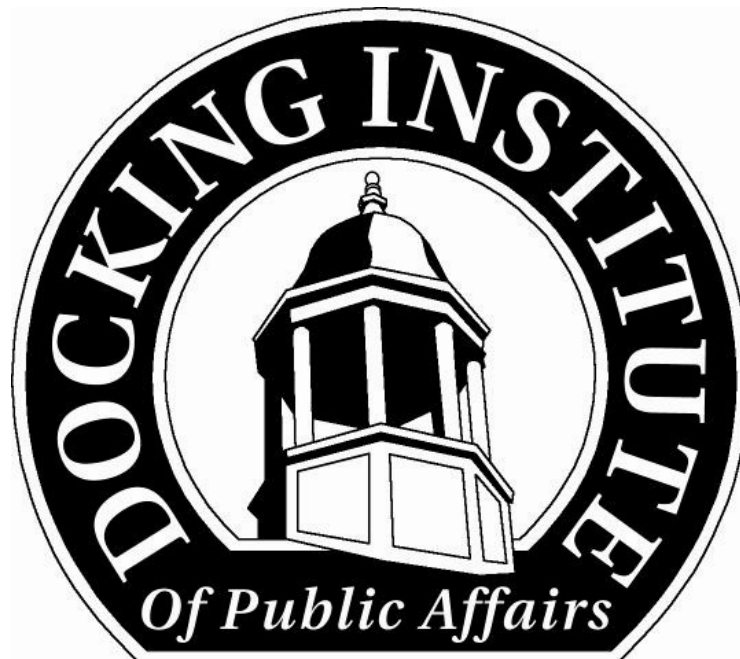
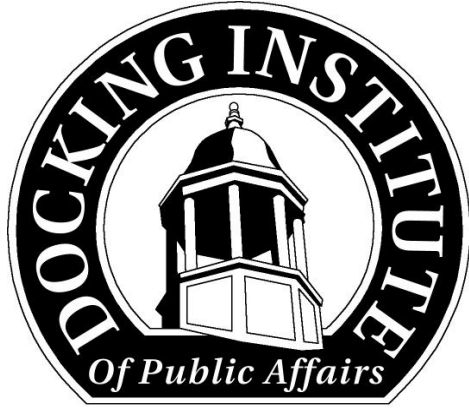


Lawrence/Douglas County Labor Basin Workforce Assessment Survey



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Workforce Assessment Survey

Executive Summary

The primary objectives of this survey for the Lawrence Chamber of Commerce were to:

- ! Ascertain the present working status (and number of jobs held), occupation, wage and benefit levels, number of hours worked, and length of employment of a randomly selected adult respondent (including college students) from households in the study area.
- ! Determine extent to which people (including those retirees, homemakers, full-time students and discouraged workers) are looking for work and the extent to which those currently employed would consider leaving their present occupational positions for new positions.
- ! Establish the expected wage levels, expected benefit, shift preferences, time of year preferences (full time, part time, seasonal, temporary) and the distance the respondent would travel for a new employment opportunity.
- ! Determine need for public or employer provided transportation
- ! Estimate the percentage of the labor force that is under-employed.
- ! Collect background information about the respondent including home ownership status, age, gender, educational background, and income level.
- ! Determine factors contributing to the choice of residence and choice of work location (including wage, cost of living, housing cost and availability, and job/skill match factors) among respondents who live in Douglas County but work outside the county (outbound workers)

From the analysis of all 1465 respondents from the *entire labor basin*, we find that:

- The labor basin sample is marked by higher than average household incomes than the state of Kansas as a whole, due largely to Johnson County's presence in the labor basin.
- About 67% of the labor basin is currently employed, and about 21% are retired. Six percent are homemakers and 2.3% are non-working students. About 4% describe themselves as unemployed.
- A combined percentage of about 55% are in some type of white collar occupation (business professional, owner, manager, banker, finance; doctor, attorney, engineer; computer programming; educator, professor; and other white collar).
- About 65% of the working respondents report a primary job skills area that matches their current occupational area.
- The average number of hours per week worked at a primary job is about 44 hours. About 11% of the sample hold second jobs. The average number of

hours per week worked at second jobs is 15 hours, and the total average hours worked per week among second job holders is about 55 hours.

- The mean number of years worked at a job is 12, and the median is 7.
- Paid vacation benefits is the most prevalent at 84%, followed by retirement benefits at 83%. Approximately 81% receive employer provided health benefits, and 78% receive life insurance benefits.
- About 15% of workers are currently taking college or vocational course work.
- About 24% feel their current job underutilizes their skills. The most often mentioned reason for perceived underemployment is the lack of effort to find a different job (28%), and 15% perceive a lack of job opportunities/openings that would fully utilize their skills.

From the analysis of the 246 respondents in the “*available labor pool*,” we find that:

- There is an available labor pool in the Lawrence labor basin of over 106,000. Over 6,000 unemployed plus about 16,000 employed workers are presently seeking new employment, while over 84,000 would consider changing employment for the right opportunities.
- About 81% of the available labor pool have at least some college education, 45% have a Bachelors degree, and 99% have a high school diploma.
- The available labor pool consists largely of white collar workers, with almost 59% of the available labor pool fitting into this category.
- Full-time positions are held by 88% of the working members of the available labor pool, part time positions by 12%, and temporary positions by less than 1%.
- The most common employer provided benefit among working members of the available labor pool who are not self-employed is paid vacation (91%). Retirement benefits are next at 82%, followed by health insurance (80%) and life insurance (77%).
- About 60% of the working members of the available labor pool report a primary job that matches their training or work skills.
- About 26% (27,000 workers) of the available labor pool feel they are presently underemployed. Unused sales skills were identified by 19% of the underemployed and unused computer programming skills by 17%.

- Almost 80% (85,000 workers) of the available labor pool are very willing to switch job fields for the right employment opportunity.
- Members of the available labor pool are willing to commute up to 45 minutes, one way, for an employment opportunity. Approximately 96% (102,000) will commute more than 15 minutes, and 52% (56,000) will commute more than 30 minutes.
- An employment opportunity offering \$10.00 an hour could potentially attract 17% of the available labor pool (18,000 potential workers). At \$15.00 an hour, 60% of the available labor pool (63,000) would be interested, and at \$25.00 an hour, 84% (89,000) would be interested.
- The most influential factor influencing potential workers decision to take a new job is salary (97%). Employer provided health benefits are also important (85%), as are retirement benefits (84%), flexible hours (74%), and on the job training (70%).

From the analysis of the 805 *Douglas County respondents*, we find that:

- Total household income in Douglas County is less than that of the entire labor basin sample, and with the exception of Franklin County, Douglas County has the largest proportion of respondents in the less than \$10,000 category of those counties in the labor basin. This is to be expected in a university community.
- Not surprisingly, the educational levels of Douglas County respondents are higher than educational levels of the entire labor basin sample.
- About 70% of Douglas County respondents currently work. Only 1.9% describe themselves as currently unemployed, and about 7.8% are non employed students. Another 15% are retirees.
- Relative to the entire labor basin, Douglas County has less “other white collar,” and more educators/professors.
- The average number of hours per week worked at a primary job is about 41 hours. About 15% of the sample hold second jobs. The average number of hours per week worked at second jobs is about 18 hours, and the total average hours worked per week among second job holders is about 55 hours.
- The mean number of years worked at a job is about 9, and the median is 6.
- Health care benefits is the most prevalent employer provided benefit at 74%, followed by paid vacation at 73%. About 70% receive retirement benefits, and

68% receive life insurance benefits. The percentages of Douglas County workers receiving the latter three benefits is lower than the percentages among the entire labor basin sample.

- About 23% of Douglas County workers are also currently enrolled in some college or vocational course(s).
- Among the working students, the largest single occupational category (20.5%) is an educational occupation. The majority of this group is likely graduate assistants, and some are probably public teachers enrolled in a continuing education course work.

Methods

Between April 4 and May 18, 2001 the University Center for Survey Research conducted a survey of adults living in the Lawrence, Kansas labor basin, which includes Douglas county and its adjacent Kansas counties including: Johnson, Miami, Franklin, Osage, Shawnee, Jefferson and Leavenworth. A random sampling technique was utilized in generating telephone numbers from the labor basin, and the survey was conducted using a Computer Aided Telephone Interviewing (CATI) system. The CATI system allows interviewers to code survey information into a computer database as the interviewers administer a questionnaire to a respondent. A total of 2054 households were successfully contacted after up to six calls. In 1465 of these households, an adult who is working, unemployed, a homemaker, or retired agreed to participate in the survey. This represents a response rate of 71%.

Because the Chamber was interested in assessing some characteristics of Douglas County respondents who commute outside of Douglas County to work, a large number of interviews (N=805) with Douglas County residents were completed. This number of responses provides a +/- 3.5% at a 95% confidence level (assuming no response bias) for all analyses of the entire set of Douglas County responses. Importantly, the margin of error for subgroups is larger. Responses for subgroups of less than 40 are primarily suggestive. Combining the 660 interviews that were completed from the adjacent counties to Douglas County's interviews results in 1465 completed interviews (with a minimum number of completions per county of 62). This results in a margin of error for the entire labor basin of 2.6% at a 95% confidence level (assuming no response bias). Responses were weighted by county proportionate to each county's percentage of the labor basin's population¹ for all analyses at the labor basin level.

¹

The weighting formula is: $(\rho / \mathcal{P}) / (n / N)$

Where: ρ = population of county

\mathcal{P} = total population of all counties in the labor basin

n = sample size of county

N = total sample size for all counties in the labor basin

Survey Instrument

The Docking Institute and the Lawrence Chamber of Commerce agreed on the survey items used. It was the responsibility of the Chamber to identify information areas and objectives of the survey. It was the responsibility of the Docking Institute to develop survey items that were technically correct and without bias. Question wording and the design of the survey instrument is the property of the Docking Institute and is not to be used without written permission from the Director of the Docking Institute.

The workforce report is organized into four sections, including: sample demographics, patterns in the workforce, preferences of the workforce, and outbound commuting among Douglas County residents. Three primary groups of respondents are discussed throughout the report: (1) the entire labor basin sample, (2) the “available labor” or potential employees and (3) Douglas County respondents. In addition, discussion on the “available labor force” will include comparisons to results of a recently completed labor force availability survey conducted for another university community along U.S. Interstate 70, Columbia, Missouri (home of University of Missouri). The Columbia area survey was conducted in the fall of 2000, about six months prior to the data collection period for the present study. Comparative analyses are offered at the special request of the Chamber.

