

Pettis County Labor Basin Labor Availability Analysis – 2012

Including a comparison to data from the
2005 and 2009 Labor Availability Analyses

Benton • Cooper • Henry • Howard • Johnson •
Lafayette • Moniteau • Morgan • Pettis • Saline Counties



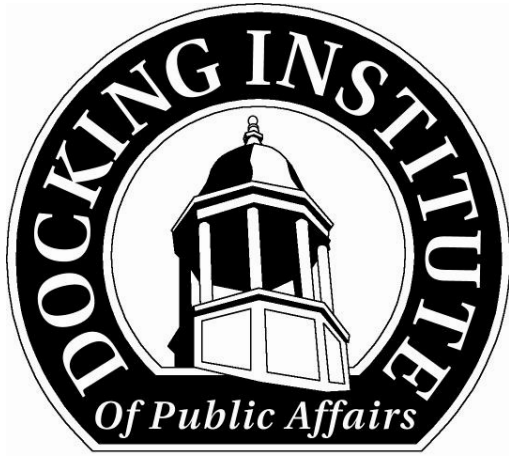
Prepared For

Central Missouri Economic Development Alliance

By

The Docking Institute of Public Affairs

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2005 and 2009 Labor Availability Analyses

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Table of Contents

List of Tables	ii
List of Figures	iii
List of Maps	iv
Executive Summary	1
The Pettis County Labor Basin.....	2
The Pettis County Labor Basin’s Available Labor Pool.....	3
Current Skills and Work Experiences	7
Educational Experience	11
Considerations for Employment	12
Wage Demands of Available Labor Pool.....	16
Subsets of the Available Labor Pool.....	17
<i>Subset 1: The Willing to Commute the Necessary Travel Time.....</i>	<i>17</i>
<i>Wage Demands by Occupational Sector (for those Indicating a Willingness to Commute).....</i>	<i>18</i>
<i>Subset 2: The Underemployed Among Available Labor Pool Workers</i>	<i>20</i>
Comparative Analysis (2005, 2009 and 2012 Reports)	23
Methodology	28
<i>Explaining the Civilian Labor Force.....</i>	<i>28</i>
<i>Defining the Available Labor Pool</i>	<i>28</i>
<i>Description of Survey Research Methods</i>	<i>29</i>
Glossary of Terms.....	31
Appendix I: Current Employment Status of ALP	32
Appendix II: Hourly Wage to Annual Salary Conversion Chart	33

List of Tables

Table 1: Age, Gender and Education Levels of Available Labor Pool.....	5
Table 2: Major Occupational Categories of Available Labor	6
Table 3: Current Work Experience plus Previous Work or Training Experience	7
Table 4: Desired Benefits and Current Benefits Offered.....	15
Table 5: Cumulative Wage Demands for Occupational Sectors	18
Table 6: Cumulative Wage Demands Allowing Mobility between General Labor and Service Sector.....	19
Table 7: Highest Level of Education Achieved Among Underemployed	21
Table 8: Population, CLF, Employed, Unemployment Rate and Available Labor Pool Comparisons	23
Table 9: Available Labor Pool Occupation and Education Levels Comparison	24
Table 10: Willing to Take Job Outside of Primary Field	24
Table 11: Importance of Benefits to Change Employment Comparison.....	25
Table 12: Underemployed Workers and Education Level Comparison.....	27

List of Figures

Figure 1: The Available Labor Pool for the Pettis County Labor Basin	3
Figure 2: Occupational Sectors of Available Labor (Employed Only).....	6
Figure 3: Current Work Experience plus Previous Work or Training Experience	8
Figure 4: Work Experience / Willing to Work in Field.....	9
Figure 4a: Experience in Distribution or Warehousing.....	10
Figure 4b: Experience in Manufacturing or Processing	10
Figure 5: Undergraduate College Major	11
Figure 5a: Community College Experience	11
Figure 5b: Community College Study Area	11
Figure 6: Considerations for Employment	12
Figure 7: Available Labor by Commute Minutes.....	13
Figure 7a: Influence of Gas Prices	14
Figure 7b: Being Closer to Work	14
Figure 8: Benefits Very Important to Change Employment.....	15
Figure 9: Available Labor by Hourly Wage	16
Figure 10: Available Labor by Hourly Wage (for those Indicating a Willingness to Commute) ...	17
Figure 11: Employment Status of the Available Labor Pool.....	20
Figure 11a: Underemployed Workers.....	20
Figure 11b: Reasons for Underemployment.....	21
Figure 11c: Occupational Sectors of Underemployed Workers	22
Figure 11d: Willing to Change Job to Better Use Skills/Education.....	22
Figure 12: Available Labor Pool Comparison	23
Figure 13: Available Labor by Commute Minutes Comparison.....	25
Figure 14: Comparison of Wage Demands of the Willing-to-Commute.....	26

List of Maps

Map 1: Pettis County Labor Basin	2
Map 2: Percent of Total Available Labor in Basin by Zip Code	4

Pettis County Labor Basin Labor Availability Analysis

Executive Summary

The Pettis County Labor Basin includes Benton, Cooper, Henry, Howard, Johnson, Lafayette, Moniteau, Morgan, Pettis, and Saline Counties in Missouri. 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.

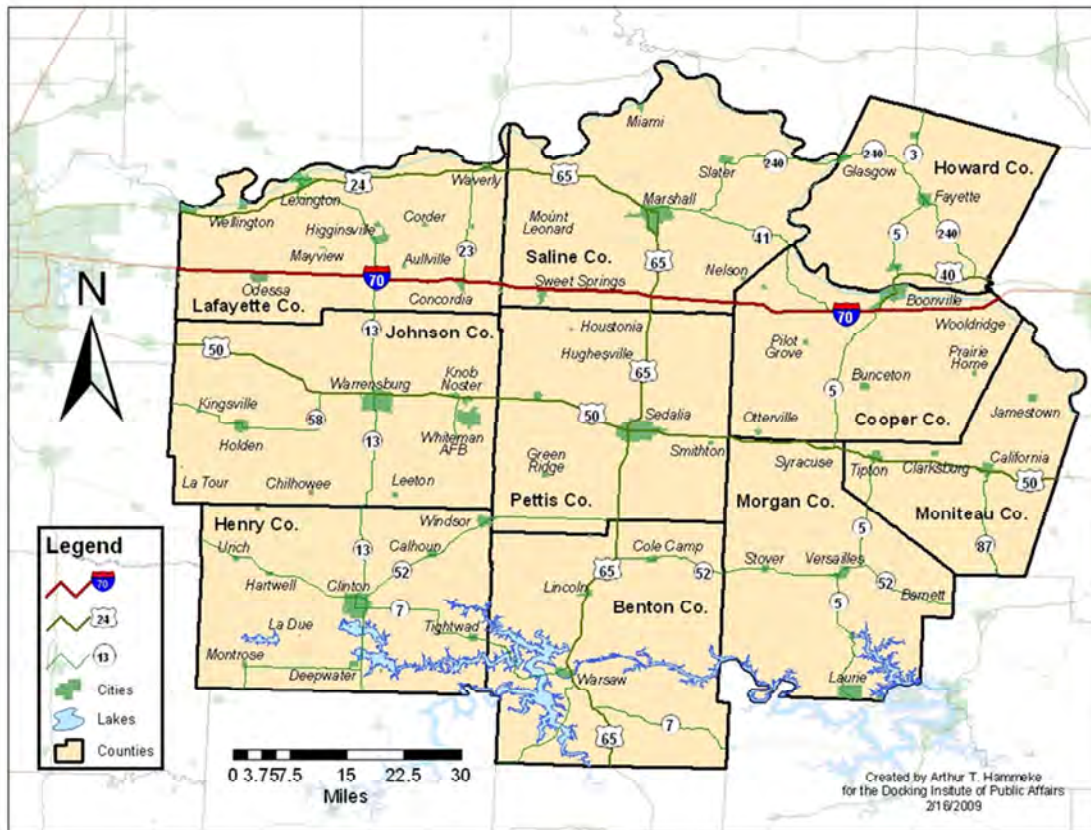
The Docking Institute’s independent analysis of this labor basin shows that:

- The population of the Pettis County Labor Basin is estimated to be 256,792. About 29% of the population (or 74,220 individuals) are considered to be part of the Available Labor Pool (Available Labor Pool).
- Of the Available Labor Pool, an estimated 9,052 (12.2%) non-working and 10,096 (13.6%) working individuals are *looking* for new employment, while 16,780 (22.6%) non-working and 16,780 (22.6%) working individuals would *consider* new and/or different employment for the right opportunities.
- Slightly more than 63% of the Available Labor Pool has at least some college experience and 93.5% has at least a high school diploma. The average age for members of the Available Labor Pool is about 45 years old, and women make up more than half (55.7%) of the Available Labor Pool.
- An estimated 12,694 members of the Available Labor Pool are currently employed as general laborers, while an additional 5,245 work in government services or technical/high skill blue-collar occupations. An estimated 21,042 members of the Available Labor Pool work in service sector jobs, while 9,407 work in professional white-collar jobs. Many (25,832) are not currently working.
- About 82% of the Available Labor Pool indicates that they are “willing to work outside of their primary field of employment for a new or different employment opportunity.”
- Slightly more than 39% of the members of the Available Labor Pool will commute up to 45 minutes, one way, for an employment opportunity, while four-fifths (85.7%) will commute up to 30 minutes for employment.
- The four most important desired benefits in order are good health benefits, good retirement benefits, on-the-job or paid training and good salary or hourly pay.
- An estimated 13,612 members (18%) of the Available Labor Pool are interested in a new job at \$9 an hour, 28,985 (39%) are available at \$12 an hour, and 43,020 (58%) are available at \$15 an hour.
- Of the 48,388 *employed members* of the Available Labor Pool, 12,532 (25.9%) consider themselves underemployed.

The Pettis County Labor Basin

The Pettis County Labor Basin includes 10 counties in west central Missouri (see Map 1 below). The labor basin includes Benton, Cooper, Henry, Howard, Johnson, Lafayette, Moniteau, Morgan, Pettis and Saline Counties.

Map 1: Pettis County Labor Basin



The Pettis County Labor Basin has an estimated total population of approximately 256,792, and a Civilian Labor Force (CLF) of 121,381. There is an unemployment rate of 9.3%, and this research suggests that there is a good supply of available labor for a new employer and/or for an employer desiring to expand employment.

The Docking Institute's analysis suggests that the basin contains an Available Labor Pool (Available Labor Pool) of 74,220 individuals. The Available Labor Pool is composed of workers categorized as either 1) currently not working *but* looking for full-time employment, 2) currently employed (full- or part-time) *and* looking for other full-time employment, 3) currently not working in any manner *but* willing to consider full-time employment for the *right opportunity*, and 4) currently employed and not looking, *but* willing to consider different full-time employment for the *right opportunity*. Please see the Methodology section – page 28 – for more information about the Institute's Available Labor Pool analysis methodology and the survey research methods used for this study. See the Glossary of Terms on page 31 for definitions of terms used throughout this report.

