

Clinton Area Labor Force Analysis

Summary Report

for the

City of Clinton

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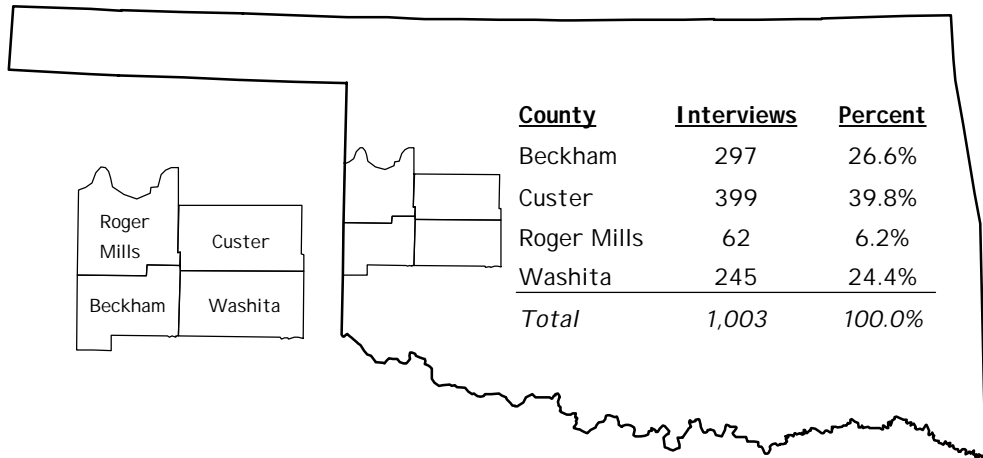
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Introduction

This *Clinton 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 Clinton. The purpose therefore is to present more detailed information about Clinton'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 Clinton 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.

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

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

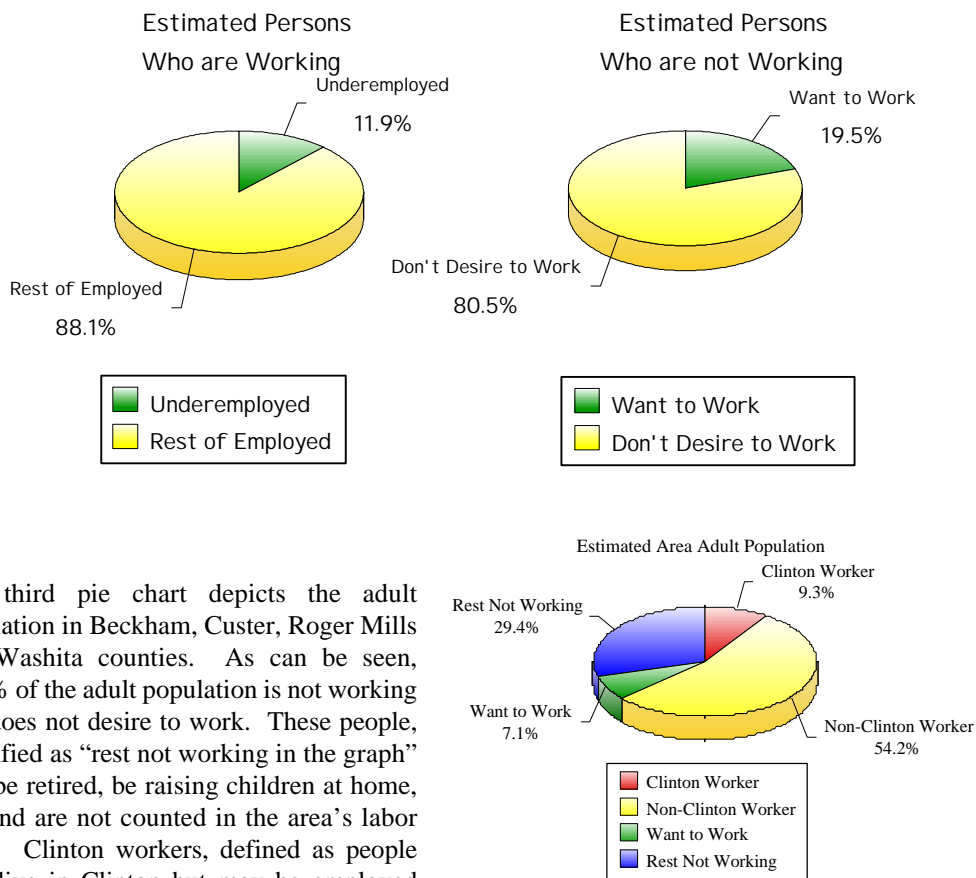
Underemployed - Any employed adult within the four counties that meets the above definition of the underemployed.

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 Clinton, it is estimated that 10.6% of its workers are underemployed which translates into 425 people. Outside of Clinton, the percentage is 12.1% and the underemployed number 2,834.



