



# Available Labor Force in Southern Middle Tennessee

## An Underemployment Study

Murat Arik, Ph.D.  
Associate Director

And

David A. Penn, Ph.D.  
Director and Associate Professor

Business and Economic Research Center  
Jennings A. Jones College of Business  
Middle Tennessee State University  
Murfreesboro, TN 37132

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# Research Questions

- I. What are the general characteristics of population over 18 in the seven-county study region (LWIA 6)?
  
- II. What is the number of available workers defined as “unemployed,” “underemployed,” and “marginally attached”?
  
- III. What are the specific characteristics of available labor force (i.e., education, skilled trade, wage rate, and mobility) in the study region?

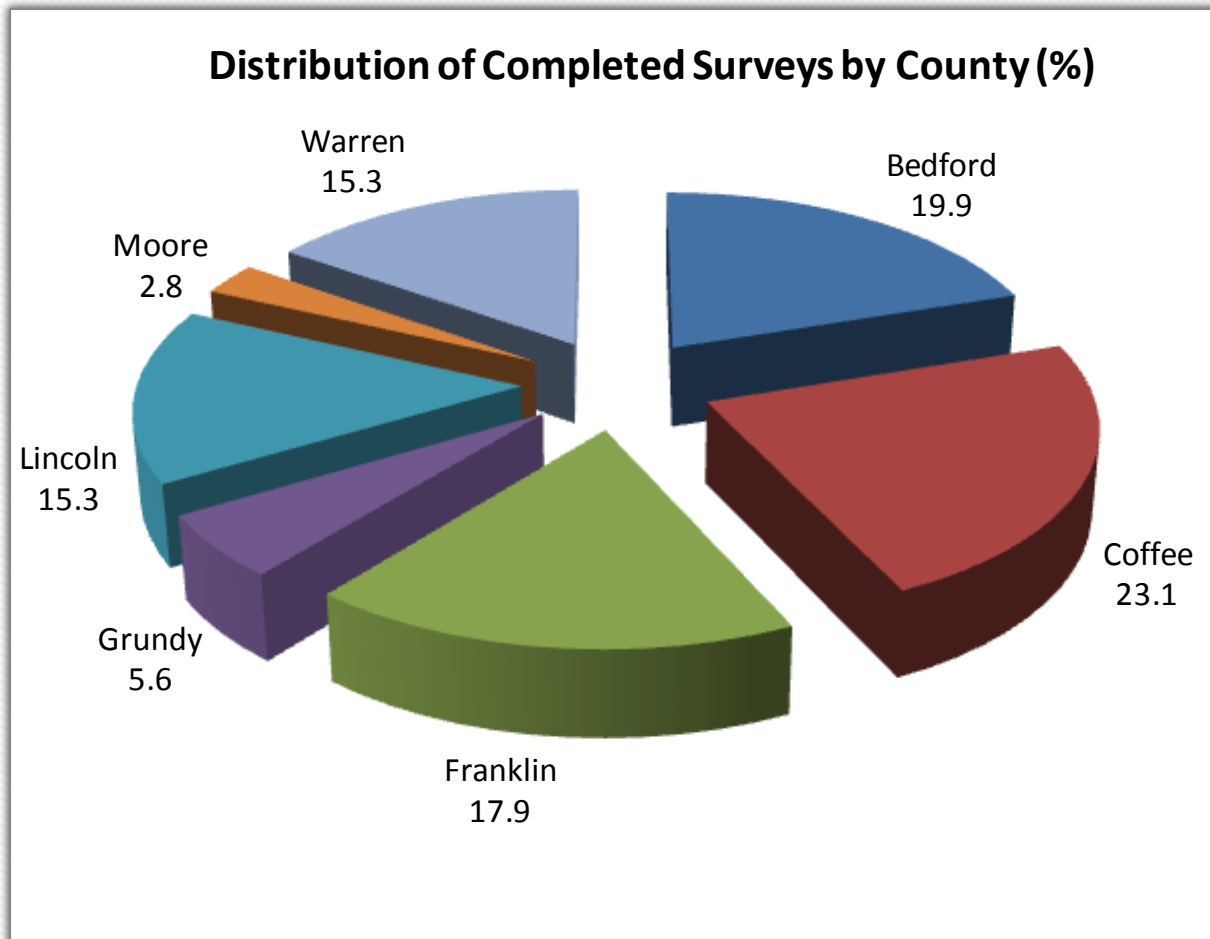


# Study Background

- This study is sponsored by Local Workforce Investment Area 6 (LWIA 6) and the industrial development boards of Bedford, Coffee, Franklin, Grundy, Lincoln, Moore, and Warren counties.
- The survey for this study was conducted by Mid-South Survey Research Center, University of Memphis, in July 2009.
- A total number of valid phone interviews is 1,234.

