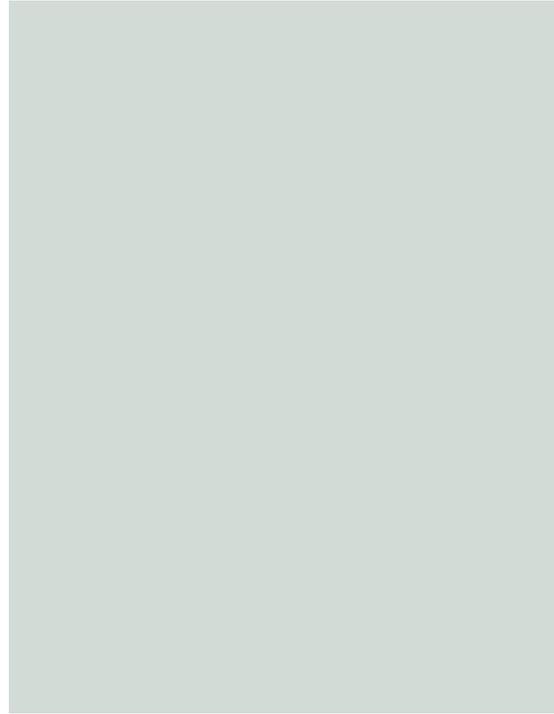


The Available Labor Supply in the Flathead County Labor Market

Prepared for
Montana West Development
314 Main Street
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The Available Labor Supply in the Flathead County Labor Market

Executive Summary

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

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

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

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

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

An analysis of responses from Flathead County households reveals that:

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

Methods

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

The survey was administered using Computer-Assisted Telephone Interview (CATI) techniques. The landline sample was selected by random digit dial and within household respondent selection was made using the Kish method. The cellular telephone sample was selected randomly from a list provided by Survey Samples International, Inc. The rate of sampling error for this survey is +/- 4 percent. This means that if the survey were repeated 100 times, in 95 of the replications the estimates found would be within +/- 4 percent of those published here.

The response rate for this survey was 55 percent using the American Association for Public Opinion Research 2006 response rate 3 definition. This response rate is typical of those achieved by high quality surveys around the United States and provides for increased confidence in the data quality.

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

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

Table 1
Estimated Available Labor Supply
Flathead County, 2008

Available Labor Supply = 19,500

GENERAL CHARACTERISTICS					
GENDER	WORKERS	AGE	WORKERS	EDUCATION	WORKERS
Male	10,500	18-24	4,900	Less than High School	1,900
Female	9,000	25-44	8,500	High School graduate	10,700
		45-54	3,800	Some post high school	2,600
		55+	2,300	College graduate	4,300

WAGES AND COMMUTING			
LOWEST WAGE ACCEPTABLE	WORKERS	MAXIMUM COMMUTE	WORKERS
Minimum wage	1,200	0-10 miles	3,600
\$6.56-9.99	4,100	11-20 miles	6,500
\$10.00-11.99	5,000	21-30 miles	6,400
\$12.00-17.99	4,900	More than 30 miles	3,000
\$18.00+	4,300		

TRAINING AND INDUSTRY PREFERENCES			
WILLING TO BE TRAINED IN...	WORKERS*	WILLING TO WORK FOR A...	WORKERS*
Information computer technology	9,700	Welding or metal plant	6,200
Health service fields	8,100	Production manufacturing plant	6,200
Trucking and transportation	3,500	Biomanufacturer	4,100
Production and manufacturing	5,400	Customer service call center	4,600
Biomanufacturing	3,200		
Machine trades	6,900		
Construction trades	6,100		
Energy production fields	7,000		
Teaching and education	7,100		

