Platte County Labor Basin
Labor Availability Analysis – 2018
Including Light Industry

Buchanan ● Clay ● Clinton ● Jackson ● Platte ●
Johnson ● Leavenworth ● Wyandotte Counties

Prepared for

Platte County Economic Development Council

Prepared by

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Mission:

To Facilitate Effective Public Policy Decision-Making.

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Executive Summary

The Platte County Labor Basin includes Buchanan, Clay, Clinton, Jackson, and Platte Counties in Missouri and Johnson, Leavenworth, and Wyandotte Counties in Kansas. The purpose of this report is to assess the "Available Labor Pool" in this labor basin, with an emphasis on those interested in light industry employment. The "Available Labor Pool" represents those who are looking for employment or are interested in new jobs for the right employment opportunities.

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

- The population of the Platte County Labor Basin is 1,990,136. The Civilian Labor Force is 1,058,004. The Available Labor Pool contains 662,325 individuals.

- Of the *non-working* members of the Available Labor Pool, an estimated 63,619 (9.6%) are currently looking for work and 87,553 (13.2%) are interested in working for the right opportunities. Of the *working* members of the Available Labor Pool, 99,877 (15.1%) are currently looking for work, while 411,275 (62.1%) are interested in different jobs given the right opportunities.

- More than four-fifths (83%) of the Available Labor Pool have at least some college experience and almost all (98.6%) have at least a high school diploma. The average age for members of the Pool is about 44 years old, and men make up more than half (59.4%) of the Pool.

- Almost a fifth (18.5%) of the Available Labor Pool are currently employed as general laborers, while an additional 5.6% work in government services or technical/highly skilled blue-collar occupations. Almost 29% of the Pool work in service sector jobs, while almost a quarter (24.2%) work in professional white-collar jobs. More than a fifth (22.8%) are not currently working.

- More than four-fifths (85.1%) of the Available Labor Pool are "willing to work outside of their primary field of employment for a new or different employment opportunity."

- Almost a third (31%) of the members of the Available Labor Pool will commute up to 45 minutes, one-way, for an employment opportunity, while 81% will commute up to 30 minutes for employment.

- An estimated 35,103 members (5%) of the Available Labor Pool are interested in a new job at $10 an hour, 164,256 (25%) are interested at $15 an hour, and 270,228 (41%) are interested at $20 an hour.

- The six most important benefits are in order: good salary or hourly pay, good vacation benefits, good retirement benefits, flexible hours or flex-time, good health benefits, and on-the-job training (OJT) or paid training.

- This report includes information regarding three subset of the Available Labor Pool. These subsets are:

    - Those residing "within the necessary commute time" (page 22)
    - Those who consider themselves as "underemployed" (page 28)
    - Those interested in Light Industry employment (page 33)

  Some information about each subset follows on the next page.

- **Necessary Commute Time** is defined as a commute time stated by the respondent that is equal to or greater than the commute time necessary for the respondent to travel from his or her ZIP code of residence to the ZIP code at the center of the labor basin. Those within the necessary commute time number 467,226 individuals (70.5% of the entire Available Labor Pool).

- About 11% of those within the "necessary commute time" hold general labor, custodial, delivery, and similar jobs, while 14.2% are currently employed in accounting, engineering, and other jobs working with numbers. Almost a fifth (19%) are currently not working outside the home.

- An estimated 233,166 people (half of this subset) are interested in a new job at $25 an hour. An estimated 174,290 (37%) are interested in new employment opportunity at $20 an hour, and 106,537 (23%) are interested in a new job at $15 an hour. Finally, an estimated 19,158 people (4%) are interested in a new job at $10.

- **Underemployed workers** are defined as those employed members of the Available Labor Pool who report that 1) their skill levels are greater than their current job requires, 2) they possess higher levels of education than are required on the job, 3) they previously earned a higher income at a similar job, or 4) they are limited in the number of hours that they may work. Of the 511,152 employed members of the Available Labor Pool, more than a fifth (22% or 112,850 individuals) are considered "underemployed."

- The average age of underemployed workers is about 41 years old. More than half (53.8%) are male, about a not quite half (48.2%) hold *at least* a bachelor's degree, and almost all (98.7%) have earned a high school diploma.

- More than a quarter (27%) of the underemployed workers are general laborers and 8% are highly skilled blue-collar workers. Most underemployed workers are employed as service sector workers (52%), while 13% hold professional positions.

- **Light industry** work includes assembling consumer electronics, sewing clothing, and/or finishing products produced elsewhere, etc. About a third (34% or 229,827 members) of the Available Labor Pool report a willingness to work in light industry. Of those with light industry experience already (127,504), 28% report production work experience/training and 18% report pre-production experience/training.

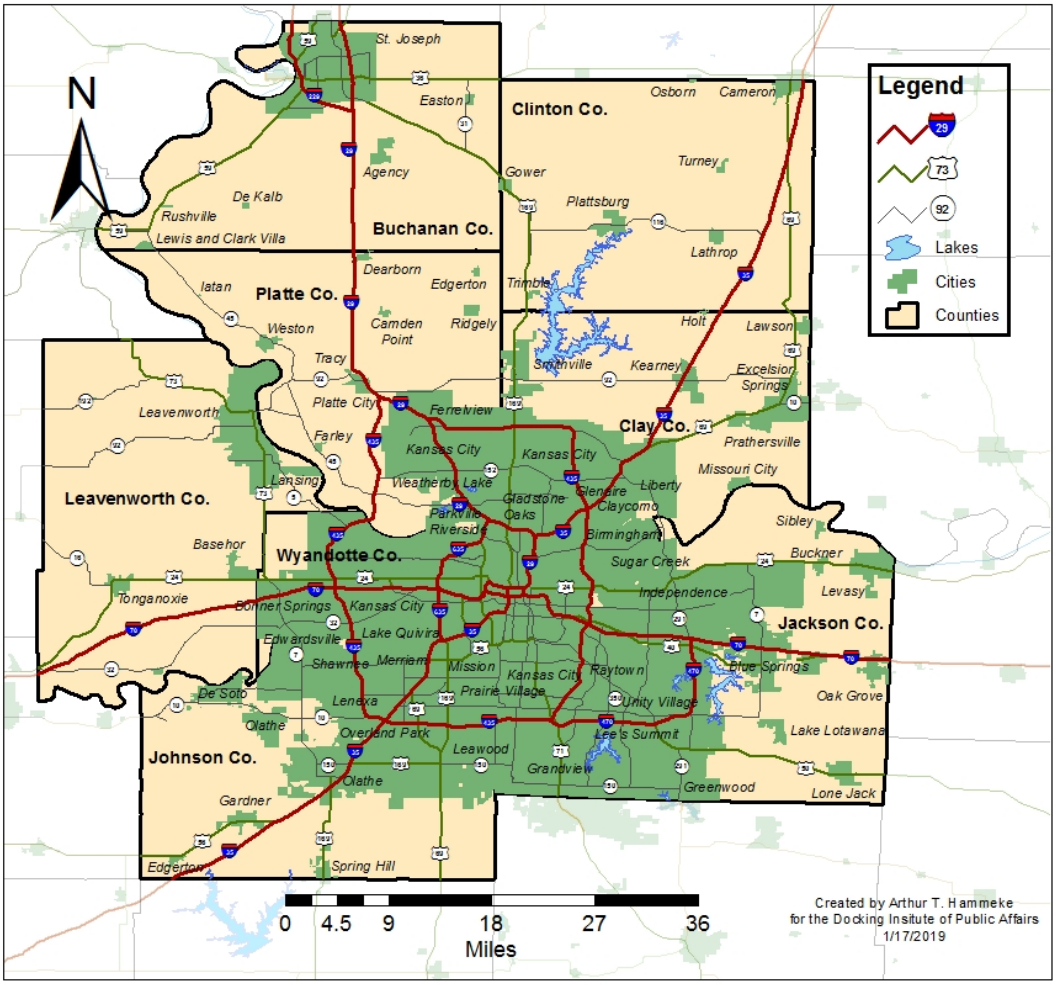
- The average age for those interested in light industry employment is about 44 years old, 64% are men. Practically all (98.1%) have a high school diploma, and almost 95% are willing to change fields of employment for a new job.

- The six most important benefits, for those interested in light industry employment are, in order: good salary/hourly pay, on-the-job (OJT) or paid training, good vacation benefits, flexible hours/flex-time, good retirement benefits, and good health benefits.

The Platte County Labor Basin

The Platte County Labor Basin includes eight counties in Missouri and Kansas (see Map 1 below). The criterion used to include a county in this labor basin is whether it contains communities from which, it can be reasonably assumed, individuals may commute to the center of the basin for an employment opportunity. In the case of the Platte County Labor Basin, it is reasonable that individuals may commute within the eight counties because these counties contain 1) many communities with adequate transportation to the center of the labor basin and 2) many communities that are within a reasonable commute time to the center of the labor basin.

Map 1: Platte County Labor Basin



The Platte County Labor Basin has a total population of approximately 1,990,136 and a Civilian Labor Force of 1,058,004. The total number of employed is 1,018,068 and the average county unemployment rate was about 3.77% at the time of this study.

The Docking Institute's analysis suggests that the Platte County Labor Basin contains an Available Labor Pool of 662,325 individuals.

The Platte County Labor Basin's Available Labor Pool

The Available Labor Pool is composed of workers categorized as either 1) currently not working *and* looking for employment, 2) not working *but* interested in employment, 3) currently working *and* looking for other employment, and 4) currently employed *but* interested in different employment for the right opportunities.

The Available Labor Pool for the Platte County Labor Basin totals to 662,325 individuals.

An advantage of our Available Labor Pool methodology is that it allows us to gather and use timely information from a specified geographic area, but also incorporate data from secondary sources such as the US Census and the Bureau of Labor Statistics.

As noted in the Methods section of this report (page 39), the Available Labor Pool is extrapolated from the number of survey respondents looking and/or interested in new employment as a proportion of survey respondents overall. We successfully completed interviews with 1,191 residents of the study area, 640 of which were determined (during the survey) to be members of the Available Labor Pool.

To extrapolate to 662,325 from the number of survey respondents, those respondents who are not looking for new employment are subtracted from the "Adjusted Civilian Labor Force" in the study area.

The Civilian Labor Force (1,058,004) includes individuals residing in the study area who are working or who have looked for work in the past four weeks (the officially unemployed). The Civilian Labor Force is adjusted (or expanded) to include residents who are not members of the Civilian Labor Force, such as full-time students willing to take a job, homemakers who have not yet sought employment, military personnel who may be leaving military employment in the near future, and retired individuals who may be willing and able to be gainfully employed. These individuals are identified during the telephone interviews.

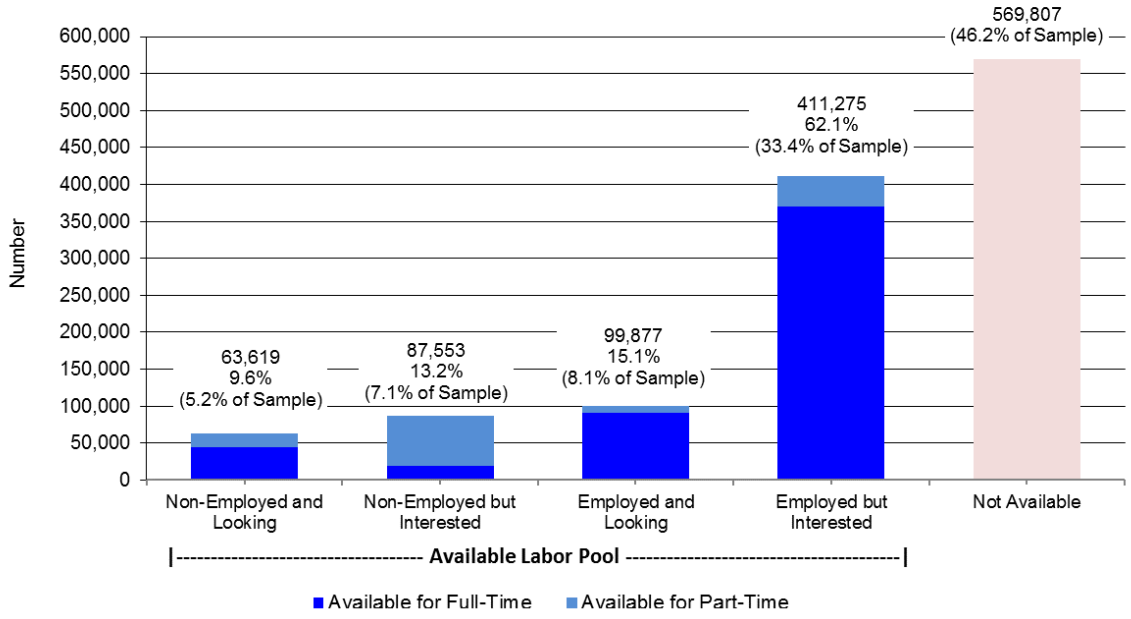
The number that is added to the Civilian Labor Force (to create the Adjusted Civilian Labor Force) is derived by taking from the survey the total number of full-time students, homemakers, military, retirees, and long-term unemployed, who state that they are seeking or available for employment, and dividing 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 of "working age" (18 to 65 years old). The Adjusted Civilian Labor Force is 1,232,131.

Figure 1 (next page) shows the extrapolated number of area adult residents who are members of the Available Labor Pool, as well as those that are not interested in a new or different job.

The far right column in Figure 1 shows that 46.2% of respondents are not available for a new or different job. The remaining 53.8% are members of the Available Labor Pool[1].

