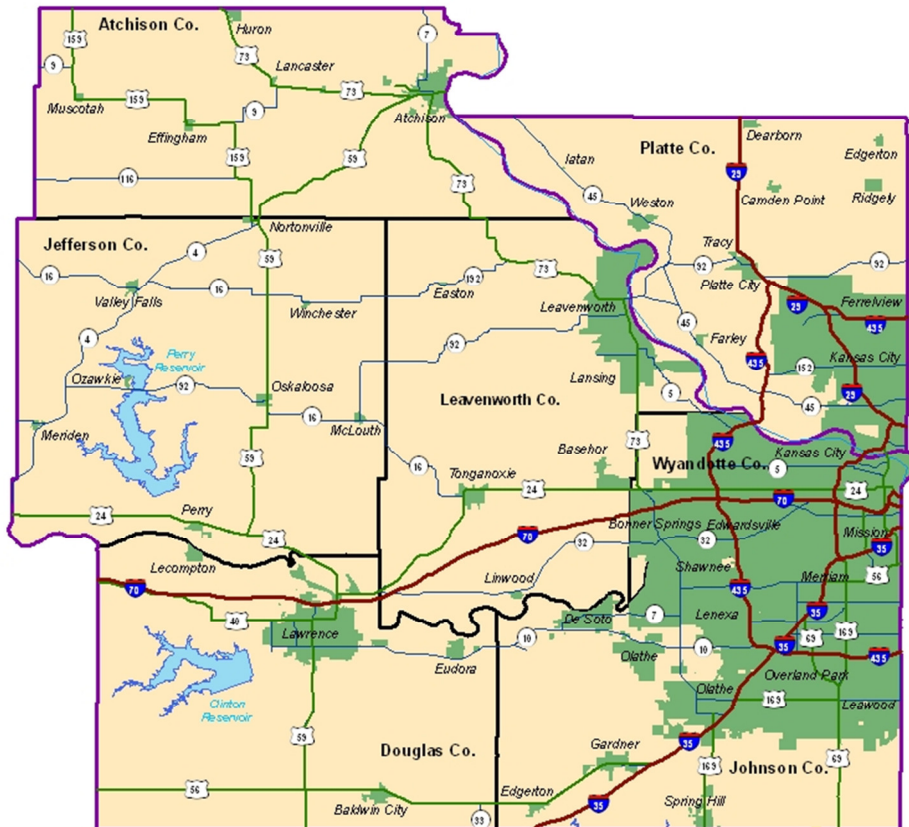


Leavenworth County Labor Basin Labor Availability Analysis – 2012

Including a comparison to data from the
2009 Labor Availability Analysis

Atchison • Douglas • Jefferson • Johnson •
Leavenworth • Wyandotte • Platte Counties



Prepared For

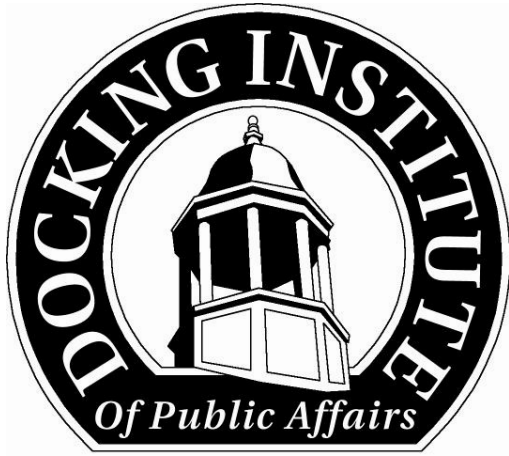
Leavenworth County Development Corporation

By

The Docking Institute of Public Affairs

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Mission:

To Facilitate Effective Public Policy Decision-Making.

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

Leavenworth County Labor Basin Labor Availability Analysis

Including a comparison to data from the
2009 Labor Availability Analysis

Prepared By:

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Prepared For:

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Glossary of Terms

Leavenworth County Labor Basin – The Leavenworth County Labor Basin includes Atchison, Douglas, Jefferson, Johnson, and Leavenworth counties and a portion of Wyandotte County in Kansas, and Platte County in Missouri.

Civilian Labor Force – The Civilian Labor Force represents “the civilian non-institutional population, 16 years of age and over classified as employed or unemployed.” The Bureau of Labor Statistics defines “non-institutional civilians” as those individuals who are not inmates in institutions and who are not on active duty in the Armed Forces; and “unemployed civilians” as civilians available for work and who had “made specific efforts to find employment” in the previous four weeks.

Available Labor Pool – The Available Labor Pool is composed of workers and potential workers categorized as either 1) currently not working *but* looking for employment, 2) currently employed (full- or part-time) *and* looking for other full-time employment, 3) currently not working in any manner *but* willing to consider different employment for the *right opportunity*, and 4) currently employed and not looking, *but* willing to consider different employment for the *right opportunity*.

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

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

Necessary Travel Time – “Necessary Travel Time” is the number of minutes that a respondent indicates he or she is willing to travel that is equal to or greater than the estimated travel time necessary for the respondent to actually commute from his or her zip code of residence to the zip code at the center of the labor basin. For example, a respondent that is willing to travel for 30 minutes, one-way, for a new or different job and that lives an estimated 15 minutes from Leavenworth is considered “willing to commute the necessary travel time” for a new job.

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

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

Potential Entrepreneurs – Members of the ALP that do not own their own businesses and indicate that they have seriously considered starting their own business in the past few years.

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

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

Leavenworth County Labor Basin Labor Availability Analysis

Executive Summary

The Leavenworth County Labor Basin includes Atchison, Douglas, Jefferson, Johnson and Leavenworth counties and a portion of Wyandotte and Platte counties. The purpose of this report is to assess the “Available Labor Pool” in this labor basin. The “Available Labor Pool” represents those who indicate that they are looking for employment or would consider changing their jobs for the right opportunities.

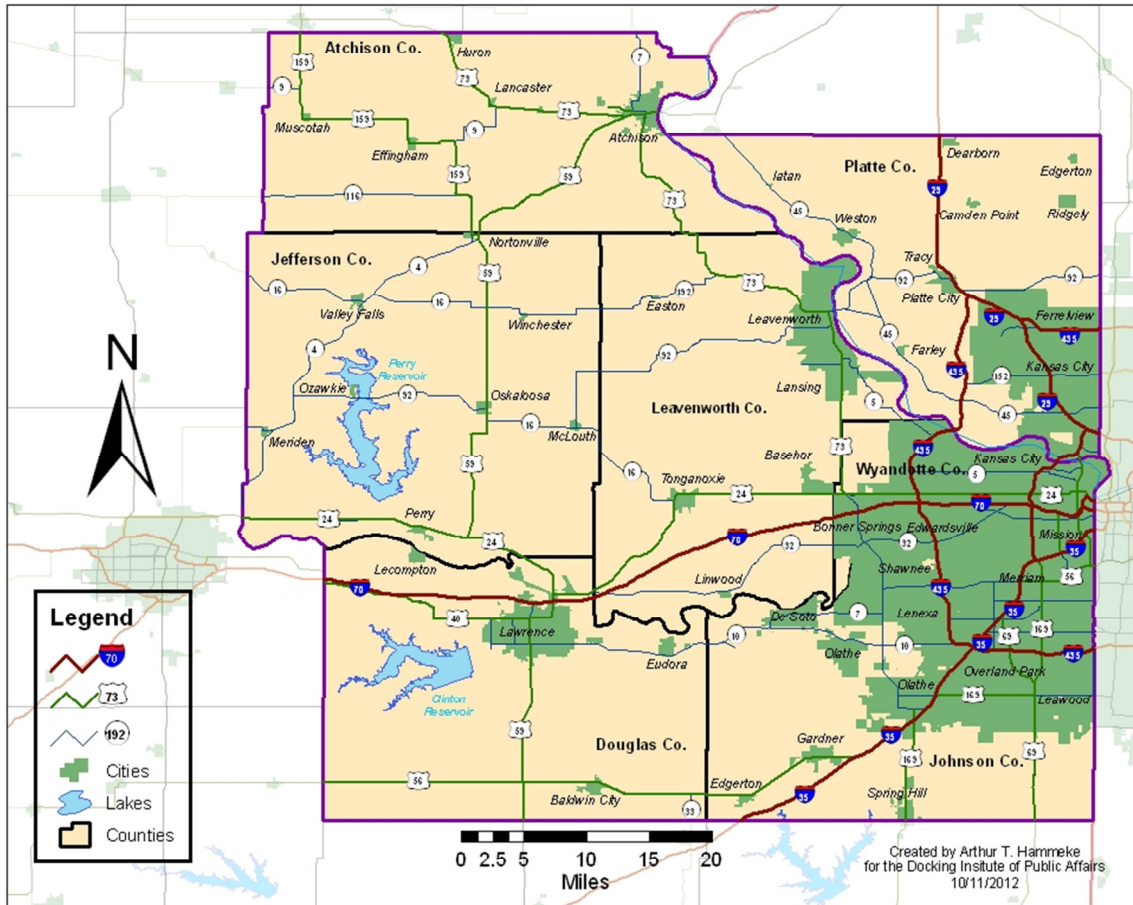
The Docking Institute’s independent analysis of this labor basin shows that:

- The population of the Leavenworth County Labor Basin is estimated to be 371,650. The Civilian Labor Force (CLF) is estimated to be 189,331. The Institute estimates that 83,723 individuals are considered to be part of the Available Labor Pool.
- Of the Available Labor Pool, an estimated 7,480 (8.9%) non-working and 13,986 (16.7%) working individuals are *looking* for new full-time employment, while 15,563 (18.6%) non-working and 46,694 (55.8%) working individuals would *consider* new and/or different full-time employment for the right opportunities.
- About 80% of the Available Labor Pool has at least some college experience and almost all (99.3%) has at least a high school diploma. The average age for members of the Available Labor Pool is about 45 years old, and women make up 50.1% of the Available Labor Pool.
- An estimated 6,022 (7.2%) members of the Available Labor Pool currently work in general labor occupations (such as cleaning, construction, delivery and maintenance), while an additional 9,887 (11.8%) work in government services occupations (such as police and fire) or technical/high skill blue collar occupations (such as welder and lab technician).
- An estimated 22,879 (27.3%) members of the Available Labor Pool currently work in service sector occupations (such as clerical worker, retail sales clerk, certified nurse’s assistant, small business manager), while an additional 21,891 (26.1%) work in white-collar professional occupations (such as administrator, doctor, teacher and professional sales).
- More than three-fourths (77.5%) of the Available Labor Pool indicates that they are “willing to work outside of their primary field of employment for a new or different employment opportunity.”
- About a third (37.4%) of the members of the Available Labor Pool will commute up to 45 minutes, one way, for an employment opportunity. Almost 86% will commute up to 30 minutes, one way, for employment.
- The six most important desired benefits for a new job are good salary or hourly wage, good health benefits, good retirement benefits, on-the-job or paid training, flexible hours and good vacation benefits.
- An estimated 27,296 people (33% of the Available Labor Pool) are interested in a new job at \$16 an hour, 14,408 (17%) are interested at \$12 an hour and 2,789 (3%) are interested at \$8 an hour.
- Of the 60,679 members in the subset of *employed members* of the Available Labor Pool, 14,199 (23.4%) consider themselves underemployed.
- Of the 78,114 members in the subset of *non-business-owning* members of the Available Labor Pool, 22,418 (29%) have seriously considered owning their own businesses.

The Leavenworth County Labor Basin

The Leavenworth County Labor Basin includes Atchison, Douglas, Jefferson, Johnson, and Leavenworth counties and a portion of Wyandotte County in Kansas, and Platte County in Missouri. (See Map 1 below).

Map 1: Leavenworth County Labor Basin



The Leavenworth County Labor Basin has an estimated total population of 371,650 and a Civilian Labor Force (CLF) of 189,331. There was an official unemployment rate of about 6% at the time of the study, and this research suggests that there is a good supply of available labor for a new employer and/or for an employer desiring to expand employment.

The Docking Institute's analysis suggests that the basin contains an Available Labor Pool of 83,723 individuals. The Available Labor Pool is composed of workers categorized as either 1) currently not working *but* looking for full-time employment, 2) currently employed (full- or part-time) *and* looking for other full-time employment, 3) currently not working in any manner *but* willing to consider full-time employment for the *right opportunity* and 4) currently employed and not looking, *but* willing to consider different full-time employment for the *right opportunity*. Please see the Research Methods section – page 40 – for more information about the Institute's Available Labor Pool analysis methodology and the survey research methods used for this study.

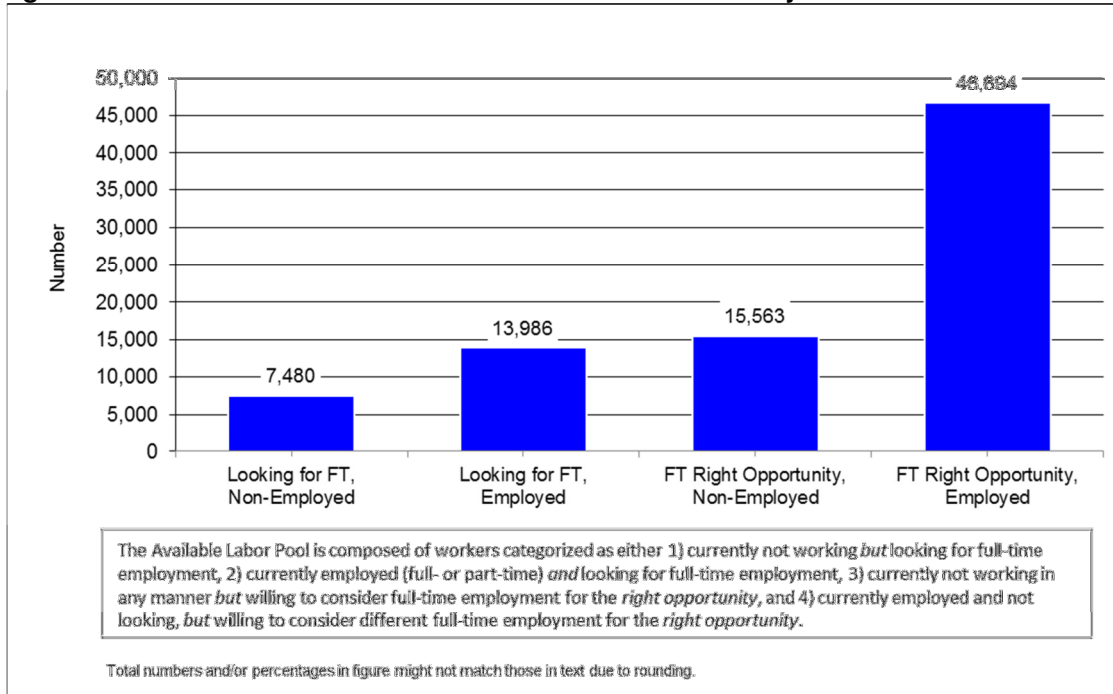
The Leavenworth County Labor Basin's Available Labor Pool

This section of the report assesses the characteristics of the Available Labor Pool in the Leavenworth County Labor Basin by addressing these issues:

- The current employment status of members of the Available Labor Pool (including working and type of job, not working, homemaker, student, retired and disabled status).
- The types of jobs that Available Labor Pool members have had in the past.
- Skills that pool members possess.
- Demographic characteristics of pool members (including average age, average length at current job, gender, ability to speak Spanish, education levels and field of study)
- The number of minutes pool members are willing to travel for a new job.
- Desired benefits and wages with regard to a new job.
- Willingness to change fields of employment for a new job.
- Willingness to work various shifts (2nd shift, rotating and/or weekends) for a new job.
- The number and characteristics of pool members that are willing to commute the “necessary travel time” to the center of the labor basin.
- Underemployment among pool members.
- Characteristics of the underemployed workers (including job sector, reason for underemployment, education levels, willingness to change jobs to address underemployment).
- Business ownership and the desire to own a business.
- Characteristics of the “potential entrepreneurs” (including job sector, education levels and strength of desire to own a business).
- Additional analysis includes:
 - Mapping the Available Labor Pool by zip code of residence
 - Mapping places of employment by zip code of employers
 - Mapping location of residence (by zip code) for those willing to commute the “necessary travel time” to the center of the labor basin.
 - Trend Analysis: Comparing data indicators from the 2009 study.
 - Assessment of Computer Programming / Simulation Skills. To address the specific needs of the client, the Institute will:
 - Include Available Labor Pool and Non-Available Labor Pool respondents in the analysis.
 - Map the location of residence (by zip code) of respondents indicating current or previous computer programming / simulation work experience.
 - Map the location of employment (by zip code) of respondents indicating current or previous computer programming / simulation work experience.
 - Assess the desired benefits, pay demands and minutes willing to travel for a new job.
 - Provide characteristics of the subset (including gender, education levels and length of time working in field).