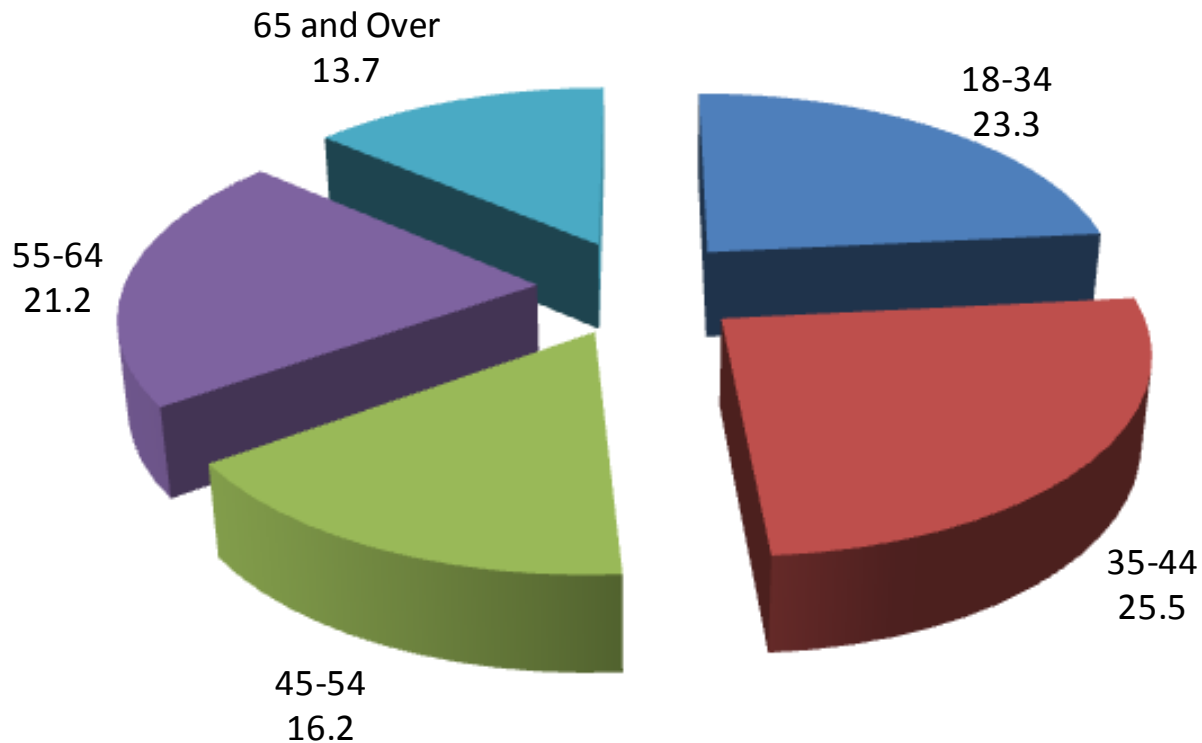
# Study Region and Completed Surveys

- Distribution of completed surveys by county (%)



# Completed Surveys by Age Cohort (%)

## Completed Surveys by Age Cohort





## What are the general characteristics of population over 18 in the seven-county study region (LWIA 6)?

- An estimated 176,090 people over 18 reside in the region.
- The area labor force totals 111,333 with a labor force participation rate of 63.23 percent.
  - ❑ 92,584 people are either employed working for someone/a company or self-employed, representing 52.58 percent of the population over 18.
  - ❑ 18,523 people are unemployed with an unemployment rate of 16.64 percent as of mid to late July 2009.
- Overall, one (1) in every three (3) people in the area labor force has educational attainment of associate degree or above.



What is the number of available workers defined as “unemployed,” “underemployed,” and “marginally attached”?

- Available labor force includes three segments of population over 18: unemployed, underemployed, and all marginally attached.
  - An estimated 47,253 people are available for work in the seven-county region.
    - ✓ 18,523 people are unemployed.
    - ✓ 18,055 people are underemployed.
    - ✓ 10,675 people are discouraged workers and other marginally attached.



