

Henry County Labor Basin Labor Availability Analysis – 2018

Including a comparison to data from the
2009, 2012, and 2015 Labor Availability Analyses

Bates • Benton • Cass • Henry • Hickory •
Johnson • Pettis • St. Clair Counties



Prepared For

Central Missouri Economic Development Alliance





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serving the people of Kansas and surrounding states.

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2009, 2012, and 2015 Labor Availability Analyses

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Table of Contents

List of Figures.....	ii
List of Tables.....	iii
List of Maps.....	iii
Executive Summary	1
The Henry County Labor Basin.....	2
The Henry County Labor Basin's Available Labor Pool.....	4
Current Skills and Work Experience	8
Educational Experience and Job Satisfaction.....	13
Considerations for Employment.....	17
Desired Wages of Available Labor Pool	20
Subsets of the Available Labor Pool.....	21
<i>Subset 1: Within Necessary Commute Time</i>	22
<i>Subset 2: Underemployed Available Labor Pool Workers</i>	27
<i>Subset 3: Those with Military Experience</i>	32
<i>Subset 4: Discouraged Available Labor Pool Members</i>	37
Comparative Analysis (2009, 2012, 2015, and 2018 Reports).....	40
Methods.....	46
Glossary of Terms.....	49
Appendix: Hourly Wage to Annual Salary Conversion Chart.....	50

List of Figures

Figure 1: The Available Labor Pool for the Henry County Labor Basin	4
Figure 2: Occupational Sectors of Available Labor (Employed Only).....	6
Figure 3: Current Work Experience and Previous Work or Training Experience	9
Figure 4: Work Experience / Willing to Work in Field.....	10
Figure 4a: Work Experience in Warehousing or Distribution	11
Figure 4b: Work Experience in Manufacturing or Processing.....	11
Figure 5: Undergraduate College Major.....	13
Figure 6: Community College or Technical College Experience	14
Figure 6a: Community or Technical College Study Area	14
Figure 7: Completed a Technical Certificate.....	15
Figure 8: Job Satisfaction among Available Labor Pool Workers.....	15
Figure 9: Considerations for Employment.....	17
Figure 10: Available Labor by Commute Minutes	18
Figure 10a: Being Closer to Work.....	18
Figure 11: Benefits Very Important to Change Employment	19
Figure 12: Available Labor by Desired Hourly Wage	20
Figure 13: Available Labor by Desired Hourly Wage (for those within Necessary Commute Time)	23
Figure 14: Employed and Non-Employed Members of the Available Labor Pool.....	27
Figure 15: Underemployed Workers	27
Figure 16: Reasons for Underemployment	29
Figure 17: Seeking to Employment to Address Underemployment	29
Figure 18: Occupational Sectors of Underemployed Workers.....	30
Figure 19: Underemployed Workers – Benefits Very Important to Change Jobs.....	31
Figure 20: Military Experience.....	32
Figure 21: Occupational Sectors of Individuals with Military Experience	33
Figure 22: Military Experience by Desired Hourly Wage	34
Figure 23: With Military Experience – Benefits Very Important to Change Jobs	34
Figure 24: Underemployment among Those with Military Experience	35
Figure 25: With Military Experience – Reasons for Underemployment	35
Figure 26: With Military Experience – New Employment to Address Underemployment	36
Figure 27: Discouraged Pool Members by Desired Hourly Wage	38
Figure 28: Discouraged Pool Members – Benefits Very Important for New Job	39
Figure 29: Available Labor Pool Comparison	41
Figure 30: Available Labor by Commute Minutes Comparison	43
Figure 31: Available Labor Pool by Hourly Wage Comparison.....	44

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 and Previous Work or Training Experience.....	8
Table 4: Job Satisfaction Among Workers: Pool and Non-Pool Members	16
Table 5: Desired Benefits and Current Benefits Offered	19
Table 6: Age, Gender, and Education Levels of Those within Necessary Commute Time.....	22
Table 7: Cumulative Desired Wages by Occupational Sector	24
Table 8: Cumulative Desired Wages Allowing for Transfer between Sectors	25
Table 9: Age, Gender, and Education Levels of Underemployed Workers.....	28
Table 10: Occupational Categories of Underemployed Workers.....	30
Table 11: Age, Gender, and Education Levels of Individuals with Military Experience.....	32
Table 12: Occupational Categories of Those with Military Experience	33
Table 13: Age, Gender, and Education Levels of Discouraged Pool Members	37
Table 14: Previous Occupational Groups of Discouraged Pool Members	38
Table 15: Key Population and Employment Indicators	40
Table 16: Available Labor Pool Occupational Sectors and Education Levels Comparison	42
Table 17: Willing to Work Outside of Field and Work Shift Comparison	42
Table 18: Important Benefits to Change Employment Comparison.....	43
Table 19: Underemployed Workers Occupational Sectors and Education Levels Comparison.....	45

List of Maps

Map 1: Henry County Labor Basin	2
Map 2: Percent of Total Available Labor in Basin by ZIP Code.....	7
Map 3: Percent of Pool Member Workplaces by ZIP Code	12
Map 4: Percent within Necessary Commute Time by ZIP Code.....	26

Executive Summary

The Henry County Labor Basin in Missouri includes Bates, Benton, Cass, Henry, Hickory, Johnson, Pettis, and St. Clair counties. The purpose of this report is to assess the “Available Labor Pool” in this labor basin. The Available Labor Pool represents those who are looking for employment or are interested in new jobs for the right employment opportunities.

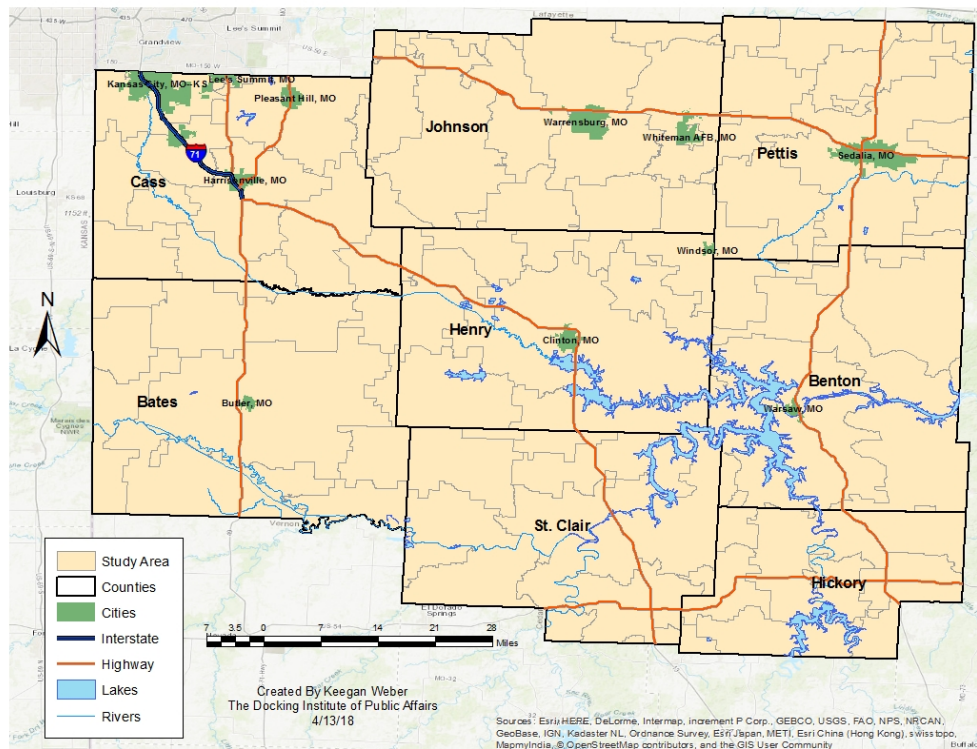
The Docking Institute’s independent analysis of the labor basin shows that:

- The population of the Henry County Labor Basin is 274,391. The Civilian Labor Force is 152,442. The Available Labor Pool contains 88,382 individuals.
- Of the *non-working* members of the Available Labor Pool, an estimated 8,537 (9.7%) are currently looking for work and 14,597 (16.5%) are interested in working given the right opportunities. Of the *working* members of the Available Labor Pool, 11,135 (12.6%) are currently looking for work, while 54,113 (61.2%) are interested in different jobs given the right opportunities.
- More than three-fourths (77.6%) of the Available Labor Pool have *at least* some college experience and almost 98% have *at least* a high school diploma. The average age for members of the Pool is about 48 years old, and women make up more than half (51.6%) of the Pool.
- Almost 20% of the Available Labor Pool is currently employed as general laborers, while an additional 9.2% work in government services or technical/highly skilled blue-collar occupations. More than a third (35.4%) of the Pool work in service sector jobs, while almost a tenth (9.6%) work in professional, white-collar jobs. More than a quarter (26.2%) are not currently working outside the home.
- A vast majority (81.9%) of the Available Labor Pool are “willing to work outside of their primary field of employment for a new or different employment opportunity.”
- More than two-fifths (44%) of the members of the Available Labor Pool will commute up to 45 minutes one-way for an employment opportunity, while 84% will commute up to 30 minutes for employment.
- The six most important desired benefits, in order, are good salary or hourly wage, on-the-job training (OJT) or paid training, good health benefits, good retirement benefits, good vacation benefits, and flexible hours or flex-time.
- An estimated 8,396 members (10%) of the Available Labor Pool are interested in a new job at \$10 an hour; 34,292 (39%) are interested at \$15 an hour; and 46,665 (53%) are interested at \$20 an hour.
- Of the 65,248 members in the subset of *employed members* of the Available Labor Pool, 14,366 (22%) consider themselves underemployed.
- About 17% (14,663) Available Labor Pool members report military experience, either serving currently or having served in the past. Of those with military experience, 8,284 (56%) are currently employed. Of the employed subset of those with military experience, 1,065 (13%) consider themselves underemployed.
- Almost 4% (3,222) Available Labor Pool members are considered “discouraged” Pool members. Almost a quarter (23.3%) have previously worked in a customer service field.

The Henry County Labor Basin

The Henry County Labor Basin includes eight counties in central Missouri (see Map 1 below). The criterion used to include a county in this labor basin is whether it contains communities from which, it can be reasonably assumed, individuals may commute to the center of the labor basin (Clinton) for an employment opportunity. In the case of the Henry County Labor Basin, it is reasonable that individuals may commute from (and within) the highlighted area because these counties contain 1) communities with adequate transportation to the Clinton area and 2) communities that are within a 45-minute commute to the center of the labor basin.

Map 1: Henry County Labor Basin



The Henry County Labor Basin has a total population of approximately 274,391, and a Civilian Labor Force of 152,442. The total number of employed individuals is 111,798, and the average county unemployment rate was about 3.8% at the time of this study.

The Docking Institute's analysis suggests that the Henry County Labor Basin contains an Available Labor Pool of 88,382 individuals.

This report describes characteristics of the Available Labor Pool for the Henry County Labor Basin. This report also provides information on four subsets of the Available Labor Pool.

Please see the Methods section (page 46) for more information about the Institute's Available Labor Pool Analysis methodology and the survey research methods used for this study. The glossary (page 49) provides definitions of terms used in this report.

Components of the Report

The majority of this report assesses the characteristics of the Available Labor Pool in the Henry County Labor Basin by answering the following types of questions:

- What portions of the labor force – employed, unemployed, homemakers, students, retired and disabled – are interested in a new employment opportunity?
- What types of jobs have workers and potential workers had in the past?
- What skills and education levels do those interested in new employment have?
- What certificates and technical school experiences do workers and potential workers have?
- What are the job satisfaction levels of those interested in new employment?
- What types of considerations (pay, benefits, and commute time) shape their decision-making?
- What percentage is willing to change fields of employment?
- What work shifts are they willing to work?

Four Subsets of the Available Labor Pool

This report also provides information on four subsets of the Available Labor Pool:

- Those living “within the necessary commute time.” Information includes the following:
 - Age, gender, and education levels
 - Desired wages for a new job
 - Wages by employment sector
 - Location by ZIP code areas
- Those that consider themselves as underemployed. Information includes the following:
 - Age, gender, and education Levels
 - Reasons for underemployment
 - Current employment sectors and categories
 - Important benefits to change jobs
- Those with military experience, either currently serving or previous experience. Information includes the following:
 - Age, gender, and education levels
 - Current employment sectors and categories
 - Desired wages for a new job
 - Important benefits to change jobs
 - Underemployment
- Those considered “discouraged Pool members.” Information includes the following:
 - Age, gender, and education levels
 - Previous employment
 - Desired wages for a new job
 - Important benefits for a new job

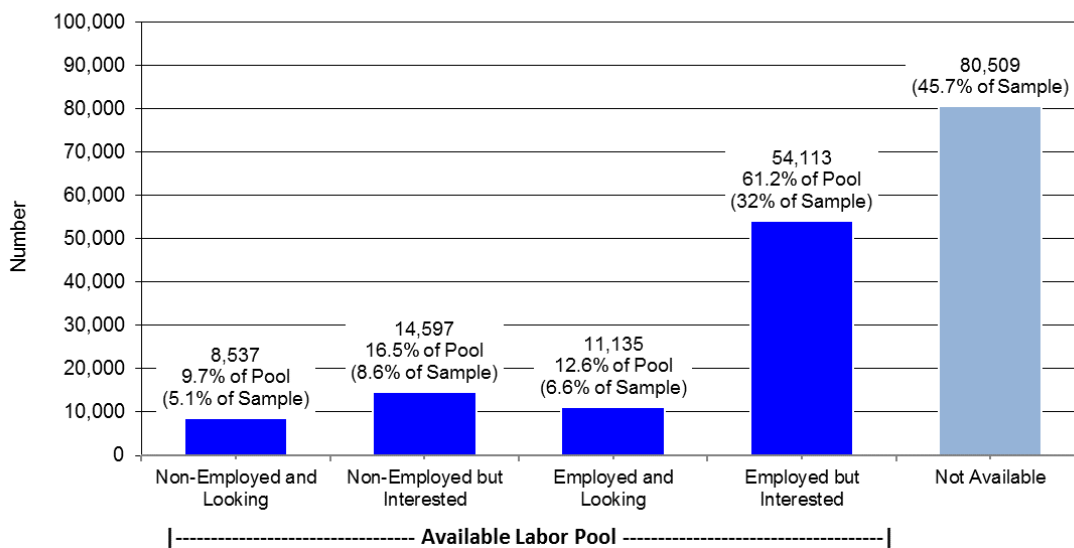
The Henry County Labor Basin's Available Labor Pool

The Available Labor Pool is composed of workers categorized as either 1) currently not working *and* looking for employment, 2) not working *but* interested in employment for the right opportunities, 3) currently working *and* looking for other employment, and 4) currently employed *but* interested in different employment for the right opportunities.

Figure 1 shows the extrapolated number of area adult residents that are members of the Available Labor Pool, as well as those that are not interested in a new or different job. The far right column shows that 45.7% of respondents are not available for a new or different job. The remaining 52.3% are members of the Available Labor Pool¹.

It is estimated that 8,537 (9.7%) members of the Available Labor Pool are non-employed² *and* looking for employment, while 14,597 (16.5%) are non-employed *but* interested in a job for the right opportunities. In addition, 11,135 (12.6%) members of the Pool are employed *and* currently looking for different employment, while 54,113 (61.2%) are employed *but* interested in new employment for the right opportunities.

Figure 1: The Available Labor Pool for the Henry County Labor Basin



The Available Labor Pool is composed of workers categorized as either 1) currently not employed and looking for full-time employment, 2) currently not employed *but* interested in full-time employment, 3) currently employed *and* looking for full-time employment, 4) currently employed *but* interested in other full-time employment for the *right opportunities*.

¹ The figure shows percentages of the Available Labor Pool, as well as the entire sample (shown in parentheses). For example, 9.7% of the Pool is non-employed and looking for work, while this percentage is 5.1% for the entire sample.

² The terms “non-employed,” “not employed,” and “non-working” refer to officially unemployed members of the Civilian Labor Force *and* any non-employed/non-working full-time students, homemakers, retirees, and disabled individuals that indicate they are available for employment but that might not be officially unemployed.

