The Available Labor Supply in the Flathead County Labor Market

Prepared for
Montana West Development
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Director

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Bureau of Business and Economic Research
The University of Montana
Missoula, MT  59812
Montana West Development contracted with the Bureau of Business and Economic Research (BBER) at the University of Montana to assess the quantity and quality of available workers in Flathead County. Using a randomized sample of 691 respondents, including both landline and cell phone-only households, the Bureau estimated labor market status, availability, training and other information of relevance to current and future employers. Bureau survey researchers collected the information during the summer and fall of 2008.

This study was made possible with the cooperation and support of the Montana Department of Labor and Industry, which sponsored a statewide survey of labor availability conducted over the same time period by the BBER. Additional survey completions for Flathead County were obtained by the BBER as part of this project, so that statistically robust measures of labor availability and preparation could be prepared.

Our basic finding is that the number of workers currently residing in Flathead County who are potentially available for new employment opportunities is substantially larger than official unemployment statistics would suggest. We estimate that as of summer/fall 2008, there were approximately 19,500 individuals, aged 18 or older, who identified themselves as candidates for new job openings. By contrast, the Montana Department of Labor and Industry reports that for September 2008, the most current month available at press time, the number of unemployed individuals in Flathead County was slightly less than 2,200.

The wide discrepancy between these two estimates stems from the fact that the available labor pool contains substantial numbers of individuals who are currently employed, but willing to change jobs in response to new opportunities.

As shown in Table 1, the available labor force in Flathead County is relatively concentrated in the 18-44 year age group. It is also dominated by those with high school or lower educational attainment. Nonetheless, the estimates show a sizable number of potential workers who are more highly educated, willing to commute a reasonable distance, or are willing to be trained in more specialized fields.

An analysis of responses from Flathead County households reveals that:

- 70 percent of the 19,500 available workers are currently employed full time, with an additional 11 percent involuntarily working on a part-time basis.
- Nearly 4,600 workers, aged 25-44 years, who are currently employed full time are willing to switch jobs.
- One-third of workers in Flathead County work outside their chosen field.
- 44 percent of those who indicated an interest in changing jobs gave higher pay as the reason, with another 13 percent of potential job switchers seeking increased benefits.
- Information/computer technology and health services ranked as the fields for which available workers were most interested in receiving training.

**Methods**

The Bureau surveyed residents of Flathead County who were 18 years old or older and had a working landline or cellular telephone. This study population should not be confused with all adult Flathead County residents because it excludes residents who do not have telephones, the institutional population, and those who were absent from Flathead County during the study period.

The survey was administered using Computer-Assisted Telephone Interview (CATI) techniques. The landline sample was selected by random digit dial and within household respondent selection was made using the Kish method. The cellular telephone sample was selected randomly from a list provided by Survey Samples International, Inc. The rate of sampling error for this survey is +/- 4 percent. This means that if the survey were repeated 100 times, in 95 of the replications the estimates found would be within +/- 4 percent of those published here.
The response rate for this survey was 55 percent using the American Association for Public Opinion Research 2006 response rate 3 definition. This response rate is typical of those achieved by high quality surveys around the United States and provides for increased confidence in the data quality.

The data presented in this report are weighted by age and sex using the 2007 U.S. Census Bureau population estimates for Flathead County of persons age 18 and older. Post-stratification weighting of this type is a standard data processing technique that has been shown to improve the accuracy of survey-based estimates.

The remainder of this report provides detailed data on these and other aspects of the availability and preparation of the workforce in Flathead County. We hope this information will prove useful to policy makers, economic developers, current and potential employers, educators, and workers as they make decisions concerning such matters as investment, business expansion, training, and career choice in the years ahead.

### Table 1

|---------------------------------|----------------------|----------------------------------|

#### GENERAL CHARACTERISTICS

<table>
<thead>
<tr>
<th>GENDER</th>
<th>WORKERS</th>
<th>AGE</th>
<th>WORKERS</th>
<th>EDUCATION</th>
<th>WORKERS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>10,500</td>
<td>18-24</td>
<td>4,900</td>
<td>Less than High School</td>
<td>1,900</td>
</tr>
<tr>
<td>Female</td>
<td>9,000</td>
<td>25-44</td>
<td>8,500</td>
<td>High School graduate</td>
<td>10,700</td>
</tr>
<tr>
<td></td>
<td></td>
<td>45-54</td>
<td>3,800</td>
<td>Some post high school</td>
<td>2,600</td>
</tr>
<tr>
<td></td>
<td></td>
<td>55+</td>
<td>2,300</td>
<td>College graduate</td>
<td>4,300</td>
</tr>
</tbody>
</table>

#### WAGES AND COMMUTING

<table>
<thead>
<tr>
<th>LOWEST WAGE ACCEPTABLE</th>
<th>WORKERS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimum wage</td>
<td>1,200</td>
</tr>
<tr>
<td>$6.56-9.99</td>
<td>4,100</td>
</tr>
<tr>
<td>$10.00-11.99</td>
<td>5,000</td>
</tr>
<tr>
<td>$12.00-17.99</td>
<td>4,900</td>
</tr>
<tr>
<td>$18.00+</td>
<td>4,300</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>MAXIMUM COMMUTE</th>
<th>WORKERS</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-10 miles</td>
<td>3,600</td>
</tr>
<tr>
<td>11-20 miles</td>
<td>6,500</td>
</tr>
<tr>
<td>21-30 miles</td>
<td>6,400</td>
</tr>
<tr>
<td>More than 30 miles</td>
<td>3,000</td>
</tr>
</tbody>
</table>

