NORTHEASTERN COLORADO LABOR FORCE STUDY FINAL REPORT

PREPARED BY THE TECHNICAL ASSISTANCE PROGRAM

A Partnership of Colorado State University Cooperative Extension and the Colorado Department of Local Affairs

Prepared For the Northeastern Colorado Association of Local Governments

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EXECUTIVE SUMMARY

The Northeastern Colorado Labor Force Study involved the completion of 3,664 telephone surveys with households that were randomly selected in Logan, Morgan, Phillips, Sedgwick, Washington, and Yuma Counties and their surrounding areas. The surveys asked households about their current employment situation, their job skills, and whether anyone was looking for a different job.

Survey results were tabulated for each county separately, for the entire region, and for 45-mile-radius "laborsheds" around each of the region's major towns. The Laborsheds included in the study were Akron, Fort Morgan/Brush, Holyoke, Julesburg, Sterling, Wray, and Yuma. The information on these Laborsheds included information about western Nebraska and a small corner of Kansas. The margin of error for most results was +/- 5%.

In about a third of households, someone worked for pay at home or on the family farm. In about two-thirds of households, someone worked away from home. 56% of those working away from home had jobs in the major towns for which Laborshed data were collected. 21% of households included both someone who worked at home for pay and someone who worked away from home, indicating a population that had varied employment situations. The mean wage for individuals in the region was $2,180 per month, before taxes. Farming households had a substantially higher level of job-related skills than did non-farming households, and 47% of the region's households included someone who had a college degree.

The survey was offered in English and in Spanish. In several counties and one Laborshed, there were adequate data to compare those who responded to the survey in Spanish and those who responded in English. Where this analysis was done, there were substantial differences between the two populations' employment situations.

The results indicated that a total of 7,489 people in the region were unemployed and looking for work, thinking of entering or re-entering the workforce, or looking for a different job. These people had a wide variety of skills, with the most common being computer use, agriculture and gardening, customer service, management, small animal care, sales, large animal care, welding, teaching, accounting, construction, and small engine repair. A high percentage of job-seekers had a college degree, as well as a higher level of skills than the general population.

Among those who were already employed but looking for a different job, 43% were willing to work for $8.00 an hour, 77% were willing to work for $11 an hour, and 40% were willing to accept a job that did not include benefits. The data indicated that individuals were willing to take a job without benefits because the household already had access to benefits through existing employment. Those who were looking for a different job had a higher level of skills than the general population and were in early or mid-career. They were willing to commute 34 miles one way.

The Northeastern Colorado Labor Force Study provided a great deal of information about the area's employment situation, both regionally and locally, that can be used by potential employers and citizens as they plan for the region's future.

INTRODUCTION

The Northeastern Colorado Labor Force Study arose from frustration as the region's Economic Development organizations worked to create and attract new businesses. These frustrations arose, in part, because employers looked only at formal unemployment numbers in gauging the availability of potential employees in the area. Kent Gumina of the Colorado Department of Local Affairs' (DOLA) Sterling Regional Office provided the spark that led to a study that, it was hoped, would show what formal unemployment numbers missed and what "everyone" in the area knew – that there were a lot of people who were not unemployed by state or federal standards, but who were looking for work.

DOLA, the Northeastern Colorado Association of Local Governments (NECALG), the Technical Assistance Program, and Economic Development officers from the six counties included in the Study began discussions on the project in June, 2002. NECALG, with county assistance, contracted with the Technical Assistance Program for completion of the Study in February 2003, and work began immediately.

The Technical Assistance Program is a partnership between Colorado State University Cooperative Extension and the Colorado Department of Local Affairs. The Loveland office, which prepared this report, provides technical assistance in 15 counties in northeastern and north central Colorado.

A number of people assisted in the preparation of this Study. In addition to Technical Assistance Program staff and the Economic Development Directors for the six counties, we would like to offer a special thanks to the following:

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SURVEY METHODOLOGY

The Northeastern Colorado Labor Force Study was designed to determine labor force characteristics in six counties: Logan, Morgan, Phillips, Sedgwick, Washington, and Yuma. The study followed the lead of the Northwest Minnesota Labor Force Assessment, which gathered similar data for that area. This Study, however, was more limited in its approach due to funding restrictions.

The Study was organized to gather information pertaining to the six counties listed above, the 6-county region, and each town of over 2,000 population in the region. This included eight towns: Akron, Fort Morgan, Brush, Holyoke, Julesburg, Sterling, Wray, and Yuma. For each of these towns, all population within a 45-mile radius was designated as the town's "laborshed." A "laborshed" was the area from which a town was likely to draw the majority of its labor force. While the results indicated that some people commuted farther than 45 miles, the vast majority of workers did come from within each town's laborshed. Because of their proximity, Fort Morgan and Brush were combined to form one laborshed.

Due to state borders, not all of these laborsheds were located within the six counties – or even within Colorado. The laborshed data included all or part of the following counties: Weld County, CO.; Cheyenne County, KS.; and Chase, Cheyenne, Deuel, Dundy, Garden, Keith, and Perkins Counties in Nebraska. Using data from the 2000 Census and maps that showed the laborshed boundaries, the staff determined the number of households in each laborshed. Information was then gathered on all telephone prefixes in the study area and that information, in turn, was connected to town names. The laborsheds that included each town were then identified.

Codes were developed for the counties, towns, laborsheds, and types of work for purposes of data entry. Appendices 19 and 20 show the codes developed for the Labor Force Study. Appendix 19 shows the codes used for counties, laborsheds, and types of work. The latter were created using the State of Colorado's Occupation Codes, which are shown in more detail in Appendix 18. Appendix 20 shows the codes developed for towns in the region.

The household was the unit of analysis. Master lists were created of all household telephone numbers in the study area and were coded by county. These lists were used with the "Randomizer" software

to create lists of randomly-selected telephone numbers for each of the six study counties and for the neighboring counties and parts of counties that were in the various laborsheds.

Telephone survey forms were then created in English and Spanish and coded by county. The wording of the opening line was changed slightly when surveys were done in Nebraska. Telephone surveyors were hired with the assistance of Morgan Community College and trained to perform the survey in a uniform manner. Calling was done in March and April, 2003, from the offices of the Northeastern Colorado Association of Local Governments in Fort Morgan. Most of the surveyors were students, and supervisors were hired to insure consistent survey performance and results.

The surveyors made at least 3 attempts to contact each household. The person who answered the phone was asked to complete the survey by providing information for all persons living in the household. The survey was only administered to persons who were 18 years old or older. After a survey call was completed, the surveyors used telephone prefixes and county codes to list the household's town of residence and laborshed(s) of residence. Those living in rural areas surrounding a town and sharing its telephone prefix were counted as living at that town for purposes of data analysis.

Using this methodology, 3,664 surveys were completed for the study area. The margin of error for most counties was +/- 5%. Exceptions to that margin of error are noted, where appropriate. The data resulting from the telephone surveys were entered into a computer and analyzed using SPSS software. A number of calculations were made from these results, which are provided below by region, county, and laborshed. It should be noted that, while the information from counties outside the six-county area was not analyzed separately, the responses to the survey's open-ended questions for those counties is included in Appendices 9-17.

SURVEY RESULTS

REGIONAL RESULTS

BACKGROUND AND DEMOGRAPHICS

Northeastern Colorado is an area of 4,169,075 acres at the western edge of the Great Plains and features large areas of irrigated agriculture, dryland agriculture, and pasture. The area is punctuated by small towns, with Sterling and the Fort Morgan/Brush area featuring larger towns. Development is focused on Interstate Highway 76 -- which runs from southwest to northeast across the region -- along the South Platte River, and in the scenic ridges of eastern Yuma County. Interstate 70 runs just south of the study region, connecting Denver and Kansas.

Geographically, the eastern portions of the region are very similar to western Nebraska. Politically, there are tax advantages to being located in many Colorado counties, rather than in Nebraska. In addition to the Interstate highways, Northeastern Colorado also features several good quality state highways, freight rail service, passenger rail service, a regional public transportation service, several small airports, and an airport that can handle large jets at Akron. Denver International Airport is less than an hour's drive from the western edge of the region. However, a 1998 study indicated that there

are substantial unmet transportation needs in the area. The region has been studied as a potential location for a major new north-south route.

According to the 2000 Census, the six counties in the study area include 69,669 people living in 25,825 households. This study included 2,057 households in those six counties. The total number of people living in the responding households was 5,382, or 8% of the area's population.

Among those who responded to the survey, 62% were female and 38% were male, indicating that there were more female respondents than women's proportion in the general population. Those who responded to the survey were most likely to be in the 41-65 age group (49%), while 22% were between 25 and 40, and 24% were over the age of 65. Only 5% were between ages 18 and 24. Respondents in the age groups over age 40 were over-represented, compared to the general population.

27% of the households that were surveyed included someone over age 65, while 34% included at least one person under 18. There was little difference in the mean income earned by individuals whose households did or did not include someone under age 18. However, those who lived in households that included someone over age 65 earned only 71% of the mean wage of those who lived in households that did not include someone over age 65. While this may, in part, reflect the fact that seniors often live on a fixed income and are not part of the wage economy, it may also reflect a higher level of poverty among older people. There were also a number of responses to the open-ended questions that indicated that seniors felt they were discriminated against and wanted additional employment.

In the six counties, 47% of surveyed households reported that at least one resident held a college degree. The 2000 Census indicated that 16% of the region's residents over age 25 had a 4-year degree, while 5% had an associate's degree and 3% had a graduate or professional degree. This indicated that the survey data did not over-emphasize educated respondents for the region as a whole, although this did appear likely in some of the sub-regions. Logan County had the highest percentage of households that included someone with a college degree, followed by Phillips County. The lowest percentage of households that included someone with a degree was found in Yuma County.

Workers in households that did not include someone with a college degree earned only 80% of the mean wages earned in households that did include someone with a college degree. While this would be expected, it also indicated one reason that so many responses to the open-ended questions requested further training opportunities in the region. Those with and without college degrees were equally likely to be looking for a change in employment.

Only 3% of those surveyed gave their responses in Spanish. According to the 2000 Census, 19% of the region's population considered themselves Hispanic, and 1% said that they spoke English "less than very well." The percent of households that provided their responses in Spanish was similar to the percent that indicated difficulty speaking English, but the percent that responded to the survey in Spanish was below the margin of error. This meant that comparisons could not made between these groups at a regional level. However, the percentage of respondents who answered the survey in Spanish was sufficient to provide additional information in the Akron Laborshed and in Morgan, Phillips, and Yuma Counties.

CURRENT EMPLOYMENT SITUATION

The Labor Force Study included several questions related to a household's current employment situation. One asked how many people were over age 18 and worked for pay at home or on the family farm. This group was then asked how many worked full-time, part-time, and in farming. Another question asked how many people in the household were over 18 and employed away from home. For this group, information was gathered on how many worked full-time and how many worked part-time. Then, for each person who worked away from home, data were gathered on the town they worked in or nearest to, the type of work they did, how long they had held their current job, and their monthly wages before taxes.

34% of those surveyed reported that at least one person in their household was over the age of 18 and worked for pay at home or on their family farm. Logan County had the highest percentage of at-home workers, while Morgan and Sedgwick Counties had the lowest. In these households, 22% of those who worked were employed part-time, 68% worked full-time, and 56% worked at farming. The highest percentage of farming households was found in Sedgwick and Washington Counties, and the lowest percentage was in Logan County.

Households in which someone worked at home were more likely to include at least one college-educated worker than did households in which no one worked at home (63% vs. 41%). The data collected for this study did not indicate whether this was a result of more educated workers having more flexibility in their place of employment, of more educated workers being able to support a stay-at-home spouse, or of some other factor.

64% of households reported that someone over age 18 worked away from home. The highest percentage of away-from-home workers was found in Morgan County, while the lowest percentage was found in Washington County. Of those working away from home, 18% worked part-time, and 82% worked full-time. The households that reported someone working away from home were less likely to report someone being unemployed than households in which no one worked away from home (14% vs. 46%). They were also more likely (53% vs. 36%) to include someone with a college degree. Households in which no one worked away from home were much more likely (58% vs. 10%)

to include someone over age 65, indicating that a portion of this group considered themselves retired. The mean individual wage in the region, before taxes, was $2,190 per month.

Among those working away from home in the region as a whole, 14% each worked in Sterling and in the Fort Morgan/Brush area. Another 7% worked in Holyoke, and six percent each worked in Wray and Yuma. A total of 56% of those who were employed worked in the region's seven largest towns, all of which were studied separately as the centers of laborsheds.

In 424 households (21% of the total), at least one person over 18 worked at home for pay and at least one person worked away from home. This mix was most common in Logan County and least common in Sedgwick County. 52% of those households included someone who farmed, and 83% included someone who worked full-time away from home. In the six-county region, then, just over one-fifth of all households include both at-home workers and commuters, and just over one-tenth of the region's households worked at both farming and off-farm paying work. There were several responses to the open-ended questions that indicated that an important way to improve the region's job situation was to make farming pay better, thus minimizing the need for off-farm employment.

Farm households reported having substantially higher levels of job-related skills than non-farming households. Farming households reported at least a 50% higher level of the following skills than non-farming households: welding, small engine repair, large engine repair, computer use, large animal care, small animal care, agriculture/gardening, and machining. Farming households reported at least a 25% higher level of management and accounting skills. The only skill that was significantly more prominent among non-farming households was customer service.

This information is important for at least two reasons. First, potential employers often see farm households as having few saleable skills. And second, when the farm economy is poor and people begin losing their farms, one of their greatest fears is that they do not have skills that are viable in the general economic marketplace. This study indicates that both of these beliefs are flawed.

The most common current types of off-farm employment among all the households surveyed were education/training/library (16%), sales and marketing (12%) business/financial operations (10%), office/administrative support (10%), and construction and resource extraction (10%). 36% of those who were employed had held their current jobs for 1-5 years, while 10% each had held their current

jobs for 6-10 years and for over 20 years. This indicated that employees were fairly stable in their positions. The mean individual before-tax wage among those who were employed was $2,180 per month. This figure was highest in Logan County, where it was $2,410, and lowest in Yuma County, where it was $1,883.

The data indicated that most people in the six counties worked for pay, with a strong percentage of households including people who were employed both at home and away from home, and with farming being a common at-home job. Workers were quite stable in their employment, and there was variety in the types of jobs people held. Additional information on employment and existing job vacancies in the region is available through the Colorado Department of Labor and Employment's *Eastern Region Job Vacancy Survey*.

CURRENT UNEMPLOYMENT SITUATION

The surveyors asked two questions related to unemployment. One asked how many people in the household were over age 18 and currently unemployed. The other asked how many people in the household were under age 18, currently looking for work, and unemployed.

A total of 27% of households in the region reported that at least one household member was over age 18 and currently unemployed. This category included retired persons, so it was considerably larger than the official unemployment rate. However, the survey was designed with the assumption that a strong percentage of retired persons could decide to re-enter the workforce, given the right incentives.

A full 27% of those who were unemployed reported being willing to do additional job-related training, indicating that at least this percentage was serious about becoming employed. However, when asked how many persons were considering entering or re-entering the workforce in the next 6 months, only 21% fit that category. When extrapolated, this indicated that 2,066 people in the region were currently unemployed, but were considering entering or re-entering the work force. The highest percentage of entering workers was found in Morgan County, while the lowest percentage was found in Phillips County.

As for those under age 18, only 4% of households reported that someone was currently looking for work, but unemployed. When extrapolated, this figure indicated that 1,291 young people were currently unemployed, but looking for work in the six-county region.

HOUSEHOLD SKILLS

In addition to looking at current employment and unemployment in the region, the Labor Force Study looked at the job skills of residents. This was important information, because any potential employer would need to know what skills were present in the population. While the current employment and preferred employment figures were calculated using the State of Colorado's labor force categories, the information on household skills was gathered using more specific categories.

The data in Table 1 show the results. For each job skill, the survey asked how many people in the household had that skill. The number of people holding each skill and the number of households in

the region were then used to calculate a ratio that represented what percentage of a person per household held each skill. This ratio was used to calculate the estimated number of people in the region who held each skill.

Table 1: Regional Job Skills and Projected Number of People in the County With Each Skill

Job Skill	Ratio -- Person Per Household Holding Skill	Extrapolated Number in Region with Skill
Welding	**.59**	**15,237**
Small Engine Repair	**.51**	**13,171**
Large Engine/Machinery Repair	**.45**	**11,621**
Computer Use	**1.22**	**31,506**
Computer Programming	**.30**	**7,747**
Desktop Publishing	**.33**	**8,522**
Computer-Aided Design	**.19**	**4,907**
Large Animal Care	**.62**	**16,011**
Small Animal Care	**.81**	**20,918**
Agriculture/Gardening	**1.11**	**28,666**
Machining	**.38**	**9,813**
Customer Service	**.85**	**21,951**
Motel/Restaurant Service	**.32**	**8,264**
Management	**.81**	**20,918**
Sales	**.66**	**17,044**
Accounting	**.55**	**14,204**
Marketing/Advertising	**.37**	**9,555**
Office Administrative Support	**.44**	**11,363**
Teaching/Training	**.56**	**14,462**
Public Safety	**.24**	**6,198**
Public Utilities	**.14**	**3,615**
Social Services	**.14**	**3,615**
Engineering	**.10**	**2,582**
Electronics	**.19**	**4,907**
Construction	**.52**	**13,429**
Transportation	**.37**	**9,555**
Healthcare	**.35**	**9,039**

These results indicated that the most common skills in northeastern Colorado were computer use, agriculture and gardening, customer service, management, small animal care, sales, large animal care,

welding, teaching, accounting, construction, and small engine repair. The fewest residents had skills in engineering, public utilities, social services, computer-aided design, and electronics. Still, there were an ample number of people with skills in each of these categories to fill the needs of most potential employers.

Table 2: Highest and Lowest Job Skill Ratios, by County

Job Skill	County With Highest Ratio	County With Lowest Ratio
Welding	Washington - .64	Sedgwick - .48
Small Engine Repair	Washington - .55	Logan - .47
Large Engine/Machinery Repair	Yuma - .48	Logan - .42
Computer Use	Logan – 1.30	Sedgwick – 1.16
Computer Programming	Sedgwick - .35	Logan - .27
Desktop Publishing	Logan - .36	Washington - .30
Computer-Aided Design	Logan - .22	Yuma - .15
Large Animal Care	Yuma - .72	Logan - .50
Small Animal Care	Yuma - .92	Logan - .74
Agriculture/Gardening	Yuma – 1.21	Logan – 1.02
Machining	Phillips - .43	Logan - .32
Customer Service	Morgan - .92	Phillips, Sedgwick - .76
Motel/Restaurant Service	Morgan - .38	Yuma - .29
Management	Sedgwick, Washington - .80	Yuma - .76
Sales	Sedgwick - .70	Washington - .60
Accounting	Phillips - .64	Morgan - .50
Marketing/Advertising	Phillips, Sedgwick - .40	Morgan - .34
Office Administrative Support	Logan - .57	Yuma - .48
Teaching/Training	Logan - .64	Washington - .48
Public Safety	Yuma - .31	Morgan - .22
Public Utilities	Yuma - .17	Washington - .11
Social Services	Washington - .16	Morgan, Phillips, Sedgwick - .13
Engineering	Morgan, Washington - .11	Sedgwick - .10
Electronics	Morgan, Washington - .22	Phillips - .16
Construction	Morgan, Yuma - .55	Sedgwick - .46
Transportation	Washington, Yuma - .41	Phillips, Sedgwick - .33
Healthcare	Morgan, Yuma - .37	Washington - .33

Table 2 shows the counties with the highest and lowest ratios of workers with various job skills. The ratio shows the percentage of one worker with a skill per household, not the number of workers with a certain skill in a county. That information is estimated in the information on individual counties.

However, Table 2 can be used to give an idea of how a skill is distributed in the region. For example, the spread between .16 social services worker per household and .13 social services worker per household was quite small, indicating that this type of worker was evenly distributed throughout the region. On the other hand, the difference between .48 welder per household and .64 welder per household was much larger, indicating that welders were not evenly distributed throughout the region, but were concentrated in certain counties.

Table 2 can be used to suggest likely businesses for a county to emphasize, as well as cooperative ventures between neighboring counties. For example, Logan County is strong in computer skills and teaching. These skills could be exported to nearby counties, as they already are to some extent through Northeastern Junior College. However, if an employer wanted to set up a business that focused on computer-aided machining, then Logan and Phillips Counties would provide a good mix of skills.

This Table was designed to provide ideas for business combinations and ideas on areas that a county might wish to develop further. It was not written in stone and can be changed through county initiatives.

POTENTIAL CHANGES

One of the most important types of information gathered by the Labor Force Study involved identifying the number of people who were employed -- either at home or away from home -- and wanted a different job. For those who did want a different job, the survey then asked what type of work they would prefer, how far they would be willing to commute, whether they would accept a job that paid $8 or $11 an hour, and whether they would accept a job that did not include benefits.

The results indicated that 330 people in the surveyed households were employed, but wanted a different job. The highest percentage of people who wanted a different job lived in Logan and Morgan Counties, while the lowest percentage was in Washington and Phillips Counties. 86% of these job-seekers were willing to do additional job-related training. 24% had a trade school degree, and 38% had a college degree. When the survey results were extrapolated to represent the entire population of the region, the figures indicated that 4,132 people were looking for a different job. The most common types of work that these people preferred were farming/ fishing/forestry, office and administrative support, installation/maintenance/repair, business/ financial operations, and sales and marketing.

On average, the results showed that those who wanted a different job were willing to commute 34 miles one way. Those in Logan, Sedgwick, and Phillips Counties were willing to do the most traveling, while those in Yuma County were willing to travel the least. Table 3 shows the average travel times shown in the 2000 Census.

Table 3: Mean Travel Time to Work By County in Minutes, Per 2000 Census

County	Mean Travel Time
Logan	15
Morgan	19
Phillips	15
Sedgwick	16
Washington	21
Yuma	15

The combination of Table 3 and the survey results indicated that those in the region who wanted a different job were willing to travel farther than the average distance that employees currently travel to work.

The respondents were also asked whether the persons(s) who wanted a different job would be willing to work for $8 an hour. 43% indicated that this pay level would be acceptable. Yuma County, which had the lowest current wages, also had the highest percentage of people willing to work for this wage. Logan County had the lowest percentage.

Substantially more people, 77%, indicated that the person(s) who wanted a different job would be willing to work for $11 an hour. Again, Yuma County had the highest percentage of workers willing to accept this wage, but this time Morgan County had the lowest percentage. These results indicated that workers in the counties that included the larger towns also expected higher wages.

40% of those who wanted a different job said that they would be willing to take employment that did not include benefits. Phillips County had the highest percentage of workers in this category, while Morgan County had the lowest percentage of people who were willing to work without benefits. 91% of these respondents also reported that least one person over the age of 18 worked away from the home for pay. This suggested that people who were willing to take a new job without benefits might have had benefits available through another person in the household.

The households in which someone was interested in a different job were more likely to include someone who was under age 18 (50% vs. 30%) than households in which no one was interested in a new job. They were less likely to include someone who was over age 65 (31% vs. 7%). This indicated that those who were seeking a change were more likely to be in early or mid-career. The wages being earned by individuals in these households were 82% of the wages in households in which no one was interested in a different job. This suggested that one reason for the interest in different employment could be higher wages.

Households that included someone who wanted a different job were more likely to have the following skills than non-job-seeking households: welding, small engine repair, large engine/machinery repair, computer use, computer programming, large animal care, small animal care, agriculture or gardening, machining, customer service, motel/restaurant service, management, sales, construction, and transportation. The job-seekers in this region, then, have a wide variety of skills to offer potential employers.

SUMMARY

The results of the Labor Force Study provide an accurate measurement of the area's employment -- and unemployment -- situation by going beyond county borders and taking a regional approach. The information on the region as a whole provides useful data on the employment situation.

In the six-county region, the potential workforce was composed of 1,291 youth, 4,132 people who wanted a different job, and 2,066 people who were planning to enter or re-enter the workforce, for a total of 7,489 potential employees. This figure is 16% of the region's population between the ages of 15 and 70. Table 4 shows the potential workforce as a percentage of the population in that age group for each of the counties in the region.

Table 4: Percent of County Populations Between Ages 15 and 70 Available for New Employment

County	% Available
Logan	21
Morgan	26
Phillips	13
Sedgwick	23
Washington	15
Yuma	26

A high percentage of those over age 18 who were seeking employment or different employment had a post-high-school degree. The survey results indicated that job-seekers were interested in a variety of types of jobs, and that there was usually a pool of workers seeking employment in a specific field. The county and laborshed information are more specific than the regional data and allow various locations to be compared, so that potential businesses can best fit their needs with the needs of those who live in the region.

LOGAN COUNTY

DEMOGRAPHICS

Logan County is a primarily rural county of 1,183,360 acres that is bordered by Nebraska on the north. According to the 2000 Census, its population was 20,504, a 17% increase over 1990. The State Demographer's office projects an average growth of about 1.5% per year for the first third of the 21st Century. Logan County includes a major regional trade center, Sterling, with a 2000 population of 11,360. This report also includes data for the Sterling laborshed in the next chapter.

The major highway in Logan County is Interstate 76, which runs across the county from near its southwest corner to the north and east. Other major roads include Highway 14, which runs west from Sterling to Fort Collins, and Highway 6, which runs east from Sterling and across Phillips County into Nebraska. Highway 63 runs from I-76 in the southwest part of the County and to the south to Akron and beyond. About ten miles northeast of Sterling, Highway 113 goes north to Sidney, Nebraska.

There are a total of 7,551 households in Logan County. This survey included 387 households that were randomly selected from telephone listings, for a margin of error of +/-5%. The total number of people living in the responding households was 1,032, representing 5% of the county's population.

Among those who responded to the survey, 62% were female and 38% were male. Men were under-represented in this sample and were actually 52% of the general population, according to the Census. Those who responded to the survey were most likely to be in the 41-65 age group (52%), while 22% were between 25 and 40, and 23% were over the age of 65. Only 4% were between ages 18 and 24, and this age group was under-represented. Those over 40 were over-represented, compared to the general population. 27% of the households that were surveyed included someone over age 65, while 34% included at least one person under 18.

Surveys were completed in both Spanish and English, but only 1% of those surveyed gave their responses in Spanish. This represents only a small portion of the 12% of County residents who identified themselves as Hispanic in the 2000 Census, but is within the margin of error for the 4% who said that they spoke Spanish as a first language and English less than "very well." However, the percentage of respondents who gave their answers in Spanish was too small to tabulate this group's responses separately from those of the general population.

64% of respondents lived in Sterling, including its surrounding rural areas, 21% lived in or near Fleming, and 11% lived in or near Crook. In Logan County, the 2000 Census indicated that 11% of residents held an associates' degree, 9% held a 4-year degree, and 5% held a graduate or professional degree. Among surveyed households, 58% reported that at least one resident held a college degree. This suggests that those surveyed were more highly educated than County residents as a whole. As Appendix 3 shows, the 90 college degrees that people said they had earned varied widely, with the highest percentage being 4-year degrees, but a substantial number of 2-year or Master's degrees. These degrees were also in a variety of fields, including education, business, agriculture, and criminal justice. This indicated that there was quite a range of educational attainment in Logan County.

CURRENT EMPLOYMENT SITUATION

The Labor Force Study included several questions related to a household's current employment situation. One asked how many people were over age 18 and worked for pay at home or on the family farm. This group was then asked how many worked full-time, part-time, and in farming. Another question asked how many people in the household were over 18 and employed away from home. For this group, information was gathered on how many worked full-time and how many worked part-time. Then, for each person who worked away from home, data was gathered on the town they worked in or nearest to, the type of work they did, how long they had held their current job, and their monthly wages before taxes.

41% of those surveyed reported that at least one person in their household was over the age of 18 and worked for pay at home or on their family farm. In those households, 25% of those who worked were employed part-time, 71% worked full-time, and 44% worked at farming. Households in which someone worked at home had a higher ratio of college-educated workers than did households in which no one worked at home (.89 per household vs. .72 per household). The data collected for this study do not indicate whether this was a result of more educated workers having more flexibility in their place of employment, of more educated workers being able to support a stay-at-home spouse, or of some other factor.

Workers in non-farming households averaged $2,191 per month in pre-tax wages, while those in farming households averaged $2,226 per month. Statistically, these wages were equivalent. The only significant difference between the two kinds of households' types of away-from-home employment was that farming households were more likely to include someone who worked in the education,/training/library area. However, there were a number of differences in households' job-related skills. Farming households were at least 50% more likely to include someone whose skills included welding, small engine repair, large engine repair, large animal care, small animal care, agriculture/gardening, machining, and electronics. Non-farming households were at least 50% more likely to include someone whose skills included motel or restaurant service.

67% of households reported that someone over age 18 worked away from home. Of those working away from home, 25% worked part-time, and 85% worked full-time. 74% of those employed away from home worked in Sterling, 8% worked in Fleming, and 4% each worked in Crook and Merino. Six people, or 1%, reported working in the Denver metropolitan area, which meant at least a 2-hour commute one way. Households in which no one worked away from home were much more likely (61% vs. 11%) to include someone over age 65, indicating that a portion of this group considered themselves retired.

In 106 households (27% of the total), at least one person over 18 worked at home for pay and at least one person worked away from home. 57% of those households included someone who farmed, and all included someone who worked full-time away from home. In Logan County, then, about one-quarter of all households include both at-home workers and commuters, with 16% of the County's households working at both farming and off-farm paying work.

There was no difference between the percentage of farming and non-farming households that included children and that included someone over age 65. So Logan County did not follow the national trend of having an aging farm population.

The most common current types of employment among all the households surveyed were education/training/library (14%), business/financial operations (10%), transportation/material moving (9%), sales and marketing (9%), community/social services (6%), and office and administrative support (6%). Nearly two-thirds of those who were employed (63%) had held their current jobs for 1-5 years, while 20% had held their current jobs for 21 or more years. This indicated that employees were quite stable in their positions. The mean wage per person among those working was $2,410 per month before taxes, or 111% of the regional mean wage.

The data indicated that most people in Logan County worked for pay, with a notable percentage of households including people who were employed both at home and away from home, and with farming being a common at-home job. The farming households had many more job-related skills than non-farming households. Workers were fairly stable in their employment, and there was some variety in the types of jobs people held.

CURRENT UNEMPLOYMENT SITUATION

The surveyors asked two questions related to unemployment. One asked how many people in the household were over age 18 and currently unemployed. The other asked how many people in the household were under age 18, currently looking for work, and unemployed.

A total of 31% of households in Logan County reported that at least one person in the household was over age 18 and currently unemployed. This category included retired persons, so it was considerably larger than the official unemployment rate. However, the survey was designed with the assumption that a strong percentage of retired persons could decide to re-enter the workforce, given the right incentives.

31% of those who were unemployed reported being willing to do additional job-related training, indicating that at least this percentage was serious about becoming employed. However, when asked

how many of these unemployed persons were considering entering or re-entering the workforce in the next 6 months, 23% fit that category. When extrapolated, this indicated that 755 people in Logan County were currently unemployed, but were considering entering or re-entering the workforce.

As for those under age 18, 6% of households reported that someone was currently looking for work, but unemployed. When extrapolated, this figure indicated that 604 young people were currently unemployed, but looking for work in Logan County. While this would not seem like a large number in a more populous area, the state estimated that there were 1,156 people aged 15-18 in Logan County in 2003. This meant that a full 52% of the County's young people were unemployed and looking for work, a critical piece of information for County officials as they attempt to develop more employment opportunities.

HOUSEHOLD SKILLS

In addition to looking at current employment and unemployment in Logan County, the Labor Force Study looked at the job skills of County residents. This was important information, because any potential employer would need to know what skills were present in the population. While the current employment and preferred employment figures were calculated using the State of Colorado's labor force categories, the information on household skills was gathered using more specific categories.

The results are shown on Table 5. The first column indicates the job skills that the surveyors asked about. The question asked how many people in the household held each skill. The second column gives a ratio of the total number of people who were reported as having each skill divided by the total number of households surveyed. This ratio was then used with the number of households in Logan County to generate the information in the third column. This column shows how many people in the County would be expected to have each skill, given the information gathered from the survey households.

Table 5: Logan County Job Skills and Projected Number of People in the County With Each Skill

Job Skill	Ratio -- Person Per Household Holding Skill	Extrapolated Number in Logan County with Skill
Welding	**.57**	**4,304**
Small Engine Repair	**.47**	**3,549**
Large Engine/Machinery Repair	**.42**	**3,171**
Computer Use	**1.30**	**9,816**
Computer Programming	**.27**	**2,039**
Desktop Publishing	**.36**	**2,718**
Computer-Aided Design	**.22**	**1,661**
Large Animal Care	**.50**	**3,776**
Small Animal Care	**.74**	**5,588**

Agriculture/Gardening	**1.02**	**7,702**
Machining	**.32**	**2,416**
Customer Service	**.91**	**6,871**
Motel/Restaurant Service	**.31**	**2,341**
Management	**.77**	**5,814**
Sales	**.64**	**4,833**
Accounting	**.55**	**4,153**
Marketing/Advertising	**.37**	**2,794**
Office Administrative Support	**.57**	**4,304**
Teaching/Training	**.64**	**4,833**
Public Safety	**.24**	**1,812**
Public Utilities	**.12**	**906**
Social Services	**.14**	**1,057**
Engineering	**.09**	**680**
Electronics	**.18**	**1,359**
Construction	**.51**	**3,851**
Transportation	**.38**	**2,869**
Healthcare	**.35**	**2,643**

These results indicated that the most common skills in Logan County were computer use, agriculture/gardening, customer service, management, and small animal care. The fewest residents had skills in engineering, public utilities, social services, electronics, and computer-aided design. Still, there were an ample number of people with skills in each of these categories to fill the needs of most potential employers.

A few other skills were also mentioned by those who were surveyed. As Appendix 3 shows, the other skills reported to be present in Logan County included daycare, ministry, plumbing, and the arts.

POTENTIAL CHANGES

One of the most important types of information gathered by the Labor Force Study involved identifying the number of people who were employed, either at home or away from home, and wanted a different job. For those who wanted a different job, the survey then asked what type of work they would prefer, how far they would be willing to commute, whether they would accept a job that paid $8 or $11 an hour, and whether they would accept a job that did not include benefits.

The results indicated that 96 people in the surveyed households were employed, but wanted a different job. 10% of these people had a trade school degree, and 40% had a college degree. When the survey results were extrapolated to represent the entire population of the County, these figures indicated that 1,888 employees in Logan County were looking for a different job. Table 6 shows

what state SOC job category these people would prefer to work in. More information on the occupations included in each state SOC codes is shown in Appendix 18.

