

# **LABOR MARKET SURVEY**

**Prepared for**

**The Tyler Economic Development Council**



Economic  
Development  
Council, Inc.

**by**

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## EXECUTIVE SUMMARY

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

### **Unemployment Status**

Of 600 people surveyed, **87.3%** were employed; **12.7%** were presently unemployed and available for work in 2011-2012. (This 12.7% includes hidden unemployment, such as new entrants and discouraged workers).

### **Characteristics of Unemployed**

The majority of those not working either had been unemployed less than four months (29%) or over one year (51%). The former occupations of these persons were mainly in the (1) office and administrative support; (2) sales and related; (3) education, training, and library; (4) food preparation and service related; and (5) construction classifications.

### **Available Labor Market**

Of the employed labor market, 28.4% were interested or possibly interested in changing jobs in 2011-2012. Therefore, the total available labor market is considered to be those workers unemployed (76) and those who are employed and interested in changing jobs (149), which totals 225, or 38% of the total labor market. However, the remaining 62% may desire to change jobs later.

### **Types of Employment**

The major occupations of the 524 employed persons were (1) education, training, and library; (2) office and administrative support; (3) sales and related; (4) management; and (5) healthcare practitioners and technicians classifications.

### **Employment Status**

A majority of the employed labor market, 82%, was employed full time. Of the 18% employed part-time, 42% stated they would like to work full time.

### **Length of Employment**

Employees had been with the company for an average of 10 years (median = 10 years) at their present jobs with a range from less than one year to 65 years.

### **Occupational Skills**

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

### **Unused and Underutilization of Skills**

The labor market indicated many skills which were not utilized. The skills mentioned most often include customer service, sales, word processing, painting, retail, order taker, data entry, and clerical.

### **Willingness to Train**

A wide majority of the available labor force, 78%, said they would be willing to train for a new job.

### **Overqualified Employees**

A total of 27% of the employed labor market and 42% of employed available labor market said they were overqualified.

### **Distance Willing to Commute**

Employees within the labor market indicated various distances they would be willing to travel one-way to work. The average distance for the total available labor market (unemployed and those people who indicated an interest in changing jobs in 2011-2012) was 22 miles. The average commuting distance for unemployed workers was 20 miles.

### **Distance Actual Commuting**

Those workers employed and available are driving an average of 11 miles per day. The average distance driven by total employed workers was 10 miles.

### **Availability for Employment**

The majority, 80%, of the available labor market reported they were interested in full-time employment; 26% indicated an interest in part-time employment. Also, 85% stated they were available for employment during the day; 25%, evening; and 13%, night.

### **Smith County Availability**

Respondents residing outside Smith County were asked if they were interested in working in Smith County. Of the available labor market, 65% of non-Smith County residents stated they would be interested or possibly interested in working in Smith County.

### **Desired Hourly Wage**

When employees were asked what the lowest hourly wage they would accept, they gave a wide range of answers. An average hourly wage of \$12.89 was computed for those interested in changing jobs. However, those presently unemployed were willing to accept a lower average wage of \$11.71 an hour, and the total available reported \$12.50 as an acceptable hourly wage.

### **Demographics**

**Length of Time in East Texas.** A majority, 77%, stated they had lived in East Texas 10 years or longer.

**Age.** The median age of the available labor market approximates a normal curve with an average age of 48.

**Education Level.** Only 9% of the total labor market had less than a high school degree. Of the total labor market, 33% had a college degree; 12% of these workers had advanced degrees.

**Annual Income.** The average annual income of workers employed and willing to change jobs was \$31,363 and for the total labor market, \$44,000.

**Gender.** The total labor market is composed of 50% females and 50% males. Of the available labor, female workers consisted of 52% and males, 48%.

**Ethnic:** The ethnic background was 77%, white; 13%, black; and 8%, Hispanic.

## INTRODUCTION

The Tyler Labor Market Survey was conducted during March-April 2011. The research was requested by The Tyler Economic Development Council and is based upon 600 telephone interviews with respondents residing within a 30-mile radius of Tyler and covering nine counties.

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

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

*Marilyn Young*  
Marilyn Young, Ph.D.  
July 2011

## OBJECTIVES

The major objectives of the research were as follows:

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

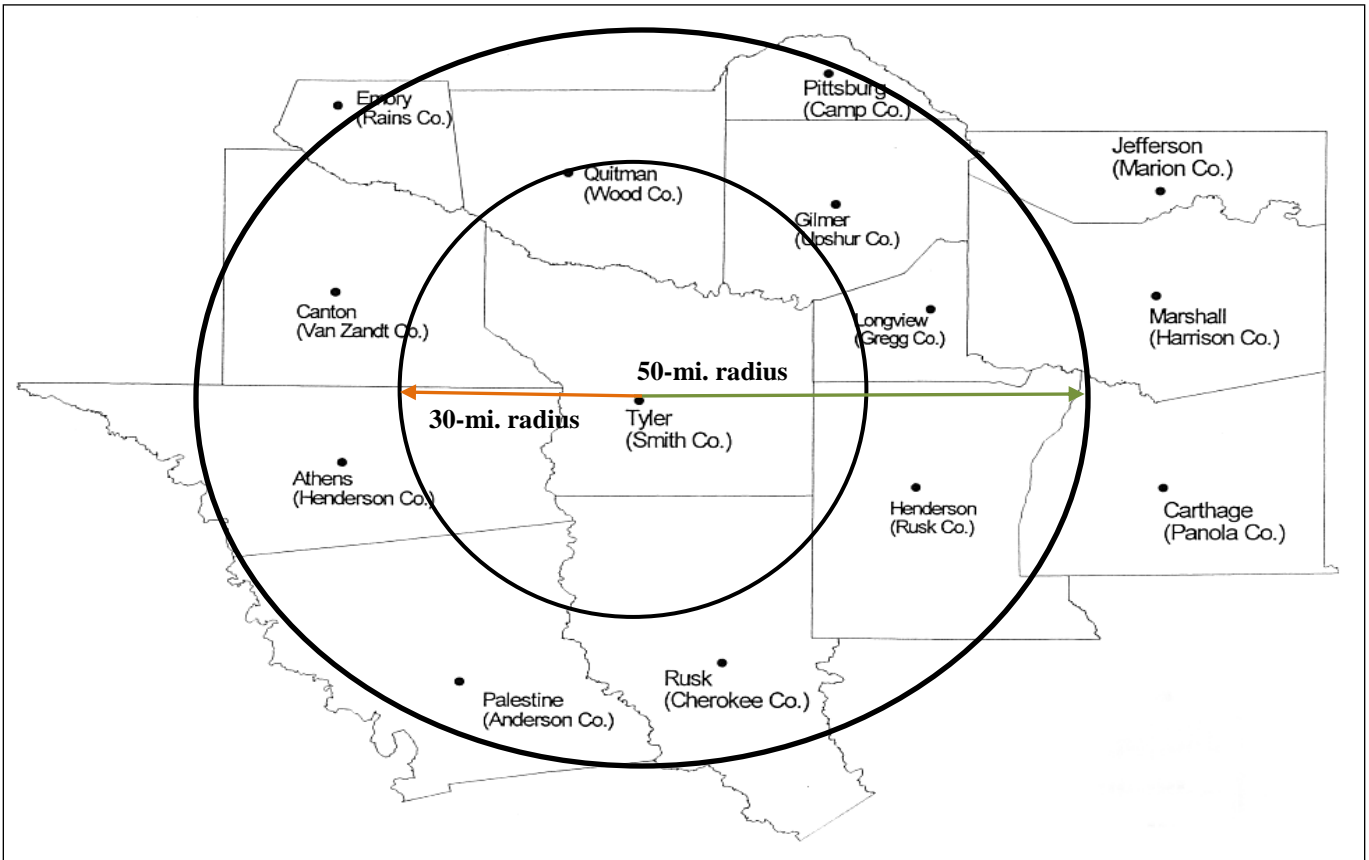
## THE EAST TEXAS AREA

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

### **Population and Labor Force**

The estimated total population of Smith County and all adjacent counties is 701,402 for 2010. The population for all ages within a 30-mile area is estimated to be 365,412 while the 30-mile radius has a population of 272,978 for ages 18 and over. Also, the population of all ages within a 50-mile radius is 721,045 and 542,711 for ages 18 and over. Exhibit 2 lists the counties according to population, number in labor force, and other statistics.

## Exhibit 1 Map of the East Texas Area



The **30-mile area population** is estimated to be **365,412** for all ages; **272,978** for ages 18 and over.

The **50-mile area population** is estimated to be **721,045** for all ages; **542,711** for ages 18 and over.

Source: GIS, East Texas Council of Governments, Kilgore Texas (See detailed map in Appendix C, page 32).

**Exhibit 2**  
**Nine-County East Texas Population**

<b>County</b>	<b>2009 Population<sup>a</sup></b>	<b>May 2011 Civilian Labor Force<sup>b</sup></b>	<b>May 2011 Employed<sup>b</sup></b>	<b>May 2011 Unemployment Rate<sup>b</sup></b>
Anderson	58,458	21,027	19,064	9.3%
Cherokee	50,845	20,684	18,901	8.6%
Gregg	121,730	66,874	62,521	6.5%
Henderson	78,532	36,211	33,214	8.3%
Rusk	53,330	24,938	23,172	7.1%
Smith	204,655	101,796	94,313	7.4%
Upshur	39,309	20,243	18,809	7.1%
Van Zandt	52,579	25,854	23,936	7.4%
Wood	41,964	18,242	16,752	8.2%
<b>Total</b>	<b>701,402</b>	<b>335,869</b>	<b>310,682</b>	<b>7.5%</b>

<sup>a</sup>U.S. Census Bureau, State & County QuickFacts, 2010 estimates. These counties are adjacent and part of the 30-mile radius from Tyler, Texas.

