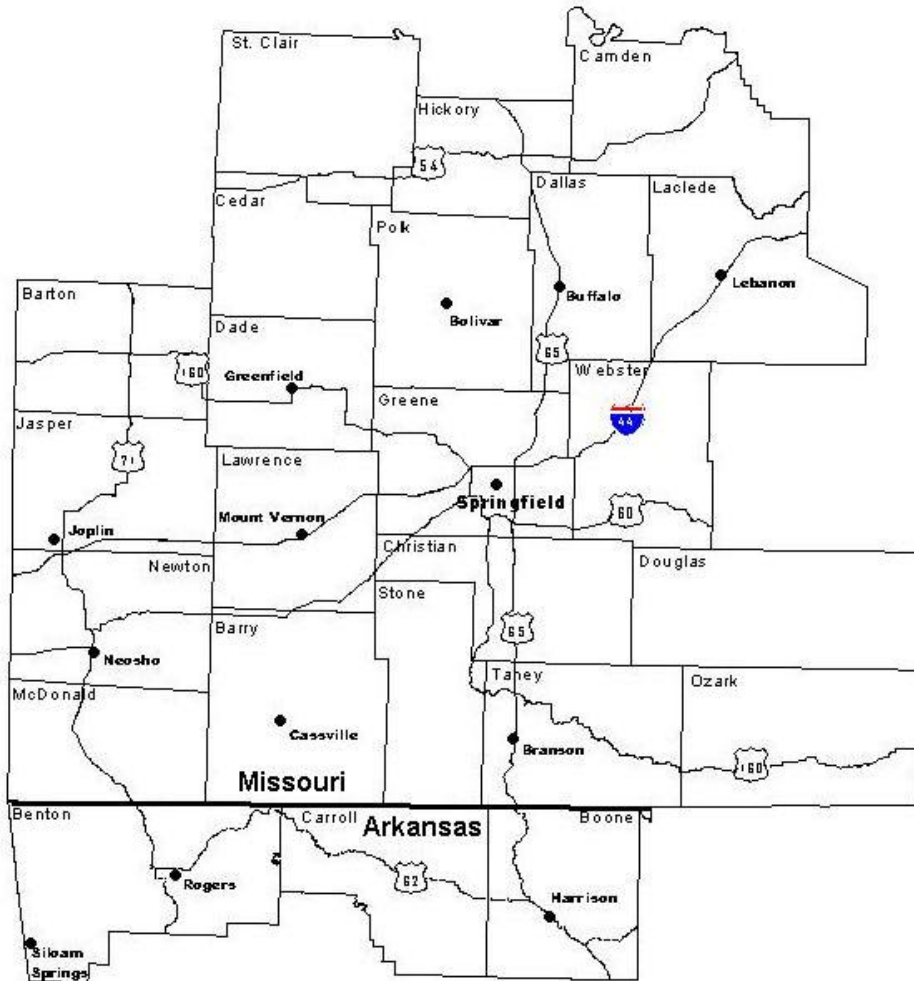


Ozarks Regional Labor Availability Analysis



Conducted For
Ozarks Regional Economic Partnership

By
**The University Center for Survey Research
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The staff of **The Docking Institute of Public Affairs** and its **University Center for Survey Research** specialize in the design and implementation of local and state telephone and mail surveys for academic, government, and non-profit organizations. Over the past five years, The Docking Institute's UCSR has conducted over 60 telephone and self-administered mail surveys for government and non-profit agencies. If you have any questions, comments, or need assistance, do not hesitate to call one of our staff.

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Ozarks Regional Labor Availability Analysis

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Ozarks Regional Labor Availability Analysis Executive Summary

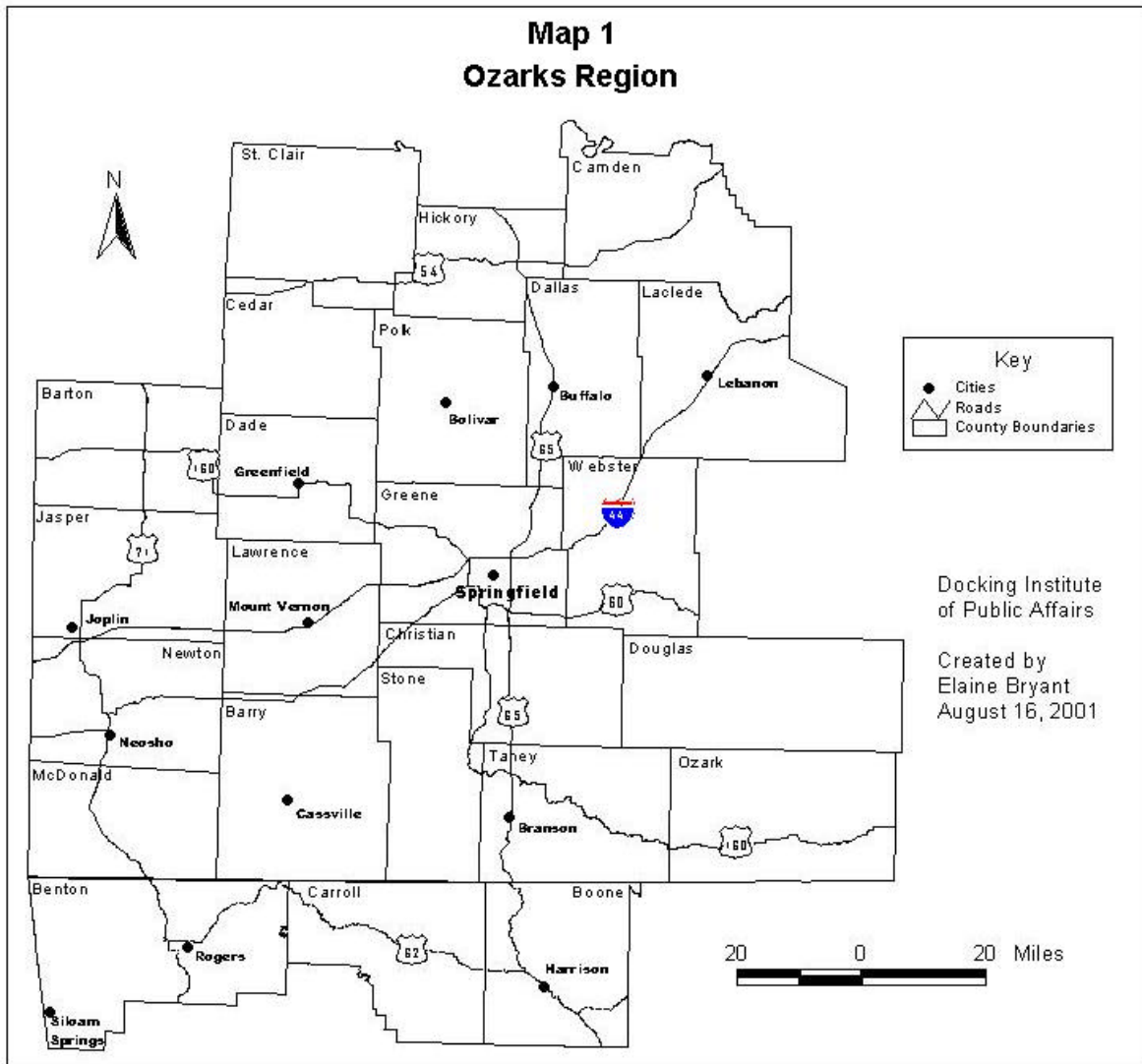
The Ozarks region, for purposes of this study, encompasses twenty-one counties in Southwest Missouri and three counties in Northwest Arkansas. The purpose of this report is to assess the “available labor pool” in this region. The “available labor pool” represents those who indicate that they are either looking for employment, or would consider changing their jobs for the right employment opportunity.

