

An Analysis of the Oklahoma City Area Labor Force

Summary Report

for

OGE Services

the

Oklahoma City Chamber of Commerce

and

Oklahoma Department of Commerce

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An Analysis of the Oklahoma City Area Labor Force

Sponsored by OGE Services, the Oklahoma City Chamber of Commerce and the Oklahoma Department of Commerce, this study examines the availability of labor in the Oklahoma City area. Data were collected by telephone from randomly selected adults between October 1998 and January 1999. The results presented in this report are based on 3,267 interviews targeted to residents of Oklahoma, Canadian and Cleveland Counties.

This study demonstrates that a pool of labor exists among workers who are employed but do not fully utilize their education and skills. We call these workers the *underemployed*. In this study, underemployed workers meet three conditions: 1) they feel they are underutilized in their present employment, 2) they have training or education that is not required by their current job, and 3) they would change jobs in order to better utilize their skills and education. Approximately 16.5 percent of workers in the area fit the underemployed criteria.

Many of the underemployed are searching for improved job situations. These workers exhibit a variety of occupations and skills. The results show that the median underemployed worker is willing to commute 20 miles or more for a job that pays 10 percent to 15 percent more than current wages.

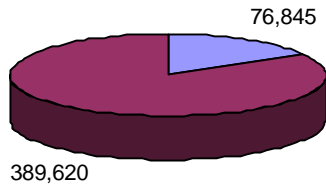
A smaller pool of labor exists among those who are without work but who want to work. These persons include retirees who wish to return to work for a variety of reasons. In general, those who want to work are less skilled and have less education than does the average worker in the area.

The next section provides comparative survey details regarding the underemployed of the Oklahoma City area.

Highlights Regarding the Underemployed

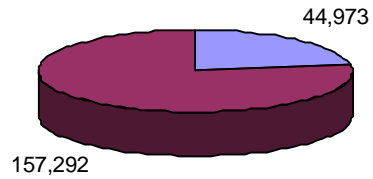
Approximately 76,845 persons in the target area are looking for work that better utilizes their skills and education. In addition, there are 44,973 persons who are currently not working but want to work.

