

Susquehanna Workforce Network Labor Shed Analysis

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Labor Shed Analysis

- Examine the characteristics of individuals who reside in either Cecil County or Harford County but commute to another County.
- Examine the characteristics of individuals who work in either Cecil County or Harford County but reside in another County.

Over View of Laborshed

- Laborshed for Cecil County and Harford County encompasses at least two dozen counties in Delaware, Pennsylvania and Maryland
- Represents at least 100,000 workers

Methodology

- Telephone survey and some in-person interviews
- 30,000 phone numbers used
- The survey instrument was administered between April 20th and May 26th, Monday through Thursday 6:00pm until 9:00pm and Saturday 10:00am until 4:00pm
- 404 valid responses received
- 95% confidence interval with a $\pm 5\%$ error rate

Survey Instrument

- Identify the jurisdictions that Cecil and Harford County out-commuters are traveling to for employment
- Identify the jurisdictions that in-commuters to either Cecil County or Harford County reside
- Identify the distance and the time necessary to travel to employment
- Identify the current occupations of both in and out-commuters by industry, job title and job functions
- Identify the length of time commuters have worked at their current occupations

Survey Instrument

- Identify whether or not the skills of the commuters are compatible with the BRAC identified occupations.
- Determine whether there is underemployment among commuters
- Identify demographic characteristics of the commuters such as age, gender, ethnicity and educational attainment
- Identify the current wages of commuters in both hourly and annual rates
- Identify reasons commuters are seeking employment opportunities outside of their resident County
- Identify whether commuters are actively seeking employment opportunities within their resident County

Overall Laborshed Findings

- Nearly half of the individuals in the survey have at least a bachelors degree or higher
- The average salary from all of the jobs is just under \$60,000
- Nearly 45% of the individuals work in an occupation identified as one of the BRAC occupations
- On average, they are nearly 44 years old

Overall Laborshed Findings

- On average, they drive in excess of 50 miles each day to work
- Over 50% spend between ½ hour and an hour traveling to work each day
- Over 20% of the respondents indicated that they used either the Millard Tydings Bridge or the Rt. 40 Hatem Bridge for their daily commute to work
- Over half have been commuting to their jobs outside of their resident county for five or more years

Overall Laborshed Findings

- Over half of the commuters are very satisfied with their current job
- Over 70% of the commuters at least agree that their job is intellectually challenging
- Three quarters of the commuters at least agree that their job challenges their occupational training and skills
- While just under 35% of the commuters work in a high-tech industry, over 40% work in a technical area of their company

Overall Laborshed Findings

- Nearly 90% of the individuals who do not work in a high tech industry, work with a computer
- Nearly 30% of these individuals are either a programmer, database administrator, security specialist or a network engineer

BRAC Findings

- Examined commuters who worked in one of the following occupation fields:

Engineering and Sciences

Logistics, Support and Maintenance

Management

Business and Financial Operations

Computer and Mathematical

Life Sciences

BRAC Findings

What is your occupation?	Survey	BRAC
Engineering and Sciences	26.6%	37%
Logistics, Support and Maintenance	10.7%	22%
Administration, Business and Contracting	45.2%	28%
Balance of Occupations	17.5%	13%

BRAC Findings

What is your education level?	Survey	BRAC
Bachelors Degree	36.7%	47%
Masters Degree (MBA, MS, MA)	15.8%	14%
Doctorate Degree (Ph.D., JD MD)	5.6%	1%
Other	41.9%	38%

Estimated Education Level

Education	Percent*
High School	13.7%
Some College	6.5%
Associates Degree	2.8%
Bachelors Degree	34.6%
Some Graduate	14.1%
Masters	16.2%
JD/LLB	2.6%
LLM	2.5%
Doctorate	6.9%
* Civilian DOD Employees and Contractors	

