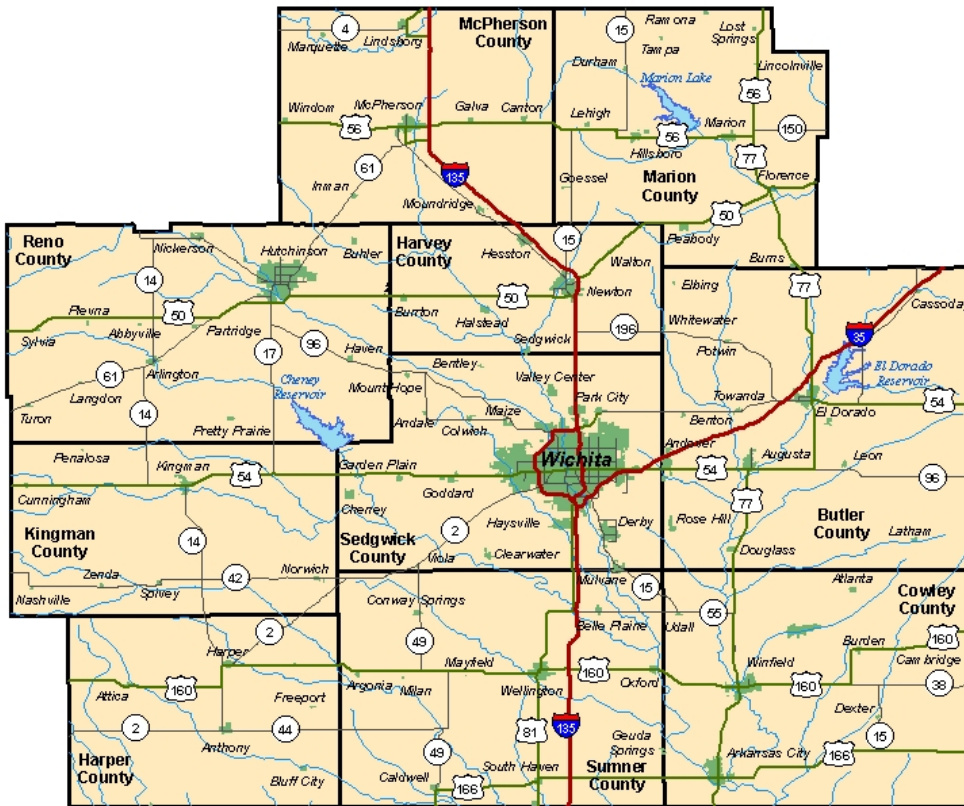


Wichita Labor Basin

Labor Availability Analysis – 2007

Including a comparison to data from the
2006 Labor Availability Analysis

Butler • Cowley • Harper • Harvey • Kingman • Marion
McPherson • Reno • Sedgwick • Sumner
Counties



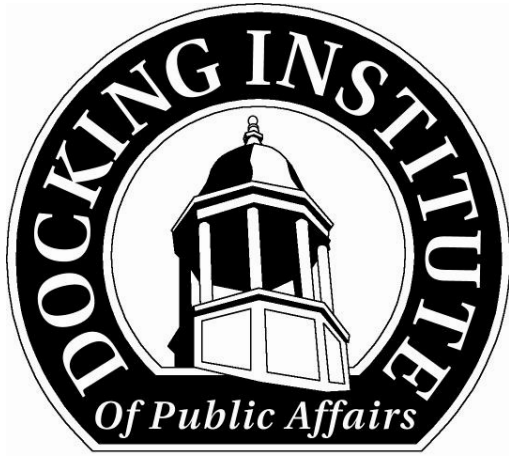
Prepared For

The Center for Economic Development and Business Research
Wichita State University

By

The Docking Institute of Public Affairs

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To Facilitate Effective Public Policy Decision-Making.

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

Wichita Labor Basin Labor Availability Analysis - 2007

Including a comparison to data from the
2006 Labor Availability Analysis

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Wichita Labor Basin Labor Availability Analysis

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.

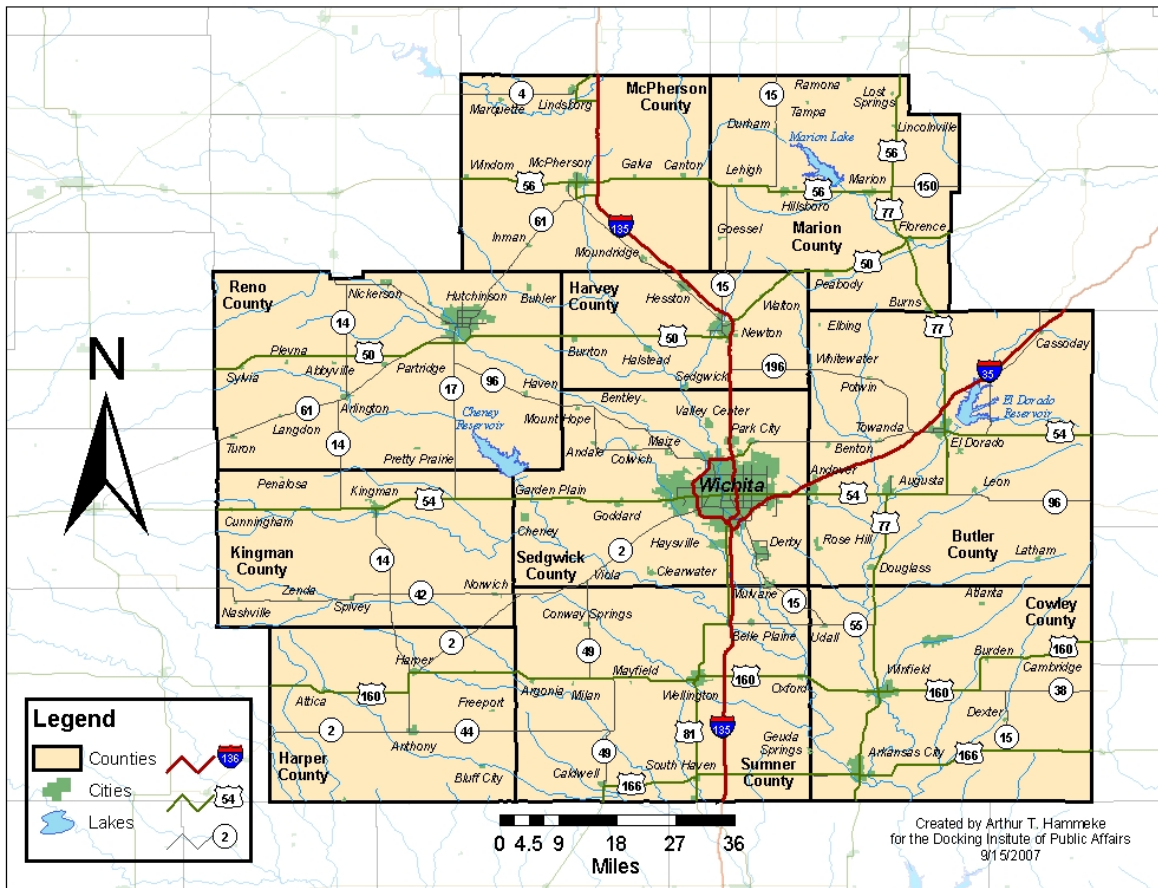
The Docking Institute’s independent analysis of this labor basin shows that:

- The population of the Wichita Labor Basin is estimated to be 746,830. About 21% of the population (or 155,111 individuals) are considered to be part of the Available Labor Pool (ALP).
- Of the ALP, an estimated 14,447 (9.3%) non-working and 27,879 (18%) working individuals are *looking* for new employment, while 11,405 (7.4%) non-working and 101,380 (65.4%) working individuals would *consider* new and/or different employment for the right opportunities.
- Slightly more than 76% of the ALP has at least some college experience and almost 96% has at least a high school diploma. The average age for members of the ALP is 44 years old, and women make up 53% of the ALP. Nineteen percent indicate that they speak at least “a little” Spanish.
- An estimated 31,217 members of the ALP are currently employed as general laborers, while an additional 14,586 work in government services or technical/high skill blue-collar occupations.
- Majorities of ALP members report needing “no additional training” for a job requiring working in groups or interpersonal skills (80%), math (59%), and writing (53%).
- About 76% of the ALP indicates that they are “willing to work outside of their primary field of employment for a new or different employment opportunity.”
- Almost 33% of the members of the ALP will commute up to 45 minutes, one way, for an employment opportunity. Slightly more than 78% 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 49,594 people (32%) are interested in a new job at \$16 an hour, 25,711 (16.6%) are available at \$12 an hour, and 7,312 (4.7%) are available at \$8 an hour.
- Of the 129,259 members in the subset of *employed members* of the ALP, 46,443 (36%) consider themselves underutilized.
- Of the 137,826 members in the subset of *non-business owning members* of the ALP, 40,521 (29%) have seriously considered starting their own business.
- Fourteen percent of the *working respondents and the unemployed respondents seeking employment* are members of labor unions. More than 8% of the *non-union members that work in union shops* plan to join a labor union at some time in the future.

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 746,830, and a Civilian Labor Force (CLF) of 397,683. There is an unemployment rate of 3.85%, 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 155,111 individuals. The ALP 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 37 – for more information about the Institute’s ALP analysis methodology and the survey research methods used for this report.

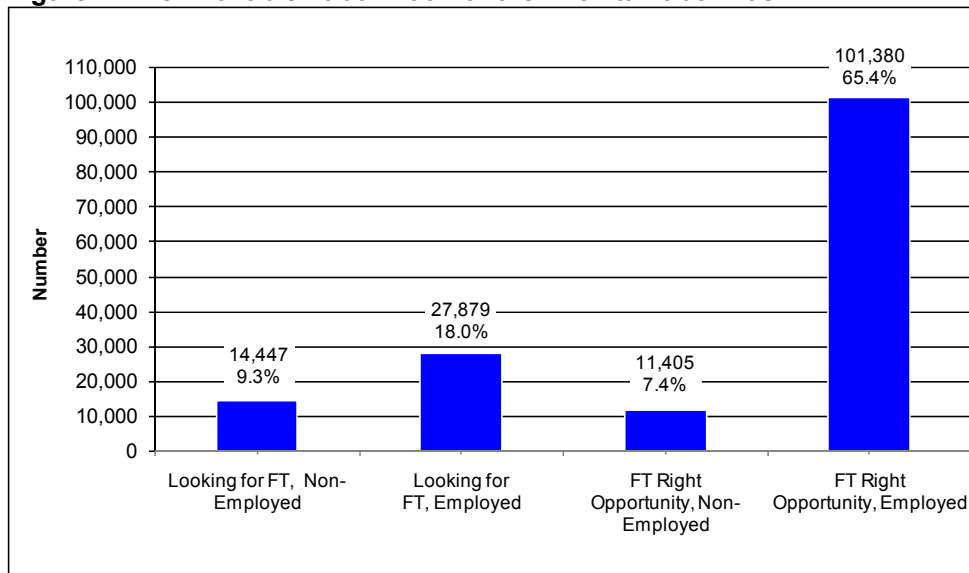
The Wichita Labor Basin’s Available Labor Pool

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?
- How do the results of this study compare to one conducted in 2006?