#### TRAINING AND INDUSTRY PREFERENCES

<table>
<thead>
<tr>
<th>WILLING TO BE TRAINED IN...</th>
<th>WORKERS*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Information computer technology</td>
<td>9,700</td>
</tr>
<tr>
<td>Health service fields</td>
<td>8,100</td>
</tr>
<tr>
<td>Trucking and transportation</td>
<td>3,500</td>
</tr>
<tr>
<td>Production and manufacturing</td>
<td>5,400</td>
</tr>
<tr>
<td>Biomanufacturing</td>
<td>3,200</td>
</tr>
<tr>
<td>Machine trades</td>
<td>6,900</td>
</tr>
<tr>
<td>Construction trades</td>
<td>6,100</td>
</tr>
<tr>
<td>Energy production fields</td>
<td>7,000</td>
</tr>
<tr>
<td>Teaching and education</td>
<td>7,100</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>WILLING TO WORK FOR A...</th>
<th>WORKERS*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Welding or metal plant</td>
<td>6,200</td>
</tr>
<tr>
<td>Production manufacturing plant</td>
<td>6,200</td>
</tr>
<tr>
<td>Biomanufacturer</td>
<td>4,100</td>
</tr>
<tr>
<td>Customer service call center</td>
<td>4,600</td>
</tr>
</tbody>
</table>

*Respondents could reply to more than one category.

Source: Bureau of Business and Economic Research, The University of Montana, Missoula, MT.
Figure 1
Available Labor Supply by Age
Flathead County, January-September 2008

Employed Willing to Switch Jobs
- 18-24 years: 600
- 25-44 years: 4,000
- 45-54 years: 1,300
- 55 and older: 700

Employed Involuntary Part Time
- 18-24 years: 1,000
- 25-44 years: 600
- 45-54 years: 300
- 55 and older: 400

Employed Willing to Work Second Job
- 18-24 years: 1,900
- 25-44 years: 2,700
- 45-54 years: 1,800
- 55 and older: 600

Unemployed
- 18-24 years: 1,500
- 25-44 years: 1,200
- 45-54 years: 400
- 55 and older: 600

Source: Bureau of Business and Economic Research, The University of Montana.
Figure 2
Available Labor Supply by Educational Status
Flathead County, January-September 2008

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Employed Willing to Switch Jobs</th>
<th>Employed Involuntary Part Time</th>
<th>Employed Willing to Work Second Job</th>
<th>Unemployed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than HS</td>
<td>200</td>
<td>300</td>
<td>500</td>
<td>900</td>
</tr>
<tr>
<td>HS grad or equiv</td>
<td>1,300</td>
<td>1,400</td>
<td>1,000</td>
<td>2,000</td>
</tr>
<tr>
<td>Some college</td>
<td>1,400</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bachelors plus</td>
<td>400</td>
<td></td>
<td></td>
<td>700</td>
</tr>
</tbody>
</table>

Source: Bureau of Business and Economic Research, The University of Montana.
Figure 3
Available Labor Supply by Length of Residence
Flathead County, January-September 2008

Employed Willing to Switch Jobs
- 0-5 years: 1,400
- 6-10 years: 1,600
- 11-20 years: 1,700
- 20+ years: 2,000

Employed Involuntary Part Time
- 0-5 years: 500
- 6-10 years: 700
- 11-20 years: 700
- 20+ years: 300

Employed Willing to Work Second Job
- 0-5 years: 1,800
- 6-10 years: 1,000
- 11-20 years: 1,400
- 20+ years: 2,800

Unemployed
- 0-5 years: 1,000
- 6-10 years: 400
- 11-20 years: 1,300
- 20+ years: 1,000

Source: Bureau of Business and Economic Research, The University of Montana.
Figure 4
Available Labor Supply by Household Type
Flathead County, January-September 2008

Employed Willing to Switch Jobs
- Couple no children: 1,100
- Couple with children: 3,400
- Single no children: 1,400
- Single with children: 700

Employed Involuntary Part Time
- Couple no children: 200
- Couple with children: 500
- Single no children: 1,000
- Single with children: 400

Employed Willing to Work Second Job
- Couple no children: 2,000
- Couple with children: 2,100
- Single no children: 2,200
- Single with children: 700

Unemployed
- Couple no children: 900
- Couple with children: 800
- Single no children: 1,200
- Single with children: 800

Source: Bureau of Business and Economic Research, The University of Montana.
Figure 5
Available Labor Supply by Household Income
Flathead County, January-September 2008

Source: Bureau of Business and Economic Research, The University of Montana.
### Table A1
**Labor Force Status**  
*Montana, January - September 2008*

<table>
<thead>
<tr>
<th>Labor Force Status</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not in labor force</td>
<td>27.6%</td>
</tr>
<tr>
<td>Employed</td>
<td>42.9%</td>
</tr>
<tr>
<td>Employed-willing to switch</td>
<td>8.4%</td>
</tr>
<tr>
<td>Employed-might switch</td>
<td>1.5%</td>
</tr>
<tr>
<td>Employed-involuntary part-time</td>
<td>3.3%</td>
</tr>
<tr>
<td>Employed -willing to work another job</td>
<td>10.5%</td>
</tr>
<tr>
<td>Unemployed</td>
<td>5.7%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>66,400</strong></td>
</tr>
</tbody>
</table>

Source: Bureau of Business and Economic Research, The University of Montana.  
Note: Percentages may not sum to 100 due to rounding.