Table 1 shows the gender, age, and education levels of the 88,382-member Available Labor Pool. About half (51.6%) of the Pool are women, and the average age is about 48 years old. Almost all (97.8%) have *at least* a high school diploma, more than three-quarters (77.6%) have *at least* some college experience, and more two-fifths (43.4%) have *at least* a bachelor's degree. More than a fifth (22.6%) speak Spanish, but most (72.1%) speak "only a little."

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

Age Information		Age in 2017	
Range		18 to 69	
Mean Average		48	
Median Average		49	
Gender		Number	Percent
Female		45,646	51.6
Male		42,735	48.4
Total		88,382	100
Highest Level of Education Achieved			Cumulative Percent
Doctoral Degree		964	1.1
Masters Degree		12,601	14.3
Bachelors Degree		24,791	28.1
Associates Degree		12,754	14.4
Some College (including current students)		17,493	19.8
High School Diploma		17,791	20.1
Less than HS Diploma		1,988	2.2
Total		88,382	100
"Do you speak Spanish?"		Number	Percent
"Yes"		19,973	22.6
<i>Speak Very Well</i>		965	4.8
<i>Speak Fairly Well</i>		4,601	23.0
<i>Speak Only a Little</i>		14,407	72.1
			100

These percentages represent portions of 22.6%

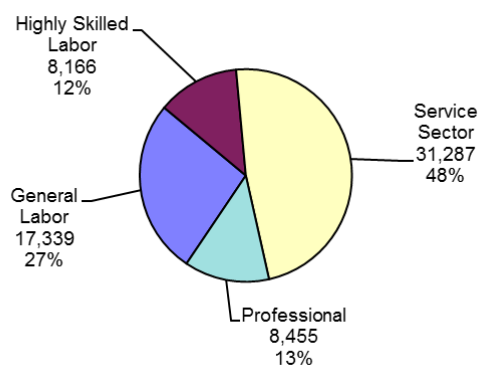
Table 2 shows the various occupational categories of the 88,382-member Available Labor Pool. General labor occupations represent 19.6% of the entire Available Labor Pool, while highly skilled, blue-collar jobs make up 9.2%. Traditional service-related occupations represent 35.4% of the Available Labor Pool, while professional occupations represent 9.6%. Non-employed members of the Pool make up 26.2% of the total.

Table 2: Major Occupational Categories of Available Labor

	Number	Percent	Years at Job	
			Mean	Median
General Labor/Delivery	9,050	10.2	11.2	5.0
Manufacturing/Maintenance/Trucking	8,290	9.4	13.0	12.3
Total General Labor	17,339	19.6	12.1	8.7
Mechanic/Welder/Comp Tech	5,994	6.8	14.8	15.7
Crew Management/Protection Services	2,172	2.5	8.7	6.1
Total Highly Skilled Labor	8,166	9.2	11.8	10.9
Customer Service	6,065	6.9	10.6	6.8
Clerical	5,202	5.9	7.0	5.2
Office or Dept Manager	5,715	6.5	12.6	7.0
Health Aid/Nurse	7,892	8.9	14.1	10.1
Education Aid/Teacher	6,413	7.3	13.6	12.3
Total Service Sector	31,287	35.4	11.6	8.3
Exec Management	3,027	3.4	9.5	6.0
Accounting/Engineering	4,184	4.7	9.8	11.3
Doctor/Professor/Attorney	680	0.8	5.8	5.5
Writer/Artist/Musician	564	0.6	2	2.0
Total Professional Sector	8,455	9.6	6.8	6.2
Homemaker/Student/Unemployed	11,015	12.5	n/a	n/a
Retired/Disabled	12,119	13.7	n/a	n/a
Total Non-Employed	23,134	26.2		
Total	88,382	100		

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-employed Available Labor Pool members.

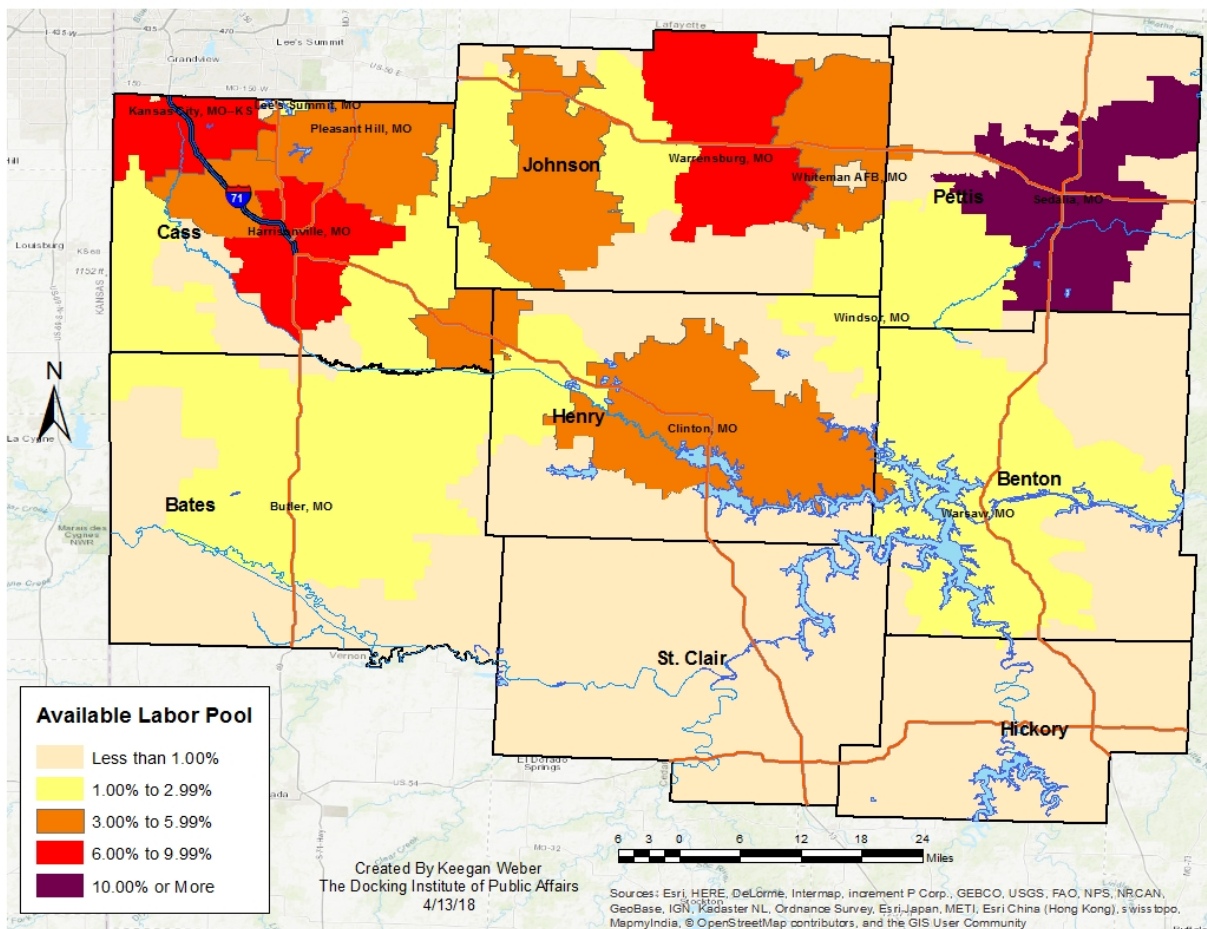
Figure 2: Occupational Sectors of Available Labor (Employed Only)



Map 2 shows how each ZIP code area compares to all other ZIP code areas in terms of the percent of total available labor in the Henry County Labor Basin. The map shows:

- Ten percent or more of the entire labor basin's Available Labor Pool is located in ZIP code areas within Pettis County. (See purple area in the map.)
- Between 6% and 9.99% of the entire labor basin's Available Labor Pool is located in ZIP code areas within Cass and Johnson counties. (See red areas in the map.)
- ZIP code areas in Cass, Henry, and Johnson counties contain 3% to 5.99% of the basin's Available Labor Pool. (See orange areas in the map.)
- ZIP code areas in most counties contain 1% to 2.99% of the basin's Available Labor Pool. (See yellow areas in the map.)
- ZIP codes areas across the basin contain up to 1% of the Available Labor Pool.

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



Current Skills and Work Experience

To gain perspective on the types of workers that are available for new or different employment in the Henry County Labor Basin, survey respondents were asked questions to assess work skills and previous work experience.

Table 3 shows the number of workers currently employed in various job categories, as well as the number of workers and non-workers that have previous work or training experience in those same job categories. The table also shows the sum of working Available Labor Pool members currently employed in a job category *plus* those who indicated previous training or experience in that particular field.

For example, 5,628 members of the Pool are currently employed in such fields as general laborers, construction workers, cleaners, and similar positions. An additional 4,464 Pool members (employed and currently non-employed) had previous employment experience or training in one of those jobs for a total of 10,092 individuals.

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

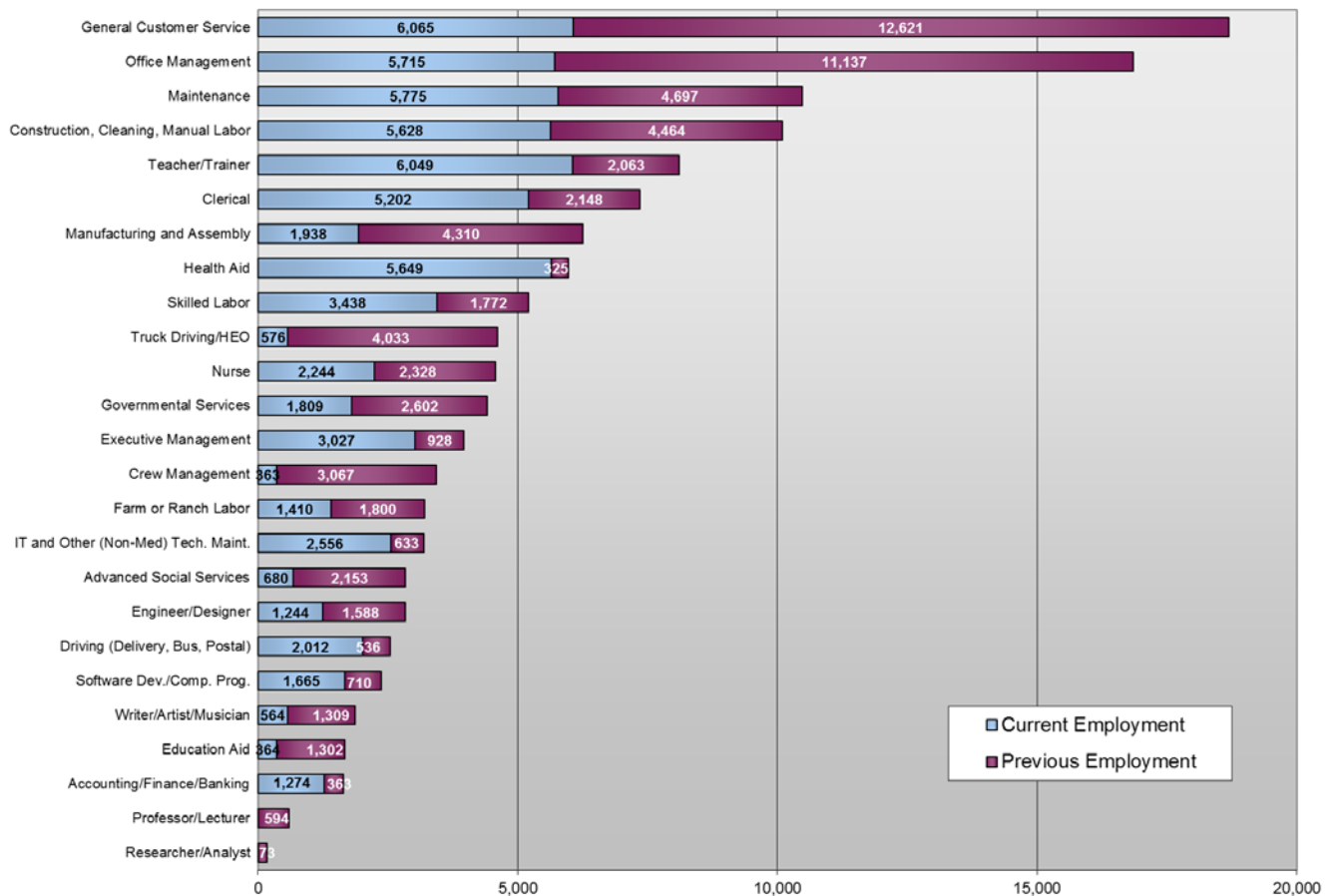
	Current Employment* Number +	Previous Work/Training Number =	Current plus Previous Work or Training** Number
Working with Hands			
Construction, Cleaning, Manual Labor	5,628	4,464	10,092
Farm or Ranch Labor	1,410	1,800	3,210
Manufacturing and Assembly	1,938	4,310	6,248
Maintenance	5,775	4,697	10,473
Driving (Delivery, Bus, Postal)	2,012	536	2,548
Truck Driving/HEO	576	4,033	4,610
Skilled Labor	3,438	1,772	5,211
Crew Management	363	3,067	3,430
Working with People			
General Customer Service	6,065	12,621	18,686
Office Management	5,715	11,137	16,851
Governmental Services	1,809	2,602	4,411
Executive Management	3,027	928	3,955
Advanced Social Services	680	2,153	2,833
Working with Numbers			
Clerical	5,202	2,148	7,350
Accounting/Finance/Banking	1,274	363	1,637
Researcher/Analyst	0	173	173
Working with Technology			
IT and Other (Non-Med) Tech. Maint.	2,556	633	3,189
Software Dev./Comp. Prog.	1,665	710	2,375
Engineer/Designer	1,244	1,588	2,833
Providing Health Services			
Health Aid	5,649	325	5,973
Nurse	2,244	2,328	4,572
Advanced Medical Practitioner	0	0	0
Providing Educational Services			
Education Aid	364	1,302	1,666
Teacher/Trainer	6,049	2,063	8,112
Professor/Lecturer	0	594	594
Creative Arts			
Writer/Artist/Musician	564	1,309	1,873
Total	65,248	67,658	132,906

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

** An individual member of the Pool is counted only once within each employment category. If an individual's previous job is the same as the current job, he or she is not counted in the Previous Job Category.

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 front desk clerks, retail sales positions, receptionists, and other jobs classified as “general customer service” workers. There are 6,065 working Pool members currently employed in this category and 12,621 previously employed/trained in this category for a total of 18,686 individuals (total number not shown in figure).

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



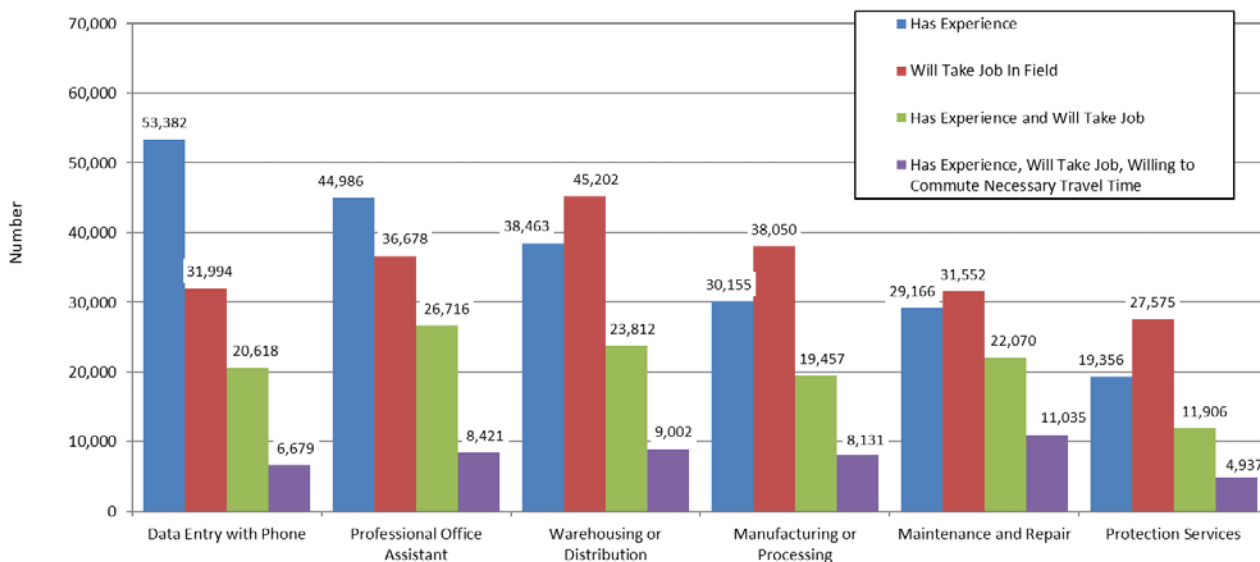
In addition to collecting data regarding the current employment status and previous work or training experience through a series of “open-ended” survey questions (the results of which are shown previously), respondents were asked about the six specific employment areas listed in Figure 4. Respondents were first asked if they had any 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).³

The figure shows that an estimated 53,382 Pool members reported experience or training in data entry with telephone operation (blue column), while fewer (31,994 individuals) would consider employment in that field (red column). An estimated 44,986 members of the Pool have *at least* some experience or training as a professional office assistant (blue column), while slightly fewer members of the Pool (36,678 individuals) would take a job in that field (red column).

