



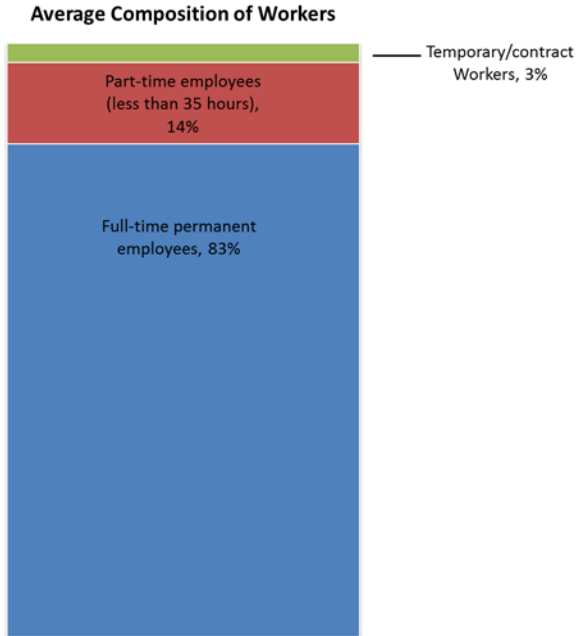
WAOT Employment Survey

April 2014

The Center for Economic Development and Business Research, W. Frank Barton School of Business, Wichita State University, conducted this survey to gather information on the use of part-time and temporary or contract workers in the Wichita area. The survey was sent to 68 local business people and government officials, with 44 percent responding.

The respondents were from a variety of industries, with the majority being in finance and insurance (20 percent), educational services (13 percent), and government (13 percent). Almost half of the respondents, 46 percent, were from organizations with 250 or more employees. Thirty percent of respondents were from organizations of 100 to 249 employees; 23 percent had fewer than 50 employees.

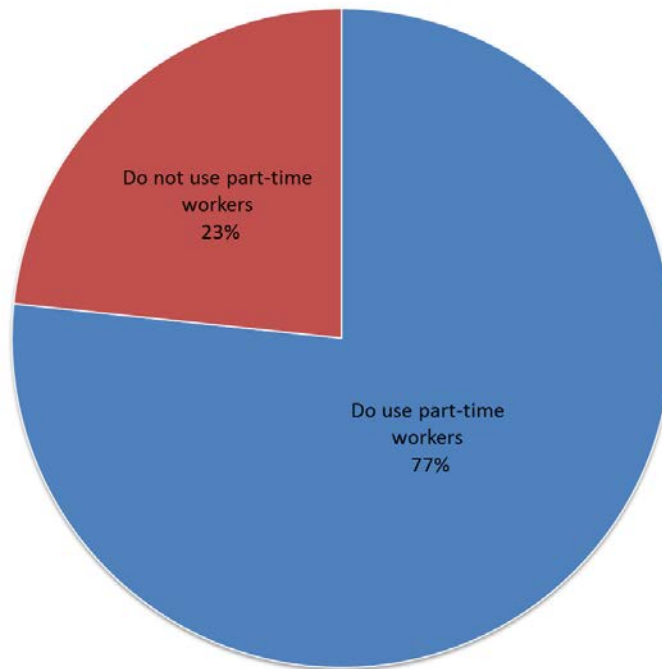
Across the organizations responding to the survey, the average composition of workers at any organization was approximately 83 percent full-time permanent employees; 14 percent part-time employees, working fewer than 35 hours a week; and 3 percent temporary or contract workers.



Part-time Workers

There were part-time workers in 77 percent of the organizations represented in the survey. Nationally, part-time workers have averaged 18.4 percent of total employment over the past ten years.¹

