 Government	30	30.6
1 Spouse	32	32.7
2 Paid by Self	33	33.7
3 Don't Know	3	3.1
4 Refused	0	0.0
Missing	2625	-----

---

**Q25F** For what wage would you consider taking a new job? [PROMPT WITH "approximate" IF NECESSARY]

NOTE: The responses for Q25F and Q25F-A were combined to provide the **yearly salary** data presented here:

Open Ended Responses:	Yearly Mean	Yearly Median	Std Dev.
	\$ 38,375.31	\$ 31,200.00	\$ 25,878.21

	Frequency	Valid Percent
<u>TOTAL</u>	<u>1177</u>	<u>100.0</u>
Open Ended Responses	962	81.7
Don't know	162	13.8
Refused	53	4.5
Missing	1546	-----

**Q25G** Please indicate which of the following benefits or opportunities would be very important in your decision to consider taking a new job:

**Q25G-1** What about improved health benefits?

	Frequency	Valid Percent
<u>TOTAL</u>	<u>1177</u>	<u>100.0</u>
0 No, not very important	368	31.3
1 Yes, very important	795	67.5
2 Don't Know	14	1.2
3 Refused	0	0.0
Missing	1546	-----

**Q25G-2** Educational opportunities?

	Frequency	Valid Percent
<u>TOTAL</u>	<u>1177</u>	<u>100.0</u>
0 No, not very important	443	37.6
1 Yes, very important	717	60.9
2 Don't Know	17	1.4
3 Refused	0	0.0
Missing	1546	-----

---

**Q25G-3** Increased salary?

	Frequency	Valid Percent
<u>TOTAL</u>	<u>1177</u>	<u>100.0</u>
0 No, not very important	72	6.1
1 Yes, very important	1098	93.3
2 Don't Know	7	0.6
3 Refused	0	0.0
Missing	1546	-----

---

**Q25G-4** Improved retirement benefits?

	Frequency	Valid Percent
<u>TOTAL</u>	<u>1177</u>	<u>100.0</u>
0 No, not very important	242	20.6
1 Yes, very important	923	78.4
2 Don't Know	12	1.0
3 Refused	0	0.0
Missing	1546	-----

---

**Q25G-5** On-site child care?

	Frequency	Valid Percent
<u>TOTAL</u>	<u>1177</u>	<u>100.0</u>
0 No, not very important	904	76.8
1 Yes, very important	265	22.5
2 Don't Know	8	0.7
3 Refused	0	0.0
Missing	1546	-----

---

**Q25G-6** Flexible hours?

	Frequency	Valid Percent
<u>TOTAL</u>	<u>1177</u>	<u>100.0</u>
0 No, not very important	321	27.3
1 Yes, very important	840	71.3
2 Don't Know	16	1.4
3 Refused	0	0.0
Missing	1546	-----

---

**Q25G-7** A different community?

	Frequency	Valid Percent
<u>TOTAL</u>	<u>1177</u>	<u>100.0</u>
0 No, not very important	791	67.2
1 Yes, very important	356	30.2
2 Don't Know	30	2.5
3 Refused	0	0.0
Missing	1546	-----

---

**Q25G-8** Would a job significantly closer to home be important?

	Frequency	Valid Percent
<u>TOTAL</u>	1177	100.0
0 No, not very important	670	56.9
1 Yes, very important	494	42.0
2 Don't Know	13	1.1
3 Refused	0	0.0
Missing	1546	-----

**Q25G-9** Is there some other opportunity which would be important in your decision to consider a new job?

	Frequency	Valid Percent
<u>TOTAL</u>	1177	100.0
0 No (Go to Q25H)	784	66.6
1 Yes	372	31.6
2 Don't Know (Go to Q25H)	20	1.7
3 Refused (Go to Q25H)	0	0.0
Missing	1546	-----