It is estimated that 63,619 (9.6%) members of the Available Labor Pool are non-employed[2] *and* looking for employment, while 87,553 (13.2%) are non-employed *but* interested in a job for the right opportunities. In addition, 99,877 (15.1%) members of the Pool are employed *and* currently looking for different employment, while 411,275 (62.1%) are employed *but* interested in new employment for the right opportunities. The figure shows that a large portion of those non-employed but interested are available for part-time employment.

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



The Available Labor Pool is composed of workers categorized as either 1) currently not employed and looking for employment, 2) currently not employed *but* interstested in employment, 3) currently employed *and* looking for employment, 4) currently employed *but* interested in other employment for the *right opportunities*.

[1] The figure shows percentages of the Available Labor Pool as well as percentages of the sample as a whole (shown in parentheses). For example, 9.6% of the Available Labor Pool is non-employed and looking for work, while this percentage is 5.2% for the entire sample of respondents.

[2] The terms "non-employed," "not employed," and "non-working" refer to officially unemployed members of the Civilian Labor Force ***and*** any non-employed/non-working full-time students, homemakers, retirees, and disabled individuals who indicate they are available for employment. As such, they might not be officially unemployed.

Table 1 shows the gender, age, and education levels of the 662,325-member Available Labor Pool. Almost three-fifths (59.4%) of the Pool are men, and the average age is about 44 years old. Almost all (98.6%) have *at least* a high school diploma, more than four-fifths (83%) have *at least* some college experience, and half have *at least* a bachelor's degree. Almost a third (31.3%) speak Spanish, but most (85.5%) speak "only a little."

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

Age Information	Age in 2018		
Range	18 to 81		
Mean Average	44		
Median Average	42		
Gender	Number	Percent	
Female	268,784	40.6	
Male	393,540	59.4	
Total	662,325	100	
			Cumulative
Highest Level of Education Achieved			Percent
Doctoral Degree	23,097	3.5	3.5
Masters Degree	107,966	16.3	19.8
Bachelors Degree	201,149	30.4	50.2
Associates Degree	83,533	12.6	62.8
Some College (including current students)	133,940	20.2	83.0
High School Diploma	103,442	15.6	98.6
Less HS Diploma	9,197	1.4	100
Total	662,325	100	
"Do you speak Spanish?"	Number	Percent	
"Yes"	207,532	31.3	
Speak Very Well	*20,551*	*9.9*	*These percentages represent portions of 31.3%*
Speak Fairly Well	*9,594*	*4.6*	
Speak Only a Little	*177,387*	*85.5*	
		100	

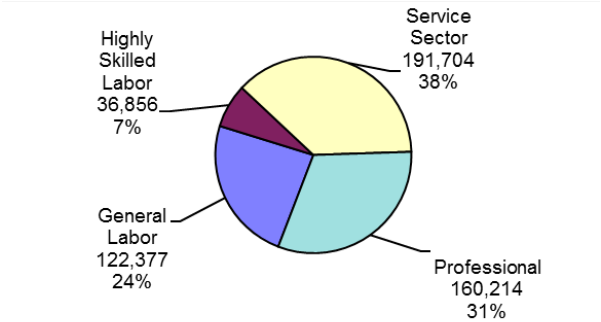
Table 2 shows the various occupational categories of the 662,325-member Available Labor Pool. General labor occupations represent 18.5% of the entire Available Labor Pool, while highly skilled, blue-collar jobs make up 5.6%. Traditional service-related occupations represent 28.9% of the Available Labor Pool, while professional occupations represent 24.2%. Non-employed members of the Pool make up 22.8% of the total.

Table 2: Major Occupational Categories of Available Labor

			Years at Job	
	Number	Percent	Mean	Median
General Labor/Delivery	77,543	11.7	11.0	3.0
Manufacturing/Maintenance/Trucking	44,834	6.8	8.3	7.0
Total General Labor	*122,377*	*18.5*	*9.7*	*5.0*
Mechanic/Welder/Comp Tech	16,911	2.6	9.1	5.0
Crew Management/Protection Services	19,946	3.0	12.1	11.0
Total Highly Skilled Labor	*36,856*	*5.6*	*10.6*	*8.0*
Customer Service	44,803	6.8	8.5	4.0
Clerical	28,068	4.2	9.8	10.0
Office or Dept Manager	49,250	7.4	10.0	6.0
Health Aid/Nurse	34,465	5.2	11.8	7.0
Education Aid/Teacher	35,118	5.3	7.0	4.0
Total Service Sector	*191,704*	*28.9*	*9.4*	*6.2*
Exec Management	31,378	4.7	15.4	13.0
Accounting/Engineering	90,551	13.7	9.2	6.0
Doctor/Professor/Attorney	32,214	4.9	11.7	12.0
Writer/Artist/Musician	6,072	0.9	11.1	10.2
Total Professional Sector	*160,214*	*24.2*	*11.9*	*10.3*
Homemaker/Student/Unemployed	74,544	11.3	n/a	n/a
Retired/Disabled	76,629	11.6	n/a	n/a
Total Non-Employed	*151,173*	*22.8*		
Total	662,325	100		

Figure 2 shows the occupational sectors of the *employed members* of the Available Labor Pool only. The *percentages* shown in Figure 2 differ from those presented in Table 2 because the table includes non-employed Available Labor Pool members.

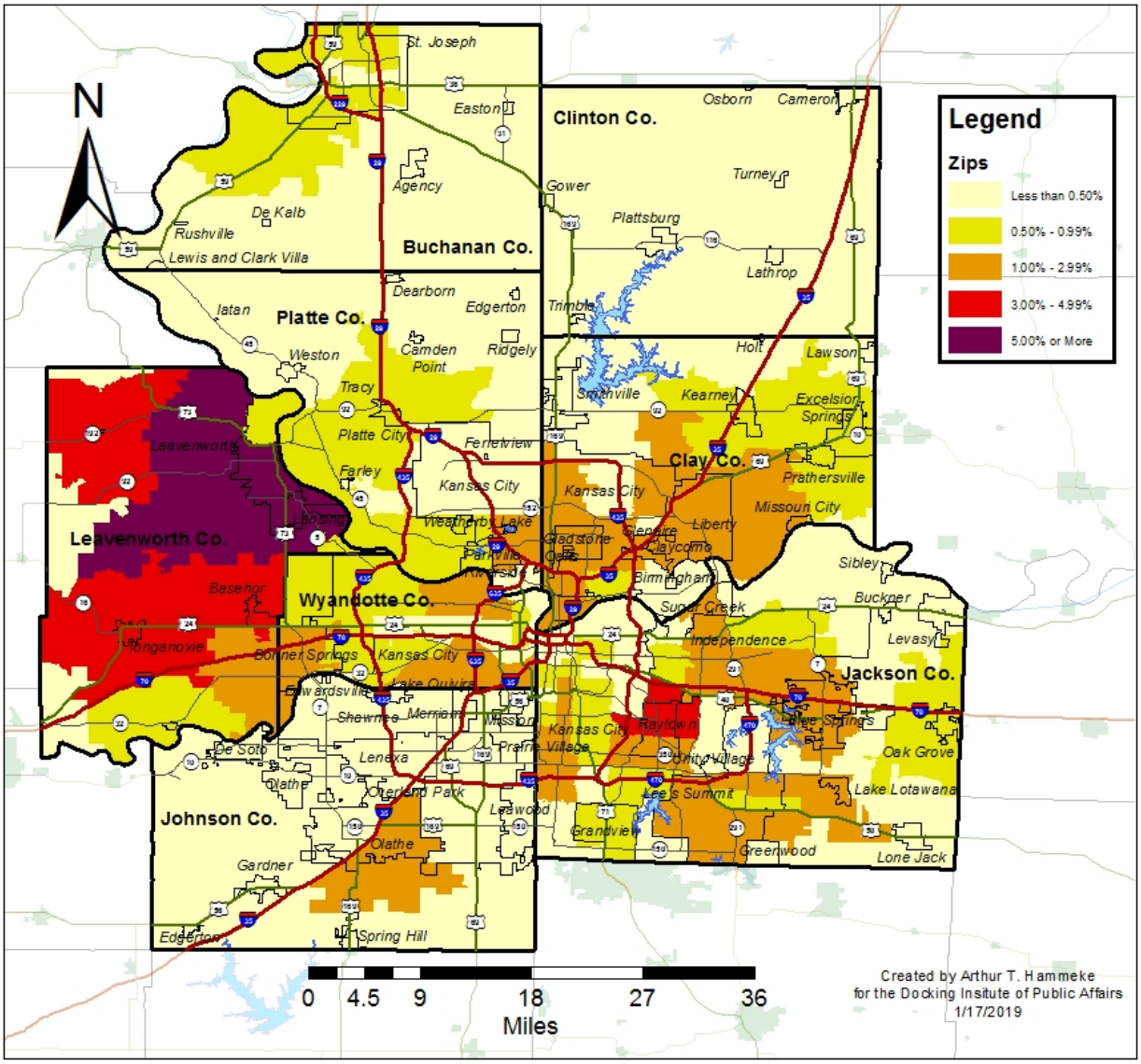
Figure 2: Occupational Sectors of Available Labor (Employed Only)



Map 2 shows how each ZIP code area compares to all other ZIP code areas in terms of the percent of total available labor in the Platte County Labor Basin. The map shows:

- Five or more percent of the entire labor basin's Available Labor Pool is located in ZIP code areas within Leavenworth County (See purple area in the map.)
- Between 3% and 4.99% of the entire labor basin's Available Labor Pool is located in ZIP code areas within Leavenworth and Jackson Counties (See red areas in the map.)
- ZIP code areas in all counties except for Buchanan and Clinton Counties contain 1% to 2.99% of the basin's Available Labor Pool. (See orange areas in the map.)

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



Current Skills and Work Experience

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

Table 3 shows the number of workers currently employed in various job categories, as well as the number of workers and non-workers that have previous work or training experience in those same job categories. The table also shows the sum of working Available Labor Pool members currently employed in a job category *plus* those who indicate previous training or experience in that particular field.

For example, 45,879 members of the Pool are currently employed as general laborers, construction, cleaners, and similar positions. An additional 12,981 Pool members (employed and currently non-employed) had previous employment experience or training in one of those jobs, for a total of 58,860 individuals.

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

	Current Employment* Number	+	Previous Work/Training Number	=	Current plus Previous Work or Training** Number
Working with Hands					
Construction, Cleaning, Manual Labor	45,879		12,981		58,860
Farm or Ranch Labor	13,552		1,458		15,011
Manufacturing and Assembly	8,275		16,163		24,438
Maintenance	22,245		17,919		40,163
Driving (Delivery, Bus, Postal)	18,112		1,034		19,146
Truck Driving/HEO	14,313		5,855		20,169
Skilled Labor	6,778		44,239		51,017
Crew Management	10,346		947		11,293
Working with People					
General Customer Service	44,803		73,401		118,204
Office Management	49,250		78,955		128,205
Governmental Services	9,599		36,416		46,016
Executive Management	31,378		9,590		40,967
Advanced Social Services	18,897		4,047		22,943
Working with Numbers					
Clerical	28,068		20,683		48,750
Accounting/Finance/Banking	21,909		5,640		27,549
Researcher/Analyst	30,453		3,945		34,398
Working with Technology					
IT and Other (Non-Med) Tech. Maint.	10,133		10,287		20,420
Software Dev./Comp. Prog.	22,712		7,512		30,224
Engineer/Designer	15,477		15,591		31,067
Providing Health Services					
Health Aid	17,731		19,048		36,779
Nurse	16,734		2,566		19,300
Advanced Medical Practitioner	4,197		3,651		7,848
Providing Educational Services					
Education Aid	22,120		9,206		31,326
Teacher/Trainer	12,998		12,486		25,485
Professor/Lecturer	9,121		11,350		20,470
Creative Arts					
Writer/Artist/Musician	6,072		5,084		11,156
Total	511,152		430,053		941,205

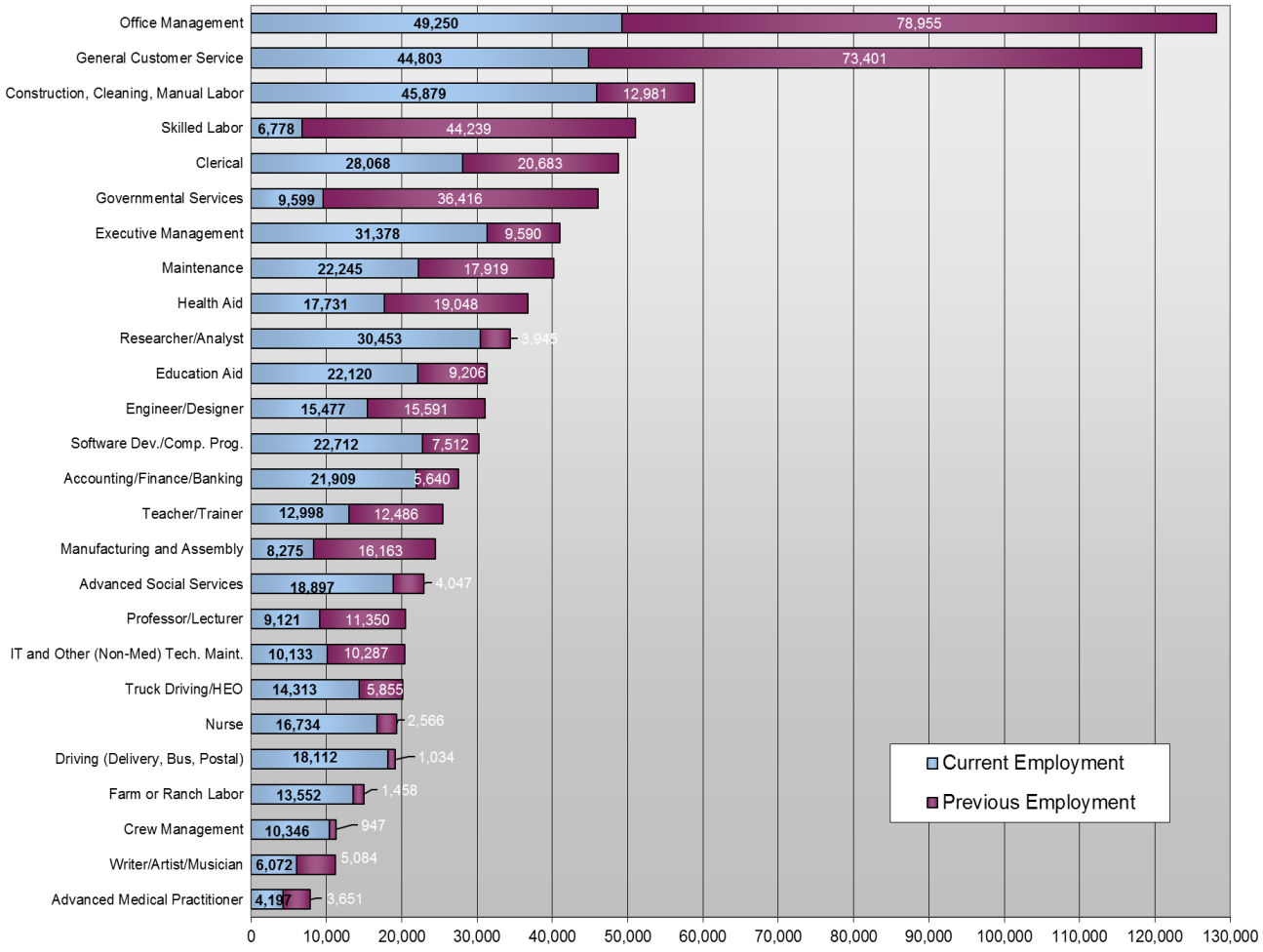
* Retired, disabled, non-w orking students, homemakers are not included.

