

Underemployment in Alabama Workforce Investment Advisory Areas

2012



ALABAMA DEPARTMENT OF LABOR

LABOR MARKET
INFORMATION DIVISION

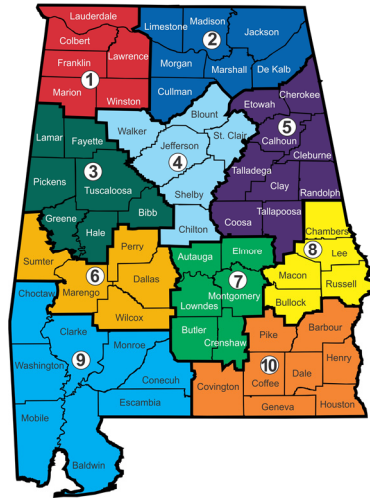


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Center for Business and Economic Research
Institute for Social Science Research
University Center for Economic Development
THE UNIVERSITY OF ALABAMA

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by

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Executive Summary

- This report presents estimates of underemployment and some characteristics of the employed, underemployed, and nonworkers for the state as a whole, each workforce investment advisory area (WIAA), and the counties that the WIAAs cover. The study involved a telephone survey of about 11,300 respondents; less than half were employed.
- Alabama had a 2012 underemployment rate of 23.8 percent, which identifies 479,296 potential workers in addition to the 140,897 unemployed, for a total available labor pool of 620,193. For every unemployed person there are roughly three underemployed in the state.
- Underemployment ranges from 22.0 percent for WIAA Region 10 to 26.2 percent for WIAA Region 6. Among counties, Franklin and Walker have the highest rate of underemployment, with 35.1 percent, and Winston has the lowest rate with 12.0 percent. Thirty-three counties had underemployment rates above the state's 23.8 percent.
- The available labor pool is willing to commute farther and longer for better jobs. Many are willing to commute for 20 or more minutes longer and cover 20 or more extra miles.
- The underemployed have less job tenure and earn less than the employed. Eighty-five percent of the underemployed—compared to 63 percent of all employed—believe they are qualified for a better job based on their education and training, skills, and experience.
- A lack of job opportunities in their area, low wages at available jobs, living too far from jobs, other family or personal obligations, and owning a house in their area are the primary reasons given for being underemployed. By comparison, nonworkers' main reasons for not working are (i) retirement, (ii) disability or other health concerns, (iii) lack of job opportunities in their area, and (iv) social security limitations.
- The underemployed are more active in the labor market than other workers. Over one third have sought better jobs in the preceding three months, compared to a fifth of all workers.
- For up to 15 percent higher wages, 32 percent of the underemployed will consider leaving their current jobs, compared to 27 percent of all employed. More of the underemployed will leave their current jobs for any level of additional income except for 15 to 30 percent more income. Eight percent of the underemployed will accept a 5 percent higher income to leave current jobs while 56 percent of them want more than 15 percent higher earnings.
- The underemployed have lower job satisfaction than the employed; 54 percent are satisfied or completely satisfied with their jobs compared to 76 percent of all employed.
- Workers are willing to train for better jobs but the underemployed are much more willing. Sixty-nine percent of the underemployed are willing to train compared to 58 percent of all workers. The willingness to train is higher if the government pays all or part of the training cost.

Introduction

Overview

This report presents estimates of underemployment and characteristics of the employed, underemployed, and nonworkers for the state as a whole, each workforce investment advisory area (WIAA), and the counties that the WIAAs cover. For this report, underemployed persons are workers who believe that their education and training, skills, or experience (i) are not fully utilized in their current jobs and (ii) qualify them for higher paying or more satisfying jobs for which they could leave their current positions. The report relies on the results of a telephone survey of workers and nonworkers in the state using a questionnaire designed specifically for estimating underemployment and the aforementioned characteristics. Two University of Alabama (UA) units worked together on the project: Institute of Social Science Research (ISSR) conducted the survey and the Center for Business and Economic Research (CBER) designed the questionnaire, analyzed the results, and prepared the report. The narrative focuses mainly on workers and the underemployed but the results tables include characteristics of nonworkers as well. Covered are:

1. Characteristics of the underemployed and employed
 - a. demographics (age, gender, race, marital status, educational attainment)
 - b. employment status (full-time, part-time, nonworker) and industry
 - c. occupation and income
 - d. job fitness and experience
 - e. commute time and distance
 - f. reasons for being underemployed and job search activity
 - g. willingness for additional commute and for how much more income
 - h. job satisfaction (overall and selected aspects) and willingness to train for a better job
2. Characteristics of nonworkers
 - a. demographics (age, gender, race, marital status, educational attainment)
 - b. reasons for not working

It is important to note that while the results are very reliable for the large geographic regions (the state and WIAAs), they are not as reliable at the county level especially with respect to occupation and industry of workers because of county sample size. Larger county samples will be needed to guarantee the same kind of reliability for counties as for the state and WIAAs.

Another important point is that no official U.S. government statistics are currently available on the underemployed, although underemployment presents economic development potential.¹ Attempts at measuring this economic potential can be made. However, this is extremely difficult because of uncertainty regarding the additional income that the underemployed can bring to an area.

¹ The reason given for this, according to the U.S. Bureau of Labor Statistics (BLS) website, is a difficulty of developing an objective set of criteria which could be readily used in a monthly household survey. This difficulty probably comes from a preference to indirectly estimate the underemployment rate from a survey that does not ask respondents directly whether or not they are underemployed.

Background and Rationale

Labor force data on counties or county groups are often limited to what is available from government sources. Existing data provide information on the employed and the unemployed. While valuable, such information may not be complete from the perspective of employers. New or expanding employers are interested in “underemployment” as well because incumbent workers are also potential employees. In fact, the kind of “quality” worker that many prospective employers want is not unemployed.

Workers in occupations that underutilize their experience, training, and skills are underemployed. These workers might be receiving salaries below what they believe they can earn; they might also not be satisfied with their jobs. Underemployment occurs for various reasons including (i) productivity growth, (ii) spousal employment and income, and (iii) family constraints or personal preferences. Productivity growth creates underemployment as workers learn to do their jobs better and in shorter time. Spousal employment and income and extended family relationships or responsibilities may limit workers’ ability to be in jobs that make full use of the value of their education, training, skills, and experience. Geographic immobility due to family constraints or personal preferences is another contributing factor. The various contributing factors combined with economic, social, and geographic characteristics make underemployment unique to areas. Indeed, demographic and socioeconomic characteristics of the underemployed may be very different among communities.

Underemployment provides opportunities for selective job creation and economic growth. For example, a firm with needs for skills prevalent among the underemployed could locate in an area with underemployed workers, regardless of its unemployment rate. Low unemployment, suggesting limited labor availability, is not a hindrance to such a firm.

The underemployed present a significant pool of labor because they tend to respond to job opportunities that better match their skills, training, and experience. They also create opportunities for entry level workers as they leave lower-paying jobs and move into better-paying ones. Even if their previously held positions are lost or not filled (perhaps due to low unemployment), there is economic growth for the area in gaining higher-paying jobs. Clearly, no labor profile is complete without an underemployment estimate. Other labor data can be combined with underemployment to construct a more comprehensive labor profile for each WIAA that will be valuable to community and regional leaders, educators, planners, policy makers, economic developers, and prospective employers.

Existing literature indicates that underemployment rates have been estimated for some states and communities.² For example, underemployment has been estimated for Kentucky, Nebraska, and certain areas in Alabama as part of workforce analysis studies (Bollinger et al. 2003; Bonnal et al. 2009; and Nebraska Underemployment Study 2002).³

² An internet search using keywords such as *underemployment*, *workforce analysis*, *available labor*, and *labor supply* leads to numerous commissioned studies and reports on underemployment.

³ Bollinger, C.R., P. Coomes, and M. Berger. 2003. *Measuring Underemployment at the County Level*. University of Kentucky Center for Poverty Research Discussion Paper Series #2003-08 (<http://www.ukcpr.org/Publications/DP2003-08.pdf>).

The definition of underemployment must be explicitly stated in any study to enable proper understanding and use of the results. Underemployment has been defined very narrowly in some cases to just account for surplus high skill labor (e.g., Moore 2005).⁴ The International Labor Organization (ILO) views underemployment as reflecting underutilization of the productive capacity of the employed population, not just the highly-skilled. In defining underemployment, the ILO focuses on a time-related concept that is used by several countries.⁵ By the ILO definition, the underemployed include all employed persons who:

- a. are willing to work additional hours—it is recommended that those who have actively sought to work additional hours be distinguished from those who have not
- b. are available to work additional hours, within a specified subsequent period
- c. worked less than a threshold (determined by country) relating to working time—this threshold for the United States is the 35-hour reference week used by the BLS as the boundary between full-time and part-time work.

The ILO definition, while a vast improvement on the narrow definition, omits one important cause of underemployment—labor productivity growth. Workers become underemployed as their productivity rises because they learn to do their jobs better and faster. Such workers can do more work in the same time but they are not counted under the ILO time-related underemployment concept. To incorporate labor productivity growth effect in any measure of underemployment, it is necessary to let respondents declare whether or not they are underemployed. This approach has been taken in many studies. We use this last approach as well because our purpose is to estimate the full underemployment in the state, WIAAs, and counties.

Methodology

The questionnaire that CBER designed specifically for estimating underemployment was used to survey the labor force. Figure 11 lists the questions on the instrument. To probe for underemployment, respondents are asked questions about employment status, nature of employment, willingness to work full-time if part-time, number of jobs, commute time and distance, occupation and industry, job tenure, income, job fitness, job satisfaction, income incentive to leave current job for a better one, willingness to train for a better job, incremental commute time and distance, and job search activity. The BLS 35-hour week threshold is used to distinguish between full-time and part-time for respondents who are not sure of their time status. Respondents are then asked whether or not they are underemployed, following a brief explanation of the concept. The

Bonnal, M., Lira, C., and Addy, S.N. 2009. *Underemployment and Local Employment Dynamics: New Evidence*. The Review of Regional Studies Vol. 39, No. 3, pp. 317-335

Nebraska Underemployment Study: A Comparative Analysis 1992-2000. 2002. Nebraska Workforce Development, Department of Labor, Labor Market Information Center (<http://www.NebraskaWorkforce.com>).

⁴ Moore, S. 2005. *Regional Asset Indicators: Tapping the Skills Surplus in Rural America*. Center for the Study of Rural America, Federal Reserve Bank of Kansas City (http://www.kc.frb.org/RuralCenter/mainstreet/MSE_0205_text.pdf).

⁵ The ILO definition was adopted most recently in a resolution concerning the measurement of underemployment and inadequate employment situations by the Sixteenth International Conference of Labor Statisticians in October 1998 (for details, go to <http://www.ilo.org/public/english/bureau/stat/download/res/underemp.pdf>). BLS sends U.S. time-related underemployment estimates to the Organization for Economic Cooperation and Development (OECD).

Figure I1. Questions on the Underemployment Survey Instrument

General

1. Do you currently work anywhere for pay? [Go to #21 if answer is “no”]
2. Do you work for pay at more than one job?
3. On average, how many hours a week do you work at your job(s) [primary job]? The primary job is the one you spend most of your working time at.
4. Would you say that you work 35 or more hours a week?
5. Would you like a full time job?
6. How long have you been working in your current job [primary job]?
7. On average, how long does it take you to get to [your workplace] the workplace for your primary job?
8. How many miles from your home is your workplace [the workplace for your primary job]?
9. What is your occupation [at your primary job]?
10. Including the time before you got your [current job | primary job], how many years have you worked in this occupation?
11. What industry do you work in at your [current job | primary job]?
12. For statistical purposes only, was your income last month? (a) Less than \$500 (b) \$500-\$1,000 (c) \$1,000-\$2,000 (d) \$2,000-\$3,000 (e) \$3,000-\$4,000 (f) \$4,000-\$6,000 (g) More than \$6,000?

Fitness

Please consider your education and training, skills, and experience for the next couple of questions.

13. Does your [current job | primary job] fit well with your education and training, skills, and experience?
14. Are you qualified for a better job than the [one | primary job] you have now?
15. Which of the following reasons make you qualified for a better job? **(Please respond to all that apply)**
(a) Education and training (b) Skills (c) Experience
16. How much more would a new job need to pay for you to be willing to leave your [current job | primary job]?
(a) 0-5%, (b) 5-15% (c) 15-30% (d) 30-50% (e) More than 50%
17. How much farther are you willing to commute for a new job that paid that much more? (a) 0-10 miles (b) 10-20 miles (c) More than 20 miles
18. How much more time are you willing to spend commuting one-way for such a job? (a) 0-10 minutes (b) 10-20 minutes (c) More than 20 minutes
19. How satisfied are you with [current job | primary job]? How satisfied are you with your job earnings, retention, the work you do, number of hours you work, your shift, working condition, and commuting distance? (a) Completely Dissatisfied (b) Dissatisfied (c) Neither dissatisfied
20. Have you looked for a better job in the past 3 months?
21. How willing are you to train for a better job? How willing are you to train if you are paying all the cost of training, government pays part of the cost, or government pays all the cost? (a) Completely unwilling (b) Unwilling (c) Neither willing nor unwilling (d) Willing (e) Completely willing.

Underemployment

The next few questions relate to underemployment. A person can think of himself or herself as underemployed for various reasons (e.g., if you can take on additional challenges or responsibilities for the same or better pay. You may also be underemployed by choice because your spouse has a really good job and you want to focus on the children, home-schooling, the family, or other personal/family matters).

22. Do you think you are underemployed in your current job?

Reasons for being underemployed or unemployed

23. Which of the following reasons would you say make you underemployed? **(Please respond to all that apply)**
(a) A lack of job opportunities in your area (b) The low wages at the available jobs (c) You live too far from [jobs | BETTER jobs] (d) You are in school or undergoing training (e) Your spouse or partner has a really good job (f) You are retired or because of social security limitations (g) Disability or other health concerns (h) Child care responsibilities (i) You take care of someone other than a child (j) Other family or personal obligations (k) You own a house in your area (l) Because of something else

Demographics - Ask all respondents

24. Are you currently married?
25. Would you please confirm whether you are male or female?
26. What is your age?
27. What is the last grade of school you completed?
(a) Some high school or less, no diploma (b) High School /GED (c) Some college, no degree (d) Jr. College/trade school, associate degree (e) Four-year college graduate, Bachelor's degree (f) Postgraduate/Masters etc.
28. Would you say you are Hispanic or non-Hispanic?
29. Would you say you are [RACE CATEGORIES]?
30. What [Alabama] county do you live in?

underemployed and unemployed are asked to give reasons for that status. Demographic information is then collected to end the interview.

Respondents were contacted by calling a sample of random residential phone numbers. The sample was generated through list-assisted random digit dialing sampling.⁶ For each combination of area code and telephone exchange, residential blocks of telephone numbers were identified from a database of current working residential exchanges and working banks. The universe of possible phone numbers was generated by appending each possible two-digit ending to these blocks. Several passes through the possible phone numbers were made, in each pass every i^{th} number was taken for the sample after starting each pass at a different random starting point. Several procedures were applied to the resulting sample to increase dialing efficiency. For example, business numbers were eliminated by reference to a database of known business numbers and disconnected numbers were also removed from the sample.

For each successful household contact, a respondent was randomly selected by asking for the adult who would be the next to have a birthday. Since the sequence of birthdays within a household tends to be random, the respondent within the household would be randomly selected. An interview was then attempted if the selected respondent was available. If not, the interviewer recorded identifying information about the selected respondent on the call record and attempted to determine an appropriate time to call again. If no call could be scheduled, the phone number was recalled randomly until another contact was made. To minimize any selection bias due to easy availability of the household or respondent, repeated attempts were made at intervals during the interviewing period to contact a household at each phone number in the sample and to complete an interview in that household with the selected respondent.

Respondents had to be at least 19 years of age. While this eliminates 16-, 17-, and 18-year olds from the sample, it is standard practice in studies of this kind for several reasons.⁷ Most 16-18 year olds are in school and so their participation in the labor force is limited. BLS data show that the eliminating 16-18 year olds results in samples that, at worst, are representative of about 98 percent the labor force and all employed persons. To interview 16-, 17-, and 18-year olds would require parental consent; this could increase survey time and costs remarkably. For these reasons and others, researchers follow the standard practice of limiting samples to the legal cut-off age. Underemployment rates estimated from studies are applied to total employed to yield the number of underemployed because of the recognition that underemployment can exist among 16-18 year olds as well. This indicates an implicit assumption that the estimated rate is the same for that age group.

ISSR conducted the telephone survey in 2012. A pretest of the questionnaire suggested that 100 completed responses per county and 500 each for Jefferson, Madison, Mobile, and Montgomery counties would be sufficient, for a total expected sample size of 8,300. Specific county targets on number of employed respondents were set, based on county population in year 2010 and economic activity. This created a total minimum number of 4,490 employed respondents statewide (Table I1). To achieve this target while ensuring a randomly selected and representative sample resulted in the collection of 11,272 completed survey responses. This is 36 percent more than the 8,300 expected

⁶ See <http://www.m-s-g.com/web/genesys/resources.aspx> for a more detailed account of this methodology.

⁷ For example, the Nebraska study uses age 19 as the cut-off and Bollinger et al. use age 18.

initially and was due to a large number of responses from nonworkers. More than half of the completed responses were from nonworkers.

Survey responses were statistically analyzed to estimate underemployment for the state, each WIAA, and each county. The survey results were also analyzed for the aforementioned characteristics of Alabama workers and nonworkers. We make the same assumption as with the underemployment rate; specifically, that 16-18 year olds constitute such a small component of the labor force that the characteristics can be said to apply to them as well.⁸

The results are presented in this report for each WIAA and the state. County estimates are presented in the WIAA sections. The results will enable community and regional leaders, planners, policy makers, educators, economic developers, prospective employers, and others to not only know the level of underemployment in each WIAA and county but also its nature. However, interpreting the results on characteristics of the underemployed is subject to the caveats following.

Caveats

While the underemployment estimates are reliable with 95 percent confidence for all areas and counties shown in Table I1, characteristics of the underemployed are not as reliable for the 61 counties in bold font in the table. This means that the margin of error on inferred characteristics of the underemployed for these counties is larger than for other counties; there is no such concern at the WIAA level. These counties had fewer than 24 underemployed respondents, which are too few to infer characteristics.

With 23 occupational categories on the questionnaire, having fewer than 24 underemployed respondents means at best a uniform distribution across these categories. It is more likely that there will be no representation for underemployment in some occupations. There is a similar issue regarding the industry in which an underemployed respondent works, because we specify 20 industries. Larger county samples are needed to be able to make such inferences on the underemployed for these counties. As a result, except for Jefferson and Mobile, characteristics of the underemployed are not discussed for counties. Madison and Montgomery are two additional counties that could have been discussed, but are not because of the scope of the study.

Economic surveys target establishments and thus provide better information on occupations and industries. The underemployment survey targeted households. Hence, responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

⁸ One must be careful of specific characteristics such as educational attainment for 16-18 year olds, since they are most likely to have some high school or less but no diploma.

Table 11. Survey Response Count

County	Resp	Emp	Target	Und	County	Resp	Emp	Target	Und
Autauga	114	59	55	12	Houston	154	67	65	18
Baldwin	185	89	75	16	Jackson	119	60	55	13
Barbour	173	56	55	12	Jefferson	542	252	250	65
Bibb	114	52	50	10	Lamar	155	50	50	14
Blount	139	67	55	11	Lauderdale	174	66	65	17
Bullock	123	52	50	14	Lawrence	158	58	55	12
Butler	127	54	50	18	Lee	237	115	75	26
Calhoun	172	67	65	16	Limestone	112	58	55	20
Chambers	187	56	55	14	Lowndes	115	55	50	14
Cherokee	140	57	55	16	Macon	147	52	50	18
Chilton	130	56	55	9	Madison	500	264	250	64
Choctaw	111	51	50	13	Marengo	120	56	55	15
Clarke	152	57	55	10	Marion	128	59	55	16
Clay	117	51	50	14	Marshall	133	60	55	9
Cleburne	121	54	50	8	Mobile	675	255	250	61
Coffee	122	56	55	9	Monroe	153	55	50	14
Colbert	165	57	55	8	Montgomery	500	254	250	68
Conecuh	168	62	50	14	Morgan	204	83	75	16
Coosa	145	55	50	13	Perry	115	54	50	13
Covington	143	59	55	10	Pickens	124	57	50	12
Crenshaw	116	54	50	11	Pike	153	65	55	19
Cullman	152	68	65	14	Randolph	140	52	50	10
Dale	145	59	55	13	Russell	155	59	55	14
Dallas	151	57	55	17	St. Clair	139	63	55	12
DeKalb	137	58	55	15	Shelby	155	81	75	21
Elmore	122	57	55	13	Sumter	134	54	50	12
Escambia	169	56	55	13	Talladega	153	57	55	11
Etowah	166	73	65	23	Tallapoosa	132	57	55	14
Fayette	148	61	50	10	Tuscaloosa	164	80	75	25
Franklin	129	57	55	20	Walker	190	57	55	20
Geneva	137	52	50	9	Washington	116	53	50	12
Greene	127	51	50	14	Wilcox	118	50	50	14
Hale	162	65	50	15	Winston	123	50	50	6
Henry	126	55	50	13	Alabama	11,272	4,798	4,490	1,142

Area	Resp	Emp	Target	Und
WIAA Region 1	877	347	335	79
WIAA Region 2	1,357	651	610	151
WIAA Region 3	994	416	375	100
WIAA Region 4	1,295	576	545	138
WIAA Region 5	1,286	523	495	125
WIAA Region 6	638	271	260	71
WIAA Region 7	1,094	533	510	136
WIAA Region 8	849	334	285	86
WIAA Region 9	1,729	678	635	153
WIAA Region 10	1,153	469	440	103
Jefferson Region	542	252	250	65
Mobile Region	675	255	250	61
Alabama	11,272	4,798	4,490	1,142

Resp – Number of respondents

Emp – Number of employed respondents

Target – Target number of employed respondents

Und – Number of underemployed respondents

Note: Underemployment estimates for all counties are reliable. However, any inferences on the characteristics of the underemployed for the 61 counties in bold are not as reliable. There were too few underemployed respondents to permit making such inferences.

Definitions

Except for *better job*, *nonworker*, *underemployed persons*, and *underemployment rate*, the definitions below follow the BLS glossary.

Better job

A job that requires the same skills, education and training, and experience as another but provides more satisfaction and/or higher earnings. It is better from the perspective of the jobholder.

Civilian noninstitutional population

Persons 16 years of age and older who are not inmates of institutions (e.g., penal and mental facilities, homes for the aged) and who are not on active duty in the Armed Forces.

Educational attainment

The highest diploma or degree, or level of work towards a diploma or degree, which an individual has completed.

Employed persons

Persons 16 years and over in the civilian noninstitutional population who, during a reference period, (a) worked as paid employees; worked in their own business, profession, or on their own farm, or worked 15 hours or more as unpaid workers in an enterprise operated by a member of the family; and (b) all those who were not working but who had jobs or businesses from which they were temporarily absent for various reasons whether or not they were paid for the time off or were seeking other jobs. Reasons for absence could include vacation, illness, bad weather, childcare problems, maternity or paternity leave, labor-management dispute, job training, or other family or personal reasons. Each employed person is counted only once, even if he or she is a multiple jobholder. [Note: Persons whose only activity involved work around their own house (painting, repairing, or own home housework, etc.) or volunteer work for religious, charitable, and other organizations are not considered to be employed by this definition.]

Full-time workers

Persons who work 35 hours or more per week; sometimes employees are classified as full-time or part-time as defined by their employer.

Industry

A group of establishments that produce similar products or provide similar services. For example, all establishments that manufacture automobiles are in the same industry.

Labor force

The labor force includes all persons 16 years and older classified as employed or unemployed. Those who have a job or are actively looking for one are classified as being in the labor force. All others—those without jobs and not looking for one (e.g. some retirees and students)—are counted as "not in the labor force."

Labor force participation rate

The labor force expressed as a percent of the civilian noninstitutional population.

Labor productivity

Labor productivity refers to the relationship between economic output and the labor time used in generating that output. It is the ratio of output per hour.

Multiple jobholders

Employed persons who in a reference period (a) had two or more jobs as a wage and salary worker, (b) were self-employed and also held a wage and salary job, or (c) worked as an unpaid family worker and also held a wage and salary job. Excluded are self-employed persons with multiple businesses and persons with multiple jobs as unpaid family workers.

Nonworkers (Not employed)

This refers to all persons 16 years and over who are classified as unemployed as well as those classified as not in the labor force. **Not employed** is the BLS term for nonworkers. To avoid any confusion between those who are “not employed” and the “unemployed,” preference is given for the term “nonworkers” in this report. In other words, the labor force is made up of workers and nonworkers; only employed persons are workers.

Not in the labor force

Persons aged 16 years and older in the civilian noninstitutional population who are neither employed nor unemployed are not in the labor force.

Occupation

An occupation defines a set of activities or tasks that employees are paid to perform. Employees that perform essentially the same tasks are in the same occupation, whether or not they work in the same industry. Some occupations are concentrated in a few particular industries; other occupations are found in many industries.

Part-time workers

Persons who work less than 35 hours per week are part-time workers.

Productivity

A measure of economic efficiency that shows how effectively economic inputs are converted into output. Productivity is measured by comparing the amount of goods and services produced with the inputs that were used in production.

Productivity growth

Change in productivity, usually measured in percentage terms.

Underemployed persons

Underemployed persons are those whose education and training, skills, or experience (i) are not fully utilized in their current jobs and (ii) qualify them for higher paying or more satisfying jobs for which they could leave their current positions.

Underemployment rate

The number of underemployed expressed as a percentage of the employed.

Unemployed persons

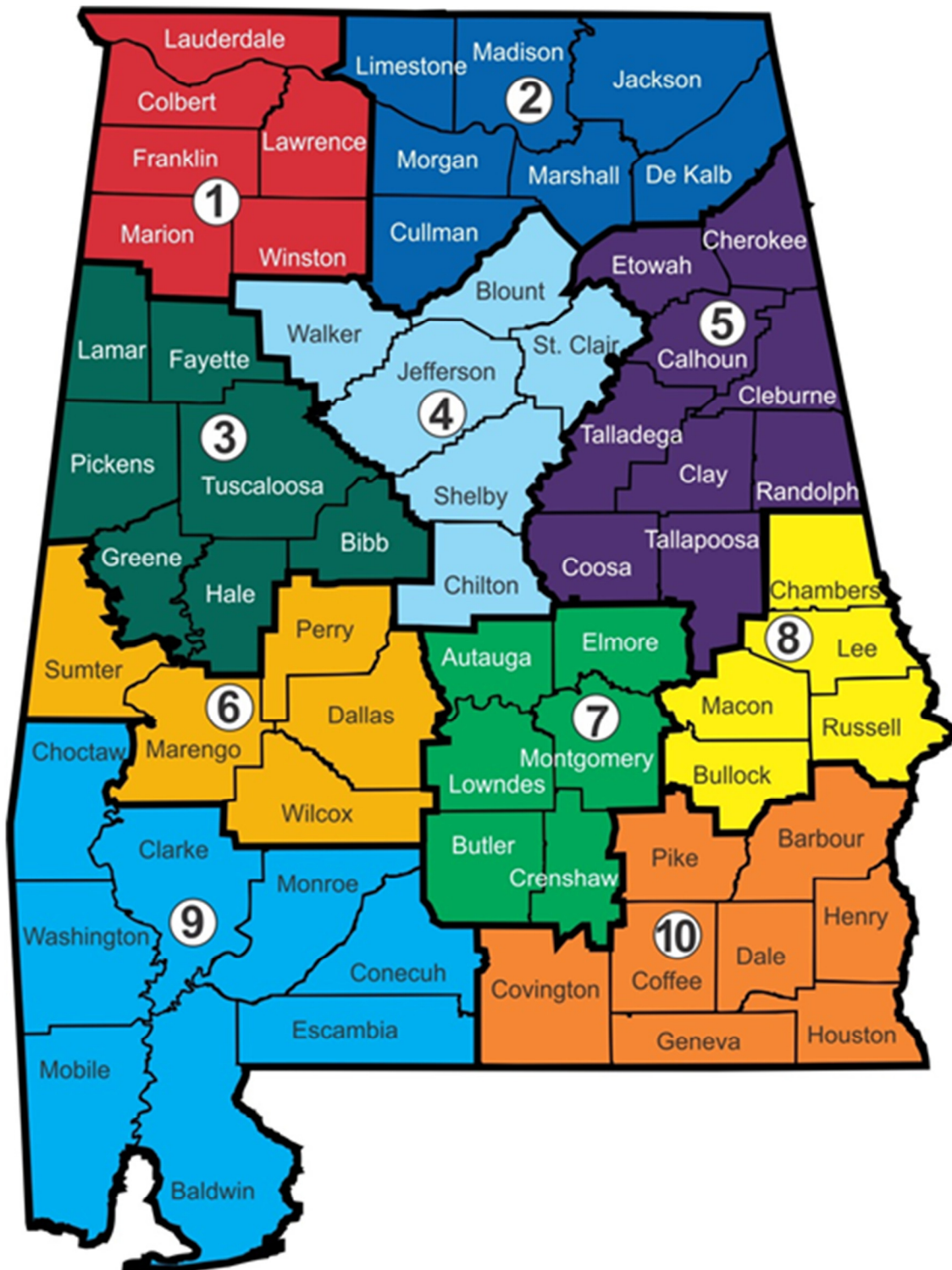
Persons aged 16 years and older who had no employment in a reference period but were available for work (except for temporary illness) and had made specific efforts to find employment in a longer period that ends with the reference period. BLS uses a week as the reference period and the 4-week period ending in the reference week as the longer period. Persons who were waiting to be recalled to a job from which they had been laid off need not have been looking for work to be classified as unemployed.

Unemployment rate

The unemployment rate represents the number unemployed as a percent of the labor force.

Underemployment in Alabama

Workforce Investment Advisory Areas



Source: Alabama Department of Labor, WIAA Regions revised 29/1/2013

Underemployment in Alabama

Underemployment rates for the state and WIAAs are shown in Table A1. The state rate was 23.8 percent, which means that about 479,296 employed Alabama residents were underemployed based on December 2012 labor force data. Adding the unemployed gives a total available labor pool of about 620,193 for the state. This pool is more than four times the number of unemployed and is a more realistic measure of the available labor in the state. However, prospective employers must be able to offer the underemployed higher wages, better benefits or terms of employment, or some other incentives to induce them to change jobs.

Table A1. Underemployed by Workforce Investment Advisory Area

	Alabama	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6
Labor force	2,154,744	119,704	401,382	126,196	520,430	189,368	33,350
Employed	2,013,847	111,486	377,814	117,701	490,680	176,372	29,610
Underemployment rate	23.8%	22.8%	23.2%	24.0%	24.0%	23.9%	26.2%
Underemployed workers	479,296	25,385	87,653	28,295	117,567	42,153	7,758
Unemployed	140,897	8,218	23,568	8,495	29,750	12,996	3,740
Available labor pool	620,193	33,603	111,221	36,790	147,317	55,149	11,498
	Region 7	Region 8	Region 9	Region 10	Jefferson	Mobile	
Labor force	184,035	116,669	322,588	148,745	301,369	190,597	
Employed	171,675	108,470	299,015	138,898	282,700	176,807	
Underemployment rate	25.5%	25.8%	22.6%	22.0%	25.8%	23.9%	
Underemployed workers	43,811	27,931	67,488	30,502	72,908	42,292	
Unemployed	12,360	8,199	23,573	9,847	18,669	13,790	
Available labor pool	56,171	36,130	91,061	40,349	91,577	56,082	

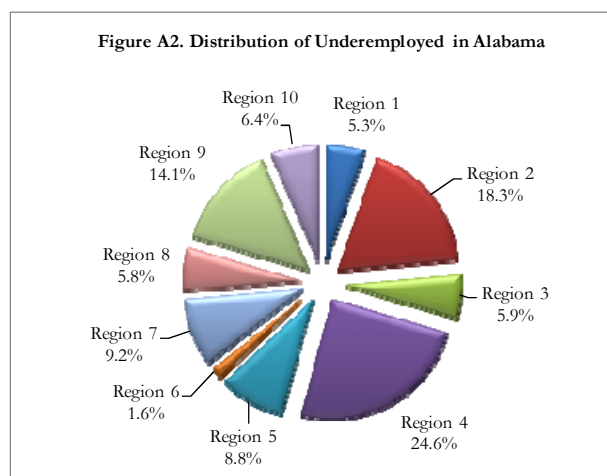
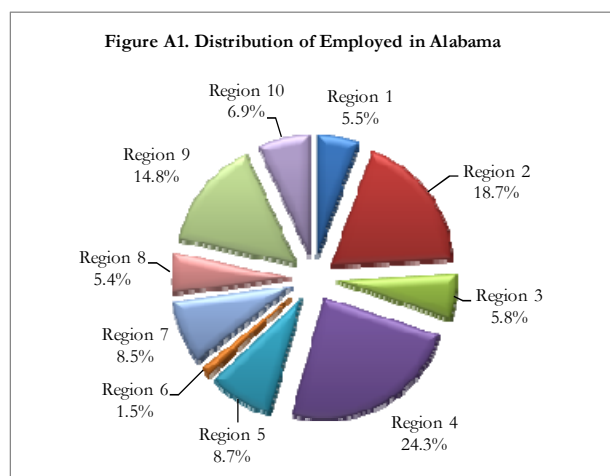
Note: Rounding errors may be present. Based on December 2012 labor force data and 2012 underemployment rates.

Source: Center for Business and Economic Research, The University of Alabama and Alabama Department of Labor.

Among the WIAAs, underemployment ranged from 22.0 percent for Region 10 to 26.2 percent for Region 6. Region 4 has the most available labor, followed by Region 2; these two regions account for 42 percent of the state's available labor pool. Population, labor force, and number of employed residents in these two regions are large. As a result, despite the difference in underemployment rates, they end up with large numbers of underemployed and available labor pool sizes. Region 6 has the least available labor pool as well as the least labor force and number of employed residents. Figures A1 and A2 show distributions of employed and underemployed by WIAA. One percent of the underemployed is about 4,800 workers. So although the regional shares of employed and underemployed do not seem to be very different, even a fraction of a percentage difference can be significant. Quantifying the size of the underemployed is a necessary first step in exploiting it for economic development, workforce training, planning, and other uses.

Underemployment Survey Results

Detailed underemployment survey results for the state and WIAAs are presented in Tables A2 and A3, respectively. The estimated underemployment rates are applied to the number of employed residents in the areas to get the number of underemployed workers in Table A1. This section focuses on the state, as results for the WIAAs are discussed in their respective sections.



Characteristics of the employed are presented first, followed by those of the underemployed, and finally those of all respondents to the survey. To fully grasp the meaning of the percentages reported in the tables, one percent of the Alabama employed workforce is roughly 20,100 workers and one percent of the state's underemployed workers is about 4,800 workers.

Seventy-seven percent of the employed are full-time workers. About 11 percent hold more than one job and 33 percent of part-time workers wish to work full-time. The one-way commute is less than 20 minutes for 52 percent of workers. It takes 13 percent of workers more than 40 minutes to get to work, with 3.6 percent spending more than an hour. The commute is less than 10 miles for 43 percent of the employed; almost 22 percent travel more than 25 miles and about seven percent exceed 45 miles. Majority of the workers (57 percent) have had 10 or more years on the job and a third have more than 20 years job tenure.

The median monthly wage is between \$2,000 and \$3,000. Participation of the employed and underemployed in occupations and industry are similar at the state level. Some differences exist in the WIAAs and those are mentioned in the respective sections. Those differences may be due to differences in economic structure and underscore the importance of having an advisory area focus when tackling workforce issues.

Of the employed, 86 percent claim their jobs fit well with their education, training, skills, and experience, but 63 percent believe they are qualified for a better job. One in five workers has looked for a job in the preceding three months. If offered jobs paying up to 15 percent higher wages, 27 percent or about 544,000 workers will leave their current jobs; 120,831 (6.0 percent) of these would leave for 5 percent higher income. This suggests that it would not take much to keep such workers happy and loyal to their establishments, especially when hiring and training costs are considered. It takes a much bigger paycheck to get most workers away from their current jobs.

More than a 15 percent increase in income is needed to get 55 percent of workers to leave their current jobs. Roughly 288,000 (14.3 percent) will only consider offers that raise their income by more than 50 percent. Income increase alone will not get 15 percent of workers to leave their current jobs. Workers are prepared to make some sacrifices for the higher paying jobs. They are prepared to commute longer and farther. Twenty-nine percent are willing to commute additional 20 or more one-way miles, but 36 percent will only consider a maximum of 10 additional miles. Thirty-seven percent are prepared to spend an extra 20 or more minutes commuting one-way.

The 23.8 percent underemployed cited lack of job opportunities, low wages at the available jobs, and living too far from jobs as the primary reasons for being underemployed, in order of importance. Nonworkers noted retirement and disability or other health concerns as well as lack of job opportunities as their primary reasons for not working. Among the underemployed, 62 percent work full-time, 13 percent hold more than one job, and 52 percent of part-time workers want full-time jobs. More than half (52 percent) have less than a 20-minute one-way commute, but 14 percent drive for over 40 minutes, with three percent taking more than an hour. The commute is less than 10 miles for 44 percent of the underemployed. Twenty percent have more than 25 miles to travel, with six percent exceeding 45 miles. The underemployed have less job tenure and also earn less than the employed. Fifty-seven percent earn up to \$2,000 monthly compared to 38 percent of all the employed. Fifty-one percent have had 10 or more years on the job.

About 71 percent of the underemployed say their jobs fit well with their education, training, skills, and experience. Eighty-five percent believe they are qualified for a better job and a quarter have sought better jobs in the preceding three months. More underemployed will leave current jobs at every wage level, except for when a 15 to 30 percent wage increase is offered. Thirty-two percent of the underemployed will leave their current jobs for up to 15 percent higher wages, compared to 27 percent of all employed. Eight percent of the underemployed will accept a 5 percent higher income to leave current jobs while 56 percent want more than 15 percent higher earnings. Fewer of them would not leave their jobs at all; eight percent compared to 15 percent of all employed. The underemployed are very active in the labor market and are willing to commute farther and longer.

Most Alabama workers are satisfied or completely satisfied with their jobs but fewer underemployed workers are satisfied than all employees. Fifty-four percent of the underemployed are satisfied or completely satisfied with their jobs compared to 76 percent of all workers. Workers are more satisfied with the work they do and least satisfied with their earnings. Workers are generally willing to train for a new or better job, with the underemployed being much more willing. About 69 percent of the underemployed are willing or completely willing to train for a new or better job versus 57 percent of all workers. The willingness to train is highest when the cost is fully borne by government and lowest when the trainee must pay the full costs. When the training cost burden is considered, the underemployed are more willing to train for the new or better job if the government bears at least part of the cost.

For the survey, a total of 11,272 complete responses were obtained. About 43 percent (4,798 respondents) were employed, of which 1,142 were underemployed. Sixty-seven percent of the employed, 50 percent of nonworkers, and 62 percent of the underemployed were married. Men were 44 percent of employed, 33 percent nonworkers, and 40 percent underemployed. The median age is 52 for employed, 50 for the underemployed, and 66 for nonworkers. Whites made up roughly 72 percent of employed, 68 percent of nonworkers, and 65 percent of underemployed; Hispanics were a tiny portion of about one percent. Five percent of the employed and underemployed do not hold a high school diploma or equivalent compared to 17 percent of nonworkers. Twenty-one percent of employed, 23 percent underemployed, and 11 percent of nonworkers hold a bachelor's or higher degree. Clearly, Alabama has a large available labor pool that is willing to commute and is seeking higher wage jobs.

Table A2. Alabama Underemployment Survey Results (Percent)

General		Employed	Underemployed
1. Percent of adults that are working full-time		77.1	62.4
2. Percent of part-timers who would like to work full-time		32.7	51.6
3. Percent of workers with more than one job		10.6	13.1
4. Average commute time (one-way)	Less than 20 minutes	51.7	51.7
	20 to 40 minutes	31.4	30.8
	40 minutes to an hour	9.9	10.4
	More than an hour	3.6	3.2
5. Commute distance	Less than 10 miles	42.8	43.7
	10 to 25 miles	34.4	34.8
	25 to 45 miles	15.2	14.6
	More than 45 miles	6.5	5.9
6. Occupation			
	Management	10.8	8.1
	Business/Financial Operations	5.6	3.9
	Computer/Mathematical	1.4	1.1
	Architecture/Engineering	2.7	2.0
	Life/Physical/Social Science	0.7	0.9
	Community /Social Services	2.3	2.4
	Legal	1.8	1.1
	Education/Training/Library	10.1	9.5
	Arts/Design/Entertainment/Sports/Media	1.3	1.5
	Healthcare Practitioners/Technicians	5.7	5.0
	Healthcare Support	4.9	4.7
	Protective Service	1.3	1.9
	Food Preparation/Serving Related	3.0	4.2
	Building/Grounds Cleaning/Maintenance.	2.5	4.2
	Personal Care/Service	2.1	2.5
	Sales and Related	7.6	8.5
	Office/Administrative Support	6.2	6.7
	Farming/Fishing/Forestry	1.6	1.4
	Construction/Extraction	2.7	2.7
	Installation/Maintenance/Repair	5.1	4.9
	Production	4.3	4.6
	Transportation/Material Moving	4.0	4.2
	other	12.6	14.1
7. Industry			
	Agriculture/Forestry/Fishing/Hunting	3.4	3.2
	Mining	0.3	0.2
	Utilities	2.6	1.1
	Construction	4.4	4.6
	Manufacturing	9.5	8.8
	Wholesale Trade	0.8	0.3
	Retail Trade	6.8	9.9
	Transportation/Warehousing	4.4	4.4
	Information	0.8	0.9
	Finance/Insurance	4.1	3.1
	Real Estate/Rental/Leasing	1.3	0.9
	Professional/Scientific/Technical Services	2.8	1.9
	Management of Companies/Enterprises	1.0	0.4
	Administrative/Support/Waste Management/Remediation Services	1.0	1.1
	Educational Services	12.8	14.3
	Health Care/Social Assistance	15.6	16.2
	Arts/Entertainment/Recreation	1.0	1.0
	Accommodation/Food Services	3.4	3.9
	Public Administration	4.2	3.4
	Other Services	7.1	7.2

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table A2. Alabama Underemployment Survey Results (Percent, continued)

	Employed	Underemployed
8. Number of years at current/primary job		
Less than a year	14.6	16.9
1 to 3 years	7.3	8.9
3 to 5 years	6.7	8.1
5 to 10 years	13.3	13.8
10 to 20 years	22.6	22.7
More than 20 years	33.9	27.9
9. Monthly wages		
Less than \$500	6.6	11.8
\$500 up to \$1,000	11.4	18.7
\$1,000 up to \$2,000	20.4	26.4
\$2,000 up to \$3,000	16.2	16.4
\$3,000 up to \$4,000	12.5	9.0
\$4,000 up to \$6,000	12.8	6.6
More than \$6,000	12.5	5.7
Job Fitness		
10. Percent of workers whose current job fits well with their education and training, skills, and experience	85.8	70.9
11. Percent of workers who believe they are qualified for a better job	62.7	85.0
Reasons: Education and training	92.7	95.0
Skills	95.4	95.9
Experience	94.7	95.4
12. Additional income for which workers would leave current job		
0 to 5% more	6.0	8.2
5 to 15% more	21.3	23.5
15 to 30% more	26.5	25.6
30 to 50% more	14.1	14.3
More than 50% more	14.3	16.4
*** Would not leave current job	14.5	8.2
13. Additional commute for such a new job		
0 to 10 miles	35.6	32.4
10 to 20 miles	33.2	33.5
more than 20 miles	28.7	31.6
14. Additional one-way commute time for this job		
0 to 10 minutes	27.2	23.8
10 to 20 minutes	34.7	33.4
more than 20 minutes	36.5	41.4
15. Percent of workers who sought better job in past three months	20.4	36.7
16. Percent of workers who say they are currently underemployed	23.8	
17. Reasons respondents give for being	Underemployed	Nonworkers
Lack of job opportunities in their area	63.8	26.2
Low wages at the available jobs	57.5	18.5
Live too far from jobs	35.3	17.6
In school or undergoing training	6.5	3.7
Spouse or partner has a really good job	17.8	9.4
They are retired	13.0	67.4
Because of social security limitations	8.0	25.9
Disability or other health concerns	8.7	46.3
Child care responsibilities	23.9	9.4
Care of someone other than a child	16.7	11.3
Other family or personal obligations	31.1	12.9
Owning a house in their area	31.6	17.9
Something else	17.2	20.1

Note: Rounding errors may be present.

Table A2. Alabama Underemployment Survey Results (Percent, continued)

Selected Characteristics		Employed	Nonworkers	Underemployed
18. Married Respondents		67.3	49.6	62.4
19. Sex	Female	56.4	66.7	60.2
	Male	43.6	33.3	39.8
20. Median age (years)		52	66	50
21. Ethnicity	Hispanic	1.1	1.1	1.4
21b. Race	White	72.2	67.6	65.2
	African-American or other ethnicity group	23.7	27.6	30.0
22. Last grade of school completed				
	Some high school or less but no diploma	4.5	17.4	4.8
	High School or GED	27.1	36.6	25.1
	Some college, no degree	16.3	15.9	17.1
	Jr. College/trade school/associate degree	14.6	9.8	15.9
	4-year college graduate/BA	21.4	11.1	23.0
	Postgraduate/Masters	16.0	8.5	14.0

Job Satisfaction and Willingness to Train	Employed					Underemployed				
	CD	D	N	S	CS	CD	D	N	S	CS
23. Job Satisfaction										
Overall Satisfaction	4.0	4.9	14.4	27.4	49.3	10.1	10.1	25.3	22.8	31.7
Earnings	10.1	9.5	20.5	24.5	35.2	27.9	15.2	17.7	19.0	20.3
Retention	3.8	6.3	11.5	18.7	57.4	8.9	6.3	20.3	20.3	46.8
Work	2.3	1.4	9.2	23.1	63.7	6.3	3.8	12.7	29.1	46.8
Hours	4.6	4.6	12.7	17.0	61.1	10.1	6.3	16.5	13.9	53.2
Shift	4.3	4.0	8.4	12.4	70.6	8.9	5.1	7.6	10.1	68.4
Conditions	2.3	5.2	11.8	27.7	53.0	3.8	8.9	15.2	30.4	41.8
Commuting Distance	2.6	4.6	11.8	13.8	67.2	5.1	3.8	15.2	8.9	67.1
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	22.9	5.9	16.0	10.8	44.1	10.8	6.2	12.3	7.7	61.5
If paid by workers	44.6	20.7	14.9	6.3	7.7	48.3	15.5	10.3	8.6	8.6
If co-paid by workers & Government	13.5	13.5	32.4	16.2	20.3	13.8	6.9	34.5	19.0	22.4
If paid by Government	4.5	3.6	9.0	18.9	63.1	3.5	0.0	6.9	12.1	77.6

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.

CU = Completely unwilling, U = Unwilling, N = Neither willing nor unwilling, W = Willing, and CW = Completely Willing.

Note: Rounding errors may be present.

Table A3. WIAA Underemployment Survey Results (Percent)

WIAA		Region 1		Region 2		Region 3		Region 4	
General		Emp	Und	Emp	Und	Emp	Und	Emp	Und
1. Percent of adults that are working full-time		75.0	59.0	76.6	57.7	74.8	58.8	78.6	62.7
2. Percent of part-timers who wish to work full-time		28.1	48.5	25.2	42.2	38.3	54.8	28.4	40.4
3. Percent of workers with more than one job		9.8	10.1	10.0	10.6	12.3	16.0	9.7	13.8
4. Average commute time (one-way)									
	Up to 20 minutes	53.0	58.2	55.3	57.0	48.8	50.0	43.8	52.2
	20 to 40 minutes	31.4	30.4	30.3	28.5	27.9	29.0	37.0	32.6
	40 minutes to an hour	7.5	3.8	7.4	6.0	16.6	18.0	12.2	8.7
	More than an hour	5.5	5.1	2.6	3.3	4.3	1.0	3.7	2.2
5. Commute distance									
	Less than 10 miles	43.5	46.8	43.1	43.8	41.0	43.4	38.8	45.9
	10 to 25 miles	36.7	39.0	38.7	39.0	26.1	33.3	34.5	35.6
	25 to 45 miles	12.4	9.1	12.5	11.6	24.2	18.2	18.0	13.3
	More than 45 miles	6.8	5.2	4.9	4.1	7.8	4.0	7.1	3.7
6. Occupation									
	Management	7.5	3.8	11.2	8.6	11.5	9.0	13.0	8.0
	Business/Financial Operations	3.8	1.3	6.0	5.3	5.5	4.0	8.0	3.6
	Computer/Mathematical	0.0	0.0	2.6	2.7	0.7	1.0	0.7	0.0
	Architecture/Engineering	1.7	1.3	7.1	3.3	1.2	0.0	2.1	3.6
	Life/Physical/Social Science	0.6	0.0	0.5	0.7	0.7	1.0	0.7	1.5
	Community /Social Services	1.7	2.5	1.2	0.7	2.9	2.0	1.7	0.0
	Legal	1.4	1.3	2.2	0.7	1.9	3.0	1.7	1.5
	Education/Training/Library	8.4	11.4	8.1	9.9	9.6	11.0	8.5	7.3
	Arts/Design/Entertainment/Sports/Media	2.0	1.3	2.6	4.6	0.5	0.0	1.2	2.9
	Healthcare Practitioners/Technicians	4.9	5.1	4.9	5.3	3.6	2.0	7.6	8.7
	Healthcare Support	5.2	5.1	3.4	2.7	6.3	6.0	6.6	5.8
	Protective Service	0.3	0.0	1.1	2.0	1.2	1.0	1.0	2.9
	Food Preparation/Serving Related	3.2	2.5	2.3	4.6	4.1	6.0	3.3	5.8
	Building/Grounds Cleaning/Maintenance.	3.8	7.6	2.6	3.3	4.1	4.0	1.7	3.6
	Personal Care/Service	2.3	3.8	2.3	2.7	2.9	1.0	2.1	2.2
	Sales and Related	8.7	11.4	8.6	7.3	6.7	8.0	7.8	9.4
	Office/Administrative Support	6.3	8.9	4.9	7.3	6.0	4.0	6.8	6.5
	Farming/Fishing/Forestry	2.3	0.0	1.2	1.3	3.1	2.0	0.5	0.7
	Construction/Extraction	3.8	2.5	2.3	2.7	1.4	2.0	2.8	0.0
	Installation/Maintenance/Repair	7.2	3.8	4.0	4.0	4.6	7.0	5.2	2.9
	Production	7.8	3.8	2.8	3.3	4.3	4.0	1.9	3.6
	Transportation/Material Moving	6.9	8.9	2.5	2.0	4.3	4.0	3.1	4.4
	other	10.4	13.9	15.7	15.2	12.7	18.0	11.8	15.2
7. Industry									
	Agriculture/Forestry/Fishing/Hunting	2.3	0.0	3.1	2.7	5.8	4.0	1.2	0.0
	Mining	0.6	0.0	0.0	0.0	1.2	0.0	0.9	0.0
	Utilities	2.6	0.0	2.3	0.0	1.7	2.0	2.8	0.7
	Construction	6.1	5.1	4.2	4.0	3.6	3.0	6.6	6.5
	Manufacturing	13.3	7.6	8.5	5.3	11.1	8.0	5.2	4.4
	Wholesale Trade	2.0	0.0	0.5	0.7	0.5	0.0	1.0	0.0
	Retail Trade	4.9	7.6	7.8	10.6	7.2	11.0	6.6	12.3
	Transportation/Warehousing	6.3	10.1	3.1	2.0	2.4	1.0	4.7	5.8
	Information	0.3	1.3	1.4	2.0	0.2	1.0	1.0	0.7
	Finance/Insurance	4.0	3.8	2.2	2.0	4.3	2.0	7.3	5.1
	Real Estate/Rental/Leasing	0.0	0.0	1.8	0.0	0.7	0.0	1.4	1.5
	Professional/Scientific/Technical Services	0.6	0.0	5.8	4.6	1.9	3.0	3.1	2.2
	Management of Companies/Enterprises	1.2	0.0	1.1	0.0	1.4	0.0	1.2	1.5
	Administrative/Support/Waste Management/Remediation	1.4	1.8	2.0	2.0	1.4	1.0	0.2	0.7
	Educational Services	10.4	12.7	9.7	11.9	15.1	19.0	11.5	9.4
	Health Care/Social Assistance	14.1	16.5	11.8	11.3	16.6	15.0	19.6	22.5
	Arts/Entertainment/Recreation	1.7	1.3	1.8	2.7	0.2	0.0	1.0	2.2
	Accommodation/Food Services	4.0	2.5	2.9	2.7	4.1	8.0	3.8	4.4
	Public Administration	4.0	3.8	5.7	5.3	4.1	2.0	3.3	2.9
	Other	8.9	11.4	7.7	12.6	6.0	8.0	5.0	6.5

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table A3. WIAA Underemployment Survey Results (Percent)

WIAA		Region 5		Region 6		Region 7		Region 8	
General		Emp	Und	Emp	Und	Emp	Und	Emp	Und
1. Percent of adults that are working full-time		77.6	65.6	75.1	66.2	78.1	70.2	76.7	57.1
2. Percent of part-timers who wish to work full-time		25.4	48.8	38.2	70.8	38.1	58.5	36.7	51.4
3. Percent of workers with more than one job		12.1	14.4	9.6	9.9	10.7	14.7	11.7	16.3
4. Average commute time (one-way)	Up to 20 minutes	51.2	48.8	50.2	45.1	52.7	49.3	56.0	57.0
	20 to 40 minutes	31.7	32.8	29.5	25.4	31.5	31.6	32.6	32.6
	40 minutes to an hour	10.5	11.2	11.8	21.1	8.3	11.8	6.9	4.7
	More than an hour	3.8	4.8	4.4	4.2	3.0	2.9	1.2	2.3
5. Commute distance	Less than 10 miles	41.3	39.0	40.9	36.2	44.6	41.7	42.3	43.4
	10 to 25 miles	32.7	32.5	32.6	33.3	34.7	33.3	40.2	44.6
	25 to 45 miles	18.2	17.9	15.9	18.8	14.3	18.9	11.4	6.0
	More than 45 miles	6.5	7.3	9.1	11.6	5.4	6.1	5.2	6.0
6. Occupation	Management	10.5	11.2	7.8	9.9	11.4	8.1	11.1	7.0
	Business/Financial Operations	6.1	5.6	5.9	2.8	4.7	3.7	5.1	2.3
	Computer/Mathematical	1.9	2.4	1.1	0.0	1.7	0.7	1.8	0.0
	Architecture/Engineering	2.5	0.0	1.1	0.0	2.3	2.2	1.5	0.0
	Life/Physical/Social Science	1.0	1.6	0.4	0.0	0.9	0.0	0.3	0.0
	Community /Social Services	2.1	1.6	3.3	1.4	2.3	3.7	3.6	4.7
	Legal	1.9	0.8	2.6	1.4	2.4	0.7	1.2	0.0
	Education/Training/Library	9.6	7.2	11.8	8.5	13.0	8.8	13.2	11.6
	Arts/Design/Entertainment/Sports/Media	1.3	0.8	0.7	0.0	1.1	0.7	1.2	2.3
	Healthcare Practitioners/Technicians	5.4	4.0	5.5	2.8	5.8	5.9	5.4	5.8
	Healthcare Support	3.6	5.6	6.3	4.2	3.8	2.2	4.2	3.5
	Protective Service	1.7	2.4	2.2	1.4	2.1	2.2	2.4	4.7
	Food Preparation/Serving Related	2.9	4.0	3.3	5.6	2.6	2.9	3.3	3.5
	Building/Grounds Cleaning/Maintenance.	2.3	2.4	1.5	4.2	2.1	3.7	3.0	4.7
	Personal Care/Service	2.3	1.6	2.2	1.4	1.7	2.2	2.1	4.7
	Sales and Related	4.8	5.6	6.3	5.6	6.9	9.6	8.1	15.1
	Office/Administrative Support	5.5	4.8	4.1	1.4	7.9	8.8	6.9	8.1
	Farming/Fishing/Forestry	1.3	1.6	3.3	5.6	1.5	1.5	0.9	1.2
	Construction/Extraction	4.2	2.4	2.6	5.6	2.6	4.4	1.2	1.2
	Installation/Maintenance/Repair	7.1	9.6	5.9	9.9	3.2	2.2	4.8	1.2
	Production	5.4	6.4	7.4	9.9	4.9	4.4	3.0	2.3
	Transportation/Material Moving	4.6	7.2	5.5	5.6	3.4	5.2	3.0	2.3
	other	12.1	11.2	9.2	12.7	11.8	16.2	12.9	14.0
7. Industry	Agriculture/Forestry/Fishing/Hunting	2.5	1.6	5.2	7.0	3.4	2.9	3.3	3.5
	Mining	0.2	0.8	0.4	0.0	0.0	0.0	0.0	0.0
	Utilities	3.8	1.6	3.0	2.8	1.9	0.7	1.5	2.3
	Construction	4.6	6.4	2.2	2.8	3.8	4.4	3.3	5.8
	Manufacturing	14.3	16.0	12.9	18.3	7.1	7.4	4.8	4.7
	Wholesale Trade	0.8	0.0	0.4	1.4	0.8	0.0	0.3	0.0
	Retail Trade	5.7	6.4	5.9	5.6	7.7	12.5	7.5	12.8
	Transportation/Warehousing	5.2	8.0	5.9	2.8	3.6	2.9	3.3	1.2
	Information	0.6	0.8	1.1	0.0	1.3	0.7	0.6	0.0
	Finance/Insurance	3.1	1.6	4.8	4.2	5.3	5.2	6.9	4.7
	Real Estate/Rental/Leasing	1.0	1.6	1.5	4.2	0.8	0.7	0.3	0.0
	Professional/Scientific/Technical Services	1.5	0.0	1.1	1.4	2.8	0.7	2.4	2.3
	Management of Companies/Enterprises	0.6	0.0	1.1	1.4	0.6	0.7	1.5	0.0
	Administrative/Support/Waste Management/Remediation	0.8	1.6	0.4	0.0	0.6	0.7	0.6	2.3
	Educational Services	11.7	11.2	14.4	12.7	16.5	18.4	17.7	19.8
	Health Care/Social Assistance	15.5	20.0	14.4	9.9	13.0	13.2	16.2	14.0
	Arts/Entertainment/Recreation	1.2	0.0	0.0	0.0	1.1	0.0	0.9	2.3
	Accommodation/Food Services	3.6	4.8	5.2	9.9	3.0	3.7	3.6	3.5
	Public Administration	3.3	2.4	4.8	2.8	6.2	6.6	4.2	2.3
	Other	8.6	6.4	7.4	4.2	7.3	3.7	7.5	4.7

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table A3. WIAA Underemployment Survey Results (Percent)

WIAA		Region 9		Region 10		Mobile County		Jefferson County	
General		Emp	Und	Emp	Und	Emp	Und	Emp	Und
1. Percent of adults that are working full-time		77.7	64.2	79.0	61.2	78.6	65.6	79.9	66.7
2. Percent of part-timers who wish to work full-time		32.0	55.4	44.0	60.0	24.1	33.3	38.5	54.6
3. Percent of workers with more than one job		9.9	11.8	11.1	12.6	9.8	14.8	12.3	18.5
4. Average commute time (one-way)									
	Up to 20 minutes	49.9	46.4	57.6	54.4	47.8	47.5	46.0	50.8
	20 to 40 minutes	32.6	33.3	27.5	29.1	38.8	37.7	41.7	35.4
	40 minutes to an hour	10.0	12.4	8.1	8.7	6.7	9.8	5.2	4.6
	More than an hour	4.1	3.9	3.6	2.9	2.8	1.6	2.8	1.5
5. Commute distance									
	Less than 10 miles	42.0	43.9	50.3	52.0	44.4	50.0	41.2	46.8
	10 to 25 miles	34.9	31.8	31.6	28.0	39.5	33.3	41.2	40.3
	25 to 45 miles	13.6	15.5	11.3	14.0	10.5	11.7	12.4	9.7
	More than 45 miles	7.7	7.4	5.9	5.0	4.0	1.7	2.9	0.0
6. Occupation									
	Management	11.2	5.2	10.0	9.7	11.8	6.6	13.1	10.8
	Business/Financial Operations	4.7	4.6	5.5	2.9	5.5	6.6	9.1	3.1
	Computer/Mathematical	0.9	1.3	1.9	1.0	2.4	3.3	0.0	0.0
	Architecture/Engineering	2.1	2.0	3.0	5.8	2.8	0.0	2.0	4.6
	Life/Physical/Social Science	0.9	2.0	0.2	1.0	0.8	3.3	0.8	3.1
	Community /Social Services	2.7	3.9	2.4	3.9	1.2	1.6	2.0	0.0
	Legal	1.2	1.3	1.7	0.0	1.2	0.0	2.4	1.5
	Education/Training/Library	9.3	9.2	11.7	12.6	10.2	11.5	5.2	3.1
	Arts/Design/Entertainment/Sports/Media	1.0	0.7	0.4	0.0	1.2	0.0	1.6	4.6
	Healthcare Practitioners/Technicians	6.1	5.2	6.4	2.9	5.9	3.3	8.3	12.3
	Healthcare Support	6.8	7.8	3.4	3.9	5.5	4.9	8.7	7.7
	Protective Service	0.7	0.7	1.3	1.9	1.2	1.6	0.8	1.5
	Food Preparation/Serving Related	2.4	3.3	3.4	3.9	1.6	3.3	3.6	6.2
	Building/Grounds Cleaning/Maintenance.	2.1	3.9	2.6	6.8	1.2	3.3	2.0	3.1
	Personal Care/Service	1.9	3.9	1.7	1.0	2.0	4.9	2.4	3.1
	Sales and Related	9.0	7.2	7.9	7.8	11.0	8.2	6.8	6.2
	Office/Administrative Support	6.8	9.2	5.8	5.8	8.2	9.8	6.0	4.6
	Farming/Fishing/Forestry	1.3	0.7	2.1	1.9	0.4	0.0	0.4	0.0
	Construction/Extraction	3.1	1.3	2.4	5.8	2.0	0.0	1.6	0.0
	Installation/Maintenance/Repair	4.4	5.2	5.8	4.9	3.9	4.9	4.4	1.5
	Production	4.7	5.2	3.0	4.9	3.5	4.9	2.0	3.1
	Transportation/Material Moving	3.8	2.0	4.5	2.9	3.1	1.6	2.4	4.6
	other	13.0	14.4	13.0	8.7	13.7	16.4	14.7	15.4
7. Industry									
	Agriculture/Forestry/Fishing/Hunting	3.8	3.9	4.9	7.8	1.2	1.6	0.8	0.0
	Mining	0.3	0.7	0.0	0.0	0.4	0.0	0.0	0.0
	Utilities	3.2	1.3	3.0	1.0	2.4	0.0	3.6	1.5
	Construction	5.3	3.9	2.6	2.9	4.7	3.3	5.6	7.7
	Manufacturing	11.8	12.4	7.5	6.8	9.0	6.6	4.8	4.6
	Wholesale Trade	0.9	0.0	0.6	1.0	2.0	0.0	0.4	0.0
	Retail Trade	6.2	9.2	7.9	8.7	7.5	11.5	6.8	13.9
	Transportation/Warehousing	5.3	3.9	5.3	6.8	4.3	1.6	3.6	3.1
	Information	0.3	0.7	1.1	1.0	0.4	0.0	1.6	1.5
	Finance/Insurance	2.1	2.0	3.2	1.0	3.1	3.3	7.9	4.6
	Real Estate/Rental/Leasing	2.1	1.3	1.9	0.0	2.0	1.6	1.6	1.5
	Professional/Scientific/Technical Services	2.8	2.0	3.2	0.9	3.9	1.6	3.2	1.5
	Management of Companies/Enterprises	1.2	0.7	0.2	0.0	1.2	1.6	1.6	1.5
	Administrative/Support/Waste Management/Remediation	1.2	0.7	1.3	1.9	0.4	0.0	0.0	0.0
	Educational Services	11.7	14.4	13.0	0.0	12.9	21.3	7.1	3.1
	Health Care/Social Assistance	18.9	22.9	14.3	15.5	18.4	21.3	23.4	27.7
	Arts/Entertainment/Recreation	1.2	0.7	0.4	11.7	1.2	0.0	0.4	1.5
	Accommodation/Food Services	2.1	2.0	3.2	1.0	1.6	1.6	4.4	6.2
	Public Administration	2.7	1.3	4.3	3.9	2.8	0.0	4.8	4.6
	Other	6.1	3.3	7.5	11.7	7.5	4.9	4.4	3.1

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table A3. WIAA Underemployment Survey Results (Percent, continued)

WIAA		Region 1		Region 2		Region 3		Region 4	
		Emp	Und	Emp	Und	Emp	Und	Emp	Und
8. Years at current/primary job	Less than a year	14.1	21.5	12.4	17.2	17.8	19.0	13.5	21.7
	1 to 3 years	6.1	10.1	8.1	8.6	7.5	10.0	6.9	8.7
	3 to 5 years	5.2	8.9	6.6	10.6	6.5	11.0	6.1	5.1
	5 to 10 years	13.8	11.4	12.4	12.6	13.0	15.0	12.2	15.2
	10 to 20 years	21.0	17.7	22.0	19.2	25.5	27.0	24.8	21.0
	More than 20 years	38.9	27.9	36.9	30.5	27.2	17.0	35.2	26.1
9. Monthly wages	Less than \$500	5.5	11.4	6.9	14.6	6.7	9.0	5.2	11.6
	\$500 up to \$1,000	14.1	29.1	8.6	17.2	15.6	21.0	8.5	13.0
	\$1,000 up to \$2,000	20.8	24.1	17.7	25.2	24.5	29.0	19.8	26.1
	\$2,000 up to \$3,000	17.0	15.2	15.4	15.2	15.9	20.0	16.7	15.9
	\$3,000 up to \$4,000	9.5	2.5	11.7	6.0	12.5	9.0	13.2	10.1
	\$4,000 up to \$6,000	14.4	5.1	13.8	8.0	9.9	5.0	15.3	10.1
		10.1	5.1	17.5	8.6	7.9	7.0	13.9	5.8
Job Fitness									
10. Percent of workers whose current job fits well with their education and training, skills, and experience		87	66	88.0	74.8	85.3	71.0	84.0	68.1
11. Percent of workers who believe they are qualified for a better job		58	81	57.8	86.8	66.4	89.0	64.1	85.5
Reasons:	Education and training	92	95	92.6	96.2	92.4	93.3	91.6	91.5
	Skills	95	97	95.5	95.4	95.3	94.4	95.1	93.2
	Experience	94	94	91.2	91.6	92.4	92.1	96.2	96.6
12. Additional income for which workers would leave current job									
		4	5	6.8	12.3	5.2	4.4	5.1	6.4
		18	15	22.2	22.8	23.3	23.9	23.8	23.8
		28	30	26.7	21.1	28.0	28.3	23.8	19.1
		14	15	12.7	14.0	15.0	15.2	12.6	15.9
		19	15	11.1	12.3	14.0	15.2	14.1	19.1
		13	18	18.2	14.0	11.4	10.9	17.3	14.3
13. Additional commute for new job	0 to 10 miles	34	34	40.2	40.3	34.9	27.2	37.8	32.2
	10 to 20 miles	34	31	32.3	33.3	30.6	33.7	36.8	39.7
	more than 20 miles	28	32	25.2	24.8	32.3	34.8	22.5	25.6
14. Additional one-way commute time	0 to 10 minutes	26	22	27.7	27.9	27.7	21.7	31.3	24.0
	10 to 20 minutes	33	31	40.0	34.1	35.4	38.0	34.2	33.1
	more than 20 minutes	39	46	30.5	37.2	36.0	39.1	32.4	42.2
15. Percent of workers who sought better job in past three months		16.0	38.5	22.6	35.2	22.0	38.0	21.4	33.9
Underemployment									
16. Percent of workers who say they are currently underemployed		22.8		23.2		24.0		24.0	
17. Reasons respondents give for being		<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>
A lack of job opportunities in their area		65.8	24.5	48.3	21.4	73.0	29.4	55.8	20.9
The low wages at the available jobs		51.9	18.7	48.3	13.9	64.0	20.6	44.2	16.8
They live too far from jobs		48.1	16.6	21.2	11.5	46.0	26.3	21.0	14.1
They are in school or undergoing training		3.8	2.6	4.6	3.3	10.0	2.9	5.1	4.0
Their spouse or partner has a really good job		17.7	6.8	24.5	11.9	19.0	8.5	18.1	10.7
They are retired		19.0	70.8	13.3	68.4	13.0	65.6	9.4	68.2
Because of social security limitations		12.7	24.2	7.3	20.0	9.0	30.3	8.0	26.7
Disability or other health concerns		8.9	44.7	12.6	40.9	8.0	52.6	8.0	45.1
Child care responsibilities		20.3	8.3	21.9	12.0	26.0	8.7	26.8	9.3
They take care of someone other than a child		20.3	10.2	14.1	11.5	15.0	11.3	15.2	11.7
Other family or personal obligations		24.1	12.3	17.9	14.0	34.0	13.7	36.2	13.2
Owning a house in your area		48.4	13.5	31.3	18.3	33.3	21.8	21.6	16.9
Something else		10.1	21.7	23.8	20.1	12.0	20.6	18.8	20.2

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table A3. WIAA Underemployment Survey Results (Percent, continued)

WIAA		Region 5		Region 6		Region 7		Region 8	
		Emp	Und	Emp	Und	Emp	Und	Emp	Und
8. Years at current/primary job	Less than a year	13.4	13.6	15.5	14.1	15.0	14.7	8.9	17.4
	1 to 3 years	6.9	8.8	8.5	7.0	7.1	6.6	7.6	12.8
	3 to 5 years	5.9	4.8	8.5	8.5	6.8	9.6	7.6	9.3
	5 to 10 years	16.6	16.0	11.8	9.9	15.8	19.9	11.6	8.1
	10 to 20 years	21.6	26.4	22.5	23.9	23.1	20.6	25.1	26.7
	More than 20 years	34.2	28.8	29.9	32.4	30.4	26.5	38.9	24.4
9. Monthly wages	Less than \$500	5.9	11.2	8.1	12.7	6.6	11.0	7.2	11.6
	\$500 up to \$1,000	10.5	20.0	16.6	18.3	10.9	16.2	13.2	22.1
	\$1,000 up to \$2,000	23.7	30.4	21.4	25.4	19.5	24.3	22.5	27.9
	\$2,000 up to \$3,000	16.1	14.4	16.2	19.7	14.8	16.2	18.6	14.0
	\$3,000 up to \$4,000	13.2	10.4	10.0	7.0	15.6	17.7	9.0	7.0
	\$4,000 up to \$6,000	13.4	5.6	10.0	5.6	10.7	5.2	13.5	5.8
	More than \$6,000	8.2	4.2	10.3	5.6	15.2	8.8	8.4	3.5
Job Fitness									
10. Percent of workers whose current job fits well with their education and training, skills, and experience		82.4	72.0	88.6	74.7	86.9	71.3	83.5	69.8
11. Percent of workers who believe they are qualified for a better job		62.1	83.2	67.2	81.7	62.3	84.6	69.5	86.1
Reasons:	Education and training	95.1	96.2	90.1	94.8	94.0	94.8	92.7	94.6
	Skills	95.1	98.1	95.1	94.8	95.2	94.8	97.0	98.7
	Experience	94.5	94.2	94.5	93.1	97.0	99.1	95.3	96.0
12. Additional income for which workers would leave current job									
	0 to 5% more	7.0	7.1	5.7	8.3	4.7	7.9	8.6	14.3
	5 to 15% more	20.4	26.8	23.6	30.6	20.9	25.4	18.3	28.6
	15 to 30% more	26.7	35.7	17.9	13.9	30.2	28.6	25.7	23.8
	30 to 50% more	15.6	10.7	14.3	13.9	15.9	14.3	10.9	11.9
	More than 50% more	14.1	16.1	20.7	25.0	11.6	9.5	17.1	14.3
	*** Would not leave current job	12.2	1.8	10.7	2.8	12.8	6.4	17.1	7.1
13. Additional commute for new job	0 to 10 miles	33.3	29.0	31.9	35.8	35.6	32.8	35.3	32.5
	10 to 20 miles	34.7	34.2	25.6	22.4	34.2	35.3	31.7	32.5
	more than 20 miles	29.7	35.1	39.5	38.8	27.9	31.0	28.8	28.9
14. Additional one-way commute time	0 to 10 minutes	25.1	21.9	24.4	25.4	26.6	27.6	27.3	19.3
	10 to 20 minutes	35.2	35.1	30.7	31.3	34.0	29.3	36.7	39.8
	more than 20 minutes	37.9	42.1	43.3	41.8	37.4	43.1	33.5	37.4
15. Percent of workers who sought better job in past three months		19.1	34.2	15.1	22.4	19.8	37.9	24.5	39.8
Underemployment									
16. Percent of workers who say they are currently underemployed		23.9		26.2		25.5		25.8	
17. Reasons respondents give for being		Und	NnW	Und	NnW	Und	NnW	Und	NnW
A lack of job opportunities in their area		72.8	26.1	87.3	41.4	55.9	25.1	68.6	26.4
The low wages at the available jobs		64.0	18.1	71.8	27.3	56.6	19.3	64.0	15.2
They live too far from jobs		44.8	17.7	67.6	32.7	30.9	14.8	31.4	17.7
They are in school or undergoing training		8.0	3.4	8.5	7.6	10.3	4.3	2.3	2.9
Their spouse or partner has a really good job		16.0	7.6	15.5	11.7	19.9	9.1	15.1	8.2
They are retired		12.8	67.5	8.5	57.2	11.8	66.1	12.8	67.0
Because of social security limitations		9.6	27.7	9.9	30.5	6.6	24.1	5.8	26.4
Disability or other health concerns		11.2	49.0	5.6	48.5	6.6	41.7	10.5	48.7
Child care responsibilities		29.6	8.4	15.5	12.0	27.9	10.5	27.9	8.0
They take care of someone other than a child		21.6	11.9	15.5	13.4	11.8	9.3	18.6	11.1
Other family or personal obligations		34.4	12.1	28.2	14.4	27.2	12.8	30.2	11.1
Owning a house in your area		30.7	19.4	32.1	18.0	29.0	14.8	31.9	20.4
Something else		18.4	19.3	9.9	17.2	22.8	21.2	14.0	20.8

