



Central Oklahoma Workforce Investment Area

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Done in Cooperation with
Central Oklahoma Workforce Investment Board.

**An Analysis of the Oklahoma City Labor Force Study Data
Conducted Among Residents Living in the Canadian, Logan, and Oklahoma
Counties**

**Survey Conducted by the University of Oklahoma Public Opinion Learning
Laboratory**

Report prepared by

**Dr. Mary Outwater, Director
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Introduction

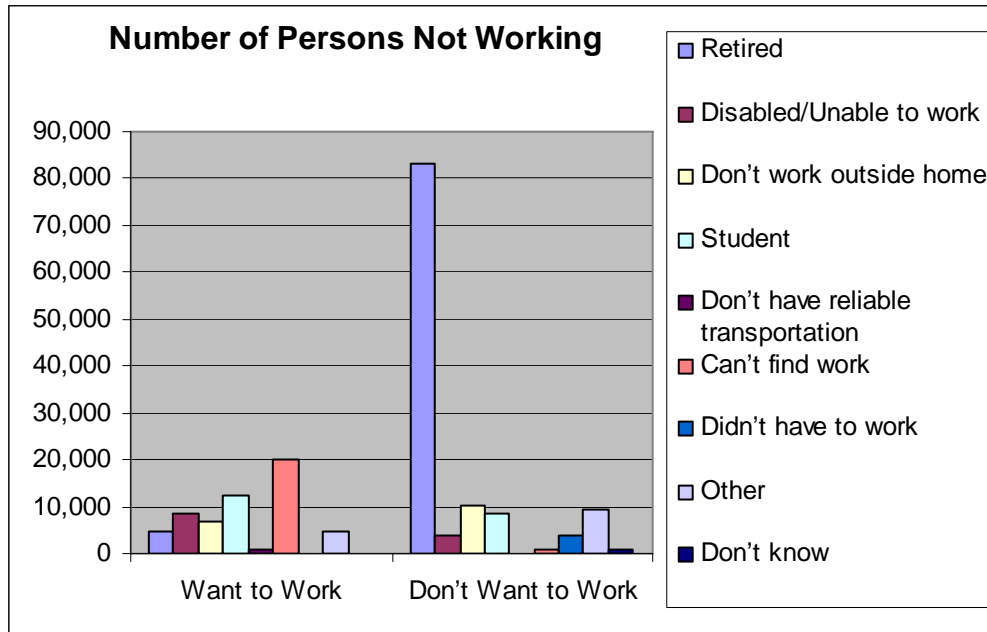
This report is a labor force study of the Oklahoma City labor force which examines the availability of labor in the Oklahoma City, Oklahoma area, which is defined as the counties of Canadian, Logan, and Oklahoma.

Approximately 379,649 of the 580,361 adults who live in the Oklahoma City area are employed, which is equal to 65.4% of the population who is 18 years of age or older.

In the Oklahoma City area a considerable portion of the adult population are not employed for a variety of reasons. This group includes the retired, disabled, students, homemakers, and the unemployed. This study found that approximately 200,712 members of the adult population are not currently working. Of this group, the majority, 67.2%, indicate that they are not interested in working outside the home (see Table 1 below).

Table 1: Number of Persons Not Working

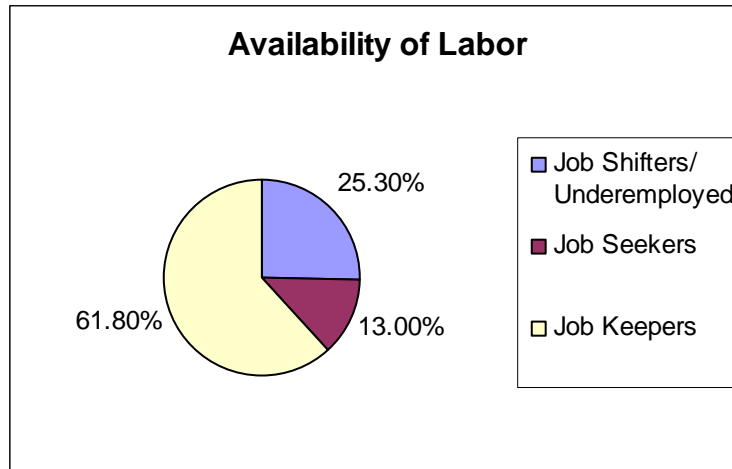
<u>Reason for Not Working</u>	<u>Want to Work</u>	<u>Don't Want to Work</u>	<u>Total</u>
Retired	4,734	83,314	88,048
Disabled/Unable to work	8,521	3,787	12,308
Don't work outside home	6,627	10,414	17,041
Student	12,308	8,521	20,829
Don't have reliable transportation	947	0	947
Can't find work	19,882	947	20,829
Didn't have to work	0	3,787	3,787
Other	4,734	9,468	14,202
Don't know	0	947	947
Refused	0	947	947
Total	57,750	122,132	179,882