** An individual member of the Pool is counted only once w ithin each employment category. If an individual's previous job is the same as the current job, he or she is not counted in the Previous Job Category.

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 in "office management." There are 49,250 working Pool members currently employed in this category and 78,955 previously employed/trained in this category, for a total of 128,205 individuals (total individuals not show on Figure 3).

Many also have work experience or training as front desk clerks, retail sales positions, receptionists, and other jobs classified as "general customer service" workers. There are 44,803 working Pool members currently employed in this category and 73,401 previously employed/trained in this category, for a total of 118,204 individuals (total individuals not show on Figure 3).

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



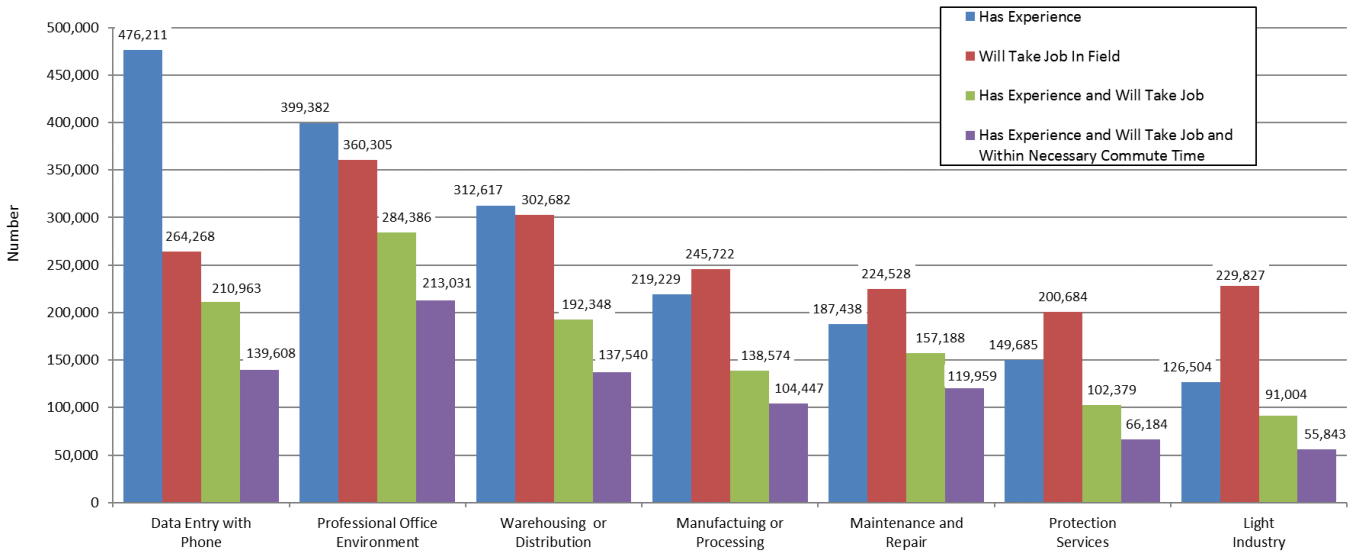
In addition to collecting data regarding the current employment status and previous work or training experience through a series of "open-ended" survey questions (the results of which are shown previously), respondents were asked about the seven specific employment areas listed in Figure 4. Respondents were first asked if they had any 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).[3]

The figure shows that an estimated 476,211 Pool members report any experience or training in data entry with telephone operation (blue column), while fewer (264,268 individuals) would consider employment in that field (red column). An estimated 399,382 members of the Pool have any experience or training as a professional office assistant (blue column), while fewer members of the Pool (360,305 individuals) would take a job in that field (red column).

The figure also shows responses for training or experience working in warehousing or distribution, manufacturing or processing, maintenance and repair, protection services, and light industry.

The third column shows the estimated number that have any experience/training in a field ***and*** are willing to work in that field again (green column). The fourth column shows the estimated numbers that have any experience/training ***and*** are willing to take a job in that field ***and*** are within the necessary commute time (purple column). See page 20 for a definition of "necessary commute time."

Figure 4: Work Experience / Willing to Work in Field



[3] Figure 4 differs substantially from Table 3 and Figure 3 (previous pages). For example, the "has experience" column above represents an extrapolated total of ***all*** Pool members answering "yes" to the question "do you have any experience or training in…" As such, Figure 4 provides a "50,000-foot view" of the skill sets of Pool members. Table 3 and Figure 3, on the other hand, provide extrapolated responses from Pool members (working in the first column, working and non-working in the second) about specific jobs – one current job and/or one previous job.

Survey respondents with training or experience in warehousing or distribution, manufacturing or processing, and/or light industry were asked additional questions to assess the type of work they performed at those jobs.

Figures 4a, 4b, 4c show the responses to those questions. The figures show that more than a quarter (29%) of those with warehousing experience worked in jobs involving moving materials or loading, while a quarter (25%) had jobs including picking and packing orders (see figure 4a). Almost two-fifths (39%) of those with manufacturing or processing experience worked in jobs involving production work directly (see figure 4b). Figure 4c shows that 28% of those with light industry experience performed production work and 18% performed pre-production work.

Figure 4a: Warehousing or Distribution Experience

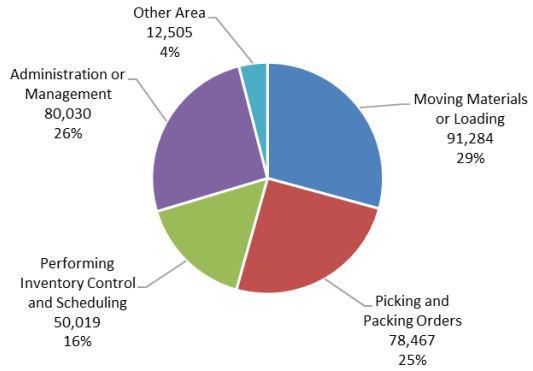


Figure 4b: Manufacturing or Processing Experience

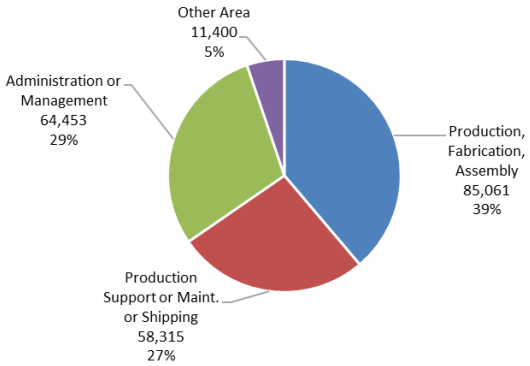
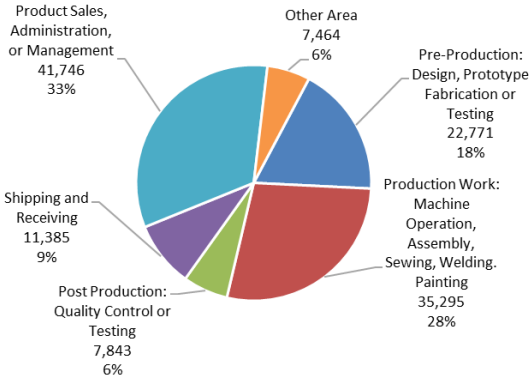


Figure 4c: Light Industry Experience



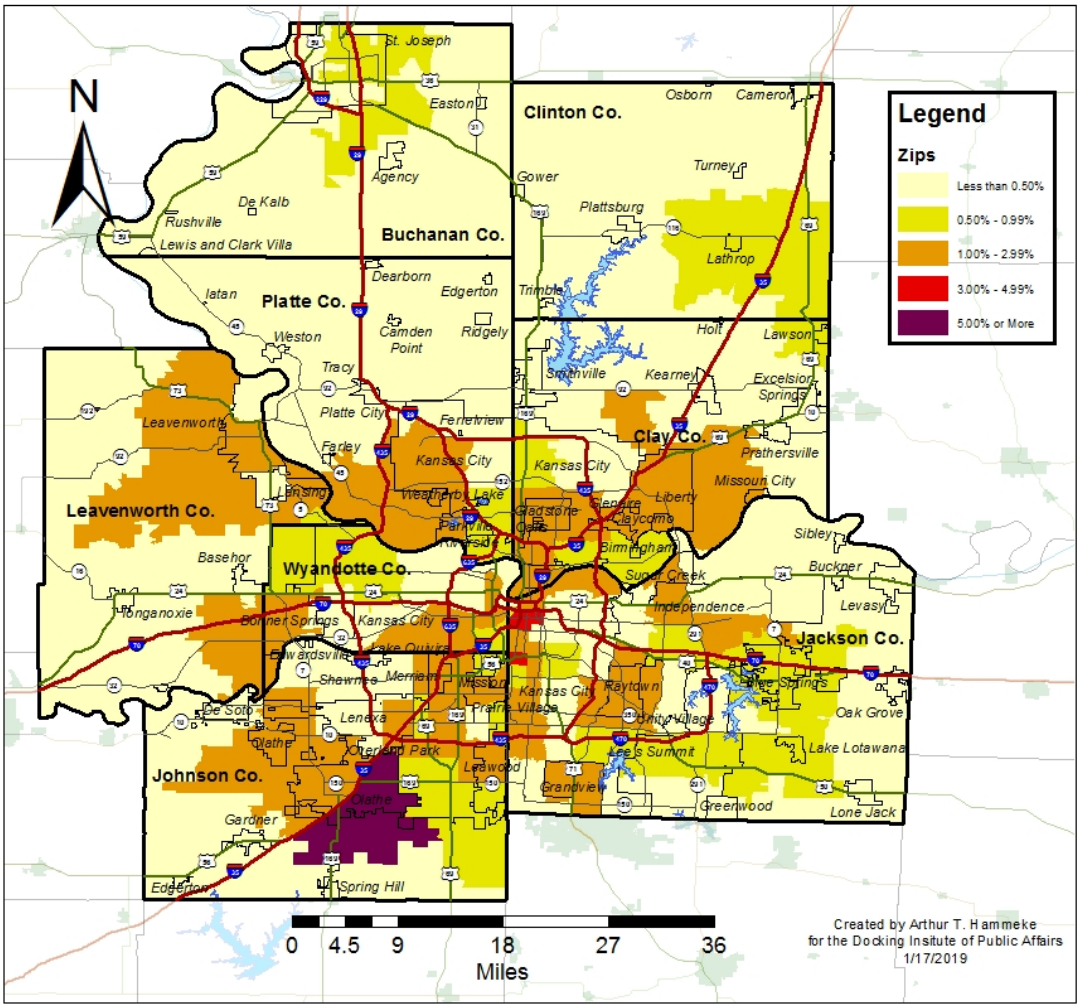
Working Available Labor Pool members were asked for the ZIP code of their workplaces. Map 3 shows the locations of workplaces employing Available Labor Pool members by ZIP code area. The map shows the following:

- Five percent or more of the working members of the Available Labor Pool work in ZIP code areas in Johnson County. (See purple area in the map.)

- Between 1% and 2.99% of the working members of the Pool work in ZIP codes areas in Clay, Leavenworth, Jackson, Johnson, Platte, and Wyandotte Counties. (See orange areas in the map.)

- Workplaces located in ZIP code areas in all counties employ between 0% and .99% of the working Available Labor Pool. (See yellow and light green areas in the map.)

