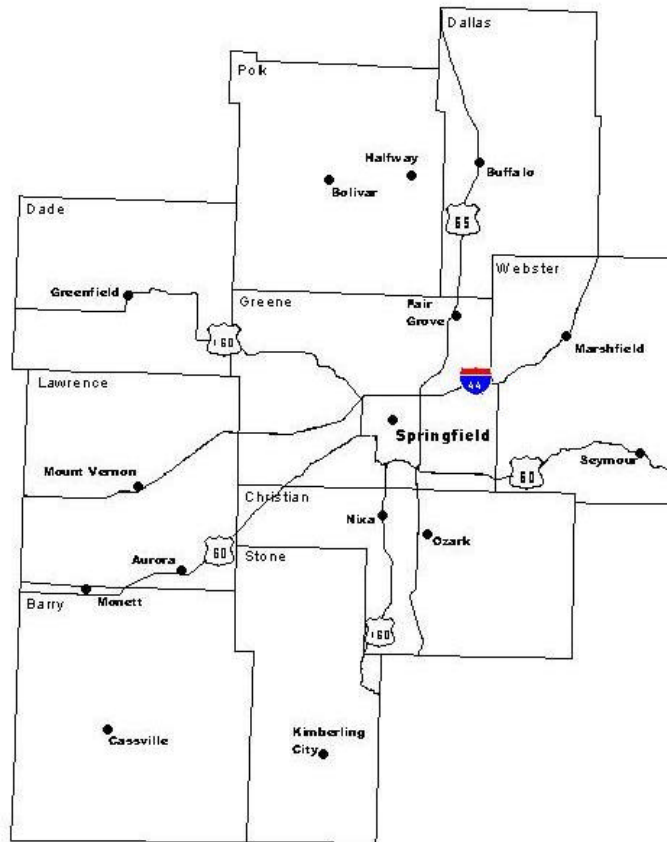


Springfield

Labor Availability Analysis

Greene | Barry | Christian | Dade | Dallas | Lawrence | Polk | Stone | Webster



Conducted For
Ozarks Regional Economic Partnership

By
**The University Center for Survey Research
Docking Institute of Public Affairs**
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The staff of **The Docking Institute of Public Affairs** and its **University Center for Survey Research** specialize in the design and implementation of local and state telephone and mail surveys for academic, government, and non-profit organizations. Over the past five years, The Docking Institute's UCSR has conducted over 60 telephone and self-administered mail surveys for government and non-profit agencies. If you have any questions, comments, or need assistance, do not hesitate to call one of our staff.

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Springfield Labor Availability Analysis

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Springfield Labor Availability Analysis Executive Summary

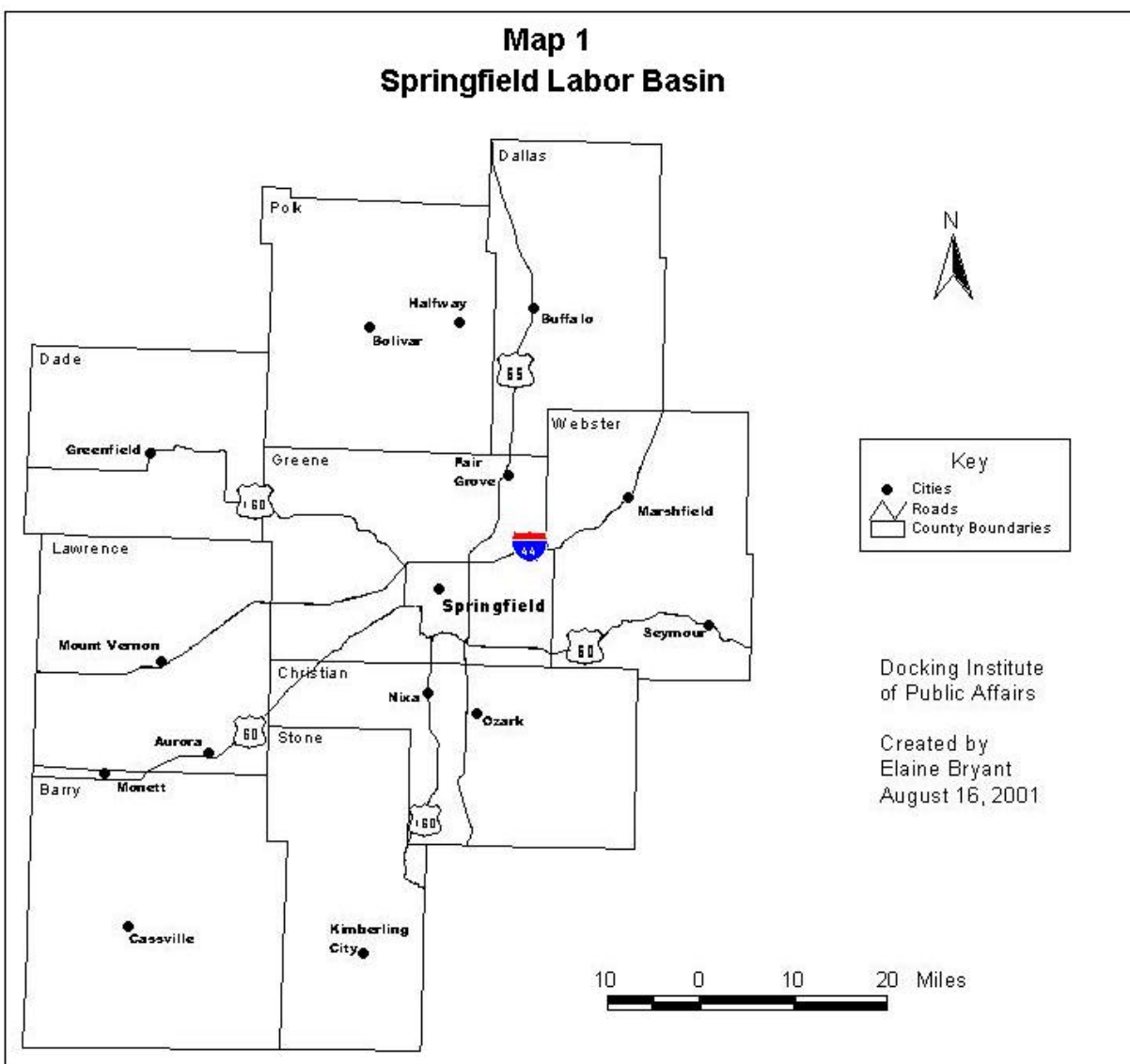
The Springfield labor basin encompasses nine counties in Southwest Missouri. The purpose of this report is to assess the “available labor pool” in this labor basin. The “available labor pool” represents those who indicate that they are either looking for employment, or would consider changing their jobs for the right employment opportunity.

