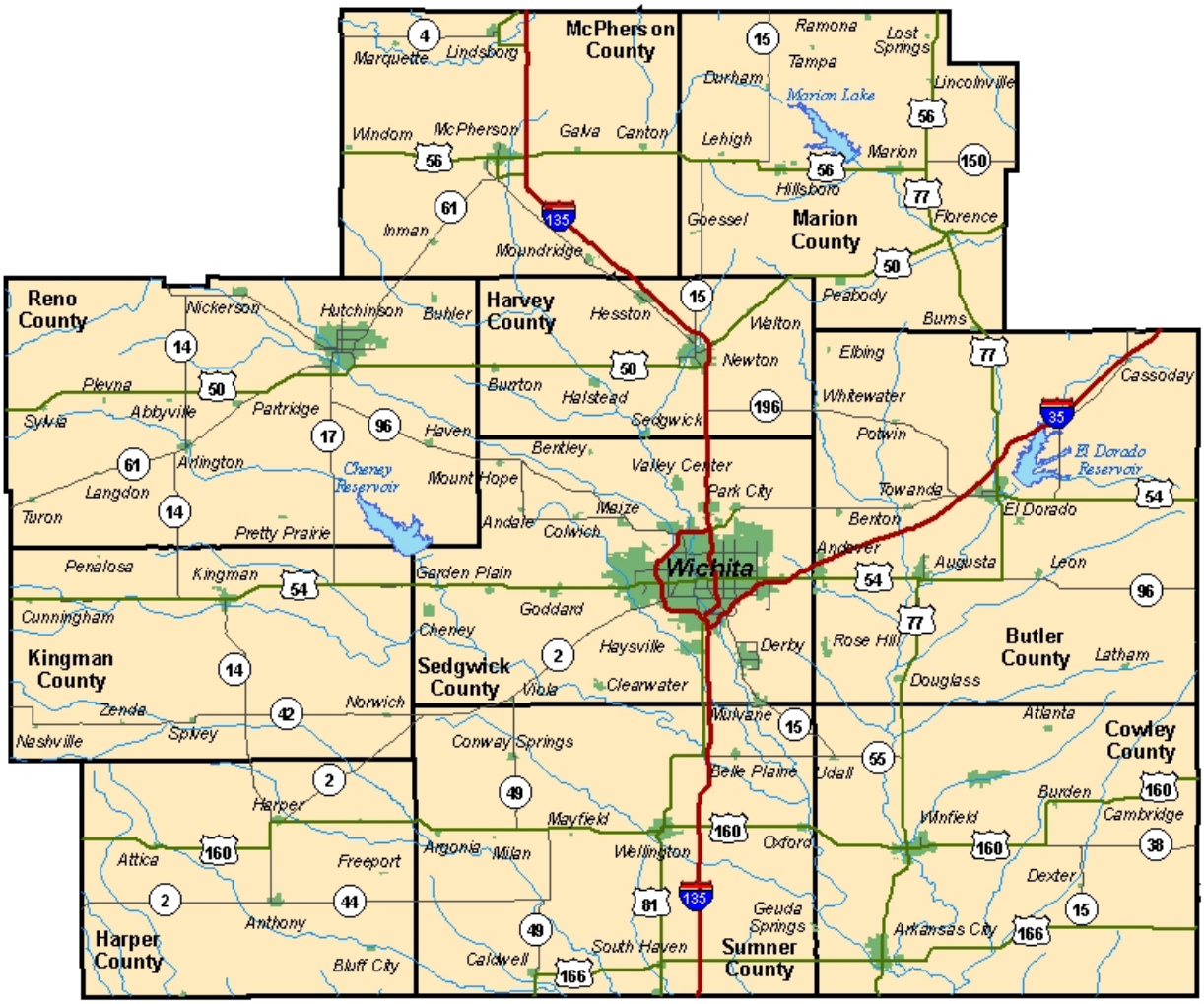
Wichita Labor Basin
Labor Availability Analysis - 2006

Butler, Cowley, Harper, Harvey, Kingman, Marion, McPherson,
Reno, Sedgwick, and Sumner Counties in Kansas



Prepared For

The Center for Economic Development and Business Research
Wichita State University

By

The Docking Institute of Public Affairs

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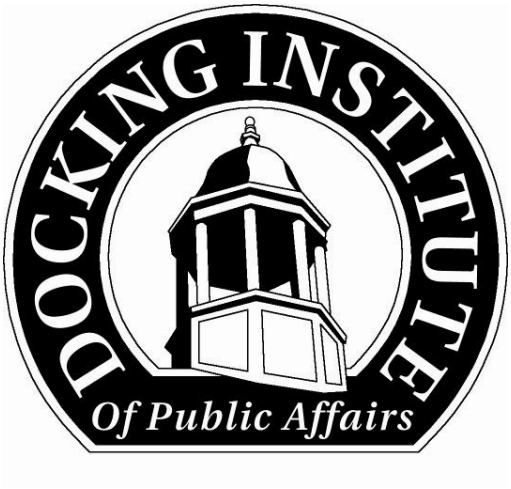

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Executive Summary

The Wichita Labor Basin includes Butler, Cowley, Harper, Harvey, Kingman, Marion, McPherson, Reno, Sedgwick, and Sumner Counties in Kansas. The purpose of this report is to assess the "Available Labor Pool" in this labor basin. The "Available Labor Pool" represents those who indicate that they are looking for employment or would consider changing their jobs for the right employment opportunity.

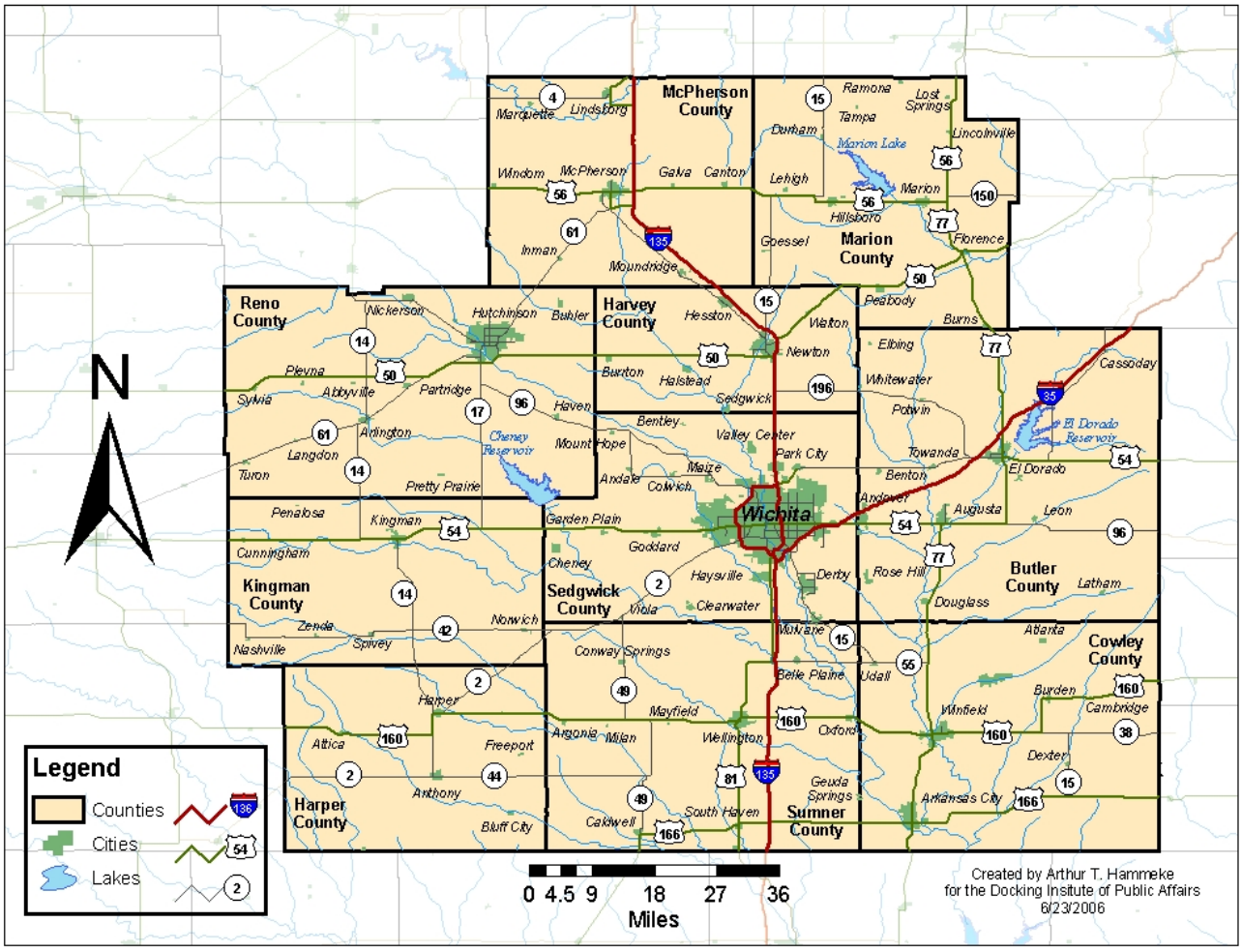
The Docking Institute's independent analysis of this labor basin shows that:

- The population of the Wichita Labor Basin is estimated to be 706,709. About 22% of the population (or 153,719 individuals) are considered to be part of the Available Labor Pool (ALP).
- Of the ALP, an estimated 11,994 (7.8%) non-working and 35,737 (23.2%) working individuals are *looking* for new employment, while 8,322 (5.2%) non-working and 97,665 (63.5%) working individuals would *consider* new and/or different employment for the right opportunities.
- Almost 78% of the ALP has at least some college experience and more than 97% has at least a high school diploma. The average age for members of the entire ALP is about 43 years old.
- Majorities of ALP members report having "strong work skills" when it comes to working in groups and interpersonal relations (94.9%), writing (79.8%), management and supervision (72.9%), math (71.1%), computers (68.6%), and public speaking (54.7%) .
- Approximately 5,692 members of the ALP are currently employed as general laborers, construction workers, or cleaners. An additional 6,845 report having experience or training in these fields.
- About 82% of the ALP indicates that they are "willing to work outside of their primary field of employment for a new or different employment opportunity."
- About 30% of the members of the ALP will commute up to 45 minutes, one way, for an employment opportunity. Almost 79% will commute up to 30 minutes for employment.
- The most important desired benefits in order are good salary or hourly wage, good retirement benefits, good health benefits, on-the-job or paid training, and good vacation benefits.
- Among the ALP that are willing to commute the necessary distance to the labor basin center, an estimated 46,711 people (30.4%) are interested in a new job at $16 an hour, 27,741 (18.0%) are available at $12 an hour, and 7,083 (4.6%) are available at $8 an hour.
- Of the 133,450 members in the subset of *employed members* of the ALP, 54,713 (41%) consider themselves underutilized.
- Of the 136,648 members in the subset of *non-business owning members* of the ALP, 50,867 (37%) have seriously considered starting their own business.
- Eleven percent of the *working respondents and the unemployed respondents seeking employment* are members of labor unions. Almost 10% of the *non-union members that work in union shops* plan to join a labor union.

The Wichita Labor Basin

The Wichita Labor Basin includes ten counties located in south central 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 labor basin (Wichita) for an employment opportunity. In the case of the Wichita Labor Basin, it can be reasonably assumed that individuals may commute from one of the nine neighboring counties (and within Sedgwick) because these counties contain: 1) communities that are sufficiently isolated but with adequate transportation access leading to Wichita, and 2) communities that are within an hour's commute time to the center of the labor basin.

Map 1: Wichita Labor Basin



The Wichita Labor Basin has a total population of approximately 706,709, and a Civilian Labor Force (CLF) of 382,541. There is an unemployment rate of 3.61%, and this research effort suggests that there is an ample supply of available labor for a new employer and/or expanded employment.

The Docking Institute's analysis suggests that the basin contains an Available Labor Pool (ALP) of 153,719 individuals.

The Available Labor Pool is composed of workers categorized as either 1) currently not working *but* looking for full-time employment, 2) currently employed (full- or part-time) *and* looking for other full-time employment, 3) currently not working in any manner *but* willing to consider full-time employment for the *right opportunity*, and 4) currently employed and not looking, *but* willing to consider different full-time employment for the *right opportunity*. Please see the Methodology section – page 29 – for more information about the Institute's ALP analysis methodology and the survey research methods used for this report.