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table A3. WIAA Underemployment Survey Results (Percent, continued)

WIAA		Region 9		Region 10		Mobile County		Jefferson County	
		Emp	Und	Emp	Und	Emp	Und	Emp	Und
8. Years at current/primary job									
	Less than a year	14.3	13.1	15.8	18.5	12.6	8.2	11.5	18.5
	1 to 3 years	7.7	11.8	6.4	4.9	7.1	9.8	7.9	9.2
	3 to 5 years	8.0	7.2	4.9	6.8	8.6	6.6	5.6	6.2
	5 to 10 years	11.7	11.1	14.7	14.6	9.4	11.5	13.5	15.4
	10 to 20 years	20.5	22.2	20.9	24.3	20.4	21.3	22.6	18.5
	More than 20 years	36.0	32.0	35.8	31.1	40.0	39.3	37.7	30.8
9. Monthly wages									
	Less than \$500	5.9	9.2	9.4	16.5	7.5	9.8	4.4	9.2
	\$500 up to \$1,000	10.3	20.3	11.9	15.5	5.5	14.8	9.5	12.3
	\$1,000 up to \$2,000	19.0	24.2	18.3	28.2	16.9	21.3	18.7	24.6
	\$2,000 up to \$3,000	16.5	17.0	16.0	17.5	14.9	18.0	16.7	16.9
	\$3,000 up to \$4,000	12.5	7.8	14.5	8.7	13.7	11.5	13.9	12.3
	\$4,000 up to \$6,000	13.0	6.5	12.8	6.8	13.3	8.2	15.1	10.8
	More than \$6,000	13.9	5.9	10.7	4.9	18.8	6.6	15.5	9.2
Job Fitness									
10. Percent of workers whose current job fits well with their education and training, skills, and experience		86.4	75.2	86.1	63.1	85.9	72.1	81.8	66.2
11. Percent of workers who believe they are qualified for a better job		62.7	84.3	62.5	88.4	65.1	85.3	67.9	83.1
Reasons:	Education and training	93.9	98.5	91.5	93.4	91.0	100.0	92.4	94.4
	Skills	94.8	96.9	96.3	96.7	94.6	94.2	93.0	92.6
	Experience	95.8	99.2	95.6	95.6	97.0	100.0	95.9	98.2
12. Additional income for which workers would leave current job									
	0 to 5% more	6.2	10.8	6.5	4.4	5.0	8.8	4.8	7.1
	5 to 15% more	20.9	23.0	20.9	15.2	19.2	20.6	26.4	28.6
	15 to 30% more	26.8	20.3	27.9	37.0	28.4	20.6	27.2	21.4
	30 to 50% more	15.6	17.6	13.0	13.0	14.9	14.7	10.4	17.9
	More than 50% more	11.5	16.2	17.2	26.1	10.6	17.7	13.6	14.3
	*** Would not leave current job	15.9	5.4	12.1	2.2	17.7	8.8	14.4	10.7
13. Additional commute for new job									
	0 to 10 miles	35.3	33.6	34.1	25.3	35.6	36.5	37.0	37.5
	10 to 20 miles	32.8	31.4	35.1	36.4	37.6	38.5	38.0	35.7
	more than 20 miles	30.1	31.4	29.5	38.4	24.3	21.2	21.6	23.2
14. Additional one-way commute time									
	0 to 10 minutes	26.3	22.9	27.5	23.2	26.2	25.0	31.3	28.6
	10 to 20 minutes	33.7	36.4	31.0	25.3	36.6	36.5	32.7	30.4
	more than 20 minutes	38.5	37.9	40.5	50.5	35.6	36.5	34.1	39.3
15. Percent of workers who sought better job in past three months		21.9	38.6	17.8	38.4	22.3	32.7	24.5	37.5
Underemployment									
16. Percent of workers who say they are currently underemployed		22.6		22.0		23.9		25.8	
17. Reasons respondents give for being		Und	NnW	Und	NnW	Und	NnW	Und	NnW
	A lack of job opportunities in their area	64.1	27.0	66.0	26.3	47.5	22.4	55.4	19.7
	The low wages at the available jobs	60.8	19.0	60.2	19.9	50.8	17.1	44.6	15.5
	They live too far from jobs	34.0	16.3	32.0	17.4	11.5	11.0	13.9	8.3
	They are in school or undergoing training	5.2	3.0	6.8	4.1	6.6	3.1	9.2	4.1
	Their spouse or partner has a really good job	13.1	10.0	16.5	9.1	11.5	11.4	10.8	7.6
	They are retired	14.4	67.9	15.5	70.0	11.5	71.0	9.2	69.0
	Because of social security limitations	6.5	25.6	6.8	26.2	8.2	25.2	3.1	25.9
	Disability or other health concerns	5.9	45.9	8.7	47.5	4.9	44.1	6.2	45.5
	Child care responsibilities	25.5	9.3	11.7	7.8	26.2	10.7	21.5	6.6
	They take care of someone other than a child	15.0	11.1	18.5	12.1	9.8	12.9	9.2	11.0
	Other family or personal obligations	30.7	12.6	34.0	13.3	27.9	14.5	29.2	11.0
	Owning a house in your area	31.1	17.6	36.8	18.1	19.2	17.5	18.5	18.1
	Something else	15.0	19.7	17.5	19.7	21.3	21.9	29.2	16.6

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table A3. WIAA Underemployment Survey Results (Percent, continued)

WIAA Selected Characteristics	Region 1			Region 2			Region 3			Region 4		
	Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
18. Married Respondents	74.1	55.1	72.2	72.7	54.8	66.9	64.9	49.5	63.0	68.1	51.7	58.7
19. Sex	Female	55.0	67.0	70.9	52.8	65.0	60.3	58.7	67.8	56.0	53.8	66.1
	Male	45.0	33.0	29.1	47.2	35.0	39.7	41.4	32.2	44.0	46.2	33.9
20. Median age (years)	54	66	53	51	66	50	52	65	52	50	67	49.5
21. Ethnicity	Hispanic	0.0	0.4	0.0	1.2	0.9	1.3	1.0	0.4	0.0	0.9	0.6
21b. Race	White	88.5	84.3	87.3	81.1	81.9	79.5	71.2	62.3	61.0	80.0	79.0
	African-American/Other	7.8	11.1	6.3	13.8	10.8	13.9	26.9	33.1	36.0	16.7	16.7
22. Last school grade												
High Sch./less, no diploma	7.2	21.1	7.6	2.8	13.6	1.3	4.3	17.8	5.0	3.8	15.9	1.5
High School or GED	31.1	34.9	26.6	22.4	31.0	19.9	32.0	42.9	33.0	24.3	34.9	23.9
Some college, no degree	20.5	16.0	17.7	14.9	17.9	15.9	16.6	16.6	15.0	17.7	17.1	19.6
Jr. College/trade school/associate degree	13.3	8.9	16.5	14.4	11.5	17.9	18.8	9.0	14.0	13.0	9.9	16.7
4-year college graduate/BA	19.6	9.4	25.3	25.4	13.9	27.2	15.9	7.1	22.0	23.6	12.4	20.3
Postgraduate/Masters	8.4	8.5	6.3	20.1	11.6	17.9	12.5	6.1	11.0	17.2	9.0	18.1

WIAA Selected Characteristics	Region 5			Region 6			Region 7			Region 8		
	Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
18. Married Respondents	68.5	52.6	60.0	63.8	42.0	63.4	59.6	43.5	47.6	61.7	41.9	58.1
19. Sex	Female	53.2	66.2	53.6	61.6	70.0	63.4	63.2	68.8	61.1	64.1	63.9
	Male	46.9	33.8	46.4	38.4	30.0	36.6	36.8	31.2	38.9	35.9	36.1
20. Median age (years)	51	66	50	53	62	52.5	47.5	64	46	51	66	51
21. Ethnicity	Hispanic	0.4	1.3	0.8	2.6	0.8	4.2	1.5	1.4	2.4	1.2	1.0
21b. Race	White	83.8	76.9	78.4	42.8	31.9	36.6	47.8	55.3	54.0	51.8	49.7
	African-American/Other	12.8	19.3	17.6	53.5	64.0	62.0	47.8	40.3	45.2	41.9	46.0
22. Last school grade												
High Sch./less, no diploma	7.3	20.3	9.6	4.4	17.7	8.5	4.4	14.1	2.4	3.3	19.8	1.2
High School or GED	27.2	37.6	26.4	32.5	42.2	29.6	21.3	30.8	20.6	28.7	37.1	26.7
Some college, no degree	15.9	15.1	20.0	12.2	13.4	16.9	14.7	16.2	18.3	17.7	13.0	20.9
Jr. College/trade school/associate degree	16.8	9.8	12.0	12.2	7.6	11.3	16.2	10.9	13.5	11.7	8.0	16.3
4-year college graduate/BA	21.4	9.3	21.6	19.6	11.2	19.7	29.4	14.4	25.4	18.9	12.6	17.4
Postgraduate/Masters	11.5	7.0	10.4	18.8	6.8	14.1	14.0	12.7	19.8	19.5	8.2	17.4

WIAA Selected Characteristics	Region 9			Region 10			Mobile County			Jefferson County		
	Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
18. Married Respondents	67.0	49.2	64.7	64.8	49.6	59.2	66.3	48.1	62.3	61.1	45.2	50.8
19. Sex	Female	56.3	66.3	60.8	55.4	67.4	52.4	53.7	67.4	59.0	50.4	67.6
	Male	43.7	33.7	39.2	44.6	32.6	47.6	46.3	32.6	41.0	49.6	32.4
20. Median age (years)	53	67	52	53	67	52.5	54	67	53.5	50	67	49
21. Ethnicity	Hispanic	0.7	1.9	2.6	2.6	1.2	1.9	1.2	2.1	3.3	0.8	0.3
21b. Race	White	69.2	63.5	63.4	75.1	71.1	63.1	69.4	62.6	63.9	65.5	63.1
	African-American/Other	26.7	31.6	31.4	20.3	23.8	33.0	27.8	30.7	32.8	29.8	32.1
22. Last school grade												
High Sch./less, no diploma	3.2	16.5	2.6	7.3	18.4	10.7	2.0	15.7	1.6	3.6	11.0	0.0
High School or GED	28.6	40.7	26.8	26.0	34.2	22.3	23.5	36.2	19.7	20.6	33.1	15.4
Some college, no degree	15.3	14.9	15.0	17.9	17.3	16.5	18.0	15.7	21.3	18.3	17.9	20.0
Jr. College/trade school/associate degree	17.0	9.5	19.6	13.7	11.1	14.6	12.9	10.7	9.8	10.3	11.7	16.9
4-year college graduate/BA	22.4	10.7	20.9	19.6	10.1	23.3	25.9	11.9	24.6	25.8	15.5	24.6
Postgraduate/Masters	13.3	7.0	14.4	15.4	8.5	12.6	17.3	8.8	21.3	21.0	10.0	23.1

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table A3. WIAA Underemployment Survey Results (Percent, continued)

WIAA Job Satisfaction and Willingness to Train		Region 1									
		Employed					Underemployed				
23. Job Satisfaction		CD	D	N	S	CS	CD	D	N	S	CS
	Overall Satisfaction	4.0	4.9	14.4	27.4	49.3	10.1	10.1	25.3	22.8	31.7
	Earnings	10.1	9.5	20.5	24.5	35.2	27.9	15.2	17.7	19.0	20.3
	Retention	3.8	6.3	11.5	18.7	57.4	8.9	6.3	20.3	20.3	46.8
	Work	2.3	1.4	9.2	23.1	63.7	6.3	3.8	12.7	29.1	46.8
	Hours	4.6	4.6	12.7	17.0	61.1	10.1	6.3	16.5	13.9	53.2
	Shift	4.3	4.0	8.4	12.4	70.6	8.9	5.1	7.6	10.1	68.4
	Conditions	2.3	5.2	11.8	27.7	53.0	3.8	8.9	15.2	30.4	41.8
	Commuting Distance	2.6	4.6	11.8	13.8	67.2	5.1	3.8	15.2	8.9	67.1
24. Willingness to Train		CU	U	N	W	CW	CU	U	N	W	CW
	For a better job	22.9	5.9	16.0	10.8	44.1	10.8	6.2	12.3	7.7	61.5
	If paid by workers	44.6	20.7	14.9	6.3	7.7	48.3	15.5	10.3	8.6	8.6
	If co-paid by workers & Government	13.5	13.5	32.4	16.2	20.3	13.8	6.9	34.5	19.0	22.4
	If paid by Government	4.5	3.6	9.0	18.9	63.1	3.5	0.0	6.9	12.1	77.6

WIAA Job Satisfaction and Willingness to Train		Region 2									
		Employed					Underemployed				
23. Job Satisfaction		CD	D	N	S	CS	CD	D	N	S	CS
	Overall Satisfaction	4.2	5.1	14.6	24.7	51.5	10.6	9.3	25.8	18.5	35.8
	Earnings	8.5	9.8	20.4	25.7	35.0	24.5	14.6	26.5	16.6	17.9
	Retention	5.4	5.5	10.6	16.6	60.4	11.9	11.9	12.6	12.6	48.3
	Work	1.5	2.5	10.5	21.7	63.9	4.6	4.6	13.9	23.2	53.6
	Hours	4.2	4.3	11.1	19.2	61.1	10.6	9.3	8.0	23.8	48.3
	Shift	2.0	3.2	6.6	16.0	72.0	6.0	4.6	11.3	17.2	60.3
	Conditions	2.8	3.7	11.4	25.2	56.7	6.0	6.0	18.5	25.8	43.7
	Commuting Distance	3.8	3.8	11.8	14.4	65.8	4.0	8.0	10.6	12.6	64.9
24. Willingness to Train		CU	U	N	W	CW	CU	U	N	W	CW
	For a better job	20.9	4.9	14.2	12.9	45.8	14.0	3.1	7.8	7.8	65.9
	If paid by workers	45.2	23.6	14.2	4.3	8.0	50.5	23.4	11.7	3.6	8.1
	If co-paid by workers & Government	14.4	12.8	35.9	17.0	17.0	13.5	13.5	32.4	18.9	20.7
	If paid by Government	7.3	3.3	14.4	15.6	56.7	7.2	1.8	5.4	12.6	70.3

WIAA Job Satisfaction and Willingness to Train		Region 3									
		Employed					Underemployed				
23. Job Satisfaction		CD	D	N	S	CS	CD	D	N	S	CS
	Overall Satisfaction	6.0	5.3	15.4	21.4	51.0	13.0	14.0	31.0	15.0	26.0
	Earnings	13.2	8.9	24.0	21.4	32.0	29.0	18.0	34.0	12.0	7.0
	Retention	4.1	6.5	10.6	18.8	57.2	6.0	11.0	15.0	15.0	46.0
	Work	2.2	2.6	8.4	20.7	65.9	6.0	5.0	16.0	26.0	47.0
	Hours	7.5	2.9	8.9	17.8	62.7	17.0	7.0	13.0	18.0	45.0
	Shift	4.6	3.1	7.9	13.9	70.2	13.0	7.0	9.0	16.0	55.0
	Conditions	3.6	4.8	12.5	25.2	53.6	10.0	9.0	19.0	28.0	34.0
	Commuting Distance	7.2	4.8	13.5	13.7	60.3	13.0	5.0	16.0	12.0	54.0
24. Willingness to Train		CU	U	N	W	CW	CU	U	N	W	CW
	For a better job	17.1	5.7	16.6	12.0	47.1	9.8	3.3	7.6	15.2	63.0
	If paid by workers	44.7	19.8	13.4	6.9	10.1	37.4	27.7	8.4	6.0	19.3
	If co-paid by workers & Government	13.5	12.4	33.1	14.5	23.5	6.0	10.8	28.9	15.7	34.9
	If paid by Government	5.2	2.1	12.8	13.5	65.2	3.6	0.0	7.2	6.0	81.9

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.
 CU = Completely unwilling, U = Unwilling, N = Neither willing nor unwilling, W = Willing, and CW = Completely Willing.

Note: Rounding errors may be present.

Table A3. WIAA Underemployment Survey Results (Percent, continued)

WIAA		Region 4									
Job Satisfaction and Willingness to Train		Employed					Underemployed				
<i>23. Job Satisfaction</i>		CD	D	N	S	CS	CD	D	N	S	CS
	Overall Satisfaction	3.3	4.2	17.0	27.8	47.7	9.4	8.7	27.5	23.9	30.4
	Earnings	9.2	9.0	25.4	26.9	29.3	19.6	20.3	25.4	22.5	12.3
	Retention	4.0	3.7	12.2	17.0	61.6	9.4	5.1	17.4	17.4	49.3
	Work	1.0	2.4	9.2	26.7	60.4	3.6	6.5	15.9	33.3	40.6
	Hours	4.2	4.2	13.9	20.5	57.3	7.3	8.0	17.4	23.2	44.2
	Shift	4.0	2.4	9.6	17.2	66.8	4.4	2.9	13.8	21.0	58.0
	Conditions	1.2	4.9	13.2	26.7	53.8	3.6	10.9	15.9	30.4	39.1
	Commuting Distance	4.9	5.0	13.4	16.3	60.2	5.8	2.9	15.9	17.4	58.0
<i>24. Willingness to Train</i>		CU	U	N	W	CW	CU	U	N	W	CW
	For a better job	21.4	5.9	16.6	13.9	41.2	11.6	4.1	18.2	16.5	47.1
	If paid by workers	38.5	21.1	20.3	7.2	8.6	32.7	24.3	22.4	5.6	7.5
	If co-paid by workers & Government	14.2	8.3	35.0	20.1	19.8	9.4	9.4	33.6	20.6	21.5
	If paid by Government	8.3	2.9	11.5	13.1	62.3	2.8	5.6	10.3	12.2	68.2

WIAA		Region 5									
Job Satisfaction and Willingness to Train		Employed					Underemployed				
<i>23. Job Satisfaction</i>		CD	D	N	S	CS	CD	D	N	S	CS
	Overall Satisfaction	3.1	5.5	15.1	23.5	52.4	10.4	11.2	29.6	28.0	20.8
	Earnings	10.9	9.9	24.1	21.0	34.0	24.8	20.8	38.4	7.2	8.8
	Retention	5.0	4.8	11.7	20.1	57.2	12.8	8.0	25.6	25.6	34.4
	Work	1.0	2.9	10.1	19.9	66.2	3.2	8.0	16.8	24.0	48.0
	Hours	5.9	4.0	11.9	18.4	59.7	15.2	6.4	16.8	18.4	43.2
	Shift	4.4	3.8	9.0	15.1	67.7	4.8	8.0	8.8	27.2	51.2
	Conditions	2.5	4.4	16.8	19.5	56.8	5.6	7.2	22.4	25.6	39.2
	Commuting Distance	4.6	5.5	12.6	12.6	64.4	8.8	6.4	18.4	12.8	53.6
<i>24. Willingness to Train</i>		CU	U	N	W	CW	CU	U	N	W	CW
	For a better job	23.5	5.3	15.6	10.3	43.5	9.7	4.4	13.2	14.0	57.0
	If paid by workers	46.0	20.4	16.8	6.0	8.7	39.8	23.3	18.5	8.7	8.7
	If co-paid by workers & Government	13.5	12.3	33.3	18.6	19.2	9.7	6.8	35.9	24.3	21.4
	If paid by Government	6.0	3.0	10.5	18.0	61.6	2.9	1.9	6.8	11.7	76.7

WIAA		Region 6									
Job Satisfaction and Willingness to Train		Employed					Underemployed				
<i>23. Job Satisfaction</i>		CD	D	N	S	CS	CD	D	N	S	CS
	Overall Satisfaction	6.3	4.8	12.6	22.9	52.4	12.7	11.3	21.1	19.7	33.8
	Earnings	12.6	10.3	22.1	20.3	34.0	25.4	21.1	21.1	8.5	22.5
	Retention	4.4	6.3	10.0	19.9	58.7	14.1	11.3	15.5	15.5	40.9
	Work	2.6	1.9	6.6	18.8	69.4	7.0	7.0	15.5	14.1	54.9
	Hours	5.5	4.4	8.9	17.0	63.5	12.7	9.9	7.0	15.5	53.5
	Shift	4.1	2.6	13.3	13.7	66.1	11.3	2.8	19.7	11.3	53.5
	Conditions	3.3	5.2	14.0	23.3	53.9	7.0	11.3	21.1	21.1	38.0
	Commuting Distance	6.3	4.8	11.1	14.4	63.1	9.9	5.6	12.7	12.7	57.8
<i>24. Willingness to Train</i>		CU	U	N	W	CW	CU	U	N	W	CW
	For a better job	15.1	6.3	13.9	12.2	50.0	6.0	4.5	9.0	17.9	61.2
	If paid by workers	44.6	12.4	15.4	8.9	16.3	46.0	6.4	12.7	12.7	17.5
	If co-paid by workers & Government	16.8	9.9	22.8	16.8	31.7	15.9	11.1	12.7	23.8	34.9
	If paid by Government	6.9	2.0	7.9	9.4	72.3	3.2	0.0	9.5	6.4	77.8

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.

CU = Completely unwilling, U = Unwilling, N = Neither willing nor unwilling, W = Willing, and CW = Completely Willing.

Note: Rounding errors may be present.

Table A3. WIAA Underemployment Survey Results (Percent, continued)

WIAA		Region 7									
Job Satisfaction and Willingness to Train		Employed					Underemployed				
23. Job Satisfaction		CD	D	N	S	CS	CD	D	N	S	CS
	Overall Satisfaction	2.4	4.1	14.6	28.9	49.9	7.4	7.4	22.8	27.2	35.3
	Earnings	10.9	11.6	21.6	26.6	28.7	25.7	16.9	25.7	22.1	8.1
	Retention	3.6	5.3	10.9	20.5	59.7	11.0	6.6	25.7	25.7	45.6
	Work	0.8	2.8	7.5	25.7	63.2	2.2	4.4	11.0	28.7	53.7
	Hours	3.8	2.8	11.1	19.5	62.9	8.1	3.7	15.4	15.4	57.4
	Shift	3.0	3.0	8.4	18.2	67.4	5.2	5.2	9.6	19.1	61.0
	Conditions	2.6	4.7	11.3	25.3	56.1	6.6	7.4	16.9	32.4	36.8
	Commuting Distance	4.5	3.2	11.8	17.3	62.5	8.8	5.2	14.0	19.1	52.2
24. Willingness to Train		CU	U	N	W	CW	CU	U	N	W	CW
	For a better job	21.9	5.4	16.2	11.9	42.6	16.4	2.6	15.5	11.2	54.3
	If paid by workers	40.1	24.8	18.4	4.9	9.5	33.0	28.9	19.6	6.2	9.3
	If co-paid by workers & Government	15.6	11.8	34.9	17.9	17.0	14.4	6.2	29.9	25.8	20.6
	If paid by Government	6.6	2.9	11.5	16.4	61.4	2.1	2.1	9.3	12.4	74.2

WIAA		Region 8									
Job Satisfaction and Willingness to Train		Employed					Underemployed				
23. Job Satisfaction		CD	D	N	S	CS	CD	D	N	S	CS
	Overall Satisfaction	4.8	6.0	14.4	25.2	49.7	8.1	11.6	20.9	25.6	33.7
	Earnings	14.4	10.8	21.6	24.3	28.7	30.2	16.3	22.1	17.4	14.0
	Retention	5.7	5.1	13.5	18.6	56.0	12.8	7.0	18.6	18.6	39.5
	Work	2.7	3.6	10.8	22.8	60.2	4.7	2.3	19.8	15.1	58.1
	Hours	6.0	3.9	12.6	22.5	55.1	11.6	9.3	17.4	19.8	41.9
	Shift	4.2	2.1	8.4	15.9	69.5	8.1	3.5	7.0	16.3	65.1
	Conditions	5.4	3.6	15.6	23.4	52.1	8.1	4.7	14.0	30.2	43.0
	Commuting Distance	4.2	6.6	8.4	15.3	65.6	5.8	7.0	9.3	14.0	64.0
24. Willingness to Train		CU	U	N	W	CW	CU	U	N	W	CW
	For a better job	22.3	4.3	10.4	13.0	46.8	18.1	2.4	10.8	15.7	50.6
	If paid by workers	43.5	16.2	24.1	5.1	8.3	33.8	22.1	25.0	5.9	10.3
	If co-paid by workers & Government	18.1	9.3	31.0	18.1	20.8	14.7	10.3	22.1	23.5	26.5
	If paid by Government	5.1	2.3	8.3	13.9	69.4	1.5	1.5	4.4	11.8	79.4

WIAA		Region 9									
Job Satisfaction and Willingness to Train		Employed					Underemployed				
23. Job Satisfaction		CD	D	N	S	CS	CD	D	N	S	CS
	Overall Satisfaction	3.7	5.0	16.1	24.5	50.7	7.8	10.5	24.8	23.5	33.3
	Earnings	11.7	11.4	20.4	26.4	29.7	30.1	18.3	19.6	17.7	13.7
	Retention	3.8	3.8	12.5	18.6	59.9	11.8	7.8	19.6	19.6	42.5
	Work	1.8	3.2	8.4	22.1	64.3	4.6	7.8	12.4	25.5	49.7
	Hours	5.6	4.1	9.1	20.2	60.6	14.4	7.2	12.4	18.3	47.7
	Shift	3.4	3.1	9.3	14.3	69.5	6.5	4.6	13.1	12.4	62.8
	Conditions	2.8	3.7	12.0	25.7	55.8	6.5	6.5	17.0	23.5	46.4
	Commuting Distance	4.6	5.8	12.7	13.9	62.4	6.5	7.2	12.4	12.4	60.1
24. Willingness to Train		CU	U	N	W	CW	CU	U	N	W	CW
	For a better job	20.1	4.3	14.5	14.0	45.5	14.3	2.9	12.1	12.9	55.0
	If paid by workers	42.8	18.6	19.7	5.6	9.0	39.2	17.5	24.2	4.2	11.7
	If co-paid by workers & Government	14.1	11.4	33.9	18.6	20.0	10.8	10.8	25.0	25.8	25.0
	If paid by Government	6.3	2.0	10.3	14.6	64.8	4.2	0.0	7.5	12.5	72.5

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.
 CU = Completely unwilling, U = Unwilling, N = Neither willing nor unwilling, W = Willing, and CW = Completely Willing.

Note: Rounding errors may be present.

Table A3. WIAA Underemployment Survey Results (Percent, continued)

WIAA Job Satisfaction and Willingness to Train		Region 10									
		Employed					Underemployed				
23. Job Satisfaction		CD	D	N	S	CS	CD	D	N	S	CS
	Overall Satisfaction	5.3	3.6	11.7	26.4	52.5	15.5	8.7	21.4	27.2	25.2
	Earnings	9.0	10.5	23.2	21.8	35.4	24.3	20.4	27.2	9.7	18.5
	Retention	4.7	3.0	11.3	19.6	59.1	15.5	5.8	22.3	22.3	34.0
	Work	2.1	1.1	7.7	23.2	65.7	6.8	1.9	20.4	23.3	46.6
	Hours	4.3	4.3	12.4	18.3	60.8	11.7	10.7	11.7	19.4	46.6
	Shift	3.2	3.0	8.1	15.6	70.2	7.8	5.8	9.7	20.4	56.3
	Conditions	3.6	3.6	13.4	23.7	55.4	8.7	6.8	26.2	23.3	34.0
	Commuting Distance	5.1	5.3	7.9	12.4	69.1	9.7	7.8	9.7	13.6	59.2
24. Willingness to Train		CU	U	N	W	CW	CU	U	N	W	CW
	For a better job	22.4	3.8	20.6	11.5	40.2	11.1	4.0	21.2	9.1	54.6
	If paid by workers	47.9	15.7	24.3	3.3	6.6	46.6	17.1	22.7	2.3	8.0
	If co-paid by workers & Government	13.4	13.4	35.4	17.7	18.4	8.0	9.1	38.6	17.1	26.1
	If paid by Government	5.9	3.0	11.2	18.4	60.3	3.41	2.27	11.36	17.05	64.77

WIAA Job Satisfaction and Willingness to Train		Mobile County									
		Employed					Underemployed				
23. Job Satisfaction		CD	D	N	S	CS	CD	D	N	S	CS
	Overall Satisfaction	2.8	7.5	14.9	22.8	52.2	3.3	16.4	24.6	16.4	39.3
	Earnings	11.8	12.9	18.4	23.1	32.6	26.2	19.7	23.0	14.8	14.8
	Retention	3.5	3.1	11.0	19.6	61.6	9.8	6.6	26.2	26.2	44.3
	Work	2.4	3.1	11.0	19.2	63.9	6.6	8.2	13.1	26.2	45.9
	Hours	4.7	4.7	6.7	21.6	62.0	8.2	8.2	9.8	23.0	50.8
	Shift	2.8	4.3	8.6	14.5	68.6	1.6	9.8	14.8	14.8	57.4
	Conditions	1.6	3.5	15.7	23.9	54.9	3.3	6.6	27.9	23.0	39.3
	Commuting Distance	3.9	4.7	12.9	13.7	63.9	3.3	6.6	13.1	16.4	60.7
24. Willingness to Train		CU	U	N	W	CW	CU	U	N	W	CW
	For a better job	22.3	3.5	11.4	14.4	47.0	21.2	3.9	9.6	13.5	50.0
	If paid by workers	41.4	17.2	17.8	8.3	10.2	36.6	19.5	17.1	7.3	12.2
	If co-paid by workers & Government	15.9	10.2	31.2	17.2	22.9	9.8	9.8	22.0	26.8	26.8
	If paid by Government	5.1	3.8	11.5	10.8	66.9	4.9	0.0	4.9	9.8	78.1

WIAA Job Satisfaction and Willingness to Train		Jefferson County									
		Employed					Underemployed				
23. Job Satisfaction		CD	D	N	S	CS	CD	D	N	S	CS
	Overall Satisfaction	2.8	4.8	17.9	29.4	45.2	7.7	10.8	24.6	30.8	26.2
	Earnings	8.7	7.9	25.0	31.4	26.6	20.0	16.9	23.1	30.8	9.2
	Retention	4.8	4.4	14.7	13.5	60.3	10.8	3.1	21.5	15.4	46.2
	Work	1.2	3.2	9.9	28.2	57.5	4.6	9.2	13.9	38.5	33.9
	Hours	3.2	4.0	14.3	23.4	55.2	6.2	10.8	16.9	32.3	33.9
	Shift	3.2	2.0	8.7	19.8	66.3	4.6	1.5	9.2	29.2	55.4
	Conditions	1.2	3.6	15.5	29.8	50.0	4.6	7.7	13.9	38.5	35.4
	Commuting Distance	2.4	3.6	11.5	18.7	63.5	4.6	0.0	16.9	20.0	58.5
24. Willingness to Train		CU	U	N	W	CW	CU	U	N	W	CW
	For a better job	19.7	5.8	15.4	13.5	43.8	8.9	1.8	21.4	16.1	48.2
	If paid by workers	38.3	21.6	19.8	4.8	8.4	33.3	19.6	25.5	3.9	5.9
	If co-paid by workers & Government	15.0	4.8	34.7	22.2	19.8	5.9	5.9	31.4	23.5	25.5
	If paid by Government	4.2	2.4	13.8	10.2	66.5	2.0	3.9	7.8	9.8	74.5

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.
 CU = Completely unwilling, U = Unwilling, N= Neither willing nor unwilling, W = Willing, and CW = Completely Willing.

Note: Rounding errors may be present.

Underemployment in Workforce Investment Advisory Area, Region 1



Underemployment in Workforce Investment Advisory Area, Region 1

WIAA Region 1 comprises of the six counties shown in Table 1.1. The area's underemployment rate of 22.8 percent—which is lower than the state's 23.8 percent—means that about 25,400 employed residents were underemployed in December 2012. Adding the unemployed gives a total available labor pool of about 33,600 for the area, roughly four times the number of unemployed and a more realistic measure of the region's available labor. However, prospective employers must be able to offer higher wages, better benefits or terms of employment, or some other incentives to induce the underemployed to change jobs. The region's lower underemployment rate gives it 5.3 percent of the state's underemployed although it has 5.5 percent of the state's workers.

Table 1.1 Region 1 Underemployed

	Alabama	Region 1	Colbert	Franklin	Lauderdale	Lawrence	Marion	Winston
Labor force	2,154,744	119,704	25,357	13,265	45,264	15,596	11,365	8,857
Employed	2,013,847	111,486	23,670	12,326	42,477	14,493	10,462	8,058
Underemployment rate	23.8%	22.8%	14.0%	35.1%	25.8%	20.7%	27.1%	12.0%
Underemployed workers	479,296	25,385	3,323	4,325	10,942	2,999	2,837	967
Unemployed	140,897	8,218	1,687	939	2,787	1,103	903	799
Available labor pool	620,193	33,603	5,010	5,264	13,729	4,102	3,740	1,766

Note: Rounding errors may be present. Based on December 2012 labor force data.

Source: Center for Business and Economic Research, The University of Alabama; Alabama Department of Labor; and U.S. Bureau of Labor Statistics.

Underemployment Survey Results

Underemployment rates range from 12.0 percent in Winston County to 35.1 percent in Franklin. Three counties—Franklin, Lauderdale, and Winston—have higher underemployment rates than the state (Table 1.1). The rates are multiplied by the number of employed to get the number of underemployed workers. Table 1.2 shows the detailed underemployment survey results that include characteristics of the employed, underemployed, and nonworkers for all counties in the region. However, except for rates, detailed results for the underemployed at the county level are not discussed because they had too few underemployed respondents to the survey. At the county level, a low number of underemployed respondents can be used to estimate underemployment, but reliable inferences on characteristics cannot be made.

Of the employed, 75 percent are full-time workers, 10 percent hold more than one job, and 28 percent of part-time workers wish to work full-time. The one-way commute takes up to 20 minutes for 53 percent of the employed, but 13 percent take more than 40 minutes, with 5.5 percent spending more than an hour. Forty-four percent commute less than 10 miles; 19.2 percent travel more than 25 miles with 6.8 percent exceeding 45 miles. Sixty percent have 10 or more years on the job and 39 percent have more than 20 years job tenure. The median monthly wage is between \$2,000 and \$3,000. Eighty-seven percent of the employed say their jobs fit well with their education, training, skills, and experience. However, 58 percent believe they are qualified for a better job based on the same education and training, skills, and experience. Sixteen percent have sought better jobs in the preceding three months. When offered up to 15 percent higher wages, 23 percent would leave their jobs. Sixty-one percent will leave for more than 15 percent more pay with 18.9 percent wanting more than a 50 percent raise, but 13 percent would not leave their jobs. Thirty-four percent will add up to 10 miles to the one-way commute for the higher-paying job, but 29 percent are prepared to go 20 or more extra miles. For the better job, 39 percent will increase the one-way commute by more than 20 minutes while 26 percent will not consider adding more than 10 minutes.

Among the underemployed, 59 percent work full-time, 10 percent hold more than one job, and 49 percent of part-time workers want full-time work. About 58 percent commute for up to 20 minutes one-way, nine percent drive for over 40 minutes, and five percent take more than an hour. The commute is less than 10 miles for 47 percent of the underemployed; 14.2 percent have more than 25 miles to travel; and 5.2 percent exceed 45 miles. The underemployed have been in their current jobs for fewer years than the employed; 46 percent of the underemployed have been on their job for more than 10 years compared to 60 percent for all employed. Sixty-five percent earn up to \$2,000 monthly versus 40 percent employed. More underemployed are in the health care and social assistance, educational services, other services, and transportation and warehousing sectors.

About 66 percent of the underemployed say their jobs fit well with their education, training, skills, and experience. Eighty-one percent believe they are qualified for a better job based on the same education and training, skills, and experience. Thirty-nine percent have sought better jobs in the preceding three months. Twenty percent would leave their current jobs for up to 15 percent more income; 60 percent would leave for more than 15 percent higher wages, with 15 percent wanting more than a 50 percent raise. Thirty-four percent will add up to 10 miles to the one-way commute for the new higher-paying job, but 32 percent are prepared to add more than 20 miles. Forty-six percent are willing to increase the one-way commute by more than 20 minutes for this new job while 22 percent will not consider driving more than 10 minutes.

Responses for overall job satisfaction and various aspects of the job show that most workers in Region 1 are satisfied or completely satisfied with their jobs but fewer underemployed workers are satisfied than all employees. About 54 percent of the underemployed are satisfied or completely satisfied with their jobs compared to 77 percent of all workers. Workers are more satisfied with the work they do and least satisfied with their earnings. The underemployed are most satisfied with their work shift. Workers are generally willing to train for a new or better job, with the underemployed being much more willing. About 69 percent of the underemployed are willing or completely willing to train for a new or better job versus 55 percent of all workers. The willingness to train is highest when the cost is fully borne by government and lowest when the trainee must pay the full costs. The underemployed are more willing to train even if they have to pay all the cost.

Of a total 877 respondents, 347 or 40 percent are employed. Primary reasons for underemployment are (i) lack of job opportunities in their area, (ii) low wages at available jobs, (iii) owning a house in an area away from jobs, and (iv) living too far from jobs. The main reasons for nonworker status are (i) retirement, (ii) disability or other health concerns, (iii) lack of job opportunities in their area, and (iv) social security limitations. Seventy-four percent employed, 55 percent nonworkers, and 72 percent underemployed are married. Men were 45 percent of employed, 33 percent nonworkers, and 29 percent underemployed. The median age is 54 for employed, 53 for underemployed, and 66 for nonworkers. Roughly 89 percent of employed, 84 percent of nonworkers, and 87 percent of underemployed are white; Hispanics are a tiny portion of the nonworkers respondents.

Seven percent of the employed and 21 percent of nonworkers do not hold a high school diploma or equivalent, compared to eight percent of underemployed. About 20 percent employed, 25 percent underemployed, and nine percent of nonworkers hold a bachelor's or higher degree. WIAA Region 1 has a 33,600-strong labor pool that is willing to commute and is seeking higher wage jobs.

Table 1.2 Underemployment Survey Results, Region 1 (Percent)

County /WIAA		Colbert		Franklin		Lauderdale		Lawrence	
General		Emp	Und	Emp	Und	Emp	Und	Emp	Und
1. Percent of adults that are working full-time		80.7	87.5	70.9	65.0	73.9	41.2	77.6	58.3
2. Percent of part-timers who wish to work full-time		0.0	0.0	29.4	42.9	50.0	70.0	7.7	0.0
3. Percent of workers with more than one job		10.5	0.0	10.5	15.0	9.1	11.8	10.3	8.3
4. Average commute time (one-way)									
	Up to 20 minutes	61.4	62.5	57.9	60.0	50.0	58.8	44.8	58.3
	20 to 40 minutes	31.6	37.5	29.8	30.0	28.8	29.4	43.1	25.0
	40 minutes to an hour	7.0	0.0	10.5	10.0	9.1	5.9	5.2	0.0
	More than an hour	0.0	0.0	0.0	0.0	9.1	5.9	6.9	16.7
5. Commute distance									
	Less than 10 miles	49.1	62.5	46.4	35.0	40.6	47.1	39.7	50.0
	10 to 25 miles	35.1	25.0	37.5	50.0	29.7	35.3	43.1	33.3
	25 to 45 miles	14.0	12.5	10.7	10.0	17.2	5.9	15.5	16.7
	More than 45 miles	0.0	0.0	5.4	5.0	10.9	11.8	1.7	0.0
6. Occupation									
	Management	10.5	0.0	5.3	5.0	7.6	5.9	3.5	0.0
	Business/Financial Operations	5.3	0.0	0.0	0.0	4.6	0.0	5.2	0.0
	Computer/Mathematical	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Architecture/Engineering	1.8	0.0	0.0	0.0	4.6	0.0	0.0	0.0
	Life/Physical/Social Science	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Community /Social Services	1.8	0.0	0.0	16.7	1.5	0.0	1.7	8.3
	Legal	7.0	0.0	0.0	0.0	0.0	0.0	1.7	8.3
	Education/Training/Library	8.8	12.5	12.3	15.0	10.6	17.7	5.2	0.0
	Arts/Design/Entertainment/Sports/Media	8.8	0.0	1.8	0.0	3.0	0.0	1.7	0.0
	Healthcare Practitioners/Technicians	7.0	0.0	1.8	5.0	4.6	0.0	8.6	8.3
	Healthcare Support	1.8	25.0	1.8	0.0	6.1	0.0	8.6	8.3
	Protective Service	1.8	0.0	0.0	0.0	0.0	0.0	1.7	0.0
	Food Preparation/Serving Related	0.0	0.0	5.3	5.0	4.6	5.9	1.7	0.0
	Building/Grounds Cleaning/Maintenance.	10.5	0.0	1.8	5.0	7.6	17.7	5.2	8.3
	Personal Care/Service	7.0	0.0	3.5	5.0	1.5	0.0	0.0	0.0
	Sales and Related	0.0	25.0	8.8	5.0	7.6	5.9	10.3	8.3
	Office/Administrative Support	3.5	0.0	14.0	20.0	3.0	5.9	5.2	8.3
	Farming/Fishing/Forestry	0.0	25.0	3.5	0.0	4.6	0.0	1.7	0.0
	Construction/Extraction	3.5	0.0	5.3	5.0	3.0	0.0	3.5	8.3
	Installation/Maintenance/Repair	1.8	12.5	10.5	0.0	6.1	5.9	6.9	0.0
	Production	12.3	0.0	7.0	10.0	7.6	5.9	6.9	0.0
	Transportation/Material Moving	3.5	12.5	7.0	5.0	3.0	5.9	10.3	25.0
	other	14.0	12.5	10.5	15.0	9.1	23.5	10.3	8.3
7. Industry									
	Agriculture/Forestry/Fishing/Hunting	0.0	0.0	3.5	5.0	1.5	0.0	5.2	0.0
	Mining	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Utilities	0.0	0.0	1.8	0.0	7.6	0.0	3.5	0.0
	Construction	3.5	0.0	5.3	0.0	7.6	5.9	5.2	8.3
	Manufacturing	15.8	12.5	17.5	10.0	10.6	11.8	6.9	0.0
	Wholesale Trade	1.8	0.0	3.5	0.0	3.0	0.0	0.0	0.0
	Retail Trade	3.5	0.0	3.5	0.0	4.6	5.9	5.2	8.3
	Transportation/Warehousing	7.0	25.0	5.3	10.0	3.0	11.8	8.6	8.3
	Information	0.0	0.0	0.0	0.0	1.5	5.9	0.0	0.0
	Finance/Insurance	0.0	0.0	3.5	5.0	4.6	5.9	6.9	0.0
	Real Estate/Rental/Leasing	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Professional/Scientific/Technical Services	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Management of Companies/Enterprises	0.0	0.0	3.5	0.0	0.0	0.0	1.7	0.0
	Administrative/Support/Waste Management/Remediation	5.3	0.0	0.0	0.0	0.0	0.0	1.7	0.0
	Educational Services	10.5	12.5	14.0	20.0	10.6	11.8	10.3	16.7
	Health Care/Social Assistance	19.3	37.5	8.8	15.0	13.6	0.0	15.5	16.7
	Arts/Entertainment/Recreation	1.8	0.0	1.8	0.0	1.5	0.0	0.0	0.0
	Accommodation/Food Services	3.5	8.3	3.5	5.0	7.6	5.9	5.2	0.0
	Public Administration	3.5	0.0	3.5	5.0	4.6	0.0	3.5	0.0
	Other	12.3	0.0	5.3	5.0	9.1	11.8	8.6	25.0

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table 1.2 Underemployment Survey Results, Region 1 (Percent, continued)

County /WIAA		Marion		Winston		Region 1	
General		Emp	Und	Emp	Und	Emp	Und
1. Percent of adults that are working full-time		74.1	62.5	72.3	40.0	75.0	59.0
2. Percent of part-timers who wish to work full-time		26.7	66.7	40.0	50.0	28.1	48.5
3. Percent of workers with more than one job		11.9	12.5	6.0	0.0	9.8	10.1
4. Average commute time (one-way)	Up to 20 minutes	57.6	56.3	46.0	50.0	53.0	58.2
	20 to 40 minutes	25.4	25.0	30.0	50.0	31.4	30.4
	40 minutes to an hour	6.8	0.0	6.0	0.0	7.5	3.8
	More than an hour	5.1	6.3	12.0	0.0	5.5	5.1
5. Commute distance	Less than 10 miles	53.6	57.1	29.8	33.3	43.5	46.8
	10 to 25 miles	30.4	35.7	46.8	50.0	36.7	39.0
	25 to 45 miles	7.1	0.0	8.5	16.7	12.4	9.1
	More than 45 miles	8.9	7.1	14.9	0.0	6.8	5.2
6. Occupation	Management	3.4	6.3	16.0	0.0	7.5	3.8
	Business/Financial Operations	5.1	6.3	2.0	0.0	3.8	1.3
	Computer/Mathematical	0.0	0.0	0.0	0.0	0.0	0.0
	Architecture/Engineering	3.4	6.3	0.0	0.0	1.7	1.3
	Life/Physical/Social Science	1.7	0.0	2.0	0.0	0.6	0.0
	Community /Social Services	3.4	6.3	2.0	0.0	1.7	2.5
	Legal	1.7	0.0	4.0	0.0	1.4	1.3
	Education/Training/Library	10.2	6.3	4.0	16.7	8.4	11.4
	Arts/Design/Entertainment/Sports/Media	1.7	0.0	4.0	16.7	2.0	1.3
	Healthcare Practitioners/Technicians	3.4	12.5	2.0	0.0	4.9	5.1
	Healthcare Support	6.8	6.3	0.0	0.0	5.2	5.1
	Protective Service	0.0	0.0	0.0	0.0	0.3	0.0
	Food Preparation/Serving Related	5.1	0.0	0.0	0.0	3.2	2.5
	Building/Grounds Cleaning/Maintenance.	3.4	625.0	2.0	0.0	3.8	7.6
	Personal Care/Service	1.7	6.3	8.0	16.7	2.3	3.8
	Sales and Related	6.8	18.8	8.0	16.7	8.7	11.4
	Office/Administrative Support	3.4	6.5	6.0	0.0	6.3	8.9
	Farming/Fishing/Forestry	3.4	0.0	0.0	0.0	2.3	0.0
	Construction/Extraction	3.4	0.0	4.0	0.0	3.8	2.5
	Installation/Maintenance/Repair	5.1	0.0	14.0	16.7	7.2	3.8
	Production	8.5	0.0	4.0	0.0	7.8	3.8
	Transportation/Material Moving	8.5	6.3	10.0	0.0	6.9	8.9
	other	10.2	6.3	8.0	16.7	10.4	13.9
7. Industry	Agriculture/Forestry/Fishing/Hunting	3.4	0.0	0.0	0.0	2.3	0.0
	Mining	1.7	0.0	2.0	0.0	0.6	0.0
	Utilities	1.7	0.0	0.0	0.0	2.6	0.0
	Construction	6.8	6.3	8.0	0.0	6.1	5.1
	Manufacturing	11.9	6.3	18.0	0.0	13.3	7.6
	Wholesale Trade	1.7	0.0	2.0	0.0	2.0	0.0
	Retail Trade	5.1	12.5	8.0	33.3	4.9	7.6
	Transportation/Warehousing	5.1	6.3	10.0	0.0	6.3	10.1
	Information	0.0	0.0	0.0	0.0	0.3	1.3
	Finance/Insurance	5.1	6.3	4.0	0.0	4.0	3.8
	Real Estate/Rental/Leasing	0.0	0.0	0.0	0.0	0.0	0.0
	Professional/Scientific/Technical Services	1.7	0.0	2.0	0.0	0.6	0.0
	Management of Companies/Enterprises	0.0	0.0	2.0	0.0	1.2	0.0
	Administrative/Support/Waste Management/Remediation	0.0	0.0	2.0	0.0	1.4	1.8
	Educational Services	11.9	6.3	4.0	0.0	10.4	12.7
	Health Care/Social Assistance	17.0	25.0	10.0	16.7	14.1	16.5
	Arts/Entertainment/Recreation	1.7	0.0	4.0	16.7	1.7	1.3
	Accommodation/Food Services	1.7	0.0	2.0	0.0	4.0	2.5
	Public Administration	5.1	12.5	4.0	0.0	4.0	3.8
	Other	13.6	12.5	4.0	16.7	8.9	11.4

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table 1.2 Underemployment Survey Results, Region 1 (Percent, continued)

County /WIAA		Colbert		Franklin		Lauderdale		Lawrence	
		Emp	Und	Emp	Und	Emp	Und	Emp	Und
8. Years at current/primary job	Less than a year	14.0	12.5	8.8	10.0	15.2	17.7	20.7	33.3
	1 to 3 years	3.5	0.0	8.8	5.0	9.1	23.5	5.2	25.0
	3 to 5 years	7.0	25.0	7.0	15.0	0.0	0.0	3.5	0.0
	5 to 10 years	5.3	0.0	17.5	10.0	15.2	5.9	17.2	16.7
	10 to 20 years	17.5	25.0	22.8	35.0	18.2	5.9	25.9	16.7
	More than 20 years	50.9	25.0	35.1	25.0	42.4	47.1	27.6	8.3
9. Monthly wages	Less than \$500	3.5	12.5	3.5	5.0	4.6	11.8	10.3	16.7
	\$500 up to \$1,000	12.3	25.0	14.0	20.0	16.7	41.2	13.8	33.3
	\$1,000 up to \$2,000	21.1	25.0	28.1	40.0	16.7	11.8	24.1	25.0
	\$2,000 up to \$3,000	15.8	25.0	14.0	10.0	13.6	11.8	19.0	8.3
	\$3,000 up to \$4,000	7.0	0.0	8.8	5.0	10.6	0.0	6.9	0.0
	\$4,000 up to \$6,000	22.8	0.0	10.5	10.0	10.6	0.0	12.1	16.7
More than \$6,000		12.3	0.0	14.0	10.0	21.2	11.8	5.2	0.0
Job Fitness									
10. Percent of workers whose current job fits well with their education and training, skills, and experience		86.0	50.0	87.7	80.0	86.4	58.8	86.2	66.7
11. Percent of workers who believe they are qualified for a better job		54.4	87.5	63.2	75.0	62.1	76.5	55.2	75.0
Reasons:	Education and training	93.6	85.7	91.7	93.3	85.4	92.3	96.9	100.0
	Skills	93.6	100.0	91.7	86.7	92.7	100.0	100.0	100.0
	Experience	93.6	85.7	91.7	93.3	85.4	84.6	100.0	100.0
12. Additional income for which workers would leave current job									
	0 to 5% more	0.0	0.0	8.0	10.0	5.9	0.0	3.0	0.0
	5 to 15% more	23.3	33.3	16.0	20.0	11.8	28.6	21.2	0.0
	15 to 30% more	40.0	0.0	4.0	10.0	41.2	28.6	30.3	50.0
	30 to 50% more	13.3	66.7	16.0	10.0	8.8	0.0	18.2	37.5
	More than 50% more	16.7	0.0	24.0	10.0	20.6	28.6	9.1	12.5
*** Would not leave current job		6.7	0.0	32.0	40.0	8.8	14.3	15.2	0.0
13. Additional commute for new job	0 to 10 miles	40.8	42.9	28.9	26.7	32.8	43.8	29.8	30.0
	10 to 20 miles	36.7	28.6	35.6	40.0	34.5	31.3	31.9	20.0
	more than 20 miles	20.4	28.6	28.9	26.7	29.3	25.0	36.2	50.0
14. Additional one-way commute time	0 to 10 minutes	34.7	14.3	24.4	20.0	20.7	12.5	27.7	40.0
	10 to 20 minutes	32.7	28.6	26.7	26.7	44.8	62.5	31.9	10.0
	more than 20 minutes	32.7	0.0	46.7	53.3	31.0	25.0	40.4	50.0
15. Percent of workers who sought better job in past three months		16.3	42.9	17.8	33.3	17.2	37.5	14.9	30.0
Underemployment									
16. Percent of workers who say they are currently underemployed		14.0		35.1		25.8		24.0	
17. Reasons respondents give for being		Und	NnW	Und	NnW	Und	NnW	Und	NnW
A lack of job opportunities in their area		62.5	19.4	70.0	23.6	76.5	16.7	33.3	31.0
The low wages at the available jobs		50.0	15.7	60.0	23.6	58.8	13.9	33.3	19.0
They live too far from jobs		37.5	16.7	55.0	11.1	35.3	13.0	25.0	15.0
They are in school or undergoing training		0.0	0.9	5.0	1.4	0.0	3.7	8.3	2.0
Their spouse or partner has a really good job		50.0	3.7	20.0	8.3	11.8	8.3	8.3	4.0
They are retired		0.0	72.2	5.0	65.3	35.3	75.0	25.0	67.0
Because of social security limitations		0.0	27.8	5.0	18.1	23.5	26.9	25.0	24.0
Disability or other health concerns		12.5	37.0	15.0	47.2	94.1	34.3	16.7	48.0
Child care responsibilities		12.5	3.7	15.0	8.3	35.3	9.3	25.0	11.0
They take care of someone other than a child		25.0	10.2	20.0	8.3	17.7	7.4	50.0	12.0
Other family or personal obligations		12.5	10.2	50.0	9.7	11.8	14.8	33.3	12.0
Owning a house in your area		33.3	14.0	55.6	11.3	57.1	9.9	40.0	11.0
Something else		12.5	27.8	5.0	12.5	5.9	24.1	16.7	20.0

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 1.2 Underemployment Survey Results, Region 1 (Percent, continued)

County/WIAA		Marion		Winston		Region 1	
		Emp	Und	Emp	Und	Emp	Und
8. Years at current/primary job	Less than a year	11.9	31.3	14.0	33.3	14.1	21.5
	1 to 3 years	1.7	0.0	8.0	0.0	6.1	10.1
	3 to 5 years	11.9	12.5	2.0	0.0	5.2	8.9
	5 to 10 years	13.6	18.8	14.0	16.7	13.8	11.4
	10 to 20 years	22.0	6.3	20.0	16.7	21.0	17.7
	More than 20 years	37.3	25.0	40.0	33.3	38.9	27.9
9. Monthly wages	Less than \$500	3.4	6.3	8.0	33.3	5.5	11.4
	\$500 up to \$1,000	8.5	18.8	20.0	50.0	14.1	29.1
	\$1,000 up to \$2,000	22.0	25.0	12.0	0.0	20.8	24.1
	\$2,000 up to \$3,000	25.4	31.3	14.0	0.0	17.0	15.2
	\$3,000 up to \$4,000	13.6	6.3	10.0	16.7	9.5	2.5
	\$4,000 up to \$6,000	13.6	6.3	18.0	0.0	14.4	5.1
	More than \$6,000	1.7	0.0	4.0	0.0	10.1	5.1
<u>Job Fitness</u>							
10. Percent of workers whose current job fits well with their education and training, skills, and experience		86.4	68.8	88.0	50.0	86.7	65.8
11. Percent of workers who believe they are qualified for a better job		54.2	81.3	56.0	83.3	57.6	80.7
Reasons:	Education and training	93.8	100.0	89.3	100.0	91.5	95.2
	Skills	96.9	100.0	96.4	100.0	95.0	96.7
	Experience	100.0	100.0	96.4	100.0	94.0	93.6
12. Additional income for which workers would leave current job							
	0 to 5% more	0.0	0.0	13.6	33.3	4.4	5.0
	5 to 15% more	27.8	11.1	4.6	0.0	18.3	15.0
	15 to 30% more	22.2	55.6	27.3	0.0	28.3	30.0
	30 to 50% more	13.9	0.0	13.6	0.0	13.9	15.0
	More than 50% more	25.0	11.1	18.2	33.3	18.9	15.0
	*** Would not leave current job	8.3	11.1	13.6	33.3	13.3	17.5
13. Additional commute for new job	0 to 10 miles	30.6	30.8	40.0	25.0	33.7	33.9
	10 to 20 miles	32.7	30.8	32.5	25.0	34.0	30.8
	more than 20 miles	30.6	30.8	25.0	50.0	28.5	32.3
14. Additional one-way commute time	0 to 10 minutes	28.6	23.1	20.0	25.0	26.0	21.5
	10 to 20 minutes	18.4	15.4	42.5	25.0	33.0	30.8
	more than 20 minutes	49.0	53.9	35.0	50.0	38.9	46.2
15. Percent of workers who sought better job in past three months		16.3	46.2	12.50	50.00	16.0	38.5
<u>Underemployment</u>							
16. Percent of workers who say they are currently underemployed		27.1		12.0		22.8	
17. Reasons respondents give for being		Und	NnW	Und	NnW	Und	NnW
A lack of job opportunities in their area		75.0	33.3	66.7	27.4	65.8	24.5
The low wages at the available jobs		56.3	17.4	33.3	26.0	51.9	18.7
They live too far from jobs		81.3	14.5	33.3	31.5	48.1	16.6
They are in school or undergoing training		0.0	2.9	16.7	5.5	3.8	2.6
Their spouse or partner has a really good job		12.5	4.4	16.7	13.7	17.7	6.8
They are retired		18.8	68.1	33.3	75.3	19.0	70.8
Because of social security limitations		6.3	18.8	16.7	26.0	12.7	24.2
Disability or other health concerns		6.3	59.4	0.0	50.7	8.9	44.7
Child care responsibilities		12.5	8.7	16.7	9.6	20.3	8.3
They take care of someone other than a child		6.3	11.6	0.0	12.3	20.3	10.2
Other family or personal obligations		12.5	14.5	0.0	12.3	24.1	12.3
Owning a house in your area		50.0	19.0	25.0	19.0	48.4	13.5
Something else		12.5	24.6	16.7	17.8	10.1	21.7

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 1.2 Underemployment Survey Results, Region 1 (Percent, continued)

County/WIAA		Colbert			Franklin			Lauderdale			Lawrence		
Selected Characteristics		Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
18. Married Respondents		71.9	46.3	87.5	75.4	55.6	80.0	60.6	60.2	41.2	79.3	51.0	83.3
19. Sex	Female	57.9	66.7	87.5	57.9	62.5	70.0	48.5	64.8	64.7	58.6	73.0	66.7
	Male	42.1	33.3	12.5	42.1	37.5	30.0	51.5	35.2	35.3	41.4	27.0	33.3
20. Median age (years)		53	69	53	53	64	51	57	66	53	50.5	65.5	50.5
21. Ethnicity	Hispanic	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.9	0.0	1.7	1.0	0.0
21b. Race	White	84.2	84.3	87.5	98.3	88.9	100.0	87.9	83.3	82.4	72.4	74.0	66.7
	African-American/Other	10.5	12.0	12.5	1.8	9.7	16.7	12.1	11.1	17.7	15.5	17.0	0.0
22. Last school grade													
	High Sch./less, no diploma	1.8	14.8	0.0	12.3	23.6	15.0	9.1	15.7	11.8	6.9	25.0	0.0
	High School or GED	31.6	35.2	25.0	21.1	41.7	20.0	24.2	26.9	23.5	32.8	41.0	50.0
	Some college, no degree	17.5	19.4	25.0	28.1	15.3	20.0	13.6	17.6	17.7	24.1	13.0	25.0
	Jr. College/trade school/associate degree	5.3	9.3	0.0	17.5	2.8	20.0	12.1	10.2	5.9	12.1	7.0	8.3
	4-year college graduate/BA	29.8	13.0	37.5	15.8	9.7	20.0	27.3	13.0	29.4	17.2	6.0	8.3
	Postgraduate/Masters	14.0	6.5	12.5	5.3	6.9	5.0	13.6	15.7	11.8	6.9	6.0	8.3

WIAA		Marion			Winston			Region 1		
Selected Characteristics		Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
18. Married Respondents		74.6	60.9	81.3	86.0	60.3	66.7	74.1	55.1	72.2
19. Sex	Female	54.2	66.7	68.8	54.0	67.1	83.3	55.0	67.0	70.9
	Male	45.8	33.3	31.3	46.0	32.9	16.7	45.0	33.0	29.1
20. Median age (years)		55	65	51.5	55	67	55	54	66	53
21. Ethnicity	Hispanic	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.4	0.0
21b. Race	White	96.6	84.1	93.8	92.0	95.9	83.3	88.5	84.3	87.3
	African-American/Other	1.7	11.6	6.3	4.0	2.7	0.0	7.8	11.1	6.3
22. Last school grade										
	High Sch./less, no diploma	5.1	27.5	0.0	8.0	24.7	16.7	7.2	21.1	7.6
	High School or GED	40.7	26.1	18.8	38.0	39.7	33.3	31.1	34.9	26.6
	Some college, no degree	8.5	18.8	12.5	34.0	11.0	0.0	20.5	16.0	17.7
	Jr. College/trade school/associate degree	23.7	13.0	31.3	8.0	11.0	33.3	13.3	8.9	16.5
	4-year college graduate/BA	15.3	7.3	37.5	10.0	5.5	16.7	19.6	9.4	25.3
	Postgraduate/Masters	6.8	7.3	0.0	2.0	6.9	0.0	8.4	8.5	6.3

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 1.2 Underemployment Survey Results, Region 1 (Percent, continued)

County/WIAA		Colbert									
Job Satisfaction and Willingness to Train		Employed					Underemployed				
<i>23. Job Satisfaction</i>		CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction		1.8	0.0	12.3	33.3	52.6	0.0	0.0	12.5	50.0	37.5
Earnings		5.3	7.0	15.8	40.4	31.6	12.5	12.5	37.5	25.0	12.5
Retention		1.8	5.3	15.8	19.3	54.4	0.0	0.0	37.5	25.0	25.0
Work		0.0	1.8	3.5	26.3	68.4	0.0	0.0	0.0	37.5	62.5
Hours		1.8	5.3	10.5	24.6	57.9	0.0	0.0	12.5	12.5	75.0
Shift		5.3	3.5	12.3	14.0	64.9	0.0	0.0	0.0	12.5	87.5
Conditions		1.8	8.8	12.3	31.6	45.6	0.0	12.5	25.0	25.0	37.5
Commuting Distance		0.0	5.3	8.8	17.5	68.4	0.0	0.0	12.5	12.5	75.0
<i>24. Willingness to Train</i>		CU	U	N	W	CW	CU	U	N	W	CW
For a better job		34.7	2.0	6.1	14.3	42.9	14.3	0.0	0.0	14.3	71.4
If paid by workers		40.6	21.9	18.8	3.1	12.5	50.0	0.0	16.7	0.0	16.7
If co-paid by workers & Government		6.3	21.9	40.6	9.4	18.8	0.0	33.3	33.3	0.0	16.7
If paid by Government		0.0	9.4	6.3	31.3	53.1	0.0	33.3	0.0	0.0	66.7

County/WIAA		Franklin									
Job Satisfaction and Willingness to Train		Employed					Underemployed				
<i>23. Job Satisfaction</i>		CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction		3.5	7.0	15.8	33.3	40.4	0.0	20.0	30.0	20.0	30.0
Earnings		14.0	8.8	22.8	17.5	35.1	35.0	15.0	25.0	10.0	15.0
Retention		3.5	3.5	7.0	22.8	61.4	5.0	5.0	20.0	30.0	40.0
Work		1.8	1.8	10.5	22.8	63.2	0.0	5.0	25.0	35.0	35.0
Hours		5.3	0.0	5.3	10.5	79.0	5.0	0.0	5.0	20.0	70.0
Shift		7.0	0.0	8.8	10.5	73.7	10.0	0.0	10.0	5.0	75.0
Conditions		3.5	1.8	14.0	29.8	50.9	5.0	0.0	25.0	40.0	30.0
Commuting Distance		1.8	5.3	14.0	8.8	70.2	5.0	0.0	25.0	0.0	70.0
<i>24. Willingness to Train</i>		CU	U	N	W	CW	CU	U	N	W	CW
For a better job		20.0	6.7	24.4	11.1	35.6	6.7	6.7	20.0	13.3	46.7
If paid by workers		33.3	27.8	13.9	11.1	5.6	21.4	35.7	14.3	7.1	14.3
If co-paid by workers & Government		22.2	8.3	30.6	8.3	27.8	14.3	0.0	35.7	14.3	28.6
If paid by Government		2.8	5.6	13.9	13.9	63.9	21.4	0.0	0.0	0.0	78.6

County/WIAA		Lauderdale									
Job Satisfaction and Willingness to Train		Employed					Underemployed				
<i>23. Job Satisfaction</i>		CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction		4.6	7.6	12.1	21.2	54.6	11.8	0.0	29.4	23.5	35.3
Earnings		16.7	9.1	10.6	24.2	39.4	35.3	23.5	0.0	17.7	23.5
Retention		7.6	6.1	13.6	10.6	59.1	17.7	5.9	17.7	11.8	47.1
Work		6.1	1.5	7.6	19.7	65.2	17.7	0.0	5.9	29.4	47.1
Hours		3.0	4.6	6.1	12.1	72.7	11.8	5.9	11.8	11.8	58.8
Shift		6.1	4.6	10.6	16.7	62.1	5.9	5.9	5.9	17.7	64.7
Conditions		3.0	4.6	6.1	12.1	72.7	11.8	11.8	0.0	29.4	47.1
Commuting Distance		6.1	4.6	15.2	15.2	59.1	11.8	5.9	17.7	11.8	52.9
<i>24. Willingness to Train</i>		CU	U	N	W	CW	CU	U	N	W	CW
For a better job		27.6	8.6	12.1	8.6	43.1	12.5	12.5	6.3	12.5	56.3
If paid by workers		45.2	14.3	19.1	7.1	9.5	57.1	0.0	21.4	0.0	14.3
If co-paid by workers & Government		11.9	11.9	28.6	26.2	11.9	28.6	0.0	21.4	35.7	14.3
If paid by Government		9.5	4.8	4.8	14.3	66.7	14.3	0.0	7.1	0.0	78.6

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.
CU = Completely unwilling, U = Unwilling, N = Neither willing nor unwilling, W = Willing, and CW = Completely Willing.

Note: Rounding errors may be present.

Table 1.2 Underemployment Survey Results, Region 1 (Percent, continued)

County/WIAA		Lawrence									
Job Satisfaction and Willingness to Train		Employed					Underemployed				
23. Job Satisfaction		CD	D	N	S	CS	CD	D	N	S	CS
	Overall Satisfaction	0.0	5.2	13.8	27.6	53.5	0.0	8.3	25.0	33.3	33.3
	Earnings	5.2	8.6	29.3	19.0	37.9	8.3	16.7	25.0	25.0	25.0
	Retention	0.0	10.3	10.3	19.0	56.9	0.0	8.3	25.0	25.0	58.3
	Work	0.0	1.7	8.6	24.1	65.5	0.0	8.3	0.0	25.0	66.7
	Hours	1.7	6.9	15.5	17.2	58.6	0.0	16.7	25.0	25.0	33.3
	Shift	1.7	1.7	6.9	6.9	82.8	0.0	0.0	8.3	16.7	75.0
	Conditions	1.7	0.0	12.1	27.6	58.6	0.0	0.0	16.7	25.0	58.3
	Commuting Distance	3.5	5.2	8.6	12.1	70.7	0.0	8.3	8.3	16.7	66.7
24. Willingness to Train		CU	U	N	W	CW	CU	U	N	W	CW
	For a better job	27.7	2.1	19.2	0.0	51.1	20.0	0.0	20.0	0.0	60.0
	If paid by workers	52.9	17.7	14.7	2.9	8.8	37.5	37.5	12.5	12.5	0.0
	If co-paid by workers & Government	8.8	17.7	32.4	11.8	29.4	12.5	25.0	50.0	0.0	12.5
	If paid by Government	2.9	0.0	11.8	14.7	70.6	0.0	0.0	0.0	25.0	75.0

County/WIAA		Marion									
Job Satisfaction and Willingness to Train		Employed					Underemployed				
23. Job Satisfaction		CD	D	N	S	CS	CD	D	N	S	CS
	Overall Satisfaction	6.8	5.1	15.3	22.0	50.9	18.8	18.8	25.0	12.5	25.0
	Earnings	11.9	8.5	20.3	25.4	33.9	37.5	12.5	0.0	31.3	18.8
	Retention	3.4	8.5	6.8	15.3	64.4	12.5	12.5	18.8	18.8	50.0
	Work	5.1	1.7	8.5	25.4	59.3	12.5	6.3	12.5	31.3	37.5
	Hours	6.8	5.1	10.2	17.0	61.0	18.8	12.5	25.0	6.3	37.5
	Shift	5.1	6.8	5.1	15.3	67.8	12.5	12.5	6.3	6.3	62.5
	Conditions	1.7	10.2	3.4	30.5	54.2	0.0	18.8	6.3	37.5	37.5
	Commuting Distance	1.7	1.7	13.6	13.6	69.5	6.3	0.0	12.5	12.5	68.8
24. Willingness to Train		CU	U	N	W	CW	CU	U	N	W	CW
	For a better job	12.2	8.2	10.2	18.4	51.0	7.7	7.7	7.7	0.0	76.9
	If paid by workers	39.5	20.9	16.3	7.0	4.7	58.3	8.3	8.3	16.7	8.3
	If co-paid by workers & Government	11.6	9.3	30.2	25.6	18.6	0.0	0.0	41.7	33.3	25.0
	If paid by Government	2.3	0.0	9.3	23.3	65.1	0.0	0.0	8.3	8.3	83.3

County/WIAA		Winston									
Job Satisfaction and Willingness to Train		Employed					Underemployed				
23. Job Satisfaction		CD	D	N	S	CS	CD	D	N	S	CS
	Overall Satisfaction	8.0	4.0	18.0	28.0	42.0	50.0	0.0	16.7	0.0	33.3
	Earnings	6.0	16.0	26.0	20.0	32.0	16.7	0.0	50.0	0.0	33.3
	Retention	6.0	4.0	16.0	28.0	46.0	16.7	0.0	0.0	0.0	66.7
	Work	0.0	0.0	18.0	20.0	60.0	33.3	0.0	50.0	0.0	16.7
	Hours	6.0	6.0	26.0	16.0	46.0	33.3	0.0	33.3	0.0	33.3
	Shift	4.0	8.0	12.0	16.0	60.0	33.3	16.7	16.7	0.0	33.3
	Conditions	2.0	2.0	18.0	28.0	50.0	0.0	16.7	33.3	0.0	50.0
	Commuting Distance	2.0	6.0	10.0	16.0	66.0	16.7	0.0	0.0	0.0	83.3
24. Willingness to Train		CU	U	N	W	CW	CU	U	N	W	CW
	For a better job	12.5	7.5	27.5	12.5	40.0	100.0	0.0	0.0	0.0	0.0
	If paid by workers	57.1	22.9	5.7	5.7	5.7	25.0	0.0	25.0	0.0	50.0
	If co-paid by workers & Government	20.0	14.3	34.3	11.4	17.1	0.0	0.0	0.0	25.0	75.0
	If paid by Government	8.6	2.9	8.6	17.1	57.1	100.0	0.0	0.0	0.0	0.0

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.
 CU = Completely unwilling, U = Unwilling, N = Neither willing nor unwilling, W = Willing, and CW = Completely Willing.
 Note: Rounding errors may be present.