<sup>b</sup>Texas Workforce Commission, Labor Market Information Department. Current County Unemployment Rates—May 2011.

**Demographics and Unemployment Rate**

According to the 2009 estimates of the U.S. Census Bureau, the population for the Smith County area is composed of 48.3% males and 51.7% females. The racial breakdown for Smith County was white, 62.1% (non-Hispanic); black, 17.9%; Hispanic, 17.2%; and other, 3.7%.

Smith County had an unemployment rate of 7.4%, which closely corresponds with the total unemployment rate for the entire nine-county region of 7.5% for May 2011 (see Exhibit 2 above).

**SCOPE AND RESEARCH METHODOLOGY**

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

## **Sample Size**

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

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

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

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

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

## **Type of Sample**

The sample is considered an area sample in that the number sampled in each city/town is proportionate to its population. Exhibit 4 shows the area and the percent sampled from each county. For instance, since Tyler had 56.8% of the area, a sample of 341 (56.8% \* 600) was drawn. A systematic random sample of 600 residential phone numbers was drawn by using telephone directories as the sample frame.

**Exhibit 4**  
**Computation of Sample Size by Major Area**

City/County	Total Population <sup>a</sup>	Percent Population	Sample Size
<b>Anderson</b>			
Frankston	1,269	0.7%	6
<b>Cherokee</b>			
Jacksonville	15,036	8.3%	50
<b>Gregg</b>			
Kilgore	12,467	6.9%	41
Gladewater	6,712	3.7%	22
<b>Henderson</b>			
Murchison	650	0.4%	2
Chandler	2,541	1.4%	8
Brownsboro	1033	0.6%	3
<b>Rusk</b>			
Overton	2,453	1.4%	8
<b>Smith County</b>			
Tyler	102,985	56.8%	341
Lindale	4,892	2.7%	16
Whitehouse	7,700	4.2%	25
Flint/Gresham/Lake Palestine <sup>b</sup>	8,056	4.4%	27
Bullard	1,823	1.0%	6
Troup	2,204	1.2%	7
<b>Upshur</b>			
Big Sandy	1,409	0.8%	5
<b>Van Zandt</b>			
Van	2,642	1.5%	9
Edom	346	0.2%	1
<b>Wood</b>			
Mineola	5,350	3.0%	18
Hawkins	1,625	0.9%	5
<b>Total</b>	181,193	100%	600

<sup>a</sup>U.S. Census Bureau Estimates, 2009.

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

## **Interviewing**

Double sampling was used to select survey participants. The first question included only those persons who were employed or currently seeking employment. Next, a modification of the Troldahl-Carter selection process was implemented to randomize selection of the adult to be interviewed in each household. Once this process was exhausted, replacements were drawn until the proportionate number of interviews was completed. Three attempts were made to contact the respondent before another number was selected. Interviewing was conducted during March-April 2011. Respondents were called during the following times and days:

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

The questions used in the study were taken from the 2008 Tyler Labor Market Survey and updated, revised, and pretested. The survey instrument written in both English and Spanish is shown in Appendix A. Interviewers stated at the beginning:

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

## **Tabulation and Analysis**

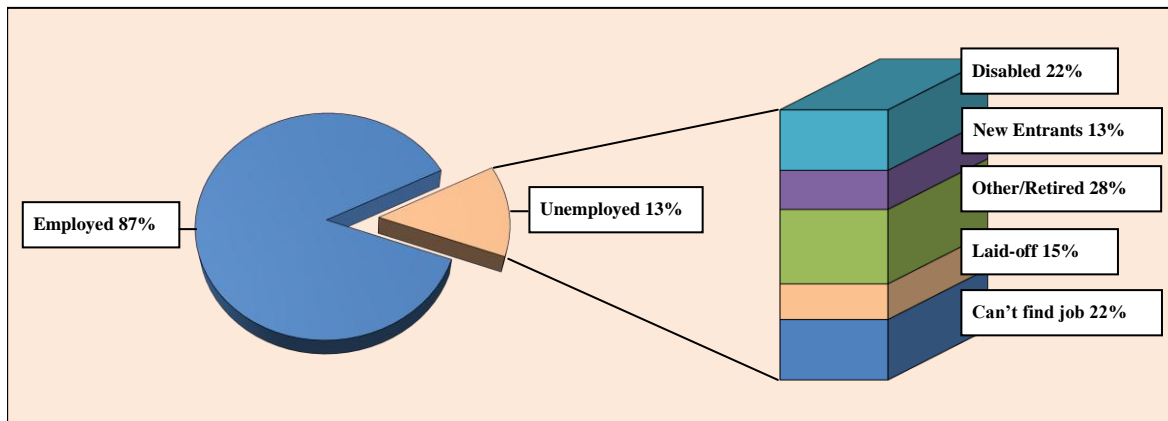
Upon completion of the interviewing process, data was edited and coded for data entry. Several computer software packages were used in preparing the final report. Frequency of responses, multiple cross tabulations, and other relevant statistical tests were performed to facilitate data analysis.

# TYLER LABOR MARKET SURVEY RESULTS AND FINDINGS

## Nature of Employment

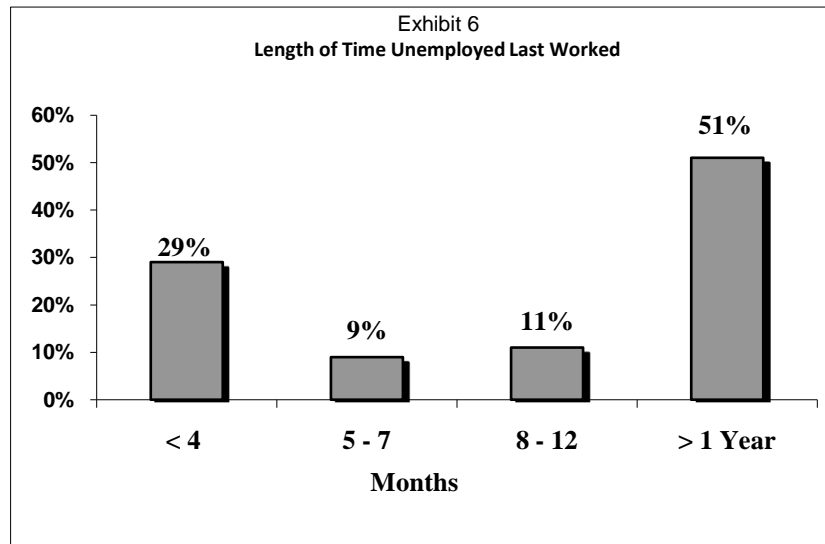
Of 600 people surveyed, **87.3%**, or 524, were employed; **12.7%**, or 76, were presently unemployed and available for work in 2011-2012. The unemployment rate for the nine-county area was computed to be 7.5% which reveals a 5.2% hidden unemployment rate. Hidden unemployment includes new entrants and discouraged workers. Exhibit 5 shows a breakdown of the employment status.

**Exhibit 5**  
**Employment Status of Labor Market**



## Characteristics of Unemployed

Of those not working, the majority had either been unemployed less than four months (29%) or over one year (51%) as shown in Exhibit 6. Exhibit 7 shows the former occupations of these persons were mainly in the (1) office and administrative support; (2) sales and related; (3) education, training and library; (4) food preparation and serving related; and (5) construction and extraction classifications.



**Exhibit 7**  
**Former Occupations of Unemployed**

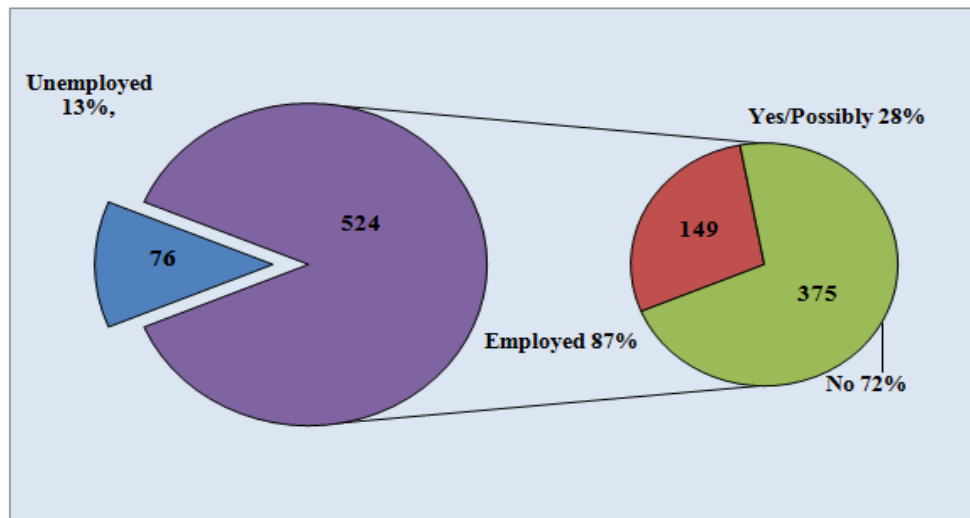
Occupation <sup>a</sup>	Percent
Management	5.3%
Business and Financial Operations	3.9%
Computer and Mathematical	2.6%
Architecture and Engineering	2.6%
Community and Social Service	2.6%
Education, Training, and Library	9.2%
Arts, Design, Entertainment, Sports, and Media	3.9%
Healthcare Practitioners and Technical	2.6%
Healthcare Support	3.9%
Food Preparation and Serving Related	9.2%
Building Grounds/Cleaning and Maintenance	1.3%
Personal Care and Service	2.6%
Sales and Related Occupations	10.5%
Office and Administrative Support	10.5%
Construction and Extraction	9.2%
Installation, Maintenance, and Repair	6.6%
Production	7.9%
Transportation and Material Moving	5.3%
<b>Total</b>	<b>100%</b>

<sup>a</sup> Standard Occupational Classification, Bureau of Labor Statistics, U. S. Department of Labor, 2000. [http://www.bls.gov/soc/soc\\_majo.htm](http://www.bls.gov/soc/soc_majo.htm)

## Available Labor Market

Of the 87.3% (524) employed, 28.4% (149) stated they were interested or possibly interested in changing jobs in 2011-2012. Therefore, the total available labor market is considered to be those workers unemployed (76) and those who are employed and interested in changing jobs (149), which total 225, or 38% of the total labor market sample of 600. However, the remaining 62% may desire to change jobs at a later date.

