Wichita Labor Basin

Labor Availability Analysis – 2008

Including a comparison to data from the
2006 and 2007 Labor Availability Analyses

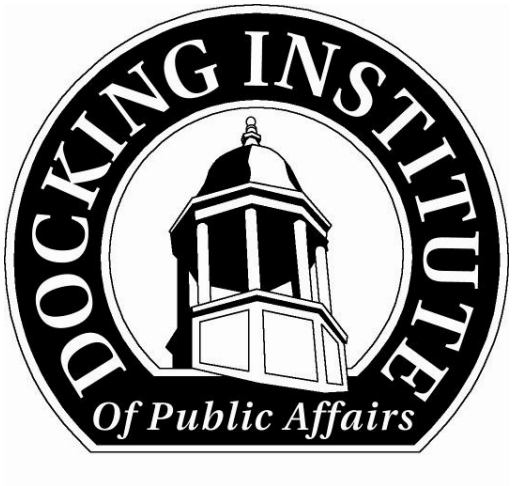
Butler ● Cowley ● Harper ● Harvey ● Kingman ● Marion
McPherson ● Reno ● Sedgwick ● Sumner
Counties

Prepared For

The Center for Economic Development and Business Research
Wichita State University

By

The Docking Institute of Public Affairs



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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.

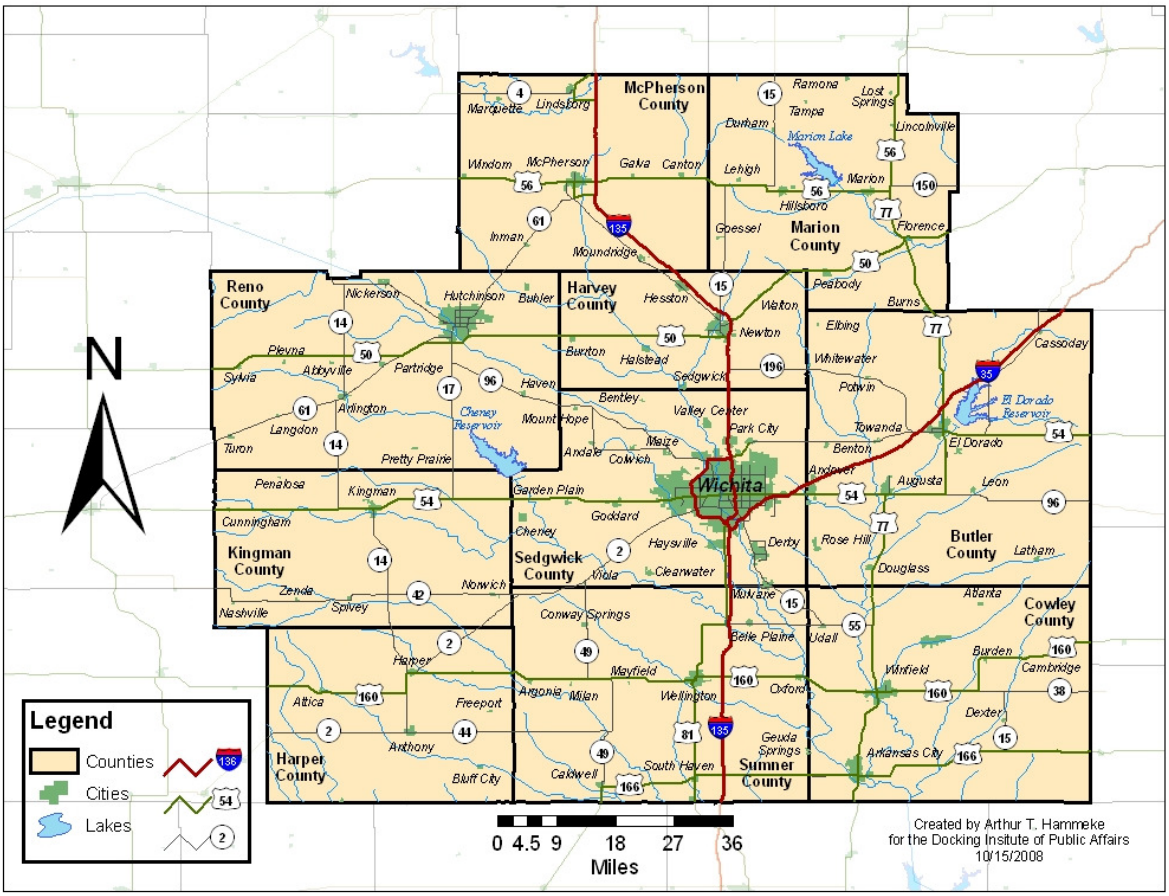
The Docking Institute's independent analysis of this labor basin shows that:

- The population of the Wichita Labor Basin is estimated to be 746,830. About 21% of the population (or 159,265 individuals) are considered to be part of the Available Labor Pool (ALP).
- Of the ALP, an estimated 16,631 (10.4%) non-working and 30,444 (19.1%) working individuals are *looking* for new employment, while 12,403 (7.8%) non-working and 99,787 (62.7%) working individuals would *consider* new and/or different employment for the right opportunities.
- About three-quarters (74.4%) of the ALP has at least some college experience and almost all (96.3%) has at least a high school diploma. The average age for members of the ALP is 44 years old, and women make up about 51% of the ALP. Almost 19% indicate that they speak at least "a little" Spanish.
- An estimated 30,769 members of the ALP are currently employed as general laborers, while an additional 13,452 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 (81%), writing (61%), and math (52%).
- About 83% 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 24% of the members of the ALP will commute up to 45 minutes, one way, for an employment opportunity. Almost 74% will commute up to 30 minutes for employment.
- The most important desired benefits in order are good salary or hourly wage, good health benefits, good retirement benefits, and on-the-job or paid training.
- Among the ALP that are willing to commute the necessary distance to the labor basin center, an estimated 45,980 people (28.9%) are interested in a new job at $16 an hour, 25,286 (15.9%) are available at $12 an hour, and 5,989 (3.8%) are available at $8 an hour.
- Of the 130,231 members in the subset of *employed members* of the ALP, 46,792 (36%) consider themselves underutilized.
- Of the 147,077 members in the subset of *non-business owning members* of the ALP, 57,234 (39%) 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 159,265 individuals. The ALP is composed of workers categorized as 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*, or 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.

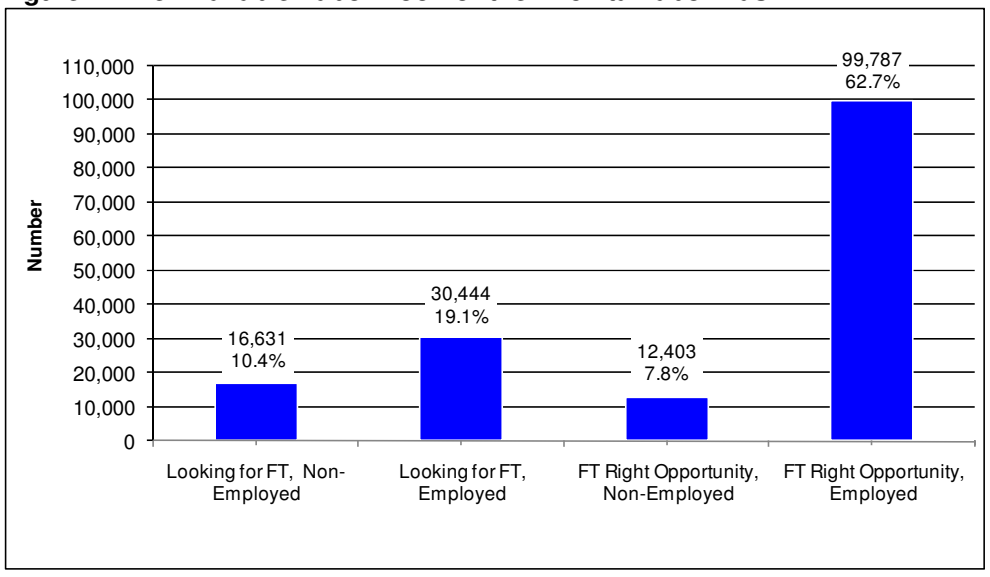
The Wichita Labor Basin's Available Labor Pool

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 with studies conducted in 2006 and 2007?

It is estimated that 16,631 (10.4% of the ALP) non-employed[1] and 30,444 (19.1%) employed individuals are *currently looking* for new or different full-time employment, and 12,403 (7.8%) non-employed individuals and 99,787 (62.7%) 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 5% of the available labor is also located in zip code areas in Cowley, Harvey, Marion, McPherson, and Reno Counties. Up to 2.49% of the available labor is located in zip code areas in Butler County.

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

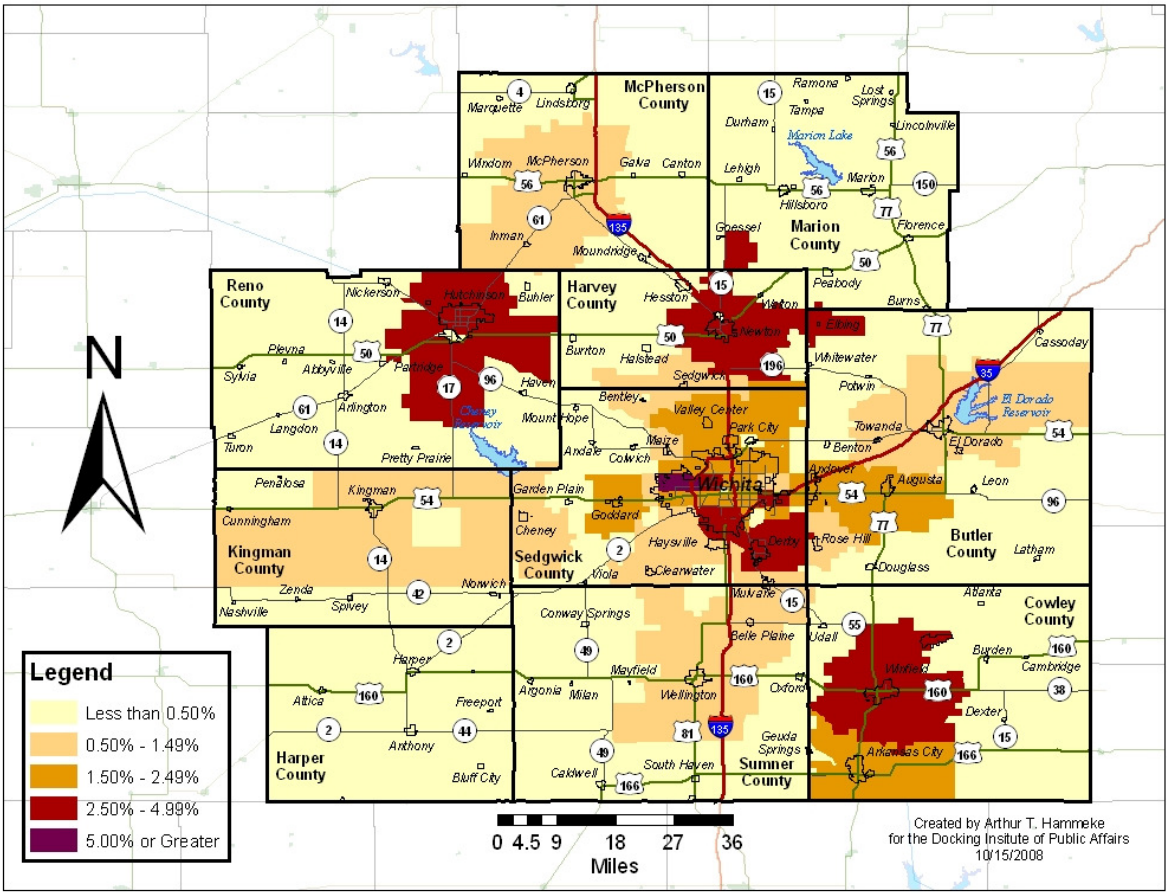


Table 1 shows the gender, age, and education levels of the 159,265-member ALP. Slightly more than 50% percent are women, and the average age is about 44 years old. Most (96.3%) have at least a high school diploma, almost three-quarters (74.4%) have at least some college education, and more than a third (37.5%) 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	43		
Median	44		
Gender	Number	Percent	
Female	80,747	50.7	
Male	78,518	49.3	
Total	159,265	100	
			Cumulative
Highest Level of Education Achieved	Number	Percent	Percent
Doctoral Degree	2,050	1.3	1.3
Masters Degree	19,413	12.2	13.5
Bachelors Degree	38,337	24.1	37.5
Associates Degree	15,073	9.5	47.0
Some College (including current students)	43,568	27.4	74.4
High School Diploma	34,913	21.9	96.3
Less HS Diploma	5,912	3.7	100
Total	159,265	100	
"Do you speak Spanish?"	Number	Percent	
"Yes"	29,783	18.7	
Speak Very Well	*5,093*	*17.1*	*These percentages represent portions of 18.7%*
Speak Fairly Well	*3,395*	*11.4*	
Speak Only a Little	*21,295*	*71.5*	
		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 159,265-member ALP. General labor occupations represent 19.3% of the entire ALP, while high-skilled blue-collar jobs make up 8.4%. Traditional service-related occupations represent 30.9% of the ALP, while professional occupations represent 23% of the ALP.

