



Ada Area
Labor Force Study
April, 2005

OKLAHOMA'S ADVANTAGE
OKLAHOMA DEPARTMENT OF COMMERCE

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Done in cooperation with the
Oklahoma Employment Security Commission

Executive Summary of the Garvin, Murray, and Pontotoc Labor Force Study

A significant proportion of the adult population is not currently working but only a small minority can be officially considered unemployed. The United States Department of Labor designates a person as being unemployed if they are without work but have been actively seeking work. Based on this definition 3.1% of the population within Garvin, Murray, and Pontotoc counties are currently unemployed.

Roughly 19% in the labor market area have looked for other work in the past three months and these people are known as Job Shifters. Of all the methods used to look for other work the majority, 55.6%, were active (such as contacting an employer or filling out applications) and far fewer, 34.7%, were passive (such as looking at ads or browsing the internet). The reasons why the Job Shifters were looking for work were varied but the primary reason for 54.0% of people was in order to get higher pay and/or better benefits.

The data from this study estimates that 11.9% of all adult workers are currently underemployed. To be classified as Underemployed a worker must:

- 1) feel underutilized in their present employment,
- 2) possess training and/or education that is not required by their present job, **and**
- 3) be willing to change jobs to better utilize their skills.

Job Keepers are those individuals who have not been identified as being underemployed and have not looked for work within the past three months. This group makes up 73.7% of all workers. Job Seekers are those who are not currently employed, want to work, but have not necessarily actually looked for work recently. Seven percent of all adults in Garvin, Murray, and Pontotoc counties are represented by this category.

The percentage of workers in the tri-county area with a least a Bachelors degree is 28% of the current work force and about 60% of the workers have had at least some college.

Over half (62.5%) of the population had not moved and an additional 21.5% remained in the same county. Ten percent had moved from a different county in Oklahoma but only an additional 5.5% had moved from a different state or country.

Of the Job Shifters, 28.8% did not live in the same county five year ago whereas only 21.7% of the Underemployed had not lived in the same county and 71.7% of Job Keepers.

Of all workers, 72.5% have full-time permanent positions, and another 15.4% have part-time, permanent jobs. Of those workers with part time jobs or jobs with multiple employers, 36.8% would like to have a full-time position with just one employer.

Although Job Keepers by definition are those workers who are not interested in changing jobs, almost 13,000 still find at a job of \$14 per hour plus benefits to be either “attractive” or “very attractive”.

Of the Underemployed 54.4% indicated that they would be willing to change jobs for an increase in pay of 15% or less. Around 72.5% of Job Shifters were likely to change jobs for a 15% increase or less and Job Keepers were, not surprisingly, the group least likely to say they would change jobs for a pay increase of 15% or less with only 31.5%. It is also interesting to note that only 22.1% of Job Keepers claimed to not be interested in changing jobs at all.

Workers who did not currently have a package of benefits were also asked what pay raise would be necessary for them to change jobs if benefits were included with that job. The Job Shifters and the Underemployed were almost equally likely to be willing to change jobs under such circumstances but almost a third of Job Keepers were also willing to change with a 15% pay increase and a benefits package.

Almost 16.6% of workers living in Garvin, Murray, and Pontotoc counties already commute at least 21 miles to work and an additional 9.8% commute 11-20 miles.

A high percentage of workers (52.3%) indicate a willingness to commute distances of 21 miles or more to their current job and 21.7% said that they would not commute more than 10 miles to work.

**An Analysis of the Garvin, Murray, and Pontotoc Labor Force Study Data
Conducted Among Residents of Garvin, Murray, and Pontotoc counties in
Oklahoma**

**Survey Conducted by the University of Oklahoma Public Opinion Learning
Laboratory**

**Report prepared by
Dr. Mary Outwater, Director
OU POLL**

March 11, 2005

Introduction

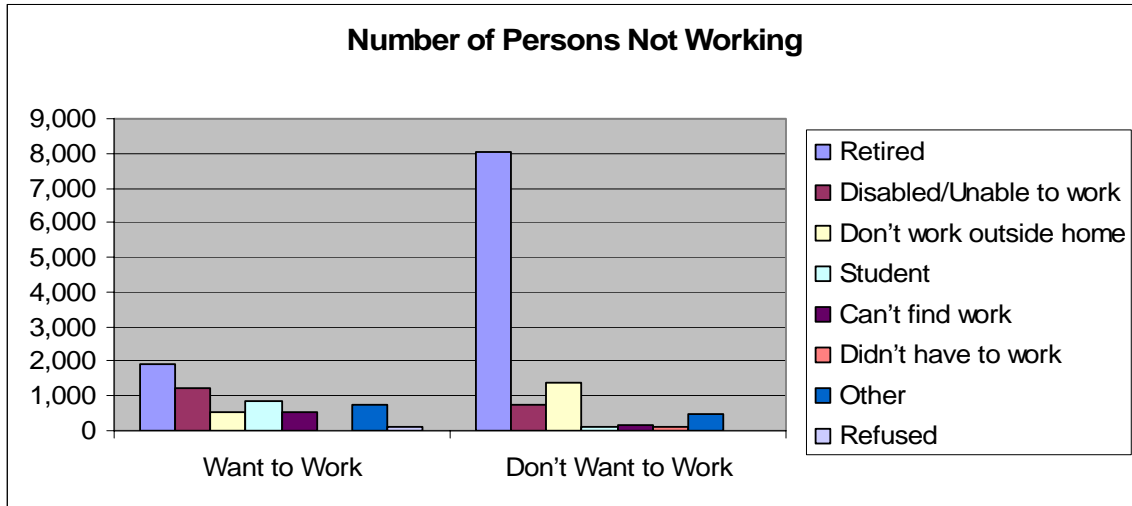
This report is a labor force study of the Garvin, Murray, and Pontotoc labor force which examines the availability of labor in Garvin, Murray, and Pontotoc counties of Oklahoma.

Approximately 35,829 of the 56,514 adults who live in the Garvin, Murray, and Pontotoc area are employed, which is equal to 63.4% of the population who is 18 years of age or older.

In Garvin, Murray, and Pontotoc counties, a considerable portion of the adult population are not employed for a variety of reasons. This group includes the retired, disabled, students, homemakers, and the unemployed. This study found that approximately 20,685 members of the adult population are not currently working. Of this group, the majority, 64.3%, indicate that they are not interested in working outside the home.

Table 1: Number of Persons Not Working

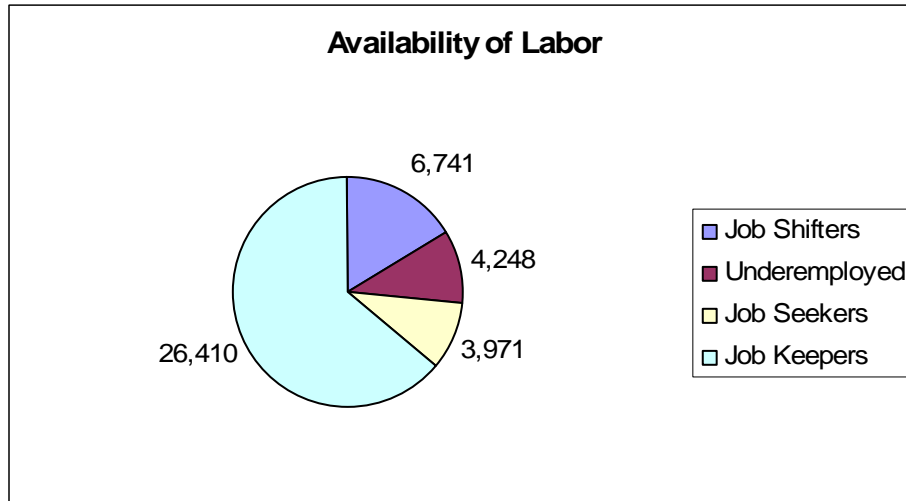
<u>Reason for Not Working</u>	<u>Want to Work</u>	<u>Don't Want to Work</u>	<u>Total</u>
Retired	1,940	8,035	9,975
Disabled/Unable to work	1,201	739	1,940
Don't work outside home	554	1,385	1,939
Student	831	92	923
Can't find work	554	185	739
Didn't have to work	0	92	92
Other	739	462	1,201
Refused	92	0	92
Total	5,911	10,990	16,901



A significant proportion of the adult population is not currently working but only a small minority can be officially considered unemployed. The United States Department of Labor designates a person as being unemployed if they are without work but have been actively seeking work. Based on this definition 3.1% of the population within Garvin, Murray, and Pontotoc counties are currently unemployed.

Availability of Labor

This study has identified 10,989 workers who are currently available for *other* work, which is made up by the categories of Job Shifters and the Underemployed (described below). Additionally, there are those adults who are not working but want to work (Job Seekers), and those workers who are not underemployed and have not looked for work in the past three months (Job Keepers), which can be included in the pool of potential workers. These two groups total another 30,381 potential workers for a grand total of 41,370 adults in the labor force pool.



Job Shifters

Roughly 19% (or 6,741 workers) in the labor market area have looked for other work in the past three months. Of all the methods used to look for other work the majority, 55.6%, were active (such as contacting an employer or filling out applications) and far fewer, 34.7%, were passive (such as looking at ads or browsing the internet). The remaining respondents gave an answer that could not be coded as either active or passive.

The reasons why the Job Shifters were looking for work were varied but the primary reason for 54.0% of people was in order to get higher pay and/or better benefits. Another 8.1% wanted to work closer to home.

Underemployed

The data from this study estimates that 11.9%, or 4,248, of all adult workers are currently underemployed. To be classified as Underemployed a worker must:

- 4) feel underutilized in their present employment,
- 5) possess training and/or education that is not required by their present job, **and**
- 6) be willing to change jobs to better utilize their skills.

Job Keepers

Job Keepers are those individuals who have not been identified as being underemployed and have not looked for work within the past three months. This group makes up 73.7% of all workers or 26,410 people.

Job Seekers

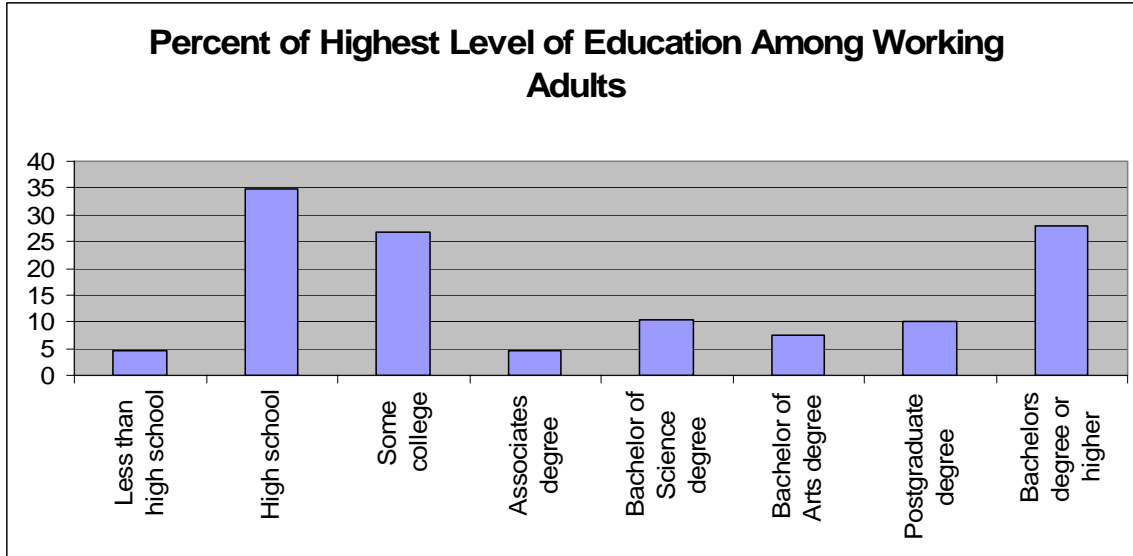
This last category of potential workers contains those who are not currently employed but want to work. Seven percent of all adults in Garvin, Murray, and Pontotoc counties are represented by this category which is equivalent to 3,971 people.

Education

The percentage of workers in the tri-county area with a least a Bachelors degree is 28% of the current work force (Table 2) and about 60% of the workers have had at least some college.

**Table 2: Highest Level of Education Among Working
Adults in Garvin, Murray, and Pontotoc**

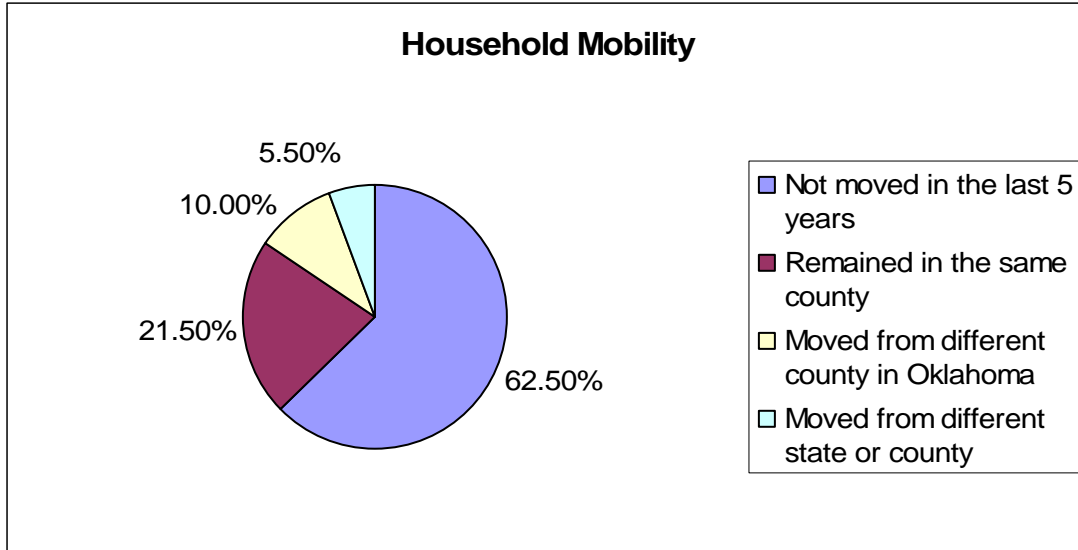
<u>Level of Education</u>	<u>Percent Adult Workers</u>
Less than high school	4.6
High school	34.7
Some college	26.7
Associates degree	4.6
Bachelor of Science degree	10.5
Bachelor of Arts degree	7.5
Postgraduate degree	10.0
Bachelors degree or higher	28.0



Household Mobility

To understand how much the tri-county area population shifts in a five year period, respondents were asked if they have lived at the same residence for the last five years. Over half (62.5%) had not moved and an additional 21.5% remained in the same county. Ten percent had moved from a different county in Oklahoma but only an additional 5.5% had moved from a different state or country.

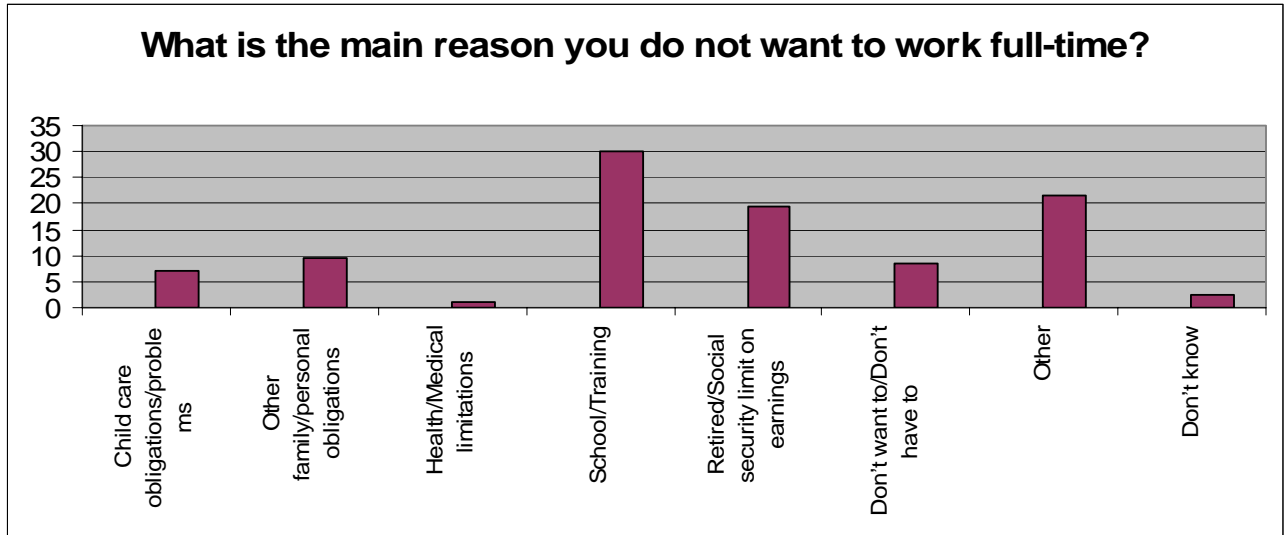
Of the Job Shifters, 28.8% did not live in the same county five year ago whereas only 21.7% of the Underemployed had not lived in the same county and 71.7% of Job Keepers.



Type of Employment

Of all workers, 72.5% (or about 25,986 people) have full-time permanent positions, and another 15.4% (or about 5,512 people) have part-time, permanent jobs. Of those workers with part time jobs or jobs with multiple employers, 36.8% would like to have a full-time position with just one employer. Part-time workers listed several reasons for why they wanted to work part-time instead of full-time and these are described below in Table 4.

Table 4: Frequency Distribution		
Q32: What is the main reason you do not want to work full-time?		
	Frequency	Percent
Child care obligations/problems	6	7.0
Other family/personal obligations	8	9.6
Health/Medical limitations	1	1.2
School/Training	25	30.1
Retired/Social security limit on earnings	16	19.3
Don't want to/Don't have to	7	8.4
Other	18	21.7
Don't know	2	2.4
Total	83	99.9



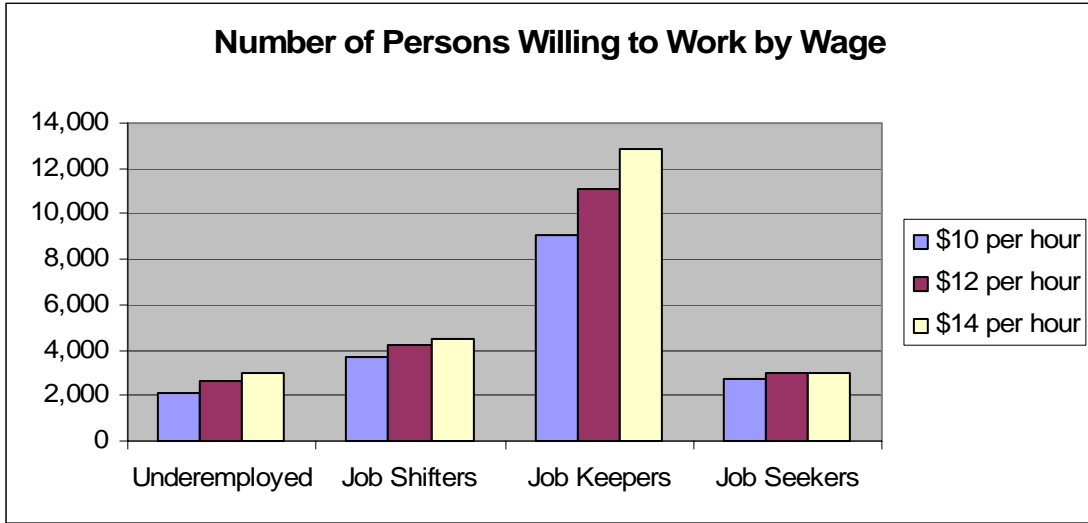
Characteristics of Workers

Wage Rates

As the wage rate increases, so does the number of people who are willing to work. Table 5 describes how many people in each of the available worker categories are willing to take a position at various pay levels that includes a standard package of benefits. Although Job Keepers by definition are those workers who are not interested in changing jobs, almost 13,000 still find at a job of \$14 per hour plus benefits to be either “attractive” or “very attractive”.