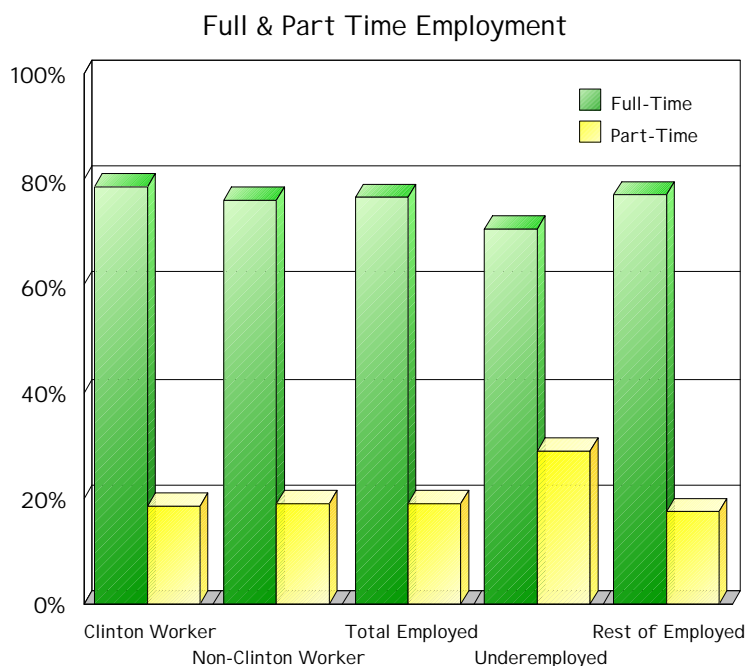
The third pie chart depicts the adult population in Beckham, Custer, Roger Mills and Washita counties. As can be seen, 29.4% of the adult population is not working and does not desire to work. These people, identified as “rest not working in the graph” may be retired, be raising children at home, etc. and are not counted in the area’s labor force. Clinton workers, defined as people who live in Clinton but may be employed anywhere, constitute 9.3% of the area’s adult population and are a larger group when

compared to those people who are not employed but want to work. It is estimated that there are 4,009 adults who are employed (in any city/town) and live in Clinton. So a significant proportion of the area’s adult population may be classified as Clinton workers. The non-Clinton workers, defined as those people who live outside Clinton and are employed anywhere (they may even work in Clinton), make up 54.2% of the adult population in the four counties. The estimate for the size of the adult population that may be classified as non-Clinton worker is 23,416 people.

As can be seen from the accompanying table, a higher proportion of Clinton workers (88.7%) work in the same county as they reside when compared to non-Clinton workers (84.5%). This means that Clinton workers are slightly less likely to commute to work outside their county of residence when compared to non-Clinton 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
Clinton Worker	88.7%
Non-Clinton Worker	84.5%
Total Employed	85.1%
Underemployed	82.8%
Rest of Employed	85.4%

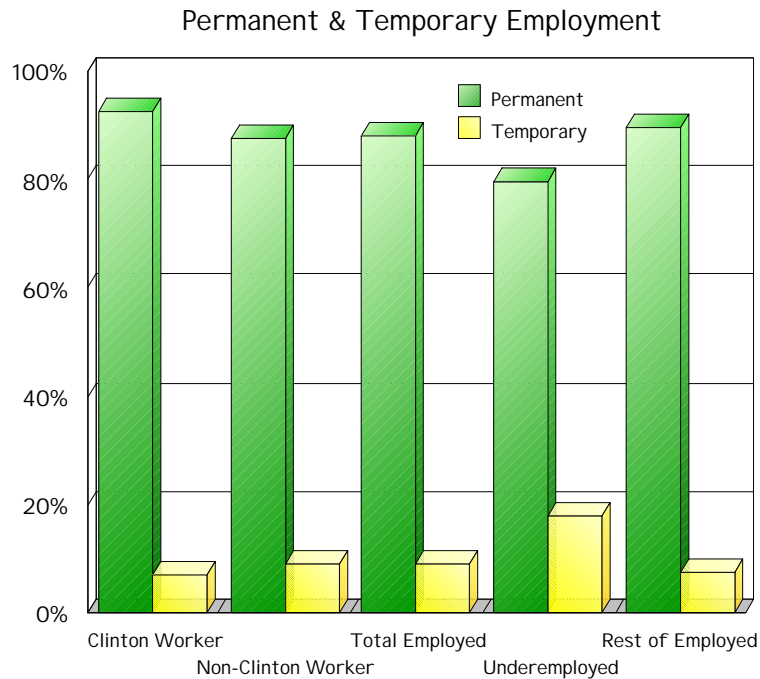
Among the groups presented in the accompanying chart, Clinton workers are slightly more likely to have full-time employment. As a percentage, 79.1% of the Clinton workers have full-time employment, whereas 76.4% of the non-Clinton workers are employed full-time. The proportions for Clinton and non-Clinton workers translates into 3,171 and 17,890 people respectively. And for the four county area as a whole, 76.8% have full-time employment. As might be expected, the underemployed (people who are not fully utilizing their skills/education) are least likely to have full-time employment (70.7%). Proportions of people who work part-time are fairly equal for Clinton workers (18.9%) and non-Clinton workers (19.3%), while the underemployed in the four counties are most likely to have part-time employment (29.3%).



Percent of Part-Time Workers Who Desire Full-Time Work	Percent
Clinton Worker	19.0%
Non-Clinton Worker	37.3%
Total Employed	35.4%
Underemployed	51.9%
Rest of Employed	31.3%

A noticeable deviation from the four counties occurs in Clinton when the percentages of part-time workers who desire full-time work is compared. As can be seen, 19.0% of Clinton workers who have part-time jobs want a full-time job while for non-Clinton workers, this same percentage is 37.3%. And among all the part-time employed people in Beckham, Custer, Roger Mills and Washita counties, 35.4% want full-time work. Among the underemployed, 51.9% who have part-time jobs desire full-time work. It is estimated that 144 Clinton part-time workers and 1,686 non-Clinton part-time workers want full-time positions.