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

- There is an available labor pool in the Springfield labor basin of 125,833. It is estimated that 7,923 unemployed and 20,630 employed workers are seeking new employment, while 97,279 would consider changing employment for the right opportunities.
- 62.4% of those in the available labor pool have at least some college education. A total of 93.9% have at least a high school diploma.
- 38.3%, or an estimated 48,150 workers in the available labor pool, are underemployed.
- 50.4% of the available labor pool, or 63,460 people, would be interested in an employment opportunity with a wage of \$14.00 an hour. At \$12.00 an hour, 55,877 people (44.4% of the available labor) would be interested, while at \$10.00 an hour, 39,216 people (31.2% of the available labor) would be interested.
- The available labor for a manufacturing employer offering up to \$14 an hour is about 17,349 workers, at \$12 an hour 15,339 workers, and at \$10 an hour 10,093 workers. For a service sector employer offering \$14 an hour, the available labor is 18,857 workers. At \$12 an hour, a service sector employer can expect to find 16,834 available workers, and at \$10 an hour 11,372 workers.
- Workers in the Springfield labor basin are willing to travel to take advantage of employment opportunities. 120,057 (95.4% of the available labor) would commute more than 15 minutes, one way, for employment. 99,650 (79.2% of the available labor) are willing to travel more than 30 minutes, one way, for an employment opportunity and 19,745 (15.7%) will commute more than 60 minutes.

Springfield Labor Availability Analysis

The Springfield labor basin encompasses nine counties in Southwest Missouri. The criteria used to include a county in this region are whether it has a significant border adjacent to Greene County and if it has an established driving route for commuting to Springfield. The Springfield labor basin has a total population of approximately 474,000. It has a civilian labor force of over 240,000. While there is an unemployment rate of 3.0%, there is, nonetheless, a substantial supply of available labor. The Docking Institute's independent analysis of this region shows that there are 20,630 workers (8.5% of the civilian labor force) who are actively seeking new employment and 97,279 (40.0% of the civilian labor force) who would consider new employment for the right opportunity.



Available Labor Pool

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

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

The “available labor pool” represents those who indicate that they are either looking for a job, or would consider changing their jobs for the right employment opportunity. The percent of the study area population in the available labor pool is derived from a random digit telephone survey of 909 employed, unemployed, and retired adults living in the Springfield labor basin. When all 909 respondents are included in the analysis, the survey findings have a margin of error of +/- 3.3%. The margin of error for subgroups is higher. Most of these analyses are based on a subgroup of 378 respondents who are members of the civilian labor force, or who are retired, students, or housewives who state they are “available” (see definition above). For these 378 respondents, the survey has a margin of error of +/- 5.0%. The “Methods” section of this report details the survey methods used in this report.

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

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

Based on these calculations, Figure 1 shows that there is an available labor pool in the Springfield labor basin of 125,833. It is estimated that 7,923 unemployed² and 20,630 employed workers are seeking new employment, while 97,279 workers would consider changing employment for the right opportunities.

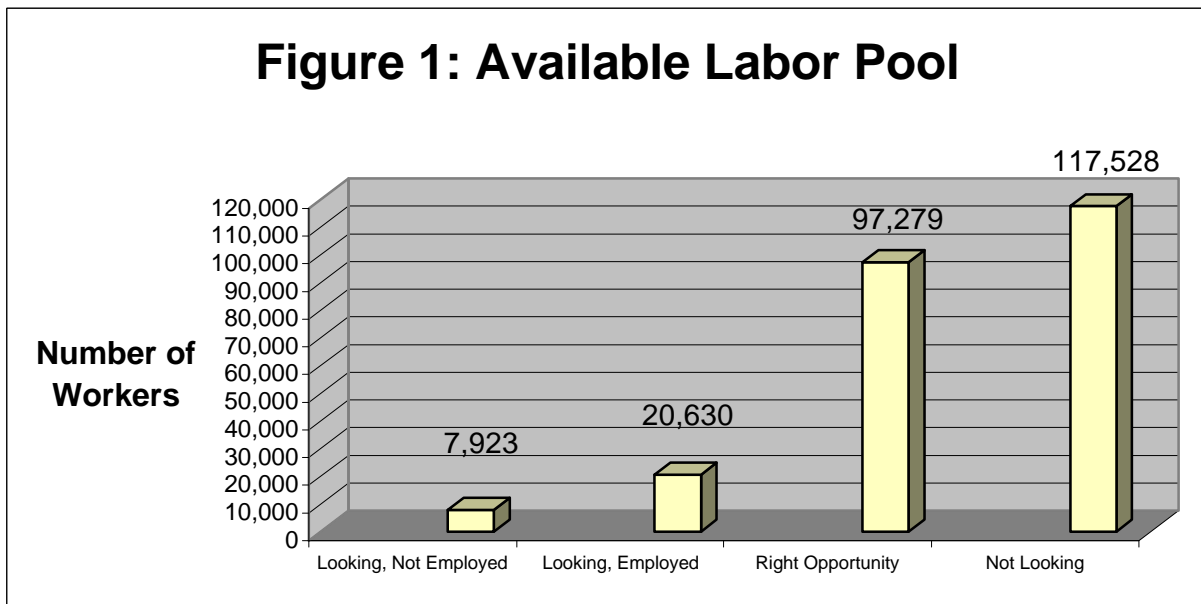


Table 1 (next page) shows the various occupations of these 125,833 potential employees. Service sector jobs represent approximately 35.9% of the available labor pool. Traditional blue-collar occupations represent 32.3% of the available labor pool, while professional occupations comprise another 24.7%. Finally, students, the unemployed, homemakers, and the military represent 7.0% of the available labor pool.

