

An Analysis of the Tulsa Area Labor Force

Summary Report

for the

Tulsa Chamber of Commerce

and

Oklahoma Department of Commerce

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An Analysis of the Tulsa Area Labor Force

Sponsored by the Tulsa Chamber of Commerce and the Oklahoma Department of Commerce, this study examines the availability of labor in the Tulsa area. Data were collected by telephone from randomly selected adults between February and April 1999. The results presented in this report are based on 1,200 interviews targeted to residents of Tulsa and Rogers Counties as well as portions of Creek, Wagoner and Osage 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 14.3 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.

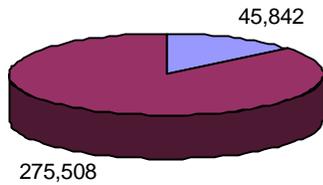
A smaller pool of labor exists among those who are without work but who want to work. These persons include retirees who wish to return to work for a variety of reasons. In general, those who want to work are less skilled and have less education than does the average worker in the area.

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

Highlights Regarding the Underemployed

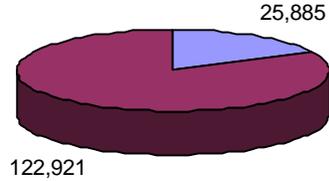
Approximately 45,842 persons in the target area are looking for work that better utilizes their skills and education. In addition, there are 25,885 persons who are currently not working but want to work.