It is estimated that 7,480 (8.9% of the Available Labor Pool) non-employed¹ and 13,986 (16.7%) employed individuals are *currently looking* for new or different full-time employment, and 15,563 (18.6%) non-employed individuals and 46,694 (55.8%) employed individuals *would consider* new or different full-time employment for the right opportunities.

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



¹ The terms “non-employed” and “non-working” refer to officially unemployed members of the Civilian Labor Force as well as any non-employed/non-working full-time students, homemakers, retirees and disabled individuals.

Map 2 shows how each zip code in the basin compares to all other zip codes in terms of the percent of total available labor in the Leavenworth County Labor Basin. Each zip code is grouped into one of five categories specified in the legend. Large portions of the Available Labor Pool are located in zip code areas in Leavenworth, Johnson, Douglas and Wyandotte Counties, although zip code areas in all counties in the basin hold members of the Available Labor Pool.

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

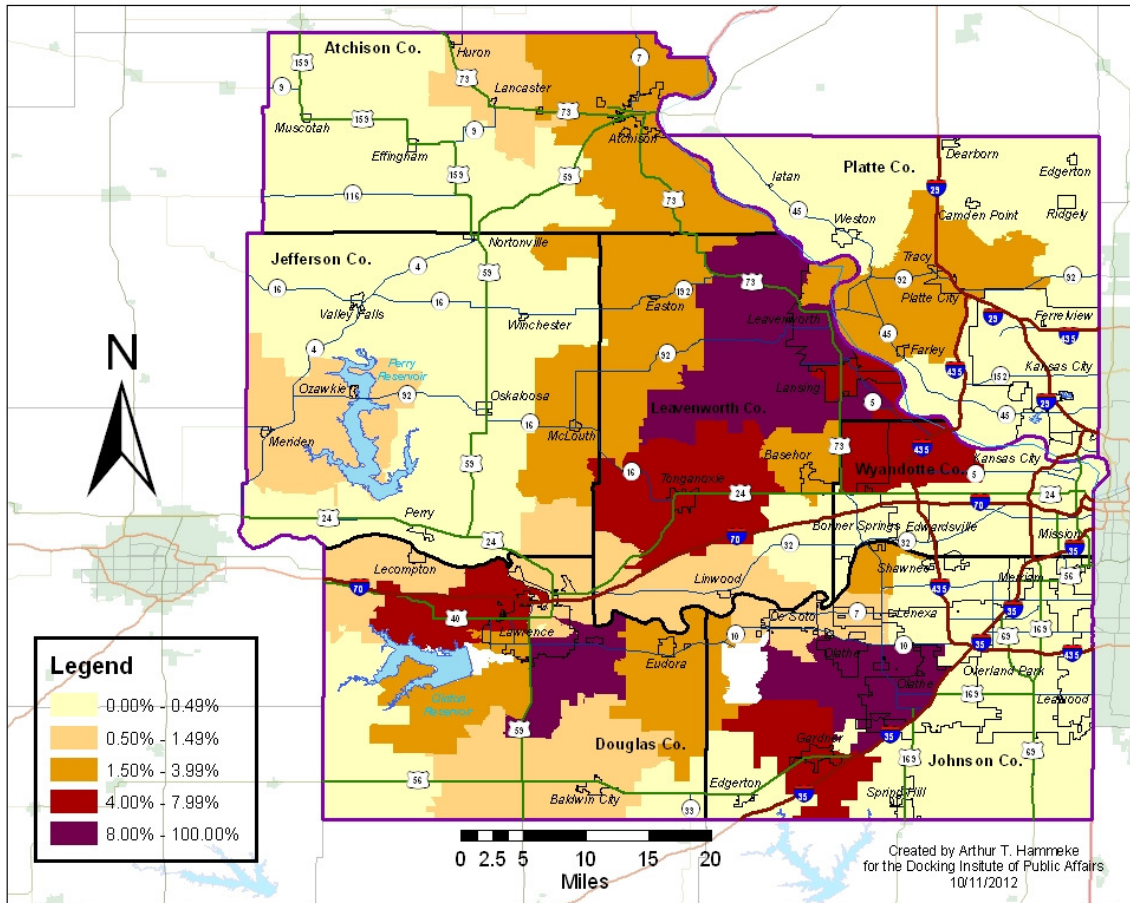


Table 1 shows the gender, age and education levels of the 83,723-member Available Labor Pool. Half (50.1%) are women, and the average age is about 45 years old. More than a quarter (27.8%) speaks at least some Spanish, though most of those respondents (72.7%) speak “only a little.”

Almost all (99.3%) have at least a high school diploma, more than four-fifths (80.8%) have at least some college education and more than half (51.5%) have at least a bachelor’s degree.

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

Age	Age in 2012		
Range	18 to 76		
Average	46		
Median	45		
Gender	Number	Percent	
Female	41,945	50.1	
Male	41,778	49.9	
Extrapolated Total	83,723	100	
Highest Level of Education Achieved	Number	Percent	Cumulative Percent
Doctoral Degree	3,635	4.3	4.3
Masters Degree	18,122	21.6	26.0
Bachelors Degree	21,357	25.5	51.5
Associates Degree	6,338	7.6	59.1
Some College (including current students)	18,166	21.7	80.8
High School Diploma	15,497	18.5	99.3
Less HS Diploma	608	0.7	100
Extrapolated Total	83,723	100	
"Do you speak Spanish?"	Number	Percent	
"Yes"	23,275	27.8	
<i>Speak Very Well</i>	2,211	9.5	} <i>These percentages represent portions of 27.8%</i>
<i>Speak Fairly Well</i>	4,143	17.8	
<i>Speak Only a Little</i>	16,921	72.7	
		100	

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

Table 2 shows the various occupational categories of the 83,723-member Available Labor Pool. General labor occupations represent 7.2% of the entire pool, while high-skilled blue-collar jobs make up 11.8%. Traditional service-related occupations represent 27.3% of the available labor, while professional occupations represent 26.1% of the Available Labor Pool.

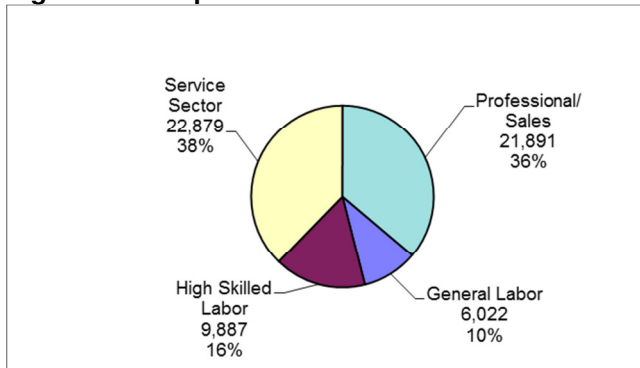
Table 2: Major Occupational Categories of Available Labor

	Number	Percent	Years at Job	
			Mean	Median
General Labor/Cleaning/Farm Labor/Delivery	4,167	5.0	10.0	4.0
Maintenance/Factory Work	971	1.2	7.5	5.5
Trucking/Heavy Equipment Operation	884	1.1	21.3	25.2
Total General Labor	6,022	7.2	12.9	11.6
Govt Service/Protective Service	4,412	5.3	11.2	11.6
Technician/Mechanic/Welder	5,475	6.5	9.8	9.5
Total Highly-Skilled Labor	9,887	11.8	10.5	10.6
Customer Service/Receptionist/Food Service	3,803	4.5	4.8	4.5
Clerical/Secretarial	6,142	7.3	10.0	7.0
Social Service/Para-Professional/Nursing	7,092	8.5	10.0	6.0
Office Manager/Small Business Owner	5,841	7.0	9.9	7.0
Total Service Sector	22,879	27.3	8.7	6.1
Govt & Business Professional/Sales	7,305	8.7	8.5	7.5
Educator/Counselor/Doctor/Attorney	14,586	17.4	12.1	9.8
Total Professional	21,891	26.1	10.3	8.6
Homemakers/Unemployed	9,469	11.3	n/a	n/a
Students	1,847	2.2	n/a	n/a
Retired/Disabled	11,728	14.0	n/a	n/a
Total Non-Employed	23,044	27.5		
Extrapolated Total	83,723	100		

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

Figure 2 shows the occupational sectors of the *employed members* of the available labor only. The *percentages* shown in Figure 2 differ from those presented in Table 2 because the figure excludes non-working Available Labor Pool members. Appendix I provides a detailed list of occupations.

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



Work Experiences and Job Satisfaction

To gain perspective on the types of workers that are available for new and/or different employment in the Leavenworth County Labor Basin, survey respondents were asked “open-ended” type questions assessing work skills and previous work experience. Responses were grouped into the 19 categories listed in Table 3.

Table 3 and Figure 3 (next page) show the current employment status and previous work or training experience of Available Labor Pool members. Table 3 shows the number of workers currently employed in various job categories, as well as the number of workers that have previous work or training experience. The table also shows the sum of working Available Labor Pool members currently employed in a job category *plus* those that indicate previous training or experience in that particular field.

It is estimated, for example, that 2,326 members of the available labor in the Leavenworth County Labor Basin are currently employed in general labor, construction, cleaning and similar positions. An additional 3,494 Available Labor Pool members in the basin indicate previous employment experience or training in those or similar jobs, for a total of 5,820 individuals.

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

	Current Employment*	Previous Work/Training*	Current plus Previous Work or Training**
	Number +	Number =	Number
General Labor/Construction/Cleaning	2,326	3,494	5,820
Farm Labor/Ranch Hand/Landscaping	167	1,626	1,792
Delivery/Driver/Courier	1,675	3,093	4,768
Maintenance/Wiring/Plumbing	653	1,867	2,520
Factory Worker/Grain Elevator Op/Meat Packer	317	3,044	3,361
Truck Driver/Heavy Equipment Operator	884	971	1,855
Police/Fire/Postal/Military Enlisted	4,412	5,773	10,185
Lab or Medical Technical/Comp Technician	4,170	1,061	5,230
Mechanic/Welder/Carpenter/Electrician	1,305	249	1,554
General Customer Service/Retail/Reception/Food Service	3,803	5,405	9,208
Clerical/Secretary/Book-Keeper/Bank Teller	6,142	10,064	16,206
Para-legal/Para-pro/CNA/Day Care	4,399	3,192	7,591
Nurse/LPN/RN/Semi-skilled Social Service	2,694	1,566	4,260
Office Manager/Small Business Owner	5,841	9,040	14,881
Teacher/Instructor/Writer/Researcher	8,247	5,788	14,035
Sales/Marketing/Accounting	3,064	2,991	6,055
Govt, Non-Profit, or Bus Exec/Farm Owner/Military Officer	4,241	1,375	5,616
Counselor/Social Worker/Physician's Assistant	651	561	1,212
Professor/Doctor/Engineer/Attorney	5,689	1,096	6,785
Extrapolated Total	60,679	62,254	

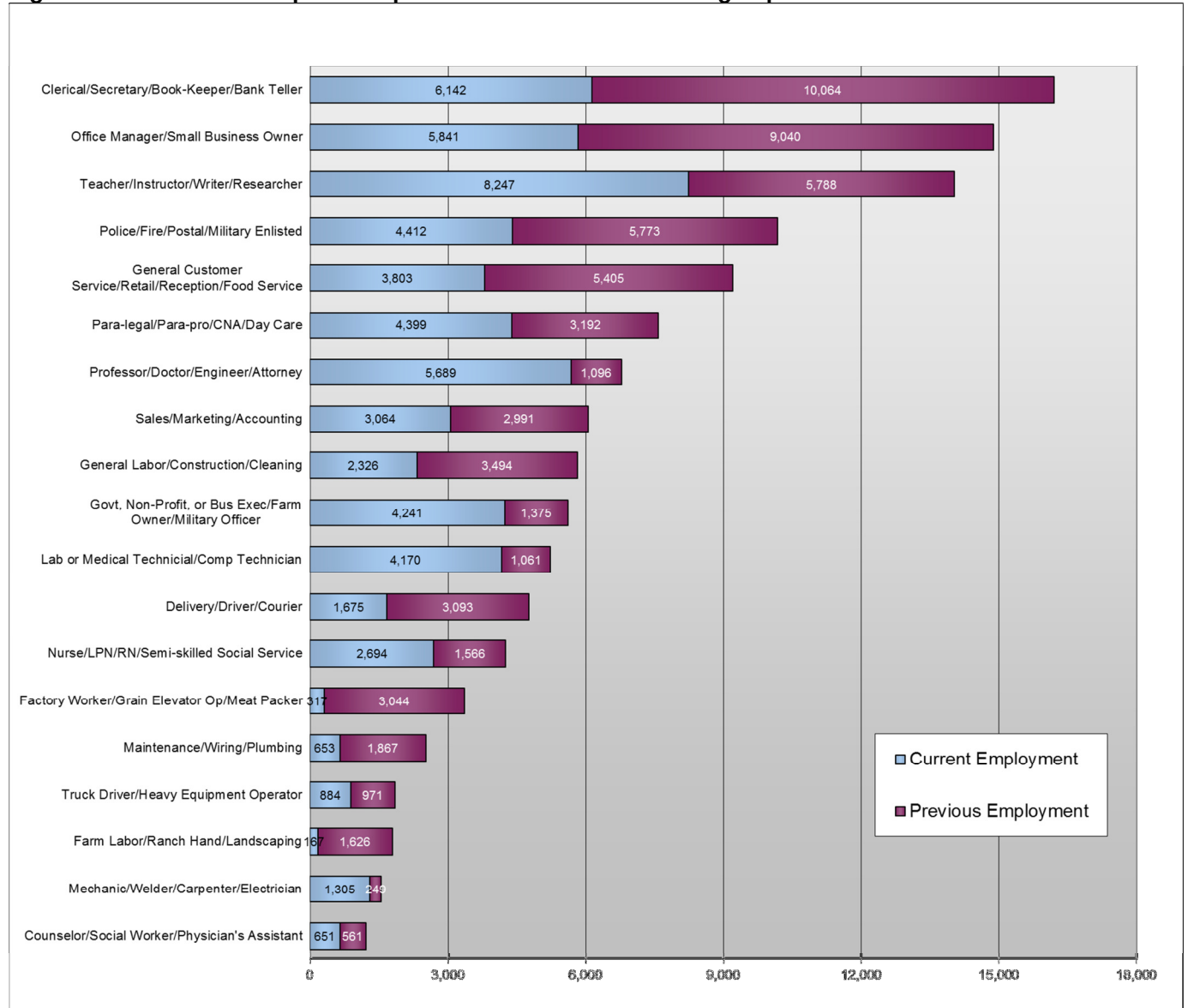
* Retired, disabled, non-working students, homemakers are not included.

** An individual member of the ALP is counted only once within each employment category.

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

Figure 3 shows the same information as that presented in Table 3 but in graphic format. Many Available Labor Pool members report current work experience or previous work/training as clerical workers, secretaries, book-keepers, bank tellers and similar positions. There are 6,142 working Available Labor Pool members currently employed in this category and 10,064 other individuals that have been previously employed or trained in this category, for a total of 16,206 individuals.