Table 1.2 Underemployment Survey Results, Region 1 (Percent, continued)

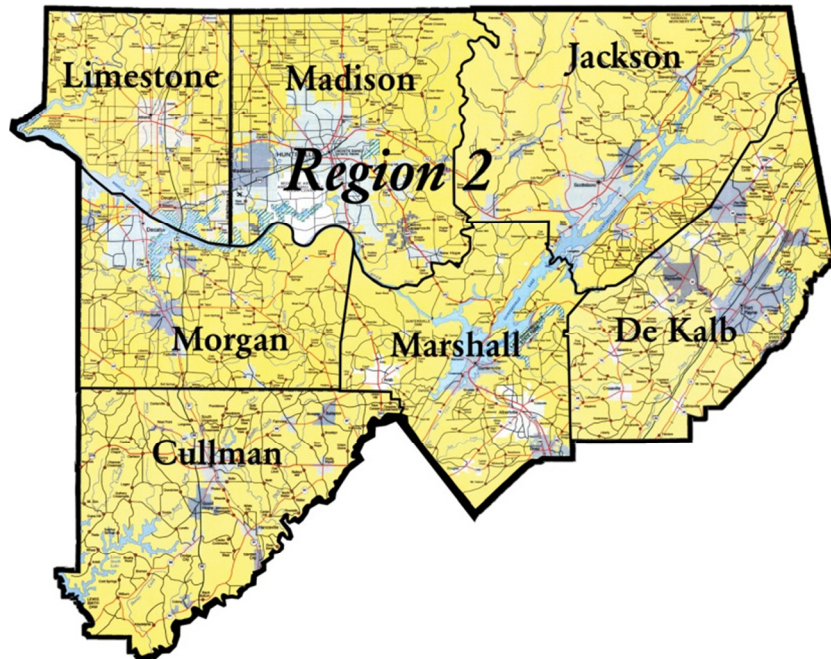
County/WIAA Job Satisfaction and Willingness to Train	Region 1									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	4.0	4.9	14.4	27.4	49.3	10.1	10.1	25.3	22.8	31.7
Earnings	10.1	9.5	20.5	24.5	35.2	27.9	15.2	17.7	19.0	20.3
Retention	3.8	6.3	11.5	18.7	57.4	8.9	6.3	20.3	20.3	46.8
Work	2.3	1.4	9.2	23.1	63.7	6.3	3.8	12.7	29.1	46.8
Hours	4.6	4.6	12.7	17.0	61.1	10.1	6.3	16.5	13.9	53.2
Shift	4.3	4.0	8.4	12.4	70.6	8.9	5.1	7.6	10.1	68.4
Conditions	2.3	5.2	11.8	27.7	53.0	3.8	8.9	15.2	30.4	41.8
Commuting Distance	2.6	4.6	11.8	13.8	67.2	5.1	3.8	15.2	8.9	67.1
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	22.9	5.9	16.0	10.8	44.1	10.8	6.2	12.3	7.7	61.5
If paid by workers	44.6	20.7	14.9	6.3	7.7	48.3	15.5	10.3	8.6	8.6
If co-paid by workers & Government	13.5	13.5	32.4	16.2	20.3	13.8	6.9	34.5	19.0	22.4
If paid by Government	4.5	3.6	9.0	18.9	63.1	3.5	0.0	6.9	12.1	77.6

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.

CU = Completely unwilling, U = Unwilling, N = Neither willing nor unwilling, W = Willing, and CW = Completely Willing.

Note: Rounding errors may be present. Characteristics of the underemployed are not reported for Franklin, Marion and Winston counties because they are statistically unreliable.

Underemployment in Workforce Investment Advisory Area, Region 2



Underemployment in Workforce Investment Advisory Area, Region 2

WIAA Region 2 comprises of the seven counties shown in Table 2.1. The area's underemployment rate of 23.2 percent is slightly lower than the state's 23.8 percent and indicates that the region had 87,800 underemployed workers in December 2012. Adding the unemployed gives a total available labor pool of about 111,200, which is 4.7 times the number of unemployed and more realistic. However, prospective employers must offer higher wages, better benefits or terms of employment, or some other incentives to induce the underemployed to change jobs. The region has 18.3 percent of the state's underemployed and 18.7 percent of the state's workers.

Table 2.1 Region 2 Underemployed

	Alabama	Region 2	Cullman	DeKalb	Jackson	Limestone
Labor force	2,154,744	401,382	38,673	28,281	26,033	39,258
Employed	2,013,847	377,814	36,482	26,233	24,394	36,981
Underemployment rate	23.8%	23.2%	20.6%	25.9%	21.7%	34.5%
Underemployed workers	479,296	87,653	7,512	6,784	5,286	12,751
Unemployed	140,897	23,568	2,191	2,048	1,639	2,277
Available labor pool	620,193	111,221	9,703	8,832	6,925	15,028
	Madison	Marshall	Morgan			
Labor Force	170,577	40,973	57,587			
Employed	161,216	38,414	54,094			
Underemployment rate	24.2%	15.0%	19.3%			
Underemployed workers	39,079	5,762	10,429			
Unemployed	9,361	2,559	3,493			
Available labor pool	48,440	8,321	13,922			

Note: Rounding errors may be present. Based on December 2012 labor force data.

Source: Center for Business and Economic Research, The University of Alabama; Alabama Department of Labor; and U.S. Bureau of Labor Statistics.

Underemployment Survey Results

Underemployment rates range from 15.0 percent in Marshall County to 34.5 percent in Madison, with three counties having rates that exceeded the Alabama rate (Table 2.1). The rates are multiplied by the number of employed to get the number of underemployed workers. Table 2.2 shows the detailed survey results that include characteristics of the employed, underemployed, and nonworkers. County-level characteristics are not discussed because, except for Madison, counties had too few underemployed respondents, which while useful for estimating underemployment are less reliable for making inferences on characteristics.

Of the employed, about 77 percent are full-time workers, 10 percent hold more than one job, and 25 percent of part-timers wish to work full-time. Commuting one-way is 20 minutes or less for 55 percent of workers and more than 40 minutes for 10 percent; 2.6 percent exceed an hour. Distance traveled is less than 10 miles for 43 percent, but 17 percent go more than 25 miles with 4.9 percent exceeding 45 miles. Job tenure is greater than 10 years for 59 percent; 36.9 percent have more than 20 years. The median monthly wage is between \$3,000 and \$4,000. Most workers are in knowledge-based industries. Eighty-eight percent say their jobs fit well with their education, training, skills, and experience, but 58 percent believe they are qualified for a better job. Twenty-three percent have sought better jobs in the preceding three months. Offered up to 15 percent higher wages, 29 percent would leave their jobs; 51 percent will leave for more than that with 11.1 percent wanting

more than 50 percent. For the higher-paying job, 40 percent would increase the one-way commute by up to 10 miles, but 25 percent would go 20 or more extra miles; 31 percent will increase one-way commute time by more than 20 minutes but 28 percent will only consider up to 10 minutes.

Among the underemployed, 58 percent work full-time, 11 percent hold more than one job, and 42 percent of part-time workers want full-time work. The one-way commute is 20 minutes or less for 57 percent and over 40 minutes for 9 percent—3.3 percent exceed an hour. Commute distance is less than 10 miles for 44 percent; 15.8 percent go more than 25 miles with 4.1 percent exceeding 45 miles. The underemployed have shorter job tenure; 50 percent have more than 10 years compared to 59 percent of employed. Fifty-seven percent earn up to \$2,000 monthly versus 33 percent of the employed. More underemployed are in educational services and retail trade sectors. Seventy-five percent claim their jobs fit well with their education, training, skills, and experience, but 87 percent believe they are qualified for a better job and 35 percent have sought better jobs in the preceding three months. About 35 percent would leave current job for up to 15 percent more income, but 47 percent want more than 15 percent higher wages and 12 percent want more than a 50 percent raise. For the higher-paying job, 40 percent will commute up to 10 miles farther one-way, but 25 percent will go 20 or more miles. Twenty-eight percent will not consider driving more than 10 minutes for this new job while 37 percent are willing to increase the one-way commute by more than 20 minutes.

Most workers (76 percent) in Region 2 are satisfied or completely satisfied with their jobs but fewer underemployed workers (54 percent) feel the same way. Workers are more satisfied with their work shift and least satisfied with their earnings. The underemployed are most satisfied with their work shift and commute distance and much more dissatisfied with their earnings. Workers are generally willing to train for a new or better job, with the underemployed being much more willing. About 74 percent of the underemployed are willing or completely willing to train for a new or better job compared to 59 percent of all workers. The willingness to train is highest when the cost is fully borne by government and lowest when the trainee must pay the full costs. The underemployed are more willing to train except when they have to pay all the cost.

Of a total 1,357 respondents, 651 or 47 percent are employed. Lack of job opportunities, low wages at available jobs, owning a house in their area, and spousal or partner job and income are the main reasons given for being underemployed. Primary reasons for not working are retirement, disability or other health concerns, and social security limitations. Seventy-three percent of the employed, 55 percent of nonworkers, and 67 percent underemployed were married. Men were 47 percent of employed, 35 percent of nonworkers, and 40 percent of underemployed. The median age is 51 for employed, 50 underemployed, and 66 for nonworkers. Roughly 81 percent of the employed, 82 percent nonworkers, and 79 percent of underemployed are white; Hispanics are a tiny portion of respondents. African-Americans and other ethnicity groups constitute 14 percent of the employed, 11 percent of nonworkers, and 14 percent of underemployed.

Just three percent of the employed and one percent of the underemployed do not hold a high school diploma or equivalent, compared to 14 percent of nonworkers. Twenty-five percent of the employed, 27 percent of underemployed, and 14 percent of nonworkers hold a bachelor's or higher degree. WIAA Region 2 has a very large and well-educated labor pool, about 111,200, that is willing to commute and is seeking higher wage jobs.

Table 2.2 Underemployment Survey Results, Region 2 (Percent)

County/WIAA		Cullman		DeKalb		Jackson		Limestone	
General		Emp	Und	Emp	Und	Emp	Und	Emp	Und
1. Percent of adults that are working full-time		72.7	38.5	79.3	73.3	82.8	91.7	82.8	75.0
2. Percent of part-timers who wish to work full-time		15.8	22.2	41.7	50.0	27.3	100.0	30.0	60.0
3. Percent of workers with more than one job		11.8	28.6	13.8	13.3	8.3	7.7	12.1	5.0
4. Average commute time (one-way)									
	Up to 20 minutes	54.4	50.0	60.3	60.0	43.3	61.5	53.5	50.0
	20 to 40 minutes	23.5	28.6	27.6	40.0	31.7	7.7	27.6	20.0
	40 minutes to an hour	11.8	0.0	3.5	0.0	13.3	15.4	8.6	15.0
	More than an hour	7.4	21.4	1.7	0.0	10.0	15.4	0.0	0.0
5. Commute distance									
	Less than 10 miles	41.8	35.7	42.9	26.7	39.0	53.9	46.3	55.6
	10 to 25 miles	28.4	21.4	44.6	66.7	20.3	7.7	38.9	16.7
	25 to 45 miles	13.4	21.4	10.7	6.7	25.4	23.1	11.1	27.8
	More than 45 miles	16.4	21.4	1.8	0.0	15.3	15.4	3.7	0.0
6. Occupation									
	Management	10.3	7.1	12.1	6.7	11.7	0.0	12.1	15.0
	Business/Financial Operations	8.8	21.4	3.5	6.7	5.0	0.0	5.2	5.0
	Computer/Mathematical	1.5	0.0	0.0	0.0	1.7	0.0	1.7	5.0
	Architecture/Engineering	1.5	7.1	3.5	0.0	6.7	15.4	12.1	0.0
	Life/Physical/Social Science	1.5	0.0	1.7	0.0	0.0	0.0	0.0	0.0
	Community /Social Services	1.5	7.1	0.0	0.0	0.0	0.0	1.7	0.0
	Legal	2.9	0.0	1.7	0.0	1.7	0.0	1.7	0.0
	Education/Training/Library	10.3	7.1	12.1	13.3	10.0	7.7	12.1	15.0
	Arts/Design/Entertainment/Sports/Media	1.5	0.0	0.0	0.0	1.7	7.7	0.0	0.0
	Healthcare Practitioners/Technicians	5.9	7.1	8.6	0.0	3.3	7.7	5.2	10.0
	Healthcare Support	2.9	0.0	3.5	0.0	5.0	0.0	8.6	20.0
	Protective Service	0.0	0.0	1.7	6.7	0.0	0.0	1.7	0.0
	Food Preparation/Serving Related	0.0	0.0	5.2	6.7	5.0	7.7	0.0	0.0
	Building/Grounds Cleaning/Maintenance.	1.5	0.0	3.5	0.0	3.3	7.7	3.5	0.0
	Personal Care/Service	5.9	7.1	5.2	6.7	1.7	0.0	1.7	0.0
	Sales and Related	8.8	0.0	6.9	6.7	6.7	0.0	5.2	5.0
	Office/Administrative Support	2.9	0.0	1.7	0.0	6.7	0.0	3.5	0.0
	Farming/Fishing/Forestry	4.4	7.1	5.2	0.0	1.7	7.7	1.7	5.0
	Construction/Extraction	2.9	7.1	6.9	13.3	6.7	7.7	0.0	0.0
	Installation/Maintenance/Repair	4.4	0.0	3.5	13.3	5.0	7.7	6.9	0.0
	Production	2.9	0.0	5.2	13.3	3.3	7.7	3.5	5.0
	Transportation/Material Moving	2.9	0.0	1.7	0.0	3.3	7.7	1.7	5.0
	other	14.7	21.4	6.9	6.7	10.0	7.7	10.3	10.0
7. Industry									
	Agriculture/Forestry/Fishing/Hunting	7.4	7.1	6.9	0.0	3.3	7.7	3.5	5.0
	Mining	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Utilities	0.0	0.0	3.5	0.0	3.3	0.0	6.9	0.0
	Construction	5.9	0.0	3.5	6.7	5.0	7.7	5.2	5.0
	Manufacturing	5.9	0.0	15.5	26.7	15.0	7.7	10.3	5.0
	Wholesale Trade	0.0	0.0	1.7	6.7	0.0	0.0	0.0	0.0
	Retail Trade	5.9	7.1	12.1	20.0	5.0	7.7	1.7	0.0
	Transportation/Warehousing	2.9	7.1	1.7	0.0	5.0	0.0	3.5	0.0
	Information	0.0	0.0	0.0	0.0	1.7	0.0	1.7	0.0
	Finance/Insurance	4.4	14.3	5.2	0.0	3.3	0.0	0.0	0.0
	Real Estate/Rental/Leasing	0.0	0.0	0.0	0.0	3.3	0.0	5.2	0.0
	Professional/Scientific/Technical Services	4.4	7.1	1.7	6.7	5.0	15.4	5.2	0.0
	Management of Companies/Enterprises	1.5	0.0	3.5	0.0	0.0	0.0	0.0	0.0
	Administrative/Support/Waste Management/Remediation	1.5	0.0	0.0	0.0	1.7	0.0	3.5	5.0
	Educational Services	13.2	14.3	13.8	13.3	3.3	7.7	12.1	15.0
	Health Care/Social Assistance	13.2	14.3	12.1	0.0	3.3	15.4	15.5	35.0
	Arts/Entertainment/Recreation	2.9	0.0	1.7	0.0	1.7	7.7	1.7	0.0
	Accommodation/Food Services	4.4	0.0	5.2	6.7	3.3	0.0	0.0	0.0
	Public Administration	5.9	0.0	3.5	13.3	5.0	7.7	6.9	10.0
	Other	7.4	21.4	3.5	0.0	3.3	0.0	10.3	20.0

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table 2.2 Underemployment Survey Results, Region 2 (Percent)

County/WIAA		Madison		Marshall		Morgan		Region 2	
General		Emp	Und	Emp	Und	Emp	Und	Emp	Und
1. Percent of adults that are working full-time		78.0	54.7	71.7	44.4	68.7	31.3	76.6	57.7
2. Percent of part-timers who wish to work full-time		28.3	44.8	5.9	20.0	26.9	45.5	25.2	42.2
3. Percent of workers with more than one job		8.3	9.4	10.0	11.1	10.8	6.3	10.0	10.6
4. Average commute time (one-way)									
	Up to 20 minutes	55.7	60.9	63.3	44.4	55.4	56.3	55.3	57.0
	20 to 40 minutes	34.9	28.1	20.0	44.4	31.3	37.5	30.3	28.5
	40 minutes to an hour	3.8	3.1	11.7	11.1	9.6	6.3	7.4	6.0
	More than an hour	0.4	0.0	3.3	0.0	2.4	0.0	2.6	3.3
5. Commute distance									
	Less than 10 miles	39.8	42.6	55.9	33.3	46.3	56.3	43.1	43.8
	10 to 25 miles	50.0	49.2	23.7	55.6	31.7	31.3	38.7	39.0
	25 to 45 miles	7.5	3.3	15.3	11.1	18.3	12.5	12.5	11.6
	More than 45 miles	0.8	1.6	5.1	0.0	3.7	0.0	4.9	4.1
6. Occupation									
	Management	8.7	3.1	11.7	22.2	18.1	25.0	11.2	8.6
	Business/Financial Operations	7.2	3.1	5.0	11.1	3.6	0.0	6.0	5.3
	Computer/Mathematical	4.6	3.1	0.0	0.0	2.4	6.3	2.6	2.7
	Architecture/Engineering	8.3	3.1	5.0	0.0	8.4	0.0	7.1	3.3
	Life/Physical/Social Science	0.4	1.6	0.0	0.0	0.0	0.0	0.5	0.7
	Community /Social Services	0.4	0.0	5.0	0.0	2.4	0.0	1.2	0.7
	Legal	2.3	0.0	1.7	0.0	2.4	6.3	2.2	0.7
	Education/Training/Library	6.4	10.9	5.0	0.0	7.2	6.3	8.1	9.9
	Arts/Design/Entertainment/Sports/Media	4.2	0.0	3.3	0.0	2.4	6.3	2.6	4.6
	Healthcare Practitioners/Technicians	5.3	4.7	3.3	0.0	2.4	6.3	4.9	5.3
	Healthcare Support	0.8	1.6	5.0	0.0	6.0	0.0	3.4	2.7
	Protective Service	0.8	1.6	1.7	0.0	2.4	6.3	1.1	2.0
	Food Preparation/Serving Related	2.7	7.8	0.0	0.0	2.4	0.0	2.3	4.6
	Building/Grounds Cleaning/Maintenance.	3.4	4.7	0.0	0.0	1.2	6.3	2.6	3.3
	Personal Care/Service	1.1	0.0	1.7	11.1	2.4	0.0	2.3	2.7
	Sales and Related	8.7	9.4	15.0	22.2	8.4	12.5	8.6	7.3
	Office/Administrative Support	6.4	14.1	1.7	0.0	6.0	6.3	4.9	7.3
	Farming/Fishing/Forestry	0.0	0.0	0.0	0.0	0.0	0.0	1.2	1.3
	Construction/Extraction	1.1	0.0	1.7	0.0	1.2	0.0	2.3	2.7
	Installation/Maintenance/Repair	1.9	0.0	6.7	11.1	6.0	6.3	4.0	4.0
	Production	2.3	1.6	3.3	0.0	1.2	0.0	2.8	3.3
	Transportation/Material Moving	1.9	1.6	5.0	11.1	2.4	0.0	2.5	2.0
	other	21.2	21.9	18.3	11.1	10.8	6.3	15.7	15.2
7. Industry									
	Agriculture/Forestry/Fishing/Hunting	1.5	1.6	5.0	0.0	0.0	0.0	3.1	2.7
	Mining	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Utilities	0.8	0.0	3.3	0.0	3.6	0.0	2.3	0.0
	Construction	3.0	3.1	5.0	11.1	4.8	0.0	4.2	4.0
	Manufacturing	3.0	0.0	13.3	11.1	13.3	6.3	8.5	5.3
	Wholesale Trade	0.8	0.0	0.0	0.0	0.0	0.0	0.5	0.7
	Retail Trade	9.1	12.5	11.7	22.2	6.0	12.5	7.8	10.6
	Transportation/Warehousing	1.5	0.0	8.3	11.1	3.6	0.0	3.1	2.0
	Information	1.9	3.1	3.3	11.1	0.0	0.0	1.4	2.0
	Finance/Insurance	1.5	0.0	1.7	11.1	1.2	0.0	2.2	2.0
	Real Estate/Rental/Leasing	1.5	0.0	3.3	0.0	1.2	0.0	1.8	0.0
	Professional/Scientific/Technical Services	8.3	1.6	3.3	0.0	4.8	12.5	5.8	4.6
	Management of Companies/Enterprises	1.1	0.0	1.7	0.0	0.0	0.0	1.1	0.0
	Administrative/Support/Waste Management/Remediation	1.9	3.1	1.7	0.0	3.6	0.0	2.0	2.0
	Educational Services	8.3	14.1	5.0	0.0	7.2	6.3	9.7	11.9
	Health Care/Social Assistance	10.2	7.8	10.0	0.0	13.3	6.3	11.8	11.3
	Arts/Entertainment/Recreation	2.3	4.7	0.0	0.0	1.2	0.0	1.8	2.7
	Accommodation/Food Services	2.3	3.1	1.7	0.0	4.8	6.3	2.9	2.7
	Public Administration	6.8	1.6	1.7	0.0	6.0	12.5	5.7	5.3
	Other	7.6	9.4	6.7	11.1	13.3	25.0	7.7	12.6

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table 2.2 Underemployment Survey Results, Region 2 (Percent, continued)

County/WIAA		Cullman		DeKalb		Jackson		Limestone	
		Emp	Und	Emp	Und	Emp	Und	Emp	Und
8. Years at current/primary job	Less than a year	7.4	7.1	17.2	26.7	16.7	30.8	15.5	20.0
	1 to 3 years	5.9	7.1	0.0	0.0	10.0	7.7	5.2	5.0
	3 to 5 years	4.4	7.1	10.3	20.0	6.7	7.7	1.7	5.0
	5 to 10 years	14.7	14.3	12.1	13.3	8.3	7.7	22.4	25.0
	10 to 20 years	22.1	21.4	25.9	20.0	26.7	15.4	25.9	25.0
	More than 20 years	41.2	35.7	34.5	20.0	31.7	30.8	27.6	20.0
9. Monthly wages	Less than \$500	10.3	21.4	5.2	0.0	6.7	7.7	5.2	10.0
	\$500 up to \$1,000	7.4	14.3	12.1	33.3	8.3	0.0	6.9	10.0
	\$1,000 up to \$2,000	20.6	28.6	25.9	20.0	21.7	38.5	12.1	20.0
	\$2,000 up to \$3,000	17.7	7.1	24.1	33.3	10.0	7.7	20.7	30.0
	\$3,000 up to \$4,000	16.2	14.3	3.5	0.0	20.0	7.7	15.5	15.0
	\$4,000 up to \$6,000	8.8	7.1	12.1	6.7	8.3	15.4	22.4	15.0
More than \$6,000		10.3	0.0	10.3	6.7	11.7	15.4	15.5	0.0
Job Fitness									
10. Percent of workers whose current job fits well with their education and training, skills, and experience		91.2	85.7	87.9	66.7	95.0	84.6	84.5	75.0
11. Percent of workers who believe they are qualified for a better job		52.9	85.7	55.2	66.7	55.0	84.6	62.1	100.0
Reasons:	Education and training	88.9	91.7	96.9	100.0	81.8	81.8	86.1	95.0
	Skills	88.9	100.0	90.6	80.0	100.0	100.0	97.2	95.0
	Experience	83.3	91.7	87.5	80.0	93.9	100.0	94.4	95.0
12. Additional income for which workers would leave current job									
	0 to 5% more	13.3	75.0	6.5	16.7	7.1	25.0	0.0	0.0
	5 to 15% more	16.7	0.0	38.7	50.0	21.4	0.0	32.0	28.6
	15 to 30% more	20.0	0.0	12.9	16.7	25.0	0.0	36.0	28.6
	30 to 50% more	6.7	0.0	22.6	16.7	14.3	25.0	16.0	14.3
	More than 50% more	20.0	25.0	9.7	0.0	10.7	25.0	0.0	0.0
	*** Would not leave current job	20.0	0.0	9.7	0.0	21.4	25.0	12.0	14.3
13. Additional commute for new job	0 to 10 miles	49.1	50.0	24.5	23.1	37.3	33.3	37.7	33.3
	10 to 20 miles	29.1	25.0	24.5	30.8	31.4	25.0	32.1	33.3
	more than 20 miles	16.4	8.3	51.0	46.2	27.5	41.7	26.4	33.3
14. Additional one-way commute time	0 to 10 minutes	29.1	8.3	18.4	23.1	29.4	16.7	22.6	22.2
	10 to 20 minutes	41.8	58.3	34.7	30.8	45.1	41.7	37.7	22.2
	more than 20 minutes	25.5	25.0	46.9	46.2	21.6	41.7	37.7	55.6
15. Percent of workers who sought better job in past three months		12.7	33.3	8.2	15.4	8.3	8.3	26.4	55.6
Underemployment									
16. Percent of workers who say they are currently underemployed		20.6		25.9		21.7		34.5	
17. Reasons respondents give for being		Und	NnW	Und	NnW	Und	NnW	Und	NnW
A lack of job opportunities in their area		42.9	21.4	73.3	26.6	53.9	37.3	45.0	18.5
The low wages at the available jobs		42.9	11.9	80.0	21.5	46.2	23.7	45.0	9.3
They live too far from jobs		35.7	11.9	20.0	22.8	53.9	27.1	15.0	11.1
They are in school or undergoing training		0.0	2.4	6.7	3.8	0.0	6.8	0.0	3.7
Their spouse or partner has a really good job		7.1	11.9	40.0	8.9	0.0	8.5	20.0	13.0
They are retired		28.6	71.4	6.7	68.4	15.4	52.5	15.0	83.3
Because of social security limitations		7.1	28.6	6.7	20.3	7.7	22.0	0.0	20.4
Disability or other health concerns		7.1	46.4	0.0	51.9	7.7	52.5	10.0	31.5
Child care responsibilities		7.1	10.7	13.3	13.9	23.1	17.0	10.0	5.6
They take care of someone other than a child		14.3	20.2	26.7	15.2	0.0	6.8	15.0	7.4
Other family or personal obligations		28.6	23.8	40.0	19.0	7.7	10.2	20.0	11.1
Owning a house in your area		35.7	16.9	53.9	29.4	9.1	22.0	41.2	17.7
Something else		14.3	13.1	26.7	12.7	23.1	17.0	20.0	24.1

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 2.2 Underemployment Survey Results, Region 2 (Percent, continued)

County/WIAA		Madison		Marshall		Morgan		Region 2	
		Emp	Und	Emp	Und	Emp	Und	Emp	Und
8. Years at current/primary job	Less than a year	11.7	10.9	15.0	44.4	8.4	12.5	12.4	17.2
	1 to 3 years	11.4	12.5	8.3	11.1	6.0	6.3	8.1	8.6
	3 to 5 years	5.7	7.8	15.0	22.2	6.0	18.8	6.6	10.6
	5 to 10 years	9.9	12.5	15.0	11.1	13.3	0.0	12.4	12.6
	10 to 20 years	21.6	18.8	20.0	11.1	15.7	18.8	22.0	19.2
	More than 20 years	39.0	37.5	25.0	0.0	47.0	37.5	36.9	30.5
9. Monthly wages	Less than \$500	6.1	17.2	6.7	33.3	9.6	12.5	6.9	14.6
	\$500 up to \$1,000	7.6	17.2	15.0	33.3	7.2	18.8	8.6	17.2
	\$1,000 up to \$2,000	14.8	23.4	18.3	11.1	19.3	37.5	17.7	25.2
	\$2,000 up to \$3,000	12.9	10.9	15.0	0.0	15.7	18.8	15.4	15.2
	\$3,000 up to \$4,000	9.9	3.1	13.3	11.1	9.6	0.0	11.7	6.0
	\$4,000 up to \$6,000	13.6	7.8	13.3	0.0	18.1	0.0	13.8	8.0
More than \$6,000		25.8	15.6	13.3	0.0	10.8	0.0	17.5	8.6
<u>Job Fitness</u>									
10. Percent of workers whose current job fits well with their education and training, skills, and experience		86.4	71.9	81.7	55.6	92.8	87.5	88.0	74.8
11. Percent of workers who believe they are qualified for a better job		60.2	87.5	55.0	100.0	56.6	81.3	57.8	86.8
Reasons:	Education and training	93.7	98.2	97.0	100.0	97.9	100.0	92.6	96.2
	Skills	96.2	96.4	93.9	88.9	97.9	100.0	95.5	95.4
	Experience	91.8	92.9	84.9	66.7	97.9	100.0	91.2	91.6
12. Additional income for which workers would leave current job									
0 to 5% more		7.8	7.4	7.7	0.0	2.6	0.0	6.8	12.3
5 to 15% more		20.9	25.9	15.4	0.0	15.8	14.3	22.2	22.8
15 to 30% more		30.2	22.2	26.9	0.0	26.3	28.6	26.7	21.1
30 to 50% more		8.5	7.4	11.5	50.0	21.1	28.6	12.7	14.0
More than 50% more		10.9	14.8	11.5	50.0	13.2	14.3	11.1	12.3
*** Would not leave current job		18.6	18.5	26.9	0.0	18.4	14.3	18.2	14.0
13. Additional commute for new job	0 to 10 miles	46.2	42.3	39.2	75.0	30.3	35.7	40.2	40.3
	10 to 20 miles	35.2	36.5	33.3	25.0	31.8	42.9	32.3	33.3
	more than 20 miles	16.2	21.2	27.5	0.0	37.9	21.4	25.2	24.8
14. Additional one-way commute time	0 to 10 minutes	31.0	36.5	27.5	50.0	25.8	21.4	27.7	27.9
	10 to 20 minutes	43.8	30.8	31.4	37.5	34.9	35.7	40.0	34.1
	more than 20 minutes	22.9	32.7	41.2	12.5	39.4	42.9	30.5	37.2
15. Percent of workers who sought better job in past three months		30.0	48.1	25.5	62.5	22.7	42.9	22.6	35.2
<u>Underemployment</u>									
16. Percent of workers who say they are currently underemployed		24.2		15.0		19.3		23.2	
17. Reasons respondents give for being		Und	NnW	Und	NnW	Und	NnW	Und	NnW
A lack of job opportunities in their area		43.8	20.3	77.8	21.9	50.0	13.2	48.3	21.4
The low wages at the available jobs		40.6	11.4	66.7	17.8	50.0	9.9	48.3	13.9
They live too far from jobs		14.1	5.1	44.4	17.8	10.0	5.0	21.2	11.5
They are in school or undergoing training		6.3	3.8	11.1	1.4	5.0	1.7	4.6	3.3
Their spouse or partner has a really good job		28.1	17.4	22.2	11.0	35.0	5.0	24.5	11.9
They are retired		12.5	64.8	0.0	69.9	15.0	73.6	13.3	68.4
Because of social security limitations		3.1	14.0	22.2	21.9	10.0	23.1	7.3	20.0
Disability or other health concerns		15.6	32.2	11.1	48.0	15.0	41.3	12.6	40.9
Child care responsibilities		29.7	14.8	22.2	11.0	20.0	7.4	21.9	12.0
They take care of someone other than a child		23.4	9.8	11.1	11.0	5.0	10.7	14.1	11.5
Other family or personal obligations		34.4	13.1	33.3	11.0	20.0	10.7	17.9	14.0
Owning a house in your area		22.0	15.4	66.7	17.5	25.0	17.0	31.3	18.3
Something else		28.1	23.7	11.1	20.6	20.0	22.3	23.8	20.1

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 2.2 Underemployment Survey Results, Region 2 (Percent, continued)

County/WIAA		Cullman			DeKalb			Jackson			Limestone		
Selected Characteristics		Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
18. Married Respondents		73.5	53.6	85.7	75.9	54.4	60.0	76.7	54.2	61.5	81.0	53.7	75.0
19. Sex	Female	67.7	61.9	64.3	50.0	60.8	46.7	51.7	69.5	38.5	48.3	68.5	60.0
	Male	32.4	38.1	35.7	50.0	39.2	53.3	48.3	30.5	61.5	51.7	31.5	40.0
20. Median age (years)		53.5	68	58.5	51	64.5	50.0	52	60.5	51.0	49.0	68.5	55.0
21. Ethnicity 21b. Race	Hispanic	0.0	1.2	0.0	1.7	0.0	0.0	0.0	1.7	0.0	0.0	1.9	0.0
	White	91.2	92.9	100.0	93.1	84.8	93.3	83.3	78.0	76.9	84.5	83.3	75.0
	African-American/Other	1.5	2.4	0.0	5.2	2.5	6.7	10.0	11.9	7.7	12.1	11.1	15.0
22. Last school grade													
	High Sch./less, no diploma	2.9	16.7	0.0	5.2	17.7	0.0	5.0	20.3	0.0	0.0	14.8	0.0
	High School or GED	26.5	39.3	7.1	34.5	45.6	26.7	26.7	42.4	30.8	24.1	37.0	15.0
	Some college, no degree	14.7	10.7	7.1	22.4	13.9	33.3	16.7	13.6	15.4	15.5	14.8	15.0
	Jr. College/trade school/associate degree	20.6	11.9	35.7	13.8	8.9	20.0	18.3	11.9	15.4	20.7	13.0	30.0
	4-year college graduate/BA	22.1	14.3	28.6	6.9	6.3	6.7	25.0	3.4	38.5	25.9	7.4	30.0
	Postgraduate/Masters	13.2	7.1	21.4	17.2	5.1	13.3	8.3	6.8	0.0	13.8	13.0	10.0

County/WIAA		Madison			Marshall			Morgan			Region 2		
Selected Characteristics		Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
18. Married Respondents		69.3	55.5	64.1	75.0	48.0	77.8	69.88	59.50	56.25	72.7	54.8	66.9
19. Sex	Female	50.8	68.2	62.5	56.7	61.6	66.7	50.60	61.98	75.00	52.8	65.0	60.3
	Male	49.2	31.8	37.5	43.3	38.4	33.3	49.40	38.02	25.00	47.2	35.0	39.7
20. Median age (years)		49.0	65.0	48.5	50.0	66.0	46.5	53.00	69.00	51.50	51	66	50
21. Ethnicity 21b. Race	Hispanic	1.5	0.9	1.6	3.3	1.4	0.0	1.20	0.83	6.25	1.2	0.9	1.3
	White	68.9	74.2	68.8	96.7	89.0	100.0	87.95	84.30	87.50	81.1	81.9	79.5
	African-American/Other	24.3	19.9	23.4	0.0	2.7	0.0	7.22	8.26	6.25	13.8	10.8	13.9
22. Last school grade													
	High Sch./less, no diploma	2.3	8.9	3.1	6.7	16.4	0.0	0.00	12.40	0.00	2.8	13.6	1.3
	High School or GED	17.1	17.0	20.3	20.0	31.5	11.1	25.30	34.71	25.00	22.4	31.0	19.9
	Some college, no degree	11.4	20.8	9.4	20.0	21.9	33.3	15.66	20.66	25.00	14.9	17.9	15.9
	Jr. College/trade school/associate degree	9.9	13.1	12.5	10.0	12.3	0.0	20.48	8.26	18.75	14.4	11.5	17.9
	4-year college graduate/BA	29.9	20.3	29.7	33.3	15.1	33.3	20.48	13.22	18.75	25.4	13.9	27.2
	Postgraduate/Masters	29.6	19.5	25.0	10.0	2.7	22.2	18.07	10.74	12.50	20.1	11.6	17.9

Emp – Employed Und – Underemployed NnW – Nonworkers Note: Rounding errors may be present.

Table 2.2 Underemployment Survey Results, Region 2 (Percent, continued)

County/ WIAA		Cullman									
Job Satisfaction and Willingness to Train		Employed					Underemployed				
23. Job Satisfaction		CD	D	N	S	CS	CD	D	N	S	CS
	Overall Satisfaction	2.9	5.9	10.3	27.9	52.9	14.3	14.3	7.1	14.3	50.0
	Earnings	5.9	13.2	17.7	29.4	33.8	7.1	21.4	14.3	21.4	35.7
	Retention	4.4	5.9	7.4	14.7	66.2	14.3	14.3	7.1	0.0	64.3
	Work	0.0	0.0	7.4	25.0	67.7	0.0	0.0	14.3	21.4	64.3
	Hours	4.4	5.9	11.8	17.7	60.3	7.1	14.3	0.0	21.4	57.1
	Shift	1.5	2.9	5.9	11.8	77.9	7.1	0.0	7.1	14.3	71.4
	Conditions	2.9	1.5	11.8	27.9	55.9	7.1	7.1	7.1	14.3	64.3
	Commuting Distance	2.9	7.4	16.2	7.4	66.2	7.1	14.3	14.3	7.1	57.1
24. Willingness to Train		CU	U	N	W	CW	CU	U	N	W	CW
	For a better job	21.8	10.9	12.7	12.7	41.8	25.0	8.3	8.3	8.3	50.0
	If paid by workers	58.1	14.0	11.6	7.0	4.7	55.6	11.1	22.2	0.0	0.0
	If co-paid by workers & Government	16.3	9.3	44.2	14.0	11.6	11.1	0.0	44.4	22.2	22.2
	If paid by Government	9.3	2.3	20.9	14.0	53.5	22.2	0.0	11.1	22.2	44.4

County/ WIAA		DeKalb									
Job Satisfaction and Willingness to Train		Employed					Underemployed				
23. Job Satisfaction		CD	D	N	S	CS	CD	D	N	S	CS
	Overall Satisfaction	6.9	3.5	17.2	17.2	55.2	13.3	6.7	33.3	6.7	40.0
	Earnings	12.1	13.8	19.0	22.4	32.8	26.7	26.7	26.7	6.7	13.3
	Retention	3.5	6.9	12.1	13.8	63.8	6.7	20.0	6.7	13.3	53.3
	Work	1.7	1.7	10.3	17.2	69.0	0.0	6.7	26.7	6.7	60.0
	Hours	1.7	1.7	13.8	19.0	63.8	6.7	0.0	13.3	33.3	46.7
	Shift	1.7	5.2	6.9	13.8	72.4	0.0	13.3	6.7	13.3	66.7
	Conditions	3.5	5.2	15.5	20.7	55.2	0.0	20.0	40.0	13.3	26.7
	Commuting Distance	3.5	0.0	8.6	13.8	74.1	0.0	0.0	0.0	6.7	93.3
24. Willingness to Train		CU	U	N	W	CW	CU	U	N	W	CW
	For a better job	26.5	8.2	16.3	6.1	42.9	23.1	0.0	30.8	0.0	46.2
	If paid by workers	47.2	19.4	13.9	2.8	11.1	60.0	20.0	0.0	0.0	10.0
	If co-paid by workers & Government	8.3	11.1	33.3	22.2	19.4	10.0	20.0	30.0	20.0	10.0
	If paid by Government	0.0	11.1	16.7	19.4	50.0	0.0	10.0	10.0	10.0	60.0

County/ WIAA		Jackson									
Job Satisfaction and Willingness to Train		Employed					Underemployed				
23. Job Satisfaction		CD	D	N	S	CS	CD	D	N	S	CS
	Overall Satisfaction	5.0	5.0	15.0	28.3	46.7	7.7	7.7	46.2	15.4	23.1
	Earnings	8.3	11.7	25.0	30.0	25.0	15.4	15.4	38.5	15.4	15.4
	Retention	6.7	8.3	10.0	21.7	50.0	23.1	15.4	7.7	23.1	23.1
	Work	1.7	0.0	8.3	30.0	60.0	7.7	0.0	15.4	46.2	30.8
	Hours	8.3	3.3	10.0	26.7	51.7	0.0	7.7	7.7	53.9	30.8
	Shift	0.0	6.7	11.7	15.0	66.7	0.0	15.4	7.7	23.1	53.9
	Conditions	3.3	5.0	11.7	26.7	53.3	7.7	7.7	15.4	38.5	30.8
	Commuting Distance	6.7	13.3	20.0	6.7	53.3	7.7	23.1	0.0	0.0	69.2
24. Willingness to Train		CU	U	N	W	CW	CU	U	N	W	CW
	For a better job	17.7	2.0	19.6	19.6	33.3	0.0	0.0	0.0	25.0	75.0
	If paid by workers	42.9	33.3	9.5	2.4	7.1	33.3	50.0	8.3	0.0	8.3
	If co-paid by workers & Government	23.8	7.1	42.9	14.3	9.5	16.7	0.0	33.3	25.0	25.0
	If paid by Government	14.3	2.4	9.5	11.9	57.1	0.0	0.0	8.3	8.3	83.3

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.
CU = Completely unwilling, U = Unwilling, N = Neither willing nor unwilling, W = Willing, and CW = Completely Willing.
Note: Rounding errors may be present.

Table 2.2 Underemployment Survey Results, Region 2 (Percent, continued)

County/ WIAA Job Satisfaction and Willingness to Train	Limestone									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	3.5	1.7	17.2	37.9	39.7	10.0	5.0	30.0	25.0	30.0
Earnings	8.6	8.6	22.4	22.4	37.9	20.0	15.0	40.0	15.0	10.0
Retention	8.6	6.9	8.6	24.1	50.0	15.0	15.0	5.0	5.0	45.0
Work	1.7	1.7	13.8	25.9	56.9	5.0	5.0	15.0	20.0	55.0
Hours	6.9	6.9	8.6	13.8	63.8	15.0	10.0	0.0	15.0	60.0
Shift	0.0	1.7	6.9	19.0	72.4	0.0	5.0	20.0	5.0	70.0
Conditions	3.5	3.5	12.1	34.5	46.6	10.0	0.0	15.0	30.0	45.0
Commuting Distance	1.7	8.6	12.1	12.1	65.5	0.0	20.0	5.0	10.0	65.0
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	13.2	3.8	15.1	13.2	54.7	22.2	0.0	0.0	5.6	72.2
If paid by workers	45.7	19.6	23.9	2.2	8.7	57.1	21.4	14.3	0.0	7.1
If co-paid by workers & Government	17.4	6.5	41.3	8.7	21.7	28.6	0.0	42.9	21.4	7.1
If paid by Government	10.9	4.4	19.6	10.9	52.2	14.3	7.1	0.0	7.1	71.4

County/ WIAA Job Satisfaction and Willingness to Train	Madison									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	4.2	4.2	17.1	23.9	50.8	10.9	9.4	25.0	18.8	35.9
Earnings	8.3	7.2	19.3	28.0	36.0	28.1	9.4	23.4	20.3	18.8
Retention	4.6	4.9	12.1	17.1	59.5	9.4	10.9	18.8	18.8	45.3
Work	1.1	4.6	12.5	20.5	61.4	4.7	6.3	10.9	21.9	56.3
Hours	3.4	4.2	10.6	20.8	60.6	12.5	7.8	9.4	21.9	48.4
Shift	2.7	2.3	5.7	16.7	72.4	7.8	3.1	9.4	21.9	56.3
Conditions	1.9	3.4	11.0	23.9	59.1	4.7	4.7	17.2	28.1	45.3
Commuting Distance	2.7	1.5	10.6	17.8	67.1	3.1	1.6	14.1	14.1	67.2
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	20.0	1.9	11.4	15.2	51.0	13.5	0.0	1.9	7.7	75.0
If paid by workers	43.5	23.8	13.7	6.0	7.7	55.6	17.8	13.3	4.4	8.9
If co-paid by workers & Government	10.1	16.1	33.9	19.1	17.9	8.9	20.0	33.3	11.1	26.7
If paid by Government	6.6	1.8	10.7	19.6	58.3	4.4	0.0	4.4	15.6	75.6

County/ WIAA Job Satisfaction and Willingness to Train	Marshall									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	3.3	5.0	13.3	16.7	61.7	11.1	11.1	33.3	22.2	22.2
Earnings	5.0	8.3	21.7	21.7	41.7	33.3	11.1	33.3	11.1	11.1
Retention	5.0	0.0	10.0	11.7	73.3	11.1	0.0	0.0	0.0	66.7
Work	1.7	0.0	10.0	18.3	70.0	11.1	0.0	22.2	44.4	22.2
Hours	1.7	6.7	10.0	11.7	70.0	0.0	22.2	22.2	0.0	55.6
Shift	3.3	5.0	5.0	16.7	70.0	11.1	0.0	22.2	22.2	44.4
Conditions	3.3	0.0	13.3	21.7	61.7	0.0	0.0	44.4	22.2	33.3
Commuting Distance	8.3	0.0	10.0	13.3	68.3	11.1	0.0	11.1	33.3	44.4
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	29.4	9.8	15.7	3.9	39.2	0.0	25.0	0.0	0.0	62.5
If paid by workers	41.7	25.0	16.7	5.6	11.1	25.0	37.5	12.5	25.0	0.0
If co-paid by workers & Government	16.7	13.9	30.6	19.4	19.4	25.0	12.5	0.0	50.0	12.5
If paid by Government	2.8	5.6	22.2	8.3	55.6	12.5	0.0	12.5	0.0	50.0

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.
CU = Completely unwilling, U = Unwilling, N = Neither willing nor unwilling, W = Willing, and CW = Completely Willing.
Note: Rounding errors may be present.

Table 2.2 Underemployment Survey Results, Region 2 (Percent, continued)

County/ WIAA Job Satisfaction and Willingness to Train	Morgan									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	3.6	10.8	7.2	24.1	54.2	6.3	12.5	12.5	25.0	43.8
Earnings	10.8	13.3	21.7	19.3	34.9	31.3	18.8	18.8	12.5	18.8
Retention	7.2	7.2	9.6	13.3	61.5	12.5	6.3	6.3	6.3	56.3
Work	3.6	2.4	6.0	19.3	68.7	6.3	6.3	6.3	18.8	62.5
Hours	4.8	2.4	13.3	19.3	60.2	18.8	12.5	6.3	25.0	37.5
Shift	2.4	2.4	7.2	16.9	71.1	12.5	0.0	12.5	12.5	62.5
Conditions	3.6	7.2	7.2	25.3	56.6	12.5	6.3	6.3	25.0	50.0
Commuting Distance	4.8	3.6	9.6	18.1	62.7	6.3	12.5	18.8	18.8	43.8
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	21.2	6.1	16.7	12.1	42.4	7.1	7.1	28.6	7.1	50.0
If paid by workers	42.3	28.9	11.5	0.0	7.7	46.2	23.1	7.7	0.0	15.4
If co-paid by workers & Government	19.2	15.4	30.8	17.3	17.3	7.7	23.1	30.8	15.4	23.1
If paid by Government	7.7	1.9	13.5	13.5	63.5	7.7	0.0	0.0	15.4	76.9

County/ WIAA Job Satisfaction and Willingness to Train	Region 2									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	4.2	5.1	14.6	24.7	51.5	10.6	9.3	25.8	18.5	35.8
Earnings	8.5	9.8	20.4	25.7	35.0	24.5	14.6	26.5	16.6	17.9
Retention	5.4	5.5	10.6	16.6	60.4	11.9	11.9	12.6	12.6	48.3
Work	1.5	2.5	10.5	21.7	63.9	4.6	4.6	13.9	23.2	53.6
Hours	4.2	4.3	11.1	19.2	61.1	10.6	9.3	8.0	23.8	48.3
Shift	2.0	3.2	6.6	16.0	72.0	6.0	4.6	11.3	17.2	60.3
Conditions	2.8	3.7	11.4	25.2	56.7	6.0	6.0	18.5	25.8	43.7
Commuting Distance	3.8	3.8	11.8	14.4	65.8	4.0	8.0	10.6	12.6	64.9
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	20.9	4.9	14.2	12.9	45.8	14.0	3.1	7.8	7.8	65.9
If paid by workers	45.2	23.6	14.2	4.3	8.0	50.5	23.4	11.7	3.6	8.1
If co-paid by workers & Government	14.4	12.8	35.9	17.0	17.0	13.5	13.5	32.4	18.9	20.7
If paid by Government	7.3	3.3	14.4	15.6	56.7	7.2	1.8	5.4	12.6	70.3

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.
CU = Completely unwilling, U = Unwilling, N = Neither willing nor unwilling, W = Willing, and CW = Completely Willing.
Note: Rounding errors may be present.

Underemployment in Workforce Investment Advisory Area, Region 3



Underemployment in Workforce Investment Advisory Area, Region 3

WIAA Region 3 comprises of the seven counties shown in Table 3.1. The area's underemployment rate of 24.0 percent—slightly higher than the state's 23.8 percent—means that about 28,300 employed residents were underemployed in December 2012. Adding the unemployed gives a total available labor pool of about 36,800, which is 4.3 times the number of unemployed and is more realistic as a measure of the available labor in the area. Employers can offer the underemployed higher wages, better benefits or terms of employment, or some other incentives to induce them to change jobs. The region has 5.9 percent of the state's underemployed and 5.8 percent of workers.

Table 3.1 Region 3 Underemployed

	Alabama	Region 3	Bibb	Fayette	Greene	Hale	Lamar	Pickens	Tuscaloosa
Labor Force	2,154,744	126,196	9,005	6,426	3,049	5,700	5,416	7,584	89,016
Employed	2,013,847	117,701	8,386	5,941	2,683	5,100	5,010	6,983	83,598
Underemployment rate	23.8%	24.0%	19.2%	16.4%	27.5%	23.1%	28.0%	21.1%	31.3%
Underemployed	479,296	28,295	1,613	974	736	1,177	1,403	1,470	26,124
Unemployed	140,897	8,495	619	485	366	600	406	601	5,418
Available labor pool	620,193	36,790	2,232	1,459	1,102	1,777	1,809	2,071	31,542

Note: Rounding errors may be present. Based on December 2012 labor force data.

Source: Center for Business and Economic Research, The University of Alabama; Alabama Department of Labor; and U.S. Bureau of Labor Statistics.

Underemployment Survey Results

Underemployment rates ranged from 16.4 percent in Fayette County to 31.3 percent in Tuscaloosa (Table 3.1) and three counties had rates that exceeded the Alabama rate. Multiplying the rates by the number of employed yields the number of underemployed workers. Table 3.2 shows the detailed underemployment survey results that include characteristics of the employed, underemployed, and nonworkers. Except for rates and their implications for labor availability, detailed county-level results are not discussed because county sample sizes are sufficient for underemployment estimation but insufficient for making reliable inferences on characteristics.

About 75 percent of employed area residents work full-time, 12 percent hold more than one job and 38 percent of part-time workers wish to work full-time. Forty-nine percent commute less than 20 minutes one-way, but 20.9 percent take more than 40 minutes with 4.3 percent exceeding an hour. The one-way commute is less than 10 miles for 41 percent of workers; 32 percent travel more than 25 miles and 7.8 percent go beyond 45 miles. About 53 percent have 10 or more years job tenure and 27 percent have more than 20 years. The median monthly wage is about \$2,000 and most of the employed work in the health care and social assistance, educational services, and manufacturing sectors. Eighty-five percent of workers say their jobs fit well with their education, training, skills, and experience, but 66 percent believe they are qualified for a better job. Twenty-two percent have sought better jobs in the preceding three months. About 29 percent would leave their current jobs if offered up to 15 percent higher income, 57 percent will leave for more than 15 percent higher wages, and 14 percent want more than a 50 percent wage increase. For the new higher-paying job, 35 percent are willing to increase the one-way commute by up to 10 miles but 32 percent will go extra 20 miles or more; 36 percent will increase the one-way commute by more than 20 minutes while 28 percent will not consider adding more than 10 minutes.

Among the underemployed, 59 percent are full-time, 16 percent hold more than one job, and 55 percent of part-time workers would like full-time work. Fifty percent have less than a 20-minute one-way commute, but 19 percent take more than 40 minutes. The one-way commute is less than 10 miles for 43 percent and 22 percent travel more than 25 miles, with four percent exceeding 45 miles. The underemployed have shorter job tenure; 44 percent have worked for 10 years or more compared to 53 percent of the employed. The median monthly wage is between \$1,000 and \$2,000, but 59 percent of the underemployed make \$2,000 or less compared to 47 percent of employed. The distribution across occupations and industry is somewhat similar for both groups except that the underemployed are over-represented in the retail trade sector. Seventy-one percent report that their jobs fit well with their education, training, skills, and experience. However, 89 percent believe they are qualified for a better job. Thirty-eight percent have sought better jobs in the preceding three months. If offered up to 15 percent higher income, 28 percent would leave current job, 59 percent would leave for more than 15 percent higher wages—15.2 percent want more than 50 percent higher wages. Twenty-seven percent are willing to add up to 10 miles to the one-way commute for the higher-paying job, but 35 percent are prepared to add 20 miles or more. About 39 percent are willing to increase the one-way commute by more than 20 minutes for this new job while 22 percent will not consider driving more than 10 minutes.

Responses for overall job satisfaction and various aspects of the job show that most workers in Region 3 are satisfied or completely satisfied with their jobs, but the underemployed feel less so (41 percent versus 72 percent). Workers are most satisfied with the work they do and least satisfied with the earnings they receive; the same applies to the underemployed. Workers are generally willing to train for a new or better job, with the underemployed being much more willing. About 78 percent of the underemployed are willing or completely willing to train for a new or better job versus 59 percent of all workers. The willingness to train is strongly influenced by who pays for the cost of training. It is highest when the cost is fully borne by government and lowest when the trainee must pay the full costs. The underemployed are more willing to train even if they have to pay all the cost.

Of the 994 respondents, 416 or 42 percent are employed. Lack of job opportunities in their area, low wages at available jobs, living too far from jobs, other family or personal obligations, and owning a house in their area are the primary reasons given for being underemployed. The main reasons for not working are retirement, disability or other health concerns, and social security limitations. Sixty-five percent of employed, 50 percent nonworkers, and 63 percent underemployed are married. Men made up 41 percent employed, 32 percent nonworkers, and 44 percent of the underemployed. The median age of employed and the underemployed is 52 and for nonworkers is 65. Seventy-one percent of the employed are white, compared to 61 percent underemployed and 62 percent nonworkers. Hispanics were a very small portion of the employed and jobless respondents. African-Americans and other ethnic groups made up 27 percent of employed, 33 percent of nonworkers, and 36 percent of the underemployed.

Four percent of employed, five percent of underemployed and 18 percent of nonworkers do not hold a high school diploma or equivalent. Twenty-eight percent employed and 33 percent underemployed hold bachelor's or higher degrees compared to 13 percent of nonworkers. WIAA Region 3 has a 36,800-person educated labor pool that is willing to commute and is seeking higher paying jobs.

Table 3.2 Underemployment Survey Results, Region 3 (Percent)

County/WIAA		Bibb		Fayette		Greene		Hale	
General		Emp	Und	Emp	Und	Emp	Und	Emp	Und
1. Percent of adults that are working full-time		80.0	70.0	81.7	88.9	74.5	50.0	69.4	64.3
2. Percent of part-timers who wish to work full-time		54.6	33.3	36.4	100.0	53.9	71.4	30.0	16.7
3. Percent of workers with more than one job		11.5	20.0	3.3	10.0	13.7	14.3	12.3	6.7
4. Average commute time (one-way)									
	Up to 20 minutes	25.0	20.0	52.5	70.0	49.0	35.7	50.8	40.0
	20 to 40 minutes	40.4	30.0	16.4	10.0	33.3	28.6	29.2	60.0
	40 minutes to an hour	19.2	30.0	23.0	20.0	15.7	35.7	15.4	0.0
	More than an hour	7.7	0.0	4.9	0.0	2.0	0.0	1.5	0.0
5. Commute distance									
	Less than 10 miles	20.4	22.2	54.1	70.0	39.2	21.4	39.1	33.3
	10 to 25 miles	26.5	22.2	13.1	10.0	25.5	35.7	28.1	53.3
	25 to 45 miles	36.7	44.4	23.0	20.0	29.4	35.7	23.4	13.3
	More than 45 miles	12.2	0.0	8.2	0.0	5.9	7.1	7.8	0.0
6. Occupation									
	Management	11.5	0.0	8.2	20.0	11.8	14.3	15.4	13.3
	Business/Financial Operations	5.8	8.3	6.6	0.0	2.0	0.0	4.6	0.0
	Computer/Mathematical	1.9	0.0	1.6	0.0	2.0	7.1	0.0	0.0
	Architecture/Engineering	3.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Life/Physical/Social Science	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Community /Social Services	1.9	10.0	3.3	0.0	0.0	0.0	4.6	0.0
	Legal	1.9	10.0	3.3	0.0	0.0	0.0	1.5	6.7
	Education/Training/Library	7.7	0.0	8.2	0.0	7.8	14.3	18.5	33.3
	Arts/Design/Entertainment/Sports/Media	1.9	10.0	0.0	0.0	0.0	0.0	0.0	0.0
	Healthcare Practitioners/Technicians	3.9	0.0	4.9	0.0	0.0	0.0	4.6	0.0
	Healthcare Support	1.9	0.0	9.8	0.0	7.8	14.3	4.6	6.7
	Protective Service	0.0	8.3	0.0	0.0	2.0	0.0	0.0	0.0
	Food Preparation/Serving Related	1.9	0.0	3.3	10.0	15.7	21.4	3.1	6.7
	Building/Grounds Cleaning/Maintenance.	5.8	0.0	4.9	10.0	5.9	7.1	0.0	0.0
	Personal Care/Service	1.9	0.0	0.0	0.0	3.9	0.0	4.6	6.7
	Sales and Related	7.7	20.0	11.5	30.0	9.8	0.0	1.5	0.0
	Office/Administrative Support	11.5	0.0	3.3	8.3	3.9	0.0	9.2	20.0
	Farming/Fishing/Forestry	1.9	0.0	3.3	0.0	5.9	0.0	6.2	0.0
	Construction/Extraction	1.9	10.0	1.6	0.0	0.0	0.0	1.5	0.0
	Installation/Maintenance/Repair	5.8	20.0	6.6	10.0	2.0	0.0	1.5	0.0
	Production	7.7	0.0	1.6	0.0	7.8	7.1	1.5	0.0
	Transportation/Material Moving	1.9	0.0	4.9	0.0	0.0	0.0	6.2	0.0
	other	9.6	20.0	13.1	20.0	11.8	0.0	10.8	6.7
7. Industry									
	Agriculture/Forestry/Fishing/Hunting	1.9	0.0	4.9	0.0	5.9	7.1	9.2	0.0
	Mining	0.0	0.0	3.3	0.0	0.0	0.0	1.5	0.0
	Utilities	1.9	0.0	1.6	10.0	2.0	0.0	3.1	0.0
	Construction	1.9	10.0	4.9	0.0	0.0	0.0	0.0	0.0
	Manufacturing	25.0	10.0	13.1	0.0	5.9	14.3	4.6	0.0
	Wholesale Trade	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Retail Trade	11.5	20.0	14.8	40.0	3.9	7.1	1.5	0.0
	Transportation/Warehousing	1.9	0.0	1.6	0.0	5.9	0.0	3.1	0.0
	Information	0.0	0.0	1.6	10.0	0.0	0.0	0.0	0.0
	Finance/Insurance	9.6	0.0	0.0	0.0	7.8	7.1	6.2	0.0
	Real Estate/Rental/Leasing	0.0	0.0	1.6	0.0	0.0	0.0	1.5	0.0
	Professional/Scientific/Technical Services	3.9	0.0	0.0	0.0	0.0	0.0	3.1	6.7
	Management of Companies/Enterprises	0.0	0.0	0.0	0.0	2.0	0.0	0.0	0.0
	Administrative/Support/Waste Management/Remediation	5.8	10.0	3.3	0.0	2.0	0.0	0.0	0.0
	Educational Services	13.5	20.0	11.5	0.0	11.8	21.4	26.2	53.3
	Health Care/Social Assistance	7.7	10.0	19.7	10.0	11.8	21.4	16.9	13.3
	Arts/Entertainment/Recreation	0.0	0.0	3.8	0.0	0.0	0.0	1.5	0.0
	Accommodation/Food Services	3.9	10.0	0.0	0.0	11.8	14.3	3.1	0.0
	Public Administration	1.9	0.0	3.3	0.0	5.9	0.0	4.6	6.7
	Other	3.9	10.0	6.6	10.0	5.9	0.0	7.7	6.7

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table 3.2 Underemployment Survey Results, Region 3 (Percent)

County/WIAA		Lamar		Pickens		Tuscaloosa		Region 3	
General		Emp	Und	Emp	Und	Emp	Und	Emp	Und
1. Percent of adults that are working full-time		77.6	78.6	81.1	63.6	65.0	40.0	74.8	58.8
2. Percent of part-timers who wish to work full-time		25.0	66.7	41.7	60.0	35.7	53.3	38.3	54.8
3. Percent of workers with more than one job		22.0	21.4	14.0	16.7	11.3	20.0	12.3	16.0
4. Average commute time (one-way)									
	Up to 20 minutes	50.0	50.0	42.1	41.7	63.8	72.0	48.8	50.0
	20 to 40 minutes	22.0	21.4	36.8	33.3	21.3	20.0	27.9	29.0
	40 minutes to an hour	18.0	21.4	17.5	25.0	10.0	8.0	16.6	18.0
	More than an hour	8.0	7.1	3.5	0.0	3.8	0.0	4.3	1.0
5. Commute distance									
	Less than 10 miles	51.0	35.7	22.8	41.7	53.2	64.0	41.0	43.4
	10 to 25 miles	18.4	35.7	38.6	33.3	30.4	32.0	26.1	33.3
	25 to 45 miles	20.4	21.4	31.6	16.7	11.4	0.0	24.2	18.2
	More than 45 miles	10.2	7.1	7.0	8.3	5.1	4.0	7.8	4.0
6. Occupation									
	Management	8.0	7.1	14.0	8.3	11.3	4.0	11.5	9.0
	Business/Financial Operations	12.0	21.4	1.8	8.3	6.3	0.0	5.5	4.0
	Computer/Mathematical	0.0	0.0	0.0	0.0	0.0	0.0	0.7	1.0
	Architecture/Engineering	2.0	0.0	1.8	0.0	1.3	0.0	1.2	0.0
	Life/Physical/Social Science	2.0	0.0	1.8	8.3	1.3	0.0	0.7	1.0
	Community /Social Services	4.0	0.0	5.3	0.0	1.3	4.0	2.9	2.0
	Legal	2.0	0.0	1.8	8.3	2.5	4.0	1.9	3.0
	Education/Training/Library	4.0	0.0	5.3	0.0	12.5	12.0	9.6	11.0
	Arts/Design/Entertainment/Sports/Media	0.0	0.0	0.0	0.0	1.3	0.0	0.5	0.0
	Healthcare Practitioners/Technicians	4.0	7.1	1.8	0.0	5.0	0.0	3.6	2.0
	Healthcare Support	8.0	7.1	7.0	0.0	5.0	8.0	6.3	6.0
	Protective Service	2.0	0.0	1.8	0.0	2.5	4.0	1.2	1.0
	Food Preparation/Serving Related	4.0	7.1	1.8	0.0	1.3	0.0	4.1	6.0
	Building/Grounds Cleaning/Maintenance.	4.0	0.0	7.0	8.3	2.5	4.0	4.1	4.0
	Personal Care/Service	6.0	0.0	1.8	0.0	2.5	0.0	2.9	1.0
	Sales and Related	2.0	7.1	7.0	8.3	7.5	4.0	6.7	8.0
	Office/Administrative Support	2.0	0.0	8.8	8.3	3.8	0.0	6.0	4.0
	Farming/Fishing/Forestry	2.0	0.0	1.8	0.0	1.3	4.0	3.1	2.0
	Construction/Extraction	4.0	0.0	1.8	8.3	0.0	0.0	1.4	2.0
	Installation/Maintenance/Repair	8.0	21.4	3.5	8.3	5.0	0.0	4.6	7.0
	Production	2.0	0.0	7.0	8.3	3.8	4.0	4.3	4.0
	Transportation/Material Moving	2.0	0.0	8.8	8.3	5.0	12.0	4.3	4.0
	other	16.0	21.4	8.8	8.3	17.5	36.0	12.7	18.0
7. Industry									
	Agriculture/Forestry/Fishing/Hunting			10.5	16.7	1.3	4.0	5.8	4.0
	Mining	8.0	0.0	0.0	0.0	2.5	0.0	1.2	0.0
	Utilities	0.0	0.0	0.0	0.0	1.3	0.0	1.7	2.0
	Construction	2.0	7.1	5.3	8.3	5.0	4.0	3.6	3.0
	Manufacturing	8.0	0.0	14.0	8.3	5.0	4.0	11.1	8.0
	Wholesale Trade	14.0	21.4	1.8	0.0	1.3	0.0	0.5	0.0
	Retail Trade	0.0	0.0	3.5	0.0	8.8	12.0	7.2	11.0
	Transportation/Warehousing	6.0	7.1	3.5	0.0	1.3	4.0	2.4	1.0
	Information	0.0	0.0	0.0	0.0	0.0	0.0	0.2	1.0
	Finance/Insurance	0.0	0.0	5.3	8.3	2.5	0.0	4.3	2.0
	Real Estate/Rental/Leasing	2.0	0.0	0.0	0.0	1.3	0.0	0.7	0.0
	Professional/Scientific/Technical Services	0.0	0.0	1.8	8.3	2.5	4.0	1.9	3.0
	Management of Companies/Enterprises	2.0	0.0	0.0	0.0	5.0	0.0	1.4	0.0
	Administrative/Support/Waste Management/Remediation	2.0	0.0	0.0	0.0	0.0	0.0	1.4	1.0
	Educational Services	0.0	0.0	10.5	0.0	20.0	20.0	15.1	19.0
	Health Care/Social Assistance	8.0	7.1	15.8	8.3	20.0	16.0	16.6	15.0
	Arts/Entertainment/Recreation	22.0	21.4	0.0	0.0	0.0	0.0	0.2	0.0
	Accommodation/Food Services	0.0	0.0	3.5	8.3	3.8	8.0	4.1	8.0
	Public Administration	4.0	14.3	3.5	0.0	2.5	0.0	4.1	2.0
	Other	8.0	7.1	7.0	25.0	5.0	4.0	6.0	8.0

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table 3.2 Underemployment Survey Results, Region 3 (Percent, continued)

County/WIAA		Bibb		Fayette		Greene		Hale	
		Emp	Und	Emp	Und	Emp	Und	Emp	Und
8. Years at current/primary job									
	Less than a year	13.5	0.0	13.1	0.0	23.5	14.3	20.0	26.7
	1 to 3 years	13.5	20.0	3.3	0.0	3.9	7.1	3.1	0.0
	3 to 5 years	3.9	0.0	6.6	30.0	7.8	14.3	1.5	0.0
	5 to 10 years	17.3	30.0	14.8	20.0	25.5	35.7	6.2	6.7
	10 to 20 years	25.0	30.0	34.4	40.0	19.6	28.6	24.6	20.0
	More than 20 years	23.1	10.0	26.2	10.0	19.6	0.0	41.5	46.7
9. Monthly wages									
	Less than \$500	3.9	0.0	4.9	0.0	9.8	21.4	4.6	6.7
	\$500 up to \$1,000	17.3	20.0	18.0	40.0	19.6	28.6	24.6	20.0
	\$1,000 up to \$2,000	15.4	10.0	18.0	30.0	33.3	21.4	20.0	33.3
	\$2,000 up to \$3,000	15.4	40.0	16.4	10.0	11.8	14.3	21.5	13.3
	\$3,000 up to \$4,000	13.5	10.0	13.1	0.0	7.8	7.1	15.4	26.7
	\$4,000 up to \$6,000	15.4	0.0	18.0	20.0	0.0	0.0	7.7	0.0
	More than \$6,000	9.6	0.0	6.6	0.0	2.0	0.0	4.6	0.0
Job Fitness									
10. Percent of workers whose current job fits well with their education and training, skills, and experience		90.4	80.0	96.7	80.0	76.5	57.1	83.1	80.0
11. Percent of workers who believe they are qualified for a better job		67.3	100.0	50.8	90.0	84.3	92.9	75.4	86.7
Reasons:	Education and training	91.4	100.0	90.3	100.0	97.7	100.0	95.9	84.6
	Skills	100.0	100.0	93.6	77.8	97.7	100.0	95.9	92.3
	Experience	94.3	80.0	96.8	88.9	93.0	92.3	91.8	100.0
12. Additional income for which workers would leave current job									
	0 to 5% more	4.6	0.0	7.1	0.0	4.8	0.0	0.0	0.0
	5 to 15% more	9.1	0.0	32.1	33.3	19.1	0.0	33.3	50.0
	15 to 30% more	31.8	50.0	21.4	16.7	23.8	50.0	25.9	16.7
	30 to 50% more	13.6	0.0	14.3	33.3	23.8	50.0	18.5	0.0
	More than 50% more	22.7	0.0	14.3	16.7	14.3	0.0	14.8	33.3
	*** Would not leave current job	13.6	25.0	7.1	0.0	9.5	0.0	7.4	0.0
13. Additional commute for new job									
	0 to 10 miles	38.6	12.5	25.5	10.0	24.4	28.6	37.7	42.9
	10 to 20 miles	27.3	37.5	33.3	40.0	26.8	28.6	24.5	42.9
	more than 20 miles	29.6	50.0	39.2	50.0	48.8	42.9	35.9	7.1
14. Additional one-way commute time									
	0 to 10 minutes	36.4	25.0	13.7	0.0	22.0	28.6	28.3	35.7
	10 to 20 minutes	29.6	25.0	43.1	50.0	24.4	42.9	37.7	42.9
	more than 20 minutes	29.6	50.0	43.1	50.0	53.7	28.6	34.0	21.4
15. Percent of workers who sought better job in past three months		18.2	37.5	17.7	60.0	19.5	35.7	32.1	28.6
Underemployment									
16. Percent of workers who say they are currently underemployed		19.2		16.4		27.5		23.1	
17. Reasons respondents give for being		Und	NnW	Und	NnW	Und	NnW	Und	NnW
	A lack of job opportunities in their area	80.0	32.3	90.0	20.7	71.4	43.4	73.3	28.9
	The low wages at the available jobs	60.0	19.4	80.0	13.8	71.4	30.3	60.0	20.6
	They live too far from jobs	40.0	25.8	60.0	23.0	50.0	35.5	46.7	22.7
	They are in school or undergoing training	0.0	4.8	0.0	0.0	14.3	4.0	13.3	6.2
	Their spouse or partner has a really good job	20.0	11.3	20.0	4.6	21.4	6.6	26.7	8.3
	They are retired	10.0	54.8	0.0	71.3	0.0	67.1	33.3	65.0
	Because of social security limitations	10.0	29.0	10.0	36.8	0.0	34.2	6.7	30.9
	Disability or other health concerns	10.0	48.4	20.0	56.3	0.0	57.9	0.0	57.7
	Child care responsibilities	40.0	19.4	20.0	6.9	21.4	7.9	20.0	6.2
	They take care of someone other than a child	20.0	12.9	10.0	12.6	21.4	10.5	13.3	11.3
	Other family or personal obligations	60.0	12.9	10.0	13.8	42.9	9.2	26.7	18.6
	Owning a house in your area	37.5	32.0	33.3	17.3	20.0	16.1	35.7	23.3
	Something else	10.0	21.0	10.0	20.7	7.1	26.3	13.3	17.5

