



Hutto, Texas Commuter Report

April, 2008

Compiled and Prepared
by
THE PATHFINDERS

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**ANALYSIS OF
COMMUTING WORKFORCE**

**Hutto, Texas
Zip Code 78634**

April, 2008

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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 Hutto, Texas commuter workforce. The information presented in this report has been developed independently of the client, and the client has not influenced the findings. The information reported in this document is based on data collected in the 78634 zip code, referred to in this report as “Hutto”.

By definition, the civilian labor force (CLF) 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 (ELF). In zip code 78634 (Hutto), it appears that a certain percentage of the employed labor force chooses to live in Hutto but to work outside the city. The Pathfinders was retained by the Hutto Economic Development Corporation to conduct a survey of those individuals who fit this model.

A random sample of telephone numbers of possible respondents in Hutto was obtained for use in the Computer Assisted Telephone Interviewing or CATI system. The Pathfinders then conducted telephone interviews with individuals throughout the city. The purpose of these interviews was to identify those individuals who reside in Hutto but work in a different location. Information was collected on: (1) the location of employment; (2) the reasons for working outside Hutto; (3) the likelihood of working in Hutto if jobs became available; 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 employed 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.



SUMMARY OF FINDINGS

- 2007 estimates indicate that zip code 78634 (Hutto) has a civilian labor force of approximately 6,800 of which 200 are currently unemployed, resulting in an employed labor force of 6,600.
- Approximately 5,900 people, or 89% of the employed labor force of Hutto, live in the city but work elsewhere. These individuals are referred to in this report as the “commuters”.
- 37% of the commuters report the main reason for working outside Hutto is the lack of jobs in the city.
- 42% of the commuters work in the City of Austin, Texas.
- The average one-way commute distance is 22 miles, and the average commute time is 32 minutes.
- The median age of commuters is 42.
- The largest category of current employment of the commuters is sales/services.
- The median current pay of the commuters is \$18.34 per hour.
- 58% of the commuters would definitely consider taking a job in Hutto if one became available.
- Another 20% of the commuters would possibly consider taking a job in Hutto if one became available.



ASSESSMENT OF THE HUTTO, TEXAS COMMUTING WORKFORCE

A survey of employed individuals who reside in zip code 78634 (Hutto) was conducted in order to determine the percent of those workers who leave the city each day for work. Hutto's employed labor force (ELF) is approximately 6,600 individuals. Survey results indicate that 89% of Hutto workers, or approximately 5,900 people, commute to a neighboring location for employment.

NUMBER OF HUTTO COMMUTERS

Description	Number of Persons	Percentage of ELF
Workers who commute	5,900	89%

Given that almost 90% of the Hutto employed workforce leaves the city each day for work, certain questions naturally arise, for example:

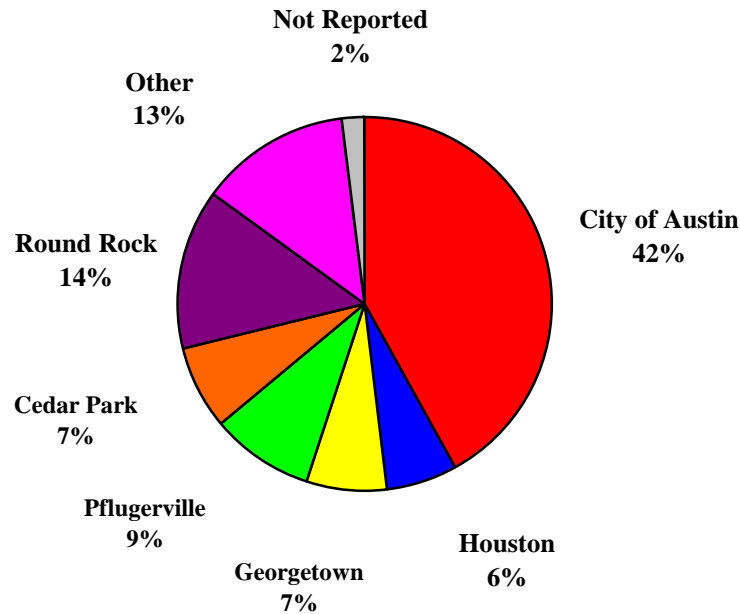
- Where do these commuters work?
- What kinds of jobs do they have?
- How much money do they make?
- Why don't they work in Hutto?
- What kind of education and skills do they have?