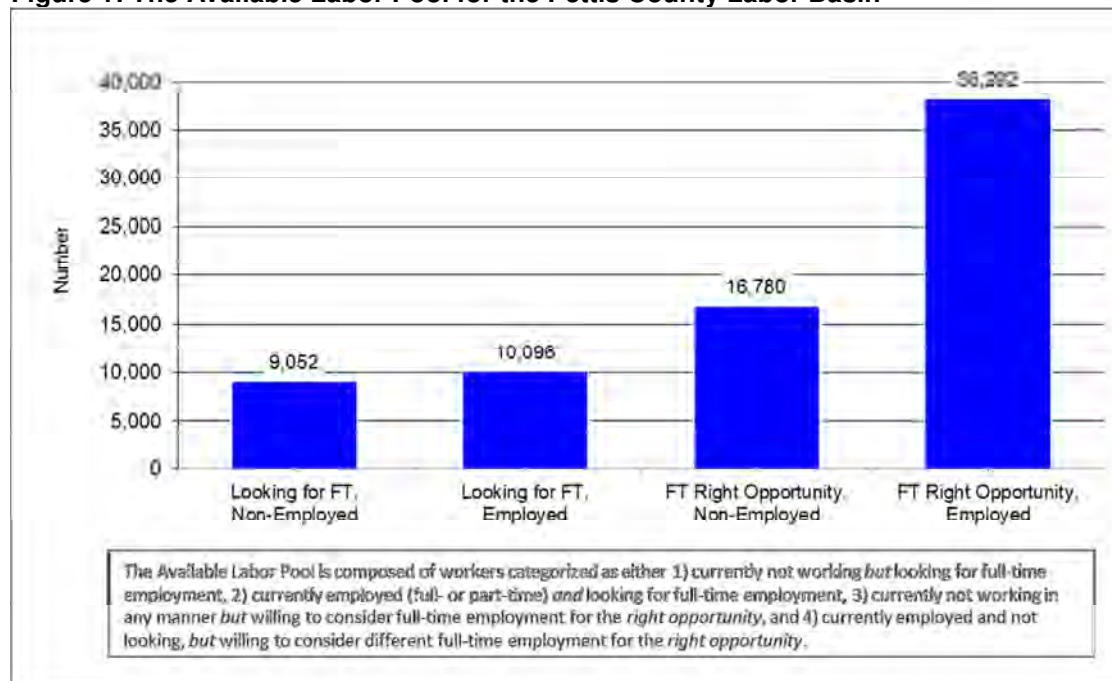
The Pettis County Labor Basin's Available Labor Pool

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

- What proportion of the labor force – employed, unemployed, homemaker, students, retired and disabled – would seriously consider a new full-time employment opportunity?
- What skills do those who would consider a new employment opportunity have?
- What types 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 percentage of the Available Labor Pool is willing to change fields of employment?
- What work shifts are Available Labor Pool members willing to work?
- What are some of the characteristics of those Available Labor Pool members that are “willing to commute the necessary travel time to the center of the labor basin?”
- What proportion of those workers among the Available Labor Pool is considered “underemployed?”
- What are some of the characteristics of those underemployed workers?
- How do the results shown in this study compare to studies conducted in 2005 and 2009?

It is estimated that 9,052 (12.2% of the Available Labor Pool) non-employed¹ and 10,095 (13.6%) employed individuals are *currently looking* for new or different full-time employment, and 16,780 (22.6%) non-employed individuals and 38,292 (51.6%) employed individuals *would consider* new or different full-time employment for the right opportunities.

Figure 1: The Available Labor Pool for the Pettis County 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 Pettis County Labor Basin. Each zip code is grouped into one of five categories specified in the legend. Large portions of the Available Labor Pool are located in zip code areas in Pettis, Johnson, Saline and Benton Counties, although all counties in the basin contain members of the available labor pool.

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

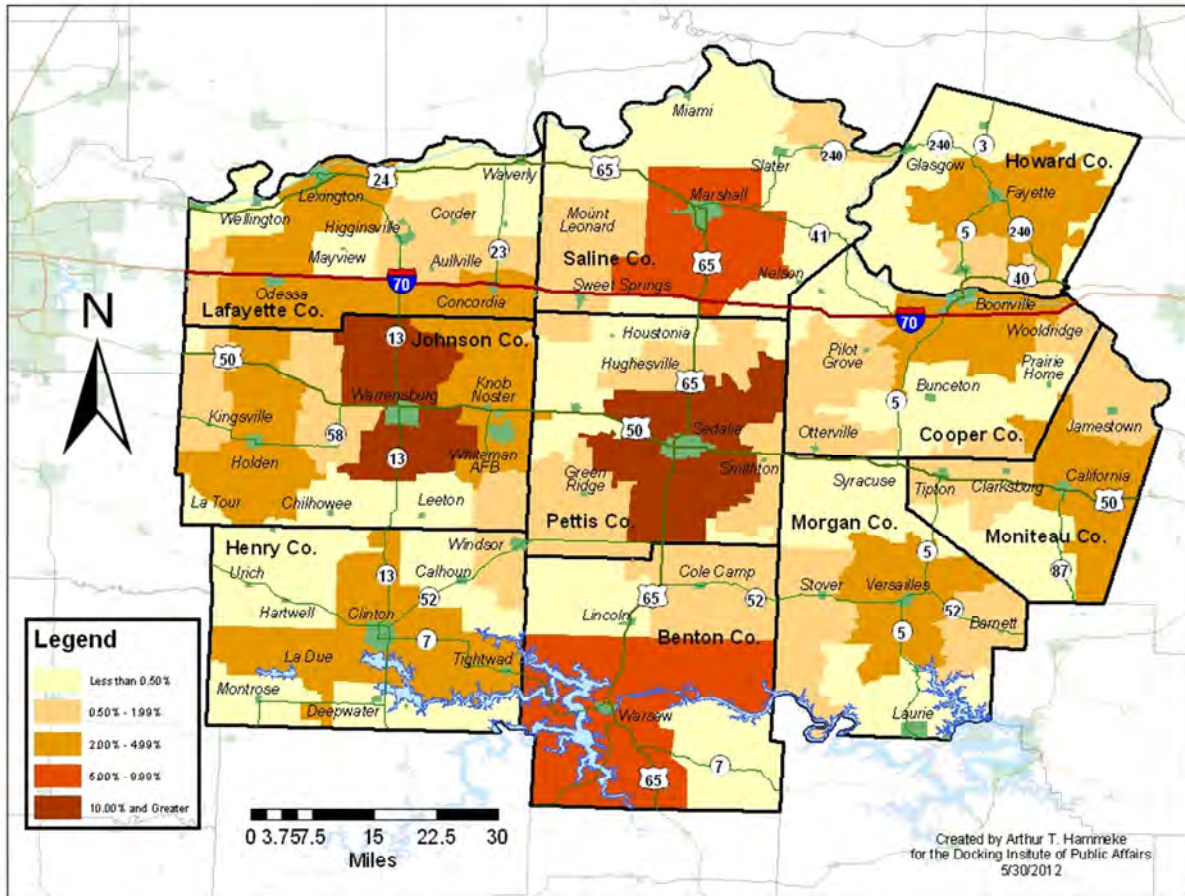


Table 1 shows the gender, age and education levels of the 74,220-member Available Labor Pool. Almost 56% percent are women, and the average age is about 45 years old. Most (93.5%) have at least a high school diploma, about two-thirds (63.2%) have **at least** some college education, and about a quarter (26.4%) have **at least** a bachelor's degree.

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

Age	Age in 2012		
Range	18 to 76		
Average	45		
Median	46		
Gender	Number	Percent	
Female	41,341	55.7	
Male	32,880	44.3	
Extrapolated Total	74,220	100	
Highest Level of Education Achieved	Number	Percent	Cumulative Percent
Doctoral Degree	2,417	3.3	3.3
Masters Degree	8,362	11.3	14.5
Bachelors Degree	8,803	11.9	26.4
Associates Degree	10,630	14.3	40.7
Some College (including current students)	16,712	22.5	63.2
High School Diploma	22,451	30.2	93.5
Less HS Diploma	4,845	6.5	100
Extrapolated Total	74,220	100	
"Do you speak Spanish?"	Number	Percent	
"Yes"	15,660	21.1	
<i>Speak Very Well</i>	1,253	8.0	
<i>Speak Fairly Well</i>	2,333	14.9	
<i>Speak Only a Little</i>	12,074	77.1	
		100	

These percentages represent portions of 21.1%

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

Table 2 shows the various occupational categories of the 74,220-member Available Labor Pool. General labor occupations represent 17.1% of the entire Available Labor Pool, while high-skilled, blue-collar jobs make up 7.1%. Traditional service-related occupations represent 28.4% of the Available Labor Pool, while professional occupations represent 12.7% of the Available Labor Pool.

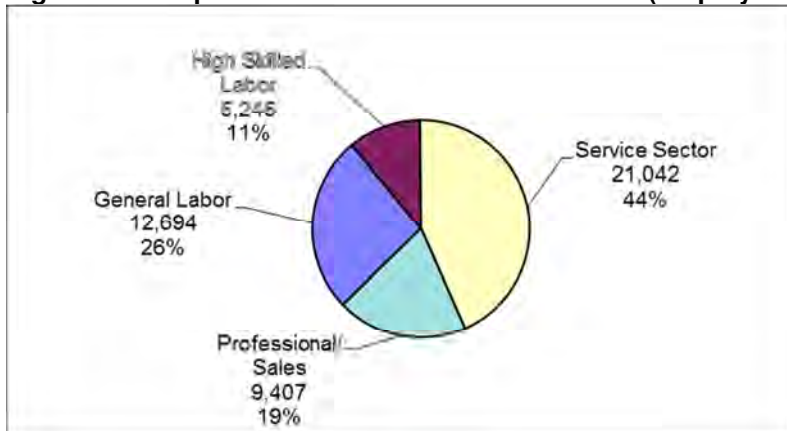
Table 2: Major Occupational Categories of Available Labor

	Number	Percent	Years at Job	
			Mean	Median
General Labor/Cleaning/Farm Labor/Delivery	6,423	8.7	10.4	5.4
Maintenance/Factory Work	3,338	4.5	12.2	9.8
Trucking/Heavy Equipment Operation	2,933	4.0	12.8	10.1
Total General Labor	12,694	17.1	11.8	8.4
Govt Service/Protective Service	2,353	3.2	10.6	9.6
Technician/Mechanic/Welder	2,891	3.9	16.6	14.5
Total Highly-Skilled Labor	5,245	7.1	13.6	12.0
Customer Service/Receptionist/Food Service	4,845	6.5	7.3	5.0
Clerical/Secretarial	6,594	8.9	7.5	4.0
Social Service/Para-Professional/Nursing	4,978	6.7	10.6	5.0
Office Manager/Small Business Owner	4,626	6.2	12.3	10.1
Total Service Sector	21,042	28.4	9.4	6.0
Govt & Business Professional/Sales	2,650	3.6	14.4	11.9
Educator/Counselor/Doctor/Attorney	6,757	9.1	15.4	11.0
Total Professional	9,407	12.7	14.9	11.4
Homemakers/Unemployed	10,996	14.8	n/a	n/a
Students	1,694	2.3	n/a	n/a
Retired/Disabled	13,141	17.7	n/a	n/a
Total Non-Employed	25,832	34.8		
Extrapolated Total	74,220	100		

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

Figure 2 shows the occupational sectors of the *employed members* of the Available Labor Pool only. The *percentages* shown in Figure 2 differ from those presented in Table 2 because the table includes non-working Available Labor Pool 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 Pettis County 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 Available Labor Pool 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 Available Labor Pool members currently employed in a job category *plus* those that indicate previous training or experience in that particular field.

It is estimated, for example, that 5,445 members of the Available Labor Pool in the labor basin are currently employed as general labor, construction, cleaners, and similar positions. An additional 7,098 Available Labor Pool members in the basin indicate previous employment experience or training in one of those jobs, for a total of 12,543 individuals.

