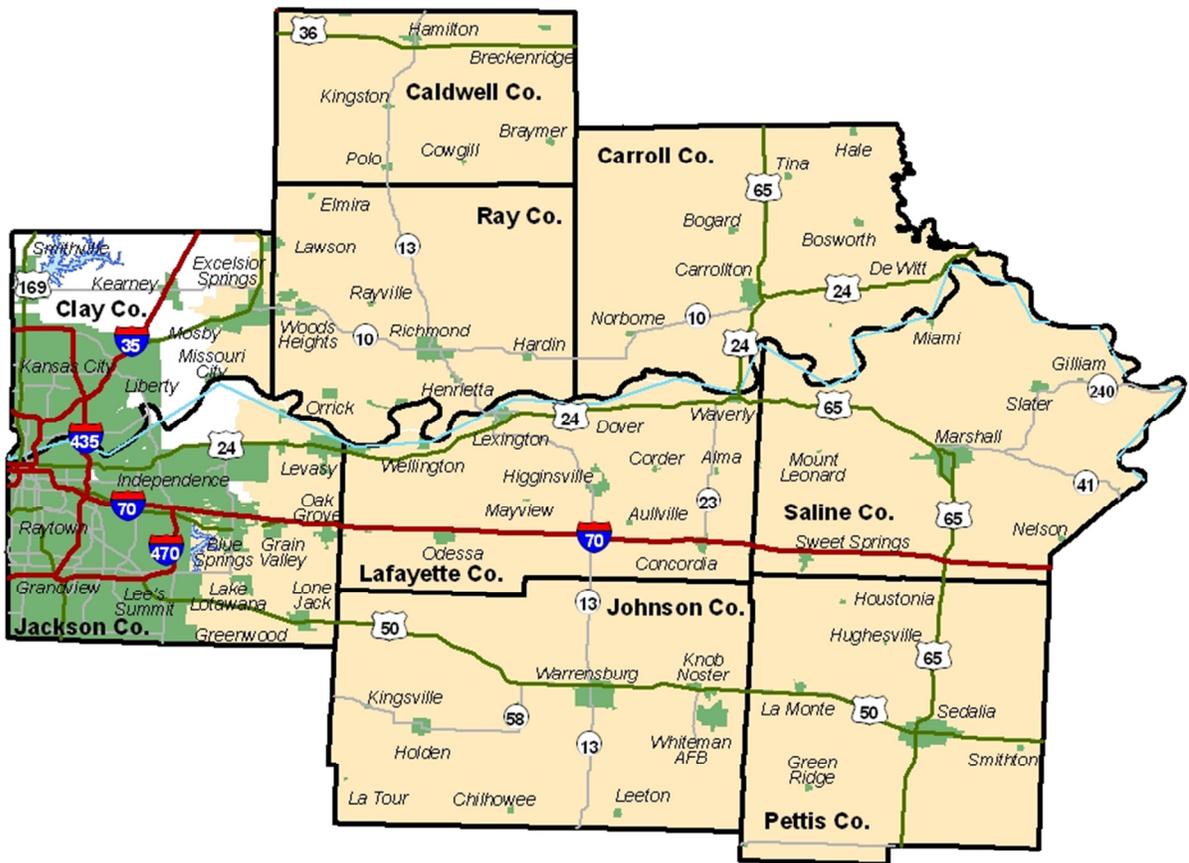


Lafayette County Labor Basin Labor Availability Analysis – 2012

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

Caldwell • Carroll • Clay • Jackson • Johnson •
Lafayette • Pettis • Ray • Saline Counties



Prepared For

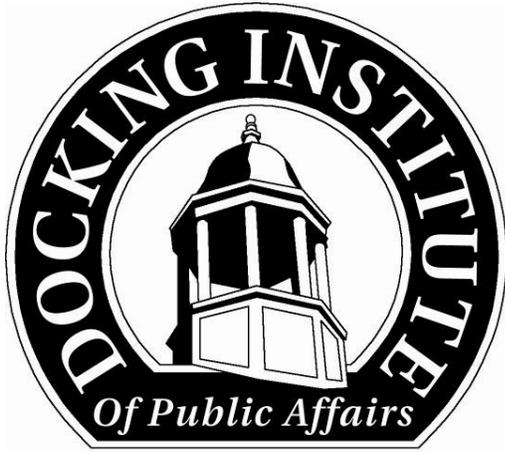
Central Missouri Economic Development Alliance

By

The Docking Institute of Public Affairs

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Mission:

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Lafayette County Labor Basin Labor Availability Analysis – 2012

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

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Prepared For:

Central Missouri Economic Development Alliance

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Lafayette County Labor Basin Labor Availability Analysis

Executive Summary

The Lafayette County Labor Basin includes Caldwell, Carroll, Johnson, Lafayette, Pettis, Ray, and Saline Counties, and portions of Clay and Jackson County 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.

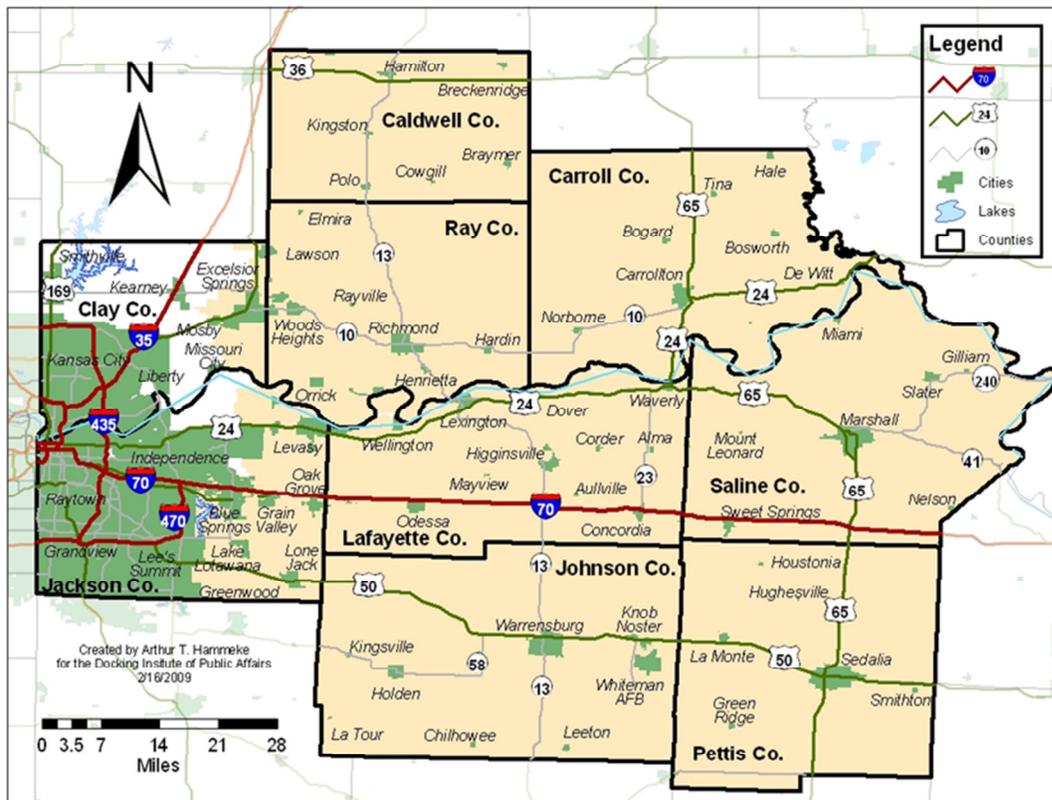
The Docking Institute’s independent analysis of this labor basin shows that:

- The population of the Lafayette County Labor Basin is estimated to be 262,592. About 28% of the population (or 74,168 individuals) are considered to be part of the Available Labor Pool (Available Labor Pool).
- Of the Available Labor Pool, an estimated 8,490 (11.4%) non-working and 8,887 (12.0%) working individuals are *looking* for new employment, while 15,094 (20.4%) non-working and 41,697 (56.2%) working individuals would *consider* new and/or different employment for the right opportunities.
- Slightly more than 67% of the Available Labor Pool has at least some college experience and 94.3% has at least a high school diploma. The average age for members of the Available Labor Pool is about 44 years old, and women make up more than half (56%) of the Available Labor Pool.
- An estimated 11,352 members of the Available Labor Pool are currently employed as general laborers, while an additional 6,487 work in government services or technical/high skill blue-collar occupations. An estimated 20,669 members of the Available Labor Pool work in service sector jobs, while 12,075 work in professional white-collar jobs. Many (23,584) are not currently working.
- Almost 85% 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 37% of the members of the Available Labor Pool will commute up to 45 minutes, one way, for an employment opportunity, while three-fifths (82.3%) will commute up to 30 minutes for employment.
- The four most important desired benefits in order are good retirement benefits, good health benefits, good salary/hourly pay and on-the-job or paid training.
- An estimated 7,702 members (10%) of the Available Labor Pool are interested in a new job at \$9 an hour, 18,846 (25%) are available at \$12 an hour, and 33,429 (45%) are available at \$15 an hour.
- Of the 50,583 *employed members* of the Available Labor Pool, 14,214 (28.1%) consider themselves underemployed.

The Lafayette County Labor Basin

The Lafayette County Labor Basin includes seven counties in west central Missouri and portions of two more near Kansas City (see Map 1 below). The basin includes Caldwell, Carroll, Johnson, Lafayette, Pettis, Ray, Saline and parts of Clay and Jackson Counties.

Map 1: Lafayette County Labor Basin



The Lafayette County Labor Basin has an estimated total population of approximately 262,592, and a Civilian Labor Force (CLF) of 129,263. There is an unemployment rate of 9.6%, 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 74,168 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.

