

LABOR MARKET SURVEY

Prepared for

**The Tyler Economic Development Council &
The Lindale Economic Development Corporation**

by

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August 2008



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EXECUTIVE SUMMARY

The Tyler Economic Development Council & Lindale Economic Development Corporation requested that Dr. Marilyn Young, Professor of Management, The University of Texas at Tyler, conduct a labor market survey. The following are the results of the study.

Unemployment Status

Of 600 people surveyed, **86.7%** were employed; **13.3%** were presently unemployed and available for work in 2008-2009 (this 13.3% includes hidden unemployment, such as new entrants and discouraged workers).

Characteristics of Unemployed

The majority of those not working had either been unemployed less than four months (32%) or over one year (47%). The former occupations of these persons were mainly in the (1) office and administrative support, (2) sales occupations, (3) production, (4) healthcare practitioners, and (5) healthcare support classifications.

Types of Employment

The major occupations of the 520 employed persons were (1) office and administrative support, (2) sales occupations, (3) production, and (4) education, training, and library classifications.

Employment Status

A majority of the employed labor market, 85%, was employed full time.

Length of Employment

Employees had been with the company for an average of 7 years at their present jobs with a range from less than one year to 53 years.

Available Labor Market

Thirty-nine percent of the employed labor market was interested or possibly interested in changing jobs in 2008-2009. Therefore, the total available labor market is considered to be those workers unemployed (80) and those who are employed and interested in changing jobs (204), which totals 284, or 47% of the total labor market. However, the remaining 53% may desire to change jobs at a later date.

Occupational Skills

Over 30% of the labor market stated they had one or more of the following skills: word processing, data entry, spreadsheet, secretarial, bookkeeping, typing, filing, clerical, and management.

Underutilization of Skills

The labor market indicated many skills which were not utilized. The skills mentioned most often include service, sales, teaching, health care, painting, and management.

Willingness to Train

A wide majority of the available labor force, 82%, indicated they would be willing to train for a new job.

Commuting Distance

The workers within the labor market indicated various distances they would be willing to travel one-way to work. The average commuting distance for the total available labor market (unemployed and those people who indicated an interest in changing jobs in 2008-2009) was 17 miles. The average commuting distance for unemployed workers was 13 miles.

Availability for Employment

The majority, 85%, of the available labor market reported they were interested in full-time employment; 33% indicated an interest in part-time employment. Also, 86% stated they were available for employment during the day; 30%, evening; and 29%, night.

Smith County Availability

Respondents residing outside Smith County were asked if they were interested in working in Smith County. Of the available labor market, 63% of non-Smith County residents stated they would be interested or possibly interested in working in Smith County.

Desired Hourly Wage

When asked what was the lowest hourly wage they would accept, respondents gave a wide range of answers. An average hourly wage of \$12.26 was computed for those interested in changing jobs. However, those presently unemployed were willing to accept a lower average wage of \$11.17 an hour.

Demographics

Length of Time in East Texas. A majority, 71%, stated they had lived in East Texas 10 years or longer.

Age. The average age (median) of the total labor market approximates a normal curve with an average age of 47, and the available labor market averaged 45 years.

Education Level. Only 7% of the total labor market had less than a high school education. A total of 24% had a college degree, and another 9% had advanced degrees.

Annual Income. The average annual income of workers employed and willing to change jobs was \$31,842, and the average annual income for the total labor market was \$41,087.

Gender. The total labor market is composed of 49% females and 51% males. Of the available labor, female workers consisted of 53% and males, 47%.

Ethnic Classification. The ethnic background of the 600 respondents in this study was 73%, white; 16%, black; and 11%, Hispanic backgrounds.

INTRODUCTION

The Tyler & Lindale Labor Market Survey was conducted during June and July 2008. The research was requested by The Tyler Economic Development Council and is based upon 600 telephone interviews with respondents residing within a 30-mile radius of Tyler and covering nine counties.

The purpose of the survey was to provide labor market information to businesses considering expanding or opening new facilities within the Tyler area. Detailed information concerning the labor market should be helpful in making these decisions.

Numerous aspects of the labor force, such as current status, availability, minimum wage requirements, and demographic characteristics, were examined. This information should enable employers to make more informed and rational decisions regarding expansions and investments in the Tyler and East Texas area.

Marilyn Young, Ph.D.
August 2008

OBJECTIVES

The major objectives of the research were as follows:

1. To determine present employment status and worker availability for employment.
2. To determine the occupations in which the labor market is skilled or experienced.
3. To assess the proportion of the labor market who have skills which are not being utilized.
4. To measure the distance the labor market is willing to commute to work in Smith County.
5. To determine the labor market's willingness to undergo training for employment for a new job.
6. To determine the type of employment desired by the labor market, such as shift preference and full-time or part-time employment.
7. To obtain the following demographic characteristics of the labor market:
 - Time lived in East Texas
 - Age
 - Education
 - Income
 - Gender
 - Ethnic classification
 - City or town of resident
 - County of resident
 - Zip Code

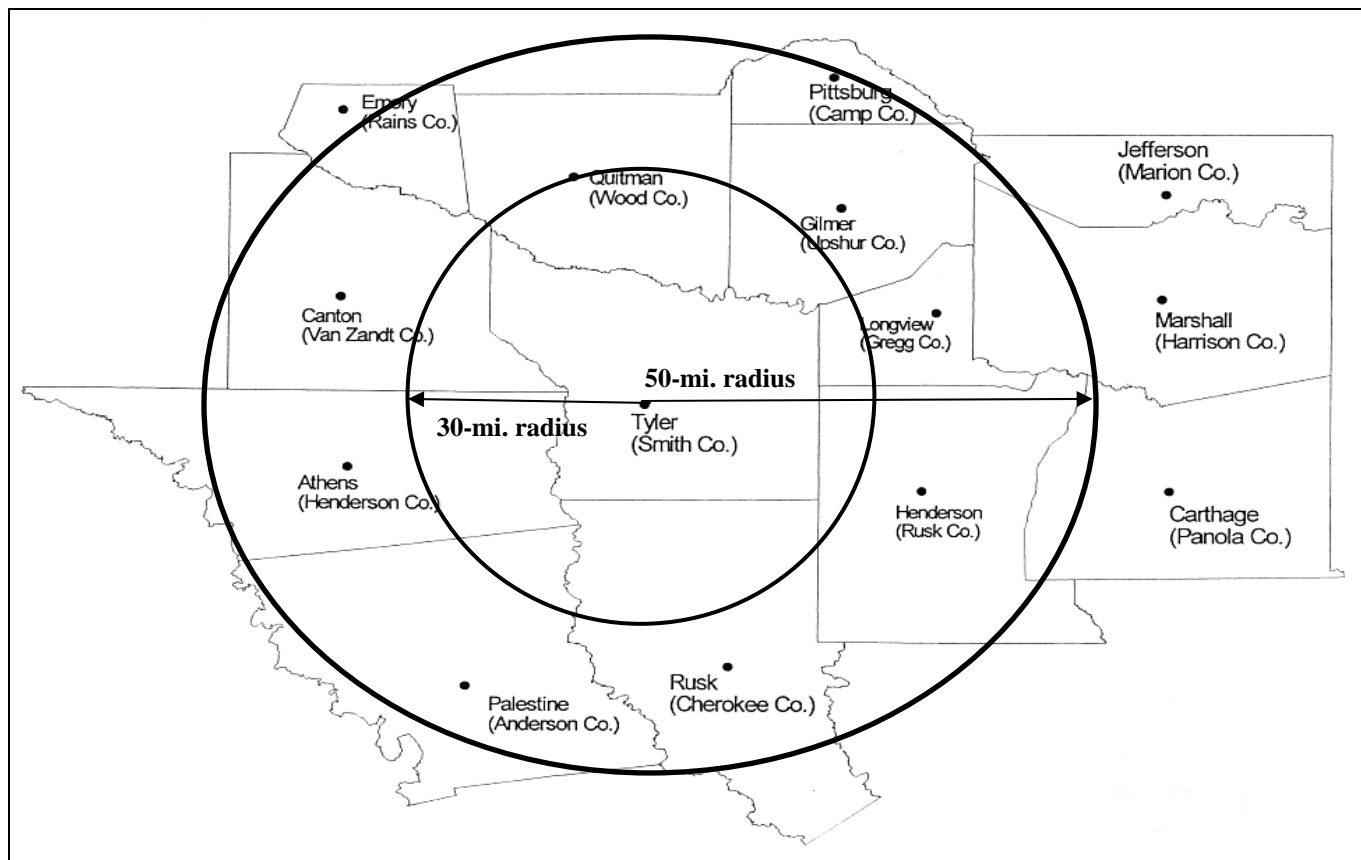
THE EAST TEXAS AREA

The East Texas area is defined by the East Texas Council of Governments as a 14-county region and shown in Exhibit 1. The map depicts nine counties which are adjacent and within a 30-mile radius of Tyler, Texas. Also, the map shows counties which are within a 50-mile radius from Tyler.

Population and Labor Force

The estimated total population of Smith County and all adjacent counties is 680,201 for 2007. The population for all ages within a 30-mile area is estimated to be 350,062 while the 30-mile radius has a population of 206,517 for ages 18-64. Also, the population of all ages within a 50-mile radius is 703,416 and 419,426 for ages 18-64. Exhibit 2 lists the counties according to population, number in labor force, and other statistics.