¹ Bureau of Labor Statistics – Current Population Survey

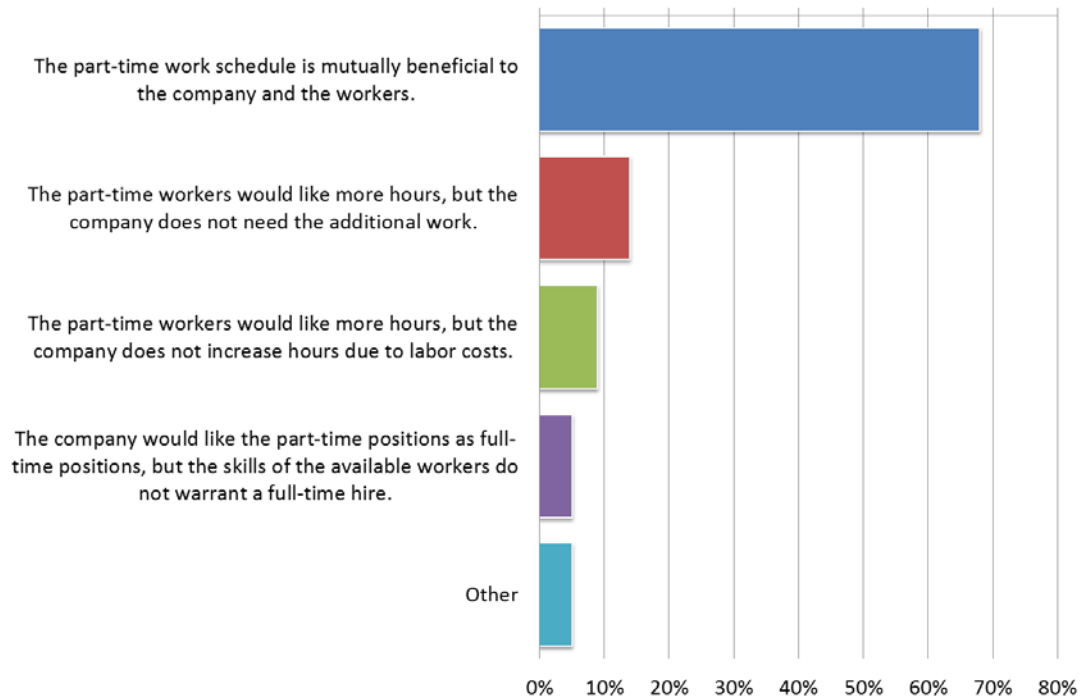


Agriculture, forestry, fishing and hunting and manufacturing were the only two industries that reported no use of part-time employees. In the construction and professional, scientific and technical service industries, the agencies participating in the survey were split, with approximately one-third of the entities using part-time workers.

The number of employees was not a strong indicator of the respondents' tendency to employ part-time workers. The percentage of entities using part-time employees was roughly consistent across all sizes of agency, with 70 to 80 percent using part-time employees. The only exception was entities that employed 50 to 99 workers. All of the respondents in this category use part-time workers.

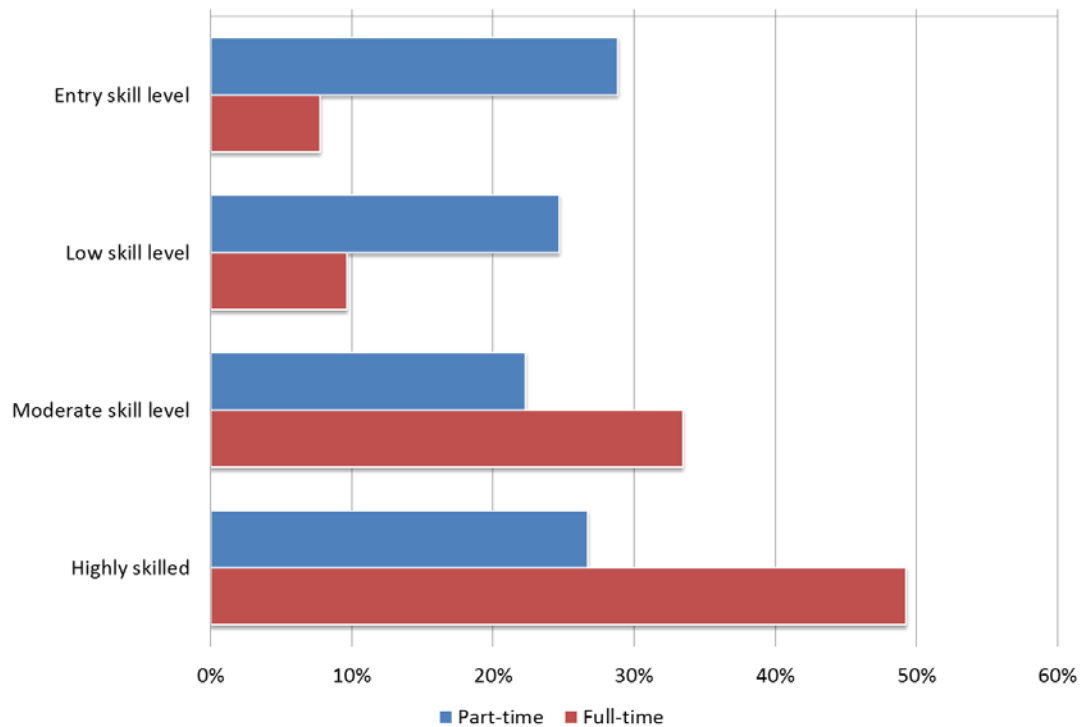
At the organizations responding to the survey, the majority of part-time schedules, 68 percent, are mutually beneficial to the company and the workers. Of the 23 percent of organizations that have part-time workers who would like full-time employment, 14 percent is because the company does not need additional work, and 9 percent is due to labor costs.

