

Weatherford Area Labor Force Analysis

Summary Report

for the

City of Weatherford

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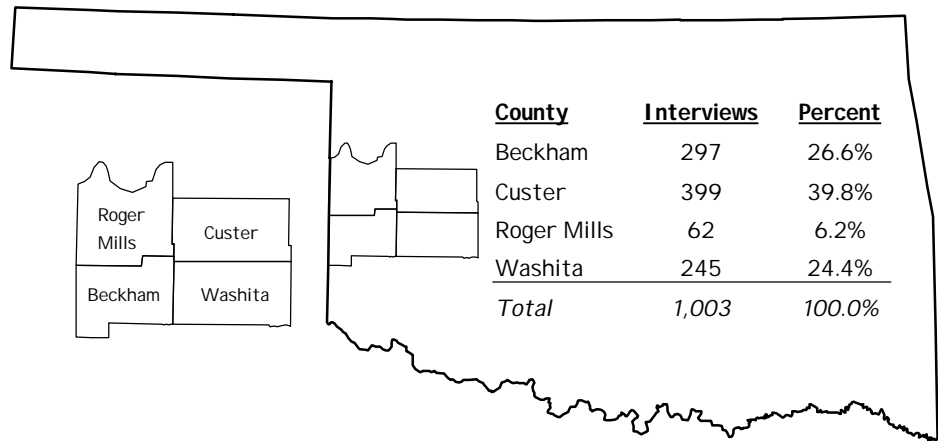
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Introduction

This *Weatherford Area Labor Force Analysis* expands upon the *Area Labor Force Analysis for Beckham, Custer, Roger Mills and Washita Counties* and relates information specifically for the city of Weatherford. The purpose therefore is to present more detailed information about Weatherford's labor force. Some general information about the survey should be discussed before presenting the analysis and results.

This report and the survey would not have been possible without the generous support of the Oklahoma Department of Commerce, Public Service Company of Oklahoma, Midwestern Oklahoma Development Authority, the Elk City Area Economic Development Corporation, and the cities of Elk City, Clinton and Weatherford.

The Center for Economic & Management Research (CEMR) at the University of Oklahoma conducted the survey and sent the raw data to the Business Development Center at Southwestern Oklahoma State University for analysis. In conducting the survey, CEMR randomly selected over one thousand adults in four West Oklahoma counties to contact in a telephone survey. The accompanying graphic identifies the counties and the number of people surveyed in each of the counties. An analysis of the results specifically for the four counties may be obtained from the *Area Labor Force Analysis for Beckham, Custer, Roger Mills and Washita Counties*. If you want to view this report on the Internet, you will need Adobe Acrobat Reader© software (it's free on the Internet) to view it, and the Internet address for the report is:



www.swosu.edu/academic/bdc/labor.pdf

This study focuses on Weatherford workers and the underemployed. Furthermore, it demonstrates that a pool of labor exists among workers who are employed but do not fully utilize their education and skills - these workers are called the *underemployed*. In this study, underemployed workers meet three conditions: 1) they feel they are underutilized in their present employment, 2) they have training or education that is not required by their current job, and 3) they would change jobs in order to better utilize their skills and education. Approximately 11.9% of workers in the four counties fit the underemployed criteria.

It may be helpful to define several terms used in the body of the report so that there is no confusion.

Weatherford worker - Any adult who lives in Weatherford and is employed is a Weatherford worker. Although the individual resides in Weatherford, he/she may be employed anywhere - this includes cities/towns outside of Weatherford and even outside of the four counties.

Non-Weatherford worker - Within the four counties, any adult who is employed but lives outside of Weatherford. Although this individual resides elsewhere, he/she may even be employed within Weatherford.

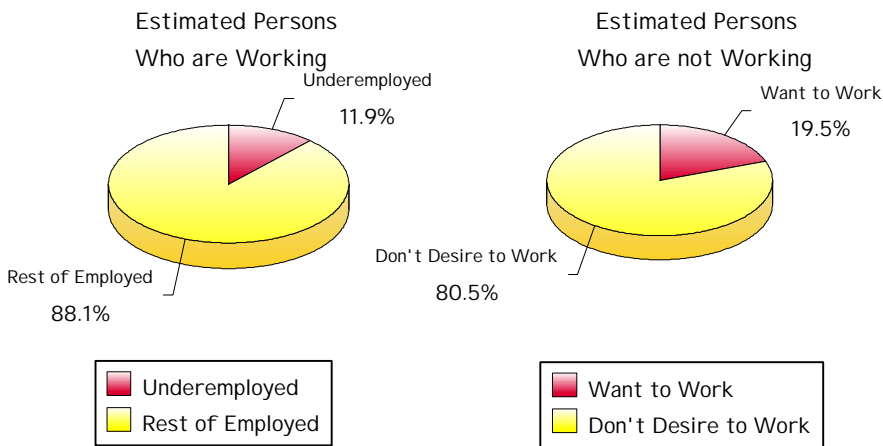
Underemployed - Any employed adult within the four counties that meets the above definition of the underemployed.

Rest of Employed - Any employed adult within the four counties that is not underemployed.

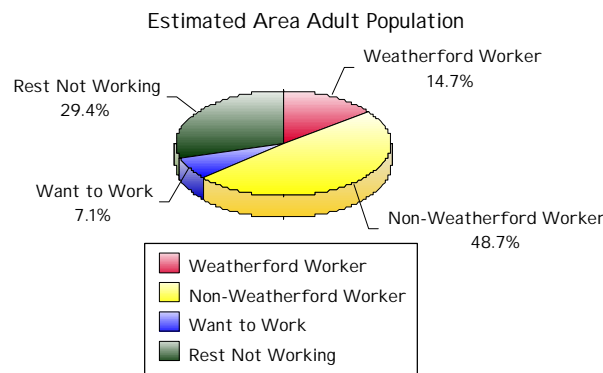
Want to Work - Those people currently without a job in the four counties, but want to work.