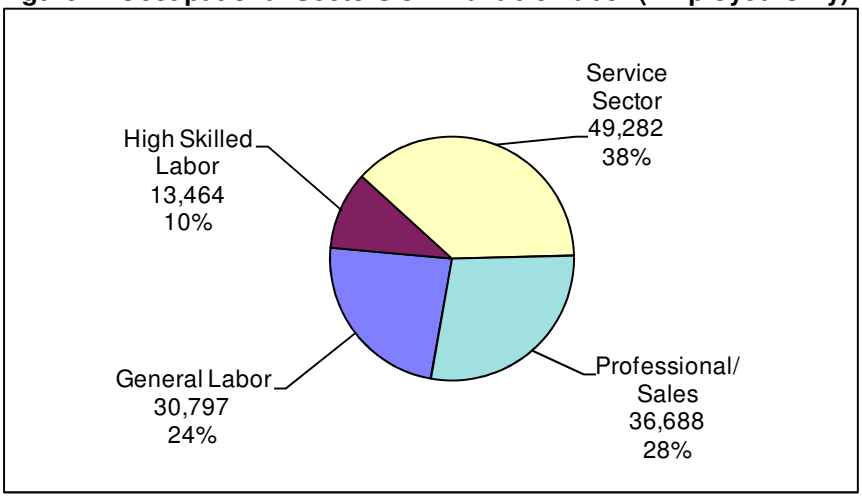
Table 2: Major Occupational Categories of Available Labor

	Number	Percent	Years at Job Mean	Years at Job Median
General Labor/Cleaning/Farm Labor/Delivery	16,399	10.3	6.7	3.7
Maintenance/Factory Work	11,993	7.5	10.3	8.1
Trucking/HEO/Other BC	2,377	1.5	7.5	7.0
Total General Labor	*30,769*	*19.3*	*8.2*	*6.3*
Gov't Service/Protective Service	4,036	2.5	9.9	4.1
Technician/Mechanic/Welder	9,415	5.9	10.7	11.3
Total Highly-Skilled Labor	*13,452*	*8.4*	*10.3*	*7.7*
Customer Service/Receptionist/Food Service	16,625	10.4	5.8	3.2
Clerical/Secretarial	6,553	4.1	11.3	7.9
Social Service/Para-Professional/Nursing	11,971	7.5	8.6	6.0
Office Manager/Small Business Owner/Other WC	14,088	8.8	11.7	10.0
Total Service Sector	*49,237*	*30.9*	*9.4*	*6.8*
Gov't & Business Professional/Sales	15,909	10.0	10.6	9.0
Educator/Counselor/Doctor/Attorney	20,746	13.0	14.2	11.0
Total Professional	*36,654*	*23.0*	*12.4*	*10.0*
Homemakers/Unemployed	20,484	12.9	n/a	n/a
Students	2,364	1.5	n/a	n/a
Retired/Disabled	6,305	4.0	n/a	n/a
Total Non-Employed	*29,153*	*18.3*		
Total	159,265	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 7,622 members of the ALP in the Wichita Labor Basin are currently employed as general labor, construction, cleaners, and similar positions. An additional 5,442 ALP members in the basin indicate previous employment experience or training in one of those jobs, for a total of 13,064 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	7,622		5,442		13,064
Farm Labor/Ranch Hand/Landscaping	2,625		728		3,354
Delivery/Driver/Courier	6,151		1,066		7,218
Maintenance/Wiring/Plumbing	6,048		2,120		8,168
Factory Worker/Grain Elevator Op/Meat Packer	5,945		20,164		26,109
Truck Driver/Heavy Equipment Operator	2,377		1,583		3,960
Police/Fire/Postal/Military Enlisted	4,036		5,963		9,999
Lab or Medical Technician/Comp Technician	6,223		4,520		10,743
Mechanic/Welder/Carpenter/Electrician	3,192		8,185		11,378
General Customer Service/Retail/Reception/Food Service	16,625		18,016		34,642
Clerical/Secretary/Book-Keeper/Bank Teller	6,553		12,835		19,388
Para-legal/Para-pro/CNA/Day Care	8,476		5,219		13,695
Nurse/LPN/RN/Semi-skilled Social Service	3,495		2,528		6,023
Office Manager/Small Business Owner	14,088		7,310		21,398
Teacher/Instructor/Writer/Researcher	12,933		3,852		16,785
Sales/Marketing/Accounting	12,691		7,954		20,645
Govt, Non-Profit, or Bus Exec/Farm Owner/Military Officer	3,218		372		3,590
Counselor/Social Worker/Physician's Assistant	1,123		2,557		3,681
Professor/Doctor/Engineer/Attorney	6,689		2,190		8,879
Total	130,112		112,606		

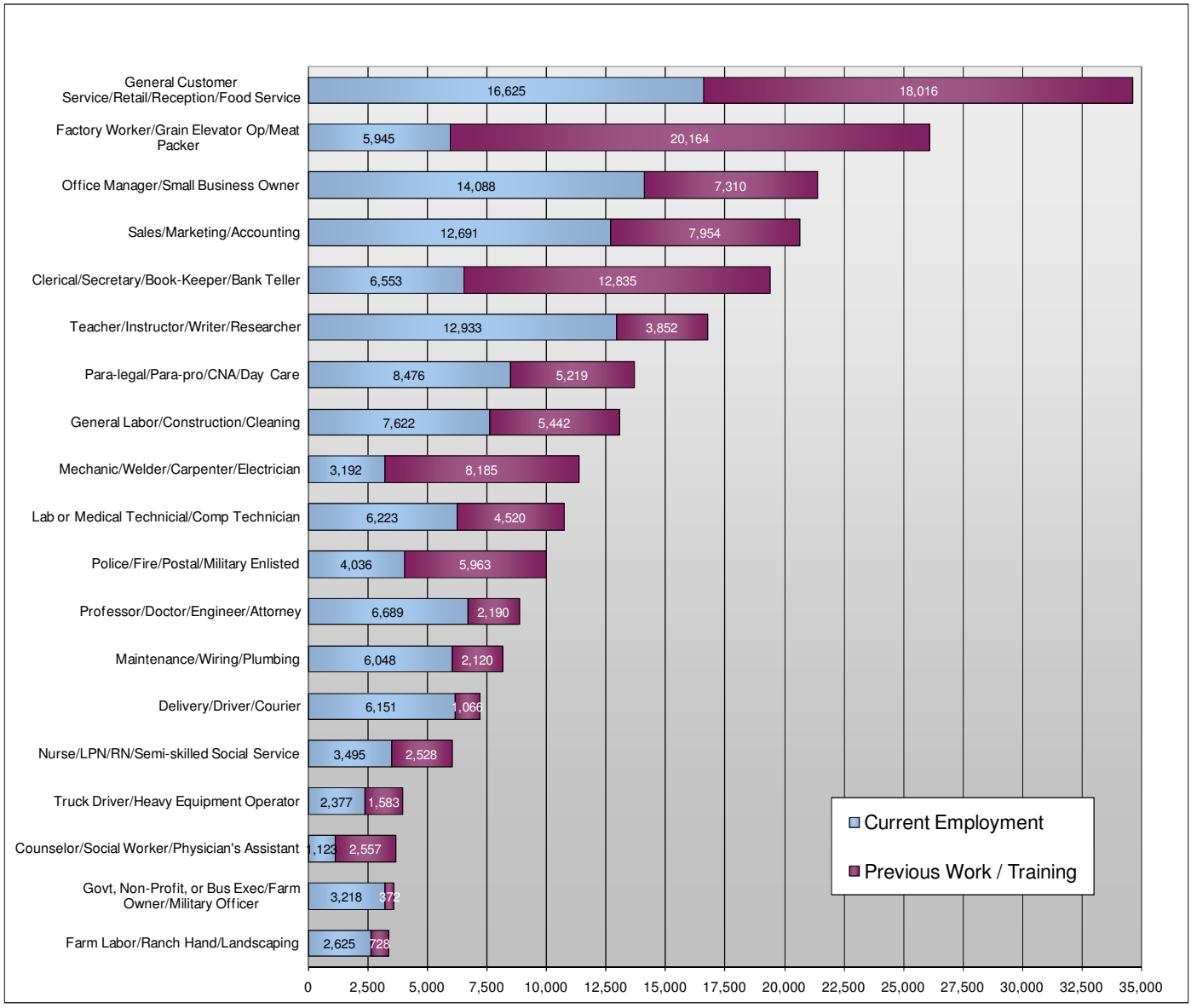
* Retired, disabled, non-working students, homemakers are not included.

** An individual member of the ALP is counted only once within each employment category.

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

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 16,625 working ALP members currently employed in this category and 18,016 previously employed/trained in this category, for a total of 34,642 individuals.

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



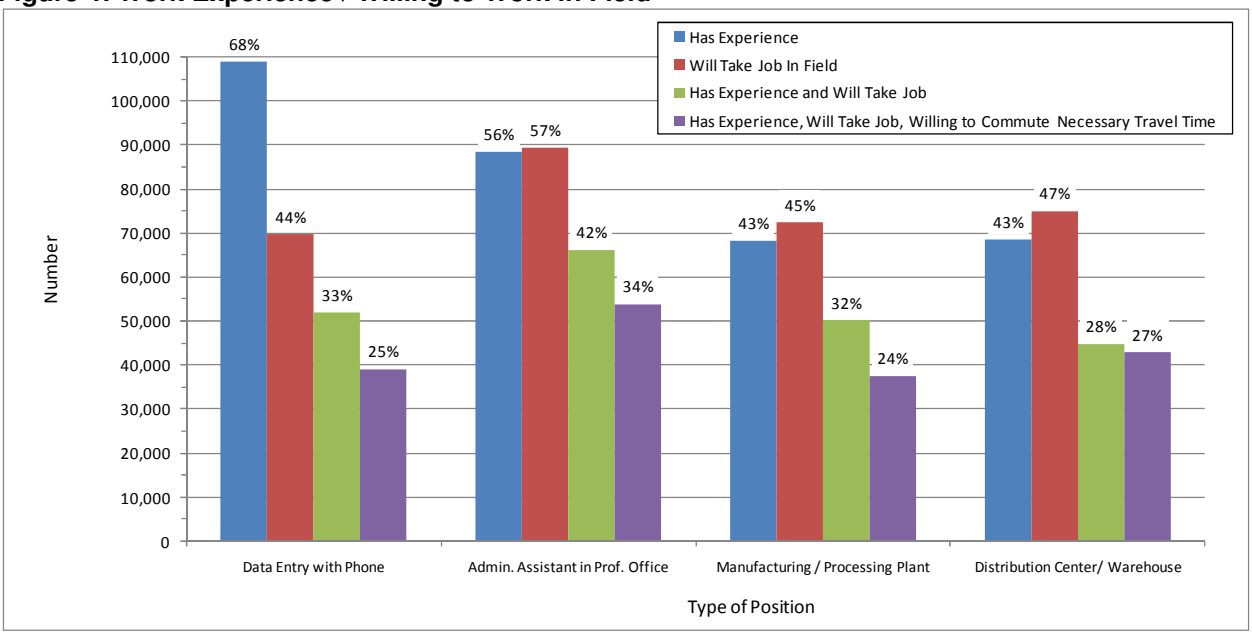
In addition to collecting data regarding the current employment status and previous work or training experience through a series of "open-ended" survey questions (the results of which are shown in the previous table and figure), respondents were asked about the four specific employment areas listed in 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 68% of the ALP (or an estimated 108,800 individuals) report having training and/or experience in data entry with telephone operation, while fewer (44% or about 69,600 individuals) would consider employment in that field. More than half (56%) of the ALP (or an estimated 88,400 individuals) have training and/or experience in professional office environments as office workers or administrative assistants, while more (57% or about 89,400 individuals) indicate that they would take a job in that field.