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 3.2 Underemployment Survey Results, Region 3 (Percent, continued)

County/WIAA		Lamar		Pickens		Tuscaloosa		Region 3	
		Emp	Und	Emp	Und	Emp	Und	Emp	Und
8. Years at current/primary job									
	Less than a year	14.0	14.3	14.0	16.7	23.8	36.0	17.8	19.0
	1 to 3 years	6.0	7.1	17.5	33.3	6.3	8.0	7.5	10.0
	3 to 5 years	16.0	21.4	7.0	0.0	5.0	12.0	6.5	11.0
	5 to 10 years	10.0	7.1	12.3	8.3	8.8	8.0	13.0	15.0
	10 to 20 years	24.0	35.7	28.1	33.3	22.5	16.0	25.5	27.0
	More than 20 years	26.0	14.3	17.5	8.3	31.3	20.0	27.2	17.0
9. Monthly wages									
	Less than \$500	8.0	7.1	10.5	16.7	6.3	8.0	6.7	9.0
	\$500 up to \$1,000	8.0	14.3	5.3	8.3	15.0	20.0	15.6	21.0
	\$1,000 up to \$2,000	30.0	42.9	31.6	33.3	25.0	28.0	24.5	29.0
	\$2,000 up to \$3,000	14.0	21.4	14.0	16.7	16.3	24.0	15.9	20.0
	\$3,000 up to \$4,000	10.0	0.0	12.3	8.3	13.8	8.0	12.5	9.0
	\$4,000 up to \$6,000	12.0	7.1	7.0	8.3	8.8	4.0	9.9	5.0
	More than \$6,000	8.0	0.0	8.8	8.3	10.0	0.0	7.9	7.0
Job Fitness									
10. Percent of workers whose current job fits well with their education and training, skills, and experience		86.0	71.4	80.7	66.7	83.8	68.0	85.3	71.0
11. Percent of workers who believe they are qualified for a better job		62.0	92.9	57.9	91.7	67.5	80.0	66.4	89.0
Reasons:	Education and training	90.3	92.3	90.9	81.8	90.7	95.0	92.4	93.3
	Skills	96.8	100.0	84.9	90.9	92.6	95.0	95.3	94.4
	Experience	93.6	100.0	91.7	90.9	92.6	90.0	92.4	92.1
12. Additional income for which workers would leave current job									
	0 to 5% more	4.4	0.0	3.6	0.0	9.1	14.3	5.2	4.4
	5 to 15% more	17.4	50.0	28.6	16.7	20.5	14.3	23.3	23.9
	15 to 30% more	21.7	16.7	32.1	33.3	34.1	28.6	28.0	28.3
	30 to 50% more	17.4	16.7	7.1	16.7	13.6	7.1	15.0	15.2
	More than 50% more	21.7	16.7	7.1	0.0	9.1	21.4	14.0	15.2
	*** Would not leave current job	13.0	0.0	17.9	33.3	11.4	14.3	11.4	10.9
13. Additional commute for new job									
	0 to 10 miles	38.1	35.7	42.9	20.0	35.7	27.3	34.9	27.2
	10 to 20 miles	33.3	21.4	26.5	30.0	38.6	36.4	30.6	33.7
	more than 20 miles	28.6	42.9	26.5	40.0	22.9	27.3	32.3	34.8
14. Additional one-way commute time									
	0 to 10 minutes	33.3	21.4	28.6	10.0	31.4	22.7	27.7	21.7
	10 to 20 minutes	23.8	28.6	42.9	40.0	40.0	36.4	35.4	38.0
	more than 20 minutes	42.9	50.0	26.5	40.0	28.6	40.9	36.0	39.1
15. Percent of workers who sought better job in past three months		23.8	50.0	16.3	30.0	24.3	31.8	22.0	38.0
Underemployment									
16. Percent of workers who say they are currently underemployed		28.0		21.1		31.3		24.0	
17. Reasons respondents give for being		Und	NnW	Und	NnW	Und	NnW	Und	NnW
	A lack of job opportunities in their area	92.9	26.7	75.0	34.3	52.0	23.8	73.0	29.4
	The low wages at the available jobs	78.6	23.8	33.3	22.4	64.0	14.3	64.0	20.6
	They live too far from jobs	71.4	34.3	50.0	32.8	24.0	10.7	46.0	26.3
	They are in school or undergoing training	7.1	2.9	16.7	1.5	12.0	1.2	10.0	2.9
	Their spouse or partner has a really good job	0.0	10.5	8.3	4.5	28.0	13.1	19.0	8.5
	They are retired	0.0	65.7	8.3	59.7	24.0	71.4	13.0	65.6
	Because of social security limitations	7.1	34.3	25.0	28.4	8.0	16.7	9.0	30.3
	Disability or other health concerns	7.1	56.2	25.0	46.3	4.0	41.7	8.0	52.6
	Child care responsibilities	50.0	10.5	16.7	4.5	20.0	7.1	26.0	8.7
	They take care of someone other than a child	21.4	10.5	8.3	10.5	12.0	10.7	15.0	11.3
	Other family or personal obligations	50.0	7.6	16.7	19.4	32.0	15.5	34.0	13.7
	Owning a house in your area	66.7	21.8	28.6	23.6	23.8	21.2	33.3	21.8
	Something else	7.1	16.2	25.0	16.4	12.0	27.4	12.0	20.6

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 3.2 Underemployment Survey Results, Region 3 (Percent, continued)

County/WIAA		Bibb			Fayette			Greene			Hale		
Selected Characteristics		Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
18. Married Respondents		73.1	53.2	80.0	82.0	50.6	60.0	43.1	30.3	42.9	58.5	51.6	66.7
19. Sex	Female	59.6	72.6	40.0	49.2	64.4	40.0	78.4	65.8	85.7	66.2	70.1	66.7
	Male	40.4	27.4	60.0	50.8	35.6	60.0	21.6	34.2	14.3	33.9	29.9	33.3
20. Median age (years)		52	60	54.5	51	66	50.5	51	65	46.5	53	63	56
21. Ethnicity	Hispanic	0.0	1.6	0.0	1.6	0.0	0.0	0.0	0.0	0.0	1.5	1.0	0.0
21b. Race	White	96.2	72.6	100.0	91.8	83.9	70.0	29.4	21.1	28.6	61.5	42.3	66.7
	African-American/Other	1.9	22.6	0.0	6.6	13.8	20.0	68.6	72.4	71.4	36.9	53.6	33.3
22. Last school grade													
	High Sch./less, no diploma	3.9	22.6	0.0	1.6	17.2	0.0	0.0	14.5	0.0	3.1	20.6	0.0
	High School or GED	44.2	40.3	30.0	32.8	49.4	50.0	25.5	50.0	28.6	20.0	37.1	20.0
	Some college, no degree	15.4	17.7	20.0	13.1	12.6	0.0	21.6	17.1	14.3	18.5	19.6	20.0
	Jr. College/trade school/associate degree	13.5	4.8	20.0	23.0	4.6	10.0	25.5	5.3	21.4	21.5	12.4	13.3
	4-year college graduate/BA	15.4	6.5	30.0	13.1	4.6	30.0	13.7	5.3	28.6	20.0	4.1	33.3
	Postgraduate/Masters	7.7	8.1	0.0	16.4	9.2	10.0	13.7	7.9	7.1	16.9	5.2	13.3

County/WIAA		Lamar			Pickens			Tuscaloosa			Region 3		
Selected Characteristics		Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
18. Married Respondents		70.0	56.2	64.3	64.9	55.2	50.0	62.5	47.6	72.0	64.9	49.5	63.0
19. Sex	Female	54.0	66.7	50.0	52.6	65.7	41.7	53.8	70.2	56.0	58.7	67.8	56.0
	Male	46.0	33.3	50.0	47.4	34.3	58.3	46.3	29.8	44.0	41.4	32.2	44.0
20. Median age (years)		52	66.5	52	50	65	53.5	52	66.5	49	52	65	52
21. Ethnicity	Hispanic	0.0	0.0	0.0	0.0	0.0	0.0	2.5	0.0	0.0	1.0	0.4	0.0
21b. Race	White	84.0	83.8	71.4	68.4	55.2	58.3	67.5	71.4	52.0	71.2	62.3	61.0
	African-American/Other	14.0	11.4	21.4	31.6	41.8	41.7	28.8	21.4	44.0	26.9	33.1	36.0
22. Last school grade													
	High Sch./less, no diploma	12.0	20.0	21.4	3.5	19.4	0.0	6.3	10.7	8.0	4.3	17.8	5.0
	High School or GED	34.0	44.8	35.7	42.1	44.8	58.3	28.8	34.5	24.0	32.0	42.9	33.0
	Some college, no degree	8.0	17.1	0.0	14.0	11.9	16.7	22.5	19.1	24.0	16.6	16.6	15.0
	Jr. College/trade school/associate degree	22.0	9.5	14.3	15.8	11.9	0.0	12.5	13.1	16.0	18.8	9.0	14.0
	4-year college graduate/BA	16.0	4.8	14.3	17.5	10.5	16.7	15.0	15.5	12.0	15.9	7.1	22.0
	Postgraduate/Masters	8.0	3.8	14.3	7.0	1.5	8.3	15.0	7.1	16.0	12.5	6.1	11.0

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 3.2 Underemployment Survey Results, Region 3 (Percent, continued)

County/ WIAA Job Satisfaction and Willingness to Train	Bibb									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	3.9	7.7	15.4	21.2	51.9	10.0	20.0	50.0	10.0	10.0
Earnings	9.6	9.6	23.1	21.2	36.5	20.0	20.0	50.0	10.0	0.0
Retention	3.9	1.9	13.5	21.2	57.7	10.0	0.0	20.0	20.0	40.0
Work	0.0	0.0	9.6	19.2	71.2	0.0	0.0	30.0	40.0	30.0
Hours	5.8	3.9	11.5	17.3	61.5	10.0	10.0	30.0	10.0	40.0
Shift	1.9	7.7	3.9	19.2	67.3	10.0	20.0	0.0	50.0	20.0
Conditions	0.0	1.9	11.5	26.9	59.6	0.0	10.0	30.0	30.0	30.0
Commuting Distance	5.8	7.7	19.2	21.2	46.2	30.0	10.0	20.0	20.0	20.0
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	13.6	9.1	27.3	11.4	36.4	12.5	0.0	0.0	25.0	62.5
If paid by workers	36.8	36.8	7.9	5.3	7.9	0.0	57.1	14.3	0.0	28.6
If co-paid by workers & Government	23.7	10.5	34.2	15.8	13.2	0.0	14.3	28.6	28.6	28.6
If paid by Government	5.3	0.0	15.8	23.7	52.6	0.0	0.0	0.0	0.0	100.0

County/ WIAA Job Satisfaction and Willingness to Train	Fayette									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	3.3	8.2	13.1	24.6	50.8	20.0	20.0	30.0	0.0	30.0
Earnings	13.1	4.9	29.5	26.2	26.2	50.0	20.0	20.0	10.0	0.0
Retention	3.3	4.9	13.1	13.1	62.3	0.0	10.0	40.0	0.0	50.0
Work	3.3	1.6	4.9	24.6	65.6	20.0	10.0	10.0	20.0	40.0
Hours	4.9	3.3	6.6	27.9	57.4	20.0	10.0	20.0	40.0	10.0
Shift	3.3	3.3	8.2	14.8	70.5	20.0	0.0	10.0	10.0	60.0
Conditions	4.9	8.2	11.5	21.3	54.1	20.0	30.0	10.0	10.0	30.0
Commuting Distance	11.5	6.6	13.1	4.9	62.3	20.0	0.0	30.0	0.0	50.0
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	19.6	3.9	13.7	7.8	52.9	0.0	10.0	10.0	10.0	70.0
If paid by workers	43.9	22.0	19.5	7.3	4.9	40.0	30.0	20.0	0.0	10.0
If co-paid by workers & Government	9.8	19.5	22.0	17.1	29.3	10.0	10.0	20.0	20.0	40.0
If paid by Government	4.9	9.8	7.3	4.9	70.7	10.0	0.0	10.0	0.0	80.0

County/ WIAA Job Satisfaction and Willingness to Train	Greene									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	13.7	3.9	17.7	17.7	45.1	28.6	14.3	35.7	7.1	14.3
Earnings	31.4	2.0	23.5	15.7	23.5	71.4	0.0	21.4	7.1	0.0
Retention	7.8	11.8	11.8	23.5	43.1	14.3	28.6	21.4	14.3	21.4
Work	3.9	2.0	9.8	17.7	64.7	14.3	0.0	14.3	35.7	35.7
Hours	7.8	5.9	7.8	15.7	60.8	21.4	14.3	7.1	0.0	57.1
Shift	2.0	0.0	13.7	9.8	72.6	7.1	0.0	14.3	7.1	71.4
Conditions	5.9	5.9	17.7	25.5	43.1	21.4	0.0	28.6	35.7	14.3
Commuting Distance	7.8	2.0	17.7	9.8	60.8	14.3	0.0	35.7	7.1	42.9
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	12.2	7.3	4.9	9.8	63.4	0.0	7.1	0.0	14.3	78.6
If paid by workers	38.9	11.1	16.7	11.1	19.4	35.7	21.4	21.4	7.1	14.3
If co-paid by workers & Government	8.3	8.3	25.0	16.7	33.3	0.0	7.1	28.6	21.4	42.9
If paid by Government	8.3	0.0	5.6	5.6	77.8	0.0	0.0	0.0	7.1	92.9

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.
CU = Completely unwilling, U = Unwilling, N = Neither willing nor unwilling, W = Willing, and CW = Completely Willing.
Note: Rounding errors may be present.

Table 3.2 Underemployment Survey Results, Region 3 (Percent, continued)

County/ WIAA Job Satisfaction and Willingness to Train	Hale									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	7.7	4.6	12.3	21.5	53.9	6.7	6.7	13.3	33.3	40.0
Earnings	10.8	9.2	21.5	20.0	38.5	0.0	26.7	46.7	20.0	6.7
Retention	4.6	9.2	7.7	13.9	60.0	0.0	6.7	6.7	6.7	80.0
Work	1.5	6.2	4.6	16.9	70.8	0.0	0.0	0.0	26.7	73.3
Hours	6.2	3.1	6.2	9.2	75.4	0.0	6.7	6.7	6.7	80.0
Shift	1.5	4.6	0.0	10.8	83.1	0.0	6.7	0.0	0.0	93.3
Conditions	4.6	3.1	9.2	29.2	53.9	6.7	0.0	0.0	33.3	60.0
Commuting Distance	4.6	3.1	13.9	15.4	63.1	0.0	6.7	13.3	20.0	60.0
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	18.9	5.7	13.2	13.2	49.1	21.4	0.0	7.1	21.4	50.0
If paid by workers	48.8	23.3	4.7	9.3	14.0	45.5	27.3	0.0	9.1	18.2
If co-paid by workers & Government	18.6	9.3	27.9	14.0	27.9	9.1	9.1	18.2	27.3	27.3
If paid by Government	9.3	0.0	4.7	14.0	69.8	9.1	0.0	0.0	0.0	81.8

County/ WIAA Job Satisfaction and Willingness to Train	Lamar									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	2.0	4.0	16.0	20.0	58.0	7.1	7.1	42.9	14.3	28.6
Earnings	10.0	8.0	24.0	18.0	40.0	21.4	7.1	50.0	7.1	14.3
Retention	0.0	6.0	8.0	16.0	64.0	0.0	7.1	7.1	21.4	50.0
Work	0.0	4.0	10.0	24.0	62.0	0.0	14.3	21.4	21.4	42.9
Hours	8.0	2.0	18.0	10.0	62.0	21.4	7.1	14.3	14.3	42.9
Shift	10.0	2.0	14.0	2.0	72.0	28.6	7.1	21.4	0.0	42.9
Conditions	4.0	4.0	12.0	22.0	58.0	14.3	7.1	21.4	21.4	35.7
Commuting Distance	6.0	8.0	14.0	8.0	64.0	7.1	14.3	14.3	7.1	57.1
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	23.8	2.4	28.6	2.4	40.5	7.1	0.0	14.3	7.1	64.3
If paid by workers	53.1	12.5	18.8	3.1	12.5	61.5	15.4	0.0	0.0	23.1
If co-paid by workers & Government	6.3	12.5	40.6	12.5	28.1	7.7	15.4	30.8	0.0	46.2
If paid by Government	0.0	0.0	18.8	12.5	68.8	0.0	0.0	7.7	15.4	76.9

County/ WIAA Job Satisfaction and Willingness to Train	Pickens									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	7.0	3.5	14.0	21.1	52.6	16.7	16.7	25.0	16.7	25.0
Earnings	10.5	7.0	29.8	21.1	31.6	16.7	25.0	25.0	16.7	16.7
Retention	7.0	5.3	14.0	12.3	59.7	8.3	8.3	8.3	8.3	41.7
Work	3.5	1.8	8.8	15.8	70.2	0.0	8.3	8.3	25.0	58.3
Hours	10.5	0.0	5.3	19.3	64.9	25.0	0.0	8.3	16.7	50.0
Shift	10.5	0.0	12.3	14.0	63.2	25.0	0.0	8.3	8.3	58.3
Conditions	3.5	5.3	8.8	22.8	59.7	8.3	16.7	16.7	8.3	50.0
Commuting Distance	7.0	7.0	8.8	22.8	54.4	16.7	8.3	8.3	0.0	66.7
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	8.2	6.1	16.3	18.4	51.0	0.0	0.0	20.0	10.0	70.0
If paid by workers	40.0	31.1	11.1	6.7	11.1	40.0	30.0	10.0	20.0	0.0
If co-paid by workers & Government	13.3	13.3	44.4	11.1	17.8	0.0	0.0	60.0	0.0	40.0
If paid by Government	2.2	0.0	17.8	20.0	60.0	0.0	0.0	10.0	20.0	70.0

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.
 CU = Completely unwilling, U = Unwilling, N = Neither willing nor unwilling, W = Willing, and CW = Completely Willing.
 Note: Rounding errors may be present.

Table 3.2 Underemployment Survey Results, Region 3 (Percent, continued)

County/ WIAA Job Satisfaction and Willingness to Train	Tuscaloosa									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	5.0	5.0	18.8	22.5	46.3	8.0	16.0	28.0	16.0	28.0
Earnings	10.0	17.5	18.8	25.0	28.8	28.0	24.0	28.0	12.0	8.0
Retention	2.5	6.3	7.5	28.8	53.8	8.0	12.0	24.0	24.0	40.0
Work	2.5	2.5	11.3	25.0	58.8	8.0	4.0	24.0	20.0	44.0
Hours	8.8	2.5	8.8	22.5	57.5	20.0	4.0	12.0	32.0	32.0
Shift	3.8	3.8	6.3	22.5	63.8	8.0	12.0	8.0	32.0	40.0
Conditions	2.5	5.0	16.3	27.5	48.8	4.0	8.0	24.0	40.0	24.0
Commuting Distance	7.5	1.3	10.0	13.8	67.5	12.0	0.0	4.0	20.0	64.0
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	21.4	5.7	14.3	17.1	40.0	18.2	4.6	4.6	18.2	54.6
If paid by workers	47.3	21.8	9.1	1.8	16.4	27.8	27.8	5.6	33.3	5.6
If co-paid by workers & Government	12.7	12.7	36.4	14.6	18.2	11.1	16.7	22.2	16.7	22.2
If paid by Government	5.5	3.6	18.2	12.7	60.0	5.6	0.0	16.7	0.0	77.8

County/ WIAA Job Satisfaction and Willingness to Train	Region 3									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	6.0	5.3	15.4	21.4	51.0	13.0	14.0	31.0	15.0	26.0
Earnings	13.2	8.9	24.0	21.4	32.0	29.0	18.0	34.0	12.0	7.0
Retention	4.1	6.5	10.6	18.8	57.2	6.0	11.0	15.0	15.0	46.0
Work	2.2	2.6	8.4	20.7	65.9	6.0	5.0	16.0	26.0	47.0
Hours	7.5	2.9	8.9	17.8	62.7	17.0	7.0	13.0	18.0	45.0
Shift	4.6	3.1	7.9	13.9	70.2	13.0	7.0	9.0	16.0	55.0
Conditions	3.6	4.8	12.5	25.2	53.6	10.0	9.0	19.0	28.0	34.0
Commuting Distance	7.2	4.8	13.5	13.7	60.3	13.0	5.0	16.0	12.0	54.0
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	17.1	5.7	16.6	12.0	47.1	9.8	3.3	7.6	15.2	63.0
If paid by workers	44.7	19.8	13.4	6.9	10.1	37.4	27.7	8.4	6.0	19.3
If co-paid by workers & Government	13.5	12.4	33.1	14.5	23.5	6.0	10.8	28.9	15.7	34.9
If paid by Government	5.2	2.1	12.8	13.5	65.2	3.6	0.0	7.2	6.0	81.9

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.
CU = Completely unwilling, U = Unwilling, N = Neither willing nor unwilling, W = Willing, and CW = Completely Willing.
Note: Rounding errors may be present.

Underemployment in Workforce Investment Advisory Area, Region 4



Underemployment in Workforce Investment Advisory Area, Region 4

WIAA Region 4 comprises of the six counties shown in Table 4.1. The area's underemployment rate of 24.0 percent is just slightly above the state's 23.8 percent and indicates that the region had 117,600 underemployed resident workers in December 2012. Adding the unemployed gives a total available labor pool of about 147,300 for the area, with Jefferson County contributing the majority. This pool is five times the number of unemployed and is a more realistic measure of the available labor in the area. Employers must offer higher wages, better benefits or terms of employment, or some other incentives to induce the underemployed to change jobs. The region had 24.6 percent of the state's underemployed and 24.3 percent of the state's workers.

Table 4.1 Region 4 Underemployed

	Alabama	Region 4	Blount	Chilton	Jefferson	St. Clair	Shelby	Walker
Labor Force	2,154,744	520,430	26,256	19,907	304,802	37,715	104,474	27,276
Employed	2,013,847	490,680	24,842	18,715	286,283	35,605	99,763	25,472
Underemployment rate	23.8%	24.0%	16.4%	16.1%	25.8%	19.1%	25.9%	35.1%
Underemployed workers	479,296	117,567	4,079	3,008	73,832	6,783	25,869	8,938
Unemployed	140,897	29,750	1,414	1,192	18,519	2,110	4,711	1,804
Available labor pool	620,193	147,317	5,493	4,200	92,351	8,893	30,580	10,742

Note: Rounding errors may be present. Based on December 2012 labor force data and 2012 underemployment rates.

Source: Center for Business and Economic Research, The University of Alabama and Alabama Department of Labor.

Underemployment Survey Results

Underemployment rates range from 16.1 percent in Chilton County to 35.1 percent in Walker (Table 4.1) with three counties having rates that were above the Alabama rate. The underemployment rates are multiplied by the number of employed to get the number of underemployed workers. Table 4.2 shows the detailed underemployment survey results that include characteristics of the employed, underemployed, and nonworkers. Except for rates and their implications for labor availability, detailed county-level results are not discussed because county sample sizes are sufficient for underemployment estimation but too small for making reliable inferences on characteristics.

Of the employed, 79 percent work full-time, 10 percent hold more than one job, and 28 percent of part-time workers would like to work full-time. The one-way commute takes up to 20 minutes for 44 percent, but 16 percent take more than 40 minutes with four percent taking more than an hour. Thirty-nine percent commute less than 10 miles, 25 percent travel more than 25 miles, and seven percent exceed 45 miles. Sixty percent have 10 or more years job tenure—35 percent have more than 20 years—and the median monthly wage is between \$2,000 and \$3,000. Healthcare and education sectors are major employers in the region. Most workers (84 percent) claim that their jobs fit well with their education, training, skills, and experience; 64 percent believe they are qualified for a better job, but just 21 percent have sought better jobs in the preceding three months. If offered up to 15 percent higher wages, 29 percent would leave their jobs, 51 percent will leave for more than that, and 14 percent want more than a 50 percent raise. About 38 percent will add up to 10 miles to the one-way commute for the higher-paying job, but 23 percent are prepared to go 20 or more extra miles. For this job, 32 percent are willing to increase the one-way commute by more than 20 minutes while 31 percent will not consider adding more than 10 minutes.

Among the underemployed, 63 percent work full-time, 14 percent hold more than one job, and 40 percent of part-time workers want full-time work. About 52 percent commute for up to 20 minutes one-way, but 11 percent spend over 40 minutes with two percent taking longer than an hour. The commute is less than 10 miles for 46 percent of the underemployed, 17 percent travel more than 25 miles, and 3.7 percent exceed 45 miles. Forty-seven percent of the underemployed have 10 years or more on the job compared to 60 percent of all employed. The underemployed are more concentrated in the health care and social assistance and retail trade sectors. Fifty-one percent earn up to \$2000 a month compared to 34 percent of all employed. Sixty-eight percent say their jobs fit well with their education, training, skills, and experience. Eighty-five percent believe they are qualified for a better job and 34 percent have sought better jobs in the preceding three months. Thirty percent would leave current job for up to 15 percent more income, 45 percent would leave for more than 15 percent higher wages—19 percent want more than a 50 percent raise. While 32 percent will add up to 10 miles to the one-way commute for the new higher-paying job, 26 percent are prepared to add 20 miles or more. For this new job, 42 percent are willing to increase the one-way commute by more than 20 minutes but 24 percent will not take more than 10 extra minutes.

Most workers, 76 percent, are satisfied or completely satisfied with their jobs but just 54 percent of the underemployed feel the same way. Workers are most satisfied with the work they do and least satisfied with their earnings. The underemployed are most satisfied with their work shift and much less dissatisfied with their earnings. Willingness to train for a new or better job is much higher among the underemployed; 64 percent are willing or completely willing to train compared to 55 percent of all workers. The willingness to train is highest when the cost is fully borne by government and lowest when the trainee must pay the full costs. The underemployed are less willing to train for a new or better job if they have to pay the full costs of training.

Of a total 1,295 respondents, 576 or 45 percent are employed. Primary reasons for being underemployed are lack of job opportunities, low wages at available jobs, live too far from jobs, and child care or other family/personal responsibilities. The main reasons for not working are retirement, disability or other health concerns, and social security limitations. Sixty-eight percent of employed, 52 percent nonworkers, and 59 percent underemployed are married. Men were 46 percent of employed, 40 percent of nonworkers, and 44 percent of underemployed. The median age is 50 for employed, 49.5 for underemployed, and 67 for nonworkers. Eighty percent of the employed, 79 percent of nonworkers, and 76 percent of underemployed are white; Hispanics are a tiny portion. Roughly 17 percent of the employed and nonworkers, and 20 percent of the underemployed are African-Americans or other ethnic groups. About four percent of the employed and two percent of the underemployed do not hold a high school diploma or equivalent compared to 16 percent of nonworkers. Roughly 24 percent employed, 20 percent underemployed, and 12 percent of nonworkers hold a bachelor's or higher degree. WIAA Region 4 has an educated 147,317-strong labor pool that is willing to commute and is seeking higher wage jobs.

Table 4.2 Underemployment Survey Results, Region 4 (Percent)

County /WIAA		Blount		Chilton		Jefferson		St. Clair	
General		Emp	Und	Emp	Und	Emp	Und	Emp	Und
1. Percent of adults that are working full-time		72.3	36.4	72.2	66.7	79.9	66.7	87.1	66.7
2. Percent of part-timers who wish to work full-time		16.7	14.3	25.0	33.3	38.5	54.6	33.3	75.0
3. Percent of workers with more than one job		6.0	9.1	10.7	100.0	12.3	18.5	7.9	25.0
4. Average commute time (one-way)									
	Up to 20 minutes	31.3	54.6	53.6	66.7	46.0	50.8	39.7	41.7
	20 to 40 minutes	31.3	9.1	26.8	22.2	41.7	35.4	34.9	33.3
	40 minutes to an hour	25.4	18.2	8.9	0.0	5.2	4.6	22.2	25.0
	More than an hour	9.0	9.1	5.4	11.1	2.8	1.5	3.2	0.0
5. Commute distance									
	Less than 10 miles	22.4	45.5	55.6	55.6	41.2	46.8	36.5	33.3
	10 to 25 miles	26.9	18.2	16.7	11.1	41.2	40.3	25.4	33.3
	25 to 45 miles	31.3	18.2	11.1	11.1	12.4	9.7	28.6	25.0
	More than 45 miles	17.9	18.2	14.8	22.2	2.9	0.0	9.5	8.3
6. Occupation									
	Management	13.4	0.0	21.4	11.1	13.1	10.8	15.9	16.7
	Business/Financial Operations	6.0	0.0	1.8	0.0	9.1	3.1	4.8	8.3
	Computer/Mathematical	0.0	0.0	0.0	0.0	0.0	0.0	1.6	0.0
	Architecture/Engineering	4.5	9.1	3.6	0.0	2.0	4.6	0.0	0.0
	Life/Physical/Social Science	0.0	0.0	1.8	0.0	0.8	3.1	0.0	0.0
	Community /Social Services	0.0	0.0	1.8	0.0	2.0	0.0	1.6	0.0
	Legal	3.0	0.0	0.0	0.0	2.4	1.5	0.0	0.0
	Education/Training/Library	7.5	9.1	8.9	0.0	5.2	3.1	7.9	8.3
	Arts/Design/Entertainment/Sports/Media	4.5	9.1	0.0	0.0	1.6	4.6	0.0	0.0
	Healthcare Practitioners/Technicians	11.9	9.1	5.4	11.1	8.3	12.3	6.4	8.3
	Healthcare Support	7.5	0.0	3.6	11.1	8.7	7.7	6.4	0.0
	Protective Service	1.5	9.1	1.8	0.0	0.8	1.5	0.0	0.0
	Food Preparation/Serving Related	3.0	0.0	5.4	11.1	3.6	6.2	3.2	16.7
	Building/Grounds Cleaning/Maintenance.	1.5	0.0	1.8	11.1	2.0	3.1	3.2	8.3
	Personal Care/Service	4.5	9.1	0.0	0.0	2.4	3.1	3.2	0.0
	Sales and Related	6.0	9.1	3.6	11.1	6.8	6.2	11.1	8.3
	Office/Administrative Support	4.5	0.0	12.5	11.1	6.0	4.6	6.4	0.0
	Farming/Fishing/Forestry	1.5	0.0	1.8	0.0	0.4	0.0	0.0	0.0
	Construction/Extraction	3.0	0.0	5.4	0.0	1.6	0.0	4.8	0.0
	Installation/Maintenance/Repair	6.0	9.1	10.7	0.0	4.4	1.5	4.8	0.0
	Production	0.0	0.0	5.4	11.1	2.0	3.1	0.0	0.0
	Transportation/Material Moving	6.0	18.2	0.0	0.0	2.4	4.6	7.9	8.3
	other	4.5	9.1	3.6	11.1	14.7	15.4	11.1	16.7
7. Industry									
	Agriculture/Forestry/Fishing/Hunting	3.0	0.0	5.4	0.0	0.8	0.0	0.0	0.0
	Mining	1.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Utilities	1.5	0.0	3.6	0.0	3.6	1.5	1.6	0.0
	Construction	6.0	0.0	12.5	0.0	5.6	7.7	7.9	0.0
	Manufacturing	9.0	18.2	8.9	0.0	4.8	4.6	6.4	0.0
	Wholesale Trade	0.0	0.0	3.6	0.0	0.4	0.0	1.6	0.0
	Retail Trade	6.0	0.0	7.1	22.2	6.8	13.9	6.4	16.7
	Transportation/Warehousing	7.5	18.2	8.9	33.3	3.6	3.1	9.5	8.3
	Information	0.0	0.0	0.0	0.0	1.6	1.5	1.6	0.0
	Finance/Insurance	0.0	0.0	5.4	0.0	7.9	4.6	1.6	0.0
	Real Estate/Rental/Leasing	0.0	0.0	0.0	0.0	1.6	1.5	1.6	0.0
	Professional/Scientific/Technical Services	4.5	9.1	1.8	0.0	3.2	1.5	0.0	0.0
	Management of Companies/Enterprises	0.0	0.0	0.0	0.0	1.6	1.5	3.2	0.0
	Administrative/Support/Waste Management/Remediation	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Educational Services	10.5	0.0	10.7	11.1	7.1	3.1	12.7	25.0
	Health Care/Social Assistance	20.9	9.1	12.5	22.2	23.4	27.7	22.2	25.0
	Arts/Entertainment/Recreation	3.0	0.0	0.0	0.0	0.4	1.5	0.0	0.0
	Accommodation/Food Services	6.0	0.0	5.4	0.0	4.4	6.2	3.2	8.3
	Public Administration	3.0	0.0	0.0	0.0	4.8	4.6	3.2	0.0
	Other	6.0	18.2	7.1	11.1	4.4	3.1	6.4	8.3

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table 4.2 Underemployment Survey Results, Region 4 (Percent, continued)

County /WIAA		Shelby		Walker		Region 4	
General		Emp	Und	Emp	Und	Emp	Und
1. Percent of adults that are working full-time		76.3	60.0	80.0	63.2	78.6	62.7
2. Percent of part-timers who wish to work full-time		10.5	12.5	30.8	37.5	28.4	40.4
3. Percent of workers with more than one job		6.2	4.8	8.8	10.0	9.7	13.8
4. Average commute time (one-way)							
	Up to 20 minutes	39.5	47.6	49.1	60.0	43.8	52.2
	20 to 40 minutes	40.7	38.1	29.8	35.0	37.0	32.6
	40 minutes to an hour	14.8	14.3	15.8	5.0	12.2	8.7
	More than an hour	1.2	0.0	3.5	0.0	3.7	2.2
5. Commute distance							
	Less than 10 miles	37.2	47.6	36.8	45.0	38.8	45.9
	10 to 25 miles	39.7	38.1	35.1	40.0	34.5	35.6
	25 to 45 miles	20.5	14.3	17.5	15.0	18.0	13.3
	More than 45 miles	2.6	0.0	8.8	0.0	7.1	3.7
6. Occupation							
	Management	7.4	0.0	8.8	5.0	13.0	8.0
	Business/Financial Operations	14.8	4.8	5.3	5.0	8.0	3.6
	Computer/Mathematical	2.5	0.0	1.8	0.0	0.7	0.0
	Architecture/Engineering	1.2	4.8	1.8	0.0	2.1	3.6
	Life/Physical/Social Science	1.2	0.0	0.0	0.0	0.7	1.5
	Community /Social Services	2.5	0.0	1.8	0.0	1.7	0.0
	Legal	2.5	4.8	0.0	0.0	1.7	1.5
	Education/Training/Library	13.6	9.5	17.5	20.0	8.5	7.3
	Arts/Design/Entertainment/Sports/Media	0.0	0.0	0.0	0.0	1.2	2.9
	Healthcare Practitioners/Technicians	6.2	4.8	5.3	0.0	7.6	8.7
	Healthcare Support	4.9	4.8	1.8	5.0	6.6	5.8
	Protective Service	1.2	4.8	1.8	5.0	1.0	2.9
	Food Preparation/Serving Related	2.5	4.8	1.8	0.0	3.3	5.8
	Building/Grounds Cleaning/Maintenance.	0.0	0.0	1.8	5.0	1.7	3.6
	Personal Care/Service	1.2	0.0	0.0	0.0	2.1	2.2
	Sales and Related	12.4	14.3	8.8	15.0	7.8	9.4
	Office/Administrative Support	6.2	19.1	8.8	5.0	6.8	6.5
	Farming/Fishing/Forestry	2.5	0.0	0.0	0.0	0.5	0.7
	Construction/Extraction	3.7	4.8	3.5	0.0	2.8	0.0
	Installation/Maintenance/Repair	0.0	4.8	5.3	5.0	5.2	2.9
	Production	0.0	0.0	5.3	10.0	1.9	3.6
	Transportation/Material Moving	2.5	8.3	1.8	0.0	3.1	4.4
	other	11.1	14.3	17.5	20.0	11.8	15.2
7. Industry							
	Agriculture/Forestry/Fishing/Hunting	0.0	0.0	0.0	0.0	1.2	0.0
	Mining	0.0	0.0	7.0	0.0	0.9	0.0
	Utilities	0.0	0.0	5.3	0.0	2.8	0.7
	Construction	7.4	0.0	3.5	5.0	6.6	6.5
	Manufacturing	2.5	14.3	1.8	5.0	5.2	4.4
	Wholesale Trade	1.2	0.0	1.8	0.0	1.0	0.0
	Retail Trade	7.4	14.3	5.3	5.0	6.6	12.3
	Transportation/Warehousing	1.2	0.0	1.8	0.0	4.7	5.8
	Information	1.2	0.0	0.0	0.0	1.0	0.7
	Finance/Insurance	17.3	0.0	7.0	10.0	7.3	5.1
	Real Estate/Rental/Leasing	2.5	0.0	1.8	5.0	1.4	1.5
	Professional/Scientific/Technical Services	6.2	0.0	1.8	5.0	3.1	2.2
	Management of Companies/Enterprises	0.0	0.0	1.8	5.0	1.2	1.5
	Administrative/Support/Waste Management/Remediation	0.0	0.0	1.8	5.0	0.2	0.7
	Educational Services	21.0	19.1	17.5	15.0	11.5	9.4
	Health Care/Social Assistance	9.9	14.3	19.3	20.0	19.6	22.5
	Arts/Entertainment/Recreation	2.5	4.8	1.8	5.0	1.0	2.2
	Accommodation/Food Services	2.5	4.8	0.0	0.0	3.8	4.4
	Public Administration	2.5	4.8	1.8	0.0	3.3	2.9
	Other	4.9	9.5	3.5	5.0	5.0	6.5

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table 4.2 Underemployment Survey Results, Region 4 (Percent, continued)

County /WIAA		Blount		Chilton		Jefferson		St. Clair	
		Emp	Und	Emp	Und	Emp	Und	Emp	Und
8. Years at current/primary job	Less than a year	17.9	36.4	12.5	22.2	11.5	18.5	20.6	41.7
	1 to 3 years	7.5	0.0	7.1	11.1	7.9	9.2	6.4	8.3
	3 to 5 years	3.0	9.1	5.4	0.0	5.6	6.2	12.7	0.0
	5 to 10 years	13.4	9.1	5.4	22.2	13.5	15.4	7.9	8.3
	10 to 20 years	28.4	27.3	25.0	11.1	22.6	18.5	19.1	25.0
	More than 20 years	26.9	9.1	44.6	33.3	37.7	30.8	33.3	16.7
9. Monthly wages	Less than \$500	1.5	9.1	10.7	22.2	4.4	9.2	6.4	25.0
	\$500 up to \$1,000	13.4	18.2	7.1	11.1	9.5	12.3	6.4	8.3
	\$1,000 up to \$2,000	19.4	27.3	25.0	33.3	18.7	24.6	19.1	41.7
	\$2,000 up to \$3,000	19.4	18.2	8.9	11.1	16.7	16.9	17.5	16.7
	\$3,000 up to \$4,000	11.9	9.1	12.5	11.1	13.9	12.3	9.5	0.0
	\$4,000 up to \$6,000	16.4	9.1	17.9	0.0	15.1	10.8	17.5	0.0
	More than \$6,000	10.5	0.0	8.9	0.0	15.5	9.2	15.9	8.3
<u>Job Fitness</u>									
10. Percent of workers whose current job fits well with their education and training, skills, and experience		86.6	54.6	85.7	88.9	81.8	66.2	82.5	66.7
11. Percent of workers who believe they are qualified for a better job		61.2	81.8	60.7	88.9	67.9	83.1	61.9	75.0
Reasons:	Education and training	90.2	100.0	88.2	87.5	92.4	94.4	89.7	88.9
	Skills	97.6	100.0	97.1	87.5	93.0	92.6	100.0	100.0
	Experience	97.6	100.0	100.0	100.0	95.9	98.2	97.4	100.0
12. Additional income for which workers would leave current job									
	0 to 5% more	9.4	0.0	3.7	0.0	4.8	7.1	0.0	0.0
	5 to 15% more	21.9	20.0	14.8	40.0	26.4	28.6	20.8	28.6
	15 to 30% more	25.0	0.0	25.9	0.0	27.2	21.4	20.8	28.6
	30 to 50% more	15.6	0.0	14.8	20.0	10.4	17.9	8.3	14.3
	More than 50% more	15.6	40.0	7.4	0.0	13.6	14.3	20.8	28.6
	*** Would not leave current job	12.5	40.0	29.6	20.0	14.4	10.7	12.5	0.0
13. Additional commute for new job	0 to 10 miles	39.7	33.3	40.9	14.3	37.0	37.5	38.5	25.0
	10 to 20 miles	27.6	22.2	36.4	57.1	38.0	35.7	38.5	41.7
	more than 20 miles	29.3	33.3	20.5	28.6	21.6	23.2	21.2	33.3
14. Additional one-way commute time	0 to 10 minutes	34.5	11.1	34.1	14.3	31.3	28.6	26.9	16.7
	10 to 20 minutes	34.5	44.4	31.8	42.9	32.7	30.4	44.2	41.7
	more than 20 minutes	31.0	44.4	31.8	42.9	34.1	39.3	26.9	41.7
15. Percent of workers who sought better job in past three months		17.2	22.2	13.6	14.3	24.5	37.5	11.5	25.0
<u>Underemployment</u>									
16. Percent of workers who say they are currently underemployed		16.4		16.1		25.8		19.1	
17. Reasons respondents give for being		Und	NnW	Und	NnW	Und	NnW	Und	NnW
	A lack of job opportunities in their area	54.6	19.4	66.7	24.3	55.4	19.7	66.7	23.7
	The low wages at the available jobs	27.3	15.3	44.4	18.9	44.6	15.5	75.0	21.1
	They live too far from jobs	36.4	26.4	33.3	18.9	13.9	8.3	41.7	18.4
	They are in school or undergoing training	0.0	4.2	0.0	8.1	9.2	4.1	0.0	2.6
	Their spouse or partner has a really good job	36.4	18.1	0.0	16.2	10.8	7.6	25.0	7.9
	They are retired	18.2	65.3	11.1	68.9	9.2	69.0	0.0	75.0
	Because of social security limitations	27.3	27.8	11.1	35.1	3.1	25.9	0.0	30.3
	Disability or other health concerns	9.1	50.0	22.2	46.0	6.2	45.5	0.0	36.8
	Child care responsibilities	27.3	12.5	22.2	13.5	21.5	6.6	25.0	9.2
	They take care of someone other than a child	18.2	13.9	44.4	14.9	9.2	11.0	16.7	4.0
	Other family or personal obligations	45.5	15.3	44.4	13.5	29.2	11.0	25.0	15.8
	Owning a house in your area	30.0	6.8	0.0	24.2	18.5	18.1	36.4	17.9
	Something else	0.0	20.8	22.2	17.6	29.2	16.6	0.0	26.3

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 4.2 Underemployment Survey Results, Region 4 (Percent, continued)

County/WIAA		Shelby		Walker		Region 4	
		Emp	Und	Emp	Und	Emp	Und
8. Years at current/primary job	Less than a year	11.1	9.5	14.0	25.0	13.5	21.7
	1 to 3 years	4.9	9.5	5.3	10.0	6.9	8.7
	3 to 5 years	7.4	4.8	3.5	5.0	6.1	5.1
	5 to 10 years	16.1	28.6	10.5	5.0	12.2	15.2
	10 to 20 years	29.6	28.6	29.8	20.0	24.8	21.0
	More than 20 years	29.6	19.1	35.1	30.0	35.2	26.1
9. Monthly wages	Less than \$500	4.9	4.8	7.0	15.0	5.2	11.6
	\$500 up to \$1,000	4.9	14.3	7.0	15.0	8.5	13.0
	\$1,000 up to \$2,000	13.6	14.3	29.8	30.0	19.8	26.1
	\$2,000 up to \$3,000	19.8	19.1	15.8	10.0	16.7	15.9
	\$3,000 up to \$4,000	18.5	14.3	8.8	5.0	13.2	10.1
	\$4,000 up to \$6,000	13.6	14.3	12.3	10.0	15.3	10.1
	More than \$6,000	14.8	9.5	12.3	0.0	13.9	5.8
Job Fitness							
10. Percent of workers whose current job fits well with their education and training, skills, and experience		86.4	71.4	87.7	70.0	84.0	68.1
11. Percent of workers who believe they are qualified for a better job		69.1	95.2	49.1	90.0	64.1	85.5
Reasons:	Education and training	92.9	85.0	92.9	88.9	91.6	91.5
	Skills	94.6	90.0	96.4	94.4	95.1	93.2
	Experience	92.9	90.0	96.4	94.4	96.2	96.6
12. Additional income for which workers would leave current job							
	0 to 5% more	7.5	18.2	3.5	0.0	5.1	6.4
	5 to 15% more	25.0	18.2	24.1	0.0	23.8	23.8
	15 to 30% more	25.0	27.3	6.9	14.3	23.8	19.1
	30 to 50% more	20.0	18.2	10.3	14.3	12.6	15.9
	More than 50% more	12.5	18.2	17.2	28.6	14.1	19.1
	*** Would not leave current job	10.0	0.0	37.9	42.9	17.3	14.3
13. Additional commute for new job	0 to 10 miles	47.1	45.0	20.5	11.8	37.8	32.2
	10 to 20 miles	37.1	40.0	40.9	52.9	36.8	39.7
	more than 20 miles	15.7	15.0	31.8	35.3	22.5	25.6
14. Additional one-way commute time	0 to 10 minutes	38.6	35.0	18.2	11.8	31.3	24.0
	10 to 20 minutes	35.7	35.0	29.6	23.5	34.2	33.1
	more than 20 minutes	24.3	30.0	45.5	64.7	32.4	42.2
15. Percent of workers who sought better job in past three months		27.1	45.0	22.7	29.4	21.4	33.9
Underemployment							
16. Percent of workers who say they are currently underemployed		25.9		35.1		24.0	
17. Reasons respondents give for being		Und	NnW	Und	NnW	Und	NnW
	A lack of job opportunities in their area	47.6	18.9	55.0	21.8	55.8	20.9
	The low wages at the available jobs	38.1	12.2	40.0	19.6	44.2	16.8
	They live too far from jobs	9.5	16.2	30.0	13.5	21.0	14.1
	They are in school or undergoing training	4.8	4.1	0.0	2.3	5.1	4.0
	Their spouse or partner has a really good job	23.8	16.2	30.0	9.0	18.1	10.7
	They are retired	9.5	71.6	10.0	61.7	9.4	68.2
	Because of social security limitations	19.1	12.2	5.0	29.3	8.0	26.7
	Disability or other health concerns	9.5	36.5	10.0	50.4	8.0	45.1
	Child care responsibilities	33.3	8.1	40.0	12.0	26.8	9.3
	They take care of someone other than a child	23.8	8.1	10.0	16.5	15.2	11.7
	Other family or personal obligations	52.4	14.9	40.0	14.3	36.2	13.2
	Owning a house in your area	27.8	13.4	18.8	16.8	21.6	16.9
	Something else	14.3	31.1	10.0	19.6	18.8	20.2

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 4.2 Underemployment Survey Results, Region 4 (Percent, continued)

County/WIAA		Blount			Chilton			Jefferson			St. Clair		
Selected Characteristics		Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
18. Married Respondents		73.1	63.9	90.9	71.4	56.8	55.6	61.1	45.2	50.8	68.3	55.3	41.7
19. Sex	Female	58.2	62.5	63.6	50.0	68.9	66.7	50.4	67.6	52.3	58.7	64.5	66.7
	Male	41.8	37.5	36.4	50.0	31.1	33.3	49.6	32.4	47.7	41.3	35.5	33.3
20. Median age (years)		48.5	65	56	53	66	56	50	67	49	47.5	69	52
21. Ethnicity	Hispanic	3.0	0.0	0.0	0.0	2.7	0.0	0.8	0.3	1.5	0.0	0.0	0.0
21b. Race	White	97.0	97.2	100.0	85.7	87.8	66.7	65.5	63.1	63.1	92.1	88.2	91.7
	African-American/Other	1.5	0.0	0.0	12.5	8.1	22.2	29.8	32.1	29.2	6.4	6.6	8.3
22. Last school grade													
	High Sch./less, no diploma	3.0	25.0	0.0	8.9	12.2	0.0	3.6	11.0	0.0	3.2	19.7	8.3
	High School or GED	20.9	26.4	36.4	32.1	43.2	33.3	20.6	33.1	15.4	30.2	39.5	33.3
	Some college, no degree	13.4	23.6	9.1	21.4	21.6	33.3	18.3	17.9	20.0	19.1	11.8	16.7
	Jr. College/trade school/associate degree	23.9	8.3	18.2	12.5	6.8	22.2	10.3	11.7	16.9	15.9	9.2	16.7
	4-year college graduate/BA	20.9	6.9	9.1	12.5	9.5	0.0	25.8	15.5	24.6	20.6	14.5	16.7
	Postgraduate/Masters	17.9	9.7	27.3	12.5	5.4	11.1	21.0	10.0	23.1	11.1	4.0	8.3

County/WIAA		Shelby			Walker			Region 4		
Selected Characteristics		Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
18. Married Respondents		75.3	56.8	66.7	79.0	51.9	70.0	68.1	51.7	58.7
19. Sex	Female	60.5	64.9	66.7	52.6	64.7	45.0	53.8	66.1	56.5
	Male	39.5	35.1	33.3	47.4	35.3	55.0	46.2	33.9	43.5
20. Median age (years)		49	68	49.5	50	64	47	50	67	49.5
21. Ethnicity	Hispanic	1.2	1.4	0.0	0.0	0.0	0.0	0.9	0.6	0.7
21b. Race	White	90.1	85.1	95.2	91.2	90.2	80.0	80.0	79.0	76.1
	African-American/Other	6.2	9.5	4.8	7.0	6.8	20.0	16.7	16.7	19.6
22. Last school grade										
	High Sch./less, no diploma	2.5	8.1	4.8	3.5	25.6	0.0	3.8	15.9	1.5
	High School or GED	18.5	29.7	9.5	38.6	39.1	50.0	24.3	34.9	23.9
	Some college, no degree	14.8	13.5	19.1	19.3	14.3	20.0	17.7	17.1	19.6
	Jr. College/trade school/associate degree	9.9	9.5	19.1	14.0	9.0	10.0	13.0	9.9	16.7
	4-year college graduate/BA	33.3	18.9	33.3	17.5	5.3	10.0	23.6	12.4	20.3
	Postgraduate/Masters	19.8	20.3	14.3	7.0	5.3	10.0	17.2	9.0	18.1

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 4.2 Underemployment Survey Results, Region 4 (Percent, continued)

County/WIAA Job Satisfaction and Willingness to Train	Blount									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	1.5	4.5	10.5	34.3	49.3	9.1	0.0	27.3	18.2	45.5
Earnings	6.0	4.5	38.8	20.9	29.9	9.1	9.1	27.3	36.4	18.2
Retention	0.0	4.5	10.5	25.4	59.7	0.0	9.1	18.2	27.3	45.5
Work	1.5	1.5	3.0	28.4	65.7	9.1	0.0	9.1	27.3	54.6
Hours	7.5	3.0	7.5	22.4	59.7	9.1	0.0	9.1	36.4	45.5
Shift	7.5	1.5	0.0	19.4	71.6	0.0	9.1	0.0	18.2	72.7
Conditions	0.0	7.5	9.0	32.8	50.8	0.0	18.2	9.1	36.4	36.4
Commuting Distance	6.0	7.5	14.9	11.9	59.7	9.1	0.0	0.0	45.5	45.5
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	17.2	3.5	31.0	13.8	34.5	11.1	0.0	55.6	11.1	22.2
If paid by workers	47.9	18.8	18.8	4.2	6.3	50.0	37.5	0.0	0.0	12.5
If co-paid by workers & Government	16.7	12.5	45.8	16.7	8.3	37.5	0.0	50.0	0.0	12.5
If paid by Government	16.7	2.1	10.4	20.8	45.8	25.0	0.0	25.0	12.5	37.5

County/WIAA Job Satisfaction and Willingness to Train	Chilton									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	8.9	1.8	14.3	21.4	53.6	22.2	0.0	22.2	22.2	33.3
Earnings	12.5	7.1	21.4	21.4	37.5	0.0	33.3	33.3	11.1	22.2
Retention	3.6	1.8	12.5	17.9	64.3	0.0	11.1	0.0	11.1	77.8
Work	1.8	1.8	8.9	16.1	69.6	11.1	11.1	11.1	11.1	55.6
Hours	5.4	5.4	14.3	12.5	62.5	11.1	11.1	11.1	11.1	55.6
Shift	1.8	5.4	16.1	3.6	73.2	0.0	0.0	33.3	0.0	66.7
Conditions	5.4	1.8	12.5	12.5	66.1	11.1	0.0	22.2	0.0	66.7
Commuting Distance	8.9	0.0	5.4	19.6	66.1	22.2	0.0	0.0	11.1	66.7
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	20.5	2.3	13.6	15.9	47.7	0.0	14.3	0.0	42.9	42.9
If paid by workers	28.6	17.1	37.1	8.6	8.6	14.3	28.6	42.9	0.0	14.3
If co-paid by workers & Government	8.6	5.7	34.3	20.0	28.6	0.0	0.0	57.1	42.9	0.0
If paid by Government	2.9	0.0	8.6	17.1	71.4	0.0	0.0	0.0	0.0	100.0

County/WIAA Job Satisfaction and Willingness to Train	Jefferson									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	2.8	4.8	17.9	29.4	45.2	7.7	10.8	24.6	30.8	26.2
Earnings	8.7	7.9	25.0	31.4	26.6	20.0	16.9	23.1	30.8	9.2
Retention	4.8	4.4	14.7	13.5	60.3	10.8	3.1	21.5	15.4	46.2
Work	1.2	3.2	9.9	28.2	57.5	4.6	9.2	13.9	38.5	33.9
Hours	3.2	4.0	14.3	23.4	55.2	6.2	10.8	16.9	32.3	33.9
Shift	3.2	2.0	8.7	19.8	66.3	4.6	1.5	9.2	29.2	55.4
Conditions	1.2	3.6	15.5	29.8	50.0	4.6	7.7	13.9	38.5	35.4
Commuting Distance	2.4	3.6	11.5	18.7	63.5	4.6	0.0	16.9	20.0	58.5
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	19.7	5.8	15.4	13.5	43.8	8.9	1.8	21.4	16.1	48.2
If paid by workers	38.3	21.6	19.8	4.8	8.4	33.3	19.6	25.5	3.9	5.9
If co-paid by workers & Government	15.0	4.8	34.7	22.2	19.8	5.9	5.9	31.4	23.5	25.5
If paid by Government	4.2	2.4	13.8	10.2	66.5	2.0	3.9	7.8	9.8	74.5

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.

CU = Completely unwilling, U = Unwilling, N = Neither willing nor unwilling, W = Willing, and CW = Completely Willing.

Note: Rounding errors may be present.

Table 4.2 Underemployment Survey Results, Region 4 (Percent, continued)

County/WIAA Job Satisfaction and Willingness to Train	St. Clair									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	3.2	6.4	11.1	30.2	49.2	16.7	16.7	16.7	8.3	41.7
Earnings	7.9	14.3	20.6	27.0	30.2	25.0	33.3	25.0	16.7	0.0
Retention	3.2	6.4	7.9	15.9	65.1	16.7	16.7	8.3	0.0	58.3
Work	0.0	1.6	7.9	25.4	65.1	0.0	0.0	16.7	25.0	58.3
Hours	6.4	3.2	17.5	20.6	52.4	25.0	8.3	8.3	16.7	41.7
Shift	7.9	3.2	14.3	17.5	57.1	16.7	8.3	8.3	8.3	58.3
Conditions	1.6	6.4	12.7	15.9	63.5	8.3	25.0	16.7	16.7	33.3
Commuting Distance	7.9	4.8	14.3	15.9	57.1	16.7	8.3	25.0	0.0	50.0
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	17.3	7.7	19.2	17.3	38.5	0.0	8.3	8.3	8.3	75.0
If paid by workers	39.5	20.9	16.3	11.6	11.6	50.0	8.3	16.7	16.7	8.3
If co-paid by workers & Government	20.9	11.6	32.6	14.0	18.6	16.7	33.3	25.0	8.3	16.7
If paid by Government	16.3	2.3	9.3	9.3	62.8	0.0	8.3	16.7	8.3	66.7

County/WIAA Job Satisfaction and Willingness to Train	Shelby									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	2.5	2.5	24.7	25.9	44.4	4.8	9.5	42.9	19.1	23.8
Earnings	7.4	11.1	19.8	23.5	38.3	19.1	23.8	19.1	9.5	28.6
Retention	1.2	9.9	21.0	65.4	1.2	4.8	0.0	19.1	23.8	47.6
Work	0.0	1.2	12.4	33.3	53.1	0.0	0.0	23.8	38.1	38.1
Hours	2.5	7.4	8.6	16.1	65.4	0.0	9.5	14.3	14.3	61.9
Shift	2.5	3.7	9.9	16.1	67.9	0.0	4.8	28.6	19.1	47.6
Conditions	0.0	4.9	9.9	29.6	55.6	0.0	9.5	19.1	28.6	42.9
Commuting Distance	7.4	7.4	22.2	14.8	48.2	0.0	14.3	19.1	19.1	47.6
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	30.0	7.1	8.6	11.4	41.4	25.0	0.0	10.0	15.0	45.0
If paid by workers	30.6	22.5	18.4	14.3	10.2	20.0	33.3	20.0	13.3	13.3
If co-paid by workers & Government	8.2	12.2	28.6	20.4	28.6	0.0	13.3	33.3	13.3	33.3
If paid by Government	14.3	4.1	10.2	14.3	57.1	0.0	6.7	13.3	26.7	53.3

County/WIAA Job Satisfaction and Willingness to Train	Walker									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	3.5	3.5	19.3	19.3	54.4	10.0	5.0	30.0	20.0	35.0
Earnings	15.8	12.3	28.1	24.6	19.3	30.0	20.0	35.0	10.0	5.0
Retention	10.5	3.5	10.5	17.5	57.9	15.0	5.0	10.0	25.0	45.0
Work	1.8	3.5	10.5	21.1	63.2	0.0	10.0	20.0	30.0	40.0
Hours	3.5	1.8	22.8	19.3	52.6	5.0	0.0	35.0	5.0	55.0
Shift	3.5	0.0	12.3	17.5	66.7	5.0	0.0	15.0	15.0	65.0
Conditions	0.0	8.8	14.0	28.1	49.1	0.0	15.0	20.0	25.0	40.0
Commuting Distance	3.5	10.5	14.0	10.5	61.4	0.0	0.0	20.0	5.0	75.0
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	27.3	9.1	15.9	13.6	34.1	17.7	11.8	11.8	17.7	41.2
If paid by workers	46.9	25.0	15.6	6.3	6.3	28.6	35.7	21.4	0.0	14.3
If co-paid by workers & Government	12.5	12.5	34.4	21.9	15.6	14.3	7.1	28.6	28.6	14.3
If paid by Government	3.1	9.4	9.4	15.6	62.5	0.0	14.3	7.1	14.3	64.3

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.
CU = Completely unwilling, U = Unwilling, N = Neither willing nor unwilling, W = Willing, and CW = Completely Willing.
Note: Rounding errors may be present.

Table 4.2 Underemployment Survey Results, Region 4 (Percent, continued)

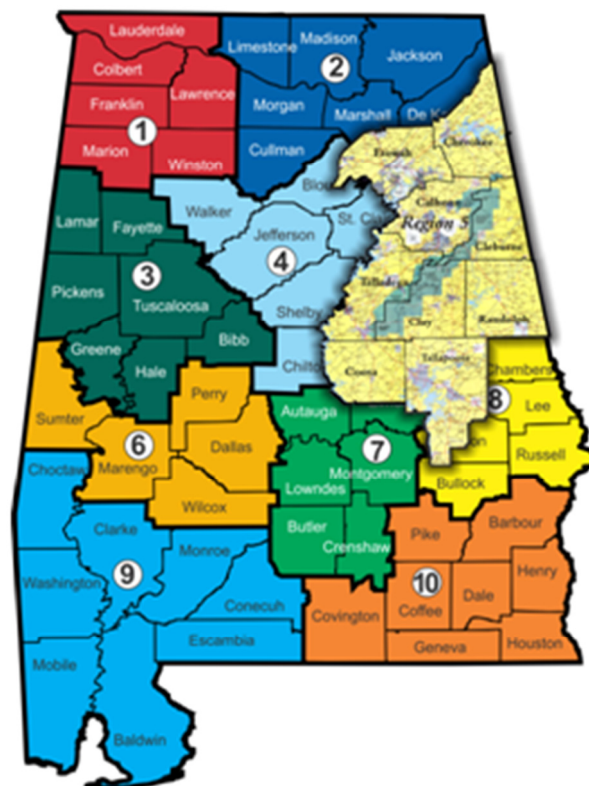
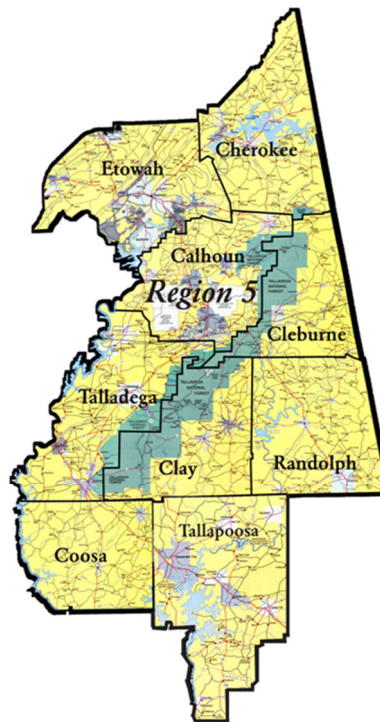
County/WIAA Job Satisfaction and Willingness to Train	Region 4									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	3.3	4.2	17.0	27.8	47.7	9.4	8.7	27.5	23.9	30.4
Earnings	9.2	9.0	25.4	26.9	29.3	19.6	20.3	25.4	22.5	12.3
Retention	4.0	3.7	12.2	17.0	61.6	9.4	5.1	17.4	17.4	49.3
Work	1.0	2.4	9.2	26.7	60.4	3.6	6.5	15.9	33.3	40.6
Hours	4.2	4.2	13.9	20.5	57.3	7.3	8.0	17.4	23.2	44.2
Shift	4.0	2.4	9.6	17.2	66.8	4.4	2.9	13.8	21.0	58.0
Conditions	1.2	4.9	13.2	26.7	53.8	3.6	10.9	15.9	30.4	39.1
Commuting Distance	4.9	5.0	13.4	16.3	60.2	5.8	2.9	15.9	17.4	58.0
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	21.4	5.9	16.6	13.9	41.2	11.6	4.1	18.2	16.5	47.1
If paid by workers	38.5	21.1	20.3	7.2	8.6	32.7	24.3	22.4	5.6	7.5
If co-paid by workers & Government	14.2	8.3	35.0	20.1	19.8	9.4	9.4	33.6	20.6	21.5
If paid by Government	8.3	2.9	11.5	13.1	62.3	2.8	5.6	10.3	12.2	68.2

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.

CU = Completely unwilling, U = Unwilling, N = Neither willing nor unwilling, W = Willing, and CW = Completely Willing.

Note: Rounding errors may be present.

Underemployment in Workforce Investment Advisory Area, Region 5



Underemployment in Workforce Investment Advisory Area, Region 5

WIAA Region 5 comprises of the nine counties shown in Table 5.1. The area's underemployment rate of 23.9 percent, just a shade above the state's 23.8 percent, means that the region had 42,200 underemployed resident workers in December 2012. Adding the unemployed gives a total available labor pool of about 55,100, which is 4.2 times the number of unemployed and a more realistic measure of the region's available labor. To lure away the underemployed, employers must be able to offer higher wages, better benefits or terms of employment, or some other incentives. The region had 8.8 percent of the state's underemployed and 8.7 percent of the state's workers.

Table 5.1 Region 5 Underemployed

	Alabama	Region 5	Calhoun	Cherokee	Clay	Cleburne
Labor Force	2,154,744	189,368	53,496	11,500	5,031	6,405
Employed	2,013,847	176,372	49,893	10,777	4,612	6,001
Underemployment rate	23.8%	23.9%	23.9%	28.1%	27.5%	14.8%
Underemployed workers	479,296	42,153	42,153	3,025	1,266	889
Unemployed	140,897	12,996	12,996	723	419	404
Available labor pool	620,193	55,149	55,149	3,748	1,685	1,293
		Coosa	Etowah	Randolph	Talladega	Tallapoosa
Labor Force		4,526	45,279	8,530	37,411	17,190
Employed		4,206	42,320	7,893	34,783	15,887
Underemployment rate		23.6%	31.5%	19.2%	19.3%	24.6%
Underemployed workers		994	13,335	1,518	6,713	3,902
Unemployed		320	2,959	637	2,628	1,303
Available labor pool		1,314	16,294	2,155	9,341	5,205

Note: Rounding errors may be present. Based on December 2012 labor force data and 2012 underemployment rates.

Source: Center for Business and Economic Research, The University of Alabama and Alabama Department of Labor.

Underemployment Survey Results

Underemployment rates range from 14.8 percent in Cleburne County to 31.5 percent in Etowah (Table 5.1) and five counties had rates that exceeded Alabama's. The rates are multiplied by the number of employed to get the number of underemployed workers. Table 5.2 shows the detailed underemployment survey results that include characteristics of the employed, underemployed, and nonworkers. Except for rates and their implications for labor availability, detailed county-level results are not discussed because county sample sizes are sufficient for underemployment estimation but too small for making reliable inferences on characteristics.

About 78 percent of the employed are full-time workers, 12 percent hold more than one job, and 25 percent of part-time workers would like to work full-time. The one-way commute takes up to 20 minutes for 51 percent of the employed, but 14 percent take more than 40 minutes—3.8 percent spend more than an hour. Forty-one percent commute less than 10 miles, 25 percent travel more than 25 miles, and 6.5 percent exceed 45 miles. About 56 percent have 10 or more years on the job—34 percent have more than 20 years—and the median monthly wage is between \$2,000 and \$3,000. Health care and social assistance, manufacturing, and educational services sectors are major employers. Eighty-two percent claim their jobs fit well with their education, training, skills, and experience; 62 percent believe they are qualified for a better job and 19 percent have sought such jobs in the preceding three months. Offered up to 15 percent higher wages, 27 percent would leave their jobs, 56 percent will leave for more than that with 14 percent wanting more than a 50 percent

raise. For the higher-paying job, 33 percent will add up to 10 miles to the one-way commute but 30 percent are ready to go 20 or more extra miles; 38 percent will increase the one-way commute by more than 20 minutes while 25 percent will not consider adding more than 10 minutes.

Among the underemployed, 66 percent work full-time, 14 percent hold more than one job, and 49 percent of part-time workers want full-time work. The one-way commute takes up to 20 minutes for 49 percent and over 40 minutes for 16 percent—five percent take more than an hour. Thirty-nine percent commute less than 10 miles, 25 percent travel more than 25 miles, and seven percent exceed 45 miles. The underemployed have roughly similar job tenure as the employed, but earn less; 62 percent earn up to \$2,000 monthly compared to 40 percent of all employed. There are more likely to work in health care and manufacturing sectors. Seventy-two percent say their jobs fit well with their education, training, skills, and experience; 83 percent believe they are qualified for a better job and 34 percent have sought better jobs in the preceding three months. About 34 percent would leave current job for up to 15 percent more income, 63 percent for more than 15 percent higher wages, and 16 percent want more than a 50 percent raise. For the new higher-paying job, 29 percent will add up to 10 miles to the one-way commute, but 35 percent are prepared to add 20 or more miles; 42 percent are willing to increase the one-way commute by more than 20 minutes while 22 percent will not consider more than 10 additional minutes.

Most workers in Region 5 are satisfied or completely satisfied with their jobs but the underemployed are less satisfied than all employees—76 percent versus 49 percent. Workers are more satisfied with the work they do and least satisfied with their earnings. The underemployed are most satisfied with their work shift and much less satisfied with their earnings. Workers are generally willing to train for a new or better job; 71 percent of the underemployed are willing or completely willing compared to 54 percent of all workers. The willingness to train is highest when the cost is fully borne by government and lowest when the trainee must pay the full costs. In every case of cost burden considered, the underemployed are more willing to train for the new or better job.

Of a total 1,286 respondents, 523 or 41 percent are employed. Primary reasons for being underemployed are lack of job opportunities, low wages at available jobs, live too far from jobs, and other family/personal responsibilities. Major reasons for not working are retirement, disability or other health concerns, social security limitations, and lack of job opportunities. Sixty-nine percent of the employed, 53 percent of nonworkers, and 60 percent underemployed are married. Men were 47 percent of employed, 34 percent of nonworkers, and 46 percent of underemployed. The median age is 51 for all employed, 50 underemployed, and 66 for nonworkers. Roughly 84 percent of employed, 77 percent of nonworkers, and 78 percent of underemployed are white; Hispanics are a tiny portion of respondents. About 13 percent of all employed, 18 percent of underemployed, and 19 percent of nonworkers are African-Americans or other non-white ethnic groups.

Seven percent of the employed and 10 percent of the underemployed do not hold a high school diploma or equivalent, compared to 20 percent of nonworkers. Thirty-three percent of employed, 32 percent of underemployed, and 16 percent of nonworkers hold a bachelor's or higher degree. WIAA Region 5 has a large labor pool (about 55,100) that is willing to commute and is seeking higher wage jobs.

