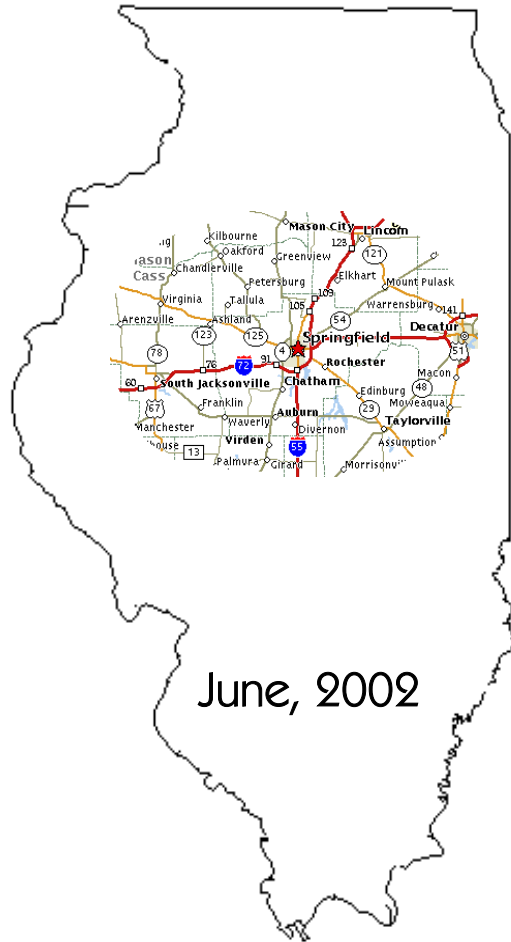


Springfield Area Labor Market Analysis



June, 2002

Prepared for:
The Illinois Department of Commerce
and Community Affairs

Prepared by:
The Center for Governmental Studies
Northern Illinois University
DeKalb, IL 60115
www.cgsniu.org



**Center
for
Governmental
Studies**

**Northern
Illinois
University**

The Springfield Area Labor Market Analysis Report was prepared by the Center for Governmental Studies at Northern Illinois University under contract with the Illinois Department of Commerce and Community Affairs (DCCA). The following report was compiled and prepared by John L. Lewis, PhD, Economist and Associate Director with assistance from Lisa Kaye Bergeron, Research Associate, both from the Center for Governmental Studies, and with assistance from Paragon Decision Research, Inc. Questions and inquiries can be directed to the Center for Governmental Studies at (815) 753-1907.

CONTENTS

I.	Executive Summary	1
II.	Project Scope and Design	2
III.	Labor Market Analysis	4
IV.	Current Workforce Composition	16
V.	Potential Available Workforce Composition	19
VI.	Occupational Skills and Employment Characteristics	24
VII.	Appendix - Springfield Area Radius Map	31

I. Executive Summary

The Illinois Department of Commerce and Community Affairs (DCCA) initiated an effort in the Spring of 2002 to compile information from various regions in Illinois on the composition of labor markets. The purpose of this initiative was to provide labor market information to use in developing regional marketing campaigns for business attraction and retention. Under contract with DCCA, the Center for Governmental Studies at Northern Illinois University conducted a labor market analysis of the Springfield area, which is the subject of this report. The area covered by this report is based on a region that extends in a 60 mile radius from the city of Springfield.

Labor Market Survey Highlights

- The Springfield area has been experiencing relatively low unemployment rates. The percent of survey respondents not currently employed but looking for employment was 2.7% representing 25,251 individuals. The average unemployment rate for all counties included in the study area was 5.3% as of May, 2002.¹ The unemployment rate for the state of Illinois as a whole was 6.3%, which is slightly higher than the U.S. rate, 5.8%.
- Underemployed respondents or those currently employed but interested in a different job or an additional job, represent a critical labor source for business attraction. Based on this criteria, 186,413 individuals in the workforce would be considered underemployed.
- A large portion of the population is retired. However, 5.5% of retirees or 16,393 individuals, reported an interest in re-entering the workforce with in the next year. These retirees are younger, in general, than traditional retirees.
- The labor pool in the Springfield area is extensive and includes unemployed, underemployed, and re-entering retirees, representing a potential available workforce of 228,057 individuals in the Springfield area.
- A significant majority of respondents interested in different or additional jobs are willing to travel greater distances for new positions.

Springfield Potential Workforce	available workers
unemployed	25,251
underemployed	186,413
re-entering retirees	16,393
<i>total potential workforce</i>	<i>228,057</i>

¹ Illinois Department of Employment Security, May, 2002 Unemployment Rates. www.ides.state.il.us

II. Project Scope and Design

The Illinois Department of Commerce and Community Affairs is developing a marketing campaign for a major region of central Illinois. As part of the marketing program, information on the availability of labor is an important element. Most of the region has been experiencing relatively low unemployment rates over the past several years. As a result, potential new businesses are concerned about the availability of workers in the region to support their endeavors. One answer to this concern is completing regional labor market studies that identify unemployed and underemployed workers or those who might be available if additional opportunities are attainable in the region.

The Center for Governmental Studies was commissioned to conduct a Labor Market Analysis for the Springfield area. The study, completed in Spring 2002, included employer interviews and telephone interviews with residents to collect a statistically significant sample of households in the labor market. The survey was designed to gather information that identifies components of the workforce that are unemployed, underemployed, or available for work if the appropriate job is attainable. Specific occupational fields included on the survey were agriculture/agribusiness, insurance/finance, information technology, computer/electronics, manufacturing, health care, medical devices/supplies, and biotechnology. The following describes the process the Center followed in completing the labor market study.

Defining the Labor Market

A relevant labor market for the geographic area was defined by identifying the major urban center and then selecting respondents based on zip codes within a 60 mile radius. The data collected includes respondents from the counties of Bond, Brown, Cass, Christian, De Witt, Fayette, Fulton, Greene, Jersey, Logan, McLean, Macon, Macoupin, Madison, Mason, Menard, Montgomery, Morgan, Moultrie, Piatt, Pike, Sangamon, Schuyler, Scott, Shelby, and Tazewell.

Survey Design

After the labor market was identified, a telephone survey of households in the area was conducted. The survey collected information from the respondent such as:

- Are individuals employed or unemployed?
- Where do individuals work?
- How far would individuals be willing to travel to work?
- Are individuals contemplating changing jobs?
- What occupational skill(s) do individuals possess?

Employer Interviews

Interviews were conducted with 13 employers in the targeted area from an array of industries representing diverse occupational fields.² Employers interviewed for this study represented employment in occupations such as management, office/clerical, health care, information technology and machining, both skilled and unskilled. Through one-on-one interviews with local employers, determinations of labor availability and quality were assessed. The purpose of the employer interviews was to provide feedback on the survey design and verify data collected, in addition to gaining anecdotal information for the report. The information collected from the interviews was integrated with survey results to provide a more accurate and comprehensive picture of the local labor market.

Analysis

Information and data collected from both the survey and employer interviews were then analyzed and reviewed to answer the following types of questions;

- What percent of the labor force is looking for a job, is looking to change jobs or would enter the labor force if a given job and wage existed?
- How far are people willing to travel to work?
- How many people in the area possess background and/or skills in specific occupations or industries?

The answers to these questions will provide a better picture of the potential availability of workers than traditional unemployment rates.

² Employer interviews were conducted by Paragon Decision Resources, Inc., in April/May, 2002.

III. Labor Market Analysis

Springfield, the capital of Illinois and the seat of Sangamon County government, has a diversified economic base. The major economic strengths in the area are insurance, government, education, health care, and industry. The city of Springfield serves as headquarters for 12 nationally known insurance companies and more than 165 state, regional, and national associations. Springfield posted job losses of -1.8% in May 2002 consisting primarily of losses in construction, services, and government.³ Springfield unemployment rates posted for May 2002 are at 4.1%, which is up .6% from the previous year.



Major Employers

A wide variety of existing employers contribute to the areas growth and stability. Major employment in the area includes insurance, education, government, health care, and a variety of services. These employers include the State of Illinois, St. Johns Hospital, Memorial Health Systems, Illinois National Guard, and many more. As the capital of one of the largest and most influential states in the U.S., Springfield is a hub of political activity and a major source of employment.

Location/Market Access/Transportation Routes

The Springfield area is located at the convergence of two primary interstate arteries, Interstates 55 and 72 with additional support and access from numerous US and state highways. This affords the region ample access to transportation routes throughout the region. The region sits within 200 miles of several major metropolitan areas, including Chicago, St. Louis, and Indianapolis. The areas air transportation is supported by Capital Airport which provides 80 commuter flights daily.⁴ Rail transportation is readily available as well with Amtrak providing daily shuttles between Chicago and St. Louis.



