

**THE
SPRINGFIELD, ILLINOIS
AREA
LABOR AVAILABILITY REPORT**

September, 2007

**Compiled and Prepared by
THE PATHFINDERS**



Dallas, Texas

TABLE OF CONTENTS

I.	INTRODUCTION.....	1
II.	SUMMARY OF FINDINGS.....	2
III.	METHODOLOGY.....	3
IV.	ASSESSMENT OF THE WORKFORCE.....	5
	A. Number of Available Workers for Employers.....	5
	B. Desired Wages of Underemployed Workers.....	7
	C. Characteristics of Underemployed Workers.....	9
	D. Experience and Skills of Underemployed Workers.....	12
	E. Training Interests of Underemployed Workers.....	15
	F. Unemployed Individuals.....	16
V.	EMPLOYERS' VIEWS OF TOTAL WORKFORCE.....	19
	A. Recruitment Methods.....	19
	B. Turnover, Tardiness and Absenteeism.....	20
	C. Productivity and Attitudes.....	21
	D. Basic Communications and Calculations Ability.....	21
	E. Availability.....	22
	F. Comparisons with Other Areas.....	23
VI.	NATIONAL COMPARATIVE OBSERVATIONS.....	27
	A. Desired Wages.....	29
	B. Experience.....	31
	C. Skills.....	33
VII.	CLOSING REMARKS.....	35



INTRODUCTION

The Pathfinders has employed its experience in workforce assessments for corporate site-selection clients and civilian workforce assessments for the Department of Defense in locations that faced military base closures to produce this evaluation of the Springfield, Illinois area workforce. The information presented in this report has been developed independently of the client, and the client has not influenced the findings.

The Pathfinders functions as a site-selection consultant to many of America's largest corporations, including companies such as AT&T, DuPont, Celanese, 3M Corporation, IMC Global, Singapore Aerospace, AIG, UPS, and Lockheed Martin. The question that most often drives the search for a new business location is whether the candidate location has the workforce needed, and a workforce analysis has been a key component of the site searches conducted for these clients. Senior human resources executives from among corporate clients assisted in refining this methodology and report format. Companies making location decisions based upon these surveys have reported that when staffing actually began, the numbers reported by The Pathfinders proved to be accurate.

In a poll of its corporate clients, The Pathfinders found that those clients' experiences suggest that new hires for new operations typically do not come from the ranks of the unemployed. Instead, these clients and other companies staff a new operation principally with individuals who are working but who desire better jobs and who appear to possess the skills, education, and experience to qualify them for those better jobs. By that definition, those individuals can be considered "underemployed" and are identified as such in this report. The type of quality employer that the Springfield region is attempting to attract will typically hire people who come from this group. As a consequence, The Pathfinders was retained to quantify the extent to which underemployment exists in the area, as well as to document the cost, skills, experience, and education of that hidden workforce. This report represents the objective and professional view of The Pathfinders with regard to workforce availability, cost, skills, and quality that a new employer can expect in the Springfield region.



SUMMARY OF FINDINGS

- The Springfield area, referred to in this report as the “labor shed”, has a household population of approximately 275,300 and a civilian labor force of approximately 157,900.
- The labor shed has a pool of approximately 7,400 unemployed persons who are actively seeking work.
- A new employer will be able to attract employees from an additional pool of about 10,200 workers. These individuals are currently employed and have indicated an interest in changing jobs.
- These potentially available workers are referred to in this report as the “underemployed” because they appear to possess the skills, experience, and education to qualify them for the pay rates at which they would take a new job.
- The desired pay rates of these underemployed workers are reasonable when compared to their existing pay rates. The median current pay rate of the underemployed workers is \$16.40 per hour, and the median desired pay rate of the underemployed workers is \$18.40 per hour.
- About 25% of the underemployed workers would take a new job for \$14.17 per hour or less. At the upper end, the 25% most qualified and experienced will command more than \$25.71 per hour.
- Roughly 1,000 people, neither employed nor seeking work, might re-enter the workforce for the proper job.
- In total, the Springfield area has 18,600 available workers for new or expanding businesses.



METHODOLOGY

Published government statistics report wages and employment for the entire workforce of an area, even though most of that workforce has no interest in changing jobs. This report, prepared by The Pathfinders, includes data on those people in the area who desire to change jobs and who would be potential candidate workers for a new employer. As opposed to average wages, this report quantifies the number of those workers available for an employer in various wage ranges. Also included as potential workers are the unemployed who are actively seeking work and that segment of individuals who might consider re-entering the workforce for a good job.

The first step in assessing the workforce of the Springfield area was to determine the boundaries of the area to be assessed. To accomplish this task, The Pathfinders applied the same reasoning that would be used during a site search for a corporate client considering the area as a potential location. The Springfield survey area includes those locations from which workers might be drawn to a new employer and is referred to in this report as the “labor shed”. This labor shed consists of Cass, Christian, Logan, Menard and Sangamon Counties in Illinois.

Once the labor shed was identified, a random sample of telephone numbers of qualified respondents in the labor shed was obtained for use in the Computer Assisted Telephone Interviewing or CATI system.

The Pathfinders then conducted telephone interviews with individuals throughout the Springfield region. Those individuals were proportionally stratified across age, household income, and zip codes. The purpose of these interviews was to ascertain availability for work with a new employer; determine desired pay rates; and, collect information on such factors as age, education, commuting patterns, experience, and skills. The data obtained as a result of those interviews enabled The Pathfinders to apply and employ a proprietary methodology that accurately determined the existence of underemployment as defined in the introduction.



The Pathfinders applied a proprietary process to the analysis of the data to correct for invalid responses. For example, those persons indicating they would take a new job but also indicating the desire for increased or decreased pay that is unreasonable are not counted in the results.

This process considers that to be counted as underemployed, an individual must be currently employed and willing to take another job at a pay rate commensurate with personal skills, education, and experience.

Current pay alone is not the qualifying factor for underemployment status in this study. Individuals, for example, making \$7.50 per hour, possessing no high school degree or skills, and being in the workforce for less than one year may consider themselves to be underemployed but are not considered to be so in this report. On the other hand, education, skills, and experience may qualify the person making \$22.00 per hour as truly underemployed.

Sufficient interviews were completed with qualified individuals to produce results for that entire population group which vary by no more than plus or minus 5 percentage points. If the survey were repeated 100 times, 95 times out of 100 the results would be the same as those resulting from a survey of every individual in the entire population.

Irrespective of the fact that the methodology employed is scientifically proven to produce such results, it is perhaps even more important to note that companies making location decisions based upon these surveys have reported that when staffing actually began, the numbers reported by The Pathfinders proved to be accurate.



ASSESSMENT OF THE WORKFORCE

The Springfield area labor shed has a household population of approximately 275,300. The civilian labor force numbers approximately 157,900, and the labor shed contains approximately 7,400 unemployed people who are actively seeking work.

The results of this assessment determined that approximately 10,200 workers can be defined as underemployed: those individuals who are currently working but would take a better job if offered by a new or existing employer and who appear to possess the skills, education, and experience to qualify them to do so. Further, the results suggest that an additional 1,000 people who are not currently employed or actively seeking work would consider re-entering the workforce. In total, the Springfield area has approximately 18,600 available workers for new or existing employers.

AVAILABLE WORKERS

Number of underemployed workers	10200
Number of unemployed persons who are actively seeking work	7400
Number of persons who are not working, but would consider re-entering the workforce	1000
Total Number of Workers Available for Employers	18600

The reader is cautioned that, while the number of underemployed workers identified in the region, as well as their skills, experience, education, and costs, is accurate, all of those individuals may not be acceptable candidates for an employer. Their previous work records, stability, integrity, intelligence, appearance, and other factors are not considered in this report.

These underemployed workers might also be termed “upgraders”. They desire to move into an upgraded job and appear to possess the skills, education, and experience to enable them to do so. The pay rates they expect to achieve range from under \$8.00 to over \$30.00 per hour.



The following data represent the desired pay rates of the underemployed individuals in the labor shed. Many workers expressed their wage requirements in weekly, monthly, or annual terms, but all wage figures in this report are presented in hourly rates. Selected conversions may add perspective to the hourly rates. Figures presented below are rounded and based on a 40-hour workweek.

