



Pettis County  
Labor Basin

Labor Availability  
Assessment

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# Pettis County Labor Availability Study

- Description of Labor Basin's Available Labor Pool
  - Current and Past Work Experience (Education and Skills)
  - Considerations for Employment among ALP (Desired Wages, Benefits, Willingness to Commute)
  - Underemployment
  - Trend Analysis
- 
- Focus of Today's Presentation

# Basic Approach for Labor Analysis

Our approach is simple. We ask ourselves: “What would a prospective employer want to know about a **local** labor force?”

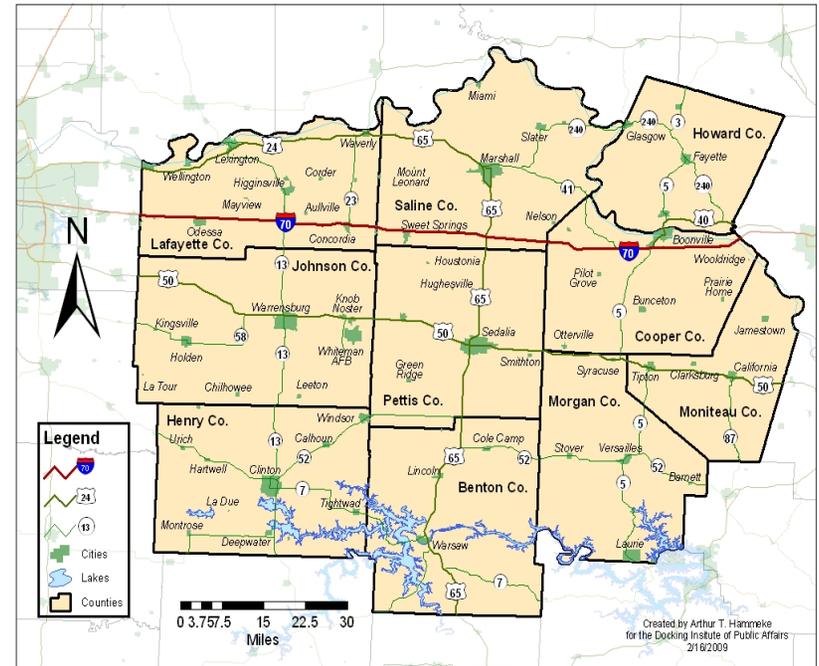
- Who is available for full-time work?
- What are the characteristics of available workers?
- Do available workers possess needed skills or experiences to fill potential jobs?
- Are available workers willing to commute for a new or different job?
- What are the wage and benefit demands of available workers?
- Will available workers travel the necessary distance to the job site – and at what wages?





# Pettis Labor Basin

- Ten county area
- Population: 251,893
- CLF: 126,169
- Survey Conducted from 10/14 to 12/15, 2008
- We Estimate the Basin's ALP to be 67,336



# Theoretical Approach to Estimate Available Labor Pool

CLF + discouraged workers + homemakers  
+ students + military + retired

– those that indicate they are not  
available for a job or new job

**= Available Labor Pool**

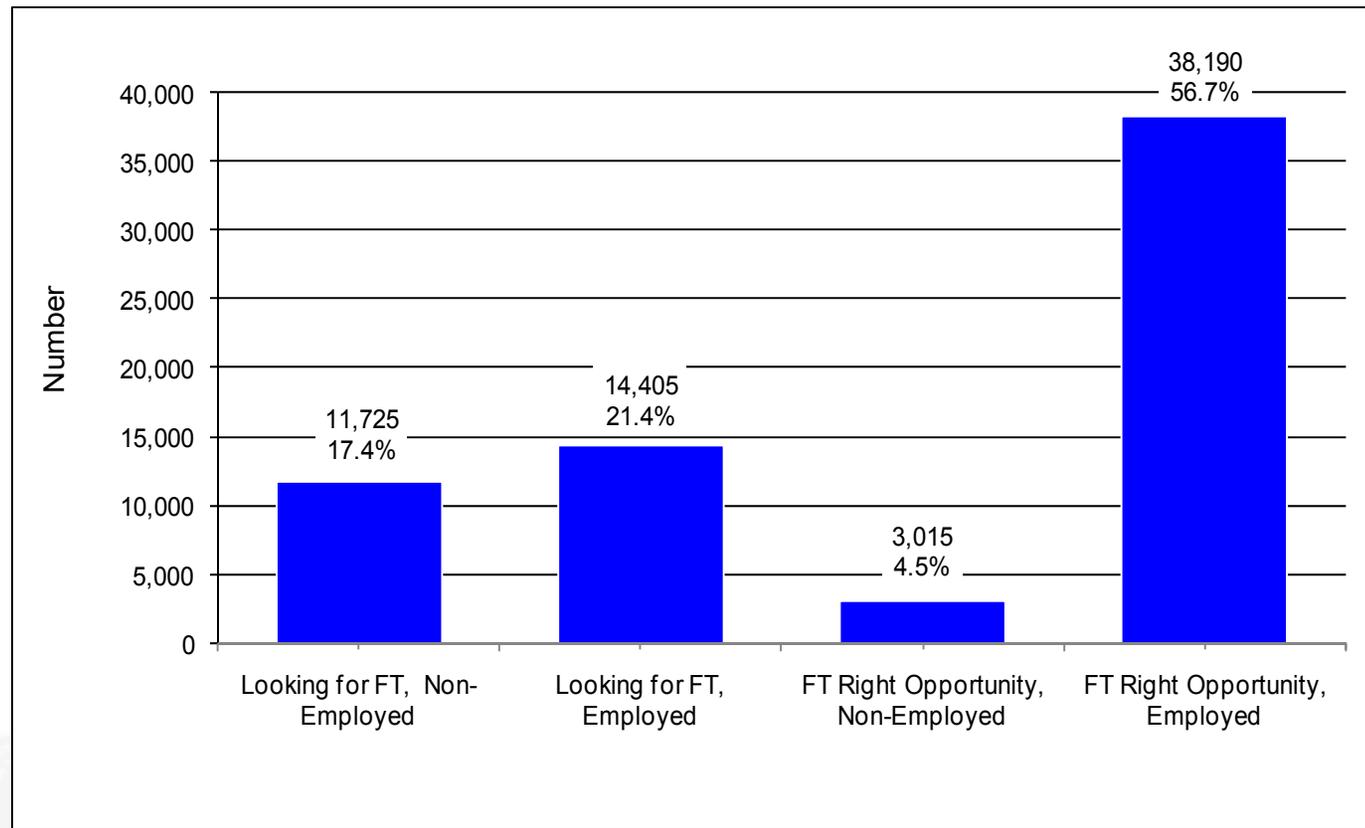
Those working age adults 18 and above in the labor basin who are currently looking for a job or indicate that they would seriously consider a new or different full-time employment opportunity at this time.





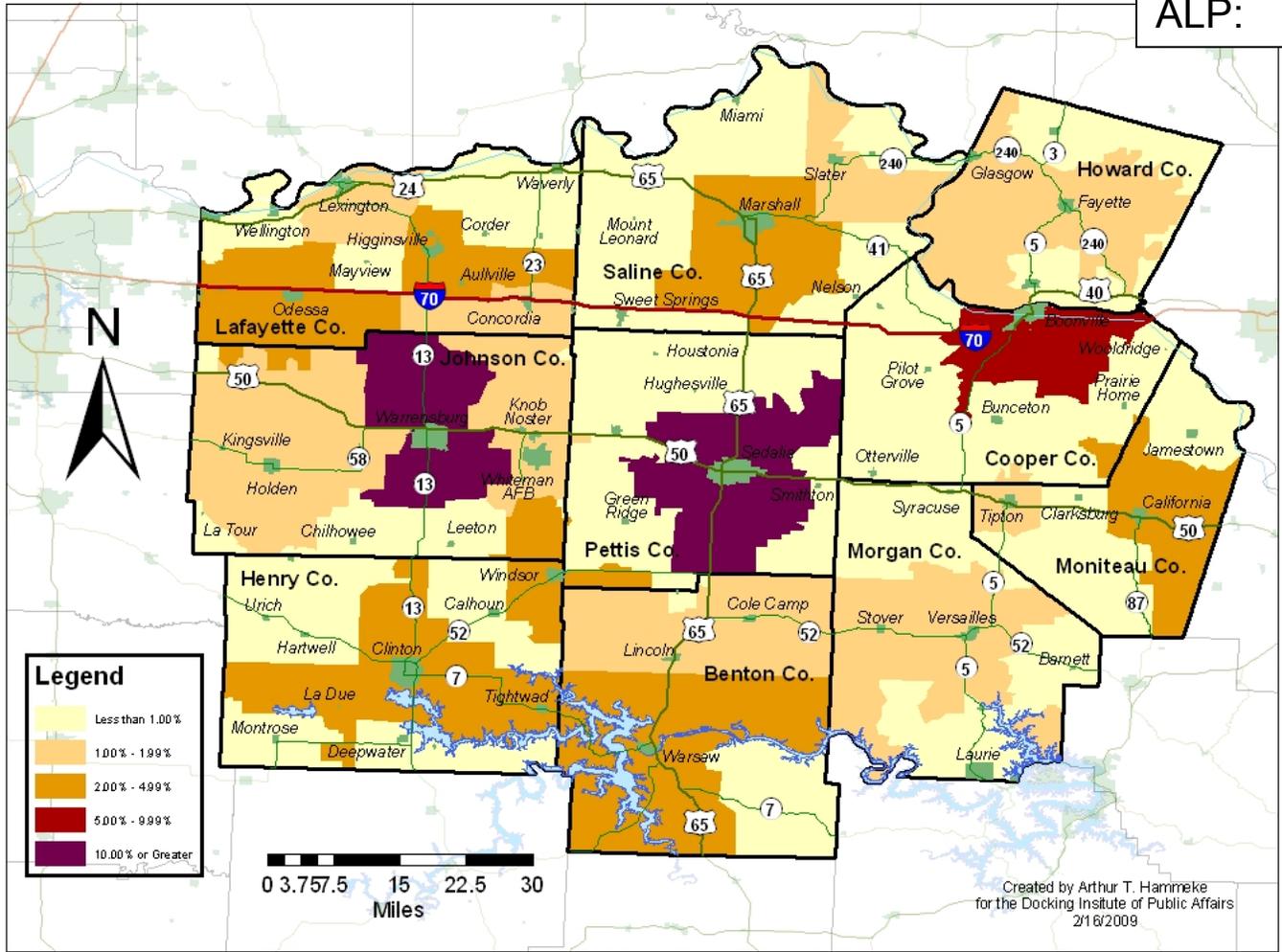
# The Pettis Labor Basin's Available Labor Pool