Less than half (43%) of the ALP (or an estimated 68,300 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 (45% and 47%, respectively) would consider a job in these fields.

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

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

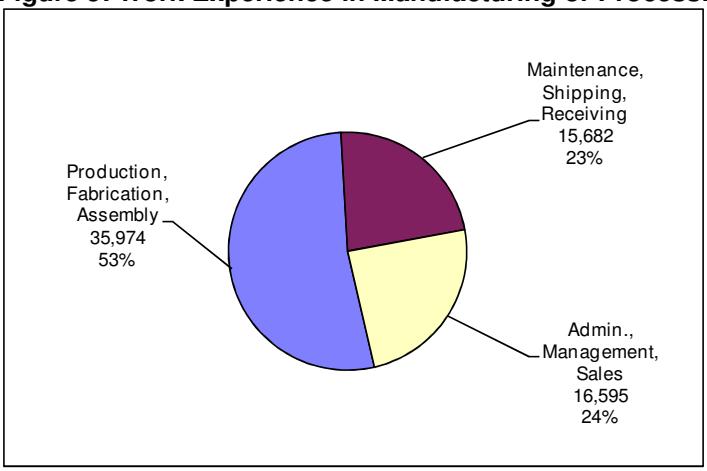
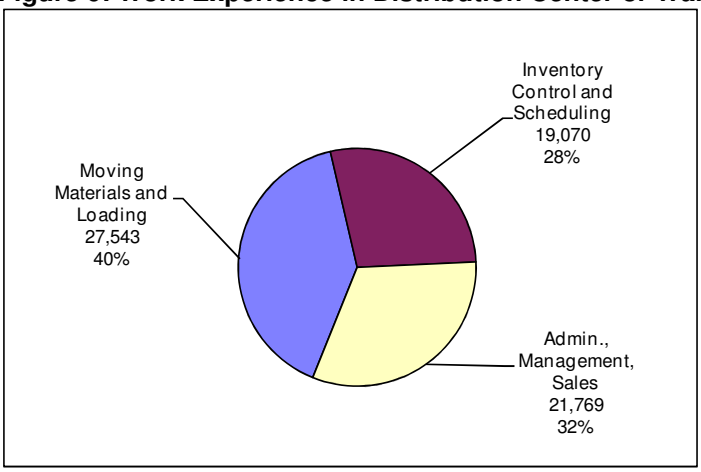


Figure 6: Work Experience in Distribution Center or Warehouse



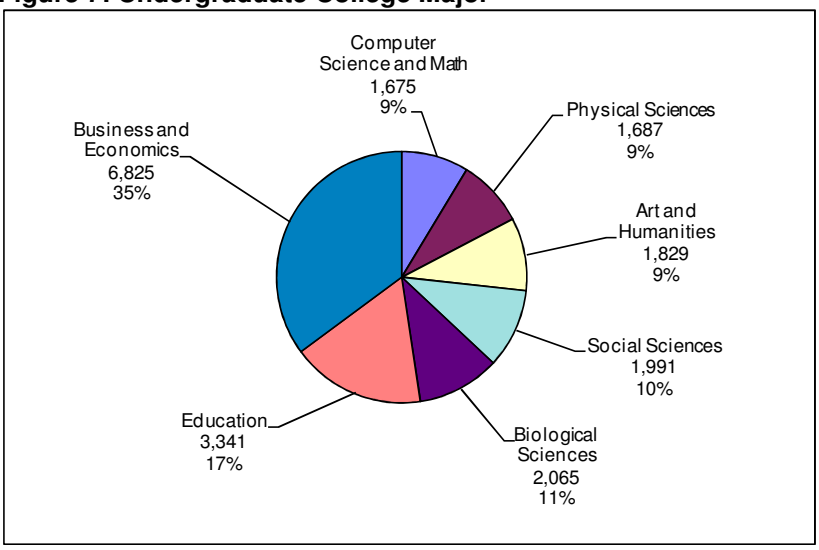
Educational Experience, Skills Self-Assessment, and Job Satisfaction

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.

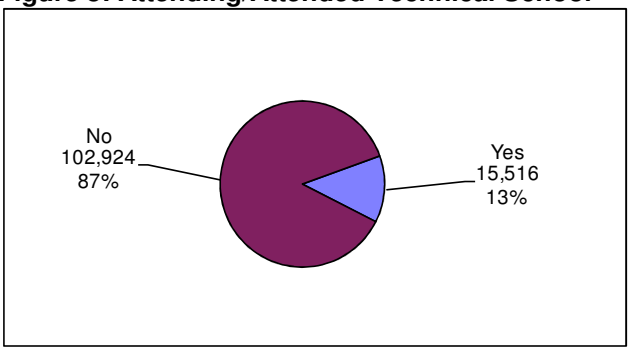
The figure below shows that the largest groups of ALP members indicate a major in Business and Economics (35%), Education (17%), Biological Sciences (14%), or Social Sciences (10%). Arts and Humanities, Physical Sciences, and Computer Science and Mathematics each received 9%.

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 13% of the respondents hold a technical degree or are working on one at the present time. A majority (87%) of the respondents have not received a technical degree (or are not working on one at the moment).

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 table shows that 19% 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 18% are studying (or have studied) information technology. Table 4 shows the responses to an “open-ended” follow-up question for those respondents selecting “other.”

Figure 9: Technical Degree

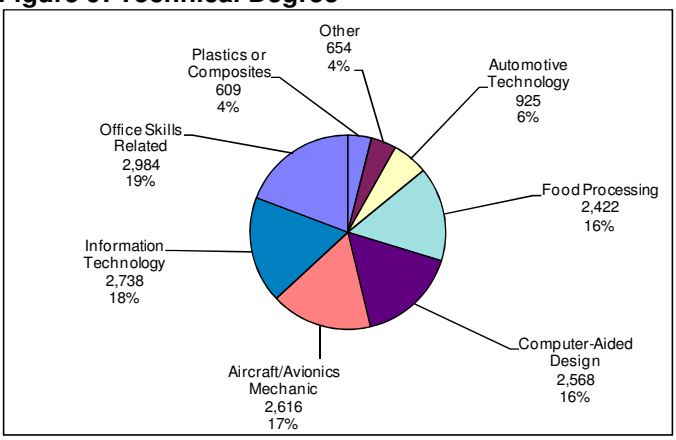


Table 4: Other Degree

	Number	Valid Percent
Health Related	212	32.5%
General Studies	85	13.0%
Applied Science	85	13.0%
Computers/Electronics	76	11.7%
Carpentry	59	9.1%
Welding	34	5.2%
Legal Related	25	3.9%
Other	76	11.7%
Total	654	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 (82%), writing (61%), and math (53%). Most report needing *at least* "some training" in computer operations (62%), management (53%), and public speaking (51%).

Figure 10: Skills Self-Assessment

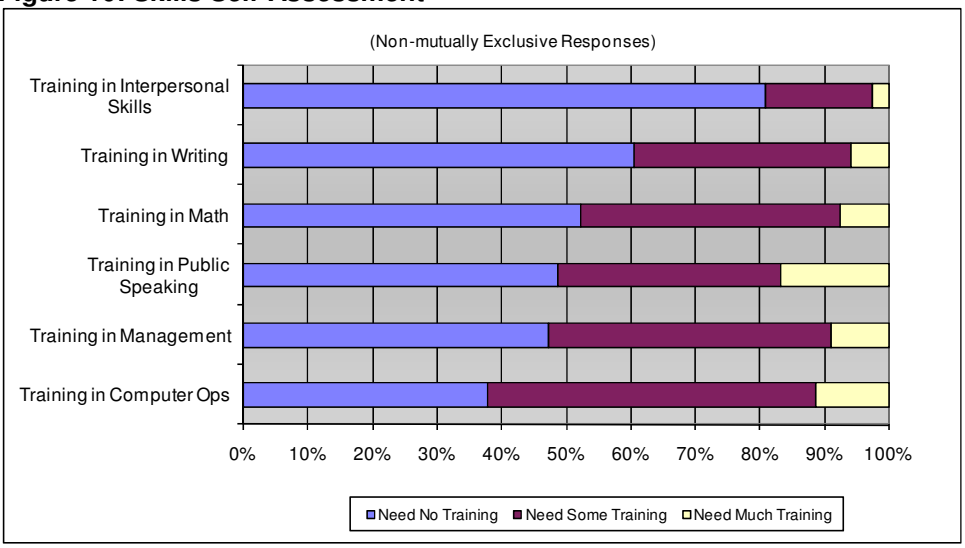


Figure 11 and Table 5 (next page) show responses to questions regarding job satisfaction. The figure and table report responses from *working survey respondents* only. The figure shows that about 52% of the working ALP respondents "strongly agree" with a statement suggesting that they "enjoy the things I do," while about 38% "mildly agree" with that statement.

Figure 11: Job Satisfaction Among Working ALP

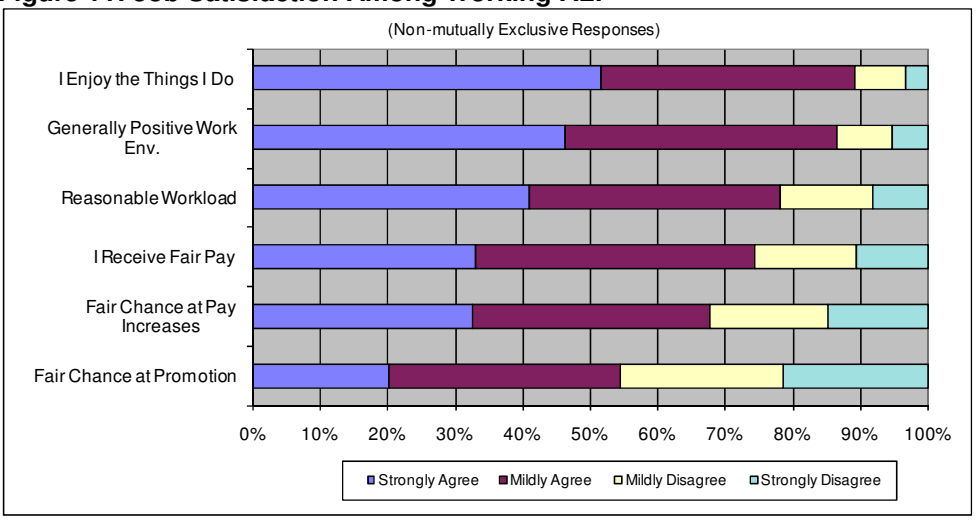


Table 5 shows combined “strongly agree” and “mildly agree” percentages only. The table also shows the responses of ALP members and non-ALP members. The table shows that 91% of the working ALP members “strongly agree” or “mildly agree” with the statement regarding “enjoying the things I do,” while slightly 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 workload.” Slightly more than 87% of the working **non-ALP** respondents indicate that they “strongly agree” or “mildly agree” that they have reasonable workloads, whereas about 9.2% fewer (78.2%) 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	89.3	94.9
Generally Positive Work Env.	86.6	94.6
Reasonable Workload	78.2	87.4
I Receive Fair Pay	74.3	80.9
Fair Chance at Pay Increases	67.8	74.3
Fair Chance at Promotion	54.5	63.1

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 131,884 (83%) 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

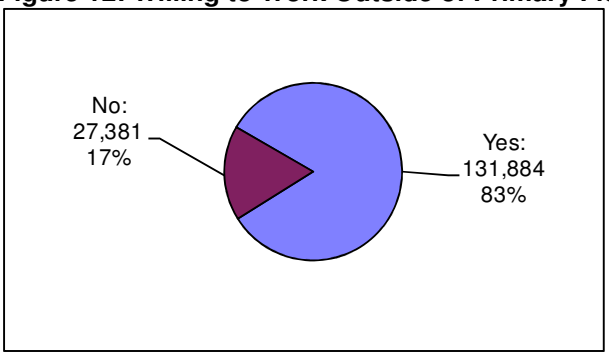


Table 6 and Figure 13 suggest that the ALP in the Wichita Labor Basin is open to commuting. Almost 24% of the members of the Available Labor Pool will commute up to 45 minutes, one way, for an employment opportunity, while almost three-quarters (73.9%) will commute up to 30 minutes for employment. Nearly all (96.3%) will travel up to 15 minutes for employment.