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



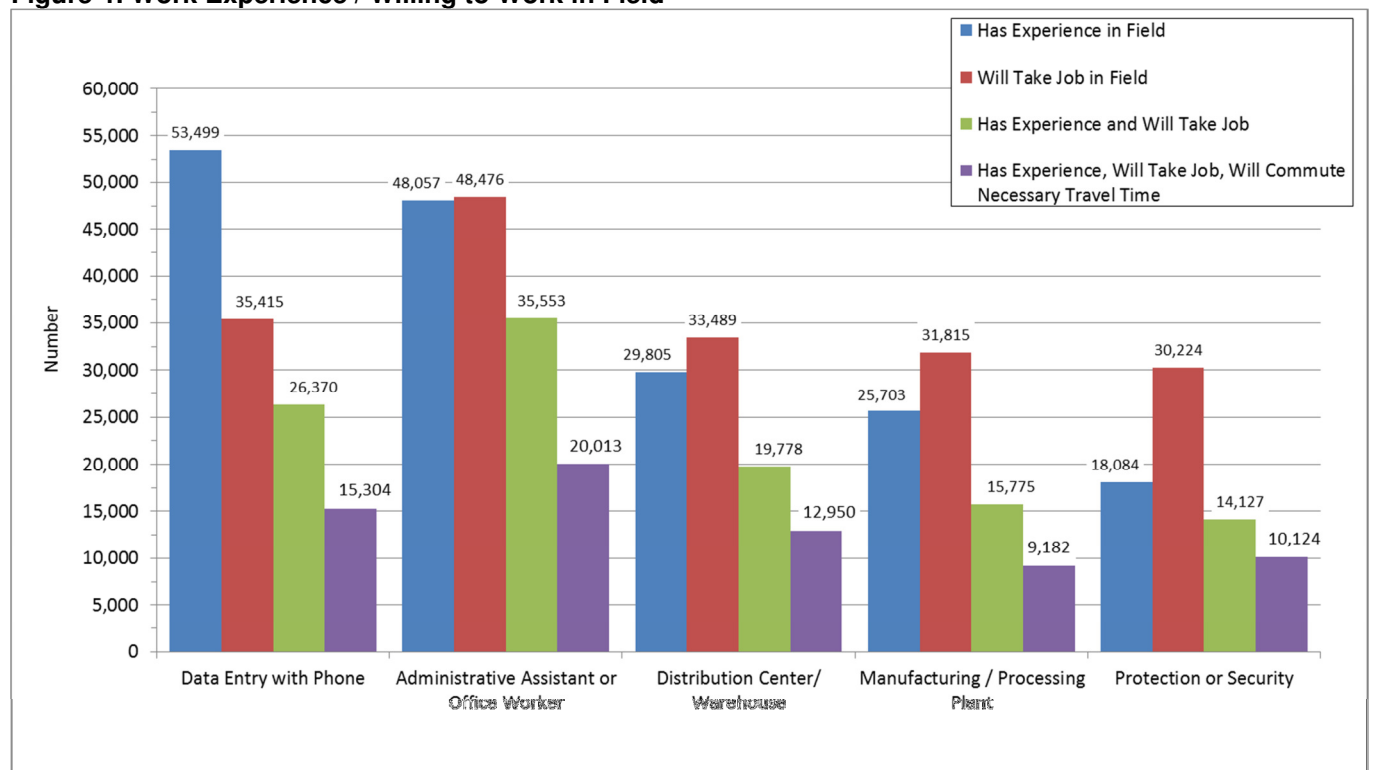
In addition to collecting data regarding the current employment status and previous work or training experience through a series of “open-ended” survey questions (the results of which are shown in the previous table and figure), respondents were asked about the seven specific employment areas listed in Figure 4. Respondents were first asked if they had training or work experience in a specific field and then if they would take a job in that field regardless of their prior training or experience.

For example, the figure shows that about 53,499 Available Labor Pool members report having training and/or experience in data entry with telephone operation, while fewer (35,415) would consider taking a job in that field. The figure also shows that an estimated 48,057 members of the Available Labor Pool report having training or experience in professional office environments as office workers or administrative assistants. More (48,476) indicate that they would take a job in that field.

The third column shows the estimated numbers that have experience or training in a field **and** are willing to work in that field again.

The fourth column shows the estimated numbers that have training/experience **and** are willing to take a job in that field **and** are willing to commute the necessary travel time for a new or different job. (See page 20 for a definition of “necessary travel time.”)

Figure 4: Work Experience / Willing to Work in Field



Survey respondents who said that they had worked in distribution or warehousing and manufacturing or processing were asked additional questions to assess the type of work they performed at those jobs. The following figures show the responses to those questions.

Slightly more than a third (37%), for example, of those with experience in distribution has performed jobs in material moving and loading. About 20% has worked in jobs related to inventory control and scheduling. About two-fifths (43%) has worked in administration and management.

Almost half (47%) of those with experience in manufacturing has worked in jobs related to production, fabrication or assembly. Slightly more than a fifth (21%) has worked in maintenance, shipping or receiving. About a third (32%) has worked in administration and management.

Figure 4a: Work Experience in Distribution or Warehousing

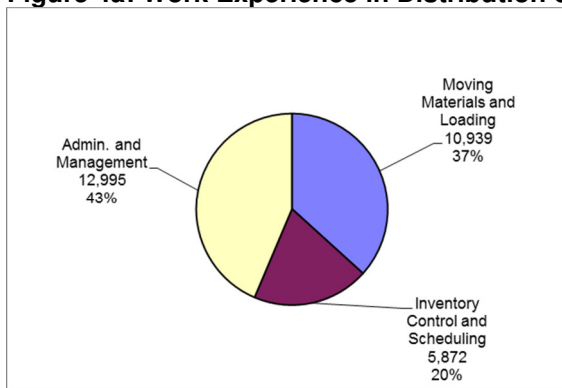
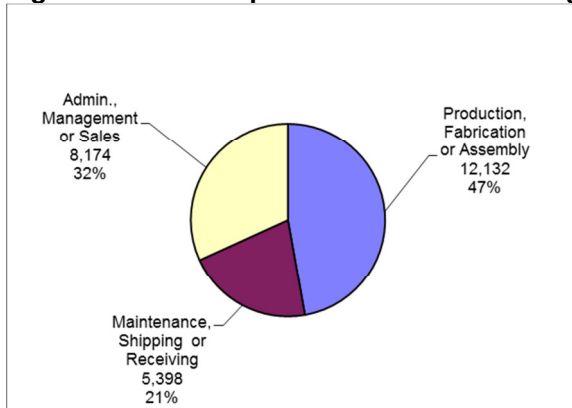


Figure 4b: Work Experience in Manufacturing or Processing



Employed members of the Available Labor Pool and working non-Available Labor Pool members of the sample were asked questions relating to job satisfaction. Figure 5 and Table 4 show responses to these questions. The figure shows that about 25% of the working pool respondents “strongly agree” with a statement suggesting that they “enjoy the things I do,” while about 64% “agree” with that statement. The statement receiving the highest level disagreement is “I have a fair chance at promotion” with 36% disagreeing and almost 10% strongly disagreeing.

Figure 5: Job Satisfaction Among Working ALP Members

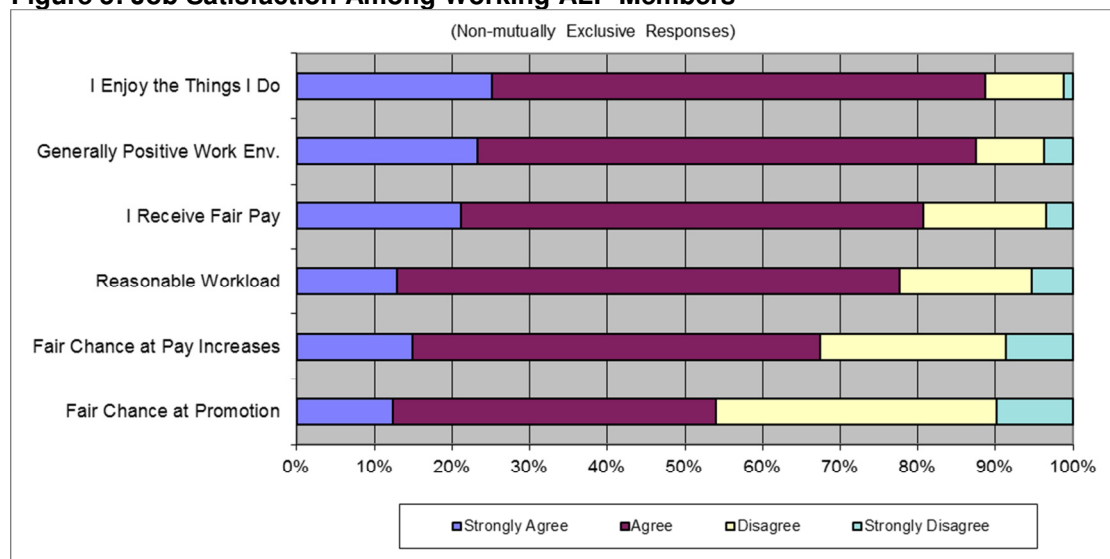


Table 4 shows combined “strongly agree” and “agree” percentages only. The table also shows the responses of both pool **and** non-pool workers. The table shows that almost 88% of the working Available Labor Pool members “strongly agree” or “agree” with the statement regarding “enjoying the things I do,” while more than 98% of the survey respondents that are working non-Available Labor Pool members suggest the same.

The statement with the largest percentages of disagreement between pool and non-pool workers is having “a reasonable workload.” Almost 10% fewer pool members express agreement with this statements than do non-pool members. There is also a 8.2% difference between pool and non-pool workers with regard to having a “generally positive work environment.” Clearly, those workers who fit the definition of available labor used in this study tend to be less satisfied with their current job than non-Available Labor Pool respondents.

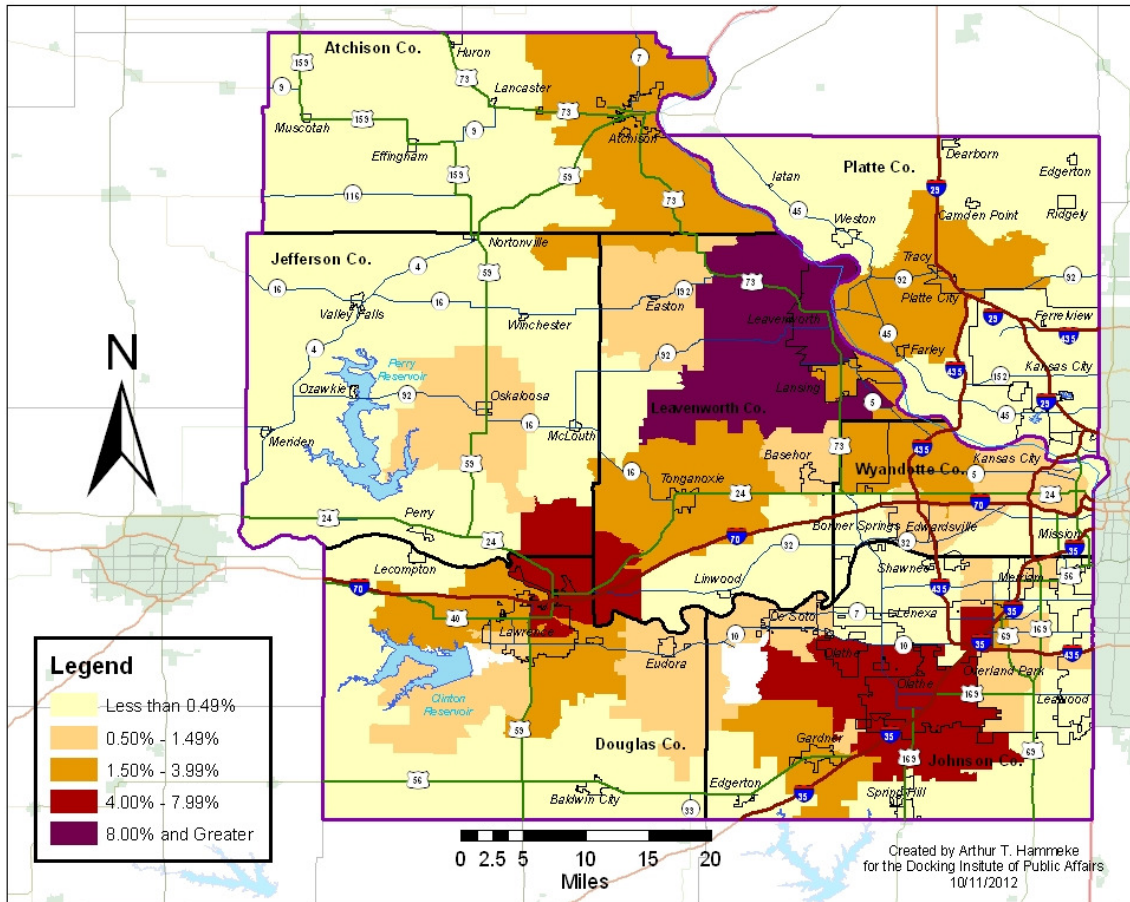
Table 4: Job Satisfaction Among the ALP and Non-ALP Workers

	Strongly Agree and Agree	
	Working ALP Percent	Working Non-ALP Percent
I Enjoy the Things I Do	88.7	98.3
Generally Positive Work Env.	87.5	95.7
I Receive Fair Pay	80.7	80.7
Reasonable Workload	77.7	87.5
Fair Chance at Pay Increases	67.4	70.7
Fair Chance at Promotion	54.0	59.4

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

Working Available Labor Pool members were asked for the zip code of their workplaces. Map 3 shows the locations of employers within the basin by zip code area. Each zip code is grouped into one of five categories specified in the legend. Large portions of the workplaces are located in zip code areas in Leavenworth, Johnson, Douglas and Jefferson Counties, although zip code areas in all counties in the basin contain employers where Available Labor Pool members currently work.

Map 3: Workplaces by Zip Code



Educational Experience

Respondents that had completed at least some college or are currently enrolled in a community college, college, or university were asked to provide their major area of study. Answer options included:

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

Biological Sciences and Health: Biology, Agriculture, Nursing, Pre-med, Pre-vet and Human Performance.

Physical Sciences and Engineering: Physics, Geology, Chemistry and Engineering.

Business and Economics: Management, Accounting, Finance, Marketing and Economics.

Education: Elementary and Secondary Teaching.

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

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

Figure 6a below shows that the largest group of Available Labor Pool members indicates a major in business and economics (26%). Education, biological sciences or nursing, arts and humanities, and social sciences follow with 19%, 15%, 14% and 11%, respectively. Less than 10% of the college educated respondents indicate majors in the physical sciences and computer sciences/math, each.

Figure 6a: Undergraduate Field of Study

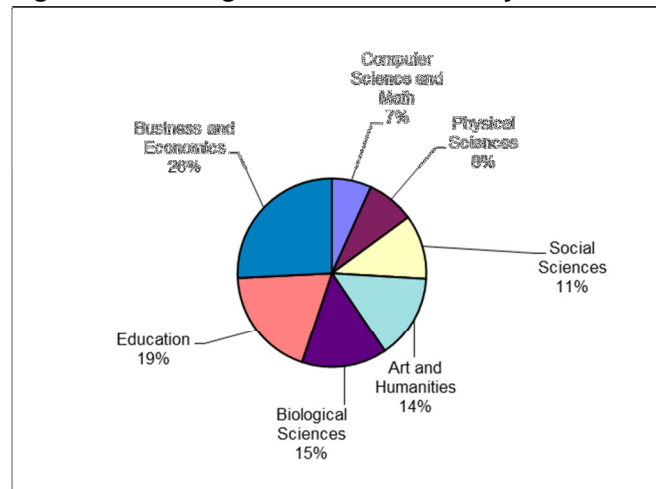


Figure 6b shows community college experience among Available Labor Pool members. Less than a tenth (9%) has completed or is in the process of completing community college or technical school degrees.

Figure 6c shows the area of study for community college students. More than two-fifths (22%) report studying nursing or a health related field, while 15% have studied an office skills related field. Less than 10% report studying other manufacturing, plastics or composites manufacturing, CAD or CAM, information technologies or automotive technologies, each.

Figure 6b: Community College Experience

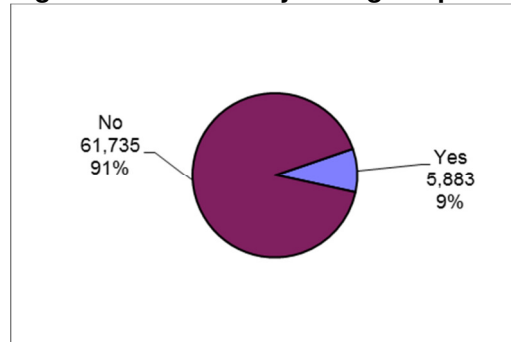
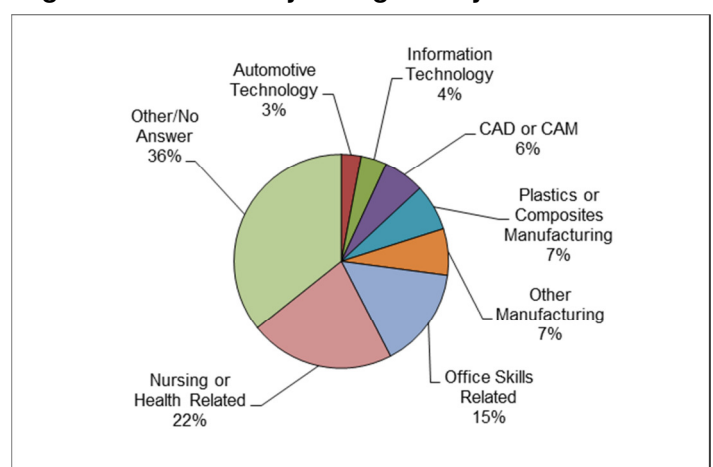


Figure 6c: Community College Study Area



Considerations for Employment

An important consideration for many employers looking to locate or expand operations is whether workers are willing to pursue new employment opportunities. Some workers may be available for new employment, but are unwilling to switch from their current job to a different type of position. A large percentage of those unwilling to change their jobs might limit the types of employers that may enter the labor basin.