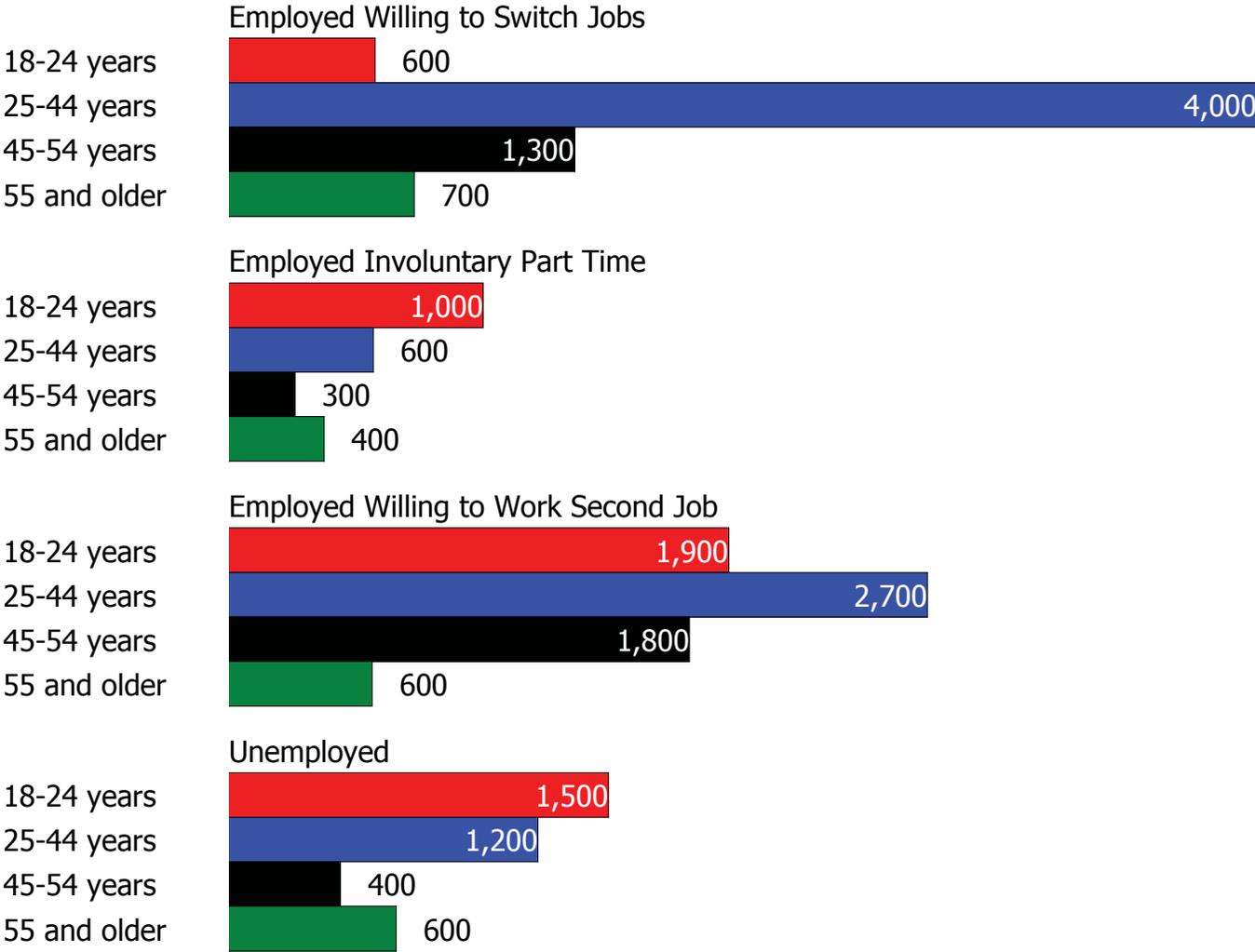
*Respondents could reply to more than one category.