Table 6: Available Labor by Commute Minutes

	Number	Cumulative Percent
More than 60 Minutes	585	0.4
Up to 60 Minutes	20,709	13.0
Up to 55 Minutes	21,023	13.2
Up to 50 Minutes	21,898	13.7
Up to 45 Minutes	37,391	23.5
Up to 40 Minutes	42,975	27.0
Up to 35 Minutes	47,242	29.7
Up to 30 Minutes	117,626	73.9
Up to 25 Minutes	122,574	77.0
Up to 20 Minutes	142,651	89.6
Up to 15 Minutes	153,446	96.3
Up to 10 Minutes	156,563	98.3
Up to 5 Minutes	159,265	100

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

Figure 13: Available Labor by Commute Minutes

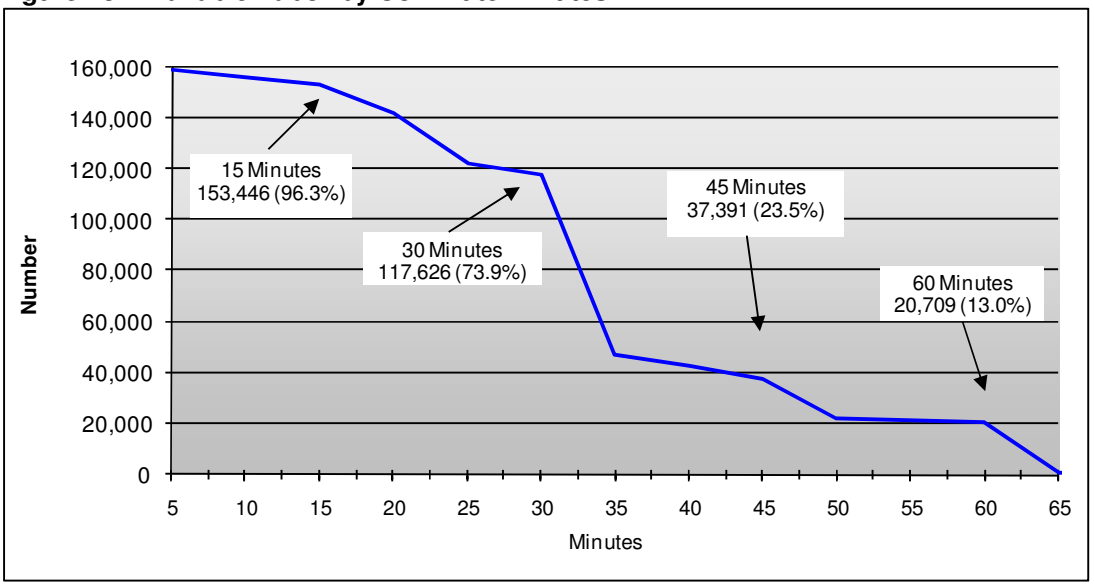


Figure 14 shows various benefits affecting the decisions of current workers to take a different job and potential workers to take a new job. The four most important benefits are, in order, good salary or hourly pay, good health benefits, good retirement benefits, and on-the-job or paid training. Each of these four benefits are desired by 80% or more of the survey respondents. Good vacation benefits followed closely with about 78.9%.

Figure 14: Benefits Very Important to Change Employment

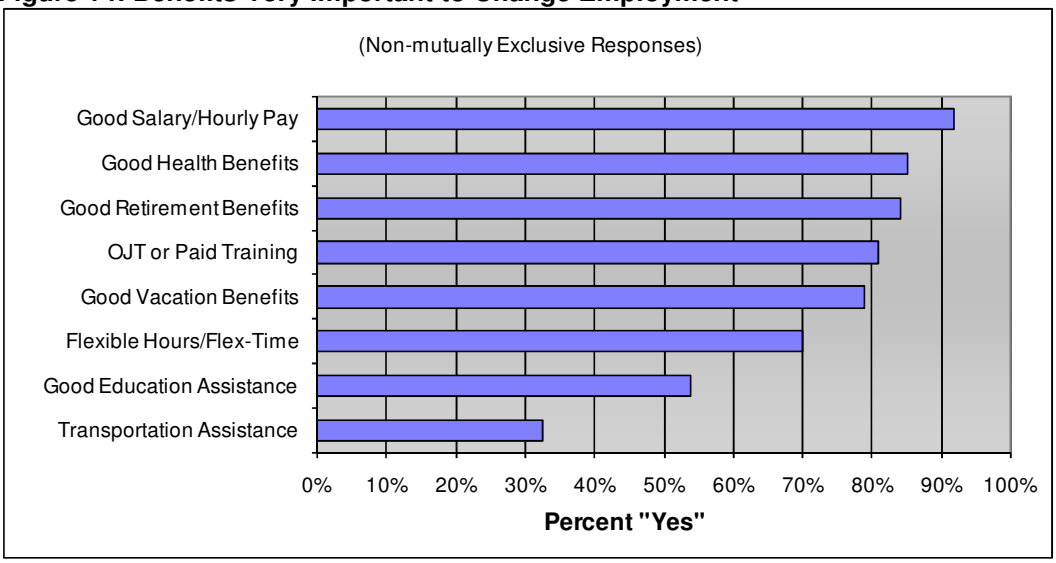


Table 7 lists some of these benefits, as well as percentages of ALP members that are currently offered these benefits. The figures in the left percent column show the estimated percentages of all ALP members for whom a benefit is an *important* consideration in taking a new or different job, while the figures on the right estimates 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	Benefit Currently Offered*
	Percent	Percent
Good Health Benefits	85	87.1
Good Retirement Benefits	84.2	80.8
Good Vacation Benefits	78.9	75.1
Good Education Assistance	53.9	54.7
Flexible Hours/Flex-Time	69.9	54.7
OJT or Paid Training	80.8	77.7
Transportation Assistance	32.4	14.3

* This column respresents 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 figure shows that 52% suggest that they are *not* willing to work weekend shifts and 48% indicate that they are willing to do so for the right opportunities.

Figure 15: Willingness to Work 2nd Shift

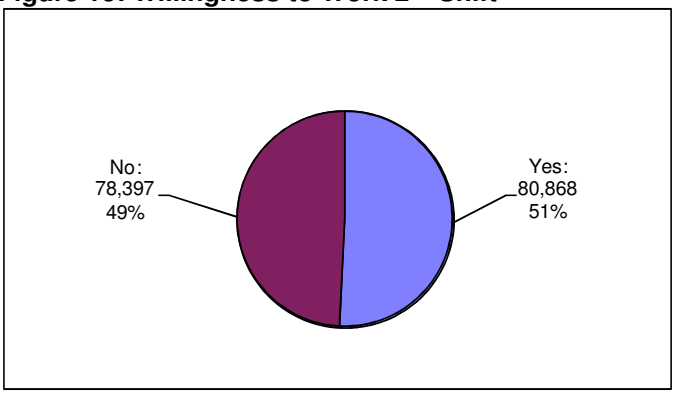
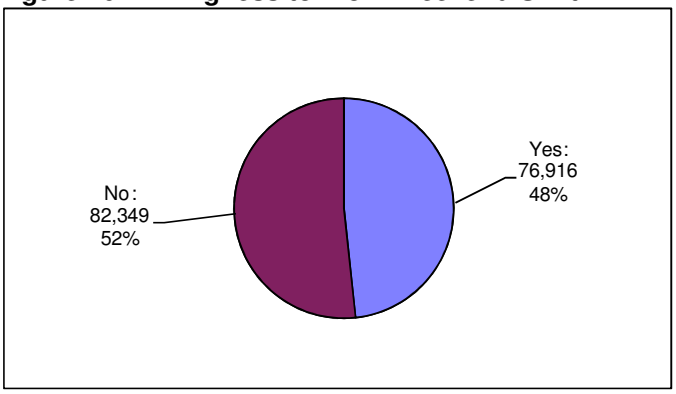


Figure 16: Willingness to Work Weekend Shift



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)

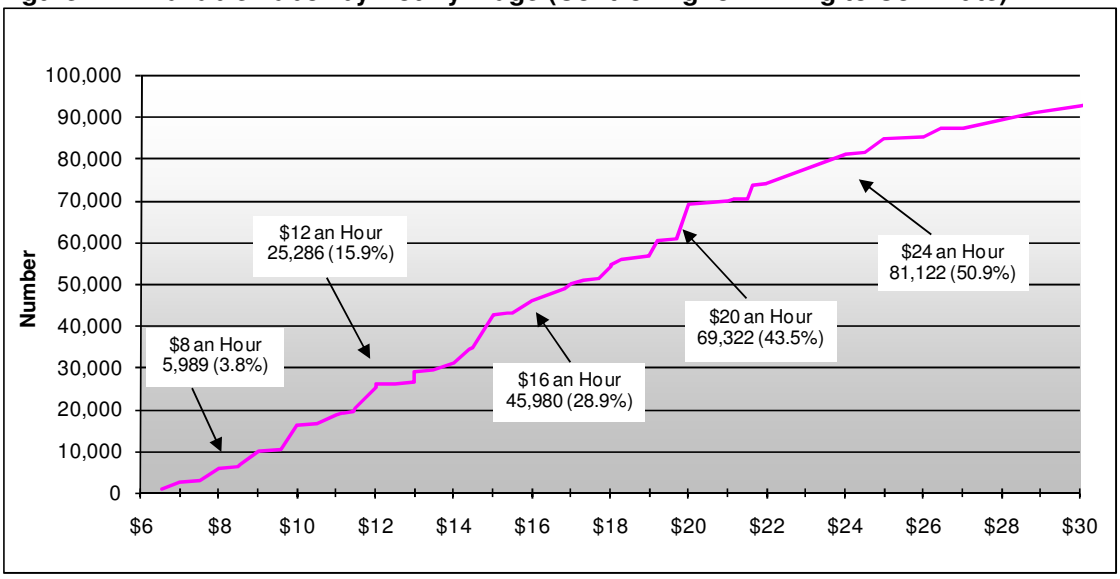


Figure 17 shows the wage demands for the ALP members that are "willing to commute." It is estimated that 81,122 people (or 50.9%) are interested in a new job at $24 an hour[2]. Approximately 69,322 (or 43.5%) members of the labor pool that are "willing to commute" are interested in new employment opportunities at $20 an hour, while 45,980 (28.9%) are interested at $16 an hour. Additionally, about 25,286 people (15.9%) are interested in a new job at $12 an hour and 5,989 (3.8%) at $8 an hour.

Figure 17 suggests the obvious: that the higher the wage, the larger the pool of available labor. For example, 9,938 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 16,093 members. This represents an increase of 6,145 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, 2,322 members of available labor are interested in a job at $7.00 an hour. At $7.50 an hour there are an estimated 2,885 individuals available. So, while there is certainly an increase in the number of available workers at this higher wage rate, the increase is estimated to be only 563

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

individuals. Additional wage plateaus can be seen between $15 and $15.50 (a 564-individual increase) and between $12 and $12.50 (an 838-individual increase).

Table 8 shows the four main occupational sectors (employed only) of the ALP. The table shows data representing each occupational sector *independently* and does *not* include non-working ALP members. The table shows that 4% of the general laborers will take a new or different job at a wage of $9 an hour, while 35% are available for new employment at a wage of $15 an hour. Of the skilled laborers, 24% are available at a wage of $15 an hour and 3% are available at a wage of $9 an hour.

Two percent of the service workers are available at a wage of $9 an hour, while 34% are available at a wage of $15 an hour. Conversely, only 1% of the professional workers are available at a wage of $15 an hour, while none are available at a wage of $9 an hour.

