

**ROLLA REGIONAL ECONOMIC COMMISSION
AREA LABOR MARKET**

WORKFORCE STUDY

EXECUTIVE OUT-BRIEF

“Workforce Strategies for Performance and Development”

**John Petersen, CEcD, AICP
Rolla Community Development
P.O. Box 979
Rolla, MO 65402**

**Elizabeth Bax, CEcD
Rolla Regional Economic Commission
1706 E. 10th St.
Rolla, MO 65402**

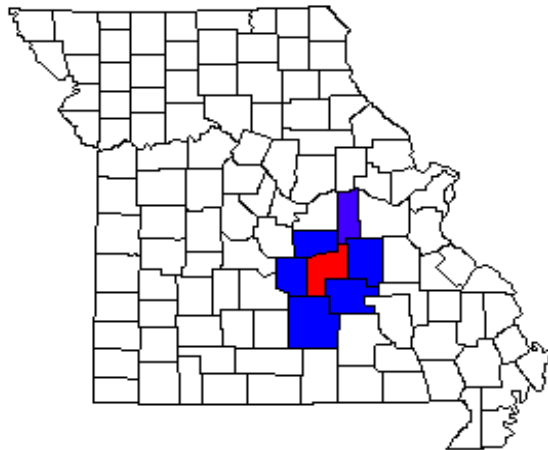
***E. A. “Ed” MARTIN, CEcD, CSE
GROWTH SERVICES
JEFFERSON CITY, MO 65109
PH (573) 635-7723, EDM@GROWTHSERVICES.ORG***

February 15, 2006



ROLLA REGIONAL ECONOMIC COMMISSION

WORKFORCE STUDY



Contributing Members:

- Rolla Regional Economic Commission
- City of Rolla
- Phelps County
- University of Missouri – Rolla
- Rolla Public Schools
- Rolla Area Chamber of Commerce
- Phelps County Bank
- Fidelity Communications
- AmerenUE
- Missouri Enterprise, Inc.
- Rolla Community Development Corporation
- Investment Realty, Inc.
- Regions Bank

PURPOSE AND OBJECTIVES OF THE WORKFORCE STUDY

- To Provide Businesses the Labor Information necessary to make Informed Decisions for their current and future Expansions and Location Needs.
- To Provide Communities and Regions Labor Market information necessary to develop strategies for improving the Quality and Availability of the Workforce based on the perceptions of Employers (Demand Side) and Workers (Supply Side).
- To Present Information on the competitiveness of the Workforce based on Quality, Availability and Cost compared to other Area Labor Markets.

TOP FACTORS DETERMINING EMPLOYER SITE SELECTION

FACTORS	2002 PERCENT
• Availability of Skilled Labor	90.9%
• Labor Costs	89.9%
• Tax Exemptions	88.2%
• State and Local Incentives	88.0%
• Highway Accessibility	86.6%

Other Labor Factors in the Top 20: Training Programs, Availability Of Unskilled Labor, Right To Work State and Low Union Profile. Source: Area Development Magazine, 2002 Survey.

OVERVIEW

FINDINGS ARE PRESENTED FROM AREAS OF THE STUDY:

Workforce Profile

Workforce Quality

Workforce Costs

Workforce Availability

THE SUPPLY AND DEMAND SIDE OF LABOR MARKETS

WORKFORCE AVAILIABILITY

- Supply Side
- Household Survey
- Focus: Availability
- Under-employment - Excess Skills
- Over Qualified
- Occupation Groups
- Desired Wages By Wage and Occupation Groups
- Workforce Characteristics

WORKFORCE QUALITY

- Demand Side
- Employer Survey
- Focus: Quality
- Over-employment - Deficient Skills
- Under Qualified
- Skills Needs
- Current Wages Compare with Other Market Groups
- Employment and Training Issues