This does not seem to be the case in the Leavenworth County Labor Basin. Figure 7 shows that 83,723 members of the Available Labor Pool (77.5% or an estimated 64,885) are willing to accept positions outside of their primary fields of employment. This percentage compares very favorably to pools from other basins.

Figure 7: Considerations for Employment

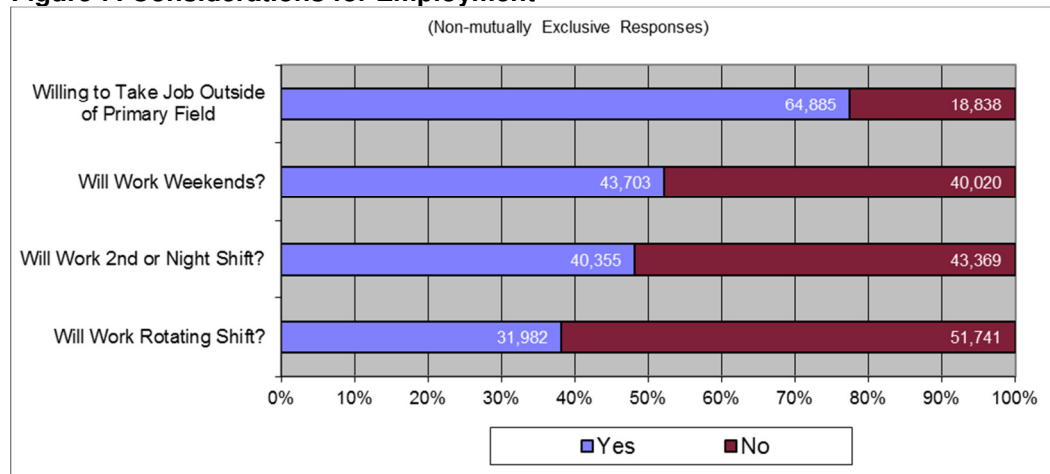


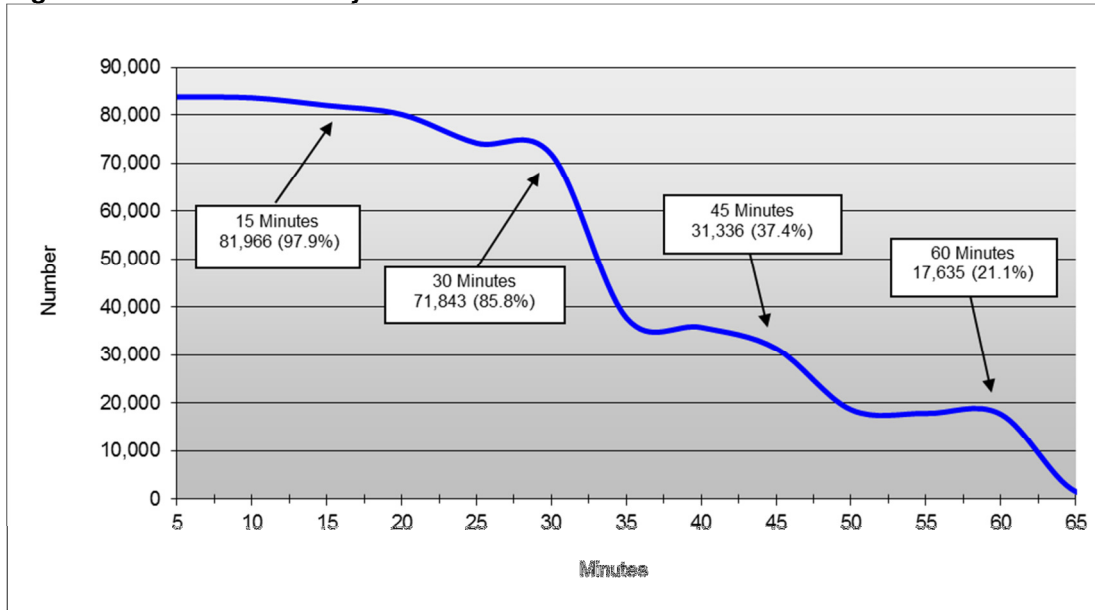
Figure 9 also shows responses to three questions regarding work shifts. Respondents were asked if they would be willing to work weekends, a second or night shift and rotating shifts.

The figure shows that about 52% of the Available Labor Pool indicates that they are willing to work weekends. Nearly as many (about 48%), indicate that they are willing to work second shifts. More than a third of the respondents (38%) indicate that they are willing to work rotating shifts for a new or different job.

Another important consideration for many employers is whether workers are willing to commute for a new or different employment opportunity. Figure 8 suggests that a large portion of the Available Labor Pool in the Leavenworth County Labor Basin is open to commuting.

More than a third (37.4%) of the members of the Available Labor Pool will commute up to 45 minutes, one way, for an employment opportunity, while 85.8% will commute up to 30 minutes for employment. Almost all (97.9%) will travel up to 15 minutes for employment.

Figure 8: Available Labor by Commute Minutes



Respondents were asked if the minutes they are willing to commute for work were influenced by gasoline prices. Figure 9a shows responses to a question asking “does the current price of gasoline greatly influence, somewhat influence, or not at all influence the number of minutes you are willing to commute for a new or different job?” The figure shows that more than a third (35%) consider gas prices to “greatly influence” the commute minute estimate, while about 42.4% consider gas prices to “somewhat influence” the estimate. Almost a quarter (22.5%) responded that gas prices do “not influence” the minutes willing to commute for a job.

Figure 9a: Influence of Gas Prices

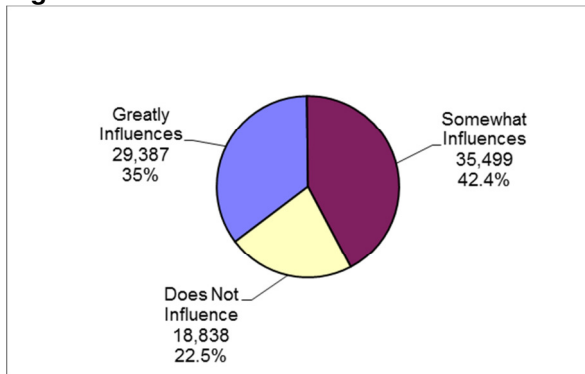
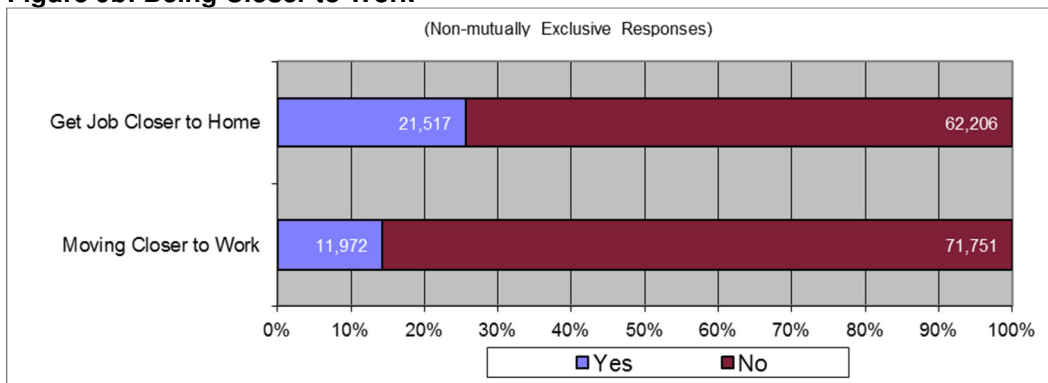


Figure 9b, below, shows responses to two questions: “Given the rising prices of gas, have you considered getting a job closer to your home?” and “Have you considered moving to be closer to your job?”

The figure shows that about 26% of the Available Labor Pool has considered getting a new job closer to their place of residence because of fuel prices. About 15% has considered relocating to be closer to work because of fuel prices.

Figure 9b: Being Closer to Work



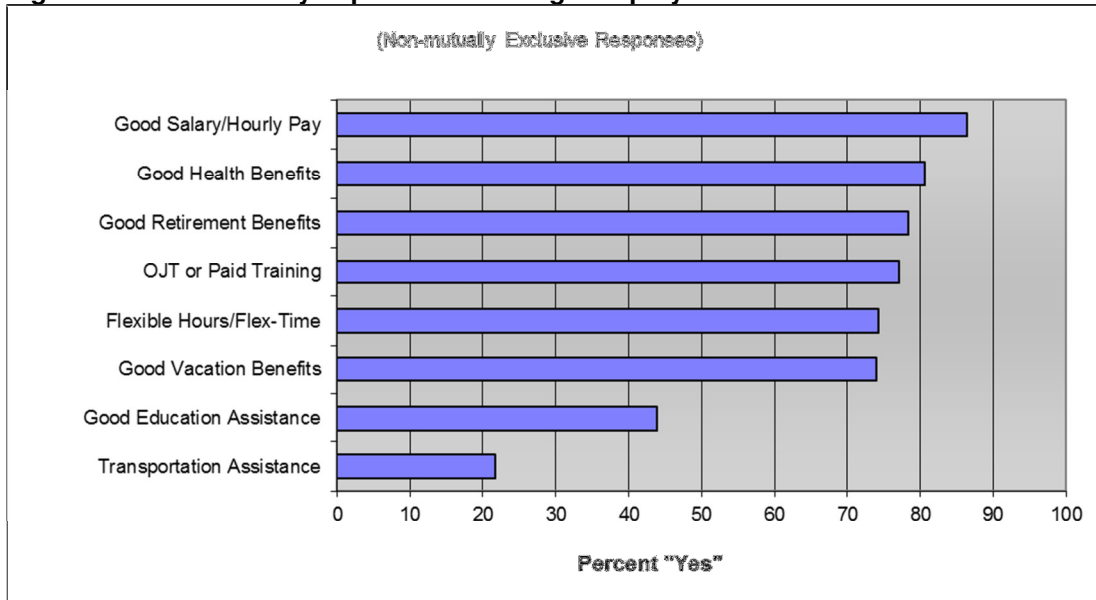
Available Labor Pool members were asked about various benefits that might be important for considering whether to take a new or different job. Respondents were asked if each benefit would be a “very important” consideration for taking a new job. Answer options included “yes” and “no.”

Figure 10 shows the benefits asked about in the study. The percentages shown are of “yes” responses – indicating that benefit was “very important” to the respondent.

The six most important benefits are, in order, good salary or hourly wage, good health benefits, good retirement benefits, on-the-job (OJT) or paid training, flexible hours/flex-time and good vacation benefits. These benefits are considered “very important” by 74% or more of the Available Labor Pool (each).

The two least desired benefits are good educational assistance and transportation assistance. These benefits are considered “very important” by only 44% and 22% of Available Labor Pool members, respectively.

Figure 10: Benefits Very Important to Change Employment



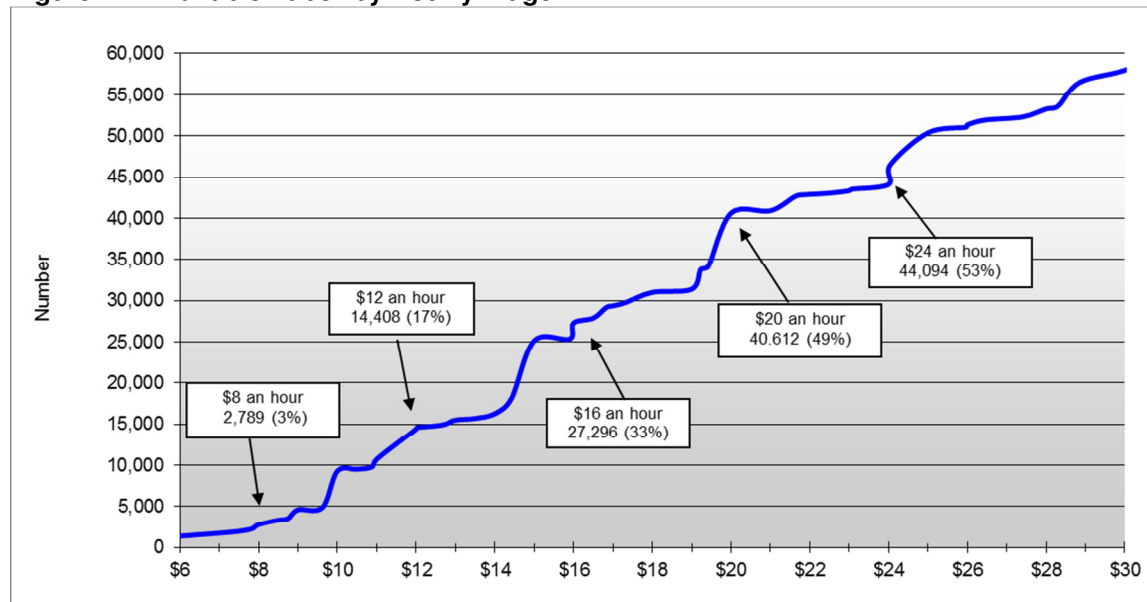
Wage Demands of Available Labor Pool

Wage demands are another important consideration for employers and economic developers. Figure 11 shows desired wages for members of the Available Labor Pool. It is estimated that people (or 53% of the available labor) are interested in a new job at \$24 an hour².

An estimated 40,612 (or 49%) members of the labor pool are interested in a new employment opportunity at \$20 an hour, while 27,296 (33%) are interested at \$16 an hour.

Finally, an estimated 14,408 people (17%) are interested in a new job at \$12 an hour and 2,789 (3%) at \$8 an hour.

Figure 11: Available Labor by Hourly Wage



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

Subsets of the Available Labor Pool

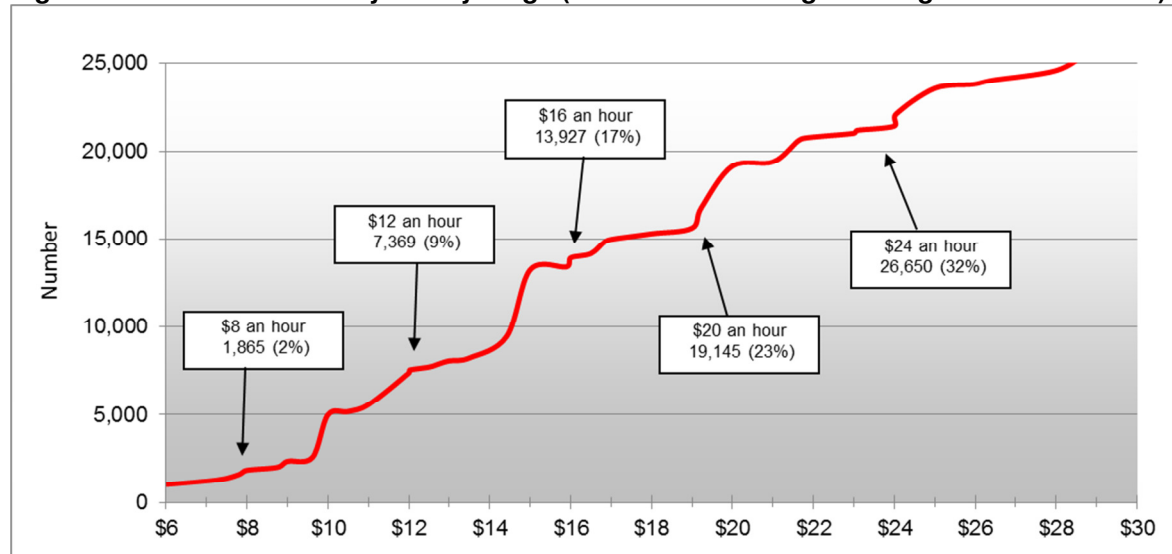
The previous portion of the report has dealt with the entire Available Labor Pool. The remainder of the reports addresses four subsets of the Available Labor Pool. The subsets are not mutually exclusive. The four subsets are: The Willing to Commute the Necessary Travel Time, The Underemployed Among Available Labor Pool Workers, The Potential Entrepreneurs Among Available Labor Pool Non-Business Owners, and Computer Simulation Experts.

Subset 1: The Willing to Commute the Necessary Travel Time

To present an even more refined picture regarding the number of workers who would seriously consider a new employment opportunity, the data in this section includes *only those respondents* that are determined to be “willing to commute the necessary travel time” for a new or different job opportunity. “**Necessary travel time**” is defined as a travel time stated by the respondent that is equal to or greater than the travel time necessary for the respondent to commute from his or her zip code of residence to the zip code at the center of the labor basin. For example, a respondent that is willing to travel for 30 minutes, one-way, for a new or different job opportunity and that lives an estimated 15 minutes from Leavenworth is considered “willing to commute the necessary travel time” for a new job. Data from these respondents are included in this section of the report. The phrase “willing to commute necessary travel time” is shortened to “willing to commute.”