Labor Force

Approximately 3,259 persons in the target area are looking for work that better utilizes their skills and education - these people are the underemployed. In addition, there are 3,080 persons who are currently not working but want to work in the four county area. As can be seen from the first two pie charts, the underemployed constitute an estimated 11.9% of the employed people, and the people who want to work constitute 19.5% of the people who are not working. Together the underemployed and the job seekers make up an estimated 6,339 adults in the four counties, and when taken as a percentage, they constitute 20.8% of the labor force (the labor force is estimated to be 30,505 people). Since about one in five adults in the four county region are either underemployed or want to work, a sizeable labor supply is available for potential employment. In Weatherford, it is estimated that 15.8% of its workers are underemployed which translates into 1,004 people. Outside of Weatherford, the percentage is 10.7% and the underemployed number 2,255.



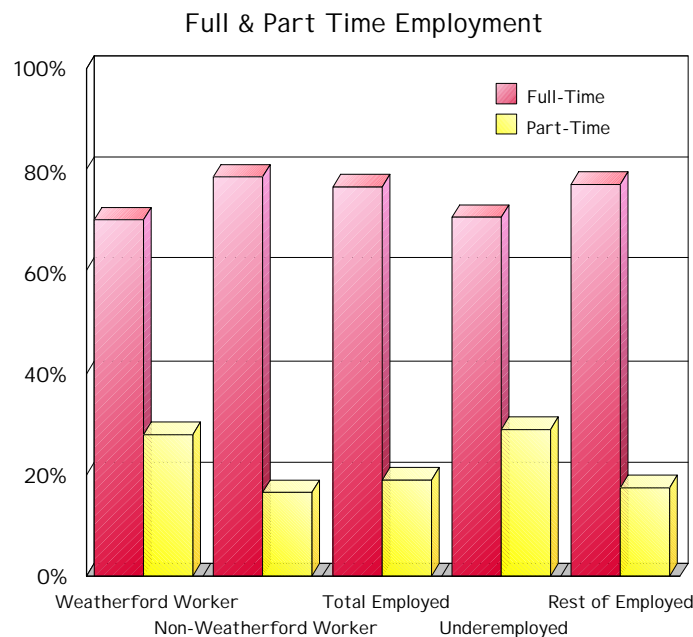
The third pie chart depicts the adult population in Beckham, Custer, Roger Mills and Washita counties. As can be seen, 29.4% of the adult population is not working and does not desire to work. These people, identified as “rest not working” in the graph, may be retired, be raising children at home, etc. and are not counted in the area’s labor force. Weatherford workers, defined as people who live in Weatherford but may be employed anywhere, constitute 14.7% of the area’s adult population and are twice as large a group as those people who are not employed but want to work. It is estimated that there are 6,352 adults who are employed (in any city/town) and live in Weatherford. So a significant proportion of the area’s adult population may be classified as Weatherford workers. The non-Weatherford workers, defined as those people who live outside Weatherford and are employed anywhere (they may even work in Weatherford), make up 48.7% of the adult population in the four counties. The estimate for the size of the adult population that may be classified as non-Weatherford worker is 21,073 people.



As can be seen from the accompanying table, a higher proportion of non-Weatherford workers (86.1%) work in the same county as they reside when compared to the Weatherford workers (81.9%). This means that Weatherford workers are slightly more likely to commute to work outside their county of residence when compared to the non-Weatherford workers. And as for the four county area as a whole, 85.1% of the total employed work in the same county as they reside. So almost 1 in 7 workers in the four counties commutes to work outside their county of residence.

Work in same County as Reside	Percent
Weatherford Worker	81.9%
Non-Weatherford Worker	86.1%
Total Employed	85.1%
Underemployed	82.8%
Rest of Employed	85.4%

If only a cursory glance were made of the following chart, it would appear that the proportions of full and part-time workers were fairly uniform for each of the categories measured. However, a higher proportion of non-Weatherford workers (78.7%) work full-time when compared to Weatherford workers (70.5%), and in fact the proportion of Weatherford workers who work full-time is comparable to the proportion of underemployed workers (70.7%) who work full-time. The proportions of Weatherford workers and non-Weatherford workers translates into 4,478 Weatherford workers and 16,584 non-Weatherford workers who work full-time.

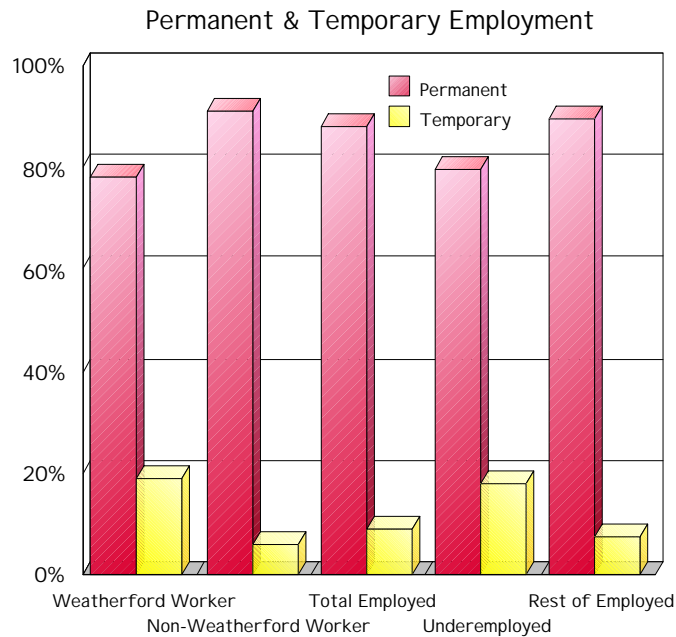


The lower proportion of full-time workers who are Weatherford residents may partially be explained by the presence of Southwestern Oklahoma State University in Weatherford. College students, who have to devote much of their time to studies, may more readily accept part-time positions than other people who don't have the same demands placed on their time.

Further evidence that university students may make up a large proportion of part-time workers in Weatherford may be presented in the accompanying table. The smallest proportion of part-time workers who desire full-time work occurs in the Weatherford area (29.6% or 527 people). If university students did make up a larger proportion of part-time workers in the Weatherford area, then many may not want the increased responsibility of a full-time job as well - which explains the lowest proportion of part-time workers wanting full time work occurring in the Weatherford area. In the four county region as a whole, 35.4% of the employed part-time workers desire a full-time position, and among the underemployed part-time workers in the region, 51.9% desire a full-time position.