Estimated Persons Who Are Working



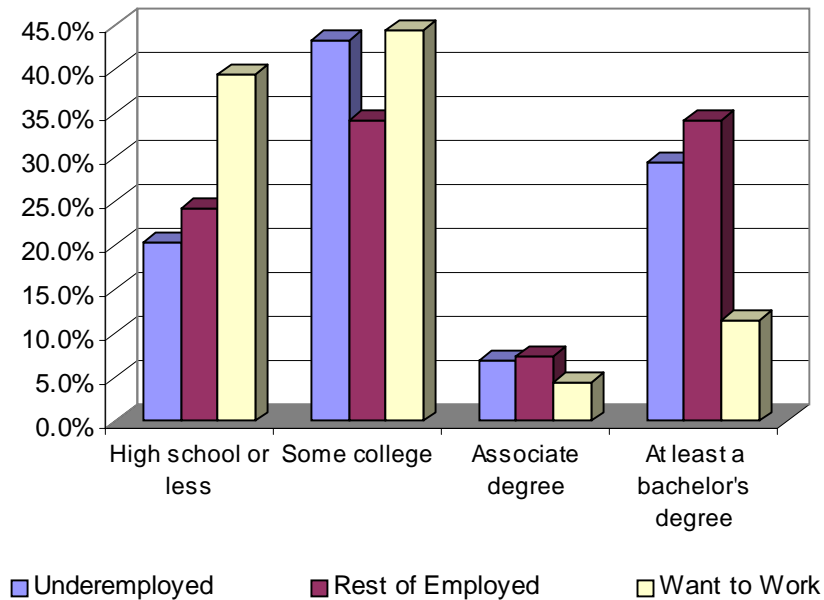
■ Underemployed ■ Rest of Employed

Estimated Persons Who Are Not Working

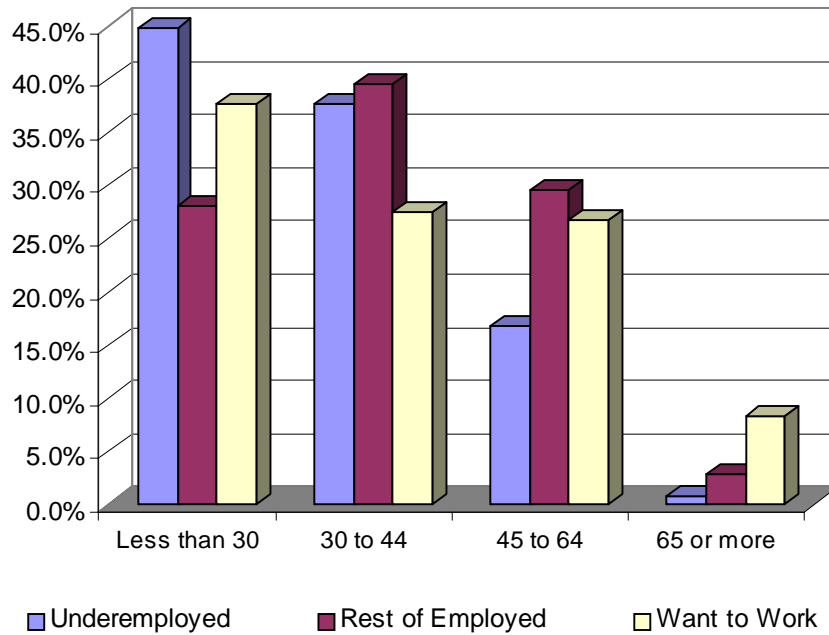


■ Want to Work ■ Don't desire work

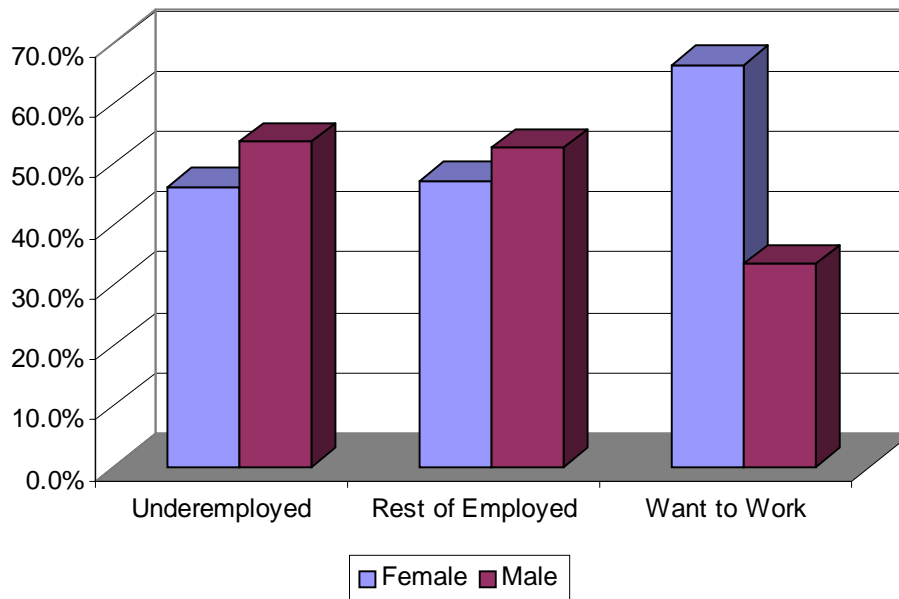
A smaller percentage of underemployed workers have four-year degrees than do other workers. Persons who are not working and want to work are less likely to have a post secondary degree but many have some college.



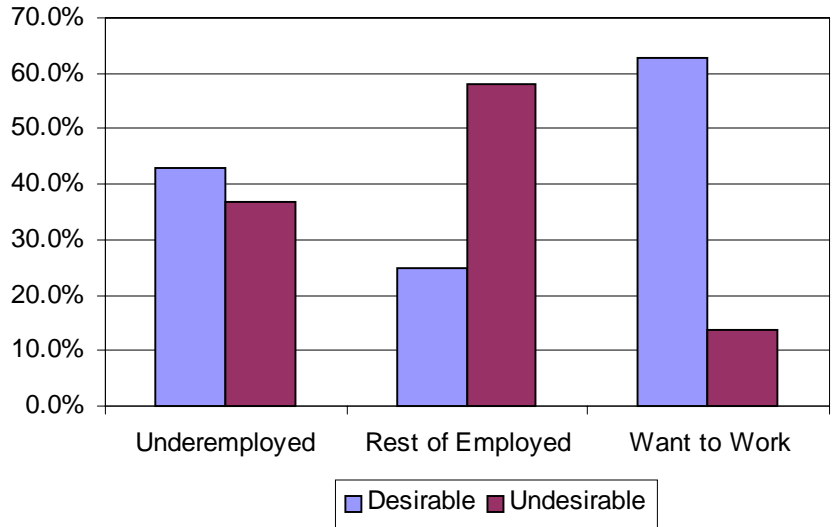
Underemployed workers are younger while persons without a job but who want to work are older.



