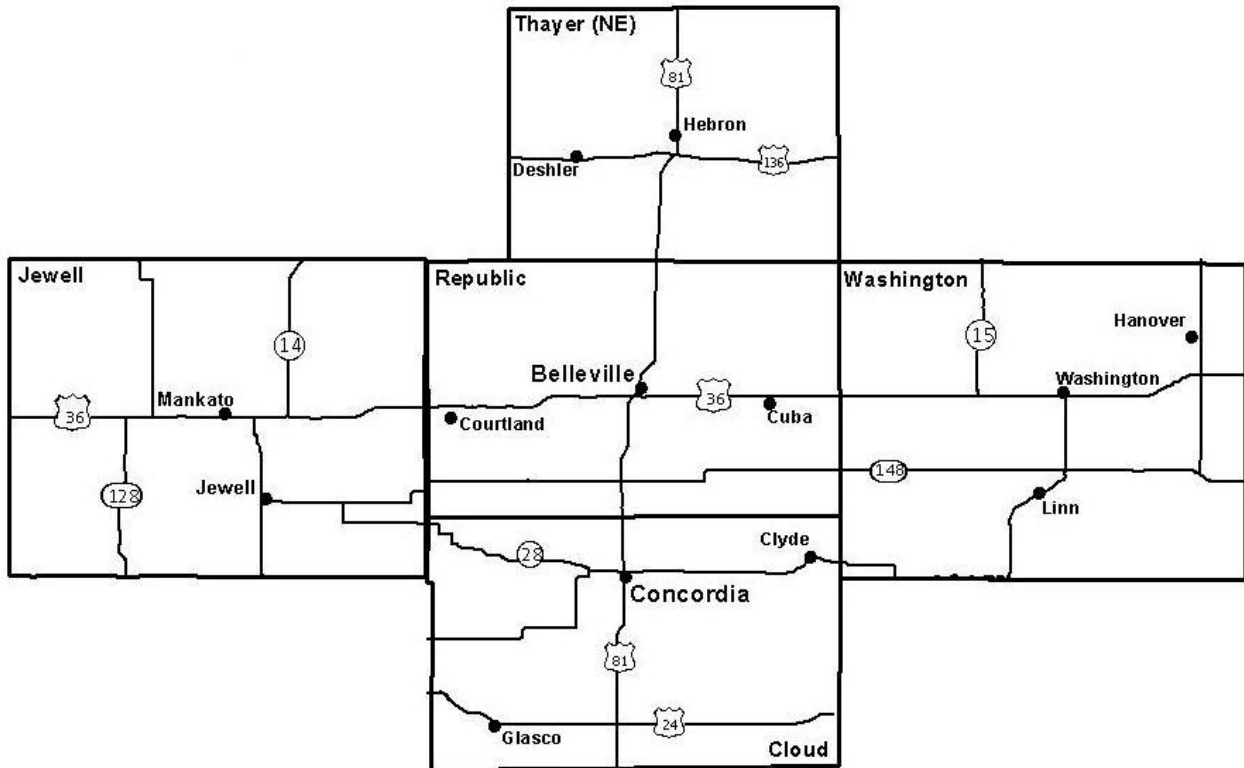


Republic County

Labor Availability Analysis

Republic | Cloud | Jewell | Thayer | Washington



Conducted For
Republic County Economic Development

By
The Docking Institute of Public Affairs
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The staff of **The Docking Institute of Public Affairs** and its **University Center for Survey Research** specialize in the design and implementation of local and state telephone and mail surveys for academic, government, and non-profit organizations. Over the past five years, The Docking Institute's UCSR has conducted over 75 telephone and self-administered mail surveys for government and non-profit agencies. If you have any questions, comments, or need assistance, do not hesitate to call one of our staff.

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Republic County Labor Availability Analysis

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Republic County Labor Availability Analysis Executive Summary