Exhibit 1 Map of the East Texas Area



Source: Census 2000 data aggregated at the block group level by Office of Research Services/GIS Lab, The University of Texas at Tyler, 2002.

Note:

The **30-mile area population** is estimated to be **350,062** for all ages and 206,517 for ages 18-64.
The **50-mile area population** is estimated to be **703,416** for all ages and 419,426 for ages 18-64.

Exhibit 2
Nine-County East Texas Population

County	2007 Population^a	30-mile radius (all ages)^b	30-mile radius (ages 18-64)^b	May 2008 Civilian Labor Force^c	June 2008 Employed^c	May 2008 Unemployment Rate^c
Anderson	56,760	6,138	3,578	20,565	19,510	5.1%
Cherokee	48,169	34,403	19,702	20,563	19,497	5.2%
Gregg	117,119	30,669	18,332	64,059	61,753	3.6%
Henderson	78,897	23,849	13,862	34,890	33,208	4.8%
Rusk	48,568	25,812	15,828	23,998	22,993	4.2%
Smith	198,705	174,706	103,606	97,518	93,328	4.3%
Upshur	37,924	15,177	9,016	19,657	18,915	3.8%
Van Zandt	52,055	18,285	10,546	25,864	24,826	4.0%
Wood	42,004	21,023	12,047	18,320	17,506	4.4%
Total	680,201	350,062	206,517	325,434	311,536	4.3%

^aU. S. Census, 2007 estimates. These counties are adjacent and part of the 30-mile radius from Tyler, Texas.

^bCensus 2000 data aggregated at the block group level by Office of Research Services/GIS Lab, The University of Texas at Tyler, 2002.

^cTexas Workforce Commission, Labor Market Information Department. Current County Unemployment Rates—May, 2008.

Demographics and Unemployment Rate

According to the Census Bureau, the population for the Smith County area is composed of approximately 47.9% males and 52.1% females. The racial breakdown for Smith County was white, 72.6%; black, 19.1%; and 8.3%, other or multiple races. Approximately 11.2% indicated a Hispanic ethnicity.

Smith County had an unemployment rate of 4.3%, which corresponds with the total unemployment rate for the entire nine-county region of 4.3% for May 2008 (see Exhibit 2 above).

SCOPE AND RESEARCH METHODOLOGY

The population for the survey included households of people either employed or unemployed currently seeking work. The sample frame consisted of telephone numbers for households in the defined area. The research design included those cities and towns that are located within a 30-mile radius of Tyler, Texas.

Sample Size

A sample size of 600 was selected with an error limit of plus and minus 4% in either direction. For instance, if 50% of the sample size reported "Yes" to a question, the error limit would be 4%. One could be 95% confident that between 50% plus and minus 4% of the labor force stated "yes." The population percent would be between 46% and 54%; i.e., if the survey were to be repeated 100 times, 95 times out of 100, the percentage of respondents answering the same question from the total population would range from 46% to 54%. However, certain questions have varied sample sizes as questions are cross-tabulated and segmented by selected criteria. Exhibit 3 below shows various margins of error according to the percent of response and sample sizes of 600, 500, 250, and 100.

Exhibit 3
Sample Error According to Sample Size
(95% Confidence Level)

Percent ^a	Sample Size			
	600	500	250	100
Margin of Error (%)				
10%	2.4%	3.0%	4.0%	6.0%
20%	3.2%	4.0%	5.0%	6.0%
30%	3.7%	4.0%	6.0%	9.0%
40%	3.9%	4.0%	6.0%	10.0%
50%	4.0%	4.0%	6.0%	10.0%

^aPercent signifies the proportion who responds. For instance, available labor = 46% with a sample size of 275, the margin of error would be 6.0% in either direction.

Source: Taken from William G. Zikmund, *Exploring Marketing Research*, 8th edition, 1997.

Type of Sample

The sample is considered an area sample in that the number sampled in each city/town is proportionate to its population. Exhibit 4 shows the area and the percent sampled from each county. For instance, since Tyler had 56.2% of the area, a sample of 337 (56.2% * 600) was drawn. A systematic random sample of 600 residential phone numbers was drawn by using telephone directories as the sample frame.

Exhibit 4
Computation of Sample Size by Major Area

City/County	Total Population ^a	Percent Population	Sample Size
Anderson			
Frankston	1,231	0.7%	4
Cherokee			
Jacksonville	14,253	8.3%	50
Gregg			
Kilgore	12,042	7.0%	42
Gladewater	6,289	3.7%	22
Henderson			
Murchison	625	0.4%	2
Chandler	2,592	1.5%	9
Brownsboro	840	0.5%	3
Rusk			
Overton	2,358	1.4%	8
Smith County			
Tyler	96,451	56.2%	337
Lindale	4,579	2.7%	16
Whitehouse	7,555	4.4%	26
Flint/Gresham/Lake Palestine ^b	8,056	4.7%	30
Bullard	1,748	1.0%	6
Troup	2,098	1.2%	7
Upshur			
Big Sandy	1,346	0.8%	5
Van Zandt			
Van	2,566	1.5%	9
Edom	346	0.2%	1
Wood			
Mineola	5,120	3.0%	18
Hawkins	1,508	0.9%	5
Total	171,603	100%	600

^aCensus Bureau Estimates, July 1, 2007 from the 2000 census data.

^bBased on Zip Code 75762 including rural areas. The population is from 2000 census; however, 2007 estimates 13,663 (<http://www.zip-codes.com>).

Interviewing

Double sampling was used to select survey participants. The first question included only those persons who were employed or currently seeking employment. Next, a modification of the Troidahl-Carter selection process was implemented to randomize selection of the adult to be interviewed in each household. Once this process was exhausted, replacements were drawn until the proportionate number of interviews was completed. Three attempts were made to contact the respondent before

another number was selected. Interviewing was conducted during June 2008. Respondents were called during the following times and days:

Monday-Friday	5:30 p.m. - 9:00 p.m.
Saturday	10:30 a.m. - 9:00 p.m.
Sunday	1:30 p.m. - 9:00 p.m.

The questions used in the study were taken from the 2005 Tyler Labor Market Survey and updated, revised, and pretested. The survey instrument is shown in Appendix A. Interviewers stated at the beginning:

"Hello my name is _____ calling on behalf of Tyler Economic Development. It has to do with skills, commuting time and will only take a few minutes. Are you or anyone in the household currently working or interested in working?"

Tabulation and Analysis

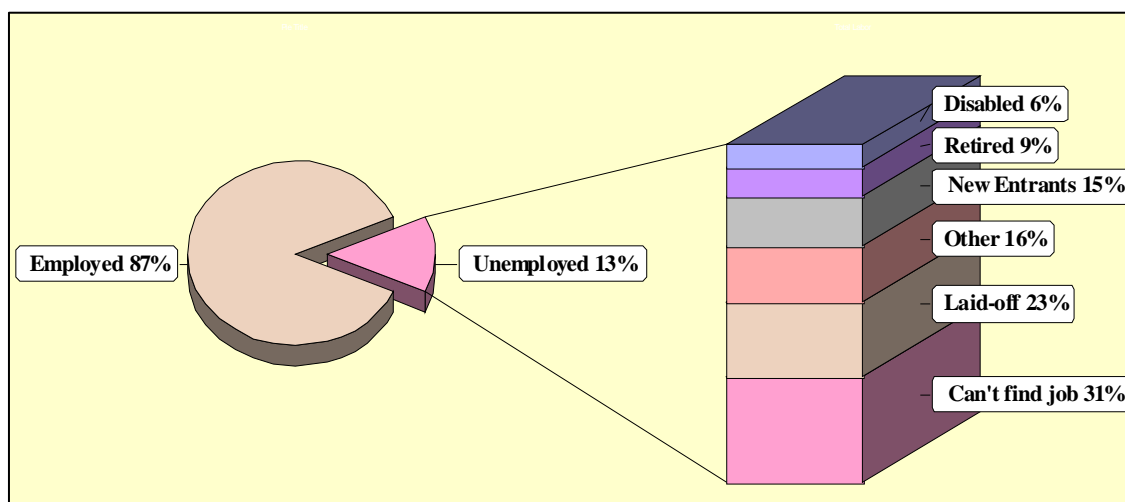
Upon completion of the interviewing process, data was edited and coded for data entry. Several computer software packages (StatPac, Lotus 1-2-3, Excel, and Harvard Graphics) were used in preparing the final report. Frequency of responses, multiple cross tabulations, and other relevant statistical tests were performed to facilitate data analysis.

TYLER LABOR MARKET SURVEY RESULTS AND FINDINGS

Nature of Employment

Of 600 people surveyed, **86.7%**, or 520, were employed; **13.3%**, or 80, were presently unemployed and available for work in 2008-2009. The unemployment rate for the nine-county area was computed to be 4.3% which reveals a 9% hidden unemployment rate. Hidden unemployment includes new entrants and discouraged workers. Exhibit 5 shows a breakdown of the employment status.

