



Bartlesville Labor Force Study

June, 2005

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Done in cooperation with the
Oklahoma Employment Security Commission

Executive Summary of the Bartlesville, Oklahoma Area Labor Force Study

In the Bartlesville 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 233,468 members of the adult population are not currently working. Of this group, the majority, 76.5%, indicate that they are not interested in working outside the home.

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 4.5% of the population within the Bartlesville area are currently unemployed.

This study has identified 123,774 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 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 433,848 potential workers for a grand total of approximately 557,622 adults in the labor force.

Roughly 14% 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, 71.1%, were active (such as contacting an employer or filling out applications). The reasons why the Job Shifters were looking for work were varied but the primary reason for 53.6% of people was in order to get higher pay and/or better benefits. Another 10.7% were looking for another job to support their family better.

The data from this study estimates that 14.1% 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 76% of all workers. Job Seekers include those who are not currently employed but want to work. Seven point two percent of all adults in the Bartlesville area are represented by this category.

The percentage of workers in the Bartlesville area with a least a Bachelors degree is almost half of the current work force and about 88% of the workers have had at least some college.

Over half (58.4%) of the residents in the Bartlesville area had not moved in the past five years and an additional 22.2% had moved while remaining in the same county.

Of all workers, 78.7% have full-time positions, and another 21.0% have part-time jobs. Of those workers with part time jobs 30.5% 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, almost 29,000 still find a job of \$14 per hour plus benefits to be either “attractive” or “very attractive”. Of the Underemployed 64.3% of workers indicated that they would be willing to change jobs for an increase in pay of 15% or less. Around 60.7% 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 34.0%. However, even though this figure is a smaller proportion

than for the other two groups, it still represents a sizable group of workers. Only 17.2% 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 but about thirty percent of Job Keepers were also willing to change with a 15% pay increase and a benefits package.

Almost 19.2% of workers living in the Bartlesville area already commute at least 21 miles to work and an additional 18.2% commute 11-20 miles.

About half of all workers indicate a willingness to commute distances of 21 miles or more to their current job and only 17.7% said that they would not commute more than 10 miles to work.

**An Analysis of the Bartlesville Labor Force Study Data
Conducted Among Residents Within Approximately 60 Miles of Bartlesville,
Oklahoma**

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

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

June 9, 2005

Introduction

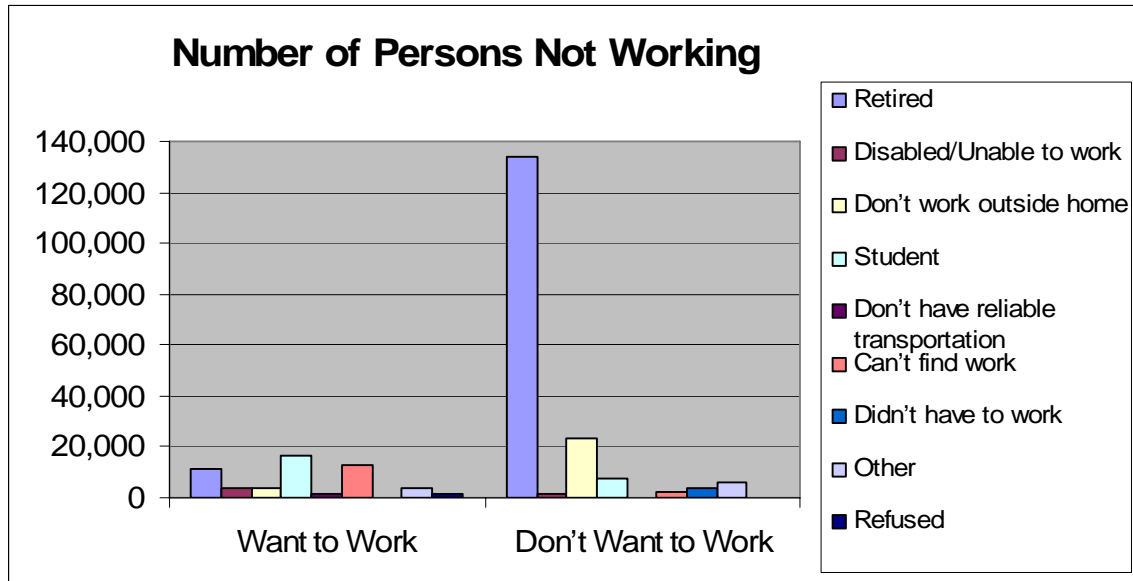
This report is a labor force study of the Bartlesville labor force which examines the availability of labor in the Bartlesville, Oklahoma area.