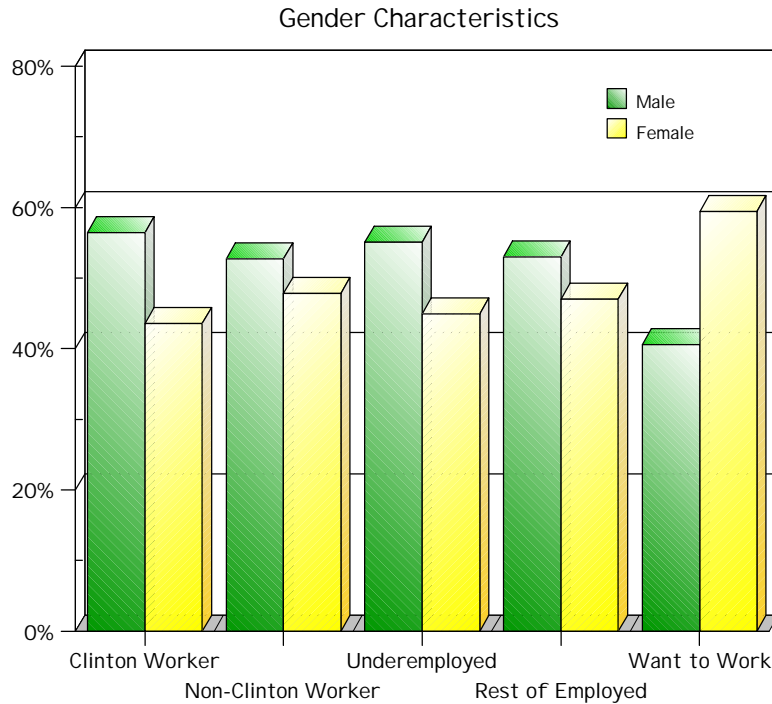
As with full and part-time labor force characteristics, Clinton workers are more likely to have permanent positions (92.8%) when compared to non-Clinton workers (87.7%). Workers with temporary positions comprise 7.2% of all Clinton workers and 9.3% of all non-Clinton workers. Again, the underemployed would be expected to show the lowest proportion of people who have permanent positions and the highest proportion of people who have temporary positions - and in fact this is the case. Of all the underemployed in the area, 79.8% have permanent positions and 18.0% have temporary positions. So the average underemployed worker in the



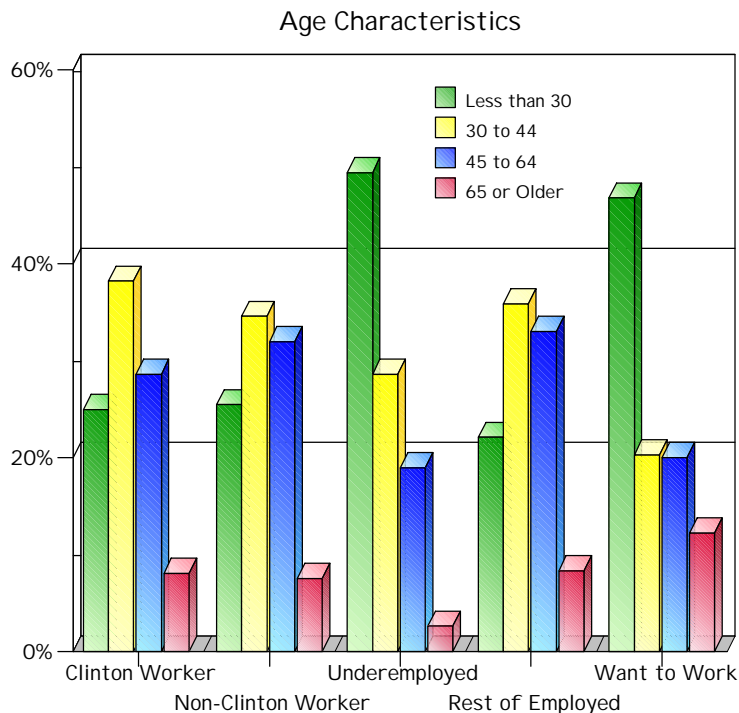
area is more than twice as likely to have a temporary job when compared to the average Clinton worker. Finally for the proportions, 88.4% of all the employed people in the area have permanent jobs and 9.0% have temporary jobs. From the proportions, it is estimated that 3,720 Clinton workers and 20,536 non-Clinton workers have permanent employment. Temporary workers number 289 for Clinton workers and 2,178 for non-Clinton workers, and temporary workers who want permanent work are estimated to be 112 Clinton workers and 1,335 non-Clinton workers.

General Characteristics

Noticeable differences exist among Clinton workers and non-Clinton workers where gender is concerned. Males comprise 56.4% of all Clinton workers, while females make up the remaining 43.6% of Clinton workers. However for non-Clinton workers, males still make up a majority of the workers, but the percentage drops to 52.7% with females comprising the remaining 47.3%. The most striking differences in the four county area exist among those people who are employed (area's 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).