Table 8: Cumulative Wage Demands for Occupational Sectors

	General Labor (N= 81) (+/- 10.9% MoE)		**High Skilled Labor** (N= 37) (+/- 16.1% MoE)		**Service Sector** (N= 122) (+/- 8.9% MoE)		**Professional/Sales** (N= 88.9) (+/- 10.4% MoE)	
	Number	*Cumulative*	*Number*	*Cumulative*	*Number*	*Cumulative*	*Number*	*Cumulative*
> $30	27,997	100%	12,774	100%	41,949	100%	30,660	100%
$30	25,971	93%	9,679	76%	36,128	86%	14,777	48%
$27	21,807	78%	8,999	70%	35,403	84%	11,972	39%
$24	21,807	78%	7,284	57%	31,963	76%	6,204	20%
$21	20,660	74%	6,628	52%	30,272	72%	4,499	15%
$18	15,194	54%	4,568	36%	22,090	53%	1,035	3%
$15	9,684	35%	1,725	14%	14,062	34%	345	1%
$12	4,898	17%	345	3%	5,423	13%	0	0%
$9	1,035	4%	345	3%	1,035	2%	0	0%
$6	0	0%	0	0%	0	0%	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. Unlike Table 8, Table 9 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

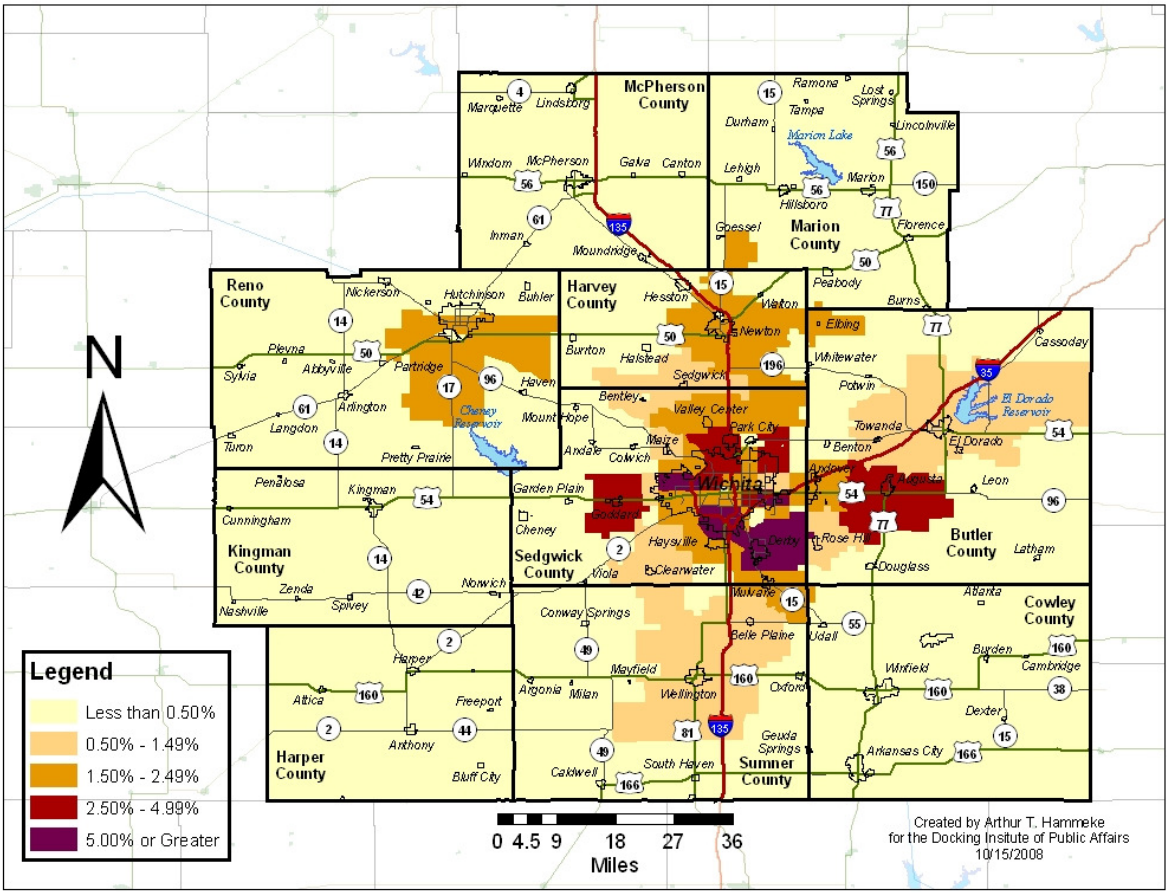
Table 9: Cumulative Wage Demands Allowing Mobility between General Labor and Service Sector

	Mobile General Labor (N= 255) (+/- 6.1% MoE)		**Mobile Service Sector** (N= 271) (+/- 6.0% MoE)	
	Number	*Cumulative*	*Number*	*Cumulative*
> $30	71,749	100%	76,263	100%
$30	65,412	91%	67,951	89%
$27	64,546	90%	67,085	88%
$24	58,038	81%	60,303	79%
$21	55,690	78%	57,983	76%
$18	42,547	59%	45,122	59%
$15	31,195	43%	32,323	42%
$12	18,659	26%	19,224	25%
$9	5,989	8%	6,271	8%
$6	564	1%	564	1%

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 underutilization[3]. 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 130,231 *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 46,792 individuals) of the employed members of the ALP.

Figure 18: Employment Status of the Available Labor Pool

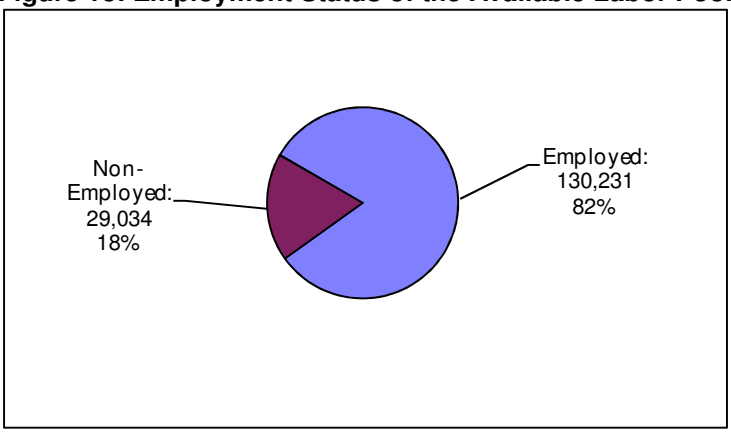
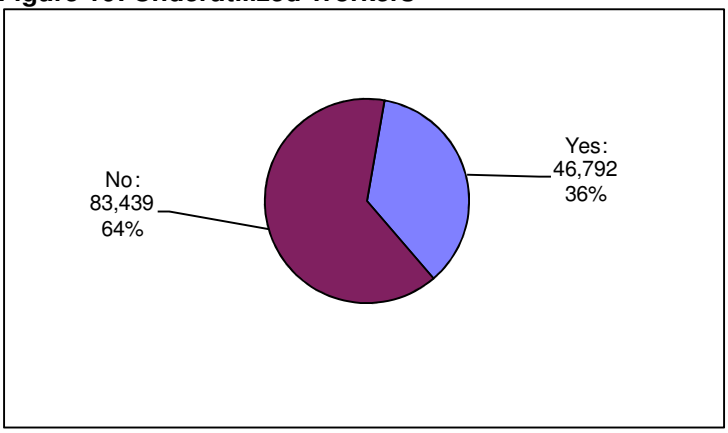


Figure 19: Underutilized Workers



[3] "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 31% of this subset of the ALP considers themselves underutilized because they possess education levels exceeding those needed for their current jobs, while 29% see themselves as underutilized because they have skills that are not being used on the job. Nineteen percent had a previous but similar job that provided more income, while about 12% indicate they are not able to work enough hours.

Figure 20: Reasons for Underutilization

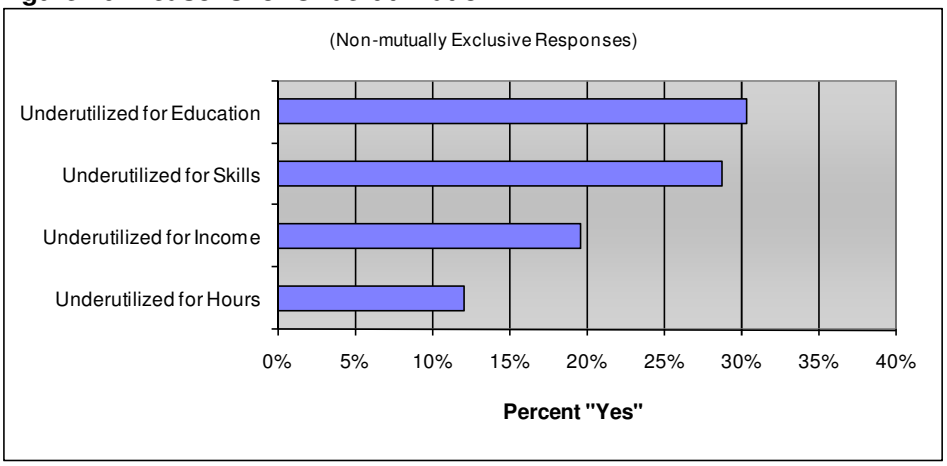


Table 10 and Figure 21 (next page) show some characteristics of the underutilized members of the Available Labor Pool. Table 10 shows the education level of the underutilized workers, with about 75% having at least some college education and 9% completing master's degrees. Comparing Table 10 to Table 1 suggests that the underutilized workers have slightly higher education levels than the ALP as a whole. Table 1 – page 5 – shows that 74.4% of the entire ALP have some college experience and 13.5% have completed master's degrees.

Table 10: Highest Level of Education Achieved Among Underutilized

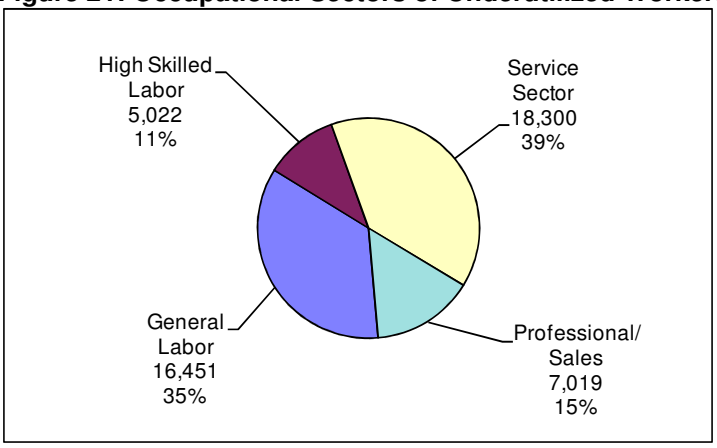
	Number	Percent	Cumulative Percent
Doctoral Degree	0	0.0	0.0
Masters Degree	4,256	9.1	9.1
Bachelors Degree	12,370	26.4	35.5
Associates Degree	5,475	11.7	47.2
Some College	13,053	27.9	75.1
High School Diploma Only	10,242	21.9	97.0
Less HS Diploma	1,394	3.0	
Total	46,792	100	

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

Figure 21 shows that 35% of the underutilized workers are employed as general laborers and 11% are employed as skilled blue-collar workers. The highest percentage of underutilized workers are employed as service sector and support workers (39%), while fewer (15%) hold professional positions.

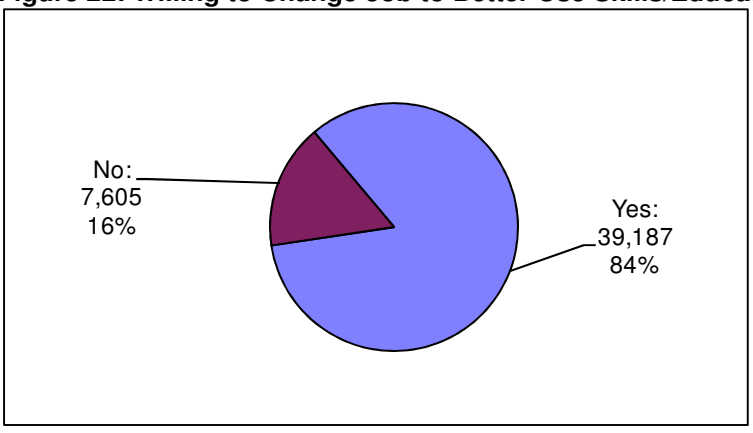
Comparing Figure 21 to Figure 2 suggests that more general laborers and service workers consider themselves as underutilized than do skilled laborers and professional workers. Figure 2 shows that the subset of working ALP members consists of: 24% general laborers, 10% skilled-laborers, 38% service workers, and 28% 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 – 84% (or 39,187 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 159,265-member Available Labor Pool, 8% own their own businesses.