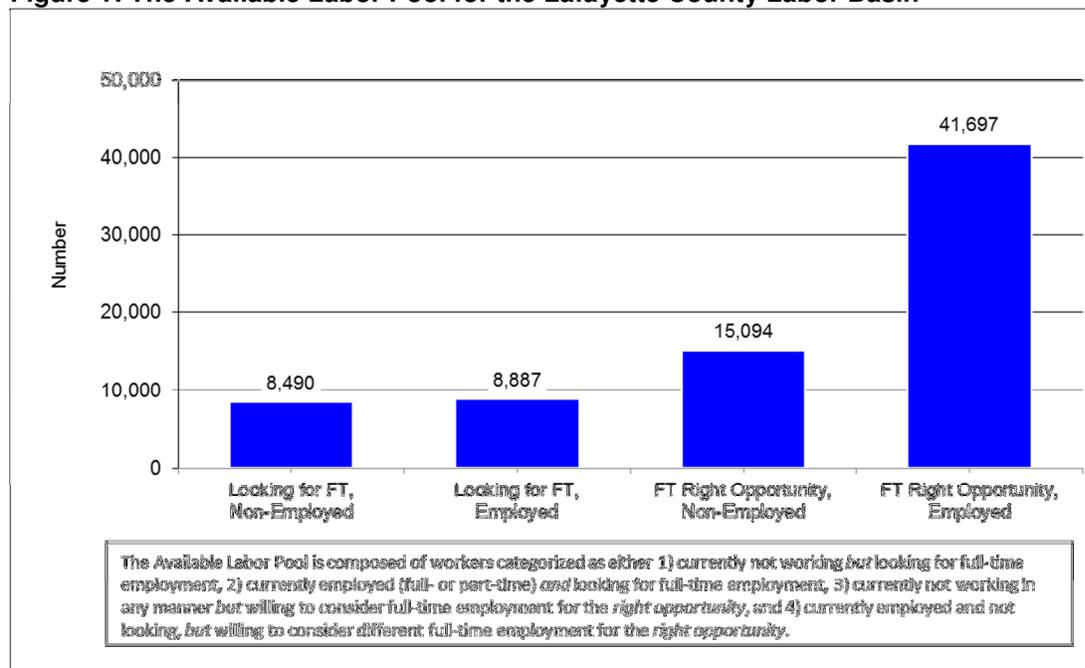
The Lafayette County Labor Basin’s Available Labor Pool

This section of the report assesses the characteristics of the Available Labor Pool in the Lafayette 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 8,490 (11.4% of the Available Labor Pool) non-employed¹ and 8,887 (12.0%) employed individuals are *currently looking* for new or different full-time employment, and 15,094 (20.4%) non-employed individuals and 41,697 (56.2%) employed individuals *would consider* new or different full-time employment for the right opportunities.

Figure 1: The Available Labor Pool for the Lafayette 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 Lafayette 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 Jackson, Johnson, Pettis and Saline 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

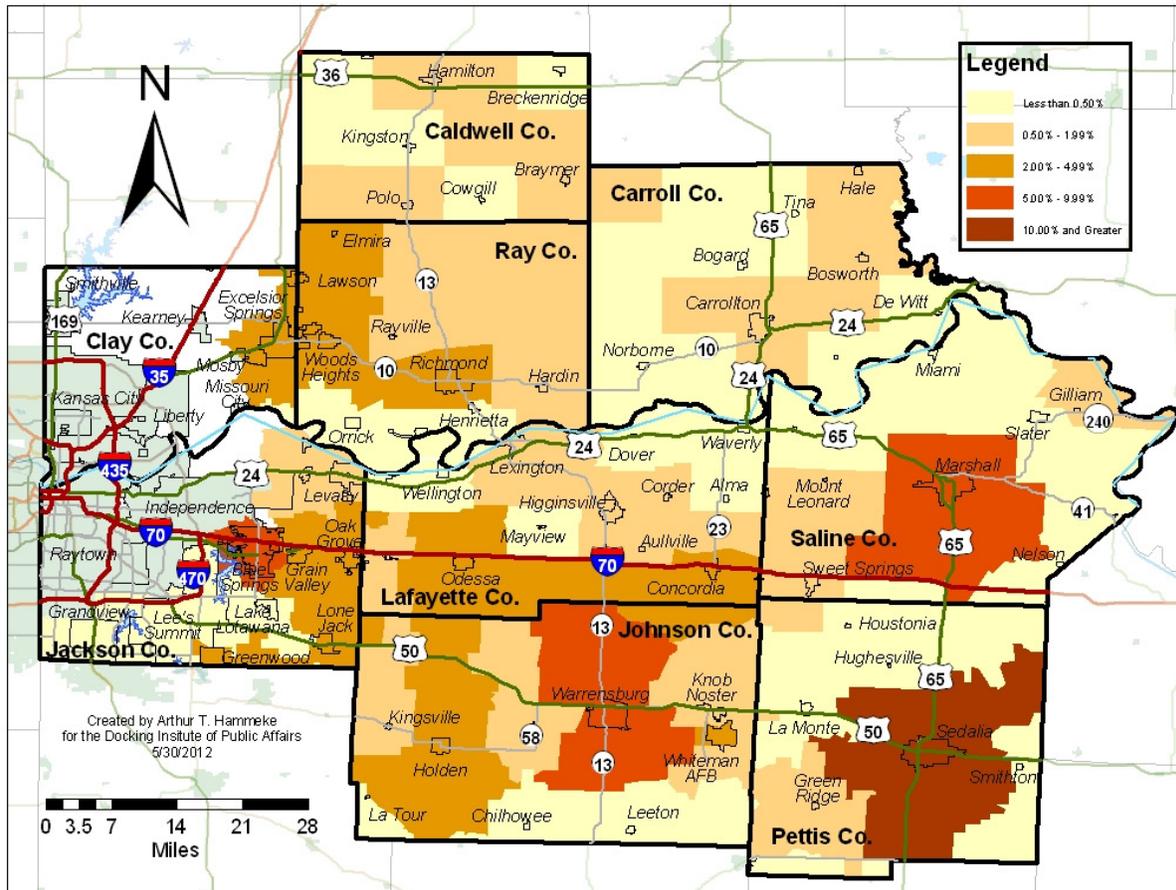


Table 1 shows the gender, age and education levels of the 74,168-member Available Labor Pool. More than half (56%) percent are women, and the average age is about 44 years old. Most (94.3%) have at least a high school diploma, more than two-thirds (67.3%) have **at least** some college education, less than a third (30.6%) 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	44		
Median	45		
Gender	Number	Percent	
Female	41,534	56.0	
Male	32,634	44.0	
Extrapolated Total	74,168	100	
Highest Level of Education Achieved	Number	Percent	Cumulative Percent
Doctoral Degree	1,448	2.0	2.0
Masters Degree	9,085	12.2	14.2
Bachelors Degree	12,157	16.4	30.6
Associates Degree	10,823	14.6	45.2
Some College (including current students)	16,388	22.1	67.3
High School Diploma	20,010	27.0	94.3
Less HS Diploma	4,256	5.7	100
Extrapolated Total	74,168	100	
"Do you speak Spanish?"	Number	Percent	
"Yes"	16,539	22.3	
<i>Speak Very Well</i>	1,191	7.2	
<i>Speak Fairly Well</i>	2,150	13.0	
<i>Speak Only a Little</i>	13,198	79.8	
		100	
		<i>These percentages represent portions of 22.3%</i>	

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 74,168-member Available Labor Pool. General labor occupations represent 15.3% of the entire Available Labor Pool, while high-skilled, blue-collar jobs make up 8.7%. Traditional service-related occupations represent 27.9% of the Available Labor Pool, while professional occupations represent 16.3% of the Available Labor Pool.

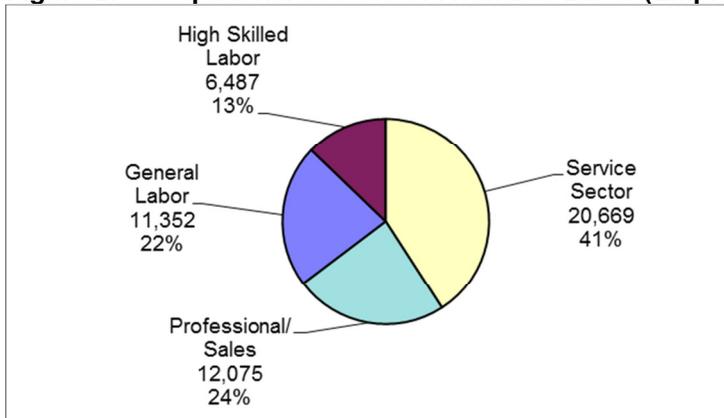
Table 2: Major Occupational Categories of Available Labor

	Number	Percent	Years at Job	
			Mean	Median
General Labor/Cleaning/Farm Labor/Delivery	5,197	7.0	11.1	5.0
Maintenance/Factory Work	3,782	5.1	10.3	6.6
Trucking/Heavy Equipment Operation	2,373	3.2	12.4	9.4
Total General Labor	11,352	15.3	11.2	7.0
Govt Service/Protective Service	1,799	2.4	13.4	10.0
Technician/Mechanic/Welder	4,689	6.3	13.7	11.3
Total Highly-Skilled Labor	6,487	8.7	13.6	10.6
Customer Service/Receptionist/Food Service	4,808	6.5	6.8	5.0
Clerical/Secretarial	5,872	7.9	8.8	4.3
Social Service/Para-Professional/Nursing	4,861	6.6	9.5	6.4
Office Manager/Small Business Owner	5,128	6.9	11.2	10.0
Total Service Sector	20,669	27.9	9.1	6.4
Govt & Business Professional/Sales	4,587	6.2	10.6	10.0
Educator/Counselor/Doctor/Attorney	7,488	10.1	13.7	11.0
Total Professional	12,075	16.3	12.1	10.5
Homemakers/Unemployed	12,396	16.7	n/a	n/a
Students	748	1.0	n/a	n/a
Retired/Disabled	10,441	14.1	n/a	n/a
Total Non-Employed	23,584	31.8		
Extrapolated Total	74,168	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 Lafayette 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 4,116 members of the Available Labor Pool in the labor basin are currently employed as general labor, construction, cleaners, and similar positions. An additional 7,049 Available Labor Pool members in the basin indicate previous employment experience or training in one of those jobs, for a total of 11,165 individuals.