**Exhibit 8**  
**Labor Market Interest in Changing Jobs**



## Types of Employment

As shown in Exhibit 9 on the following page, the major occupations of the 524 employed persons were in the following classifications: (1) education, training, and library; (2) office and administrative support; (3) sales and related; (4) health care practitioners and technical; and (5) management classifications.

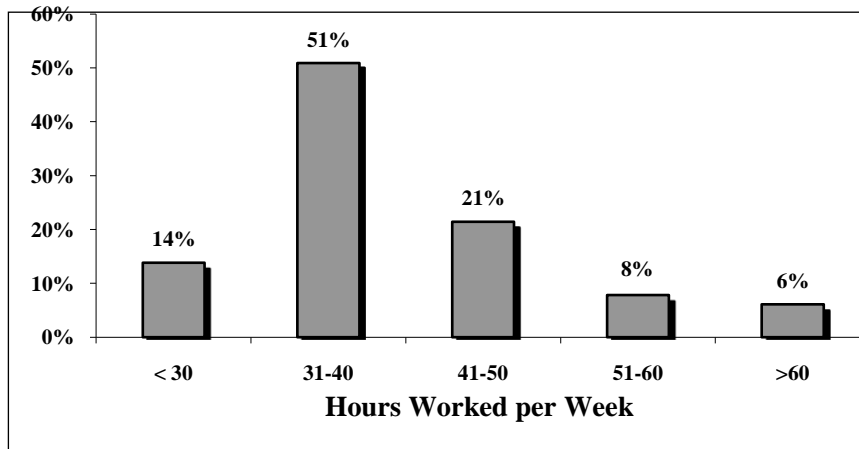
The employed labor market worked an average of 40 hours a week. The largest proportion, 51%, worked 31-40 hours per week as shown in Exhibit 10.

Employees had been with the company for an average of 13 years (median=10 years) at their present jobs with a range from less than one year to 65 years (see Exhibit 11). The majority of the employed labor market, 82%, was employed full time as illustrated in Exhibit 12. When part-time employees were asked if they would like to work full time, 42% of the respondents answered “Yes.”

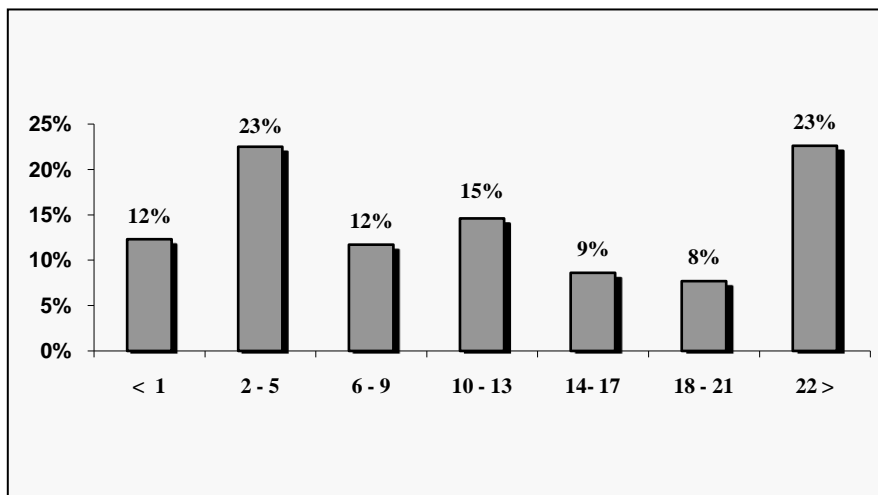
**Exhibit 9**  
**Occupations of Labor Market: Presently Employed**

Occupation	Percent
Management	8.0%
Business and Financial Operations	6.7%
Computer and Mathematical	2.1%
Architecture and Engineering	.6%
Community and Social Services	2.7%
Legal	1.1%
Education, Training, and Library	11.6%
Arts, Design, Entertainment, Sports and Media	1.3%
Healthcare Practitioners and Technical	8.0%
Healthcare Support	4.4%
Protective Services	1.5%
Food Preparation and Serving	2.5%
Building Grounds Cleaning and Maintenance	2.5%
Personal Care and Service	4.4%
Sales and Related	9.5%
Office and Administration Support	9.5%
Farming, Fishing, and Forestry	.8%
Construction and Extraction	6.5%
Installation, Maintenance, and Repair	5.0%
Production	4.6%
Transportation and Material Moving	6.9%
<b>Total</b>	<b>100%</b>

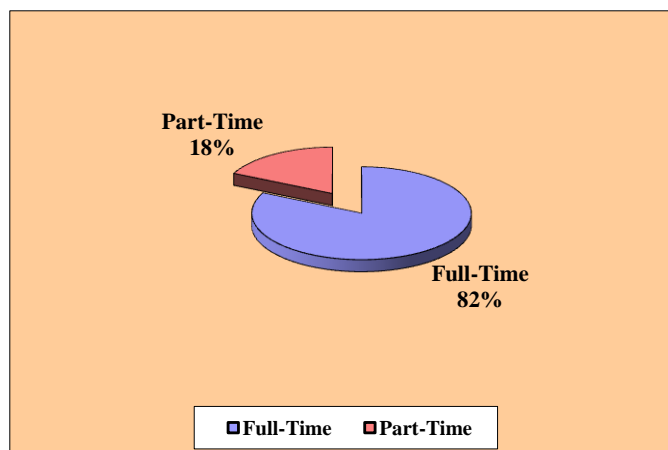
**Exhibit 10**  
**Average Hours Worked Per Week**



**Exhibit 11**  
**Years Worked at Present Position**



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



**Occupational Skills**

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

**Exhibit 13**  
**Skills of Tyler Area Labor Market**

Skill	Available Unemployed (76)		Available Employed (149)		Available Total (225)		Total Labor Market (600)	
	No.	%	No.	%	No.	%	No.	%
<b>Technical/Transportation</b>								
Heating and Air Conditioning (HVAC)	5	7%	17	11%	22	10%	48	8%
Metal fabrication	6	8%	17	11%	23	10%	47	8%
Chemical/petroleum processing	0	0%	7	5%	7	3%	25	4%
Electrician/electronics	10	13%	22	15%	32	14%	75	13%
Assembler	12	16%	26	17%	38	17%	70	12%
Textile preparation	7	9%	3	2%	10	4%	26	4%
Construction	18	24%	28	19%	46	20%	100	17%
Plumbing	9	12%	18	12%	27	12%	71	12%
Painting	17	22%	27	18%	44	20%	107	18%
Welding	6	8%	25	17%	31	14%	62	10%
Machine trades	6	8%	15	10%	21	9%	42	7%
Carpentry	13	17%	23	15%	36	16%	94	16%
Mechanic	6	8%	20	13%	26	12%	71	12%
Equipment repair	5	7%	16	11%	21	9%	60	10%
Heavy equipment operator	10	13%	16	11%	26	12%	67	11%
Warehouse worker	17	22%	21	14%	38	17%	73	12%
Building maintenance	5	7%	15	10%	20	9%	53	9%
Truck driver	8	11%	17	11%	25	11%	64	11%
Forklift driver/pallet mover	17	22%	28	19%	45	20%	95	16%
Stacker/loader	13	17%	20	13%	33	15%	71	12%
<b>Managerial/Professional</b>								
Management	35	46%	63	42%	98	44%	322	54%
Engineer	3	4%	5	3%	8	4%	21	4%
Attorney	1	1%	2	1%	3	1%	12	2%
Accountant	6	8%	9	6%	15	7%	48	8%
Teaching	0	0%	0	0%	0	0%	4	1%
Doctor	11	14%	30	20%	41	18%	122	20%
Health care	20	26%	32	21%	52	23%	143	24%
Nurse	3	4%	10	7%	13	6%	42	7%
Medical/Lab technician	6	8%	6	4%	12	5%	13	2%
Medical research	1	1%	1	1%	2	1%	78	13%
Credit/finance	6	8%	18	12%	24	11%	78	13%
Social service	10	13%	22	15%	32	14%	81	14%
<b>Computer Related</b>								
Word processing	42	55%	93	62%	135	60%	403	67%
Data entry	43	57%	91	61%	134	60%	427	71%
Spreadsheet	19	25%	55	37%	74	33%	246	41%
Technical specialist	3	4%	15	10%	18	8%	59	10%
Graphic design	5	7%	9	6%	14	6%	39	7%
Database management	2	3%	12	8%	14	6%	55	9%
Network administration	2	3%	8	5%	10	4%	40	7%
System design	1	1%	3	2%	4	2%	16	3%
CAD/CAM	4	5%	1	1%	5	2%	16	3%
Programmer	0	0%	6	4%	6	3%	18	3%
Computer hardware	2	3%	9	6%	11	5%	19	3%
Web development/maintenance	1	1%	7	5%	8	4%	26	4%