WORKFORCE PROFILE

WORKFORCE PROFILE

- **POPULATION**
- **INCOME**
- **EMPLOYMENT**

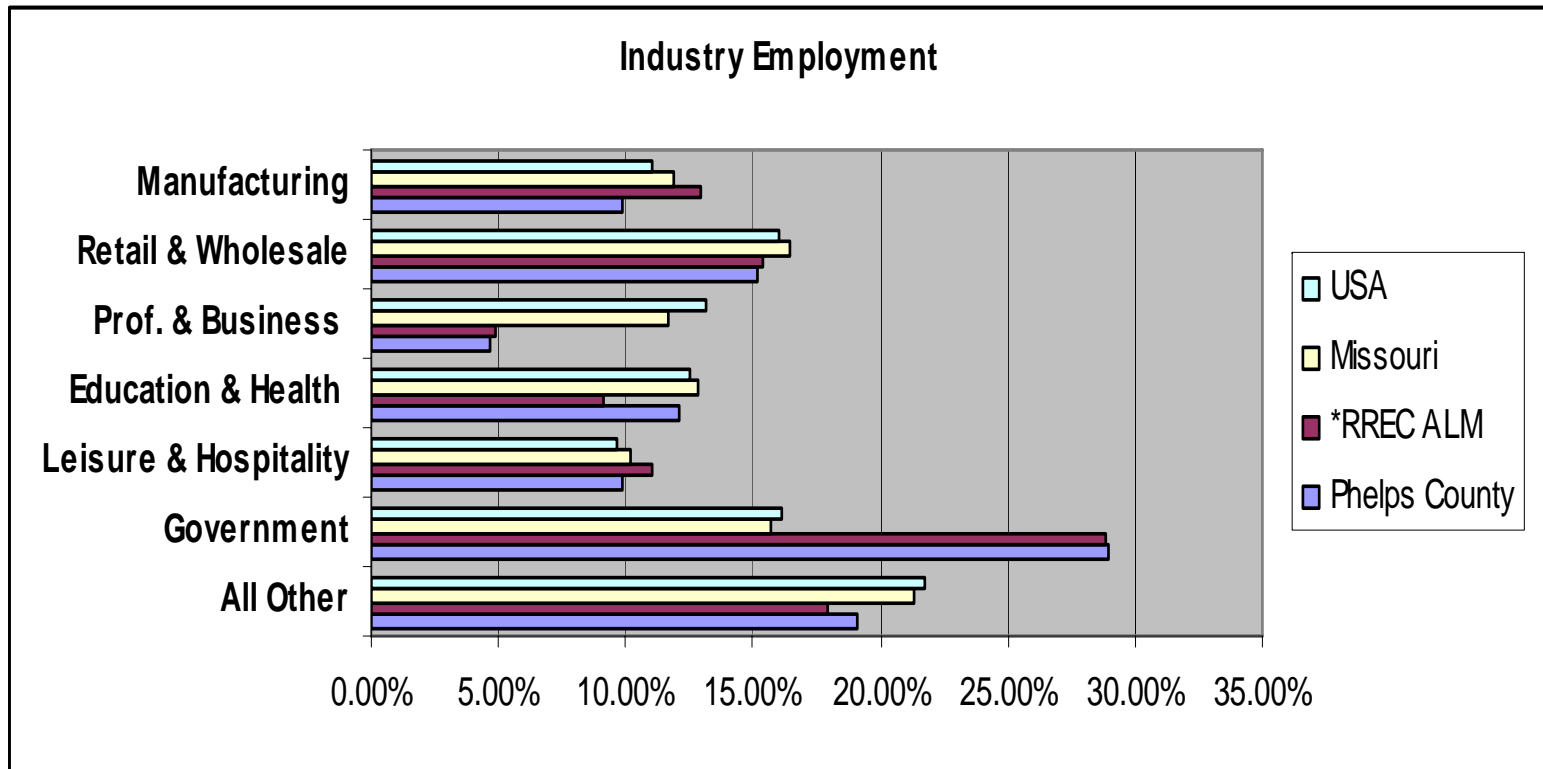
Information from public sources

Sources: U.S. Census, Bureau of Labor Statistics, Bureau of Economic Analysis and Missouri MERIC

POPULATION AND CIVILIAN LABOR

	<u>2004 Population</u>	<u>2004 Civilian Labor Force</u>
Crawford	23,647	11,441
Dent	15,067	6,391
Gasconade	15,612	7,585
Maries	8,877	4,689
Phelps	41,726	22,664
Pulaski	44,478	17,230
Texas	24,476	10,568
Total	173,883	80,567

INDUSTRY EMPLOYMENT



CIVILIAN EMPLOYMENT

Civilian Employment July, 2005				
County, Area	Labor Force	Employment	Unemployment	Unemployment Rate
<i>Phelps</i>	23,527	22,413	1114	4.7%
RREC ALM*	82,697	77,830	4,867	5.9%
Missouri	3,071,129	2,897,656	173,473	5.6%
USA	151,122,000	143,283,000	7,839,000	5.2%

*RREC Rolla Regional's Seven County ALM

Source: Bureau of Labor Statistics & MO MERIC

EMPLOYMENT GROWTH

Employment Growth			
County, Area	2000	2004	Percent Change
Phelps County	18,912	21,653	14.5%
RREC ALM*	71,842	76,042	5.8%
Missouri	2,854,164	2,858,897	0.2%

Source: Bureau of Labor Statistics & MO MERIC

*RREC ALM: Seven County Area Labor Market (ALM)

AVERAGE WEEKLY WAGE

Missouri Quality Jobs Program

Average Weekly Wage

Goods Producing Comparisons

	Overall			Goods Producing			Manufacturing		
	2001	2004	Percent	2001	2004	Percent	2001	2004	Percent
Phelps County	\$470	\$529	12.60%	\$509	\$578	13.60%	\$516	\$591	14.50%
Missouri	\$623	\$670	7.50%	\$746	\$799	7.10%	\$752	\$821	9.20%
USA	\$703	\$779	10.80%	\$789	\$861	9.10%	\$826	\$920	11.40%

AVERAGE WEEKLY WAGE

Service Providing Comparisons									
	Overall			Service Providing			Education & Health Services		
	2001	2004	Percent	2001	2004	Percent	2001	2004	Percent
Phelps County	\$470	\$529	12.60%	\$376	\$438	16.50%	\$431	\$493	14.40%
Missouri	\$623	\$670	7.50%	\$594	\$640	7.70%	\$601	\$666	10.80%
USA	\$703	\$779	10.80%	\$668	\$724	8.40%	\$629	\$703	11.80%

Source: Bureau of Labor Statistics

Reference: MO Quality Jobs Program

INCOME PER CAPITA GROWTH

INCOME AND WAGES			
Per Capita Income			
Area	1993	2003	% Change 1993 - 2003
Phelps County	\$15,439	\$24,052	55.8%
RREC ALM*	\$14,820	\$23,052	53.3%
Missouri	\$19,862	\$29,199	47.0%
USA	\$21,346	\$31,487	47.5%

Source: Bureau of Economic Analysis And MO MERIC

*RREC ALM: Seven County Area Labor Market (ALM)

WORKFORCE QUALITY

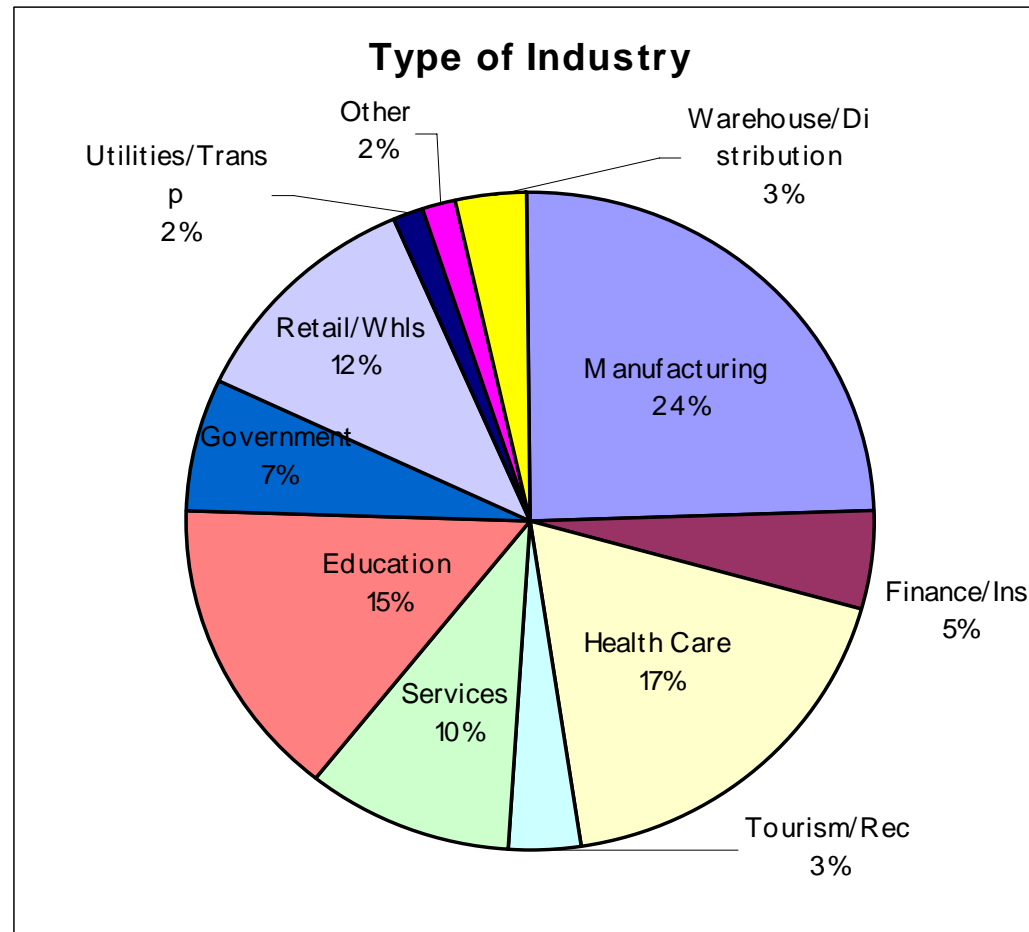
OVERVIEW

TO PRESENT THE DEMAND SIDE OF LABOR FROM THE EMPLOYERS PERSPECTIVE AND THE ISSUES OF QUALITY AND COMPETITIVENESS.