**Q25G-90** Some other opportunity:

Open Ended Response	Frequency	Valid Percent
<u>TOTAL</u>	372	100.0
BETTER ADVANCEMENT OPPORTUNITIES	52	13.9
BETTER BENEFITS PACKAGE	32	8.6
BETTER BENEFITS PACKAGE (401K PLAN)	4	1.1
BETTER BENEFITS PACKAGE (CHILD CARE SERVICES)	3	0.8
BETTER BENEFITS PACKAGE (COMPANY CAR)	1	0.3
BETTER BENEFITS PACKAGE (DENTAL COVERAGE)	1	0.3
BETTER HOURS	7	1.9
BETTER HOURS AND LOCATION	5	1.3
BETTER JOB	15	4.0
BETTER LOCATION	23	6.2
BETTER MANAGEMENT	18	4.8
BETTER WAGES	8	2.2
BETTER WAGES (COMPETITIVE WITH NEARBY STATES)	1	0.3
BETTER WORK ENVIRONMENT	23	6.2
BETTER WORK ENVIRONMENT (FAMILY ORIENTED)	3	0.8

BETTER WORKING CONDITIONS	8	2.2
BETTER WORKING CONDITIONS (AIR CONDITIONING)	1	0.3
BETTER WORKING CONDITIONS (CLEANER ENVIRONMENT)	5	1.3
BETTER WORKING CONDITIONS (SAFETY)	1	0.3
COMPANY WITH OPPORTUNITIES FOR GROWTH	3	0.8
EDUCATIONAL OPPORTUNITIES	3	0.8
ETHICAL WORKPLACE	6	1.6
FIELD THAT MATCHES SKILLS AND EDUCATION	8	2.2
GREATER AUTONOMY	14	3.7
GREATER JOB SATISFACTION	62	16.6
GREATER JOB SECURITY	7	1.9
GREATER RESPECT	4	1.1
GREATER RESPONSIBILITY	11	2.9
LESS MANUAL LABOR	3	0.8
LESS STRESS	8	2.2
LESS TRAVEL	3	0.8
MORE TRAVEL OPPORTUNITIES	4	1.1
SMALLER COMPANY SIZE	6	1.6
WEEKENDS OFF	3	0.8
WORK AT HOME	9	2.4
DON'T KNOW	1	0.3
REFUSED	6	1.6
Missing	2351	-----

If Q20A-1-A is "never been employed" or Q22D is "never worked" or Q24A is "never worked" – Go to Q25J-1

**Q25H** Many new jobs might require you to change the type of work that you do? Are you willing to change occupations-what your type of job is-for a new job opportunity?

	Frequency	Valid Percent
<u>TOTAL</u>	1173	100.0
0 No (Go to Q25J-1)	198	16.9
1 Yes	936	79.8
2 Don't Know (Go to Q25J-1)	39	3.3
3 Refused (Go to Q25J-1)	0	0.0
Missing	1550	-----

Given your current level of education and training, and your willingness to be trained to do a new job: Which of the following types of occupations would you be willing to consider for a new job opportunity?

**Q25I-1** A job that requires working on a machine that cuts, bores, or prints?

	Frequency	Valid Percent
TOTAL	936	100.0
0 No	656	70.1
1 Yes	269	28.7
2 Don't Know	11	1.2
3 Refused	0	0.0
Missing	1787	-----

---

**Q25I-2** An administrative support position, like a secretary or information receptionist?

	Frequency	Valid Percent
TOTAL	936	100.0
0 No	581	62.1
1 Yes	348	37.1
2 Don't Know	7	0.7
3 Refused	0	0.0
Missing	1787	-----

---

**Q25I-3** A job that requires following specific instructions to grind, mix, or heat materials to make a product?

	Frequency	Valid Percent
TOTAL	936	100.0
0 No	639	68.3
1 Yes	288	30.7
2 Don't Know	9	1.0
3 Refused	0	0.0
Missing	1787	-----