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



Over 40% of the 5,900 Hutto commuters, or around 2,500 individuals, work in the City of Austin, Texas. Other cities of current employment include Round Rock (14%); Pflugerville (9%); Cedar Park (7%); Georgetown (7%); and, Houston (6%).

LOCATIONS OF EMPLOYMENT OF HUTTO COMMUTERS



Location	Number of Commuters*	Percentage
City of Austin	2,500	42%
Round Rock	800	14%
Pflugerville	500	9%
Cedar Park	400	7%
Georgetown	400	7%
Houston	400	6%
Other	800	13%

* rounded

Other” indicates numerous locations of current employment, each with less than 6% representation, including, among others, Taylor, Killeen and Dallas.



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

REASONS FOR WORKING OUTSIDE HUTTO, TEXAS

5,900 Commuters

Sector	Percentage
Lack of Jobs in Hutto	37%
Like Current Job	26%
Larger Salary in Another Location	14%
No Chance for Growth/Advancement in Hutto	8%
Greater Benefits in Another Location	5%
Company Transfer	5%
Own Business Outside Hutto	5%
Had Job Before Moving to Hutto	3%

Other reasons for working outside Hutto, each with less than 3% representation, include being close to retirement and not wanting to lose seniority.

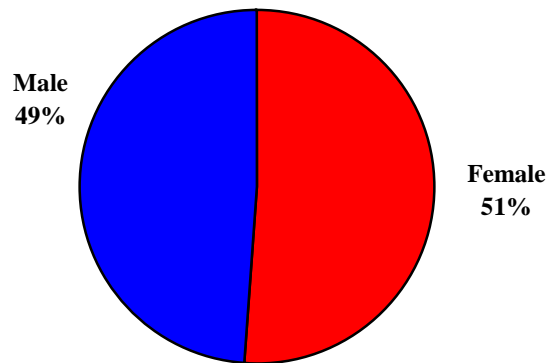


CHARACTERISTICS OF COMMUTERS

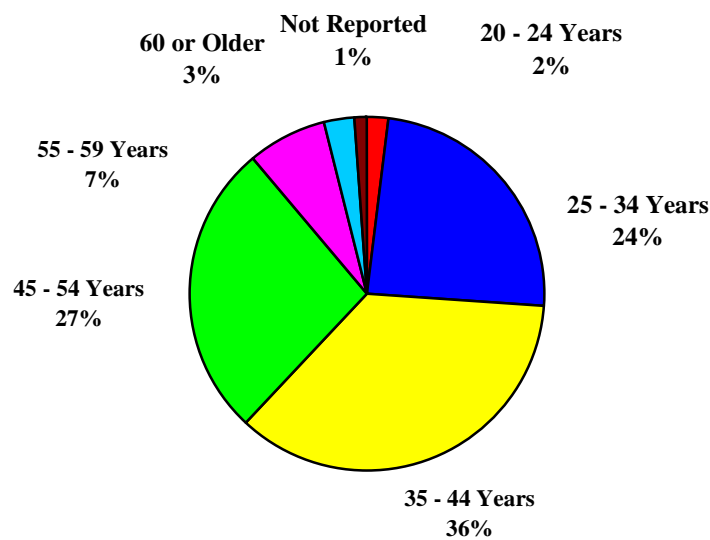
Hutto, Texas

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

COMMUTERS - GENDER



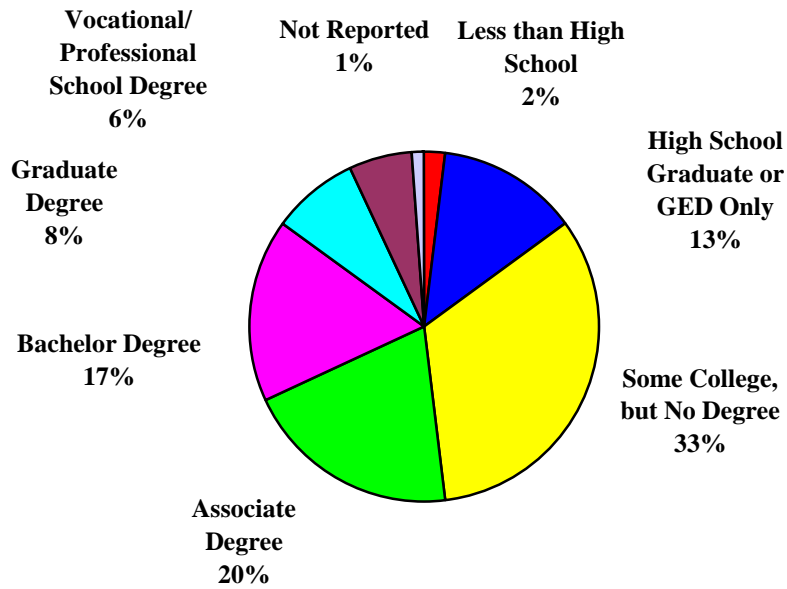
COMMUTERS - AGE



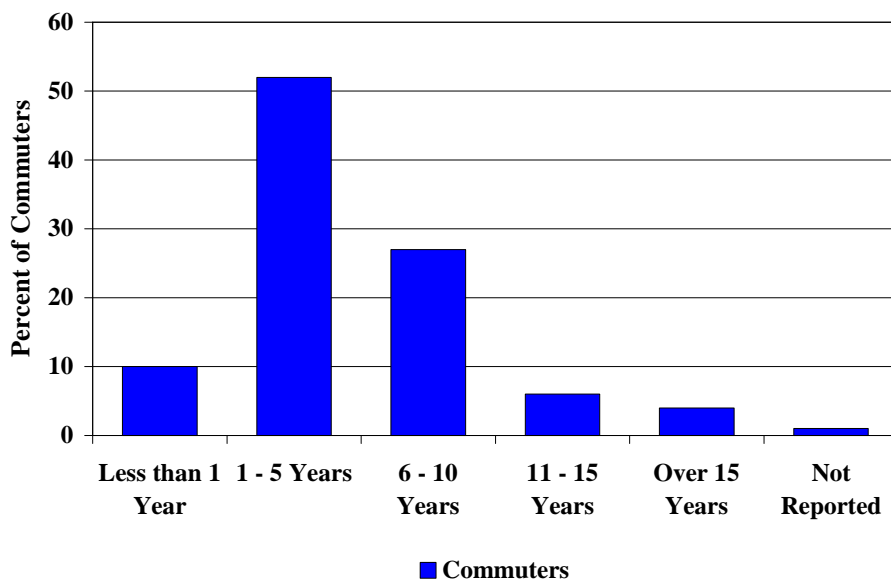
CHARACTERISTICS OF COMMUTERS

Hutto, Texas

EDUCATION