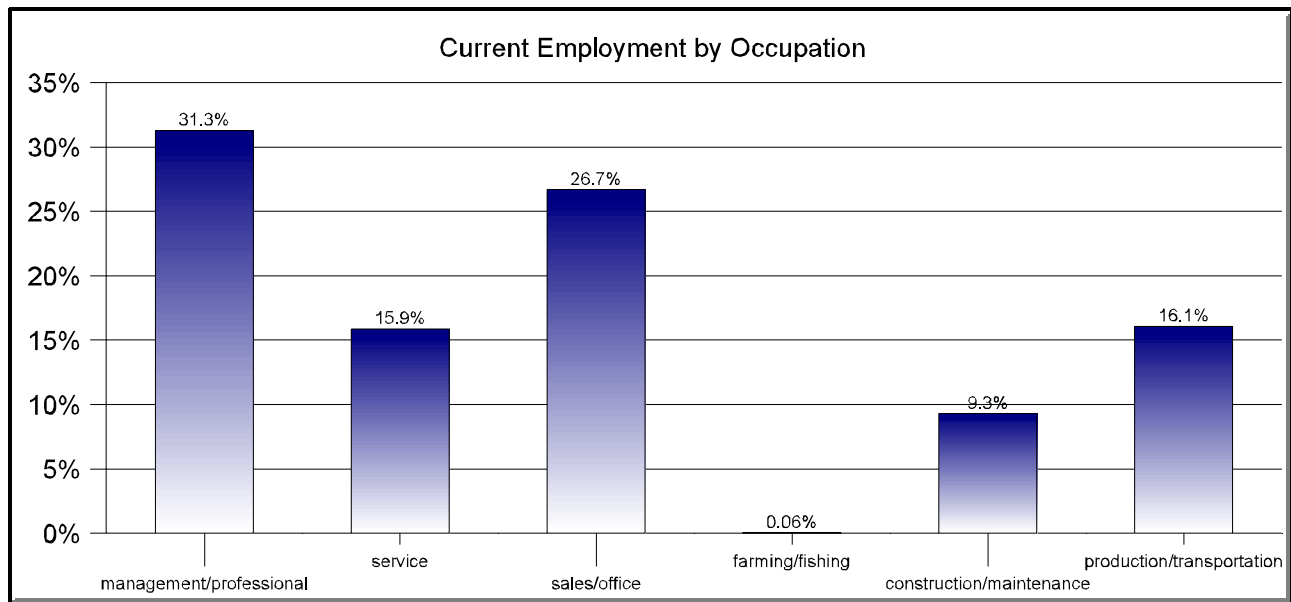
³ Illinois Department of Employment Security, News Release, May 21, 2002. <http://imi.ides.state.il.us>

⁴ The Greater Springfield Chamber of Commerce. www.visit-springfieldillinois.com.

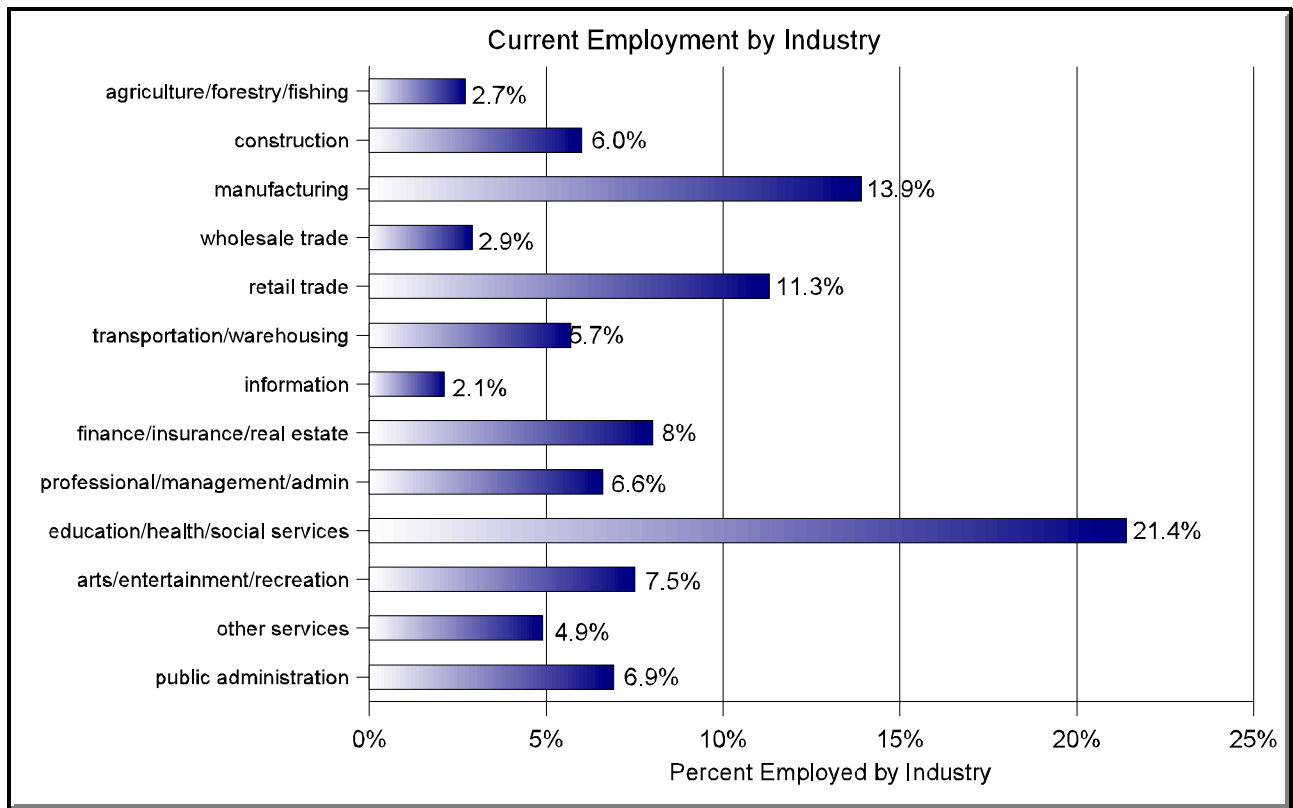
Labor Composition

The Springfield area has a total population of 1,288,094 within a 60 mile radius. Of the total population, 747,628 are ages 18-64. Like many areas of the state, Springfield is experiencing very low unemployment rates making business attraction difficult. However, there are other labor sources for potential employees. A significant number of individuals employed in the Springfield area are interested in seeking a different or additional job. Individuals in this category are considered underemployed. While retirees account for a significant portion of the population, the age of retirees and their reported desire to re-enter the workforce within the next year make them a sizeable source of the potential workforce. Recent layoffs by manufacturing employers in the area will also become a vital source for labor availability. Therefore, the potential available workforce for the Springfield area consists of unemployed, underemployed, and retirees interested in re-entering the workforce.

The Springfield area contains a healthy mix of employment by both occupation and industry. Over 31% of employment for the area is in management, professional, and related occupations, 26.7% in sales and office related occupations, and 15.9% in service occupations. Over 21% of employment by industry is in education, health, and social services, 13.9% in manufacturing, and 11.3% in retail trade.



Source: U.S. Census Bureau, 2000.