Percent of Part-Time Workers Who Desire Full-Time Work	Percent
Weatherford Worker	29.6%
Non-Weatherford Worker	38.6%
Total Employed	35.4%
Underemployed	51.9%
Rest of Employed	31.3%

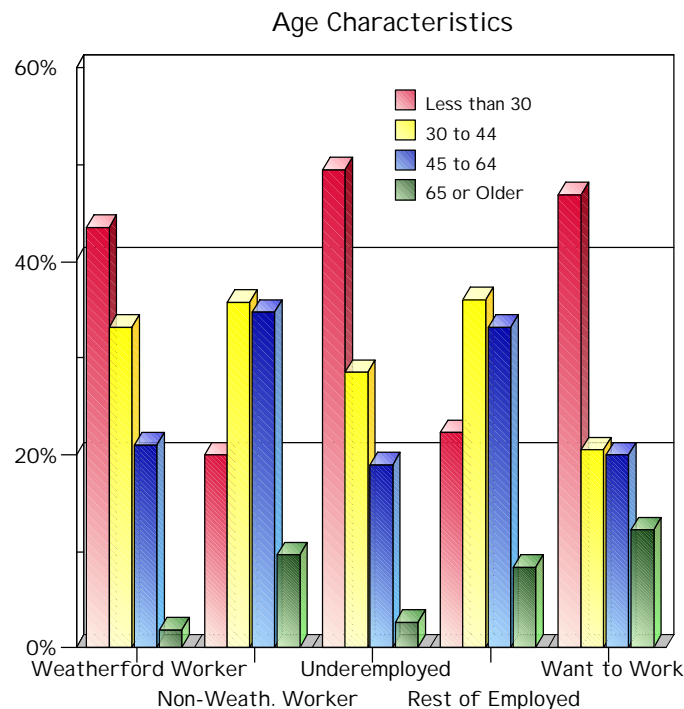
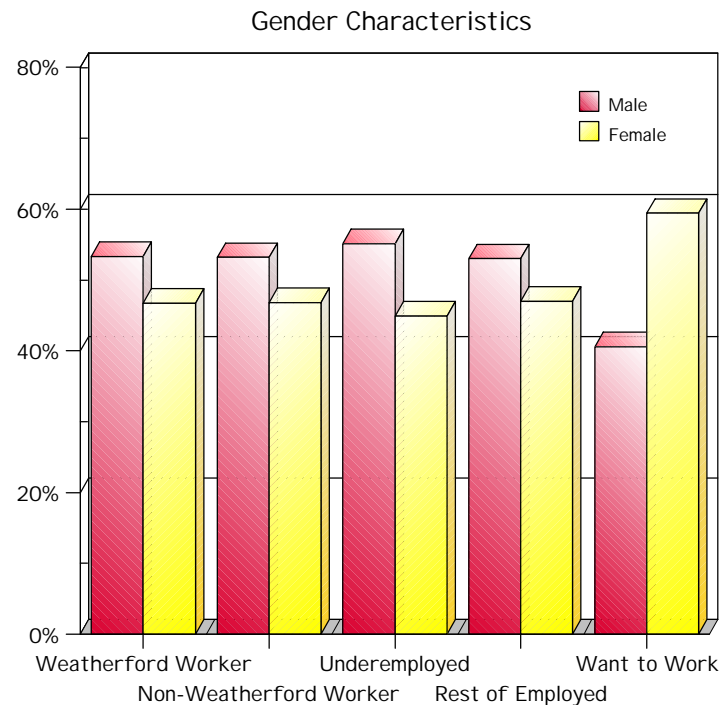
As with the full and part-time labor force characteristics, Weatherford workers most closely resemble the underemployed in the region as to the proportions employed in permanent or temporary positions. The proportion of Weatherford workers who have permanent positions is 78.6% (79.8% of the underemployed have permanent positions), while the proportion of non-Weatherford workers is 91.4%. Again this difference may be attributable to the presence of Southwestern Oklahoma State University in Weatherford. Likewise the proportion of Weatherford workers who have temporary positions is 19.0% (18.0% of the underemployed have temporary positions), whereas this same proportion is only 6.0% of the non-Weatherford workers. Since 'total employed' relates information for all of the employed people in the four county region, it may be helpful to know the proportions as they compare to Weatherford workers. Employed workers who have permanent positions make up 88.4% of the total employed, and employed workers in the four counties who have temporary positions make up 9.0% of the total employed. From the proportions, it is estimated that 4,993 Weatherford workers and 19,261 non-Weatherford workers have permanent employment. Temporary workers number 1,207 for Weatherford workers and 1,264 for non-Weatherford workers, and temporary workers who want permanent work are estimated to number 737 Weatherford workers and 716 non-Weatherford workers.



General Characteristics

Nearly equal gender proportions exist among the Weatherford workers and non-Weatherford workers. Males constitute 53.3% of all the Weatherford workers with females comprising the remaining 46.7%. For non-Weatherford workers, the proportions are 53.2% for males and 46.8% for females. The most striking differences in the four county area exist among those people who are employed (underemployed plus rest of employed) and those people who presently do not have a job but want to work. As is evident from the accompanying graph, males make up the majority of the employed people in the four counties (55.1% of underemployed and 53.0% of the rest of employed are males with remainder females) while females make up the majority of the people who want to work (59.4% are females with remainder being males).