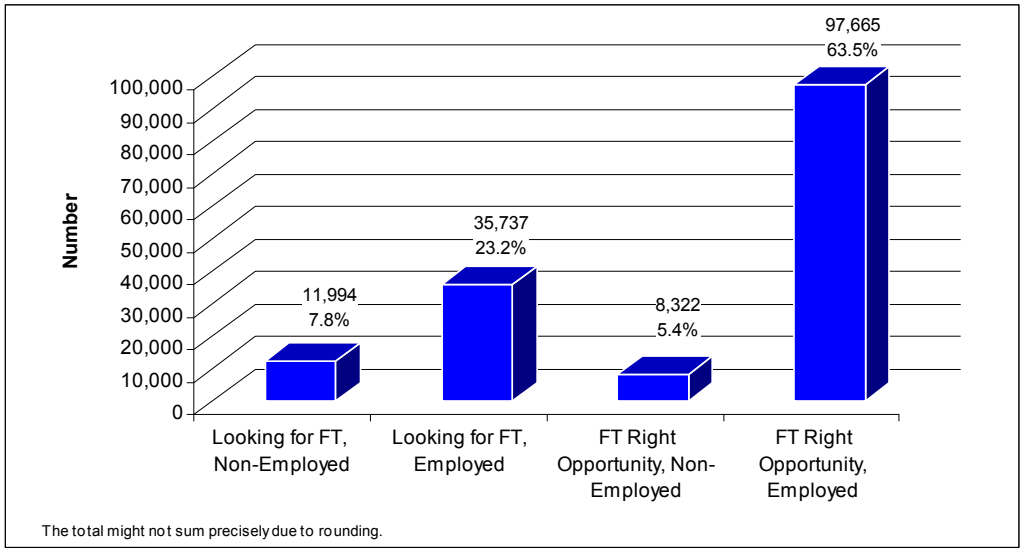
The Wichita Labor Basin's Available Labor Pool

This section of the report assesses the characteristics of the Available Labor Pool in the Wichita Labor Basin by answering the following questions:

- What proportion of the labor force – employed, unemployed, homemaker, student, retired, and disabled – would seriously consider applying for a new full-time employment opportunity?
- What skills do those who would consider a new employment opportunity have?
- What type of jobs have these workers and potential workers had in the past?
- What types of considerations (pay, benefits, commute time) shape their decision-making?
- What are some of the characteristics of the general laborers, skilled blue-collar workers, service and support workers, and professional white-collar workers?
- What proportion of those workers among the Available Labor Pool is considered "underutilized"?
- What are some of the characteristics of those underutilized workers?
- What proportion of available labor pool members desire to pursue their own business?
- What are some of the characteristics of these "potential entrepreneurs"?
- What is the prevalence of union membership in the labor basin?

It is estimated that 11,994 (7.8% of the ALP) non-employed[1] and 35,737 (23.2%) employed individuals are *currently looking* for new or different full-time employment, and 8,322 (5.4%) non-employed individuals and 97,665 (63.5%) employed individuals *would consider* new or different full-time employment for the right opportunities.

Figure 1: The Available Labor Pool for the Wichita Labor Basin



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

Map 2 shows how each zip code in the basin compares to all other zip codes in terms of the percent of total available labor in the Wichita Labor Basin. Each zip code is grouped into one of five categories specified in the legend. The zip codes containing the most available labor in the Wichita Labor Basin are located in Sedgwick County. Up to 4% of the available labor is also located in zip code areas in Cowley, Harvey, Marion, McPherson, and Reno Counties. Up to 2% of the available labor is located in zip code areas in Sumner County.

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

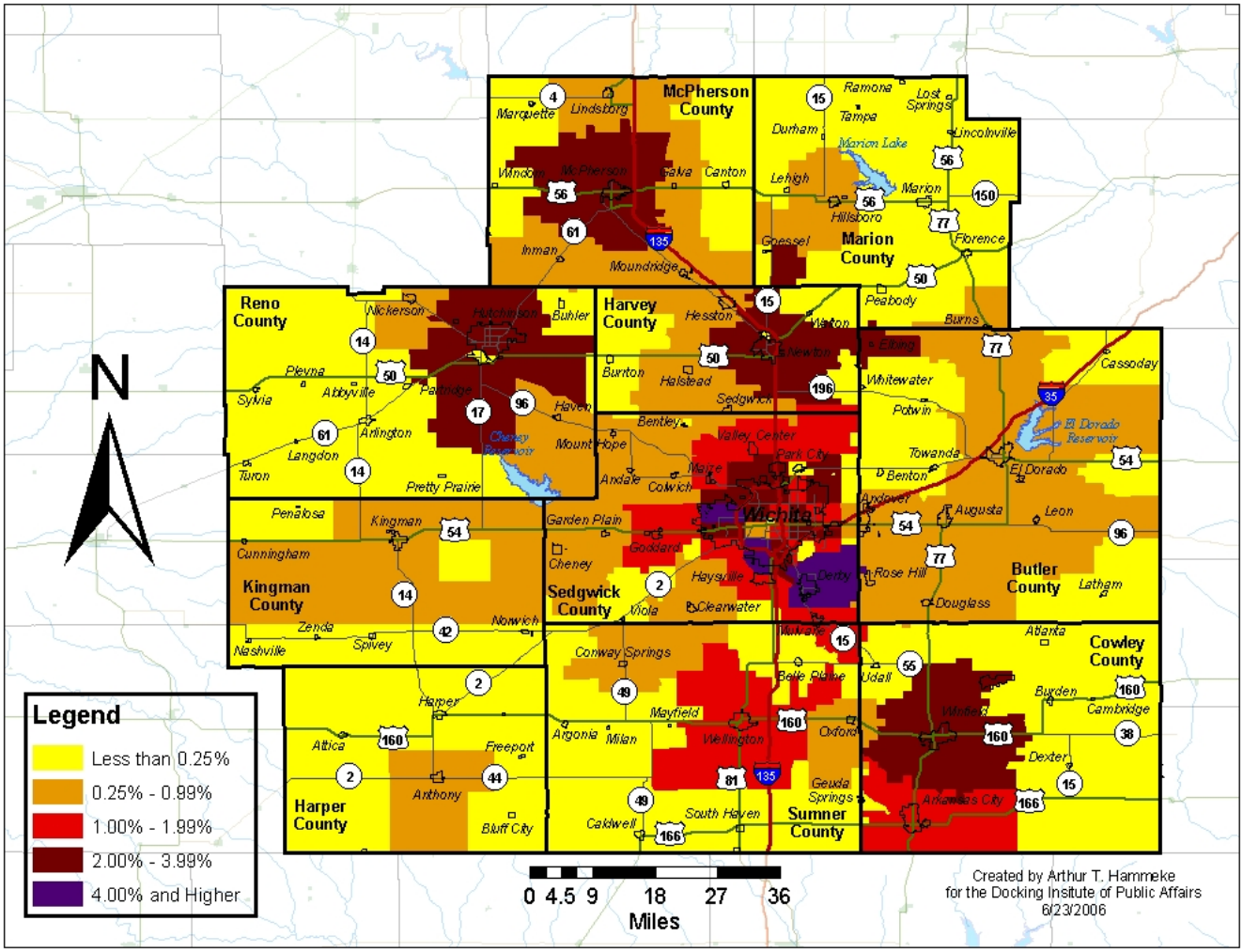


Table 1 shows the gender, age, and education levels of the 153,719-member ALP. Almost 54% percent are women, and the average age is about 43. Many (97.4%) have at least a high school diploma, more that three-quarters (78.1%) have at least some college education, and more than two-fifths (41.5%) have at least a bachelor's degree.

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

Age	Age in 2006		
Range	18 to 76		
Average	43		
Median	44		
Gender	Number	Percent	
Female	82,163	53.5	
Male	71,556	46.5	
Total	153,719	100.0	
			Cumulative
Highest Level of Education Achieved	Number	Percent	Percent
Doctoral Degree	2,822	1.8	1.8
Masters Degree	17,992	11.7	13.5
Bachelors Degree	42,970	28.0	41.5
Associates Degree	19,320	12.6	54.1
Some College (including current students)	36,873	24.0	78.1
High School Diploma Only	29,758	19.4	97.4
Less HS Diploma	3,983	2.6	100.0
Total	153,719	100.0	
"Do you speak Spanish?"	Number	Percent	
"Yes"	30,676	20.0	
Speak Very Well	*2,817*	*9.2*	*These percentages represent portions of 20.0%*
Speak Fairly Well	*4,168*	*13.6*	
Speak Only a Little	*23,691*	*77.2*	
		100.0	

The totals might not sum precisely due to rounding.

Table 2 (next page) shows the various occupational categories of the 153,719 members of the ALP. General labor occupations represent 14.8% of the entire ALP, while high-skilled blue-collar jobs make up 8.8%. Traditional service-related occupations represent 41.8% of the ALP, while professional occupations represent 21.5% of the ALP.

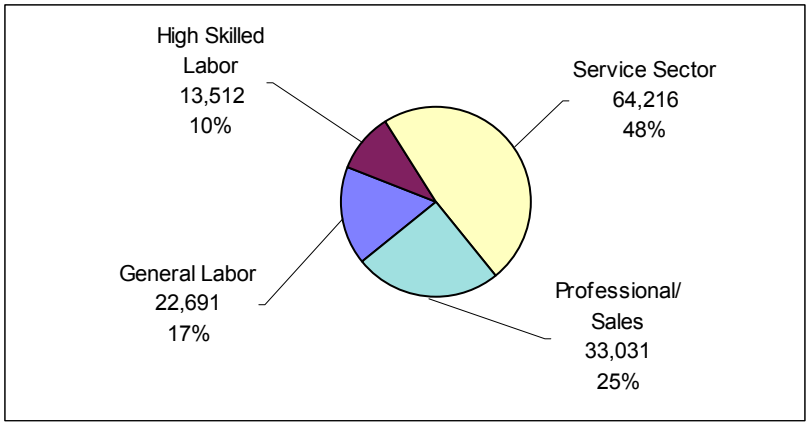
Table 2: Major Occupational Categories of Available Labor

	Number	Percent	Years at Job Mean	Years at Job Median
General Labor/Cleaning/Farm Labor/Delivery	10,154	6.6	6.0	4.7
Maintenance/Factory Work	9,993	6.5	10.2	7.0
Trucking/HEO/Other BC	2,543	1.7	11.7	9.8
Total General Labor	*22,691*	*14.8*	*9.3*	*7.2*
Gov't Service/Protective Service	3,683	2.4	8.5	6.3
Technician/Mechanic/Welder	9,829	6.4	13.6	10.8
Total Highly-Skilled Labor	*13,512*	*8.8*	*11.0*	*8.6*
Customer Service/Receptionist/Food Service	20,237	13.2	5.3	3.0
Clerical/Secretarial	15,754	10.2	7.9	5.8
Social Service/Para-Professional/Nursing	19,029	12.4	7.3	5.0
Office Manager/Small Business Owner/Other WC	9,196	6.0	13.0	11.0
Total Service Sector	*64,216*	*41.8*	*8.4*	*6.2*
Gov't & Business Professional/Sales	11,022	7.2	10.9	7.0
Educator/Researcher/Doctor	22,009	14.3	11.8	9.6
Total Professional	*33,031*	*21.5*	*11.3*	*8.3*
Homemakers/Unemployed	12,903	8.4	n/a	n/a
Students	4,850	3.2	n/a	n/a
Retired/Disabled	2,516	1.6	n/a	n/a
Total Non-Employed	*20,269*	*13.2*		
Total	153,719	100		

The totals might not sum precisely due to rounding.

Figure 2 shows the occupational sectors of the *employed members* of the ALP only[2]. The *percentages* shown in Figure 2 differ from those presented in Table 2 because the table includes non-working ALP members. Appendix I provides a detailed list of occupations.

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



[2] The total employed shown here differs slightly from those shown in Figure 1 due to rounding.

Current Skills and Experience

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

Figure 3 shows that 145,952 (or 94.9%) members of the Available Labor Pool report having "strong work skills" when it comes to working in groups and interpersonal relations. More than 70% of the members of the Available Labor Pool also report having "strong work skills" in writing, management and supervision, and math.