Figure 12 shows the wage demands for the Available Labor Pool members that are “willing to commute.” It is estimated that 26,650 people are interested in a new job at \$24 an hour, while an estimated 19,145 are interested in a new employment opportunity at \$20 an hour. An estimated 13,927 are interested at \$16 an hour, 7,369 at \$12 an hour and 1,865 at \$8 an hour.

Figure 12: Available Labor by Hourly Wage (for those Indicating a Willingness to Commute)



The previous figure suggests the obvious: that the higher the wage, the larger the pool of available labor. For example, about 2,365 members of the Available Labor Pool that are “willing to commute” are available for a new or different job at \$9.00 an hour. At \$10.00 an hour, however, the size of the willing to commute available labor increases to 4,988 members. This represents an increase of 2,623 individuals.

The graph also highlights various “wage preference plateaus” that may be of interest to current and potential employers. A wage preference plateau is a situation in which an increase in wage results in a relatively insignificant or small increase in available labor. For example, 7,369 members of available labor are interested in a job at \$12.00 an hour. At \$13.00 an hour there are an estimated 8,049 individuals available. As such, a \$1 wage increase only nets 680 additional workers. Less impressively, an increase of \$1 from \$17 to \$18 nets an additional 317 individuals, and an increase of \$1 from \$20 to \$21 nets only 243 additional workers.

Wage Demands by Occupational Sector (for those Indicating a Willingness to Commute)

Table 5 shows the four main occupational sectors (employed only) of the Available Labor Pool. The table shows data representing each occupational sector *independently* and does *not* include non-working pool members.

The table shows that 28% of the general laborers group is available for a new or different job at a wage of at least \$12 an hour, and 61% is available for new employment at a wage of at least \$18 an hour. Of the skilled laborers group, 16% is available for a job for at least \$12 an hour and 48% is available for a job at or above \$18 an hour.

More than a quarter (27%) of the service workers group are available at a wage of at least \$12 an hour, while 59% is available at a wage of at least \$18 an hour. None of the professional workers group is available at a wage of at least \$12 an hour and only 20% is available at a wage of at least \$18 an hour.

Table 5: Cumulative Wage Demands for Occupational Sectors

	General Labor		High Skilled Labor		Service Sector		Professional/Sales	
	(N= 17) (+/- 23.9% MoE)		(N= 25) (+/- 19.8% MoE)		(N= 56) (+/- 13.1% MoE)		(N= 55) (+/- 13.3% MoE)	
	Number	Cumulative	Number	Cumulative	Number	Cumulative	Number	Cumulative
\$30 or More	3,946	100%	5,792	100%	13,205	100%	12,878	100%
At least \$30	3,433	87%	5,037	87%	11,224	85%	8,372	65%
At least \$27	3,331	84%	4,680	81%	10,741	81%	6,861	53%
At least \$24	3,104	79%	4,323	75%	10,070	76%	4,540	35%
At least \$21	3,001	76%	3,966	68%	9,767	74%	3,462	27%
At least \$18	2,394	61%	2,804	48%	7,798	59%	2,587	20%
At least \$15	1,680	43%	2,539	44%	5,408	41%	0	0%
At least \$12	1,109	28%	938	16%	3,506	27%	0	0%
At least \$9	383	10%	0	0%	1,459	11%	0	0%
At least \$6	0	0%	0	0%	0	0%	0	0%

Table 6 shows wage demand data for general labor and service sector workers that are willing to change fields of employment, and thus, suggest that they are potential workers for either of these two sectors. Additionally, it is assumed that a non-working Available Labor Pool member will take a job (all things being equal) in either the general labor sector or the service sector. Specifically, Table 6 *includes* data from respondents that:

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

Table 6: Cumulative Wage Demands Allowing Mobility between General Labor and Service Sector

	Mobile General Labor		Mobile Service Sector	
	(N= 80) Number	(+/- 11.0% MoE) Cumulative	(N= 83) Number	(+/- 10.8% MoE) Cumulative
\$30 or More	18,781	100%	19,441	100%
At least \$30	16,662	89%	17,086	88%
At least \$27	15,956	85%	16,192	83%
At least \$24	14,307	76%	14,951	77%
At least \$21	13,366	71%	14,245	73%
At least \$18	11,011	59%	11,655	60%
At least \$15	7,715	41%	7,652	39%
At least \$12	4,591	24%	4,356	22%
At least \$9	1,295	7%	1,295	7%
At least \$6	0	0%	0	0%

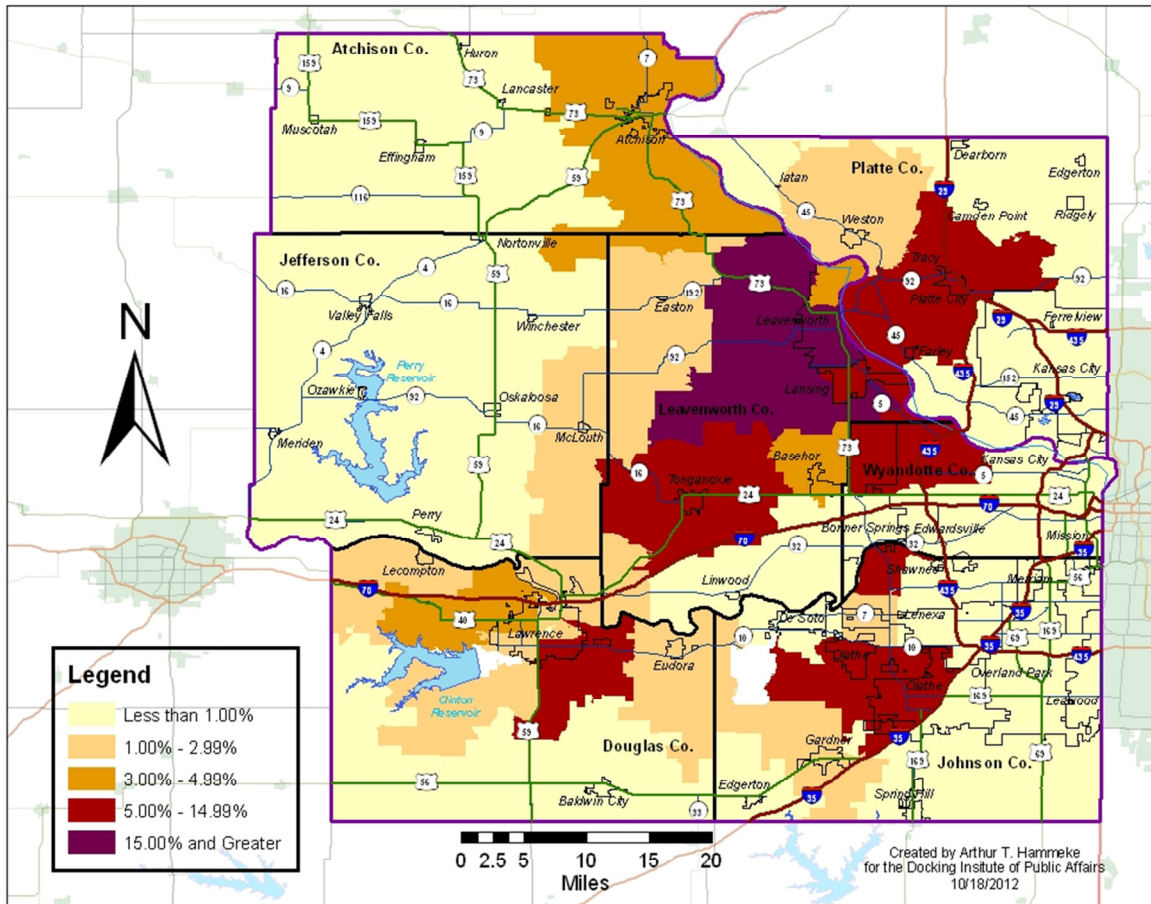
Table 5 (previous page) shows data representing each occupational sector *independently* and does not include non-working Available Labor Pool members. Table 6 (above), on the other hand, allows a general laborer or service sector worker to be classified in both sectors if he or she indicates a willingness to change fields of employment (see Figure 7). Table 6 also includes non-working Available Labor Pool members.

High-skilled blue-collar workers and professional white-collar workers are excluded from Table 6 because it is presumed that, as a general rule, people in occupations such as Doctors, Lawyers, Engineers, Professors, Machinists, Electricians, etc... are unlikely to transfer into lower-skilled general labor and service/support occupations. It is also presumed that, because professional and highly skilled occupations require extensive education and/or training, lower-skilled general laborers and service sector workers are unable to transfer to higher-skilled labor or professional positions - at least in the near term.

Map 4 shows how each zip code in the basin compares to all other zip codes in terms of the percent of available labor in the Leavenworth County Labor Basin that are *willing to travel the necessary commute time* for a new or different job.

Each zip code is grouped into one of five categories specified in the legend. Large portions of this subset of the Available Labor Pool are located in Douglas, Johnson, Leavenworth, Platte, and Wyandotte Counties, although all counties are represented.

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



Subset 2: The Underemployed Among Available Labor Pool Workers

Underemployment — individuals possessing skills and/or training levels that exceed the responsibilities of their current job — is a significant issue in many communities. To assess underemployment in the Leavenworth County Labor Basin, *employed members of the ALP* were presented with a scenario describing underemployment³. They were then asked a series of questions assessing if they perceived themselves as underemployed because: 1) their skill level is greater than their current job requires, 2) they possess higher levels of education than is required on the job, 3) they earned a higher income at a similar job previously, or 4) they were limited in the number of hours that they could work.

There are 60,679 *employed members* of the Available Labor Pool (72.5%) (shown in Figure 13). Of the employed members of the pool, about a quarter answered “yes” to one or more of the questions presented above and is considered underemployed (shown in Figure 14).

Figure 14 shows that underemployed workers represent 23.4% (or 14,199 individuals) of the employed members of the Available Labor Pool.

Figure 13: Employment Among the Available Labor Pool

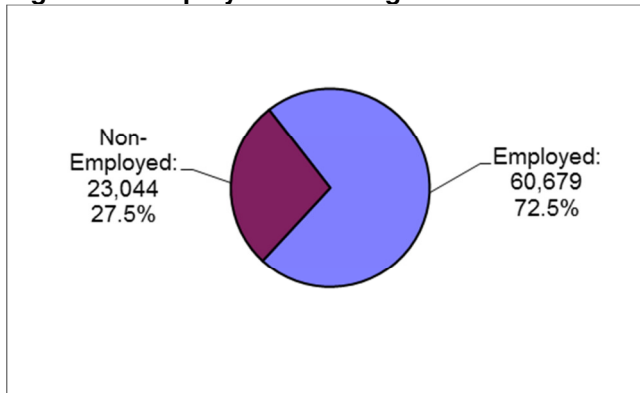
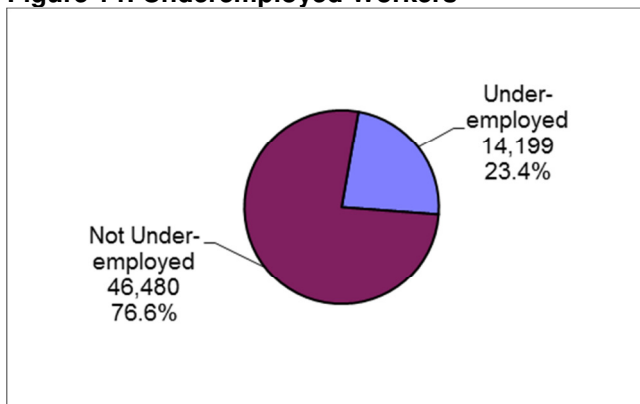


Figure 14: Underemployed Workers



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

Figure 15 shows the percentages of the positive responses (i.e., “yes” answers) to the various measures of underemployment. A fifth (20%) of this subset of the Available Labor Pool has education levels that exceed those needed for their current positions, while 19% possess greater skills than their current jobs require.

About 17% had worked similar jobs in the past but were paid greater incomes and about 11% is not able to work enough hours.

Figure15: Reasons for Underemployment

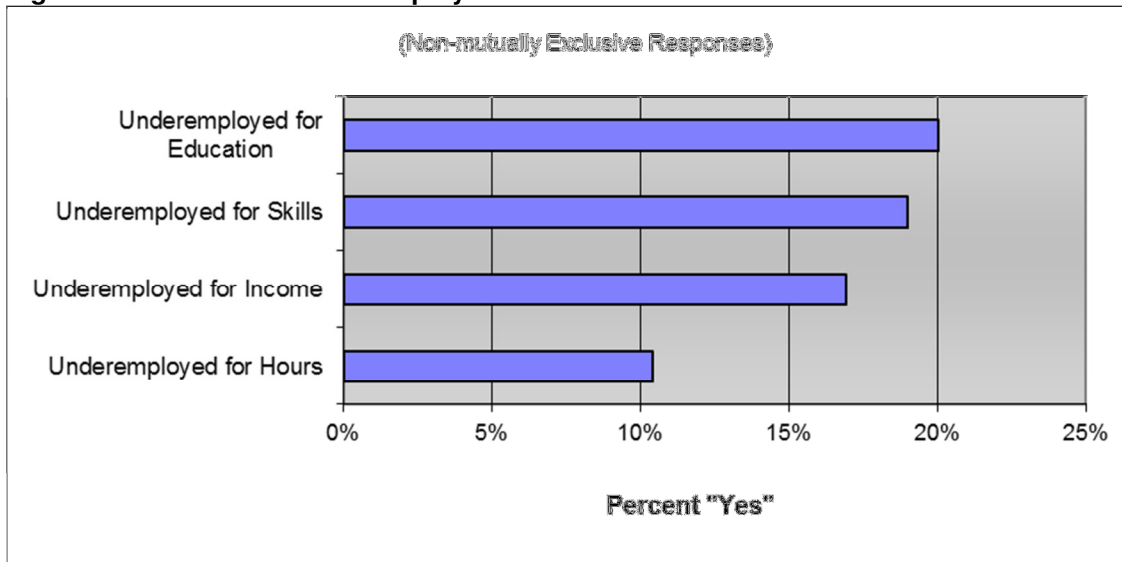


Table 7 and Figure 16 (next page) show some characteristics of the underemployed members of the Available Labor Pool. Table 7 shows the education levels of underemployed workers.

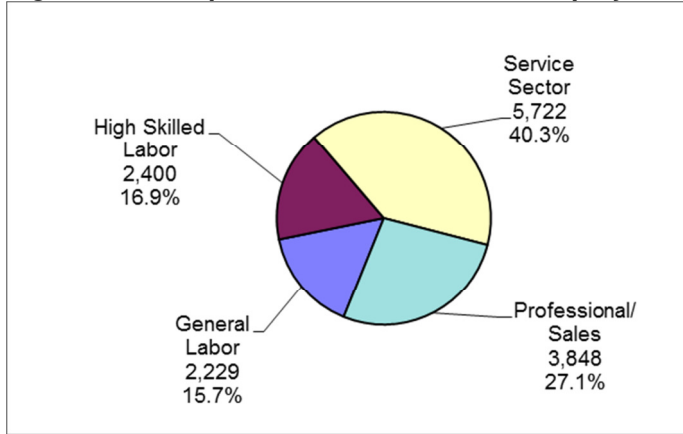
Table 7: Highest Level of Education Achieved Among Underemployed

	Number	Percent	Cumulative Percent
Doctoral Degree	369	2.6	2.6
Masters Degree	2,943	20.7	23.3
Bachelors Degree	3,603	25.4	48.7
Associates Degree	679	4.8	53.5
Some College	3,120	22.0	75.5
High School Diploma Only	3,233	22.8	98.2
Less HS Diploma	252	1.8	100
Extrapolated Total	14,199	100	

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

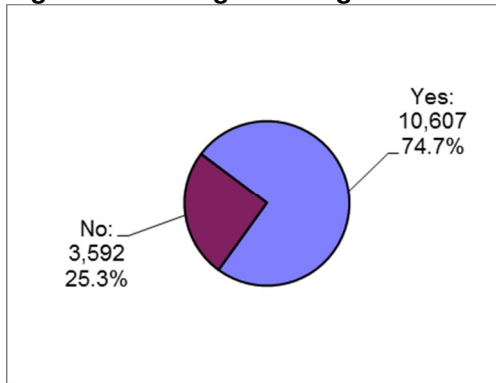
Figure 16 shows that 15.7% of the underemployed workers are employed as general laborers and 16.9% is employed as high-skilled blue-collar laborers. The largest percentage of underemployed workers is employed as service sector and support workers (40.3%), while fewer (27.1%) hold professional positions.