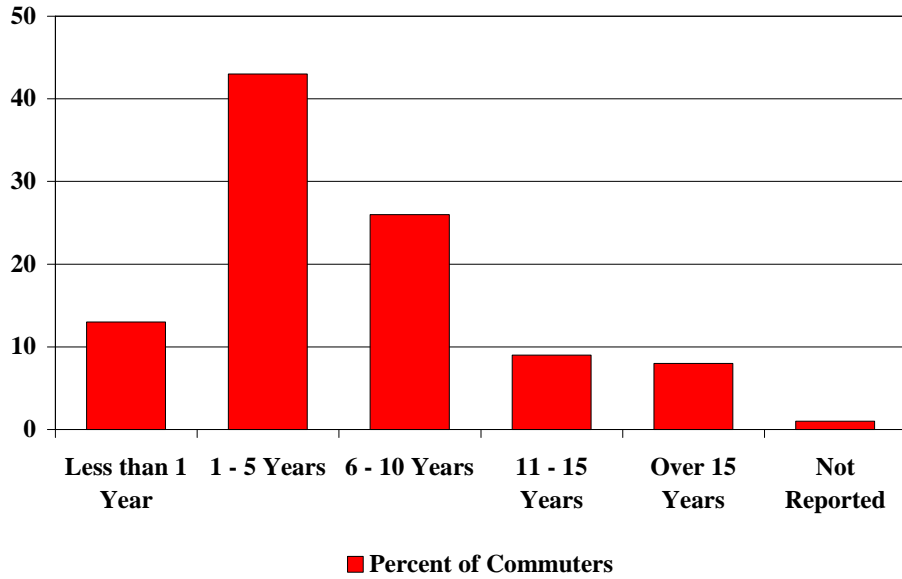
LENGTH OF TIME LIVED IN HUTTO



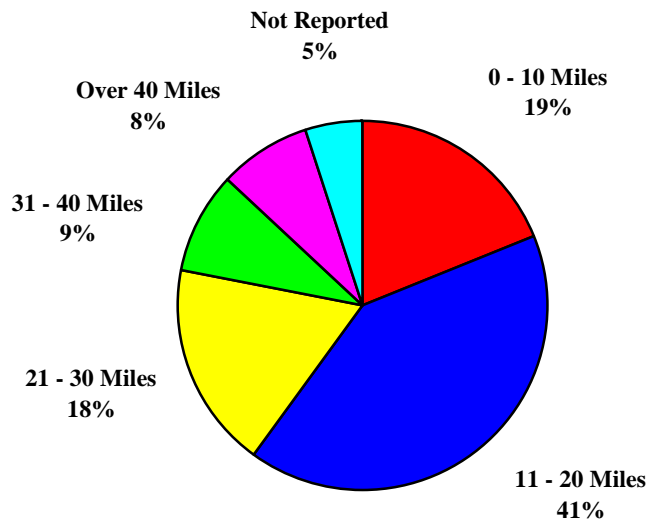
CHARACTERISTICS OF COMMUTERS

Hutto, Texas

LENGTH OF TIME IN CURRENT JOB



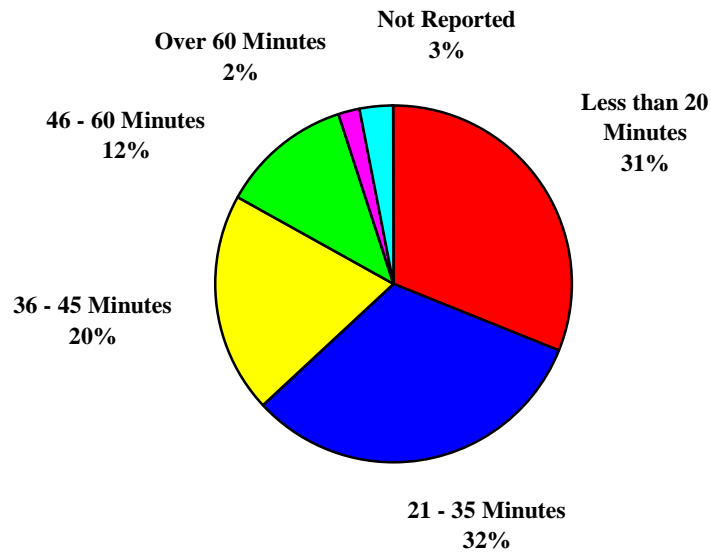
COMMUTING DISTANCES



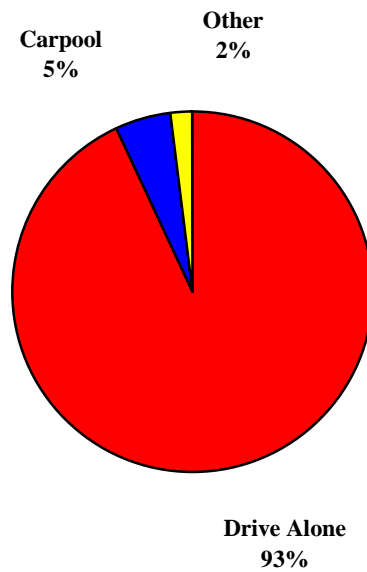
CHARACTERISTICS OF COMMUTERS

Hutto, Texas

CURRENT COMMUTE TIME



COMMUTING TRANSPORTATION



CHARACTERISTICS OF COMMUTERS

Hutto, Texas

CURRENT SECTOR OF EMPLOYMENT (rounded)

Sector	Percentage
Sales/Services	18%
Government/Education	15%
Information Technology/Telecommunications	11%
Medical/Healthcare	11%
Construction/Trades/Utilities	10%

Other sectors of current employment were reported by the commuters, each with less than 10% representation. These included, among others, manufacturing and call center.