Table 6: Type of Job Preferred by People Who Wanted a Different Job

Type of Job	State SOC Code	Percent That Prefers This Type of Job	Extrapolated Number Who Prefer Type of Job
Art, Design, Entertainment, Sports, Media	201	1	19
Business and Financial Operations	203	10	189
Community and Social Services	204	4	76
Computer and Mathematical	205	9	170
Construction and Resource Extraction	206	1	19
Education, Training and Library	207	6	113
Farming, Fishing, and Forestry	208	10	189
Healthcare - Professional	210	4	76
Healthcare – Support	211	6	113
Installation, Maintenance and Repair	212	10	189
Management	213	1	19
Office and Administrative Support	214	10	189
Personal Care and Services	215	1	19
Production and Manufacturing	216	7	132
Protective Services	217	3	57
Sales and Marketing	218	6	113
Transportation and Material Moving	219	4	76
Other Type of Job		3	57

The most common types of work that those who wanted a different job preferred were farming/fishing/forestry, office and administrative support, and business and financial operations. On average, the results showed that those who wanted a different job were willing to commute 35 miles one way, so a potential employer could expect to draw employees from at least that large of a radius.

The respondents were also asked whether the persons(s) who wanted a different job would be willing to work for $8 an hour. 32% indicated that this pay level would be acceptable. Substantially more people, 71%, indicated that the person(s) who wanted a different job would be willing to work for $11 an hour. 41% would be willing to take a job that did not include benefits.

Households in which someone was willing to take another job without benefits were more likely to include someone who farmed (52% vs. 34%) and less likely to include someone who worked away from home full-time (85% vs. 93%). Still, in the vast majority of households in which someone was willing to take a new job without benefits, it appeared likely that another household resident already had access to benefits.

The households in which someone was interested in a different job were more likely to include someone who was under age 18 and much less likely to include someone who was over age 65. This indicated that those who were seeking a change were more probably in their early or mid-career. The wages currently being earned by the individuals in these households were only 73% of those earned by individuals in households in which no one was interested in a different job, which could have been one reason for the interest in different employment.

The salary information might lead to an assumption that those seeking a different job had acquired fewer skills, but that did not appear to be the situation. Households that included someone who wanted a different job were notably more likely to have the following skills than non-job-seeking households: small engine repair, computer use, computer programming, desktop publishing, computer-aided design, small animal care, agriculture or gardening, customer service, motel/restaurant service, management, sales, electronics, construction, transportation, and health.

The final question that gathered information on potential changes in Logan County employment was Question 9, which asked whether the respondent had any additional information that could help the area plan for improved job opportunities. The full texts of the responses are shown in Appendix 3. The most common response indicated that more businesses were needed (21 responses), while others focused on the need for more jobs (12), more training (7), better wages and/or benefits (7), and more opportunities for young people (5). The answers did show some variety in people's approach to employment issues.

SUMMARY

While the 2000 Census and state data for March 2003 reported a Logan County unemployment rate of 3.8%, the results of the Labor Force Study provided a more accurate measurement of the County's employment situation. The Study indicated that 21% of the County's population between the ages of 15 and 70 was looking for work or for a different work situation in Spring 2003. This potential workforce was composed of 604 youth, 1,888 people who wanted a different job, and 755 people who were over 18 and planning to enter or re-enter the workforce, for a total of 3,247 potential employees.

A high percentage of those over age 18 who were seeking employment or different employment had a post-high-school degree. The survey results indicated that they were seeking a variety of types of jobs, and that there was usually a pool of workers seeking employment in a specific field. Survey respondents in the County appeared eager for more business and employment opportunities.

STERLING LABORSHED

DEMOGRAPHICS

The Sterling Laborshed is centered on the Logan County city of Sterling and also contains portions of Morgan County, Phillips County, Washington County, Weld County, and Cheyenne County (Nebraska). There are 20,051 households in the Sterling Laborshed. This survey included 1,293

households that were randomly selected from telephone listings, for a margin of error of +/-5%. The total number of people living in the responding households was 3,401.

Among those who responded to the survey, 62% were female and 38% were male. Those who responded to the survey were most likely to be in the 41-65 age group (47%), while 24% were between 25 and 40, and 25% were over the age of 65. Only 5% were between ages 18 and 24. 28% of the households that were surveyed included someone over age 65, while 34% included at least one person under 18. Surveys were completed in both Spanish and English. 2% of those surveyed gave their responses in Spanish, a percentage that was too small to consider their responses separately from those of the general population.

23% of respondents reported that they lived in Sidney (including surrounding rural areas), 20% lived in Fort Morgan/Brush, 15% in Akron, and 10% in Haxtun. In the Sterling Laborshed 48% or surveyed households reported that at least one resident held a college degree.

CURRENT EMPLOYMENT SITUATION

The Labor Force Study included several questions related to a household's current employment situation. One asked how many people were over age 18 and worked for pay at home or on the family farm. This group was then asked how many worked full-time, part-time, and in farming. Another question asked how many people in the household were over 18 and employed away from home. For this group, information was gathered on how many worked full-time and how many worked part-time. Then, for each person who worked away from home, data were gathered on the town they worked in or nearest to, the type of work they did, how long they had held their current job, and their monthly wages before taxes.

32% of those surveyed reported that at least one person in their household was over the age of 18 and worked for pay at home or on their family farm. In those households, 26% of those who worked were employed part-time, 76% worked full-time, and 56% worked at farming. Households in which someone worked at home had a 14% higher level of college-educated workers than did households in which no one worked at home. The data collected for this study did not indicate whether this was a result of more educated workers having more flexibility in their place of employment, of more educated workers being able to support a stay-at-home spouse, or of some other factor.

66% of households reported that someone over age 18 working away from home. Of those working away from home, 24% worked part-time, and 90% worked full-time. The households that reported someone working away from home were less likely to report someone as being unemployed. They were also more likely (54% vs. 37%) to include someone with a college degree. Households in which no one worked away from home were much more likely (62% vs. 11%) to include someone over age 65, indicating that a portion of this group considered themselves retired.

In 239 households (19% of the total), at least one person over 18 worked at home for pay and at least one person worked away from home. 50% of those households included someone who farmed, and 83% included someone who worked full-time away from home. In the Sterling Laborshed, then, almost one-fifth of all households include both at-home workers and commuters, with over one-tenth of the Laborshed's households working at both farming and off-farm paying work.

Among those employed away from home, 28% worked in Fort Morgan/Brush, 24% worked in Sidney, 11% in Akron, and 10% in Sterling. The Laborshed's workforce, then, was quite dispersed, and the presence of the Interstate Highways was important to where people were employed. The most common current types of employment among all the households surveyed were education/ training/library (11%), office and administrative support (11%), sales and marketing (10%) and construction/resource extraction (8%). 39% of those who were employed had held their current jobs for 1-5 years, while 19% had held their current jobs for 6-10 years. This indicated that employees were fairly stable in their positions. The mean wage per person among those working was $2,301 per month before taxes, or 106% of the regional mean wage.

The data indicated that most people in the Sterling Laborshed worked for pay, with a notable percentage of households including people who were employed both at home and away from home, and with farming being a common at-home job. Workers were fairly stable in their employment, and there was variety in the types of jobs people held.

CURRENT UNEMPLOYMENT SITUATION

The surveyors asked two questions related to unemployment. One asked how many people in the household were over age 18 and currently unemployed. The other asked how many people in the household were under age 18, currently looking for work, and unemployed.

A total of 24% of households in the Sterling Laborshed reported that at least one person in the household was over age 18 and currently unemployed. This category included retired persons, so it was considerably higher than the official unemployment rate. However, the survey was designed with the assumption that a strong percentage of retired persons could decide to re-enter the workforce, given the right incentives.

16% of those who were unemployed reported being willing to do additional job-related training, indicating that at least this percentage was serious about becoming employed. However, when asked how many of these unemployed persons were considering entering or re-entering the workforce in the next 6 months, a full 24% fit that category. When extrapolated, this indicated that 1,640 people in the Sterling Laborshed were currently unemployed, but were considering entering or re-entering the work force. As for those under age 18, only 5% of households reported that someone was currently looking for work, but unemployed. When extrapolated, this figure indicated that 1,025 young people were currently unemployed, but looking for work in the Sterling Laborshed.

HOUSEHOLD SKILLS

In addition to looking at current employment and unemployment in the Sterling Laborshed, the Labor Force Study looked at the job skills of residents. This provided important information, because any potential employer would need to know what skills were present in the population. While the current employment and preferred employment figures were calculated using the State of Colorado's labor force categories, the information on household skills was gathered using more specific categories.

The results are shown on Table 7. The first column indicates the job skills that the surveyors asked about. The question asked how many people in the household held each skill. The second column gives a ratio of the total number of people who were reported as having each skill divided by the total number of households surveyed. This ratio was then used with the number of households in the Sterling Laborshed to generate the information in the third column. This column shows how many people in the Laborshed would be expected to have each skill, given the information gathered from the survey households.

Table 7: Sterling Laborshed Job Skills and Projected Number of People in the Laborshed With Each Skill

Job Skill	Ratio -- Person Per Household Holding Skill	Extrapolated Number in Sterling Laborshed with Skill
Welding	**.56**	**11,481**
Small Engine Repair	**.51**	**10,456**
Large Engine/Machinery Repair	**.43**	**8,815**
Computer Use	**1.24**	**25,421**
Computer Programming	**.28**	**5,740**
Desktop Publishing	**.31**	**6,355**
Computer-Aided Design	**.19**	**3,895**
Large Animal Care	**.57**	**11,686**
Small Animal Care	**.75**	**15,376**

Agriculture/Gardening	**1.08**	**22,141**
Machining	**.37**	**7,585**
Customer Service	**.89**	**18,246**
Motel/Restaurant Service	**.35**	**7,175**
Management	**.81**	**16,606**
Sales	**.68**	**13,941**
Accounting	**.54**	**11,071**
Marketing/Advertising	**.38**	**7,790**
Office Administrative Support	**.53**	**10,866**
Teaching/Training	**.56**	**11,481**
Public Safety	**.24**	**4,920**
Public Utilities	**.14**	**2,870**
Social Services	**.14**	**2,870**
Engineering	**.11**	**2,255**
Electronics	**.20**	**4,100**
Construction	**.52**	**10,661**
Transportation	**.34**	**6,970**
Healthcare	**.36**	**7,380**

The results shown in Table 7 indicated that the most common skills in the Sterling Laborshed were computer use, agriculture/gardening, customer service, management, small animal care, sales, large animal care, teaching, welding, accounting, and office and administrative support. The fewest residents had skills in engineering, public utilities, social services, computer-aided design, and electronics. Still, there were an ample number of people with skills in each of these categories to fill the needs of most potential employers.

POTENTIAL CHANGES

One of the most important types of information gathered by the Labor Force Study involved identifying the number of people who were employed, either at home or away from home, and wanted a different job. For those who wanted a different job, the survey then asked what type of work they would prefer, how far they would be willing to commute, whether they would accept a job that paid $8 or $11 an hour, and whether they would accept a job that did not include benefits.

The results indicated that 272 people in the surveyed households were employed, but wanted a different job. 19% of these people had a trade school degree, and 26% had a college degree. When the survey results were extrapolated to represent the entire Laborshed, these figures indicted that 4,305 people in the Sterling Laborshed were looking for a different job. The most common types of work that those who wanted a different job preferred were office/ administrative support, farming/fishing/forestry, sales and marketing, and education/training/ library. On average, the results showed that those who wanted a different job were willing to commute 31 miles one way.

The respondents were also asked whether the persons(s) who wanted a different job would be willing to work for $8 an hour. 37% indicated that this pay level would be acceptable. Twice as many people, 74%, indicated that the person(s) who wanted a different job would be willing to work for $11 an hour. 35% would be willing to take a job that did not include benefits. 92% of those who reported that someone would work without benefits also reported that least one person over age 18 worked away from the home for pay. This indicated that respondents who reported that a job-seeker would accept a position that did not include benefits may have had access to benefits through another person in the household.

The households in which someone was interested in a different job were more likely to include someone who was under age 18 and less likely to include someone who was over age 65. This indicated that those who were seeking a change were more likely to be in early or mid-career. The wages currently being earned by the individuals in these households were somewhat lower than in households in which no one was interested in a different job, which could be one reason for the interest in different employment.

Households that included someone who wanted a different job were more likely to have the following skills than non-job-seeking households: welding, small engine repair, large engine/machinery repair, computer use, desktop publishing, large animal care, small animal care, agriculture or gardening, machining, customer service, motel/restaurant service, management, sales, and construction. This indicated that job-seekers were a skilled segment of the population.

SUMMARY

The results of the Labor Force Study provide a more accurate measurement of the area's unemployment situation by going beyond county borders and including the surrounding areas from which potential employers could expect to draw employees. In the Sterling Laborshed, the potential workforce was composed of 1,025 youth, 4,305 people who wanted a different job, and 1,640 people who were over 18 and planning to enter or re-enter the workforce, for a total of 6,970 potential employees.

A high percentage of those over age 18 who were seeking employment or different employment had a post-high-school degree. The survey results indicated that Laborshed residents were seeking a variety of types of jobs, and that there were a substantial number of skilled workers in all the fields for which the survey gathered information.

MORGAN COUNTY

DEMOGRAPHICS

Morgan County is a semi-rural county in northeastern Colorado that includes 823,647 acres. According to the 2000 Census, its population was 27,171, a 23.8% increase over 1990. The State Demographer's office projects an average growth of about 2% per year for the first third of the 21st Century. Morgan County includes two major towns: Fort Morgan, the county seat, with 11,034 people and Brush with 5,117. This report also includes data for the Fort Morgan/Brush Laborshed in the next chapter.

The major highways in Morgan County include Interstate 76, which runs from southwest to northeast across the county and connects it to the Front Range on the west and Sterling to the east. The main north-south highways are 52 -- which angles from Weld County south through Fort Morgan and then west – and 71, which runs across the eastern edge of the County.

There are a total of 9,539 households in Morgan County. This survey included 422 households that were randomly selected from telephone listings, for a margin of error of +/-5%. The total number of people living in the responding households was 1,158, representing 4% of the county's population.

Among those who responded to the survey, 63% were female and 37% were male. The general population of Morgan County is 50% male and 50% female. Those who responded to the survey were most likely to be in the 41-65 age group (47%), while 26% were between 25 and 40, and 21% were over the age of 65. Only 6% were between ages 18 and 24. Women, those 41-65, and those over 65 were over-represented, compared to the general population, while other age groups were within the margin of error. 26% of the households that were surveyed included someone over age 65, while 35% included at least one person under 18.

Surveys were completed in both Spanish and English. 5% of those surveyed gave their responses in Spanish. This was lower than the 31% of County residents who identified themselves as Hispanic in the 2000 Census, and lower than the 14.5% who said that they spoke Spanish as a first language and English less than "very well." Where the results indicated differences between those responding in English and those responding in Spanish this should be taken into consideration.

62% of respondents reported that they lived in Fort Morgan/Brush and its surrounding rural areas. 12% lived in or near Wiggins, and 11% lived in or near Hillrose. The percentage for Fort Morgan/Brush is in line with the Census information. However, Wiggins and Hillrose are over-represented.

In Morgan County, the 2000 Census indicated that 7% of residents held an associates' degree, 9% held a 4-year degree, and 5% held a graduate or professional degree. Among surveyed households, 45% reported that at least one resident held a college degree. This indicated that less-educated households were under-represented in these survey results. As Appendix 4 shows, the 159 degrees that were specified varied widely, with the highest percentage being 4-year degrees. The degrees were also in a variety of fields, including business, science, economics, management, education, agriculture, engineering, and social work. This indicated that there was a wide range of educational levels and fields represented in Morgan County.

CURRENT EMPLOYMENT SITUATION

The Labor Force Study included several questions related to a household's current employment situation. One asked how many people were over age 18 and worked for pay at home or on the family farm. This group was then asked how many worked full-time, part-time, and in farming. Another question asked how many people in the household were over 18 and employed away from home. For this group, information was gathered on how many worked full-time and how many worked part-time. Then, for each person who worked away from home, data were gathered on the town they worked in or nearest to, the type of work they did, how long they had held their current job, and their monthly wages before taxes.

26% of those surveyed reported that at least one person in their household was over the age of 18 and worked for pay at home or on their family farm. In those households, 22% of those who worked at home were employed part-time, 68% worked full-time, and 48% worked at farming. 54% of the households in which someone worked at home included someone with a college degree.

Workers in non-farming households averaged $2,210 per month in pre-tax wages, while those in farming households averaged $2,197 per month, or 99% of the wages of those in non-farming households. Statistically, these two figures were the same. There were also no significant differences between the two kinds of households' types of away-from-home employment in Morgan County.

However, there were a number of differences in households' job-related skills. Farming households were at least 50% more likely to have someone whose skills included welding, small and large engine repair, desktop publishing, large and small animal care, agriculture/gardening, machining, electronics, and transportation and material moving. They were also one-third more likely to have someone whose skills included computer use, computer programming, management, marketing, office administrative support, and public safety.

70% of the surveyed households reported that someone over age 18 worked away from home. Of those working away from home, 13% worked part-time, and 87% worked full-time. Households in

which someone worked away from home were more likely to report someone unemployed and more likely to report that someone in their household was planning to enter or re-enter the workforce in the next six months. Households in which no one worked away from home were twice as likely (61% vs.30%) to include someone over age 65, indicating that a portion of this group considered themselves retired.

In 74 households (18% of the total), at least one person over 18 worked at home for pay and at least one person worked away from home. 43% of those households included someone who farmed, and 85% included someone who worked full-time away from home. In Morgan County, then, almost 18% of all households include both at-home workers and commuters, with almost one-fifth of the County's households working at both farming and at full-time, off-farm jobs.

51% of farming households included someone under age 18, while 31% of non-farming households included at least one child. On the other end of the age spectrum, 8% of farm households included someone over age 65, while 28% of non-farming households included someone in that age group. This indicated that, contrary to trends in many areas, Morgan County includes a higher proportion of young farm families.

Among those employed away from home, 80% worked in Fort Morgan/Brush, 6% in Wiggins, and 1% in Hillrose. Most of the County's workforce, then, was employed within Morgan County. The most common current types of employment among all surveyed households were education/training/library (12%), installation/maintenance/repair (10%), and production/manufacturing (9%). Nearly half of those who were employed (38%) had held their current jobs for 1-5 years, while 18% had held their current jobs for 6-10 years. This indicated that employees were fairly stable in their positions. The mean wage per person among those working was $2,209 per month before taxes, or statistically the same as the regional mean wage.

Among those currently employed, there were some interesting differences between those who completed the survey in English and those who completed it in Spanish. The mean wage per person among those who completed it in English was $2,285, while the mean for those who completed it in Spanish was $1,279, or 56% of the English-language mean. Those who responded in Spanish were 9 times more likely to work in production and manufacturing (54% vs. 6%) and five times more likely to work in farming/fishing/forestry (27% vs. 5%) than those who completed it in English. These differences may be even more pronounced, given the low percentage of surveys completed in Spanish, compared to Census numbers.

The data indicated that most people in Morgan County worked for pay, with a notable percentage of households including people who were employed both at home and away from home, and with farming being a common at-home job. The farming households had many more job-related skills than non-farming households. Households in which the survey was answered in Spanish were notably different from households in which the survey was answered in English. Workers were fairly stable in their employment, and there was some variety in the types of jobs people held.

CURRENT UNEMPLOYMENT SITUATION

The surveyors asked two questions related to unemployment. One asked how many people in the household were over age 18 and currently unemployed. The other asked how many people in the household were under age 18, currently looking for work, and unemployed.

A total of 30% of households in Morgan County reported that at least one person in the household was over age 18 and currently unemployed. This category included retired persons, so it was considerably larger than the official unemployment rate. However, the survey was designed with the assumption that a strong percentage of retired persons could decide to re-enter the workforce, given the right incentives.

50% of those who were unemployed reported being willing to do additional job-related training, indicating that at least half of this group was serious about becoming re-employed. However, when asked how many of these unemployed persons were considering entering or re-entering the workforce in the next 6 months, 43% fit that category. When extrapolated, this indicated that 1,240 people in Morgan County were currently unemployed, but were considering entering or re-entering the workforce.

As for those under age 18, only 6% of households reported that someone was currently looking for work, but unemployed**.** When extrapolated, this figure indicated that 572 young people were currently unemployed, but looking for work in Morgan County. While this would not seem like a large number in a more populous area, the state estimated that there were 1,716 people aged 15-18 in Morgan County in 2003. This meant that 33% of the County's young people were unemployed and looking for work. This indicated that developing employment for this age group would be important in any County employment plan.

HOUSEHOLD SKILLS

In addition to looking at current employment and unemployment in Morgan County, the Labor Force Study looked at the job skills of County residents. This provided important information, because any potential employer would need to know what skills were present in the population. While the current employment and preferred employment figures were calculated using the State of Colorado's labor force categories, the information on household skills was gathered using more specific categories.

The results are shown on Table 8. The first column indicates the job skills that the surveyors asked about. The question asked how many people in the household held each skill. The second column gives a ratio of the total number of people who were reported as having each skill divided by the total number of households surveyed. This ratio was then used with the number of households in Morgan County to generate the information in the third column. This column shows how many people in the County would be expected to have each skill, given the information gathered from the survey households.

Table 8: Morgan County Job Skills and Projected Number of People in the County With Each Skill

Job Skill	Ratio -- Person Per Household Holding Skill	Extrapolated Number in Morgan County with Skill
Welding	**.55**	**5,247**
Small Engine Repair	**.50**	**4,770**
Large Engine/Machinery Repair	**.44**	**4,197**
Computer Use	**1.22**	**1,638**
Computer Programming	**.29**	**2,766**
Desktop Publishing	**.32**	**3,053**
Computer-Aided Design	**.19**	**1,812**
Large Animal Care	**.57**	**5,437**
Small Animal Care	**.77**	**7,345**
Agriculture/Gardening	**1.04**	**9,921**
Machining	**.39**	**3,720**
Customer Service	**.92**	**8,776**
Motel/Restaurant Service	**.38**	**3,625**
Management	**.77**	**7,345**
Sales	**.68**	**6,487**
Accounting	**.50**	**4,770**
Marketing/Advertising	**.34**	**3,243**
Office Administrative Support	**.52**	**4,960**
Teaching/Training	**.57**	**5,437**
Public Safety	**.22**	**2,099**
Public Utilities	**.15**	**1,336**
Social Services	**.13**	**1,240**
Engineering	**.11**	**1,050**
Electronics	**.22**	**2,099**
Construction	**.55**	**5,250**
Transportation	**.35**	**3,339**
Healthcare	**.37**	**3,530**

These results indicated that the most common skills in Morgan County were computer use, agriculture/gardening, small animal care, customer service, management, sales, and teaching/training. The fewest residents had skills in engineering, social services, public utilities, and computer-aided design. Still, there were an ample number of people with skills in each of these categories to fill the needs of most potential employers. A few other skills were also mentioned by those who were surveyed. As Appendix 4 shows, the other skills reported to be present in Morgan County included sewing, ministry, photography, steel fabrication, and dietician.

POTENTIAL CHANGES

One of the most important types of information gathered by the Labor Force Study involved identifying the number of people who were employed, either at home or away from home, and wanted a different job. For those who wanted a different job, the survey then asked what type of work they would prefer, how far they would be willing to commute, whether they would accept a job that paid $8 or $11 an hour, and whether they would accept a job that did not include benefits.

The results indicated that 107 people in the surveyed households were employed, but wanted a different job. 22% of these people had a trade school degree, and 25% had a college degree. When the survey results were extrapolated to represent the entire population of the County, these figures indicated that 2,385 employees in Morgan County were looking for a different job. Table 9 shows the state SOC job category that these people would prefer to work in. More information on the occupations included in each state SOC code is shown in Appendix 18.

Table 9: Type of Job Preferred by People Who Wanted a Different Job

Type of Job	State SOC Code	Percent That Prefers This Type of Job	Extrapolated Number Who Prefer Type of Job
Business and Financial Operations	203	4	95
Construction and Resource Extraction	206	6	143
Education, Training and Library	207	3	72
Farming, Fishing, and Forestry	208	8	191
Healthcare - Professional	210	4	95
Healthcare - Support	211	2	48
Installation, Maintenance and Repair	212	4	95
Management	213	3	72
Office and Administrative Support	214	8	191
Protective Services	217	4	95
Sales and Marketing	218	4	95
Other	220	3	72

The most common types of work that those who wanted a different job preferred were construction/resource extraction, farming/fishing/forestry, and office and administrative support. On average, the results showed that those who wanted a different job were willing to commute 32 miles one way.

The respondents were also asked whether the persons(s) who wanted a different job would be willing to work for $8 an hour. 41% indicated that this pay level would be acceptable. Substantially more people, 69%, indicated that the person(s) who wanted a different job would be willing to work for $11 an hour. 33% would be willing to take a job that did not include benefits. 96% of respondents who reported that someone would accept a job without benefits also reported that at least one person

over age 18 worked away from home for pay. This indicated that these households may be less concerned about benefits because they are already available to household members.

The households in which someone was interested in a different job were more likely to include someone who was under age 18 and less likely to include someone who was over age 65. This indicated that those who were seeking a change were likely to be in early or mid-career. The wages currently being earned by the individuals in these households were only 92% of those in households in which no one was interested in a different job, which could be one reason for the interest in different employment.

It could be assumed that those seeking a different job had acquired fewer skills, but that did not appear to be the situation. Households that included someone who wanted a different job were more likely to have the following skills than non-job-seeking households: welding, small engine repair, large engine/machinery repair, computer use, computer programming, large animal care, small animal care, agriculture or gardening, machining, customer service, motel/restaurant service, management, sales, accounting, utilities, electronics, construction, and transportation.

The final question that gathered information on potential changes in Morgan County employment was Question 9, which asked whether the respondent had any additional information that could help the area plan for improved job opportunities. The full texts of the responses are shown in Appendix 4. There was a lot of variation in these responses. However, most comments were some variation on the theme that the area needed more jobs. Comments regarding the need for higher wages and more job training were also common.

SUMMARY

While the 2000 Census reported a Morgan County unemployment rate of 2.6%, and while state data for March 2003 reported 4.4%, the results of the Labor Force Study provided a more accurate measurement of the County's employment situation. The Study indicated that 26% of the County's population between the ages of 15 and 70 was looking for work or for a different work situation in Spring 2003. This potential workforce was composed of 572 youth, 2,385 people who wanted a different job, and 1,716 people who were over 18 and planning to enter or re-enter the workforce, for a total of 4,673 potential employees.

A high percentage of those over age 18 who were seeking employment or different employment had a post-high-school degree. The survey results indicated that they were seeking a variety of types of jobs, and that there was usually a pool of workers seeking employment in a specific field. Survey respondents in the County appeared eager for more employment opportunities.

FORT MORGAN/BRUSH LABORSHED

DEMOGRAPHICS

The Fort Morgan/Brush Laborshed is centered on the cities of Fort Morgan and Brush, which are about 10 miles apart. It includes all of Morgan County and portions of Logan County, Washington County, and Weld County. There were 17,775 households in the Fort Morgan/Brush Laborshed. This survey includes responses from 1,133 households that were randomly selected from telephone listings, for a margin of error of +/-5%. The total number of people living in the responding households was 2,977.

Among those who responded to the survey, 62% were female and 37% were male. Those who responded to the survey were most likely to be in the 41-65 age group (48%), while 25% were between 25 and 40, and 22% were over the age of 65. Only 4% were between ages 18 and 24. Women and people over age 40 were over-represented among survey respondents. 25% of the households that were surveyed included someone over age 65, while 35% included at least one person under 18. Surveys were completed in both Spanish and English. 3% of those surveyed gave their responses in Spanish. As this was below the margin of error, this variable will not be considered further.

23% of respondents reported that they lived in Fort Morgan/Brush (including surrounding rural areas), 22% lived in Sterling, 17% in Akron, and 9% in Keenesburg. In the Fort Morgan/Brush Laborshed, 48% of surveyed households reported that at least one resident held a college degree.

CURRENT EMPLOYMENT SITUATION

The Labor Force Study included several questions related to a household's current employment situation. One asked how many people were over age 18 and worked for pay at home or on the family farm. This group was then asked how many worked full-time, part-time, and in farming. Another question asked how many people in the household were over 18 and employed away from home. For this group, information was gathered on how many worked full-time and how many worked part-time. Then, for each person who worked away from home, data were gathered on the town they worked in or nearest to, the type of work they did, how long they had held their current job, and their monthly wages before taxes.

34% of those surveyed reported that at least one person in their household was over the age of 18 and worked for pay at home or on their family farm. In those households, 24% of those who worked were employed part-time, 65% worked full-time, and 48% worked at farming. Households in which someone worked at home had a higher level of college-educated workers than did households in which no one worked at home (59% vs. 43%). The data collected for this study did not indicate whether this was a result of more educated workers having more flexibility in their place of employment, of more educated workers being able to support a stay-at-home spouse, or of some other factor.

67% of households reported that someone over age 18 worked away from home. Of those working away from home, 17% worked part-time, and 83% worked full-time. The households that reported

someone working away from home were less likely to report someone as being unemployed and more likely to report that someone in their household was planning to enter or re-enter the workforce. They were also more likely (53% vs. 38%) to include someone with a college degree than households in which no one worked away from home. Households in which no one worked away from home were much more likely (57% vs. 11%) to include someone over age 65, indicating that a portion of this group considered themselves retired.

In 240 households (21% of the total), at least one person over 18 worked at home for pay and at least one person worked away from home. 43% of these households included someone who farmed, and 81% included someone who worked full-time away from home. In the Fort Morgan/Brush Laborshed, then, one-fifth of all households include both at-home workers and commuters, with 9% of the Laborshed's households working at both farming and full-time, off-farm jobs.

Among those employed away from home, 33% worked in Fort Morgan/Brush, 22% in Sterling, and 11% in Akron. 7% commuted to the Denver metro area. Clearly, the presence of Interstate 76 was important to the pattern of employment in the Laborshed. The most common current types of employment among all the households surveyed were education/training/library (11%), construction and resource extraction (9%), sales and marketing (8%), and business/financial operations (8%). 41% of those who were employed had held their current jobs for 1-5 years, while 17% had held their current jobs for 6-10 years. This indicated that employees were fairly stable in their positions. The mean wage per person among those working was $2,354 per month before taxes, or 108% of the regional mean wage for all surveyed households.

The data indicated that most people in the Fort Morgan/Brush Laborshed worked for pay, with a notable percentage of households including both people who were employed at home and away from home, and with farming being a common at-home job. Workers were fairly stable in their employment, and there was some variety in the types of jobs people held. A significant percentage commuted to the Denver metropolitan area to work.

CURRENT UNEMPLOYMENT SITUATION

The surveyors asked two questions related to unemployment. One asked how many people in the household were over age 18 and currently unemployed. The other asked how many people in the household were under age 18, currently looking for work, and unemployed.

A total of 27% of households in the Fort Morgan/Brush Laborshed reported that at least one person in the household was over age 18 and currently unemployed. This category included retired persons, so it was considerably larger than the official unemployment rate. However, the survey was designed with the assumption that a strong percentage of retired persons could decide to re-enter the workforce, given the right incentives.

31% of those who were unemployed reported being willing to do additional job-related training, indicating that at least this percentage was serious about becoming employed. However, when asked how many of these unemployed persons were considering entering or re-entering the workforce in the next 6 months, 26% fit that category. When extrapolated, this indicated that 1,560 people in the Fort Morgan/Brush Laborshed were currently unemployed, but were considering entering of re-entering the work force. As for those under age 18, only 5% of households reported that someone was currently looking for work, but unemployed. When extrapolated, this figure indicated that 1,067 young people were currently unemployed, but looking for work in the Fort Morgan/Brush Laborshed.

HOUSEHOLD SKILLS

In addition to looking at current employment and unemployment in the Fort Morgan/Brush Laborshed, the Labor Force Study looked at the job skills of residents. This provided important information, because any potential employer would need to know what skills were present in the population. While the current employment and preferred employment figures were calculated using the State of Colorado's labor force categories, the information on household skills was gathered using more specific categories.

The results are shown on Table 10. The first column indicates the job skills that the surveyors asked about. The question asked how many people in the household held each skill. The second column gives a ratio of the total number of people who were reported as having each skill divided by the total number of households surveyed. This ratio was then used with the number of households in the Fort Morgan/Brush Laborshed to generate the information in the third column. This column shows how many people in the Laborshed would be expected to have each skill, given the information gathered from the survey households.

These results indicated that the most common skills in the Fort Morgan/Brush Laborshed were computer use, agriculture and gardening, customer service, management, small animal care, sales, large animal care, teaching, welding, sales, office/administrative support, construction, and accounting. The fewest residents had skills in engineering, public utilities, social services, computer-aided design, and electronics. Still, there were an ample number of people with skills in each of these categories to fill the needs of most potential employers.

Table 10: Fort Morgan/Brush Laborshed Job Skills and Projected Number of People in the Laborshed With Each Skill

Job Skill	Ratio -- Person Per Household Holding Skill	Extrapolated Number in Fort Morgan/Brush with Skill
Welding	**.56**	**9,954**
Small Engine Repair	**.50**	**8,888**
Large Engine/Machinery Repair	**.43**	**7,643**
Computer Use	**1.19**	**21,152**
Computer Programming	**.27**	**4,799**
Desktop Publishing	**.31**	**5,510**
Computer-Aided Design	**.20**	**3,555**
Large Animal Care	**.60**	**10,665**
Small Animal Care	**.79**	**14,042**
Agriculture/Gardening	**1.08**	**19,197**
Machining	**.35**	**6,221**
Customer Service	**.87**	**15,464**
Motel/Restaurant Service	**.33**	**5,866**
Management	**.77**	**13,687**
Sales	**.64**	**11,376**
Accounting	**.51**	**9,065**
Marketing/Advertising	**.37**	**6,577**
Office Administrative Support	**.52**	**9,243**
Teaching/Training	**.55**	**9,776**
Public Safety	**.24**	**4,266**
Public Utilities	**.13**	**2,311**
Social Services	**.14**	**2,489**
Engineering	**.12**	**2,133**
Electronics	**.20**	**3,555**
Construction	**.52**	**9,243**
Transportation	**.36**	**6,399**
Healthcare	**.34**	**6,044**

POTENTIAL CHANGES

One of the most important types of information gathered by the Labor Force Study involved identifying the number of people who were employed, either at home or away from home, and

wanted a different job. For those who wanted a different job, the survey then asked what type of work they would prefer, how far they would be willing to commute, whether they would accept a job that paid $8 or $11 an hour, and whether they would accept a job that did not include benefits.

The results indicated that 252 people in the surveyed households were employed, but wanted a different job. 20% of these people had a trade school degree, and 27% had a college degree. When the survey results were extrapolated to represent the entire estimated population of the Laborshed, these figures indicted that 3,911 people in the Fort Morgan/Brush Laborshed were looking for a different job. The most common types of work that those who wanted a different job preferred were office and administrative support, installation, maintenance and repair, farming/fishing/forestry, and construction/resource extraction. On average, the results showed that those who wanted a different job were willing to commute 35 miles one way.