It is estimated that 14,447 (9.3% of the ALP) non-employed¹ and 27,879 (18%) employed individuals are *currently looking* for new or different full-time employment, and 11,405 (7.4%) non-employed individuals and 101,380 (65.4%) 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

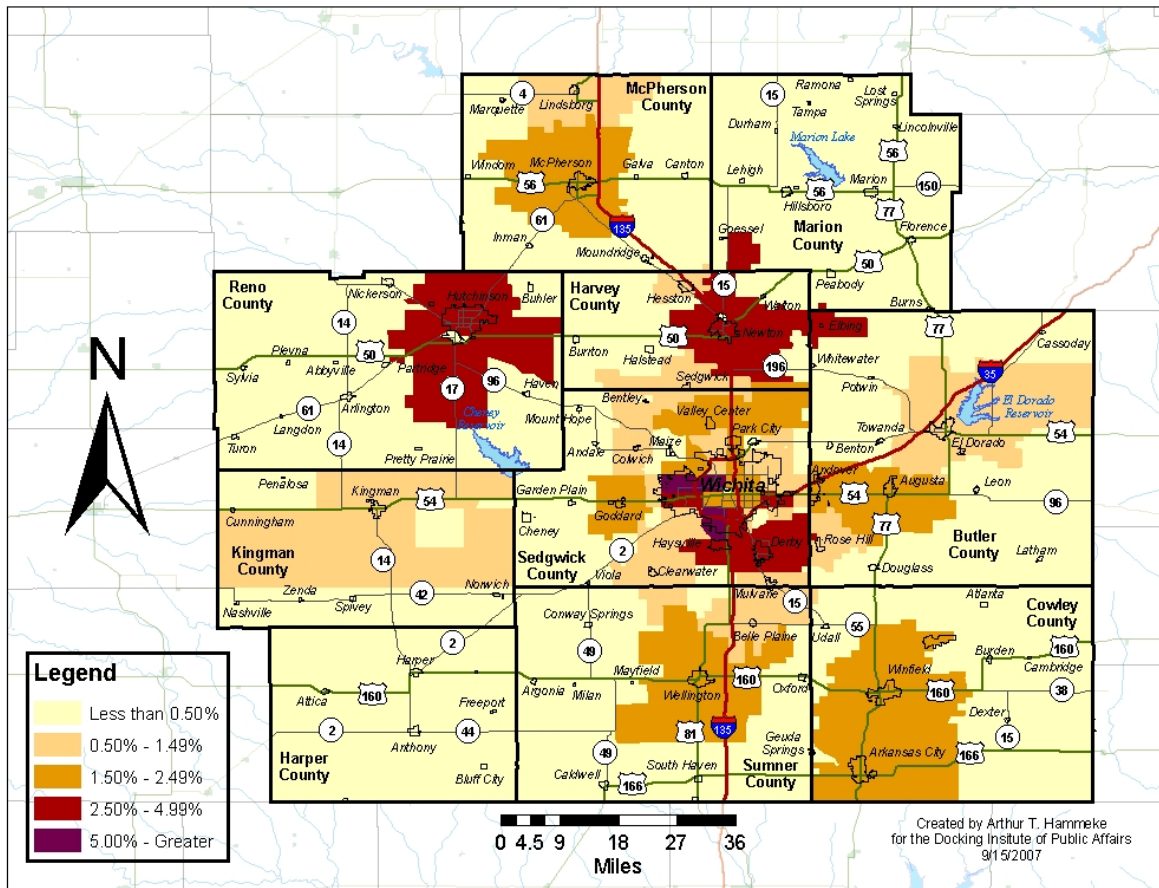


Table 1 shows the gender, age, and education levels of the 155,111-member ALP. Slightly more than 53% percent are women, and the average age is about 44. Most (95.7%) have at least a high school diploma, more than three-quarters (76.3%) have at least some college education, and more than a third (35.2%) have at least a bachelor's degree.

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

Age	Age in 2007		
Range	18 to 76		
Average	44		
Median	45		
Gender	Number	Percent	
Female	82,718	53.3	
Male	72,393	46.7	
Total	155,111	100	
Highest Level of Education Achieved	Number	Percent	Cumulative Percent
Doctoral Degree	1,832	1.2	1.2
Masters Degree	16,413	10.6	11.8
Bachelors Degree	36,392	23.5	35.2
Associates Degree	23,121	14.9	50.1
Some College (including current students)	40,576	26.2	76.3
High School Diploma	30,070	19.4	95.7
Less HS Diploma	6,707	4.3	100
Total	155,111	100	
"Do you speak Spanish?"	Number	Percent	
"Yes"	29,475	19.0	} These percentages represent portions of 19.0%
<i>Speak Very Well</i>	3,462	11.7	
<i>Speak Fairly Well</i>	4,715	16.0	
<i>Speak Only a Little</i>	21,298	72.3	
		100	

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

Table 2 shows the various occupational categories of the 155,111-member ALP. General labor occupations represent 20.1% of the entire ALP, while high-skilled blue-collar jobs make up 9.4%. Traditional service-related occupations represent 33.1% of the ALP, while professional occupations represent 20.2% of the ALP.

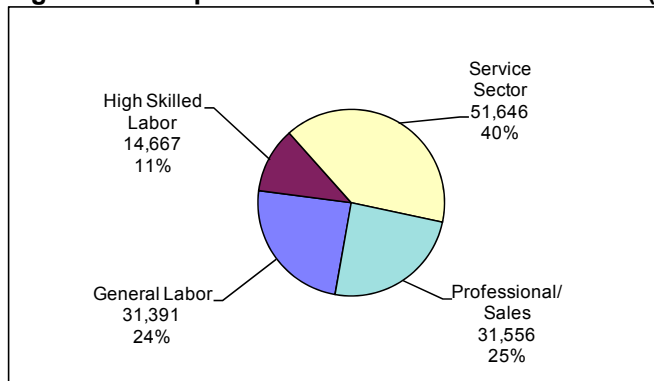
Table 2: Major Occupational Categories of Available Labor

	Number	Percent	Years at Job	
			Mean	Median
General Labor/Cleaning/Farm Labor/Delivery	15,591	10.1	8.8	6.9
Maintenance/Factory Work	13,278	8.6	10.1	7.0
Trucking/HEO/Other BC	2,348	1.5	6.3	6.1
Total General Labor	31,217	20.1	8.4	6.7
Govt Service/Protective Service	3,026	2.0	9.1	7.2
Technician/Mechanic/Welder	11,560	7.5	11.7	9.5
Total Highly-Skilled Labor	14,586	9.4	10.4	8.4
Customer Service/Receptionist/Food Service	10,639	6.9	5.1	3.0
Clerical/Secretarial	12,203	7.9	9.0	6.0
Social Service/Para-Professional/Nursing	17,291	11.1	8.6	7.0
Office Manager/Small Business Owner/Other WC	11,227	7.2	11.6	8.3
Total Service Sector	51,360	33.1	8.6	6.1
Govt & Business Professional/Sales	11,083	7.1	7.3	6.0
Educator/Counselor/Doctor/Attorney	20,298	13.1	13.3	12.7
Total Professional	31,381	20.2	10.3	9.3
Homemakers/Unemployed	21,024	13.6	n/a	n/a
Students	2,730	1.8	n/a	n/a
Retired/Disabled	2,813	1.8	n/a	n/a
Total Non-Employed	26,567	17.1		
Total	155,111	100		

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

Figure 2 shows the occupational sectors of the *employed members* of the ALP only. 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)



Current Skills and Work Experiences

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.

Table 3 and Figure 3 (next page) show 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 10,094 members of the ALP in the Wichita Labor Basin are currently employed as general labor, construction, cleaners, and similar positions. An additional 5,865 ALP members in the basin indicate previous employment experience or training in one of those jobs, for a total of 15,960 individuals².

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

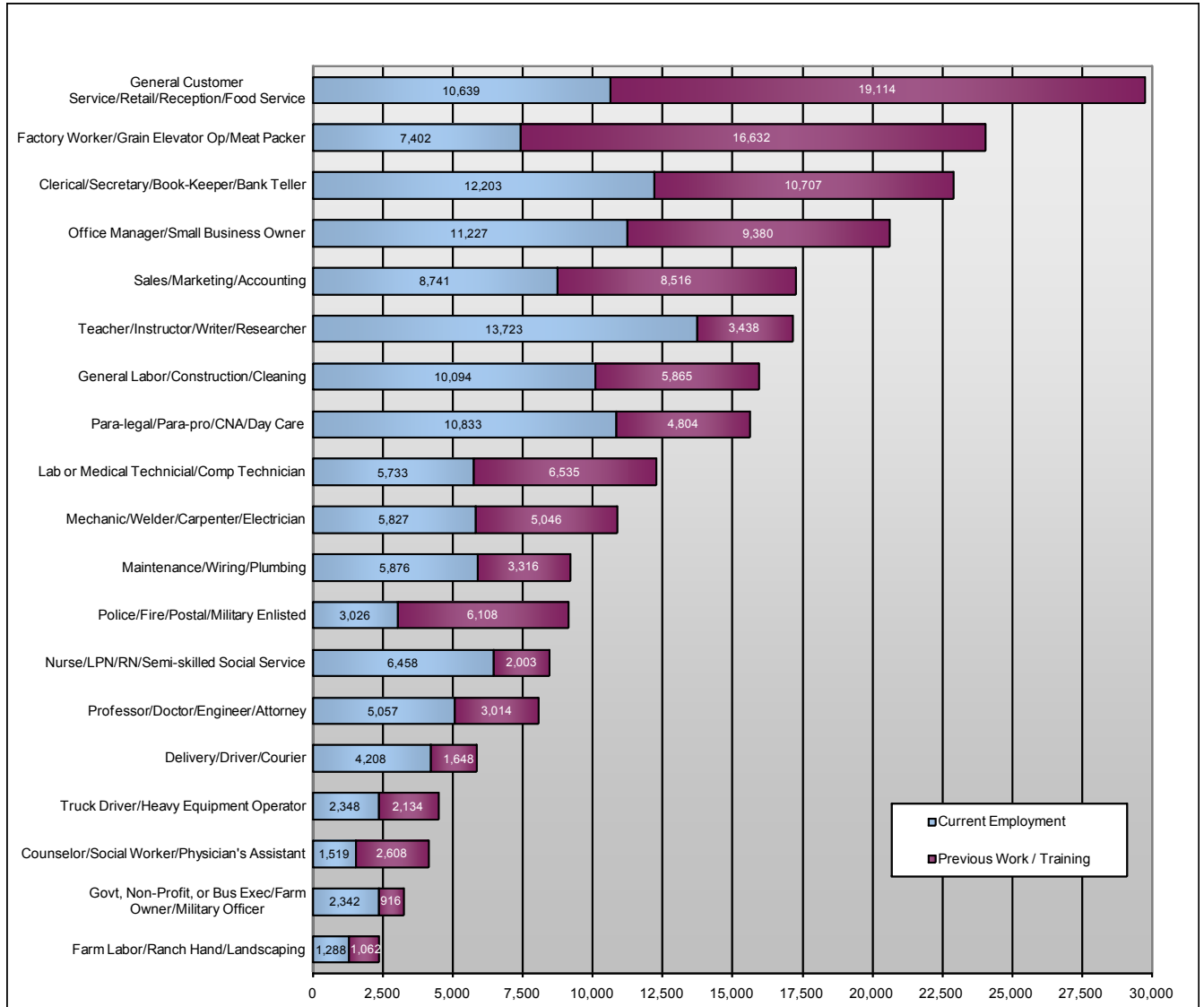
	Current Employment*	Previous Work/Training*	Current plus Previous Work or Training**
	Number +	Number =	Number
General Labor/Construction/Cleaning	10,094	5,865	15,960
Farm Labor/Ranch Hand/Landscaping	1,288	1,062	2,350
Delivery/Driver/Courier	4,208	1,648	5,856
Maintenance/Wiring/Plumbing	5,876	3,316	9,192
Factory Worker/Grain Elevator Op/Meat Packer	7,402	16,632	24,034
Truck Driver/Heavy Equipment Operator	2,348	2,134	4,482
Police/Fire/Postal/Military Enlisted	3,026	6,108	9,134
Mechanic/Welder/Carpenter/Electrician	5,827	5,046	10,873
Lab or Medical Technical/Comp Technician	5,733	6,535	12,267
General Customer Service/Retail/Reception/Food Service	10,639	19,114	29,753
Clerical/Secretary/Book-Keeper/Bank Teller	12,203	10,707	22,910
Para-legal/Para-pro/CNA/Day Care	10,833	4,804	15,638
Nurse/LPN/RN/Semi-skilled Social Service	6,458	2,003	8,461
Office Manager/Small Business Owner	11,227	9,380	20,607
Teacher/Instructor/Writer/Researcher	13,723	3,438	17,161
Sales/Marketing/Accounting	8,741	8,516	17,257
Govt, Non-Profit, or Bus Exec/Farm Owner/Military Officer	2,342	916	3,259
Counselor/Social Worker/Physician's Assistant	1,519	2,608	4,126
Professor/Doctor/Engineer/Attorney	5,057	3,014	8,071
Total	128,544	112,846	

* Retired, disabled, non-working students, homemakers are not included.
 ** An individual member of the ALP is counted only once within each occupational category.
 Total numbers or percentages in table might not match those in text due to rounding.

² These figures do not sum precisely due to rounding error.

Figure 3 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 10,639 working ALP members currently employed in this category and 19,114 previously employed/trained in this category, for a total of 29,753 individuals.