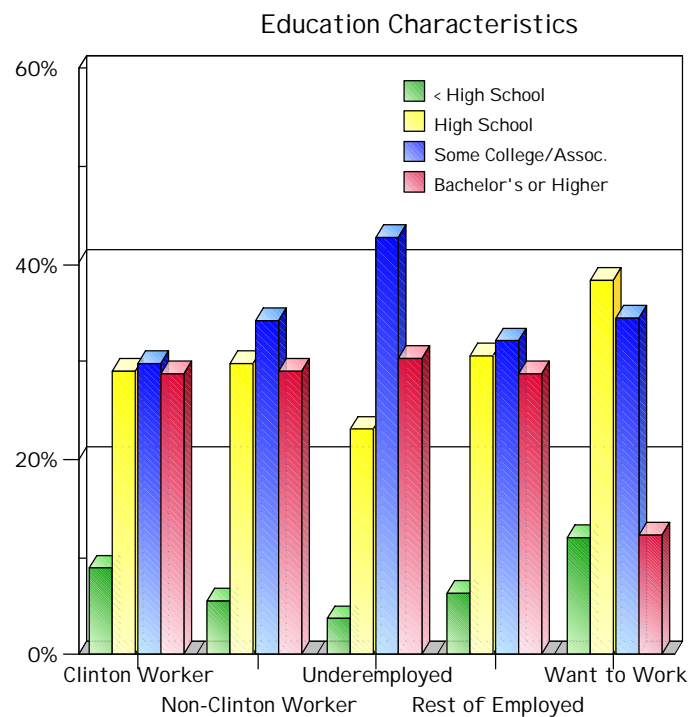
Moving on to age characteristics, it is clear that the less than 30 age group makes up a large proportion of the underemployed and people who want to work. The age distributions for Clinton workers and non-Clinton workers is similar and the less than 30 age group makes up about equal proportions of the two groups (25.0% for Clinton workers and 25.6% for non-Clinton workers). The 30 to 44 age group is the largest group of employed people for both Clinton workers (38.2%)



and non-Clinton workers (34.6%), however, the proportion for Clinton workers is slightly larger. The proportion reverses itself in the next age group with 45 to 64 year-olds making up a slightly larger proportion of non-Clinton workers (32.0%) than Clinton workers (28.6%). And for the last age group, the 65 or Older age group, again nearly equal proportions are observed in both Clinton workers (8.3%) and non-Clinton workers (7.7%). In addition to Clinton workers sharing a similar age distribution with the non-Clinton workers, the area's rest of employed people in the four county area also have a similar age distribution as the previous two groups. In order from the less than 30 age group to the 65 or Older age group, the percentages for the rest of employed are 22.3%, 36.0%, 33.2% and 8.5%. This information may indicate that Clinton workers are less likely to be underemployed since they have a dissimilar age distribution when compared to the underemployed as a group.

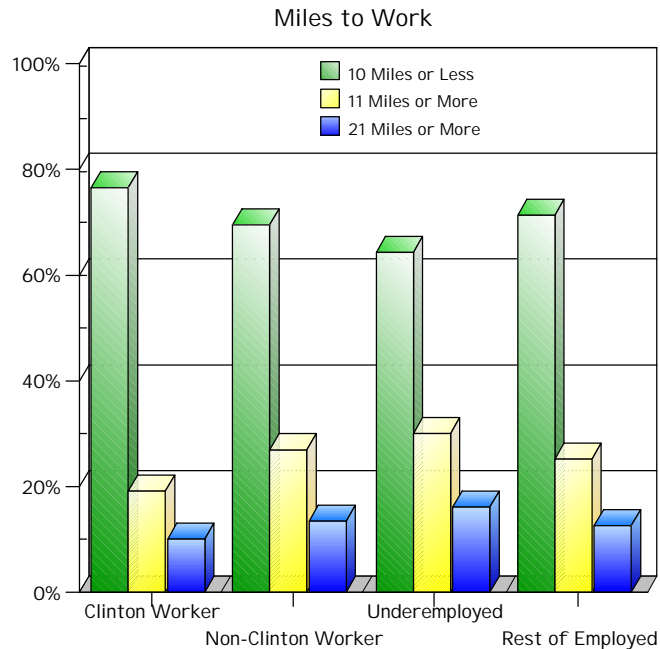
The following education statistics report the highest level of education achieved by each of the respective groups, and in the education graph, the 'some college/assoc.' category reports the percentage of the relevant group that have either some college education but no degree or an Associate's degree.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

Interestingly for Clinton, almost equal proportions of Clinton workers have a high school education (29.0%), some college/Associate's degree (29.8%) or at least a Bachelor's degree (28.9%). Proportions for non-Clinton workers are similar for the high school education (29.9%) and at least a Bachelor's degree (29.0%) categories, but non-Clinton workers are more likely to have some college/Associate's degree (34.2%) education. 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%), but the next highest percentage of people who have less than a high school education was observed among Clinton workers (8.9%). 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%).