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

	Current Employment* Number	+	Previous Work/Training* Number	=	Current plus Previous Work or Training** Number
General Labor/Construction/Cleaning	5,445		7,098		12,543
Farm Labor/Ranch Hand/Landscaping	678		1,345		2,023
Delivery/Driver/Courier	300		774		1,074
Maintenance/Wiring/Plumbing	1,740		2,147		3,887
Factory Worker/Grain Elevator Op/Meat Packer	1,598		3,959		5,557
Truck Driver/Heavy Equipment Operator	2,933		1,028		3,961
Police/Fire/Postal/Military Enlisted	2,353		2,777		5,130
Lab or Medical Technical/Comp Technician	1,476		1,689		3,165
Mechanic/Welder/Carpenter/Electrician	1,415		1,370		2,785
General Customer Service/Retail/Reception/Food Service	4,845		5,980		10,825
Clerical/Secretary/Book-Keeper/Bank Teller	6,594		5,691		12,285
Para-legal/Para-pro/CNA/Day Care	2,423		4,581		7,004
Nurse/LPN/RN/Semi-skilled Social Service	2,555		2,140		4,694
Office Manager/Small Business Owner	4,626		5,741		10,366
Teacher/Instructor/Writer/Researcher	4,549		2,883		7,432
Sales/Marketing/Accounting	1,179		800		1,979
Govt, Non-Profit, or Bus Exec/Farm Owner/Military Officer	1,471		1,237		2,708
Counselor/Social Worker/Physician's Assistant	208		45		253
Professor/Doctor/Engineer/Attorney	2,000		395		2,395
Extrapolated Total	48,388		51,679		

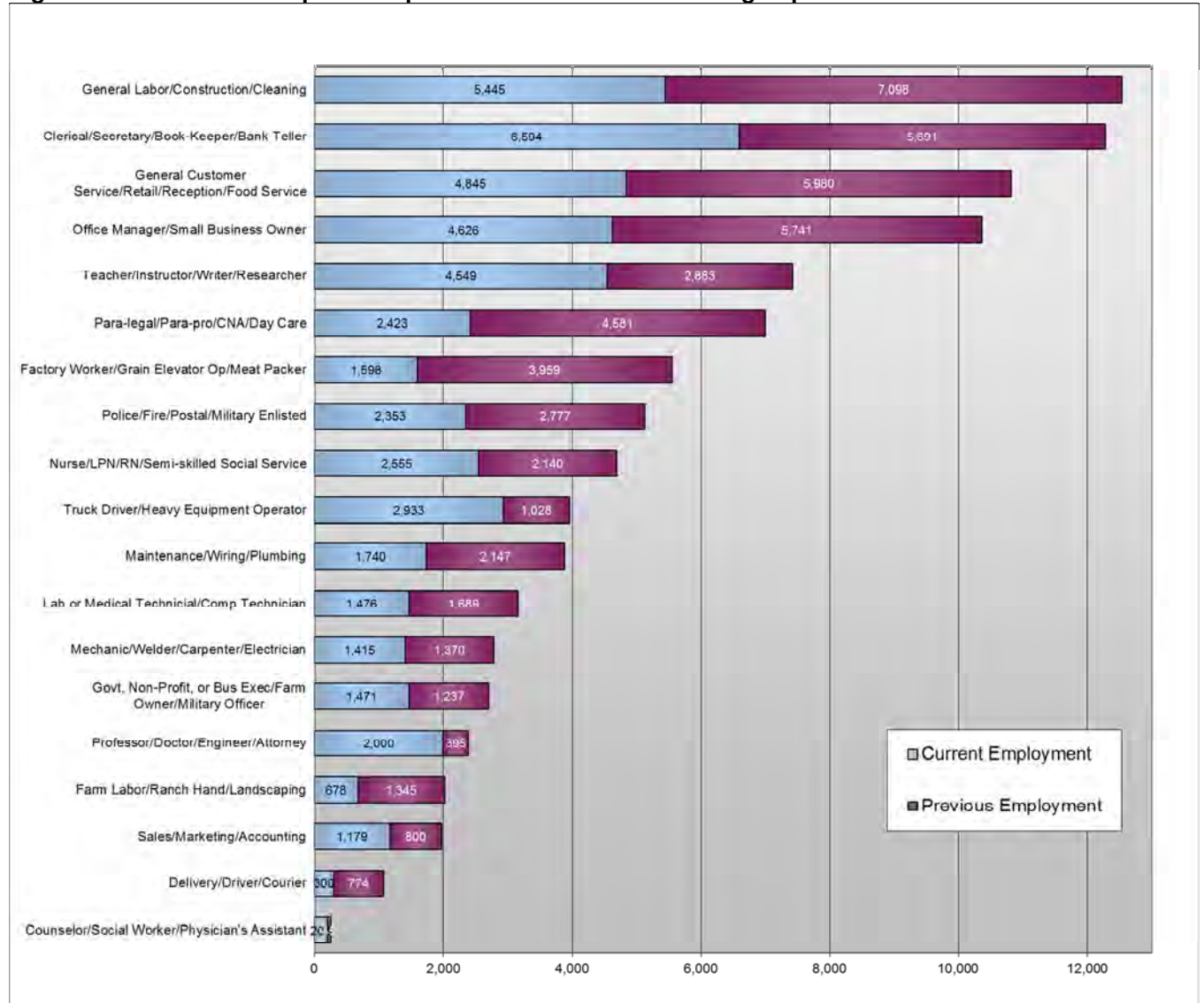
* Retired, disabled, non-working students, homemakers are not included.

** 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 table/text due to rounding.

Figure 3 shows the same information as that presented in Table 3, but in graphic format. Many Available Labor Pool members report current work experience or previous work/training as general laborers, construction workers, cleaners and similar position. Nearly as many pool members report current work experience or previous work/training as clerical workers, book-keepers, bank tellers and similar position in which numerical skills are needed.

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



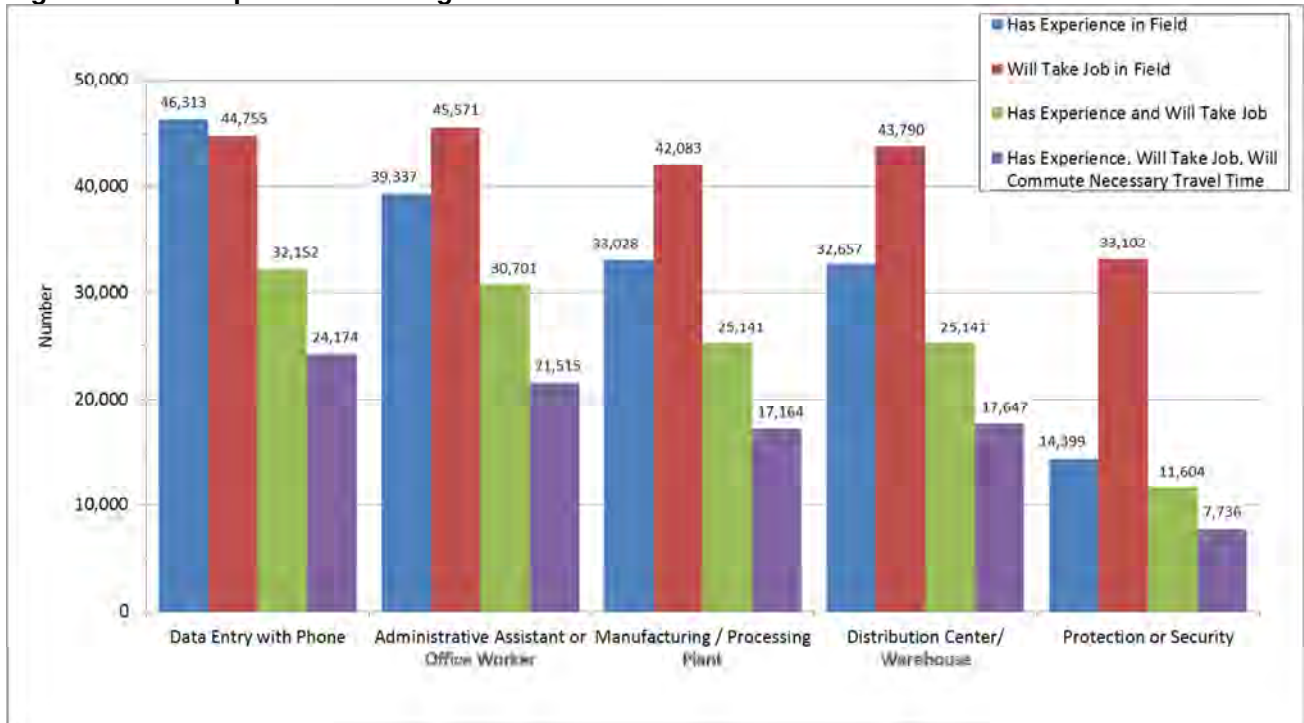
In addition to collecting data regarding the current employment status and previous work or training experience through a series of “open-ended” survey questions (the results of which are shown in the previous table and figure), respondents were asked about the five specific employment areas listed in 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.

For example, the figure indicates that an estimated 46,313 Available Labor Pool members report having training and/or experience in data entry with telephone operation, while fewer (44,755 individuals) would consider employment in that field. An estimated 39,337 members of the Available Labor Pool have training and/or experience in professional office environments as office workers or administrative assistants, while more (45,571 individuals) indicate that they would take a job in that field.

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

The fourth column shows the estimated numbers that have training/experience **and** are willing to take a job in that field **and** are willing to commute the necessary travel time for a new or different job. (See page 19 for a definition of “necessary travel time.”)

Figure 4: Work Experience / Willing to Work in Field



Survey respondents who said that they had worked in manufacturing or processing and distribution or warehousing were asked additional questions to assess the type of work they performed at those jobs. The following figures show the responses to those questions.

Almost half (49%), for example, of those with distribution or warehousing experience has worked in jobs moving materials and loading trucks. More (69%) of those with experience in manufacturing has performed jobs in production, fabrication or assembly.

Figure 4a: Experience in Distribution or Warehousing

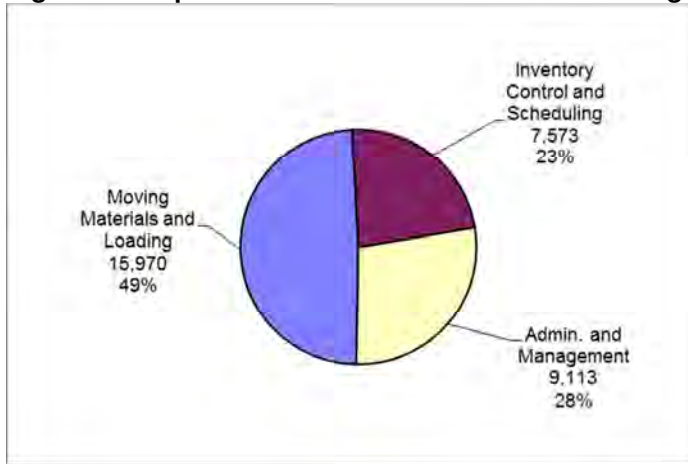
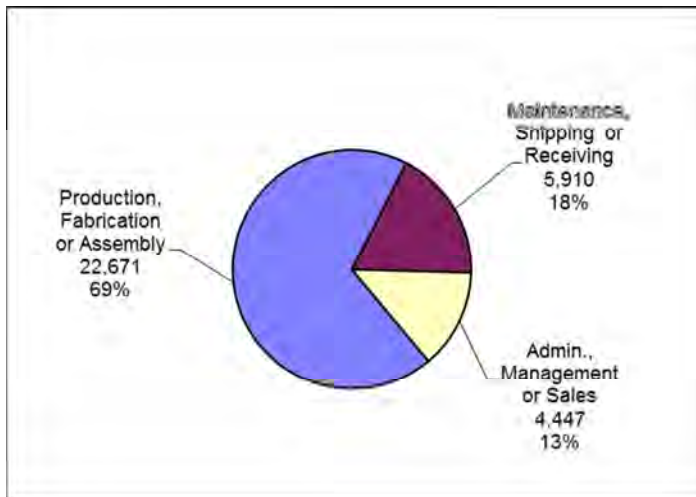


Figure 4b: Experience in Manufacturing



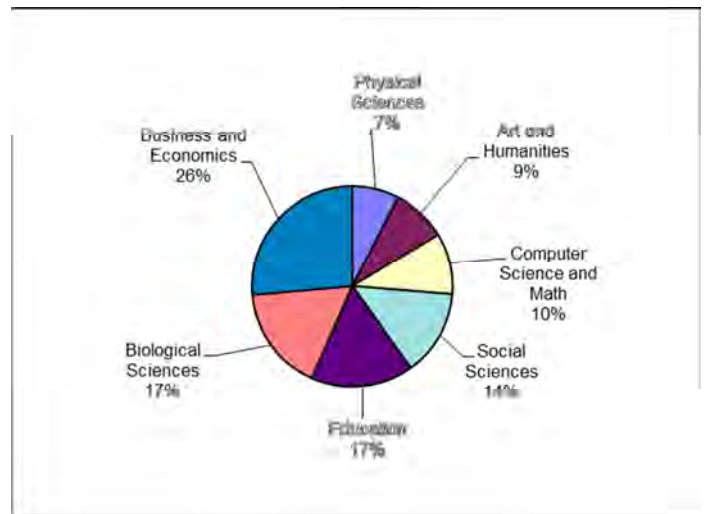
Educational Experience

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.