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

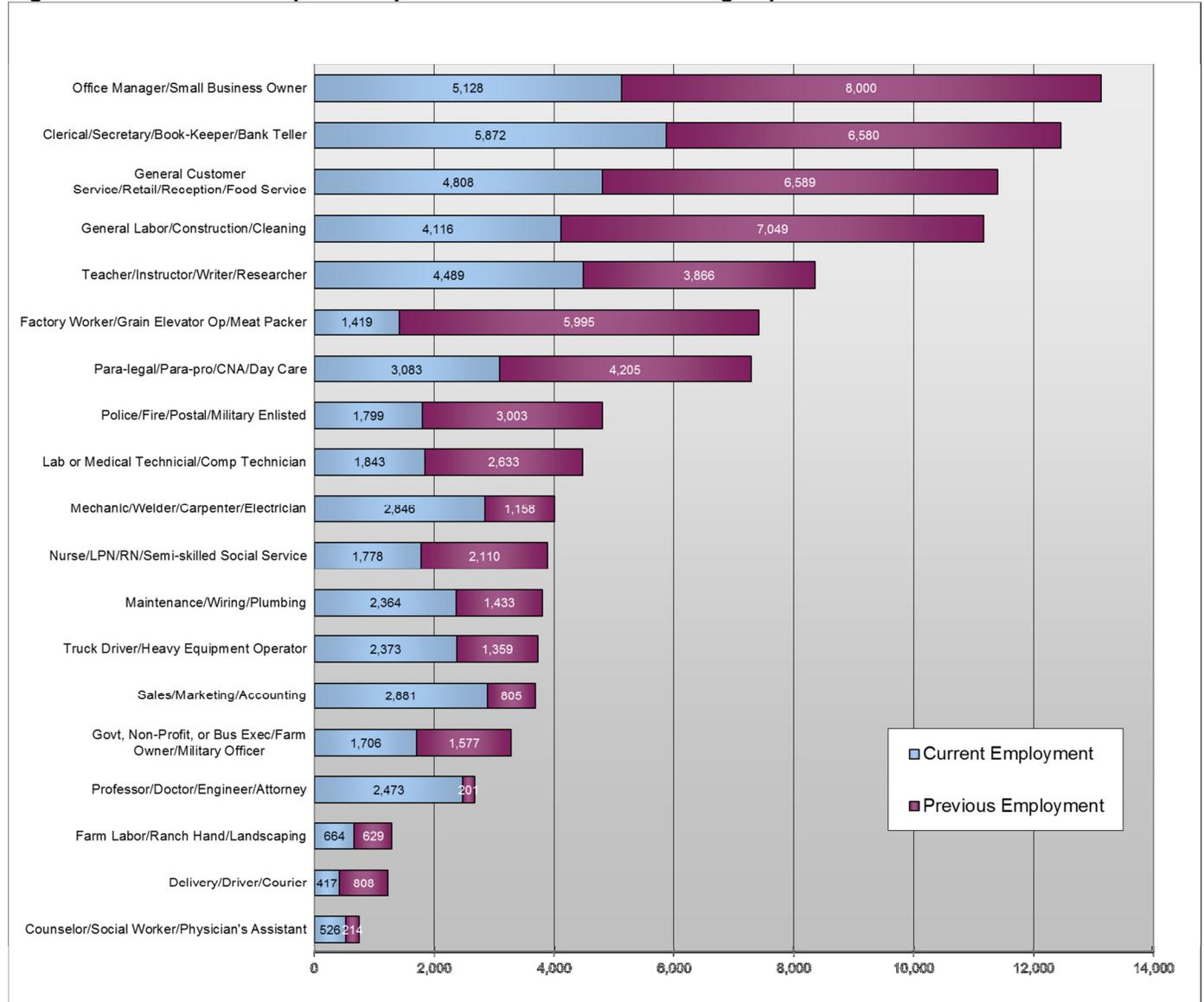
	Current Employment* Number +	Previous Work/Training* Number =	Current plus Previous Work or Training** Number
General Labor/Construction/Cleaning	4,116	7,049	11,165
Farm Labor/Ranch Hand/Landscaping	664	629	1,293
Delivery/Driver/Courier	417	808	1,225
Maintenance/Wiring/Plumbing	2,364	1,433	3,797
Factory Worker/Grain Elevator Op/Meat Packer	1,419	5,995	7,414
Truck Driver/Heavy Equipment Operator	2,373	1,359	3,732
Police/Fire/Postal/Military Enlisted	1,799	3,003	4,802
Lab or Medical Technical/Comp Technician	1,843	2,633	4,476
Mechanic/Welder/Carpenter/Electrician	2,846	1,158	4,004
General Customer Service/Retail/Reception/Food Service	4,808	6,589	11,397
Clerical/Secretary/Book-Keeper/Bank Teller	5,872	6,580	12,452
Para-legal/Para-pro/CNA/Day Care	3,083	4,205	7,288
Nurse/LPN/RN/Semi-skilled Social Service	1,778	2,110	3,888
Office Manager/Small Business Owner	5,128	8,000	13,128
Teacher/Instructor/Writer/Researcher	4,489	3,866	8,355
Sales/Marketing/Accounting	2,881	805	3,686
Govt, Non-Profit, or Bus Exec/Farm Owner/Military Officer	1,706	1,577	3,285
Counselor/Social Worker/Physician's Assistant	526	214	740
Professor/Doctor/Engineer/Attorney	2,473	201	2,674
Extrapolated Total	50,583	58,214	

* 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 office managers or small business owners. There are 5,128 working Available Labor Pool members currently employed in this category and 8,000 previously employed/trained in this category, for a total of 13,128 individuals.

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



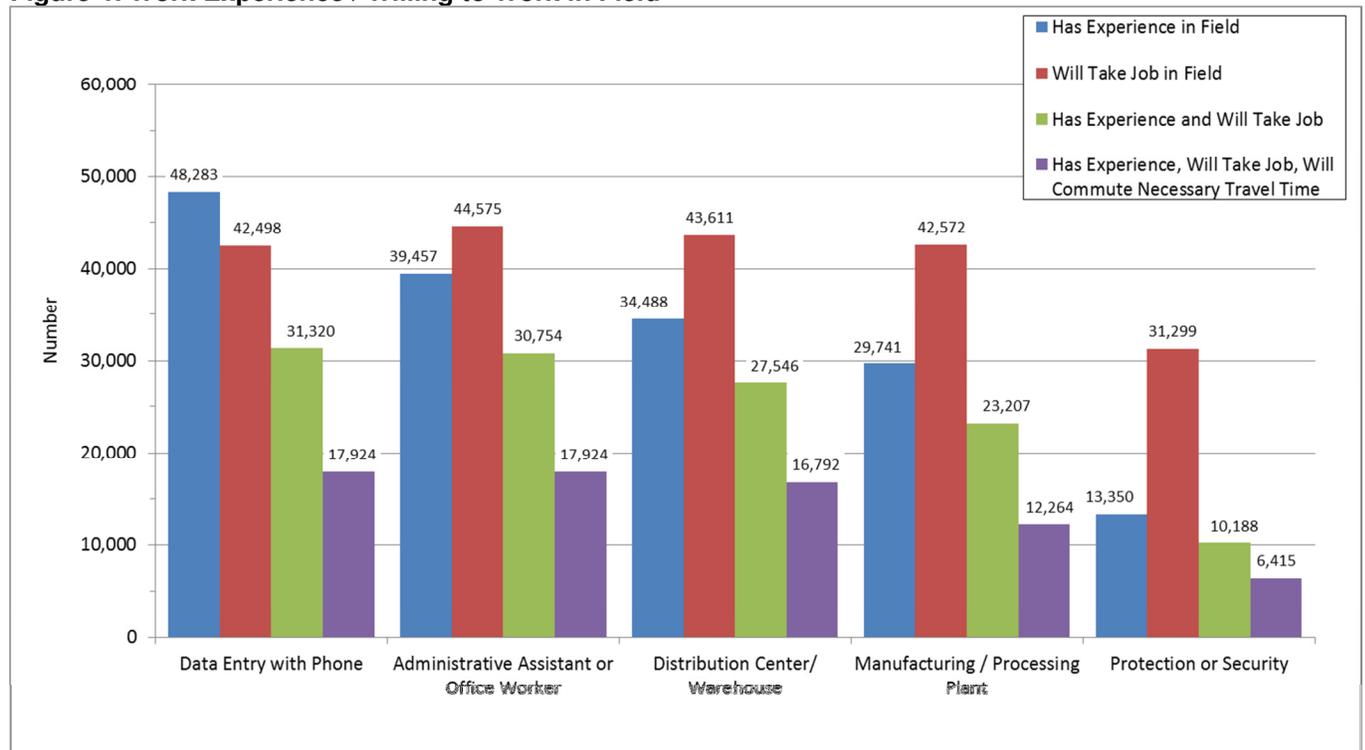
In addition to collecting data regarding the current employment status and previous work or training experience through a series of “open-ended” survey questions (the results of which are shown in the previous table and figure), respondents were asked about the five specific employment areas listed in 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 48,283 Available Labor Pool members report having training and/or experience in data entry with telephone operation, while fewer (42,498 individuals) would consider employment in that field. An estimated 39,457 members of the Available Labor Pool have training and/or experience in professional office environments as office workers or administrative assistants, while more (44,575 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 17 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 than half (56%) of those with experience in manufacturing has performed jobs in production, fabrication or assembly.

