



Ardmore Area Labor Force Study

December, 2005



**Oklahoma Employment
Security Commission**

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Executive Summary of the Ardmore Area Labor Force Study

In the Ardmore area 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 29,685 members of the adult population are not currently working. Of this group, the majority indicate that they are not interested in working outside the home or they are unable to do so.

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 4.7% of the population within the Ardmore area are currently unemployed.

This study has identified 19,132 workers who are currently available for *other* work. The categories of Job Shifters and the Underemployed (described below) are included in this estimate. **Some workers are both Job Shifters and Underemployed, so the total number of workers in both categories is somewhat less than their sum.** 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 59,111 potential workers for a grand total of approximately 78,243 adults who are either in the labor force or want to be in it.

Roughly 19% of workers in the labor market area have looked for other work in the past three months. These workers are known as Job Shifters. Of all the methods used to look for other work the majority, 69.1%, were active. The reasons why the Job Shifters were looking for work were varied but the primary reason for people was in order to get higher pay and/or better benefits.

The data from this study estimates that 12.8% 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 72.3% of all workers.

The last category of potential workers, Job Seekers, contains those who are not currently employed but want to work. Twenty-nine point five percent of all adults in the Ardmore area are represented by this category.

The percentage of workers in the Ardmore area with a least a Bachelors degree is about one-fourth of the current work force and about 63% of the workers have had at least some college.

About two-thirds of residents had not moved in the past five years and an additional 18.9% remained in the same county. Nine percent had moved from a different county in the same state but only an additional 8.2% had moved from a different state or country.

Of all workers 81.1% have full-time positions and another 18.9% have part-time jobs. Of those workers with part time jobs 48.9% would like to have a full-time position with just one employer.

As the wage rate increases, so does the number of people who are willing to work. Although Job Keepers by definition are those workers who are not interested in changing jobs, about 19,000 still find a job of \$14 per hour plus benefits to be either “attractive” or “very attractive”. Of the Underemployed 51.0% indicated that they would be willing to change jobs for an increase in pay of 15% or less. Around 60% 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 35.4% of workers. Only 21.3% 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 were most likely to be willing to change jobs under such circumstances.

The majority of workers lives and works in the same county and a quarter work in a different county altogether. Almost 17% living in the Ardmore area already commute at least 21 miles to work and an additional 16% commute 11-20 miles. Over half of all workers indicate a willingness to commute distances of 21 miles or more to their job and only 18% said that they would not commute more than ten miles to work.

**An Analysis of the Ardmore Area Labor Force Study Data
Conducted Among Residents Living in Carter, Cooke, Love, and Murray
Counties of Oklahoma and Texas**

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

**Report prepared by
Dr. Mary Outwater, Director
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December 16, 2005

Introduction

This report is a labor force study of the Ardmore area labor force which examines the availability of labor in the Ardmore, Oklahoma area, which is defined as the counties of Carter, Cooke, Love, and Murray located in Oklahoma and Texas.

Approximately 49,431 of the 79,116 adults who live in the Ardmore area are employed, which is equal to 62.5% of the population who is 18 years of age or older.

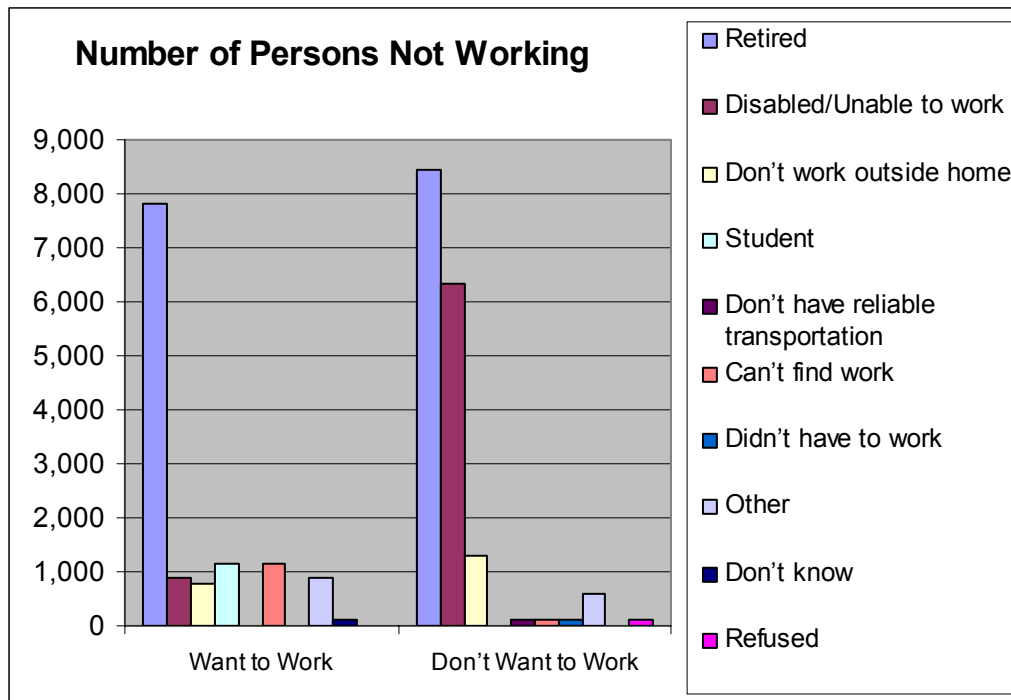
In the Ardmore area a considerable portion of the adult population are not employed for a variety of reasons. This group includes the retired, disabled, students, homemakers, and the unemployed. This study found that approximately 29,685 members of the adult population are not currently working. Of this group, the majority, 72.3%, indicate that they are not interested in working outside the home or they are unable to do so (see Table 1 below).

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	7,806	8,456	16,262
Disabled/Unable to work	903	6,325*	7,228
Don't work outside home	774	1,291	2,065
Student	1,162	0	1,162
Don't have reliable transportation	0	129	129
Can't find work	1,162	129	1,291
Didn't have to work	0	129	129
Other	903	588	1,291
Don't know	129	0	129
Refused	0	129	129
Total	11,677	17,176	28,853**

* Includes those people who are unable to work in the next six months

** Does not include those people who are temporarily away from work without pay or who are waiting to start work.

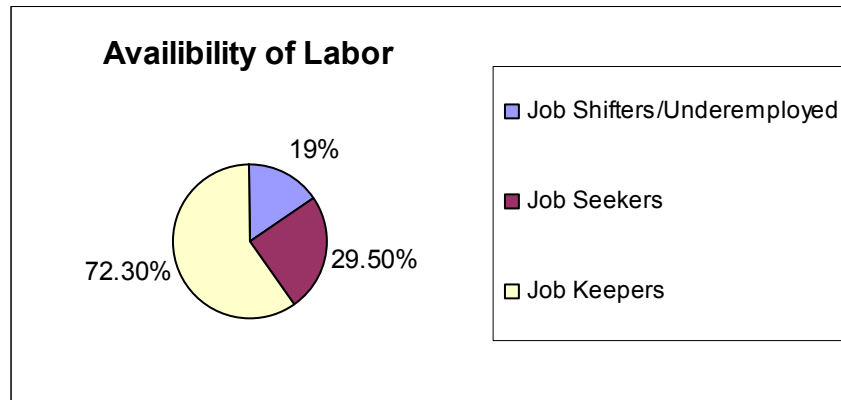


A significant proportion of the adult population is not currently working but only a small minority can be officially considered unemployed. The United States Department of Labor designates a person as being unemployed if they are without work but have been actively seeking work. Based on this definition 4.7% of the population within the Ardmore area are currently unemployed.

Availability of Labor

This study has identified 19,132 workers who are currently available for *other* work. The categories of Job Shifters and the Underemployed (described below) are included in this estimate. **Some workers are both Job Shifters and Underemployed, so the total number of workers in both categories is somewhat less than their sum.** 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 59,111 potential workers for a grand total of approximately 78,243 adults who are either in the labor force or want to be in it.



Job Shifters

Roughly 19% (or 14,873 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, 69.1%, were active (such as contacting an employer or filling out applications) and the minority, 30.1%, 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 52.8% of people was in order to get higher pay and/or better benefits. Another 6.9% wanted to work closer to home and 8.3% wanted a change in career.

Underemployed

The data from this study estimates that 12.8%, or 6,324, 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

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 72.3% of all workers or 35,750 people.

Job Seekers

This last category of potential workers contains those who are not currently employed but want to work. Twenty-nine point five percent of all adults in the Ardmore area are represented by this category which is equivalent to 23,361 people.

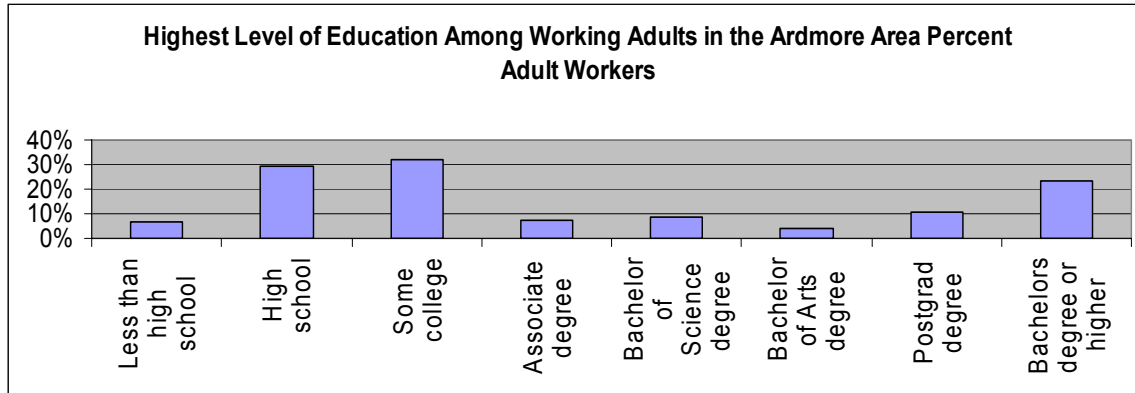
Education

The percentage of workers in the Ardmore area with a least a Bachelors degree is about one-fourth of the current work force (Table 2) and about 63% of the workers have had at least some college.

Table 2: Highest Level of Education Among Working

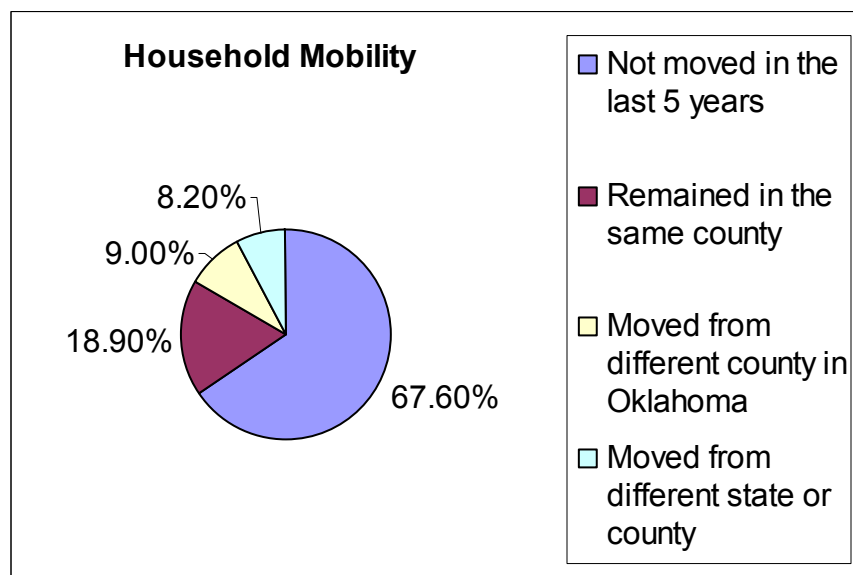
Adults in the Ardmore Area

<u>Level of Education</u>	<u>Percent Adult Workers</u>
Less than high school	6.5
High school	29.6
Some college	31.9
Associates degree	7.6
Bachelor of Science degree	8.4
Bachelor of Arts degree	4.2
Postgraduate degree	11.0
Bachelors degree or higher	23.6



Household Mobility

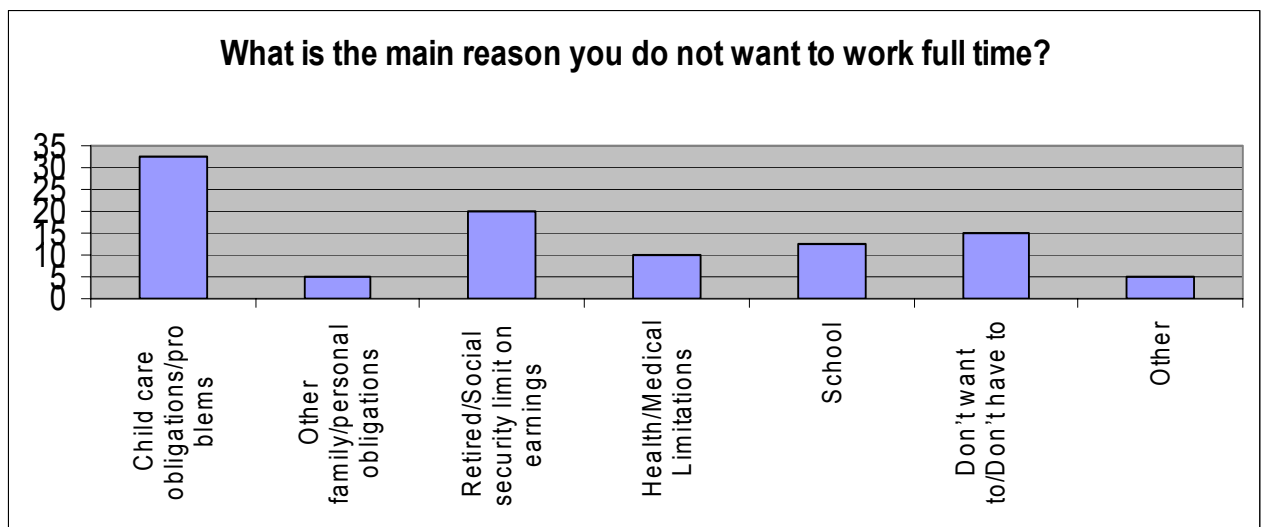
To understand how much the Ardmore area population shifts in a five year period, respondents were asked if they have lived at the same residence for the last five years. About two-thirds (67.6%) had not moved and an additional 18.9% remained in the same county. Nine percent had moved from a different county in the same state but only an additional 8.2% had moved from a different state or country. Of the Job Shifters, 27.8% did not live in the same county five year ago whereas only 26.5% of the Underemployed had not lived in the same county and 14.4% of Job Keepers.