Demographics

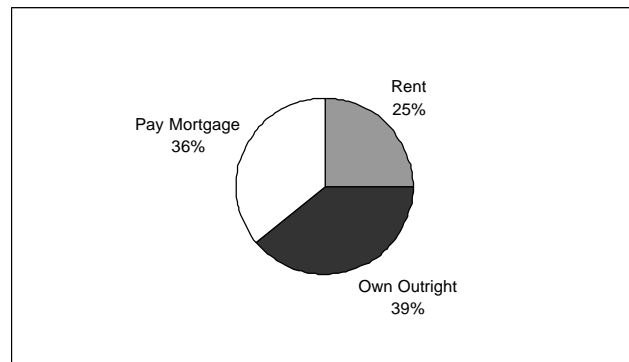
Demographics of Labor Basin

The final sample of respondents from the entire labor basin is constituted of 49% males and 51% females. The actual ratio of males to females in the U.S. Census estimated male and female population across all of the counties in the labor basin in 1999¹ is the same. The mean age in the labor basin is 50 years old, and the median age is very similar at 48 years old.

The number of adults in the household ranges from 1 to 5, with a mean of 1.86, and the number of children in the household ranges from 0 to 6, with a mean of 0.70. Adding the number of adults in the household to the number of children in the household to derive the total number of people in the household finds a range of 1 to 9 people in the household among respondents, with a mean of 2.56 people per household. This is very close to the 2.53 mean number of people per household for the state of Kansas in 1990 (U.S. Census Bureau 2001).²

Respondents were also asked to indicate whether they rent, own outright, or make mortgage payments on their home. Figure 1 shows that one fourth of the respondents (25%) rent their home, and a combined percentage of 75% own their home with 36% making mortgage payments and 39% owning their home

Figure 1. Home Ownership Status: Labor Basin Sample (N=1465)



¹ As of this writing, the 2000 Census data for this variable are not available. Leavenworth county is an exception to the near 50-50 split between males and females in the enumerated county population, with its 54% male population in 1990. This is likely due to the presence of a federal penitentiary for males and the presence of a military base. After adjusting for an approximate total of 2000 federal penitentiary male inmates (Trusty 2001) and about 2500 male military personnel at Fort Leavenworth (Wray 2001), the percentage male is 52%

² As of this writing, the 2000 Census data for this variable are not available.

outright. This rate of home ownership is slightly higher than the 70% home ownership rate for the state in 1990 (U.S. Census Bureau 2001). This slightly higher rate of home ownership in the labor basin when compared to the state is not surprising given the relative affluence of parts of the labor basin as shown in the household income discussion below.

To measure household income, respondents were provided income categories and asked to indicate which is closest to their household income. Table 1 shows that the largest total household income category is "over \$70,000" per year, with a total of about 30% in this range. At 16%, the \$30,000 to \$40,000 range is the second most frequently occurring income category. About 49% (almost half) of the respondent households have incomes of \$50,000 or greater. These household incomes are notably high, given that the median household income of Kansas in 1997 was approximately \$34,688 (U.S. Census Bureau). It is evident that Johnson County's relative affluence helps to make the overall labor basin's household income distribution high. Johnson County's influence is particularly prominent on the weighted household income distribution shown in Table 1, since Johnson County's population constitutes 51% of the overall labor basin population.

Table 1. Total Household Income by County: Labor Basin Sample (N=1465)*

	Douglas	Johnson	Shawnee	Miami	Osage	Franklin	Jefferson	Leavenworth	TOTAL
<\$10K	11%	1%	5%	3%	9%	13%	4%	6%	4%
\$10-20K	11%	4%	9%	10%	13%	10%	4%	13%	7%
\$20-30K	13%	12%	14%	26%	13%	19%	13%	16%	14%
\$30-40K	16%	13%	20%	21%	22%	16%	21%	17%	16%
\$40-50K	10%	11%	11%	5%	13%	19%	17%	9%	11%
\$50-60K	11%	10%	13%	10%	17%	7%	17%	9%	11%
\$60-70K	7%	9%	7%	3%	4%	7%	8%	11%	8%
>\$70K	20%	40%	21%	23%	9%	10%	17%	18%	30%

* Percents may not total 100 due to rounding.

Secondary data sources confirm the survey findings. Table 2 shows both the median 1995 household income by county and the 1998 per capita income by county.

While the 1995 information is dated, the primary item of interest is the relative ranking of the counties. Clearly Johnson county stands out among the counties of the labor basin in having relatively high median and high per capita incomes and greatly exceeds the same measures for the state of Kansas.

Table 2. 1995 Median Household Income and 1998 Per Capita Personal Income by County*

	1995 Median Household Income	1998 Per Capita Income
Douglas	\$33,813	\$20,645
Johnson	\$55,062	\$39,355
Shawnee	\$37,933	\$25,508
Miami	\$37,582	\$22,586
Osage	\$32,449	\$18,986
Franklin	\$32,179	\$20,040
Jefferson	\$36,966	\$21,788
Leavenworth	\$40,486	\$19,980
State	\$32,114	\$25,537

* Source: Kansas Statistical Abstract, September 2000.

Respondents were asked to report the highest level of education completed.

Table 3 shows that about 96% have at least a high school education (see Cumulative Percent Column).

About 44% have at least an Associate's degree, and 42% have at least a Bachelors degree. About 15% have at least a Masters degree, and 2.4% have a Doctoral degree.

Table 3. Highest Level of Education Completed: Labor Basin Sample (N=1465)

	Percent (%)	Cumulative Percent (%)
Doctoral Degree	2.41	2.41
Masters Degree	12.9	15.3
Graduate Hours	3.0	18.3
Technical or Professional Training Beyond the Bachelors	0.8	19.2
Bachelors Degree	22.7	41.9
90-120 College Hours	3.2	45.2
60-90 College Hours	5.2	50.3
Associate of Arts and Sciences Degree	2.5	52.8
Associate of Arts Degree	4.2	57.0
30-60 College Hours	9.8	66.8
Less than 30 College Hours	5.9	72.7
High School Diploma	23.3	96.0
Less HS Diploma	4.0	100.0

Demographics of Available Labor Pool

The available labor pool represents those who indicate on our survey that they are either presently looking for a job, or would consider changing their current job, for the right employment opportunity. Only those respondents who indicate a willingness to commute at least the distance they live from Lawrence are included. The available labor pool includes members of the civilian labor force (currently working, receiving unemployment benefits, or unemployed seeking work) and *potential* members of the labor force (students, retired, military and homemakers) with a propensity to consider a new job opportunity given their employment expectations. In practice, not all of the available labor pool will apply for a new job opportunity.

Turning to the demographic characteristics of the available labor pool, 53% is female and 47% is male. The mean and median ages in the Lawrence available labor pool are 42 years old. For comparison the available labor pool in Columbia, Missouri³ is comprised of 40% females and 60% males, the mean age is 40 years old, and median age is 38 years old.

The number of adults in the household ranges from 1 to 4, with a mean of 1.89, and the number of children in the household ranges from 0 to 5, with a mean of 0.88. When the number of adults in the household is added to the number of children in the household to derive the total number of people in the household there is a range of 1 to 7 people in the household among the available labor pool, with a mean of 2.78 people per household.

Table 4 shows that among the Lawrence available labor pool the largest total household income category is "over \$70,000" per year, with 36% of the available labor pool in this range. The second largest income category is "\$30,000 to \$40,000", representing over 23% of the available labor pool. About 59% (over half) of the available labor pool has an annual household income of \$50,000 or more. Incomes reported in Columbia, Missouri are noticeably lower. The largest income category is

³ The Columbia, Missouri labor basin consists of eight counties in Central Missouri: Boone, Audrain, Callaway, Cole, Cooper, Howard, Moniteau, and Randolph. Columbia data used for comparison in this report were collected in October, 2000.

“\$30,000 to \$40,000” (22%) and only about 43% has an income of \$50,000 or more.

Table 4. Available Labor Pool by Total Household Income*

	<\$10K	\$10-20K	\$20-30K	\$30-40K	\$40-50K	\$50-60K	\$60-70K	>\$70K
Lawrence (N=246)	1%	3%	7%	23%	8%	13%	10%	36%
Columbia (N=125)	4%	8%	16%	22%	7%	19%	8%	16%

* Percents may not total 100 due to rounding.

The highest level of education completed by members of the Lawrence available labor pool are shown in Table 5. Approximately 99% have at least a high school diploma, about 63% have at least an Associates degree, about 45% have received a Bachelors degree, over 12% have a Masters degree, and about 5% hold a Doctoral degree. Compared with Columbia, Missouri, the available labor pool in Lawrence is more likely to have a high school diploma and some college education, and nearly equivalent in possession of terminal degrees.

Table 5. Highest Educational Level Completed: Available Labor Pool*

	Lawrence (N=246)		Columbia (N=125)	
	Percent (%)	Cumulative Percent (%)	Percent (%)	Cumulative Percent (%)
Doctoral Degree	4.6	4.6	4.0	4.0
Masters Degree	7.5	12.1	9.7	13.7
Graduate Hours	5.0	17.1		
Technical or Professional Training Beyond the Bachelors	0.0	17.1		
Bachelors Degree	27.8	44.9	32.3	46.0
90-120 College Hours	2.1	47.0		
60-90 College Hours	6.5	53.5		
Associate of Arts and Sciences Degree*	1.0	54.5	9.7	55.7
Associate of Arts Degree	8.2	62.7		
30-60 College Hours	10.4	73.1		
Less than 30 College Hours**	7.4	80.5	20.2	75.9
High School Diploma	18.5	99.0	17.7	93.6
Less HS Diploma	1.0	100.0	6.5	100.0

* Columbia data represents "Associates Degree".
 ** Columbia data represents "Some College".

*Percents may not total 100 due to rounding.

Demographics of Douglas County Respondents

The sample of Douglas County respondents is 48% male and 52% female.⁴ The mean age in the labor basin is 44 years old, and the median ages is very similar at 42 years old.

The number of adults in the household ranges from 1 to 5, with a mean of 1.90, and the number of children in the household ranges from 0 to 6, with a mean of 0.64. Adding the number of adults in the household to the number of children in the household to derive the total number of people in the household finds a range of 1 to 9 people in the household among respondents, with a mean of 2.53 people per household. This is very close to the 2.56 mean number of people per household for the labor basin as a whole, and it is the same as mean number of people per household for the state of Kansas in 1990 (U.S. Census Bureau 2001).