Map 3: Percent of Pool Member Workplaces by ZIP Code



Educational Experience

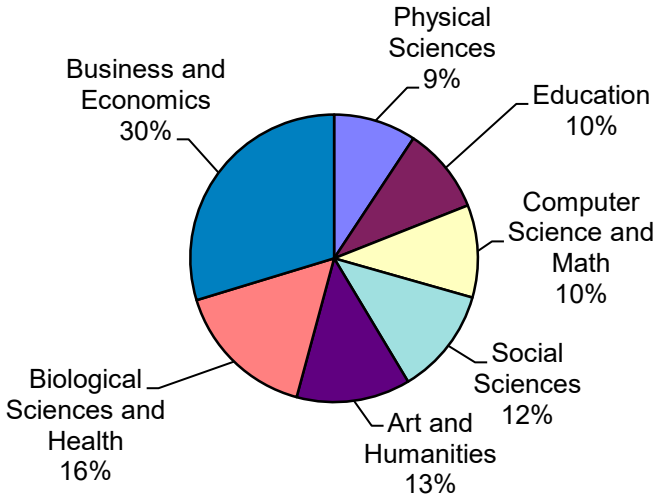
Table 1 (see page 6) shows that 83% of the Available Labor Pool report some college experience (with 62.8% holding associate's degrees at least and 50.2% having completed a bachelor's degree at least).

Respondents that have at least some college experience or are currently enrolled in a community college, college, or university were asked to provide their major area of study. Answers are grouped into the following categories:

Social Sciences: Sociology, Psychology, Anthropology, Politics, and Social Work.
Biological Sciences and Health: Biology, Agriculture, Nursing, Pre-med, and Pre-vet.
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: Programming or Technology, Networking, Web Design, and Math.
Arts and Humanities: Art, Music, History, Philosophy, and Languages.

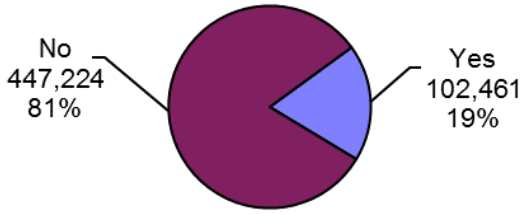
Figure 5 shows that Available Labor Pool members with at least some college experience indicate majors in business and economics (30%), biological sciences and health (16%), arts and humanities (13%), social sciences (12%), computer science and math (10%), education (10%), and physical sciences (9%).

Figure 5: Undergraduate College Major



All respondents that have completed at least some college were also asked: “Are you attending a community college or technical school now, or have you received a community college or technical degree?” Figure 6 shows that 19% of the respondents hold a community college or technical degree or are working on one at the present time.

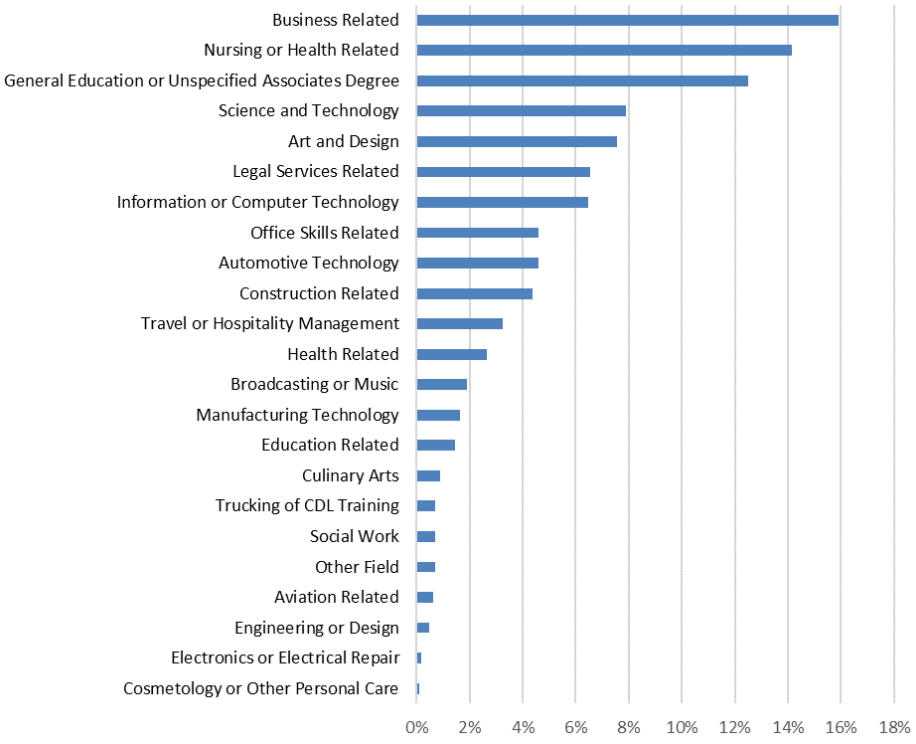
Figure 6: Community College or Technical College Experience



Respondents answering “yes” to the above question were asked for their area of study. Answer options are grouped into the categories shown in Figure 6a.

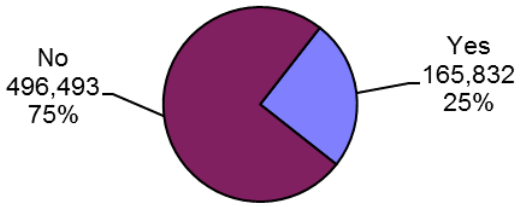
The figure shows that about 16% report studying a business related field, about 14% report studying nursing or a health related field, and about 12.5% report taking general education courses.

Figure 6a: Community or Technical College Study Area



All survey respondents were asked if they had completed a technical certificate. Figure 7 shows that 25% of all respondents report earning a technical certificate of some kind.

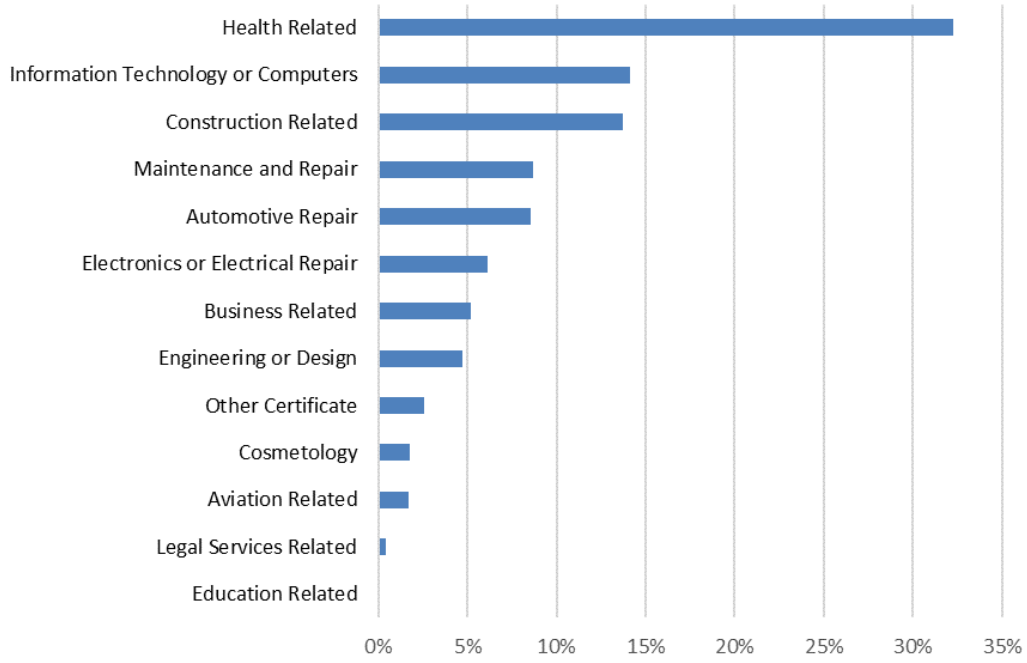
Figure 7: Earned Technical Certificate



Respondents answering “yes” to the above question were asked for the field of the certificate. Answer options are grouped into the categories shown in Figure 7a.

The figure shows that about 32% report earning a certificate in a health related field. About 14% earned a certificate in information technology or computers and about 13% earned a certificate in a construction related field.

Figure 7a: Technical Certificate Field



Considerations for Employment

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

This does not seem to be the case for the Platte County Labor Basin. Figure 8 shows that a clear majority of the Available Labor Pool (563,324 members or 85.1%) are willing to accept positions outside of their primary fields of employment.

Figure 8: Considerations for Employment

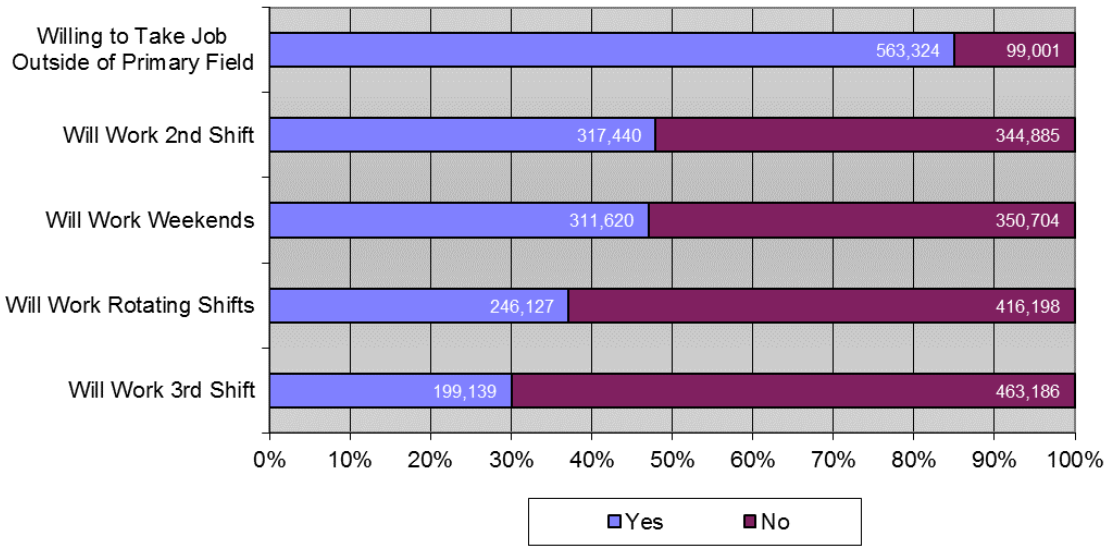


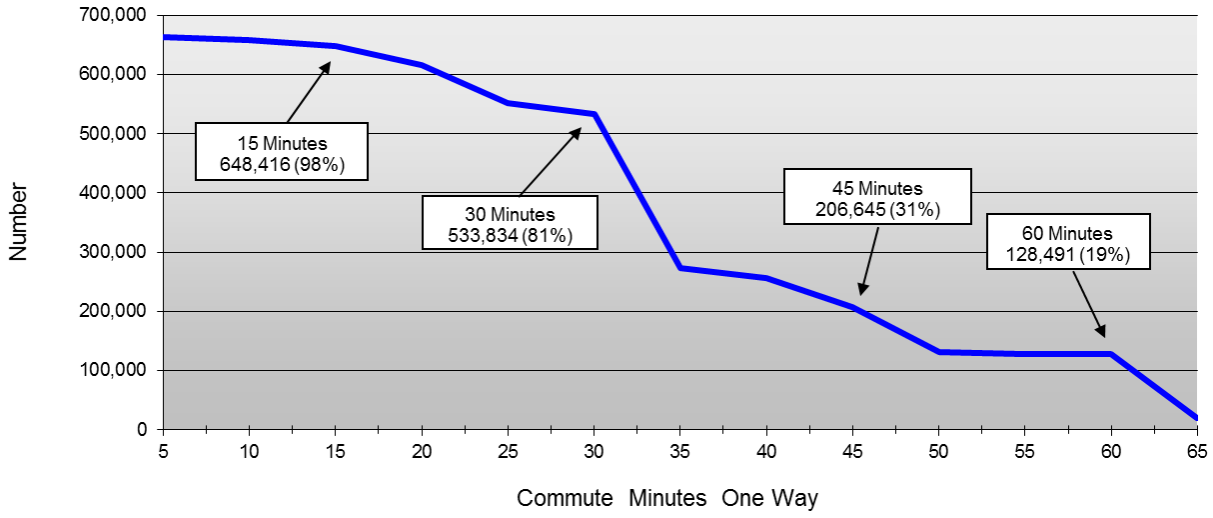
Figure 8 also shows responses to four questions regarding work shifts. Respondents were asked if they would be willing to work a 2nd shift, a 3rd shift, rotating shifts, and/or weekends for a new or different job.

The figure shows that almost half of the Available Labor Pool are willing to a 2nd shift and/or weekend shifts for a new or different job (47.9% and 47%, respectively).

In addition, more than a third (37.2%) are willing to work rotating shifts and almost a third (30.1%) are willing to work the 3rd shift 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 9 shows that the Available Labor Pool in the Platte County Labor Basin is open to commuting. Almost a third (31%) of the members of the Available Labor Pool will commute up to 45 minutes, one-way, for an employment opportunity, while 81% will commute up to 30 minutes, one-way, for employment. Nearly all (98%) will travel up to 15 minutes, one-way, for employment.

Figure 9: Available Labor by Commute Minutes



Available Labor Pool members were also asked about various benefits that might be important when 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, with answer options including “yes” and “no.” (Responses are non-mutually exclusive.)

Figure 10 shows (next page) that the six most important benefits are, in order: good salary or hourly pay, good vacation benefits, good retirement benefits, flexible hours or flex-time, good health benefits, and on-the-job training (OJT) or paid training. All of these benefits are considered “very important” by almost 80% more of the Available Labor Pool.

Good educational assistance follows with 35%. Transportation assistance and childcare assistance are considered “very important” by 21% and 18% of Pool members, respectively.

