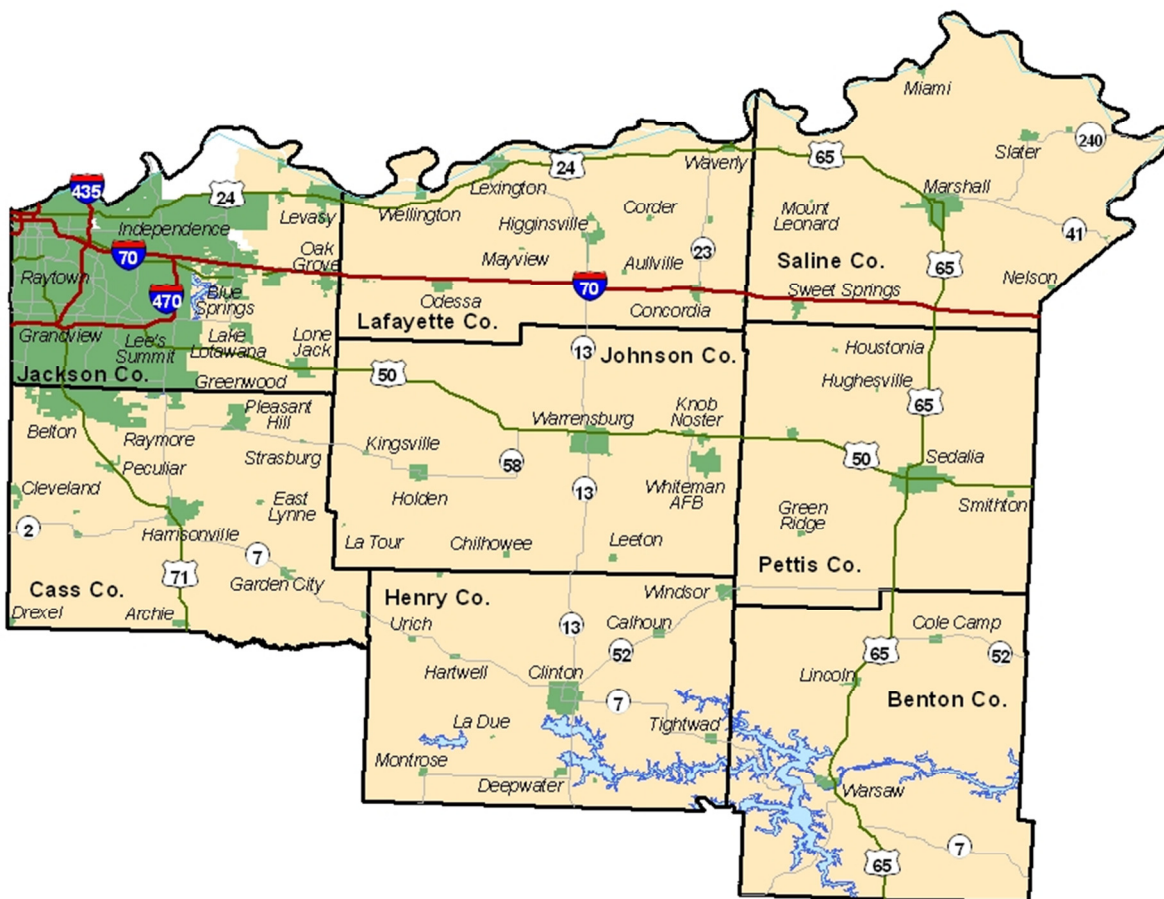


# Johnson County Labor Basin

## Labor Availability Analysis – 2012

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

Benton • Cass • Henry • Jackson •  
Johnson • Lafayette • Pettis • Saline Counties



Prepared For

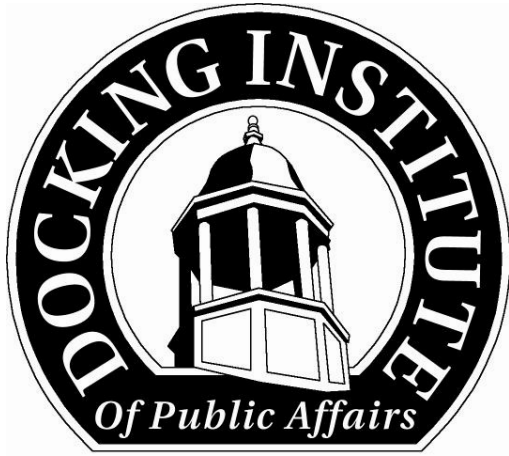
**Central Missouri Economic Development Alliance**

By

**The Docking Institute of Public Affairs**

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# Johnson County Labor Basin Labor Availability Analysis – 2012

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

## **Prepared By:**

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## **Prepared For:**

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## Table of Contents

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

## **List of Tables**

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

## List of Figures

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

## **List of Maps**

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

## Johnson County Labor Basin Labor Availability Analysis

### Executive Summary

The Johnson County Labor Basin includes Benton, Cass, Henry, Johnson, Lafayette, Pettis, and Saline Counties, and a portion of 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 Johnson County Labor Basin is estimated to be 323,624. About 29% of the population (or 93,623 individuals) are considered to be part of the Available Labor Pool (Available Labor Pool).
- Of the Available Labor Pool, an estimated 12,188 (13.0%) non-working and 13,204 (14.1%) working individuals are *looking* for new employment, while 20,991 (22.4%) non-working and 47,240 (50.5%) working individuals would *consider* new and/or different employment for the right opportunities.
- Nearly 67% of the Available Labor Pool has at least some college experience and 94.6% 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 (54.7%) of the Available Labor Pool.
- An estimated 14,769 members of the Available Labor Pool are currently employed as general laborers, while an additional 7,487 work in government services or technical/high skill blue-collar occupations. An estimated 25,175 members of the Available Labor Pool work in service sector jobs, while 13,014 work in professional white-collar jobs. Many (33,179) 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.”
- An estimated 38% of the members of the Available Labor Pool will commute up to 45 minutes, one way, for an employment opportunity, while 82.4% will commute up to 30 minutes for employment.
- The four most important desired benefits in order are good salary or hourly pay, good health benefits, on-the-job or paid training and good retirement benefits.
- An estimated 10,930 members (12%) of the Available Labor Pool are interested in a new job at \$9 an hour, 27,521 (29%) are available at \$12 an hour, and 45,342 (48%) are available at \$15 an hour.
- Of the 60,444 *employed members* of the Available Labor Pool, 16,139 (26.7%) consider themselves underemployed.

The Johnson County Labor Basin includes seven counties in west central Missouri and portion of one more near Kansas City (see Map 1 below). The labor basin includes Benton, Cass, Henry, Johnson, Lafayette, Pettis and Saline Counties, and part of Jackson County.

This map displays the Docking Institute of Public Affairs area, covering parts of several counties in Oklahoma. The map includes a legend, a scale bar, and a north arrow.

**Legend:**

- Interstate 70
- State Route 24
- State Route 13
- Cities
- Lakes
- Counties

**Counties and Cities:**

- Jackson Co.:** Raytown, Independence, Grandview, Lee's Summit, Lake Lotawana, Pleasant Hill, Belton, Raymore, Peculiar, Cleveland, Greenwood, Harrisonville, East Lynne, Garden City, Drexel, Archie.
- Lafayette Co.:** Wellington, Lexington, Higginsville, Mayview, Odessa, Aultville, Concordia, Waverly, Corder.
- Saline Co.:** Miami, Slater, Marshall, Mount Leonard, Sweet Springs, Nelson.
- Johnson Co.:** Warrensburg, Knob Noster, Whiteman AFB, Leeton, Chisholm, Windsor, Calhoun, Clinton, Hartwell, Montrose, Deepwater, Tightwad, Warsaw.
- Pettis Co.:** Houstonia, Hughesville, Sedalia, Smithton, Green Ridge, Cole Camp, Lincoln.
- Benton Co.:** Warsaw.
- Cass Co.:** Belton, Raymore, Peculiar, Cleveland, Harrisonville, East Lynne, Garden City, Drexel, Archie.
- Henry Co.:** Unich, Hartwell, Clinton, Montrose, Deepwater, Tightwad, Warsaw.

**Scale:** 0 3.75 5 15 22.5 30 Miles

**Created by:** Arthur T. Hammeke  
for the Docking Institute of Public Affairs  
2/16/2009

The Docking Institute's analysis suggests that the basin contains an Available Labor Pool (Available Labor Pool) of 93,623 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.

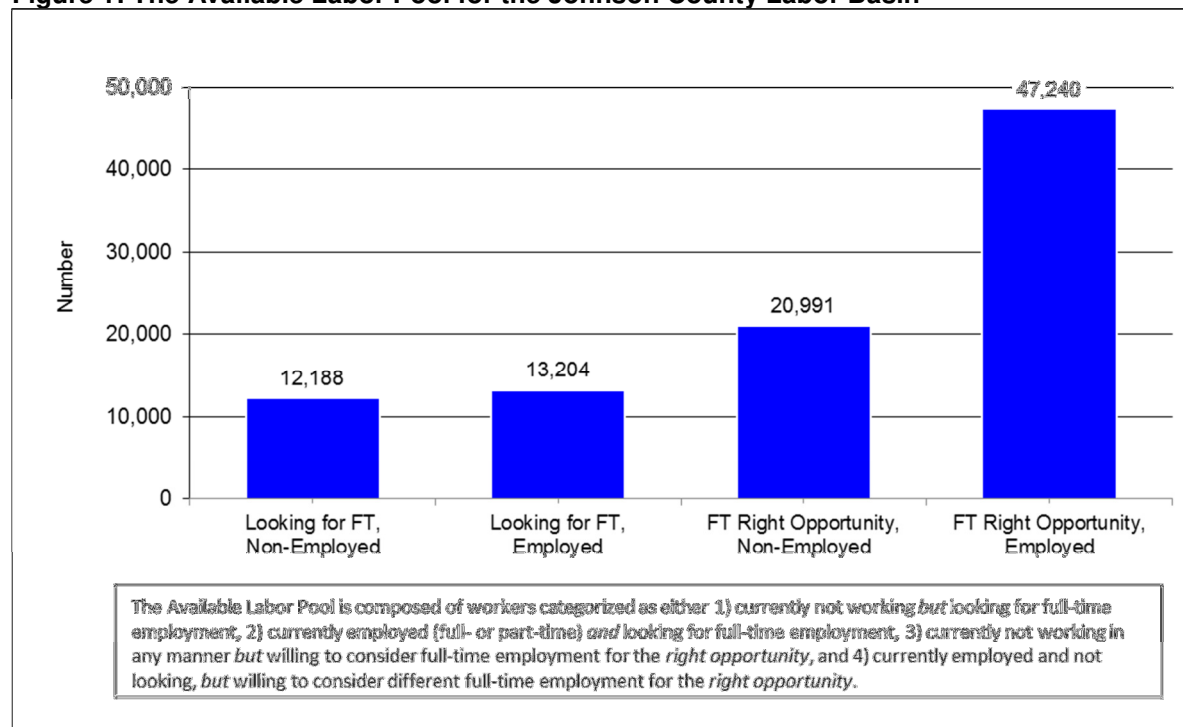
## The Johnson County Labor Basin's Available Labor Pool

This section of the report assesses the characteristics of the Available Labor Pool in the Johnson 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 12,188 (13.0% of the Available Labor Pool) non-employed<sup>1</sup> and 13,204 (14.1%) employed individuals are *currently looking* for new or different full-time employment, and 20,991 (22.4%) non-employed individuals and 47,240 (50.5%) employed individuals *would consider* new or different full-time employment for the right opportunities.