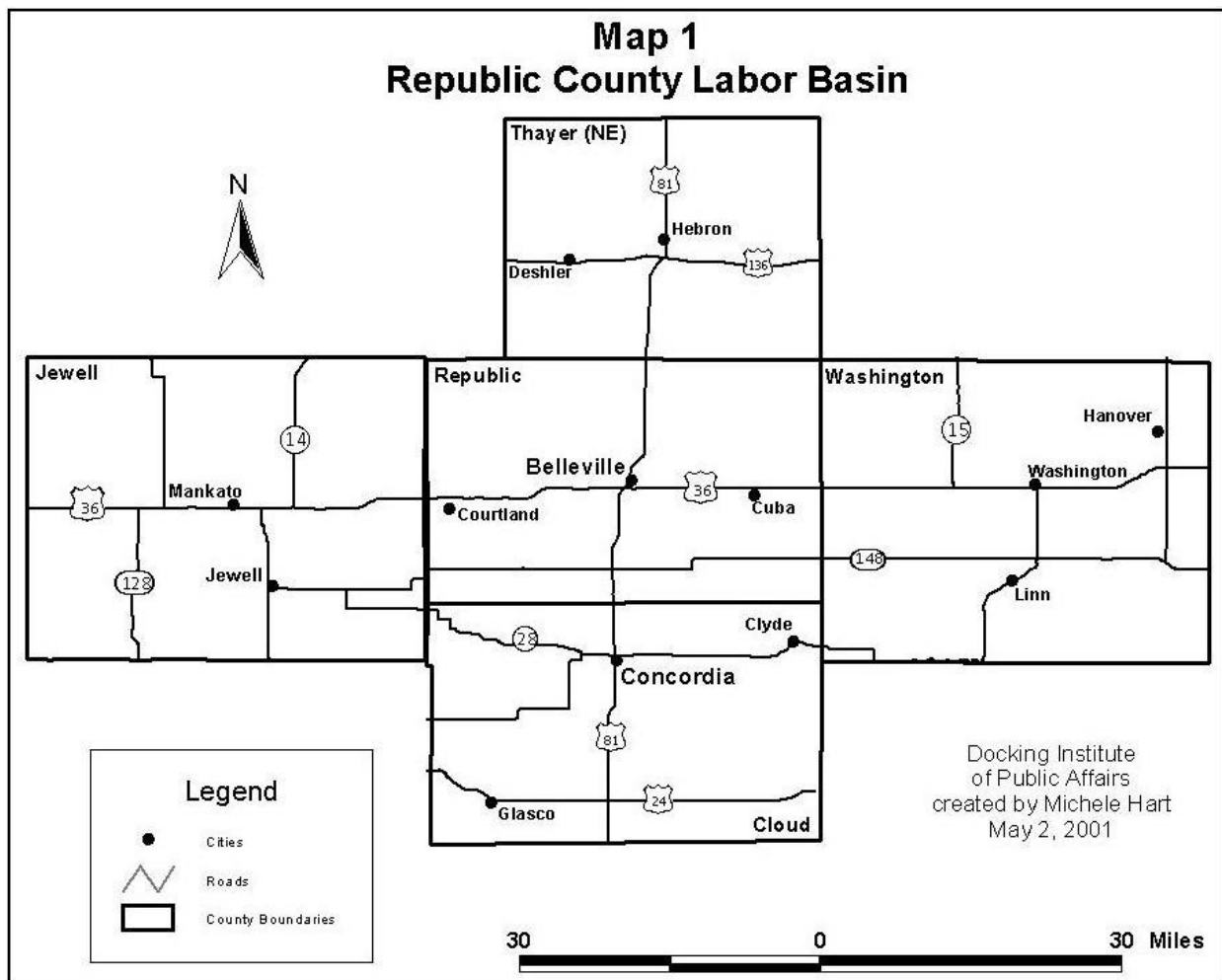
The Republic County labor basin encompasses four counties in Northcentral Kansas and one county in Nebraska. The purpose of this report is to assess the “available labor pool” in this labor basin. The “available labor pool” represents those who indicate that they are either looking for employment, or would consider changing their jobs for the right employment opportunity.

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

- There is an available labor pool in the Republic County labor basin of 7,976. It is estimated that 469 unemployed and 938 employed workers are seeking new employment, while 6,568 would consider changing employment for the right opportunities.
- 66.5% of the available labor pool have at least some college education. A total of 96.5% have at least a high school diploma.
- 25.8%, or an estimated 2,057 workers in the available labor pool, are underemployed.
- 43.5% of the available labor pool, or 3,468 people, would be interested in an employment opportunity with a wage of \$10.00 an hour. At \$12.00 an hour, 4,739 people (59.4% of the available labor) would be interested, while at \$14.00 an hour, 4,912 people (61.6% of the available labor) would be interested.
- The available labor for a manufacturing employer offering up to \$14 an hour is about 1,521 workers, at \$12 an hour 1,456 workers, and at \$10 an hour 1,130 workers. For a service sector employer offering \$14 an hour, the available labor is 1,478 workers. At \$12 an hour, a service sector employer can expect to find 1,413 available workers, and at \$10 an hour 1,130 workers.
- Workers in this area are willing to commute to take advantage of employment opportunities. 6,998 (87.7% of the available labor) would commute more than 20 miles, one way, for employment. 4,528 (56.8% of the available labor) are willing to travel more than 30 miles, one way, for an employment opportunity but only 206 (2.6%) will commute more than 60 minutes.

Republic County Labor Availability Analysis

The Republic County labor basin encompasses five counties in Northcentral Kansas and one county in Nebraska. The criterion used to include a county in this labor basin is whether it has a significant border adjacent to Republic County. The Republic County labor basin has a total population of approximately 32,400. It has a civilian labor force of over 17,000. While there is an unemployment rate of 2.2%, there is, nonetheless, an ample supply of available labor to support a major new employer. The Docking Institute's independent analysis of this labor basin shows that there are 1,407 workers (8.2%) who are actively seeking new employment and 6,568 (38.1%) who would consider new employment for the right opportunity.



Available Labor Pool

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

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

The “available labor pool” represents those who indicate that they are either looking, or would consider changing their jobs, for the right employment opportunity. The percent of the study area population in the available labor pool is derived from a random digit telephone survey of 541 employed, unemployed, and retired adults living in the Republic County labor basin. When all 541 respondents are included in the analysis, the survey findings have a margin of error of +/- 4.2%. The margin of error for subgroups is higher. Most of these analyses are based on a subgroup of 170 respondents who are members of the civilian labor force, or who are retired, students, or housewives who state they are “available” (see definition above). For these 170 respondents, the survey has a margin of error of +/- 7.5%. The “Methods” section of this report details the survey methods used in this report.

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

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

Based on these calculations, Figure 1 shows that there is an available labor pool in the Republic County labor basin of 7,976. It is estimated that 469 unemployed² and 938 employed workers are seeking new employment, while 6,568 would consider changing employment for the right opportunities.