Approximately 498,925 of the 764,338 adults who live in the Bartlesville area are employed, which is equal to 65.3% of the population who is 18 years of age or older.

In the Bartlesville 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 233,468 members of the adult population are not currently working. Of this group, the majority, 76.5%, indicate that they are not interested in working outside the home (see Table 1 below).

Table 1: Number of Persons Not Working

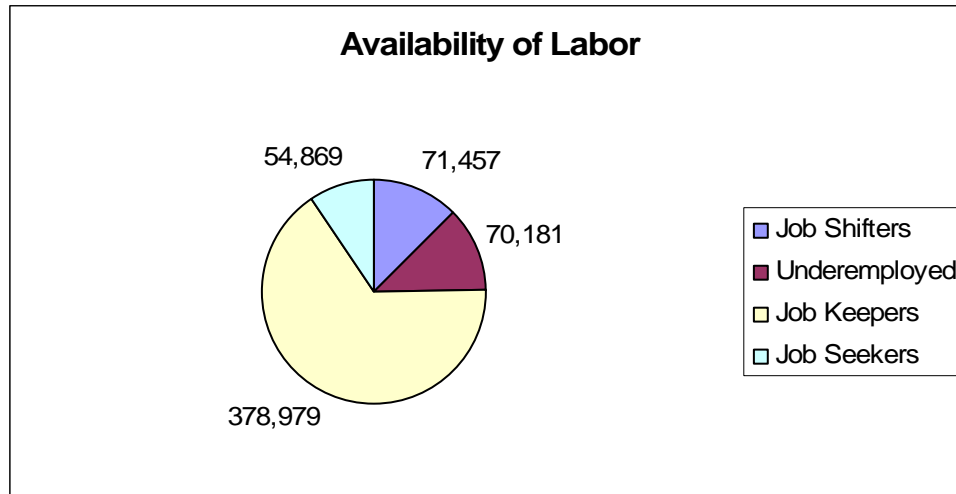
<u>Reason for Not Working</u>	<u>Want to Work</u>	<u>Don't Want to Work</u>	<u>Total</u>
Retired	11,442	133,982	145,424
Disabled/Unable to work	3,828	1,276	5,104
Don't work outside home	3,828	22,968	26,796
Student	16,588	7,656	24,244
Don't have reliable transportation	1,276	0	1,276
Can't find work	12,760	2,552	15,312
Didn't have to work	0	3,828	3,828
Other	3,828	6,380	10,208
Refused	1,276	0	1,276
Total	54,826	178,642	233,468



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 4.5% of the population within the Bartlesville area are currently unemployed.

Availability of Labor

This study has identified 123,774 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 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 433,848 potential workers for a grand total of approximately 557,622 adults in the labor force.



Job Shifters

Roughly 14% (or 71,457 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, 71.1%, were active (such as contacting an employer or filling out applications) and only a minority, 28.8%, 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 53.6% of people was in order to get higher pay and/or better benefits. Another 10.7% was looking for another job to support their family better.

Underemployed

The data from this study estimates that 14.1%, or 70,181, of all adult workers are currently underemployed. To be classified as Underemployed a worker must:

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

Job Keepers

Job Keepers are those individuals who have not been identified as being underemployed and have not looked for work within the past three months. This group makes up 76% of all workers or 378,979 people.