Pop: 251,893  
CLF: 126,169  
ALP: 67,336



# Distribution by Zip Code Area

Pop: 251,893  
 CLF: 126,169  
 ALP: 67,336



# Characteristics of Available Labor Pool

Pop: 251,893

CLF: 126,169

ALP: 67,336

## Age:

Range 18 to 76 Yrs

Mean 43

Median 44

## Gender:

Female: 50.7%

Male: 49.3%

## Education (Cumulative)

Doctoral Degree: 2.4%

Masters: 12.2%

Bachelors: 31.3%

Associates Degree: 41.8%

Some/In College: 68.3%

Completed HS: 94.2%

Less than HS Diploma: 100%

# Current Occupational Categories

Pop: 251,893

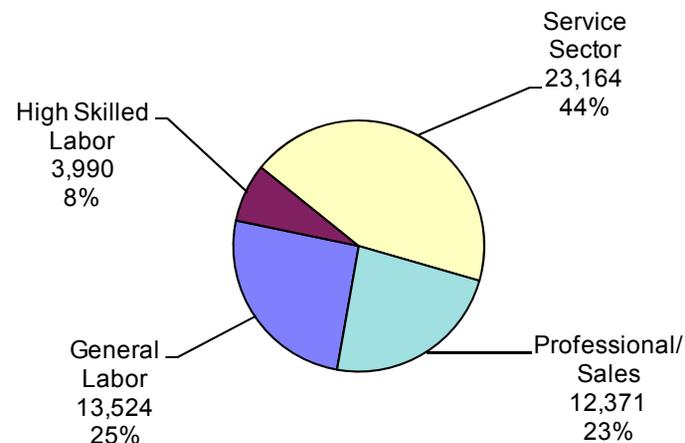
CLF: 126,169

ALP: 67,336

	Number	Percent	Years at Occupation	
			Mean	Median
General Labor/Cleaning/Farm Labor/Delivery	5,569	8.3	12.0	9.5
Maintenance/Factory Work	5,321	7.9	13.4	12.9
Trucking/HEO/Other BC	2,634	3.9	12.7	5.4
<b>Total General Labor</b>	<b>13,524</b>	<b>20.1</b>	<b>12.7</b>	<b>9.3</b>
Gov't Service/Protective Service	1,297	1.9	1.8	1.0
Technician/Mechanic/Welder	2,693	4.0	14.9	11.0
<b>Total Highly-Skilled Labor</b>	<b>3,990</b>	<b>5.9</b>	<b>8.4</b>	<b>6.0</b>
Customer Service/Receptionist/Food Service	6,462	9.6	6.3	5.0
Clerical/Secretarial	3,609	5.4	7.6	5.8
Social Service/Para-Professional/Nursing	7,356	10.9	7.1	2.6
Office Manager/Small Business Owner/Other WC	5,736	8.5	13.9	15.0
<b>Total Service Sector</b>	<b>23,164</b>	<b>34.4</b>	<b>8.7</b>	<b>7.1</b>
Gov't & Business Professional/Sales	4,455	6.6	15.2	13.6
Educator/Counselor/Doctor/Attorney	7,916	11.8	11.2	9.0
<b>Total Professional</b>	<b>12,371</b>	<b>18.4</b>	<b>13.2</b>	<b>11.3</b>
Homemakers/Unemployed	10,517	15.6	n/a	n/a
Students	1,323	2.0	n/a	n/a
Retired/Disabled	2,447	3.6	n/a	n/a
<b>Total Non-Employed</b>	<b>14,287</b>	<b>21.2</b>		
<b>Total</b>	<b>67,336</b>	<b>100</b>		

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

Employed Only



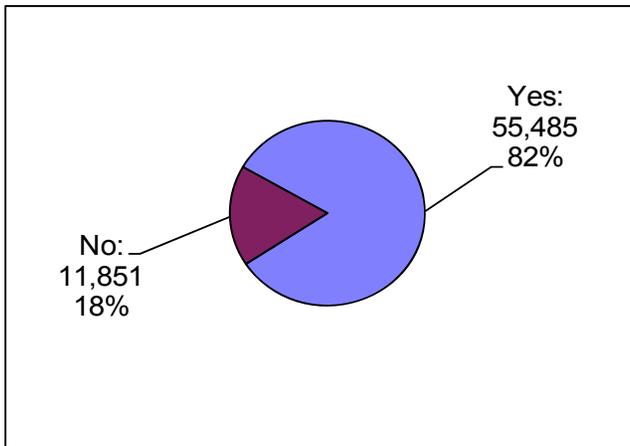


- Considerations for Employment among ALP

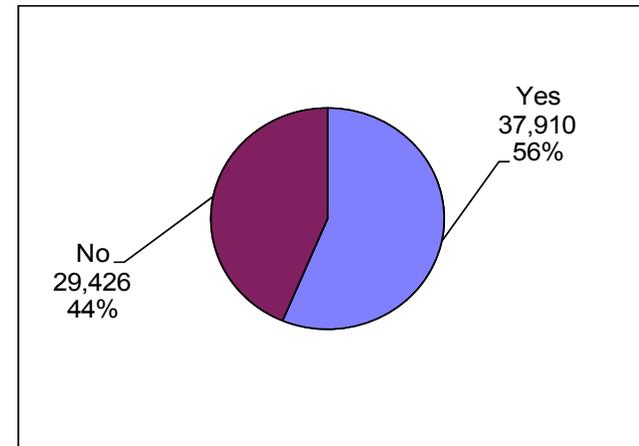
(Desired Wages, Benefits, Willingness to Commute, Willingness to Work Weekends/Shifts, etc...)