Which of the following statements best describes the relationship between your place of work and the part-time employees working there?



On average across the organizations responding to the survey, part-time workers are composed of workers at all skill levels. There are slightly more entry level and highly skilled part-time workers than low and moderate skill level part-time workers. When compared to the full-time employees at these organizations, the part-time workers are of a lower skill level.

Please describe the composition of part-time workers at your establishment.

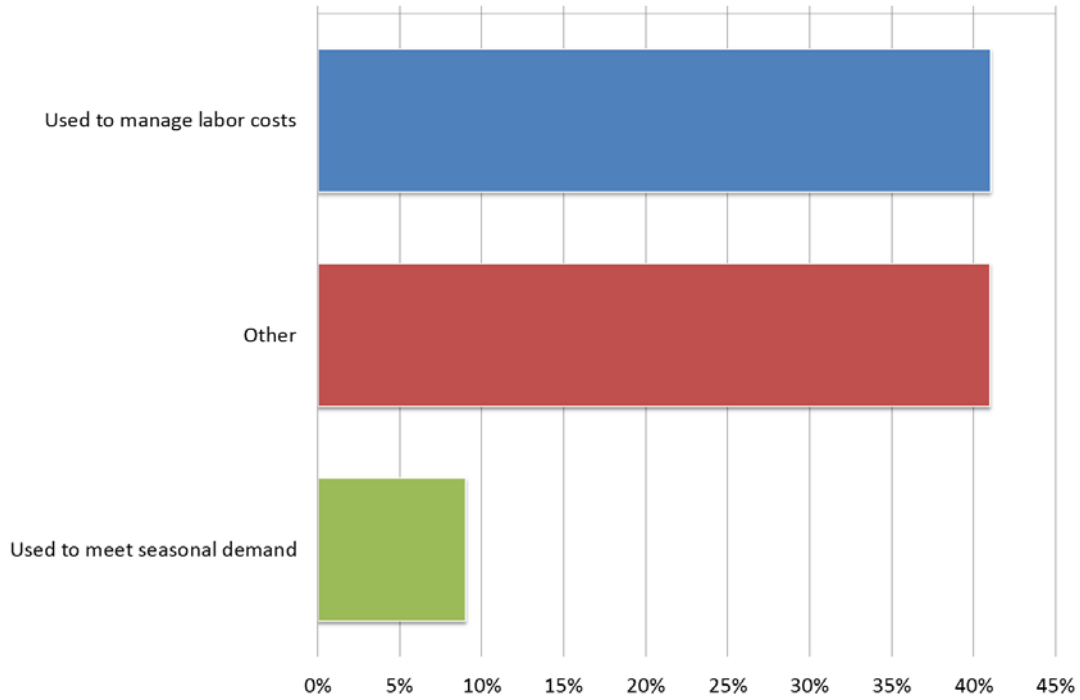


The industries using the most part-time workers in each skill level are as follows:

- Entry skill level – Accommodation and food services, government, and transportation and warehousing
- Low skill level – Wholesale trade, finance and insurance, and government
- Moderate skill level – Finance and insurance, government, and arts, entertainment and recreation
- Highly skilled – Professional, scientific and technical services, educational services, and government

