The Available Labor Supply in Montana's Rural and Urban Labor Markets

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TABLE OF CONTENTS

INTRODUCTION

This report presents estimates of the available labor supply for urban and rural areas of Montana. The available labor supply includes persons presently available for potential employment opportunities.

Traditional labor market data do not provide and convey the entire picture of a region's labor market. Specifically, traditional labor market studies usually measure the availability of labor using only the estimated unemployed persons. However, the actual pool of available workers is much larger because persons can, for example, change jobs or even take on an additional job. The concept of available labor supply was developed to take into account these other sources of workers.

Survey research methods are required to develop estimates of the available labor supply. Using a questionnaire designed and used in North Dakota, the Bureau of Business and Economic Research (BBER) conducted telephone surveys of Montanans in urban and rural areas. Sufficient interviews were conducted in each urban and rural area to provide statistically valid estimates for that area.

A Random-Digit Dial (RDD) process was used to select phone numbers. The resulting sample is representative of adults with working phones in each urban and rural labor market. The questionnaire was administered using a Computer-Assisted Telephone Interviewing (CATI) process, where the interviewer reads the questionnaire from a monitor and directly enters the responses into a computer. A cadre of trained and experienced telephone interviewers and shift supervisors, operating from a telephone interview facility, conducted the interviews. The interviews were conducted during July, August, and September 2002.

This report consists of three sections. Part I presents definitions of the rural and urban labor markets and general information about the estimated available labor supply in each labor market. Part II presents estimates of the available labor supply and its characteristics for each labor market. The labor supply estimates were derived from the survey findings, which were collected during July, August, and September 2002, along with data from the 2000 Census of Population. Part III presents information concerning selected job characteristics and detailed tables that allow comparisons to be made among labor markets.

PART I.
GENERAL INFORMATION

MONTANA'S RURAL AND URBAN LABOR MARKETS

Figure 1 provides a map showing Montana's urban and rural labor markets. Each of the seven major urban counties was considered a labor market. Silver Bow and Deer Lodge counties were combined to represent the Butte-Anaconda area. The remaining rural counties were then combined into the Rural West, Rural Northeast, and Rural Southeast.

Figure 1
Montana Rural and Urban Labor Markets

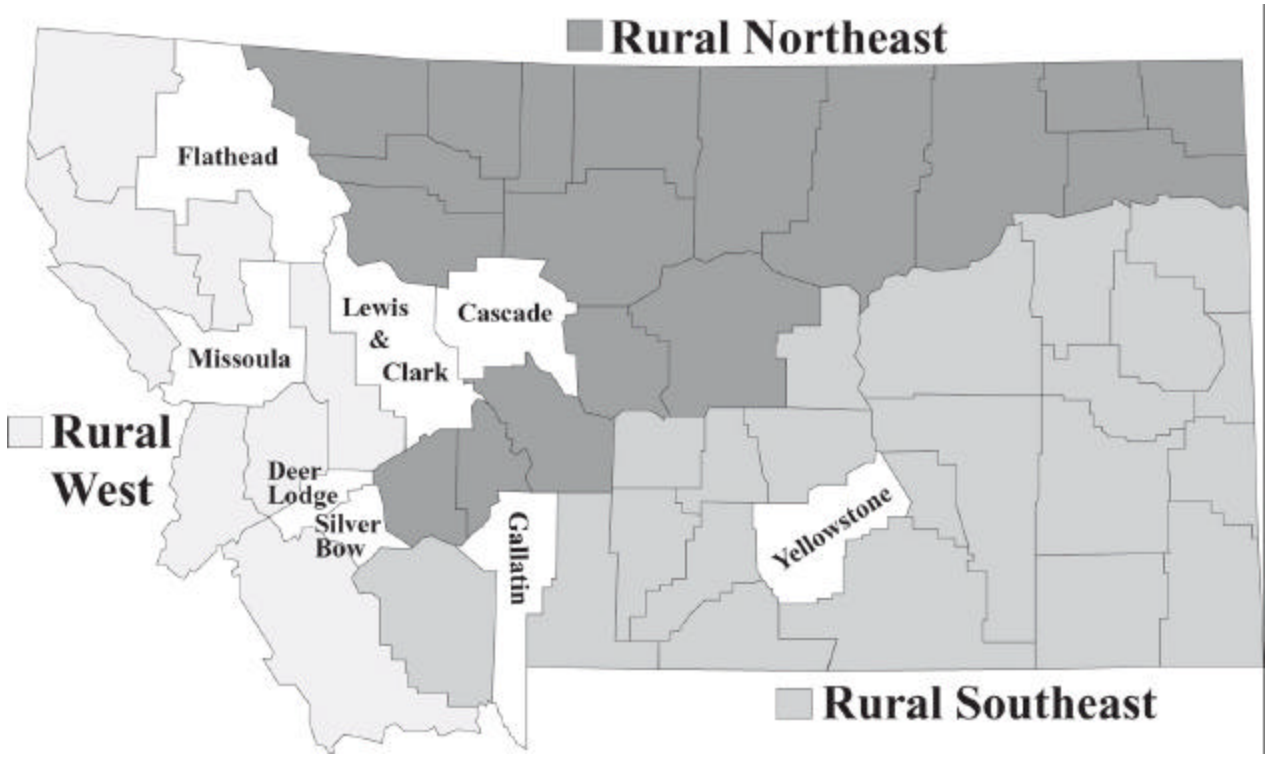

Table 1
Available Labor Supply and Labor Force
Rural and Urban Labor Markets
2002, Third Quarter

CATEGORY	Flathead County	Missoula County	Rural West	Cascade County	Lewis & Clark County	Rural Northeast	Yellowstone County	Gallatin County	Silver Bow & Deer Lodge Counties	Rural Southeast	Montana
Unemployed	2,500	4,900	3,400	2,400	1,400	4,400	4,100	3,300	2,000	3,600	32,000
Currently looking	1,700	3,300	2,000	1,800	1,200	2,900	3,200	2,600	1,900	2,100	22,700
Planning to look	800	1,600	1,400	600	200	1,500	900	700	400	1,500	9,300
Job switchers	10,900	15,500	14,900	10,100	10,900	13,700	19,800	11,700	6,300	12,500	126,400
Involuntary part-time workers	2,500	4,600	2,000	2,400	1,900	3,900	4,100	2,600	2,200	3,700	29,900
Total available labor supply	15,900	25,000	20,300	14,900	14,200	22,000	28,000	17,600	10,500	19,900	188,300
2000 population 18 and older	55,184	73,885	85,448	59,445	41,448	87,729	96,387	52,932	33,702	85,973	672,133

Source: Bureau of Business and Economic Research, The University of Montana, Missoula, MT.

CHARACTERISTCS OF THE AVAILABLE LABOR SUPPLY

The available labor supply consists of three components.

The Unemployed. The unemployed are not currently working for wages, but are now looking for work or plan to look next year.

Job Switchers. This category includes those who already have a job, but would be available to fill a potential new position. They include those respondents already working full time (35 hours a week or more) but who said they were interested in a different job and interested in taking a second job. Also included are those who said they were only interested in a different job.

Involuntary Part-time Workers. Involuntary part-time workers are those working 34 hours a week or less, but would prefer full-time employment.