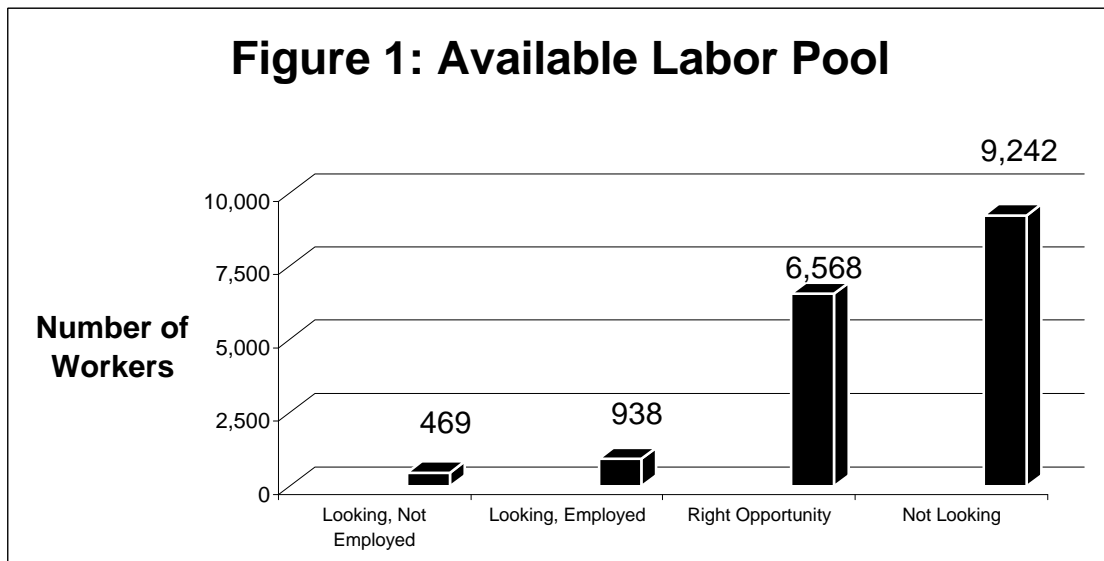


Table 1 (next page) shows the various occupations of these 7,976 potential employees. Traditional blue-collar jobs represent 38.1% of the available labor pool. Traditional white-collar occupations represent 33.8% of the available labor pool, while professional occupations comprise another 21.3%. Finally, students, the unemployed, homemakers and retired represent 6.8% of the available labor pool.

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

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

Table 1: Occupation

	Number	Percent
Mechanic,Welder	548	6.9
Factory Worker,Meat Packer	50	0.6
General Labor	2,443	30.6
Governmental, Business, and other Professional	1,097	13.8
Clerical	449	5.6
Educator or Professor	598	7.5
Other White Collar	1,097	13.8
Social Service (e.g.health,babysitting)	598	7.5
Sales, Hotel, Restaurant, Food Service	548	6.9
Homemakers and Retirees	249	3.1
Full or Part Time Student	50	0.6
Unemployed	249	3.1
Total	7,976	100.0

(Numbers may not total accurately due to rounding.)

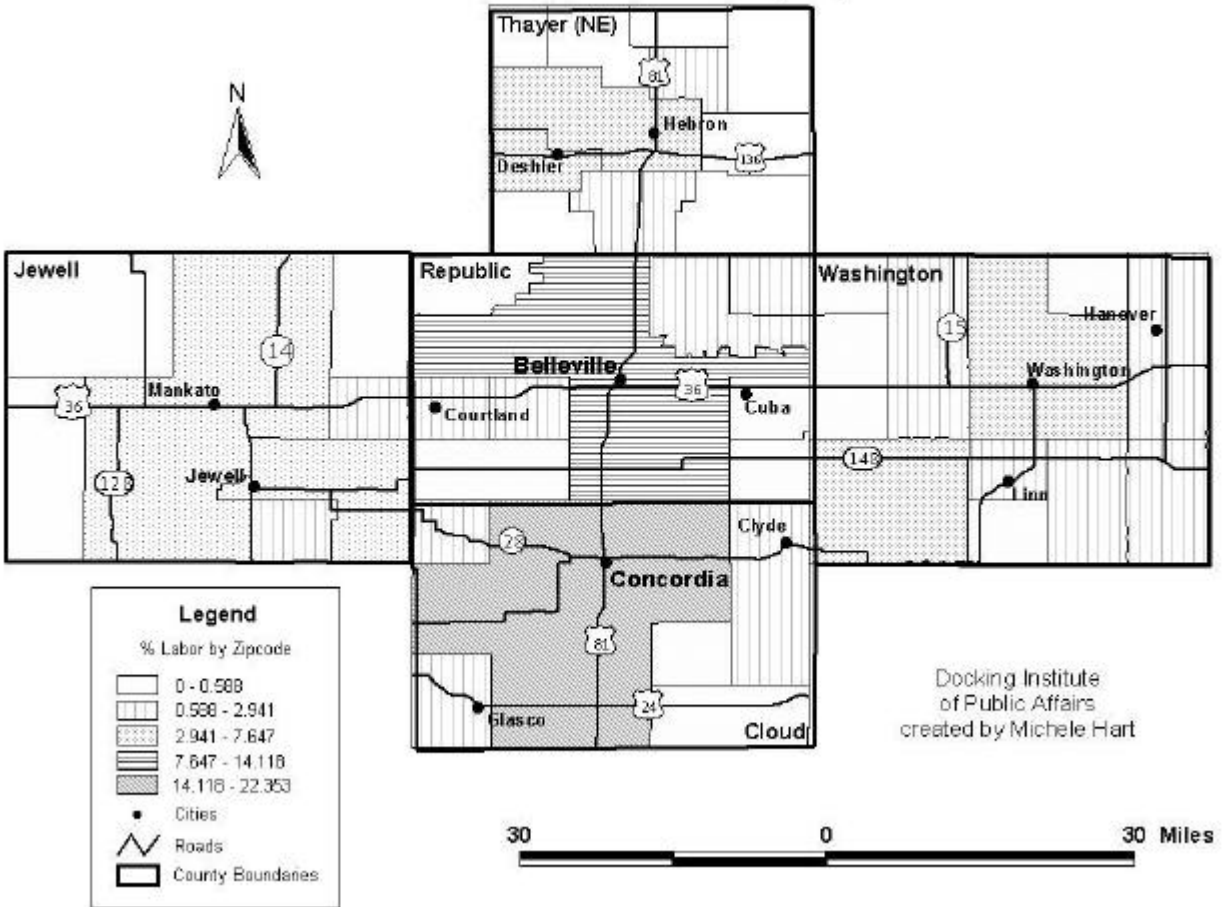
Table 2 shows the gender, age statistics, and educational levels of these 7,976 workers. Approximately 50.9% are women. The average year born is 1958 and the median year born is 1957 (43 and 44 years of age respectively). The educational levels of the available labor pool are very high. 66.5% of the available labor have at least some college education. A total of 96.5% have at least a high school diploma.