A small majority of the underemployed are male. Those who are without work but want to work are mostly female.

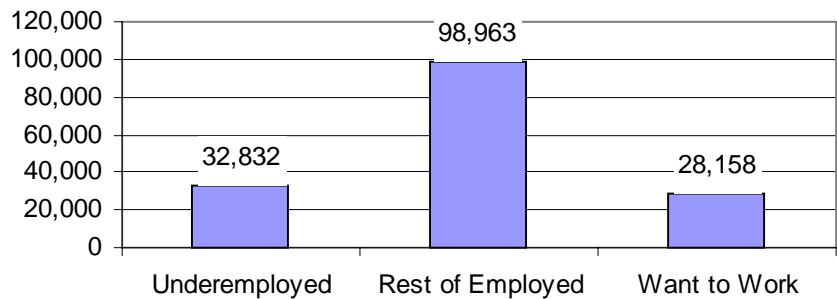


An employment opportunity that pays from \$8 per hour to \$10 per hour is viewed as desirable by 42.8 percent of the underemployed and by 25 percent of the rest of employed. Sixty-three percent of persons who are without work but want to work view such a job as desirable.



An estimated 159,953 persons living in the Metro area are interested in a job that pays from \$8 hour to \$10 hour...

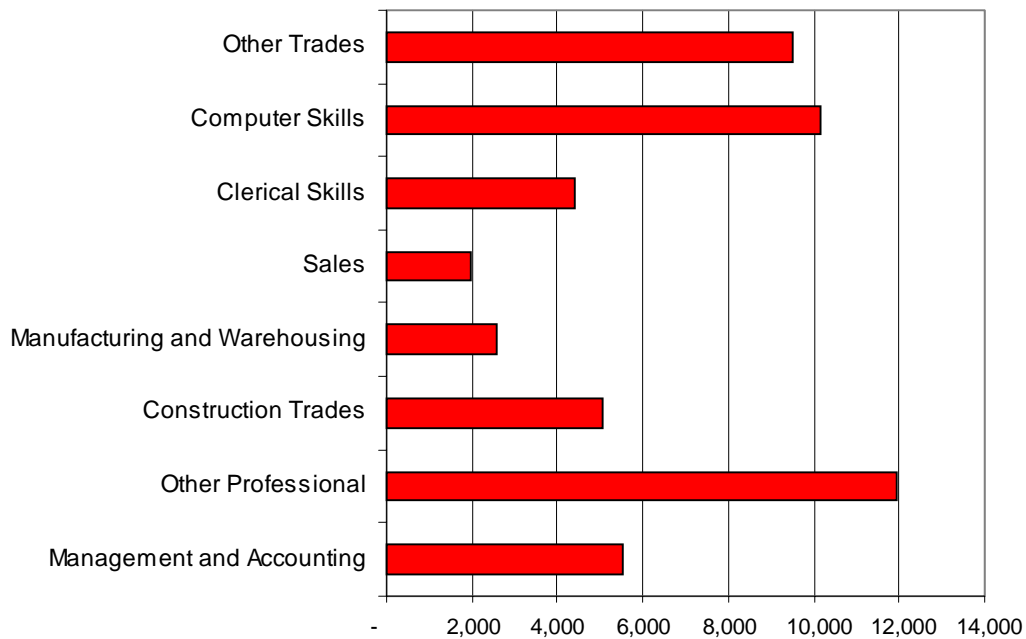
Number of Persons Willing to Work for \$8-\$10 per Hour