Table 5: Number of Persons Willing to Work by Wage Rate

	Underemployed	Job Shifters	Job Keepers	Job Seekers
\$10 per hour	2,124	3,694	9,050	2,770
\$12 per hour	2,678	4,248	11,082	2,955
\$14 per hour	2,955	4,525	12,836	2,955

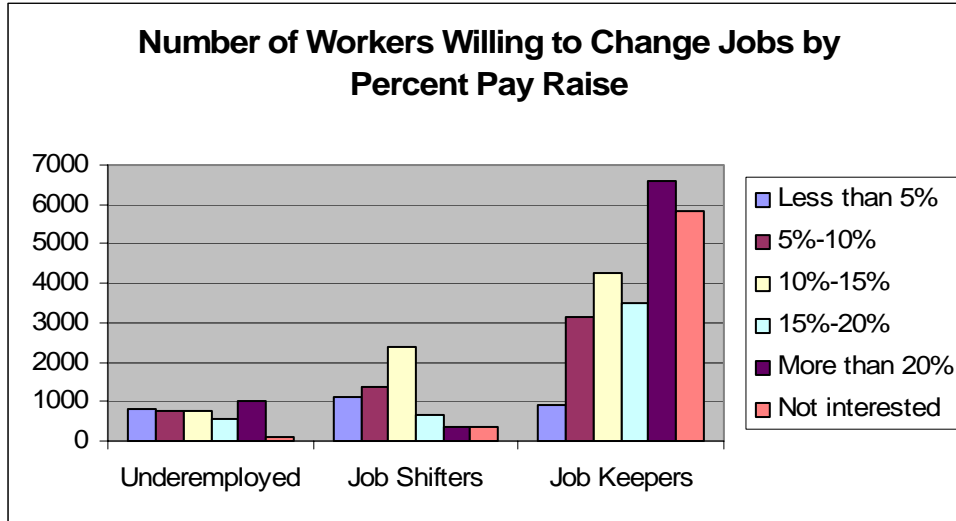


Willingness to Change Jobs

As shown in Table 6, of the Underemployed, 2,311 workers (54.4% of all the Underemployed) indicated that they would be willing to change jobs for an increase in pay of 15% or less. Around 4,888 (72.5%) of Job Shifters were likely to change jobs for a 15% increase or less and Job Keepers were, not surprisingly, the group least likely to say they would change jobs for a pay increase of 15% or less with only 31.5% (or 8,319 workers). However, even though this figure is a smaller proportion than for the other two groups, it still represents a sizable group of workers. It is also interesting to note that only 22.1% of Job Keepers claimed to not be interested in changing jobs at all.

Table 6: Number of Workers Willing to Change Jobs by Percent

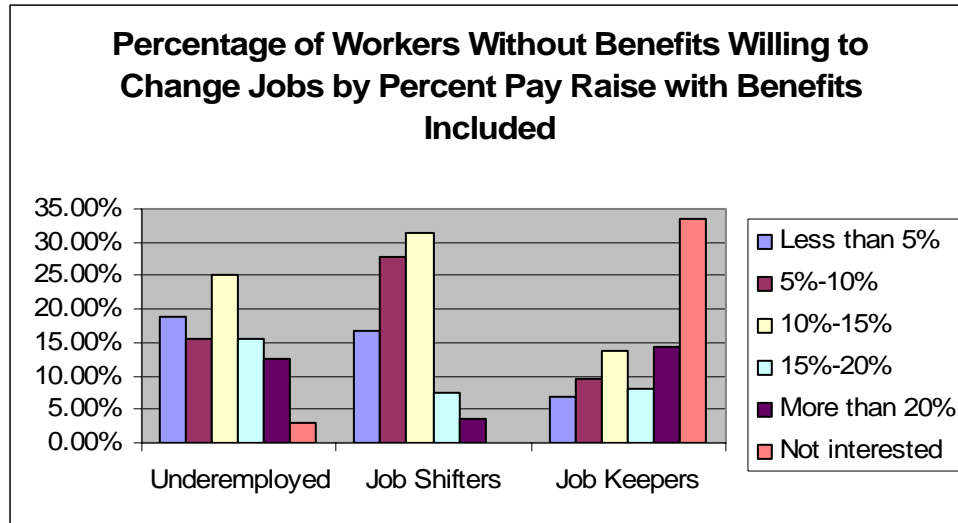
Desired raise in pay	Pay Raise		
	Underemployed	Job Shifters	Job Keepers
Less than 5%	833	1,106	924
5%-10%	739	1,382	3,143
10%-15%	739	2,400	4,252
15%-20%	552	647	3,513
More than 20%	1,015	371	6,576
Not interested	93	371	5,837



Workers who did not currently have a package of benefits were also asked what pay raise would be necessary for them to change jobs if benefits were included with that job. The Job Shifters and the Underemployed were almost equally likely to be willing to change jobs under such circumstances but almost a third of Job Keepers were also willing to change with a 15% pay increase and a benefits package.

Table 7: Percentage of Workers without Benefits Willing to Change Jobs by Percent Pay Raise with Benefits Included

<u>Desired raise in pay</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
Less than 5%	18.8%	16.7%	6.8%
5%-10%	15.6%	27.8%	9.6%
10%-15%	25.0%	31.5%	13.7%
15%-20%	15.6%	7.4%	8.2%
More than 20%	12.5%	3.7%	14.4%
Not interested	3.1%	0.0%	33.6%

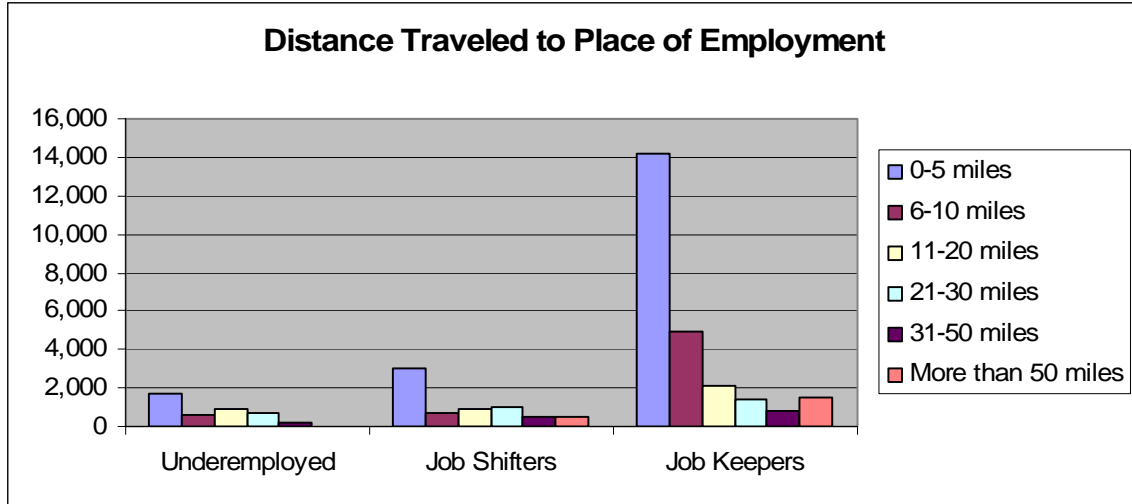


Commuting Patterns

Almost 5,948 workers (or 16.6%) living in Garvin, Murray, and Pontotoc counties already commute at least 21 miles to work and an additional 9.8% commute 11-20 miles as shown in Table 7 below.

Table 7: Distance Traveled to Place of Employment

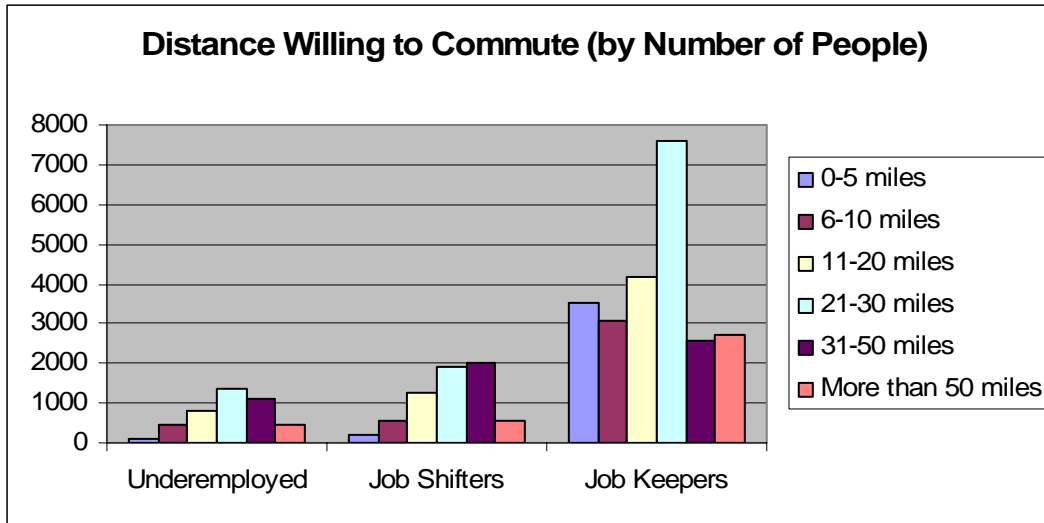
<u>Distance Traveled</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
0-5 miles	18,559	1,754	3,006	14,182
6-10 miles	6,234	646	728	4,912
11-20 miles	3,511	922	910	2,139
21-30 miles	2,795	739	1,004	1,400
31-50 miles	1,290	183	546	845
More than 50 miles	1,863	0	458	1,479



A high percentage of workers (52.3%) indicate a willingness to commute distances of 21 miles or more to their current job and 21.7% said that they would not commute more than 10 miles to work.

Table 8: Distance Willing to Commute (by Number of People)

<u>Distance</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
0-5 miles	3,798	89	182	3,513
6-10 miles	3,977	450	546	3,064
11-20 miles	6,234	811	1,274	4,173
21-30 miles	10,104	1,355	1,914	7,606
31-50 miles	5,016	1,083	2,002	2,588
More than 50 miles	3,619	450	546	2,694



Conclusions

A significant number of residents (10,989, or about 20% of the adult population) in Garvin, Murray, and Pontotoc counties are either Underemployed or Job Shifters and are readily available to change jobs.

Another 3,971 people are currently unemployed and seeking work.

Among working adults almost a third have completed at least an Associate's degree and an additional 26.7% have had some college.

A total of 18,008 current workers expressed a willingness to work for at least \$12 per hour and another 2,308 current workers would work for at least \$14 per hour.

A total of 7,391 current workers are currently willing to change jobs for a pay raise of 15% or less.

18,739 current workers are willing to commute 21 miles or more to work.

**Methodology and Data Report for the Garvin, Murray, and Pontotoc Labor
Force Study
Conducted Among Residents of Garvin, Murray, and Pontotoc Counties in
Oklahoma**

Data Collected January 31 – February 24, 2005

**Survey Conducted by the University of Oklahoma Public Opinion Learning
Laboratory**

Report prepared by

**Dr. Mary Outwater, Director
OU POLL**

March 17, 2005

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METHODOLOGICAL REPORT

Purpose

This field report presents the methodological details for a telephone survey of residents of Garvin, Murray, and Pontotoc counties in Oklahoma conducted in January and February 2005 by the University of Oklahoma's Public Opinion Learning Laboratory (OU POLL) for the Oklahoma Department of Commerce. The purpose of the survey was to gauge the employment potential of the local population in terms of skills, education, desire, and ability to work.

Support Materials and Questionnaire

Interviewers were provided with scripted introductions (Appendix A) designed to help them gain the cooperation of respondents and fallback statements (Appendix B) to help them answer questions that respondents were likely to ask.

The questionnaire in its entirety can be found in Appendix C of this report.

Interviewer Training

For this project, each interviewer underwent a project briefing before making any calls. The questionnaire in its entirety was reviewed and all aspects of the survey were discussed during this training session. Interviewers then reviewed the questionnaire multiple times individually before making any calls.

Interviewing

The interviewer training and fieldwork was conducted between January 31, 2005 and February 24, 2005. Weekday interviewing generally started at 5:00 p.m. and ended at 9:00 p.m. Saturday shifts lasted from 10:00 a.m. to 5:00 p.m. and Sunday shifts went from 2:00 p.m. until 6:00 p.m.

Incentives and Bonus Pay

In order to maximize the productivity of OU POLL's professional interviewing staff and the quality of the data gathered throughout the project, OU POLL provided incentives to the interviewers who worked on this project.

A. Incentives per completion

The POLL's ongoing incentive program provides supplemental pay to interviewers based on the number of completed interviews they obtain. For this project, every one interview completed yielded an equivalent of \$0.50 added to their regular paycheck.

B. Incentives per refusal conversion

Because convincing respondents who have already refused, known as refusal conversions, to complete the survey is usually more difficult than normal completions, the POLL awarded the equivalent of \$1 for each refusal conversion completion.

Sampling

The study used a random telephone sample of residents living in the tri-county area. This sample was purchased from Survey Sampling, Inc. and was screened of many non-residential numbers (such as businesses and non-working telephone numbers) by Survey Sampling, Inc. in order to reduce the amount of time spent on this task by the interviewers.

Callbacks

In processing the sample for this study, 15 dialing attempts were allowed to reach eligible households to complete interviews. If a respondent wished to be called back at a specific time, interviewers entered an appointment time into the computer and, at the specified time, the callback would automatically be sent to an interviewer to be called.

Disposition of the Sampling Pool

605 complete interviews were obtained among residents of the selected counties along with an additional 6 partially completed interviews. Partially completed interviews are those that were cut off before the end of the interview, for various reasons, but we were still able to obtain responses to a portion of the substantive questions. For the population of interest, the 605 interviews represent a margin of error of +/- 4.0% at a 95% confidence level. If the partially completed interviews are included in this tally, the margin of error decreases to +/-3.96% at a 95% confidence level. (The 95% confidence level means that if the survey were to be conducted 100 times with 100 different random samples, the actual results obtained would fall within the limits of error at least 95 times).

Overall, 3,500 numbers were released (dialed) from the sampling pool, and 9,413 call attempts were made by POLL interviewers to complete interviews.

Table 1 presents the final disposition codes of each telephone number dialed.

Response Rate

The rate presented below is designed to conform to the American Association of Public Opinion Research's (AAPOR) Standard Definitions: Final Dispositions of Case Codes and Outcome Rates for Surveys (2004 edition).

AAPOR Response Rate 4: Using the 1,137 known eligible households as the comparison, the 611 fully and partially completed interviews represent a **53.7% response rate**.

Refusal Conversions

Refusal conversion efforts began on February 6, 2005, and were managed systematically by the interviewing software and the interviewer supervisors. “Hard” refusals, or those numbers in which a member of the household asked us not to call back were not attempted, and at least five days had to elapse between the initial refusal and the beginning of our conversion efforts.

Conversion efforts led to 50 successful refusal conversions, representing 8.3% of the total completed interviews.

Final Outcomes of Sampling Data

Table 1 represents the final dispositions of the sampling frames.

Statistical Weighting of the Data

The data was weighted by age group, gender, and county in order to represent the tri-county area as accurately as possible.

Table 1: Final Disposition of Sampling Pool

		Frequency	Percent
Ineligible:	Non-residential number	272	7.8
	No eligible respondent	42	1.2
	Non-working number	835	23.9
	Fax/Modem	174	5.0
	Cellular phone	2	0.1
Sub-total Ineligible:		1,325	38.0
Unknown Eligibility:	No answer	507	14.5
	Caller ID/ privacy manager	181	5.2
	Answering machine	98	2.8
	Phone line busy	161	4.6
	Technical phone problems	91	2.6
	Sub-total Unknown Eligibility:		1,038
Eligible:	Completed Interview	605	17.3
	Partially Completed Interview	6	0.2
	Individual Refusal	130	3.7
	Household Refusal	328	9.4
	Respondent never available	68	1.9
	Sub-total Eligible:		1,137
Total Activated:		3,500	100.2

SURVEY FREQUENCY RESULTS
Closed-Ended Data

Table 1: Frequency Distribution		
Q0: First, let me ask which county do you live in?		
	Frequency	Percent
Garvin	221	36.1
Murray	106	17.3
Pontotoc	286	46.7
Total	613	100.1

Table 2: Frequency Distribution		
Q1: Let me ask in what city or town do you live?		
	Frequency	Percent
Ada	226	36.9
Allen	11	1.8
Bradford	1	0.2
Byng	4	0.7
Country	9	1.5
Davis	36	5.9
Elmore	16	2.6
Fitzhugh	3	0.5
Francis	3	0.5
Jesse	1	0.2
Lindsay	24	3.9
Maysfield	3	0.5
Maysville	6	1.0
Pauls Valley	91	14.8
Paoli	16	2.6
Roff	10	1.6
Stonewall	13	2.1
Stratford	34	5.5
Sulpher	66	10.8
Wynnewood	36	5.9
Something else	1	0.2
Don't know	3	0.5
Total	613	100.2

Table 3: Frequency Distribution		
Q2: What is your zip code?		
	Frequency	Percent
72452	1	0.2
72480	1	0.2
73030	35	5.7
73052	22	3.6
73056	1	0.2
73057	9	1.5
73074	14	2.3
73075	84	13.7
73086	66	10.8
73098	39	6.4
73114	2	0.3
73420	1	0.2
73433	18	2.9
73457	1	0.2
73482	1	0.2
73509	1	0.2
73570	1	0.2
74037	3	0.5
74080	1	0.2
74370	1	0.2
74820	214	34.9
74821	2	0.3
74825	12	2.0
74831	1	0.2
74842	2	0.3
74844	4	0.7
74865	14	2.3
74871	18	2.9
74872	33	5.4
Don't know	10	1.7
Refused/call continued	1	0.2
Total	613	100.6

Table 4: Frequency Distribution		
Q3: Were you living in this house or apartment five years ago; that is, in February of 2000?		
	Frequency	Percent
Yes	383	62.5
No	230	37.5
Total	613	100.0

Table 5: Frequency Distribution		
Q3A: Where did you live in January of 2000? Was it...		
	Frequency	Percent
A different residence of the same county	132	57.6
A different county in Oklahoma	61	26.6
A different state	33	14.4
Not in the US	1	0.4
Other	1	0.4
Don't know	1	0.4
Total	229	99.8

Table 6: Frequency Distribution		
Q4: What is your age?		
18-24	82	13.4
25-44	210	34.3
45-64	184	30.1
65 and older	136	22.2
Total	612	100.0

Table 7: Frequency Distribution		
Q5: Determine gender without asking.		
	Frequency	Percent
Male	291	47.5
Female	322	52.5
Total	613	100.0