A significant proportion of the adult population is not currently working but only a small minority can be officially considered unemployed. The United States Department of Labor designates a person as being unemployed if they are without work but have been actively seeking work. Based on this definition 5.4% of the population within the Oklahoma City area are currently unemployed.

Availability of Labor

This study has identified 110,771 workers who are currently available for *other* work. The categories of Job Shifters and the Underemployed (described below) are included in this estimate. **Some workers are both Job Shifters and Underemployed, so the total number of workers in both categories is somewhat less than their sum.** Additionally, there are those adults who are not working but want to work (Job Seekers), and those workers who are not underemployed and have not looked for work in the past three months (Job Keepers), which can be included in the pool of potential workers. These two groups total another 327,577 potential workers for a grand total of approximately 438,348 adults who are either in the labor force or want to be in it.



Job Shifters

Roughly 21% (or 80,474 workers) in the labor market area have looked for other work in the past three months. Of all the methods used to look for other work the minority, 26.7%, were active (such as contacting an employer or filling out applications) and the majority, 72.8%, were passive (such as looking at ads or browsing the internet).

The reasons why the Job Shifters were looking for work were varied but the primary reason for 42.3% of people was in order to get higher pay and/or better benefits. Another 7.1% wanted to work closer to home and 5.9% wanted a change in career.

Underemployed

The data from this study estimates that 14.7%, or 55,859, of all adult workers are currently underemployed. To be classified as Underemployed a worker must:

- 1) feel underutilized in their present employment,
- 2) possess training and/or education that is not required by their present job, **and**
- 3) be willing to change jobs to better utilize their skills.

Job Keepers

Job Keepers are those individuals who have not been identified as being underemployed and have not looked for work within the past three months. This group makes up 71.3% of all workers or 270,772 people.

Job Seekers

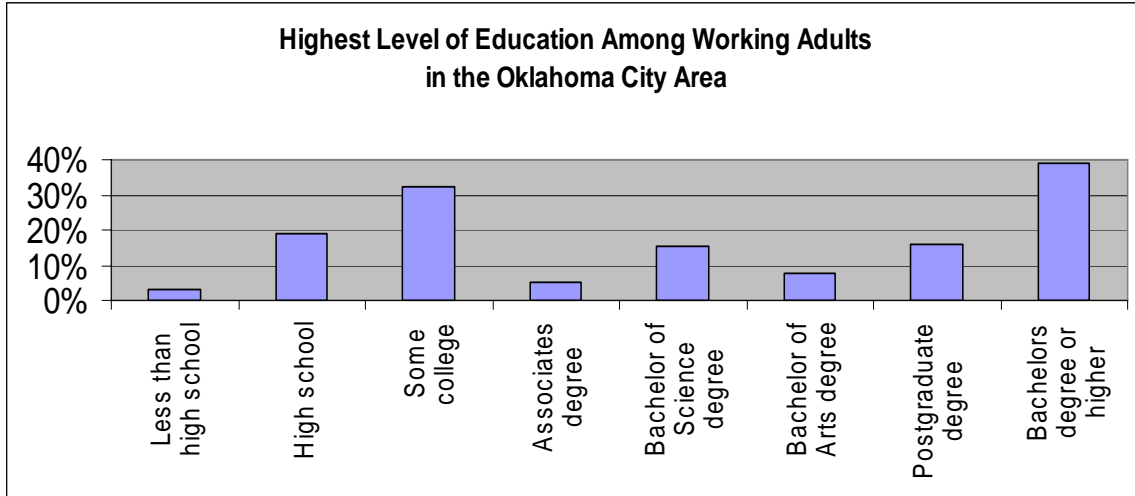
This last category of potential workers contains those who are not currently employed but want to work. Nine point eight percent of all adults in the Oklahoma City area are represented by this category which is equivalent to 56,805 people.

Education

The percentage of workers in the Oklahoma City area with a least a Bachelors degree is about one-third of the current work force (Table 2) and about 76% of the workers have had at least some college.