Figure 5 shows that the largest groups of Available Labor Pool members indicate a major in business and economics (26%), biological sciences (including nursing) (17%), education (17%) and social sciences (14%). Computer science/math, arts and humanities and physical science follow with 10% or less each.

Figure 5: Undergraduate College Major



Survey respondents with at least some college education were asked if they are attending or have attended a technical or community college. Figure 5a shows that 13% of these respondents have technical or community college experience.

Figure 5b shows the area of study for community college students. More than a quarter (28%) report studying nursing/health related subjects.

Figure 5a: Community College Experience

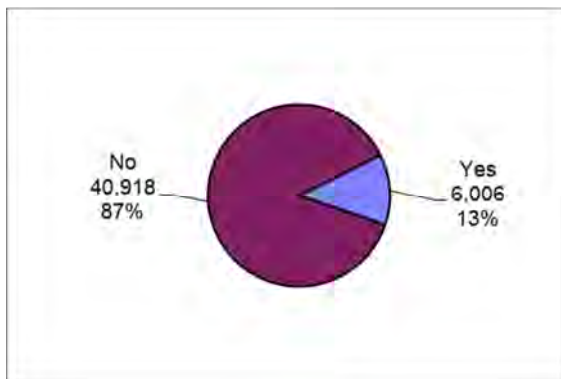
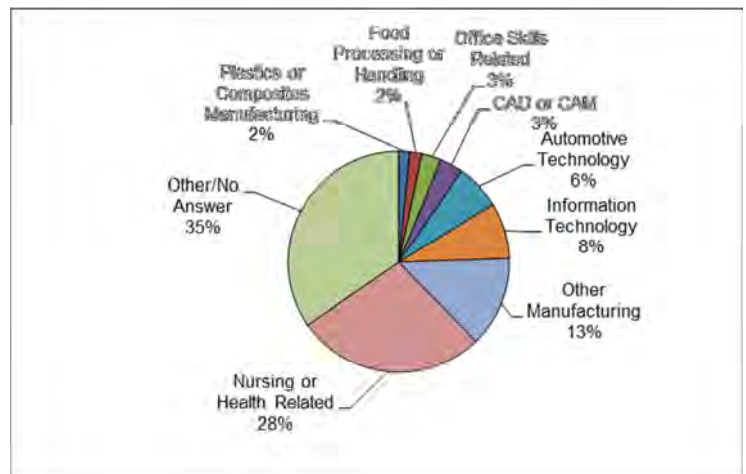


Figure 5b: Community College Study Area



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 Pettis County Labor Basin, however. Figure 9 indicates that 61,009 (82.2%) members of the Available Labor Pool are willing to accept positions outside of their primary fields of employment.

Figure 6: Considerations for Employment

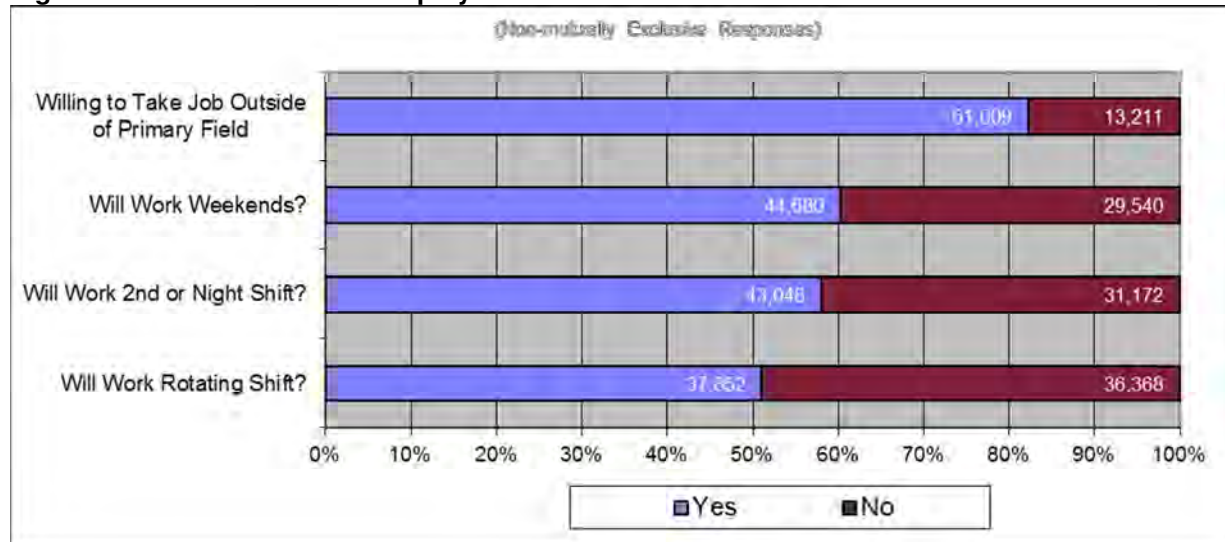
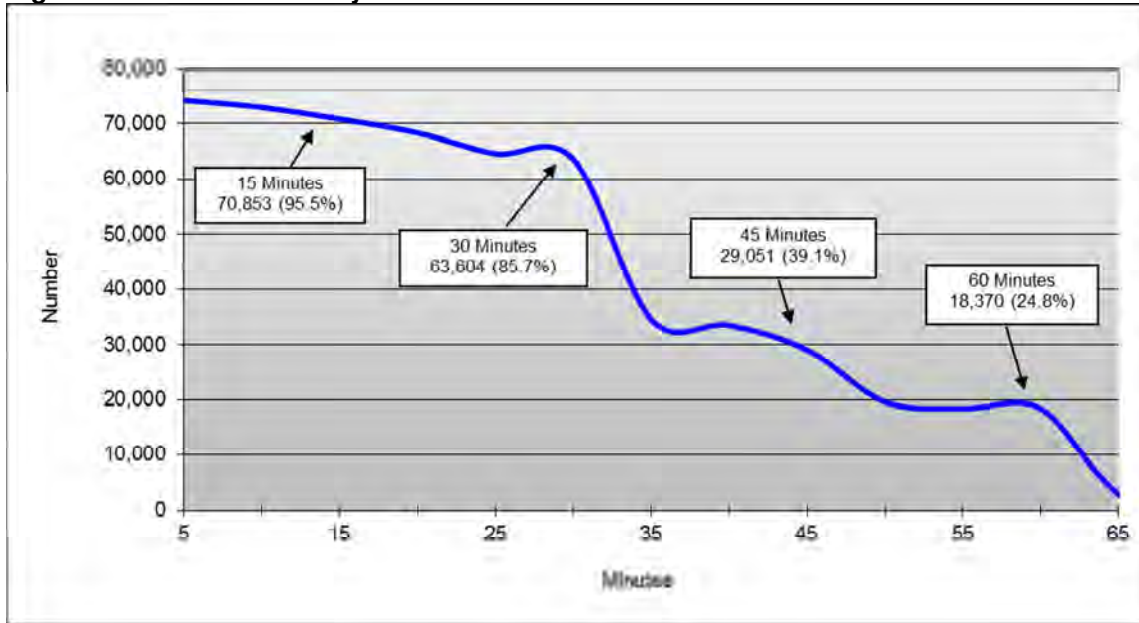


Figure 6 also shows responses to three questions regarding work shifts. Respondents were asked if they would be willing to work weekends, a second or night shift and rotating shifts.

The figure shows that about 60% of the Available Labor Pool indicates that they are willing to work weekends. Nearly as many, about 58%, indicate that they are willing to work second shifts or night shifts. About half (51%) indicate that they are willing to work rotating shifts for a new or different job.

Another important consideration for many employers is whether workers are willing to commute for a new or different employment opportunity. Figure 7 suggest that the Available Labor Pool in the Pettis County Labor Basin is open to commuting. More than a third (39.1%) of the members of the Available Labor Pool will commute up to 45 minutes, one way, for an employment opportunity, while more than four-fifths (85.7%) will commute up to 30 minutes for employment. Almost all (95.5%) will travel up to 15 minutes for employment.

Figure 7: Available Labor by Commute Minutes



Respondents were asked if the minutes they are willing to commute for work were influenced by gasoline prices. Figure 7a shows responses to a question asking “does the current price of gasoline greatly influence, somewhat influence, or not at all influence the number of minutes you are willing to commute for a new or different job?” The figure shows that almost half (48%) consider gas prices to “greatly influence” the commute minute estimate, while 37.4% consider gas prices to “somewhat influence” the estimate. Almost 15% responded that gas prices do “not influence” the minutes willing to commute for a job.

Figure 7a: Influence of Gas Prices

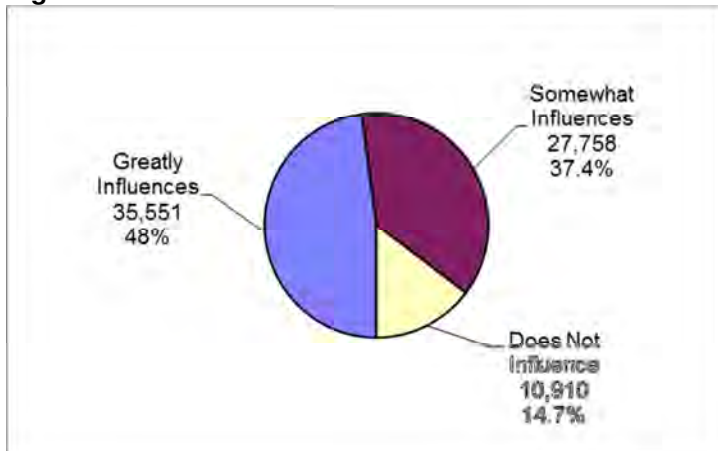
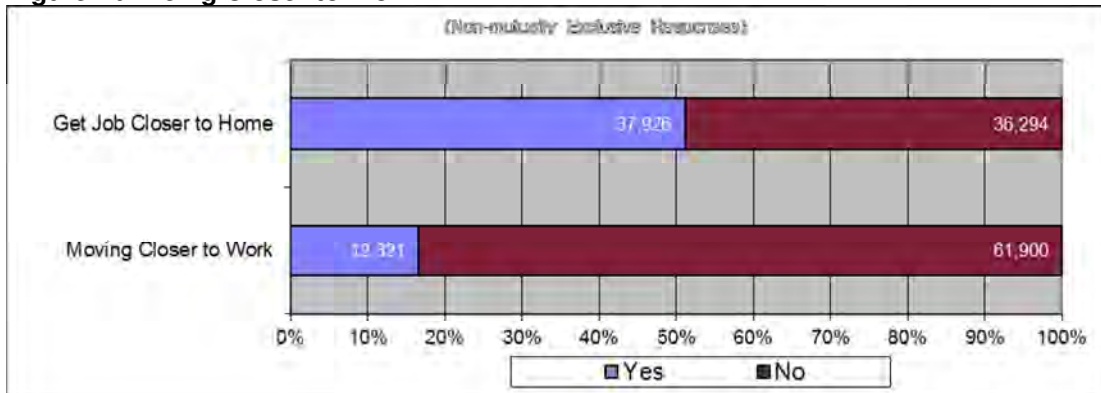


Figure 7b below shows responses to two questions: “Given the rising prices of gas, have you considered getting a job closer to your home?” and “Have you considered moving to be closer to your job?”