CONVERSION CHART

Hourly	Weekly	Monthly	Annually
\$8.00	\$320.00	\$1387.00	\$16640.00
\$10.00	\$400.00	\$1733.00	\$20800.00
\$12.00	\$480.00	\$2080.00	\$24960.00
\$14.00	\$560.00	\$2427.00	\$29120.00
\$16.00	\$640.00	\$2773.00	\$33280.00
\$18.00	\$720.00	\$3120.00	\$37440.00
\$20.00	\$800.00	\$3467.00	\$41600.00
\$22.00	\$880.00	\$3813.00	\$45760.00
\$24.00	\$960.00	\$4160.00	\$49920.00
\$26.00	\$1040.00	\$4507.00	\$54080.00
\$28.00	\$1120.00	\$4853.00	\$58240.00
\$30.00	\$1200.00	\$5200.00	\$62400.00
\$32.00	\$1280.00	\$5547.00	\$66560.00
\$34.00	\$1360.00	\$5893.00	\$70720.00



DESIRED WAGE RATES PER HOUR BY RANGE
10,200 Underemployed Workers
**NUMBER OF UNDEREMPLOYED WORKERS AVAILABLE
AT SPECIFIC WAGE RATES PER HOUR (rounded)**

<u>\$7.99 or Less</u> 300	<u>\$8.00 - \$8.99</u> 200	<u>\$9.00 - \$9.99</u> 300	<u>\$10.00 - \$10.99</u> 900	<u>\$11.00 - \$11.99</u> 50
<u>\$12.00 - \$12.99</u> 700	<u>\$13.00 - \$13.99</u> 50	<u>\$14.00 - \$14.99</u> 300	<u>\$15.00 - \$15.99</u> 700	<u>\$16.00 - \$16.99</u> 900
<u>\$17.00 - \$17.99</u> 500	<u>\$18.00 - \$18.99</u> 500	<u>\$19.00 - \$19.99</u> 300	<u>\$20.00 - \$20.99</u> 900	<u>\$21.00 - \$21.99</u> 50
<u>\$22.00 - \$22.99</u> 300	<u>\$23.00 - \$23.99</u> 300	<u>\$24.00 - \$24.99</u> 50	<u>\$25.00 - \$25.99</u> 500	<u>\$26.00 - \$26.99</u> 500
<u>\$27.00 - \$27.99</u> 50	<u>\$28.00 - \$28.99</u> 50	<u>\$29.00 - \$29.99</u> 700	<u>\$30.00 - \$30.99</u> 200	<u>\$31.00 or More</u> 900



Utilizing the desired wage information as illustrated in the preceding charts, the following conclusions can be drawn concerning the underemployed workers in the Springfield area:

- 10% of the underemployed workers will require \$10.25 per hour or less to change jobs.
- 25% of the underemployed workers will require \$14.17 per hour or less to change jobs.
- 50% of the underemployed workers will require \$18.40 per hour or less to change jobs.
- 75% of the underemployed workers will require \$25.70 per hour or less to change jobs.
- The upper 25% of the underemployed workers will require wages beginning at \$25.71 per hour and extending upward to over \$30.00 per hour. These are the most qualified and experienced workers.

DESIRED WAGE RATES BY PERCENTILE



CHARACTERISTICS OF UNDEREMPLOYED WORKERS

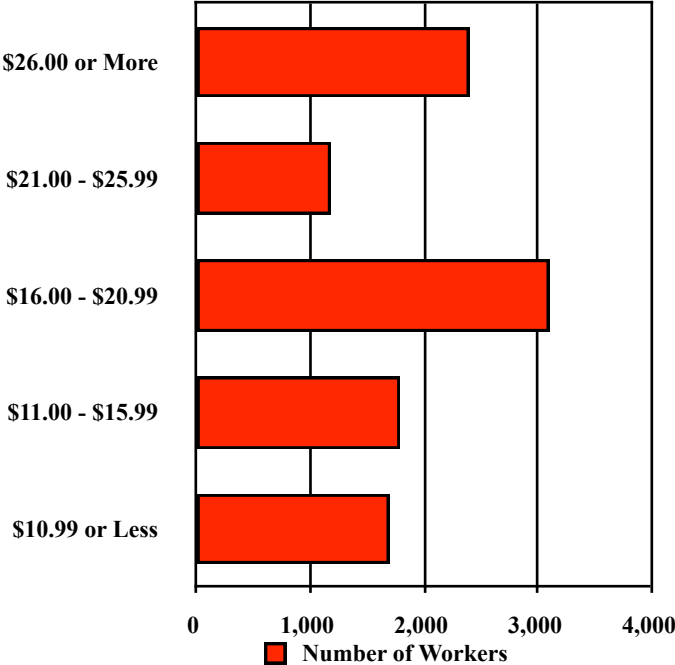
The Springfield Area Labor Shed

The following charts provide information on various characteristics of the underemployed workers in the labor shed. As these data relate solely to those individuals in the labor shed who are underemployed, they will vary from data representative of the population as a whole.

UNDEREMPLOYED WORKERS - GENDER



CHARACTERISTICS OF UNDEREMPLOYED WORKERS



LENGTH OF TIME IN CURRENT JOB



CHARACTERISTICS OF UNDEREMPLOYED WORKERS



EXPERIENCE AND SKILLS – UNDEREMPLOYED WORKERS

The Springfield Area Labor Shed

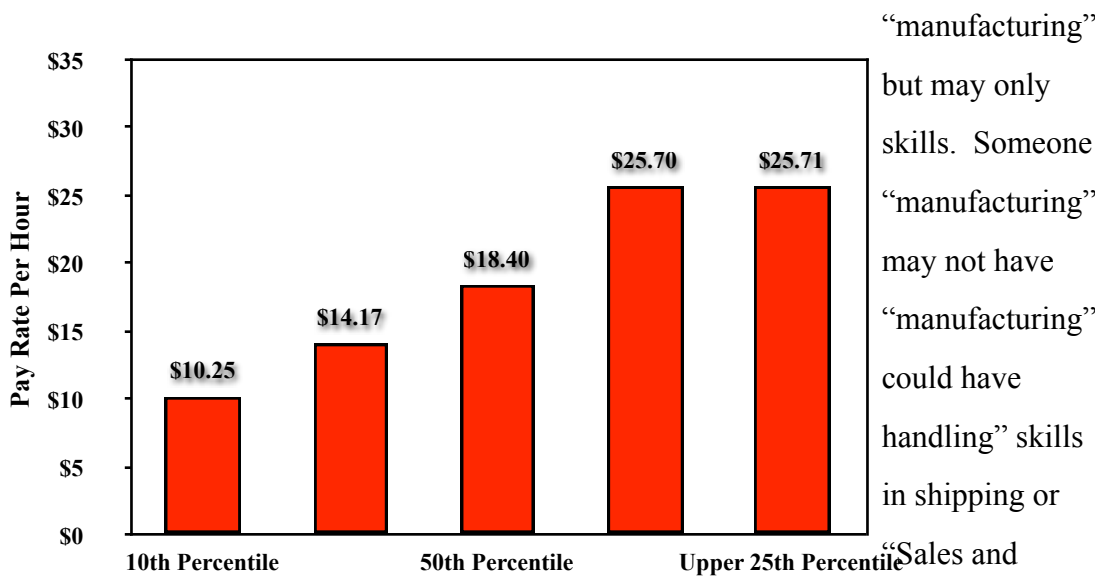
The experience and skills categories used in this report are designed to provide accurate workforce data for employers which fall into one or more of the following four broad groups:

- manufacturing, assembly, fabrication or other industrial operations;
- back office, data processing, call centers, information technology, customer service or sales operations;
- distribution or transportation operations; and,
- biotechnology, health care, pharmaceuticals or medical research operations.

The experience and skills categories are purposefully similar in order to present the most accurate worker availability for operations in one of those four groups.

An employee in the front office of a manufacturing operation will be considered to have

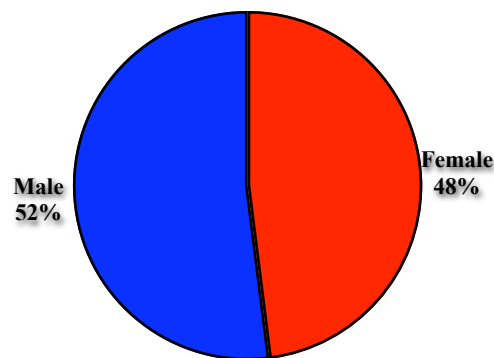
experience
have “office”
with
experience
skills, but
“materials
if they work
receiving.



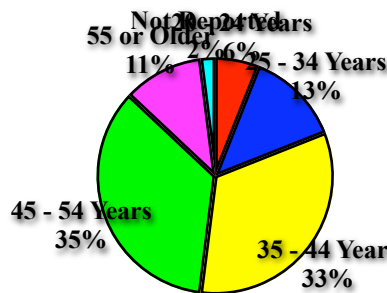
customer service” experience crosses many other experience and skills categories and ideally would be possessed by anyone with customer contact to any degree.



The similarities between the skills and experience categories are designed to ensure inclusiveness considering the multitude of tasks and job titles present in most business, government and institutional operations. Additionally, what may appear to some observers as redundancy is, in reality, a proven mechanism to cross-check the validity of responses and to identify the degree to which workplace and professional competencies are truly transferable to new positions and employers.



