

# PARKLAND MISSOURI QUALITY OF LABOR SPECIAL DATA SEARCH

4/28/12  
(No Charge)

This data information search is being conducted in view of questions raised during the conference call on April 25. This data is a stand alone analysis only and is not being incorporated into the Workforce Assessment which is a standard template for all Ameren QOL projects. While the following data information is being provided to give a better understanding of external benchmarks, it is only a small sample of the information available from Ameren’s Quality of Labor database. Special fee related research reports are available to local Economic Development Organizations and/or local manufacturers for strategic planning and assessment. These available fee related analytics are excellent tools for comparative and competitive analysis. However, these available tools are recommended only for strategic purposes and are not recommended as marketing tools. These types of data research and reports require the skills of highly experienced data programmers and workforce analysts and therefore have added costs etc.

It is for this reason, that we recommend another service we call the “Area Live and Work Profile.” Since the four-county effort is a relatively new initiative, I believe the ALWP would complement the Workforce Assessment and provide added information on the sources, destinations, and characteristics of the regional labor force. Our experience show that employers, planners and developers also like this report because it addresses basic questions such as: ***Do you know where your workers live and where they work? Is your region a magnet for employment or a labor force provider?*** More on this will be provided later.

Following is the Special Data Search addressing quality, skills and compensation:

### QUALITY INDEX (ALL 12 CHARACTERISTICS)

Industry Sector	All QOL Projects	Parkland Region Only
Overall	3.82	3.66
Manufacturers	3.70	3.59
Services	3.88	3.73

**Quality Index:** The *workforce quality index* is a relatively simple way to make comparisons for characteristics with a common starting point and weights for each of the quality classifications. The index provides a single number or measure for all twelve characteristics as rated by respondents in the project study. This indexing methodology can also be used to measure how the respondents from the **manufacturing sector** compare with the respondents from the **service/other sector** or the **government/education sector** and with all the respondents from all industries in the project group. The scale for quality range from (1) poor, (2) fair, (3) average, (4) good, (5) excellent.

### SKILL INDEX (ALL 12 CHARACTERISTICS)

Industry Sector	All QOL Projects	Parkland Region Only
Overall	3.53	3.52
Manufacturers	3.34	3.48
Services	3.70	3.58

**Skill Index:** The *workforce skill index* is a relatively simple way to make comparisons for characteristics with a common starting point and weights for each of the skill classifications. The index provides a single number or measure for all twelve characteristics as rated by respondents in the project study. This indexing methodology can also be used to measure how the respondents from the **manufacturing sector** compare with the respondents from the **service/other sector** or the **government/education sector** and with all the respondents from all industries in the project group. The scale for skill range from (1) poor, (2) fair, (3) average, (4) good, (5) excellent.

**EMPLOYER BENEFITS (INSURANCE CONTRIBUTIONS EMPLOYEES)**

Industry Sector	All QOL Projects	Parkland Region Only
Overall	3.12	3.05
Manufacturers	3.41	3.45
Services	3.18	2.36

**EMPLOYER BENEFITS (HEALTH INSURANCE CONTRIBUTIONS EMPLOYEES ONLY)**

Industry Sector	All QOL Projects	Parkland Region Only
Overall	3.82	3.50
Manufacturers	3.72	3.67
Services	3.66	3.05

**Employee Benefits Index:** Employee benefits and employee wages are both part of total employee compensation costs. This index does not cover all benefits nor does it measure benefit costs. Rather, it provides an index on the relationship of employer and employee participation in four specific group benefit costs. The key is not costs but the *relationship* of who pays what percentage of those group premium costs. The four areas are: Life, Health, Dental, and Vision. The scale for employer contributions range from (0) or (no plan), (1) has plan but does not contribute financially, (2) contributes 1 to 49% of premium cost, (3) contributes 50 to 74% of premium cost, (4) contributes 75 to 99% of premium cost, (5) contributes 100% of premium cost. A higher index of employer contribution implies only a higher benefit cost as it relates to the four group employee benefit costs. This index does not imply higher overall benefit costs or other benefits as they may relate to vacation pay, sick leave pay, pensions, etc.

**EMPLOYER BENEFITS (INSURANCE CONTRIBUTIONS DEPENDENTS)**

Industry Sector	All QOL Projects	Parkland Region Only
Overall	1.79	2.12
Manufacturers	2.40	2.47
Services	2.02	1.75

**Dependent Benefits Index:** Employee benefits and employee wages are both part of total employee compensation costs. This index does not cover all benefits nor does it measure benefit costs. Rather, it provides an index on the relationship of employer and employee participation in four specific group benefit costs. The key is not costs but the *relationship* of who pays what percentage of those group premium costs. The four areas are: Life, Health, Dental, and Vision. The scale for employer contributions range from (0) or (no plan), (1) has plan but does not contribute financially, (2) contributes 1 to 49% of premium cost, (3) contributes 50 to 74% of premium cost, (4) contributes 75 to 99% of premium cost, (5) contributes 100% of premium cost. A higher index of employer contributions implies only a higher benefit cost as it relates to the four group dependent benefit costs. This index does not imply higher overall benefit costs or other benefits as they may relate to vacation pay, sick leave pay, pensions, etc.

**WAGE AND SALARY DATA (\$ Per Hour)**

Industry Sector	All QOL Projects	Parkland Region Only
Overall	\$19.52	\$17.59
Manufacturers	\$18.33	\$17.01
Services	\$18.35	\$16.69

**MANUFACTURING ANALYSIS WAGE AND SALARY DATA**

Manufacturing Sector	All QOL Projects	Parkland Region Only	USA Overall BLS
Salary Occupations	\$73,366	\$69,514	\$90,827
Production, Transportation, and Material Moving Occupations	\$16.48	\$16.81	\$16.31

**AVERAGE EMPLOYMENT LEVELS PER RESPONDENT**

Industry Sector	All QOL Projects	Parkland Region Only
Overall	171	234
Manufacturers	159	218
Services	176	252

The above information should provide the analytics to show a more competitive position for the Parkland Missouri region. While we are not in a position to write the news release, the information provided should allow you to present a more complete picture. Since I was copied in on the meeting I did get a copy or draft of the news release. I believe with the data you should be able to update paragraph two with better information and also some of the data should be corrected.

Again, sample size, sample target, employment level, and industry mix all have impacts on the overall data. Thanks for the opportunity to work with you.

Ed Martin, Project Manager The Growth Services Group