Almost 69% (representing 105,384 individuals) report having "strong work skills" in computer operations, while nearly 55% (84,054 individuals) report "strong work skills" in public speaking.

Figure 3: Strong Work Skills

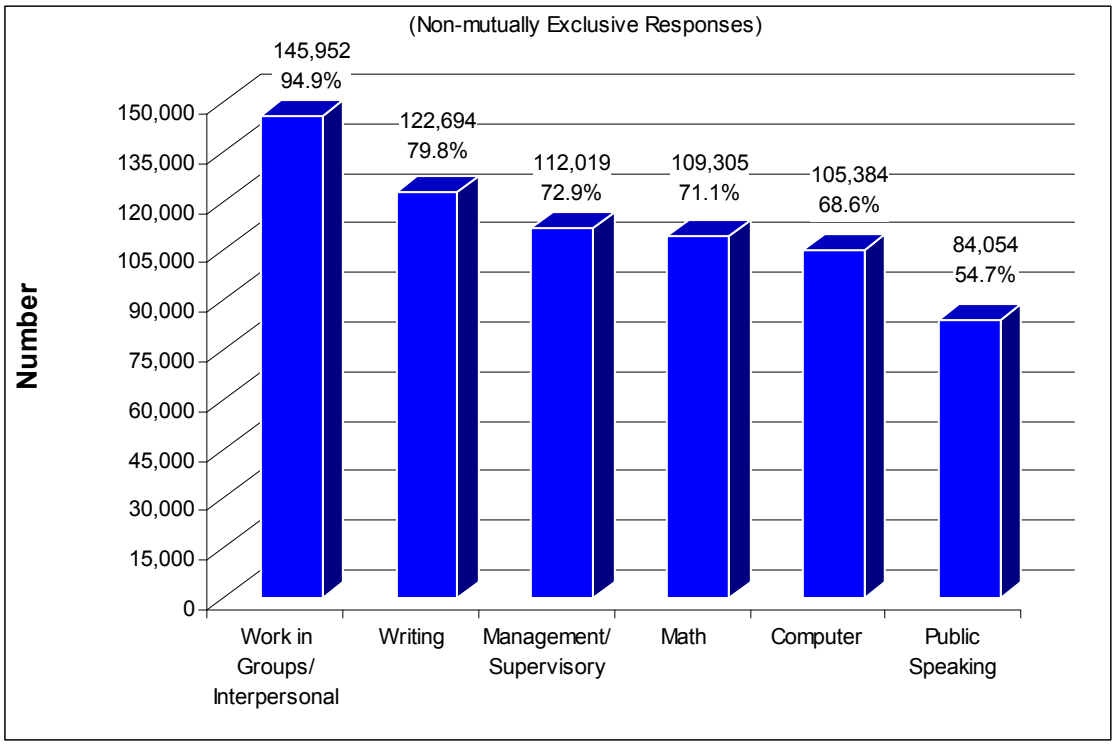


Table 3 and Figure 4 (next page) show the results regarding the current employment status and previous work or training experience of ALP members. Table 3 shows the number of workers currently employed in various job categories, as well as the number of workers that have previous work or training experience. The table also shows the sum of working ALP members currently employed in a job category *plus* those that indicate previous training or experience in that particular field.

It is estimated, for example, that 5,692 members of the ALP in the Wichita Labor Basin are currently employed as general labor, construction, cleaners, and similar positions. An additional 6,845 ALP members in the basin indicate previous employment experience or training in one of those jobs, for a total of 12,537 individuals.

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

	Current Employment*		Previous Work/Training*		Current plus Previous Work or Training**
	Number	+	Number	=	Number
General Labor/Construction/Cleaning	5,692		6,845		12,537
Farm Labor/Ranch Hand/Landscaping	2,301		478		2,779
Delivery/Driver/Courier	2,161		2,460		4,622
Maintenance/Wiring/Plumbing	5,712		3,715		9,428
Factory Worker/Grain Elevator/Meat Packer	4,281		5,831		10,112
Truck Driver/Heavy Equipment Operator	2,543		2,314		4,857
Police/Fire/Postal/Military Enlisted	3,683		4,673		8,357
Mechanic/Welder/Carpenter/Electrician	5,605		3,140		8,745
Lab or Medical Tech/Comp Tech/Programmer	4,224		3,380		7,604
Other Blue Collar	0		0		0
General Customer Service/Retail/Reception/Waitress	20,237		17,691		37,928
Clerical/Secretary/Book-Keeper/Bank Teller	15,754		17,782		33,536
Para-legal/Para-pro/CNA/Care Assistance	7,916		5,033		12,949
Nurse/LPN/RN/Semi-skilled Social Service	11,113		3,852		14,965
Office Manager/Small Business Owner	9,196		17,248		26,443
Teacher/Counselor/Social Worker/Researcher	12,577		5,312		17,889
Sales/Marketing/Accounting	6,924		6,994		13,917
Govt., Non-Profit, or Bus Exec/Farm Owner/Military Officer	4,098		921		5,019
Professor/Doctor/Engineer/Attorney	9,432		4,071		13,503
Other White Collar	0		0		0
Total	133,450				

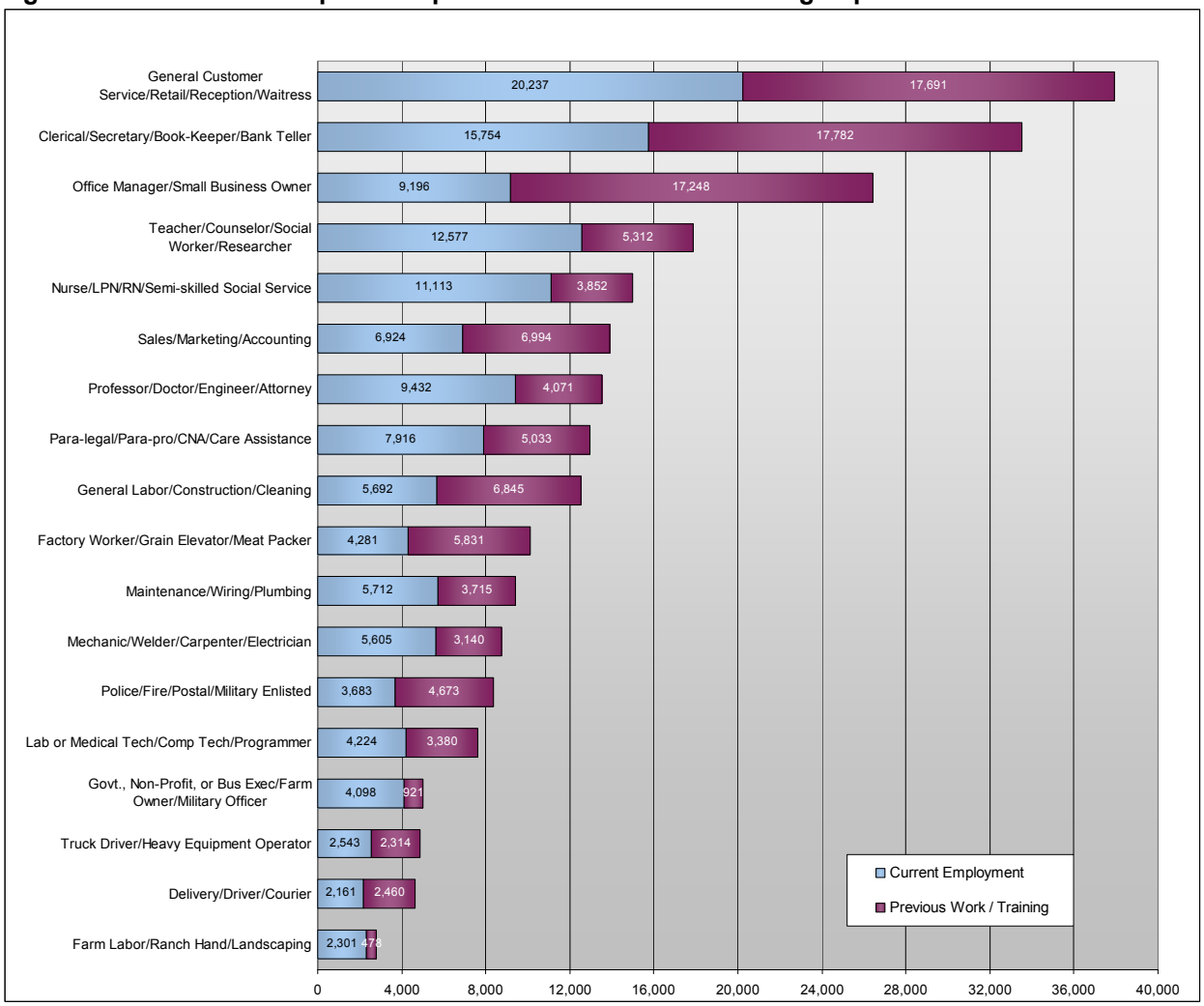
* Retired, disabled, non-working students, homemakers are not included.

** An individual member of the ALP is counted only once within a training/experience category.

The total might not sum precisely due to rounding.

Figure 4 shows the same information as that presented in Table 3, but in graphic format. Many ALP members report current work experience or previous work/training as general customer service workers, retail sales clerks, receptionists, waitresses, and similar positions that often require face-to-face interaction with the public. There are 20,237 working ALP members currently employed in this category and 17,691 previously employed/trained in this category, for a total of 37,928 individuals.

Figure 4: Current Work Experience plus Previous Work or Training Experience



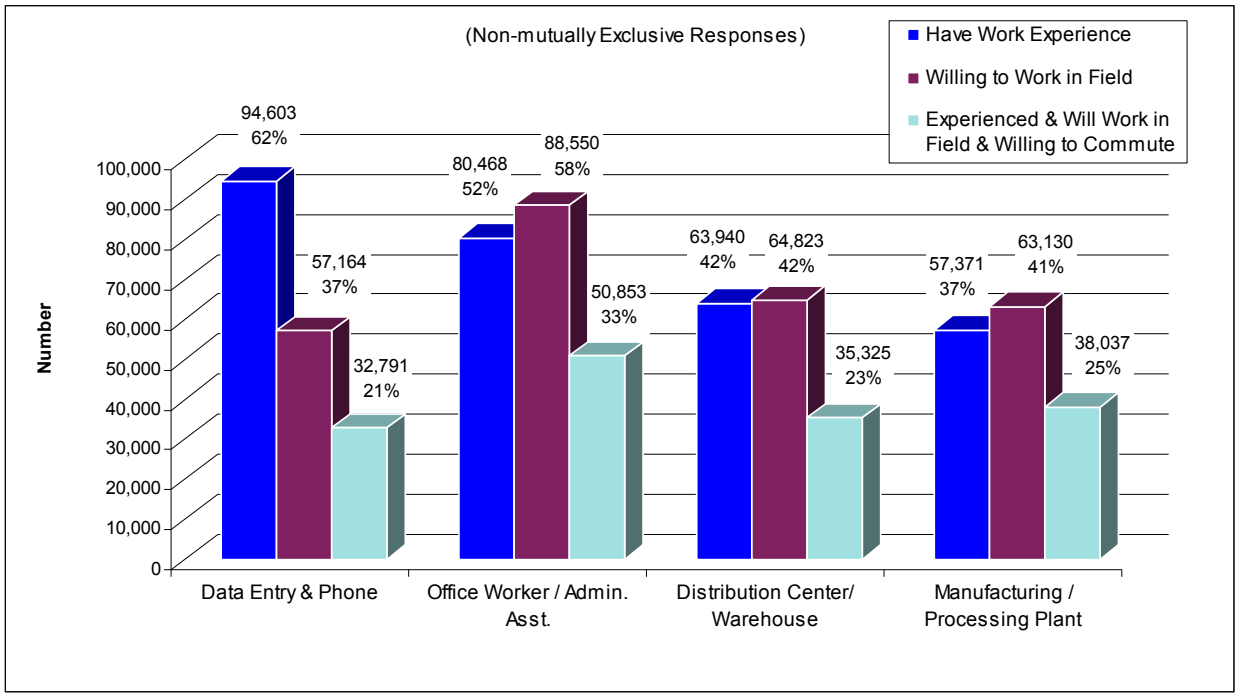
In addition to collecting data regarding the current employment status and previous work or training experience through a series of "open-ended" survey questions (the results of which are shown in the previous table and figure), respondents were asked about the four specific employment areas listed in Figure 5. Respondents were first asked if they had training or work experience in a specific field and then if they would take a job in that field regardless of their prior training or experience.