Figure 2 shows that 39% rent their home, and a combined percentage of 61% own their home, with 32% making mortgage payments and 39% owning their home outright. The higher rate of renting in Douglas County relative to the rate of renting among the entire labor basin sample (25%) is not surprising given the presence of a large university population in the county.

Figure 2. Home Ownership Status: Douglas County Respondents (N=805)

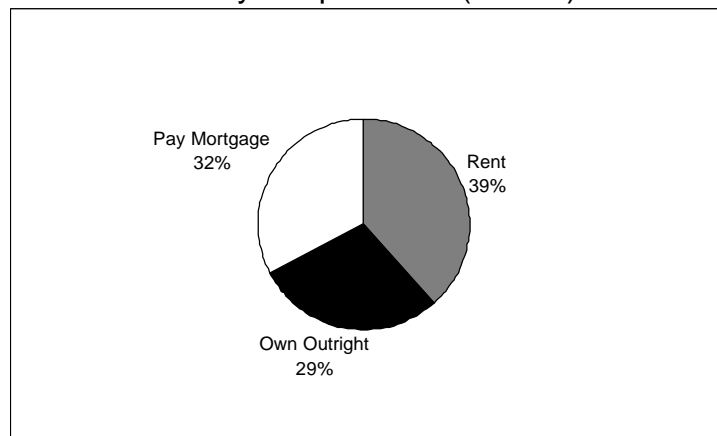


Table 6 reports the income distribution among the Douglas County sample (the percentage in each income category is the same as the weighted percentage for Douglas County reported in Table 1 above). The largest single total household income category is the over \$70,000 category at 20%. The \$30,000 to \$40,000 is the second most often occurring total household income, with 16% of Douglas County

⁴ All of the sample statistics reported for Douglas County are unweighted.

Table 6. Total Household Income: Douglas County Respondents (N=805)

	<\$10K	\$10-20K	\$20-30K	\$30-40K	\$40-50K	\$50-60K	\$60-70K	>\$70K
Douglas	11%	11%	13%	16%	10%	11%	7%	20%

respondents included in this category. With the exception of Franklin County (see Table 1), Douglas County has the largest percentage of respondents with household incomes less than \$10,000. This reflects the presence of a large university student population in the county.

Not surprisingly, the educational levels of Douglas County respondents are higher than educational levels of the entire labor basin sample, particularly at the highest educational levels. Table 7 shows that about 96% have at least a high school education (see Cumulative Percent column). About 63% have at least an Associate's degree, and about 45% have a Bachelors degree. About 16% have at least a Masters degree, and 5% have a Doctoral degree.

Table 7. Highest Level of Education Completed:
Douglas County Respondents (N=805)

	Percent (%)	Cumulative Percent (%)
Doctoral Degree	5.0	5.0
Masters Degree	11.1	16.1
Graduate Hours	4.9	21.0
Technical or Professional Training Beyond the Bachelors	1.0	22.0
Bachelors Degree	23.4	45.4
90-120 College Hours	7.8	53.1
60-90 College Hours	4.9	58.0
Associate of Arts and Sciences Degree	3.1	61.1
Associate of Arts Degree	1.8	62.9
30-60 College Hours	9.9	72.8
Less than 30 College Hours	4.6	77.4
High School Diploma	18.9	96.3
Less HS Diploma	3.75	100

Working Patterns

Working Patterns of the Labor Basin Sample

Table 8 shows that about 67% of the labor basin is currently working. About 6% describe themselves as homemakers, and about 4% describe themselves as currently unemployed (it is important to note that this definition of unemployed differs from the Bureau of Labor Statistics' definition in that these respondents are not necessarily *actively* looking for work, but simply describe themselves as unemployed). About 21% are retired, and 2.3% are non-working students.

Table 8. Working Status:
Labor Basin Sample
(N=1465)

	Percent (%)
Working	66.5
Homemaker	6.3
Unemployed	4.3
Retired	20.6
Non-Working Student	2.3
TOTAL	100.0

Turning to the current occupational structure of the labor basin, Table 9 shows the percentage of working respondents that fall into various occupational categories. Clearly white collar categories dominate the occupational structure in the labor basin, with a combined percentage of 55% indicating some type of white collar occupation (business

professional, owner, manager, banker, finance; doctor, attorney, engineer; computer programming; educator, professor; and other white collar⁵).

Figure 9. Occupations and Primary Skills: Labor Basin Sample (N=973)

	Current Occupation Percent (%)	Primary Training/Work Skills Percent (%)
General Labor, Construction	3.33	2.97
Mechanic, Welder	2.29	2.26
Farmer, Agricultural Worker	1.31	0.86
Factory Worker, Meat Packer	1.21	0.61
Other Blue Collar	6.73	7.20
Governmental Services	3.99	1.14
Business Professional, Owner, Manager, Banker, Finance	15.06	18.45
Doctor, Attorney, Engineer	2.64	4.78
Computer Programming	3.25	5.39
Clerical, Data Entry	5.38	6.43
Arts, Crafts	0.23	1.00
Sales	9.04	9.14
Educator, Professor	9.76	9.00
Other White Collar	23.91	17.20
Social Services (e.g. non professional health care, babysitting)	6.01	8.38
Hotel, Restaurant, Food Services	1.89	1.15
Customer Service Representative	2.46	1.34
Military	1.32	1.69
TOTAL	100	100

⁵

Some of the most common occupations that were coded as "other white collar" include: information technology workers, ministers, pilots, stock brokers, postal workers, authors/writers, photographers, graphic designers

Respondents were also asked to indicate their primary area of training or work skills. Table 9 also shows this distribution. Comparing the occupational distribution of the labor basin sample with its primary skills distribution, finds that some discrepancies exist. For example, a total of 3.25% are currently employed in computer programming, but a total of 5.39% claim this as their primary skill area. An analysis of the discrepancy between individuals' occupations and their primary skills areas (not shown) finds 65% reporting no difference between their current occupation and their primary training/work skills area.

Working respondents were asked to report the average number of hours worked per week at their job. Respondents were also asked whether they hold a second job, and if so, the number of hours worked per week at that job on average. About 11% of workers hold a second job. Table 10 shows summary statistics on the number of hours worked at the primary job, the second job (if present) and the total number of hours worked for those who hold a second job. The number of hours worked per week at

primary jobs ranges from 6 to 90. The mean number of hours worked per week at primary jobs is 43.6 hours, and the median is close at 42.0 hours. The number of hours worked per week among second job holders at the second job ranges from 2 to 80. The mean

Table 10. Summary Statistics on Hours Worked: Labor Basin Sample

		Hours Per Week: Primary Job	Hours Per Week: Second Job	Total Hours Per Week Among Second Job Holders
N	Valid	952	103	103
Mean		43.58	15.05	54.7619
Median		42.00	12.00	55.0000
Mode		40	10	30.00
Minimum		6	2	14.00
Maximum		90	80	110.00

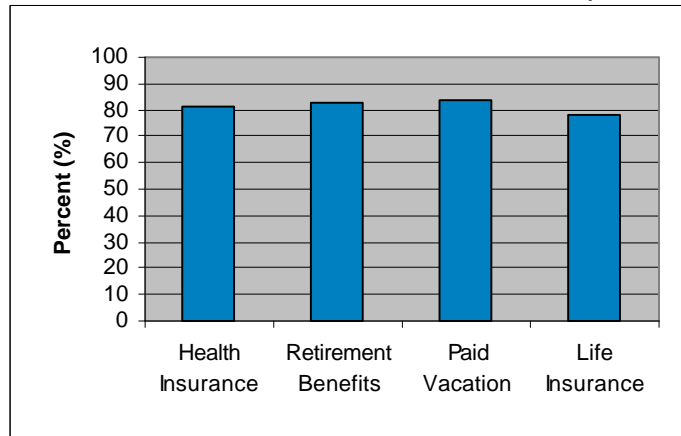
number of hours worked at a second job is about 15.1, and the median is 12.0. The third column in Table 10 shows summary statistics for the total number of hours worked per week among second job holders. The number of hours worked ranges from 14.0 hours worked to a high of 110 (or an average of about 15 hours per day, seven days per week). The mean total number of hours worked is 54.8, and the median is 55.

Respondents were also asked to indicate how long they had worked at their job. The number of years worked at a job ranges from 1 to 60. The mean number of years is 11.5 years, and the median is 7 years.

In today's job market, employer-provided benefits are quite prevalent and widely expected by labor. Workers who are not self-employed were asked whether their employer provides health insurance

benefits, retirement benefits, paid vacation benefits, and life insurance benefits. Figure 3 shows that the prevalence of employer provided benefits is high with at least 63% of the non-self employed workers experiencing each type of employer provided benefit. Paid vacation benefits is the most prevalent at

Figure 3. Percentage Receiving Employer Provided Benefits: Labor Basin Sample



84%, followed by retirement benefits at 83%. About 81% receive employer provided health insurance benefits, and 78% receive life insurance benefits.

Workers, homemakers and the unemployed were asked whether they are taking any college or vocational courses. About 15% of the current workers and about 7% of homemakers are enrolled in a college or vocational course. Only 1.6% of the unemployed are enrolled in a college or vocational course.

Another question asked respondents to indicate whether they feel their current job underutilizes their skills, education, or talents. About 24% of the workers in the labor basin feel they are underemployed. A followup question asked respondents to indicate the most important reason they consider themselves to be underemployed, and these open ended responses were coded into common categories. Figure 4 shows the distribution across those categories. Clearly the highest single percentage of responses were indicative of the respondents' lack of effort to find a better position, at about 28%. This is followed by reiterations of the feeling that one is over qualified in

some way (18%). The perception that there is a lack of opportunities/openings in the area to fully use one’s talents is also prevalent, with about 15% indicating this type of response.