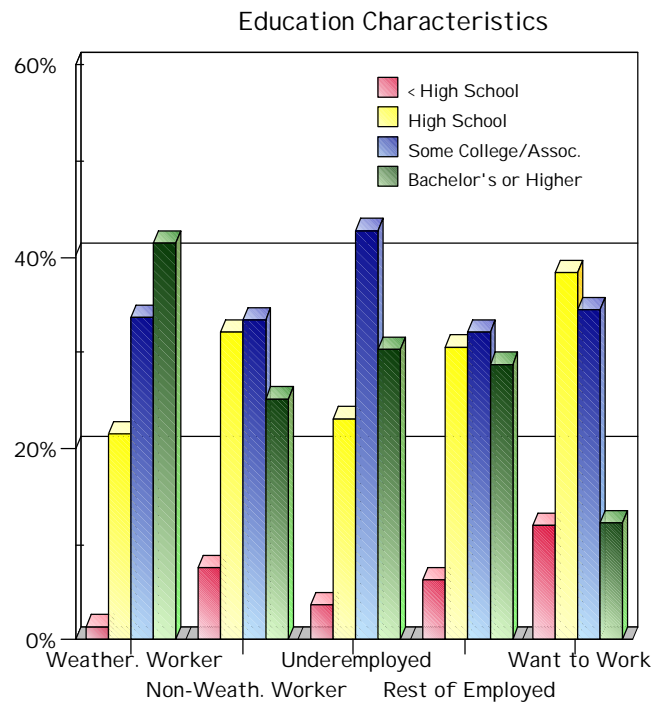
Moving on to age characteristics, it is clear that the underemployed, people who want to work and Weatherford workers are generally younger than the non-Weatherford worker and the rest of employed in the area. In fact the age distribution of Weatherford workers most closely matches the distribution of the underemployed in the four county area. In order from the less than 30 age group to the 65 or Older age group, the percentages for Weatherford workers are 43.6%, 33.3%, 21.1% and 2.0%. For the underemployed group, these same percentages are 49.5%, 28.6%, 19.1% and 2.1%. Non-Weatherford workers and the rest of employed also have similar age distributions with the proportions for the non-Weatherford workers being



20.1%, 35.7%, 34.7% and 9.6% while the proportions for rest of employed are 22.3%, 36.0%, 33.2%, and 8.5%. From this information Weatherford workers are twice as likely to be less than 30 years old when compared with non-Weatherford workers while non-Weatherford workers are almost five times more likely to be over 65 years old. As previously noted, the most likely explanation for the age differences between Weatherford workers and non-Weatherford workers would be the presence of the university in Weatherford.

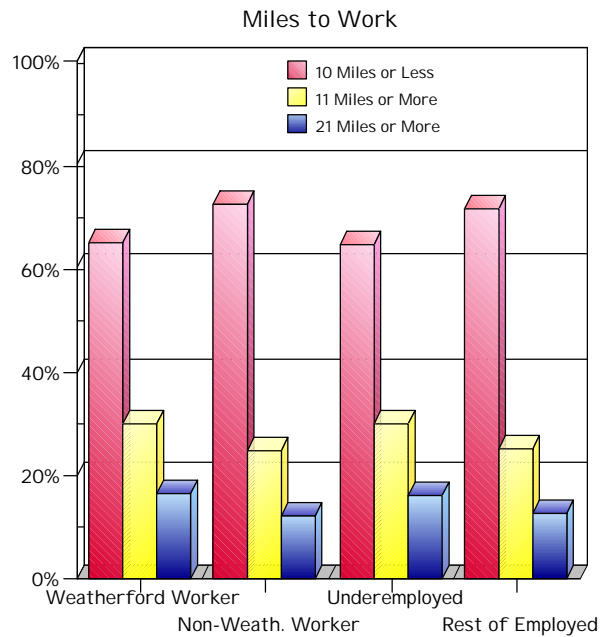
The following education statistics report the highest level of education achieved by each of the respective groups, and in the education graph, the 'some college/assoc.' category reports the percentage of the relevant group that have either some college education but no degree or an Associate's degree. Likewise, the 'Bachelor's of higher' category reports the percentage of the relevant group that has at least a Bachelor's degree.

Education statistics show that Weatherford workers are more highly educated than non-Weatherford workers since higher proportions of the Weatherford workers have some level of college education- again the presence of the university may explain this. Proportionately, the 'some college/assoc.' category is almost equal for Weatherford workers (33.7%) and non-Weatherford workers (33.6%). However, a significantly higher percentage of Weatherford workers (41.5%) have at least a Bachelor's degree when compared to non-Weatherford workers (25.2%). As might be expected, the highest proportion of people who have less than a high school education was observed among the people who do not have a job but want to work (11.9%). Comparatively, only 1.5% of Weatherford workers have less than a high school education. Additional statistics for the four county area show that almost equal proportions of the underemployed (30.3%) and rest of employed (28.8%) have at least a Bachelor's degree, but the underemployed (42.8%) are much more likely to be in the 'some college/assoc.' category than the rest of employed (32.3%).

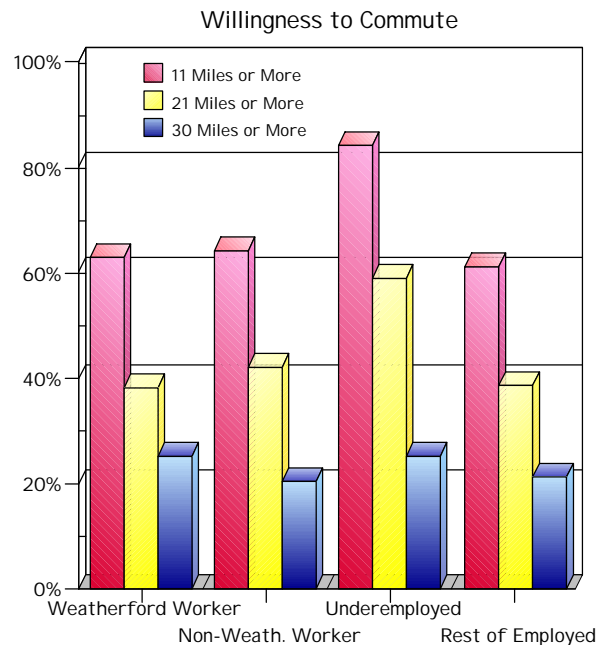


Journey to Work

The majority of the employed people in the four county area commute less than 10 miles to work. However, it can be seen from the graph that Weatherford workers are more likely to commute longer distances to work than non-Weatherford workers since 29.9% of Weatherford workers commute at least 11 miles to work while 24.9% of non-Weatherford workers do so. The proportions for commuting 21 or more miles to work is 16.8% for Weatherford workers and 12.3% for non-Weatherford workers. Also apparent from the graph, Weatherford workers and the underemployed in the area share similar commuting distributions with 64.7% of the underemployed commuting less than 10 miles to work (65.0% of Weatherford workers do so), and 30.2% of the underemployed commuting over 11 miles to work (29.9% of Weatherford workers do so). From the proportions, it is estimated that 1,899 Weatherford workers and 5,247 non-Weatherford workers commute 11 miles or more to work. Similarly the numbers for commuting 21 miles or more to work are 1,067 for Weatherford workers and 2,592 for non-Weatherford workers.