What is the portion of available labor force defined as “unemployed,” “underemployed,” and “marginally attached”?

- ❑ 19.5 percent of employed workers are underemployed.
- ❑ An estimated 32.86 percent of the labor force is either unemployed or underemployed.
- ❑ Combined, the potentially available labor force is 39 percent of the labor force plus all marginally attached.





What are the specific characteristics of the available labor force (i.e., education, skilled trade, wage rate, and mobility) in the study region?

- Age, Gender, and Education

- ❑ 54 percent of underemployed workers are between 18 and 34 years old.
- ❑ Underemployment is prevalent among both males and females almost equally.
- ❑ The underemployed are better educated than the unemployed or all marginally attached.



What are the specific characteristics of the available labor force (i.e., education, skilled trade, wage rate, and mobility) in the study region?

- Skilled Trade

- Nearly 28,000 individuals who are available for work, representing about 60 percent of the total available labor force, have at least one trade skill.
- 582 underemployed workers indicated that they have all of the following: occupational license, professional certificates, skilled trade, and local job readiness training.



What are the specific characteristics of the available labor force (i.e., education, skilled trade, wage rate, and mobility) in the study region?

- What skilled workers top the list?
  - ❑ 1,324 carpenters
  - ❑ 1,035 machinists
  - ❑ 754 electricians and engineering technicians
  - ❑ 675 automotive service technicians and mechanics
  - ❑ 579 welders
  - ❑ 449 industrial machinery mechanics



What are the specific characteristics of the available labor force (i.e., education, skilled trade, wage rate, and mobility) in the study region?

- Wage Rate and Mobility

- Wage expectations of the available labor force are not high.

- ✓ 6,264 individuals are willing to accept a wage rate of less than \$7, below the federal minimum wage.
    - ✓ 14,906 individuals are willing to accept less than \$8.
    - ✓ 20,470 individuals (43.47 percent of the available labor force) are willing to accept less than \$9.



What are the specific characteristics of the available labor force (i.e., education, skilled trade, wage rate, and mobility) in the study region?

- Wage Rate and Mobility

- ❑ Many individuals are willing to commute more than 20 miles for the job they want.

- ✓ 3,165 individuals are willing to commute more than 50 miles.
    - ✓ 11,494 individuals are willing to commute more than 30 miles.
    - ✓ 23,674 individuals (50.25 percent of the available workforce) are willing to commute more than 20 miles for a new job.



## Conclusion

- The study region's available labor force is more than twice as large as the one reflected in official unemployment figures.
- Overall, the seven-county study region offers a healthy labor pool to prospective businesses or businesses expanding in the region.



## Additional Tables Comparing Different Segments of Available Workforce in the Seven-County Region by Age Cohort, Gender, and Educational Attainment

## Labor Force Status of Population Over 18 (LWIA 6): Summary Tables

Labor Force Status of Population Over 18 by Age (LWIA 6)

Age Cohort	Labor Force				Not in Labor Force		
	Employed			Unemployed	Not in Labor Force <sup>4</sup>	All Marginally Attached <sup>5</sup>	Other: Not in Labor Force but Has Interest in Job Market <sup>6</sup>
	Employed <sup>1</sup>	Job Shifters <sup>2</sup>	Underemployed <sup>3</sup>				
18-34	11,676	6,555	9,775	10,208	6,601	3,416	2,331
35-44	11,858	6,221	3,916	3,389	3,154	1,913	163
45-54	11,733	8,235	2,374	2,834	4,312	2,286	828
55-64	10,578	3,728	1,450	1,960	6,085	2,008	1,168
65 and Over	3,366	579	540	132	23,326	1,052	6,114
<b>Total</b>	<b>49,211</b>	<b>25,318</b>	<b>18,055</b>	<b>18,523</b>	<b>43,478</b>	<b>10,675</b>	<b>10,604</b>

Notes:

- (1) Employed = This segment includes both employed and self-employed, who are content with their current job arrangements.
- (2) Job Shifters = This segment includes those employed but willing to change their jobs. However, they are not currently looking for a job
- (3) Underemployed = This segment includes those who are employed but not fully utilized in their current jobs. They are willing to work additional hours and actively looking for a new job.
- (4) Not in Labor Force = This segment includes those who are not in the labor force and not interested in the job market.
- (5) All Marginally Attached = This segment includes those who are not in the labor force due to economic conditions and other barriers to employment but willing to work.
- (6) Other: Not in Labor Force but Has Interest in Job Market = This segment includes those who are not in the labor force but show some interest in the job market. This segment of the population primarily includes retirees and students.