- **EMPLOYMENT PROFILE**
- **QUALITY CHARACTERISTICS**
- **SKILLS TRAINING NEEDS**
- **EMPLOYMENT & TRAINING**
- **PRODUCTIVITY & INNOVATION**

EMPLOYER SURVEY SAMPLE

RREC 61 RESPONDENTS



EMPLOYMENT PROFILE

Response – (61) Firms with 10,980 Employees

Worker Demographics –

- 89% Are Permanent Full-Time Employees
- Average Length of Employment is 7.5 years
- Average Age is 38
- Average Education is 12.9 year
- 2.4% Of The Workforce is Unionized
- Annual Turnover Rate is 20.8%

ABSENCE RATE

• Overall	3.5%	Men	2.6%
• Govt. Workers	4.3%	Women	4.8%
• Services	3.6%		
• FIRE	3.5%	RREC Overall	3.9%
• Manufacturing	3.4%	RREC MFG.	3.4%
• Construction	3.4%		
• Wholesale Trade	2.8%		
• Retail Trade	3.4%		
• Transportation	3.4%		
• Agricultural	2.4%		

Source: RREC 2005 Survey

Source: Bureau of Labor Statistics (2002)

COMMUTING DISTANCE

RREC ALM

- **10 Miles or Less** **48.0%**
- **11 – 30 Miles** **39.0%**
- **31 – 50 Miles** **9.0%**
- **51 Miles and More** **4.0%**

Source: RREC Employer Survey 2005

WORKFORCE QUALITY OF LABOR CHARACTERISTICS

TWELVE CHARACTERISTICS

Honesty	3.98	Technical Competence	3.59
Drug Avoidance	3.98	Problem Solving Ability	3.55
Reliability	3.93	Reading/Writing Comp.	3.51
Productivity	3.85	Worker Attitudes	3.20
N-Skilled W. Avail.	3.71	Calculation Comp.	3.16
Work Ethic	3.70	Skilled Worker Avail.	2.91

WORKFORCE QUALITY CHARACTERISTICS ROLLA REGIONAL AREA LABOR MARKET

WORKFORCE QUALITY OF LABOR CHARACTERISTICS INDEX RANGES AND AVERAGES

	1	2	3	4	5
Honesty				3.98	
Drug Avoidance				3.98	
Reliability				3.93	
Productivity				3.85	
Non-Skilled Worker availability				3.71	
Work Ethic				3.70	
Technical Competence				3.59	
Problem Solving Ability				3.55	
Reading/Writing Competency				3.51	
Worker Attitudes			3.20		
Calculation Competency			3.16		
Skilled Worker Availability			2.91		

SKILLS TRAINING NEEDS

Employers Training Needs		
By Skills Category		
Skills Category Group	Specific Skills	Number Responses
Management/Supervision	16	237
Workplace Skills	7	125
Computer Skills	12	119
Customer Service	6	88
Health & Safety	8	84
Technical Skills	18	58
Basic Skills	5	53
Manufacturing Technologies	5	20
Certifications	9	18
Total	86	802

EMPLOYER SKILLS TRAINING NEEDS

TOP 13 REQUIRED TRAINING NEEDS

Specific Skill	Employer Skill Category	Number Responses	Percentage Total Respondent*	Percent Training Respondent**
Teamwork	WS	32	52.5%	68.1%
Customer Service	CS	29	45.9%	61.7%
Conflict Resolution	MS	26	42.6%	55.3%
Employee Evaluation	MS	25	41.0%	53.2%
Team Building	MS	24	39.3%	51.6%
Time Management	WS	24	39.3%	51.6%
Spreadsheets	CP	23	37.7%	48.9%
Team Leadership	MS	23	37.7%	48.9%
Problem Solving	WS	23	37.7%	48.9%
Resolving Customers Issues	CS	21	34.4%	44.7%
CPR/First Aid	HS	20	32.8%	42.6%
Math	BS	19	31.1%	40.4%
Connecting with Customers	CS	19	31.1%	40.4%

Skills Category Groups

CP – Computer Skills

BS – Basic Skills

TS – Technical Skills

HS – Health & Safety

MT – Manufacturing Technologies

TS – Technical Skills

CE – Certifications

CS – Customer Service

WS – Workplace Skills

MS – Management/Supervision

*Percent based on Total Respondents of 61

** Percent based on Training Respondents of 47

(Continue...)



EMPLOYER SKILLS TRAINING NEEDS

BOTTOM 13 TRAINING NEEDS

Specific Skill	Employer Skill Category	Number Responses	Percentage Total Respondent*	Percent Training Respondent**
Calibration	TS	2	3.30%	4.30%
Industrial Electricity	TS	2	3.30%	4.30%
Lean Mfg Belt Certifications	CE	1	1.60%	2.10%
HAZWHOPPER (8 Hrs.)	CE	1	1.60%	2.10%
Foreign Language Basics	CS	1	1.60%	2.10%
Programmable Logic Controllers	TS	1	1.60%	2.10%
APICS CPIM	CE	0	0.00%	0.00%
HAZWHOPPER (40 Hrs.)	CE	0	0.00%	0.00%
ASQC Certifications	CE	0	0.00%	0.00%
HACCP	HS	0	0.00%	0.00%
CNC	TS	0	0.00%	0.00%
Hydraulics	TS	0	0.00%	0.00%
Statistical Process Control (SPC)	TS	0	0.00%	0.00%

Skills Category Groups

CP – Computer Skills

BS – Basic Skills

TS – Technical Skills

HS – Health & Safety

MT – Manufacturing Technologies

TS – Technical Skills

CE – Certifications

CS – Customer Service

WS – Workplace Skills

MS – Management/Supervision

*Percent based on Total Respondents of 61

** Percent based on Training Respondents of 47



TRAINING PROGRAMS

88%	Have formal Training Programs
	Of Those 88% Responding
70%	Training By Company Staff
22%	By Outside Vendors
8%	By College and Tech Schools
38%	By a combination of the Above



EMPLOYEE DRUG TESTING

75% Of all responding companies conduct Drug Testing either during Pre-employment or on a Random basis.

42% Do both

27% Only Pre-employment

31% Only Random

APPLICATIONS TO FILL POSITIONS

- 42% Indicated It takes less than 15 applications to fill five production positions.
- 44% Requires between 16 and 30 applications to fill the five positions
- 14% Prefer more than 30 applications to fill the five positions.