Table 2: Age, Gender, and Education Level

Age	Year Born		
Average	1958		
Median	1957		
Gender	Number	Percent	
Female	4,059	50.9	
Male	3,916	49.1	
Total	7,976	100.0	
Highest Level of Education Achieved	Number	Percent	Cum. Percent
Doctoral Degree	188	2.4	2.4
Masters Degree	188	2.4	4.7
Bachelors Degree	1,314	16.5	21.2
Associates Degree	1,032	12.9	34.1
Some College	2,580	32.4	66.5
High School Diploma Only	2,393	30.0	96.5
Less HS Diploma	281	3.5	100.0
Total	7,976	100.0	

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

Map 2
Percent Available Labor by Zip Code



Underemployment—individuals possessing skills and/or training that exceeds the responsibilities of their current job—is a significant issue in many communities. To assess the level of underemployment, the survey asked respondents if their skills, education, or talents are underutilized in their current job. Figure 2 shows that about 25.8%, an estimated 2,057 workers *in the available labor pool*, are underemployed.

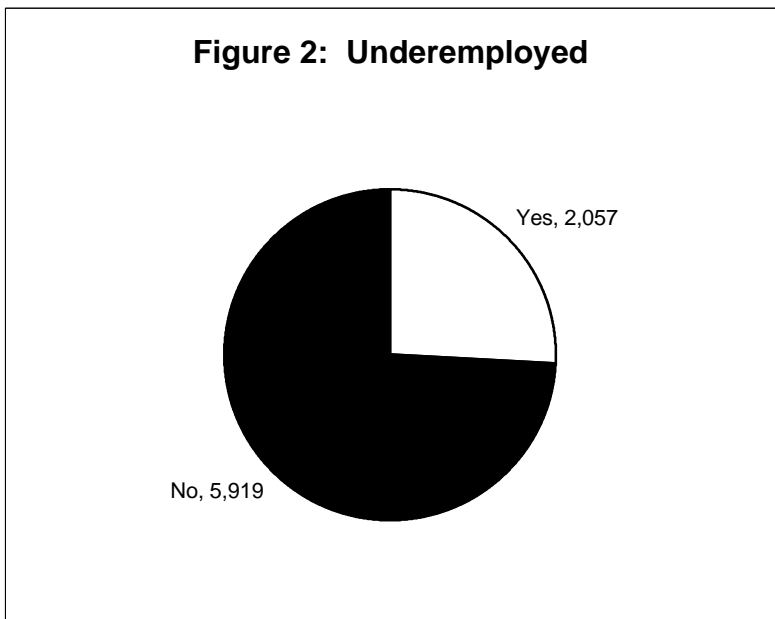


Table 3 shows the education levels of these underemployed workers in the available labor pool, with 78.0% having at least some college education. A total of 95.1% have at least a high school diploma.

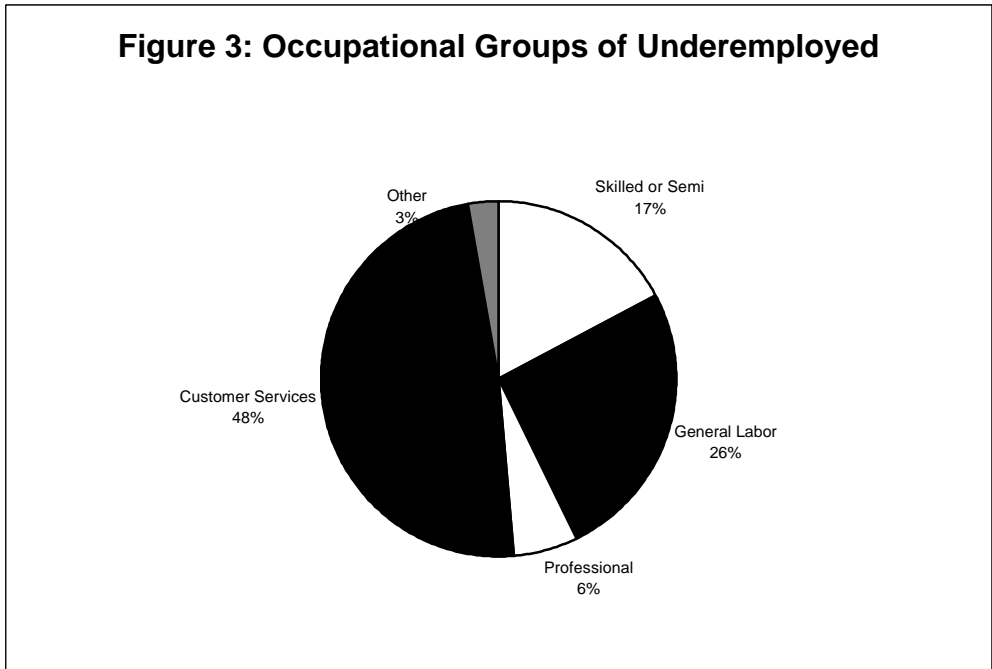
Table 3: Highest Level of Education Achieved By Underemployed