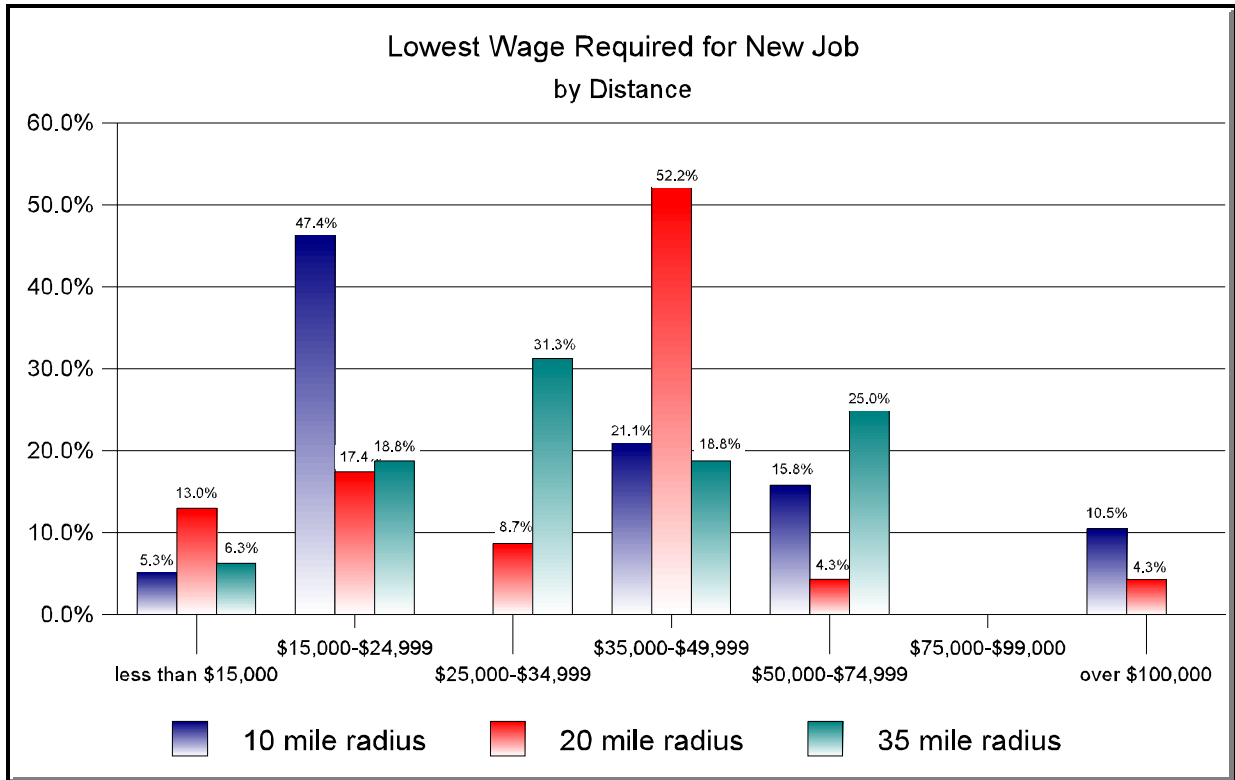


Source: U.S. Census Bureau, 2000.

Labor Composition by Distance

A representative sample was drawn from the Springfield area based on distance from the major urban center. Survey respondents were categorized by location within a 10, 20, 35, and 60 mile radius to further analyze the workforce pool and labor shed. Below are the significant findings based on distance from the city of Springfield.

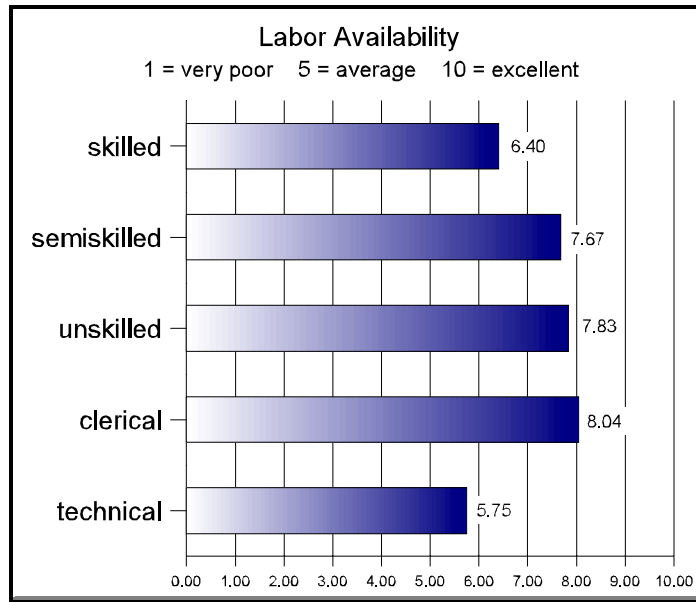
- Respondents further than 20 miles from Springfield are less likely to be employed than respondents within a 20 mile radius.
- Respondents in the 20-35 mile radius are more likely to work in service occupations and less likely to work in management, professional, technical and related positions than other areas.
- Sales and office related occupations are more prevalent within a 10 mile radius of Springfield than other areas.
- Health care and related occupations are more prevalent in areas outside a 20 mile radius of Springfield.
- Respondents in areas outside a 20 mile radius were more likely to report an interest in a different job but would generally require slightly higher wages than respondents within a 20 mile radius.
- A greater percent of retirees live within a 10 mile and 20-35 mile radius than other areas. However, fewer of these retirees are interested in re-entering the workforce within the next year.
- The greatest number of unemployed or retirees interested in re-entering the workforce are from 35-60 miles outside of Springfield.



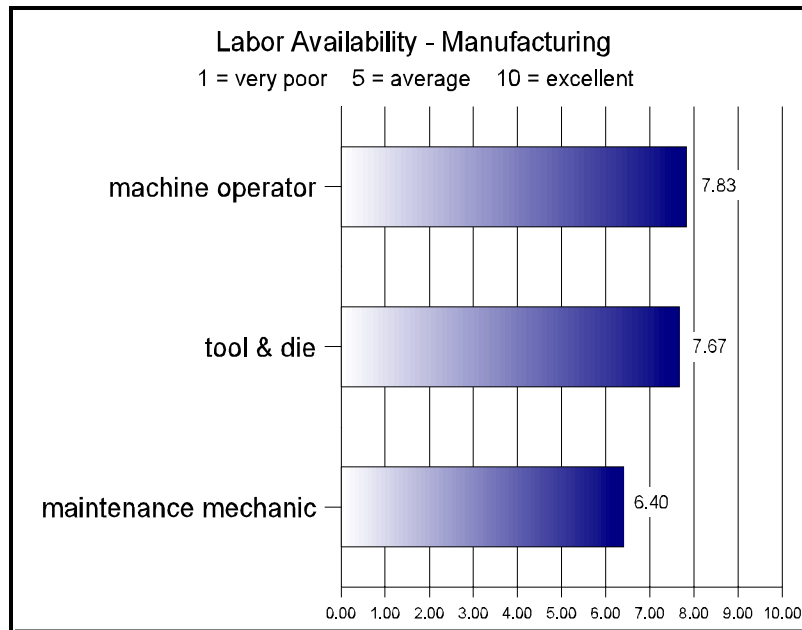
Labor Availability

Interviews with employers in the area included discussions regarding the availability of labor in specific occupational fields. Below is a summary of the significant findings from the employer interviews.

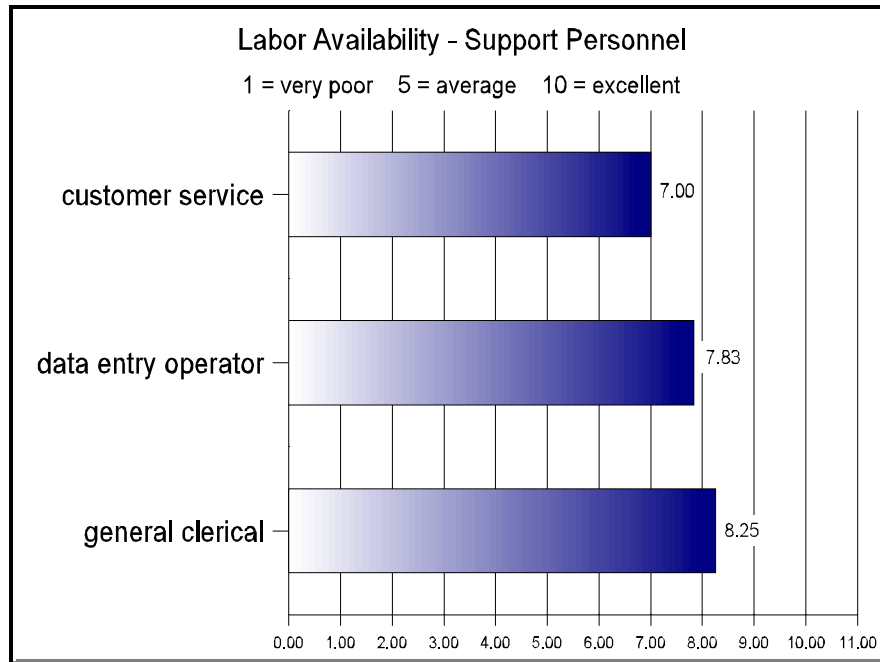
- Springfield has a larger white collar employment base, which is attractive to companies looking to establish regional and back offices.
- A large number of white collar workers could be available due to possible layoffs, including customer service representatives. This will enhance the available pool of talent in the back office sector.
- The availability of semi-skilled, unskilled, and clerical workers in the area is good.
- Some skilled and technical workers are more difficult to find.
- Plant closings in Decatur have contributed to an increase in the availability of maintenance mechanics and machinists.
- Almost all businesses agree that it is difficult to relocate managers, engineers, and executives from outside the area. Therefore, businesses must develop talent in these occupations from within the region.