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

Figure 1

Available Labor Supply by Age

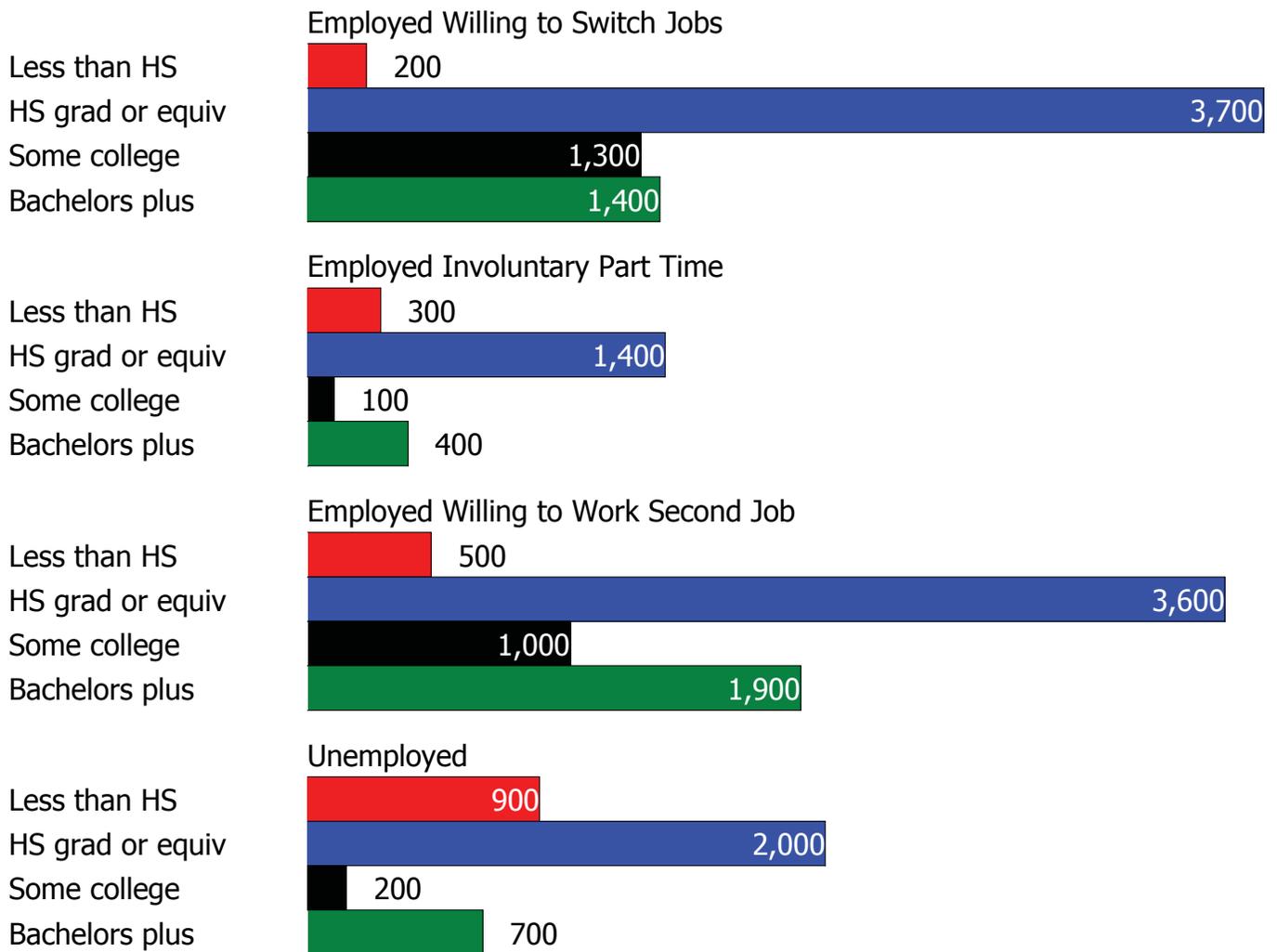
Flathead County, January-September 2008



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

Figure 2

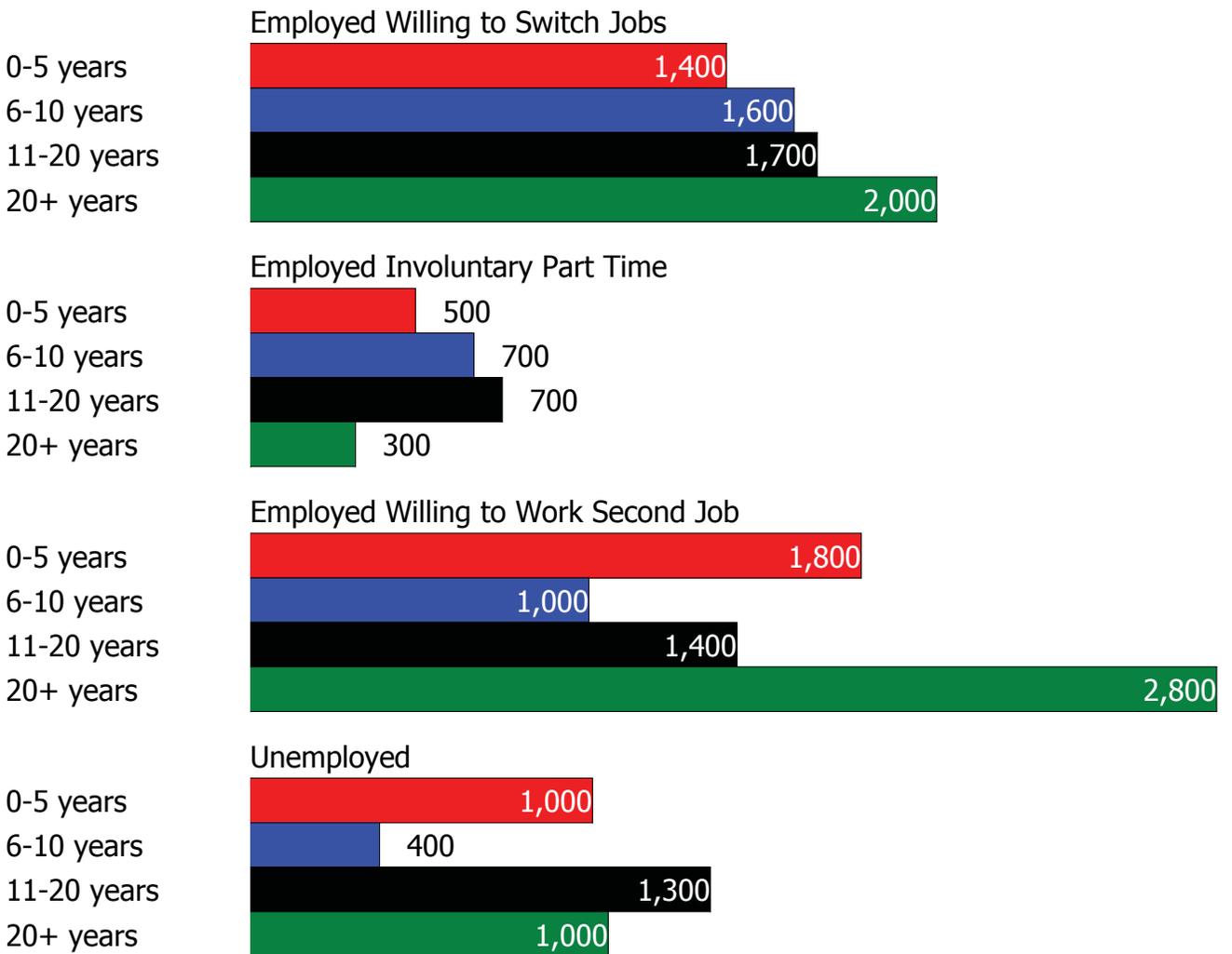