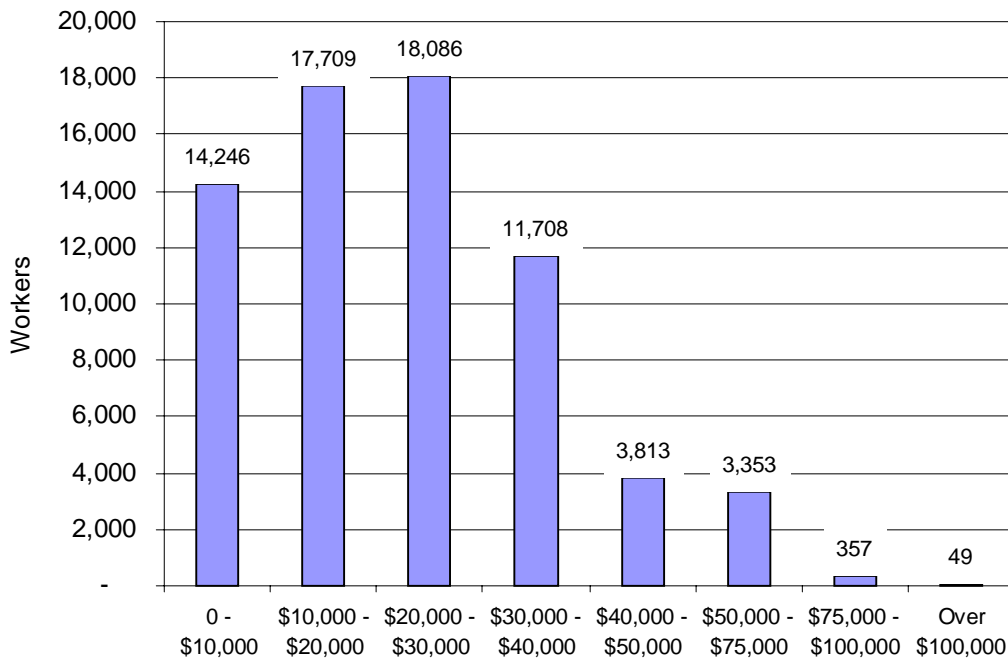
The underemployed work in a variety of occupations and skills, from executives and other professionals to craftsmen and clerks:

	<u>Estimated Workers</u>	<u>Percent</u>
Executive, Administrative, and Managerial	11,382	15.0
Professional Specialty	7,156	9.4
Technicians and Related Support	1,767	2.3
Sales	9,642	12.7
Administrative Support, Including Clerical	12,190	16.0
Service Occupations	20,233	26.6
Farming, Forestry, and Fishing	301	0.4
Precision Production, Craft, and Repair	7,666	10.1
Machine Operators, Assemblers, and Inspectors	2,672	3.5
Transportation and Material Moving	1,740	2.3

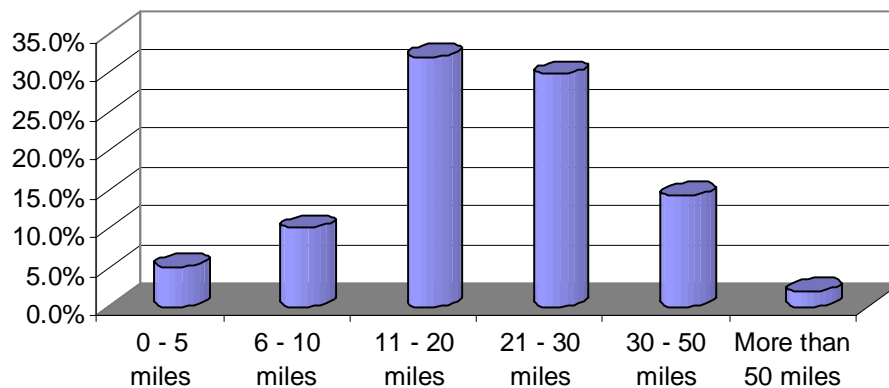
Most of the underemployed have skills they presently are not utilizing. These skills include...



The typical (median) underemployed worker earns between \$20,000 and \$30,000 a year and would change jobs for a pay increase of between 10 percent and 15 percent.