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



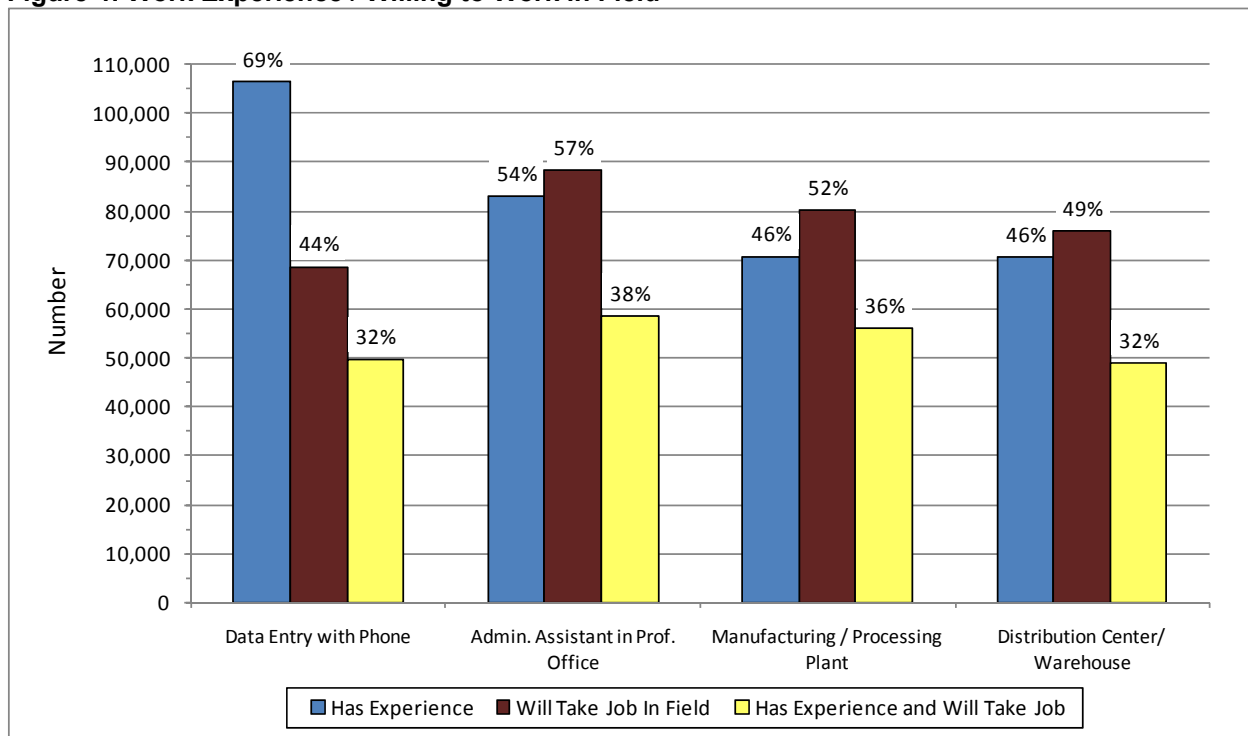
In addition to collecting data regarding the current employment status and previous work or training experience through a series of “open-ended” survey questions (the results of which are shown in the previous table and figure), respondents were asked about the four specific employment areas listed in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

The figure indicates that 69% of the ALP (or an estimated 106,000 individuals) report having training and/or experience in data entry with telephone operation, while fewer (44% or about 68,500 individuals) would consider employment in that field. More than half (54%) of the ALP (or an estimated 83,000 individuals) have training and/or experience in professional office environments as office workers or administrative assistants, while more (57% or about 88,000 individuals) indicate that they would take a job in that field.

Slightly less than half (46%) of the ALP (or an estimated 70,000 individuals) suggest that they have training or experience working in a manufacturing plant and about the same number have training or experience in a distribution center or warehouse. More (52% and 49%, respectively) would consider a job in these fields.

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

Figure 4: Work Experience / Willing to Work in Field



Survey respondents who indicated that they had worked in manufacturing and processing and those that indicated that they had worked in distribution/warehousing were asked additional questions to assess the type of work they performed at those jobs. Figures 5 and 6 show the responses to those questions.

Figure 5: Work Experience in Manufacturing or Processing Plant

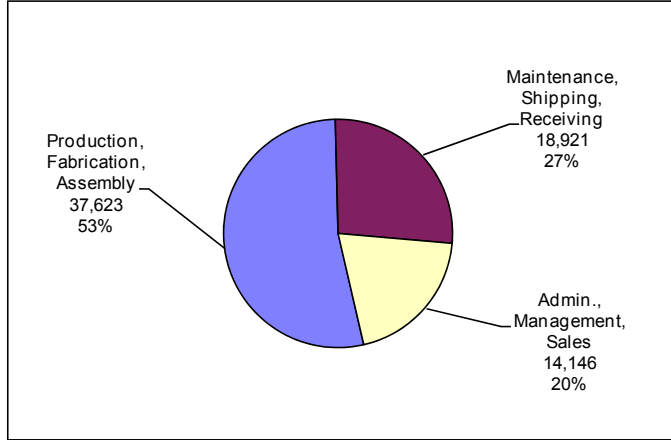
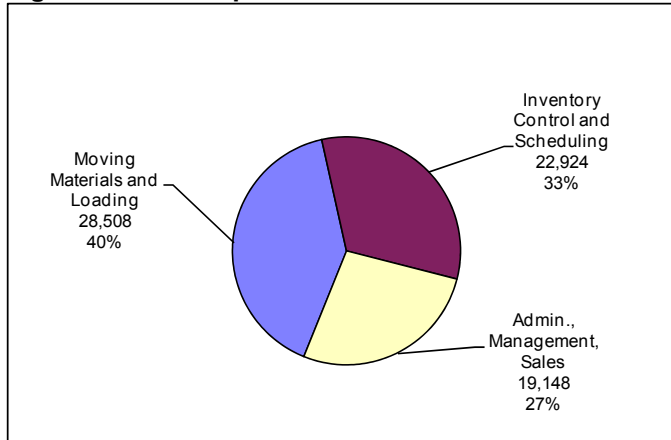


Figure 6: Work Experience in Distribution Center or Warehouse



Educational Experience, Skills Self-Assessment, and Job Satisfaction

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

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

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

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

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

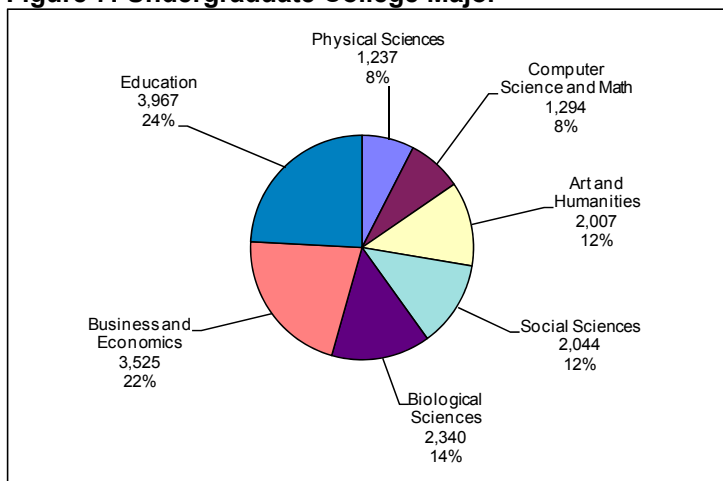
Education: Elementary and Secondary Teaching.

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

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

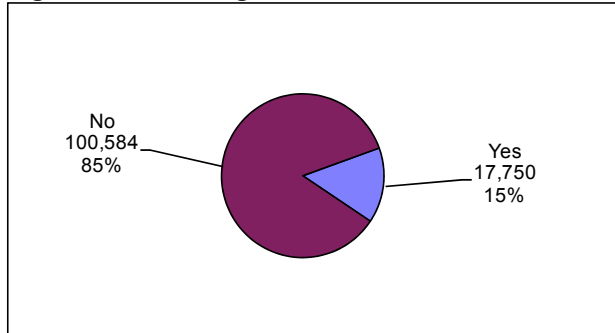
The figure below shows that the largest groups of ALP members indicate a major in Education (24%), Business and Economics (22%), or Biological Sciences (14%). Social Sciences and Arts and Humanities round out the top five with another 12% each.

Figure 7: 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 8 shows that 15% of the respondents hold a technical degree or are working on one at the present time. A majority (85%) of the respondents have not received a technical degree.

Figure 8: Attending/Attended Technical School



Respondents answering “yes” to the above question were asked if their degree or education was in one of the fields shown in Figure 9. The tables shows that 13% of the respondents that are pursuing a technical degree or that have received a technical degree indicate they are studying (or have studied) office skills, while another 13% are studying (or have studied) computer-aided design (CAD). The majority of respondents selected the “Other” category. Table 4 shows the responses to an “open-ended” follow-up question.

Figure 9: Technical Degree

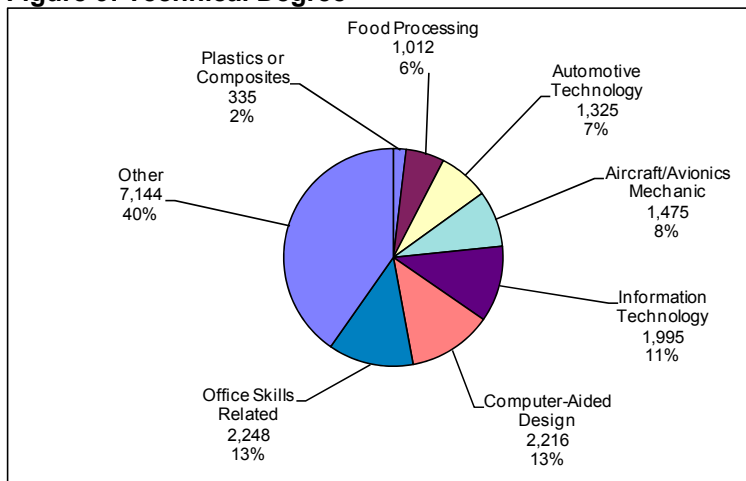


Table 4: Other Degree

	Number	Valid Percent
Health Related	2,319	32.5%
General Studies	928	13.0%
Applied Science	928	13.0%
Computers/Electronics	835	11.7%
Carpentry	649	9.1%
Welding	371	5.2%
Legal Related	278	3.9%
Other	835	11.7%
Total	7,144	100%

Survey respondents were also asked questions assessing their need for training in various skill areas that employers often desire. Figure 10 shows majorities of ALP members report needing “no additional training” for a job requiring working in groups or interpersonal skills (80%), math (59%), and writing (53%). Most report needing *at least* “some training” in management (59%), public speaking (62%), and computer operations (70%).

Figure 10: Skills Self-Assessment

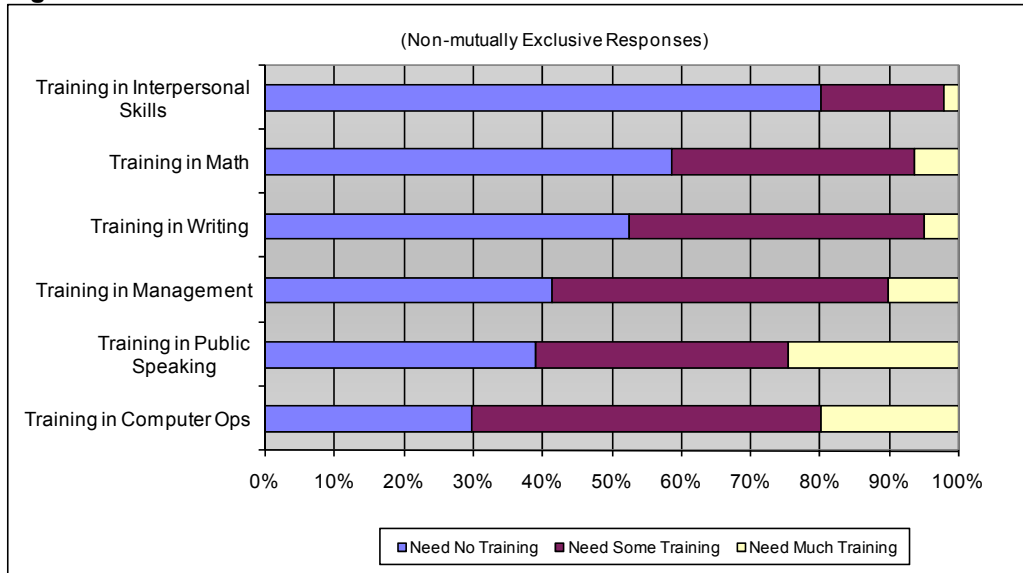


Figure 11 and Table 5 (next page) show responses to questions regarding job satisfaction. The figure and table report responses from *working survey respondents* only. The figure shows that about 49% of the working ALP respondents “strongly agree” with a statement suggesting that they “enjoy the things I do,” while about 42% “mildly agree” with that statement.