# Considerations for Employment

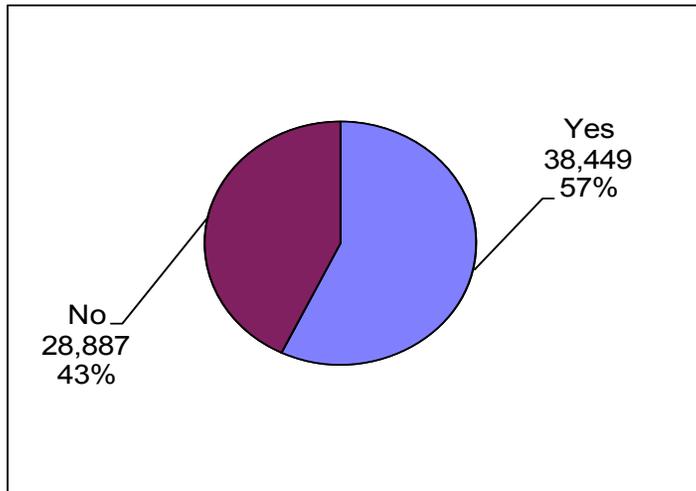
## Work Outside of Field



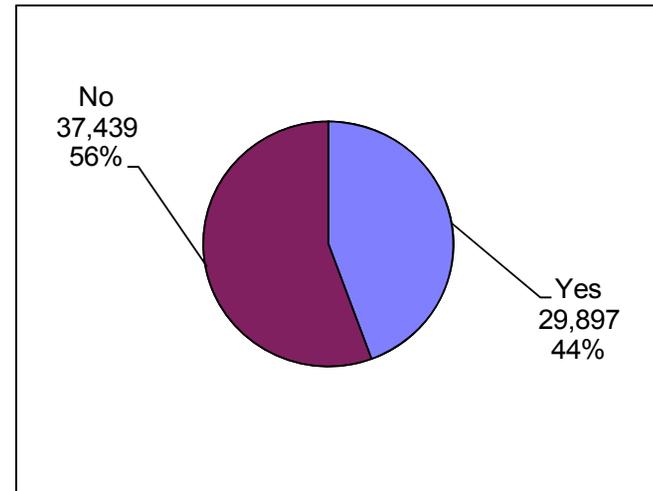
## Work Second Shift



## Work Weekends



## Work Rotating Shift

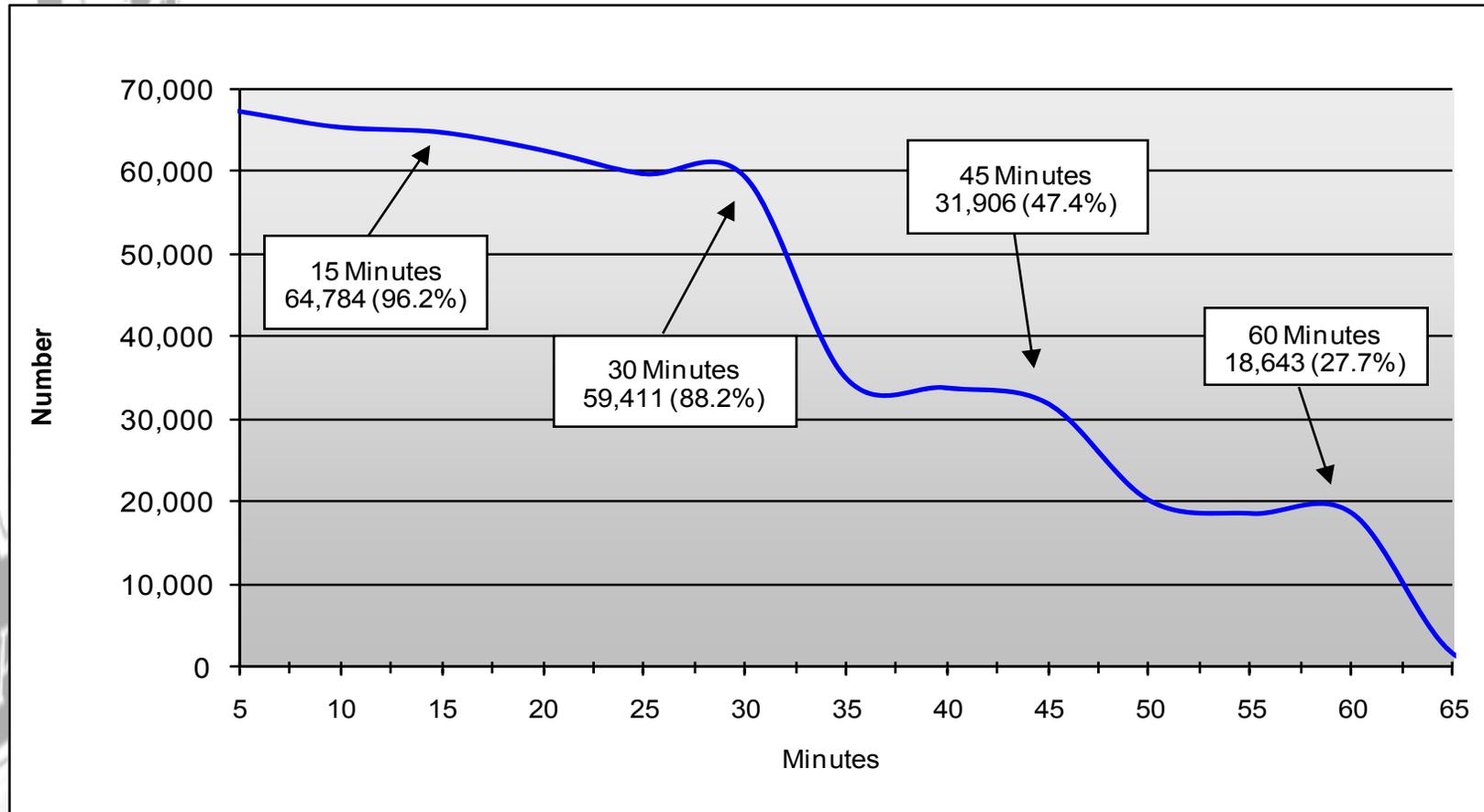


# Available Labor Pool's Willingness to Commute

Pop: 251,893

CLF: 126,169

ALP: 67,336



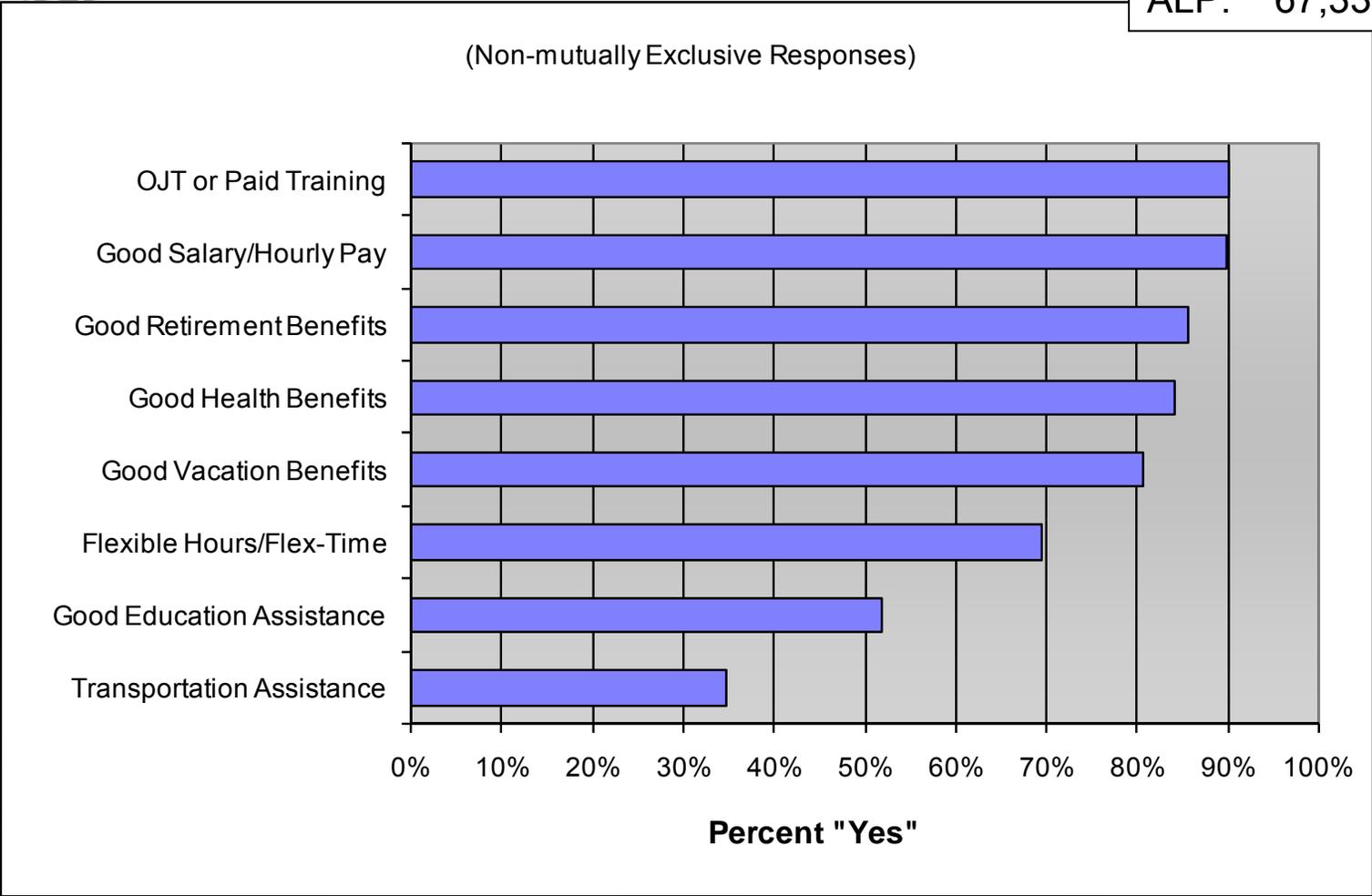
# Desired Benefits of Available Labor Pool

Pop: 251,893

CLF: 126,169

ALP: 67,336

(Non-mutually Exclusive Responses)

