

**ANALYSIS OF
COMMUTING WORKFORCE**

Wasatch County, Utah

**Produced in Cooperation with
The Economic Development Corporation of Utah
Rocky Mountain Power
Wasatch Area Economic Development Agency**

May, 2007

**Compiled and Prepared by
THE PATHFINDERS**



Dallas, Texas

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INTRODUCTION

The Pathfinders has employed its experience in producing area workforce assessments for site-selection clients and local and state economic development organizations to produce this evaluation of the Wasatch County, Utah commuter workforce. The information presented in this report has been developed independently of the client, and the client has not influenced the findings. This report represents The Pathfinders' objective and professional view with regard to workforce commuting practices, availability, cost, skills, experience, quality and other characteristics that a new or expanding employer can expect in Wasatch County.

By definition, the civilian labor force of a location is a numerical estimate of employed and unemployed people by place of residence. The civilian labor force minus the number of unemployed persons equals the employed labor force. The employed labor force in Wasatch County is of good size and is certainly capable of providing workers for employers; however, it appears that a certain percentage of these workers choose to live inside Wasatch County but to work outside the county. The Pathfinders was retained by the Wasatch Area Economic Development Agency, in cooperation with The Economic Development Corporation of Utah and Rocky Mountain Power, to conduct a survey of those individuals who fit this model.

A random sample of telephone numbers of qualified respondents in Wasatch County was obtained for use in the Computer Assisted Telephone Interviewing or CATI system. The Pathfinders then conducted telephone interviews with individuals throughout the county. The purpose of these interviews was to identify those individuals who live inside the county but work in a different county. Information was collected on: (1) the county of employment; (2) the reasons for working outside the county; (3) the likelihood of working in Wasatch County; and (4) such factors as gender, age, education, current pay, current occupation, experience, and skills. Sufficient interviews were completed with qualified individuals to produce results for the entire county labor force which vary by no more than plus or minus 5 percentage points. If the survey were repeated 100 times, 95 times out of 100 the results would be the same as those resulting from a survey of every individual.



The findings derive from a survey of Wasatch County heads of household across all ages and income levels. Additionally, operations managers and human resources managers from primary companies and institutions in Wasatch County were interviewed to determine their experiences with the Wasatch County workforce. While these data sets represent, to some degree, different groups of workers, they do provide context relevant to future facilities location and expansion decisions. Further, these data will differ from those presented in other sources for the workforce as a whole.

Published government statistics report wages and employment for the entire workforce of an area. This report includes data only on those employed workers, resident in Wasatch County, who commute outside of the county daily to work. At some point, those commuters may appear as potential candidate workers for a new employer.

As a corporate site-selection consultant, The Pathfinders recognizes that the question which most often drives the search for a new business location is whether the candidate location has the workforce needed. In a poll of its corporate clients, The Pathfinders found that those clients' experiences suggest that less than 10% of new hires for new operations come from the ranks of the unemployed. Instead, these clients staff a new operation primarily with individuals who are currently working and who present documentable workplace capabilities.

Site searches to identify the optimum location for new facilities have been conducted by The Pathfinders for such clients as AT&T, DuPont, Celanese, 3M Corporation, IMC Global, AIG, Ciba-Geigy, and others of a similar stature, and The Pathfinders has applied its site-search experience to this assessment. This analysis of the out-commuting workforce creates opportunities to demonstrate labor availability on the basis of timely, focused original research. In instances where similar workforce surveys have been conducted for corporate clients in site-selection projects, the accuracy of the findings has been repeatedly verified as those clients located and began staffing new operations.



SUMMARY OF FINDINGS

- Wasatch County has a labor force of approximately 9,900 of which 300 are currently unemployed, resulting in an employed labor force of 9,600.
- Approximately 2,500 people, or 26% of the employed labor force of Wasatch County, live inside the county but work outside the county. These individuals are referred to in this report as the “commuters”.
- 100% of the commuters report the reason for working outside the county is the lack of jobs in Wasatch County.
- Almost 50% of the commuters work in Summit County.
- The average one-way commute distance is 31 miles, and the average commute time is 36 minutes.
- The median age of commuters is 46.
- Over 35% of the commuting labor force has a four-year degree or higher.
- The median current pay of the commuters is \$20.30 per hour.
- 77% of the commuters, or approximately 1,900 workers, would consider taking a job in Wasatch County. These individuals are referred to in this report as the “available commuters”.
- The median current pay of the available commuters is \$20.25 per hour, and their median desired pay is \$20.70 per hour.



ASSESSMENT OF THE WASATCH COUNTY TOTAL COMMUTER WORKFORCE

A survey of employed individuals who reside in Wasatch County was conducted in order to determine the percent of those workers who leave the county each day for work. Survey results indicate that 26% of Wasatch County workers, or approximately 2,500 people, commute to a neighboring county for employment.

NUMBER OF WASATCH COUNTY COMMUTERS

Description	Number of Persons	Percentage
Workers who commute	2,500	26%

As stated earlier in this report, sufficient surveys were completed in order to produce results for the entire population which vary by no more than plus or minus 5 percentage points. At that level of variance, the 2,500 people identified as commuters might actually be as many as 2,625 (plus 5%) or as few as 2,375 (minus 5%).

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

Given that over a quarter of the Wasatch County employed workforce leaves the county each day for work, certain questions naturally arise, for example:

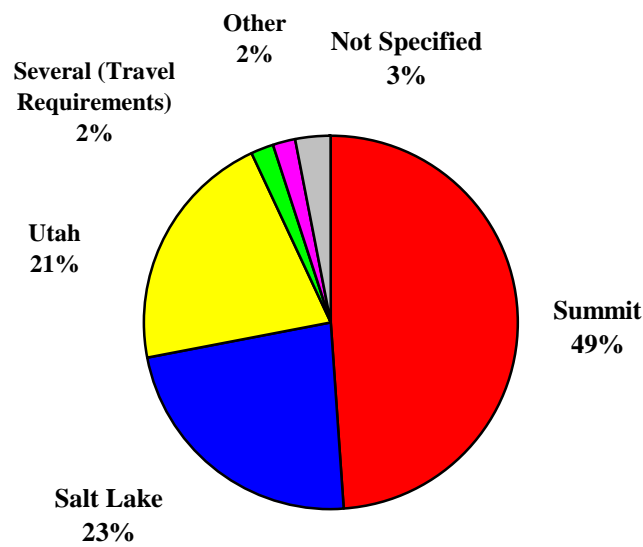
- Where do these commuters work?
- What kinds of jobs do they have?
- How much money do they make?
- Why don't they work in Wasatch County?
- What kind of education and skills do they have?



This report will answer these and other questions and give an insight into the commuting workforce of Wasatch County.

Almost 50% of the 2,500 Wasatch County commuters work in Summit County, followed by 23% who work in Salt Lake County. The chart below illustrates the counties of employment of the Wasatch County commuters.

COMMUTERS COUNTY OF EMPLOYMENT



County	Number of Commuters (rounded)	Percentage
Summit	1,200	49%
Salt Lake	600	23%
Utah	500	21%
Other	200	7%



The commuting individuals were surveyed as to their reasons for working outside Wasatch County. It should be noted that some cross-over exists in these answers therefore the percentages will exceed 100%.