Figure 16: Occupational Sectors of Underemployed Workers



Respondents indicating that they were underemployed were also asked a follow-up question addressing their willingness to change jobs in order for them to better utilize their skills and/or education levels. Figure 17 suggests that a high percentage – 74.7% (or 10,607 individuals) – of the underemployed workers are willing to change jobs to address underemployment.

Figure 17: Willing to Change Job to Better Use Skills/Education



Subset 3: The Potential Entrepreneurs Among Available Labor Pool Non-Business Owners

The desire for self-employment may be another indicator of the types of workers available in the labor basin. Figure 18 shows that of the 83,723-member Available Labor Pool, 7% report owning their own businesses.

Figure 18: Business-Ownership

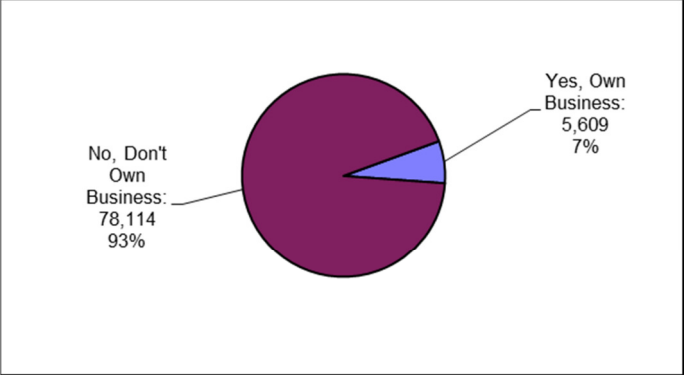
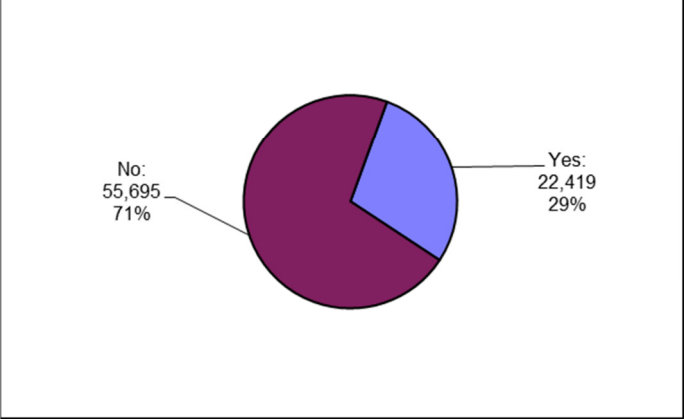


Figure 19: Seriously Thought About Starting Own Business



The *non-business owning members of the Available Labor Pool* (estimated to be 78,114 or 93% of the entire pool) were asked the question: “In the last few years have you seriously thought about starting your own business?” Figure 19 shows that more than a third (29% or 22,419) of the non-business-owning members indicate that they had seriously considered this option for new employment. This subset of the Available Labor Pool can be considered *potential entrepreneurs*.

Table 8 and Figure 20 show the education levels and occupational sectors of the *potential entrepreneurs*.

Table 8: Highest Level of Education Achieved Among Potential Entrepreneurs

	Number	Percent	Cumulative Percent
Doctoral Degree	1,286	5.7	5.7
Masters Degree	4,030	18.0	23.7
Bachelors Degree	8,778	39.2	62.9
Associates Degree	2,796	12.5	75.3
Some College	3,126	13.9	89.3
High School Diploma Only	2,155	9.6	98.9
Less HS Diploma	248	1.1	100
Extrapolated Total	22,419	100	

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

Figure 20: Occupational Sectors of Potential Entrepreneurs

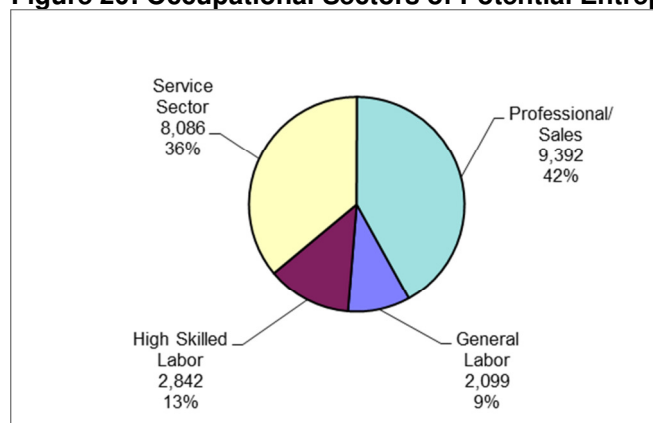
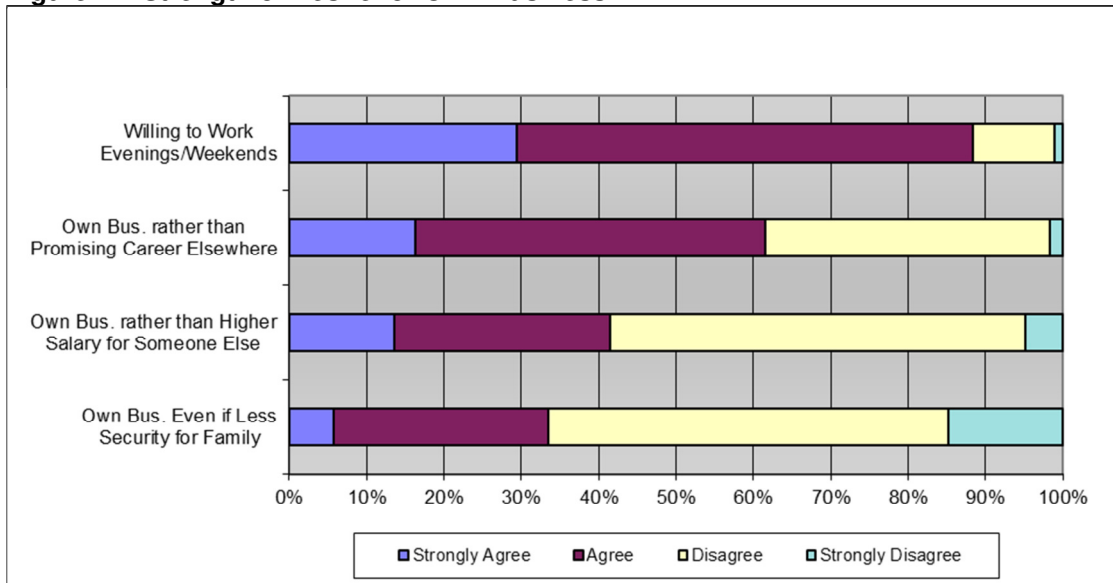


Figure 21 (next page) suggests the strength of desire to own a business. About 29% of this subset of the Available Labor Pool indicate that they “strongly agree” with a statement asking if they “are willing to work evenings or on weekends to make their business a success,” while about 59% indicate that they “agree” with that statement. About 16% “strongly agree” with a statement asking if they “would rather own their own business than pursue a promising career elsewhere,” while 45% “agree.”

About 14% percent “strongly agree” with the statement “I would rather own my own business than earn a higher salary working for someone else,” while another 28% “agree.” When presented with the statement, “I am willing to have less security for my family in order to operate my own business,” only 6% strongly agreed and 27% agreed. More respondents disagreed with this statement than any other, with 52% disagreeing and 15% strongly disagreeing, for a total of 67% disagreement.

Figure 21: Strength of Desire for Own Business

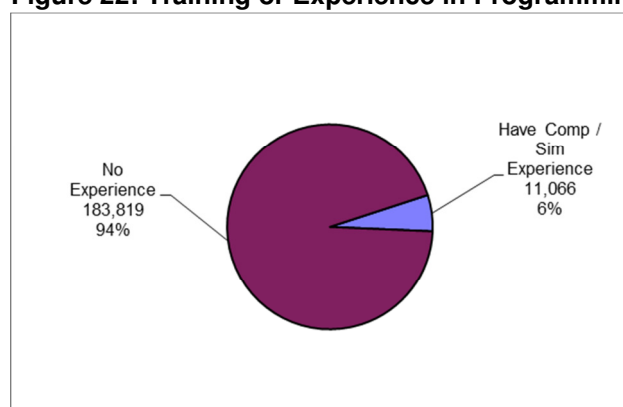


Subset 4: Computer Simulation Experts

Workers with education and experience in computer programming with military simulation applications are likely to be attractive to employers in the Leavenworth Labor Basin. To assess the number and quality of workers with these skills in the labor basin, the Institute asked Available Labor Pool members and non-pool member with military backgrounds (both active duty and retired)⁴ if they had such experience.

Available Labor Pool members, non-pool military members and retired individuals with military backgrounds were asked if they had “training or experience as a computer programmer or designing computer simulations.” Figure 22 shows that 6% of the respondents indicated that they had such training or experience. It is estimated that this 6% represents 11,066 people in the labor basin. This subset is referred to as “Computer Simulation Experts.”

Figure 22: Training or Experience in Programming/Simulation



Males represent more than four-fifths (82.2%) of the computer simulation experts; females represent 17.8%. Table 9 shows that a vast majority of the computer simulation experts have obtained at least bachelor’s degrees (82.2%). Almost half (47.4%) have master’s degrees.

Table 9: Highest Level of Education Achieved Among Simulation Experts

	Number	Percent	Cumulative Percent
Doctoral Degree	1,361	12.3	12.3
Masters Degree	3,884	35.1	47.4
Bachelors Degree	3,851	34.8	82.2
Associates Degree	1,372	12.4	94.6
Some College	598	5.4	100
High School Diploma Only	0	0.0	
Less HS Diploma	0	0.0	
Extrapolated Total	11,066	100	

⁴ As such, the extrapolated numbers shown are based off of the basin’s “expanded Civilian Labor Force” and not the Available Labor Pool. The “expanded Civilian Labor Force” includes members of the Civilian Labor Force as well as home-makers, full-time students, military members, retired individuals, and others that are not included in the Civilian Labor Force. As such, data presented in this section of the report is NOT restricted to only those indicating that they are looking for work or are available for a new job. It is estimated that the expanded Civilian Labor Force in the basin includes 194,885 individuals. Please see the Research Methods Section – page 40 – for more information.

To further assess the educational backgrounds of the computer simulation experts, they were asked if they had completed a college degree in computer programming or computer simulations. Figure 23 shows that 21% or 2,305 member of this subset indicate in the affirmative. It is inferred that the remaining 8,761 have experience in the field.

Figure 23: College Degree in Programming/Simulation

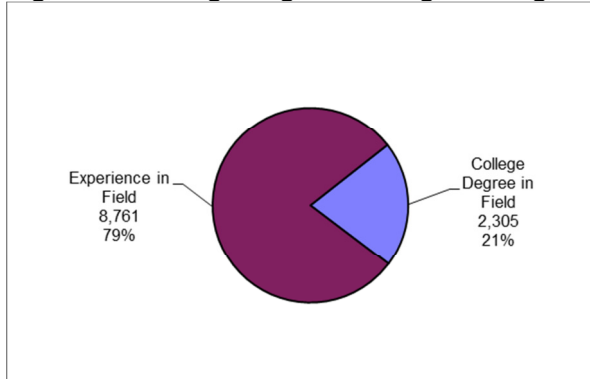


Table 10 shows that more than half (53.5%) has worked in the field of computer simulation for at least 10 years. Nearly a third (32.6%) has worked in the field for more than 15 years.

Table 10: Years of Experience in the Field

	Number	Percent	Cumulative Percent
More than 15 Years	3,603	32.6	32.6
13 to 15 Years	1,029	9.3	41.9
10 to 12 Years	1,287	11.6	53.5
7 to 9 Years	257	2.3	55.8
4 to 6 Years	1,801	16.3	72.1
1 to 3 Years	2,059	18.6	90.7
Training Only	1,029	9.3	100
	11,066	100	

As shown in Figure 10, respondents were asked about various benefits that might be important for considering whether to take a new or different job. Figure 24 (below) shows responses of the Computer Simulation Experts only.

This subset considers good health benefits, good salary/hourly wage, good retirement and OJT or paid training as the four most desirable benefits. Eighty percent or more of the Computer Simulation Experts considered these as “very important” benefits with regard to taking a new job.

Only 26% of the Computer Simulation Experts described good education assistance as a “very important” benefit. This may be explained by the high level of education already obtained by this subset of the population.

Figure 24: Benefits Very Important to Change Employment

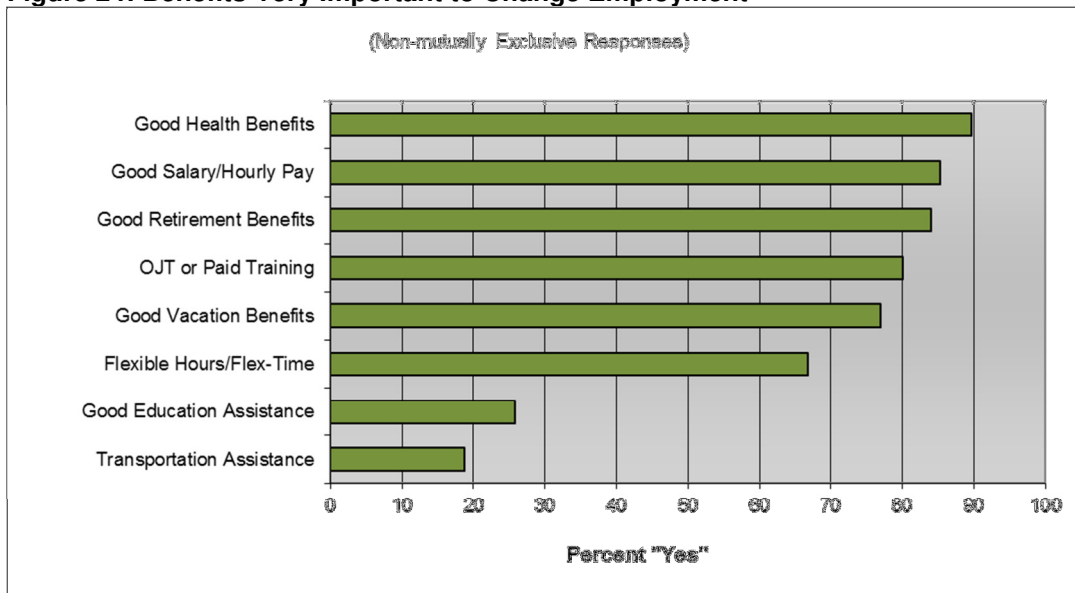


Figure 25 shows willingness to commute for the Computer Simulation Experts. Compared to the Available Labor Pool, the Computer Simulation Experts are willing to commute for more minutes for an employment opportunity. For example, half (50.0%) are willing to commute for up to 60 minutes one-way to a job.

A vast majority (89.6%) are willing to commute up to 30 minutes one-way to a job, and all are willing to commute up to 15 minutes one-way to a job.

