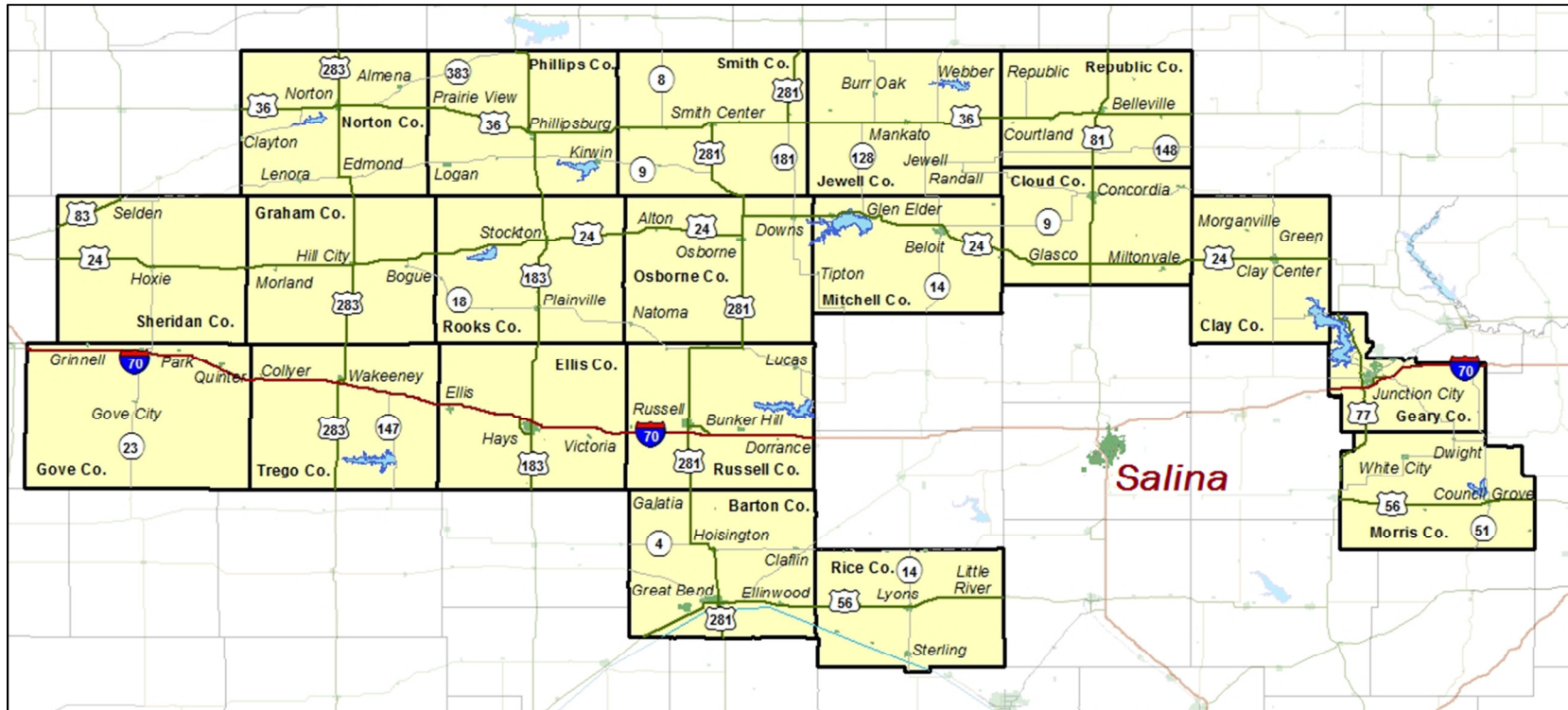
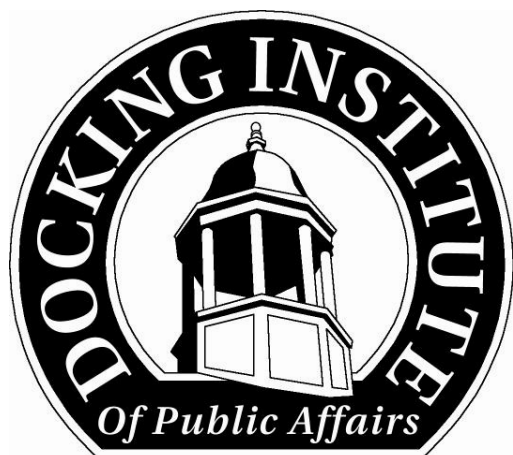


Willingness to Move to Salina for Employment: A 2014 Survey of Residents of 20 Kansas Counties

Barton ▪ Clay ▪ Cloud ▪ Ellis ▪ Geary ▪ Gove ▪ Graham ▪ Jewell ▪ Mitchell ▪ Morris ▪ Norton ▪
Osborne ▪ Phillips ▪ Republic ▪ Rice ▪ Roofs ▪ Russell ▪ Sheridan ▪ Smith ▪ Trego



For
Salina Area Chamber of Commerce
By
The Docking Institute of Public Affairs
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Mission:

To Facilitate Effective Public Policy Decision-Making.

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

Willingness to Move to Salina for Employment: A 2014 Survey of Residents of 20 Kansas Counties

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Executive Summary

The area of study includes 20 counties in Kansas: Barton, Clay, Cloud, Ellis, Geary, Gove, Graham, Jewell, Mitchell, Morris, Norton, Osborne, Phillips, Republic, Rice, Rooks, Russell, Sheridan, Smith and Trego. The purpose of this report is to assess the willingness to move to the Salina area for employment.

The Docking Institute's independent analysis of the study area shows that:

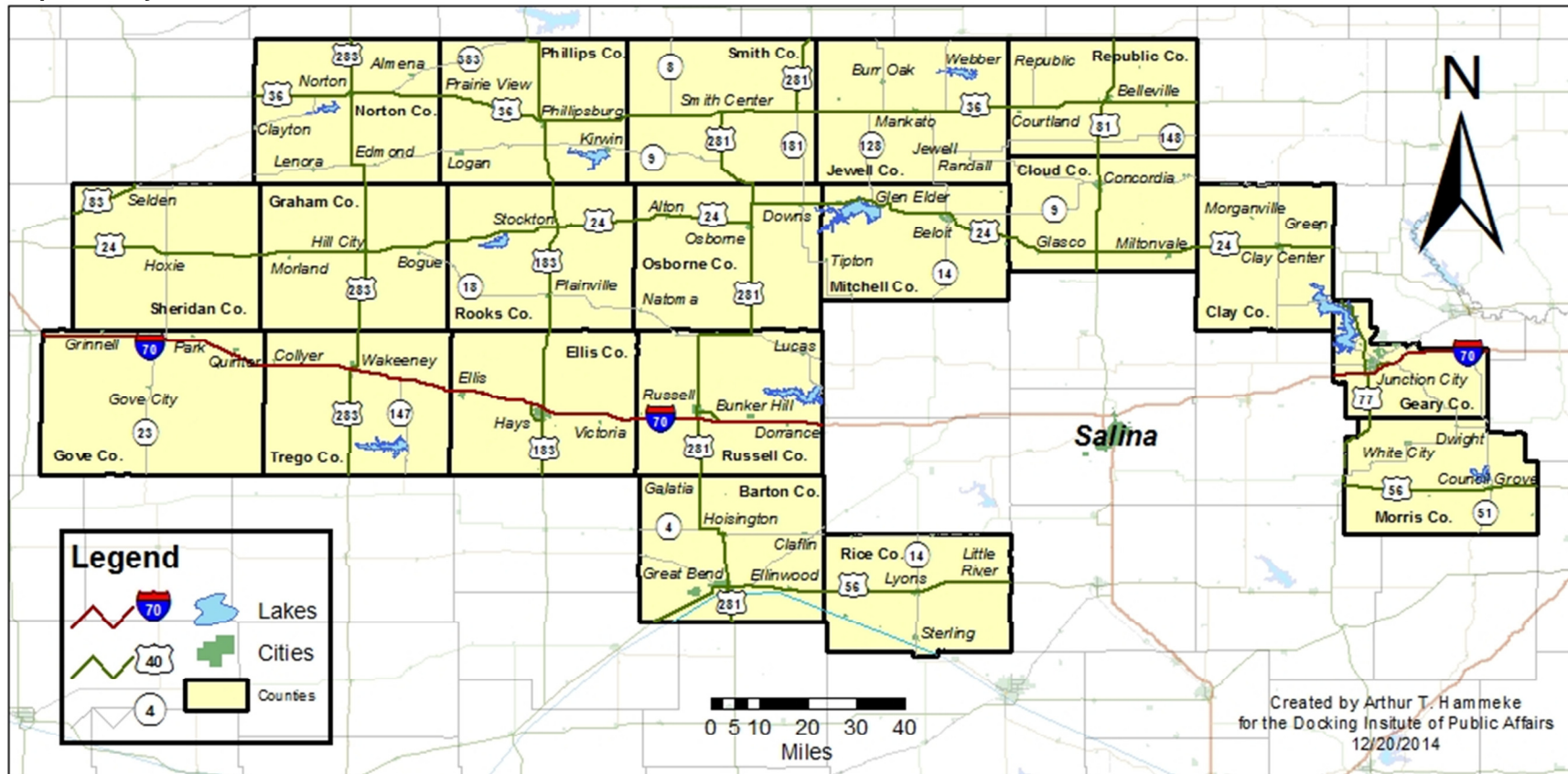
- The population of the study area is estimated to be 183,352. An estimated 108,077 make up the working age population (people between 18 and 65).
- Of the working age population, 48.8% (or 52,686 individuals) is interested in a new job opportunity. Of those interested in a new job, 49.8% (26,256) will consider moving for a new job. Of those willing to move for a new job, 75% (19,694) is willing to move to Salina, Kansas, for a new job.
- The average age of the sample working population in the study area is about 38 years old. The average age of those interested in a new job is also about 38 years old, the average age of those willing to move for a job is about 35 years old, and the average age of those willing to move to Salina for a new job is about 36 years old.
- Results from the survey show that 54.5% of the working age population sample is women. The same (54.3%) of those interested in a new job are women, but only 44.6% of those willing to move for a new job, and 43.5% of those willing to move to Salina are women.
- Of the working age population, general laborers make up 17.5%, service sector workers make up 38.6%, highly-skilled laborers make up 6.7%, professional white-collar workers make up 16.4% and 20.8% are not currently employed.
- Of those willing to move to Salina, general laborers make up 19.8%, service sector workers make up 38.7%, highly-skilled laborers make up 6%, professional white-collar workers make up 12.1% and 23.4% are not currently employed.
- Of the working age population, 25.9% have earned at least a 4-year degree. The percentage of those interested in a job and that have completed a college degree is 26.3%. The percentage of those willing to move and that have completed college is 30.1%. The percentage of those willing to move to Salina and that have completed college is 27.6%.
- The highest concentrations of people interested in moving to Salina for a new job opportunity reside in Geary, Barton and Ellis Counties. Relatively high percentages also reside in Cloud, Russell and Rice Counties.
- Of those interested in a new job, 77.7% will commute up to 30 minutes, one way, for a new job opportunity. Slightly more than 83% of those willing to move for a new job and 85% of those willing to move to Salina for a new job will commute up to 30 minutes, one way, for a job opportunity.

- An estimated 15,325 of those interested in a new job, 7,637 of those willing to move for a new job, and 5,889 of those willing to move to Salina for a new job are interested in a new job paying a wage of \$15 per hour.
- About 63% of those willing to move to Salina for a new job consider housing costs “very important” when considering a new employment opportunity.
- About 51% of those willing to move to Salina for a new job consider the availability of quality health care in the new location a “very important” consideration for a new employment opportunity.
- About 49% of those willing to move to Salina for a new job consider the costs of moving “very important” when considering a new employment opportunity.
- About 47% of those willing to move to Salina for a new job consider quality schools a “very important” consideration for a new employment opportunity.
- Only about 19% of those willing to move to Salina for a new job considers the variety of shopping in the new location a “very important” consideration for a new employment opportunity, though 74% percent consider shopping at least “somewhat important.”
- Most (82%) of the respondents who indicated a willingness to move to Salina for a job opportunity said the costs of moving would be a factor in the decision. Almost all (98%) of those indicated that an offer from the employer to assist with moving expenses would also be a factor.
- Well over half (57.5%) of respondents who indicated a willingness to move to Salina for a job opportunity are homeowners. About two-fifths (42.4%) of these homeowners felt they may have at least some difficulty selling their homes to move to Salina, almost all (95%) of whom said an offer by the employer to assist with selling their home would be a factor in the decision to move.
- The most common types of jobs sought by respondents willing to move to Salina for a new job opportunity were in customer service, maintenance and factory work, and jobs in the social services and health.

Study Area

The study area includes 20 counties located in north central and north western Kansas (see Map 1 below). The study area was determined in consultation with the client and represents an area of the state in which people might move to Salina for employment.

Map 1: Study Area



Interested in a Job, Willing to Move and Willing to Move to Salina

Based on 2013 U.S. Census estimates, the population of the study area is 183,352 and includes 20 counties in Kansas: Barton, Clay, Cloud, Ellis, Geary, Gove, Graham, Jewell, Mitchell, Morris, Norton, Osborne, Phillips, Republic, Rice, Rooks, Russell, Sheridan, Smith and Trego. The working age population is 108,077. This research suggests that there are 52,687 people in the area between the ages of 18 and 65 that are interested in a new job. Of those interested in a new job, 26,256 are willing to relocate for a new job opportunity and 19,694 are willing to move to Salina for a new job. Please see the Methods section – page 21 – for more information about research methods used for this report.

Figure 1: From Working Age Population to Willing to Move to Salina for a Job Opportunity