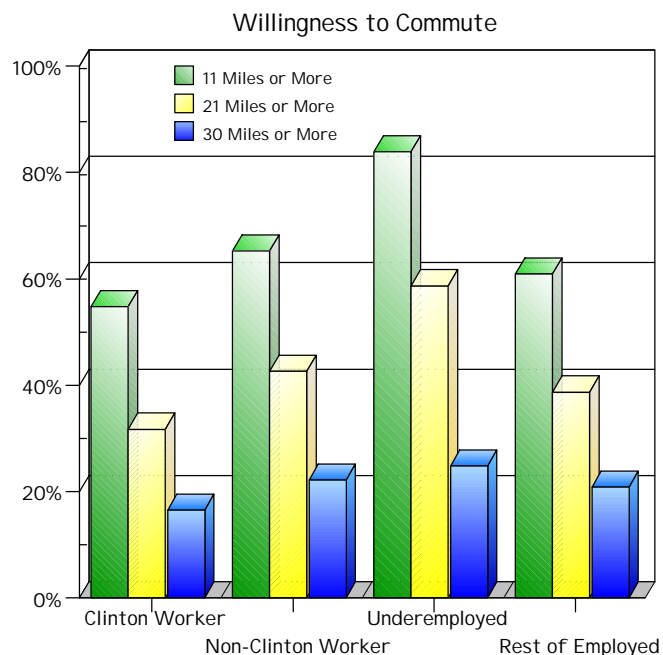


Journey to Work

The majority of the employed people in the four county area commute less than 10 miles to work. And as can be seen from the accompanying graph, Clinton workers usually have to commute shorter distances than non-Clinton workers. Over three-quarters (76.6%) of Clinton workers commute less than 10 miles to work, while 69.8% of non-Clinton workers are able to commute the shortest distances measured in this graph. In commuting 11 miles or more to work are 19.4% of Clinton workers and 27.1% of non-Clinton workers. And in commuting over 21 miles to work are 10.0% of Clinton workers and 13.8% of non-Clinton workers. Also noticeable from the graph, the underemployed in the area commute the longest distances since only 64.7% are able to commute less than 10 miles and 30.2% have to commute more than 11 miles to work. From the proportions, it is estimated that 778 Clinton workers and 6,346 non-Clinton workers commute 11 miles or more to work. Similarly, the numbers for commuting 21 miles or more to work are 401 for Clinton workers and 2,592 for non-Clinton workers.



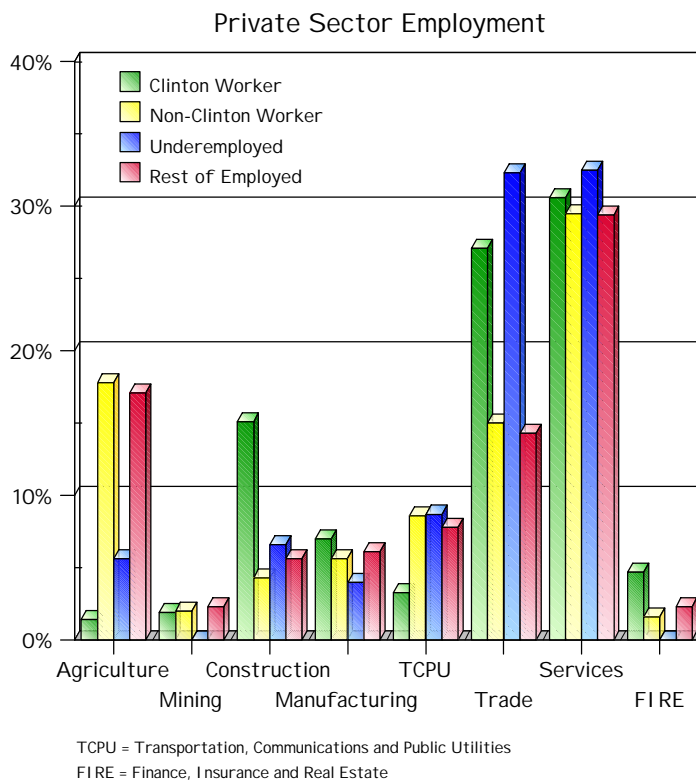
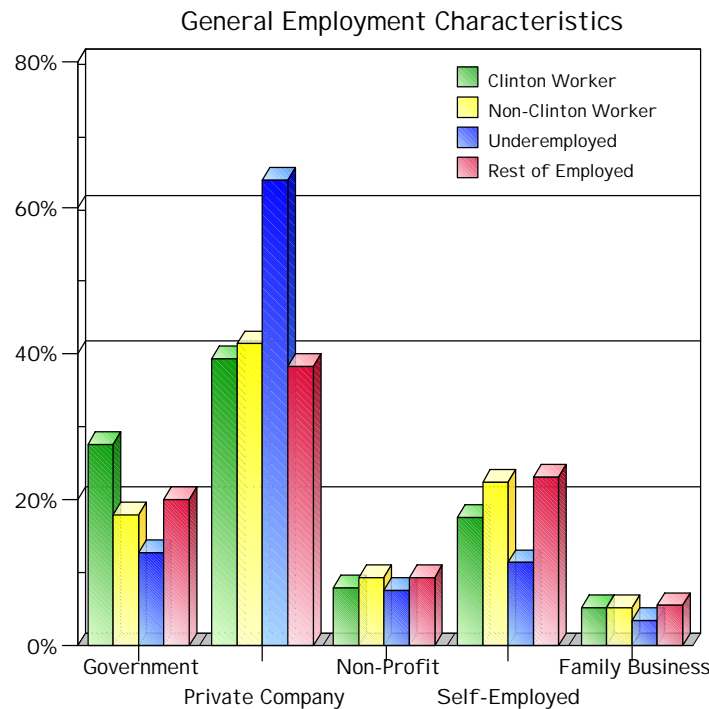
As opposed to actual miles commuted to work, the next graph relates how far the area's employed are willing to commute to work. Immediately noticeable, the more of the area's underemployed would be willing to commute longer distances for each of the ranges measured in the graph. From '11 miles or more' to '30 miles or more', the percentages for the underemployed are 84.2%, 59.0%, and 25.2% respectively. Comparatively these same percentages for Clinton workers are 54.9%, 31.8% and 16.8% - and 65.6%, 42.8% and 22.6% for non-Clinton workers. As for willingness to commute, it is estimated that 2,201 Clinton workers (15,361 non-Clinton workers) would commute 11 miles or more to work, and that 1,275 Clinton workers (10,022 non-Clinton workers) would commute 21 miles or more to work, and that 674 Clinton workers (5,292 non-Clinton workers) would commute 30 miles or more to work. So under the right conditions, people would generally be willing to commute longer distances than the currently commute to work.