Figure 4. Most Commonly Mentioned Reasons for Being Underemployed: Labor Basin Sample

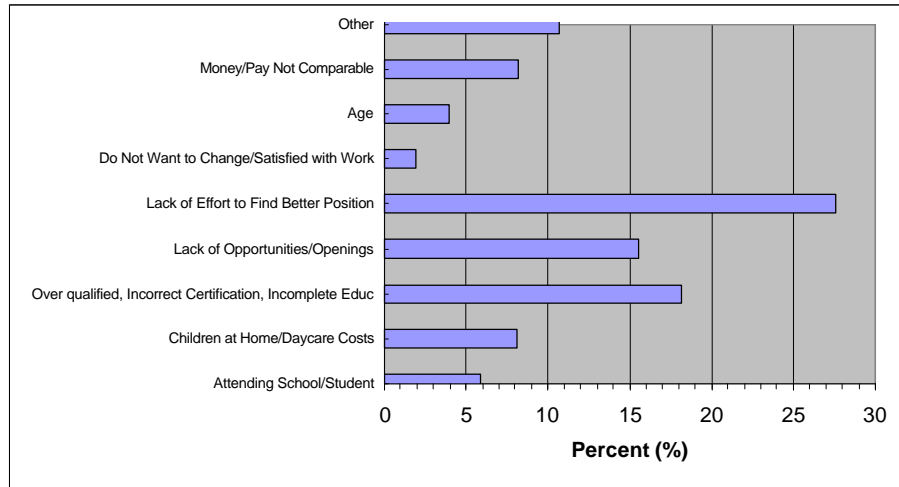


Table 11 shows the primary training/work skills areas among those who feel they are underemployed in their current job. A large percentage (16%) have some type of white collar skill not specifically measured in the pre-coded categories (“other white collar”). About 11% who feel they are underemployed have “business professional, owner, manager, banker or finance” skills as their primary skill area. About 10% have skills in sales, and about 10% have skills in computer programming.

Table 11. Primary Skills for Underemployed (N=217)

	Percent (%)
General Labor, Construction	4.4
Mechanic, Welder	2.0
Farmer, Agricultural Worker	0.1
Factory Worker, Meat Packer	1.1
Other Blue Collar	7.4
Governmental Services	0.4
Business Professional, Owner, Manager, Banker, Fi	10.7
Doctor, Attorney, Engineer	7.1
Computer Programming	9.6
Clerical, Data Entry	7.5
Arts, Crafts	0.7
Sales	10.1
Educator, Professor	7.5
Other White Collar	16.0
Social Services	5.3
Hotel, Restaurant, Food Services	2.9
Customer Service Representative	4.8
Military	2.1
Homemaker	0.1
Full or Part-Time Student	0.2

Working Patterns of the Available Labor Pool

The Lawrence labor basin has a total population of approximately 877,000 (U.S. Census Bureau 2001). It has a civilian labor force of over 493,000 (Kansas Department of Human Resources, 1999). While there is an unemployment rate of 2.5%, there still remains an ample supply of available labor to support employer expansions or the entry of new employers into the labor basin.

Combining these survey data with Kansas Department of Human Resource statistics data, these analyses use adjusted civilian labor force statistics⁶ and take into account the percentage of non-civilians (generally students, homemakers, military, retirees, and long-term unemployed) who are seeking employment or would consider coming into the civilian labor force under the right conditions.

Based on these calculations, there is an adjusted civilian labor force of 500,974. There is an available labor pool, those who would consider a new employment opportunity and are willing to commute the necessary distance to Lawrence, of 106,124 (21.2% of the adjusted civilian labor force), shown in Figure 5. It is estimated that 6,015 unemployed⁷ (1.2%) and 15,897 employed workers (3.2%) are seeking new employment, while 84,212 (16.8%) would consider changing employment for the right opportunity. Figure 6 shows similar information for Columbia, Missouri, with a total available labor pool, those who would consider a new employment opportunity and are willing to commute the necessary distance to Columbia, of 34,180 (18.3% of the adjusted civilian labor force). An estimated 1,367 unemployed (0.7%) and 6,289 employed workers (3.4%) are seeking new employment, and 26,524 (14.2%) would

⁶ The number that is added to the civilian labor force to create the adjusted civilian labor force statistic is calculated by taking from the survey the total number of students, homemakers, military, retirees, and long-term unemployed who state that they are seeking employment, and dividing this number by the total number of respondents. This quotient is then multiplied by the total number of people in the labor basin who are 18 or older.

⁷ For the purposes of this number, unemployed refers not only to unemployed members of the civilian labor force. Unemployed also includes any students, homemakers, military, long-term unemployed, and retirees that indicate they are presently seeking employment.

consider changing their current employment for the right opportunity.

Figure 5. Lawrence Available Labor Pool

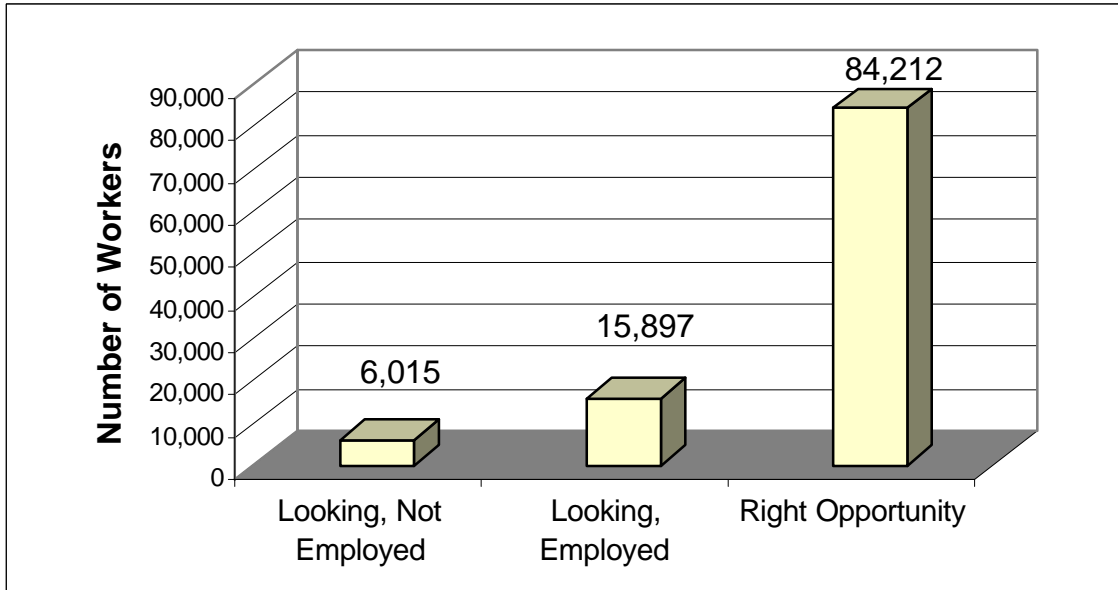
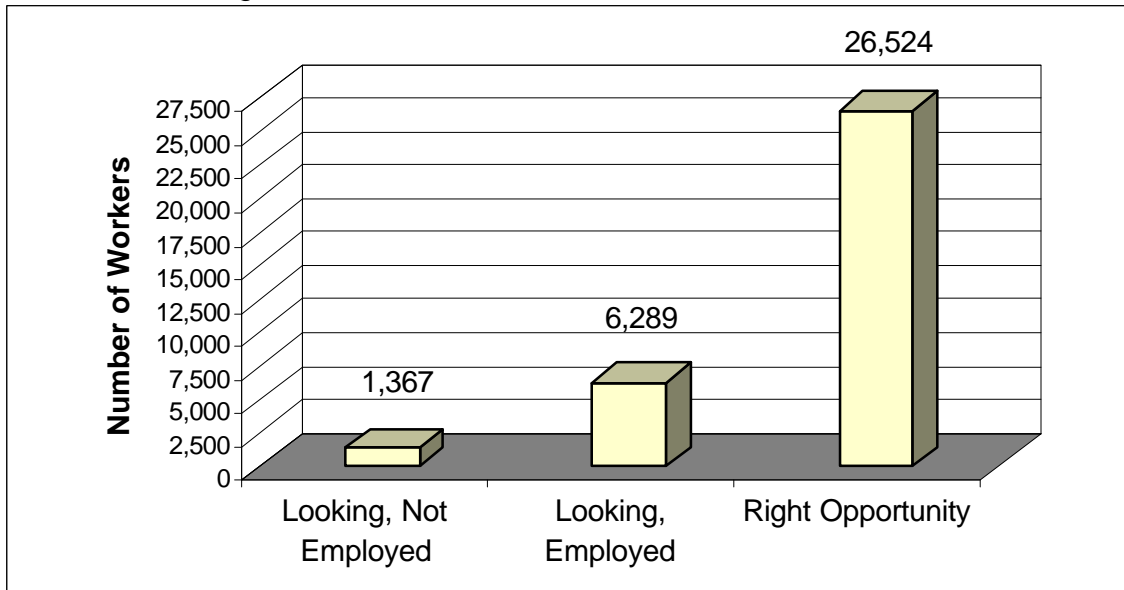


Figure 6. Columbia, Missouri Available Labor Pool



The current occupational structure and the primary training/work skill areas of the available labor pool in the Lawrence labor basin is shown in Table 12. The

Table 12. Occupations and Primary Skills: Lawrence Available Labor Pool (N=246)

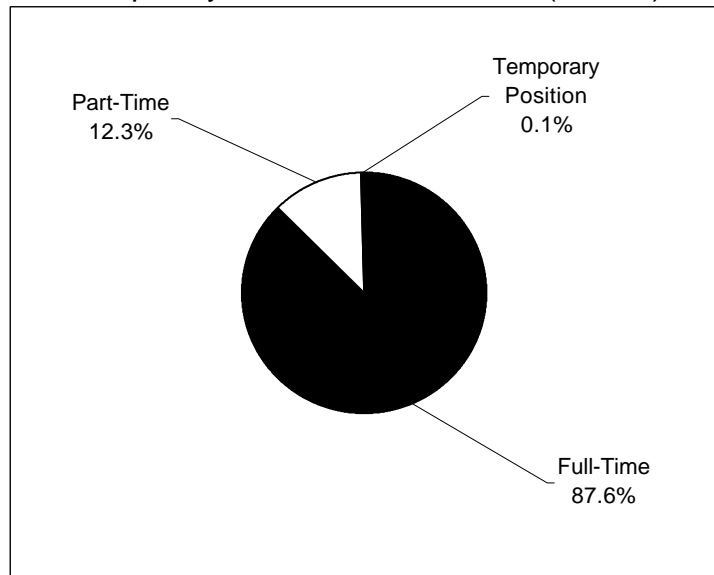
	Current Occupation		Primary Training/Work Skills	
	Number	Percent (%)	Number	Percent (%)
General Labor, Construction	2,557	2.41	4,084	3.85
Mechanic, Welder	2,260	2.13	2,462	2.32
Farmer, Agricultural Worker	316	0.30	555	0.52
Factory Worker, Meat Packer	963	0.91	0	0.00
Other Blue Collar	4,210	3.97	3,310	3.12
Governmental Services	3,879	3.65	2,216	2.09
Business Professional, Owner, Manager, Banker, Finance	12,603	11.88	13,143	12.38
Doctor, Attorney, Engineer	3,956	3.73	3,048	2.87
Computer Programmer	8,279	7.80	13,640	12.85
Clerical, Data Entry	4,908	4.62	9,145	8.62
Arts, Crafts	406	0.38	1,394	1.31
Sales	8,047	7.58	14,444	13.61
Educator, Professor	9,524	8.97	9,147	8.62
Other White Collar	27,889	26.28	14,493	13.66
Social Services (e.g. non professional health care, babysitting)	5,603	5.28	9,546	9.00
Hotel, Restaurant, Food Services	374	0.35	381	0.36
Customer Service Representative	4,061	3.83	2,068	1.95
Military	0	0.00	0	0.00
Homemaker	2,030	1.91	2,068	1.95
Full or Part Time Student	316	0.30	980	0.92
Unemployed	3,945	3.72	n/a	n/a
Retired	0	0.00	0	0.00
TOTAL	106,124	100.00	106,124	100.00

occupational area with the largest single percentage of available labor is “other white collar,” with 26% of the available labor pool falling into that category. The “business, professional, owner, manager, banker, finance” category constitutes the second highest percentage of the available labor pool’s current occupational distribution at about 12%.