Estimated Persons Who Are Working



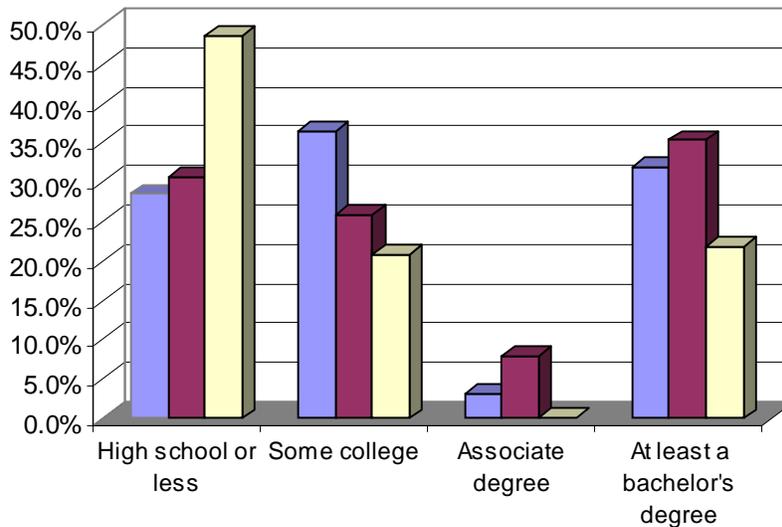
■ Underemployed ■ Rest of Employed

Estimated Persons Who Are Not Working



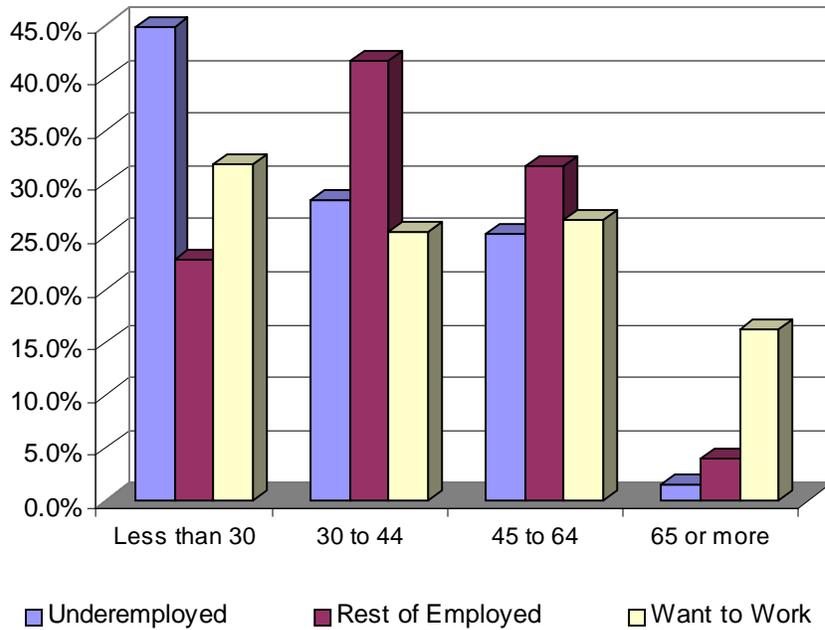
■ Want to Work ■ Don't desire work

A slightly 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.



■ Underemployed ■ Rest of Employed ■ Want to Work

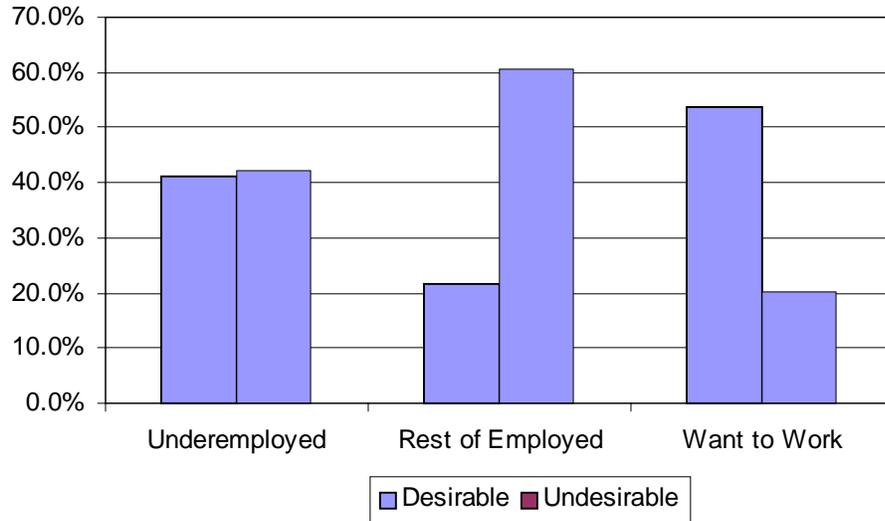
Underemployed workers tend to be younger while persons without a job but who want to work tend to be older.



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

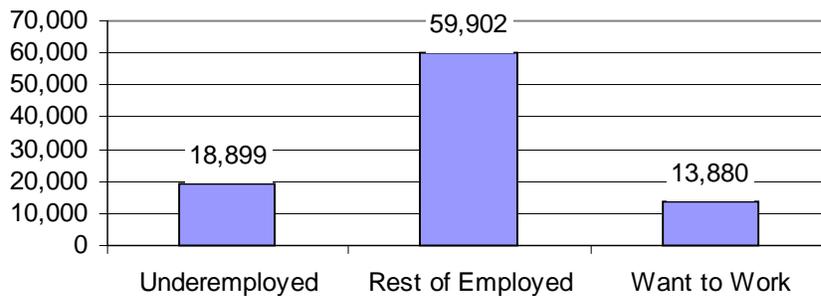


An employment opportunity that pays from \$8 per hour to \$10 per hour is viewed as desirable by 41.2 percent of the underemployed and by 21.7 percent of the rest of the employed. Fifty-four percent of persons who are without work but want to work view such a job as desirable.



An estimated 92,681 persons living in the Tulsa area are interested in a job that pays from \$8 hour to \$10 hour.