Table 8: Frequency Distribution		
Q6: What race or ethnicity do you consider yourself? Would you say...		
White	508	83.0
Black/African American	17	2.8
Native American or American Indian	67	11.0
Hispanic	10	1.6
Other	9	1.5
Refused/call continued	1	0.2
Total	612	100.1

Table 9: Frequency Distribution		
Q6A: What tribe do you consider yourself to be?		
	Frequency	Percent
Choctaw	23	34.8
Chickasaw	26	39.4
Cherokee	9	13.6
Other	8	12.1
Total	66	99.9

Table 10: Frequency Distribution		
Q7: Are you in the military?		
	Frequency	Percent
Yes	17	2.8
No	595	97.2
Total	612	100.0

Table 11: Frequency Distribution		
Q8: Suppose a company locates a facility in your area and needs workers. The company pays \$10 per hour, or about \$21,000 per year plus a typical package of benefits including health insurance. Using a scale of one to five, where one is Very Unattractive and five is Very Attractive, please tell me how you would view such a job for yourself in your present circumstance.		
	Frequency	Percent
Very unattractive	142	23.2
Unattractive	57	9.3
Neither unattractive or attractive	86	14.1
Attractive	70	11.4
Very attractive	172	28.1
Depends on the type of work	2	0.3
Doesn't want to work	42	6.9
Close to retirement	1	0.2
Disabled	6	1.0
Retired	18	2.9
Self-employed	2	0.3
Too old	6	1.0
Don't know	4	0.7
Refused/call continued	4	0.7
Total	612	100.1

Table 12: Frequency Distribution		
Q8A: Why do you say so?		
	Frequency	Percent
Pay is not enough	157	54.9
Doesn't want to work (retired, etc.)	32	11.2
Can't work due to family responsibilities	5	1.7
Other reason	79	27.6
Don't know	13	4.5
Total	286	99.9

Table 13: Frequency Distribution		
Q9: What if the company pays \$12 per hour or about \$25,000 per year plus a typical package of benefits including health insurance? Using a scale of one to five, where one is Very Unattractive and Five is Very Attractive, please tell me how you would view such a job for yourself in your present circumstance?		
	Frequency	Percent
Very unattractive	58	36.9
Unattractive	29	18.5
Neither unattractive or attractive	31	19.7
Attractive	31	19.7
Very attractive	7	4.5
Depends on the type of work	1	0.6
Total	157	99.9

Table 14: Frequency Distribution		
Q10: What if a company pays \$14 per hour or about \$29,000 per year plus a typical package of benefits including health insurance? Using a scale of one to five, where one is Very Unattractive and Five is Very Attractive, please tell me how you would view such a job for yourself in your present circumstance.		
	Frequency	Percent
Very unattractive	47	39.5
Unattractive	12	10.1
Neither unattractive or attractive	29	24.4
Attractive	18	15.1
Very attractive	11	9.2
Other	2	1.7
Total	119	100.0

Table 15: Frequency Distribution		
Q11: Does anyone in this household have a business or farm?		
	Frequency	Percent
Yes	164	26.8
No	449	73.2
Total	613	100.0

Table 16: Frequency Distribution		
Q12: Last week, did you do any work for pay?		
	Frequency	Percent
Yes	245	54.6
No	204	45.4
Total	449	100.0

Table 17: Frequency Distribution		
Q13: Last week, did you do any work for either pay or profit? (Include paid and unpaid vacations, paid and unpaid sick leave as work)		
	Frequency	Percent
Yes	115	70.1
No	49	29.9
Total	164	100.0

Table 18: Frequency Distribution		
Q14: Last week, did you do any unpaid work in the family business or farm?		
	Frequency	Percent
Yes	27	52.9
No	24	47.1
Total	51	100.0

Table 19: Frequency Distribution		
Q15: Did you receive any payments or profits from the business?		
	Frequency	Percent
Yes	8	28.6
No	20	71.4
Total	28	100.0

Table 20: Frequency Distribution		
Q16: Do you work in the same county that you live in?		
	Frequency	Percent
Yes	309	79.4
No	75	19.3
Don't know	5	1.3
Total	389	100.0

Table 21: Frequency Distribution		
Q17: In which county do you work?		
	Frequency	Percent
All over	2	2.5
Another state	1	1.2
Carter	6	7.4
Cleveland	8	9.9
Coal	1	1.2
Don't know	3	3.7
Don't work	1	1.2
Ft. Worth	1	1.2
Garvin	9	11.1
Hughes	1	1.2
Johnston	2	2.5
McClain	5	6.2
Multiple counties	12	14.8
Murray	9	11.1
Noble, Payne	1	1.2
Oklahoma	6	7.4
Payne	1	1.2
Pontotoc	10	12.3
Tulsa	1	1.2
Refused/ call continued	1	1.2
Total	81	99.7

Table 22: Frequency Distribution
Q18: In which city or town do you work?

	Frequency	Percent
Ada	152	34.0
Allen	4	0.9
Ardmore	7	1.6
Byng	1	0.2
Davis	18	4.0
Dougherty	2	0.4
Elmore City	6	1.3
Ft. Worth	1	0.2
Gene Autry	1	0.2
In b/w Davis & Sulpher	2	0.4
Jones, Oklahoma	2	0.4
Lindsay	14	3.1
Moore	4	0.9
Multiple cities	15	3.3
Norman	6	1.3
Oklahoma City	6	1.3
Paoli	3	0.7
Pauls Valley	51	11.4
Purcell	6	1.3
Ratills City	2	0.4
Roff	2	0.4
Ross	3	0.7
Rural	2	0.4
Stillwater	1	0.2
Stonewall	8	1.8
Stratford	14	3.1
Stringtown	1	0.2
Sulpher	37	8.3
Tishomingo	2	0.4
Tulsa	1	0.2
Wynnewood	6	1.3
Other	60	13.4
Don't know	4	0.9
Refused/ call continued	3	0.7
Total	447	99.3

Table 23: Frequency Distribution		
Q19: Why didn't you work for pay last week? Was it because you are:		
	Frequency	Percent
Retired	111	48.5
Disabled	42	18.3
Unable to work	15	6.6
Waiting to start work	2	0.9
Away from work w/o pay	1	0.4
Don't work outside home	18	7.7
Never worked outside home	2	0.9
Unemployed	8	3.5
Student	11	4.8
On vacation (w/pay)	2	0.9
Didn't have to work	1	0.4
Other	15	6.6
Refused/ call continued	1	0.4
Total	229	99.9

Table 24: Frequency Distribution		
Q20: Does your disability prevent you from accepting any kind of work during the next six months?		
	Frequency	Percent
Yes	32	76.2
No	10	23.8
Total	42	100.0

Table 25: Frequency Distribution		
Q21: Do you have a disability that prevents you from accepting any kind of work during the next six months?		
	Frequency	Percent
Yes	4	28.6
No	6	42.9
Don't know	2	14.3
Refused/ call continued	2	14.3
Total	14	100.1

Table 26: Frequency Distribution		
Q22: Do you currently want a job, either full or part time?		
	Frequency	Percent
Yes	43	23.2
Maybe	21	11.4
No	119	64.3
Don't know	2	1.1
Total	185	100.0

Table 27: Frequency Distribution		
Q23: Last week, did you have a job, either full or part time, from which you were temporarily absent?		
	Frequency	Percent
No	2	100.0
Total	2	100.0

Table 28: Frequency Distribution		
Q24: Last week, did you have more than one job (or business), including part-time, evening or weekend work?		
	Frequency	Percent
Yes	66	16.9
No	321	82.3
Refused/ call continued	3	0.8
Total	390	100.0

Table 29: Frequency Distribution		
Q25: How many jobs (or businesses) did you have?		
	Frequency	Percent
1	3	4.5
2	57	85.1
3	4	6.0
More than 3	2	3.0
Don't know	1	1.5
Total	67	100.1

Table 30: Frequency Distribution		
Q26: Do you usually work 35 hours or more per week at your job or business?		
	Frequency	Percent
Yes	244	74.0
No	83	25.2
Refused/ call continued	3	1.0
Total	330	100.2

Table 31: Frequency Distribution		
Q27: How many hours per week do you usually work at your job or business?		
	Frequency	Percent
1-10	14	4.2
11-15	4	1.2
16-20	20	6.0
21-25	20	6.0
26-30	13	3.9
31-35	19	5.7
36-40	138	41.7
41-45	32	9.7
46-50	20	6.0
51-55	6	1.8
56-60	21	6.3
More than 60	15	4.5
Don't know	6	1.8
Refused/ call continued	3	0.9
Total	331	99.7

Table 32: Frequency Distribution		
Q28: Do you usually work 35 hours or more per week at all your jobs?		
	Frequency	Percent
Yes	57	90.1
No	6	9.5
Total	63	99.6

Table 33: Frequency Distribution		
Q29: How many hours per week do you usually work at your main job?		
	Frequency	Percent
11-15	1	1.6
16-20	4	6.3
21-25	3	4.8
26-30	4	6.3
31-35	3	4.8
36-40	13	20.6
41-45	5	7.9
46-50	10	15.9
51-55	2	3.2
56-60	10	15.9
More than 60	8	12.7
Total	63	100.0

Table 34: Frequency Distribution		
Q30: Do you want to work a full-time workweek with just one employer?		
	Frequency	Percent
Yes	60	36.8
No	83	50.9
Regular hours are full-time	13	8.0
Don't know	7	4.3
Total	163	100.0

Table 35: Frequency Distribution		
Q31: Some people work part-time because they cannot find full time work or because business is poor. Others work part-time because of family obligations or other personal reasons. What is your main reason for working part-time instead of full time?		
	Frequency	Percent
Slack work/Business conditions	8	12.0
Could only find part-time work	5	7.5
Child care problems	1	1.5
Other family/Personal obligations	8	12.0
Health/Medical limitations	2	3.0
School/Training	10	15.0
Retired/Social security limit on earnings	2	3.0
Full-time workweek is less than 35 hours	3	4.5
Other	24	35.8
Don't know	4	6.0
Total	67	100.3

Table 36: Frequency Distribution		
Q32: What is the main reason you do not want to work full-time?		
	Frequency	Percent
Child care obligations/problems	6	7.2
Other family/personal obligations	8	9.6
Health/Medical limitations	1	1.2
School/Training	25	30.1
Retired/Social security limit on earnings	16	19.3
Don't want to/Don't have to	7	8.4
Other	18	21.7
Don't know	2	2.4
Total	83	99.9

Table 37: Frequency Distribution		
Q33: Now I have a few questions regarding the fringe benefits associated with your (main) job or business. Does your job have a paid vacation?		
	Frequency	Percent
Yes	243	62.0
No	116	30.0
Self-employed	28	7.1
Don't know	5	1.3
Total	392	100.4

Table 38: Frequency Distribution		
Q34: Does your job offer health care insurance paid by the employer?		
	Frequency	Percent
Yes	200	54.9
Part of health care is paid by the employer	20	5.5
No	140	38.5
Don't know	4	1.1
Total	364	100.0

Table 39: Frequency Distribution		
Q35: Does your job offer reimbursement for education and training courses?		
	Frequency	Percent
Yes	158	43.3
No	192	52.6
Don't know	13	3.6
Refused/ call continued	2	0.5
Total	365	100.0

Table 40: Frequency Distribution		
Q36: Does your job offer a retirement plan?		
	Frequency	Percent
Yes	208	57.0
No	149	40.8
Don't know	6	1.6
Refused/ call continued	2	0.5
Total	365	99.9

Table 41: Frequency Distribution		
Q37: Does your present job offer advancement potential?		
	Frequency	Percent
Yes	198	54.2
No	153	41.9
Don't know	12	3.3
Refused/ call continued	2	0.5
Total	365	99.9

Table 42: Frequency Distribution		
Q38: How far do you live from your place of employment?		
	Frequency	Percent
0 - 5 miles	203	51.8
6 – 10 miles	70	17.9
11 – 20 miles	38	9.7
21 – 30 miles	30	7.7
31 – 50 miles	14	3.6
More than 50 miles	20	5.1
Work at home	14	3.6
Don't know	2	0.5
Refused/ call continued	1	0.3
Total	392	100.2

Table 43: Frequency Distribution		
Q39: How did you get to work last week?		
	Frequency	Percent
Car, truck, or van	351	92.9
Private airplane	1	0.3
Sometimes fly, sometimes drive	2	0.5
Sometimes someone drops me out on the farm	1	0.3
Walk to work	11	2.9
Works at home	10	2.6
Don't know	1	0.3
Refused/call continued	1	0.3
Total	378	100.1

Table 44: Frequency Distribution		
Q39A: Did you drive your own vehicle?		
	Frequency	Percent
Own vehicle	328	94.3
Rode with someone else	5	1.4
Company car	14	4.0
Other (specify)	1	0.3
Total	348	100.0

Table 45: Frequency Distribution		
Q40: How reliable is the transportation you use to work? Would you say very reliable, somewhat reliable, or not at all reliable?		
	Frequency	Percent
Very reliable	317	86.1
Somewhat reliable	42	11.4
Not at all reliable	3	0.8
Don't know	4	1.1
Refused/ call continued	2	0.5
Total	368	99.9

Table 46: Frequency Distribution		
Q40A: Why do you say that your transportation to work is not at all reliable?		
	Frequency	Percent
Car has a lot of miles	3	100.0
Total	3	100.0

Table 47: Frequency Distribution		
Q40B: Does the lack of reliable transportation prevent you from working at a better job in your area?		
	Frequency	Percent
Yes	4	28.6
No	10	71.4
Total	14	100.0

Table 48: Frequency Distribution		
Q40C: How so?		
	Frequency	Percent
Can't get to work	2	50.0
Don't know	2	50.0
Total	4	100.0

Table 49: Frequency Distribution		
Q41: Even though you are now employed in a job or have your own business, have you taken any action to find a new job in the last three months?		
	Frequency	Percent
Yes	73	18.6
No	316	80.4
Refused/ call continued	3	0.8
Refused/ call ended	1	0.3
Total	393	100.1

Table 50: Frequency Distribution		
Q42: What are all the things you have done to find alternative work during the last three months?		
	Frequency	Percent
Contacted employer directly/interview	11	8.9
Contacted public employment agency	1	0.8
Contacted private employment agency	2	1.6
Contacted friends or relative	16	12.9
Sent out resumes/filled out applications	33	26.6
Placed or answered ads	6	4.8
Looked at ads	33	26.6
Surfed the internet	10	8.1
Other	12	9.7
Total	124	100.0

Table 51: Frequency Distribution		
Q42A: Please tell me the primary reason that you are looking for another job?		
	Frequency	Percent
Better pay	36	48.6
Better benefits	4	5.4
Want to work closer to home	6	8.1
Change in career	1	1.4
Other	25	33.8
Don't know	2	2.7
Total	74	100.0

Table 52: Frequency Distribution		
Q42B: How much pay are you looking for per hour?		
	Frequency	Percent
\$6 - \$8	3	8.6
\$8.01 - \$10	15	42.9
\$10.01 - \$15	12	34.3
\$15.01 - \$20	2	5.7
\$30.01+	2	5.7
Don't know	1	2.9
Total	35	100.1

Table 53: Frequency Distribution		
Q43: Assume you receive an offer for a job that you are qualified to perform and that involved similar working conditions, job security and fringe benefits as your current job. What increase in pay would be necessary to attract you to another employer?		
	Frequency	Percent
Less than 5% increase	26	6.6
B/w 5% and 10%	55	14.1
B/w 10% and 15%	76	19.4
B/w 15% and 20%	51	13.0
More than 20%	86	22.0
Not interested at any increase	70	18.0
Other	5	1.3
Don't know	21	5.4
Refused/ call continued	1	0.3
Total	391	100.1

Table 54: Frequency Distribution		
Q43A: What increase in pay would be necessary to attract you to another employer who offered a standard package of benefits including paid vacation and health benefits?		
	Frequency	Percent
Less than 5% increase	22	10.1
B/w 5% and 10%	30	13.8
B/w 10% and 15%	40	18.3
B/w 15% and 20%	20	9.2
More than 20%	28	12.8
Not interested at any increase	49	22.5
Don't know	26	11.9
Refused/ call continued	1	0.5
Refused/ call ended	2	0.9
Total	218	100.0

Table 55: Frequency Distribution		
Q44: How far are you willing to commute to a place of employment?		
	Frequency	Percent
0 - 5 miles	41	10.5
6 - 10 miles	43	11.1
11 - 20 miles	67	17.2
21 - 30 miles	111	28.5
31 - 50 miles	54	13.9
More than 50 miles	39	10.0
Don't know	29	7.5
Refused/ call continued	4	1.0
Refused/ call ended	1	0.3
Total	389	100.0

Table 56: Frequency Distribution		
Q44A: Is your transportation reliable enough to allow you to commute that far everyday?		
	Frequency	Percent
Yes	223	93.7
No	5	2.1
Don't know	8	3.4
Refused/ call continued	2	0.8
Total	238	100.0

Table 57: Frequency Distribution		
Q44B: Why is that?		
	Frequency	Percent
Car could break down at any time	1	11.1
Car doesn't work well	2	22.2
Doesn't matter	2	22.2
Old car	3	33.3
Old car with lots of miles	1	11.1
Total	9	99.9

Table 58: Frequency Distribution		
Q45: Please tell me which of the following are reasons that you are not willing to commute more than 20 miles?		
	Frequency	Percent
Family obligations, for example needing to pick up kids	20	13.2
Unreliable transportation, for example your car breaks down	1	0.7
Don't wish to drive that much	44	29.1
Gas prices	32	21.2
Takes too much time	23	15.2
Other	31	20.5
Total	151	99.9

Table 59: Frequency Distribution		
Q45A: How does your transportation need to be better?		
	Frequency	Percent
Don't own a car	1	100.0
Total	1	100.0

Table 60: Frequency Distribution		
Q46: How many different employers have you worked for in the past 5 years? In other words, how many different places have you worked including the family business or farm?		
	Frequency	Percent
1	187	47.8
2	89	22.8
3	48	12.3
4	27	6.9
5	11	2.8
6	7	1.8
7	1	0.3
8	1	0.3
More than 8	3	0.8
0	15	3.8
Don't know	2	0.5
Total	391	100.1

Table 61: Frequency Distribution		
Q47: Have you been doing anything to find work during the last four weeks?		
	Frequency	Percent
Yes	19	45.2
No	23	54.8
Total	42	100.0

Table 62: Frequency Distribution		
Q48: What are all the things you have done to find work during the last four weeks?		
	Frequency	Percent
Contacted employer directly/interview	4	11.1
Contacted private employment agency	2	5.6
Contacted friends or relatives	2	5.6
Sent out resume/sent out application	11	30.6
Placed or answered ads	3	8.3
Looked at ads	5	13.9
Attended job training programs/courses	1	2.8
Surfed the internet	4	11.1
Other	4	11.1
Total	36	100.1

Table 63: Frequency Distribution		
Q49: Last week, could you have started a job if one had been offered?		
	Frequency	Percent
Yes	17	94.4
No	1	5.6
Total	18	100.0

Table 64: Frequency Distribution		
Q50: Have you been looking for full-time work of 35 hours or more per week?		
	Frequency	Percent
Yes	12	70.1
No	5	29.4
Total	17	99.5

Table 65: Frequency Distribution		
Q52: What is the main reason you were not looking for work during the last four weeks?		
	Frequency	Percent
Believes no work available in line of work or area	3	12.5
Couldn't find any work	1	4.2
In school or other training	3	12.5
Ill-health, physical disability	9	37.5
Doesn't want to work	3	12.5
Drawing retirement	1	4.2
Haven't looked	1	4.2
Retired	2	8.3
School and family	1	4.2
Total	24	100.1