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

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

Table 1: Occupation

	Number	Percent
Mechanic,Welder	5,393	4.3
Factory Worker,Meat Packer	4,569	3.6
General Labor	30,701	24.4
Governmental, Business, and other Professional	23,822	18.9
Clerical	7,367	5.9
Educator or Professor	7,246	5.8
Other White Collar	13,411	10.7
Social Service (e.g.health,babysitting)	8,561	6.8
Sales, Hotel, Restaurant, Food Service	15,729	12.5
Military	432	0.3
Homemakers and Retirees	1,935	1.5
Full or Part Time Student	1,194	0.9
Unemployed	5,473	4.3
Total	125,833	100.0

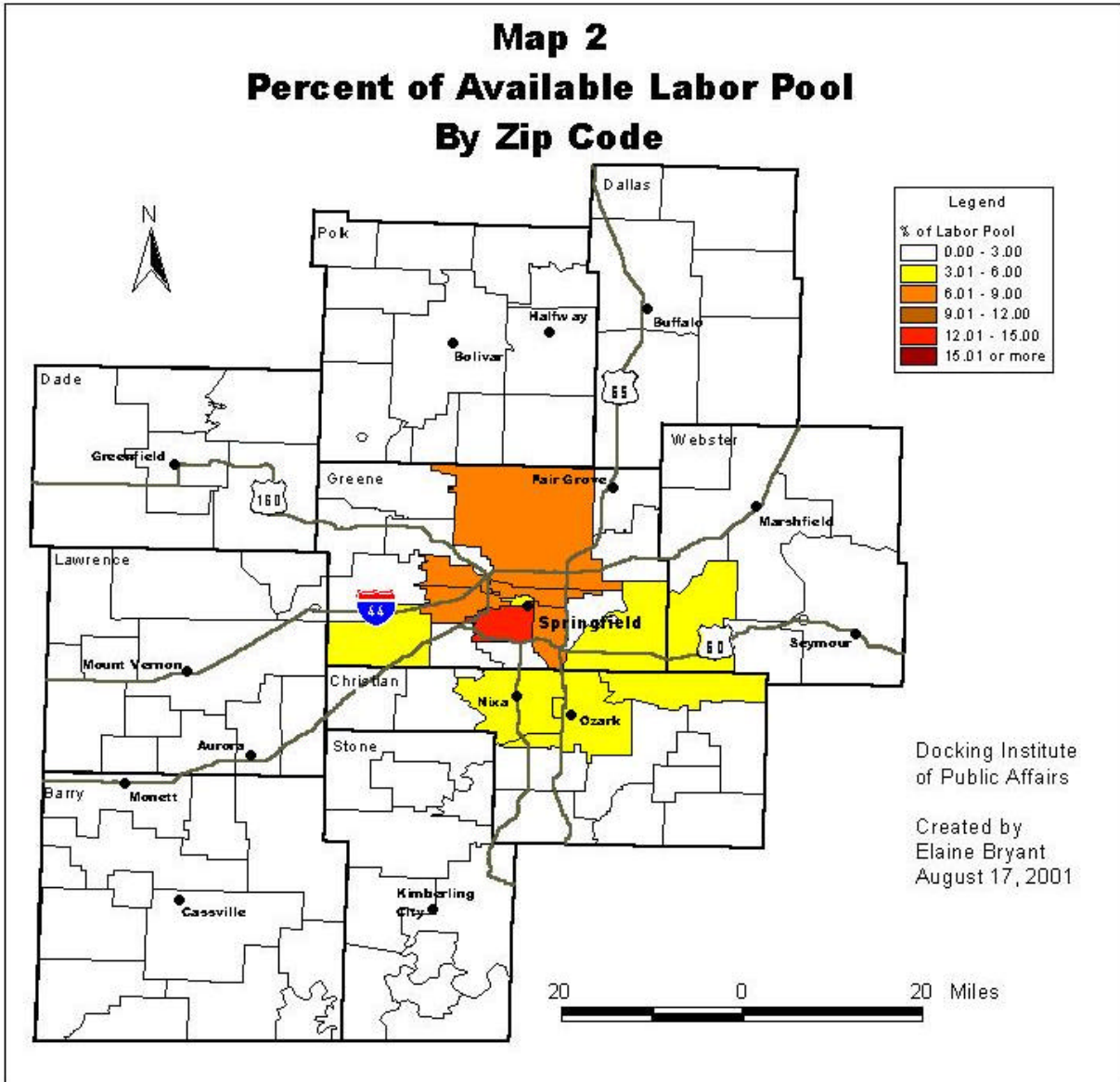
(Numbers may not total accurately due to rounding.)

Table 2 shows the gender, age statistics, and educational levels of these 125,833 workers. Approximately 44.0% are women. The average and median year born is 1962 (39 years old). The educational levels of the available labor pool are higher than the regional average. 62.4% of the available labor have at least some college education. A total of 93.9% have at least a high school diploma.

Table 2: Age, Gender, and Education Level

Age	Year Born		
Average	1962		
Median	1962		
Gender	Number	Percent	
Female	55,334	44.0	
Male	70,499	56.0	
Total	125,833	100.0	
Highest Level of Education Achieved	Number	Percent	Cum. Percent
Doctoral Degree	2,926	2.3	2.3
Masters Degree	9,362	7.4	9.8
Bachelors Degree	18,663	14.8	24.6
Associates Degree	8,529	6.8	31.4
Some College	39,024	31.0	62.4
High School Diploma Only	39,648	31.5	93.9
Less HS Diploma	7,681	6.1	100.0
Total	125,833	100.0	

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



Underemployment—individuals possessing skills and/or training that exceeds the responsibilities of their current job—is a significant issue in many communities. To assess the level of underemployment, the survey asked respondents if their skills, education, or talents are underutilized in their current job. Figure 2 shows that about 38.3%, an estimated 48,150 workers *in the available labor pool*, are underemployed.