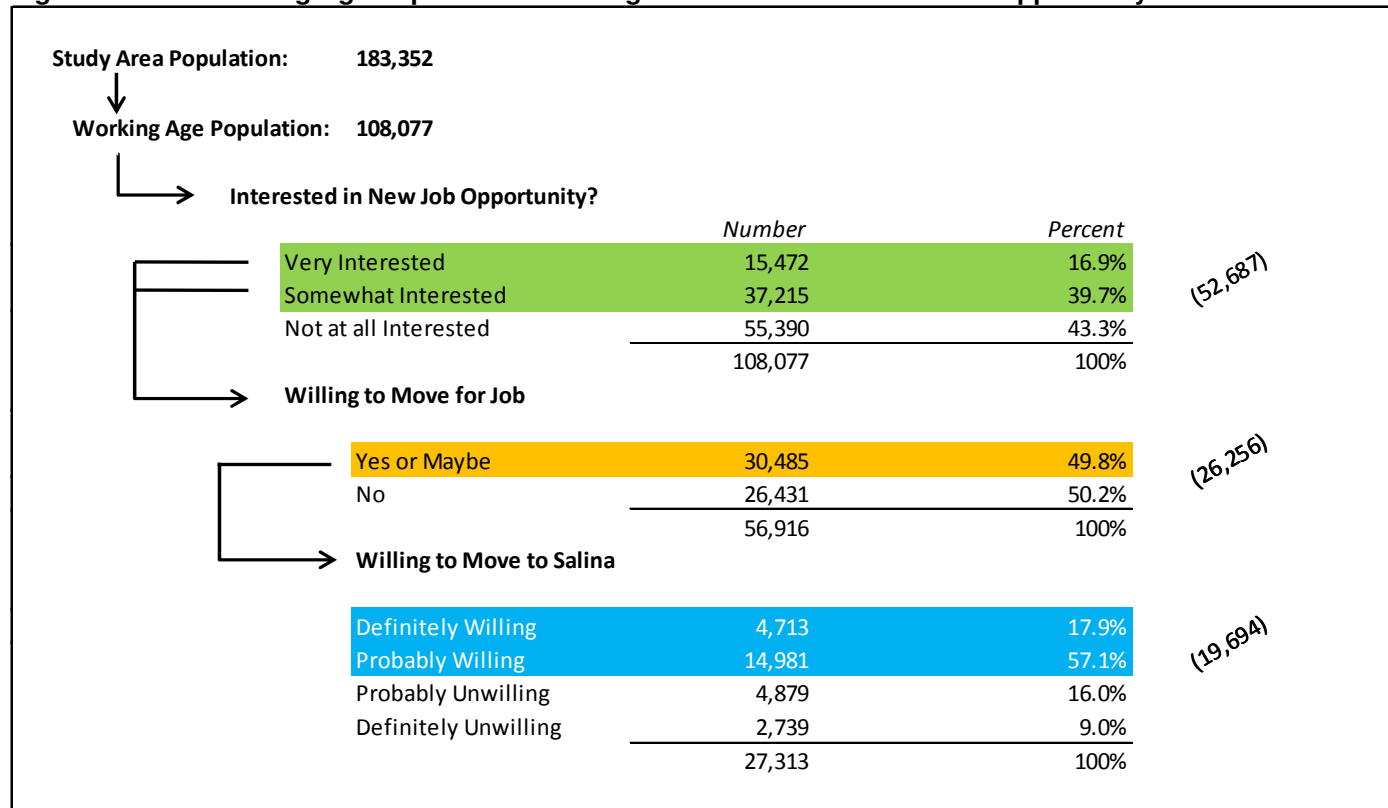


Figure 2 shows that the working age population makes up 59% of the population residing within the study region. Of the working age population, almost 49% is interested in a new job. Of those interested in a new job, almost 50% is willing to move for a new job. Of those willing to move for a job, three-fourths (75%) is willing to move to Salina for that job.

Figure 2: From Working Age Population to Willing to Move to Salina for a Job Opportunity

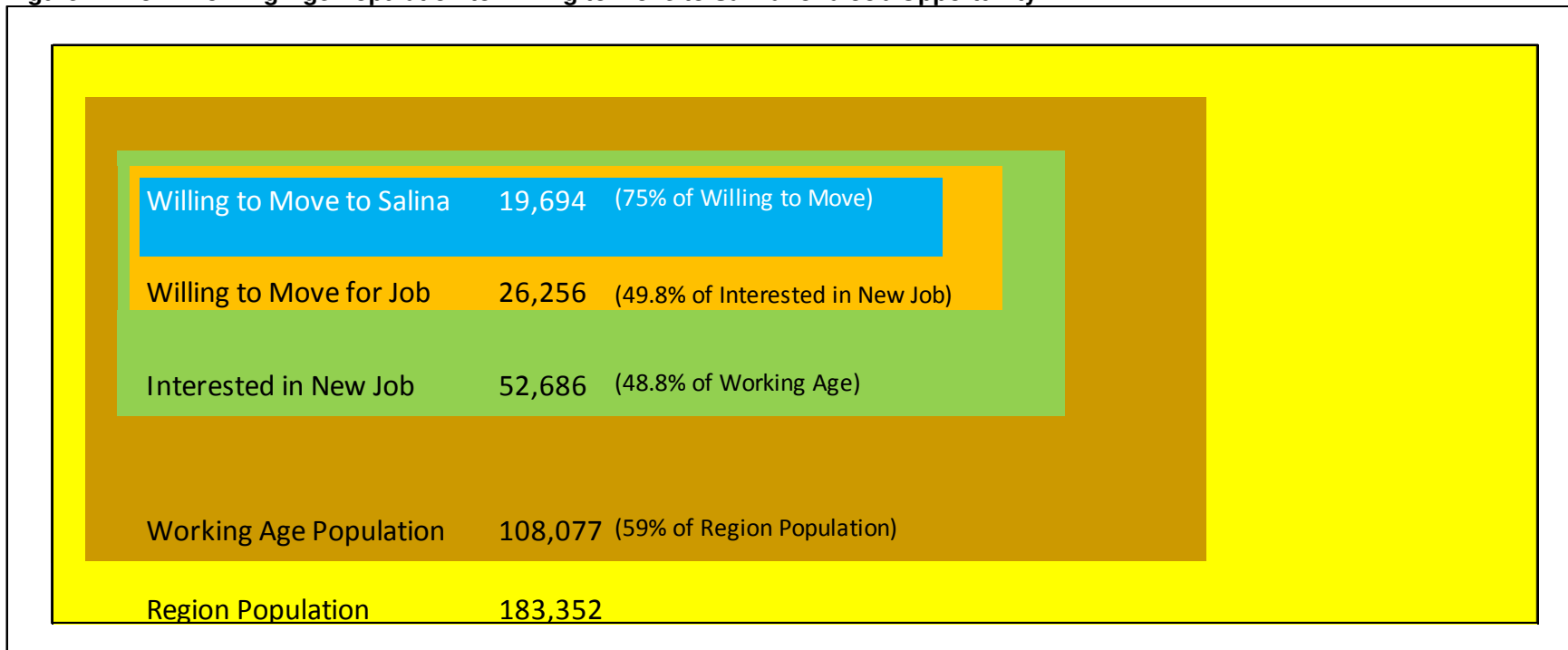


Table 1 (next page) shows age, gender, labor categories, and education levels of the working age population for those interested in a new job, those willing to move for a job, and those willing to move to Salina for a job.

The average age of the working age population sample is about 38 years old. The average age of those interested in a new job, those willing to move for a job, and those willing to move to Salina are about 38, 35 and 36, respectively. The percentage of women in the working age population sample is 54.5%. This percentage is about the same as the percent of working women interested in a new job (54.3%) but decreases to 44.6% and 43.5%, respectively, for the percent of working women willing to move for a new job and those willing to move to Salina.

General laborers make up 17.5% of the working age population. Another 6.7% of the working age population is made up of highly-skilled laborers, while more than a third (38.6%) is service sector employees. About 16% is professional white-collar workers and 20.8% are non-employed.

Of those willing to move to Salina, general laborers make up 19.8%, service sector workers make up 38.7%, highly-skilled laborers make up 6%, professional white-collar workers make up 12.1% and 23.4% are not employed at the present time.

Of the working age population in the study area, 25.9% completed college (received a bachelor's degree and/or a graduate school degree). The percentage of those interested in a job and that have completed college is 26.3%. The percentage of those willing to move and that have completed college is 30.1%. The percentage of those willing to move to Salina and that have completed college is 27.6%.

Table 1: Age, Gender, Labor Categories and Education Levels

	Working Age Population			Interested in New Job			Willing to Move for Job			Willing to Move to Salina		
	Total:	108,077		Total:	52,686		Total:	26,256		Total:	19,694	
Age												
Average		38		38			35			36		
Median		37		37			32			35		
Gender	Number	Percent		Number	Percent		Number	Percent		Number	Percent	
Female	58,902	54.5		28,609	54.3		11,710	44.6		8,567	43.5	
Male	49,175	45.5		24,078	45.7		14,546	55.4		11,127	56.5	
Total	108,077	100		52,686	100		26,256	100		19,694	100	
Labor Category	Number	Percent		Number	Percent		Number	Percent		Number	Percent	
General Labor	18,906	17.5		10,175	19.3		5,044	19.2		3,902	19.8	
Highly-Skilled Labor	7,254	6.7		3,347	6.4		1,930	7.4		1,178	6.0	
Service Sector	41,741	38.6		20,551	39.0		9,794	37.3		7,630	38.7	
Professional	17,677	16.4		7,367	14.0		4,070	15.5		2,380	12.1	
Non-Employed	22,500	20.8		11,246	21.3		5,418	20.6		4,605	23.4	
Total	108,077	100		52,686	100		26,256	100		19,694	100	
Education	Number	Percent	Cumulative Percent	Number	Percent	Cumulative Percent	Number	Percent	Cumulative Percent	Number	Percent	Cumulative Percent
Doctoral Degree	609	0.6	0.6	291	0.6	0.6	186	0.7	0.7	76	0.4	0.4
Masters Degree	6,558	6.1	6.6	2,718	5.2	5.7	1,802	6.9	7.6	1,563	7.9	8.3
Bachelors Degree	20,879	19.3	25.9	10,836	20.6	26.3	5,915	22.5	30.1	3,801	19.3	27.6
Associates Degree	21,764	20.1	46.1	11,595	22.0	48.3	5,497	20.9	51.0	4,466	22.7	50.3
Some College	31,299	29.0	75.0	14,864	28.2	76.5	7,319	27.9	78.9	5,837	29.6	79.9
High School Diploma	23,973	22.2	97.2	10,975	20.8	97.3	5,042	19.2	98.1	3,723	18.9	98.8
Less HS Diploma	2,995	2.8	100	1,406	2.7	100	495	1.9	100	229	1.2	100
Total	108,077	100		52,686	100		26,256	100		19,694	100	

Table 2 shows various fields in which respondents are working – grouped into 14 broad categories. About 16.2% of the working age population is employed as social services workers, para-professionals or nurses, while about 16.1% is employed as customer service workers, receptionists or food service workers.