**Figure 1: The Available Labor Pool for the Johnson County Labor Basin**



<sup>1</sup> 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 Johnson 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 Johnson, Cass, Jackson and Pettis 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**

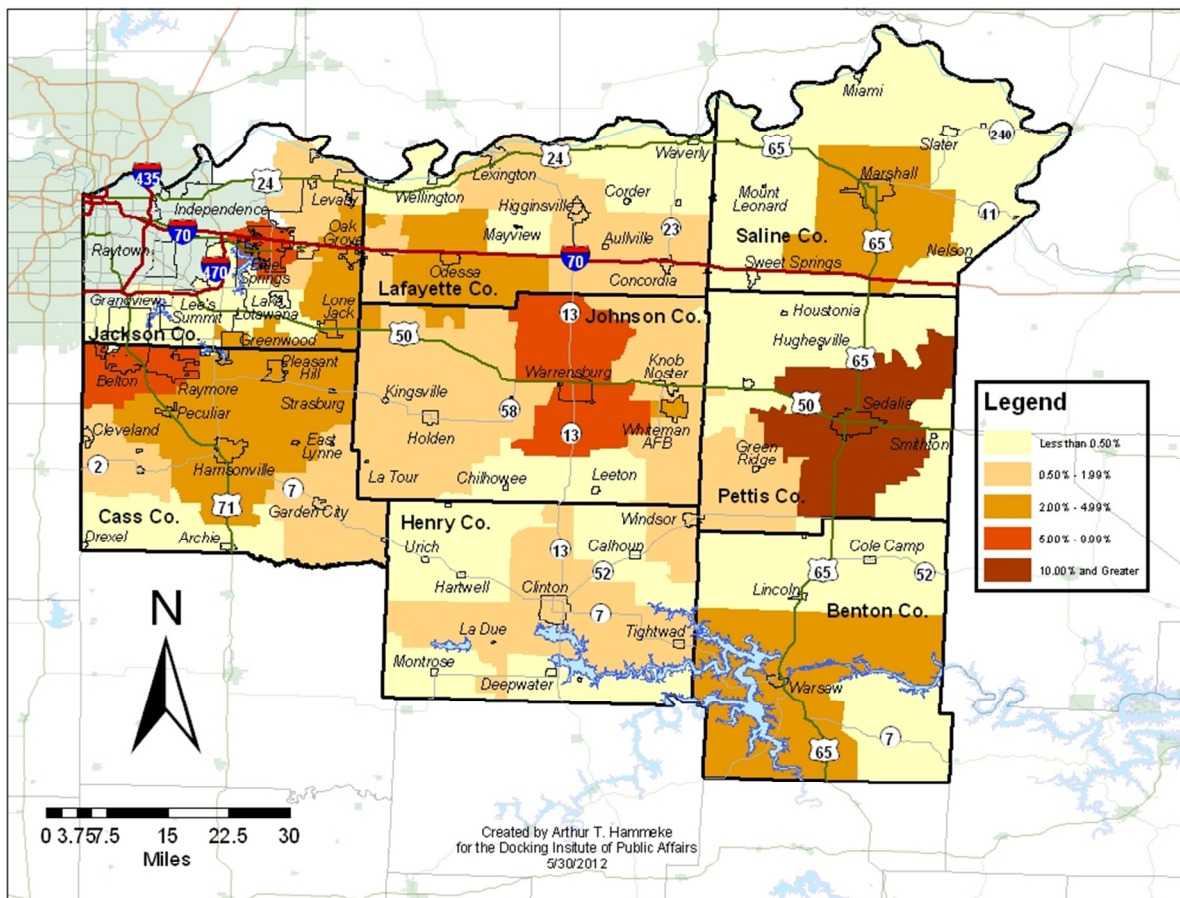


Table 1 shows the gender, age and education levels of the 93,623-member Available Labor Pool. Almost 55% percent are women, and the average age is about 44 years old. Most (94.6%) have at least a high school diploma, about two-thirds (66.8%) have **at least** some college education, and more than a quarter (27.1%) have **at least** a bachelor's degree.

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

<b>Age</b>	Age in 2012		
Range	18 to 76		
Average	44		
Median	45		
<b>Gender</b>	Number	Percent	
Female	51,212	54.7	
Male	42,411	45.3	
Extrapolated Total	93,623	100	
<b>Highest Level of Education Achieved</b>	Number	Percent	Cumulative Percent
Doctoral Degree	2,090	2.2	2.2
Masters Degree	9,371	10.0	12.2
Bachelors Degree	13,902	14.8	27.1
Associates Degree	13,820	14.8	41.9
Some College (including current students)	23,373	25.0	66.8
High School Diploma	26,053	27.8	94.6
Less HS Diploma	5,015	5.4	100
Extrapolated Total	93,623	100	
<b>"Do you speak Spanish?"</b>	Number	Percent	
"Yes"	20,691	22.1	
<i>Speak Very Well</i>	1,572	7.6	These percentages represent portions of 22.1%
<i>Speak Fairly Well</i>	2,110	10.2	
<i>Speak Only a Little</i>	17,008	82.2	
		100	

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

Table 2 shows the various occupational categories of the 93,623-member Available Labor Pool. General labor occupations represent 15.8% of the entire Available Labor Pool, while high-skilled, blue-collar jobs make up 8.0%. Traditional service-related occupations represent 26.9% of the Available Labor Pool, while professional occupations represent 13.9% of the Available Labor Pool.

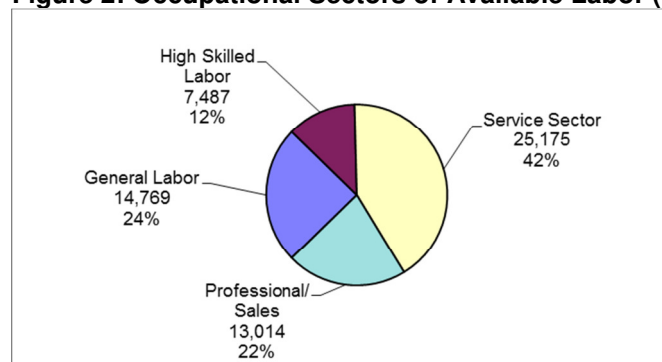
**Table 2: Major Occupational Categories of Available Labor**

	Number	Percent	Years at Job	
			Mean	Median
General Labor/Cleaning/Farm Labor/Delivery	6,341	6.8	10.3	5.9
Maintenance/Factory Work	4,427	4.7	9.8	6.0
Trucking/Heavy Equipment Operation	4,001	4.3	11.0	6.9
<b>Total General Labor</b>	<b>14,769</b>	<b>15.8</b>	<b>10.3</b>	<b>6.2</b>
Gov't Service/Protective Service	2,191	2.3	12.8	11.4
Technician/Mechanic/Welder	5,296	5.7	15.6	10.0
<b>Total Highly-Skilled Labor</b>	<b>7,487</b>	<b>8.0</b>	<b>14.2</b>	<b>10.7</b>
Customer Service/Receptionist/Food Service	4,846	5.2	6.5	4.0
Clerical/Secretarial	8,569	9.2	8.8	5.0
Social Service/Para-Professional/Nursing	6,394	6.8	9.5	4.8
Office Manager/Small Business Owner	5,366	5.7	12.0	9.3
<b>Total Service Sector</b>	<b>25,175</b>	<b>26.9</b>	<b>9.2</b>	<b>5.8</b>
Gov't & Business Professional/Sales	6,155	6.6	9.8	10.0
Educator/Counselor/Doctor/Attorney	6,858	7.3	14.7	10.8
<b>Total Professional</b>	<b>13,014</b>	<b>13.9</b>	<b>12.2</b>	<b>10.4</b>
Homemakers/Unemployed	14,909	15.9	n/a	n/a
Students	2,282	2.4	n/a	n/a
Retired/Disabled	15,988	17.1	n/a	n/a
<b>Total Non-Employed</b>	<b>33,179</b>	<b>35.4</b>		
<b>Extrapolated Total</b>	<b>93,623</b>	<b>100</b>		

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

Figure 2 shows the occupational sectors of the *employed members* of the 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 Johnson County Labor Basin, survey respondents were asked questions assessing work skills and previous work experience.

Table 3 and Figure 3 (next page) show the current employment status and previous work or training experience of Available Labor Pool members. Table 3 shows the number of workers currently employed in various job categories, as well as the number of workers that have previous work or training experience. The table also shows the sum of working Available Labor Pool members currently employed in a job category *plus* those that indicate previous training or experience in that particular field.

It is estimated, for example, that 5,282 members of the Available Labor Pool in the labor basin are currently employed as general labor, construction, cleaners, and similar positions. An additional 7,182 Available Labor Pool members in the basin indicate previous employment experience or training in one of those jobs, for a total of 12,464 individuals.