The respondents were also asked whether the persons(s) who wanted a different job would be willing to work for $8 an hour. 35% indicated that this pay level would be acceptable. Twice as many people, 71%, indicated that the person(s) who wanted a different job would be willing to work for $11 an hour. 39% would be willing to take a job that did not include benefits.

95% of households in which someone was willing to accept a job without benefits reported that at least one person over the age of 18 worked away from the home for pay. This indicated that members of these households may have had benefits through an existing job.

The households in which someone was interested in a different job were more likely to include someone who was under age 18 and much less likely to include someone who was over age 65. This indicated that those who were seeking a change were more likely to be in early or mid-career. The average wage currently being earned by the individuals in these households was only 80% of the average wage in households in which no one was interested in a different job, which could be one reason for the interest in different employment.

Households that included someone who wanted a different job had higher skill levels than households that did not include a job-seeker. They were more likely to have the following skills: welding, small engine repair, large engine/machinery repair, computer use, computer programming, small animal care, agriculture or gardening, machining, customer service, motel/restaurant service, management, sales, public safety, electronics, construction, transportation/material moving, and health.

SUMMARY

The results of the Labor Force Study provide a more accurate measurement of the area's unemployment situation by going beyond county borders and including the surrounding areas from which potential employers could expect to draw employees. In the Fort Morgan/Brush Laborshed, the potential workforce was composed of 1,067 youth, 3,911 people who wanted a different job, and 1,560 people who were over 18 and planning to enter or re-enter the workforce, for a total of 6,538 potential employees.

A high percentage of those over age 18 who were seeking employment or different employment had a post-high-school degree. The survey results indicated that they were seeking a variety of types of

jobs, and that there was a sizeable pool of workers seeking employment in each specific field that was included on the survey.

PHILLIPS COUNTY

DEMOGRAPHICS

Phillips County is a rural county of 44,510 acres on the Nebraska border. According to the 2000 Census, its population was 4,480, a 7% increase over 1990. The State Demographer's office projects an average growth of about .5% per year for the first third of the 21st Century. Phillips County includes two major towns: Holyoke, the county seat, with 2,261 people, and Haxtun with 982 people. This report also includes data for the Holyoke Laborshed in the next chapter.

The major highways in Phillips County include Highway 6, which runs from east to west and links Haxtun and Holyoke with Sterling and with Chase County, NE. Highway 385 runs from north to south and links Holyoke with Julesburg and Interstate 76 to the north and with Wray to the south. Highway 59 links Haxtun to I-76 on the north and to Yuma to the south. Highway 23 runs northeast from Holyoke and links the area to Perkins County, NE.

There are a total of 1,781 households in Phillips County. This survey included 311 households that were randomly selected from telephone listings, for a margin of error of +/-6%. The total number of people living in the responding households was 831, representing 19% of the county's population.

Among those who responded to the survey, 57% were female and 43% were male. This is statistically the same percentage of each gender as the general population. Those who responded to the survey were most likely to be in the 41-65 age group (45%), while 24% were between 25 and 40, and 26% were over the age of 65. Only 4% were between 18 and 24. Those 41-65 were over-represented, compared to the general population, while other age groups were within the margin of error. 28% of the households that were surveyed included someone over age 65, while 38% included at least one person under 18.

Surveys were completed in both Spanish and English. 6% of those surveyed gave their responses in Spanish. This represents about half of the 12% of County residents who identified themselves as Hispanic in the 2000 Census, and is very close to the 6.5% who said that they spoke Spanish as a first language and English less than "very well." Where there were differences between those who responded in English and those who responded in Spanish, the results were included in this report.

61% of respondents reported that they lived in Holyoke (including surrounding rural areas), and 39% lived in or near Haxtun. These percentages were in line with the Census for Holyoke, but over-represented Haxtun. This indicated either that Haxtun had a larger area that identified with the town or that the response rate was somewhat higher among Haxtun residents.

In Phillips County, the 2000 Census indicated that 6% of residents held an associates' degree, 14% held a 4-year degree, and 6% held a graduate or professional degree. Among surveyed households, 52% reported that at least one resident held a college degree, indicating that these results were probably in line with Census findings. As Appendix 5 shows, the 229 degrees that were specified varied widely, with the highest percentage being 4-year degrees. These degrees were also in a variety of fields, including business, engineering, computer science, teaching, and counseling. This indicated that there was a wide range of educational levels and fields represented in Phillips County.

CURRENT EMPLOYMENT SITUATION

The Labor Force Study included several questions related to a household's current employment situation. One asked how many people were over age 18 and worked for pay at home or on the family farm. This group was then asked how many worked full-time, part-time, and in farming. Another question asked how many people in the household were over 18 and employed away from home. For this group, information was gathered on how many worked full-time and how many worked part-time. Then, for each person who worked away from home, data were gathered on the town they worked in or nearest to, the type of work they did, how long they had held their current job, and their monthly wages before taxes.

38% of those surveyed reported that at least one person in their household was over age 18 and worked for pay at home or on their family farm. In those households, 24% of those who worked were employed part-time, 70% worked full-time, and 61% worked at farming. Households in which someone worked at home had a 40% higher level of college-educated workers than did households in which no one worked at home. The data collected for this study did not indicate whether this was a result of more educated workers having more flexibility in their place of employment, of more educated workers being able to support a stay-at-home spouse, or of some other factor.

Workers in non-farming households averaged $2,835 per month in pre-tax wages, while those in farming households averaged $1,924 per month, or 68% of the wages of those in non-farming households. The only significant difference between the two kinds of households' away-from-home employment was that farming households were more likely to include someone who worked in education, training, or library work.

However, there were a number of differences in households' job-related skills. Farming households were at least 50% more likely to include someone whose skills included welding, computer programming, computer-aided design, agriculture or gardening, machining, and office administrative

support. Farm households were also over one-third more likely to include someone whose skills included small engine repair, desktop publishing, motel/restaurant service, and marketing/advertising. Non-farming households were at least 50% more likely to include someone whose skills included customer service.

62% of households reported that someone over age 18 worked away from home. Of those working away from home, 18% worked part-time, and 81% worked full-time. Households in which someone worked away from home were less likely to report anyone unemployed and more likely to report that someone in their household was planning to enter or re-enter the workforce in the next six months. They were also more likely (58% vs. 40%) to include someone with a college degree. Households in which no one worked away from home were 9 times more likely (63% vs. 7%) to include someone over age 65, indicating that a portion of this group considered themselves retired.

In 72 households (23% of the total), at least one person over 18 worked at home for pay and at least one person worked away from home. 50% of those households included someone who farmed, and 85% included someone who worked full-time away from home. In Phillips County, then, almost one-quarter of all households include both at-home workers and commuters, with one-eighth of the County's households working at both farming and off-farm paying work.

40% of farming households included someone under age 18, while 60% of non-farming households included at least one child. On the other end of the age spectrum, 18% of farm households included someone over age 65, while only 2% of non-farming households included someone in that age group. This clearly supports other data that highlights the aging of the farm population.

Among those employed away from home, 58% worked in Holyoke, 22% in Haxtun, and 9% in Sterling. The County's workforce, then, was fairly strongly centered in Phillips County. The most common types of employment among the households surveyed were farming/fishing/forestry (18%), education/training/library (13%), office and administrative support (9%), management (8%), and sales/marketing (7%). Nearly half of those who were employed (45%) had held their current jobs for 1-5 years, while 19% had held their current jobs for 6-10 years. This indicated that employees were fairly stable in their positions. The mean wage per person among those working was $2,207 per month before taxes, or statistically the same as the regional mean wage for surveyed households.

Among those currently employed, there were some interesting differences between those who completed the survey in English and those who completed it in Spanish. The mean wage per person among those who completed the survey in English was $2,322, while the mean for those who completed it in Spanish was $1,350, or 58% of the English-language mean. Those who responded in Spanish were more likely to work in Holyoke (85% vs. 54%), much more likely to work in farming/fishing/forestry (65% vs. 12%), and had held their current jobs for a shorter period of time.

The data indicated that most people in Phillips County worked for pay, with a notable percentage of households including people who were employed both at home and away from home, and with farming being a common at-home job. The farming households had many more job-related skills than non-farming households. Households in which the survey was answered in Spanish were notably different from households in which the survey was answered in English. Workers were fairly stable in their employment, and there was some variety in the types of jobs people held.

CURRENT UNEMPLOYMENT SITUATION

The surveyors asked two questions related to unemployment. One asked how many people in the household were over age 18 and currently unemployed. The other asked how many people in the household were under age 18, currently looking for work, and unemployed.

A total of 27% of households in Phillips County reported that at least one person in the household was over age 18 and currently unemployed. This category included retired persons, so it was considerably larger than the official unemployment rate. However, the survey was designed with the assumption that a strong percentage of retired persons could decide to re-enter the workforce, given the right incentives.

18% of those who were unemployed reported being willing to do additional job-related training, indicating that at least this percentage was serious about becoming employed. However, when asked how many of these unemployed persons were considering entering or re-entering the workforce in the next 6 months, only 11% fit that category. When extrapolated, this indicated that 53 people in Phillips County were currently unemployed, but were considering entering or re-entering the workforce.

As for those under age 18, only 3% of households reported that someone was currently looking for work, but unemployed. When extrapolated, this figure indicated that 53 young people were currently unemployed, but looking for work in Phillips County. While this would not seem like a large number in a more populous area, the state estimated that there were 254 people aged 15-18 in Phillips County in 2003. This means that one-fifth (21%) of the County's young people were unemployed and looking for work.

HOUSEHOLD SKILLS

In addition to looking at current employment and unemployment in Phillips County, the Labor Force Study looked at the job skills of County residents. This provided important information, because any potential employer would need to know what skills were present in the population. While the current employment and preferred employment figures were calculated using the State of Colorado's labor force categories, the information on household skills was gathered using more specific categories.

The results are shown on Table 11. The first column indicates the job skills that the surveyors asked about. The question asked how many people in the household held each skill. The second column gives a ratio of the total number of people who were reported as having each skill divided by the total number of households surveyed. This ratio was then used with the number of households in Phillips County to generate the information in the third column. This column shows how many people in the County would be expected to have each skill, given the information gathered from the survey households.

Table 11: Phillips County Job Skills and Projected Number of People in the County With Each Skill

Job Skill	Ratio -- Person Per Household Holding Skill	Extrapolated Number in Phillips County with Skill
Welding	**.63**	**1,121**
Small Engine Repair	**.51**	**908**
Large Engine/Machinery Repair	**.46**	**819**
Computer Use	**1.26**	**2,244**
Computer Programming	**.30**	**534**
Desktop Publishing	**.32**	**570**
Computer-Aided Design	**.19**	**338**
Large Animal Care	**.64**	**1,140**
Small Animal Care	**.82**	**1,460**
Agriculture/Gardening	**1.17**	**2,084**
Machining	**.43**	**766**
Customer Service	**.76**	**1,354**
Motel/Restaurant Service	**.31**	**552**
Management	**.79**	**1,407**
Sales	**.69**	**1,229**
Accounting	**.64**	**1,140**
Marketing/Advertising	**.40**	**712**
Office Administrative Support	**.54**	**962**
Teaching/Training	**.58**	**1,033**
Public Safety	**.24**	**427**
Public Utilities	**.14**	**249**
Social Services	**.13**	**232**
Engineering	**.10**	**178**
Electronics	**.16**	**285**
Construction	**.50**	**891**
Transportation	**.33**	**588**
Healthcare	**.35**	**623**

These results indicated that the most common job skills in Phillips County were computer use, agriculture/gardening, small animal care, management, and customer service. The fewest residents had skills in engineering, social services, public utilities, electronics, and computer-aided design. Still, there were an ample number of people with skills in each of these categories to fill the needs of most potential employers.

Those who were surveyed also mentioned a few other skills. As Appendix 5 shows, the other skills reported to be present in Phillips County included flight instructor, sewing, interior decorator, minister, real estate agent, and dry cleaner

POTENTIAL CHANGES

One of the most important types of information gathered by the Labor Force Study involved identifying the number of people who were employed, either at home or away from home, and wanted a different job. For those who wanted a different job, the survey then asked what type of work they would prefer, how far they would be willing to commute, whether they would accept a job that paid $8 or $11 an hour, and whether they would accept a job that did not include benefits.

The results indicated that 48 people in the surveyed households were employed, but wanted a different job. 29% of these people had a trade school degree, and 35% had a college degree. When the survey results were extrapolated to represent the entire population of the County, these figures indicated that 267 employees in Phillips County were looking for a different job. Table 12 shows what state SOC job category these people would prefer to work in. More information on the occupations included in each state SOC code is shown in Appendix 18.

Table 12: Type of Job Preferred by People Who Wanted a Different Job

Type of Job	State SOC Code	Percent That Prefers This Type of Job	Extrapolated Number Who Prefer Type of Job
Business and Financial Operations	203	11	29
Construction and Resource Extraction	206	5	13
Education, Training and Library	207	13	35
Farming, Fishing, and Forestry	208	16	43
Food Preparation and Serving	209	3	8
Healthcare - Professional	210	5	13
Healthcare – Support	211	3	8
Installation, Maintenance and Repair	212	11	29
Management	213	3	8
Office and Administrative Support	214	3	8
Production and Manufacturing	216	3	8
Protective Services	217	3	8
Sales and Marketing	218	16	43
Transportation and Material Moving	219	3	8
Other Type of Job		5	

The most common types of work that those who wanted a different job preferred were sales/marketing, installation/maintenance/repair, and business and financial operations. On average,

the results showed that those who wanted a different job were willing to commute 35 miles one way, so a potential employer could expect to draw employees from at least that large of a radius of Holyoke, Haxtun, or another Phillips County location.

The respondents were also asked whether the persons(s) who wanted a different job would be willing to work for $8 an hour. 41% indicated that this pay level would be acceptable. Substantially more people, 75%, indicated that the person(s) who wanted a different job would be willing to work for $11 an hour.

Respondents reported that 45% of those who wanted a different job would be willing to take a job that did not include benefits. Households in which respondents said benefits were not necessary were different in a number of ways from households that favored benefits. In households that said someone would be willing to work without benefits, more people worked in farming and were employed away from home in part-time positions. As farming and part-time work generally do not include employer-funded benefits, this appeared to indicate that households that were willing to do without benefits might be accustomed to doing without them. However, as these households also had a lower mean income, they would be vulnerable to health-related economic problems.

The households in which someone was interested in a different job were more likely to include someone who was under age 18 and less likely to include someone who was over age 65. This indicated that those who were seeking a change were likely to be in early or mid-career. The wages currently being earned by the individuals in these households were somewhat lower than in households in which no one was interested in a different job, which could be one reason for the interest in different employment. These households were also more likely to have completed the survey in Spanish, indicating somewhat higher job dissatisfaction among that group.

Households that included someone who wanted a different job were more likely to have a variety of job skills. The following skills were more common in job-seeking households than in non-job-seeking households: welding, small engine repair, large engine/machinery repair, computer use, large animal care, small animal care, agriculture or gardening, machining, customer service, motel/restaurant service, management, sales, public safety, and construction.

The final question that gathered information on potential changes in Phillips County employment was Question 9, which asked whether the respondent had any additional information that could help the area plan for improved job opportunities. The full texts of the responses are shown in Appendix 5. Most of these comments were some variation on the theme that the area needed more jobs. The second-largest category expressed the need for more local training and education. The nearly unanimous nature of these comments was notable.

SUMMARY

While the 2000 Census reported a Phillips County unemployment rate of 1.7%, and while state data for March 2003 reported 2.9%, the results of the Labor Force Study provided a more accurate measurement of the County's employment situation. The Study indicated that 13% of the County's population between the ages of 15 and 70 was looking for work or for a different work situation in Spring 2003. This potential workforce was composed of 53 youth, 267 people who wanted a

different job, and 53 people who were over 18 and planning to enter or re-enter the workforce, for a total of 373 potential employees.

A high percentage of those over age 18 who were seeking employment or different employment had a post-high-school degree. The survey results indicated that they were seeking a variety of types of jobs, and that there was usually a pool of workers seeking employment in a specific field. Survey respondents in the County appeared eager for more employment opportunities.

HOLYOKE LABORSHED

DEMOGRAPHICS

The Holyoke Laborshed is centered on the Phillips County city of Holyoke and also contains portions of Logan, Sedgwick, and Yuma Counties in Colorado and Chase, Cheyenne, Deuel, Dundy, and Perkins Counties in Nebraska. There are a total of 9,552 households in the Holyoke Laborshed. This survey included 1,565 households that were randomly selected from telephone listings, for a margin of error of +/-6%. The total number of people living in the responding households was 4,067.

Among those who responded to the survey, 63% were female and 36% were male. Those who responded to the survey were most likely to be in the 41-65 age group (50%), while 20% were between 25 and 40, and 25% were over the age of 65. Only 4% were between ages 18 and 24. 28% of the households that were surveyed included someone over age 65, while 34% included at least one person under 18. Surveys were completed in both Spanish and English. 3% of those surveyed gave their responses in Spanish. As this was below the margin of error, this variable will not be considered further in this section.

19% of respondents reported that they lived in Imperial, NE. (including surrounding rural areas), 13% lived in Julesburg, 12% in Holyoke, and 11% in Wray. In the Holyoke Laborshed, 49% of surveyed households reported that at least one resident held a college degree.

CURRENT EMPLOYMENT SITUATION

The Labor Force Study included several questions related to a household's current employment situation. One asked how many people were over age 18 and worked for pay at home or on the family farm. This group was then asked how many worked full-time, part-time, and in farming. Another question asked how many people in the household were over 18 and employed away from home. For this group, information was gathered on how many worked full-time and how many worked part-time. Then, for each person who worked away from home, data were gathered on the town they worked in or nearest to, the type of work they did, how long they had held their current job, and their monthly wages before taxes.

36% of those surveyed reported that at least one person in their household was over age 18 and worked for pay at home or on their family farm. In those households, 26% of those who worked were employed part-time, 75% worked full-time, and 64% worked at farming. Households in which someone worked at home had a higher level of college-educated workers than did households in

which no one worked at home. The data collected for this study did not indicate whether this was a result of more educated workers having more flexibility in their place of employment, of more educated workers being able to support a stay-at-home spouse, or of some other factor.

62% of households reported that someone over age 18 working away from home. Of those working away from home, 28% worked part-time, and 88% worked full-time. The households that reported someone working away from home were less likely to report someone as being unemployed. Households in which no one worked away from home were much more likely (58% vs. 10%) to include someone over age 65, indicating that a portion of this group considered themselves retired.

In 318 households (20% of the total), at least one person over 18 worked at home for pay and at least one person worked away from home. 58% of those households included someone who farmed, and 80% included someone who worked full-time away from home. In the Holyoke Laborshed, then, almost one-fifth of all households include both at-home workers and commuters, with over one-tenth of the Laborshed's households working at both farming and off-farm paying work.

Among those employed away from home, 16% worked in Imperial, 13% in Holyoke, and 11% each in Wray and Yuma. The most common current types of employment among surveyed households were farming/fishing/forestry (12%), education/training/library (11%), office and administrative support (8%), and business/financial operations (7%). 39% of those who were employed had held their current jobs for 1-5 years, while 18% had held their current jobs for 6-10 years. This indicated that employees were fairly stable in their positions. The mean wage per person among those working was $2,085 per month before taxes, or statistically equal to the regional mean wage.

The data indicated that most people in the Holyoke Laborshed worked for pay, with a notable percentage of households including people who were employed both at home and away from home, and with farming being a common at-home job. Workers were fairly stable in their employment, and people held a variety of types of jobs.

CURRENT UNEMPLOYMENT SITUATION

The surveyors asked two questions related to unemployment. One asked how many people in the household were over age 18 and currently unemployed. The other asked how many people in the household were under age 18, currently looking for work, and unemployed.

A total of 25% of households in the Holyoke Laborshed reported that at least one person in the household was over age 18 and currently unemployed. This category included retired persons, so it was considerably larger than the official unemployment rate. However, the survey was designed with the assumption that a strong percentage of retired persons could decide to re-enter the workforce, given the right incentives.

20% of those who were unemployed reported being willing to do additional job-related training, indicating that at least this percentage was serious about becoming employed. However, when asked how many of these unemployed persons were considering entering or re-entering the workforce in the next 6 months, only 14% fit that category. When extrapolated, this indicated that 478 people in the Holyoke Laborshed were currently unemployed, but were considering entering or re-entering the work force. As for those under age 18, 5% of households reported that someone was currently looking for work, but unemployed. When extrapolated, this figure indicated that 382 young people were currently unemployed, but looking for work in the Holyoke Laborshed.

HOUSEHOLD SKILLS

In addition to looking at current employment and unemployment in the Holyoke Laborshed, the Labor Force Study looked at the job skills of residents. This provided important information, because any potential employer would need to know what skills were present in the population. While the current employment and preferred employment figures were calculated using the State of Colorado's labor force categories, the information on household skills was gathered using more specific categories.

The results are shown on Table 13. The first column indicates the job skills that the surveyors asked about. The question asked how many people in the household held each skill. The second column gives a ratio of the total number of people who were reported as having each skill divided by the total number of households surveyed. This ratio was then used with the number of households in the Holyoke Laborshed to generate the information in the third column. This column shows how many people in the Laborshed would be expected to have each skill, given the information gathered from the survey households.

These results indicated that the most common skills in the Holyoke Laborshed were computer use, agriculture/gardening, small animal care, customer service, management, sales, accounting, large animal care, welding, teaching, small engine repair, and office and administrative support. The fewest residents had skills in engineering, public utilities, social services, computer-aided design, and

Table 13: Holyoke Laborshed Job Skills and Projected Number of People in the Laborshed With Each Skill

Job Skill	Ratio -- Person Per Household Holding Skill	Extrapolated Number in Holyoke Laborshed with Skill
Welding	**.62**	**5,922**
Small Engine Repair	**.53**	**5,063**
Large Engine/Machinery Repair	**.48**	**4,585**
Computer Use	**1.26**	**12,036**
Computer Programming	**.28**	**2,675**
Desktop Publishing	**.31**	**2,961**
Computer-Aided Design	**.18**	**1,719**
Large Animal Care	**.63**	**6,018**
Small Animal Care	**.88**	**8,406**
Agriculture/Gardening	**1.20**	**11,462**
Machining	**.37**	**3,534**
Customer Service	**.84**	**8,024**
Motel/Restaurant Service	**.32**	**3,057**
Management	**.80**	**7,642**
Sales	**.69**	**6,591**
Accounting	**.60**	**5,731**
Marketing/Advertising	**.38**	**7,225**
Office Administrative Support	**.51**	**4,872**
Teaching/Training	**.58**	**5,540**
Public Safety	**.26**	**2,484**
Public Utilities	**.13**	**1,242**
Social Services	**.14**	**1,337**
Engineering	**.09**	**860**
Electronics	**.18**	**1,719**
Construction	**.49**	**4,681**
Transportation	**.35**	**3,343**
Healthcare	**.37**	**3,534**

electronics. There were an ample number of people with skills in each of these categories to fill the needs of most potential employers.

POTENTIAL CHANGES

One of the most important types of information gathered by the Labor Force Study involved identifying the number of people who were employed, either at home or away from home, and wanted a different job. For those who wanted a different job, the survey then asked what type of work they would prefer, how far they would be willing to commute, whether they would accept a job that paid $8 or $11 an hour, and whether they would accept a job that did not include benefits.

The results indicated that 304 people in the surveyed households were employed, but wanted a different job. 15% of these people had a trade school degree, and 29% had a college degree. When the survey results were extrapolated to represent the entire estimated population of the Laborshed, these figures indicted that 1,815 people in the Holyoke Laborshed were looking for a different job. The most common types of work that those who wanted a different job preferred were farming/fishing/forestry, installation/maintenance/repair, office and administrative support, and sales and marketing. On average, the results showed that those who wanted a different job were willing to commute 33 miles one way.

The respondents were also asked whether the persons(s) who wanted a different job would be willing to work for $8 an hour. 40% indicated that this pay level would be acceptable. Almost twice as many, 78%, indicated that the person(s) who wanted a different job would be willing to work for $11 an hour. 38% would be willing to take a job that did not include benefits. 89% of respondents who reported that someone was willing to work without benefits also reported that at least one person over age 18 worked away from the home. This indicated that respondents who were willing to work without benefits may have had access to benefits through another person in the household.

The households in which someone was interested in a different job were more likely to include someone who was under age 18 and less likely to include someone who was over age 65. This indicated that those who were seeking a change were likely to be in early or mid-career. The wages currently being earned by the individuals in these households were somewhat lower than in households in which no one was interested in a different job, which could be one reason for the interest in different employment.

Households that included someone who wanted a different job had a high level of job skills. They were more likely to have the following skills than non-job-seeking households: welding, small engine repair, large engine/machinery repair, computer use, computer programming, desktop publishing, computer design, large animal care, small animal care, agriculture or gardening, machining, customer service, motel/restaurant service, management, sales, electronics, construction, and transportation/material moving.

SUMMARY

The results of the Labor Force Study provide a more accurate measurement of the area's unemployment situation by going beyond county borders and including the surrounding areas from which potential employers could expect to draw employees. In the Holyoke Laborshed, this potential workforce was composed of 382 youth, 1,815 people who wanted a different job, and 478 people

who were over 18 and planning to enter or re-enter the workforce, for a total of 2,675 potential employees.

A high percentage of those over age 18 who were seeking employment or different employment had a post-high-school degree. The survey results indicated that the Laborshed included a pool of workers seeking employment in various fields.

SEDGWICK COUNTY

DEMOGRAPHICS

Sedgwick County is a rural county that borders Nebraska on its north and east sides and has an area of 351,253 acres. According to the 2000 Census, its population was 2,747, a 2.1 % increase over 1990. The State Demographer's office projects an average growth of about .6% per year for the first third of the 21st Century. Sedgwick County includes the major town of Julesburg, which is the county seat with 1,467 people, or 53% of the county's population.

The major highways in Sedgwick County include Interstate 76 -- which runs from east to west and links Julesburg with Sterling to the west and Ogallala, NE. to the east -- and Highway 385, which runs north to south and connects with Holyoke and Wray. Highway 138, which parallels the Interstate along the South Platte River, is also used by local commuters.

The Census indicated there were a total of 1,165 households in Sedgwick County. Only 738 of these households were listed in the telephone directory. Conversations with emergency personnel, Economic Development officials, and Cooperative Extension staff did not indicate any reason for this discrepancy. Repeated attempts were made to reach each household listed, and survey responses were eventually obtained from 206 households. The total number of people living in the responding households was 495, representing 18% of the county's population. The margin of error for households with telephone listings is +/-10%, and this report should be understood with this limitation. However, as the results for Sedgwick County were very similar to those from other counties in the region, the data presented here appeared to be reliable.

Among those who responded to the survey, 62% were female and 38% were male. Females were over-represented, as males and females each comprised 50% of the general population. Those who responded to the survey were most likely to be in the 41-65 age group (52%), while 18% were between 25 and 40, and 25% were over the age of 65. Only 4% were between ages 18 and 24. Those 41-65 were over-represented, compared to the general population, while other age groups were within

the margin of error. 28% of the households that were surveyed included someone over age 65, while 29% included at least one person under 18.

Surveys were completed in both Spanish and English. 1% of those surveyed gave their responses in Spanish. This percentage under-represents the 11% of County residents who identified themselves as Hispanic in the 2000 Census, and is lower than the 3.4% who said that they spoke Spanish as a first language and English less than "very well." As the percentage that responded in Spanish was so small, this variable will not be considered further in this section.

In Sedgwick County, the 2000 Census indicated that 6% of residents held an associate's degree, 10% held a 4-year degree, and 4% held a graduate or professional degree. Among surveyed households, 44% reported that at least one resident held a college degree, indicating that less educated households were probably somewhat under-represented in the results. As Appendix 6 shows, the 100 degrees that were specified in Sedgwick County varied widely, with the highest percentage being 4-year degrees. These degrees were also in a variety of fields, including education, business, and nursing. This indicated that there was a wide range of educational levels and fields represented in Sedgwick County.

CURRENT EMPLOYMENT SITUATION

The Labor Force Study included several questions related to a household's current employment situation. One asked how many people were over age 18 and worked for pay at home or on the family farm. This group was then asked how many worked full-time, part-time, and in farming. Another question asked how many people in the household were over 18 and employed away from home. For this group, information was gathered on how many worked full-time and how many worked part-time. Then, for each person who worked away from home, data were gathered on the town they worked in or nearest to, the type of work they did, how long they had held their current job, and their monthly wages before taxes.

26% of those surveyed reported that at least one person in their household was over the age of 18 and worked for pay at home or on their family farm. In those households, 20% of those who worked were employed part-time, 67% worked full-time, and 73% worked at farming. Households in which someone worked at home had a noticeably higher level of college-educated workers than did households in which no one worked at home. The data collected for this study do not indicate whether this was a result of more educated workers having more flexibility in their place of employment, of more educated workers being able to support a stay-at-home spouse, or of some other factor.

Workers in non-farming households averaged $2,063 per month in pre-tax wages, while those in farming households averaged $1,961 per month, or 95% of those in non-farming households. There were also a number of differences in farming and non-farming households' job-related skills. Farming households were at least 50% more likely to include someone whose skills included welding, small engine repair, large engine repair, large animal care, agriculture or gardening, machining, accounting, and marketing. Farm households were also more than one-third more likely to include someone whose skills included computer programming, desktop publishing, office and administrative support, and transportation and material moving.

64% of households reported that someone over age 18 worked away from home. Of those working away from home, 27% worked part-time, and 87% worked full-time. The households that reported someone working away from home were more likely to report someone as being unemployed and more likely to report that someone in their household was planning to enter or re-enter the workforce in the next six months. Households in which no one worked away from home were much more likely (60% vs. 34%) to include someone over age 65, indicating that a portion of this group considered themselves retired.

In 35 households (16% of the total), at least one person over 18 worked at home for pay and at least one person worked away from home. 80% of those households included someone who farmed, and 83% included someone who worked full-time away from home. In Sedgwick County, then, almost one-fifth of all households included both at-home workers and commuters, with one-sixth of the County's households working at both farming and off-farm paying work.

35% of farming households included someone under age 18, while 27% of non-farming households included at least one child. On the other end of the age spectrum, 10% of farm households included someone over age 65, while 33% of non-farming households included someone in that age group. This suggested that Sedgwick County has not followed the national trend of an aging farm workforce.

Among those employed away from home, 62% worked in Julesburg, and 8% each in Ovid and Sidney, NE. The most common current types of employment among all the households surveyed were education/training/library (19%), business/financial operations (14%), sales/marketing (14%), and construction/resource extraction (13%). 36% of those who were employed had held their current jobs for 1-5 years, while 22% had held their current jobs for 6-10 years. This indicated that employees were fairly stable in their positions. The mean wage per person among those working was $2,063 per month before taxes, or 95% of the regional mean for all surveyed households.

The data indicated that most people in Sedgwick County worked for pay, with a notable percentage of households including people who were employed both at home and away from home, and with farming being a common at-home job. The farming households had more job-related skills than non-farming households. Workers were fairly stable in their employment, and there was some variety in the types of jobs people held.

CURRENT UNEMPLOYMENT SITUATION

The surveyors asked two questions related to unemployment. One asked how many people in the household were over age 18 and currently unemployed. The other asked how many people in the household were under age 18, currently looking for work, and unemployed.

A total of 36% of households in Sedgwick County reported that at least one person in the household was over age 18 and currently unemployed. This category included retired persons, so it was considerably larger than the official unemployment rate. However, the survey was designed with the assumption that a strong percentage of retired persons could decide to re-enter the workforce, given the right incentives.

19% of those who were unemployed reported being willing to do additional job-related training, indicating that at least this percentage was serious about becoming employed. However, when asked how many of these unemployed persons were considering entering or re-entering the workforce in the next 6 months, 15% fit that category. When extrapolated, this indicated that 82 people in Sedgwick County were currently unemployed, but were considering entering or re-entering the workforce.

As for those under age 18, only 4% of households reported that someone was currently looking for work, but unemployed. When extrapolated, this figure indicated that 47 young people were currently unemployed, but looking for work in Sedgwick County. While this would not seem like a large number in a more populous area, the state estimated that there were 182 people aged 15-18 in Sedgwick County in 2003. This meant that 26% of the County's young people were unemployed and looking for work. Clearly, any strategy to boost jobs in the County should include job-creation for young people.

HOUSEHOLD SKILLS

In addition to looking at current employment and unemployment in Sedgwick County, the Labor Force Study looked at the job skills of County residents. This was important information, because any potential employer would need to know what skills were present in the population. While the current employment and preferred employment figures were calculated using the State of Colorado's labor force categories, the information on household skills was gathered using more specific categories.

The results are shown on Table 14. The first column indicates the job skills that the surveyors asked about. The question asked how many people in the household held each skill. The second column gives a ratio of the total number of people who were reported as having each skill divided by the total number of households surveyed. This ratio was then used with the number of households in Sedgwick County to generate the information in the third column. This column shows how many people in the County would be expected to have each skill, given the information gathered from the survey households.

Table 14: Sedgwick County Job Skills and Projected Number of People in the County With Each Skill

Job Skill	Ratio -- Person Per Household Holding Skill	Extrapolated Number in Sedgwick County with Skill
Welding	**.48**	**559**
Small Engine Repair	**.48**	**559**
Large Engine/Machinery Repair	**.43**	**501**
Computer Use	**1.16**	**1,351**

Computer Programming	**.35**	**408**
Desktop Publishing	**.33**	**385**
Computer-Aided Design	**.20**	**233**
Large Animal Care	**.59**	**688**
Small Animal Care	**.78**	**909**
Agriculture/Gardening	**1.03**	**1,200**
Machining	**.35**	**408**
Customer Service	**.76**	**885**
Motel/Restaurant Service	**.31**	**361**
Management	**.80**	**932**
Sales	**.70**	**815**
Accounting	**.58**	**676**
Marketing/Advertising	**.40**	**466**
Office Administrative Support	**.52**	**606**
Teaching/Training	**.54**	**629**
Public Safety	**.30**	**350**
Public Utilities	**.13**	**152**
Social Services	**.13**	**152**
Engineering	**.07**	**82**
Electronics	**.17**	**198**
Construction	**.46**	**536**
Transportation	**.33**	**385**
Healthcare	**.36**	**419**

These results indicated that the most common job skills in Sedgwick County were computer use, agriculture/gardening, management, small animal care, and customer service. The fewest residents had skills in engineering, social services, public utilities, electronics, and computer-aided design. Still, there were an ample number of people with skills in each of these categories to fill the needs of most potential employers.

Those who were surveyed also mentioned a few other skills. As Appendix 6 shows, the other skills reported to be present in Sedgwick County included heavy equipment operator, pharmacist, musician, and operations manager.

POTENTIAL CHANGES

One of the most important types of information gathered by the Labor Force Study involved identifying the number of people who were employed, either at home or away from home, and wanted a different job. For those who wanted a different job, the survey then asked what type of

work they would prefer, how far they would be willing to commute, whether they would accept a job that paid $8 or $11 an hour, and whether they would accept a job that did not include benefits.