Figure 4a: Experience in Distribution or Warehousing

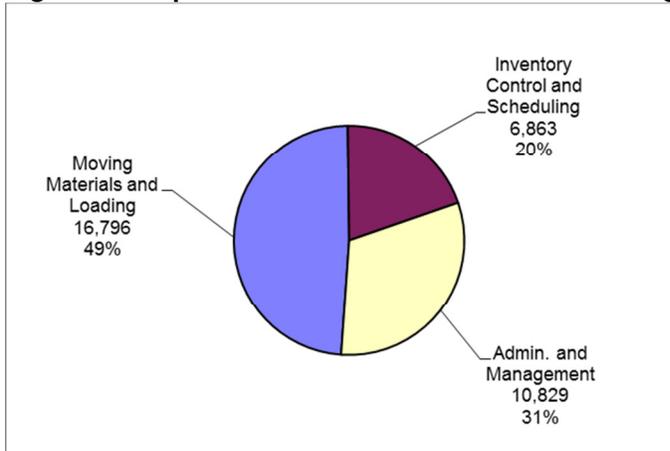
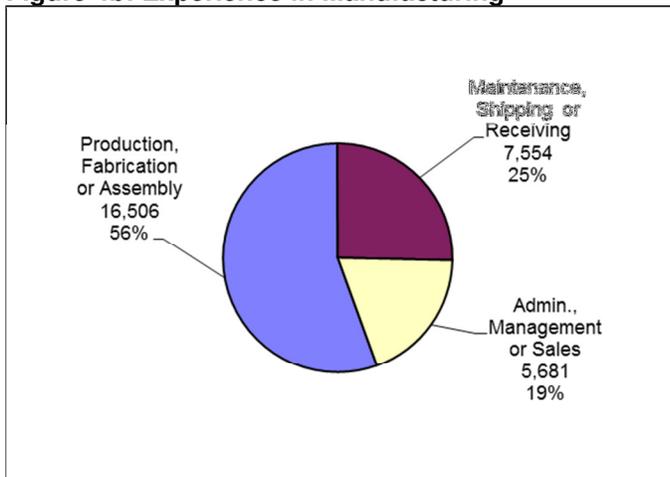


Figure 4b: Experience in Manufacturing



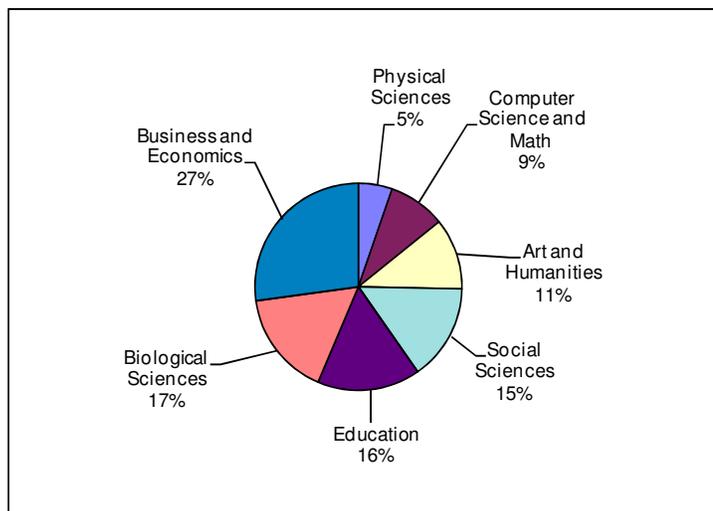
Educational Experience

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 (27%), biological sciences or nursing (17%), education (16%), social sciences (15%), and art and humanities (11%). Physical sciences and computer science and math follow with less than 10% 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. Almost a quarter (23%) report studying nursing/health related subjects. Twelve percent report other manufacturing.

Figure 5a: Community College Experience

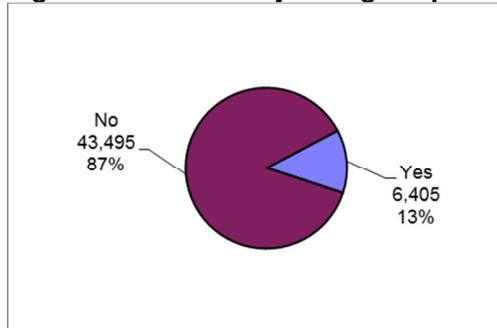
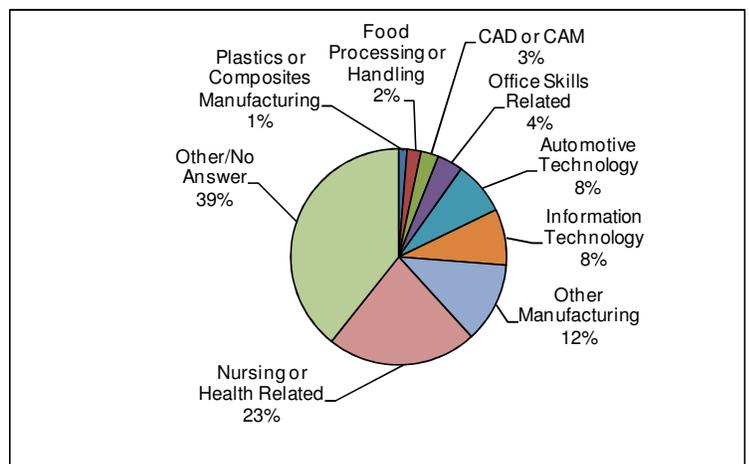


Figure 5b: Community College Study Area



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 Lafayette County Labor Basin, however. Figure 6 indicates that 62,968 (85%) members of the Available Labor Pool are willing to accept positions outside of their primary fields of employment.

Figure 6: Considerations for Employment

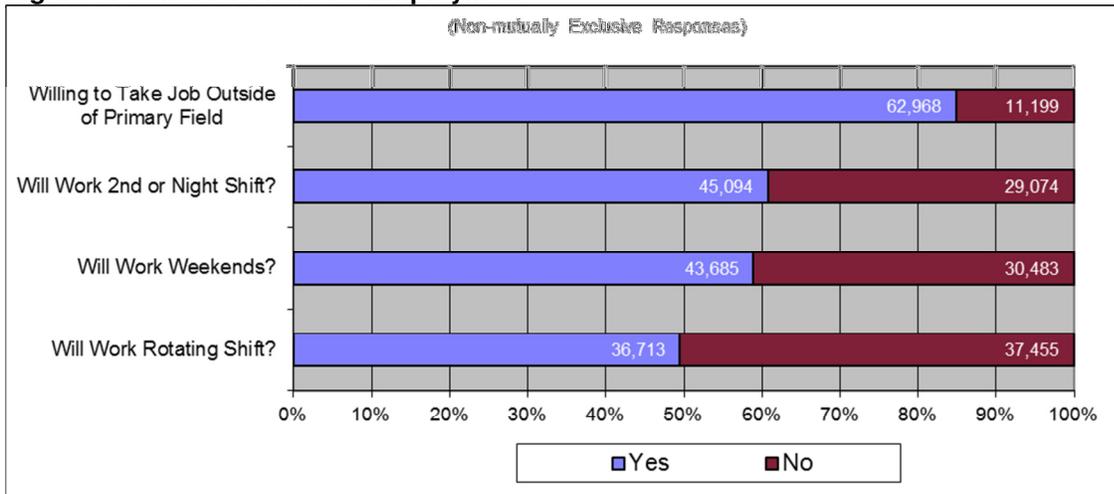
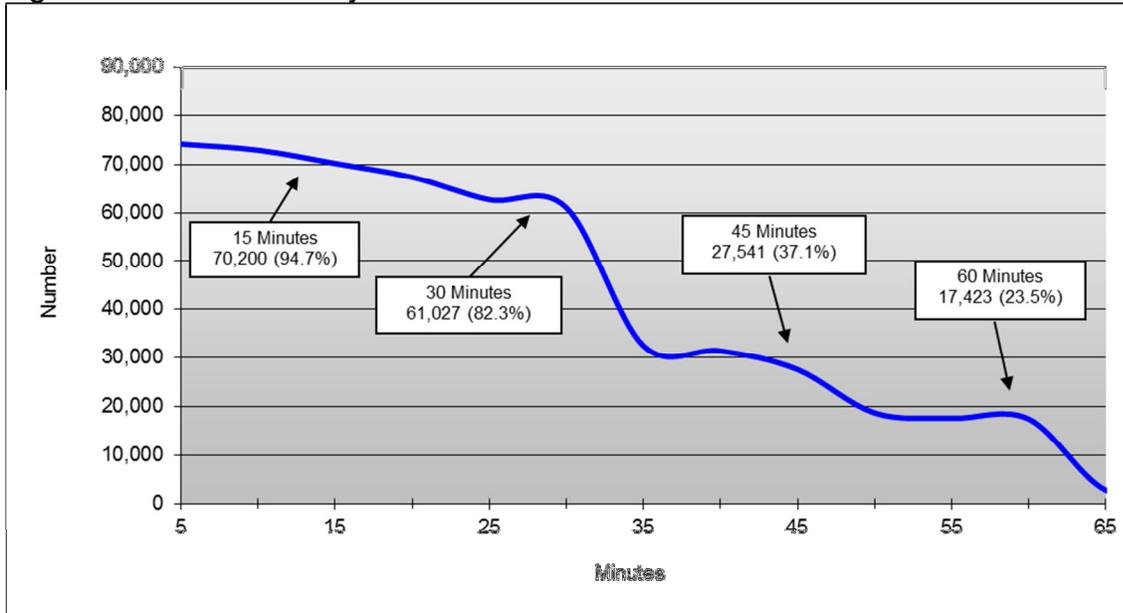


Figure 6 also shows responses to three questions regarding work shifts. Respondents were asked if they would be willing to work weekends, a second or night shift and rotating shifts.