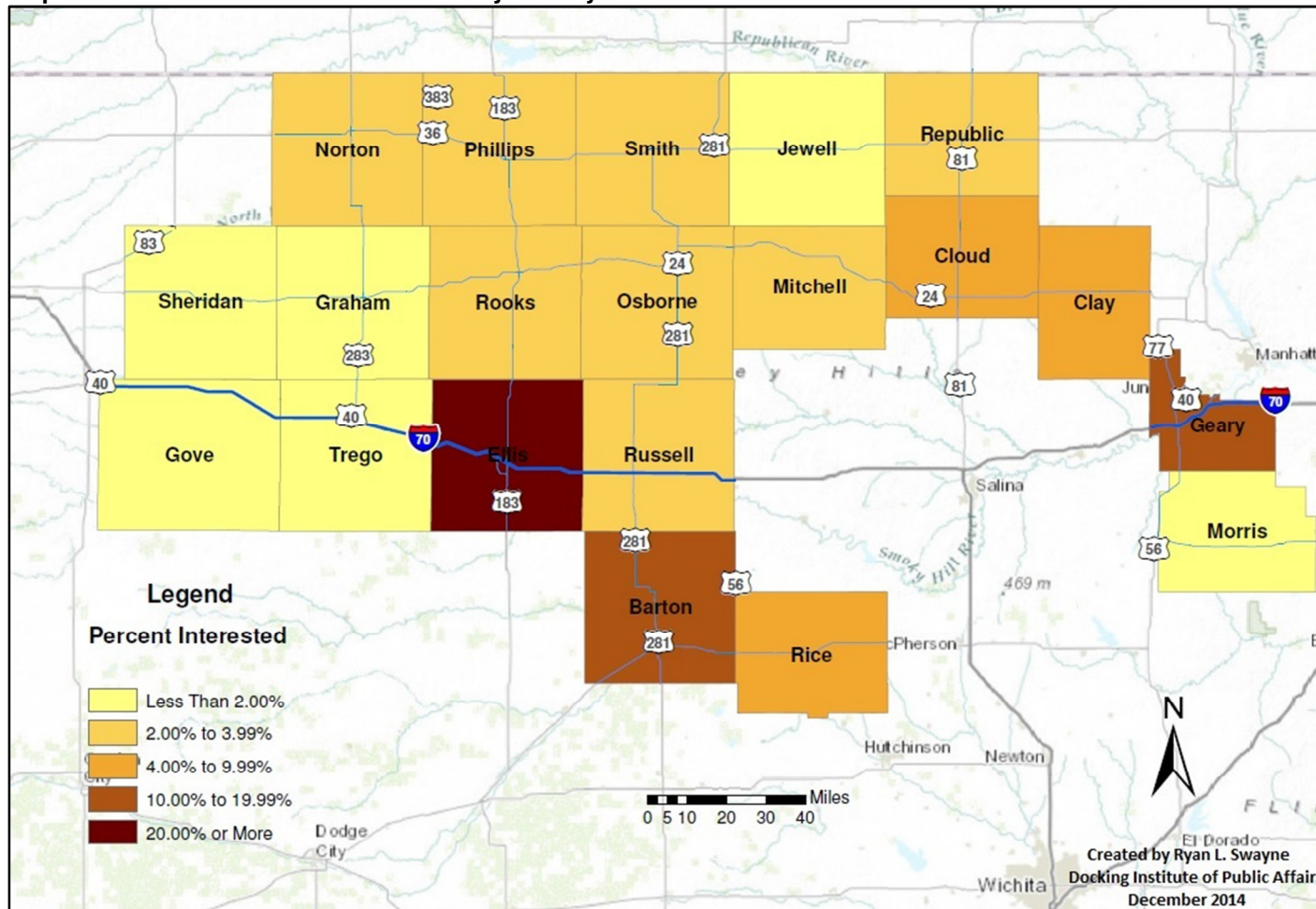
Regarding the subset of respondents willing to move Salina for a job, 11% is employed as social services workers, para-professionals or nurses but about 22% is employed as customer service workers, receptionists or food service workers.

Table 2: Fields of Employment

Current Employment Field	Working Age Population		Interested in New Job		Willing to Move for Job		Willing to Move to Salina	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
General Labor/Cleaning/Farm Labor/Delivery	11,474	10.6	6,033	11.5	2,499	9.5	1,612	8.2
Maintenance/Factory Work	7,432	6.9	4,142	7.9	2,545	9.7	2,290	11.6
Trucking/Heavy Equipment Operation	2,251	2.1	1,255	2.4	378	1.4	33	0.2
Gov't Service/Protective Service	5,555	5.1	2,026	3.8	1,205	4.6	508	2.6
Technician/Mechanic/Welder/Crew Manager	5,545	5.1	2,433	4.6	1,730	6.6	1,326	6.7
Customer Service/Receptionist/Food Service	17,356	16.1	9,049	17.2	4,923	18.7	4,310	21.9
Clerical/Secretarial	2,577	2.4	1,138	2.2	624	2.4	287	1.5
Social Service/Para-Professional/Nursing	17,536	16.2	8,055	15.3	3,341	12.7	2,162	11.0
Office Manager/Small Business Owner	7,741	7.2	3,979	7.6	1,388	5.3	973	4.9
Gov't & Business Professional/Sales	4,075	3.8	1,419	2.7	838	3.2	415	2.1
Educator/Counselor/Doctor/Attorney/Engineer	3,857	3.6	1,912	3.6	1,368	5.2	1,175	6.0
Musician/Artist/Designer/Writer/Editor	179	0.2	0	0.0	0	0.0	0	0.0
Homemakers/Unemployed	10,956	10.1	5,391	10.2	2,300	8.8	1,941	9.9
Students	3,133	2.9	1,764	3.3	1,373	5.2	1,183	6.0
Retired/Disabled	8,410	7.8	4,091	7.8	1,744	6.6	1,481	7.5
Total	108,077	100	52,686	100	26,256	100	19,694	100