Table 5.2 Underemployment Survey Results, Region 5 (Percent)

County/WIAA		Calhoun		Cherokee		Clay		Cleburne	
General		Emp	Und	Emp	Und	Emp	Und	Emp	Und
1. Percent of adults that are working full-time		75.8	70.0	75.4	50.0	76.0	71.4	76.0	62.5
2. Percent of part-timers who wish to work full-time		29.4	66.7	28.6	50.0	25.0	50.0	30.8	66.7
3. Percent of workers with more than one job		10.5	18.8	17.5	6.3	15.7	21.4	3.7	0.0
4. Average commute time (one-way)	Up to 20 minutes	59.7	43.8	47.4	50.0	43.1	42.9	40.7	25.0
	20 to 40 minutes	23.9	31.3	33.3	25.0	29.4	35.7	42.6	62.5
	40 minutes to an hour	7.5	6.3	17.5	18.8	17.7	21.4	9.3	12.5
	More than an hour	7.5	12.5	1.8	6.3	3.9	0.0	1.9	0.0
5. Commute distance	Less than 10 miles	48.5	26.7	36.8	37.5	38.8	42.9	33.3	37.5
	10 to 25 miles	31.8	40.0	28.1	25.0	32.7	28.6	41.2	25.0
	25 to 45 miles	12.1	20.0	28.1	31.3	18.4	14.3	19.6	25.0
	More than 45 miles	7.6	13.3	5.3	6.3	8.2	7.1	3.9	0.0
6. Occupation									
	Management	10.5	6.3	8.8	12.5	17.7	28.6	7.4	0.0
	Business/Financial Operations	6.0	0.0	7.0	0.0	3.9	7.1	3.7	0.0
	Computer/Mathematical	3.0	6.3	1.8	0.0	0.0	0.0	1.9	0.0
	Architecture/Engineering	3.0	0.0	1.8	0.0	2.0	0.0	3.7	0.0
	Life/Physical/Social Science	0.0	0.0	1.8	6.3	0.0	0.0	0.0	0.0
	Community /Social Services	0.0	0.0	1.8	0.0	2.0	0.0	1.9	0.0
	Legal	4.5	6.3	3.5	0.0	0.0	0.0	0.0	0.0
	Education/Training/Library	9.0	6.3	8.8	6.3	5.9	7.1	7.4	12.5
	Arts/Design/Entertainment/Sports/Media	1.5	0.0	1.8	0.0	0.0	0.0	0.0	0.0
	Healthcare Practitioners/Technicians	1.5	0.0	8.8	6.3	3.9	0.0	3.7	0.0
	Healthcare Support	4.5	6.3	1.8	6.3	5.9	0.0	5.6	12.5
	Protective Service	1.5	0.0	3.5	6.3	2.0	0.0	0.0	0.0
	Food Preparation/Serving Related	4.5	12.5	0.0	0.0	2.0	0.0	0.0	0.0
	Building/Grounds Cleaning/Maintenance.	1.5	0.0	3.5	0.0	2.0	0.0	1.9	0.0
	Personal Care/Service	1.5	0.0	0.0	0.0	0.0	0.0	3.7	0.0
	Sales and Related	6.0	6.3	3.5	12.5	2.0	0.0	5.6	0.0
	Office/Administrative Support	7.5	6.3	5.3	0.0	3.9	0.0	9.3	12.5
	Farming/Fishing/Forestry	0.0	0.0	1.8	0.0	3.9	0.0	1.9	12.5
	Construction/Extraction	4.5	12.5	8.8	0.0	3.9	7.1	5.6	0.0
	Installation/Maintenance/Repair	10.5	6.3	1.8	0.0	9.8	0.0	13.0	12.5
	Production	7.5	6.3	7.0	6.3	2.0	0.0	9.3	12.5
	Transportation/Material Moving	4.5	6.3	7.0	12.5	5.9	0.0	1.9	12.5
	other	7.5	12.5	10.5	25.0	21.6	0.0	13.0	12.5
7. Industry									
	Agriculture/Forestry/Fishing/Hunting	1.5	0.0	1.8	0.0	7.8	7.1	3.7	12.5
	Mining	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Utilities	3.0	0.0	5.3	0.0	3.9	7.1	1.9	0.0
	Construction	6.0	18.8	5.3	0.0	7.8	14.3	5.6	0.0
	Manufacturing	9.0	6.3	15.8	12.5	17.7	21.4	16.7	12.5
	Wholesale Trade	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Retail Trade	6.0	6.3	3.5	6.3	2.0	7.1	5.6	0.0
	Transportation/Warehousing	3.0	6.3	3.5	12.5	5.9	7.1	5.6	12.5
	Information	0.0	0.0	0.0	0.0	0.0	0.0	1.9	0.0
	Finance/Insurance	7.5	6.3	3.5	0.0	2.0	0.0	1.9	0.0
	Real Estate/Rental/Leasing	0.0	0.0	1.8	6.3	0.0	0.0	0.0	0.0
	Professional/Scientific/Technical Services	1.5	0.0	0.0	0.0	0.0	0.0	1.9	0.0
	Management of Companies/Enterprises	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Administrative/Support/Waste Management/Remediation	1.5	6.3	0.0	0.0	3.9	7.1	0.0	0.0
	Educational Services	11.9	6.3	10.5	12.5	7.8	7.1	13.0	12.5
	Health Care/Social Assistance	13.4	18.8	15.8	18.8	7.7	14.3	14.8	12.5
	Arts/Entertainment/Recreation	0.0	0.0	1.8	0.0	2.0	0.0	0.0	0.0
	Accommodation/Food Services	6.0	12.5	3.5	6.3	2.0	0.0	3.7	0.0
	Public Administration	3.0	0.0	5.3	6.3	0.0	0.0	1.9	0.0
	Other	10.5	6.3	8.8	0.0	7.8	7.1	5.6	0.0

Emp – Employed Und – Underemployed NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table 5.2 Underemployment Survey Results, Region 5 (Percent)

County/WIAA		Coosa		Etowah		Randolph		Talladega	
General		Emp	Und	Emp	Und	Emp	Und	Emp	Und
1. Percent of adults that are working full-time		80.0	76.9	73.2	60.9	80.8	80.0	82.1	63.6
2. Percent of part-timers who wish to work full-time		18.2	33.3	28.6	44.4	20.0	50.0	45.5	75.0
3. Percent of workers with more than one job		14.6	15.4	12.3	8.7	15.4	10.0	7.0	18.2
4. Average commute time (one-way)									
	Up to 20 minutes	36.4	38.5	56.2	52.2	53.9	60.0	59.7	54.6
	20 to 40 minutes	43.6	30.8	31.5	30.4	26.9	30.0	28.1	36.4
	40 minutes to an hour	12.7	15.4	5.5	13.0	11.5	0.0	8.8	9.1
	More than an hour	1.8	7.7	2.7	4.4	5.8	0.0	3.5	0.0
5. Commute distance									
	Less than 10 miles	24.5	23.1	40.0	43.5	47.1	55.6	52.6	27.3
	10 to 25 miles	35.9	38.5	44.3	34.8	23.5	33.3	28.1	45.5
	25 to 45 miles	30.2	15.4	11.4	13.0	15.7	11.1	15.8	18.2
	More than 45 miles	5.7	15.4	4.3	8.7	13.7	0.0	1.8	0.0
6. Occupation									
	Management	3.6	0.0	9.6	4.4	13.5	10.0	7.0	9.1
	Business/Financial Operations	9.1	7.7	9.6	17.4	0.0	0.0	7.0	9.1
	Computer/Mathematical	1.8	7.7	4.1	4.4	3.9	0.0	0.0	0.0
	Architecture/Engineering	1.8	0.0	0.0	0.0	1.9	0.0	1.8	0.0
	Life/Physical/Social Science	1.8	0.0	1.4	4.4	1.9	0.0	1.8	0.0
	Community /Social Services	3.6	0.0	1.4	4.4	0.0	0.0	7.0	9.1
	Legal	1.8	0.0	2.7	0.0	1.9	0.0	1.8	0.0
	Education/Training/Library	9.1	15.4	12.3	4.4	15.4	0.0	7.0	9.1
	Arts/Design/Entertainment/Sports/Media	1.8	0.0	2.7	4.4	0.0	0.0	3.5	0.0
	Healthcare Practitioners/Technicians	7.3	7.7	4.1	0.0	5.8	0.0	7.0	9.1
	Healthcare Support	1.8	0.0	5.5	8.7	0.0	0.0	0.0	0.0
	Protective Service	1.8	0.0	2.7	4.4	1.9	10.0	0.0	0.0
	Food Preparation/Serving Related	3.6	0.0	4.1	4.4	3.9	10.0	3.5	9.1
	Building/Grounds Cleaning/Maintenance.	1.8	7.7	1.4	0.0	0.0	0.0	3.5	9.1
	Personal Care/Service	1.8	7.7	4.1	0.0	5.8	10.0	0.0	0.0
	Sales and Related	1.8	0.0	8.2	8.7	3.9	20.0	7.0	0.0
	Office/Administrative Support	3.6	7.7	4.1	0.0	7.7	20.0	0.0	0.0
	Farming/Fishing/Forestry	1.8	0.0	0.0	0.0	1.9	0.0	1.8	0.0
	Construction/Extraction	1.8	0.0	1.4	4.4	1.9	0.0	5.3	0.0
	Installation/Maintenance/Repair	7.3	15.4	8.2	13.0	5.8	0.0	3.5	0.0
	Production	7.3	7.7	0.0	0.0	5.8	10.0	8.8	9.1
	Transportation/Material Moving	5.5	7.7	5.5	4.4	3.9	0.0	5.3	9.1
	other	18.2	7.7	6.9	8.7	13.5	10.0	17.5	9.1
7. Industry									
	Agriculture/Forestry/Fishing/Hunting	3.6	0.0	1.4	0.0	0.0	0.0	1.8	0.0
	Mining	0.0	0.0	0.0	0.0	0.0	0.0	1.8	9.1
	Utilities	5.5	7.7	1.4	0.0	7.7	0.0	3.5	0.0
	Construction	1.8	7.7	1.4	0.0	3.9	10.0	5.3	9.1
	Manufacturing	14.6	15.4	6.9	17.4	17.3	30.0	17.5	18.2
	Wholesale Trade	3.6	0.0	1.4	0.0	0.0	0.0	0.0	0.0
	Retail Trade	3.6	0.0	9.6	17.4	7.7	10.0	7.0	0.0
	Transportation/Warehousing	3.6	7.7	8.2	0.0	3.9	0.0	5.3	18.2
	Information	1.8	7.7	1.4	0.0	0.0	0.0	0.0	0.0
	Finance/Insurance	1.8	0.0	4.1	4.4	0.0	0.0	1.8	0.0
	Real Estate/Rental/Leasing	0.0	0.0	1.4	0.0	0.0	0.0	1.8	0.0
	Professional/Scientific/Technical Services	0.0	0.0	4.1	0.0	3.9	0.0	0.0	0.0
	Management of Companies/Enterprises	1.8	0.0	1.4	0.0	1.9	0.0	0.0	0.0
	Administrative/Support/Waste Management/Remediation	1.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Educational Services	10.9	23.1	6.9	4.4	19.2	10.0	15.8	9.1
	Health Care/Social Assistance	9.1	7.7	23.3	26.1	11.5	30.0	14.0	18.2
	Arts/Entertainment/Recreation	1.8	0.0	0.0	0.0	1.9	0.0	1.8	0.0
	Accommodation/Food Services	1.8	0.0	5.5	4.4	1.9	0.0	3.5	9.1
	Public Administration	7.3	7.7	2.7	0.0	5.8	10.0	0.0	0.0
	Other	9.1	15.4	9.6	8.7	7.7	0.0	8.8	0.0

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table 5.2 Underemployment Survey Results, Region 5 (Percent)

County/WIAA		Tallapoosa		Region 5	
General		Emp	Und	Emp	Und
1. Percent of adults that are working full-time		76.8	71.4	77.6	65.6
2. Percent of part-timers who wish to work full-time		0.0	75.0	25.4	48.8
3. Percent of workers with more than one job		12.3	28.6	12.1	14.4
4. Average commute time (one-way)					
	Up to 20 minutes	59.7	64.3	51.2	48.8
	20 to 40 minutes	28.1	28.6	31.7	32.8
	40 minutes to an hour	7.0	0.0	10.5	11.2
	More than an hour	5.3	7.1	3.8	4.8
5. Commute distance					
	Less than 10 miles	47.4	57.1	41.3	39.0
	10 to 25 miles	26.3	21.4	32.7	32.5
	25 to 45 miles	15.8	14.3	18.2	17.9
	More than 45 miles	8.8	7.1	6.5	7.3
6. Occupation					
	Management	17.5	28.6	10.5	11.2
	Business/Financial Operations	7.0	0.0	6.1	5.6
	Computer/Mathematical	0.0	0.0	1.9	2.4
	Architecture/Engineering	7.0	0.0	2.5	0.0
	Life/Physical/Social Science	0.0	0.0	1.0	1.6
	Community /Social Services	1.8	0.0	2.1	1.6
	Legal	0.0	0.0	1.9	0.8
	Education/Training/Library	10.5	7.1	9.6	7.2
	Arts/Design/Entertainment/Sports/Media	0.0	0.0	1.3	0.8
	Healthcare Practitioners/Technicians	7.0	14.3	5.4	4.0
	Healthcare Support	7.0	14.3	3.6	5.6
	Protective Service	1.8	0.0	1.7	2.4
	Food Preparation/Serving Related	3.5	0.0	2.9	4.0
	Building/Grounds Cleaning/Maintenance.	5.3	7.1	2.3	2.4
	Personal Care/Service	3.5	0.0	2.3	1.6
	Sales and Related	3.5	0.0	4.8	5.6
	Office/Administrative Support	8.8	7.1	5.5	4.8
	Farming/Fishing/Forestry	0.0	0.0	1.3	1.6
	Construction/Extraction	5.3	0.0	4.2	2.4
	Installation/Maintenance/Repair	3.5	7.1	7.1	9.6
	Production	1.8	7.1	5.4	6.4
	Transportation/Material Moving	1.8	7.1	4.6	7.2
	other	3.5	0.0	12.1	11.2
7. Industry					
	Agriculture/Forestry/Fishing/Hunting	1.8	0.0	2.5	1.6
	Mining	0.0	0.0	0.2	0.8
	Utilities	3.5	0.0	3.8	1.6
	Construction	5.3	0.0	4.6	6.4
	Manufacturing	17.5	14.3	14.3	16.0
	Wholesale Trade	1.8	0.0	0.8	0.0
	Retail Trade	5.3	0.0	5.7	6.4
	Transportation/Warehousing	7.0	14.3	5.2	8.0
	Information	0.0	0.0	0.6	0.8
	Finance/Insurance	3.5	0.0	3.1	1.6
	Real Estate/Rental/Leasing	3.5	7.1	1.0	1.6
	Professional/Scientific/Technical Services	1.8	0.0	1.5	0.0
	Management of Companies/Enterprises	0.0	0.0	0.6	0.0
	Administrative/Support/Waste Management/Remediation	0.0	0.0	0.8	1.6
	Educational Services	10.5	14.3	11.7	11.2
	Health Care/Social Assistance	17.5	28.6	15.5	20.0
	Arts/Entertainment/Recreation	1.8	0.0	1.2	0.0
	Accommodation/Food Services	3.5	7.1	3.6	4.8
	Public Administration	3.5	0.0	3.3	2.4
	Other	8.8	14.3	8.6	6.4

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table 5.2 Underemployment Survey Results, Region 5 (Percent, continued)

County/WIAA		Calhoun		Cherokee		Clay		Cleburne	
		Emp	Und	Emp	Und	Emp	Und	Emp	Und
8. Years at current/primary job	Less than a year	10.5	6.3	12.3	12.5	15.7	7.1	11.1	12.5
	1 to 3 years	13.4	18.8	8.8	6.3	7.8	7.1	11.1	25.0
	3 to 5 years	6.0	12.5	5.3	0.0	3.9	0.0	3.7	0.0
	5 to 10 years	19.4	12.5	19.3	12.5	19.6	28.6	13.0	37.5
	10 to 20 years	20.9	18.8	24.6	43.8	17.7	28.6	22.2	25.0
	More than 20 years	28.4	31.3	29.8	25.0	35.3	28.6	38.9	0.0
9. Monthly wages	Less than \$500	7.5	12.5	7.0	12.5	7.8	7.1	5.6	12.5
	\$500 up to \$1,000	10.5	18.8	7.0	18.8	13.7	28.6	11.1	12.5
	\$1,000 up to \$2,000	22.4	18.8	26.3	31.3	11.8	21.4	31.5	50.0
	\$2,000 up to \$3,000	19.4	25.0	14.0	6.3	23.5	14.3	11.1	12.5
	\$3,000 up to \$4,000	7.5	6.3	14.0	12.5	19.6	21.4	9.3	0.0
	\$4,000 up to \$6,000	16.4	12.5	8.8	0.0	5.9	0.0	18.5	12.5
More than \$6,000		7.5	6.3	15.8	6.3	9.8	7.1	5.6	0.0
<u>Job Fitness</u>									
10. Percent of workers whose current job fits well with their education and training, skills, and experience		79.1	50.0	80.7	62.5	88.2	92.9	87.0	75.0
11. Percent of workers who believe they are qualified for a better job		68.7	93.8	57.9	81.3	74.5	78.6	53.7	75.0
Reasons:	Education and training	100.0	100.0	97.0	92.3	86.8	100.0	96.6	100.0
	Skills	100.0	100.0	97.0	100.0	92.1	100.0	96.6	100.0
	Experience	95.7	93.3	100.0	100.0	92.1	90.9	96.6	83.3
12. Additional income for which workers would leave current job									
0 to 5% more		13.6	9.1	4.0	0.0	4.0	0.0	3.6	0.0
5 to 15% more		25.0	27.3	12.0	25.0	36.0	75.0	17.9	0.0
15 to 30% more		20.5	36.4	40.0	50.0	20.0	0.0	32.1	66.7
30 to 50% more		13.6	18.2	12.0	12.5	8.0	0.0	17.9	0.0
More than 50% more		13.6	9.1	12.0	12.5	28.0	25.0	14.3	33.3
*** Would not leave current job		9.1	0.0	12.0	0.0	4.0	0.0	10.7	0.0
13. Additional commute for new job	0 to 10 miles	39.0	26.7	28.9	23.1	34.1	25.0	33.3	50.0
	10 to 20 miles	32.2	33.3	44.4	38.5	34.1	25.0	26.7	12.5
	more than 20 miles	25.4	33.3	24.4	38.5	27.3	50.0	33.3	37.5
14. Additional one-way commute time	0 to 10 minutes	28.8	20.0	31.1	23.1	29.6	33.3	17.8	12.5
	10 to 20 minutes	37.3	26.7	37.8	30.8	25.0	25.0	31.1	37.5
	more than 20 minutes	32.2	46.7	31.1	46.2	38.6	41.7	46.7	50.0
15. Percent of workers who sought better job in past three months		25.4	46.7	20.0	38.5	13.6	16.7	15.6	50.0
<u>Underemployment</u>									
16. Percent of workers who say they are currently underemployed		23.9		28.1		27.5		14.8	
17. Reasons respondents give for being		Und	NnW	Und	NnW	Und	NnW	Und	NnW
A lack of job opportunities in their area		81.3	24.8	75.0	22.9	71.4	33.3	87.5	28.4
The low wages at the available jobs		62.5	21.9	62.5	15.7	57.1	19.7	75.0	23.9
They live too far from jobs		43.8	15.2	37.5	18.1	42.9	16.7	62.5	32.8
They are in school or undergoing training		0.0	1.9	6.3	1.2	7.1	6.1	50.0	3.0
Their spouse or partner has a really good job		12.5	4.8	0.0	4.8	14.3	6.1	25.0	4.5
They are retired		6.3	69.5	31.3	73.5	21.4	69.7	0.0	61.2
Because of social security limitations		12.5	29.5	12.5	34.9	0.0	27.3	0.0	26.9
Disability or other health concerns		6.3	46.7	18.8	48.2	14.3	60.6	12.5	41.8
Child care responsibilities		25.0	10.5	18.8	2.4	21.4	7.6	37.5	14.9
They take care of someone other than a child		25.0	11.4	25.0	12.1	14.3	9.1	0.0	9.0
Other family or personal obligations		43.8	15.2	31.3	10.8	50.0	9.1	12.5	11.9
Owning a house in your area		45.5	26.5	25.0	16.4	30.8	19.7	20.0	24.1
Something else		18.8	15.2	18.8	19.3	0.0	18.2	12.5	16.4

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 5.2 Underemployment Survey Results, Region 5 (Percent, continued)

County/WIAA		Coosa		Etowah		Randolph		Talladega	
		Emp	Und	Emp	Und	Emp	Und	Emp	Und
8. Years at current/primary job	Less than a year	9.1	23.1	12.3	8.7	13.5	20.0	19.3	27.3
	1 to 3 years	5.5	7.7	1.4	4.4	1.9	10.0	7.0	0.0
	3 to 5 years	7.3	0.0	2.7	4.4	5.8	0.0	8.8	9.1
	5 to 10 years	14.6	23.1	13.7	8.7	23.1	20.0	19.3	36.4
	10 to 20 years	23.6	23.1	24.7	17.4	25.0	30.0	12.3	9.1
	More than 20 years	40.0	23.1	42.5	56.5	28.9	10.0	29.8	9.1
9. Monthly wages	Less than \$500	3.6	0.0	8.2	17.4	5.8	10.0	5.3	27.3
	\$500 up to \$1,000	14.6	23.1	11.0	17.4	9.6	30.0	5.3	9.1
	\$1,000 up to \$2,000	21.8	46.2	21.9	17.4	26.9	30.0	24.6	36.4
	\$2,000 up to \$3,000	18.2	23.1	15.1	21.7	13.5	10.0	15.8	9.1
	\$3,000 up to \$4,000	12.7	0.0	12.3	13.0	13.5	10.0	17.5	9.1
	\$4,000 up to \$6,000	12.7	7.7	9.6	4.4	15.4	10.0	14.0	9.1
		7.3	0.0	16.4	0.0	13.5	0.0	10.5	0.0
Job Fitness									
10. Percent of workers whose current job fits well with their education and training, skills, and experience		78.2	69.2	80.8	65.2	80.8	80.0	82.5	90.9
11. Percent of workers who believe they are qualified for a better job		56.4	100.0	63.0	87.0	63.5	80.0	66.7	81.8
Reasons:	Education and training	93.6	84.6	95.7	95.0	97.0	100.0	94.7	100.0
	Skills	87.1	92.3	93.5	95.0	90.9	100.0	100.0	100.0
	Experience	100.0	100.0	91.3	95.0	90.9	100.0	89.5	77.8
12. Additional income for which workers would leave current job									
		0.0	0.0	10.9	16.7	6.9	20.0	8.3	0.0
		20.8	12.5	21.7	33.3	10.3	0.0	16.7	50.0
		20.8	50.0	28.3	25.0	37.9	60.0	29.2	0.0
		16.7	25.0	15.2	8.3	10.3	0.0	25.0	0.0
		8.3	0.0	13.0	16.7	10.3	20.0	12.5	50.0
*** Would not leave current job		20.8	0.0	10.9	0.0	17.2	0.0	8.3	0.0
13. Additional commute for new job	0 to 10 miles	35.0	25.0	27.0	34.8	41.9	50.0	30.8	9.1
	10 to 20 miles	35.0	33.3	39.7	34.8	30.2	50.0	34.6	63.6
	more than 20 miles	30.0	41.7	31.8	30.4	27.9	0.0	34.6	27.3
14. Additional one-way commute time	0 to 10 minutes	22.5	16.7	23.8	34.8	25.6	12.5	21.2	0.0
	10 to 20 minutes	42.5	41.7	42.9	39.1	30.2	62.5	28.9	54.6
	more than 20 minutes	35.0	41.7	31.8	26.1	44.2	25.0	48.1	45.5
15. Percent of workers who sought better job in past three months		20.0	41.7	20.6	26.1	11.6	25.0	23.1	45.5
Underemployment									
16. Percent of workers who say they are currently underemployed		23.6		31.5		19.2		19.3	
17. Reasons respondents give for being		<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>
A lack of job opportunities in their area		76.9	31.1	69.6	18.3	50.0	31.8	90.9	25.0
The low wages at the available jobs		69.2	21.1	65.2	7.5	70.0	17.1	72.7	25.0
They live too far from jobs		61.5	24.4	43.5	4.3	50.0	22.7	54.6	17.7
They are in school or undergoing training		7.7	3.3	13.0	3.2	0.0	2.3	0.0	6.3
Their spouse or partner has a really good job		15.4	7.8	30.4	11.8	20.0	8.0	90.9	13.5
They are retired		7.7	61.1	8.7	65.6	0.0	71.6	9.1	65.6
Because of social security limitations		15.4	20.0	13.0	28.0	0.0	29.6	9.1	26.0
Disability or other health concerns		23.1	46.7	13.0	46.2	0.0	43.2	0.0	59.4
Child care responsibilities		46.2	5.6	34.8	11.8	20.0	8.0	9.1	9.4
They take care of someone other than a child		23.1	13.3	34.8	14.0	30.0	9.1	27.3	16.7
Other family or personal obligations		30.8	16.7	43.5	14.0	30.0	6.8	27.3	13.5
Owning a house in your area		36.4	15.5	30.0	14.8	42.9	14.1	25.0	18.2
Something else		23.1	16.7	21.7	22.6	30.0	22.7	9.1	20.8

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 5.2 Underemployment Survey Results, Region 5 (Percent, continued)

County/WIAA		Tallapoosa		Region 5	
		Emp	Und	Emp	Und
8. Years at current/primary job	Less than a year	17.5	14.3	13.4	13.6
	1 to 3 years	5.3	7.1	6.9	8.8
	3 to 5 years	10.5	14.3	5.9	4.8
	5 to 10 years	8.8	7.1	16.6	16.0
	10 to 20 years	22.8	35.7	21.6	26.4
	More than 20 years	33.3	21.4	34.2	28.8
9. Monthly wages	Less than \$500	1.8	0.0	5.9	11.2
	\$500 up to \$1,000	12.3	21.4	10.5	20.0
	\$1,000 up to \$2,000	26.3	42.9	23.7	30.4
	\$2,000 up to \$3,000	14.0	0.0	16.1	14.4
	\$3,000 up to \$4,000	14.0	14.3	13.2	10.4
	\$4,000 up to \$6,000	19.3	14.3	13.4	5.6
	More than \$6,000	8.8	7.1	8.2	4.2
Job Fitness					
10. Percent of workers whose current job fits well with their education and training, skills, and experience		86.0	78.6	82.4	72.0
11. Percent of workers who believe they are qualified for a better job		54.4	64.3	62.1	83.2
Reasons:	Education and training	93.6	100.0	95.1	96.2
	Skills	96.8	100.0	95.1	98.1
	Experience	96.8	100.0	94.5	94.2
12. Additional income for which workers would leave current job					
	0 to 5% more	4.0	0.0	7.0	7.1
	5 to 15% more	20.0	33.3	20.4	26.8
	15 to 30% more	12.0	0.0	26.7	35.7
	30 to 50% more	24.0	0.0	15.6	10.7
	More than 50% more	16.0	66.7	14.1	16.1
	*** Would not leave current job	20.0	0.0	12.2	1.8
13. Additional commute for new job	0 to 10 miles	31.8	25.0	33.3	29.0
	10 to 20 miles	34.1	16.7	34.7	34.2
	more than 20 miles	31.8	50.0	29.7	35.1
14. Additional one-way commute time	0 to 10 minutes	25.0	25.0	25.1	21.9
	10 to 20 minutes	38.6	8.3	35.2	35.1
	more than 20 minutes	36.4	66.7	37.9	42.1
15. Percent of workers who sought better job in past three months		18.2	25.0	19.1	34.2
Underemployment					
16. Percent of workers who say they are currently underemployed		24.6		23.9	
17. Reasons respondents give for being		Und	NnW	Und	NnW
	A lack of job opportunities in their area	57.1	21.3	72.8	26.1
	The low wages at the available jobs	50.0	10.7	64.0	18.1
	They live too far from jobs	21.4	10.7	44.8	17.7
	They are in school or undergoing training	0.0	4.0	8.0	3.4
	Their spouse or partner has a really good job	21.4	5.3	16.0	7.6
	They are retired	21.4	69.3	12.8	67.5
	Because of social security limitations	14.3	26.7	9.6	27.7
	Disability or other health concerns	7.1	49.3	11.2	49.0
	Child care responsibilities	50.0	5.3	29.6	8.4
	They take care of someone other than a child	7.1	10.7	21.6	11.9
	Other family or personal obligations	21.4	8.0	34.4	12.1
	Owning a house in your area	20.0	26.5	30.7	19.4
	Something else	28.6	21.3	18.4	19.3

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 5.2 Underemployment Survey Results, Region 5 (Percent, continued)

County/WIAA		Calhoun			Cherokee			Clay			Cleburne		
Selected Characteristics		Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
18. Married Respondents		64.2	45.7	56.3	79.0	50.6	81.3	74.5	56.1	78.6	68.5	61.2	62.5
19. Sex	Female	50.8	75.2	40.0	45.6	62.7	56.3	47.1	59.1	42.9	53.7	76.1	50.0
	Male	49.3	24.8	56.3	54.4	37.4	43.8	52.9	40.9	57.1	46.3	23.9	50.0
20. Median age (years)		46	69	45	54	67	53	53	69	50	50	64	38.5
21. Ethnicity 21b. Race	Hispanic	1.5	1.0	0.0	0.0	0.0	0.0	0.0	3.0	0.0	0.0	1.5	0.0
	White	76.1	76.2	62.5	96.5	94.0	100.0	88.2	84.9	78.6	94.4	88.1	87.5
	African-American/Other	16.4	20.0	25.0	0.0	2.4	0.0	11.8	13.6	21.4	1.9	9.0	12.5
22. Last school grade													
	High Sch./less, no diploma	7.5	15.2	18.8	5.3	20.5	0.0	7.8	25.8	0.0	9.3	19.4	12.5
	High School or GED	16.4	31.4	12.5	28.1	34.9	43.8	41.2	51.5	43.8	31.5	55.2	12.5
	Some college, no degree	29.9	21.9	25.0	10.5	12.1	12.5	9.8	9.1	12.5	20.4	9.0	50.0
	Jr. College/trade school/associate degree	10.5	12.4	6.3	15.8	9.6	12.5	13.7	7.6	12.5	13.0	4.5	12.5
	4-year college graduate/BA	20.9	9.5	18.8	22.8	16.9	18.8	17.7	0.0	18.8	11.1	7.5	0.0
	Postgraduate/Masters	14.9	7.6	18.8	17.5	4.8	12.5	9.8	6.1	12.5	14.8	4.5	12.5

County/WIAA		Coosa			Etowah			Randolph			Talladega		
Selected Characteristics		Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
18. Married Respondents		67.3	57.8	61.5	67.1	48.4	52.2	65.4	56.8	40.0	66.7	54.2	54.6
19. Sex	Female	56.4	62.2	53.9	63.0	65.6	65.2	63.5	65.9	70.0	49.1	66.7	45.5
	Male	43.6	37.8	46.2	37.0	34.4	34.8	36.5	34.1	30.0	50.9	33.3	54.6
20. Median age (years)		51.5	62	51	51	67	51	51.5	66	50.5	50	64	47
21. Ethnicity 21b. Race	Hispanic	0.0	1.1	0.0	0.0	2.2	0.0	1.9	1.1	10.0	0.0	2.1	0.0
	White	69.1	60.0	53.9	84.9	82.8	78.3	84.6	81.8	80.0	70.2	57.3	72.7
	African-American/Other	30.9	32.2	46.2	12.3	11.8	13.0	13.5	15.9	10.0	19.3	38.6	27.3
22. Last school grade													
	High Sch./less, no diploma	16.4	20.0	15.4	5.5	20.4	8.7	3.9	22.7	0.0	8.8	21.9	27.3
	High School or GED	25.5	34.4	38.5	17.8	31.2	17.4	34.6	38.6	40.0	31.6	39.6	36.4
	Some college, no degree	16.4	17.8	23.1	17.8	20.4	17.4	11.5	12.5	20.0	7.0	13.5	0.0
	Jr. College/trade school/associate degree	12.7	7.8	0.0	23.3	7.5	17.4	17.3	12.5	0.0	15.8	11.5	18.2
	4-year college graduate/BA	20.0	11.1	15.4	26.0	9.7	30.4	25.0	4.6	40.0	22.8	8.3	9.1
	Postgraduate/Masters	9.1	7.8	7.7	9.6	8.6	8.7	7.7	9.1	0.0	14.0	5.2	9.1

County/WIAA		Tallapoosa			Region 5		
Selected Characteristics		Emp	NnW	Und	Emp	NnW	Und
18. Married Respondents		64.9	45.3	50.0	68.5	52.6	60.0
19. Sex	Female	47.4	60.0	35.7	53.2	66.2	53.6
	Male	52.6	40.0	64.3	46.9	33.8	46.4
20. Median age (years)		49.5	65	50	51	66	50
21. Ethnicity 21b. Race	Hispanic	0.0	0.0	0.0	0.4	1.3	0.8
	White	91.2	74.7	92.9	83.8	76.9	78.4
	African-American/Other	7.0	24.0	7.1	12.8	19.3	17.6
22. Last school grade							
	High Sch./less, no diploma	1.8	18.7	0.0	7.3	20.3	9.6
	High School or GED	24.6	29.3	14.3	27.2	37.6	26.4
	Some college, no degree	15.8	14.7	21.4	15.9	15.1	20.0
	Jr. College/trade school/associate degree	28.1	13.3	28.6	16.8	9.8	12.0
	4-year college graduate/BA	24.6	14.7	28.6	21.4	9.3	21.6
	Postgraduate/Masters	5.3	8.0	7.1	11.5	7.0	10.4

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 5.2. Underemployment Survey Results, Region 5 (Percent, continued)

County/ WIAA Job Satisfaction and Willingness to Train	Calhoun									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	0.0	7.5	11.9	29.9	50.8	10.0	25.0	25.0	43.8	6.3
Earnings	11.9	10.5	23.9	19.4	34.3	37.5	31.3	31.3	0.0	0.0
Retention	7.5	6.0	9.0	17.9	58.2	25.0	6.3	12.5	25.0	31.3
Work	0.0	1.5	10.5	16.4	71.6	0.0	0.0	37.5	18.8	43.8
Hours	6.0	4.5	14.9	17.9	56.7	18.8	6.3	6.3	43.8	25.0
Shift	3.0	7.5	3.0	14.9	71.6	0.0	18.8	0.0	18.8	62.5
Conditions	0.0	4.5	14.9	17.9	62.7	0.0	12.5	18.8	25.0	43.8
Commuting Distance	6.0	4.5	10.5	16.4	62.7	18.8	6.3	18.8	12.5	43.8
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	18.6	8.5	8.5	6.8	54.2	6.7	6.7	0.0	0.0	80.0
If paid by workers	56.3	14.6	20.8	4.2	2.1	42.9	28.6	21.4	7.1	0.0
If co-paid by workers & Government	14.6	10.4	31.3	20.8	18.8	0.0	7.1	42.9	28.6	14.3
If paid by Government	8.3	2.1	8.3	14.6	66.7	7.1	0.0	7.1	14.3	71.4

County/ WIAA Job Satisfaction and Willingness to Train	Cherokee									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	3.5	10.5	10.5	22.8	50.9	12.5	25.0	25.0	12.5	25.0
Earnings	12.3	8.8	21.1	31.6	26.3	25.0	18.8	25.0	18.8	12.5
Retention	8.8	5.3	3.5	17.5	64.9	18.8	18.8	0.0	12.5	50.0
Work	0.0	8.8	7.0	21.1	63.2	0.0	25.0	6.3	18.8	50.0
Hours	10.5	5.3	5.3	15.8	63.2	18.8	18.8	6.3	6.3	50.0
Shift	5.3	5.3	10.5	17.5	61.4	6.3	12.5	12.5	37.5	31.3
Conditions	1.8	1.8	17.5	21.1	57.9	0.0	0.0	25.0	37.5	37.5
Commuting Distance	8.8	8.8	12.3	8.8	59.7	12.5	6.3	18.8	0.0	62.5
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	31.1	6.7	13.3	4.4	44.4	15.4	7.7	15.4	7.7	53.9
If paid by workers	48.4	29.0	9.7	3.2	9.7	36.4	36.4	9.1	9.1	9.1
If co-paid by workers & Government	12.9	19.4	35.5	6.5	22.6	9.1	9.1	45.5	9.1	27.3
If paid by Government	3.2	12.9	0.0	19.4	61.3	0.0	9.1	0.0	18.2	72.7

County/ WIAA Job Satisfaction and Willingness to Train	Clay									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	3.9	5.9	15.7	19.6	54.9	7.1	7.1	21.4	35.7	28.6
Earnings	7.8	13.7	23.5	19.6	35.3	14.3	21.4	42.9	7.1	14.3
Retention	0.0	3.9	15.7	19.6	60.8	0.0	7.1	21.4	35.7	35.7
Work	0.0	0.0	11.8	15.7	72.6	0.0	0.0	14.3	35.7	50.0
Hours	9.8	3.9	13.7	13.7	58.8	14.3	7.1	7.1	7.1	64.3
Shift	5.9	5.9	9.8	13.7	64.7	0.0	0.0	7.1	28.6	64.3
Conditions	3.9	3.9	15.7	25.5	51.0	0.0	7.1	21.4	42.9	28.6
Commuting Distance	3.9	7.8	11.8	9.8	66.7	7.1	14.3	14.3	0.0	64.3
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	15.9	4.6	22.7	13.6	36.4	0.0	0.0	25.0	33.3	41.7
If paid by workers	67.6	18.9	8.1	2.7	0.0	58.3	25.0	8.3	8.3	0.0
If co-paid by workers & Government	27.0	13.5	21.6	27.0	8.1	16.7	8.3	8.3	50.0	16.7
If paid by Government	18.9	0.0	13.5	13.5	51.4	8.3	0.0	8.3	16.7	66.7

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.

CU = Completely unwilling, U = Unwilling, N = Neither willing nor unwilling, W = Willing, and CW = Completely Willing.

Note: Rounding errors may be present.

Table 5.2. Underemployment Survey Results, Region 5 (Percent, continued)

County/ WIAA Job Satisfaction and Willingness to Train	Cleburne									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	3.7	1.9	5.6	18.5	70.4	25.0	12.5	12.5	12.5	37.5
Earnings	13.0	7.4	14.8	25.9	38.9	37.5	12.5	37.5	12.5	0.0
Retention	5.6	3.7	5.6	22.2	59.3	25.0	12.5	0.0	37.5	25.0
Work	0.0	1.9	5.6	22.2	70.4	0.0	12.5	12.5	12.5	62.5
Hours	7.4	0.0	11.1	16.7	64.8	25.0	0.0	0.0	12.5	62.5
Shift	5.6	3.7	3.7	11.1	75.9	12.5	12.5	0.0	0.0	75.0
Conditions	3.7	1.9	9.3	16.7	68.5	12.5	0.0	25.0	25.0	37.5
Commuting Distance	1.9	7.4	14.8	11.1	64.8	12.5	25.0	12.5	0.0	50.0
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	28.9	6.7	13.3	6.7	42.2	0.0	0.0	0.0	12.5	87.5
If paid by workers	46.9	18.8	12.5	6.3	12.5	37.5	25.0	12.5	0.0	25.0
If co-paid by workers & Government	12.5	18.8	25.0	15.6	25.0	12.5	0.0	25.0	25.0	37.5
If paid by Government	0.0	0.0	9.4	28.1	62.5	0.0	0.0	0.0	0.0	100.0

County/ WIAA Job Satisfaction and Willingness to Train	Coosa									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	3.6	9.1	12.7	29.1	45.5	7.7	15.4	23.1	46.2	7.7
Earnings	9.1	16.4	32.7	12.7	29.1	23.1	30.8	46.2	0.0	0.0
Retention	0.0	3.6	20.0	21.8	54.6	0.0	0.0	38.5	38.5	23.1
Work	3.6	0.0	10.9	16.4	69.1	7.7	0.0	15.4	23.1	53.9
Hours	3.6	1.8	18.2	18.2	56.4	7.7	0.0	38.5	23.1	30.8
Shift	1.8	0.0	16.4	14.6	67.3	0.0	0.0	23.1	30.8	46.2
Conditions	7.3	5.5	14.6	20.0	52.7	15.4	15.4	15.4	30.8	23.1
Commuting Distance	9.1	5.5	14.6	10.9	60.0	15.4	0.0	15.4	23.1	46.2
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	22.5	5.0	7.5	25.0	40.0	0.0	8.3	8.3	33.3	50.0
If paid by workers	38.7	29.0	12.9	9.7	9.7	25.0	33.3	16.7	16.7	8.3
If co-paid by workers & Government	16.1	12.9	29.0	16.1	22.6	8.3	8.3	33.3	25.0	16.7
If paid by Government	6.5	3.2	6.5	16.1	67.7	0.0	0.0	8.3	8.3	83.3

County/ WIAA Job Satisfaction and Willingness to Train	Etowah									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	4.1	0.0	27.4	24.7	42.5	13.0	0.0	43.5	26.1	17.4
Earnings	11.0	5.5	28.8	23.3	31.5	21.7	8.7	52.2	13.0	4.4
Retention	8.2	5.5	8.2	19.2	57.5	21.7	8.7	13.0	26.1	30.4
Work	1.4	2.7	13.7	17.8	64.4	4.4	4.4	17.4	26.1	47.8
Hours	6.9	8.2	12.3	24.7	48.0	17.4	13.0	21.7	21.7	26.1
Shift	4.1	6.9	11.0	13.7	64.4	8.7	13.0	8.7	30.4	39.1
Conditions	4.1	6.9	17.8	13.7	57.5	13.0	4.4	26.1	8.7	47.8
Commuting Distance	1.4	2.7	11.0	11.0	74.0	4.4	4.4	21.7	17.4	52.2
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	23.8	6.4	9.5	9.5	49.2	8.7	4.4	4.4	13.0	69.6
If paid by workers	37.5	31.3	16.7	6.3	6.3	38.1	19.1	23.8	9.5	4.8
If co-paid by workers & Government	6.3	10.4	43.8	18.8	20.8	9.5	4.8	33.3	23.8	28.6
If paid by Government	2.1	2.1	14.6	16.7	64.6	0.0	4.8	9.5	4.8	81.0

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.
CU = Completely unwilling, U = Unwilling, N = Neither willing nor unwilling, W = Willing, and CW = Completely Willing.
Note: Rounding errors may be present.

Table 5.2. Underemployment Survey Results, Region 5 (Percent, continued)

County/ WIAA Job Satisfaction and Willingness to Train	Randolph									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	0.0	3.9	15.4	23.1	57.7	0.0	0.0	50.0	30.0	20.0
Earnings	5.8	9.6	28.9	17.3	38.5	10.0	30.0	50.0	0.0	10.0
Retention	3.9	5.8	21.2	21.2	48.1	0.0	10.0	50.0	10.0	30.0
Work	0.0	3.9	9.6	19.2	67.3	0.0	0.0	20.0	30.0	50.0
Hours	3.9	1.9	9.6	15.4	69.2	10.0	0.0	10.0	20.0	60.0
Shift	1.9	3.9	11.5	15.4	67.3	0.0	10.0	20.0	20.0	50.0
Conditions	0.0	7.7	19.2	15.4	57.7	0.0	20.0	20.0	10.0	50.0
Commuting Distance	5.8	5.8	13.5	9.6	65.4	0.0	0.0	20.0	20.0	60.0
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	23.3	2.3	27.9	11.6	34.9	0.0	12.5	25.0	25.0	37.5
If paid by workers	42.4	18.2	18.2	3.0	9.1	25.0	25.0	25.0	12.5	12.5
If co-paid by workers & Government	12.1	9.1	39.4	21.2	12.1	12.5	12.5	50.0	12.5	12.5
If paid by Government	3.0	0.0	24.2	18.2	51.5	12.5	0.0	12.5	25.0	50.0

County/ WIAA Job Satisfaction and Willingness to Train	Talladega									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	3.5	3.5	22.8	15.8	54.4	18.2	9.1	54.6	18.2	0.0
Earnings	12.3	8.8	21.1	15.8	42.1	27.3	9.1	36.4	9.1	18.2
Retention	8.8	7.0	8.8	15.8	56.1	18.2	9.1	18.2	18.2	36.4
Work	3.5	1.8	10.5	22.8	61.4	18.2	9.1	27.3	18.2	27.3
Hours	5.3	1.8	7.0	17.5	68.4	27.3	0.0	18.2	9.1	45.5
Shift	7.0	0.0	7.0	15.8	70.2	18.2	0.0	0.0	27.3	54.6
Conditions	1.8	1.8	21.1	15.8	59.7	9.1	0.0	18.2	18.2	54.6
Commuting Distance	1.8	5.3	12.3	14.0	66.7	9.1	9.1	18.2	18.2	45.5
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	30.8	0.0	13.5	5.8	48.1	18.2	0.0	18.2	0.0	54.6
If paid by workers	30.6	8.3	25.0	11.1	25.0	44.4	11.1	22.2	0.0	22.2
If co-paid by workers & Government	5.6	8.3	36.1	16.7	30.6	0.0	11.1	55.6	11.1	22.2
If paid by Government	2.8	5.6	5.6	19.4	66.7	0.0	0.0	0.0	11.1	88.9

County/ WIAA Job Satisfaction and Willingness to Train	Tallapoosa									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	3.5	3.5	22.8	15.8	54.4	18.2	9.1	54.6	18.2	0.0
Earnings	12.3	8.8	21.1	15.8	42.1	27.3	9.1	36.4	9.1	18.2
Retention	8.8	7.0	8.8	15.8	56.1	18.2	9.1	18.2	18.2	36.4
Work	3.5	1.8	10.5	22.8	61.4	18.2	9.1	27.3	18.2	27.3
Hours	5.3	1.8	7.0	17.5	68.4	27.3	0.0	18.2	9.1	45.5
Shift	7.0	0.0	7.0	15.8	70.2	18.2	0.0	0.0	27.3	54.6
Conditions	1.8	1.8	21.1	15.8	59.7	9.1	0.0	18.2	18.2	54.6
Commuting Distance	1.8	5.3	12.3	14.0	66.7	9.1	9.1	18.2	18.2	45.5
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	30.8	0.0	13.5	5.8	48.1	18.2	0.0	18.2	0.0	54.6
If paid by workers	30.6	8.3	25.0	11.1	25.0	44.4	11.1	22.2	0.0	22.2
If co-paid by workers & Government	5.6	8.3	36.1	16.7	30.6	0.0	11.1	55.6	11.1	22.2
If paid by Government	2.8	5.6	5.6	19.4	66.7	0.0	0.0	0.0	11.1	88.9

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.
CU = Completely unwilling, U = Unwilling, N = Neither willing nor unwilling, W = Willing, and CW = Completely Willing.
Note: Rounding errors may be present.

Table 5.2. Underemployment Survey Results, Region 5 (Percent, continued)

County/ WIAA Job Satisfaction and Willingness to Train	Region 5									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	3.1	5.5	15.1	23.5	52.4	10.4	11.2	29.6	28.0	20.8
Earnings	10.9	9.9	24.1	21.0	34.0	24.8	20.8	38.4	7.2	8.8
Retention	5.0	4.8	11.7	20.1	57.2	12.8	8.0	25.6	25.6	34.4
Work	1.0	2.9	10.1	19.9	66.2	3.2	8.0	16.8	24.0	48.0
Hours	5.9	4.0	11.9	18.4	59.7	15.2	6.4	16.8	18.4	43.2
Shift	4.4	3.8	9.0	15.1	67.7	4.8	8.0	8.8	27.2	51.2
Conditions	2.5	4.4	16.8	19.5	56.8	5.6	7.2	22.4	25.6	39.2
Commuting Distance	4.6	5.5	12.6	12.6	64.4	8.8	6.4	18.4	12.8	53.6
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	23.5	5.3	15.6	10.3	43.5	9.7	4.4	13.2	14.0	57.0
If paid by workers	46.0	20.4	16.8	6.0	8.7	39.8	23.3	18.5	8.7	8.7
If co-paid by workers & Government	13.5	12.3	33.3	18.6	19.2	9.7	6.8	35.9	24.3	21.4
If paid by Government	6.0	3.0	10.5	18.0	61.6	2.9	1.9	6.8	11.7	76.7

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.

CU = Completely unwilling, U = Unwilling, N= Neither willing nor unwilling, W = Willing, and CW = Completely Willing.

Note: Rounding errors may be present.

Underemployment in Workforce Investment Advisory Area, Region 6



Underemployment in Workforce Investment Advisory Area, Region 6

WIAA Region 6 comprises of the five counties shown in Table 6.1. The area's underemployment rate of 26.2 percent—much higher than the state's 23.8 percent and highest of all WIAAs—means that about 7,800 resident workers were underemployed in December 2012. Adding the unemployed yields a total available labor pool of about 11,500 for the area, which is 3.1 times the number of unemployed and more realistic. Employers must be able to offer the underemployed higher wages, better benefits or terms of employment, or some other incentives to induce them to change jobs. The region has 1.5 percent of the state's workers and 1.6 percent of the state's underemployed.

Table 6.1 Region 6 Underemployed

	Alabama	Region 6	Dallas	Marengo	Perry	Sumter	Wilcox
Labor Force	2,154,744	33,350	14,473	7,691	3,446	4,504	3,236
Employed	2,013,847	29,610	12,741	7,026	3,031	4,065	2,747
Underemployment rate	23.8%	26.2%	29.8%	26.8%	24.1%	22.2%	28.0%
Underemployed workers	479,296	7,758	3,799	1,882	730	903	769
Unemployed	140,897	3,740	1,732	665	415	439	489
Available labor pool	620,193	11,498	5,531	2,547	1,145	1,342	1,258

Note: Rounding errors may be present. Based on December 2012 labor force data.

Source: Center for Business and Economic Research, The University of Alabama; Alabama Department of Labor; and U.S. Bureau of Labor Statistics.

Underemployment Survey Results

Underemployment rates range from 22.2 percent in Sumter County to 29.8 percent in Dallas (Table 6.1) with only Sumter having a lower rate than the state. Rates are multiplied by the number of employed to get the number of underemployed workers. Table 6.2 shows the detailed underemployment survey results that include characteristics of the employed, underemployed, and nonworkers. Except for rates and their implications for labor availability, detailed county-level results are not discussed because county sample sizes are sufficient for underemployment estimation but insufficient for making reliable inferences on characteristics.

Of the employed, 75 percent work full-time, 10 percent hold more than one job, and 38 percent of part-time workers would like full-time work. The one-way commute takes up to 20 minutes for 50 percent of workers; 16 percent take more than 40 minutes and four percent take longer than an hour. Commute distance is less than 10 miles 41 percent and more than 25 miles for 25 percent—nine percent exceed 45 miles. Fifty-two percent have 10 or more years job tenure and 30 percent have more than 20 years. Many of the workers are in health care and social assistance, educational services, and manufacturing industries and the median monthly wage is just above \$2,000. Eighty-nine percent of workers claim that their jobs fit well with their education, training, skills, and experience, but 67 percent believe they are qualified for a better job and 15 percent have sought better jobs in the preceding three months. Offered up to 15 percent higher wages, 29 percent would leave their jobs, 53 percent will leave for more than that, and 21 percent want more than a 50 percent raise. For the higher-paying job, 32 percent will commute up to 10 miles farther one-way but 40 percent are prepared to go 20 or more extra miles; 43 percent will increase the one-way commute by more than 20 minutes while 24 percent will not consider adding more than 10 minutes.

Among the underemployed, 66 percent work full-time, 10 percent hold more than one job, and 71 percent of part-time workers want full-time work. Forty-five percent commute for up to 20 minutes one-way, but 25 percent go over 40 minutes—4.2 percent take more than an hour. The commute is less than 10 miles for 36 percent and more than 25 miles for 30 percent have to travel with 12 percent exceeding 45 miles. The underemployed have been in their current jobs for longer than the employed; 56 percent have more than 10 years job tenure compared to 52 percent of employed. Fifty-six percent earn up to \$2,000 monthly versus 46 percent of all workers. Compared to the general workforce, a higher percentage of underemployed is in the manufacturing sector. About 75 percent say their jobs fit well with their education, training, skills, and experience; 82 percent believe they are qualified for a better job and 22 percent have sought better jobs in the preceding three months. Thirty-nine percent would leave current job for up to 15 percent more income, 53 percent would leave for more than 15 percent higher wages, and 25 percent want more than a 50 percent raise. Thirty-six percent will add up to 10 miles to the one-way commute for the new higher-paying job and 39 percent are prepared to add 20 miles or more. Forty-one percent are willing to increase the one-way commute by more than 20 minutes for this new job while 25 percent will not consider more than 10 additional minutes.

Responses for overall job satisfaction and various types of the job show that most workers in Region 6 are satisfied or completely satisfied with their jobs but the underemployed are less satisfied than all employees—75 percent versus 54 percent. Workers are most satisfied with the work they do and least satisfied with the earnings they receive. The underemployed are most satisfied with the commuting distance and much more dissatisfied with earnings. Workers are generally willing or completely willing to train for a new or better job with the underemployed being much more willing, 79 percent compared to 62 percent. The willingness to train is strongly influenced by who pays for the cost of training as it is highest when the cost is fully borne by government and lowest when the trainee pays full costs.

Of a total 638 respondents, 271 or 42.5 percent are employed. Primary reasons for underemployment are lack of job opportunities, low wages at available jobs, and live too far from jobs. Major reasons for not working are retirement, disability or other health concerns, lack of job opportunities, and living too far from jobs. Sixty-four percent employed, 42 percent nonworkers, and 63 percent underemployed are married. Men were 38 percent of employed, 30 percent nonworkers, and 37 percent underemployed. The median age is 53 for employed, 52.5 underemployed, and 62 for nonworkers. Roughly 43 percent employed, 32 percent nonworkers, and 37 percent of underemployed are white. While Hispanics are a tiny portion of respondents, African-Americans and other ethnicities are 54 percent of the employed, 62 percent of underemployed, and 64 percent of nonworkers.

Four percent of the employed and nine percent of the underemployed do not hold a high school diploma or equivalent, compared to 18 percent of nonworkers. Thirty-eight percent employed, 34 percent underemployed, and 11 percent nonworkers hold a bachelor's or higher degree. WIAA Region 6 has an 11,500-strong labor pool that is willing to commute and is seeking higher wage jobs.

Table 6.2 Underemployment Survey Results, Region 6 (Percent)

County /WIAA		Dallas		Marengo		Perry		Sumter	
General		Emp	Und	Emp	Und	Emp	Und	Emp	Und
1. Percent of adults that are working full-time		70.2	64.7	80.4	73.3	77.4	69.2	73.6	50.0
2. Percent of part-timers who wish to work full-time		47.1	83.3	27.3	75.0	41.7	0.0	33.3	33.3
3. Percent of workers with more than one job		12.3	11.8	5.4	0.0	9.3	23.1	9.3	8.3
4. Average commute time (one-way)									
	Up to 20 minutes	63.2	58.8	50.0	40.0	50.0	46.2	46.3	33.3
	20 to 40 minutes	24.6	23.5	33.9	26.7	31.5	23.1	29.6	16.7
	40 minutes to an hour	5.3	11.8	7.1	20.0	14.8	30.8	13.0	33.3
	More than an hour	1.8	0.0	5.4	6.7	3.7	0.0	3.7	8.3
5. Commute distance									
	Less than 10 miles	58.2	47.1	37.0	28.6	37.0	30.8	39.2	36.4
	10 to 25 miles	30.9	35.3	38.9	42.9	37.0	46.2	29.4	9.1
	25 to 45 miles	5.5	11.8	14.8	14.3	16.7	15.4	19.6	27.3
	More than 45 miles	5.5	5.9	9.3	14.3	9.3	7.7	7.8	27.3
6. Occupation									
	Management	7.0	5.9	7.1	0.0	7.4	7.7	9.3	16.7
	Business/Financial Operations	8.8	5.9	7.1	0.0	3.7	7.7	5.6	0.0
	Computer/Mathematical	0.0	0.0	1.8	0.0	0.0	0.0	3.7	0.0
	Architecture/Engineering	0.0	0.0	3.6	0.0	1.9	0.0	0.0	0.0
	Life/Physical/Social Science	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Community /Social Services	0.0	0.0	5.4	0.0	5.6	0.0	1.9	0.0
	Legal	5.3	5.9	3.6	0.0	0.0	0.0	1.9	0.0
	Education/Training/Library	7.0	5.9	10.7	13.3	14.8	7.7	13.0	8.3
	Arts/Design/Entertainment/Sports/Media	0.0	0.0	1.8	0.0	1.9	0.0	0.0	0.0
	Healthcare Practitioners/Technicians	1.8	0.0	5.4	0.0	5.6	7.7	3.7	0.0
	Healthcare Support	5.3	0.0	8.9	0.0	3.7	7.7	5.6	0.0
	Protective Service	5.3	0.0	1.8	6.7	3.7	0.0	0.0	0.0
	Food Preparation/Serving Related	3.5	5.9	5.4	13.3	0.0	0.0	5.6	0.0
	Building/Grounds Cleaning/Maintenance.	0.0	0.0	0.0	0.0	1.9	7.7	3.7	16.7
	Personal Care/Service	3.5	0.0	0.0	0.0	5.6	7.7	1.9	0.0
	Sales and Related	5.3	0.0	7.1	13.3	3.7	0.0	7.4	16.7
	Office/Administrative Support	5.3	0.0	3.6	0.0	3.7	0.0	1.9	0.0
	Farming/Fishing/Forestry	5.3	11.8	1.8	0.0	7.4	7.7	1.9	0.0
	Construction/Extraction	3.5	11.8	0.0	0.0	3.7	7.7	1.9	0.0
	Installation/Maintenance/Repair	5.3	5.9	3.6	6.7	7.4	15.4	11.1	25.0
	Production	8.8	11.8	5.4	6.7	7.4	7.7	9.3	16.7
	Transportation/Material Moving	3.5	5.9	7.1	13.3	3.7	0.0	3.7	0.0
	other	15.8	23.5	8.9	20.0	7.4	7.7	7.4	0.0
7. Industry									
	Agriculture/Forestry/Fishing/Hunting	8.8	11.8	3.6	6.7	9.3	15.4	1.9	0.0
	Mining	0.0	0.0	0.0	0.0	0.0	0.0	1.9	0.0
	Utilities	3.5	5.9	1.8	0.0	5.6	7.7	3.7	0.0
	Construction	1.8	5.9	1.8	0.0	1.9	0.0	1.9	0.0
	Manufacturing	14.0	17.7	14.3	26.7	13.0	15.4	13.0	25.0
	Wholesale Trade	0.0	0.0	1.8	6.7	0.0	0.0	0.0	0.0
	Retail Trade	7.0	11.8	5.4	0.0	9.3	7.7	5.6	8.3
	Transportation/Warehousing	5.3	0.0	7.1	0.0	3.7	0.0	7.4	8.3
	Information	3.5	0.0	1.8	0.0	0.0	0.0	0.0	0.0
	Finance/Insurance	3.5	5.9	5.4	0.0	0.0	0.0	5.6	0.0
	Real Estate/Rental/Leasing	3.5	11.8	1.8	0.0	1.9	7.7	0.0	0.0
	Professional/Scientific/Technical Services	0.0	0.0	0.0	0.0	5.6	7.7	0.0	0.0
	Management of Companies/Enterprises	0.0	0.0	1.8	0.0	0.0	0.0	1.9	0.0
	Administrative/Support/Waste Management/Remediation	0.0	0.0	0.0	0.0	0.0	0.0	1.9	0.0
	Educational Services	14.0	23.5	12.5	20.0	14.8	0.0	16.7	8.3
	Health Care/Social Assistance	14.0	5.9	14.3	6.7	13.0	15.4	11.1	0.0
	Arts/Entertainment/Recreation	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Accommodation/Food Services	3.5	0.0	8.9	20.0	1.9	0.0	7.4	16.7
	Public Administration	10.5	0.0	5.4	6.7	1.9	0.0	1.9	0.0
	Other	3.5	0.0	7.1	0.0	11.1	0.0	5.6	25.0

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry. . Inferences on occupational and industry characteristics are not reliable for the counties because few and statistically unreliable responses.

Table 6.2 Underemployment Survey Results, Region 6 (Percent, continued)

County /WIAA		Wilcox		Region 6	
General		Emp	Und	Emp	Und
1. Percent of adults that are working full-time		74.0	71.4	75.1	66.2
2. Percent of part-timers who wish to work full-time		38.5	75.0	38.2	70.8
3. Percent of workers with more than one job		12.0	7.1	9.6	9.9
4. Average commute time (one-way)					
	Up to 20 minutes	40.0	42.9	50.2	45.1
	20 to 40 minutes	28.0	35.7	29.5	25.4
	40 minutes to an hour	20.0	14.3	11.8	21.1
	More than an hour	8.0	7.1	4.4	4.2
5. Commute distance					
	Less than 10 miles	32.0	35.7	40.9	36.2
	10 to 25 miles	26.0	28.6	32.6	33.3
	25 to 45 miles	24.0	28.6	15.9	18.8
	More than 45 miles	14.0	7.1	9.1	11.6
6. Occupation					
	Management	8.0	21.4	7.8	9.9
	Business/Financial Operations	4.0	0.0	5.9	2.8
	Computer/Mathematical	0.0	0.0	1.1	0.0
	Architecture/Engineering	0.0	0.0	1.1	0.0
	Life/Physical/Social Science	2.0	0.0	0.4	0.0
	Community /Social Services	4.0	7.1	3.3	1.4
	Legal	2.0	0.0	2.6	1.4
	Education/Training/Library	14.0	7.1	11.8	8.5
	Arts/Design/Entertainment/Sports/Media	0.0	0.0	0.7	0.0
	Healthcare Practitioners/Technicians	12.0	7.1	5.5	2.8
	Healthcare Support	8.0	14.3	6.3	4.2
	Protective Service	0.0	0.0	2.2	1.4
	Food Preparation/Serving Related	2.0	7.1	3.3	5.6
	Building/Grounds Cleaning/Maintenance.	2.0	0.0	1.5	4.2
	Personal Care/Service	0.0	0.0	2.2	1.4
	Sales and Related	8.0	0.0	6.3	5.6
	Office/Administrative Support	6.0	7.1	4.1	1.4
	Farming/Fishing/Forestry	0.0	0.0	3.3	5.6
	Construction/Extraction	4.0	7.1	2.6	5.6
	Installation/Maintenance/Repair	2.0	0.0	5.9	9.9
	Production	6.0	7.1	7.4	9.9
	Transportation/Material Moving	10.0	7.1	5.5	5.6
	other	6.0	7.1	9.2	12.7
7. Industry					
	Agriculture/Forestry/Fishing/Hunting	2.0	0.0	5.2	7.0
	Mining	0.0	0.0	0.4	0.0
	Utilities	0.0	0.0	3.0	2.8
	Construction	4.0	7.1	2.2	2.8
	Manufacturing	10.0	7.1	12.9	18.3
	Wholesale Trade	0.0	0.0	0.4	1.4
	Retail Trade	2.0	0.0	5.9	5.6
	Transportation/Warehousing	6.0	7.1	5.9	2.8
	Information	0.0	0.0	1.1	0.0
	Finance/Insurance	10.0	14.3	4.8	4.2
	Real Estate/Rental/Leasing	0.0	0.0	1.5	4.2
	Professional/Scientific/Technical Services	0.0	0.0	1.1	1.4
	Management of Companies/Enterprises	2.0	7.1	1.1	1.4
	Administrative/Support/Waste Management/Remediation	0.0	0.0	0.4	0.0
	Educational Services	14.0	7.1	14.4	12.7
	Health Care/Social Assistance	20.0	21.4	14.4	9.9
	Arts/Entertainment/Recreation	0.0	0.0	0.0	0.0
	Accommodation/Food Services	4.0	14.3	5.2	9.9
	Public Administration	4.0	7.1	4.8	2.8
	Other	10.0	0.0	7.4	4.2

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry. Inferences on occupational and industry characteristics are not reliable for the counties because few and statistically unreliable responses.

Table 6.2 Underemployment Survey Results, Region 6 (Percent, continued)

County /WIAA		Dallas		Marengo		Perry		Sumter	
		Emp	Und	Emp	Und	Emp	Und	Emp	Und
8. Years at current/primary job									
	Less than a year	12.3	11.8	21.4	13.3	18.5	23.1	3.7	0.0
	1 to 3 years	5.3	11.8	7.1	6.7	11.1	0.0	11.1	8.3
	3 to 5 years	7.0	5.9	8.9	13.3	7.4	7.7	11.1	8.3
	5 to 10 years	21.1	11.8	5.4	0.0	7.4	15.4	13.0	8.3
	10 to 20 years	22.8	17.7	25.0	26.7	24.1	30.8	27.8	25.0
	More than 20 years	29.8	35.3	26.8	33.3	29.6	23.1	29.6	41.7
9. Monthly wages									
	Less than \$500	5.3	5.9	7.1	13.3	7.4	15.4	13.0	16.7
	\$500 up to \$1,000	19.3	23.5	7.1	0.0	14.8	23.1	16.7	33.3
	\$1,000 up to \$2,000	19.3	29.4	21.4	26.7	20.4	30.8	22.2	16.7
	\$2,000 up to \$3,000	17.5	11.8	16.1	13.3	14.8	7.7	16.7	25.0
	\$3,000 up to \$4,000	3.5	5.9	12.5	13.3	14.8	7.7	11.1	8.3
	\$4,000 up to \$6,000	10.5	11.8	14.3	13.3	14.8	0.0	3.7	0.0
	More than \$6,000	15.8	5.9	8.9	6.7	5.6	7.7	11.1	0.0
Job Fitness									
10. Percent of workers whose current job fits well with their education and training, skills, and experience		87.7	76.5	89.3	60.0	88.9	69.2	85.2	75.0
11. Percent of workers who believe they are qualified for a better job		61.4	88.2	66.1	86.7	68.5	92.3	72.2	83.3
Reasons:	Education and training	94.3	93.3	94.6	100.0	94.6	100.0	87.2	80.0
	Skills	97.1	93.3	94.6	92.3	91.9	91.7	94.9	100.0
	Experience	100.0	100.0	97.3	92.3	94.6	83.3	87.2	90.0
12. Additional income for which workers would leave current job									
	0 to 5% more	5.6	9.1	3.5	0.0	13.0	28.6	3.7	0.0
	5 to 15% more	16.7	9.1	31.0	50.0	13.0	14.3	18.5	33.3
	15 to 30% more	11.1	18.2	17.2	25.0	17.4	0.0	29.6	16.7
	30 to 50% more	19.4	27.3	10.3	0.0	13.0	0.0	14.8	16.7
	More than 50% more	25.0	27.3	20.7	0.0	21.7	57.1	22.2	16.7
	*** Would not leave current job	16.7	0.0	10.3	0.0	8.7	0.0	7.4	16.7
13. Additional commute for new job									
	0 to 10 miles	22.5	25.0	32.7	28.6	32.6	46.2	26.0	36.4
	10 to 20 miles	20.4	6.3	32.7	35.7	28.3	30.8	26.0	18.2
	more than 20 miles	55.1	68.8	30.6	28.6	37.0	23.1	44.0	36.4
14. Additional one-way commute time									
	0 to 10 minutes	18.4	18.8	28.6	14.3	28.3	30.8	24.0	36.4
	10 to 20 minutes	20.4	18.8	30.6	28.6	26.1	30.8	38.0	45.5
	more than 20 minutes	59.2	62.5	38.8	50.0	43.5	38.5	38.0	18.2
15. Percent of workers who sought better job in past three months		20.4	37.5	14.3	21.4	15.2	30.8	12.0	18.2
Underemployment									
16. Percent of workers who say they are currently underemployed		29.8		26.8		24.1		22.2	
17. Reasons respondents give for being		Und	NnW	Und	NnW	Und	NnW	Und	NnW
	A lack of job opportunities in their area	82.4	41.5	80.0	31.3	92.3	42.6	83.3	47.5
	The low wages at the available jobs	76.5	25.5	73.3	21.9	76.9	26.2	66.7	28.8
	They live too far from jobs	58.8	21.3	60.0	25.0	84.6	42.6	83.3	38.8
	They are in school or undergoing training	17.7	6.4	6.7	7.8	15.4	11.5	0.0	7.5
	Their spouse or partner has a really good job	23.5	6.4	20.0	17.2	15.4	13.1	8.3	5.0
	They are retired	11.8	60.6	20.0	65.6	0.0	50.8	8.3	52.5
	Because of social security limitations	11.8	28.7	13.3	21.9	7.7	41.0	8.3	35.0
	Disability or other health concerns	0.0	46.8	13.3	50.0	7.7	49.2	8.3	53.8
	Child care responsibilities	11.8	10.6	20.0	10.9	15.4	6.6	16.7	11.3
	They take care of someone other than a child	5.9	9.6	13.3	17.2	23.1	16.4	16.7	11.3
	Other family or personal obligations	17.7	9.6	20.0	28.1	23.1	13.1	50.0	13.8
	Owning a house in your area	20.0	17.4	38.5	13.2	40.0	19.6	30.0	18.3
	Something else	29.4	16.0	0.0	18.8	7.7	13.1	0.0	25.0

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 6.2 Underemployment Survey Results, Region 6 (Percent, continued)

County/WIAA		Wilcox		Region 6	
		Emp	Und	Emp	Und
8. Years at current/primary job	Less than a year	22.0	21.4	15.5	14.1
	1 to 3 years	8.0	7.1	8.5	7.0
	3 to 5 years	8.0	7.1	8.5	8.5
	5 to 10 years	12.0	14.3	11.8	9.9
	10 to 20 years	12.0	21.4	22.5	23.9
	More than 20 years	34.0	28.6	29.9	32.4
9. Monthly wages	Less than \$500	8.0	14.3	8.1	12.7
	\$500 up to \$1,000	26.0	14.3	16.6	18.3
	\$1,000 up to \$2,000	24.0	21.4	21.4	25.4
	\$2,000 up to \$3,000	16.0	42.9	16.2	19.7
	\$3,000 up to \$4,000	8.0	0.0	10.0	7.0
	\$4,000 up to \$6,000	6.0	0.0	10.0	5.6
More than \$6,000		10.0	7.1	10.3	5.6
<u>Job Fitness</u>					
10. Percent of workers whose current job fits well with their education and training, skills, and experience		92.0	92.9	88.6	74.7
11. Percent of workers who believe they are qualified for a better job		68.0	57.1	67.2	81.7
Reasons:	Education and training	79.4	100.0	90.1	94.8
	Skills	97.1	100.0	95.1	94.8
	Experience	94.1	100.0	94.5	93.1
12. Additional income for which workers would leave current job					
	0 to 5% more	4.0	0.0	5.7	8.3
	5 to 15% more	40.0	62.5	23.6	30.6
	15 to 30% more	16.0	12.5	17.9	13.9
	30 to 50% more	12.0	12.5	14.3	13.9
	More than 50% more	12.0	12.5	20.7	25.0
	*** Would not leave current job	8.0	0.0	10.7	2.8
13. Additional commute for new job	0 to 10 miles	47.7	46.2	31.9	35.8
	10 to 20 miles	20.5	23.1	25.6	22.4
	more than 20 miles	29.6	30.8	39.5	38.8
14. Additional one-way commute time	0 to 10 minutes	22.7	30.8	24.4	25.4
	10 to 20 minutes	38.6	38.5	30.7	31.3
	more than 20 minutes	36.4	30.8	43.3	41.8
15. Percent of workers who sought better job in past three months		13.6	0.0	15.1	22.4
<u>Underemployment</u>					
16. Percent of workers who say they are currently underemployed		28.0		26.2	
17. Reasons respondents give for being		Und	NnW	Und	NnW
A lack of job opportunities in their area		100.0	42.7	87.3	41.4
The low wages at the available jobs		64.3	33.8	71.8	27.3
They live too far from jobs		57.1	39.7	67.6	32.7
They are in school or undergoing training		0.0	5.9	8.5	7.6
Their spouse or partner has a really good job		7.1	20.6	15.5	11.7
They are retired		0.0	55.9	8.5	57.2
Because of social security limitations		7.1	26.5	9.9	30.5
Disability or other health concerns		0.0	42.7	5.6	48.5
Child care responsibilities		14.3	20.6	15.5	12.0
They take care of someone other than a child		21.4	14.7	15.5	13.4
Other family or personal obligations		35.7	10.3	28.2	14.4
Owning a house in your area		30.0	22.0	32.1	18.0
Something else		7.1	11.8	9.9	17.2

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 6.2 Underemployment Survey Results, Region 6 (Percent, continued)

County/WIAA		Dallas			Marengo			Perry			Sumter		
Selected Characteristics		Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
18. Married Respondents		66.7	35.1	58.8	67.9	50.0	66.7	66.7	41.0	61.5	59.3	37.5	83.3
19. Sex	Female	56.1	62.8	58.8	60.7	81.3	46.7	55.6	70.5	61.5	64.8	68.8	66.7
	Male	43.9	37.2	41.2	39.3	18.8	53.3	44.4	29.5	38.5	35.2	31.3	33.3
20. Median age (years)		47.5	62	47	53	60.5	50	51.5	62	55	54	60.5	54
21. Ethnicity	Hispanic	3.5	1.1	11.8	0.0	1.1	0.0	1.9	3.3	7.7	5.6	0.0	0.0
21b. Race	White	47.4	34.0	47.1	58.9	43.8	33.3	29.6	24.6	15.4	38.9	22.5	50.0
	African-American/Other	50.9	60.6	52.9	39.3	51.6	66.7	63.0	73.8	84.6	55.6	71.3	50.0
22. Last school grade													
	High Sch./less, no diploma	3.5	13.8	5.9	0.0	7.8	0.0	5.6	23.0	23.1	11.1	25.0	16.7
	High School or GED	28.1	29.8	29.4	26.8	40.6	20.0	35.2	52.5	23.1	31.5	48.8	41.7
	Some college, no degree	8.8	21.3	17.7	19.6	15.6	20.0	11.1	4.9	23.1	9.3	8.8	8.3
	Jr. College/trade school/associate degree	17.5	8.5	23.5	12.5	10.9	13.3	11.1	6.6	0.0	7.4	7.5	8.3
	4-year college graduate/BA	21.1	16.0	11.8	26.8	10.9	40.0	16.7	8.2	23.1	16.7	6.3	8.3
	Postgraduate/Masters	21.1	9.6	11.8	14.3	9.4	6.7	18.5	4.9	7.7	24.1	3.8	16.7

WIAA		Wilcox			Region 6		
Selected Characteristics		Emp	NnW	Und	Emp	NnW	Und
18. Married Respondents		58.0	50.0	50.0	63.8	42.0	63.4
19. Sex	Female	72.0	70.6	85.7	61.6	70.0	63.4
	Male	28.0	29.4	14.3	38.4	30.0	36.6
20. Median age (years)		54	62.5	51.5	53	62	52.5
21. Ethnicity	Hispanic	2.0	0.0	0.0	2.6	0.8	4.2
21b. Race	White	38.0	35.3	35.7	42.8	31.9	36.6
	African-American/Other	60.0	63.2	57.1	53.5	64.0	62.0
22. Last school grade							
	High Sch./less, no diploma	2.0	19.1	0.0	4.4	17.7	8.5
	High School or GED	42.0	44.1	35.7	32.5	42.2	29.6
	Some college, no degree	12.0	13.2	14.3	12.2	13.4	16.9
	Jr. College/trade school/associate degree	12.0	4.4	7.1	12.2	7.6	11.3
	4-year college graduate/BA	16.0	13.2	14.3	19.6	11.2	19.7
	Postgraduate/Masters	16.0	5.9	28.6	18.8	6.8	14.1

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 6.2 Underemployment Survey Results, Region 6 (Percent, continued)

County/WIAA Job Satisfaction and Willingness to Train	Dallas									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	5.3	3.5	14.0	17.5	57.9	0.0	11.8	23.5	23.5	35.3
Earnings	10.5	7.0	26.3	15.8	38.6	17.7	17.7	35.3	5.9	17.7
Retention	3.5	1.8	12.3	17.5	61.4	5.9	5.9	23.5	17.7	41.2
Work	0.0	1.8	3.5	19.3	75.4	0.0	5.9	11.8	17.7	64.7
Hours	5.3	1.8	8.8	21.1	61.4	11.8	5.9	11.8	23.5	41.2
Shift	5.3	1.8	15.8	7.0	70.2	11.8	0.0	29.4	5.9	52.9
Conditions	1.8	7.0	10.5	19.3	59.7	0.0	11.8	23.5	17.7	41.2
Commuting Distance	1.8	1.8	8.8	10.5	75.4	0.0	5.9	11.8	23.5	52.9
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	12.2	2.0	14.3	12.2	57.1	6.3	0.0	0.0	18.8	75.0
If paid by workers	20.9	18.6	18.6	7.0	27.9	13.3	6.7	20.0	6.7	33.3
If co-paid by workers & Government	9.3	0.0	27.9	16.3	44.2	6.7	6.7	33.3	46.7	6.7
If paid by Government	4.7	0.0	0.0	7.0	83.7	0.0	0.0	0.0	86.7	13.3

County/WIAA Job Satisfaction and Willingness to Train	Marengo									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	7.1	0.0	17.9	17.9	57.1	20.0	0.0	20.0	13.3	40.0
Earnings	8.9	14.3	25.0	16.1	35.7	20.0	20.0	40.0	6.7	13.3
Retention	5.4	7.1	3.6	21.4	62.5	20.0	20.0	0.0	20.0	40.0
Work	3.6	0.0	10.7	14.3	69.6	13.3	0.0	20.0	6.7	53.3
Hours	5.4	1.8	10.7	16.1	66.1	13.3	6.7	13.3	13.3	53.3
Shift	3.6	3.6	16.1	12.5	64.3	13.3	0.0	26.7	13.3	46.7
Conditions	3.6	5.4	17.9	23.2	50.0	13.3	6.7	20.0	46.7	13.3
Commuting Distance	5.4	5.4	5.4	21.4	62.5	6.7	6.7	0.0	33.3	53.3
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	20.4	10.2	10.2	12.2	44.9	7.1	7.1	7.1	28.6	50.0
If paid by workers	64.1	10.3	7.7	5.1	12.8	61.5	7.7	7.7	15.4	7.7
If co-paid by workers & Government	10.3	28.2	15.4	18.0	25.6	0.0	38.5	7.7	23.1	30.8
If paid by Government	10.3	0.0	5.1	7.7	76.9	0.0	0.0	7.7	7.7	84.6

County/WIAA Job Satisfaction and Willingness to Train	Perry									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	5.6	5.6	14.8	27.8	44.4	15.4	15.4	30.8	7.7	30.8
Earnings	18.5	5.6	18.5	16.7	38.9	38.5	15.4	7.7	0.0	38.5
Retention	3.7	14.8	11.1	18.5	51.9	15.4	23.1	15.4	15.4	30.8
Work	5.6	3.7	1.9	20.4	66.7	15.4	15.4	7.7	23.1	38.5
Hours	3.7	7.4	7.4	20.4	59.3	7.7	15.4	0.0	7.7	69.2
Shift	0.0	1.9	14.8	16.7	66.7	0.0	7.7	15.4	0.0	76.9
Conditions	3.7	7.4	11.1	24.1	53.7	7.7	23.1	7.7	23.1	38.5
Commuting Distance	9.3	5.6	20.4	7.4	57.4	15.4	15.4	30.8	7.7	30.8
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	26.1	8.7	8.7	8.7	45.7	7.7	0.0	7.7	15.4	69.2
If paid by workers	55.9	5.9	14.7	11.8	11.8	58.3	0.0	8.3	16.7	16.7
If co-paid by workers & Government	35.3	5.9	11.8	11.8	35.3	16.7	8.3	8.3	16.7	50.0
If paid by Government	17.7	2.9	8.8	0.0	67.7	16.7	0.0	0.0	0.0	83.3

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.
CU = Completely unwilling, U = Unwilling, N = Neither willing nor unwilling, W = Willing, and CW = Completely Willing.
Note: Rounding errors may be present.