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

	Current Employment* Number +	Previous Work/Training* Number =	Current plus Previous Work or Training** Number
General Labor/Construction/Cleaning	5,282	7,182	12,464
Farm Labor/Ranch Hand/Landscaping	614	1,378	1,992
Delivery/Driver/Courier	445	1,613	2,058
Maintenance/Wiring/Plumbing	2,498	2,682	5,180
Factory Worker/Grain Elevator Op/Meat Packer	1,928	6,166	8,094
Truck Driver/Heavy Equipment Operator	4,001	1,371	5,372
Police/Fire/Postal/Military Enlisted	2,191	2,974	5,165
Lab or Medical Technical/Comp Technician	2,495	2,141	4,636
Mechanic/Welder/Carpenter/Electrician	2,801	1,510	4,311
General Customer Service/Retail/Reception/Food Service	4,846	10,514	15,360
Clerical/Secretary/Book-Keeper/Bank Teller	8,569	9,152	17,721
Para-legal/Para-pro/CNA/Day Care	3,698	4,845	8,543
Nurse/LPN/RN/Semi-skilled Social Service	2,696	2,652	5,348
Office Manager/Small Business Owner	5,366	10,900	16,266
Teacher/Instructor/Writer/Researcher	4,811	4,267	9,078
Sales/Marketing/Accounting	3,619	2,115	5,734
Govt, Non-Profit, or Bus Exec/Farm Owner/Military Officer	2,536	1,610	4,146
Counselor/Social Worker/Physician's Assistant	173	238	411
Professor/Doctor/Engineer/Attorney	1,873	326	2,199
Extrapolated Total	60,444	73,635	

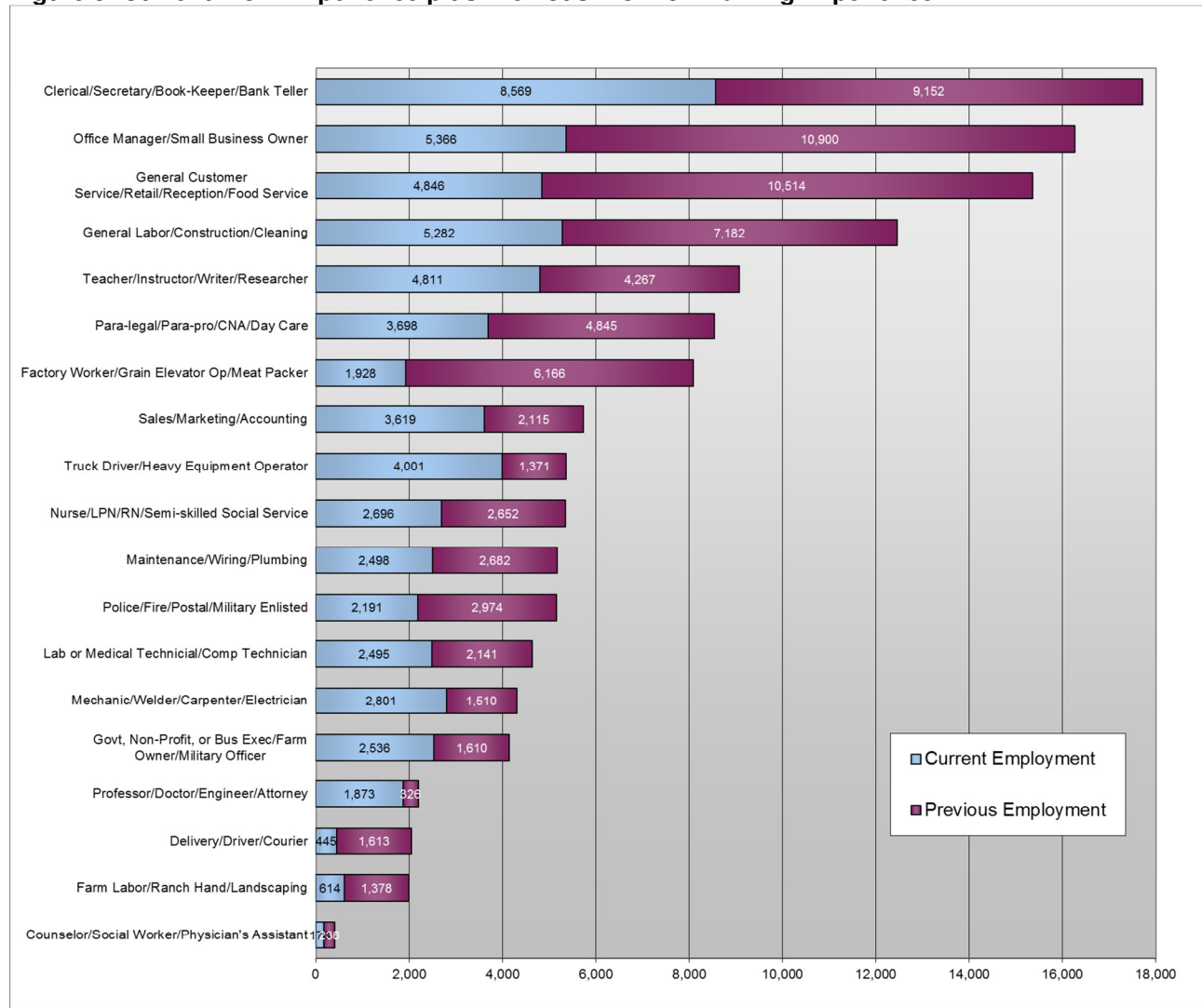
\* Retired, disabled, non-working students, homemakers are not included.

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

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

Figure 3 shows the same information as that presented in Table 3, but in graphic format. Many Available Labor Pool members report current work experience or previous work/training as clerical workers, book-keepers, bank tellers and similar position in which numerical skills are needed. The figure shows that 8,569 are currently employed in these fields and 9,152 have training or experience in these fields.

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



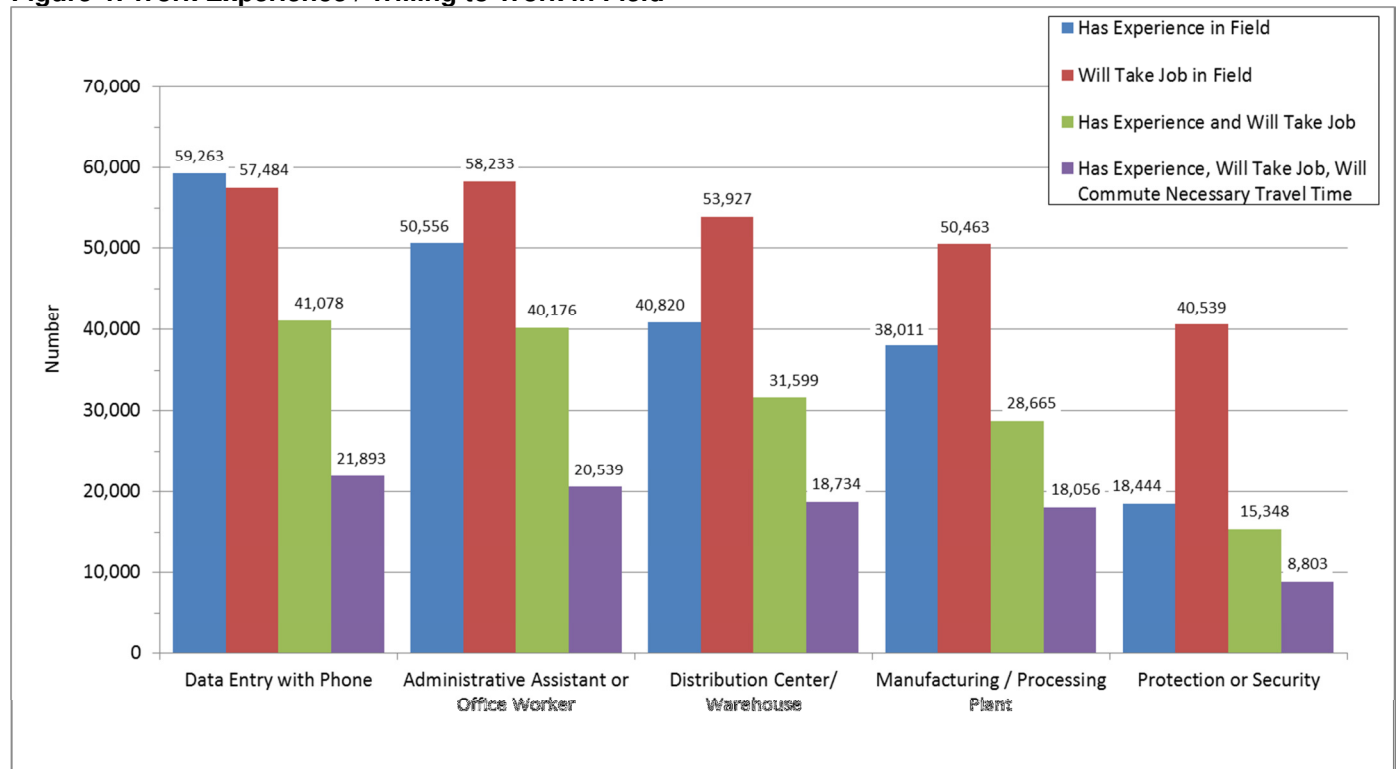
In addition to collecting data regarding the current employment status and previous work or training experience through a series of “open-ended” survey questions (the results of which are shown in the previous table and figure), respondents were asked about the five specific employment areas listed in 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 59,263 Available Labor Pool members report having training and/or experience in data entry with telephone operation, while fewer (57,484 individuals) would consider employment in that field. An estimated 50,556 members of the Available Labor Pool have training and/or experience in professional office environments as office workers or administrative assistants, while more (58,233 individuals) indicate that they would take a job in that field.

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

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

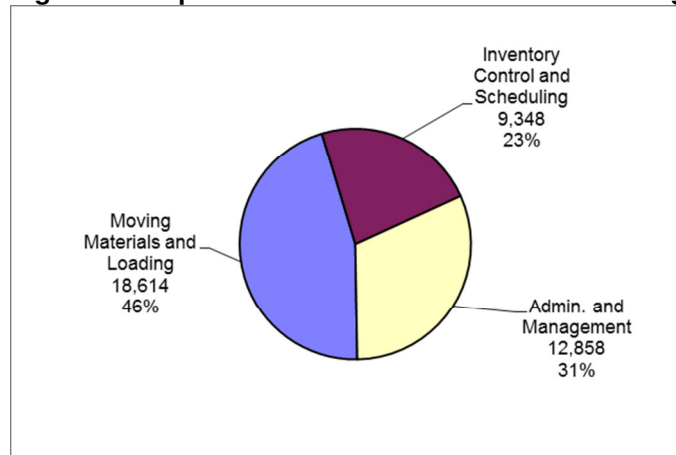
**Figure 4: Work Experience / Willing to Work in Field**



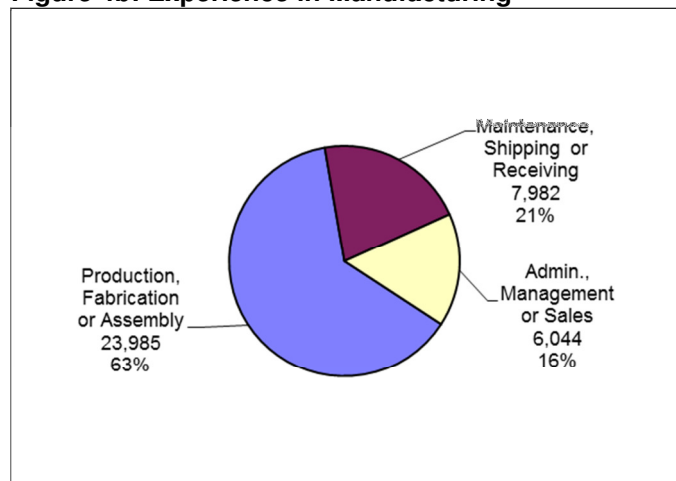
Survey respondents who said that they had worked in manufacturing or processing and distribution or warehousing were asked additional questions to assess the type of work they performed at those jobs. The following figures show the responses to those questions.