**Exhibit 5
Employment Status of Labor Market**



Characteristics of Unemployed

Of those not working, the majority had either been unemployed less than four months (32%) or over one year (47%) as shown in Exhibit 6. Exhibit 7 shows the former occupations of these persons were mainly in the (1) office and administrative support, (2) production, (3) personal care and service, (4) healthcare practitioners, and (5) healthcare support classifications.

Exhibit 6
Length of Time Since Unemployed Last Worked

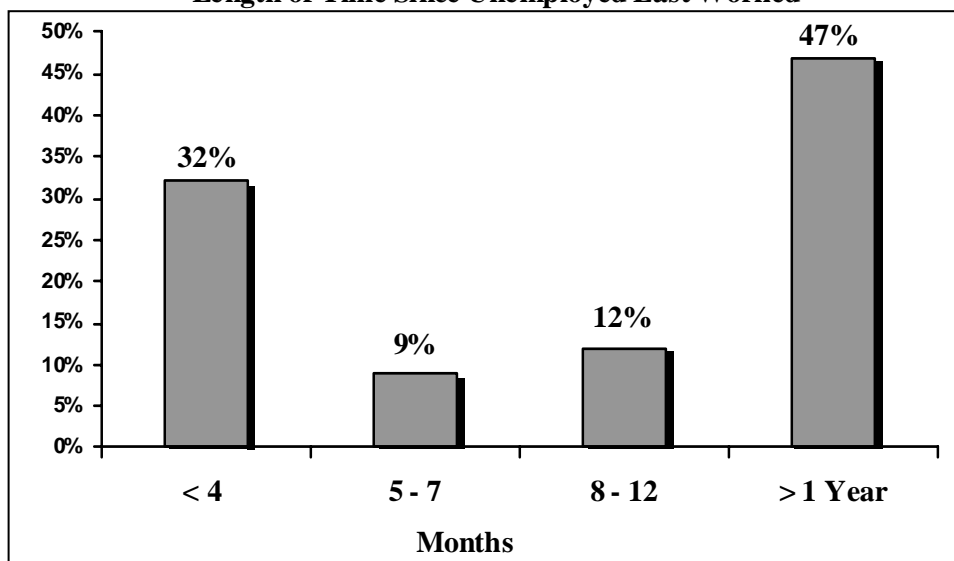


Exhibit 7
Former Occupations of Unemployed

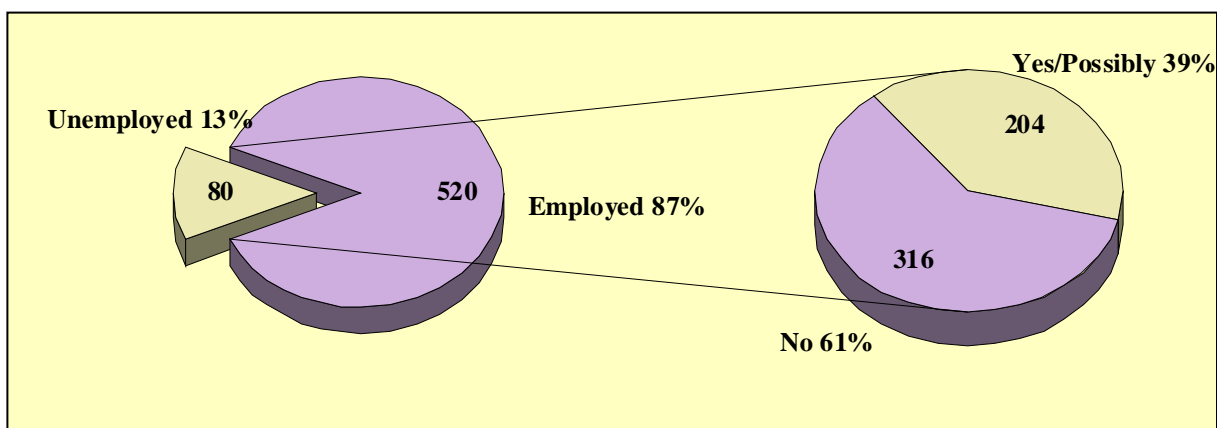
Occupation ^a	Percent
Management	3%
Business and Financial Operations	1%
Architecture and Engineering	1%
Legal	1%
Education, Training, and Library	6%
Healthcare Practitioners and Technical	8%
Healthcare Support	8%
Protective Service	1%
Food Preparation and Serving	3%
Building Grounds/Cleaning and Maintenance	0%
Personal Care and Service	8%
Sales and Related Occupations	7%
Office and Administration Support	23%
Construction and Extraction	7%
Installation, Maintenance, and Repair	7%
Production	12%
Transportation and Material Moving	3%
Military	1%
Total	100%

^aStandard Occupational Classification, Bureau of Labor Statistics, U. S. Department of Labor, 2000. http://www.bls.gov/soc/soc_majo.htm

Available Labor Market

Of the 87% (520) employed, 39% (204) stated they were interested or possibly interested in changing jobs in 2008-2009. Therefore, the total available labor market is considered to be those workers unemployed (80) and those who are employed and interested in changing jobs (204), which total 284, or 47% of the total labor market. However, the remaining 53% may desire to change jobs at a later date.

Exhibit 8
Labor Market Interest in Changing Jobs



Types of Employment

As shown in Exhibit 9 on the following page, the major occupations of the 520 employed persons were in the following classifications: (1) office and administrative support, (2) sales occupations, (3) production, (4) construction, and (5) education, training, and library.

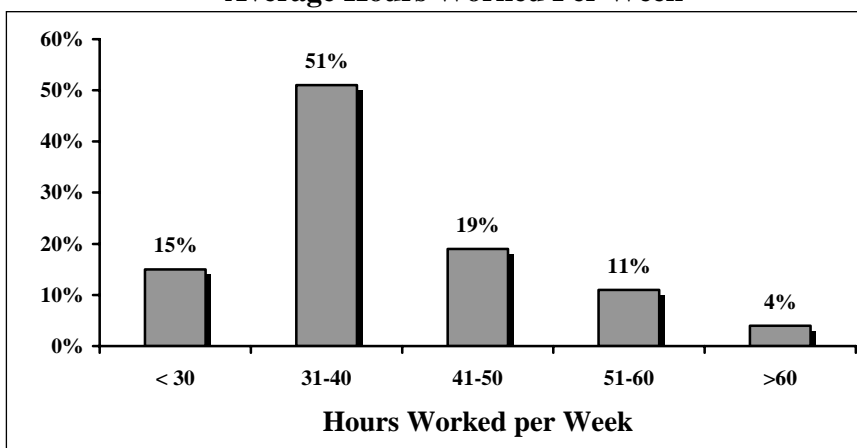
The employed labor market worked an average of 40 hours a week. The largest proportion, 51%, worked 31-40 hours per week as shown in Exhibit 10.

Employees had been with the company for an average of 7 years at their present jobs with a range from less than one year to 53 years (see Exhibit 11). The majority of the employed labor market, 85%, was employed full time as illustrated in Exhibit 12. When part-time employees were asked if they would like to work full time, 38% of the respondents stated “Yes.”

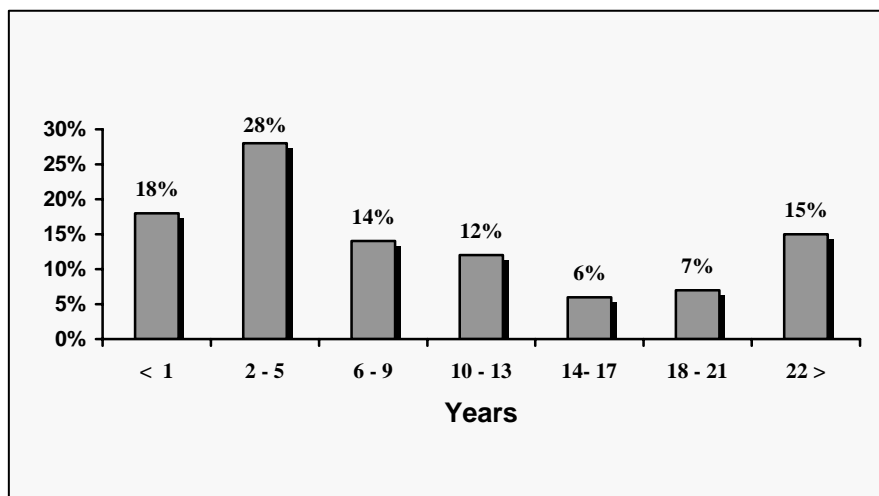
**Exhibit 9
Occupations of Labor Market: Presently Employed**

Occupation	Percent
Management	4.6%
Business and Financial	5.2%
Computer and Mathematical	1.2%
Architecture and Engineering	3.3%
Life, Physical, and Social Science	1.9%
Community and Social Services	1.5%
Legal	2.8%
Education, Training, and Library	7.1%
Arts and Design	1.5%
Healthcare Practitioners and Technical	4.0%
Healthcare Support	4.6%
Protective Service	1.5%
Food Preparation and Serving	3.8%
Building Grounds Cleaning and Maintenance	2.5%
Personal Care and Service	2.5%
Sales and Related	11.2%
Office and Administration Support	15.2%
Farming, Fishing, and Forestry	0%
Construction and Extraction	7.3%
Installation, Maintenance and Repair	4.0%
Production	9.6%
Transportation and Material Moving	4.8%
Total	100%