The figure shows that 51% of the Available Labor Pool has considered getting a new job closer to their place of residence because of fuel prices. About 16% has considered relocating to be closer to work because of fuel prices.

Figure 7b: Being Closer to Work



Available Labor Pool members were asked about various benefits that might be important for considering whether to take a new or different job. Respondents were asked if each benefit would be a “very important” consideration for taking a new job. Answer options included “yes” and “no.”

Figure 8 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 health benefits, good retirement benefits, on-the-job (OJT) or paid training and good salary or hourly pay. Each one of these benefits is considered “very important” by more (or about) 80% than Available Labor Pool each. Good vacation benefits and flexible hours or flextime follow with about 71% and 67%, respectively. The least desired benefits are good educational assistance and transportation assistance, which were considered “very important” by about 55% and 33% Available Labor Pool members, respectively.

Figure 8: Benefits Very Important to Change Employment

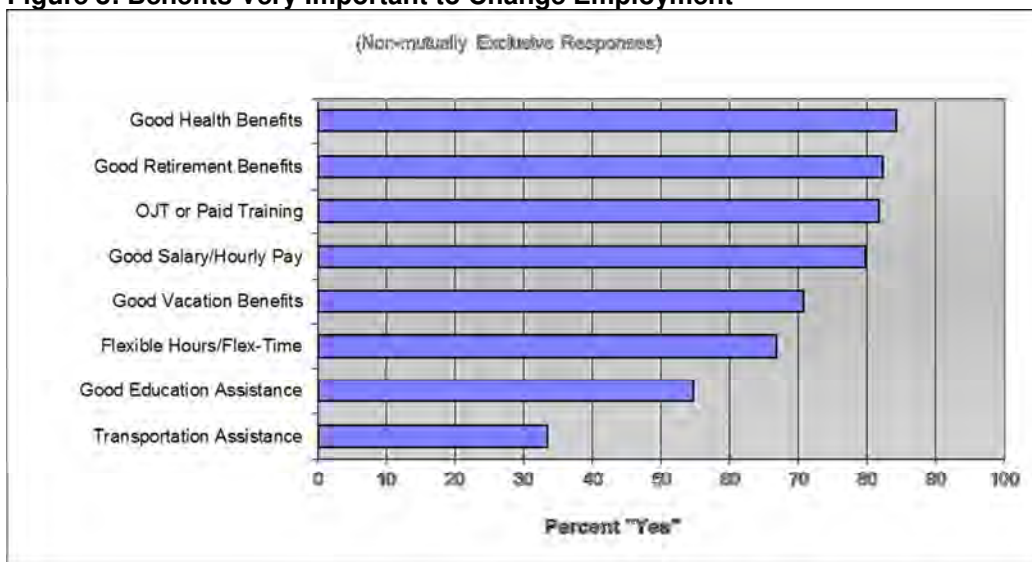


Table 4 compares percentages of desired benefits to those currently offered to working pool member by employers. This information might suggest to employers which benefits might attract Available Labor Pool members to new employment. For example, 52.8% of working pool members indicate that their employers’ offer flex-time, while 65.8% of all pool members indicate that this is an important benefit with regard to considering new employment.

Table 4: Desired Benefits and Current Benefits Offered

	Benefit Important to Change Jobs Percent	Benefit Currently Offered* Percent
Good Health Benefits	84.2	82.7
Good Retirement Benefits	82.3	76.0
OJT or Paid Training	81.7	73.9
Good Vacation Benefits	70.8	76.8
Flexible Hours/Flex-Time	66.8	52.8
Good Education Assistance	54.7	47.1
Transportation Assistance	33.4	15.8

* This column represents responses from working ALP members only.

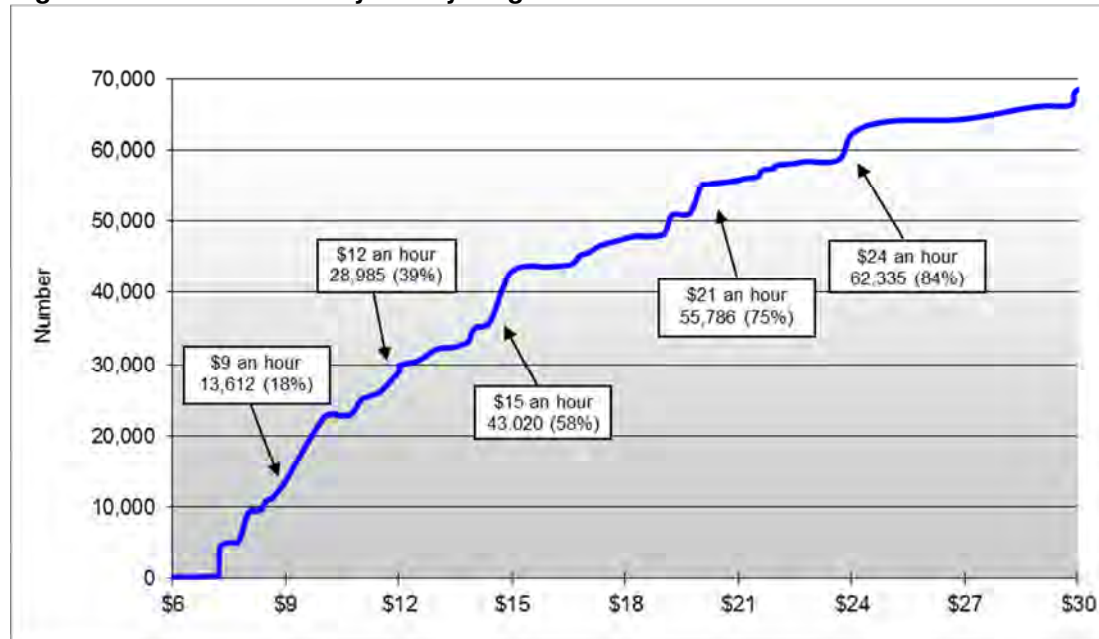
Wage Demands of Available Labor Pool

Wage demands are another important consideration for employers and economic developers. Figure 9 shows desired wages for members of the Available Labor Pool. It is estimated that 62,335 people (or 84% of the available labor) are interested in a new job at \$24 an hour².

An estimated 55,786 (or 75%) members of the labor pool are interested in new employment opportunities at \$21 an hour, while 43,020 (58%) are interested at \$15 an hour.

Finally, an estimated 28,985 people (39%) are interested in a new job at \$12 an hour and 13,612 (18%) at \$9 an hour.

Figure 9: Available Labor by Hourly Wage



The figure above suggests the obvious: that the higher the wage, the larger the pool of available labor. For example, 28,985 members of the Available Labor Pool are available for a new or different job at \$9.00 an hour. At \$10.00 an hour, the size of the available labor increases to 22,485 members. This represents an increase of 8,873 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 a relatively insignificant or small increase in available labor. For example, 22,485 members of available labor are interested in a job at \$10.00 an hour. At \$10.50 an hour there are an estimated 22,824 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 339 individuals. Additional wage plateaus can be seen between \$15 and \$16 (a 622-individual increase) and between \$18 and \$19 (a 549-individual increase).

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

Subsets of the Available Labor Pool

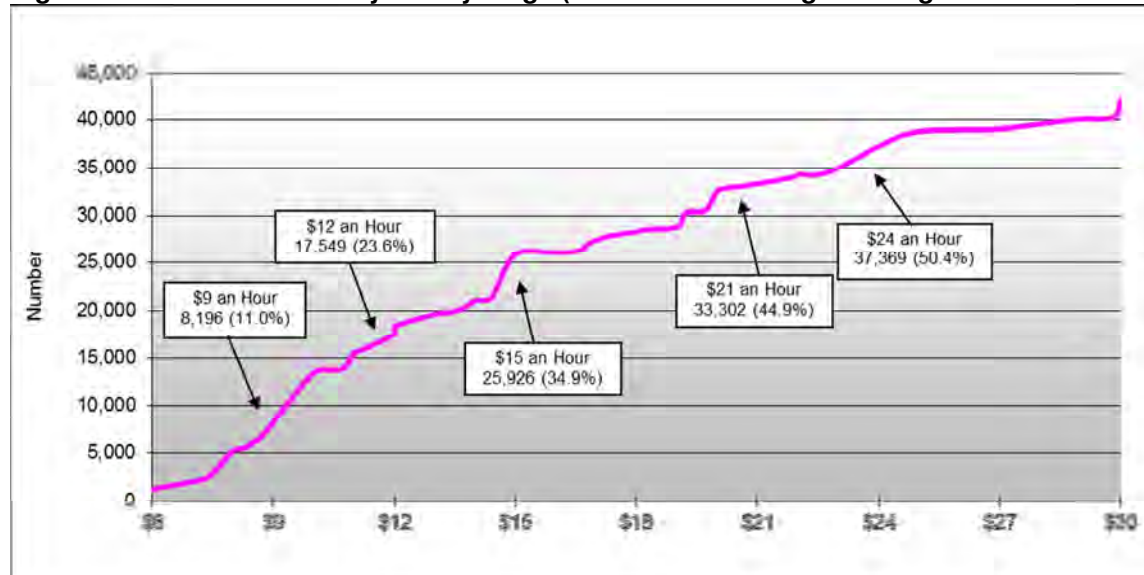
The previous portion of the report has dealt with the entire Available Labor Pool. The remainder of the reports addresses two subsets of the Available Labor Pool. Each provides a different look at the Available Labor Pool, and they are not mutually exclusive. The two subsets are: The Willing to Commute the Necessary Travel Time and The Underemployed Among Available Labor Pool Workers.

Subset 1: The Willing to Commute the Necessary Travel Time

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 from his or her zip code of residence to the zip code at 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 Sedalia 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. The phrase “willing to commute necessary travel time” is shortened to “willing to commute.”

Figure 10 shows the wage demands for the Available Labor Pool members that are “willing to commute.” It is estimated that 37,369 people are interested in a new job at \$24 an hour, while an estimated 33,302 are interested in a new employment opportunity at \$21 an hour. An estimated 25,926 are interested at \$15 an hour, 17,549 at \$12 an hour and 8,196 at \$9 an hour.

Figure 10: Available Labor by Hourly Wage (for those Indicating a Willingness to Commute)



Wage Demands by Occupational Sector (for those Indicating a Willingness to Commute)

Table 5 shows the four main occupational sectors (employed only) of the Available Labor Pool. The table shows data representing each occupational sector *independently* and does *not* include non-working pool members.

The table shows that 37% of the general laborers group is available for a new or different job at a wage of at least \$12 an hour, and 48% is available for new employment at a wage of at least \$15 an hour. Of the skilled laborers group, only 5% is available for a job for at least \$12 an hour and 16% is available for a job at or above \$15 an hour.

More than a quarter (27%) of the service workers group are available at a wage of at least \$12 an hour, while 39% is available at a wage of at least \$15 an hour. Conversely, only 5% of the professional workers group is available at a wage of at least \$12 an hour and 14% is available at a wage of at least \$15 an hour.