The figure shows that about 61% of the Available Labor Pool indicates that they are willing to work second shifts or night shifts. Nearly as many, about 59%, indicate that they are willing to work weekends. Fewer (49%) 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 Lafayette County Labor Basin is open to commuting. Over a third (37.1%) of the members of the Available Labor Pool will commute up to 45 minutes, one way, for an employment opportunity, while over four-fifths (82.3%) will commute up to 30 minutes for employment. Almost all (94.7%) 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 half (49%) consider gas prices to “greatly influence” the commute minute estimate, while 33.4% consider gas prices to “somewhat influence” the estimate. Over a sixth (18%) responded that gas prices do “not influence” the minutes willing to commute for a job.

Figure 7a: Influence of Gas Prices

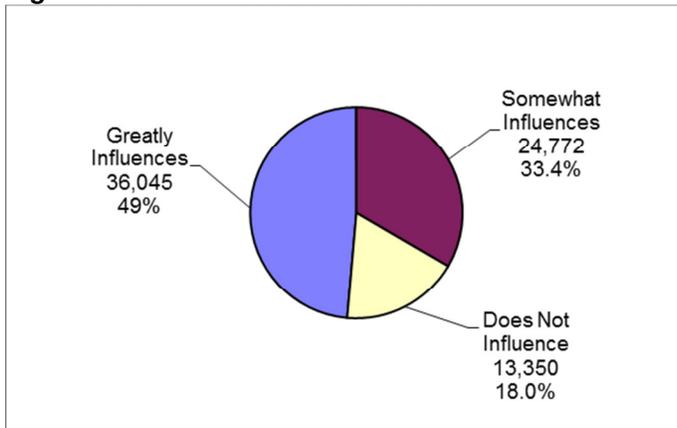
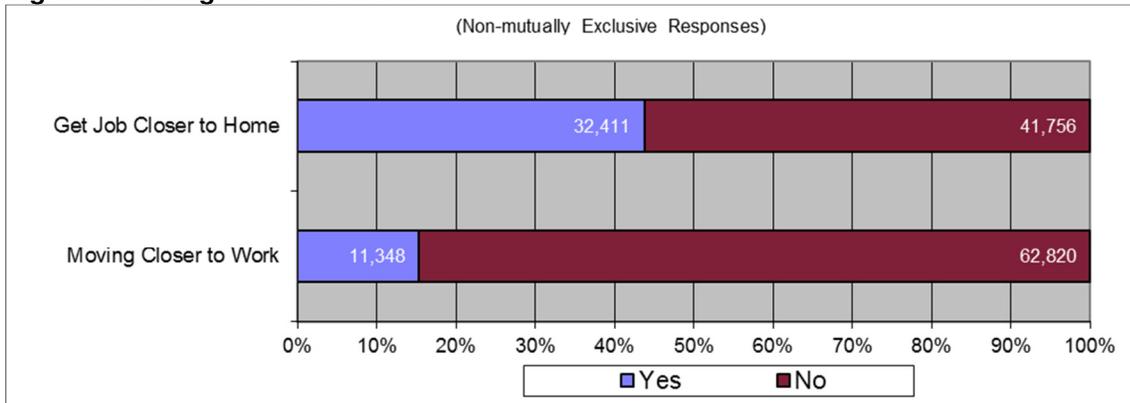


Figure 7b below shows responses to two questions: “Given the rising prices of gas, have you considered getting a job closer to your home?” and “Have you considered moving to be closer to your job?”

The figure shows that 44% of the Available Labor Pool has considered getting a new job closer to their place of residence because of fuel prices. About 15% 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 retirement benefits, good health benefits, good salary/hourly pay, and on-the-job (OJT) or paid training. Each one of these benefits is considered “very important” by more than 80% Available Labor Pool each. Good vacation benefits and flexible hours or flextime follow with about 74% and 67%, respectively. The least desired benefits are good educational assistance and transportation assistance, which were considered “very important” by about 52% and 34% Available Labor Pool members, respectively.

Figure 8: Benefits Very Important to Change Employment

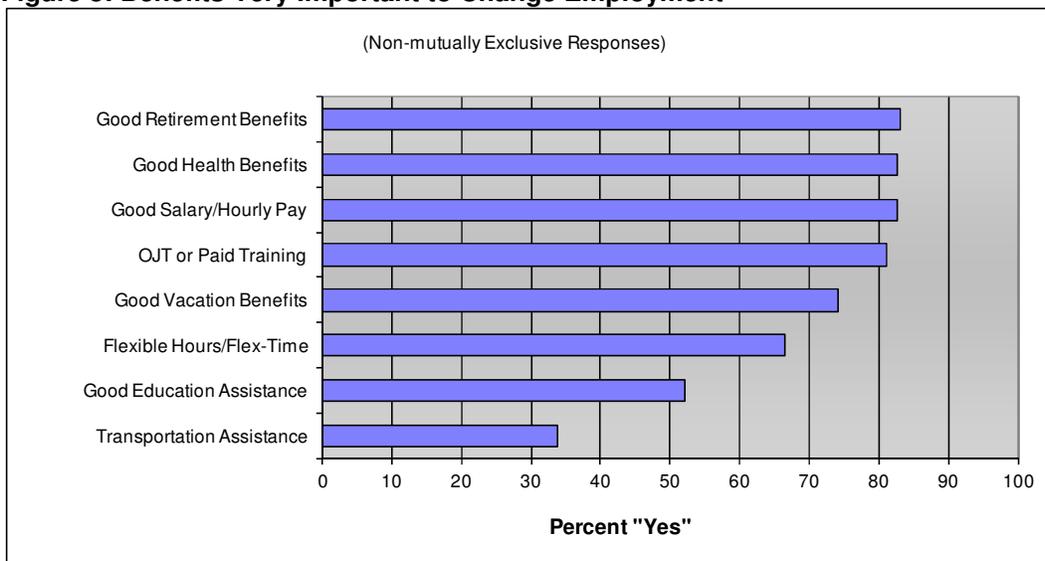


Table 4 compares percentages of desired benefits to those currently offered to working pool member by employers. This information might suggest to employers which benefits might attract Available Labor Pool members to new employment. For example, 52.2% of working pool members indicate that their employers’ offer flex-time, while 66.6% 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 Retirement Benefits	83.1	76.7
Good Health Benefits	82.7	86.0
OJT or Paid Training	81.1	47.7
Good Vacation Benefits	74.1	79.5
Flexible Hours/Flex-Time	66.6	52.2
Good Education Assistance	52.2	51.8
Transportation Assistance	33.7	17.0

* This column represents responses from working ALP members only.

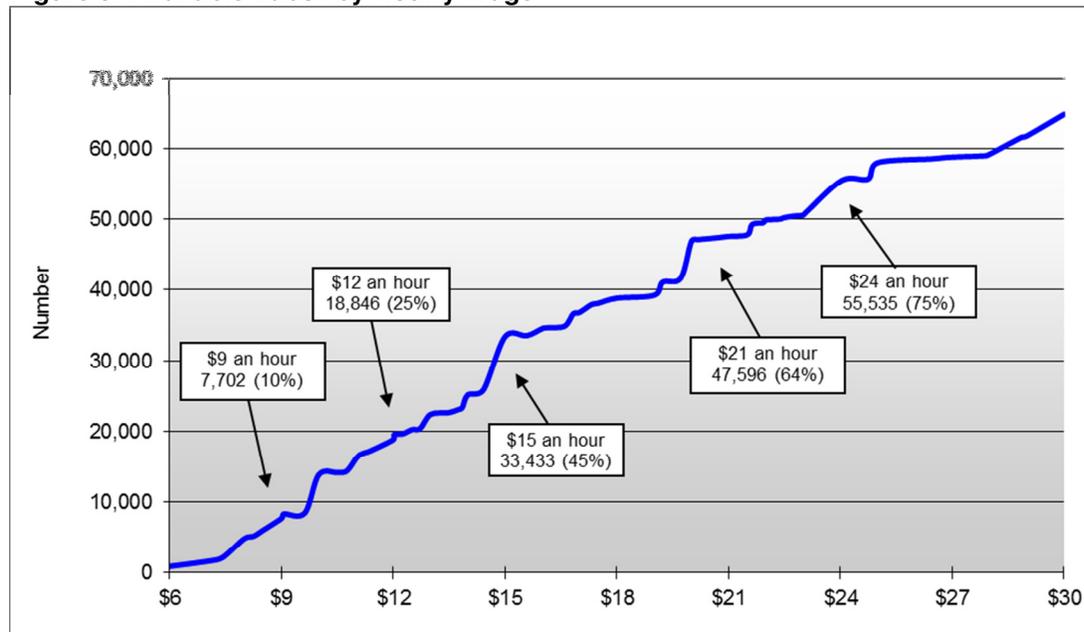
Wage Demands of Available Labor Pool

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 55,535 people (or 75% of the available labor) are interested in a new job at \$24 an hour².

An estimated 47,596 (or 64%) members of the labor pool are interested in new employment opportunities at \$21 an hour, while 33,433 (45%) are interested at \$15 an hour.

Finally, an estimated 18,846 people (25%) are interested in a new job at \$12 an hour and 7,702 (10%) 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, 7,702 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 13,871 members. This represents an increase of 6,169 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, 13,871 members of available labor are interested in a job at \$10.00 an hour. At \$10.50 an hour there are an estimated 14,164 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 293 individuals. Additional wage plateaus can be seen between \$13 and \$13.50 (a 230-individual increase), between \$15 and \$15.50 (a 120-individual increase) and between \$18 and \$19 (a 410-individual increase).