Figure 23: Business-Ownership

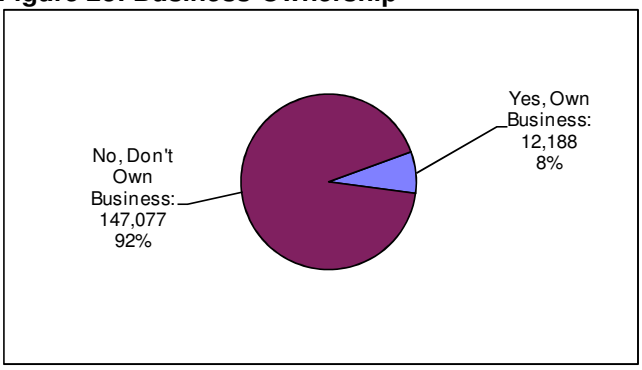
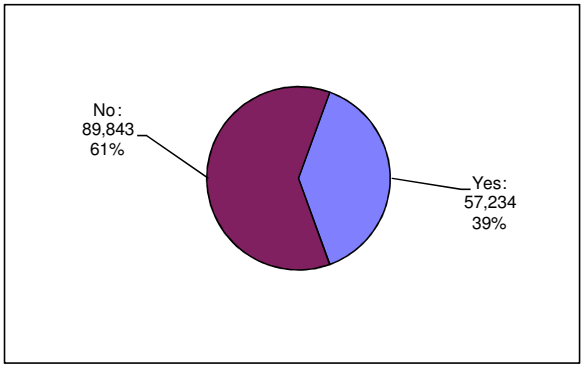


Figure 24: "Seriously Thought About Starting Own Business?"



The *non-business owning members of the ALP* (estimated to be 147,077 or 92% 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 more than a third (39% or 57,234) 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 a third (35%) holding at least a bachelor's degree and most (95.6%) having high school diplomas. (Table 1 – page 5 – shows 37.5% and 96.3% 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	272	0.5	0.5
Masters Degree	6,382	11.2	11.6
Bachelors Degree	13,355	23.3	35.0
Associates Degree	4,475	7.8	42.8
Some College	18,678	32.6	75.4
High School Diploma Only	11,576	20.2	95.6
Less HS Diploma	2,494	4.4	100.0
Total	57,234	100.0	

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

Figure 25 shows that 26% of the potential entrepreneurs are currently employed as general laborers and that 13% are currently employed as skilled blue-collar workers. The highest percentage is employed as service sector and support workers (37%), while nearly a

quarter (24%) hold professional positions. (For comparison, Figure 2 – page 6 – shows: 24% general laborers, 10% skilled-laborers, 38% service workers, and 28% professionals.)

Figure 25: Occupational Sectors of Potential Entrepreneurs

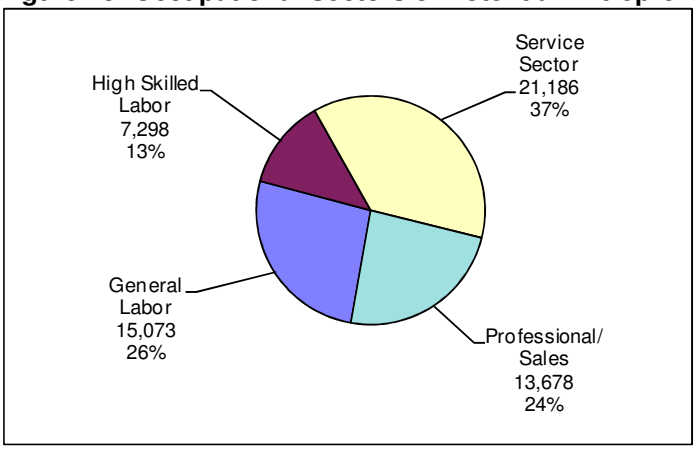
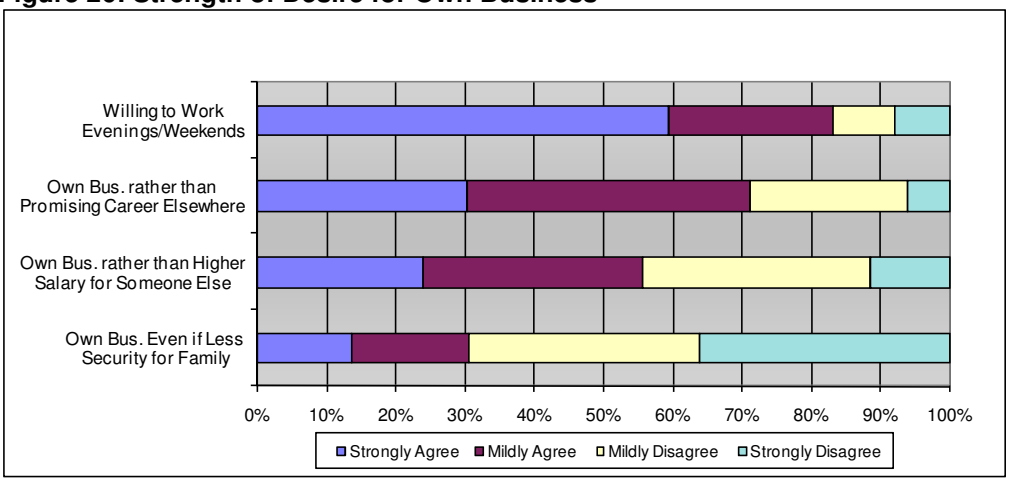


Figure 26 suggests the strength of desire to own a business. Almost 60% of this subset of the ALP indicate that they "Strongly Agree" with a statement asking if they "are willing to work evenings or on weekends to make their business a success," while almost 24% indicate that they "Mildly Agree." About 30% "Strongly Agree" with a statement asking if they "would rather own their own business than pursue a promising career elsewhere," while 41% "Mildly Agree."

Twenty-four percent "Strongly Agree" with the statement "I would rather own my own business than earn a higher salary working for someone else," while another 32% "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," 14% strongly agreed and 17% mildly agreed. More respondents disagreed with this statement than any other, with 33% mildly disagreeing and 36% strongly disagreeing, for a total of 69% disagreement.

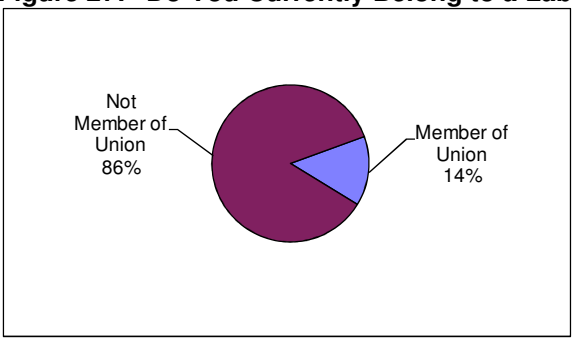
Figure 26: Strength of Desire for Own Business



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 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

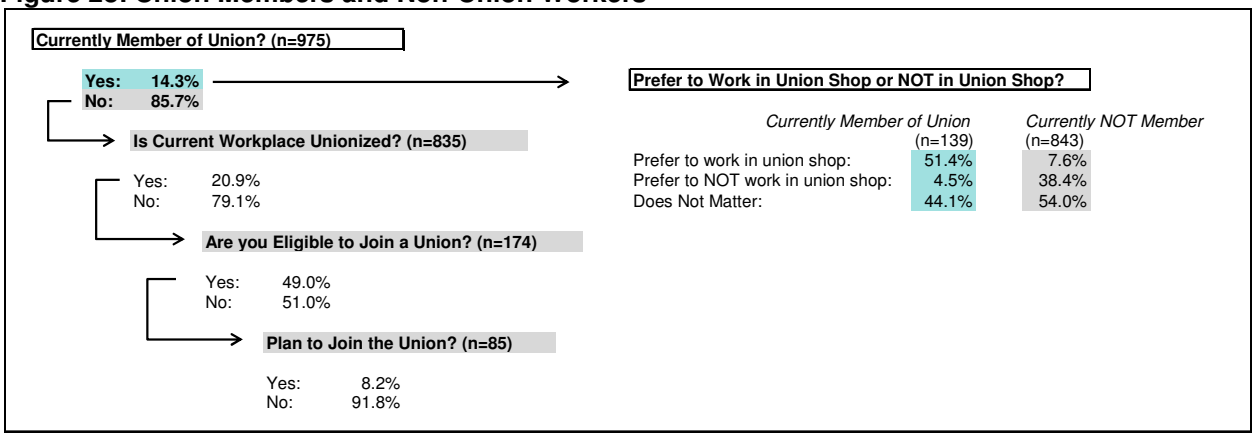
	Frequency	Valid Percent
International Association of Machinists and Aerospace Workers	28	20.0
Kansas National Education Association	22	15.7
United Teachers of Wichita	14	10.0
American Federation of Teachers	7	5.0
Service Employees International Union	6	4.3
International Association of Firefighters	5	3.6
Society for Professional Engineering Employees in Aerospace	5	3.6
Kansas Fraternal Order of Police	4	2.9
Communication Workers of America	4	2.9
International Brotherhood of Electrical Workers	4	2.9
Kansas Association of Professional Employees	4	2.9
AFL-CIO	3	2.1
American Postal Workers Union	3	2.1
International Brotherhood of Teamsters	3	2.1
United Steel Workers	3	2.1
Brick Layers and Allied Craft Workers	2	1.4
National Association of Letter Carriers	2	1.4
National Rural Letter Carriers' Association	2	1.4
United Association (Plumbers and Pipefitters)	2	1.4
United Federation of Teachers	2	1.4
American Association of University Professors	1	0.7
Global Communications International Union	1	0.7
United Transportation Union	1	0.7
Other/Undetermined	11	7.9
Refused	1	0.7
Total	140	100

Figure 28 shows the responses to various contingency questions stemming from the one shown in Figure 27. The questions and responses shown in light blue 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, 21% indicate that their current workplace is unionized. More than half (49%) of the respondents that are non-union members but that are working in union shops indicate that they are eligible to join a union, and of those eligible to join a union, 8.2% indicate that they plan to join a union in the near future.

Of the 14.3% that *currently belong* to unions, about 51% percent prefer to work in a union shop, 4.5% would prefer to work in a non-union shop, and 44.1% suggest that it does not matter if they work in a union shop or not. These figures contrast with those of non-union members, with 7.6% preferring to work in a union shop and 38.4% preferring to not work in a union shop. However, a majority (54%) 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



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	44	34.9
Provides Good Representation/Political Power	18	14.3
Provides Worker Protection/Job Security	27	21.4
Provides Legal Representation/Assistance	10	7.9
Tradition/Personal Belief in Supporting Labor	11	8.7
Required/Peer Pressure of Other Workers	9	7.1
Fights for Better Working Conditions/Worker Safety	4	3.2
Professional Collaboration	3	2.4
Total	126	100

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

	Frequency	Valid Percent
Supports KS' "Right to Work" Laws/Opposes Unions	33	20.6
Union Not Available for Position/Job	21	13.1
Local Union Not Strong/Does Not Represent Well	21	13.1
Membership is Too Expensive	20	12.5
Union Not Needed at Respondent's Workplace	16	10.0
Had Unsuccessful Experience with Unions	16	10.0
Union Not Available at Workplace/KS is "Right to Work"	15	9.4
Uninformed/Lacks Knowledge about Unions	11	6.9
Afraid to Lose Job for Joining Union	7	4.4
Total	160	100

Comparative Analyses (2006, 2007, and 2008 Data)

The Docking Institute of Public Affairs conducted a similar labor study in the Wichita Labor Basin in the spring of 2006 and summer of 2007. This section of the report will compare some of the data collected in 2006, 2007, and 2008.

Table 15 shows population, civilian labor force, employment, and the ALP data presented in the 2006, 2007, and 2008 reports. Updated population estimates from the US Census Bureau were not available for 2008 when this report was written, so the total population figures for 2007 and 2008 are the same. Bureau of Labor Statistics estimates for the Civilian Labor Force (CLF) and number of employed and unemployed show an increase on 3.6% in the CLF from 2006 to 2008 and the number of employed individuals as increasing by 4.9%. The unemployment rate decreased during the past two years from 3.6% to 3.1%.