The results indicated that 49 people in the surveyed households were employed, but wanted a different job. 14% of these people had a trade school degree, and 37% had a college degree. When the survey results were extrapolated to represent the entire population of the County, these figures indicated that 280 employees in Sedgwick County were looking for a different job. Table 15 shows what state SOC job category these people would prefer to work in. More information on the occupations included in each state SOC code is shown in Appendix 18.

Table 15: Type of Job Preferred by People Who Wanted a Different Job

Type of Job	State SOC Code	Percent That Prefers This Type of Job	Extrapolated Number Who Prefer Type of Job
Art, Design, Entertainment, Sports, Media	201	8	22
Business and Financial Operations	203	8	22
Community and Social Services	204	8	22
Education, Training, and Library	207	8	22
Farming, Fishing, and Forestry	208	12	34
Healthcare - Professional	210	16	45
Installation, Maintenance and Repair	212	12	34
Management	213	4	11
Office and Administrative Support	214	8	22
Protective Services	217	4	11
Sales and Marketing	218	8	22

The most common types of work that those who wanted a different job preferred were professional healthcare, farming/ fishing/ forestry, and installation/maintenance and repair. On average, the results showed that those who wanted a different job were willing to commute 35 miles one way, so a potential employer could expect to draw employees from at least that large of a radius of Ovid, Sedgwick, or other locations in Phillips County. This area included Deuel, Keith, and Perkins Counties in Nebraska.

The respondents were also asked whether the persons(s) who wanted a different job would be willing to work for $8 an hour. 44% indicated that this pay level would be acceptable. Substantially more people, 77%, indicated that the person(s) who wanted a different job would be willing to work for $11 an hour. 35% would be willing to take a job that did not include benefits. 93% of the respondents who reported that someone in the household would be willing to work without benefits also reported that least one person over the age of 18 worked away from the home. This indicated that those who were willing to work without benefits were probably covered by the benefits of another household member.

The households in which someone was interested in a different job were more likely to include someone who was under age 18 and less likely to include someone who was over age 65. This

indicated that those who were seeking a change were likely to be in early or mid-career. The wages currently being earned by the individuals in these households were somewhat lower than in households in which no one was interested in a different job, which could be one reason for the interest in different employment.

Households that included a job-seeker had a higher level of work-related skills than households that did not include a job-seeker. Households that included someone who wanted a different job were more likely to have the following skills: welding, small engine repair, large engine/machinery repair, computer use, large animal care, small animal care, agriculture or gardening, machining, customer service, motel/restaurant service, management, sales, teaching, and construction.

The final question that gathered information on potential changes in Sedgwick County employment was Question 9, which asked whether the respondent had any additional information that could help the area plan for improved job opportunities. The full texts of the responses are shown in Appendix 6. Most of these comments were some variation on the theme that the area needed more jobs. The second-largest category expressed the need for higher wages and better benefits. The nearly unanimous nature of these comments was notable.

SUMMARY

While the 2000 Census reported a Sedgwick County unemployment rate of 0.9%, and while state data for March 2003 reported 3.4%, the results of the Labor Force Study provided a more accurate measurement of the County's employment situation. The Study indicated that 23% of the County's population between the ages of 15 and 70 was looking for work or for a different job in Spring 2003. This potential workforce was composed of 47 youth, 280 people who wanted a different job, and 82 people who were over 18 and planning to enter or re-enter the workforce, for a total of 409 potential employees. Even though this is a notable number of potential employees, it should be noted that for Sedgwick County, which is relatively small in both land base and population, the data on the Julesburg Laborshed probably provide a more accurate picture of the County's labor force.

A high percentage of those over age 18 who were seeking employment or different employment had a post-high-school degree. The survey results indicated that they were seeking a variety of types of jobs, and that there was usually a pool of workers seeking employment in a specific field. Survey respondents in the County appeared eager for more employment opportunities.

JULESBURG LABORSHED

DEMOGRAPHICS

The Julesburg Laborshed is centered on the Sedgwick County city of Julesburg and also contains portions of Logan, and Phillips Counties in Colorado and Chase, Cheyenne, Deuel, Garden, Keith, and Perkins Counties in Nebraska. There were 12,297 households in the Julesburg Laborshed. This survey included 1,845 households that were randomly selected from telephone listings, for an overall margin of error of +/-5%. The total number of people living in the responding households was 4,720.

Among those who responded to the survey, 63% were female and 37% were male. Those who responded to the survey were most likely to be in the 41-65 age group (50%), while 21% were between 25 and 40, and 25% were over the age of 65. Only 4% were between ages 18 and 24. 29% of the households that were surveyed included someone over age 65, while 33% included at least one person under 18. Surveys were completed in both Spanish and English. 1% of those surveyed gave their responses in Spanish. As this was below the margin of error, this variable will not be considered further in this section.

Among those responding, 16% each reported that they lived in Sidney, NE., and Imperial, NE. (including surrounding rural areas). 11% each reported that they lived in Julesburg and Ogallala, NE., and 10% reported Holyoke. In the Julesburg Laborshed, 50% of surveyed households reported that at least one resident held a college degree.

CURRENT EMPLOYMENT SITUATION

The Labor Force Study included several questions related to a household's current employment situation. One asked how many people were over age 18 and worked for pay at home or on the family farm. This group was then asked how many worked full-time, part-time, and in farming. Another question asked how many people in the household were over 18 and employed away from home. For this group, information was gathered on how many worked full-time and how many worked part-time. Then, for each person who worked away from home, data were gathered on the town they worked in or nearest to, the type of work they did, how long they had held their current job, and their monthly wages before taxes.

33% of those surveyed reported that at least one person in their household was over the age of 18 and worked for pay at home or on their family farm. In those households, 24% of those who worked were employed part-time, 77% worked full-time, and 61% worked at farming. Households in which someone worked at home had a somewhat higher level of college-educated workers than did households in which no one worked at home. The data collected for this study did not indicate whether this was a result of more educated workers having more flexibility in their place of

employment, of more educated workers being able to support a stay-at-home spouse, or of some other factor.

63% of households reported that someone over age 18 worked away from home. Of those working away from home, 25% worked part-time, and 88% worked full-time. The households that reported someone working away from home were less likely to report someone as being unemployed. Households in which no one worked away from home were six times more likely (61% vs. 10%) to include someone over age 65, indicating that a portion of this group considered themselves retired.

In 337 households (18% of the total), at least one person over 18 worked at home for pay and at least one person worked away from home. 55% of those households included someone who farmed, and 80% included someone who worked full-time away from home. In the Julesburg Laborshed, then, almost one-fifth of all households include both at-home workers and commuters, with over one-tenth of the Laborshed's households working at both farming and off-farm paying work.

Among those employed away from home, 21% worked in Sidney, 14% worked in Imperial, 11% in Ogallala, and 10% in Holyoke. The Laborshed's workforce, then, was quite dispersed and most people currently worked outside Sedgwick County. The most common current types of employment among all the households surveyed were education/training/library (11%), sales and marketing (11%), office and administrative support (9%), and farming/fishing/forestry (9%). 38% of those who were employed had held their current jobs for 1-5 years, while 20% had held their current jobs for 6-10 years. This indicated that employees were fairly stable in their positions. The mean wage per person among those working was $2,198 per month before taxes, or statistically the same as the regional mean wage.

The data indicated that most people in the Julesburg Laborshed worked for pay, with a notable percentage of households including people who were employed both at home and away from home, and with farming being a common at-home job. Workers were fairly stable in their employment, and there was variety in the types of jobs people held.

CURRENT UNEMPLOYMENT SITUATION

The surveyors asked two questions related to unemployment. One asked how many people in the household were over age 18 and currently unemployed. The other asked how many people in the household were under age 18, currently looking for work, and unemployed.

A total of 23% of households in the Julesburg Laborshed reported that at least one person in the household was over age 18 and currently unemployed. This category included retired persons, so it was considerably larger than the official unemployment rate. However, the survey was designed with the assumption that a strong percentage of retired persons could decide to re-enter the workforce, given the right incentives.

16% of those who were unemployed reported being willing to do additional job-related training, indicating that at least this percentage was serious about becoming employed. When asked how many of these unemployed persons were considering entering or re-entering the workforce in the next 6 months, 14% were reported as fitting that category. When extrapolated, this indicated that 492

people in the Julesburg Laborshed were currently unemployed, but were considering entering of re-entering the work force. As for those under age 18, 4% of households reported that someone was currently looking for work, but unemployed. When extrapolated, this figure indicated that 492 young people were currently unemployed, but looking for work in the Julesburg Laborshed.

HOUSEHOLD SKILLS

In addition to looking at current employment and unemployment in the Julesburg Laborshed, the Labor Force Study looked at the job skills of Laborshed residents. This was important information, because any potential employer would need to know what skills were present in the population. While the current employment and preferred employment figures were calculated using the State of Colorado's labor force categories, the information on household skills was gathered using more specific categories.

The results are shown on Table 16. The first column indicates the job skills that the surveyors asked about. The question asked how many people in the household held each skill. The second column gives a ratio of the total number of people who were reported as having each skill divided by the total number of households surveyed. This ratio was then used with the number of households in the Julesburg Laborshed to generate the information in the third column. This column shows how many people in the Laborshed would be expected to have each skill, given the information gathered from the survey households.

Table 16: Julesburg Laborshed Job Skills and Projected Number of People in the Laborshed With Each Skill

Job Skill	Ratio -- Person Per Household Holding Skill	Extrapolated Number in Julesburg Laborshed with Skill
Welding	**.56**	**6,886**
Small Engine Repair	**.49**	**6,026**
Large Engine/Machinery Repair	**.43**	**5,288**
Computer Use	**1.24**	**15,248**
Computer Programming	**.25**	**3,074**
Desktop Publishing	**.28**	**3443**
Computer-Aided Design	**.18**	**2,214**
Large Animal Care	**.54**	**6,640**
Small Animal Care	**.77**	**9,469**
Agriculture/Gardening	**1.10**	**13,527**
Machining	**.34**	**4,181**
Customer Service	**.84**	**10,330**
Motel/Restaurant Service	**.35**	**4,304**

Management	**.79**	**9,715**
Sales	**.69**	**8,485**
Accounting	**.59**	**7,255**
Marketing/Advertising	**.38**	**4,673**
Office Administrative Support	**.52**	**6,394**
Teaching/Training	**.56**	**6,886**
Public Safety	**.24**	**2,951**
Public Utilities	**.11**	**1,353**
Social Services	**.14**	**1,722**
Engineering	**.09**	**1,107**
Electronics	**.18**	**2,214**
Construction	**.45**	**5,534**
Transportation	**.32**	**3,935**
Healthcare	**.36**	**4,427**

These results indicated that the most common skills in the Julesburg Laborshed were computer use, agriculture and gardening, customer service, management, small animal care, and sales. The fewest residents had skills in engineering, public utilities, social services, computer-aided design, and electronics. Still, there were plenty of people with skills in each of these categories to fill the needs of most employers.

POTENTIAL CHANGES

One of the most important types of information gathered by the Labor Force Study involved identifying the number of people who were employed, either at home or away from home, and wanted a different job. For those who wanted a different job, the survey then asked what type of work they would prefer, how far they would be willing to commute, whether they would accept a job that paid $8 or $11 an hour, and whether they would accept a job that did not include benefits.

The results indicated that 345 people in the surveyed households were employed, but wanted a different job. 16% of these people had a trade school degree, and 33% had a college degree. When the survey results were extrapolated to represent the entire estimated population of the Laborshed, these figures indicted that 2,336 people in the Julesburg Laborhsed were looking for a different job. The most common types of work that those who wanted a different job preferred were sales and marketing, farming/fishing/forestry, education/training/library, and installation, maintenance, and repair. On average, the results showed that those who wanted a different job were willing to commute 34 miles one way.

The respondents were also asked whether the persons(s) who wanted a different job would be willing to work for $8 an hour. 30% indicated that this pay level would be acceptable. More than twice as many, 74%, indicated that the person(s) who wanted a different job would be willing to work for $11 an hour. 37% would be willing to take a job that did not include benefits. Of those who were willing

to work without benefits, 88% reported that least one person over the age of 18 worked away from home. This indicated that respondents who were willing to take a job that did not offer benefits may have had benefits through another person in the household.

The households in which someone was interested in a different job were more likely to include someone who was under age 18 and less likely to include someone who was over age 65. This indicated that those who were seeking a change were in early or mid-career. The wages currently being earned by the individuals in these households were somewhat lower than in households in which no one was interested in a different job, which could be one reason for the interest in different employment.

Households that included someone who wanted a different job were more likely to have the following skills than non-job-seeking households: welding, small engine repair, large engine/machinery repair, computer use, computer programming, desktop publishing, computer design, large animal care, small animal care, agriculture or gardening, machining, customer service, motel/restaurant service, management, sales, accounting, teaching, electronics, construction, and transportation and material moving. This indicated that job-seeking households had substantially higher skill levels than non-job-seeking households.

SUMMARY

The results of the Labor Force Study provide a more accurate measurement of the area's unemployment situation by going beyond county borders and including the surrounding areas from which potential employers could expect to draw employees. For the Julesburg Laborshed, this potential workforce was composed of 492 youth, 2,336 people who wanted a different job, and 492 people who were over 18 and planning to enter or re-enter the workforce, for a total of 3,320 potential employees.

A high percentage of those over age 18 who were seeking employment or different employment had a post-high-school degree. The survey results indicated that they were seeking a variety of types of jobs, and that there was a pool of workers seeking employment in specific fields. In the Julesburg Laborshed, new employment opportunities could be expected to draw workers from both sides of the state border.

WASHINGTON COUNTY

DEMOGRAPHICS

Washington County is a rural county of 1,614,644 acres in northeastern Colorado. According to the 2000 Census, its population was 4,926, a 2.4% increase over 1990. The State Demographer's office projects an average growth of about .2% per year for the first third of the 21st Century. Washington County includes two major towns: Akron, the county seat, with 1,711 people, and Otis with 534 people. This report includes data for the Akron Laborshed in the next section.

The major east-west highway in Washington County is Highway 34, which connects the County with Fort Morgan and Brush to the west and Yuma and Wray to the east. The major north-south highway is 63, which connects Akron to Interstate 76 to the north and Highway 36 to the south.

There are a total of 1,989 households in Washington County. This survey included 341 households that were randomly selected from telephone listings, for a margin of error of +/-5%. The total number of people living in the responding households was 858, representing 17% of the county's population.

Among those who responded to the survey, 63% were female and 37% were male. Statistically, 49% are female and 51% are male in the general population, so women respondents were over-represented. Those who responded to the survey were most likely to be in the 41-65 age group (48%), while 21% were between 25 and 40, and 27% were over the age of 65. Only 3% were between ages 18 and 24. Those over 40 were over-represented, compared to the general population, while other age groups were within the margin of error. 29% of the households that were surveyed included someone over age 65, while 33% included at least one person under 18.

Surveys were completed in both Spanish and English. 1% of those surveyed gave their responses in Spanish. This represents a small percentage of the 6% of County residents who identified themselves as Hispanic in the 2000 Census, but is close to the 2.3% who said that they spoke Spanish as a first language and English less than "very well." The percentage is so small, however, that this variable will not be considered further in this section.

57% of respondents reported that they lived in Akron (including surrounding rural areas), and 23% lived in or near Otis. These percentages over-represent both Akron and Otis, indicating either that both cities have a larger area that identifies with them town or that the response rate was somewhat higher among residents of both cities, compared to other areas of the County.

In Washington County, the 2000 Census indicated that 7% of residents held an associates' degree, 11% held a 4-year degree, and 4% held a graduate or professional degree. Among surveyed households, 44% reported that at least one resident held a college degree. As Appendix 7 shows, the 120 degrees that were specified varied widely, with the highest percentage being 4-year degrees. These degrees were also in a variety of fields, including chemistry, business management, education, agriculture, and engineering. This indicated that there was a wide range of educational levels and fields among those who live in Washington County.

CURRENT EMPLOYMENT SITUATION

The Labor Force Study included several questions related to a household's current employment situation. One asked how many people were over age 18 and worked for pay at home or on the family farm. This group was then asked how many worked full-time, part-time, and in farming. Another question asked how many people in the household were over 18 and employed away from home. For this group, information was gathered on how many worked full-time and how many worked part-time. Then, for each person who worked away from home, data were gathered on the town they worked in or nearest to, the type of work they did, how long they had held their current job, and their monthly wages before taxes.

38% of those surveyed reported that at least one person in their household was over the age of 18 and worked for pay at home or on their family farm. In those households, 35% of those who worked were employed part-time, 73% worked full-time, and 72% worked at farming. Households in which someone worked at home had a somewhat higher level of college-educated workers than did households in which no one worked at home. The data collected for this study did not indicate whether this was a result of more educated workers having more flexibility in their place of employment, of more educated workers being able to support a stay-at-home spouse, or of some other factor.

Workers in non-farming households averaged $2,261 per month in pre-tax wages, while those in farming households averaged $1,983 per month, or 88% of the wages of those in non-farming households. There was no significant difference between the two kinds of households' types of away-from-home employment.

However, there were a number of differences in households' job-related skills. Farming households were at least 50% more likely to include someone with the following skills: welding, small engine

repair, large engine repair, large animal care, computer-aided design, agriculture or gardening, machining, marketing, public safety, and transportation/material moving. Farm households were also over one-third more likely to include someone whose skills included accounting, social services, and healthcare.

60% of households reported that someone over age 18 worked away from home. Of those working away from home, 28% worked part-time, and 87% worked full-time. Households in which someone worked away from home were more likely to report that someone was unemployed and more likely to report that someone in their household was planning to enter or re-enter the workforce in the next six months. Households in which no one worked away from home were much more likely (55% vs. 36%) to include someone over age 65, indicating that a portion of this group considered themselves retired.

In 62 households (18% of the total), at least one person over 18 worked at home for pay and at least one person worked away from home. 66% of those households included someone who farmed, and 81% included someone who worked full-time away from home. In Washington County, then, almost one-fifth of all households include both at-home workers and commuters, with one-eighth of the County's households working at both farming and off-farm paying work.

The percentage of farming households that included someone under age 18 was equivalent to the percentage of non-farming households that included at least one child. On the other end of the age spectrum, 19% of farm households included someone over age 65, while 33% of non-farming households included someone in that age group. This indicated that Washington County might not have been in step with the national trend toward an aging farm population.

Among those employed away from home, 50% worked in Akron, and 15% worked in Otis. The most common types of employment among all the households surveyed were education/training/ library (10%), sales/marketing (10%), office/administrative support (9%), and community/social services (9%). 41% of those who were employed had held their current jobs for 1-5 years, while 20% had held their current jobs for 6-10 years. This indicated that employees were fairly stable in their positions. The mean wage per person among those working was $2,215 per month before taxes, or statistically the same as the mean wage for all households surveyed in the region.

The data indicated that most people in Washington County worked for pay, with a notable percentage of households including people who were employed both at home and away from home, and with farming being a common at-home job. The farming households had many more job-related skills than non-farming households. Workers were fairly stable in their employment, and there was some variety in the types of jobs people held.

CURRENT UNEMPLOYMENT SITUATION

The surveyors asked two questions related to unemployment. One asked how many people in the household were over age 18 and currently unemployed. The other asked how many people in the household were under age 18, currently looking for work, and unemployed.

A total of 19% of households in Washington County reported that at least one person in the household was over age 18 and currently unemployed. This category included retired persons, so it was considerably larger than the official unemployment rate. However, the survey was designed with the assumption that a strong percentage of retired persons could decide to re-enter the workforce, given the right incentives.

23% of those who were unemployed reported being willing to do additional job-related training, indicating that at least this percentage was serious about becoming employed. However, when asked how many of these unemployed persons were considering entering or re-entering the workforce in the next 6 months, 20% fit that category. When extrapolated, this indicated that 100 people in Washington County were currently unemployed, but were considering entering or re-entering the workforce.

As for those under age 18, only 4% of households reported that someone was currently looking for work, but unemployed. When extrapolated, this figure indicated that 80 young people were currently unemployed, but looking for work in Washington County. While this would not seem like a large number in a more populous area, the state estimated that there were 376 people aged 15-18 in Washington County in 2003. This means that 21% of the County's young people were unemployed and looking for work. Clearly, any job-creation strategy should take these job-seekers into account.

HOUSEHOLD SKILLS

In addition to looking at current employment and unemployment in Washington County, the Labor Force Study looked at the job skills of County residents. This was important information, because any potential employer would need to know what skills were present in the population. While the current employment and preferred employment figures were calculated using the State of Colorado's labor force categories, the information on household skills was gathered using more specific categories.

The results are shown on Table 17. The first column indicates the job skills that the surveyors asked about. The question asked how many people in the household held each skill. The second column gives a ratio of the total number of people who were reported as having each skill divided by the total number of households surveyed. This ratio was then used with the number of households in Washington County to generate the information in the third column. This column shows how many people in the County would be expected to have each skill, given the information gathered from the survey households.

These results indicated that the most common job skills in Washington County were computer use, agriculture/gardening, small animal care, customer service, and management. The fewest residents had skills in engineering, public utilities, social services, and computer-aided design. Still, there were an ample number of people with skills in each of these categories to fill the needs of most potential employers.

Table 17: Washington County Job Skills and Projected Number of People in the County With Each Skill

Job Skill	Ratio -- Person Per Household Holding Skill	Extrapolated Number in Washington County with Skill
Welding	**.64**	**1,273**
Small Engine Repair	**.55**	**1,094**
Large Engine/Machinery Repair	**.46**	**915**
Computer Use	**1.22**	**2,427**
Computer Programming	**.30**	**597**
Desktop Publishing	**.30**	**597**
Computer-Aided Design	**.18**	**358**
Large Animal Care	**.70**	**1,392**
Small Animal Care	**.85**	**1,691**
Agriculture/Gardening	**1.20**	**2,387**
Machining	**.40**	**796**
Customer Service	**.81**	**1,611**
Motel/Restaurant Service	**.30**	**597**
Management	**.80**	**1,591**
Sales	**.60**	**1,193**
Accounting	**.55**	**1,094**
Marketing/Advertising	**.39**	**776**
Office Administrative Support	**.49**	**975**
Teaching/Training	**.48**	**955**
Public Safety	**.28**	**557**
Public Utilities	**.11**	**219**
Social Services	**.16**	**318**
Engineering	**.11**	**219**
Electronics	**.22**	**438**
Construction	**.53**	**1,054**
Transportation	**.41**	**816**
Healthcare	**.33**	**656**

Those who were surveyed also mentioned a few other skills. As Appendix 7 shows, the other skills reported to be present in Washington County included counseling, cooking, bi-lingual language, dentist, and pilot.

POTENTIAL CHANGES

One of the most important types of information gathered by the Labor Force Study involved identifying the number of people who were employed, either at home or away from home, and wanted a different job. For those who wanted a different job, the survey then asked what type of work they would prefer, how far they would be willing to commute, whether they would accept a job that paid $8 or $11 an hour, and whether they would accept a job that did not include benefits.

The results indicated that 50 people in the surveyed households were employed, but wanted a different job. 28% of these people had a trade school degree, and 24% had a college degree. When the survey results were extrapolated to represent the entire population of the County, these figures indicated that 299 employees in Washington County were looking for a different job. Table 18 shows what state SOC job category these people would prefer to work in. More information on the occupations included in each state SOC code is shown in Appendix 18.

Table 18: Type of Job Preferred by People Who Wanted a Different Job

Type of Job	State SOC Code	Percent That Prefers This Type of Job	Extrapolated Number Who Prefer Type of Job
Art, Design, Entertainment, Sports, Media	201	8	29
Business and Financial Operations	203	8	13
Computer and Mathematical	205	8	35
Education, Training, and Library	207	4	43
Farming, Fishing, and Forestry	208	4	8
Food Preparation and Serving	209	4	13
Healthcare – Professional	210	12	8
Installation, Maintenance and Repair	212	12	29
Office and Administrative Support	214	4	8
Production and Manufacturing	216	4	8
Sales and Marketing	218	4	8
Transportation and Material Moving	219	4	8

The most common types of work that those who wanted a different job preferred were professional healthcare, installation/maintenance/repair, and computer/mathematical. On average, the results showed that those who wanted a different job were willing to commute 34 miles one way, so a potential employer could expect to draw employees from at least Fort Morgan/Brush, Sterling, and Yuma.

The respondents were also asked whether the persons(s) who wanted a different job would be willing to work for $8 an hour. 50% indicated that this pay level would be acceptable. Substantially more people, 81%, indicated that the person(s) who wanted a different job would be willing to work for $11 an hour. 40% would be willing to take a job that did not include benefits. 94% of those who would be willing to work without benefits were from households in which at least one person over

the age of 18 worked away from home. This indicated that these respondents were likely to have been covered by the benefits of other members of the household.

The households in which someone was interested in a different job were more likely to include someone who was under age 18 and less likely to include someone who was over age 65. This indicated that those who were seeking a change were likely to be in early or mid-career. The wages currently being earned by the individuals in these households were somewhat lower than in households in which no one was interested in a different job, which could be one reason for the interest in different employment.

Households that included someone who wanted a different job were more likely to have the following skills than non-job-seeking households: welding, small engine repair, large engine/machinery repair, large animal care, small animal care, agriculture or gardening, machining, customer service, motel/restaurant service, public safety, public utilities, electronics, construction transportation/material moving, and healthcare. This indicated that those who were seeking different jobs offered a potential employer a skilled and varied workforce.

The final question that gathered information on potential changes in Washington County employment was Question 9, which asked whether the respondent had any additional information that could help the area plan for improved job opportunities. The full texts of the responses are shown in Appendix 7. Most of these comments were some variation on the theme that the area needed more jobs. The second-largest category expressed the need for more local training and education. The nearly unanimous nature of these comments was notable.

SUMMARY

While the 2000 Census reported a Washington County unemployment rate of 1%, and while state data for March 2003 reported 2.6%, the results of the Labor Force Study provided a more accurate measurement of the County's employment situation. The Study indicated that 15% of the County's population between the ages of 15 and 70 was looking for work or for a different work situation in Spring 2003. This potential workforce was composed of 80 youth, 299 people who wanted a different job, and 100 people who were over 18 and planning to enter or re-enter the workforce, for a total of 479 potential employees.

A high percentage of those over age 18 who were seeking employment or different employment had a post-high-school degree. The survey results indicated that they were seeking a variety of types of jobs, and that there was usually a pool of workers seeking employment in a specific field. Survey respondents in the County appeared eager for more employment opportunities.

AKRON LABORSHED

DEMOGRAPHICS

The Akron Laborshed is centered on the Washington County city of Akron and also contains portions of Logan County, Morgan County, and Yuma County. There are an estimated total of 19,428 households in the Akron Laborshed. This survey included 1,079 households that were randomly selected from telephone listings, for a margin of error of +/-5%. The total number of people living in the responding households was 2,763.

Among those who responded to the survey, 62% were female and 36% were male. Those who responded to the survey were most likely to be in the 41-65 age group (48%), while 23% were between 25 and 40, and 24% were over the age of 65. Only 5% were between ages 18 and 24. 28% of the households that were surveyed included someone over age 65, while 33% included at least one person under 18. Surveys were completed in both Spanish and English. 4% of those surveyed gave their responses in Spanish. Where this variable proved significant, it was considered in the results.

24% of respondents reported that they lived in Fort Morgan/Brush (including surrounding rural areas), 23% reported that they lived in Sterling, 18% reported Akron, and 14% reported Yuma. In the Akron Laborshed 47% of surveyed households reported that at least one resident held a college degree.

CURRENT EMPLOYMENT SITUATION

The Labor Force Study included several questions related to a household's current employment situation. One asked how many people were over age 18 and worked for pay at home or on the family farm. This group was then asked how many worked full-time, part-time, and in farming. Another question asked how many people in the household were over 18 and employed away from home. For this group, information was gathered on how many worked full-time and how many

worked part-time. Then, for each person who worked away from home, data were gathered on the town they worked in or nearest to, the type of work they did, how long they had held their current job, and their monthly wages before taxes.

32% of those surveyed reported that at least one person in their household was over the age of 18 and worked for pay at home or on their family farm. In those households, 28% of those who worked were employed part-time, 73% worked full-time, and 53% worked at farming. Households in which someone worked at home had a somewhat higher level of college-educated workers than did households in which no one worked at home. The data collected for this study did not indicate whether this was a result of more educated workers having more flexibility in their place of employment, of more educated workers being able to support a stay-at-home spouse, or of some other factor.

66% of households reported that someone over age 18 working away from home. Of those working away from home, 25% worked part-time, and 90% worked full-time. The households that reported someone working away from home were less likely to report someone as being unemployed and more likely to report that someone in their household was planning to enter or re-enter the workforce in the next six months. They were also more likely (52% vs. 35%) to include someone with a college degree.

Households in which no one worked away from home were almost five times more likely (58% vs. 12%) to include someone over age 65, indicating that a portion of this group considered themselves retired. None of the households that answered the survey in Spanish were in this group.

In 206 households (19% of the total), at least one person over 18 worked at home for pay and at least one person worked away from home. 45% of those households included someone who farmed, and 85% included someone who worked full-time away from home. In the Akron Laborshed, then, almost one-fifth of all households included both at-home workers and commuters, with one-tenth of the Laborshed's households working at both farming and off-farm paying work.

Among those employed away from home, 32% worked in Fort Morgan/Brush, 24% in Sterling, 15% in Yuma, and 13% in Akron. The Laborshed's workforce, then, was quite dispersed. The most common current types of employment among all the households surveyed were education/training/ library (11%), sales and marketing (10%), office and administrative support (8%), and business/ financial operations (8%). 40% of those who were employed had held their current jobs for 1-5 years, while 18% had held their current jobs for 6-10 years. This indicated that employees were fairly stable in their positions. The mean wage per person among those working was $2,198 per month before taxes, which was equivalent to the regional mean wage.

There were some notable differences between the households that answered the survey in Spanish and those that answered it in English. For example, the mean individual wage for households that answered in Spanish was only 54% of the mean wage for households that answered in English, indicating a large disparity in income. The households that responded in Spanish were also much less likely to include someone who had a college degree (5% vs. 48%), nearly twice as likely to include someone who was unemployed (47% vs. 27%), and likely to be a younger household. Households that responded in Spanish were more likely to include someone who was interested in finding a

different job (25% vs. 15%), which was not surprising, considering the low current wage level of this group.

The data indicated that most people in the Akron Laborshed worked for pay, with a notable percentage of households including both people who were employed at home and away from home, and with farming being a common at-home job. Workers were fairly stable in their employment, and there was some variety in the types of jobs people held. Households that provided their survey responses in English and those that responded in Spanish were different in a number of ways.

CURRENT UNEMPLOYMENT SITUATION

The surveyors asked two questions related to unemployment. One asked how many people in the household were over age 18 and currently unemployed. The other asked how many people in the household were under age 18, currently looking for work, and unemployed.

A total of 27% of households in the Akron Laborshed reported that at least one person in the household was over age 18 and currently unemployed. This category included retired persons, so it was considerably larger than the official unemployment rate. However, the survey was designed with the assumption that a strong percentage of retired persons could decide to re-enter the workforce, given the right incentives.

31% of those who were unemployed reported being willing to do additional job-related training, indicating that at least this percentage was serious about becoming employed. However, when asked how many of these unemployed persons were considering entering or re-entering the workforce in the next 6 months, 24% fit that category. When extrapolated, this indicated that 1,749 people in the Akron Laborshed were currently unemployed, but were considering entering or re-entering the work force. As for those under age 18, only 5% of households reported that someone was currently looking for work, but unemployed. When extrapolated, this figure indicated that 971 young people were currently unemployed, but looking for work in the Akron Laborshed.

HOUSEHOLD SKILLS

In addition to looking at current employment and unemployment in the Akron Laborshed, the Labor Force Study looked at the job skills of Laborshed residents. This was important information, because any potential employer would need to know what skills were present in the population. While the current employment and preferred employment figures were calculated using the State of Colorado's labor force categories, the information on household skills was gathered using more specific categories.

The results are shown on Table 19. The first column indicates the job skills that the surveyors asked about. The question asked how many people in the household held each skill. The second column gives a ratio of the total number of people who were reported as having each skill divided by the total number of households surveyed. This ratio was then used with the number of households in the Akron Laborshed to generate the information in the third column. This column shows how many

people in the Laborshed would be expected to have each skill, given the information gathered from the survey households.

Table 19: Akron Laborshed Job Skills and Projected Number of People in the Laborshed With Each Skill

Job Skill	Ratio -- Person Per Household Holding Skill	Extrapolated Number in Akron Laborshed with Skill
Welding	**.54**	**10,491**
Small Engine Repair	**.47**	**9,131**
Large Engine/Machinery Repair	**.39**	**7,577**
Computer Use	**1.17**	**22,731**
Computer Programming	**.28**	**5,440**
Desktop Publishing	**.31**	**6,023**
Computer-Aided Design	**.17**	**3,303**
Large Animal Care	**.55**	**10,685**
Small Animal Care	**.76**	**14,765**
Agriculture/Gardening	**1.04**	**20,205**
Machining	**.34**	**6,606**
Customer Service	**.87**	**19,902**
Motel/Restaurant Service	**.32**	**6,217**
Management	**.76**	**14,765**
Sales	**.63**	**12,240**
Accounting	**.51**	**9,908**
Marketing/Advertising	**.37**	**7,188**
Office Administrative Support	**.51**	**9,908**
Teaching/Training	**.54**	**10,491**
Public Safety	**.24**	**4,663**
Public Utilities	**.13**	**2,526**
Social Services	**.15**	**2,914**
Engineering	**.10**	**1,943**
Electronics	**.20**	**3,886**
Construction	**.51**	**9,908**
Transportation	**.37**	**7,188**
Healthcare	**.35**	**6,800**

These results indicated that the most common skills in the Akron Laborshed were computer use, agriculture and gardening, customer service, management, small animal care, sales, and large animal care. The fewest residents had skills in engineering, public utilities, social services, computer-aided design, and electronics. Still, there were plenty of people with skills in each of these categories to fill the needs of nearly any potential employer.

POTENTIAL CHANGES

One of the most important types of information gathered by the Labor Force Study involved identifying the number of people who were employed, either at home or away from home, and wanted a different job. For those who wanted a different job, the survey then asked what type of work they would prefer, how far they would be willing to commute, whether they would accept a job that paid $8 or $11 an hour, and whether they would accept a job that did not include benefits.

The results indicated that 213 people in the surveyed households were employed, but wanted a different job. 17% of these people had a trade school degree, and 26% had a college degree. When the survey results were extrapolated to represent the entire estimated population of the Laborshed, these figures indicted that 3,886 people in the Akron Laborshed were looking for a different job. The most common types of work that those who wanted a different job preferred were office/administrative support, installation, maintenance/repair, and farming/fishing/forestry. On average, the results showed that those who wanted a different job were willing to commute 31 miles one way.