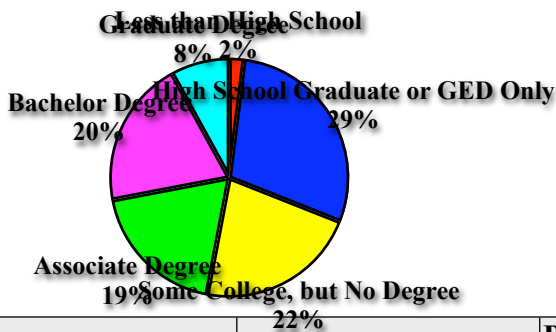
UNDEREMPLOYED WORKERS - AGE



EMPLOYMENT EXPERIENCE OF UNDEREMPLOYED WORKERS

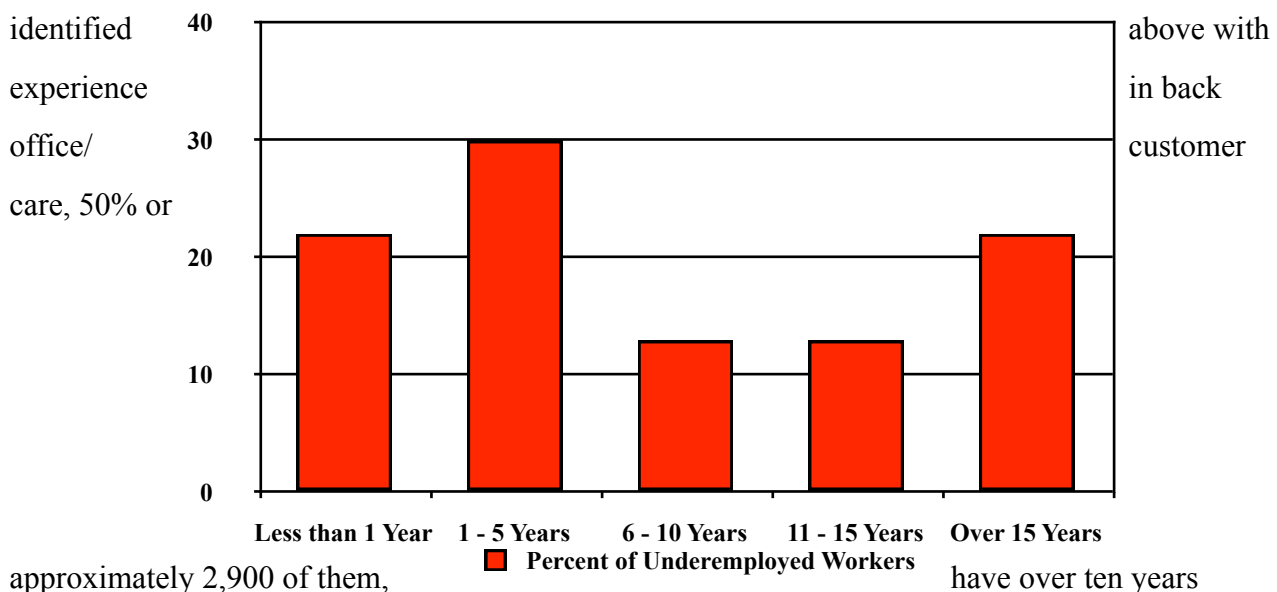
**The Springfield Area Labor Shed
10,200 Underemployed Workers**

EDUCATION



Experience Category*	Number of Persons Experienced**	Percentage of Total Number of Underemployed
Back Office / Customer Care	5800	57%
Warehouse / Distribution	4900	48%
Manufacturing / Assembly / Fabrication	3600	35%
Health Care Services	4700	46%
Information Technology	4700	46%

The table below shows the approximate number of underemployed workers who reported over ten years experience in each of the experience categories. For example, of the 5,800 individuals



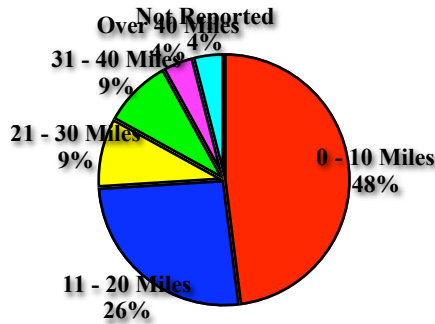
approximately 2,900 of them,

have over ten years



experience in this field.

CURRENT COMMUTE DISTANCE



Experience Category*	Number of Persons with over 10 Years Experience**	Percentage of Category
Back Office / Customer Care	2900	50%
Warehouse / Distribution	900	19%
Manufacturing / Assembly / Fabrication	1400	38%
Health Care Services	1200	25%
Information Technology	1600	34%

CURRENT COMMUTE TIME



* Individuals polled may have experience in more than one job classification.

** Rounded



EMPLOYMENT SKILLS OF UNDEREMPLOYED WORKERS

The Springfield Area Labor Shed

10,200 Underemployed Workers

Skills*	Total Number of Persons Skilled**	Percentage
Back Office / Customer Care	7100	70%
Warehouse / Distribution	6000	59%
Manufacturing / Assembly / Fabrication	4200	41%
Health Care Services	5500	54%
Information Technology	5500	54%

As part of this survey, the underemployed workers were asked to rate their level of skill in each of the skills categories as “Low”, “Moderate” or “High”. As evidenced below, a high degree of skill level appears to exist among the underemployed workers with regard to back office/customer care skills, with 97% of the workers, or approximately 6,900 individuals, rating their levels as “Moderate” to “High”.

Skills*	Low	Moderate	High
Back Office / Customer Care	3%	38%	59%
Warehouse / Distribution	11%	52%	37%
Manufacturing / Assembly / Fabrication	16%	48%	36%
Health Care Services	20%	44%	36%
Information Technology	16%	32%	52%

* **Individuals polled may have skills in more than one job classification.**

** **Rounded**



**INTEREST IN TRAINING COURSES
THE SPRINGFIELD AREA LABOR SHED
10,200 UNDEREMPLOYED WORKERS**

A component was added to this survey which was designed to determine possible interest in training courses on the part of the underemployed workers in the Springfield workforce. In the table that follows, it should be noted that many of the respondents indicated interest in more than one program, therefore, the percent total will not equal 100.

Type of Training Course	Percentage
Office Operations/Administration/Human Resources	44%
Computer Programming/Software	41%
Health Care	41%
Internet/Web Design	35%
Accounting/Bookkeeping	35%
Technical Trades	33%
Finance/Insurance	30%
Construction Trades	30%
Industrial Machine Maintenance or Operations	28%
Architecture/Engineering	24%
Heavy Equipment Operations	24%
Auto Repair or Mechanics	17%
Commercial Vehicle Operations	13%
ESL (English as a second language)	11%



UNEMPLOYED WORKERS

THE SPRINGFIELD AREA LABOR SHED

Published statistics document 7,400 unemployed workers in the labor shed who are actively seeking work and who would, therefore, be considered potential workers for a new or expanding business.

The results of this workforce assessment suggest that an additional 1,000 people, who are currently not employed or actively seeking work, would consider re-entering the workforce. These individuals are referred to as the “re-enters”. About 47% of these additional individuals are female, and the group is four years older than the underemployed. The education of the re-enters roughly mirrors that of the underemployed members of the workforce, albeit with a somewhat higher concentration of “Less than High School”. The wages required by this group to enter or re-enter the workforce fall across a broad spectrum of pay rates, with \$10.65 per hour as the median.

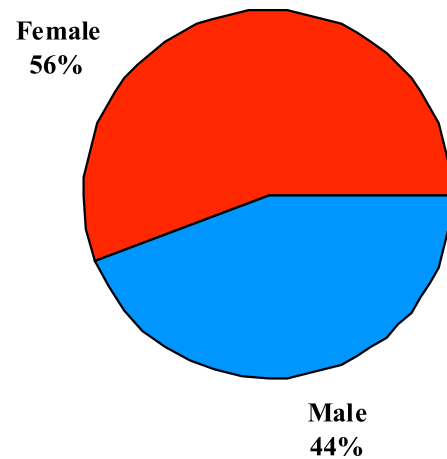
RE-ENTERS – GENDER





Further, this group of potential available workers exhibits skills and experience in the areas of back office/customer care and health care. In addition, the degree of interest in training courses of this group is indicated in the chart below.

GENDER



Type of Training Course	Percentage
Computer Programming/Software	41%
Office Operations/Administration/Human Resources	38%
Internet/Web Design	32%
Health Care	29%
Finance/Insurance	24%
Accounting/Bookkeeping	18%
Technical Trades	18%
Industrial Machine Maintenance or Operations	18%
Construction Trades	15%
Architecture/Engineering	15%
Heavy Equipment Operations	12%
Auto Repair or Mechanics	12%
Commercial Vehicle Operations	12%
ESL (English as a second language)	3%

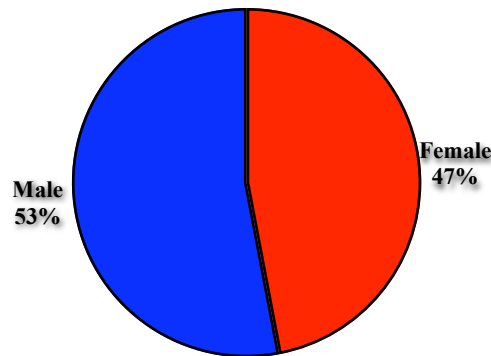
The determinations for this segment of the workforce have a larger statistical variance than that for the underemployed.