Discouraged Workers. Discouraged workers are those persons who have stopped seeking employment but still want to work. Despite being an established concept in labor economics, there is no commonly agreed upon empirical definition. We investigated several empirical formulae, and found very few discouraged workers in Montana for the sample of third quarter 2002 workers. Of the few we found, most were already included in the available labor supply because they were identified using other criteria. Consequently, discouraged workers are not listed as a separate category in Table 1.

Part II.
The Estimated Available Labor Supply in Montana's Rural and Urban Labor Markets

Tables 2 to 12 present the estimated available labor supply in each of the rural and urban labor markets shown in Figure 1. The number of persons in the available labor supply with certain characteristics and/or preferences is also presented.

The top portion of each table describes the available labor supply in terms of general demographic characteristics. The number of males and females is presented. The age distribution and the education attainment of the available labor supply are also shown.

The center portion of each table presents the skills, training and preferences of the available labor supply. These items feature characteristics and preferences not normally available in traditional labor market studies. For example, not all jobs are equally attractive. One of the items presented here is the estimated number of persons willing to work for various types of firms and industries. Also presented are estimates of the number of persons willing to be trained in specific fields. The estimated number of persons with various specific computer skills is shown.

The lower portion of each table examines the wage and commuting preferences of the available labor supply. The estimated number of persons willing to work for various wage levels is presented. Also shown is the maximum commuting distance for the available labor supply members.

The estimated number of persons in each labor market category is based on the findings of the telephone survey. Because the survey includes only a sample of persons in the labor markets, the estimates are not precise, but have upper and lower bounds. Because space is limited, the upper and lower bounds are shown only for the total number of persons in the available labor force. But, there are similar bounds to all the other estimates, except the total for Montana. The formula is not presented here, but is available on request from the authors. Also, the estimates have been rounded to the nearest hundred to reinforce the concept that they are only approximate and not precise.

Flathead County Labor Market. The available labor supply is estimated to be between 13,200 and 18,800 persons, with a mean of 15,900 persons. There are more women than men. About 25 percent are 18 to 24 years old. Only 4 percent of the available labor supply is 55 years old or older. Roughly 95 percent of the available labor supply has at least a high school education. Almost 82 percent said they have experience with computers. Only 6 percent said they would accept the minimum wage and roughly 30 percent indicated $12.50 or more per hour as their lowest acceptable wage. Less than 10 percent would commute 31 more or more to a job.

Missoula County Labor Market. The available labor supply is estimated to be between 20,700 and 28,800 persons, with a

mean of 25,000 persons. There are roughly the same number of men and women. More than one-third of the available labor supply has at least a bachelor's degree. Only 300 have less than a high school diploma. About 87 percent said they have experience with a computer, and more than one-half consider themselves skilled or very skilled in word processing. Almost 13 percent said they would accept the minimum wage. Roughly 45 percent said they would commute ten miles or less.

Rural West Labor Market. The available labor supply is estimated to be between 17,100 and 23,900 persons, with a mean of 20,300 persons. There are slightly more men than women. Almost 16 percent of the available labor supply are 55 years old or above. About 71 percent said they had experience with computers, and only 30 percent consider themselves skilled or very skilled in word processing. About 14 percent said they would accept the minimum wage. Almost 32 percent were willing to commute 31 miles or more.

Cascade County Labor Market. The available labor supply is estimated to be between 12,500 and 17,200 persons, with a mean of 14,900 persons. There are more men than women. About 15 percent are 55 years old or above. Slightly more than one-half have no post high school education, but only 300 have less than a high school diploma. Eighty-one percent said they had experience with computers. About 43 percent said they were willing to commute only 10 miles or less.

Lewis and Clark County Labor Market. The available labor supply is estimated to be between 12,000 and 16,600 persons, with a mean of 14,200 persons. There are slightly more women than men. About 98 percent of the available labor supply has at least a high school diploma. Only nine percent would accept the minimum wage. Roughly 87 percent said they had experience with a computer and 52 percent rated themselves skilled or very skilled with word processing. About 44 percent said they would commute ten miles or less.

Rural Northeast Labor Market. The available labor supply is estimated to be between 19,300 and 24,600 persons, with a mean of 22,000 persons. There are roughly the same number of men and women. Only 40 percent of the available labor supply had post high school education, but 82 percent said they had experience with computers. Almost 18 percent said they would accept the minimum wage. Roughly 30 percent would commute 31 miles or more.

Yellowstone County Labor Market. The available labor supply is estimated to be between 23,100 and 32,800 persons, with a mean of 28,000 persons. There are more men than women. Most of the available labor supply are between 24 and 54 years old; less than 14 percent are younger than 24 and only 12 percent are 55 or older. More than 97 percent have at least a high school diploma. Less than four percent would accept the minimum wage. Almost 44 percent would commute ten miles or less.

Gallatin County Labor Market. The available labor supply is estimated to be between 14,800 and 20,600 persons, with a mean of 17,600 persons. There are somewhat more men than women. The available labor supply is younger and better educated than any other labor market. About 47 percent have at least a college degree and 29 percent are age 18 to 24: both figures higher than in any other area. More than 85 percent said they had experience with computers. Roughly 30 percent said they would require a wage of $12.50 or more per hour.

Silver Bow and Deer Lodge Counties Labor Market. This labor market includes the Butte and Anaconda area. The available labor supply is estimated to be between 9,100 and 12,100 persons, with a mean of 10,500 persons. The number men and women are approximately equal. Approximately 55 percent of the available labor supply have a high school education or less and only 22 percent have at least a bachelor's degree. About 76 percent said they had experience with computers and roughly 38 percent rated themselves as skilled or very skilled in word processing. About 17 percent said they would work for the minimum wage. Almost 30 percent said they would commute 31 miles or more, greater than any other urban labor market.

Rural Southeastern Labor Market. The available labor supply is estimated to be between 17,200 and 23,200 persons, with a mean of 19,900 persons. There are more men than women. Slightly less than 50 percent of the available labor supply has some post high school education. Only 11 percent are 18 to 24 years of age. Almost 29 percent (the greatest of the three rural labor markets) would require a wage of $12.50 or more per hour. About 40 percent (far higher than any other urban or rural labor market) would be willing to commute 31 miles or more.

Montana. The statewide available labor supply is estimated to be 188,300 persons. The upper and lower bounds of this estimate has not been calculated due to the complexity of the formula. There are 96,800 men and 91,500 women. Approximately 133,400 are between the ages of 24 and 54 years old. Roughly 100,900 have some post high school education. About 153,000 said they had experience with computers, with about 78,400 rating themselves as skilled or very skilled in word processing. Only 19,500 said they would work for the minimum wage. Outbound telemarketing was the least preferred among industries by a wide margin. This is also true in each rural and urban labor market. About 63,600 said they would commute a maximum of 10 miles, while 43,300 said they would commute 31 miles or more. Management or technical consulting firms and engineering research firms were the most popular industries, with about 112,000 persons saying they would be willing to work for them. About 123,400 persons said they would be willing to be trained in the information/computer technology field.