The Docking Institute of Public Affairs’ independent analysis of this region shows that:

- There is an available labor pool in the Ozarks region of 262,346. It is estimated that 16,971 unemployed and 41,852 employed workers are seeking new employment, while 203,524 would consider changing employment for the right opportunities.
- 59.4% of those in the available labor pool have at least some college education. A total of 92.9% have at least a high school diploma.
- 35.8%, or an estimated 93,947 workers in the available labor pool, are underemployed.
- 53.6% of the available labor pool, or 140,603 people, would be interested in an employment opportunity with a wage of \$14.00 an hour. At \$12.00 an hour, 120,754 people (46.0% of the available labor) would be interested, while at \$10.00 an hour, 86,278 people (32.9% of the available labor) would be interested.
- Workers in the Ozarks region are willing to travel to take advantage of employment opportunities. 251,405 (95.8% of the available labor) would commute more than 15 minutes, one way, for employment. 208,581 (79.5% of the available labor) are willing to travel more than 30 minutes, one way, for an employment opportunity and 42,236 (16.1%) will commute more than 60 minutes.

Ozarks Regional Labor Availability Analysis

The Ozarks region, for purposes of this study, encompasses twenty-one counties in Southwest Missouri and three counties in Northwest Arkansas. The criteria used to include a county in this region are whether it has a significant border adjacent to one of the seven individual labor basin center counties¹ and if it has an established driving route for commuting to the labor basin center. The Ozarks region has a total population of approximately 1,030,000. It has a civilian labor force of over 520,000. While there is an unemployment rate of 3.3%, there is, nonetheless, a substantial supply of available labor. The Docking Institute's independent analysis of this region shows that there are 41,852 workers (7.9% of the civilian labor force) who are actively seeking new employment and 203,524 (38.6% of the civilian labor force) who would consider new employment for the right opportunity.



¹ The Ozarks Regional Economic Partnership and the Docking Institute of Public Affairs agreed to the labor basin centers, which are Bolivar, Branson, Buffalo, Cassville, Greenfield, Mt. Vernon, and Springfield.

Available Labor Pool

Traditional methods of assessing the dynamics of the labor force have concentrated on census based labor force characteristics like the unemployment rate, average age, education levels, and dominant sectors of employment. Even though these data are useful, especially when examined over time, these census data paint an incomplete picture. For example, most new employers draw their workforce from those who are presently employed, not those who are unemployed. In addition, these census based data could stereotype a community that is dominated by manufacturing employment as one that would not support the labor needs of a service sector/information based employer, even though the quantity and qualifications of workers who would likely apply for this type of employment may be sufficient to support the needs of this type of employer. In sum, these aggregate data simply cannot reveal the quantity or quality of the labor pool that would be available for new employment opportunities.

This section assesses the characteristics of the **available labor pool** in the Ozarks region by answering the following questions: 1) What proportion of the labor force--employed, unemployed, homemaker, student, and retired--would seriously consider applying for a new employment opportunity? 2) What types of considerations (pay, benefits, commuting distance) shape their decision-making? 3) What is the quality of those who would seriously consider a new employment opportunity?

The “available labor pool” represents those who indicate that they are either looking for a job, or would consider changing their jobs for the right employment opportunity. The percent of the study area population in the available labor pool is derived from a random digit telephone survey of 2,223 employed, unemployed, and retired adults living in the Ozarks region. When all 2,223 respondents are included in the analysis, the survey findings have a margin of error of +/- 2.1%. The margin of error for subgroups is higher. Most of these analyses are based on a subgroup of 826 respondents who are members of the civilian labor force, or who are retired, students, or housewives who state they are “available” (see definition above). For these 826 respondents, the survey has a margin of error of +/- 3.4%. The “Methods” section of this report details the survey methods used in this report.

The advantage of this survey methodology is that it allows researchers to ask questions of members of the civilian labor force (people currently working, or receiving unemployment benefits, or unemployed seeking work) and *potential* members of the labor force (students, retirees, homemakers, and military personnel) concerning their availability for new employment. In practice, not all of the available labor pool will apply for a new job opportunity. Rather the available labor pool represents those with a propensity to consider a new job opportunity given their employment expectations.

Combining these survey data with United States Department of Labor, Bureau of Labor Statistics data, these analyses use “adjusted” civilian labor force statistics¹ that take into account the percentage of non-civilians (generally students, homemakers, military, retirees, and long-term unemployed) who are seeking or would consider coming into the civilian labor force under the right conditions.

Based on these calculations, Figure 1 shows that there is an available labor pool in the Ozarks region of 262,346. It is estimated that 16,971 unemployed² and 41,852 employed workers are seeking new employment, while 203,524 workers would consider changing employment for the right opportunities.