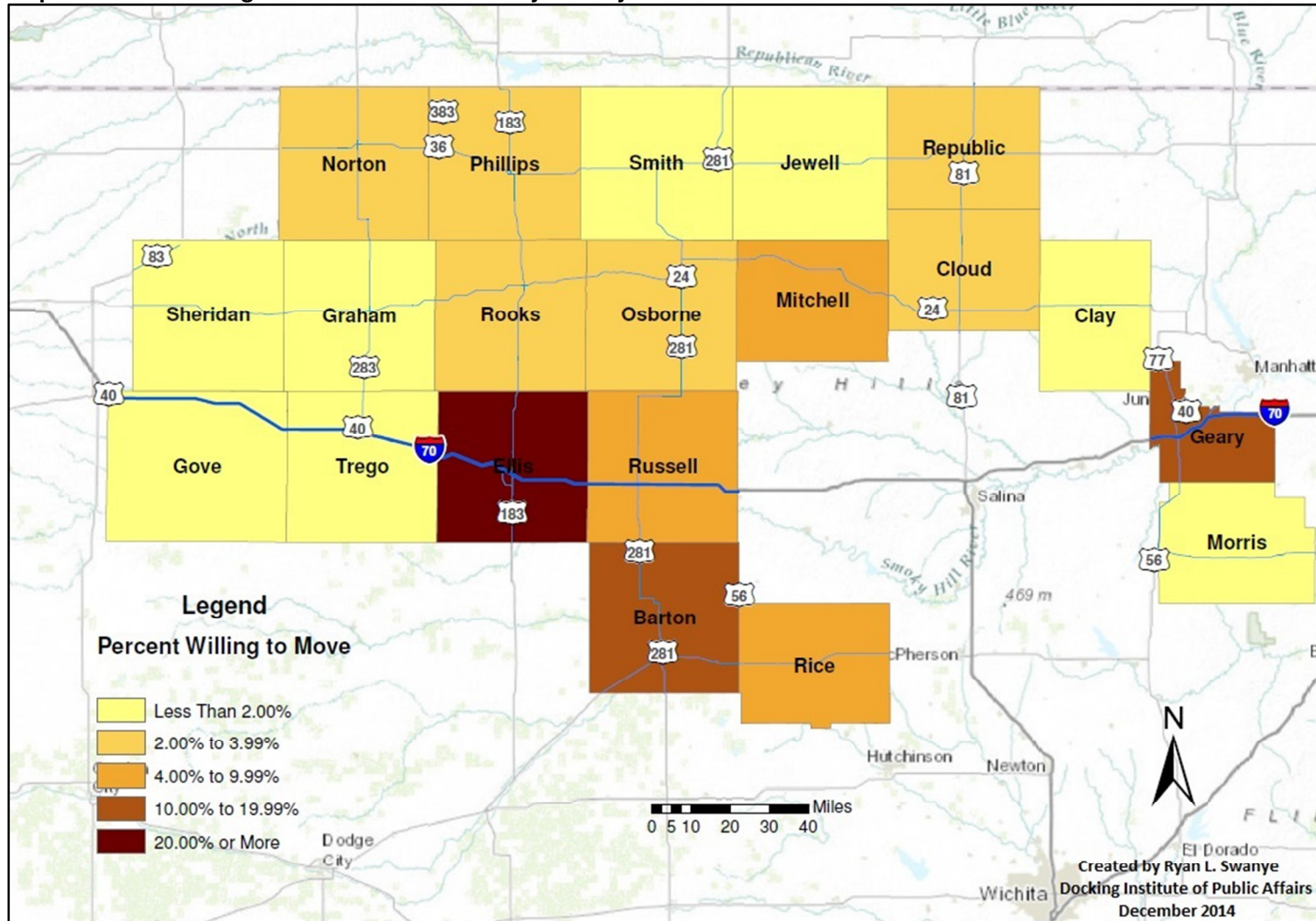
The following maps show the concentrations of those interested in a new job, those willing to move for a job, and those willing to move to Salina for a job. Map 2 (below) shows those the percentage of those **interested in a new job** that reside in each county of the study area. Twenty-one percent of those interested in a new job is located in Ellis County, with an additional 34% residing in Barton County and Geary Counties. Almost 14% is located in Cloud, Clay and Rice Counties.

Map 2: Percent Interested in a New Job by County



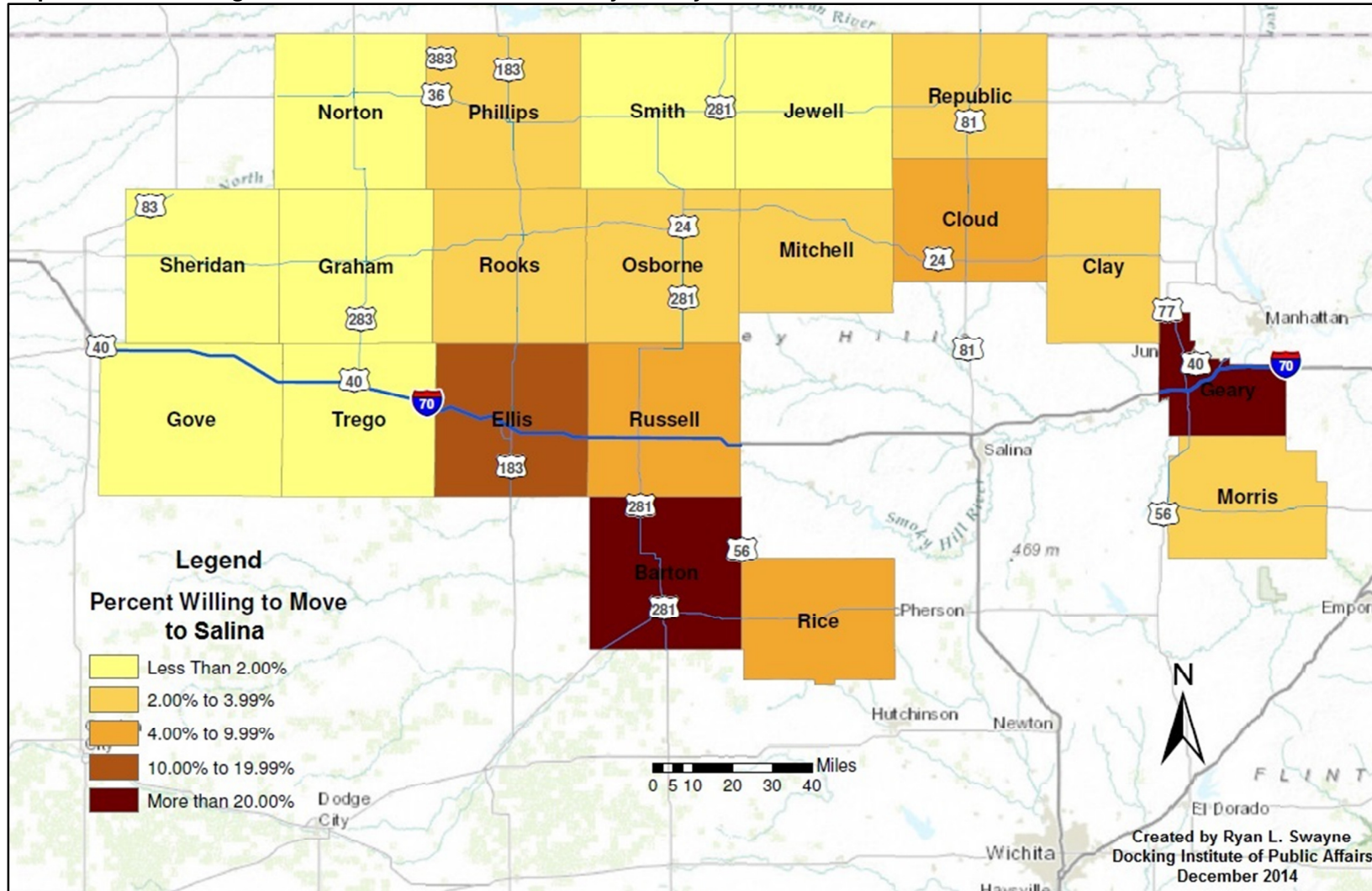
Map 3 shows those **willing to move for a new job**. More than 22% of those willing to move for a new job are located in Ellis County, while 37% is located in Barton and Geary Counties. Mitchell, Russell and Rice Counties contain almost 15% of those willing to move for a new job.

Map 3: Percent Willing to Move for a New Job by County



Map 4 shows that more than 41% of those **willing to move to Salina** for a new job are located in Barton and Geary Counties, while 19.4% is located in Ellis County. Cloud, Russell and Rice Counties contain almost 15% of those willing to move to Salina for a job.

Map 4: Percent Willing to Move to Salina for a New Job by County



Considerations for Employment and Moving

Two important considerations for employers are how far new employees are willing to commute to the workplace and how much new employees desire in wages. Additionally, various considerations have shown to be important for workers that are considering relocating for a job opportunity. These considerations include items like housing costs at the new location, the availability of quality health care, the costs of moving to the new location, parks and recreation at the new location, and the quality of schools and daycare at the new location.