---

**Q25I-4** A sales position?

	Frequency	Valid Percent
<u>TOTAL</u>	<u>936</u>	<u>100.0</u>
0 No	532	56.8
1 Yes	387	41.3
2 Don't Know	17	1.8
3 Refused	0	0.0
Missing	1787	-----

---

**Q25I-5** A job working on a farm or ranch?

	Frequency	Valid Percent
<u>TOTAL</u>	<u>936</u>	<u>100.0</u>
0 No	589	62.9
1 Yes	339	36.2
2 Don't Know	8	0.9
3 Refused	0	0.0
Missing	1787	-----

---

**Q25I-6** A service position in a restaurant, hotel, or hospital?

	Frequency	Valid Percent
<u>TOTAL</u>	<u>936</u>	<u>100.0</u>
0 No	638	68.2
1 Yes	292	31.2
2 Don't Know	6	0.6
3 Refused	0	0.0
Missing	1787	-----

---



**Q25I-7** A position that requires working with hand tools or bench machines to make relatively small objects?

	Frequency	Valid Percent
<u>TOTAL</u>	936	100.0
0 No	567	60.6
1 Yes	367	39.2
2 Don't Know	2	0.2
3 Refused	0	0.0
Missing	1787	-----

**Q25I-8** Job as a construction worker?

	Frequency	Valid Percent
<u>TOTAL</u>	936	100.0
0 No	704	75.2
1 Yes	230	24.6
2 Don't Know	2	0.2
3 Refused	0	0.0
Missing	1787	-----

**Q25J-1** Given the right benefits, how many minutes would you be willing to travel daily, one way, to a new job? \_\_\_\_\_ Minutes

[IF RESPONDENT GIVES MILES, TELL THEM WE WOULD LIKE TO KNOW HOW MANY MINUTES FOR PURPOSES OF THIS SURVEY]

Open Ended Responses:	Mean Minutes	Median Minutes	Std Dev.
	34.41	30.00	17.27

	Frequency	Valid Percent
<u>TOTAL</u>	1173	100.0
Open Ended Responses	1125	95.9
1 Don't know	43	3.7
2 Refused	5	.4
Missing	1550	-----

**Q25J-2** Given the right benefits, would you consider taking a new job if it involved working a swing

shift that started at about 4 in the afternoon and ended at midnight?

	Frequency	Valid Percent
<b>TOTAL</b>	1173	100.0
0 No	660	56.3
1 Yes	488	41.6
2 Don't Know	23	1.9
3 Refused	2	0.2
Missing	1550	-----

**Q25J-3** What about a new job that involved working a shift starting about 12 midnight and ending at 8:00am?

	Frequency	Valid Percent
<b>TOTAL</b>	1173	100.0
0 No	776	66.2
1 Yes	373	31.8
2 Don't Know	23	1.9
3 Refused	1	0.1
Missing	1550	-----

**Q25J-4** What about a new job with rotating shifts? [PROMPT IF NEEDED: Like working days shifts for a while then night shifts for a while then back to days]

	Frequency	Valid Percent
<b>TOTAL</b>	1177	100.0
0 No	803	68.5
1 Yes	347	29.5
2 Don't Know	22	1.9
3 Refused	1	0.1
Missing	1550	-----

If Q20A-1-A is "never been employed" or Q22D is "never worked" or Q24A is "never worked" – Go to Q27-1

**Q26-1** Because of circumstances, some people are forced to work at jobs that do not match their skill level. For example, a master plumber taking tickets at a movie theater would be a mismatch

between skills and job requirements. Does your current job underutilize your skills, education and talents?