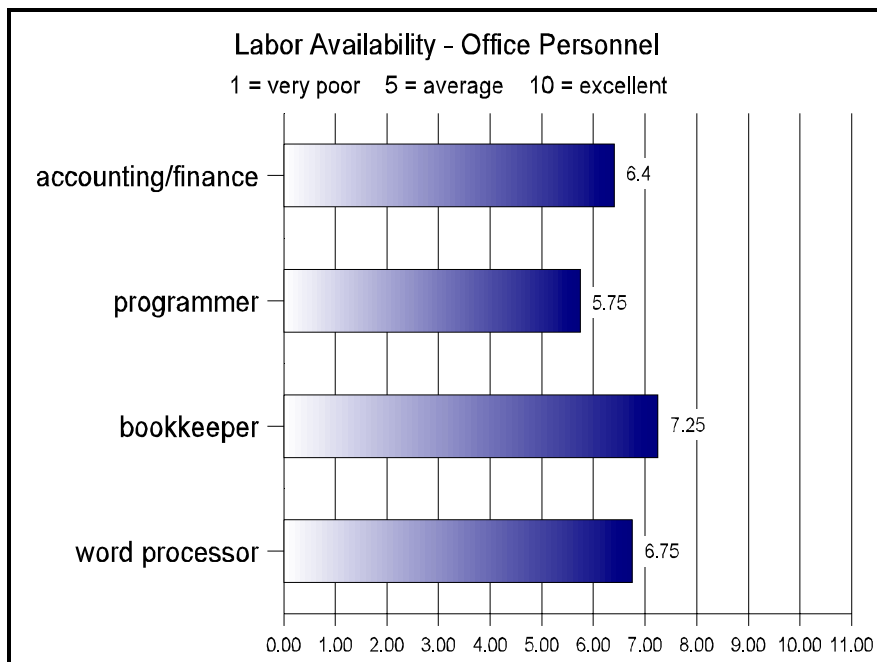
Source: Paragon Decision Resources, Inc. *Paragon Index*.



Source: Paragon Decision Resources, Inc. *Paragon Index*.



Source: Paragon Decision Resources, Inc. *Paragon Index*.



Source: Paragon Decision Resources, Inc. *Paragon Index*.

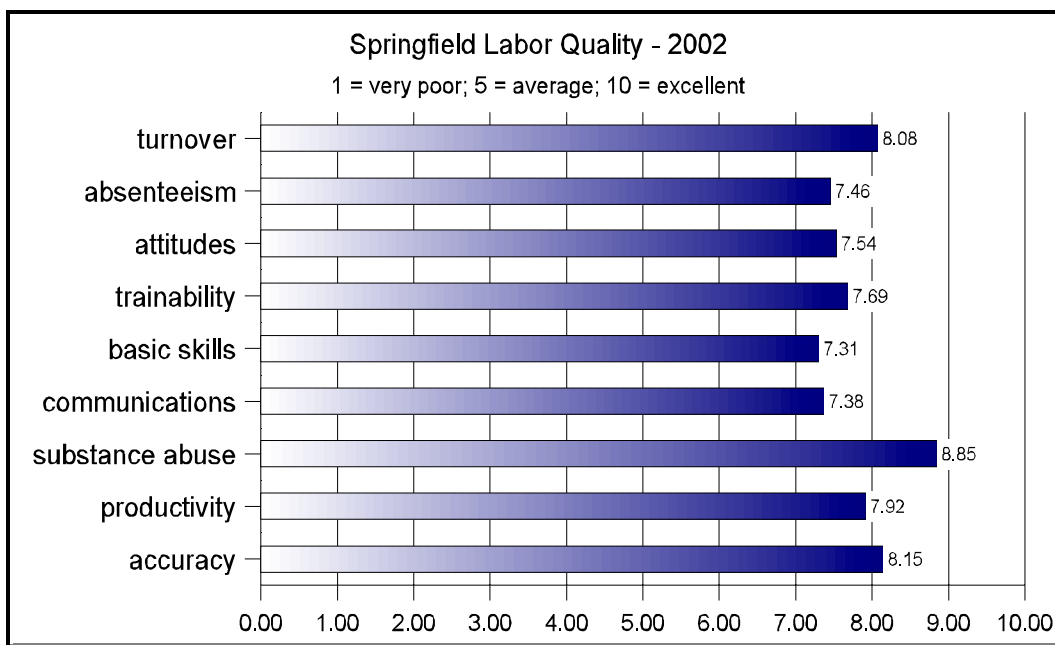
Labor Quality

Employer interviews were conducted with companies representing a diverse array of industries and occupational fields. The purpose of the interviews was to determine labor availability and quality. Using the *Paragon Index* which measures labor quality, specific labor characteristics were measured based on a 1 to 10 point scale. In addition to measuring labor quality characteristics, the interviews identified significant labor trends for the area. According to the *Paragon Index*, scores were rated as follows:

< 3	very poor	7-8	good
3-4	below average	8-9	very good
5-6	average	9-10	excellent
6-7	above average		

Based on this scale and interviews with employers, several significant labor quality issues were identified:

- The overall labor quality in the Springfield area is among the best in the nation.
- Turnover rates have improved in the last year.
- Basic skills of applicants have declined in recent years, but are still good.
- Some local firms reported a reluctance to hire laid off state workers because of perceived poor work habits, poor attitudes, and higher wage anticipation.
- Work attitudes have declined recently due to potential layoffs.

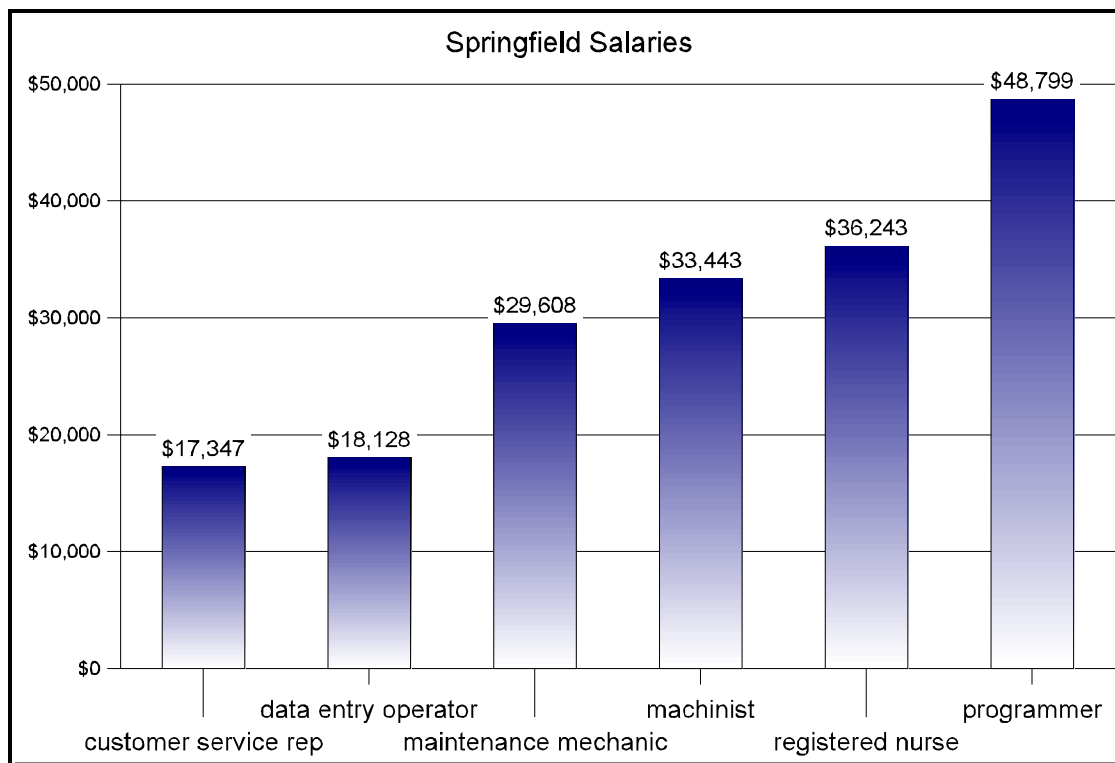


Source: Paragon Decision Resources, Inc. *Paragon Index*.

Wages, Salaries and Benefits

The employer interviews conducted in the Springfield area conveyed additional information on wages and salaries in the area not easily ascertainable in survey research.