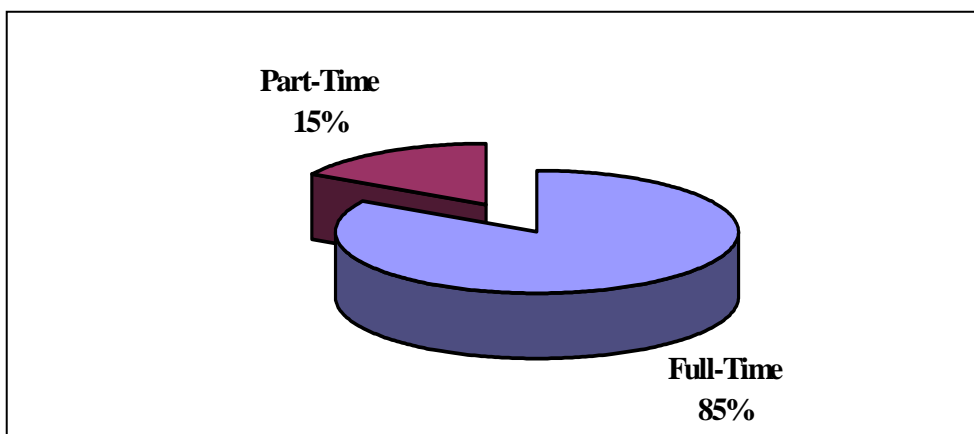
**Exhibit 10
Average Hours Worked Per Week**



**Exhibit 11
Years Worked at Present Position**



**Exhibit 12
Employment-Time or Part-Time**



Occupational Skills

Over 30% of the labor market stated they had one or more of the following skills: word processing, data entry, spreadsheet, secretarial, bookkeeping, typing, filing, clerical, management, and customer service representative. Exhibit 13 shows occupational skills according to several segments within the Tyler labor market. The “other” category consisted of skills such as physician, law enforcement, advertising, drafting, florist, human resources, music, real estate, purchasing, writing, and advertising. The service category includes occupations such as food server, cook, housekeeper, lawn and garden, child care, custodian, and hairdresser.

Exhibit 13
Skills of Tyler Area Labor Market

Skill	Available Unemployed (80)		Available Employed (204)		Available Total (284)		Total Labor Market (600)	
	No.	%	No.	%	No.	%	No.	%
Technical/Transportation								
Metal fabrication	4	5%	21	10%	25	9%	52	9%
Chemical/petroleum processing	1	1%	6	3%	7	2%	13	2%
Electrician/electronics	12	15%	24	12%	36	13%	79	13%
Assembler	13	16%	40	20%	53	19%	102	17%
Textile preparation	6	8%	11	5%	17	6%	26	4%
Construction	12	15%	41	20%	53	19%	111	19%
Plumbing	4	5%	30	15%	34	12%	74	12%
Painting	13	16%	44	22%	57	20%	115	19%
Welding	8	10%	32	16%	40	14%	79	13%
Machine trades	10	13%	20	10%	30	11%	62	10%
Carpentry	9	11%	37	18%	46	16%	92	15%
Mechanic	15	19%	37	18%	52	18%	98	16%
Equipment repair	11	14%	28	14%	39	14%	83	14%
Heavy equipment operator	8	10%	37	18%	45	16%	91	15%
Warehouse worker	14	18%	51	25%	65	23%	93	16%
Building maintenance	8	10%	33	16%	41	14%	69	12%
Truck driver	12	15%	35	17%	47	17%	78	13%
Forklift driver/pallet mover	13	16%	49	24%	62	22%	98	16%
Stacker/loader	9	11%	32	16%	41	14%	63	11%
Managerial/Professional								
Management	35	44%	96	47%	131	46%	325	54%
Engineer	5	6%	12	6%	17	6%	31	5%
Accountant	7	9%	34	17%	41	14%	88	15%
Teaching	11	14%	54	26%	65	23%	130	22%
Health care	25	31%	42	21%	67	24%	130	22%
Nurse	10	13%	7	3%	17	6%	32	5%
Medical/Lab technician	8	10%	4	2%	12	4%	29	5%
Medical research	2	3%	0	0%	2	1%	10	2%
Credit/finance	7	9%	21	10%	24	8%	67	11%
Social service	14	18%	23	11%	37	13%	72	12%
Computer Related								
Word processing	61	76%	121	59%	182	64%	392	65%
Data entry	61	76%	134	66%	195	69%	414	69%
Spreadsheet	35	44%	78	38%	113	40%	262	44%
Technical specialist	6	8%	21	10%	27	10%	59	10%
Graphic design	5	6%	23	11%	28	10%	51	9%
Database management	3	4%	25	12%	28	10%	62	10%
Network administration	6	8%	14	7%	20	7%	43	7%
System design	3	4%	10	5%	13	5%	24	4%
CAD/CAM	3	4%	7	3%	10	4%	20	3%
Programmer	18	23%	27	13%	45	16%	73	12%
Computer hardware	21	26%	32	16%	53	19%	78	13%
Web development/maintenance	8	10%	26	13%	34	12%	54	9%
Sales								
Sales (general)	54	68%	74	36%	106	37%	217	36%
Telemarketing	16	20%	27	13%	43	15%	58	10%

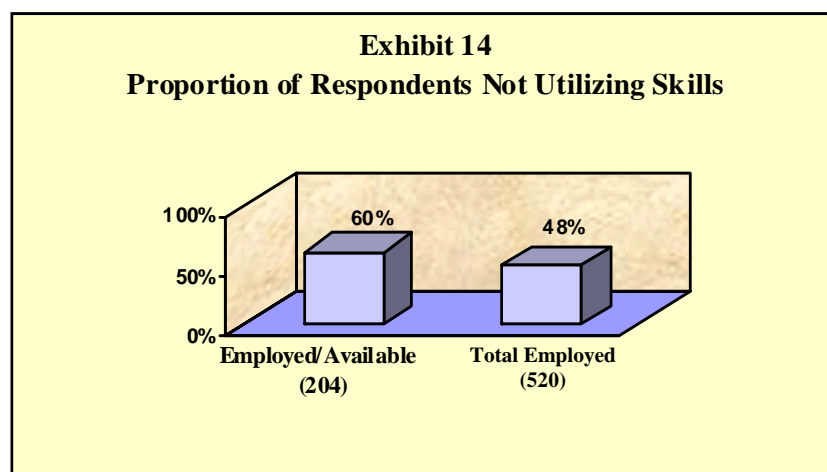
Exhibit 13
Skills of Tyler Area Labor Market
(Continued)

Skill	Available Unemployed (80)		Available Employed (204)		Available Total (284)		Total Labor Market (600)	
	No.	%	No.	%	No.	%	No.	%
Sales clerk/associate	33	41%	65	32%	98	35%	175	29%
Retail	29	36%	74	36%	103	36%	174	29%
Office/Clerical								
Order taker	29	36%	59	29%	88	31%	140	23%
Customer service representative	28	35%	77	38%	105	37%	195	33%
Secretarial	39	49%	81	40%	120	42%	232	39%
Typing	67	84%	141	69%	208	73%	444	74%
Bookkeeping	27	34%	61	30%	88	31%	201	34%
Filing/file clerk	41	51%	84	41%	125	44%	227	38%
Clerical	37	46%	79	39%	116	41%	253	42%
Payroll clerk	9	11%	34	17%	43	15%	115	19%
Receptionist/desk clerk	22	28%	56	27%	78	27%	159	27%
Other Skills and Languages								
Service skills	16	20%	56	27%	72	25%	117	20%
Oil field	3	4%	19	9%	22	8%	58	10%
Agriculture	6	8%	20	10%	26	9%	57	10%
Spanish	2	3%	31	15%	33	12%	71	12%
Some Spanish	14	18%	20	10%	34	12%	75	13%
Other languages ^a	1	1%	6	3%	7	2%	22	4%
Other skills	14	18%	43	21%	57	20%	129	22%

^aOther languages were French (7), German (4), Italian (3), Arabic (2), Japanese (2), Albanian, Greek, Hebrew, Hindu, Indonesian-Jakarta, Latin, Pakistan, Russian, Swahili-Kenyan, Thai, and Turkish (Sign Language was also mentioned).

Underutilization of Skills

According to Exhibit 14, a large proportion of the employed available labor market, 60%, indicated that they had skills which were not utilized. Of the total employed, 48% indicated they were underutilized.



Skills which workers indicated they were not using are shown in Exhibit 15. The skills mentioned

most often include sales, teaching, service, health care, painting, and management.