Job Seekers

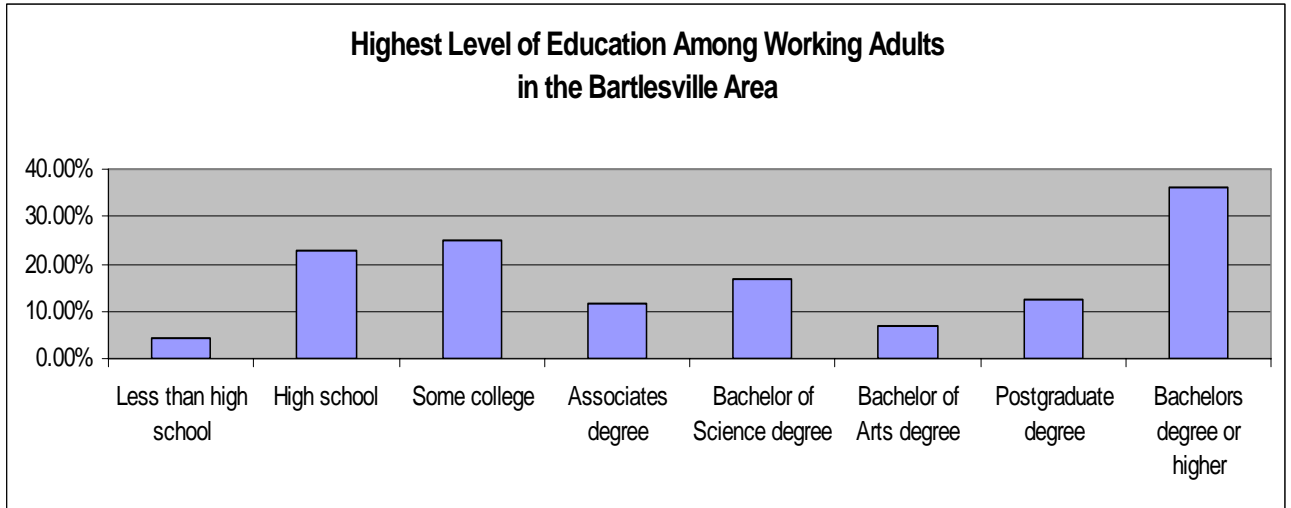
This last category of potential workers contains those who are not currently employed but want to work. Seven point two percent of all adults in the Bartlesville area are represented by this category which is equivalent to 54,869 people.

Education

The percentage of workers in the Bartlesville area with a least a Bachelors degree is almost half of the current work force (Table 2) and about 88% of the workers have had at least some college.

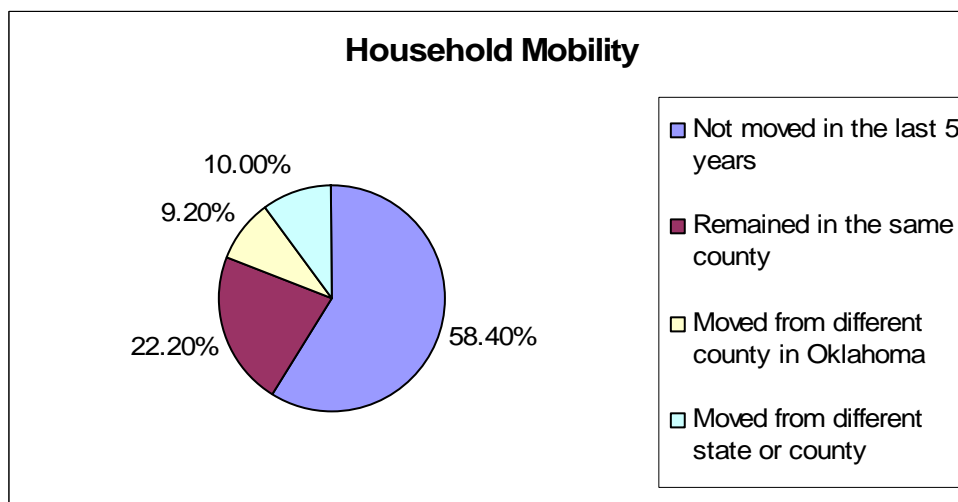
**Table 2: Highest Level of Education Among Working
Adults in the Bartlesville Area**