	Number	Percent	Cum. Percent
Doctoral Degree	0	0.0	0.0
Masters Degree	150	7.3	7.3
Bachelors Degree	301	14.6	22.0
Associates Degree	351	17.1	39.0
Some College	803	39.0	78.0
High School Diploma Only	351	17.1	95.1
Less HS Diploma	100	4.9	100.0
Total	2,057	100	

The underemployed workers also tend to be currently employed in areas of strong demand. Figure 3 (next page) illustrates that 48% (999 people) are in customer service related occupations, 26% (529 people) are employed as general laborers, 17% (353 people) are in skilled or semi-skilled blue-collar occupations, and 6% (118 people) are in professional positions.³

³ Numbers may not total accurately due to rounding.

Figure 3: Occupational Groups of Underemployed



Some workers may be available for a new employment opportunity, but are unwilling to switch from their current job to a different type of position. If there are a large percentage of those unwilling to change their job descriptions, it limits the type of employers who can enter the labor basin. But this is not the case in the Republic County labor basin. Table 4 indicates that 86.4% of the available labor pool, or 6,888 workers, would be willing to accept a position outside of their primary field of employment (for example, manufacturing employment to service sector employment).

Table 4: Willing to Take Job Outside of Primary Field

	Number	Percent
Yes	6,888	86.4
No	1,088	13.6
Total	7,976	100.0

Figure 4 (next page) shows the wage demands of the available labor pool. 43.5% of the available labor pool, or 3,468 people, would be interested in an employment opportunity with a wage of \$10.00 an hour. At \$12.00 an hour, 4,739 people (59.4% of the available labor) would be interested, while at \$14.00 an hour, 4,912 people (61.6% of the available labor pool) would be interested.