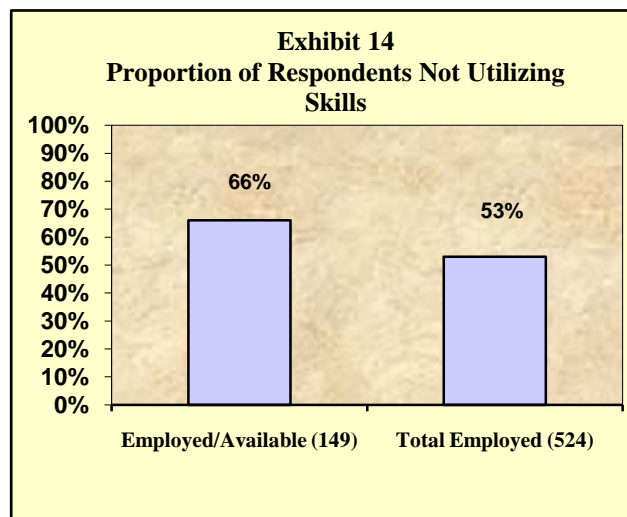
**Exhibit 13**  
**Skills of Tyler Area Labor Market**  
**(Continued)**

Skill	Available Unemployed (76)		Available Employed (149)		Available Total (225)		Total Labor Market (600)	
	No.	%	No.	%	No.	%	No.	%
<b>Sales</b>								
Customer service representative	36	47%	48	32%	84	37%	225	38%
Sales (general)	35	46%	58	39%	93	41%	259	43%
Telemarketing	9	12%	18	12%	27	12%	60	10%
Sales associate	14	18%	38	26%	52	23%	116	19%
Retail	16	21%	37	25%	53	24%	127	21%
Order taker	17	22%	33	22%	50	22%	133	22%
<b>Office/Clerical</b>								
Secretarial	28	37%	48	32%	76	34%	210	35%
Clerical	37	49%	62	42%	99	44%	273	46%
Bookkeeping	22	29%	40	27%	62	28%	200	33%
Payroll clerk	15	20%	28	19%	43	19%	145	24%
Receptionist/desk clerk	20	26%	39	26%	59	26%	174	29%
<b>Other Skills and Languages</b>								
Other skills	34	45%	74	49%	108	48%	259	43%
Service	20	27%	24	16%	44	20%	99	17%
Oil field	5	7%	21	14%	26	12%	62	10%
Agriculture	5	7%	15	10%	20	9%	65	11%
Spanish	8	11%	27	18%	35	16%	63	11%
Some Spanish	6	8%	13	9%	19	8%	56	9%
Other languages <sup>a</sup>	6	8%	5	3%	11	4%	29	5%

<sup>a</sup>Other languages were French, German, Italian, Filipino, Chinese, Cambodian, Vietnamese, Yoruba, Japanese, Urdu/Hindustani and sign language.

**Unused and Underutilization of Skills**

According to Exhibit 14, a large proportion of the employed available labor market, 66%, indicated that they had skills which were not utilized. Of the total employed, 53% indicated they had skills they had not used.



Skills which workers indicated they were not using are shown in Exhibit 15. The skills mentioned most often include management, word processing, painting, service, clerical, data entry, and electronics occupation.

**Exhibit 15**  
**Skills Mentioned That Are Not Utilized**

<b>Classification</b>	<b>No.</b>	<b>%</b>	<b>Classification</b>	<b>No.</b>	<b>%</b>
<b>Technical/Transportation</b>			<b>Computer Related</b>		
Heating and Air	24	5%	Word processing	75	14%
Metal fabrication	19	4%	Data entry	49	9%
Chemical/petroleum processing	6	1%	Spreadsheet	28	5%
Electrician/electronics	46	9%	Technical specialist	14	3%
Assembler	37	7%	Graphic design	10	2%
Textile preparation/finishing	12	2%	Database management	12	2%
Construction	45	9%	Network administration	10	2%
Plumbing	44	8%	System design	2	4%
Painting	55	11%	CAD/CAM	5	1%
Welding	27	5%	Computer programmer	3	1%
Machine trades	37	7%	Computer hardware	8	2%
Carpentry	44	8%	Web development/maintenance	7	1%
Mechanic	35	7%	<b>Sales</b>		
Equipment repairs	20	4%	Customer Service	53	9%
Heavy equipment operator	20	4%	Sales	93	18%
Warehouse worker	19	4%	Telemarketing	31	6%
Building maintenance	18	3%	Sales clerk/associate	32	5%
Truck driver	13	3%	Retail sales	40	8%
Forklift driver/pallet mover	33	6%	Order taker	16	3%
Stacker/loader	21	4%	<b>Office Skills</b>		
<b>Managerial/Professional</b>			Secretarial	46	9%
Management	104	20%	Clerical	47	9%
Engineer	3	1%	Bookkeeping	44	8%
Attorney	1	.4%	Payroll clerk	22	4%
Accountant	15	3%	Receptionist	41	8%
Teaching	36	7%	<b>Other</b>		
Health care	17	5%	Other Skills	75	14%
Nurse	10	2%	Service	39	7%
Medical/Lab technician	12	2%	Agriculture	23	4%
Medical research	3	1%	Spanish	42	7%
Credit/finance	25	5%	Some Spanish	5	1%
Social service	21	4%	Other Language	12	2%

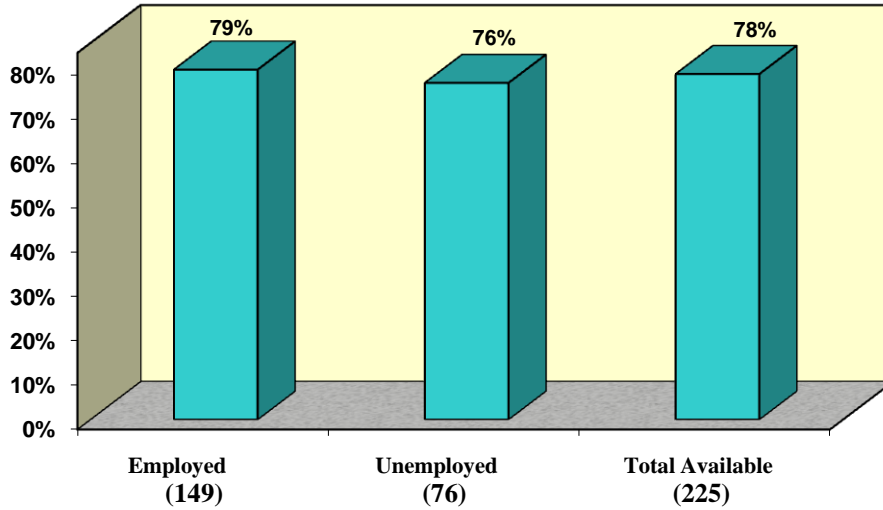
**Overqualified Workers**

When asked the employed labor market if they perceived they were overqualified, 27% answered “yes” or “possibly.” Of the employed available labor market, 42% stated they perceived that they were overqualified for their present positions.

## Willingness to Train

A wide majority of the available labor force, 78%, indicated they would be willing to train for employment at another business.

**Exhibit 16**  
**Willing to Train for Employment at Another Business**



## Commuting Distance

### Willing to Drive

The workers within the labor market indicated various distances they would be willing to travel one-way to work as illustrated in Exhibits 17-A and 17-B. The average commuting distance for those people who indicated an interest in changing jobs was 23 miles and for those unemployed, 20 miles. The average commuting distance for the total available labor was 22 miles.

### Actual Driving Distance

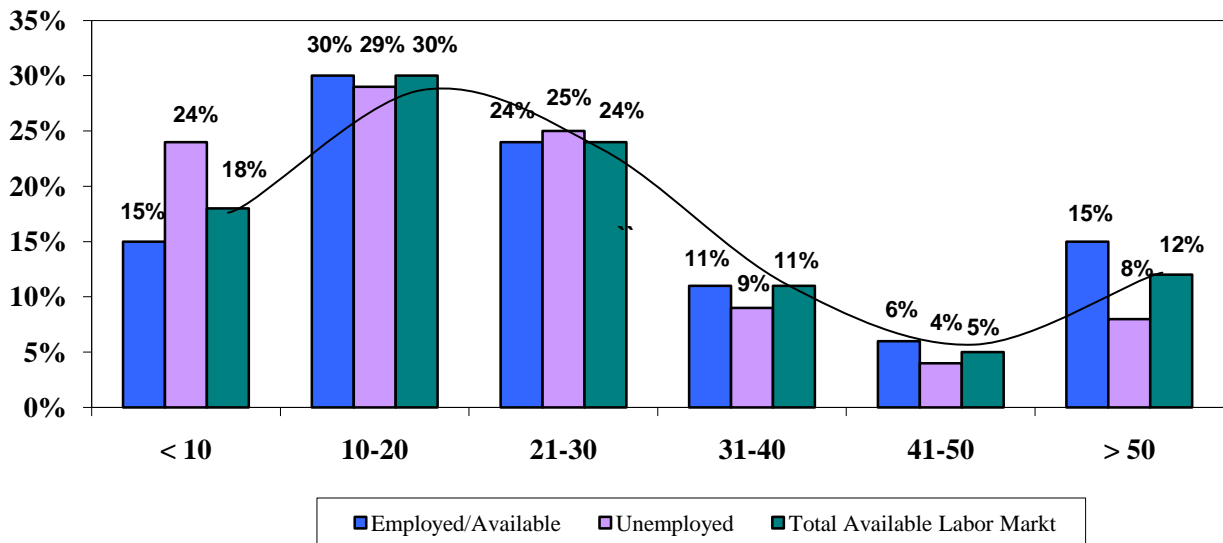
The actual miles driven were 11 for the employed available and 10 for the total employed.