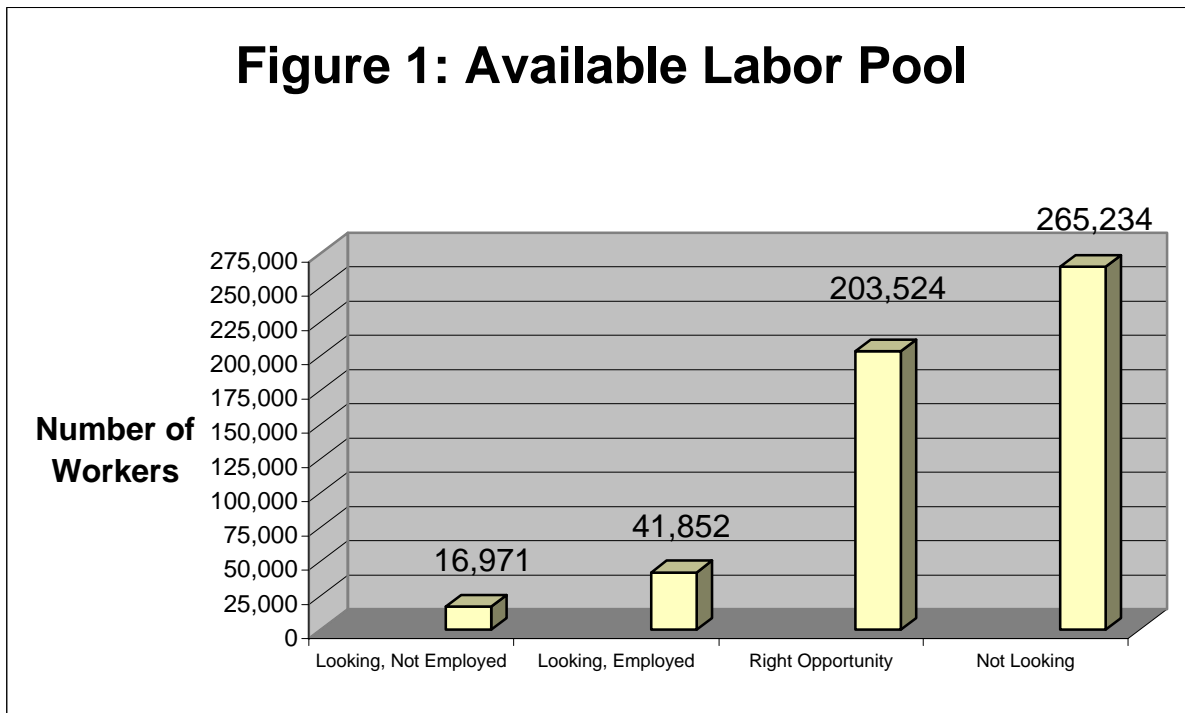


Table 1 (next page) shows the various occupations of these 262,346 potential employees. Service sector jobs represent approximately 34.8% of the available labor pool. Traditional blue-collar occupations represent 33.0% of the available labor pool, while professional occupations comprise another 25.1%. Finally, students, the unemployed, homemakers, and the military represent 6.9% of the available labor pool.

¹ The number that is added to the civilian labor force to create the adjusted civilian labor force statistic is calculated by taking from the survey the total number of students, military, retirees, and long-term unemployed, who state that they are seeking employment, and dividing this number by the total number of respondents. This quotient is then multiplied by the total number of people in the labor basin who are 18 or older.

² For the purposes of this number, “unemployed” refers not only to unemployed members of the civilian labor force. “Unemployed” also includes any students, homemakers, and retirees that indicate that they are presently seeking employment.

Table 1: Occupation

	Number	Percent
Mechanic,Welder	10,381	4.0
Factory Worker,Meat Packer	13,749	5.2
General Labor	62,543	23.8
Governmental, Business, and other Professional	49,913	19.0
Clerical	13,720	5.2
Educator or Professor	16,068	6.1
Other White Collar	26,498	10.1
Social Service (e.g.health,babysitting)	18,107	6.9
Sales, Hotel, Restaurant, Food Service	33,091	12.6
Military	459	0.2
Homemakers and Retirees	4,978	1.9
Full or Part Time Student	2,218	0.8
Unemployed	10,622	4.0
Total	262,346	100.0

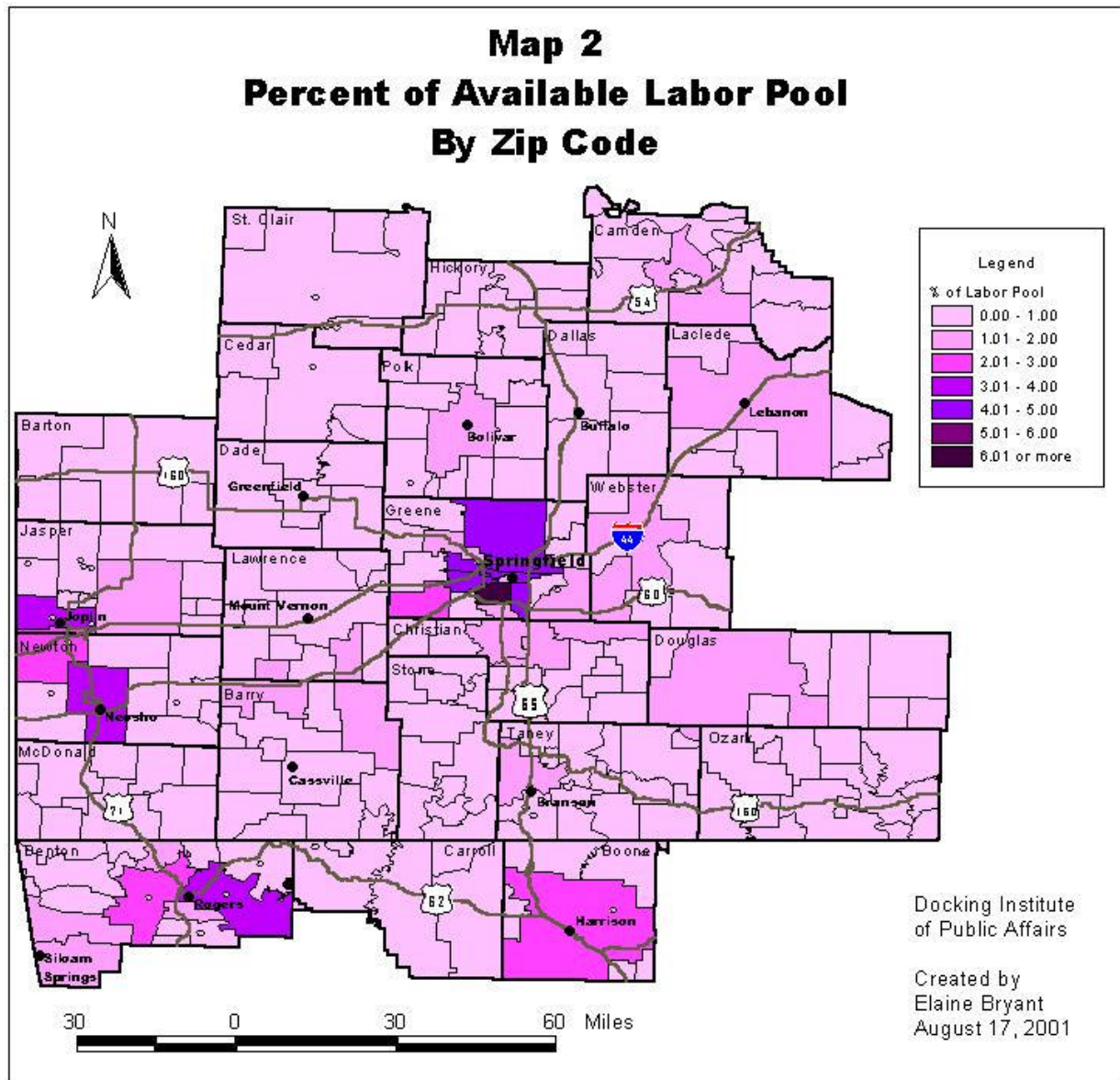
(Numbers may not total accurately due to rounding.)