Respondents that indicated that they were interested in a job were asked how far they are willing to travel, one way, for a job opportunity. Figure 3 shows the minutes for those that are interested in a new job (green line), willing to move (orange line), and willing to move to Salina (blue line). The figure shows that about 40,950 of those interested in a new job will travel up to 30 minutes for new job. For those willing to move for a job and those willing to move to Salina for a job, the estimates are 21,980 and 16,766, respectively.

Figure 3: Minutes Willing to Commute to Workplace

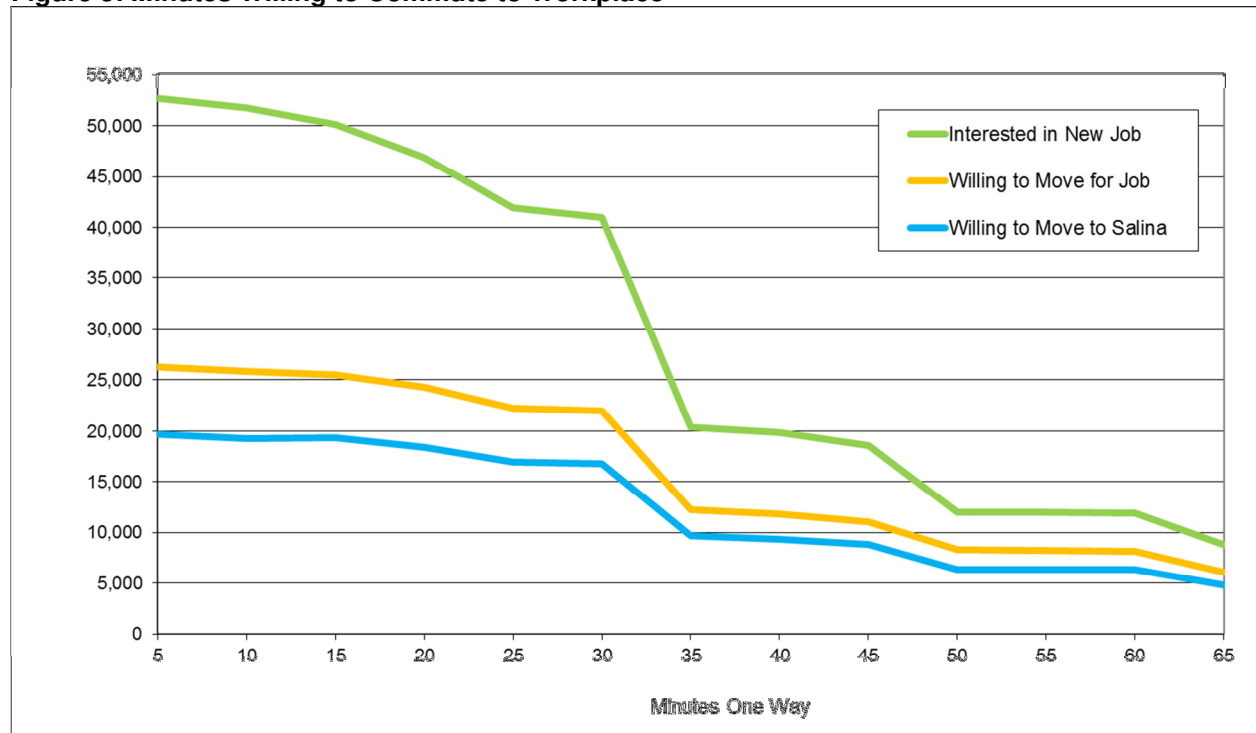


Table 3 shows commute minutes in tabular format. The data for the working age population represent *current commute minutes*, one-way, to a place of employment. Data for those interested in a new job, willing to move for a job, and willing to move to Salina for a job represent the minutes willing to commute, one-way, for *a new job*.

The table shows that, while only 15.9% of the working age population commutes up to 30 minutes to a job currently. However, 77.7% of those interested in a new job is willing to do so. Furthermore, the percentages of those willing to commute up to 30 minutes for a new job is 83.7% for those willing to move for a job and 85.1% for those willing to move to Salina for a job.

Table 3: Minutes Willing to Commute to Workplace

	Working Age Population*		Interested in New Job		Willing to Move for Job		Willing to Move to Salina	
	Number	Cumulative Percent	Number	Cumulative Percent	Number	Cumulative Percent	Number	Cumulative Percent
More than 60 Minutes	2,083	1.9	2,544	4.8	2,003	7.6	1,734	8.8
Up to 60 Minutes	2,751	2.5	11,884	22.6	8,184	31.2	6,326	32.1
Up to 55 Minutes	2,702	2.5	11,958	22.7	8,260	31.5	6,322	32.1
Up to 50 Minutes	2,855	2.6	11,960	22.7	8,271	31.5	6,322	32.1
Up to 45 Minutes	7,065	6.5	18,564	35.2	11,083	42.2	8,818	44.8
Up to 40 Minutes	7,956	7.4	19,893	37.8	11,834	45.1	9,303	47.2
Up to 35 Minutes	9,785	9.1	20,338	38.6	12,228	46.6	9,707	49.3
Up to 30 Minutes	17,181	15.9	40,950	77.7	21,980	83.7	16,766	85.1
Up to 25 Minutes	20,324	18.8	41,897	79.5	22,267	84.8	16,940	86.0
Up to 20 Minutes	27,293	25.3	46,927	89.1	24,337	92.7	18,376	93.3
Up to 15 Minutes	41,645	38.5	50,119	95.1	25,482	97.1	19,310	98.0
Up to 10 Minutes	62,719	58.0	51,747	98.2	25,857	98.5	19,301	98.0
Up to 5 Minutes	108,077	100	52,686	100.0	26,256	100.0	19,694	100.0

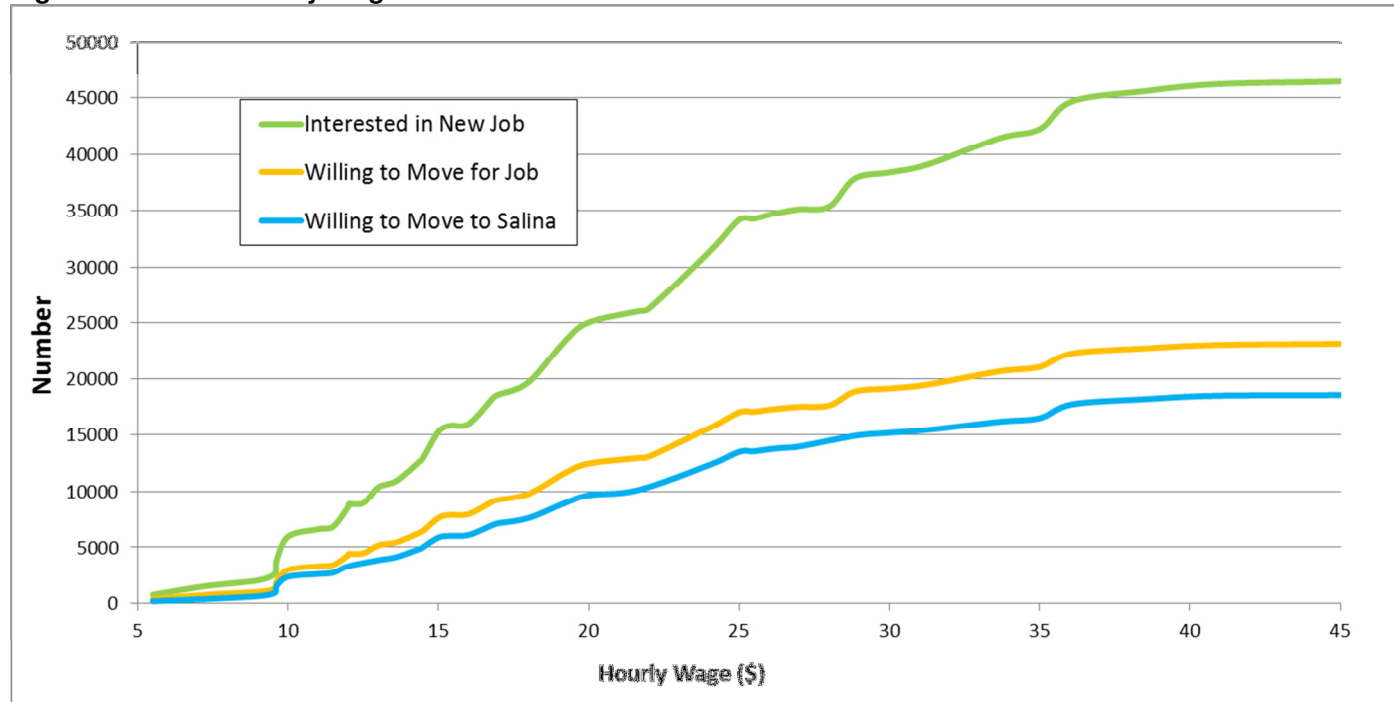
* Figures for the Working Age Population are for "current one-way commute minutes to work." All other figures are minutes **willing to commute** one-way for a new job.