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

Miles	Miles Willing to Commute						Actual Mileage			
	Employed/Available (149)		Unemployed (76)		Total Available (225)		Employed/Available		Total Employed	
	No.	%	No.	%	No.	%	No.	%	No.	%
< 10	22	15%	18	24%	40	18%	72	49%	275	53%
11-20	43	30%	22	29%	65	30%	25	18%	120	23%
21-30	34	24%	19	25%	53	24%	25	17%	61	12%
31-40	16	11%	7	9%	23	11%	14	10%	27	5%
41-50	8	6%	3	4%	11	5%	3	2%	9	2%
Over 50	21	15%	6	8%	27	12%	6	4%	28	5%
Total <sup>a</sup>	144	100%	75	100%	219	100%	145	100%	520	100%
<b>Median =</b>	<b>23 miles</b>		<b>20 miles</b>		<b>22 miles</b>		<b>11 miles</b>		<b>10 miles</b>	

Note: Shading shows median class. <sup>a</sup>Some respondents did not provide an answer.

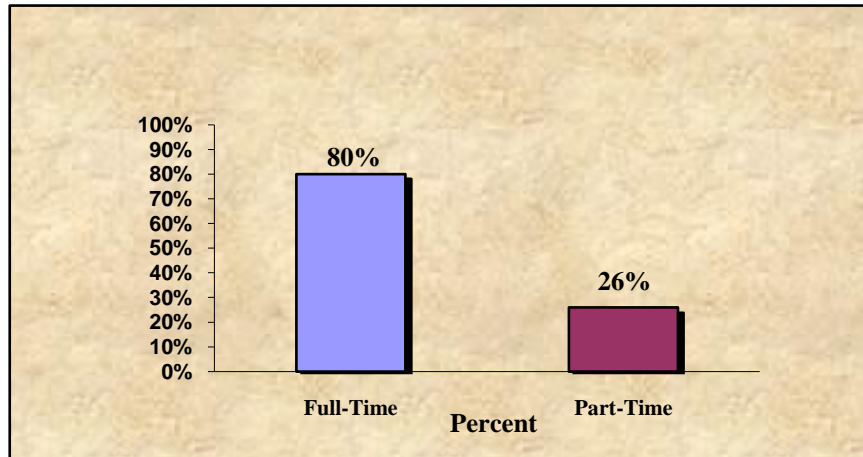
**Exhibit 17-B  
Maximum Commuting Distance Employees Would Drive**



## Availability for Employment

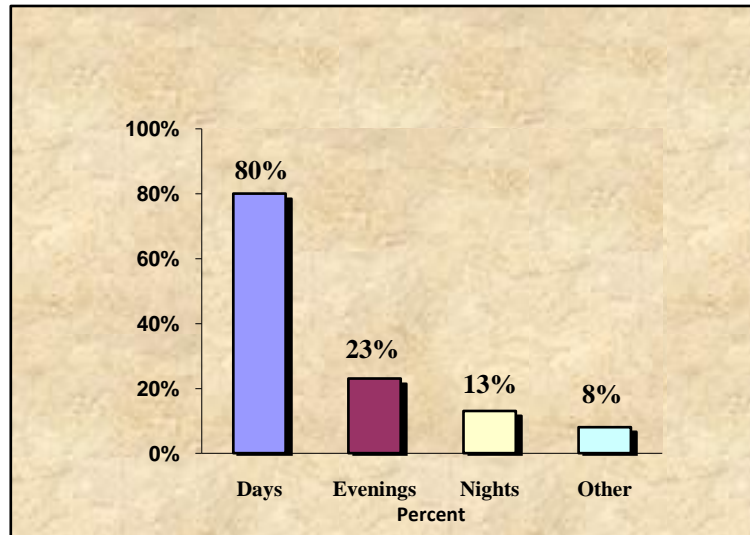
The majority of the available labor market, 80%, reported they were interested in full-time employment; 26% indicated an interest in part-time employment. Also, 80% stated they were available for employment during the day; 25%, evening; and 13%, night (see Exhibits 18 and 19 below).

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



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

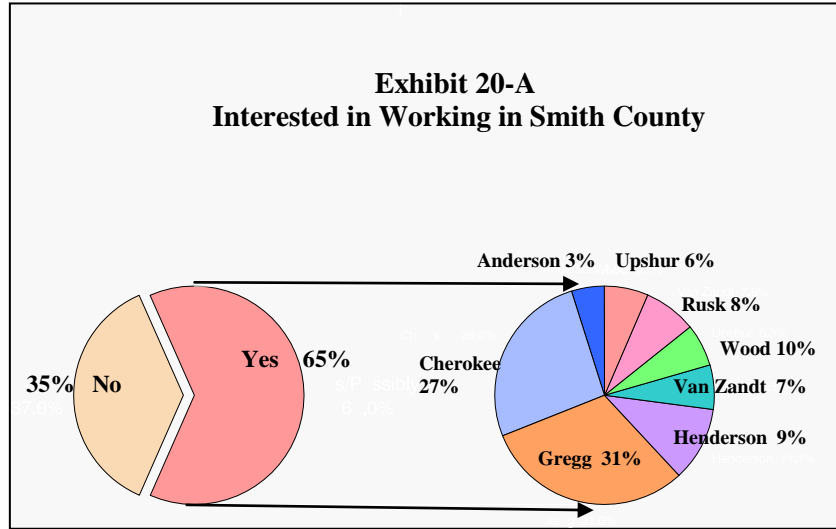
**Exhibit 19**  
**Days, Evenings, and Night Availability**



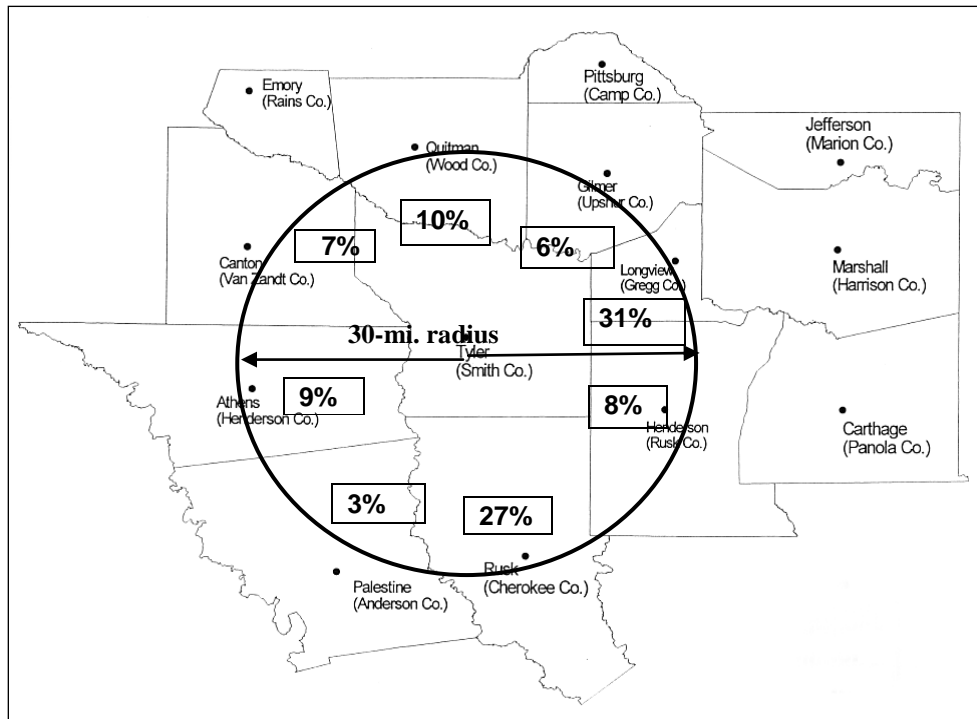
Note: Several respondents indicated they would work during more than one time period.

**Interest in Smith County**

When employees who reside outside Smith County were asked if they were interested in working in Smith County, 65% stated they would be interested or possibly interested. Exhibit 20-A and 20-B below show a breakdown of those interested in working in Smith County, according to the county where they reside.