Exhibit 15
Skills Mentioned That Are Not Utilized

Classification	No.	%^a	Classification	No.	%^a
Technical/Transportation			Computer Related		
Metal fabrication	9	2%	Word processing	25	4%
Chemical/petroleum processing	2	b	Data entry	26	4%
Electrician/electronics	13	2%	Spreadsheet	17	3%
Assembler	21	4%	Technical specialist	3	1%
Textile preparation/finishing	6	1%	Graphic design	8	1%
Construction	24	4%	Database management	3	1
Plumbing	16	3%	Network administration	4	1%
Painting	34	6%	System design	3	1%
Welding	13	2%	CAD/CAM	4	1%
Machine trades	4	1%	Computer programmer	6	1%
Carpentry	19	4%	Computer hardware	8	1%
Mechanic	14	2%	Web development/maintenance	9	2%
Equipment repairs	8	1%	Sales		
Heavy equipment operator	26	4%	Sales	55	9%
Warehouse worker	11	2%	Telemarketing	10	2%
Building maintenance	3	1%	Sales clerk/associate	32	5%
Truck driver	11	2%	Retail sales	28	5%
Forklift driver/pallet mover	9	2%	Order taker	16	3%
Stacker/loader	6	1%	Office Skills		
Managerial/Professional			Customer service representative	3	1%
Management	36	6%	Secretarial	7	3%
Engineer	6	1%	Typing	11	2%
Accountant	25	4%	Bookkeeping	2	b
Teaching	51	9%	Filing/file clerk	2	b
Health care	38	6%	Clerical	4	1%
Nurse	2	b	Payroll clerk	4	1%
Medical/Lab technician	4	1%	Receptionist/desk clerk	3	1%
Credit/Finance	12	2%	Other Skills		
Social service	11	2%	Service	42	7%
			Oil field	10	2%
			Agriculture	33	6%
			Other skills	86	14%

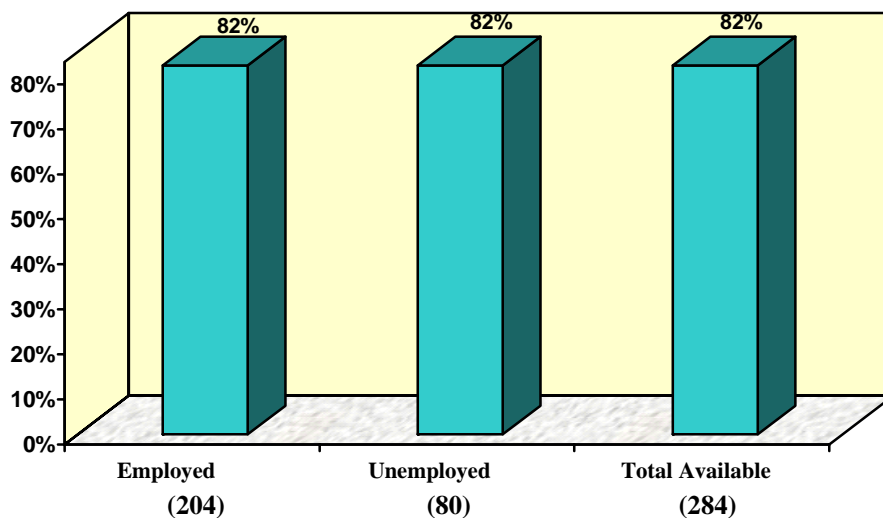
^aPercent of 600 (total respondents).

^bLess than 1% of the population indicated these skills were underutilized.

Willingness to Train

A wide majority of the available labor force, 82%, indicated they would be willing to train for employment at another business.

Exhibit 16
Willing to Train for Employment at Another Business



Commuting Distance

The workers within the labor market indicated various distances they would be willing to travel one-way to work as illustrated in Exhibits 17-A and 17-B. The average commuting distance for those people who indicated an interest in changing jobs was 19 miles and for those unemployed, 13 miles. The average commuting distance for the total available labor was 17 miles.

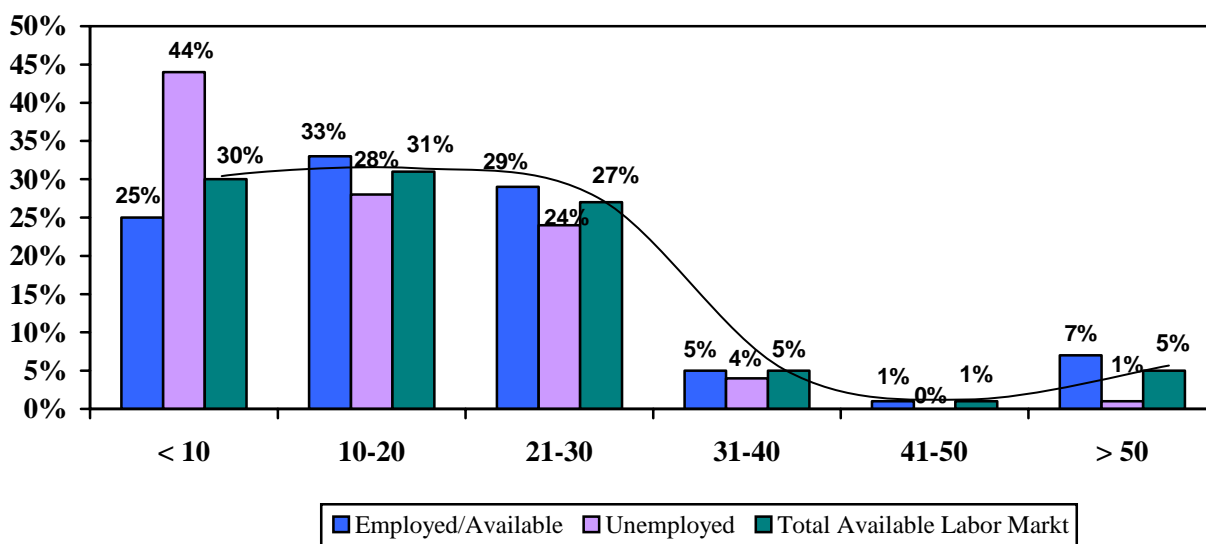
**Exhibit 17-A
Perceived Commuting Distance of Available Labor Market**

Miles	Employed (204)		Unemployed (80)		Total Available (284)	
	No.	%	No.	%	No.	%
< 10	50	25%	35	44%	85	30%
11-20	66	33%	22	28%	88	31%
21-30	58	29%	19	24%	77	27%
31-40	11	5%	3	4%	14	5%
41-50	3	1%	0	0%	3	1%
Over 50	14	7%	1	1%	15	5%
Total ^a	202	100%	80	100%	282	100%
Median =	19 miles		13 miles		17 miles	

Note: Shading shows median class.

^aSome respondents did not provide an answer.

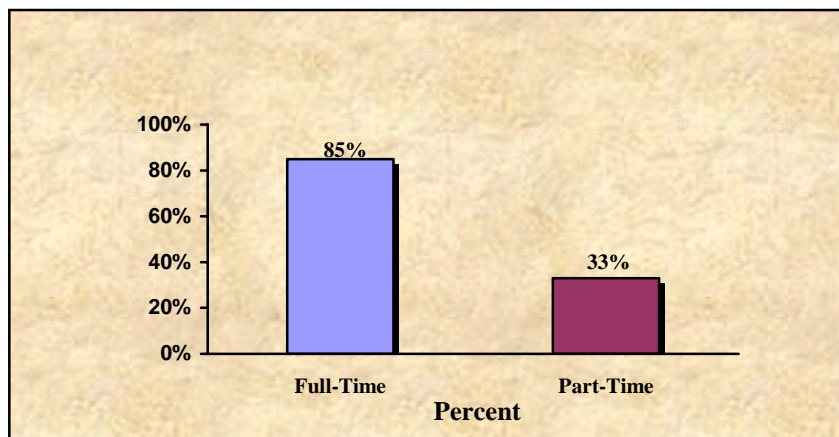
**Exhibit 17-B
Maximum Commuting Distance Employees Would Drive**



Availability for Employment

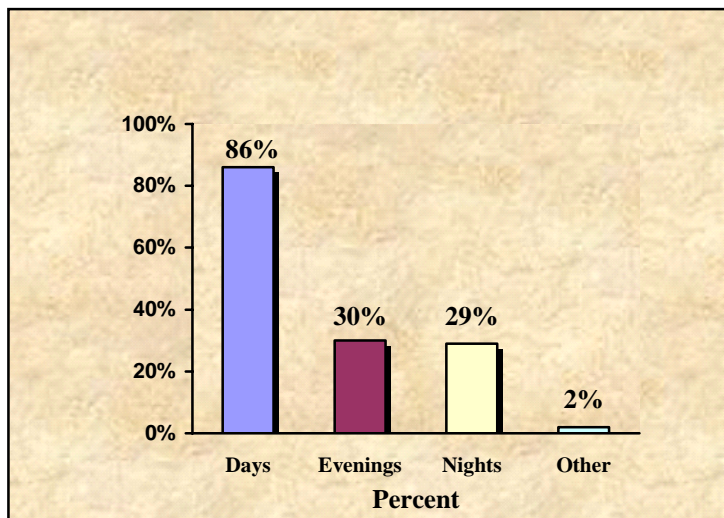
The majority of the available labor market, 88%, reported they were interested in full-time employment; 33% indicated an interest in part-time employment. Also, 86% stated they were available for employment during the day; 30%, evening; and 29%, night (see Exhibits 18 and 19 below).

Exhibit 18
Percent of Workers Desiring Full- or Part-Time Work



Note: Some respondents indicated they would work both full and part-time

Exhibit 19
Days, Evenings, and Night Availability



Note: Several respondents indicated they would work during more than one time period

Interest in Smith County

Respondents residing outside Smith County were asked if they were interested in working in Smith County and to respond "yes," "no," or "possibly." Within this targeted group, 63% stated they would be interested or possibly interested in working in Smith County. Exhibit 20-A and 20-B below show a breakdown of those interested in working in Smith County, according to the county where they reside.