Respondents that indicated that they were willing to move for a new job were asked how much pay they would expect to receive if they were to take a new job. Figure 4 shows the “wage demands” of those interested in a new job, those that are willing to move and those willing to move to Salina for a job. It is estimated that about 5,980 of those interested in a new job, 2,980 of those willing to move for a new job, and 2,354 of those willing to move to Salina for a new job are interested in a new job paying a wage of \$10 per hour¹.

An estimated 15,325 of those interested in a new job, 7,637 of those willing to move for a new job, and 5,889 of those willing to move to Salina for a new job are interested in a new job paying a wage of \$15 per hour.

An estimated 25,056 of those interested in a new job, 12,487 of those willing to move for a new job, and 9,687 of those willing to move to Salina for a new job are interested in a new job paying a wage of \$20 per hour.

Figure 4: Desired Hourly Wages



¹ See the Appendix for an hourly wage/annual salary conversion chart.

Respondents indicating that they are willing to move to Salina for a new job were asked follow-up questions regarding considerations that might be important in helping make the decision to move. Figure 5 (next page) shows seven considerations: housing costs at the new location, the costs of moving to the new location, the quality of schools at the new location, the availability of quality health care at the new location, the availability of parks and recreational opportunities at the new location, the variety of retail shopping at the new location, and the distance from the new location to their current residences. Response options included “very important,” “somewhat important,” and “not important.”

The figure shows that about 63% of those that are willing to move to Salina consider housing costs a “very important” consideration (blue bar). An additional 34% considers housing costs a “somewhat important” consideration (red bar).

About 51% of those that are willing to move to Salina considers being near quality health care “very important,” and another 38% considers being near quality health care “somewhat important.”

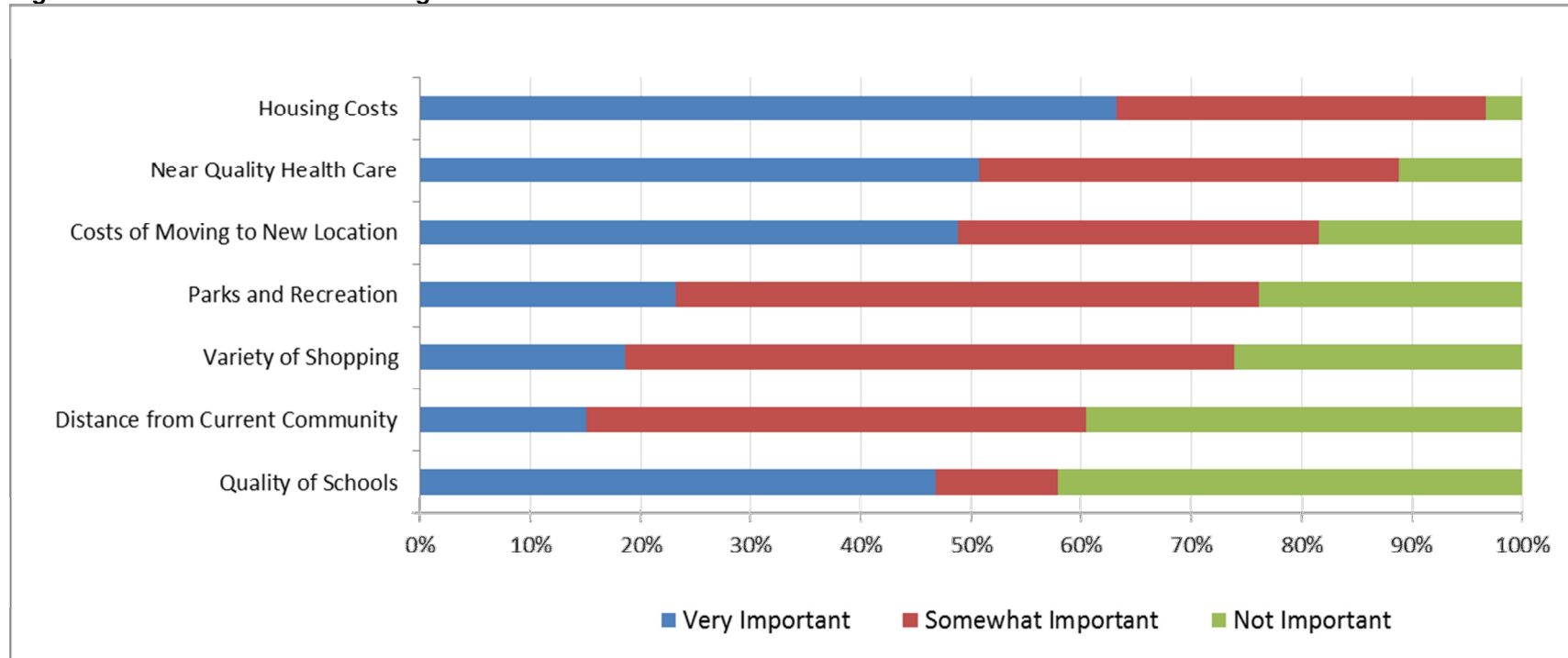
About 49% of those willing to move to Salina consider the costs of moving to a new location “very important,” while a smaller percentage (33%) considers the cost of moving to be “somewhat important.”

While only about 19% of those willing to move to Salina consider a variety of shopping to be “very important,” an additional 55% considers a variety of shopping “somewhat important.”

While fewer than a quarter (23%) of the respondents willing to move to Salina consider the availability of parks and recreational opportunities or the distance from their current communities to be “very important,” more than half (53%) consider parks and recreation to be “somewhat important.” As such, about three-quarters of these respondents said that park and recreation were *at least somewhat important* considerations for a new job.