The figure also shows responses for training or experience working in warehousing or distribution, manufacturing or processing, maintenance and repair, and in protection services.

The third column shows the estimated number that have *at least* some experience/training in a field **and** are willing to work in that field again (green column). The fourth column shows the estimated numbers that have any experience/training **and** are willing to take a job in that field **and** are within the necessary commute time (purple column). See page 22 for a definition of necessary commute time.

Figure 4: Work Experience / Willing to Work in Field



³ Figure 4 differs substantially from Table 3 and Figure 3 (previous pages). For example, the “has experience” column above represents an extrapolated total of **all** Pool members answering “yes” to the question “do you have any experience or training in...” As such, Figure 4 provides a “50,000-foot view” of the skill sets of Pool members. Table 3 and Figure 3, on the other hand, provide extrapolated responses from Pool members (working in the first column, working and non-working in the second) about specific jobs – one current job and/or one previous job.

Survey respondents with training or experience in warehousing or distribution or in manufacturing or processing were asked additional questions to assess the type of work they performed at those jobs.

Figures 4a and 4b show the responses to those questions. The figures show that about two-fifths (41%) of those with warehousing experience worked in jobs involving moving materials or loading trucks (see figure 4a).

Almost two-thirds (63%) of those with manufacturing or processing experience worked in jobs involving production, fabrication, or assembly (see figure 4b).

Figure 4a: Work Experience in Warehousing or Distribution

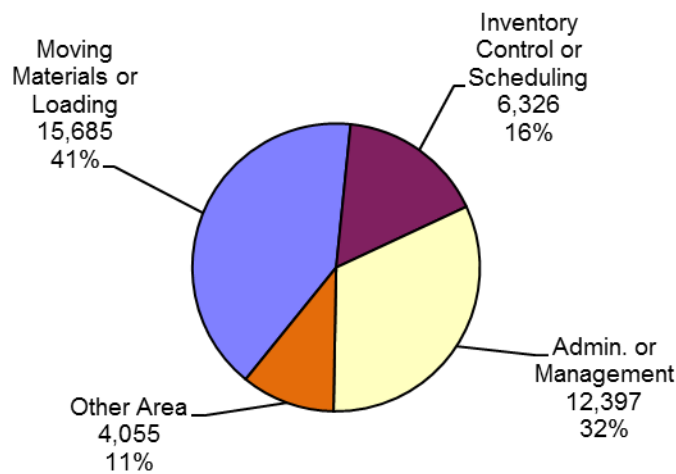
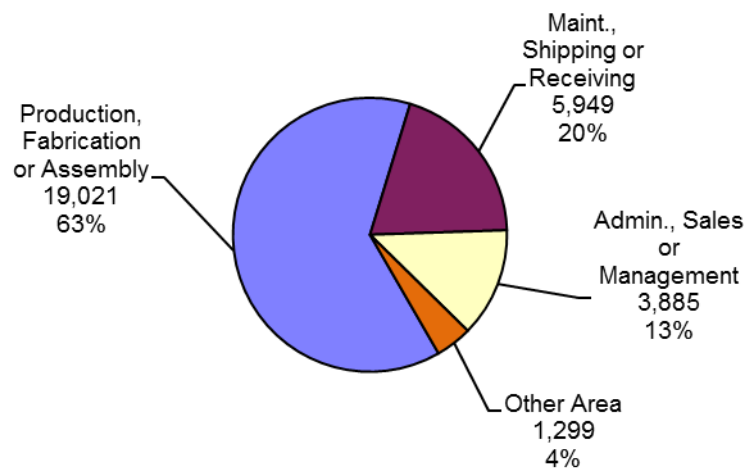


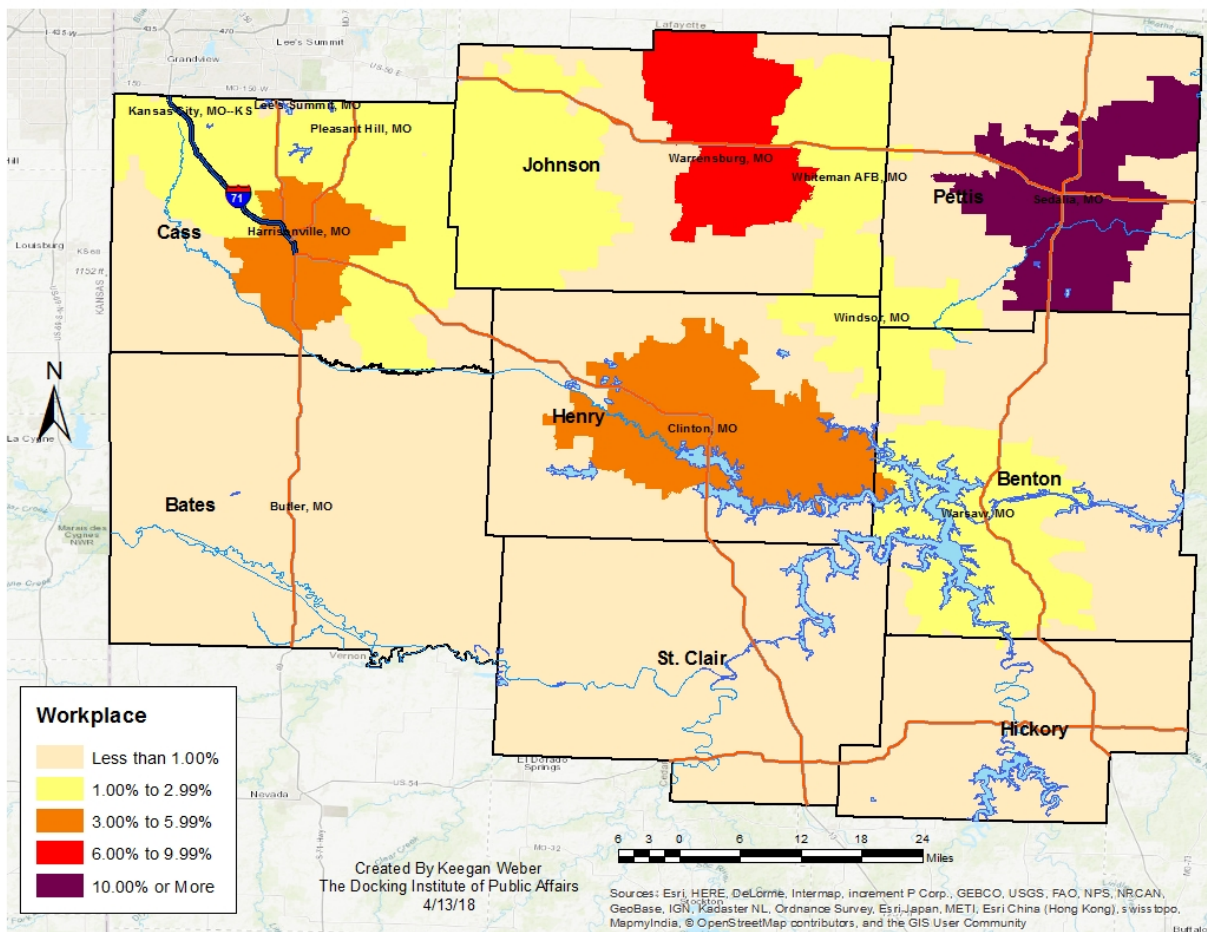
Figure 4b: Work Experience in Manufacturing or Processing



Working Available Labor Pool members were asked for the ZIP code of their workplaces. Map 3 shows the locations of workplaces employing Available Labor Pool members by ZIP code area. The map shows the following:

- Ten percent or more of the working members of the Available Labor Pool work in ZIP code areas in Pettis County. (See purple area on the map.)
- Between 6% and 9.99% of the working members of the Pool work in ZIP codes areas in Johnson County. (See red area on the map.)
- Workplaces located in ZIP code areas in Cass and Henry counties employ 3% to 5.99% of the basin's working Pool members, respectively. (See orange areas on the map.)
- Workplaces located in ZIP code areas in many counties employ 1% to 2.99% of the basin's working Pool members. (See yellow areas on the map.)
- Finally, up to 1% of the Pool work for employers located in ZIP code areas in the rest of the labor basin.

Map 3: Percent of Pool Member Workplaces by ZIP Code



Educational Experience and Job Satisfaction

Table 1 (see page 5) shows that 77.6% of the Available Labor Pool reported *at least* some college experience (with 57.8% holding *at least* associate's degrees and 43.4% having completed *at least* a bachelor's degree).

Respondents that have at least some college experience or are currently enrolled in a community college, college, or university were asked to provide their major area of study. Answers are grouped into the following categories:

Social Sciences: Sociology, Psychology, Anthropology, Politics, and Social Work.

Biological Sciences and Health: Biology, Agriculture, Nursing, Pre-Med, and Pre-Vet.

Physical Sciences and Engineering: Physics, Geology, Chemistry, and Engineering.

Business and Economics: Management, Accounting, Finance, Marketing, and Economics.

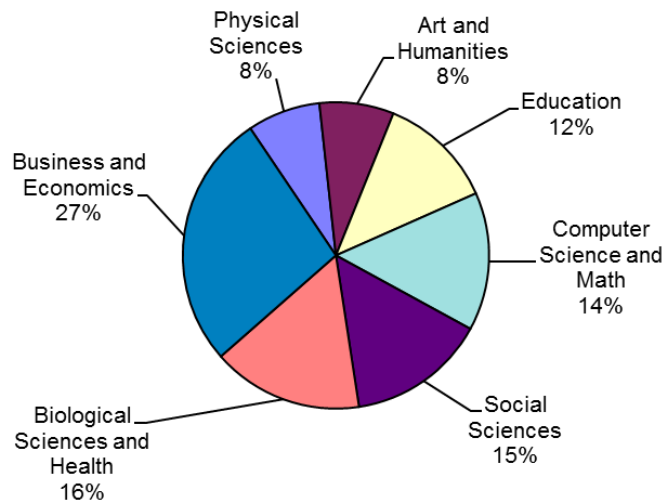
Education: Elementary and Secondary Teaching.

Computer Science and Math: Programming or Technology, Networking, Web Design, and Math.

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

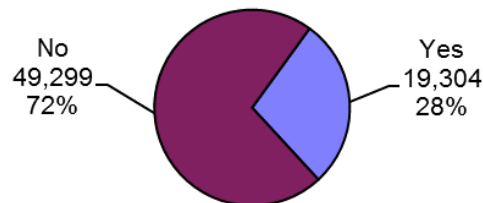
Figure 5 shows that Available Labor Pool members with at least some college experience indicate majors in business and economics (27%), biological sciences and health (16%), social sciences (15%), computer science and math (14%), education (12%), arts and humanities (8%), and physical sciences (8%).

Figure 5: Undergraduate College Major



All respondents that have completed at least some college were also asked: “Are you attending a community college or technical school now, or have you received a community college or technical degree?” Figure 6 shows that 28% of the respondents hold a community college or technical degree or were working on one at the time of the research.

Figure 6: Community College or Technical College Experience

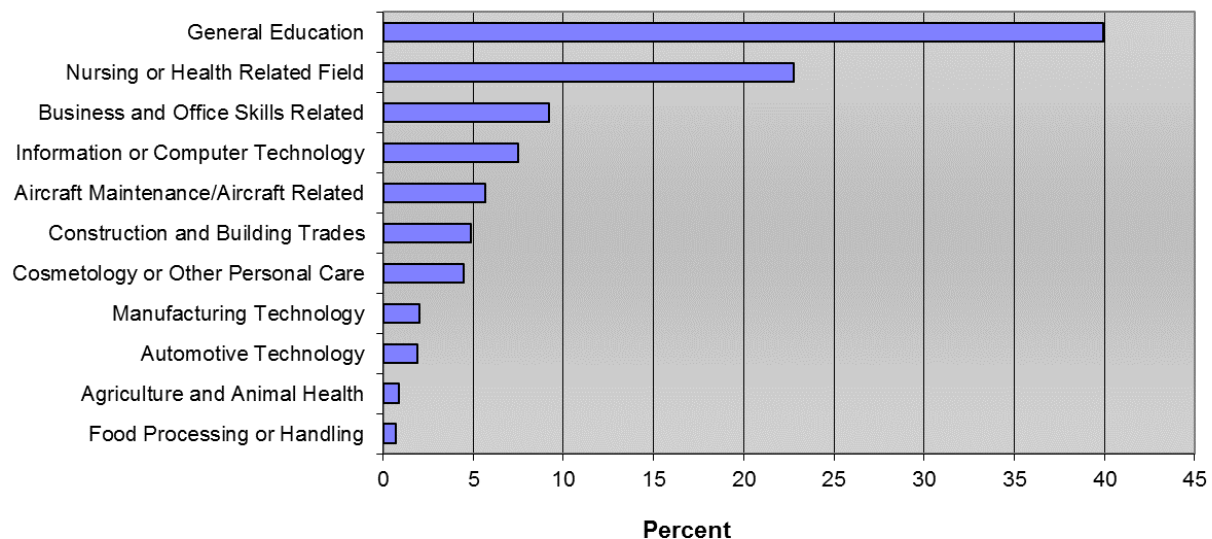


Respondents answering “yes” to the above question were asked for their area of study. Answer options are grouped into one of the options shown in Figure 6a. The figure shows that almost 40% reported studying general education courses and about 23% reported studying nursing or a health related field.

About 9% report studying a business-related field and 7% reported studying information technology or computer technology.

Other areas of study mentioned were aircraft maintenance or other aircraft related field, construction or other building trades, cosmetology or other personal care, manufacturing technology, automotive technology, agriculture or animal health, and food processing or handling.

Figure 6a: Community or Technical College Study Area



All members of the Available Labor Pool were asked if they had completed a certificate in a technical field. Figure 7 shows that 34% of the Pool members reported completing a technical certificate of some kind.

Figure 7: Completed a Technical Certificate



Figure 8 and Table 4 show responses to questions regarding *job satisfaction*. The figure and table report responses from *working survey respondents* only. The figure shows that about 38% of the working Pool respondents “strongly agree” with a statement suggesting that they “enjoy the things I do,” while 52% “agree” with that statement. In all, about 90% *at least* “agree” that they enjoy their work.

In general, Pool members are generally satisfied with their work and their work environments but are looking for and/or are available for new employment. About 58%, however, *at least* disagree that they have a “fair chance at promotion” to another position.

