

AN ANALYSIS OF THE LABOR FORCE OF MOORE, OKLAHOMA

A SUMMARY REPORT PRESENTED TO

City of Moore

and

Oklahoma Department of Commerce

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Introduction

Sponsored by the City of Moore and the Oklahoma Department of Commerce, this report is the latest in a series of local labor force studies in Oklahoma. The report examines the availability of labor in Moore, northern Cleveland County. This area comprises the 'labor market area' referred to in this report.

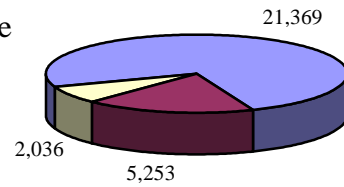
The data contained in this report were collected by telephone from randomly selected adults in the spring of 2004 by the Public Opinion Learning Laboratory at the University of Oklahoma. The results are based on 400 interviews of persons 18 years old or older who reside in areas served by the telephone prefixes for localities in the areas listed above. The number of interviews completed by county is shown in the Appendix. Results are subject to a sampling error of +/- 3.0 percentage points with a confidence level of 95 percent.

REPORT HIGHLIGHTS

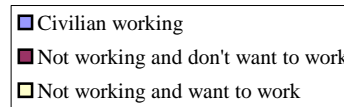
- A total of 4,552 workers are either actively looking for other work or willing to change jobs for the right opportunity.
- An estimated 1,219 workers are Underemployed.
- In addition to the Underemployed, 3,332 workers have looked for other work during the previous three months.
- The Underemployed exhibit a variety of occupations and skills.
- About 21.4 percent of Underemployed workers hold at least a bachelor's degree.
- The typical Underemployed worker is willing to change jobs for an increase in pay of 10% to 15%.
- A job that pays \$10 an hour is viewed as attractive by 1,235 Underemployed and 3,440 workers looking for other work.

Adult Population

Of the 28,658¹ adults who reside in the labor market area 21,369 are employed amounting to about xx percent of the population 18 years old or more.



As is the case in any labor market area, a significant number of adults do not work outside the home including retirees, students, homemakers, the disabled, and the unemployed.



Approximately 7,289 adults in the study area are presently not working. Most (5,253) do not desire to work citing as reasons retirement,

Persons Not Working			
<u>Reason Not Working</u>	<u>Want to Work</u>	<u>Don't Want to Work</u>	<u>Total</u>
Retired	270	2,927	3,197
Disabled or unable to work	147	632	779
Don't work outside the home	582	1,115	1,697
Student	160	385	545
Family responsibilities	64	0	64
Just moved into area	0	0	0
Laid off, lost job	544	0	544
Don't have reliable transportation	0	0	0
Other	268	194	462
Total	2,036	5,253	7,289

inability to work, or a preference not to work outside the home (table). A smaller number of adults (2,036) want to work; this group consists primarily of persons who have recently lost their jobs, students, persons who want to go back to work, and homemakers who are looking for work outside the home. Only a small portion of those who want to work could be classified as unemployed. Using the U.S. Department of Labor definition, a person is unemployed if he or she is without work and engages actively in job-searching activities. Using this definition, approximately 3.3 percent of the labor force in the Cleveland County was unemployed on average during the second quarter of 2004, according to figures obtained from the U.S. Bureau of Labor Statistics.

¹ Excludes institutionalized population.

Education

The percentage of workers with at least a Bachelor's degree is much higher than the Oklahoma state average (table). More workers in the labor market area have completed at least some college, compared with state averages.

Highest Level of Education of Working Persons 18 Years Old or Older (percent)		
<u>Level of Education</u>	Labor Force	
	<u>Area</u>	<u>State</u>
Less than high school	1.5	10.8
High school	22.6	37.0
Some college	30.2	20.1
Associate degree	9.5	6.5
Bachelors degree	24.8	16.2
Postgraduate degree	9.1	9.4
Bachelors degree or higher	33.9	25.7

Note: State averages are compiled from the Current Population Survey conducted in March 1999 by the U.S. Census Bureau

Household Mobility

Many households are very mobile, moving from one residence to another after a stay of only a few years. Compared with five years ago, 18.5 percent of households lived in a different residence in the same county, 20.4 percent lived in a different county in Oklahoma, and 11.6 percent lived in a different state. In all, 51.7 percent of households lived in a different house or apartment five years ago. The Underemployed are the most mobile of households: 61.7 percent lived in a different residence in the same county, different county or different state five years ago compared with 57.4 percent for Job Shifters and 53.2 percent for Job Keepers.