Almost half (46%), for example, of those with distribution or warehousing experience has worked in jobs moving materials and loading trucks. Almost two-thirds (63%) 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.

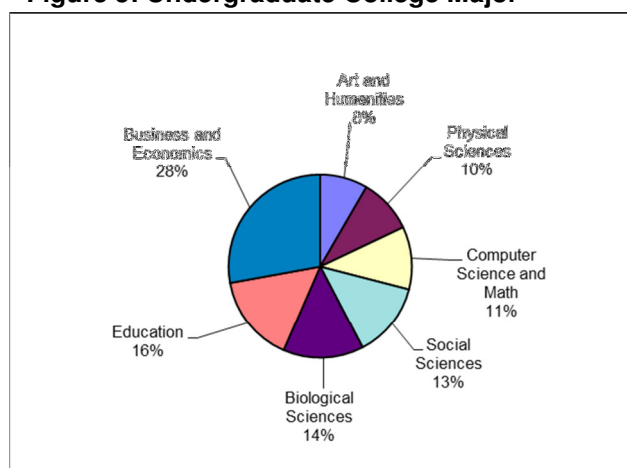
**Arts and Humanities:** Art, Music, History, Philosophy and Languages.

Figure 5 shows that the largest groups of Available Labor Pool members indicate a major in business and economics (28%), education (16%), biological sciences (and nursing) (14%), social sciences (13%) and computer science and math (11%). Physical sciences and art and humanities follow with 10% or less each.

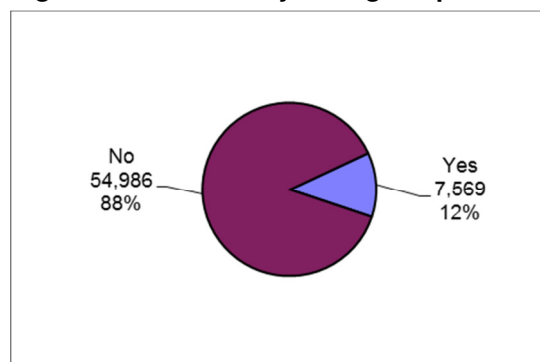
Survey respondents with at least some college education were asked if they are attending or have attended a technical or community college. Figure 5a shows that 12% of these respondents have technical or community college experience.

Figure 5b shows the area of study for community college students. More than a quarter (27%) report studying nursing/health related subjects.

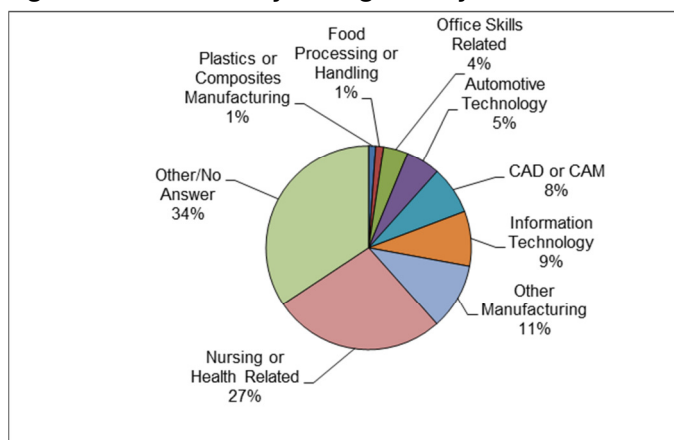
**Figure 5: Undergraduate College Major**



**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 Johnson County Labor Basin, however. Figure 6 indicates that 79,298 (84.7%) members of the Available Labor Pool are willing to accept positions outside of their primary fields of employment.

**Figure 6: Considerations for Employment**

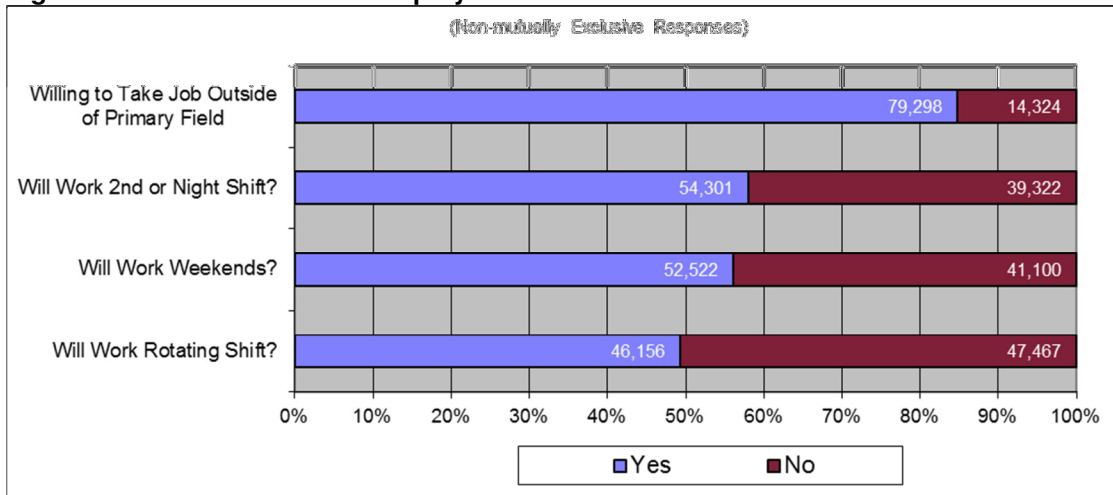
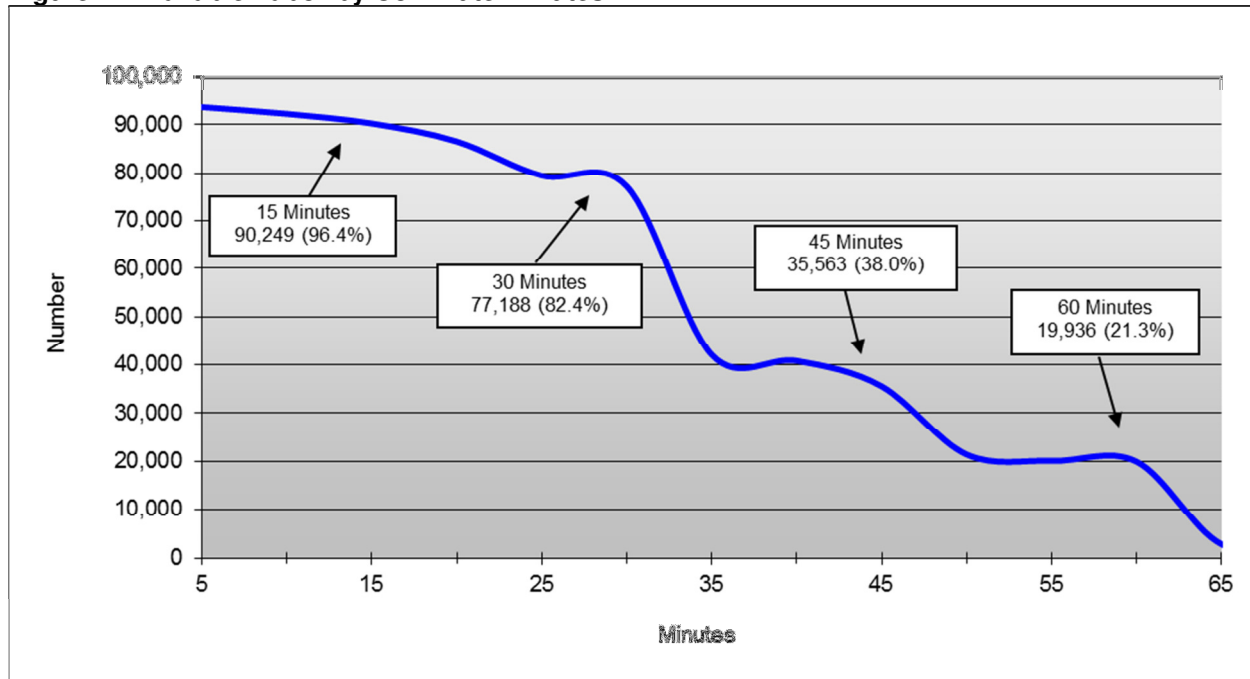


Figure 6 also shows responses to three questions regarding work shifts. Respondents were asked if they would be willing to work weekends, a second or night shift and rotating shifts.

The figure shows that about 58% of the Available Labor Pool indicates that they are willing to work second shifts or night shifts. Nearly as many, about 56.1%, indicate that they are willing to work weekends. Fewer (49.3%) 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 Johnson County Labor Basin is open to commuting. More than a third (38%) of the members of the Available Labor Pool will commute up to 45 minutes, one way, for an employment opportunity, while 82.4% will commute up to 30 minutes for employment. Almost all (96.4%) will travel up to 15 minutes for employment.

**Figure 7: Available Labor by Commute Minutes**



Respondents were asked if the minutes they are willing to commute for work were influenced by gasoline prices. Figure 7a shows responses to a question asking “does the current price of gasoline greatly influence, somewhat influence, or not at all influence the number of minutes you are willing to commute for a new or different job?” The figure shows that almost half (48%) consider gas prices to “greatly influence” the commute minute estimate, while 35.7% consider gas prices to “somewhat influence” the estimate. About a sixth (16.6%) responded that gas prices do “not influence” the minutes willing to commute for a job.