Table 66: Frequency Distribution		
Q53: Did you look for work at any time during the last twelve months?		
	Frequency	Percent
Yes	14	8.5
No	150	91.5
Total	164	100.0

Table 67: Frequency Distribution		
Q54: Did you actually work at a job or a business during the last twelve months?		
	Frequency	Percent
Yes	24	14.5
No	141	85.5
Total	165	100.0

Table 68: Frequency Distribution		
Q55: What is the main reason you left your last job?		
	Frequency	Percent
Personal, family (including pregnancy)	21	12.7
Return to school	2	1.2
Health	16	9.6
Retirement	92	55.4
Temporary, seasonal or intermittent job completed	5	3.0
Slack work or business conditions	3	1.8
Never had a job	4	2.4
Relocated	3	1.8
Other	18	10.8
Don't know	2	1.2
Total	166	99.9

Table 69: Frequency Distribution		
Q56: Do you intend to look for work during the next twelve months?		
	Frequency	Percent
Yes	14	8.5
No	138	83.6
Don't know	13	7.9
Total	165	100.0

Table 70: Frequency Distribution		
Q57: What best describes your situation at this time? For example, are you disabled, ill, in school, taking care of house or family, or something else?		
	Frequency	Percent
Ill	3	12.5
In school	9	37.5
Taking care of house or family	9	37.5
Retired	2	8.3
Other	1	4.2
Total	24	100.0

Table 71: Frequency Distribution		
Q58: Now I have a few questions about the job at which you worked last week. Were you employed by the government, by a private company, a non-profit organization, or were you self-employed (or working in the family business)?		
	Frequency	Percent
Government	97	24.8
Private or Profit company	174	44.5
Non-profit organization (include tax exempt and charitable organizations)	32	8.2
Self-employed	70	17.9
Working in family business	4	1.0
Other	10	2.6
Don't know	3	0.8
Refused/ call continued	1	0.3
Total	391	100.1

Table 72: Frequency Distribution		
Q59: Were you working for federal, state, or local government?		
	Frequency	Percent
Federal	25	25.8
State	50	51.4
Local	22	22.7
Total	97	99.9

Table 73: Frequency Distribution		
Q60: What kind of business or industry are you in?		
	Frequency	Percent
Agriculture	26	9.1
Mining	5	1.7
Construction	26	9.1
Manufacturing	16	5.6
Transportation, communications, or public utility	17	5.9
Wholesale or retail trade	23	8.0
Restaurants	10	3.5
Legal Services	7	2.4
Health and medical services	41	14.3
Education services	9	3.1
Business and Accounting services	4	1.4
Engineering and Technical services	11	3.8
Personal services or recreational services	25	8.7
Finance, insurance, or real estate	12	4.2
Other	55	19.2
Total	287	100.0

Table 74: Frequency Distribution		
Q63A: If respondent mentions any computer skills		
	Frequency	Percent
Computer skills mentioned	98	25.3
No computer skills mentioned	290	74.7
Total	388	100.0

Table 75: Frequency Distribution		
Q63B: Let me ask about your computer skills.		
What is your strongest computer skill?		
	Frequency	Percent
Word processing, such as using MS-Word	51	52.0
Spreadsheet analysis, such as Lotus or Excel	3	3.1
Bookkeeping, such as Quicken	12	12.2
Computer assisted design	1	1.0
Website development	2	2.0
Troubleshooting machines	4	4.1
Maintains a computer network	1	1.0
Computer programming (C, SAS, SPSS)	3	3.1
Develops own software applications	1	1.0
Other	11	11.2
Don't know	9	9.2
Total	98	99.9

Table 76: Frequency Distribution		
Q63C: What other computer skills do you have?		
	Frequency	Percent
Word processing, such as using MS-Word	102	38.6
Spreadsheet analysis (Excel, Lotus)	49	18.6
Bookkeeping (Quicken)	32	12.1
Computer assisted design (CAD)	5	1.9
Website development	12	4.5
Work on machines, troubleshooting	10	3.8
Maintains a computer network	6	2.3
Computer programming (C, SAS, SPSS)	9	3.4
Develops own software applications	3	1.1
Other	27	10.2
Don't know	9	3.4
Total	264	99.9

Table 77: Frequency Distribution		
Q64: Many employers now hire workers both directly as permanent employees and through a temporary employment agency for temporary employees. Are you a permanent or temporary employee?		
	Frequency	Percent
Permanent	327	84.3
Temporary	46	11.9
Don't know	13	3.4
Refused/ call continued	2	0.5
Total	388	100.1

Table 78: Frequency Distribution		
Q65: Would you like a permanent job?		
	Frequency	Percent
Yes	27	58.7
No	17	37.0
Don't know	2	4.3
Total	46	100.0

Table 79: Frequency Distribution		
Q66: Because of circumstances, some people find it necessary to work at jobs that do not match their skill level. For example, a master plumber taking tickets at a movie theatre would be a mismatch between skills and job requirements. Does your current job under-utilize your skills, education, and talents?		
	Frequency	Percent
Yes/Maybe	114	29.3
No	263	67.6
Don't know	9	2.3
Refused/ call continued	3	0.8
Total	389	100.0

Table 80: Frequency Distribution		
Q67: Why do you think you are currently underutilized at your job?		
	Frequency	Percent
Had previous job that required more skill and/or education	22	18.8
Have had additional job training and/or education	12	10.3
Current job does not require my training and/or education	30	25.6
Had a previous job where I earned more income	6	5.1
Other	36	30.8
Don't know	11	9.4
Total	117	100.0

Table 81: Frequency Distribution		
Q68: Have you had jobs in the past which better utilized your skills and education?		
	Frequency	Percent
Yes	77	68.1
No	35	31.0
Don't know	1	0.9
Total	113	100.0

Table 82: Frequency Distribution		
Q70: Taking into account inflation, did your previous job (the job that required more skill) provide you with more income?		
	Frequency	Percent
Yes	44	57.1
No	32	41.6
Don't know	1	1.3
Total	77	100.0

Table 83: Frequency Distribution		
Q71: Would you change jobs so you could better utilize your skills?		
	Frequency	Percent
Yes	82	71.3
No	28	24.3
Don't know	5	4.3
Total	115	99.9

Table 84: Frequency Distribution		
Q72: Would you be willing to undertake job training associated with a new employment opportunity?		
	Frequency	Percent
Yes	94	82.5
No	15	13.2
Don't know	5	4.4
Total	114	100.1

Table 85: Frequency Distribution		
Q73: Do you generally work daytime or evening hours?		
	Frequency	Percent
Daytime	344	88.7
Evening	43	11.1
Refused/ call continued	1	0.3
Total	388	100.1

Table 86: Frequency Distribution		
Q73A: Would you like a job where you could work during daytime hours?		
	Frequency	Percent
Yes	20	45.5
No	24	54.5
Total	44	100.0

Table 87: Frequency Distribution		
Q74: How much formal education have you completed?		
	Frequency	Percent
Less than high school	43	7.3
High school	224	38.1
Some college	150	25.5
Associate degree	18	3.1
Bachelor of Science degree	58	9.9
Bachelor of Arts degree	40	6.8
Postgraduate degree (masters, PhD, JD,MD)	49	8.3
Military training school	2	0.3
Nursing school	1	0.2
Vocational school	3	0.5
Total	588	100.0

Table 88: Frequency Distribution		
Q75: Did you receive your Associate's degree in Oklahoma?		
	Frequency	Percent
Yes	12	57.1
No	9	42.9
Total	21	100.0

Table 89: Frequency Distribution		
Q75A: In which state did you receive your associate's degree?		
	Frequency	Percent
California	2	28.6
Kansas	1	14.3
Louisiana	1	14.3
Ohio	1	14.3
Texas	2	28.6
Total	7	100.1

Table 90: Frequency Distribution		
Q76: Did you receive your bachelor's degree in Oklahoma?		
	Frequency	Percent
Yes	123	84.2
No	23	15.8
Total	146	100.0

Table 91: Frequency Distribution		
Q76A: In which state did you receive your bachelor's degree?		
	Frequency	Percent
California	3	12.5
Florida	1	4.2
Iowa	1	4.2
Kansas	2	8.3
Louisiana	2	8.3
Mississippi	1	4.2
Multiple	1	4.2
Ohio	1	4.2
Philippines	1	4.2
South Carolina	1	4.2
Texas	10	41.7
Total	24	100.2

Table 92: Frequency Distribution		
Q77: Did you receive your highest post graduate degree in Oklahoma?		
	Frequency	Percent
Yes	36	75.0
No	12	25.0
Total	48	100.0

Table 93: Frequency Distribution		
Q77A: In which state did you receive your highest graduate degree?		
	Frequency	Percent
Arizona	2	14.3
Colorado	1	7.1
Florida	1	7.1
New York	1	7.1
Texas	8	57.1
Refused/ call continued	1	7.1
Total	14	99.8

Table 94: Frequency Distribution		
Q78: In addition to your formal education, have you ever received vocational training, apprentice training, or special professional training?		
	Frequency	Percent
Yes	199	45.3
No	235	53.5
Don't know	4	0.9
Refused/ call continued	1	0.2
Total	439	99.9

Table 95: Frequency Distribution		
Q79: Have you received special training on the job training other than the usual introductory job training?		
	Frequency	Percent
Yes	1	33.3
No	2	66.7
Total	3	100.0

Table 96: Frequency Distribution		
Q80: Are you currently enrolled in school or a special training program?		
	Frequency	Percent
Yes	4	19.0
No	17	81.0
Total	21	100.0

Table 97: Frequency Distribution		
Q81: Did the training you told me about cause a change in your employment status?		
	Frequency	Percent
Yes	87	44.2
No	106	53.8
Don't know	4	2.0
Total	197	100.0

Table 98: Frequency Distribution		
Q82: How so?		
	Frequency	Percent
Promotion	25	22.9
Increase in pay at present job	28	25.7
Different job w/the same employer	2	1.8
Different job w/ a new employer	24	22.0
Help retain current job	20	18.3
No change	2	1.8
Able to do several different things, spur of the moment	2	1.8
Appointed to a church	1	0.9
Better herself		0.9
Got a job	1	0.9
Have to have training to work in oil field	2	1.8
Other	2	1.8
Total	109	100.6

Table 99: Frequency Distribution		
Q83: Do you anticipate that this schooling or training you have told me about will change your employment status?		
	Frequency	Percent
Yes	4	0.7
No	609	99.3
Total	613	100.0

Table 100: Frequency Distribution		
Q84: How so? (If respondent hesitates, check all that apply.)		
	Frequency	Percent
Promotion	2	40.0
Different job w/ a new employer	2	40.0
Help retain current job	1	20.0
Total	5	100.0

Table 101: Frequency Distribution		
Q85: What is your current marital status?		
	Frequency	Percent
Married	362	59.3
Widowed	67	11.0
Divorced	58	9.5
Separated	9	1.5
Never married	109	17.9
Refused/ call continued	3	0.5
Refused/ call ended	2	0.3
Total	610	100.0

Table 102: Frequency Distribution		
Q86: How would you describe your spouse's current employment status?		
	Frequency	Percent
Not working and not seeking a job outside the home	107	29.6
Not working outside the home, but seeking work	11	3.0
Working part-time outside the home	26	7.2
Working full-time outside the home	211	58.3
Don't know	6	1.7
Refused/ call continued	1	0.3
Total	362	100.1

Table 103: Frequency Distribution		
Q87: Are you attending a school full or part-time?		
	Frequency	Percent
Yes, a full-time student	52	8.6
Yes, a part-time student	15	2.5
No, not a student	537	88.8
Refused/ call continued	1	0.2
Total	605	100.1

Table 104: Frequency Distribution		
Q88: What type of school are you attending?		
	Frequency	Percent
Four year college/university	38	55.9
Junior college	11	16.2
Vocational technical school	6	8.8
High school; GED classes	12	17.6
State college	1	1.5
Total	68	100.0

Table 105: Frequency Distribution		
Q89: Would you like to pursue additional education or obtain additional training now or in the future?		
	Frequency	Percent
Yes	273	45.1
No	315	52.1
Don't know	16	2.6
Refused/ call continued	1	0.2
Total	605	100.0

Table 106: Frequency Distribution		
Q89A: What type of education or training?		
	Frequency	Percent
Bachelor's degree	59	21.6
Graduate school or professional degree	51	18.7
Vocational/technical school	42	15.4
Computer related training	33	12.1
Other	54	19.8
Don't know	34	12.5
Total	273	100.1

Table 107: Frequency Distribution		
Q90: Including yourself, how many persons in your household are 18 years or older?		
	Frequency	Percent
1	66	24.2
2	149	54.8
3	42	15.4
4	16	5.9
Total	273	100.3

Table 108: Frequency Distribution		
Q91: How many persons 18 years or older in your household are employed or self-employed, including yourself?		
	Frequency	Percent
1	201	33.2
2	209	34.5
3	44	7.3
4	7	1.2
5	1	0.2
0	139	23.0
Don't know	1	0.2
Refused/call continued	2	0.3
Refused/ call ended	1	0.2
Total	605	100.1

Table 109: Frequency Distribution		
Q92: Now let me ask you a few questions about child care. A concern of many working parents is the problem of obtaining quality child care for children while parents are at work. Do you have any children under 15 years of age?		
	Frequency	Percent
Yes	212	35.1
No	391	64.7
Refused/ call continued	1	0.2
Total	604	100.0

Table 110: Frequency Distribution		
Q93: Do you have difficulty obtaining care for your children so that you can work?		
	Frequency	Percent
Yes	35	16.5
No	176	83.0
Refused/ call continued	1	0.5
Total	212	100.0

Table 111: Frequency Distribution		
Q94: Do any of the following apply to your situation?		
	Frequency	Percent
I need care when my child is sick so I can work	15	23.4
I can't work nights or weekends because I can't get child care	12	18.8
I can't find care at all for one or more of my children	7	11.0
I can't find care for my infant or toddler	11	17.2
I need better quality care than I am getting now	6	9.4
I can't earn enough to get child care	6	9.4
Don't know	7	10.9
Total	64	100.1

Table 112: Frequency Distribution		
Q95: Now let me ask how much you alone earn before taxes are taken out of your paycheck? First are you paid by the hour?		
	Frequency	Percent
Yes	193	50.9
No	151	39.8
Refused / call continued	35	9.2
Total	379	99.9

Table 113: Frequency Distribution		
Q96: Please stop me when I read your hourly pay rate.		
	Frequency	Percent
Less than \$6.75	41	21.0
\$6.75 to 8.49	38	19.5
\$8.50 to 9.99	23	11.8
\$10.00 to 11.24	28	14.4
\$11.25 to 13.24	21	10.8
\$13.25 to 15.74	9	4.6
\$15.75 to 19.24	11	5.6
\$19.25 to 24.24	15	7.7
\$24.25 to 43.24	2	1.0
\$43.25 to 60.00	2	1.0
More than \$60.00	2	1.0
Refused/ call continued	3	1.5
Total	195	99.9

Table 114: Frequency Distribution		
Q97: Please stop me when I read your annual pay or salary.		
	Frequency	Percent
Less than \$14,000	13	8.6
\$14,001 to 18,000	8	5.3
\$18,001 to 21,000	10	6.6
\$21,001 to 23,000	1	0.7
\$23,001 to 28,000	6	4.0
\$28,001 to 33,000	12	7.9
\$33,001 to 40,000	19	12.6
\$40,001 to 50,000	16	10.6
\$50,001 to 90,000	25	16.6
\$90,001 to 125,000	8	5.3
More than \$125,000	9	6.0
Don't know	11	7.3
Refused / call continued	13	8.6
Total	151	100.1

Table 115: Frequency Distribution		
Q98: Does any of your salary come from tips or commissions?		
	Frequency	Percent
Yes	18	12.0
No	132	88.0
Total	150	100.0

Table 116: Frequency Distribution		
Q99: About what percentage would you say?		
	Frequency	Percent
3	2	10.5
5	2	10.5
10	2	10.5
15	1	5.3
20	4	21.1
75	1	5.3
100	6	31.6
Don't know	1	5.3
Total	19	100.1

Table 117: Frequency Distribution		
Q100: Since you are commuting to a job outside of your county, we would like to ask one last question: If a job opportunity came up closer to home within your own county, would you consider it if it were: A more desirable job than the job you have now in terms of wages, benefits, and working conditions?		
	Frequency	Percent
Yes	61	82.4
No	11	14.7
Don't know	1	1.4
Refused / call continued	1	1.4
Total	74	99.9

Table 118: Frequency Distribution		
Q101: Would you consider a local job that is comparable to the one that you have now?		
	Frequency	Percent
Yes	53	82.8
No	8	12.5
Don't know	2	3.1
Refused / call continued	1	1.6
Total	64	100.0

Table 119: Frequency Distribution		
Q102: Would you consider a local job that is slightly less desirable, with lower wages and less benefits, than the one that you have now?		
	Frequency	Percent
Yes	10	18.2
No	41	74.5
Don't know	3	5.5
Refused/ call continued	1	1.8
Total	55	100.0

SURVEY FREQUENCY RESULTS Open-Ended Data

Table : Frequency Distribution

Q51: What kind of work do you do, that is, what was your occupation in the last job you held?

Comment	Frequency
Work with heavy machinery	1
Accounting, secretarial and bookkeeping	1
Assembling stuff	1
Babysitting	1
Cashier	1
Chickasaw nation employee	1
Clerical work, bookkeeping	1
Commercial refrigeration, help brother build business, deliveries	1
Construction	2
Construction and steel draftsman	1
Cook	1
Customer service representative with a teaching degree.	1
Disabled	1
Home health care	2
In-line operating	1
Janitor	1
Landscaper	1
Nurse tech	1
Oklahoma Cash Advance operator	1
Print and machine operator	2
Ran community action office	1
Receptionist	1
Research assistant	1
Restaurant	1
Retail	2
Retail and sales	1
Secretary	1
Security guard	1
Stylist	1
Teacher	2
Teacher, pre-school Head Start	1
Teacher, summer school and after school mentor	1
Truck driver	2
Waitress	1
Wal-Mart	1
Whatever they tell me to do...whether it is w/nuts & bolts or whatever	1
Worked for Computing Edge	1
Total	40

Table : Frequency Distribution
Q61: What kind of work do you do, that is, what is your occupation?