An analysis of the discrepancy within the available labor pool between individuals’ occupations and their primary skills areas (not shown) finds about 60% reporting no difference between their current occupation and their primary training/work skills area.

Figure 7 represents the distribution of the available labor pool across full time, part time, and temporary status among members of the available labor pool who are currently working. Almost 88% are currently employed at a full time job, and over 12% are employed part time. Only 0.1% are in a temporary job.

Figure 7. Percentage of Full Time, Part Time and Temporary: Available Labor Pool (N=246)

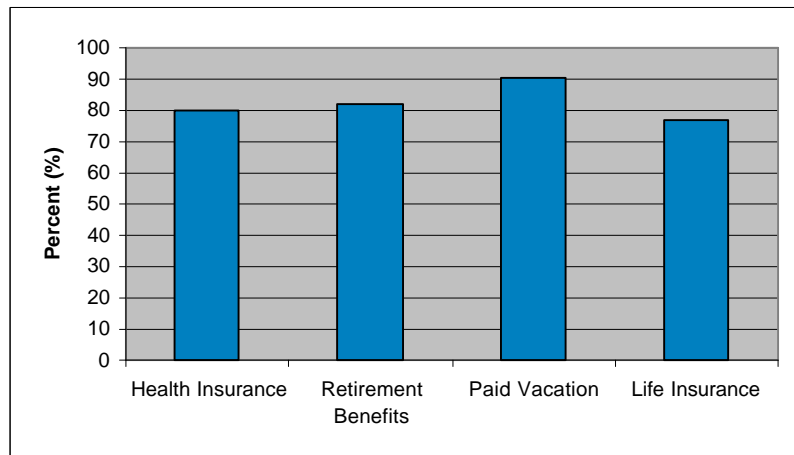


Workers in the available labor pool who are not self-employed were asked whether

their employer provides health insurance benefits, retirement benefits, paid vacation benefits, and life insurance benefits. As in the analysis of the total Labor Basin Sample of workers, Figure 8 shows

that the prevalence of employer provided benefits is high with 66% of the non-self employed workers receiving all four types of employer provided benefits. Paid vacation benefits is the most prevalent at 91%, followed by retirement benefits at 82%.

Figure 8. Percentage Receiving Employer Provided Benefits: Available Labor Pool



Approximately 80% receive health insurance benefits, and 77% receive life insurance benefits.

Members of the available labor pool presently working were asked to indicate whether they feel their current job underutilizes their skills, education, or talents. About 26% (over 27,000) of the available labor pool feel they are underemployed. These respondents were asked to indicate the most important reason they consider themselves to be underemployed and their responses were coded into common categories. Figure 9 shows the distribution of responses across those categories. The most common category of responses centered around the respondents lack of effort to find a better position at almost 28% (about 7,500 underemployed). Perceptions that there is a lack of opportunities/openings is next common representing 22% (over 6,000).

Figure 9. Most Commonly Mentioned Reasons for Being Underemployed: Available Labor Pool

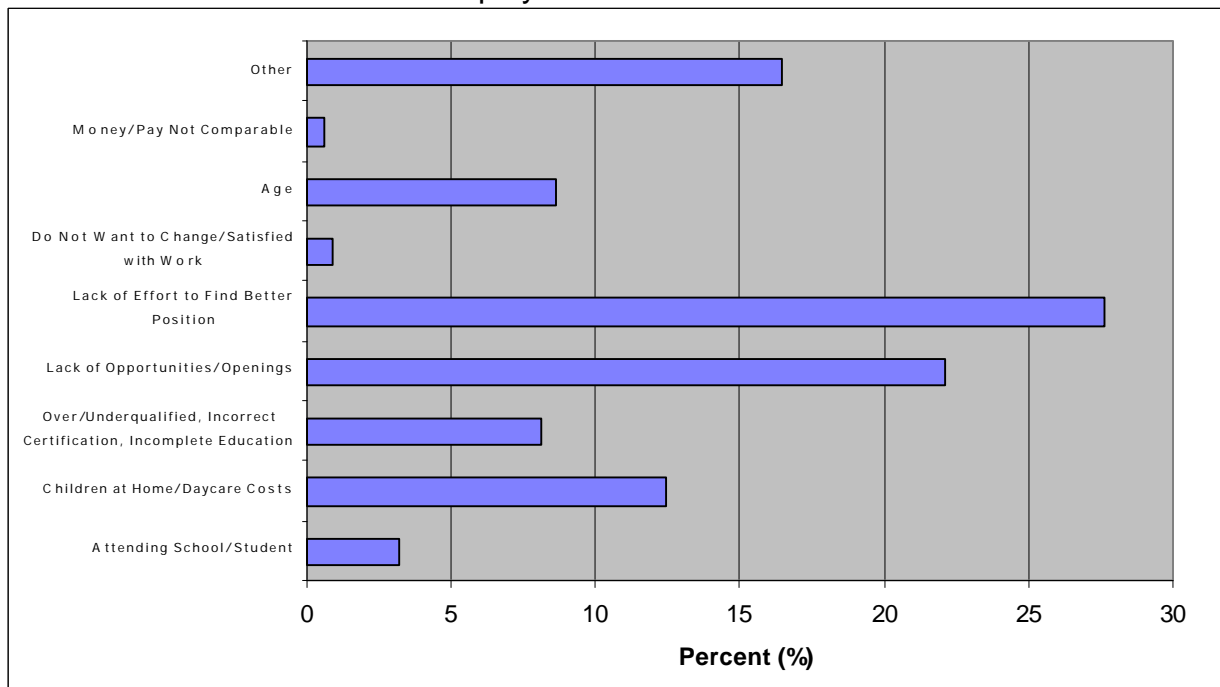


Table 13 shows the primary training/work skills areas among the available labor who feel they are currently underemployed in their job. These data are accurate only for those underemployed workers who responded to the survey, and any broader application of these results is only speculative due to the low number of respondents within this subset (N=59). The largest percentage (19%) have some form of sales skill

going unutilized. About 17% possess computer programming skills that are presently going unused. Over 11% have general labor or construction skills, and over 10% have clerical or data entry skills.

Table 13. Primary Skills of Underemployed:
Available Labor Pool (N=59)

	Percent (%)
General Labor, Construction	11.1
Other Blue Collar	4.6
Business Professional, Owner, Manager, Banker, Finance	5.8
Computer Programmer	16.5
Clerical, Data Entry	10.3
Sales	19.1
Educator, Professor	7.5
Other White Collar	8.8
Social Services (e.g. non professional health care, babysitting)	7.1
Hotel, Restaurant, Food Services	0.9
Customer Service Representative	8.3

Working Patterns of Douglas County Respondents

Table 14 shows the working status of both the entire labor basin sample and the Douglas County sample of respondents. About 3.5% more of the Douglas County respondents are working (70%) when compared to the percent in the entire labor basin who are working (66.5%). The Douglas County sample differs most notably from the entire labor basin on the percentage who are unemployed and who are non working students. Only 1.9% of Douglas County respondents describe themselves as currently unemployed, while 4.3% do so in the entire labor basin. About 8% of Douglas County respondents are non working students, compared to only 2.3% in the entire labor basin who fit this description.

Table 14. Working Status

	Labor Basin Percent (%)	Douglas County Percent (%)
Working	66.5	70.1
Homemaker	6.3	5.2
Unemployed	4.3	1.9
Retired	20.6	14.9
Non-Working Student	2.3	7.8
TOTAL	100.0	100.0

The occupational structure and primary working skills structures are reported in Table 15. Relative to the entire labor basin, Douglas County has less “other white collar” (16%) and much more educator/professors (14%). In terms of any discrepancy between occupational and primary skills areas, the high technology category of computer programmer shows a slightly higher gap than found in the entire labor basin, with 5.4%

indicating this as their primary skills area but only 2.4% reporting it as their occupation. The consistency between individuals’

Table 15. Occupations and Primary Skills: Douglas County Respondents (N=805)

	Current Occupation Percent (%)	Primary Training/Work Skills Percent (%)
General Labor, Construction	4.6	3.5
Mechanic, Welder	2.0	2.5
Farmer, Agricultural Worker	0.9	1.1
Factory Worker, Meat Packer	2.0	1.1
Other Blue Collar	8.1	6.3
Governmental Services	2.9	1.0
Business Professional, Owner, Manager, Banker, Finance	14.0	14.7
Doctor, Attorney, Engineer	4.2	6.3
Computer Programming	2.4	5.4
Clerical, Data Entry	6.4	5.4
Arts, Crafts	1.3	2.1
Sales	6.4	4.6
Educator, Professor	14.2	16.0
Other White Collar	16.2	16.8
Social Services	7.5	7.8
Hotel, Restaurant, Food Services	4.6	3.2
Customer Service Representative	2.0	1.9
Military	0.2	0.3

skills and occupations among Douglas County respondents is lower than in the entire labor basin at 60% (analysis not shown), versus 65% in the basin.