**EMPLOYERS' VIEWS OF THE
THE SPRINGFIELD AREA TOTAL WORKFORCE**

In developing a profile of existing workers in the Springfield region, The Pathfinders considered such factors as labor availability, productivity, attitudes, costs, and education. The analysis was based upon interviews conducted with senior management and human resources professionals from companies located in the labor shed. Each of these companies operated in the industrial, commercial, or service sectors.

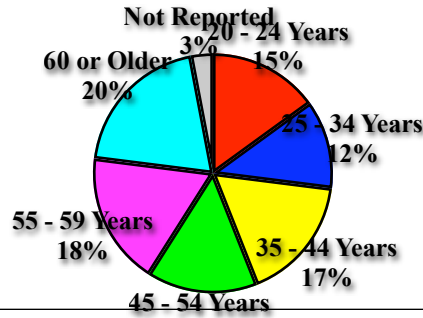
As determined from the employer interviews, the table below reflects various methods used to recruit workers in the Springfield region and the percent of employers utilizing that method. Many use more than one method, therefore, the percentages will not add up to 100%.



Recruiting Method	% of Employers
Internet	67%
Newspaper Ads	59%
Referrals	50%
Schools/Colleges	34%



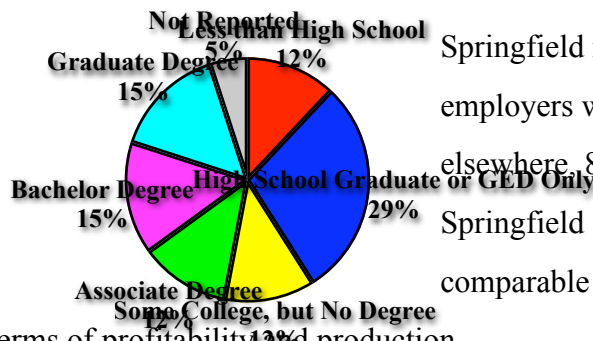
RE-ENTERS - AGE



Recruiters	15%	34%
Word of Mouth		25%
Walk-Ins		17%
State Agency		17%
Professional Trade Journals		17%
Job Fair		9%
Direct Mail		9%

Employers with operations in other regions of the United States were asked to compare their

RE-ENTERS - EDUCATION



experiences in those other areas with their experiences in the Springfield region. Of those employers who had operations elsewhere, 84% stated that their Springfield area operations were comparable to or better than the operations in other locations in terms of profitability and production.

Based upon the experience of The Pathfinders in evaluating labor forces in numerous locations, a definite correlation between productivity, absenteeism, tardiness, turnover, and substance abuse appears to exist. That correlation goes beyond the fact that an absent worker is obviously unproductive. Rather, those factors are indicative of an employee's attitude toward the job. The



chart below shows the percent of employers rating for turnover, tardiness and absenteeism in the Springfield region. No ratings of “High” were reported.

**PERCENT OF EMPLOYERS RATING
THE SPRINGFIELD AREA TOTAL WORKFORCE**

Additionally, in the Springfield region, 62% of the employers interviewed stated their companies tested for substance abuse, primarily pre-employment, followed by cause/suspicion. Substance abuse within the individual companies’ workforces was reported as very low.

In consideration of all factors, all of the employers interviewed in the Springfield area rated the productivity of the workforce as “Good” to “Excellent”. Worker reliability received high marks from 93% of the employers.

**PERCENT OF EMPLOYERS RATING
THE SPRINGFIELD AREA TOTAL WORKFORCE**

Category	Excellent	Good	Fair	Poor
Worker Productivity	39%	61%	0%	0%
Worker Reliability	23%	70%	7%	0%
Worker Attitudes	39%	54%	7%	0%



The educational competencies of employees are additional factors used to evaluate an area’s labor force. Employers gave the following ratings to their employees relative to competency in reading, writing, and calculations.

**PERCENT OF EMPLOYERS RATING
THE SPRINGFIELD AREA TOTAL WORKFORCE**

Category	Excellent	Good	Fair	Poor
Reading Competency	25%	67%	8%	0%
Writing Competency	16%	42%	42%	0%
Calculations Competency	17%	59%	24%	0%

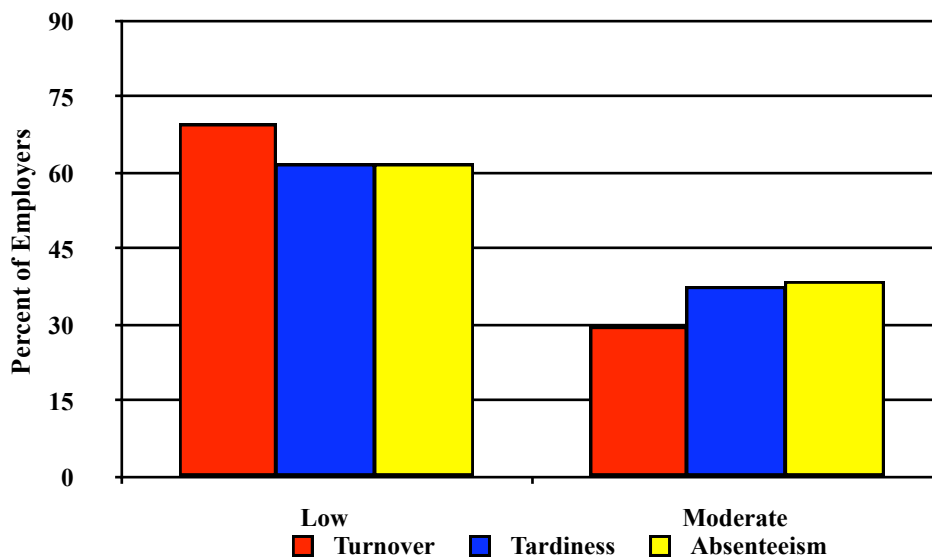
A common employer complaint relates to the shortage of skilled and technical workers. The availability of these workers in the Springfield region must be viewed from the perspective of comparative availability when other areas of the state and nation are considered. Skilled and technical workers are in great demand and difficult to find in the vast majority of locations.



Of the companies in the labor shed interviewed, 85% considered skilled worker availability to be “Excellent” or “Good”, while 15% considered it to be “Fair”. The availability of technical workers in the labor shed was rated “Excellent” or “Good” by 42% of the interviewed companies and “Fair” by 50%.

The following table provides a composite portrait of employers’ experiences with and opinions of workers in the Springfield region. Taken in context with the data gathered and presented in the workforce survey, a balanced profile of the attributes of individuals available to fill the labor needs of new and expanding firms is provided.

PERCENT OF EMPLOYERS RATING THE SPRINGFIELD AREA TOTAL WORKFORCE



Category	Excellent	Good	Fair	Poor
Availability of Skilled Workers	0%	85%	15%	0%
Availability of Unskilled Workers	25%	59%	16%	0%
Availability of Professional Workers	16%	39%	38%	7%
Availability of Technical Workers	0%	42%	50%	8%
Worker Productivity	39%	61%	0%	0%



Worker Reliability	23%	70%	7%	0%
Worker Attitudes	39%	54%	7%	0%
Reading Competency	25%	67%	8%	0%
Writing Competency	16%	42%	42%	0%
Calculations Competency	17%	59%	24%	0%
Teamwork Skills	8%	84%	8%	0%
Entry Level Skills	17%	59%	24%	0%



COMPARISONS OF EMPLOYERS RATINGS**TOTAL WORKFORCE****The Springfield Area Labor Shed /
Locations Previously Surveyed**

In the course of workforce surveys, local employers are asked to rate their workers on a number of factors. Those factors include: worker productivity; worker reliability and attitudes; reading/writing/calculations competency; teamwork skills; entry level skills; availability of skilled workers; availability of unskilled workers; availability of technical workers; and, availability of professional workers. Local employers are asked to rate each factor either “Excellent”, “Good”, “Fair”, or “Poor”.

The purpose of these interviews and ratings is not only to determine how local employers rate their workers but also to provide a means for comparing local ratings to those of all locations surveyed during the past eighteen months. Such comparison will enable you to assess your employers’ ratings of their workers in contrast to the body of thousands of employer ratings recorded in that period.

The following charts present the comparative results for each factor. They compare the percentages of the Springfield area employers who rated their workers “Excellent”, “Good”, “Fair”, or “Poor” on each factor with the “Highest” rating of that factor in all areas surveyed in the last eighteen months and the “Median” rating for that factor in all areas surveyed during that time. As a result, the “Highest” and “Median” ratings do not add to 100%.

For example, 39% of the Springfield area employers rated “Worker Productivity” as “Excellent”. Of all the locations surveyed during the last eighteen months, the “Median” for that rating is 21%, and the “Highest” rating recorded in the “Excellent” category is 46%. The same comparison applies for each of the other factors.

In these charts, the Springfield area is shown as “Labor Shed”.