Comment	Frequency
Abstracting	1
Account collector	1
Accountant	1
Accounting clerk	1
Accounts payable	1
Acquisition	1
Administrative assistant	3
Administrative assistant/ medical billing clerk	1
Administrative clerk for payroll	1
Administrator	2
Administrator for the national guard	2
Agents	1
Agriculture teacher/career tech organizer.	1
Airport manager	1
All kinds	3
Analyst	1
Anesthetist	1
Assistant administrator	1
Assistant construction teacher	1
Assistant manager and waitress	1
Attorney	1
Attorney referral consultant	1
Auctioneer	2
Auditor	1
Baker	1
Balance checkbook	1
Bar manager	1
Biochol operator	2
Bookkeeper	1
Bookkeeping	1
Brick layer	2
Bus driver	1
Business owner	3
Cafeteria manager	1
Cafeteria worker	1
Car repairs	2
Care for horses	1
Care for the elderly	2
Care of veterans	1
Carpenter	3
Cash office clerk	1
Cash officer	1
Cashier	5
Certified home health aid	1
Certified nurse's aid	1
Certified nurse and midwife	1
Chief chemist, laboratory supervisor	1

Child care	5
Child nutritionist, mail clerk	1
Child support specialist	1
Clerical	0
Clerk	0
Co-owner and teaches piano lessons.	0
Coach, professor	1
Communications tech	1
Computer processor	1
Computer teacher	1
concrete	2
Construction	2
Contractor	2
Cook	3
Cook and server	1
Cook manager	1
Cook, cashier	1
Cook/helper at a nursing home	0
Counsel children	1
Counselor	1
Courtesy driver	2
CPA	2
Crew member	5
Criminal investigator	1
Crisis intervention specialists	1
Cup handler	0
Custodian	0
customer service	0
Customer service	1
Customer Service	1
Customer service rep	1
Customer service, office work	1
Dance instructor	1
Data entry	1
Data entry and works on a farm	2
Dealer developer	2
Deliver newspapers	1
Dental assistant	1
Deputy court clerk	1
Detective at police department	1
Director at church	1
Director for social services and activities	1
District 4H program specialist	1
Driver/delivers meals	2
Drives tractor	1
Drug and alcohol counselor	2
Dry cleaning	1
Education	1
Electrical business	1
Electrician	6

Embalmer and funeral director	2
EMT	0
Engineering tech	1
Equipment operator	4
Estimator	2
Factory worker	2
Farm work	1
Farmer	4
Feed cows, fix fences	2
Feeding, cleaning, lambing, breaking horses	1
Firefighter	2
Flow test oil wells	1
Food service	1
Food service director	1
Foreman	1
Fork lift driver	2
GIS analysis	1
Grad assistant	3
Graphic designer	1
Graphing artist	1
Greenhouse business, small TV station and she does sales for that business also.	1
Handy man	2
Health care coordinator	1
High school	0
Home construction	1
Home health	2
Home provider	1
Hospice nurse	1
Hostess	1
Housing maintenance	1
I do whatever they tell me to do.	2
Independent contractor	2
Inspector	2
Install air conditioners	1
Insurance adjuster	1
Insurance agent	6
Library page	0
Line maintenance	2
Loader	1
Loan associate	1
Locksmith	1
Logistics management	2
Logo department and silk screening	2
Machine operator	2
Mail carrier	6
Maintenance	2
Make Styrofoam cups	2
Management	1
Masonry	2
Mc Donald's	2

Meat wrapper	0
Mechanic	1
Mechanical tech	1
Medical transcriptionist	1
Military	5
Music	2
Network	1
Night manager	1
Nurse	13
Office manager	7
Oil field	2
Oil field consultant supervisor	1
Oil field rigger	2
Oil industry	1
Operates an antique store	0
Operation officer (CFO)	1
Operations manager for a radio broadcast	1
Operator	0
Operator at oil company	2
Optometrist	1
Own a retail store	1
Owner and operator	1
Owner and salesman	0
Owner manager	0
Owner of a processing plant	0
Owner of ranches and commercial property	1
Painter	1
Paramedic	2
Park superintendent/rancher	2
Payroll coordinator	1
PCP	1
Personal director	1
Photo specialist	1
Physical therapist	1
Pilot	1
Pit welder	1
Plumber	1
Police dispatcher	1
Police officer	3
POS	1
Post master	1
Prison ministry	1
Probation and parole officer	2
Produce and cattle on her farm	0
Production foreman	2
Professor	1
Professor in political science	2
Project manager	2
Put up billboards signs	1
Quality control	1

Radiologist technician	1
Raise sheep and daughter	1
Ranch aunt	1
Rancher	6
Real estate appraiser	2
Receptionist	2
Recreational activities specialist	0
Registered technologist...Chairman of the hospital board.	2
Respiratory therapist	2
Retired but currently delivers newspapers	1
Robotics programming	2
Roofer	2
Route driver	2
Run bulldozers	2
Sales	5
Sales clerk	1
Sales representative	1
Secretary	10
Secretary work	0
Security	1
Security guard	1
Self-employed	0
Sell beauty products	1
Sell shoes	1
Service manager	1
Social Service inspector	1
Social worker	2
Stylist and nail tech	1
Substitute teacher	4
Superintendent of schools	1
Supervise teachers	2
Supervisor	3
Surgeon	1
Teacher's aid	1
Teacher's assistant	1
Teacher	14
Teacher and funeral home assistant	1
Teacher, coach	2
Telemarketing	1
Telephone operator	0
Teller	1
Tend cattle	1
Therapy	1
Transcriptions	1
Trash hauling	2
Truck driver	7
Tugger operator	1
Tutor	3
Unloader for a distribution center at Wal-mart	1
Utility	2

Utility person	1
Video production	1
Vocational counselor	1
Waitress	3
Welder	3
Work a movie counter	1
Work in a deli/ customer service	1
Work in cafeteria	1
Works at a school	1
Works for pre-paid legal services.	1
Yard supervisor	2
Total	387

Table : Frequency Distribution
Q62: What are your usual activities or duties at this job?

Comment	Frequency
A little bit of everything	1
Administer anesthesia	1
Accounting	1
Administration	1
Administrative	2
Administrative, organizing district wide event, hire employees, perform evaluations	1
Advise people how to invest their money	2
Advising clients on business	2
Analyzing data	1
Answer phone	0
Answer phone invoicing payroll, bookkeeping	1
Answer phones, paper work, and filing	1
Answer phones, type letters	1
Answering phones, book keeping, banking, and greeting people	1
Answering phones, checking people in and out	1
Anything	1
Anything that has to do with the plant I do or have done.	0
Assignments, keeping order amongst children, following school rules	1
Assistant directors of nurses.	1
Assisting the doctor	1
Attend to the sickened	2
Baking, customer service	1
Balancing checkbook	1
Bathing, cooking, light house keeping	1
Book keeping	1
Book work for the company, teaches piano	0
Bookkeeping and computer graphics	1
Bookkeeping, answering phone	0
Bookkeeping	1
Bookwork, invoicing, and payroll.	1
Bowling, fishing and other activities like that	0
Build fences, clear land, and plant grass	1
Building	2

Building walls	2
Calls potential customers, gathers information, input data into computer, sends it to underwriters for review and tries to sell the insurance	0
Captain	1
Career counselor	1
Carpenter	2
Cash register	2
Cash register, order machine	1
Cattle work	2
Check on quality	1
check people out, hold their buggy,	2
Checking out movies.	1
Child care	7
Clean the church	0
Cleaning	3
Cleaning house	1
Cleaning, fixing and working machinery	2
Cleaning, taking care of kids	1
College and career advisor, paperwork	0
Communications' sales representative, phones	2
Computer and Clerical work	1
Computer and telephone work	1
Computer work and sales	0
computer work, answer phone	1
Computer work, answering the phone	1
Computer work, keep records	1
Computer work, production tracking, monthly reports, graphs and analyzing	1
Conducting transactions	1
Cook, and set up trays or wash dishes	0
Cook, wash dishes, feed children	1
Cooking	3
Cooking pizza	1
Cooking, taking money and orders, stuff that the typical restaurant does	5
Cooking, telling people what to do	1
Counsel children	1
Count money	1
Creative development	1
Criminal investigator	1
Customer service	9
Customer service, cooking, cleaning, paper work	1
Cut hair, do nails	1
Data entry, customer service, build frames	1
Data entry, feed animals	2
Data entry, little work in court room	1
Data processing, contracting work for other companies that outsource	1
Database design, project manager	1
Deliver babies outpatient clinic women healthcare	1
Deliver coke to Philips stations and pop machines	2
Deliver mail and customer service	1
Delivering meals	2
Delivers newspapers	1

Delivery	1
Determining eligibility for clients to receive benefits	1
Direct programs	1
Director photography	1
Drills on the weekend	5
Driving people to work and home and to post office. Driving people to errands.	2
Driving, paper work	1
Electrical duties	1
Embalming, does some consultant work and direct funerals	2
Equipment maintenance	1
Evaluate items being sold, auctioneer and communicate well with crowd and sales company and cosigners.	2
Evaluations for emergency detention	1
Everything	1
Everything from oil changes to motor rebuild	1
Fabricate	2
Farm work, fix tractors	1
Feed and take care of cattle	1
Feed cattle, put in a road, general stuff, cutting brush, cutting trees, castrate bulls	2
Feed cows, fix fences	2
Feeding and watering, general health care, general delivery of babies	1
Feeding book work working cattle, some farming	0
Feeding, cleaning, lambing	1
Fixing roofs	2
Food service	1
Give immunization, family planning, wick	1
Give students their lessons and follow orders from teachers	1
Gives medication and health teaching	1
Grocery shopping	1
Group counseling individual outtake intake	2
Head of detective division, take care of investigations, assign people to certain tasks	1
Help elderly people with cleaning, bathing	1
Help research, grading exams	3
High school visits, lot of paper work	1
House work	1
I take inventory, ordering, serving, rotate stock	1
In charge of medication, paying bills, fixing meals of patients, taking patients where they need to go	1
Inspect automotive parts	1
Inspect houses	2
Inspects properties, searches records, estimates the values of properties and what they are worth	2
Inventory control	1
keeping the books and money	0
Laborer	2
Land records	1
Law enforcement, supervise adult felony offenders	2
Lay brick for houses	2
Lays out material for the preparation of car covers	2
Leave for employee, paying our bills, letters and general office duties and reports	1
Librarian	1

Library and computer work	1
Light maintenance on machines,	2
loader operator	2
Loading and selling guns	2
Loading Trucks	1
Locking the doors and checking/turning off lights	1
Mail delivery	5
Make contacts with vendors to negotiate and make contracts	1
Make gas	2
Make lids, run machine	0
Make sure that bills and employees are paid for their work	1
Make sure wells are flowing correctly, keep track of production	1
Makes flower arrangements	0
Making can and put it in a freezer	0
Making sure equipment works right, and that everything is in order	2
Management	2
Management and sales	0
Management, supervising, ordering	1
Managing people	2
Marketing and sales	1
Match up attorney with clients, computer and phone work	1
Meeting with clients, research	1
Moves dirt, builds ponds and roads	1
Moves things with the fork lift	2
Nurse	2
Office work	2
Operate equipment in oil fields, use field equipment when I'm needed	2
Operate machines	2
operating robots	2
Order merchandise, stock, sell	1
Order parts	2
Order things, tape shows, wait on customers, take care of plants	1
Overseeing construction	2
Overseeing jobs, carpentry	1
overseeing jobs, taking care of oil reels, and overseeing oil equipment	1
Oversees maintenance	2
Packing	0
Paint and unmask bumper and drive fork lifts	2
Painting	1
Painting, repairing sheet rock	2
Paperwork for loans, book loans	1
Patient care	1
Patient care and treatment, emergency medical care	0
Patient care, staff assignments and management	1
Patrol, investigation	2
Patrol, traffic	1
Pay bills	1
Pay bills and other things	0
Payroll weekly, office ordering supplies, filing	1
Performs eye exams	1

Phones, payroll, terminations, office work clerical	0
Physical fitness training	2
Pipe fitting welder	1
Planting, bailing hay	1
Plumbing new houses.	1
Postal office, sort, case and deliver mail	1
Prepare food, greeting people	1
Preparing food and serving	1
Press shirts	1
Probate, state planning, real estate transactions	1
Programming for three radio stations	1
Provide personal care for elderly people	1
Public relation, maintain school grounds	1
Put out fires' working car wrecks	2
Puts different logos on car covers and UV screens	2
Read books, write and count	3
Receiving and checking freight	1
Records	1
Recruitment, training, payroll	1
Remodeling	0
Remodels kitchens and bathrooms	1
Repair oil fields, pumps, valves, meters	1
Repairing cars	2
Reporting for the bank and supervising 22 employees	1
Reports, mailed deposited out	1
Representing the city, making sure electronics are working	1
Research land records	1
Resident chair coordinator	1
Retail pricing	1
Review records, collect data, look for trends and give citations	1
Review what papers are submitted to them	2
Rod inspection	2
Run cooker to put food in a deli, waiting on people	1
Run different kinds of equipment	2
Run the power plant	2
Running a clinic	1
Running heavy equipment	2
Running register	3
Sales	9
Scan incoming receipt documents and computer data entry, accounts receivable	1
Scheduling job assignments	1
Scheduling shifts, troubleshooting problems, associating in making changes to production, just kind of a general job there	1
Scheduling, optical technician, paper work	1
Scheduling, project manager, construction projects.	1
Secretary	2
Secretary work	0
sell insurance	1
Serving food, cleaning	2
Sheet metals	1
Stocker or works registers	1

Supervise people, maintain and monitor oil and gas production	2
Supervising	4
Supervising and helping student teachers	2
Supervising, giving education of patients, long-term care, making sure everyone is dressed and medication is given, lab work, charting	1
Supervising, keeps clinic moving smoothly, and pay roll	1
Surgery	1
Surgery nurse, circulator	1
Take care of cattle	1
Take care of elderly	1
Take care of film machines	1
Take care of patients	1
Take money from casino machines and count it	1
Take tires to press so they can be pressed in to tires	1
Take x-rays in a hospital	1
Takes care of cattle and crops	1
Takes care of cattle and land	2
Takes cares of moms after they have babies and checks their vital signs	1
Takes food to the patients	1
Taking care of a park, picking up trash, mowing the grass, and running cattle as a rancher	2
Taking care of a six year old who has lots of health problems	1
Taking care of animals and running farm equipment	2
Taking care of patients	1
Taking care of sick people, mostly children	1
Taking care of the elderly	0
Taking patients to the doctor, scheduling social events, helping patients with daily activities	1
Tax collecting, book keeping	0
Teach students about drugs, conduct character building exercises for students	2
Teaching	17
Teaching and counseling	1
Teaching and supervising	2
Teaching, coaching	3
Teaching, conducting research, report writing	1
Teaching, general research, committee work, university work	2
Teaching, play ground duty and cafeteria duty	0
Teaching, technician at the funeral home, selling insurance and doing paper work	1
Teaching, working at ball games	0
Technical assistance	1
Telephone collections	1
Telephone maintenance	1
Truck driver	4
Typing	8
Varies	1
wait on customers, shelve books and help customers find books	0
Waitress, prepare the salad bar, answer phones, work the register	3
Welding	1
Wiring up houses	5
Work in the field of home health	2
Work on special circuits and dial tones	1

Working with patients who have pulmonary and cardiac complications	2
Working with people	1
Works in the warehouse	1
Wrap meat	0
Writing letters, doing correspondence, organizing programs, doing classes, making bulletins	1
Total	381

Table : Frequency Distribution

Q63: What other skills do you have hat are not involved in this employment?

Comment	Frequency
About nay other nursing skill	1
Accounting	8
Accounting and secretary skills	1
Accounting, and computer skills	2
Accounting, musical skills	1
Accounting, nursing, secretary, construction	1
Actress	1
Administration	2
All kinds of skills	2
Anything	1
Art skills	1
Auto detailing	1
Bachelors degree in math, computer skills	1
Bachelors in history, taught a semester of college, and was also a writing consultant in a writing center	1
Banking	0
Banking and secretary skills	1
Banking, lending, office work	1
Basketball referee	2
Beauty operator	0
Bilingual, book keeping, retail experience	1
Bookkeeping	1
Building contractor, educator, musician	1
Business computer classes	1
Business realtor	1
Business skills	1
Can do just about anything	1
Carpentry and heavy equipment operator	1
Carpentry and mechanical skills	2
Carpentry metal work automotive	1
Carpentry work, can lay asphalt, and run a bulldozer	1
Carpentry, electrical work, and any kind of heavy equipment work.	2
Cashier skills	2
Catering	0
Clerical	1
Coaching, little building	2
College degree	0
College degree in social work	1

Computer and nursing skills	1
Computer and teaching skills	1
Computer skills	21
Computer skills, clerical skills, and can drive a tractor	1
Computer skills, college degree	1
Computer skills, machine operator	2
Computer skills, phone service skills, child care and costal/volunteer work, substitute teacher, mechanical skills	1
Computer skills, sales	1
Computer skills, sewing, accounting	1
Computer skills, sewing, cooking	0
Computer skills, working applications, some college experience	1
Computer statistics, economic analysis, political campaigning, most of my battlefield oriented military skills I don't utilize, like reconnaissance, which is my usual job.	2
Construction	4
Construction, welding, and asphalt	2
Contracting, ranching all kinds of things, clerk	2
Cooking	1
Counselor and aerobics instructor	1
Crafts	1
Custodian	2
Degree in mental health counseling	1
Dental assistance	0
Dental assistant license, CNA, home health license	1
Disability education	2
Drafting, operating heavy machinery, can drive a bus	2
Driving truck	1
Drug Control	1
Education degree	2
Electrical and automotive skills	1
Electrical carpentry	2
Electronic technician	2
EMT, secretary, driving trucks cross country	1
Everything is involved	1
Facility management	2
Farm business	1
Farmer, oil field	1
Farming	3
Farming and ranching	1
Farming, medical skills	1
Fishing	2
Following grandkids	0
Forklift, inventory, stocking	2
Garden	1
General office work	1
Graphic designer, DSL work, call center, technical support, accounting clerk	1
Graphic portraits	1
Heating and air conditioning	2
Heavy equipment operator, pipe setter, concrete layer	1
Home health skills	0
Homemaker, general working skills, conscientious employee	0

I can do just about anything, carpentry, and electrical work.	1
Interior design	1
Involve all of my skills	2
Ironworker, machinist, steel direction	2
language, teaching and research skills	2
Law enforcement	2
Locksmith	2
Logistics, criminal justice degree, typing skills, minor in physical education	2
Machine operations	2
Make motorcycle helmets, air filters	1
Managed a convenience store/restaurant, secretary skills	1
Management	7
Manual labor and restaurant experience	0
Master degree in counseling	1
Master degree in education	2
Mechanical and electrical skills	1
Mechanical Engineering	1
Mechanical skills	3
Medical assistant	1
Microsoft programs, medical terminology, filing	1
music skills	5
Music skills	2
Musical skills, loan officer	2
Nothing	61
Nursing home administrative license	1
Nurses aid certified	1
Office procedures, medical coding and billing	1
Office work	3
Oil field supply	1
Oil fill work	2
Old retired school superintendent	2
Operate heavy machinery, farm work	2
Operated heavy machinery in college	2
Operating hand tools typing	1
Painter	0
Painting and sewing	1
Painting skills	0
Paints and sews	0
Paralegal, notary public, research, housing specialist, sow, paint, aerobics, gym, tap, ballet, carpentry, drywall work, gardening, landscaping, writing	1
Patient therapy at hospitals, alcoholic treatment centers, general counseling skills, public school prevention, out patient clinic, within treatment centers, and hospitals	1
Pharmacy tech	1
Photography	1
Photography, customer service	1
Piano playing	0
Plumbing and property management	1
Plumbing, carpentry, and hang garage doors	1
Psychology major	1
Pubic water systems	2
Public speaking skills, marketing skills	1

Quilting, waitress	1
Quilting/sewing	1
Ranch	2
Ranch skills	2
Regular maintenance skills	1
Retail	1
Retail experience	1
Retail management, merchandising, inventory control, labor control	1
Retired nurse	0
RN	1
Run milling machine, pack clay targets	1
Sales	5
School administration, counseling	1
Secretary	1
Secretary and musical skills	2
Secretary skills	5
Sewing machine	0
Sewing, computer skills, record keeping, clerical	1
She can do just about anything.	1
Singing	3
Steel, welder, carpenter	1
Supervisor for contracting company	2
Switchboard, teaching skills, banking, loans, real estate department	4
Teaching	0
Teaching and coaching skills	1
Teaching skills	13
That's pretty much your life	1
Translating skills	1
Truck driving	3
Typing	2
Typing skills	2
Typing, communication	1
Typing, office work, forklift license, catering, construction	1
Union fight plumber, used to own and operate a union stock yard	1
Use all of them	1
Used to work in factory	1
Waiting tables, cooking	1
Waitress	1
Warehouse, construction, fast food preparation	1
Was in the military	2
Welder, salesman, painter	2
Welding	1
Welding, farming, building fences	2
Work in fast food	1
Worked with the mentally handicapped for years	1
Working with the public	0
Works with kids with disabilities	1
Total	329

Table : Frequency Distribution
Q69: What type of job or jobs have you had in the past which required more skills and/or education?