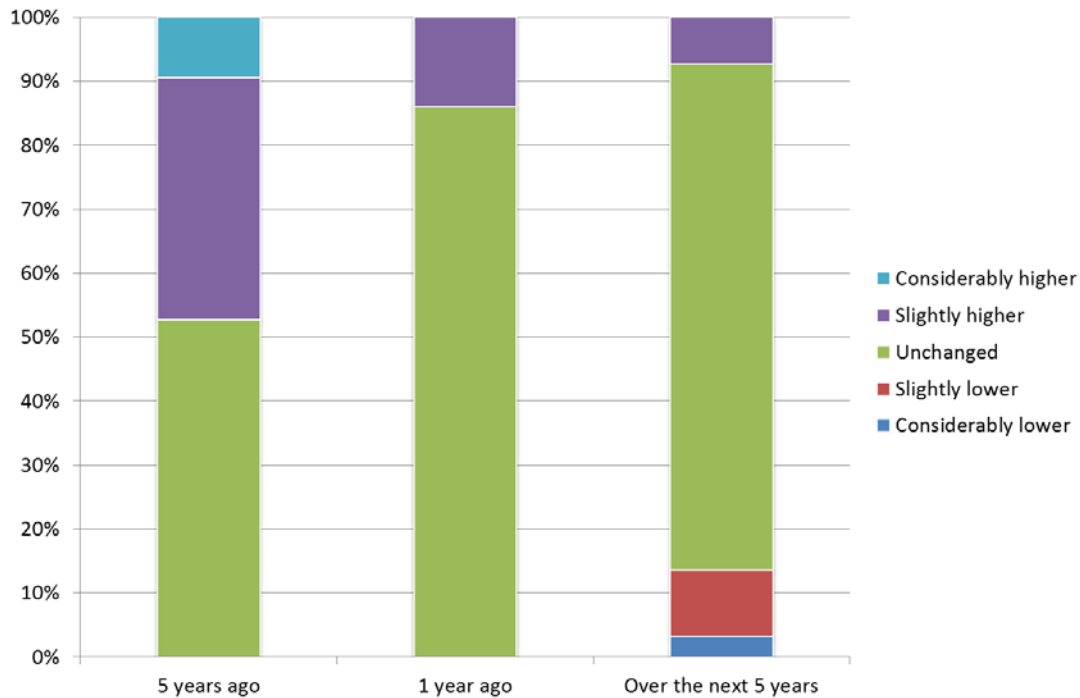
The most common reason given, for the use of part-time workers, was to manage labor costs. Part-time work schedules are also used to meet seasonal demand.

Which of the following statements best describes the primary strategy of your workplace in regard to part-time workers?



When compared to the level of part-time employees present in these organizations five years ago, half of respondents indicated the level was unchanged, 36 percent indicated slightly higher and 9 percent indicated considerably higher. The level of part-time employees is unchanged at the majority of these organizations from one year ago, with only 14 percent indicating slightly higher levels. Looking forward over the next five years, 76 percent expect part-time employment to remain at current levels, with 7 percent expecting increases and 10 percent expecting decreases.

How has the current level of part-time employees changed when compared to following time periods?

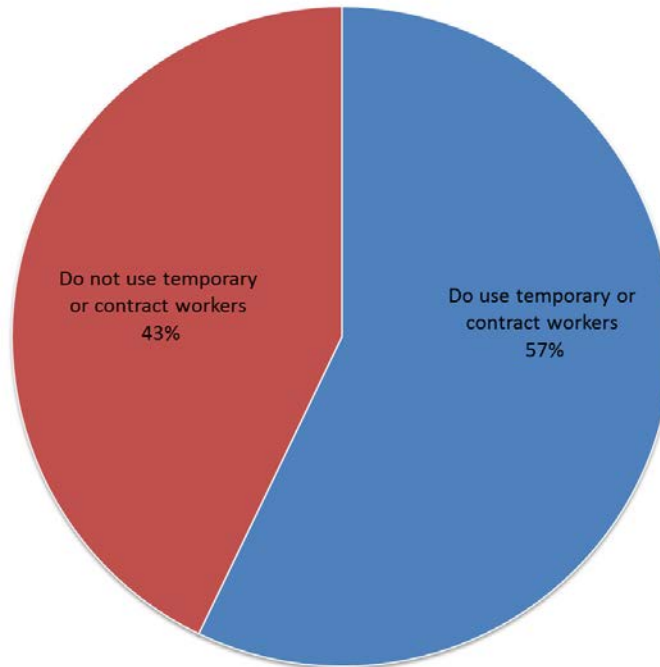


In addition to the answers to the survey questions, the respondents provided these additional insights as to the use of part-time workers in the Wichita area.

- Some positions are part-time in nature. If more hours are wanted may take two of the part-time positions.
- Part-time jobs provide income for students and others that either prefer to work less than fulltime or are not able to work fulltime due to school or other commitments.
- The use of part time workers results from a need to reduce labor costs in certain areas, and people voluntarily reducing hours, especially those who need a more flexible schedule.
- While most of the positions that we offer are full-time positions, occasionally we open positions up to part-time in hopes of attracting more applicants. Most of our part time associates have other jobs or are attending school, which is why their hours are more in the part-time realm.

Temporary Contract Workers

The use of temporary or contract workers was less prevalent than part-time workers among survey respondents. There were temporary or contract workers in 57 percent of the establishments represented in the survey.