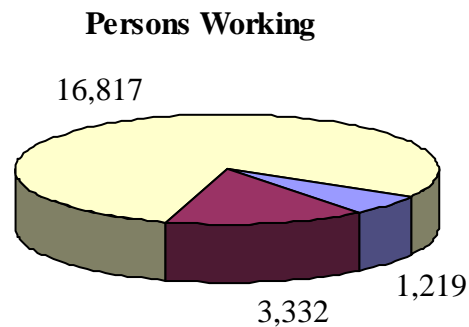
Type of Employment

Seventy-nine percent of civilian workers have full-time, permanent jobs. A significant proportion of civilian workers have part-time jobs, about one in four. About 24.8 percent of part-time workers would like to work full-time. Child and family considerations, health and medical limitations, and business conditions, and are given as reasons why some are working part-time and not full-time (table).

Type of Employment		Reasons for Working Part-time (percent)	
Full-time		Could only find part-time work	2.3
Permanent	16,816	Retired / Social Security limit on earnings	2.8
Temporary	287	Child care obligations /problems	11.5
Unknown	657	Other family / personal obligations	17.6
Part-time		School / training	2.8
Permanent	1,975	Health / medical limitations	15.7
Temporary	864	Slack work / business conditions	13.3
Unknown	770	Other	0.0
Total	21,369		

Availability of Labor

This study identified 4,552 workers who are readily available for other work, including workers who have looked for other work during the past three months (Job Shifters), and workers who are Underemployed. In addition to these two types of workers, the study identified workers who are neither Underemployed nor looking for other work (Job Keepers), and persons who are not working but want to work (Job Seekers).



■ Underemployed ■ Looking for other work ■ Rest of employed

Job Shifters

Approximately 3,332 workers in the labor market area looked for other work during the previous three months. Most engaged in what the U.S. Bureau of Labor Statistics refers to as active job-search methods, including contacting employers and employment agencies, sending out resumes and completing employment applications, and answering help wanted ads (table).

Jobsearch Methods Used by Workers Looking for Other Work	Number of <u>Workers</u>	<u>Percent</u>
<i>Active Jobsearch Methods</i>		
Contacted employer directly / interview	1,858	55.7
Contacted public employment agency	167	5.0
Contacted private employment agency	0	0.0
Contacted friends or relatives	336	10.1
Contacted school / university employment center	0	0.0
Sent out resumés / filled out applications	928	27.8
Checked union / professional registers	272	8.2
Placed or answered ads	345	10.4
<i>Passive Jobsearch Methods</i>		
Looked at want ads	997	29.9
Attended job training programs / courses	0	0.0
At least one <i>active</i> jobsearch method	2,919	87.6
Note: more than one jobsearch method is possible.		

Underemployed

This study estimates that 1,219 workers in the labor market are Underemployed, 5.7 percent of all workers. In order to be classified as Underemployed in this study, all three of the following conditions must be satisfied.