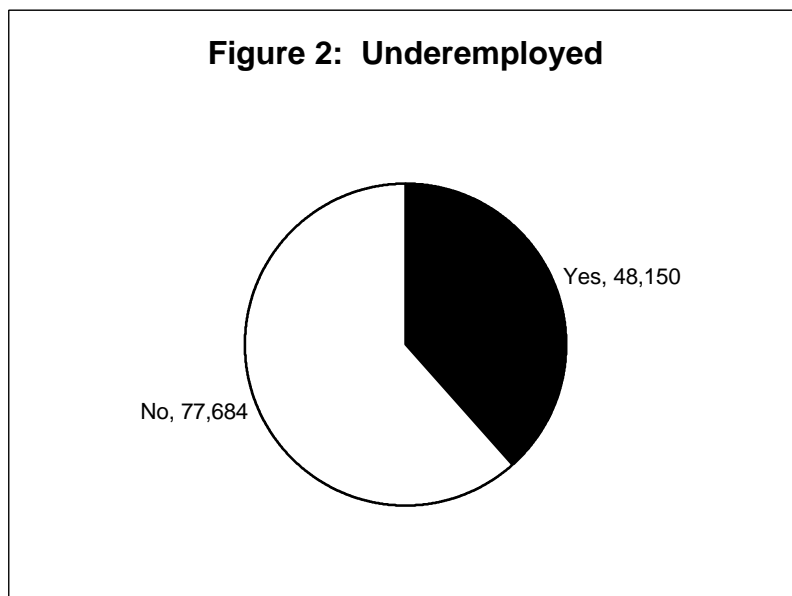


Table 3 shows the education levels of these underemployed workers in the available labor pool, with 67.9% having at least some college education. A total of 96.8% have at least a high school diploma.

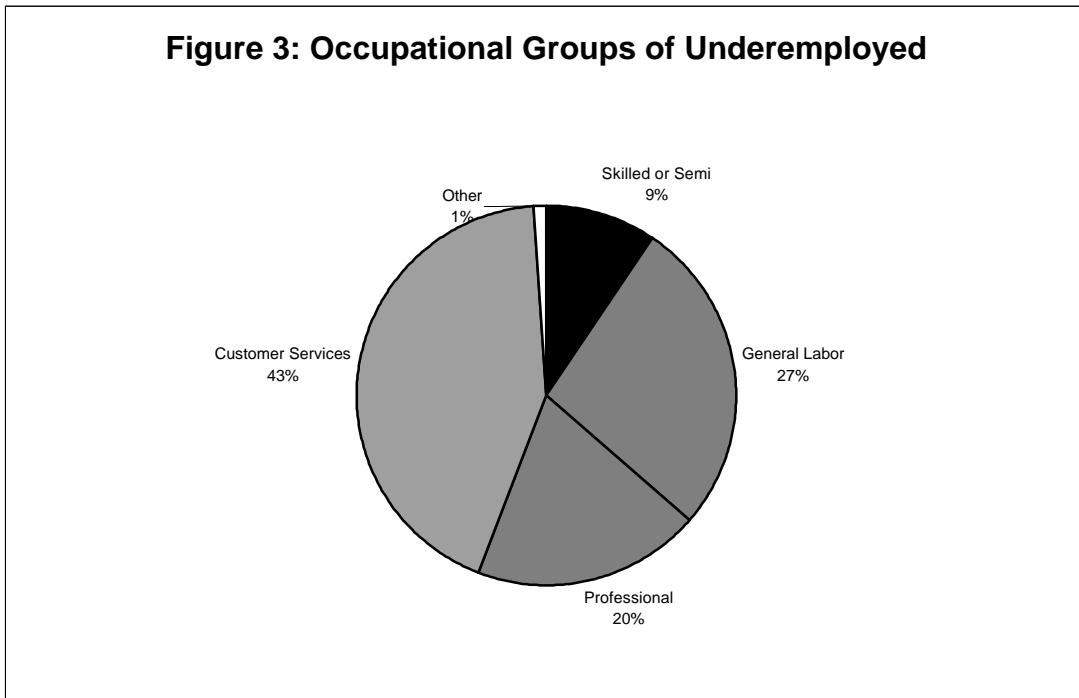
Table 3: Highest Level of Education Achieved By Underemployed

	Number	Percent	Cum. Percent
Doctoral Degree	911	1.9	1.9
Masters Degree	3,530	7.3	9.2
Bachelors Degree	7,869	16.3	25.6
Associates Degree	3,283	6.8	32.4
Some College	17,107	35.5	67.9
High School Diploma Only	13,908	28.9	96.8
Less HS Diploma	1,542	3.2	100.0
Total	48,150	100	

The underemployed workers also tend to be currently employed in areas of strong demand. Figure 3 (next page) illustrates that 43% (20,737 people) are in customer service related occupations, 27% (13,059 people) are employed as general laborers, 20% (9,396 people) are employed in professional occupations, and 9% (4,489 people) are in skilled or semi-skilled positions.³

³ Numbers may not total accurately due to rounding.

Figure 3: Occupational Groups of Underemployed



Some workers may be available for a new employment opportunity, but are unwilling to switch from their current job to a different type of position. If there are a large percentage of those unwilling to change their job descriptions, it limits the type of employers who can enter the labor basin. But this is not the case in the Springfield labor basin. Table 4 indicates that 79.8% of the available labor pool, or 100,372 workers, would be willing to accept a position outside of their primary field of employment (for example, manufacturing employment to service sector employment).

Table 4: Willing to Take Job Outside of Primary Field

	Number	Percent
Yes	100,372	79.8
No	25,461	20.2
Total	125,833	100.0

Figure 4 (next page) shows the wage demands of the available labor pool. 31.2% of the available labor pool, or 39,216 people, would be interested in an employment opportunity with a wage of \$10.00 an hour. At \$12.00 an hour, 55,877 people (44.4% of the available labor) would be interested, while at \$14.00 an hour, 63,460 people (50.4% of the available labor pool) would be interested.