Figure 8: Job Satisfaction among Available Labor Pool Workers

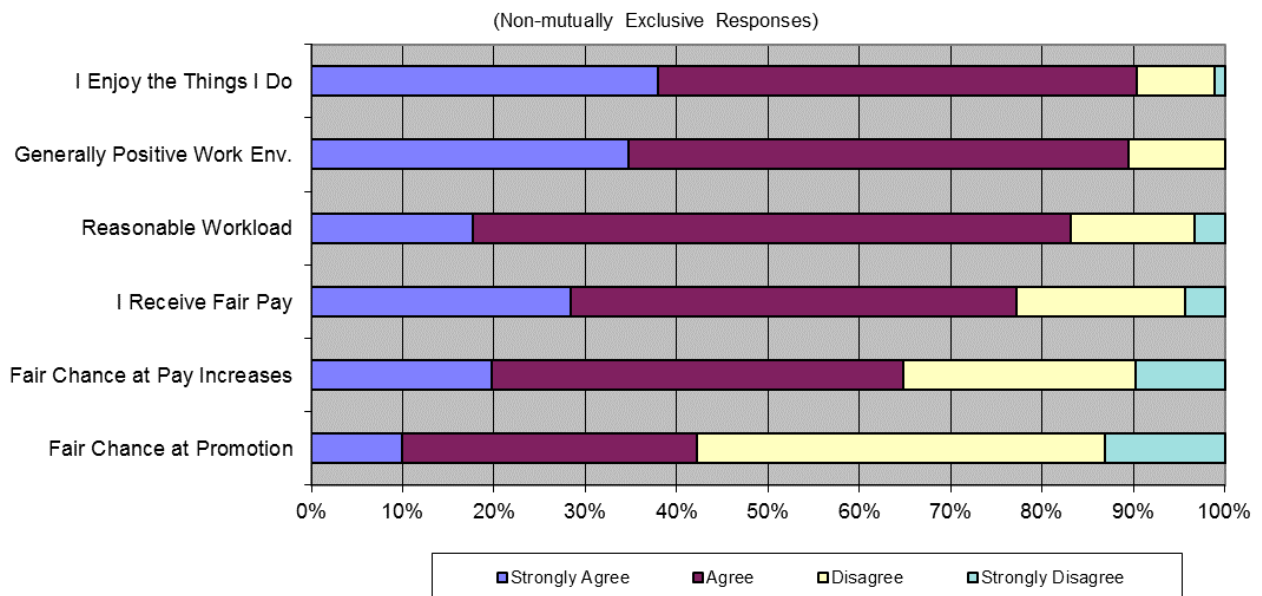


Table 4 shows combined “strongly agree” and “agree” responses of working Pool members and working non-Pool respondents. The table shows that 90.4% of the working Pool members *at least* agree with the statement regarding “enjoying the things I do”; a higher percentage (96.1%) of the working non-Pool respondents suggest the same.

The statement with the largest percentage of disparity between working Pool members and working non-Pool respondents is with regard to having a “fair chance at promotion.” About 61.5% of the working non-Pool respondents *at least* agree with this statement, whereas about 19.3% fewer (42.2%) of the working Pool members feel the same way.

Table 4: Job Satisfaction Among Workers: Pool and Non-Pool Members

	At Least Agree		<i>Difference</i>
	Pool Only Percent	Non-Pool Only* Percent	
I Enjoy the Things I Do	90.4	96.1	-5.8
Generally Positive Work Env.	89.5	96.5	-7.1
Reasonable Workload	83.2	92.2	-9.0
I Receive Fair Pay	77.2	96.1	-18.9
Fair Chance at Pay Increases	64.8	79.4	-14.6
Fair Chance at Promotion	42.2	61.5	-19.3

*This column represents working non-Pool respondents.

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. For example, 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 for the Henry County Labor Basin. Figure 9 shows that a clear majority of the Available Labor Pool (72,350 members or 82%) are willing to accept positions outside of their primary fields of employment.

Figure 9: Considerations for Employment

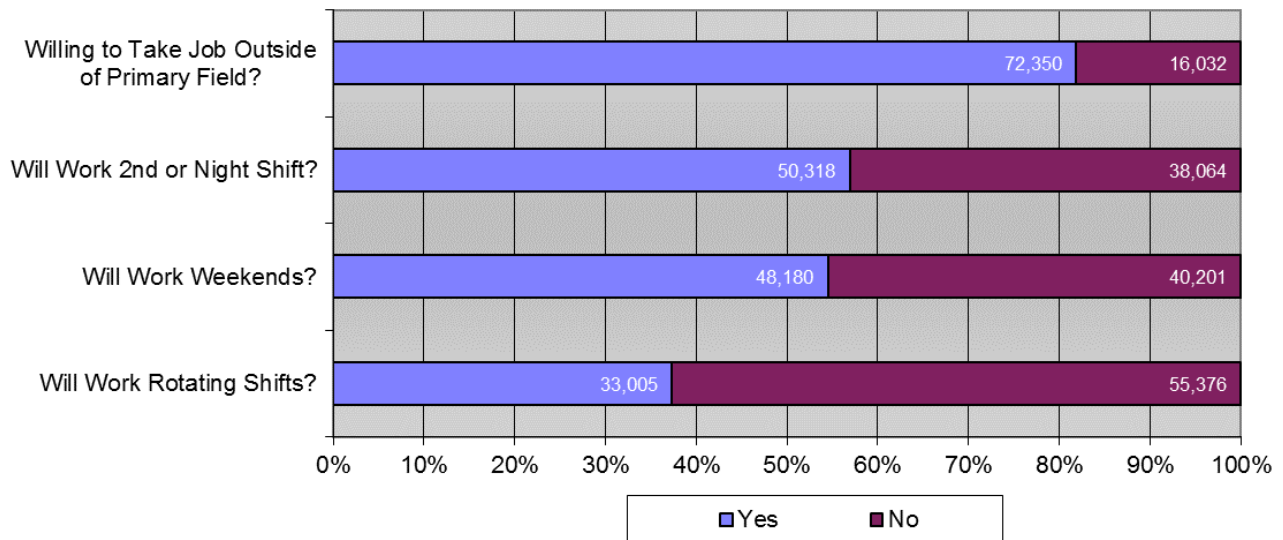
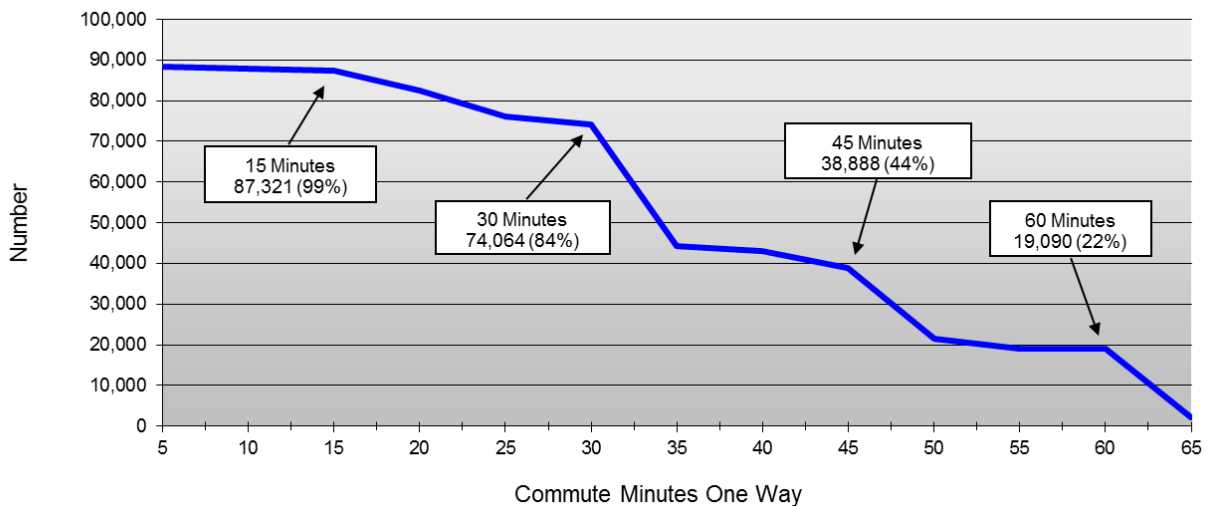


Figure 9 also shows responses to three questions regarding work shifts. Respondents were asked if they would be willing to work weekends, a second or night shift, and rotating shifts for a new job.

The figure shows that about 54% of the Available Labor Pool are willing to work weekends and 57% are willing to work a second shift or a night shift. More than a third (37%) 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 10 shows to what degree the Available Labor Pool members in the Henry County Labor Basin are open to commuting. More than two-fifths (44%) of the members of the Available Labor Pool will commute up to 45 minutes, one-way, for an employment opportunity, while 84% will commute up to 30 minutes, one-way, for employment. Nearly all (99%) will travel up to 15 minutes, one-way, for employment.

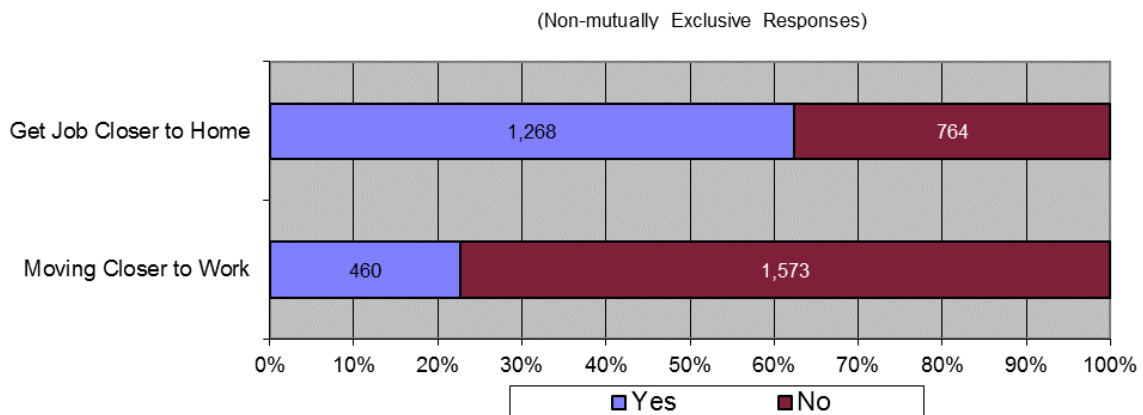
Figure 10: Available Labor by Commute Minutes



Working members of the Pool who currently *commute farther than 60 minutes*, one-way, for a job, were asked two questions: “Have you considered moving to be closer to your job?” and “Have you considered getting a job closer to your home?”

Figure 10a shows that a vast majority (62%) of this subset of the Pool would consider getting a new job closer to their place of residence, while about 23% would consider moving closer to their place of work.

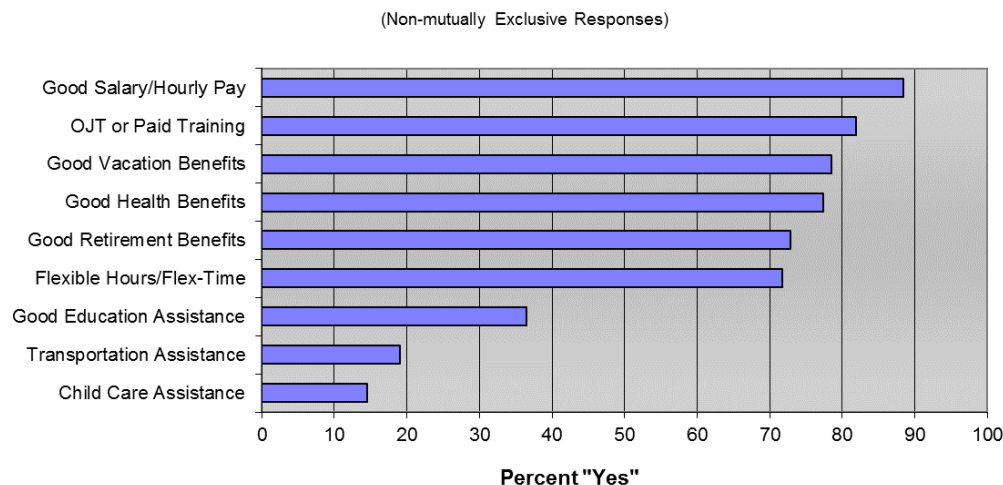
Figure 10a: Being Closer to Work



Available Labor Pool members were asked about various benefits that might be important when 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, with answer options including “yes” and “no.” (Responses are non-mutually exclusive.)

Figure 11 shows that the six most important benefits are, in order: good salary or hourly pay, on-the-job training (OJT) or paid training, good vacation benefits, good health benefits, good retirement benefits, and flexible hours or flex-time. All of these benefits are considered “very important” by 70% or more of the Available Labor Pool. Good educational assistance, transportation assistance, and child care assistance are considered “very important” by 37%, 19%, and 15% of Pool members, respectively.

Figure 11: Benefits Very Important to Change Employment



The left column in Table 5 shows the percentages of all Pool members, while the right column shows the percentages of *working members* of the Available Labor Pool that are offered the benefit from their current employers. Flexible hours/flex-time stands out with a 14.6% difference between those Pool members considering this benefits very important (71.8%) and those working Pool members receiving this benefit (57.2%). Education assistance also stands out with 17.8% more working Pool members receiving this benefit than Pool members as a whole desiring this benefit.

Table 5: Desired Benefits and Current Benefits Offered

	Benefit Important to Change Jobs Percent	Benefit Currently Offered* Percent	Difference
Good Salary/Hourly Pay	88.5	86.7	1.8
OJT or Paid Training	81.9	83.9	-2.0
Good Vacation Benefits	78.5	78.8	-0.3
Good Health Benefits	77.4	82.5	-5.1
Good Retirement Benefits	72.9	74.9	-2.0
Flexible Hours/Flex-Time	71.8	57.2	14.6
Good Education Assistance	36.5	54.3	-17.8
Transportation Assistance	19.0	23.1	-4.1
Child Care Assistance	14.5	12.2	2.3

*This column represents working Pool members that receive the benefit.

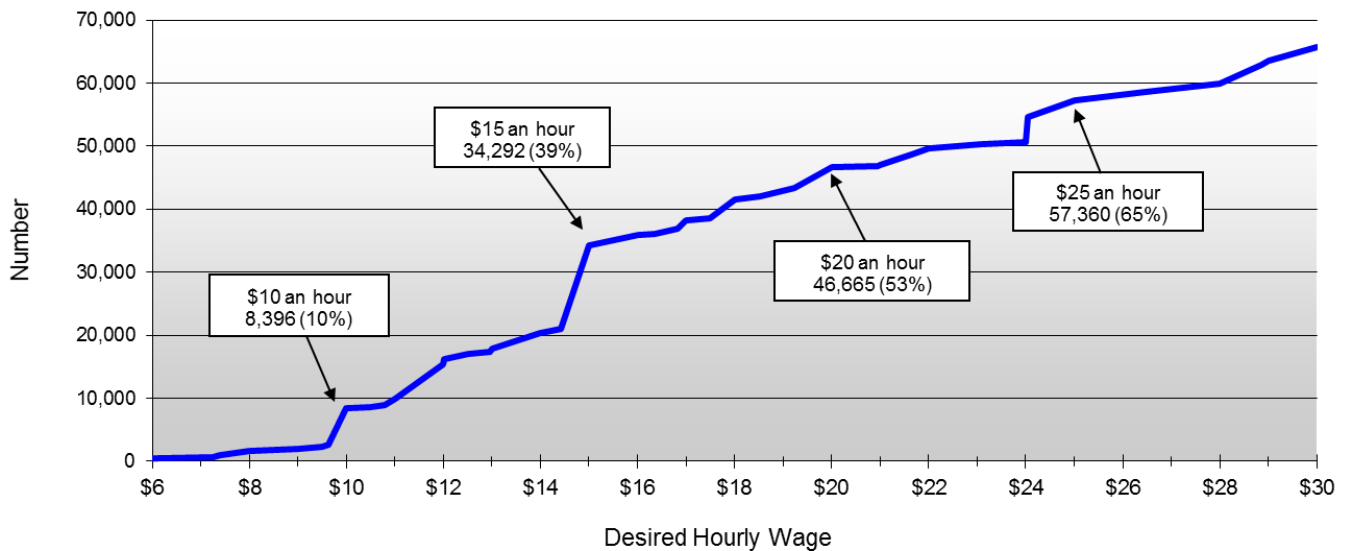
Desired Wages of Available Labor Pool

Desired wage is another important consideration for employers and economic developers. Figure 12 shows desired wages of members of the Available Labor Pool. It is estimated that 57,360 people (or 65% of the available labor) are interested in a new job at \$25 an hour⁴.

An estimated 46,665 (53%) members of the Pool are interested in new employment opportunities at \$20 an hour, while 34,292 (39%) are interested at \$15 an hour.

Finally, an estimated 8,396 people (10%) are interested in a new job at \$10 an hour. This percentage is larger than many comparable labor basins.