	Frequency	Valid Percent
<u>TOTAL</u>	<u>1861</u>	<u>100.0</u>
0 No (Go to Q27-1)	1365	73.3
1 Yes	470	25.3
2 Don't Know (Go to Q27-1)	24	1.3
3 Refused (Go to Q27-1)	2	0.1
Missing	862	-----

**Q26-2** Why do you think you are currently underutilized in your job?

	Frequency	Valid Percent
<u>TOTAL</u>	<u>470</u>	<u>100.0</u>
0 Have you had a previous job that required more skill and/or education	105	22.3
1 Have you had additional job training and/or education (Go to Q26-5)	128	27.2
2 Current job does not require your training and/or education (Go to Q26-5)	129	27.4
3 Or, have you had a previous job where you earned more income (Go to Q26-5)	57	12.1
4 Don't Know (Go to Q26-5)	51	10.9
5 Refused (Go to Q26-5)	0	0.0
Missing	2253	-----

**Q26-3** What type of job have you had in a past which required more skill and/or education?

Open Ended Response	Frequency	Valid Percent
<u>TOTAL</u>	<u>105</u>	<u>100.0</u>
ACCOUNTANT	1	1.0
ACCOUNTANT ASSISTANT	1	1.0
ACTING/ENTERTAINMENT	2	1.8
ADMINISTRATIVE ASSISTANT	3	2.8
AGRONOMIST/HORTICULTURIST	3	2.8
ASSET MANAGER	1	1.0
ASSISTANT MANAGER	1	1.0
BOOKKEEPER	3	2.8
CNA AT HOSPITAL	1	1.0
COMMUNICATIONS	1	1.0

COMMUNITY OUTREACH PROGRAM	1	1.0
COMPANY MANAGER	2	1.8
COMPUTER NETWORK TECHNICIAN	1	1.0
COMPUTER TECHNICIAN	1	1.0
CONTRACTOR	1	1.0
CONTROLLER	1	1.0
CREDENTIALS SPECIALIST	1	1.0
CUSTOMER RELATIONS	3	2.8
DATA ENTRY	1	1.0
DISTRICT EXTENSION AGENT	1	1.0
EDITOR	1	1.0
ELECTRICIAN	1	1.0
ELECTRONICS TECHNICIAN	3	2.8
ENGINEERING MANAGER	1	1.0
ENGINEERING SALES	1	1.0
GRAPHIC DESIGNER	2	1.8
HEAVY EQUIPMENT OPERATOR	1	1.0
INDUSTRIAL CONTROLS DESIGNER	1	1.0
INSURANCE ADJUSTER	1	1.0
INSURANCE AGENT	1	1.0
INSURANCE INSPECTOR	1	1.0
LOAN OFFICER	1	1.0
MANAGER	9	8.5
MANAGER AT A STORE	1	1.0
MANAGER AT COMPANY	2	1.8
MANAGER OF A STORE	2	1.8
MANAGER OF CUSTOMER SERVICE	1	1.0
MECHANIC	6	5.7
MEDICAL ASSISTANCE	1	1.0
MEDICAL TECHNICIAN	1	1.0
MENTAL HEALTH WORKER	1	1.0
MORTGAGE MANAGER	1	1.0
NEWS REPORTER, PR FOR THE GOVERNOR	1	1.0
NURSING	1	1.0
NURSING HOME MANAGER	1	1.0
OWNED OWN COMPANY	1	1.0
OWNER OF A RESTAURANT	2	1.8
PARALEGAL	1	1.0
PARTS EXPEDITER	1	1.0
PAYROLL TECHNICIAN	1	1.0
PERSONNEL DIRECTOR	2	1.8
PLUMBER	1	1.0
RECEPTIONIST	2	1.8
RESPIRATORY THERAPIST	1	1.0
SALES	4	3.8
SALES MANAGER	1	1.0
SCHOOL COOK	1	1.0
SIMILAR WORK FOR DIFFERENT FACILITIES	1	1.0
SOCIAL WORKER	1	1.0
STATE REPRESENTATIVE	1	1.0
STEEL WORKER	1	1.0
TEACHER	2	1.8
TRAINING	2	1.8
UNIT CLERK AT HOSPITAL	1	1.0
WORKED FOR RED CROSS	1	1.0
WORKING WITH HANDICAP CHILDREN	1	1.0

DON'T KNOW	1	1.0
REFUSED	2	1.8
Missing	2618	-----

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**Q26-4** Taking into account inflation, did your previous job provide you with more income?