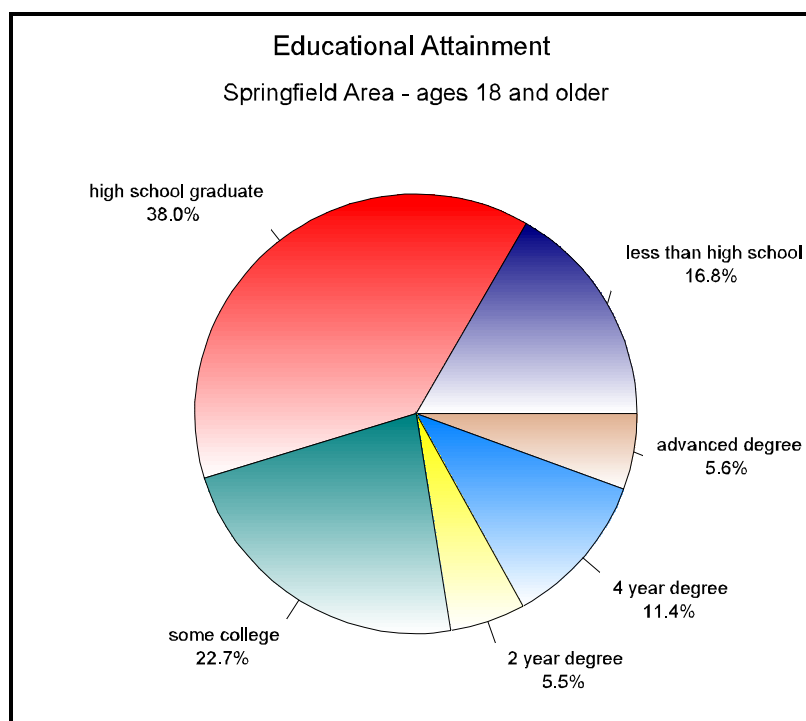
- In general, higher wages and benefits paid to state employees put upward pressure on the entire wage and benefit market.



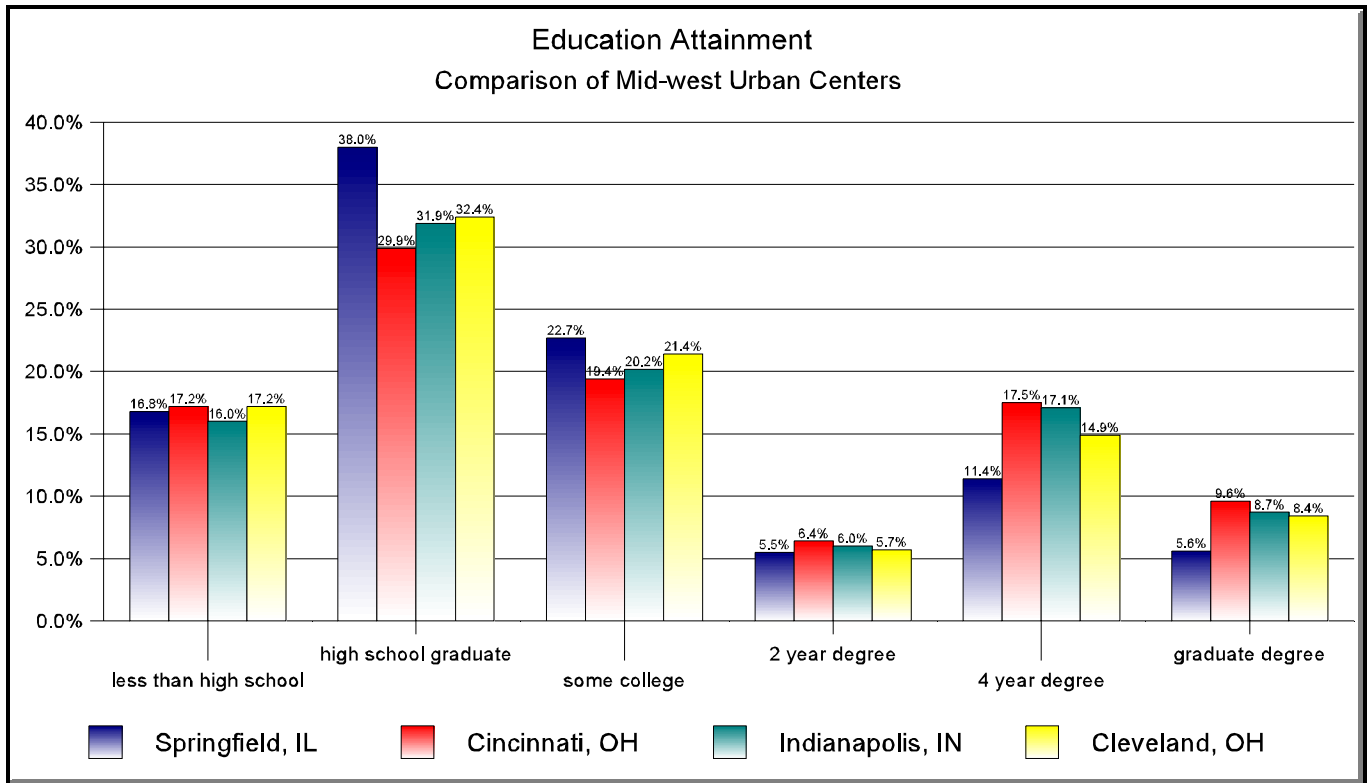
Source: ERI; median, one-year experience

Educational Attainment

The educational attainment levels in the Springfield area are similar to other major urban centers in the mid-west. In general, the percentage of the population ages 25 and older with at least a two year degree is slightly lower than other comparable mid-west urban centers. Over 32% of individuals in the Springfield area have earned at least a 2 year college degree. Only 16.8% of the population ages 25 and older have not yet completed a high school education or equivalency while 38% of the population have completed a high school education. This percentage is higher than other major urban areas in the mid-west.



Source: U.S. Census Bureau, 2000.



IV. Current Workforce Composition

The Center for Governmental Studies conducted a telephone survey of Springfield area residents age 18 and older for the purpose of gathering information on occupations, skills, and willingness to change jobs. Respondents from a 60 mile radius around the city of Springfield were contacted to participate in this survey. A total of 402 telephone interviews were conducted using a random selection of listed telephone numbers within the selected region. The total population for the area encompassing a 60 mile radius around the city of Springfield, age 18 and older is 935,226.⁵

Survey Respondents

Respondents were randomly selected from within the defined labor market area which includes Springfield in Sangamon County as the center point and 25 counties in the surrounding area.

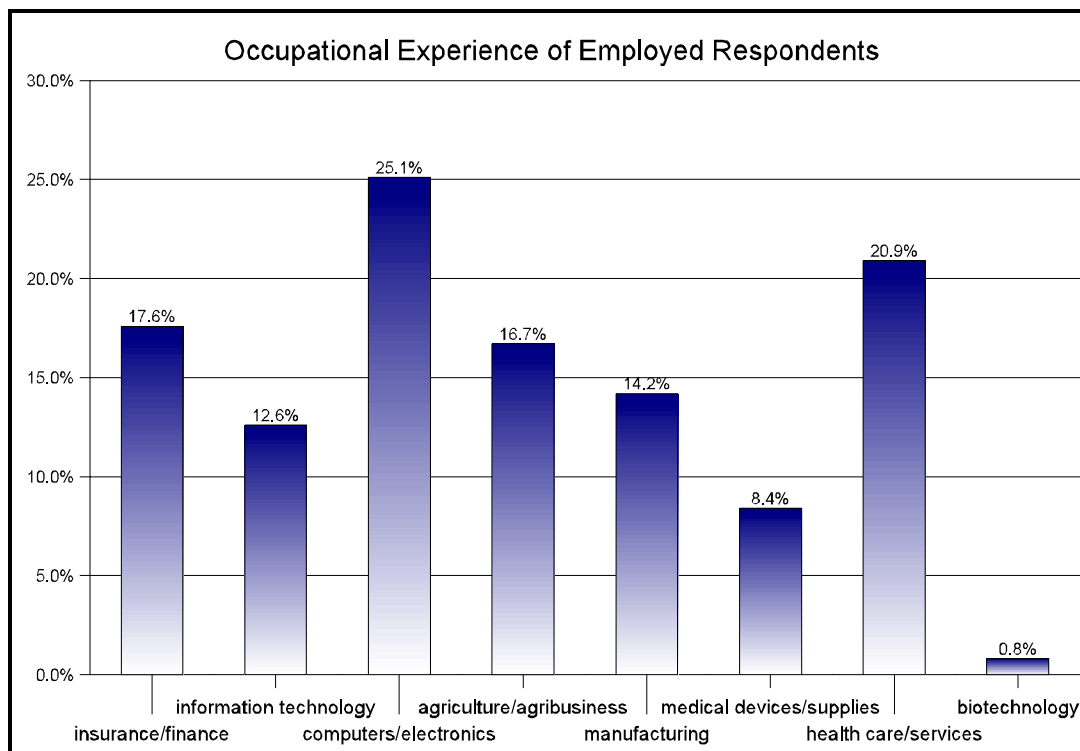
- 59.5% of survey respondents are currently employed, primarily full time, representing 556,459 positions.
- 29.9% of employed respondents representing 166,381 individuals, reported an interest in applying for a different job and 3.6% representing 20,032 individuals, were interested in an additional job.
- A large portion of the population is retired. However, 5.6% of those retired are interested in re-entering the workforce representing a potential available retiree workforce of . 16,393 individuals. One third of those retirees interested in re-entering the workforce are planning on looking for full time employment. Another one third are planning on looking for either full time or part time employment.
- 8.7% of all respondents are neither retired nor employed, which represents 81,365 individuals. Still, only 2.7%, or 25,251 individuals, are interested in re-entering the workforce in the next year.
- 66.4% of respondents currently employed, work within 15 miles of their place of residence. However, of those respondents currently looking for a different or additional job, more than 78.4% would be willing to travel further than 15 miles for another job.
- Respondents rated health insurance as the most important benefit desired by respondents.
- 36.8% of respondents have earned at least a 2 year college degree while 38.6% of respondents have a high school diploma or less.