Figure 25: Computer Simulation Experts by Commute Minutes

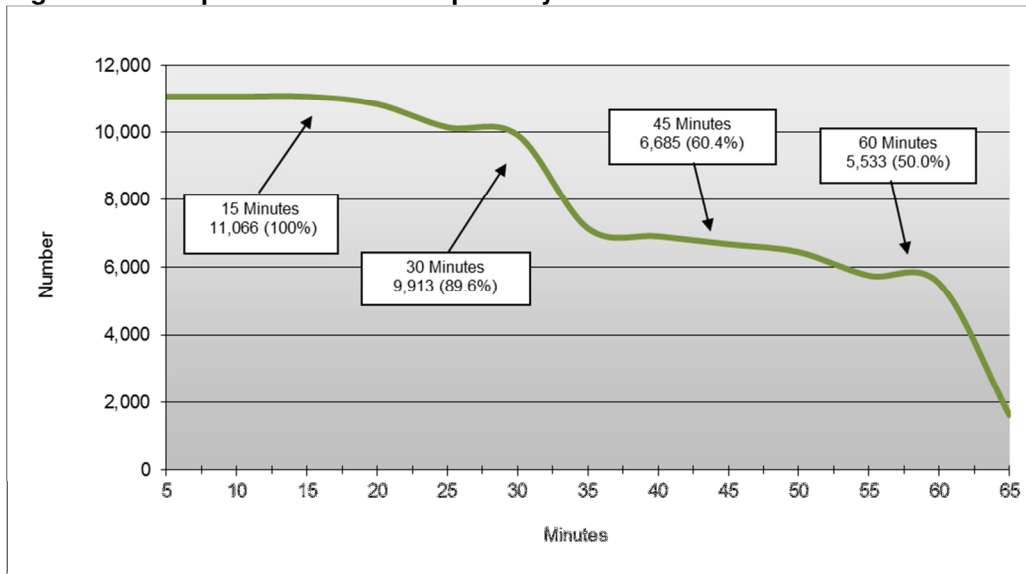
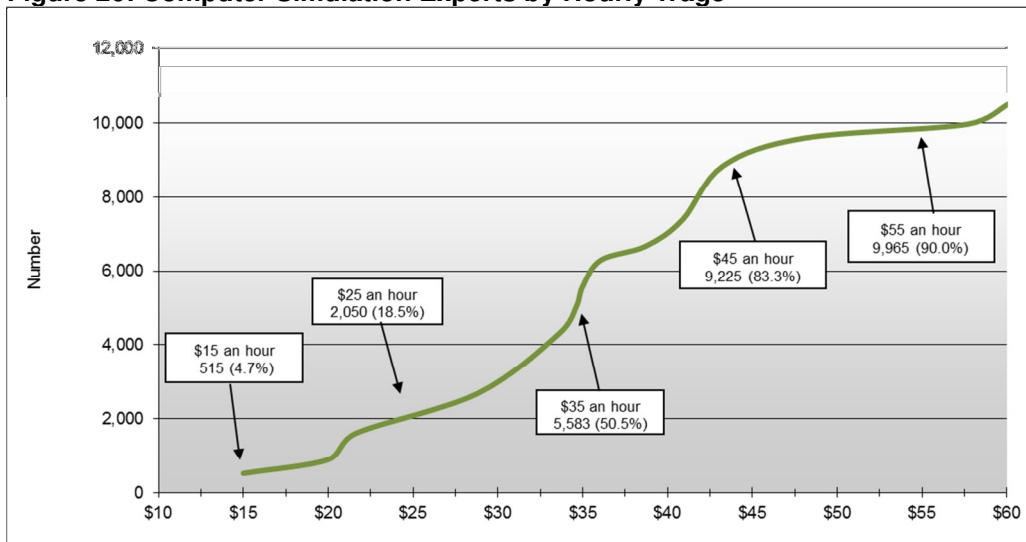


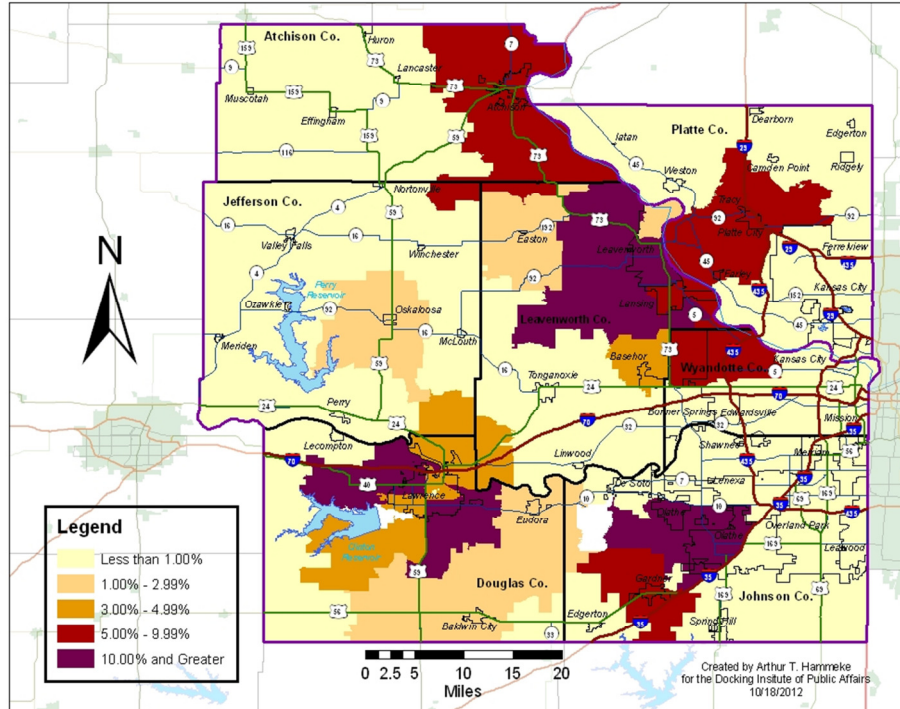
Figure 26 shows desired wages among simulation experts. No member of this subset indicated that he or she would consider less than \$15 per hour as a desirable wage for a new job. Almost 19% is estimated to be available at \$25 per hour and about half (50.5%) is estimated to be available for a job at \$35 an hour.

Figure 26: Computer Simulation Experts by Hourly Wage

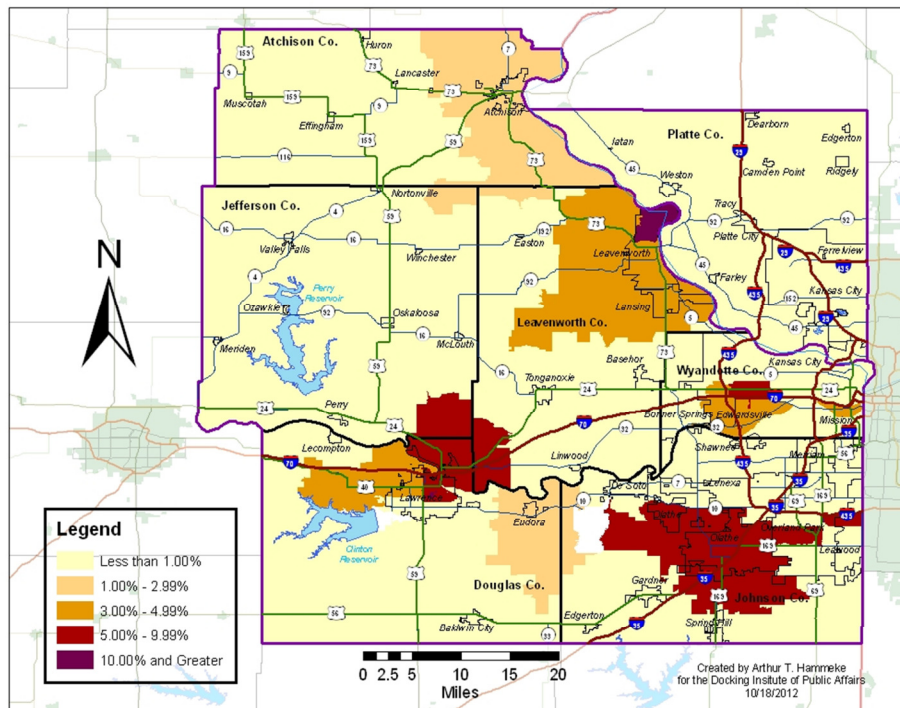


Map 5 shows how each zip code in the basin compares to all other zip codes in terms of the percent of computer simulation experts in the Leavenworth County Labor Basin. Map 6 shows the zip code areas of employers of computer simulation experts.

Map 5: Computer Simulation Expert by Zip Code of Residence



Map 6: Computer Simulation Expert by Zip Code of Employer



Comparative Analyses (2009 and 2012 Data)

The Docking Institute of Public Affairs conducted a similar labor study in the Leavenworth County Labor Basin in 2009. This section of the report will compare some of the data collected for the 2009 and 2012 reports.

Table 11 shows the population, civilian labor force, employment, unemployment rate and Available Labor Pool data presented in the two reports. The labor basin experienced a population growth of an estimated 11,505 individuals but the Civilian Labor Force contracted by 350 people. The unemployment rate decreased, from 6.9% to 6.0%, in these years. The Available Labor Pool increased by an estimated 9,260 members.

Table 11: Population, CLF, Employed, Unemployment Rate and ALP Comparisons

Leavenworth County Labor Basin		
	2009 Study	2012 Study
Labor Basin Population	360,145	371,650
Civilian Labor Force	189,681	189,331
Employed	177,958	178,032
Unemployment Rate	6.9%	6.0%
Available Labor Pool	74,463	83,723

Figure 27 shows the Available Labor Pool for the Leavenworth County Labor Basin in 2009 and 2012. The largest change seems to be in the number of non-employed residents that are available for full-time jobs given the right opportunities.

Figure 27: Available Labor Pool Comparison

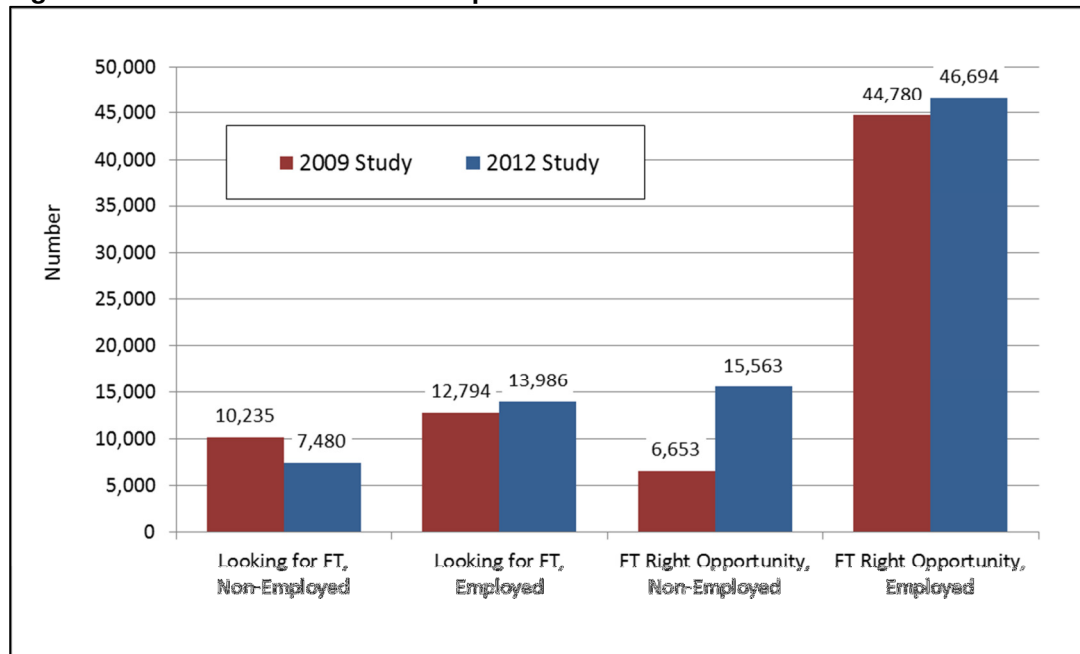


Table 12 shows Available Labor Pool occupation and education levels for the two study periods. The table shows that general laborers made up 12.7% of the 2009-pool and only 7.2% of the 2012-pool.

The table also shows that service sector workers made up 34.9% of the 2009-pool and about 27.3% of the 2012-pool.

Non-workers make up a larger percentage of the 2012-pool (27.5%) than of the 2009-pool (21.2%).

Education levels of the two pools fluctuated a bit 2009 to 2012. The 2012-pool does seem to have higher education levels when compared to the 2009-pool, with 26% having master level and doctorate degrees in 2012 (compared to 19.7% in 2009).

Table 12: ALP Occupation and Education Levels Comparison

<i>Labor Sector</i>	2009 Study		2012 Study	
	Number	Percent	Number	Percent
General Labor	9,470	12.7	6,022	7.2
High Skill Labor	7,328	9.8	9,887	11.8
Service Sector	25,968	34.9	22,879	27.3
Professional	15,914	21.4	21,891	26.1
Non-Working	15,783	21.2	23,044	27.5
Total	74,463	100	83,723	100

<i>Highest Education</i>	2009 Study			2012 Study		
	Number	Percent	Cumulative Percent	Number	Percent	Cumulative Percent
Doctoral Degree	4,107	5.5	5.5	3,635	4.3	4.3
Masters Degree	10,578	14.2	19.7	18,122	21.6	26.0
Bachelors Degree	21,783	29.3	49.0	21,357	25.5	51.5
Associates Degree	9,382	12.6	61.6	6,338	7.6	59.1
Some College	13,530	18.2	79.7	18,166	21.7	80.8
High School Diploma	13,959	18.7	98.5	15,497	18.5	99.3
Less HS Diploma	1,122	1.5	100	608	0.7	100
Total	74,463	100		83,723	100	

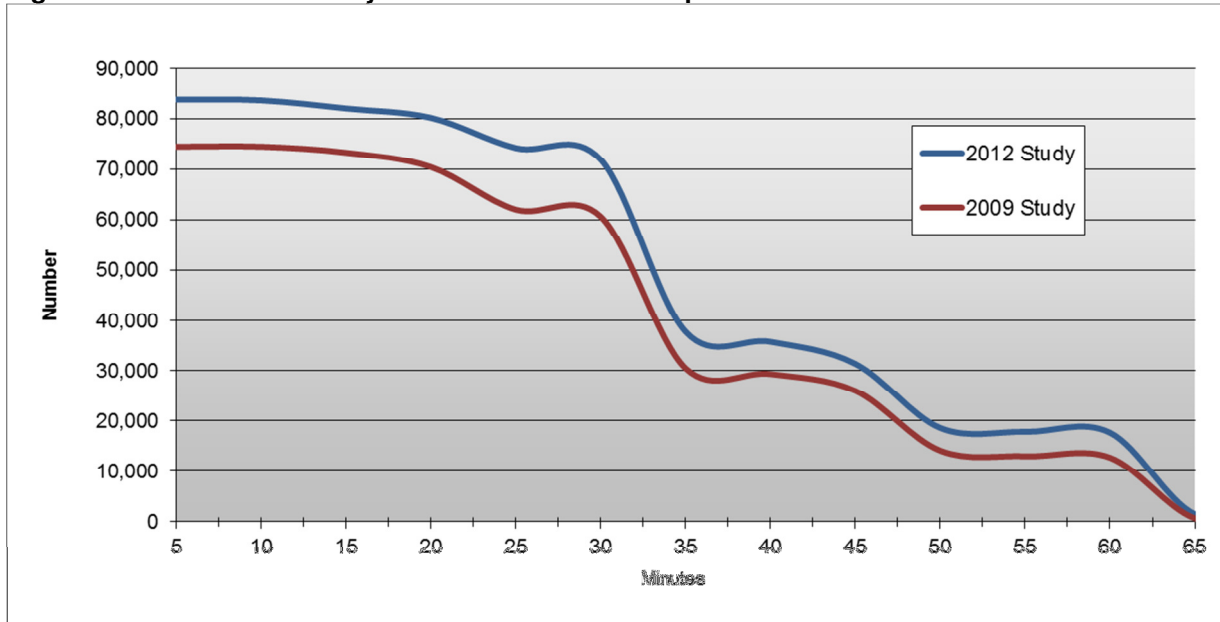
Table 13 shows the percentages of the ALP indicating they are willing to take a job outside their primary field in 2009 and 2012. The change is within the margin of error of the two samples, so the trend stayed virtually the same.

Table 13: Willing to Take Job Outside of Primary Field

	2009 Study		2012 Study	
	Number	Percent	Number	Percent
Yes	58,305	78.3	64,885	77.5
No	16,158	21.7	18,838	22.5
Total	74,463	100	83,723	100

Figure 28 shows number of commute minutes for the two Available Labor Pools. The figure shows data from the 2009 study (red) and the 2012 (blue). The patterns are similar among the two groups.

Figure 28: Available Labor by Commute Minutes Comparison



Regarding desired benefits to take a new or a different job, Table 14 shows that a good salary/hour wage was the most important benefit among 2012-pool members (86.4%) and among 2009-pool members (88.9%).

The greatest amount of change was with regard to good education benefits, with 51.4% of the 2009-pool and 43.9% of the 2012-pool indicating that this benefit was a “very important” consideration to take a new or different job. Other area of change was with regard to good vacation benefits. In 2009, 80.9% of the Available Labor Pool considered this a “very important” benefit, while in 2012, this percentage was 74.0%.

Table 14: Importance of Benefits to Change Employment Comparison

(Ranked by 2012 Study)	2009 Study	2012 Study	Change
	<i>Percent Responding "Yes"</i>		
Good Salary/Hourly Pay	88.9	86.4	-2.5
Good Health Benefits	84.0	80.6	-3.4
Good Retirement Benefits	83.0	78.4	-4.6
OJT or Paid Training	76.2	77.1	0.9
Flexible Hours/Flex-Time	67.7	74.3	6.6
Good Vacation Benefits	80.9	74.0	-6.9
Good Education Assistance	51.4	43.9	-7.5
Transportation Assistance	23.8	21.7	-2.1

Figure 29 shows a comparison of the wage demands of the two study groups. The wage demand line is similar for the two studies up to about \$24 per hour.