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 \$50 per week. Further, the commuters were asked to estimate the amount spent on miscellaneous purchases made outside of Hutto as a result of their commute to work including meals, entertainment, services, retail purchases, etc. The median dollar amount reported for these expenditures was \$117 per week, for a total of approximately \$167 spent each week outside of Hutto.



CHARACTERISTICS OF COMMUTERS

Hutto, Texas

CURRENT PAY RATES

The following data represent the current pay rates of the Hutto 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
\$ 9.00	\$ 18,720.00
\$ 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
\$ 26.00	\$ 54,080.00
\$ 28.00	\$ 58,240.00

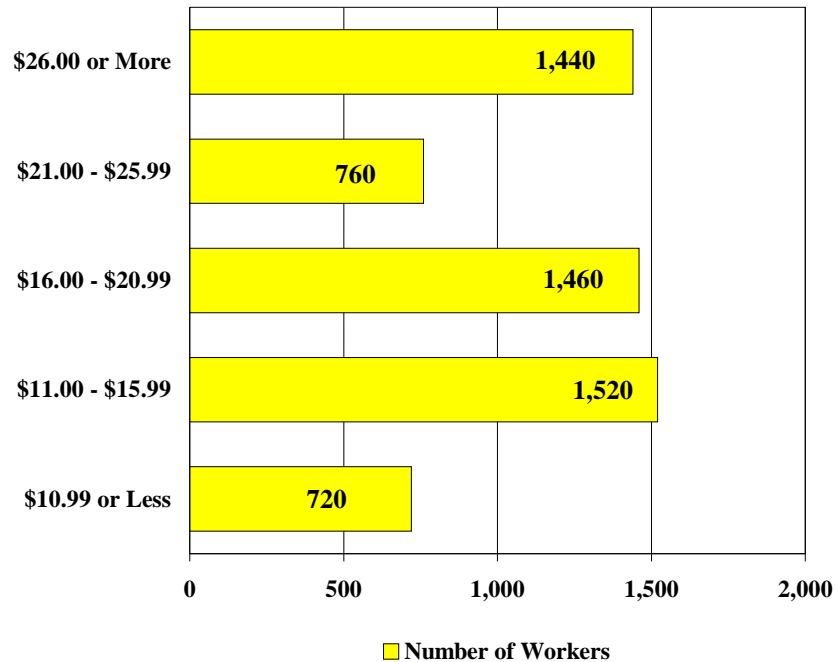
Hourly	Annually
\$ 30.00	\$ 62,400.00
\$ 32.00	\$ 66,560.00
\$ 34.00	\$ 70,720.00
\$ 36.00	\$ 74,880.00
\$ 38.00	\$ 79,040.00
\$ 40.00	\$ 83,200.00
\$ 42.00	\$ 87,360.00
\$ 44.00	\$ 91,520.00
\$ 46.00	\$ 95,680.00
\$ 48.00	\$ 99,840.00
\$ 50.00	\$104,000.00



CURRENT WAGE RATES PER HOUR OF COMMUTERS BY RANGE

Hutto, Texas

5,900 Commuters



Utilizing the current wage information as reported by the respondents, the following conclusions can be drawn concerning the Hutto commuters:

- At the 10th percentile, the current pay of the commuters is \$10.01 per hour or less.
- At the 25th percentile, the current pay of the commuters is \$13.80 per hour or less.
- At the 50th percentile, the current pay of the commuters is \$18.34 per hour or less.
- At the 75th percentile, the current pay of the commuters is \$25.86 per hour or less.
- The upper 25th percentile of the commuters has a current pay of \$25.87 per hour or more.