The respondents were also asked whether the persons(s) who wanted a different job would be willing to work for $8 an hour. 40% indicated that this pay level would be acceptable. Nearly twice as many, 76%, indicated that the person(s) who wanted a different job would be willing to work for $11 an hour. 37% would be willing to take a job that did not include benefits. 96% of respondents who reported that someone would be willing to work without benefits were from households in which at least one person over the age of 18 worked away from the home. This indicated that those who were willing to work without benefits may have had benefits through another person in the household.

The households in which someone was interested in a different job were more likely to include someone under age 18 and less likely to include someone who was over age 65. This indicated that those who were seeking a change were likely to be in early or mid-career. The wages currently being earned by the individuals in these households were somewhat lower than in households in which no one was interested in a different job, which could be one reason for the interest in different employment.

Households that included someone who wanted a different job were more likely to have the following skills than non-job-seeking households: welding, small engine repair, large engine/machinery repair, computer use, computer programming, small animal care, agriculture or gardening, machining, customer service, motel/restaurant service, management, sales, electronics, construction, and transportation and material moving. Those who were looking for a different job, then, were likely to be skilled workers.

SUMMARY

The results of the Labor Force Study provide a more accurate measurement of the area's unemployment situation by going beyond county borders and including the surrounding areas from which potential employers could expect to draw employees. In the Akron Laborshed, the potential workforce was composed of 971 youth, 3,886 people who wanted a different job, and 1,746 people who were over 18 and planning to enter or re-enter the workforce, for a total of 6,603 potential employees.

A high percentage of those over age 18 who were seeking employment or different employment had a post-high-school degree. The survey results indicated that they were seeking a variety of types of jobs, and that there were strong pools of workers seeking employment in specific fields.

YUMA COUNTY

DEMOGRAPHICS

Yuma County is a rural county with 151,661 acres. The county rests south of Phillips County and along the Nebraska border. According to the 2000 Census, its population was 9,841, a 10% increase over 1990. The State Demographer's office projects an average growth of about .6% per year for the first third of the 21st Century. Yuma County includes the towns of Wray with a population of 2,187 and Yuma with 3,285. This report also includes data for the Wray and Yuma Laborsheds in the next two sections.

The major east-west highway in Yuma County is Highway 34, which connects Yuma and Wray to Akron to the west and to the Nebraska-Kansas border region to the east. The major north-south highways are 59 -- which runs through Yuma and connects it to Haxtun to the north -- and 385, which runs through Wray and connects it to Holyoke to the north and Burlington to the south. Both north-south highways connect to Interstate 80 about 15 miles south of the county border.

There are a total of 3,800 households in Yuma County. This survey included 390 households that were randomly selected from telephone listings, for a margin of error of +/-6%. The total number of people living in the responding households was 1,008, representing 10% of the county's population.

Among those who responded to the survey, 65% were female and 35% were male. Males actually represent 49% and females represent 51% of the general population, so females were over-represented among survey respondents. Those who responded to the survey were most likely to be in the 41-65 age group (50%), while 21% were between 25 and 40, and 24% were over the age of 65. Only 5% were between ages 18 and 24. Those above age 40 were over-represented, compared to the general population, while the other age groups were within the margin of error. 27% of the households that were surveyed included someone over age 65, while 34% included at least one person under 18.

Surveys were completed in both Spanish and English. 5% of those surveyed gave their responses in Spanish. This represents less than half of the 13% of County residents who identified themselves as Hispanic in the 2000 Census, but is very close to the 7% who said that they spoke Spanish as a first language and English less than "very well." Where this variable proved important, it was reported in the results.

45% of respondents reported that they lived in Wray (including surrounding rural areas), and 38% lived in or near Yuma. When compared to Census figures, these percentages over-represented Wray's population.

In Yuma County, the 2000 Census indicated that 7% of residents held an associates' degree, 12% held a 4-year degree, and 4% held a graduate or professional degree. Among surveyed households, 39% reported that at least one resident held a college degree, indicating that the surveys were probably in line with Census figures. As Appendix 8 shows, the more than 150 degrees that were specified varied widely, with the highest percentage being 4-year degrees. These degrees were also in a variety of fields, including business, engineering, education, and science. This indicated that there was a wide range of educational levels and fields represented in Yuma County.

CURRENT EMPLOYMENT SITUATION

The Labor Force Study included several questions related to a household's current employment situation. One asked how many people were over age 18 and worked for pay at home or on the family farm. This group was then asked how many worked full-time, part-time, and in farming. Another question asked how many people in the household were over 18 and employed away from home. For this group, information was gathered on how many worked full-time and how many worked part-time. Then, for each person who worked away from home, data were gathered on the town they worked in or nearest to, the type of work they did, how long they had held their current job, and their monthly wages before taxes.

35% of those surveyed reported that at least one person in their household was over age 18 and worked for pay at home or on their family farm. In those households, 22% of those who worked were employed part-time, 78% worked full-time, and 61% worked at farming. 53% of households that included someone who worked at home also included someone with a college degree, while only 31% of households that included someone who worked away from home included someone with a college degree. The data collected for this study did not indicate whether this was a result of more educated workers having more flexibility in their place of employment, of more educated workers being able to support a stay-at-home spouse, or of some other factor.

Individual workers in non-farming households averaged $1,853 per month in pre-tax wages, or 95% as much as those in farming households, who averaged $1,948 per month. There were no significant differences between the kinds of jobs held by the two types of households. 39% of farming households included someone under age 18, while 52% of non-farming households included at least one child. Farming and non-farming households included equivalent percentages of people over age 65.

However, there were a number of differences in households' job-related skills. Farming households were at least 50% more likely to have someone whose skills included welding, small and large engine repair, large and small animal care, machining, management, accounting, marketing, office and administrative, teaching, engineering, and health. They were also one-third more likely to have someone whose skills included agriculture and gardening, public safety, and electronics.

62% of households reported that someone over age 18 working away from home. Of those working away from home, 18% worked part-time, and 81% worked full-time. Households in which someone worked away from home were more likely to report someone unemployed and more likely to report that someone in their household was planning to enter or re-enter the workforce in the next six months. They were also more likely (42% vs. 33%) to include someone with a college degree.

Households in which no one worked away from home were more likely (58% vs. 42%) to include someone over age 65, indicating that a portion of this group considered themselves retired. None of the households that answered the survey in Spanish were in this group.

In 73 households (19% of the total), at least one person over 18 worked at home for pay and at least one person worked away from home**.** 56% of those households included someone who farmed, and 85% included someone who worked full-time away from home. In Yuma County, then, almost one-

fifth of all households include both at-home workers and commuters, with one-tenth of the County's households working at both farming and off-farm paying work.

Among those employed away from home, 45% worked in Wray and 41% worked in Yuma. Several people reported working in the Denver metropolitan area, and several reported working in Nebraska, but the County's workforce was strongly centered within the County. The most common types of employment among the households surveyed were farming/fishing/ forestry (14%), sales/marketing (11%), education/training/library (10%), and office and administrative support (10%). Nearly half of those who were employed (44%) had held their current jobs for 1-5 years, while 17% had held their current jobs for 6-10 years. This indicated that employees were fairly stable in their positions. The mean wage per person among those working was $1,883 per month before taxes, or 86% of the regional mean wage for surveyed households.

Among those currently employed, there were some interesting differences between those who completed the survey in English and those who completed it in Spanish. The mean wage per person among those who completed it in English was $1,957, while the mean for those who completed it in Spanish was $1,189, or 61% of the English-language mean. Those who responded in Spanish were much more likely to work in Yuma (71% vs. 38 %), were twelve times more likely to work in farming/fishing/forestry (78% vs. 9*%),* and had held their current jobs for a similar period of time to those who responded in English.

The data indicated that most people in Yuma County worked for pay, with a notable percentage of households including people who worked both at home and away from home, and with farming being a common at-home job. The farming households had many more job-related skills than non-farming households. Households in which the survey was answered in Spanish were notably different from households in which the survey was answered in English. Workers were fairly stable in their employment, and there was some variety in the types of jobs people held.

CURRENT UNEMPLOYMENT SITUATION

The surveyors asked two questions related to unemployment. One asked how many people in the household were over age 18 and currently unemployed. The other asked how many people in the household were under age 18, currently looking for work, and unemployed.

A total of 21% of households in Yuma County reported that at least one person in the household was over age 18 and currently unemployed. This category included retired persons, so it was considerably larger than the official unemployment rate. However, the survey was designed with the assumption that a strong percentage of retired persons could decide to re-enter the workforce, given the right incentives.

28% of those who were unemployed reported being willing to do additional job-related training, indicating that at least this percentage was serious about becoming employed. When asked how many of these unemployed persons were considering entering or re-entering the workforce in the next 6 months, 24% fit that category. When extrapolated, this indicated that 912 people in Yuma County were currently unemployed, but were considering entering or re-entering the workforce.

As for those under age 18, only 3% of households reported that someone was currently looking for work, but unemployed. When extrapolated, this indicated that 114 young people were currently unemployed, but looking for work in Yuma County. While this would not seem like a large number in a more populous area, the state estimated that there were 633 people aged 15-18 in Yuma County in 2003. This meant that 18% of the County's young people were unemployed and looking for work. Clearly, any plans for job growth in the County should involve this age group in the labor force.

HOUSEHOLD SKILLS

In addition to looking at current employment and unemployment in Yuma County, the Labor Force Study looked at the job skills of County residents. This was important information, because any potential employer would need to know what skills were present in the population. While the current employment and preferred employment figures were calculated using the State of Colorado's labor force categories, the information on household skills was gathered using more specific categories.

The results are shown on Table 20. The first column indicates the job skills that the surveyors asked about. The question asked how many people in the household held each skill. The second column gives a ratio of the total number of people who were reported as having each skill divided by the total number of households surveyed. This ratio was then used with the number of households in Yuma County to generate the information in the third column. This column shows how many people in the County would be expected to have each skill, given the information gathered from the survey households.

Table 20: Yuma County Job Skills and Projected Number of People in the County With Each Skill

Job Skill	Ratio -- Person Per Household Holding Skill	Extrapolated Number in Yuma County with Skill
Welding	**.62**	**2,356**
Small Engine Repair	**.54**	**2,052**
Large Engine/Machinery Repair	**.48**	**1,824**
Computer Use	**1.17**	**4,446**
Computer Programming	**.31**	**1,178**
Desktop Publishing	**.35**	**1,330**
Computer-Aided Design	**.15**	**570**
Large Animal Care	**.72**	**2,736**
Small Animal Care	**.92**	**3,496**
Agriculture/Gardening	**1.21**	**4,598**
Machining	**.38**	**1,444**
Customer Service	**.83**	**3,154**
Motel/Restaurant Service	**.29**	**1,102**
Management	**.76**	**2,888**

Sales	**.63**	**2,394**
Accounting	**.55**	**2,090**
Marketing/Advertising	**.37**	**1,406**
Office Administrative Support	**.48**	**1,824**
Teaching/Training	**.55**	**2,090**
Public Safety	**.31**	**1,178**
Public Utilities	**.17**	**646**
Social Services	**.15**	**570**
Engineering	**.09**	**380**
Electronics	**.20**	**760**
Construction	**.55**	**2,090**
Transportation	**.41**	**1,558**
Healthcare	**.37**	**1,406**

These results indicated that the most common skills in Yuma County were agriculture/gardening, computer use, small animal care, customer service, management, large animal care, and sales. The fewest residents had skills in engineering, computer-aided design, social services, public utilities, and electronics. Still, there were an ample number of people with skills in each of these categories to fill the needs of most potential employers.

Those who were surveyed mentioned a few other skills. As Appendix 8 shows, the other skills reported to be present in Yuma County included sewing, sprinkler repair, and day care.

POTENTIAL CHANGES

One of the most important types of information gathered by the Labor Force Study involved identifying the number of people who were employed, either at home or away from home, and wanted a different job. For those who wanted a different job, the survey then asked what type of work they would prefer, how far they would be willing to commute, whether they would accept a job that paid $8 or $11 an hour, and whether they would accept a job that did not include benefits.

The results indicated that 66 people in the surveyed households were employed, but wanted a different job. 17% of these people had a trade school degree, and 21% had a college degree. When the survey results were extrapolated to represent the entire population of the County, these figures indicated that 646 employees in Yuma County were looking for a different job. Table 21 shows what state SOC job category these people would prefer to work in. More information on the occupations included in each state SOC code is shown in Appendix 18.

Table 21: Type of Job Preferred by People Who Wanted a Different Job

Type of Job	State SOC Code	Percent That Prefers This Type of Job	Extrapolated Number Who Prefer Type of Job
Business and Financial Operations	203	6	39
Computer and Mathematical	205	6	39
Education, Training and Library	207	6	39
Farming, Fishing, and Forestry	208	6	39
Food Preparation and Serving	209	2	13
Healthcare – Support	211	2	13
Installation, Maintenance & Repair	212	8	52
Office and Administrative Support	214	12	78
Personal Care and Services	215	3	19
Production and Manufacturing	216	2	13
Sales and Marketing	218	5	32
Transportation & Material Moving	219	3	19
Sales and Marketing	218	5	32
Transportation & Material Moving	219	3	19

The most common types of work that those who wanted a different job preferred were office/ administrative support and installation, maintenance, and repair. On average, the results showed that those who wanted a different job were willing to commute 30 miles one way.

The respondents were also asked whether the persons(s) who wanted a different job would be willing to work for $8 an hour. 62% indicated that this pay level would be acceptable. Substantially more people, 87%, indicated that the person(s) who wanted a different job would be willing to work for $11 an hour. 39% would be willing to take a job that did not include benefits. 96% of those who reported that someone in the household would be willing to work without benefits also reported that at least one person over age 18 worked away from home. This suggested that those who would be willing to take positions that did not include benefits had access to benefits from someone else's employment.

The households in which someone was interested in a different job were more likely to include someone who was under age 18 and less likely to include someone who was over age 65. This indicated that those who were seeking a change were likely to be in early or mid-career. The wages currently being earned by the individuals in these households were somewhat lower than in households in which no one was interested in a different job, which could be one reason for the interest in different employment. Households in which someone wanted a different job were also more likely to have completed the survey in Spanish, indicating somewhat higher job dissatisfaction among that group.

Households that included someone who wanted a different job were more likely to have the following skills than non-job-seeking households: welding, small engine repair, large engine/machinery repair, computer use, computer programming, desktop publishing, large animal care, small animal care,

agriculture or gardening, machining, customer service, motel/restaurant service, management, sales, accounting, marketing, office and administrative, public safety, utility, social services, electronics, construction, transportation, and health. As this list included 24 of the 27 types of jobs listed on the survey, this indicated that those who wanted a different job represented the most skilled segment of Yuma County's population.

The final question that gathered information on potential changes in Yuma County employment was Question 9, which asked whether the respondent had any additional information that could help the area plan for improved job opportunities. The full texts of the responses are shown in Appendix 8. There was some variation in the responses, but most of the comments were some variation on the theme that the area needed more jobs. Comments regarding the need for more/different businesses and additional job training were also common.

SUMMARY

While the 2000 Census reported a Yuma County unemployment rate of 1.6%, and while state data for March 2003 reported 2.5%, the results of the Labor Force Study provided a more accurate measurement of the County's employment situation. The Study indicated that 26% of the County's population between the ages of 15 and 70 were looking for work or for a different work situation in Spring 2003. This potential workforce was composed of 114 youth, 646 people who wanted a different job, and 912 people who were over 18 and planning to enter or re-enter the workforce, for a total of 1,672 potential employees.

A high percentage of those over age 18 who were seeking employment or different employment had a post-high-school degree. Those seeking different employment appeared particularly skilled. The survey results indicated that they were seeking a variety of types of jobs, and that there was a pool of workers seeking employment in each of the fields covered in the survey. Survey respondents in the County appeared eager for more employment opportunities.

WRAY LABORSHED

DEMOGRAPHICS

The Wray Laborshed is centered on the Yuma County city of Wray and also contains portions of Phillips County and Washington County in Colorado, Chase County and Dundy County in Nebraska, and Cheyenne County in Kansas. The Laborshed includes a total of 8,469 households. This survey included 1,135 households that were randomly selected from telephone listings, for a margin of error of +/-6%. The total number of people living in the responding households was 2,876.

Among those who responded to the survey, 65% were female and 35% were male, indicating that female respondents were over-represented. Those who responded to the survey were most likely to be in the 41-65 age group (49%), while 21% were between 25 and 40, and 25% were over the age of 65. Only 5% were between ages 18 and 24. 27% of the households that were surveyed included someone over age 65, while 34% included at least one person under 18. Surveys were completed in

both Spanish and English. 4% of those surveyed gave their responses in Spanish. As this was below the margin of error, Spanish-language surveys were not analyzed separately.

26% of respondents reported that they lived in Imperial, NE. (including surrounding rural areas), 17% reported that they lived in Holyoke, 16% reported Wray, and 13% reported Yuma.
In the Wray Laborshed, 45% of surveyed households reported that at least one resident held a college degree.

CURRENT EMPLOYMENT SITUATION

The Labor Force Study included several questions related to a household's current employment situation. One asked how many people were over age 18 and worked for pay at home or on the family farm. This group was then asked how many worked full-time, part-time, and in farming. Another question asked how many people in the household were over 18 and employed away from home. For this group, information was gathered on how many worked full-time and how many worked part-time. Then, for each person who worked away from home, data were gathered on the town they worked in or nearest to, the type of work they did, how long they had held their current job, and their monthly wages before taxes.

35% of those surveyed reported that at least one person in their household was over age 18 and worked for pay at home or on their family farm. In those households, 21% of those who worked were employed part-time, 70% worked full-time, and 61% worked at farming. Households in which someone worked at home had a higher level of college-educated workers than did households in which no one worked at home (55% vs. 40%). The data collected for this study did not indicate whether this was a result of more educated workers having more flexibility in their place of

employment, of more educated workers being able to support a stay-at-home spouse, or of some other factor.

61% of households reported that someone over age 18 worked away from home. Of those working away from home, 19% worked part-time, and 77% worked full-time. The households that reported someone working away from home were less likely to report someone as being unemployed (12% vs. 35%) and more likely to report that someone in their household was planning to enter or re-enter the workforce in the next six months (28% vs. 13%) than households in which no one worked away from home. They were also more likely to include someone with a college degree. Households in which no one worked away from home were six times more likely (55% vs. 9%) to include someone over age 65, indicating that a portion of this group considered themselves retired.

In 209 households (18% of the total), at least one person over age 18 worked at home for pay and at least one person worked away from home. 57% of those households included someone who farmed, and 79% included someone who worked full-time away from home. In the Wray Laborshed, then, almost one-fifth of all households include both at-home workers and commuters, with one-tenth of the County's households working at both farming and off-farm paying work.

Among those employed away from home, 23% worked in Imperial, NE., 16% each in Wray and in Yuma, and 15% in Holyoke. 7 people commuted to the Denver metropolitan area. This indicated that over 250 workers in the Laborshed were employed in Nebraska, while about 10 commute at least 2 ½ hours one way to work in the Denver area. The most common current types of employment were farming/fishing/forestry (14%), education/training/library (11%), sales and marketing (10%), and office and administrative support (9%). 44% of those who were employed had held their current jobs for 1-5 years, while 19% had held their current jobs for 6-10 years. This indicated that employees were fairly stable in their positions. The mean wage per person among those working was $1,962 per month before taxes, or 90% of the regional mean wage for all surveyed households.

The data indicated that most people in the Wray Laborshed worked for pay, with a notable percentage of households including people who were employed both at home and away from home, and with farming being a common at-home job. Workers were fairly stable in their employment, and there was quite a bit of variety in the types of jobs people held.

CURRENT UNEMPLOYMENT SITUATION

The surveyors asked two questions related to unemployment. One asked how many people in the household were over age 18 and unemployed. The other asked how many people in the household were under age 18, currently looking for work, and unemployed.

A total of 21% of households in the Wray Laborshed reported that at least one person in the household was over age 18 and currently unemployed. This category included retired persons, so it was considerably larger than the official unemployment rate. However, the survey was designed with the assumption that a strong percentage of retired persons could decide to re-enter the workforce, given the right incentives.

18% of those who were unemployed reported being willing to do additional job-related training, indicating that at least this percentage was serious about becoming employed. When asked how many of these unemployed persons were considering entering or re-entering the workforce in the next 6 months, 15% fit that category. When extrapolated, this indicated that 339 people in the Wray Laborshed were currently unemployed, but were considering entering of re-entering the work force. As for those under age 18, only 3% of households reported that someone was currently looking for work, but unemployed. When extrapolated, this figure indicated that 254 young people were currently unemployed, but looking for work in the Wray Laborshed.

HOUSEHOLD SKILLS

In addition to looking at current employment and unemployment, the Labor Force Study looked at the job skills of residents. This was important information, because any potential employer would need to know what skills were present in the population. While the current employment and preferred employment figures were calculated using the State of Colorado's labor force categories, the information on household skills was gathered using more specific categories.

The results are shown in Table 22. The first column indicates the job skills that the surveyors asked about. The question asked how many people in the household held each skill. The second column gives the ratio of the number of people who were reported as having each skill divided by the total number of households surveyed. This ratio was then used with the number of households in the Wray Laborshed to generate the information in the third column. This column shows how many people in the Laborshed would be expected to have each skill, given the information gathered from the survey households.

Table 22: Wray Laborshed Job Skills and Projected Number of People in the Laborshed With Each Skill

Job Skill	Ratio -- Person Per Household Holding Skill	Extrapolated Number in Wray Laborshed with Skill
Welding	**.61**	**5,166**
Small Engine Repair	**.52**	**4,404**
Large Engine/Machinery Repair	**.44**	**3,726**
Computer Use	**1.22**	**10,332**
Computer Programming	**.26**	**2,202**
Desktop Publishing	**.30**	**2,540**
Computer-Aided Design	**.17**	**1,440**
Large Animal Care	**.64**	**5,420**
Small Animal Care	**.84**	**7,114**
Agriculture/Gardening	**1.20**	**10,163**
Machining	**.37**	**3,134**

Customer Service	**.83**	**7,029**
Motel/Restaurant Service	**.30**	**2,541**
Management	**.78**	**6,606**
Sales	**.65**	**5,505**
Accounting	**.57**	**4,827**
Marketing/Advertising	**.37**	**3,134**
Office Administrative Support	**.50**	**4,235**
Teaching/Training	**.55**	**4,658**
Public Safety	**.26**	**2,202**
Public Utilities	**.13**	**1,101**
Social Services	**.16**	**1,355**
Engineering	**.09**	**762**
Electronics	**.18**	**1,524**
Construction	**.48**	**4,065**
Transportation	**.36**	**3,049**
Healthcare	**.38**	**3,218**

These results indicated that the most common skills in the Wray Laborshed were computer use, agriculture and gardening, customer service, management, small animal care, sales, large animal care, and welding. The fewest residents had skills in electronics, computer-aided design, social services, public utilities, and engineering. Still, there were an ample number of people with skills in each of these categories to fill the needs of any potential employer.

POTENTIAL CHANGES

One of the most important types of information gathered by the Labor Force Study involved identifying the number of people who were employed, either at home or away from home, and wanted a different job. For those who wanted a different job, the survey then asked what type of work they would prefer, how far they would be willing to commute, whether they would accept a job that paid $8 or $11 an hour, and whether they would accept a job that did not include benefits.

The results indicated that 199 people in the surveyed households were employed, but wanted a different job. 18% of these people had a trade school degree, and 26% had a college degree. When the survey results were extrapolated to represent the entire population of the Laborshed, these figures indicated that 1,524 people in the Wray Laborshed were looking for a different job. The most common types of work that job-seekers preferred were office/administrative support, installation/ maintenance/repair; and farming/fishing/forestry. On average, those who wanted a different job were willing to commute 31 miles one way.

The respondents were also asked whether the persons(s) who wanted a different job would be willing to work for $8 an hour. 48% indicated that this pay level would be acceptable. Substantially more people, 81%, indicated that the person(s) who wanted a different job would be willing to work for

$11 an hour. 38% would be willing to take a job that did not include benefits. 92% of households in which someone was willing to work without benefits included at least one person over the age of 18 who worked away from home. This indicated that these respondents may have had benefits through an existing job.

The households in which someone was interested in a different job were more likely to include someone who was under age 18 and much less likely to include someone who was over age 65. This indicated that those who were seeking a change were likely to be in early or mid-career. The wages currently being earned by the individuals in these households were only 87% as much as in households in which no one was interested in a different job, which could be one reason for the interest in different employment.

Households that included someone who wanted a different job were more likely to have the following skills than non-job-seeking households: welding, small engine repair, large engine/machinery repair, computer use, computer programming, desktop publishing, large and small animal care, agriculture or gardening, machining, customer service, motel/restaurant service, management, sales, office/ administration, utilities, public safety, social services, electronics, construction, transportation/ material moving, and health. This represented 23 out of the 27 possible job categories included in the survey, indicating that job-seekers were a highly-skilled group.

SUMMARY

The results of the Labor Force Study provide a more accurate measurement of the area's unemployment situation than state or federal statistics by going beyond county borders and including surrounding areas from which potential employers could expect to draw employees. In the Wray Laborshed, the potential current workforce was composed of 254 youth, 1,524 people who wanted a different job, and 339 people who were over 18 and planning to enter or re-enter the workforce, for a total of 2,117 potential employees.

A high percentage of those over age 18 who were seeking employment or different employment had a post-high-school degree. The survey results indicated that they were seeking a variety of types of jobs, that they were a highly-skilled group, and that there was an ample supply of workers in a variety of fields.

YUMA LABORSHED

DEMOGRAPHICS

The Yuma Laborshed is centered on the city of Yuma and contains almost all of Yuma County and portions of Logan, Phillips, and Washington Counties in Colorado and Dundy County in Nebraska. The Laborshed includes a total of 14,953 households. This survey included 1,006 households that were randomly selected from telephone listings, for a margin of error of +/-5%. The total number of people living in the responding households was 2,602.

Among those who responded to the survey, 61% were female and 39% were male, indicating that women were over-represented among respondents. Those who responded to the survey were most likely to be in the 41-65 age group (47%), while 22% were between 25 and 40, and 26% were over the age of 65. Only 5% were between ages 18 and 24. 28% of the households that were surveyed included someone over age 65, while 35% included at least one person under 18. Surveys were completed in both Spanish and English. 4% of those surveyed gave their responses in Spanish. As this was below the margin of error, this variable will not be considered further.

19% of respondents reported that they lived in Akron (including surrounding rural areas), 19% lived in Holyoke, 18% in Wray, and 15% in Yuma. In the Yuma Laborshed, 44% of surveyed households reported that at least one resident held a college degree.

CURRENT EMPLOYMENT SITUATION

The Labor Force Study included several questions related to a household's current employment situation. One asked how many people were over age 18 and worked for pay at home or on the family farm. This group was then asked how many worked full-time, part-time, and in farming. Another question asked how many people in the household were over 18 and employed away from home. For this group, information was gathered on how many worked full-time and how many worked part-time. Then, for each person who worked away from home, data were gathered on the town they worked in or nearest to, the type of work they did, how long they had held their current job, and their monthly wages before taxes.

36% of those surveyed reported that at least one person in their household was over age 18 and worked for pay at home or on their family farm. In those households, 22% of those who were employed worked part-time, 70% worked full-time, and 62% worked at farming. Households in which someone worked at home had a level of college-educated workers that was nearly twice as high as did households in which no one worked at home. The data collected for this study did not indicate whether this was a result of more educated workers having more flexibility in their place of employment, of more educated workers being able to support a stay-at-home spouse, or of some other factor.

61% of households reported that someone over age 18 working away from home. Of those working away from home, 19% worked part-time, and 81% worked full-time. The households that reported someone working away from home were less likely to report someone as being unemployed and more likely to report that someone in their household was planning to enter or re-enter the workforce in the next six months. They were also more likely (50% vs. 35%) to include someone with a college degree. Households in which no one worked away from home were five times more likely (56% vs. 11%) to include someone over age 65, indicating that a portion of this group considered themselves retired.

In 199 households (20% of the total), at least one person over 18 worked at home for pay and at least one person worked away from home. 55% of those households included someone who farmed, and 85% included someone who worked full-time away from home. In the Yuma Laborshed, then, one-fifth of all households include both at-home workers and commuters, with one-tenth of the County's households working at both farming and off-farm paying work.

Among those employed away from home, 19% worked in Yuma, 19% in Holyoke, 18% in Wray, 16% in Akron, 7% in Haxtun, and 6% in Sterling. 3 people commuted to the Denver metro area. The Yuma Laborshed's workforce, then, was quite dispersed. The most common types of employment were farming/fishing/forestry (13%), education/training/library (10%), office and administrative support (10%), and sales and marketing (9%). 43% of those who were employed had held their current jobs for 1-5 years, while 19% had held their current jobs for 6-10 years. This indicated that employees were fairly stable in their positions. The mean wage per person among those working was $2,078 per month before taxes, which was equivalent to the regional mean wage for surveyed households.

The data indicated that most people in the Yuma Laborshed worked for pay, with a notable percentage of households including people who were employed both at home and away from home, and with farming being a common at-home job. Workers were fairly stable in their employment, and there was some variety in the types of jobs people held.

CURRENT UNEMPLOYMENT SITUATION

The surveyors asked two questions related to unemployment. One asked how many people in the household were over age 18 and unemployed. The other asked how many people in the household were under age 18, currently looking for work, and unemployed.

A total of 23% of households in the Yuma Laborshed reported that at least one person in the household was over age 18 and currently unemployed. This category included retired persons, so it was considerably larger than the official unemployment rate. However, the survey was designed with the assumption that a strong percentage of retired persons could decide to re-enter the workforce, given the right incentives.

21% of those who were unemployed reported being willing to do additional job-related training, indicating that at least this percentage was serious about becoming employed. However, when asked how many unemployed persons were considering entering or re-entering the workforce in the next 6 months, only 14% fit this category. When extrapolated, this indicated that 598 people in the Yuma Laborshed were currently unemployed, but were considering entering of re-entering the work force. As for those under age 18, 3% of households reported that someone was currently looking for work, but unemployed. When extrapolated, this figure indicated that 449 young people were currently unemployed, but looking for work in the Yuma Laborshed.

HOUSEHOLD SKILLS

In addition to looking at current employment and unemployment in the Yuma Laborshed, the Labor Force Study looked at the job skills of residents. This was important information, because any potential employer would need to know what skills were present in the population. While the current employment and preferred employment figures were calculated using the State of Colorado's labor force categories, the information on household skills was gathered using more specific categories.

The results are shown in Table 23. The first column indicates the job skills that the surveyors asked about. The question asked how many people in the household held each skill. The second column gives a ratio of the total number of people who were reported as having each skill divided by the total number of households surveyed. This ratio was then used with the number of households in the Yuma Laborshed to generate the information in the third column. This column shows how many people in the Laborshed would be expected to have each skill.

Table 23: Yuma Laborshed Job Skills and Projected Number of People in the Laborshed With Each Skill

Job Skill	Ratio -- Person Per Household Holding Skill	Extrapolated Number in Yuma Laborshed with Skill
Welding	**.62**	**9,271**
Small Engine Repair	**.53**	**7,925**
Large Engine/Machinery Repair	**.46**	**6,878**
Computer Use	**1.19**	**17,794**
Computer Programming	**.29**	**4,336**
Desktop Publishing	**.32**	**4,784**
Computer-Aided Design	**.17**	**2,542**
Large Animal Care	**.69**	**10,318**
Small Animal Care	**.85**	**12,710**
Agriculture/Gardening	**1.19**	**17,794**
Machining	**.40**	**5,981**
Customer Service	**.81**	**12,112**
Motel/Restaurant Service	**.30**	**4,486**
Management	**.77**	**11,514**
Sales	**.64**	**9,570**
Accounting	**.57**	**8,523**
Marketing/Advertising	**.39**	**5,832**
Office Administrative Support	**.50**	**7,477**
Teaching/Training	**.53**	**7,925**
Public Safety	**.28**	**4,187**
Public Utilities	**.14**	**2,093**
Social Services	**.15**	**2,243**
Engineering	**.10**	**1,495**
Electronics	**.19**	**2,841**
Construction	**.53**	**7,925**
Transportation	**.38**	**5,682**
Healthcare	**.35**	**5,234**

These results indicated that the most common skills in the Yuma Laborshed were computer use, agriculture/gardening, small animal care, customer service, management, large animal care, sales, and welding. The fewest residents had skills in engineering, public utilities, social services, computer-aided design, and electronics. Still, there were an ample number of people with skills in each of these categories to fill the needs of any potential employer.

POTENTIAL CHANGES

One of the most important types of information gathered by the Labor Force Study involved identifying the number of people who were employed, either at home or away from home, and wanted a different job. For those who wanted a different job, the survey then asked what type of work they would prefer, how far they would be willing to commute, whether they would accept a job that paid $8 or $11 an hour, and whether they would accept a job that did not include benefits.

The results indicated that 174 people in the surveyed households were employed, but wanted a different job. 21% of these people had a trade school degree, and 21% had a college degree. When the survey results were extrapolated to represent the entire Laborshed, these figures indicated that 2,542 people in the Yuma Laborshed were looking for a different job. The most common types of work that those who wanted a different job preferred were installation/maintenance/repair, office and administrative support, sales and marketing, farming/fishing/forestry, and education/training/library. On average, the results showed that those who wanted a different job were willing to commute 33 miles one way.

The respondents were also asked whether the persons(s) who wanted a different job would be willing to work for $8 an hour. 50% indicated that this pay level would be acceptable. Substantially more people, 81%, indicated that the person(s) who wanted a different job would be willing to work for $11 an hour. 42% would be willing to take a job that did not include benefits. 97% of respondents who reported that someone was willing to work without benefits also reported that at least one person in the household who was over age 18 worked away from the home. This indicated that those who were willing to work without benefits may have had benefits through another person in the household.

The households in which someone was interested in a different job were more likely to include someone who was under age 18 and less likely to include someone who was over age 65. This indicated that those who were seeking a change were likely to be in early or mid-career. The wages currently being earned by individuals in these households were quite a bit lower than in households in which no one was interested in a different job, which could be one reason for the interest in different employment.

Households that included someone who wanted a different job were more likely to have the following skills than non-job-seeking households: welding, small engine repair, large engine/machinery repair, computer use, computer programming, large and small animal care, agriculture or gardening, machining, customer service, motel/restaurant service, management, sales, public safety, electronics, construction, transportation/material moving, and health. They were also more likely to include someone with a college degree.

SUMMARY

The results of the Labor Force Study provided a more accurate measurement of the area's unemployment situation than federal or state statistics by going beyond county borders and including the surrounding areas from which potential employers could expect to draw employees. In the Yuma Laborshed, this potential workforce was composed of 449 youth, 2,542 people who wanted a different job, and 598 people who were over 18 and planning to enter or re-enter the workforce, for a total of 3,589 potential employees.

A high percentage of those over age 18 who were seeking employment or different employment had a post-high-school degree. The survey results indicated that they were seeking a variety of types of jobs, and that there was a large pool of workers seeking employment in a variety of fields.