Figure 12: Available Labor by Desired Hourly Wage



⁴ See the Appendix for an hourly wage/annual salary conversion chart.

Subsets of the Available Labor Pool

The previous portion of the report addressed the entire Available Labor Pool. The remainder of the report addresses four subsets of the Available Labor Pool. Each provides a different look at the Available Labor Pool, and they are not mutually exclusive.

The four subsets are the following:

- 1 Those Residing within the Necessary Commute Time
- 2 Underemployed Available Labor Pool Workers
- 3 Those with Military Experience
- 4 Discouraged Available Labor Pool Members

Subset 1: Within Necessary Commute 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 reside “within the necessary commute time.”

Necessary Commute Time is defined as a commute time stated by a respondent that is equal to or greater than the commute time necessary for that respondent to travel from his or her ZIP code of residence to the ZIP code at the center of the labor basin. For example, a respondent who is willing to travel for 30 minutes, one-way, for a new or different job opportunity and who lives an estimated 15 minutes from the center of the labor basin is considered to be “willing to travel the necessary commute time” for a new job.

Those within the necessary commute time number 32,992 individuals.

Table 6 shows that the average age of this subset of the Available Labor Pool is between 47 and 49 years old. Almost three-fifths (58.3%) are male. More than two-fifths (43.2%) hold *at least* a bachelor’s degree and a vast majority (97.5%) have earned *at least* a high school diploma.

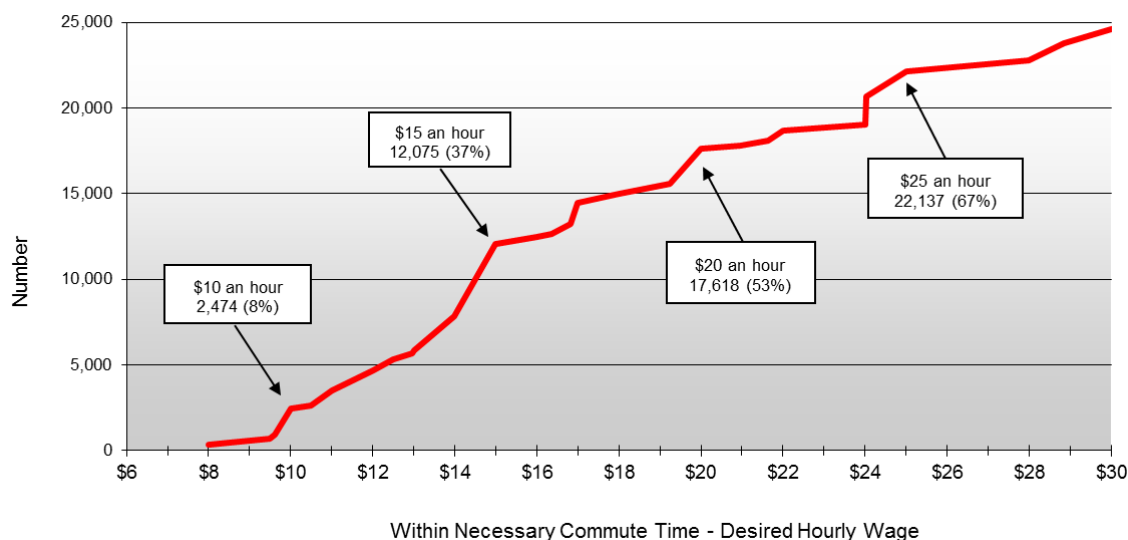
Table 6: Age, Gender, and Education Levels of Those within Necessary Commute Time

Age Information		Age in 2017	
Range		19 to 69	
Mean Average		47	
Median Average		49	
Gender		Number	Percent
Female		13,753	41.7
Male		19,238	58.3
Total		32,992	100
Highest Level of Education Achieved			<i>Cumulative Percent</i>
Doctoral Degree	990	3.0	3.0
Masters Degree	3,562	10.8	13.8
Bachelors Degree	9,713	29.4	43.2
Associates Degree	4,809	14.6	57.8
Some College (including current students)	7,193	21.8	79.6
High School Diploma	5,885	17.8	97.5
Less than HS Diploma	840	2.5	100
Total	32,992	100	

Desired Wages of those within Necessary Commute Time

Figure 13 shows the wage demands for the Available Labor Pool members that are “within the necessary commute time.” An estimated 22,137 people (or 67% of this subset) are interested in a new job at \$25 an hour. An estimated 17,618 (53%) are interested in a new employment opportunity at \$20 an hour, and 12,075 (37%) are interested in a new job at \$15 an hour. Finally, an estimated 2,474 people (8%) are interested in a new job at \$10.

Figure 13: Available Labor by Desired Hourly Wage (for those within Necessary Commute Time)



The figure above suggests the obvious: the higher the wage, the larger the pool of available labor. As noted, 2,474 members of the “within the necessary commute time” subset of the labor pool are available for a new or different job at \$10 an hour. At \$9 an hour, there are 594 members of the pool available. As such, an increase of \$1 per hour from \$9 to \$10 represents an increase of 1,880 workers and potential workers.

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 an insignificant or small increase in available labor. For example, 330 members of this subset are interested in a job at \$8 an hour. At \$9 an hour there are an estimated 594 individuals available. So, while there is certainly an increase in the number of available workers at this higher wage rate, the increase is only 264 individuals – a relatively small increase given the overall size of this subset of the Available Labor Pool.

Additional wage plateaus exist between \$15 and \$16 an hour (an increase of 396 individuals), and \$17 and \$18 an hour (an increase of 561 individuals).

Desired Wages by Occupational Sector for those within Necessary Commute Time

Table 7 shows the four main occupational sectors (employed only) of those within the necessary commute time subset of the Available Labor Pool. The table shows that 12% of the general laborers will take a new or different job at a wage of at \$12 an hour, while 53% are available for new employment at a wage of \$18 an hour. Of the skilled laborers, none are available for new employment at a wage of \$12 an hour, while 19% are available at a wage of \$18 an hour.

Regarding service workers, 16% are available at a wage of \$12 an hour, while 56% are available at a wage of \$18 an hour. Of the professional workers, none are available at a wage of \$12 an hour, while 15% are available at a wage of \$18 an hour.

Table 7: Cumulative Desired Wages by Occupational Sector

	General Labor		Highly Skilled Labor		Service Sector		Professional Sector	
	(N= 26) (+/- 19.2% MoE)		(N= 14) (+/- 26.1% MoE)		(N= 38) (+/- 15.9% MoE)		(N= 12) (+/- 28.7% 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 <	7,571	100%	4,105	100%	11,042	100%	3,393	100%
\$30	6,036	80%	2,566	63%	9,201	83%	1,276	38%
\$27	6,036	80%	1,796	44%	8,690	79%	1,276	38%
\$24	5,013	66%	1,540	38%	7,668	69%	765	23%
\$21	5,013	66%	1,540	38%	6,901	63%	765	23%
\$18	3,990	53%	770	19%	6,134	56%	510	15%
\$15	1,944	26%	0	0%	3,834	35%	255	8%
\$12	921	12%	0	0%	1,789	16%	0	0%
\$9	256	3%	0	0%	767	7%	0	0%
\$6	0	0%	0	0%	256	2%	0	0%

Table 7 (previous page) shows data for working members of the Pool that are within the necessary commute time, with each occupational sector shown *independently* and excluding non-working pool members.

Table 8 (below) includes working service sector Pool members, working general labor Pool members, and non-working Pool members that are within the necessary commute time.⁵

Additionally, in Table 8, general laborers and service sector workers are classified in both sectors shown *if* they are willing to change fields of employment (see Figure 9, page 17).

In other words, Table 8 allows general laborers, service sector workers, and non-workers to “transfer” between employment sectors – providing much larger numbers of workers available for general labor and service sector jobs at various wages than is shown in Table 7.

Specifically, Table 8 *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.⁶

Table 8: Cumulative Desired Wages Allowing for Transfer between Sectors

	General Labor		Service Sector	
	(N= 75)	(+/- 11.3% MoE)	(N= 77)	(+/- 11.2% MoE)
	<i>Number</i>	<i>Cumulative</i>	<i>Number</i>	<i>Cumulative</i>
\$30 <	21,780	100%	22,327	100%
\$30	19,166	88%	19,132	86%
\$27	18,295	84%	18,552	83%
\$24	15,681	72%	16,262	73%
\$21	14,520	67%	15,391	69%
\$18	12,197	56%	13,358	60%
\$15	6,679	31%	7,841	35%
\$12	3,194	15%	3,775	17%
\$9	581	3%	871	4%
\$6	290	1%	290	1%

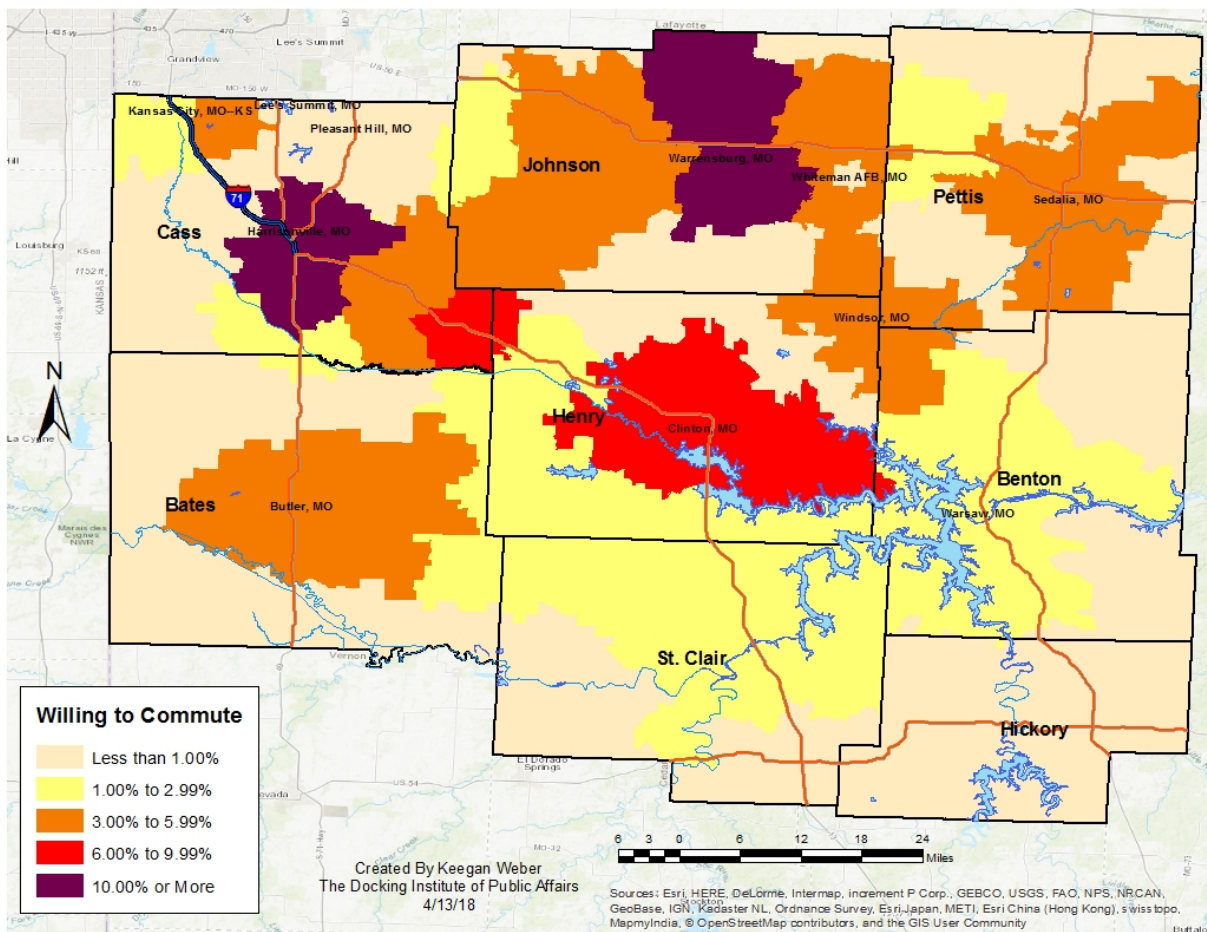
⁵ It is assumed that non-working Pool members will take jobs (all things being equal) in either general labor or service sectors.

⁶ Highly skilled blue-collar workers and professional white-collar workers are excluded from Table 7 because it is assumed that, as a general rule, people in occupations such as Doctors, Lawyers, Engineers, Professors, Machinists, Electricians, etc. are unlikely to transfer into lower-skill general labor and service/support occupations. In addition, it is assumed 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-skill labor or professional positions – at least in the near term.

Map 4 shows how each ZIP code area compares to all other ZIP code areas in terms of the percent of the *within the necessary commute time subset* of the Available Labor Pool. The map shows the following:

- Ten percent or more of this subset are located in ZIP code areas within Cass and Johnson counties. (See purple areas on the map.)
- Between 6% and 9.99% of this subset are located in ZIP code areas within Cass and Henry counties. (See red areas on the map.)
- ZIP code areas in Bates, Cass, Henry, Johnson, and Pettis counties each contain 3% to 5.99% of this subset. (See orange areas on the map.)
- ZIP code areas in most counties contain 1% to 2.99% of this subset. (See yellow areas on the map.)
- Finally, up to 1% of this subset is located in ZIP code areas spread throughout the remaining counties of the labor basin.

Map 4: Percent within Necessary Commute Time by ZIP Code



Subset 2: Underemployed Available Labor Pool Workers

Underemployment (individuals possessing skills and/or training that exceeds the responsibilities of their current jobs) is a significant issue in many communities. To assess underemployment in the Henry County Labor Basin, *employed members of the Available Labor Pool* were presented with a scenario describing underemployment.⁷ They were then asked a series of questions assessing if they perceive themselves as underemployed because 1) their skill levels are greater than their current job requires, 2) they possess higher levels of education than are required on the job, 3) they previously earned a higher income at a similar job, or 4) they are limited in the number of hours that they may work.

Of the 65,248 *employed members* of the Available Labor Pool (shown in Figure 15), almost a third (see Figure 15) answered “yes” to one or more of the questions presented above. These Pool members are considered “underemployed.”

Figure 15 shows that the underemployed workers represent 22% (14,366 individuals) of the employed members of the Pool.

Figure 14: Employed and Non-Employed Members of the Available Labor Pool

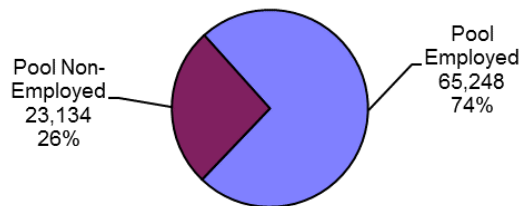
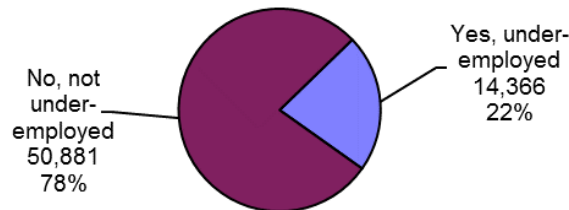


Figure 15: Underemployed Workers



⁷ “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...?”

Table 9 shows that the average age of this subset of the Available Labor Pool is between 43 and 45 years old. More than half (52.2%) are female, about a third (36%) hold *at least* a bachelor's degree, and a vast majority (97.3%) have earned a high school diploma.

Table 9 shows that the education levels of the underemployed workers differs somewhat from the overall Available Labor Pool. Those with higher education levels are less likely to consider themselves as underemployed than those with lower education levels. For example, the table below shows that 10.5% of the underemployed workers hold *at least* a master's degree, while the percentage for the Available Labor Pool as a whole is 15.3% (See Table 1, page 5).