Table 2
Estimated Available Labor Supply
Flathead County, 2002, Third Quarter

GENERAL CHARACTERISTICS

AGE	Workers
18-24	4,000
25-44	7,500
45-54	3,700
55+	700

GENDER	Workers
Male	6,700
Female	9,200
Total	15,900
Upper bound	18,800
Lower bound	13,200

EDUCATION	Workers
Less than high school	700
High school graduate	6,400
Some post high school	5,200
Bachelor's +	3,600

COMPUTER SKILLS, TRAINING, AND INDUSTRY PREFERENCES

COMPUTER SKILLS	Workers*
Experience with computers	13,000
Skilled at word processing	6,800
Skilled at spreadsheets	4,100
Skilled at databases	3,100
Skilled at desktop publishing	2,200

WILLING TO BE TRAINED IN	Workers*
Information computer technology	10,700
Health services fields	7,900
Engineering fields	7,300
Production and manufacturing fields	5,500
Machine trades	5,700
Construction trades	7,100

WILLING TO WORK FOR A	Workers*
Welding or metal plant	7,200
Production manufacturing plant	6,800
Software development co.	8,300
Customer service call center	7,400
Financial service center	8,000
Insurance claims processing	6,700
Outbound telemarketing	1,300
Management-tech consulting co.	8,100
Engineering research	10,400

*Respondents could reply to more than one category.

WAGES AND COMMUTING

LOWEST WAGE ACCEPTABLE	Workers
Minimum wage	1,200
$5.16 to $7.49 per hour	2,600
$7.50 to $9.99 per hour	3,600
$10.00 to $12.49 per hour	3,700
$12.50 or more per hour	4,800

MAXIMUM COMMUTING DISTANCE	Workers
0-10 miles	3,400
11-20 miles	5,900
21-30 miles	4,800
31 miles or more	1,800

Source: Bureau of Business and Economic Research, The University of Montana, Missoula, MT.

Table 3
Estimated Available Labor Supply
Missoula County, 2002, Third Quarter

GENERAL CHARACTERISTICS

AGE	Workers
18-24	4,600
25-44	12,500
45-54	5,600
55+	2,300

GENDER	Workers
Male	12,000
Female	13,000
Total	26,000
Upper bound	28,800
Lower bound	20,700

EDUCATION	Workers
Less than high school	300
High school graduate	10,300
Some post high school	5,900
Bachelor's +	8,500

COMPUTER SKILLS, TRAINING, AND INDUSTRY PREFERENCES

COMPUTER SKILLS	Workers*
Experience with computers	21,800
Skilled at word processing	17,810
Skilled at spreadsheets	7,100
Skilled at databases	6,400
Skilled at desktop publishing	4,700

WILLING TO BE TRAINED IN	Workers*
Information computer technology	16,100
Health services fields	11,200
Engineering fields	11,500
Production and manufacturing fields	6,400
Machine trades	5,600
Construction trades	9,500

WILLING TO WORK FOR A	Workers*
Welding or metal plant	2,200
Production manufacturing plant	6,800
Software development co.	8,300
Customer service call center	7,400
Financial service center	8,000
Insurance claims processing	6,700
Outbound telemarketing	1,300
Management-tech consulting co.	8,100
Engineering research	10,400

*Respondents could reply to more than one category.

WAGES AND COMMUTING

LOWEST WAGE ACCEPTABLE	Workers
Minimum wage	3,100
$5.16 to $7.49 per hour	4,100
$7.50 to $9.99 per hour	5,800
$10.00 to $12.49 per hour	7,000
$12.50 or more per hour	5,000

MAXIMUM COMMUTING DISTANCE	Workers
0-10 miles	17,200
11-20 miles	6,300
21-30 miles	4,000
31 miles or more	3,500

Source: Bureau of Business and Economic Research, The University of Montana, Missoula, MT.

Table 4
Estimated Available Labor Supply
Rural West Montana, 2002, Third Quarter

GENERAL CHARACTERISTICS

AGE	Workers
18-24	2,900
25-44	6,800
45-54	7,300
55+	3,300

GENDER	Workers
Male	10,900
Female	9,400
Total	20,300
Upper bound	23,900
Lower bound	17,100

EDUCATION	Workers
Less than high school	1,000
High school graduate	7,200
Some post high school	6,500
Bachelor's +	5,600

COMPUTER SKILLS, TRAINING, AND INDUSTRY PREFERENCES

COMPUTER SKILLS	Workers*
Experience with computers	14,600
Skilled at word processing	6,100
Skilled at spreadsheets	3,600
Skilled at databases	3,600
Skilled at desktop publishing	3,700

WILLING TO BE TRAINED IN	Workers*
Information computer technology	12,300
Health services fields	7,500
Engineering fields	9,200
Production and manufacturing fields	7,500
Machine trades	6,700
Construction trades	9,000

WILLING TO WORK FOR A	Workers*
Welding or metal plant	8,400
Production manufacturing plant	8,700
Software development co.	9,200
Customer service call center	7,900
Financial service center	7,000
Insurance claims processing	6,200
Outbound telemarketing	1,000
Management-tech consulting co.	10,900
Engineering research	12,300

*Respondents could reply to more than one category.

WAGES AND COMMUTING

LOWEST WAGE ACCEPTABLE	Workers
Minimum wage	2,800
$5.16 to $7.49 per hour	2,600
$7.50 to $9.99 per hour	2,800
$10.00 to $12.49 per hour	6,700
$12.50 or more per hour	5,400

MAXIMUM COMMUTING DISTANCE	Workers
0-10 miles	4,600
11-20 miles	4,000
21-30 miles	5,300
31 miles or more	6,400

Source: Bureau of Business and Economic Research, The University of Montana, Missoula, MT.

Table 5
Estimated Available Labor Supply
Cascade County, 2002, Third Quarter

GENERAL CHARACTERISTICS

AGE	Workers
18-24	2,800
25-44	6,600
45-54	3,300
55+	2,200

GENDER	Workers
Male	8,600
Female	6,300
Total	14,900
Upper bound	17,200
Lower bound	12,500

EDUCATION	Workers
Less than high school	300
High school graduate	7,000
Some post high school	3,100
Bachelor's +	4,500

COMPUTER SKILLS, TRAINING, AND INDUSTRY PREFERENCES

COMPUTER SKILLS	Workers*
Experience with computers	12,100
Skilled at word processing	6,300
Skilled at spreadsheets	3,500
Skilled at databases	3,000
Skilled at desktop publishing	2,500

WILLING TO BE TRAINED IN	Workers*
Information computer technology	10,700
Health services fields	7,500
Engineering fields	5,800
Production and manufacturing fields	5,800
Machine trades	4,500
Construction trades	5,700

WILLING TO WORK FOR A	Workers*
Welding or metal plant	5,800
Production manufacturing plant	7,200
Software development co.	7,600
Customer service call center	5,200
Financial service center	7,600
Insurance claims processing	5,200
Outbound telemarketing	900
Management-tech consulting co.	9,200
Engineering research	7,900

*Respondents could reply to more than one category.

WAGES AND COMMUTING

LOWEST WAGE ACCEPTABLE	Workers
Minimum wage	1,500
$5.16 to $7.49 per hour	3,700
$7.50 to $9.99 per hour	2,900
$10.00 to $12.49 per hour	3,700
$12.50 or more per hour	3,100

MAXIMUM COMMUTING DISTANCE	Workers
0-10 miles	6,400
11-20 miles	2,200
21-30 miles	3,700
31 miles or more	2,000

Source: Bureau of Business and Economic Research, The University of Montana, Missoula, MT.