**REASONS FOR WORKING OUTSIDE
WASATCH COUNTY
2,500 Commuters**

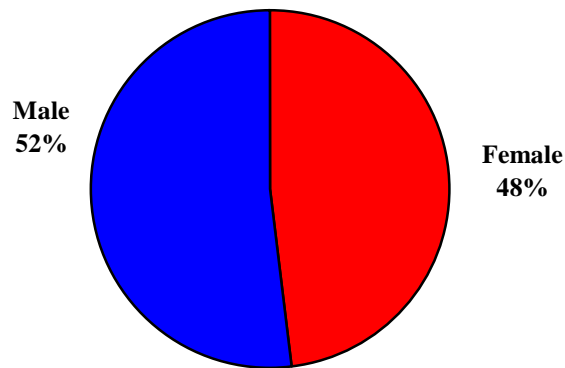
Sector	Percentage
Lack of Jobs in Wasatch County	100%
Travel Requirements of Job	82%
Better Location	43%
Seniority	35%
No Chance for Growth or Advancement in Wasatch County	35%
Better Salary/Benefits in Another County	31%
Work for Well-Known Company	26%
Union Job	26%
Like Current Job	19%
Enjoy the Drive/Time for Relaxation	19%
Close to Retirement	16%
Child Care Availability	3%
Other (unspecified)	3%



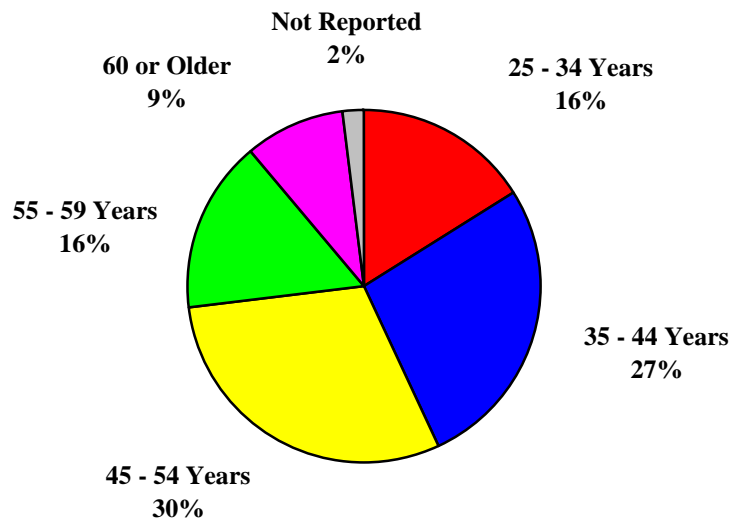
CHARACTERISTICS OF COMMUTERS Wasatch County

The following charts provide information on various characteristics of those individuals who reside in Wasatch County but work in a different county. As these data relate solely to those individuals in the county who are commuters, they will vary from data representative of the labor force as a whole.