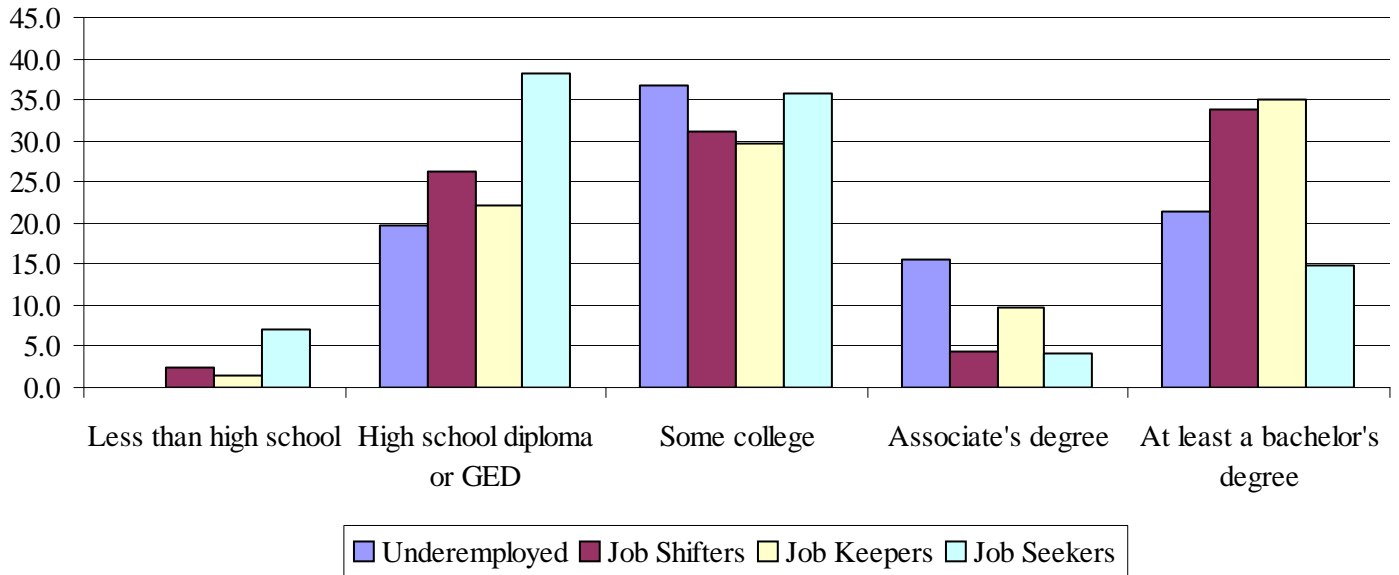
The worker must:

- feel underutilized in present employment,
- possess training or education that is not required by his or her current job, and
- be willing to change jobs in order to better utilize his or her skills and education.

Characteristics of Workers

The Job Keepers have the highest percentage of college graduates, about 35 percent, followed by the Job Shifters (33.7 percent), Underemployed (21.4 percent) and the Job Seekers (14.8 percent).

Civilian Workers by Level of Education



Job Shifters are the youngest while Job Seekers are the oldest group. The Underemployed have the largest percentage in the 45 to 64 age group.

Civilian Workers by Age Group



The Underemployed and Job Shifters are all predominately male while the Job Keepers and Job Seekers are predominately female.

Workers by Gender



About 858 Underemployed workers find a wage of \$8 per hour desirable, while 1,188 Job Shifters, 5,140 Job Keepers, and 3,265 Job Seekers do so. For a wage offer of \$9 per hour the number of available workers increases by about 17 percent, rising another 26 percent for a wage of \$10 per hour.

Number of Persons Willing to Work by Wage Rate



The attractiveness of a particular wage rate varies greatly with the worker's level of education. For example, only 2.6 percent of workers with Bachelor's degrees find \$8 per hour attractive compared with 9.2 percent of those with two years of college or Associate's degrees and 18.3 percent of those with only a High School diploma (see Table 2 in the Appendix).

The Underemployed and Job Shifters display a variety of occupations and skills, from executives and other professionals to craftsmen and clerks. The largest occupations are Professional Specialty occupations (1,179), Precision Production, Craft and Repair occupations (608) and Sales occupations (607).

	Job		<u>Total</u>
	<u>Underemployed</u>	<u>Shifters</u>	
Executive, Administrative, and Managerial	452	252	705
Professional Specialty	85	1,094	1,179
Technicians and Related Support	0	95	95
Sales	93	514	607
Administrative Support, including Clerical	219	114	333
Service Occupations	0	338	338
Farming, Forestry, and Fishing	0	0	0
Precision Production, Craft, and Repair	50	558	608
Machine Operators, Assemblers, and Inspectors	93	0	93
Transportation and Material Moving	176	271	448
Other	50	95	145
	1,219	3,332	4,551

Workers with workplace skills that are not being used offer potential recruits for employment opportunities that better use their skills. This study found that 23.5 percent of those with skills not presently in use have computer skills of one type or the other (see Table 5 in the Appendix). Knowledge of word processing was most often mentioned, followed by spreadsheet analysis (table).