The figure indicates that 94,603 (62%) ALP members report having training and/or experience in data entry with telephone operation, while fewer (57,164 or 37%) would consider employment in that field. Slightly more than half (52%) of ALP members also have training and/or experience as office workers or administrative assistants, while 58% indicate that they would take a job in that field.

Forty-two percent of ALP members suggest that they have training or experience working in a distribution center or warehouse, while 42% also suggest that they would consider employment in that field[3]. Fewer, but more than a third, have training or experience in manufacturing.

The third column is derived by taking three conditions into consideration. The column represents only those ALP members that 1) have experience or training in a field, 2) are willing to work in that field again, ***and*** 3) are willing to commute the *necessary travel time*[4] for a new or different job.

Figure 5: Work Experience / Willing to Work in Field

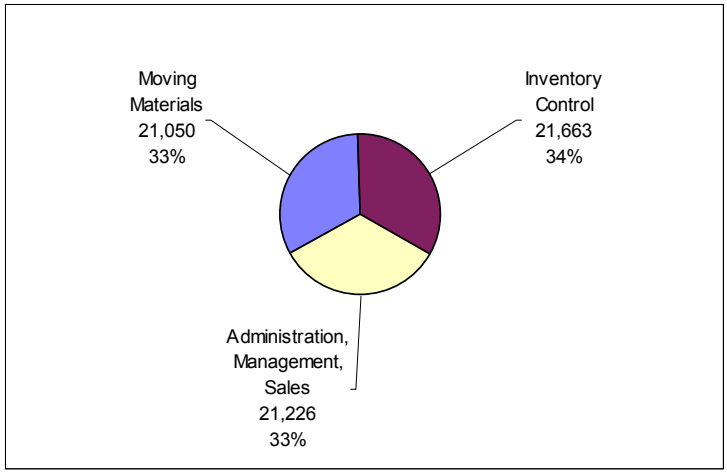


[3] The number figures shown for these two bars differ slightly due to rounding.

[4] "Necessary travel time" is defined as a travel time stated by the respondent that is equal to or greater than the travel time necessary for the respondent to commute to the center of the labor basin. See page 18 for more details.

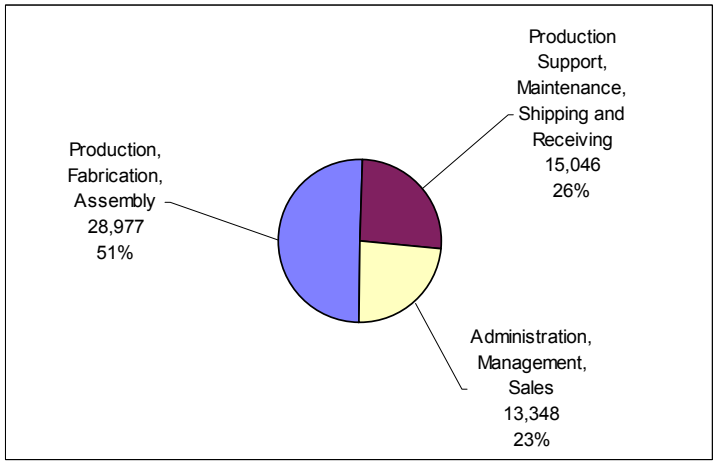
Figures 6 and 7 show the results of follow-up questions regarding employment experience in distribution or warehousing and manufacturing or processing. Respondents indicating employment experience "working in a warehouse or distribution center" were asked if their experience was "mostly in either 1) moving materials or loading trucks, 2) inventory control, or 3) administration, management, or sales." Figure 6 shows the results of this question.

Figure 6: Work Experience in Distribution Center or Warehouse



Respondents indicating employment experience "working in a manufacturing plant or processing plant" were asked if their experience was "mostly in either 1) production, fabrication, or assembly, 2) production support, maintenance, and shipping and receiving, or 3) administration, management, or sales." Figure 7 shows the results of this question.

Figure 7: Work Experience in Manufacturing or Processing Plant

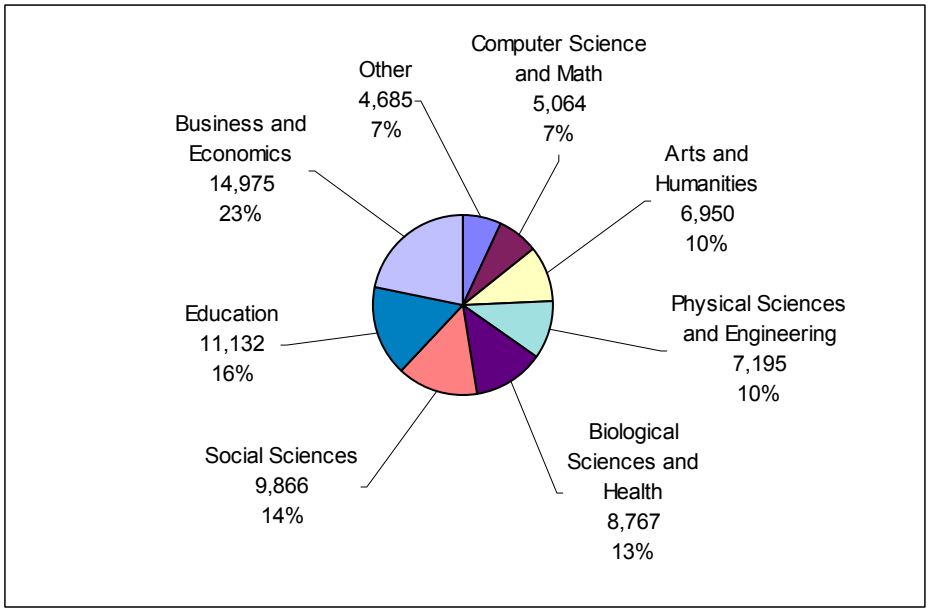


Respondents that have completed college or are currently enrolled in a college or university were asked to provide their undergraduate college major. Answer options included:

Social Sciences:	Sociology, Psychology, Anthropology, Politics, and Social Work
Biological Sciences and Health:	Biology, Agriculture, Nursing, Pre-med, Pre-vet, and Human Performance
Physical Sciences and Engineering:	Physics, Geology, Chemistry, and Engineering
Business and Economics:	Management, Accounting, Finance, Marketing, and Economics
Arts and Humanities:	Art, Music, History, Philosophy, and Languages
Computer Science and Math:	Computer Programming or Technology, Networking, Web design, and Math
Education:	Elementary and Secondary Teaching

Figure 8 below shows that most college-educated ALP members majored in Business and Economics (23%), while Education, Social Sciences, Biological Sciences and Health follow with 16%, 14%, and 13%, respectively.

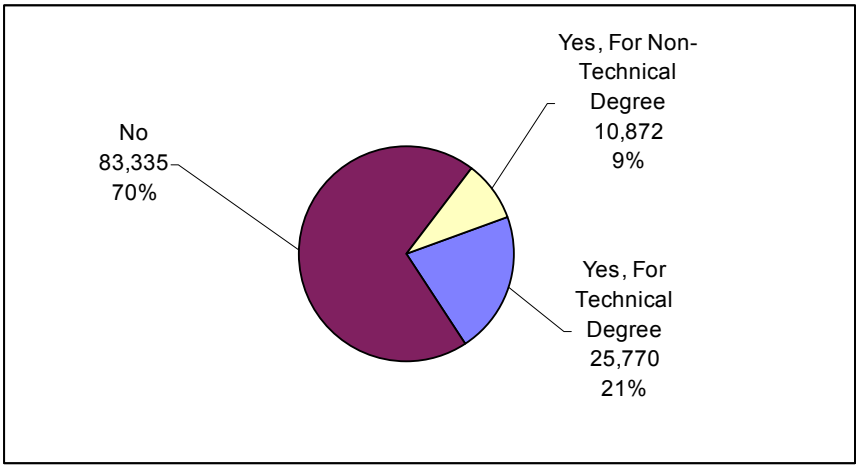
Figure 8: Undergraduate College Major



All respondents that had completed at least some college were asked: "Are you attending technical school now or have you received a technical degree?" Figure 9 shows that 21% of the respondents hold a technical degree or are working on one at the present time. A clear majority (70%) of the respondents have not received a technical degree.

Nine percent of the respondents answered "yes" to the question above, but provided a non-technical degree to an open-ended follow-up question inquiring about the title of that degree. Taken together, 79% of the respondents do not have technical degrees.

Figure 9: "Are You Attending Technical School?"



Respondents answering "yes" to the above question were asked if their degree or education was in one of the following fields:

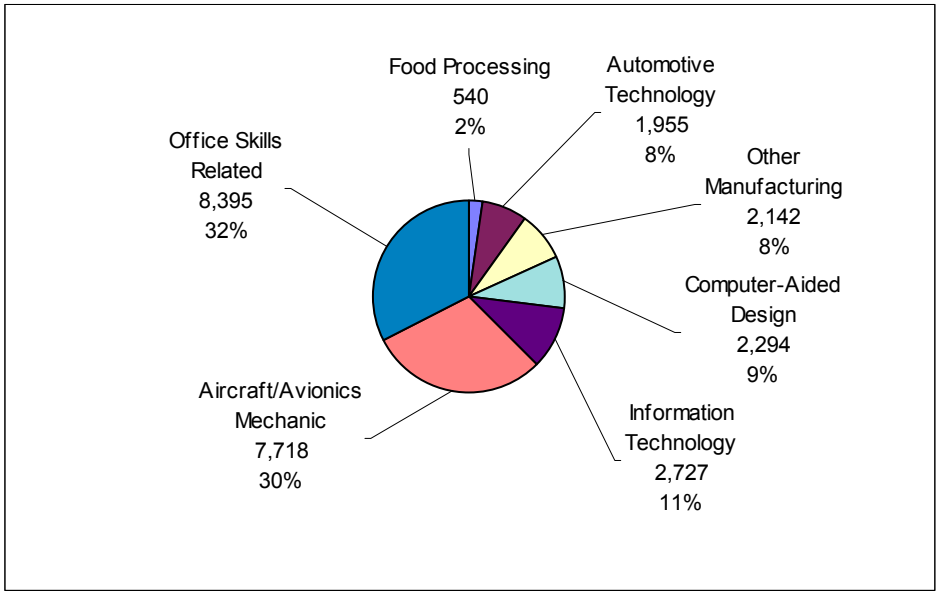
Office Skills Related	Plastics or Composites Manufacturing
Automotive Technology	Food Processing or Handling
Aircraft/Avionics Mechanic or Technician	Other Manufacturing Technology
Information Technology (Computer or electronics services or repair)	Other
Computer-Aided Design or Manufacturing	

Figure 10 (next page) shows data from respondents holding (or currently seeking) technical degrees[5]. Most respondents have (or are seeking) office skills degrees (31%) or aircraft/avionics mechanic degrees (30%). Information technology follows at a distant third at 12%. Computer-aided design, other manufacturing, automotive technology, and food processing received 9%, 8%, 8%[6], and 2%.

[5] The most popular answer option for this question was "Other" at 34%. Most of the answers provided to an open-ended follow-up question for respondents selecting "Other" were for non-technical degrees. Therefore, the "Other" category is not included in Figure 10. Please see Appendix II for a table of the open-ended responses to the "Other" answer option.

[6] The number figures shown for these two fields differ slightly due to rounding.

Figure 10: Technical Degree 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 region with a large percentage of individuals 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 in the Wichita Labor Basin, however. Figure 11 indicates that 125,459 (82%) members of the ALP are willing to accept positions outside of their primary fields of employment.

Table 4 and Figure 12 suggest that the Available Labor Pool in the Wichita Labor Basin is open to commuting. Slightly more than 30% of the members (or 46,589 individuals) of the Available Labor Pool will commute up to 45 minutes, one way, for an employment opportunity. Almost 79% will commute up to 30 minutes for employment, and more than 97% will travel up to 15 minutes for employment.