Figure 10: Benefits Very Important to Change Employment

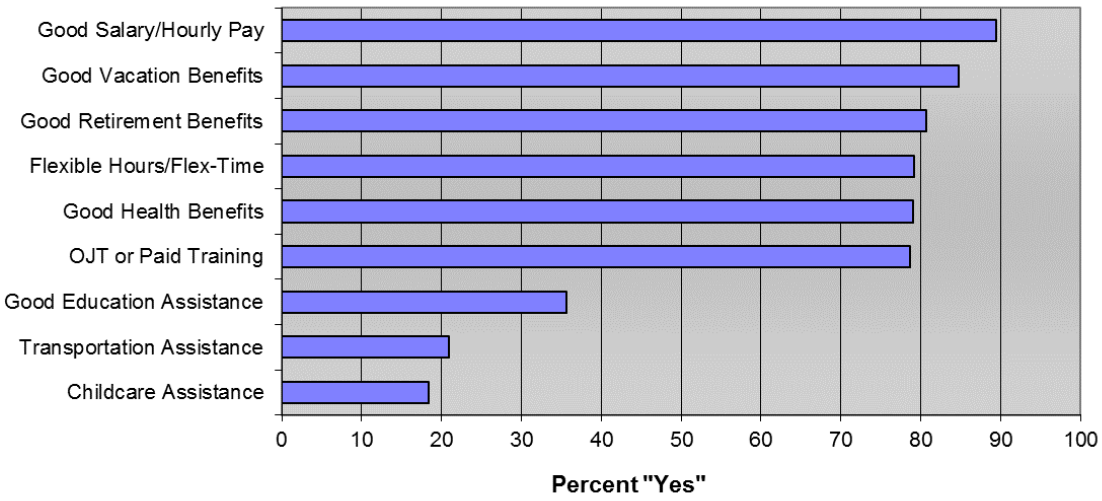


Table 4 (below) compares the important benefits for considering a new or different job from all Pool members (as shown in Figure 10) to the benefits offered by employers among *working* Pool members.

Childcare assistance and flexible hours/flex-time stand out as two important benefits desired by Available Labor Pool members. About 10% more Pool members desire childcare assistance than are offered this benefit, and almost 9% more Pool members desire flexible hours/flex-time than are offered this benefit.

On the other hand, 60.4% Pool members report being offered educational assistance and 87.6% Pool members report being offered good health benefits by employers. These percentages are higher than those show for each item with regard to being an important benefit for a new or different job (35.6% and 79%, respectively). These findings suggest that employers are doing a good job offering these two benefits already.

Table 4: Desired Benefits and Current Benefits Offered

	Benefit Important to Change Jobs Percent	Benefit Currently Offered* Percent	*Difference*
Good Salary/Hourly Pay	89.4	86.5	*2.9*
Good Vacation Benefits	84.8	83.4	*1.4*
Good Retirement Benefits	80.7	82.3	*-1.6*
Flexible Hours/Flex-Time	79.2	70.3	*8.9*
Good Health Benefits	79.0	87.6	*-8.6*
OJT or Paid Training	78.7	82.5	*-3.8*
Good Education Assistance	35.6	60.4	*-24.8*
Transportation Assistance	20.9	16.9	*4.0*
Childcare Assistance	18.4	8.3	*10.1*

*This column represents working Pool members offered the benefit by their employers.

Desired Wages of Available Labor Pool

Desired wages 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 356,993 people (or 54% of the available labor) are interested in a new job at $25 an hour[4]. An estimated 270,228 (41%) members of the Pool are interested in new employment opportunities at $20 an hour, while 164,256 (25%) are interested at $15 an hour. Finally, an estimated 35,103 people (5%) are interested in a new job at $10 an hour.

Figure 11: Available Labor by Desired Hourly Wage

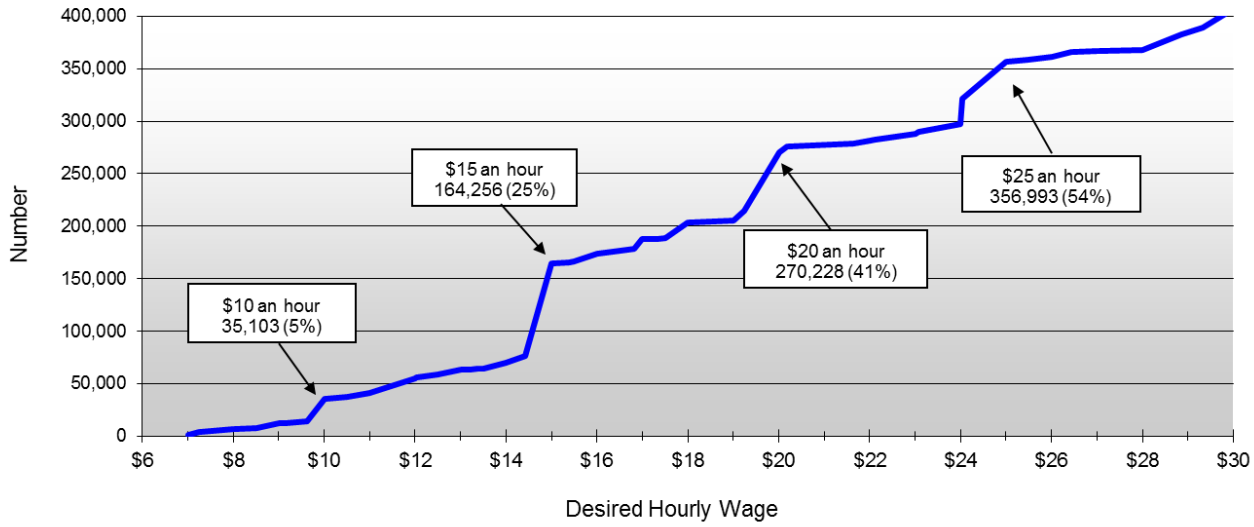


Figure 11 suggests the obvious: that the higher the wage, the larger the pool of available labor. As noted, 164,256 members of the Available Labor Pool are available for a new or different job at $15 an hour. At $14 an hour there are 69,544 members of the pool available. As such, an increase of $1 per hour from $14 to $15 represents an increase of 94,712 workers and potential workers. In addition, a wage increase of $1 per hour from $19 to $20 represents an increase of 64,908 workers and potential workers.

The graph also highlights various “wage preference plateaus” that may be of interest to avoid. A wage preference plateau is a situation in which an increase in wage results in an insignificant or small increase in available labor. For example, 6,623 members of Pool are interested in a job at $8 an hour. At $9 an hour there are an estimated 12,584 individuals available. So, while there is certainly an increase in the number of available workers at this higher wage rate, the increase is only 5,961 individuals – a very small increase given the overall size of this subset of the Available Labor Pool.

Additional wage plateaus exist between $13 and $14 an hour (an increase of 5,961 individuals), $18 and $19 an hour (an increase of 1,325 individuals), and $21 and $22 per hour (an increase of 2,649 individuals).

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

Subsets of the Available Labor Pool

The previous portion of the report addressed the entire Available Labor Pool. The remainder of the report addresses three subsets of the Pool. Each provides a different look at the Available Labor Pool and they are not mutually exclusive.

The three subsets are the following:

1. Those Residing within the Necessary Commute Time
2. Underemployed Available Labor Pool Workers
3. Those Interested in Light Industry Employment

Subset 1: Within Necessary Commute Time

To present an even more refined picture regarding the number of workers who would seriously consider a new employment opportunity, the data in this section includes *only those respondents* that are determined to reside "within the necessary commute time."

Necessary Commute Time is defined as a commute time stated by the respondent that is equal to or greater than the commute time necessary for the respondent to travel from his or her ZIP code of residence to the ZIP code at the center of the labor basin. For example, a respondent who is willing to travel for 30 minutes, one-way, for a new or different job opportunity and who lives an estimated 15 minutes from the center of the labor basin is considered to be "willing to travel the necessary commute time" for a new job.

Those within the necessary commute time number 467,226 individuals. This represents 70.5% of the Available Labor Pool and is a large percentage when compared to other labor studies conducted by the Docking Institute in the past 10 years.

Table 5 shows that the average age of this subset of the Available Labor Pool is about 43 years old. More than three-fifths (64.9%) are male, half (50.9%) hold *at least* a bachelor's degree, and essentially all (99.2%) have earned a high school diploma.

Table 5: Age, Gender, and Education Levels of those within Necessary Commute Time

Age Information	Age in 2018		
Range	18 to 71		
Mean Average	43		
Median Average	41		
Gender	Number	Percent	
Female	163,999	35.1	
Male	303,267	64.9	
Total	467,266	100	
			Cumulative
Highest Level of Education Achieved			Percent
Doctoral Degree	9,983	4.3	4.3
Masters Degree	38,602	16.8	21.1
Bachelors Degree	68,489	29.8	50.9
Associates Degree	31,428	13.7	64.6
Some College (including current students)	46,359	20.2	84.8
High School Diploma	33,175	14.4	99.2
Less HS Diploma	1,791	0.8	100
Total	229,827	100	
"Do you speak Spanish?"	Number	Percent	
"Yes"	68,389	29.8	
Speak Very Well	*2,970*	*4.2*	*These percentages*
Speak Fairly Well	*10,147*	*14.4*	*represent portions of*
Speak Only a Little	*57,218*	*81.4*	*29.8%*
		100	

Table 6 shows the major occupational categories of those within the necessary commute time. About 11% of those within the “necessary commute time” hold general labor, custodial, delivery, and similar jobs, while 14.2% are currently employed in accounting, engineering, and other jobs working with numbers. Almost a fifth (19%) are currently not working outside the home.

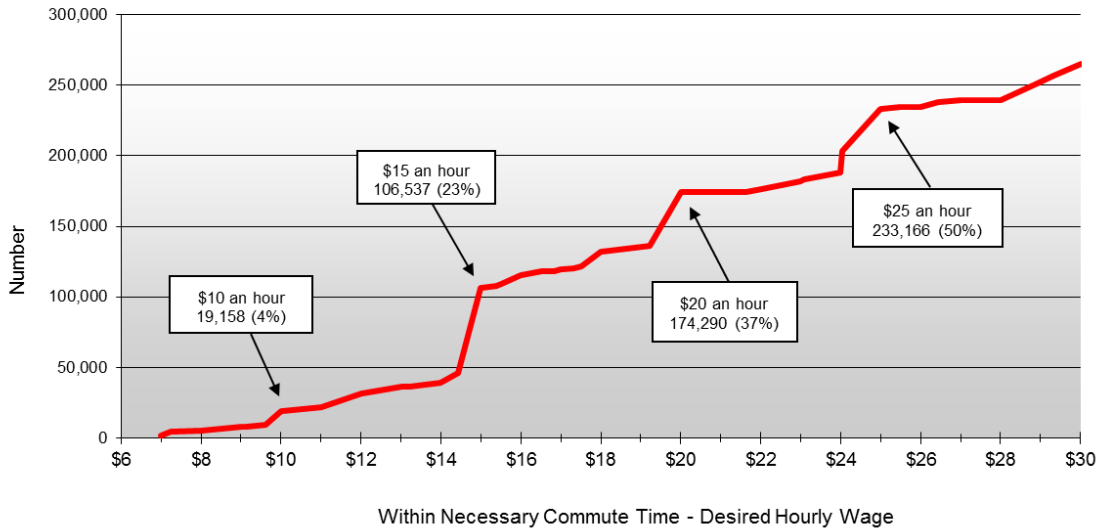
Table 6: Major Occupational Categories of those within Necessary Commute Time

			Years at Job	
	Number	Percent	Mean	Median
General Labor/Delivery	52,228	11.2	10.0	2.0
Manufacturing/Maintenance/Trucking	35,842	7.7	9.0	7.0
Total General Labor	*88,070*	*18.8*	*9.5*	*4.5*
Mechanic/Welder/Comp Tech	15,122	3.2	8.3	5.0
Crew Management/Protection Services	16,893	3.6	13.3	13.0
Total Highly Skilled Labor	*32,015*	*6.9*	*10.8*	*9.0*
Customer Service	29,730	6.4	7.3	3.0
Clerical	16,855	3.6	11.0	10.0
Office or Dept Manager	40,034	8.6	11.0	6.0
Health Aid/Nurse	22,694	4.9	11.8	7.0
Education Aid/Teacher	25,372	5.4	6.0	4.0
Total Service Sector	*134,685*	*28.8*	*9.4*	*6.0*
Exec Management	24,927	5.3	16.0	15.4
Accounting/Engineering	66,386	14.2	8.2	5.0
Doctor/Professor/Attorney	26,938	5.8	12.0	12.0
Writer/Artist/Musician	5,244	1.1	10.6	10.4
Total Professional Sector	*123,496*	*26.4*	*11.7*	*10.7*
Homemaker/Student/Unemployed	48,268	10.3	n/a	n/a
Retired/Disabled	40,731	8.7	n/a	n/a
Total Non-Employed	*88,999*	*19.0*		
Total	467,266	100		

Desired Wages of those within Necessary Commute Time

Figure 12 shows the wage demands for the Available Labor Pool members that are "within the necessary commute time." An estimated 233,166 people (or 50% of this subset) are interested in a new job at $25 an hour. An estimated 174,290 (37%) are interested in new employment opportunity at $20 an hour, and 106,537 (23%) are interested in a new job at $15 an hour. Finally, an estimated 19,158 people (4%) are interested in a new job at $10.

Figure 12: Available Labor by Desired Hourly Wage (for those within Necessary Commute Time)



Desired Wages by Occupational Sector for those within Necessary Commute Time

Table 7 shows the four main occupational sectors (employed only) of those within the necessary commute time subset of the Available Labor Pool.

The table shows that 9% of the general laborers will take a new or different job at a wage of at $12 an hour, while 39% are available for new employment at a wage of $15 an hour. Of the skilled laborers, none are available for new employment at a wage of $12 an hour, while 26% are available at a wage of $15 an hour.