Figure 11: Job Satisfaction Among Working ALP

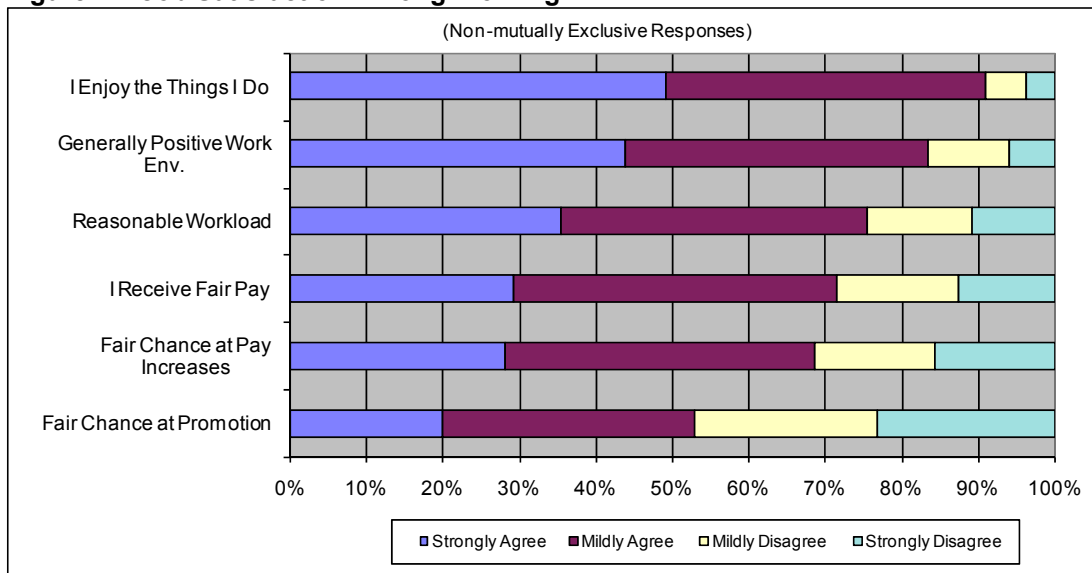


Table 5 shows combined “strongly agree” and “mildly agree” percentages only. The table also shows the responses of ALP members and non-ALP members. The table suggests that 91% of the working ALP members “strongly agree” or “mildly agree” with the statement regarding “enjoying the things I do,” while slightly more than 95% of the survey respondents that are working **non-ALP** members suggest the same.

The statement with the largest percentages of disagreement between ALP-members and non-members is with regards to having a “reasonable work load.” About 87% of the working **non-ALP** respondents indicate that they “strongly agree” or “mildly agree” that they have reasonable workloads, whereas about 12% fewer (75.6%) of the working ALP-members feel the same way. Clearly, those workers who fit the definition of available labor used in this study tend to be less satisfied with their current job than non-ALP respondents.

Table 5: Job Satisfaction Among Working ALP and Non-ALP

	Strongly and Mildly Agree	
	ALP Only Percent	Non-ALP Only Percent
I Enjoy the Things I Do	91.0	95.4
Generally Positive Work Env.	83.4	93.7
Reasonable Workload	75.6	87.4
I Receive Fair Pay	71.6	79.5
Fair Chance at Pay Increases	68.6	71.6
Fair Chance at Promotion	53.0	58.7

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

Considerations for Employment

An important consideration for many employers looking to locate or expand operations is whether workers are willing to pursue new employment opportunities. Some workers may be available for new employment but are unwilling to switch from their current job to a different type of position. A large percentage of those unwilling to change their jobs, might limit the types of employers that can enter the labor basin. This does not seem to be the case in the Wichita Labor Basin, however. Figure 12 indicates that 117,995 (76%) members of the ALP are willing to accept positions outside of their primary fields of employment.

Figure 12: Willing to Work Outside of Primary Field

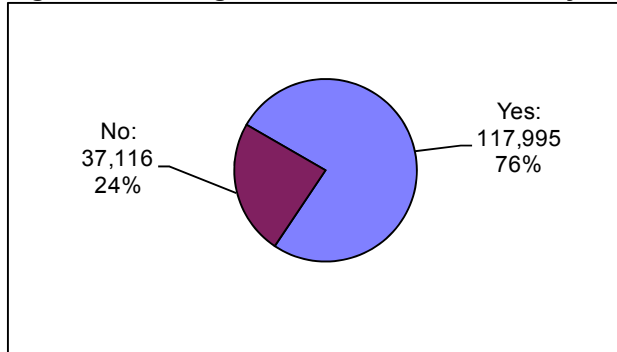


Table 6 and Figure 13 suggest that the ALP in the Wichita Labor Basin is open to commuting. Almost 33% of the members of the Available Labor Pool will commute up to 45 minutes, one way, for an employment opportunity, while 78.2% will commute up to 30 minutes for employment. About 97% will travel up to 15 minutes for employment.

Table 6: Available Labor by Commute Minutes

	Number	Cumulative Percent
More than 60 Minutes	2,963	1.9
Up to 60 Minutes	28,026	18.1
Up to 55 Minutes	28,026	18.1
Up to 50 Minutes	29,895	19.3
Up to 45 Minutes	50,689	32.7
Up to 40 Minutes	55,775	36.0
Up to 35 Minutes	58,669	37.8
Up to 30 Minutes	121,278	78.2
Up to 25 Minutes	126,947	81.8
Up to 20 Minutes	144,251	93.0
Up to 15 Minutes	151,063	97.4
Up to 10 Minutes	153,945	99.2
Up to 5 Minutes	155,111	100

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

Figure 13: Available Labor by Commute Minutes

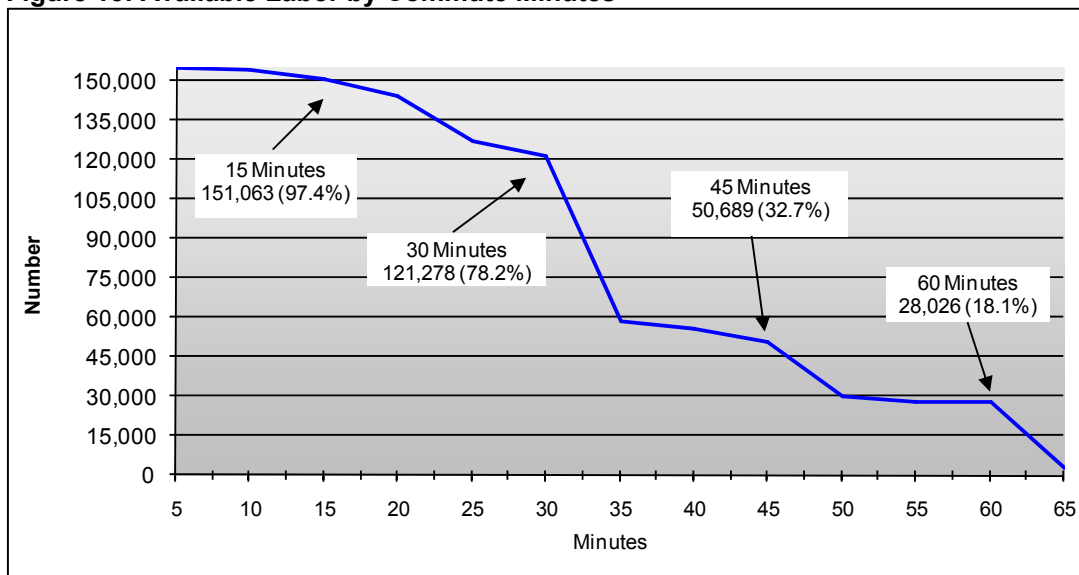


Figure 14 shows various benefits affecting the decisions of current workers to take a different job and potential workers to take a new job. The four most important benefits are, in order, good salary or hourly pay, good retirement benefits, good health benefits, and on-the-job or paid training. Each of these four benefits received 80% or more support from survey respondents. Good vacation benefits followed closely with about 78%. Good vacation benefits followed closely with about 78%. Good vacation benefits followed closely with about 78%.

Figure 14: Benefits Very Important to Change Employment

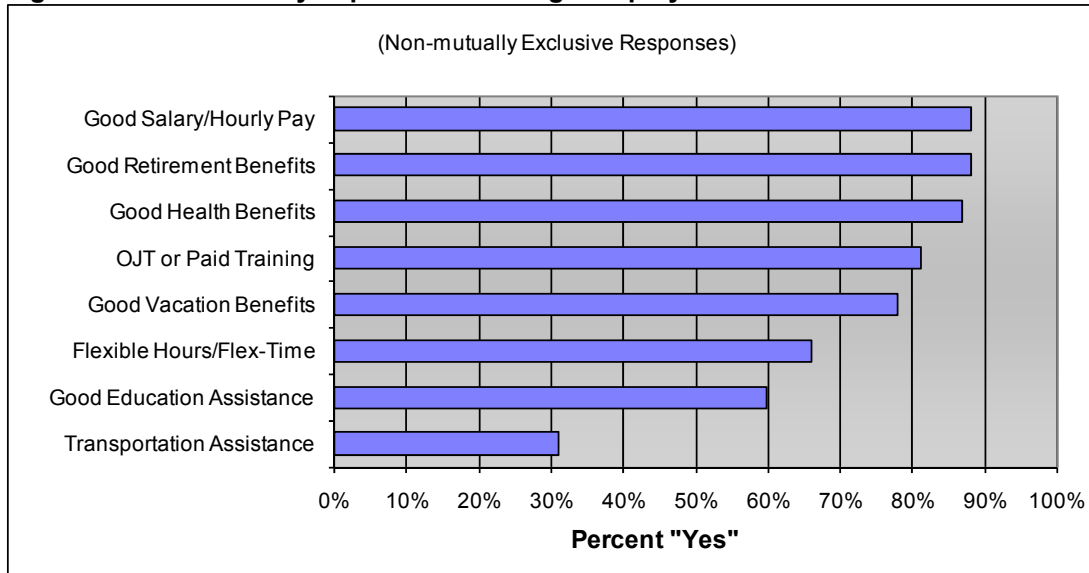


Table 7 lists some of these benefits, as well as percentages of ALP members that are currently offered these benefits. The figures in the left percent column indicate the percentages of all ALP members that suggest a benefit is an *important* consideration in taking a new or different job, while the figures on the right show the percentages of *working members* of the ALP that are offered the benefit by their employers.

Table 7: Desired Benefits and Current Benefits Offered

	Benefit Important to Change Jobs Percent	Benefit Currently Offered*
Good Retirement Benefits	88.0	82.5
Good Health Benefits	86.9	86.5
OJT or Paid Training	81.0	77.1
Flexible Hours/Flex-Time	66.0	53.0
Good Education Assistance	59.8	56.5
Transportation Assistance	31.0	15.4

* This column represents responses from working ALP members only.

Figures 15 and 16 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 15 shows the responses to the first question, with 49% suggesting that they are *not* willing to work a 2nd or night shift, while 51% indicate that they are willing to do so.

Figure 16 shows the response to the second question – whether or not respondents are willing to work weekend shifts. The percentages are the same as in Figure 15, with 49% suggesting that they are *not* willing to work weekend shifts and 51% indicating that they are willing to do so for the right opportunities.

Figure 15: Willingness to Work 2nd Shift

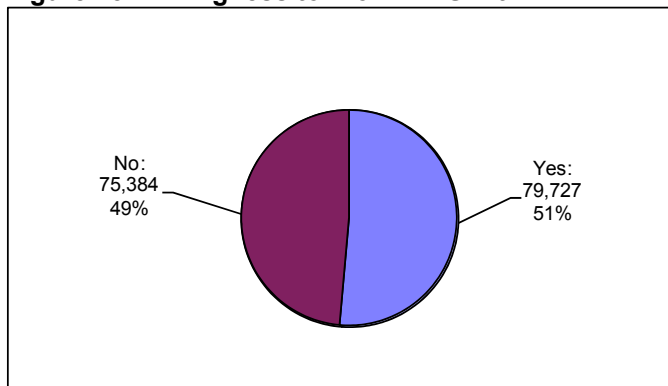
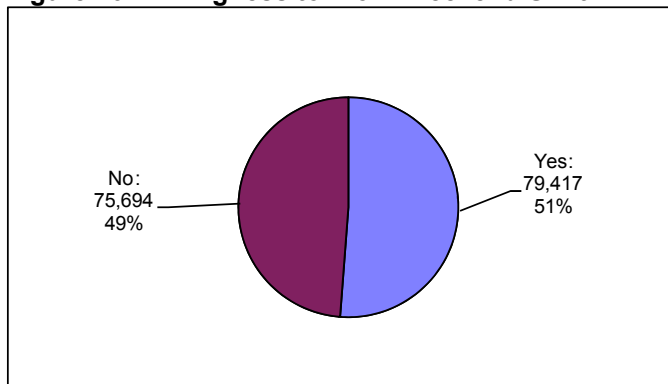


Figure 16: Willingness to Work Weekend Shift



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

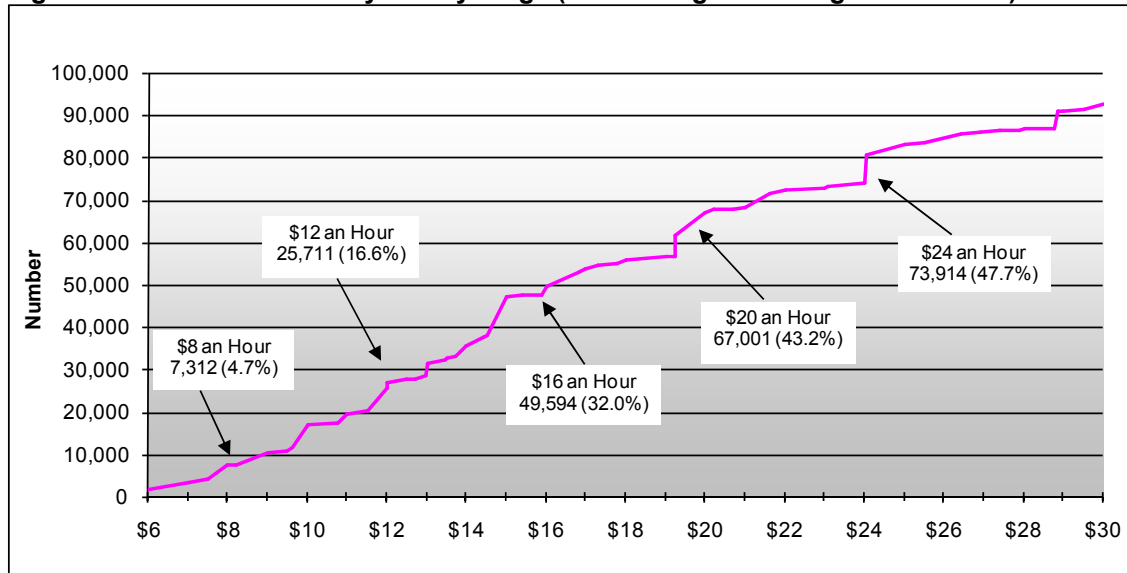


Figure 17 shows the wage demands for the ALP members that are “willing to commute.” It is estimated that 73,914 people (or 47.7%) are interested in a new job at \$24 an hour³. Approximately 67,001 (or 43.2%) members of the labor pool are interested in new employment opportunity at \$20 an hour, while 49,594 (32%) are interested at \$16 an hour. Additionally, about 25,711 people (16.6%) are interested in a new job at \$12 an hour and 7,312 (4.7%) at \$8 an hour.