About 15% of Douglas County workers hold a second job. Table 16 shows the average number of hours worked at the primary job among Douglas County workers is 40.5 hours per week, slightly less than among the entire labor basin sample at 43.5 hours per week. The mean number of hours worked at a second job is about 2.5 hours more per week among the Douglas County sample (17.9 hours per week) compared to the entire labor basin. The average total number of hours worked among second time job holders in Douglas County is very similar to the average for the basin at 55 hours per week.

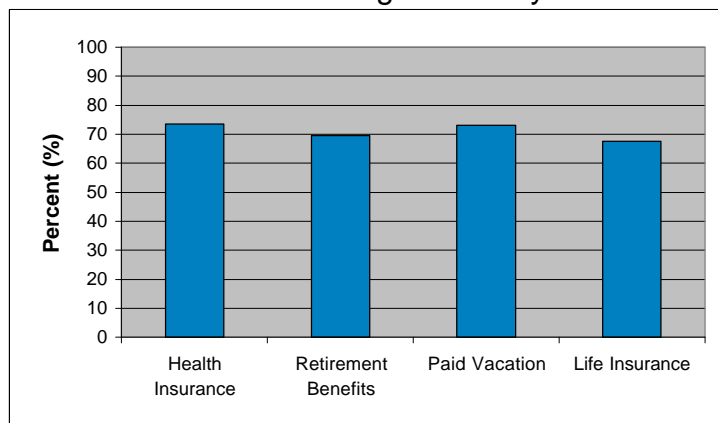
Table 16. Summary Statistics on Hours Worked: Douglas County Respondents

		Hours Per Week: Primary Job	Hours Per Week: Second Job	Total Hours Per Week Among Second Job Holders
N	Valid	553	73	72
Mean		40.56	17.85	55.0556
Median		40.00	15.00	54.0000
Mode		40	20	60.00
Minimum		6	2	14.00
Maximum		90	80	110.00

The average length of time worked at the present, primary job is slightly lower among the Douglas County sample than among the labor basin sample. The number of years worked at a job ranges from 1 to 52. The mean number of years worked is 9.3, and the median is 6 years.

The prevalence of employer provided benefits is somewhat lower in Douglas County relative to the entire labor basin sample. Figure 10 shows that 73% receive health insurance benefits, compared to 81% in the entire basin sample. Only 70% receive retirement benefits, versus 83% in the entire basin sample. Furthermore, only 73% of Douglas County workers receive paid vacation, versus 84% in the entire basin. Finally, only 68% in Douglas County receive life

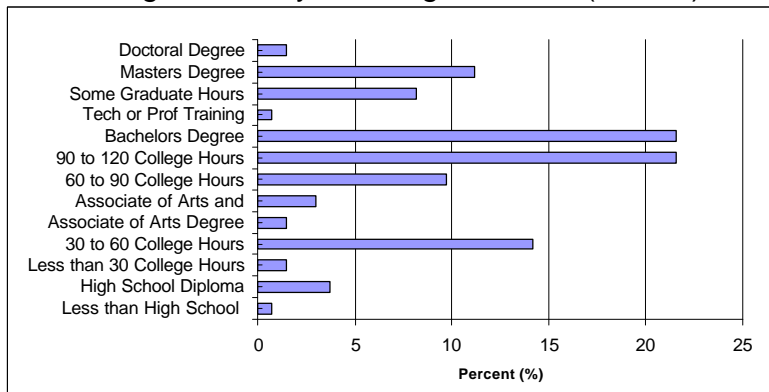
Figure 10. Percentage Receiving Employer Provided: Benefits: Douglas County Residents



insurance benefits, while 78% at the basin level receive this benefit.

The Lawrence Chamber of Commerce is interested in knowing more about Douglas County's student worker population. About 23% of those Douglas County respondents who are currently working are also enrolled in some college or vocational course. In other words, a

Figure 11. Highest Level of Education Completed: Douglas County Working Students (N=134)



good deal of the Douglas County respondents who work can also be considered students. Characteristics of these working students will be described here. Figure 11 shows the highest educational level achieved among those who are working students. About 22% of working students have completed a Bachelors degree, and the same percentage have completed 90 to 120 college hours. Another 11% of working students have already achieved a Masters degree.

About 41% of these students work at full-time jobs, and about 59% work at part-time jobs. Another 1% are in temporary positions. Working students tend to be found in education as Table 17 illustrates, with about 21% indicating that their current occupation is in education. It is likely that many of those in this category are graduate students who are teaching assistants, and some are probably educators in the public school systems who are obtaining continuing education. In addition, there is a relatively high percentage in hotel, restaurant and food services, with 10% in this category. This compares to less than 2% who are in this occupation within the entire labor basin sample.

Table 17. Occupations: Douglas County Working Students (N=134)

Occupation	Percent (%)
General Labor, Construction	1.6
Factory Worker, Meat Packer	0.8
Other Blue Collar	5.5
Governmental Services	4.7
Business Professional, Owner, Manager, Banker, Finance	7.9
Doctor, Attorney, Engineer	3.1
Computer Programming	1.6
Clerical, Data Entry	6.3
Arts, Crafts	0.8
Sales	8.7
Educator, Professor	20.5
Other White Collar	15.7
Social Services	6.3
Hotel, Restaurant, Food Services	10.2
Customer Service Representative	1.6

Working Preference of the Available Labor Pool

One of the final study objectives is to identify the working preferences of the available labor pool in Lawrence, such as desired area of employment, acceptable commuting distance, desired shift, wage expectations, and important benefits. For these analyses the available labor pool is the group of potential workers described at the beginning of the “Working Patterns of the Available Labor Pool” subsection (p. 18).

Table 18. Willing to Take Job Outside of Primary Field

	Lawrence		Columbia	
	Number	Percent (%)	Number	Percent (%)
Yes	84,793	79.9	28,677	83.9
No	21,331	20.1	5,503	16.1
TOTAL	106,124	100.0	34,180	100.0

Some workers may indicate that they would be available for a new employment opportunity, but are unwilling to switch from their current job to a different type of position. If there is a large percentage of those unwilling to change their job description or to receive training for a new occupation, it limits the type of employers who can enter the labor basin. Table 18 shows that there is an ample supply of available labor willing to take a job outside their primary field. About 80% of the available labor pool would consider such a move,

representing nearly 85,000 potential workers. For comparison, the available labor pool in Columbia, Missouri has less than 29,000 potential workers willing to take a job outside their primary field.

Figure 19. Distance Available Labor Will Commute

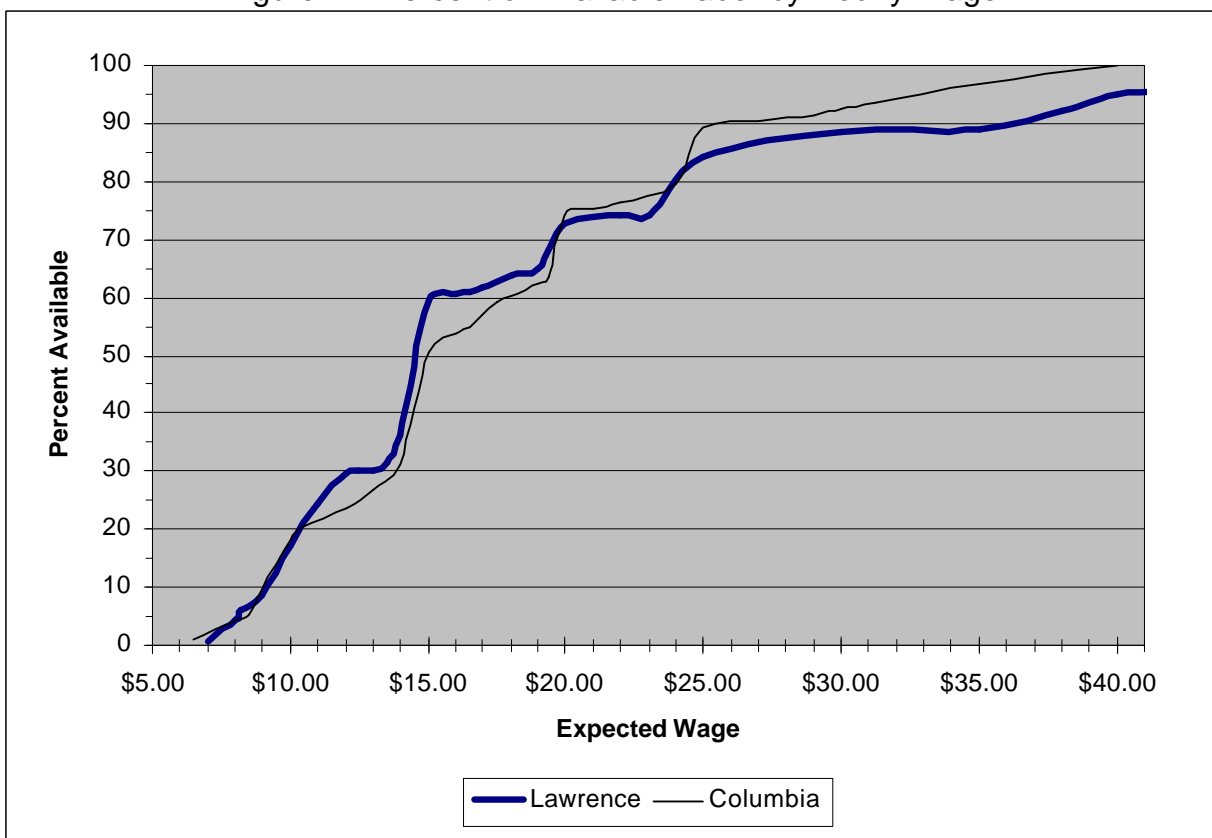
	Lawrence		Columbia	
	Number	Cumulative Percent (%)	Number	Cumulative Percent (%)
At least 45 minutes	424	0.4	13,672	40
At least 30 minutes	55,609	52.4	29,532	86.4
At least 15 minutes	101,879	96.0	34,180	100.0
Less than 15 Minutes	106,124	100.0	34,180	100.0

The available labor pool in Lawrence is not willing to commute more than 45 miles for an employment opportunity, but the population density of the area more than compensates for this, as Table 19 demonstrates. The table shows that almost 102,000

(96% of the available labor) will commute more than 15 minutes, one way, for employment. It also shows that almost 56,000 (52%) are willing to travel more than 30 minutes, one way, for an employment opportunity. While the percent of available labor willing to commute specific distances is much higher in Columbia than in Lawrence, the actual number of potential workers willing to commute specific distances is much larger in Lawrence than in Columbia due to the higher population of the Lawrence labor basin.