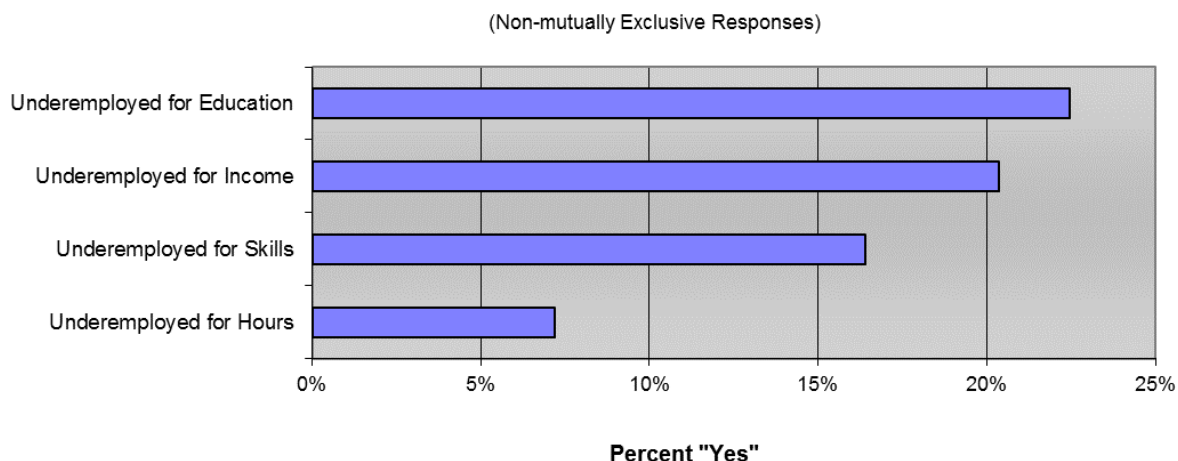
Table 9: Age, Gender, and Education Levels of Underemployed Workers

Age Information		Age in 2017	
Range		19 to 65	
Mean Average		43	
Median Average		45	
Gender	Number	Percent	
Female	7,504	52.2	
Male	6,862	47.8	
Total	14,366	100	
Highest Level of Education Achieved			<i>Cumulative Percent</i>
Doctoral Degree	0	0.0	0.0
Masters Degree	1,509	10.5	10.5
Bachelors Degree	3,710	25.8	36.3
Associates Degree	3,223	22.4	58.8
Some College (including current students)	3,379	23.5	82.3
High School Diploma	2,152	15.0	97.3
Less than HS Diploma	393	2.7	100
Total	14,366	100	

Figure 16 shows the varying percentage of positive responses (i.e., “yes” answers) to the various measures of underemployment.

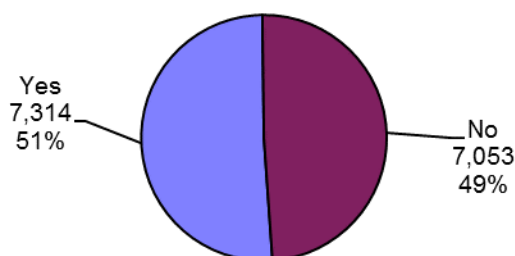
About 22% of this subset possess education levels exceeding those needed for their current jobs. About 20% earned more money at a past but similar job, and about 16% possess skills not used currently on the job. Finally, about 7% are unable to work as many hours as desired.

Figure 16: Reasons for Underemployment



Underemployed workers were asked if they “are available for a new or different job because they are underemployed?” Figure 17 shows that about half (51% or 7,314 individuals) of the underemployed workers are seeking new employment to address underemployment.

Figure 17: Seeking New Employment to Address Underemployment



Occupational Sectors and Categories of Underemployed Workers

Figure 18 and Table 10 show the occupational sectors and categories of underemployed workers. Figure 18 shows that 38% of the underemployed workers are general laborers and 2% are highly skilled blue-collar workers. Most underemployed workers are employed as service sector workers (47%), while 13% hold professional positions.

Comparing Figure 18 with Figure 2 (page 6) suggests that fewer professional and highly skilled laborers but more general laborers and service sector employees consider themselves underemployed. Figure 2 (page 6) shows that the subset of working Available Labor Pool members consists of 27% general laborers, 12% highly skilled laborers, 48% service workers, and 13% professionals.

Figure 18: Occupational Sectors of Underemployed Workers

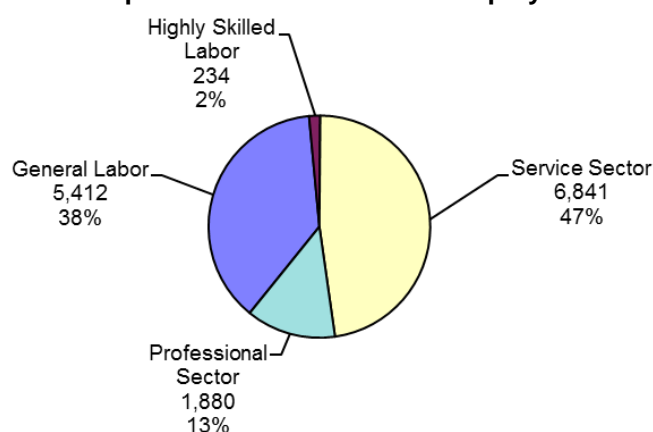


Table 10 shows the occupational categories of underemployed workers. The table shows that the four largest groups of underemployed workers are general laborers/delivery drivers and those holding similar positions (19.6%), manufacturing/maintenance/truck drivers (18.1%), customer service workers (11.2%), and health aids/nurses (14.8%).

Table 10: Occupational Categories of Underemployed Workers

	Number	Percent
General Labor/Delivery	2,810	19.6
Manufacturing/Maintenance/Trucking	2,602	18.1
Crew Management/Protection Services	234	1.6
Customer Service	1,603	11.2
Clerical	1,422	9.9
Office or Dept Manager	833	5.8
Exec Management	650	4.5
Accounting/Engineering	813	5.7
Health Aid/Nurse	2,132	14.8
Education Aid/Teacher	851	5.9
Writer/Artist/Musician	417	2.9
Total	14,366	100

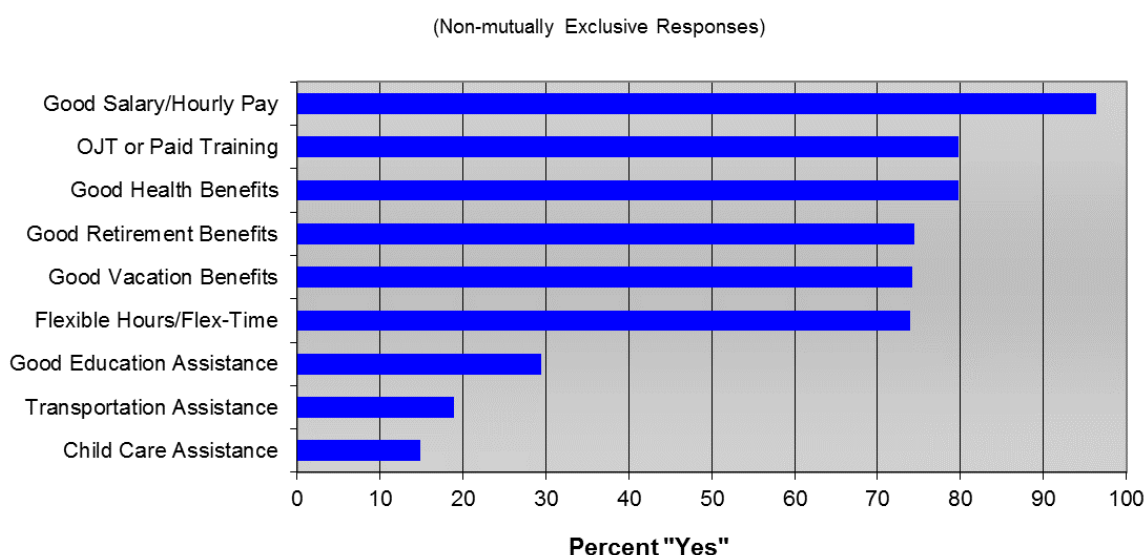
Considerations for Employment among Underemployed Workers

Figure 19 shows that the six most important benefits for this subset are, in order, good salary or hourly pay, on-the-job training (OJT) or paid training, good health benefits, good retirement benefits, good vacation benefits, and flexible hours/flex-time. All of these benefits are considered “very important” by 70% or more among the underemployed workers.

Good educational assistance follows at about 29%.

Transportation assistance and child care assistance are considered “very important” by about 19% and 15% respectively.

Figure 19: Underemployed Workers – Benefits Very Important to Change Jobs



Subset 3: Those with Military Experience

This portion of the report addresses Available Labor Pool members with military experience – either serving currently or in the past.

Figure 20 shows that 14,663 (17%) members of the Available Labor Pool have military experience.

Figure 20: Military Experience

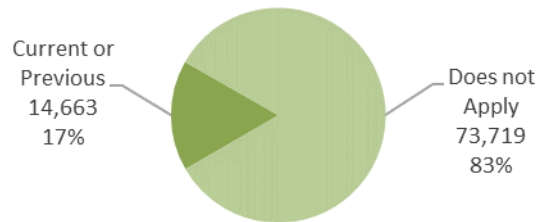


Table 11 shows that the average age of this subset of the Available Labor Pool is between 51 and 54 years old. About two-thirds (63.9%) are male. More than two-fifths (42.5%) hold *at least* a bachelor's degree, and almost all (96.3%) have earned *at least* a high school diploma.

Table 11: Age, Gender, and Education Levels of Individuals with Military Experience

Age Information		Age in 2017	
Range		21 to 69	
Mean Average		51	
Median Average		54	
Gender		Number	Percent
Female		5,294	36.1
Male		9,368	63.9
Total		14,663	100
Highest Level of Education Achieved			Cumulative Percent
Doctoral Degree		388	2.6
Masters Degree		2,132	14.5
Bachelors Degree		3,718	25.4
Associates Degree		3,648	24.9
Some College (including current students)		2,803	19.1
High School Diploma		1,431	9.8
Less than HS Diploma		543	3.7
Total		14,663	100

Occupational Sectors and Categories of Those with Military Experience

Figure 21 and Table 12 show the occupational sectors and occupational categories for those with military experience. Figure 21 shows that many (27%) are service sector workers currently. Professional workers and highly skilled laborers make up 5% and 9% respectively, and general laborers make up 16%. A large percentage (43%) of this subset is currently not working outside the home.

Figure 21: Occupational Sectors of Individuals with Military Experience

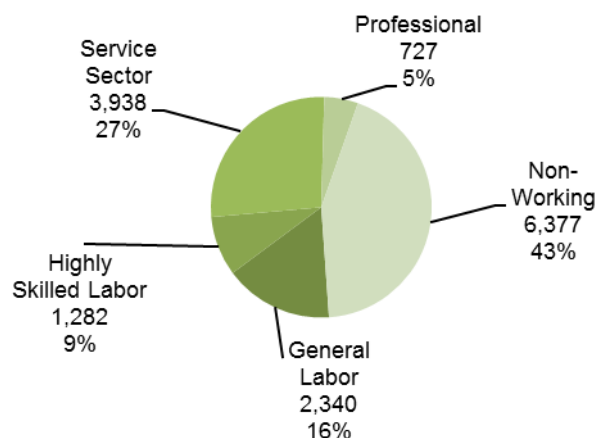


Table 12 shows the occupational categories of this subset of the Available Labor Pool. The figure shows that 13.4% currently work in manufacturing, maintenance, trucking, and other skilled positions. Almost 18% are homemakers, students, or unemployed, and about a quarter (25.8%) are retired or disabled individuals.

Table 12: Occupational Categories of Those with Military Experience

	Number	Percent
General Labor/Delivery	381	2.6
Manufacturing/Maintenance/Trucking	1,965	13.4
Mechanic/Welder/Comp Tech	396	2.7
Crew Management/Protection Services	880	6.0
Customer Service	630	4.3
Clerical	1,070	7.3
Office or Dept Manager	704	4.8
Exec Management	367	2.5
Accounting/Engineering	367	2.5
Health Aid/Nurse	1,378	9.4
Education Aid/Teacher	147	1.0
Homemaker/Students/Unemployed	2,595	17.7
Retirees/Disabled	3,783	25.8
Total	14,663	100

Considerations for Employment among Those with Military Experience

Figure 22 shows the estimated number of this subset by desired hourly wage. The figure shows that 62% are interested in a new job at \$25 an hour. Nearly half (47%) are interested in a new job at \$20 an hour and nearly a third (30%) are interested at \$15 an hour. Finally, 9% are interested in a new job at \$10 an hour.

Figure 22: With Military Experience by Desired Hourly Wage

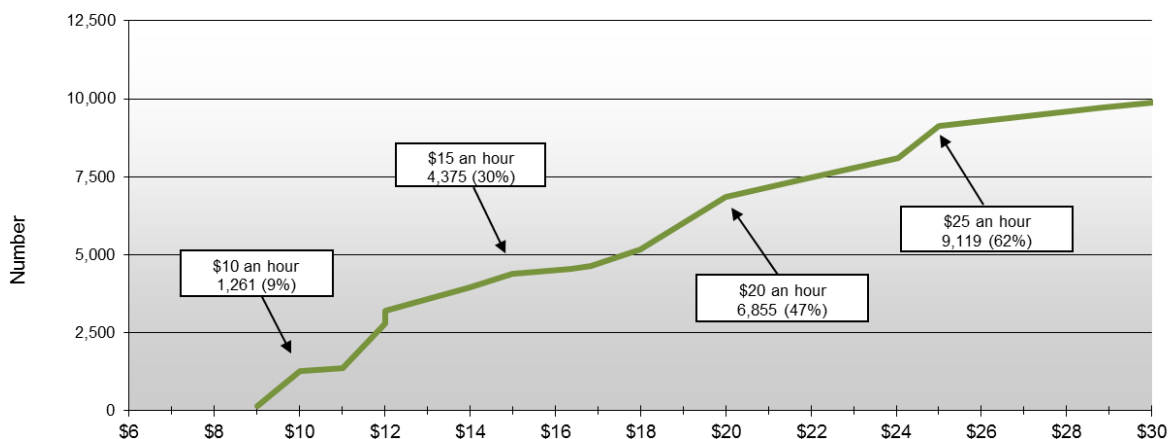
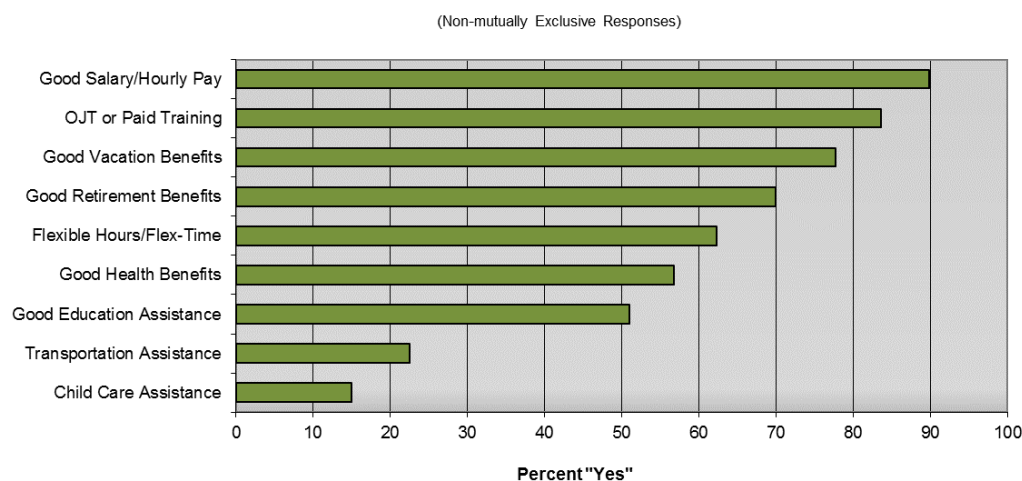


Figure 23 shows that the five most important benefits for this subset are, in order, good salary or hourly pay, on-the-job training (OJT) or paid training, good vacation benefits, good retirement benefits, and flexible hours/flex-time. All of these benefits are considered “very important” by about 60% or more of those with military experience. Between about half (51%) and 55% considered good health benefits and good educational assistance “very important” benefits for a new or different job.

Transportation assistance and child care assistance is considered “very important” by about 23% and 15%, respectively.

Figure 23: With Military Experience – Benefits Very Important to Change Jobs



Underemployment among Those with Military Experience

Of the *working members of this subset* (8,284), 13% consider themselves underemployed.