Available Labor Supply by Educational Status Flathead County, January-September 2008



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

Figure 3

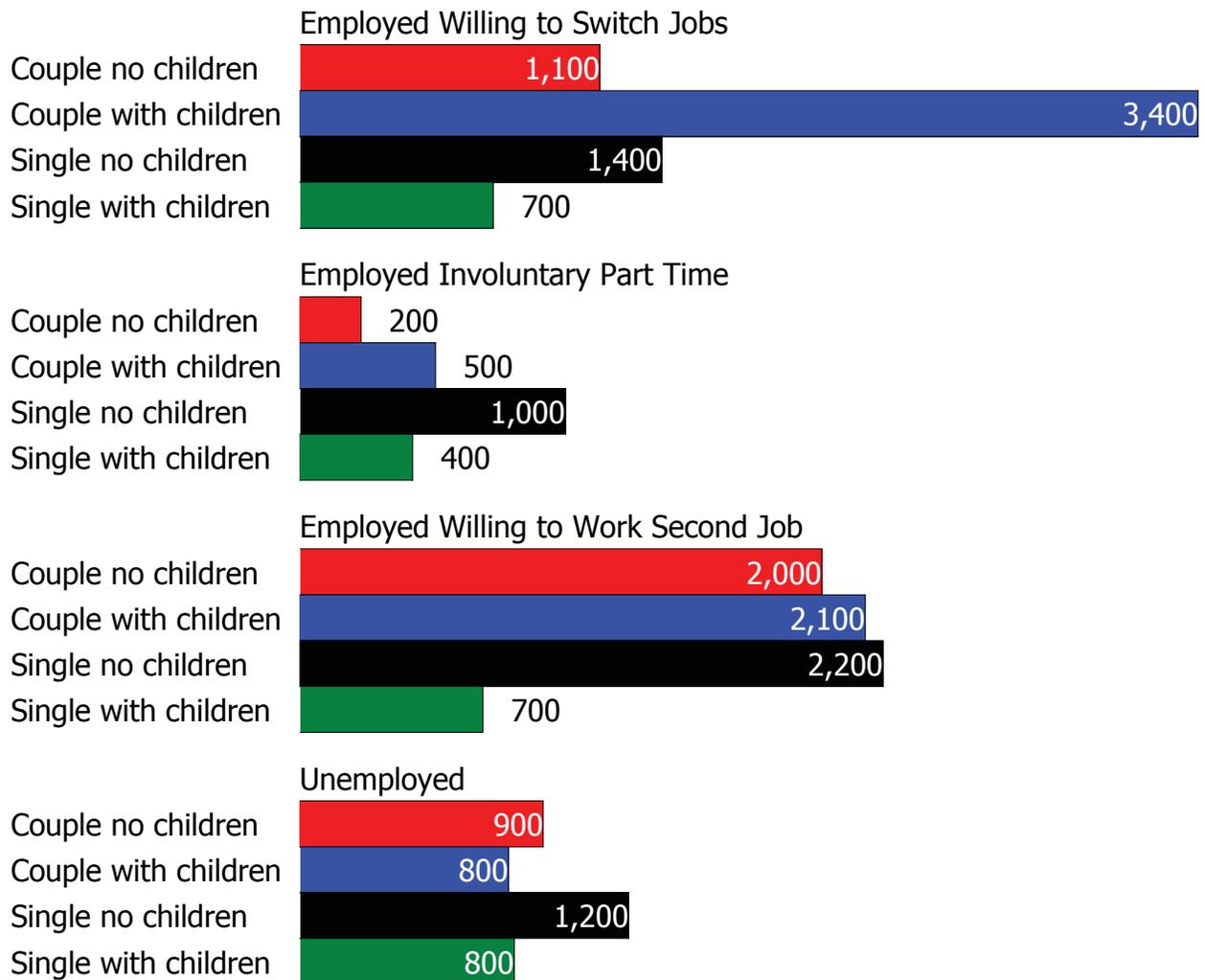
Available Labor Supply by Length of Residence Flathead County, January-September 2008