Table 6
Estimated Available Labor Supply
Lewis & Clark County, 2002, Third Quarter

GENERAL CHARACTERISTICS

AGE	Workers
18-24	2,600
25-44	6,400
45-54	3,800
55+	1,400

GENDER	Workers
Male	6,400
Female	7,800
Total	14,200
Upper bound	16,600
Lower bound	12,000

EDUCATION	Workers
Less than high school	100
High school graduate	5,600
Some post high school	4,000
Bachelor's +	4,500

COMPUTER SKILLS, TRAINING, AND INDUSTRY PREFERENCES

COMPUTER SKILLS	Workers*
Experience with computers	12,400
Skilled at word processing	7,400
Skilled at spreadsheets	4,600
Skilled at databases	3,600
Skilled at desktop publishing	2,200

WILLING TO BE TRAINED IN	Workers*
Information computer technology	9,800
Health services fields	5,500
Engineering fields	4,900
Production and manufacturing fields	5,500
Machine trades	3,600
Construction trades	5,500

WILLING TO WORK FOR A	Workers*
Welding or metal plant	3,700
Production manufacturing plant	6,300
Software development co.	8,200
Customer service call center	4,600
Financial service center	6,200
Insurance claims processing	3,800
Outbound telemarketing	400
Management-tech consulting co.	8,500
Engineering research	8,900

*Respondents could reply to more than one category.

WAGES AND COMMUTING

LOWEST WAGE ACCEPTABLE	Workers
Minimum wage	1,300
$5.16 to $7.49 per hour	3,200
$7.50 to $9.99 per hour	3,200
$10.00 to $12.49 per hour	2,400
$12.50 or more per hour	4,100

MAXIMUM COMMUTING DISTANCE	Workers
0-10 miles	6,300
11-20 miles	2,900
21-30 miles	2,500
31 miles or more	2,500

Source: Bureau of Business and Economic Research, The University of Montana, Missoula, MT.

Table 7
Estimated Available Labor Supply
Rural Northeast Montana, 2002, Third Quarter

GENERAL CHARACTERISTICS

AGE	Workers
18-24	4,300
25-44	9,600
45-54	4,900
55+	3,200

GENDER	Workers
Male	11,100
Female	10,900
Total	22,000
Upper bound	24,600
Lower bound	19,300

EDUCATION	Workers
Less than high school	1,600
High school graduate	11,800
Some post high school	3,700
Bachelor's +	4,900

COMPUTER SKILLS, TRAINING, AND INDUSTRY PREFERENCES

COMPUTER SKILLS	Workers*
Experience with computers	18,100
Skilled at word processing	8,900
Skilled at spreadsheets	5,400
Skilled at databases	4,900
Skilled at desktop publishing	4,300

WILLING TO BE TRAINED IN	Workers*
Information computer technology	15,300
Health services fields	10,500
Engineering fields	9,100
Production and manufacturing fields	9,600
Machine trades	7,300
Construction trades	9,400

WILLING TO WORK FOR A	Workers*
Welding or metal plant	7,200
Production manufacturing plant	9,800
Software development co.	11,600
Customer service call center	8,700
Financial service center	9,700
Insurance claims processing	8,100
Outbound telemarketing	2,100
Management-tech consulting co.	13,400
Engineering research	12,200

*Respondents could reply to more than one category.

WAGES AND COMMUTING

LOWEST WAGE ACCEPTABLE	Workers
Minimum wage	3,900
$5.16 to $7.49 per hour	4,600
$7.50 to $9.99 per hour	3,900
$10.00 to $12.49 per hour	5,400
$12.50 or more per hour	4,200

MAXIMUM COMMUTING DISTANCE	Workers
0-10 miles	6,200
11-20 miles	3,500
21-30 miles	5,300
31 miles or more	6,600

Source: Bureau of Business and Economic Research, The University of Montana, Missoula, MT.

Table 8
Estimated Available Labor Supply
Yellowstone County, 2002, Third Quarter

GENERAL CHARACTERISTICS

AGE	Workers
18-24	3,800
25-44	13,600
45-54	7,200
55+	3,400

GENDER	Workers
Male	16,000
Female	12,000
Total	28,000
Upper bound	32,800
Lower bound	23,100

EDUCATION	Workers
Less than high school	600
High school graduate	12,600
Some post high school	6,000
Bachelor's +	8,800

COMPUTER SKILLS, TRAINING, AND INDUSTRY PREFERENCES

COMPUTER SKILLS	Workers*
Experience with computers	22.800
Skilled at word processing	12,900
Skilled at spreadsheets	7,200
Skilled at databases	7,900
Skilled at desktop publishing	6,000

WILLING TO BE TRAINED IN	Workers*
Information computer technology	19,800
Health services fields	11,000
Engineering fields	13,500
Production and manufacturing fields	10,400
Machine trades	8,500
Construction trades	10,700

WILLING TO WORK FOR A	Workers*
Welding or metal plant	11,000
Production manufacturing plant	14,500
Software development co.	15,700
Customer service call center	12,300
Financial service center	12,000
Insurance claims processing	8,500
Outbound telemarketing	300
Management-tech consulting co.	20,100
Engineering research	19,200

*Respondents could reply to more than one category.

WAGES AND COMMUTING

LOWEST WAGE ACCEPTABLE	Workers
Minimum wage	1,000
$5.16 to $7.49 per hour	7,000
$7.50 to $9.99 per hour	5,500
$10.00 to $12.49 per hour	6,200
$12.50 or more per hour	8,300

MAXIMUM COMMUTING DISTANCE	Workers
0-10 miles	12,200
11-20 miles	6,000
21-30 miles	3,500
31 miles or more	5,900

Source: Bureau of Business and Economic Research, The University of Montana, Missoula, MT.

Table 9
Estimated Available Labor Supply
Gallatin County, 2002, Third Quarter

GENERAL CHARACTERISTICS

AGE	Workers
18-24	5,200
25-44	7,900
45-54	3,900
55+	600

GENDER	Workers
Male	9,300
Female	8,300
Total	17,600
Upper bound	20,600
Lower bound	14,800

EDUCATION	Workers
Less than high school	700
High school graduate	5,100
Some post high school	3,500
Bachelor's +	8,300

COMPUTER SKILLS, TRAINING, AND INDUSTRY PREFERENCES

COMPUTER SKILLS	Workers*
Experience with computers	15,000
Skilled at word processing	8,400
Skilled at spreadsheets	6,500
Skilled at databases	5,800
Skilled at desktop publishing	3,600

WILLING TO BE TRAINED IN	Workers*
Information computer technology	9,700
Health services fields	5,800
Engineering fields	6,700
Production and manufacturing fields	7,200
Machine trades	4,600
Construction trades	6,700

WILLING TO WORK FOR A	Workers*
Welding or metal plant	6,500
Production manufacturing plant	7,600
Software development co.	8,800
Customer service call center	5,300
Financial service center	7,200
Insurance claims processing	5,100
Outbound telemarketing	1,500
Management-tech consulting co.	11,100
Engineering research	10,400

*Respondents could reply to more than one category.