Table 2 shows the gender, age statistics, and educational levels of these 262,346 workers. Approximately 44.0% are women. The average and median year born is 1961 (40 years old). The educational levels of the available labor pool are very high. 59.4% of the available labor have at least some college education. A total of 92.9% have at least a high school diploma.

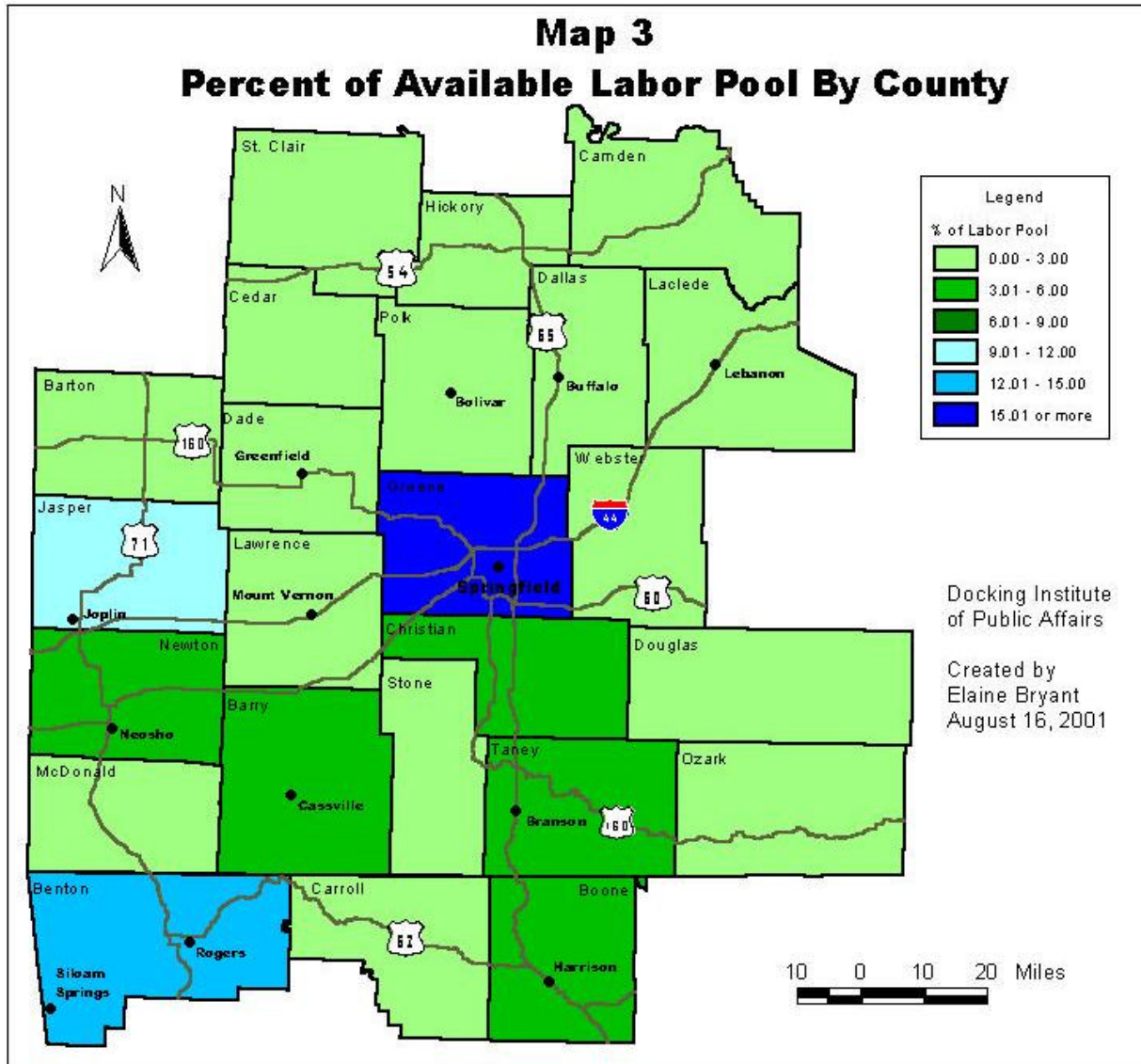
Table 2: Age, Gender, and Education Level

Age	Year Born		
Average	1961		
Median	1961		
Gender	Number	Percent	
Female	115,435	44.0	
Male	146,911	56.0	
Total	262,346	100.0	
Highest Level of Education Achieved	Number	Percent	Cum. Percent
Doctoral Degree	5,037	1.9	1.9
Masters Degree	18,777	7.2	9.1
Bachelors Degree	40,085	15.3	24.4
Associates Degree	18,902	7.2	31.6
Some College	72,930	27.8	59.4
High School Diploma Only	88,006	33.5	92.9
Less HS Diploma	18,609	7.1	100.0
Total	262,346	100.0	

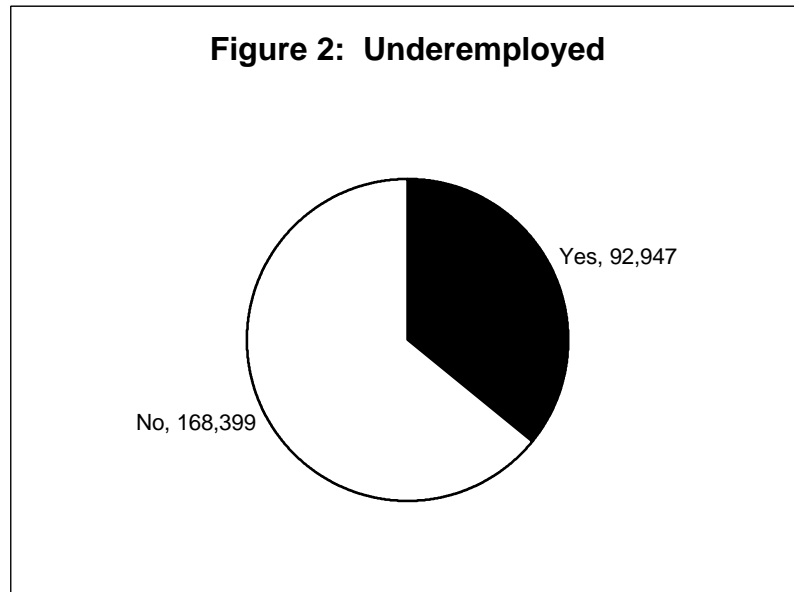
Zip codes of respondents were used to map the available labor. Map 2 shows how each zip code in the region compares to all other zip codes in terms of percent of total available labor for a job in the Ozarks region. Each zip code is grouped into one of seven categories specified in the key.