Type of Employment

Of all workers, 81.1% (or about 40,083 people) have full-time positions, and another 18.9% (or about 9,348 people) have part-time jobs. Of those workers with part time jobs 48.9% 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 3.

Table 3: Frequency Distribution		
<i>What is the main reason you do not want to work full-time?</i>		
	Frequency	Percent
Child care obligations/problems	13	32.5
Other family/personal obligations	2	5.0
Retired/Social security limit on earnings	8	20.0
Health/Medical Limitations	4	10.0
School	5	12.5
Don't want to/Don't have to	6	15.0
Other	2	5.0
Total	40	100.0



Characteristics of Workers

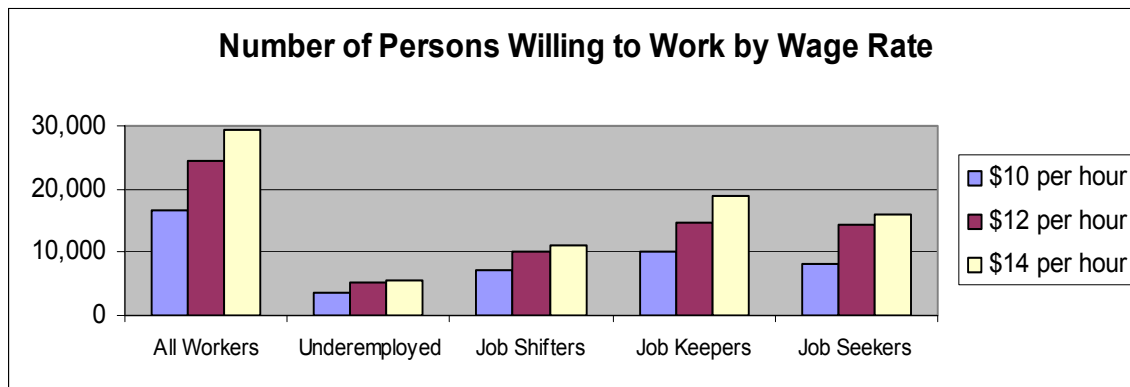
Wage Rates

As the wage rate increases, so does the number of people who are willing to work. Table 4 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, about 19,000 still find a job of \$14 per hour plus benefits to be either “attractive” or “very attractive”.

Table 4: Number of Persons Willing to Work by Wage Rate

	All Workers	Underemployed	Job Shifters	Job Keepers	Job Seekers
\$10 per hour	16,757	3,668	7,124	10,189	8,176
\$12 per hour	24,305	5,262	9,960	14,739	14,356
\$14 per hour	29,380	5,414	10,997	18,999	16,049



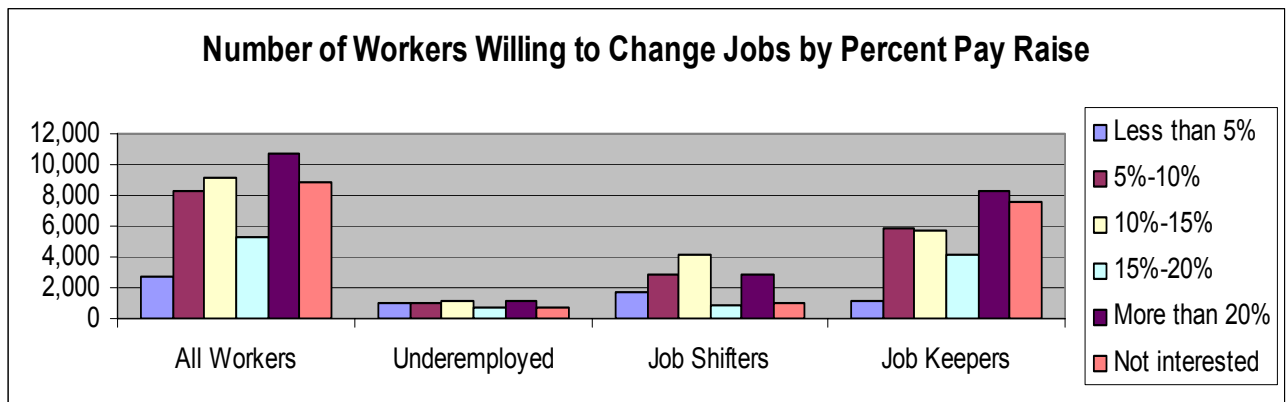
Willingness to Change Jobs

As shown in Table 5, of the Underemployed, 3,226 workers (51.0%) indicated that they would be willing to change jobs for an increase in pay of 15% or less. Around 8,676 (58.3%) 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 35.4% (or 12,649 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 21.3% of Job Keepers claimed to not be interested in changing jobs at all.

Table 5: Number of Workers Willing to Change Jobs by Percent Pay Raise

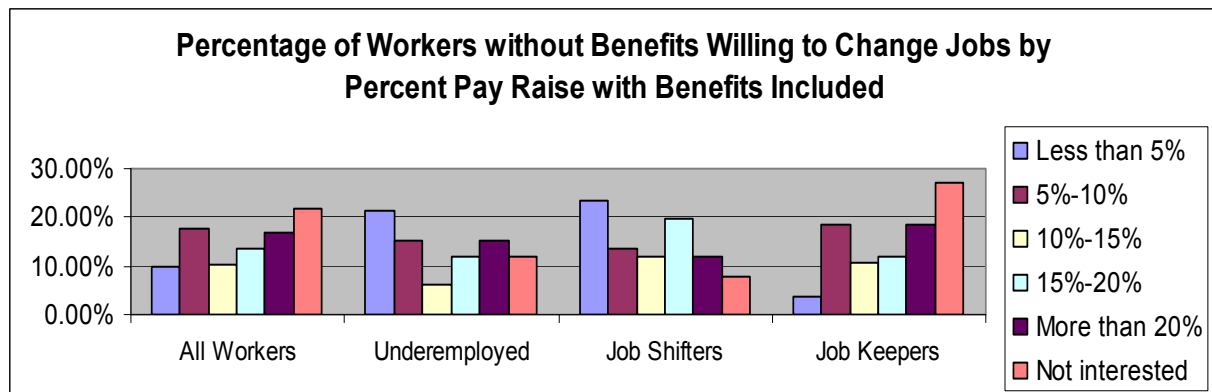
<u>Desired raise in pay</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
Less than 5%	2,710	1,032	1,653	1,162
5%-10%	8,260	1,032	2,892	5,808
10%-15%	9,163	1,162	4,131	5,679
15%-20%	5,292	774	826	4,130
More than 20%	10,712	1,162	2,892	8,260
Not interested	8,905	645	1,033	7,615



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 were most likely to be willing to change jobs under such circumstances.

Table 6: Percentage of Workers without Benefits Willing to Change Jobs by Percent Pay Raise with Benefits Included

<u>Desired raise in pay</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
Less than 5%	9.7%	21.2%	23.5%	3.9%
5%-10%	17.6%	15.2%	13.7%	18.4%
10%-15%	10.1%	6.1%	11.8%	10.5%
15%-20%	13.7%	12.1%	19.6%	11.8%
More than 20%	16.7%	15.2%	11.8%	18.4%
Not interested	21.6%	12.1%	7.8%	27.0%



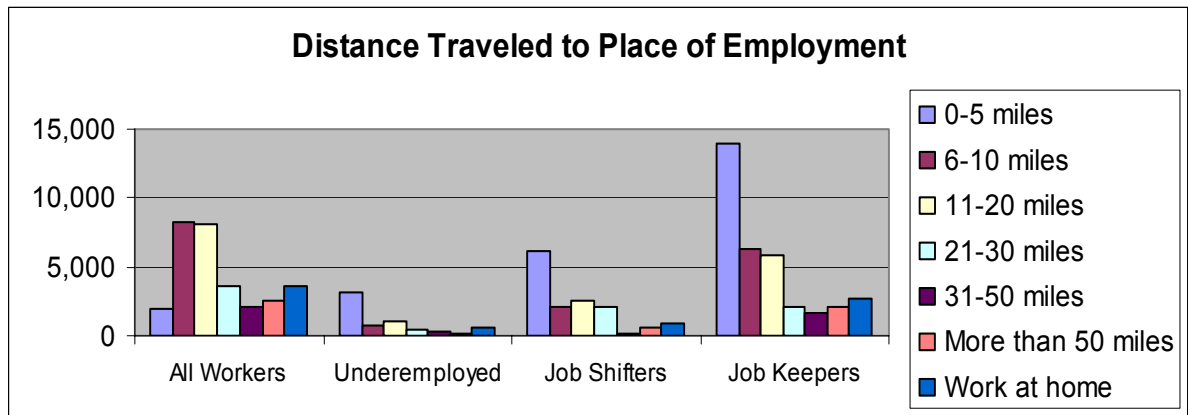
Commuting Patterns

The majority of workers (78.3%) lives and works in the same county and a quarter work in a different county altogether. About one-quarter of the remaining workers are employed in Carter, Cooke, Love or Murray counties.

Almost 8,300 workers (or 16.7%) living in the Ardmore area already commute at least 21 miles to work and an additional 16.4% commute 11-20 miles as shown in Table 7 below.

Table 7: Distance Traveled to Place of Employment

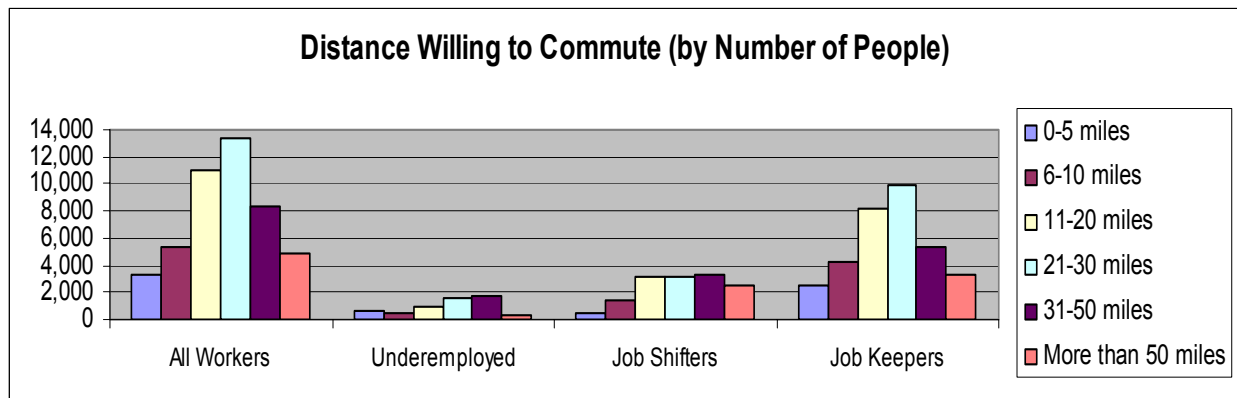
<u>Distance Traveled</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
0-5 miles	2,002	3,099	6,202	13,978
6-10 miles	8,206	772	2,067	6,364
11-20 miles	8,107	1,031	2,484	5,827
21-30 miles	3,608	386	2,067	2,074
31-50 miles	2,076	259	208	1,680
More than 50 miles	2,570	126	625	2,074
Work at home	3,608	645	833	2,717



Over half of all workers (53.9%) indicate a willingness to commute distances of 21 miles or more to their job and only 17.5% said that they would not commute more than ten 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	3,361	632	416	2,574
6-10 miles	5,289	506	1,443	4,290
11-20 miles	11,023	885	3,094	8,151
21-30 miles	13,346	1,644	3,094	9,974
31-50 miles	8,403	1,771	3,302	5,327
More than 50 miles	4,894	379	2,484	3,361



Conclusions

- 19,132 residents of the Ardmore area are either Underemployed or Job Shifters or both and are readily available to change jobs.
- 3,718 people are currently unemployed and *actively* seeking work.
- Among working adults about one-fourth (23.6%) have completed at least a Bachelor's degree and an additional 39.5% have had some college or an Associate's degree.
- A total of 24,305 current workers expressed a willingness to work for at least \$12 per hour and another 5,075 current workers would work for at least \$14 per hour.
- A total of 20,133 current workers are currently willing to change jobs for a pay raise of 15% or less.
- 26,643 current workers are willing to commute 21 miles or more to work.

**Methodology and Data Report for the Ardmore Area Labor Force Study
Conducted Among Residents Living in Carter, Cooke, Love and Murray
Counties in Oklahoma and Texas**

Data Collected October, November, and December 2005

**Survey Conducted by the University of Oklahoma Public Opinion Learning
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METHODOLOGICAL REPORT

Purpose

This field report presents the methodological details for a telephone survey of residents of living in the Ardmore area (Carter, Cooke, Love, and Murray counties) conducted in October, November, and December of 2005 by the University of Oklahoma's Public Opinion Learning Laboratory (OU POLL) for the Oklahoma City Chamber 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 October 31, 2005 and December 1, 2005. Monday through Thursdays interviewing generally started at 5:00 p.m. and ended at 9:00 p.m. with some afternoon (2:00 p.m.-5:00 p.m.) shifts on various days each week. Friday shifts went from 3:00 p.m. until 7:00 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 Carter, Cooke, Love, and Murray counties in Oklahoma and Texas. 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, 12 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 7 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 +/-4.0% 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, 3,999 numbers were released (dialed) from the sampling pool, and 11,114 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 1,329 known eligible households as the comparison, the 612 fully and partially completed interviews represent a **46.0% response rate**. If a portion of the telephone numbers that were classified as “unknown eligibility” is included in the response rate, the rate becomes **33.5%**.