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



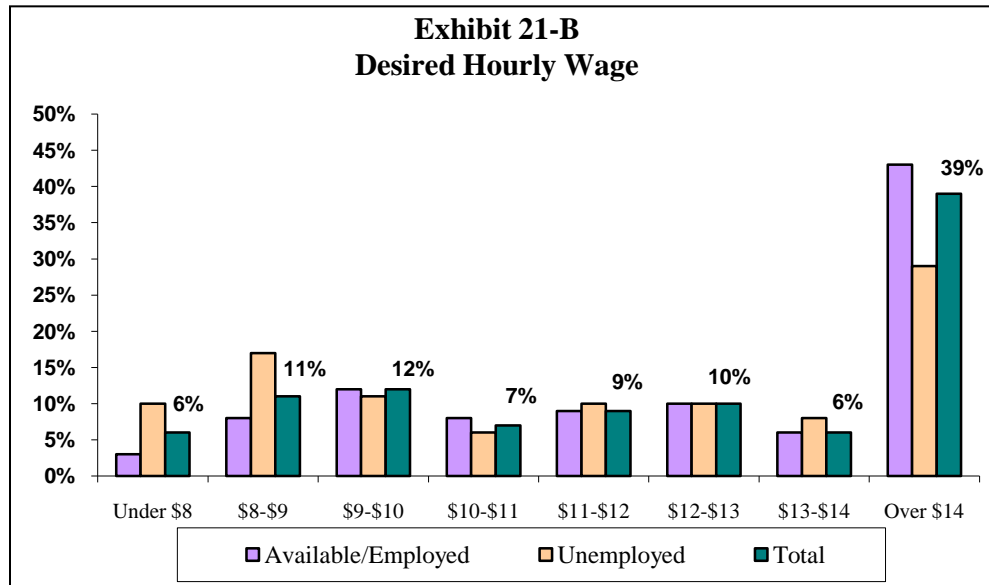
**Desired Hourly Wage**

When asked what was the lowest hourly wage desired, respondents gave a wide range of answers. An average hourly wage of \$12.89 was computed for those employed and interested in changing jobs. However, those presently unemployed were willing to accept a lower average wage of \$11.71 per hour, and total available employees, \$12.50.

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

Hourly Wage	Available/Employed (149)		Unemployed (76)		Total Available (225)		Cumulative Percent Total Available Labor
	No.	%	No.	%	No.	%	
Under \$8	5	3%	7	10%	12	6%	6%
\$8.00 - \$8.99	12	8%	12	17%	24	11%	17%
\$9.00 - \$9.99	18	12%	8	11%	26	12%	29%
\$10.00-\$10.99	12	8%	4	6%	16	7%	36%
\$11.00-\$11.99	13	9%	7	10%	20	9%	45%
\$12.00-\$12.99	14	10%	7	10%	21	10%	55%
\$13.00-\$13.99	8	6%	6	8%	14	6%	61%
\$14.00 or more	63	43%	21	29%	84	39%	100%
<b>Total<sup>a</sup></b>	<b>145</b>	<b>100%</b>	<b>72</b>	<b>100%</b>	<b>217</b>	<b>100%</b>	
<b>Median =</b>	<b>\$12.89</b>		<b>\$11.71</b>		<b>\$12.50</b>		

<sup>a</sup>Some workers were undecided and, therefore, omitted the wage. Shading shows median class.



## DEMOGRAPHICS OF LABOR MARKET

### Length of Time Residing in East Texas

A majority of the total labor market, 77%, stated they had lived in East Texas 10 years or longer as shown in Exhibit 22. Only 1% of the total labor market indicated they had lived in the East Texas area less than one year.

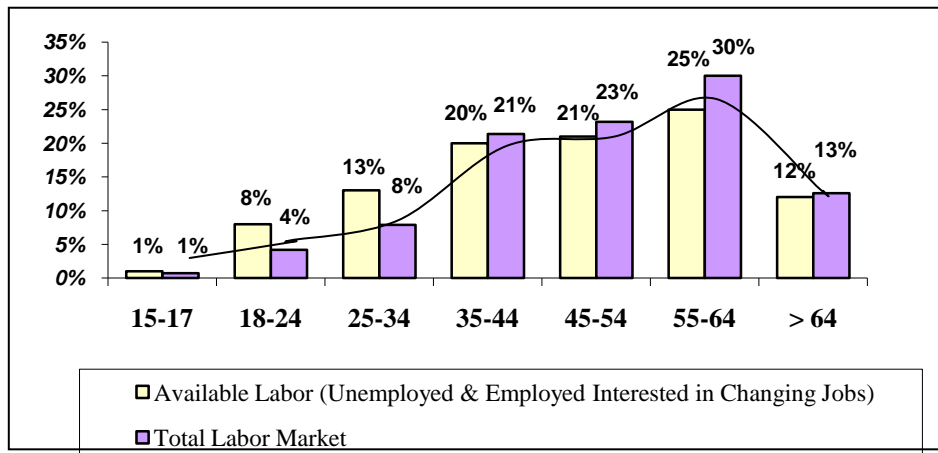
**Exhibit 22**  
**Length of Time Residing in East Texas: Number of Years**



### Age of Labor Market

The median age of the available labor market is 48 years. The median age for both available and the total labor market was in the 45-54 category as shown in Exhibit 23.

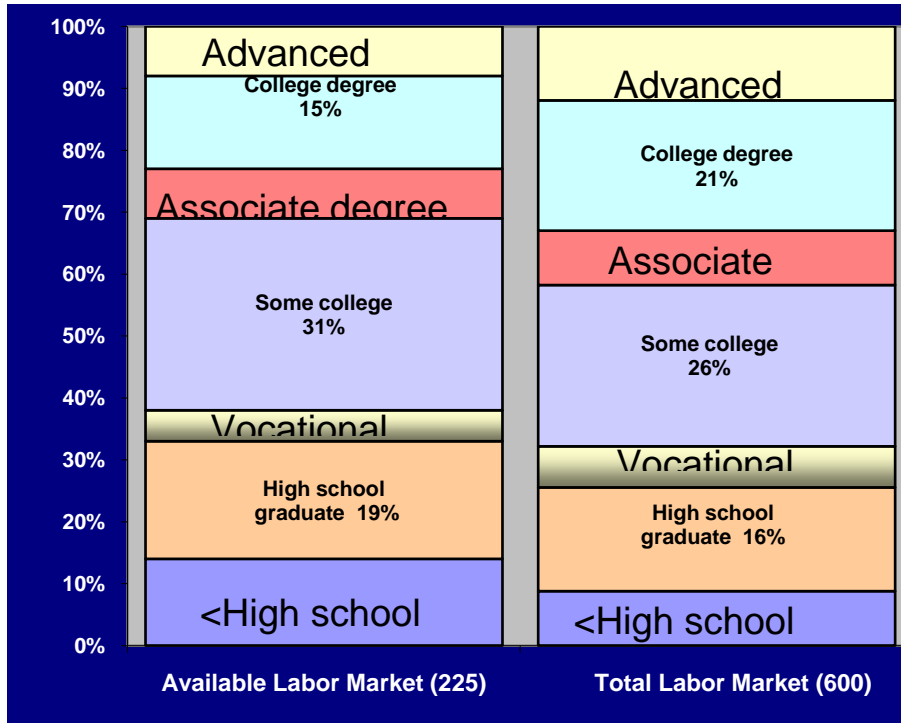
**Exhibit 23**  
**Age of Labor Market in Years**



**Education Level**

Ninety-one percent of the total labor market had obtained a high school education or better. Of the total labor market, 33% had a college degree; 12% of these workers had advanced degrees; i.e., master’s, doctorate, law, or medical degrees. Exhibit 24 shows a complete breakdown of the educational level of the labor market for both available labor and total labor market (*available labor is defined as unemployed seeking employment and employed who are willing to change jobs*).

**Exhibit 24  
Education Level of Labor Market**



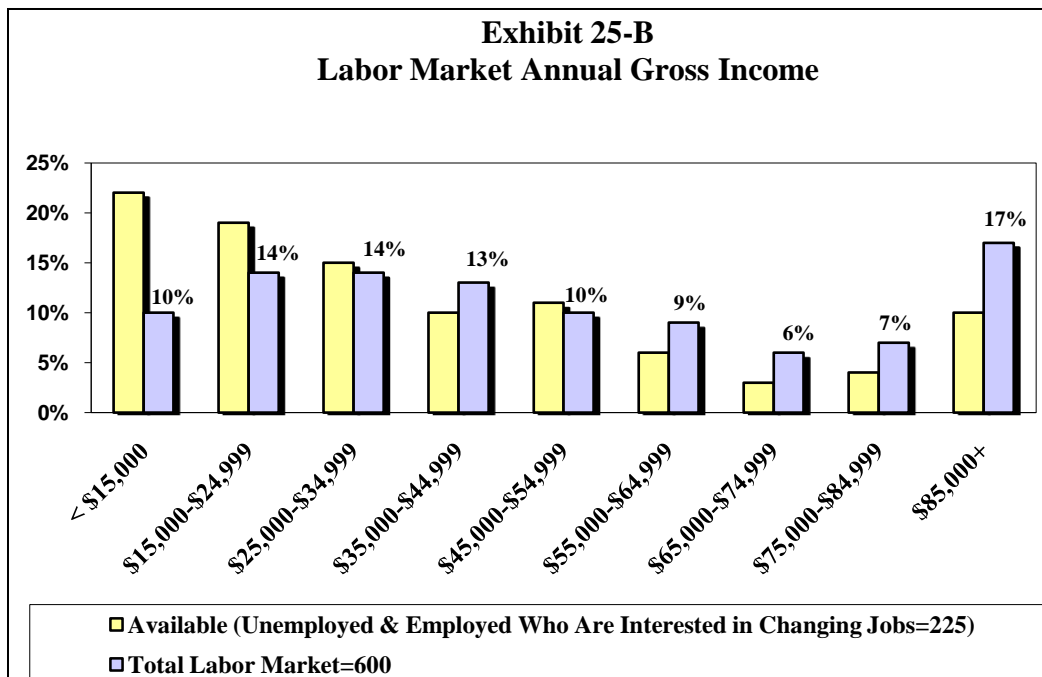
**Income**

The average gross annual income of those workers employed and willing to change jobs was computed to be \$31,363 and for the total labor market, \$44,000. The median income for male and female workers was \$55,156 and \$32,976, respectively.