The county of residence of each respondent was also used to map the available labor. Map 3 shows how each county in the region compares to all other counties in terms of percent of total available labor for a job in the Ozarks region. Each county is grouped into one of six categories specified in the key.



Underemployment—individuals possessing skills and/or training that exceeds the responsibilities of their current job—is a significant issue in many communities. To assess the level of underemployment, the survey asked respondents if their skills, education, or talents are underutilized in their current job. Figure 2 shows that about 35.8%, an estimated 92,947 workers *in the available labor pool*, are



underemployed.

Table 3 shows the education levels of these underemployed workers in the available labor pool, with 63.3% having at least some college education. A total of 95.4% have at least a high school diploma.

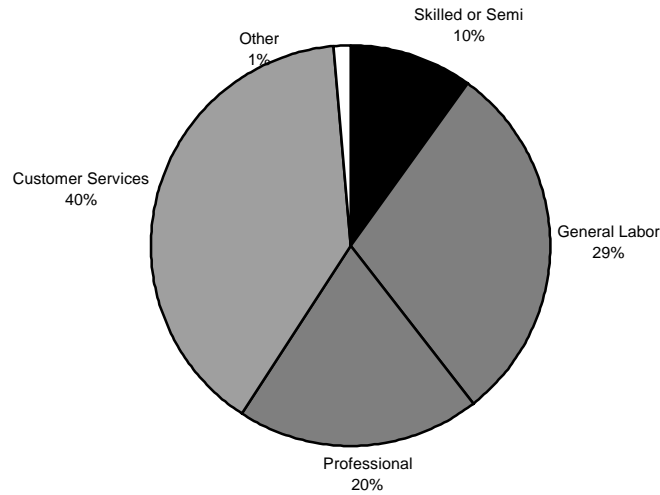
Table 3: Highest Level of Education Achieved By Underemployed

	Number	Percent	Cum. Percent
Doctoral Degree	981	1.0	1.0
Masters Degree	5,114	5.4	6.5
Bachelors Degree	12,570	13.4	19.9
Associates Degree	8,138	8.7	28.5
Some College	32,622	34.7	63.3
High School Diploma Only	30,174	32.1	95.4
Less HS Diploma	4,348	4.6	100.0
Total	93,947	100	

The underemployed workers also tend to be currently employed in areas of strong demand. Figure 3 (next page) illustrates that 40% (37,083 people) are in customer service related occupations, 29% (27,554 people) are employed as general laborers, 20% (18,498 people) are employed in professional occupations, and 10% (9,471 people) are in skilled or semi-skilled positions.³

³ Numbers may not total accurately due to rounding.

Figure 3: Occupational Groups of Underemployed



Some workers may be available for a new employment opportunity, but are unwilling to switch from their current job to a different type of position. If there are a large percentage of those unwilling to change their job descriptions, it limits the type of employers who can enter the labor basin. But this is not the case in the Ozarks region. Table 4 indicates that 80.7% of the available labor pool, or 211,761 workers, would be willing to accept a position outside of their primary field of employment (for example, manufacturing employment to service sector employment).

Table 4: Willing to Take Job Outside of Primary Field

	Number	Percent
Yes	211,761	80.7
No	50,585	19.3
Total	262,346	100.0

Figure 4 (next page) shows the wage demands of the available labor pool. 32.9% of the available labor pool, or 86,278 people, would be interested in an employment opportunity with a wage of \$10.00 an hour. At \$12.00 an hour, 120,754 people (46.0% of the available labor) would be interested, while at \$14.00 an hour, 140,603 people (53.6% of the available labor pool) would be interested.

Figure 4: Available Labor by Hourly Wage

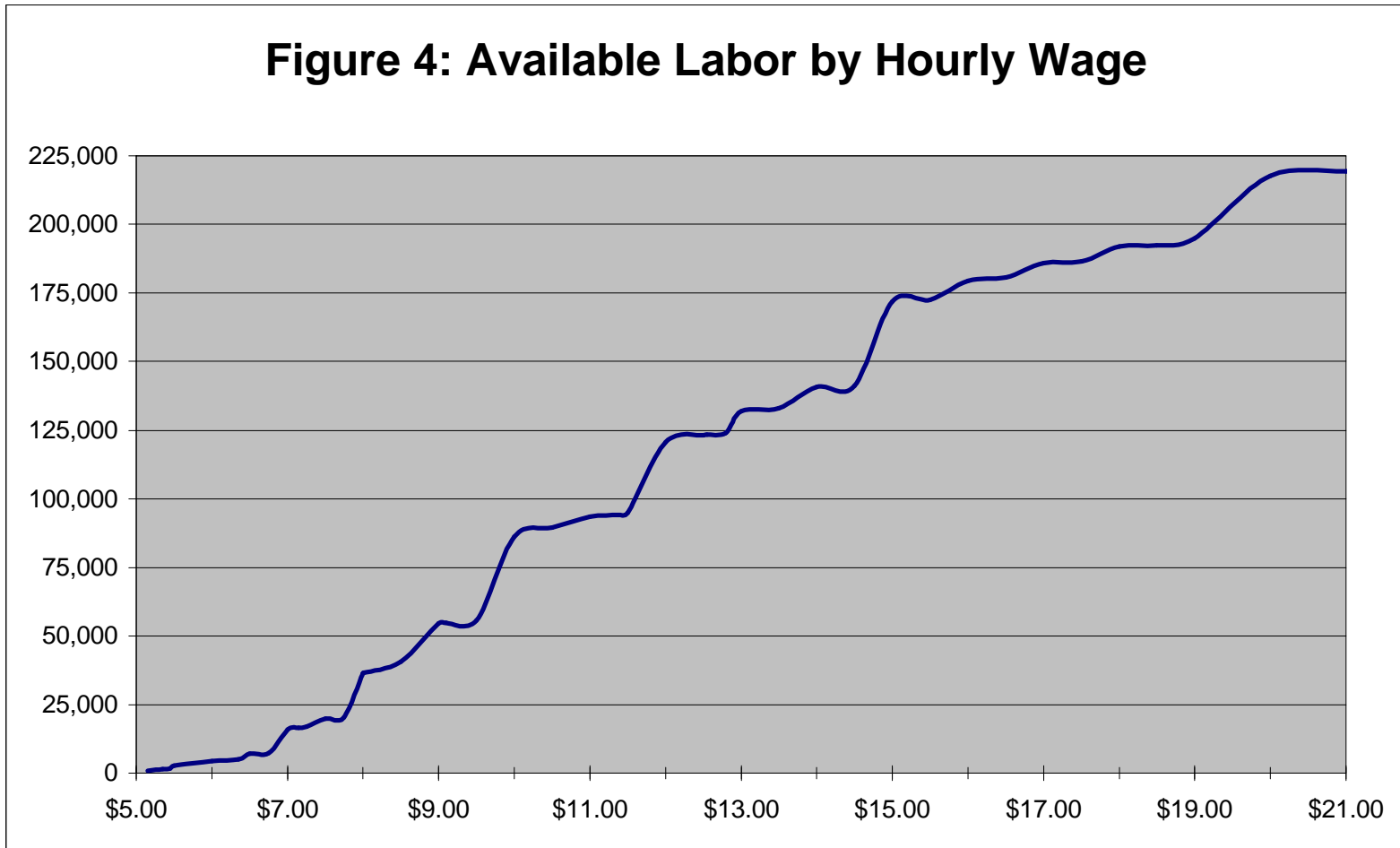


Table 5 indicates that the available labor pool in the Ozarks region is very open to commuting. The table shows 251,405 (95.8% of the available labor) would commute more than 15 minutes, one way, for employment. It also shows that 208,581 (79.5% of the available labor) are willing to travel more than 30 minutes, one way, for an employment opportunity and 42,236 (16.1%) will commute for more than 60 minutes.