WAGES AND COMMUTING

LOWEST WAGE ACCEPTABLE	Workers
Minimum wage	800
$5.16 to $7.49 per hour	4,500
$7.50 to $9.99 per hour	2,200
$10.00 to $12.49 per hour	4,800
$12.50 or more per hour	5,300

MAXIMUM COMMUTING DISTANCE	Workers
0-10 miles	5,700
11-20 miles	5,100
21-30 miles	3,500
31 miles or more	2,900

Source: Bureau of Business and Economic Research, The University of Montana, Missoula, MT.

Table 10
Estimated Available Labor Supply
Silver Bow & Deer Lodge Counties, 2002, Third Quarter

GENERAL CHARACTERISTICS

AGE	Workers
18-24	1,900
25-44	4,800
45-54	2,800
55+	1,000

GENDER	Workers
Male	5,000
Female	5,500
Total	10,500
Upper bound	12,100
Lower bound	9,100

EDUCATION	Workers
Less than high school	800
High school graduate	4,800
Some post high school	2,500
Bachelor's +	2,400

COMPUTER SKILLS, TRAINING, AND INDUSTRY PREFERENCES

COMPUTER SKILLS	Workers*
Experience with computers	8,000
Skilled at word processing	3,900
Skilled at spreadsheets	2,800
Skilled at databases	2,100
Skilled at desktop publishing	1,000

WILLING TO BE TRAINED IN	Workers*
Information computer technology	6,800
Health services fields	4,700
Engineering fields	4,600
Production and manufacturing fields	3,900
Machine trades	3,700
Construction trades	4,100

WILLING TO WORK FOR A	Workers*
Welding or metal plant	3,700
Production manufacturing plant	5,700
Software development co.	6,100
Customer service call center	4,700
Financial service center	5,000
Insurance claims processing	4,600
Outbound telemarketing	800
Management-tech consulting co.	6,000
Engineering research	6,200

*Respondents could reply to more than one category.

WAGES AND COMMUTING

LOWEST WAGE ACCEPTABLE	Workers
Minimum wage	1,400
$5.16 to $7.49 per hour	2,200
$7.50 to $9.99 per hour	2,100
$10.00 to $12.49 per hour	2,300
$12.50 or more per hour	2,100

MAXIMUM COMMUTING DISTANCE	Workers
0-10 miles	3,300
11-20 miles	1,800
21-30 miles	2,300
31 miles or more	3,100

Source: Bureau of Business and Economic Research, The University of Montana, Missoula, MT.

Table 11
Estimated Available Labor Supply
Rural Southeast Montana, 2002, Third Quarter

GENERAL CHARACTERISTICS

AGE	Workers
18-24	2,300
25-44	8,800
45-54	6,200
55+	2,600

GENDER	Workers
Male	10,500
Female	9,400
Total	19,900
Upper bound	23,200
Lower bound	17,200

EDUCATION	Workers
Less than high school	2,000
High school graduate	9,700
Some post high school	5,300
Bachelor's +	3,900

COMPUTER SKILLS, TRAINING, AND INDUSTRY PREFERENCES

COMPUTER SKILLS	Workers*
Experience with computers	15,300
Skilled at word processing	4,900
Skilled at spreadsheets	2,700
Skilled at databases	2,800
Skilled at desktop publishing	2,500

WILLING TO BE TRAINED IN	Workers*
Information computer technology	12,200
Health services fields	8,800
Engineering fields	7,800
Production and manufacturing fields	8,500
Machine trades	6,700
Construction trades	6,800

WILLING TO WORK FOR A	Workers*
Welding or metal plant	7,800
Production manufacturing plant	9,400
Software development co.	7,700
Customer service call center	9,000
Financial service center	7,100
Insurance claims processing	7,000
Outbound telemarketing	1,600
Management-tech consulting co.	10,900
Engineering research	11,100

*Respondents could reply to more than one category.

WAGES AND COMMUTING

LOWEST WAGE ACCEPTABLE	Workers
Minimum wage	2,000
$5.16 to $7.49 per hour	3,200
$7.50 to $9.99 per hour	4,200
$10.00 to $12.49 per hour	4,800
$12.50 or more per hour	5,700

MAXIMUM COMMUTING DISTANCE	Workers
0-10 miles	4,300
11-20 miles	2,800
21-30 miles	4,800
31 miles or more	8,000

Source: Bureau of Business and Economic Research, The University of Montana, Missoula, MT.

Table 12
Estimated Available Labor Supply
Montana, 2002, Third Quarter

GENERAL CHARACTERISTICS

AGE	Workers
18-24	34,300
25-44	84,600
45-54	48,800
55+	20,600

GENDER	Workers
Male	96,800
Female	91,500
Total	188,300
Upper bound	Not avail.
Lower bound	Not avail.

EDUCATION	Workers
Less than high school	7,400
High school graduate	80,000
Some post high school	45,900
Bachelor's +	55,000

COMPUTER SKILLS, TRAINING, AND INDUSTRY PREFERENCES

COMPUTER SKILLS	Workers*
Experience with computers	153,000
Skilled at word processing	78,400
Skilled at spreadsheets	47,500
Skilled at databases	43,000
Skilled at desktop publishing	32,600

WILLING TO BE TRAINED IN	Workers*
Information computer technology	123,400
Health services fields	80,800
Engineering fields	80,500
Production and manufacturing fields	70,300
Machine trades	56,700
Construction trades	74,500

WILLING TO WORK FOR A	Workers*
Welding or metal plant	71,000
Production manufacturing plant	84,800
Software development co.	97,200
Customer service call center	72,900
Financial service center	78,600
Insurance claims processing	61,500
Outbound telemarketing	10,500
Management-tech consulting co.	111,600
Engineering research	112,900

*Respondents could reply to more than one category.

WAGES AND COMMUTING

LOWEST WAGE ACCEPTABLE	Workers
Minimum wage	19,500
$5.16 to $7.49 per hour	37,500
$7.50 to $9.99 per hour	36,100
$10.00 to $12.49 per hour	47,200
$12.50 or more per hour	48,000

MAXIMUM COMMUTING DISTANCE	Workers
0-10 miles	63,600
11-20 miles	40,900
21-30 miles	40,500
31 miles or more	43,300

Source: Bureau of Business and Economic Research, The University of Montana, Missoula, MT.

Part III. Detailed Characteristics of Montana's Available Labor Supply

Tables 13 to 16 provide the detailed information derived from the telephone surveys and used to calculate the available labor supply in each urban and rural labor market. The findings for all the labor markets are presented in each table, allowing the characteristics to be easily compared. The state total is not shown because it is not simply the average of the labor markets, because the probability of selection for the respondents is unequal among the labor markets.

Table 17 provides the survey findings concerning reasons for changing jobs and sources of job information. Table 18 provides the survey findings concerning desirable job benefits. This type of information may assist employers in designing new jobs that are most attractive to the potential workers and in effectively advertising the positions.