Figures 12 and 13 show the wage demands of the available labor pools in Lawrence and Columbia, Missouri. Figure 12 shows the percent of each available labor pool that would consider an employment opportunity at a given wage. Figure 13

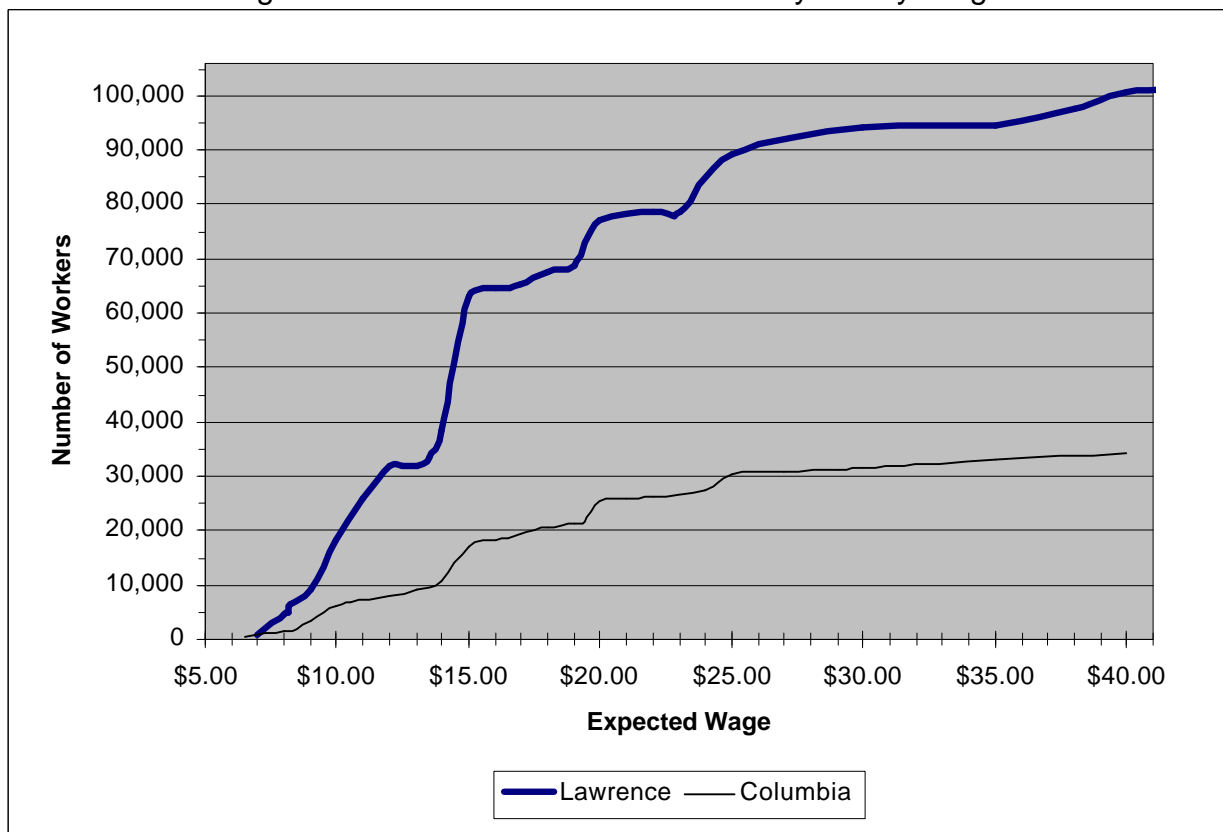
Figure 12. Percent of Available Labor by Hourly Wage



shows the total number of potential workers from each available labor pool that would consider an employment opportunity at a given wage level.

A comparison between Lawrence and Columbia of the percent of the available labor pool interested in an employment opportunity based on expected wage shows that, overall, wage expectations of the available labor pools in both areas are quite similar. The differences are minimal, but at lower wages (under \$20.00) a greater percentage of the available labor pool in Lawrence is interested than in Columbia, and at higher wages (over \$20.00) a greater percentage of the available labor pool in

Figure 13. Number of Available Labor by Hourly Wage



Columbia is interested than in Lawrence. An employment opportunity offering \$15.00 an hour would interest about 60% of the available labor pool in Lawrence and about 51% in Columbia. At \$20.00 an hour, about 73% would be interested in Lawrence and approximately 74% in Columbia, while at \$25.00 an hour, approximately 84% would be interested in Lawrence and approximately 89% in Columbia.

But, a comparison of the number of potential employees interested in an

employment opportunity based on expected wage between Lawrence and Columbia shows, Lawrence can provide considerably more potential employees at every wage level than can Columbia. An employment opportunity offering \$10.00 an hour would interest over 18,000 potential workers in Lawrence, but only slightly more than 6,000 in Columbia. At \$15.00 an hour, over 63,000 potential workers would be interested in Lawrence and 17,000 in Columbia, and at \$20.00 an hour, over Lawrence could provide over 77,000 potential workers and Columbia could provide over 25,000. When hourly wage reaches \$25.00 more than 89,000 might consider an employment opportunity in Lawrence, compared with almost 31,000 in Columbia, and at \$30.00 an hour, Lawrence could have as many as 94,000 interested workers while Columbia could have almost 32,000.

Table 20. Available Labor by Shift

	Number	Percent (%)
Preferred Shift		
Daytime (8:00 am - 5:00 pm)	104,638	98.6
Swing (4:00 pm - 12:00 midnight)	0	0.0
Grave Yard (12:00 midnight - 8:00 am)	1,486	1.4
TOTAL	106,124	100
Willing to Work Rotating Shifts		
Yes	18,253	17.2
No	87,871	82.8
TOTAL	106,124	100.0

Table 20 shows the preferred shifts of the available labor pool in Lawrence as well as willingness within the available labor pool to work rotating shifts. The vast majority (almost 99%) of the available labor pool prefers a daytime shift, only slightly more than 1% prefer a grave yard shift, and none of the respondents indicated a preference for a swing shift. These results should be expected when asking which shift is *preferred* and they do not suggest that interest in swing or grave yard shifts would be this low. The willingness of the available labor pool to work rotating shifts suggests that swing and grave yard shifts are acceptable to some of the available labor pool, just not preferred. Over 17% of the available labor pool (over 18,000 potential workers) indicated that they would be willing to work at a job with rotating shifts.

Available labor pool respondents were given a list of potential factors that might influence their decision to consider an employment opportunity. Respondents were

read the following, “ Please indicate which of the following benefits or opportunities would be very important in your decision to take a new job?” Table 21 shows the percentage of respondents indicating “yes” to the various factors and compares these results with available results from Columbia, Missouri.

The most important factor affecting the decision of potential workers in Lawrence to take a new job is higher pay (97%), followed by health benefits (85%) and retirement (84%). Also important are flexible hours (74%), on the job training (70%), and educational opportunities (57%). Consistent with earlier reported results regarding the available labor pool’s willingness to commute, working closer to home is very important to almost half (47%) of the available labor pool. Potential workers in Lawrence place greater importance on all but three factors when compared to Columbia. Potential workers in Columbia place greater importance on higher pay (98%), locating in a different community (29%), and in the availability of on-site childcare (23%).

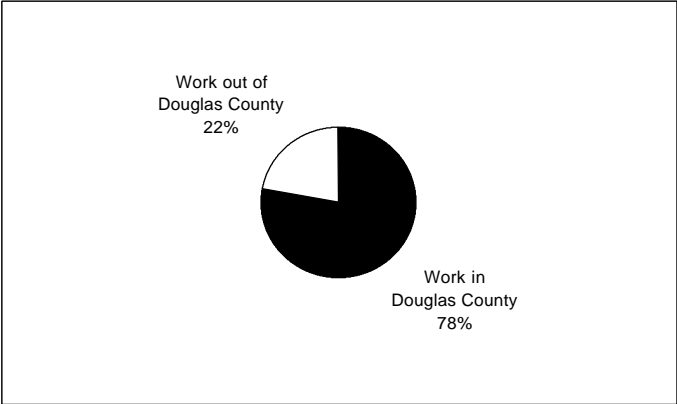
Table 21. Percent of Available Labor Pool Considering Factor as “Very Important”

	Lawrence (N=246)	Columbia (N=125)
	Percent "Yes"	Percent "Yes"
Salary	97.0	98.3
Health Benefits	85.3	52.1
Retirement	84.1	71.4
Flexible Hours	74.1	63.0
On the Job Training	70.2	n/a
Educational Opportunities	57.0	39.5
Closer to Home	47.2	22.0
Employer/Public Provided Transportation to Job	26.1	n/a
Different Community	23.4	29.1
On-Site Childcare	15.7	22.9
Seasonal/Temporary Job	14.6	n/a

Outbound Commuting Among Douglas County Respondents

One of the study objectives is to discern the most important factors influencing some Douglas County residents to commute outside of their county for work. Figure 14 shows that about 22% (N=124) of Douglas County residents commute outside of the county to work.

Figure 14. Place of Work Among Douglas County Residents (N=556)



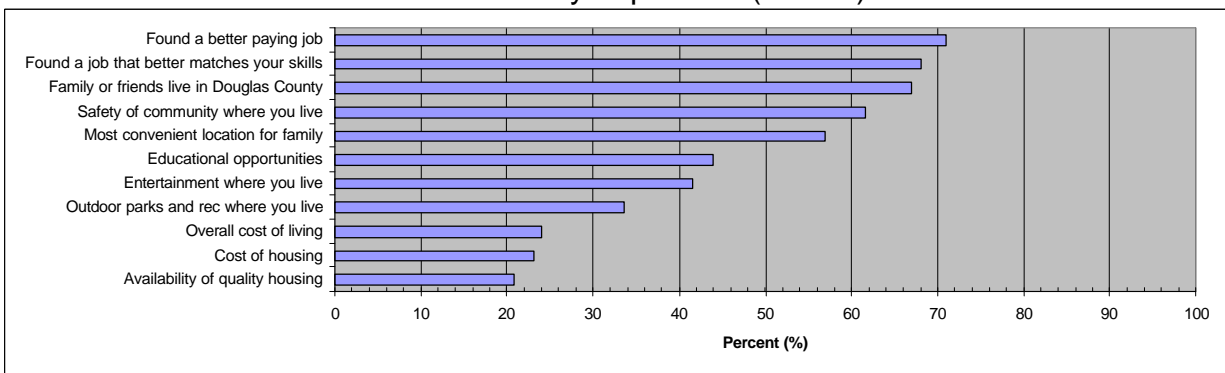
The outbound Douglas County respondents were presented a list of potential factors that influence their decision to commute outside of the county. As an introduction to the list of factors, respondents were read the following, “We are interested in the possible reasons that you live in Douglas County and work outside Douglas County. Which of the following are **very important** reasons why you live in Douglas County but work elsewhere?” Figure 15 shows the percentages responding “yes” to the various factors.