WORKER PRODUCTIVITY

Excellent		Good		Fair		Poor	
Highest	46%	Highest	76%	Highest	33%	Highest	11%
Labor Shed	39%	Labor Shed	61%	Labor Shed	0%	Labor Shed	0%
Median	21%	Median	57%	Median	16%	Median	3%

WORKER RELIABILITY

Excellent		Good		Fair		Poor	
Highest	43%	Highest	76%	Highest	44%	Highest	14%
Labor Shed	23%	Labor Shed	70%	Labor Shed	7%	Labor Shed	0%
Median	15%	Median	52%	Median	21%	Median	6%

WORKER ATTITUDES

Excellent		Good		Fair		Poor	
Highest	30%	Highest	77%	Highest	40%	Highest	19%
Labor Shed	39%	Labor Shed	54%	Labor Shed	7%	Labor Shed	0%
Median	14%	Median	61%	Median	20%	Median	4%

WORKER READING COMPETENCY

Excellent		Good		Fair		Poor	
Highest	24%	Highest	76%	Highest	55%	Highest	27%
Labor Shed	25%	Labor Shed	67%	Labor Shed	8%	Labor Shed	0%
Median	8%	Median	50%	Median	37%	Median	7%

WORKER WRITING COMPETENCY

Excellent		Good		Fair		Poor	
Highest	16%	Highest	74%	Highest	60%	Highest	30%
Labor Shed	16%	Labor Shed	42%	Labor Shed	42%	Labor Shed	0%
Median	6%	Median	52%	Median	34%	Median	8%

WORKER CALCULATIONS COMPETENCY



Excellent		Good		Fair		Poor	
Highest	24%	Highest	69%	Highest	62%	Highest	43%
Labor Shed	17%	Labor Shed	59%	Labor Shed	24%	Labor Shed	0%
Median	7%	Median	43%	Median	42%	Median	14%

WORKER TEAMWORK SKILLS

Excellent		Good		Fair		Poor	
Highest	36%	Highest	86%	Highest	33%	Highest	7%
Labor Shed	8%	Labor Shed	84%	Labor Shed	8%	Labor Shed	0%
Median	11%	Median	64%	Median	20%	Median	5%

WORKER ENTRY LEVEL SKILLS

Excellent		Good		Fair		Poor	
Highest	18%	Highest	80%	Highest	57%	Highest	31%
Labor Shed	17%	Labor Shed	59%	Labor Shed	24%	Labor Shed	0%
Median	5%	Median	51%	Median	34%	Median	9%

AVAILABILITY OF SKILLED WORKERS

Excellent		Good		Fair		Poor	
Highest	24%	Highest	60%	Highest	71%	Highest	47%
Labor Shed	0%	Labor Shed	85%	Labor Shed	15%	Labor Shed	0%
Median	6%	Median	36%	Median	41%	Median	18%

AVAILABILITY OF UNSKILLED WORKERS

Excellent		Good		Fair		Poor	
Highest	53%	Highest	75%	Highest	50%	Highest	17%
Labor Shed	25%	Labor Shed	59%	Labor Shed	16%	Labor Shed	0%
Median	27%	Median	49%	Median	20%	Median	5%

AVAILABILITY OF PROFESSIONAL WORKERS

Excellent		Good		Fair		Poor	
Highest	19%	Highest	64%	Highest	63%	Highest	54%



Labor Shed	16%	Labor Shed	39%	Labor Shed	38%	Labor Shed	7%
Median	6%	Median	33%	Median	38%	Median	23%

AVAILABILITY OF TECHNICAL WORKERS

Excellent		Good		Fair		Poor	
Highest	18%	Highest	58%	Highest	60%	Highest	54%
Labor Shed	0%	Labor Shed	42%	Labor Shed	50%	Labor Shed	8%
Median	4%	Median	34%	Median	42%	Median	20%

NATIONAL COMPARATIVE OBSERVATIONS

As a matter of course in site-selection projects, The Pathfinders evaluates published government workforce statistics. Those statistics, however, depict the entire workforce while only a minority segment of those workers will be considered for or have an interest in new jobs with a company. The characteristics of the select, underemployed workforce group represented in this report may vary significantly from the workforce as a whole as reported in published government data.

Accordingly, the information presented in the workforce report for the Springfield region covers those members of the workforce who are, by virtue of their underemployment, potential candidates for new jobs. Existing employers, or new employers recruited to the Springfield region, typically will not depend heavily on the unemployed to staff a new operation or to fill vacancies in existing operations caused by turnover or expansions. Companies look to the ranks of people who are already employed but are seeking to better themselves. Those individuals in that category who appear to possess the education, skills, and experience to merit a better job are classified as underemployed.

The workforce report issued by The Pathfinders documents the availability of underemployed workers as well as the skills, experience, education, and costs of individuals in that hidden workforce in the Springfield region. This section of the report provides a comparison of the characteristics of the labor shed’s underemployed workforce with the underemployed workforces in other communities previously surveyed throughout the nation. A prospect company considering the



Springfield region as a location will judge its workforce on a comparative basis. This section of the report will allow local economic development professionals to view the region's workforce in relation to others across the country.

The comparative data for other locations used in the following charts and tables reflect information accumulated over the past eighteen months. The Pathfinders maintains a continuing database of over 600 surveyed counties and communities and more than 30 million workers.



Locations Used In Comparative Analysis

In the various charts which follow this page, this labor shed is compared with others for the purpose of making the data meaningful. In the charts, figures for this labor shed are shown alongside the “lowest”, “median” and “highest” figures from other workforce surveys conducted by The Pathfinders. The comparisons are with communities and counties representing both larger and smaller and those similar in size to this labor shed. They are also scattered throughout the nation, and a partial listing of locations from which the “low”, “median” and “high” data reported are derived includes:

Albany, NY	Cullman County, AL	Lake Havasu, AZ	Rutherford County, TN
Albuquerque, NM	Culpeper County, VA	Laramie, WY	Salem, IL
Allegany County, MD	Danville, IL	LaSalle, IL	San Marcus, TX
Amarillo, TX	Daytona Beach, FL	Lea County, NM	Scranton, PA
Anderson, IN	Decatur, AL	Lebanon, KY	Sequin, TX
Ardmore, OK	Eastern Shore, MD	Lee’s Summit, MO	Seneca County, NY
Ashland, KY	Elizabethtown, KY	Lexington, KY	Shasta County, CA
Atascadero, CA	Evansville, IN	Long Island, NY	Shelby County, AL
Atlanta, GA	Fairfield County, OH	Longview, TX	Shreveport, LA
Auburn, AL	Fargo, ND	Louisville, KY	Sikeston, MO
Baldwin County, AL	Fauquier County, VA	Madison, SD	Silver City, NM
Bay County, FL	Fulton County, KY	McDowell County, NC	Spartanburg, SC
Bedford, TX	Grant County, NM	Moberly, MO	Spokane, WA
Beeville, TX	Grant County, WA	Mobile, AL	Springfield, IL
Binghamton, NY	Grays Harbor, WA	Mohawk Valley, NY	Sullivan County, NY
Birmingham, AL	Greene County, NY	Monroe County, NY	Sumter County, SC
Boone County, IN	Grenada, MS	Montgomery, AL	Syracuse, NY
Bowie, TX	Harrison County, IN	Moorhead, MN	Tallahassee, FL
Bryan/College Station, TX	Hazleton, PA	Muncie, IN	Taylor, TX
Buffalo, NY	Henderson, KY	New Braunfels, TX	Terre Haute, IN
Bullitt County, KY	Hendricks County, IN	New York City, NY	Tioga County, NY
Cambridge, MD	Hernando County, FL	Obion County, TN	Tipton County, IN
Campbellsville, KY	Hillsdale County, MI	Ontario County, NY	Tomball, TX
Cape Girardeau, MO	Hudson Valley, NY	Oswego County, NY	Tupelo, MS
Casper, WY	Huntsville, AL	Owsley County, KY	Tuscaloosa, AL
Centralia, IL	Hurst, TX	Pampa, TX	Ulster County, NY
Champaign County, IL	Hutto, TX	Panama City, FL	Vermillion County, IN
Chattanooga, TN	Independence, MO	Pensacola, FL	Vineland, NJ
Cheyenne, WY	Indianapolis, IN	Polk County, NC	Warren County, VA
Cleveland County, NC	Jackson, MS	Ponca City, OK	Watertown, SD
Clinton, SC	Jackson County, MO	Prescott Valley, AZ	Wilkes-Barre, PA
Conroe, TX	Jay County, IN	Reno, NV	Williamsport, PA
Corpus Christi, TX	Kalamazoo, MI	Rutherford County, NC	Yankton, SD



The workforce report documented the number of underemployed workers in the labor shed who would be available for an employer at various pay rates ranging from \$8.00 per hour or below to \$30.00 per hour or above and who appear to have the skills, experience, and education to justify the desired pay rates. The table below shows that 25% (lower quartile) of the underemployed workers in the labor shed would take a new job for \$14.17 per hour or less. In locations surveyed over the past eighteen months, the lowest desired pay rate in the lower quartile of underemployed workers was \$8.98 per hour or less, the median \$11.43 or less, and the highest desired pay rate was \$18.73 per hour or less.