Table 13
Age and Education
Percentage of the Available Labor Supply
Montana, 2002, Third Quarter

	Flathead County	Missoula County	Rural West	Cascade County	Lewis & Clark County	Rural Northeast	Yellowstone County	Gallatin County	Silver Bow &Deer Lodge Counties	Rural Southeast
EDUCATION										
Less than high school	4.6%	1.0%	5.0%	2.0%	1.0%	7.2%	2.2%	4.0%	8.0%	5.0%
High school graduate	40.2%	39.8%	35.3%	47.0%	38.5%	53.6%	44.9%	29.0%	44.8%	48.6%
Some post high school	32.2%	23.5%	31.9%	21.0%	27.9%	16.7%	21.3%	20.0%	24.0%	25.7%
Bachelor +	21.8%	33.7%	27.7%	30.0%	31.7%	22.1%	31.5%	47.0%	22.4%	19.3%
AGE										
18-24	25.3%	18.4%	14.3%	19.0%	18.3%	19.4%	13.5%	29.0%	18.4%	11.4%
25-34	23.0%	21.4%	16.8%	13.0%	15.4%	16.7%	25.8%	20.0%	20.0%	15.0%
35-44	24.1%	28.6%	16.8%	31.0%	29.8%	27.0%	22.5%	25.0%	25.6%	29.3%
45-54	23.0%	22.4%	36.1%	22.0%	26.9%	22.5%	25.8%	22.0%	26.4%	31.4%
55-64	3.4%	7.1%	13.4%	13.0%	6.7%	12.6%	10.1%	3.0%	5.6%	10.0%
65 +	1.1%	2.0%	2.5%	2.0%	2.9%	1.8%	2.2%	1.0%	4.0%	2.9%
Median age, years	35	38	45	41	40	40	39	35	40	42
Number of respondents used to calculate percentages	86	98	119	100	104	222	89	100	125	140

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

EDUCATION AND AGE

The available labor supply contains persons of all levels of education. Roughly 40 percent of the available labor supply in the urban and rural labor markets are high school graduates. With the exception of the rural eastern labor markets, more than half of the available labor supply has at least some post high school education.

Missoula and Gallatin Counties have the highest percentages of the available labor supply with at least a bachelors' degree. These two counties contain the two major units of the Montana University System, The University of Montana-Missoula and Montana State University-Bozeman. Flathead County and Silver Bow and Deer Lodge counties, along with the two rural eastern areas, had the lowest percentages of available labor force members with a bachelors' degree.

In eastern Montana, the rural areas have generally lower levels of education than the urban areas. The Rural West has a higher overall level of education that either the Rural Southeast or the Rural Northeast, and is almost equivalent to that of Missoula.

Most of the available labor supply is between 18 and 54 years of age. The Rural West, Rural Northeast, and Cascade County have the largest percentages of the available labor force in the 55 to 64 year age categories.

Table 14
Leadership and Computer Related Skills
Available Labor Supply
Montana, 2002, Third Quarter

	Flathead County	Missoula County	Rural West	Cascade County	Lewis & Clark County	Rural Northeast	Yellowstone County	Gallatin County	Silver Bow & Deer Lodge Counties	Rural Southeast
LEADERSHIP SKILLS										
Good to Excellent	86.7%	83.9%	84.2%	88.5%	77.0%	86.3%	90.7%	83.2%	84.2%	84.4%
Poor to Fair	13.3%	16.1%	15.8%	11.5%	23.0%	13.7%	9.3%	16.8%	15.8%	15.6%
EXPERIENCE WITH COMPUTERS	81.7%	87.1%	71.9%	81.3%	87.0%	82.1%	81.4%	85.3%	76.3%	76.9%
Median years computer experience	9	10	8	8	7	7	9	9	6	6
WORD PROCESSING SKILLS										
Skilled to very skilled	42.6%	51.0%	30.0%	42.6%	51.9%	40.5%	46.1%	47.6%	37.5%	24.5%
SPREADSHEET SKILLS										
Skilled to very skilled	26.1%	28.4%	17.5%	23.8%	32.7%	24.4%	25.8%	36.9%	26.6%	13.3%
DATABASE SKILLS										
Skilled to very skilled	19.3%	25.5%	17.5%	19.8%	25.0%	22.4%	28.1%	33.0%	20.3%	14.0%
DESKTOP PUBLISHING SKILLS										
Skilled to very skilled	13.6%	18.6%	18.3%	16.8%	15.4%	19.5%	21.3%	20.4%	9.4%	12.6%
INSTALLING HARDWARE SKILLS										
Skilled to very skilled	15.9%	14.7%	13.3%	15.8%	13.5%	14.6%	15.7%	16.5%	12.5%	13.3%
COMPUTER PROGRAMING SKILLS										
Skilled to very skilled	6.8%	2.0%	3.3%	2.0%	5.8%	4.9%	2.2%	11.7%	2.3%	1.4%
HTML SKILLS										
Skilled to very skilled	8.0%	7.8%	7.5%	12.9%	6.7%	6.3%	7.9%	9.7%	5.5%	2.8%
Number of respondents used to calculate percentages	86	98	119	100	104	222	89	100	125	140

Source: Bureau of Business and Economic Research, The University of Montana, Missoula, MT.

COMPUTER EXPERIENCE

In addition to education, computer experience and specific computer skills are often cited as important factors for firms when they evaluate the available labor supply in specific areas. Basically more than three-fourths of the available labor supply in each labor market said they had experience with computers. Missoula, Lewis and Clark, and Gallatin counties reported the highest figures. Missoula respondents reported the highest median computer experience at 10 years, while Silver Bow and Deer Lodge counties and the rural southeast reported the lowest median at six years.

The respondents were also asked to evaluate their specific computer skills. Word processing skills were the highest ranking, with up to 51 percent of the available labor supply saying they were skilled to very skilled. Then, in rough order of the technical difficulty, came spreadsheet skills, database skills, and desktop publishing skills. Roughly 13 to 16 percent of the available labor supply said they had hardware-installing skills. Less than ten percent of the available labor supply said they were skilled or very skilled in the very technical aspects of computer programming and HTML.

Table 15
Lowest Acceptable Wage and Maximum Commuting Distance
Available Labor Supply
Montana, 2002, Third Quarter

	Flathead County	Missoula County	Rural West	Cascade County	Lewis & Clark County	Rural Northeast	Yellowstone County	Gallatin County	Silver Bow & Deer Lodge Counties	Rural Southeast
LOWEST ACCEPTABLE WAGE										
Minimum wage	7.5%	12.8%	13.8%	9.8%	9.1%	17.6%	3.7%	4.5%	17.4%	10.1%
$5.16-7.49	16.3%	16.3%	12.8%	25.0%	22.2%	21.1%	24.7%	25.8%	20.9%	16.0%
$7.50 – 9.99	22.5%	23.3%	13.8%	19.6%	22.2%	17.6%	19.8%	12.4%	20.0%	21.0%
$10.00 – 12.49	23.8%	27.9%	33.0%	25.0%	17.2%	24.5%	22.2%	27.0%	21.7%	24.4%
$12.50 +	30.0%	19.8%	26.6%	20.7%	29.3%	19.1%	29.6%	30.3%	20.0%	28.6%
MAXIMUM COMMUTING DISTANCE										
0 – 10 miles	21.5%	44.8%	22.5%	43.0%	44.3%	28.4%	43.8%	32.2%	31.3%	21.7%
11 – 20 miles	36.7%	25.3%	19.8%	15.1%	20.6%	17.5%	21.3%	28.9%	17.4%	14.2%
21 - 30 miles	30.4%	16.1%	26.1%	24.7%	17.5%	24.2%	13.8%	22.2%	21.7%	24.2%
31 miles or more	11.4%	13.8%	31.5%	17.2%	17.5%	29.9%	21.3%	16.7%	29.6%	40.0%
Number of respondents used to calculate percentages	86	98	119	100	104	222	89	100	125	140

Source: Bureau of Business and Economic Research, The University of Montana, Missoula, MT.