<u>Level of Education</u>	<u>Percent Adult Workers</u>
Less than high school	4.1%
High school	23.0%
Some college	25.1%
Associates degree	11.8%
Bachelor of Science degree	16.9%
Bachelor of Arts degree	6.9%
Postgraduate degree	12.3%
Bachelors degree or higher	36.1%



Household Mobility

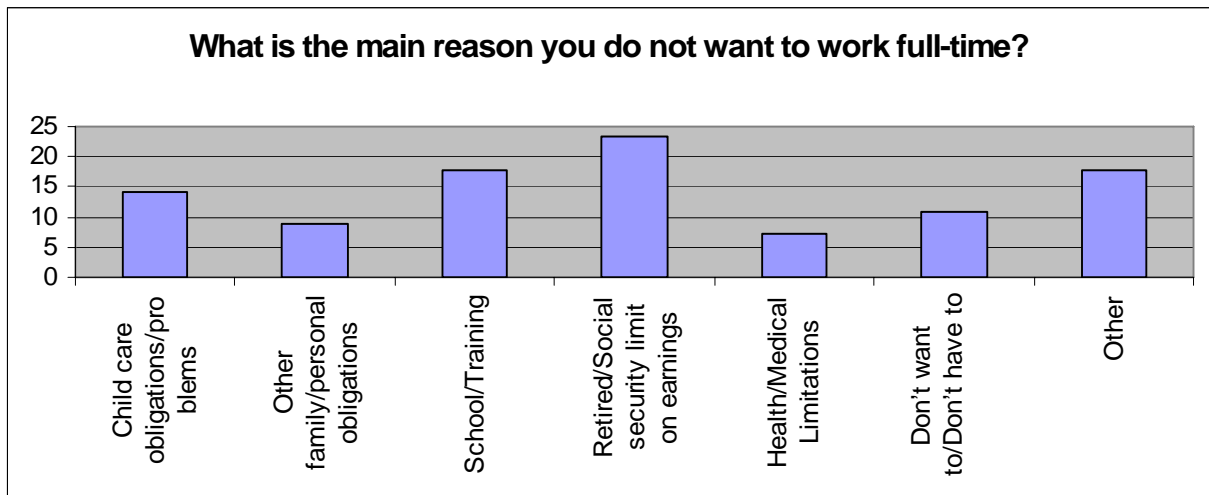
To understand how much the Bartlesville area population shifts in a five year period, respondents were asked if they have lived at the same residence for the last five years. Over half (58.4%) had not moved and an additional 22.2% remained in the same county. Nine point two percent had moved from a different county in Oklahoma but only an additional 10.0% had moved from a different state or country. Of the Job Shifters, 32.1% did not live in the same county five year ago whereas only 21.8% of the Underemployed had not lived in the same county and 20.2% of Job Keepers.



Type of Employment

Of all workers, 78.7% (or about 392,824 people) have full-time positions, and another 21.0% (or about 104,837 people) have part-time jobs. Of those workers with part time jobs 30.5% 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		
What is the main reason you do not want to work full-time?		
	Frequency	Percent
Child care obligations/problems	8	14.3
Other family/personal obligations	5	8.9
School/Training	10	17.9
Retired/Social security limit on earnings	13	23.2
Health/Medical Limitations	4	7.1
Don't want to/Don't have to	6	10.7
Other	10	17.9
Total	56	100.0