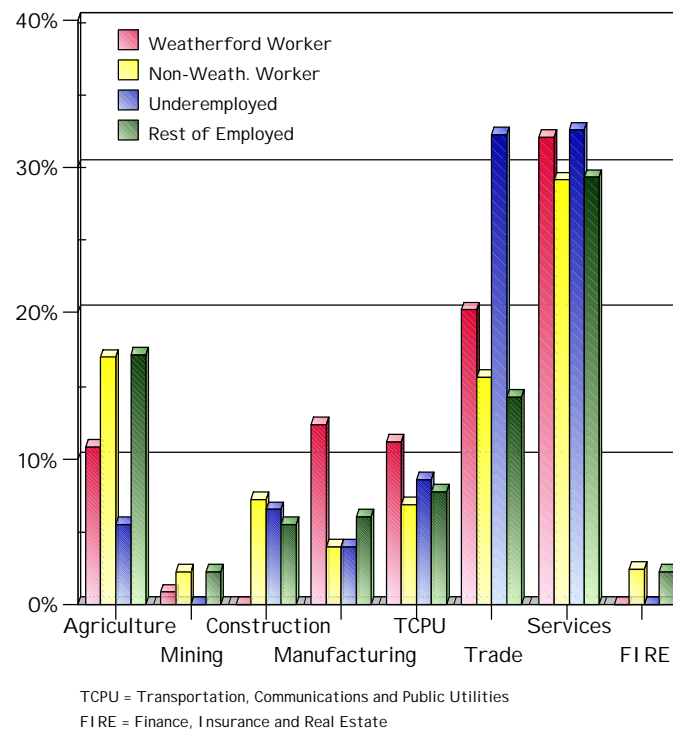
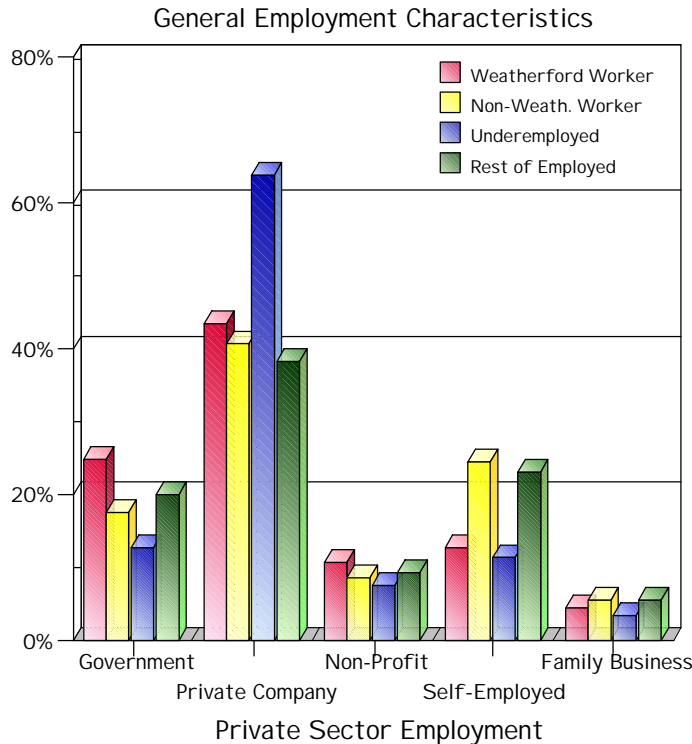
As opposed to actual miles commuted to work, the next graph relates how far the area's employed are *willing* to commute to work. Almost equal proportions of Weatherford workers, non-Weatherford workers, and the area's rest of employed would commute 11 or more miles to work (63.0%, 64.4% and 61.3% respectively). However, a much higher percentage of the underemployed would be willing to commute at least 11 miles to work (84.2%). For the extreme distances, 30 miles or more, 25.5% of Weatherford workers and 25.2% of the underemployed would be willing to commute. As for willingness to commute, it is estimated that 4,002 Weatherford workers (13,571 non-Weatherford workers) would commute 11 miles or more to work, and that 2,426 Weatherford workers (8,893 non-Weatherford workers) would commute 21 miles or more to work, and that 1,620 Weatherford workers (4,362 non-Weatherford workers) would commute 30 miles or more to work. So under the right conditions, people would generally be willing to commute longer distances than they currently commute.