COMMUTERS - GENDER



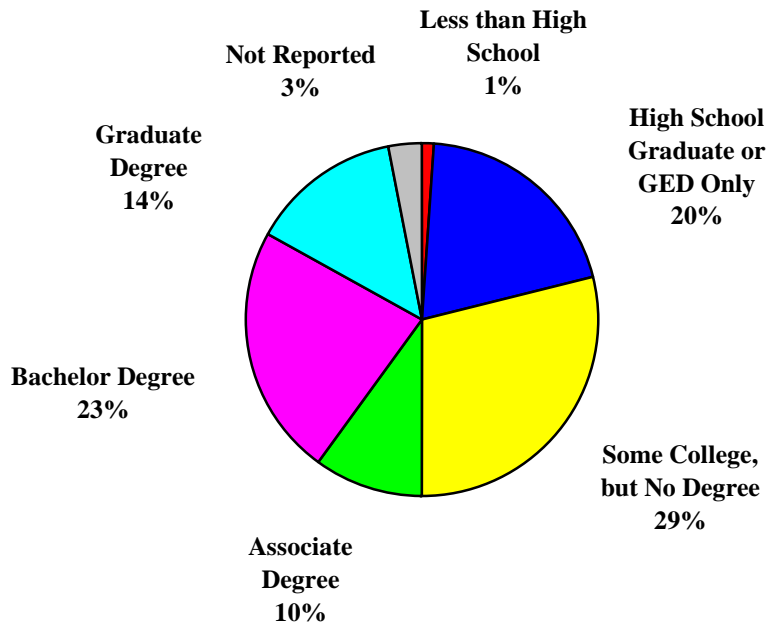
COMMUTERS - AGE



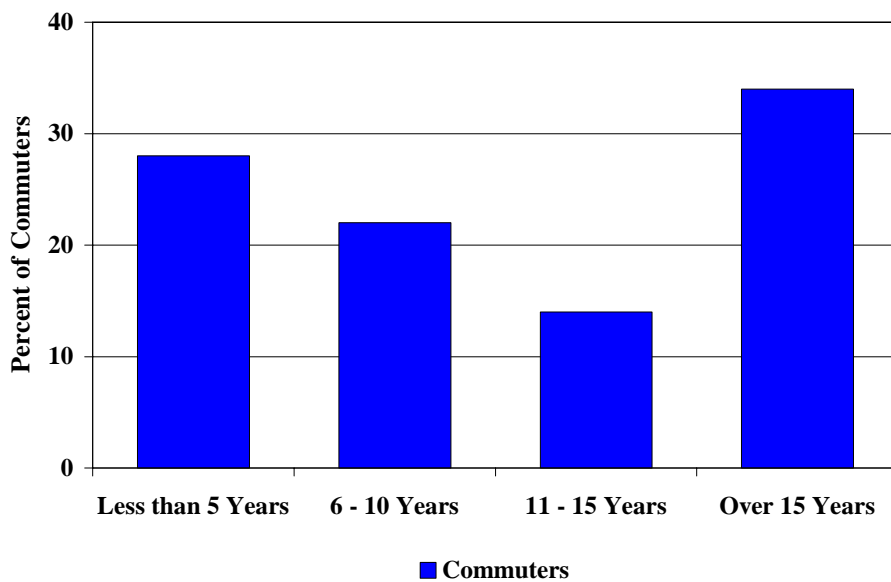
CHARACTERISTICS OF COMMUTERS

Wasatch County

EDUCATION

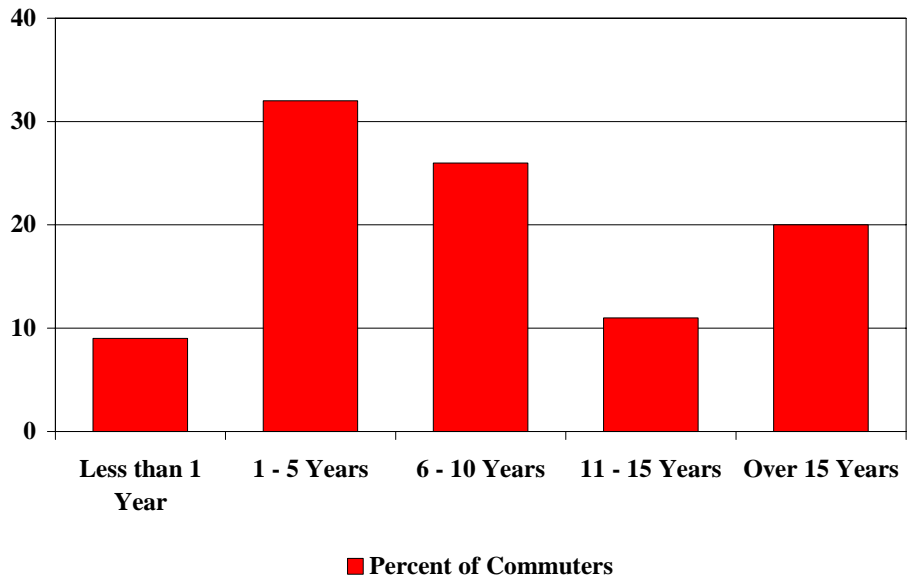


LENGTH OF TIME LIVED IN WASATCH COUNTY

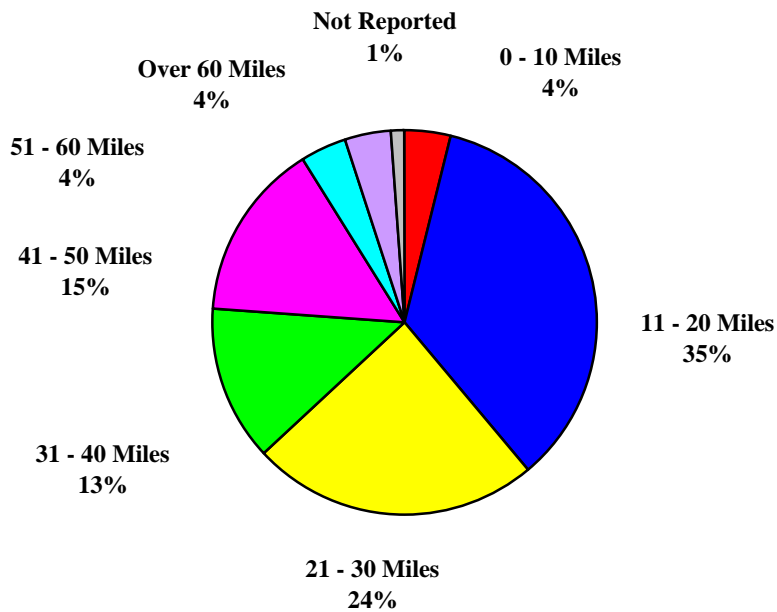


CHARACTERISTICS OF COMMUTERS Wasatch County

LENGTH OF TIME IN CURRENT JOB

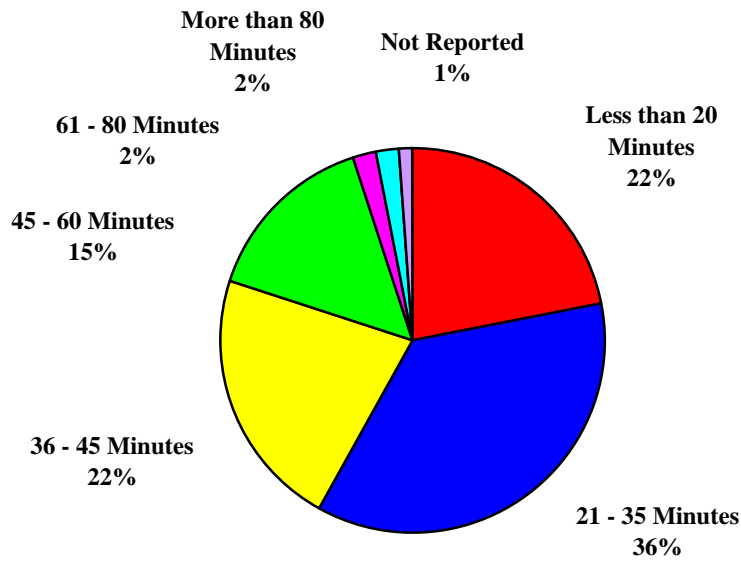


COMMUTING DISTANCES

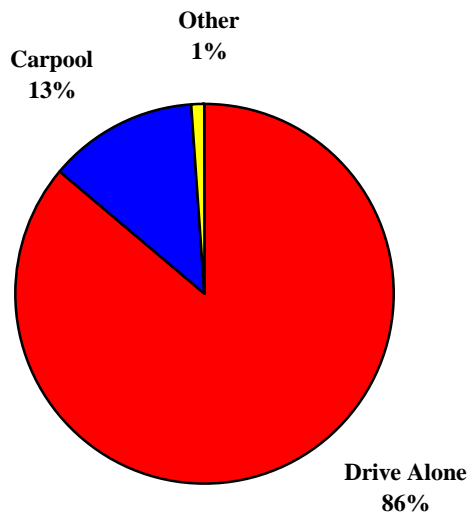


CHARACTERISTICS OF COMMUTERS Wasatch County

COMMUTING TIMES



COMMUTING TRANSPORTATION



CHARACTERISTICS OF COMMUTERS

Wasatch County

CURRENT SECTOR OF EMPLOYMENT (rounded)

Sector	Percentage
Sales/Services	17%
Government/Civil Service	9%
Construction/Trades/Utilities	9%
Medical/Healthcare	9%
Financial/Insurance/Real Estate	9%
Education	8%
Food Service/Production/Hospitality	8%

Other sectors of current employment were reported by the commuters, each with less than 5% representation. These included, among others, manufacturing and utilities.

WEEKLY EXPENDITURES

During the course of the survey, the commuters were asked to estimate the amount of money spent each week for fuel, tolls, parking and other expenses related to commuting. The median dollar amount reported was \$36 per week. Further, the commuters were asked to estimate the amount spent on miscellaneous purchases made outside of Wasatch County as a result of their commute to work including meals, entertainment, services, retail purchases, etc. The median dollar amount reported for these expenditures was \$44 per week, for a total of approximately \$80 spent each week outside Wasatch County.



CHARACTERISTICS OF COMMUTERS

Wasatch County

EXPERIENCE AND SKILLS

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

- manufacturing, assembly, fabrication or other industrial operations;
- office, data processing, call centers, technology, or other operations which might be “white collar” in nature;
- distribution or transportation operations; and,
- operations related to hospitality, sales, or customer service and other public interface.

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

An employee in the front office of a manufacturing operation will be considered to have “manufacturing” experience but may only have “office” skills. Someone with “industrial experience” may not have “industrial machines” skills, but could have “materials handling” skills if they work in shipping or receiving. “Sales” and “customer service” experience cross many other experience and skills categories and ideally would be possessed by anyone with customer contact to any degree.

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



The following table shows the approximate number of commuters who are experienced in the categories listed. It should be noted that some cross-over exists as those individuals polled may have experience in more than one job classification.

EMPLOYMENT EXPERIENCE (rounded)
2,500 Commuters

Experience	Number of Commuters	Percentage
Office Operations	1,400	56%
Sales/Customer Service	1,300	51%
Middle Management	1,100	45%
Warehouse/Distribution/Transportation	700	29%
Upper Management	700	29%
Government/Education	600	25%
Manufacturing/Assembly/Fabrication	500	20%
Maintenance/Installation/Repair	500	19%
Medical/Health Sciences	500	18%
Information Technology/Telecommunications	400	15%
Call Center	400	15%
Industrial Operations	300	11%
Electronics/Engineering	200	6%



CHARACTERISTICS OF COMMUTERS

Wasatch County

The following table shows the approximate number of commuters who are skilled in the categories listed. It should be noted that some cross-over exists as those individuals polled may have skills in more than one job classification.

EMPLOYMENT SKILLS (rounded)

2,500 Commuters

Skills	Number of Commuters	Percentage
Office Operations	1,400	56%
Middle Management	1,100	45%
Warehouse/Materials Handling	700	27%
Manufacturing/Assembly/Fabrication	500	19%
Maintenance/Installation/Repair	500	18%
Technician/Quality Assurance	300	12%
Upper Management	800	30%
Information Technology/Telecommunications	300	13%
Electronics/Engineering	200	9%
Medical/Health Sciences	400	17%
Software Development/Programming	200	9%
Machining/Welding/Other Industrial Machines	400	16%



CHARACTERISTICS OF COMMUTERS

Wasatch County

CURRENT PAY RATES

The following data represent the current pay rates of the Wasatch County commuters. Many workers expressed their wage requirements in annual terms, but all wage figures in this report are presented in hourly rates. Selected conversions may add perspective to the hourly rates. Figures presented below are based on 2,080 hours per year.

CONVERSION CHART

Hourly	Annually
\$ 10.00	\$ 20,800.00
\$ 12.00	\$ 24,960.00
\$ 14.00	\$ 29,120.00
\$ 16.00	\$ 33,280.00
\$ 18.00	\$ 37,440.00
\$ 20.00	\$ 41,600.00
\$ 22.00	\$ 45,760.00
\$ 24.00	\$ 49,920.00

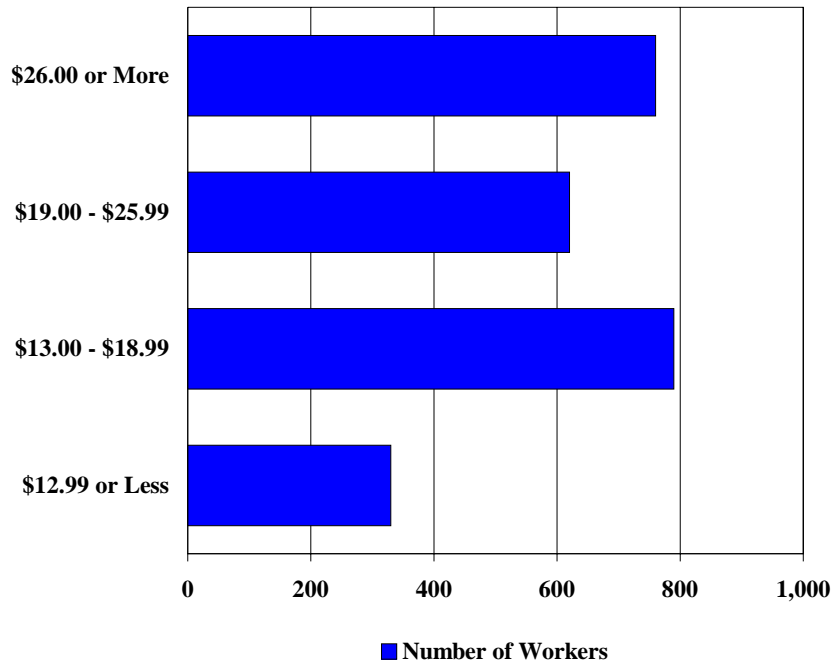
Hourly	Annually
\$ 26.00	\$ 54,080.00
\$ 28.00	\$ 58,240.00
\$ 30.00	\$ 62,400.00
\$ 32.00	\$ 66,560.00
\$ 34.00	\$ 70,720.00
\$ 36.00	\$ 74,880.00
\$ 38.00	\$ 79,040.00
\$ 40.00	\$ 83,200.00

As determined from the household surveys, the median current pay of the Wasatch County commuting workforce is \$20.30 per hour, or approximately \$42,200 per year.