**Figure 7a: Influence of Gas Prices**

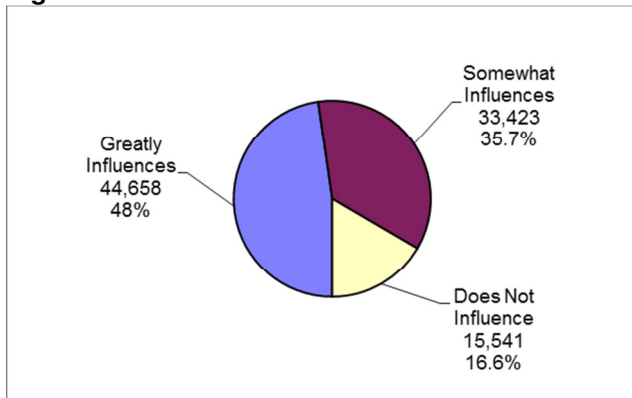
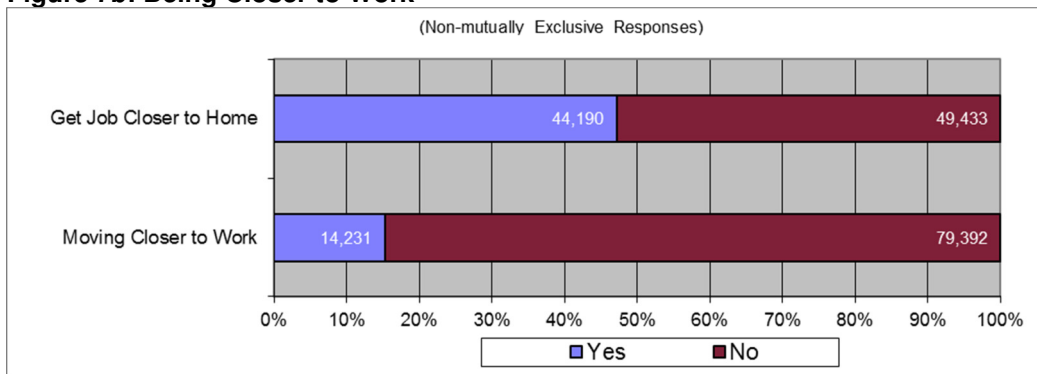


Figure 7b below shows responses to two questions: “Given the rising prices of gas, have you considered getting a job closer to your home?” and “Have you considered moving to be closer to your job?”

The figure shows that 47% of the Available Labor Pool has considered getting a new job closer to their place of residence because of fuel prices. Slightly more than 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 salary or hourly pay, good health benefits, on-the-job (OJT) or paid training and good retirement benefits. Each one of these benefits is considered “very important” by more than (or close to) 80% Available Labor Pool each. Good vacation benefits and flexible hours or flextime follow with about 73% and 68%, respectively. The least desired benefits are good educational assistance and transportation assistance, which were considered “very important” by about 49.5% and 30% Available Labor Pool members, respectively.

**Figure 8: Benefits Very Important to Change Employment**

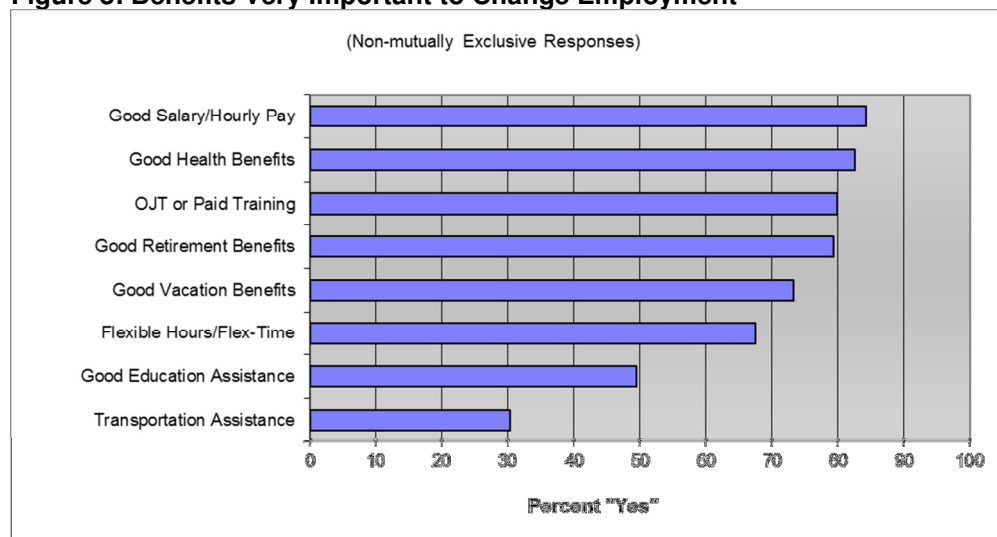


Table 4 compares percentages of desired benefits to those currently offered to working pool member by employers. This information might suggest to employers which benefits might attract Available Labor Pool members to new employment. For example, 49.3% of working pool members indicate that their employers’ offer flex-time, while 67.5% of all pool members indicate that this is an important benefit with regard to considering new employment.

**Table 4: Desired Benefits and Current Benefits Offered**

	Benefit Important to Change Jobs Percent	Benefit Currently Offered* Percent
Good Health Benefits	82.5	83.8
OJT or Paid Training	79.9	71.6
Good Retirement Benefits	79.3	75.2
Good Vacation Benefits	73.2	79.2
Flexible Hours/Flex-Time	67.5	49.3
Good Education Assistance	49.5	48.7
Transportation Assistance	30.3	17.8

\* This column represents responses from working ALP members only.

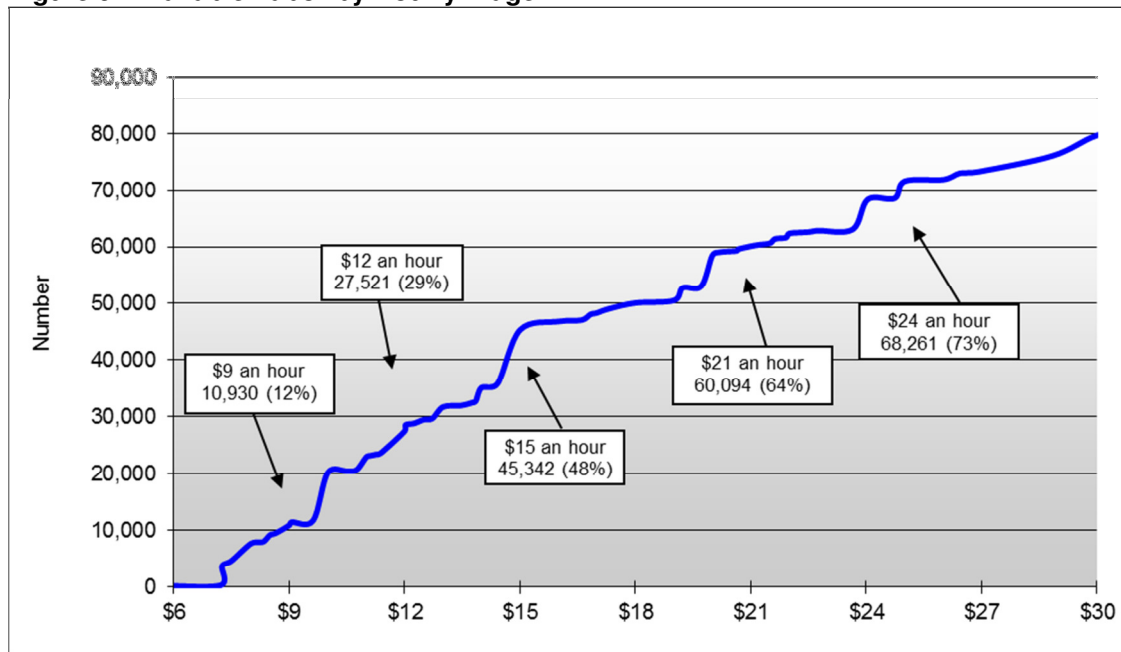
## Wage Demands of Available Labor Pool

Wage demands are another important consideration for employers and economic developers. Figure 9 shows desired wages for members of the Available Labor Pool. It is estimated that 68,261 people (or 73% of the available labor) are interested in a new job at \$24 an hour<sup>2</sup>.

An estimated 60,094 (or 64%) members of the labor pool are interested in new employment opportunities at \$21 an hour, while 45,342 (48%) are interested at \$15 an hour.

Finally, an estimated 27,521 people (29%) are interested in a new job at \$12 an hour and 10,930 (12%) 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, 10,930 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 20,194 members. This represents an increase of 9,264 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, 20,194 members of available labor are interested in a job at \$10.00 an hour. At \$10.50 an hour there are an estimated 20,501 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 307 individuals. Additional wage plateaus can be seen between \$11 and \$11.50 (a 759-individual increase), between \$15 and \$16 (a 1,400-individual increase) and between \$18 and \$19 (a 440-individual increase).

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

## Subsets of the Available Labor Pool

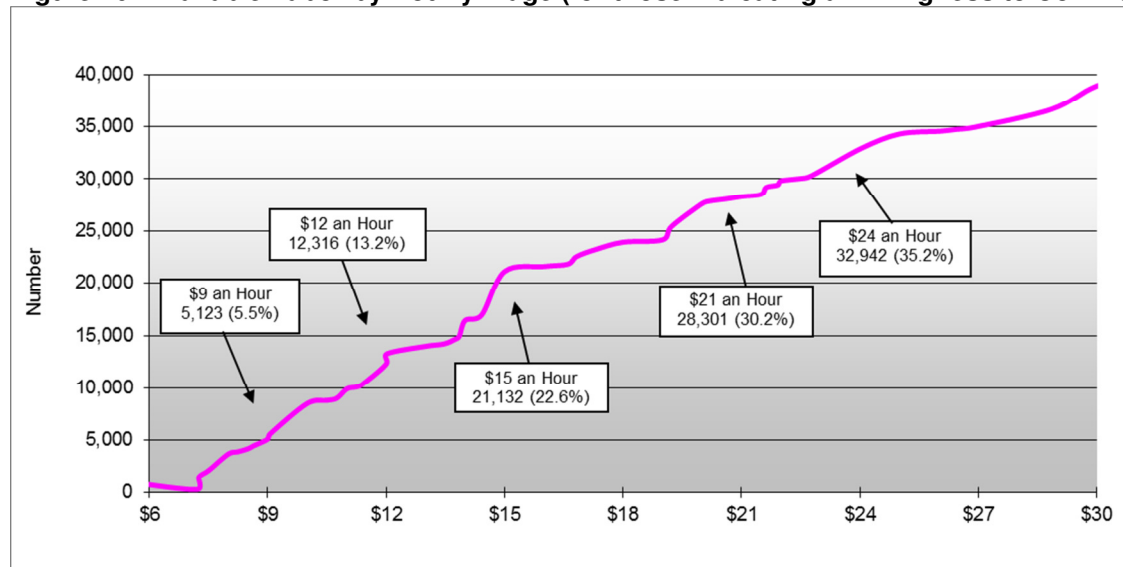
The previous portion of the report has dealt with the entire Available Labor Pool. The remainder of the reports addresses two subsets of the Available Labor Pool. Each provides a different look at the Available Labor Pool, and they are not mutually exclusive. The two subsets are: The Willing to Commute 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 Warrensburg 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 32,942 people are interested in a new job at \$24 an hour, while an estimated 28,301 are interested in a new employment opportunity at \$21 an hour. An estimated 21,132 are interested at \$15 an hour, 12,316 at \$12 an hour and 5,132 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 23% of the general laborers group is available for a new or different job at a wage of at least \$12 an hour, and 49% is available for new employment at a wage of at least \$15 an hour. Of the skilled laborers group, only 4% is available for a job for at least \$12 an hour and 12% is available for a job at or above \$15 an hour.