RECRUITMENT OF TALENT

RECRUITMENT FACTORS FOR ROLLA, MISSOURI	
Factor	Index
Housing and Costs	1.78
Quality Education	1.76
Quality of Life	1.67
Community Acceptance	1.65
Medical Services	1.64
Fair and Equitable Taxes	1.56
Career & Personal Development	1.44
Cultural & Recreational	1.33
Spousal Employment	1.11
Restaurants & Shopping	0.44
Passenger Air Service	0.43

REASONS FOR APPLICANT REJECTIONS

Rejection Reasons	Overall	Manufacturing	Health Care	Government Education
Lack Basic Skills	60.7%	62.5%	66.7%	56.5%
Reference/Background Checks	59.0%	56.3%	66.7%	73.9%
Lack Specific Position Skills	57.4%	65.6%	60.0%	73.9%
Lack Experience	54.1%	50.0%	53.3%	69.6%
Didn't pass Drug Screen	42.6%	62.5%	66.7%	21.7%
Dress/Appearance	39.3%	25.0%	60.0%	26.1%
Insufficient Communication Skill	32.8%	28.1%	33.3%	60.9%
Lacked Education Requirements	21.3%	12.5%	40.0%	52.2%
Failed Ability/Personality Tests	16.4%	12.5%	26.7%	13.0%

LABOR SHORTAGES

Shortage Areas	Overall	Manufacturing	Health Care	Government Education
Skilled	45.9%	50.0%	60.0%	30.4%
Production/Unskilled Labor	16.4%	40.6%	46.7%	13.0%
Managerial/Professional	16.4%	18.8%	40.0%	17.4%
Other	13.1%	0.0%	20.0%	17.4%
Computer (Advanced-Technical)	11.5%	15.6%	6.7%	4.3%
Clerical	4.9%	9.4%	13.3%	8.7%
Computer (Data entry, WP etc)	1.6%	3.1%	0.0%	0.0%

REASONS FOR VOLUNTEER TURNOVER

Turnover Reasons	Overall	Manufacturing	Health Care	Government Education
Higher Paying Job	67.2%	56.3%	73.3%	78.3%
Leaving Area	54.1%	25.0%	40.0%	52.2%
Conflict Family-Personal	26.2%	34.4%	46.7%	30.4%
Transportation/Distance	23.0%	15.6%	26.7%	30.4%
Desire to Change Industries	16.4%	15.6%	6.7%	8.7%
Leaving for Job with Benefits	16.4%	12.5%	6.7%	8.7%
Non-Compliance Company Policies	13.1%	37.5%	20.0%	0.0%
Poor Culture/Job Fit	11.5%	28.1%	13.3%	4.3%
Physical Health Issues	11.5%	6.3%	13.3%	21.7%
Boss Conflict	9.8%	18.8%	20.0%	4.3%
Dissatisfaction with Environment	9.8%	15.6%	6.7%	8.7%
Emotional Stress	9.8%	6.3%	26.7%	4.3%
Other	6.6%	9.4%	0.0%	13.0%
Company Vision not shared	6.6%	3.1%	6.7%	4.3%
Lack of Affordable Day Care	4.9%	3.1%	0.0%	0.0%
Career Path Impaired	3.3%	6.3%	0.0%	8.7%
Inadequate Mentoring	0.0%	0.0%	0.0%	0.0%
Affordable Housing	0.0%	0.0%	0.0%	0.0%

EMPLOYMENT PROSPECTS AND TRENDS

32% Employment Prospects will increase one year from Now.

63% Will remain steady.

5% Will decrease.

47% Employment Trend from three years ago Increased.

39% Remained Steady

14% Decreased

OUTSOURCING

Business Function	Some	All	None
Training	41.2%	0	58.8%
Maintenance	28.3%	7.5%	64.2%
Accounting	21.8%	7.3%	70.9%
Components for Assembly	16.0%	0	84.0%
Personnel	8.2%	2.0%	85.2%

NOTE: Three columns across total 100%.

PRE-EMPLOYMENT TESTING

50% Of Responding Employers indicate they require pre-employment testing

68% Of Employers with 100 or more employees require Testing.

Participation Rates in four areas of testing are:

Skills	32.8%
Integrity	14.8%
Personality	6.2%
Mental Abilities	4.9%

BUSINESS ISSUES FACING ORGANIZATIONS

Business Issues	Overall	Manufacturing	Health Care	Government Education
Disability and/or Health Costs	36.1%	56.3%	40.0%	47.8%
Retention & Recruitment	30.1%	31.3%	66.7%	39.1%
Customer Relationship	24.6%	12.5%	20.0%	43.5%
Enhancing Productivity	24.6%	40.6%	6.7%	13.0%
Technology Implementation	23.0%	18.8%	26.7%	21.7%
Labor Cost	19.7%	21.9%	26.7%	17.4%
Innovation/Change	19.7%	21.9%	13.3%	21.7%
Employee Development	18.0%	18.8%	0.0%	21.7%
Streamlining business Processes	11.5%	18.8%	6.7%	8.7%
Strategic Alliances	11.5%	12.5%	20.0%	4.3%
Other	8.2%	9.4%	0.0%	0.0%

BARRIERS TO ENHANCE PRODUCTIVITY

Barriers to Productivity	Overall	Manufacturing	Health Care	Government Education
Recruiting/Retaining Talent	59.0%	71.9%	86.7%	52.2%
Cost of Compensation	50.8%	34.4%	73.3%	60.9%
Lack of Flexibility	23.0%	18.8%	40.0%	26.1%
Employee Satisfaction Data	21.3%	18.8%	33.3%	17.4%
Lacking Management Experience	21.3%	34.4%	13.3%	6.7%
Richer Retirement Plan	6.6%	6.3%	0.0%	8.7%
Cost of Contributory 401K	6.6%	6.3%	6.7%	4.3%
Costs of Job Transfer	4.9%	0.0%	0.0%	4.3%
Cost of Disability S/Long Term	3.5%	6.3%	0.0%	0.0%

EXPANSION/GROWTH IMPACTS

HAS LABOR AVAILABILITY DELAYED EXPANSION PLANS?