CURRENT PAY RATES PER HOUR BY RANGE

2,500 Commuters



NUMBER OF COMMUTERS

AT SPECIFIC CURRENT WAGE RATES PER HOUR (rounded)

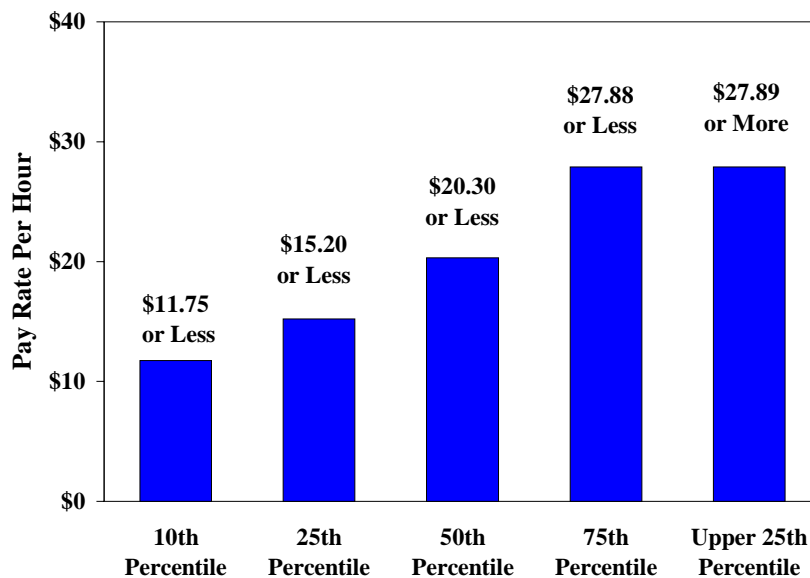
<u>\$7.99 or Less</u>	<u>\$8.00 - \$8.99</u>	<u>\$9.00 - \$9.99</u>	<u>\$10.00 - \$10.99</u>	<u>\$11.00 - \$11.99</u>	<u>\$12.00 - \$12.99</u>
60	20	60	50	80	60
<u>\$13.00 - \$13.99</u>	<u>\$14.00 - \$14.99</u>	<u>\$15.00 - \$15.99</u>	<u>\$16.00 - \$16.99</u>	<u>\$17.00 - \$17.99</u>	<u>\$18.00 - \$18.99</u>
140	120	180	160	90	100
<u>\$19.00 - \$19.99</u>	<u>\$20.00 - \$20.99</u>	<u>\$21.00 - \$21.99</u>	<u>\$22.00 - \$22.99</u>	<u>\$23.00 - \$23.99</u>	<u>\$24.00 - \$24.99</u>
100	100	60	60	40	100
<u>\$25.00 - \$25.99</u>	<u>\$26.00 - \$26.99</u>	<u>\$27.00 - \$27.99</u>	<u>\$28.00 - \$28.99</u>	<u>\$29.00 - \$29.99</u>	<u>\$30.00 - \$30.99</u>
160	100	40	20	100	20
<u>\$31.00 - \$31.99</u>	<u>\$32.00 - \$32.99</u>	<u>\$33.00 - \$33.99</u>	<u>\$34.00 - \$34.99</u>	<u>\$35.00 - \$35.99</u>	<u>\$36.00 or More</u>
40	20	40	40	40	300



Utilizing the current wage information as reported by the respondents and illustrated in the preceding charts, the following conclusions can be drawn concerning the Wasatch County commuters:

- At the 10th percentile, the current pay of the commuters is \$11.75 per hour or less.
- At the 25th percentile, the current pay of the commuters is \$15.20 per hour or less.
- At the 50th percentile, the current pay of the commuters is \$20.30 per hour or less.
- At the 75th percentile, the current pay of the commuters is \$27.88 per hour or less.
- The upper 25th percentile of the commuters has a current pay of \$27.89 per hour or more.

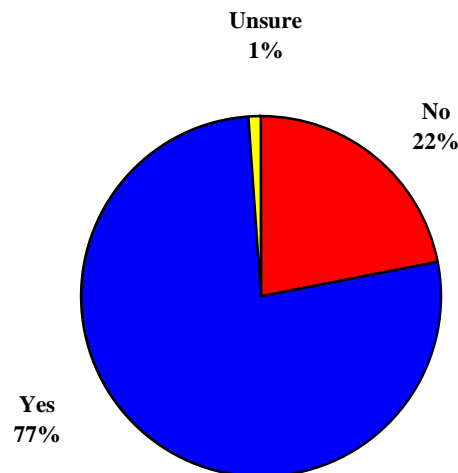
CURRENT WAGE RATES BY PERCENTILE



ASSESSMENT OF THE WASATCH COUNTY AVAILABLE COMMUTER WORKFORCE

In the future, Wasatch County’s commuters may become a source of employees for new and expanding local establishments. However, recognizing that not all commuters desire to change jobs and become employed in Wasatch County, as part of the household survey, the approximately 2,500 individuals who live in but work outside of the county were asked whether they would consider taking a job in Wasatch County if one became available. According to the results of the household survey, in Wasatch County today, 77%, or approximately 1,900 people, of the 2,500 daily commuters responded positively. These 1,900 workers are referred to in this section of the report as the “available commuters” and represent a pool of potential workers for local employers.

CONSIDER TAKING A JOB IN WASATCH COUNTY?



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

Those individuals who responded negatively to the question were asked why they would not consider taking a job in Wasatch County. The reasons are shown in the chart below. It should be noted that some cross-over exists in these answers.

Reason	Percentage
Inadequate Salary/Benefits in Wasatch County	46%
Like Current Job	25%
Misc. (not interested, don't know, dislike change, etc.)	17%
Lose Seniority/Close to Retirement	12%
Lack of Employment Opportunities in Wasatch County	8%
No Chance for Growth or Advancement in Wasatch County	8%

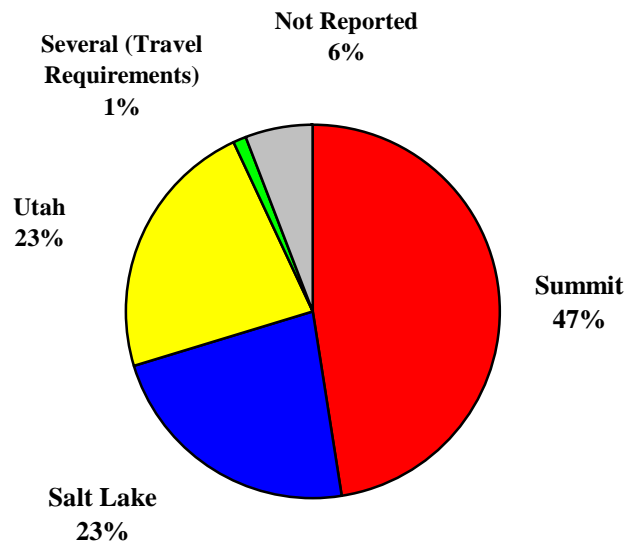
We then asked this group what single factor would encourage them to consider taking a job in Wasatch County.