### Table A2
**Age and Education**  
*Percentage of the Available Labor Supply*  
*Montana, January - September 2008*

<table>
<thead>
<tr>
<th>Age</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>18-24 years</td>
<td>25.4%</td>
</tr>
<tr>
<td>25-44 years</td>
<td>43.3%</td>
</tr>
<tr>
<td>45-54 years</td>
<td>19.5%</td>
</tr>
<tr>
<td>55 and older</td>
<td>11.7%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Education</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than HS</td>
<td>9.7%</td>
</tr>
<tr>
<td>HS Grad or GED</td>
<td>54.8%</td>
</tr>
<tr>
<td>Some college</td>
<td>13.2%</td>
</tr>
<tr>
<td>BA +</td>
<td>22.3%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>19,500</strong></td>
</tr>
</tbody>
</table>

| Median age, years | 36 |

Source: Bureau of Business and Economic Research, The University of Montana.  
Note: Percentages may not sum to 100 due to rounding.

### Table A3
**Lowest Acceptable Wage and Maximum Commuting Distance**  
*Percentage of the Available Labor Supply*  
*Montana, January - September 2008*

<table>
<thead>
<tr>
<th>Lowest Acceptable Wage</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimum wage ($6.55)</td>
<td>6.3%</td>
</tr>
<tr>
<td>$6.56-$9.99</td>
<td>21.2%</td>
</tr>
<tr>
<td>$10.00-$11.99</td>
<td>25.6%</td>
</tr>
<tr>
<td>$12.00-$17.99</td>
<td>24.9%</td>
</tr>
<tr>
<td>$18.00 and more</td>
<td>22.1%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>19,500</strong></td>
</tr>
</tbody>
</table>

| Median wage, dollars            | $14.00     |

<table>
<thead>
<tr>
<th>Maximum Commuting Distance</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-10 miles</td>
<td>17.5%</td>
</tr>
<tr>
<td>11-20 miles</td>
<td>31.5%</td>
</tr>
<tr>
<td>21-30 miles</td>
<td>30.7%</td>
</tr>
<tr>
<td>More than 30 miles</td>
<td>20.3%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>19,500</strong></td>
</tr>
</tbody>
</table>

| Median distance, miles          | 30         |

Source: Bureau of Business and Economic Research, The University of Montana.  
Note: Percentages may not sum to 100 due to rounding.

### Table A4
**Working Outside Chosen Field**  
*Percentage of the Employed Available Labor Supply*  
*Montana, January - September 2008*

<table>
<thead>
<tr>
<th>Job Outside Chosen Field</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Working outside field because of lack of jobs</td>
<td>12.5%</td>
</tr>
<tr>
<td>Outside field for another reason</td>
<td>22.4%</td>
</tr>
<tr>
<td>Working in chosen field</td>
<td>65.1%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>15,700</strong></td>
</tr>
</tbody>
</table>

Source: Bureau of Business and Economic Research, The University of Montana.  
Note: Percentages may not sum to 100 due to rounding.
### Table A5
**Interest in Changing Jobs**
**Percentage of the Employed Available Labor Supply**
Montana, January - September 2008

<table>
<thead>
<tr>
<th>Would you be interested in changing jobs?</th>
<th>Yes 63.3%</th>
<th>Maybe 15.7%</th>
<th>No 21.0%</th>
<th>Total 15,700</th>
</tr>
</thead>
</table>

**Main Reason for Changing Jobs**

<table>
<thead>
<tr>
<th>Reason</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>An increase in pay</td>
<td>43.8%</td>
</tr>
<tr>
<td>An increase in benefits</td>
<td>13.0%</td>
</tr>
<tr>
<td>Improvement in working conditions</td>
<td>8.6%</td>
</tr>
<tr>
<td>More career advancement opportunities</td>
<td>9.5%</td>
</tr>
<tr>
<td>Underutilizing your skills</td>
<td>5.0%</td>
</tr>
<tr>
<td>To gain more job status, or prestige</td>
<td>4.7%</td>
</tr>
<tr>
<td>Other</td>
<td>15.3%</td>
</tr>
<tr>
<td>Total</td>
<td>11,800</td>
</tr>
</tbody>
</table>

Source: Bureau of Business and Economic Research, The University of Montana.  
Note: Percentages may not sum to 100 due to rounding.