Table 5: Distance Available Labor Will Commute

	Cumulative	
	Number	Percent
More than 75 Minutes	3,573	1.4
60 Minutes or More	42,236	16.1
45 Minutes or More	77,352	29.5
30 Minutes or More	208,581	79.5
15 Minutes or More	251,405	95.8
Less than 15 Minutes	262,346	100.0

Table 6 shows that the most important benefit affecting workers' willingness to leave their present job is higher pay (95.4%), followed by improved retirement benefits (79.5%), more flexible hours (67.7%), improved health benefits (58.8%), and better educational opportunities (51.5%). The least important benefit affecting workers' willingness to leave their present job is the availability of on-site childcare (24.3%). Also low in importance were a job significantly closer to home (33.9%) and a different community (25.1%).

Table 6: Benefit Very Important In Willingness to Change Employment

	Percent Responding "Yes"
Salary	95.4
Retirement	79.5
Flexible Hours	67.7
Health Benefits	58.8
Educational Opportunities	51.5
Job Significantly Closer to Home	33.9
Different Community	25.1
On-Site Childcare	24.3

Methods

The findings from this survey are based on a random digit telephone sample of 2,223 adults living in 21 counties in Southwest Missouri and 3 counties in Northwest Arkansas. The survey was conducted May 14, 2001 to July 5, 2001 using a Computer Assisted Telephone Interviewing (CATI) system. The Ozarks Regional Economic Partnership contracted the University Center for Survey Research at the Docking Institute of Public Affairs to conduct this regional labor assessment. A total of 3,780 households were successfully contacted. In 2,223 of these households, an adult who is working, unemployed, or retired agreed to do the interview. This represents a response rate of 59%.

The Docking Institute of Public Affairs in cooperation with the survey sponsors developed the survey instrument. This survey instrument is the property of the Docking Institute. It is available upon request. A detailed summary of the method of analysis used in this report can be found in Joseph A. Aistrup and Mark Bannister, "Assessing the Available Labor Pool: A Survey of the Northeast Kansas Labor Force." *Kansas Business Review*, Spring 1998, 21, 3: 1-10.

q1 Working Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Working or Working Student	1351	60.8	60.9	60.9
	Homemaker	191	8.6	8.6	69.5
	Unemployed	93	4.2	4.2	73.7
	Retired	566	25.5	25.5	99.2
	Non-Working Student	18	.8	.8	100.0
	Total	2220	99.8	100.0	
Missing	RA-DK	2	.1		
	System	1	.0		
	Total	3	.2		
Total		2223	100.0		

q1a Type of Position

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Full-Time	1185	53.3	87.5	87.5
	Part-Time	142	6.4	10.5	98.0
	Temporary Position	27	1.2	2.0	100.0
	Total	1354	60.9	100.0	
Missing	System	869	39.1		
Total		2223	100.0		

q1b Self-Employed

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	285	12.8	21.1	21.1
	No	1069	48.1	78.9	100.0
	Total	1354	60.9	100.0	
Missing	RA-DK	1	.0		
	System	869	39.1		
	Total	869	39.1		
Total		2223	100.0		

q2 Occupation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	General Labor, Construction	188	8.5	8.6	8.6
	Mechanic, Welder	46	2.1	2.1	10.7
	Farmer, Agric Worker	40	1.8	1.8	12.5
	Factory Worker, Meat Packer	63	2.8	2.9	15.3
	Other Blue Collar	116	5.2	5.3	20.6
	Governmental Service	46	2.1	2.1	22.7
	Business Professional, Owner, Manager, Banker, Finance	177	8.0	8.1	30.8
	Doctor, Attorney, Engineer	59	2.7	2.7	33.5
	Clerical	77	3.5	3.5	37.0
	Arts & Crafts	25	1.1	1.2	38.2
	Sales	106	4.8	4.8	43.0
	Educator or Professor	100	4.5	4.5	47.5
	Other White Collar	122	5.5	5.6	53.1
	Social Service (e.g. health, babysitting)	102	4.6	4.6	57.7
	Hotel, Restaurant, Food Services	51	2.3	2.3	60.1
	Military	5	.2	.2	60.3
	Homemaker	194	8.7	8.9	69.1
	Full or Part-Time Student	18	.8	.8	69.9
	Unemployed	93	4.2	4.2	74.2
	Retired	566	25.5	25.8	100.0
Total	2193	98.7	100.0		
Missing	39	1	.0		
	RA-NA	6	.3		
	System	23	1.0		
	Total	30	1.3		
Total		2223	100.0		

q3d Health Insurance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	1829	82.3	82.6	82.6
	No	384	17.3	17.4	100.0
	Total	2213	99.6	100.0	
Missing	3	1	.0		
	RA-DK	8	.3		
	System	2	.1		
	Total	10	.4		
Total		2223	100.0		

q3e Employer Provides Health Insurance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	995	44.8	91.6	91.6
	No	91	4.1	8.4	100.0
	Total	1086	48.9	100.0	
Missing	RA-DK	3	.1		
	System	1133	51.0		
	Total	1137	51.1		
Total		2223	100.0		

q3f Employer Provides Retirement Benefits

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	755	33.9	71.8	71.8
	No	296	13.3	28.2	100.0
	Total	1051	47.3	100.0	
Missing	RA-DK	19	.9		
	System	1153	51.9		
	Total	1172	52.7		
Total		2223	100.0		

q3g Employer Provides Paid Vacation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	858	38.6	80.5	80.5
	No	208	9.3	19.5	100.0
	Total	1066	48.0	100.0	
Missing	RA-DK	4	.2		
	System	1153	51.9		
	Total	1157	52.0		
Total		2223	100.0		

q3h Employer Provides Life Insurance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	726	32.7	69.5	69.5
	No	319	14.3	30.5	100.0
	Total	1045	47.0	100.0	
Missing	RA-DK	23	1.0		
	System	1155	52.0		
	Total	1178	53.0		
Total		2223	100.0		