CHARACTERISTICS OF COMMUTERS

Hutto, Texas

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)

5,900 Commuters

Experience	Number of Commuters	Percentage
Customer Service	4,800	81%
Office Operations	4,100	69%
Sales	3,300	56%
Information Technology	2,500	43%
Telecommunications	2,400	40%
Call Center	1,900	33%
Manufacturing/Assembly/Fabrication	1,700	28%
Warehouse/Distribution/Transportation	1,500	25%
Maintenance/Installation/Repair	1,400	24%
Medical/Health Sciences	1,400	23%



CHARACTERISTICS OF COMMUTERS

Hutto, Texas

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)

5,900 Commuters

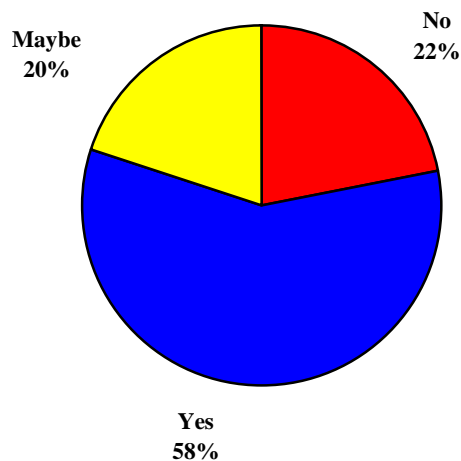
Skills	Number of Commuters	Percentage
Office Operations	4,100	69%
Information Technology	2,700	45%
Telecommunications	2,600	44%
Technician/Quality Assurance	1,900	33%
Electronics/Engineering	1,800	31%
Manufacturing/Assembly/Fabrication	1,800	30%
Warehouse/Materials Handling	1,700	28%
Maintenance/Installation/Repair	1,500	26%
Medical/Health Sciences	1,500	26%



COMMUTERS’ OPINIONS ON POSSIBLE EMPLOYMENT Hutto, Texas

The approximately 5,900 individuals who live in but work outside of Hutto were surveyed as to whether they would consider taking a job in Hutto if one became available. As shown below, over half (58%) of these commuters, or approximately 3,400 individuals, responded positively. Another 20%, or about 1,200 commuters, indicated possible consideration of a job in Hutto.

CONSIDER TAKING A JOB IN HUTTO?



Response	Number of Commuters*	Percentage
Yes	3,400	58%
Maybe	1,200	20%
No	1,300	22%

* rounded



The approximately 1,200 individuals who responded “Maybe” to the question were asked what one factor would encourage them to consider taking a job in Hutto. As shown below, the factor of comparable salary was reported by more than half of these respondents.

MIGHT CONSIDER TAKING A JOB IN HUTTO
1,200 Commuters

Factor that Would Encourage Considering a Job in Hutto	Number of Commuters*	Percentage
Comparable Salary	700	55%
Chance for Growth/Advancement	200	15%
Comparable Benefits	200	13%

* rounded

The approximately 1,300 individuals who responded “No” to the question were asked to give their main reasons for not taking a job in Hutto. The top three reasons are listed in the chart below.

WOULD NOT CONSIDER TAKING A JOB IN HUTTO
1,300 Commuters

Reason for Not Taking a Job in Hutto	Number of Commuters*	Percentage
Content in/Like their Current Job	600	48%
No Chance for Growth/Advancement in Hutto	250	19%
Salaries in Hutto are Not Comparable	100	11%

* rounded



However, when answering a follow-up question, 34% of the 1,300 individuals who answered “No”, or approximately 400 commuters, indicated they would be encouraged to possibly consider employment in Hutto if comparable salaries were available.

Those commuters who indicated either a definite (Yes) or possible (Maybe) interest in a job in Hutto were further polled as to the pay rates desired to work in Hutto. The median desired pay rates for these individuals are shown below.

MEDIAN DESIRED PAY RATES FOR TAKING A JOB IN HUTTO

Response	Number of Commuters*	Median Desired Pay Rate
Yes	3,400	\$19.07
Maybe	1,200	\$20.77

The median desired pay rates are not unreasonable when compared to the median current pay rate of \$18.34 for all commuters.