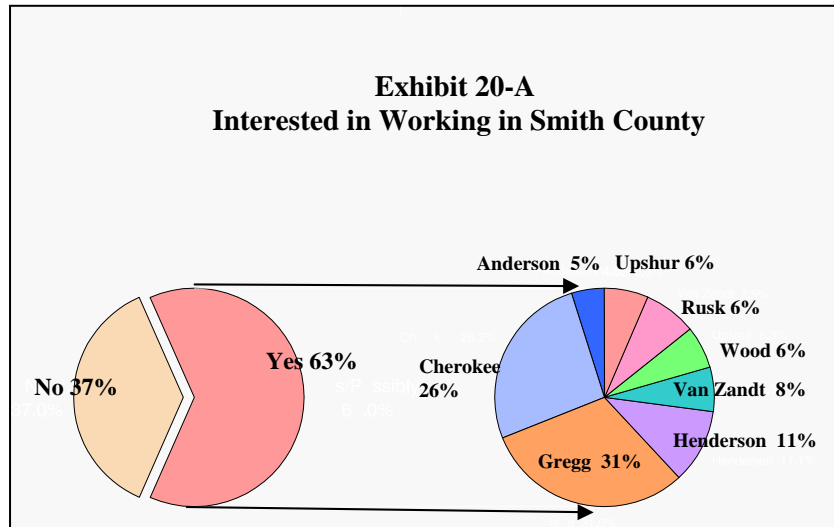
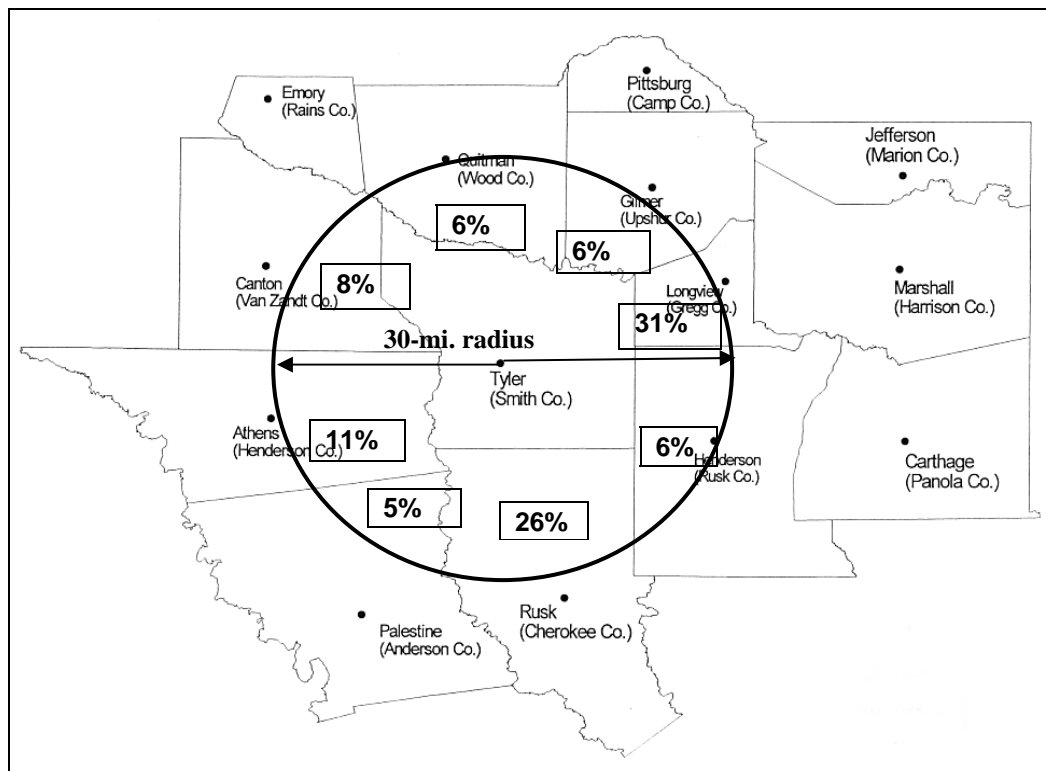


Exhibit 20-B
Interest in Working in Smith County According to County Residence



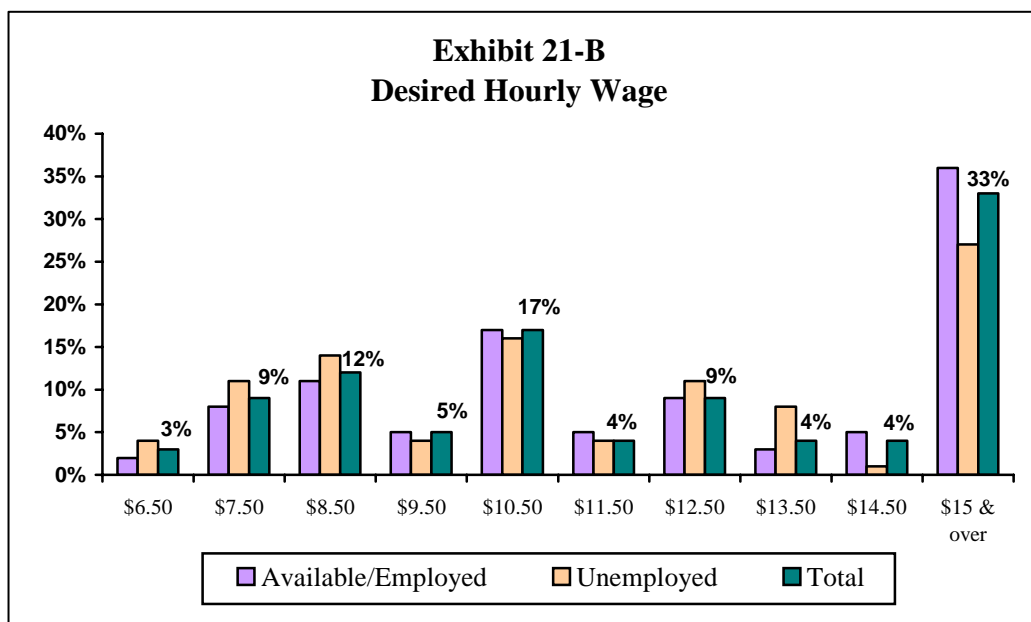
Desired Hourly Wage

When asked what was the lowest hourly wage desired, respondents gave a wide range of answers. An average hourly wage of \$12.26 was computed for those employed and interested in changing jobs. However, those presently unemployed were willing to accept a lower average wage of \$11.17 per hour.

**Exhibit 21-A
Lowest Hourly Wage People Would Accept**

Hourly Wage	Available/Employed (204)		Unemployed (80)		Total Available (284)		Cumulative Percent Total Available Labor
	No.	%	No.	%	No.	%	
Under \$6	0	0%	0	0%	0	0%	0%
\$6.00 - \$6.99	4	2%	3	4%	7	3%	3%
\$7.00 - \$7.99	15	8%	9	11%	24	9%	12%
\$8.00 - \$8.99	22	11%	11	14%	33	12%	24%
\$9.00 - \$9.99	10	5%	3	4%	13	5%	29%
\$10.00-\$10.99	34	17%	13	16%	47	17%	46%
\$11.00-\$11.99	9	5%	3	4%	12	4%	50%
\$12.00-\$12.99	17	9%	9	11%	26	9%	59%
\$13.00-\$13.99	6	3%	6	8%	12	4%	63%
\$14.00-\$14.99	10	5%	1	1%	11	4%	67%
Over \$15,000	70	36%	21	27%	91	33%	100%
Total^a	197	100%	79	100%	276	100%	
Median =	\$12.26		\$11.17		\$12.08		

^aSome workers were undecided and, therefore, omitted. Shading shows median class.

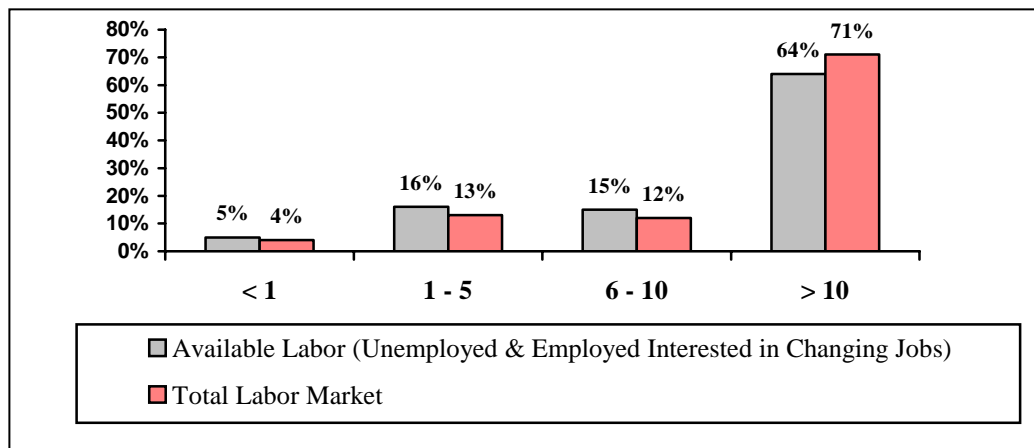


DEMOGRAPHICS OF LABOR MARKET

Length of Time Residing in East Texas

A majority of the total labor market, 71%, stated they had lived in East Texas 10 years or longer as shown in Exhibit 22. Only 4% of the total labor market indicated they had lived in the East Texas area less than one year.