Figure 4: Available Labor by Hourly Wage

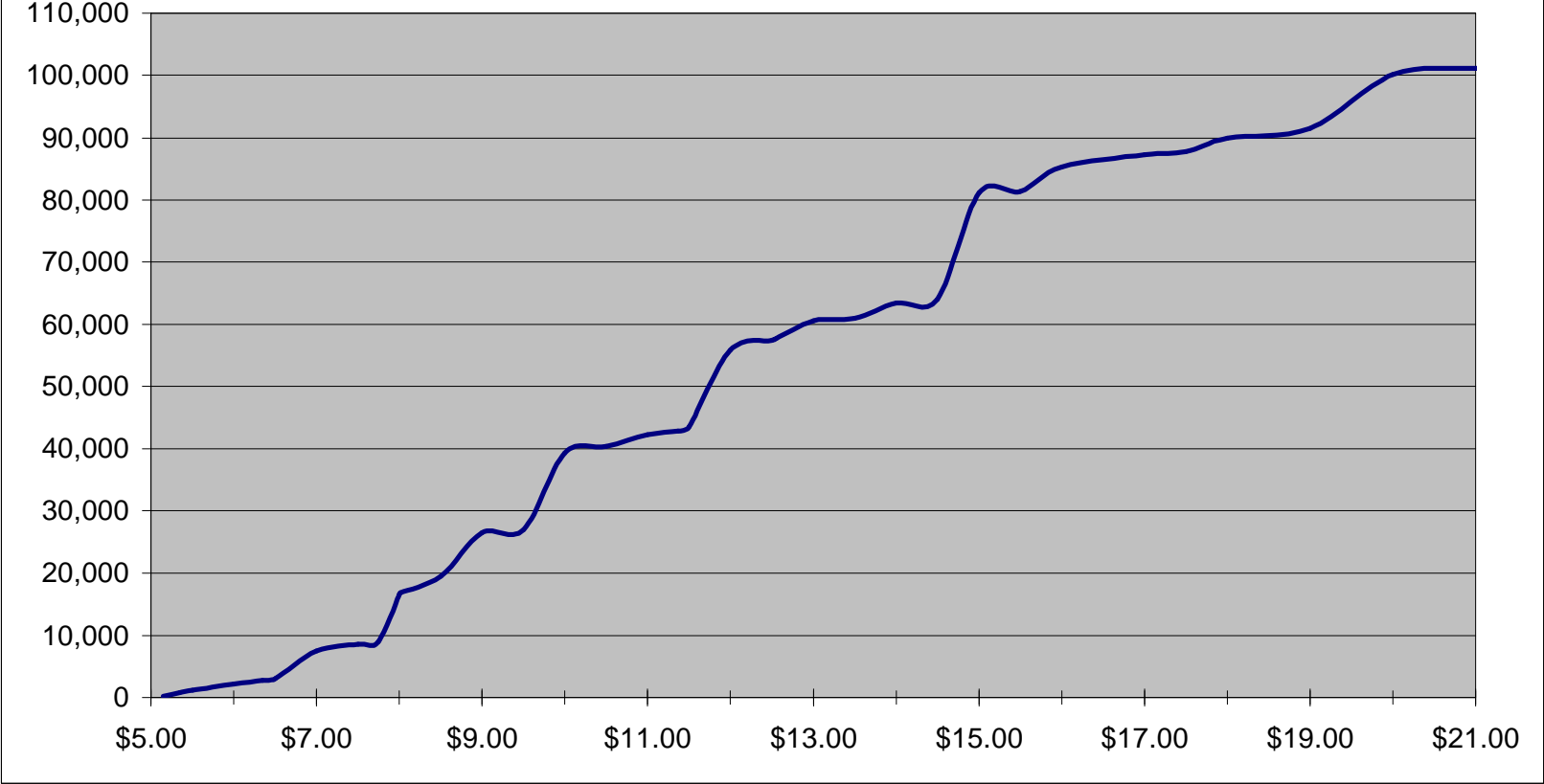


Table 5 indicates that the available labor pool in the Springfield labor basin is very open to commuting. The table shows 120,057 (95.4% of the available labor) would commute more than 15 minutes, one way, for employment. It also shows that 99,650 (79.2% of the available labor) are willing to travel more than 30 minutes, one way, for an employment opportunity and 19,745 (15.7%) will commute for more than 60 minutes.

Table 5: Distance Available Labor Will Commute

	Cumulative	
	Number	Percent
More than 75 Minutes	1,687	1.3
60 Minutes or More	19,745	15.7
45 Minutes or More	38,490	30.6
30 Minutes or More	99,650	79.2
15 Minutes or More	120,057	95.4
Less than 15 Minutes	125,833	100.0

Table 6 shows that the most important benefit affecting workers' willingness to leave their present job is higher pay (94.4%), followed by improved retirement benefits (78.5%), more flexible hours (64.0%), improved health benefits (57.4%), and better educational opportunities (49.6%). The least important benefit affecting workers' willingness to leave their present job is the availability of on-site childcare (21.8%). Also low in importance were a different community (22.5%) and a job significantly closer to home (31.7%).

Table 6: Benefit Very Important In Willingness to Change Employment

	Percent Responding "Yes"
Salary	94.4
Retirement	78.5
Flexible Hours	64.0
Health Benefits	57.4
Educational Opportunities	49.6
Closer to Home	31.7
Different Community	22.5
On-Site Childcare	21.8

Manufacturing and Service Sector Scenarios

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

- 1) Whether the individual is willing to drive the necessary miles from his/her community to the location of the hypothetical employer.
- 2) Whether the respondent's expected wage is above \$20.00 an hour.
- 3) Whether the respondent is unwilling to change his/her primary field of employment (for example: service sector to manufacturing).

Figures 5 and 6 show the available labor pool in Springfield for each type of employer. The available labor for a manufacturing employer offering up to \$14 an hour is about 17,349 workers, at \$12 an hour 15,339 workers, and at \$10 an hour 10,093 workers. For a service sector employer offering \$14 an hour, the available labor is 18,857 workers. At \$12 an hour, a service sector employer can expect to find 16,834 available workers, and at \$10 an hour 11,372 workers.