Figure 24: Underemployment among Those with Military Experience

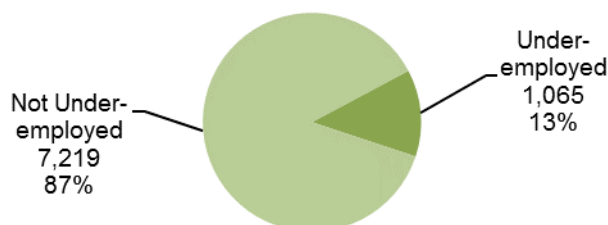
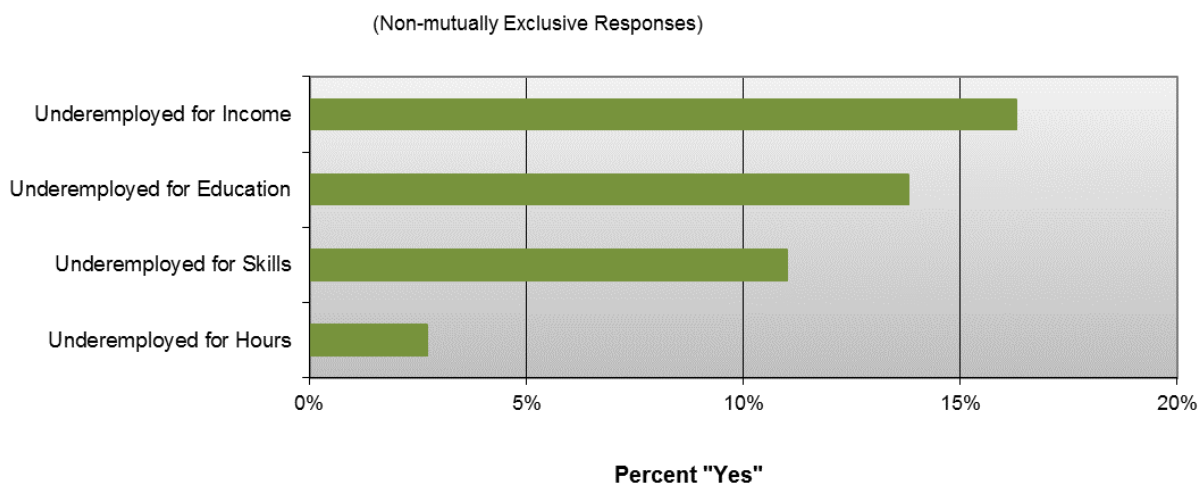


Figure 25 shows the percentages of the positive responses (i.e., “yes” answers) to the various measures of underemployment.

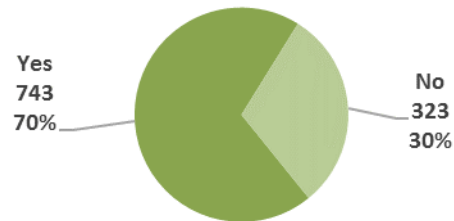
Of the *working and underemployed members of this subset*, 16% earned more money at a past but similar job, 14% possess education levels exceeding those needed for their current jobs, 11% possess skills not used currently on the job, and 3% are unable to work as many hours as desired.

Figure 25: With Military Experience – Reasons for Underemployment



Underemployed workers were asked if they “are available for a new or different job because they are underemployed?” Figure 26 shows that 30% of the underemployed workers of this subset are seeking new employment to address underemployment.

Figure 26: With Military Experience – New Employment to Address Underemployment



Subset 4: Discouraged Available Labor Pool Members

This portion of the report addresses unemployed Available Labor Pool members who are not currently looking for work but are interested in a new job. This subset includes nonworking Pool members who report being not-employed but are not full-time students, homemakers, retired, or disabled.

The number of members of this subset is 3,222 individuals.

Table 13 shows that the average age of this subset of the Available Labor Pool is about 44 years old. Four-fifths (80.3%) are female. More than a third (36.3%) hold *at least* a bachelor's degree, and almost all (95.5%) have earned *at least* a high school diploma.

Table 13: Age, Gender, and Education Levels of Discouraged Pool Members

Age Information	Age in 2017		
Range	19 to 66		
Mean Average	45		
Median Average	44		
Gender	Number	Percent	
Female	2,588	80.3	
Male	633	19.7	
Total	3,222	100	
Highest Level of Education Achieved			<i>Cumulative Percent</i>
Doctoral Degree	0	0.0	0.0
Masters Degree	537	16.7	16.7
Bachelors Degree	633	19.7	36.3
Associates Degree	317	9.8	46.1
Some College (including current students)	447	13.9	60.0
High School Diploma	1,142	35.5	95.5
Less than HS Diploma	145	4.5	100
Total	3,222	100	

Previous Occupational Groups of Discouraged Pool Members

Table 14 shows the previous occupation groups of *discouraged Pool members*.

The table shows that 23.3% of this subset previously worked in customer service.

Table 14: Previous Occupational Groups of Discouraged Pool Members

	Number	Percent
General Labor	350	10.9
Truck Driving/Heavy Equipment Operator	401	12.5
General Customer Service	751	23.3
Office Management	350	10.9
Clerical	350	10.9
Health Aid	161	5.0
Nurse	350	10.9
Education Aid	352	10.9
Lecturer	64	2.0
Musician/Artist/Designer	93	2.9
Total	3,222	100

Considerations for Employment among Discouraged Pool Members

Figure 27 shows the estimated number of this subset by desired hourly wage. The figure shows that 89% are interested in a new job at \$15 an hour or more, and 44% are interested at \$10 an hour.

Figure 27: Discouraged Pool Members by Desired Hourly Wage

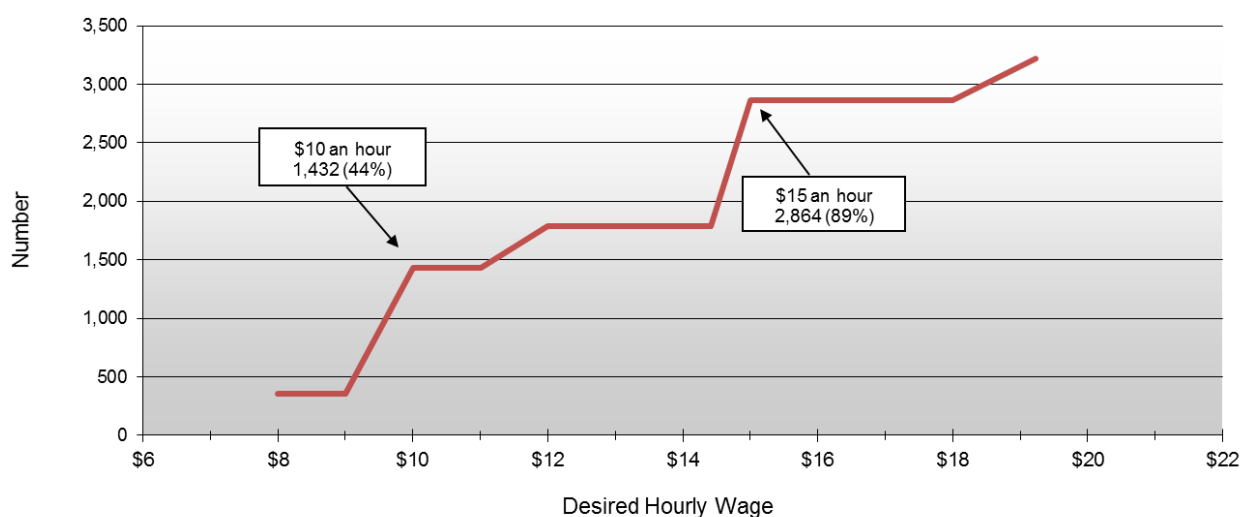
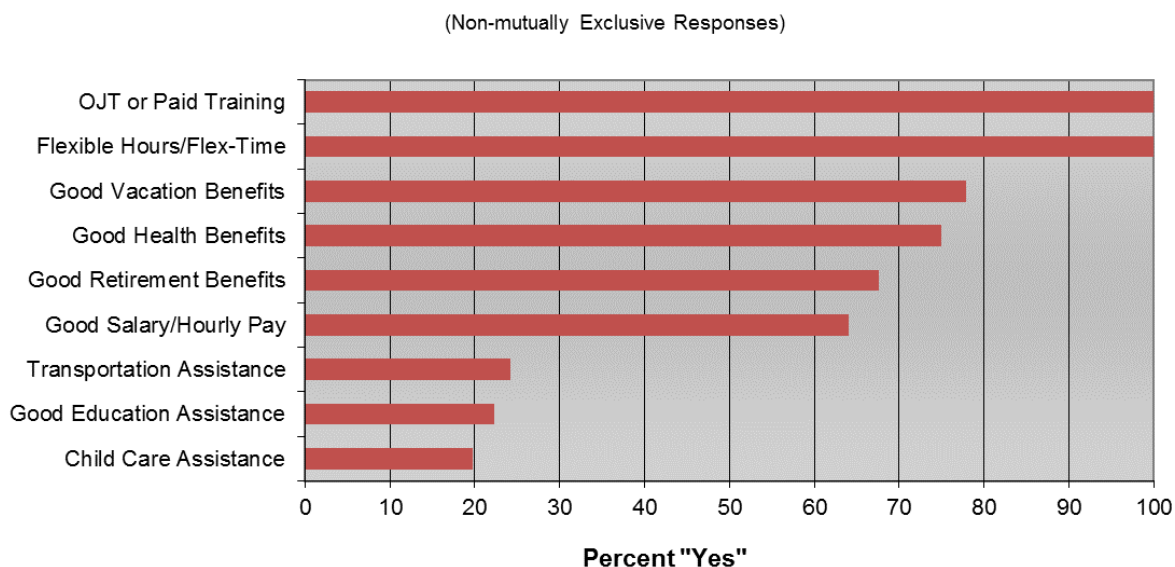


Figure 28 shows that the six most important benefits for this subset are, in order, on-the-job training (OJT) or paid training, flexible hours/flex-time, good vacation benefits, good health benefits, good retirement benefits, and good salary or hourly pay. All of these benefits are considered “very important” by 60% or more of discouraged Pool members.

The figure shows that all (100%) report that training (OJT) or paid training and flexible hours/flex-time are very important benefits for a new job.

Transportation assistance, good education benefits, and child care are considered “very important” by about 24%, 22%, and 20%, respectively.

Figure 28: Discouraged Pool Members – Benefits Very Important for New Job



Comparative Analysis (2009, 2012, 2015, and 2018 Reports)

The Docking Institute of Public Affairs has conducted similar labor studies in 2009, 2012, and 2015. This section of the report compares some of the data collected from all four studies.

Table 15 shows the population, Civilian Labor Force, employment, average unemployment rate, and Available Labor Pool data presented in the four reports.

The population of the Henry County Labor Basin has increased by 10,049 individuals from 2009 to 2018, and the Civilian Labor Force has increased by about 20,609 workers during that same period.

The number of employed people in the labor basin has decreased from 2009 to 2018 by 11,861 workers. The unemployment rate increased from 2009 to 2012 (6.9% to 9.7%) but is now about 3.5%.

The table also shows the Available Labor Pools for each year. The Pool increased by 25,255 people from 2009 to 2018.

Table 15: Key Population and Employment Indicators

Henry County Labor Basin

	2009 Report	2012 Report	2015 Report	2018 Report
Basin Population	264,342	272,083	273,751	274,391
Civilian Labor Force	131,833	128,778	130,753	152,442
Employed	123,659	116,286	122,324	111,798
Average Unemployment Rate	6.9%	9.7%	6.4%	3.5%
Available Labor Pool	63,127	77,217	85,055	88,382

The configuration of the Available Labor Pool has shifted over the past nine years. Figure 29 shows that there was a larger proportion of non-employed Pool members in 2012, compared to other years.

There were higher percentages of “employed but interested” Pool members in 2018 than other years.

Figure 29: Available Labor Pool Comparison

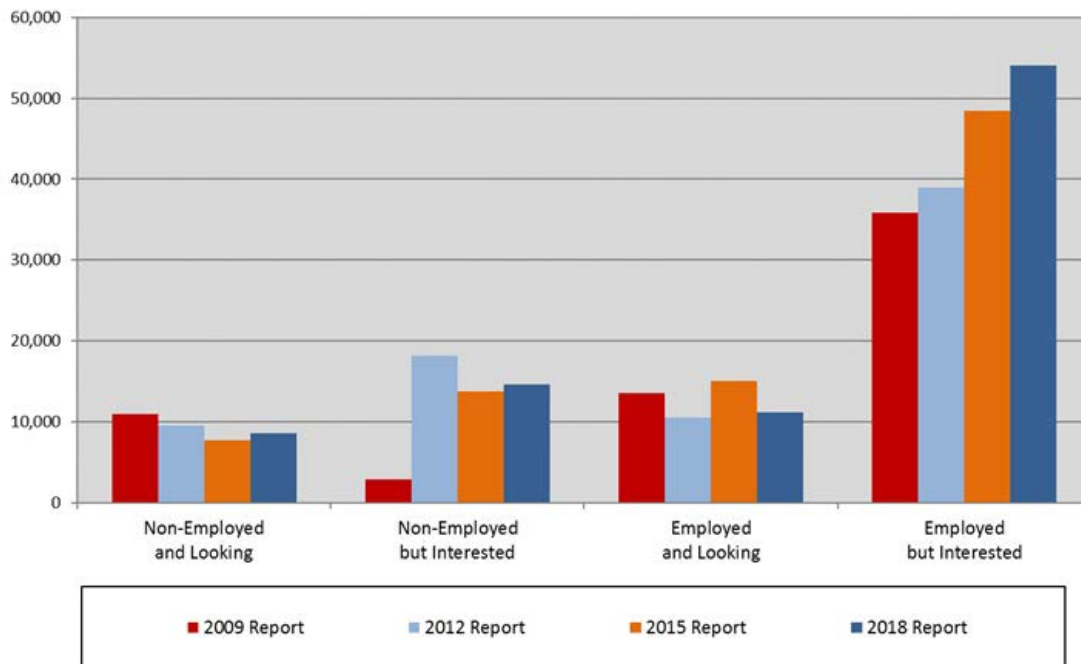


Table 16 compares occupational sectors and education levels from the five studies. The 2012 study stands out with the highest percentage of non-working pool members (35.9%). The 2018 Pool had the highest percentage of general laborers (19.6%), while the 2009 had the highest percentage of professional employees (15.7%).

The education levels among the five pools vary somewhat. The 2018 Pool has the highest percentage of workers with advanced educations, with about two-fifths (43.4%) holding at least bachelor's degrees (see cumulative columns).

Table 16: Available Labor Pool Occupational Sectors and Education Levels Comparison

Labor Sector	2009 Report		2012 Report		2015 Report		2018 Report		
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	
General Labor	12,442	19.7	11,597	15.0	12,822	15.1	17,339	19.6	
Highly Skilled Labor	7,353	11.6	6,682	8.7	8,927	10.5	8,166	9.2	
Service Sector	20,946	33.2	21,324	27.6	29,408	34.6	31,287	35.4	
Professional	9,910	15.7	9,887	12.8	12,388	14.6	8,455	9.6	
Non-Working	12,476	19.8	27,726	35.9	21,510	25.3	23,134	26.2	
Total	63,127	100	77,217	100	85,055	100	88,382	100	
Highest Education	Cumulative			Cumulative			Cumulative		
	Number	Percent	Percent	Number	Percent	Percent	Number	Percent	Percent
Doctoral Degree	837	1.3	2.0	2,150	2.8	2.8	1,279	1.5	1.5
Masters Degree	4,404	7.0	11.4	7,321	9.5	12.3	10,415	12.2	13.7
Bachelors Degree	10,324	16.4	28.7	11,671	15.1	27.4	17,557	20.6	34.4
Associates Degree	4,671	7.4	27.9	11,809	15.3	42.7	11,931	14.0	48.4
Some College	22,771	36.1	68.6	18,119	23.5	66.1	19,557	23.0	71.4
High School Diploma	16,856	26.7	95.3	20,956	27.1	93.3	21,192	24.9	96.3
Less HS Diploma	3,264	5.2	100	5,190	6.7	100	3,123	3.7	100
Total	63,127	100		77,217	100		85,055	100	
							88,382	100	

Table 17 shows the numbers and percentages of those “willing to take a job outside of their primary field.” The table also shows responses to questions regarding various work shifts.