Growth Impact	Overall	Manufacturing	Health Care	Government Education
No	91.5%	68.8%	66.7%	95.7%
Yes	8.5%	21.2%	33.3%	4.3%
Totals	100.0%	100.0%	100.0%	100.0%

TURNOVER RATES

Turnover	Overall	Manufacturing	Health Care	Government Education
Remaining Steady	67.2%	59.4%	46.7%	75.0%
Increasing	24.1%	25.0%	46.7%	20.0%
Decreasing	8.6%	15.6%	6.7%	5.0%
Total	100.0%	100.0%	100.0%	100.0%

REASONS LABOR COSTS ARE RISING

Reasons	Overall	Manufacturing	Health Care	Government Education
Health Premiums Rising	65.60%	83.20%	34.80%	86.50%
Higher Wage & Benefits Packages	49.20%	41.70%	39.60%	79.10%
Rising Workers Comp Costs	39.30%	54.80%	21.20%	43.50%
High Turnover Rates	32.80%	48.20%	42.70%	38.50%
Recruitment/Hiring Cost	21.30%	8.40%	53.30%	14.10%
Other Benefits Increasing	21.30%	21.50%	20.00%	17.40%
Rising Short/Long Term Disability	8.20%	10.60%	7.60%	5.40%
Other	4.90%	13.40%	0.00%	5.40%
New Benefits Offered	3.30%	4.20%	0.00%	0.00%

EMPLOYMENT SCREENING CHARACTERISTICS

Screening Characteristics	Overall	Manufacturing	Health Care	Government Education
Work Ethic	83.60%	95.50%	81.10%	81.90%
Communication Skills	67.20%	43.90%	87.80%	78.30%
Teamwork Skills	63.90%	68.70%	40.60%	56.50%
Problem Solving Ability	60.70%	62.60%	40.10%	69.80%
Job Specific Skills	55.70%	51.10%	66.80%	52.30%
Workplace Safety Skills	44.30%	56.40%	40.10%	44.60%
Professional Experience	44.30%	25.00%	60.00%	56.70%
Scheduling Flexibility	37.70%	28.20%	46.70%	30.60%
Level of Education	26.20%	22.50%	26.80%	57.00%
Computer Literacy	26.20%	15.40%	20.10%	56.60%

WORKFORCE COSTS

OVERVIEW

TO PROVIDE THE COST SIDE OF THE LOCAL WORKFORCE AND SHOW COMPARISONS WITH OTHER LABOR MARKETS STATE AND NATIONAL.

- **BENEFIT PROGRAMS**
- **WAGE RATES**

BENEFITS

Tuition:

- Tuition Reimbursement is Offered by 31% of Respondents
- Employee Participation Ranged from Zero to 20%, Average 9%

Benefit Program:

- Health Insurance – Highest Participation (81.7%)
- Vision Insurance – Lowest Participation (27.1%)

(401k) Plan:

- Offered By 73% of Employers with 72% Contributing

Paid Holidays:

- Rolla Regional Area Employers: 8.4 Days Per Year

Average Contribution For Benefits: 25.8% (RREC ALM)

- National Average for Benefits: 27.9%
- National Average Unions: 35.2%
- National Average Nonunion: 26.6%

Source: Bureau of Labor Statistics & RREC Survey

EMPLOYER CONTRIBUTION BY BENEFIT CATEGORY

PLAN	Employer Contributions (%)					Dependent Coverage	
	100	75 to 99	50 to 74	1 to 49	None	Yes	No
Pension Plan	14	5	5	9	26	2	43
Group Life Insurance	29	9	9	1	11	8	37
Health Insurance	13	20	14	2	11	12	36
Dental Insurance	2	10	5	6	36	7	41
Vision Care	1	7	1	6	43	6	42

BENEFIT PLAN PARTICIPATION

WORKER PARTICIPATION RATES

Access To Employer Sponsored Benefits In Private Sector

Benefit Plan	2005	1999
Defined Benefit Pension	21%	21%
Defined Contribution Plans	42%	36%
Access To Paid holidays	77%	75%
Medical Care Benefits	53%	53%
Required Contributions to Med. Care	76%	67%
Short Term Disability Plans	39%	36%
Access To Paid Sickleave	58%	53%
Access To Paid Vacation	77%	79%
Access To Child Care	14%	6%

Source: Bureau of Labor Statistics, National Compensation Survey

EMPLOYER COSTS FOR BENEFITS

PERCENT OF TOTAL COMPENSATION COMPARISONS				USA Overall	Union	Non- Union	RREC
TOTAL COMPENSATION PERCENT				100.0%	100.0%	100.0%	100.0%
TOTAL COMPENSATION HOURLY RATE				\$23.41	\$32.04	\$22.38	\$16.51
Wages and Salaries Percent				71.4%	63.2%	72.8%	74.2%
Wages and Salaries Hourly Rate				\$16.71	\$20.25	\$16.29	\$12.25
Total Benefits Percent				28.6%	36.8%	27.2%	25.8%
Total Benefits Hourly Rate				\$6.69	\$11.79	\$6.09	\$4.26
Paid Leave				6.4%	6.7%	6.3%	NR
Supplemental Pay				2.7%	3.3%	2.6%	NR
Insurance				7.1%	10.5%	6.5%	NR
Retirement and Savings				3.5%	7.1%	2.9%	NR
Legally Required Benefits				8.7%	8.9%	8.7%	NR
Other Benefits				0.2%	0.3%	0.2%	NR
Source: June 2004 Bureau of Labor Statistics (Private Industry Only)							
December 2005 RREC Survey (All Respondents)							

PRIVATE SECTOR PAID HOLIDAYS AND VACATION DAYS 2000

PAID HOLIDAY AND VACATION DAYS

Sector	Holidays	Vacation Days	Total Paid Days
All Private Sector Workers USA	6.4	7.8	14.2
Medium and Large Over 100 USA	8.0	10.7	18.7
Small Under 100 USA	5.3	7.3	12.6
 Unionized Manufacturing USA	 12.0	 11	 23
 RREC ALM Overall	 8.4	 N/A	 N/A
FLW 13 County Area Private	7.4	N/A	N/A
FLW 13 County Area Government	10.0	N/A	N/A
FLW 13 County Area Manufacturing	7.0	N/A	N/A
FLW 13 County Area Health	7.5	N/A	N/A
FLW 13 County Area Over 250 Private	8.8	N/A	N/A
FLW 13 County Area Over 250 Govt.	11.8	N/A	N/A

Source: Bureau of Labor Statistics 2000 and Survey Rolla ALM December 2005

LOCAL WAGE RATES

LOCAL WAGE RATES BY JOB CLASSIFICATION				
LOWEST & HIGHEST REPORTED AVERAGE WAGES				
Job Classification	Low	High	Overall	Missouri
First Line Supervisor	\$10.16	\$32.34	\$19.80	\$21.48
Sales Manager	\$14.65	\$63.25	\$28.48	\$45.34
Police/Sheriff Patrol	\$10.22	\$28.14	\$16.67	\$18.03
Registered Nurse	\$12.42	\$28.82	\$19.73	\$23.73
Teacher (Certificate K-1	\$13.22	\$22.41	\$17.04	\$17.42
Secretary	\$7.25	\$17.25	\$11.19	\$12.61
Production Worker	\$9.28	\$17.10	\$11.89	\$13.57
Mechanic - Automotive	\$11.16	\$18.10	\$14.13	\$15.74
Bank Teller	\$8.42	\$10.12	\$9.08	\$9.59
Nursing Aids	\$7.89	\$11.13	\$9.08	\$9.23
Sales Representative	\$12.50	\$20.40	\$18.49	\$25.17
Customer Service Rep	\$8.20	\$15.80	\$11.76	\$13.79
SOURCE: RREC EMPLOYER SURVEY 2005 and BLS for Missouri				