Figure 11: Willing to Work Outside of Primary Field

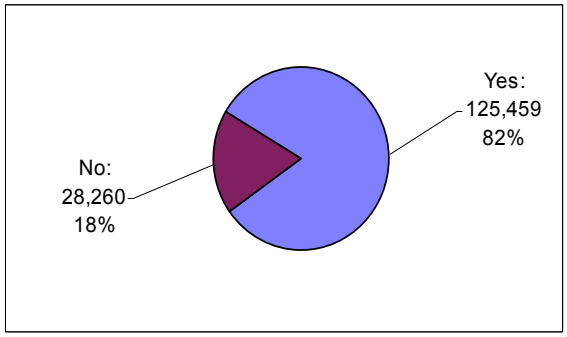


Table 4: Available Labor by Commute Minutes

	Number	Cumulative Percent
More than 60 Minutes	2,553	1.7
Up to 60 Minutes	21,185	13.8
Up to 55 Minutes	21,466	14.0
Up to 50 Minutes	22,633	14.7
Up to 45 Minutes	46,589	30.3
Up to 40 Minutes	52,882	34.4
Up to 35 Minutes	55,424	36.1
Up to 30 Minutes	120,869	78.6
Up to 25 Minutes	125,784	81.8
Up to 20 Minutes	144,325	93.9
Up to 15 Minutes	149,469	97.2
Up to 10 Minutes	151,930	98.8
Up to 5 Minutes	153,719	100.0

The total might not sum precisely due to rounding.

Figure 12: Available Labor by Commute Minutes

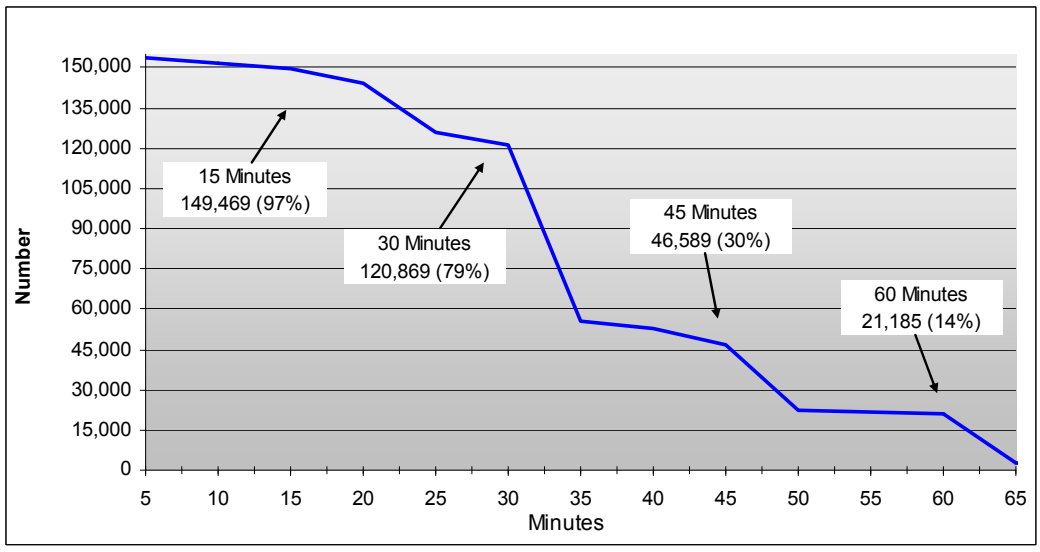


Figure 13 shows various benefits affecting the decisions of current workers to take a different job and potential workers to take a new job. The five most important benefits are good salary or hourly pay, good retirement benefits, good health benefits, on-the-job or paid training, and good vacation benefits. Each of these five benefits received 80% or more support from survey respondents.

Figure 13: Benefits Very Important to Change Employment

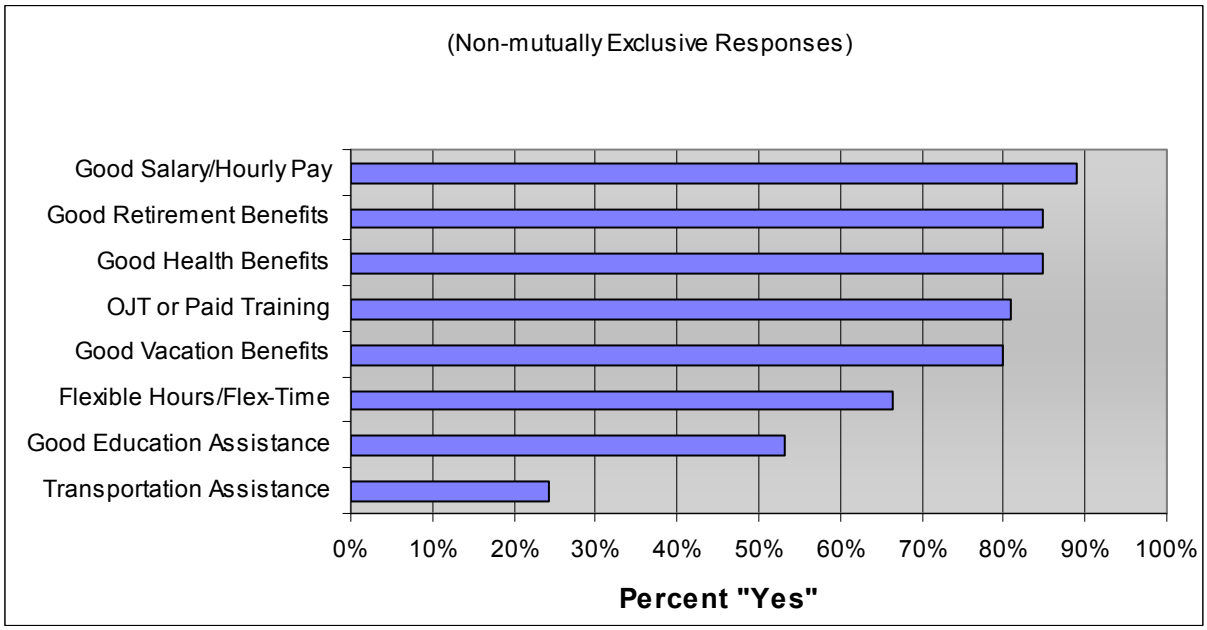


Table 5 lists some of these benefits, as well as percentages of ALP members that are currently offered these benefits. The figures in the left percent column indicate the percentages of all ALP members that suggest a benefit is an *important* consideration in taking a new or different job, while the figures on the right show the percentages of *working members* of the ALP that have been offered the benefit by their employers.

Table 5: Desired Benefits and Current Benefits Offered

	Benefit Important to Change Jobs Percent	Benefit Currently Offered* Percent
Good Retirement Benefits	84.9	81.2
Good Health Benefits	84.9	86.5
OJT or Paid Training	81.0	74.5
Flexible Hours/Flex-Time	66.4	57.2
Good Education Assistance	53.3	53.2
Transportation Assistance	24.2	16.0

* This column respresents responses from working ALP members only.

Figures 14 and 15 show responses to two questions regarding work shifts. Respondents were asked if they would be willing to work a 2nd or night shift for the right opportunities, and if they would be willing to work on weekends for the right opportunities. Figure 14 shows the responses to the first question, with 56% suggesting that they are *not* willing to work a 2nd or night shift, while 46% indicate that they are willing to do so.

Figure 15 shows the response to the second question – whether or not respondents are willing to work weekend shifts. The percentages are virtually the same as in Figure 14, with 55% suggesting that they are *not* willing to work weekend shifts and 45% indicating that they are willing to do so for the right opportunities.

Figure 14: Willingness to Work 2nd Shift

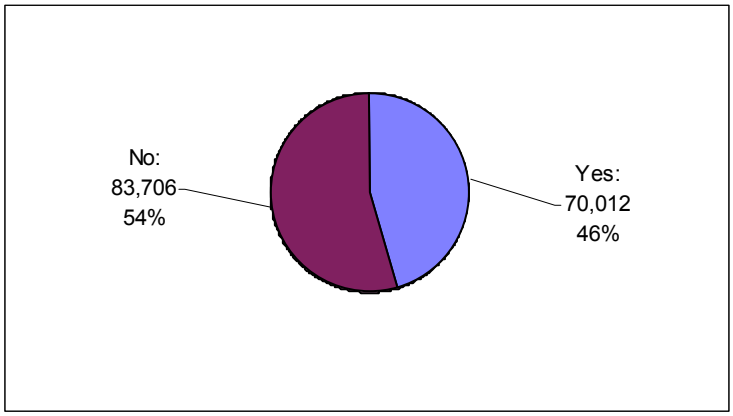
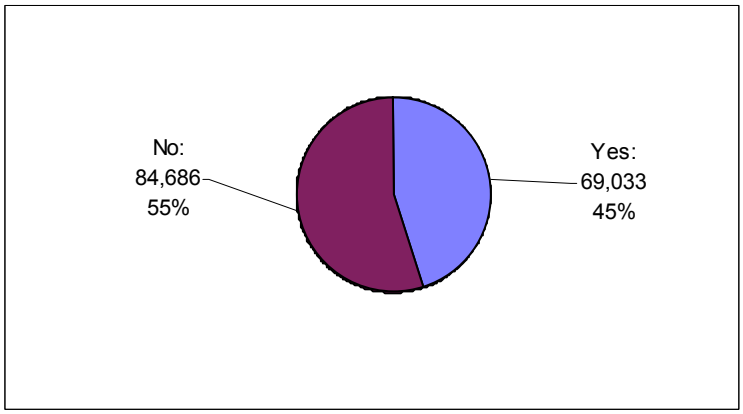


Figure 15: Willingness to Work Weekend Shift



Wage Demands

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

Figure 16: Available Labor by Hourly Wage (Controlling for Willing to Commute)

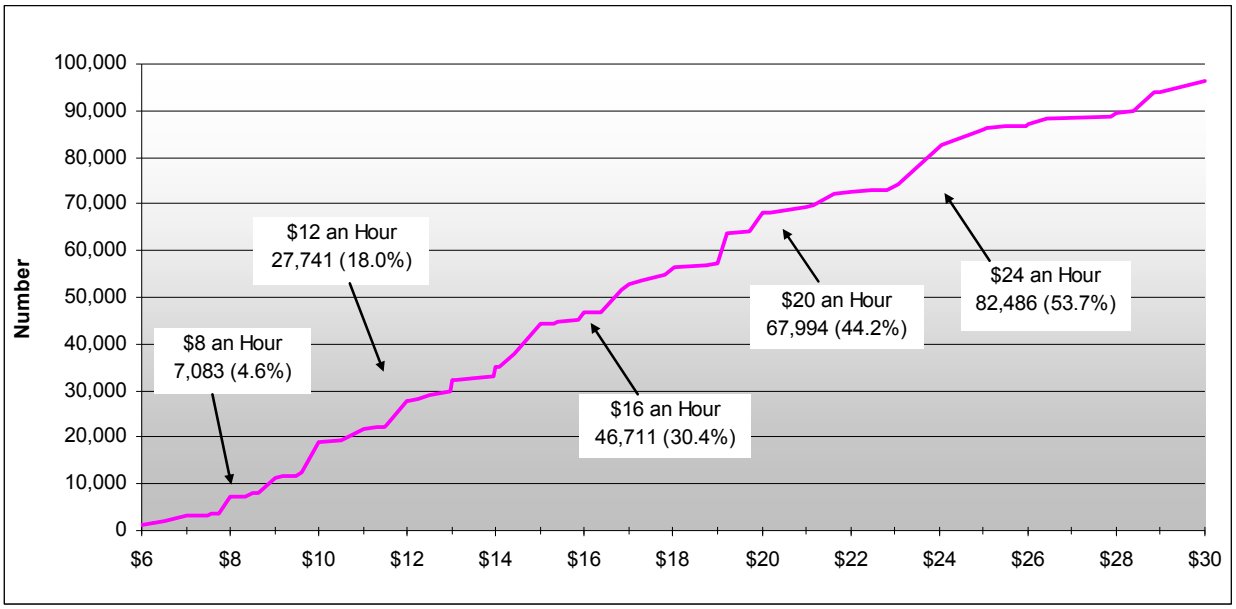


Figure 16 shows the wage demands for the ALP members that are "willing to commute." It is estimated that 82,486 people (or about 53.7%) are interested in a new job at $24 an hour[7]. Approximately 67,994 (or about 44.2%) members of the labor pool are interested in new employment opportunity at $20 an hour, while 46,711 (30.4%) are interested at $16 an hour. Additionally, about 27,741 people (about 18.0%) are interested in a new job at $12 an hour and 7,083 (4.6%) at $8 an hour.