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

Income	(149)		(524)	
	Employed/Available		Total Employed Labor Market	
	No.	%	No.	%
Under \$15,000	31	22%	54	10%
\$15,000 - \$24,999	27	19%	72	14%
\$25,000 - \$34,999	22	15%	73	14%
\$35,000 - \$44,999	14	10%	65	13%
\$45,000 - \$54,999	16	11%	54	10%
\$55,000 - \$64,999	9	6%	45	9%
\$65,000 - \$74,999	4	3%	30	6%
\$75,000 - \$84,999	6	4%	37	7%
\$85,000 and over	15	10%	85	17%
<b>Total<sup>a</sup></b>	144	100%	515	100%
<b>Median =</b>	<b>\$31,363</b>		<b>\$44,000</b>	

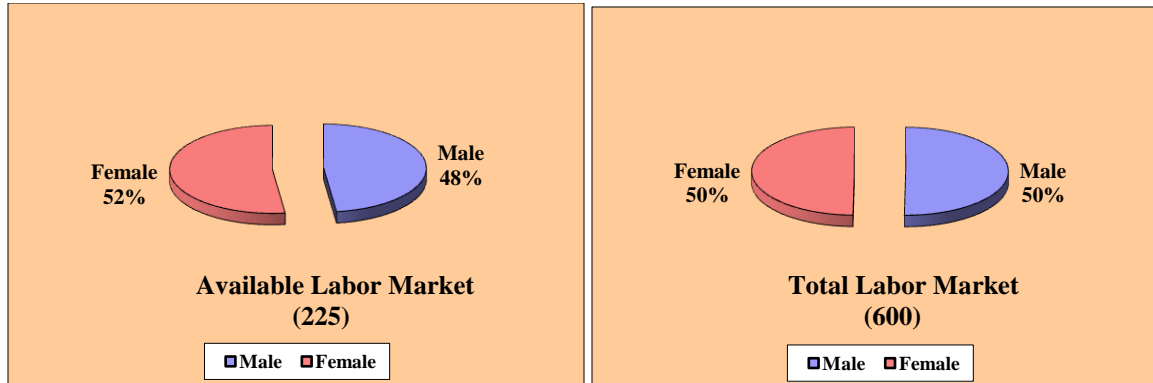
<sup>a</sup>Several persons elected not to give current income. Note: Shading shows median class.



## Gender

The total labor market was composed of 50% female and 50% male employees. Of the available labor market, 52% were female workers and 48%, male (the margin of error equals 6% for the available labor and 4% for the total labor).

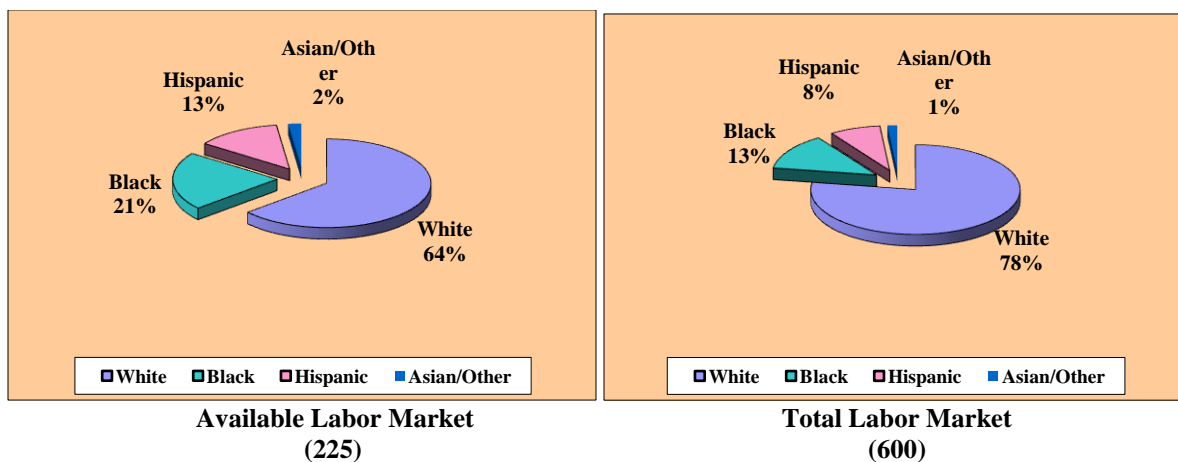
**Exhibit 26**  
**Gender of Respondents**



## Ethnic Classification

The ethnic background of the 600 respondents in this study includes 77%, white; 13%, black; and 8%, Hispanic. Exhibit 27 shows the ethnic classification for available and total labor market. Exhibit 28 provides a summary of ethnic classification according to the nine counties.

**Exhibit 27**  
**Ethnic Background of Labor Market**



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

County	Gender <sup>a</sup>		Race/Ethnicity <sup>b</sup>			
	Male	Female	White (not Hispanic)	Black	Hispanic	Other <sup>d</sup>
Anderson	60.2%	39.8%	61.2%	21.1%	15.9%	2.6%
Cherokee	50.8%	49.2%	62.7%	14.7%	20.6%	3.4%
Gregg	48.8%	51.2%	60.8%	20.0%	16.4%	4.0%
Henderson	49.2%	50.8%	80.9%	6.2%	10.8%	2.8%
Rusk	51.6%	48.4%	66.1%	17.7%	14.3%	2.9%
Smith	48.3%	51.7%	62.1%	17.9%	17.2%	3.7%
Upshur	49.3%	50.7%	82.1%	8.7%	6.6%	3.3%
Van Zandt	49.5%	50.5%	85.8%	2.7%	9.2%	3.0%
Wood	49.1%	50.9%	84.9%	4.7%	8.5%	2.5%

<sup>a</sup>U.S. Census Bureau, State & County QuickFacts, 2009 estimates. These counties are adjacent and part of the 30-mile radius from Tyler, Texas. <http://quickfacts.census.gov/qfd/index.html>

<sup>b</sup>U.S. Census Bureau, U. S. Census Bureau, QuickFacts, 2010.

<sup>d</sup>Other includes: American Indian & Alaskan Native, Asian, Native Hawaiian & Other Pacific Islander, and persons reporting two or more races.

## GLOSSARY

**Available Labor Market** are those people unemployed and willing to work and those employed who state they are interested or possibly interested in changing jobs in 2011-2012.

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

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

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

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

**Total Labor Market** is defined as total persons ages 15 and over that are currently employed or desire full- or part-time employment in 2011-2012.

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

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

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

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



3. Do you feel you have **skills you are not utilizing**? 1 \_\_\_Yes 2 \_\_\_No, **If yes, which ones?**

3a. Do you feel you are overqualified for your present job? 1\_\_\_Yes 2\_\_\_No 3\_\_\_Possibly 4\_\_\_Don't Know 5\_\_\_Unemployed

4. Would you be willing to **train for another job**?

1 \_\_\_Yes 2 \_\_\_No 3 \_\_\_Not interested in changing jobs

5. **How far do you** commute to work one way?

1 \_\_\_10 miles or less 3 \_\_\_21-30 miles 5 \_\_\_41-50 miles  
2 \_\_\_11-20 miles 4 \_\_\_31-40 miles 6 \_\_\_Over 50 miles

5a. **How far** would you be willing to commute to work one way? (for the right job)

1 \_\_\_10 miles or less 3 \_\_\_21-30 miles 5 \_\_\_41-50 miles  
2 \_\_\_11-20 miles 4 \_\_\_31-40 miles 6 \_\_\_Over 50 miles

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

\_\_\_ Full-time (30 hrs. or more) \_\_\_ Part-time \_\_\_ Not available

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

\_\_\_ Days 8:00 a.m. - 5:00 p.m. \_\_\_ Nights 11:00 p.m.- 7:00 a.m.  
\_\_\_ Evenings 5:00 p.m. -midnight \_\_\_ Other \_\_\_\_\_

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

1 \_\_\_Yes 2 \_\_\_No 3 \_\_\_Possibly/Undecided

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

1 \_\_\_Under \$8 3 \_\_\_\$9 - \$10.00 5 \_\_\_\$11 - \$12.00 7 \_\_\_\$13 - \$14.00  
2 \_\_\_\$8 - \$9.00 4 \_\_\_\$10 - \$11.00 6 \_\_\_\$12- \$13.00 8 \_\_\_\$14 or more

## DEMOGRAPHICS

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

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

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

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

1 \_\_\_ 15-17 3 \_\_\_ 25-34 5 \_\_\_ 45-54 7 \_\_\_ Over 65  
2 \_\_\_ 18-24 4 \_\_\_ 35-44 6 \_\_\_ 55-64

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

01 \_\_\_ Some high school 04 \_\_\_ Some college 07 \_\_\_ College (4-year) 10 \_\_\_ Law  
02 \_\_\_ High school/GED 05 \_\_\_ 2 yrs. or more college 08 \_\_\_ Master's Degree 11 \_\_\_ Medical  
03 \_\_\_ Vocational training 06 \_\_\_ Assoc. Degree (2-yr) 09 \_\_\_ Doctorate