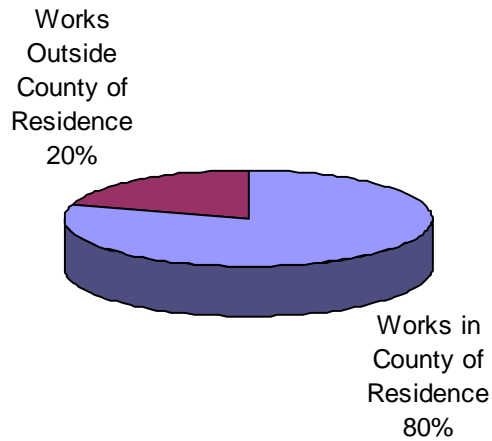


Approximately 46 percent of underemployed workers are willing to commute at least 21 miles to work...



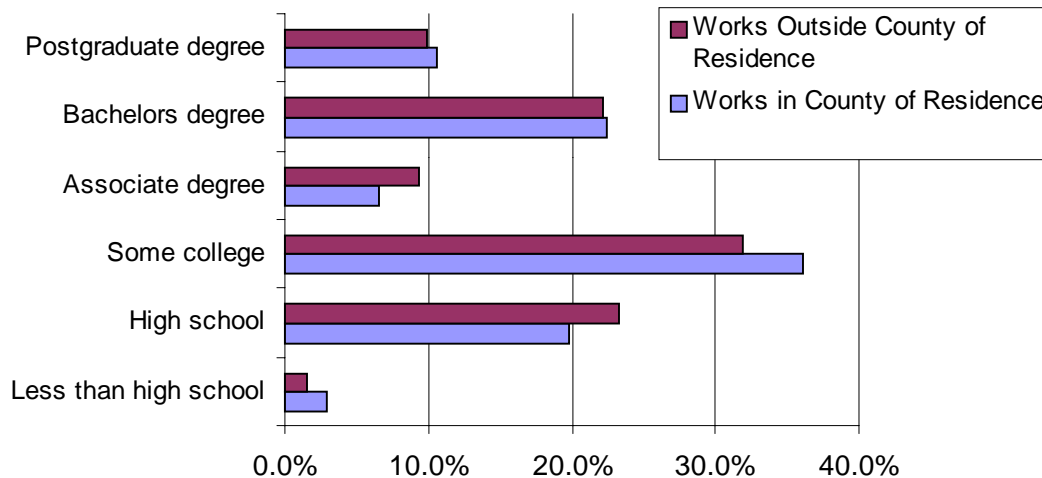
Contrasting Intra and Inter County Commuters in the Metro Area

Twenty percent of workers work outside their county of residence while 80 percent work in their county of residence.



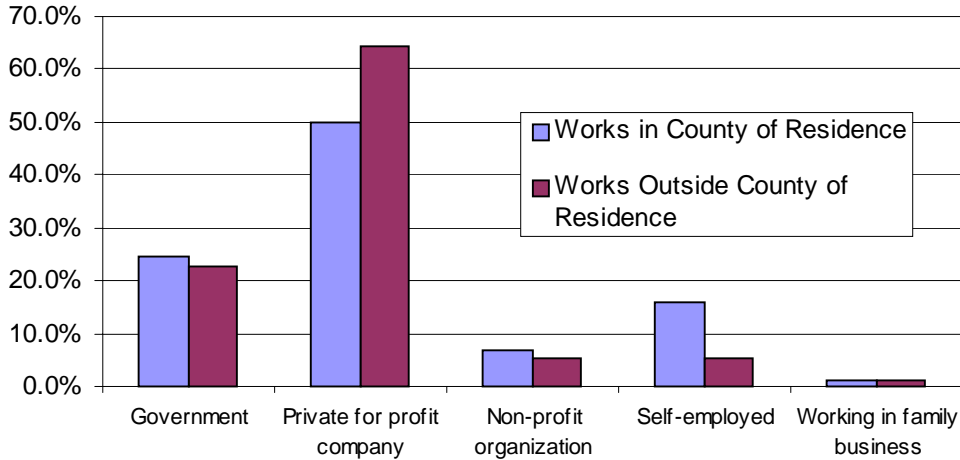
A large percentage of both inter and intra county commuters have attended some college: 36 percent of intra county commuters and 32 percent of inter county commuters have completed at least some college work.