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

	2006 Study	2007 Study	2008 Study	% Change
Labor Basin Population	742,202	746,830	746,830	0.6%
Civilian Labor Force	382,541	397,683	396,201	3.6%
Employed	364,704	381,402	382,696	4.9%
Available Labor Pool	154,098	155,111	159,265	3.4%
Unemployment Rate	3.6%	3.9%	3.1%	-0.5%

Figure 29 shows the ALP for the Wichita Labor Basin in 2006, 2007, and 2008. The percentage of ALP members indicating that they are employed and *actively looking for full-time employment* decreased from 2006 to 2007 by 5.2% (from 23.2% to 18%) but then increased by 1.1% (18% to 19.1%) from 2007 to 2008. The percentage of ALP members that are employed and available for the right opportunity increased from 2006 to 2007 by about 2%, but then fell by 2.7% from 2007 to 2008.

Figure 29: Available Labor Pool Comparison

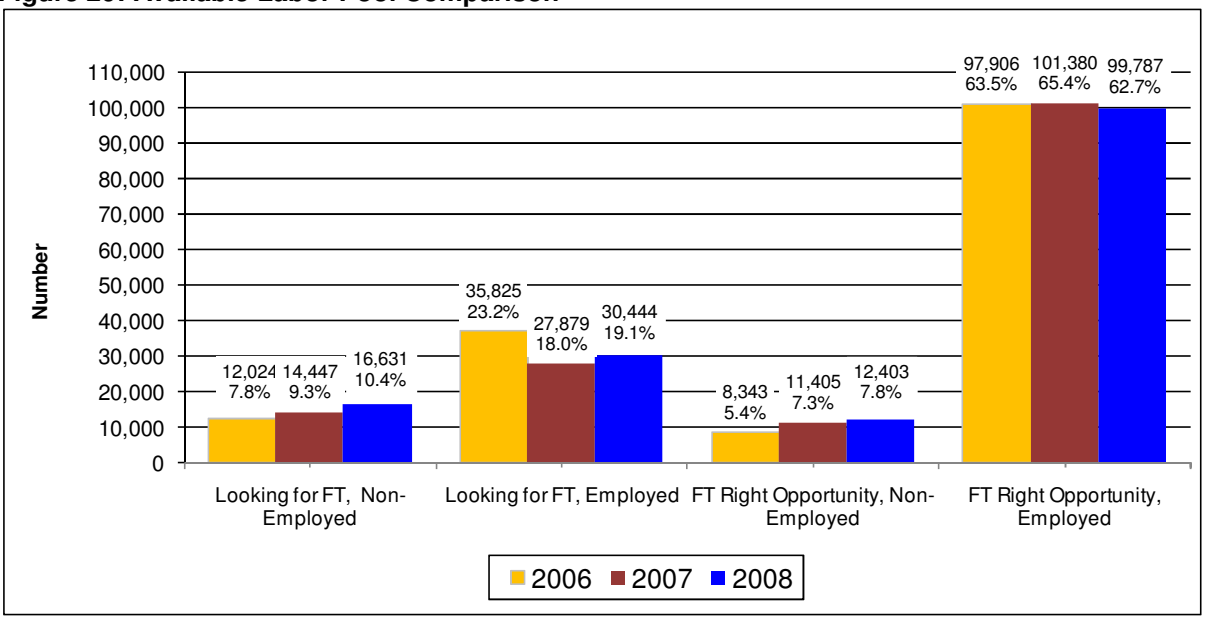


Table 16 shows ALP occupation and education levels for the three study periods. The table shows that there are about 11% fewer service workers in the 2008-ALP than in the 2006-ALP. Alternatively, there are about 5% more general laborers and non-workers (each) in the 2008-ALP than in the 2006-ALP.

The overall education level of the Available Labor Pool stayed relatively stable from 2006 to 2008 when comparing cumulative percent figures, although about 4% additional ALP members held bachelor's degrees in 2006 than in 2008.

Table 16: ALP Occupation and Education Levels Comparison

	2006 Study			2007 Study			2008 Study		
Employment Sector	Number	Percent	Percent of Wrkg ALP	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	30,769	19.3	23.6
Skilled Labor	13,546	8.8	10.1	14,586	9.4	11.3	13,452	8.4	10.3
Service	64,374	41.8	40.0	51,360	33.1	40.0	49,237	30.9	37.8
Professional	33,113	21.5	24.4	31,381	20.2	24.4	36,654	23.0	28.2
Non-Working	20,319	13.2	*N/A*	26,567	17.1	*N/A*	29,153	18.3	*N/A*
Education Level	Number	Percent	Cumulative Percent	Number	Percent	Cumulative Percent	Number	Percent	Cumulative Percent
Doctoral Degree	2,829	1.8	1.8	1,832	1.2	1.2	2,050	1.3	1.3
Masters Degree	18,036	11.7	13.5	16,413	10.6	11.8	19,413	12.2	13.5
Bachelors Degree	43,076	28.0	41.5	36,392	23.5	35.2	38,337	24.1	37.5
Associates Degree	19,368	12.6	54.1	23,121	14.9	50.1	15,073	9.5	47.0
Some College	36,965	24.0	78.1	40,576	26.2	76.3	43,568	27.4	74.4
High School Diploma	29,832	19.4	97.4	30,070	19.4	95.7	34,913	21.9	96.3
Less HS Diploma	3,992	2.6	100	6,707	4.3	100	5,912	3.7	100.0

Data from the three studies show that the percentage of the ALP indicating they are willing to take a job outside their primary field decreased by 5.5% from 2006 to 2007 but then increased by 6.7% from 2007 to 2008 (see Table 17).

Table 17: Willing to Take Job Outside of Primary Field

	2006 Study		2007 Study		2008 Study	
	Number	Percent	Number	Percent	Number	Percent
Yes	125,768	81.6	117,995	76.1	131,884	82.8
No	28,330	18.4	37,116	23.9	27,381	17.2
Total	154,098	100	155,111	100	159,265	100

Table 18 shows a comparison of "willingness to commute" for the three studies. The cumulative percentages for the various commute minute categories are very similar for the 2006 and 2007 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 were willing to travel for longer periods of time for a new or different job than are members of the 2006-ALP. Data from the 2008 study suggest that fewer ALP members are willing to travel for longer periods of time when compared to the 2006 and 2007 ALPs.

Table 18: Available Labor by Commute Minutes

	2006 Study		2007 Study		2008 Study	
	Cumulative		Cumulative		Cumulative	
	Number	Percent	Number	Percent	Number	Percent
More than 60 Minutes	2,559	1.7	2,963	1.9	585	0.4
Up to 60 Minutes	21,237	13.8	28,026	18.1	20,709	13.0
Up to 55 Minutes	21,519	14.0	28,026	18.1	21,023	13.2
Up to 50 Minutes	22,689	14.7	29,895	19.3	21,898	13.7
Up to 45 Minutes	46,704	30.3	50,689	32.7	37,391	23.5
Up to 40 Minutes	53,012	34.4	55,775	36.0	42,975	27.0
Up to 35 Minutes	55,561	36.1	58,669	37.8	47,242	29.7
Up to 30 Minutes	121,168	78.6	121,278	78.2	117,626	73.9
Up to 25 Minutes	126,095	81.8	126,947	81.8	122,574	77.0
Up to 20 Minutes	144,681	93.9	144,251	93.0	142,651	89.6
Up to 15 Minutes	149,838	97.2	151,063	97.4	153,446	96.3
Up to 10 Minutes	152,305	98.8	153,945	99.2	156,563	98.3
Up to 5 Minutes	154,098	100	155,111	100	159,265	100

Figure 30 (next page) shows the same information as that in Table 18, but in graphic form. The figure highlights data from the 2007 study (red) and the 2008 study (blue), and shows that fewer members of the 2008-ALP are willing to travel 35 minutes or more, one way, for a new or different job opportunity when compared to the 2007-ALP. Figure 31 shows an expanded portion of Figure 30.

Figure 30: Available Labor by Commute Minutes Comparison

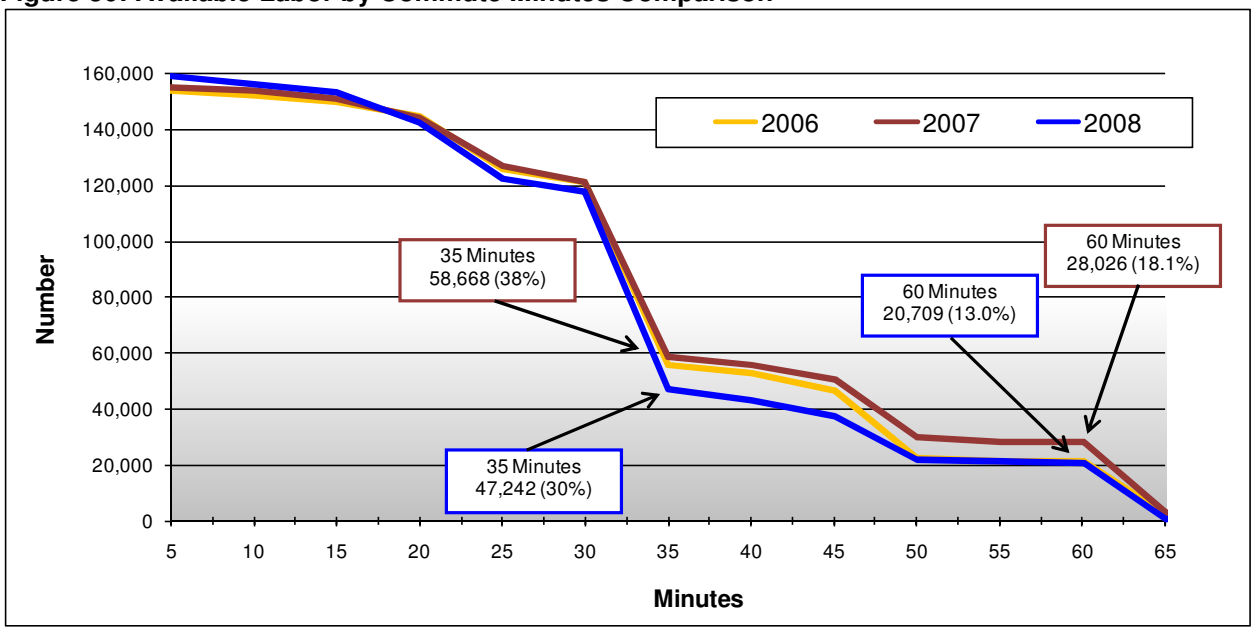
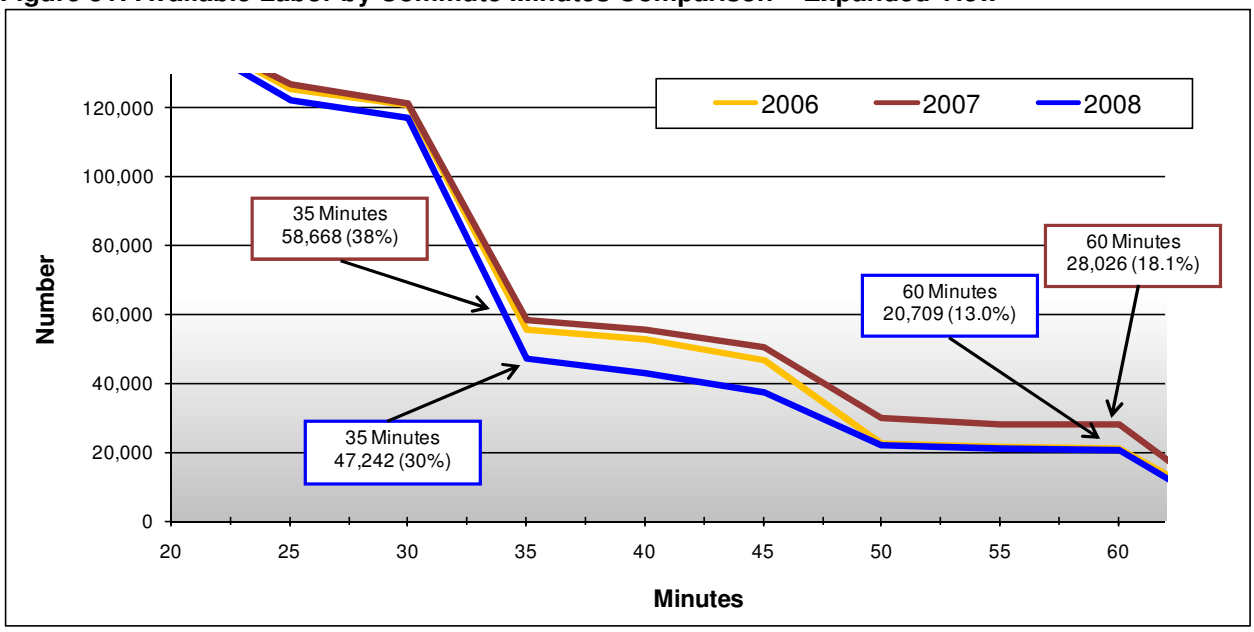


Figure 31: Available Labor by Commute Minutes Comparison – Expanded View



Concerning desired benefits to take a new or a different job, Table 19 shows that a good salary is a very important benefit in all three studies. Good health benefits, good retirement benefits, good retirement benefits, and on-the-job or paid training were valued by more than 80% of the respondents in all three study periods.