### Table A6
**Sources for Learning About Job Openings**
**Percentage of the Available Labor Supply**
Montana, January - September 2008

<table>
<thead>
<tr>
<th>Source</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Word of Mouth (friends, family, etc.)</td>
<td>72.6%</td>
</tr>
<tr>
<td>Newspaper advertisements</td>
<td>63.5%</td>
</tr>
<tr>
<td>Contact employers directly</td>
<td>59.7%</td>
</tr>
<tr>
<td>Internet, web, computer listings</td>
<td>45.1%</td>
</tr>
<tr>
<td>The local job service (public employment agency)</td>
<td>30.6%</td>
</tr>
<tr>
<td>Job postings at current place of employment</td>
<td>23.3%</td>
</tr>
<tr>
<td>A private employment agency</td>
<td>18.1%</td>
</tr>
<tr>
<td>Other media sources (radio, television, magazines)</td>
<td>17.4%</td>
</tr>
<tr>
<td>Television advertisements</td>
<td>13.9%</td>
</tr>
<tr>
<td>Vocational or career counselors</td>
<td>5.9%</td>
</tr>
<tr>
<td>A school or university employment center</td>
<td>5.6%</td>
</tr>
<tr>
<td>Total</td>
<td>19,500</td>
</tr>
</tbody>
</table>

Source: Bureau of Business and Economic Research, The University of Montana.  
Note: Percentages may not sum to 100 due to rounding.
Table A7
Willingness to Train in Various Fields
Percentage of the Available Labor Supply
Montana, January - September 2008

<table>
<thead>
<tr>
<th>Field</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Information or Computer Technology</td>
<td>49.5%</td>
</tr>
<tr>
<td>Health Services</td>
<td>41.2%</td>
</tr>
<tr>
<td>Teaching and Education</td>
<td>36.6%</td>
</tr>
<tr>
<td>Energy Production</td>
<td>35.9%</td>
</tr>
<tr>
<td>Machine Trades</td>
<td>35.5%</td>
</tr>
<tr>
<td>Construction Trades</td>
<td>31.3%</td>
</tr>
<tr>
<td>Production and Manufacturing in General</td>
<td>28.1%</td>
</tr>
<tr>
<td>Trucking or Transportation</td>
<td>17.8%</td>
</tr>
<tr>
<td>Bio Manufacturing</td>
<td>16.2%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>19,500</strong></td>
</tr>
</tbody>
</table>

Source: Bureau of Business and Economic Research, The University of Montana. Note: Percentages may not sum to 100 due to rounding.

Table A8
Type of Training Desired
Percentage of the Available Labor Supply
Montana, January - September 2008

<table>
<thead>
<tr>
<th>What type of training would you be most likely to consider?</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>On-the-job-training</td>
<td>42.6%</td>
</tr>
<tr>
<td>3 months or less</td>
<td>13.5%</td>
</tr>
<tr>
<td>4 months to 18 months</td>
<td>11.0%</td>
</tr>
<tr>
<td>19 to 23 months</td>
<td>4.5%</td>
</tr>
<tr>
<td>2 to 4 years</td>
<td>15.6%</td>
</tr>
<tr>
<td>Over 4 years</td>
<td>5.6%</td>
</tr>
<tr>
<td>A formal apprenticeship with a Montana organized labor union or other organization</td>
<td>5.5%</td>
</tr>
<tr>
<td>None of these</td>
<td>1.8%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>19,500</strong></td>
</tr>
</tbody>
</table>

Source: Bureau of Business and Economic Research, The University of Montana. Note: Percentages may not sum to 100 due to rounding.
### Table A9
Skill Training Received in Last 3 Years
Percentage of the Employed Available Labor Supply
Montana, January - September 2008

<table>
<thead>
<tr>
<th>In the past three years have you received any job skills training?</th>
<th>Percentage of the Employed Available Labor Supply</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>41.1%</td>
</tr>
<tr>
<td>No</td>
<td>58.9%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>15,700</strong></td>
</tr>
<tr>
<td>Technical skills (computer skills, trade skills)</td>
<td>74.1%</td>
</tr>
<tr>
<td>Quality improvement (customer service or satisfaction)</td>
<td>71.3%</td>
</tr>
<tr>
<td>Safety (health or safety training)</td>
<td>67.2%</td>
</tr>
<tr>
<td>Thinking and organizing (problem solving, time management)</td>
<td>63.6%</td>
</tr>
<tr>
<td>Interpersonal skills (leadership, career development)</td>
<td>56.2%</td>
</tr>
<tr>
<td>Product - sales (marketing, sales training)</td>
<td>28.3%</td>
</tr>
<tr>
<td>Basic skills (reading, writing, basic math)</td>
<td>13.4%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>6,400</strong></td>
</tr>
</tbody>
</table>

Source: Bureau of Business and Economic Research, The University of Montana.
Note: Percentages may not sum to 100 due to rounding.

### Table A10
Willingness to Work for a....
Percentage of the Available Labor Supply
Montana, January - September 2008

<table>
<thead>
<tr>
<th>Welding or metal fabrication firm</th>
<th>Percentage of the Available Labor Supply</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>32.0%</td>
</tr>
<tr>
<td>No</td>
<td>68.0%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Production manufacturing firm in general</th>
<th>Percentage of the Available Labor Supply</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>32.1%</td>
</tr>
<tr>
<td>No</td>
<td>67.9%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Bio manufacturing firm</th>
<th>Percentage of the Available Labor Supply</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>20.9%</td>
</tr>
<tr>
<td>No</td>
<td>79.1%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Customer service/ technical support call center</th>
<th>Percentage of the Available Labor Supply</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>24.0%</td>
</tr>
<tr>
<td>No</td>
<td>76.0%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>19,500</strong></td>
</tr>
</tbody>
</table>