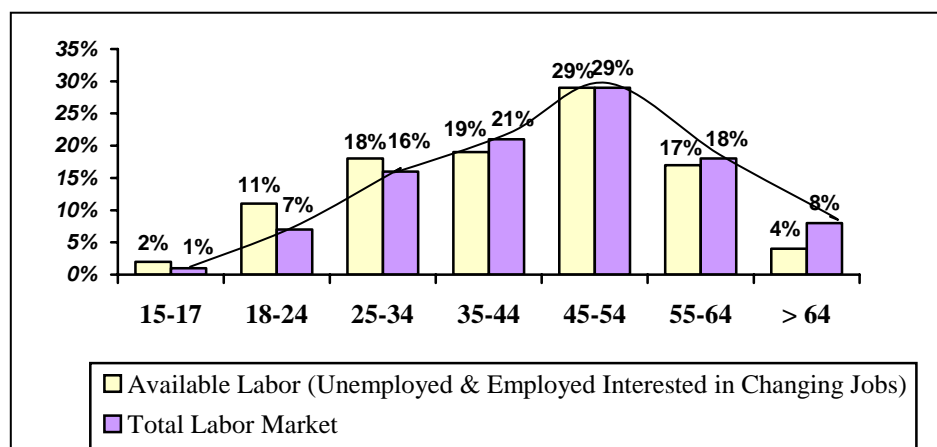
Exhibit 22
Length of Time Residing in East Texas: Number of Years



Age of Labor Market

The median age of the total labor market approximates a normal curve with an average age of 47 years for the total labor market and 45 years for the available labor market. The median age for both available and the total labor market was in the 45-54 category as shown in Exhibit 23.

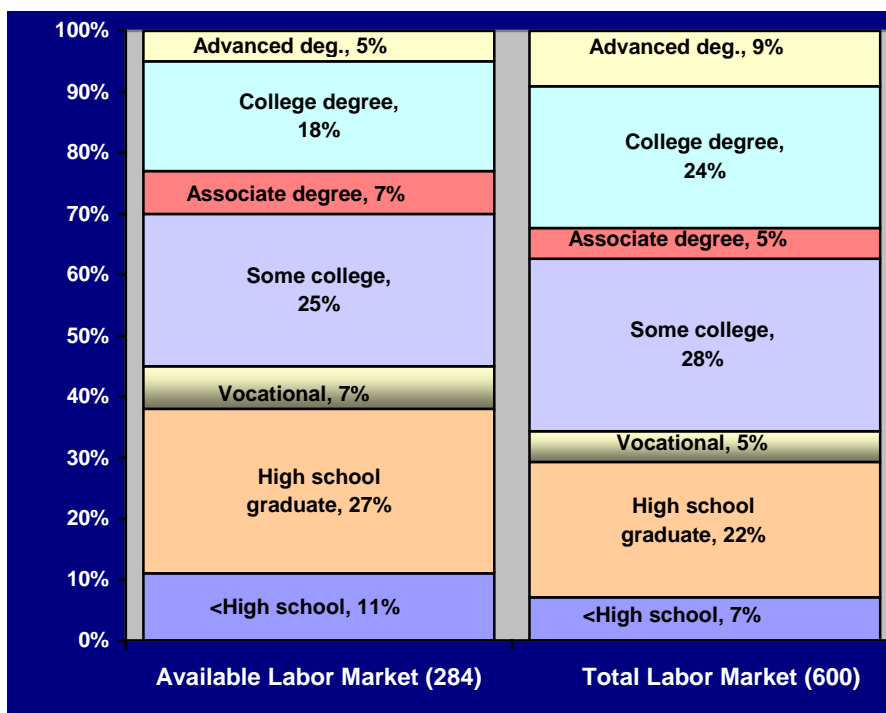
Exhibit 23
Age of Labor Market in Years



Education Level

Ninety-three percent of the total labor market had obtained a high school education or better. A total of 24% of the total labor market had a college degree, and 9% had advanced degrees; i.e., master’s, doctorate, law, or medical degrees. Exhibit 24 shows a complete breakdown of the educational level of the labor market for both available labor and total labor market (*available labor is defined as unemployed seeking employment and employed who are willing to change jobs*).

**Exhibit 24
Education Level of Labor Market**



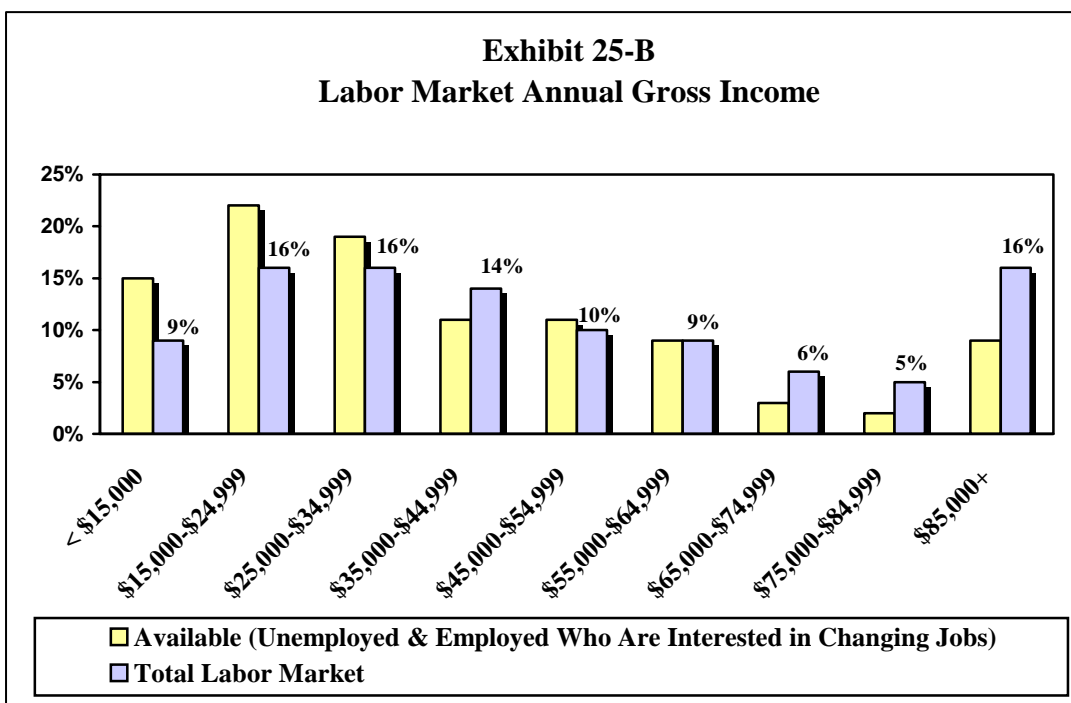
Income

The average gross annual income of those workers employed and willing to change jobs was computed to be \$31,842 and for the total labor market, \$41,087.

**Exhibit 25-A
Annual Gross Income of Labor Market**

Income	(204) Employed/Available		(520) Total Employed Labor Market	
	No.	%	No.	%
Under \$15,000	30	15%	46	9%
\$15,000 - \$24,999	44	22%	80	16%
\$25,000 - \$34,999	38	19%	80	16%
\$35,000 - \$44,999	22	11%	69	14%
\$45,000 - \$54,999	21	11%	50	10%
\$55,000 - \$64,999	17	9%	43	9%
\$65,000 - \$74,999	6	3%	28	6%
\$75,000 - \$84,999	4	2%	23	5%
\$85,000 and over	18	9%	77	16%
Total^a	200	100%	496	100%
Median =	\$31,842		\$41,087	

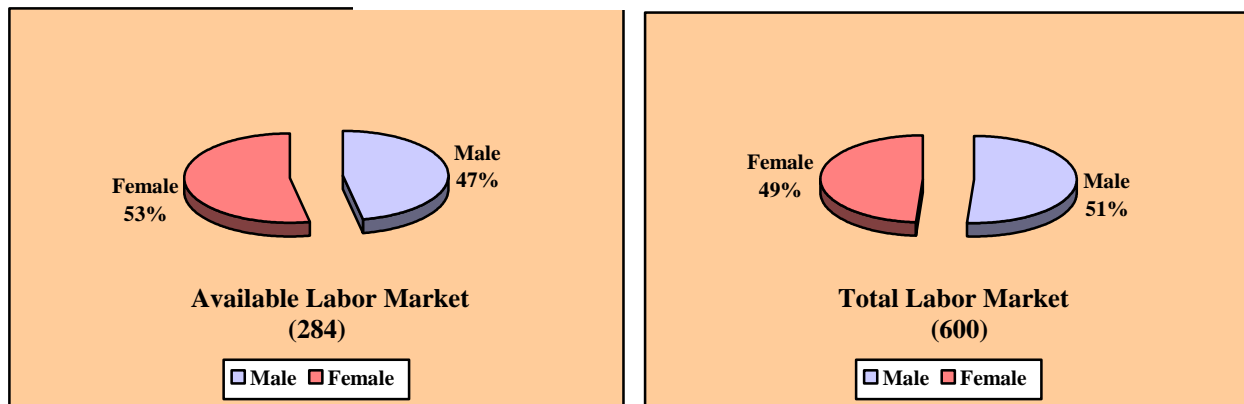
^aSeveral persons elected not to give current income. Note: Shading shows median class.