Table 6.2 Underemployment Survey Results, Region 6 (Percent, continued)

County/WIAA Job Satisfaction and Willingness to Train	Sumter									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	9.3	7.4	1.9	24.1	55.6	16.7	16.7	8.3	33.3	25.0
Earnings	11.1	13.0	22.2	29.6	24.1	25.0	33.3	8.3	16.7	16.7
Retention	7.4	3.7	13.0	22.2	53.7	25.0	8.3	25.0	16.7	25.0
Work	3.7	3.7	9.3	20.4	63.0	8.3	16.7	16.7	8.3	50.0
Hours	9.3	5.6	9.3	11.1	64.8	16.7	16.7	0.0	16.7	50.0
Shift	7.4	5.6	7.4	11.1	66.7	25.0	8.3	8.3	16.7	33.3
Conditions	7.4	1.9	11.1	27.8	51.9	16.7	8.3	33.3	16.7	25.0
Commuting Distance	9.3	3.7	3.7	13.0	70.4	25.0	8.3	16.7	0.0	50.0
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	12.0	2.0	20.0	12.0	50.0	9.1	0.0	18.2	18.2	45.5
If paid by workers	43.2	13.6	15.9	9.1	15.9	40.0	0.0	20.0	20.0	20.0
If co-paid by workers & Government	13.6	6.8	38.6	15.9	22.7	30.0	10.0	10.0	20.0	30.0
If paid by Government	0.0	2.3	18.2	18.2	61.4	0.0	0.0	30.0	10.0	60.0

County/WIAA Job Satisfaction and Willingness to Train	Wilcox									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	4.0	8.0	14.0	28.0	46.0	7.1	14.3	21.4	21.4	35.7
Earnings	14.0	12.0	18.0	24.0	32.0	28.6	21.4	7.1	14.3	28.6
Retention	2.0	4.0	10.0	20.0	64.0	7.1	0.0	21.4	7.1	64.3
Work	0.0	0.0	8.0	20.0	72.0	0.0	0.0	21.4	14.3	64.3
Hours	4.0	6.0	8.0	16.0	66.0	14.3	7.1	7.1	14.3	57.1
Shift	4.0	0.0	12.0	22.0	62.0	7.1	0.0	14.3	21.4	57.1
Conditions	0.0	4.0	20.0	22.0	54.0	0.0	7.1	21.4	0.0	71.4
Commuting Distance	6.0	8.0	18.0	20.0	48.0	7.1	7.1	21.4	0.0	64.3
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	4.6	9.1	15.9	15.9	52.3	0.0	15.4	15.4	7.7	61.5
If paid by workers	42.9	11.9	19.1	11.9	11.9	61.5	15.4	7.7	7.7	7.7
If co-paid by workers & Government	19.1	9.5	16.7	21.4	31.0	30.8	0.0	30.8	23.1	15.4
If paid by Government	4.8	4.8	7.1	11.9	71.4	0.0	0.0	15.4	15.4	69.2

County/WIAA Job Satisfaction and Willingness to Train	Region 6									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	6.3	4.8	12.6	22.9	52.4	12.7	11.3	21.1	19.7	33.8
Earnings	12.6	10.3	22.1	20.3	34.0	25.4	21.1	21.1	8.5	22.5
Retention	4.4	6.3	10.0	19.9	58.7	14.1	11.3	15.5	15.5	40.9
Work	2.6	1.9	6.6	18.8	69.4	7.0	7.0	15.5	14.1	54.9
Hours	5.5	4.4	8.9	17.0	63.5	12.7	9.9	7.0	15.5	53.5
Shift	4.1	2.6	13.3	13.7	66.1	11.3	2.8	19.7	11.3	53.5
Conditions	3.3	5.2	14.0	23.3	53.9	7.0	11.3	21.1	21.1	38.0
Commuting Distance	6.3	4.8	11.1	14.4	63.1	9.9	5.6	12.7	12.7	57.8
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	15.1	6.3	13.9	12.2	50.0	6.0	4.5	9.0	17.9	61.2
If paid by workers	44.6	12.4	15.4	8.9	16.3	46.0	6.4	12.7	12.7	17.5
If co-paid by workers & Government	16.8	9.9	22.8	16.8	31.7	15.9	11.1	12.7	23.8	34.9
If paid by Government	6.9	2.0	7.9	9.4	72.3	3.2	0.0	9.5	6.4	77.8

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.
CU = Completely unwilling, U = Unwilling, N = Neither willing nor unwilling, W = Willing, and CW = Completely Willing.
Note: Rounding errors may be present

Underemployment in Workforce Investment Advisory Area, Region 7



Underemployment in Workforce Investment Advisory Area, Region 7

WIAA Region 7 comprises of the six counties shown in Table 7.1. The area's underemployment rate of 25.5 percent is higher than the state's 23.8 percent and means that 43,800 employed residents were underemployed in December 2012. Adding the unemployed gives a total available labor pool of about 56,200, which is 4.5 times the number of unemployed and more realistic. Employers must offer the underemployed higher wages, better benefits or terms of employment, or other incentives to induce them to change jobs. The region has 9.2 percent of the state's underemployed and 8.5 percent of the state's workforce.

Table 7.1 Region 7 Underemployed

	Alabama	Region 7	Autauga	Butler	Crenshaw	Elmore	Lowndes	Montgomery
Labor Force	2,154,744	184,035	25,535	9,005	6,535	35,282	4,131	103,547
Employed	2,013,847	171,675	24,062	8,127	6,116	33,089	3,662	96,619
Underemployment rate	23.8%	25.5%	20.3%	33.3%	20.4%	22.8%	25.5%	26.8%
Underemployed workers	479,296	43,811	4,894	2,709	1,246	7,548	932	25,865
Unemployed	140,897	12,360	1,473	878	419	2,193	469	6,928
Available labor pool	620,193	56,171	6,367	3,587	1,665	9,741	1,401	32,793

Note: Rounding errors may be present. Based on December 2012 labor force data and 2012 underemployment rates.

Source: Center for Business and Economic Research, The University of Alabama and Alabama Department of Labor.

Underemployment Survey Results

Underemployment rates range from 20.3 percent in Autauga County to 33.3 percent in Butler (Table 7.1). Butler, Lowndes, and Montgomery counties had higher rates than the state. Rates are multiplied by the number of employed to get the number of underemployed workers. Table 7.2 shows the detailed underemployment survey results that include characteristics of the employed, underemployed, and nonworkers. Except for rates and their implications for labor availability, detailed county-level results are not discussed because county sample sizes are sufficient for underemployment estimation but insufficient for making reliable inferences on characteristics.

Seventy-eight percent of the employed work full-time, 11 percent holds more than one job, and 38 percent of part-time workers would like to work full-time. Commuting one-way takes up to 20 minutes for 53 percent of the employed, 11 percent take more than 40 minutes, and 3 percent spend more than an hour. Distance commuted one-way is less than 10 miles for 45 percent, more than 25 miles for 20 percent, and exceeds 45 miles for five percent. About 54 percent have 10 or more years job tenure and 30 percent have more than 20 years. The median monthly wage is between \$2,000 and \$3,000. More of the region's workers are in educational services and health care sectors. Eighty-seven percent of workers say that their jobs fit well with their education, training, skills, and experience; 62 percent believe they are qualified for a better job and 20 percent have sought better jobs in the preceding three months. Offered up to 15 percent higher wages, 26 percent would leave their current jobs, but 58 percent want more than that, with 12 percent wanting more than a 50 percent raise. About 36 percent will extend the one-way commute by up to 10 miles for the higher-paying job, but 28 percent are prepared to go 20 or more extra miles; 37 percent will increase the commute by more than 20 minutes while 27 percent will not consider more than 10 minutes.

Among the underemployed, 70 percent work full-time, 15 percent hold more than one job, and 59 percent of part-time workers want full-time work. About 49 percent commute for up to 20 minutes one-way, but 15 percent take more than 40 minutes. The commute is less than 10 miles for 42 percent, more than 25 miles for 25 percent, and exceeds 45 miles for 6.1 percent. The underemployed have shorter job tenure; 47 percent have more than 10 years compared to 54 percent of employed. Both groups have similar occupation and industry distributions. The median monthly wage is between \$1,000 and \$2,000 but more underemployed workers earn less; 52 percent of underemployed workers earn up to \$2,000 a month compared to 37 percent of the employed. About 71 percent claim that their jobs fit well with their education, training, skills, and experience; 85 percent believe they are qualified for a better job and 38 percent have sought better jobs in the preceding three months. Thirty-three percent would leave current job for up to 15 percent higher income, 52 percent want more than 15 percent higher wages, and 10 percent desires more than a 50 percent raise. For the new higher-paying job, 33 percent will add up to 10 miles to the one-way commute but 31 percent are prepared to go 20 miles or more extra; 43 percent are willing to extend commuting by more than 20 minutes one-way while 28 percent will not consider more than 10 minutes extra.

Most workers in the region are satisfied or completely satisfied with their jobs but the underemployed are less satisfied than all workers (63 percent compared to 79 percent). Workers are most satisfied with the work they do and least satisfied with their earnings. The underemployed are also most satisfied with the work they do and much less satisfied with their earnings. Workers are generally willing or completely willing to train for a new or better job, with the underemployed being much more willing—66 percent versus 54 percent. The willingness to train is highest when the cost is fully borne by government and lowest when the trainee must pay the full costs. In every case of cost burden considered, the underemployed are more willing to train for the new or better job.

A total of 1,094 complete responses were obtained in Region 7 of which 533 (48.7 percent) were employed. Primary reasons for underemployment are low wages at available jobs, a lack of job opportunities, living too far from jobs, owning a house in their area, and childcare responsibilities. The main reasons for not working are retirement, disability or other health concerns, lack of job opportunities, and social security limitations. About 60 percent employed, 44 percent nonworkers, and 48 percent underemployed are married. Men were 38 percent of employed, 31 percent nonworkers, and 39 percent underemployed. The median age is 47.5 years for employed respondents, 46 for underemployed, and 64 for nonworkers. About 48 percent of employed respondents, 55 percent nonworkers, and 54 percent of underemployed are white; Hispanics are a tiny portion of respondents. About 48 percent of the employed, 40 percent of nonworkers, and 45 percent of underemployed are African-Americans or other nonwhite ethnic groups.

Four percent of the employed and two percent of the underemployed do not hold a high school diploma or equivalent, compared to 14 percent of nonworkers. Forty-three percent of the employed and 45 percent of the underemployed hold a bachelor's or higher degree; 14 percent of nonworkers do. WIAA Region 7 has a large educated labor pool of 56,200 that is willing to commute and is seeking higher wage jobs.

Table 7.2 Underemployment Survey Results, Region 7 (Percent)

County /WIAA		Autauga		Butler		Crenshaw		Elmore	
General		Emp	Und	Emp	Und	Emp	Und	Emp	Und
1. Percent of adults that are working full-time		86.2	63.6	69.8	70.6	77.8	81.8	71.9	69.2
2. Percent of part-timers who wish to work full-time		44.4	40.0	31.3	60.0	25.0	50.0	56.3	75.0
3. Percent of workers with more than one job		5.1	8.3	5.6	5.6	5.6	18.2	21.1	53.9
4. Average commute time (one-way)									
	Up to 20 minutes	49.2	66.7	50.0	44.4	44.4	36.4	35.1	46.2
	20 to 40 minutes	42.4	33.3	25.9	27.8	20.4	27.3	49.1	38.5
	40 minutes to an hour	1.7	0.0	13.0	5.6	18.5	27.3	12.3	15.4
	More than an hour	1.7	0.0	7.4	16.7	11.1	9.1	1.8	0.0
5. Commute distance									
	Less than 10 miles	33.3	33.3	44.2	47.1	34.0	18.2	30.4	46.2
	10 to 25 miles	52.6	58.3	26.9	17.7	24.5	27.3	39.3	23.1
	25 to 45 miles	8.8	0.0	17.3	17.7	22.6	36.4	23.2	23.1
	More than 45 miles	3.5	8.3	11.5	17.7	18.9	18.2	3.6	7.7
6. Occupation									
	Management	10.2	0.0	5.6	5.6	7.4	9.1	12.3	0.0
	Business/Financial Operations	5.1	8.3	7.4	5.6	3.7	0.0	8.8	7.7
	Computer/Mathematical	3.4	8.3	0.0	0.0	0.0	0.0	0.0	0.0
	Architecture/Engineering	5.1	8.3	1.9	0.0	3.7	0.0	1.8	0.0
	Life/Physical/Social Science	1.7	0.0	1.9	0.0	0.0	0.0	0.0	0.0
	Community /Social Services	0.0	0.0	11.1	5.6	0.0	0.0	5.3	0.0
	Legal	3.4	0.0	1.9	0.0	1.9	9.1	0.0	0.0
	Education/Training/Library	18.6	8.3	11.1	5.6	11.1	9.1	15.8	7.7
	Arts/Design/Entertainment/Sports/Media	0.0	0.0	0.0	5.6	1.9	0.0	0.0	0.0
	Healthcare Practitioners/Technicians	1.7	0.0	11.1	16.7	7.4	0.0	1.8	7.7
	Healthcare Support	0.0	0.0	0.0	0.0	5.6	0.0	10.5	7.7
	Protective Service	3.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Food Preparation/Serving Related	1.7	8.3	5.6	0.0	3.7	0.0	3.5	7.7
	Building/Grounds Cleaning/Maintenance.	0.0	0.0	3.7	11.1	5.6	9.1	0.0	0.0
	Personal Care/Service	0.0	0.0	0.0	0.0	1.9	9.1	0.0	0.0
	Sales and Related	8.5	16.7	13.0	11.1	5.6	9.1	10.5	23.1
	Office/Administrative Support	3.4	0.0	7.4	11.1	9.3	9.1	8.8	15.4
	Farming/Fishing/Forestry	3.4	8.3	3.7	5.6	3.7	0.0	0.0	0.0
	Construction/Extraction	5.1	8.3	1.9	5.6	1.9	9.1	1.8	7.7
	Installation/Maintenance/Repair	3.4	0.0	9.3	0.0	5.6	0.0	1.8	0.0
	Production	3.4	0.0	1.9	0.0	11.1	18.2	3.5	0.0
	Transportation/Material Moving	5.1	8.3	5.6	5.6	5.6	9.1	1.8	0.0
	other	13.6	16.7	5.6	5.6	3.7	0.0	12.3	15.4
7. Industry									
	Agriculture/Forestry/Fishing/Hunting	5.1	8.3	7.4	5.6	9.3	9.1	1.8	7.7
	Mining	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Utilities	5.1	0.0	1.9	0.0	1.9	0.0	1.8	0.0
	Construction	3.4	8.3	3.7	5.6	3.7	9.1	1.8	0.0
	Manufacturing	8.5	0.0	5.6	0.0	9.3	18.2	5.3	0.0
	Wholesale Trade	3.4	0.0	1.9	0.0	1.9	0.0	0.0	0.0
	Retail Trade	8.5	25.0	5.6	11.1	5.6	0.0	10.5	23.1
	Transportation/Warehousing	3.4	16.7	7.4	0.0	3.7	0.0	7.0	0.0
	Information	0.0	0.0	0.0	0.0	1.9	0.0	1.8	0.0
	Finance/Insurance	6.8	0.0	3.7	5.6	3.7	0.0	8.8	15.4
	Real Estate/Rental/Leasing	0.0	0.0	0.0	0.0	0.0	0.0	1.8	0.0
	Professional/Scientific/Technical Services	3.4	0.0	0.0	0.0	1.9	0.0	3.5	0.0
	Management of Companies/Enterprises	0.0	0.0	0.0	0.0	1.9	9.1	0.0	0.0
	Administrative/Support/Waste Management/Remediation	0.0	0.0	0.0	0.0	0.0	0.0	1.8	7.7
	Educational Services	20.3	16.7	20.4	22.2	11.1	9.1	21.1	15.4
	Health Care/Social Assistance	3.4	0.0	18.5	33.3	16.7	0.0	17.5	15.4
	Arts/Entertainment/Recreation	1.7	0.0	0.0	0.0	1.9	0.0	0.0	0.0
	Accommodation/Food Services	1.7	16.7	7.4	5.6	1.9	0.0	1.8	0.0
	Public Administration	5.1	0.0	1.9	0.0	5.6	0.0	0.0	0.0
	Other	8.5	16.7	7.4	5.6	3.7	9.1	8.8	0.0

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table 7.2 Underemployment Survey Results, Region 7 (Percent, continued)

County /WIAA		Lowndes		Montgomery		Region 7	
General		Emp	Und	Emp	Und	Emp	Und
1. Percent of adults that are working full-time		75.5	78.6	79.9	67.7	78.1	70.2
2. Percent of part-timers who wish to work full-time		46.2	66.7	34.6	63.6	38.1	58.5
3. Percent of workers with more than one job		12.7	7.1	11.4	11.8	10.7	14.7
4. Average commute time (one-way)							
	Up to 20 minutes	40.0	28.6	62.6	54.4	52.7	49.3
	20 to 40 minutes	41.8	42.9	26.4	29.4	31.5	31.6
	40 minutes to an hour	12.7	21.4	4.7	10.3	8.3	11.8
	More than an hour	1.8	0.0	1.2	0.0	3.0	2.9
5. Commute distance							
	Less than 10 miles	24.5	15.4	57.1	50.0	44.6	41.7
	10 to 25 miles	43.4	46.2	31.4	33.3	34.7	33.3
	25 to 45 miles	24.5	38.5	9.0	15.2	14.3	18.9
	More than 45 miles	7.6	0.0	1.6	1.5	5.4	6.1
6. Occupation							
	Management	7.3	14.3	14.6	10.3	11.4	8.1
	Business/Financial Operations	1.8	0.0	3.9	2.9	4.7	3.7
	Computer/Mathematical	1.8	0.0	2.4	0.0	1.7	0.7
	Architecture/Engineering	0.0	0.0	2.0	2.9	2.3	2.2
	Life/Physical/Social Science	0.0	8.3	1.6	0.0	0.9	0.0
	Community /Social Services	3.6	0.0	2.4	5.9	2.3	3.7
	Legal	3.6	0.0	2.8	0.0	2.4	0.7
	Education/Training/Library	18.2	0.0	10.6	11.8	13.0	8.8
	Arts/Design/Entertainment/Sports/Media	0.0	0.0	1.6	0.0	1.1	0.7
	Healthcare Practitioners/Technicians	0.0	0.0	7.5	5.9	5.8	5.9
	Healthcare Support	1.8	0.0	3.9	2.9	3.8	2.2
	Protective Service	0.0	0.0	3.5	4.4	2.1	2.2
	Food Preparation/Serving Related	3.6	7.1	1.6	1.5	2.6	2.9
	Building/Grounds Cleaning/Maintenance.	1.8	0.0	2.0	2.9	2.1	3.7
	Personal Care/Service	5.5	0.0	2.0	2.9	1.7	2.2
	Sales and Related	3.6	7.1	5.5	5.9	6.9	9.6
	Office/Administrative Support	10.9	14.3	7.9	7.4	7.9	8.8
	Farming/Fishing/Forestry	3.6	0.0	0.0	0.0	1.5	1.5
	Construction/Extraction	3.6	7.1	2.4	1.5	2.6	4.4
	Installation/Maintenance/Repair	1.8	0.0	2.0	4.4	3.2	2.2
	Production	9.1	14.3	3.9	2.9	4.9	4.4
	Transportation/Material Moving	7.3	14.3	1.6	2.9	3.4	5.2
	other	10.9	21.4	14.6	20.6	11.8	16.2
7. Industry							
	Agriculture/Forestry/Fishing/Hunting	5.5	0.0	0.8	0.0	3.4	2.9
	Mining	0.0	0.0	0.0	0.0	0.0	0.0
	Utilities	0.0	0.0	1.6	1.5	1.9	0.7
	Construction	3.6	7.1	4.3	2.9	3.8	4.4
	Manufacturing	12.7	14.3	5.9	8.8	7.1	7.4
	Wholesale Trade	0.0	0.0	0.0	8.8	0.8	0.0
	Retail Trade	5.5	7.1	8.3	1.5	7.7	12.5
	Transportation/Warehousing	5.5	7.1	1.6	0.0	3.6	2.9
	Information	1.8	7.1	1.6	5.9	1.3	0.7
	Finance/Insurance	0.0	0.0	5.9	1.5	5.3	5.2
	Real Estate/Rental/Leasing	0.0	0.0	1.2	1.5	0.8	0.7
	Professional/Scientific/Technical Services	3.6	0.0	3.2	0.0	2.8	0.7
	Management of Companies/Enterprises	0.0	0.0	0.8	0.0	0.6	0.7
	Administrative/Support/Waste Management/Remediation	0.0	0.0	0.8	0.0	0.6	0.7
	Educational Services	23.6	21.4	13.4	19.1	16.5	18.4
	Health Care/Social Assistance	7.3	7.1	13.4	13.2	13.0	13.2
	Arts/Entertainment/Recreation	0.0	0.0	1.6	0.0	1.1	0.0
	Accommodation/Food Services	1.8	0.0	3.2	4.4	3.0	3.7
	Public Administration	3.6	0.0	9.5	13.2	6.2	6.6
	Other	10.9	7.1	6.7	1.5	7.3	3.7

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table 7.2 Underemployment Survey Results, Region 7 (Percent, continued)

County /WIAA		Autauga		Butler		Crenshaw		Elmore	
		Emp	Und	Emp	Und	Emp	Und	Emp	Und
8. Years at current/primary job									
	Less than a year	15.3	16.7	14.8	11.1	14.8	18.2	29.8	30.8
	1 to 3 years	5.1	0.0	13.0	11.1	3.7	18.2	7.0	15.4
	3 to 5 years	1.7	0.0	3.7	5.6	1.9	0.0	8.8	7.7
	5 to 10 years	13.6	0.0	14.8	16.7	20.4	27.3	14.0	15.4
	10 to 20 years	25.4	16.7	20.4	27.8	24.1	9.1	19.3	7.7
	More than 20 years	37.3	25.0	31.5	27.8	31.5	18.2	17.5	15.4
9. Monthly wages									
	Less than \$500	5.1	8.3	11.1	16.7	11.1	18.2	5.3	7.7
	\$500 up to \$1,000	8.5	25.0	9.3	16.7	9.3	0.0	17.5	15.4
	\$1,000 up to \$2,000	10.2	16.7	22.2	16.7	16.7	27.3	24.6	38.5
	\$2,000 up to \$3,000	13.6	8.3	13.0	16.7	20.4	18.2	12.3	7.7
	\$3,000 up to \$4,000	23.7	16.7	11.1	27.8	22.2	27.3	14.0	7.7
	\$4,000 up to \$6,000	17.0	8.3	14.8	0.0	5.6	0.0	12.3	15.4
	More than \$6,000	15.3	16.7	13.0	5.6	5.6	9.1	8.8	0.0
Job Fitness									
10. Percent of workers whose current job fits well with their education and training, skills, and experience		84.8	58.3	90.7	83.3	88.9	72.7	82.5	46.2
11. Percent of workers who believe they are qualified for a better job		61.0	83.3	64.8	83.3	59.3	90.9	59.7	84.6
Reasons:	Education and training	94.4	90.0	94.3	93.3	87.5	100.0	97.1	100.0
	Skills	100.0	100.0	88.6	86.7	93.8	100.0	91.2	81.8
	Experience	97.2	100.0	100.0	100.0	93.8	90.0	97.1	100.0
12. Additional income for which workers would leave current job									
	0 to 5% more	3.6	0.0	10.0	7.7	0.0	0.0	16.7	66.7
	5 to 15% more	7.1	0.0	36.7	46.2	20.7	60.0	20.8	33.3
	15 to 30% more	39.3	50.0	13.3	23.1	31.0	0.0	25.0	0.0
	30 to 50% more	7.1	0.0	20.0	15.4	27.6	0.0	12.5	0.0
	More than 50% more	25.0	33.3	3.3	0.0	3.5	0.0	12.5	0.0
	*** Would not leave current job	10.7	16.7	13.3	0.0	13.8	20.0	12.5	0.0
13. Additional commute for new job									
	0 to 10 miles	39.1	20.0	27.3	33.3	39.5	66.7	36.7	45.5
	10 to 20 miles	39.1	60.0	36.4	40.0	30.2	16.7	34.7	36.4
	more than 20 miles	19.6	20.0	34.1	26.7	27.9	16.7	26.5	18.2
14. Additional one-way commute time									
	0 to 10 minutes	32.6	30.0	15.9	26.7	27.9	33.3	32.7	45.5
	10 to 20 minutes	30.4	10.0	43.2	40.0	30.2	33.3	30.6	18.2
	more than 20 minutes	37.0	60.0	38.6	33.3	39.5	33.3	34.7	36.4
15. Percent of workers who sought better job in past three months		17.2	22.2	18.2	26.7	9.3	33.3	24.5	54.6
Underemployment									
16. Percent of workers who say they are currently underemployed		20.3		33.3		20.4		22.8	
17. Reasons respondents give for being		Und	NnW	Und	NnW	Und	NnW	Und	NnW
	A lack of job opportunities in their area	25.0	18.2	66.7	37.0	81.8	35.5	38.5	26.2
	The low wages at the available jobs	41.7	18.2	66.7	32.9	72.7	21.0	69.2	24.6
	They live too far from jobs	8.3	10.9	44.4	20.6	63.6	33.9	15.4	12.3
	They are in school or undergoing training	8.3	3.6	5.6	4.1	0.0	3.2	7.7	4.6
	Their spouse or partner has a really good job	33.3	12.7	11.1	12.3	18.2	11.3	0.0	15.4
	They are retired	16.7	69.1	11.1	56.2	9.1	71.0	7.7	75.4
	Because of social security limitations	8.3	20.0	5.6	35.6	9.1	24.2	7.7	27.7
	Disability or other health concerns	16.7	29.1	16.7	56.2	0.0	48.4	7.7	36.9
	Child care responsibilities	25.0	16.4	27.8	4.1	27.3	11.3	15.4	9.2
	They take care of someone other than a child	16.7	12.7	16.7	11.0	9.1	8.1	92.3	7.7
	Other family or personal obligations	50.0	21.8	33.3	8.2	18.2	22.6	23.1	13.9
	Owning a house in your area	12.5	9.8	40.0	19.1	55.6	30.5	36.4	10.7
	Something else	16.7	25.5	27.8	20.6	9.1	25.8	23.1	24.6

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 7.2 Underemployment Survey Results, Region 7 (Percent, continued)

County/WIAA		Lowndes		Montgomery		Region 7	
		Emp	Und	Emp	Und	Emp	Und
8. Years at current/primary job							
	Less than a year	12.7	7.1	12.2	13.2	15.0	14.7
	1 to 3 years	9.1	7.1	6.7	2.9	7.1	6.6
	3 to 5 years	7.3	0.0	9.1	16.2	6.8	9.6
	5 to 10 years	14.6	21.4	16.1	20.6	15.8	19.9
	10 to 20 years	21.8	14.3	24.0	23.5	23.1	20.6
	More than 20 years	30.9	42.9	31.1	23.5	30.4	26.5
9. Monthly wages							
	Less than \$500	7.3	21.4	5.1	7.4	6.6	11.0
	\$500 up to \$1,000	20.0	21.4	8.7	16.2	10.9	16.2
	\$1,000 up to \$2,000	25.5	28.6	19.3	23.5	19.5	24.3
	\$2,000 up to \$3,000	12.7	14.3	15.4	19.1	14.8	16.2
	\$3,000 up to \$4,000	12.7	14.3	14.2	16.2	15.6	17.7
	\$4,000 up to \$6,000	5.5	0.0	10.2	5.9	10.7	5.2
	More than \$6,000	9.1	0.0	20.5	11.8	15.2	8.8
<u>Job Fitness</u>							
10. Percent of workers whose current job fits well with their education and training, skills, and experience		90.9	78.6	86.2	73.5	86.9	71.3
11. Percent of workers who believe they are qualified for a better job		58.2	85.7	64.2	83.8	62.3	84.6
Reasons:	Education and training	93.8	91.7	94.5	94.7	94.0	94.8
	Skills	96.9	100.0	96.3	96.5	95.2	94.8
	Experience	100.0	100.0	96.3	100.0	97.0	99.1
12. Additional income for which workers would leave current job							
	0 to 5% more	0.0	0.0	3.3	6.5	4.7	7.9
	5 to 15% more	28.0	20.0	18.9	16.1	20.9	25.4
	15 to 30% more	28.0	20.0	33.6	35.5	30.2	28.6
	30 to 50% more	12.0	0.0	15.6	22.6	15.9	14.3
	More than 50% more	20.0	40.0	10.7	6.5	11.6	9.5
	*** Would not leave current job	4.0	0.0	14.8	6.5	12.8	6.4
13. Additional commute for new job							
	0 to 10 miles	38.8	30.8	34.7	29.5	35.6	32.8
	10 to 20 miles	26.5	30.8	35.2	32.8	34.2	35.3
	more than 20 miles	30.6	38.5	28.2	36.1	27.9	31.0
14. Additional one-way commute time							
	0 to 10 minutes	30.6	23.1	24.9	24.6	26.6	27.6
	10 to 20 minutes	30.6	23.1	35.2	32.8	34.0	29.3
	more than 20 minutes	34.7	53.9	38.0	42.6	37.4	43.1
15. Percent of workers who sought better job in past three months		22.5	38.5	21.6	39.3	19.8	37.9
<u>Underemployment</u>							
16. Percent of workers who say they are currently underemployed		25.5		26.8		25.5	
17. Reasons respondents give for being		<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>
	A lack of job opportunities in their area	85.7	35.0	51.5	17.9	55.9	25.1
	The low wages at the available jobs	64.3	16.7	50.0	14.2	56.6	19.3
	They live too far from jobs	78.6	21.7	19.1	8.1	30.9	14.8
	They are in school or undergoing training	0.0	6.7	16.2	4.1	10.3	4.3
	Their spouse or partner has a really good job	14.3	8.3	25.0	5.3	19.9	9.1
	They are retired	0.0	55.0	14.7	67.5	11.8	66.1
	Because of social security limitations	0.0	30.0	7.4	19.1	6.6	24.1
	Disability or other health concerns	0.0	43.3	4.4	39.4	6.6	41.7
	Child care responsibilities	7.1	6.7	35.3	12.2	27.9	10.5
	They take care of someone other than a child	14.3	8.3	11.8	8.9	11.8	9.3
	Other family or personal obligations	21.4	10.0	25.0	10.2	27.2	12.8
	Owning a house in your area	36.4	7.0	21.7	13.0	29.0	14.8
	Something else	21.4	16.7	25.0	19.5	22.8	21.2

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 7.2 Underemployment Survey Results, Region 7 (Percent, continued)

County/WIAA		Autauga			Butler			Crenshaw			Elmore		
Selected		Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
Characteristics													
18. Married Respondents		78.0	65.5	66.7	61.1	39.7	61.1	70.4	43.6	45.5	64.9	58.5	53.9
19. Sex	Female	47.5	61.8	75.0	63.0	80.8	61.1	66.7	77.4	63.6	70.2	64.6	76.9
	Male	52.5	38.2	25.0	37.0	19.2	38.9	33.3	22.6	36.4	29.8	35.4	23.1
20. Median age (years)		50	65	49.5	52	62	50.5	55	64.5	44	49	64.5	50
21. Ethnicity	Hispanic	0.0	3.6	0.0	0.0	1.4	0.0	0.0	1.6	0.0	5.3	1.5	7.7
21b. Race	White	81.4	76.4	91.7	68.5	58.9	50.0	74.1	72.6	63.6	77.2	75.4	69.2
	African-American/Other	11.9	16.4	0.0	29.6	35.6	50.0	24.1	27.4	27.3	14.0	18.5	23.1
22. Last school grade													
	High Sch./less, no diploma	6.8	9.1	0.0	1.9	20.6	5.6	3.7	24.2	9.1	5.3	4.6	0.0
	High School or GED	17.0	25.5	8.3	27.8	42.5	22.2	31.5	29.0	27.3	28.1	27.7	23.1
	Some college, no degree	11.9	18.2	25.0	13.0	9.6	5.6	18.5	22.6	27.3	17.5	21.5	23.1
	Jr. College/trade school/associate degree	18.6	16.4	41.7	18.5	13.7	16.7	24.1	11.3	18.2	8.8	13.9	15.4
	4-year college graduate/BA	17.0	14.6	16.7	20.4	4.1	33.3	13.0	9.7	0.0	22.8	18.5	30.8
	Postgraduate/Masters	28.8	14.6	8.3	18.5	9.6	16.7	9.3	3.2	18.2	17.5	12.3	7.7

County/WIAA		Lowndes			Montgomery			Region 7		
Selected		Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
Characteristics										
18. Married Respondents		63.6	40.0	50.0	59.8	36.6	63.2	59.6	43.5	47.6
19. Sex	Female	65.5	68.3	57.1	54.3	65.9	60.3	63.2	68.8	61.1
	Male	34.6	31.6	42.9	45.7	34.1	39.7	36.8	31.2	38.9
20. Median age (years)		51	64.5	50	50	65	41.5	47.5	64	46
21. Ethnicity	Hispanic	0.0	1.7	0.0	1.2	0.8	1.5	1.5	1.4	2.4
21b. Race	White	40.0	28.3	35.7	53.2	51.1	35.3	47.8	55.3	54.0
	African-American/Other	56.4	66.7	64.3	43.7	48.1	60.3	47.8	40.3	45.2
22. Last school grade										
	High Sch./less, no diploma	0.0	28.3	0.0	2.0	46.3	5.9	4.4	14.1	2.4
	High School or GED	36.4	40.0	42.9	20.1	48.0	17.7	21.3	30.8	20.6
	Some college, no degree	9.1	6.7	7.1	15.8	0.8	13.2	14.7	16.2	18.3
	Jr. College/trade school/associate degree	14.6	6.7	21.4	8.7	0.8	10.3	16.2	10.9	13.5
	4-year college graduate/BA	23.6	10.0	14.3	26.4	0.8	38.2	29.4	14.4	25.4
	Postgraduate/Masters	16.4	5.0	14.3	26.4	1.2	14.7	14.0	12.7	19.8

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 7.2 Underemployment Survey Results, Region 7 (Percent, continued)

County/WIAA Job Satisfaction and Willingness to Train	Autauga									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	0.0	0.0	13.6	30.5	55.9	0.0	0.0	41.7	16.7	41.7
Earnings	3.4	15.3	15.3	32.2	33.9	16.7	25.0	8.3	25.0	25.0
Retention	3.4	8.5	8.5	20.3	59.3	8.3	16.7	0.0	16.7	58.3
Work	0.0	0.0	3.4	32.2	64.4	0.0	0.0	16.7	41.7	41.7
Hours	3.4	0.0	10.2	32.2	54.2	16.7	0.0	25.0	16.7	41.7
Shift	1.7	5.1	8.5	15.3	69.5	8.3	8.3	33.3	16.7	33.3
Conditions	1.7	3.4	11.9	27.1	55.9	8.3	8.3	33.3	16.7	33.3
Commuting Distance	0.0	5.1	11.9	27.1	55.9	0.0	8.3	25.0	25.0	41.7
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	17.4	6.5	30.4	15.2	28.3	0.2	10.0	20.0	20.0	30.0
If paid by workers	34.2	39.5	7.9	7.9	7.9	25.0	25.0	25.0	12.5	0.0
If co-paid by workers & Government	26.3	18.4	34.2	5.3	10.5	25.0	0.0	37.5	25.0	0.0
If paid by Government	13.2	5.3	15.8	15.8	50.0	12.5	12.5	12.5	25.0	37.5

County/WIAA Job Satisfaction and Willingness to Train	Butler									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	1.9	3.7	13.0	33.3	48.2	5.6	0.0	27.8	38.9	27.8
Earnings	13.0	14.8	20.4	20.4	31.5	22.2	16.7	44.4	16.7	0.0
Retention	1.9	7.4	13.0	16.7	61.1	5.6	11.1	22.2	16.7	44.4
Work	0.0	3.7	9.3	27.8	59.3	0.0	11.1	16.7	22.2	50.0
Hours	1.9	3.7	16.7	11.1	66.7	0.0	5.6	11.1	16.7	66.7
Shift	1.9	1.9	16.7	18.5	61.1	5.6	0.0	16.7	27.8	50.0
Conditions	1.9	0.0	16.7	27.8	53.7	5.6	0.0	16.7	50.0	27.8
Commuting Distance	3.7	7.4	9.3	9.3	68.5	5.6	16.7	11.1	11.1	50.0
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	18.2	4.6	20.5	9.1	45.5	13.3	0.0	26.7	6.7	53.3
If paid by workers	38.9	27.8	19.4	2.8	11.1	38.5	30.8	15.4	7.7	7.7
If co-paid by workers & Government	11.1	8.3	30.6	25.0	25.0	23.1	0.0	15.4	46.2	15.4
If paid by Government	2.8	5.6	11.1	19.4	61.1	0.0	7.7	15.4	15.4	61.5

County/WIAA Job Satisfaction and Willingness to Train	Crenshaw									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	3.7	3.7	7.4	33.3	51.9	9.1	9.1	0.0	36.4	45.5
Earnings	11.1	14.8	22.2	20.4	29.6	27.3	18.2	27.3	9.1	9.1
Retention	3.7	3.7	5.6	18.5	68.5	9.1	0.0	9.1	18.2	63.6
Work	3.7	0.0	5.6	22.2	68.5	9.1	0.0	9.1	0.0	81.8
Hours	3.7	0.0	13.0	14.8	68.5	0.0	0.0	18.2	9.1	72.7
Shift	3.7	3.7	9.3	11.1	72.2	0.0	9.1	9.1	9.1	72.7
Conditions	1.9	7.4	14.8	25.9	50.0	0.0	18.2	9.1	36.4	36.4
Commuting Distance	7.4	5.6	18.5	11.1	57.4	18.2	18.2	9.1	18.2	36.4
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	39.5	2.3	11.6	9.3	32.6	16.7	0.0	0.0	16.7	66.7
If paid by workers	38.5	23.1	19.2	11.5	7.7	20.0	0.0	40.0	20.0	20.0
If co-paid by workers & Government	19.2	15.4	23.1	19.2	23.1	20.0	0.0	0.0	60.0	20.0
If paid by Government	3.9	7.7	15.4	19.2	53.9	0.0	0.0	0.0	0.0	100.0

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.
 CU = Completely unwilling, U = Unwilling, N = Neither willing nor unwilling, W = Willing, and CW = Completely Willing.
 Note: Rounding errors may be present.

Table 7.2 Underemployment Survey Results, Region 7 (Percent, continued)

County/WIAA Job Satisfaction and Willingness to Train	Elmore									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	5.3	1.8	22.8	29.8	40.4	15.4	7.7	46.2	23.1	7.7
Earnings	10.5	12.3	28.1	31.6	17.5	30.8	15.4	15.4	30.8	7.7
Retention	3.5	10.5	7.0	22.8	56.1	7.7	7.7	7.7	38.5	38.5
Work	0.0	1.8	8.8	26.3	63.2	0.0	0.0	15.4	30.8	53.9
Hours	3.5	3.5	15.8	15.8	61.4	15.4	0.0	15.4	15.4	53.9
Shift	3.5	3.5	8.8	24.6	59.7	15.4	7.7	7.7	30.8	38.5
Conditions	1.8	5.3	7.0	31.6	54.4	7.7	15.4	7.7	38.5	30.8
Commuting Distance	3.5	1.8	21.1	21.1	52.6	7.7	0.0	23.1	30.8	38.5
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	18.4	4.1	24.5	14.3	36.7	18.2	0.0	18.2	18.2	45.5
If paid by workers	42.5	20.0	22.5	7.5	5.0	44.4	22.2	11.1	11.1	0.0
If co-paid by workers & Government	22.5	12.5	30.0	22.5	10.0	22.2	11.1	11.1	11.1	33.3
If paid by Government	7.5	2.5	17.5	15.0	57.5	0.0	0.0	22.2	11.1	66.7

County/WIAA Job Satisfaction and Willingness to Train	Lowndes									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	3.6	7.3	16.4	34.6	38.2	7.1	21.4	14.3	28.6	28.6
Earnings	18.2	16.4	27.3	21.8	16.4	35.7	28.6	28.6	7.1	0.0
Retention	5.5	5.5	9.1	25.5	54.6	21.4	7.1	28.6	28.6	42.9
Work	1.8	1.8	10.9	30.9	54.6	7.1	0.0	7.1	28.6	57.1
Hours	3.6	7.3	12.7	20.0	56.4	7.1	7.1	14.3	21.4	50.0
Shift	1.8	3.6	9.1	16.4	69.1	0.0	0.0	14.3	7.1	78.6
Conditions	3.6	1.8	14.6	23.6	56.4	14.3	0.0	28.6	21.4	35.7
Commuting Distance	9.1	1.8	10.9	21.8	54.6	28.6	0.0	21.4	7.1	42.9
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	22.5	6.1	12.2	18.4	40.8	15.4	7.7	23.1	7.7	46.2
If paid by workers	42.1	18.4	18.4	5.3	10.5	27.3	36.4	18.2	0.0	18.2
If co-paid by workers & Government	7.9	13.2	39.5	15.8	21.1	0.0	9.1	54.6	9.1	27.3
If paid by Government	2.6	0.0	5.3	26.3	60.5	0.0	0.0	0.0	18.2	81.8

County/WIAA Job Satisfaction and Willingness to Train	Montgomery									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	2.0	5.1	14.6	25.2	53.2	7.4	7.4	19.1	25.0	41.2
Earnings	10.6	8.3	20.5	28.0	31.9	25.0	13.2	25.0	26.5	8.8
Retention	3.5	3.2	13.4	20.1	59.5	11.8	4.4	27.9	27.9	42.7
Work	0.4	4.3	7.5	23.2	64.6	1.5	5.9	8.8	32.4	51.5
Hours	4.3	2.8	8.3	20.1	64.6	8.8	4.4	14.7	14.7	57.4
Shift	3.5	2.4	6.3	19.3	68.5	4.4	5.9	2.9	19.1	67.7
Conditions	3.2	5.9	9.5	23.2	58.3	5.9	7.4	14.7	30.9	41.2
Commuting Distance	4.3	2.0	9.1	16.1	67.7	5.9	1.5	10.3	20.6	61.8
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	20.7	6.1	12.2	10.3	48.8	16.4	1.6	11.5	9.8	60.7
If paid by workers	40.8	23.7	19.5	3.0	10.7	33.3	31.4	19.6	3.9	9.8
If co-paid by workers & Government	13.6	10.1	37.9	18.3	16.6	11.8	7.8	33.3	23.5	21.6
If paid by Government	7.1	1.8	10.1	13.6	66.3	2.0	0.0	7.8	9.8	80.4

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.
CU = Completely unwilling, U = Unwilling, N = Neither willing nor unwilling, W = Willing, and CW = Completely Willing.
Note: Rounding errors may be present.

Table 7.2 Underemployment Survey Results, Region 7 (Percent, continued)

County/WIAA Job Satisfaction and Willingness to Train	Region 7									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	2.4	4.1	14.6	28.9	49.9	7.4	7.4	22.8	27.2	35.3
Earnings	10.9	11.6	21.6	26.6	28.7	25.7	16.9	25.7	22.1	8.1
Retention	3.6	5.3	10.9	20.5	59.7	11.0	6.6	25.7	25.7	45.6
Work	0.8	2.8	7.5	25.7	63.2	2.2	4.4	11.0	28.7	53.7
Hours	3.8	2.8	11.1	19.5	62.9	8.1	3.7	15.4	15.4	57.4
Shift	3.0	3.0	8.4	18.2	67.4	5.2	5.2	9.6	19.1	61.0
Conditions	2.6	4.7	11.3	25.3	56.1	6.6	7.4	16.9	32.4	36.8
Commuting Distance	4.5	3.2	11.8	17.3	62.5	8.8	5.2	14.0	19.1	52.2
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	21.9	5.4	16.2	11.9	42.6	16.4	2.6	15.5	11.2	54.3
If paid by workers	40.1	24.8	18.4	4.9	9.5	33.0	28.9	19.6	6.2	9.3
If co-paid by workers & Government	15.6	11.8	34.9	17.9	17.0	14.4	6.2	29.9	25.8	20.6
If paid by Government	6.6	2.9	11.5	16.4	61.4	2.1	2.1	9.3	12.4	74.2

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.

CU = Completely unwilling, U = Unwilling, N = Neither willing nor unwilling, W = Willing, and CW = Completely Willing.

Note: Rounding errors may be present.

Underemployment in Workforce Investment Advisory Area, Region 8



Underemployment in Workforce Investment Advisory Area, Region 8

WIAA Region 8 comprises of the five counties shown in Table 8.1. The area's 25.8 percent underemployment rate is higher than the state's 23.8 percent and indicates that there were about 27,900 underemployed resident workers in December 2012. Adding this to the unemployed gives a total available labor pool of about 36,100, which is 4.4 times the number of unemployed and more realistic. Employers must be able to offer the underemployed higher wages, better benefits or terms of employment, or some other incentives to induce them to change jobs. The region has 5.8 percent of the state's underemployed and 5.4 percent of the state's workers.

Table 8.1 Region 8 Underemployed

	Alabama	Region 8	Bullock	Chambers	Lee	Macon	Russell
Labor Force	2,154,744	116,669	3,559	14,559	67,099	8,419	23,033
Employed	2,013,847	108,470	3,093	13,411	63,259	7,690	21,017
Underemployment rate	23.8%	25.8%	26.9%	25.0%	22.6%	34.6%	23.7%
Underemployed workers	479,296	27,931	833	3,353	14,303	2,662	4,987
Unemployed	140,897	8,199	466	1,148	3,840	729	2,016
Available labor pool	620,193	36,130	1,299	4,501	18,143	3,391	7,003

Note: Rounding errors may be present. Based on December 2012 labor force data and 2012 underemployment rates.

Source: Center for Business and Economic Research, The University of Alabama and Alabama Department of Labor.

Underemployment Survey Results

Underemployment rates ranged from 22.6 percent in Lee County to 34.6 percent in Macon (Table 8.1); Lee and Russell had lower rates than the state. Rates are multiplied by number of employed to get the number of underemployed workers. Table 8.2 shows the detailed underemployment survey results that include characteristics of the employed, underemployed, and nonworkers. Except for rates and their implications for labor availability, detailed county-level results are not discussed because county sample sizes are sufficient for underemployment estimation but too small for making reliable inferences on characteristics.

Of the employed, about 77 percent work full-time, 12 percent hold more than one job, and 37 percent of part-time workers would like to work full-time. The one-way commute takes up to 20 minutes for 56 percent of the area's workers, but eight percent take more than 40 minutes with 1.2 percent taking longer than an hour. Forty-two percent commute less than 10 miles, 17 percent travel more than 25 miles, and five percent exceed 45 miles. Sixty-four percent have 10 or more years job tenure and 30 percent have more than 20 years. The median monthly wage is between \$2,000 and \$3,000 and most of the respondents work in educational services and health care and social assistance sectors. About 84 percent say their jobs fit well with their education, training, skills, and experience; 70 percent believe they are qualified for a better job and 25 percent have sought better jobs in the preceding three months. Offered up to 15 percent higher wages, 27 percent would leave their current jobs, 54 percent want more than that and 17 percent desire more than a 50 percent increase. Thirty-five percent will add up to 10 miles to the one-way commute for the higher-paying job, but 29 percent are prepared to go 20 or more extra miles; 34 percent will extend the commute by more than 20 minutes while 27 percent will not consider more than 10 minutes.

Among the underemployed, 57 percent work full-time, 16 percent hold more than one job, and 51 percent of part-time workers want full-time work. Commuting one-way is up to 20 minutes for 57 percent, over 40 minutes for seven percent, and exceeds an hour for two percent. The commute is less than 10 miles for 43 percent; 12 percent travel more than 25 miles and six percent exceed 45 miles. Job tenure is more than 10 years for 51 percent, less than the 64 percent of all employed. The median monthly wage is between \$1,000 and \$2,000 range with 62 percent earning up to \$2,000 compared to 43 percent of all workers. More of the underemployed are in educational services, healthcare and social assistance, and retail trade industries with the majority in education and sales related occupations. About 70 percent claim their jobs fit well with their education, training, skills, and experience—86 percent believe they are qualified for a better job and 40 percent have sought better jobs in the preceding three months. Forty-three percent would leave current job for up to 15 percent higher income and 14 percent will do so for just up to 5 percent. Forty-three percent would leave for more than 15 percent higher wages, with 14 percent wanting more than a 50 percent raise. Thirty-three percent will add up to 10 miles to the one-way commute for the new higher-paying job, but 29 percent are prepared to add 20 miles or more; 37 percent are willing to increase the commute by more than 20 minutes while 19 percent will not consider more than 10 additional minutes.

Most workers in the region are satisfied with their jobs but the underemployed are less satisfied than all workers. Fifty-nine percent of the underemployed are satisfied or completely satisfied with their jobs compared to 75 percent of all workers. Workers are most satisfied with their work shift and least satisfied with their earnings. The underemployed are also most satisfied with their work shift and much less satisfied with their earnings. Workers are generally willing to train for a new or better job, with the underemployed being much more willing. About 66 percent of the underemployed are willing or completely willing to train for a new or better job compared to 60 percent of all workers. The willingness to train is highest when the cost is fully borne by government and lowest when the trainee must pay the full costs. In every case of cost burden considered, the underemployed are more willing to train for the new or better job.

A total of 849 respondents were interviewed in Region 8. About 39 percent or 334 respondents were employed, of whom 86 were underemployed. The main reasons given for being underemployed are a lack of job opportunities in their areas, low wages at available jobs, owning a house in their area, living too far from jobs, and other family or personal obligations. Primary reasons for not working are retirement and disability or other health concerns. Sixty-two percent employed, 42 percent nonworkers, and 58 percent underemployed are married. Men were 36 percent of employed, 29 percent nonworkers, and 36 percent underemployed. The median age is 51 for employed and underemployed workers and 66 for nonworkers. Roughly 52 percent employed, 50 percent nonworkers, and 44 percent of underemployed are white; Hispanics were a tiny portion of respondents. African-American and other ethnicities are 42 percent of the employed, 46 percent of nonworkers, and 47 percent of the underemployed.

Three percent of the employed and one percent of the underemployed do not hold a high school diploma or equivalent, compared to 20 percent of nonworkers. About 38 percent of employed and 35 percent underemployed hold a bachelor's or higher degree; 21 percent of nonworkers do. WIAA Region 8 has a 36,130-person labor pool that is willing to commute and is seeking higher wage jobs.

Table 8.2 Underemployment Survey Results, Region 8 (Percent)

County /WIAA		Bullock		Chambers		Lee		Macon	
General		Emp	Und	Emp	Und	Emp	Und	Emp	Und
1. Percent of adults that are working full-time		88.5	78.6	78.6	78.6	74.1	48.0	67.3	44.4
2. Percent of part-timers who wish to work full-time		50.0	66.7	33.3	66.7	36.7	46.2	35.3	40.0
3. Percent of workers with more than one job		15.4	14.3	3.6	0.0	18.3	19.2	11.5	33.3
4. Average commute time (one-way)									
Up to 20 minutes		53.9	64.3	60.7	50.0	57.4	61.5	59.6	55.6
20 to 40 minutes		23.1	7.1	23.2	35.7	34.8	38.5	34.6	38.9
40 minutes to an hour		15.4	14.3	10.7	7.1	4.4	0.0	3.9	5.6
More than an hour		1.9	0.0	1.8	7.1	0.0	0.0	1.9	0.0
5. Commute distance									
Less than 10 miles		38.0	58.3	45.5	35.7	47.3	53.9	46.2	33.3
10 to 25 miles		34.0	25.0	34.6	42.9	39.3	38.5	36.5	55.6
25 to 45 miles		16.0	0.0	10.9	14.3	8.9	7.7	13.5	5.6
More than 45 miles		10.0	16.7	9.1	7.1	3.6	0.0	3.9	5.6
6. Occupation									
Management		15.4	14.3	10.7	7.1	12.2	3.9	9.6	5.6
Business/Financial Operations		3.9	0.0	8.9	0.0	7.0	7.7	0.0	0.0
Computer/Mathematical		0.0	0.0	1.8	0.0	2.6	0.0	1.9	0.0
Architecture/Engineering		0.0	0.0	5.4	0.0	1.7	0.0	0.0	0.0
Life/Physical/Social Science		0.0	0.0	0.0	0.0	0.0	0.0	1.9	0.0
Community /Social Services		0.0	0.0	5.4	0.0	4.4	3.9	3.9	5.6
Legal		1.9	0.0	0.0	0.0	0.9	0.0	3.9	0.0
Education/Training/Library		5.8	0.0	5.4	7.1	19.1	19.2	13.5	5.6
Arts/Design/Entertainment/Sports/Media		1.9	7.1	1.8	0.0	0.0	0.0	1.9	5.6
Healthcare Practitioners/Technicians		3.9	14.3	3.6	7.1	6.1	3.9	3.9	0.0
Healthcare Support		7.7	7.1	1.8	0.0	3.5	0.0	5.8	11.1
Protective Service		0.0	0.0	1.8	7.1	3.5	3.9	1.9	5.6
Food Preparation/Serving Related		5.8	7.1	1.8	0.0	3.5	0.0	5.8	11.1
Building/Grounds Cleaning/Maintenance.		3.9	7.1	1.8	7.1	1.7	3.9	3.9	5.6
Personal Care/Service		1.9	7.1	3.6	7.1	2.6	3.9	1.9	5.6
Sales and Related		9.6	7.1	7.1	7.1	7.8	26.9	9.6	16.7
Office/Administrative Support		5.8	7.1	12.5	21.4	4.4	3.9	9.6	5.6
Farming/Fishing/Forestry		5.8	7.1	0.0	0.0	0.0	0.0	0.0	0.0
Construction/Extraction		1.9	0.0	1.8	0.0	0.9	0.0	1.9	5.6
Installation/Maintenance/Repair		5.8	0.0	0.0	0.0	6.1	3.9	3.9	0.0
Production		5.8	0.0	3.6	0.0	1.7	3.9	1.9	5.6
Transportation/Material Moving		3.9	0.0	5.4	7.1	0.9	0.0	5.8	5.6
other		9.6	14.3	16.1	21.4	9.6	11.5	7.7	0.0
7. Industry									
Agriculture/Forestry/Fishing/Hunting		13.5	14.3	0.0	0.0	0.9	0.0	0.0	0.0
Mining		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Utilities		5.8	7.1	1.8	7.1	0.9	0.0	0.0	0.0
Construction		0.0	0.0	5.4	7.1	3.5	3.9	5.8	11.1
Manufacturing		1.9	0.0	5.4	7.1	3.5	3.9	5.8	5.6
Wholesale Trade		1.9	0.0	0.0	0.0	0.0	0.0	5.8	0.0
Retail Trade		7.7	7.1	5.4	0.1	9.6	26.9	3.9	11.1
Transportation/Warehousing		3.9	0.0	8.9	7.1	1.7	0.0	0.0	0.0
Information		0.0	0.0	0.0	0.0	1.7	0.0	0.0	0.0
Finance/Insurance		3.9	0.0	8.9	14.3	8.7	3.9	3.9	5.6
Real Estate/Rental/Leasing		0.0	0.0	0.0	0.0	0.9	0.0	0.0	0.0
Professional/Scientific/Technical Services		1.9	7.1	0.0	0.0	3.5	3.9	3.9	0.0
Management of Companies/Enterprises		1.9	0.0	1.8	0.0	1.7	0.0	1.9	0.0
Administrative/Support/Waste Management/Remediation		1.9	7.1	0.0	0.0	0.9	3.9	0.0	0.0
Educational Services		9.6	7.1	10.7	14.3	21.7	23.1	25.0	16.7
Health Care/Social Assistance		13.5	21.4	16.1	14.3	16.5	7.7	15.4	22.2
Arts/Entertainment/Recreation		3.9	14.3	1.8	0.0	0.0	0.0	0.0	0.0
Accommodation/Food Services		1.9	0.0	7.1	0.0	2.6	3.9	1.9	5.6
Public Administration		3.9	0.0	5.4	7.1	5.2	3.9	1.9	0.0
Other		9.6	0.0	5.4	7.1	7.8	0.0	5.8	5.6

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry. Except for Lee county, inferences on occupational and industry characteristics are not reliable at the county level because few and statistically unreliable responses.

Table 8.2 Underemployment Survey Results, Region 8 (Percent, continued)

County /WIAA		Russell		Region 8	
General		Emp	Und	Emp	Und
1. Percent of adults that are working full-time		77.6	46.2	76.7	57.1
2. Percent of part-timers who wish to work full-time		35.7	62.5	36.7	51.4
3. Percent of workers with more than one job		3.4	7.1	11.8	16.3
4. Average commute time (one-way)					
	Up to 20 minutes	47.5	50.0	56.0	57.0
	20 to 40 minutes	44.1	35.7	32.6	32.6
	40 minutes to an hour	3.4	0.0	6.9	4.7
	More than an hour	1.7	7.1	1.2	2.3
5. Commute distance					
	Less than 10 miles	29.8	30.8	42.3	43.4
	10 to 25 miles	56.1	61.5	40.2	44.6
	25 to 45 miles	10.5	0.0	11.4	6.0
	More than 45 miles	1.8	7.7	5.2	6.0
6. Occupation					
	Management	6.8	14.3	11.1	7.0
	Business/Financial Operations	3.4	0.0	5.1	2.3
	Computer/Mathematical	1.7	0.0	1.8	0.0
	Architecture/Engineering	0.0	0.0	1.5	0.0
	Life/Physical/Social Science	0.0	0.0	0.3	0.0
	Community /Social Services	3.4	7.1	3.6	4.7
	Legal	0.0	0.0	1.2	0.0
	Education/Training/Library	15.3	21.4	13.2	11.6
	Arts/Design/Entertainment/Sports/Media	1.7	0.0	1.2	2.3
	Healthcare Practitioners/Technicians	8.5	7.1	5.4	5.8
	Healthcare Support	3.4	0.0	4.2	3.5
	Protective Service	3.4	7.1	2.4	4.7
	Food Preparation/Serving Related	0.0	0.0	3.3	3.5
	Building/Grounds Cleaning/Maintenance.	5.1	0.0	3.0	4.7
	Personal Care/Service	0.0	0.0	2.1	4.7
	Sales and Related	6.8	7.1	8.1	15.1
	Office/Administrative Support	5.1	7.1	6.9	8.1
	Farming/Fishing/Forestry	0.0	0.0	0.9	1.2
	Construction/Extraction	0.0	0.0	1.2	1.2
	Installation/Maintenance/Repair	6.8	0.0	4.8	1.2
	Production	3.4	0.0	3.0	2.3
	Transportation/Material Moving	1.7	0.0	3.0	2.3
	other	23.7	28.6	12.9	14.0
7. Industry					
	Agriculture/Forestry/Fishing/Hunting	5.1	7.1	3.3	3.5
	Mining	0.0	0.0	0.0	0.0
	Utilities	0.0	0.0	1.5	2.3
	Construction	1.7	7.1	3.3	5.8
	Manufacturing	8.5	7.1	4.8	4.7
	Wholesale Trade	0.0	0.0	0.3	0.0
	Retail Trade	6.8	7.1	7.5	12.8
	Transportation/Warehousing	0.0	0.0	3.3	1.2
	Information	0.0	0.0	0.6	0.0
	Finance/Insurance	6.8	0.0	6.9	4.7
	Real Estate/Rental/Leasing	0.0	0.0	0.3	0.0
	Professional/Scientific/Technical Services	1.7	0.0	2.4	2.3
	Management of Companies/Enterprises	0.0	0.0	1.5	0.0
	Administrative/Support/Waste Management/Remediation	0.0	0.0	0.6	2.3
	Educational Services	17.0	35.7	17.7	19.8
	Health Care/Social Assistance	18.6	7.1	16.2	14.0
	Arts/Entertainment/Recreation	0.0	0.0	0.9	2.3
	Accommodation/Food Services	5.1	0.0	3.6	3.5
	Public Administration	3.4	0.0	4.2	2.3
	Other	8.5	14.3	7.5	4.7

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry. Except for Lee county, inferences on occupational and industry characteristics are not reliable at the county level because few and statistically unreliable responses.