Age Distribution

Age	2005
21-29	14%
30-39	9%
40-49	33%
50-59	34%
60+	11%

Percentage of Jobs in Each Category

Series	OPM Employment Category	Percent
0	Miscellaneous Occupations	0.44%
100	Social Science, Psychology, and Welfare	0.22%
200	Human Resources Management	0.22%
300	General Administrative, Clerical, and Office Services	31.86%
500	Accounting and Budget	2.30%
800	Engineering & Architecture	29.33%
900	Legal & Kindred	10.22%
1000	Information and Arts	7.44%
1100	Business and Industry	7.66%
1200	Copyright, Patent, and Trade-Mark	0.04%
1300	Physical Sciences	0.09%
1500	Mathematical Sciences	5.42%
1600	Equipment, Facilities, and Service	0.33%
1800	Investigation	0.06%
1900	Quality Assurance, Inspection and Grading	0.03%
2000	Supply	3.42%
2100	Transportation	0.03%
2210	Information Technology Management Series	0.89%

OPM Qualification Standard	Percent of Civilian DOD Employees
Administrative and Management Positions	44.8%
Clerical and Administrative Support Positions	11.6%
Competitive Service Student Trainee Positions	0.9%
N/A - Contracting	7.2%
No Qualification Standard	0.3%
Professional and Scientific Positions	34.9%
Technical and Medical Support Positions	0.2%
	100.0%

Administrative & Management

GS-5	GS-7	GS-9	GS-11	GS-12	Series
4-year course of study leading to a bachelor's degree	1 full year of graduate level education OR superior academic achievement	Master's or equivalent graduate degree OR 2 full years of progressively higher level graduate leading to such a degree OR LL.B. or J.D. if related	Ph.D. or equivalent doctoral degree OR 3 full years of progressively higher level graduate education leading to such a degree OR LL.M., if related		Series: 18*, 28, 80, 132, 201, 260, 301, 340, 341, 343, 346, 391*, 501, 505*, 560, 950, 1020*, 1035, 1083*, 1101*, 1670*, 1801, 1910*, 2001, 2003, 2010, 2032, 2130*, 2210*

*These occupational series also have specific educational requirements

Clerical & Administrative Support

GS-2	GS-3	GS-4	GS-5	Series
high school graduate or equivalent	high school graduate or equivalent + 1 year above high school	1 years above high school	4 years above high school	Series: 86, 134, 303, 305, 318, 326, 335, 344, 361, 505*, 544, 561, 986, 1101, 1105, 1106, 2005

*These occupational series also have specific educational requirements

Professional & Scientific*

GS-5	GS-7	GS-9	GS-11	GS-12	Series
Successful completion of a full 4-year course of study in an accredited college or university leading to a bachelor's or higher degree that included a major field of study or specific course requirements generally as stated in the individual occupational requirements.	1 year of graduate-level education or superior academic achievement	2 years of progressively higher level graduate education leading to a master's degree or master's or equivalent graduate degree	3 years of progressively higher level graduate education leading to a Ph.D. degree or Ph.D. or equivalent doctoral degree OR For research positions: Master's or equivalent graduate degree	For research positions: Ph.D. or equivalent doctoral degree	Series: 170*, 510*, 801*, 803*, 830*, 854*, 855*, 893*, 896*, 1301*, 1306*, 1515*, 1550*

*These occupational series also have specific educational requirements

Student Trainee			
GS-2	GS-3	GS-4	Series
High school diploma or equivalent	Completion of 1 academic year of post-high school study	Completion of 2 academic years of post-high school study or associate's degree	Series: 199, 399, 599, 899, 999, 1199, 1599, 1699, 2099

Technical & Medical Support

GS-2	GS-3	GS-4	GS-5	GS-7	GS-9	Series
High school graduation or equivalent	1 year above high school with course(s) related to the occupation, if required	2 years above high school with courses related to the occupation, if required	4-year course of study above high school leading to a bachelor's degree with courses related to the occupation, if required	One full year of graduate education (directly related to the work of the position) meets the requirements for GS-7	Two full years of graduate education directly related to the work of the position or a master's degree meets the requirements for GS-9.	Series: 802*, 856*
						Series: 905, 1222