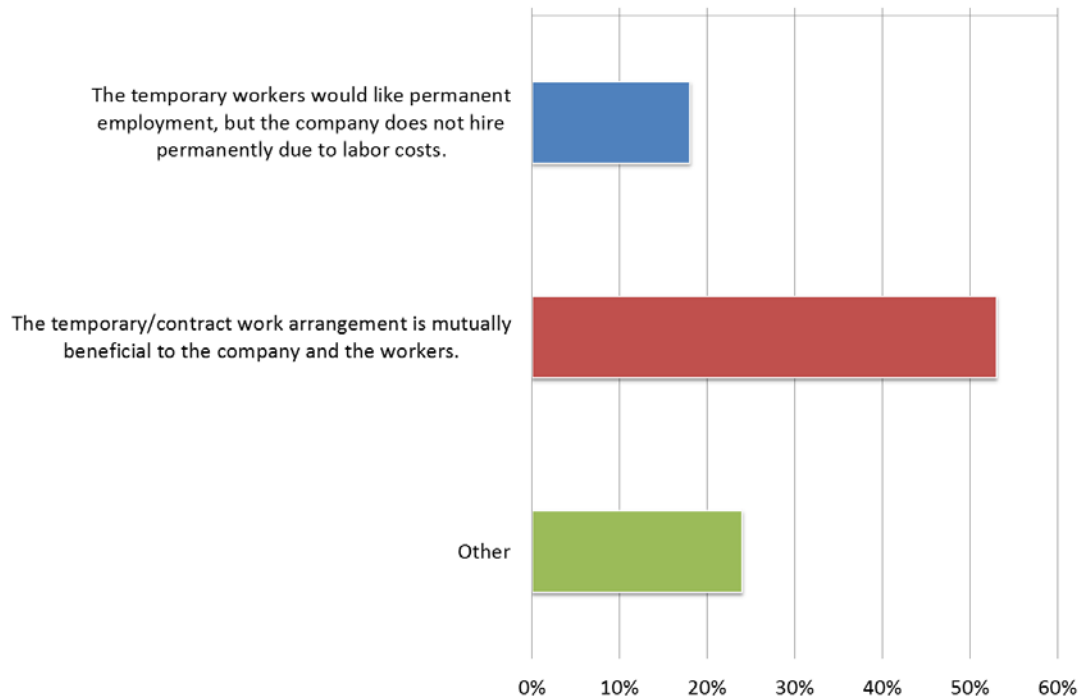


Transportation and warehousing, real estate and rental and leasing, and arts, entertainment and recreation were the only three industries that reported no use of temporary or contract workers. In the construction and professional, scientific and technical service industries the agencies participating in the survey were split, with approximately two-thirds of the entities reporting they do not use temporary or contract workers. In the finance and insurance industry, the agencies participating in the survey were also split, with approximately 80 percent of the entities not using temporary or contract workers.

The number of employees was not a strong indicator of respondents' tendency to employ temporary or contract workers. The percentage of entities using temporary or contract employees was approximately 60 percent for entities with 50 to 499 employees. Smaller and larger entities were evenly split between using them and not using them.

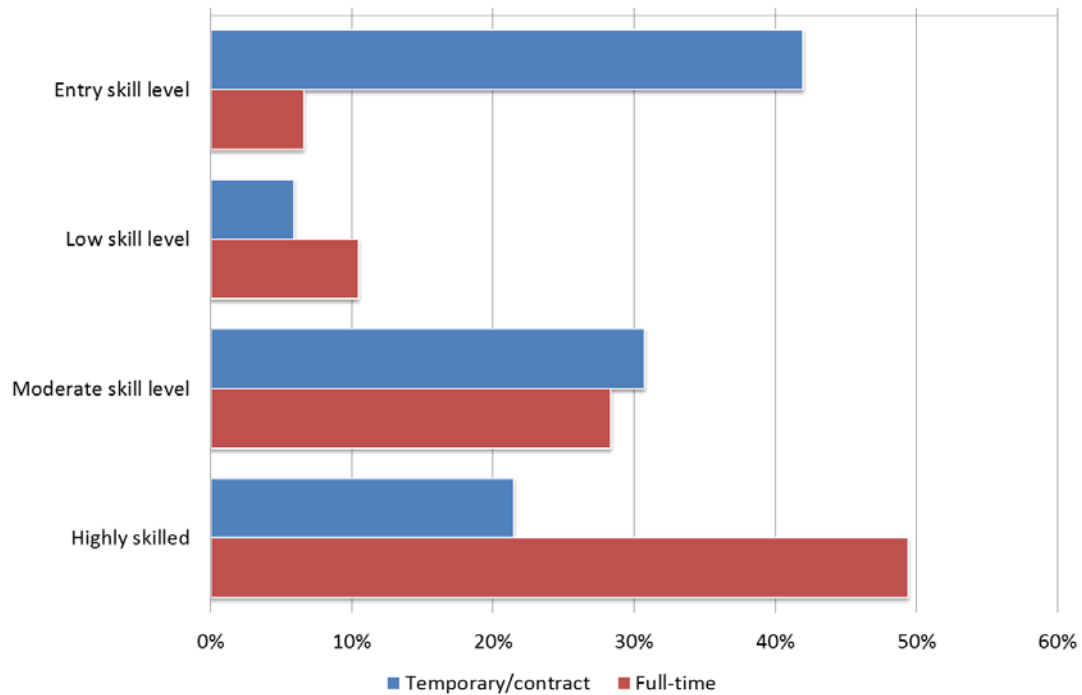
At the organizations responding to the survey, the majority of temporary work arrangements, 53 percent, are mutually beneficial to the company and the workers. There is a smaller portion, 18 percent, where the workers would like permanent positions, but the company does not hire due to labor costs. Another reason given for the temporary work arrangement was that contract workers provide a service that's not in-line with the services typically provided by the organization.