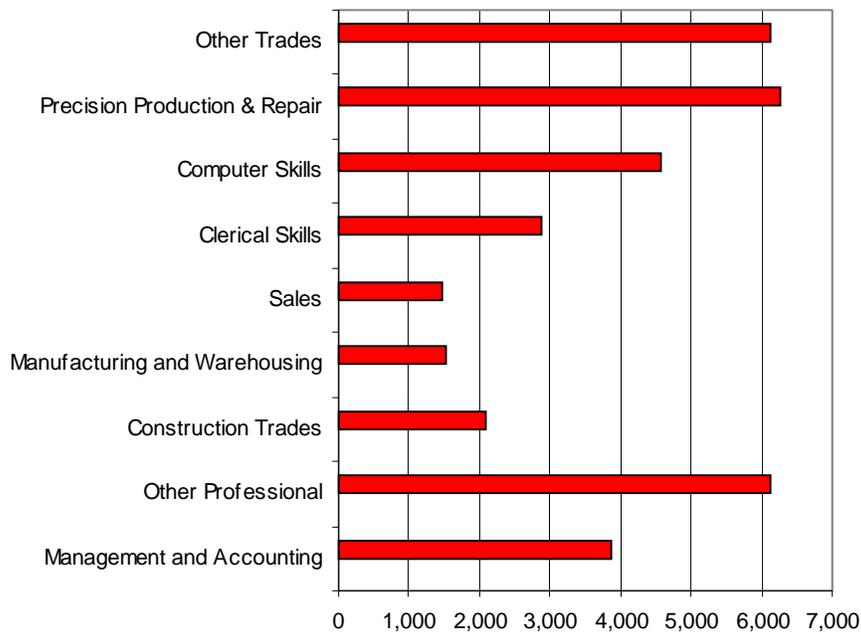
Number of Persons Willing to Work for \$8-\$10 per Hour



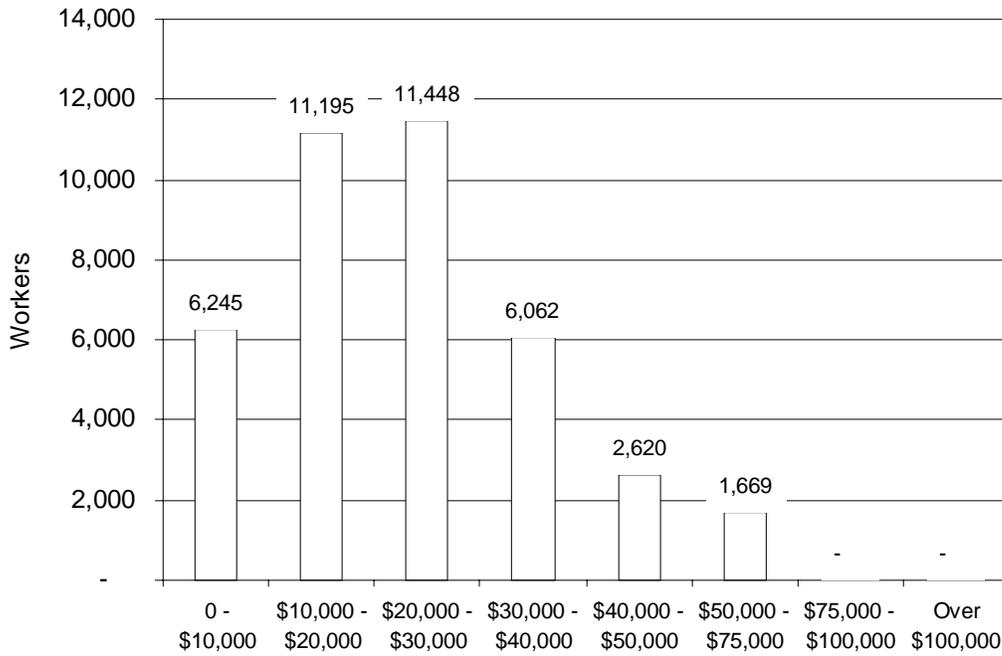
The underemployed work in a variety of occupations and skills, from executives and other professionals to craftsmen and clerks:

	<u>Estimated Workers</u>	<u>Percent</u>
Executive, Administrative, and Managerial	6,550	14.3
Professional Specialty	5,256	11.5
Technicians and Related Support	3,151	6.9
Sales	5,302	11.6
Administrative Support, Including Clerical	5,744	12.5
Service Occupations	8,204	17.9
Farming, Forestry, and Fishing	0	0.0
Precision Production, Craft, and Repair	5,701	12.4
Machine Operators, Assemblers, and Inspectors	3,285	7.2
Transportation and Material Moving	2,649	5.8

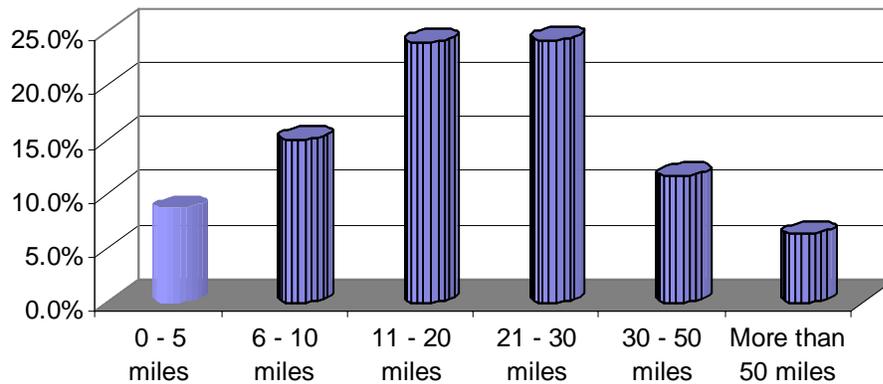
Most of the underemployed have skills they are presently not utilizing. These skills include...



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

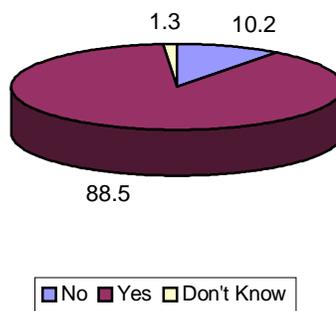


Job Training and Participation in Apprenticeship Programs

Workers were asked a series of questions regarding their willingness to undertake job training and their participation in and attitudes towards apprenticeship programs.

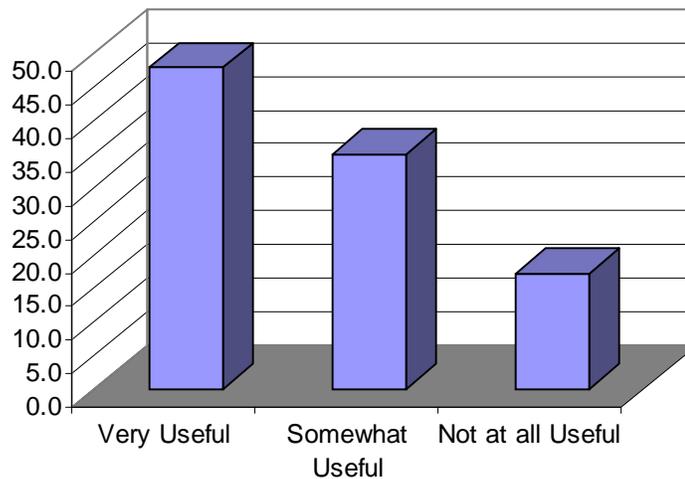
About 88 percent of workers responded they would be willing to undertake job training associated with a new employment opportunity.

Percentage of Workers Willing to Undertake Job Training



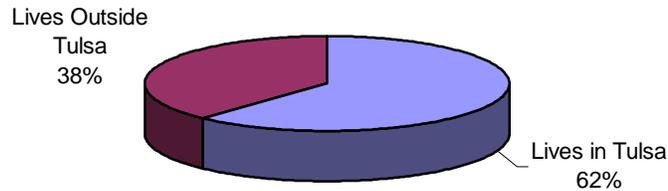
Approximately 2 percent of the workers in the study area indicated that they are currently enrolled in or have recently completed an apprenticeship program. Of these workers, almost 83 percent indicated that the program was very useful or somewhat useful while about 17 percent responded that the program was not useful at all.