Not unexpectedly, the reasons most commonly mentioned as “very important” for outbound commuting are the perception that one is able to make more money at a job outside the county (71%) and finding a job outside the county that better matches ones skills (68%). About 67% indicate that having family and/or friends living in Douglas County is a very important factor that they live in Douglas County even though they work outside of the county. Safety appears as another highly influential factor, with about 62% indicating that this is very important. The last factor that appears significantly influential is “most convenient location for family,” with 57% indicating that this is very important. This is not surprising given our society’s high rate of two-income families. It is even likely that given Douglas County’s location, there are families with one breadwinner traveling east and one west from Douglas County for employment! In addition, although the study did not assess this household characteristic, it is quite possible that a portion of the outbound workers have a family member attending the

University of Kansas, and thus, Douglas County becomes the most convenient location for the family unit.

Those items that seem the least important in outbound commuting are the availability of housing issue and cost issues. Only 21% indicate that the availability of quality housing is “very important” in their status as outbound commuters. A relatively low percentage (less than 25%) indicate the cost of living and cost of housing are “very important” factors in explaining why they live in Douglas County but commute outside the county for work. This can be interpreted as showing that a fairly small percentage believe cost of living and housing is high enough outside of Douglas County to force them to live in Douglas County and commute to work.

Figure 15. Percent of Outbound Employees Considering Factor as “Very Important” (N=124)



The occupational and primary working skills distributions of outbound commuters who indicate that they commute outside Douglas County for work because they found a job that better matches their skill levels are shown in Table 22. Compared to the occupational distribution of all Douglas County respondents (see Table 15), where about 14% have an occupation in the area of “business professional...”, about 18% of the outbound commuters indicate that this is the nature of their current occupation. There is also a larger percentage (13.1%) of outbound commuters indicating an occupation of “doctor, attorney, or engineer” than the percentage (4.2%) among all Douglas County respondents.

Observing primary skills areas of the outbound commuters reinforces the

Table 22. Occupations and Primary Skills: Douglas County Outbound Commuters Who Indicate Commuting Because Found a Job Outside of County That Better Matches Skills (N=85)

	Current Occupation Percent (%)	Primary Training/Work Skills Percent (%)
General Labor, Construction	3.57	2.44
Mechanic, Welder	3.57	3.66
Other Blue Collar	5.95	3.66
Governmental Services	5.95	3.66
Business Professional, Owner, Manager, Banker, Finance	17.86	19.51
Doctor, Attorney, Engineer	13.10	10.98
Computer Programming	5.95	12.20
Clerical, Data Entry	4.76	2.44
Arts, Crafts	2.38	1.22
Sales	3.57	4.88
Educator, Professor	11.90	9.76
Other White Collar	9.52	13.41
Social Services	8.33	8.54
Hotel, Restaurant, Food Services	0.00	1.22
Customer Service Representative	2.38	1.22
Military	1.19	1.22
TOTAL	100.00	100.00

conclusion that outbound commuters tend to have more highly specialized, white collar skills when compared to all Douglas County respondents. Compared to the primary working skills of Douglas County respondents in general (see Table 15), where about 15% have primary skills in the area of “business professional...”, about 19.5% of the outbound commuters mention this as their primary skill area. There is also a larger percentage (11.0%) of outbound commuters with primary skills of “doctor, attorney, engineer” than the percentage (6.3%) among Douglas County respondents in general. Finally, computer programmer skills are more prevalent among the outbound commuter group (12.2%) than among Douglas County respondents in general (5.4%).

Turning to a comparison of salary levels between outbound commuters and Douglas County residents as a whole finds substantially higher average salaries among the outbound commuters. Table 23 shows that the median personal income of outbound commuters is about \$9,500 higher than the median income among Douglas County respondents as a whole. This higher median personal income of the outbound commuters is consistent with the difference in primary skill areas of the outbound commuters relative to all Douglas County respondents described immediately above.

Table 23. Salary Summary Statistics: All Douglas County Respondents and Outbound Commuters

	Median	Mean	Std. Dev.	Minimum	Maximum
All Douglas County Respondents	\$29,120	\$37,124	\$38,109	\$1,661	\$320,000
Outbound Commuters	\$39,656	\$50,804	\$45,830	\$8,580	\$300,000

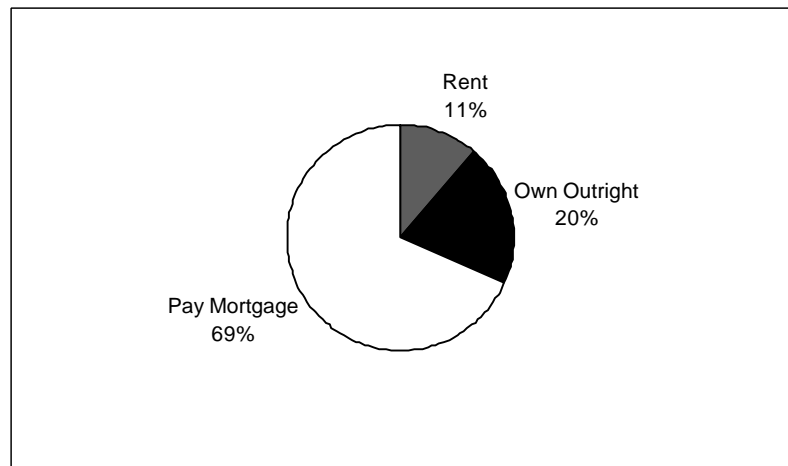
Inbound Commuting Among Non-Douglas County Respondents

The Lawrence Chamber of Commerce provided a list of 187 workers employed within Douglas County but residing outside Douglas County. Self-administered surveys were mailed to each employee on the list and responses were received from 102. This represents a 55% response rate.

The sample of inbound commuters is 48% male and 52% female. The mean age among the respondents is 42 years old, and the median age is close at 43 years old. The number of adults in the household ranges from 1 to 5, with a mean of 2.06, and the number of children in the household ranges from 0 to 5, with a mean of 0.64. The total number of people in the household, derived from adding the number of adults in the household to the number of children in the household, ranges from 1 to 8, with a mean of 2.8 people per household.

Figure 16 shows that of inbound commuters, 11% rent their home, and that 89% either make mortgage payments (69% of the total) or own their home outright (20% of the total). The higher rate of home ownership among Douglas County commuters relative to the rate of renting among the entire labor basin

Figure 16. Home Ownership Status: Inbound Commuters to Douglas County (N=102)



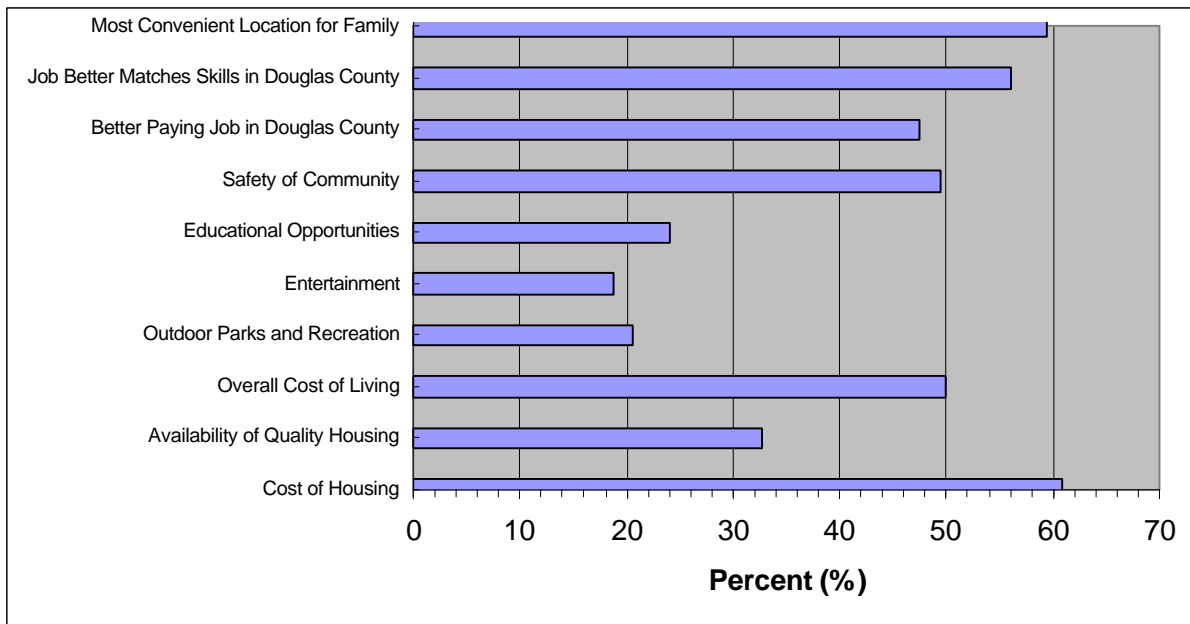
sample (75%) is not surprising and should be expected given the less urban area and lower student population of the inbound commuters sample area.

The inbound commuters to Douglas County were presented a list of potential factors that influence their decision to live outside Douglas County while working inside the county. Respondents were asked to identify whether each factor was **Very Important** or **Not Very Important** that they work in Douglas County and live outside Douglas County. Figure 17 shows the percentages responding “yes” to the various

factors.

The reasons most common identified as “very important” for inbound commuters to work in Douglas County and live outside Douglas county are cost of housing (61%) and the perception that it is most convenient for the family (59%). About 56% mentioned that they could find a job that better matches their skills in Douglas County. The overall cost of living and safety of the community were both viewed as very important by 50% of the respondents, and the belief that they could find a better paying job in Douglas County was important to 48%.

Figure 17. Percent of Inbound Commuters Considering Factor as “Very Important” (N=102)



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