Figure 17 suggests the obvious: that the higher the wage, the larger the pool of available labor. For example, 10,127 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 16,962 members. This represents an increase of 6,835 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, 10,127 members of available labor are interested in a job at \$9.00 an hour. At \$9.50 an hour there are an estimated 10,708 individuals available. So, while there is certainly an increase in the number of available workers at this higher wage rate, the increase is

³ See Appendix II for an hourly wage/annual salary conversion chart.

estimated to be only 581 individuals. An additional wage plateaus can be seen between \$7 and \$7.50 (an 825-individual increase) and between \$11 and \$11.50 (an 872-individual increase).

Table 8 shows the four main occupational sectors (employed only) of the ALP. The table shows that 4% of the general laborers will take a new or different job at a wage of up to \$9 an hour, while 42% are available for new employment at a wage of up to \$15 an hour. Of the skilled laborers, only 7% are available at a wage of up to \$15 an hour.

Four percent of the service workers are available at a wage of up to \$9 an hour, while 38% are available at a wage of up to \$15 an hour. Conversely, only 12% of the professional workers are available at a wage of up to \$15 an hour, while only 3% are available at a wage of up to \$9 an hour.

Table 8: Cumulative Wage Demands for Occupational Sectors

	General Labor		High Skilled Labor		Service Sector		Professional/Sales	
	(N= 86) (+/- 10.6% MoE)		(N= 44) (+/- 14.9% MoE)		(N= 132) (+/- 8.5% MoE)		(N= 86.8) (+/- 10.5% MoE)	
	Number	Cumulative	Number	Cumulative	Number	Cumulative	Number	Cumulative
\$30 or More	26,099	100%	13,244	100%	40,216	100%	26,386	100%
Up to \$30	23,530	90%	9,407	71%	35,500	88%	17,061	65%
Up to \$27	22,009	84%	8,516	64%	33,512	83%	15,149	57%
Up to \$24	20,502	79%	5,936	45%	29,361	73%	8,844	34%
Up to \$21	18,925	73%	4,192	32%	28,007	70%	7,559	29%
Up to \$18	15,093	58%	2,853	22%	23,543	59%	4,478	17%
Up to \$15	10,898	42%	935	7%	15,328	38%	3,083	12%
Up to \$12	4,716	18%	238	2%	7,547	19%	1,395	5%
Up to \$9	1,046	4%	0	0%	1,674	4%	698	3%
Up to \$6	349	1%	0	0%	279	1%	0	0%

Table 9 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 9: Cumulative Wage Demands Allowing Mobility between General Labor and Service Sector

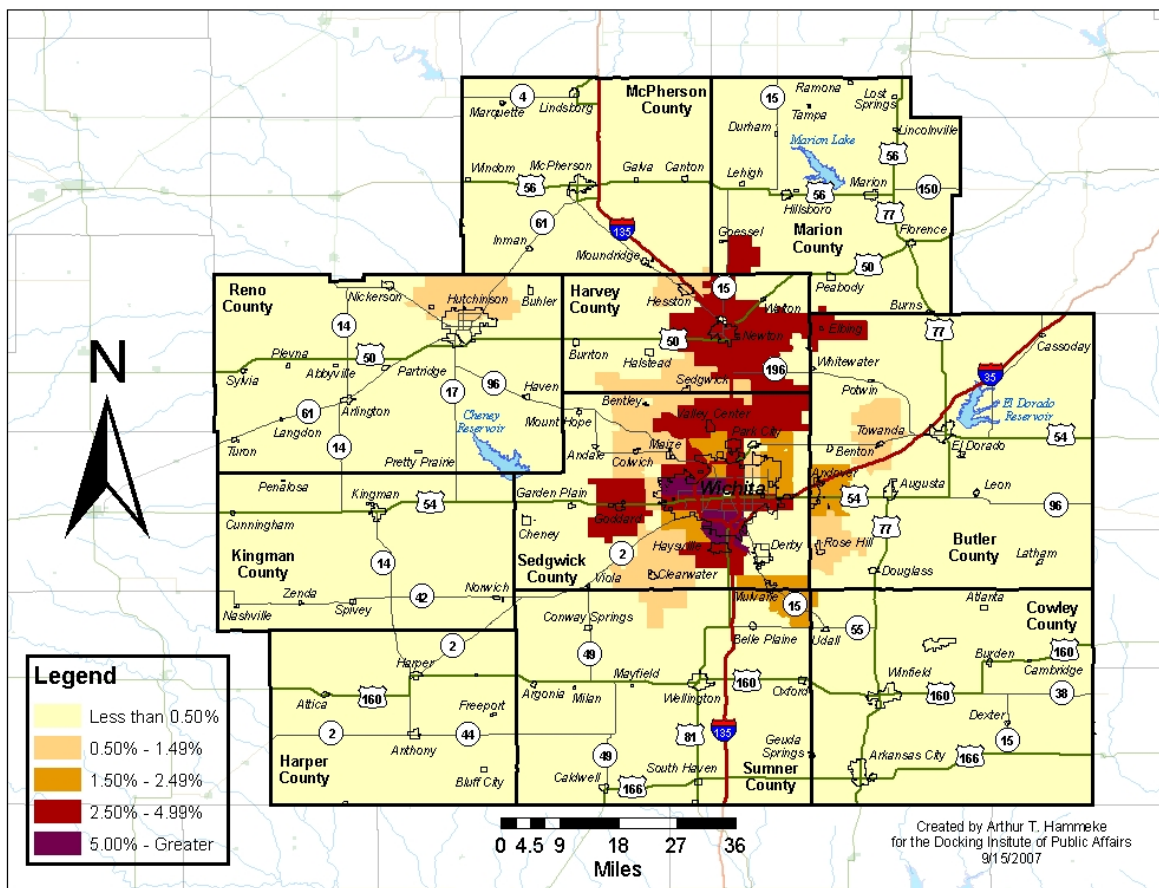
	Mobile General Labor		Mobile Service Sector	
	(N= 271) (+/- 6.0% MoE)		(N= 282) (+/- 5.8% MoE)	
	Number	Cumulative	Number	Cumulative
\$30 or More	68,665	100%	71,432	100%
Up to \$30	62,618	91%	64,514	90%
Up to \$27	60,478	88%	62,369	87%
Up to \$24	56,054	82%	57,654	81%
Up to \$21	53,472	78%	55,211	77%
Up to \$18	44,730	65%	46,180	65%
Up to \$15	32,689	48%	32,634	46%
Up to \$12	17,542	26%	18,414	26%
Up to \$9	6,533	10%	6,533	9%
Up to \$6	1,639	2%	1,348	2%

Table 8 shows data representing each occupational sector *independently* and Table 8 does not include non-working ALP members. Table 9, 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 12). 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 9 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.

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 underutilization⁴. 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 129,259 *employed members* of the ALP (shown in Figure 18), slightly less than half answered “yes” to one or more of the questions presented above and are considered underutilized. Figure 19 shows that the underutilized workers represent 36% (or 46,443 individuals) of the employed members of the ALP.

Figure 18: Employed Members of the Available Labor Pool

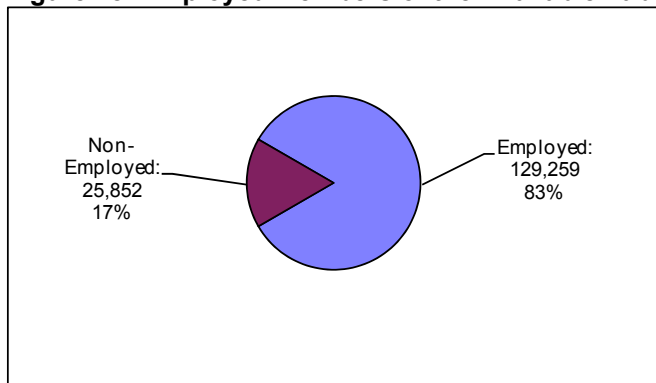
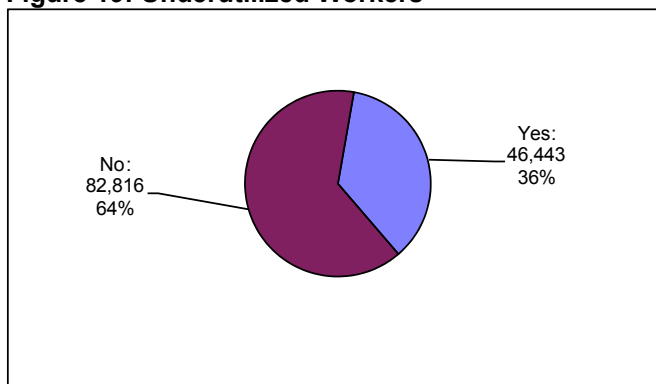


Figure 19: Underutilized Workers



⁴ “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....?”

Figure 20 shows the percentages of the positive responses (i.e., “yes” answers) to the various measures of underutilization. About 36% of this subset of the ALP considers themselves underutilized because they have skills that are not being used on the job, while 33% see themselves as possessing education levels exceeding those needed for their current jobs. Eighteen percent had a previous but similar job that provided more income, while about 10% suggest they are not able to work enough hours.

Figure 20: Reasons for Underutilization

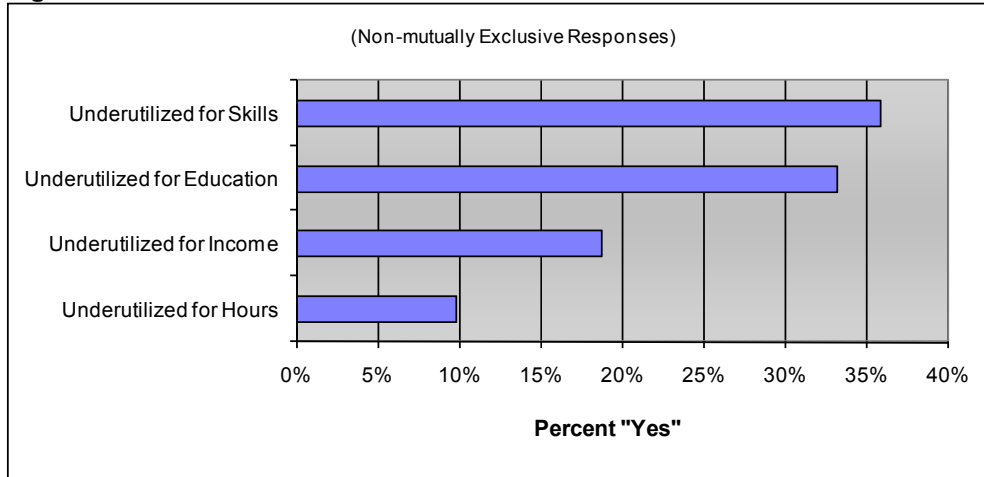


Table 10 and Figure 21 (next page) show some characteristics of the underutilized members of the Available Labor Pool. Table 10 indicates that the education level of the underutilized workers compares to the overall ALP with about 77% having at least some college education and 54% having completed associates degrees. (Table 1 shows that 76% of the entire ALP have some college experience and 50% have completed an associate’s degree).