Refusal Conversions

Refusal conversion efforts began on November 17, 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 75 successful refusal conversions, representing 12.4% 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 and gender in order to represent the area as accurately as possible.

Table 1: Final Disposition of Sampling Pool			
		Frequency	Percent
Ineligible:	Non-residential number	309	7.7
	No eligible respondent	100	2.5
	Non-working number	941	23.5
	Fax/Modem	222	5.6
	Cellular phone	5	0.1
Sub-total Ineligible:		1,577	39.4
Unknown Eligibility:	No answer	542	13.6
	Caller ID/ privacy manager	16	0.4
	Answering machine	327	8.2
	Phone line busy	135	3.4
	Technical phone problems	73	1.8
Sub-total Unknown Eligibility:		1,093	27.4
Eligible:	Completed Interview	605	15.1
	Partially Completed Interview	7	0.2
	Individual Refusal	306	7.7
	Household Refusal	245	6.1
	Respondent never available	166	4.2
Sub-total Eligible:		1,329	33.3
Total Activated:		3,999	100.1

SURVEY FREQUENCY RESULTS
Closed-Ended Data

<i>Table 2: Frequency Distribution</i> <i>Q0: First, let me ask which county do you live in?</i>		
	Frequency	Percent
Carter	294	48.0
Cooke	175	28.5
Love	62	10.1
Murray	82	13.4
Total	613	100.0

<i>Table 3: Frequency Distribution</i> <i>Q1: Let me ask in what city or town do you live?</i>		
	Frequency	Percent
Ardmore	203	33.1
Dickson	3	0.5
Gainesville	125	20.4
Healdton	23	3.8
Lake Kiowa	5	0.8
Lone Grove	25	4.1
Marietta	41	6.7
Muenster	11	1.8
Sulphur	45	7.3
Wilson	18	2.9
Ada	1	0.2
Burneyville	2	0.3
Callisburg	2	0.3
Cooke	2	0.3
Countyline	1	0.2
Davis	32	5.2
Era	4	0.7
Fox	1	0.2
Graham	2	0.3
In the country	6	1.0
Lindsay	4	0.7
Mountain Springs	2	0.3
Myra	1	0.2
Oak Ridge	1	0.2
Overbrook	4	0.7
Ralston	1	0.2
Ram	1	0.2
Ratliff City	5	0.8
Rural	6	1.0

Simon	1	0.2
Springer	6	1.0
Tatums	3	0.5
Thackerville	4	0.6
Valley View	17	2.8
Whitesboro	1	0.2
Don't know	6	1.0
Refused/call continued	2	0.3
Total	613	101.0

***Table 4: Frequency Distribution
Q2: What is your zip code?***

	Frequency	Percent
Response given	597	97.4
Don't know	13	2.1
Refused/call continued	3	0.5
Total	613	100.0

***Table 5: Frequency Distribution
Q3: Were you living in this house or apartment five years ago; that is, in
November of 2000?***

	Frequency	Percent
Yes	384	62.7
No	228	37.3
Total	612	100.0

***Table 6: Frequency Distribution
Q3A: Where did you live in November of 2000? Was it...***

	Frequency	Percent
A different residence of the same county	116	50.4
A different county in Oklahoma	55	23.9
A different state	50	21.7
Lived in same residence	3	1.3
Other	1	0.4
Don't know	5	2.2
Total	230	99.9

Table 7: Frequency Distribution Q4: What is your age?		
18-24	72	11.7
25-44	212	34.5
45-64	199	32.4
65 and older	131	21.3
Total	614	99.9

Table 8: Frequency Distribution Q5: Determine gender without asking.		
	Frequency	Percent
Male	295	48.2
Female	317	51.8
Total	612	100.0

Table 9: Frequency Distribution Q6: What race or ethnicity do you consider yourself? Would you say...		
White	511	83.5
Black/African American	38	6.2
Native American or American Indian	35	5.7
Hispanic	12	2.0
Other	9	1.5
Don't know	2	0.3
Refused/call continued	5	0.8
Total	612	100.0

Table 10: Frequency Distribution Q6A: What tribe do you consider yourself to be?		
	Frequency	Percent
Choctaw	12	34.3
Chickasaw	16	45.7
Cherokee	2	5.7
Other	4	11.4
Refused/call continued	1	2.9
Total	35	100.0

Table 11: Frequency Distribution Q7: Are you in the military?		
	Frequency	Percent
Yes	10	1.6
No	603	98.4
Total	613	100.0

Table 12: 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	164	26.7
Unattractive	52	8.5
Neither unattractive or attractive	75	12.2
Attractive	56	9.1
Very attractive	156	25.4
Depends on the type of work	8	1.3
Doesn't want to work	71	11.5
Other	16	2.6
Don't know	14	2.3
Refused/call continued	1	0.2
Total	615	99.8

Table 13: Frequency Distribution Q8A: Why do you say so?		
	Frequency	Percent
Pay is not enough	219	74.2
Doesn't want to work (retired, etc.)	24	8.1
Can't work due to family responsibilities	2	0.7
Other	10	3.4
Don't wish to change jobs	19	6.4
Self-employed	11	3.7
Don't know	10	3.4
Total	295	99.9

Table 14: 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	72	35.6
Unattractive	27	13.4
Neither unattractive or attractive	46	22.8
Attractive	33	16.3
Very attractive	19	9.4
Depends on the type of work	2	1.0
Doesn't want to work	1	0.5
Don't know	1	0.5
Refused/call continued	1	0.5
Total	202	100.0

Table 15: 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	61	40.9
Unattractive	22	14.8
Neither unattractive or attractive	35	23.5
Attractive	25	16.8
Very attractive	4	2.7
Doesn't want to work	1	0.7
Too old to start over	1	0.7
Total	149	100.1

Table 16: Frequency Distribution

Q11: Does anyone in this household have a business or farm?

	Frequency	Percent
Yes	140	22.9
No	472	77.1
Total	612	100.0

Table 17: Frequency Distribution

<i>Q12: Last week, did you do any work for pay?</i>		
	Frequency	Percent
Yes	264	55.8
No	209	44.2
Total	473	100.0

<i>Table 18: Frequency Distribution</i>		
<i>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)</i>		
	Frequency	Percent
Yes	98	69.5
No	41	29.1
Don't know	2	1.4
Total	141	100.0

<i>Table 19: Frequency Distribution</i>		
<i>Q14: Last week, did you do any unpaid work in the family business or farm?</i>		
	Frequency	Percent
Yes	12	26.7
No	33	73.3
Total	45	100.0

<i>Table 20: Frequency Distribution</i>		
<i>Q15: Did you receive any payments or profits from the business?</i>		
	Frequency	Percent
Yes	3	23.1
No	10	76.9
Total	13	100.0

<i>Table 21: Frequency Distribution</i>		
<i>Q16: Do you work in the same county that you live in?</i>		
	Frequency	Percent
Yes	297	78.4
No	81	21.4
Don't know	1	0.3
Total	379	100.1

<i>Table 22: Frequency Distribution</i>		
<i>Q17: In which county do you work?</i>		

	Frequency	Percent
Carter	18	21.4
Cooke	2	2.4
Love	1	1.2
Murray	2	2.4
Carter and Stephens	1	1.2
Dallas	1	1.2
Denton	16	19.0
Different states	5	6.0
Fanning	2	2.4
Garvin	4	4.8
Grayson	5	6.0
Holland	1	1.2
Marshall	3	3.6
North Texas	1	1.2
Oklahoma	3	3.6
Payne	1	1.2
Pontotoc	1	1.2
Southern OK	1	1.2
Stephens	2	2.4
Tarrant	2	2.4
Teron	3	3.6
Varies	2	2.4
Don't know	7	8.3
Total	84	100.3

Table 23: Frequency Distribution
Q18: In which city or town do you work?

	Frequency	Percent
Ardmore	128	33.8
Dickson	2	0.5
Gainesville	63	16.6
Healdton	11	2.9
Lone Grove	10	2.6
Marietta	10	2.6
Muenster	6	1.6
Sulphur	18	4.7
Wilson	6	1.6
Ada	1	0.3
Briscoe	1	0.3
Carter	1	0.3
Carter & Stephens	1	0.3
Collinsville	1	0.3
Dallas	4	1.1

Davis	12	3.2
Denton	11	2.9
Different states	5	1.3
Duncan	2	0.5
Era	2	0.5
Fort Worth	5	1.3
From Gainesville to Dallas & West Texas	1	0.3
Gene Autry	2	0.5
Gene Autry or Springer	1	0.3
Lawton	1	0.3
Madill	2	0.5
Mead	1	0.3
Michigan	1	0.3
Mountain Springs	1	0.3
Murray	2	0.5
Near Sulphur	2	0.5
North Texas	1	0.3
Oklahoma	1	0.3
Oklahoma City	3	0.8
On the farm	3	0.8
Pauls Valley	5	1.3
Ratliff City	2	0.5
Saferville	1	0.3
Salina	2	0.5
Sanger	3	0.8
Sherman	1	0.3
Springer	2	0.5
Thackerville	7	1.8
Varies	14	3.7
Woodbine	1	0.3
Work at home	1	0.3
Wynnewood	1	0.3
Don't know	15	4.0
Refused/call continued	2	0.5
Total	379	100.3

Table 24: Frequency Distribution
Q19: Why didn't you work for pay last week? Was it because you are:

	Frequency	Percent
Retired	126	51.6
Disabled	45	18.4
Unable to work	11	4.5
Waiting to start work	4	1.6
Away from work w/o pay	5	2.0
Don't work outside home	12	4.9
Never worked outside home	4	1.6
Don't have reliable transportation	1	0.4
Unemployed	10	4.1
Student	9	3.7
On vacation (w/pay)	2	0.8
Didn't have to work	1	0.4
Other	11	4.5
Don't know	2	0.8
Refused/call continued	1	0.4
Total	244	99.7

Table 25: Frequency Distribution
Q19A: What are your transportation needs?

	Frequency	Percent
Need a vehicle	2	100.0
Total	2	100.0

Table 26: Frequency Distribution
Q20: Does your disability prevent you from accepting any kind of work during the next six months?

	Frequency	Percent
Yes	41	93.2
No	3	6.8
Total	44	100.0

Table 27: Frequency Distribution
Q21: Do you have a disability that prevents you from accepting any kind of

<i>work during the next six months?</i>		
	Frequency	Percent
Yes	2	16.7
No	9	75.0
Don't know	1	8.3
Total	12	100.0

Table 28: Frequency Distribution <i>Q22: Do you currently want a job, either full or part time?</i>		
	Frequency	Percent
Yes	53	27.7
Maybe	10	5.2
No	128	67.0
Total	191	99.9

Table 30: Frequency Distribution <i>Q24: Last week, did you have more than one job (or business), including part-time, evening or weekend work?</i>		
	Frequency	Percent
Yes	55	14.6
No	322	85.4
Total	377	100.0

Table 31: Frequency Distribution <i>Q25: How many jobs (or businesses) did you have?</i>		
	Frequency	Percent
1	12	21.8
2	33	60.0
3	5	9.1
More than 3	5	9.1
Total	55	100.0

Table 32: Frequency Distribution <i>Q26: Do you usually work 35 hours or more per week at your job or</i>		
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<i>business?</i>		
	Frequency	Percent
Yes	280	81.6
No	61	17.8
Don't know	1	0.3
Refused/call continued	1	0.3
Total	343	100.0

Table 33: Frequency Distribution		
<i>Q27: How many hours per week do you usually work at your job or business?</i>		
	Frequency	Percent
1-10	12	3.5
11-15	4	1.2
16-20	12	3.5
21-25	11	3.2
26-30	8	2.3
31-35	23	6.7
36-40	112	32.8
41-45	62	18.2
46-50	38	11.1
51-55	9	2.6
56-60	20	5.9
More than 60	22	6.5
Don't know	6	1.8
Refused/call continued	2	0.6
Total	341	99.9

Table 34: Frequency Distribution		
<i>Q28: Do you usually work 35 hours or more per week at all your jobs?</i>		
	Frequency	Percent
Yes	33	76.7
No	9	20.9
Don't know	1	2.3
Total	43	99.9

Table 35: Frequency Distribution		
<i>Q29: How many hours per week do you usually work at your main job?</i>		

	Frequency	Percent
1-10	1	2.3
16-20	1	2.3
21-25	1	2.3
26-30	3	6.8
36-40	11	25.0
41-45	4	9.1
46-50	11	25.0
51-55	2	4.5
56-60	2	4.5
More than 60	6	13.6
Don't know	2	4.5
Total	44	99.9

<i>Table 36: Frequency Distribution</i>		
<i>Q30: Do you want to work a full-time workweek with just one employer?</i>		
	Frequency	Percent
Yes	42	48.3
No	40	46.0
Regular hours are full-time	4	4.6
Refused/call continued	1	1.1
Total	87	100.0

<i>Table 37: Frequency Distribution</i>		
<i>Q31: Some people work part-time because they cannot find full time work or</i>		

<i>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?</i>		
	Frequency	Percent
Slack work/Business conditions	8	17.8
Could only find part-time work	4	8.9
Seasonal work	1	2.2
Child care problems	3	6.7
Other family/Personal obligations	6	13.3
Health/Medical limitations	2	4.4
School/Training	4	8.9
Retired/ Social security limit on earnings	2	4.4
Full-time workweek is less than 35 hours	6	13.3
Other	8	17.8
Refused/call continued	1	2.2
Total	45	99.9