Figure 16 suggests the obvious: that the higher the wage, the larger the pool of available labor. For example, 11,254 members of the ALP are available for a new or different job at $9.00 an hour. At $10.00 an hour, however, the size of the available labor increases to 19,094 members. This represents an increase of 7,840 individuals.

The graph also highlights various "wage preference plateaus" that may be of interest to current and potential employers. A wage preference plateau is a situation in which an increase in wage results in an insignificant or small increase in available labor. For example, as previously noted, 11,254 members of available labor are interested in a job at $9.00 an hour. At $9.50 an hour there are an estimated 11,640 individuals available. So, while there is certainly

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

an increase in the number of available workers at this higher wage rate, the increase is estimated to be only 386 individuals. Similarly, there are about 32,100 individuals available at $13.00 an hour but only about 390 more available at $13.50 an hour. Additional wage plateaus can be seen between $11 and $11.50 (a 500-individual increase) and between $12 and $12.50 (an 897-individual increase).

Table 6 shows the four main occupational sectors[8] of the ALP. The table shows that 6% of the general laborers will take a new or different job at a wage of $9 an hour. More than a third (36%) is available for new employment at a wage of up to $15 an hour. Of the skilled laborers, 6% are available at $15 an hour, while no skilled blue-collar workers that are willing to commute the necessary distance are available at $9 an hour or less.

Seven percent of the service workers are available at $9 an hour, while 43% are available at $15 an hour. Conversely, only 1% of the professional workers are available at $15 an hour, while none are available at $9 an hour.

Table 6: Cumulative Wage Demands for Occupational Sectors

	General Labor (N= 70) (+/- 11.7% MoE)		High Skilled Labor (N= 43) (+/- 15.0% MoE)		Service Sector (N= 198) (+/- 7.0% MoE)		Professional/Sales (N= 101) (+/- 9.7% MoE)	
	Number	*Cumulative*	*Number*	*Cumulative*	*Number*	*Cumulative*	*Number*	*Cumulative*
$30 or More	19,634	100%	12,118	100%	55,821	100%	28,626	100%
Up to $30	18,697	95%	8,618	71%	51,002	91%	13,735	48%
Up to $27	17,824	91%	7,163	59%	48,679	87%	11,989	42%
Up to $24	15,306	78%	5,417	45%	42,565	76%	7,424	26%
Up to $21	13,878	71%	3,932	32%	40,814	73%	5,238	18%
Up to $18	11,550	59%	2,192	18%	33,176	59%	2,619	9%
Up to $15	7,020	36%	737	6%	24,025	43%	291	1%
Up to $12	3,772	19%	291	2%	11,304	20%	291	1%
UP to $9	1,164	6%	0	0%	3,661	7%	0	0%
Up to $6	291	1%	0	0%	577	1%	0	0%

[8] These sectors represent *employed* members of the ALP only.

Table 7 shows wage demand data for general labor and service sector workers that are willing to change fields of employment and thus, are presumably potential workers for either of these two sectors. Specifically, the table *includes* data from respondents that:

1 are willing to commute the necessary distance from his/her community to the center of the labor basin, *and*

2 are willing to change their primary field of employment (for example: service sector employment to general labor employment), *and*

3a are currently non-employed, *or*
3b are employed as general laborers or service sector employees.

Table 7: Cumulative Wage Demands Allowing Mobility between General Labor and Service Sector

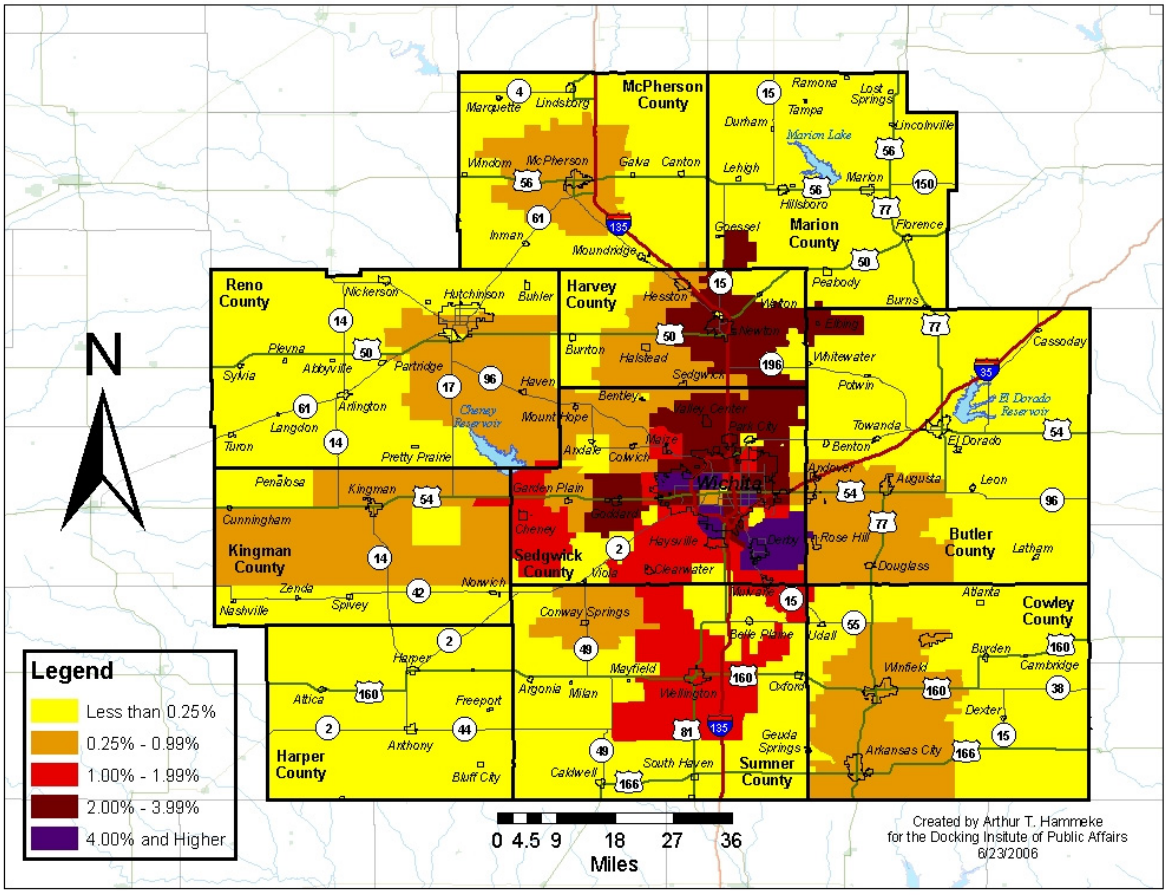
	Mobile General Labor (N= 295) (+/- 5.7% MoE)		**Mobile Service Sector** (N= 313) (+/- 5.5% MoE)	
	Number	*Cumulative*	*Number*	*Cumulative*
$30 or More	72,281	100%	76,567	100%
Up to $30	68,287	94%	71,627	94%
Up to $27	65,514	91%	68,601	90%
Up to $24	58,049	80%	60,353	79%
Up to $21	55,795	77%	57,594	75%
Up to $18	47,147	65%	48,667	64%
Up to $15	34,675	48%	36,164	47%
Up to $12	21,042	29%	21,547	28%
UP to $9	8,228	11%	7,975	10%
Up to $6	1,258	2%	1,006	1%

Table 6 (previous page) presents data representing each occupational sector *independently* and Table 6 does not include non-working ALP members. Table 7, on the other hand, allows a general laborer or service sector worker to be classified in both sectors *if* he or she indicates a willingness to change fields of employment (see Figure 11). Additionally, it is assumed that a non-working ALP member will take a job (all things being equal) in either the general labor sector or the service sector.

High-skilled blue-collar workers and professional white-collar workers are excluded from Table 7 because it is presumed that, as a general rule, people in occupations such as Doctors, Lawyers, Engineers, Professors, Machinists, Electricians, etc… are unlikely to transfer into lower-skilled general labor and service/support occupations. It is also presumed that, because professional and highly skilled occupations require extensive education and/or training, lower-skilled general laborers and service sector workers are unable to transfer to higher-skilled labor or professional positions - at least in the near term.

Map 3 shows how each zip code in the basin compares to all other zip codes in terms of the percent of available labor in the Wichita Labor Basin that are *willing to travel the necessary commute time* for a new or different job. Each zip code is grouped into one of five categories specified in the legend. The zip codes containing the most available labor that is *willing to travel the necessary commute time* in the Wichita Labor Basin are located in Sedgwick, Harvey, and Sumner Counties.

Map 3: Percent of Total Available Labor in Basin by Zip Code (Controlling for Willing to Commute)



Underutilization Among Available Labor Pool Workers

Underutilization — individuals possessing skills and/or training levels that exceed the responsibilities of their current job — is a significant issue in many communities. To assess underutilization in the Wichita Labor Basin, *employed members of the ALP* were presented with a scenario describing underutilization[9]. They were then asked a series of questions assessing if they perceived themselves as underutilized because: 1) their skill level is greater than their current job requires, 2) they possess higher levels of education than is required on the job, 3) they earned a higher income at a similar job previously, or 4) they were limited in the number of hours that they could work.

Of the 133,450 *employed members* of the ALP (shown in Figure 17), slightly less than half answered "yes" to one or more of the questions presented above and are considered underutilized. Figure 18 shows that the underutilized workers represent 41% (or 54,713 individuals) of the employed members of the ALP.

Figure 17: Employed Members of the Available Labor Pool[10]

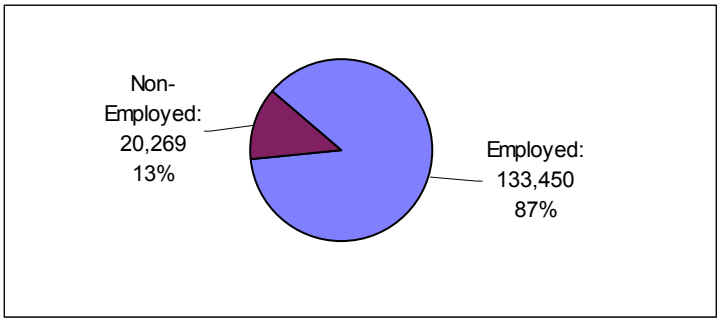
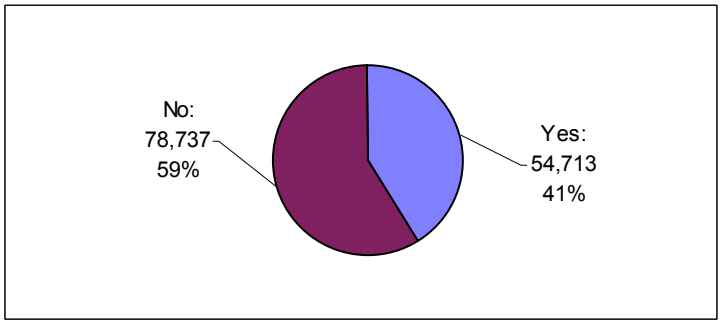


Figure 18: Underutilized Workers



[9] "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 underutilized worker because….?"

[10] The number figures shown here may differ slightly from those shown in other figures and tables due to rounding.

Figure 19 shows the percentages of the positive responses (i.e., "yes" answers) to the various measures of underutilization. About 33% of this subset of the ALP consider themselves as possessing education levels exceeding those needed for their current jobs, while about 28% consider themselves underutilized because they have skills that are not being used on the job. Twenty-one percent had a previous but similar job that provided more income, while about 12% suggest they are not able to work enough hours.