**DESIRED WAGES (per hour) – LOWER QUARTILE
UNDEREMPLOYED WORKERS**

Desired Wage Labor Shed	Lowest Desired Wage Locations Surveyed Past 18 Months	Median Desired Wage Locations Surveyed Past 18 Months	Highest Desired Wage Locations Surveyed Past 18 Months
\$14.17 or Less	\$8.98 or Less	\$11.43 or Less	\$18.73 or Less

Those underemployed workers in the upper quartile have more education, better skills, and greater experience. Yet based on current pay rates, they are considered to be underemployed. In the labor shed, the underemployed individuals in the upper 25% desire \$25.71 per hour or more. In locations surveyed over the past eighteen months, the lowest desired pay rate in the upper quartile of underemployed workers was \$15.87 or more, the median \$21.36 or more, and the highest was \$39.06 per hour or more.

**DESIRED WAGES (per hour) – UPPER QUARTILE
UNDEREMPLOYED WORKERS**

Desired Wage Labor Shed	Lowest Desired Wage Locations Surveyed Past 18 Months	Median Desired Wage Locations Surveyed Past 18 Months	Highest Desired Wage Locations Surveyed Past 18 Months
\$25.71 or More	\$15.87 or More	\$21.36 or More	\$39.06 or More



The following charts compare the percentages of underemployed workers in the Springfield region who have experience in various fields of employment with the percentages of underemployed workers in locations surveyed over the past eighteen months who have the same type of experience. In the charts, the Springfield region is referred to as “labor shed”.

The experience charts are followed by skills charts, which compare the percentages of underemployed workers in the Springfield region who possess various types of employment skills with the percentages of underemployed workers in locations surveyed over the past eighteen months who possess the same skills. In the charts, the Springfield region is referred to as “labor shed”.



**COMPARISON OF EXPERIENCE
UNDEREMPLOYED WORKERS
The Springfield Area /
Locations Surveyed Over the Past 18 Months**



SUMMARY COMPARISON OF EXPERIENCE

UNDEREMPLOYED WORKERS

The Springfield Area /

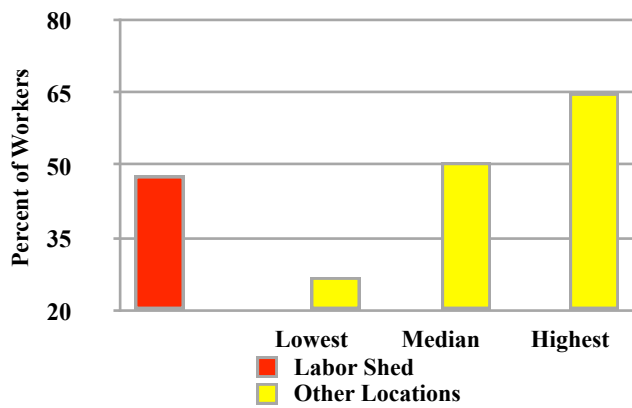
Locations Surveyed Over the Past 18 Months



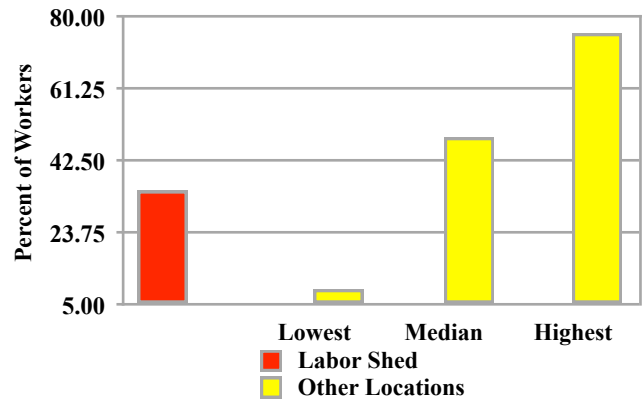
COMPARISON OF SKILLS UNDEREMPLOYED WORKERS

**The Springfield Area /
Locations Surveyed Over the Past 18 Months**

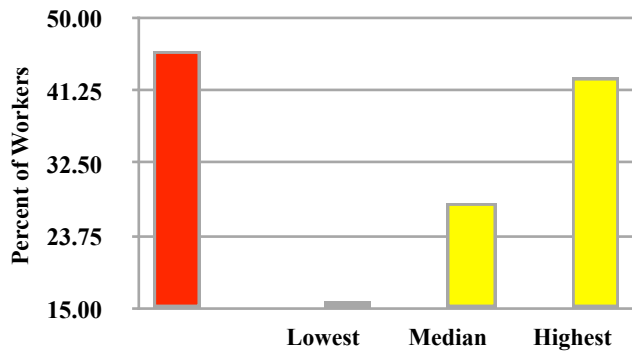
**WAREHOUSE / DISTRIBUTION /
TRANSPORTATION**



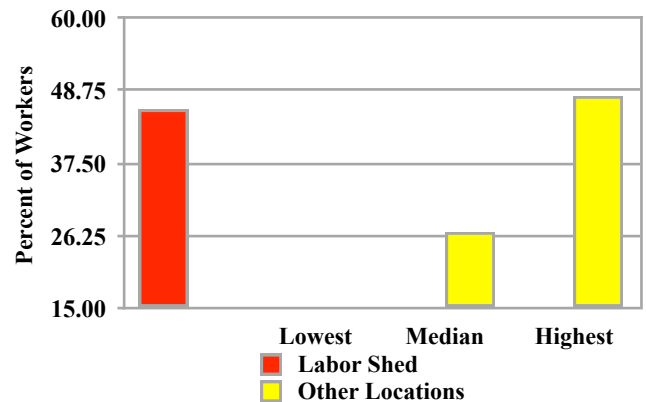
**MANUFACTURING / ASSEMBLY/
FABRICATION**





MEDICAL / HEALTH SCIENCES



INFORMATION TECHNOLOGY



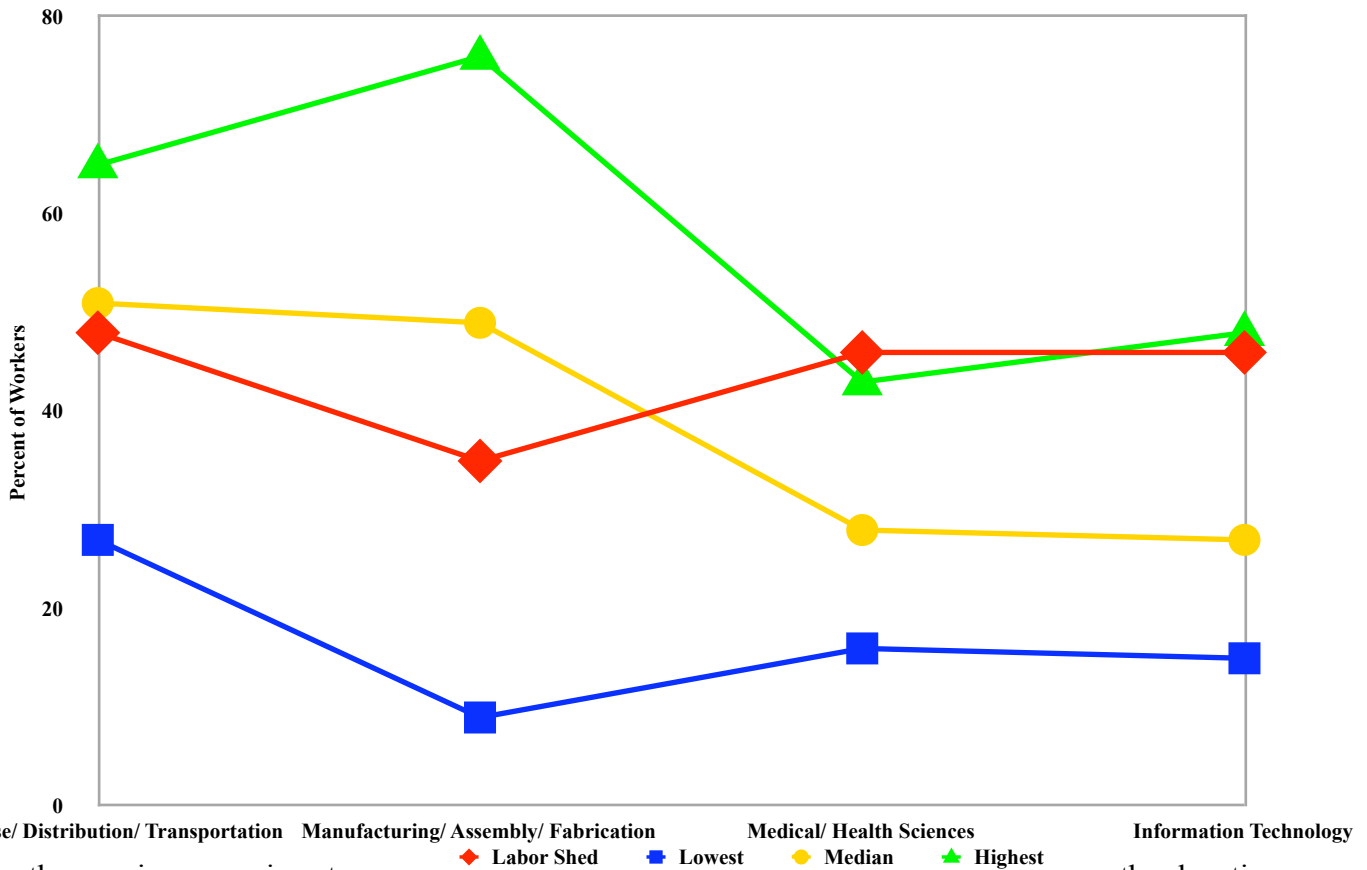
SUMMARY COMPARISON OF SKILLS
UNDEREMPLOYED WORKERS
The Springfield Area /
Locations Surveyed Over the Past 18 Months

-  Labor Shed
-  Other Locations



CLOSING REMARKS

The foregoing report represents an assessment of the underemployment that exists in the Springfield region. It includes a set of important interlocking measurements of the number of underemployed workers, their cost, skills, experience, education, reliability, productivity, and other related factors. The information allows the economic development professional and the site-selection team to view



the area in comparison to

other locations.