Which of the following statements best describes the relationship between your place of work and the temporary/contract employees working there?



On average, across the organizations responding to the survey, temporary or contract workers are composed of workers at all skill levels. Although, on average, 20 percent of contract workers are highly skilled, there are, on average, more entry and moderate skill level contract workers. When compared to the composition of full-time employees at these organizations, the temporary or contract workers are more likely to be entry skill level or moderate skill level workers.

Please describe the composition of temporary/contract workers at your establishment.

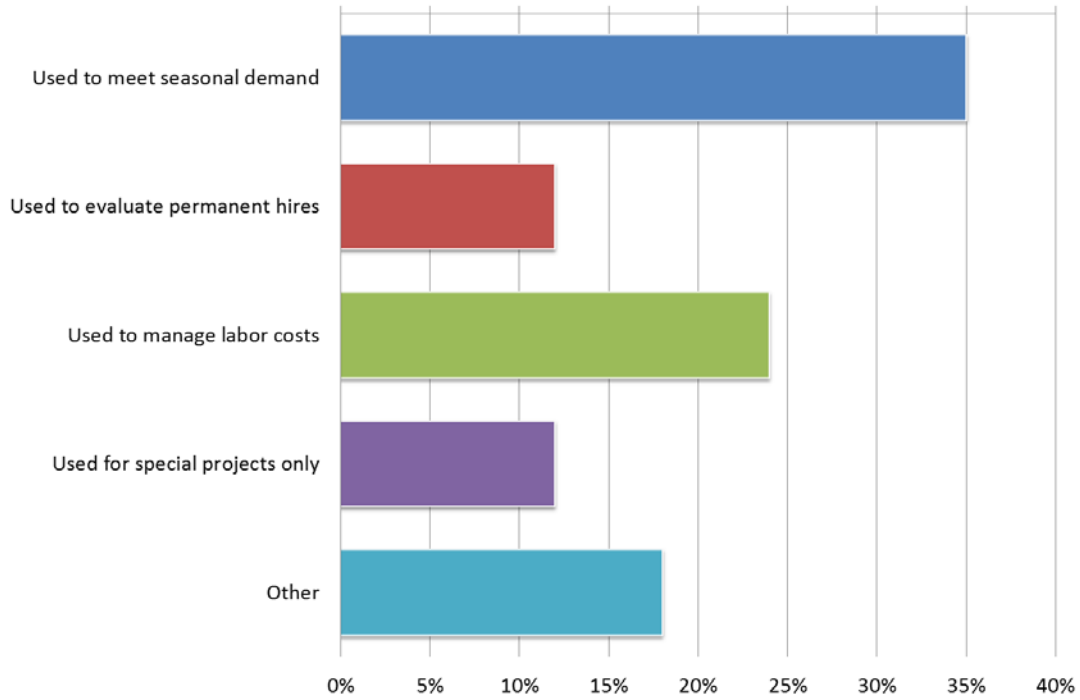


The industries using the most temporary/contract workers in each skill level are as follows:

- Entry skill level – government, manufacturing, agriculture, forestry, fishing and hunting, and construction
- Low skill level – government, educational services, and wholesale trade
- Moderate skill level – government, health care and social assistance, educational services, and professional, scientific and technical services
- Highly skilled – government, and finance and insurance