⁵ U. S. Census Bureau, 2000.

Employed Respondents

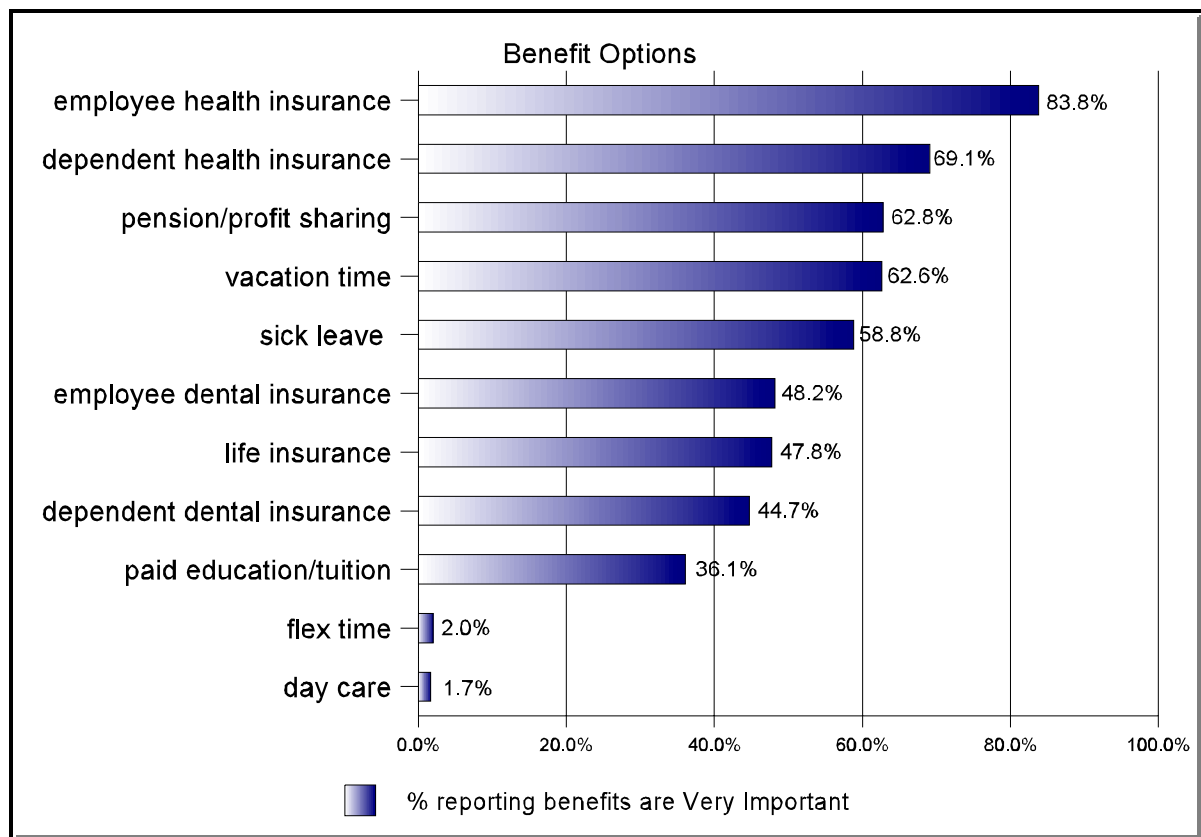
59.5% of all respondents are currently employed, representing approximately 556,459 positions.

- 63.1% have more than 10 years experience in their current occupation and only 11.6% of employed respondents have 2 years or less experience in their current occupation.
- 52.5% of employed respondents have worked for their current employer for 7 years or more.
- 80.7% of respondents work full time and 90.4% work year round.
- 48.1% work between 31-40 hours per week and 35.7% work over 40 hours per week.
- 56.5% are paid on an hourly basis.
- 66.4% travel 15 miles or less to their current job.
- Only 8.4% of respondents reported using public transportation or car pooling to get to work.
- 33.5% of employed respondents, representing 186,413 individuals, reported interest in a different or additional job. Most would be willing to complete additional training to qualify for a new position.
- 33.9% of respondents would require a salary between \$35,000-\$49,999 for a new job.



Benefit Options

Respondents were asked to indicate the importance of a variety of employer benefit options based on a 5 point scale. Employee health insurance was rated *very important* by nearly 84% of all respondents and dependent health insurance by 69.1% of all respondents. Pension and profit sharing plans were the next highest rated benefits, followed by vacation and sick leave options.



V. Potential Available Workforce

Unemployed, Underemployed, and Re-entering Retirees

The potential available workforce for the Springfield area consists of both unemployed and underemployed individuals. The total number of unemployed individuals include retirees and those choosing to stay out of the workforce in addition to those interested in entering or re-entering the workforce. Underemployed individuals are those who are currently employed but are interested in looking for a different job or an additional job. For purposes of this study, the potential available workforce includes individuals ages 18-64 who are unemployed, underemployed or retired and interested in re-entering the workforce. The following analysis includes responses gathered from all three of these categories.

Unemployed respondents interested in entering or re-entering the workforce account for 2.7% of respondents or roughly 25,251 individuals. Respondents interested in a different job or an additional job represent 33.5% of all respondents or approximately 186,413 individuals. Retirees under age 65 but reporting an interest in re-entering the workforce represent an additional 16,393 individuals. Therefore, the total potential available workforce for the Springfield area is 228,057.

<i>Springfield Potential Workforce</i>	<i>available workers</i>
unemployed	25,251
underemployed	186,413
re-entering retirees	16,393
<i>total potential workforce</i>	<i>228,057</i>