Usefulness of Apprenticeship Programs



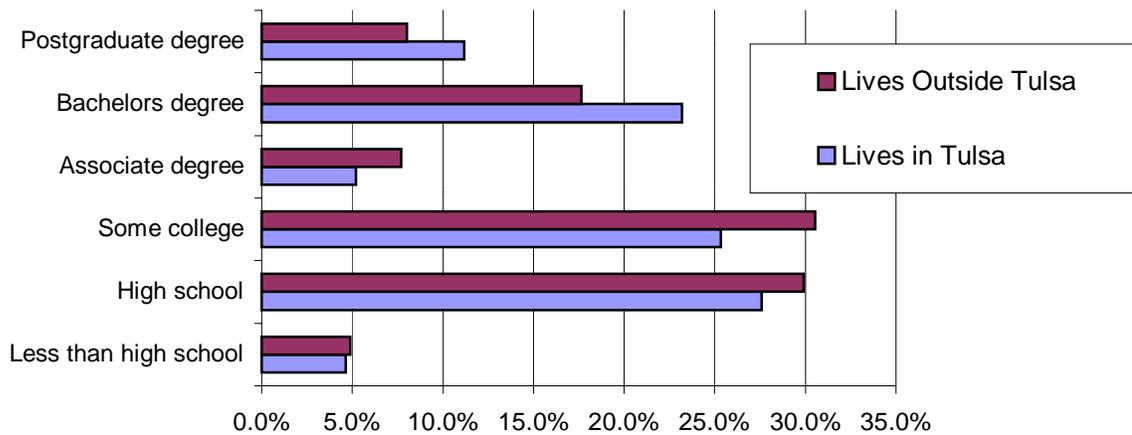
Contrasting Tulsa Residents with the Rest of the Study Area

Sixty-two percent of area workers live in Tulsa while 38 percent live outside Tulsa.



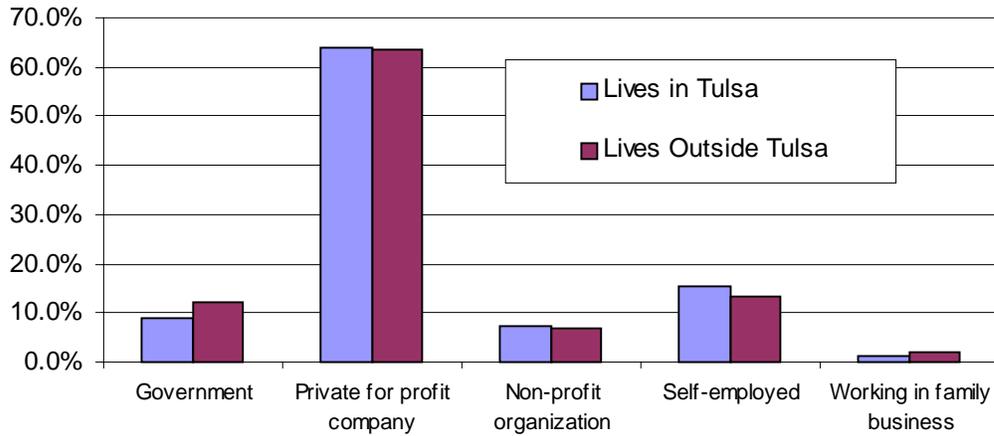
About 25 percent of Tulsa residents have attended some college compared to about 30 percent for those who live outside Tulsa while about 34 percent of residents have at least a bachelor's degree compared to 26 percent for those living outside Tulsa.