	Frequency	Valid Percent
<u>TOTAL</u>	<u>105</u>	<u>100.0</u>
0 No	47	44.8
1 Yes	57	54.3
2 Don't Know	0	0.0
3 Refused	1	1.0
Missing	2618	-----

---

**Q26-5** Would you change jobs so you could better use your skills?

	Frequency	Valid Percent
<u>TOTAL</u>	<u>470</u>	<u>100.0</u>
0 No	97	20.6
1 Yes	359	76.4
2 Don't Know	13	2.8
3 Refused	1	0.2
Missing	2253	-----

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**Q27-1**

What is the highest level of education that you have completed? [FIT ANSWER]

	Frequency	Valid Percent
<b>TOTAL</b>	<b>1882</b>	<b>100.0</b>
1 LESS THAN HIGH SCHOOL DIPLOMA	108	5.7
2 HIGH SCHOOL DIPLOMA	435	23.1
3 ONE YEAR OF COLLEGE	187	9.9
4 TWO YEARS/NO DEGREE	200	10.6
5 TECHNICAL COLLEGE	78	4.1
6 ASSOCIATES DEGREE	97	5.2
7 THREE YEARS COLLEGE	70	3.7
8 FOUR YEARS COLLEGE/NO DEGREE	45	2.4
9 BACHELORS DEGREE	354	18.8
10 SOME GRADUATE SCHOOL	61	3.2
11 MASTERS DEGREE	179	9.5
12 DOCTORAL DEGREE	54	2.9
13 Don't Know	4	0.2
14 Refused	10	0.5
Missing	841	-----

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**Q27-2**

In addition to your formal education, have you received formal special training such as vocational training, apprentice training, or special professional training?

	Frequency	Valid Percent
<b>TOTAL</b>	<b>1882</b>	<b>100.0</b>
0 No	813	43.2
1 Yes	1050	55.8
2 Don't Know	11	0.6
3 Refused	8	0.4
Missing	841	-----

---

**Q27-3** Have you received special on-the-job training other than the usual introductory job training?

	Frequency	Valid Percent
<u>TOTAL</u>	<u>1882</u>	<u>100.0</u>
0 No	851	45.2
1 Yes	1006	53.5
2 Don't Know	15	0.8
3 Refused	10	0.3
Missing	841	-----

---

**Q27-4** Are you currently enrolled in school or a special training program?

	Frequency	Valid Percent
<u>TOTAL</u>	<u>1882</u>	<u>100.0</u>
0 No (Go to Q28A)	1630	86.6
1 Enrolled in school	188	10.0
2 Enrolled in a special training program	51	2.7
3 Don't Know	3	0.2
4 Refused (Go to Q28A)	10	0.5
Missing	841	-----

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**Q27-5** How do you anticipate that this schooling or training will change your employment status?

	Frequency	Valid Percent
<u>TOTAL</u>	<u>242</u>	<u>100.0</u>
0 Promotion	37	15.3
1 Increased pay at present job	40	16.5
2 Change jobs with the same employer	22	9.1
3 Change jobs with a new employer	87	36.0
4 Don't Know	55	22.7
5 Refused	1	0.4
Missing	2481	-----

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**Q28A** Finally, I would like to ask a few questions about yourself. What year were you born?

Open Ended Responses:	Mean Year	Median Year	Std Dev.
	1950.09	1952	18.12

	Frequency	Valid Percent
<u>TOTAL</u>	<u>2723</u>	<u>100.0</u>
Open Ended Responses	2652	97.4
Refused/Don't Know/Missing	71	2.6

**Q28B** Do you live within the city limits of any city?

	Frequency	Valid Percent
<u>TOTAL</u>	<u>2723</u>	<u>100.0</u>
0 No	520	19.1
1 Yes	2189	80.4
2 Don't Know	4	0.1
3 Refused/Missing	10	0.4

**Q28C** Could you please tell me your zip code?

	Frequency	Valid Percent
<u>TOTAL</u>	<u>2723</u>	<u>100.0</u>
Open Ended Responses	2640	96.9
Refused/Don't Know/Missing	83	3.0

NOTE: The responses for Q28C are not presented here.