Table 5: Cumulative Wage Demands for Occupational Sectors

	General Labor		High Skilled Labor		Service Sector		Professional/Sales	
	(N= 35) (+/- 16.5% MoE)		(N= 18) (+/- 22.8% MoE)		(N= 64) (+/- 12.3% MoE)		(N= 21) (+/- 21.5% MoE)	
	Number	Cumulative	Number	Cumulative	Number	Cumulative	Number	Cumulative
\$30 or More	7,494	88%	4,351	97%	14,746	96%	4,835	97%
At least \$30	7,494	88%	3,626	81%	12,329	80%	3,626	72%
At least \$27	7,252	85%	3,384	76%	11,604	76%	3,384	68%
At least \$24	7,011	82%	2,417	54%	10,878	71%	3,143	63%
At least \$21	6,769	80%	1,934	43%	10,395	68%	2,417	48%
At least \$18	5,077	60%	1,209	27%	8,944	58%	1,209	24%
At least \$15	4,110	48%	725	16%	6,044	39%	725	14%
At least \$12	3,143	37%	242	5%	4,110	27%	242	5%
At least \$9	967	11%	0	0%	1,450	9%	0	0%
At least \$6	242	3%	0	0%	242	2%	0	0%

Table 6 shows wage demand data for general labor and service sector workers that are willing to change fields of employment, and thus, suggest that they are potential workers for **either of these two sectors**. Additionally, it is assumed that a non-working Available Labor Pool member will take a job (all things being equal) in either the general labor sector or the service sector. Specifically, Table 6 *includes* data from respondents that:

- 1 are willing to commute the necessary distance from his/her community to the center of the labor basin and
- 2 are willing to change their primary field of employment (for example: service sector employment to general labor employment) and
- 3a are currently non-employed, *or*
- 3b are employed as general laborers or service sector employees.

Table 6: Cumulative Wage Demands Allowing Mobility between General Labor and Service Sector

	Mobile General Labor		Mobile Service Sector	
	(N= 137) (+/- 8.4% MoE)		(N= 144) (+/- 8.2% MoE)	
	Number	Cumulative	Number	Cumulative
\$30 or More	33,025	100%	34,868	100%
At least \$30	29,990	91%	31,118	89%
At least \$27	29,549	89%	30,439	87%
At least \$24	27,154	82%	28,044	80%
At least \$21	26,668	81%	27,558	79%
At least \$18	24,005	73%	24,660	71%
At least \$15	19,155	58%	19,364	56%
At least \$12	15,037	46%	15,245	44%
At least \$9	6,581	20%	6,581	19%
At least \$6	483	1%	483	1%

Table 5 (previous page) shows data representing each occupational sector *independently* and does not include non-working Available Labor Pool members. Table 6 (above), on the other hand, allows a general laborer or service sector worker to be classified in both sectors if he or she indicates a willingness to change fields of employment (see Figure 6). Table 6 also includes non-working Available Labor Pool members.

High-skilled blue-collar workers and professional white-collar workers are excluded from Table 6 because it is presumed that, as a general rule, people in occupations such as Doctors, Lawyers, Engineers, Professors, Machinists, Electricians, etc... are unlikely to transfer into lower-skilled general labor and service/support occupations. It is also presumed that, because professional and highly skilled occupations require extensive education and/or training, lower-skilled general laborers and service sector workers are unable to transfer to higher-skilled labor or professional positions - at least in the near term.

Subset 2: The Underemployed Among Available Labor Pool Workers

Underemployment — individuals possessing skills and/or training levels that exceed the responsibilities of their current job — is a significant issue in many communities. To assess underemployment in the Pettis County Labor Basin, *employed members of the Available Labor Pool* were presented with a scenario describing underemployment³. They were then asked a series of questions assessing if they perceived themselves as underemployed 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.

There are 48,388 *employed members* of the Available Labor Pool (65.2%) (shown in Figure 11). Of the employed members of the pool, more than a quarter answered “yes” to one or more of the questions presented above and is considered underemployed (shown in Figure 11a).

Figure 11a shows that underemployed workers represent 25.9% (or 12,532 individuals) of the employed members of the Available Labor Pool.

Figure 11: Employment Status of the Available Labor Pool

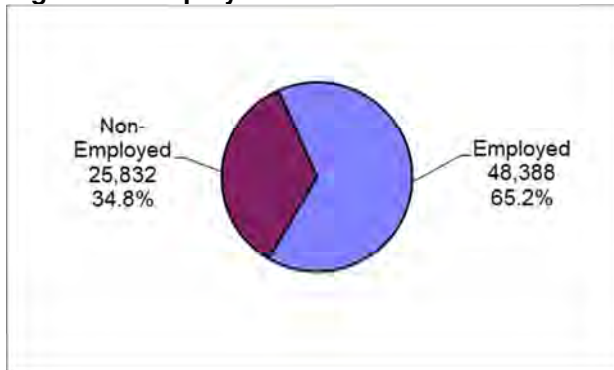
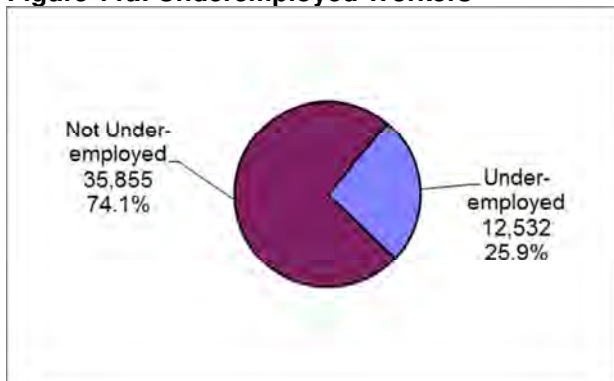


Figure 11a: Underemployed Workers



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 underemployed worker because....?”

Figure 11b shows the percentages of the positive responses (i.e., “yes” answers) to the various measures of underemployment. Twenty percent of this subset of them had a previous but similar jobs that provided more income. About 18% considers themselves as underemployed because they possess education levels exceeding those needed for their current jobs. About 18% consider their skill levels as greater than their current jobs require, while about 14% suggest they are not able to work enough hours.

Figure 11b: Reasons for Underemployment

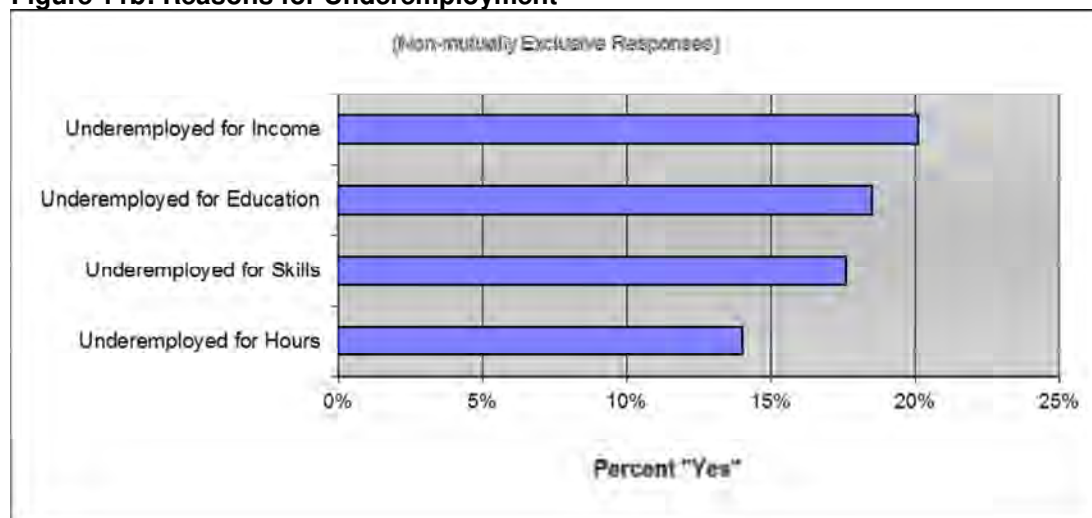


Table 7 and Figures 11c and 11d (next page) show some characteristics of the underemployed members of the Available Labor Pool. Table 7 indicates that the education level of the underemployed workers compares favorably to the overall Available Labor Pool with about 70% having **at least** some college education and almost 35% having completed associate’s degrees. (Table 1, page 5, shows that 63.2% of the entire Available Labor Pool has some college experience and about 40.7% have completed an associate’s degree).

Table 7: Highest Level of Education Achieved Among Underemployed

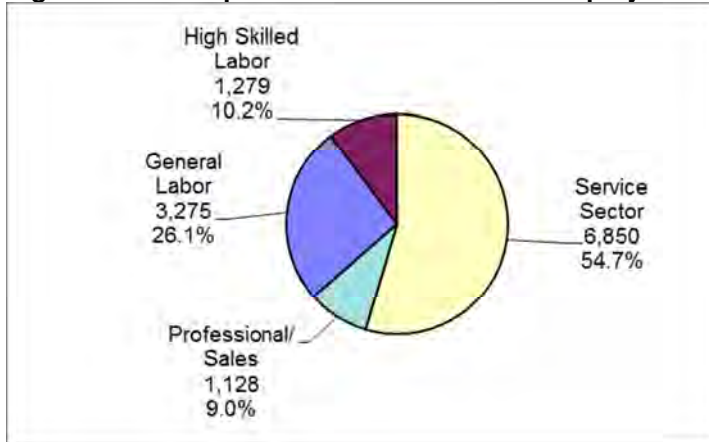
	Number	Percent	Cumulative Percent
Doctoral Degree	320	2.6	2.6
Masters Degree	827	6.6	9.2
Bachelors Degree	1,365	10.9	20.0
Associates Degree	1,807	14.4	34.5
Some College	4,463	35.6	70.1
High School Diploma Only	3,135	25.0	95.1
Less HS Diploma	616	4.9	100
Extrapolated Total	12,532	100	

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

Figure 11c shows that 26.1% of the underemployed workers are employed as general laborers and 10.2% are employed as skilled, blue-collar workers. The largest percentage of underemployed workers is employed as service sector and support workers (54.7%), while fewer (9.0%) hold professional positions.

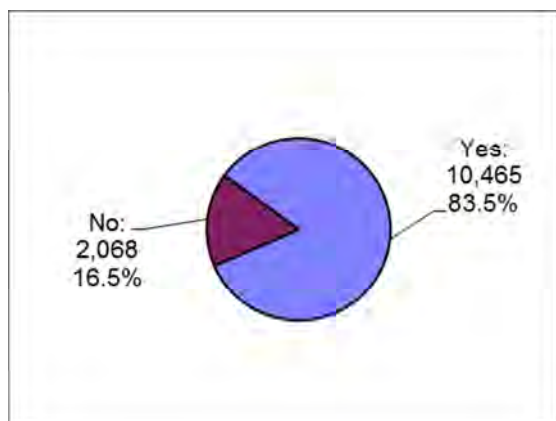
Comparing Figure 11c to Figure 2, page 6, suggests that more service workers consider themselves as underutilized than do general laborers, skilled laborers and professional workers. Figure 2 shows that the subset of working Available Labor Pool members consists of: 26% general laborers, 11% skilled-laborers, 44% service workers, and 19% professionals.

Figure 11c: Occupational Sectors of Underemployed Workers



Respondents indicating that they were underemployed 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 11d suggests that many – 83.5% (or 10,465 individuals) – of the underemployed workers are willing to change jobs to address underemployment.

Figure 11d: Willing to Change Job to Better Use Skills/Education



Comparative Analysis (2005, 2009 and 2012 Reports)

The Docking Institute of Public Affairs conducted a similar labor studies in the Pettis County Labor Basin and provided reports in 2005 and 2009. This section of the report compares some of the data collected for the 2005, 2009 and 2012 labor study reports.