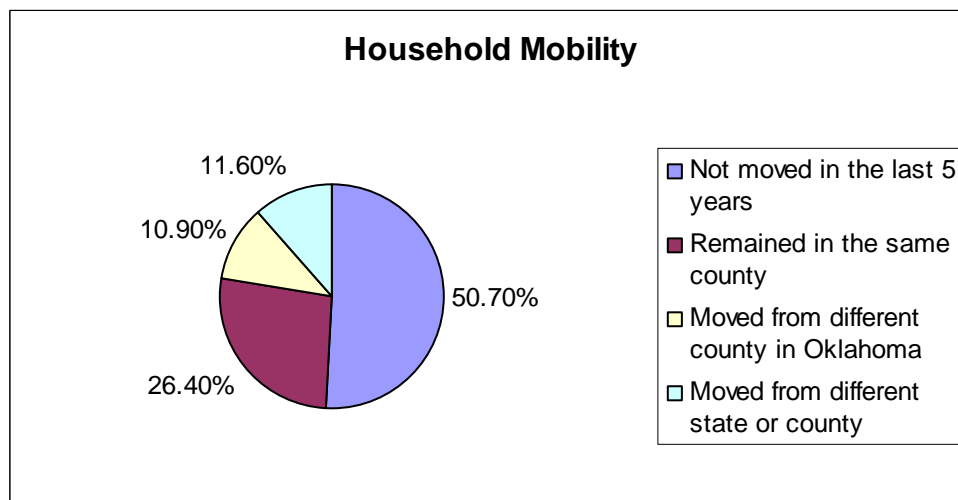
**Table 2: Highest Level of Education Among Working
Adults in the Oklahoma City Area**

<u>Level of Education</u>	<u>Percent Adult Workers</u>
Less than high school	3.2
High school	18.9
Some college	32.1
Associates degree	5.0
Bachelor of Science degree	15.2
Bachelor of Arts degree	7.7
Postgraduate degree	15.9
Bachelors degree or higher	38.8



Household Mobility

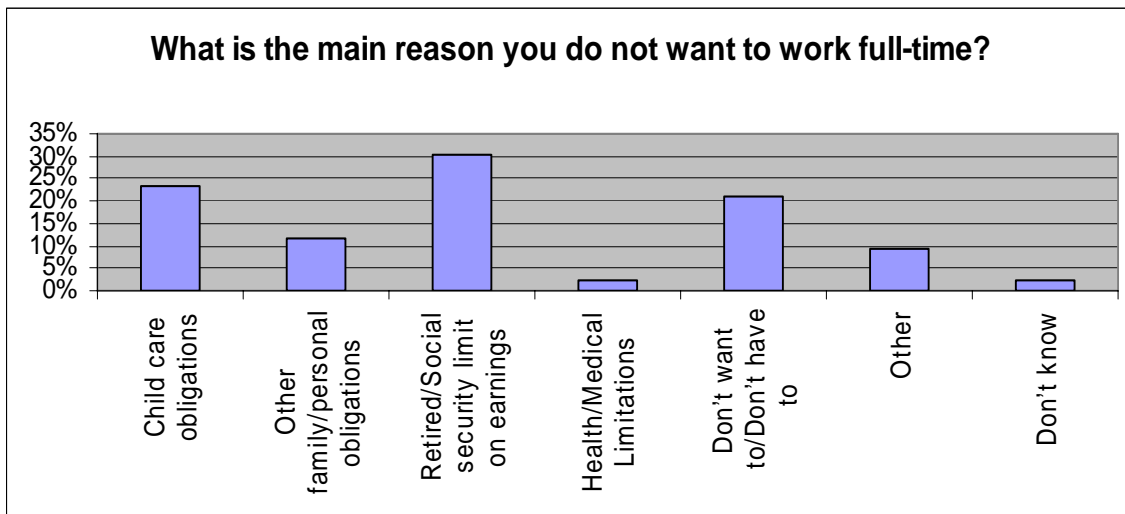
To understand how much the Oklahoma City area population shifts in a five year period, respondents were asked if they have lived at the same residence for the last five years. Over half (50.7%) had not moved and an additional 26.4% remained in the same county. Ten point nine percent had moved from a different county in Oklahoma but only an additional 11.6% had moved from a different state or country. Of the Job Shifters, 38.8% did not live in the same county five year ago whereas only 28.8% of the Underemployed had not lived in the same county and 21.3% of Job Keepers.