Source: Bureau of Business and Economic Research, The University of Montana.
Note: Percentages may not sum to 100 due to rounding.
Table A11
Trained for More Than One Occupation and Main Reason Respondent Would Consider Changing Occupations
Percentage of the Employed Available Labor Supply
Montana, January - September 2008

<table>
<thead>
<tr>
<th>Are you trained for an occupation other than the one in which you are currently employed?</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>52.5%</td>
</tr>
<tr>
<td>No</td>
<td>47.5%</td>
</tr>
<tr>
<td>Total</td>
<td>15,700</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>What factor would be most important to you if you decided to accept a job in your other occupation?</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Job status or prestige</td>
<td>3.4%</td>
</tr>
<tr>
<td>Career advancement opportunities</td>
<td>11.4%</td>
</tr>
<tr>
<td>Benefits</td>
<td>18.7%</td>
</tr>
<tr>
<td>Pay</td>
<td>56.2%</td>
</tr>
<tr>
<td>Would not accept a job in another occupation</td>
<td>10.3%</td>
</tr>
<tr>
<td>Total</td>
<td>7,600</td>
</tr>
</tbody>
</table>

Source: Bureau of Business and Economic Research, The University of Montana.
Note: Percentages may not sum to 100 due to rounding.
Table A12
Importance of Benefit if Changing or Accepting a Different Job
Percentage of the Employed Available Labor Supply
Montana, January - September 2008

<table>
<thead>
<tr>
<th>Health insurance</th>
<th>Very important</th>
<th>84.5%</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Somewhat important</td>
<td>10.0%</td>
</tr>
<tr>
<td></td>
<td>Not important</td>
<td>5.5%</td>
</tr>
<tr>
<td>Child care assistance</td>
<td>Very important</td>
<td>16.7%</td>
</tr>
<tr>
<td></td>
<td>Somewhat important</td>
<td>16.7%</td>
</tr>
<tr>
<td></td>
<td>Not important</td>
<td>66.6%</td>
</tr>
<tr>
<td>Flexible work hours</td>
<td>Very important</td>
<td>46.8%</td>
</tr>
<tr>
<td></td>
<td>Somewhat important</td>
<td>42.2%</td>
</tr>
<tr>
<td></td>
<td>Not important</td>
<td>11.0%</td>
</tr>
<tr>
<td>Sick leave</td>
<td>Very important</td>
<td>51.3%</td>
</tr>
<tr>
<td></td>
<td>Somewhat important</td>
<td>37.7%</td>
</tr>
<tr>
<td></td>
<td>Not important</td>
<td>11.0%</td>
</tr>
<tr>
<td>Tuition reimbursement</td>
<td>Very important</td>
<td>39.8%</td>
</tr>
<tr>
<td></td>
<td>Somewhat important</td>
<td>37.3%</td>
</tr>
<tr>
<td></td>
<td>Not important</td>
<td>22.9%</td>
</tr>
<tr>
<td>Profit sharing</td>
<td>Very important</td>
<td>36.7%</td>
</tr>
<tr>
<td></td>
<td>Somewhat important</td>
<td>42.7%</td>
</tr>
<tr>
<td></td>
<td>Not important</td>
<td>20.6%</td>
</tr>
<tr>
<td>Retirement plan</td>
<td>Very important</td>
<td>75.1%</td>
</tr>
<tr>
<td></td>
<td>Somewhat important</td>
<td>19.8%</td>
</tr>
<tr>
<td></td>
<td>Not important</td>
<td>5.1%</td>
</tr>
<tr>
<td>Paid vacation</td>
<td>Very important</td>
<td>75.0%</td>
</tr>
<tr>
<td></td>
<td>Somewhat important</td>
<td>17.9%</td>
</tr>
<tr>
<td></td>
<td>Not important</td>
<td>7.1%</td>
</tr>
<tr>
<td>Paid holidays</td>
<td>Very important</td>
<td>67.6%</td>
</tr>
<tr>
<td></td>
<td>Somewhat important</td>
<td>24.4%</td>
</tr>
<tr>
<td></td>
<td>Not important</td>
<td>8.0%</td>
</tr>
<tr>
<td>On-the-job-training</td>
<td>Very important</td>
<td>73.0%</td>
</tr>
<tr>
<td></td>
<td>Somewhat important</td>
<td>23.4%</td>
</tr>
<tr>
<td></td>
<td>Not important</td>
<td>3.6%</td>
</tr>
<tr>
<td>Differential pay</td>
<td>Very important</td>
<td>43.7%</td>
</tr>
<tr>
<td>(increased pay for shift work)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Somewhat important</td>
<td>35.8%</td>
</tr>
<tr>
<td></td>
<td>Not important</td>
<td>20.5%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td>15,700</td>
</tr>
</tbody>
</table>

Source: Bureau of Business and Economic Research, The University of Montana.
Note: Percentages may not sum to 100 due to rounding.
### Table A13
**Employee Child Care Needs**
Percentage of the Employed Available Labor Supply  
Montana, January - September 2008

<table>
<thead>
<tr>
<th>Currently using any child care</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>4.0%</td>
</tr>
<tr>
<td>No</td>
<td>96.0%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Problems with child care</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>69.6%</td>
</tr>
<tr>
<td>No</td>
<td>30.4%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Problem finding affordable child care</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>69.6%</td>
</tr>
<tr>
<td>No</td>
<td>30.4%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>If child care was offered by your employer, how important would that be in your choice to accept or keep a job?</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Very important</td>
<td>36.6%</td>
</tr>
<tr>
<td>Somewhat important</td>
<td>15.9%</td>
</tr>
<tr>
<td>Not important</td>
<td>47.5%</td>
</tr>
</tbody>
</table>

| Median number of children in child care | 1 |

Source: Bureau of Business and Economic Research, The University of Montana.  
Note: Percentages may not sum to 100 due to rounding.
INTRODUCTION

Hello, my name is __________ and I am calling from The University of Montana in Missoula. We are doing a survey on important labor force issues in Montana.