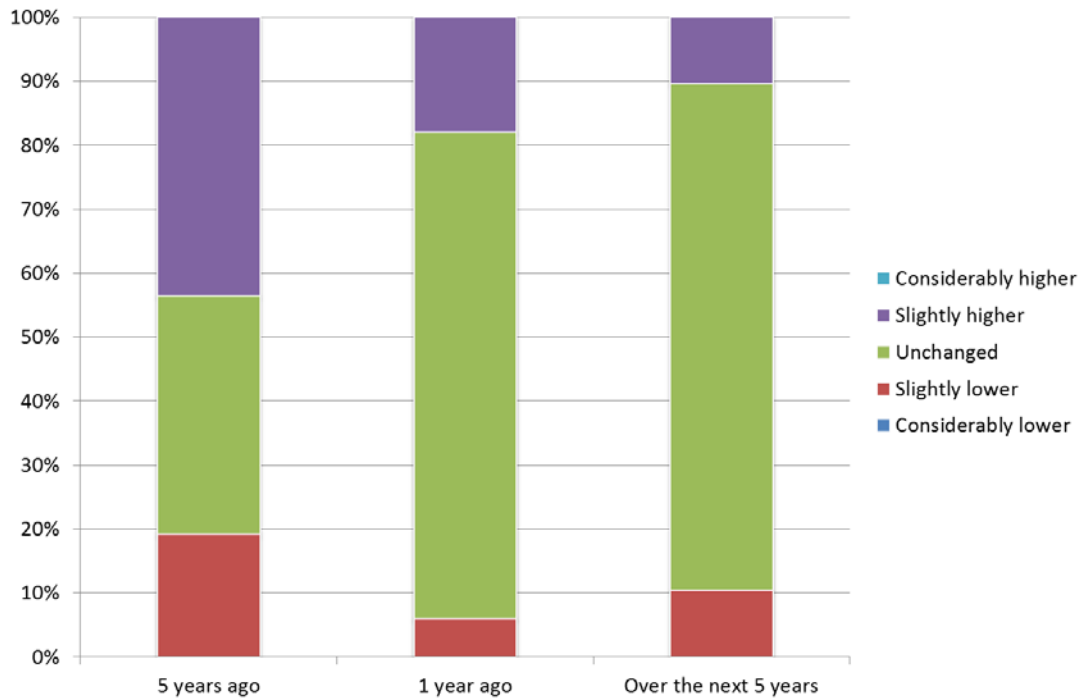
The most common reason given for the use of temporary or contract workers was to meet seasonal demand. However, temporary work arrangements are used for a wide variety of reasons.

Which of the following statements best describes the primary strategy of your workplace in regard to temporary/contract workers?



When comparing the current level of temporary workers to five years ago, 18 percent indicate it is slightly lower, 35 percent indicate no change, and 41 percent of respondents have more temporary workers than five years ago. The level of temporary workers relative to one year ago is mostly unchanged, with only 6 percent of respondents indicating a decrease and 18 percent indicating an increase. Looking forward over the next five years, 80 percent expect no change, with 10 percent expecting a slight increase and 10 percent expecting a slight decrease.

How has the current level of temporary/contract employees changed when compared to the following time periods?