About a quarter (24%) of the service workers group are available at a wage of at least \$12 an hour, while 35% is available at a wage of at least \$15 an hour. Conversely, none of the professional workers group is available at a wage of at least \$12 an hour and only 5% is available at a wage of at least \$15 an hour.

**Table 5: Cumulative Wage Demands for Occupational Sectors**

	<b>General Labor</b>		<b>High Skilled Labor</b>		<b>Service Sector</b>		<b>Professional/Sales</b>	
	(N= 43 ) (+/- 15.0% MoE)		(N= 26 ) (+/- 19.3% MoE)		(N= 63 ) (+/- 12.3% MoE)		(N= 40 ) (+/- 15.5% MoE)	
	<i>Number</i>	<i>Cumulative</i>	<i>Number</i>	<i>Cumulative</i>	<i>Number</i>	<i>Cumulative</i>	<i>Number</i>	<i>Cumulative</i>
\$30 or More	8,803	91%	5,643	97%	13,317	94%	8,577	95%
At least \$30	8,803	91%	4,288	74%	11,962	84%	5,417	60%
At least \$27	8,351	87%	3,837	66%	10,834	76%	4,288	47%
At least \$24	8,125	84%	2,708	47%	9,254	65%	3,160	35%
At least \$21	7,900	82%	2,031	35%	8,125	57%	2,483	27%
At least \$18	6,320	66%	1,129	19%	7,223	51%	1,354	15%
At least \$15	4,740	49%	677	12%	4,966	35%	451	5%
At least \$12	2,257	23%	226	4%	3,386	24%	0	0%
At least \$9	903	9%	0	0%	1,580	11%	0	0%
At least \$6	226	2%	0	0%	226	2%	0	0%

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

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

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

	<b>Mobile General Labor</b>		<b>Mobile Service Sector</b>	
	(N= 138 ) (+/- 8.4% MoE)		(N= 149 ) (+/- 8.0% MoE)	
	<i>Number</i>	<i>Cumulative</i>	<i>Number</i>	<i>Cumulative</i>
\$30 or More	31,066	100%	33,532	100%
At least \$30	26,336	85%	27,910	83%
At least \$27	25,420	82%	26,780	80%
At least \$24	22,974	74%	24,334	73%
At least \$21	22,103	71%	23,248	69%
At least \$18	19,580	63%	20,750	62%
At least \$15	15,110	49%	16,065	48%
At least \$12	9,924	32%	10,631	32%
At least \$9	4,545	15%	5,041	15%
At least \$6	677	2%	903	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.

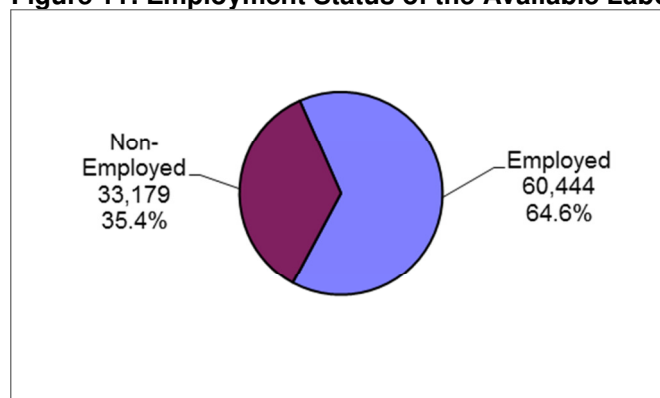
## Subset 2: The Underemployed Among Available Labor Pool Workers

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 Johnson County Labor Basin, *employed members of the Available Labor Pool* were presented with a scenario describing underemployment<sup>3</sup>. 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.

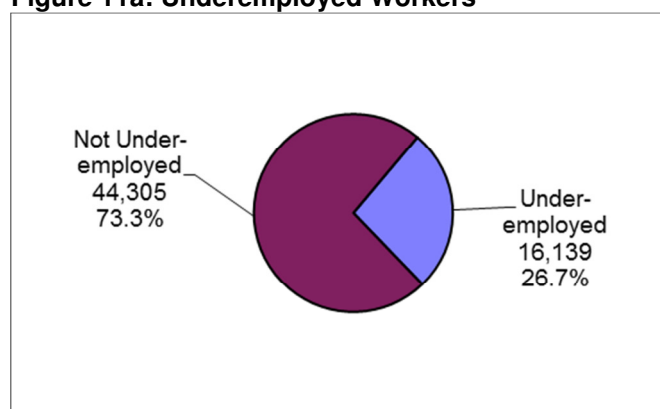
There are 60,444 *employed members* of the Available Labor Pool (64.6%) (shown in Figure 11). Of the employed members of the pool, almost a third answered “yes” to one or more of the questions presented above and is considered underemployed (shown in Figure 11a).

Figure 11a shows that underemployed workers represent 26.7% (or 16,139 individuals) of the employed members of the Available Labor Pool.

**Figure 11: Employment Status of the Available Labor Pool**



**Figure 11a: Underemployed Workers**



<sup>3</sup> “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-two percent of this subset of them had a previous but similar job that provided more income. Similarly, 22% considers themselves as underemployed because they possess education levels exceeding those needed for their current jobs. About 20% consider their skill levels as greater than their current jobs require, while about 12% suggest they are not able to work enough hours.

**Figure 11b: Reasons for Underemployment**

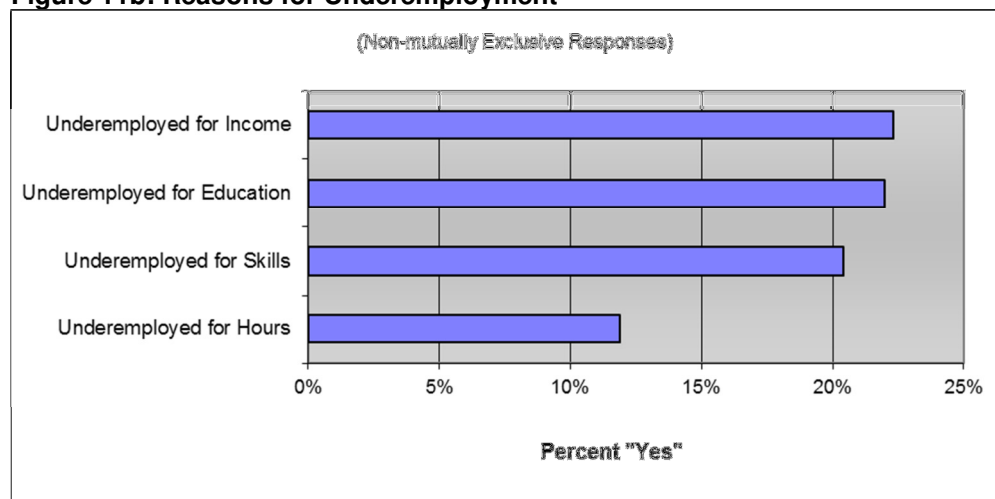


Table 7 and Figures 11c and 11d (next page) show some characteristics of the underemployed members of the Available Labor Pool. Table 7 indicates that the education level of the underemployed workers compares favorably to the overall Available Labor Pool with about 71.7% having **at least** some college education and almost 45% having completed associate’s degrees. (Table 1, page 5, shows that almost 67% of the entire Available Labor Pool has some college experience and almost 42% have completed an associate’s degree).

**Table 7: Highest Level of Education Achieved Among Underemployed**

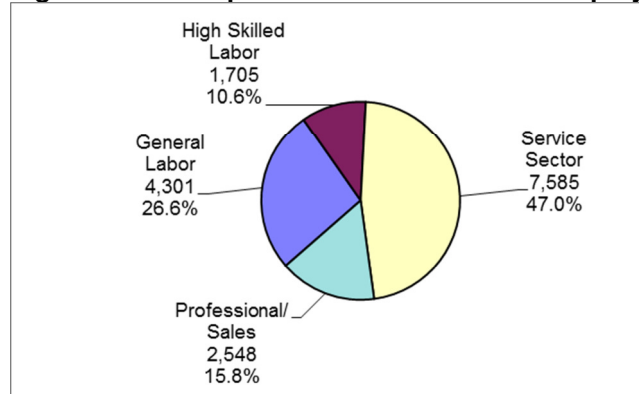
	Number	Percent	Cumulative Percent
Doctoral Degree	451	2.8	2.8
Masters Degree	1,372	8.5	11.3
Bachelors Degree	3,137	19.4	30.7
Associates Degree	2,288	14.2	44.9
Some College	4,331	26.8	71.7
High School Diploma Only	3,846	23.8	95.6
Less HS Diploma	713	4.4	100
Extrapolated Total	16,139	100	

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

Figure 11c shows that 26.6% of the underemployed workers are employed as general laborers and 10.6% are employed as skilled, blue-collar workers. The largest percentage of underemployed workers is employed as service sector and support workers (47.0%), while fewer (15.8%) hold professional positions.

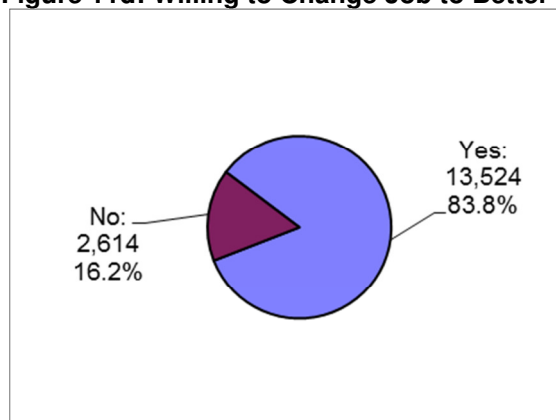
Comparing Figure 11c to Figure 2, page 6, suggests that more general laborers and service workers consider themselves as underutilized than do skilled laborers and professional workers. Figure 2 shows that the subset of working Available Labor Pool members consists of: 24% general laborers, 12% skilled-laborers, 42% service workers, and 22% professionals.