Type of Employment

Of all workers, 86.0% (or about 326,631 people) have full-time positions, and another 14.0% (or about 53,018 people) have part-time jobs. Of those workers with part time jobs 43.2% would like to have a full-time position with just one employer. Part-time workers listed several reasons for why they wanted to work part-time instead of full-time and these are described below in Table 3.

Table 3: Frequency Distribution		
What is the main reason you do not want to work full-time?		
	Frequency	Percent
Child care obligations/problems	10	23.3
Other family/personal obligations	5	11.6
Retired/Social security limit on earnings	13	30.2
Health/Medical Limitations	1	2.3
Don't want to/Don't have to	9	20.9
Other	4	9.3
Don't know	1	2.3
Total	43	99.9



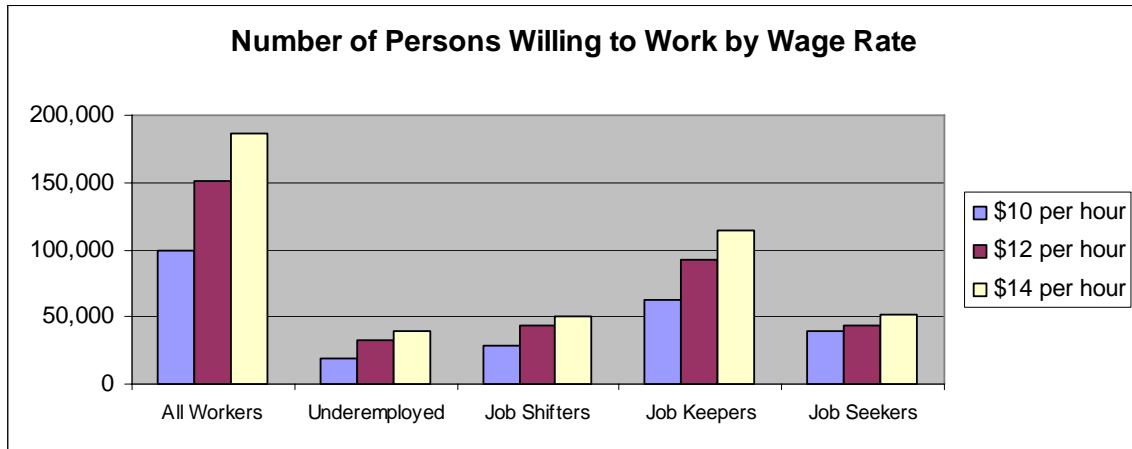
Characteristics of Workers
Wage Rates

As the wage rate increases, so does the number of people who are willing to work. Table 4 describes how many people in each of the available worker categories are willing to take a position at various pay levels that includes a standard package of benefits.

Although Job Keepers by definition are those workers who are not interested in changing jobs, about 114,500 still find a job of \$14 per hour plus benefits to be either “attractive” or “very attractive”.

Table 4: Number of Persons Willing to Work by Wage Rate

	All Workers	Underemployed	Job Shifters	Job Keepers	Job Seekers
\$10 per hour	98,709	19,551	28,729	63,090	39,139
\$12 per hour	151,526	32,846	44,097	92,996	44,191
\$14 per hour	185,744	39,771	50,936	114,507	51,759