Figure 19: Reasons for Underutilization

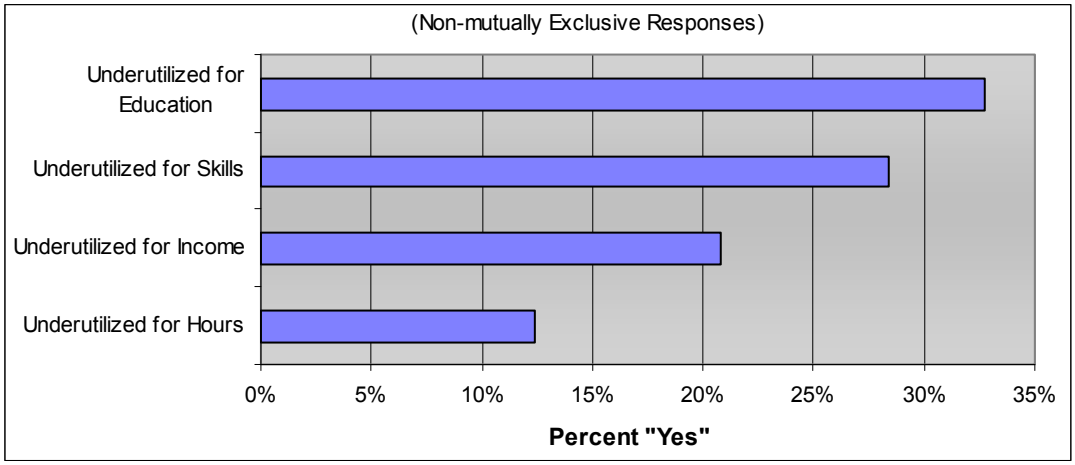


Table 8 and Figure 20 (next page) show some characteristics of the underutilized members of the Available Labor Pool. Table 8 indicates that the education level of the underutilized workers compares to the overall ALP with almost 81% having at least some college education and almost 53% having completed associates degrees. (Table 1 shows that 78% of the entire ALP have some college experience and 54% having completed an associate's degree).

Table 8: Highest Level of Education Achieved Among Underutilized

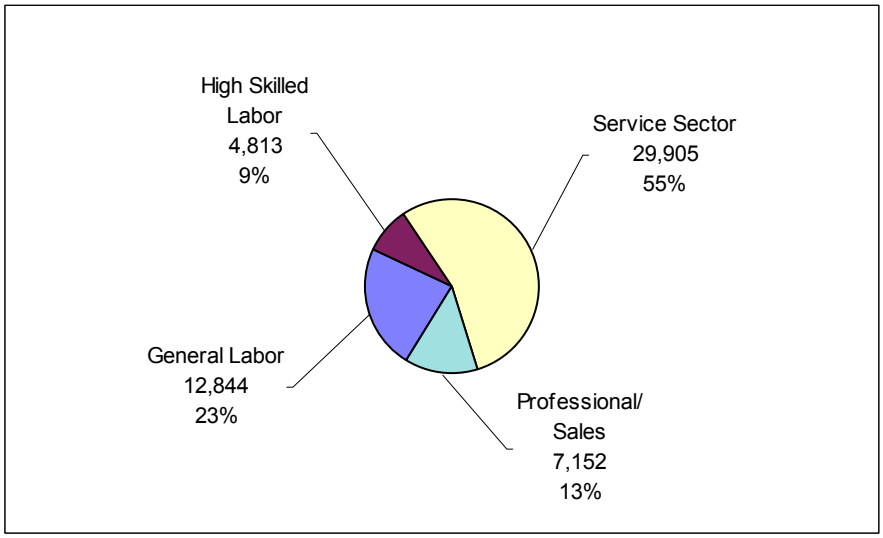
	Number	Percent	Cumulative Percent
Doctoral Degree	222	0.4	0.4
Masters Degree	6,381	11.7	12.1
Bachelors Degree	14,782	27.0	39.1
Associates Degree	7,413	13.5	52.6
Some College	15,414	28.2	80.8
High School Diploma Only	9,185	16.8	97.6
Less HS Diploma	1,317	2.4	100.0
Total	54,713	100	

The total might not sum precisely due to rounding.

Figure 20 shows that 23% (12,844 individuals) of the underutilized workers are employed as general laborers and 9% (4,813) are employed as skilled blue-collar workers. Most underutilized workers are employed as service sector and support workers (55% or 29,905 individuals), while 13% (7,152) hold professional positions.

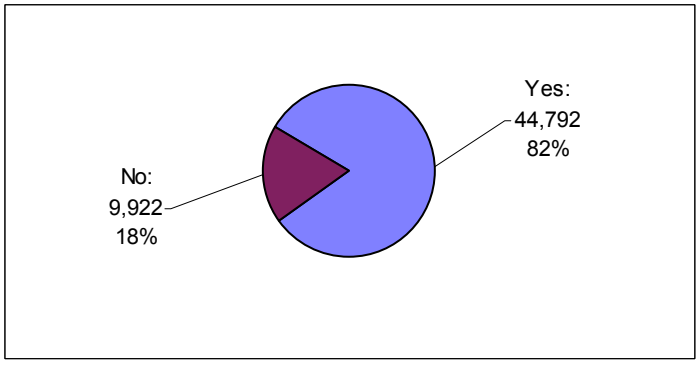
Comparing Figure 20 to Figure 2 suggests that more general laborers and service workers consider themselves as underutilized than do skilled laborers and professional workers. Figure 2 shows that the ALP consists of: 17% general laborers, 10% skilled-laborers, 48% service workers, and 25% professionals. Figure 20 shows 23% general laborers, 9% skilled-laborers, 55% service workers, and 13% professionals.

Figure 20: Occupational Sectors of Underutilized Workers



Respondents indicating that they were underutilized were also asked a follow-up question addressing the willingness to change jobs in order for them to better utilize their skills and/or education. Figure 21 suggests that many – 82% (or 44,792 individuals) – of the underutilized workers are willing to change jobs to address underutilization.

Figure 21: Willing to Change Job to Better Use Skills/Education



Entrepreneurship Among Available Labor Pool Non-Business Owners

The desire for self employment may be another indicator of the types of workers available in the labor basin. Figure 22 shows that of the 153,719-member Available Labor Pool, 11% own their own businesses.

Figure 22: Business-Ownership

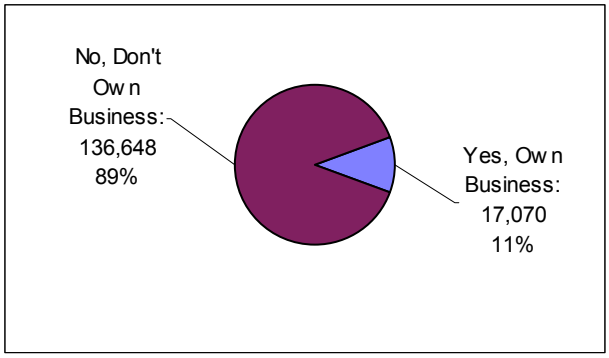
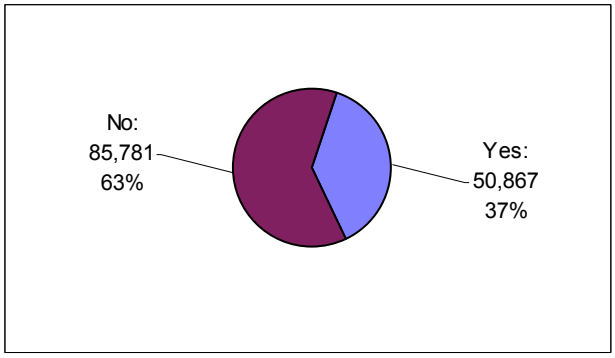


Figure 23: "Seriously Thought About Starting Own Business?"



The *non-business owning members of the ALP* (estimated to be 136,648 or 89% of the entire ALP) were asked the question: "In the last few years have you seriously thought about starting your own business?" Figure 23 shows that more than a third (37% or 50,867) of the non-business-owning members of the ALP indicate that they had seriously considered this option for new employment. This subset of the ALP can be considered *potential entrepreneurs*.

Table 9 and Figures 24 and 25 (next page) show some characteristics of the *potential entrepreneurs*. Table 9 indicates that the education level of the potential entrepreneurs is the same the overall ALP, with more than a third (38.7%) holding at least a bachelor's degree and 98% as having high school diplomas (whereas Table 1 shows 41.5% and 97.4% for bachelor's degree and high school diploma, respectively).

Table 9: Highest Level of Education Achieved Among Potential Entrepreneurs

	Number	Percent	Cumulative Percent
Doctoral Degree	556	1.1	1.1
Masters Degree	6,292	12.4	13.5
Bachelors Degree	12,861	25.3	38.7
Associates Degree	6,728	13.2	52.0
Some College	14,659	28.8	80.8
High School Diploma Only	8,794	17.3	98.1
Less HS Diploma	977	1.9	100.0
Total	50,867	100.0	

The total might not sum precisely due to rounding.

Figure 24 shows that 22% of the potential entrepreneurs are currently employed as general laborers and that 11% are currently employed as skilled blue-collar workers. Most are employed as service sector and support workers (44%), while 23% hold professional positions[11].

Figure 24: Occupational Sectors of Potential Entrepreneurs

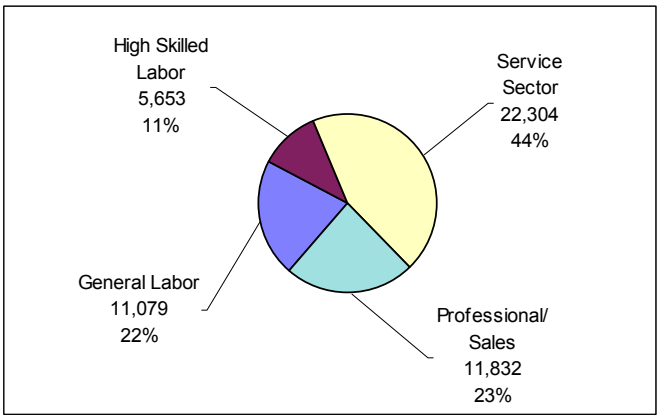
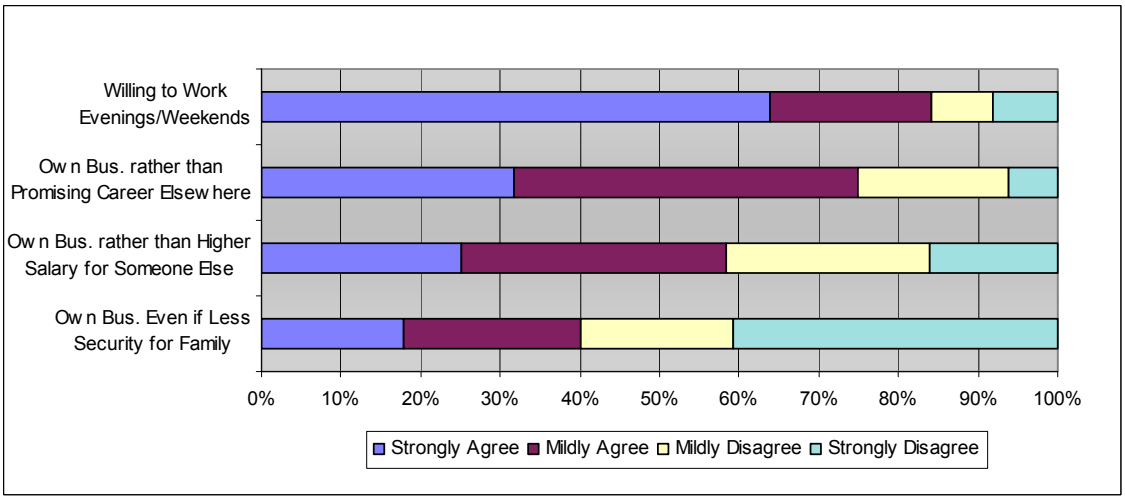


Figure 25 suggests the strength of desire to own a business. About 64% of this subset of the ALP indicate that they "Strongly Agree" with a statement asking if they "are willing to work evenings or on weekends to make their business a success," while almost 20% indicate that they "Mildly Agree." About 32% "Strongly Agree" with a statement asking if they "would rather own their own business than pursue a promising career elsewhere," while 43% "Mildly Agree."

Twenty-five percent "Strongly Agree" with the statement "I would rather own my own business than earn a higher salary working for someone else," while another 33% "Mildly Agree" with that same statement. When presented with the statement, "I am willing to have less security for my family in order to operate my own business," 18% strongly agreed and 22% mildly agreed. More respondents disagreed with this statement than any other, with 19% mildly disagreeing and 41% strongly disagreeing, for a total of 60% disagreement.

Figure 25: Strength of Desire for Own Business



[11] Figure 2 shows: 17% general laborers, 10% skilled-laborers, 48% service workers, and 25% professionals.