First, though, I need to be sure I have dialed the right number. Is this 999-9999?

In order to do the survey, I have to follow a specific selection procedure. For this survey only people aged 18 and older are to be interviewed. So of all the people living in your household, including yourself, how many are 18 years of age and older? Enter number

And how many of these persons are female? Enter number

According to the selection procedure, I need to interview ______. Is he/she available? Or is that you?

IF R NOT AVAILABLE, MAKE APPOINTMENT

READ THE FOLLOWING CONFIDENTIALITY STATEMENT TO ALL RESPONDENTS

Before we start, I want to assure you that this interview is completely confidential and voluntary. If we should come to a question you don’t want to answer; just let me know and we’ll go on to the next question. This interview will take about 11 minutes.

AGE. Only people age 18 and older may participate in this survey. So, for eligibility purposes, how old were you on your last birthday?

CURRES1. First, what is the name of the city, town, or community you live in now or live closest to?

CURRES2. What is the zip code for your street address where you live?

CURRES3. How many years have you lived in the {city}, {state} area?

We are now going to ask some questions about your current labor force status.

LF1. Are you currently working for wages or a salary, or not?

LF2. When was the last time you worked for wages or a salary?

LF2A. Are you ... (READ FIRST 6 RESPONSES)

LF2B. What was your last held occupation?

LF2C. Are you currently looking for a paying job?

LF2D. Do you plan to look for work within the next year?
LF3. What is your current occupation? ____________________________

LF3A. Did the respondent describe his/her occupation as farming?

1- YES - IS A FARMER  GO TO LF4
0- NO - NOT A FARMER  GO TO LF5

LF4. Do you currently work another job to supplement your farm income?

1 YES
0 NO  GO TO LF5

LF4A. How important is this income source, just mentioned, for you to continue farming? Would you say it is extremely, very important, somewhat or not at all important?

5- EXTREMELY IMPORTANT
4- VERY IMPORTANT
3- SOMEWHAT IMPORTANT
2- NOT VERY IMPORTANT
1- NOT AT ALL IMPORTANT
9- REFUSED

LF5. How many months/years have you been with your current employer?

__ __ MONTHS
__ __ YEARS

LF6. In an average week, how many hours do you usually work?

ENTER NUMBER 1-999

LF7. Would you prefer full time work (more than 30 hours a week)?

1 YES
0 NO

LF8. Is your current job year-round or seasonal?

1- YEAR-ROUND
2- SEASONAL
3- TEMPORARY

LF8a. Some people have to work in a job that is outside their chosen field because of a lack of jobs in their chosen field.

Are you...

1. Currently working in a job outside your chosen field because of a lack of jobs in the field, or
2. Currently for another reason, or
3. are you working in a job in your chosen field

LF9. Do you work shifts at your current job?

1 YES – GO TO LF9A
0 NO  GO TO LF10

LF9A. What type of shifts do you work?

Do you work...

1- days
2- evenings up to midnight
3- nights after midnight
4- weekends, or
5- rotating shifts
7- NONE/SOMETHING ELSE

LF10. Next, I am going to ask you about getting to and from your job. When you commute, do you think in terms of miles, or time spent traveling?

1- MILES  GO TO LF10A
2- MINUTES  GO TO LF10B
9- REFUSED  GO TO LF11

LF10A. Including the distance in town, how many miles do you spend traveling (one way) from your home to your job?

__ __ ___ MILES  GOTO LF11

LF10B. How many minutes to you spend traveling (one way) to your job?

__ __ __  MINUTES

LF11. In your current job are you paid hourly or a salary, or something else?

1 HOURLY  GO TO LF11A
2 SALARY  GO TO LF11B
3 COMMISSION  GO TO LF11B
4 CONTRACT/LUMP SUM  GO TO LF11B
5 OTHER ________________  GO TO LF11B
LF11A. **What is the approximate hourly wage you receive?**

$ __ __ __.__ __   GO TO LF11C

LF11B. **What is your salary before taxes?**

$__ __ __ ,__ __ __

CHECK:
WEEKLY,
MONTHLY, OR
YEARLY

LF11C. **How often are you paid from your current job?**

1. weekly
2. bimonthly (twice a month/every two weeks)
3. monthly (once a month)
4. quarterly (four times a year)
5. semi-annually (twice a year)
6. annually (once a year)
7. OTHER   GO TO LF11D
9 DK OR REFUSED

LF11D. **Other pay schedule**

__________________________________________

LF12. **Even though you currently have a job (OR ARE SELF EMPLOYED), would you be interested in ...CHANGING JOBS?**

1 YES  GO TO LF14a
2 MAYBE GO TO LF13
0 NO  GO TO INS1

LF12A. **What would be the MAIN FACTOR influencing your decision, to change jobs? Would you say it would be (ROTATED):**