Factor	Percentage
More/Equivalent Money	50%
Available/Equivalent Job	8%
Challenging Job	8%
Better Benefits	4%
Being Located Close to Home	4%



Almost 50% of the 1,900 Wasatch County available commuters work in Summit County. Salt Lake and Utah Counties each attract 23% of the available commuters. The chart below illustrates the counties of employment of the Wasatch County available commuters.

**AVAILABLE COMMUTERS
COUNTY OF EMPLOYMENT**



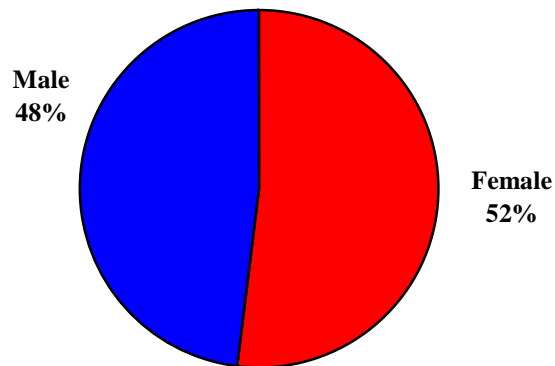
County	Number of Available Commuters (rounded)	Percentage
Summit	900	47%
Salt Lake	450	23%
Utah	450	23%
Other	100	7%



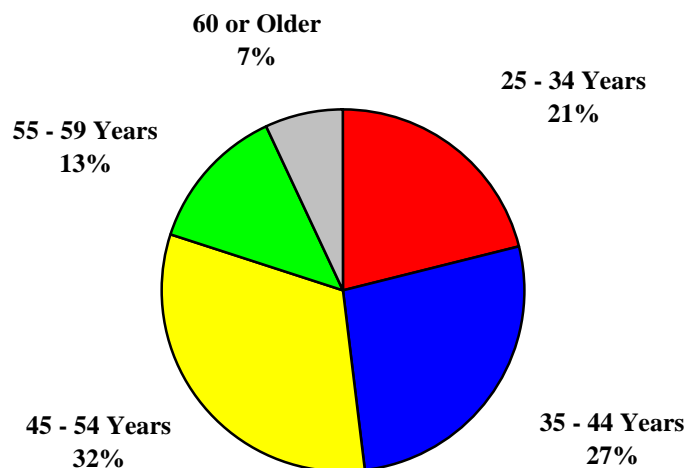
CHARACTERISTICS OF AVAILABLE COMMUTERS Wasatch County

The following charts provide additional information on the characteristics of the available commuting workers in the county. As these data relate solely to those individuals in the county who are available commuters, they will vary from data representative of the labor force as a whole. Slight differences exist in the characteristics of the available commuters as compared to those of the total commuting workforce.