WAGES AND COMMUTING

Most of the available labor supply said they would have to be paid well above the minimum wage to consider changing jobs. In fast growing Flathead and Gallatin counties, about 30 percent said they would need at least $12.50 per hour to change jobs. The Rural Northeast generally had lower acceptable wages. Among the urban labor markets, the available labor supply in Silver Bow and Deer Lodge counties reported generally lower acceptable wages.

The available labor in rural areas was generally willing to commute longer distances than those in urban areas. Thirty percent or more of those available for work in the rural areas said they would commute 31 miles or more to a new job. In contrast, more than 40 percent of the available labor supply in Missoula, Cascade, Lewis and Clark, and Yellowstone counties said they would commute 10 miles or less.

Table 16
Willingness to Work for Selected Firms and Willingness to Be Trained in Selected Fields Available Labor Supply Montana, 2002, Third Quarter

	Flathead County	Missoula County	Rural West	Cascade County	Lewis & Clark County	Rural Northeast	Yellowstone County	Gallatin County	Silver Bow & Deer Lodge Counties	Rural Southeast
WILLING TO WORK FOR A… (percent answering yes)										
Welding or metal plant	45.3%	38.8%	41.2%	39.0%	26.0%	32.9%	39.3%	37.0%	35.2%	39.3%
Production manufacturing plant	43.0%	35.7%	42.9%	48.0%	44.2%	44.6%	51.7%	43.0%	54.4%	47.1%
Software development company	52.3%	55.7%	45.4%	51.0%	57.7%	52.7%	56.2%	50.0%	58.4%	38.6%
Customer service call center	46.5%	31.6%	38.7%	35.0%	32.7%	39.6%	43.8%	30.0%	44.8%	45.0%
Financial service center	50.0%	35.7%	34.5%	51.0%	43.3%	44.1%	42.7%	41.0%	47.2%	35.7%
Insurance claims processing	41.9%	25.5%	30.3%	35.0%	26.9%	36.9%	30.3%	29.0%	44.0%	35.0%
Outbound telemarketing corp.	8.1%	4.1%	5.0%	6.0%	2.9%	9.5%	1.1%	8.0%	4.8%	7.9%
Management-tech consulting co.	51.2%	53.1%	53.8%	62.0%	59.6%	60.8%	71.9%	63.0%	57.6%	55.0%
Engineering research	65.1%	58.1%	60.5%	53.0%	62.5%	55.4%	68.5%	59.0%	59.2%	55.7%
WILLING TO BE TRAINED IN… (percent answering yes)										
Information computer technology	67.4%	64.3%	60.5%	72.0%	69.2%	69.4%	70.8%	55.0%	64.8%	61.4%
Health service fields	49.4%	44.9%	37.0%	53.0%	38.5%	47.7%	39.3%	33.0%	44.8%	44.3%
Engineering fields	46.0%	45.9%	45.4%	39.0%	34.6%	41.4%	48.3%	38.0%	44.0%	39.3%
Production and manufacturing fields	34.5%	25.5%	37.0%	39.0%	38.5%	43.7%	37.1%	41.0%	36.8%	42.9%
Machine trades	35.6%	22.4%	32.8%	30.0%	25.0%	33.3%	30.3%	26.0%	35.2%	33.6%
Construction trades	44.8%	37.8%	44.5%	38.0%	38.5%	42.8%	38.2%	38.0%	39.2%	34.3%
Number of respondents used to calculate percentages	86	98	119	100	104	222	89	100	125	140

Source: Bureau of Business and Economic Research, The University of Montana, Missoula, MT.

INDUSTRY AND TRAINING PREFERENCES

Not all jobs are equally attractive to members of the available labor supply. Jobs with engineering research firms, management or technical consulting companies, or software development firms rank the highest. The least popular are jobs with outbound telemarketing corporations, insurance claims processing centers, and customer service call centers.

Training in information computer technology was the most popular among the available labor supply, with generally more than 60 percent saying they would be willing to be trained in this field. Least popular was training in machine trades and the production and manufacturing fields.

Table 17
Main Factors Influencing Future Job Changes and Source of Job Information
Available Labor Supply
Montana, 2002, Third Quarter

	Flathead County	Missoula County	Rural West	Cascade County	Lewis & Clark County	Rural Northeast	Yellowstone County	Gallatin County	Silver Bow & Deer Lodge Counties	Rural Southeast
MAIN FACTOR INFLUENCING FUTURE JOB CHANGE (percent mentioning)										
Increase in pay	37.9%	32.7%	36.1%	36.0%	36.5%	32.4%	38.2%	28.0%	36.0%	27.1%
Increase in benefits	4.6%	5.1%	11.8%	11.0%	2.9%	2.7%	4.5%	6.0%	7.2%	7.1%
Working conditions	8.0%	8.2%	7.6%	5.0%	8.7%	5.9%	9.0%	4.0%	4.0%	9.3%
Career advancement	13.8%	15.3%	6.7%	12.0%	15.4%	10.8%	13.5%	16.0%	9.6%	12.1%
Underemployed now	6.9%	3.1%	7.6%	11.0%	7.7%	7.2%	9.0%	7.0%	8.0%	6.4%
Prestige	0.0%	0.0%	3.4%	2.0%	1.9%	1.4%	2.2%	5.0%	5.6%	2.1%
SOURCE OF JOB INFORMATION (percent mentioning)										
Vocational or career counselors	13.8%	6.1%	5.9%	16.0%	9.6%	7.7%	5.6%	4.0%	5.6%	7.1%
Local job service	31.0%	25.5%	42.0%	40.0%	38.5%	34.7%	31.5%	35.0%	44.0%	27.1%
Private employment agency	24.1%	8.2%	10.9%	16.0%	5.8%	9.0%	14.6%	5.0%	14.4%	8.6%
Job posting at present employment	11.5%	16.3%	23.5%	28.0%	19.2%	21.2%	18.0%	14.0%	24.0%	17.1%
School or university employment center	12.6%	11.2%	14.3%	14.0%	9.6%	11.7%	7.9%	13.0%	7.2%	7.1%
Newspaper ad	70.1%	65.3%	70.6%	74.0%	64.4%	62.2%	73.0%	72.0%	68.8%	57.9%
TV ad	18.4%	9.2%	5.9%	10.0%	9.6%	4.1%	14.6%	3.0%	9.6%	8.6%
Word of mouth	81.6%	78.6%	85.7%	79.0%	72.1%	78.4%	77.5%	71.0%	79.2%	72.9%
Contact employer directly	47.1%	44.9%	54.6%	58.0%	45.2%	45.5%	49.4%	45.0%	58.4%	44.3%
Internet	32.1%	35.7%	34.5%	38.0%	41.3%	34.2%	39.3%	43.0%	32.0%	30.0%
Other	18.4%	15.3%	15.1%	18.0%	11.5%	20.3%	12.4%	11.0%	14.4%	13.6%
Number of respondents used to calculate percentages	86	98	119	100	104	222	89	100	125	140

Source: Bureau of Business and Economic Research, The University of Montana, Missoula, MT.
Note: Percentages may not sum to 100 due to nonresponses and use of more than one source for job information.