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

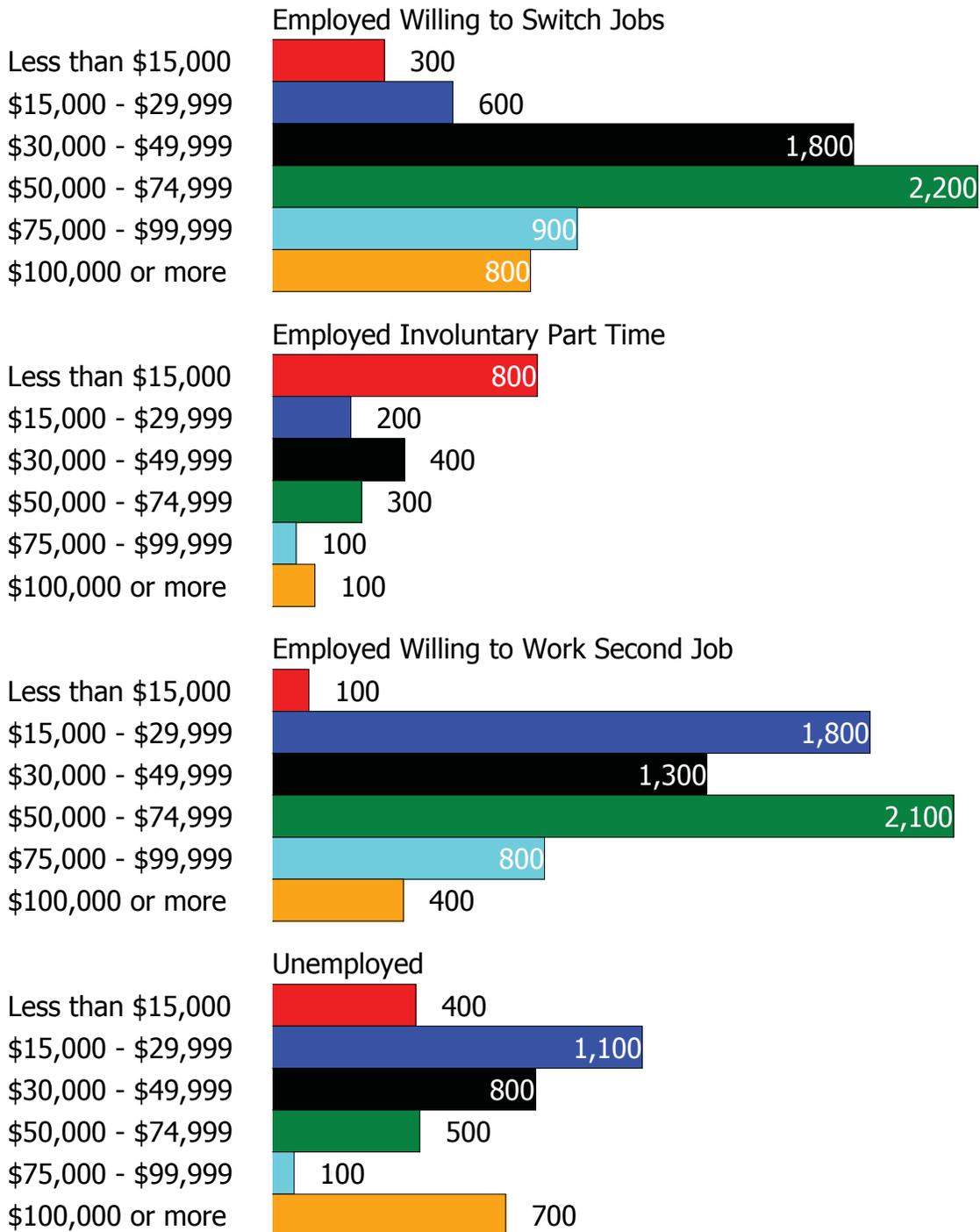
Figure 4

Available Labor Supply by Household Type Flathead County, January-September 2008



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

Figure 5 Available Labor Supply by Household Income Flathead County, January-September 2008



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

Appendix A

Table A1
Labor Force Status
Montana, January – September 2008

Labor Force Status	
Not in labor force	27.6%
Employed	42.9%
Employed-willing to switch	8.4%
Employed-might switch	1.5%
Employed-involuntary part-time	3.3%
Employed -willing to work another job	10.5%
Unemployed	5.7%
Total	66,400

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

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

Lowest Acceptable Wage	
Minimum wage (\$6.55)	6.3%
\$6.56-\$9.99	21.2%
\$10.00-\$11.99	25.6%
\$12.00-\$17.99	24.9%
\$18.00 and more	22.1%
Total	19,500
Median wage, dollars	\$14.00
Maximum Commuting Distance	
0-10 miles	17.5%
11-20 miles	31.5%
21-30 miles	30.7%
More than 30 miles	20.3%
Total	19,500
Median distance, miles	30

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

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

Age	
18-24 years	25.4%
25-44 years	43.3%
45-54 years	19.5%
55 and older	11.7%
Education	
Less than HS	9.7%
HS Grad or GED	54.8%
Some college	13.2%
BA +	22.3%
Total	19,500
Median age, years	36

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

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

Job Outside Chosen Field	
Working outside field because of lack of jobs	12.5%
Outside field for another reason	22.4%
Working in chosen field	65.1%
Total	15,700

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

Table A5
Interest in Changing Jobs
Percentage of the Employed Available Labor Supply
Montana, January – September 2008

Even though you currently have a job (OR ARE SELF EMPLOYED), would you be interested in CHANGING jobs?	
Yes	63.3%
Maybe	15.7%
No	21.0%
Total	15,700
Main Reason for Changing Jobs	
An increase in pay	43.8%
An increase in benefits	13.0%
Improvement in working conditions	8.6%
More career advancement opportunities	9.5%
Underutilizing your skills	5.0%
To gain more job status, or prestige	4.7%