Level of Education by Place of Residence



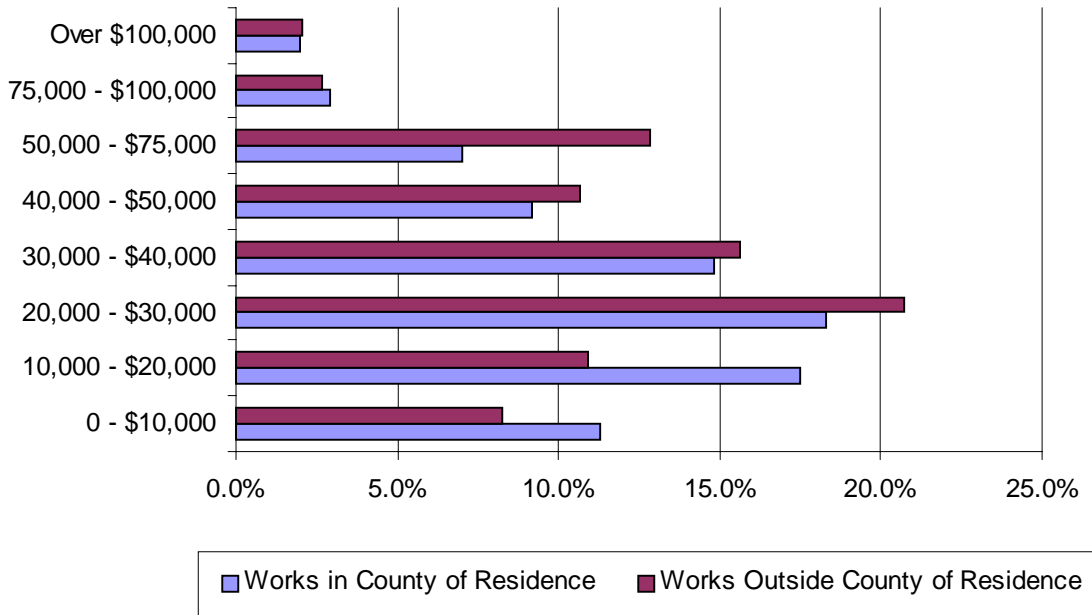
The majority of intra and inter county commuters work for private-sector companies. Intra county commuters are slightly more likely to work in government and non-profit organizations than inter county commuters.

Sector of Employment by Place of Residence



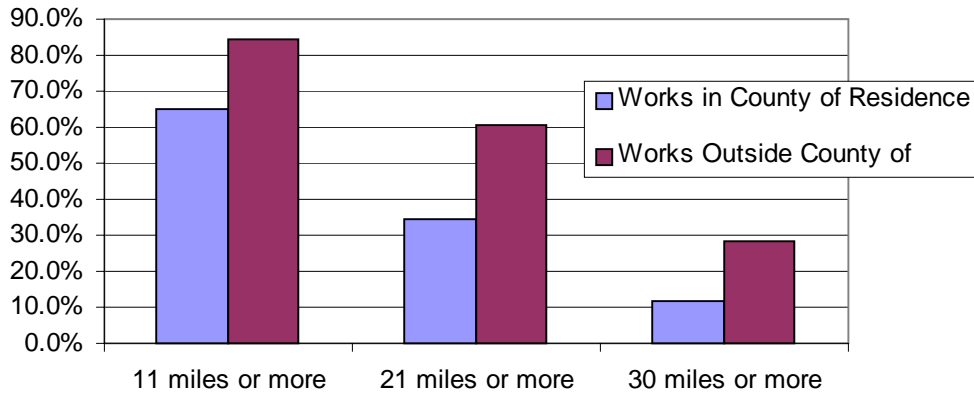
Inter county commuters earn more than intra county commuters, with median earnings for both between \$20,000 and \$30,000. Inter county commuters are also more likely to earn in excess of \$75,000.