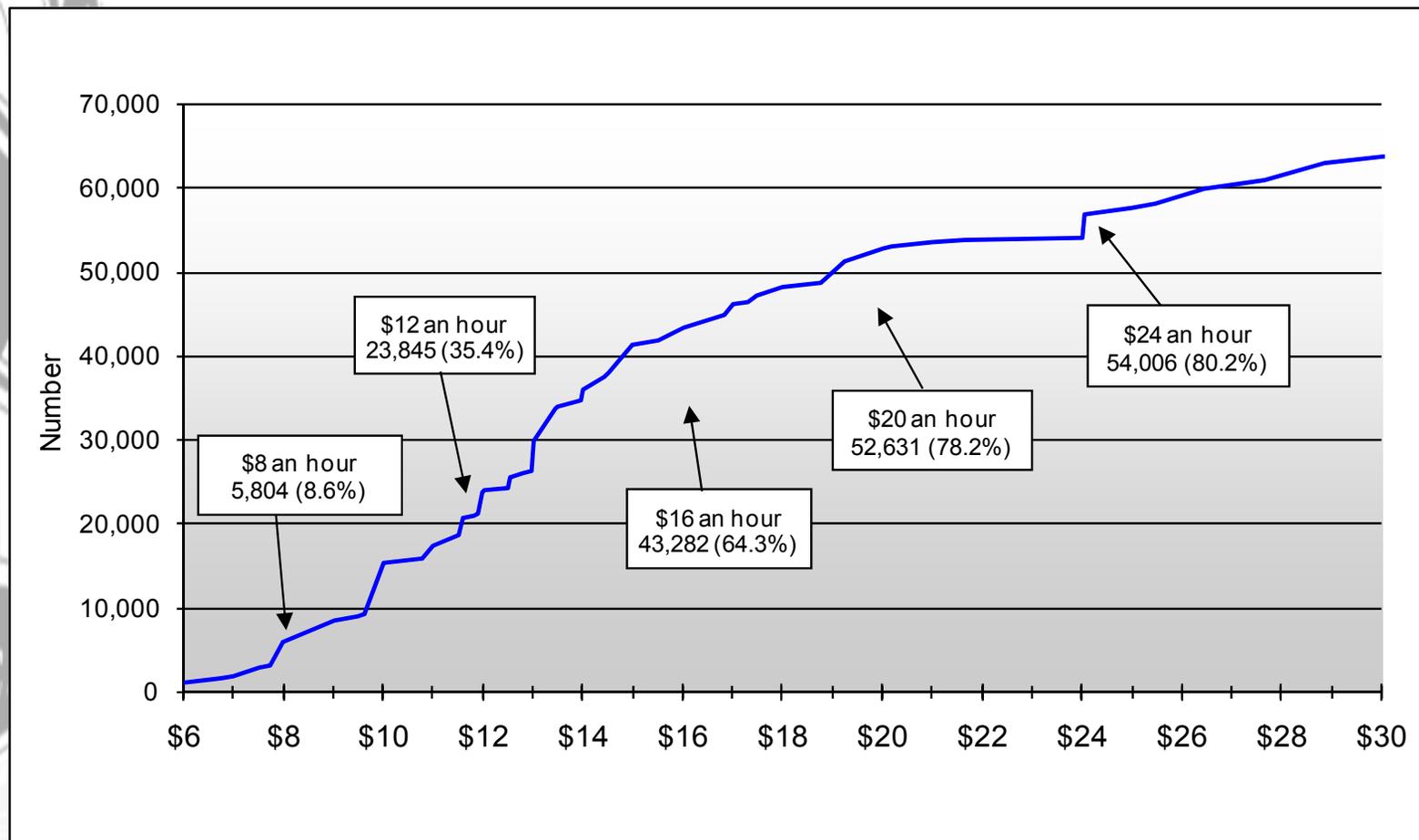


# Wage Expectations Among Available Labor Pool

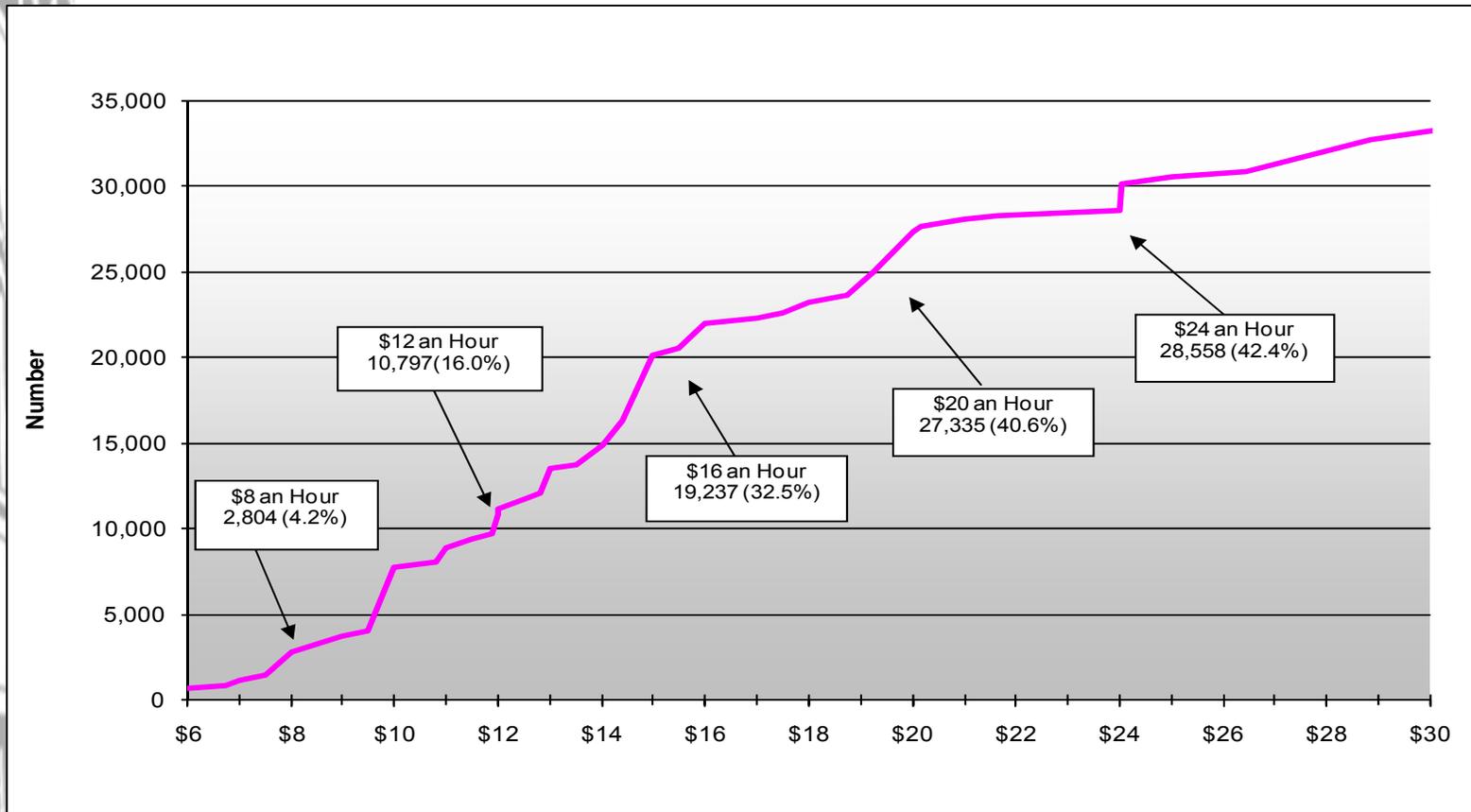
Pop: 251,893

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# Wage Expectations Among those “Willing to Commute Necessary Travel Time to Center of Basin”



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 to the center of the labor basin.

# Wages and Occupational Sectors of “Willing...”

	General Labor		High Skilled Labor		Service Sector		Professional/Sales	
	(N= 22 ) (+/- 21.1% MoE)		(N= 8.6 ) (+/- 33.5% MoE)		(N= 43.3 ) (+/- 14.9% MoE)		(N= 19.8 ) (+/- 22.0% 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	9,229	100%	3,669	100%	18,578	100%	8,477	100%
Up to \$30	7,390	80%	3,669	100%	15,944	86%	5,723	68%
Up to \$27	7,390	80%	3,669	100%	14,251	77%	5,082	60%
Up to \$24	7,390	80%	3,308	90%	12,677	68%	3,726	44%
Up to \$21	6,957	75%	3,308	90%	12,677	68%	3,365	40%
Up to \$18	5,366	58%	2,285	62%	11,394	61%	1,528	18%
Up to \$15	3,813	41%	1,283	35%	7,871	42%	1,528	18%
Up to \$12	2,224	24%	641	17%	4,626	25%	742	9%
Up to \$9	742	8%	0	0%	1,465	8%	0	0%
Up to \$6	0	0%	0	0%	723	4%	0	0%

# Wages and “Mobile” Occupational Sectors of “Willing...”

	<b>Mobile General Labor</b>		<b>Mobile Service Sector</b>	
	( N= 77.9 ) (+/- 11.1% MoE)		( N= 84.3 ) (+/- 10.7% MoE)	
	<i>Number</i>	<i>Cumulative</i>	<i>Number</i>	<i>Cumulative</i>
\$30 or More	26,096	100%	28,232	100%
Up to \$30	23,103	89%	25,559	91%
Up to \$27	22,782	87%	24,237	86%
Up to \$24	22,168	85%	23,008	81%
Up to \$21	21,830	84%	22,669	80%
Up to \$18	18,976	73%	19,815	70%
Up to \$15	13,485	52%	13,485	48%
Up to \$12	8,317	32%	8,317	29%
Up to \$9	2,522	10%	2,804	10%
Up to \$6	564	2%	564	2%

- ✓ Are willing to commute the necessary travel time from his/her community to the center of the labor basin *and*
- ✓ Are willing to change their primary field of employment *and*
- ✓ Are currently non-employed, *or*
- ✓ Are employed as general laborers or service sector employees.