Comment	Frequency
Band	2
Cleaning company	1
Clerical/secretarial work	3
Computer company, substitute teaching	1
Construction	2
Construction work	5
Cosmetology	1
Counselor, principal, teacher, farmer, and preacher.	2
Department of housing and urban development, a congressional affairs re	2
Electrical work	2
Engineering inspector	1
Factory	1
Firefighter, steel direction	2
Food management	1
General manager	2
Home health aid	1
Home health care	0
Home health care providers	1
Home interior decor sales	3
Illustrator for Disney	1
Insurance manager	2
Internet support	2
Legal secretary	1
Maintenance for the city	1
Manager	1
Manager jobs	1
Manufacturing company	2
Meat inspection	1
Military	2
MSN customer service	1
Nurse's aid	1
Nursing home	1
Office management	2
Office manager	2
Office work	1
Payroll	1
Payroll clerk	1
Plant maintenance	1
Police officer	1
Pre-school teacher	1
Production superintendent	2
Public water systems finding repairs, electronics company, field engineer.	2
Registered nurse	1
Retail management	1
Running a fish farm, and modular construction	1
Secretarial	1

Store manager	1
Teacher	1
Worked at school	0
Worked for the IRS, owned a business	1
Working at the hospital in medical records	1
Working at the writing center	1
Working in a office for a CPA	0
Working in college and education and public schools.	1
Total	69

APPENDIX A Introduction Selection Sequence

Informed Consent Script:

Introduction: *Hello this is _____ (Interviewer) calling from the University of Oklahoma Public Opinion Learning Laboratory in Norman. We are conducting a study of labor force characteristics in your area. The study is sponsored by local economic development officials and the Oklahoma Department of Commerce. The study will help local officials in their business and workforce development efforts.*

Your phone number was selected at random and we don't know either your name or address. The questions I need to ask will take about 8-10 minutes and all of your responses will be kept confidential. You may stop participating at any time and may decline to answer any question you do not feel comfortable answering. There are no risks or benefits to participation.

At the completion of the interview I will give you telephone numbers in case you have questions concerning the study or questions concerning your rights as a participant in the study.

[If yes, then:]

Thank you. And, just to confirm that I am speaking with an adult, are you 18 years of age or older?

[If no, then:]

We thank you for volunteering to participate. We are obligated to speak to someone who is at least 18 years old. Is there someone who is at least 18 years old available to come to the phone right now?

[If yes, then:]

We are required to tell you that participation is voluntary, your individual responses will be kept entirely confidential and you are free to refuse to answer any question or withdraw at any time. There are no foreseeable risks or benefits associated with this study beyond those present in routine, everyday, life.

Concluding remarks:

Thank you very much for participating in this survey, which was funded by the Communications Department at the University of Oklahoma. Would you like to have phone numbers to call regarding the conduct or content of the survey?

[If yes, then:]

If you have any questions about the content, please feel free to contact OU POLL at (405) 325-7655. If you have questions about your rights as a research participant, you may call the University of Oklahoma Norman campus Institutional Review Board at (405)325-8110.

APPENDIX B Fallback Statements

These statements are to be used to answer questions from respondents and to aid you in gaining respondent cooperation.

How did you get my number?

(For RDD studies) Your number was randomly generated by a computer. We supplied the area code and a computer randomly created the rest of the numbers. We do not have your name or address, and you are not part of any list and your answers will be entirely confidential.

I don't want to buy anything!

We are not selling anything, and we won't try to contact you at a later date to sell you anything either. We are conducting a scientific study and we would really appreciate it if you could help us out.

Where are you calling from?

I am calling from the University of Oklahoma's Public Opinion Learning Laboratory on campus. This is where we conduct scientific studies on the behalf of professors here at the university as well as other organizations.

I don't have time right now.

If now is not a good time, I would be happy to call you back another time. How about _____ (suggest a time)?

I don't want to share my opinions.

You were selected to represent thousands of people in _____ (geographic area). Your opinions are very important to us so that we can get an accurate picture of what people think. Your answers will be kept completely confidential.

I don't do anything over the phone.

If you are concerned about the legitimacy of this operation you can speak with my supervisor or I can have the director of the OU POLL contact you. Let me remind you that we are not trying to sell you anything and your answers will be kept strictly confidential.

I'm not interested.

This is a really important study that will be used to _____ (fill in with specifics of study). We really need everyone who has been selected to participate so that our results will be accurate.

Take me off your list!

(For RDD studies) We are not calling from any list. Your number was randomly generated by a computer. We do not have your name or address, and you are not part of any list, and your answers will be kept entirely confidential.

APPENDIX C Survey Questionnaire

Q0:

First, let me ask which county do you live in?

Garvin	1	=> /Q1
Murray	2	=> /Q1
Pontotoc	3	=> /Q1
Other	8	
Don't know	77	=> /INT
Refused/call continued	88	=> /INT
Refused/call ended	99	=> /INT

Q0A:

I'm sorry but you do not live in our study area. Thank you for your time.

End Call	1	=> /INT
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Q1:

Let me ask in what city or town do you live?

Ada	1	
Byng	2	
Davis	3	
Elmore City	4	
Erin Springs	5	
Fitzhugh	6	
Francis	7	
Lindsay	8	
Pauls Valley	9	
Paoli	10	
Stratford	11	
Sulphur	12	
Wynnewood	13	
Something else	14	O
Don't know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q2:

What is your zip code?

Don't know	77777	
Refused/call continued	88888	
Refused/call ended	99999	=> /INT

Q3:

Were you living in this house or apartment five years ago; that is, in February of 2000?

Yes	1	=> /Q4
No	2	
Don't Know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q3A:

Where did you live in February of 2000 Was it ...

A different residence of the same county	1
A different county in Oklahoma	2

A different state		3	
Not in the US		4	
Lived in same residence		5	
Other		6	
Don't Know	7		
Refused/call continued	8		
Refused/call ended	9		=> /INT

Q4:

In what year were you born?

Refused/call ended	9999		=> /INT
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Q5:

Determine gender without asking

Male	1	
Female	2	
Can't tell	3	

Q6:

What race or ethnicity do you consider yourself? Would you say ...

White	1		=> /Q7
Black/African American	2		=> /Q7
Native American or American Indian	3		
Hispanic	4		=> /Q7
Asian	5		=> /Q7
Other	6		=> /Q7
Don't Know	7		=> /Q7
Refused/call continued	8		=> /Q7
Refused/call ended	9		=> /INT

Q6A:

What tribe do you consider yourself to be? (Do not read choices.)

Choctaw	1		
Chickasaw	2		
Cherokee	3		
Other	5		
Don't Know	7		
Refused/call continued	8		
Refused/call ended	9		=> /INT

Q7:

Are you in the military?

Yes	1		
No	2		
Don't Know	7		
Refused/call continued	8		
Refused/call ended	9		=> /INT

Q8:

Suppose a company locates a facility in your area and needs workers. The company pays \$10 per hour, or about \$21,000 per year plus a typical package of benefits including health insurance. Using a scale of One to Five, where One is Very Unattractive and Five is Very Attractive, please tell me how you would view such a job for yourself in your present circumstance.

1 Very unattractive	1
2 Unattractive	2
3 Neither unattractive nor attractive	3

4 Attractive	4	=> /Q11
5 Very attractive	5	=> /Q11
Depends on the type of work	6	=> /Q11
Doesn't want to work	7	=> /Q11
Other	8 0	=> /Q11
Don't know	77	=> /Q11
Refused/call continued	88	=> /Q11
Refused/call ended	99	=> /INT

Q8A:

Why do you say so? (Do not read; choose the best answer)

Pay is not enough	1	
Doesn't want to work (retired, etc.)	2	=> /Q11
Can't work due to family responsibilities	3	=> /Q11
Other reason (specify)	4 0	=> /Q11
Don't Know	7	=> /Q11
Refused continued	8	=> /Q11
Refused ended	9	=> /INT

Q9:

What if the company pays \$12 per hour or about \$25,000 per year plus a typical package of benefits including health insurance? Using a scale from one to five, where one is Very Unattractive, and five is Very Attractive, please tell me how you would view such a job for yourself in your present circumstance.

1 Very unattractive	1	
2 Unattractive	2	
3 Neither unattractive nor attractive	3	
4 Attractive	4	=> /Q11
5 Very attractive	5	=> /Q11
Depends on the type of work	6	=> /Q11
Doesn't want to work	7	=> /Q11
Other	8 0	=> /Q11
Don't know	77	=> /Q11
Refused/call continued	88	=> /Q11
Refused/call ended	99	=> /INT

Q10:

What if the company pays \$14 per hour or about \$29,000 per year plus a typical package of benefits including health insurance? Using a scale from one to five, where one is Very Unattractive, and five is Very Attractive, please tell me how you would view such a job for yourself in your present circumstance.

1 Very unattractive	1	
2 Unattractive	2	
3 Neither unattractive nor attractive	3	
4 Attractive	4	
5 Very attractive	5	
Depends on the type of work	6	
Doesn't want to work	7	
Other	8 0	
Don't know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q11:

Does anyone in this household have a business or a farm?

Yes	1	=> /Q13
No	2	
Don't know	7	

Refused/call continued 8
Refused/call ended 9 => /INT

Q12:

Last week, did you do any work for pay?

Yes 1 => /Q16
No 2 => /Q19
Don't know 7 => /Q19
Refused/call continued 8 => /Q19
Refused/call ended 9 => /INT

Q13:

Last week, did you do any work for either pay or profit? (Include paid and unpaid vacations, paid and unpaid sick leave as work)

Yes 1 => /Q16
No 2
Don't know 7
Refused/call continued 8
Refused/call ended 9 => /INT

Q14:

Last week, did you do any unpaid work in the family business or farm?

Yes 1
No 2 => /Q19
Don't know 7 => /Q19
Refused/call continued 8 => /Q19
Refused/call ended 9 => /INT

Q15:

Did you receive any payments or profits from the business?

Yes 1
No 2
Don't know 7
Refused/call continued 8
Refused/call ended 9 => /INT

Q16:

Do you work in the same county that you live in?

Yes 1 => /Q18
No 2
Don't know 7
Refused/call continued 8
Refused/call ended 9 => /INT

Q17:

In which county do you work?

Carter 1
Cleveland 2
Coal 3
Garvin 4
Grady 5
Johnston 6
Murray 7
Pontotoc 8
Pottawatomie 9
Seminole 10

Stephens	11		
Other	12	O	
Refused/call continued	88		
Refused/call ended	99		=> /INT

Q18:

In which city or town do you work?

Ada	1		=> /Q24
Antioch	2		=> /Q24
Ardmore	3		=> /Q24
Byng	4		=> /Q24
Davis	5		=> /Q24
Elmore City	6		=> /Q24
Erin Springs	7		=> /Q24
Fitzhugh	8		=> /Q24
Francis	9		=> /Q24
Lindsay	10		=> /Q24
Paoli	11		=> /Q24
Pauls Valley	12		=> /Q24
Purcell	13		=> /Q24
Stratford	14		=> /Q24
Stonewall	15		=> /Q24
Sulpher	16		=> /Q24
Wynnewood	17		=> /Q24
Other	18	O	=> /Q24
Don't know	77		=> /Q24
Refused/call continued	88		=> /Q24
Refused/call ended	99		=> /INT

Q19:

Why didn't you work for pay last week? Was it because you are:

RETIRED	1		=> /Q22
DISABLED	2		=> /Q20
UNABLE TO WORK	3		=> /Q21
WAITING TO START WORK	4		=> /Q26
AWAY FROM WORK WITHOUT PAY	5		=> /Q26
DON'T WORK OUTSIDE HOME	6		=> /Q22
NEVER WORKED OUTSIDE HOME	7		=> /Q22
DON'T HAVE RELIABLE TRANSPORTATION	8		
Unemployed	9		=> /Q22
A student	10		=> /Q22
On vacation (with pay)	11		=> /Q24
Didn't have to work	12		=> /Q22
Other	13		=> /Q22
Don't know	77		=> /Q22
Refused/call continued	88		=> /Q22
Refused/call ended	99		=> /INT

Q19A:

What are your transportation needs?

Open Ended	1	O	=> /Q22
Don't Know	7		=> /Q22
Refused/call continued	8		=> /Q22
Refused/call ended	9		=> /INT

Q20:

Does your disability prevent you from accepting any kind of work during the next six months?

Yes	1	=> /Q74
No	2	=> /Q22
Don't know	7	=> /Q74
Refused/call continued	8	=> /Q74
Refused/call ended	9	=> /INT

Q21:

Do you have a disability that prevents you from accepting any kind of work during the next six months?

Yes	1	=> /Q74
No	2	
Don't know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q22:

Do you currently want a job, either full or part time?

Yes	1	=> /Q47
Maybe	2	=> /Q53
No	3	=> /Q53
Don't know	7	=> /Q53
Refused/call continued	8	=> /Q53
Refused/call ended	9	=> /INT

Q23:

Last week, did you have a job, either full or part time, from which you were temporarily absent?

Yes	1	
No	2	=> /Q46
Don't Know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q24:

LAST WEEK, did you have more than one job (or business), including part-time, evening or weekend work?

Yes	1	
No	2	=> /Q26
Don't Know	7	=> /Q26
Refused/call continued	8	=> /Q26
Refused/call ended	9	=> /INT

Q25:

How many jobs (or businesses) did you have?

1	1	
2	2	
3	3	
More than 3	4	
Don't know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q26:

Do you usually work 35 hours or more per week at your job or business?

=> Q28

else => Q26

if (Q25>1)|(Q25=77)|(Q25=88)

Yes	1	
No	2	
Don't know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q27:

How many hours per week do you usually work at your job or business?

rotation -> 2

1-10	1	
11-15	2	
16-20	3	
21-25	4	
26-30	5	
31-35	6	
36-40	7	
41-45	8	
46-50	9	
51-55	10	
56-60	11	
More than 60 hours	12	
Don't know	77	=> /Q30
Refused/call continued	88	=> /Q30
Refused/call ended	99	=> /INT

JR1:

=> Q33

else => Q30

if (Q27>6)

Q28:

Do you usually work 35 hours or more per week at all your jobs?

Yes	1	
No	2	
Don't Know	7	
Refused/call continued	8	
Refused/call ended call	9	=> /INT

Q29:

How many hours per week do you usually work at your main job?

1-10	1
11-15	2
16-20	3
21-25	4
26-30	5
31-35	6
36-40	7
41-45	8
45-50	9
51-55	10
56-60	11

More than 60 hours	12	
Don't know	77	=> /Q30
Refused/call continued	88	=> /Q30
Refused/call ended	99	=> /INT

JR2:

=> Q33
else => Q30
if (Q29>=35)

Q30:

Do you want to work a full-time workweek with just one employer?

Yes	1	
No	2	=> /Q32
Regular hours are full-time	3	=> /Q33
Don't know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q31:

Some people work part-time because they cannot find full time work or because business is poor. Others work part-time because of family obligations or other personal reasons. What is your MAIN reason for working part-time instead of full time?

Slack work/Business conditions	1	=> /Q33
Could only find part-time work	2	=> /Q33
Seasonal work	3	=> /Q33
Child care problems	4	=> /Q33
Other family/Personal obligations	5	=> /Q33
Health/Medical limitations	6	=> /Q33
School/Training	7	=> /Q33
Retired/Social security limit on earnings	8	=> /Q33
Full-time workweek is less than 35 hours	9	=> /Q33
Other	10	=> /Q33
Don't know	77	=> /Q33
Refused/call continued	88	=> /Q33
Refused/call ended	99	=> /INT

Q32:

What is the MAIN reason you DO NOT want to work full-time?

Child care obligations/problems	1	
Other family/personal obligations	2	
Health/Medical limitations	3	
School/Training	4	
Retired/Social security limit on earnings	5	
Full-time work week is less than 35 hours	6	
Don't want to/Don't have to	7	
Other	8	
Don't know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q33:

Now I have a few questions regarding the fringe benefits associated with your (main) job or business.

Does your job have a paid vacation?

Yes	1	
No	2	
Self-employed	3	=> /Q38
Don't know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q34:

Does your job offer health care insurance paid by the employer?

Yes	1	
Part of health care is paid by employer	2	
No	3	
Don't know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q35:

Does your job offer reimbursement for education and training courses?

Yes	1	
No	2	
Don't know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q36:

Does your job offer a retirement plan?

Yes	1	
No	2	
Don't know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q37:

Does your present job offer advancement potential?

Yes	1	
No	2	
Don't know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q38:

How far do you live from your place of employment?

0-5 miles	1	
6-10 miles	2	
11-20 miles	3	
21-30 miles	4	
31-50 miles	5	
More than 50 miles	6	
Work at home	7	=> /Q41
Don't Know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q39:

How did you get to work last week? (read until selection is made; choose the one used most of the time)

Car, truck, or van	1	
Bus	2	=> /Q40
Walk to work	3	=> /Q40B
Bicycle	4	=> /Q40
Other (specify)	5	O => /Q40
Don't Know	7	=> /Q40
Refused continued	8	=> /Q40
Refused ended	9	=> /INT

Q39A:

Did you drive your own vehicle?

Own Vehicle	1	
Rode with someone else	2	
Company car	3	
Other (specify)	4	O
Don't know	7	
Refused continued	8	
Refused ended	9	=> /INT

Q40:

How reliable is the transportation you use to work? Would you say very reliable, somewhat reliable, or not at all reliable?

Very reliable	1	=> /Q41
Somewhat reliable	2	=> /Q41
Not at all reliable	3	
Don't Know	7	=> /Q41
Refused continued	8	=> /Q41
Refused ended	9	=> /INT

Q40A:

Why do you say that your transportation to work is not at all reliable?

Enter Response	1	O
Don't Know	7	
Refused continued	8	
Refused ended	9	=> /INT

Q40B:

Does the lack of reliable transportation prevent you from working at a better job in your area?

Yes	1	
No	2	=> /Q41
Don't Know	7	=> /Q41
Refused continued	8	=> /Q41
Refused ended	9	=> /INT

Q40C:

How so?

Enter Response	1	O
Don't Know	7	
Refused continued	8	
Refused ended	9	=> /INT

Q41:

Even though you are now employed in a job or have your own business, have you taken any action to find a new job in the last three months?

Yes	1	
No	2	=> /Q43
Don't Know	7	=> /Q43
Refused/call continued	8	=> /Q43
Refused/call ended	9	=> /INT

Q42:

What are all the things you have done to find alternative work during the last three months?