Employment

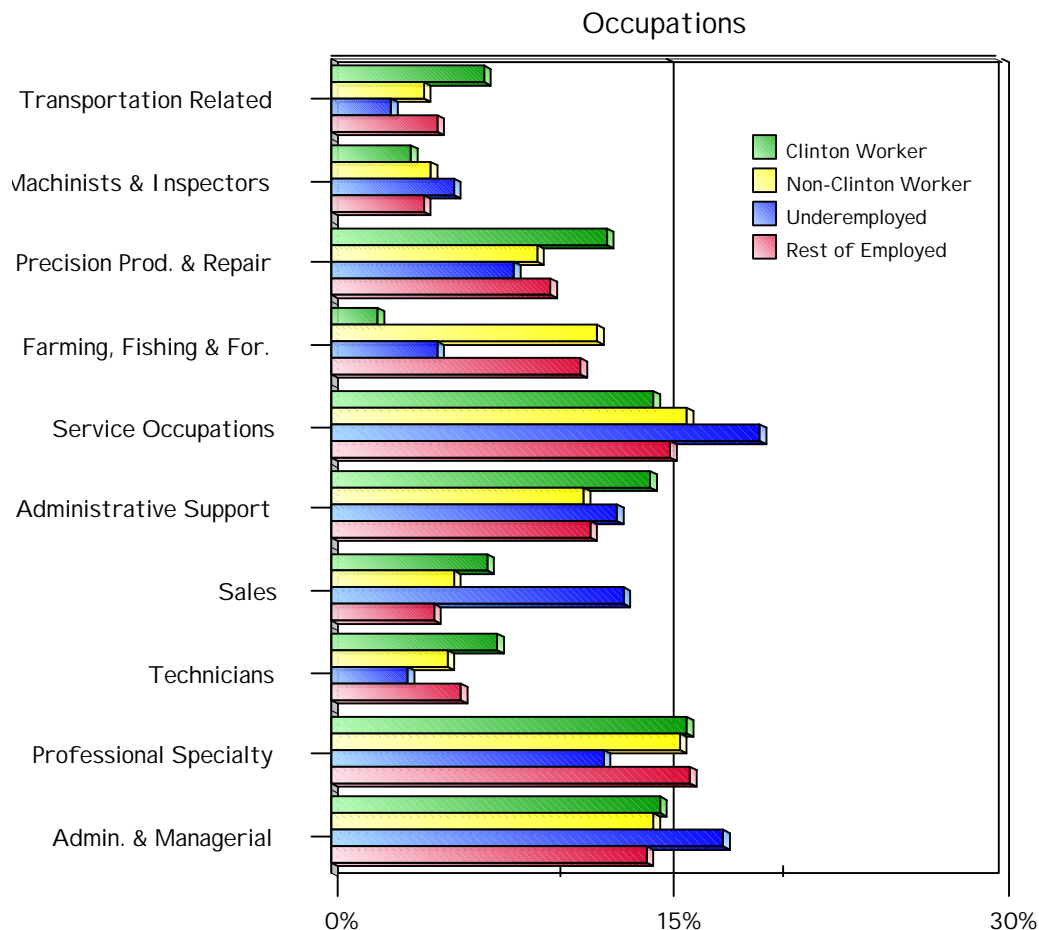
Employment for each of the groups is concentrated in the private companies. The area's underemployed in particular have a high concentration of employment in private companies (63.8%) with each of the remaining three proportions being about two-thirds as large (Clinton workers, 39.4%; non-Clinton workers, 41.7%; area's rest of employed, 38.3%). Government employment is also a fairly important sector as far as employment is concerned for Clinton workers (27.7%), non-Clinton workers (18.0%), 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 Clinton workers, self-employment is the second largest proportion for non-Clinton workers (22.7%) and the area's rest of employed (23.4%). The proportion of Clinton workers who are self-employed is 17.6%.