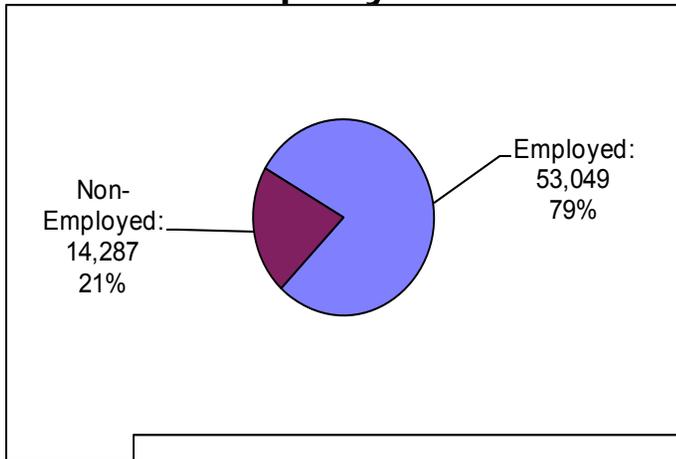


- Underemployment

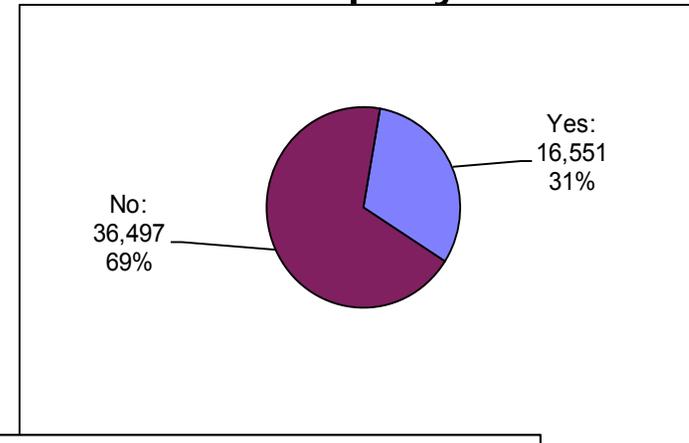


# Underemployment Among the Available Labor Pool

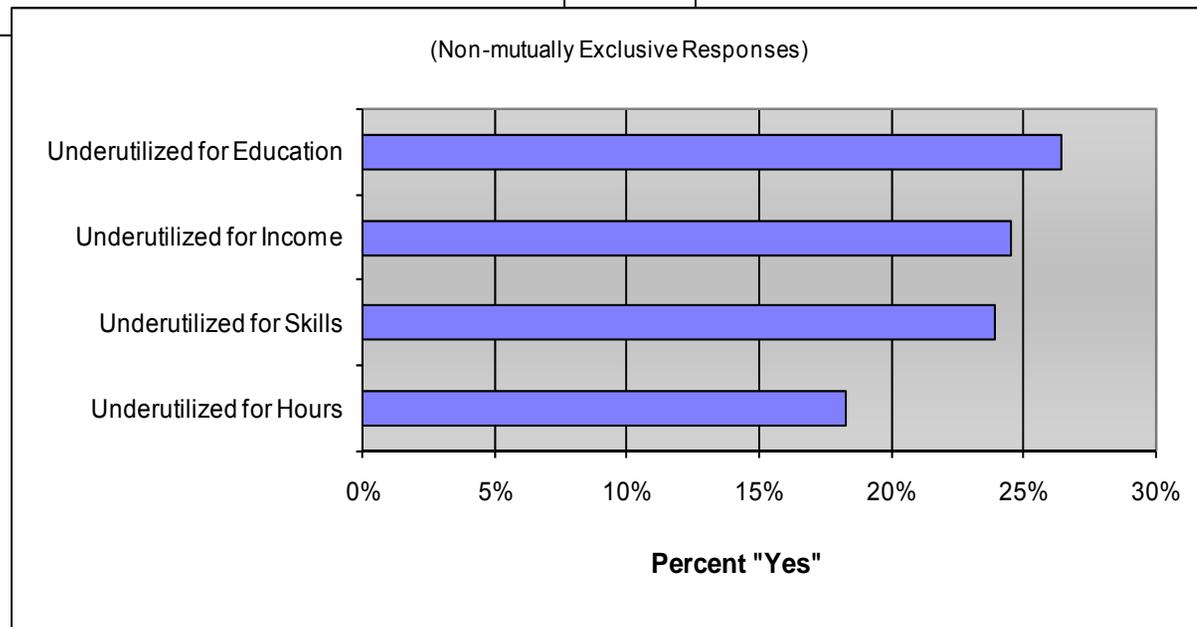
## Employed?



## Underemployed?



## How?



# Underemployment

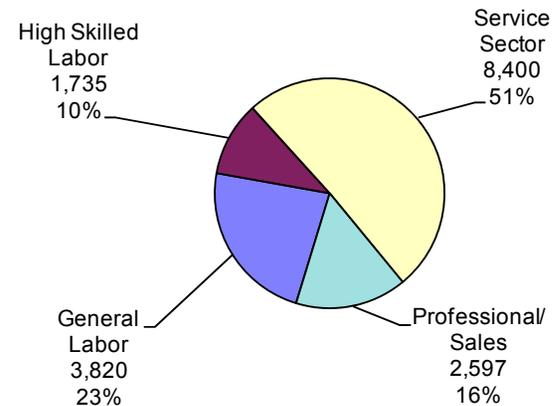
## Education

	Number	Percent	Cumulative Percent
Doctoral Degree	775	4.7	4.7
Masters Degree	439	2.7	7.3
Bachelors Degree	3,225	19.5	26.8
Associates Degree	2,627	15.9	42.7
Some College	3,708	22.4	65.1
High School Diploma Only	5,099	30.8	95.9
Less HS Diploma	678	4.1	
Total	16,551	100	

<b>Cumulative % ALP:</b>	
Masters:	12.2%
Bachelors:	31.3%
Some College:	68.3%
High School:	94.2%

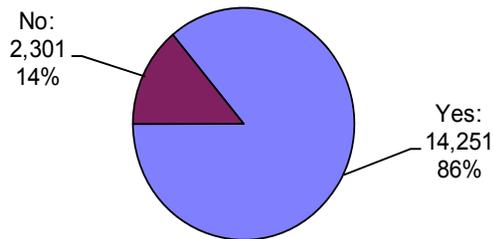
Total numbers or percentages in table might not match those in text due to rounding.

## Job Sector



Numbers in figure do not sum to the total shown in text and other figures due to rounding.

## Change Jobs?



### Employed ALP:

High Skilled Labor: 8%	Service Sector: 44%
General Labor: 25%	Professional: 23%

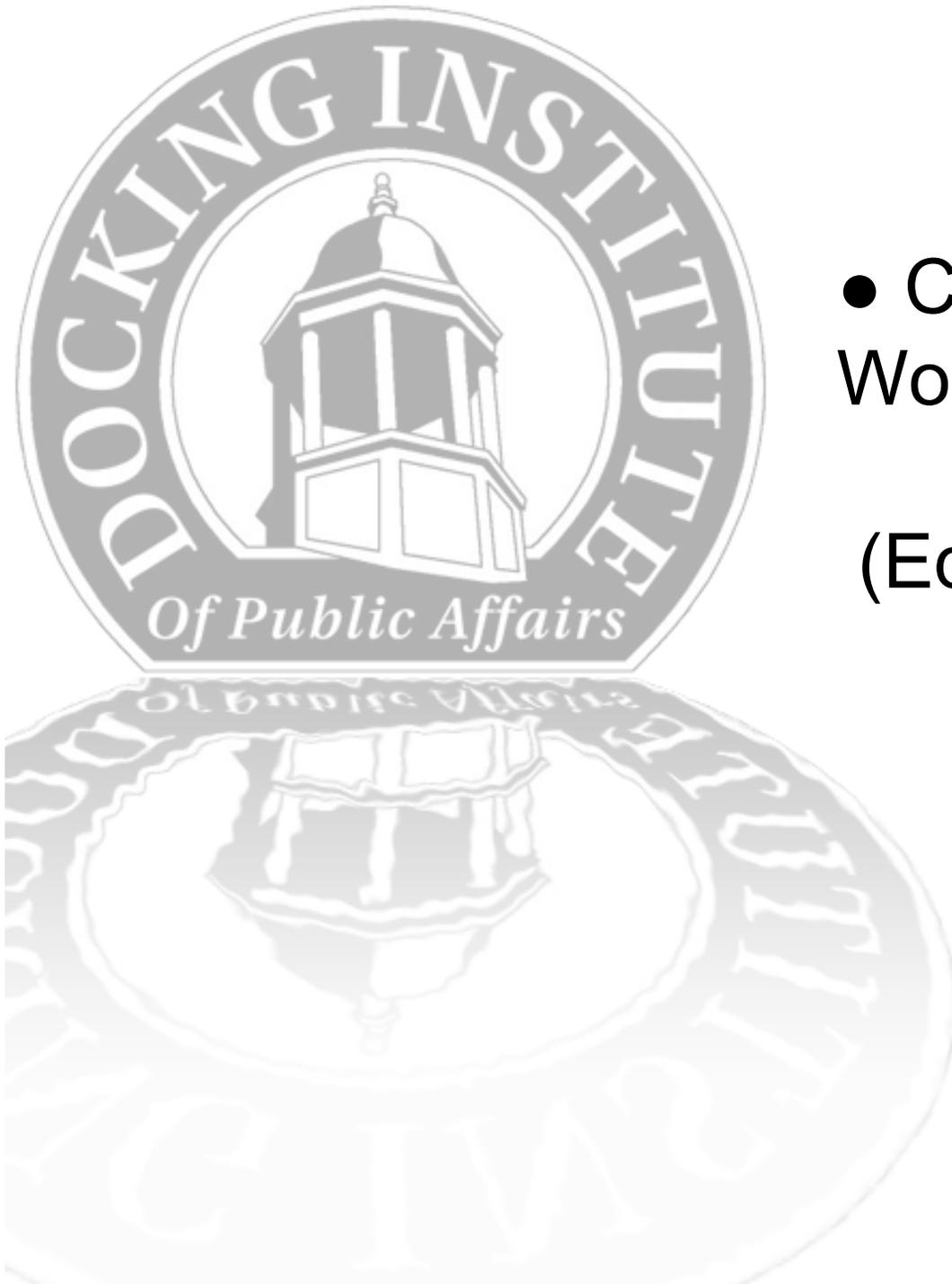
# Pettis Labor Study

Ten County Area:

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

- ✓ Population: 251,893 & Civilian Labor Force: 126,169
- ✓ Available Labor Pool: 67,336
  - 68.3% Some College, 94.2% High School Diploma
  - 20.1% General Labor, 5.9% Skilled Labor, 34.4% Service Sector, 18.4% Professional, 21.2% Non-Employed
  - 88.2% will commute for 30 minutes on way, 47.4% for 45
  - Good pay, Retirement, OJT, Vacation, and Health Benefits
  - 35.4% (23,845) available at \$12.00 an hour (\$24,960 annually)
  - 79% employed, 31% consider themselves underemployed
  - 65.1% Some College, 95% High School Diploma





- Current and Past Work Experience

(Education & Skills)

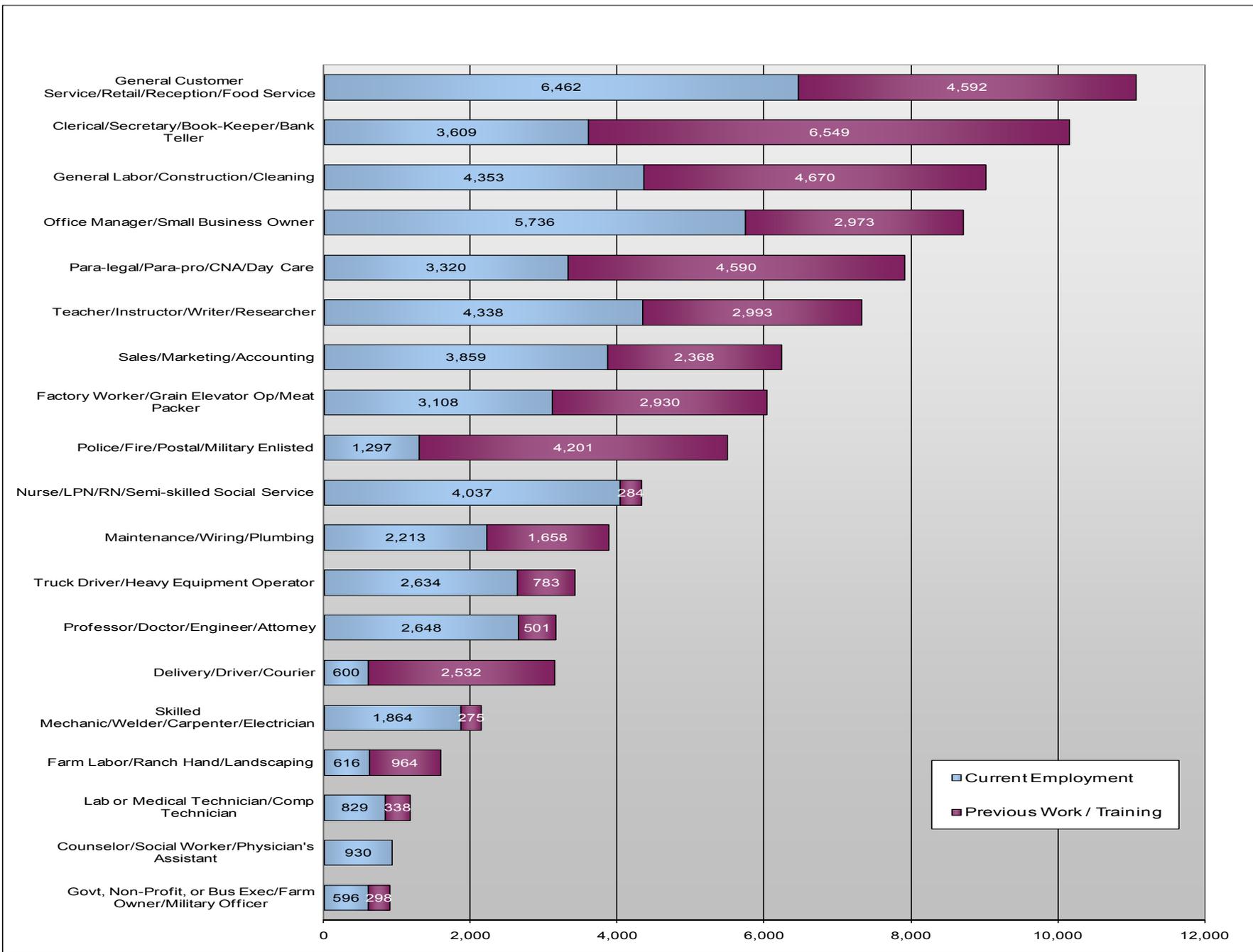
# Current Occ. + Previous Occ./Training

	<b>Current Employment*</b>	<b>Previous Work/Training*</b>	<b>Current plus Previous Work or Training**</b>
	Number +	Number =	Number
General Labor/Construction/Cleaning	4,353	4,670	9,022
Farm Labor/Ranch Hand/Landscaping	616	964	1,579
Delivery/Driver/Courier	600	2,532	3,133
Maintenance/Wiring/Plumbing	2,213	1,658	3,871
Factory Worker/Grain Elevator Op/Meat Packer	3,108	2,930	6,038
Truck Driver/Heavy Equipment Operator	2,634	783	3,418
Police/Fire/Postal/Military Enlisted	1,297	4,201	5,498
Lab or Medical Technician/Comp Technician	829	338	1,167
Skilled Mechanic/Welder/Carpenter/Electrician	1,864	275	2,140
General Customer Service/Retail/Reception/Food Service	6,462	4,592	11,055
Clerical/Secretary/Book-Keeper/Bank Teller	3,609	6,549	10,158
Para-legal/Para-pro/CNA/Day Care	3,320	4,590	7,910
Nurse/LPN/RN/Semi-skilled Social Service	4,037	284	4,321
Office Manager/Small Business Owner	5,736	2,973	8,709
Teacher/Instructor/Writer/Researcher	4,338	2,993	7,331
Sales/Marketing/Accounting	3,859	2,368	6,227
Govt, Non-Profit, or Bus Exec/Farm Owner/Military Officer	596	298	894
Counselor/Social Worker/Physician's Assistant	930	0	930
Professor/Doctor/Engineer/Attorney	2,648	501	3,150
<b>Total</b>	<b>53,049</b>	<b>43,501</b>	

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

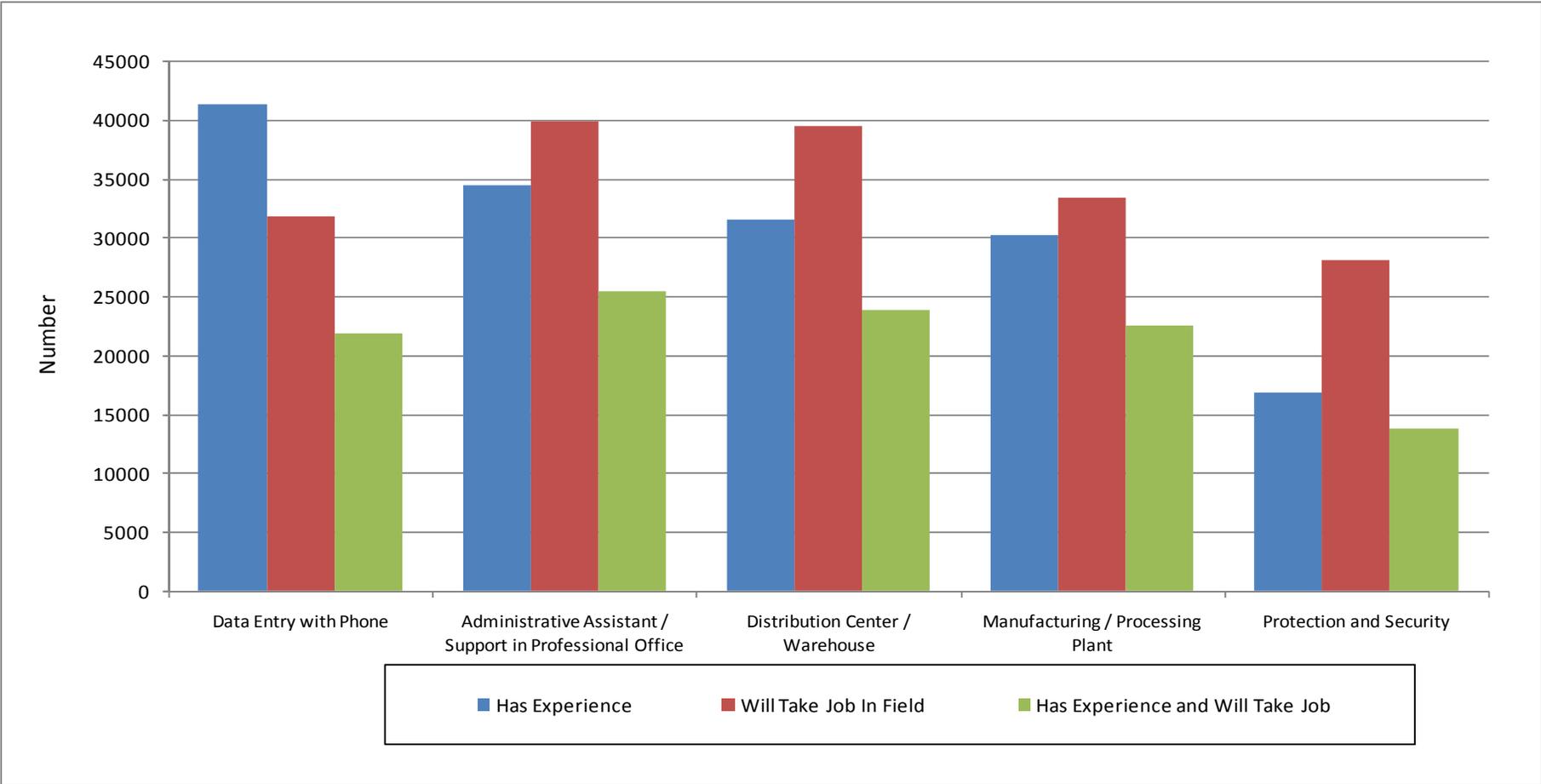
\*\* An individual member of the ALP is counted only once within each employment category.