<i>Table 38: Frequency Distribution</i>		
<i>Q32: What is the main reason you do not want to work full-time?</i>		
	Frequency	Percent
Child care obligations/problems	13	32.5
Other family/personal obligations	2	5.0
Health/Medical limitations	4	10.0
School/Training	5	12.5
Retired/Social security limit on earnings	8	20.0
Don't want to/Don't have to	6	15.0
Other	2	5.0
Total	40	100.0

<i>Table 39: Frequency Distribution</i>		
<i>Q33: Now I have a few questions regarding the fringe benefits associated</i>		

<i>with your (main) job or business. Does your job have a paid vacation?</i>		
	Frequency	Percent
Yes	238	62.0
No	104	27.2
Self-employed	31	8.1
Don't know	8	2.1
Refused/call continued	2	0.5
Total	383	99.9

Table 40: Frequency Distribution		
<i>Q34: Does your job offer health care insurance paid by the employer?</i>		
	Frequency	Percent
Yes	172	48.6
Part of health care is paid by the employer	36	10.2
No	141	39.8
Don't know	3	0.8
Refused/call continued	2	0.6
Total	354	100.0

Table 41: Frequency Distribution		
<i>Q35: Does your job offer reimbursement for education and training courses?</i>		
	Frequency	Percent
Yes	166	47.0
No	170	48.2
Don't know	17	4.8
Total	353	100.0

Table 42: Frequency Distribution		
<i>Q36: Does your job offer a retirement plan?</i>		
	Frequency	Percent
Yes	216	61.0
No	127	35.9
Don't know	9	2.5
Refused/call continued	2	0.6
Total	354	100.0

Table 43: Frequency Distribution		
<i>Q37: Does your present job offer advancement potential?</i>		
	Frequency	Percent

Yes	229	64.9
No	115	32.6
Don't know	7	2.0
Refused/call continued	2	0.6
Total	353	100.1

Table 44: Frequency Distribution
Q38: How far do you live from your place of employment?

	Frequency	Percent
0 - 5 miles	157	40.7
6 – 10 miles	64	16.6
11 – 20 miles	63	16.3
21 – 30 miles	28	7.3
31 – 50 miles	16	4.1
More than 50 miles	20	5.2
Work at home	28	7.3
Don't know	10	2.6
Total	386	100.1

Table 45: Frequency Distribution
Q39: How did you get to work last week?

	Frequency	Percent
Car, truck, or van	347	96.9
Walk to work	5	1.4
Company transportation picks him up	1	0.3
Did not work last week	1	0.3
On vacation	1	0.3
Someone took me to work	2	0.6
Don't know	1	0.3
Total	358	100.1

Table 46: Frequency Distribution
Q39A: Did you drive your own vehicle?

	Frequency	Percent
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Own vehicle	320	92.5
Rode with someone else	8	2.3
Company car	14	4.0
Someone took me to work	4	1.2
Total	346	100.0

Table 47: Frequency Distribution		
<i>Q40: How reliable is the transportation you use to work? Would you say very reliable, somewhat reliable, or not at all reliable?</i>		
	Frequency	Percent
Very reliable	311	88.4
Somewhat reliable	28	8.0
Not at all reliable	6	1.7
Don't know	6	1.7
Refused/ call continued	1	0.3
Total	352	100.1

Table 48: Frequency Distribution		
<i>Q40A: Why do you say that your transportation to work is not at all reliable?</i>		
	Frequency	Percent
Expensive part broke	2	33.3
Leaking oil	1	16.7
Old car	3	50.0
Total	6	100.0

Table 49: Frequency Distribution		
<i>Q40B: Does the lack of reliable transportation prevent you from working at a better job in your area?</i>		
	Frequency	Percent
Yes	3	25.0
No	9	75.0
Total	12	100.0

Table 50: Frequency Distribution		
<i>Q40C: How so?</i>		
	Frequency	Percent
Not reliable	3	100.0

Total	3	100.0
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Table 51: 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	72	18.8
No	312	81.3
Total	384	100.1

Table 52: 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	13	11.5
Contacted public employment agency	10	8.8
Contacted private employment agency	3	2.7
Contacted friends or relative	10	8.8
Contacted school/university employment center	2	1.8
Sent out resumes/filled out applications	29	25.7
Placed or answered ads	8	7.1
Looked at ads	25	22.1
Attended job training programs/courses	3	2.7
Surfed the internet	9	8.0
Don't know	1	0.9
Total	113	100.1

Table 53: Frequency Distribution

Q42A: Please tell me the primary reason that you are looking for another job?

	Frequency	Percent
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Better pay	30	40.0
Better benefits	8	10.7
Want to work closer to home	5	6.7
Family responsibilities	4	5.3
Change in career	6	8.0
Current job is being terminated	2	2.7
Extra money for holidays	1	1.3
Fewer hours	1	1.3
Health care	1	1.3
Help pay the bills	1	1.3
Looking for self-employment	1	1.3
Looking in my field of study	1	1.3
More control over career	1	1.3
More stability	1	1.3
Need full-time & better pay	1	1.3
People you work with	1	1.3
Relocation	1	1.3
Self-employed, looking for jobs	2	2.7
That's our business	2	2.7
Time of day	1	1.3
Want permanent work	1	1.3
Want to work more	1	1.3
Working conditions	2	2.7
Total	75	99.7

Table 54: Frequency Distribution
Q42B: How much pay are you looking for per hour?

	Frequency	Percent
\$6 - \$8	4	12.9
\$8.01 - \$10	2	6.5
\$10.01 - \$15	17	54.8
\$15.01 - \$20	6	19.4
Don't know	2	6.5
Total	31	100.1

Table 55: 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

<i>as your current job. What increase in pay would be necessary to attract you to another employer?</i>		
	Frequency	Percent
Less than 5% increase	21	5.5
B/w 5% and 10%	64	16.7
B/w 10% and 15%	71	18.5
B/w 15% and 20%	41	10.7
More than 20%	83	21.6
Not interested at any increase	69	18.0
Other	10	2.6
Don't know	25	6.5
Total	384	100.1

<i>Table 56: Frequency Distribution</i>		
<i>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?</i>		
	Frequency	Percent
Less than 5% increase	22	9.6
B/w 5% and 10%	40	17.5
B/w 10% and 15%	23	10.1
B/w 15% and 20%	31	13.6
More than 20%	38	16.7
Not interested at any increase	50	21.9
Don't know	24	10.5
Total	228	99.9

<i>Table 57: Frequency Distribution</i>		
<i>Q44: How far are you willing to commute to a place of employment?</i>		
	Frequency	Percent
0 - 5 miles	26	6.8

6 – 10 miles	41	10.7
11 – 20 miles	85	22.2
21 – 30 miles	103	26.9
31 – 50 miles	65	17.0
More than 50 miles	38	9.9
Don't know	22	5.7
Refused/ call continued	3	0.8
Total	383	100.0

Table 58: Frequency Distribution Q44A: Is your transportation reliable enough to allow you to commute that far everyday?		
	Frequency	Percent
Yes	218	93.6
No	7	3.0
Don't know	5	2.1
Refused/ call continued	3	1.3
Total	233	100.0

Table 59: Frequency Distribution Q44B: Why is that?		
	Frequency	Percent
Care broke down	2	22.2
Don't want to travel	1	11.1
Old vehicle	3	33.3
Too set in my ways	1	11.1
Wastes a lot of gas	2	22.2
Total	9	99.9

Table 60: 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	22	14.3
Unreliable transportation, for example your car breaks down	2	1.3
Don't wish to drive that much	40	26.0
Gas prices	63	40.9
Takes too much time	13	8.4
Other	13	8.4
Refused/ call continued	1	0.6
Total	154	99.9

Table 61: Frequency Distribution
Q45A: How does your transportation need to be better?

	Frequency	Percent
Newer, more reliable	2	100.0
Total	2	100.0

Table 62: 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	48.6
2	87	22.6
3	56	14.5
4	19	4.9
5	15	3.9
6	2	0.5
7	3	0.8
8	1	0.3
More than 8	8	2.1
0	7	1.8
Total	385	100.0

Table 63: Frequency Distribution
Q47: Have you been doing anything to find work during the last four weeks?

	Frequency	Percent
Yes	29	52.07

No	26	47.3
Total	55	100.0

Table 64: Frequency Distribution		
<i>Q48: What are all the things you have done to find work during the last four weeks?</i>		
	Frequency	Percent
Contacted employer directly/interview	12	21.1
Contacted public employment agency	3	5.3
Contacted friends or relatives	5	8.8
Sent out resume/sent out application	18	31.6
Checked union/professional registers	1	1.7
Placed or answered ads	6	10.5
Looked at ads	7	12.3
Attended job training programs/courses	1	1.7
Surfed the internet	4	7.0
Total	57	100.0

Table 65: Frequency Distribution		
<i>Q49: Last week, could you have started a job if one had been offered?</i>		
	Frequency	Percent
Yes	25	89.3
No	3	10.7
Total	28	100.0

Table 66: Frequency Distribution		
<i>Q50: Have you been looking for full-time work of 35 hours or more per week?</i>		
	Frequency	Percent
Yes	12	48.0

No	13	52.0
Total	25	100.0

Table 67: Frequency Distribution
Q51: What kind of work do you do, that is, what was your occupation in the last job you held?

	Frequency	Percent
Response given	49	94.2
Don't know	3	5.8
Total	52	100.0

Table 68: 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	1	4.5
Couldn't find any work	4	18.2
Child care responsibilities/problems	1	4.5
In school or other training	2	9.1
Ill-health, physical disability	6	27.3
Transportation problems	3	13.6
Doesn't want to work	1	4.5
Benefits compensate for retirement	1	4.5
Didn't have to	1	4.5
Has to clean up his land	1	4.5
Too busy with volunteer work	1	4.5
Total	22	99.7

Table 69: Frequency Distribution
Q53: Did you look for work at any time during the last twelve months?

	Frequency	Percent
Yes	13	8.1
No	147	91.9

Total	160	99.9
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Table 70: Frequency Distribution
Q54: Did you actually work at a job or a business during the last twelve months?

	Frequency	Percent
Yes	26	16.1
No	135	83.9
Total	161	100.0

Table 71: Frequency Distribution
Q55: What is the main reason you left your last job?

	Frequency	Percent
Personal, family (including pregnancy)	18	11.2
Return to school	1	0.6
Health	15	9.3
Retirement	95	59.0
Temporary, seasonal or intermittent job completed	1	0.6
Slack work or business conditions	1	0.6
Unsatisfactory work arrangements (hours, pay, etc.)	7	4.3
Never had a job	6	3.7
Relocated	4	2.5
Other	11	6.8
Don't know	2	1.2
Total	161	99.8

Table 72: Frequency Distribution
Q56: Do you intend to look for work during the next twelve months?

	Frequency	Percent
Yes	29	18.1
No	125	78.1
Don't know	6	3.8

Total	160	100.0
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Table 73: 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	1	5.9
In school	2	11.8
Taking care of house or family	6	35.3
Retired	1	5.9
Other	7	41.2
Total	17	100.1

Table 74: 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	60	15.7
Private or Profit company	214	55.9
Non-profit organization (include tax exempt and charitable organizations)	27	7.0
Self-employed	63	16.4
Working in family business	7	1.8
Other	9	2.3
Don't know	1	0.3
Refused/ call continued	2	0.5
Total	383	99.9

Table 75: Frequency Distribution

Q59: Were you working for federal, state, or local government?

	Frequency	Percent
Federal	5	8.5
State	33	55.9
Local	21	35.6
Total	59	100.0

Table 76: Frequency Distribution Q60: What kind of business or industry are you in?		
	Frequency	Percent
Agriculture	16	5.0
Mining	7	2.2
Construction	26	8.1
Manufacturing	33	10.3
Transportation, communications, or public utility	22	6.9
Wholesale or retail trade	33	10.3
Restaurants	11	3.4
Legal services	3	0.9
Health and medical services	44	13.7
Education services	8	2.5
Business and Accounting services	3	0.9
Engineering and Technical services	5	1.6
Personal services or recreational services	19	5.9
Finance, insurance, or real estate	8	2.5
Government (including education)	2	0.6
Other	79	24.6
Refused/ call continued	2	0.6
Total	321	100.0

Table 77: Frequency Distribution Q61: What kind of work do you do, that is what is your occupation?		
	Frequency	Percent
Response given	377	98.4
Don't know	2	0.5
Refused/ call continued	4	1.0
Total	383	99.9

Table 78: Frequency Distribution Q62: What are your usual activities or duties at this job? For example typing, keeping account books, operating printing press, laying brick.		
	Frequency	Percent
Enter response	374	97.7
Don't know	3	0.8
Refused/ call continued	6	1.6
Total	383	100.1

Table 79: Frequency Distribution Q63: What other skills do you have that are not involved in this employment?		
	Frequency	Percent
Enter response	292	76.2
Don't know	85	22.2
Refused/ call continued	6	1.6
Total	383	100.0

Table 80: Frequency Distribution Q63A: If respondent mentions any computer skills		
	Frequency	Percent
Computer skills mentioned	60	15.7
No computer skills mentioned	323	84.3
Total	383	100.0

Table 81: 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	36	59.0
Spreadsheet analysis, such as Lotus or Excel	6	9.8
Bookkeeping, such as	1	1.6

Quicken		
Computer assisted design	1	1.6
Website development	1	1.6
Computer programming (C, SAS, SPSS)	2	3.3
Develops own software applications	1	1.6
Other	9	14.8
Don't know	4	6.6
Total	61	99.9

Table 82: Frequency Distribution
Q63C: What other computer skills do you have?