Union Membership

Union membership is an important issue for Wichita Labor Basin. The data presented in this section represents all *working respondents and unemployed respondents seeking employment*. Figure 26 shows that 11% of the respondents belong to a union. Nearly 90% of the respondents do not belong to a labor union.

Figure 26: "Do You Currently Belong to a Labor Union?"

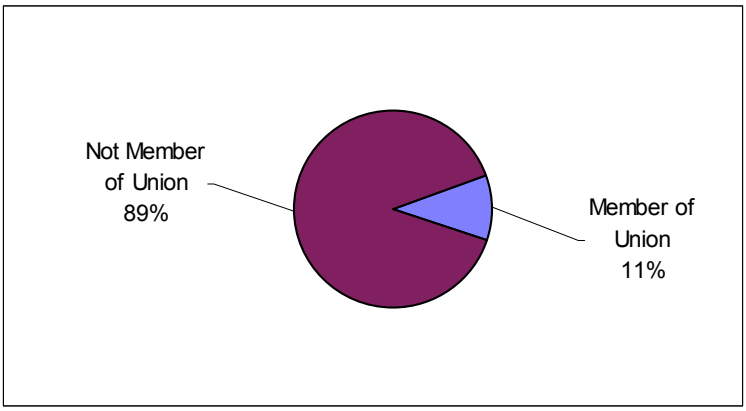


Figure 27 (next page) shows the responses to various contingency questions stemming from the one shown in Figure 26. The questions and responses show in green correspond with union members, while the questions and responses shown in grey correspond to workers that do not currently belong to labor unions.

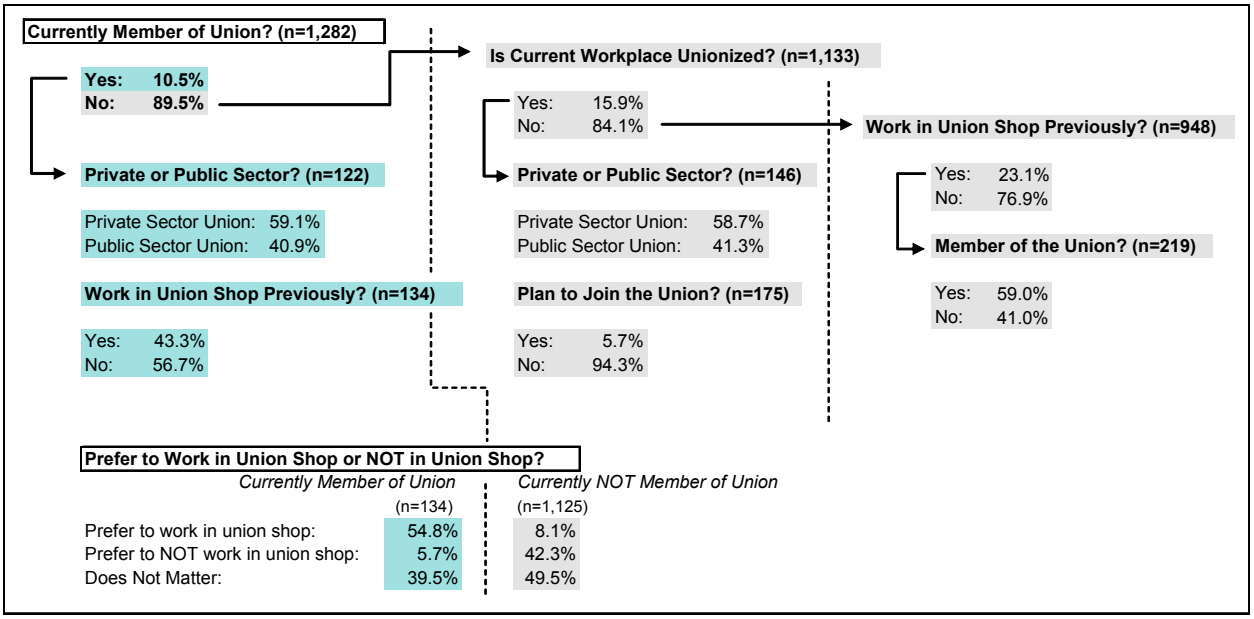
Of the 11% that currently belong to unions, 59% are members of private sector unions and 43% have worked in a union before. Additionally, 55% percent prefer to work in a union shop, 6% prefer to work in a non-union shop, and 39% suggest that it does not matter if they work in a union shop or not.

Of the workers that *do not* currently belong to unions, 16% work in union shops or workplaces, and 59% of these workers work in shops/workplaces represented by private sector unions. Six percent of these workers plan to join a union.

Of the workers that *do not* currently belong to unions and *do not* work in union shops, 23% have worked in union shops previously, and 59% of these workers were members of a union in those shops.

Of the workers that *do not* currently belong to unions, 8% prefer to work in union shops, 42% prefer not to work in union shops, and half (50%) indicated that it does not matter if they work in unions shops or not.

Figure 27: Union Members and Non-Union Workers



Finally, respondents were asked open-ended questions inquiring as to why they do or do not belong to a labor union. Tables 10 and 11 shows the responses to these questions, with answer sets collapsed into seven answer options each.

Table 10: "Why Do You Belong to a Union?"

	Frequency	Valid Percent
Protects/Provides Benefits and Wages	38	29.8
Provides Legal Representation	6	4.8
Provides Worker Protection/Job Security	18	13.8
Fights for Better Working Conditions	7	5.3
Provides Good Representation/Political Power	34	26.6
Peer Pressure of Other Workers	9	7.3
Tradition/Personal Belief in Supporting Labor	16	12.5
Total	128	100

Table 11: "Why Do You Not Belong to a Union?"

	Frequency	Valid Percent
Membership is Too Expensive	17	10.4
Union Not Needed at Workplace	33	20.0
Union Not Available at Workplace	14	8.5
Union Not Available for Position/Job	52	31.4
Local Union Not Strong/Does Not Represent Well	13	7.7
Had Previous Bad Experience with Union(s)	8	4.7
Supports "Right to Work" Laws/Opposes Unions	29	17.3
Total	166	100

Methodology

The Wichita Labor Basin has a total population of approximately 706,709, and a Civilian Labor Force (CLF) of 382,541. The Docking Institute's analysis suggests that the basin contains an Available Labor Pool (ALP) of 153,719 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 (BLS) calls the Civilian Labor Force (CLF). The CLF represents "the civilian non-institutional population, 16 years of age and over classified as employed or unemployed." The BLS defines "non-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 CLF statistics represents the starting point for understanding the labor force in the Wichita Labor Basin, there are some limitations associated with these statistics. These limitations occur because the CLF *excludes* individuals who may be willing and able to be gainfully employed but have not made specific efforts to find employment in the last four weeks. These individuals may include full-time students who do not work, homemakers, the unemployed who are no longer seeking employment, military personnel who may be leaving military employment in the near future, and retired individuals who may be available for work but have not been looking for work recently.

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

Defining the Available Labor Pool

An alternative to the CLF is the "Available Labor Pool[12]." The Available Labor Pool is composed of workers categorized as either 1) currently not working *but* looking for employment, 2) currently employed (full- or part-time) *and* looking for other full-time employment, 3) currently not working in any manner *but* willing to consider different employment for the *right opportunity*, and 4) currently employed and not looking, *but* willing to consider different employment for the *right opportunity*.

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 CLF[13]. Secondly, the number of potential workers is then

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

[13] 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 are within a reasonable commute distance to the center of the labor basin, 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.

restricted to those workers who indicate they are looking for work or are available for 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 for the Wichita Labor Basin includes 153,719 individuals. This represents a substantial number of workers and potential workers for employers to draw upon in the Wichita Labor Basin.

Survey Research Methods

Data for this study was collected from a random digit telephone survey[14] of adults living in ten counties in south central Kansas: Butler, Cowley, Harper, Harvey, Kingman, Marion, McPherson, Reno, Sedgwick, and Sumner. Surveying took place from March 1, 2006 to April 28, 2006, using a Computer Assisted Telephone Interviewing (CATI) system. A total of 4,249 households were successfully contacted during the data collection period, and a randomly selected adult[15] in each was asked to participate in the study. In 2,432 households the selected adult agreed to be interviewed. This represents a cooperation rate of 57% and a margin of error of +/-2.00%.

Survey respondents that were 65 years of age or older and retired or over 65 and not working and not interested in a new or different job were not asked the entire battery of survey questions and are not included in the analysis of this report. The remaining respondents (all other working and non-working respondents) total to 1,648, and are considered eligible respondents. Of the 1,648 cooperating and eligible respondents, 38% (or 628) indicated that they were available for new or different full-time employment and/or were looking for a new or different full-time job. This subgroup is considered the Available Labor Pool for the Wichita Labor Basin. Responses from 628 individuals provides a margin of error of +/- 3.9%.

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

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[14] 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.

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

Appendix I: Current Employment Status of Available Labor Pool

	Current Employment Status of ALP	
	Number	Percent
General Labor/Construction/Cleaning	5,692	3.7
Farm Labor/Ranch Hand/Landscaping	2,301	1.5
Delivery/Driver/Courier	2,161	1.4
Maintenance/Wiring/Plumbing	5,712	3.7
Factory Worker/Grain Elevator/Meat Packer	4,281	2.8
Truck Driver/Heavy Equipment Operator	2,543	1.7
Police/Fire/Postal/Military Enlisted	3,683	2.4
Mechanic/Welder/Carpenter/Electrician	5,605	3.6
Lab or Medical Tech/Comp Tech/Programmer	4,224	2.7
Other Blue Collar	0	0.0
General Customer Service/Retail/Reception/Waitress	20,237	13.2
Clerical/Secretary/Book-Keeper/Bank Teller	15,754	10.2
Para-legal/Para-pro/CNA/Care Assistance	7,916	5.1
Nurse/LPN/RN/Semi-skilled Social Service	11,113	7.2
Office Manager/Small Business Owner	9,196	6.0
Teacher/Couselor/Social Worker/Researcher	12,577	8.2
Sales/Marketing/Accounting	6,924	4.5
Govt., Non-Profit, or Bus Exec/Farm Owner/Military Officer	4,098	2.7
Professor/Doctor/Engineer/Attorney	9,432	6.1
Other White Collar	0	0.0
Homemaker	5,822	3.8
Full-Time Student	4,850	3.2
Unemployed	7,081	4.6
Retired	762	0.5
Disabled	1,754	1.1
Total	153,719	100

The total might not sum precisely due to rounding.

Appendix II: Open-Ended Responses to Technical Degree Question

	Frequency	Valid Percent
Art/Graphics/Music/Photography	4	9.1
Beautician/Hair/Nails	2	4.5
Certified Nurses Aid/Dietitian	3	6.8
Childcare/Childhood Education	2	4.5
College General Education	2	4.5
Dental Assistant	2	4.5
EMT/Paramedic	2	4.5
Fire Science/Law Enforcement	2	4.5
General Science	4	9.1
Medical Assistant	4	9.1
Mortuary Science	1	2.3
Nursing	7	15.9
Physical Therapy Assistant/Message Therapy	3	6.8
Pre-Med/Pharmacy Tech/Psychiatric Tech	3	6.8
Religion/Bible Study	2	4.5
Truck Driving	1	2.3
Total	44	100

Appendix III: 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

Hourly Wage	Annual Salary
$30.00	$62,400
$30.50	$63,440
$31.00	$64,480
$31.50	$65,520
$32.00	$66,560
$32.50	$67,600
$33.00	$68,640
$33.50	$69,680
$34.00	$70,720
$34.50	$71,760
$35.00	$72,800
$35.50	$73,840
$36.00	$74,880
$36.50	$75,920
$37.00	$76,960
$37.50	$78,000
$38.00	$79,040
$38.50	$80,080
$39.00	$81,120
$39.50	$82,160
$40.00	$83,200
$40.50	$84,240
$41.00	$85,280
$41.50	$86,320
$42.00	$87,360
$42.50	$88,400
$43.00	$89,440
$43.50	$90,480
$44.00	$91,520
$44.50	$92,560
$45.00	$93,600
$45.50	$94,640
$46.00	$95,680
$46.50	$96,720
$47.00	$97,760
$47.50	$98,800
$48.00	$99,840
$48.50	$100,880
$49.00	$101,920
$49.50	$102,960
$50.00	$104,000