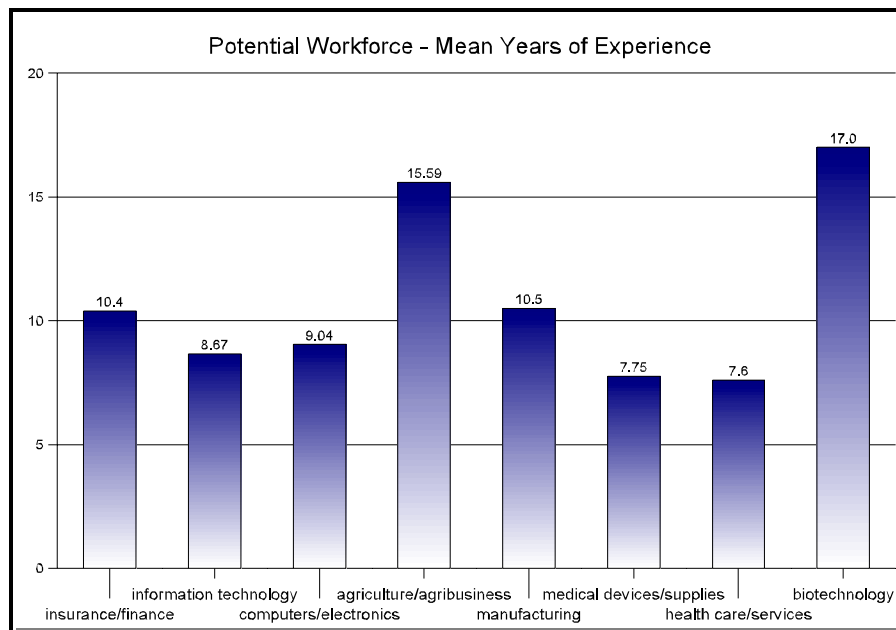
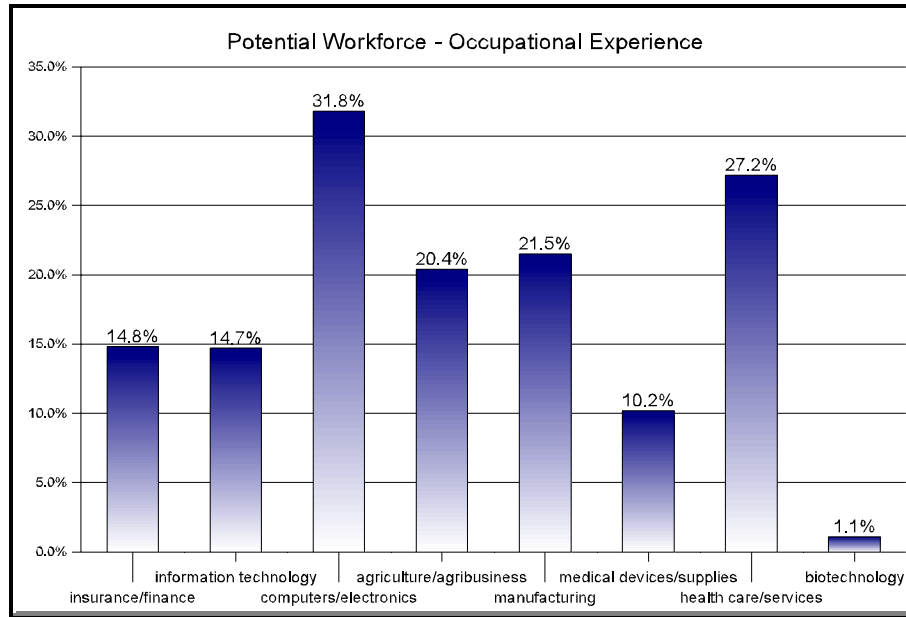
<i>distance from Springfield</i>	<i>unemployed</i>	<i>underemployed</i>	<i>re-entering retirees</i>	<i>total</i>
10 mile radius	2,298	35,791		38,089
10-20 mile radius	6,894	48,468		55,362
20-35 mile radius	2,298	43,434	8,196	53,928
35-60 mile radius	13,761	58,720	8,197	80,678
<i>total</i>	<i>25,251</i>	<i>186,413</i>	<i>16,393</i>	<i>228,057</i>

Characteristics of the Potential Available Workforce

- 85.2% are currently employed primarily full time and year round.
- 36.0% have worked for their current employer for 3 years or less, 56.0% for 6 years or less. Only 18.7% have worked for their current employer for more than 15 years.
- 44.8% reported earnings of less than \$25,000 per year.
- There appears to be a strong willingness to travel greater distances for a new job. Nearly 60% travel less than 16 miles to their current job. Yet only 21.6% reported that the maximum distance they would be willing to travel to a new job was less than 16 miles.
- Most respondents would be willing to take additional training to qualify for a new job.
- The educational background of respondents is varied: 34.1% have a high school degree or less while 36.4% have earned at least a 4 year degree. Over 28% have some college education, and 1.2% have graduated from a vocational/technical school.
- Overall, 18.4% live within a 10 mile radius, 25.3% within a 20 mile radius, 21.8% within a 35 mile radius, and 34.5% within a 60 mile radius.
- Females represented over 60% of the potential available workforce.
- 78.4% are ages 25-54.

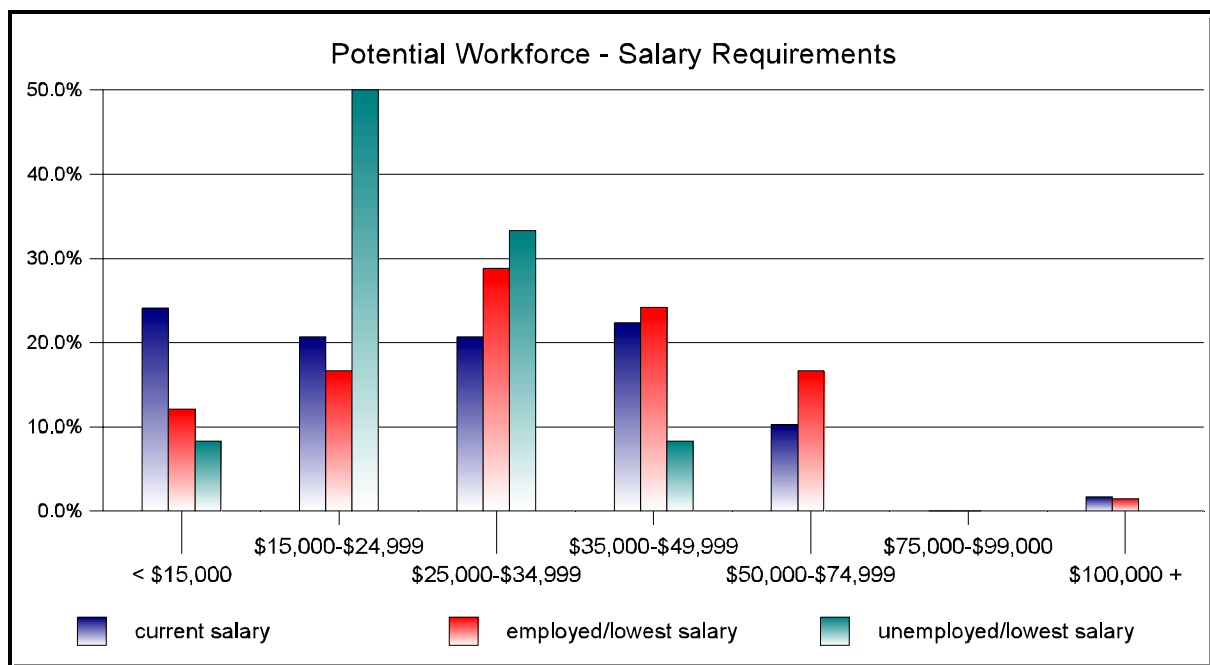
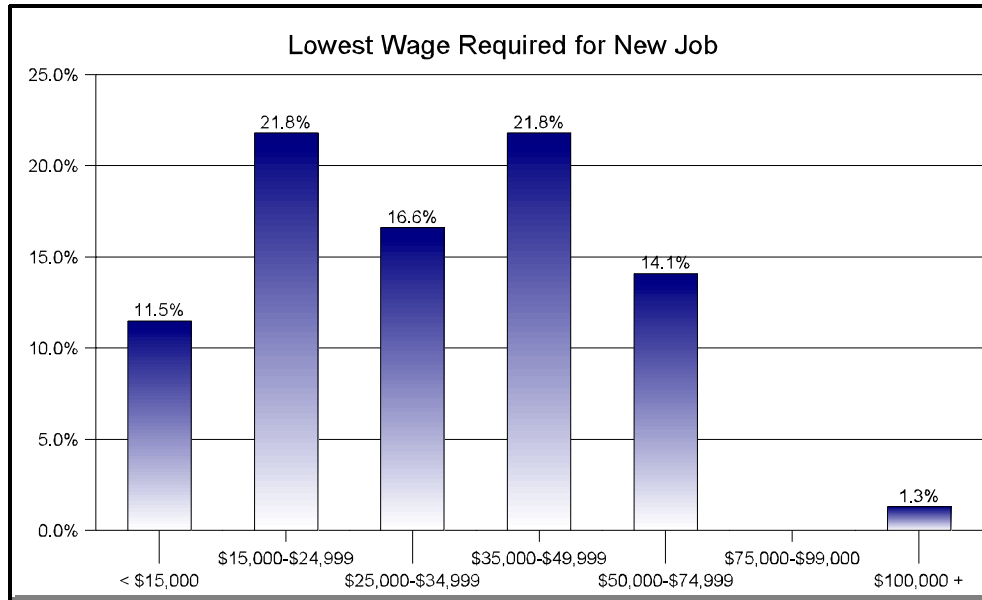
Occupational Experience of Potential Workforce

The potential available workforce is comprised of a variety of occupations. 31.8% of respondents have work experience in computer/electronics occupations. Just over 27% have experience in health care and related occupations. The mean years of experience for these occupations are high, varying from 5 years up to 12.2 years of experience.