Employment

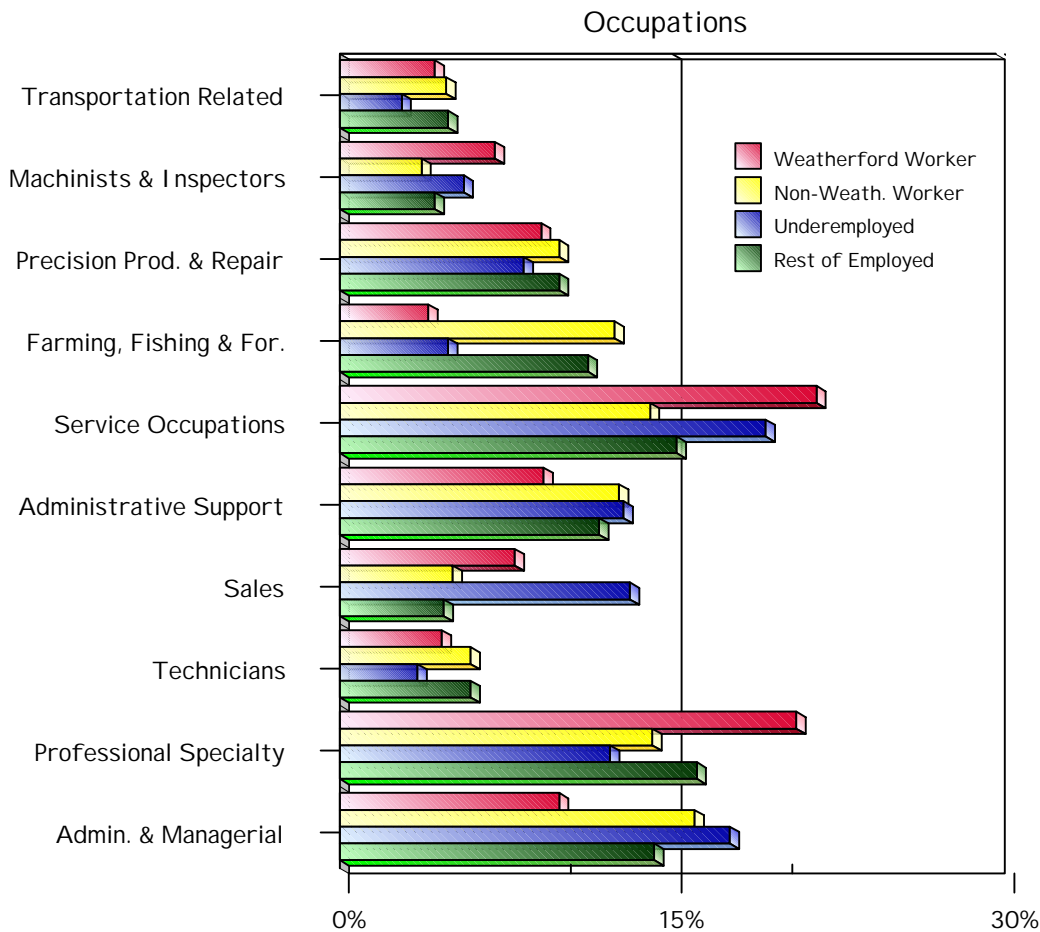
Employment for each of the groups is concentrated in the private companies. The area's underemployed in particular have a high concentration of employment in private companies (63.8%) with each of the remaining three proportions being about two-thirds as large (Weatherford workers, 43.6%; non-Weatherford workers, 40.7%; area's rest of employed, 38.3%). Government employment is also a fairly important sector as far as employment is concerned for Weatherford workers (25.0%), non-Weatherford workers (17.7%), the area's rest of employed (20.2%) and the underemployed (13.1%). However, while government sector employment was the second largest employment proportion for Weatherford workers, self-employment is the second largest proportion for non-Weatherford workers (24.7%) and the area's rest of employed (23.4%). The proportion of Weatherford workers who are self-employed is 12.9%.

Whereas the previous graph reported general sector employment, this graph reports employment in the private sector only. Other than private sector employment being concentrated in the services sector (services include legal, health, auto repair, etc.), the most noticeable characteristic may be that the area's underemployed are much more likely to be employed in the trade (wholesale or retail) sector. The employment proportions for each of the groups in the service sector is 32.0% for Weatherford workers, 29.1% for non-Weatherford workers, 32.5% for the area's underemployed



and 29.4% for the area's rest of employed. For trade employment, 32.3% of the underemployed are employed in the trade sector with the same proportion for Weatherford workers being only 20.2% and the proportions for the non-Weatherford workers (15.6%) and the area's rest of employed (14.3%) being half of that observed for the area's underemployed. Agriculture employment also makes up a large percentage of non-Weatherford workers (17.0%) and the area's rest of employed (17.1%) but lower proportions are noticed for Weatherford workers (10.8%) and especially the area's underemployed (5.6%). So while about 1 in 6 of the non-Weatherford workers and the area's rest of employed are employed in the agricultural sector, only about 1 in 18 underemployed people are. Finally for this graph, there are also disproportionate percentages employed in the manufacturing sector - 12.4% of Weatherford workers are employed in the manufacturing sector which is three time larger than both non-Weatherford workers (4.0%) and the underemployed (4.0%). The percentage of the area's rest of employed working in the manufacturing sector is 6.1%.

Occupations held by each of the groups was also measured, and in most instances the relative sizes of the proportions were comparable for each of the groups. There were however some notable exceptions. One of which was noticed in the 'farming, fishing & forestry' occupations. In these occupations are 12.4% of the non-Weatherford workers and 11.2% of the area's rest of employed but only 4.9% of the area's underemployed and 4.0% of Weatherford workers. Service occupations also show some disparity, 21.5% of Weatherford workers are in this category while only 14.0% of non-Weatherford workers are with the area's underemployed (19.2%) and rest of employed (15.2%) fall in between the two. The area's underemployed have the largest proportion in sales occupations (13.1%) while only 7.9% of Weatherford workers are employed in sales.

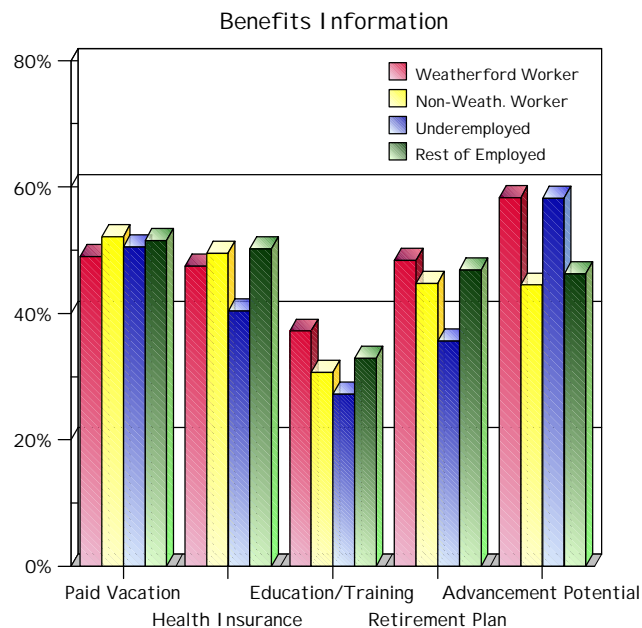
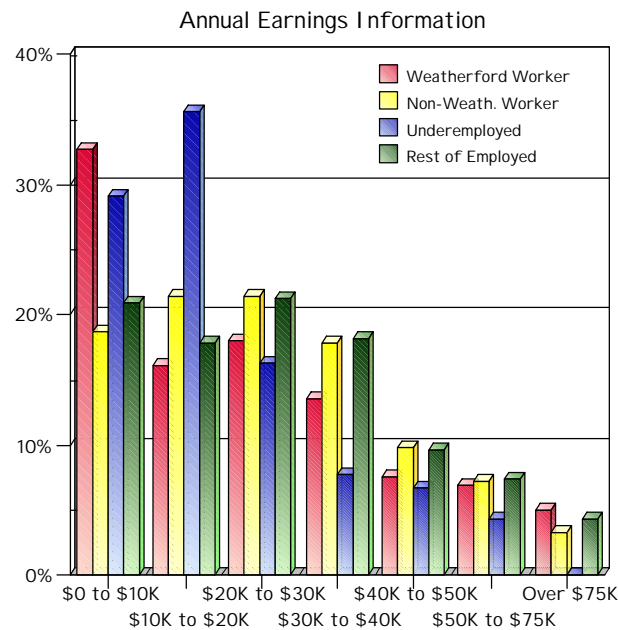