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

Subsets of the Available Labor Pool

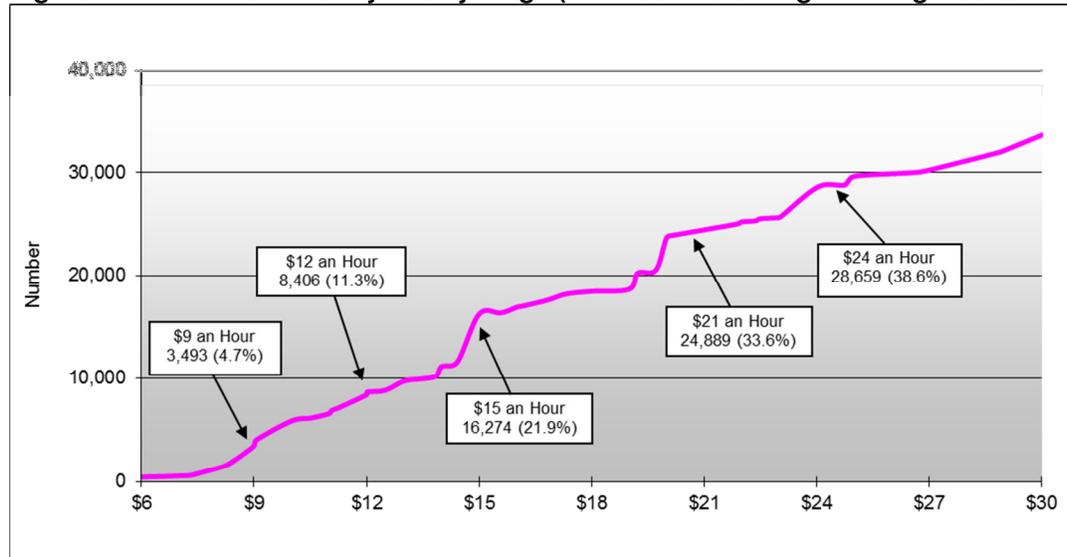
The previous portion of the report has dealt with the entire Available Labor Pool. The remainder of the reports addresses two subsets of the Available Labor Pool. Each provides a different look at the Available Labor Pool, and they are not mutually exclusive. The two subsets are: The Willing to Commute 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 Higginsville 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 28,659 people are interested in a new job at \$24 an hour, while an estimated 24,889 are interested in a new employment opportunity at \$21 an hour. An estimated 16,274 are interested at \$15 an hour, 8,406 at \$12 an hour and 3,493 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 52% is available for new employment at a wage of at least \$15 an hour. Of the skilled laborers group, only 9% is available for a job for at least \$12 an hour and 22% is available for a job at or above \$15 an hour.

More than a quarter (28%) 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 6% of the professional workers group is available at a wage of at least \$12 an hour and 16% 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= 38) (+/- 15.8% MoE)		(N= 23) (+/- 20.4% MoE)		(N= 72) (+/- 11.5% MoE)		(N= 32) (+/- 17.4% MoE)	
	Number	Cumulative	Number	Cumulative	Number	Cumulative	Number	Cumulative
\$30 or More	7,115	98%	4,364	101%	13,598	100%	5,964	99%
At least \$30	6,549	91%	4,176	96%	11,523	84%	4,455	74%
At least \$27	6,208	86%	3,962	91%	10,444	76%	4,197	70%
At least \$24	5,849	81%	3,396	78%	9,191	67%	3,442	57%
At least \$21	5,472	76%	3,019	70%	8,247	60%	3,241	54%
At least \$18	4,717	65%	1,887	44%	7,170	52%	1,920	32%
At least \$15	3,773	52%	943	22%	5,283	39%	943	16%
At least \$12	2,641	37%	377	9%	3,773	28%	377	6%
At least \$9	1,321	18%	0	0%	1,509	11%	0	0%
At least \$6	566	8%	0	0%	566	4%	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= 138) Number	(+/- 8.3% MoE) Cumulative	(N= 150) Number	(+/- 8.0% MoE) Cumulative
\$30 or More	26,056	100%	28,228	100%
At least \$30	22,534	86%	23,737	84%
At least \$27	21,583	83%	22,317	79%
At least \$24	19,586	75%	20,320	72%
At least \$21	18,383	71%	19,117	68%
At least \$18	15,086	58%	15,917	56%
At least \$15	10,104	39%	10,734	38%
At least \$12	7,026	27%	7,473	26%
At least \$9	2,374	9%	2,821	10%
At least \$6	566	2%	755	3%

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 Lafayette 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 50,583 *employed members* of the Available Labor Pool (68.2%) (shown in Figure 11). Of the employed members of the pool, less than a third 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 28% (or 14,214 individuals) of the employed members of the Available Labor Pool.

Figure 11: Employment Status of the Available Labor Pool

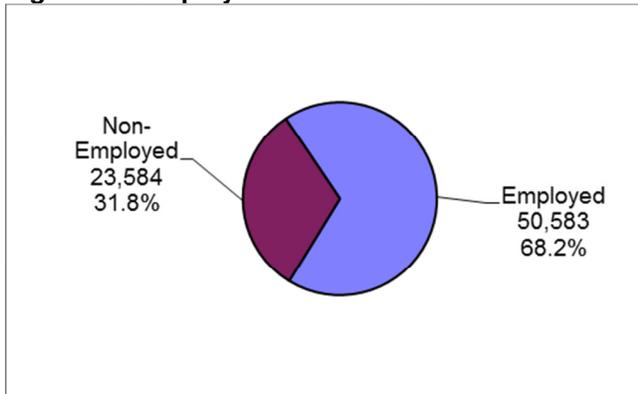
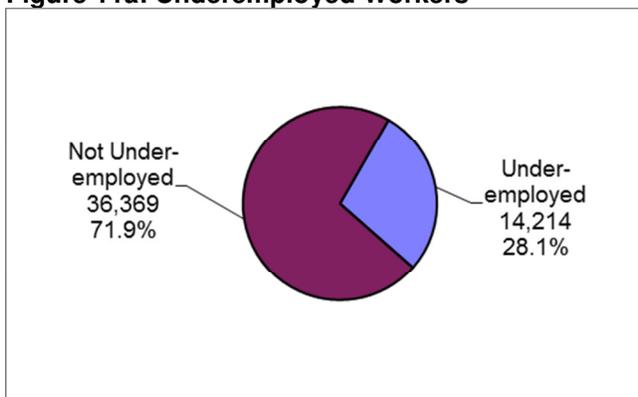


Figure 11a: Underemployed Workers



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-four percent of this subset of them had a previous but similar jobs that provided more income. About 21% considers themselves as underemployed because they possess education levels exceeding those needed for their current jobs. About 17% consider their skill levels as greater than their current jobs require, while about 11% suggest they are not able to work enough hours.

Figure 11b: Reasons for Underemployment

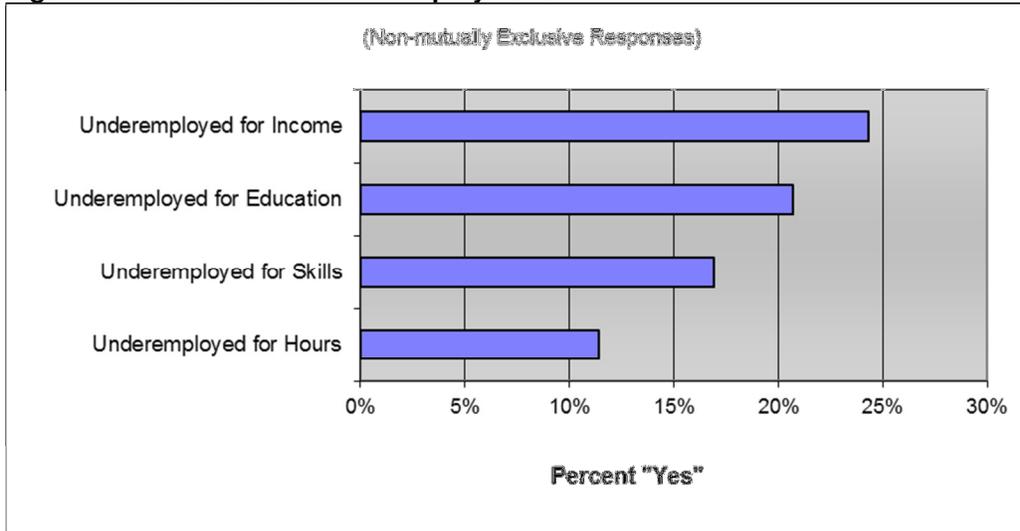


Table 7 and Figures 11c and 11d (next page) show some characteristics of the underemployed members of the Available Labor Pool. Table 7 indicates that the education level of the underemployed workers compares favorably to the overall Available Labor Pool with about 73.9% having **at least** some college education and almost 45.5% having completed associate’s degrees. (Table 1, page 5, shows that 67.3% of the entire Available Labor Pool has some college experience and about 45.5% have completed an associate’s degree).

Table 7: Highest Level of Education Achieved Among Underemployed

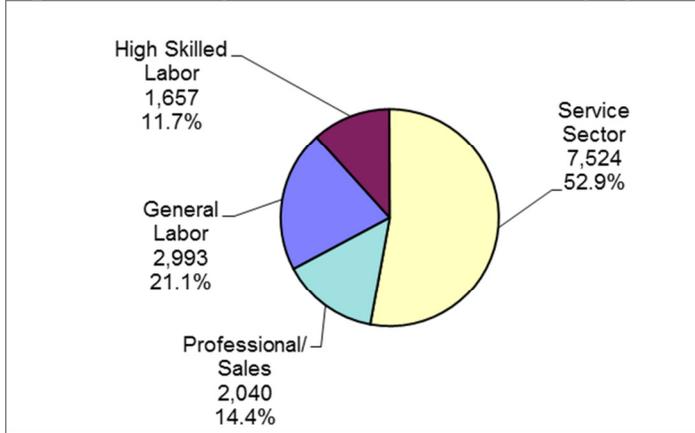
	Number	Percent	Cumulative Percent
Doctoral Degree	280	2.0	2.0
Masters Degree	1,338	9.4	11.4
Bachelors Degree	2,598	18.3	29.7
Associates Degree	2,253	15.8	45.5
Some College	4,041	28.4	73.9
High School Diploma Only	2,846	20.0	94.0
Less HS Diploma	860	6.0	100
Extrapolated Total	14,214	100	

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

Figure 11c shows that 21.1% of the underemployed workers are employed as general laborers and 11.7% are employed as skilled, blue-collar workers. The largest percentage of underemployed workers is employed as service sector and support workers (52.9%), while fewer (14.4%) hold professional positions.