Contacted employer directly/interview	1	
Contacted public employment agency	2	
Contacted private employment agency	3	
Contacted friends or relative	4	
Contacted school/university employment center	5	
Sent out resumes/filled out applications	6	
Checked union/professional registers	7	
Placed or answered ads	8	
Looked at ads	9	
Attended job training programs/courses	10	
Surfed the internet	11	
Other	12	
Don't know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q42A:

Please tell me the PRIMARY reason that you are looking for another job? (only one response)

Better pay	1	
Better benefits	2	=> /Q43
Want to work closer to home	3	=> /Q43
Family responsibilities	4	=> /Q43
Change in career	5	=> /Q43
Other	6	=> /Q43
Don't know	7	=> /Q43
Refused/call continued	8	=> /Q43
Refused/call ended	9	=> /INT

Q42B:

How much pay are you looking for per hour?

\$6-\$8	1	
\$8.01-\$10	2	
\$10.01-\$15	3	
\$15.01-\$20	4	
\$20.01-\$25	5	
\$25.01-\$30	6	
\$30.01+	7	
Don't know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q43:

Assume you receive an offer for a job that you are qualified to perform and that involved similar working conditions, job security and fringe benefits as your current job. What increase in pay would be necessary to attract you to another employer?

LESS THAN 5 PERCENT INCREASE		1	
BETWEEN 5 PERCENT AND 10 PERCENT INCREASE		2	
BETWEEN 10 PERCENT AND 15 PERCENT INCREASE		3	
BETWEEN 15 PERCENT AND 20 PERCENT INCREASE		4	
MORE THAN 20 PERCENT INCREASE		5	
NOT INTERESTED AT ANY INCREASE		6	
Other		7	
Don't know	77		
Refused/call continued	88		
Refused/call ended	99		=> /INT

Q43A:

What increase in pay would be necessary to attract you to another employer who offered a standard package of benefits including paid vacation and health benefits?

=> Q44

else => Q43A

if (Q33=1)&(Q34=1)

LESS THAN 5 PERCENT INCREASE		1	
BETWEEN 5 PERCENT AND 10 PERCENT INCREASE		2	
BETWEEN 10 PERCENT AND 15 PERCENT INCREASE		3	
BETWEEN 15 PERCENT AND 20 PERCENT INCREASE		4	
MORE THAN 20 PERCENT INCREASE		5	
NOT INTERESTED AT ANY INCREASE		6	
Don't know	77		
Refused/call continued	88		
Refused/call ended	99		=> /INT

Q44:

How far are you willing to commute to a place of employment?

0-5 miles	1		=> /Q45
6-10 miles	2		=> /Q45
11-20 miles	3		=> /Q45
21-30 miles	4		=> /Q44A
31-50 miles	5		=> /Q44A
More than 50 miles	6		=> /Q44A
Don't Know	7		
Refused/call continued	8		
Refused/call ended	9		=> /INT

Q44A:

Is your transportation reliable enough to allow you to commute that far everyday?

Yes	1		=> /Q46
No	2		
Don't Know	7		
Refused/call continued	8		=> /Q46
Refused/call ended	9		=> /INT

Q44B:

Why is that?

Enter response	1	O	=> /Q46
Don't Know	7		=> /Q46
Refused/call continued	8		=> /Q46

Refused/call ended 9 => /INT

Q45:

Please tell me which of the following are reasons that you are not willing to commute more than 20 miles?

Family obligations, for example needing to pick up kids	1	=> /Q46
Unreliable transportation, for example your car breaks down	2	
Don't wish to drive that much	3	=> /Q46
Gas prices	4	=> /Q46
Takes too much time	5	=> /Q46
Other	6	=> /Q46
Refused/call continued	8	=> /Q46
Refused/call ended	9	=> /INT

Q45A:

How does your transportation need to be better?

Enter Response	1	O	
Don't Know	7		
Response continued	8		
Response ended	9		=> /INT

Q46:

How many different employers have you worked for in the past 5 years? In other words, how many different places have you worked including the family business or farm?

1	1	=> /Q58
2	2	=> /Q58
3	3	=> /Q58
4	4	=> /Q58
5	5	=> /Q58
6	6	=> /Q58
7	7	=> /Q58
8	8	=> /Q58
More than 8	9	=> /Q58
0	10	=> /Q58
Less than 5 years work experience	11	=> /Q58
Don't know	77	=> /Q58
Refused/call continued	88	=> /Q58
Refused/call ended	99	=> /INT

Q47:

Have you been doing anything to find work during the last four weeks?

Yes	1	
No	2	=> /Q51
Refused/call continued	8	=> /Q53
Refused/call ended	9	=> /INT

Q48:

What are all of the things you have done to find work during the last four weeks?

Contacted Employer directly/interview	1
Contacted Public employment agency	2
Contacted private employment agency	3
Contacted friends or relatives	4
Contacted school/university employment center	5
Sent out resume/sent out application	6
Checked union/professional registers	7
Placed or answered ads	8
Looked at ads	9

Attended job training programs/courses	10	
Surfed the internet	11	
Other	12	
Don't know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q49:

LAST WEEK, could you have started a job if one had been offered?

Yes	1	
No	2	=> /Q53
Don't Know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q50:

Have you been looking for full-time work of 35 hours or more per week?

Yes	1	
No	2	
Don't know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q51:

What kind of work do you do, that is, what was your occupation in the last job you held?

Enter Response	1	O
Don't Know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q52:

What is the MAIN reason you were NOT looking for work during the LAST FOUR WEEKS?

=> Q80

if (Q47<>2)

Believes no work available in line of work or area	1	
Couldn't find any work	2	
Lacks necessary schooling, training, and skills or experience	3	
Employers think too young or too old	4	
Other types of discrimination	5	
Child care responsibilities/problems	6	
Family responsibilities	7	
In school or other training	8	
Ill-health, physical disability	9	
Transportation problems	10	
Doesn't want to work	11	
Other	12	O
Don't know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q53:

Did you look for work at any time during the last twelve months?

Yes	1	
No	2	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q54:

Did you actually work at a job or a business during the last twelve months?

Yes	1	
No	2	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q55:

What is the MAIN reason you left your last job?

Personal, family (including pregnancy)	1	
Return to school	2	
Health	3	
Retirement	4	
Temporary, seasonal or intermittent job completed	5	
Slack work or business conditions	6	
Unsatisfactory work arrangements (hours, pay, etc)	7	
Never had a job	8	
Pay	9	
Relocated	10	
Other	11	
Don't know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q56:

Do you intend to look for work during the next twelve months?

Yes	1	
No	2	
Don't know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q57:

What best describes your situation at this time? For example, are you disabled, ill, in school, taking care of house or family, or something else?

=> Q74

if ((Q19=1)|(Q19=2)|(Q19=3)|(Q19=6)|(Q19=9))

Disabled	1	=> /Q74
Ill	2	=> /Q74
In school	3	=> /Q74
Taking care of house or family	4	=> /Q74
Retired	5	=> /Q74
Other	6	=> /Q74
Don't Know	7	=> /Q74
Refused/call continued	8	=> /Q74
Refused/call ended	9	=> /INT

Q58:

Now I have a few questions about the job at which you worked LAST WEEK. Were you employed by the government, by a private company, a non-profit organization, or were you self-employed (or working in the family business)?

Government	1	
Private or Profit Company	2	=> /Q60
Non-profit organization (including tax exempt and charitable organizations)	3	=> /Q60
Self-employed	4	=> /Q60
Working in Family business	5	=> /Q60

Other	6	=> /Q60
Don't Know	7	=> /Q60
Refused/call continued	8	=> /Q60
Refused/call ended	9	=> /INT

Q59:

Were you working for the federal, state, or local government?

Federal	1	=> /Q61
State	2	=> /Q61
Local	3	=> /Q61
Don't know	7	=> /Q61
Refused/call continued	8	=> /Q61
Refused/call ended	9	=> /INT

Q60:

What kind of business or industry are you in?

AGRICULTURE	1	
MINING	2	
CONSTRUCTION	3	
MANUFACTURING	4	
TRANSPORTATION, COMMUNICATIONS OR PUBLIC UTILITY	5	
WHOLE SALE OR RETAIL TRADE	6	
RESTAURANTS	7	
LEGAL SERVICES	8	
HEALTH AND MEDICAL SERVICES	9	
EDUCATION SERVICES	10	
BUSINESS AND ACCOUNTING SERVICES		11
ENGINEERING AND TECHNICAL SERVICES		12
PERSONAL SERVICES OR RECREATIONAL SERVICES		13
FINANCE, INSURANCE, OR REAL ESTATE		14
GOVERNMENT (INCLUDING EDUCATION)		15
Other	16	
Don't Know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q61:

What kind of work do you do, that is what is your occupation?

Enter response	1	O
Don't Know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q62:

What are your usual activities or duties at this job? For example typing, keeping account books, operating printing press, laying brick.

Enter Response	1	O
Don't Know	7	
Refused/call continued	8	
Refused/ call ended	9	=> /INT

Q63:

What other skills do you have that are not involved in this employment?

Enter response	1	O
Don't know	7	
Refused/call continued	8	

Refused/call ended 9 => /INT

Q63A:

(Interviewer: If and only if the respondent mentions any computer skills, click on "computer skills mentioned" below)

Computer Skills Mentioned 1
No Computer Skills Mentioned 2 => /Q64

Q63B:

Let me ask about your computer skills. What is your strongest computer skill? (pick one)

Word processing, such as using MS-Word 1
Spreadsheet analysis, such as Lotus or Excel 2
Bookkeeping, such as Quicken 3
Computer assisted design 4
Website development 5
Troubleshooting machines 6
Maintains a computer network 7
Computer programming (C,SAS,SPSS) 8
Develops own software applications 9
Other 10
Don't Know 77
Refused continued 88
Refused/call ended 99 => /INT

Q63C:

What other computer skills do you have?

Word Processing, such as using MS-Word 1
Spreadsheet analysis (Excel,Lotus) 2
Bookkeeping (Quicken) 3
Computer assisted design (CAD) 4
Website development 5
Work on machines, troubleshooting 6
Maintains a computer network 7
Computer programming (C,SAS,SPSS) 8
Develops own software applications 9
Other 10
Don't know 77
Refused continued 88
Refused ended 99 => /INT

Q64:

Many employers now hire workers both directly as permanent employees and through a temporary employment agency for temporary employees. Are you a permanent or temporary employee?

Permanent 1 => /Q66
Temporary 2
Don't Know 7 => /Q66
Refused/call continued 8 => /Q66
Refused/call ended 9 => /INT

Q65:

Would you like a permanent job?

Yes 1
No 2
Don't know 7
Refused/call continued 8
Refused/call ended 9 => /INT

Q66:

Because of circumstances, some people find it necessary to work at jobs that do not match their skill level. For example, a master plumber taking tickets at a movie theatre would be a mismatch between skills and job requirements. Does your current job under-utilize your skills, education, and talents?

Yes/Maybe	1	
No	2	=> /Q73
Don't know	7	=> /Q73
Refused/call continued	8	=> /Q73
Refused/call ended	9	=> /INT

Q67:

Why do you think you are currently underutilized at your job?

Had a previous job that required more skill and/or education	1	
Have had additional job training and/or job education	2	
Current job does not require my training and/or education	3	
Had a previous job where I earned more income	4	
Other	5	
Don't Know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q68:

Have you had jobs in the past which better utilized your skills and education?

Yes	1	
No	2	=> /Q71
Don't know	7	=> /Q71
Refused/call continued	8	=> /Q71
Refused/call ended	9	=> /INT

Q69:

What type of job or jobs have you had in the past which required more skill and/or education?

Enter Response	1	O
Don't Know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q70:

Taking into account inflation, did your previous job (the job that required more skill) provide you with more income?

Yes	1	
No	2	
Don't Know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q71:

Would you change jobs so you could better utilize your skills?

Yes	1	
No	2	
Don't Know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q72:

Would you be willing to undertake job training associated with a new employment opportunity?

Yes	1	
No	2	
Don't Know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q73:

Do you generally work daytime or evening hours?

Daytime	1	=> /Q74
Evening	2	
Refused/call continued	8	=> /Q74
Refused/call ended	9	=> /INT

Q73A:

Would you like a job where you could work during daytime hours?

Yes	1	
No	2	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q74:

How much formal education have you completed? (Be sure to get respondent to specify whether they have a B.S. or a B.A.)

Less than high school	1	=> /Q78
High school	2	=> /Q78
Some college	3	=> /Q78
Associate degree	4	
Bachelor of Science degree	5	=> /Q76
Bachelor of Arts degree	6	=> /Q76
Postgraduate degree (masters, PhD, JD, MD)	7	=> /Q76
Other	8	O => /Q78
Don't know	77	=> /Q78
Refused/call continued	88	=> /Q78
Refused/call ended	99	=> /INT

Q75:

Did you receive your Associate's degree in Oklahoma?

Yes	1	=> /Q85
No	2	
Don't Know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q75A:

In which state did you receive your associate's degree?

Arkansas	1	=> /Q85
Colorado	2	=> /Q85
Kansas	3	=> /Q85
Missouri	4	=> /Q85
New Mexico	5	=> /Q85
Texas	6	=> /Q85
Other	7	O => /Q85
Refused continued	88	=> /Q85
Refused ended	99	=> /INT

Q76:

Did you receive your bachelor's degree in Oklahoma?

Yes	1	
No	2	=> /Q76A
Refused/call continued	8	=> /Q76A
Refused/call ended	9	=> /INT

JR3:

=> Q77
else => Q85
if (Q74=7)

Q76A:

In which state did you receive your bachelor's degree?

Arkansas	1	
Colorado	2	
Kansas	3	
Missouri	4	
New Mexico	5	
Texas	6	
Other	7	O
Refused/call continued	88	
Refused/call ended	99	=> /INT

JR4:

=> Q85
else => Q77
if (Q74<>7)

Q77:

Did you receive your highest post graduate degree in Oklahoma?

Yes	1	=> /Q85
No	2	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q77A:

In which state did you receive your highest graduate degree?

Arkansas	1	
Colorado	2	
Kansas	3	
Missouri	4	
New Mexico	5	
Texas	6	
Other	7	O
Refused continued	88	
Refused ended	99	=> /INT

Q78:

In addition to your formal education, have you ever received vocational training, apprentice training, or special professional training?

Yes	1	
No	2	
Don't Know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

JR5:

=> JR6
else => Q79
if (Q19<>4)&(Q19<>5)

JR6:

=> Q81
else => Q85
if (Q78=1)

Q79:

Have you received special training on the job training other than the usual introductory job training?

Yes	1	
No	2	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q80:

Are you currently enrolled in school or a special training program?

Yes	1	=> /Q83
No	2	=> /Q85
Refused/call continued	8	=> /Q85
Refused/call ended	9	=> /INT

JR7:

=> Q81
else => JR8
if ((Q78=1)|((Q79=1)&(Q80<>1)))

JR8:

=> Q83
else => Q81
if (Q80=1)

Q81:

Did the training you told me about cause a change in your employment status?

Yes	1	
No	2	=> /Q85
Don't know	7	=> /Q85
Refused/call continued	8	=> /Q85
Refused/call ended	9	=> /INT

Q82:

How so?

Promotion	1		=> /Q85
Increase in pay at present job	2		=> /Q85
Different job with the same employer	3		=> /Q85
Different job with a new employer	4		=> /Q85
Help retain current job	5		=> /Q85
No change	6		=> /Q85
Other	7	O	=> /Q85
Don't know	77		=> /Q85
Refused/call continued	88		=> /Q85
Refused/call ended	99		=> /INT

Q83:

Do you anticipate that this schooling or training you have told me about will change your employment status?

Yes	1	
No	2	=> /Q85
Don't Know	7	=> /Q85
Refused/call continued	8	=> /Q85
Refused/call ended	9	=> /INT

Q84:

How so?

Promotion	1	
Increase in pay at present job	2	
Different job with the same employer	3	
Different job with a new employer	4	
Help retain current job	5	
No change	6	
Other	7	O
Don't know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q85:

What is your current marital status?

Married	1	
Widowed	2	=> /Q87
Divorced	3	=> /Q87
Separated	4	=> /Q87
Never married	5	=> /Q87
Refused/call continued	8	=> /Q87
Refused/call ended	9	=> /INT

Q86:

How would you describe your spouse's current employment status?

NOT WORKING AND NOT SEEKING A JOB OUTSIDE THE HOME	1	
NOT WORKING OUTSIDE THE HOME, BUT SEEKING WORK	2	
WORKING PART-TIME OUTSIDE THE HOME	3	
WORKING FULL-TIME OUTSIDE THE HOME	4	
Don't Know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q87:

Are you attending school full or part-time?

Yes, a full-time student	1	
Yes, a part-time student	2	
No, not a student	3	=> /Q89
Refused/call continued	8	=> /Q89
Refused/call ended	9	=> /INT

Q88:

What type of school are you attending?

Four year college/university	1
Junior college	2
Vocational technical school	3
High school; GED classes	4

Other	5	O	
Refused/call continued	8		
Refused/call ended	9		=> /INT

Q89:

Would you like to pursue additional education or obtain additional training now or in the future?

Yes	1		
No	2		=> /Q91
Don't Know	7		=> /Q91
Refused/call continued	8		=> /Q91
Refused/call ended	9		=> /INT

Q89A:

What type of education or training?

Bachelor's degree	1		
Graduate school or professional degree	2		
Vocational/technical school	3		
Computer related training	4		
Other	5		
Don't Know	7		
Refused/call continued	8		
Refused/call ended	9		=> /INT

Q90:

Including yourself, how many persons in your household are 18 years or older?

1	1		
2	2		
3	3		
4	4		
5	5		
6	6		
More than 6	7		
Don't know	77		
Refused/call continued	88		
Refused/call ended	99		=> /INT

Q91:

How many persons 18 years or older in your household are employed or self-employed, including yourself?

1	1		
2	2		
3	3		
4	4		
5	5		
6	6		
More than 6	7		
0	8		
Don't know	77		
Refused/call continued	88		
Refused/call ended	99		=> /INT

Q92:

Now let me ask you a few questions about child care. A concern of many working parents is the problem of obtaining quality child care for children while parents are at work. Do you have any children under 15 years of age?

Yes	1	=> /Q93
No	2	
Refused/call continued	8	
Refused/call ended	9	=> /INT

JR17:

=> Q95
else => GBYE
if ((Q12=1)|(Q13=1)|(Q14=1))

Q93:

Do you have difficulty obtaining care for your children so that you can work?

Yes	1	=> /Q94
No	2	
Don't Know	7	
Refused continued	8	
Refused ended	9	=> /INT

JR18:

=> Q95
else => GBYE
if ((Q12=1)|(Q13=1)|(Q14=1))

Q94:

Do any of the following apply to your situation?

I NEED CARE WHEN MY CHILD IS SICK SO I CAN WORK		1
I CAN'T WORK NIGHT OR WEEKENDS BECAUSE I CAN'T GET CHILD CARE		2
I CAN'T FIND CARE AT ALL FOR ONE OR MORE OF MY CHILDREN		3
I CAN'T FIND CARE FOR MY INFANT OR TODDLER		4
I NEED BETTER QUALITY CARE THAN I AM GETTING NOW		5
I CAN'T EARN ENOUGH TO GET CHILD CARE		6
Don't Know	77	
Refused continued	88	
Refused ended	99	=> /INT

JR19:

=> Q95
else => GBYE
if ((Q12=1)|(Q13=1)|(Q14=1))

Q95:

Now let me ask how much you ALONE earn before taxes are taken out of your paycheck? First are you paid by the hour?