CLOSING REMARKS

The foregoing report represents an assessment of the commuting workforce in Hutto. The information gathered from the household survey of individuals, after being tabulated and analyzed, documents the number of commuters, their locations of employment, their reasons for commuting and their likelihood of considering employment in Hutto. 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 5,900 individuals live in Hutto and work in a different location. Of these individuals, 3,400 (58%) would consider working in Hutto 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 back to Hutto. In order for these workers to stay in Hutto, 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 Hutto. Attracting new employers to the city 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 city.





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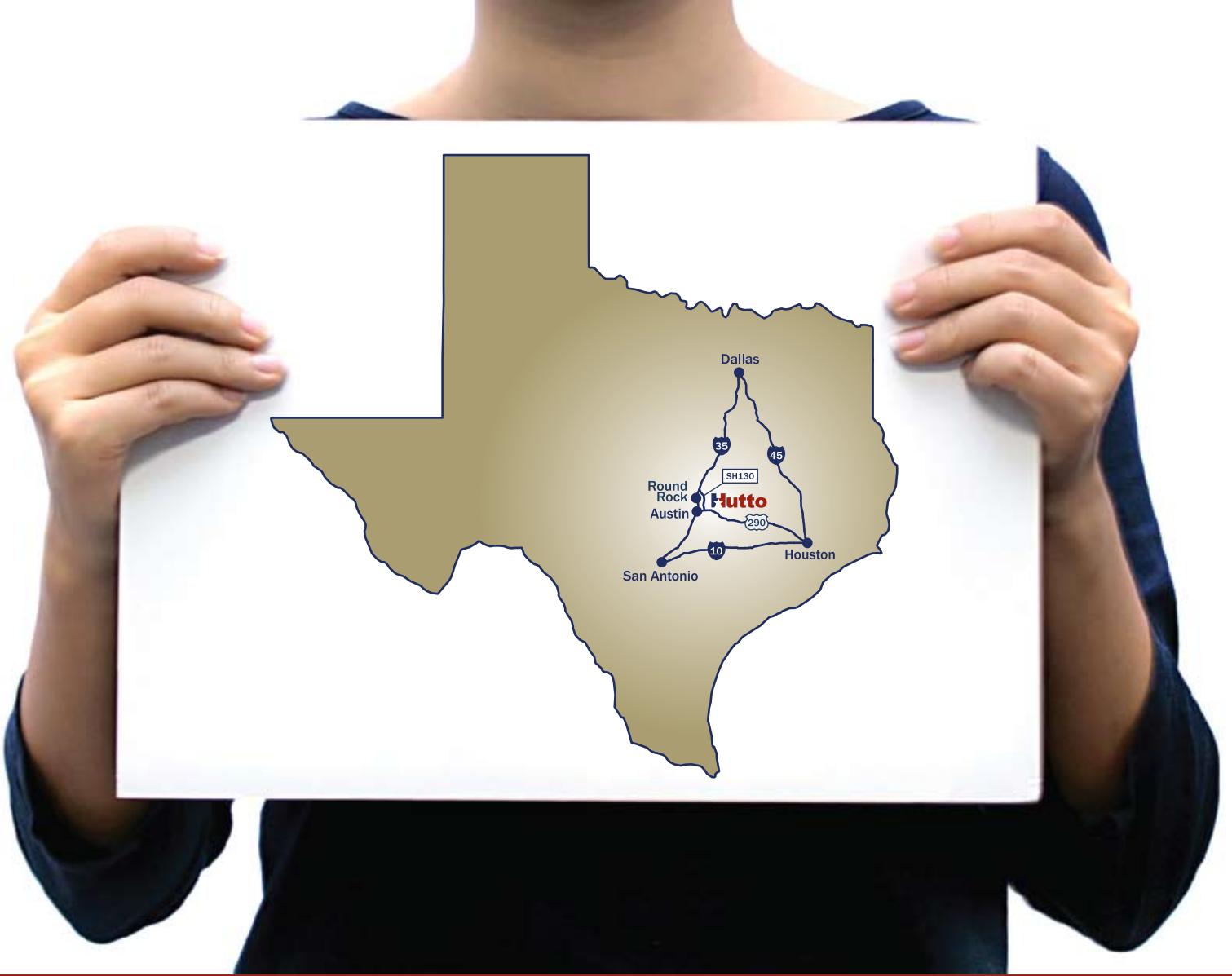
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