Money & Earnings

The largest proportion of people who earn less than \$10,000 per year is noticed among the Weatherford workers (32.8%). Comparably, 29.2% of the area's underemployed, 21.0% of the area's rest of employed and only 18.8% of non-Weatherford workers earn less than \$10,000 per year. And as was reported with prior graphs, the presence of Southwestern Oklahoma State University in Weatherford, with all of the college students attending school and working in Weatherford, is an important explanation for the reason that the highest proportion of people who earn less than \$10,000 per year are Weatherford workers. The area's underemployed (35.6%) by far have the largest proportion of people earning between \$10,000 and \$20,000 per year, which means that almost two-thirds (64.8%) of the underemployed earn less than \$20,000 per year. Comparably, these percentages for Weatherford workers, non-Weatherford workers and the area's rest of employed are 16.1%, 21.5% and 17.9% respectively. After the \$10,000 to \$20,000 range, the proportions for the underemployed drops off considerably and consistently remains below the proportions of the other three groups in each of the remaining earnings ranges. As for numbers, it is estimated that 3,106 Weatherford workers (48.9%) and 8,492 non-Weatherford workers (40.3%) earn less than \$20,000 per year. In the \$20,000 to \$40,000 earnings range are 2,014 Weatherford workers (31.7%) and 8,261 non-Weatherford workers (39.2%). And earning more than \$40,000 per year are 1,232 Weatherford workers (19.4%) and 4,320 non-Weatherford workers (20.5%).

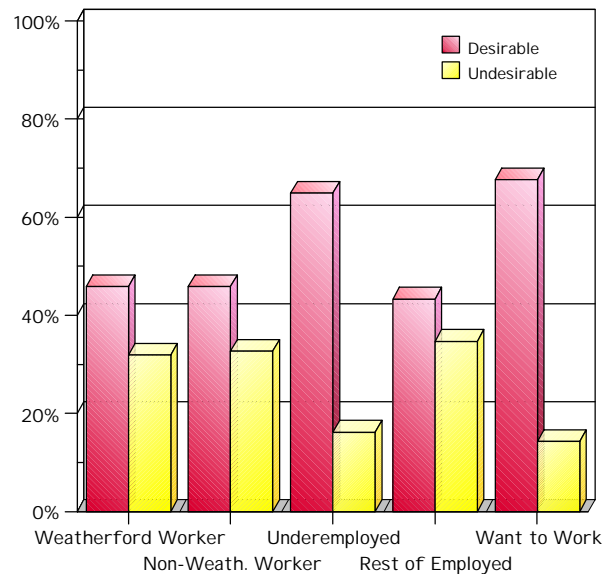
The next graph measures benefits provided in the area for full-time workers only, and as can be seen, substantial percentages of each of the groups are provided benefits in their current jobs. Of the benefits measured, the benefit least likely to be present is the education/training benefit. However, Weatherford workers (37.2%) are more likely to receive this benefit than non-Weatherford workers (30.7%), the area's underemployed (27.2%) and the rest of employed (32.9%). Also noticeable from the graph, higher percentages of Weatherford workers (58.3%) and the underemployed (58.2%) have advancement potential when compared to non-Weatherford workers (44.5%) and the area's rest of employed (46.3%).

The attractiveness of an \$8 to \$10 per hour job is equal for Weatherford workers (45.9%) and non-Weatherford workers (45.9%) with the area's rest of employed