ROLLA REGIONAL SEVEN COUNTY ALM

WAGE RATE COMPARISONS TO STATE & NATIONAL MARKETS

Job Classification	RREC ALM	MISSOURI	ST. LOUIS	NATIONAL	CHICAGO	LOS ANGELES	BOSTON
First Line Supervisor	\$19.80	\$21.48	\$24.24	\$22.96	\$24.39	\$21.74	\$25.83
Sales Manager	\$28.48	\$45.34	\$47.86	\$45.68	\$46.20	\$49.96	\$52.03
Police/Sheriff Patrol	\$16.67	\$18.03	\$21.48	\$22.20	\$26.45	\$31.74	\$23.81
Registered Nurse	\$19.73	\$23.18	\$24.14	\$26.08	\$25.16	\$30.84	\$31.39
Teacher (Certificate K-12)	\$17.04	\$17.42	\$21.05	\$21.95	\$21.75	\$25.24	\$26.65
Secretary	\$11.19	\$12.61	\$13.33	\$13.08	\$15.18	\$16.18	\$16.44
Production Worker	\$11.89	\$13.57	\$14.48	\$14.08	\$13.99	\$12.46	\$16.26
Mechanic - Automotive	\$14.13	\$15.74	\$17.40	\$16.61	\$17.79	\$18.85	\$20.57
Bank Teller	\$9.08	\$9.59	\$11.13	\$10.30	\$10.38	\$10.78	\$11.86
Nursing Aids	\$9.08	\$9.23	\$10.09	\$10.39	\$10.29	\$10.08	\$12.72
Sales Representative	\$18.49	\$25.17	\$32.48	\$25.91	\$27.18	\$25.35	\$31.36
Customer Service Rep	\$11.76	\$13.79	\$14.13	\$14.01	\$15.18	\$15.33	\$18.12
Source: Bureau of Labor Statistics 2004 and Local Averages RREC Survey 2005							



EDUCATION ACHIEVEMENT BY JOB CLASSIFICATION

EDUCATIONAL ACHIEVEMENT FOR JOB HOLDERS						
JOB CLASSIFICATION	Masters	4-Year Degree	2-Year Degree	Vo Tech	H.S.- Diploma	Less H.S.
First Line Supervisor	3.0%	12.1%	18.2%	6.1%	60.6%	0.0%
Sales Manager	0.0%	22.2%	55.6%	0.0%	22.2%	0.0%
Police/Sheriff Patrol	0.0%	0.0%	60.0%	0.0%	40.0%	0.0%
Registered Nurse	5.6%	33.3%	50.0%	5.6%	5.5%	0.0%
Teacher (Certificate K-12)	25.0%	66.7%	0.0%	8.3%	0.0%	0.0%
Secretary	0.0%	0.0%	6.7%	0.0%	93.3%	0.0%
Production Worker	0.0%	0.0%	0.0%	10.5%	47.4%	42.1%
Mechanic - Automotive	0.0%	0.0%	0.0%	37.5%	50.0%	12.5%
Bank Teller	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Nursing Aids	0.0%	0.0%	8.3%	8.3%	41.7%	41.7%
Sales Representative	0.0%	18.2%	45.5%	0.0%	36.3%	0.0%
Customer Service Rep	0.0%	0.0%	33.4%	0.0%	58.3%	8.3%
Source: RREC Employer Survey 2005						

WAGE COMPARISONS

Hourly Wage:

- Rolla Regional Labor Market \$12.25
- Chicago, IL MSA \$19.83
- Boston, MA MSA \$23.50
- State of Missouri \$16.57
- USA \$18.00

Shift Differential: (RREC)

- Second Shift 40 Cents Per Hour
- Third Shift 56 Cents Per Hour

WORKFORCE AVAILABILITY

OVERVIEW

TO PRESENT THE SUPPLY SIDE OF LABOR FROM THE WORKER'S PERSPECTIVE AGE 18 THROUGH 64 WHO IS SEEKING OR WOULD CONSIDER CHANGING THEIR JOBS FOR THE RIGHT EMPLOYMENT OPPORTUNITY.

- **IDENTIFYING AVAILABLE WORKERS**
- **SOURCES FOR AVAILABLE WORKERS**

645 ADULTS AGREED TO DO THE INTERVIEW IN THE SEVEN COUNTY RREC ALM.

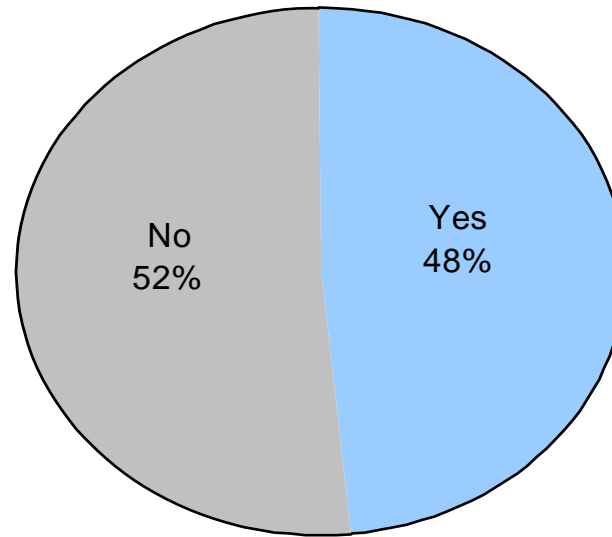
TOTAL AVAILABLE WORKERS

* Available Workforce	
Total Available	55,719
Seeking Employment (Not Employed)	7,305
Seeking Employment (Employed)	15,547
Change With Right Employment Options	32,867

* Information and results based on how respondents answered questions and projected to the total workforce.

UNDEREMPLOYMENT

UNDEREMPLOYMENT		
Yes	26,912	48.3%
No	28,807	51.7%
Total	55,719	100.0%



DESIRED WAGE RATES

DESIRED WAGE RATE RREC AVAILABLE WORKFORCE			
\$6.99 or Less 2,563	\$7.00 - \$7.99 1,504	\$8.00 - \$8.99 2,786	\$9.00 - \$9.99 3,789
\$10.00 - \$10.99 7,132	\$11.00 - 11.99 1,282	\$12.00 - \$12.99 3,065	\$13.00 - \$13.99 2,786
\$14.00 - \$15.99 5,850	\$16.00 - \$17.99 3,065	\$18.00 - \$19.99 2,284	\$20.00 - \$21.99 4,848
\$22.00 - \$24.99 2,563	\$25.00 - \$27.99 5,349	\$28.00 - \$30.99 2,563	\$31.00 or More 4,290