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

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

15. Are you: 1 \_\_\_ Male 2 \_\_\_ Female

16. Which is your **ethnic** classification?

1 \_\_\_ White 3 \_\_\_ Asian 5 \_\_\_ Hispanic/Latino  
2 \_\_\_ Black /African American 4 \_\_\_ American Indian/Alaska 6 \_\_\_ Other \_\_\_\_\_



3. Cree que tiene habilidades que no utiliza? 1 \_\_\_ Si 2 \_\_\_ No, Si si, cuales?  
\_\_\_\_\_

3a. Cree que esta sobrecalificado para el presente trabajo? 1 \_\_\_ Si 2 \_\_\_ No 3 \_\_\_ Posiblemente 4 \_\_\_ No lo se 5 \_\_\_ Desempleado

4. Le gustaria entrenamiento para otro trabajo?

1 Si \_\_\_ 2 \_\_\_ No 3 \_\_\_ Not interesado en cambiar de trabajo

**5. Que tan lejos le agarra su trabajo ?**

1 \_\_\_ 10 millas o menos 3 \_\_\_ 21-30 millas 5 \_\_\_ 41-50 millas  
2 \_\_\_ 11-20 millas 4 \_\_\_ 31-40 millas 6 \_\_\_ Mas de 50 millas

5a. **Que tan lejos** esta dispuesto a manejar a su trabajo? (para el trabajo apropiado)

1 \_\_\_ 10 millas o menos 3 \_\_\_ 21-30 millas 5 \_\_\_ 41-50 millas  
2 \_\_\_ 11-20 millas 4 \_\_\_ 31-40 millas 6 \_\_\_ mas de 50 millas

6. Esta usted dispuesto para trabajar tiempo **completo o parte de tiempo?** *Puede checar mas de una.*

1 \_\_\_ tiempo completo (30 hrs. o mas) 2 \_\_\_ Parte de tiempo 3 \_\_\_ No disponible

7. Cual de los siguientes **horarios** esta disponible para trabajar? (Tiempo aproximado) *Puede checar mas de una*

1 \_\_\_ Dia 8:00 a.m. 5:00 p.m. 3 \_\_\_ Noche y madrugada 11:00 p.m.-7:00 a.m.  
2 \_\_\_ Noches 5:00 p.m.-Medianoche 4 \_\_\_ Otro horario \_\_\_\_\_

8. Si la persona reside **fuera del area de Tyler, "Estaria interesado en trabajar en el area de Tyler?"**

1 \_\_\_ Si 2 \_\_\_ No 3 \_\_\_ Posiblemente/Indeciso

9. Cual es lo **menos que aceptaria de pago** en un trabajo?

1 \_\_\_ Menos de \$8 4 \_\_\_ \$10 - \$11.00 7 \_\_\_ \$13 - \$14.00  
2 \_\_\_ \$8 - \$9.00 5 \_\_\_ \$11 - \$12.00 8 \_\_\_ \$14 o mas  
3 \_\_\_ \$9 - \$10.00 6 \_\_\_ \$12- \$13.00

**DEMOGRAFICA**

10. En que ciudad vive? Ciudad/Pueblo? \_\_\_\_\_ Condado? \_\_\_\_\_ Codigo Postal? \_\_\_\_\_

11. **Cuanto tiempo** ha vivido en el area?

1 \_\_\_ Menos de un ano 2 \_\_\_ 1-5 anos 3 \_\_\_ 6-10 anos 4 \_\_\_ 10 anos o mas

12. Cual es su **grupo de edad?**

1 \_\_\_ 15-17 3 \_\_\_ 25-34 5 \_\_\_ 45-54 7 \_\_\_ Mas de 65  
2 \_\_\_ 18-24 4 \_\_\_ 35-44 6 \_\_\_ 55-64

13. Cual es su **educacion?**

01 \_\_\_ Algo de preparatoria 05 \_\_\_ 2 anos o mas/colegio 09 \_\_\_ Doctorado  
02 \_\_\_ Preparatoria/GED 06 \_\_\_ Diploma de Asociado 10 \_\_\_ Leyes  
03 \_\_\_ Entrenamiento Voc. 07 \_\_\_ Colegio (4 anos) 11 \_\_\_ Medico  
04 \_\_\_ Algo de colegio 08 \_\_\_ Diploma de Maestria

14. Cual de las siguientes cifras describe su **salario anual** antes de impuestos?

1 \_\_\_ Menos de \$15,000 4 \_\_\_ \$35,000 - \$44,999 7 \_\_\_ \$65,000 - \$74,999  
2 \_\_\_ \$15,000 - \$24,999 5 \_\_\_ \$45,000 - \$54,999 8 \_\_\_ \$75,000 - \$84,999  
3 \_\_\_ \$25,000 - \$34,999 6 \_\_\_ \$55,000 - \$64,999 9 \_\_\_ Mas de \$85,000

15. Sexo: 1 \_\_\_ Masculino 2 \_\_\_ Femenino

16. Cual es su clasificacion **etnica?**

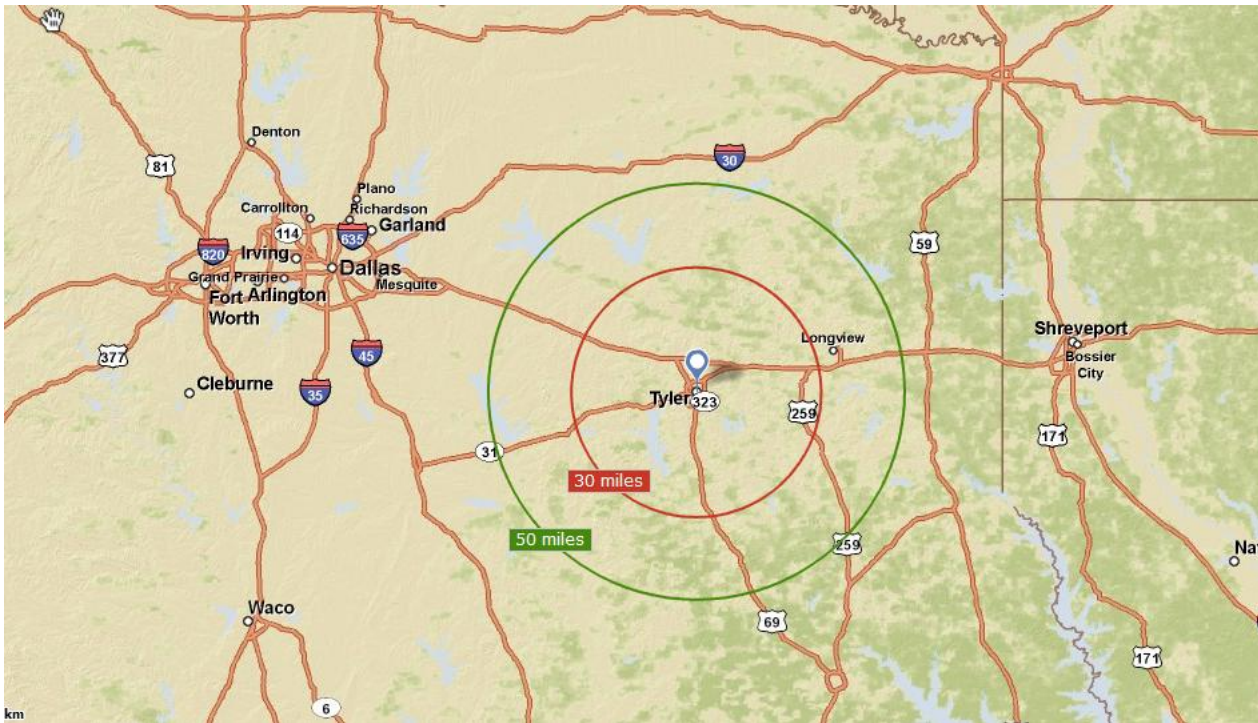
1 \_\_\_ Blanco 3 \_\_\_ Asiatico 5 \_\_\_ Hispano/Latino  
2 \_\_\_ Negro /Africo Americano 4 \_\_\_ Indio Americano/Alaska 6 \_\_\_ Otro \_\_\_\_\_

Entrevistador Firme Aqui \_\_\_\_\_

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

<b>Anderson</b>	<b>Cherokee</b>	<b>Gregg</b>	<b>Henderson</b>	<b>Rusk</b>
Frankston	Jacksonville	Gladewater Kilgore Overton White Oak	Brownsboro Chandler Murchison	Overton Kilgore
<b>Smith</b>	<b>Upshur</b>	<b>Van Zandt</b>	<b>Wood</b>	
Bullard Flint/Gresham/Lake Palestine Lindale Overton Troup Tyler Whitehouse	Big Sandy Gladewater	Van Edom	Hawkins Mineola	
<b>Zip Codes</b>				
	75645	75707	75758	
	75647	75708	75762	
	75684	75709	75763	
	75662	75711	75765	
	75663	75710	75766	
	75684	75711	75771	
	75693	75712	75773	
	75701	75713	75778	
	75702	75750	75780	
	75703	75754	75789	
	75704	75755	75790	
	75705	75756	75791	
	75706	75757	75792	
			75797	

**Appendix C**  
**Map of East Texas**  
**(30-Mile and 50-Mile Radius from Tyler)**



Source: GIS, East Texas Council of Governments, Kilgore, Texas.