JOB CHANGE INFORMATION

Persons in the available labor force were queried about the factors that would influence their decision to change jobs. By far, an increase in pay was the most often mentioned factor. In general, the second most often mentioned job change factor was career advancement. But in the Rural West and Silver Bow and Deer Lodge counties, career advancement was mentioned less often.

An efficient labor market requires that information about job opportunities be effectively transmitted to the persons looking for employment. Persons in the available labor force were asked about their sources of job information. Word of mouth was the most often mentioned source of information in almost all the labor markets. A newspaper ad was generally the second most often mentioned source. Interestingly, the Internet was mentioned as a source of job information by 30 to 40 percent of the respondents, roughly equal to the percentages of respondents who mentioned the local Job Service (workforce centers).

Table 18
Desirable Job Benefits
Available Labor Supply
Montana, 2002, Third Quarter

	Flathead County	Missoula County	Rural West	Cascade County	Lewis & Clark County	Rural Northeast	Yellowstone County	Gallatin County	Silver Bow & Deer Lodge Counties	Rural Southeast
JOB BENEFITS (PERCENT STATING VERY IMPORTANT)										
Health insurance	73.6%	78.6%	77.3%	85.0%	85.6%	75.2%	85.4%	79.0%	86.4%	75.0%
Childcare assistance	25.3%	22.4%	19.3%	20.0%	14.4%	28.4%	22.5%	16.0%	27.2%	16.4%
Flexible work hours	43.7%	42.9%	35.3%	33.0%	40.4%	32.4%	33.7%	46.0%	36.8%	28.6%
Sick leave	52.9%	55.1%	52.1%	56.0%	60.6%	56.3%	50.6%	53.0%	67.2%	44.3%
Tuition reimbursement	36.8%	37.8%	37.0%	34.0%	32.7%	37.8%	37.1%	25.0%	44.0%	27.1%
Profit sharing	35.6%	35.7%	34.5%	38.0%	28.8%	31.1%	36.0%	37.0%	36.0%	28.6%
Retirement plan	78.2%	73.5%	73.1%	82.0%	86.5%	75.7%	79.8%	77.0%	85.6%	70.7%
Paid vacation	65.5%	67.3%	66.4%	72.0%	78.8%	74.3%	83.1%	67.0%	79.2%	67.9%
Paid holidays	63.2%	66.3%	63.9%	66.0%	68.3%	65.3%	74.2%	62.0%	71.2%	62.1%
On the job training	69.0%	63.3%	66.4%	71.0%	63.5%	65.8%	76.4%	65.0%	76.0%	64.3%
Differential pay for shift work	37.9%	36.7%	49.6%	44.0%	27.9%	44.6%	30.3%	33.0%	47.2%	40.7%
Number of respondents used to calculate percentages	86	98	119	100	104	222	89	100	125	140

Source: Bureau of Business and Economic Research, The University of Montana, Missoula, MT.

JOB BENEFITS

Employers could create more attractive jobs if they knew the specific benefits that are most important to the persons interested in applying for the positions. Among the available labor force, the top two fringe benefits were health insurance and a retirement plan. Health insurance generally had the highest percentage of respondents stating that it was a very important. But the figures for a retirement plan were a close second. The lowest ranking fringe benefits were childcare assistance (although it ranked higher among females), profit sharing, differential pay for shift work, and tuition reimbursement. The relative attractiveness of these benefits is approximately the same for the urban and rural labor markets.

Appendix Table 1
Available Labor Supply and Labor Force
Rural and Urban Labor Markets
Montana, 2002, Third Quarter

	Flathead County	Missoula County	Rural West	Cascade County	Lewis & Clark County	Rural Northeast	Yellowstone County	Gallatin County	Silver Bow & Deer Lodge Counties	Rural Southeast
SURVEY RESPONDENTS										
Not currently working for wages (lf1)										
Currently looking for a job (lf2c)	10	15	12	12	9	27	10	15	20	15
Plan to look in the next year (lf2d)	5	5	8	4	1	14	3	4	4	11
Currently working 35 hours +(lf6)										
Would consider only changing jobs (lf12)	45	43	56	35	56	83	46	46	45	62
Would change jobs and interested in additional job (lf13)	17	20	32	34	24	45	17	23	32	28
Currently working less than 35 hours (lf6) prefers full time work (lf7)	11	19	12	16	14	36	13	15	27	27
Total available labor supply	88	102	120	101	104	205	89	103	128	143
Percent of total respondents	28.8	33.8	23.8	25.0	34.3	25.1	29.1	33.3	31.3	23.2
Total respondents	306	302	504	404	303	817	306	309	409	617
2000 population 18 and older	55,184	73,885	85,448	59,445	41,448	87,729	96,387	52,932	33,702	85,973
2002 estimated available labor supply	15,900	25,000	20,300	14,900	14,200	22,000	28,000	17,600	10,500	19,900

Source: Bureau of Business and Economic Research, The University of Montana, Missoula, MT

The derivation of the available labor supply for each urban and rural labor market is presented in Appendix Table 1. The precise question number as it appears in the questionnaire is shown.

The Unemployed. The unemployed include those who are not currently working, but are now looking for work or plan to look next year.

Job Switchers. Following the definition utilized in the labor market studies conducted in North Dakota, job switchers include those respondents already working full time (35 hours a week or more) but who said they were interested in a different job and interested in taking a second job. Also included are those who said they were only interested in a different job.

Involuntary Part-time Workers. Involuntary part-time workers are those working 34 hours a week or less, but would prefer full-time employment.

The number of respondents in each category is listed separately, and then totaled for each urban and rural area. The total available labor varies from 22 to 34 percent of the adult population, with the percentages in rural areas generally lower than those in the urban areas.

The number of persons in the available labor supply in each urban or rural area may be estimated by applying the percent derived from survey to the number of persons 18 and over in each region. The 2000 Census of population reports the number of adults in each region, and these figures are shown in the bottom portion of Appendix Table 1.

Appendix Table 2
Calculated Response Rates
Rural and Urban Labor Markets
Montana, 2002, Third Quarter

	Flathead County	Missoula County	Rural West	Cascade County	Lewis & Clark County	Rural Northeast	Yellowstone County	Gallatin County	Silver Bow & Deer Lodge Counties	Rural Southeast
Completions	306	302	504	404	303	817	306	309	409	617
Refusals	122	94	226	192	127	232	121	99	180	316
Non-Interviews	11	14	59	27	16	42	19	10	33	37
Total Contacts	439	410	789	623	446	1,091	446	416	622	970
Response Rate (percent)	70%	74%	64%	65%	68%	75%	69%	74%	66%	64%

Source: Bureau of Business and Economic Research, The University of Montana, Missoula, MT