GENDER



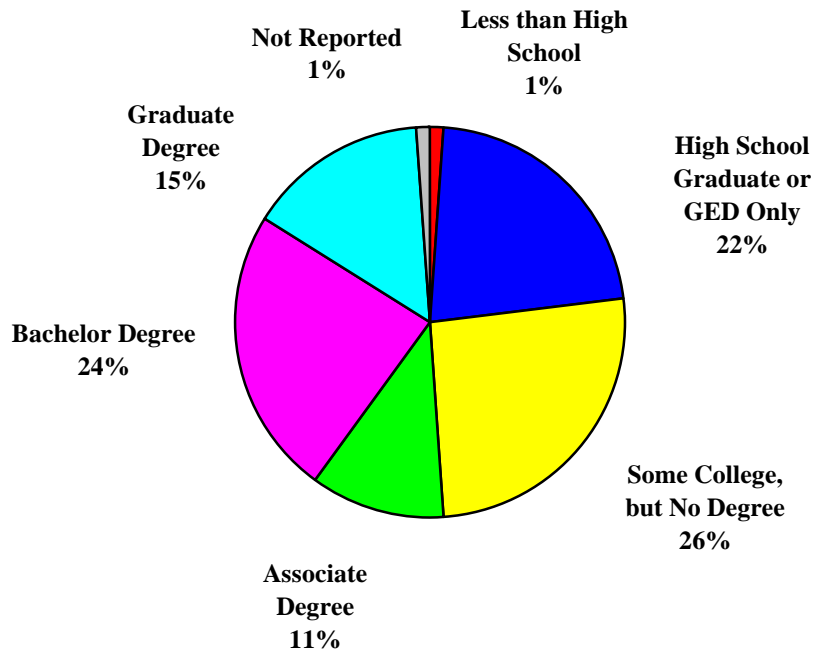
AGE



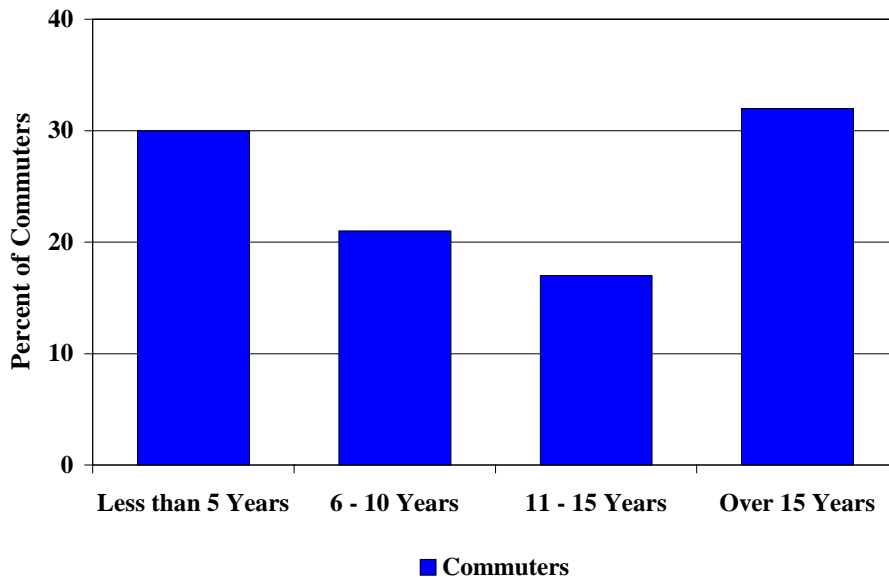
CHARACTERISTICS OF AVAILABLE COMMUTERS

Wasatch County

EDUCATION



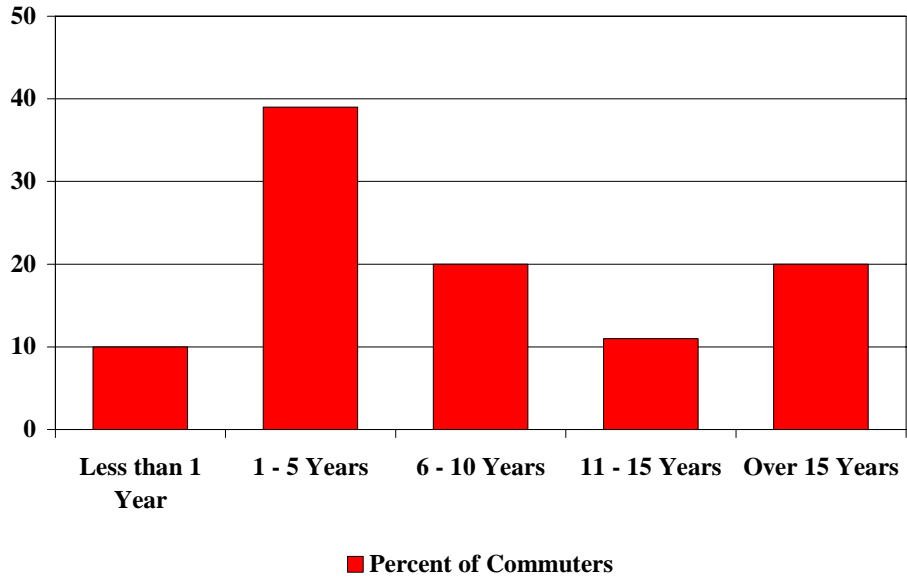
LENGTH OF TIME LIVED IN WASATCH COUNTY



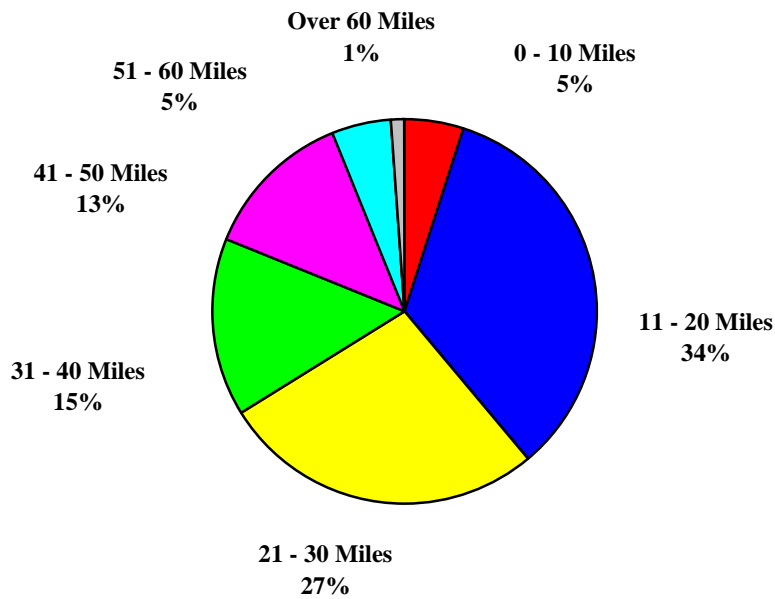
CHARACTERISTICS OF AVAILABLE COMMUTERS

Wasatch County

LENGTH OF TIME IN CURRENT JOB



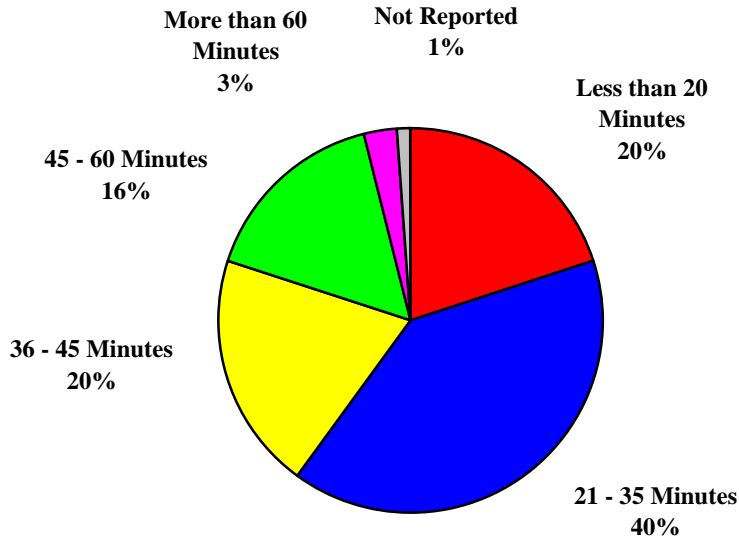
COMMUTING DISTANCES



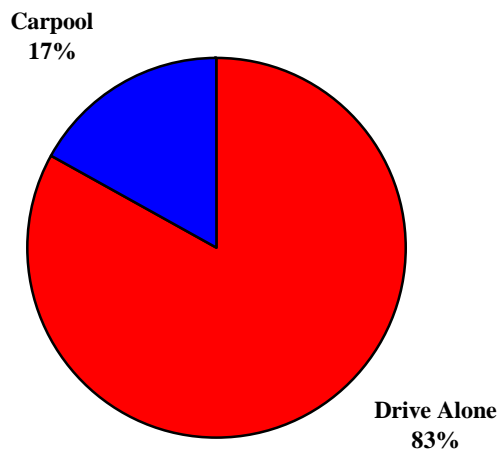
CHARACTERISTICS OF AVAILABLE COMMUTERS

Wasatch County

COMMUTING TIMES



COMMUTING TRANSPORTATION



CHARACTERISTICS OF AVAILABLE COMMUTERS

Wasatch County

CURRENT SECTOR OF EMPLOYMENT (rounded)

Sector	Percentage
Sales/Services	13%
Government/Civil Service	12%
Medical/Healthcare	12%
Construction/Trades/Utilities	11%
Food Service/Production/Hospitality	9%
Financial/Insurance/Real Estate	7%
Education	7%

Other sectors of current employment were reported by the available commuters, each with less than 5% representation. These included, among others, manufacturing and utilities.

WEEKLY EXPENDITURES

During the course of the survey, the available commuters were asked to estimate the amount of money spent each week for fuel, tolls, parking and other expenses related to commuting. The median dollar amount reported was \$33 per week. Further, the available commuters were asked to estimate the amount spent on miscellaneous purchases made outside of Wasatch County as a result of their commute to work including meals, entertainment, services, retail purchases, etc. The median dollar amount reported for these expenditures was \$38 per week, for a total of approximately \$70 spent each week outside Wasatch County.



CHARACTERISTICS OF AVAILABLE COMMUTERS

Wasatch County

EXPERIENCE AND SKILLS

The following table shows the approximate number of available commuters who are experienced in the categories listed. It should be noted that some cross-over exists as those individuals polled may have experience in more than one job classification.

EMPLOYMENT EXPERIENCE (rounded)

1,900 Available Commuters

Experience	Number of Commuters	Percentage
Office Operations	1,100	59%
Sales/Customer Service	950	50%
Middle Management	900	45%
Government/Education	500	28%
Warehouse/Distribution/Transportation	500	24%
Upper Management	400	21%
Maintenance/Installation/Repair	400	20%
Medical/Health Sciences	300	18%
Call Center	300	17%
Information Technology/Telecommunications	300	16%
Manufacturing/Assembly/Fabrication	200	13%
Industrial Operations	200	12%
Electronics/Engineering	200	11%



CHARACTERISTICS OF AVAILABLE COMMUTERS

Wasatch County

The following table shows the approximate number of available commuters who are skilled in the categories listed. It should be noted that some cross-over exists as those individuals polled may have skills in more than one job classification.

EMPLOYMENT SKILLS (rounded)

1,900 Available Commuters

Skills	Number of Commuters	Percentage
Office Operations	1,100	59%
Middle Management	900	45%
Warehouse/Materials Handling	400	22%
Manufacturing/Assembly/Fabrication	300	15%
Maintenance/Installation/Repair	300	18%
Technician/Quality Assurance	200	10%
Upper Management	400	22%
Information Technology/Telecommunications	300	15%
Electronics/Engineering	100	7%
Medical/Health Sciences	300	15%
Software Development/Programming	200	10%
Machining/Welding/Other Industrial Machines	300	15%



CHARACTERISTICS OF AVAILABLE COMMUTERS

Wasatch County

DESIRED PAY RATES

Since the 1,900 available commuters described in this section of the report have stated an interest in working in Wasatch County, the question arises as to what pay rates these individuals would require. The median current pay of the available commuters in Wasatch County is \$20.25 per hour, only very slightly less than that of the total commuting workforce. The median desired pay rate is \$20.70 per hour, suggesting that the available commuters desire to make a move to Wasatch County at approximately the same level of salary and benefits they currently enjoy.

The following data represent the desired pay rates of the Wasatch County available commuters. Many workers expressed their wage requirements in annual terms, but all wage figures in this report are presented in hourly rates. Selected conversions may add perspective to the hourly rates. Figures presented below are based on 2,080 hours per year.