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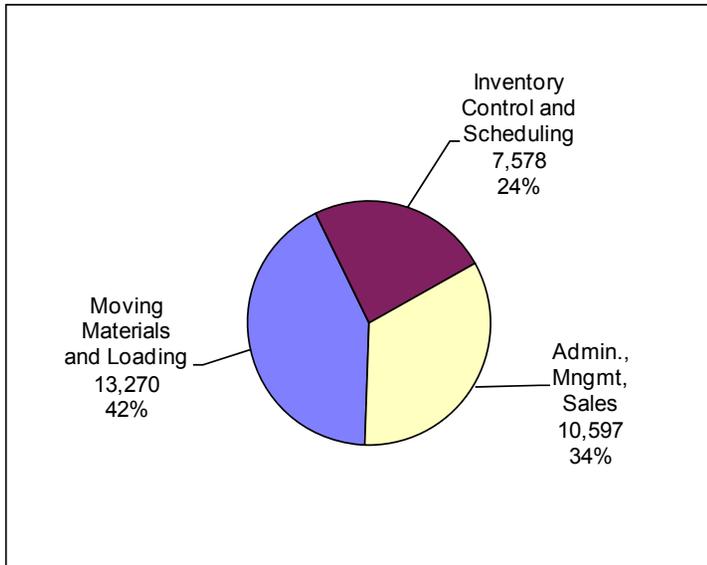


# Have Experience/Will Work In Field

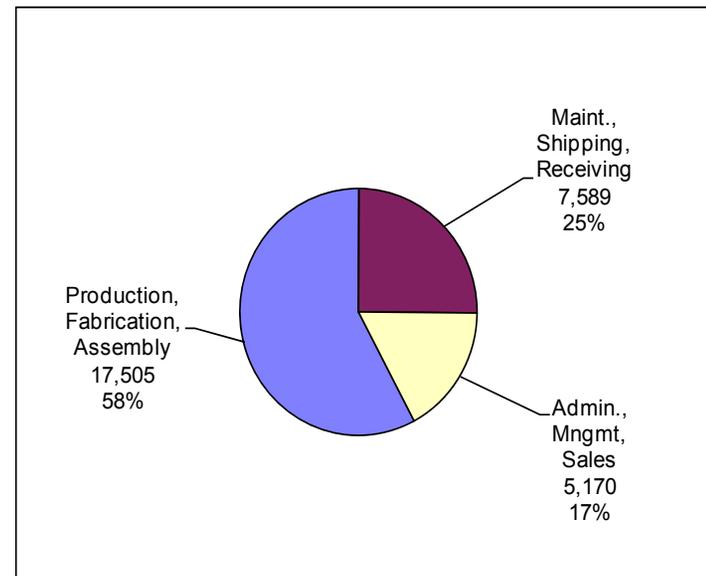
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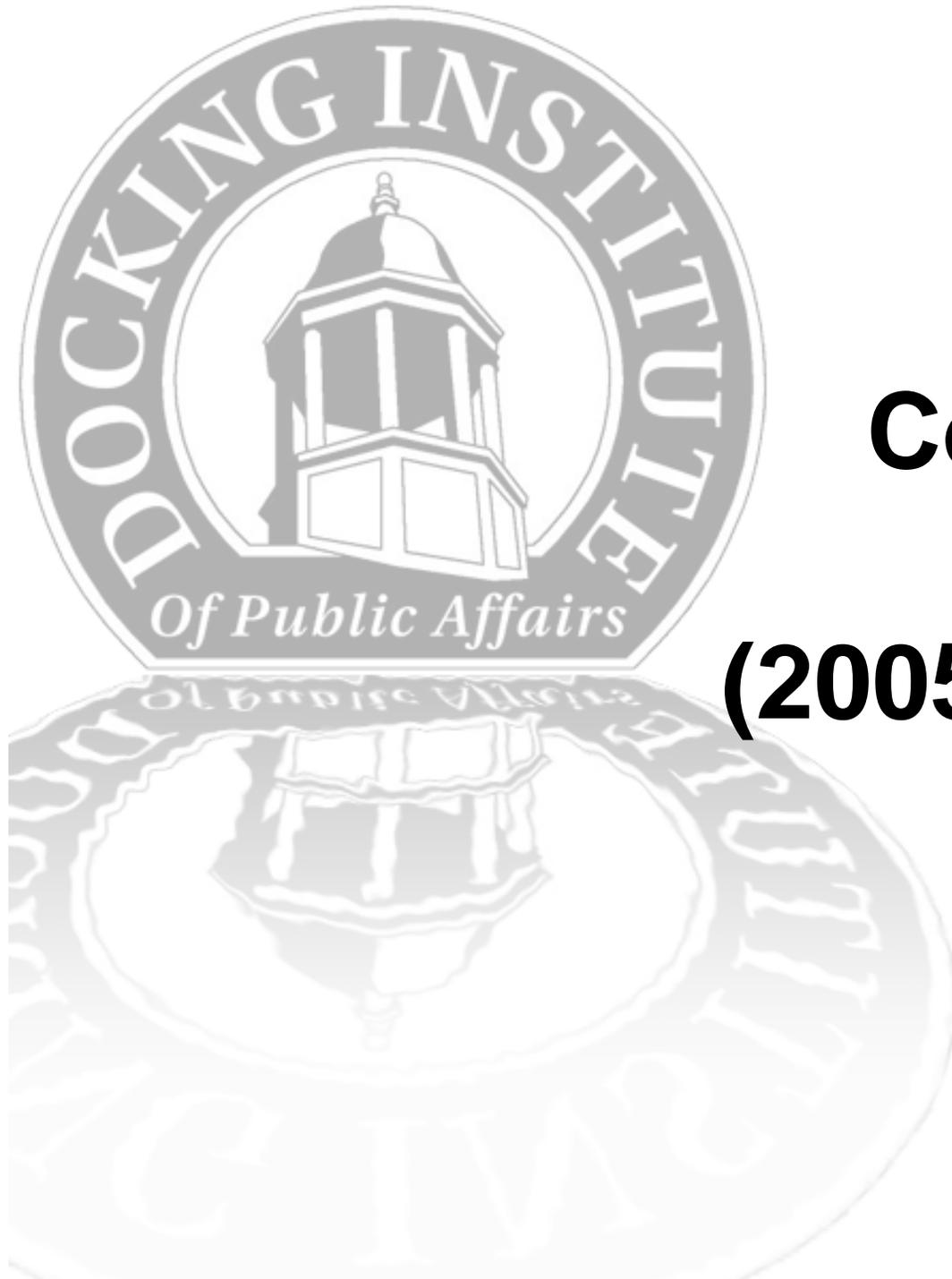