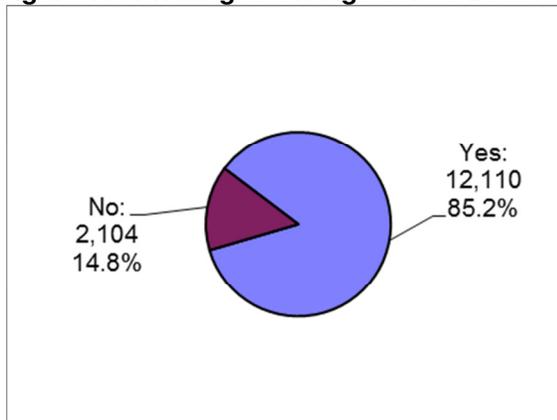
Comparing Figure 11c to Figure 2, page 6, suggests that more general laborers and service workers consider themselves as underutilized than do skilled laborers and professional workers. Figure 2 shows that the subset of working Available Labor Pool members consists of: 22% general laborers, 13% skilled-laborers, 41% service workers, and 24% 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 – 85.2% (or 12,110 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 Lafayette 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.

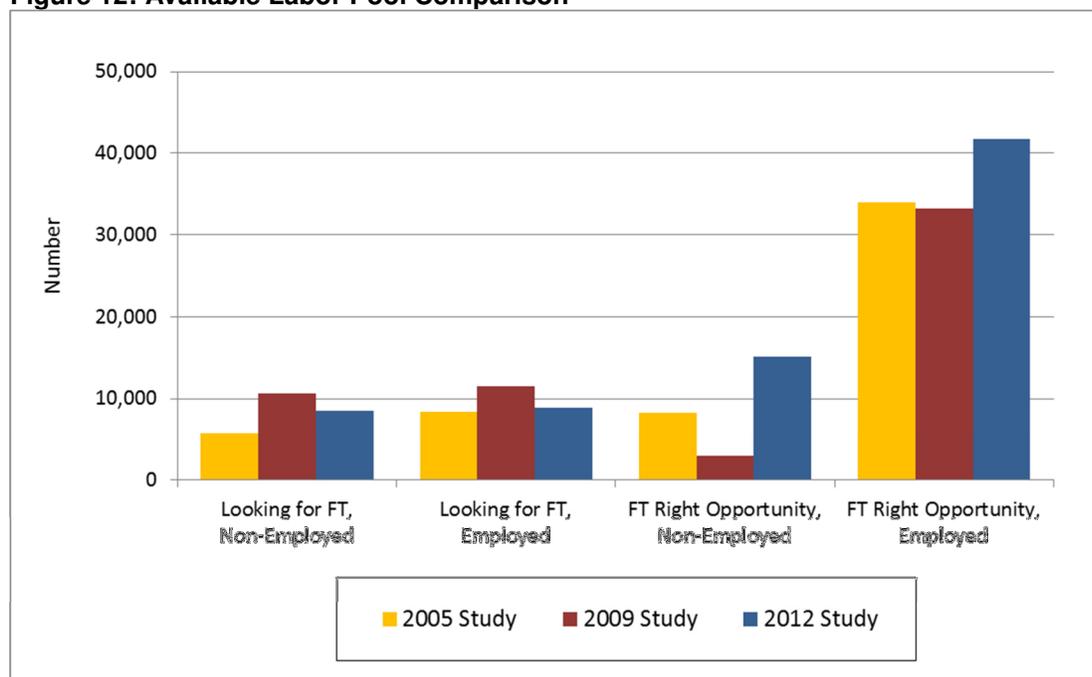
Table 8 shows population, civilian labor force, employment, and the Available Labor Pool data presented in the 2005, 2009 and 2012 reports. Total population within the Lafayette Labor Basin has increased from 243,338 to 262,592, the Civilian Labor Force increased from 124,923 to 129,263, and the number of employed individuals has decreased from 117,884 to 116,806. The unemployment rate increased from 5.6% to 9.6%.

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

Lafayette County Labor Basin			
	2005 Study	2009 Study	2012 Study
Labor Basin Population	243,338	246,666	262,592
Civilian Labor Force	124,923	125,657	129,263
Employed	117,884	118,128	116,806
Unemployment Rate	5.6%	6.3%	9.6%
Available Labor Pool	56,301	58,418	74,168

Figure 12, below, shows the Available Labor Pool for the Lafayette 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 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 (15.3%) than in 2005 (23.2%). Similarly, there is a lower percentage of service sector workers in 2012 (27.9%) in 2005 (37.9%) and 2009 (34.9%)

The education levels of the Available Labor Pool members with bachelor's degrees and higher increased for 25.1% in 2005 to 30.6% in 2012.

The percentage of Available Labor Pool members with associate's degrees increased from 10.7% in 2009 to 14.6% in 2012, while available labor pool members with "some college" decreased from 30.2% in 2009 to 22.1% 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	13,085	23.2	9,904	17.0	11,352	15.3			
High Skill Labor	4,649	8.3	5,157	8.8	6,487	8.7			
Service Sector	21,349	37.9	20,368	34.9	20,669	27.9			
Professional	5,337	9.5	10,012	17.1	12,075	16.3			
Non-Working	11,880	21.1	12,977	22.2	23,584	31.8			
Total	56,301	100	58,418	100	74,168	100			
<i>Highest Education</i>	Number	Percent	Cumulative		Number	Percent	Cumulative		
			Percent	Percent			Percent	Percent	
Doctoral Degree	638	1.1	0.6	1,416	2.4	2.0	1,448	2.0	2.0
Masters Degree	4,571	8.1	9.6	7,764	13.3	11.4	9,085	12.2	14.2
Bachelors Degree	9,229	16.4	25.1	10,005	17.1	28.7	12,157	16.4	30.6
Associates Degree	4,879	8.7	34.2	6,226	10.7	27.9	10,823	14.6	45.2
Some College	16,282	28.9	63.2	17,635	30.2	68.6	16,388	22.1	67.3
High School Diploma	17,547	31.2	94.6	13,214	22.6	95.3	20,010	27.0	94.3
Less HS Diploma	3,154	5.6	100	2,158	3.7	100	4,256	5.7	100
Total	56,301	100		58,418	100		74,168	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 4.6% 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	50,374	89.5	46,033	79.0	62,968	84.9
No	5,927	10.5	12,385	21.0	11,199	15.1
Total	56,301	100	58,418	100	74,168	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 35 minutes.

Figure 13: Available Labor by Commute Minutes Comparison

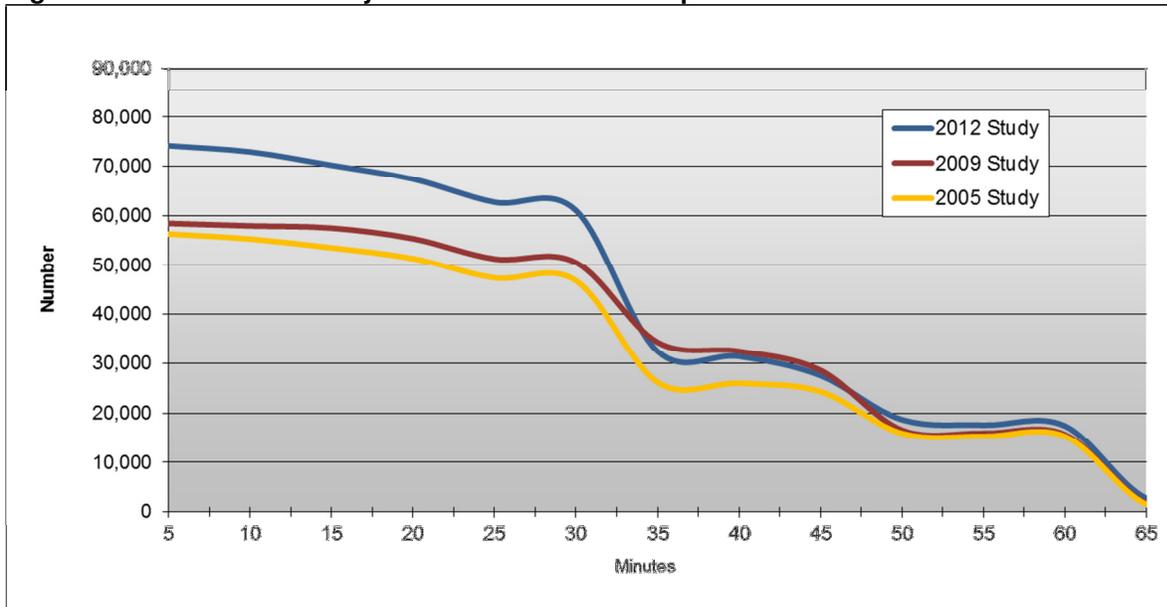


Table 11 shows desired benefits to take a new or a different job for each labor study, ranked in order by 2012 data. The table shows that “good retirement benefits” is the most important benefit in 2012, while this benefit was “second” in 2009. This item ranked fourth in 2005.