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



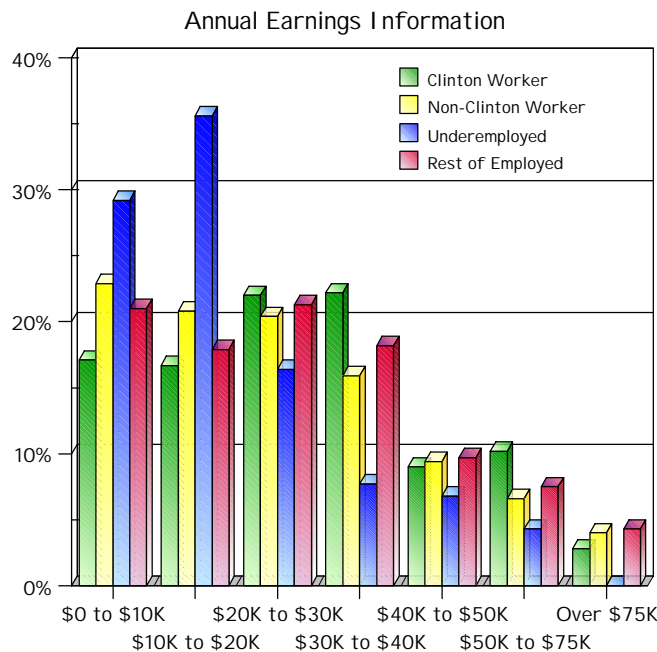
proportions for each of the groups in the service sector is 30.6% for Clinton workers, 29.5% for non-Clinton workers, 32.5% for the area's underemployed and 29.4% for the area's rest of employed. For trade employment, 32.3% of the underemployed are employed in the trade sector with the same proportion for Clinton workers being 27.1% and the proportions for the non-Clinton workers (15.0%) 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-Clinton workers (17.8%) and the area's rest of employed (17.1%) but lower proportions are noticed for the area's underemployed (5.6%) and especially Clinton workers (1.4%). So while about 1 in 6 of the non-Clinton workers and the area's rest of employed are employed in the agricultural sector, only about 1 in 71 Clinton workers are.

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 11.9% of the non-Clinton workers and 11.2% of the area's rest of employed but only 4.9% of the area's underemployed and 2.1% of Clinton workers. The only other large disparity in comparing employment proportions occurred in the sales occupations. The area's underemployed have the largest proportion in sales occupations (13.1%) while only 7.0% of Clinton workers and 5.5% of non-Clinton workers are employed in sales.

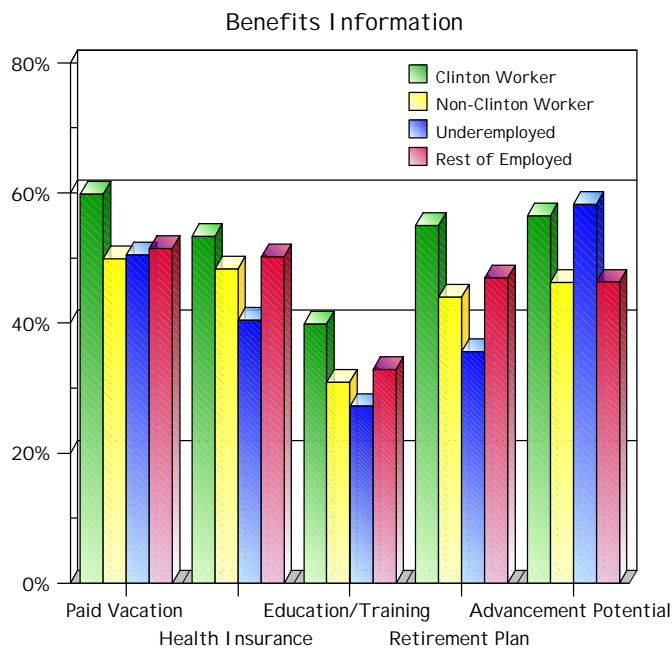


Money & Earnings

The largest proportion of people who earn less than \$10,000 per year is noticed among the area's underemployed workers (29.2%). Comparably, 22.9% of non-Clinton workers, 21.0% of the area's rest of employed and only 16.7% of Clinton workers earn less than \$10,000 per year. Furthermore, 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, the percentages earning between \$10,000 and \$20,000 per year for Clinton workers, non-Clinton workers and the area's rest of employed are 16.7%, 20.8% 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 1,355 Clinton workers (33.8%) and 10,233 non-Clinton workers (43.7%) earn less than \$20,000 per year. In the \$20,000 to \$40,000 earnings range are 1,772 Clinton workers (44.2%) and 8,500 non-Clinton workers (36.3%). And earning more than \$40,000 per year are 882 Clinton workers (22.0%) and 4,683 non-Clinton workers (20.0%).