Attention should be given to the “Employers’ Views of the Springfield Area Total Workforce” section of this report in which local employers’ views of the characteristics of local workers are compared with employers’ views in other locations where the identical questions have been asked in identical fashion.

- Labor Shed
- Other Locations

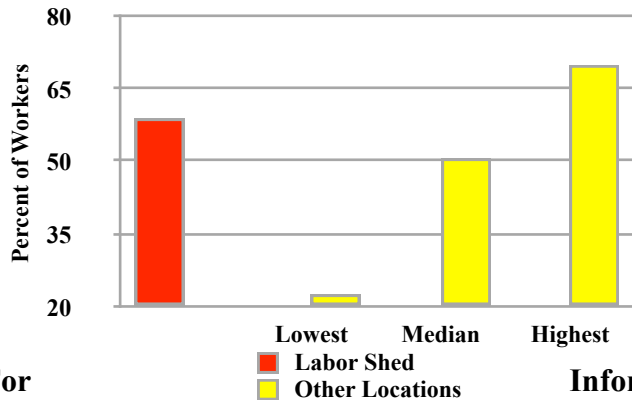
Similarly, attention should be given to the final section of this report, “National Comparative Observations”, which compares, employing an identical methodology, the costs, experience, and



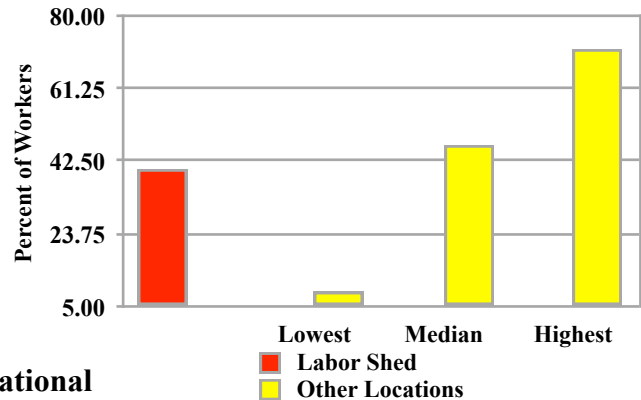
skills of local underemployed workers with those underemployed workers in locations surveyed by The Pathfinders over the past eighteen months.

While the number of underemployed workers in the Springfield region, including their cost, skills, and experience, is the focus of this report, the data should be interpreted in a comparative perspective just as the corporate site selector will in deciding among competing locations.

WAREHOUSE / MATERIALS HANDLING



MANUFACTURING / ASSEMBLY / FABRICATION



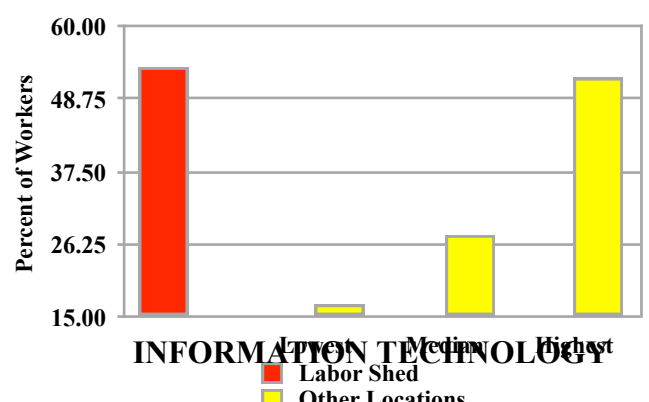
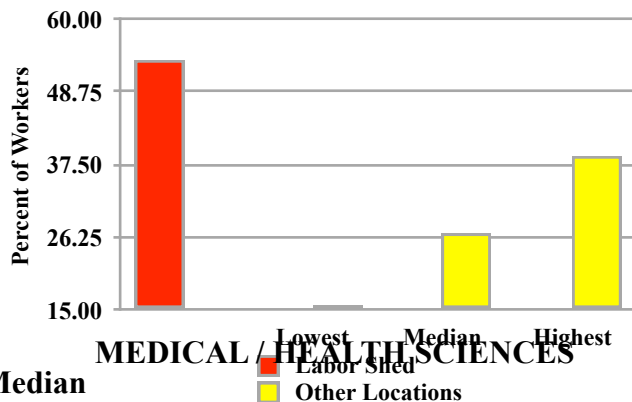
For

Purposes:

Informational

The Springfield Area Civilian Workforce..... 157,900

Largest Workforce Surveyed by The Pathfinders..... 3,452,000



Median

Workforce Surveyed by The Pathfinders

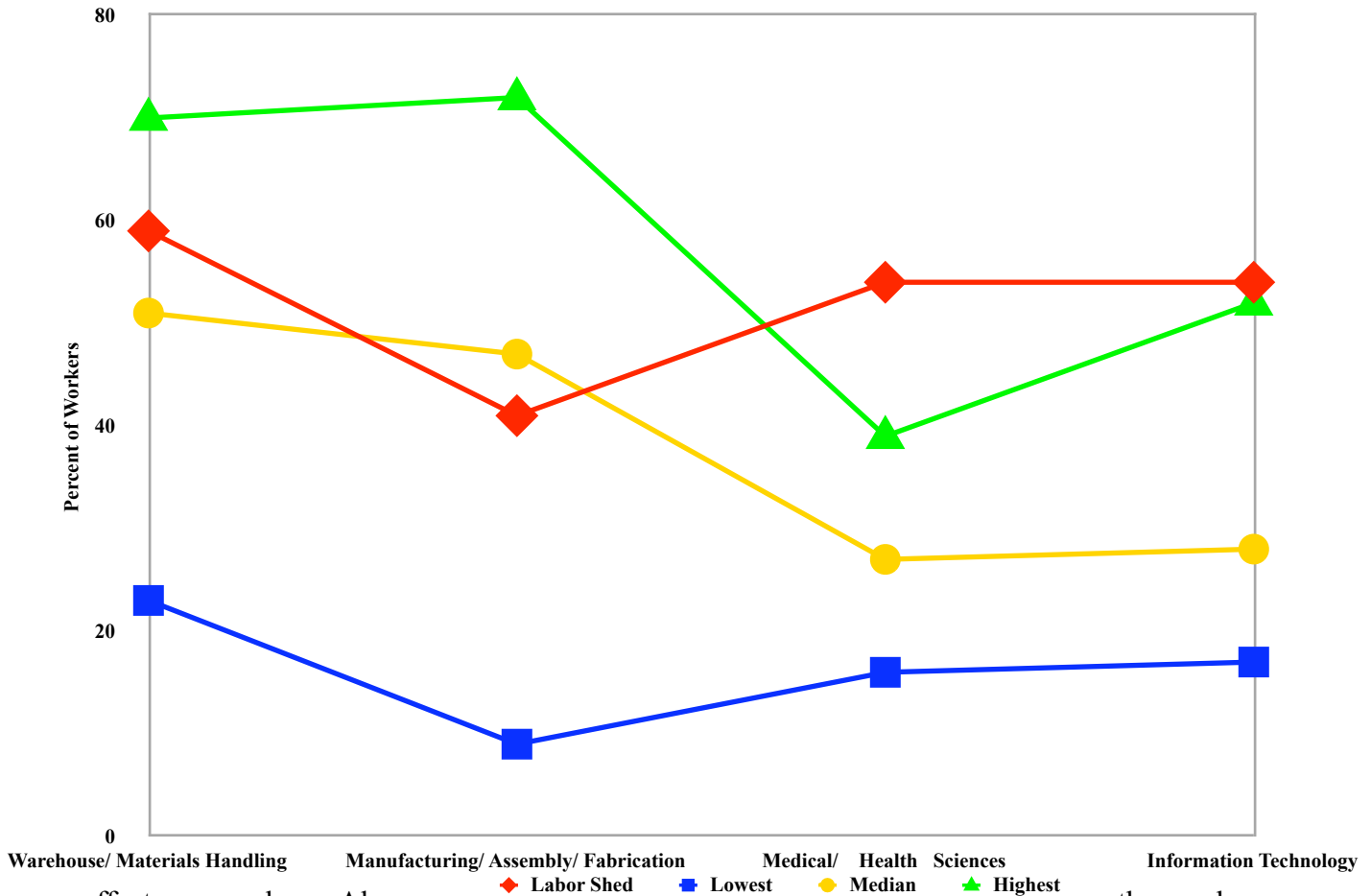
..... 138,400

Smallest Workforce Surveyed by The Pathfinders..... 3,350



EMPLOYERS OPINIONS ON EDUCATION, SKILLS AND TRAINING The Springfield Area

Employers in the Springfield area were interviewed regarding their familiarity with area educational providers and their opinions concerning any gaps which might exist in these institutions that would



affect area workers. Also,

the employers

were queried concerning training programs needed in the area, future workforce needs and other issues. The employers interviewed represented area businesses in the fields of finance, insurance, health care and others, the majority of which have been operating in the Springfield area for over thirty-five years. Both union and non-union operations participated in the interviews, with the reported total number of employees reaching over 15,000. Representation by zip code included the following:



ZIP CODE	% of Employers
62702	8%
62703	30%
62704	22%
62711	8%
62713	8%
62715	8%
62769	8%
62781	8%

The employers interviewed were asked to rate their familiarity with area educational providers as “Extremely Familiar”, “Very Familiar”, “Familiar”, “Somewhat Familiar”, or “Not Familiar”. For those employers expressing any degree of familiarity with the providers, follow-up questions were posed related to rating the schools either “Excellent”, “Good”, “Fair” or “Poor” in terms of delivering the skills needed for the area workforce and on gaps that existed in the schools that affected area workers.

The first providers to be considered were local public schools. For local public schools, the familiarity ratings were as follows:

LOCAL PUBLIC SCHOOLS

Extremely Familiar	Very Familiar	Familiar	Somewhat Familiar	Not Familiar
16%	23%	23%	16%	22%

As noted above, 78% of the employers expressed some degree of familiarity with the local public schools. Those employers gave the following ratings to the schools in terms of delivering skills that are needed for the area workforce.



90% of the employers interviewed who indicated familiarity with local public schools expressed opinions on gaps that, in their opinions, exist in the offerings of these providers. The gaps focused primarily on job readiness factors, including teamwork, basic life skills and work habits. Employers often gave multiple answers; therefore the percentages will not equal 100.

LOCAL PUBLIC SCHOOLS GAPS	% of Employers
Job Readiness Skills	70%
Technical Skills, including Computer and Office	40%
Basic Fundamentals, including Reading and Math	20%

Other comments made by some of the employers concerning the local public schools included:

- School boundaries need to be re-thought and expanded
- A sense of entitlement exists
- Struggling school system dealing with problems associated with inner-city schools



Secondly, the employers interviewed were asked the same questions concerning local private schools. Familiarity ratings for local private schools were as follows:

LOCAL PRIVATE SCHOOLS

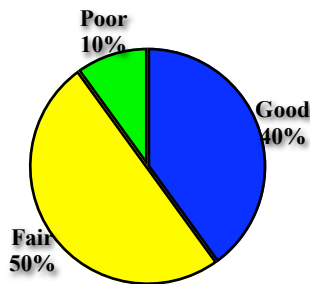
Extremely Familiar	Very Familiar	Familiar	Somewhat Familiar	Not Familiar
0%	16%	54%	0%	30%



As indicated, 70% of the employers expressed some degree of familiarity with the local private schools. Those employers gave the following ratings to the schools in terms of delivering skills that are needed for the area workforce.

67% of those employers familiar with local private schools offered their opinions on gaps existing in these providers. Gaps included soft skills training and technical training. Employers often gave multiple answers; therefore the percentages will not equal 100.

LOCAL PUBLIC SCHOOLS



LOCAL PRIVATE SCHOOLS GAPS		% of Employers
Soft Skills, including Communications and Business Protocol		45%



Technical Skills, including Computer and Office	45%
Limited Course Offerings	12%

A comment made concerning private schools was, as in the public schools, a sense of entitlement exists.

Of the employers interviewed, 23% reported using one or more of these institutions as aids in their training needs.

INSTITUTIONS USED FOR TRAINING	% of Employers
Lincoln Land Community College	16%
University of Illinois at Springfield	7%
Capital Area Career Center	7%
Multiple/Various	7%

Further comments made by the employers concerning training associated with local colleges and trade schools included:

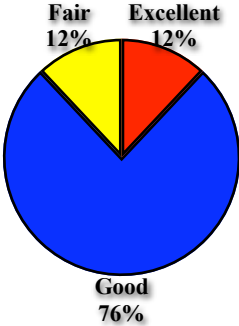
- Partner with certain schools for internships
- Use as source for workers

When questioned about the strengths of the local colleges and trade schools, 70% of the employers responded. 39% pointed to the schools’ abilities to develop work occupational and technical skills. A very positive comment made was that the schools understand and are realistic about the demands of the workforce and are able to communicate those demands to students. Specific areas of study in which local colleges and trade schools excel, in the opinions of the employers interviewed, included nursing, accounting, technical and general education. 16% of the employers stated that excellence varied by school.



Additionally, employers cited the local connection to the community and placement of workers as positives associated with area colleges and trade schools. Other positive phrases used in connection with these educational providers included “little more demanding” and “bring rigor to programs”.

LOCAL PRIVATE SCHOOLS



In terms of gaps or needs that exist in the offerings of local colleges and trade schools, 62% of the employers interviewed identified particular issues. The issue mentioned most frequently was the need for more funding, hence more programs, in the medical field in order to produce more graduates in the fields of nursing, therapists and medical assistants. This need and others are listed in the chart below. Employers often gave multiple answers; therefore the percentages will not equal 100.

GAPS/NEEDS OF LOCAL COLLEGES AND TRADE SCHOOLS	% of Employers
Medical Programming	38%
Actuarial Degrees	13%
Technical Training	13%
Problem-Solving/Analytical Skills	13%
Basic Job Readiness Skills	13%
More Instructors	13%



The employers were interviewed as to what certificate training programs are needed in the Springfield area today. 62% of the employers responded to this question and gave a variety of answers, as seen in the accompanying table. Some employers gave more than one answer; therefore, the percentages will not equal 100.

CERTIFICATE TRAINING PROGRAMS NEEDED	% of Employers
Occupational/Physical Therapy	38%
Nursing	25%
Basic Job Skills/Soft Skills	25%
Pharmacy	25%
Medical Coding/Records	25%
Laboratory Tech	25%
Supervisory/Management	13%
Medical Assistant	13%
Medical Technician	13%
Office Business Training	13%
Project Management & Quality in Health Care	13%
Technical Skills	13%
Speech Pathology	13%
Computer Science	13%



Area employers were asked to describe types of training needed in their individual companies for their current workers. 85% of the employers responded to this question, with soft skills, including communications, professionalism and work habits and ethics being cited most frequently. Technical skills included computer and forklift training. Many employers mentioned more than one training need; therefore, the percentages will not add to 100.

CURRENT WORKERS TRAINING NEEDED	% of Employers
Soft Skills	82%
Technical Skills	46%
Customer Service	46%
Management	37%
Reading/Writing	28%
Math	19%
Safety	9%



Further, employers were questioned about what they considered to be barriers that exist in the area that affect the workforce. 62% of the employers responded to this question. The low unemployment rate, geography and the lack of public transportation were reported by the employers to be the major barriers, in their opinions, that impact the area workforce. Many employers mentioned more than one barrier; therefore, the percentages will not add to 100.

BARRIERS AFFECTING THE WORKFORCE	% of Employers
Low Unemployment Rate/Worker Availability	25%
Geography	25%
Lack of Public Transportation	25%
Education	13%
Financial Cost of Education	13%
Lack of Jobs for Spouses of Transferees	13%
Need for City Government to be More Pro-Business	13%
Lack of Understanding and Development of Generational and Ethnic Diversity	13%
Difficulty in Recruiting Minority Workers in Order to Create a Diverse Workforce	13%



Finally, the employers were interviewed as to how their workforce needs will change in ten years in terms of number and type of workers needed. All employers responded to this question. The predominant comment made was that more qualified, specialized, technical and skilled employees at all levels would be needed. Specific types of future workers included professional, computer, sales, warehouse, customer service and medical workers. Other employers used such terms as “problem solvers”, “culturally aware individuals”, and “workers with global mindsets” to describe the types of workers they would need in the future.

In terms of the numbers of workers needed, 31% of the employers responded. Expansions are being planned in many of these employers’ operations, but exact numbers of future workers were not available. However, 16% of employers stated their numbers of workers would stay the same; 8% stated an increase of 100 workers in five years; and, 8% indicated a 30% - 40% increase in ten years.





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