Other	15.3%
Total	11,800

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

Note: Percentages may not sum to 100 due to rounding.

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

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

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

Note: Percentages may not sum to 100 due to rounding.

Table A7
Willingness to Train in Various Fields
Percentage of the Available Labor Supply
Montana, January – September 2008

Information or Computer Technology	49.5%
Health Services	41.2%
Teaching and Education	36.6%
Energy Production	35.9%
Machine Trades	35.5%
Construction Trades	31.3%
Production and Manufacturing in General	28.1%
Trucking or Transportation	17.8%
Bio Manufacturing	16.2%
Total	19,500

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

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

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

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

Table A9
Skill Training Received in Last 3 Years
Percentage of the Employed Available Labor Supply
Montana, January – September 2008

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

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

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

Welding or metal fabrication firm	
Yes	32.0%
No	68.0%
Production manufacturing firm in general	
Yes	32.1%
No	67.9%
Bio manufacturing firm	
Yes	20.9%
No	79.1%
Customer service/ technical support call center	
Yes	24.0%
No	76.0%
Total	19,500

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

Table A11
Trained for More Than One Occupation and Main Reason
Respondent Would Consider Changing Occupations
Percentage of the Employed Available Labor Supply
Montana, January – September 2008

Are you trained for an occupation other than the one in which you are currently employed?	
Yes	52.5%
No	47.5%
Total	15,700
What factor would be most important to you if you decided to accept a job in your other occupation?	
Job status or prestige	3.4%
Career advancement opportunities	11.4%
Benefits	18.7%
Pay	56.2%
Would not accept a job in another occupation	10.3%
Total	7,600

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

Note: Percentages may not sum to 100 due to rounding.