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

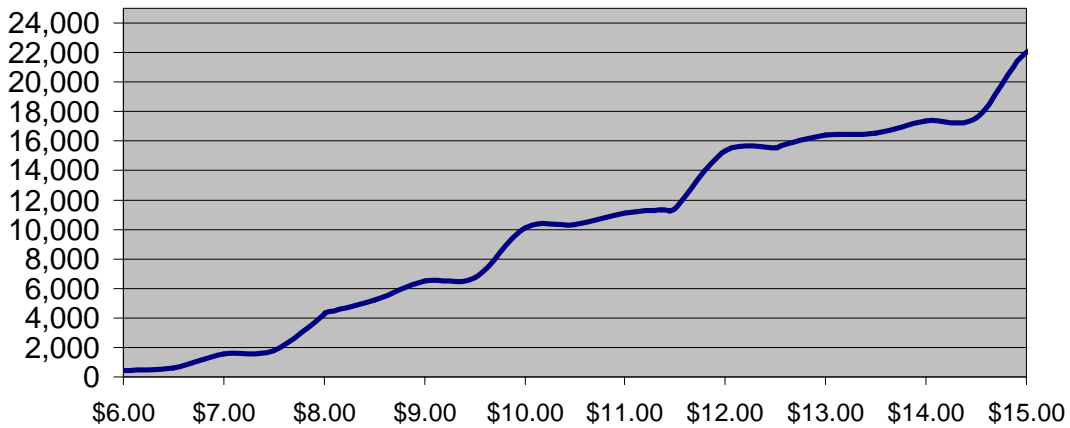
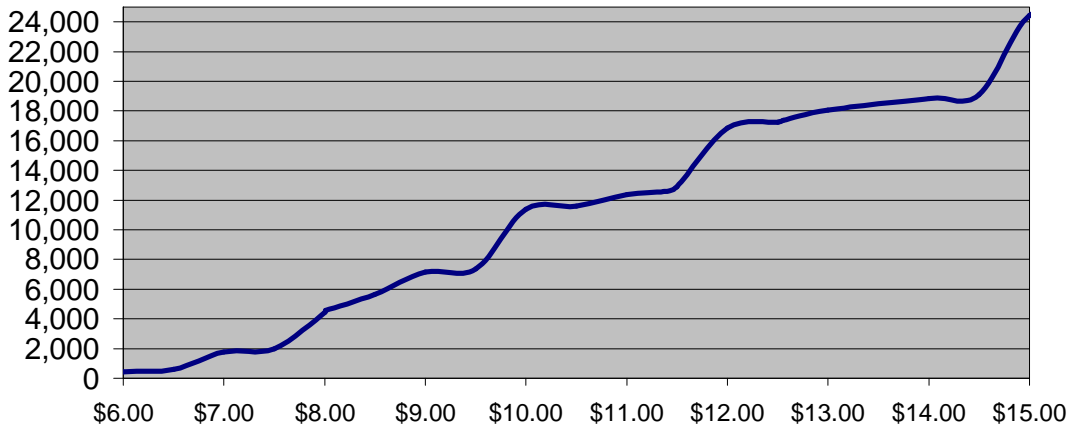


Figure 6: Available Labor for Service Sector in Springfield by Hourly Wage



Methods

The findings from this survey are based on a random digit telephone sample of 909 adults living in nine counties in Southwest Missouri. The survey was conducted May 14, 2001 to July 5, 2001 using a Computer Assisted Telephone Interviewing (CATI) system. The Ozarks Regional Economic Partnership contracted the University Center for Survey Research at the Docking Institute of Public Affairs to conduct this regional labor assessment. A total of 1,648 households were successfully contacted. In 909 of these households, an adult who is working, unemployed, or retired agreed to do the interview. This represents a response rate of 55%.

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

q1 Working Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Working or Working Student	591	65.0	65.2	65.2
	Homemaker	78	8.6	8.7	73.9
	Unemployed	47	5.2	5.2	79.1
	Retired	178	19.6	19.7	98.7
	Non-Working Student	12	1.3	1.3	100.0
	Total	906	99.7	100.0	
Missing	RA-DK	2	.2		
	System	1	.1		
	Total	3	.3		
Total		909	100.0		

q1a Type of Position

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Full-Time	519	57.1	87.6	87.6
	Part-Time	62	6.8	10.5	98.1
	Temporary Position	11	1.2	1.9	100.0
	Total	593	65.2	100.0	
Missing	System	316	34.8		
Total		909	100.0		

q1b Self-Employed

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	117	12.9	19.8	19.8
	No	475	52.3	80.2	100.0
	Total	592	65.2	100.0	
Missing	RA-DK	1	.1		
	System	316	34.8		
	Total	317	34.8		
Total		909	100.0		

q2 Occupation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	General	83	9.1	9.3	9.3
	Labor,Construction				
	Mechanic,Welder	21	2.3	2.3	11.6
	Farmer, Agric Worker	16	1.8	1.8	13.5
	Factory Worker, Meat Packer	19	2.1	2.1	15.6
	Other Blue Collar	55	6.0	6.1	21.7
	Governmental Service	25	2.8	2.8	24.5
	Business Professional, Owner, Manager, Banker, Finance	71	7.9	8.0	32.5
	Doctor, Attorney, Engineer	22	2.4	2.4	35.0
	Clerical	37	4.1	4.2	39.1
	Arts & Crafts	8	.9	.9	40.0
	Sales	45	4.9	5.0	45.0
	Educator or Professor	45	4.9	5.0	50.0
	Other White Collar	59	6.5	6.6	56.7
	Social Service (e.g.health, babysitting)	48	5.3	5.4	62.0
	Hotel, Restaurant, Food Services	19	2.1	2.2	64.2
	Military	3	.3	.3	64.5
	Homemaker	80	8.8	9.0	73.5
	Full or Part-Time Student	12	1.3	1.3	74.8
	Unemployed	47	5.2	5.3	80.1
Retired	178	19.6	19.9	100.0	
Total	894	98.3	100.0		
Missing	RA-NA	1	.1		
	System	14	1.6		
	Total	15	1.7		
Total	909	100.0			

q3d Health Insurance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	745	82.0	82.4	82.4
	No	159	17.5	17.6	100.0
	Total	905	99.5	100.0	
Missing	3	1	.1		
	RA-DK	4	.4		
	Total	4	.5		
Total	909	100.0			

q3e Employer Provides Health Insurance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	447	49.1	92.2	92.2
	No	38	4.2	7.8	100.0
	Total	485	53.3	100.0	
Missing	System	424	46.7		
Total		909	100.0		

q3f Employer Provides Retirement Benefits

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	333	36.7	72.5	72.5
	No	127	13.9	27.5	100.0
	Total	460	50.6	100.0	
Missing	RA-DK	16	1.7		
	System	433	47.7		
	Total	449	49.4		
Total		909	100.0		