CONCLUSION

The Northeastern Colorado Labor Force Study included 3,664 telephone surveys that were completed with households that were randomly selected in Logan, Morgan, Phillips, Sedgwick, Washington, and Yuma Counties and their surrounding areas. The surveys asked households about their current employment situations, their job skills, and whether anyone was looking for a different job as of March and April 2003.

The results showed both similarities and differences among the six counties and seven Laborshed that were included in the Study. In about a third of households, someone worked for pay at home or on the family farm, and farming was a common occupation in the region. In about two-thirds of households, someone worked away from home. 56% of those working away from home had jobs in the major towns in the region. In one-fifth of the surveyed households, at least one person worked at home for pay and at least one person worked away from home. The mean wage for individuals in the region was $2,180 per month, before taxes. 47% of the region's households included someone who had a college degree. One of the clearest findings in the Study was that farming households had a substantially higher level of job-related skills than did non-farming households.

The survey was offered in English and in Spanish. In Morgan, Phillips, and Yuma Counties and in the Akron Laborshed, there were adequate data to compare those who responded to the survey in Spanish and those who responded in English. Where this analysis was done, there were substantial differences between the two populations' employment situations. Among other things, those who answered the survey in Spanish had substantially lower incomes and more limited types of employment than those who responded in English.

One of the major goals of this Study was to gather information on people who might not show up as "unemployed" in federal or state statistics, but who were potential employees for the region's business enterprises. The Study found that 7,489 people in the region were unemployed and looking for work, thinking of entering or re-entering the workforce, or looking for a different job. These people had a wide variety of skills, with the most common being computer use, agriculture/ gardening, customer service, management, small animal care, sales, large animal care, welding, teaching, accounting, construction, and small engine repair. A high percentage had a college degree, and those who were looking for different employment generally had a higher skill level than those who were not looking for a different job. Job-seekers appeared to be in early or mid-career. These findings suggested both that there were a number of skilled potential employees in the region who would be interested in new job opportunities, and that a number of workers in the region were vulnerable to job offers from other locations.

Among those who were already employed but looking for a different job, 43% were willing to work for $8.00 an hour, 77% were willing to work for $11 an hour, and 40% were willing to accept a job that did not include benefits. The data indicated that individuals were willing to take jobs without benefits because their households already had access to benefits through existing employment. Job-seekers were willing to commute 34 miles one way, on average, which indicated that it was important to look at Laborshed-level employment data, rather than just County-level data. In several locations, the high percentage of unemployed youth suggested that a successful job-creation strategy would need to take this group into account.

The Northeastern Colorado Labor Force Study provided a great deal of information about the area's employment situation, both regionally and locally, that can be used by potential employers and citizens as they plan for the region's future. There was ample evidence of an existing workforce that would consider new opportunities, and there was also clear evidence that those who were satisfied in their positions were generally stable employees. While the Study indicated that job-creation strategies would vary somewhat from place to place, the responses clearly favored new employment in the region.

APPENDICES

Appendix 1: Labor Force Study Survey (English)

N.E. COLORADO LABOR FORCE SURVEY NO._____

TOWN: _____ LABORSHED(S):_____

Hello. My name is _____, and I'm helping northeastern Colorado local governments conduct a community survey on employment. Your household has been randomly chosen for a short telephone survey, which will only take a few minutes of your time. All of your responses will be confidential. Is this a good time for you to complete the survey?

IF **YES**, CONTINUE.
IF **NO**, When can I call you back? (RECORD DATE, TIME ON CALLING SHEET)
Thank you, and I'll call you back then.

Thank you. First, are you over 18 years old?
IF **YES**, CONTINUE.
IF **NO**, Is someone over 18 available?

IF **YES**, WAIT UNTIL THEY GET ON THE LINE AND REPEAT FIRST PARAGRAPH.
IF **NO,** When should I try again? (GET TIME). I'll call back. Thank you. TERMINATE.

1. How many people in your household are over 18 and work for pay **at** the home or one your family farm?_____

IF ANSWER IS NOT "0": How many work part-time?_____
How many work full-time?_____
How many are employed in farming?_____

2. How many people in your household are over 18 and employed **away** from the home? _____

IF ANSWER IS "0," SKIP TO QUESTION 4.
IF ANSWER TO BOTH 1 AND 2 IS "0," SKIP TO QUESTION 5.

IF ANSWER IS NOT "0": How many work part-time? _____
How many work full-time?_____

3. For each person employed away from the home:

	What Town Do They Work In or Nearest To?	**What Type of Work Do They Do? (construction, retail sales, business owner, farm worker, services, etc.)**	**How Long Have They Had Their Current Job?**	**What are Their Approximate Monthly Wages, Before Taxes?**
Person One				
Person Two				

	What Town Do They Work In or Nearest To?	What Type of Work Do They Do? (construction, retail sales, business owner, farm worker, services, etc.)	How Long Have They Had Their Current Job?	What are Their Approximate Monthly Wages, Before Taxes?
Person Three				
Person Four				
Person Five				

4. How many of the people in your household who are employed, either at home or away from home, want a different job? _____

IF ANSWER IS "0," GO TO QUESTION 5.

IF ANSWER IS NOT "0:"

How many of these people would you say are willing to do additional job-related training? _____

For each person in your household who wants a different job, please answer the following questions:

	What Type of Work would they Prefer to do?	How Far do you Think they would be willing to Commute to Work?	Would they Accept a Job that Paid $8/Hour?	Would they Accept a Job that Paid $11/Hour?	Would they Accept a Job that Does Not Include Benefits?
Person One					
Person Two					
Person Three					

How many of these people have a Trade School Degree? _____

IF ANY, What Kind?

_____

How many of these people have a College Degree? _____

IF ANY, What Kind?

_____

5. How many people in your household **over** age 18 are currently **un**employed?_____

IF ANSWER IS "0," GO TO QUESTION 6.

IF ANSWER IS NOT "0:"

How many of these people are willing to do additional job-related training?_____

How many of these people are considering entering or re-entering the workforce in the next 6 months?_____

IF ANSWER IS "0," GO TO QUESTION 6.

IF ANSWER IS NOT "0:" For each person who is considering entering the workforce:

	What Type of Work would they Prefer to do?	**How Far do you Think they would be willing to Commute to Work?**	**What is the Lowest Wage you Estimate They Would be willing to Work For?**
Person One			
Person Two			
Person Three			

How many of these people have a Trade School Degree? _____

IF ANY, What Kind? _____

How many of these people have a College Degree? _____

IF ANY, What Kind? _____

6. How many people in your household **under** age 18 are currently looking for work, but unemployed?_____

7. How many people in your household have skills in the following areas? I'll read a series of skills, and you can tell me how many people in your household have those skills. CHECK ALL THAT APPLY.

Welding _____
Small Engine Repair _____
Large Engine or Machinery Repair _____
Computer Use _____
Computer Programming _____
Desktop Publishing _____
Computer-Aided Design _____
Large Animal Care _____
Small Animal Care _____
Agriculture or Gardening _____
Machining _____
Customer Service _____
Motel or Restaurant Service _____
Management _____

Sales _____
Accounting _____
Marketing or Advertising _____
Office Administrative Support ____
Teaching or Training _____
Public Safety (police, fire) _____
Public Utilities (water, sewer, electric) _____
Social Services _____
Engineering _____
Electronics _____
Construction _____
Transportation _____
Healthcare _____
Other: please specify: _____

How many of these people have a College Degree? _____

IF ANY, What Kind? _____

8. How many people are there in your household in the following age groups?

READ OPTIONS AND WRITE NUMBER IN SPACE.

Under 18 _____
18-24 _____
25-40 _____
41-65 _____
Over 65 _____

And which of these groups are you in?

PUT A CHECK MARK BY PROPER GROUP.

PUT A CHECK MARK BY THE PERSON'S GENDER:

Male _____
Female _____

9. Do you have any additional information you would like to provide to help our area plan for improved job opportunities?

_____

_____

Thank You! Look for the results of this survey to be made public this summer.

Appendix 2: Labor Force Study Survey (Spanish)

ENCUESTA DE LA FUERZA LABORAL EN EL NORESTE DE COLORADO

NUMBER_____

TOWN_____ LABORSHED(S)_____

Hola. Me llamo _____, y estoy ayudando a los gobiernos locales del noreste de Colorado hacer una encuesta sobre el empleo en su comunidad. Su familia ha sido escogida al azar para una corta encuesta por teléfono que tomará solo unos pocos minutos de su tiempo. Todas sus respuestas se mantendrán en confidencia. ¿Es un buen momento para usted para completar la encuesta?

SI DICE **SI**, CONTINUE.
SI DICE **NO**, ¿Cuándo puedo llamarle? (ESCRIBA FECHA, HORA EN FORMULARIO DE LLAMADAS)
Gracias, le llamaré entonces.

Gracias. Primero, ¿Es usted mayor de 18 años?
SI DICE **SI**, CONTINUE.
SI DICE **NO**, ¿Hay alguien mayor de 18 años disponible?

SI DICE **SI**, ESPERE HASTA QUE ESTEN EN LA LINEA Y REPITA EL PRIMER ARRAFO.

SI DICE **NO**, ¿Cuándo debo probar de nuevo? (CONSIGA LA HORA) Llamaré de nuevo. Gracias. TERMINE.

1. ¿Cuánta gente en su casa/familia es mayor de 18 años y trabaja por pago **en** su casa o en su propia rancho familiar? _____

SI LA RESPUESTA NO ES "0": ¿Cuántos trabajan medio tiempo? _____
¿Cuántos trabajan tiempo completo? _____
¿Cuántos trabajan en agricultura? _____

2. ¿Cuánta gente en su casa/familia es mayor de 18 años y trabaja por pago **fuera** de la casa? _____

SI LA RESPUESTA ES "0" SIGA A LA PREGUNTA 4.
SI LA RESPUESTA PARA NUMERO 1 Y 2 ES "0" SIGA A LA PREGUNTA 5.

SI LA RESPUESTA NO ES "0" : ¿Cuántos trabajan medio tiempo? _____
¿Cuántos trabajan tiempo completo? _____

3. Para cada persona empleada fuera de la casa:

	¿En que pueblo o cerca de que pueblo trabaja?	**¿Qué tipo de trabajo hace? (construcción, en una tienda, dueño de un negocio, trabajador en agricultura, servicios, etc.)**	**¿Cuánto tiempo ha tenido su trabajo actual?**	**¿Aproximadamente cuánto es el pago mensual antes de los impuestos?**
Persona Uno				
Persona Dos				
Persona Tres				
Persona Cuatro				
Persona Cinco				

4. ¿Cuánta de la gente en su casa/familia quienes están trabajando en o fuera de la casa quiere un nuevo trabajo? _____

SI LA RESPUESTA ES “0” SIGA A LA PREGUNTA 5.

SI LA RESPUESTA NO ES “0:”

¿Cuántas de estas personas estarían dispuestas a hacer entrenamiento adicional para trabajo? _____

Para cada persona en su casa/familia que quiere un trabajo diferente, por favor conteste las siguientes preguntas:

	¿Qué tipo de trabajo preferirían hacer?	**¿Qué tan lejos viajarían para hacer el trabajo?**	**¿Aceptarían un trabajo que pagara $8/ la hora?**	**¿Aceptarían un trabajo que pagara $11/ la hora?**	**¿Aceptarían un trabajo que no incluyera beneficios?**
Persona Uno					
Persona Dos					
Persona Tres					

¿Cuántas de estas personas tienen un título en un oficio de una escuela técnica? _____

SI TIENEN, ¿Qué tipo de título?_____

¿Cuántas de estas personas tienen un título universitario?

SI TIENEN, ¿En qué area? _____

5. ¿Cuántas personas en su casa/familia mayores de 18 años están desempleadas en este momento? _____

SI LA RESPUESTA ES “0” SIGA A LA PREGUNTA 6.

SI LA RESPUESTA NO ES “0:”

¿Cuántas de estas personas estarían dispuestas a hacer entrenamiento adicional para trabajo? ____

¿Cuántas de estas personas están considerando entrar a trabajar en los próximos 6 meses? _____

SI LA RESPUESTA ES “0,” SIGA A LA PREGUNTA 6.

SI LA RESPUESTA NO ES “0:”

Para cada persona quien está considerando entrar a trabajar:

	¿Qué tipo de trabajo preferirían hacer?	**¿Qué tan lejos viajarían para hacer el trabajo?**	**¿Cuánto sería el pago mínimo necesario por el que ellos trabajarían?**
Persona Uno			
Persona Dos			
Persona Tres			

¿Cuántas de estas personas tienen un título en un oficio de una escuela técnica? _____

SI TIENEN, ¿Qué tipo de título?_____

¿Cuántas de estas personas tienen un título universitario? _____

SI TIENEN, ¿En qué area? _____

6. ¿Cuántas personas en su casa/familia **menor** de 18 están actualmente buscando trabajo, pero están desempleados? _____

7. ¿Cuántas personas en su casa/familia tienen habilidades en las siguientes areas/oficios? Voy a leer una serie de oficios, y usted me puede decir cuantas personas en su casa/familia tienen habilidades en ese oficio. MARQUE TODOS LOS QUE APLICAN.

Soldar_____
Reparación de motores pequeños _____
Reparación de motores grandes o maquinaria grande _____
Uso de computadoras _____
Programación de computadoras_____
Edición electrónica_____
Diseño usando computadoras _____
Cuidado de animales grandes_____
Cuidado de animales pequeños _____
Agricultura o jardinería _____
Maquinaria_____
Servicio al cliente_____
Servicio en hoteles o restaurantes _____
Administración_____
Ventas_____
Contabilidad_____
Publicidad o marketing _____
Asistente de oficina _____
Enseñanza o entrenamiento_____
Seguridad pública (policía, bombero) _____
Servicios públicos (agua, cloaca, eléctrico) _____
Servicios sociales _____
Ingeniería_____
Electrónica_____
Construcción_____
Transporte_____
Servicios médicos_____
Otro: por favor sea específico_____
_____

¿Cuántas de estas personas tienen un título universitario? _____

SI TIENEN, ¿En qué area? _____

8. ¿Cuántas personas en su casa/familia hay en las siguientes categorías de edad?

LEA LAS OPCIONES Y ESCRIBA EL NUMERO EN EL ESPACIO.

Menor de 18_____
18-24_____
25-40_____
41-65_____
Mayor de 65_____

¿En cuál de estos grupos está usted?

PONGA UNA MARCA AL LADO DEL GRUPO APROPIADO.

PONGA UNA MARCA AL LADO DEL SEXO DE LA PERSONA.

Hombre_____ Mujer_____

9. ¿Tiene otra información que quiera añadir para ofrecer a nuestra area para tener mejores oportunidades de trabajo? _____
_____
_____

Gracias. Busque los resultados de esta encuesta serán publicados este verano.

Appendix 3: Answers to Open-Ended Questions: Logan County

Question # 4 Follow up -How many of these people have a Trade School Degree? IF ANY, What Kind?

1. On the job trading
2. Electronics, Electrical engineering
3. Cosmetology
4. Welder
5. Nursing Degree, electrical & refrigeration
6. Auto body
7. Cert. of Sec.
8. AS
9. Technical Electronics

Question # 4 Follow up – How many of these people have a College Degree? IF ANY, What Kind?

1. Teaching AA
2. Bachelors
3. Masters (2), Bachelors (2)
4. Associates (both)
5. Bachelors, Business Administration
6. Nursing
7. Social Psychology
8. Teaching Degree
9. Bachelor
10. Bachelor Science
11. Bachelor Science
12. Marketing
13. Bach. Of Arts.
14. Business Admin & Interior Design
15. Management
16. MA
17. Medical Degree
18. Nursing
19. Teacher AAS
20. Accounting Degree
21. Bachelor (2)
22. PS
23. Welding
24. BA
25. Technical Electronics
26. Business and Nursing

Question # 5 Follow up – How many of these people have a Trade School Degree? IF ANY, What Kind?

1. Financial planning
2. Computer
3. Technical
4. Auto Mech.

5. Cosmetology
6. Master Machinist
7. Auto body
8. Heating and Air

Question #5 Follow up- How many of these people have a College Degree? IF ANY, What Kind?
1. CNA License
2. Doctorate in Education
3. Asst. in computer
4. Business Admin. & Interior Design.
5. BA, BA
6. AA
7. Master
8. AAS
9. AS

Question #7 – How many people in your household have skills in the following areas?
Other: please specify:
1. Air Frame Mech., building computers
2. Daycare
3. Secretary
4. Daycare
5. Florist
6. Cosmetology
7. Military
8. Worship Minister
9. Beautician, wrestling coach
10. Ministry
11. MA (medical)
12. Plumbing
13. Plumbing
14. Industry
15. Music
16. Coaching and Ministry
17. Housekeeping, custom sewing, catering, childcare.
18. Lawyer
19. Cosmetology
20. Medical, Dental
21. Library, childcare.
22. Sewing, restoration
23. Butcher
24. Artistic
25. Clerical
26. Heavy equipment
27. Music
28. Turf, domestic engineer
29. Heavy equipment operator
30. Cars

31. Brakes, tuners, and tires
32. Cooking, family research
33. Deputy Coronal
34. Childcare
35. Beautician
36. Plumbing
37. Fiberglass
38. Network Administration

Question #7 Follow-up - How many of these people have a college degree? If ANY what kind?

1. Teaching
2. Bachelors Teaching
3. Nursing and Bachelors in Psychology
4. BA (2)
5. AS
6. Professional DVM & BA
7. AA Teaching
8. Teacher
9. Bachelors
10. Bachelors
11. MD
12. Masters
13. 2 years
14. Accounting (Business Degree)
15. Associates
16. Masters- Education, Nurse
17. Business
18. Doctorate Education & Administration Masters in Education
19. BA
20. Associate
21. Associate in business
22. 2 year
23. Masters English Business Administration
24. Associate in Medical
25. Law
26. Biology, Psychology
27. Air Frame and Power Plant technician
28. AAS
29. BA in Mechanical Engineering, Masters in Education BA in Accounting
30. BA
31. BA Business
32. BA
33. AS
34. MA
35. Cosmetology
36. BA elementary, 2 MA Education specialist
37. BAE
38. Nursing
39. Business Management and Teaching
40. Masters in Special Education
41. Junior College
42. Associate in Business, Bachelors in Finance
43. Business Administration
44. Social Psychology
45. NJC Auto mechanics
46. Science, Home EC ED
47. Bachelor
48. Both have Bachelor in Science
49. Education
50. Nursing/Electronics
51. BA/BS
52. Business/Nursing
53. Bachelor Science
54. Bachelor Science
55. Education
56. Bachelor English/ master Degree
57. AA
58. Business Degree
59. Bachelor & Master
60. BS Degree
61. Associate Secretarial/ Meat Cutting/ Ministry
62. Bachelor in Science
63. Marketing.
64. 4 year accounting 2 are business management
65. Teaching 4 year Arts
66.Masters Education
67.Bachelor Arts
68. BA
69. AAS

70. Masters
71. AS, AS
72. Additional training
73. Accounting, music
74. BA of Science/Education
75. AS
76. Mechanic
77. BA
78. Agro/Buss. & Acc.
79. BA
80. BS
81. Bach. Arts, Education specialist
82. Small business management
83. THM Dr.
84. Chemical, Accounting, Associate degree
85. Engineering elec./administration
86. Computer
87. BS – BS & Masters
88. 2AA
89. BS
90. AS
91. Business Admin. & Interior Design
92. Technical, BA, BA
93. BA, MA, Doctorate
94. Air Plain mechanic
95. AA & AS
96. Bachelors
97. Masters
98. BA
99. BA in Journalism, BA in Mathematics, MA.
100. AS
101. BA
102. Business Administration, & Farmer and Range Management
103. Associate
104. Master in Special Education
105. Associate of Applied Science
106. Management
107. Masters
108. Master of Science
109. MA
110. AA
111. BA (both)
112. AA
113. Masters
114. Automotive
115. BA of Science
116. BA, AA
117. Business
118. Masters, 120 hr BA
119. Associate Mechanics – NIC 2 year program
120. Education, Masters
121. Medical
122. Assoc. Degree – science
123. Agro. Business, Animal Science
124. Masters MD, Business, Education
125. Bachelors Ag., Business, Elementary Ed.
126. Nursing.
127. Bachelor Science
128. One year NE
129. Assoc. Degree Business
130. BA
131. BA & Ass.
132. Assoc.
133. AA
134. Lib. Arts and Science.
135. BA
136. AS
137. Associate Degree
138. Associate Degree
139. Masters, PhD
140. Master Degree
141. Bachelors (both)
142. Bachelors
143. AAS
144. Bachelors, Associates in criminal associate in science justice.
145. Assoc. Degree (2 years)
146. Masters
147. Associated Arts
148. Bachelor, associates, bachelors and Masters
149. (2) Bachelors
150. AAS, BS
151. Accounting Assoc., Cosmetology
152. BA Political Science
153. Business
154. BS in Agro., BS
155. Associate, Applied Science Paralegal
156. (2) Bachelor of Arts
157. Masters, BA
158. BA in business
159. Administration of Justice, technology
160. Associates, Nursing
161. Associates

162. LPN, BS
163. Vet. Of Med. And Teaching
164. BA, RN
165. AS, BA
166. Auto body
167. AA
168. PS
169. BA of Science
170. MA
171. MA & AA
172. Welding cert., electronic cert.
173. Masters
174. AA
175. Associates of Agro.
176. BA
177. BA
178. AA, MA
179. AS
180. Computer Science
181. AS
182. Technical Electronics
183. Masters
184. AS
185. Cosmetology, commercial art
186. Diesel tech.
187. Bachelors in Education, Masters in Education
188. Masters Business
189. Medical Doctor
190. Bachelors of Arts and Humanities
191. Economic business, Phys. Ed & coaching
192. BA
193. Associate degree Business
194. Voc. tech.
195. Agro. related
196. Sociology
197. Masters
198. Business and Nursing
199. Masters in Psychology

Question # 9 – Do you have any additional information you would like to provide to help our area plan for improved job opportunities?

1. A lot more business because most businesses are racist.
2. Giving vocational skills to younger people.
3. More jobs.
4. More jobs.
5. Better health insurance and more jobs.
6. Service related, automotive bodywork, carpet laying.
7. Employers should not reject employment for those over 65 years who are willing and able.
8. Improve already existing jobs with better-increased wages instead of bringing in new jobs.
9. More jobs.
10. More jobs; people are hurting.
11. More industry and production in Sterling.
12. The people are too choosy.
13. Figure out the farm and so that we don't have so many hours to work outside the farm/farm work.
14. Better water usage
15. Not that many jobs when you don't have a high school degree.
16. Wages, higher wages.
17. Be creative.
18. Business/factories like Kodak or similar.
19. I hope things get better.
20. Higher wages.
21. Hope it rains
22. More business, corporations
23. More business, beef plant.
24. More business.
25. Industry to help keep young people around.

26. More for youths – job fair.
27. No really; get more people with skills in the area.
28. More internal communication; improved internal working places; lower telephone bills -- Qwest is too high.
29. See economic development; bring in new business; minds of local governments; local community should allow higher benefits and wages to keep in the community.
30. Help Morgan County to get solid tourism.
31. Daycare.
32. More training, vocational training.
33. Bring some program.
34. Industry come in town.
35. I think our community needs something to help our elderly maintain property, housing, etc.
36. Industry; help college; teachers.
38. Job Training.
39. Everyone deserves a job, job training.
40. Larger industry, manufacturing.
41. Medical, small manufacturing.
42. Business to help college students.
43. Industry.
44. Need more full time jobs.
45. Need more.
46. More jobs
47. Northeastern needs more of an attraction, a draw.
48. Alternative job opportunities in rural areas.
49. More jobs in schools for high school students.
50. More jobs; bring more business and factories.
51. Jobs for young workers.
52. Get something that worth a hoot, get something for kids.
53. Development.
54. Businesses to be encouraged to come here.
55. More business.
56. A listing of jobs needed -- insert in paper (more than “wanted”).
57. More business.
58. More welding skilled jobs.
59. Tell the Governor to stop making financial cuts.
60. He would like people to pay more to get better people.
61. Good working conditions.
62. Try to be more competitive marketplace for industry.
63. Increase in jobs.
64. Employment office.
65. More educational opportunities; big business; bigger names that supply more jobs.
66. Attract businesses that are not polluting, not water demanding, and suit NJC students’ skills; consider class of people.
67. Stopping the small legal technicalities (politics) that prevent manufacturing companies and factories from coming into the community -- prevents jobs and growth.
68. Anything, people need work.
69. Need mall, arcade.
70. College, more trade school.

Appendix 4: Answers to Open-Ended Questions: Morgan County

Question # 4 Follow up -How many of these people have a Trade School Degree? IF ANY, What Kind?

1. Mech
2. Job Corps
3. 2 Year Occupational, AA Science
4. Job Corps
5. Telecommunications-Cable, Telecommunications-Cable
6. Automotive
7. Mechanic
8. LPN
9. AAS, AAS
10. Electronics
11. Machinist
12. Welding
13. X-Ray Tech, CNA
14. Medical
15. Infermia (Nurse)

Question # 4 Follow up - How many of these people have a College Degree? IF ANY, What Kind?

1. Bachelor's in Wildlife Biology
2. Bachelor's in Science
3. BA
4. Associate of Science
5. Associate of Science (Both)
6. Associate of Science
7. Bachelor's in Film
8. BS
9. BA/MA in History
10. Marketing, Elementary Education, MA
11. Agronomy
12. Bachelor's (Nursing)
13. Master of Science
14. Accounting- Word Processing
15. Associate's
16. 2 Year Associate's
17. Business
18. AA
19. Bachelor of Science

Question # 5 Follow up - How many of these people have a Trade School Degree? IF ANY, What Kind?

1. Cosmotologist
2. Welding
3. Pine Lake School
4. Nursing
5. Journeyman Tool and Die Maker

6. Counseling
7. Welding, Computers
8. Costura/Campo

Question #5 Follow up- How many of these people have a College Degree? IF ANY, What Kind?
1. Cosmotologist
2. Mathematics
3. AA and AS
4. M. in Engineering
5. Liberal Arts
6. MCC LP Gas
7. Associate's
8. Bachelor's
9. Engineering
9. Master's, Master's

Question #7 - How many people in your household have skills in the following areas?
Other: please specify:
1. Horseshoeing
2. Steel Fabrication
3. Volunteer Work
4. Painting Contractor
5. Child Care
6. Heavy Equipment Operator
7. Crafts, Sewing
8. Dairying Semi Driver
9. Daycare
10. History
11. Sewing, Cook
12. Pouring Metal
13. Legal Services, Scientific Research
14. Recreation, Coaching, Umpire
15. Daycare
16. Handyman
17. Nursing
18. Retired Pastor
19. Horse Training
20. Railroad, Dietician
21. Photography
22. Cutting Meat
23. Arming and disarming guns and weapons
24. Sewing, Typewriting
25. Air Conditioning
26. Electrician

Question #7 Follow-up - How many of these people have a college degree? If ANY what kind?
1. AA
2. Master's in Theology

3. BA
4. Bachelor's
5. Bachelor's in Management
6. BA Education, B.A Animal Husbandry
7. BS. Accounting
8. Bachelor's, Bachelor's
9. Associate's
10. Bachelor's Science
11. LLD, BA
12. AA
13. Bachelor of Science, Master's in Meteorology
14. Cosmetology, Associate's Farm Equipment Mechanics
15. Bachelor of Economics
16. Associate's of Applied Sciences
17. BS in Agriculture, BA in English
18. Associate's in Business Administration
19. Bachelor's in Wildlife Biology, Nursing
20. AA
21. Bachelor's in Science
22. Doctorate in Opthamology
23. Accounting
24. BA
25. AA
26. BA
27. BA, Master's in Clinical
28. RN, Master's in Computers
29. Bachelor of Science, Bachelor's
30. Bachelor's
31. Bachelor's in Education
32. Bachelor of Science
33. BS in Education
34. BA
35. LPN, AA and BA
36. BA
37. BA
38. BS in Agriculture
39. AA
40. AA
41. AA
42. Bachelor of Science
43. Business
44. Bachelor of Arts Elementary Education, English
45. Business Management
46. Bachelor's 30+ Hours
47. BS, BA
48. Associate of Science
49. Associate of Arts
50. Secretary Certificate
51. Associate of Science, Associate of Science
52. Educational Arts
52. Doctor
53. Transportation, Mechanics
54. Associate of Science
55. 2-Year Degree
56. Engineering
57. Mathematics
58. AA
59. AA
60. BA Teaching, AS
61. BA
62. Cosmetology
63. Master's, Master's
64. Bachelor's in Film, Bachelor's in History
65. Doctorate
66. Political Science
67. IBS, Associate's, Associate's
68. BS
69. Bachelor's
70. Bachelor's/Master's
71. Business Degree, Auto Mechanic Degree
72. Associate's
73. BA, BS
74. Management, Mechanics
75. Teaching, Management
76. BA in Elementary Education
77. BA/MA in History
78. BA in Engineering
79. Administration, Psychology
80. BA, BA
81. AA, AA
82. Crop and Soil Science
83. Marketing, Elementary Education, MA
84. Master's
85. AA and AS
86. BS, AS
87. AAS
88. BS Agronomy
89. MA
90. Gerontoloty BS
91. AA in Office Support and Administration
92. Master's in Social Work
93. Nursing-3 Years

94. Bachelor's in Health Education, Master's in Nursing
95. Bachelor's (Nursing)
96. Trade School
97. Master of Science, Doctorate in Law Degree
98. Bachelor's (Both)
99. MD
100. Nursing-LPN
101. BA, Associate's Degree (Both)
102. Welding
103. ASA, BA, BS
104. BA
105. Medical
106. Business
107. AS
108. Associate's in Secretarial
109. Bachelor of Arts
110. Bachelor's in Social Work
111. MA Education
112. Associate of Science
113. Business -- 4 Years
114. Bible -- 4 Years
115. AAS, Computer Tech
116. Associate's, Master's
117. Liberal Arts
118. Bachelor's
119. Accounting and Word Processing
120. Bachelor's, Bachelor's
121. MCC LP Gas
122. Associate's
123. Bachelor of Science
124. Associate's, Associate's
125. Nursing
126. CNA Certificate
127. Associate's in Business
128. MBA, BA
129. Master's in Math, Master's in Remedial Reading, Special Education, Administration
130. Human Resources
131. Associate of Arts, Bachelor's
132. Master's in Arts/Teaching
133. Bachelor's (Both)
134. Bachelor's, Associate's
135. BS, BS
136. BA
137. BA in Education (Both)
138. BA, BA
139. Accounting, Engineering Tech.
140. ASS, AA
141. Jr. College Tech., BA
142. MA-Education
143. Engineering
144. RN
145. Business
146. Fine Arts, Soil Science
147. AA
148. Accounting Degree
149. MA
150. Management and Marketing
151. Master's, Master's
152. Master's, Master's, Bachelor's
153. Bahelor's and 2 Master's and Ph.D.
154. Business, Agriculture
155. AA - 2 Year
156. Associate's
157. Bachelor's-Agriculture
158. Bachelor of Science
159. AS

Question # 9 - Do you have any additional information you would like to provide to help our area plan for improved job opportunities?

1. Younger people need more work ethic.
2. More volunteers.
3. More jobs.
4. More training in specialized jobs that are not manual work.
5. Warehouses; more jobs; drivers.
6. Better get more business for kids and young people.
7. Jobs that have benefits.
8. Bigger business.
9. Dorms for MCC so more students will be in the area, so more business will come in; more private schools K-12.
10. Downtown developed.

11. Job service incompetent.
12. We need more variety in rental houses; many can't afford to work where they live or near where they live.
13. Get more training/mechanical training for farm equipment and machinery.
14. Classes for employment, more often.
15. Youth center; more for youth.
16. Trade school, local.
17. More businesses that employ people; better insurance or less expensive.
18. Females to work male jobs.
19. More job opportunities.
20. Total distance -- have more jobs nearer to not travel long distance.
21. Wage increase.
22. Get rid of computers.
23. Industrial factories.
24. Bring more business to town.
25. Need a Taco Bell.
26. More industries.
27. More water.
28. Willing to do any jobs.
29. Colony sucks.
30. Jobs more available; finding insurance with jobs.
31. Get more business going/home building.
32. Shutting off wells in Ag is bad; keep wells going.
33. More on Ag.
34. Get more jobs.
35. Bi-lingual jobs.
36. Communication skills; bi-lingual for everyone.
37. Better wages.
38. Tough area.
39. Young people need education; rely on common sense; learn communication; be more assertive.
40. High speed cable, computer lines.
41. Concentrate, recruiting business, tax incentives.
42. Younger job opportunities age 16 and up.
43. Need for clothing and stores, sporting goods, recreation and activites, or job related.
44. More manufacturing.
45. Less minimum wage jobs; more technical.
46. Youth program, for more jobs for them (8-15) to earn money.
47. Empty buildings put into use for employment; clean industry, no Ag.
48. Parents need to train their children for jobs.
49. More employment.
50. More water.
51. Better wages.
52. Just need more jobs.
53. More competition; Home Depot; fill empty.
54. Lots of jobs and soon.
55. City giving local jobs.
56. Oil companies.

57. More jobs available; better pay, benefits.
58. More jobs.
59. Need more highway construction.
60. Move away.
61. More jobs around here.
62. More manufacturing in Morgan County; MCC to start up on machine.
63. Giving more training in schools.
64. More places to hire people.
65. Higher wages.
66. Higher minimum wage.
67. Bring more jobs.
68. Pay more.
69. More jobs.
70. Do not discriminate against the elderly.
71. Needs better wages.
72. More job opportunities.
73. Get some.
74. Have more people willing to do what there is to do.
75. Draws social security; can only draw 40%; if he works he has to pay 100% -- only gets $73.00/month.
76. Bi-lingual jobs; more on-the-job training.
77. More jobs, more pay.
78. More jobs.
79. More jobs.
80. More work, more job training.
81. Not a lot of employment, not many choices of jobs.
82. More work.
83. Home Depot/mall.
84. More jobs for Hispanic people -- less discrimination.
85. Quit welfare -- get people to work.

Appendix 5: Answers to Open-Ended Questions: Phillips County

Question # 4 Follow up -How many of these people have a Trade School Degree? IF ANY, What Kind?

1. Cosmetology
2. Automotive
3. BM and Diesel Mechanic
4. Liberal Arts
5. Associates
6. Bookkeeping
7. Business
8. Druggist Pharmacy Tech.
9. Medical
10. Barber License
11. Auto mechanics
12. Construction
13. EMT
14. PN
15. BA in Technology
16. Medical Assistant

Question # 4 Follow up – How many of these people have a College Degree? IF ANY, What Kind?

1. Administrative
2. Bachelor Science
3. BA
4. BM and Diesel Mechanic
5. Education
6. Associates
7. Bookkeeping
8. Computer Science
9. Masters in Counseling, Bachelors in Chemistry
10. Reality, BS
11. Computer Science –BS
12. BA
13. Medical Asst.
14. Bachelors
15. BA in Education
16. BA in Agro. Journalism
17. BA in Tech.
18. Associates in Business
19. Associate

Question #5 Follow up- How many of these people have a College Degree? IF ANY, What Kind?