Regarding service workers, 12% are available at a wage of $12 an hour, while 37% are available at a wage of $15 an hour. Of the professional workers, none are available at a wage of $12 an hour and 5% are available at $15 an hour.

Table 7: Cumulative Desired Wages by Occupational Sector

	General Labor		**Highly Skilled Labor**		**Service Sector**		**Professional**	
	(N= 85) (+/- 10.6% MoE)		(N= 31) (+/- 17.6% MoE)		(N= 130) (+/- 8.6% MoE)		(N= 119) (+/- 9.0% MoE)	
	Number	*Cumulative*	*Number*	*Cumulative*	*Number*	*Cumulative*	*Number*	*Cumulative*
$30 <	88,070	100%	32,015	100%	134,685	100%	123,496	100%
$30	88,070	100%	30,982	97%	104,407	78%	27,787	23%
$27	83,926	95%	14,458	45%	104,407	78%	27,787	23%
$24	79,781	91%	13,426	42%	85,614	64%	14,408	12%
$21	59,059	67%	10,327	32%	83,526	62%	13,379	11%
$18	52,842	60%	9,295	29%	66,821	50%	7,204	6%
$15	34,192	39%	8,262	26%	50,116	37%	6,175	5%
$12	8,289	9%	0	0%	15,661	12%	0	0%
$9	4,144	5%	0	0%	3,132	2%	0	0%
$6	0	0%	0	0%	0	0%	0	0%

Table 7 (previous page) shows data for working members of the Pool that are within the necessary commute time, with each occupational sector shown *independently* and excluding non-working pool members.

Table 8 (below) includes working service sector Pool members, working general labor Pool members, and non-working Pool members that are within the necessary commute time.[5]

Additionally, in Table 8, general laborers and service sector workers are classified in both sectors shown *if* they are willing to change fields of employment (see Figure 8, page 17).

In other words, Table 8 allows general laborers, service sector workers, and non-workers to "transfer" between employment sectors – providing much larger numbers of workers available for general labor and service sector jobs at various wages than is shown in Table 7.

Specifically, Table 8 *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.[6]

Table 8: Cumulative Desired Wages Allowing for Transfer between Sectors

	Allowing for Transfer Between Sectors			
	General Labor		Service Sector	
	(N= 218)	(+/-6.6% MoE)	(N= 205)	(+/- 6.8% MoE)
	Number	*Cumulative*	*Number*	*Cumulative*
$30 <	225,441	100%	211,997	100%
$30	195,451	87%	184,075	87%
$27	191,314	85%	180,973	85%
$24	168,563	75%	161,325	76%
$21	142,710	63%	142,710	67%
$18	115,823	51%	119,959	57%
$15	78,594	35%	88,935	42%
$12	22,751	10%	24,819	12%
$9	7,239	3%	8,273	4%
$6	0	0%	0	0%

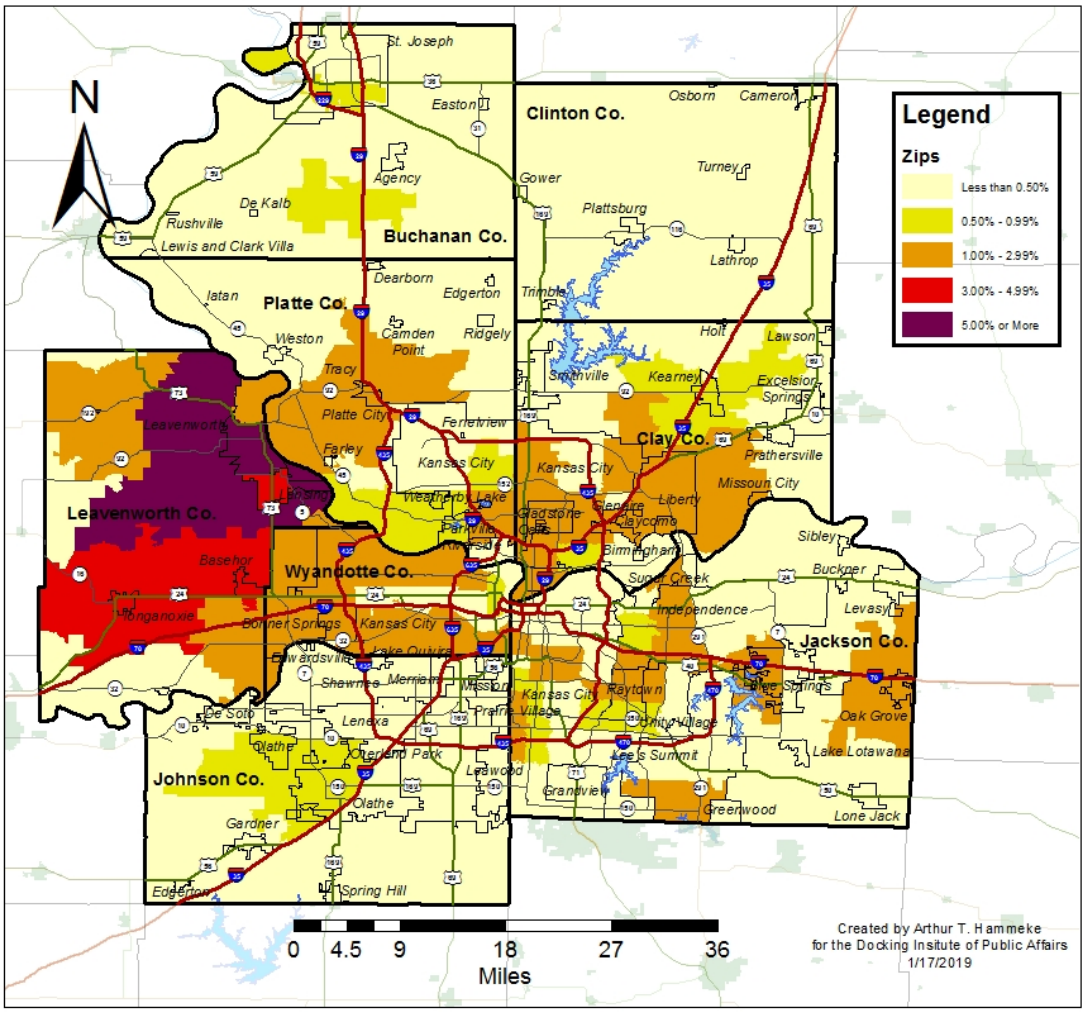
[5] It is assumed that non-working Pool members will take jobs (all things being equal) in either general labor or service sectors.

[6] Highly skilled blue-collar workers and professional white-collar workers are excluded from Table 8 because it is assumed that, as a general rule, people in occupations such as Doctors, Lawyers, Engineers, Professors, Machinists, Electricians, etc. are unlikely to transfer into lower-skill general labor and service/support occupations. In addition, it is assumed 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-skill labor or professional positions – at least in the near term.

Map 4 shows how each ZIP code area compares to all other ZIP code areas in terms of the percent of the *within the necessary commute time subset* of the Available Labor Pool. The map shows the following:

- Three percent or more of this subset is located in ZIP code areas within Leavenworth County. (See purple and red areas in the map.)
- Between 1% and 2.99% of this subset is located in ZIP code areas in all counties except for Buchanan, Clinton, and Johnson Counties. (See orange areas on the map.)
- ZIP code areas in all counties contain between 0% and 99% of this subset. (See yellow and light green areas in the map.)

Map 4: Percent within Necessary Commute Time by ZIP Code



Subset 2: Underemployed Available Labor Pool Workers

Underemployment (individuals possessing skills and/or training that exceeds the responsibilities of their current jobs) is a significant issue in many communities. To assess underemployment in the Platte County Labor Basin, *employed members of the Available Labor Pool* were presented with a scenario describing underemployment.[7] They were then asked a series of questions assessing if they perceive themselves as underemployed because 1) their skill levels are greater than their current job requires, 2) they possess higher levels of education than are required on the job, 3) they previously earned a higher income at a similar job, or 4) they are limited in the number of hours that they may work.

Of the 511,152 *employed members* of the Available Labor Pool (shown in Figure 13), more than a fifth answered "yes" to one or more of the questions presented above (see Figure 14). These Pool members are considered "underemployed."

Figure 14 shows that the underemployed workers represent 22% (112,850 individuals) of the employed members of the Pool.

Figure 13: Employed and Non-Employed Members of the Available Labor Pool

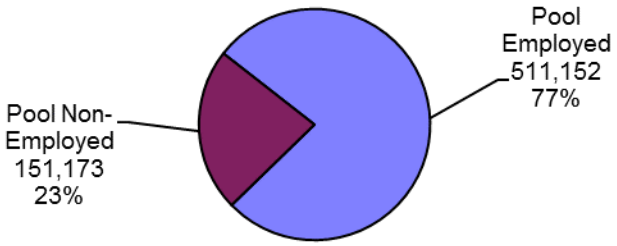
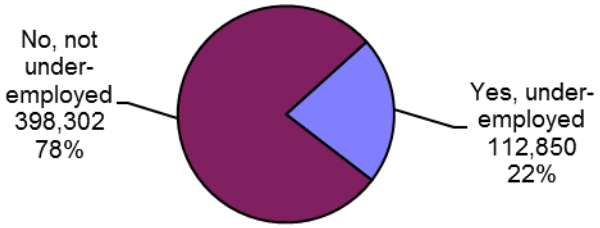


Figure 14: Underemployed Workers



[7] "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...?"

Table 9 shows that the average age of this subset of the Available Labor Pool is about 41 years old. More than half (53.8%) are male, about a not quite half (48.2%) hold *at least* a bachelor's degree, and almost all (98.7%) have earned a high school diploma.

Table 9 shows that the education levels of the underemployed workers differ somewhat from the overall Available Labor Pool. Those with higher education levels are less likely to consider themselves as underemployed than those with lower education levels. For example, the table below shows that 18.3% of the underemployed workers hold *at least* a master's degree, while the percentage for the Available Labor Pool as a whole is 19.8% (See Table 1, page 6).

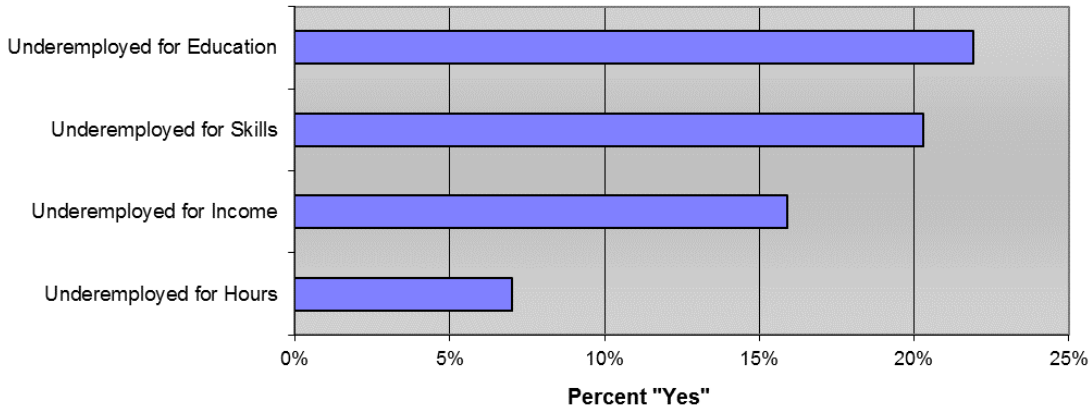
Table 9: Age, Gender, and Education Levels of Underemployed Workers

Age Information	Age in 2018		
Range	19 to 67		
Mean Average	41		
Median Average	40		
Gender	Number	Percent	
Female	52,098	46.2	
Male	60,752	53.8	
Total	112,850	100	
			Cumulative
Highest Level of Education Achieved			Percent
Doctoral Degree	525	0.2	0.2
Masters Degree	41,582	18.1	18.3
Bachelors Degree	68,561	29.8	48.2
Associates Degree	31,158	13.6	61.7
Some College (including current students)	48,307	21.0	82.7
High School Diploma	36,648	15.9	98.7
Less HS Diploma	3,046	1.3	100
Total	229,827	100	
"Do you speak Spanish?"	Number	Percent	
"Yes"	70,217	30.6	
Speak Very Well	*7,212*	*10.3*	*These percentages represent portions of 30.6%*
Speak Fairly Well	*8,009*	*11.4*	
Speak Only a Little	*55,113*	*78.4*	
		100	

Figure 15 shows the varying percentage of positive responses (i.e., “yes” answers) to the various measures of underemployment.

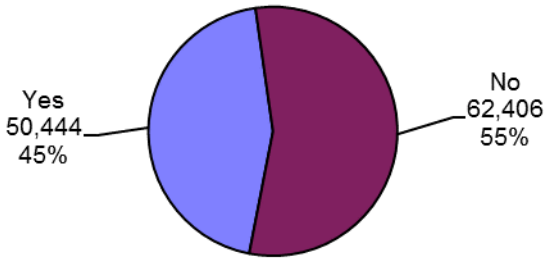
About 22% of this subset possess education levels exceeding those needed for their current jobs. About 20% possess skills not used currently on the job. Almost 16% earned more money at a past but similar job. Finally, about 7% are unable to work as many hours as desired.

Figure 15: Reasons for Underemployment



Underemployed workers were asked if they “are available for a new or different job because they are underemployed?” Figure 16 shows that more than half (55% or 62,406 individuals) of the underemployed workers are seeking new employment to address underemployment.