Level of Education by Place of Residence



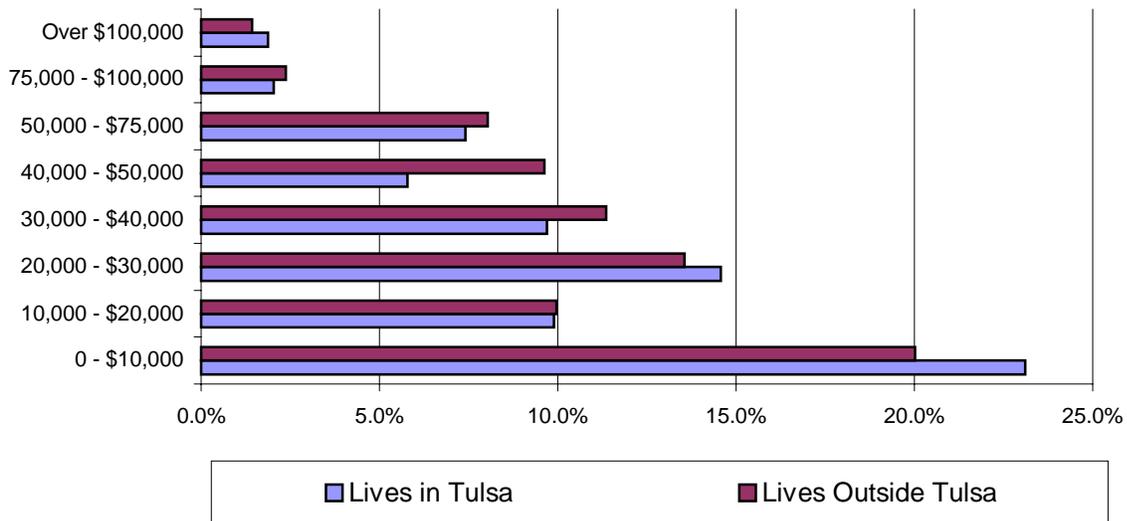
Workers in both groups are concentrated in private sector jobs. Tulsa residents are more likely to work in self-employed positions than those who live outside Tulsa.

Sector of Employment by Place of Residence



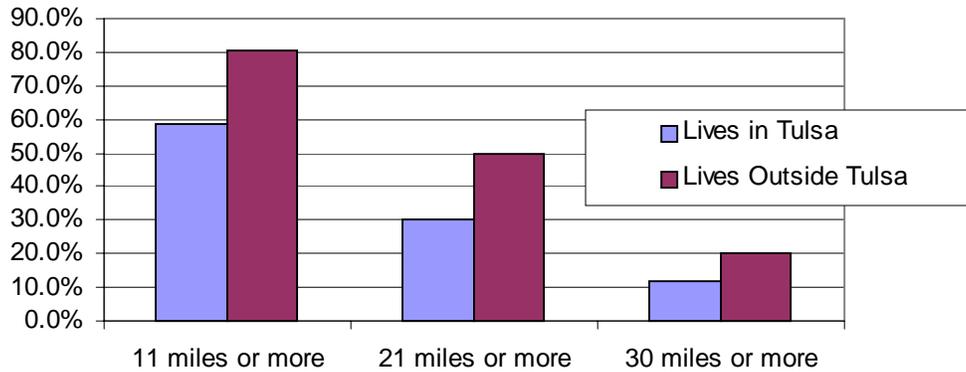
Median earnings for residents of Tulsa as well as those who do not live in Tulsa is between \$30,000 and \$40,000.