q3g Employer Provides Paid Vacation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	381	41.9	80.3	80.3
	No	94	10.3	19.7	100.0
	Total	475	52.2	100.0	
Missing	RA-DK	1	.1		
	System	433	47.7		
	Total	434	47.8		
Total		909	100.0		

q3h Employer Provides Life Insurance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	316	34.8	68.4	68.4
	No	146	16.0	31.6	100.0
	Total	462	50.8	100.0	
Missing	RA-DK	14	1.6		
	System	433	47.7		
	Total	447	49.2		
Total		909	100.0		

q4 Hold a Second Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	86	9.5	14.8	14.8
	No	498	54.8	85.2	100.0
	Total	584	64.3	100.0	
Missing	System	325	35.7		
Total		909	100.0		

q5 Occupation of Second Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	General Labor, Construction	3	.4	4.0	4.0
	Mechanic, Welder	2	.2	2.2	6.1
	Farmer, Agric Worker	16	1.7	18.6	24.7
	Factory Worker, Meat Packer	2	.2	1.8	26.5
	Other Blue Collar	7	.7	7.8	34.4
	Business Professional, Owner, Manager, Banker, Finance	4	.5	5.2	39.5
	Doctor, Attorney, Engineer	1	.1	1.5	41.0
	Clerical	4	.5	5.1	46.2
	Arts & Crafts	6	.6	6.6	52.8
	Sales	9	.9	10.2	63.0
	Educator or Professor	4	.5	5.1	68.1
	Other White Collar	7	.8	8.6	76.7
	Social Service (e.g. health, babysitting)	6	.7	7.3	84.0
	Hotel, Restaurant, Food Services	2	.2	2.6	86.6
	Military	2	.2	2.2	88.8
	Homemaker	1	.1	1.3	90.1
	Full or Part-Time Student	6	.7	7.3	97.4
	Retired	2	.2	2.6	100.0
	Total	84	9.3	100.0	
	Missing	RA-NA	1	.1	
System		823	90.6		
Total		825	90.7		
Total		909	100.0		

q6 Currently Looking for a Different Full-Time Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	62	6.8	12.0	12.0
	No	454	49.9	88.0	100.0
	Total	516	56.7	100.0	
Missing	RA-DK	1	.1		
	System	392	43.1		
	Total	393	43.3		
Total		909	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	34	3.7	8.8	8.8
	No	352	38.8	91.2	100.0
	Total	386	42.5	100.0	
Missing	RA-DK	3	.4		
	System	519	57.1		
	Total	523	57.5		
Total		909	100.0		

q7a Expected Wage in a New Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	5.15	1	.1	2.7	2.7
	5.35	1	.1	5.9	8.6
	5.50	1	.1	4.5	13.1
	6.00	1	.1	5.9	19.0
	6.50	1	.1	4.3	23.3
	7.00	2	.2	8.6	31.9
	7.50	1	.1	5.9	37.8
	8.00	5	.6	24.8	62.6
	9.00	1	.1	4.5	67.1
	9.50	1	.1	5.9	73.0
	12.00	1	.2	6.9	79.9
	12.50	1	.1	5.6	85.5
	15.00	1	.1	2.7	88.2
	25.00	1	.1	5.9	94.1
	40.00	1	.1	5.9	100.0
	Total	21	2.3	100.0	
	Missing	System	888	97.7	
Total		909	100.0		

q8 If Right Opportunity Would Consider Leaving Present Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	292	32.1	56.0	56.0
	No	230	25.3	44.0	100.0
	Total	522	57.4	100.0	
Missing	RA-DK	6	.7		
	System	381	41.9		
	Total	387	42.6		
Total		909	100.0		

q8a Improved Health Benefits Important to Change Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	203	22.3	57.3	57.3
	No	151	16.6	42.7	100.0
	Total	353	38.9	100.0	
Missing	RA-DK	1	.1		
	System	554	61.0		
	Total	556	61.1		
Total		909	100.0		

q8b Educational Opportunities Important to Change Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	175	19.3	49.5	49.5
	No	179	19.6	50.5	100.0
	Total	354	38.9	100.0	
Missing	RA-DK	1	.1		
	System	554	61.0		
	Total	555	61.1		
Total		909	100.0		

q8c Increase Salary Important to Change Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	335	36.8	94.4	94.4
	No	20	2.2	5.6	100.0
	Total	355	39.0	100.0	
Missing	System	554	61.0		
Total		909	100.0		

q8d Improved Retirement Important to Change Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	277	30.5	78.4	78.4
	No	76	8.4	21.6	100.0
	Total	353	38.9	100.0	
Missing	RA-DK	1	.1		
	System	554	61.0		
	Total	556	61.1		
Total		909	100.0		

q8e On-Site Childcare Important to Change Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	77	8.5	21.8	21.8
	No	277	30.4	78.2	100.0
	Total	354	38.9	100.0	
Missing	RA-DK	1	.1		
	System	554	61.0		
	Total	555	61.1		
Total		909	100.0		

q8f Flexible Hours Important to Change Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	226	24.9	63.9	63.9
	No	128	14.1	36.1	100.0
	Total	355	39.0	100.0	
Missing	System	554	61.0		
Total		909	100.0		

q8g Different Community Important to Change Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	79	8.7	22.5	22.5
	No	272	29.9	77.5	100.0
	Total	351	38.6	100.0	
Missing	RA-DK	3	.3		
	System	556	61.1		
	Total	558	61.4		
Total		909	100.0		

q8h Job Significantly Closer to Home Important to Change Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	111	12.3	31.7	31.7
	No	240	26.4	68.3	100.0
	Total	352	38.7	100.0	
Missing	RA-DK	2	.2		
	System	556	61.1		
	Total	557	61.3		
Total		909	100.0		

q8i Some Other Opportunity Important to Change Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	84	9.2	26.6	26.6
	No	231	25.5	73.4	100.0
	Total	315	34.7	100.0	
Missing	RA-DK	1	.1		
	System	592	65.2		
	Total	594	65.3		
Total		909	100.0		

q9 Willing to Take Job Outside of Primary Field

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	277	30.4	79.8	79.8
	No	70	7.7	20.2	100.0
	Total	347	38.2	100.0	
Missing	RA-DK	5	.6		
	System	557	61.3		
	Total	562	61.8		
Total		909	100.0		