Table A12
Importance of Benefit if Changing or Accepting a Different Job
Percentage of the Employed Available Labor Supply
Montana, January – September 2008

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

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

Note: Percentages may not sum to 100 due to rounding.

Table A13
Employee Child Care Needs
Percentage of the Employed Available Labor Supply
Montana, January – September 2008

Currently using any child care	
Yes	4.0%
No	96.0%
Total	
Problems with child care	
Yes	69.6%
No	30.4%
Problem finding affordable child care	
Yes	69.6%
No	30.4%
If child care was offered by your employer, how important would that be in your choice to accept or keep a job?	
Very important	36.6%
Somewhat important	15.9%
Not important	47.5%
Median number of children in child care	
	1

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

Note: Percentages may not sum to 100 due to rounding.

Appendix B

INTRODUCTION

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

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

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

And how many of these persons are female? ENTER NUMBER

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

IF R NOT AVAILABLE, MAKE APPOINTMENT

READ THE FOLLOWING CONFIDENTIALITY STATEMENT TO ALL RESPONDENTS

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

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

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

_____ city/town/place

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

_____ zip code

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

- 0 LESS THAN ONE
- 1-90 ENTER NUMBER OF YEARS
- 91 MORE THAN 90 YEARS
- 92 ALL MY LIFE
- 98 DK
- 99 REFUSED

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

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

- 1 YES GO TO LF3
- 0 NO (AND SELF EMPLOYED)

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

- 1- NEVER
- 2- LESS THAN 6 MONTHS AGO
- 3- 6 MONTHS TO 1 YEAR AGO
- 4- PAST YEAR TO 2 YEARS AGO
- 5- MORE THAN 2 YEARS AGO
- 9- DK OR REFUSED

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

- 1- self employed (GO TO LF3)
- 2- a homemaker
- 3- a student
- 4- retired,
- 5- disabled, and unable to work or
- 6- currently unemployed
- 7- NONE OF THESE / SOMETHING ELSE
- 9- DK OR REFUSED

LF2B. What was your last held occupation?

LF2C. Are you currently looking for a paying job?

- 1 YES
- 0 NO

LF2D. Do you plan to look for work within the next year?

- 1 YES GO TO LF14a
- 0 NO GO TO INS1

LF3. What is your current occupation? _____

LF3A. DID THE RESPONDENT DESCRIBE HIS/HER OCCUPATION AS FARMING?

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

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

- 1 YES
- 0 NO GO TO LF5

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

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

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

___ MONTHS
___ YEARS

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

ENTER NUMBER 1-999

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

- 1 YES
- 0 NO

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

- 1- YEAR-ROUND
- 2- SEASONAL
- 3- TEMPORARY

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

Are you . . .

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

LF9. Do you work shifts at your current job?

- 1 YES – GO TO LF9A
- 0 NO GO TO LF10

LF9A. What type of shifts do you work? Do you work ...

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

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

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

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

___ MILES GOTO LF11

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

___ MINUTES

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

- 1 HOURLY GO TO LF11A
- 2 SALARY GO TO LF11B
- 3 COMMISSION GO TO LF11B
- 4 CONTRACT/LUMP SUM GO TO LF11B
- 5 OTHER _____ GO TO LF11B

LF11A. What is the approximate hourly wage you receive?

\$ _____. GO TO LF11C

LF11B. What is your salary before taxes?

\$ _____

CHECK:

WEEKLY,
MONTHLY, OR
YEARLY

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

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

LF11D. Other pay schedule

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

- 1 YES
- 2 MAYBE
- 0 NO GO TO LF13

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

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

GO TO LF12B

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

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

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

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

CHECKPOINT

IF LF12 OR LF13 NE 1 OR 2 GO TO CHILDCARE1
LF14. Next, how do you usually learn about job openings? Do you see/use... (YES/NO TO EACH ONE)

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

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

- 1. Dice.com
- 2. Monster.com
- 3. Southwestwanted.com
- 4. MT Job Service – Job Central
- 5. Any other State of MT website
- 5. Private employment agency website
- 6. Newspaper website
- 7. Careerbuilder.com
- 8. Yahoo.com
- 9. Google.com
- 10. Specific business website
- 11. Other (specify)

LF15. If you could choose, how many TOTAL hours per week would you like to work?