AVERAGE DESIRED WAGE RATES

AVERAGE DESIRED WAGE RATES

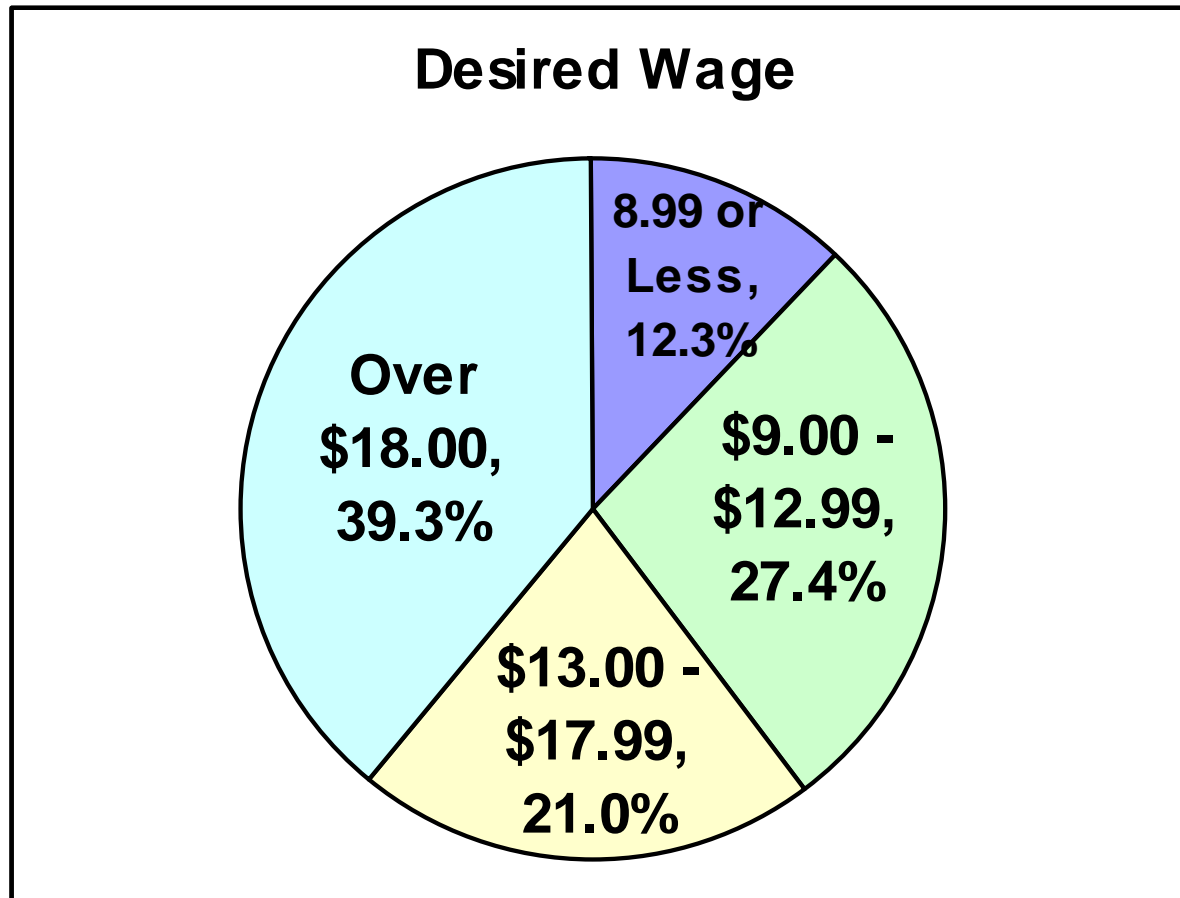
Professional/Technical	\$14.51
Manufacturing/Production	\$12.89
Services	\$12.22
(Working Students)*	\$14.46
Overall Average	\$13.20
Overall Median	\$13.00

*Working Students also included in above 3 categories

WAGE RATE GROUPS

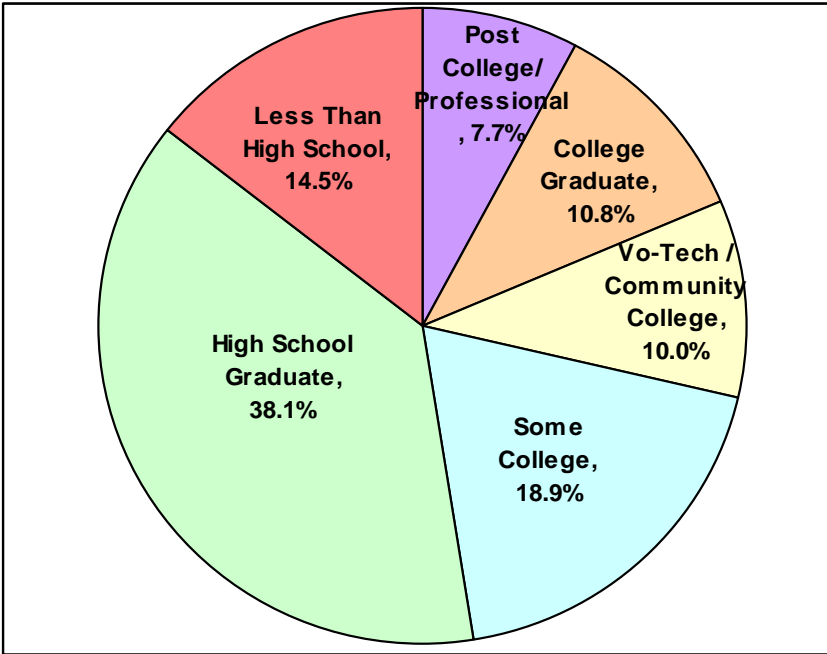
DESIRED WAGE RATE		
Wage Rate	Available Workers	Percent
8.99 or Less	6,853	12.3%
\$9.00 - \$12.99	15,268	27.4%
\$13.00 - \$17.99	11,701	21.0%
Over \$18.00	21,897	39.3%
Total:	55,719	100.0%

DESIRED WAGE GROUPS



EDUCATION LEVEL

Education	Available Workforce	
Post College / Professional	7.7%	4,290
College Graduate	10.8%	6,018
Vo-Tech / Community College	10.0%	5,572
Some College	18.9%	10,531
High School Graduate	38.1%	21,228
Less Than High School	14.5%	8,080
Totals:	100.0%	55,719



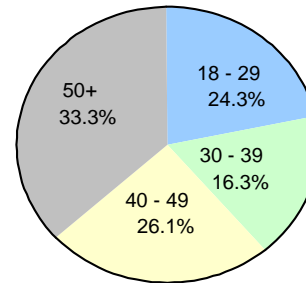
COMMUTING DISTANCES

AVAILABLE WORKFORCE Distance / Time TRAVEL ONE WAY		
61 Miles/Minutes or More	6,519	16.7%
46-60 Miles/Minutes	9,751	17.5%
31-45 Miles/Minutes	7,745	13.9%
26-30 Miles/Minutes	13,651	24.5%
16-25 Miles/Minutes	9,026	16.2%
11-15 Miles/Minutes	4,235	7.6%
10 or Less Miles/Minutes	4,792	8.6%