The highest ranked item in 2005 was good health benefits with 89.7% of the respondents indicating this was an important benefit to take a new job. This item ranked first in 2009 and second 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 Retirement Benefits	81.7	86.9	83.1	-3.8
Good Health Benefits	89.7	88.6	82.7	-5.9
Good Salary/Hourly Pay	85.7	81.3	82.6	1.3
OJT or Paid Training	84.9	80.6	81.1	0.5
Good Vacation Benefits	77.4	80.3	74.1	-6.2
Flexible Hours/Flex-Time	70.0	72.1	66.6	-5.5
Good Education Assistance	68.7	50.3	52.2	1.9
Transportation Assistance	n/a	31.8	33.7	

Figure 14 shows a comparison of the wage demands of the three study groups. The wage demand line shows that a larger proportion of the 2005 Available Labor Pool members were available for work in the lower dollar per hour range (\$10 to 15\$ an hour or so) when compared to the 2009 and 2012 labor pools.

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

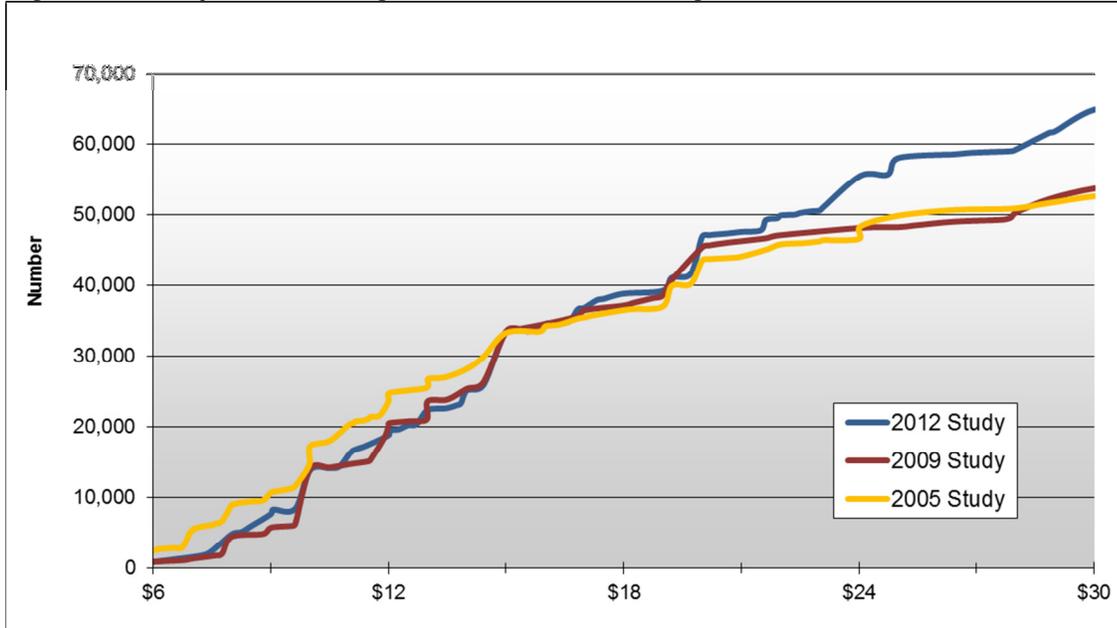


Table 12 shows a comparison of the underemployed members of the Available Labor Pools for 2005, 2009 and 2012. The number and percentage of underemployed workers in 2005 (24,152 or 54%) are larger than in 2009 and 2012 primarily because the 2005 underemployment section included Available Labor Pool members 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 43.2% in 2005 to 47.6% in 2009 to 52.9% in 2012.

Examining the cumulative percentage columns in the educational attainment (Highest Education) section of the table shows that 45.5% of the underemployed workers in 2012 had at least associate's degrees, while these percentages are lower for 2005 and 2009 (at 40.3% and 39.6%, respectively).

Table 12: Underemployed Workers and Education Level Comparison

	2005 Study		2009 Study		2012 Study				
	Number	Percent	Number	Percent	Number	Percent			
Employed of ALP	44,421	79.0	45,441	78.0	50,583	68.2			
Underemployed Wrkrs	24,152	54.0	15,177	33.0	14,214	28.1			
Will Change Jobs to Address Status	20,183	90.0	12,673	83.0	12,110	85.2			
Labor Sector									
	Number	Percent	Number	Percent	Number	Percent			
General Labor	7,002	29.0	4,127	27.2	2,993	21.1			
High Skill Labor	2,714	11.2	1,633	10.8	1,657	11.7			
Service Sector	10,443	43.2	7,231	47.6	7,524	52.9			
Professional	3,993	16.5	2,186	14.4	2,040	14.4			
Total	24,152	100	15,177	100	14,214	100			
Highest Education									
	Number	Percent	Cumulative Percent	Number	Percent	Cumulative Percent	Number	Percent	Cumulative Percent
Doctoral Degree	396	1.6	1.6	191	1.3	1.3	280	2.0	2.0
Masters Degree	1,581	6.5	8.2	1,536	10.1	11.4	1,338	9.4	11.4
Bachelors Degree	5,299	21.9	30.1	1,604	10.6	21.9	2,598	18.3	29.7
Associates Degree	2,459	10.2	40.3	2,679	17.7	39.6	2,253	15.8	45.5
Some College	7,141	29.6	69.9	3,900	25.7	65.3	4,041	28.4	73.9
High School Diploma	6,472	26.8	96.7	4,652	30.7	95.9	2,846	20.0	94.0
Less HS Diploma	803	3.3	100	615	4.1	100	860	6.0	100
Total	24,152	100		15,177	100		14,214	100	
Totals might not sum precisely due to rounding.									

Methodology

The Lafayette County Labor Basin has a total population of approximately 262,592, and a Civilian Labor Force (CLF) of 129,263. The unemployment rate is 9.6%. The Docking Institute's analysis suggests that the basin contains an Available Labor Pool (Available Labor Pool) of 74,168 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 Lafayette 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 Lafayette County Labor Basin includes 74,168 individuals. This represents a substantial number of workers and potential workers for employers to draw upon in the Lafayette 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 Lafayette County Labor Basin encompasses seven of the twenty counties in which surveying took place, and portions of two others. These counties are Caldwell, Carroll, Johnson, Lafayette, Pettis, Ray, Saline, and the eastern portions of Clay and Jackson Counties. A total of 817 cooperating and eligible respondents were found to lie within the basin (MoE +/- 4.94%). Of these respondents, 393 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 2012 Lafayette County Labor Basin. The margin of error for the Available Labor Pool is +/- 4.94%.

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 422 cooperating and eligible respondents were found to lie within the basin (MoE +/- 4.77%). Of these respondents, 197 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 Lafayette County Labor Basin. The margin of error for the 2009 Available Labor Pool was +/- 6.98%.

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 668 cooperating and eligible respondents were found to lie within the Lafayette County Labor Basin in 2005 (MoE +/-3.79%). Of these respondents, 315 indicated that they were available for new or different employment and/or were looking for a new or different job. This represents the 2005 Lafayette County Labor Basin Available Labor Pool (MoE +/- 5.51%).

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

Lafayette County Labor Basin – The Lafayette 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 Higginsville 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	4,116	5.55
Farm Labor/Ranch Hand/Landscaping	664	0.89
Delivery/Driver/Courier	417	0.56
Maintenance/Wiring/Plumbing	2,364	3.19
Factory Worker/Grain Elevator Op/Meat Packer	1,419	1.91
Truck Driver/Heavy Equipment Operator	2,373	3.20
Police/Fire/Postal/Military Enlisted	1,799	2.43
Lab or Medical Technical/Comp Technician	1,843	2.48
Mechanic/Welder/Carpenter/Electrician	2,846	3.84
Other Blue Collar	0	0.00
General Customer Service/Retail/Reception/Food Service	4,808	6.48
Clerical/Secretary/Book-Keeper/Bank Teller	5,872	7.92
Para-legal/Para-pro/CNA/Day Care	3,083	4.16
Nurse/LPN/RN/Semi-skilled Social Service	1,778	2.40
Office Manager/Small Business Owner	5,128	6.91
Teacher/Instructor/Writer/Researcher	4,489	6.05
Sales/Marketing/Accounting	2,881	3.89
Govt, Non-Profit, or Bus Exec/Farm Owner/Military Officer	1,706	2.30
Counselor/Social Worker/Physician's Assistant	526	0.71
Professor/Doctor/Engineer/Attorney	2,473	3.33
Other White Collar	0	0.00
Homemaker	6,426	8.66
Full-Time Student	748	1.01
Unemployed	5,970	8.05
Retired	8,655	11.67
Disabled	1,785	2.41
Extrapolated Total	74,168	100

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

Appendix II: Hourly Wage to Annual Salary Conversion Chart

Hourly Wage	Annual Salary
\$5.00	\$10,400
\$5.50	\$11,440
\$6.00	\$12,480
\$6.50	\$13,520
\$7.00	\$14,560
\$7.50	\$15,600
\$8.00	\$16,640
\$8.50	\$17,680
\$9.00	\$18,720
\$9.50	\$19,760
\$10.00	\$20,800
\$10.50	\$21,840
\$11.00	\$22,880
\$11.50	\$23,920
\$12.00	\$24,960
\$12.50	\$26,000
\$13.00	\$27,040
\$13.50	\$28,080
\$14.00	\$29,120
\$14.50	\$30,160
\$15.00	\$31,200
\$15.50	\$32,240
\$16.00	\$33,280
\$16.50	\$34,320
\$17.00	\$35,360
\$17.50	\$36,400
\$18.00	\$37,440
\$18.50	\$38,480
\$19.00	\$39,520
\$19.50	\$40,560
\$20.00	\$41,600
\$20.50	\$42,640
\$21.00	\$43,680
\$21.50	\$44,720
\$22.00	\$45,760
\$22.50	\$46,800
\$23.00	\$47,840
\$23.50	\$48,880
\$24.00	\$49,920
\$24.50	\$50,960
\$25.00	\$52,000
\$25.50	\$53,040
\$26.00	\$54,080
\$26.50	\$55,120
\$27.00	\$56,160
\$27.50	\$57,200
\$28.00	\$58,240
\$28.50	\$59,280
\$29.00	\$60,320
\$29.50	\$61,360

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