	Frequency	Percent
Word processing, such as using MS-Word	33	35.5
Spreadsheet analysis (Excel, Lotus)	7	7.5
Bookkeeping (Quicken)	1	1.1
Computer assisted design (CAD)	9	9.7
Website development	9	9.7
Work on machines, troubleshooting	7	7.5
Maintains a computer network	6	6.5
Computer programming (C, SAS, SPSS)	4	4.3
Develops own software applications	1	1.1
Other	11	11.8
Don't know	5	5.4
Total	93	100.1

Table 83: 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	346	90.3
Temporary	26	6.8
Don't know	10	2.6
Refused/call ended	1	0.3

Total	383	100.0
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Table 84: Frequency Distribution
Q65: Would you like a permanent job?

	Frequency	Percent
Yes	16	61.5
No	9	34.6
Don't know	1	3.8
Total	26	99.9

Table 85: 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	113	29.5
No	264	68.9
Don't know	6	1.6
Total	383	100.0

Table 86: 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	17	14.8
Have had additional job training and/or education	12	10.4
Current job does not	41	35.7

require my training and/or education		
Had a previous job where I earned more income	6	5.2
Other	22	19.1
Don't know	15	13.0
Refused/ call continued	2	1.7
Total	115	99.9

Table 87: Frequency Distribution
Q68: Have you had jobs in the past which better utilized your skills and education?

	Frequency	Percent
Yes	69	61.6
No	42	37.5
Don't know	1	0.9
Total	112	100.0

Table 88: Frequency Distribution
Q69: What type of job or jobs have you had in the past which required more skill and/or education?

	Frequency	Percent
Enter response	64	91.4
Don't know	5	7.1
Refused/ call continued	1	1.4
Total	70	99.9

Table 89: 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	47	68.1
No	21	30.4
Don't know	1	1.4
Total	69	99.9

Table 90: Frequency Distribution		
<i>Q71: Would you change jobs so you could better utilize your skills?</i>		
	Frequency	Percent
Yes	80	71.4
No	24	21.4
Don't know	8	7.1
Total	112	99.9

Table 91: Frequency Distribution		
<i>Q72: Would you be willing to undertake job training associated with a new employment opportunity?</i>		
	Frequency	Percent
Yes	88	77.9
No	23	20.4
Don't know	2	1.8
Total	113	100.1

Table 92: Frequency Distribution		
<i>Q73: Do you generally work daytime or evening hours?</i>		
	Frequency	Percent
Daytime	342	89.3
Evening	25	6.5
Refused/ call continued	16	4.2
Total	383	100.0

Table 93: Frequency Distribution		
<i>Q73A: Would you like a job where you could work during daytime hours?</i>		
	Frequency	Percent
Yes	16	64.0
No	9	36.0
Total	25	100.0

Table 94: Frequency Distribution		
<i>Q74: How much formal education have you completed?</i>		
	Frequency	Percent
Less than high school	54	9.2
High school	190	32.4
Some college	178	30.4
Associate degree	36	6.1
Bachelor of Science	51	8.7

degree		
Bachelor of Arts degree	21	3.6
Postgraduate degree	52	8.9
(masters, PhD, JD,MD)		
Don't know	1	0.2
Refused/ call continued	2	0.3
Refused/call ended	1	0.2
Total	586	100.0

Table 95: Frequency Distribution
Q75: Did you receive your Associate's degree in Oklahoma?

	Frequency	Percent
Yes	19	57.6
No	14	42.4
Total	33	100.0

Table 96: Frequency Distribution
Q75A: In which state did you receive your associate's degree?

	Frequency	Percent
Colorado	1	6.7
Texas	12	80.0
New Jersey	1	6.7
Oklahoma	1	6.7
Total	15	100.1

Table 97: Frequency Distribution
Q76: Did you receive your bachelor's degree in Oklahoma?

	Frequency	Percent
Yes	68	55.7
No	54	44.3
Total	122	100.0

Table 98: Frequency Distribution
Q76A: In which state did you receive your bachelor's degree?

	Frequency	Percent
Alabama	1	1.7
Arkansas	2	3.4
California	2	3.4
Florida	1	1.7
Georgia	1	1.7
Illinois	1	1.7

Iowa	1	1.7
Kansas	2	3.4
Louisiana	1	1.7
Massachusetts	1	1.7
Michigan	1	1.7
Minnesota	1	1.7
Missouri	3	5.2
Montana	1	1.7
New Jersey	1	1.7
New Mexico	4	6.9
New York	1	1.7
North Carolina	1	1.7
North Dakota	1	1.7
Texas	28	48.3
Virginia	1	1.7
Washington	1	1.7
Wyoming	1	1.7
Total	58	99.5

Table 99: Frequency Distribution		
<i>Q77: Did you receive your highest post graduate degree in Oklahoma?</i>		
	Frequency	Percent
Yes	20	40.0
No	30	60.0
Total	50	100.0

Table 100: Frequency Distribution		
<i>Q77A: In which state did you receive your highest graduate degree?</i>		
	Frequency	Percent
Alabama	1	3.1
Arkansas	1	3.1
California	1	3.1
Illinois	1	3.1
Indiana	1	3.1
Iowa	1	3.1

Kansas	1	3.1
Louisiana	1	3.1
Minnesota	1	3.1
Missouri	1	3.1
New Mexico	1	3.1
North Carolina	1	3.1
Texas	19	59.4
Virginia	1	3.1
Total	32	99.7

Table 101: Frequency Distribution		
<i>Q78: In addition to your formal education, have you ever received vocational training, apprentice training, or special professional training?</i>		
	Frequency	Percent
Yes	200	43.3
No	259	56.1
Don't know	2	0.4
Refused/ call continued	1	0.2
Total	462	100.0

Table 102: Frequency Distribution		
<i>Q79: Have you received special training on the job training other than the usual introductory job training?</i>		
	Frequency	Percent
Yes	6	66.7
No	3	33.3
Total	9	100.0

Table 103: Frequency Distribution		
<i>Q80: Are you currently enrolled in school or a special training program?</i>		
	Frequency	Percent
Yes	7	20.6
No	27	79.4
Total	34	100.0

Table 104: Frequency Distribution		
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<i>Q81: Did the training you told me about cause a change in your employment status?</i>		
	Frequency	Percent
Yes	82	42.3
No	109	56.2
Don't know	3	1.5
Total	194	100.0

<i>Table 105: Frequency Distribution Q82: How so?</i>		
	Frequency	Percent
Promotion	22	21.4
Increase in pay at present job	33	32.0
Different job w/the same employer	7	6.8
Different job w/ a new employer	24	23.3
Help retain current job	8	7.8
No change	2	2.0
Don't know	1	1.0
Aided others	1	1.0
Better hours	1	1.0
Helped do job better	3	3.0
Got job out of college	1	1.0
Total	103	100.3

<i>Table 106: Frequency Distribution Q83: Do you anticipate that this schooling or training you have told me about will change your employment status?</i>		
	Frequency	Percent
Yes	5	71.4
No	2	28.6
Total	7	100.0

Table 107: Frequency Distribution
Q84: How so? (If respondent hesitates, check all that apply.)

	Frequency	Percent
Different job w/ a new employer	5	100.0
Total	5	100.0

Table108: Frequency Distribution
Q85: What is your current marital status?

	Frequency	Percent
Married	367	60.0
Widowed	51	8.3
Divorced	79	12.9
Living with a partner	7	1.1
Never married	98	16.0
Refused/ call continued	9	1.5
Refused/call ended	1	0.2
Total	612	100.0

Table 109: 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	106	28.3
Not working outside the home, but seeking work	6	1.6
Working part-time outside the home	29	7.8
Working full-time outside the home	228	61.0
Don't know	5	1.3
Total	374	100.0

Table 110: Frequency Distribution
Q87: Are you attending a school full or part-time?

	Frequency	Percent
Yes, a full-time student	20	3.3
Yes, a part-time student	18	3.0
No, not a student	570	93.4
Refused/ call continued	2	0.3
Total	610	100.0

Table 111: Frequency Distribution Q88: What type of school are you attending?		
	Frequency	Percent
Four year college/university	13	32.5
Junior college	13	32.5
Vocational technical school	3	7.5
High school; GED classes	8	20.0
Distance learning	1	2.5
Home schooling, university	1	2.5
Home schooling, for nursing	1	2.5
Total	40	100.0

Table 112: Frequency Distribution Q89: Would you like to pursue additional education or obtain additional training now or in the future?		
	Frequency	Percent
Yes	266	43.5
No	310	50.7
Don't know	34	5.6
Refused/call ended	1	0.2
Total	611	100.0

Table 113: Frequency Distribution Q89A: What type of education or training?		
	Frequency	Percent
Bachelor's degree	70	26.4
Graduate school or professional degree	33	12.5
Vocational/technical school	53	20.0
Computer related	21	7.9

training		
Other	47	17.7
Don't know	41	15.5
Total	265	100.0

Table 114: Frequency Distribution <i>Q90: Including yourself, how many persons in your household are 18 years or older?</i>		
	Frequency	Percent
1	58	21.9
2	143	54.0
3	43	16.2
4	15	5.7
5	3	1.1
6	3	1.1
Total	265	100.0

Table 115: Frequency Distribution <i>Q91: How many persons 18 years or older in your household are employed or self-employed, including yourself?</i>		
	Frequency	Percent
1	167	27.4
2	242	39.7
3	34	5.6
4	10	1.6
5	5	0.8
6	2	0.3
0	145	23.8
Refused/call continued	1	0.2
Refused/call ended	3	0.5
Total	609	99.9

Table 116: Frequency Distribution <i>Q92: Now let me ask you a few questions about child care.</i> <i>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?</i>		
	Frequency	Percent
Yes	217	35.7
No	390	64.1
Refused/ call continued	1	0.2

Total	608	100.0
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<i>Table 117: Frequency Distribution</i> <i>Q93: Do you have difficulty obtaining care for your children so that you can work?</i>		
	Frequency	Percent
Yes	35	16.1
No	178	82.0
Don't know	4	1.8
Total	217	99.9

<i>Table 118: Frequency Distribution</i> <i>Q94: Do any of the following apply to your situation?</i>		
	Frequency	Percent
I need care when my child is sick so I can work	7	10.8
I can't work nights or weekends because I can't get child care	15	23.1
I can't find care at all for one or more of my children	8	12.3
I can't find care for my infant or toddler	7	10.8
I need better quality care than I am getting now	9	13.8
I can't earn enough to get child care	17	26.2
Don't know	2	3.1
Total	65	100.1

<i>Table 119: Frequency Distribution</i> <i>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?</i>		
	Frequency	Percent
Yes	196	52.8
No	164	44.2
Refused/call continued	11	3.0
Total	371	100.0

Table 120: Frequency Distribution <i>Q96: Please stop me when I read your hourly pay rate.</i>		
	Frequency	Percent
Less than \$6.75	22	11.2
\$6.75 to 8.49	33	16.8
\$8.50 to 9.99	30	15.2
\$10.00 to 11.24	21	10.7
\$11.25 to 13.24	15	7.6
\$13.25 to 15.74	16	8.1
\$15.75 to 19.24	15	7.6
\$19.25 to 24.24	18	9.1
\$24.25 to 43.24	16	8.1
\$43.25 to 60.00	1	0.5
Don't know	2	1.0
Refused/ call continued	8	4.1
Total	197	100.0

Table 121: Frequency Distribution <i>Q97: Now I am going to read you a series of income ranges. Please stop me when I read how much you alone will earn, before taxes, in 2005.</i>		
	Frequency	Percent
Less than \$14,000	50	13.6
\$14,001 to 18,000	31	8.4
\$18,001 to 21,000	27	7.3
\$21,001 to 23,000	15	4.1
\$23,001 to 28,000	23	6.2
\$28,001 to 33,000	17	4.6
\$33,001 to 40,000	31	8.4
\$40,001 to 50,000	31	8.4
\$50,001 to 90,000	53	14.4
\$90,001 to 125,000	15	4.1
More than \$125,000	7	1.9
Don't know	28	7.6
Refused / call continued	41	11.1
Total	369	100.1

Table 121: Frequency Distribution <i>Q97A: I am going to read a series of income ranges. Please stop me when I read what your total household income will be, before taxes, for 2005.</i>		
	Frequency	Percent
Less than \$14,000	15	4.0
\$14,001 to 18,000	15	4.0
\$18,001 to 21,000	16	4.3
\$21,001 to 23,000	12	3.2

\$23,001 to 28,000	14	3.8
\$28,001 to 33,000	18	4.9
\$33,001 to 40,000	32	8.6
\$40,001 to 50,000	27	7.3
\$50,001 to 90,000	79	21.3
\$90,001 to 125,000	39	10.5
More than \$125,000	26	7.0
Don't know	30	8.1
Refused /call continued	47	12.7
Refused/call ended	1	0.3
Total	371	100.0

Table 122: Frequency Distribution		
<i>Q98: Does any of your salary come from tips or commissions?</i>		
	Frequency	Percent
Yes	31	8.4
No	331	89.7
Refused / call continued	7	1.9
Total	369	100.0

Table 123: Frequency Distribution		
<i>Q99: About what percentage would you say?</i>		
	Frequency	Percent
5%	4	12.5
10%	1	3.1
20%	3	9.4
30%	3	9.4
33%	1	3.1
47%	2	6.3
50%	1	3.1
70%	2	6.3
100%	5	15.6
Don't know	9	28.1
Refused / call continued	1	3.1
Total	32	100.0

Table 124: Frequency Distribution		
<i>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?</i>		
	Frequency	Percent
Yes	64	79.0

No	14	17.3
Don't know	3	3.7
Total	81	100.0

Table 125: Frequency Distribution

Q101: Would you consider a local job that is comparable to the one that you have now?