AVAILABLE WORKFORCE Distance / Time TRAVEL ONE WAY	
Professional/Technical	29
Manufacturing/Production	38
Services	29
*Overall Average	34
*Overall Median	31
Working Students	32
*(Includes all categories)	

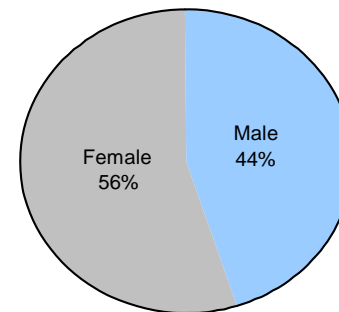
AGE/GENDER

Age Group	Percent	Number
18 - 29	24.3%	13,540
30 - 39	16.3%	9,082
40 - 49	26.1%	14,543
50+	33.3%	18,554
Total:	100.0%	55,719



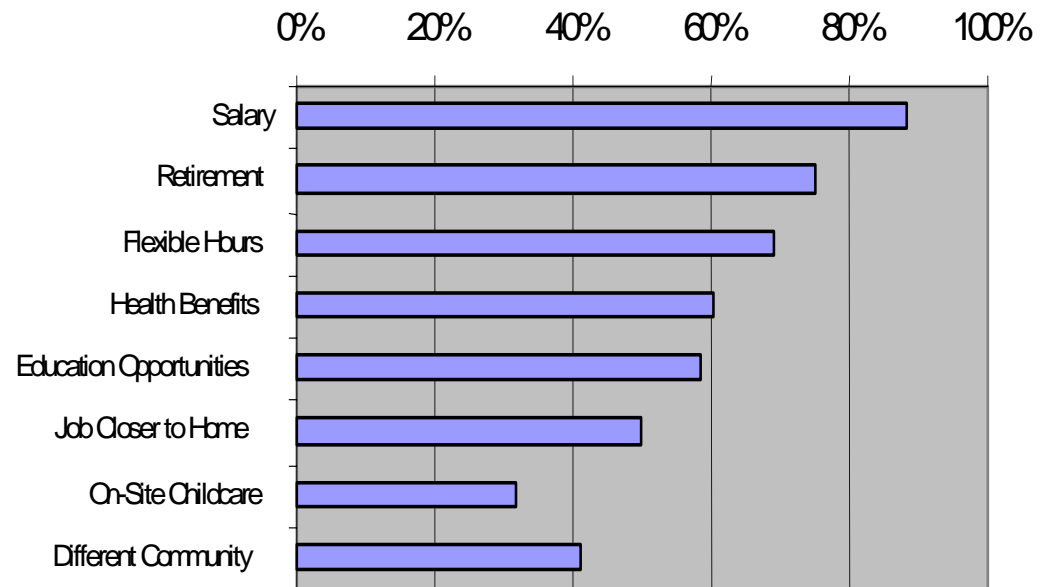
AVERAGE AGE	
Professional/Technical	43.8
Manufacturing/Production	41.8
Services	38.9
Overall Average	42.3
Overall Mean	43.0
Working Students	29.9

GENDER		
Male	43.6%	24,293
Female	56.43%	31,426
Total:	100.0%	55,719



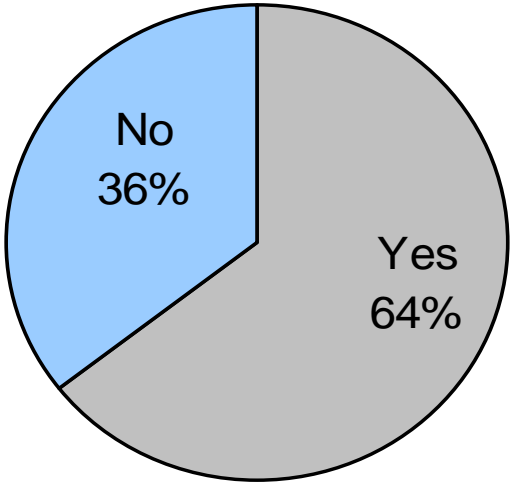
JOB CHANGE INDUCEMENT

Salary/Benefits	RREC %Yes
Salary	87.9%
Retirement	72.8%
Flexible Hurs	64.8%
Health Benefits	62.5%
Education Opportunities	59.0%
Job Closer to Home	49.4%
On-Site Childcare	30.7%
Different Community	40.4%



CHANGING PRIMARY EMPLOYMENT FIELD

CHANGING PRIMARY FIELD OF EMPLOYMENT		
Yes	64.4%	35,883
No	35.6%	19,836
Total:	100.0%	55,719



SOURCES FOR AVAILABLE WORKERS

REASONS FOR NON-EMPLOYMENT		
Age 18 to 64, RREC ALM		
	RREC	Phelps County
EMPLOYED	62.60%	53.60%
Retired	8.50%	7.80%
Homemaker	7.80%	9.80%
Disabled	7.80%	8.40%
Lacking Skills	4.30%	1.40%
Student	3.80%	5.30%
Job Availability	3.30%	5.10%
Child Care	1.60%	3.70%
Transportation	0.30%	0.00%
Total	100.00%	100.00%

FUTURE OF WORK

ROUTINE WORK WILL WITHER AWAY

Job Category	Average Pay in 2002	Projected Employment Change, 2002-2012
Sewing Machine Operators	\$23,000	-99000
Word Processors	28,000	-93000
Telephone Operators	29,000	-28000
Travel Agents	28,000	-16000
Title Examiners	37,000	-1000

...BUT COMPLEX JOBS WILL MULTIPLY

Job Category	Average Pay in 2002	Projected Employment Change, 2002-2012
College Educators	\$59,000	600,000
Managers	84,000	380,000
Software Engineers*	74,000	179,000
Management Consultants	70,000	176,000
Artists and Designers	46,000	125,000

*Applications engineers **Range of \$21,000-\$70,000

Data: Bureau of Labor Statistics





STRENGTHS AND OPPORTUNITIES

- LOCATION FACTORS
- QUALITY OF LIFE FACTORS
- EDUCATION

WORKFORCE STRATEGIES

- COMMUNITY LEVEL
BETTER COLLABORATION OF
EMPLOYERS, EDUCATION AND
WORKFORCE AGENCIES.
- EMPLOYER LEVEL
BETTER RECRUITMENT, RETENTION AND
DEVELOPMENT OF WORKERS WITHIN YOUR
ORGANIZATIONS.

CONCLUSION

How we manage our greatest asset will to a large degree determine our success in our organizations and our communities. An area's workforce and its skills will ultimately determine your company and community's ability to respond to competitive opportunities. The community's programs in workforce development and training are very important to existing and prospective businesses. The Rolla Region Area Labor Market is competitive in quality and availability and highly competitive in costs and this study confirms it.