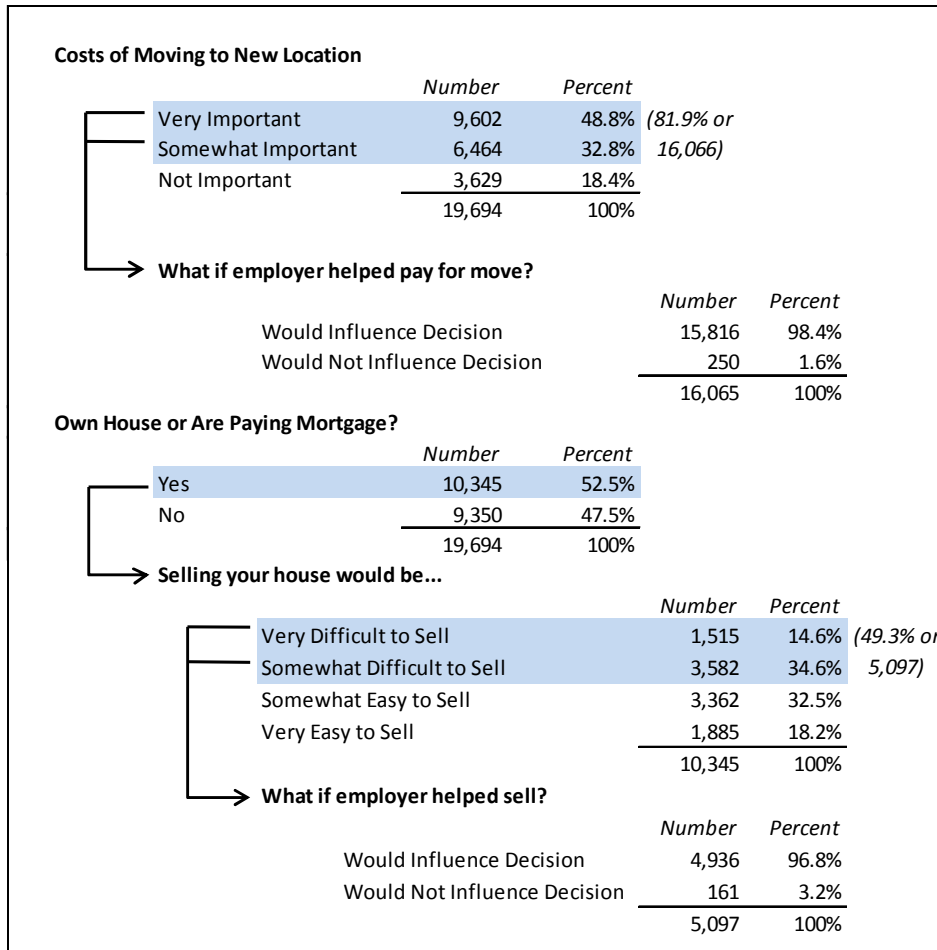
About 42% of the respondents willing to move to Salina for a job rated the quality of local schools and daycare as “not important” when considering moving to Salina for a job. However, almost half (46.7%), said that quality schools was “very important.”

Figure 5: Considerations for Moving to Salina



Respondents rating that the cost of moving to a new location as at least a “somewhat important” (82%) consideration for taking a job in Salina were asked follow-up questions. Figure 6 (next page) shows that, of those willing to move to Salina for a job, a majority (81.9% or an estimated 16,066 individuals) considers moving costs to be “very important” or “somewhat important.” Respondents answering “very important” or “somewhat important” were asked if it would influence their decision to move if their new employer helped pay for the move. Nearly all (98.4%) said that this “would influence their decision” to move.

Figure 6: Cost of Moving, Home Ownership and Selling a House



More than half (52.5%) of those respondents willing to move to Salina for a job own a house or is currently paying a mortgage. Assuming that the ability to sell a house is an important factor in whether someone moves from one location to another, the respondents answering “yes” were asked how difficult they estimate it would be to sell their houses. Almost half (49.3%) say that it would be “very difficult” or “somewhat difficult” to sell their houses.

When asked about employer assistance to sell their houses, the vast majority (96.8%) of the respondents said this “would influence their decision” to move.

Respondents willing to move to Salina for a job were asked three “open-ended” questions. The first was, “In what fields would you consider working if you moved for a new job?” The second was, “Are there any other factors that might encourage you to move or not move for a new job?” The third was, “What are your general impressions of the Salina area as a place to work and live?”

Tables 4, 5 and 6 show responses to these questions.

Table 4 shows that the most common field respondents reported wanting to work in was “office management or sales” with over one-fifth of respondents willing to move to Salina giving this response. About 12% indicated a preference for jobs in computer programming or IT maintenance and 11% prefer jobs in nursing or another health field. A tenth prefer customer service or clerical jobs.

Table 4: Employment Fields

Fields Willing to Work In	Number	Percent
Office Work or Sales	10	21%
Computer Programming or IT Maintenance	6	13%
Nursing or Other Health Field	5	11%
Customer Service/Clerical	5	11%
Food Services	4	9%
Any Job Available/Don't Know	4	9%
Writing or Arts	4	9%
General Labor/Construction/Maintenance	4	9%
Machinist/Welding/Transportation	3	6%
Education	2	4%
Total Responses	47	100%

Table 5 shows that the most commonly reported factor important in the decision to take a new job was distance to family (27%). One-fifth considers good schools or day care to be important factors, while 14% considers good wages, paid expenses or reimbursement important. About 12% considers the location and size of the community important, while 11% considers health care an important factor.

Table 5: Factors Encouraging Moving or Not Moving

Factors Encouraging Moving or Not Moving	Number	Percent
Distance to Family	7	27%
Good Schools or Day Care	5	19%
Good Wages, Paid Expenses or Reimbursement	4	15%
Location or Size of Community	3	12%
Health Care	3	12%
Jobs for Spouses	2	8%
Stability of Company, Reputation of Company	2	8%
Total Responses	26	100%

Finally, respondents were asked to describe their general impressions of Salina as a place to work. The vast majority of those responding characterized Salina as a nice place or offered other non-specific favorable responses. A diverse population, and the variety shopping, entertainment and restaurants are also amenities available in Salina to which many rural Kansans have rare access.

Table 6: General Impressions of Salina as a Place to Work

General Impressions of Salina Area	Number	Percent
Good Place/Non-Specific Favorable Response	26	60%
Good People and Diverse Population	5	12%
Good Variety of Shopping, Entertainment, Restaurants	4	9%
Good Place to Visit	4	9%
Neutral Opinion/Don't Know Place Very Well	3	7%
Too Much Crime	1	2%
Total Responses	43	100%

Methods

Based on 2013 U.S. Census estimates, the population of the study area is 183,352 and includes 20 counties in Kansas: Barton, Clay, Cloud, Ellis, Geary, Gove, Graham, Jewell, Mitchell, Morris, Norton, Osborne, Phillips, Republic, Rice, Rooks, Russell, Sheridan, Smith and Trego. It is estimated that the “working age population” (those between 18 and 65) consists of 108,077 individuals. Of the working age population, the Docking Institute estimates that 48.7% (or 52,687 individuals) is interested in a new job, 26,256 of those will consider moving for a new job, and 19,694 are willing to move to Salina, Kansas, for a new job opportunity.

Survey Research Methods

Data for this study were collected from a random digit telephone survey² of adults living in 20 counties in north central and north western Kansas. Surveying took place from July 16 through August 20, 2014, using a Computer Assisted Telephone Interviewing (CATI) system. A total of 1,785 households were successfully contacted during the data collection period, and a randomly selected adult³ in each was asked to participate in the study. In 1,233 households, the selected adult agreed to be interviewed. This represents a cooperation rate of 69.1% and a margin of error of +/- 2.8%. Survey respondents that were 65 years of age or older were not asked the entire battery of survey questions and are not included in the analysis of this report. The remaining respondents total to 1,057 and represent the “working age population” (respondents under the age of 18 were not surveyed). A total sample of 1,057 respondents provides a margin of error of +/- 3.1%.

Extrapolation Methods

Of the 1,057 “working age” respondents, 515 (48.7%) indicated that they were interested in a new or different job. Multiplying the proportion of “interested” members in the sample (.487) by the estimated working age population in the study area (108,077) provides an extrapolated number of 52,687 individuals interested in a new job in the study area. These 515 respondents provide a margin of error of +/- 4.4%.

Of the 515 “interested” members of the sample, 256 indicated that they were willing to move for a job (providing a margin of error of +/- 6.3%). Of these 256 respondents, 193 indicated that they were willing to move to Salina (providing a margin of error of +/- 7.0%). Using the same methodology described above, estimated numbers of 26,256 and 19,694 were extrapolated for the “willing to move” and the “willing to move to Salina,” respectively.

² The telephone numbers were assembled by randomly generating suffixes within specific area codes and prefixes. As such, unlisted numbers were included in this sample, minimizing the potential for response bias. Known business, fax, modem, and disconnected numbers were screened from the sample in efforts to reach households only (and to minimize surveyor dialing time). Up to eight attempts were made to contact each respondent during three calling periods (10 AM to Noon, 2 PM to 4 PM, and 6 PM to 9 PM). Initial refusals were re-attempted by specially trained “refusal converters,” which aided in the cooperation rate.

³ Surveyors requested to “speak with an adult over the age of 17 that has had the most recent birthday.”

Appendix: Hourly Wage to Annual Salary Conversion Chart

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