	Frequency	Percent
Yes	59	88.1
No	4	6.0
Don't know	4	6.0
Total	67	100.1

Table 126: 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	15.9
No	48	76.2
Don't know	5	7.9
Total	63	100.0

SURVEY FREQUENCY RESULTS

Open-Ended Data

Table 127: Frequency Distribution

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

Comment	Frequency
Accounting	1
Auto parts	1
Blackjack dealer	1
Business	1
Carpenter	2
Cashier	3
Certified nurse's assistant	2
Cleaning business	1
Cook	1
DHS office	1
Electronic technician	1
Fast food	2
Food service	1
Housewife	1
Janitor	1
Logistics	2
Maintenance	1
Meat department and cleanup, can do shipping, clean, wait, work on a line, etc	1
Mortgage banker	1
Packer	1
Private duty nurse	1
Psychometrics	1
Receptionist	2
Retail	1
Riding and breaking horses	1
Sales	1
Sales clerk	1
School cook, truck driver	1
Security guard	2
Shipping and receiving	2
Slicer at a plant	1
Stacker	3
Staff accountant	1
Substitute teacher	1
Washing dishes	3
Youth activity supervisor	1
Total	49

Table 128: Frequency Distribution**Q61: What kind of work do you do, that is what is your occupation?**

Comment	Frequency
1-800-Flowers	2
Accountant	1
Administration	4
Advance technician	1
Aid for the music department	3
Appraiser	1
Artist	1
Assembler	1
Assembler/coordinator	1
Assistant manager	2
Assistant dock loader	2
Attorney	4
Auto technician	2
Baby sitter	1
Board operator	2
Bookkeeper	5
Broker/owner	1
Build custom motorcycles	2
Build power lines, linesman	1
Builder	5
Business development and marketing	1
Business office	1
Business office manager	1
Cafeteria director	1
Cafeteria worker	1
Call service center	2
Case manager	1
Cashier	7
Cattle, crop	2
Child care	5
Child nutrition director	1
Choir director	1
Clean houses	2
Coach/teacher	3
Code enforcement	1
Collect bogus checks for the district attorney	1
Collections	2
Computer programmer	1
Computer tech	1
Concrete work	2
Conduct tax returns	1
Construction and electrical work	2
Construction manager	1
Construction worker	8
Consultant	1
Cook	3
Cop	2

Core department	2
Counselor	1
Counter help	2
County employee	1
Credit manager	1
Custodian	1
Customer service	4
Customer service manager	1
Data entry	1
Daycare provider	3
Deliver product	1
Dental hygienist	2
Dentist	1
Dept manager	2
Deputy	2
Design and fabrication	1
Diesel cashier	1
Direct care provider	1
Director lay ministries	1
Director of daycare center	1
Dispatch	1
Drive concrete truck	2
Dry cleaning	1
Education/teaching	1
Electrical engineer	1
Electrician	4
Electronic lead hostess at casino	2
Electronics repair tech	1
Engineering technician	1
Fan blaster	1
Farmer	7
Fast food	2
File clerk	1
Fill store orders	1
Financial coordinator	1
Fire fighter	1
Florist	1
Foreman	1
Forklift driver	2
Funeral director assistant	1
General engineering contractor	2
General manager	2
Graphics design	1
Grow trees	1
Hair dresser	2
Haul rock	2
Head start manager	1
Head start teacher	1
Health care professional	1
Health field/maintenance	1

Heavy equipment operator	2
Highway patrolman	1
Home health aid	2
Home supervisor	1
Hospice aide	1
Hourly employee	1
Housekeeping	2
Human resources	1
Insurance agent	2
Investment manager	2
Lab tech	1
Laborer	1
Land maintenance	2
Landscaping	1
Laundry in the nursing home	1
Leas assembler	1
Librarian	1
Life insurance	1
Loan officer	1
Locomotive engineer	2
Loss prevention guard	1
LPN	1
Machine shop	1
Machinist	6
Maintenance	2
Make tires	1
Manager	1
Marketing	2
Mechanic	5
Mechanical engineer	1
Medical assistant	3
Medical laboratory technician	1
Medical records	1
Merge operator	1
Military technician	1
Money clerk	1
Network marketing and farming, raising horses	1
Nurse	7
Nurse manager	1
Office care	1
Office manager	4
Oil and gas operator	1
Oil field mechanic	1
Operation technician truck driver	2
Operations manager	1
Operator	2
Optician	1
Order selector	3
Oversee movement of trains	3
Owns business	3

Paraprofessional	2
Part-time teacher	1
Patient care	3
Personal trainer	1
Pharmaceutical technician	3
Physical therapy assistant	1
Physician	1
Physicians assistant	1
Piano tuner	1
Pick-up repossessed cars	1
Plant superintendent	1
Plumber	1
Police officer	2
Pool team	1
Postal carrier	1
Press operator	1
Printing broker	1
Produce manager	1
Production foreman	1
Production manager	3
Production planning	1
Professor	1
Program executive	1
Proof reader	1
Psychologist	2
Quality assurance	3
Radiology technologist	1
Real estate developer	1
Real estate investor	1
Receiving	2
Receptionist	3
Refinery operator	2
Registered nurse	1
Retail	2
Retired teacher	1
Sales	9
Sales and service manager at a call center	1
Sales manager	1
Scanning coordinator	1
Scheduling department in hospital	1
School administration	2
School cafeteria worker	1
Seamstress	1
Secretary	3
Secretary and stock analyst	1
Security guard	5
Service technician	1
Shipping supervisor	2
Sift leader in a hospital cafeteria	1
Social worker	1

Stocker	1
Store room attendant	1
Substitute teacher	1
Superintendent	1
Supervisor	4
Surveillance	1
Take care of mentally handicapped	1
Teacher's aid	2
Teacher's aid and bus driver	1
Teacher	15
Technical work	1
Telecommunication	2
Tire builder	1
Toll pusher on a drilling rig	2
Trainer	1
Truck driver	11
Upholster	1
UPS worker	2
Used car dealer	1
Vacuum	2
Veterinarian	2
Vice president	3
Waitress/writer	2
Warehouse work	3
Wash cars	1
Welding	1
Work in blood bank	1
Work on telephone cables	1
Total	409

Table 129: Frequency Distribution
Q62: What are your usual activities or duties at this job?

Comment	Frequency
Accounting	1
Accounting, letter writing, customer service and basic secretarial duties	1
Accounting, typing, management	1
Add carbon to chemicals for tires	2
Administrative	1
Administrative supervisor	1
Analyze samples	1
Answer phones, place orders, customer service	2
Answering phones, making sure the job is taken care of, relaying messages	1
Approve chemicals that come into plant	1
Assist in billing	1
Assist in classroom with a certified teacher, help students learn to read, and I drive a bus	1
Assist in distributing medicine, travel with patients	1
Assist manager	1
Assist nurses	1

Assist pharmacist	1
Assist the teacher	2
Assistant to physical therapist	1
Assisting transport, writing reports, assisting with customers	2
Billing	1
Billing and customer service	2
Billing and leasing the building, collecting rent	1
Billing, admissions	1
Bookkeeping and people management	1
Bookkeeping, cattle tracking, typing	1
Build buildings	2
Build tires	1
Builder	3
Buy and sells land	1
Buy, clean, customer service	1
Buying, selling	1
Care for patients	1
Carry case load for family support	1
Cashiering	5
Check books out, does everything as only one person in the office	1
Check crude oil and hauling	2
Chemist, testing people	1
Child care	1
Clean buildings and carry out repair works	1
Clean teeth, public educator	2
Clean, run the register	1
Cleaning	1
Cleaning houses	3
Clerical	1
Coach a team	1
Communication	3
Computer and patrol	1
Computer typing and phone service	1
Computer work	2
Computer, patients, equipment	1
Conducts surveys	1
Construction work	2
Construction, pricing, etc	1
Consulting and some financial planning and tax returns	1
Consults with veterinarians	1
Contractor, help clean up leaks, check on things around town	1
Cook	3
Cooks, clean and provides customer assistance	1
Cost benefits analysis, company expenses for company businesses, make acquisitions	1
Count and order items, customer service	1
Count money	1
Create computer programs	1
Customer care person. Meet and greet people	1
Customer service, and basic automotive services, electronic and mechanical work	1
Cutting hair	1

Cutting trees	2
Daily delivery	2
Data entry	1
Data mining, customer interaction	1
Deliver	3
Dental work	1
Deposits, inventory, bookkeeping	2
Design jobs on the computer	1
Design, build test models, fabrication of motorcycles	2
Developing training material/keeping records/conduct training workshops/advertising/convention planning	1
Digging ditches	1
Digging, climbing poles, working with wires, construction	1
Direct music	1
Doctor duties	1
Drive a truck	2
Drive products	3
Drive to destination	2
Drive trains	2
Drive truck, loading, delivery	1
Drives	1
Driving tractors	3
Driving, preparing truck for transport	2
Edit newspaper	1
Enforcing the nuisance code for the city	1
Entering information into a computer and checking product	1
Environmental deputy, investigating crime, mineral issues, deal with transports, patrol	2
Equipment operation, drive a truck	2
Escort people	1
Everything	2
Everything from supervision to equipment operator	2
Fan blasts tooth implants	1
Feeding cattle, plowing, harvesting	1
Feeding, cleaning, daily care	1
Figure payroll, figure statements and bills, oversee teachers	1
File, type, take vital signs	1
Filing, computer work	1
Filing, phone, paper work	1
Filling prescriptions	1
Fills prescriptions, orders stock	1
Finance, evaluation, planning, maintenance	1
Financial analysts, overseeing management, performing within the laws.	1
Fishing, motorcycle riding	1
Fix and serve food	1
Fix broken machines	1
Fixing wires, electrical	3
Go to terminally ill patient's home and assist them	1
Government paperwork, bookkeeping, locate people	1
Graphic designing	1
Greet customers and supervise other employees	2
Guidance	1

Handle social security, adoption, and real estate	1
Handle, process and deliver mail	1
Haul rock	2
Head of account receivables	1
Head of exploration	1
Help congregation get involved in community services	1
High school home economics	1
Hiring, firing, recruiting, benefits, compensation analysis, employee relations	1
Horseback riding, branding, tagging, doctoring the sick ones	1
Household repairs and house construction	2
Housekeeping and cleaning rooms	1
Information technology	1
Inspect all works/completions on the plant	1
Inspect child care facilities	1
Installing and working	1
Insurance	1
Inventory of products, assigning them to hospital	1
Keep accounting books	1
Keep the rig running/keep supplies in order, parts/hire hands that work on rig	2
Keeping records, management, teaching	1
Lab work	1
Labor	2
Land maintenance	2
Laundry	1
Laying, gathering	2
Lend money and collect loans	1
Lighting	2
Load sheets go through the yard and gather select items and load them on a truck.	2
Load trucks	1
Loading and shipping	2
Maintenance of equipment, upkeep of barns and outbuildings, doing wildlife preservation on acreage	1
Maintenance of the systems	1
Make and repair eye glasses	1
Make drinks, cook and wait on people	1
Make sure everything is running right	1
Make sure the tires meet specifications	2
Make tickets, invoices	1
Making sure freight is moving on the conveyer	1
Management	3
Management of sales and budget of sales team	1
Management, supervision, purchasing, collections, human resources, maintenance	1
Managing people, doing payroll	1
Market the company	1
Marketing to hospitals	2
Marketing, event planning, public relations, live stock care,	1
Monitor computer screens	2
Music teacher, vocal music, movement	1
Nursing duties	1
Office filing, advertising, contacting clients	1
Office work, HR, invoicing	1

On computer -memo graphing and coordinating	1
Operate computer, printing	1
Operate heavy equipment	2
Operate machines	1
Ordering	1
Ordering, stocking, filling prescriptions and customer service	1
Oversee the landscaping of the property	1
Overseeing a team of service agents	1
Painting, electrical, drywall	2
Paper work, filing	1
Paperwork	3
Paperwork, payroll, marketing	1
Pass out and give medicine to patients	1
Patient care	2
Patrol work	1
Payroll, accounting, taxes, cattle nutrition, help feed baby calves	1
Payroll, accounts receivable, clinical	1
Payroll, monthly write ups, cook	1
Phone calls, repossessions, paperwork	2
Pick up a mold and vacuum them	2
Posting and scheduling surgeries	1
Prepare meals, stock and clean the store	1
Processing new applications, paper work	1
Procuring parts, CAD design	1
Production	1
Provide child care	2
Provide work for people	1
Providing health care	1
Providing meals, exercise, care giving	1
Pull money, straighten chairs, move equipment	1
Purchase orders and sells (repeat business)	1
Purchase parts and keep track of inventory	1
Put out produce and stock	1
Put parts together	1
Quality insurance department	1
Rebuild old cars	1
Receive calls	1
Receiving	1
Refinery of energy in the factory/ check equipment for oil	2
Regular cleaning	1
Relief shift leader responsibilities, closing and opening the store	1
Repair computer systems	1
Repair data circuits	1
Repair vehicles	2
Repairing NC machines	1
Repairing oil field equipment	1
Ride around and supervise	1
Run a fork lift and use a machine to make mold and spray cords	2
Run a grinder, a mill, a lathe	2
Run a grinder, run the blackening department	1