Distribution of Earnings by Place of Residence



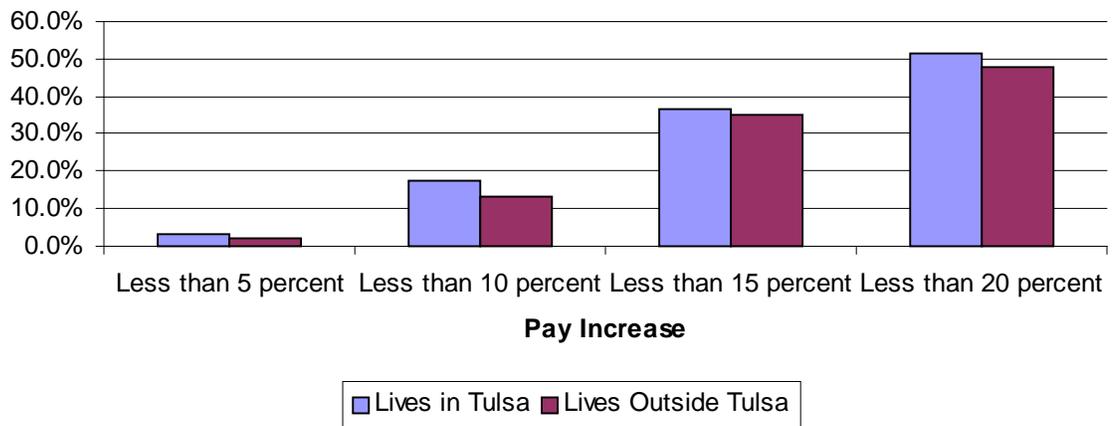
Those who live outside Tulsa are more willing to commute than are Tulsa residents.

Willingness to Commute by Place of Residence



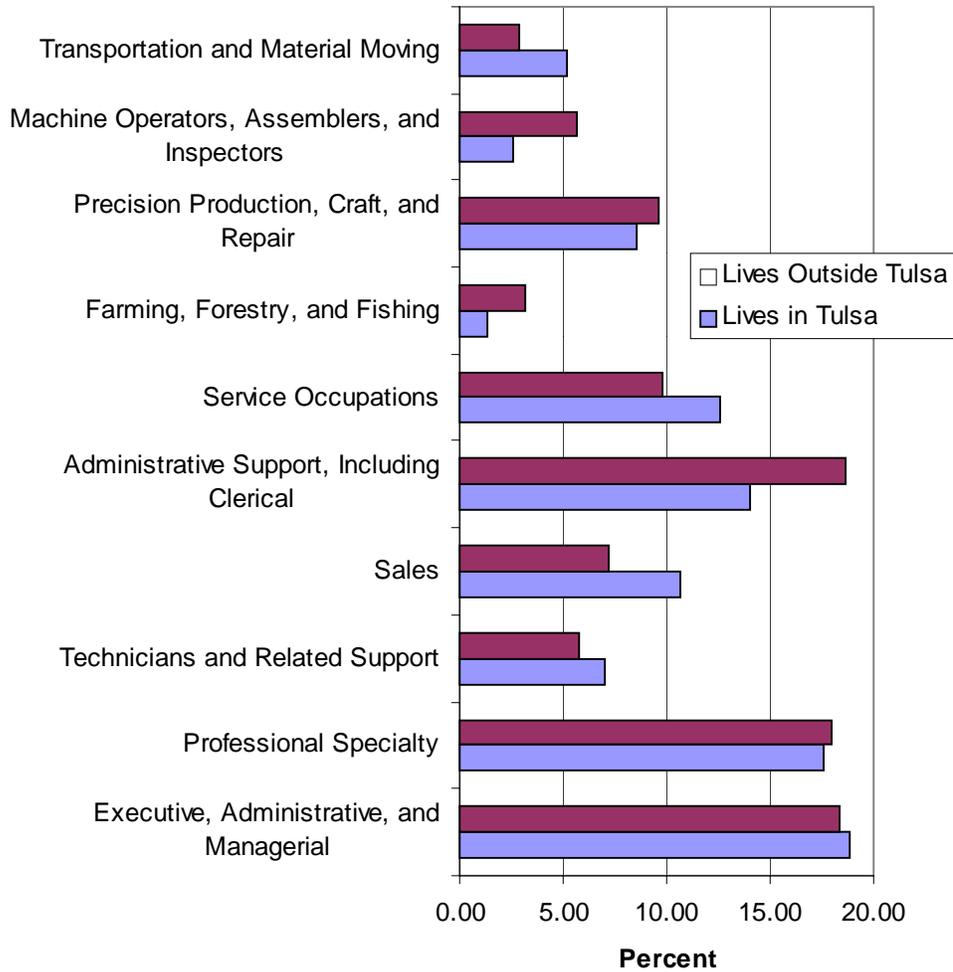
Workers living in Tulsa are slightly more willing to change jobs than workers living outside Tulsa. Thirty-seven percent of residents would change jobs for a pay increase of 15 percent or less, compared with 32 percent for those who live outside of Tulsa. Also, 16 percent of Tulsa residents and 17 percent of those who live outside of Tulsa are not interested in changing jobs.