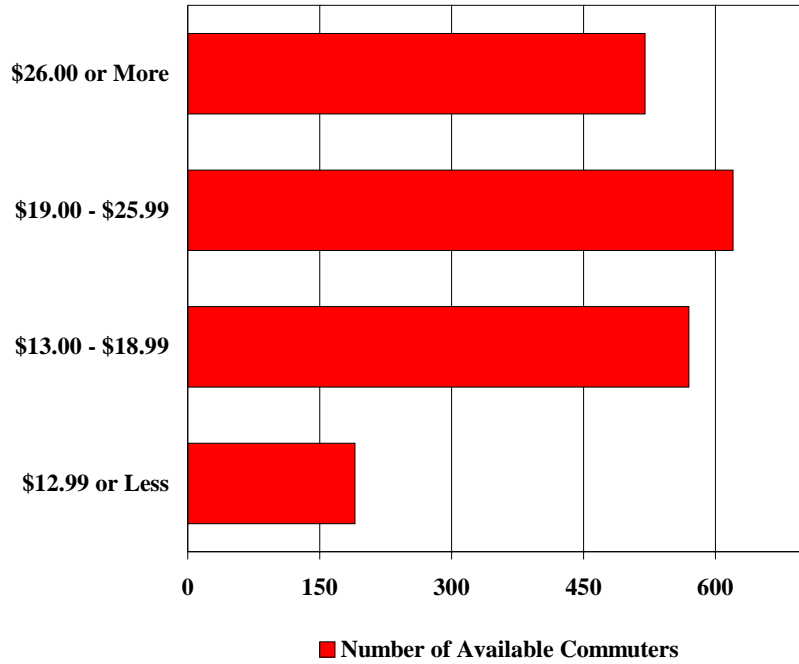
CONVERSION CHART

Hourly	Annually
\$ 10.00	\$ 20,800.00
\$ 12.00	\$ 24,960.00
\$ 14.00	\$ 29,120.00
\$ 16.00	\$ 33,280.00
\$ 18.00	\$ 37,440.00
\$ 20.00	\$ 41,600.00
\$ 22.00	\$ 45,760.00

Hourly	Annually
\$ 24.00	\$ 49,920.00
\$ 26.00	\$ 54,080.00
\$ 28.00	\$ 58,240.00
\$ 30.00	\$ 62,400.00
\$ 32.00	\$ 66,560.00
\$ 34.00	\$ 70,720.00
\$ 36.00	\$ 74,880.00



DESIRED PAY RATES PER HOUR BY RANGE
1,900 Available Commuters



NUMBER OF AVAILABLE COMMUTERS
AT SPECIFIC DESIRED WAGE RATES PER HOUR (rounded)

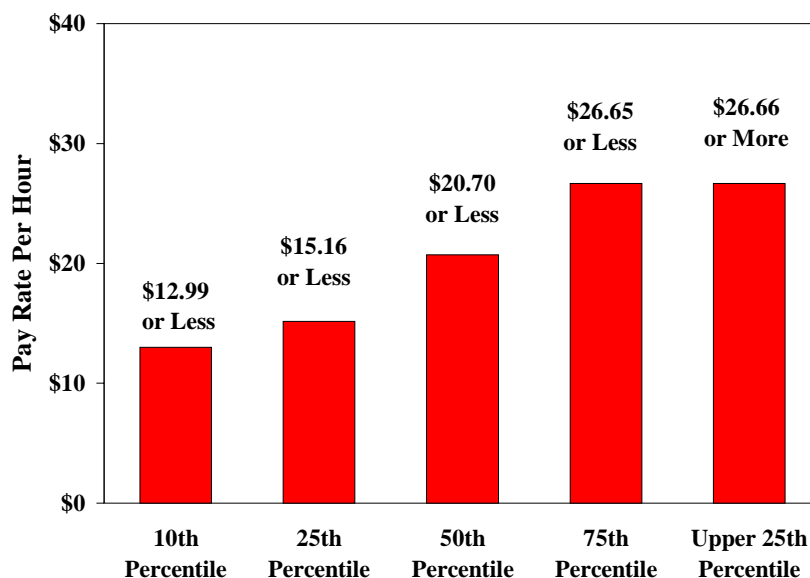
<u>\$7.99 or Less</u>	<u>\$8.00 - \$8.99</u>	<u>\$9.00 - \$9.99</u>	<u>\$10.00 - \$10.99</u>	<u>\$11.00 - \$11.99</u>	<u>\$12.00 - \$12.99</u>
-	-	40	70	10	70
<u>\$13.00 - \$13.99</u>	<u>\$14.00 - \$14.99</u>	<u>\$15.00 - \$15.99</u>	<u>\$16.00 - \$16.99</u>	<u>\$17.00 - \$17.99</u>	<u>\$18.00 - \$18.99</u>
190	70	160	90	50	10
<u>\$19.00 - \$19.99</u>	<u>\$20.00 - \$20.99</u>	<u>\$21.00 - \$21.99</u>	<u>\$22.00 - \$22.99</u>	<u>\$23.00 - \$23.99</u>	<u>\$24.00 - \$24.99</u>
120	100	30	50	30	100
<u>\$25.00 - \$25.99</u>	<u>\$26.00 - \$26.99</u>	<u>\$27.00 - \$27.99</u>	<u>\$28.00 - \$28.99</u>	<u>\$29.00 - \$29.99</u>	<u>\$30.00 - \$30.99</u>
190	70	30	10	30	50
<u>\$31.00 - \$31.99</u>	<u>\$32.00 - \$32.99</u>	<u>\$33.00 - \$33.99</u>	<u>\$34.00 - \$34.99</u>	<u>\$35.00 - \$35.99</u>	<u>\$36.00 or More</u>
70	30	10	30	10	180



Utilizing the desired wage information as reported by the respondents and illustrated in the preceding charts, the following conclusions can be drawn concerning the Wasatch County available commuters:

- At the 10th percentile, the desired pay of the available commuters is \$12.99 per hour or less.
- At the 25th percentile, the desired pay of the available commuters is \$15.16 per hour or less.
- At the 50th percentile, the desired pay of the available commuters is \$20.70 per hour or less.
- At the 75th percentile, the desired pay of the available commuters is \$26.65 per hour or less.
- The upper 25th percentile of the available commuters has a desired pay of \$26.66 per hour or more.

DESIRED WAGE RATES BY PERCENTILE



EMPLOYERS' VIEWS OF THE THE WASATCH COUNTY AREA TOTAL WORKFORCE

In developing a profile of existing workers in the Wasatch County region, The Pathfinders considered such factors as labor availability, productivity, unionization, attitudes, costs, and education. The analysis was based upon interviews conducted with senior management and human resources professionals from companies located in the labor shed. Each of these companies operated in the industrial, commercial, or service sectors. The interview sampling was sufficiently large to make valid workforce judgments.

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

Recruiting Method	% of Employers
Word of Mouth	69%
Newspaper Ads	42%
Referrals	29%
State Agency	16%
Internet	13%
Walk-Ins	11%
Sign	11%
Colleges	11%
Other*	16%

* Includes, among others, recruiters, staffing service and job fairs, each with less than 5% representation.

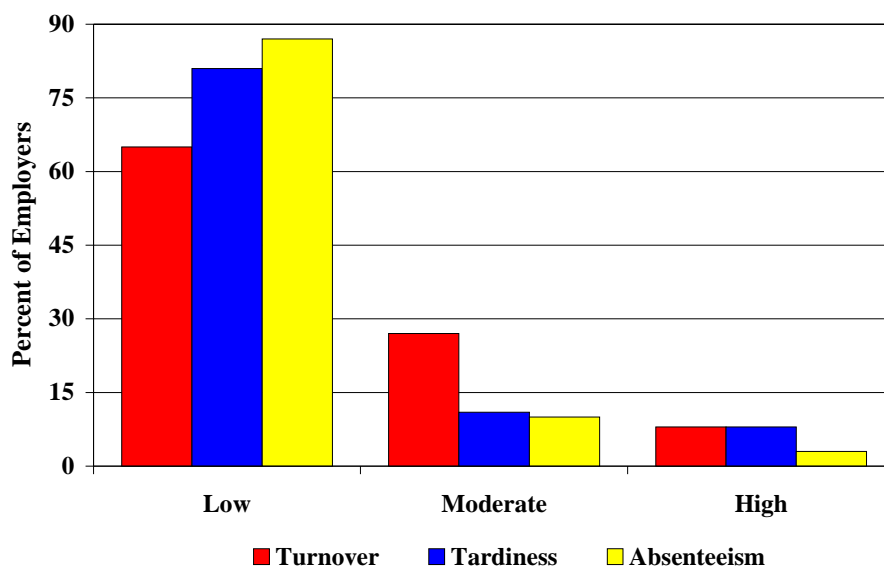


Employers were surveyed as to whether their workers live inside or outside of Wasatch County. 70% of the employers interviewed reported that less than 10% of their workers live outside Wasatch County.

Employers with operations in other regions of the United States were asked to compare their experiences in those other areas with their experiences in the Wasatch County region. Of those employers who had operations elsewhere, 79% stated that their Wasatch County area operations were comparable to or better than the operations in other locations in terms of profitability and production. This is indicative not only of good management but also of a productive workforce.