**Q28D**

Was your total household income for last year above or below \$30,000?

[IF BELOW \$30,000 READ THE FOLLOWING RESPONSES]

	Frequency	Valid Percent
<u>TOTAL</u>	<u>2723</u>	<u>100.0</u>
1 Was it less than \$10,000,	149	5.5
2 between \$10,000 and \$20,000,	295	10.8
3 or between \$20,000 and \$30,000?	351	12.9

[IF ABOVE \$30,000 READ THE FOLLOWING RESPONSES]

4 Was it between \$30,000 and \$40,000,	311	11.4
5 between \$40,000 and \$50,000,	328	12.0
6 between \$50,000 and \$60,000,	246	9.0
7 between \$60,000 and \$70,000,	159	5.8
8 between \$70,000 and 80,0000	119	4.4
9 or was it over \$80,000?	306	11.2
88 Don't Know	168	6.2
99 Refused	291	10.7

**Q29**

Is it OK for my supervisor to call and confirm your participation in this survey?

	Frequency	Valid Percent
<u>TOTAL</u>	<u>2723</u>	<u>100.0</u>
0 No	235	8.6
1 Yes	2488	91.4

Thank you very much for your time! [HANG UP]

**Q30** WAS THE RESPONDENT [1 FEMALE 2 MALE]

	Frequency	Valid Percent
<u>TOTAL</u>	<u>2723</u>	<u>100.0</u>
1 Female	1382	50.8
2 Male	1341	49.2

## **Appendix 2**

### **Call Record Disposition**

## Call Record Disposition

The University Center for Survey Research at the Docking Institute of Public Affairs uses standards and definitions for call record dispositions that are consistent with the standards of the American Association for Public Opinion Research.<sup>15</sup> For purposes of this research report, there are two rates reported. The first is the response rate. This is calculated by dividing the number of completed interviews by the total number of working, non-business telephone numbers that were called. Table A2-1 shows that the response rate for this survey was approximately 40%. The second rate computed is the cooperation rate. Significantly, the cooperation rate is similar to what used to be reported as the response rate in surveys prior to 2001. The cooperation rate is calculated by dividing the number of completed interviews by the total number of eligible respondents were contacted and either agreed to participate or refused to participate in the survey.

Table A2-1: Cooperation and Response Rate

<b>Completed Surveys</b>		
Total Completions	2,723	2,723
<b>Eligible Cases-Refusals</b>		
Partial Completion	48	
Refusal	1,734	
Total Refusals		1,796
Total Eligible Cases		4,519
Cooperation Rate = Completions / Total Eligible Cases		60.1%
<b>Potentially Eligible Cases-Nonrefusals</b>		
Language Barrier	32	
Physical Impairment (Deafness)	14	
No Answer / Answering Machine	2,192	
Total Nonrefusals		2,238
Total Working, Nonbusiness Numbers		6,743
Response Rate = Completions / Total Working, Nonbusiness		40.5%

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<sup>15</sup> The American Association for Public Opinion Research. 2000. *Standard Definitions: Final Dispositions of Case Codes and Outcome Rates for Surveys*. Ann Arbor, Michigan: AAPOR.

## **Appendix 3**

# **Determination of Underemployment**

## **Underemployment**

For this report, an underemployed person is one that falls into one of four classifications: Discouraged workers, part-time employees desiring full-time employment, temporary workers desiring permanent jobs, and mismatched/underutilized workers. The **weighted** findings suggest that of the 2,721 survey respondents, 174 are considered underemployed. These include 18 discouraged workers, 23 part-time employees desiring full-time employment, 33 temporary workers desiring permanent jobs, and 100 workers who have been determined to be mismatched/underutilized workers. Below are the descriptions of the methodologies used to determine underemployment.