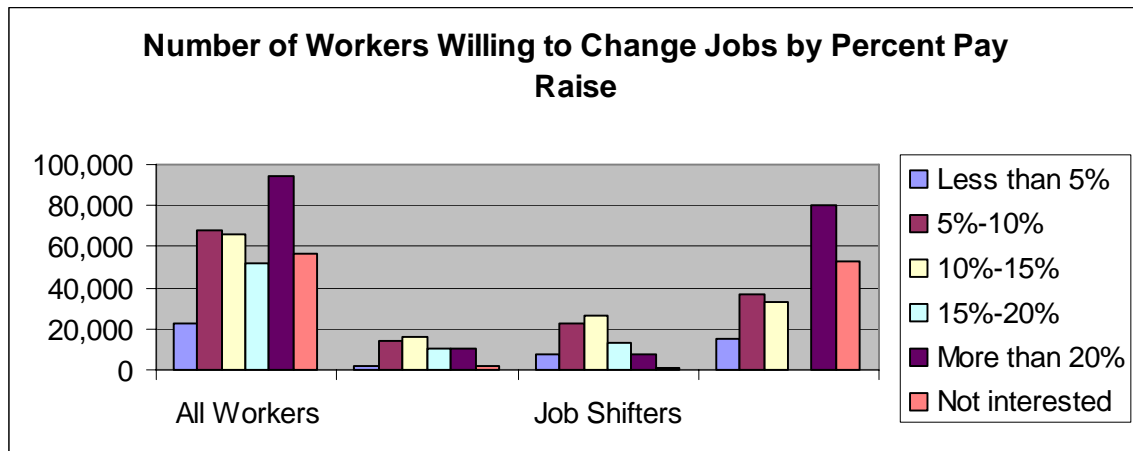


Willingness to Change Jobs

As shown in Table 5, of the Underemployed, 32,174 workers (57.6%) indicated that they would be willing to change jobs for an increase in pay of 15% or less. Around 57,459 (71.4%) of Job Shifters were likely to change jobs for a 15% increase or less and Job Keepers were, not surprisingly, the group least likely to say they would change jobs for a pay increase of 15% or less with only 31.4% (or 85,022 workers). However, even though this figure is a smaller proportion than for the other two groups, it still represents a sizable group of workers. It is also interesting to note that only 19.6% of Job Keepers claimed to not be interested in changing jobs at all.

Table 5: Number of Workers Willing to Change Jobs by Percent Pay Raise

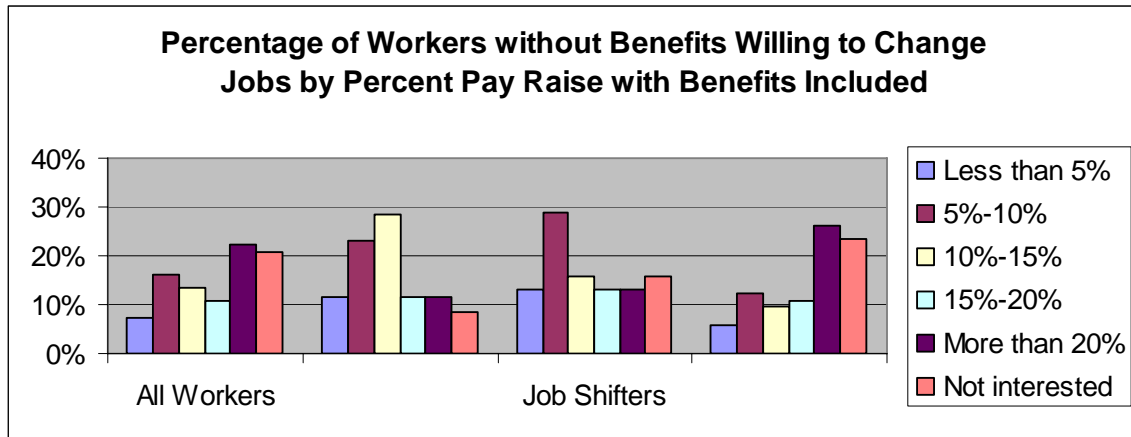
<u>Desired raise in pay</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
Less than 5%	22,666	1,899	7,645	15,163
5%-10%	67,997	14,188	23,016	36,825
10%-15%	66,108	16,087	26,798	33,034
15%-20%	51,942	10,390	13,439	33,034
More than 20%	94,440	10,390	7,645	80,419
Not interested	56,664	1,899	966	53,071



Workers who did not currently have a package of benefits were also asked what pay raise would be necessary for them to change jobs if benefits were included with that job. The Underemployed were most likely to be willing to change jobs under such circumstances.

Table 6: Percentage of Workers without Benefits Willing to Change Jobs by Percent Pay Raise with Benefits Included

<u>Desired raise in pay</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
Less than 5%	7.3%	11.4%	13.2%	5.8%
5%-10%	16.1%	22.9%	28.9%	12.4%
10%-15%	13.5%	28.6%	15.8%	9.5%
15%-20%	10.9%	11.4%	13.2%	10.9%
More than 20%	22.3%	11.4%	13.2%	26.3%
Not interested	20.7%	8.6%	15.8%	23.4%