1. CNA
2. AA
3. Agro. Engineering

Question #7 – How many people in your household have skills in the following areas?
Other: please specify:

1. Flight instructor
2. Public Administration
3. Bookkeeping
4. Sewing, cooking, & home economics
5. Auto body shop
6. Interior decorator, reporter
7. Postal employee
8. Farmers
9. Ministry
10. Printing
11. Childcare
12. Mining
13. Farm related
14. Real estate
15. Childcare
16. Dry cleaning
17. Counter and Cabinets
18. Library

Question #7 Follow-up - How many of these people have a college degree? IF ANY, what kind?

1. Administrative
2. MA
3. BA, BA
4. BA. AS, Masters
5. 2 Bachelors
6. Teaching
7. Masters, PhD
8. Bachelor Science
9. Business
10. Nursing
11. Bachelor
12. Art, Engineering (Bachelors)
13. Wildlife Biology
14. Mech. Engineering
15. BA
16. 2 BA, BS
17. AAS
18. BA (both)
19. AS Welding
20. Automotive Tech.
21. BM and Diesel Mechanic
22. Business Management
23. Accounting and Automotive Tech.
24. Nursing
25. Mechanical Engineering Tech.
26. Education
27. Nursing
28. Associate
29. Associate
30. BA Science and Agro. Business
31. BS
32. Doctorate
33. Masters Business Management
34. Masters/Bachelors Science/Arts
35. BA
36. AA
37. Bookkeeping
38. BM
39. Masters and Bachelors
40. Computer Science
41. BS
42. Media Specialist, BM
43. 2 AAS
44. Masters in Education, Bachelors in Education
45. Masters in Counseling, Bachelors in Chemistry
46. Nurse
47. Bio-tech.
48. BA in Science
49. BA & MA in Education
50. BA in Psych., BS in Math

51. Reality, BS
52. Engineering, BA in Science
53. Nursing
54. Commercial Business
55. Elem. Ed., AA
56. AA
57. Marketing and BA
58. 2 BA in Education
59. 2BS
60. BA, BA
61. AS, AS
62. Crop Soil Scientist BA, BA
63. Bachelors, PhD
64. Master in Education
65. Bachelor of Science
66. Bachelors in Music Education
67. Business College
68. AS
69. BA, BA
70. MA
71. Technical Auto mechanic
72. AA
73. Business
74. AA
75. Masters
76. Education
77. AA/BA
78. Masters in Healthcare
79. Associates
80. BA/AA
81. 2 Masters
82. Master, PhD
83. BA, BS
84. Master and MD
85. Accounting Business/ Electrical Engineering
86. Bachelor of Science/ Bachelor of Science
87. Associates/ Masters
88. Associates (both)
89. Business
90. BS
91. AAS
92. Interior Design
93. Bachelors, Masters
94. BA
95. Business (2 year)
96. Degree Accounting, Master Divinity/German
97. BA in Education
98. AS, Certificate from Technical School
99. BS
100. AA
101. BS
102. Agriculture Business/ Restaurant Management/ Business Administration.
103. Agro. Engineering
104. Associates
105. AA, AA – Farm Management
106. Cosmetology
107. Humanities & AS
108. Bachelor Science Accounting
109. Economics, Medicine
110. Masters, Bachelors
111. Bachelor of Arts
112. 4 year and 2 year
113. BA, MA
114. BA and MA in Education, BA International Business
115. MA (both)
116. BA in Soc.
117. AA, Welding
118. BA, BA Education
119. AS
120. BA Agro.
121. BA in Agro. Journalism, BA in Agro. Education
122. AA
123. MA
124. BA, MA
125. Bachelor Assoc.
126. 2 – Degree Bachelors
127. Electronics (2 years)
128. Bachelor 4 years, Bachelor of Arts 4 years
129. Accounting
130. 2 year Associate Arts
131. 4 years Agriculture
132. 3 years Agriculture
134. Bachelor, Masters
135. Masters
136. BA in Tech.
137. Bachelors
138. Associates of Business
139. Agriculture Business – Bachelors, Secondary Education- Bachelors
140. Education and Agricultural Business
141. BS Financial Business Administration

142. Bachelor
143. Bachelors in Business Admin.
144. Associates
145. Bachelor Agro. Business
146. Associates
147. Accounting
148. Bachelor's of Science, Doctorate – Dental, BA -- Education
149. BA
150. Masters
151. AA, BS
152. BA Business
153. BA in Accounting
154. BA (both)
155. Liberal Arts
156. Associates
157. Teaching
158. AA
159. BM
160. Engineering
161. MA and BA
162. AS
163. AS
164. Bachelor
165. Associate
166. Associates, Bachelors
167. Bachelor
168. Mechanics
169. 2 MD
170. Technical School
171. Bachelor's

Question # 9 – Do you have any additional information you would like to provide to help our area plan for improved job opportunities?

1. More jobs.
2. More jobs because Holyoke has no jobs that are not other than Pig/Beef Feed Lots.
3. More jobs.
4. More jobs.
5. More jobs.
6. More jobs.
7. More business for more jobs.
8. More jobs.
9. Restaurants
10. Need to attract more businesses not related to agriculture.
11. More jobs.
12. Bring mass energy.
13. To be encourage the people to be bilingual.
14. Jobs disabled could do without hurting their income.
15. Need jobs -- all types of them.
16. Need something.
17. Improve small business.
18. Exploring environmentally friendly forms of creating energy; expanding recreational facilities -- more health clubs.
19. Wants income to sustain a family and have insurance.
20. Need more; don't know how.
21. Some more of industries/companies in our area.
22. I support the President to go kill Saddam Hussein and please quote me on that.
23. More jobs at home.
24. Industry
25. Development of ethanol products from corn.
26. Open minded to progress.
27. Help with looking for a job; better than work force.
28. People who can only get a job at minimum wage with families can't make it, but in a small community, you have to be very educated to get a good job.

29. More jobs.
30. Need more jobs.
31. More training for better jobs.
32. Water storage.
33. Agriculture jobs or any other jobs.
34. Unemployment office near their location.
35. More summer opportunities for college students
36. More business
37. Keep the younger kids here.
38. Need more jobs.
39. Need more jobs.
40. Need more education closer to smaller communities.
41. Increase wages; get more education in small communities.
42. Bring more business to town.
43. More small business.
44. Programs, more job training and such like they do in Sterling.
45. Service -- the community needs something other than hotels and the restaurants to employ the kids around here.
46. More job training
47. Need more factory that pay well.
48. Need young people in our area.
49. More jobs.
50. More jobs.

Appendix 6: Answers to Open-Ended Questions: Sedgwick County

Question 4: How many of these people have a Trade School Degree? IF ANY, What Kind?
1. Automotive
2. Cosmetology
3. Dental Assistant
4. Automotive
5. Cosmetology

Question 4: How many of these people have a College Degree? IF ANY, What Kind?
1. Bachelor's in Psychology
2. Bachelor's; Master's
3. Two Master's; Law Degree
4. BM
5. BS; BM; Education
6. Accounting
7. Bachelor's
8. BM
9. Post-graduate in English
10. Bachelor's
11. BS
12. BM; Multi-Media; Environmental Design

Question 5: How many of these people have a Trade School Degree? IF ANY, What Kind?
1. Mechanic
2. Carpentry

Question 5: How many of these people have a College Degree? IF ANY, What Kind?
1. Bachelor's in Psychology

Question 7: How many people in your household have skills in the following areas? Other: please specify.
1. Heavy equipment
2. Pharmacist
3. Musician
4. Museum work
5. Bachelor's/Masters'
6. Operations Manager
7. Government
8. Literature

Question 7: How many of these people have a college degree? IF ANY, What Kind?
1. BS
2. AS
3. Bachelor's
4. Master's in Education
5. Bachelor's
6. Elementary teaching – Bachelor's
7. MA in Education
8. Bachelor's in Psychology
9. Ag Business
10. Bachelor's in Pharmacy, Bachelor's in Business Education
11. BS, BA
12. BA
13. Associates' Degrees (2)

14. Paralegal/business
15. AA in Liberal Arts
16. AS in Child Development
17. AA
18. BS
19. Two with BS
20. BS, BS
21. Bachelor of Science
22. BA in Physical Education
23. BS in Pharmacy
24. BS, BA
25. BA, Master's
26. BA
27. BA, MA in Education
28. BA in Social Psychology, BA in Physical Education
29. Associates.
30. BM and MA
31. Christian Ministries
32. BM; Cosmetology
33. Bachelor's in English, Master's in Guidance and Counseling
34. Bachelor of Science
35. Associates.
36. AA
37. Associates.
38. BA, Bachelor's in Agriculture
39. Journalism, Public Relations, Electrical Engineer
40. Master's, Bachelor's
41. Associates in Applied Science
42. Engineering
43. Bachelor's
44. BS
45. Bachelor's
46. Special Education
47. Bachelor's
48. Master's/Technical
49. Two Master's in Education
50. Welding
51. Bachelor's
52. BM
53. BA
54. BM, BS in Education
55. BS, BS
56. Criminal Justice, Accounting
57. AS, PhD
58. AA
59. DVM
60. Accounting
61. Bachelor's in Social Work Administration, Bachelor's in Business
62. Bachelor's in Education
63. Master's in Education
64. AA
65. Master's in Business, Master's in Teaching
66. BA in Business Administration and Economics
67. Bachelor's, Associates in Electronics
68. BA
69. Two Bachelor's
70. BM, Dental Assistant
71. Bachelor's
72. Master's
73. Cosmetology
74. Post-graduate in English
75. Business
76. Teaching, Accounting and Business
77. Associates
78. Bachelor's in Accounting, Ag-Business
79. Master's in Education, Law Enforcement
80. Chemistry, Math
81. LPN, Electronics Technician
82. Bachelor's of Science
83. Commercial Writing
84. Nursing
85. Bachelor's of Science
86. AS, Master's, Bachelor's
87. Associates of Applied Science
88. Bachelor's and Master's in Early Childhood Education, Ph.D. – Veterinary Medicine
89. BM, Environmental Design, Multi-Media
90. Associates
91. MBA

Question 9: Do you have any additional information you would like to provide to help our area plan for improved job opportunities?

1. Needs to improve.
2. Jobs that offer a larger number of jobs.

3. Get some jobs here.
4. Anything as far as job wise.
5. Make more known the “perks” of small-town living.
6. More jobs out here; jobs with benefits; It’s hard for a family that only pays the minimum.
7. They don’t have many jobs since we live out far in the country.
8. More small business support in bringing business to the community.
9. More workers in agriculture.
10. More businesses; there’s no industry.
11. If government keeps taking us off the budget, we will not get anywhere.
12. More business; better pay.
13. More help to go to school.
14. Need more business in Julesburg.
15. Jobs for people that are disabled.
16. More farmers and help.
17. Need jobs.
18. Use more domestic help.
19. Job opportunities for youth.
20. Need new opportunities; keep school going; improve tax base.
21. Need to get bigger companies around.
22. Better wages; more training for elderly; better benefits.
23. Public transportation.
24. More job opportunities for teenage people.
25. More white collar jobs.
26. Need to grow.
27. Needs growth.
28. More jobs.
29. Daycare needed.
30. More jobs.
31. Industry business.
32. Call centers; more beneficial for companies to put branches in rural areas.
33. We need more business and growth.
34. Need some growth and business.
35. We need some job opportunities for younger people so they don’t leave.
36. More jobs.
37. Need more employment for high school and college students.
38. Need more flexible businesses, like all-night convenience stores and more training for residents.
39. Businesses providing daycare and more benefits.
40. Improve farm economy.

Appendix 7: Answers to Open-Ended Questions: Washington County

Question # 4 Follow up -How many of these people have a Trade School Degree? IF ANY, What Kind?

1. Electrical
2. Cars, Cars
3. Cosmetology
4. Airline Training
5. Tech.
6. Associate of Applied Science in Computer Programming
7. Pharmaceuticals
8. Medical Assistant
9. CNA
10. Medical
11. Associate of Applied Science
12. Welding
13. Business Management

Question # 4 Follow up - How many of these people have a College Degree? IF ANY, What Kind?

1. Welding/Secretarial (Certificate)
2. Education
3. Business
4. Bachelor's (Both)
5. Bachelor of Science
6. Associate's
7. Mechanic-Associate's
8. RN
9. AA - Agribusiness
10. BA and AS
11. AS
12. Bachelor's
13. AA in Business, BA in Business

Question # 5 Follow up - How many of these people have a Trade School Degree? IF ANY, What Kind?

1. Personal Computer Repair and Motorcycle Mechanic
2. Medical Billing, Auditor
3. Electrical

Question #5 Follow up- How many of these people have a College Degree? IF ANY, What Kind?

1. Chemistry
2. Education
3. Associate's

Question #7 - How many people in your household have skills in the following areas?
Other: please specify:

1. Cook
2. Sewing, cooking skills, personal companion, housekeeping
3. Counseling, secretarial
4. Dental assistant
5. Cooking
6. Fabrication
7. Communications, language (bilingual)
8. Rodeo
9. Woodworking
10. Dentist
11. Maintenance
12. Salvage
13. Cooking
14. Secretary
15. Bean elevator
16. Autobody
17. Postal worker
18. Speeches
19. Homemaking
20. Pilot, microbrewer
21. Nursing home

Question #7 Follow-up - How many of these people have a college degree? If ANY what kind?

1. BS, AS
2. Nursing
3. Welding and Secretarial (Certificate)
4. Chemistry
5. Associate's, Associate's
6. BA
7. BA, BS
8. AA, BS and BA
9. Associate's
10. 4 year degree, 4 year degree
11. Real Estate
12. Agriculture - B.A.
13. Teaching, Business
14. Carpentry
15. BA
16. Bachelor in Science
17. Education
18. BA - Business Management
19. BA - Teaching
20. Bachelor's and Associate's
21. Agriculture - BA
22. Tech (Both)
23. Employee Management
24. Horticulture
25. 1 Year Accounting
26. Agriculture
27. AA
28. Business, Teaching
29. Education, Art
30. Computer Aided Drafting
31. Associate's +
32. RN
33. BA in Animal Science, PhD - Chiropractic
34. BS - Education/Economics and Master's in Education
35. EdS in School Psychology
36. BS - Agricultural Education
37. BS, AS, AS
38. Bachelor's - Early Childhood Education
39. BA in Education, AA
40. BA, AS
41. BS in Animal Science
42. BA
43. Associate's (Both)
44. Law Enforcement and Veterinary Tech.

45. Bachelor's and 2 Master's
46. BS, BA
47. BS
48. AS
49. ME, MD
50. MA, BA
51. BA, BS
52. Business
53. Farm and Ranch Managment
54. General Studies
55. Chemistry, Engineering
56. 2 Year
57. PhD
58. EMA
59. Bachelor's in Mechanics
60. BS, BA
61. AS, Bachelor's
62. Automotive
63. Teaching, Accounting and Finance
64. Bachelor's in Social Studies
65. AS, AS
66. Bachelor's
67. Chemical Engineering
68. Animal Science, Home Economics
69. Bachelor's in Social Work, Bachelor's in English
70. Master's
71. Healthcare
72. Medical Tech.
73. Applied
74. Associate's
75. Associate's in Applied Science - Ag. Mechanics
76. Bachelor's, Associate's
77. Teaching
78. Associate's
79. MA
80. BS -- Economics, Home Economics
81. Bachelor's of Science, Bachelor's of Science
82. Auto body
83. BS
84. EMS, Computer Skills
85. Business Degree
86. Bachelor's -- Business Management, Bachelor's -- Business Management
87. Bachelor of Science
88. MA
89. Associate's, Bachelor's
90. Associate's
91. 2-Year Degree
92. Associate's, Associate's
93. Agriculture, Aeronautics
94. Social Studies
95. Associate's
96. BA
97. Business, Social Service
98. MA, CFCC
99. Agriculture
100. BA, Master's
101. Associate's
102. Bachelor's in Teaching and Master's in Business
103. Mechanical, Secretarial
104. Education
105. BS-Chemistry
106. Master's - Rehab
107. Farm Management
108. Bachelor's, Bachelor's
109. BV
110. AA
111. Law Enforcement
112. AA
113. BA (History) and MA (History)
114. BA in Science
115. AS in Engineering, Cosmetology
116. Associate's in Nursing
117. AA in Business, BA in Business
118. BA in Education
119. BA
120. AS
121. 2-Year Science Associate's
122. Bachelor's, RN
123. Associate of Applied Science
124. 1-Year Clerical Studies
125. Associate's
126. BA
127. BM, Liberal Arts
128. BS in Nursing
129. Law Doctorate
130. Bachelor's
131. LPN
132. Associate's
133. EMT and CNA
134. Bachelor's in Engineering
135. Accounting
136. Master of Arts
137. BS

138. BA

Question # 9 - Do you have any additional information you would like to provide to help our area plan for improved job opportunities?

1. Access to night classes in college, and in town.
2. More jobs.
3. Legalize hemp in Colorado.
4. More jobs.
5. More jobs.
6. Harder for senior citizens; don't have a lot of jobs out here.
7. Need more vocational training.
8. Need more jobs for farm women to do at home.
9. Need only serious applications for available jobs.
10. More businesses.
11. Try to get diversification of industry -- so many people rely on farming, and if it's bad, then it affects everyone.
12. To motivate people to work.
13. Hi-speed internet; recreation.
14. Wage needs to go up to compete with the cost of living.
15. Part-time employment/seasonal work for farmers to supplement income; teens need a way to gain income without compromising their school related time.
16. Something to keep our youth around -- not enough work opportunities to keep youth in area; once all the old are gone there won't be anybody left to work.
17. Jobs for women that would benefit them -- after babysitters and taxes there is nothing left.
18. More housing.
19. More jobs that pay well.
20. Night training for adults.
21. Support local business.
22. More opportunities in technical/computer fields -- even if employers looked or accepted entry level people with the opportunity to work up or gain experience in the area.
23. More industry in the area.
24. Change attitude.
25. People to hire.
26. The young people have to move away because there are no good jobs, and they have to move away to a bigger city because there aren't any jobs out here.
27. More jobs.
28. More developmentally disabled support.
29. Need serious employees for current available jobs.
30. New people need to show "town folk" more respect.
31. Access to information about careers in science and technology for high school students.
32. Better training.
33. If you have talent, use it.
34. Just pay the women as how they pay men, by doing any job.
35. Elderly link is a good job brought to our community.
36. Need dedicated employees.
37. No jobs available.
38. Otis needs day care.
39. More jobs; more fast food places.
40. More teachers for computers for seniors.

41. More jobs need to come in.
42. Higher minimum wage; hopefully not to destroy the ecological place we are blessed with.
43. More for younger people so they don't leave.
44. Increase ag.
45. More youth-oriented jobs.
46. Need to get more business in area and a bigger variety of businesses.
47. Advertise more to create jobs for local business.
48. Need schools to do better jobs.
49. More involved in economic development.
50. More businesses.
51. Fence builder (for pastures) and repairs.
52. Need new industry.
53. More people = more jobs.

Appendix 8: Answers to Open-Ended Questions: Yuma County

Question #4 Follow up—How many of these people have a Trade School Degree? IF ANY, What Kind?

1. Airline Secretary
2. Chemistry
3. Mechanical
4. CNA
5. Auto mechanic
6. Automotive

Question #4 Follow up—How many of these people have a College Degree? IF ANY, What Kind?

1. Lab tech
2. Management BA
3. BA

4 Associate in Travel and Tourism

5. BA, BA
6. Associates
7. Accounting
8. AA
9. Bachelor's and Master's in Education

Question #5 Follow up—How many of these people have a Trade School Degree? IF ANY, What Kind?

1. Certified Machinist

Question #7—How many people in your household have skills in the following areas? Other: Please specify:

1. Day care
2. Sewing
3. Professional
4. Electrician
5. Raise hogs
6. Hair dresser
7. Bookkeeping
8. Military
9. Volunteer
10. Cattle ranch
11. Sprinkler repair
12. Literature
13. Lawyer

Question #7 Follow up—How many of these people have a College Degree? IF ANY, What Kind?

1. BS - Two
2. BA
3. BA
4. Associate of Science
5. Elementary Education
6. Master's in Education
7. AS
8. AA

9. BS
10. Beautician
11. Master's in Education
12. Associate Arts, Animal Science
13. Bachelor of Arts
14. Bachelor of Science/Business Administration
15. Lab Technician
16. Education and Public Service
17. Journalism and AA
18. BS
19. RN and Education
20. 4-year BA, Master's
21. MA Engineering
22. Two Bachelor's of Science
23. BA, BS
24. BS
25. BA, Nursing
26. RN
27. Bachelor's
28. BA
29. Bachelor's
30. Cosmetology
31. 4-year Geology, 4-year Human Services
32. Office support
33. Bachelor's, Bachelor's of Arts
34. Certified Degree, 2-year Science
35. 1 BS, 1 BA
36. 4-year Engineering
37. Animal Science -- 4 years, Horticulture -- 2 years
38. Bachelor's
39. Associate of Arts
40. Master's
41. Associates in Travel and Tourism
42. Bachelor of Arts
43. Associate's in Physical Therapy, Cosmetology
44. Associates -- Accounting and Business
45. BA, BS
46. BS
47. AA
48. AS
49. BS
50. BA, BS
51. BS and BS
52. BA
53. BS
54. Business
55. Bachelor's of Science
56. Bachelor's
57. BS, BA
58. Associate's
59. Bachelor's
60. Education
61. BA -- Public Elementary Education
62. 2-year Automobile
63. Business
64. Management
65. Bachelor of Arts
66. Education
67. Accounting
68. BA
69. Ag Business
70. Teaching BA
71. BA – English, BA -- Business
72. BA -- Business
73. BA -- Nursing
74. Master's in Law
75. Bachelor's and Associates
76. BS and MS, Master's of Divinity
77. AA and Bachelor's
78. Bachelor's in Education
79. Associate's
80. Bachelor's and Master's
81. Bachelor's -- Accounting
82. Biology, Business Administration
83. Doctorate, Bachelor's
84. Master's
85. Bachelor's
86. Bachelor's
87. Bachelor's, Associate's
88. Bachelor's
89. BA and MA
90. Associate
91. Bachelor of Arts
92. BA, Science -- Ag. Economics
93. MA
94. AA
95. Master's in Education
96. Bachelor's
97. Bachelor's
98. Master's of Arts in School Counseling
99. Master's
100. Bachelor of Science
101. AA
102. Agriculture and Teaching
103. Bachelor's and Master's in Education

104. Education
105. BA
106. Certificates -- 2
107. Business – Associate's
108. AS, Certificate
109. Bachelor of Arts -- Business Education
110. Bachelor of Science
111. Two Master's
112. Nursing, Ag Engineering
113. AS
114. 2-year Nursing
115. Draftsman
116. Nursing
117. Beautician, Mechanic
118. BB
119. Cosmetology, Professional Cooking
120. BA
121. Automotive
122. Engineering and Ag Resources
123. BA
124. BA – Education (2)
125. Two with BS
126. Business
127. Telecommunications
128. AB
129. Bachelor's, Master's
130. BA in Science and BA
131. BA in Education
132. BA -- Education
133. BS and MS and JD
134. BA in Man., AS
135. 2-year Business Administration
136. 4-year Bachelor's of Agriculture
137. 2-year Communication
138. Elementary 4-year, Bachelor of Science
139. BS and BS
140. Bachelor's of Science
141. Master's/Technical
142. BS, BS
143. Commercial Wiring
144. Bachelor/ Science
145. Nursing

Question #9—Do you have any additional information you would like to provide to help our area plan for improved job opportunities?

1. More jobs available.
2. Get some jobs.
3. Get prices for farming goods up.
4. More retail in country; more manufacturing; better education, need more of it; more funding for education.
5. Vocational education should be continued.
6. Just get along with each other.
7. Help younger with more local training.
8. Need some more growth.
9. Needs to learn to speak English.
10. Industrial.
11. Need more jobs.
12. More jobs.
13. Make tourist area for people to visit, because lots of people are leaving bigger cities and the businesses are closing down; man-made tourist areas; people are willing to help; or open up the beef plant.
14. Jobs with competitive wages.
15. More jobs, especially for females.
16. Need more jobs and higher wages and better insurance; lower cost of living.
17. Improve IT tech in Wray area.
18. Small business and management; more self-employed.
19. Stop hiring illegals and do away with welfare.
20. More jobs; more value to farm commodities.
21. Need to do something about economy.

22. I would like to have an employer to give the older people job opportunities, rather than just the young ones.
23. Surprised there is no listing for emergency listers; saves an awful lot.
24. Lower economy (i.e., rent).
25. More jobs.
26. More job opportunities for teenager 15 yrs. old—18 years old.
27. Bring industry into rural areas.
28. Vocational school; technical training; night classes; training.
29. New business.
30. Need some diversity.
31. Employment for teenagers in small towns.
32. Bring more business.
33. More for people over 50, because they give younger people the jobs first.
34. More jobs for teens and adults.
35. Need more industry in area.
36. We need help; there's nothing for young people -- if they weren't raised farming or parents own a business, it's hard for them to find a good job that they can do because there is such a shortage of jobs in this area.
37. No more people—I don't want to turn into the Front Range.
38. Need more flexible businesses, like all-night convenience stores, and more training for residents.
39. More jobs in the area for teenagers.
40. Work close to home.
41. More jobs.
42. More jobs in agriculture.

Appendix 9: Answers to Open-Ended Questions: Weld County (partial)

Question # 4 Follow up -How many of these people have a Trade School Degree? IF ANY, What Kind?
1. Air Force
2. Business
3. Court reporting
4. Real estate
5. Mechanic
6. Tech.
7. Machining
8. Graphic Design
9. Welding

Question # 4 Follow up – How many of these people have a College Degree? IF ANY, What Kind?
1. 3-year Degree – air plant and air mechanics
2. Bachelor of Arts
3. Bachelor of Science, 4 years
4. 2-year Business
5. Master's and Bachelor's/Associate's
6. Mechanic
7. Bachelor's
8. Agriculture/Liberal Arts
9. BA of Science
10. Graphic Design

Question # 5 Follow up – How many of these people have a Trade School Degree? IF ANY, What Kind?
1. Mechanical
2. Machining

Question #5 Follow up- How many of these people have a College Degree? IF ANY, What Kind?
1. Business
2. Bachelor of Science, Bachelor of Arts and Master's
3. BS
4. BA
5. BS

Question #7 – How many people in your household have skills in the following areas? Other: please specify:
1. Heavy equipment, concrete work
2. Art/music
3. Paleontologist
4. Training dogs
5. Pilot
6. Pilot
7. Labor specialist

8. Nail tech.
9. Cook
10. Journalism
11. Pilot
12. FFA and photographer
13. Chiropractor, Aviation
14. Military
15. CPR
16. Postmaster
17. Forklift operator

Question #7 Follow-up - How many of these people have a college degree? If ANY what kind?

1. Administration
2. Medical degree
3. Bachelors Science (2)
4. Associate's
5. Master's in Machining
6. Bachelor's of Science
7. 2 years plus
8. Bachelor Agriculture – Science (2)
9. Electrician
10. BA
11. Bachelors in Education
12. AA
13. AA
14. Bachelors
15. BA
16. BA
17. BA (BS, MS)
18. Business
19. BA
20. Bachelor's & Associate
21. MBA, BA
22. Bachelor's
23. Electronic AA
24. Bachelor's
25. Bachelor's of Science in Business
26. 3-year Degree – Air Plant and Air Mechanics
27. Bachelor of Arts, Master's -- Business Management, Communication and BA
28. Bachelor of Science -- 4 years
29. Welding Degree -- two-year certified
30. Engineering
31. Master's and Bachelor's/ Associate's
32. BA, AA
33. AA
34. BA
35. BS
36. Bachelor of Arts
37. Associate's of Applied Science (2 year)
38. Master's -- Education, Auto Mechanic (2 year)/6-month Auctioneer
39. BS & BA
40. Accounting, Engineering
41. BS
42. BA
43. Associate's
44. BA/Associate's
45. Technical Mechanic
46. Teaching Degree
47. Applied Science
48. 2 Associate's
49. BS in Microbiology
50. 2 BA, Masters
51. Bachelor's in Journalism, Bachelor's in Business
52. 2 Associate's
53. Early Childhood Education
54. Maintenance Mechanic
55. Bachelor's
56. Bachelor of Science
57. Associate's
58. Bachelor of Science
59. Mechanic
60. Master's, Bachelor's
61. BA
62. Applied Science Ass.
63. Bachelor's
64. Associate Science
65. Engineering, Mechanical
66. Master's
67. Political Finance
68. Business, Agronomy

69. Accounting
70. Agriculture/Liberal Arts
71. BA of Science
72. BA's (both -- Music Education/Business Education)
73. B of A – 4-year.
74. Bachelor of Science -- Pre-lab 4-years
75. Teaching Bachelor of Arts, Associate's, Bachelor of Arts
76. Master's
77. Master's of Art
78. Bachelor's
79. Teaching
80. Associate Animal Science
81. Bachelor
82. BA, MA
83. BS
84. AA
85. AAG. MS
86. BA
87. 2 BA
88. BS
89. AAS
90. BA (both)
91. BS – Aviation Law
92. BA, MS
93. BS
94. BA
95. PhD, MA
96. BA
97. BS
98. Associate's of Nursing
99. Associate
100. BS, MS
101. Business and Fine Arts
102. Associate's/Bachelor
103. Associate's
104. BA
105. BA
106. BA in Business
107. AA
108. BA, BA -- Nursing
109. Bachelor's in Biology.
110. Master's, AA

Question # 9 – Do you have any additional information you would like to provide to help our area plan for improved job opportunities?

1. Job market is very bad in our area; higher pay; better benefits.
2. Better advertisement and more specific.
3. Automotive and painting repair.
4. Need more business in our area; more manufacturing and corporate with education and training.
5. So many excusing energies on hiring you people with college; need something for older people or something training -- quick and inexpensive -- so they aren't always passed up for jobs and then are forced to raise Social Security early on.
6. Need more school for job training.
7. Business permits should be lifted or changed to allow agriculture business.
8. Agriculture preservation – natural plants.
9. Need more corporate opportunities.
10. More jobs.
11. More jobs and opportunity.
12. More jobs.
13. More jobs.
14. More jobs.
15. More technical related jobs.
16. More trade skills; more jobs.
17. More jobs and more opportunities.
18. More jobs.
19. More jobs.
20. More jobs.
21. More jobs.

22. More jobs.
23. Health care and more jobs.
24. More jobs.
25. Something in rural areas; jobs that are in cities to be rural.
26. Good paying jobs.
27. Prefabrication and manufacturing.
27. Need more jobs in county area; IOU business.
29. Small town business for people; affordable housing.
30. Higher paying jobs.
31. Hire people from North Dakota and South Dakota, because they're good workers.
32. Jobs.
33. More jobs.
34. More jobs.
35. More jobs.
36. More jobs.
37. Jobs.
38. More jobs.
39. More jobs.
40. More jobs and more opportunities for work.
41. More jobs.
42. More job fairs.
43. Have property for business.
44. Better computer responding.
45. There really is not many jobs out there.
46. Great need for specialized services.
47. It's too bad that agriculture doesn't pay enough, so we wouldn't have to go get another job.
48. There needs to be more of a share for farmers.
49. We need more training for our kids.
50. My daughter can only find part time because no one wants to give benefits and health insurance; she wants full (lives outside of the home).
51. More business, tax incentives.
52. Make more jobs.

Appendix 10: Answers to Open-Ended Questions: Chase County, Nebraska (partial)

Question # 4 Follow up -How many of these people have a Trade School Degree? IF ANY, What Kind?
1. Engineering
2. Cosmetology, EMT, Massage Therapist
3. Medical and Automotive
4. Food Service, Supervision Dieting
5. Cosmetologist, Massage Therapist

Question # 4 Follow up - How many of these people have a College Degree? IF ANY, What Kind?
1. LPN - 2 Years
2. Business Administration – 4-Year
3. Bachelor's in Accounting
4. Master's in Education/Master's in Education
5. Bachelor of Science
6. Bachelor's
7. Medical
8. AA
9. 4-year Bachelor of Arts
10. Master's
11. Communications -- Bachelor's
12. Associate's
13. 2 Associate's Degrees
14. BA
15. BA

Question #5 Follow up- How many of these people have a College Degree? IF ANY, What Kind?
1. BS, RN
2. BA and BS
3. BA

Question #7 - How many people in your household have skills in the following areas? Other: please specify:
1. Cleaning
2. Artist
3. Childcare
4. Homemaker
5. Spending money
6. Woodworking
7. Sewing
8. Practice law
9. Land surveyor
10. House care
11. Banker
12. Preaching at church
13. Finance
14. Janitorial

Question #7 Follow-up - How many of these people have a college degree? If ANY what kind?
1. Medical Bilingual
2. Business
3. AAS
4. BA -- Education
5. AA, Hair Dresser
6. 2-year Business Administration
7. Bachelor's in Agricultural Economics
8. Accounting, Architectural Drafting
9. AA
10. AA
11. Associate's
12. AA
13. AA
14. BA. (Both)
15. BA -- Agriculture, BA -- Education
16. Master's in Education, Master's
17. Bachelor of Agriculture, Bachelor of Arts
18. Associate's -- Diesel Tech and Mechanical Course
19. BS 4-year

20. X-ray Technician – 2-year
21. 4-year Bachelor of Science
22. Bachelor of Science – 4-year, Bachelor of Science – 2-year
23. Bachelor of Arts (4 Years +)
24. BA in Education, BA in Agriculture
25. BA in Education
26. AA in Nursing, BA in Ag Business
27. Hair Dresser
28. Bachelor of Science – 4-year Education
29. Associate Degree Sciences
30. 4-year Business Administration
31. Master's in Education
32. AA in Ag, AA
33. BA
34. BA, PT
35. BS
36. Master's, BS
37. Associate's (Both)
38. Animal Science, Animal Science
39. Bachelor's in Accounting/Bachelor's in Agriculture
40. Bachelor's/ADN
41. Agriculture/Drafting
42. Associate's
43. Business (Both)
44. Bachelor's/Associate's
45. Master's/Bachelor's
46. BA +,/BA+
47. Music/French
48. Bachelor of Arts
49. Master's in Education, Master's in Education
50. Finance
51. Bachelor/Science
52. 2-year Degree
53. Cosmetology, Bachelor's
54. Master’s
55. Associate in Ag. Business
56. Associate’s
57. Associate
58. Nursing
59. Bachelor's in Family and Human Relations, Bachelor's
60. Bachelor's of Education
61. Associate's
62. Associate Applied Science, Bachelor's
63. Bachelor's in Business Management, Bachelor's in Foreign Language, Bachelor's in Communication
64. Bachelor's
65. Bachelor's
66. Bachelor's of Music, Master of Music, PhD in Music Education
66. Bachelor's
67. Bachelor's and Master’s
68. Medical
69. Electronics
70. AAS and AAS -- Data Processing
71. Bachelor in Science
72. BA -- 2
73. Bachelor's in Nursing
74. Bachelor's of Science, Barbering
75. Associate’s, BS
76. Automotive Repair
77. Cosmetics, Business Management
78. Teaching, Accounting
79. Early Childhood Development
80. 2-year in Agriculture
81. AA in Business
82. BA
83. BA in Nursing, MA in Education
84. BA in Computer Science, BA in Education
85. AA
86. AA
87. AA in Agriculture
88. MA in Education
89. PhD
90. Nursing
91. BA in Psychology
92. 2 with BA in Education
93. AS
94. BA in Social Services
95. BS, RN
96. BA and BA
97. BA and MA
98. BA in Social Work, MA in Counseling
99. BA -- 4 year, Bachelor of Science
100. 2-year Agriculture
101. Human Relations – 4-year
102. 4-year Bachelor of Arts
103. Agricultural Engineering, Chemistry and Teaching
104. 4-year in Education
105. Bachelor of Science, 4 years
106. 2-year Science
107. Nursing Degree
108. BS in Education
109. Master's
110. BA and BS
111. Bachelor's in Science
112. BA
113. Bachelor's and Associate's
114. Bachelor's
115. BA and Ministries
116. Master's in Education
117. Bachelor's in Communications
118. Bachelor's in Science and Associate's
119. BS in Ag. Business
120. BA in Nursing
121. AA in Agriculture, BA
122. AA in Nursing
123. BA in Accounting, BA in Communications
124. MD, Bachelor of Science
125. Associate’s
126. Bachelor Agricultural Economics
127. Bachelor’s -- Agriculture
128. BA and Doctorate in Law

129. AA, AS
130. Beauty School
131. BS, Art Teaching
132. AA, AA
133. Mechanics, Music
134. Associate of Arts
135. AA, 2 have Master's
136. Bachelor of Arts in Bible Ministry
137. BS, MBA
138. BA
139. Associate
140. PhD and AA
141. BA
142. Bible College
143. Bachelor of Science
144. Associate of Arts (Both)
145. Bachelor's
146. 4-year Degree
147. Teaching/Associate's
148. Technical
149. Agriculture
150. Associate's (Both)
151. Master's (Both)
152. Master's
153. Bachelor's/Bachelor's
154. Master's/Associate's
155. Agriculture
156. Home Economics
157. Bachelor of Teaching
158. Accounting
159. Associate's/Associate's
160. Bachelor of Science and Agriculture
161. LPN/Associate's
162. Nursing (Bachelor's)
163. Diesel Mechanics

Question # 9 - Do you have any additional information you would like to provide to help our area plan for improved job opportunities?