Table 8.2 Underemployment Survey Results, Region 8 (Percent, continued)

County /WIAA		Bullock		Chambers		Lee		Macon	
		Emp	Und	Emp	Und	Emp	Und	Emp	Und
8. Years at current/primary job	Less than a year	9.6	0.0	21.4	21.4	15.7	30.8	13.5	11.1
	1 to 3 years	17.3	28.6	3.6	7.1	4.4	7.7	3.9	11.1
	3 to 5 years	9.6	7.1	5.4	7.1	7.8	3.9	13.5	16.7
	5 to 10 years	9.6	7.1	14.3	14.3	13.0	3.9	13.5	11.1
	10 to 20 years	25.0	28.6	25.0	28.6	24.4	23.1	30.8	27.8
	More than 20 years	28.9	28.6	30.4	21.4	31.3	26.9	25.0	22.2
9. Monthly wages	Less than \$500	0.0	0.0	7.1	7.1	8.7	15.4	5.8	11.1
	\$500 up to \$1,000	21.2	35.7	8.9	7.1	11.3	26.9	17.3	22.2
	\$1,000 up to \$2,000	26.9	35.7	32.1	35.7	16.5	19.2	19.2	22.2
	\$2,000 up to \$3,000	25.0	21.4	19.6	7.1	16.5	15.4	17.3	16.7
	\$3,000 up to \$4,000	11.5	0.0	8.9	14.3	12.2	7.7	1.9	5.6
	\$4,000 up to \$6,000	7.7	0.0	7.1	14.3	15.7	7.7	21.2	5.6
	More than \$6,000	5.8	0.0	5.4	7.1	11.3	0.0	7.7	11.1
Job Fitness									
10. Percent of workers whose current job fits well with their education and training, skills, and experience		90.4	78.6	83.9	78.6	79.1	50.0	84.6	83.3
11. Percent of workers who believe they are qualified for a better job		69.2	92.9	64.3	85.7	66.1	88.5	69.2	66.7
Reasons:	Education and training	91.7	84.6	91.7	100.0	93.4	100.0	100.0	100.0
	Skills	100.0	100.0	97.2	100.0	98.7	100.0	100.0	100.0
	Experience	94.4	92.3	97.2	100.0	98.7	100.0	94.4	100.0
12. Additional income for which workers would leave current job									
	0 to 5% more	0.0	0.0	24.0	28.6	4.8	0.0	12.1	27.3
	5 to 15% more	19.4	28.6	12.0	28.6	21.0	36.4	15.2	27.3
	15 to 30% more	38.7	57.1	16.0	28.6	24.2	18.2	27.3	0.0
	30 to 50% more	16.1	14.3	12.0	14.3	8.1	9.1	9.1	9.1
	More than 50% more	16.1	0.0	4.0	0.0	19.4	27.3	24.2	27.3
	*** Would not leave current job	9.7	0.0	28.0	0.0	17.7	9.1	12.1	9.1
13. Additional commute for new job	0 to 10 miles	20.8	21.4	51.2	28.6	36.1	32.0	37.8	47.1
	10 to 20 miles	29.2	21.4	32.6	35.7	33.0	32.0	22.2	17.7
	more than 20 miles	45.8	42.9	11.6	28.6	26.8	32.0	37.8	35.3
14. Additional one-way commute time	0 to 10 minutes	16.7	7.1	32.6	14.3	27.8	20.0	31.1	29.4
	10 to 20 minutes	29.2	21.4	46.5	57.1	37.1	40.0	28.9	23.5
	more than 20 minutes	52.1	64.3	16.3	21.4	33.0	36.0	40.0	47.1
15. Percent of workers who sought better job in past three months		16.7	14.3	20.9	35.7	27.8	52.0	22.2	35.3
Underemployment									
16. Percent of workers who say they are currently underemployed		26.9		25.0		22.6		34.6	
17. Reasons respondents give for being		Und	NnW	Und	NnW	Und	NnW	Und	NnW
	A lack of job opportunities in their area	85.7	32.4	71.4	28.2	53.9	22.1	77.8	29.5
	The low wages at the available jobs	78.6	15.5	92.9	16.8	50.0	14.8	61.1	17.9
	They live too far from jobs	35.7	25.4	57.1	16.8	23.1	11.5	27.8	22.1
	They are in school or undergoing training	0.0	4.2	0.0	2.3	0.0	4.9	11.1	0.0
	Their spouse or partner has a really good job	7.1	9.9	28.6	10.7	7.7	5.7	16.7	4.2
	They are retired	14.3	56.3	0.0	67.9	15.4	65.6	16.7	71.6
	Because of social security limitations	7.1	23.9	7.1	22.1	3.9	31.2	5.6	24.2
	Disability or other health concerns	7.1	43.7	7.1	48.9	15.4	46.7	11.1	49.5
	Child care responsibilities	50.0	7.0	14.3	6.9	23.1	7.4	27.8	5.3
	They take care of someone other than a child	28.6	11.3	14.3	13.7	15.4	6.6	22.2	7.4
	Other family or personal obligations	21.4	14.1	50.0	11.5	26.9	7.4	27.8	9.5
	Owning a house in your area	45.5	26.8	50.0	19.8	20.0	20.8	25.0	16.1
	Something else	14.3	16.9	14.3	22.1	15.4	18.0	11.1	22.1

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 8.2 Underemployment Survey Results, Region 8 (Percent, continued)

County/WIAA		Russell		Region 8	
		Emp	Und	Emp	Und
8. Years at current/primary job	Less than a year	18.6	14.3	8.9	17.4
	1 to 3 years	11.9	14.3	7.6	12.8
	3 to 5 years	10.2	14.3	7.6	9.3
	5 to 10 years	1.7	7.1	11.6	8.1
	10 to 20 years	22.0	28.6	25.1	26.7
	More than 20 years	35.6	21.4	38.9	24.4
9. Monthly wages	Less than \$500	11.9	21.4	7.2	11.6
	\$500 up to \$1,000	10.2	14.3	13.2	22.1
	\$1,000 up to \$2,000	23.7	35.7	22.5	27.9
	\$2,000 up to \$3,000	17.0	7.1	18.6	14.0
	\$3,000 up to \$4,000	6.8	7.1	9.0	7.0
	\$4,000 up to \$6,000	13.6	0.0	13.5	5.8
	More than \$6,000	8.5	0.0	8.4	3.5
<u>Job Fitness</u>					
10. Percent of workers whose current job fits well with their education and training, skills, and experience		84.8	71.4	83.5	69.8
11. Percent of workers who believe they are qualified for a better job		81.4	100.0	69.5	86.1
Reasons:	Education and training	87.5	85.7	92.7	94.6
	Skills	89.6	92.9	97.0	98.7
	Experience	89.6	85.7	95.3	96.0
12. Additional income for which workers would leave current job					
	0 to 5% more	8.3	16.7	8.6	14.3
	5 to 15% more	20.8	16.7	18.3	28.6
	15 to 30% more	20.8	33.3	25.7	23.8
	30 to 50% more	12.5	16.7	10.9	11.9
	More than 50% more	16.7	0.0	17.1	14.3
	*** Would not leave current job	20.8	16.7	17.1	7.1
13. Additional commute for new job	0 to 10 miles	31.1	30.8	35.3	32.5
	10 to 20 miles	40.0	61.5	31.7	32.5
	more than 20 miles	22.2	0.0	28.8	28.9
14. Additional one-way commute time	0 to 10 minutes	28.9	23.1	27.3	19.3
	10 to 20 minutes	42.2	61.5	36.7	39.8
	more than 20 minutes	24.4	15.4	33.5	37.4
15. Percent of workers who sought better job in past three months		31.1	53.9	24.5	39.8
<u>Underemployment</u>					
16. Percent of workers who say they are currently underemployed		23.7		25.8	
17. Reasons respondents give for being		<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>
	A lack of job opportunities in their area	64.3	21.9	68.6	26.4
	The low wages at the available jobs	50.0	10.4	64.0	15.2
	They live too far from jobs	21.4	16.7	31.4	17.7
	They are in school or undergoing training	0.0	3.1	2.3	2.9
	Their spouse or partner has a really good job	21.4	10.4	15.1	8.2
	They are retired	14.3	70.8	12.8	67.0
	Because of social security limitations	7.1	30.2	5.8	26.4
	Disability or other health concerns	7.1	54.2	10.5	48.7
	Child care responsibilities	28.6	13.5	27.9	8.0
	They take care of someone other than a child	14.3	16.7	18.6	11.1
	Other family or personal obligations	28.6	14.6	30.2	11.1
	Owning a house in your area	30.8	20.8	31.9	20.4
	Something else	14.3	24.0	14.0	20.8

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 8.2 Underemployment Survey Results, Region 8 (Percent, continued)

County/WIAA		Bullock			Chambers			Lee			Macon		
Selected Characteristics		Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
18. Married Respondents		51.9	33.8	50.0	64.3	43.5	71.4	68.7	49.2	61.5	50.0	31.6	50.0
19. Sex	Female	51.9	74.7	64.3	69.6	64.1	71.4	67.8	63.9	84.6	65.4	56.8	50.0
	Male	48.1	25.4	35.7	30.4	35.9	28.6	32.2	36.1	15.4	34.6	43.2	50.0
20. Median age (years)		54	65	56	49	65	51	50	65	51	51	67	50.5
21. Ethnicity	Hispanic	1.9	0.0	7.1	0.0	0.8	0.0	0.9	0.0	0.0	0.0	2.1	0.0
21b. Race	White	40.4	26.8	42.9	58.9	61.8	71.4	68.7	68.9	53.9	21.2	15.8	16.7
	African-American/Other	53.8	67.6	57.1	33.9	49.6	21.4	25.2	29.5	30.8	73.1	77.9	72.2
22. Last school grade													
	High Sch./less, no diploma	5.8	15.5	0.0	10.7	24.4	7.1	1.7	14.8	0.0	0.0	13.7	0.0
	High School or GED	38.5	46.5	50.0	32.1	38.2	21.4	23.5	31.2	23.1	26.9	34.7	22.2
	Some college, no degree	21.2	8.5	21.4	12.5	9.9	7.1	17.4	20.5	30.8	19.2	13.7	16.7
	Jr. College/trade school/associate degree	13.5	9.9	14.3	10.7	8.4	28.6	11.3	10.7	11.5	11.5	5.3	11.1
	4-year college graduate/BA	11.5	12.7	14.3	21.4	9.9	21.4	21.7	12.3	7.7	13.5	17.9	22.2
	Postgraduate/Masters	9.6	7.0	0.0	10.7	8.4	14.3	24.4	9.0	26.9	28.9	13.7	27.8

WIAA		Russell			Region 8		
Selected Characteristics		Emp	NnW	Und	Emp	NnW	Und
18. Married Respondents		64.4	46.9	57.1	61.7	41.9	58.1
19. Sex	Female	61.0	62.5	78.6	64.1	63.9	70.9
	Male	39.0	37.5	21.4	35.9	36.1	29.1
20. Median age (years)		52	68.5	47.5	51	66	51
21. Ethnicity	Hispanic	3.4	2.1	0.0	1.2	1.0	1.2
21b. Race	White	49.2	59.4	35.7	51.8	49.7	44.2
	African-American/Other	44.1	37.5	57.1	41.9	46.0	46.5
22. Last school grade							
	High Sch./less, no diploma	0.0	29.2	0.0	3.3	19.8	1.2
	High School or GED	28.8	38.5	21.4	28.7	37.1	26.7
	Some college, no degree	18.6	10.4	21.4	17.7	13.0	20.9
	Jr. College/trade school/associate degree	11.9	5.2	21.4	11.7	8.0	16.3
	4-year college graduate/BA	22.0	11.5	28.6	18.9	12.6	17.4
	Postgraduate/Masters	18.6	2.1	7.1	19.5	8.2	17.4

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 8.2 Underemployment Survey Results, Region 8 (Percent, continued)

County/WIAA Job Satisfaction and Willingness to Train	Bullock									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	3.9	3.9	17.3	32.7	42.3	0.0	7.1	21.4	14.3	57.1
Earnings	15.4	9.6	25.0	36.5	13.5	21.4	14.3	35.7	14.3	14.3
Retention	3.9	1.9	11.5	32.7	50.0	7.1	0.0	14.3	35.7	42.9
Work	5.8	3.9	7.7	46.2	36.5	0.0	7.1	21.4	7.1	64.3
Hours	1.9	7.7	7.7	28.9	53.9	7.1	14.3	7.1	14.3	57.1
Shift	3.9	3.9	7.7	30.8	53.9	7.1	14.3	0.0	28.6	50.0
Conditions	2.0	9.6	5.8	21.2	28.9	7.1	0.0	7.1	42.9	42.9
Commuting Distance	7.7	13.5	7.7	5.8	65.4	7.1	14.3	7.1	0.0	71.4
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	12.5	4.2	22.9	12.5	45.8	14.3	0.0	28.6	14.3	35.7
If paid by workers	50.0	21.4	16.7	4.8	4.8	41.7	25.0	25.0	0.0	0.0
If co-paid by workers & Government	19.1	11.9	26.2	21.4	19.1	8.3	8.3	16.7	33.3	25.0
If paid by Government	7.1	2.4	11.9	11.9	66.7	0.0	0.0	16.7	16.7	66.7

County/WIAA Job Satisfaction and Willingness to Train	Chambers									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	5.4	7.1	17.9	19.6	50.0	14.3	7.1	21.4	28.6	28.6
Earnings	10.7	16.1	14.3	25.0	33.9	28.6	21.4	7.1	35.7	7.1
Retention	3.6	0.0	21.4	14.3	58.9	7.1	0.0	35.7	14.3	42.9
Work	3.6	3.6	16.1	17.9	58.9	7.1	7.1	14.3	28.6	42.9
Hours	1.8	3.6	14.3	26.8	53.6	0.0	14.3	28.6	21.4	35.7
Shift	0.0	7.1	8.9	16.1	67.9	0.0	7.1	7.1	35.7	50.0
Conditions	7.1	1.8	12.5	26.8	51.8	14.3	0.0	7.1	42.9	35.7
Commuting Distance	5.4	7.1	8.9	12.5	66.1	14.3	14.3	7.1	14.3	50.0
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	20.4	10.2	10.2	12.2	44.9	20.9	0.0	14.0	14.0	51.2
If paid by workers	64.1	10.3	7.7	5.1	12.8	29.4	20.6	32.4	5.9	8.8
If co-paid by workers & Government	10.3	28.2	15.4	18.0	25.6	8.8	8.8	44.1	14.7	23.5
If paid by Government	10.3	0.0	5.1	7.7	76.9	5.9	0.0	8.8	17.7	67.7

County/WIAA Job Satisfaction and Willingness to Train	Lee									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	4.4	8.7	12.2	28.7	46.1	7.7	15.4	23.1	30.8	23.1
Earnings	14.8	7.8	20.0	24.4	32.2	34.6	11.5	19.2	19.2	15.4
Retention	8.7	7.8	11.3	19.1	52.2	19.2	15.4	11.5	11.5	30.8
Work	0.0	2.6	13.9	18.3	65.2	0.0	0.0	34.6	11.5	53.9
Hours	6.1	2.6	14.8	22.6	53.9	11.5	7.7	26.9	19.2	34.6
Shift	5.2	0.0	8.7	14.8	71.3	11.5	0.0	11.5	11.5	65.4
Conditions	3.5	2.6	15.7	22.6	55.7	3.9	7.7	19.2	23.1	46.2
Commuting Distance	1.7	6.1	5.2	13.9	73.0	0.0	3.9	7.7	7.7	80.8
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	24.7	4.1	5.2	18.6	42.3	20.0	0.0	4.0	24.0	52.0
If paid by workers	38.4	13.7	26.0	9.6	6.9	25.0	15.0	25.0	15.0	15.0
If co-paid by workers & Government	19.2	8.2	30.1	19.2	20.6	15.0	5.0	30.0	20.0	30.0
If paid by Government	4.1	1.4	11.0	17.8	64.4	0.0	0.0	5.0	15.0	80.0

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.
CU = Completely unwilling, U = Unwilling, N = Neither willing nor unwilling, W = Willing, and CW = Completely Willing.
Note: Rounding errors may be present.

Table 8.2 Underemployment Survey Results, Region 8 (Percent, continued)

County/WIAA Job Satisfaction and Willingness to Train	Macon									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	7.7	1.9	15.4	21.2	53.9	11.1	5.6	22.2	27.8	33.3
Earnings	19.2	13.5	23.1	21.2	23.1	33.3	16.7	22.2	16.7	11.1
Retention	5.8	1.9	11.5	11.5	67.3	16.7	0.0	16.7	16.7	55.6
Work	3.9	7.7	5.8	15.4	67.3	11.1	0.0	0.0	27.8	61.1
Hours	9.6	5.8	15.4	11.5	57.7	16.7	11.1	11.1	22.2	38.9
Shift	5.8	0.0	7.7	5.8	80.8	11.1	0.0	5.6	5.6	77.8
Conditions	5.8	3.9	11.5	21.2	57.7	11.1	0.0	11.1	27.8	50.0
Commuting Distance	5.8	3.9	9.6	15.4	65.4	5.6	0.0	16.7	22.2	55.6
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	26.7	8.9	8.9	11.1	44.4	17.7	11.8	5.9	11.8	52.9
If paid by workers	57.6	9.1	18.2	0.0	15.2	28.6	21.4	28.6	0.0	21.4
If co-paid by workers & Government	27.3	9.1	24.2	12.1	24.2	21.4	7.1	21.4	14.3	35.7
If paid by Government	6.1	6.1	0.0	3.0	81.8	7.1	7.1	0.0	7.1	71.4

County/WIAA Job Satisfaction and Willingness to Train	Russell									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	3.4	5.1	11.9	20.3	59.3	7.1	21.4	14.3	21.4	35.7
Earnings	11.8	10.1	27.1	15.2	35.5	28.6	21.4	28.6	0.0	21.4
Retention	3.4	10.2	13.6	15.3	55.9	7.1	14.3	21.4	21.4	28.6
Work	3.4	1.7	6.8	22.0	66.1	7.1	0.0	21.4	0.0	71.4
Hours	10.2	1.7	8.5	22.0	57.6	21.4	0.0	7.1	21.4	50.0
Shift	5.1	1.7	8.5	13.6	71.2	7.1	0.0	7.1	7.1	78.6
Conditions	3.4	5.1	17.0	18.6	55.9	7.1	14.3	21.4	21.4	35.7
Commuting Distance	3.4	3.4	13.6	28.8	50.9	7.1	7.1	7.1	28.6	50.0
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	24.4	4.4	6.7	2.2	55.6	15.4	0.0	0.0	0.0	76.9
If paid by workers	47.1	17.7	26.5	0.0	8.8	45.5	36.4	18.2	0.0	0.0
If co-paid by workers & Government	14.7	8.8	32.4	20.6	17.7	18.2	9.1	9.1	27.3	27.3
If paid by Government	2.9	2.9	5.9	14.7	73.5	0.0	0.0	0.0	0.0	100.0

County/WIAA Job Satisfaction and Willingness to Train	Region 8									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	4.8	6.0	14.4	25.2	49.7	8.1	11.6	20.9	25.6	33.7
Earnings	14.4	10.8	21.6	24.3	28.7	30.2	16.3	22.1	17.4	14.0
Retention	5.7	5.1	13.5	18.6	56.0	12.8	7.0	18.6	18.6	39.5
Work	2.7	3.6	10.8	22.8	60.2	4.7	2.3	19.8	15.1	58.1
Hours	6.0	3.9	12.6	22.5	55.1	11.6	9.3	17.4	19.8	41.9
Shift	4.2	2.1	8.4	15.9	69.5	8.1	3.5	7.0	16.3	65.1
Conditions	5.4	3.6	15.6	23.4	52.1	8.1	4.7	14.0	30.2	43.0
Commuting Distance	4.2	6.6	8.4	15.3	65.6	5.8	7.0	9.3	14.0	64.0
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	22.3	4.3	10.4	13.0	46.8	18.1	2.4	10.8	15.7	50.6
If paid by workers	43.5	16.2	24.1	5.1	8.3	33.8	22.1	25.0	5.9	10.3
If co-paid by workers & Government	18.1	9.3	31.0	18.1	20.8	14.7	10.3	22.1	23.5	26.5
If paid by Government	5.1	2.3	8.3	13.9	69.4	1.5	1.5	4.4	11.8	79.4

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.
CU = Completely unwilling, U = Unwilling, N = Neither willing nor unwilling, W = Willing, and CW = Completely Willing.
Note: Rounding errors may be present.

Underemployment in Workforce Investment Advisory Area, Region 9



Underemployment in Workforce Investment Advisory Area, Region 9

WIAA Region 9 comprises of the eight counties shown in Table 9.1. The area's underemployment rate of 22.6 percent is less than the state's 23.8 percent and means that about 67,500 resident workers were underemployed in December 2012. Adding the unemployed gives a total available labor pool of about 91,100 for the area, which is 3.9 times the number of unemployed. Employers must be able to offer the underemployed higher wages, better benefits or terms of employment, or some other incentives to induce them to change jobs. The region has 14.1 percent of the state's underemployed and 14.8 percent of the state's workers.

Table 9.1 Region 9 Underemployed

	Alabama	Region 9	Baldwin	Choctaw	Clarke
Labor Force	2,154,744	322,588	84,418	5,029	9,610
Employed	2,013,847	299,015	79,214	4,634	8,563
Underemployment rate	23.8%	22.6%	18.0%	25.5%	17.5%
Underemployed workers	479,296	67,488	14,243	1,181	1,502
Unemployed	140,897	23,573	5,204	395	1,047
Available labor pool	620,193	91,061	19,447	1,576	2,549
	Conecuh	Escambia	Mobile	Monroe	Washington
Labor Force	4,369	14,509	190,597	7,437	6,619
Employed	3,916	13,340	176,807	6,606	5,935
Underemployment rate	22.6%	23.2%	23.9%	25.5%	22.6%
Underemployed workers	884	3,096	42,292	1,681	1,344
Unemployed	453	1,169	13,790	831	684
Available labor pool	1,337	4,265	56,082	2,512	2,028

Note: Rounding errors may be present. Based on December 2012 labor force data and 2012 underemployment rates.

Source: Center for Business and Economic Research, The University of Alabama and Alabama Department of Labor.

Underemployment Survey Results

Underemployment rates ranged from 18.0 percent in Baldwin County to 25.5 percent in Choctaw and Monroe with two counties having higher rates than Alabama (Table 9.1). Applying rates to number of employed yields number of underemployed workers. Table 9.2 shows detailed survey results that include characteristics of the employed, underemployed, and nonworkers. Except for rates and their implications for labor availability, detailed county-level results are not discussed because county sample sizes are sufficient for estimating underemployment but too small for making reliable inferences on characteristics.

Of employed area residents, 78 percent work full-time, 10 percent hold multiple jobs, and 32 percent of part-time workers would like full-time jobs. The one-way commute is 20 minutes or less for 50 percent and more than 40 minutes for 14 percent with four needing more than an hour. It is less than 10 miles for 42 percent, more than 25 miles for 21 percent, and over 45 miles for 7.7 percent. Thirty-two percent have 10 or more years job tenure—a fifth have more than 20 years—and the median monthly wage is between \$2,000 and \$3,000. Many work in health care and social assistance, manufacturing, and educational services industries. About 86 percent say their jobs fit well with their education, training, skills, and experience; 63 percent believe they are qualified for a better job

and 22 percent have sought better jobs in the preceding three months. If offered up to 15 percent higher income, 27 percent would leave their current jobs; 54 percent want more than 15 percent with 12 percent desiring more than 50 percent. Twenty-five percent will add up to 10 miles to their one-way commute for the new higher-paying job, but 30 percent are willing to drive additional 20 miles or more—39 percent will extend the commute by more than 20 minutes while 26 percent will not consider adding more than 10 minutes.

Among the underemployed, 64 percent work full-time, 12 percent hold multiple jobs, and 55 percent of part-timers want to go full-time. Commuting one-way is up to 20 minutes for 46 percent and more than 40 minutes for 16 percent with 3.9 percent taking over an hour; 44 percent have less than 10 miles, 23 percent go more than 25 miles, and 7.4 percent exceed 45 miles. The underemployed have slightly lower job tenure than all employed, but similar distribution across industry. Fifty-four percent earn less than \$2,000 compared to 35 percent of all employed. About 75 percent say their jobs fit well with their education, training, skills, and experience; 84 percent believe they are qualified for a better job and 38 percent have sought such jobs in the preceding three months. For up to 15 percent higher income, 34 percent would leave their current jobs—54 percent want more with 16 percent desiring more than a 50 percent increase. For the higher-paying job, 34 percent are willing to add up to 10 miles to the one-way commute, but 31 percent will add 20 miles or more; 38 percent will extend the commute by more than 20 minutes while 23 percent will not consider more than 10 additional minutes.

In general most workers in the Region 9 are satisfied or completely satisfied with their jobs but the underemployed feel less so (75 percent versus 57 percent). Workers are most satisfied with the work they do and least satisfied with their earnings; the underemployed are most satisfied with their work shift. Workers are generally willing or completely willing to train for a new or better job, with the underemployed being much more willing—68 percent versus 60 percent. Willingness to train is highest when the cost is fully borne by government and lowest when the trainee must pay the full costs; the underemployed are more willing even if they have to bear the full cost of the training.

Of the 1,729 respondents, 678 or 39 percent are employed and 153 said they were underemployed. Major reasons for being underemployed are a lack of job opportunities in their area, low wages at available jobs, living too far from jobs, owning a house in their area, and other family or personal obligations. Nonworkers' main reasons for their status are retirement, disability or other health concerns, and a lack of job opportunities. Sixty-seven percent of employed respondents, 49 percent of nonworkers, and 65 percent of the underemployed are married. Men made up about 44 percent of the employed, 34 percent of nonworkers, and 39 percent of the underemployed. The median age is 53 for the employed, 67 for the underemployed, and 52 for nonworkers. About 69 percent of the employed, 64 percent of nonworkers, and 63 percent of underemployed are white. Hispanics are a very small portion of respondents; 0.7 percent of employed, 1.9 percent of nonworkers, and 2.6 percent of underemployed. African-Americans and other nonwhite ethnicities made up 27 percent of employed, 32 percent of nonworkers, and 31 percent of underemployed.

Three percent of the employed and two percent of the underemployed do not hold a high school diploma or equivalent, compared to 17 percent of nonworkers. Thirty-six percent employed and 35 percent underemployed hold a bachelor's or higher degree; 18 percent of nonworkers do. WIAA Region 9 has 91,100 people who are seeking higher wage jobs and are willing to commute.

Table 9.2 Underemployment Survey Results, Region 9 (Percent)

County/WIAA		Baldwin		Choctaw		Clarke		Conecuh	
General		Emp	Und	Emp	Und	Emp	Und	Emp	Und
1. Percent of adults that are working full-time		70.8	43.8	81.6	61.5	76.8	66.7	83.3	71.4
2. Percent of part-timers who wish to work full-time		26.9	66.7	55.6	60.0	28.6	50.0	25.0	50.0
3. Percent of workers with more than one job		9.0	12.5	11.8	15.4	7.0	0.0	6.5	0.0
4. Average commute time (one-way)									
	Up to 20 minutes	48.3	50.0	47.1	46.2	54.4	40.0	46.8	28.6
	20 to 40 minutes	33.7	31.3	27.5	30.8	35.1	40.0	27.4	35.7
	40 minutes to an hour	14.6	12.5	15.7	7.7	5.3	0.0	12.9	21.4
	More than an hour	2.3	0.0	7.8	15.4	0.0	0.0	11.3	14.3
5. Commute distance									
	Less than 10 miles	38.6	46.7	36.0	38.5	43.6	37.5	31.2	14.3
	10 to 25 miles	35.2	33.3	28.0	23.1	38.2	62.5	32.8	42.9
	25 to 45 miles	18.2	20.0	18.0	30.8	14.6	0.0	18.0	21.4
	More than 45 miles	4.6	0.0	18.0	7.7	1.8	0.0	14.8	21.4
6. Occupation									
	Management	13.5	12.5	9.8	0.0	8.8	10.0	12.9	7.1
	Business/Financial Operations	4.5	0.0	2.0	0.0	5.3	0.0	6.5	14.3
	Computer/Mathematical	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Architecture/Engineering	0.0	0.0	0.0	0.0	3.5	10.0	1.6	7.1
	Life/Physical/Social Science	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0
	Community /Social Services	3.4	6.3	5.9	7.7	1.8	0.0	1.6	0.0
	Legal	1.1	0.0	0.0	0.0	0.0	0.0	1.6	7.1
	Education/Training/Library	9.0	12.5	5.9	7.7	8.8	10.0	12.9	7.1
	Arts/Design/Entertainment/Sports/Media	0.0	0.0	2.0	15.4	0.0	0.0	4.8	0.0
	Healthcare Practitioners/Technicians	9.0	6.3	5.9	15.4	1.8	0.0	3.2	7.1
	Healthcare Support	12.4	18.8	9.8	0.0	7.0	20.0	6.5	7.1
	Protective Service	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Food Preparation/Serving Related	5.6	12.5	2.0	7.7	3.5	0.0	0.0	0.0
	Building/Grounds Cleaning/Maintenance.	3.4	6.3	2.0	0.0	3.5	0.0	0.0	0.0
	Personal Care/Service	0.0	0.0	2.0	15.4	1.8	10.0	3.2	7.1
	Sales and Related	9.0	6.3	7.8	15.4	7.0	0.0	4.8	0.0
	Office/Administrative Support	6.7	6.3	5.9	0.0	8.8	10.0	3.2	7.1
	Farming/Fishing/Forestry	2.3	0.0	3.9	7.7	1.8	0.0	1.6	0.0
	Construction/Extraction	3.4	0.0	3.9	0.0	0.0	0.0	6.5	0.0
	Installation/Maintenance/Repair	1.1	0.0	5.9	0.0	8.8	0.0	3.2	0.0
	Production	2.3	0.0	9.8	0.0	1.8	0.0	8.1	21.4
	Transportation/Material Moving	1.1	0.0	7.8	0.0	12.3	0.0	3.2	0.0
	other	12.4	12.5	5.9	7.7	14.0	20.0	14.5	7.1
7. Industry									
	Agriculture/Forestry/Fishing/Hunting	2.3	0.0	9.8	7.7	5.3	0.0	4.8	0.0
	Mining	0.0	0.0	2.0	7.7	0.0	0.0	0.0	0.0
	Utilities	2.3	0.0	0.0	0.0	0.0	0.0	6.5	7.1
	Construction	7.9	0.0	7.8	7.7	19.3	0.0	3.2	0.0
	Manufacturing	2.3	0.0	13.7	0.0	0.0	10.0	21.0	35.7
	Wholesale Trade	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0
	Retail Trade	7.9	12.5	7.8	15.4	7.0	10.0	1.6	0.0
	Transportation/Warehousing	2.3	0.0	5.9	0.0	12.3	10.0	6.5	14.3
	Information	1.1	6.3	0.0	0.0	0.0	0.0	0.0	0.0
	Finance/Insurance	4.5	0.0	0.0	0.0	0.0	0.0	1.6	7.1
	Real Estate/Rental/Leasing	3.4	6.3	0.0	0.0	3.5	0.0	3.2	0.0
	Professional/Scientific/Technical Services	3.4	6.3	2.0	0.0	3.5	10.0	0.0	0.0
	Management of Companies/Enterprises	1.1	0.0	2.0	0.0	0.0	0.0	0.0	0.0
	Administrative/Support/Waste Management/Remediation	2.3	0.0	0.0	0.0	0.0	0.0	1.6	7.1
	Educational Services	12.4	18.8	7.8	0.0	10.5	10.0	11.3	7.1
	Health Care/Social Assistance	30.3	37.5	21.6	38.5	15.8	30.0	14.5	14.3
	Arts/Entertainment/Recreation	1.1	0.0	3.9	7.7	0.0	0.0	1.6	0.0
	Accommodation/Food Services	3.4	0.0	3.9	7.7	5.3	0.0	0.0	0.0
	Public Administration	1.1	0.0	2.0	7.7	3.5	0.0	0.0	0.0
	Other	4.5	0.0	2.0	0.0	0.0	0.0	8.1	0.0

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table 9.2 Underemployment Survey Results, Region 9 (Percent)

County/WIAA		Escambia		Mobile		Monroe		Washington	
General		Emp	Und	Emp	Und	Emp	Und	Emp	Und
1. Percent of adults that are working full-time		74.6	84.6	78.6	65.6	75.9	69.2	81.1	83.3
2. Percent of part-timers who wish to work full-time		40.0	85.7	24.1	33.3	61.5	100.0	30.0	50.0
3. Percent of workers with more than one job		16.1	23.1	9.8	14.8	9.1	0.0	11.3	16.7
4. Average commute time (one-way)									
	Up to 20 minutes	69.6	61.5	47.8	47.5	45.5	42.9	47.2	50.0
	20 to 40 minutes	10.7	7.7	38.8	37.7	34.6	21.4	30.2	50.0
	40 minutes to an hour	10.7	23.1	6.7	9.8	10.9	28.6	13.2	0.0
	More than an hour	1.8	0.0	2.8	1.6	7.3	7.1	5.7	0.0
5. Commute distance									
	Less than 10 miles	61.5	58.3	44.4	50.0	34.6	42.9	41.2	41.7
	10 to 25 miles	21.2	16.7	39.5	33.3	36.4	14.3	29.4	33.3
	25 to 45 miles	7.7	8.3	10.5	11.7	12.7	14.3	17.7	25.0
	More than 45 miles	9.6	16.7	4.0	1.7	12.7	28.6	11.8	0.0
6. Occupation									
	Management	12.5	0.0	11.8	6.6	7.3	0.0	9.4	0.0
	Business/Financial Operations	3.6	0.0	5.5	6.6	3.6	7.1	3.8	0.0
	Computer/Mathematical	0.0	0.0	2.4	3.3	0.0	0.0	0.0	0.0
	Architecture/Engineering	3.6	7.7	2.8	0.0	1.8	0.0	1.9	0.0
	Life/Physical/Social Science	3.6	7.7	0.8	3.3	1.8	0.0	0.0	0.0
	Community /Social Services	3.6	15.4	1.2	1.6	3.6	0.0	5.7	8.3
	Legal	3.6	0.0	1.2	0.0	1.8	7.1	0.0	0.0
	Education/Training/Library	7.1	7.7	10.2	11.5	7.3	14.3	9.4	0.0
	Arts/Design/Entertainment/Sports/Media	0.0	0.0	1.2	0.0	0.0	0.0	0.0	0.0
	Healthcare Practitioners/Technicians	8.9	0.0	5.9	3.3	5.5	0.0	7.6	6.3
	Healthcare Support	3.6	0.0	5.5	4.9	3.6	0.0	7.6	6.3
	Protective Service	1.8	0.0	1.2	1.6	1.8	0.0	0.0	0.0
	Food Preparation/Serving Related	1.8	0.0	1.6	3.3	3.6	7.1	1.9	0.0
	Building/Grounds Cleaning/Maintenance.	1.8	0.0	1.2	3.3	5.5	14.3	1.9	0.0
	Personal Care/Service	3.6	7.7	2.0	4.9	3.6	0.0	0.0	0.0
	Sales and Related	14.3	23.1	11.0	8.2	3.6	0.0	7.6	0.0
	Office/Administrative Support	5.4	7.7	8.2	9.8	3.6	0.0	7.6	16.7
	Farming/Fishing/Forestry	0.0	0.0	0.4	0.0	0.0	0.0	3.8	8.3
	Construction/Extraction	5.4	0.0	2.0	0.0	5.5	0.0	1.9	8.3
	Installation/Maintenance/Repair	5.4	0.0	3.9	4.9	5.5	7.1	5.7	16.7
	Production	1.8	0.0	3.5	4.9	5.5	7.1	11.3	8.3
	Transportation/Material Moving	0.0	0.0	3.1	1.6	5.5	7.1	1.9	0.0
	other	8.9	23.1	13.7	16.4	20.0	28.6	11.3	8.3
7. Industry									
	Agriculture/Forestry/Fishing/Hunting	5.4	7.7	1.2	1.6	0.0	0.0	13.2	25.0
	Mining	0.0	0.0	0.4	0.0	0.0	0.0	0.0	0.0
	Utilities	7.1	7.7	2.4	0.0	3.6	0.0	7.6	0.0
	Construction	3.6	7.7	4.7	3.3	7.3	7.1	9.4	8.3
	Manufacturing	10.7	7.7	9.0	6.6	20.0	35.7	13.2	25.0
	Wholesale Trade	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0
	Retail Trade	3.6	15.4	7.5	11.5	5.5	0.0	3.8	0.0
	Transportation/Warehousing	3.6	7.7	4.3	1.6	7.3	7.1	5.7	0.0
	Information	0.0	0.0	0.4	0.0	0.0	0.0	0.0	0.0
	Finance/Insurance	0.0	0.0	3.1	3.3	0.0	0.0	1.9	0.0
	Real Estate/Rental/Leasing	3.6	0.0	2.0	1.6	0.0	0.0	0.0	0.0
	Professional/Scientific/Technical Services	3.6	0.0	3.9	1.6	0.0	0.0	1.9	0.0
	Management of Companies/Enterprises	1.8	0.0	1.2	1.6	3.6	0.0	0.0	0.0
	Administrative/Support/Waste Management/Remediation	5.4	0.0	0.4	0.0	0.0	0.0	1.9	0.0
	Educational Services	7.1	7.7	12.9	21.3	14.6	14.3	11.3	8.3
	Health Care/Social Assistance	16.1	23.1	18.4	21.3	16.4	7.1	13.2	16.7
	Arts/Entertainment/Recreation	1.8	0.0	1.2	0.0	0.0	0.0	0.0	0.0
	Accommodation/Food Services	0.0	0.0	1.6	1.6	1.8	7.1	1.9	0.0
	Public Administration	3.6	0.0	2.8	0.0	1.8	0.0	7.6	8.3
	Other	5.4	0.0	7.5	4.9	12.7	14.3	3.8	0.0

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table 9.2 Underemployment Survey Results, Region 9 (Percent)

General	County/WIAA	Region 9	
		Emp	Und
1. Percent of adults that are working full-time		77.7	64.2
2. Percent of part-timers who wish to work full-time		32.0	55.4
3. Percent of workers with more than one job		9.9	11.8
4. Average commute time (one-way)	Up to 20 minutes	49.9	46.4
	20 to 40 minutes	32.6	33.3
	40 minutes to an hour	10.0	12.4
	More than an hour	4.1	3.9
5. Commute distance	Less than 10 miles	42.0	43.9
	10 to 25 miles	34.9	31.8
	25 to 45 miles	13.6	15.5
	More than 45 miles	7.7	7.4
6. Occupation	Management	11.2	5.2
	Business/Financial Operations	4.7	4.6
	Computer/Mathematical	0.9	1.3
	Architecture/Engineering	2.1	2.0
	Life/Physical/Social Science	0.9	2.0
	Community /Social Services	2.7	3.9
	Legal	1.2	1.3
	Education/Training/Library	9.3	9.2
	Arts/Design/Entertainment/Sports/Media	1.0	0.7
	Healthcare Practitioners/Technicians	6.1	5.2
	Healthcare Support	6.8	7.8
	Protective Service	0.7	0.7
	Food Preparation/Serving Related	2.4	3.3
	Building/Grounds Cleaning/Maintenance.	2.1	3.9
	Personal Care/Service	1.9	3.9
	Sales and Related	9.0	7.2
	Office/Administrative Support	6.8	9.2
	Farming/Fishing/Forestry	1.3	0.7
	Construction/Extraction	3.1	1.3
	Installation/Maintenance/Repair	4.4	5.2
	Production	4.7	5.2
	Transportation/Material Moving	3.8	2.0
	other	13.0	14.4
7. Industry	Agriculture/Forestry/Fishing/Hunting	3.8	3.9
	Mining	0.3	0.7
	Utilities	3.2	1.3
	Construction	5.3	3.9
	Manufacturing	11.8	12.4
	Wholesale Trade	0.9	0.0
	Retail Trade	6.2	9.2
	Transportation/Warehousing	5.3	3.9
	Information	0.3	0.7
	Finance/Insurance	2.1	2.0
	Real Estate/Rental/Leasing	2.1	1.3
	Professional/Scientific/Technical Services	2.8	2.0
	Management of Companies/Enterprises	1.2	0.7
	Administrative/Support/Waste Management/Remediation	1.2	0.7
	Educational Services	11.7	14.4
	Health Care/Social Assistance	18.9	22.9
	Arts/Entertainment/Recreation	1.2	0.7
	Accommodation/Food Services	2.1	2.0
	Public Administration	2.7	1.3
	Other	6.1	3.3

Emp – Employed Und – Underemployed NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table 9.2 Underemployment Survey Results, Region 9 (Percent, continued)

County/WIAA		Baldwin		Choctaw		Clarke		Conecuh	
		Emp	Und	Emp	Und	Emp	Und	Emp	Und
8. Years at current/primary job									
	Less than a year	21.4	25.0	9.8	0.0	12.3	0.0	14.5	21.4
	1 to 3 years	6.7	6.3	5.9	15.4	10.5	20.0	9.7	14.3
	3 to 5 years	10.1	18.8	9.8	15.4	5.3	10.0	4.8	0.0
	5 to 10 years	9.0	6.3	23.5	15.4	12.3	20.0	11.3	7.1
	10 to 20 years	22.5	37.5	23.5	23.1	21.1	10.0	16.1	28.6
	More than 20 years	28.1	6.3	23.5	23.1	38.6	40.0	43.6	28.6
9. Monthly wages									
	Less than \$500	2.3	6.3	7.8	15.4	8.8	10.0	6.5	7.1
	\$500 up to \$1,000	10.1	18.8	17.7	38.5	14.0	10.0	9.7	14.3
	\$1,000 up to \$2,000	22.5	31.3	13.7	15.4	19.3	20.0	27.4	28.6
	\$2,000 up to \$3,000	18.0	12.5	19.6	30.8	26.3	30.0	12.9	14.3
	\$3,000 up to \$4,000	11.2	0.0	15.7	0.0	12.3	0.0	9.7	14.3
	\$4,000 up to \$6,000	12.4	12.5	9.8	0.0	3.5	0.0	14.5	14.3
	More than \$6,000	13.5	6.3	9.8	0.0	12.3	20.0	8.1	7.1
Job Fitness									
10. Percent of workers whose current job fits well with their education and training, skills, and experience		84.3	68.8	86.3	61.5	89.5	0.0	90.3	92.9
11. Percent of workers who believe they are qualified for a better job		52.8	100.0	70.6	84.6	61.4	50.0	67.7	71.4
Reasons:	Education and training	97.9	100.0	94.4	100.0	94.3	100.0	97.6	100.0
	Skills	91.5	93.8	100.0	100.0	94.3	100.0	95.2	100.0
	Experience	93.6	93.8	100.0	100.0	97.1	100.0	97.6	100.0
12. Additional income for which workers would leave current job									
	0 to 5% more	5.0	14.3	9.1	0.0	4.0	20.0	3.6	16.7
	5 to 15% more	15.0	14.3	31.8	50.0	8.0	0.0	14.3	0.0
	15 to 30% more	35.0	28.6	18.2	16.7	40.0	60.0	17.9	16.7
	30 to 50% more	12.5	42.9	18.2	16.7	20.0	0.0	35.7	33.3
	More than 50% more	10.0	0.0	13.6	16.7	8.0	0.0	17.9	33.3
	*** Would not leave current job	20.0	0.0	9.1	0.0	12.0	60.0	10.7	0.0
13. Additional commute for new job									
	0 to 10 miles	42.5	25.0	40.0	46.2	18.4	11.1	41.5	53.9
	10 to 20 miles	28.8	18.8	24.4	15.4	42.9	33.3	20.8	23.1
	more than 20 miles	27.4	50.0	33.3	38.5	36.7	44.4	37.7	23.1
14. Additional one-way commute time									
	0 to 10 minutes	39.7	18.8	28.9	30.8	12.2	0.0	26.4	38.5
	10 to 20 minutes	24.7	31.3	31.1	30.8	38.8	44.4	24.5	38.5
	more than 20 minutes	34.3	50.0	40.0	38.5	46.9	44.4	49.1	23.1
15. Percent of workers who sought better job in past three months		19.2	43.8	28.9	53.9	20.4	55.6	9.4	7.7
Underemployment									
16. Percent of workers who say they are currently underemployed		18.0		25.5		17.5		22.6	
17. Reasons respondents give for being		Und	NnW	Und	NnW	Und	NnW	Und	NnW
	A lack of job opportunities in their area	68.8	13.5	92.3	31.7	60.0	33.7	71.4	31.1
	The low wages at the available jobs	50.0	11.5	92.3	28.3	60.0	19.0	71.4	23.6
	They live too far from jobs	31.3	11.5	69.2	31.7	30.0	22.1	57.1	19.8
	They are in school or undergoing training	6.3	2.1	7.7	6.7	0.0	4.2	7.1	2.8
	Their spouse or partner has a really good job	18.8	13.5	0.0	5.0	20.0	14.7	14.3	3.8
	They are retired	18.8	77.1	15.4	56.7	0.0	57.9	21.4	71.7
	Because of social security limitations	12.5	16.7	7.7	31.7	0.0	23.2	14.3	29.3
	Disability or other health concerns	6.3	34.4	7.7	60.0	20.0	43.2	0.0	57.6
	Child care responsibilities	25.0	8.3	23.1	5.0	10.0	14.7	28.6	8.5
	They take care of someone other than a child	6.3	5.2	15.4	8.3	20.0	9.5	7.1	12.3
	Other family or personal obligations	37.5	8.3	15.4	13.3	30.0	10.5	35.7	12.3
	Owning a house in your area	61.5	17.9	40.0	30.0	60.0	12.1	14.3	14.0
	Something else	6.3	26.0	7.7	11.7	10.0	23.2	7.1	15.1

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 9.2 Underemployment Survey Results, Region 9 (Percent, continued)

County/WIAA		Escambia		Mobile		Monroe		Washington	
		Emp	Und	Emp	Und	Emp	Und	Emp	Und
8. Years at current/primary job	Less than a year	17.9	30.8	12.6	8.2	9.1	7.1	18.9	25.0
	1 to 3 years	1.8	7.7	7.1	9.8	12.7	14.3	9.4	16.7
	3 to 5 years	5.4	7.7	8.6	6.6	9.1	0.0	7.6	0.0
	5 to 10 years	7.1	7.7	9.4	11.5	14.6	14.3	17.0	8.3
	10 to 20 years	21.4	15.4	20.4	21.3	21.8	21.4	17.0	16.7
	More than 20 years	42.9	30.8	40.0	39.3	29.1	35.7	30.2	33.3
9. Monthly wages	Less than \$500	0.0	0.0	7.5	9.8	7.3	7.1	3.8	16.7
	\$500 up to \$1,000	19.6	53.9	5.5	14.8	12.7	21.4	11.3	8.3
	\$1,000 up to \$2,000	8.9	7.7	16.9	21.3	25.5	35.7	22.6	41.7
	\$2,000 up to \$3,000	19.6	7.7	14.9	18.0	10.9	7.1	15.1	16.7
	\$3,000 up to \$4,000	12.5	7.7	13.7	11.5	9.1	7.1	13.2	8.3
	\$4,000 up to \$6,000	14.3	7.7	13.3	8.2	16.4	0.0	18.9	0.0
	More than \$6,000	10.7	7.7	18.8	6.6	9.1	0.0	11.3	0.0
Job Fitness									
10. Percent of workers whose current job fits well with their education and training, skills, and experience		82.1	53.9	85.9	72.1	85.5	78.6	90.6	91.7
11. Percent of workers who believe they are qualified for a better job		64.3	92.3	65.1	85.3	58.2	78.6	58.5	91.7
Reasons:	Education and training	97.2	100.0	91.0	100.0	90.6	90.9	96.8	100.0
	Skills	97.2	100.0	94.6	94.2	96.9	100.0	90.3	100.0
	Experience	97.2	100.0	97.0	100.0	90.6	100.0	87.1	100.0
12. Additional income for which workers would leave current job									
	0 to 5% more	8.6	12.5	5.0	8.8	7.4	16.7	13.6	8.3
	5 to 15% more	31.4	37.5	19.2	20.6	22.2	16.7	36.4	58.3
	15 to 30% more	11.4	0.0	28.4	20.6	33.3	16.7	22.7	33.3
	30 to 50% more	5.7	12.5	14.9	14.7	11.1	16.7	13.6	0.0
	More than 50% more	17.1	12.5	10.6	17.7	11.1	33.3	4.6	0.0
	*** Would not leave current job	22.9	12.5	17.7	8.8	11.1	0.0	9.1	0.0
13. Additional commute for new job	0 to 10 miles	41.9	27.3	35.6	36.5	34.7	42.9	22.7	8.3
	10 to 20 miles	20.9	18.2	37.6	38.5	26.5	28.6	47.7	50.0
	more than 20 miles	34.9	45.5	24.3	21.2	38.8	28.6	27.3	41.7
14. Additional one-way commute time	0 to 10 minutes	23.3	9.1	26.2	25.0	24.5	35.7	22.7	25.0
	10 to 20 minutes	39.5	36.4	36.6	36.5	28.6	28.6	43.2	50.0
	more than 20 minutes	34.9	45.5	35.6	36.5	44.9	28.6	31.8	25.0
15. Percent of workers who sought better job in past three months		27.9	63.6	22.3	32.7	24.5	42.9	25.0	33.3
Underemployment									
16. Percent of workers who say they are currently underemployed		23.2		23.9		25.5		22.6	
17. Reasons respondents give for being		Und	NnW	Und	NnW	Und	NnW	Und	NnW
A lack of job opportunities in their area		84.6	29.2	47.5	22.4	78.6	43.9	66.7	27.0
The low wages at the available jobs		61.5	23.9	50.8	17.1	71.4	19.4	66.7	17.5
They live too far from jobs		38.5	15.0	11.5	11.0	57.1	19.4	58.3	27.0
They are in school or undergoing training		7.7	2.7	6.6	3.1	0.0	2.0	0.0	1.6
Their spouse or partner has a really good job		15.4	9.7	11.5	11.4	14.3	8.2	16.7	6.4
They are retired		7.7	64.6	11.5	71.0	92.9	64.3	16.7	65.1
Because of social security limitations		0.0	19.5	8.2	25.2	0.0	36.7	0.0	27.0
Disability or other health concerns		0.0	37.2	4.9	44.1	0.0	51.0	16.7	54.0
Child care responsibilities		23.1	8.9	26.2	10.7	21.4	5.1	41.7	6.4
They take care of someone other than a child		23.1	11.5	9.8	12.9	21.4	12.2	41.7	9.5
Other family or personal obligations		38.5	11.5	27.9	14.5	28.6	12.2	41.7	12.7
Owning a house in your area		58.3	17.7	19.2	17.5	16.7	21.3	22.2	16.1
Something else		7.7	20.4	21.3	21.9	28.6	15.3	8.3	12.7

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 9.2 Underemployment Survey Results, Region 9 (Percent, continued)

County/WIAA		Region 9	
		Emp	Und
8. Years at current/primary job	Less than a year	14.3	13.1
	1 to 3 years	7.7	11.8
	3 to 5 years	8.0	7.2
	5 to 10 years	11.7	11.1
	10 to 20 years	20.5	22.2
	More than 20 years	36.0	32.0
9. Monthly wages	Less than \$500	5.9	9.2
	\$500 up to \$1,000	10.3	20.3
	\$1,000 up to \$2,000	19.0	24.2
	\$2,000 up to \$3,000	16.5	17.0
	\$3,000 up to \$4,000	12.5	7.8
	\$4,000 up to \$6,000	13.0	6.5
	More than \$6,000	13.9	5.9
<u>Job Fitness</u>			
10. Percent of workers whose current job fits well with their education and training, skills, and experience		86.4	75.2
11. Percent of workers who believe they are qualified for a better job		62.7	84.3
Reasons:	Education and training	93.9	98.5
	Skills	94.8	96.9
	Experience	95.8	99.2
12. Additional income for which workers would leave current job			
	0 to 5% more	6.2	10.8
	5 to 15% more	20.9	23.0
	15 to 30% more	26.8	20.3
	30 to 50% more	15.6	17.6
	More than 50% more	11.5	16.2
	*** Would not leave current job	15.9	5.4
13. Additional commute for new job	0 to 10 miles	35.3	33.6
	10 to 20 miles	32.8	31.4
	more than 20 miles	30.1	31.4
14. Additional one-way commute time	0 to 10 minutes	26.3	22.9
	10 to 20 minutes	33.7	36.4
	more than 20 minutes	38.5	37.9
15. Percent of workers who sought better job in past three months		21.9	38.6
<u>Underemployment</u>			
16. Percent of workers who say they are currently underemployed		22.6	
17. Reasons respondents give for being		<u>Und</u>	<u>NnW</u>
	A lack of job opportunities in their area	64.1	27.0
	The low wages at the available jobs	60.8	19.0
	They live too far from jobs	34.0	16.3
	They are in school or undergoing training	5.2	3.0
	Their spouse or partner has a really good job	13.1	10.0
	They are retired	14.4	67.9
	Because of social security limitations	6.5	25.6
	Disability or other health concerns	5.9	45.9
	Child care responsibilities	25.5	9.3
	They take care of someone other than a child	15.0	11.1
	Other family or personal obligations	30.7	12.6
	Owning a house in your area	31.1	17.6
	Something else	15.0	19.7

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 9.2 Underemployment Survey Results, Region 9 (Percent, continued)

County/WIAA		Baldwin			Choctaw			Clarke			Conecuh		
Selected Characteristics		Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
18. Married Respondents		70.8	64.6	68.8	68.6	50.0	46.2	66.7	50.5	80.0	64.5	38.7	71.4
19. Sex	Female	39.3	59.4	62.5	58.8	65.0	84.6	57.9	66.3	50.0	61.3	66.0	64.3
	Male	60.7	40.6	37.5	41.2	35.0	15.4	42.1	33.7	50.0	38.7	34.0	35.7
20. Median age (years)		53	68.5	49.5	49	61	45	47	64	54.5	57	70	54.5
21. Ethnicity	Hispanic	1.1	1.0	6.3	2.0	3.3	7.7	1.8	1.1	0.0	0.0	1.9	0.0
21b. Race	White	87.6	89.6	93.8	58.8	43.3	38.5	63.2	61.1	70.0	56.5	50.0	57.1
	African-American/Other	9.0	5.2	6.3	37.3	50.0	46.2	29.8	37.9	10.0	40.3	44.3	42.9
22. Last school grade													
	High Sch./less, no diploma	0.0	9.4	0.0	3.9	26.7	0.0	1.8	8.4	0.0	9.7	22.6	0.0
	High School or GED	23.6	25.0	6.3	33.3	48.3	38.5	42.1	53.7	50.0	32.3	45.3	28.6
	Some college, no degree	15.7	22.9	12.5	17.7	13.3	7.7	14.0	13.7	10.0	11.3	12.3	21.4
	Jr. College/trade school/associate degree	14.6	9.4	31.3	19.6	3.3	30.8	22.8	10.5	30.0	16.1	7.6	21.4
	4-year college graduate/BA	31.5	19.8	25.0	21.6	5.0	23.1	14.0	8.4	10.0	12.9	9.4	14.3
	Postgraduate/Masters	14.6	13.5	25.0	3.9	3.3	0.0	5.3	4.2	0.0	17.7	1.9	14.3

County/WIAA		Escambia			Mobile			Monroe			Washington		
Selected Characteristics		Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
18. Married Respondents		73.2	43.4	61.5	66.3	48.1	62.3	64.3	49.0	64.7	66.0	58.7	75.0
19. Sex	Female	58.9	68.1	53.9	53.7	67.4	59.0	64.3	71.4	70.6	47.2	60.3	50.0
	Male	41.1	31.9	46.2	46.3	32.6	41.0	35.7	28.6	29.4	52.8	39.7	50.0
20. Median age (years)		51.5	68	51	54	67	53.5	50	64	49	47	66	48.5
21. Ethnicity	Hispanic	0.0	1.8	0.0	1.2	2.1	3.3	0.0	4.1	0.0	0.0	0.0	0.0
21b. Race	White	60.7	71.7	23.1	69.4	62.6	63.9	64.3	56.1	47.1	90.6	71.4	91.7
	African-American/Other	28.6	25.7	61.5	27.8	30.7	32.8	35.7	40.8	52.9	9.4	25.4	8.3
22. Last school grade													
	High Sch./less, no diploma	1.8	22.1	7.7	2.0	15.7	1.6	14.3	14.3	0.0	3.8	17.5	0.0
	High School or GED	32.1	38.1	38.5	23.5	36.2	19.7	28.6	56.1	41.2	28.3	41.3	41.7
	Some college, no degree	10.7	13.3	7.7	18.0	15.7	21.3	14.3	10.2	17.7	15.1	15.9	0.0
	Jr. College/trade school/associate degree	26.8	9.7	30.8	12.9	10.7	9.8	21.4	7.1	17.7	18.9	12.7	16.7
	4-year college graduate/BA	16.1	9.7	7.7	25.9	11.9	24.6	14.3	7.1	17.7	24.5	6.4	33.3
	Postgraduate/Masters	12.5	6.2	7.7	10.9	8.5	7.7	7.1	5.1	5.9	9.4	6.4	8.3

County/WIAA		Region 9		
Selected Characteristics		Emp	NnW	Und
18. Married Respondents		67.0	49.2	64.7
19. Sex	Female	56.3	66.3	60.8
	Male	43.7	33.7	39.2
20. Median age (years)		53	67	52
21. Ethnicity	Hispanic	0.7	1.9	2.6
21b. Race	White	69.2	63.5	63.4
	African-American/Other	26.7	31.6	31.4
22. Last school grade				
	High Sch./less, no diploma	3.2	16.5	2.6
	High School or GED	28.6	40.7	26.8
	Some college, no degree	15.3	14.9	15.0
	Jr. College/trade school/associate degree	17.0	9.5	19.6
	4-year college graduate/BA	22.4	10.7	20.9
	Postgraduate/Masters	13.3	7.0	14.4

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 9.2. Underemployment Survey Results, Region 9 (Percent, continued)

County/ WIAA Job Satisfaction and Willingness to Train	Baldwin									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	2.3	4.5	15.7	25.8	51.7	6.3	0.0	31.3	31.3	31.3
Earnings	5.6	10.1	21.4	34.8	28.1	25.0	0.0	31.3	31.3	12.5
Retention	3.4	4.5	11.2	20.2	59.6	18.8	6.3	18.8	25.0	31.3
Work	0.0	0.0	3.4	38.2	58.4	0.0	0.0	6.3	56.3	37.5
Hours	6.7	3.4	11.2	25.8	51.7	31.3	6.3	12.5	31.3	18.8
Shift	1.1	1.1	11.2	18.0	68.5	6.3	0.0	18.8	25.0	50.0
Conditions	0.0	1.1	12.4	30.3	56.2	0.0	0.0	18.8	31.3	50.0
Commuting Distance	5.6	6.7	14.6	18.0	52.8	6.3	0.0	18.8	12.5	56.3
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	21.9	5.5	19.2	6.9	42.5	0.0	0.0	25.0	12.5	50.0
If paid by workers	36.8	19.3	21.1	7.0	12.3	31.3	18.8	25.0	6.3	18.8
If co-paid by workers & Government	12.3	8.8	33.3	24.6	15.8	6.3	6.3	31.3	37.5	12.5
If paid by Government	10.5	1.8	8.8	14.0	59.7	12.5	0.0	12.5	0.0	68.8

County/ WIAA Job Satisfaction and Willingness to Train	Choctaw									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	2.0	5.9	17.7	25.5	49.0	7.7	15.4	30.8	23.1	23.1
Earnings	17.7	13.7	25.5	23.5	19.6	61.5	30.8	7.7	0.0	0.0
Retention	2.0	2.0	15.7	23.5	56.9	0.0	7.7	30.8	23.1	38.5
Work	0.0	9.8	7.8	9.8	72.6	0.0	15.4	15.4	0.0	69.2
Hours	5.9	2.0	11.8	17.7	62.8	15.4	0.0	23.1	7.7	53.9
Shift	3.9	5.9	13.7	9.8	66.7	7.7	0.0	23.1	0.0	69.2
Conditions	3.9	2.0	13.7	23.5	56.9	7.7	7.7	7.7	15.4	61.5
Commuting Distance	7.8	11.8	17.7	7.8	54.9	23.1	15.4	7.7	0.0	53.9
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	13.3	2.2	11.1	11.1	62.2	7.7	0.0	7.7	7.7	76.9
If paid by workers	43.6	20.5	18.0	2.6	12.8	58.3	8.3	25.0	0.0	8.3
If co-paid by workers & Government	10.3	7.7	46.2	20.5	15.4	16.7	8.3	41.7	8.3	25.0
If paid by Government	0.0	0.0	7.7	18.0	74.4	0.0	0.0	8.3	16.7	75.0

County/ WIAA Job Satisfaction and Willingness to Train	Clarke									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	3.5	3.5	17.5	24.6	50.9	0.0	10.0	30.0	40.0	20.0
Earnings	14.0	10.5	19.3	33.3	22.8	30.0	20.0	10.0	20.0	20.0
Retention	5.3	5.3	17.5	12.3	59.7	10.0	10.0	30.0	10.0	40.0
Work	3.5	7.0	10.5	15.8	63.2	0.0	20.0	10.0	30.0	40.0
Hours	5.3	1.8	12.3	14.0	66.7	10.0	0.0	30.0	0.0	60.0
Shift	5.3	3.5	15.8	10.5	64.9	10.0	0.0	30.0	10.0	50.0
Conditions	5.3	5.3	8.8	29.8	50.9	10.0	20.0	10.0	20.0	40.0
Commuting Distance	1.8	3.5	7.0	15.8	70.2	0.0	0.0	20.0	10.0	60.0
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	18.4	6.1	18.4	10.2	46.9	22.2	0.0	11.1	22.2	44.4
If paid by workers	50.0	25.0	17.5	2.5	2.5	28.6	14.3	28.6	14.3	14.3
If co-paid by workers & Government	20.0	12.5	25.0	15.0	25.0	14.3	14.3	14.3	14.3	42.9
If paid by Government	7.5	0.0	10.0	15.0	65.0	0.0	0.0	14.3	14.3	57.1

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.
CU = Completely unwilling, U = Unwilling, N = Neither willing nor unwilling, W = Willing, and CW = Completely Willing.
Note: Rounding errors may be present.

Table 9.2. Underemployment Survey Results, Region 9 (Percent, continued)

County/ WIAA Job Satisfaction and Willingness to Train	Conecuh									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	8.1	1.6	9.7	17.7	62.9	14.3	0.0	7.1	14.3	64.3
Earnings	9.7	9.7	16.1	32.3	30.7	7.1	14.3	7.1	42.9	28.6
Retention	3.2	1.6	14.5	22.6	56.5	14.3	0.0	21.4	7.1	57.1
Work	1.6	0.0	8.1	14.5	75.8	0.0	0.0	14.3	21.4	64.3
Hours	1.6	6.5	8.1	17.7	66.1	0.0	7.1	14.3	14.3	64.3
Shift	3.2	3.2	6.5	14.5	72.6	7.1	7.1	7.1	7.1	71.4
Conditions	6.5	4.8	4.8	25.8	58.1	14.3	0.0	0.0	28.6	57.1
Commuting Distance	4.8	6.5	11.3	12.9	64.5	7.1	21.4	7.1	21.4	42.9
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	20.8	3.8	18.9	15.1	39.6	15.4	15.4	15.4	7.7	46.2
If paid by workers	42.9	19.1	21.4	4.8	7.1	9.1	36.4	0.0	45.5	9.1
If co-paid by workers & Government	14.3	11.9	31.0	19.1	21.4	9.1	9.1	27.3	18.2	36.4
If paid by Government	7.1	2.4	2.4	21.4	64.3	9.1	0.0	0.0	27.3	63.6

County/ WIAA Job Satisfaction and Willingness to Train	Escambia									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	7.1	3.6	14.3	23.2	51.8	30.8	7.7	23.1	15.4	23.1
Earnings	21.4	3.6	23.2	23.2	28.6	76.9	0.0	15.4	0.0	7.7
Retention	8.9	1.8	10.7	12.5	64.3	30.8	0.0	30.8	7.7	30.8
Work	3.6	5.4	7.1	25.0	58.9	15.4	15.4	15.4	7.7	46.2
Hours	14.3	1.8	7.1	8.9	67.9	53.9	0.0	0.0	0.0	46.2
Shift	5.4	1.8	7.1	8.9	76.8	15.4	0.0	7.7	7.7	69.2
Conditions	1.8	5.4	7.1	21.4	64.3	0.0	15.4	15.4	15.4	53.9
Commuting Distance	3.6	3.6	10.7	7.1	75.0	0.0	7.7	7.7	7.7	76.9
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	30.2	2.3	16.3	14.0	34.9	9.1	0.0	18.2	0.0	63.6
If paid by workers	43.3	20.0	26.7	0.0	6.7	50.0	0.0	30.0	0.0	10.0
If co-paid by workers & Government	10.0	10.0	43.3	20.0	16.7	20.0	0.0	10.0	40.0	30.0
If paid by Government	6.7	3.3	16.7	13.3	60.0	0.0	0.0	0.0	10.0	90.0

County/ WIAA Job Satisfaction and Willingness to Train	Mobile									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	2.8	7.5	14.9	22.8	52.2	3.3	16.4	24.6	16.4	39.3
Earnings	11.8	12.9	18.4	23.1	32.6	26.2	19.7	23.0	14.8	14.8
Retention	3.5	3.1	11.0	19.6	61.6	9.8	6.6	26.2	26.2	44.3
Work	2.4	3.1	11.0	19.2	63.9	6.6	8.2	13.1	26.2	45.9
Hours	4.7	4.7	6.7	21.6	62.0	8.2	8.2	9.8	23.0	50.8
Shift	2.8	4.3	8.6	14.5	68.6	1.6	9.8	14.8	14.8	57.4
Conditions	1.6	3.5	15.7	23.9	54.9	3.3	6.6	27.9	23.0	39.3
Commuting Distance	3.9	4.7	12.9	13.7	63.9	3.3	6.6	13.1	16.4	60.7
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	22.3	3.5	11.4	14.4	47.0	21.2	3.9	9.6	13.5	50.0
If paid by workers	41.4	17.2	17.8	8.3	10.2	36.6	19.5	17.1	7.3	12.2
If co-paid by workers & Government	15.9	10.2	31.2	17.2	22.9	9.8	9.8	22.0	26.8	26.8
If paid by Government	5.1	3.8	11.5	10.8	66.9	4.9	0.0	4.9	9.8	78.1

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.
CU = Completely unwilling, U = Unwilling, N = Neither willing nor unwilling, W = Willing, and CW = Completely Willing.
Note: Rounding errors may be present.

Table 9.2. Underemployment Survey Results, Region 9 (Percent, continued)

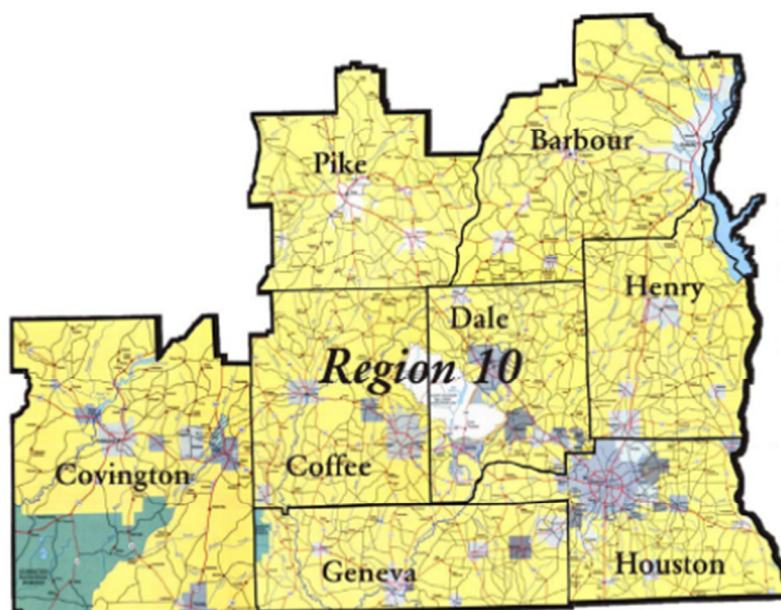
County/ WIAA Job Satisfaction and Willingness to Train	Monroe									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	5.5	5.5	25.5	27.3	36.4	14.3	14.3	28.6	28.6	14.3
Earnings	10.9	14.6	21.8	18.2	34.6	21.4	28.6	21.4	21.4	7.1
Retention	5.5	10.9	14.6	14.6	52.7	14.3	28.6	14.3	14.3	28.6
Work	1.8	3.6	9.1	25.5	60.0	7.1	7.1	14.3	35.7	35.7
Hours	7.3	7.3	10.9	21.8	52.7	14.3	14.3	14.3	35.7	21.4
Shift	7.3	1.8	7.3	10.9	72.7	14.3	0.0	0.0	7.1	78.6
Conditions	7.3	7.3	12.7	21.8	50.9	21.4	7.1	7.1	28.6	35.7
Commuting Distance	7.3	7.3	10.9	20.0	54.6	21.4	7.1	14.3	14.3	42.9
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	16.3	6.1	12.2	24.5	40.8	7.1	0.0	14.3	14.3	64.3
If paid by workers	53.7	14.6	14.6	4.9	4.9	69.2	15.4	7.7	0.0	7.7
If co-paid by workers & Government	17.1	19.5	36.6	12.2	14.6	15.4	23.1	30.8	15.4	15.4
If paid by Government	4.9	0.0	12.2	14.6	65.9	0.0	0.0	15.4	23.1	53.9

County/ WIAA Job Satisfaction and Willingness to Train	Washington									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	1.9	0.0	18.9	35.9	43.4	8.3	33.3	41.7	0.0	16.7
Earnings	5.7	11.3	24.5	28.3	30.2	0.0	8.3	8.3	16.7	66.7
Retention	0.0	3.8	11.3	18.9	62.3	0.0	0.0	16.7	16.7	75.0
Work	0.0	0.0	3.8	30.2	66.0	0.0	0.0	12.5	18.8	68.8
Hours	1.9	3.8	13.2	26.4	54.7	0.0	16.7	8.3	8.3	66.7
Shift	1.9	0.0	5.7	24.5	67.9	8.3	0.0	0.0	16.7	75.0
Conditions	1.9	1.9	7.6	32.1	56.6	8.3	0.0	8.3	25.0	58.3
Commuting Distance	3.8	5.7	15.1	13.2	62.3	0.0	0.0	8.3	0.0	91.7
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	9.1	6.8	15.9	18.2	47.7	16.7	0.0	0.0	25.0	58.3
If paid by workers	37.5	17.5	27.5	5.0	10.0	30.0	20.0	40.0	0.0	10.0
If co-paid by workers & Government	7.5	15.0	35.0	22.5	20.0	0.0	20.0	20.0	40.0	20.0
If paid by Government	10.0	0.0	12.5	20.0	57.5	0.0	9.1	10.0	10.0	80.0

County/ WIAA Job Satisfaction and Willingness to Train	Region 9									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	3.7	5.0	16.1	24.5	50.7	7.8	10.5	24.8	23.5	33.3
Earnings	11.7	11.4	20.4	26.4	29.7	30.1	18.3	19.6	17.7	13.7
Retention	3.8	3.8	12.5	18.6	59.9	11.8	7.8	19.6	19.6	42.5
Work	1.8	3.2	8.4	22.1	64.3	4.6	7.8	12.4	25.5	49.7
Hours	5.6	4.1	9.1	20.2	60.6	14.4	7.2	12.4	18.3	47.7
Shift	3.4	3.1	9.3	14.3	69.5	6.5	4.6	13.1	12.4	62.8
Conditions	2.8	3.7	12.0	25.7	55.8	6.5	6.5	17.0	23.5	46.4
Commuting Distance	4.6	5.8	12.7	13.9	62.4	6.5	7.2	12.4	12.4	60.1
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	20.1	4.3	14.5	14.0	45.5	14.3	2.9	12.1	12.9	55.0
If paid by workers	42.8	18.6	19.7	5.6	9.0	39.2	17.5	24.2	4.2	11.7
If co-paid by workers & Government	14.1	11.4	33.9	18.6	20.0	10.8	10.8	25.0	25.8	25.0
If paid by Government	6.3	2.0	10.3	14.6	64.8	4.2	0.0	7.5	12.5	72.5

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.
CU = Completely unwilling, U = Unwilling, N = Neither willing nor unwilling, W = Willing, and CW = Completely Willing.
Note: Rounding errors may be present.

Underemployment in Workforce Investment Advisory Area, Region 10



Underemployment in Workforce Investment Advisory Area, Region 10

WIAA Region 10 comprises of the eight counties shown in Table 10.1. Its underemployment rate of 22.0 percent is lower than the state's 23.8 percent and means that about 30,500 resident workers were underemployed in December 2012. Adding the unemployed gives a total available labor pool of about 40,300, which is 4.1 times the unemployed. Employers must offer higher wages, better benefits or terms of employment, or other incentives to induce the underemployed to change jobs. The region has 6.4 percent of the state's underemployed and 6.9 percent of the state's workers.

Table 10.1 Region 10 Underemployed

	Alabama	Region 10	Barbour	Coffee	Covington
Labor Force	2,154,744	148,745	9,042	21,622	16,639
Employed	2,013,847	138,898	8,147	20,398	15,481
Underemployment rate	23.8%	22.0%	21.4%	16.1%	17.0%
Underemployed workers	479,296	30,502	1,746	3,278	2,624
Unemployed	140,897	9,847	895	1,224	1,158
Available labor pool	620,193	40,349	2,641	4,502	3,782
	Dale	Geneva	Henry	Houston	Pike
Labor Force	20,515	11,300	7,272	46,571	15,784
Employed	19,132	10,612	6,791	43,582	14,755
Underemployment rate	22.0%	17.3%	23.6%	26.9%	29.2%
Underemployed workers	4,215	1,837	1,605	11,710	4,313
Unemployed	1,383	688	481	2,989	1,029
Available labor pool	5,598	2,525	2,086	14,699	5,342

Note: Rounding errors may be present. Based on December 2012 labor force data and 2012 underemployment rates.

Source: Center for Business and Economic Research, The University of Alabama and Alabama Department of Labor.

Underemployment Survey Results

Underemployment rates ranged from 16.1 percent in Coffee County to 29.2 percent in Pike (Table 10.1); two counties had higher rates than Alabama. Multiplying rates by number employed gives the number of underemployed. Table 10.2 shows detailed survey results including characteristics of the employed, underemployed, and nonworkers. Except for rates and their implications for labor availability, detailed county-level results are not discussed because county sample sizes are sufficient for estimating underemployment but too small for making reliable inferences on characteristics.

Seventy-nine percent of the employed work full-time, 11 percent hold multiple jobs, and 44 percent of part-timers want full-time jobs. The one-way commute is less than 20 minutes for 58 percent, over 40 minutes for 12 percent, and over an hour for 3.6 percent. It is also less than 10 miles for 50 percent, more than 25 miles for 16 percent travel, and exceeds 45 miles for 5.9 percent. Job tenure is 10 years or more for 57 percent of workers with 36 percent having more than 20 years job tenure. The median monthly wage is between \$2,000 and \$3,000. Many employed respondents work in health care and social assistance, educational services, retail trade, and manufacturing industries. Eighty-six percent say their jobs fit well with their education, training, skills, and experience; 63 percent believe they are qualified for a better job and 18 percent have sought better jobs in the preceding three months. Twenty-seven percent would leave their current jobs for up to 15 percent

higher income; 58 percent want more than that with 17 percent needing more than a 50 percent raise. For the higher-paying job, 34 percent is willing to increase the one-way commute by up to 10 miles, but 30 percent are ready for 20 or more additional miles; 41 percent will increase commute time by more than 20 minutes while 28 percent will not consider more than 10 extra minutes.

Among the underemployed, 61 percent are full-time, 13 percent hold more than one job, and 60 percent of part-time workers want full-time work. About 54 percent commute less than 20 minutes one-way, 13 percent take more than 40 minutes, and 2.9 percent take more than an hour; 52 percent have less than 10 miles and 19 percent travel more than 25 miles with 5.0 percent exceeding 45 miles. Job tenure is about the same as for all workers; 55 percent underemployed have 10 or more years compared to 57 percent employed. Sixty percent of the underemployed earn less than \$2,000 a month compared to 40 percent of employed. There are many underemployed workers in health care and social assistance, educational services, retail trade, and agriculture. About 63 percent say their jobs fit well with their education, training, skills, and experience—88 percent believe they are qualified for a better job and 38 percent have sought better jobs in the preceding three months. About a fifth would leave current job for up to 15 percent higher income, 76 percent want more than a 15 percent increase with 26 percent wanting more than a 50 percent raise. For the higher-paying job, a quarter is willing to increase the one-way commute by up to 10 miles but 38 percent are prepared to add 20 miles or more; 51 percent are willing to extend the commute by more than 20 minutes while 23 percent will not consider adding more than 10 minutes.

Most workers (79 percent) in just Region 10 are satisfied or completely satisfied with their jobs but just 52 percent of the underemployed feel that way. Workers are most satisfied with the work they do and least satisfied with their earnings; the underemployed are most satisfied with their work shift and much less satisfied with their earnings. Workers are generally willing or completely willing to train for a better job, with the underemployed being much more willing (64 percent versus 52 percent). The willingness to train is highest when the cost is fully borne by government and lowest when the trainee must pay the full costs. Underemployed workers are more willing to train for the new or better job even if they have to bear the full cost the training.

Of the 1,153 respondents, 469 or 41 percent were employed. Primary reasons given for being underemployed are a lack of job opportunities, low wages at available jobs, owning a house in the area, other family or personal obligations, and living too far from jobs. For nonworkers status the main reasons are retirement, disability or other health concerns, a lack of job opportunities, and social security limitations. Sixty-five percent of employed respondents, 50 percent of nonworkers, and 59 percent of underemployed are married. Men made up 45 percent of the employed, a third of nonworkers, and 48 percent of the underemployed. The median age is 53 for the employed, 52.5 for the underemployed, and 67 for nonworkers. Three-quarters of the employed are white compared to 63 percent of underemployed and 71 percent of nonworkers. Three percent of employed, one percent nonworkers, and two percent underemployed are Hispanic. A fifth of employed, a third of underemployed, and 24 percent of nonworkers are African-American and other nonwhite ethnicities.

Seven percent of the employed and 11 percent of the underemployed do not hold a high school diploma or equivalent, compared to 18 percent of nonworkers. Thirty-five percent employed and 36 percent underemployed hold bachelor's or higher degrees; 19 percent of nonworkers do. WIAA Region 10 has a 40,300-strong labor pool that is seeking high paying jobs and willing to commute.