### **Discouraged Workers**

A discouraged worker is defined as a worker that is currently without a job, who is not searching for work, and who has not searched for work in the previous four weeks. Analysis of the answers to a series of survey questions determined that of the 2,721 individuals surveyed, 18 had basically given up on finding employment during the time of the survey.

Specifically, survey respondents indicating that they were not working but available for work (Q20A-1) and that they had not searched for work during the previous four weeks (Q22) were asked to provide the "main reason they were not looking for work" (Q23A). From a list of closed-ended answer options, three of the respondents indicated that they "believe no work is available in their line of work," while four suggested that they "could not find work." Forty-seven of the respondents chose the "other" option to this survey question and offered open-ended responses. These responses were then examined by Docking Institute personnel to determine if it could be inferred that the worker was discouraged. Statements such as "I do not want to look anymore" and "I'm tired of looking and waiting to be called back" were used to make such in inference. After review of the open-ended responses, 11 were considered to be made by discouraged workers – providing a total number of 18 discouraged workers.

### **Part-Time Workers Desiring Full-Time Employment**

To determine the number of part-time workers desiring full-time employment, respondents indicating that they were employed (Q20, Q20-2, or Q20-3) and part-time workers (Q20F-2) were asked if they wanted to "work a full-time workweek of 35 hours or more per week?" (Q20G-1). The respondents answering "yes" to this question were considered part-time workers desiring full-time employment – providing a total number of 23 respondents. Of the 2,721 respondents, 23 indicated that they were part-time workers desiring full-time employment.

## Temporary Workers Desiring Permanent Employment

Survey respondents indicating that they were employed (Q20, Q20-2, or Q20-3) as temporary employees (Q25C-1) were asked whether they "would like a permanent job?" (Q25C-4). Respondents answering "yes" to this question were considered temporary workers desiring permanent employment – providing a total number of 33 respondents. Thirty-three of 2,721 respondents indicated that there were temporary employees desiring permanent jobs.

## Mismatched/Underutilized Employees

Unlike part-timers desiring full-time work and temporary workers desiring permanent jobs, a determination of mismatched/underutilized workers was less straightforward. To make such a determination, a number of variables were analyzed in a multi-step process:

- 1) It was anticipated by the Docking Institute that respondents are likely to overestimate their underutilization on the job. As such, before employed workers (Q20, Q20-2, or Q20-3) were asked about underutilization they were presented with a short description and example of underutilization (see Q26-1). Workers were then asked the question: "Does your current job underutilize your skills, education, and talents?" (Q26-1). Five hundred and thirty-six respondents answered "yes" or "don't know" to this question, suggesting that almost 20% of the survey respondents consider themselves (or might consider themselves) underutilized at work because their skills, education, and/or talents do not match their current employment situation.
- 2) To determine why these workers felt they were underutilized, a follow-up question was asked (Q26-2). This question offered four closed-ended answer options: Whether the respondent had 1) "a previous job required more skill," 2) "had additional job training," 3) whether the respondent's "current job does not require training and/or education" of his/her previous job, and 4) the respondent had a "previous job [in which he/she] earned more income." Four hundred sixty-seven respondents answered one of these four options. In an effort to more precisely determine the number of underutilized/mismatched workers, these 467 respondents were kept in the pool of potentially underutilized workers (while "don't know" and non-responses were not) – reducing the pool of respondents that perceive themselves to be underutilized at work to about 17% of the total number of survey respondents.
- 3) One hundred and fourteen respondents indicated that they were underutilized because "a previous job required more skill." These respondents were asked to identify that previous job in an open-ended question format (Q26-3).
  - 3a) These open-ended responses were then compared to the open-ended responses to questions asking about the current occupation and duties performed by the respondent (Q25B-1 and Q25B-2). If the skills required to

perform the duties for the previous job (Q26-3) were determined to be greater than the skills required to perform the duties for the current job (Q25B-1 and/or Q25B-2), the respondent remained in the pool of underutilized/mismatched workers on the basis of skill.