# Warehouse/Distribution Experience



# Manufacturing/Processing Experience



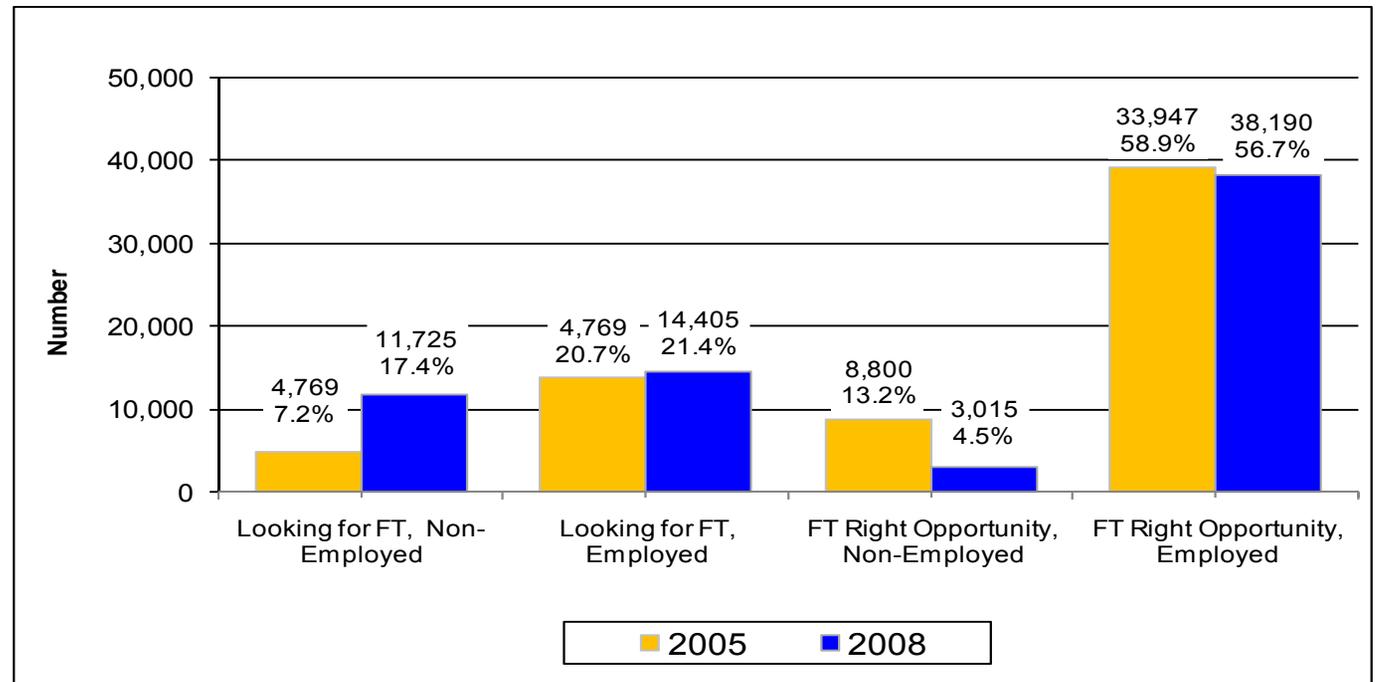


# **Comparative Analysis (2005 & 2008 Data)**

# Population, CLF, Employed, ALP, and Unemployment Rate Comparisons

	2005 Study	2008 Study
Labor Basin Population	250,339	251,893
Civilian Labor Force	124,080	126,169
Employed	117,184	118,787
Available Labor Pool	66,531	67,336
Unemployment Rate	5.5%	5.4%

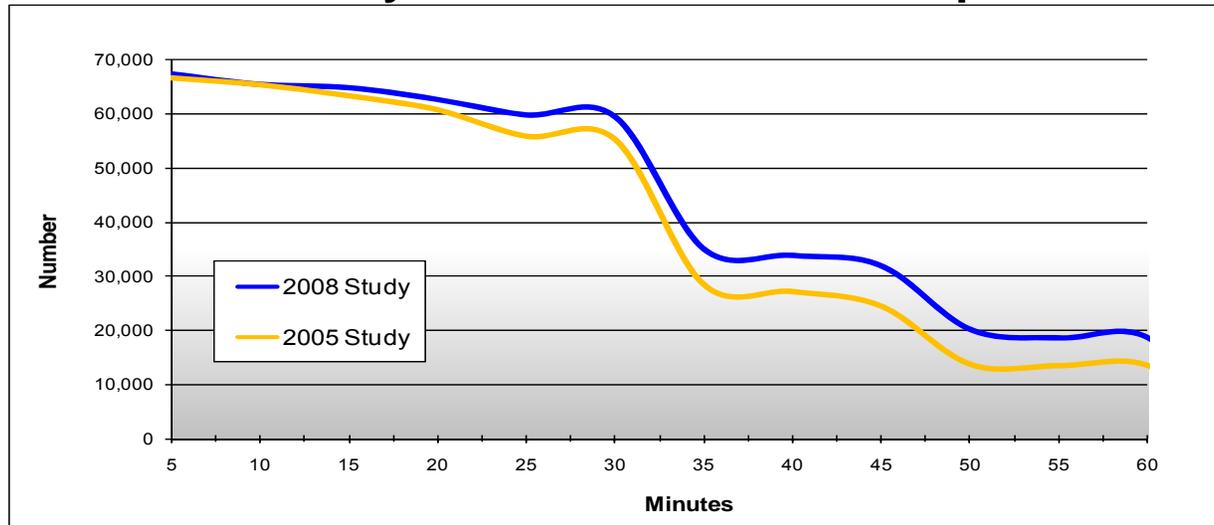
## Available Labor Pool Comparison



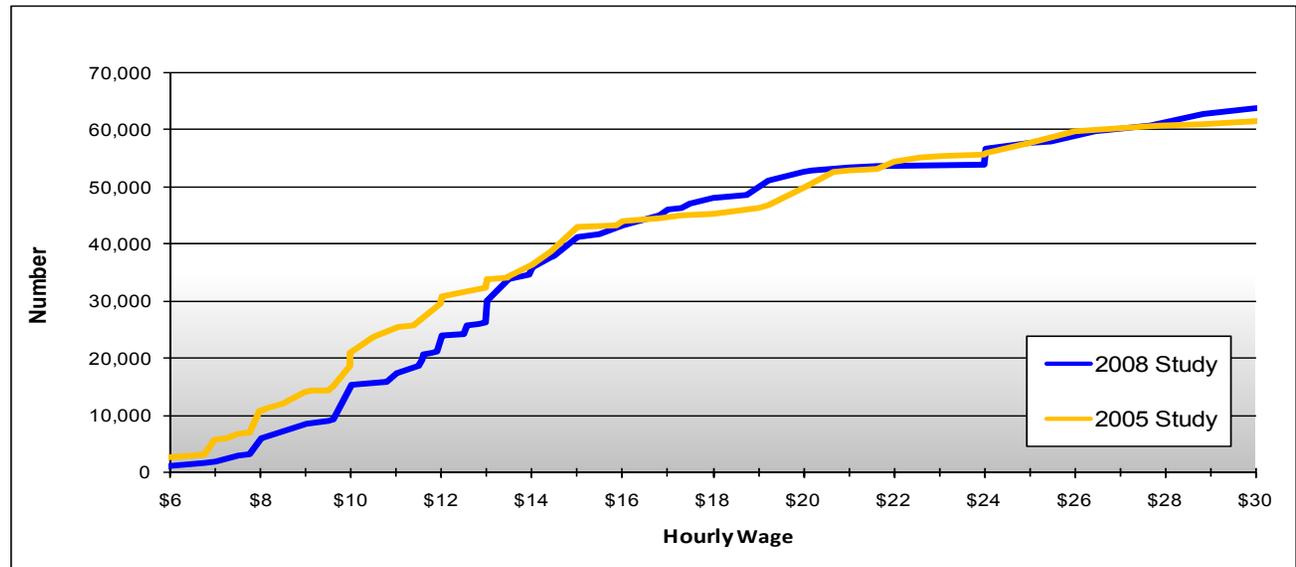
## Occupation and Education Levels Comparison

	2005 Study			2008 Study		
<b>Employment Sector</b>			Percent of			Percent of
	Number	Percent	Wrkg ALP	Number	Percent	Wrkg ALP
General Labor	16,201	24.4	30.6	13,524	20.1	25.5
Skilled Labor	4,403	6.6	8.3	3,990	5.9	7.5
Service	18,824	28.3	35.5	23,164	34.4	43.7
Professional	13,535	20.3	25.6	12,371	18.4	23.3
Non-Working	13,569	20.4	N/A	14,287	21.2	N/A
<b>Education Level</b>			Cumulative			Cumulative
	Number	Percent	Percent	Number	Percent	Percent
Doctoral Degree	588	0.9	0.9	1,587	2.4	2.4
Masters Degree	5,194	7.8	8.7	6,615	9.8	12.2
Bachelors Degree	10,444	15.7	24.4	12,874	19.1	31.3
Associates Degree	5,612	8.4	32.8	7,082	10.5	41.8
Some College	20,764	31.2	64.0	17,862	26.5	68.3
High School Diploma	19,045	28.6	92.6	17,387	25.8	94.2
Less HS Diploma	4,883	7.3	100	3,929	5.8	100

## Available Labor by Commute Minutes Comparison



## Comparison of Wage Demands



## Importance of Benefits to Change Employment Comparison

	2005 Study	2008 Study
	Percent Responding "Yes"	
OJT or Paid Training	87.4	90.1
Good Retirement Benefits	86.1	85.5
Good Health Benefits	88.7	84.0
Good Vacation Benefits	78.0	80.6
Flexible Hours/Flex-Time	71.0	69.6
Good Education Assistance	68.7	51.9

## Underemployed Workers and Education Level Comparison

	2005 Study		2008 Study	
	Percent		Percent	
Underemployed	35.9		31.2	
Will Change Jobs to address Underemployment	87.8		86.1	
<b>Employment Sector</b>	Percent		Percent	
General Labor	24.8		23.1	
Skilled Labor	11.5		10.5	
Service	49.2		50.7	
Professional	14.5		15.7	
<b>Education Level</b>	Cumulative		Cumulative	
	Percent	Percent	Percent	Percent
Doctoral Degree	3.6	3.6	4.7	4.7
Masters Degree	4.2	7.8	2.7	7.3
Bachelors Degree	18.3	26.0	19.5	26.8
Associates Degree	13.4	39.4	15.9	42.7
Some College	28.0	67.4	22.4	65.1
High School Diploma	27.3	94.8	30.8	95.9
Less HS Diploma	5.2	100	4.1	100



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