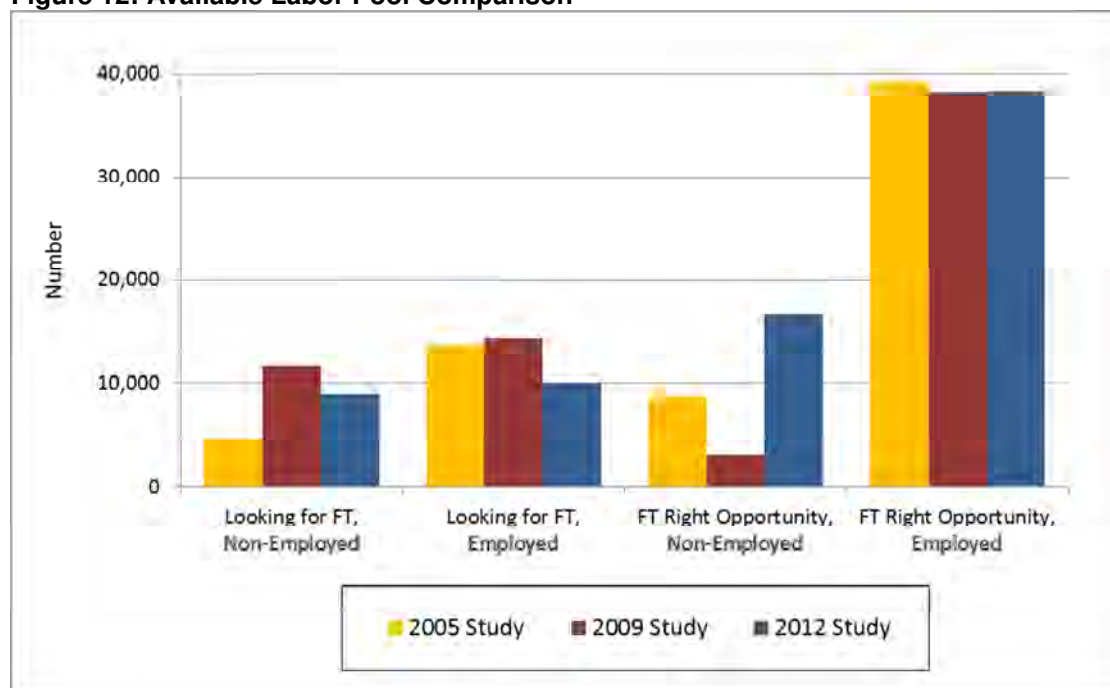
Table 8 shows population, civilian labor force, employment, and the Available Labor Pool data presented in the 2005, 2009 and 2012 reports. Total population within the Pettis County Labor Basin has increased from 250,339 to 256,792, the Civilian Labor Force decreased from 124,080 to 121,381, and the number of employed individuals has decreased from 117,184 to 110,158. The unemployment rate increased from 5.8% to 9.2%.

Table 8: Population, CLF, Employed, Unemployment Rate and Available Labor Pool Comparisons

Pettis County Labor Basin			
	2005 Study	2009 Study	2012 Study
Labor Basin Population	250,339	251,893	256,792
Civilian Labor Force	124,080	126,169	121,381
Employed	117,184	118,787	110,158
Unemployment Rate	5.5%	5.3%	9.2%
Available Labor Pool	66,531	67,336	74,220

Figure 12, below, shows the Available Labor Pool for the Pettis County Labor Basin in 2005, 2009 and 2012. The figure shows that there is a much larger proportion of *non-employed* Available Labor Pool members *available for full-time employment* in 2012 than in 2009 and 2005, while a smaller proportion of *employed* Available Labor Pool members are *looking for* in 2012 than in 2005 or 2009.

Figure 12: Available Labor Pool Comparison



An occupation and education level comparison is shown in Table 9.

There is a much higher percentage of non-working Available Labor Pool members in 2012 than in 2005 and 2009. There is a lower percentage of general laborers in the Available Labor Pool in 2012 (17.1%) than in 2005 (24.4%). There is a lower percentage of service sector workers in 2012 (28.4%) than in 2009 (34.4%).

The education levels of the Available Labor Pool members with associate's degrees and higher increased for 34.2% in 2005 to 40.7% in 2012.

Available labor pool members with "some college" experience (in the percent column) decreased from 31.2% in 2005 to 22.5% in 2012.

Table 9: Available Labor Pool Occupation and Education Levels Comparison

<i>Labor Sector</i>	2005 Study		2009 Study		2012 Study				
	Number	Percent	Number	Percent	Number	Percent			
General Labor	16,201	24.4	13,524	20.1	12,694	17.1			
High Skill Labor	4,403	6.6	3,990	5.9	5,245	7.1			
Service Sector	18,824	28.3	23,164	34.4	21,042	28.4			
Professional	13,535	20.3	12,371	18.4	9,407	12.7			
Non-Working	13,568	20.4	14,287	21.2	25,832	34.8			
Total	66,531	100	67,336	100	74,220	100			
<i>Highest Education</i>	Number	Percent	Cumulative Percent	Number	Percent	Cumulative Percent	Number	Percent	Cumulative Percent
Doctoral Degree	588	0.9	0.6	1,587	2.4	2.0	2,417	3.3	3.3
Masters Degree	5,194	7.8	9.6	6,615	9.8	11.4	8,362	11.3	14.5
Bachelors Degree	10,444	15.7	25.1	12,874	19.1	28.7	8,803	11.9	26.4
Associates Degree	5,612	8.4	34.2	7,082	10.5	27.9	10,630	14.3	40.7
Some College	20,764	31.2	63.2	17,862	26.5	68.6	16,712	22.5	63.2
High School Diploma	19,045	28.6	94.6	17,387	25.8	95.3	22,451	30.2	93.5
Less HS Diploma	4,883	7.3	100	3,929	5.8	100	4,845	6.5	100
Total	66,531	100		67,336	100		74,220	100	

Data from the 2005, 2009 and 2012 studies shows that the percentage of the Available Labor Pool indicating they are willing to take a job outside their primary field fluctuated slightly - falling about 5.5% from 2005 to 2012 (see Table 10).

Table 10: Willing to Take Job Outside of Primary Field

	2005 Study		2009 Study		2012 Study	
	Number	Percent	Number	Percent	Number	Percent
Yes	58,364	87.7	55,485	82.4	61,009	82.2
No	8,167	12.3	11,851	17.6	13,211	17.8
Total	66,531	100	67,336	100	74,220	100

Totals might not sum precisely due to rounding.

Figure 13 shows a comparison of “willingness to commute” for the three studies. The patterns are similar, while the 2012 Available Labor Pool is larger. The figure shows that the data from the three study groups begin to converge at about 33 minutes.

Figure 13: Available Labor by Commute Minutes Comparison

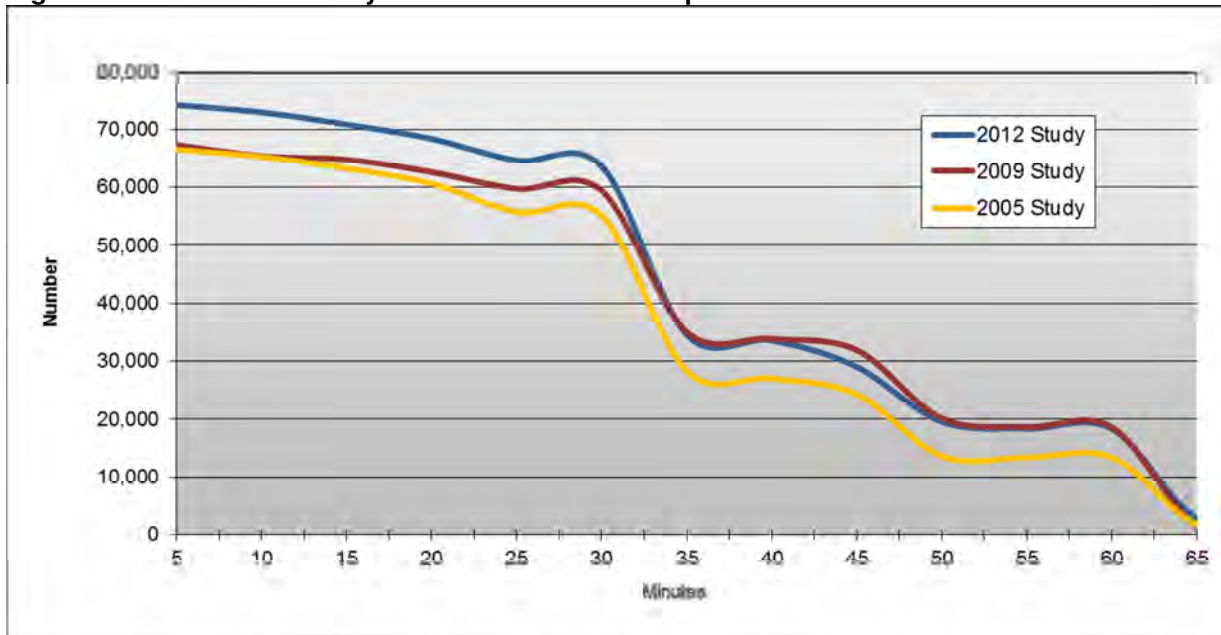


Table 11 shows desired benefits to take a new or a different job for each labor study, ranked in order by 2012 data. The table shows that “good health benefits” is the most important benefit in 2012, while this benefit was “ranked” fifth in 2009 and first in 2005.

The second highest ranked item in 2005 is was “one-the-job training (OJT) or paid training” with 87.4% of the respondents indicating this was an important benefit to take a new job. This item ranked third in 2009 and third in 2012.

Table 11: Importance of Benefits to Change Employment Comparison

	2005 Study	2009 Study	2012 Study	Change ('12-'09)
(Ranked by 2012 Study)	<i>Percent Responding "Yes"</i>			
Good Health Benefits	88.6	74.7	84.2	9.5
Good Retirement Benefits	86.0	80.1	82.3	2.2
OJT or Paid Training	87.4	75.7	81.7	6.0
Good Salary/Hourly Pay	79.1	89.9	79.7	-10.2
Good Vacation Benefits	78.0	75.3	70.8	-4.5
Flexible Hours/Flex-Time	71.0	69.7	66.8	-2.9
Good Education Assistance	68.7	52.5	54.7	2.2
Transportation Assistance	n/a	26.2	33.4	7.2

Figure 14 shows a comparison of the wage demands of the three study groups. The wage demand lines for 2005 and 2012 are similar, with larger proportions of these two pools available for work in the \$7 to 13% an hour range when compared to the 2009 pool.

Figure 14: Comparison of Wage Demands of the Willing-to-Commute

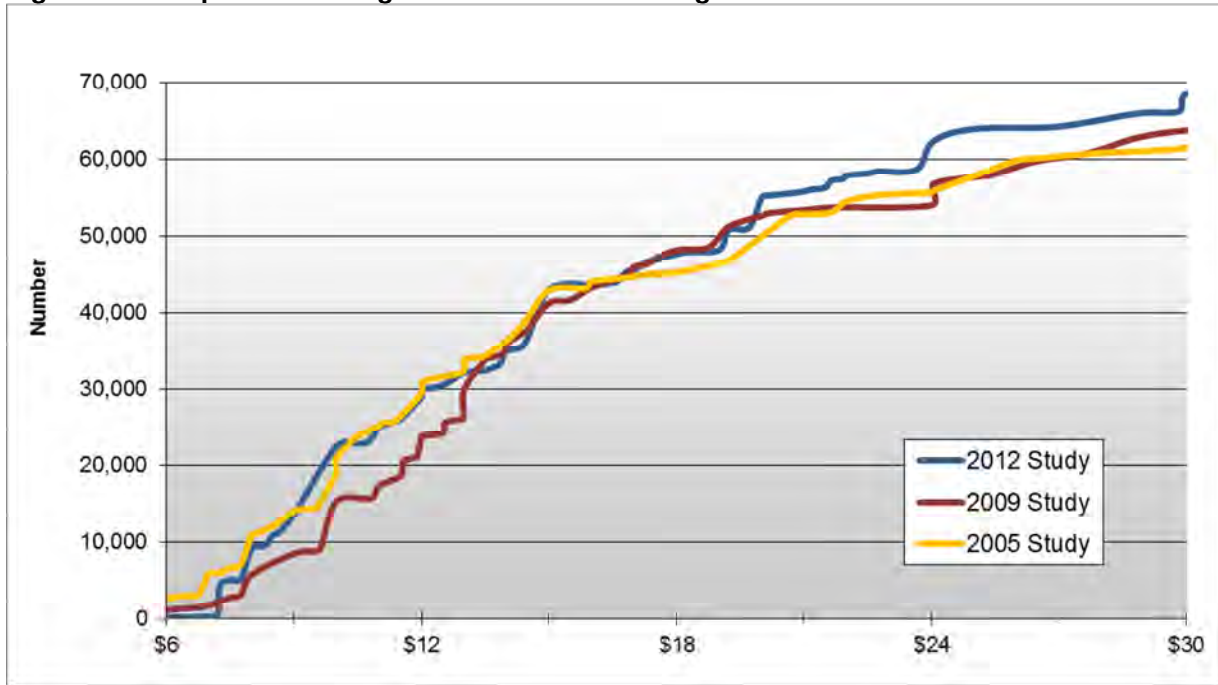


Table 12 shows a comparison of the underemployed members of the Available Labor Pools for 2005, 2009 and 2012. The number and percentage of underemployed workers in 2005 (28,032 and 53%) are larger than in 2009 and 2012 primarily because the 2005 underemployment section included Available Labor Pool members seeking part-time employment. The underemployment sections in the 2009 and 2012 studies focused on respondents seeking full-time employment.