- 3b) The responses of the remaining pool of respondents to a question asking whether they "would be willing to change jobs so you could better use your skills?" (Q26-5) were then analyzed. This question was used to further distinguish between those workers that simply perceived themselves as underutilized and those that actually were underutilized and would be willing to take action to change their employment situation.

Of the 114 workers that initially *felt* they were underutilized on the basis of skill, 20 were determined to qualify for underutilized/mismatched worker status.

- 4) One hundred and forty-two respondents suggested they were underutilized because they "had additional job training" not currently used on the job. These respondents were then asked a question addressing whether they had actually received additional job training (Q27-2). Ninety-five answered "yes" to this question, and these respondents remained in the pool of workers potentially underutilized on the basis of training.

- 4a) To accurately assess the influence of training alone, the duties performed on the job (Q25B-1 and/or Q25B-2) were compared to the formal education attained (Q27-1) by each respondent. If the formal education attained was determined to be in excess of the duties performed on the job, then it was presumed that additional training would **not** have increased the respondent's underutilization. However, if the duties performed were in excess of the formal education obtained, then additional training could potentially have made the respondent underutilized and mismatched in his/her employment situation. These respondents remained in the pool of workers potentially underutilized on the basis of training.

- 4b) These members of the potentially underutilized pool of respondents were then asked whether they "would be willing to change jobs so you could better use your skills?" (Q26-5). As noted previously, this question was used to further distinguish between those workers that simply perceived themselves as underutilized and those that actually were underutilized and willing to change their employment situation to address that underutilization.

Of the 142 workers that initially *felt* they were underutilized on the basis of training (see Q26-2), 16 were determined to qualify for underutilized/mismatched worker status.

- 5) One hundred fifty-one respondents suggested they were underutilized on the basis of education (Q26-2). The responses to Q26-2 were then compared to a question

asking for the "highest level of education completed" (Q27-1). All of the respondents that indicated they were underutilized on the basis of education provided their education level, so all of these respondents remained in the pool of workers potentially underutilized on the basis of education.

- 5a) To accurately assess the relationship between education and underutilization, the duties performed on the job (Q25B-1 and/or Q25B-2) were compared the formal education attained (Q27-1) by each respondent. If the duties performed on the job were in excess of the formal education obtained, then education was determined to have **not** influenced underutilization. However, if the education level was determined to be in excess of the duties performed on the job, then the respondent remained in the pool of underutilized workers.
- 5b) These members of the potentially underutilized pool of respondents were also asked whether they "would be willing to change jobs so you could better use your skills?"

Of the 151 workers that initially *felt* they were underutilized on the basis of education (see Q26-2), 22 were determined to qualify for underutilized/mismatched worker status.

- 6) Sixty respondents indicated that they were underutilized at the workplace because a previous job provided more income (Q26-2). These members of the potentially underutilized pool of respondents were then asked whether they "would be willing to change jobs so you could better use your skills?" Of the 60 workers that initially *felt* they were underutilized on the basis of income, 42 indicated that they would change jobs and were determined to qualify for underutilized/mismatched worker status.

Taken together, of the 2,721 respondents, 100 were determined to be mismatched/underutilized workers.

In summary, data and analysis suggests that of the 2,721 survey respondents, 174 are considered underemployed. These include 18 discouraged workers, 23 part-time employees desiring full-time employment, 33 temporary workers desiring permanent jobs, and 100 workers determined to be mismatched/underutilized workers. Of the mismatched/underutilized workers, 20 were considered underutilized on the basis of skill, 16 on the basis of training, 22 on the basis of education, and 42 on the basis of income.