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

**PERCENT OF EMPLOYERS RATING
THE WASATCH COUNTY AREA TOTAL WORKFORCE**



Additionally, in the Wasatch County region, 32% of the employers interviewed stated their companies tested for substance abuse, primarily post-accident. Substance abuse within the individual companies' workforces was reported as very low.

In consideration of all factors, 89% of the employers in the Wasatch County area rated the productivity of the workforce as "Good" to "Excellent". Worker reliability received high marks from 95% of the employers.

**PERCENT OF EMPLOYERS RATING
THE WASATCH COUNTY AREA TOTAL WORKFORCE**

Category	Excellent	Good	Fair	Poor
Worker Productivity	30%	59%	11%	0%
Worker Reliability	32%	63%	5%	0%
Worker Attitudes	34%	61%	5%	0%

The educational competencies of employees are additional factors used to evaluate an area's labor force. In the Wasatch County area, 59% of the employers interviewed rated the local public schools as "Excellent" or "Good", and 83% of the employers rated the local community colleges and technical schools as "Excellent" or "Good". Employers gave the following ratings to their employees relative to competency in reading, writing, and calculations.

**PERCENT OF EMPLOYERS RATING
THE WASATCH COUNTY AREA TOTAL WORKFORCE**

Category	Excellent	Good	Fair	Poor
Reading Competency	32%	57%	8%	3%
Writing Competency	16%	57%	19%	8%
Calculations Competency	25%	42%	28%	5%



A common employer complaint relates to the shortage of skilled and technical workers. Skilled and technical workers are in great demand and difficult to find in the vast majority of locations. Of the companies in the labor shed interviewed, 29% considered skilled worker availability to be “Excellent” or “Good”, while 37% considered it to be “Fair”. The availability of technical workers in the labor shed was rated “Excellent” or “Good” by 38% of the interviewed companies and “Fair” by 17%.

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

Category	Excellent	Good	Fair	Poor
Availability of Skilled Workers	3%	26%	37%	34%
Availability of Unskilled Workers	22%	46%	14%	18%
Availability of Professional Workers	3%	22%	39%	36%
Availability of Technical Workers	3%	35%	17%	45%
Worker Productivity	30%	59%	11%	0%
Worker Reliability	32%	63%	5%	0%
Worker Attitudes	34%	61%	5%	0%
Reading Competency	32%	57%	8%	3%
Writing Competency	16%	57%	19%	8%
Calculations Competency	25%	42%	28%	5%
Teamwork Skills	42%	53%	5%	0%
Entry Level Skills	11%	74%	12%	3%

COMPARISONS OF EMPLOYERS RATINGS TOTAL WORKFORCE

The Wasatch County Area Labor Shed / Locations Previously Surveyed

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

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

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

For example, 30% of the Wasatch County area employers rated “Worker Productivity” as “Excellent”. Of all the locations surveyed during the last eighteen months, the “Median” for that rating is 21%, and the “Highest” rating recorded in the “Excellent” category is 46%. The same comparison applies for each of the other factors. In these charts, the Wasatch County area is shown as “Labor Shed”.



WORKER PRODUCTIVITY

Excellent		Good		Fair		Poor	
Highest	46%	Highest	76%	Highest	33%	Highest	11%
Labor Shed	30%	Labor Shed	59%	Labor Shed	11%	Labor Shed	0%
Median	21%	Median	57%	Median	16%	Median	3%

WORKER RELIABILITY

Excellent		Good		Fair		Poor	
Highest	43%	Highest	76%	Highest	44%	Highest	14%
Labor Shed	32%	Labor Shed	63%	Labor Shed	5%	Labor Shed	0%
Median	15%	Median	52%	Median	21%	Median	6%

WORKER ATTITUDES

Excellent		Good		Fair		Poor	
Highest	30%	Highest	77%	Highest	40%	Highest	19%
Labor Shed	34%	Labor Shed	61%	Labor Shed	5%	Labor Shed	0%
Median	14%	Median	61%	Median	20%	Median	4%

WORKER READING COMPETENCY

Excellent		Good		Fair		Poor	
Highest	24%	Highest	76%	Highest	55%	Highest	27%
Labor Shed	32%	Labor Shed	57%	Labor Shed	8%	Labor Shed	3%
Median	8%	Median	50%	Median	37%	Median	7%



WORKER WRITING COMPETENCY

Excellent		Good		Fair		Poor	
Highest	16%	Highest	74%	Highest	60%	Highest	30%
Labor Shed	16%	Labor Shed	57%	Labor Shed	19%	Labor Shed	8%
Median	6%	Median	52%	Median	34%	Median	8%

WORKER CALCULATIONS COMPETENCY

Excellent		Good		Fair		Poor	
Highest	24%	Highest	69%	Highest	62%	Highest	43%
Labor Shed	25%	Labor Shed	42%	Labor Shed	28%	Labor Shed	5%
Median	7%	Median	43%	Median	42%	Median	14%

WORKER TEAMWORK SKILLS

Excellent		Good		Fair		Poor	
Highest	36%	Highest	86%	Highest	33%	Highest	7%
Labor Shed	42%	Labor Shed	53%	Labor Shed	5%	Labor Shed	0%
Median	11%	Median	64%	Median	20%	Median	5%

WORKER ENTRY LEVEL SKILLS

Excellent		Good		Fair		Poor	
Highest	18%	Highest	80%	Highest	57%	Highest	31%
Labor Shed	11%	Labor Shed	74%	Labor Shed	12%	Labor Shed	3%
Median	5%	Median	51%	Median	34%	Median	9%



AVAILABILITY OF SKILLED WORKERS

Excellent		Good		Fair		Poor	
Highest	24%	Highest	60%	Highest	71%	Highest	47%
Labor Shed	3%	Labor Shed	26%	Labor Shed	37%	Labor Shed	34%
Median	6%	Median	36%	Median	41%	Median	18%

AVAILABILITY OF UNSKILLED WORKERS

Excellent		Good		Fair		Poor	
Highest	53%	Highest	75%	Highest	50%	Highest	17%
Labor Shed	22%	Labor Shed	46%	Labor Shed	14%	Labor Shed	18%
Median	27%	Median	49%	Median	20%	Median	5%

AVAILABILITY OF PROFESSIONAL WORKERS

Excellent		Good		Fair		Poor	
Highest	19%	Highest	64%	Highest	63%	Highest	54%
Labor Shed	3%	Labor Shed	22%	Labor Shed	39%	Labor Shed	36%
Median	6%	Median	33%	Median	38%	Median	23%

AVAILABILITY OF TECHNICAL WORKERS

Excellent		Good		Fair		Poor	
Highest	18%	Highest	58%	Highest	60%	Highest	54%
Labor Shed	3%	Labor Shed	35%	Labor Shed	17%	Labor Shed	45%
Median	4%	Median	34%	Median	42%	Median	20%



CLOSING REMARKS

The foregoing report represents an assessment of the commuting workforce in Wasatch County. The information gathered from the household survey of individuals, after being tabulated and analyzed, documents the number of commuters, their counties of employment, their reasons for commuting and their likelihood of considering employment in Wasatch County. Also included in the assessment are such factors as age, gender, education, current pay, current occupation and commuting distances of these individuals.

In total, approximately 2,500 individuals live in Wasatch County and work in a different county. Of these individuals, 1,900 (77%) would consider working in Wasatch County if a job comparable to their own became available. The reader is cautioned that, while the number of commuters identified in the region, as well as their skills, experience, education, and costs, is accurate, all of those individuals may not be acceptable candidates for an employer. Their previous work records, stability, integrity, intelligence, appearance, and other factors are not considered in this report.

The information contained in this report can be used as an aid by local officials in their economic development efforts to attract these commuters into Wasatch County. In order for these workers to stay in Wasatch County, jobs comparable to their own will need to be created. With the continued attraction of new companies for the purpose of job creation, these individuals might well bring their skills and experience, plus their dollars, back into Wasatch County. Attracting new employers to the county can also be considered a local business retention and expansion initiative by increasing the potential customer base for those resident businesses which sell their goods and services to customers within the boundaries of the county.

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





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