**Figure 11c: Occupational Sectors of Underemployed Workers**



Respondents indicating that they were underemployed were also asked a follow-up question addressing the willingness to change jobs in order for them to better utilize their skills and/or education. Figure 11d suggests that many – 83.8% (or 13,524 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 Johnson County Labor Basin and provided reports in 2005 and 2009. This section of the report compares some of the data collected for the 2005, 2009 and 2012 labor study reports.

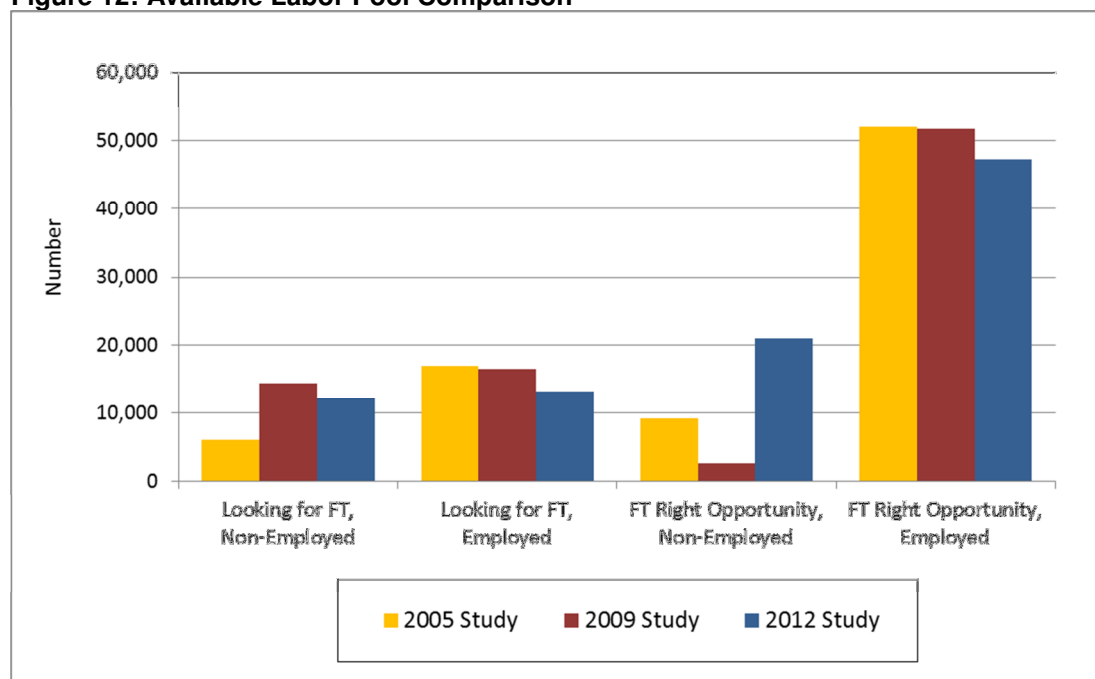
Table 8 shows population, civilian labor force, employment, and the Available Labor Pool data presented in the 2005, 2009 and 2012 reports. Total population within the Johnson County Labor Basin has increased from 307,940 to 323,624, the Civilian Labor Force decreased from 157,420 to 156,876, and the number of employed individuals has decreased from 148,444 to 141,794. The unemployment rate increased from 5.8% to 9.6%.

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

Johnson County Labor Basin			
	2005 Study	2009 Study	2012 Study
Labor Basin Population	307,940	316,320	323,624
Civilian Labor Force	157,420	160,256	156,876
Employed	148,444	150,504	141,794
Unemployment Rate	5.8%	6.2%	9.6%
Available Labor Pool	84,264	85,286	93,623

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

**Figure 12: Available Labor Pool Comparison**



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

There is a much higher percentage of non-working Available Labor Pool members in 2012 than in 2005 and 2009. There is a lower percentage of general laborers in the Available Labor Pool in 2012 (15.8%) than in 2009 (20.8%) and 2005 (22.5%). There is also a lower percentage of service sector workers in 2012 (26.9%) than in 2009 (33.1%) and in 2005 (29.1%).

The education levels of the Available Labor Pool members with associate's degrees and higher increased for 34.2% in 2005 to 41.9% in 2012.

Available labor pool members with "some college" experience (in the percent column) decreased from 31.1% in 2005 to 25.0% 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	18,992	22.5	17,776	20.8	14,769	15.8
High Skill Labor	5,797	6.9	8,236	9.7	7,487	8.0
Service Sector	24,531	29.1	28,257	33.1	25,175	26.9
Professional	19,655	23.3	14,147	16.6	13,014	13.9
Non-Working	15,288	18.1	16,870	19.8	33,179	35.4
<b>Total</b>	<b>84,263</b>	<b>100</b>	<b>85,286</b>	<b>100</b>	<b>93,623</b>	<b>100</b>
<i>Highest Education</i>	Number	Percent	Cumulative Percent	Number	Percent	Cumulative Percent
Doctoral Degree	548	0.7	0.6	1,909	2.2	2.0
Masters Degree	6,614	7.8	9.6	7,690	9.0	11.4
Bachelors Degree	14,591	17.3	25.1	16,710	19.6	28.7
Associates Degree	7,606	9.0	34.2	6,600	7.7	27.9
Some College	26,244	31.1	63.2	26,715	31.3	68.6
High School Diploma	24,467	29.0	94.6	22,133	26.0	95.3
Less HS Diploma	4,194	5.0	100	3,529	4.1	100
<b>Total</b>	<b>84,263</b>	<b>100</b>		<b>85,286</b>	<b>100</b>	
					<b>93,623</b>	<b>100</b>

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 2.3% 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	73,315	87.0	70,958	83.2	79,298	84.7
No	10,948	13.0	14,328	16.8	14,324	15.3
<b>Total</b>	<b>84,263</b>	<b>100</b>	<b>85,286</b>	<b>100</b>	<b>93,623</b>	<b>100</b>

Totals might not sum precisely due to rounding.

Figure 13 shows a comparison of “willingness to commute” for the three studies. The patterns are similar, while the 2012 Available Labor Pool is larger. The figure shows that the data from the three study groups begin to converge at about 33 minutes and then again at about 50 minutes.

**Figure 13: Available Labor by Commute Minutes Comparison**

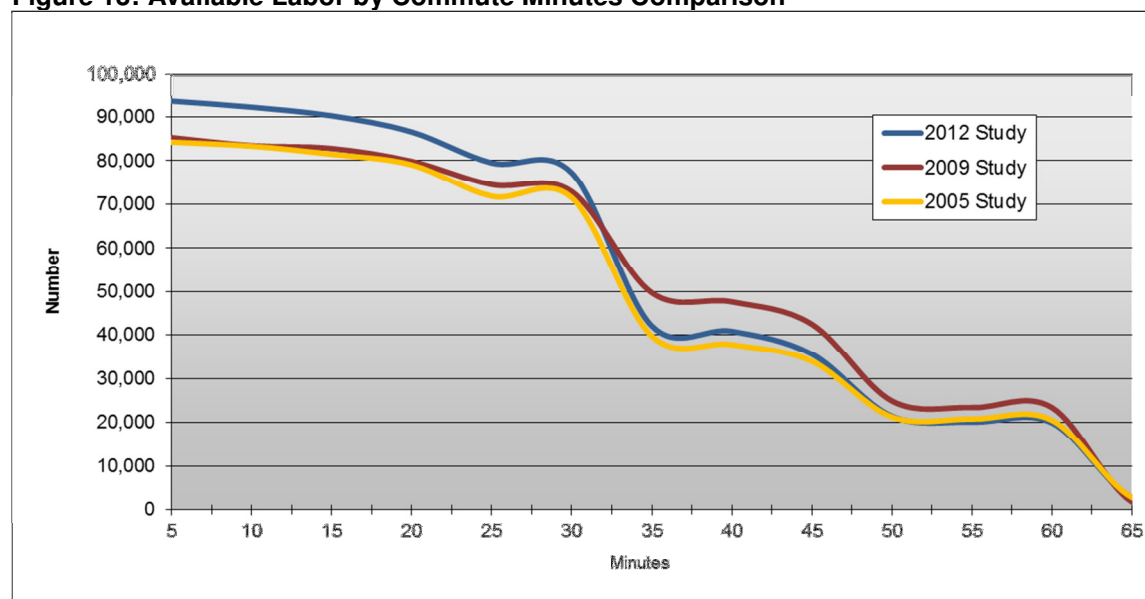


Table 11 shows desired benefits to take a new or a different job for each labor study, ranked in order by 2012 data. The table shows that “good salary or hourly pay” is the most important benefit in 2012, while this benefit was “ranked” fourth in 2009 and a close second in 2005.

The highest ranked item in 2005 is was “one-the-job training (OJT) or paid training” with 88.6% of the respondents indicating this was an important benefit to take a new job. This item ranked second in 2009 and third in 2012.