Workers with Computer Skills (among workers with skills not in use)			
		Job	
<u>Strongest Computer Skill (percent)</u>	<u>Underemployed</u>	<u>Shifters</u>	<u>Total</u>
Word processing (MS-Word)	324	487	811
Spreadsheet analysis (Excel, Lotus)	179	191	369
Bookkeeping (Quicken)	85	0	85
Computer programming (C, SAS, SPSS)	0	0	0

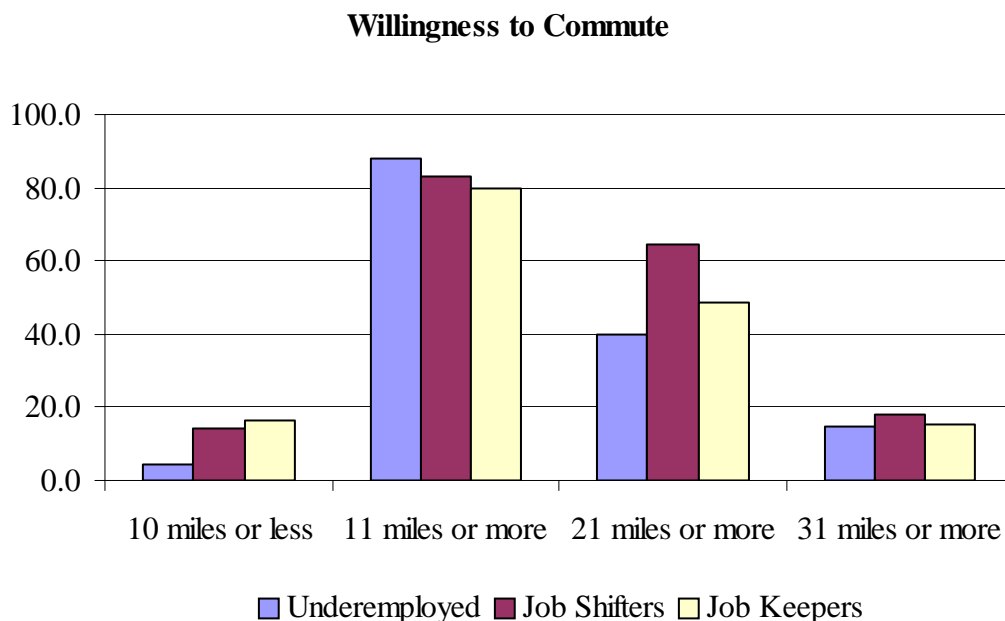
About 43 percent of the Underemployed and 47.8 percent of Job Shifters are willing to change jobs for an increase in pay of 15 percent or less (table), a potential pool of workers of numbering 2,121. The median Job Keeper, however, would require a raise of more than 20 percent to change jobs. In addition, 20.5 percent of Job Keepers are not interested in changing jobs regardless of the increase in pay.

Workers Willing to Change Jobs by Percent Pay Raise			
		Job	Job
<u>Desired raise in pay</u>	<u>Underemployed</u>	<u>Shifters</u>	<u>Keepers</u>
Less than 5%	169	264	384
Between 5% and 10%	85	338	2,617
Between 10% and 15%	272	994	3,561
Between 15% and 20%	277	453	1,485
More than 20%	188	1,022	4,782
Not interested	85	83	3,428
Don't know	93	0	198
Refused	0	0	0
Other	50	179	289
Total	1,219	3,332	16,743

About 15 percent of all workers drive at least 10 miles or less to work, and about 30 percent drive between 11 and 20 miles. Commuting distances for the Underemployed, Job Shifters, and Job Keepers are similar (table).

	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
0 - 5 miles	30.2	27.3	30.5	29.2
6 - 10 miles	24.6	27.7	27.1	22.1
11 - 20 miles	30.4	32.1	30.2	35.1
21 - 30 miles	7.7	7.2	7.1	7.6
30 - 50 miles	1.4	1.8	0.0	2.8
More than 50 miles	2.9	2.7	5.1	2.0

About 55 percent of both the Underemployed and Job Keepers are willing to commute 31 miles or more to a job while a larger proportion of the Job Shifters (18.3 percent) are willing to commute that distance.



Conclusions

- A significant pool of available labor exists in the labor market area among the Underemployed (1,219 workers) and among workers looking for other jobs or Job Shifters (3,332 workers).
- Many underemployed workers are searching for higher paying jobs.
- The underemployed exhibit a variety of occupations and skills.
- A smaller pool of labor exists among those not working who desire work (Job Seekers). Job Seekers typically are less skilled and not as well educated as most workers.

Appendix: Distribution of Interviews by County

<u>Area</u>	<u>Interviews</u>
Cleveland County	400
Total	400