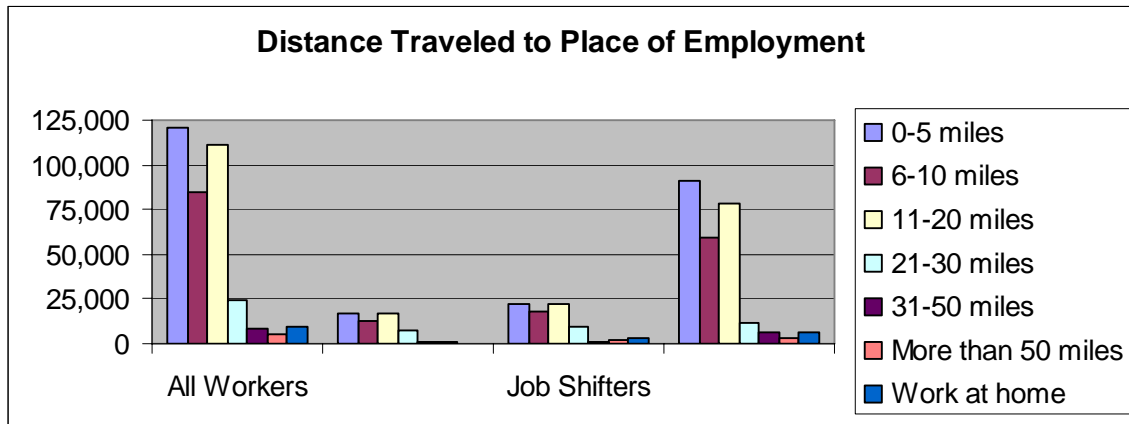
Commuting Patterns

The majority of workers (52.6%) living in Canadian, Logan, and Oklahoma counties work in Oklahoma county and a quarter work in a different county altogether.

Almost 37,600 workers (or 9.9%) living in the Oklahoma City area already commute at least 21 miles to work and an additional 29.3% commute 11-20 miles as shown in Table 7 below.

Table 7: Distance Traveled to Place of Employment

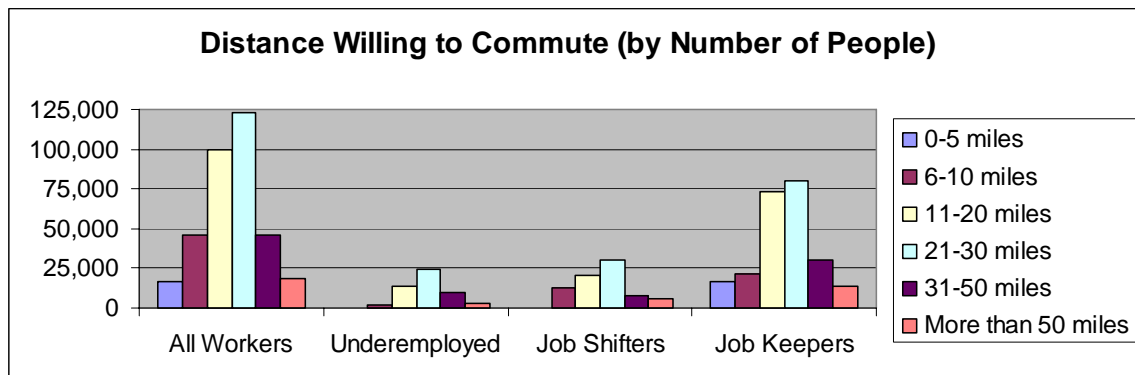
<u>Distance Traveled</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
0-5 miles	120,728	17,037	22,694	91,250
6-10 miles	84,662	12,289	18,026	59,028
11-20 miles	111,237	17,037	21,808	77,982
21-30 miles	23,918	7,597	9,496	11,372
31-50 miles	8,732	950	966	6,769
More than 50 miles	4,935	950	1,931	2,978
Work at home	9,491	0	2,817	6,769



About half of all workers (49.3%) indicate a willingness to commute distances of 21 miles or more to their job and only 16.5% said that they would not commute more than ten miles to work.

Table 8: Distance Willing to Commute (by Number of People)

<u>Distance</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
0-5 miles	17,084	0	0	17,059
6-10 miles	45,558	1,843	12,634	21,493
11-20 miles	99,848	13,965	20,360	73,379
21-30 miles	123,386	24,187	30,017	80,149
31-50 miles	45,558	9,328	7,726	30,597
More than 50 miles	18,223	2,793	5,794	13,268



Conclusions

- 110,771 residents of the Oklahoma City area are either Underemployed or Job Shifters or both and are readily available to change jobs.
- 56,805 people are currently unemployed and *actively* seeking work.
- Among working adults about one-third (38.8%) have completed at least a Bachelor's degree and an additional 37.1% have had some college or an Associate's degree.
- A total of 151,526 current workers expressed a willingness to work for at least \$12 per hour and another 34,218 current workers would work for at least \$14 per hour.
- A total of 156,771 current workers are currently willing to change jobs for a pay raise of 15% or less.
- 187,167 current workers are willing to commute 21 miles or more to work.