Figure 16: Seeking New Employment to Address Underemployment



Occupational Sectors and Categories of Underemployed Workers

Figure 17 and Table 8 show the occupational sectors and categories of underemployed workers. Figure 17 shows that 27% of the underemployed workers are general laborers and 8% are highly skilled blue-collar workers. Most underemployed workers are employed as service sector workers (52%), while 13% hold professional positions.

Comparing Figure 17 with Figure 2 (page 7) suggests that fewer professional and highly skilled laborers but more general laborers and service sector employees consider themselves underemployed. Figure 2 (page 7) shows that the subset of working Available Labor Pool members consists of 24% general laborers, 7% highly skilled laborers, 38% service workers, and 31% professionals.

Figure 17: Occupational Sectors of Underemployed Workers

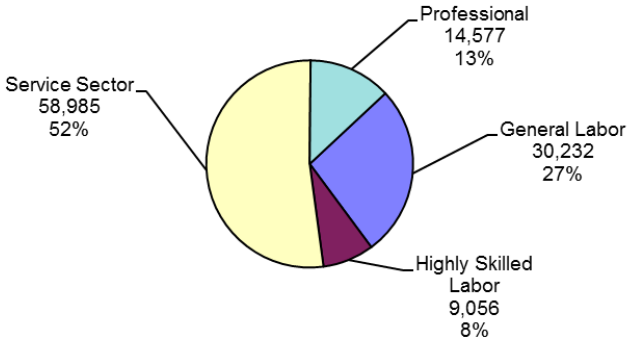


Table 10 shows the occupational categories of underemployed workers. The table shows that the four largest groups of underemployed workers are general laborers/delivery drivers and those holding similar positions (18.6%), customer service workers (12.4%), office or department managers (10%). and education aids and teachers (15%).

Table 10: Occupational Categories of Underemployed Workers

	Number	Percent
General Labor/Delivery	20,939	18.6
Manufacturing/Maintenance/Trucking	9,293	8.2
Mechanic/Welder/Comp Tech	4,631	4.1
Crew Management/Protection Services	4,169	3.7
Customer Service	13,977	12.4
Clerical	8,806	7.8
Office or Dept Manager	11,324	10.0
Exec Management	2,177	1.9
Accounting/Engineering	8,674	7.7
Health Aid/Nurse	7,909	7.0
Education Aid/Teacher	16,969	15.0
Doctor/Professor/Attorney	2,483	2.2
Writer/Artist/Musician	1,497	1.3
Total	112,850	100.0

Considerations for Employment among Underemployed Workers

Figure 18 shows that the six most important benefits for this subset are, in order, good health benefits, good vacation benefits, good salary or hourly pay, good retirement benefits, on-the-job training (OJT) or paid training, and flexible hours/flex-time. All of these benefits are considered "very important" by 70% or more among the underemployed workers.

Good educational assistance follows at about 36%. Transportation assistance and child care assistance are considered "very important" by about 26% and 13% respectively.

Figure 18: Benefits Very Important to Change Jobs among Underemployed Workers –

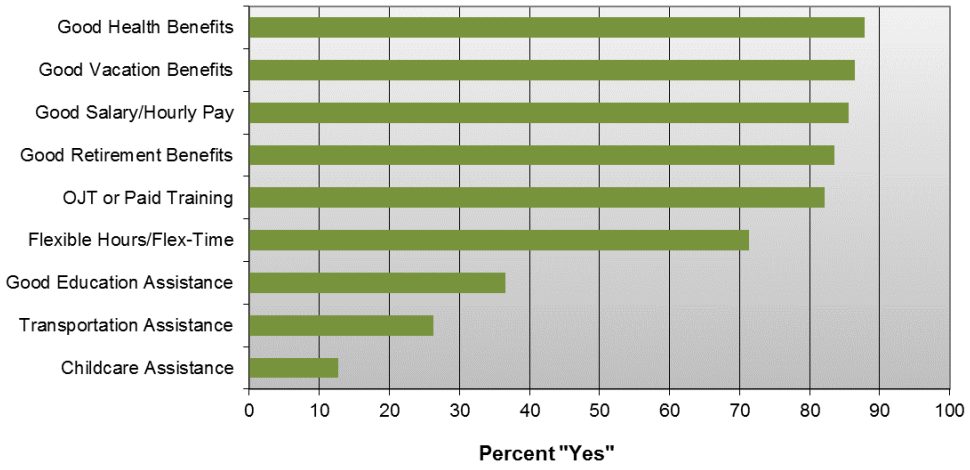
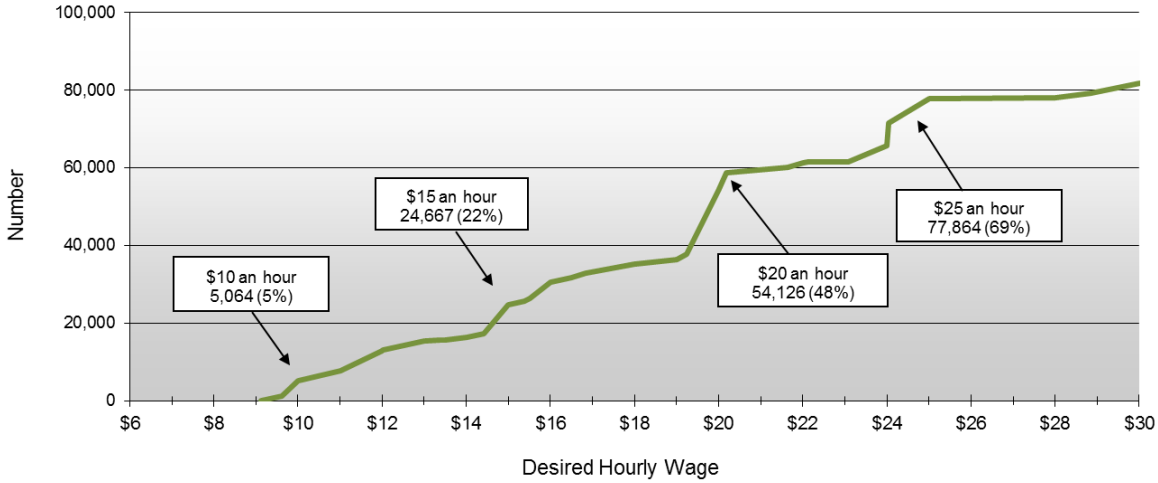


Figure 19 shows the wage demands for the underemployed Available Labor Pool members. An estimated 77,864 underemployed workers (or 69% of this subset) are interested in a new job at $25 an hour. An estimated 54,126 (48%) are interested in new employment opportunity at $20 an hour, and 24,667 (22%) are interested in a new job at $15 an hour. Finally, an estimated 5,064 underemployed workers (5%) are interested in a new job at $10.

Figure 19: Available Labor by Desired Hourly Wage among Underemployed Workers



Subset 3: Light Industry

This section of the report addresses those members of the Available Labor Pool interested in employment in the light industry field.

As shown on Figure 4 (page 11), 229,827 members of the Available Labor Pool are willing to take a job in light industry. Light industry was described to survey respondents as: “Light industry includes work assembling consumer electronics, sewing clothing, and/or finishing products produced elsewhere.”

Table 11 shows the gender, age, and education levels of the subset of the 229,827 members of the Pool willing to work in light industry.

About two-thirds (64.1%) of this subset are men and the average age is about 44 years old. Practically all (98.1%) have *at least* a high school diploma, more than three-quarters (79%) have *at least* some college experience, and about a third (35%) have *at least* a bachelor’s degree.

Table 11: Age, Gender, and Education Levels of those Interested in Light Industry

Age Information	Age in 2018		
Range	19 to 71		
Mean Average	44		
Median Average	42		
Gender	Number	Percent	
Female	82,593	35.9	
Male	147,233	64.1	
Total	229,827	100	
			Cumulative
Highest Level of Education Achieved			Percent
Doctoral Degree	171	0.1	0.1
Masters Degree	30,441	13.2	13.3
Bachelors Degree	49,848	21.7	35.0
Associates Degree	42,304	18.4	53.4
Some College (including current students)	58,704	25.5	79.0
High School Diploma	43,967	19.1	98.1
Less HS Diploma	4,392	1.9	100
Total	229,827	100	
"Do you speak Spanish?"	Number	Percent	
"Yes"	70,335	30.6	
Speak Very Well	*4,105*	*5.8*	*These percentages*
Speak Fairly Well	*5,281*	*7.5*	*represent portions of*
Speak Only a Little	*60,949*	*86.7*	*30.6%*
		100	

Occupational Sectors and Categories of those Interested in Light Industry Employment

Figure 20 and Table 10 show the occupational sectors and categories of those interested in light industry employment. Figure 20 shows that 23% of this subset are general laborers and 3% are highly skilled blue-collar workers. Many are currently employed as service sector workers (30%) and 14% hold professional positions. Another 30% are currently not working.

Figure 20: Occupational Sectors of those Interested in Light Industry

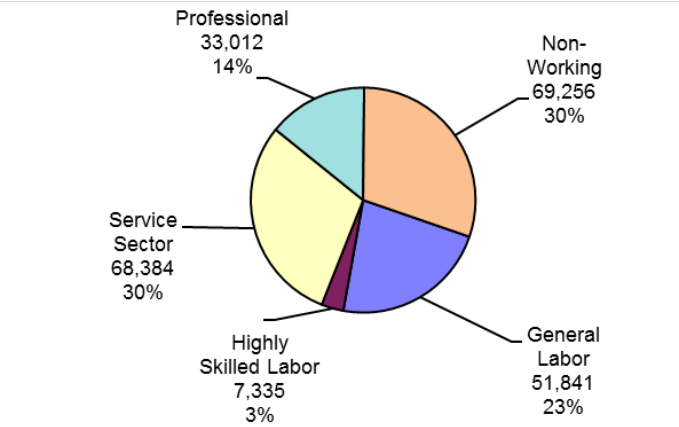


Table 12 shows the current occupational categories of those interested in light industry employment. The table shows that the two largest groups of employed members of this subset are general laborers/delivery drivers and those holding similar positions (14.6%) and customer service workers (10%).

Table 12: Occupational Categories of those Interested in Light Industry

		Number	Percent
Employed	General Labor/Delivery	33,469	14.6
	Manufacturing/Maintenance/Trucking	18,372	8.0
	Mechanic/Welder/Comp Tech	4,177	1.8
	Crew Management/Protection Services	3,158	1.4
	Customer Service	23,067	10.0
	Clerical	13,215	5.8
	Office or Dept Manager	15,862	6.9
	Exec Management	8,490	3.7
	Accounting/Engineering	19,090	8.3
	Health Aid/Nurse	8,913	3.9
	Education Aid/Teacher	7,327	3.2
	Doctor/Professor/Attorney	5,262	2.3
	Writer/Artist/Musician	170	0.1
	Homemaker/Students/Unemployed	36,267	15.8
	Retirees/Disabled	32,989	14.4
	Total	229,827	100

Considerations for Light Industry Employment

Figure 21 shows consideration for employment for the 229,827 members of the Available Labor Pool interested in light industry employment.

The figure shows that a clear majority (94.7%) of Available Labor Pool members interested in light industry employment are willing to accept positions outside of their primary fields of employment.

The figure also shows that 70% of this subset are willing to work a 2nd shift, 65% are willing to work weekends, 49% will work a 3rd second shift, and 46% will work a rotating shift for a job in light industry.

Figure 21: Considerations for Employment – Light Industry

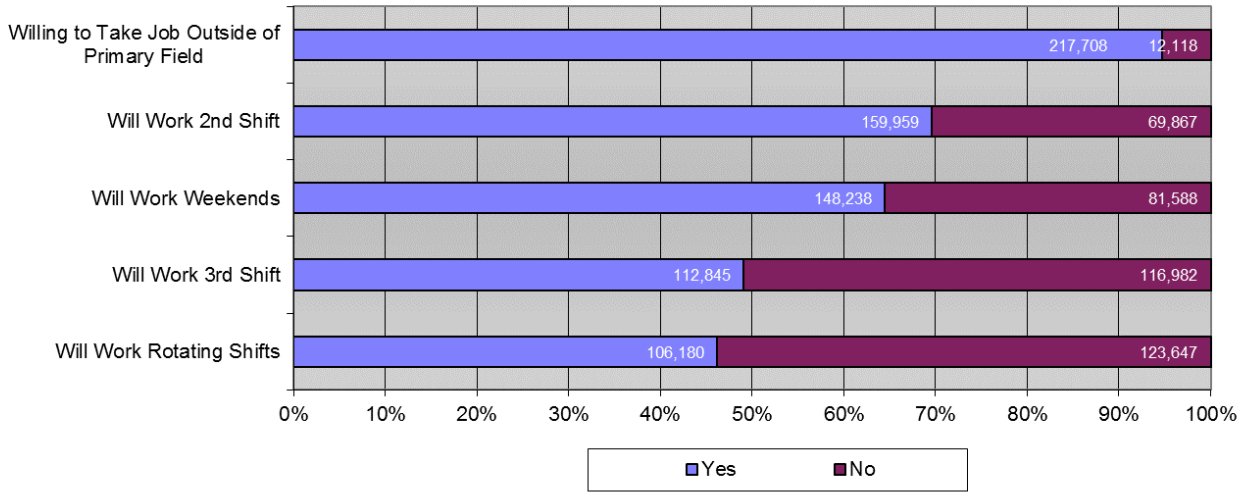


Figure 22 shows that Available Labor Pool members willing to work in light industry in the Platte County Labor Basin are open to commuting.

More than a two-fifths (45%) of the members of the Available Labor Pool will commute up to 45 minutes, one-way, for an employment opportunity, while 83% will commute up to 30 minutes, one-way, for employment. All (99%) will travel up to 15 minutes, one-way, for employment.