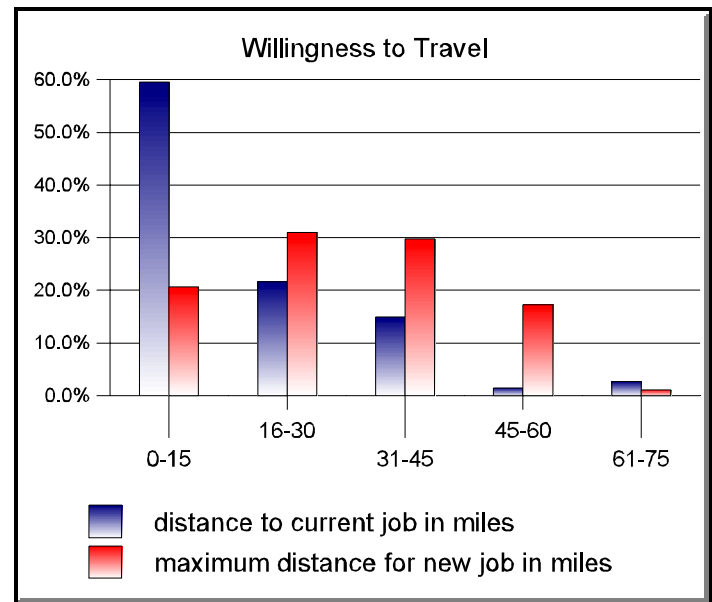
Salary Requirements of Potential Available Workforce

Nearly half of the potential available workforce would require a salary of \$35,000 or less for a new position. Only 37.2% of this workforce would require a salary of \$35,000 or more for a new job. The underemployed workforce would require a higher salary for a new position than the unemployed workforce.



Commute Times and Willingness to Travel

Time spent commuting to work is relatively short throughout the Springfield area. Of the potential available workers, 45.2% spend 15 minutes or less traveling to their current position. Another 24.7% reported commute times of 15-29 minutes. Nearly 60% of respondents travel 15 miles or less, and 21.6% travel 16-30 miles to their current position. However, when asked how far they would be willing to travel for a new job, a significant number of respondents reported a willingness to travel further. Only 20.6% reported a willingness to travel no more than 15 miles, while 60.8.0% reported a willingness to travel 16-45 miles, one way, for a new job.



Retirees as a Potential Workforce

292,725 individuals in the Springfield area are retired. However, 5.6% of retirees, representing 16,393 individuals, expressed an interest in re-entering the workforce in the next year. A majority of those retirees were looking for full time employment. A significant number of those retirees interested in re-entering the workforce were under age 65. Due to the types of employment in the area, specifically government, there are greater numbers of younger retirees with a variety of occupational experience interested in re-entering the workforce.

VI. Occupational Skills and Employment Characteristics

This section reviews the occupational skills and employment characteristics of Springfield area respondents who are either unemployed or underemployed but currently looking or planning on looking for employment in the next year. This group represents the potential available workforce for the Springfield area. The information collected from the survey data was then extrapolated to the population as a whole utilizing Census 2000 data for the 60 mile region surrounding Springfield.

Insurance/Finance Occupations

14.8% of the potential available workforce have work experience in insurance/finance occupations.

- Of these respondents, 92.9% are currently employed but interested in a different or additional job.
- All respondents reported a willingness to take additional training to qualify for a new job.
- 28.6% of respondents would be willing to travel 16-30 miles for a new position and an additional 50.0% would be willing to travel more than 30 miles.
- 85.7% of respondents are ages 25-54.
- Only 14.3% of respondents live in the city of Springfield and 14.3% in the city of Lincoln. 28.6% of respondents live within a 10 mile radius, 57.1% live 20-60 miles from Springfield.
- 41.6% of respondents would be willing to accept a new position for less than \$35,000 annually.

% of potential workforce with experience	14.8%
number of available individuals	33,752
mean years of experience	10.4
mean hourly rate required	\$19.92/hr

Information Technology/Software Occupations

14.7% of the potential available workforce have work experience in information technology/software occupations.

- Of these respondents, 92.3% are currently employed but interested in a different or additional job.
- Most respondents reported a willingness to take additional training to qualify for a new job.
- 46.1% of respondents would be willing to travel 16-30 miles for a new position and an additional 50.0% would be willing to travel 31-45 miles.
- 92.3% of respondents are ages 25-54.
- 15.4% of respondents live within a 10 mile radius, 38.5% live within a 10-20 mile radius, 30.8% live within a 20-35 mile radius, and 15.4% live within a 35-60 mile radius of Springfield.
- 30.7% of respondents would be willing to accept a new position for \$25,000-\$34,999 annually.

% of potential workforce with experience	14.7%
number of available individuals	33,524
mean years of experience	8.7
mean hourly rate required	\$20.69/hr

Computer/Electronics Occupations

31.8% of the potential available workforce have work experience in computer/electronics occupations.

- Of these respondents, 86.2% are currently employed but interested in a different or additional job.
- Most respondents reported a willingness to take additional training to qualify for a new job.
- 48.3% of respondents would be willing to travel 16-30 miles for a new position and an additional 34.5% would be willing to travel more than 30 miles.
- 82.8% of respondents are ages 25-54.
- 13.8% of respondents live in the city of Springfield. 24.1% of respondents live within a 10 mile radius, 27.6% live within a 10-20 mile radius, 31.0% live within a 20-35 mile radius, and 17.2% live within a 35-60 mile radius of Springfield.
- 38.5% of respondents would be willing to accept a new position for \$25,000-\$34,999 annually.

% of potential workforce with experience	31.8%
number of available individuals	72,522
mean years of experience	9.0
mean hourly rate required	\$16.29/hr

Agriculture/Agribusiness Occupations

20.4% of the potential available workforce have work experience in agriculture/agribusiness occupations.

- Of these respondents, 94.4% are currently employed but interested in a different or additional job.
- Most respondents reported a willingness to take additional training to qualify for a new job.
- 27.8% of respondents would be willing to travel 16-30 miles for a new position and an additional 61.1% would be willing to travel more than 30 miles.
- 83.4% of respondents are ages 25-54.
- 0% of respondents live within a 10 mile radius, 38.9% live within a 10-20 mile radius, 33.5% live within a 20-35 mile radius, and 27.8% live within a 35-60 mile radius of Springfield.
- 31.2% of respondents would be willing to accept a new position for \$35,000-\$49,999 annually.

% of potential workforce with experience	20.4%
number of available individuals	46,524
mean years of experience	15.6
mean hourly rate required	\$17.76/hr

Manufacturing Occupations

21.5% of the potential available workforce have work experience in manufacturing occupations.

- Of these respondents, 70.0% are currently employed but interested in a different or additional job.
- Most respondents reported a willingness to take additional training to qualify for a new job.
- 35.0% of respondents would be willing to travel 16-30 miles for a new position and an additional 60.0% would be willing to travel more than 30 miles.
- 90.0% of respondents are ages 25-54.
- 15.0% of respondents live in the city of Bloomington and 15.0% in the city of Lincoln. 5.0% of respondents live within a 10 mile radius, 15.0% live within a 10-20 mile radius, 40.0% live within a 20-35 mile radius, and 40.0% live within a 35-60 mile radius of Springfield.
- One third of respondents would be willing to accept a new position for \$15,000-\$24,999 and another one third for \$25,000-\$34,999 annually.

% of potential workforce with experience	21.5%
number of available individuals	49,032
mean years of experience	10.5
mean hourly rate required	\$16.41/hr

Medical Devices/Supplies Occupations

10.2% of the potential available workforce have work experience in medical devices/supplies occupations.

- Of these respondents, 80.0% are currently employed but interested in a different or additional job.
- Most respondents reported a willingness to take additional training to qualify for a new job.
- 20.0% of respondents would be willing to travel 16-30 miles for a new position and an additional 50.0% would be willing to travel more than 30 miles.
- 70.0% of respondents are ages 25-54.
- 22.2% of respondents live within a 10 mile radius, 44.4% live within a 10-20 mile radius, 11.1% live within a 20-35 mile radius, and 22.2% live within a 35-60 mile radius of Springfield.
- 44.4% of respondents would be willing to accept a new position for \$15,000-\$24,999 annually.

% of potential workforce with experience	10.2%
number of available individuals	23,262
mean years of experience	7.8
mean hourly rate required	\$15.62/hr

Health Care/Medical Services Occupations

27.2% of the potential available workforce have work experience in health care/medical services occupations.

- Of these respondents, 79.2% are currently employed but interested in a different or additional job.
- Most respondents reported a willingness to take additional training to qualify for a new job.
- 33.3% of respondents would be willing to travel 16-30 miles for a new position and an additional 54.2% would be willing to travel more than 30 miles.
- 79.2% of respondents are ages 25-54.
- 13.0% of respondents live within a 10 mile radius, 34.8% live within a 10-20 mile radius, 13.0% live within a 20-35 mile radius, and 39.1% live within a 35-60 mile radius of Springfield.
- 47.0% of respondents would be willing to accept a new position for \$25,000-\$34,999 annually.

% of potential workforce with experience	27.2%
number of available individuals	62,031
mean years of experience	7.6
mean hourly rate required	\$15.68/hr

Appendix

Springfield Area Radius Map