Characteristics of Workers

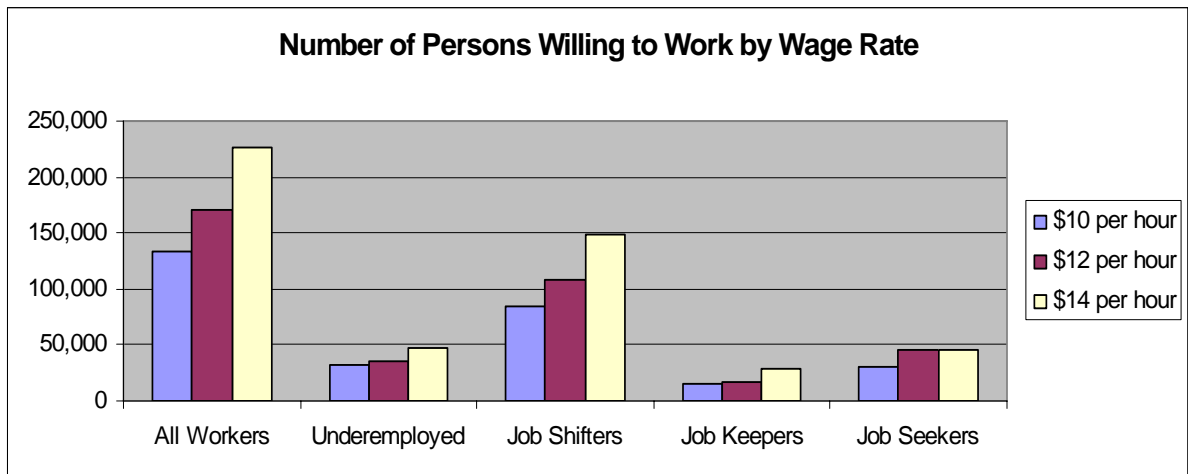
Wage Rates

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, almost 29,000 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	132,714	31,858	84,133	15,473	30,068
\$12 per hour	170,800	35,689	108,310	17,282	44,949
\$14 per hour	225,597	47,861	149,452	28,667	44,949

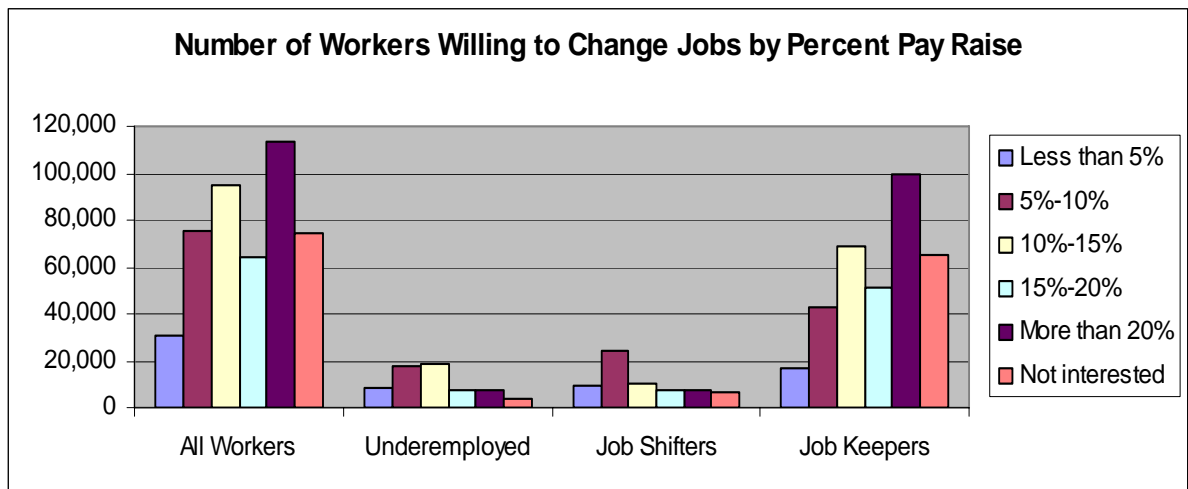


Willingness to Change Jobs

As shown in Table 5, of the Underemployed, 45,127 workers (64.3%) indicated that they would be willing to change jobs for an increase in pay of 15% or less. Around 43,374 (60.7%) 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 34.0% (or 128,853 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 17.2% 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