Figure 29: Comparison of Wage Demands

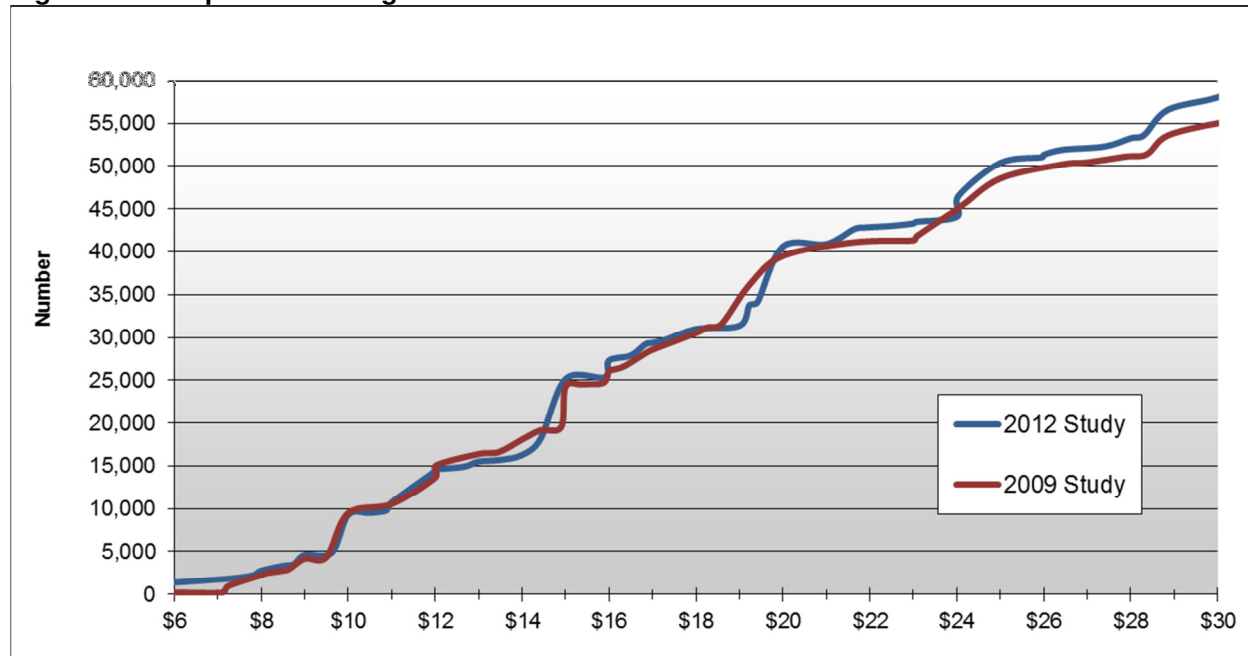


Table 15 shows a comparison of the underemployed members of the Available Labor Pools for the two study periods. The level of underemployment decreased from 2009 to 2012 (from 36% to 23.4%).

The percentage of underemployed general laborers decreased from 2009 to 2012 (20.6% and 15.7%, respectively). The percentages of underemployed high skilled laborers stayed about the same: 18.3% in 2009 and 16.9% in 2012.

The percentages of underemployed service sector workers decreased from 2009 (49.5%) to 2012 (40.3%). The percentages of underemployed professional workers increased from 11.6% in 2009 to 27.1% in 2012.

Regarding education levels, there is a higher percentage of college educated underemployed pool members in 2012 than in 2009. For example, 48.7% of the underemployed pool members in 2012 have at least a bachelor's degree, compared to 44.6% in 2009. The difference is even more pronounced for underemployed workers with master's degrees.

Table 15: Underemployed Workers and Education Level Comparison

	2009 Study		2012 Study			
	Number	Percent	Number	Percent		
Employed of ALP	58,680	79.0	60,679	72.5		
Underemployed Wrkrs	21,084	36.0	14,199	23.4		
Will Change Jobs to Address Status	16,614	79.0	10,607	74.7		
Labor Sector						
	Number	Percent	Number	Percent		
General Labor	4,344	20.6	2,229	15.7		
High Skill Labor	3,858	18.3	2,400	16.9		
Service Sector	10,436	49.5	5,722	40.3		
Professional	2,446	11.6	3,848	27.1		
Total	21,084	100	14,199	100		
Highest Education						
	Number	Percent	Cumulative Percent	Number	Percent	Cumulative Percent
Doctoral Degree	0	0.0	0.0	369	2.6	2.6
Masters Degree	2,425	11.5	11.5	2,943	20.7	23.3
Bachelors Degree	6,979	33.1	44.6	3,603	25.4	48.7
Associates Degree	2,846	13.5	58.1	679	4.8	53.5
Some College	4,364	20.7	78.8	3,120	22.0	75.5
High School Diploma	4,090	19.4	98.2	3,233	22.8	98.2
Less HS Diploma	380	1.8	100	252	1.8	100
Total	21,084	100		14,199	100	

Research Methods

The 2012 Leavenworth County Labor Basin has a total population of approximately 371,650 and a Civilian Labor Force (CLF) of 189,331. The Docking Institute's analysis estimates that the basin contains an Available Labor Pool of 83,723 individuals.

Table 16: Population and Employment/Labor Figures for the Leavenworth County Labor Basin

Leavenworth County Labor Basin	
Labor Basin Population	371,650
Civilian Labor Force	189,331
Employed	178,032
Unemployment Rate	6.0%
Available Labor Pool	83,723

Explaining the Civilian Labor Force

Traditional methods of assessing the dynamics of the labor force have concentrated on what the Bureau of Labor Statistics (BLS) calls the Civilian Labor Force (CLF). The CLF represents “the civilian non-institutional population, 16 years of age and over classified as employed or unemployed.” The BLS defines “non-institutionalized civilians” as those individuals who are not inmates in institutions and who are not on active duty in the Armed Forces; and “unemployed civilians” as civilians available for work and who had “made specific efforts to find employment” in the previous four weeks.

While a review of CLF statistics represents the starting point for understanding the labor force in the Leavenworth County Labor Basin, there are some limitations associated with these statistics. These limitations occur because the CLF *excludes* individuals who may be willing and able to be gainfully employed but have not made specific efforts to find employment in the last four weeks. These individuals may include full-time students, homemakers, the unemployed who are no longer seeking employment, military personnel who may be leaving military employment in the near future and retired individuals who may be available for work but have not been looking for work recently.

In addition, most new employers draw their workforce from those who are presently employed, not those who are unemployed. As such, Census-based and BLS data (such as the CLF) do not specifically address the possibility of workers moving from one industry to another in search of other employment opportunities.

Defining the Available Labor Pool

An alternative to the CLF is the “Available Labor Pool⁵.” The Available Labor Pool is composed of individuals categorized as either 1) currently not working *but* looking for employment, 2) currently employed (full- or part-time) *and* looking for other full-time employment, 3) currently not working in any manner *but* willing to consider different employment for the *right opportunity* and

⁵ The Available Labor Pool includes potential workers excluded from the CLF (such as full-time students willing to take a job, homemakers who have not yet sought employment, military personnel who may be leaving military employment in the near future and retired individuals who may be willing and able to be gainfully employed).

4) currently employed and not looking, *but* willing to consider different employment for the *right opportunity*.

There are two key differences between the Civilian Labor Force and the Available Labor Pool. First, the Available Labor Pool methodology expands the pool of potential workers by including workers excluded from the CLF⁶. Secondly, the number of potential workers is then *restricted* to those workers who indicate they are looking for full-time work or are available for new full-time employment. The advantage of this methodology is that it allows researchers to examine those members of the labor pool who have a propensity to consider a job opportunity given their employment expectations. Even with these restrictions, it should be noted that, in practice, not all members of the Available Labor Pool would apply for a new job opportunity. However, the Available Labor Pool figure for a labor basin reveals to current employers and potential employers better information about the quantity and quality of the labor pool than do Civilian Labor Force data and unemployment statistics alone. The Available Labor Pool for the Leavenworth County Labor Basin includes 83,723 individuals. This represents a substantial number of workers and potential workers for employers to draw upon in the Leavenworth County Labor Basin.

Determining the Labor Basin

Data for this study were collected from a random digit telephone⁷ survey of adults living in Atchison, Douglas, Jefferson, Johnson, and Leavenworth counties and portions of Wyandotte County in Kansas and Platte County in Missouri.

Our methodological approach is based on the assumption that employers draw a majority of their workforce from locations within a 45 minute commute time from their place of employment. One criterion used to include a county in a labor basin is whether it has a significant border adjacent to the county at the center of the labor basin and/or whether the county contains communities with adequate transportation access to suggest their residents might commute to the center county of the labor basin for an employment opportunity. If adjacent or nearby counties contain large population areas (providing employment opportunities of their own and likely discouraging workers to commute to the center county for employment) the relevant portions of those adjacent counties are excluded from the labor basin.

It is our assessment that the geographic area making up the Leavenworth County Labor Basin provides the most reasonable “basin” from which a “pool” of employees can be drawn for new and/or different employment.

⁶ The number that is added to the Civilian Labor Force is derived by taking from the survey the total number of full-time students, homemakers, military, retirees and long-term unemployed who state that they are seeking or available for full-time 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 to 65 years old.

⁷ The telephone numbers were assembled by randomly generating suffixes within specific area codes and prefixes. As such, unlisted numbers were included in this sample, minimizing the potential for response bias. Known business, fax, modem and disconnected numbers were screened from the sample in efforts to reach households only (and to minimize surveyor dialing time).

Up to eight attempts were made to contact each respondent during three calling periods (10 AM to Noon, 2 PM to 4 PM and 6 PM to 9 PM). Initial refusals were re-attempted by specially trained “refusal converters,” which aided in the cooperation rate.

Description of Survey Research and Data Analysis Methods

For the 2012 study, surveying took place from August 2 to October 2, 2012 using a Computer Assisted Telephone Interviewing (CATI) system. A total of 1,946 households were successfully contacted during the data collection period, and a randomly selected adult⁸ in each was asked to participate in the study. In 1,190 households the selected adult agreed to be interviewed. This represents a cooperation rate of 61.2% and a Margin of Error of +/- 2.84%.

Survey respondents that were 65 years of age or older, retired, and not interested in a new or different job were not asked the entire battery of survey questions and are not included in the analysis of this report. The remaining respondents (all other working and non-working respondents) total to 828 and are considered eligible, working age, respondents.

Of the 828 respondents, 356 indicated that they were looking for new or different employment or were available for new or different employment given the right opportunities. These 356 respondents are considered members of the Available Labor Pool for the Leavenworth Labor Basin. Responses from 356 individuals provide a Margin of Error of +/- 5.20%.

The 2012 Available Labor Pool represents 22.5% of the Leavenworth County Labor Basin population and 34.5% of the working age population of the basin.

For the 2009 study, surveying took place from July 21 to August 18, 2009, using the same methods described above. A total of 1,975 households were successfully contacted and in 1,206 households the selected adult agreed to be interviewed. This represents a cooperation rate of 61.1% and a Margin of Error of +/-2.82%. There were 393 respondents that were 65 years of age or older, retired and not interested in a new or different job. The remaining respondents (all other working and non-working respondents) totaled to 813 and were considered eligible, working age, respondents.

Of these 813 respondents, 291 indicated that they were looking for new or different employment or were available for new or different employment given the right opportunities. These 813 respondents were considered members of the 2009 Available Labor Pool for the Leavenworth County Labor Basin. The Margin of Error for the pool was +/- 5.74%.

The 2009 Available Labor Pool represents 20.6% of the Leavenworth County Labor Basin population and 31.0% of the working age population of the basin.

The study sponsors and Institute personnel agreed upon the survey items used, with the former identifying the study objectives and the latter developing items and methodologies that were valid, reliable and unbiased. Question wording and design of the survey instrument are the property of the Docking Institute. A detailed summary of the method of analysis used in this report can be found in Joseph A. Aistrup, Michael S. Walker and Brett A. Zollinger, "The Kansas Labor Force Survey: The Available Labor Pool and Underemployment." *Kansas Department of Human Resources*, 2002.

⁸ Surveyors requested to "speak with an adult over the age of 17 that has had the most recent birthday."

Appendix I: Current Employment Status of ALP

	Current Employment Status of ALP	
	Number	Percent
General Labor/Construction/Cleaning	2,326	2.78
Farm Labor/Ranch Hand/Landscaping	167	0.20
Delivery/Driver/Courier	1,675	2.00
Maintenance/Wiring/Plumbing	653	0.78
Factory Worker/Grain Elevator Op/Meat Packer	317	0.38
Truck Driver/Heavy Equipment Operator	884	1.06
Police/Fire/Postal/Military Enlisted	4,412	5.27
Lab or Medical Technical/Comp Technician	4,170	4.98
Mechanic/Welder/Carpenter/Electrician	1,305	1.56
Other Blue Collar	0	0.00
General Customer Service/Retail/Reception/Food Service	3,803	4.54
Clerical/Secretary/Book-Keeper/Bank Teller	6,142	7.34
Para-legal/Para-pro/CNA/Day Care	4,399	5.25
Nurse/LPN/RN/Semi-skilled Social Service	2,694	3.22
Office Manager/Small Business Owner	5,841	6.98
Teacher/Instructor/Writer/Researcher	8,247	9.85
Sales/Marketing/Accounting	3,064	3.66
Govt, Non-Profit, or Bus Exec/Farm Owner/Military Officer	4,241	5.07
Counselor/Social Worker/Physician's Assistant	651	0.78
Professor/Doctor/Engineer/Attorney	5,689	6.79
Other White Collar	0	0.00
Homemaker	4,862	5.81
Full-Time Student	1,847	2.21
Unemployed	4,607	5.50
Retired	9,547	11.40
Disabled	2,181	2.60
Extrapolated Total	83,723	100

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

Appendix II: Hourly Wage to Annual Salary Conversion Chart

Hourly Wage	Annual Salary	Hourly Wage	Annual Salary
\$5.00	\$10,400		
\$5.50	\$11,440		
\$6.00	\$12,480		
\$6.50	\$13,520		
\$7.00	\$14,560		
\$7.50	\$15,600		
\$8.00	\$16,640		
\$8.50	\$17,680		
\$9.00	\$18,720		
\$9.50	\$19,760		
\$10.00	\$20,800		
\$10.50	\$21,840		
\$11.00	\$22,880		
\$11.50	\$23,920		
\$12.00	\$24,960		
\$12.50	\$26,000		
\$13.00	\$27,040		
\$13.50	\$28,080		
\$14.00	\$29,120		
\$14.50	\$30,160		
\$15.00	\$31,200		
\$15.50	\$32,240		
\$16.00	\$33,280		
\$16.50	\$34,320		
\$17.00	\$35,360		
\$17.50	\$36,400		
\$18.00	\$37,440		
\$18.50	\$38,480		
\$19.00	\$39,520		
\$19.50	\$40,560		
\$20.00	\$41,600		
\$20.50	\$42,640		
\$21.00	\$43,680		
\$21.50	\$44,720		
\$22.00	\$45,760		
\$22.50	\$46,800		
\$23.00	\$47,840		
\$23.50	\$48,880		
\$24.00	\$49,920		
\$24.50	\$50,960		
\$25.00	\$52,000		
\$25.50	\$53,040		
\$26.00	\$54,080		
\$26.50	\$55,120		
\$27.00	\$56,160		
\$27.50	\$57,200		
\$28.00	\$58,240		
\$28.50	\$59,280		
\$29.00	\$60,320		
\$29.50	\$61,360		
		\$30.00	\$62,400
		\$30.50	\$63,440
		\$31.00	\$64,480
		\$31.50	\$65,520
		\$32.00	\$66,560
		\$32.50	\$67,600
		\$33.00	\$68,640
		\$33.50	\$69,680
		\$34.00	\$70,720
		\$34.50	\$71,760
		\$35.00	\$72,800
		\$35.50	\$73,840
		\$36.00	\$74,880
		\$36.50	\$75,920
		\$37.00	\$76,960
		\$37.50	\$78,000
		\$38.00	\$79,040
		\$38.50	\$80,080
		\$39.00	\$81,120
		\$39.50	\$82,160
		\$40.00	\$83,200
		\$40.50	\$84,240
		\$41.00	\$85,280
		\$41.50	\$86,320
		\$42.00	\$87,360
		\$42.50	\$88,400
		\$43.00	\$89,440
		\$43.50	\$90,480
		\$44.00	\$91,520
		\$44.50	\$92,560
		\$45.00	\$93,600
		\$45.50	\$94,640
		\$46.00	\$95,680
		\$46.50	\$96,720
		\$47.00	\$97,760
		\$47.50	\$98,800
		\$48.00	\$99,840
		\$48.50	\$100,880
		\$49.00	\$101,920
		\$49.50	\$102,960
		\$50.00	\$104,000