Distribution of Earnings by Place of Residence



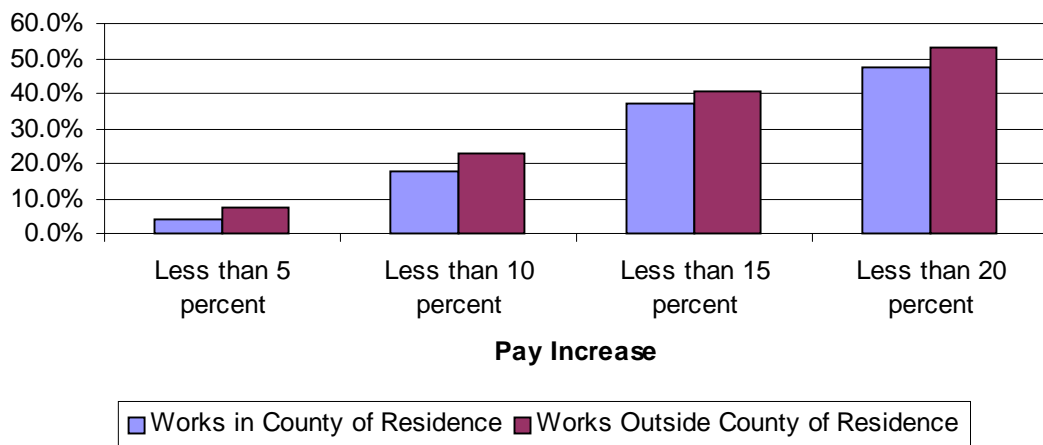
Inter county commuters are more willing to commute that are intra county commuters.

Willingness to Commute by Place of Residence



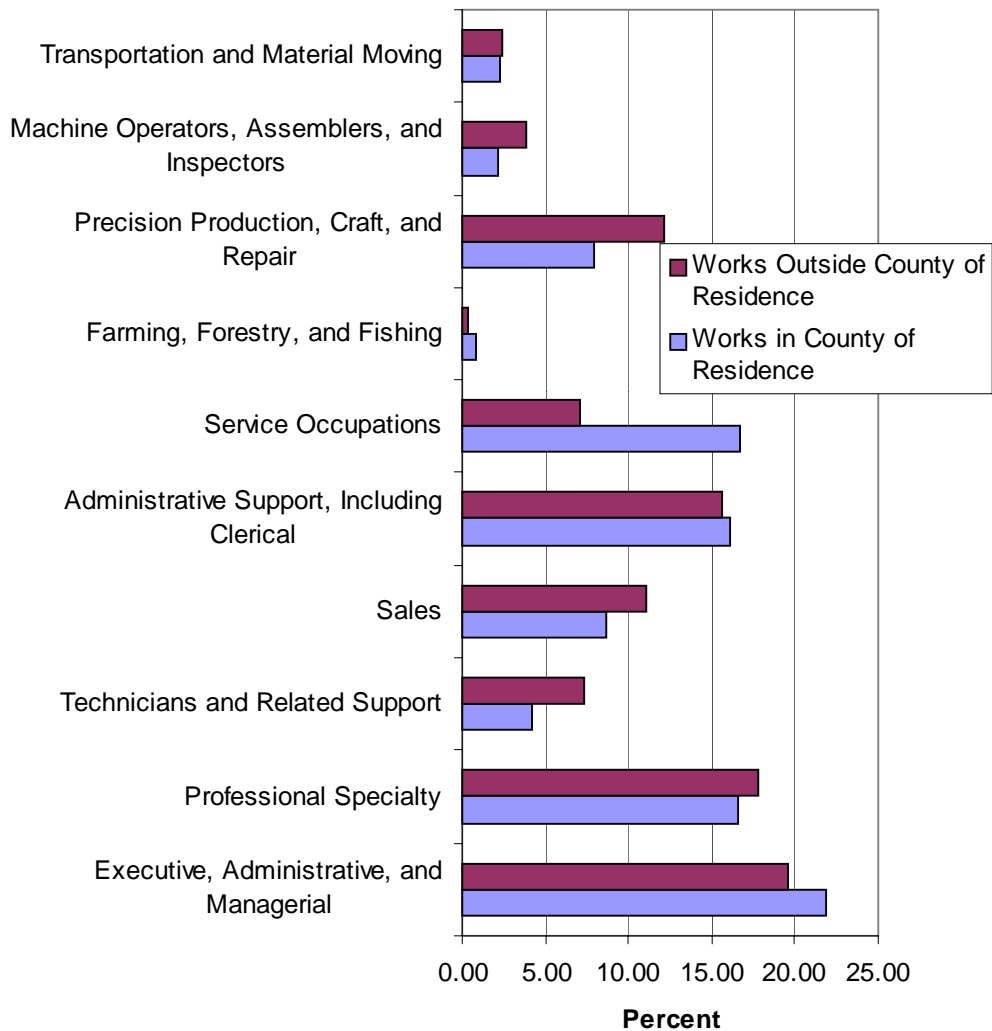
Inter county commuters are slightly more willing to change jobs than intra county commuters. Forty-one percent of inter county commuters would change jobs for a pay increase of 15 percent or less, compared with 37 percent for intra county commuters. Also, 17 percent of inter county and 20 percent of intra county commuters are not interested in changing jobs.