q4 Hold a Second Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	180	8.1	13.5	13.5
	No	1157	52.0	86.5	100.0
	Total	1337	60.1	100.0	
Missing	RA-DK	1	.0		
	System	886	39.8		
	Total	886	39.9		
Total		2223	100.0		

q5 Occupation of Second Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	General Labor, Construction	15	.7	8.3	8.3
	Mechanic, Welder	4	.2	2.0	10.3
	Farmer, Agric Worker	25	1.1	14.4	24.7
	Factory Worker, Meat Packer	4	.2	2.4	27.1
	Other Blue Collar	14	.6	7.9	35.1
	Governmental Service	2	.1	.9	35.9
	Business Professional, Owner, Manager, Banker, Finance	13	.6	7.1	43.1
	Doctor, Attorney, Engineer	1	.1	.8	43.9
	Clerical	6	.3	3.3	47.1
	Arts & Crafts	10	.5	5.7	52.8
	Sales	14	.6	7.9	60.7
	Educator or Professor	6	.3	3.7	64.4
	Other White Collar	14	.6	7.9	72.3
	Social Service (e.g.health, babysitting)	14	.6	7.8	80.1
	Hotel, Restaurant, Food Services	9	.4	5.3	85.4
	Military	3	.1	1.5	86.9
	Homemaker	4	.2	2.5	89.4
	Full or Part-Time Student	15	.7	8.6	98.0
	Retired	4	.2	2.0	100.0
	Total	176	7.9	100.0	
Missing	RA-NA	1	.1		
	System	2046	92.0		
	Total	2047	92.1		
Total		2223	100.0		

q6 Currently Looking for a Different Full-Time Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	132	5.9	11.2	11.2
	No	1044	47.0	88.8	100.0
	Total	1176	52.9	100.0	
Missing	3	1	.0		
	RA-DK	2	.1		
	System	1045	47.0		
	Total	1047	47.1		
Total		2223	100.0		

q7 Currently Looking for a Full-Time Job (unemployed)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	83	3.7	8.1	8.1
	No	951	42.8	91.9	100.0
	Total	1034	46.5	100.0	
Missing	0	1	.0		
	RA-DK	5	.2		
	System	1183	53.2		
	Total	1189	53.5		
Total		2223	100.0		

q7a Expected Wage in a New Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	5.15	2	.1	3.5	3.5
	5.35	1	.1	3.2	6.7
	5.50	1	.0	2.4	9.1
	6.00	2	.1	4.8	14.0
	6.50	4	.2	8.2	22.1
	6.75	1	.0	1.3	23.4
	7.00	4	.2	7.9	31.3
	7.50	1	.1	3.2	34.5
	8.00	7	.3	15.8	50.3
	9.00	2	.1	4.7	55.0
	9.50	1	.1	3.2	58.1
	10.00	4	.2	8.9	67.1
	10.50	2	.1	3.6	70.7
	12.00	2	.1	4.7	75.4
	12.50	1	.1	3.0	78.4
	14.00	1	.0	1.3	79.7
	15.00	3	.1	6.1	85.8
	16.00	1	.1	2.9	88.7
	25.00	3	.1	6.9	95.6
	30.00	1	.0	1.3	96.8
40.00	1	.1	3.2	100.0	
	Total	45	2.0	100.0	
Missing	System	2178	98.0		
Total		2223	100.0		

q8 If Right Opportunity Would Consider Leaving Present Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	641	28.8	54.0	54.0
	No	545	24.5	46.0	100.0
	Total	1186	53.3	100.0	
Missing	3	1	.0		
	RA-DK	28	1.3		
	System	1009	45.4		
	Total	1037	46.7		
Total		2223	100.0		

q8a Improved Health Benefits Important to Change Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	452	20.3	58.7	58.7
	No	318	14.3	41.3	100.0
	Total	770	34.7	100.0	
Missing	RA-DK	4	.2		
	System	1449	65.2		
	Total	1453	65.3		
Total		2223	100.0		

q8b Educational Opportunities Important to Change Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	396	17.8	51.4	51.4
	No	374	16.8	48.6	100.0
	Total	770	34.6	100.0	
Missing	RA-DK	4	.2		
	System	1449	65.2		
	Total	1453	65.4		
Total		2223	100.0		

q8c Increase Salary Important to Change Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	739	33.2	95.4	95.4
	No	35	1.6	4.6	100.0
	Total	774	34.8	100.0	
Missing	System	1449	65.2		
Total		2223	100.0		

q8d Improved Retirement Important to Change Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	612	27.5	79.4	79.4
	No	159	7.2	20.6	100.0
	Total	771	34.7	100.0	
Missing	RA-DK	3	.1		
	System	1449	65.2		
	Total	1452	65.3		
Total		2223	100.0		

q8e On-Site Childcare Important to Change Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	187	8.4	24.3	24.3
	No	584	26.3	75.7	100.0
	Total	771	34.7	100.0	
Missing	RA-DK	3	.1		
	System	1449	65.2		
	Total	1452	65.3		
Total		2223	100.0		

q8f Flexible Hours Important to Change Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	523	23.5	67.7	67.7
	No	250	11.2	32.3	100.0
	Total	773	34.8	100.0	
Missing	RA-DK	1	.0		
	System	1449	65.2		
	Total	1450	65.2		
Total		2223	100.0		

q8g Different Community Important to Change Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	192	8.6	25.0	25.0
	No	574	25.8	75.0	100.0
	Total	765	34.4	100.0	
Missing	RA-DK	7	.3		
	System	1450	65.2		
	Total	1458	65.6		
Total		2223	100.0		

q8h Job Significantly Closer to Home Important to Change Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	260	11.7	33.8	33.8
	No	509	22.9	66.2	100.0
	Total	769	34.6	100.0	
Missing	RA-DK	4	.2		
	System	1450	65.2		
	Total	1454	65.4		
Total		2223	100.0		

q8i Some Other Opportunity Important to Change Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	162	7.3	24.5	24.5
	No	500	22.5	75.5	100.0
	Total	662	29.8	100.0	
Missing	0	1	.0		
	RA-DK	1	.1		
	System	1558	70.1		
	Total	1561	70.2		
Total		2223	100.0		

q9 Willing to Take Job Outside of Primary Field

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	607	27.3	80.6	80.6
	No	146	6.6	19.4	100.0
	Total	753	33.9	100.0	
Missing	RA-DK	15	.7		
	System	1455	65.4		
	Total	1470	66.1		
Total		2223	100.0		