Table 10: Highest Level of Education Achieved Among Underutilized

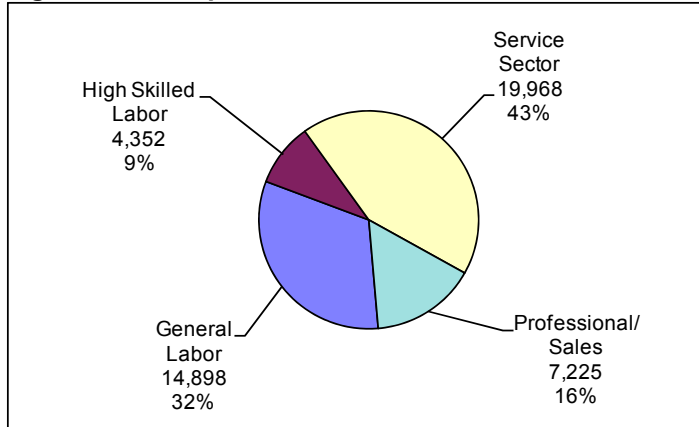
	Number	Percent	Cumulative Percent
Doctoral Degree	658	1.4	1.4
Masters Degree	3,219	6.9	8.3
Bachelors Degree	11,762	25.3	33.7
Associates Degree	9,473	20.4	54.1
Some College	10,701	23.0	77.1
High School Diploma Only	8,896	19.2	96.3
Less HS Diploma	1,735	3.7	
Total	46,443	100	

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

Figure 21 shows that 32% of the underutilized workers are employed as general laborers and 9% are employed as skilled blue-collar workers. The highest percentage of underutilized workers are employed as service sector and support workers (43%), while fewer (16%) hold professional positions.

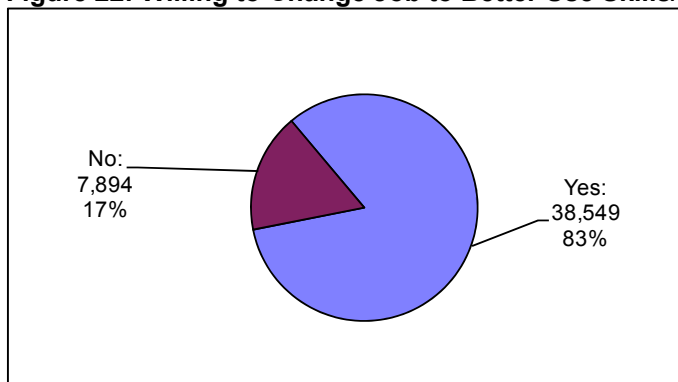
Comparing Figure 21 to Figure 2 suggests that more general laborers and service workers consider themselves as underutilized than do skilled laborers and professional workers. Figure 2 shows that the subset of working ALP members consists of: 24% general laborers, 11% skilled-laborers, 40% service workers, and 25% professionals.

Figure 21: 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 22 suggests that many – 83% (or 38,549 individuals) – of the underutilized workers are willing to change jobs to address underutilization.

Figure 22: 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 23 shows that of the 155,111-member Available Labor Pool, 11% own their own businesses.

Figure 23: Business-Ownership

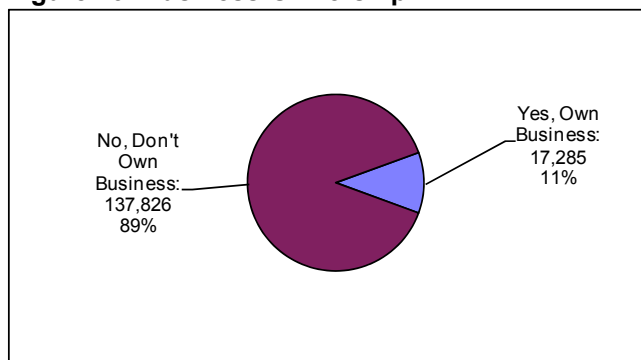
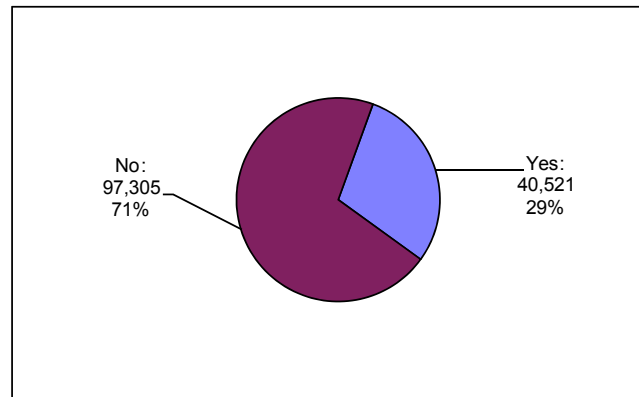


Figure 24: "Seriously Thought About Starting Own Business?"



The *non-business owning members of the ALP* (estimated to be 137,826 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 24 shows that not quite a third (29% or 40,521) 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 11 and Figures 25 and 26 (next page) show some characteristics of the *potential entrepreneurs*. Table 11 indicates that the education level of the potential entrepreneurs is somewhat lower than the overall ALP, with more than one quarter (27.9%) holding at least a bachelor's degree and 94% as having high school diplomas (whereas Table 1 shows 35.2% and 95.7% for bachelor's degree and high school diploma, respectively).

Table 11: Highest Level of Education Achieved Among Potential Entrepreneurs

	Number	Percent	Cumulative Percent
Doctoral Degree	297	0.7	0.7
Masters Degree	3,432	8.5	9.2
Bachelors Degree	7,568	18.7	27.9
Associates Degree	7,077	17.5	45.3
Some College	12,534	30.9	76.3
High School Diploma Only	7,227	17.8	94.1
Less HS Diploma	2,385	5.9	100.0
Total	40,521	100.0	

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

Figure 25 shows that 29% of the potential entrepreneurs are currently employed as general laborers and that 16% are currently employed as skilled blue-collar workers. The highest percentage is employed as service sector and support workers (36%), while 19% hold

professional positions. (For comparison, Figure 2 shows: 24% general laborers, 11% skilled-laborers, 40% service workers, and 25% professionals.)

Figure 25: Occupational Sectors of Potential Entrepreneurs

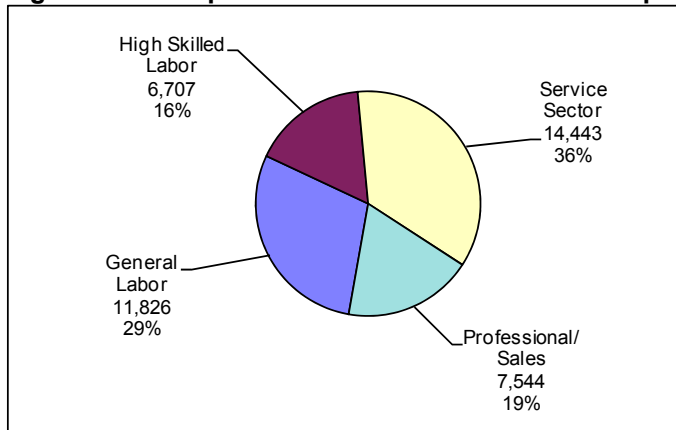
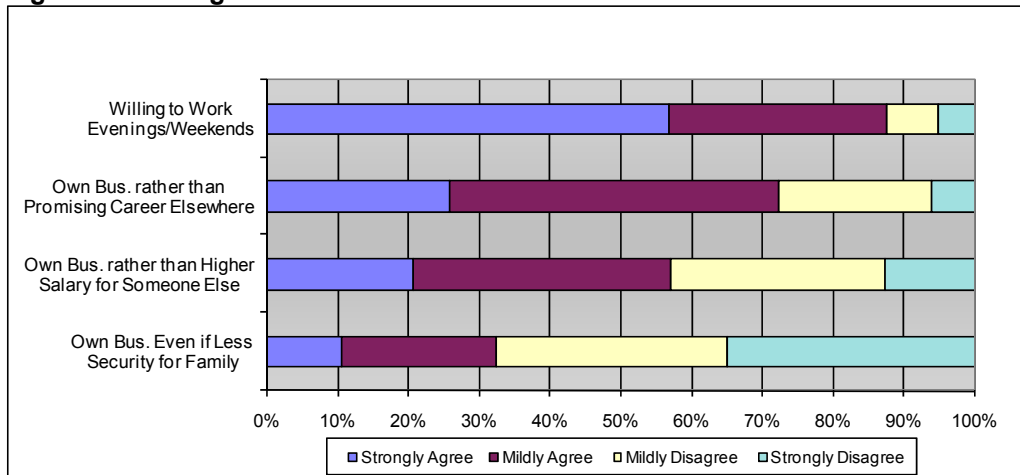


Figure 26 suggests the strength of desire to own a business. About 57% of this subset of the ALP indicate that they “Strongly Agree” with a statement asking if they “are willing to work evenings or on weekends to make their business a success,” while almost 31% indicate that they “Mildly Agree.” About 26% “Strongly Agree” with a statement asking if they “would rather own their own business than pursue a promising career elsewhere,” while 47% “Mildly Agree.”

About 21% percent “Strongly Agree” with the statement “I would rather own my own business than earn a higher salary working for someone else,” while another 36% “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,” 10% strongly agreed and 22% mildly agreed. More respondents disagreed with this statement than any other, with 32% mildly disagreeing and 35% strongly disagreeing, for a total of 67% disagreement.

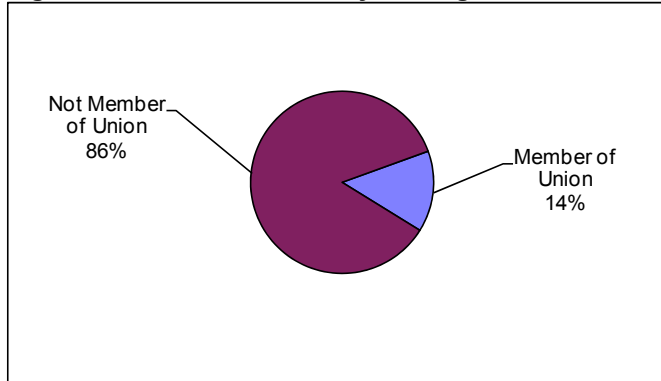
Figure 26: Strength of Desire for Own Business



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 27 shows that 14% of the respondents belong to a union.

Figure 27: “Do You Currently Belong to a Labor Union?”



Respondents indicating union membership were asked to provide the name of the union to which they belong. Table 12 shows the responses to that question. The two unions best represented by survey respondents are the International Association of Machinists and Aerospace Workers and the Kansas National Education Association, followed by the United Teachers of Wichita.

Table 12: Name of Union

	Frequency	Valid Percent
International Association of Machinists and Aerospace Workers	32	23.3
Kansas National Education Association	31	22.1
United Teachers of Wichita	14	9.9
Service Employees International Union	5	3.9
Society for Professional Engineering Employees in Aerospace	5	3.6
Kansas Association of Professional Employees	4	3.0
Kansas Fraternal Order of Police	4	2.9
Communication Workers of America	4	2.8
International Brotherhood of Electrical Workers	3	2.1
International Brotherhood of Teamsters	3	2.0
American Postal Workers Union	2	1.6
AFL-CIO	2	1.5
American Federation of Teachers	2	1.5
International Association of Firefighters	2	1.5
United Steel Workers	2	1.5
American Association of University Professors	2	1.5
United Federation of Teachers	2	1.4
National Association of Letter Carriers	2	1.3
United Transportation Union	2	1.2
Brick Layers and Allied Craft Workers	1	0.8
International Alliance of Theatrical Stage Employees	1	0.8
Brotherhood of Railroad Signalmen	1	0.7
National Rural Letter Carriers' Association	1	0.6
United Association (Plumbers and Pipefitters)	1	0.6
Other/Don't Know	10	7.2
Refused	1	0.7
Total	139	100

Figure 28 shows the responses to various contingency questions stemming from the one shown in Figure 27. The questions and responses show in yellow correspond with union members, while the questions and responses shown in light grey correspond to workers that do not currently belong to labor unions.

Of the workers that *do not* currently belong to unions, 19% indicate that their current workplace is unionized. More than half (55.8%) of the respondents that are not in unions but are working union shops indicate that they are eligible to join a union, and of those eligible to join a union, 8.4% indicate that they plan to join a union in the near future.

Of the 14% that *currently belong* to unions, about 48% percent prefer to work in a union shop, almost 8% would prefer to work in a non-union shop, and 44.4% suggest that it does not matter if they work in a union shop or not. These figures contrast with those of non-union members, in which only 9.2% preferring to work in a union shop and 37% preferring to not work in a union shop. However, a majority (54.2%) of non-union members suggest that it does not matter to them if they work in a union shop or not.