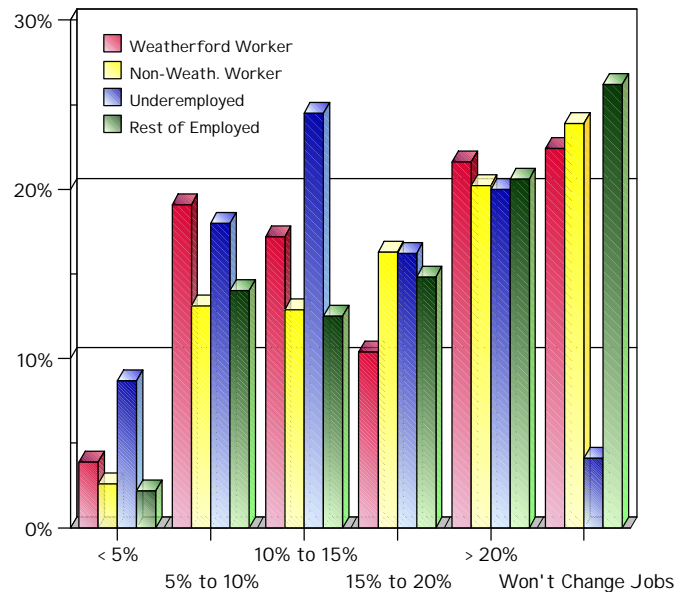


(43.3%) also finding such a job somewhat attractive. The proportions for Weatherford workers and non-Weatherford workers translates into 2,916 and 9,673 people respectively. So approximately 12,589 employed people in the four county area believe a job that pays \$8 to \$10 per hour is desirable. The proportion of the three previous groups that found such a job as unattractive was 31.9% of Weatherford workers, 32.7% of non-Weatherford workers and 34.7% of the area's rest of employed. It should be noted that respondents to this question in the survey could answer that an \$8 to \$10 per hour job was desirable, undesirable or neither desirable nor undesirable - so the percentages in the graph will not equal 100%. As opposed to the three previous groups, a very strong majority of the area's underemployed and people who want to work thought a job that pays \$8 to \$10 per hour was desirable. Among the underemployed, 64.9% (2,115 underemployed people in the four counties) stated that such a job was attractive, and among the people who want to work, 67.7% (2,085 people in the four counties) stated that the job was attractive. As previously mentioned, approximately 12,589 employed people in the four counties found the job attractive, and taken with the 2,085 people who aren't currently employed but want to work, that means that about 14,674 people in the four counties find such a job attractive. Given that the labor force is about 30,505 people in the four counties, that means about 48% of the labor force finds the \$8 to \$10 per hour job attractive.¹

Attractiveness of an \$8 - \$10 per Hour Job



Pay Increase to Change Jobs



The last graph in the Weatherford Area Labor Survey relates the pay increase required to induce an employed person to change jobs. Generally, the area's underemployed and Weatherford workers would accept lower pay increases than the other two groups. Whereas over half of the underemployed (51.2%) and 40.2% of Weatherford workers (2,554 people) would change jobs for a pay increase of 15% or less, only 28.7% of the area's rest of employed and 28.6% of non-Weatherford workers (6,027 people) would do so. In numbers, 8,581 area workers would change jobs for a pay increase of 15% or less. Also of note, 22.4% of Weatherford workers (1,423 people) and 23.9% of non-Weatherford workers (5,036 people) would not change jobs for any increase.

¹ For a 40 hour week and working 52 weeks per year, an \$8/hour job pays \$16,640 per year. Likewise given the same conditions, a \$10/hour job pays \$20,800 per year.

Conclusions

Labor Force

A significant pool of labor exists among workers who are not fully utilizing their education and/or skills. The survey reports that 11.9% of the employed workforce is underemployed, and it is estimated that 3,259 people in the four county area fall into the underemployed category.

Another pool of labor exists among those not working who desire work. The survey reports that 19.5% of those people not working, want to work. It is estimated that 3,080 people in the four county area fall into this category. However, these persons typically are less skilled and not as well educated.

Together the underemployed and people who want to work are estimated to number 6,339 people in the four counties. Since the labor force is about 30,500 people, this translates into 20.8% of the four county labor force.

Specifically for Weatherford, it is estimated that Weatherford workers total 6,352 people and thereby constitute 14.7% of the area's adult population. Additionally, 15.8% of Weatherford workers are underemployed and are therefore estimated to number 1,004 people.

The majority of Weatherford workers have full-time employment (4,478 people), and even more have permanent positions (4,993 people). Part-time workers are also a sizeable group (1,779 people) and 29.6% of them desire full-time work. In Weatherford, temporary job holders are also a sizeable group (1,207 people), and they represent an additional pool of labor from which to draw.

General Characteristics

Males constitute larger proportions of the area's underemployed (55.1% vs. 44.9% females) and rest of employed (53.0% vs. 47.0% females), while females make up a larger percentage of those who want to work but don't have a job (59.4% vs. 40.6% males). Weatherford workers show the same characteristics as employed people in the four counties since a majority are male (53.3% vs. 46.7% female).

In the four counties, those who are underemployed (49.5%) or want to work (47.0%) are almost twice as likely to be less than thirty years of age when compared to the area's rest of employed (22.3%). This age group for Weatherford workers comprises the largest age group proportion (43.6%) most likely due to the presence of Southwestern Oklahoma State University. So the younger groups are more likely to be underemployed or want to work, but their presence also presents an opportunity for growth within the area as well.

Given that one of the three requirements for being listed as underemployed is that a worker has training/education that is not required in their current job, it is not too surprising that this group is highly educated as evidenced by the proportions of underemployed who have at least some college/Associate's degree (42.8%) or a Bachelor's degree (30.3%). Comparably, these percentages for Weatherford workers are 33.7% and 41.5% respectively, which means that there is an educated pool of labor in the area (the underemployed) that is ready to change jobs to better utilize their training/education.

Journey to Work

Generally the area's underemployed not only commute longer distances to work, they are also more willing to commute longer distances to work when compared to the area's rest of employed. It is estimated that 531 underemployed people commute more than 21 miles to work. Similarly, 1,067 Weatherford workers commute 21 miles or more to work.

Compared with the number of miles actually commuted to work, a greater number of people would be *willing* to commute longer distances to work. Weatherford workers who would be willing to commute 21 miles or more to work number 2,426 people (as opposed to the 1,067 that actually commute that distance), and this same number for the area's underemployed is 1,923 people. Non-Weatherford workers number 8,893 people for this distance, which represents a large group of people for potential employment in the Weatherford area.

Employment

The service sector, which is a labor intensive sector, employs the greatest proportions of people in the area with the agriculture and trade sectors also employing large percentages of people. Employed in these sectors are a wide variety of occupations ranging from administrative & managerial positions to machinist & inspector positions.

Money & Earnings

A majority of the area's underemployed (64.9% or 2,115 people) view an \$8 to \$10 per hour job as attractive. Given that the underemployed are willing to commute longer distances and are highly educated, this presents an opportunity to attract the underemployed for employment.

In the four county area as a whole, 14,674 people who are either employed or want to work think that a job that pays \$8 to \$10 per hour is attractive. Weatherford workers who find this type of job desirable number 2,916 people, and non-Weatherford workers likewise number 9,673 people.

A majority of the area's underemployed (51.2% or 1,667 people) would change jobs for a pay increase of 15% or less. And for the four county area, 8,581 employed people (both the underemployed and rest of employed) would change jobs for a pay increase of 15% or less. For Weatherford, 2,554 Weatherford workers would change jobs given the previously mentioned pay increase.