q10 Distance Willing to Travel One-Way for New Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	3	.2	.5	.5
	1	1	.0	.1	.6
	2	2	.1	.3	.8
	5	5	.2	.7	1.5
	7	1	.1	.2	1.7
	10	17	.8	2.3	4.0
	13	1	.1	.2	4.2
	15	27	1.2	3.6	7.8
	16	1	.0	.1	7.9
	20	73	3.3	10.0	17.9
	25	19	.8	2.6	20.5
	30	322	14.5	44.2	64.7
	33	1	.1	.2	64.9
	35	18	.8	2.5	67.4
	38	1	.1	.2	67.6
	40	22	1.0	3.0	70.5
	45	90	4.1	12.4	82.9
	47	1	.0	.1	83.0
	50	7	.3	.9	83.9
	60	107	4.8	14.7	98.6
70	1	.0	.1	98.6	
75	1	.1	.2	98.8	
90	2	.1	.2	99.0	
100	1	.0	.1	99.1	
120	6	.3	.9	100.0	
	Total	729	32.8	100.0	
Missing	210	1	.1		
	999	20	.9		
	System	1473	66.2		
	Total	1494	67.2		
Total		2223	100.0		

q11 Skills Underutilized Now

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	349	15.7	26.4	26.4
	No	974	43.8	73.6	100.0
	Total	1324	59.5	100.0	
Missing	RA-DK	18	.8		
	System	882	39.7		
	Total	899	40.5		
Total		2223	100.0		

q12 Why Underutilized

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Prev Job Required More Skill Educ	57	2.6	18.3	18.3
	Have had Additional Training, Educ	118	5.3	38.1	56.4
	Current Job Does Not Req My Training, Educ	97	4.4	31.3	87.7
	Prev Job Earned More Income	38	1.7	12.3	100.0
	Total	310	13.9	100.0	
Missing	RA-DK	38	1.7		
	System	1875	84.4		
	Total	1913	86.1		
Total	2223	100.0			

q13 Type Previous Job that Required More Skill

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	General Labor, Construction	11	.5	11.2	11.2
	Mechanic, Welder	6	.3	6.5	17.7
	Farmer, Agric Worker	2	.1	1.8	19.5
	Factory Worker, Meat Packer	3	.1	3.2	22.7
	Other Blue Collar	8	.4	8.4	31.1
	Business Professional, Owner, Manager, Banker, Finance	22	1.0	23.5	54.6
	Doctor, Attorney, Engineer	1	.0	1.1	55.8
	Clerical	2	.1	2.2	58.0
	Arts & Crafts	1	.1	1.4	59.3
	Sales	11	.5	12.0	71.3
	Educator or Professor	6	.3	6.2	77.5
	Other White Collar	11	.5	11.4	88.8
	Social Service (e.g.health, babysitting)	4	.2	3.9	92.8
	Hotel, Restaurant, Food Services	4	.2	3.7	96.5
	Military	3	.1	3.5	100.0
	Total	94	4.2	100.0	
	Missing	RA-NA	5	.2	
System		2123	95.5		
Total		2129	95.8		
Total	2223	100.0			

q14 Previous Job Provided More Income

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	65	2.9	68.7	68.7
	No	30	1.3	31.3	100.0
	Total	95	4.3	100.0	
Missing	RA-DK	4	.2		
	System	2125	95.6		
	Total	2128	95.7		
Total		2223	100.0		

q15 Would Change Jobs to Better Utilize Skills

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	244	11.0	72.5	72.5
	No	92	4.2	27.5	100.0
	Total	337	15.1	100.0	
Missing	RA-DK	13	.6		
	System	1873	84.3		
	Total	1886	84.9		
Total		2223	100.0		

Q15TRAIN

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	232	10.4	11.3	11.3
	2	89	4.0	4.4	15.7
	3	59	2.7	2.9	18.6
	4	73	3.3	3.6	22.1
	5	155	7.0	7.6	29.7
	6	47	2.1	2.3	32.0
	7	293	13.2	14.3	46.3
	8	94	4.2	4.6	51.0
	9	143	6.4	7.0	57.9
	10	33	1.5	1.6	59.6
	11	108	4.9	5.3	64.9
	12	168	7.6	8.2	73.1
	13	157	7.1	7.7	80.8
	14	186	8.4	9.1	89.9
	15	65	2.9	3.2	93.1
	16	28	1.2	1.4	94.4
	17	114	5.1	5.6	100.0
	Total	2045	92.0	100.0	
Missing	18	7	.3		
	19	11	.5		
	20	55	2.5		
	System	105	4.7		
	Total	178	8.0		
Total		2223	100.0		

q17 Highest Level of Education

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less HS Diploma	268	12.0	12.3	12.3
	High School Diploma	776	34.9	35.6	47.9
	Some College	563	25.3	25.8	73.7
	Associates Degree	113	5.1	5.2	78.9
	Bachelors Degree	279	12.6	12.8	91.7
	Masters Degree	141	6.4	6.5	98.2
	Doctoral Degree	40	1.8	1.8	100.0
	Total	2181	98.1	100.0	
Missing	9	15	.7		
	System	27	1.2		
	Total	42	1.9		
Total		2223	100.0		

q18 Total Family Income

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than \$10k	137	6.2	7.5	7.5
	\$10k-\$20k	281	12.6	15.3	22.8
	\$20k-\$30k	347	15.6	18.9	41.7
	\$30k-\$40k	328	14.8	17.9	59.6
	\$40k-\$50k	235	10.6	12.8	72.4
	\$50k-\$60k	160	7.2	8.7	81.1
	\$60k-\$70k	113	5.1	6.1	87.2
	over \$70k	234	10.5	12.8	100.0
Total		1835	82.6	100.0	
Missing	RA-NA	313	14.1		
	System	75	3.4		
	Total	388	17.4		
Total		2223	100.0		

q20 Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Female	1149	51.7	51.8	51.8
	Male	1072	48.2	48.2	100.0
	Total	2221	99.9	100.0	
Missing	System	2	.1		
Total		2223	100.0		

q28 County

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Greene	517	23.3	23.3	23.3
	St Clair	21	.9	.9	24.2
	Hickory	19	.9	.9	25.1
	Dallas	34	1.5	1.5	26.6
	Laclede	70	3.1	3.1	29.7
	Douglas	28	1.3	1.3	31.0
	Ozark	21	.9	.9	31.9
	Polk	58	2.6	2.6	34.5
	Webster	67	3.0	3.0	37.6
	Cedar	30	1.3	1.3	38.9
	Dade	17	.8	.8	39.7
	Christian	95	4.3	4.3	43.9
	Taney	85	3.8	3.8	47.8
	Lawrence	76	3.4	3.4	51.2
	Stone	62	2.8	2.8	54.0
	Jasper	225	10.1	10.1	64.1
	Newton	113	5.1	5.1	69.2
	Barry	73	3.3	3.3	72.5
	McDonald	47	2.1	2.1	74.6
	Camden	80	3.6	3.6	78.2
	Barton	27	1.2	1.2	79.4
	Boone AR	73	3.3	3.3	82.7
	Carroll AR	55	2.5	2.5	85.1
	Benton AR	330	14.9	14.9	100.0
	Total	2223	100.0	100.0	