Figure 28: Union Members and Non-Union Workers

Currently Member of Union? (n=983)		Prefer to Work in Union Shop or NOT in Union Shop?	
Yes:	14.4%		
No:	85.6%		
Is Current Workplace Unionized? (n=832)		<i>Currently Member of Union (n=138)</i>	<i>Currently NOT Member (n=841)</i>
Yes:	19.3%	Prefer to work in union shop:	47.7%
No:	80.7%	Prefer to NOT work in union shop:	7.9%
		Does Not Matter:	44.4%
Are you Eligible to Join a Union? (n=155)			
Yes:	55.8%		
No:	44.2%		
Plan to Join the Union? (n=86)			
Yes:	8.4%		
No:	91.6%		

Finally, respondents were asked open-ended questions inquiring as to why they do or do not belong to a labor union. Tables 13 and 14 (next page) shows the responses to these questions, with answer sets collapsed into answer options.

Table 13: "Why Do You Belong to a Union?"

	Frequency	Valid Percent
Protects/Provides Benefits and Wages	41	34.7
Provides Good Representation/Political Power	21	17.8
Provides Worker Protection/Job Security	20	16.9
Provides Legal Representation/Assistance	15	12.7
Tradition/Personal Belief in Supporting Labor	9	7.6
Required/Peer Pressure of Other Workers	5	4.2
Fights for Better Working Conditions/Worker Safety	4	3.4
Professional Collaboration	3	2.5
Total	118	100

Table 14: "Why Do You Not Belong to a Union?"

	Frequency	Valid Percent
Union Not Available for Position/Job	33	22.4
Membership is Too Expensive	27	18.4
Union Not Needed at Respondent's Workplace	23	15.6
Union Not Available at Workplace/KS is "Right to Work"	21	14.3
Supports "Right to Work" Laws, Opposes Unions	15	10.2
Local Union Not Strong/Does Not Represent Well	14	9.5
Had Unsuccessful Experience with Unions	8	5.4
Afraid to Lose Job for Joining Union	6	4.1
Total	147	100

Comparative Analysis (2006 and 2007 Data)

The Docking Institute of Public Affairs conducted a similar labor study in the Wichita Labor Basin in the spring of 2006. This section of the report will compare some of the data collected during 2006 to data collected in 2007.

Table 15 shows population, civilian labor force, employment, and the ALP data presented in the 2006⁵ and 2007 reports. Total population within the Wichita Labor basin has increased by an estimated 0.6%, the Civilian Labor Force increased by 4%, and the number of employed individuals has increased by 4.6%. The unemployment rate increased from 3.6% to 3.9%.

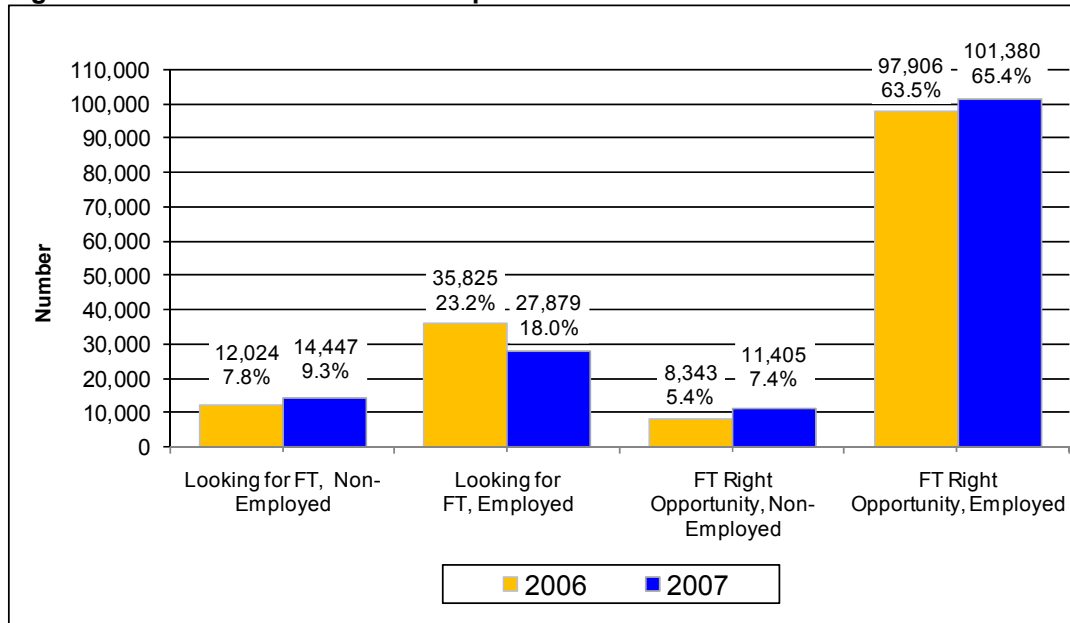
Table 15: Population, CLF, Employed, ALP, and Unemployment Rate Comparisons

	2006 Study	2007 Study	% Change
Labor Basin Population	742,202	746,830	0.6%
Civilian Labor Force	382,541	397,683	4.0%
Employed	364,704	381,402	4.6%
Available Labor Pool	154,098	155,111	0.7%
Unemployment Rate	3.6%	3.9%	0.3%

Figure 29 on the next page shows the ALP for the Wichita Labor Basin in 2006 and 2007. The percentage of ALP members indicating that they are employed and *actively looking for other full-time employment* decreased from 2006 to 2007 by 5.2% (from 23.2% to 18%). The percentages of ALP members in the other three categories increased by about 2% each.

⁵ The figures show here for the 2006 study vary from those show in the 2006 report due to an underestimation of the population of labor basin for that study period. The population was reported to be 706,709 for the entire labor basin, but the estimate is now 742,202. Newly available Census estimates account for about half of the difference between these two figures. The remaining difference was due to a data entry error with regard to the population of Butler County in the 2006 study. Using the new population estimate for the basin in 2006 (shown in the table above), the ALP for the 2006 study is recalculated to have been 154,098 instead of 153,708.

Figure 29: Available Labor Pool Comparison



An occupation and education level comparison is shown in Table 16. The greatest changes in the occupations of the ALP are among general laborers and service sector workers. About 5% more general laborers are members of the 2007-ALP (when compared to the 2006-ALP) while 8.7% fewer service workers are members of the 2007-ALP (when compared to the 2006-ALP). Non-working ALP member increased from 2006 to 2007 by about 4%.

The overall education level of the Available Labor Pool stayed relatively stable from 2006 to 2007 when comparing cumulative percent figures, although 41.5% held bachelor's degrees (at least) in 2006 compared to 35.2% in 2007.

Table 16: ALP Occupation and Education Levels Comparison

Employment Sector	2006 Study			2007 Study		
	Number	Percent	Percent of Wrkg ALP	Number	Percent	Percent of Wrkg ALP
General Labor	22,747	14.8	17.0	31,217	20.1	24.3
Skilled Labor	13,546	8.8	10.1	14,586	9.4	11.3
Service	64,374	41.8	40.0	51,360	33.1	40.0
Professional	33,113	21.5	24.4	31,381	20.2	24.4
Non-Working	20,319	13.2	N/A	26,567	17.1	N/A
Education Level			Cumulative			Cumulative
	Number	Percent	Percent	Number	Percent	Percent
Doctoral Degree	2,829	1.8	1.8	1,832	1.2	1.2
Masters Degree	18,036	11.7	13.5	16,413	10.6	11.8
Bachelors Degree	43,076	28.0	41.5	36,392	23.5	35.2
Associates Degree	19,368	12.6	54.1	23,121	14.9	50.1
Some College	36,965	24.0	78.1	40,576	26.2	76.3
High School Diploma	29,832	19.4	97.4	30,070	19.4	95.7
Less HS Diploma	3,992	2.6	100	6,707	4.3	100

Data from the 2006 and 2007 studies shows that the percentage of the ALP indicating they are willing to take a job outside their primary field decreased by about 5.5% (see Table 17).

Table 17: Willing to Take Job Outside of Primary Field

	2006 Study		2007 Study	
	Number	Percent	Number	Percent
Yes	125,768	81.6	117,995	76.1
No	28,330	18.4	37,116	23.9
Total	154,098	100	155,111	100

Table 18 shows a comparison of “willingness to commute” for the two studies. The cumulative percentages for the various commute minute categories are very similar for the two studies up to and including the “up to 30 minutes” category. The cumulative percentages of the categories ranging from “up to 35 minutes” to “up to 60 minutes” suggests that members of the 2007-ALP are willing to travel for longer periods of time for a new or different job than are members of the 2006-ALP.

Table 18: Available Labor by Commute Minutes

	2006 Study		2007 Study	
	Cumulative Number	Cumulative Percent	Cumulative Number	Cumulative Percent
More than 60 Minutes	2,559	1.7	2,963	1.9
Up to 60 Minutes	21,237	13.8	28,026	18.1
Up to 55 Minutes	21,519	14.0	28,026	18.1
Up to 50 Minutes	22,689	14.7	29,895	19.3
Up to 45 Minutes	46,704	30.3	50,689	32.7
Up to 40 Minutes	53,012	34.4	55,775	36.0
Up to 35 Minutes	55,561	36.1	58,669	37.8
Up to 30 Minutes	121,168	78.6	121,278	78.2
Up to 25 Minutes	126,095	81.8	126,947	81.8
Up to 20 Minutes	144,681	93.9	144,251	93.0
Up to 15 Minutes	149,838	97.2	151,063	97.4
Up to 10 Minutes	152,305	98.8	153,945	99.2
Up to 5 Minutes	154,098	100	155,111	100

Figure 30 (next page) shows the same information as that in Table 18, but in graphic form. The figure shows that the data from the two study groups begins to diverge at about 35 minutes. Figure 31 provides an expanded view of the 35-65 minute portion of Figure 30.

Figure 30: Available Labor by Commute Minutes Comparison

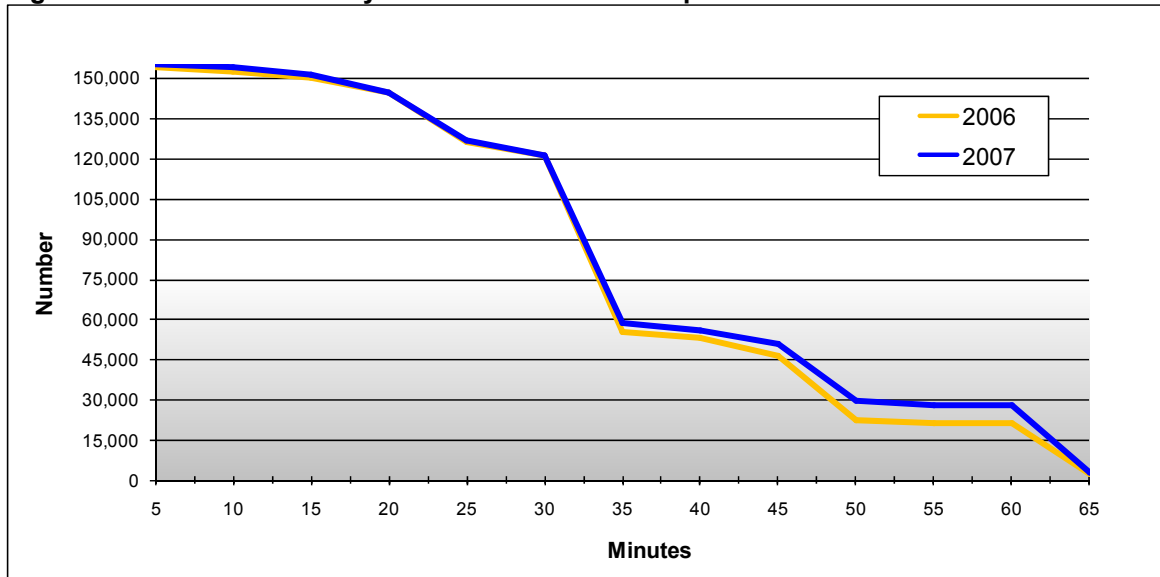
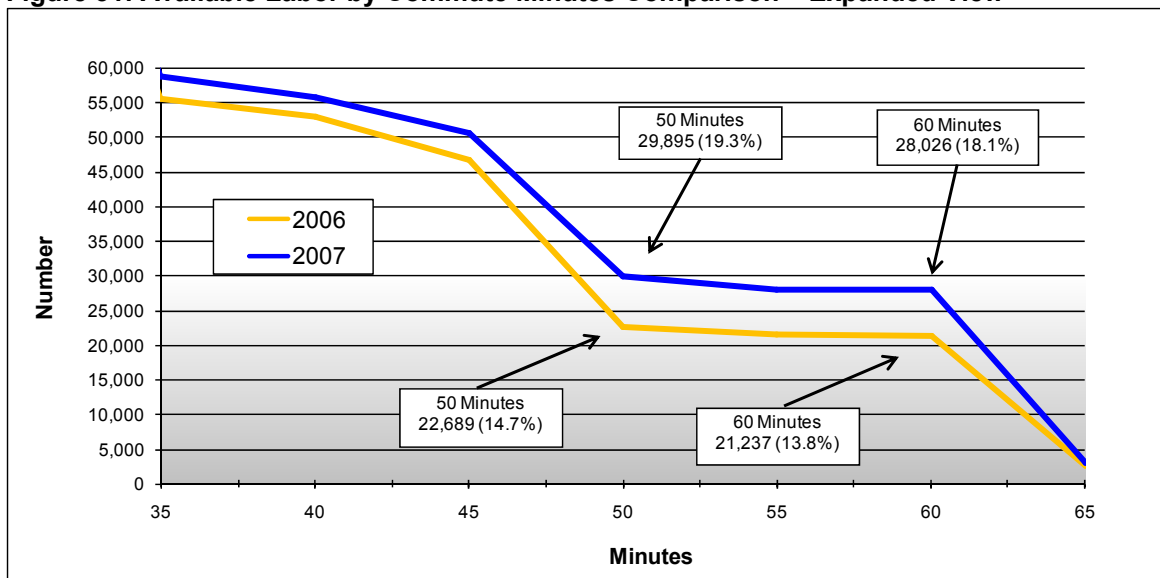


Figure 31: Available Labor by Commute Minutes Comparison – Expanded View



Concerning desired benefits to take a new or a different job, Table 19 shows that a good salary is a very important benefit in both studies, but that the percentages of respondents considering health benefits and retirement benefits as important reasons to take a new job is higher for the 2007-ALP than for the 2006-ALP. The percentages of respondents indicating that good education assistance and transportation assistance are important are higher for the 2007-ALP than the 2006-ALP, but are still less important than other benefits.