Yes	1	=> /Q96
No	2	=> /Q97
Refused/call continued	8	
Refused/call ended	9	=> /INT

JR20:

=> GBYE
else => Q100
if (Q16=1)|(Q16=7)|(Q16=8)

Q96:

Please stop me when I read your hourly pay rate.

LESS THAN \$6.75	1	
\$6.75 TO 8.49	2	
\$8.50 TO 9.99	3	
\$10.00 TO 11.24	4	
\$11.25 TO 13.24	5	
\$13.25 to 15.74	6	
\$15.75 TO 19.24	7	
\$19.25 TO 24.24	8	
\$24.25 TO 43.24	9	
\$43.25 TO 60.00	10	
MORE THAN \$60.00	11	
Don't Know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

JR21:

=> GBYE

else => Q100

if (Q16=1)|(Q16=7)|(Q16=8)

Q97:

Please stop me when I read your annual pay or salary.

LESS THAN \$14,000	1	
\$14,001 TO 18,000	2	
\$18,001 TO 21,000	3	
\$21,001 TO 23,000	4	
\$23,001 TO 28,000	5	
\$28,001 TO 33,000	6	
\$33,001 TO 40,000	7	
\$40,001 TO 50,000	8	
\$50,001 TO 90,000	9	
\$90,001 TO 125,000	10	
MORE THAN 125,000	11	
Don't Know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q98:

Does any of your salary come from tips or commissions?

Yes	1	
No	2	=> /JR22
Refused/call continued	8	=> /JR22
Refused/call ended	9	=> /INT

Q99:

About what percentage would you say?

Don't know	777	
Refused/call continued	888	
Refused/call ended	999	=> /INT

JR22:

=> GBYE

else => Q100

if (Q16=1)|(Q16=7)|(Q16=8)

Q100:

Since you are commuting to a job outside of your county, we would like to ask one last question: If a job opportunity came up closer to home within your own county, would you consider it if it were: A more desirable job than the job you have now in terms of wages, benefits, and working conditions?

Yes	1	
No	2	=> /GBYE
Don't Know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q101:

Would you consider a local job that is comparable to the one that you have now?

Yes	1	
No	2	=> /GBYE
Don't Know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q102:

Would you consider a local job that is slightly LESS desirable, with lower wages and less benefits, than the one that you have now?

Yes	1	
No	2	
Don't Know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Table 1: Attractiveness of A Job that Pays \$10-\$14 hour	Persons who are working							Job Seekers
	Total	Under- employed	Job Shifters	Job Keepers	Highest education level			
					At least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma	

Percent

Job that pays \$10 per hour								
<i>Of those with a response...</i>								
Very Unattractive	27.6	17.4	18.9	31.1	55.0	20.7	15.6	4.5
Unattractive	11.9	15.2	8.1	12.9	16.5	16.5	5.2	18.2
Neither Unattractive Nor Attractive	16.5	17.4	18.9	14.7	2.8	18.2	25.2	27.3
Attractive	11.1	13.0	12.2	10.8	8.3	9.1	10.4	40.9
Very Attractive	27.8	37.0	41.9	23.4	11.0	31.4	37.0	4.5
Depends on the type of work	0.5	0.0	0.0	0.7	0.9	0.0	0.7	0.0
Doesn't want to work	2.8	0.0	0.0	3.8	1.8	3.3	3.7	2.3
Other	1.5	0.0	0.0	2.1	0.0	0.0	0.7	0.0

Job that pays \$12 per hour								
<i>Of those with a response...</i>								
Very Unattractive	39.6	20.0	39.1	42.9	58.9	37.0	17.9	0.0
Unattractive	17.4	33.3	26.1	15.2	21.4	10.9	17.9	0.0
Neither Unattractive Nor Attractive	18.8	0.0	8.7	22.3	14.3	23.9	12.8	0.0
Attractive	18.8	40.0	21.7	14.3	1.8	23.9	41.0	100.0
Very Attractive	4.9	0.0	4.3	5.4	3.6	2.2	10.3	0.0
Depends on the type of work	0.7	6.7	0.0	0.0	0.0	2.2	0.0	0.0

Table 1: Attractiveness of A Job that Pays \$10-\$14 hour	Persons who are working							Job Seekers
	Total	Under- employed	Job Shifters	Job Keepers	Highest education level			
					At least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma	

Percent

Job that pays \$14 per hour

Of those with a response...

Very Unattractive	42.2	14.3	43.8	41.8	50.9	38.2	25.0	0.0
Unattractive	11.0	0.0	12.5	12.1	13.2	2.9	20.0	0.0
Neither Unattractive Nor Attractive	25.7	42.9	25.0	24.2	26.4	35.3	10.0	0.0
Attractive	12.8	0.0	0.0	15.4	3.8	14.7	30.0	0.0
Very Attractive	7.3	42.9	18.8	5.5	3.8	8.8	15.0	0.0
Other	0.9	0.0	0.0	1.1	1.9	0.0	0.0	0.0

Table 2: Desirability of Jobs That Pay \$10-\$14 hour	Persons who are working							Job Seekers
	Total	Under- employed	Job Shifters	Job Keepers	Highest education level			
					At least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma	

Job is Desirable

(Attractive + Very Attractive)

	Percent							
\$10 per hour	38.9	50.0	54.1	34.2	19.3	40.5	47.4	45.4
\$12 per hour	23.7	40.0	26.0	19.7	5.4	26.1	51.3	100.0
\$14 per hour	20.1	42.9	18.8	20.9	7.6	23.5	45.0	0.0
	Number of Persons							
\$10 per hour	13,937	2,124	3,501	11,245	2,059	4,837	6,264	1,803
\$12 per hour	8,491	1,699	1,682	6,478	576	3,117	6,780	3,971
\$14 per hour	7,202	1,822	1,217	6,872	811	2,807	5,947	0

Job is Not Desirable

(Unattractive + Very Unattractive)

	Percent							
\$10 per hour	39.5	32.6	27.0	44.0	71.5	37.2	20.8	22.7
\$12 per hour	57.0	53.3	65.2	58.1	80.3	47.9	35.8	0
\$14 per hour	53.2	14.3	56.3	53.9	64.1	41.1	45.0	0
	Number of Persons							
\$10 per hour	14,152	1,385	1,747	14,468	7,629	4,443	2,749	901
\$12 per hour	20,423	2,264	4,219	19,104	8,568	5,721	4,731	0
\$14 per hour	19,061	607	3,643	17,723	6,839	4,909	5,947	0

Table 3: Characteristics of the Workforce	Persons who are working						
	Total	Under- employed	Job Shifters	Job Keepers	Highest education level		
					At Least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma
	Percent						
Workforce Status							
Permanent job	84.3	78.7	81.1	85.7	85.3	86.1	84.4
Temporary job	11.9	14.9	17.6	10.5	9.2	11.5	11.1
Want full time with one employer	36.0	71.4	46.2	28.7	41.0	36.8	25.0
Has taken action in the last three months to find a new job	18.9	38.3	100.0	0.0	11.0	19.0	23.1
Of those looking for a new job, primary reason for looking:							
Better pay	48.6	38.9	48.6		33.3	47.8	54.8
Better benefits	5.4	11.1	5.4		8.3	4.3	6.5
Want to work closer to home	8.1	16.7	8.1		0.0	4.3	12.9
Change in career	1.4	0.0	1.4		0.0	4.3	0.0
Other	33.8	33.3	33.8		58.3	34.8	22.6
Don't know	2.7	0.0	2.7		0.0	4.3	3.2
Average number of jobs held in working lifetime (number)	1.94	3.04	3.14	1.58	1.48	2.17	2.23
Benefits of Current Job							
Paid vacation	62.0	56.5	45.9	66.2	60.6	62.3	63.4
Health insurance	54.9	31.1	39.7	60.7	67.0	52.1	54.1
Education and training benefits	43.2	26.7	31.1	47.7	49.5	49.2	36.1
Retirement plan	57.1	46.7	48.6	59.7	74.0	56.3	49.6
Current job offers advancement potential	53.8	37.8	41.1	57.4	57.3	52.9	53.3

Table 3: Characteristics of the Workforce	Persons who are working						
	Total	Under- employed	Job Shifters	Job Keepers	Highest education level		
					At Least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma
	Percent						
Pay increase needed to change jobs							
Less than 5% increase	6.7	19.6	16.4	3.5	3.7	5.7	9.8
Between 5% and 10% increase	14.2	17.4	20.5	11.9	11.9	11.5	17.3
Between 10% and 15% increase	19.7	17.4	35.6	16.1	17.4	27.0	12.0
Between 15% and 20% increase	12.7	13.0	9.6	13.3	20.2	13.1	8.3
More than 20% increase	21.8	23.9	5.5	24.9	18.3	25.4	24.1
Not interested at any increase	17.9	2.2	6.8	22.1	23.9	13.1	18.0
Ten percent or less	20.9	37.0	36.9	15.4	15.6	17.2	27.1
Fifteen percent or less	40.6	54.4	72.5	31.5	33.0	44.2	39.1
Sector of Employment							
Government	24.9	8.7	20.5	27.4	40.4	22.1	15.8
Private for profit company	44.2	65.2	52.1	41.1	19.3	50.8	58.6
Non-profit org. (Incl. tax exempt & charitable orgs.)	8.2	10.9	13.7	7.0	12.8	9.8	3.8
Self-employed	18.0	10.9	6.8	21.1	24.8	13.1	16.5
Working in family business	1.0	0.0	0.0	1.4	0.9	0.8	0.8
Other	2.6	4.3	5.5	1.4	1.8	2.5	3.8

Table 3: Characteristics of the Workforce	Persons who are working						
	Total	Under- employed	Job Shifters	Job Keepers	Highest education level		
					At Least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma
Percent							
Government Employment							
Federal	25.8	25.0	60.0	19.2	13.3	38.5	38.1
State	51.5	25.0	33.3	56.4	66.7	46.2	28.6
Local	22.7	50.0	6.7	24.4	20.0	15.4	33.3
Private Industry Sector							
Agricultural	8.9	9.1	1.7	9.6	14.1	6.3	8.7
Mining	1.7	4.5	8.6	0.0	0.0	0.0	4.3
Construction	8.9	4.5	8.6	10.1	1.6	5.2	18.3
Manufacturing	5.5	9.1	5.2	5.3	1.6	6.3	7.8
Transportation, Communications or Public Utility	5.8	6.8	8.6	4.3	4.7	4.2	6.1
Wholesale or retail trade	7.9	11.4	6.9	7.2	3.1	10.4	7.0
Restaurants	3.4	2.3	6.9	2.9	1.6	1.0	7.0
Legal Services	2.4	2.3	0.0	3.4	1.6	1.0	7.0
Health Services	14.1	11.4	8.6	16.3	18.8	16.7	9.6
Educational Services	3.1	0.0	6.9	2.4	7.8	2.1	0.0
Business Services	1.4	4.5	1.7	0.5	3.1	1.0	0.0
Engineering Services	3.8	4.5	1.7	3.8	3.1	6.3	3.5
Personal Services	8.6	11.4	13.8	7.7	4.7	7.3	7.8
Finance, Insurance, or Real Estate	4.1	0.0	3.4	4.8	10.9	3.1	1.7
Other	18.9	13.6	17.2	20.2	21.9	27.1	13.0

Table 4: Transportation and Commuting	Persons who are working						
	Total	Under-employed	Job Shifters	Job Keepers	Highest education level		
					At Least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma
Percent							
Distance traveled to place of employment							
0 - 5 miles	51.8	41.3	44.6	53.7	58.3	53.7	42.5
6 - 10 miles	17.4	15.2	10.8	18.6	11.1	22.3	17.2
11- 20 miles	9.8	21.7	13.5	8.1	10.2	9.9	9.7
21- 30 miles	7.8	17.4	14.9	5.3	3.7	6.6	12.7
31- 50 miles	3.6	4.3	8.1	3.2	3.7	3.3	4.5
More than 50 miles	5.2	0.0	6.8	5.6	7.4	2.5	6.7
Work at home	3.6	0.0	1.4	4.6	5.6	1.7	1.5
10 miles or less	69.2	56.5	55.4	72.3	69.4	76.0	59.7
11 miles or more	26.4	43.4	43.3	22.2	25.0	22.3	33.6
21 miles or more	16.6	21.7	29.8	14.1	14.8	12.4	23.9
Willingness to commute							
0 - 5 miles	10.6	2.1	2.7	13.3	12.7	11.6	7.5
6 - 10 miles	11.1	10.6	8.1	11.6	4.5	14.9	12.7
11- 20 miles	17.4	19.1	18.9	15.8	17.3	17.4	16.4
21- 30 miles	28.2	31.9	28.4	28.8	29.1	29.8	29.1
31- 50 miles	14.0	25.5	29.7	9.8	11.8	14.9	16.4
More than 50 miles	10.1	10.6	8.1	10.2	18.2	8.3	6.7
Don't know	7.5	0.0	4.1	9.1	4.5	3.3	10.4
11 miles or more	69.7	87.1	85.1	64.6	76.4	70.4	68.6
21 miles or more	52.3	68.0	66.2	48.8	59.1	53.0	52.2
30 miles or more	24.1	36.1	37.8	20.0	30.0	23.2	23.1

Table 4: Transportation and Commuting	Persons who are working						
	Total	Under- employed	Job Shifters	Job Keepers	Highest education level		
					At Least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma
Percent							
Transportation reliable enough to commute	93.6	96.9	100.0	91.7	94.4	98.5	90.6
Not willing to commute 20 miles or more							
Family obligations	13.2	7.1	15.0	13.2	16.2	18.5	6.4
Unreliable transportation	0.7	0.0	5.0	0.0	0.0	0.0	2.1
Don't wish to drive that much	29.1	7.1	20.0	34.2	45.9	22.2	23.4
Gas prices	21.2	57.1	35.0	14.9	5.4	18.5	34.0
Takes too much time	15.2	0.0	15.0	16.7	13.5	14.8	17.0
Other	20.5	28.6	10.0	21.1	18.9	25.9	17.0

Table 5: Education and Skills	Persons who are working							Job Seekers
	Total	Under-employed	Job Shifters	Job Keepers	Highest education level			
					At least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma	

Percent

Utilization of Education and Skills								
Feel underutilized	29.3	100.0	49.3	17.4	22.0	34.1	28.1	
<i>Of those who feel underutilized ...</i>								
Previous job required more skill, education	18.8	37.0	13.9	9.6	26.1	22.0	19.5	
Have had additional job training, education	10.3	26.1	11.1	0.0	0.0	24.4	2.4	
Training, education not required in current job	25.6	37.0	25.0	23.1	30.4	22.0	29.3	
Earned more money in a previous job	5.1	0.0	11.1	3.8	0.0	7.3	7.3	
Skills and education better used in previous job	68.1	76.1	77.8	53.1	66.7	66.7	68.4	
Would change jobs to better use skills	71.3	100.0	97.2	36.0	45.8	78.6	78.9	
Underemployed	11.9	100.0	24.3	0.0	4.6	19.7	11.9	
Level of education								
Less than high school	4.6	2.2	9.5	3.5	0.0	0.0	0.0	11.5
High school	34.7	34.8	41.9	33.4	0.0	0.0	100.0	42.3
Some college	26.7	45.7	31.1	23.3	0.0	85.2	0.0	26.9
Associate degree	4.6	6.5	1.4	5.2	0.0	14.8	0.0	0.0
Bachelor of Science degree	10.5	8.7	8.1	11.5	37.6	0.0	0.0	3.8
Bachelor of Arts degree	7.5	0.0	1.4	9.8	26.6	0.0	0.0	15.4
Postgraduate degree	10.0	2.2	6.8	11.5	35.8	0.0	0.0	0.0
High School or less	39.3	37.0	51.4	36.9	0.0	0.0	100.0	53.8
Some college or less	66.0	82.7	82.5	60.2	0.0	85.2	0.0	80.7
At least Bachelor's degree	28.0	10.9	16.3	32.8	100.0	0.0	0.0	19.2

Table 5: Education and Skills	Persons who are working							Job Seekers
	Total	Under-employed	Job Shifters	Job Keepers	Highest education level			
					At least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma	
Percent								
Technical Training								
Vocational training, apprentice training or special professional training	51.1	64.1	48.4	50.3	66.7	56.7	50.4	33.3
Computer Skills (among those with skills not used in present employment)								
Workers with computer skills (percent)	25.3	30.4	34.2	24.1	27.8	36.1	17.0	
Workers with computer skills (number)	9,065	1,291	2,305	6,365	2,966	4,311	2,247	
Strongest Computer Skill								
Word processing (MS-Word)	52.0	33.3	44.0	53.6	58.1	54.5	36.4	
Spreadsheet analysis (Excel, Lotus)	3.1	0.0	0.0	4.3	3.2	4.5	0.0	
Bookkeeping (Quicken)	12.2	26.7	24.0	8.7	9.7	11.4	22.7	
Computer assisted design (CAD)	1.0	0.0	0.0	1.4	3.2	0.0	0.0	
Web site development	2.0	6.7	4.0	1.4	0.0	4.5	0.0	
Work on machines, troubleshooting	4.1	13.3	12.0	1.4	0.0	2.3	9.1	
Maintains a computer network	1.0	0.0	0.0	1.4	0.0	2.3	4.5	
Computer programming (C, SAS, SPSS)	3.1	13.3	4.0	1.4	3.2	2.3	4.5	
Develops own software applications	1.0	0.0	0.0	1.4	3.2	0.0	0.0	
Other computer skill	11.2	6.7	12.0	11.6	6.5	11.4	18.2	
Don't know	9.2	0.0	0.0	13.0	12.9	6.8	9.1	
Student Status								
Full-time student	9.8	23.9	30.1	4.2	3.7	13.9	6.8	9.3
Part-time student	3.4	6.5	6.8	1.8	3.7	4.9	2.3	4.7
Not a student	86.5	69.6	63.0	93.7	92.7	81.1	91.0	86.0

Table 6: Demographics	All persons			Persons who are working						Persons not working
	Total	Males	Females	Under-employed	Job Shifters	Job Keepers	Highest education level			Job Seekers
							At Least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma	
Number of responses (weighted values)	612	291	322	46	73	286	109	122	135	43
Estimated persons 18 years old or older	56,514	26,872	29,642	4,248	6,741	26,410	10,670	11,943	13,216	3,971
	Percent									
Gender										
Males	47.5	100.0	0.0	63.7	47.9	51.0	53.2	41.8	59.0	41.9
Females	52.5	0.0	100.0	36.2	52.1	49.0	46.8	58.2	41.0	58.1
Marital Status										
Married	59.1	60.3	58.9	52.2	44.6	69.7	77.1	62.6	58.2	47.7
Widowed	11.0	6.3	15.3	4.3	2.7	4.9	3.7	5.7	4.5	9.1
Divorced	9.5	10.8	8.4	4.3	6.8	8.7	7.3	6.5	10.4	15.9
Separated	1.5	1.7	1.6	6.5	1.4	1.4	0.9	1.6	3.0	4.5
Never married	17.3	19.9	15.3	32.6	44.6	14.3	11.0	23.6	22.4	22.7
Age Category										
18-24	13.4	13.1	13.4	31.9	32.4	10.5	4.6	18.0	18.5	18.6
25-44	34.3	34.5	34.3	40.4	51.4	40.9	38.0	43.4	51.1	37.2
45-64	30.1	30.0	30.2	21.3	16.2	36.7	42.6	31.1	24.4	32.6
65 or older	22.2	22.4	22.1	6.4	0.0	11.9	14.8	7.4	5.9	11.6