Figure 4: Available Labor by Hourly Wage

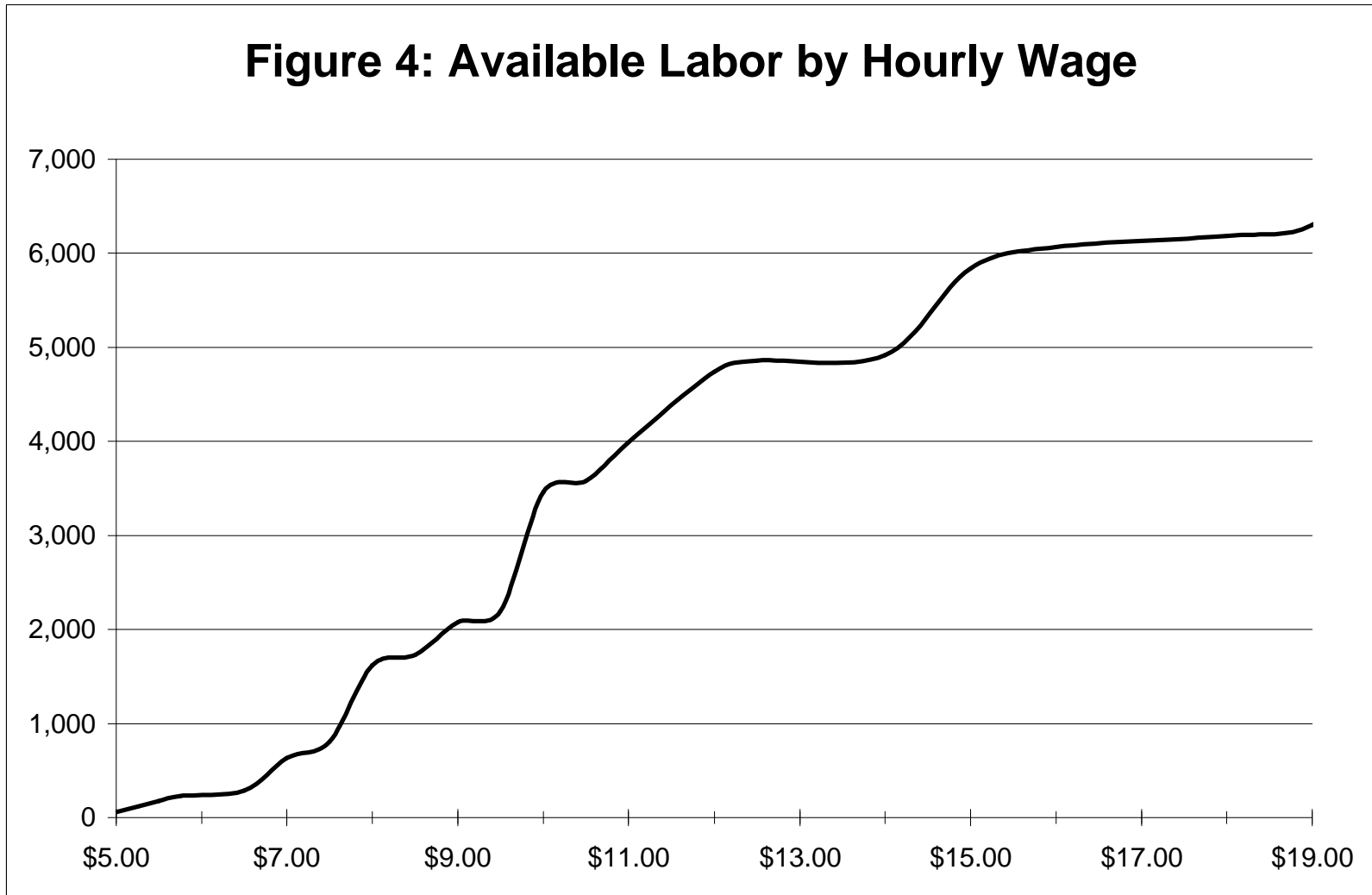


Table 5 indicates that the available labor pool in the Republic County labor basin is open to commuting. The table shows 6,998 (87.7% of the available labor) would commute more than 20 miles, one way, for employment. It also shows that 4,528 (56.8% of the available labor) are willing to travel more than 30 miles, one way, for an employment opportunity, but only 206 (2.6%) will commute for more than 60 miles.

Table 5: Distance Available Labor Will Commute

	Cumulative	
	Number	Percent
60 Miles or More	206	2.6
50 Miles or More	463	5.8
40 Miles or More	1,544	19.4
30 Miles or More	4,528	56.8
20 Miles or More	6,998	87.7

Table 6 shows that the most important benefit affecting workers' decisions to leave their present job is higher pay (93.5%), followed by improved retirement benefits (75.5%), better educational opportunities (63.0%), and improved health benefits (57.1%).

Table 6: Benefit Very Important In Decision to Change Employment

	Percent Responding "Yes"
Salary	93.5
Retirement	75.5
Educational Opportunities	63.0
Health Benefits	57.1
Different Community	43.0

Manufacturing and Service Sector Scenarios

To obtain a clearer perspective of the percentage of the labor force that would seriously consider a new employment opportunity--the available labor pool--the analysis builds two scenarios. The first scenario is for a manufacturing employer, while the second is for a service sector employer. For both scenarios, the analysis controls for:

- 1) Whether the individual is willing to drive the necessary miles from his/her community to the location of the hypothetical employer.
- 2) Whether the respondent's expected wage is above \$12.00 an hour.
- 3) Whether the respondent is unwilling to change his/her primary field of employment (for example: service sector to manufacturing).

Figures 5 and 6 show the available labor pool in Belleville for each type of employer. The available labor for a manufacturing employer offering up to \$14 an hour is about 1,521 workers, at \$12 an hour 1,456 workers, and at \$10 an hour 1,130 workers. For a service sector employer offering \$14 an hour, the available labor is 1,478 workers. At \$12 an hour, a service sector employer can expect to find 1,412 available workers, and at \$10 an hour 1,130 workers.

Figure 5: Available Labor for Manufacturing in Belleville by Hourly Wage

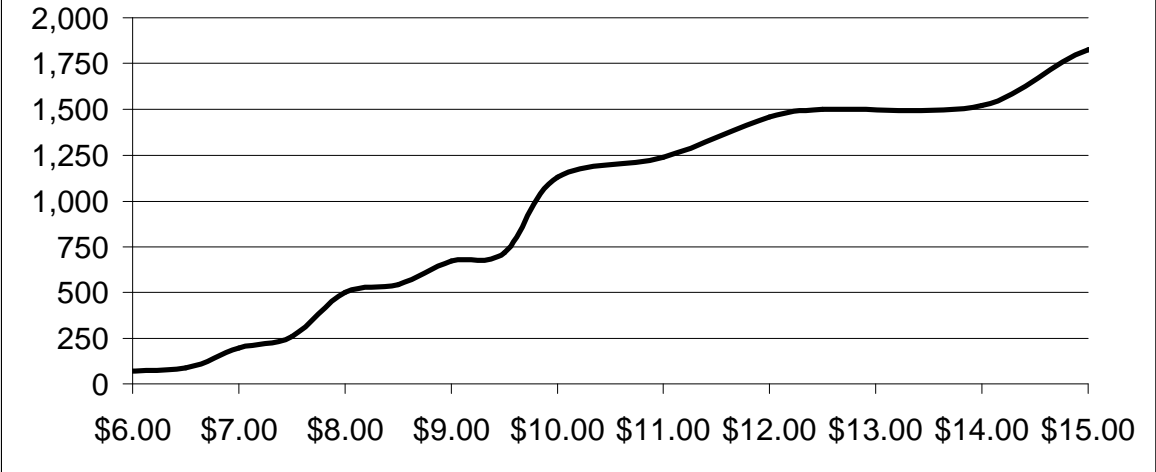
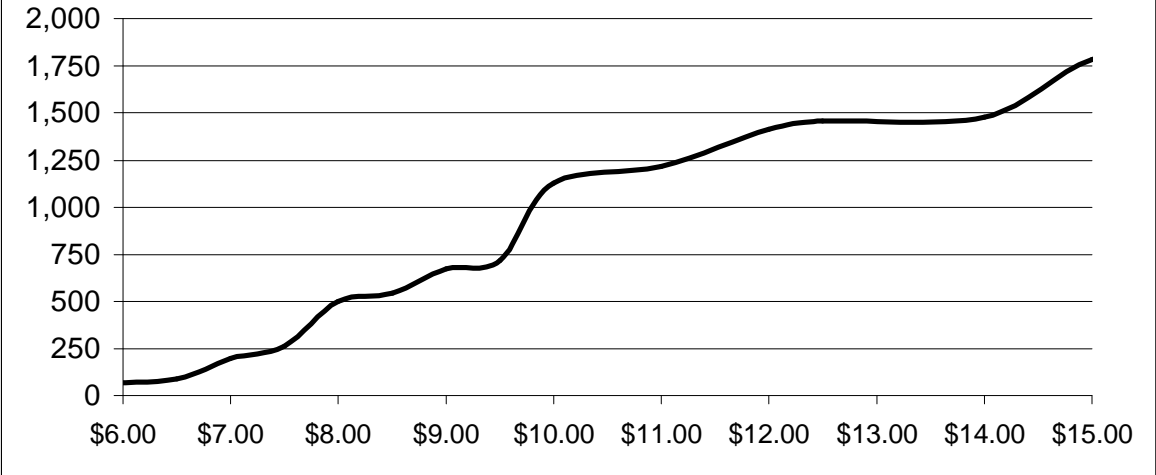