1- an increase in pay
2- an increase in benefits (specify)
3- improvement in working conditions –

GO TO LF12B

4- more career advancement opportunities
5- because you feel you are underutilizing your skills
6- to gain more job status, or prestige
7 –OTHER (SPECIFY)
9- DK OR REFUSED

LF12B. **If you decided to change jobs, what type of working conditions improvements would you be looking for?**

__________________________________________

LF13. **Would you be interested in working another job, in addition to the job you have right now?**

1- YES  GO TO LF14a
0- NO  GO TO INS1
2- MAYBE GO TO LF14a
9 DK OR REFUSED  GO TO INS1

CHECKPOINT
IF LF12 OR LF13 NE 1 OR 2 GO TO CHILDCARE1

LF14. **Next, how do you usually learn about job openings? Do you see/use... (YES/NO TO EACH ONE)**

LF14a. vocational or career counselors
LF14B. the local job service (public employment agency)
LF14C. a private employment agency
LF14D. job postings at current place of employment
LF14E. a school or university employment center
LF14F. newspaper advertisements
LF14G. television advertisements
LF14H. word of mouth (friends, family, etc)
LF14I. (DELETE SEE/USE) contact employers directly
LF14J. internet, web, computer listings SPECIFY
LF14K. other media sources (radio, tv, magazines, etc) SPECIFY
LF14L. other SPECIFY

IF LF14J = YES. **How do you usually learn about job openings on the internet?** DON’T READ RESPONSES

1. Dice.com
2. Monster.com
3. Southwestwanted.com
4. MT Job Service – Job Central
5. Any other State of MT website
6. Private employment agency website
7. Newspaper website
8. Careerbuilder.com
9. Yahoo.com
10. Specific business website
11. Other (specify)
LF15. If you could choose, how many TOTAL hours per week would you like to work?

__ __ HOURS

LF16. How interested would you be if an employer were to offer flexible work shifts, where hours were arranged around your schedule?

5 EXTREMELY INTERESTED
4 VERY INTERESTED
3 SOMEWHAT INTERESTED
2 NOT VERY INTERESTED
1 NOT AT ALL INTERESTED
9 DK OR REFUSED GO TO LF17

LF16A. How many hours per week would you want to work in this flexible position?

__ __ HOURS

LF17. In general, would you be most interested in year-round or seasonal work?

1- YEAR-ROUND
2- SEASONAL
3- NEITHER
4- BOTH
5- NOT AT ALL INTERESTED
9-DON’T KNOW OR REFUSED

LF18. If you could choose your own work timetable, which would you prefer? (CHECK ONLY ONE ANSWER)

1- days
2- evenings up to midnight
3- nights after midnight
4- weekends
5- rotating shifts, or
6- flexible shifts
7- (DO NOT READ) NONE OF THESE
8- (DO NOT READ) DK OR REFUSED

LF19. In general, would you be willing to work different shifts in order to obtain better PAY?

1 YES
0 NO

Next, We would like to know if you would be willing to be educated or trained in a number of occupational areas.

LF20a. Would you be willing to be educated or trained in INFORMATION COMPUTER TECHNOLOGY?
Example: Computer programming, technical support and related skills

1 YES
0 NO

LF20b. Would you be willing to be educated or trained in the HEALTH SERVICE FIELDS?
Example: Hospital based occupations.

1 YES
0 NO

LF20c. Would you be willing to be educated or trained in the TRUCKING OR TRANSPORTATION FIELDS? Ex: Driving or dispatching occupations

1 YES
0 NO

LF20d. Would you be willing to be educated or trained in the PRODUCTION AND MANUFACTURING FIELDS?

1 YES GO TO LF20d1
0 NO GO TO LF20e

LF20d1. Would you be willing to be educated or trained in making products that are made of any type of plant or animal-based material?

1 YES
0 NO

LF20e. Would you be willing to be educated or trained in the MACHINE TRADES? (ex. mechanic, welder, etc)

1 YES
0 NO

LF20f. Would you be willing to be educated or trained in the CONSTRUCTION TRADES? (ex. Carpenter, electrician, plumber, bricklayer, etc.)

1 YES
0 NO

LF20g. Would you be willing to be educated or trained in the Energy Production FIELDS? (ex. Oil well drilling, coal mining, coal to gas liquefaction.)

1 YES
0 NO
Would you be willing to be educated or trained in the Teaching and Education FIELDS? (ex. Elementary or secondary school teaching)

1 YES
0 NO

What type of training would you be MOST LIKELY to consider? Would it be . . .

2. 3 months or less of training
3. 3 months to 18 months
4. 19 to 23 months of training
5. 2 to 4 years of training, or
6. over 4 years of training (ex. Masters, doctorate, etc)
7. A formal apprenticeship with a Montana organized labor union or other organization
   1. on-the-job-training
   8. UNSURE / DON'T KNOW
   9. (DO NOT READ) REFUSED

In the past three years have you received any job skills training?

1- YES
0 NO GO TO LF24

Did you receive job skills training in ....

1 YES
0 NO

What kind of organization or program provided you with the training?