Figure 22: Available Labor by Commute Minutes – Light Industry

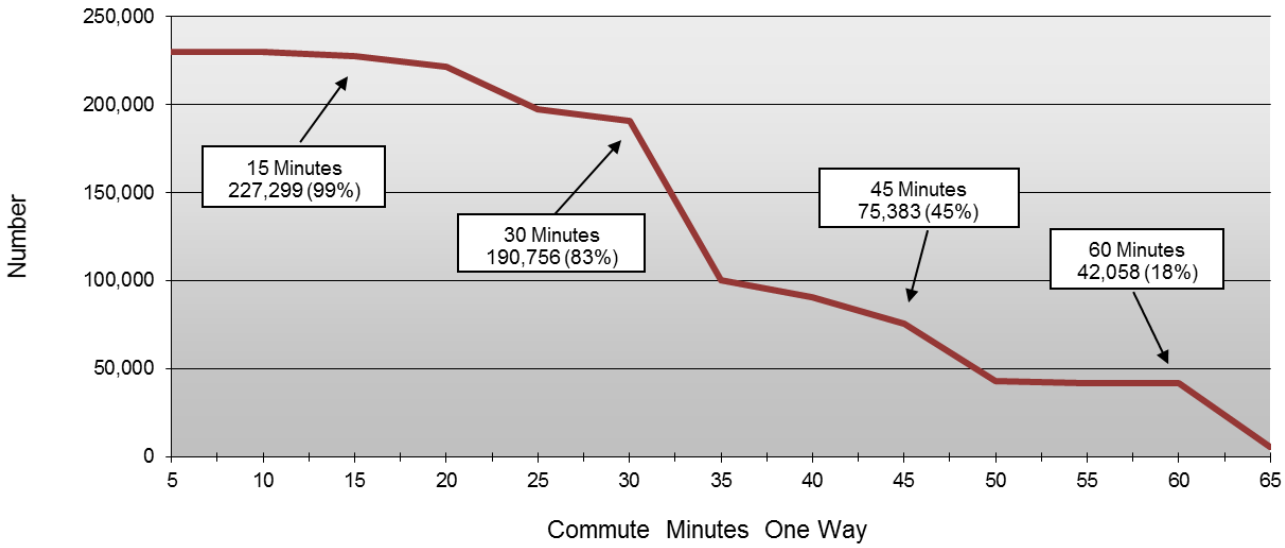


Figure 23 shows that the six most important benefits are, in order: good salary/hourly pay, on-the-job (OJT) or paid training, good vacation benefits, flexible hours/flex-time, good retirement benefits, and good health benefits. All six of these benefits are considered “very important” by 78% or more of the Available Labor Pool members interested in light industry employment.

Good educational assistance, transportation assistance, and childcare assistance are considered “very important” by about 39%, 29%, and 24% of this subset of the Available Labor Pool, respectively.

Figure 23: Benefits Very Important to Change Employment – Light Industry

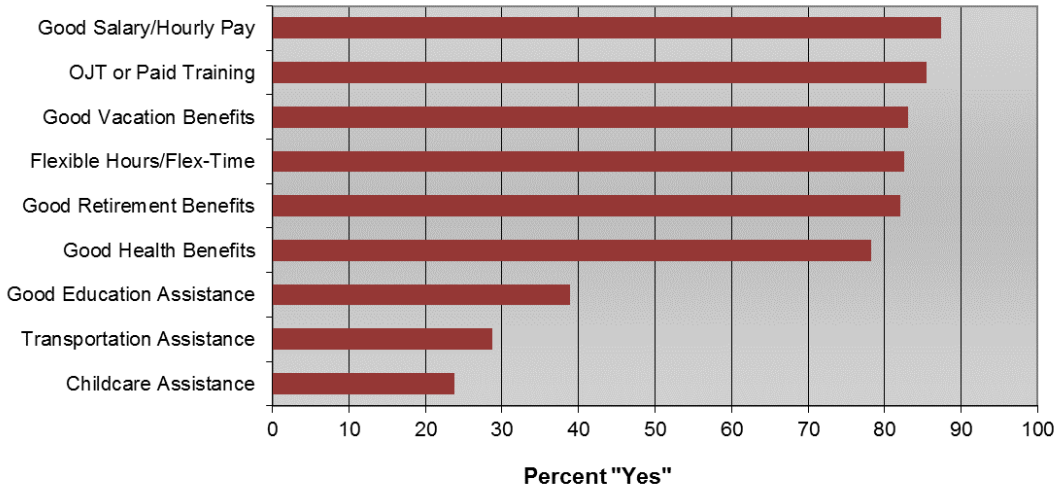


Figure 24 shows the desired wages for this subset of the Available Labor Pool. An estimated 145,710 (63%) are interested in a light industry job at $25 an hour, 115,373 (50%) are interested in a job at $20 an hour, 79,290 (35%) are interested in a job at $15 an hour, and 19,765 (9%) are interested in a job at $10.

Figure 24: Available Labor by Desired Hourly Wage – Light Industry

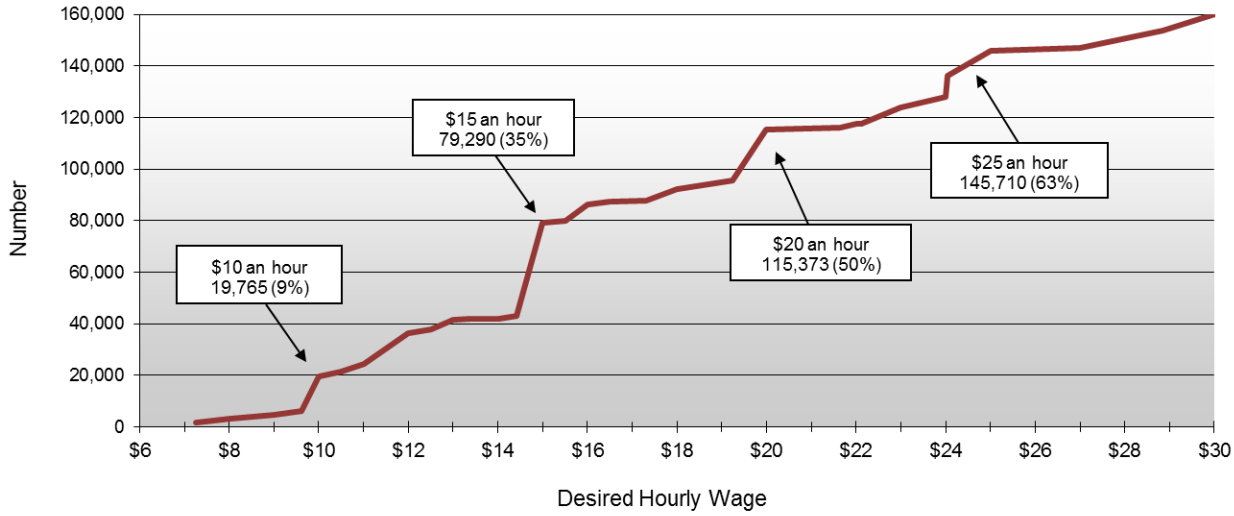


Table 13 shows the mean and median average desired hourly wage for those willing to work in light industry during for various shifts.

Table 13: Mean and Median Hourly Wage per Shift – Light Industry

	Average Hourly Wage	
	Mean	Median
Second Shift	$29.45	$20.00
Third Shift	$26.45	$20.00
Rotating Shifts	$28.52	$23.00
Weekends	$30.19	$20.00

Table 13a shows the mean and median average desired hourly wage for those willing to work in light industry during for various shifts, with the maximum desired wage capped at $30 an hour.

Table 13a: Mean and Median Hourly Wage per Shift (Capped at $30 per Hour) – Light Industry

	Average Hourly Wage (Capped at $30)	
	Mean	Median
Second Shift	$16.75	$15.00
Third Shift	$17.19	$16.00
Rotating Shifts	$18.34	$18.00
Weekends	$17.28	$15.00

Methods

The Platte County Labor Basin has a total population of approximately 1,990,136 and a Civilian Labor Force of 1,058,004. The total number of employed is 1,018,068 and the average county unemployment rate was about 3.77% at the time of this study. The Docking Institute's analysis suggests that the Platte County Labor Basin contains an Available Labor Pool of 662,325 individuals.

Explaining the Civilian Labor Force

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

While a review of Civilian Labor Force statistics represents the starting point for understanding labor force dynamics in the Platte County Labor Basin, there are some limitations associated with these statistics. These limitations occur because the Civilian Labor Force *excludes* individuals who may be willing and able to be gainfully employed but have not made specific efforts to find employment in the last four weeks. These individuals may include full-time students, homemakers, 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, Bureau of Labor Statistics data (such as the Civilian Labor Force) do not specifically address the possibility of workers moving from one industry to another in search of other employment opportunities.

Defining the Available Labor Pool

An alternative to the Civilian Labor Force is the "Available Labor Pool."[8] The Available Labor Pool is composed of workers categorized as either 1) currently not working *and* looking for employment, 2) currently not working *but* interested in employment given the right opportunities, 3) currently working *and* looking for other employment, and 4) currently working and not looking, *but* interested in different employment for the right opportunities.

There are two key differences between the Civilian Labor Force and the Available Labor Pool. First, the Available Labor Pool methodology expands the pool of potential workers by including workers excluded from the Civilian Labor Force.[9] Secondly, the number of potential workers is

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

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

then *restricted* to those individuals who indicate that they are looking for work or are interested in new employment. The advantage of this methodology is that it allows researchers to examine those members of the labor pool who have a propensity to consider a job opportunity given their employment expectations.

Even with these restrictions, it should be noted that, in practice, not all members of the Available Labor Pool would apply for a new job opportunity. However, the Available Labor Pool figure for a labor basin reveals to current employers and potential employers better information about the quantity and quality of the labor pool than do Civilian Labor Force data and unemployment statistics. The Available Labor Pool represents a substantial number of workers and potential workers for employers to draw upon in the Platte County Labor Basin.

Description of Survey Research Methods

Data for the study were collected from a random digit telephone survey of adults living in eight counties in Missouri and Kansas: Buchanan, Clay, Clinton, Jackson, Platte, Johnson, Leavenworth, and Wyandotte.

Surveying took place from October 18 to December 21, 2018, using a Computer Assisted Telephone Interviewing (CATI) system.[10] A total of 2,991 households were successfully contacted and in 1,247 of these households a randomly selected adult agreed to be interviewed, providing a cooperation rate of 41.7%

Survey respondents who were 65 years of age or older, retired and not looking for work nor 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 1,191 and are considered eligible respondents. Of these respondents, 640 (53.8%) are looking for work or are interested in new or different employment. This subgroup is the Available Labor Pool for the study region. The margin of error for the Available Labor Pool is +/- 3.87%.

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.[11]

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

[11] A detailed summary of the method of analysis used in this report can be found in Joseph A. Aistrup, Michael S. Walker & Brett A. Zollinger, “The Kansas Labor Force Survey: The Available Labor Pool and Underemployment.” *Kansas Department of Human Resources*, 2002.

Glossary of Terms

Platte County Labor Basin – The Platte County Labor Basin includes Buchanan, Clay, Clinton, Jackson, Platte, Johnson, Leavenworth, and Wyandotte Counties in Missouri and Kansas.

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 *and* looking for employment, 2) currently not working in any manner *but* interested in a new or difference job given the right opportunities, 3) employed (full- or part-time) *and* looking for other employment, and 4) currently employed and not looking, *but* interested in different employment given the right opportunities.

Non-Employed/Non-Working – A respondent who indicated he or she is not employed or not working. Non-employed/non-working respondents include full-time students, homemakers, retired, officially unemployed, or disabled individuals not currently working outside the home.

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 offers a yearly salary instead of an hourly wage, a wage is computed by dividing the salary by 2,080.

Minutes Willing to Commute – The number of minutes a respondent is willing to commute, one way, for a new or different job opportunity.

Within the Necessary Commute Time – "Necessary Commute Time" is the number of minutes that a respondent 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 who is willing to travel for 30 minutes, one-way, for a new or different job and that lives an estimated 15 minutes from the center of the labor basin is considered to be "within the necessary commute time" for a new job.

Underemployment – Individuals who perceive themselves as 1) possessing skills and/or training levels that exceed the responsibilities of their current job; 2) have educations that exceed those necessary for their current job; 3) have earned a higher salary/hourly wage for a previous but similar job, and/or 4) are unable to work as many hours as desired at their current job.

Willing to Work in Light Industry – Respondents indicating they are interested in a job in a light industry field. Light industry is defined as "work assembling consumer electronics, sewing clothing, and/or finishing products produced elsewhere."

Job Sectors – "Job sectors" include the following (with examples shown):

- ***General Labor*** includes occupations such as cleaning, construction, delivery, and maintenance.
- ***Highly Skilled Blue Collar*** includes occupations such as police, fire-fighting, postal worker, welder, highly skilled mechanic, computer technician, and lab technician.
- ***Service Sector*** includes occupations such as clerical worker, waitress, retail sales clerk, bookkeeper, para-professional, certified nurse's assistant, nurse, teacher and small business manager.
- ***Professional White Collar*** includes occupations such as administrator, business executive, professional salesperson, doctor, lawyer, professor, and engineer.

Appendix: Hourly Wage to Annual Salary Conversion Chart

Hourly Wage	Annual Salary
$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

Hourly Wage	Annual Salary
$30.50	$63,440
$31.00	$64,480
$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
$50.50	$104,000
$51.00	$105,040
$51.50	$106,080
$52.00	$107,120
$52.50	$108,160
$53.00	$109,200
$53.50	$110,240
$54.00	$111,280
$54.50	$112,320
$55.00	$113,360