The table shows that the percentage of Pool members willing to take a job outside of their primary field varies from 87.6% (2009) to 79.2% (2015).

Table 17: Willing to Work Outside of Field and Work Shift Comparison

	2009 Report		2012 Report		2015 Report		2018 Report	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Willing to Take Job Outside of Primary Field?	55,299	87.6	65,789	85.2	67,340	79.2	72,350	81.9
Will Work 2nd or Night Shift?	36,172	57.3	43,705	56.6	45,612	53.6	50,318	56.9
Will Work Weekends?	36,045	57.1	42,006	54.4	45,503	53.5	48,180	54.5
Will Work Rotating Shifts?	26,703	42.3	36,832	47.7	36,846	43.3	33,005	37.3

Figure 30 shows a comparison of “minutes willing to commute” for the four studies.

While the patterns are similar, the “drop-off” between 30 minutes and 35 minutes seems the most dramatic in the 2012 study.

Figure 30: Available Labor by Commute Minutes Comparison

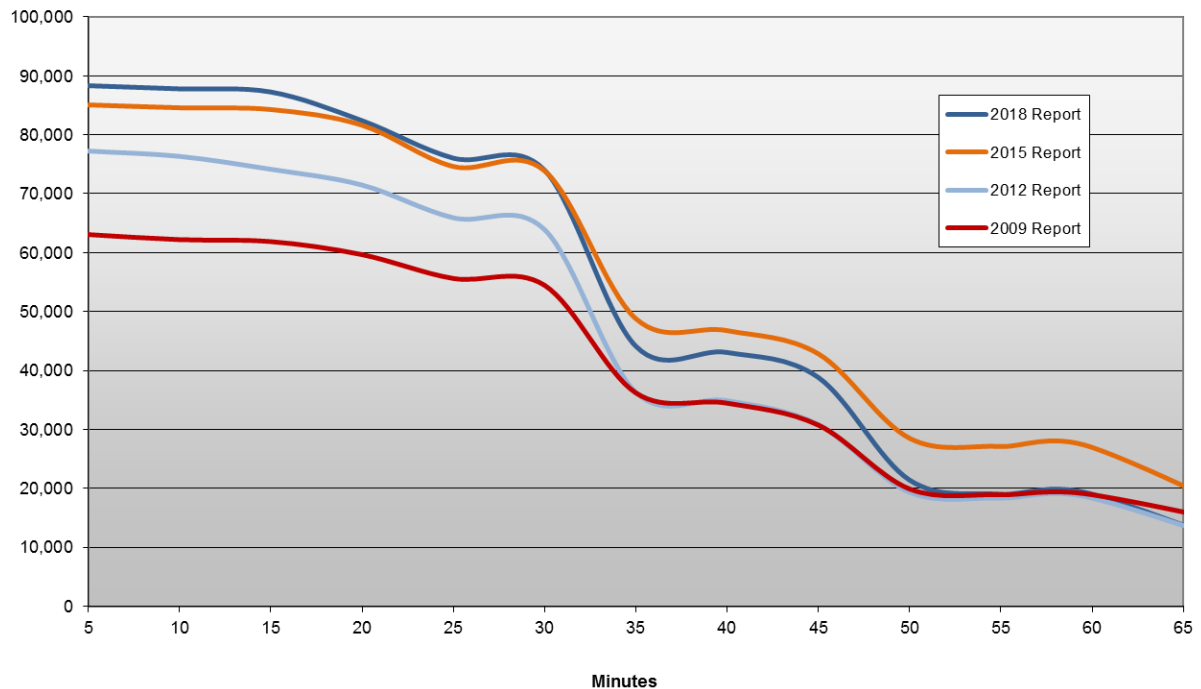


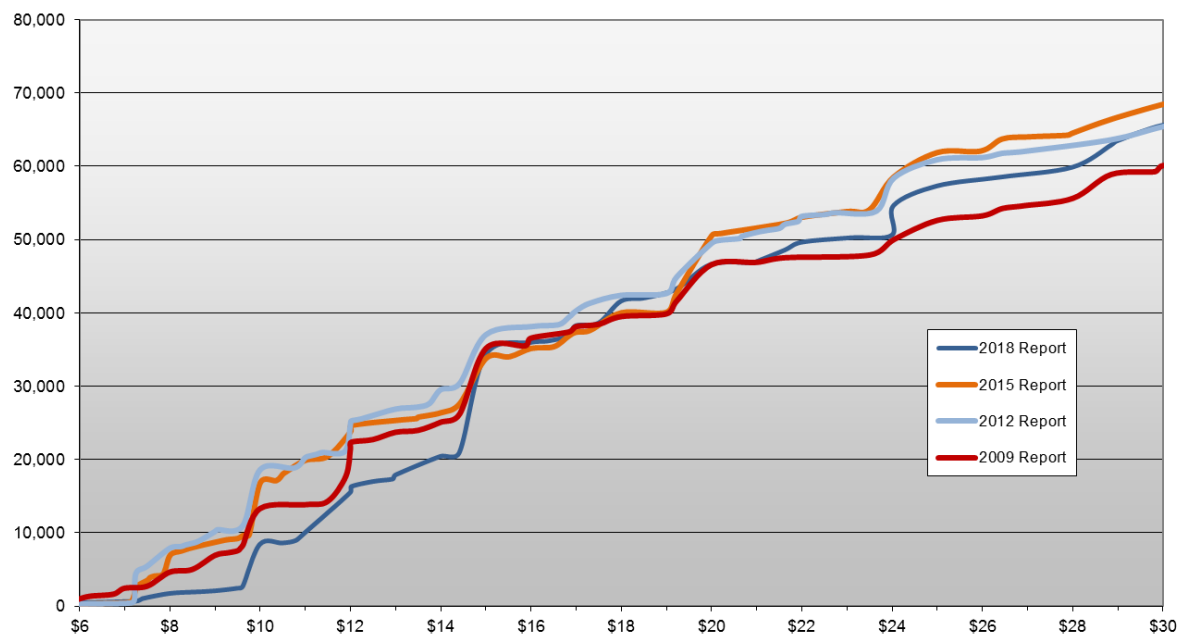
Table 18 shows desired benefits ranked in order by 2018 data. The table shows that good salary/hourly pay was the most important benefit in the 2012, 2015, and 2018 studies. On-the-job training (OJT) or paid training was the most important benefit in 2009. It should be noted, however, that many other benefits were rated very highly during all of the study years.

Table 18: Important Benefits to Change Employment Comparison

	2009 Report	2012 Report	2015 Report	2018 Report	
<i>Ranked by 2018 Report</i>					<i>Change '15 - '18</i>
	<i>Percent Responding "Yes"</i>				
Good Salary/Hourly Pay	89.3	82.8	86.3	88.5	-2.2
OJT or Paid Training	90.0	79.8	82.6	81.9	0.7
Good Vacation Benefits	80.0	74.9	82.6	78.5	4.1
Good Health Benefits	86.9	82.5	83.2	77.4	5.8
Good Retirement Benefits	86.1	79.5	84.0	72.9	11.1
Flexible Hours/Flex-Time	69.0	65.4	75.3	71.8	3.5
Good Education Assistance	55.0	47.5	53.7	36.5	17.2
Transportation Assistance	34.3	31.1	26.2	19.0	7.2
ChildCare Assistance	n/a	n/a	n/a	14.5	n/a

Figure 31 shows a comparison of the desired wages of the five study groups. The desired wage line shows that larger proportions of the 2009, 2012, and 2015 Pools are available for work in the \$7 to \$15 an hour or so range when compared to the 2018 Pool.

Figure 31: Available Labor Pool by Hourly Wage Comparison



Methods

The Henry County Labor Basin has a total population of 274,391 and a Civilian Labor Force of 152,442. The unemployment rate was about 3.8% at the time of the study. The basin contains an Available Labor Pool of 88,382 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. The Civilian Labor Force represents “the civilian non-institutional population, 16 years of age and over classified as employed or unemployed.” The BLS 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 who are available for work and had “made specific efforts to find employment” in the previous four weeks.

While a review of Civilian Labor Force statistics represents the starting point for understanding labor force dynamics in the Henry County Labor Basin, there are some limitations associated with these statistics. These limitations occur because the Civilian Labor Force *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, unemployed people 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, Bureau of Labor Statistics data (such as the Civilian Labor Force) 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 Civilian Labor Force is the Available Labor Pool.⁸ The Available Labor Pool is composed of workers categorized as either 1) currently not working *and* looking for employment, 2) currently not working *but* interested in employment given the right opportunities, 3) currently working *and* looking for other employment, and 4) currently working and not looking, *but* interested in different employment for the right opportunities.

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 Civilian Labor Force.⁹ Secondly, the number of potential workers is then *restricted* to those individuals who indicate that they are looking for work or are interested in new employment. The advantage of this methodology is that it allows researchers to examine

⁸ The Available Labor Pool includes potential workers excluded from the Civilian Labor Force (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).

⁹ 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 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 to 65 years old.

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 represents a substantial number of workers and potential workers for employers to draw upon in the Henry County Labor Basin.

Description of Survey Research Methods

Data for the 2018 study were collected from a random digit telephone survey of adults living in 20 counties in west central Missouri: Bates, Benton, Caldwell, Carroll, Cass, Chariton, Clay, Cooper, Henry, Hickory, Howard, Jackson, Johnson, Lafayette, Moniteau, Morgan, Saline, Ray, Saline, and St. Clair.¹⁰ Surveying took place from September 2017 through January 2018, and utilized a Computer Assisted Telephone Interviewing (CATI) system. A total of 3,211 households were successfully contacted during the data collection period, and a randomly selected adult in each was asked to participate in the study.¹¹ In 1,748 households, the selected adult agreed to be interviewed. This represents a cooperation rate of 53.8% and a margin of error of +/-2.36%.

Survey respondents that were 65 years of age or older, retired, and not looking for work nor 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 1,206 and are considered eligible respondents. Of these respondents, 612 or 51% were looking for work or are interested in new or different employment. This subgroup is the Available Labor Pool for the study region. The margin of error for the region-wide Available Labor Pool is +/- 3.96%.

The Henry County Labor Basin encompasses eight of the 20 counties: Bates, Benton, Cass, Henry, Hickory, Johnson, Pettis, and St. Clair. A total of 581 cooperating and eligible respondents lie within the basin. Of these respondents, 304 constitute 2018 Available Labor Pool for the Henry County Labor Basin (Margin of Error = +/- 5.62%).

Data collection for the 2005, 2009, 2012, and 2015 labor studies used the same methods. 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

¹⁰ Cell-phone and land-line 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.

¹¹ When a land-line number was called, surveyors requested to "speak with an adult over the age of 17 that has had the most recent birthday." When a cell-phone number was called, the respondent was asked if they were over the age of 17.

valid, reliable, and unbiased. Question wording and design of the survey instrument is the property of the Docking Institute.¹²

¹² A detailed summary of the method of analysis used in this report can be found in Joseph A. Aistrup, Michael S. Walker & Brett A. Zollinger, "The Kansas Labor Force Survey: The Available Labor Pool and Underemployment." *Kansas Department of Human Resources*, 2002.

Glossary of Terms

Henry County Labor Basin – The Henry County Labor Basin includes Bates, Benton, Cass, Henry, Hickory, Johnson, Pettis, and St. Clair counties in central Missouri.

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 *and* looking for employment; 2) currently not working in any manner *but* interested in a new or different job given the right opportunities; 3) employed (full- or part-time) *and* looking for other employment; and 4) currently employed and not looking, *but* interested in different employment given the right opportunities.

Desired Wage – The desired wage is the hourly wage at which a respondent would consider accepting a new or different job given the right opportunities. If a respondent offers a yearly salary instead of an hourly wage, a wage is computed by dividing the salary by 2,080.

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.

Within the Necessary Commute Time – “Necessary Commute Time” is any number of minutes that a respondent is willing to travel that is equal to or greater than the estimated 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 who is willing to travel for 30 minutes, one-way, for a new or different job and that lives an estimated 15 minutes from the center of the labor basin is considered to be within the necessary commute time for a new job.

Underemployment – Individuals who perceive themselves as 1) possessing skills and/or training levels that exceed the responsibilities of their current job; 2) have educations that exceed those necessary for their current job; 3) have earned a higher salary/hourly wage for a previous but similar job, and/or 4) are unable to work as many hours as desired at their current job.

Military Experience – Individuals who are currently serving or who have previously served in the armed forces.

Discouraged Pool Members – Non-working, non-students, and non-retired individuals who are NOT looking for work, but are interested in a new job.

Job Sectors – Job sectors include the following (with examples shown):

- **General Labor** includes occupations such as cleaning, construction, delivery, and maintenance.
- **Highly Skilled Labor** includes occupations such as police, fire-fighting, postal worker, welder, highly skilled mechanic, computer technician, and lab technician.
- **Service Sector** includes occupations such as clerical work, waitress, retail sales clerk, bookkeeper, para-professional, certified nurse's assistant, nurse, teaching, and small business management.
- **Professional Sector** includes occupations such as administrator, business executive, professional salesperson, doctor, lawyer, professor, and engineer.

Appendix: Hourly Wage to Annual Salary Conversion Chart

Hourly Wage	Annual Salary	Hourly Wage	Annual Salary
\$5.00	\$10,400	\$30.50	\$63,440
\$5.50	\$11,440	\$31.00	\$64,480
\$6.00	\$12,480	\$30.50	\$63,440
\$6.50	\$13,520	\$31.00	\$64,480
\$7.00	\$14,560	\$31.50	\$65,520
\$7.50	\$15,600	\$32.00	\$66,560
\$8.00	\$16,640	\$32.50	\$67,600
\$8.50	\$17,680	\$33.00	\$68,640
\$9.00	\$18,720	\$33.50	\$69,680
\$9.50	\$19,760	\$34.00	\$70,720
\$10.00	\$20,800	\$34.50	\$71,760
\$10.50	\$21,840	\$35.00	\$72,800
\$11.00	\$22,880	\$35.50	\$73,840
\$11.50	\$23,920	\$36.00	\$74,880
\$12.00	\$24,960	\$36.50	\$75,920
\$12.50	\$26,000	\$37.00	\$76,960
\$13.00	\$27,040	\$37.50	\$78,000
\$13.50	\$28,080	\$38.00	\$79,040
\$14.00	\$29,120	\$38.50	\$80,080
\$14.50	\$30,160	\$39.00	\$81,120
\$15.00	\$31,200	\$39.50	\$82,160
\$15.50	\$32,240	\$40.00	\$83,200
\$16.00	\$33,280	\$40.50	\$84,240
\$16.50	\$34,320	\$41.00	\$85,280
\$17.00	\$35,360	\$41.50	\$86,320
\$17.50	\$36,400	\$42.00	\$87,360
\$18.00	\$37,440	\$42.50	\$88,400
\$18.50	\$38,480	\$43.00	\$89,440
\$19.00	\$39,520	\$43.50	\$90,480
\$19.50	\$40,560	\$44.00	\$91,520
\$20.00	\$41,600	\$44.50	\$92,560
\$20.50	\$42,640	\$45.00	\$93,600
\$21.00	\$43,680	\$45.50	\$94,640
\$21.50	\$44,720	\$46.00	\$95,680
\$22.00	\$45,760	\$46.50	\$96,720
\$22.50	\$46,800	\$47.00	\$97,760
\$23.00	\$47,840	\$47.50	\$98,800
\$23.50	\$48,880	\$48.00	\$99,840
\$24.00	\$49,920	\$48.50	\$100,880
\$24.50	\$50,960	\$49.00	\$101,920
\$25.00	\$52,000	\$49.50	\$102,960
\$25.50	\$53,040	\$50.50	\$104,000
\$26.00	\$54,080	\$51.00	\$105,040
\$26.50	\$55,120	\$51.50	\$106,080
\$27.00	\$56,160	\$52.00	\$107,120
\$27.50	\$57,200	\$52.50	\$108,160
\$28.00	\$58,240	\$53.00	\$109,200
\$28.50	\$59,280	\$53.50	\$110,240
\$29.00	\$60,320	\$54.00	\$111,280
\$29.50	\$61,360	\$54.50	\$112,320
\$30.00	\$62,400	\$55.00	\$113,360

End of Report