q10 Distance Willing to Travel One-Way for New Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	2	.2	.5	.5
	2	1	.1	.4	.9
	5	2	.2	.6	1.5
	7	1	.1	.4	1.8
	10	8	.9	2.4	4.2
	13	1	.1	.4	4.6
	15	14	1.5	4.1	8.7
	16	1	.1	.2	8.9
	20	31	3.4	9.3	18.1
	25	9	1.0	2.7	20.8
	30	140	15.4	42.3	63.1
	33	1	.1	.4	63.5
	35	7	.8	2.2	65.8
	38	1	.1	.4	66.1
	40	11	1.2	3.3	69.4
	45	48	5.3	14.5	83.9
	50	1	.1	.4	84.3
	60	47	5.2	14.4	98.7
	75	1	.1	.3	99.0
	90	2	.2	.5	99.4
120	2	.2	.6	100.0	
	Total	330	36.3	100.0	
Missing	210	1	.1		
	999	7	.8		
	System	570	62.8		
	Total	579	63.7		
Total		909	100.0		

q11 Skills Underutilized Now

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	158	17.4	27.1	27.1
	No	425	46.7	72.9	100.0
	Total	583	64.1	100.0	
Missing	RA-DK	6	.7		
	System	320	35.2		
	Total	326	35.9		
Total		909	100.0		

q12 Why Underutilized

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Prev Job Required More Skill Educ	22	2.4	16.5	16.5
	Have had Additional Training, Educ	47	5.2	35.4	51.8
	Current Job Does Not Req My Training, Educ	46	5.1	34.4	86.3
	Prev Job Earned More Income	18	2.0	13.7	100.0
	Total	134	14.7	100.0	
Missing	RA-DK	23	2.6		
	System	752	82.7		
	Total	775	85.3		
Total	909	100.0			

q13 Type Previous Job that Required More Skill

		Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	General Labor, Construction	5	.6	12.7	12.7	
	Mechanic, Welder	3	.4	8.3	21.0	
	Factory Worker, Meat Packer	1	.1	3.0	24.0	
	Other Blue Collar	4	.4	9.5	33.5	
	Business Professional, Owner, Manager, Banker, Finance	12	1.3	28.1	61.6	
	Clerical	1	.1	2.2	63.8	
	Sales	5	.6	12.6	76.4	
	Educator or Professor	1	.1	3.0	79.4	
	Other White Collar	6	.7	14.9	94.3	
	Social Service (e.g.health, babysitting)	1	.1	1.4	95.6	
	Hotel, Restaurant, Food Services	2	.2	4.4	100.0	
	Total	42	4.6	100.0		
	Missing	RA-NA	3	.3		
		System	864	95.1		
Total		867	95.4			
Total	909	100.0				

q14 Previous Job Provided More Income

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	30	3.3	71.3	71.3
	No	12	1.3	28.7	100.0
	Total	43	4.7	100.0	
Missing	RA-DK	2	.2		
	System	864	95.1		
	Total	866	95.3		
Total		909	100.0		

q15 Would Change Jobs to Better Utilize Skills

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	118	12.9	77.0	77.0
	No	35	3.9	23.0	100.0
	Total	153	16.8	100.0	
Missing	RA-DK	5	.6		
	System	751	82.6		
	Total	756	83.2		
Total		909	100.0		

Q15TRAIN

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	90	9.9	10.9	10.9
	2	29	3.2	3.6	14.4
	3	24	2.7	2.9	17.4
	4	21	2.3	2.6	19.9
	5	71	7.8	8.6	28.6
	6	24	2.6	2.9	31.5
	7	124	13.6	15.0	46.5
	8	31	3.4	3.7	50.2
	9	52	5.7	6.3	56.5
	10	11	1.2	1.4	57.9
	11	43	4.7	5.2	63.1
	12	73	8.1	8.9	72.0
	13	66	7.2	8.0	80.0
	14	85	9.4	10.3	90.3
	15	21	2.3	2.5	92.8
	16	9	1.0	1.1	93.9
	17	51	5.6	6.1	100.0
	Total	825	90.7	100.0	
Missing	18	5	.6		
	19	6	.7		
	20	28	3.1		
	System	45	5.0		
	Total	84	9.3		
Total		909	100.0		

q17 Highest Level of Education

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less HS Diploma	88	9.7	9.9	9.9
	High School Diploma	321	35.3	35.8	45.7
	Some College	251	27.6	28.0	73.7
	Associates Degree	48	5.3	5.4	79.1
	Bachelors Degree	112	12.3	12.5	91.6
	Masters Degree	56	6.2	6.3	97.8
	Doctoral Degree	19	2.1	2.2	100.0
	Total	896	98.6	100.0	
Missing	9	4	.5		
	System	9	1.0		
	Total	13	1.4		
Total		909	100.0		

q18 Total Family Income

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than \$10k	60	6.6	7.8	7.8
	\$10k-\$20k	119	13.1	15.7	23.5
	\$20k-\$30k	133	14.7	17.5	41.0
	\$30k-\$40k	126	13.8	16.5	57.4
	\$40k-\$50k	99	10.9	13.0	70.5
	\$50k-\$60k	77	8.5	10.2	80.6
	\$60k-\$70k	46	5.0	6.0	86.6
	over \$70k	102	11.2	13.4	100.0
	Total	763	83.9	100.0	
Missing	RA-NA	123	13.6		
	System	23	2.5		
	Total	146	16.1		
Total		909	100.0		

q20 Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Female	465	51.2	51.3	51.3
	Male	442	48.6	48.7	100.0
	Total	907	99.8	100.0	
Missing	System	2	.2		
Total		909	100.0		

q28 County

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Greene	461	50.7	50.7	50.7
	Dallas	30	3.3	3.3	54.0
	Polk	52	5.7	5.7	59.7
	Webster	60	6.5	6.5	66.2
	Dade	15	1.7	1.7	67.9
	Christian	104	11.4	11.4	79.4
	Lawrence	67	7.4	7.4	86.8
	Stone	55	6.0	6.0	92.8
	Barry	65	7.2	7.2	100.0
		Total	909	100.0	100.0