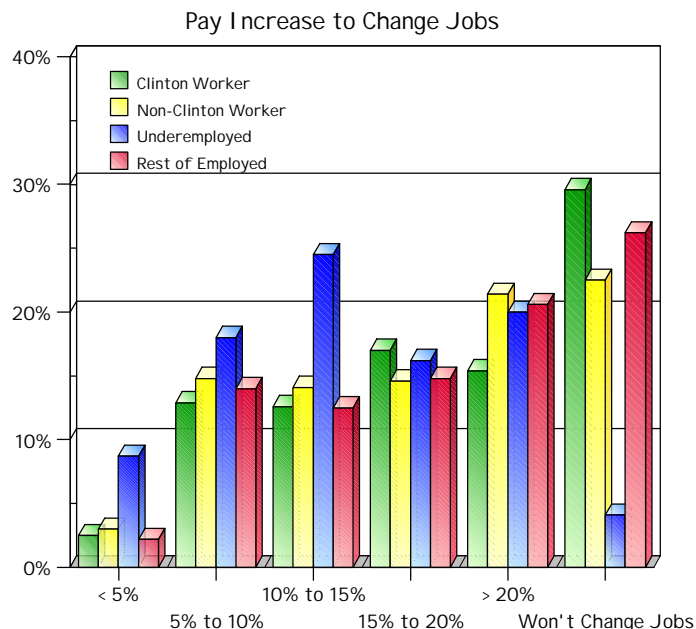
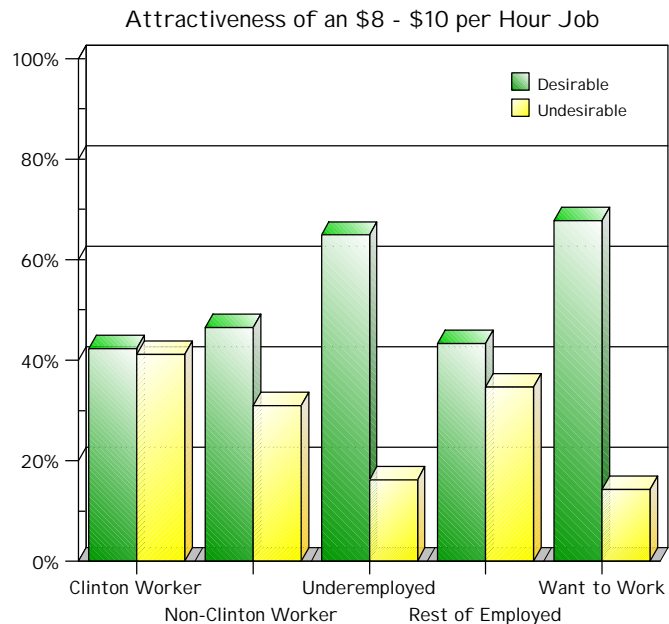
The next graph measures benefits provided in the area for full-time workers only, and as can be seen, substantial percentages of each of the groups are provided benefits in their current jobs. Of the benefits measured, the benefit least likely to be present is the education/training benefit. However, Clinton workers (39.8%) are more likely to receive this benefit than non-Clinton workers (30.9%), the area's underemployed (27.2%) and the rest of employed (32.9%). Also noticeable from the graph, higher percentages of Clinton workers (56.5%) and the underemployed (58.2%) have advancement potential when compared to non-Clinton workers (46.2%) and the area's rest of employed (46.3%).



A higher proportion of Clinton workers (42.3% vs. 41.2%), non-Clinton workers (46.5% vs. 31.0%) and the area's rest of employed (43.3% vs. 34.7%) find that a job that pays \$8 to \$10 per hour as attractive. 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%. The proportions of Clinton workers and non-Clinton workers that found that an \$8 to \$10 per hour job attractive translates into 1,698 and 10,891 people respectively. So approximately 12,589 employed people in the four county area believe that a job that pays \$8 to \$10 per hour is desirable. 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

The last graph in the Clinton Area Labor Survey relates the pay increase required to induce an employed person to change jobs. Generally, the area's underemployed would accept lower pay increases than the other three groups.

Whereas over half of the underemployed (51.2%) would change jobs for a pay increase of 15% or less, only 31.9% of non-Clinton workers (7,464 people), 28.7% of the area's rest of employed and 28.0% of Clinton workers (1,117 people) would do so. In numbers, 8,581 area workers would change jobs for a pay increase of 15% or less. Also of note, 29.6% of Clinton workers (1,187 people) and 22.5% of non-Clinton workers (5,479 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 Clinton, it is estimated that Clinton workers total 4,009 people and thereby constitute 9.3% of the area's adult population. Additionally, 10.6% of Clinton workers are underemployed and are therefore estimated to number 425 people.

The majority of Clinton workers have full-time employment (3,171 people), and even more have permanent positions (3,720 people). Part-time workers are also a sizeable group (758 people) and 19.0% of them desire full-time work. Although temporary job holders are a smaller group (289 people), they also represent a 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). Clinton workers show the same characteristics as employed people in the four counties since a majority are male (56.4% vs. 43.6% 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%) or Clinton workers (25.0%). 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 has the highest proportions of people who have at least some college/Associate's degree (42.8%) or a Bachelor's degree (30.3%). Comparably, these percentages for Clinton workers are 29.8% and 28.9% 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, 401 Clinton 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. Clinton workers who would be willing to commute 21 miles or more to work number 1,275 people (as opposed to the 401 that actually commute that distance), and this same number for the area's underemployed is 1,923 people. Non-Clinton workers number 10,022 people for this distance, which represents a large group of people for potential employment in the Clinton 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. Clinton workers who find this type of job desirable number 1,698 people, and non-Clinton workers likewise number 10,891 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 Clinton, 1,117 Clinton workers would change jobs given the previously mentioned pay increase.