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

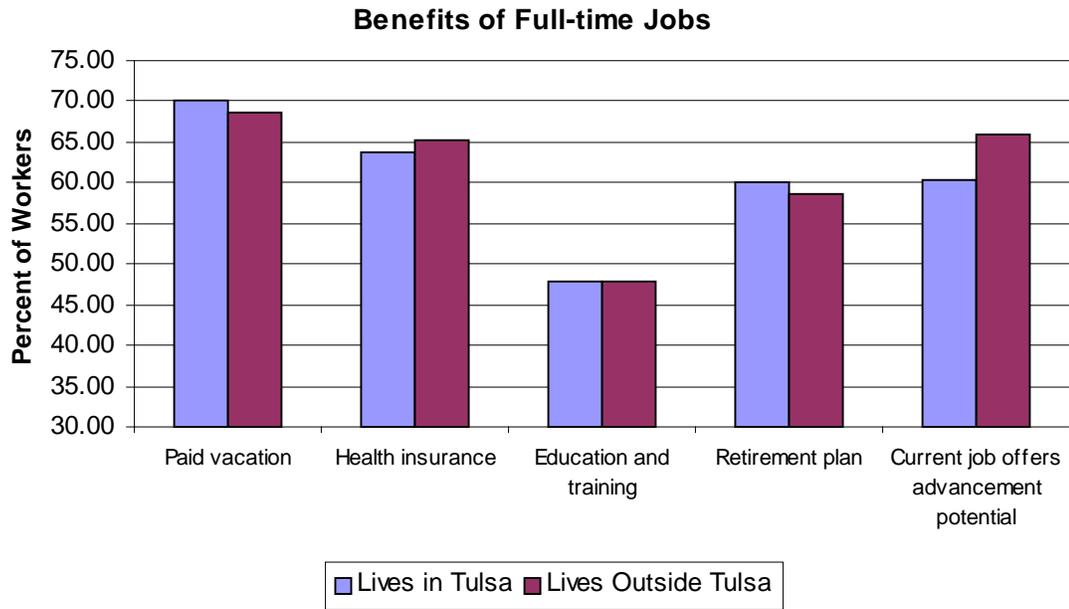


With some exceptions, the distribution of occupations is similar. Most notably, those who live outside Tulsa are more likely to be in administrative support positions than residents of Tulsa while workers living in Tulsa tend more towards sales and service occupations than those living outside Tulsa.

Occupation by Place of Residence



Both groups Tulsa receive similar levels of 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 42 percent are willing to commute 20 miles or more
- A smaller pool of labor exists among those not working who desire work. These persons typically are less skilled and not as well educated

Place of Residence

- Workers living in Tulsa are more slightly more willing to change jobs compared with workers living outside Tulsa.
- Occupational patterns are similar, but workers living outside Tulsa are more concentrated in administrative support occupations while workers living in Tulsa are more concentrated in sales and service occupations
- Sixty-four percent of workers living in Tulsa and 63 percent of workers who live outside Tulsa are employed in private sector positions
- Both groups enjoy similar levels of benefits with their full-time jobs

Appendix: Distribution of the Sample

County	Interviews	Percent
Tulsa	929	77.4
Rogers	145	12.1
Creek (part)	51	4.3
Wagoner (part)	53	4.4
Osage (part)	22	1.8
	1,200	100.0