Table 19: Importance of Benefits to Change Employment Comparison

	2006 Study	2007 Study	2008 Study
	Percent Responding "Yes"		
Good Salary/Hourly Pay	88.9	88.0	91.9
Good Health Benefits	84.9	88.0	85.0
Good Retirement Benefits	84.9	86.9	84.2
OJT or Paid Training	81.0	81.0	80.8
Good Vacation Benefits	79.8	78.0	78.9
Flexible Hours/Flex-Time	66.4	66.0	69.9
Good Education Assistance	53.3	59.8	53.9
Transportation Assistance	24.2	31.0	32.4

Figure 32 shows a comparison of the wage demands of the three study groups. The figures shows 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 three studies, but diverge a bit around the $16 an hour range, with more members of the ALP available for employment at that amount in 2007 (red) than in 2008 (blue).

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

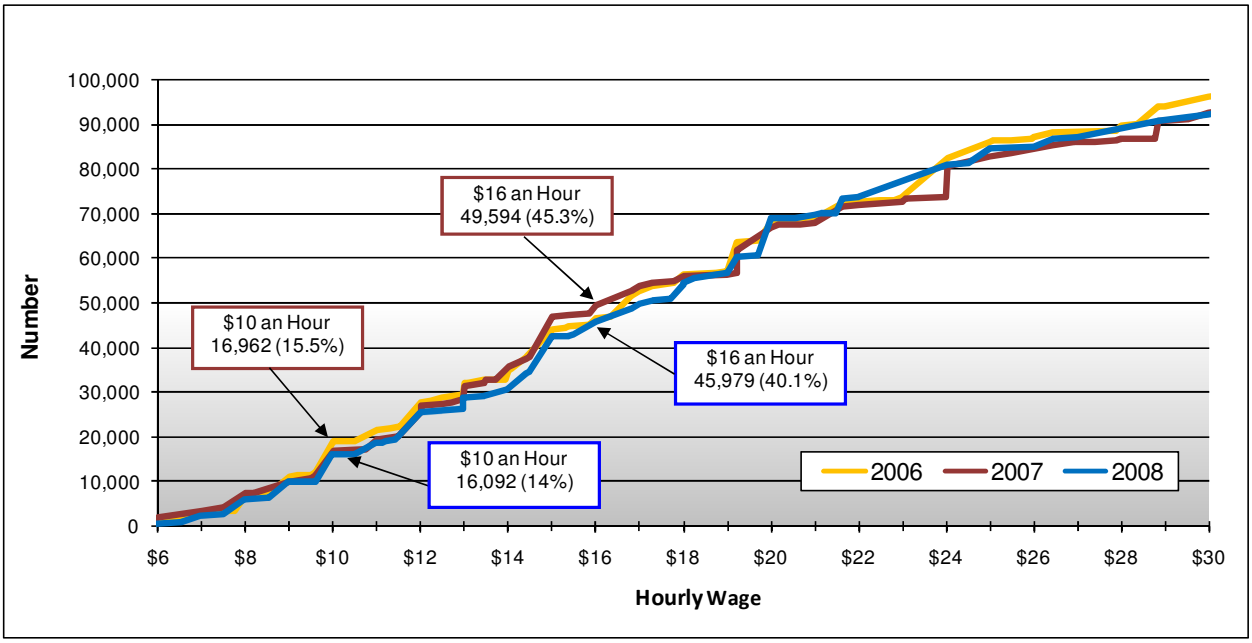


Table 20 shows a comparison of the underutilized members of the ALPs for the three study periods. The level of underutilization increase from 2006 to 2007, but stayed the same from 2007 to 2008.

The three studies show trends with regard to the employment sector and perception of underutilization. The 2007 study showed that a higher percentage of general labor workers consider themselves as underutilized than the 2006 study, and this trend continued into 2008. On-the-other-hand, fewer service workers consider themselves underutilized in 2008 than in 2007 and in 2006.

Increasing percentages of high-skilled laborers consider themselves underutilized through the three year period, although by smaller increases. Professional workers made up a larger percentage of underutilized workers in 2007 and 2008 than in 2006, but the percentage dropped by .6% from 2007 to 2008.

A smaller percentage of underutilized workers held bachelor's degrees in 2007 than in 2006, but this trend did not continue into 2008.

Table 20: Underutilized Workers and Education Level Comparison

	2006 Study		2007 Study		2008 Study	
	Percent		Percent		Percent	
Underutilized Workers	31.6		35.9		35.9	
Will Change Jobs to address Underutilization	81.9		83.0		83.7	
Employment Sector						
	Percent		Percent		Percent	
General Labor	23.5		32.1		35.2	
Skilled Labor	8.8		9.4		10.7	
Service	54.7		43.0		39.1	
Professional	13.1		15.6		15.0	
Education Level		Cumulative		Cumulative		Cumulative
	Percent	Percent	Percent	Percent	Percent	Percent
Doctoral Degree	0.4	0.4	1.4	1.4	0.0	0.0
Masters Degree	11.7	12.1	6.9	8.3	9.1	9.1
Bachelors Degree	27.0	39.1	25.3	33.7	26.4	35.5
Associates Degree	13.5	52.6	20.4	54.1	11.7	47.2
Some College	28.2	80.8	23.0	77.1	27.9	75.1
High School Diploma	16.8	97.6	19.2	96.3	21.9	97.0
Less HS Diploma	2.4	100	3.7	100	3.0	100

Table 21 shows a comparison of the "potential entrepreneurs" from the three studies. The percentage of non-business owning members of the ALP is the same from 2006 to 2007, but increased by about 3.4% in 2008. The percentage of respondents that had seriously considered starting their own business (i.e., the potential entrepreneurs) declined by about 8% from 2006 to 2007, but then increased by 9.5 percentage points by the 2008 study.

The 2008 study shows a lower percentage of general labor potential entrepreneurs than in 2007, but this percentage is higher than in 2006. Conversely, the 2008 study shows a higher percentage of service workers than the 2007 study, but this percentage is lower than in 2006.

Table 21: Entrepreneurship Propensity Comparison

	2006 Study		2007 Study		2008 Study	
	Percent		Percent		Percent	
Non-Business Owners	88.9		88.9		92.3	
Seriously Considered Starting Own Business	37.2		29.4		38.9	
Employment Sector						
	Percent		Percent		Percent	
General Labor	21.8		29.2		26.3	
Skilled Labor	11.1		16.6		12.8	
Service	43.8		35.6		37.0	
Professional	23.3		18.6		23.9	
Education Level		Cumulative		Cumulative		Cumulative
	Percent	Percent	Percent	Percent	Percent	Percent
Doctoral Degree	1.1	1.1	0.7	0.7	0.5	0.5
Masters Degree	12.4	13.5	8.5	9.2	11.2	11.6
Bachelors Degree	25.3	38.7	18.7	27.9	23.3	35.0
Associates Degree	13.2	52.0	17.5	45.3	7.8	42.8
Some College	28.8	80.8	30.9	76.3	32.6	75.4
High School Diploma	17.3	98.1	17.8	94.1	20.2	95.6
Less HS Diploma	1.9	100	5.9	100	4.4	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, 2007, and 2008 surveys. The table shows that the percentage of union members in 2008 is about the same as in 2007 (14.3% and 14.5%, respectively), but that both of these years are higher than in 2006 (10.5%).

About a fifth (20.9%) of the respondents work in union shops in 2008. This is similar to 2007 (19.3%) but higher that 2006 (15.9%). Similarly, about 3.4% 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 responses for union members and non-union members for the years 2006, 2007, and 2008. For all three time periods, union members indicated a preference to work in a union shop and non-members showed a preference for not working in a union shop. However, in all three time periods, more non-members indicated that it "does not matter" if they work in a union shop than indicated that they prefer to not work in a union shop.

Table 22: Labor Union Membership Comparison

	2006 Study		2007 Study		2008 Study	
	Percent		***Percent***		***Percent***	
Currently a Union Member:	10.5		14.4		14.3	
Workplace in Union Shop/Unionized:	15.9		19.3		20.9	
Non-Member but Plan to Join Union:	5.7		8.4		8.2	
	Union Member	*Non-Member*	*Union Member*	*Non-Member*	*Union Member*	*Non-Member*
Prefer to work in union shop:	54.8	8.1	47.7	9.2	51.4	7.6
Prefer to NOT work in union shop:	5.7	42.3	7.9	36.6	4.5	38.4
Does Not Matter:	39.5	49.5	44.4	54.2	44.1	54.0

Methodology

The Wichita Labor Basin has a total population of approximately 746,830, and a Civilian Labor Force (CLF) of 396,201. The Docking Institute's analysis suggests that the basin contains an Available Labor Pool (ALP) of 159,265 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 Pool[4]." 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 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[5]. Secondly, the number of potential workers is then

[4] 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).

[5] 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 159,265 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 **2008 study** were collected from a random digit telephone survey[6] 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 July 8, 2008 to September 23, 2008, using a Computer Assisted Telephone Interviewing (CATI) system. A total of 4,333 households were successfully contacted during the data collection period, and a randomly selected adult[7] in each was asked to participate in the study. In 2,592 households the selected adult agreed to be interviewed. This represents a cooperation rate of 59.8% 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 1,506 and are considered eligible respondents. Of the 1,506 cooperating and eligible respondents, 37.5% (or 565) 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 565 individuals provides a margin of error of +/- 4.1%.

Data for the **2007 study** were collected from a random digit telephone survey 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 adult[8] in each was asked to participate in the study. In 2,684 households the selected

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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.

[6] 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.

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

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

adult agreed to be interviewed. This represents a cooperation rate of 63.4% and a margin of error of +/-1.9%.

As in 2008, 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** were 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 households agreed to be interviewed. The cooperation rate for the 2006 study was 57%, with a margin of error of +/-2.0%.

As with the other studies, 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 provide 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	7,622	4.8
Farm Labor/Ranch Hand/Landscaping	2,625	1.6
Delivery/Driver/Courier	6,151	3.9
Maintenance/Wiring/Plumbing	6,048	3.8
Factory Worker/Grain Elevator Op/Meat Packer	5,945	3.7
Truck Driver/Heavy Equipment Operator	2,377	1.5
Police/Fire/Postal/Military Enlisted	4,036	2.5
Lab or Medical Technician/Comp. Technician	6,223	3.9
Mechanic/Welder/Carpenter/Electrician	3,192	2.0
Other Blue Collar	0	0.0
General Customer Service/Retail/Reception/Food Service	16,625	10.4
Clerical/Secretary/Book-Keeper/Bank Teller	6,553	4.1
Para-legal/Para-pro/CNA/Day Care	8,476	5.3
Nurse/LPN/RN/Semi-skilled Social Service	3,495	2.2
Office Manager/Small Business Owner	14,088	8.8
Teacher/Instructor/Writer/Researcher	12,933	8.1
Sales/Marketing/Accounting	12,691	8.0
Govt, Non-Profit, or Bus Exec/Farm Owner/Military Officer	3,218	2.0
Counselor/Social Worker/Physician's Assistant	1,123	0.7
Professor/Doctor/Engineer/Attorney	6,689	4.2
Other White Collar	0	0.0
Homemaker	8,172	5.1
Full-Time Student	2,364	1.5
Unemployed	12,312	7.7
Retired	5,137	3.2
Disabled	1,168	0.7
Total	159,265	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
$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