Table 19: Importance of Benefits to Change Employment Comparison

	2006 Study	2007 Study
	Percent Responding "Yes"	
Good Salary/Hourly Pay	88.9	88.0
Good Retirement Benefits	84.9	88.0
Good Health Benefits	84.9	86.9
OJT or Paid Training	81.0	81.0
Good Vacation Benefits	79.8	78.0
Flexible Hours/Flex-Time	66.4	66.0
Good Education Assistance	53.3	59.8
Transportation Assistance	24.2	31.0

Figure 32 shows a comparison of the wage demands of the two study groups. The figures show data from *only those respondents* determined to be "willing to commute the necessary travel time" for a new or different job opportunity. The wage demand line is similar for the two studies, but two areas of divergence are highlighted in the figure (\$10 and \$16 an hour).

Figure 32: Comparison of Wage Demands of the Willing-to-Commute

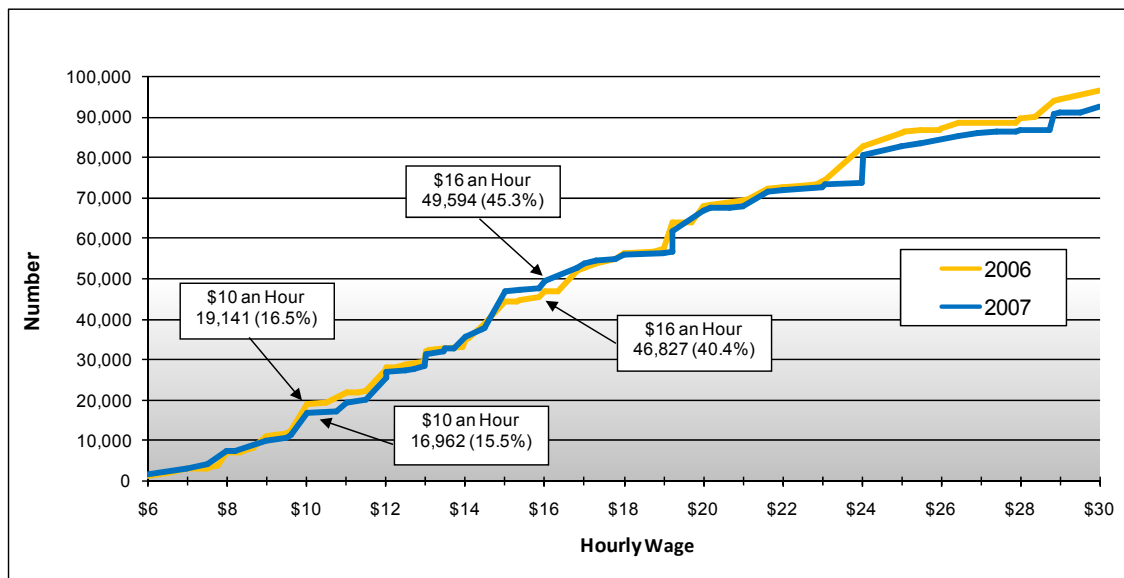


Table 20 shows a comparison of the underutilized members of the ALPs for 2006 and 2007. The level of underutilization in the ALPs for the two study periods differ by about 4%. The 2007 study shows that a higher percentage of general labor workers consider themselves as underutilized than the 2006 study (32.1% in 2007 and 23.5% in 2006). On the other hand, fewer service workers consider themselves underutilized in the 2007 study than in the 2006 study (43.0% in 2007 and 54.7% in 2006).

The high-skilled labor and professional workers *combined* make up a larger percentage of the underutilized workers in 2007 than in 2006 (25% in 2007 and 21.9% in 2006).

The 2007 underutilized workers seem to have obtained lower levels of education than the 2006 underutilized workers. For example, the cumulative percent column shows that 39.1% of the underutilized workers in 2006 had obtained bachelors, masters, or doctoral degrees, compared to 33.7% in 2007. The percent columns show that 7% more of the underutilized workers in 2007 had obtained associates degrees than in 2006, however (20.4% in 2007 and 13.5% in 2006).

Table 20: Underutilized Workers and Education Level Comparison

	2006 Study		2007 Study	
	Percent		Percent	
Underutilized Workers	31.6		35.9	
Will Change Jobs to add Underutilization	81.9		83.0	
Employment Sector				
	Percent		Percent	
General Labor	23.5		32.1	
Skilled Labor	8.8		9.4	
Service	54.7		43.0	
Professional	13.1		15.6	
Education Level				
	Percent	Cumulative Percent	Percent	Cumulative Percent
Doctoral Degree	0.4	0.4	1.4	1.4
Masters Degree	11.7	12.1	6.9	8.3
Bachelors Degree	27.0	39.1	25.3	33.7
Associates Degree	13.5	52.6	20.4	54.1
Some College	28.2	80.8	23.0	77.1
High School Diploma	16.8	97.6	19.2	96.3
Less HS Diploma	2.4	100	3.7	100

Table 21 shows a comparison of the “potential entrepreneurs” from the two studies. The percentage of non-business owning members of the ALP is the same at about 89%, while the percentage of respondents that have seriously considered starting their own business (i.e., the potential entrepreneurs) differs by about 8% (with 37.2% in 2006 and 29.4% in 2007).

The 2007 study shows that a higher percentage of general labor potential entrepreneurs than in 2006 (29.2% in 2007 and 21.8% in 2006). Conversely, the 2007 study shows a lower percentage of service worker potential entrepreneurs than the 2006 study (35.6% in 2007 and 43.8% in 2006).

The percentages of high-skilled labor and professional workers *combined* are essentially the same for the two study periods (34.4% in 2006 and 35.2% in 2007).

The 2007 potential entrepreneurs have obtained lower levels of education than the 2006 potential entrepreneurs. For example, the cumulative percent column shows that 38.7% of the potential entrepreneurs in 2006 had obtained bachelors, masters, or doctoral degrees, compared to 27.9% in 2007.

Table 21: Entrepreneurship Propensity Comparison

	2006 Study		2007 Study	
	Percent		Percent	
Non-Business Owners	88.9		88.9	
Seriously Considered Starting Own Business	37.2		29.4	
Employment Sector				
	Percent		Percent	
General Labor	21.8		29.2	
Skilled Labor	11.1		16.6	
Service	43.8		35.6	
Professional	23.3		18.6	
Education Level				
	Percent	Cumulative Percent	Percent	Cumulative Percent
Doctoral Degree	1.1	1.1	0.7	0.7
Masters Degree	12.4	13.5	8.5	9.2
Bachelors Degree	25.3	38.7	18.7	27.9
Associates Degree	13.2	52.0	17.5	45.3
Some College	28.8	80.8	30.9	76.3
High School Diploma	17.3	98.1	17.8	94.1
Less HS Diploma	1.9	100	5.9	100

Finally, with regard to labor union membership, Table 22 provides a comparison of key questions asked of all working (and unemployed but job seeking) respondents to the 2006 and 2007 surveys. The table shows that about 4% more of the 2007 respondents indicate that they were members of labor unions when compared to the 2006 respondents (14.4% and 10.5%, respectively). Similarly, about 4% more respondents in 2007 than in 2006 indicated that they work in union shops. The percentage of non-union members indicating a desire to join a union in the near future is 2.7% higher in 2007 than in 2006.

Regarding the issue of preference for working in a union shop or not, the table shows four categories of workers – union members and non-union members in 2006 and union members and non-union members in 2007. For both time periods, union members indicated a preference to work in a union shop (54.8% in 2006 and 47.7% in 2007). The largest percentages of non-union members indicate that it “does not matter” if they work in a union shop or not (49.5% and 54.2%).

Table 22: Labor Union Membership Comparison

	2006 Study		2007 Study	
	<i>Percent</i>	<i>Percent</i>	<i>Percent</i>	<i>Percent</i>
Currently a Union Member:	10.5		14.4	
Workplace in Union Shop/Unionized:	15.9		19.3	
Non-Member but Plan to Join Union:	5.7		8.4	
	<i>Union Member</i>	<i>Non-Member</i>	<i>Union Member</i>	<i>Non-Member</i>
Prefer to work in union shop:	54.8	8.1	47.7	9.2
Prefer to NOT work in union shop:	5.7	42.3	7.9	36.6
Does Not Matter:	39.5	49.5	44.4	54.2

Methodology

The Wichita Labor Basin has a total population of approximately 746,830, and a Civilian Labor Force (CLF) of 397,683. The Docking Institute's analysis suggests that the basin contains an Available Labor Pool (ALP) of 155,111 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, 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 Pool⁶." 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 CLF⁷. Secondly, the number of potential workers is then

⁶ 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).

⁷ 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

restricted to those workers who indicate they are looking for work or that 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 155,111 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 the **2007 study** was collected from a random digit telephone survey⁸ 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 June 26, 2007 to July 13, 2007, using a Computer Assisted Telephone Interviewing (CATI) system. A total of 4,233 households were successfully contacted during the data collection period, and a randomly selected adult⁹ in each was asked to participate in the study. In 2,684 households the selected adult agreed to be interviewed. This represents a cooperation rate of 63.4% and a margin of error of +/-1.9%.

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 1,679 and are considered eligible respondents. Of the 1,679 cooperating and eligible respondents, 36.5% (or 612) 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 612 individuals provides a margin of error of +/- 4.0%.

Data for the **2006 study** was collected from a random digit telephone survey of adults living in the same ten counties listed above. Surveying took place from March 1, 2006 to April 28, 2006, using the same CATI system. A total of 4,249 households were successfully contacted during the data collection period, and a randomly selected adult in 2,432 household agreed to be interviewed. The cooperation rate for the 2006 study was 57%, with a margin of error of +/-2.00%.

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.

⁸ 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.

⁹ Surveyors requested to "speak with an adult over the age of 17 that has had the most recent birthday."

As in 2007, 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 were 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 in 2006. 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.

Appendix I: Current Employment Status of ALP

	Current Employment Status of ALP	
	Number	Percent
General Labor/Construction/Cleaning	10,094	6.5
Farm Labor/Ranch Hand/Landscaping	1,288	0.8
Delivery/Driver/Courier	4,208	2.7
Maintenance/Wiring/Plumbing	5,876	3.8
Factory Worker/Grain Elevator Op/Meat Packer	7,402	4.8
Truck Driver/Heavy Equipment Operator	2,348	1.5
Police/Fire/Postal/Military Enlisted	3,026	2.0
Mechanic/Welder/Carpenter/Electrician	5,827	3.8
Lab or Medical Technical/Comp Technician	5,733	3.7
Other Blue Collar	0	0.0
General Customer Service/Retail/Reception/Food Service	10,639	6.9
Clerical/Secretary/Book-Keeper/Bank Teller	12,203	7.9
Para-legal/Para-pro/CNA/Day Care	10,833	7.0
Nurse/LPN/RN/Semi-skilled Social Service	6,458	4.2
Office Manager/Small Business Owner	11,227	7.2
Teacher/Instructor/Writer/Researcher	13,723	8.8
Sales/Marketing/Accounting	8,741	5.6
Govt, Non-Profit, or Bus Exec/Farm Owner/Military Officer	2,342	1.5
Counselor/Social Worker/Physician's Assistant	1,519	1.0
Professor/Doctor/Engineer/Attorney	5,057	3.3
Other White Collar	0	0.0
Homemaker	9,590	6.2
Full-Time Student	2,730	1.8
Unemployed	11,434	7.4
Retired	2,325	1.5
Disabled	488	0.3
Total	155,111	100

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

Appendix II: Hourly Wage to Annual Salary Conversion Chart

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