**Table 11: Importance of Benefits to Change Employment Comparison**

	2005 Study	2009 Study	2012 Study	Change ('12-'09)
(Ranked by 2012 Study)	Percent Responding "Yes"			
Good Salary/Hourly Pay	88.5	84.3	84.2	-0.1
Good Health Benefits	85.9	85.5	82.5	-3.0
OJT or Paid Training	88.6	88.9	79.9	-9.0
Good Retirement Benefits	81.6	89.4	79.3	-10.1
Good Vacation Benefits	78.1	79.4	73.2	-6.2
Flexible Hours/Flex-Time	68.4	69.5	67.5	-2.0
Good Education Assistance	66.2	53.0	49.5	-3.5
Transportation Assistance	n/a	33.0	30.3	-2.7

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**

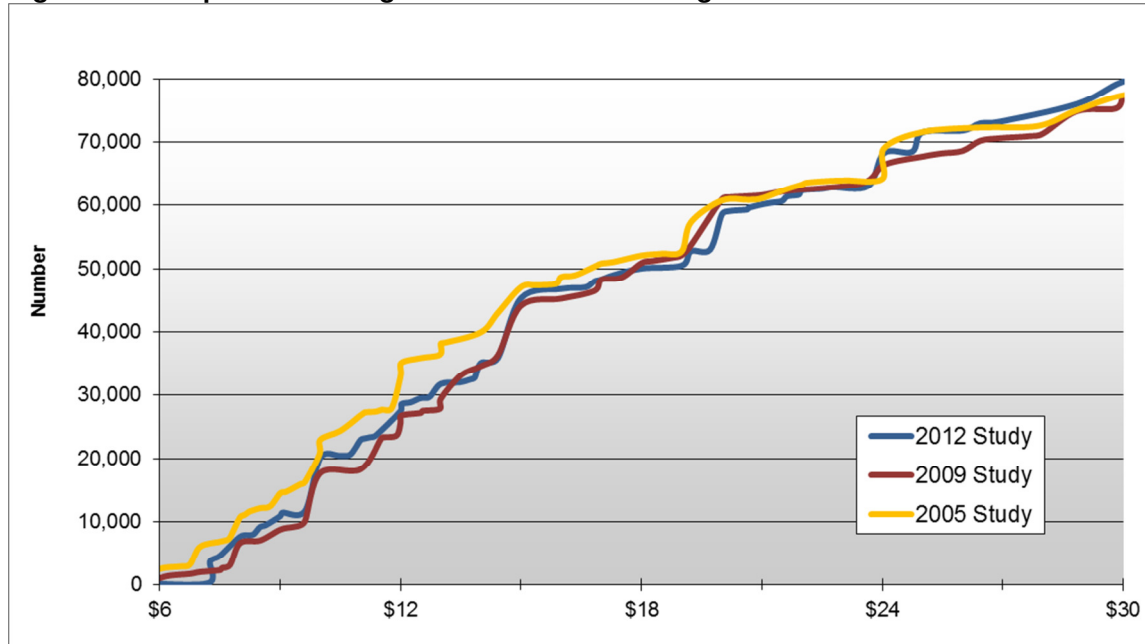


Table 12 shows a comparison of the underemployed members of the Available Labor Pools for 2005, 2009 and 2012. The number and percentage of underemployed workers in 2005 (38,535 and 56%) are larger than in 2009 and 2012 primarily because the 2005 underemployment section included Available Labor Pool 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 48% in 2005 to 51% in 2009 but then decreased to 47% in 2012.

Examining the cumulative percentage columns in the educational attainment (Highest Education) section of the table shows that 44.9% of the underemployed workers in 2012 had at least associate's degrees, while these percentages are lower for 2005 and 2009 (at 41.1% and 37.9%, respectively).

**Table 12: Underemployed Workers and Education Level Comparison**

	2005 Study			2009 Study			2012 Study		
	Number	Percent		Number	Percent		Number	Percent	
Employed of ALP	68,975	82.0		68,416	80.0		60,444	64.6	
Underemployed Wrkrs	38,535	56.0		21,140	31.0		16,139	26.7	
Will Change Jobs to Address Status	33,382	87.0		17,821	84.0		13,524	83.8	
<b>Labor Sector</b>									
	Number	Percent		Number	Percent		Number	Percent	
General Labor	9,891	26.0		3,820	23.1		4,301	26.6	
High Skill Labor	4,317	11.0		1,735	10.5		1,705	10.6	
Service Sector	18,530	48.0		8,399	50.7		7,585	47.0	
Professional	5,797	15.0		2,597	15.7		2,548	15.8	
<b>Total</b>	<b>38,535</b>	<b>100</b>		<b>16,551</b>	<b>100</b>		<b>16,139</b>	<b>100</b>	
<b>Highest Education</b>									
	Number	Percent	Cumulative Percent	Number	Percent	Cumulative Percent	Number	Percent	Cumulative Percent
Doctoral Degree	460	1.2	1.2	471	2.2	2.2	451	2.8	2.8
Masters Degree	2,888	7.5	8.7	427	2.0	4.2	1,372	8.5	11.3
Bachelors Degree	8,927	23.2	31.9	4,263	20.2	24.4	3,137	19.4	30.7
Associates Degree	3,554	9.2	41.1	2,842	13.4	37.9	2,288	14.2	44.9
Some College	12,039	31.2	72.3	5,917	28.0	65.8	4,331	26.8	71.7
High School Diploma	9,216	23.9	96.2	6,102	28.9	94.7	3,846	23.8	95.6
Less HS Diploma	1,451	3.8	100	1,118	5.3	100	713	4.4	100
<b>Total</b>	<b>38,535</b>	<b>100</b>		<b>21,140</b>	<b>100</b>		<b>16,139</b>	<b>100</b>	

Totals might not sum precisely due to rounding.

## **Methodology**

The Johnson County Labor Basin has a total population of approximately 323,624, and a Civilian Labor Force (CLF) of 156,876. The unemployment rate is 9.6%. The Docking Institute's analysis suggests that the basin contains an Available Labor Pool (Available Labor Pool) of 93,623 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 Johnson 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 Pool<sup>4</sup>." 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 CLF<sup>5</sup>. Secondly, the number of potential workers is then *restricted* to

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<sup>4</sup> 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).

<sup>5</sup> 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 Johnson County Labor Basin includes 149,840 individuals. This represents a substantial number of workers and potential workers for employers to draw upon in the Johnson County Labor Basin.

### ***Description of Survey Research Methods***

Data for the **2012 study** were collected from a random digit telephone survey<sup>6</sup> 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 Johnson County Labor Basin encompasses seven of the twenty counties in which surveying took place, and portions of one other. These counties are Benton, Cass, Henry, Johnson, Lafayette, Pettis, Saline and the south eastern portion of Jackson Counties. A total of cooperating and eligible respondents were found to lie within the basin (MoE +/- 3.39%). Of these respondents, 414 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 Johnson County Labor Basin. The margin of error for the Available Labor Pool is +/- 4.81%.

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this number by the total number of respondents. This quotient is then multiplied by the total number of people in the labor basin who are 18 to 65 years old.

<sup>6</sup> 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 adult<sup>7</sup> 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 516 cooperating and eligible respondents were found to lie within the basin (MoE +/- 3.60%). Of these respondents, 254 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 Johnson County Labor Basin. The margin of error for the 2009 Available Labor Pool was +/- 6.15%.

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 782 cooperating and eligible respondents were found to lie within the Johnson County Labor Basin in 2005 (MoE +/-3.50%). Of these respondents, 381 indicated that they were available for new or different employment and/or were looking for a new or different job. This represents the 2005 Johnson County Labor Basin labor pool (MoE +/- 5.02%).

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.

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

## Glossary of Terms

**Johnson County Labor Basin** – The Johnson 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 Warrensburg is considered “willing to commute the necessary travel time” for a new job.

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

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

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

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

## Appendix I: Current Employment Status of ALP

	Current Employment Status of ALP	
	Number	Percent
General Labor/Construction/Cleaning	5,282	5.64
Farm Labor/Ranch Hand/Landscaping	614	0.66
Delivery/Driver/Courier	445	0.48
Maintenance/Wiring/Plumbing	2,498	2.67
Factory Worker/Grain Elevator Op/Meat Packer	1,928	2.06
Truck Driver/Heavy Equipment Operator	4,001	4.27
Police/Fire/Postal/Military Enlisted	2,191	2.34
Lab or Medical Technician/Comp Technician	2,495	2.66
Mechanic/Welder/Carpenter/Electrician	2,801	2.99
Other Blue Collar	0	0.00
General Customer Service/Retail/Reception/Food Service	4,846	5.18
Clerical/Secretary/Book-Keeper/Bank Teller	8,569	9.15
Para-legal/Para-pro/CNA/Day Care	3,698	3.95
Nurse/LPN/RN/Semi-skilled Social Service	2,696	2.88
Office Manager/Small Business Owner	5,366	5.73
Teacher/Instructor/Writer/Researcher	4,811	5.14
Sales/Marketing/Accounting	3,619	3.87
Govt, Non-Profit, or Bus Exec/Farm Owner/Military Officer	2,536	2.71
Counselor/Social Worker/Physician's Assistant	173	0.19
Professor/Doctor/Engineer/Attorney	1,873	2.00
Other White Collar	0	0.00
Homemaker	5,665	6.05
Full-Time Student	2,282	2.44
Unemployed	9,243	9.87
Retired	13,541	14.46
Disabled	2,447	2.61
Extrapolated Total	93,623	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	Hourly Wage	Annual Salary
\$5.00	\$10,400	\$30.00	\$62,400
\$5.50	\$11,440	\$30.50	\$63,440
\$6.00	\$12,480	\$31.00	\$64,480
\$6.50	\$13,520	\$31.50	\$65,520
\$7.00	\$14,560	\$32.00	\$66,560
\$7.50	\$15,600	\$32.50	\$67,600
\$8.00	\$16,640	\$33.00	\$68,640
\$8.50	\$17,680	\$33.50	\$69,680
\$9.00	\$18,720	\$34.00	\$70,720
\$9.50	\$19,760	\$34.50	\$71,760
\$10.00	\$20,800	\$35.00	\$72,800
\$10.50	\$21,840	\$35.50	\$73,840
\$11.00	\$22,880	\$36.00	\$74,880
\$11.50	\$23,920	\$36.50	\$75,920
\$12.00	\$24,960	\$37.00	\$76,960
\$12.50	\$26,000	\$37.50	\$78,000
\$13.00	\$27,040	\$38.00	\$79,040
\$13.50	\$28,080	\$38.50	\$80,080
\$14.00	\$29,120	\$39.00	\$81,120
\$14.50	\$30,160	\$39.50	\$82,160
\$15.00	\$31,200	\$40.00	\$83,200
\$15.50	\$32,240	\$40.50	\$84,240
\$16.00	\$33,280	\$41.00	\$85,280
\$16.50	\$34,320	\$41.50	\$86,320
\$17.00	\$35,360	\$42.00	\$87,360
\$17.50	\$36,400	\$42.50	\$88,400
\$18.00	\$37,440	\$43.00	\$89,440
\$18.50	\$38,480	\$43.50	\$90,480
\$19.00	\$39,520	\$44.00	\$91,520
\$19.50	\$40,560	\$44.50	\$92,560
\$20.00	\$41,600	\$45.00	\$93,600
\$20.50	\$42,640	\$45.50	\$94,640
\$21.00	\$43,680	\$46.00	\$95,680
\$21.50	\$44,720	\$46.50	\$96,720
\$22.00	\$45,760	\$47.00	\$97,760
\$22.50	\$46,800	\$47.50	\$98,800
\$23.00	\$47,840	\$48.00	\$99,840
\$23.50	\$48,880	\$48.50	\$100,880
\$24.00	\$49,920	\$49.00	\$101,920
\$24.50	\$50,960	\$49.50	\$102,960
\$25.00	\$52,000	\$50.00	\$104,000
\$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		