The percentages of underemployed workers by labor sector are similar among all three studies, with some variation. For example, the percentage of underemployed service sector workers increased from 46% in 2005 to 50.7% in 2009 to 54.7% in 2012.

Examining the cumulative percentage columns in the educational attainment (Highest Education) section of the table shows that 34.5% of the underemployed workers in 2012 have at least associate's degrees. This percentage was higher in 2009 (42.7%) but about the same in 2005 (34.9%).

Table 12: Underemployed Workers and Education Level Comparison

	2005 Study		2009 Study		2012 Study				
	Number	Percent	Number	Percent	Number	Percent			
Employed of ALP	52,962	80.0	53,049	79.0	48,388	65.2			
Underemployed Wrkrs	28,032	53.0	16,551	31.0	12,532	25.9			
Will Change Jobs to Address Status	24,900	89.0	14,251	86.0	10,465	83.5			
Labor Sector									
	Number	Percent	Number	Percent	Number	Percent			
General Labor	8,227	29.3	3,820	23.1	3,275	26.1			
High Skill Labor	3,520	12.6	1,735	10.5	1,279	10.2			
Service Sector	12,882	46.0	8,399	50.7	6,850	54.7			
Professional	3,403	12.1	2,597	15.7	1,128	9.0			
Total	28,032	100	16,551	100	12,532	100			
Highest Education									
	Number	Percent	Cumulative Percent	Number	Percent	Cumulative Percent	Number	Percent	Cumulative Percent
Doctoral Degree	476	1.7	1.7	775	4.7	4.7	320	2.6	2.6
Masters Degree	2,005	7.2	8.9	439	2.7	7.3	827	6.6	9.2
Bachelors Degree	4,841	17.3	26.1	3,225	19.5	26.8	1,365	10.9	20.0
Associates Degree	2,473	8.8	34.9	2,627	15.9	42.7	1,807	14.4	34.5
Some College	9,812	35.0	69.9	3,708	22.4	65.1	4,463	35.6	70.1
High School Diploma	6,815	24.3	94.3	5,099	30.8	95.9	3,135	25.0	95.1
Less HS Diploma	1,609	5.7	100	678	4.1	100	616	4.9	100
Total	28,032	100		16,551	100		12,532	100	
Totals might not sum precisely due to rounding.									

Methodology

The Pettis County Labor Basin has a total population of approximately 256,792, and a Civilian Labor Force (CLF) of 121,381. The unemployment rate is 9.2%. The Docking Institute's analysis suggests that the basin contains an Available Labor Pool (Available Labor Pool) of 74,220 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-institutionalized 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 Pettis County 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 Pool⁴." The Available Labor Pool is composed of workers categorized as either 1) currently not working *but* looking for employment, 2) currently employed (full- or part-time) *and* looking for other full-time employment, 3) currently not working in any manner *but* willing to consider different employment for the *right opportunity*, and 4) currently employed and not looking, *but* willing to consider different employment for the *right opportunity*.

There are two key differences between the Civilian Labor Force and the Available Labor Pool. First, the Available Labor Pool methodology expands the pool of potential workers by including workers excluded from the CLF⁵. Secondly, the number of potential workers is then *restricted* to

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

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 Pettis County Labor Basin includes 74,220 individuals. This represents a substantial number of workers and potential workers for employers to draw upon in the Pettis County Labor Basin.

Description of Survey Research Methods

Data for the **2012 study** were collected from a random digit telephone survey⁶ of adults living in twenty counties in west central Missouri: Bates, Benton, Caldwell, Carroll, Cass, Chariton, Clay, Cooper, Henry, Hickory, Howard, Jackson, Johnson, Lafayette, Moniteau, Morgan, Pettis, Ray, Saline, and St. Clair. Surveying took place from July 28 to November 18, 2011, using a Computer Assisted Telephone Interviewing (CATI) system. A total of 4,379 households were successfully contacted during the data collection period, and a randomly selected adult in each was asked to participate in the study. In 2,219 households the selected adult agreed to be interviewed. This represents a cooperation rate of 51% and a margin of error of +/-2.08%.

Survey respondents that were 65 years of age or older, retired 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 1,407, and are considered eligible respondents. Of the 1,407 cooperating and eligible respondents, 50% (or 703) 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 West Central Missouri Region. The margin of error for the region-wide Available Labor Pool is +/- 3.70%.

The Pettis County Labor Basin encompasses 10 of the twenty counties in which surveying took place, and a portion of another county. These counties are Benton, Cooper, Henry, Henry, Howard, Johnson, Lafayette, Moniteau, Morgan, Pettis, and Saline. A total of 597 cooperating and eligible respondents were found to lie within the basin (MoE +/- 4.01%). Of these respondents, 307 indicated that they were available for new or different employment and/or were looking for a new or different job. This subgroup is considered the Available Labor Pool for the Pettis County Labor Basin. The margin of error for the Available Labor Pool is +/- 5.59%.

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.

Data for the **2009 study** were collected using the same methods as described for the 2012 study. Surveying took place from October 14 to December 15, 2008, using a Computer Assisted Telephone Interviewing (CATI) system. A total of 4,247 households were successfully contacted during the data collection period, and a randomly selected adult⁷ in each was asked to participate in the study. In 2,361 households the selected adult agreed to be interviewed. This represents a cooperation rate of 59% and a margin of error of +/-2.1%.

Survey respondents that were 65 years of age or older, retired and not interested in a new or different job were not asked the entire battery of survey questions. The remaining respondents (all other working and non-working respondents) total to 1,177 and are considered eligible respondents. Of the 1,177 cooperating and eligible respondents, 37.5% (or 446) 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 West Central Missouri Region. The margin of error for the Available Labor Pool is +/- 4.6%.

A total of 407 cooperating and eligible respondents were found to lie within the basin (MoE +/- 4.86%). Of these respondents, 201 indicated that they were available for new or different employment and/or were looking for a new or different job. This subgroup was considered the Available Labor Pool for the 2009 Pettis County Labor Basin. The margin of error for the 2009 Available Labor Pool was +/- 6.91%.

Data for the **2005 study** were collected from a random digit telephone survey of adults living in 17 counties (Bates, St. Clair, Hickory, and Camden were not added until the 2009 study). Surveying took place from June 20, 2005 to August 4, 2005, using the same CATI system. A total of 3,061 households were successfully contacted during the data collection period, and a randomly selected adult in 1,864 household agreed to be interviewed. The cooperation rate for the 2005 study was 61%, with a margin of error of +/-2.27%.

Survey respondents that were 65 years of age or older, retired and not interested in a new or different job were not asked the entire battery of survey questions. The remaining respondents (all other working and non-working respondents) total to 1,149, and were considered eligible respondents. Of the 1,149 cooperating and eligible respondents, 49% (or 573) 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 West Central Missouri Region in 2005. The margin of error for the 2005 poo was +/-4.09%.

A total of 721 cooperating and eligible respondents were found to lie within the Pettis County Labor Basin in 2005 (MoE +/-3.65%). Of these respondents, 345 indicated that they were available for new or different employment and/or were looking for a new or different job. This represents the 2005 Pettis County Labor Basin Available Labor Pool (MoE +/- 5.27%).

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.

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

Glossary of Terms

Pettis County Labor Basin – The Pettis County Labor Basin includes seven entire counties in west central Missouri Kansas: Caldwell, Carroll, Johnson, Lafayette, Pettis, Ray and Saline. The basin also includes the eastern portions of Clay and Jackson Counties.

Civilian Labor Force – The Civilian Labor Force represents “the civilian non-institutional population, 16 years of age and over classified as employed or unemployed.” The Bureau of Labor Statistics 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.

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

Desired Wage – The desired wage is the hourly wage that a respondent would consider accepting to take a new or different job given the right opportunities. If a respondent offered a yearly salary instead of an hourly wage, the yearly salary was divided by 2,080 to convert the salary to an hourly wage.

Minutes Willing to Travel – “Minutes Willing to Travel” indicates the minutes that a respondent is willing to travel, one way, for a new or different job opportunity given the right opportunities.

Necessary Travel Time – “Necessary Travel Time” is the number of minutes that a respondent indicates he or she is willing to travel that is equal to or greater than the estimated travel time necessary for the respondent to actually commute from his or her zip code of residence to the zip code at 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 and that lives an estimated 15 minutes from Sedalia is considered “willing to commute the necessary travel time” for a new job.

Willing to Commute Available Labor Pool – The “willing to commute Available Labor Pool” is a subset of the Available Labor Pool that is composed of those members of the Available Labor Pool that are willing to travel the necessary travel time for a new or different job opportunity.

Underemployment – Individuals that perceive themselves as possessing skills and/or training levels that exceed the responsibilities of their current job, that earned a higher income at a similar job previously, and/or are limited in the number of hours that they can work are considered underemployed.

Job Sectors – “Job sectors” include General Labor, High-Skilled Blue Collar, Service Sector, and Professional White Collar. Examples of each include:

- **General Labor** includes occupations such as cleaning, construction, delivery, and maintenance.
- **High-Skill Blue Collar** includes occupations such as police, fire-fighting, postal worker, welding, high-skilled mechanics, computer technician, and lab technician.
- **Service Sector** includes occupations such as clerical worker, waitress, retail sales clerk, bookkeeping, para-professional, certified nurse’s assistant, licensed practical nurse, and small business manager.
- **Professional White Collar** includes occupations such as teacher, administrator, business executive, professional sales, doctor, lawyer, professor, and engineer.

Appendix I: Current Employment Status of ALP

	Current Employment Status of ALP	
	Number	Percent
General Labor/Construction/Cleaning	5,445	7.34
Farm Labor/Ranch Hand/Landscaping	678	0.91
Delivery/Driver/Courier	300	0.40
Maintenance/Wiring/Plumbing	1,740	2.34
Factory Worker/Grain Elevator Op/Meat Packer	1,598	2.15
Truck Driver/Heavy Equipment Operator	2,933	3.95
Police/Fire/Postal/Military Enlisted	2,353	3.17
Lab or Medical Technical/Comp Technician	1,476	1.99
Mechanic/Welder/Carpenter/Electrician	1,415	1.91
Other Blue Collar	0	0.00
General Customer Service/Retail/Reception/Food Service	4,845	6.53
Clerical/Secretary/Book-Keeper/Bank Teller	6,594	8.88
Para-legal/Para-pro/CNA/Day Care	2,423	3.27
Nurse/LPN/RN/Semi-skilled Social Service	2,555	3.44
Office Manager/Small Business Owner	4,626	6.23
Teacher/Instructor/Writer/Researcher	4,549	6.13
Sales/Marketing/Accounting	1,179	1.59
Govt, Non-Profit, or Bus Exec/Farm Owner/Military Officer	1,471	1.98
Counselor/Social Worker/Physician's Assistant	208	0.28
Professor/Doctor/Engineer/Attorney	2,000	2.69
Other White Collar	0	0.00
Homemaker	5,177	6.97
Full-Time Student	1,694	2.28
Unemployed	5,820	7.84
Retired	10,515	14.17
Disabled	2,626	3.54
Extrapolated Total	74,220	100

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

Appendix II: Hourly Wage to Annual Salary Conversion Chart

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