Percent of Workers Willing to Change Jobs by Percent Pay Increase Needed

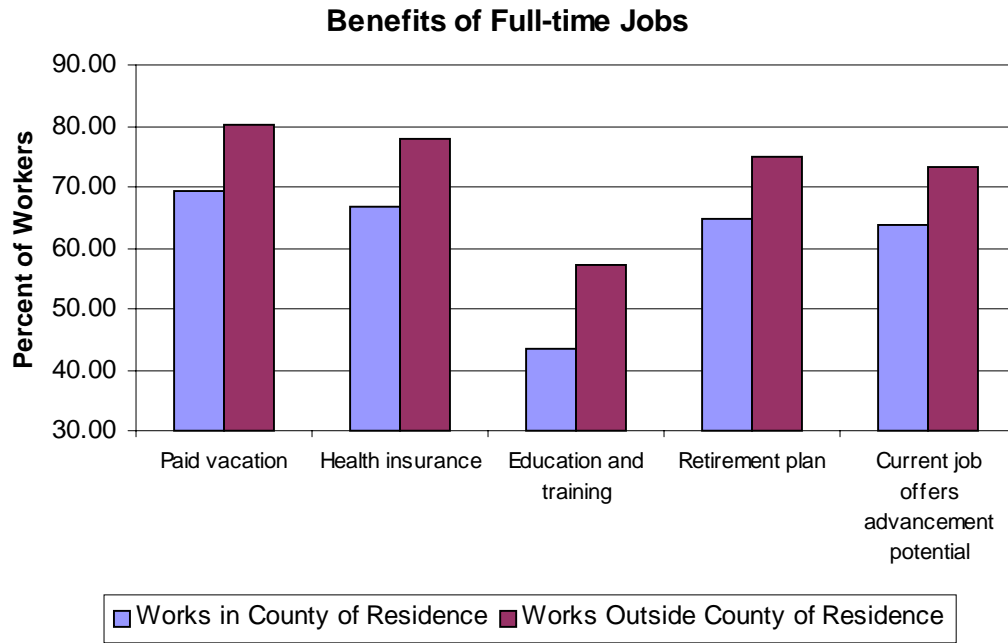


The distribution of occupations is similar. However, intra county commuters tend more towards service occupations while inter county commuters tend more towards precision production and repair jobs.

Occupation by Place of Residence



Compared with intra county commuters, a higher proportion of inter county commuters residents receive benefits with their jobs.



Conclusions

Underemployed workers

- A significant pool of labor exists among workers who are not fully utilizing their education and skills
- Many underemployed workers are searching for higher-paying jobs
- The underemployed exhibit a variety of occupations and skills
- About 46 percent are willing to commute 20 miles or more for an increase in pay of 10% to 15%
- A smaller pool of labor exists among those not working who desire work. These persons typically are less skilled and not as well educated

Intra and Inter County Commuters

- On average, earnings for intra county commuters are less than for inter county commuters
- Intra county commuters are somewhat more resistant to changing jobs compared with inter county commuters
- Occupational patterns are very similar, but intra county commuters tend to be more concentrated in service occupations while inter county commuters are more concentrated in precision production and repair occupations
- Sixty-four percent of inter county commuters and almost 50 percent of intra county commuters are employed in private sector positions
- Compared with intra county commuters, a higher proportion of inter county commuters enjoy benefits with their full-time jobs

Appendix: Distribution of the Sample

County	Interviews	Percent
Canadian	894	27.4%
Cleveland	1,458	44.6%
Oklahoma	915	28.0%
Valid Cases	3,267	100.0%