## Labor Force Status of Population Over 18 (LWIA 6): Summary Tables

Labor Force Status of Population Over 18 by Gender (LWIA 6)

Gender	Labor Force				Not in Labor Force		
	Employed			Unemployed	Not in Labor Force <sup>4</sup>	All Marginally Attached <sup>5</sup>	Other: Not in Labor Force but Has Interest in Job Market <sup>6</sup>
	Employed <sup>1</sup>	Job Shifters <sup>2</sup>	Underemployed <sup>3</sup>				
Male	28,048	13,603	9,263	9,855	17,659	2,743	3,964
Female	21,163	11,715	8,792	8,668	25,819	7,932	6,640
<b>Total</b>	<b>49,211</b>	<b>25,318</b>	<b>18,055</b>	<b>18,523</b>	<b>43,478</b>	<b>10,675</b>	<b>10,604</b>

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## Labor Force Status of Population Over 18 (LWIA 6): Summary Tables

Labor Force Status of Population Over 18 by Education (LWIA 6)

Education	Labor Force				Not in Labor Force		
	Employed			Unemployed	Not in Labor Force <sup>4</sup>	All Marginally Attached <sup>5</sup>	Other: Not in Labor Force but Has Interest in Job Market <sup>6</sup>
	Employed <sup>1</sup>	Job Shifters <sup>2</sup>	Underemployed <sup>3</sup>				
Less than high school	3,872	1,821	1,949	2,312	11,373	996	2,113
High school (and GED)	16,368	9,366	7,009	9,709	18,105	4,237	1,553
Some college but no degree	9,412	6,450	3,855	4,535	6,883	3,034	3,275
Associate degree	3,517	1,314	2,459	592	1,444	1,552	1,177
Four-year college, bachelor's degree	10,571	3,290	2,197	787	3,468	649	1,753
Postgraduate/ master's	5,043	2,975	586	588	1,418	207	733
Don't know/ refused	428	102	0	0	787	0	0
<b>Total</b>	<b>49,211</b>	<b>25,318</b>	<b>18,055</b>	<b>18,523</b>	<b>43,478</b>	<b>10,675</b>	<b>10,604</b>

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## Additional Tables Regarding Economic Hardship Indicators for the Seven-County Region



# Indicators of Economic Hardship

## Economic Hardship Indicators for LWIA 6

Q1. At the end of the month do you end up with some money left over?

	Number of People	Percent
Yes	59,786	33.97%
Just Enough	63,057	35.83%
Not Enough	31,148	17.70%

Q2. In the last year, have you sold possessions or cashed in life insurance?

Yes	12,672	7.20%
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Q3. In the last year, have you postponed major purchases?

Yes	37,703	21.42%
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Q4. In the last year, have you borrowed money from friends or relatives?

Yes	26,942	15.31%
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Q5. In the last year, have you applied for government assistance?

Yes	19,283	10.96%
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Q6. In the last year, have you filed for or taken bankruptcy?

Yes	2,799	1.59%
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Q7. In the last year, have you fallen behind on paying bills?

Yes	23,654	13.44%
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Q8. In the last year, have you obtained a loan to consolidate or pay off debts?

Yes	9,488	5.39%
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Q9. In the last year, have you had a creditor call or come see you to demand payment?

Yes	12,243	6.96%
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Q10. In the last year, have you had your wages attached or garnished by a creditor?

Yes	1,418	0.81%
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# Indicators of Economic Hardship

Q11. In the last year, have you had a lien filed against your property because you could not pay a bill?

Yes 1,730 0.98%

Q12. In the last year, have you had your home, car, or other property repossessed?

Yes 2,647 1.50%

Q13. In the last year, have you moved to cheaper living quarters?

Yes 8,731 4.96%

Q14. In the last year, have you moved in with other people?

Yes 7,302 4.15%

Q15. In the last year, have you sent one or more of your children to live with someone else?

Yes 599 0.34%

Q16. In the past 12 months, was there a time you or anyone in your household needed to see a doctor or go to the hospital but did not go?

Yes 31,578 17.94%

Q17. In the past 12 months, was there a time you or anyone in your household needed to see a dentist but did not go?

Yes 36,652 20.83%



Thank you!

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