Public 1 GO TO LF25b
Private 2 GO TO LF25b
Organized labor apprenticeship 3
On the job training 4
Other (specify) 5
DK 8

Would you be willing to work for a . . .
A WELDING OR METAL FABRICATION COMPANY?

1 YES
0 NO

Would you be willing to work for . . .
(OR How about . . .) A PRODUCTION MANUFACTURING COMPANY

1 YES GO TO LF25C
0 NO GO TO LF25D

What about a company that makes products out of ANY TYPE of plant or animal-based material?

1 YES
0 NO

Would you be willing to work for a . . .
(OR How about . . .) A CUSTOMER SERVICE / TECHNICAL SUPPORT CALL CENTER

1 YES
0 NO

Keeping in mind the minimum wage rate in Montana is $6.25 per hour, what is the lowest HOURLY wage you would accept for work?

$ __ __ __ . __ __

What is the maximum distance, one way in miles that you would be willing to commute from your home to obtain the HOURLY wages you have just listed?

__ __ __ MILES
LF28A. Are you trained for an occupation other than the one in which you are currently employed?

1 YES
0 NO

LF28B. Are you trained for an occupation other than the one in which you are currently seeking employment?

1 YES
0 NO

LF28C. What is the occupation you are trained for?

________________________________________

LF29. What factor would be most important to you if you decided to accept a job in that field you just mentioned? Would you say it would be . . .

1. pay
2. benefits (specify)
3. career advancement opportunities
4. job status, or prestige
5. WOULD CHOOSE NOT TO ACCEPT JOB IN THIS OCCUPATION
8. DK
9. REFUSED

Next, I am going to read a list of job benefits. Do you consider each of these job benefits very important, somewhat important, or not important, if you were to CHANGE JOBS/TAKE A JOB?

3...VERY IMPORTANT
2...SOMewhat IMPORTANT
1...NOT IMPORTANT

BENE1. health insurance
BENE2. child care assistance
BENE3. flexible work hours
BENE4. sick leave
BENE5. tuition reimbursement
BENE6. profit sharing
BENE7. retirement plan
BENE8. paid vacation
BENE9. paid holidays
BENE10. on-the-job-training
BENE11. differential pay (increased pay for shift work)

CHILD1. Are you currently using any child care service?

1 YES
0 NO - SKIP TO INS1

CHILD2. How many children in your household are in child care?

__ NUMBER IN CHILD CARE

CHILD3. Next, we would like to ask if you have had any problems or issues with child care services.

First, have you had a problem finding child care during the time of day that you need services?

1 YES
0 NO

CHILD4. Next, have you had a problem finding quality child care services that you can afford?

1 YES
0 NO

CHILD5. If child care assistance was offered by an employer, how important would this be in your decision to seek employment or change jobs? Would you say . . .

1- very important
2- somewhat important
3- not important
Now we have some questions just for classification purposes...

EDUC1. What is the highest grade or year of regular school you have ever attended?

01  Grade School
02  Grade School
03  Grade School
04  Grade School
05  Grade School
06  Grade School
07  Grade School
08  Grade School
09  High School
10  High School
11  High School
12  High School
13  College
14  College
15  College
16  College
17  College
18  College
19  College
20  College (20 or more)
98  DK  GO TO EDUC2
99  Refused  GO TO EDUC2

EDUC1A. Did you finish that grade (year) and get credit for it?

1  Now attending this grade (year)
2  Finished this grade (year)
3  Did not finish this grade (year)
8  DK
9  Refused
10  

EDUC2. Did you receive a high school diploma or pass a high school equivalency test? ENTER THE APPROPRIATE RESPONSE CODE.

1  Yes
2  No
8  DK
9  Refused

EDUC. What degree or degrees did you receive? CODE HIGHEST DEGREE RECEIVED.

1  Less than high school
2  High school diploma or equivalency
3  Associate, two-year, junior college
4  Bachelor’s degree
5  Master’s degree
6  Doctorate
7  Professional (MD, JD, DDS, etc.)
8  

DK

RACE1. Are you Spanish/ Hispanic/ Latino?

1  YES
0  NO

RACE2. What is your race? Mark one or more races (X).

A American Indian or Alaska Native
B African Am., Black, or Negro
C White
D Asian or Pacific Islander
E Some other race

INCOME. Was your TOTAL HOUSEHOLD INCOME for 2007?

1 . . . 100 thousand dollars or more?
2 . . . Between 75 and 100 thousand dollars, or
3 . . . Between 50 and 75 thousand
4 . . . Between 40 and 50 thousand
5 . . . Between 30 and 40 thousand
6 . . . Between 25 and 30 thousand
7 . . . Between 20 and 25 thousand
8 . . . Between 15 and 20 thousand
9 . . . Between 10 and 15 thousand
10 . . . Less than 10,000 dollars
98  DO NOT KNOW
99  REFUSED

NUMEARNERS. How many persons, including yourself, contribute to the household income?

1 TO 6 RECORD RESPONSE
7  7 OR MORE
8  DO NOT KNOW
9  NO RESPONSE; REFUSED
THOSE ARE ALL THE QUESTIONS THAT I HAVE FOR YOU. THANK YOU VERY MUCH FOR YOUR HELP AND HAVE A GOOD DAY/EVENING -- THANKS AGAIN.

AFTER YOU HANG UP, PLEASE ENTER THE RESPONDENT'S GENDER:

1- MALE
2- FEMALE