Run a pulling unit	2
Run cash register, turn on diesel gas pump, stocking, and customer service	1
Run machines, maintenance	1
Run registers, drive thru, kitchen. etc.	1
Run the counter	1
Run the house, pay bills, buy groceries	1
Running shop	2
Safety committee	1
Sales	2
Sales, deposits, bookkeeping, managerial duties	1
Sales, service	1
Schedule and counsel patients over their finances	1
Schedule procedures and doctors' orders making sure they have everything that is needed.	1
Secretarial work	2
Seeing patients	1
Sell and tear things down, cut things out	1
Sell furniture and owner	1
Sell insurance to people	1
Sells to retail	2
Serve and protect	3
Service card shuffling machines	1
Services and contracts	1
Sewing	1
Shipping office work	1
Sort boxes, coordination of packages	2
Sound and lighting tech, and secretarial jobs	3
Stock shelves	1
Student advisor	1
Supervise employees	5
Supervise front end sales, make schedule, take care of cash fund	1
Supervise over production	3
Supervise wells	1
Supervision and finance	2
Surveillance testing	1
Sweep, mop, and carry out trash	1
Take blood pressure, draw blood, give shots, IV's, wound care, medical care	1
Take care of all the machines in the buildings and keep them running	1
Take care of children	4
Take care of cows	1
Take care of kids at the church	1
Take care of patients and oversee the budget and supplies	1
Take care of residents	1
Take care of terminal cancer patients	1
Take care of the pumping wells	1
Take customer's food orders	3
Take phone calls, financing, bookkeeping, payroll, accounts payable/receivable	1
Takes care of veterans/ patients	2
Taking care of patients	1
Taking care of plants	1
Talk on the phone, feed horses, breed horses, talk to people, do work with the vet,	1

haul hay, talk to more people, internet work	
Teach and coach	2
Teach children	5
Teach nursing courses	1
Teaching	11
Teaching, business management	1
Teaching, supervising other teachers	1
Technical responsibilities for the labs	1
Technical installation, repair training	1
Test school children	1
Testing	1
Training	1
Transport crates for warehouse	1
Trying cases	2
Tune pianos	1
Typing	2
Typing, collection, case work	1
Typing, filing, answering the phone	1
Typing, keeping books	1
Typing, printing, data entry, travel, bookkeeping	1
Varies	1
Verify products coming into the distribution center	1
Wait on customers	4
Wait on people, cash them out	1
Walking, standing on your feet	1
Wash dishes, mop, clean	1
Wash, vacuum	1
Watch things	1
Watering trees, fertilize, planting	1
Weaving	1
Whatever I want	1
Whatever they need	1
Work in the hospital	1
Work on engines	1
Work out with clients, go over diets and exercise, nutrition and medication	1
Works in an emergency room. deals with anything from pregnancies to major trauma etc	1
Writing, computer entry	1
Total	413

Table 130: Frequency Distribution

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

Comment	Frequency
Accounting	1
Accounting skills, clerical skills, advanced computer skills	2
Accounting, computer	1
Airbrush cars	2
Anything	1
Architectural and mechanical work	1

Artist/plumbing/painter/housing materials/deck/landscaping/bilingual	2
Artistic experience, and management	1
Assembler	2
Associate's degree	1
Athletic	2
Auto body restoration	1
Auto racing and automotive	1
Bank teller, waitress	1
Banking and office	1
Basketball, exercise, softball, yard work, singing	1
Bookkeeping, clerical	1
Business degree	5
Business management/construction design	1
Business, public relations, customer service, management	1
Carpenter, mechanic	1
Carpenter, plumbing	1
CDL, accounting	1
Certified engineering, welding and mechanic	2
Certified security guard	2
Child care	1
Child care and teachers aide	1
Civil engineering, fundraising	1
Class ASDL license	1
Clerk, accounts payable, packer	1
College degrees, business degrees, paralegal, typing, shorthand, etc	1
College education, medical skills	1
Community activates	1
Computer and secretarial jobs, writer	1
Computer science degree	1
Computer skills	7
Computer skills, CNA	1
Computer skills, military	1
Computer skills, payroll, Microsoft word and excel	1
Computer skills, people skills	1
Computer skills, power point and Excel , public speaking skills, critical thinking	2
Construction	1
Construction relate skills	2
Construction, heavy equipment	1
Consulting business, agriculture and farming	1
Cook, production	1
Custodial, janitorial, loader and unloader	2
Customer and clerical	2
Customer service	2
Data entry	2
Data entry, telemarketing and health care	1
Degree in criminology	1
Degree in Educational Psychology	1
Degree in environmental science, raise children, cooking, etc	1
Degree in Human Nutrition and Masters degree in Restaurant and Hotel	1
Degree in the medical field	1

Drive truck, CSL license, body work	1
Driving	1
Education	1
Educational administration/classroom teaching	1
Electrical, tile	1
Environmental health science major	3
Environmental science	2
Equipment operator by trade/service	1
Factory experience, associates in science, warehouse experience, retail	1
Farming	4
Finance	1
First aid, bookkeeping	1
Flight attendant, accounting, college degree, homemaker	1
Floral designer	1
Gardening	1
Grant writing, IT, hotel operations	1
Hair dresser	1
Health care	1
Heavy equipment mechanic	1
Home remodeling, home improvement, cable TV experience	1
Homemaker, waitress, bartender, CDL license	1
Hotel work, fast food, certified nurse's assistant	2
Industrial painter	2
Insurance, retail, waitressing	1
Land and title records	1
Law enforcement, mechanical, maintaining buildings	1
Leadership skills	3
Licensed hair dresser, retail	1
Licensed pest control, licensed cold specialist, material specialist	1
Maintenance, electrical, building and carpentry	1
Make glass containers	1
Management and computer software programs	1
Managerial skills	1
Managerial skills, public relations skills	1
Manual labor	1
Manufacturing, cooking, bookkeeping	1
Marketing, construction, landscaping	3
Master's in marketing research	1
Mechanic	2
Mechanic and welder	2
Mechanic skills, maintenance	2
Mechanic, industrial engine machinery, gas refinery	2
Mechanic, machinist	2
Mechanical and computer	1
Mechanical automotive	2
Mechanical skills	2
Mechanical skills, swimming pool equipment	1
Mechanical, build houses, electrical work	2
Mechanical/cutting trees	2
Medical	1

Metal tech degree, and auto mechanic	1
Military skills	1
Music	2
Music skills, gardening	1
None	58
Nuclear engineering degree	2
Nurse practitioner/teaching	1
Nursing	4
Nursing/daycare center/ Wal-Mart	1
Office skills	2
Office skills and computers skills	1
Office, excel accounting, internet	1
Oil company work	1
Packing, cookie shop, line work	1
Paint and body work, mechanic, carpenter	1
Paralegal degree	1
People skills	1
Phones, computers	1
Photographer/golfer/carpenter/landscaper/dog keeper	1
Physical technician	1
Previous professor, all kinds of sports, reading, entertaining, learning new projects, antiquing	1
Production of fiber glass, work on aircraft machines, waitress	1
Registered environmental manager , PhD Environmental Safety	1
Restaurant and retail	2
Restaurant management, production experience, inventory store clerk	1
Retail grocery	1
Retail management, clerical skills	2
Retired teacher	1
Run restaurants, worked for federal government	1
Running machinery	1
Sales clerk, assembly line	1
Sales/respite therapy/nurse and nurse aide/office/computer skills	1
Scrub tech	1
Secretarial skills	4
Secretarial, custodial, cooking	1
Secretary skills, retail work	1
Security officer	1
Spanish	1
Surgical	1
Teacher, administrator	1
Teacher, plumber	1
Teaching	1
Teaching, coaching	2
Technical routing	1
Telecommunication wireless video security	1
Trade skills	2
Truck driving	3
Trumpet playing	2
Twenty years of retail management, light computer skills	1
Typing	1

Typing, drive forklift, construction	2
Typing, secretarial work, service work	1
Typist, receptionist, analyst, administrative secretary	1
Typing/computer skills/work a cash register	1
Used to work for financial services in a hospital	1
Varies	1
Waitressing	1
Waitressing, receiving clerk , cashier	1
Warehouse work	1
Welder, fire proofer	1
Welder/CDL driver's license	2
Welding	20
Welding and wood work	1
Welding, and business owner	2
Welding, construction work, mechanic	1
Went to client's home to take care of them	1
Worked in a bank	1
Worked on telephone wires, factory work, checker and stocker	1
Writer	1
Total	314

Table 131: Frequency Distribution

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

Comment	Frequency
1-800 -Flowers	3
Administrative position, department stores	1
Assistant manager	1
Banking	1
CEO, construction company owner	1
Certified security guard	2
Classroom resource teacher	1
Community ministry director	1
Corporate work	2
Customer service specialist telemarketer	2
Diesel mechanic	2
Distribution center in factory	1
Doctor's assistant	1
Drilling foreman	1
Electronics	1
Equipment sales activity	1
Factory worker	1
Factory worker paid better	1
Food distribution	1
Fuel company, ran office	1
Grocery	1
Had a prison job	1
Health care	1
Lab manager	1

Managed a restaurant	1
Managed floral shop	1
Management at Wal-Mart	2
Manager at a paint factory	1
Manager at restaurants	1
Manager at retail level	2
Manager of operator services at a phone company	1
Manufacturing	1
Mechanical engineer at tire company	1
Medical assistant	1
Medical billing	1
None	1
Office assistant	1
Office manager	1
Oil field service company	2
Owned business	1
Owned few businesses and non-profit	1
Parent	1
Sewing factory	1
Store research lab	1
Superintendent for a company	1
Teaching	3
Team leader in the factory and manager of other retail businesses	1
Traffic coordinator	1
Welder	3
Worked at nursing home as a certified nurse's assistant	2
Worked for a hardware store	1
Worked for State of Oklahoma and the Agriculture Dept	1
Worked for the oil company	1
Worked in the oil field as a supply salesman	1
Working for the governor's office	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 Employment Security Commission. 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 Oklahoma Employment Security Commission. 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 contact the 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. Thank you again for participating.

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?

Carter	1	=> /Q1
Cooke	2	=> /Q1
Love	3	=> /Q1
Murray	4	=> /Q1
Some other county	5	
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

Q1:

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

Ardmore	1	
Dickson	2	
Gainesville	3	
Healdton	4	
Lake Kiowa	5	
Lone Grove	6	
Marietta	7	
Muenster	8	
Sulphur	9	
Wilson	10	
Something else	11	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 November 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 November of 2000 Was it ...

A DIFFERENT RESIDENCE IN THE SAME COUNTY	1
A DIFFERENT COUNTY IN THE SAME STATE OR	2
A DIFFERENT STATE	3
Not in the U.S.	4
Lived in same residence	5
Other	6

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

Q4:

Interviewer: We need to have an answer for this question in order to proceed with the interview but it is only used for statistical purposes

In what year were you born?

Refused/call ended	9999	=> /INT
--------------------	------	---------

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	O	=> /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	O	=> /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	O	=> /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	O	
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	
Cooke	2	
Love	3	
Murray	4	
Some other county	5	O
Don't know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q18:

In which city or town do you work?

Ardmore	1		=> /Q24
Dickson	2		=> /Q24
Gainesville	3		=> /Q24
Healdton	4		=> /Q24
Lake Kiowa	5		=> /Q24
Lone Grove	6		=> /Q24
Marietta	7		=> /Q24
Muenster	8		=> /Q24
Sulphur	9		=> /Q24
Wilson	10		=> /Q24
Something else	11	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?

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>=7)

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:

Interviewer: If asked you may clarify by saying that "your area" is the area within easy driving distance. 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:

Interviewer: Check all that apply and ask "Any others?" after each response. Do NOT read list.

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	O => /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:

Interviewer: Ask "Anything else?" after each response.

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:

Interviewer: Do NOT read the list.

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:

Interviewer: You may stop reading list once respondent has selected an option.

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:

Interviewer: Check as many as apply, other than what was already mentioned
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:

Interviewer: Read list if respondent hesitates and check all that apply.

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:

Interviewer: Read list if respondent hesitates and check all that apply.

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
Living with a partner	4	
Never married	5	=> /Q87
Refused/call continued	8	=> /Q87
Refused/call ended	9	=> /INT

Q86:

How would you describe your spouse or partner'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:

Interviewer: Select all that apply

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	=> /Q97
Refused/call ended	9	=> /INT

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

Q97:

Now I am going to read you a series of income ranges. Please stop me when I read how much you ALONE will earn, before taxes, in 2005.

LESS THAN \$14,000	1	=> /Q97A
\$14,001 TO \$18,000	2	=> /Q97A
\$18,001 TO \$21,000	3	=> /Q97A
\$21,001 TO \$23,000	4	=> /Q97A
\$23,001 TO \$28,000	5	=> /Q97A
\$28,001 TO \$33,000	6	=> /Q97A
\$33,001 TO \$40,000	7	=> /Q97A
\$40,001 TO \$50,000	8	=> /Q97A
\$50,001 TO \$90,000	9	=> /Q97A
\$90,001 TO \$125,000	10	=> /Q97A
MORE THAN \$125,000	11	=> /Q97A
Don't know	77	=> /Q97A
Refused/call continued	88	=> /Q97A
Refused/call ended	99	=> /INT

Q97A:

I am going to read a series of income ranges again. Please stop me when I read what your total household income will be, before taxes, for 2005.

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 own income 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

Data Breakdown for the Ardmore Area Labor Force Study

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

Of those with a response...

Very Unattractive	36.3	18.0	23.3	40.8	60.0	34.2	26.3	13.9
Unattractive	10.4	4.0	11.0	11.2	10.0	9.2	12.3	3.9
Neither Unattractive Nor Attractive	13.8	12.0	17.8	13.4	8.9	11.2	22.8	8.9
Attractive	9.1	10.0	6.8	9.7	5.6	11.8	10.5	8.3
Very Attractive	24.8	48.0	41.1	18.8	7.8	30.3	21.9	26.7
Depends on the type of work	1.3	2.0	0.0	1.4	2.2	0.7	1.8	1.7
Doesn't want to work	1.6	0.0	0.0	2.2	2.2	1.3	1.8	30.6
Other	0.8	0.0	0.0	1.1	1.1	1.3	0.9	3.9

Job that pays \$12 per hour

Of those with a response...