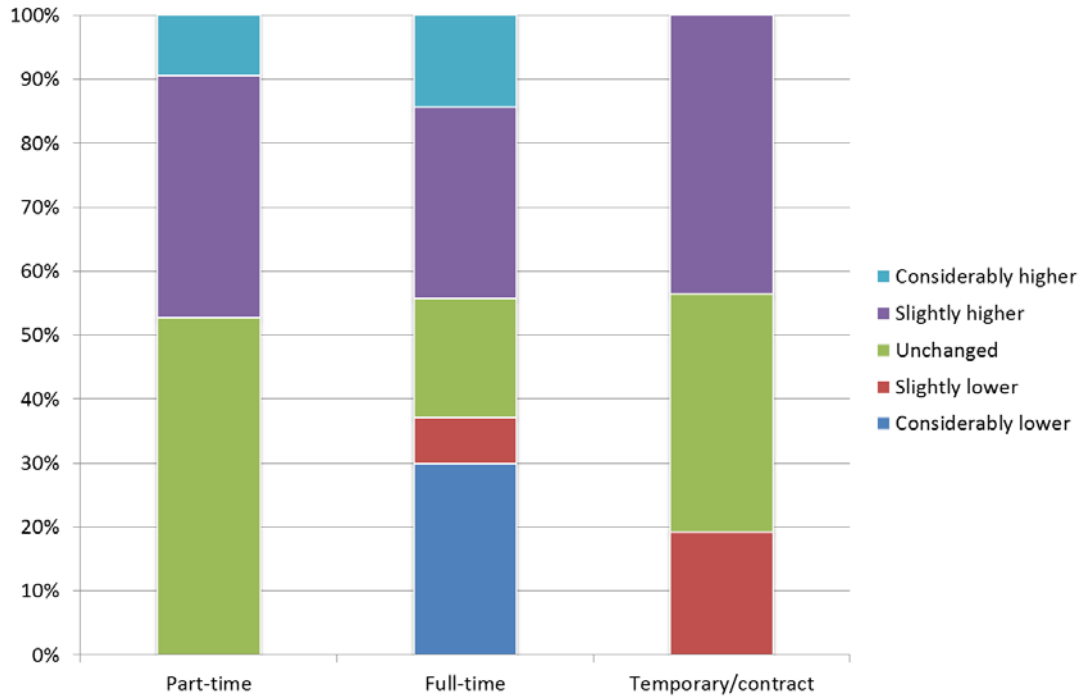
Changes Relative to Full-time Employees

Comparing survey responses about changes in the levels of part-time and temporary or contract workers to changes in the level of permanent full-time employees indicates that these portions of the workforce evolve differently over time.

When comparing the level of part-time employees to the level of full-time employees five years ago, the level of part-time employment has been more stable than the level of full-time employment. A larger portion of part-time employment has remained unchanged. There have been more decreases in full-time employment than part-time employment. Increases in the two types of employment have been roughly similar.

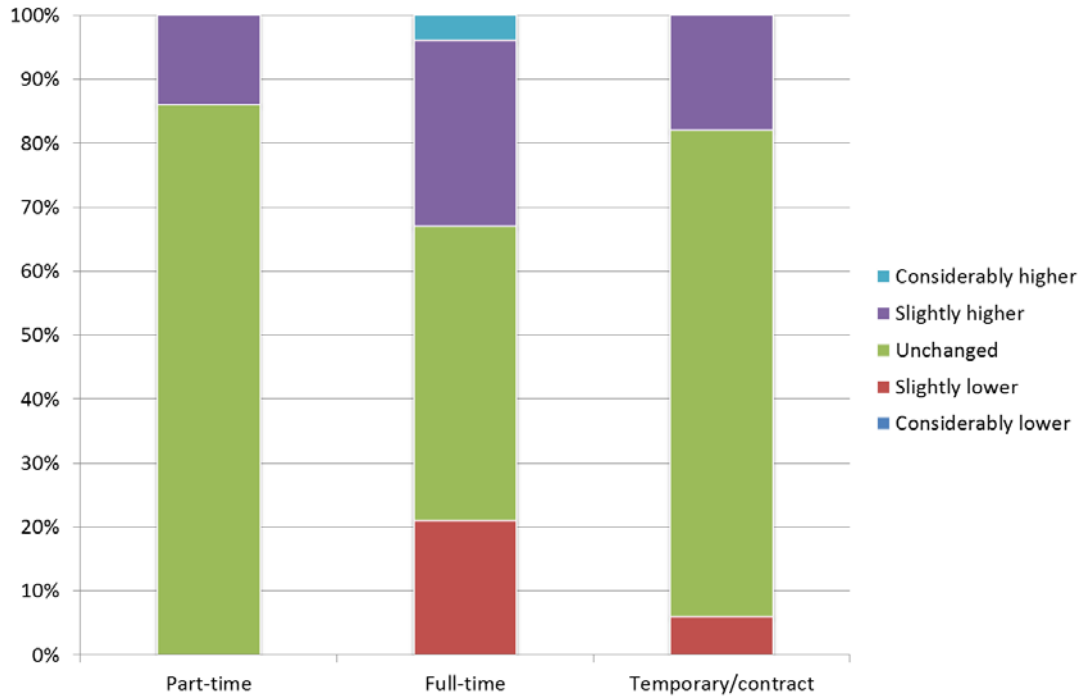
When comparing the level of temporary employees to the level of full-time employees five years ago, the level of temporary employment has also been more stable than the level of full-time employment. Although the level of temporary employment has fluctuated more than the part-time employment, it has not experienced the level of considerable changes that have happened in full-time employment.

How has the level of employees changed when comparing the current level to 5 years ago?



When comparing the changes in the level of employment, in all categories, to one year ago, the past year has seen fewer changes than the preceding five years, with all categories having a larger portion unchanged. In the one-year time period, as with the five-year time period, part-time employment has been the most stable, followed by temporary employment. The level of full-time employment, on average, has experienced the most change of the three types of employment over the past year.

How has the level of employees changed when comparing the current level to 1 year ago?



Looking forward over the next five years, full-time employment is expected to see the largest increase. Part-time employment is anticipated to have more decreases than increases, although the majority of respondents anticipate part-time employment to be unchanged. Changes in the level of temporary contract workers over the next five years are expected to be similar to part-time, remaining mostly unchanged, with 10 percent expecting increases and 10 percent expecting decreases.

How do you anticipate the level of employees to change from the current level over the next five years?