Table 10.2 Underemployment Survey Results, Region 10 (Percent)

County/WIAA		Barbour		Coffee		Covington		Dale	
General		Emp	Und	Emp	Und	Emp	Und	Emp	Und
1. Percent of adults that are working full-time		82.1	91.7	76.4	44.4	79.7	50.0	79.3	61.5
2. Percent of part-timers who wish to work full-time		30.0	100.0	42.9	60.0	50.0	80.0	30.8	40.0
3. Percent of workers with more than one job		10.7	8.3	10.7	11.1	11.9	10.0	11.9	53.9
4. Average commute time (one-way)									
	Up to 20 minutes	58.9	58.3	57.1	44.4	62.7	70.0	64.4	66.7
	20 to 40 minutes	16.1	8.3	30.4	33.3	20.3	10.0	30.5	33.3
	40 minutes to an hour	10.7	8.3	12.5	22.2	8.5	10.0	0.0	0.0
	More than an hour	12.5	16.7	0.0	0.0	6.8	10.0	0.0	0.0
5. Commute distance									
	Less than 10 miles	47.3	45.5	51.8	44.4	49.2	60.0	67.9	66.7
	10 to 25 miles	25.5	27.3	32.1	22.2	27.1	20.0	28.6	25.0
	25 to 45 miles	9.1	0.0	16.1	33.3	8.5	10.0	3.6	8.3
	More than 45 miles	18.2	27.3	0.0	0.0	11.9	10.0	0.0	0.0
6. Occupation									
	Management	10.7	8.3	5.4	0.0	13.6	20.0	3.4	0.0
	Business/Financial Operations	3.6	0.0	5.4	0.0	5.1	0.0	6.8	0.0
	Computer/Mathematical	1.8	0.0	8.9	0.0	0.0	0.0	0.0	0.0
	Architecture/Engineering	1.8	0.0	7.1	11.1	1.7	0.0	0.0	0.0
	Life/Physical/Social Science	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Community /Social Services	0.0	0.0	3.6	11.1	3.4	0.0	5.1	15.4
	Legal	0.0	0.0	1.8	0.0	3.4	0.0	3.4	0.0
	Education/Training/Library	17.9	25.0	10.7	11.1	10.2	0.0	13.6	15.4
	Arts/Design/Entertainment/Sports/Media	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Healthcare Practitioners/Technicians	3.6	0.0	5.4	11.1	10.2	0.0	6.8	0.0
	Healthcare Support	0.0	0.0	3.6	11.1	1.7	0.0	5.1	7.7
	Protective Service	0.0	0.0	3.6	11.1	0.0	0.0	0.0	0.0
	Food Preparation/Serving Related	7.1	0.0	3.6	0.0	0.0	0.0	1.7	7.7
	Building/Grounds Cleaning/Maintenance.	0.0	0.0	5.4	0.0	3.4	20.0	3.4	7.7
	Personal Care/Service	0.0	0.0	0.0	0.0	3.4	0.0	1.7	0.0
	Sales and Related	5.4	8.3	7.1	11.1	8.5	20.0	5.1	0.0
	Office/Administrative Support	3.6	8.3	5.4	11.1	10.2	20.0	1.7	0.0
	Farming/Fishing/Forestry	3.6	0.0	0.0	0.0	0.0	0.0	3.4	7.7
	Construction/Extraction	1.8	8.3	0.0	0.0	1.7	10.0	3.4	0.0
	Installation/Maintenance/Repair	1.8	0.0	5.4	11.1	3.4	0.0	13.6	15.4
	Production	7.1	8.3	0.0	0.0	3.4	0.0	3.4	15.4
	Transportation/Material Moving	8.9	8.3	48.0	0.0	6.8	10.0	3.4	0.0
	other	21.4	25.0	56.0	0.0	10.2	10.0	15.3	7.7
7. Industry									
	Agriculture/Forestry/Fishing/Hunting	7.1	8.3	0.0	0.0	0.0	0.0	5.1	15.4
	Mining	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Utilities	1.8	0.0	1.8	0.0	5.1	0.0	1.7	0.0
	Construction	1.8	0.0	1.8	0.0	3.4	10.0	5.1	0.0
	Manufacturing	14.3	8.3	8.9	0.0	6.8	0.0	5.1	15.4
	Wholesale Trade	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Retail Trade	8.9	0.0	5.4	0.0	8.5	20.0	0.0	0.0
	Transportation/Warehousing	3.6	8.3	5.4	11.1	3.4	0.0	3.4	0.0
	Information	0.0	0.0	5.4	11.1	3.4	0.0	0.0	0.0
	Finance/Insurance	1.8	0.0	1.8	0.0	5.1	0.0	1.7	0.0
	Real Estate/Rental/Leasing	0.0	0.0	3.6	0.0	3.4	0.0	1.7	0.0
	Professional/Scientific/Technical Services	5.4	0.0	3.6	0.0	1.7	10.0	3.4	0.0
	Management of Companies/Enterprises	0.0	0.0	1.8	0.0	0.0	0.0	0.0	0.0
	Administrative/Support/Waste Management/Remediation	0.0	0.0	1.8	0.0	1.7	10.0	5.1	0.0
	Educational Services	17.9	16.7	10.7	11.1	13.6	20.0	13.6	15.4
	Health Care/Social Assistance	5.4	8.3	14.3	22.2	15.3	0.0	22.0	15.4
	Arts/Entertainment/Recreation	1.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Accommodation/Food Services	3.6	0.0	1.8	0.0	5.1	0.0	1.7	0.0
	Public Administration	3.6	16.7	1.8	0.0	6.8	10.0	5.1	0.0
	Other	10.7	16.7	14.3	33.3	5.1	10.0	8.5	7.7

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table 10.2 Underemployment Survey Results, Region 10 (Percent)

County/WIAA		Geneva		Henry		Houston		Pike	
General		Emp	Und	Emp	Und	Emp	Und	Emp	Und
1. Percent of adults that are working full-time		79.6	77.8	78.2	69.2	77.3	73.3	79.7	57.9
2. Percent of part-timers who wish to work full-time		20.0	0.0	58.3	75.0	60.0	50.0	50.0	62.5
3. Percent of workers with more than one job		5.8	11.1	16.4	23.1	11.9	11.1	9.2	15.8
4. Average commute time (one-way)									
	Up to 20 minutes	51.9	44.4	43.6	38.5	59.7	55.6	60.0	63.2
	20 to 40 minutes	26.9	22.2	43.6	46.2	34.3	33.3	18.5	26.3
	40 minutes to an hour	11.5	22.2	10.9	7.7	3.0	5.6	9.2	5.3
	More than an hour	7.7	0.0	0.0	0.0	0.0	0.0	3.1	0.0
5. Commute distance									
	Less than 10 miles	43.1	50.0	33.3	33.3	56.7	61.1	50.8	57.9
	10 to 25 miles	33.3	12.5	40.7	16.7	32.8	27.8	32.8	36.8
	25 to 45 miles	15.7	37.5	25.9	50.0	6.0	0.0	8.2	5.3
	More than 45 miles	7.8	0.0	0.0	0.0	1.5	5.6	8.2	0.0
6. Occupation									
	Management	13.5	11.1	9.1	7.7	10.5	11.1	13.9	15.8
	Business/Financial Operations	1.9	0.0	3.6	0.0	9.0	11.1	7.7	5.3
	Computer/Mathematical	1.9	11.1	0.0	0.0	3.0	0.0	0.0	0.0
	Architecture/Engineering	1.9	0.0	3.6	15.4	6.0	11.1	1.5	5.3
	Life/Physical/Social Science	0.0	0.0	0.0	0.0	0.0	0.0	1.5	5.3
	Community /Social Services	1.9	0.0	1.8	7.7	1.5	0.0	1.5	0.0
	Legal	0.0	0.0	0.0	0.0	3.0	0.0	1.5	0.0
	Education/Training/Library	7.7	11.1	7.3	7.7	7.5	5.6	18.5	21.1
	Arts/Design/Entertainment/Sports/Media	0.0	0.0	0.0	0.0	0.0	0.0	3.1	0.0
	Healthcare Practitioners/Technicians	9.6	11.1	3.6	7.7	6.0	0.0	6.2	0.0
	Healthcare Support	1.9	0.0	9.1	0.0	4.5	5.6	1.5	5.3
	Protective Service	3.9	0.0	1.8	7.7	1.5	0.0	0.0	0.0
	Food Preparation/Serving Related	3.9	11.1	3.6	0.0	4.5	5.6	3.1	5.3
	Building/Grounds Cleaning/Maintenance.	1.9	0.0	3.6	15.4	3.0	11.1	0.0	0.0
	Personal Care/Service	0.0	0.0	1.8	0.0	3.0	5.6	3.1	0.0
	Sales and Related	5.8	0.0	3.6	7.7	13.4	11.1	12.3	10.5
	Office/Administrative Support	5.8	0.0	9.1	0.0	6.0	5.6	4.6	5.3
	Farming/Fishing/Forestry	5.8	22.2	1.8	0.0	0.0	0.0	3.1	0.0
	Construction/Extraction	0.0	0.0	5.5	7.7	4.5	11.1	1.5	5.3
	Installation/Maintenance/Repair	15.4	11.1	7.3	0.0	1.5	0.0	0.0	0.0
	Production	3.9	0.0	1.8	0.0	1.5	0.0	3.1	0.0
	Transportation/Material Moving	1.9	0.0	7.3	7.7	3.0	0.0	1.5	5.3
	other	11.5	0.0	14.6	7.7	7.5	5.6	10.8	10.5
7. Industry									
	Agriculture/Forestry/Fishing/Hunting	9.6	22.2	7.3	0.0	4.5	11.1	6.2	5.3
	Mining	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Utilities	1.9	0.0	5.5	0.0	4.5	5.6	1.5	0.0
	Construction	1.9	0.0	0.0	0.0	3.0	0.0	3.1	10.5
	Manufacturing	11.5	22.2	7.3	7.7	3.0	0.0	4.6	5.3
	Wholesale Trade	1.9	0.0	1.8	0.0	1.5	5.6	0.0	0.0
	Retail Trade	1.9	0.0	10.9	7.7	7.5	16.7	18.5	15.8
	Transportation/Warehousing	5.8	0.0	9.1	15.4	7.5	11.1	4.6	5.3
	Information	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Finance/Insurance	1.9	0.0	1.8	0.0	6.0	5.6	4.6	0.0
	Real Estate/Rental/Leasing	3.9	0.0	0.0	0.0	1.5	0.0	1.5	0.0
	Professional/Scientific/Technical Services	3.9	0.0	1.8	7.7	4.5	0.0	1.5	0.0
	Management of Companies/Enterprises	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Administrative/Support/Waste Management/Remediation	0.0	0.0	0.0	0.0	1.5	0.0	0.0	0.0
	Educational Services	7.7	11.1	7.3	7.7	9.0	11.1	23.1	26.3
	Health Care/Social Assistance	11.5	22.2	18.2	7.7	14.9	5.6	12.3	15.8
	Arts/Entertainment/Recreation	0.0	0.0	0.0	0.0	0.0	0.0	1.5	0.0
	Accommodation/Food Services	1.9	0.0	1.8	0.0	7.5	5.6	1.5	0.0
	Public Administration	5.8	0.0	3.6	7.7	4.5	0.0	3.1	0.0
	Other	7.7	11.1	5.5	15.4	6.0	5.6	3.1	5.3

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table 10.2 Underemployment Survey Results, Region 10 (Percent)

County/WIAA		Region 10	
General		Emp	Und
1. Percent of adults that are working full-time		79.0	61.2
2. Percent of part-timers who wish to work full-time		44.0	60.0
3. Percent of workers with more than one job		11.1	12.6
4. Average commute time (one-way)			
	Up to 20 minutes	57.6	54.4
	20 to 40 minutes	27.5	29.1
	40 minutes to an hour	8.1	8.7
	More than an hour	3.6	2.9
5. Commute distance			
	Less than 10 miles	50.3	52.0
	10 to 25 miles	31.6	28.0
	25 to 45 miles	11.3	14.0
	More than 45 miles	5.9	5.0
6. Occupation			
	Management	10.0	9.7
	Business/Financial Operations	5.5	2.9
	Computer/Mathematical	1.9	1.0
	Architecture/Engineering	3.0	5.8
	Life/Physical/Social Science	0.2	1.0
	Community /Social Services	2.4	3.9
	Legal	1.7	0.0
	Education/Training/Library	11.7	12.6
	Arts/Design/Entertainment/Sports/Media	0.4	0.0
	Healthcare Practitioners/Technicians	6.4	2.9
	Healthcare Support	3.4	3.9
	Protective Service	1.3	1.9
	Food Preparation/Serving Related	3.4	3.9
	Building/Grounds Cleaning/Maintenance.	2.6	6.8
	Personal Care/Service	1.7	1.0
	Sales and Related	7.9	7.8
	Office/Administrative Support	5.8	5.8
	Farming/Fishing/Forestry	2.1	1.9
	Construction/Extraction	2.4	5.8
	Installation/Maintenance/Repair	5.8	4.9
	Production	3.0	4.9
	Transportation/Material Moving	4.5	2.9
	other	13.0	8.7
7. Industry			
	Agriculture/Forestry/Fishing/Hunting	4.9	7.8
	Mining	0.0	0.0
	Utilities	3.0	1.0
	Construction	2.6	2.9
	Manufacturing	7.5	6.8
	Wholesale Trade	0.6	1.0
	Retail Trade	7.9	8.7
	Transportation/Warehousing	5.3	6.8
	Information	1.1	1.0
	Finance/Insurance	3.2	1.0
	Real Estate/Rental/Leasing	1.9	0.0
	Professional/Scientific/Technical Services	3.2	0.9
	Management of Companies/Enterprises	0.2	0.0
	Administrative/Support/Waste Management/Remediation	1.3	1.9
	Educational Services	13.0	15.5
	Health Care/Social Assistance	14.3	11.7
	Arts/Entertainment/Recreation	0.4	0.0
	Accommodation/Food Services	3.2	1.0
	Public Administration	4.3	3.9
	Other	7.5	11.7

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table 10.2 Underemployment Survey Results, Region 10 (Percent, continued)

County/WIAA		Barbour		Coffee		Covington		Dale	
		Emp	Und	Emp	Und	Emp	Und	Emp	Und
8. Years at current/primary job									
	Less than a year	21.4	25.0	16.1	0.0	15.3	10.0	22.0	23.1
	1 to 3 years	8.9	8.3	8.9	22.2	1.7	0.0	6.8	0.0
	3 to 5 years	5.4	0.0	3.6	0.0	5.1	10.0	3.4	7.7
	5 to 10 years	7.1	16.7	16.1	0.0	18.6	30.0	15.3	0.0
	10 to 20 years	12.5	16.7	21.4	22.2	20.3	20.0	27.1	46.2
	More than 20 years	39.3	33.3	32.1	55.6	35.6	30.0	25.4	23.1
9. Monthly wages									
	Less than \$500	8.9	16.7	8.9	11.1	11.9	30.0	8.5	15.4
	\$500 up to \$1,000	10.7	16.7	8.9	22.2	10.2	20.0	15.3	15.4
	\$1,000 up to \$2,000	19.6	33.3	17.9	22.2	22.0	30.0	27.1	38.5
	\$2,000 up to \$3,000	16.1	25.0	12.5	11.1	13.6	20.0	13.6	7.7
	\$3,000 up to \$4,000	14.3	8.3	7.1	0.0	11.9	0.0	15.3	7.7
	\$4,000 up to \$6,000	12.5	0.0	16.1	11.1	11.9	0.0	8.5	7.7
	More than \$6,000	5.4	0.0	12.5	11.1	13.6	0.0	11.9	7.7
Job Fitness									
10. Percent of workers whose current job fits well with their education and training, skills, and experience		85.7	66.7	87.5	55.6	84.8	40.0	84.8	61.5
11. Percent of workers who believe they are qualified for a better job		71.4	91.7	64.3	88.9	52.5	100.0	57.6	84.6
Reasons:	Education and training	90.0	90.9	94.4	87.5	93.6	100.0	94.1	100.0
	Skills	95.0	90.9	97.2	87.5	100.0	100.0	91.2	100.0
	Experience	97.5	100.0	94.4	87.5	96.8	100.0	97.1	100.0
12. Additional income for which workers would leave current job									
	0 to 5% more	8.0	16.7	8.7	20.0	4.0	0.0	2.9	0.0
	5 to 15% more	32.0	33.3	13.0	20.0	20.0	0.0	14.7	0.0
	15 to 30% more	8.0	0.0	26.1	20.0	40.0	75.0	32.4	40.0
	30 to 50% more	12.0	0.0	21.7	40.0	8.0	0.0	11.8	20.0
	More than 50% more	20.0	50.0	17.4	0.0	12.0	25.0	26.5	20.0
	*** Would not leave current job	8.0	0.0	13.0	0.0	12.0	0.0	8.8	0.0
13. Additional commute for new job									
	0 to 10 miles	27.8	41.7	32.0	22.2	44.4	20.0	28.9	25.0
	10 to 20 miles	30.6	25.0	44.0	55.6	29.6	30.0	32.7	25.0
	more than 20 miles	38.9	33.3	22.0	22.2	25.9	50.0	38.5	50.0
14. Additional one-way commute time									
	0 to 10 minutes	27.8	41.7	34.0	22.2	35.2	20.0	26.9	16.7
	10 to 20 minutes	30.6	25.0	24.0	22.2	27.8	20.0	26.9	25.0
	more than 20 minutes	38.9	33.3	42.0	55.6	37.0	60.0	46.2	58.3
15. Percent of workers who sought better job in past three months		11.1	25.0	14.0	44.4	18.5	40.0	19.2	33.3
Underemployment									
16. Percent of workers who say they are currently underemployed		21.4		16.1		17.0		22.0	
17. Reasons respondents give for being		Und	NnW	Und	NnW	Und	NnW	Und	NnW
	A lack of job opportunities in their area	75.0	29.9	33.3	15.2	70.0	27.4	84.6	19.8
	The low wages at the available jobs	58.3	20.5	33.3	12.1	50.0	20.2	76.9	16.3
	They live too far from jobs	75.0	20.5	11.1	19.7	30.0	15.5	46.2	12.8
	They are in school or undergoing training	0.0	5.1	0.0	3.0	0.0	4.8	7.7	4.7
	Their spouse or partner has a really good job	0.0	7.7	33.3	10.6	30.0	14.3	15.4	14.0
	They are retired	25.0	62.4	11.1	74.2	0.0	72.6	38.5	74.4
	Because of social security limitations	8.3	28.2	0.0	18.2	10.0	25.0	15.4	22.1
	Disability or other health concerns	33.3	51.3	0.0	40.9	0.0	51.2	7.7	47.7
	Child care responsibilities	25.0	6.8	11.1	7.6	30.0	9.5	0.0	7.0
	They take care of someone other than a child	25.0	12.0	11.1	12.1	30.0	11.9	0.0	12.8
	Other family or personal obligations	41.7	9.4	44.4	19.7	40.0	13.1	15.4	14.0
	Owning a house in your area	40.0	14.0	42.9	22.0	33.3	20.3	45.5	13.2
	Something else	8.3	22.2	33.3	15.2	10.0	16.7	15.4	19.8

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 10.2 Underemployment Survey Results, Region 10 (Percent, continued)

County/WIAA		Geneva		Henry		Houston		Pike	
		Emp	Und	Emp	Und	Emp	Und	Emp	Und
8. Years at current/primary job	Less than a year	13.5	11.1	16.4	23.1	10.5	16.7	12.3	26.3
	1 to 3 years	1.9	0.0	7.3	15.4	7.5	0.0	7.7	0.0
	3 to 5 years	0.0	0.0	10.9	23.1	3.0	5.6	7.7	5.3
	5 to 10 years	23.1	55.6	10.9	0.0	14.9	16.7	12.3	10.5
	10 to 20 years	23.1	11.1	23.6	15.4	20.9	27.8	18.5	26.3
	More than 20 years	36.5	22.2	30.9	23.1	43.3	33.3	41.5	31.6
9. Monthly wages	Less than \$500	13.5	11.1	7.3	7.7	7.5	22.2	9.2	15.8
	\$500 up to \$1,000	13.5	0.0	14.6	23.1	13.4	16.7	9.2	10.5
	\$1,000 up to \$2,000	19.2	22.2	10.9	23.1	13.4	27.8	16.9	26.3
	\$2,000 up to \$3,000	19.2	33.3	20.0	15.4	16.4	11.1	16.9	21.1
	\$3,000 up to \$4,000	17.3	33.3	16.4	15.4	14.9	5.6	18.5	5.3
	\$4,000 up to \$6,000	11.5	0.0	16.4	7.7	13.4	11.1	12.3	10.5
	More than \$6,000	3.9	0.0	9.1	7.7	16.4	5.6	10.8	5.3
Job Fitness									
10. Percent of workers whose current job fits well with their education and training, skills, and experience		82.7	44.4	90.9	69.2	85.1	61.1	88.2	84.2
11. Percent of workers who believe they are qualified for a better job		57.7	88.9	69.1	84.6	61.2	83.3	66.2	89.5
Reasons:	Education and training	96.7	87.5	89.5	90.9	90.2	93.3	86.1	94.1
	Skills	96.7	100.0	97.4	100.0	97.6	100.0	95.4	94.1
	Experience	100.0	100.0	94.7	90.9	97.6	100.0	88.4	88.2
12. Additional income for which workers would leave current job									
	0 to 5% more	13.0	0.0	4.4	0.0	9.7	0.0	3.2	0.0
	5 to 15% more	26.1	50.0	17.4	20.0	19.4	12.5	25.8	9.1
	15 to 30% more	17.4	0.0	47.8	60.0	29.0	50.0	22.6	36.4
	30 to 50% more	13.0	0.0	13.0	0.0	9.7	12.5	16.1	18.2
	More than 50% more	8.7	0.0	13.0	20.0	22.6	25.0	12.9	36.4
	*** Would not leave current job	21.7	50.0	4.4	0.0	9.7	0.0	19.4	0.0
13. Additional commute for new job	0 to 10 miles	37.5	12.5	36.5	23.1	29.8	25.0	34.6	26.3
	10 to 20 miles	40.0	50.0	38.5	61.5	40.4	37.5	25.0	21.1
	more than 20 miles	22.5	37.5	19.2	15.4	29.8	37.5	40.4	52.6
14. Additional one-way commute time	0 to 10 minutes	27.5	12.5	28.9	23.1	19.3	25.0	21.2	21.1
	10 to 20 minutes	40.0	37.5	36.5	38.5	35.1	18.8	28.9	21.1
	more than 20 minutes	32.5	50.0	28.9	30.8	45.6	56.3	50.0	57.9
15. Percent of workers who sought better job in past three months		17.5	25.0	17.3	30.8	21.1	43.8	21.2	52.6
Underemployment									
16. Percent of workers who say they are currently underemployed		17.3		23.6		26.9		29.2	
17. Reasons respondents give for being		Und	NnW	Und	NnW	Und	NnW	Und	NnW
A lack of job opportunities in their area		55.6	29.4	76.9	42.3	50.0	14.9	73.7	30.7
The low wages at the available jobs		66.7	23.5	46.2	26.8	61.1	14.9	73.7	23.9
They live too far from jobs		66.7	22.4	38.5	31.0	5.6	5.8	10.5	13.6
They are in school or undergoing training		0.0	2.4	15.4	4.2	11.1	5.8	10.5	2.3
Their spouse or partner has a really good job		22.2	5.9	23.1	5.6	16.7	5.8	5.3	9.1
They are retired		11.1	72.9	0.0	69.0	16.7	73.6	15.8	64.8
Because of social security limitations		0.0	29.4	0.0	26.8	11.1	31.0	5.3	26.1
Disability or other health concerns		11.1	49.4	0.0	47.9	11.1	48.3	5.3	40.9
Child care responsibilities		11.1	5.9	7.7	8.5	16.7	10.3	0.0	6.8
They take care of someone other than a child		11.1	11.8	30.8	14.1	27.8	6.9	10.5	15.9
Other family or personal obligations		44.4	15.3	46.2	15.5	38.9	10.3	15.8	12.5
Owning a house in your area		33.3	18.4	40.0	32.8	54.6	11.9	8.3	17.3
Something else		22.2	15.3	15.4	21.1	22.2	23.0	15.8	22.7

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 10.2 Underemployment Survey Results, Region 10 (Percent, continued)

County/WIAA		Region 10	
		Emp	Und
8. Years at current/primary job	Less than a year	15.8	18.5
	1 to 3 years	6.4	4.9
	3 to 5 years	4.9	6.8
	5 to 10 years	14.7	14.6
	10 to 20 years	20.9	24.3
	More than 20 years	35.8	31.1
9. Monthly wages	Less than \$500	9.4	16.5
	\$500 up to \$1,000	11.9	15.5
	\$1,000 up to \$2,000	18.3	28.2
	\$2,000 up to \$3,000	16.0	17.5
	\$3,000 up to \$4,000	14.5	8.7
	\$4,000 up to \$6,000	12.8	6.8
	More than \$6,000	10.7	4.9
<u>Job Fitness</u>			
10. Percent of workers whose current job fits well with their education and training, skills, and experience		86.1	63.1
11. Percent of workers who believe they are qualified for a better job		62.5	88.4
Reasons:	Education and training	91.5	93.4
	Skills	96.3	96.7
	Experience	95.6	95.6
12. Additional income for which workers would leave current job			
	0 to 5% more	6.5	4.4
	5 to 15% more	20.9	15.2
	15 to 30% more	27.9	37.0
	30 to 50% more	13.0	13.0
	More than 50% more	17.2	26.1
	*** Would not leave current job	12.1	2.2
13. Additional commute for new job	0 to 10 miles	34.1	25.3
	10 to 20 miles	35.1	36.4
	more than 20 miles	29.5	38.4
14. Additional one-way commute time	0 to 10 minutes	27.5	23.2
	10 to 20 minutes	31.0	25.3
	more than 20 minutes	40.5	50.5
15. Percent of workers who sought better job in past three months		17.8	38.4
<u>Underemployment</u>			
16. Percent of workers who say they are currently underemployed		22.0	
17. Reasons respondents give for being		<u>Und</u>	<u>NnW</u>
	A lack of job opportunities in their area	66.0	26.3
	The low wages at the available jobs	60.2	19.9
	They live too far from jobs	32.0	17.4
	They are in school or undergoing training	6.8	4.1
	Their spouse or partner has a really good job	16.5	9.1
	They are retired	15.5	70.0
	Because of social security limitations	6.8	26.2
	Disability or other health concerns	8.7	47.5
	Child care responsibilities	11.7	7.8
	They take care of someone other than a child	18.5	12.1
	Other family or personal obligations	34.0	13.3
	Owning a house in your area	36.8	18.1
	Something else	28.6	21.3

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 10.2 Underemployment Survey Results, Region 10 (Percent, continued)

County/WIAA		Barbour			Coffee			Covington			Dale		
Selected Characteristics		Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
18. Married Respondents		60.7	41.0	75.0	66.1	57.6	44.4	74.6	51.2	80.0	66.1	57.0	76.9
19. Sex	Female	50.0	66.7	58.3	53.6	63.6	66.7	57.6	72.6	40.0	55.9	62.8	46.2
	Male	50.0	33.3	41.7	46.4	36.4	33.3	42.4	27.4	60.0	44.1	37.2	53.9
20. Median age (years)		55	65	53.5	54	70.5	53	55	66.5	59	54	69	53
21. Ethnicity	Hispanic	1.8	0.9	8.3	3.6	3.0	11.1	0.0	0.0	0.0	8.5	2.3	0.0
21b. Race	White	64.3	48.7	41.7	82.1	84.9	88.9	88.1	81.0	80.0	72.9	79.1	61.5
	African-American/Other	26.8	42.7	50.0	12.5	10.6	11.1	11.9	13.1	20.0	20.3	16.3	30.8
22. Last school grade													
	High Sch./less, no diploma	7.1	17.1	8.3	5.4	18.2	11.1	1.7	25.0	10.0	5.1	16.3	7.7
	High School or GED	28.6	41.0	25.0	23.2	31.8	22.2	23.7	20.2	20.0	25.4	25.6	23.1
	Some college, no degree	16.1	13.7	8.3	21.4	18.2	11.1	22.0	23.8	30.0	15.3	25.6	15.4
	Jr. College/trade school/associate degree	7.1	12.8	16.7	12.5	12.1	11.1	20.3	15.5	20.0	10.2	14.0	7.7
	4-year college graduate/BA	19.6	6.8	25.0	16.1	9.1	33.3	22.0	7.1	20.0	22.0	9.3	15.4
	Postgraduate/Masters	19.6	7.7	16.7	21.4	9.1	11.1	10.2	8.3	0.0	22.0	9.3	30.8

County/WIAA		Geneva			Henry			Houston			Pike		
Selected Characteristics		Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
18. Married Respondents		69.2	44.7	55.6	72.7	57.8	53.9	61.2	42.5	50.0	50.8	51.1	47.4
19. Sex	Female	51.9	70.6	55.6	58.2	69.0	30.8	56.7	67.8	55.6	58.5	80.3	52.6
	Male	48.1	29.4	44.4	41.8	31.0	69.2	43.3	32.2	44.4	41.5	19.7	47.4
20. Median age (years)		51	67	50.0	50	67	49	54	66	48.5	53	66	52
21. Ethnicity	Hispanic	0.0	1.2	0.0	1.8	1.4	0.0	3.0	1.2	0.0	1.5	0.0	0.0
21b. Race	White	86.5	87.1	55.6	76.4	64.8	69.2	76.1	73.6	72.2	56.9	60.2	47.4
	African-American/Other	9.6	10.6	33.3	18.2	31.0	23.1	20.9	23.0	27.8	38.4	34.1	52.6
22. Last school grade													
	High Sch./less, no diploma	9.6	17.7	11.1	12.7	15.5	7.7	3.0	18.4	5.6	13.9	19.3	21.1
	High School or GED	23.1	38.8	22.2	30.9	42.3	30.8	34.3	41.4	22.2	18.5	30.7	15.8
	Some college, no degree	25.0	14.1	0.0	12.7	15.5	15.4	13.4	11.5	22.2	18.5	17.1	21.1
	Jr. College/trade school/associate degree	25.0	8.2	33.3	12.7	9.9	23.1	16.4	6.9	16.7	6.2	9.1	0.0
	4-year college graduate/BA	15.4	12.9	33.3	20.0	8.5	15.4	17.9	17.2	27.8	23.1	10.2	21.1
	Postgraduate/Masters	1.9	7.1	0.0	10.9	8.5	7.7	14.9	4.6	5.6	20.0	13.6	21.1

County/WIAA		Region 10		
Selected Characteristics		Emp	NnW	Und
18. Married Respondents		64.8	49.6	59.2
19. Sex	Female	55.4	67.4	52.4
	Male	44.6	32.6	47.6
20. Median age (years)		53	67	52.5
21. Ethnicity	Hispanic	2.6	1.2	1.9
21b. Race	White	75.1	71.1	63.1
	African-American/Other	20.3	23.8	33.0
22. Last school grade				
	High Sch./less, no diploma	7.3	18.4	10.7
	High School or GED	26.0	34.2	22.3
	Some college, no degree	17.9	17.3	16.5
	Jr. College/trade school/associate degree	13.7	11.1	14.6
	4-year college graduate/BA	19.6	10.1	23.3
	Postgraduate/Masters	15.4	8.5	12.6

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 10.2. Underemployment Survey Results, Region 10 (Percent, continued)

County/ WIAA Job Satisfaction and Willingness to Train	Barbour									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	3.6	7.1	12.5	14.3	62.5	16.7	16.7	8.3	25.0	33.3
Earnings	12.5	8.9	8.9	28.6	41.1	41.7	8.3	16.7	8.3	25.0
Retention	5.4	0.0	10.7	16.1	60.7	16.7	0.0	16.7	25.0	41.7
Work	0.0	1.8	5.4	12.5	80.4	0.0	0.0	8.3	8.3	83.3
Hours	3.6	7.1	16.1	17.9	55.4	16.7	8.3	8.3	25.0	41.7
Shift	5.4	3.6	5.4	19.6	66.1	8.3	8.3	8.3	16.7	58.3
Conditions	5.4	5.4	5.4	25.0	58.9	16.7	8.3	16.7	33.3	25.0
Commuting Distance	8.9	5.4	14.3	5.4	66.1	16.7	0.0	16.7	8.3	58.3
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	13.9	5.6	22.2	13.9	41.7	0.0	8.3	25.0	8.3	58.3
If paid by workers	54.8	22.6	9.7	0.0	6.5	66.7	25.0	8.3	0.0	0.0
If co-paid by workers & Government	22.6	12.9	25.8	3.2	29.0	25.0	16.7	33.3	0.0	25.0
If paid by Government	0.0	3.2	12.9	16.1	61.3	0.0	8.3	16.7	8.3	66.7

County/ WIAA Job Satisfaction and Willingness to Train	Coffee									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	5.4	1.8	5.4	35.7	51.8	22.2	0.0	0.0	55.6	22.2
Earnings	7.1	3.6	33.9	16.1	39.3	22.2	0.0	44.4	11.1	22.2
Retention	0.0	3.6	12.5	16.1	66.1	0.0	0.0	22.2	11.1	66.7
Work	1.8	0.0	3.6	26.8	67.9	0.0	0.0	11.1	44.4	44.4
Hours	5.4	1.8	16.1	21.4	55.4	22.2	11.1	11.1	22.2	33.3
Shift	1.8	0.0	10.7	17.9	69.6	11.1	0.0	11.1	11.1	66.7
Conditions	3.6	3.6	10.7	19.6	62.5	0.0	11.1	11.1	22.2	55.6
Commuting Distance	5.4	7.1	5.4	10.7	71.4	0.0	22.2	0.0	11.1	66.7
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	26.0	6.0	18.0	6.0	42.0	33.3	0.0	11.1	11.1	44.4
If paid by workers	51.4	8.1	24.3	5.4	8.1	0.0	0.0	33.3	33.3	33.3
If co-paid by workers & Government	21.6	16.2	29.7	18.9	13.5	0.0	16.7	50.0	33.3	0.0
If paid by Government	5.4	5.4	13.5	16.2	59.5	0.0	0.0	16.7	33.3	50.0

County/ WIAA Job Satisfaction and Willingness to Train	Covington									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	5.1	1.7	11.9	32.2	49.2	20.0	0.0	50.0	20.0	10.0
Earnings	3.4	13.6	28.8	18.6	35.6	10.0	30.0	40.0	0.0	20.0
Retention	3.4	8.5	8.5	17.0	62.7	10.0	20.0	30.0	10.0	30.0
Work	0.0	0.0	6.8	23.7	69.5	0.0	0.0	20.0	20.0	60.0
Hours	5.1	6.8	10.2	13.6	64.4	10.0	30.0	20.0	10.0	30.0
Shift	1.7	1.7	10.2	20.3	66.1	0.0	0.0	10.0	40.0	50.0
Conditions	1.7	0.0	13.6	28.8	55.9	0.0	0.0	40.0	40.0	20.0
Commuting Distance	6.8	5.1	6.8	15.3	66.1	20.0	10.0	0.0	10.0	60.0
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	20.4	3.7	18.5	22.2	35.2	0.0	10.0	30.0	10.0	50.0
If paid by workers	41.9	18.6	23.3	2.3	14.0	30.0	10.0	10.0	0.0	50.0
If co-paid by workers & Government	7.0	14.0	39.5	16.3	20.9	10.0	10.0	30.0	10.0	40.0
If paid by Government	4.7	4.7	7.0	27.9	55.8	0.0	10.0	0.0	30.0	60.0

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.
 CU = Completely unwilling, U = Unwilling, N = Neither willing nor unwilling, W = Willing, and CW = Completely Willing.
 Note: Rounding errors may be present.

Table 10.2. Underemployment Survey Results, Region 10 (Percent, continued)

County/ WIAA Job Satisfaction and Willingness to Train	Dale									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	5.1	1.7	11.9	27.1	54.2	15.4	7.7	38.5	23.1	15.4
Earnings	8.5	11.9	18.6	22.0	37.3	23.1	38.5	23.1	15.4	0.0
Retention	0.0	1.7	8.5	30.5	55.9	0.0	7.7	7.7	30.8	38.5
Work	0.0	3.4	10.2	23.7	62.7	0.0	7.7	38.5	7.7	46.2
Hours	1.7	5.1	10.2	23.7	59.3	0.0	15.4	15.4	30.8	38.5
Shift	1.7	1.7	1.7	15.3	79.7	7.7	0.0	7.7	30.8	53.9
Conditions	0.0	8.5	15.3	28.8	47.5	0.0	15.4	38.5	30.8	15.4
Commuting Distance	0.0	0.0	3.4	15.3	81.4	0.0	0.0	15.4	15.4	69.2
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	28.9	5.8	21.2	1.9	38.5	16.7	8.3	8.3	0.0	66.7
If paid by workers	54.1	8.1	29.7	5.4	0.0	50.0	0.0	40.0	0.0	0.0
If co-paid by workers & Government	16.2	10.8	37.8	18.9	16.2	0.0	0.0	60.0	20.0	20.0
If paid by Government	13.5	0.0	5.4	13.5	67.6	0.0	0.0	0.0	20.0	80.0

County/ WIAA Job Satisfaction and Willingness to Train	Geneva									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	5.8	0.0	7.7	25.0	61.5	11.1	0.0	0.0	33.3	55.6
Earnings	7.7	9.6	32.7	13.5	36.5	11.1	11.1	44.4	11.1	22.2
Retention	9.6	3.9	11.5	19.2	53.9	22.2	11.1	22.2	33.3	11.1
Work	3.9	1.9	3.9	23.1	67.3	11.1	0.0	11.1	33.3	44.4
Hours	1.9	1.9	11.5	13.5	71.2	11.1	0.0	11.1	11.1	66.7
Shift	3.9	5.8	3.9	15.4	71.2	0.0	22.2	0.0	11.1	66.7
Conditions	3.9	1.9	17.3	25.0	51.9	11.1	0.0	22.2	22.2	44.4
Commuting Distance	7.7	3.9	9.6	11.5	67.3	11.1	11.1	0.0	33.3	44.4
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	25.0	7.5	32.5	7.5	25.0	12.5	12.5	62.5	0.0	12.5
If paid by workers	46.7	23.3	20.0	0.0	6.7	57.1	28.6	14.3	0.0	0.0
If co-paid by workers & Government	10.0	10.0	50.0	13.3	16.7	0.0	14.3	42.9	28.6	14.3
If paid by Government	3.3	0.0	16.7	16.7	60.0	0.0	0.0	28.6	14.3	57.1

County/ WIAA Job Satisfaction and Willingness to Train	Henry									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	5.5	5.5	10.9	34.6	43.6	23.1	15.4	15.4	30.8	15.4
Earnings	7.3	7.3	23.6	29.1	32.7	30.8	15.4	15.4	23.1	15.4
Retention	9.1	0.0	7.3	27.3	54.6	38.5	0.0	23.1	15.4	15.4
Work	5.5	0.0	7.3	29.1	58.2	23.1	0.0	15.4	30.8	30.8
Hours	3.6	7.3	9.1	20.0	60.0	7.7	15.4	15.4	15.4	46.2
Shift	3.6	0.0	12.7	9.1	74.6	7.7	0.0	23.1	15.4	53.9
Conditions	3.6	7.3	14.6	20.0	54.6	15.4	7.7	30.8	15.4	30.8
Commuting Distance	1.8	10.9	10.9	23.6	52.7	7.7	15.4	23.1	15.4	38.5
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	19.2	1.9	13.5	17.3	48.1	7.7	0.0	7.7	23.1	61.5
If paid by workers	47.6	14.3	26.2	9.5	2.4	50.0	16.7	25.0	8.3	0.0
If co-paid by workers & Government	11.9	14.3	40.5	19.1	11.9	16.7	0.0	41.7	25.0	16.7
If paid by Government	9.5	4.8	7.1	21.4	57.1	16.7	0.0	8.3	16.7	58.3

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.
 CU = Completely unwilling, U = Unwilling, N = Neither willing nor unwilling, W = Willing, and CW = Completely Willing.
 Note: Rounding errors may be present.

Table 10.2. Underemployment Survey Results, Region 10 (Percent, continued)

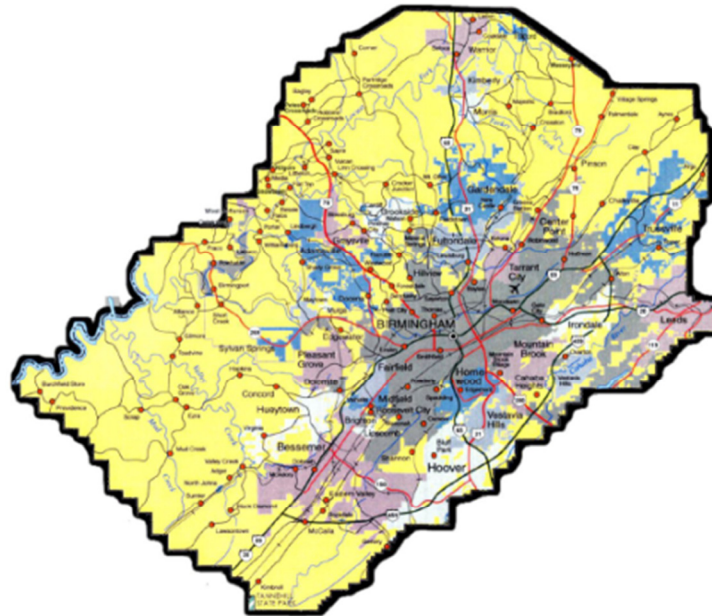
County/ WIAA Job Satisfaction and Willingness to Train	Houston									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	6.0	4.5	16.4	25.4	46.3	11.1	5.6	22.2	22.2	33.3
Earnings	10.5	13.4	20.9	25.4	29.9	16.7	27.8	16.7	11.1	27.8
Retention	3.0	1.5	16.4	17.9	59.7	11.1	0.0	16.7	33.3	33.3
Work	1.5	1.5	10.5	25.4	61.2	5.6	5.6	22.2	22.2	44.4
Hours	3.0	4.5	10.5	20.9	61.2	11.1	11.1	0.0	22.2	55.6
Shift	3.0	3.0	9.0	14.9	70.2	11.1	0.0	5.6	22.2	61.1
Conditions	3.0	3.0	9.0	26.9	56.7	5.6	11.1	11.1	22.2	44.4
Commuting Distance	6.0	4.5	7.5	10.5	71.6	16.7	11.1	5.6	11.1	55.6
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	22.8	0.0	21.1	15.8	38.6	6.3	0.0	25.0	12.5	56.3
If paid by workers	43.2	11.4	31.8	2.3	6.8	40.0	13.3	26.7	6.7	0.0
If co-paid by workers & Government	9.1	15.9	22.7	31.8	20.5	0.0	13.3	40.0	20.0	26.7
If paid by Government	4.6	4.6	15.9	18.2	56.8	0.0	0.0	20.0	13.3	66.7

County/ WIAA Job Satisfaction and Willingness to Train	Pike									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	6.2	6.2	15.4	18.5	52.3	10.5	15.8	26.3	21.1	21.1
Earnings	13.9	13.9	20.0	20.0	32.3	31.6	21.1	31.6	0.0	15.8
Retention	7.7	4.6	13.9	13.9	58.5	21.1	10.5	15.8	15.8	36.8
Work	4.6	0.0	12.3	21.5	60.0	10.5	0.0	26.3	26.3	31.6
Hours	9.2	0.0	15.4	15.4	60.0	15.8	0.0	15.8	15.8	52.6
Shift	4.6	7.7	10.8	12.3	64.6	10.5	15.8	10.5	15.8	47.4
Conditions	7.7	0.0	21.5	15.4	55.4	15.8	0.0	36.8	10.5	36.8
Commuting Distance	4.6	6.2	6.2	7.7	73.9	5.3	0.0	10.5	10.5	73.7
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	21.2	1.9	21.2	5.8	50.0	15.8	0.0	15.8	5.3	63.2
If paid by workers	46.3	22.0	24.4	0.0	7.3	43.8	18.8	25.0	0.0	12.5
If co-paid by workers & Government	12.2	12.2	39.0	14.6	19.5	6.3	6.3	25.0	12.5	43.8
If paid by Government	4.9	0.0	12.2	14.6	65.9	6.3	0.0	6.3	12.5	68.8

County/ WIAA Job Satisfaction and Willingness to Train	Region 10									
	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	5.3	3.6	11.7	26.4	52.5	15.5	8.7	21.4	27.2	25.2
Earnings	9.0	10.5	23.2	21.8	35.4	24.3	20.4	27.2	9.7	18.5
Retention	4.7	3.0	11.3	19.6	59.1	15.5	5.8	22.3	22.3	34.0
Work	2.1	1.1	7.7	23.2	65.7	6.8	1.9	20.4	23.3	46.6
Hours	4.3	4.3	12.4	18.3	60.8	11.7	10.7	11.7	19.4	46.6
Shift	3.2	3.0	8.1	15.6	70.2	7.8	5.8	9.7	20.4	56.3
Conditions	3.6	3.6	13.4	23.7	55.4	8.7	6.8	26.2	23.3	34.0
Commuting Distance	5.1	5.3	7.9	12.4	69.1	9.7	7.8	9.7	13.6	59.2
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	22.4	3.8	20.6	11.5	40.2	11.1	4.0	21.2	9.1	54.6
If paid by workers	47.9	15.7	24.3	3.3	6.6	46.6	17.1	22.7	2.3	8.0
If co-paid by workers & Government	13.4	13.4	35.4	17.7	18.4	8.0	9.1	38.6	17.1	26.1
If paid by Government	5.9	3.0	11.2	18.4	60.3	3.41	2.27	11.36	17.05	64.77

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.
CU = Completely unwilling, U = Unwilling, N = Neither willing nor unwilling, W = Willing, and CW = Completely Willing.
Note: Rounding errors may be present.

Underemployment in Workforce Investment Advisory Area, Jefferson Region



Underemployment in Workforce Investment Advisory Area, Jefferson County

Jefferson County is part of Region 4, but its economy is large and unique and is thus presented in this report. The county's underemployment rate of 25.8 percent is larger than the state's 23.8 percent, which means that about 72,900 employed residents were underemployed in December 2012 (Table J1). Adding the unemployed gives a total available labor pool of about 91,600, which is almost five times the number of unemployed. Employers must be able to offer higher wages, better benefits or terms of employment, or some other incentives to induce the underemployed to change jobs. The county has 15.2 percent of the state's underemployed and 14.0 percent of the workers.

Table J1. Jefferson County Underemployed

	Alabama	Jefferson
Labor Force	2,154,744	301,369
Employed	2,013,847	282,700
Underemployment rate	23.8%	25.8%
Underemployed workers	479,296	72,908
Unemployed	140,897	18,669
Available labor pool	620,193	91,577

Note: Rounding errors may be present. Based on December 2012 labor force data.

Source: Center for Business and Economic Research, The University of Alabama; Alabama Department of Labor

Underemployment Survey Results

The county's underemployment rate is applied to the number of employed residents to get the number of underemployed workers in Table J1. Detailed underemployment survey results are shown in Table J2. About 80 percent of employed residents work full-time, with 12 percent holding more than one job. Thirty-nine percent of part-time workers would like full-time jobs. Forty-six percent have less than a 20-minute one-way commute, but eight percent take more than 40 minutes, and 2.8 percent have more than an hour to work. The one-way commute is less than 10 miles for 41 percent of workers. Fifteen percent travel more than 25 miles and 2.9 percent exceed 45 miles. About 60 percent have 10 years or more job tenure and 38 percent have more than 20 years. The median monthly wage is between \$3,000 and \$4,000 and workers are mainly in the health care and social assistance industry.

Eighty-two percent of the employed say their jobs fit well with their education, training, skills, and experience. Sixty-eight percent believe they are qualified for a better job and about a quarter have sought better jobs in the preceding three months. About 31 percent would leave their current jobs if offered up to 15 percent higher income, with 4.8 percent willing to accept a 5 percent increase. More than half will leave for more than 15 percent higher wages, but 13.6 percent need more than a 50 percent salary increase. Thirty-seven percent are willing to increase the one-way commute by up to 10 miles for the new higher-paying job, but about 22 percent are prepared to drive additional 20 miles or more. For this new job, about 34 percent will increase the one-way commute by more than 20 minutes while 31 percent will not consider adding more than 10 minutes.

Among the underemployed, about 67 percent are full-time, 19 percent hold more than one job, and 55 percent of part-time workers would like to work full-time. Roughly 51 percent have less than a 20-minute one-way commute, but six percent take more than 40 minutes, and 1.5 percent travel

more than an hour to work. Forty-seven percent of the underemployed commute less than 10 miles one-way, almost 10 percent travel more than 25 miles. Forty-nine percent of the underemployed have been in their current jobs for 10 years or more, compared to 60 percent of the employed. The median monthly wage is between \$2,000 and \$3,000; 46 percent of underemployed workers earn up to \$2,000 per month compared to 33 percent of all workers. More of the underemployed are in health care and social assistance and retail trade industries.

About 66 percent of the underemployed say their jobs fit well with their education, training, skills, and experience. However, 83 percent believe they are qualified for a better job and about 38 percent have sought better jobs in the preceding three months. Thirty-six percent would leave their current job for up to 15 percent higher income, with 7.1 percent willing to do so for a 5 percent higher wage. About 54 percent would leave their current jobs for more than 15 percent higher wages, but 14.3 percent want more than 50 percent higher wages. About 38 percent are willing to increase their one-way commute by up to 10 miles for the new higher-paying job, but 23 percent are willing to drive additional 20 miles or more. For this new job, 39 percent will increase the one-way commute by more than 20 minutes while another 29 percent will not consider adding more than 10 minutes.

Most workers in Jefferson County are satisfied with their jobs but the underemployed are less satisfied. About 57 percent of the underemployed are satisfied or completely satisfied with their jobs compared to 75 percent of all workers. Workers are most satisfied with their work shift and least satisfied with their earnings. The underemployed are also most satisfied with their work shift, but much less satisfied with their earnings. Workers are generally willing to train for a new or better job, with the underemployed being much more willing. About 64 percent of the underemployed are willing or completely willing to train for a new or better job compared to 57 percent of all workers. The willingness to train is highest when the cost is fully borne by government and lowest when the trainee must pay the full costs. Underemployed workers are more willing to train for the new or better job unless they have to pay the full cost the training.

Of the 542 respondents, 252 or 46 percent were employed. The primary reasons respondents gave for being underemployed are lack of job opportunities, low wages at available jobs, and other family or personal obligations. For nonworkers the major reasons are retirement, disability or other health concerns, and social security limitations. Sixty-one percent of employed respondents, 45 percent of nonworkers, and 51 percent of the underemployed are married. Men made up half of the employed, 32 percent of nonworkers, and 48 percent of the underemployed. The median age is 50 for the employed, 49 for the underemployed, and 67 for nonworkers. About 63 percent of the underemployed and nonworkers and 66 percent of the employed are white; Hispanics are a very small portion of respondents. Thirty percent of the employed, 29 percent of underemployed, and 32 percent of nonworkers are African-Americans or other nonwhite ethnic groups.

About four percent of the employed hold a high school diploma or equivalent, compared to 15 percent of nonworkers. All the underemployed respondents in the county hold a high school diploma or equivalent. Forty-seven percent of employed and underemployed hold bachelor's or higher degrees, compared to 26 percent of nonworkers. At 91,600-strong, Jefferson County clearly has a very large and well-educated labor pool that is willing to commute and is seeking higher wage work.

Table J2. Underemployment Survey Results, Jefferson County (Percent)

General		Employed	Underemployed
1. Percent of adults that are working full-time		79.9	66.7
2. Percent of part-timers who would like to work full-time		38.5	54.6
3. Percent of workers with more than one job		12.3	18.5
4. Average commute time (one-way)	Less than 20 minutes	46.0	50.8
	20 to 40 minutes	41.7	35.4
	40 minutes to an hour	5.2	4.6
	More than an hour	2.8	1.5
5. Commute distance	Less than 10 miles	41.2	46.8
	10 to 25 miles	41.2	40.3
	25 to 45 miles	12.4	9.7
	More than 45 miles	2.9	0.0
6. Occupation			
	Management	13.1	10.8
	Business/Financial Operations	9.1	3.1
	Computer/Mathematical	0.0	0.0
	Architecture/Engineering	2.0	4.6
	Life/Physical/Social Science	0.8	3.1
	Community /Social Services	2.0	0.0
	Legal	2.4	1.5
	Education/Training/Library	5.2	3.1
	Arts/Design/Entertainment/Sports/Media	1.6	4.6
	Healthcare Practitioners/Technicians	8.3	12.3
	Healthcare Support	8.7	7.7
	Protective Service	0.8	1.5
	Food Preparation/Serving Related	3.6	6.2
	Building/Grounds Cleaning/Maintenance.	2.0	3.1
	Personal Care/Service	2.4	3.1
	Sales and Related	6.8	6.2
	Office/Administrative Support	6.0	4.6
	Farming/Fishing/Forestry	0.4	0.0
	Construction/Extraction	1.6	0.0
	Installation/Maintenance/Repair	4.4	1.5
	Production	2.0	3.1
	Transportation/Material Moving	2.4	4.6
	other	14.7	15.4
7. Industry			
	Agriculture/Forestry/Fishing/Hunting	0.8	0.0
	Mining	0.0	0.0
	Utilities	3.6	1.5
	Construction	5.6	7.7
	Manufacturing	4.8	4.6
	Wholesale Trade	0.4	0.0
	Retail Trade	6.8	13.9
	Transportation/Warehousing	3.6	3.1
	Information	1.6	1.5
	Finance/Insurance	7.9	4.6
	Real Estate/Rental/Leasing	1.6	1.5
	Professional/Scientific/Technical Services	3.2	1.5
	Management of Companies/Enterprises	1.6	1.5
	Administrative/Support/Waste Management/Remediation Services	0.0	0.0
	Educational Services	7.1	3.1
	Health Care/Social Assistance	23.4	27.7
	Arts/Entertainment/Recreation	0.4	1.5
	Accommodation/Food Services	4.4	6.2
	Public Administration	4.8	4.6
	Other Services	4.4	3.1

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table J2. Underemployment Survey Results, Jefferson County (Percent, continued)

		Employed	Underemployed
8. Number of years at current/primary job	Less than a year	12.6	8.2
	1 to 3 years	7.1	9.8
	3 to 5 years	8.6	6.6
	5 to 10 years	9.4	11.5
	10 to 20 years	20.4	21.3
	More than 20 years	40.0	39.3
9. Monthly wages	Less than \$500	7.5	9.8
	\$500 up to \$1,000	5.5	14.8
	\$1,000 up to \$2,000	16.9	21.3
	\$2,000 up to \$3,000	14.9	18.0
	\$3,000 up to \$4,000	13.7	11.5
	\$4,000 up to \$6,000	13.3	8.2
	More than \$6,000	18.8	6.6
Job Fitness			
10. Percent of workers whose current job fits well with their education and training, skills, and experience		81.8	66.2
11. Percent of workers who believe they are qualified for a better job		67.9	83.1
Reasons:	Education and training	92.4	94.4
	Skills	93.0	92.6
	Experience	95.9	98.2
12. Additional income for which workers would leave current job	0 to 5% more	4.8	7.1
	5 to 15% more	26.4	28.6
	15 to 30% more	27.2	21.4
	30 to 50% more	10.4	17.9
	More than 50% more	13.6	14.3
	*** Would not leave current job	14.4	10.7
13. Additional commute for such a new job	0 to 10 miles	37.0	37.5
	10 to 20 miles	38.0	35.7
	more than 20 miles	21.6	23.2
14. Additional one-way commute time for this job	0 to 10 minutes	31.3	28.6
	10 to 20 minutes	32.7	30.4
	more than 20 minutes	34.1	39.3
15. Percent of workers who sought better job in past three months		24.5	37.5
16. Percent of workers who say they are currently underemployed		25.8	
17. Reasons respondents give for being		Underemployed	Nonworkers
	Lack of job opportunities in their area	55.4	19.7
	Low wages at the available jobs	44.6	15.5
	Live too far from jobs	13.9	8.3
	In school or undergoing training	9.2	4.1
	Spouse or partner has a really good job	10.8	7.6
	They are retired	9.2	69.0
	Because of social security limitations	3.1	25.9
	Disability or other health concerns	6.2	45.5
	Child care responsibilities	21.5	6.6
	Care of someone other than a child	9.2	11.0
	Other family or personal obligations	29.2	11.0
	Owning a house in their area	18.5	18.1
	Something else	29.2	16.6

Note: Rounding errors may be present.

Table J2. Underemployment Survey Results, Jefferson County (Percent, continued)

Selected Characteristics		Employed	Nonworkers	Underemployed
18. Married Respondents		61.1	45.2	50.8
19. Sex	Female	50.4	67.6	52.3
	Male	49.6	32.4	47.7
20. Median age (years)		50	67	49
21. Ethnicity 21b. Race	Hispanic	0.8	0.3	1.5
	White	65.5	63.1	63.1
	African-American or other ethnicity group	29.8	32.1	29.2
22. Last grade of school completed				
Some high school or less but no diploma		3.6	11.0	0.0
High School or GED		20.6	33.1	15.4
Some college, no degree		18.3	17.9	20.0
Jr. College/trade school/associate degree		10.3	11.7	16.9
4-year college graduate/BA		25.8	15.5	24.6
Postgraduate/Masters		21.0	10.0	23.1

Job Satisfaction and Willingness to Train	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	2.8	4.8	17.9	29.4	45.2	7.7	10.8	24.6	30.8	26.2
Earnings	8.7	7.9	25.0	31.4	26.6	20.0	16.9	23.1	30.8	9.2
Retention	4.8	4.4	14.7	13.5	60.3	10.8	3.1	21.5	15.4	46.2
Work	1.2	3.2	9.9	28.2	57.5	4.6	9.2	13.9	38.5	33.9
Hours	3.2	4.0	14.3	23.4	55.2	6.2	10.8	16.9	32.3	33.9
Shift	3.2	2.0	8.7	19.8	66.3	4.6	1.5	9.2	29.2	55.4
Conditions	1.2	3.6	15.5	29.8	50.0	4.6	7.7	13.9	38.5	35.4
Commuting Distance	2.4	3.6	11.5	18.7	63.5	4.6	0.0	16.9	20.0	58.5
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	19.7	5.8	15.4	13.5	43.8	8.9	1.8	21.4	16.1	48.2
If paid by workers	38.3	21.6	19.8	4.8	8.4	33.3	19.6	25.5	3.9	5.9
If co-paid by workers & Government	15.0	4.8	34.7	22.2	19.8	5.9	5.9	31.4	23.5	25.5
If paid by Government	4.2	2.4	13.8	10.2	66.5	2.0	3.9	7.8	9.8	74.5

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.

CU = Completely unwilling, U = Unwilling, N = Neither willing nor unwilling, W = Willing, and CW = Completely Willing.

Note: Rounding errors may be present.

Underemployment in Workforce Investment Advisory Area, Mobile Region



Underemployment in Workforce Investment Advisory Area, Mobile County

Mobile County is part of WIAA Region 10. The county underemployment rate of 23.9 percent is slightly higher than the state's 23.8 percent, which means that about 42,300 resident workers were underemployed in December 2012 (Table M1). Adding the unemployed gives a total available labor pool of about 56,100, about four times the number of unemployed and is more realistic as a measure of available labor in the county. Employers must be able to offer higher wages, better benefits or terms of employment, or some other incentives to induce the underemployed to change jobs. The county has 8.8 percent of the state's underemployed and the same share of the state's workers.

Table M1. Mobile Region Underemployed

	Alabama	Mobile
Labor Force	2,154,744	190,597
Employed	2,013,847	176,807
Underemployment rate	23.8%	23.9%
Underemployed workers	479,296	42,292
Unemployed	140,897	13,790
Available labor pool	620,193	56,082

Note: Rounding errors may be present. Based on December 2012 labor force data.

Source: Center for Business and Economic Research, The University of Alabama; Alabama Department of Labor

Underemployment Survey Results

The Mobile WIAA underemployment rate is applied to the number of employed residents to get the number of underemployed workers in Table M1. Detailed underemployment survey results are shown in Table M2. About 79 percent of workers are full-time, 10 percent hold multiple jobs, and 24 percent of part-timers want full-time jobs. Forty-eight percent of the employed have less than a 20-minute one-way commute, but 11 percent take more than 40 minutes and 1.6 percent need more than an hour. The one-way commute is less than 10 miles for half of the employed, more than 25 miles for 13 percent, and 1.7 percent exceed 45 miles. About 60 percent have been in their current jobs for 10 years or more and 40 percent have more than 20 years job tenure. The median monthly wage is between \$3,000 and \$4,000. Health care and social assistance, educational services, retail trade sectors are major employers.

Of the employed, 86 percent claim their jobs fit well with their education, training, skills, and experience; 65 percent believe they are qualified for a better job and 22 percent have sought better jobs in the preceding three months. Twenty-four percent would leave their current jobs if offered up to 15 percent higher income, with five percent willing to accept 5 percent higher income; 54 percent want more than 15 percent higher wages and 10.6 percent need more than a 50 percent salary increase. Thirty-six percent are ready to increase their one-way commute by up to 10 miles for the higher-paying job, but 24 percent are willing to go additional 20 or more miles—36 percent will commute more than 20 minutes extra but 26 percent will not consider anything over 10 minutes.

Among the underemployed, about 66 percent are full-time, 15 percent have more than one job, and 33 percent of part-time workers would like to work full-time. Forty-eight percent have less than a 20-minute one-way commute and 12 percent take more than 40 minutes, with 1.6 percent needing more than an hour. The commute is less than 10 miles for half of the underemployed, more than 25

miles for 13 percent, and over 45 miles for 1.7 percent. The underemployed and employed respondents have similar job tenure. The median monthly wage is between \$2,000 and \$3,000; 64 percent earn \$3,000 or less compared to 45 percent of employed. The underemployed can typically be found in education services, health care and social assistance, and retail trade sectors.

About 72 percent of the underemployed say their jobs fit well with their education, training, skills, and experience; 86 percent believe they are qualified for a better job and 33 percent have sought better jobs in the preceding three months. Twenty-nine percent would leave current job for up to 15 percent higher income—9 percent will accept a 5 percent increase. Fifty-three percent will leave for more than 15 percent higher wages, with 9.9 percent wanting more than 50 percent higher wages. Thirty-seven percent are willing to increase their one-way commute by up to 10 miles for the higher-paying job, but 21 percent are prepared for additional 20 miles or more; 37 percent will increase the commute by more than 20 minutes while 27 percent will not consider adding more than 10 minutes.

Most workers in Mobile County are satisfied with their jobs but the underemployed are less satisfied. About 56 percent of the underemployed are satisfied or completely satisfied with their jobs compared to 75 percent of all workers. Workers are most satisfied with the hours they work and least satisfied with their earnings. The underemployed are also most satisfied with the hours they work, but much less satisfied with their earnings. Workers are generally willing or completely willing to train for a new or better job, with the underemployed being slightly more willing (64 percent versus 61 percent). The willingness to train is highest when the cost is fully borne by government and lowest when the trainee must pay the full costs. Underemployed workers are more willing to train for a new or better job even if they have to pay all the training cost.

Of the 675 respondents, 255 or 38 percent are employed, of whom 61 say they are underemployed. The main reasons respondents gave for being underemployed are low wages at available jobs, a lack of job opportunities in their area, other family or personal obligations, and low wages at available jobs. For nonworkers the primary reasons for being unemployed are retirement, disability or other health concerns, and social security limitations. Sixty-six percent of employed respondents are married, compared to 48 percent of nonworkers and 62 percent of the underemployed. Men made up 46 percent of employed respondents, 33 percent of nonworkers, and 41 percent of the underemployed. The median age is 54 for the employed, 53.5 for the underemployed, and 67 for nonworkers. Sixty-nine percent of the employed, 63 percent of nonworkers and 64 percent of the underemployed are white. Hispanics are a very small portion of respondents; they made up 1.2 percent of employed, 2.1 percent of nonworkers, and 3.3 percent of underemployed. African-Americans were about 28 percent of employed, 31 percent of nonworkers, and 33 percent of underemployed.

Two percent of all employed and the underemployed do not hold a high school diploma or equivalent, compared to 16 percent of nonworkers. Forty-three percent of employed and 46 percent of underemployed respondents hold bachelors or higher degrees; 21 percent of nonworkers do. Clearly, there is a large (56,100-strong) educated labor pool in the Mobile County that is seeking higher-wage work and willing to commute.

Table M2. Underemployment Survey Results, Mobile County (Percent)

General		Employed	Underemployed
1. Percent of adults that are working full-time		78.6	65.6
2. Percent of part-timers who would like to work full-time		24.1	33.3
3. Percent of workers with more than one job		9.8	14.8
4. Average commute time (one-way)	Less than 20 minutes	47.8	47.5
	20 to 40 minutes	38.8	37.7
	40 minutes to an hour	6.7	9.8
	More than an hour	2.8	1.6
5. Commute distance	Less than 10 miles	44.4	50.0
	10 to 25 miles	39.5	33.3
	25 to 45 miles	10.5	11.7
	More than 45 miles	4.0	1.7
6. Occupation			
	Management	11.8	6.6
	Business/Financial Operations	5.5	6.6
	Computer/Mathematical	2.4	3.3
	Architecture/Engineering	2.8	0.0
	Life/Physical/Social Science	0.8	3.3
	Community /Social Services	1.2	1.6
	Legal	1.2	0.0
	Education/Training/Library	10.2	11.5
	Arts/Design/Entertainment/Sports/Media	1.2	0.0
	Healthcare Practitioners/Technicians	5.9	3.3
	Healthcare Support	5.5	4.9
	Protective Service	1.2	1.6
	Food Preparation/Serving Related	1.6	3.3
	Building/Grounds Cleaning/Maintenance.	1.2	3.3
	Personal Care/Service	2.0	4.9
	Sales and Related	11.0	8.2
	Office/Administrative Support	8.2	9.8
	Farming/Fishing/Forestry	0.4	0.0
	Construction/Extraction	2.0	0.0
	Installation/Maintenance/Repair	3.9	4.9
	Production	3.5	4.9
	Transportation/Material Moving	3.1	1.6
	other	13.7	16.4
7. Industry			
	Agriculture/Forestry/Fishing/Hunting	1.2	1.6
	Mining	0.4	0.0
	Utilities	2.4	0.0
	Construction	4.7	3.3
	Manufacturing	9.0	6.6
	Wholesale Trade	2.0	0.0
	Retail Trade	7.5	11.5
	Transportation/Warehousing	4.3	1.6
	Information	0.4	0.0
	Finance/Insurance	3.1	3.3
	Real Estate/Rental/Leasing	2.0	1.6
	Professional/Scientific/Technical Services	3.9	1.6
	Management of Companies/Enterprises	1.2	1.6
	Administrative/Support/Waste Management/Remediation Services	0.4	0.0
	Educational Services	12.9	21.3
	Health Care/Social Assistance	18.4	21.3
	Arts/Entertainment/Recreation	1.2	0.0
	Accommodation/Food Services	1.6	1.6
	Public Administration	2.8	0.0
	Other Services	7.5	4.9

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table M2. Underemployment Survey Results, Mobile County (Percent, continued)

		Employed	Underemployed
8. Number of years at current/primary job			
	Less than a year	12.6	8.2
	1 to 3 years	7.1	9.8
	3 to 5 years	8.6	6.6
	5 to 10 years	9.4	11.5
	10 to 20 years	20.4	21.3
	More than 20 years	40.0	39.3
9. Monthly wages			
	Less than \$500	7.5	9.8
	\$500 up to \$1,000	5.5	14.8
	\$1,000 up to \$2,000	16.9	21.3
	\$2,000 up to \$3,000	14.9	18.0
	\$3,000 up to \$4,000	13.7	11.5
	\$4,000 up to \$6,000	13.3	8.2
	More than \$6,000	18.8	6.6
Job Fitness			
10. Percent of workers whose current job fits well with their education and training, skills, and experience		85.9	72.1
11. Percent of workers who believe they are qualified for a better job		65.1	85.3
Reasons:	Education and training	91.0	100.0
	Skills	94.6	94.2
	Experience	97.0	100.0
12. Additional income for which workers would leave current job			
	0 to 5% more	5.0	8.8
	5 to 15% more	19.2	20.6
	15 to 30% more	28.4	20.6
	30 to 50% more	14.9	14.7
	More than 50% more	10.6	17.7
	*** Would not leave current job	17.7	8.8
13. Additional commute for such a new job			
	0 to 10 miles	35.6	36.5
	10 to 20 miles	37.6	38.5
	more than 20 miles	24.3	21.2
14. Additional one-way commute time for this job			
	0 to 10 minutes	26.2	25.0
	10 to 20 minutes	36.6	36.5
	more than 20 minutes	35.6	36.5
15. Percent of workers who sought better job in past three months		22.3	32.7
16. Percent of workers who say they are currently underemployed		23.9	
17. Reasons respondents give for being		Underemployed	Nonworkers
	Lack of job opportunities in their area	47.5	22.4
	Low wages at the available jobs	50.8	17.1
	Live too far from jobs	11.5	11.0
	In school or undergoing training	6.6	3.1
	Spouse or partner has a really good job	11.5	11.4
	They are retired	11.5	71.0
	Because of social security limitations	8.2	25.2
	Disability or other health concerns	4.9	44.1
	Child care responsibilities	26.2	10.7
	Care of someone other than a child	9.8	12.9
	Other family or personal obligations	27.9	14.5
	Owning a house in their area	19.2	17.5
	Something else	21.3	21.9

Note: Rounding errors may be present.

Table M2. Underemployment Survey Results, Mobile County (Percent, continued)

Selected Characteristics		Employed	Nonworkers	Underemployed
18. Married Respondents		66.3	48.1	62.3
19. Sex	Female	53.7	67.4	59.0
	Male	46.3	32.6	41.0
20. Median age (years)		54	67	53.5
21. Ethnicity	Hispanic	1.2	2.1	3.3
21b. Race	White	69.4	62.6	63.9
	African-American or other ethnicity group	27.8	30.7	32.8
22. Last grade of school completed				
	Some high school or less but no diploma	2.0	15.7	1.6
	High School or GED	23.5	36.2	19.7
	Some college, no degree	18.0	15.7	21.3
	Jr. College/trade school/associate degree	12.9	10.7	9.8
	4-year college graduate/BA	25.9	11.9	24.6
	Postgraduate/Masters	17.3	8.8	21.3

Job Satisfaction and Willingness to Train	Employed					Underemployed				
23. Job Satisfaction	CD	D	N	S	CS	CD	D	N	S	CS
Overall Satisfaction	2.8	7.5	14.9	22.8	52.2	3.3	16.4	24.6	16.4	39.3
Earnings	11.8	12.9	18.4	23.1	32.6	26.2	19.7	23.0	14.8	14.8
Retention	3.5	3.1	11.0	19.6	61.6	9.8	6.6	26.2	26.2	44.3
Work	2.4	3.1	11.0	19.2	63.9	6.6	8.2	13.1	26.2	45.9
Hours	4.7	4.7	6.7	21.6	62.0	8.2	8.2	9.8	23.0	50.8
Shift	2.8	4.3	8.6	14.5	68.6	1.6	9.8	14.8	14.8	57.4
Conditions	1.6	3.5	15.7	23.9	54.9	3.3	6.6	27.9	23.0	39.3
Commuting Distance	3.9	4.7	12.9	13.7	63.9	3.3	6.6	13.1	16.4	60.7
24. Willingness to Train	CU	U	N	W	CW	CU	U	N	W	CW
For a better job	22.3	3.5	11.4	14.4	47.0	21.2	3.9	9.6	13.5	50.0
If paid by workers	41.4	17.2	17.8	8.3	10.2	36.6	19.5	17.1	7.3	12.2
If co-paid by workers & Government	15.9	10.2	31.2	17.2	22.9	9.8	9.8	22.0	26.8	26.8
If paid by Government	5.1	3.8	11.5	10.8	66.9	4.9	0.0	4.9	9.8	78.1

CD = Completely dissatisfied, D = Dissatisfied, N = Neither satisfied nor dissatisfied, S = Satisfied, and CS = Completely satisfied.

CU = Completely unwilling, U = Unwilling, N= Neither willing nor unwilling, W = Willing, and CW = Completely Willing.

Note: Rounding errors may be present.