Figure 6: Available Labor for Service Sector in Belleville by Hourly Wage



Methods

The findings from this survey are based on a random digit telephone sample of 541 adults living in 4 counties in Northcentral Kansas and one county in Nebraska. The survey was conducted March 5, 2001 to March 9, 2001 using a Computer Assisted Telephone Interviewing (CATI) system. Republic County Economic Development contracted the University Center for Survey Research at the Docking Institute of Public Affairs to conduct this regional labor assessment. A total of 663 households were successfully contacted. In 541 of these households, an adult who is working, unemployed, or retired agreed to do the interview. This represents a response rate of 82%.

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

Appendix Survey Frequencies

q1 Working Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Working or Working Student	313	57.9	58.1	58.1
	Homemaker	31	5.7	5.8	63.8
	Unemployed	18	3.3	3.3	67.2
	Retired	175	32.3	32.5	99.6
	Non-Working Student	2	.4	.4	100.0
	Total	539	99.6	100.0	
Missing	System	2	.4		
Total		541	100.0		

q1a Type of Position

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Full-Time	273	50.5	86.9	86.9
	Part-Time	39	7.2	12.4	99.4
	Temporary Position	2	.4	.6	100.0
	Total	314	58.0	100.0	
Missing	System	227	42.0		
Total		541	100.0		

q1b Self-Employed

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	92	17.0	29.3	29.3
	No	222	41.0	70.7	100.0
	Total	314	58.0	100.0	
Missing	System	227	42.0		
Total		541	100.0		

q2 Occupation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	General Labor,Construction	22	4.1	4.2	4.2
	Mechanic,Welder	15	2.8	2.9	7.1
	Farmer, Agric Worker	61	11.3	11.7	18.7
	Factory Worker, Meat Packer	5	.9	1.0	19.7
	Other Blue Collar	27	5.0	5.2	24.9
	Governmental Service	11	2.0	2.1	27.0
	Business Professional, Owner, Manager, Banker, Finance	29	5.4	5.5	32.5
	Doctor, Attorney, Engineer	8	1.5	1.5	34.0
	Clerical	20	3.7	3.8	37.9
	Arts & Crafts	4	.7	.8	38.6
	Sales	11	2.0	2.1	40.7
	Educator or Professor	18	3.3	3.4	44.2
	Other White Collar	30	5.5	5.7	49.9
	Social Service (e.g.health, babysitting)	23	4.3	4.4	54.3
	Hotel, Restaurant, Food Services	11	2.0	2.1	56.4
	Homemaker	33	6.1	6.3	62.7
	Full or Part-Time Student	2	.4	.4	63.1
	Unemployed	18	3.3	3.4	66.5
	Retired	175	32.3	33.5	100.0
	Total	523	96.7	100.0	
Missing	System	18	3.3		
Total		541	100.0		

q3d Health Insurance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	469	86.7	87.2	87.2
	No	69	12.8	12.8	100.0
	Total	538	99.4	100.0	
Missing	System	3	.6		
Total		541	100.0		

q3e Employer Provides Health Insurance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	235	43.4	89.7	89.7
	No	27	5.0	10.3	100.0
	Total	262	48.4	100.0	
Missing	System	279	51.6		
Total		541	100.0		

q3f Employer Provides Retirement Benefits

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	151	27.9	68.6	68.6
	No	69	12.8	31.4	100.0
	Total	220	40.7	100.0	
Missing	System	321	59.3		
Total		541	100.0		

q3g Employer Provides Paid Vacation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	173	32.0	78.3	78.3
	No	48	8.9	21.7	100.0
	Total	221	40.9	100.0	
Missing	System	320	59.1		
Total		541	100.0		

q3h Employer Provides Life Insurance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	119	22.0	54.6	54.6
	No	99	18.3	45.4	100.0
	Total	218	40.3	100.0	
Missing	System	323	59.7		
Total		541	100.0		

q4 Hold a Second Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	53	9.8	17.5	17.5
	No	249	46.0	82.5	100.0
	Total	302	55.8	100.0	
Missing	System	239	44.2		
Total		541	100.0		

q5 Occupation of Second Job

		Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	General Labor, Construction	3	.6	5.7	5.7	
	Farmer, Agric Worker	12	2.2	22.6	28.3	
	Factory Worker, Meat Packer	1	.2	1.9	30.2	
	Other Blue Collar	9	1.7	17.0	47.2	
	Business Professional, Owner, Manager, Banker, Finance	3	.6	5.7	52.8	
	Clerical	2	.4	3.8	56.6	
	Sales	3	.6	5.7	62.3	
	Educator or Professor	3	.6	5.7	67.9	
	Other White Collar	7	1.3	13.2	81.1	
	Social Service (e.g. health, babysitting)	4	.7	7.5	88.7	
	Homemaker	5	.9	9.4	98.1	
	Full or Part-Time Student	1	.2	1.9	100.0	
	Total	53	9.8	100.0		
	Missing	System	488	90.2		
	Total		541	100.0		