Gender

The total labor market was composed of 51% female and 49% male employees. Of the available labor, 53% were female workers and 47%, males (the margin of error equals 6% for the available labor and 4% for the total labor).

**Exhibit 26
Gender of Respondents**



Ethnic Classification

The ethnic background of the 600 respondents in this study includes 73%, white; 16%, black; and 11%, Hispanic (the margin of error is equal to 6% for the available labor and 4% for the total labor). Exhibit 27 shows the ethnic classification for available and total labor market. Exhibit 28 provides a summary of ethnic classification according to the nine counties.

**Exhibit 27
Ethnic Background of Labor Market**

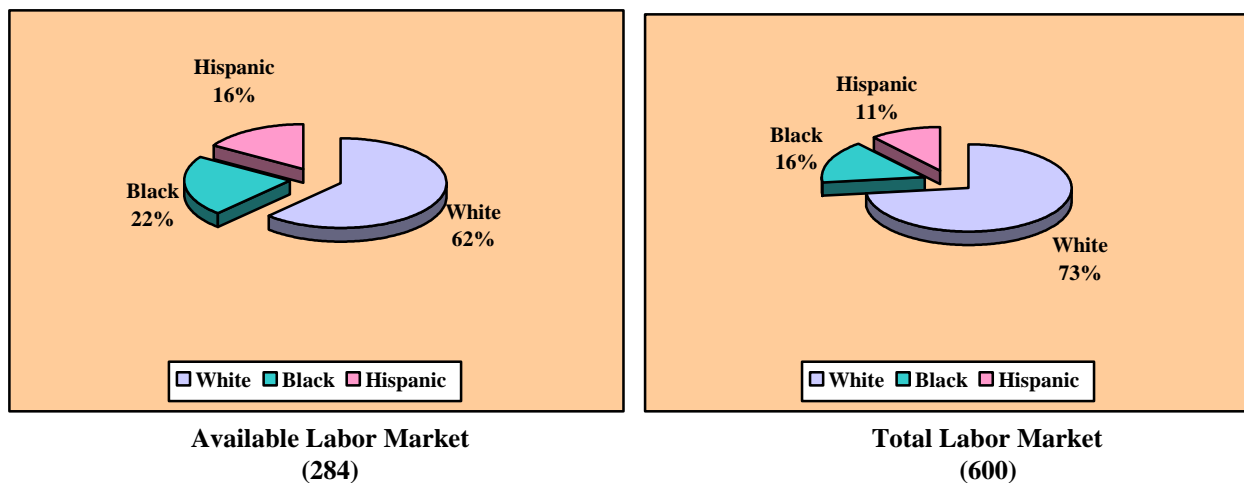


Exhibit 28
Gender, Race, and Ethnic Classifications According to County

County	Gender		Race Ethnicity			
	Male	Female	White	Black	Other Multiple Racial	Hispanic
Anderson	60.9%	39.1%	66.4%	23.5%	10.1%	12.2%
Cherokee	50.3%	49.7%	74.3%	16.0%	9.7%	13.2%
Gregg	48.4%	51.6%	72.9%	19.9%	7.2%	9.1%
Henderson	49.0%	51.0%	88.5%	6.6%	4.9%	6.9%
Rusk	51.0%	49.0%	74.9%	19.2%	5.9%	8.4%
Smith	47.9%	52.1%	72.6%	19.1%	8.3%	11.2%
Upshur	48.9%	51.1%	85.7%	10.1%	4.2%	4.0%
Van Zandt	49.2%	50.8%	92.0%	2.9%	5.1%	6.6%
Wood	49.3%	50.7%	89.1%	6.1%	4.8%	5.7%

Source: U. S. Census 2000.

GLOSSARY

Available Labor Market are those people unemployed and willing to work and those employed who state they are interested or possibly interested in changing jobs in 2008-2009.

East Texas consists of a 14-county area as defined by East Texas Council of Governments.

Occupations were classified by the major groups from the U. S. Department of Labor, Bureau of Labor Statistics, Standard Occupational Classification (SOC).

Full-time work is considered 30 hours or more per week as defined by Texas Workforce Commission

Hidden Unemployment consists of discouraged workers and new entrants into the labor market.

Total Labor Market is defined as total persons ages 15-70 that are currently employed or desire full- or part-time employment in 2008-2009.

Troldahl-Carter-Bryant process randomly selects a respondent in the household according to gender and age. It is similar to a matrix which varies according to older male, younger male, older female, and younger female.

Underemployed are those persons who believe they have skills which are not being fully utilized.

Unemployed, according to this study, defines people who are available for employment. Also included is hidden employment--discouraged, new entrants, and those who are not actively searching for a job.

Unemployment is defined by Texas Workforce Commission as those persons who are qualified for a job, willing to work, willing to accept the going wage rate, and cannot find jobs without considerable delay. A person is not considered unemployed if one is not seeking a job and willing to work at the market rate.

3. Do you feel you have **skills you are not utilizing**? 1 ___ Yes 2 ___ No, If yes, which ones?

4. Would you be willing to **train for employment** at another business?

1 ___ Yes 2 ___ No 3 ___ Not interested in changing jobs

5. **How far** would you be willing to commute to work one way?

1 ___ 10 miles or less 3 ___ 21-30 miles 5 ___ 41-50 miles
2 ___ 11-20 miles 4 ___ 31-40 miles 6 ___ Over 50 miles

6. Are you available for employment **full or part-time**? *May check one or both*

1 ___ Full-time (30 hrs. or more) 2 ___ Part-time 3 ___ Not available

7. Which of the following **times** are you available to work? (Approximate time)--*May Check More Than One*

1 ___ Days (8:00 a.m. - 5:00 p.m.) 3 ___ Nights (11:00 p.m.- 7:00 a.m.)
2 ___ Evenings (5:00 p.m. -midnight) 4 ___ Other _____

8. If person resides **outside Tyler**, "**Would you be interested in working in Smith County?**"

1 ___ Yes 2 ___ No 3 ___ Possibly/Undecided

9. What is the **lowest hourly rate** you would accept to work for a business?

01 ___ Under \$6 04 ___ \$ 8.00 - \$ 9.00 07 ___ \$11 - \$12.00 10 ___ \$14 - \$15.00
02 ___ \$6.00 - \$7.00 05 ___ \$ 9.00 - \$10.00 08 ___ \$12 - \$13.00 11 ___ \$15 or more
03 ___ \$7.00 - \$8.00 06 ___ \$10.00 - \$11.00 09 ___ \$13 - \$14.00

DEMOGRAPHICS

10. What **city** do you live? City/Town? _____ County? _____ Zip Code? _____

11. **How long have you lived** in the East Texas area?

1 ___ Less than one year 2 ___ 1-5 years 3 ___ 6-10 years 4 ___ 10 years or more

12. Which is your **age group**?

1 ___ 15-17 3 ___ 25-34 5 ___ 45-54 7 ___ 64 and over
2 ___ 18-24 4 ___ 35-44 6 ___ 55-64

13. What is your **highest level of formal education** completed?

01 ___ Some high school 07 ___ College (4-year)
02 ___ High school/GED 08 ___ Hours beyond college degree
03 ___ Vocational training 09 ___ Master's Degree
04 ___ Some college 10 ___ Doctorate
05 ___ 2 years or more college 11 ___ Law
06 ___ Associate Degree (2 year) 12 ___ Medical

14. Which of the following describes **your annual salary** before taxes? (Please tell me when to stop).

1 ___ Under \$15,000 4 ___ \$35,000 - \$44,999 7 ___ \$65,000 - \$74,999
2 ___ \$15,000 - \$24,999 5 ___ \$45,000 - \$54,999 8 ___ \$75,000 - \$84,999
3 ___ \$25,000 - \$34,999 6 ___ \$55,000 - \$64,999 9 ___ \$85,000 and over

15. Are you: 1 ___ Male OR 2 ___ Female

16 Which is your **ethnic** classification: 1 ___ White 2 ___ Black 3 ___ Hispanic 4 ___ Other

Check questionnaire, sign, and initial _____

**Appendix B
City and County of Labor Market Sample**

Anderson	Cherokee	Gregg	Henderson	Rusk
Frankston	Jacksonville	Gladewater Kilgore Overton White Oak	Brownsboro Chandler Murchison	Overton Kilgore
Smith	Upshur	Van Zandt	Wood	
Bullard Flint/Gresham/Lake Palestine Lindale Overton Troup Tyler Whitehouse	Big Sandy Gladewater	Van Edom	Hawkins Mineola	

Zip Codes		
75645	75707	75758
75647	75708	75762
75684	75709	75763
75662	75711	75765
75663	75710	75766
75684	75711	75771
75693	75712	75773
75701	75713	75778
75702	75750	75780
75703	75754	75789
75704	75755	75790
75705	75756	75791
75706	75757	75792
		75797