1. More jobs in our area.
2. Better health care benefits; better benefits for lower based pay.
3. More industry.
4. Need industry.
5. Need more job opportunities.
6. More opportunities for younger people, not farming.
7. More daycare in the area.
8. Not enough advertisement...who knows what's going on?
9. More jobs for women.
10. Bring some industries-training closer for communities, and training over the internet.
11. Small industry.
12. Development of humanities, performing arts and visual arts.
13. Need more jobs for the elderly.
14. Need to diversify from agriculture.
15. Maintain the quality of the surroundings.
16. Better market prices.
17. More industries and businesses.
18. Larger workforce; better work ethic from kids coming out of school.
19. Need jobs.
20. Attract new people; need higher paying jobs.
21. Better wages.
22. Need more training for younger people.
23. Need a better workforce; young folk need to be taught to do a full day's work.
24. More manufacturing.
25. Industry that is not agriculture; new businesses.
26. Recreation Centers
27. Diversify away from agriculture and friendly to large scale animal agriculture.
28. Lower housing.
29. More home based jobs; better businesses.
30. More jobs.

Appendix 11: Answers to Open-Ended Questions: Cheyenne County, Kansas (partial)

Question 4: How many of these people have a Trade School Degree? IF ANY, What Kind?
1. Restaurant Management
2. Two with AA
3. Business/Accounting
4. Cosmetology

Question 4: How many of these people have a College Degree? IF ANY, What Kind?
1. Veterinary
2. RN
3. Bachelor of Science

Question 5: How many of these people have a Trade School Degree? IF ANY,What Kind?
1. AA in Business Administration

Question 7: How many people in your household have skills in the following areas? Other: please specify.
1. Public Relations
2. Musician
3. Meat Cutter
4. Cooking
5. Pastor

Question 7: How many of these people have a college degree? IF ANY, What Kind?
1. Technical School
2. BS; AS in Business
3. Agriculture
4. Associate's in Business Administration
5. RN
6. Engineering
7. PhD, BS
8. BS
9. BS, AS
10. BA
11. BS, BA
12. BS
13. BS in Agriculture, Veterinary Bachelor's
14. Telecommunications
15. Home Economics – Teaching
16. Two Bachelor's
17. Education, Farm/Ranch
18. BS
19. BA in Education
20. BA
21. BS
22. Two Bachelor's of Science
23. Microbiology, Biology
24. Bachelor of Science
25. Elementary Education
26. Bachelor's, Nursing
27 Art, Geology
28. Professional
29. Juvenile
30. Two Business degrees
31. BA
32. BA, Business
33. RN, BSN
34. Bachelor's of Science
35. BA, AA
36. BS, Bachelor's in Avian Science
37. Two AA
38. AA in Business Administration
39. BA in Education
40. BSN
41. Two BS
42. Master's
43. PhD, Journalism
44. Technical School
45. Bachelor's, Associates
46. Agriculture
47. BS
48. Associate's
49. BS
50. BA, AA
51. BA
52. Two Associate's
53. BA in Religion
54. MA
55. Bachelor's

Question 9: Do you have any additional information you would like to provide to help our area plan for improved job opportunities?
1. It's a small place to bring business here.
2. Better quality jobs for family.
3. Information to high school kids about different careers and education.

4. Help support the school and bring people into the community; tax breaks for businesses; development on Highway36.
5. Lower rate on hired help.
6. More smaller businesses.
7. More small town manufacturing.
8. Something to help people over 65 – experience works.
9. Agriculture-related employment.
10. Expanded internet services.
11. More factories.
12. More jobs.
13. More industry, manufacturing.
14. More jobs.
15. More job opportunities.
16. We need more opportunities; we are so far out there is nothing.
17. Need more industry.
18. Bring in more small businesses; bring gas prices down; loans or grants.
19. Need retirement homes.

Appendix 12: Answers to Open-Ended Questions: Cheyenne County, Nebraska (partial)

Question #4 Follow up—How many of these people have a Trade School Degree? IF ANY, What Kind?
1. Radio broadcasting school
2. Autocad computer
3. Auto mechanic
4. Mechanical
5. Mechanics
6. LPN
7. Airplane degree, auto mechanics
8. Animal Science—2 years
9. Journeyman
10. Trade School
11. Body and fender repair

Question #4 Follow up—How many of these people have a College Degree? IF ANY, What Kind?
1. Bachelor's of Fine Art
2. Associate Ag. Mechanics
3. AS -- Arts
4. Welding
5. Criminal Justice
6. Cosmetology
7. BS
8. AAA in Auto Body
9. PhD
10. Bachelor of Science
11. Master's
12. Associate
13. AA
14. Bachelor's/Bachelor's
15. Train Car Repair
16. Bachelor's in Elementary Education
17. BS and BA

Question #5 Follow up—How many of these people have a College Degree? IF ANY, What Kind?
1. Bachelor's

Question #7—How many people in your household have skills in the following areas? Other: Please specify:
1. Maintenance
2. Auto body
3. Banking
4. Secretary
5. Music
6. Hair (beautician)
7. Auto mechanic & Auto body
8. Volunteer work
9. National Guard
10. Cosmetology
11. Buyer
12. Sky diving
13. Photography
14. Farm manager, mothering
15. Corrections
16. Babysitting
17. Supervisor
18. Librarian, clerk, bookkeeping, carpenter
19. Public broadcasting
20. Minister

Question #7 Follow up—How many of these people have a College Degree? IF ANY, What Kind?

1. Master's degree
2. BA
3. AA
4. Bachelor's of Fine Arts and Associate in Liberal Arts
5. Bachelor's
6. Vocational Tech
7. Associate in Business Admin, LPN
8. BA Science, Business Administration/Education
9. Bachelor's, Master's
10. Two Bachelor's, AS
11. BA
12. AAS
13. Associate, Bachelor's
14. Master's, Bachelor's
15. Associate's - 2
16. 2 Bachelor's
17. Bachelor's in Advertising
18. Bachelor's of Science
19. Bachelor's
20. Associate, BA in Administrative Processes
21. Bachelor's in Educational Studies
22. Bachelor's in Geology/Bachelor's in Agriculture Economics
23. Bachelor of Science
24. MBA
25. AS – Arts
26. Welding
27. BA
28. Business and Accounting
29. Two year, Four year
30. Animal Science
31. Cosmetology
32. Criminal Justice
33. Bachelor's
34. Cosmetology
35. Bachelor's of Science
36. BS
37. BA
38. BA
39. Four year
40. Engineering, ME
41. RN -- Diploma
42. Teaching
43. Bachelor's Com.,/Doctor
44. AAA
45. Bachelor's in Art and Psychology
46. Bachelor's
47. Business
48. BA
49. BA
50. AS
51. BS
52. MS, MS
53. BS
54. Bachelor's in Business
55. Bachelor of Science Degree -- 8 years
56. Bachelor's and Associate's
57. Associate's in Business Management
58. AA in Business
59. Master's and BFA + 18 hours toward Master's
60. PhD
61. AA
62. BA
63. BA
64. MA and BA
65. Ag Business, BA in Teaching
66. MA in Education, BA in Education
67. AA
68. BS
69. Nursing—AS
70. AA
71. BS
72. BA
73. Construction -- 2 years
74. Masters + 36 hours in Education
75. 2 Com. C. Tech, 4 years in Science
76. 2 years Assay/Accounting, Bachelor's of Science in Agriculture
77. Education Specialist—7 years/Bachelor of Science
78. AS in Arts
79. Cosmetology
80. Marketing—BS
81. Master's/Associate's
82. Business Administration
83. Teaching/Expected BA and Associate's
84. Master's/Bachelor's
85. Journalism
86. Bachelor's
87. Teaching
88. Bachelor's
89. Associate's in Accounting
90. Associate's
91. Electrician
92. 2 Bachelor's
93. BA/BA
94. Education Bachelor's
95. AS in Diesel Technology Management
96. AS Arts in Accounting Marketing
97. Four-year degrees—2
98. Bachelor of Science
99. AS—2
100. 2 Business/Technician
101. Master's
102. BS and Criminal Justice
103. BA, AS
104. Master's in Education
105. Associate's in Electronics
106. BS
107. Criminal Justice -- 4-year

108. Associate's Degree in Computer and Business, 3-year Law Enforcement
109. BA -- 4-year
110. AS
111. BA
112. AA
113. AA
114. Basic College
115. PreLaw, Bachelor's
116. Associate
117. Bachelor's
118. BA and BA in Ministry
119. BS
120. BA
121. MA in Education and Law Degree
122. BA in Biology
123. 3 years College—Education
124. Cosmetology, Machinist, Business Diploma
125. BA
126. AA
127. Bachelor's
128. Bachelor's
129. BS
130. LPN
131. Train Car Repair
132. BA and BS
133. Teaching -- Bachelor's
134. 2 Bachelor's
135. Master's
136. Bachelor's/Associate's
137. Bachelor's
138. Master's
139. Bachelor's/Bachelor's
140. BS
141. Associate of Art in Building Construction Technology
142. Associate, Doctor in Law
143. Bachelor's in Elementary Education, Bachelor's in Animal Science
144. Bachelor's
145. Master's
146. Bachelor's
147. BA, BS
148. AS
149. BS
150. AA
151. BA's—2
152. BA in Accounting
153. MA in Education and AA
154. B.A. in Education
155. Bible -- 4 years
156. Nursing -- 3 years, Bachelor of Arts -- 4 years
157. BA's -- 2
158. BA in Agriculture, MA in Counseling
159. A of Business and AS
160. BA in Fine Arts and Arts
161. BA's -- 3
162. BS

Question #9—Do you have any additional information you would like to provide to help our area plan for improved job opportunities?

1. More opportunities of employment because almost in all jobs they hire more family members and has to be equal.
2. Ag business, welding business, and better pay.
3. Big business, more competition, art business, tourism, coffee shop, bookstore, candy shop, assembly line boats, airplanes, computer business, bicycle shop (building), car painting.
4. Need something other than industry coming into the area.
5. Better/more chances for higher education and more jobs for youths so they know how to work when older.
6. More training in all areas.
7. Housing availability—needs more.
8. Tourism—hunting and fishing.
9. More at college—courses.
10. Get a job.
11. Increased wages, more job security, jobs that pay for college classes.
12. Employers for disabled.
13. Need more education training and more jobs.
14. Better benefits and pay.
15. Better paying jobs.
16. Bring the prices of grain up.
17. Attitude.
18. Day care.
19. Need industry.
20. More jobs for disabled persons.
21. More job markets.
22. Teenager needs to get to work.
23. More college courses brought in.
24. Better wages.
25. Better pay.

26. Equalize wages.
27. No more small business, have large business that pay more of the salary.
28. More industry.
29. More money—more services.
30. They need to improve.
31. Good for job world is to offer more training.
32. Better education.
33. More development.
34. Better wages.
35. Jobs that aren't minimum wage and deal more in computers.
36. Unemployment records/record keeping needs to be changed.
37. Better wages—if someone loses a job due to downsizing, they have to get a new job and start over at minimum wage.
38. Need more technology in area.

Appendix 13: Answers to Open-Ended Questions: Deuel County, Nebraska

Question # 4 Follow up -How many of these people have a Trade School Degree? IF ANY, What Kind?
1. AS – Science
2. Tourism school
3. Mason

Question # 4 Follow up – How many of these people have a College Degree? IF ANY, What Kind?
1. AA in Childhood Development
2. BA in Business
3. BA
4. AAS
5. Bachelor Arts
6. Physical Education
7. 2-year degree
8. 2 Bachelor's/1 Master's

Question #5 Follow up- How many of these people have a Trade School Degree? IF ANY, What Kind?
1. DIT (Graphic Arts)
2. AS – Science
3. ITT
4. ITT

Question #5 Follow up- How many of these people have a College Degree? IF ANY, What Kind?
1. Associate's

Question #7 – How many people in your household have skills in the following areas? Other: please specify:
1. Ministry
2. Cosmetologist, Hairdresser
3. Operator, Specializing Computer for AT&T
4. Oil Field
5. Sewing, Quilting, and Woodworking
6. Minister
7. Housework
8. Work on computer corporation
9. Stripper
10. Barber
11. Childcare
12. Woodworking
13. Upholstery and Artist

Question #7 Follow-up - How many of these people have a college degree? If ANY what kind?
1. BA in Science
2. AA
3. AA
4. BA in Education
5. MA Divinity
6. BA in Agriculture, BA in Education/MA in Psychology
7. 3-year RN
8. AAS
9. Small Business Management
10. AA in Agriculture, AA
11. MA
12. BS in Agriculture, Associate's in Marketing
13. Business
14. 4-year Bachelor Degree
15. Cosmetology Teaching
16. Bachelor's and Master's
17. Bachelor of Science
18. Bachelor's in Psychology and Business
19. Business
20. Associate's
21. Cosmetology
22. Welding
23. PhD in Law
24. Animal Science and Agricultural Production
25. BA
26. Masters in Education
27. BA (both)
28. PhD
29. MA and BA
30. ASS and BA
31. BS

32. MS and BA
33. AA, BS and AA
34. BA (both)
35. AS and BS
36. Bachelor's
37. Master's/Bachelor's
38. Associate's (both)
39. BA
40. Cosmetology
41. Bachelor's (both)
42. BS/AMP
43. Bachelor of Science, AS
44. BA – Arts
45. Master of Divinity
46. Bachelor of Science
47. Nursing LPNC
48. BA in Science
49. Cosmetology
50. BA
51. BA
52. Bachelor's of Science
53. Two Associate's
54. Two Bachelor's
55. BAS and Cosmetology
56. BS in Nursing
57. Bachelor of Science
58. Education and Business
59. Bachelor's (both)
60. ITT
61. PhD and Respiratory Therapist
62. AA and AAS
63. BA
64. BS
65. LPN
66. AS Degree and JD Doctorate
67. Masters
68. Education
69. Bachelor – Fine Arts and Bachelor Science
70. 2-year degree
71. BA
72. Bachelor's
73. BA (both)
74. Radiology
75. BA
76. AA
77. Accounting
78. Bachelor's (both)
79. Two Bachelor's and one Master's
80. One-year degree
81. Vocation
82. Bachelor's
83. Associate's -- Technical
84. Bachelor's in Education
85. Bachelor's
86. Associate's
87. Bachelor's in Business Administration
88. Bachelor's
89. AA

Question # 9 – Do you have any additional information you would like to provide to help our area plan for improved job opportunities?

1. Need more pay for workers.
2. Education -- everyone needs it.
3. Keep up more jobs.
4. Redevelopment and create business.
5. High-speed internet and telecommute opportunities.
6. More jobs.
7. More electronics jobs.
8. Need more jobs.
9. Competitive wages.
10. More public transportation.
11. Manufacturing.
12. Industry; highly skilled labor.
13. Manufacturers needed.
14. Transportation (safety or logistics).
15. Area could use more workforce; close 100-mile radius in Sidney.
16. Better education at the local college: WNCC and Sidney Campus; need more variety of classes.
17. More jobs in our region like electronics.
18. Something for young kids; work out of the farm so they can work for the farm.
19. More jobs; factories.
20. New ideas for opportunities.
21. More jobs.
22. More business
23. More jobs.
24. There needs to be other business in the area, major ones, other than agriculture because when that goes everyone else leaves.

Appendix 14: Answers to Open-Ended Questions: Dundy County, Nebraska (partial)

Question # 4 Follow up – How many of these people have a College Degree? IF ANY, What Kind?
1. Master of Science
2. Horticulture Design
3. Bachelor, Associates
4. CSU Bachelor of Science
5. B of A

Question #5 Follow up- How many of these people have a College Degree? IF ANY, What Kind?
1. Bachelor of Arts

Question #7 – How many people in your household have skills in the following areas? Other: please specify:
1. Telephone Operator, Mail Carrier
2. Wood works and crafts

Question #7 Follow-up - How many of these people have a college degree? If ANY what kind?
1. BA
2. Agriculture
3. Doctorate, Master's, Bachelor's
4. BS
5. Bachelor of Arts
6. 2 Associate's
7. 2 PhD's, BS, Associate's
8. BA
9. Bachelor of Science – 6 years
10. Technical – Buto Body – 2 years
11. RN -- 2 years
12. 4-year Agriculture
13. Master of Divinity – 4 years, Nursing -- 3 years
14. Bio-Chemistry
15. BS
16. BA and BA in Education
17. AA
18. BS
19. Associate's degree and Bachelor of Science
20. B of Science – 4 years
21. B of Fine Arts -- 4 years
22. BA and AS

Question # 9 – Do you have any additional information you would like to provide to help our area plan for improved job opportunities?
1. Need jobs for young people
2. Need housing, dog care
3. More industry
4. Respite care; more employment.
5. More jobs for young people.
6. Get on the ball.
7. We are agriculturally related, so any agriculture is good.
8. Businesses to attract younger people, make them feel wanted and decent pay scale.
9. Single person cannot make ends meet; need more high-tech industry.
10. More industry; more to keep young people around.

Appendix 15: Answers to Open-Ended Questions: Garden County, Nebraska (partial)

Question # 4 Follow up -How many of these people have a Trade School Degree? IF ANY, What Kind?
1. Diesel Mechanics
2. Carpentry
3. Cosmetology

Question # 4 Follow up – How many of these people have a College Degree? IF ANY, What Kind?
1. Medical Bio Tech.
2. AA
3. Master's
4. Bachelor of Arts
5. BS
6. Associate
7. MA
8. Business

Question #5 Follow up- How many of these people have a College Degree? IF ANY, What Kind?
1. Bachelor of Science

Question #7 – How many people in your household have skills in the following areas? Other: please specify:
1. Cooking
2. Manufacturing
3. Factory/fabrication
4. Bookkeeper
5. Doctor
6. Farming, harvest and animals.
7. Wood shop

Question #7 Follow-up - How many of these people have a college degree? If ANY what kind?
1. Business Administration, Medical Lab Tech.
2. Two years
3. AS
4. BS, BA
5. BA
6. AA and MA
7. Bachelor's in Education
8. BS
9. Master's
10. Education Specialist
11. Bachelor's
12. BA and AA
13. BS
14. MA in Nursing
15. BS
16. Bachelor of Science and Arts, Bachelor of Arts
17. Business Administration (emphasis on Finance)
18. Data Processing
19. AA
20. AA and AS
21. AA and AA
22. Associate
23. BS
24. Associate, Associate, LPN
25. Bachelor of Arts in Teaching (5-year)
26. Welding/Machine Shop – 2-year
27. Two BA's in Education
28. BA in Science/Home Economics
29. BA in Science Teaching
30. Bachelor's, Graduate
31. BA
32. Master's
33. RN
34. BA in Education
35. RN
36. Master's in Education
37. Bachelor
38. Biology
39. BA, Bachelor of Science
40. Master of Divinity, BA
41. 4-year degree
42. Business
43. Teaching
44. AA and BA in Education
45. MA
46. Bachelor of Arts in Education
47. Bachelor of Science
48. DDS, MA
49. MA, MA
50. BA and BS
51. BS
52. BA, BS
53. BS and Master's
54. Business, Trade – two years
55. Bachelor of Arts, Four-Year Education.
56. Bachelor of Science and Bachelor of Arts

Question # 9 – Do you have any additional information you would like to provide to help our area plan for improved job opportunities?

1. Please bring us industry business for the younger people of 20 and 35 years old; economic development.
2. Need something closer to home; need more daycare facilities.
3. Need a better variety; need a business community.
4. More jobs.
5. Better access to college and better on-line service.
6. Need jobs.
7. More open-minded for larger corporations to come in.
8. Need more businesses for jobs; job opportunities for under 18; restaurants need more.
9. Farming is a dead end job; no money out of it.
10. Manufacturing companies in here.
11. We need some industry that will pay enough and cover the cost of living enough that it brings young families into the area.
12. Local investment in business, homes, jobs.
13. Need to bring more business; need place for young.
14. Help the farmers more.
15. More industries, jobs, factories, production, good wages (higher).
16. More factories in the area.
17. Need more jobs for people without an education.
18. Raise future salary.
19. Higher prices in farming.
20. Any type of jobs would be nice.
21. Open businesses.
22. More business.
23. Seminars.
24. More job opportunities.
25. More jobs for the young.
26. More jobs, too many people.
27. Fiber optics.
28. We need more jobs; need more investments; need big companies in more smaller towns.
29. More business or jobs.
30. Something to stimulate agriculture and help small rural communication.
31. Lower taxes.
32. More telecommunication college course.

Appendix 16: Answers to Open-Ended Questions: Keith County, Nebraska (partial)

Question # 4 Follow up -How many of these people have a Trade School Degree? IF ANY, What Kind?
1. Business

Question # 4 Follow up – How many of these people have a College Degree? IF ANY, What Kind?
1. Bachelor's in Education
2. Auto body
3. AS, AS
4. Business (both)
5. Medical
6. Bachelor's of Fine Arts
7. Bachelor of Science

Question #5 Follow up- How many of these people have a College Degree? IF ANY, What Kind?
1. Business

Question #7 – How many people in your household have skills in the following areas? Other: please specify:
1. Farm Wife
2. Musician
3. Anything to do with care; farm equipment and day care provider.
4. Child daycare
5. Sewing, baking, and cooking.
6. Ranching
7. Labor
8. Military Service
9. Volunteering for elderly and such
10. Nursing production work
11. Real Estate, county and government

Question #7 Follow-up - How many of these people have a college degree? If ANY what kind?
1. Bachelor's in Social Work/Law Degree, Master's in Tax Law
2. BS and AS
3. Master's
4. Four-year degree in Teaching
5. BS, AS
6. AS
7. BSA
8. BA
9. MA, GE
10. Two Bachelor's
11. Bachelor's – Teaching
12. BS
13. Auto Body
14. Associate in Business
15. AA (both)
16. BA (both)
17. AS, AS, BA in Journalism
18. Bachelor's
19. Bachelor's + credit hours received
20. Business
21. Business
22. Bachelor of Science and Master's
23. Masters and 18 Credit Hours in Education
24. Doctor -- Veterinary Medicine
25. Bachelor's
26. Associate's
27. Doctorate,/Bachelor of Science
28. Associate's
29. Mid-plain
30. Medical
31. Business
32. BS
33. Associate's, BS
34. Master's and Doctorate Degree in Pharmaceuticals and Teaching
35. Bachelor of Science (both)
36. Master's, Education (both)
37. AA, AA in Mechanics
38. AA and MA
39. AA (for both)
40. BS and MA
41. AA in Business
42. MA, BA
43. Secondary Degree
44. Master's
45. 2-year College
46. AA, BA
47. Education
48. Associate's (both)
49. Bachelor's of Science
50. Associate
51. Business Management
52. Bachelor's

53. Business and Medical
54. Master's
55. Teachers, Associate's
56. Associate's
57. Associate's of Science and 12 Credits toward BA.
58. Health (Medical)
59. BS in Social Services
60. Doctorate, BS
61. Accounting
62. Associates of Arts and Business.
63. Nursing
64. Bachelor
65. Bachelor in Criminology, Sociology
66. Bachelor's of Science, Bachelor of Fine Arts
67. Bachelor's of Science (2)
68. Master's
69. Science
70. Paralegal/Nursing/Medical
71. Bachelor's
72. BA and BA
73. PhD
74. Doctorate in Law
75. Bachelor's
76. BA in Education, BS in Business Administration
77. AS in General Science and AA in Accounting
78. BA in Sociology, BA in Biology
79. Criminology, RN
80. BA in Education
81. AA
82. BA in Education Business
83. BA and PhD
84. BA and MS
85. BA – Nursing
86. Associate's in Heating and Air Conditioning
87. AA – Business
88. BA – Medical Lab Technician
89. BA in Business Administration, Nursing
90. Medical Clerk Typist.
91. BA of Science in Nursing
92. Business and Agriculture
93. BA of Science
94. BA and MBA
95. BA in Education, Master's
96. Biology with Wildlife Ecology, Bookkeeping
97. Doctorate

Question # 9 – Do you have any additional information you would like to provide to help our area plan for improved job opportunities?

1. More jobs.
2. More training on computer.
3. More jobs.
4. Have more jobs.
5. Need more business -- anything.
6. Go find jobs -- they're out there; small businesses need to come in more, not huge.
7. Businesses need tax breaks.
8. Higher pay scale.
9. More jobs, industries, factories; improve jobs and better grants.
10. More jobs, factories, industries.
11. Need more business.
12 Better schooling -- go get your BA; not to many jobs for AA.
13. More business; we need more jobs, maybe even a shopping mall.
14. Young people need education, good Bible training.
15. Jobs.
16. More jobs.
17. More jobs.
18. More jobs.
19. More jobs.
20. Lower taxes and more jobs.
21. More jobs.
22. Training opportunities for jobs.
23. More houses to live in.
24. Higher paying jobs into the area.
25. Child care a must.
26. More jobs.
27. More jobs.
28. More jobs.
29. Lower taxes; more jobs.
30. More advertisement for Nebraska jobs.
31. Planning Commission needs to be open minded in allowing new businesses in the area, and there needs to be more technical work.

32. Social services pay the full amount; lower taxes; increase salary; decrease public jobs; more single.
33. Need a Wal-Mart; more jobs and business.
34. Get some factories or other employment or something.
35. There's nothing for kids to do (and young people); there's nothing to start at and nothing to grow into; we could support the work force; nothing to keep young people in the area.
36. Need some industry in here; line in rural area with high taxes and people never make it; cost of living is too high and too much for young uneducated and retired people.
37. More jobs.
38. More jobs; more variety.
39. They need to have decent affordable housing for the people who work here, or make wages higher to match the cost of living; most people hate to commute.
40. Volunteer work.
41. More opportunities that pay a living wage for the younger people.
42. Need jobs for all ages.

Appendix 17: Answers to Open-Ended Questions: Perkins County, Nebraska (partial)

Question # 4 Follow up -How many of these people have a Trade School Degree? IF ANY, What Kind?
1. Electrical
2. Engineering and Cosmetology

Question # 4 Follow up – How many of these people have a College Degree? IF ANY, What Kind?
1. Bachelor's

Question #7 – How many people in your household have skills in the following areas? Other:please specify:
1. Food service
2. Cosmetologist
3. Homemaker, Pianist, music
4. Writing
5. Cosmetology

Question #7 Follow-up - How many of these people have a college degree? If ANY what kind?
1. Bachelor's
2. AAS
3. Master's in Education
4. Master's and BS
5. Bachelor's in Education and Master's in Economics
6. Master's in English
7. MS, Master's in Administration, Cosmetology

Question # 9 – Do you have any additional information you would like to provide to help our area plan for improved job opportunities?
1. Money from county needs to stay in area.
2. Head of households need more training with pay.
3. Need more jobs for young people.
4. Need some job opportunities and more people.

Appendix 18: State of Colorado SOC Occupational Titles and Subtitles

Source: Colorado Department of Labor and Employment. *Eastern Region Job Vacancy Survey: November 2002*.

Labor Force Study Code	Labor Force Study Category	Sub-Fields Included in General Category
201	Art, Design, Entertainment, Sports, Media	Editors Interpreters and Translators
202	Building/Grounds Cleaning and Maintenance	Maids and Housekeeping Cleaners
203	Business and Financial Operations	
204	Community and Social Services	Child, Family, and School Social Workers Social and Human Service Assistants Community and Social Services Specialists, All Other
205	Computer and Mathematical	
206	Construction and Resource Extraction	Electricians Helpers – Extraction Workers
207	Education, Training, and Library	Middle School Teachers Special Education Teachers, Preschool, Kindergarten, and Elementary School Librarians
208	Farming, Fishing, and Forestry	Farmworkers, Farm and Ranch Animals
209	Food Preparation and Serving	Chefs and Head Cooks Cooks, Institution and Cafeteria Bartenders Combined Food Preparation and Serving Workers, Including Fast Food Waiters and Waitresses Dishwashers Hosts and Hostesses, Restaurant, Lounge, And Coffee Shop
210	Healthcare – Professional	Family and General Practitioners Physician Assistants Registered Nurses Physical Therapists Respiratory Therapists Radiologic Technologists and Technicians Licensed Practical and Licensed Vocational Nurses
211	Healthcare -- Support	Nursing Aides, Orderlies, and Attendants Physical Therapist Aides
212	Installation, Maintenance, and Repair	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers Aircraft Mechanics and Service Technicians Automotive Service Technicians and Mechanics Bus and Truck Mechanics and Diesel Engine

		Specialists Maintenance and Repair Workers, General
213	Management	Medical and Health Services Managers Managers, All Other
214	Office and Administrative Support	First-Line Supervisors/Managers of Office and Administrative Support Workers Bookkeeping, Accounting, and Auditing Clerks Eligibility Interviewers, Government Programs Hotel, Motel, and Resort Desk Clerks Loan Interviewers and Clerks Stock Clerks and Order Fillers Secretaries Except Legal, Medical, and Executive Office Clerks, General
215	Personal Care and Services	Hairdressers, Hairstylists, and Cosmetologists
216	Production and Manufacturing	Meat, Poultry, and Fish Cutters and Trimmers Slaughterers and Meat Packers Painters, Transportation Equipment Production Workers, All Other
217	Protective Services	First-Line Supervisors/Managers of Police and Detectives Correctional Officers and Jailers
218	Sales and Marketing	First-Line Supervisors/Managers of Retail Sales Workers Cashiers Counter and Rental Clerks Parts Salespersons Retail Salespersons
219	Transportation and Material Moving	Bus Drivers, Transit and Intercity Driver/Sales Workers Taxi Drivers and Chauffeurs Transportation Workers, All Other
220	Other	Types of Jobs Not Listed Above

Appendix 19: Coding for Northeastern Colorado Labor Force Study

COUNTY

COLORADO		OTHER STATES	
Logan	01	Chase, NE.	11
Morgan	02	Cheyenne, KS.	12
Phillips	03	Cheyenne, NE.	13
Sedgwick	04	Deuel, NE.	14
Washington	05	Dundy, NE.	15
Weld	06	Garden, NE.	16
Yuma	07	Keith, NE.	17
		Perkins, NE.	18

LABORSHED

Akron	21
Fort Morgan/Brush	22
Holyoke	23
Julesburg	24
Sterling	25
Wray	26
Yuma	27

WORK CODE LIST

Art, Design, Entertainment, Sports, Media	201
Building/Grounds Cleaning & Maintenance	202
Business and Financial Operations	203
Community and Social Services	204
Computer and Mathematical	205
Construction and Resource Extraction	206
Education, Training, and Library	207
Farming, Fishing, and Forestry	208
Food Preparation and Serving	209
Healthcare – Professional	210
Healthcare – Support	211
Installation, Maintenance and Repair	212
Management	213
Office and Administrative Support	214
Personal Care and Services	215
Production and Manufacturing	216
Protective Services	217
Sales and Marketing	218
Transportation and Material Moving	219
Other	220

Appendix 20: Town Code List

Akron	031
Fort Morgan/Brush	032
Holyoke	033
Julesburg	034
Sterling	035
Wray	036
Yuma	037
Abarr	038
Amherst	039
Anton	040
Atwood	041
Ault	042
Barton	043
Bennett	045
Big Springs	046
Big Springs Junction	047
Brandon	048
Brule	049
Brighton	050
Buckingham	051
Burlington	052
Byers	053
Chappell	054
Clarkville	055
Cope	056
Crook	057
Dailey	058
Denver Metro Area	059
Eckley	060
Fleming	061
Fort Collins	062
Fort Lupton	063
Goodrich	064
Grant	065
Greeley	066
Haigler	067
Hale	068
Haxtun	069
Heartstrong	070
Hillrose	071
Hoyt	072
Hudson	073
Idalia	074
Iliff	075
Imperial	076
Joes	077
Keenesburg	078
Keota	079
Kersey	080
Kimball	081
Laird	082
Last Chance	083
Lewellen	084
Limon	085
Lindon	086
Lodgepole	087
Log Lane Village	088
Masters	089
Merino	090
North Julesburg	091
Ogallala	092
Orchard	093
Oshkosh	094
Otis	095
Ovid	096
Paoli	097
Pedroni	098
Peetz	099
Proctor	100
Prospect Valley	101
Raymer	102
Roggen	103
Sanborn	104
Sedgwick	105
Sidney	106
Snyder	107
Stoneham	108
Venango	109
Vernon	110
Weldona	111
Wiggins	112
Willard	113
Woodrow	114
OTHER TOWN	115
Kirk	116
Potter	117
Gurley	118
Briggsdale	119
St. Francis	120