Very Unattractive	40.2	26.7	30.0	43.4	58.0	38.2	28.1	14.8
Unattractive	13.6	6.7	3.3	15.5	22.0	12.7	7.0	11.1
Neither Unattractive Nor Attractive	20.7	6.7	26.7	20.9	8.0	23.6	28.1	33.3
Attractive	14.2	40.0	23.3	11.6	8.0	20.0	15.7	25.9
Very Attractive	8.9	20.0	13.3	6.2	0.0	3.6	19.3	14.8
Depends on the type of work	1.2	0.0	0.0	1.6	4.0	0.0	0.0	0.0
Doesn't want to work	0.6	0.0	0.0	0.8	0.0	0.0	1.8	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								
<i>Of those with a response...</i>								
Very Unattractive	45.7	42.9	31.6	47.2	60.0	41.9	32.4	12.5
Unattractive	14.0	14.3	21.1	14.2	15.6	11.6	16.2	12.5
Neither Unattractive Nor Attractive	19.4	28.6	26.3	17.9	17.8	23.3	18.9	50.0
Attractive	17.1	14.3	15.8	17.0	4.4	18.6	27.0	18.8
Very Attractive	3.1	0.0	5.3	2.8	2.2	4.7	2.7	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	33.9	58.0	47.9	28.5	13.4	42.1	32.4	35.0
\$12 per hour	23.1	60.0	36.6	17.8	8.0	23.6	35.0	40.7
\$14 per hour	20.2	14.3	21.1	19.8	6.6	23.3	29.7	18.8
	Number of Persons							
\$10 per hour	16,757	3,668	7,124	10,189	1,573	8,346	4,775	8,176
\$12 per hour	24,305	5,262	9,960	14,739	2,386	11,055	8,262	14,356
\$14 per hour	29,380	5,414	10,997	18,999	3,003	13,098	1,923	16,049

Job is Not Desirable

(Unattractive + Very Unattractive)

	Percent							
\$10 per hour	46.7	22.0	34.3	52.0	70.0	43.4	38.6	17.8
\$12 per hour	53.8	33.4	33.3	58.9	60.0	50.9	35.1	25.9
\$14 per hour	59.7	57.2	52.7	61.4	75.6	53.5	48.6	25.0
	Number of Persons							
\$10 per hour	23,084	1,391	5,101	18,590	8,217	8,604	5,689	4,158
\$12 per hour	17,579	887	2,580	15,055	6,099	5,843	3,497	3,933
\$14 per hour	15,000	607	2,589	12,901	7,093	4,692	3,147	2,251

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	90.3	80.0	84.7	93.1	95.6	90.1	86.7
Temporary job	6.8	16.0	9.7	4.7	4.4	8.6	6.2
Want full-time with one employer	48.8	85.7	80.0	33.9	17.6	59.5	44.4
Has taken action in the last three months to find a new job	18.8	32.0	100.0	0.4	13.3	14.6	23.9
Of those looking for a new job, primary reason for looking:							
Better pay	41.7	62.5	41.7	0.0	23.1	50.0	44.4
Better benefits	11.1	0.0	11.1	0.0	0.0	0.0	25.9
Want to work closer to home	6.9	6.3	6.9	0.0	0.0	9.1	11.1
Family responsibilities	5.6	0.0	5.6	0.0	0.0	9.1	0.0
Change in career	8.3	0.0	8.3	0.0	23.1	9.1	3.7
Other	26.4	25.0	26.4	100.0	53.8	22.7	14.8
Average number of jobs held in working lifetime (number)	2.07	2.73	2.79	1.81	1.62	2.03	2.06
Benefits of Current Job							
Paid vacation	62.3	62.0	54.8	63.8	70.8	62.3	61.9
Health insurance-Yes	48.7	38.0	34.3	54.4	74.0	41.5	45.4
Part of health insurance is paid by employer	10.2	12.0	10.0	9.6	5.2	14.8	8.3
Education and training benefits	47.2	44.0	27.1	52.6	67.9	43.0	42.1
Retirement plan	61.2	44.9	44.3	68.3	84.6	59.2	51.4
Current job offers advancement potential	64.8	57.1	60.0	67.3	73.1	64.5	63.9

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	5.5	16.0	11.0	3.2	5.6	5.3	7.0
Between 5% and 10% increase	16.7	16.0	19.2	16.2	8.9	17.9	14.9
Between 10% and 15% increase	18.5	18.0	27.4	15.9	15.6	19.2	20.2
Between 15% and 20% increase	10.7	12.0	5.5	11.6	10.0	9.3	15.8
More than 20% increase	21.7	18.0	19.2	23.1	28.9	23.2	14.9
Not interested at any increase	18.0	10.0	6.8	21.3	22.2	16.6	16.7
Ten percent or less	22.2	32.0	30.2	19.4	14.5	23.2	21.9
Fifteen percent or less	40.7	50.0	57.6	35.3	30.1	42.4	42.1
Sector of Employment							
Government	15.7	14.0	5.6	18.1	28.9	17.2	4.4
Private for profit company	55.9	68.0	66.7	51.6	33.3	55.6	70.8
Non-profit org. (Incl. tax exempt & charitable orgs.)	7.0	6.0	8.3	6.9	14.4	5.3	5.3
Self-employed	16.4	2.0	11.1	19.5	20.0	17.2	15.0
Working in family business	1.8	8.0	5.6	0.7	1.1	2.6	1.8
Other	2.3	2.0	2.8	2.2	2.2	1.3	0.9

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	8.5	42.9	25.0	4.0	0.0	11.5	20.0
State	55.9	42.9	50.0	58.0	76.9	38.5	60.0
Local	35.6	14.3	25.0	38.0	23.1	50.0	20.0
Private Industry Sector							
Agricultural	5.0	6.8	8.6	4.8	6.3	8.7	0.9
Mining	2.2	0.0	1.4	2.6	3.1	1.6	2.7
Construction	8.1	0.0	12.9	7.9	0.0	6.3	17.3
Manufacturing	10.3	9.1	12.9	10.5	6.3	12.7	10.9
Transportation, Communications or Public Utility	6.9	4.5	5.7	7.5	3.1	6.3	10.9
Wholesale or retail trade	10.3	25.0	15.7	6.1	9.4	9.5	7.3
Restaurants	3.4	2.3	4.3	3.5	1.6	4.0	3.6
Legal	0.9	0.0	1.4	0.9	3.1	0.8	0.0
Health Services	13.7	6.8	11.4	14.5	25.0	14.3	6.4
Educational Services	3.1	4.6	2.8	3.5	9.4	2.4	0.9
Business Services	0.9	4.5	1.4	0.4	3.1	1.6	0.0
Engineering Services	1.6	2.3	1.4	1.8	1.6	2.4	1.8
Personal Services	5.9	13.6	4.3	5.7	3.1	3.2	10.9
Finance, Insurance, Real Estate	2.5	0.0	1.4	3.5	7.8	1.6	0.9
Other	24.6	20.5	14.3	25.9	14.1	24.6	25.5

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	40.5	49.0	41.7	39.1	43.3	42.1	34.8
6 - 10 miles	16.6	12.2	13.9	17.8	23.3	15.1	15.2
11- 20 miles	16.4	16.3	16.7	16.3	11.1	20.4	19.6
21- 30 miles	7.3	6.1	13.9	5.8	3.3	5.3	11.6
31- 50 miles	4.2	4.1	1.4	4.7	4.4	5.3	2.7
More than 50 miles	5.2	2.0	4.2	5.8	5.6	2.0	5.4
Work at home	7.3	10.2	5.6	7.6	6.7	7.9	6.3
10 miles or less	57.1	61.2	55.6	56.9	66.6	57.2	50.0
11 miles or more	33.1	28.5	36.2	32.6	24.4	33.0	39.3
21 miles or more	16.7	12.2	19.5	16.3	13.3	12.6	19.7
Willingness to commute							
0 - 5 miles	6.8	10.0	2.8	7.2	9.9	3.3	7.1
6 - 10 miles	10.7	8.0	9.7	12.0	13.2	11.2	5.3
11- 20 miles	22.3	14.0	20.8	22.8	16.5	21.1	29.2
21- 30 miles	27.0	26.0	20.8	27.9	24.2	36.2	20.4
31- 50 miles	17.0	28.0	22.2	14.9	17.6	15.8	19.5
More than 50 miles	9.9	6.0	16.7	9.4	9.9	7.2	12.4
Don’t know	5.5	8.0	6.9	4.7	7.7	3.9	6.2
11 miles or more	76.2	74.0	80.5	75.0	68.2	80.3	81.5
21 miles or more	53.9	60.0	59.7	52.2	51.7	59.2	52.3
31 miles or more	26.9	34.0	38.9	24.3	27.5	23.0	31.9

Table 4: Transportation and Commuting	Persons who are working						
		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	94.0	90.9	91.8	95.1	100.0	93.9	91.0
Not willing to commute 20 miles or more							
Family obligations	14.3	25.0	16.0	12.9	13.5	9.3	14.9
Unreliable transportation	1.3	0.0	4.0	0.9	0.0	1.9	0.0
Don’t wish to drive that much	26.0	18.8	12.0	28.4	24.3	25.9	27.7
Gas prices	40.9	43.8	52.0	38.8	32.4	50.0	40.4
Takes too much time	8.4	12.5	8.0	7.8	16.2	3.7	10.6
Other	8.4	0.0	8.0	10.3	10.8	9.3	6.4

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	29.5	100.0	41.1	17.7	27.0	31.6	24.8	
Of those who feel underutilized ...								
Previous job required more skill, education	14.8	26.5	3.3	5.9	0.0	16.3	19.4	
Have had additional job training, education	10.4	12.2	3.3	11.8	16.0	6.1	12.9	
Training, education not required in current job	35.7	61.2	56.7	15.7	48.0	32.7	41.9	
Earned more money in a previous job	5.2	0.0	6.7	7.8	8.0	4.1	0.0	
Skills and education better used in previous job	61.6	70.0	70.0	52.1	60.0	65.3	60.7	
Would change jobs to better use skills	71.4	100.0	80.0	44.0	62.5	75.0	65.5	
Underemployed	12.8	100.0	21.9	0.0	12.2	13.9	12.3	1.1
Level of education								
Less than high school	6.5	8.0	14.1	4.7	0.0	0.0	0.0	
High school	29.6	28.0	38.0	27.4	0.0	0.0	100.0	
Some college	31.9	38.0	25.4	32.9	0.0	80.8	0.0	
Associate degree	7.6	4.0	5.6	8.3	0.0	19.2	0.0	
Bachelor's of Science degree	8.4	6.0	7.0	9.0	35.6	0.0	0.0	
Bachelor's of Arts degree	4.2	6.0	4.2	4.0	17.8	0.0	0.0	
Postgraduate degree	11.0	10.0	4.2	12.6	46.7	0.0	0.0	
High School or less	36.1	36.0	52.1	32.1	0.0	0.0	100	
A.A. degree/Some college or less	75.6	78.0	77.5	65.0	0.0	100	0.0	
At least Bachelor's degree	23.6	22.0	15.4	25.6	100	0.0	0.0	

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

Technical Training								
Vocational training, apprentice training or special professional training	33.7	36.7	26.4	35.0	11.1	35.5	50.4	30.4

Computer Skills (among those with skills not used in present employment)								
Workers with computer skills (percent)	15.7	26.5	26.4	11.6	16.7	18.4	10.6	
Workers with computer skills (number)	7,744	1,678	3,925	4,130	1,956	3,652	1,565	

Strongest Computer Skill								
Word processing (MS-Word)	59.0	71.4	68.4	53.1	37.5	67.9	69.2	
Spreadsheet analysis (Excel, Lotus)	9.8	14.3	0.0	12.5	25.0	10.7	0.0	
Bookkeeping (Quicken)	1.6	7.1	5.3	0.0	0.0	0.0	0.7	
Computer assisted design (CAD)	1.6	0.0	5.3	0.0	0.0	0.0	0.7	
Web site development	1.6	7.1	0.0	0.0	0.0	7.7	0.0	
Computer programming (C, SAS, SPSS)	3.3	0.0	5.3	3.1	12.5	0.0	0.0	
Develops own software applications	1.6	0.0	0.0	3.1	6.3	0.0	0.0	
Other computer skill	14.8	0.0	15.8	15.6	12.5	14.3	7.7	
Don't know	6.6	0.0	0.0	12.5	6.3	3.6	7.7	

Student Status								
Full-time student	2.9	0.0	0.0	4.0	0.0	7.2	0.0	5.6
Part-time student	3.9	2.0	4.2	4.0	3.3	4.6	1.8	1.1
Not a student	92.7	98.0	95.8	91.3	96.7	86.8	98.2	93.3

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)	613	295	317	49	72	277	90	152	113	181
Estimated persons 18 years old or older	79,116	38,134	40,982	6,324	14,873	35,750	11,738	19,825	14,738	23,361

Percent

Gender										
Males	48.2	100.0	0.0	38.8	50.7	53.1	50.0	47.4	60.5	42.0
Females	51.8	0.0	100.0	61.2	49.3	46.9	50.0	52.6	39.5	58.0

Marital Status										
Married	60.0	67.5	53.0	50.0	56.9	69.8	82.2	67.8	55.3	51.1
Widowed	8.3	2.4	13.9	0.0	2.8	2.9	1.1	1.3	5.3	18.9
Divorced	12.7	13.2	12.3	10.0	2.8	11.5	7.8	13.2	8.8	12.2
Living with a partner	1.1	1.4	0.9	4.0	8.3	0.4	0.0	2.0	3.5	0.0
Never married	16.2	14.2	18.0	36.0	26.4	14.4	7.8	14.5	25.4	15.0

Age Category										
18-24	11.7	11.9	11.6	30.0	13.9	11.2	0.0	15.1	15.0	12.7
25-44	34.6	34.6	34.6	40.0	52.8	45.8	44.4	47.4	50.4	12.2
45-64	32.3	32.2	32.4	28.0	31.9	35.0	46.7	32.2	30.1	22.7
65 or older	21.4	21.4	21.4	2.0	1.4	7.9	8.9	5.3	4.4	52.5