q6 Currently Looking for a Different Full-Time Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	20	3.7	7.4	7.4
	No	250	46.2	92.6	100.0
	Total	270	49.9	100.0	
Missing	System	271	50.1		
Total		541	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	15	2.8	5.6	5.6
	No	252	46.6	94.4	100.0
	Total	267	49.4	100.0	
Missing	System	274	50.6		
Total		541	100.0		

q8 If Right Opportunity Would Consider Leaving Present Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	140	25.9	50.0	50.0
	No	140	25.9	50.0	100.0
	Total	280	51.8	100.0	
Missing	System	261	48.2		
Total		541	100.0		

q8a Improved Health Benefits Important to Change Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	81	15.0	51.9	51.9
	No	75	13.9	48.1	100.0
	Total	156	28.8	100.0	
Missing	System	385	71.2		
Total		541	100.0		

q8b Educational Opportunities Important to Change Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	71	13.1	45.8	45.8
	No	84	15.5	54.2	100.0
	Total	155	28.7	100.0	
Missing	System	386	71.3		
Total		541	100.0		

q8c Increase Salary Important to Change Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	149	27.5	94.9	94.9
	No	8	1.5	5.1	100.0
	Total	157	29.0	100.0	
Missing	System	384	71.0		
Total		541	100.0		

q8d Improved Retirement Important to Change Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	124	22.9	78.5	78.5
	No	34	6.3	21.5	100.0
	Total	158	29.2	100.0	
Missing	System	383	70.8		
Total		541	100.0		

q8e Different Community Important to Change Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	48	8.9	30.8	30.8
	No	108	20.0	69.2	100.0
	Total	156	28.8	100.0	
Missing	System	385	71.2		
Total		541	100.0		

q8f Some Other Opportunity Important to Change Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	27	5.0	26.7	26.7
	No	74	13.7	73.3	100.0
	Total	101	18.7	100.0	
Missing	System	440	81.3		
Total		541	100.0		

q9 Willing to Take Job Outside of Primary Field

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	134	24.8	86.5	86.5
	No	21	3.9	13.5	100.0
	Total	155	28.7	100.0	
Missing	System	386	71.3		
Total		541	100.0		

q11 Skills Underutilized Now

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	59	10.9	19.3	19.3
	No	246	45.5	80.7	100.0
	Total	305	56.4	100.0	
Missing	System	236	43.6		
Total		541	100.0		

q12 Why Underutilized

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Prev Job Required More Skill Educ	7	1.3	15.2	15.2
	Have had Additional Training, Educ	13	2.4	28.3	43.5
	Current Job Does Not Req My Training, Educ	21	3.9	45.7	89.1
	Prev Job Earned More Income	5	.9	10.9	100.0
	Total	46	8.5	100.0	
	Missing	System	495	91.5	
Total		541	100.0		

q13 Type Previous Job that Required More Skill

		Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	General Labor, Construction	1	.2	7.7	7.7	
	Mechanic, Welder	1	.2	7.7	15.4	
	Farmer, Agric Worker	1	.2	7.7	23.1	
	Business Professional, Owner, Manager, Banker, Finance	2	.4	15.4	38.5	
	Clerical	3	.6	23.1	61.5	
	Educator or Professor	2	.4	15.4	76.9	
	Other White Collar	2	.4	15.4	92.3	
	Social Service (e.g. health, babysitting)	1	.2	7.7	100.0	
	Total	13	2.4	100.0		
	Missing	System	528	97.6		
	Total		541	100.0		

q14 Previous Job Provided More Income

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	12	2.2	92.3	92.3
	No	1	.2	7.7	100.0
	Total	13	2.4	100.0	
Missing	System	528	97.6		
Total		541	100.0		

q15 Would Change Jobs to Better Utilize Skills

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	40	7.4	69.0	69.0
	No	18	3.3	31.0	100.0
	Total	58	10.7	100.0	
Missing	System	483	89.3		
Total		541	100.0		

q17 Highest Level of Education

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less HS Diploma	60	11.1	11.2	11.2
	High School Diploma	200	37.0	37.5	48.7
	Some College	143	26.4	26.8	75.5
	Associates Degree	41	7.6	7.7	83.1
	Bachelors Degree	68	12.6	12.7	95.9
	Masters Degree	13	2.4	2.4	98.3
	Doctoral Degree	9	1.7	1.7	100.0
	Total	534	98.7	100.0	
Missing	System	7	1.3		
Total		541	100.0		

q18 Total Family Income

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than \$10k	37	6.8	8.3	8.3
	\$10k-\$20k	94	17.4	21.2	29.5
	\$20k-\$30k	93	17.2	20.9	50.5
	\$30k-\$40k	84	15.5	18.9	69.4
	\$40k-\$50k	46	8.5	10.4	79.7
	\$50k-\$60k	43	7.9	9.7	89.4
	\$60k-\$70k	13	2.4	2.9	92.3
	over \$70k	34	6.3	7.7	100.0
	Total	444	82.1	100.0	
Missing	System	97	17.9		
Total		541	100.0		

q20 Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Female	281	51.9	52.6	52.6
	Male	253	46.8	47.4	100.0
	Total	534	98.7	100.0	
Missing	System	7	1.3		
Total		541	100.0		