___ HOURS

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

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

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

___ HOURS

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

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

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

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

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

- 1 YES
- 0 NO

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

LF20a. Would you be willing to be educated or trained in INFORMATION COMPUTER TECHNOLOGY?

Example: Computer programming, technical support and related skills

- 1 YES
- 0 NO

LF20b. Would you be willing to be educated or trained in the HEALTH SERVICE FIELDS?

Example: Hospital based occupations.

- 1 YES
- 0 NO

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

Driving or dispatching occupations

- 1 YES
- 0 NO

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

- 1 YES GO TO LF20d1
- 0 NO GO TO LF20e

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

- 1 YES
- 0 NO

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

- 1 YES
- 0 NO

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

- 1 YES
- 0 NO

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

- 1 YES
- 0 NO

LF20h. **Would you be willing to be educated or trained in the Teaching and Education FIELDS?** (ex. Elementary or secondary school teaching)

- 1 YES
- 0 NO

LF21. **What type of training would you be MOST LIKELY to consider? Would it be . . .**

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

LF22. **In the past three years have you received any job skills training?**

- 1- YES
- 0 NO GO TO LF24

LF23. **Did you receive job skills training in**

- 1 YES
- 0 NO

- LF23a. basic skills (reading, writing, basic math)
- LF23b. product - sales (marketing, sales training)
- LF23c. interpersonal skills (leadership, career dev)
- LF23d. thinking and organizing (problem solving, time management)
- LF23e. quality improvement (customer service or satisfaction)
- LF23f. technical skills (computer skills, trade skills)
- LF23g. safety (health or safety training)

LF24a. If LF22 = 1 then: **What kind of organization or program provided you with the training?**

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

LF24b. If LF23a = 1 or 2: **Is that a 2-year or 4-year organization?**

- 2-year and under 1
- More than 2-year 2
- DK 8

Next, I'm going to read a list of types of businesses. Please tell me if you would be willing to work for them.

LF25a. **Would you work for a . . . A WELDING OR METAL FABRICATION COMPANY?**

- 1 YES
- 0 NO

LF25b. **Would you be willing to work for . . . (OR How about . . .) A PRODUCTION MANUFACTURING COMPANY**

- 1 YES GO TO LF25C
- 0 NO GO TO LF25D

LF25c. **What about a company that makes products out of ANY TYPE of plant or animal-based material?**

- 1 YES
- 0 NO

LF25d. **Would you be willing to work for a . . . (OR How about . . .) A CUSTOMER SERVICE / TECHNICAL SUPPORT CALL CENTER**

- 1 YES
- 0 NO

LF26. **Keeping in mind the minimum wage rate in Montana is \$6.25 per hour, what is the lowest HOURLY wage you would accept for work?**

\$ _____ . _____

LF27. **What is the maximum distance, one way in miles that you would be willing to commute from your home to obtain the HOURLY wages you have just listed?**

_____ MILES

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

- 1 YES
- 0 NO

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

- 1 YES
- 0 NO

LF28C. What is the occupation you are trained for?

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

Would you say it would be . . .

- 1. pay
- 2. benefits (specify)
- 3. career advancement opportunities
- 4. job status, or prestige
- 5. WOULD CHOOSE NOT TO ACCEPT

JOB IN THIS OCCUPATION

- 8. DK
- 9. REFUSED

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

- 3...VERY IMPORTANT
- 2...SOMEWHAT IMPORTANT
- 1...NOT IMPORTANT

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

CHILD1. Are you currently using any child care service?

- 1 YES
- 0 NO - SKIP TO INS1

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

___ NUMBER IN CHILD CARE

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

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

- 1 YES
- 0 NO

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

- 1 YES
- 0 NO

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

- 1- very important
- 2- somewhat important
- 3- not important

Now we have some questions just for classification purposes...

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

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

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

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

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

- 1 Yes
- 2 No
- 8 DK
- 9 Refused

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

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

RACE1. Are you Spanish/ Hispanic/ Latino?

- 1 YES
- 0 NO

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

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

INCOME. Was your TOTAL HOUSEHOLD INCOME for 2007?

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

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

- 1 TO 6 RECORD RESPONSE
- 7 7 OR MORE
- 8 DO NOT KNOW
- 9 NO RESPONSE; REFUSED

THOSE ARE ALL THE QUESTIONS THAT I HAVE FOR YOU. THANK YOU VERY MUCH FOR YOUR HELP AND HAVE A GOOD DAY/EVENING -- THANKS AGAIN.

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

- 1- MALE
- 2- FEMALE