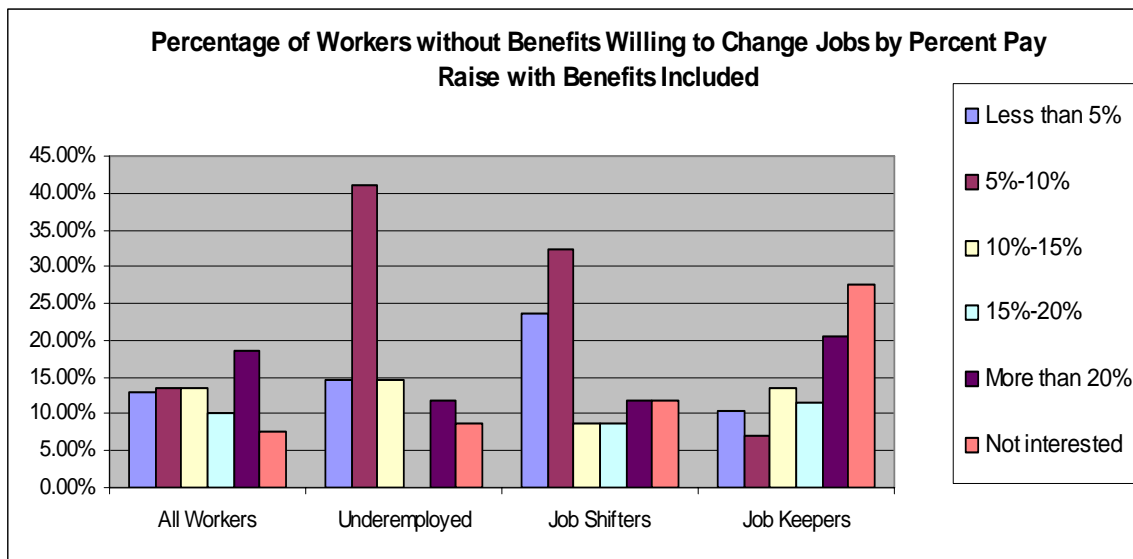
<u>Desired raise in pay</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
Less than 5%	30,933	8,773	8,932	16,675
5%-10%	75,338	17,545	24,224	43,204
10%-15%	94,796	18,809	10,218	68,974
15%-20%	63,862	7,509	7,646	51,162
More than 20%	113,755	7,509	7,646	99,671
Not interested	74,340	3,790	6,360	65,184



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 but about thirty percent of Job Keepers were also willing to change with a 15% pay increase and a benefits package.

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%	12.9%	14.7%	23.5%	10.3%
5%-10%	13.4%	41.2%	32.4%	7.1%
10%-15%	13.4%	14.7%	8.8%	13.5%
15%-20%	10.0%	0.0%	8.8%	11.6%
More than 20%	18.7%	11.8%	11.8%	20.6%
Not interested	7.7%	8.8%	11.8%	27.7%

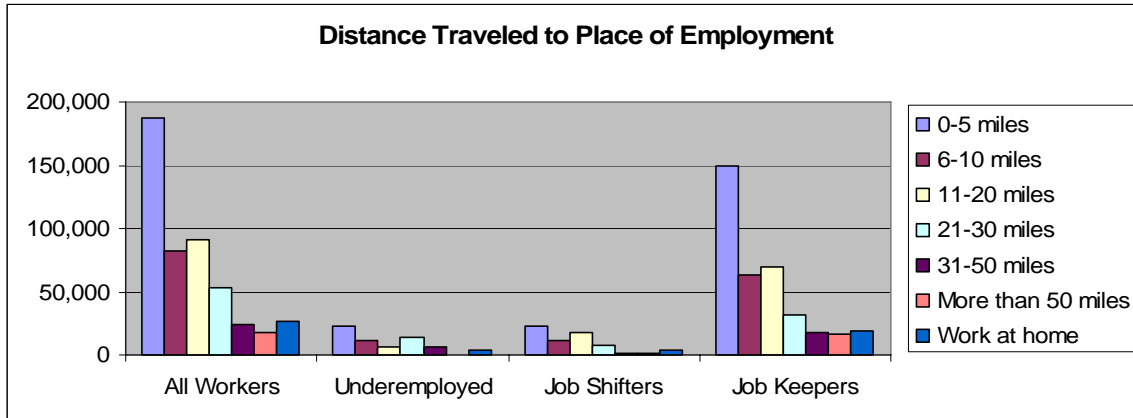


Commuting Patterns

Almost 95,793 workers (or 19.2%) living in the Bartlesville area already commute at least 21 miles to work and an additional 18.2% commute 11-20 miles as shown in Table 7 below.

Table 7: Distance Traveled to Place of Employment

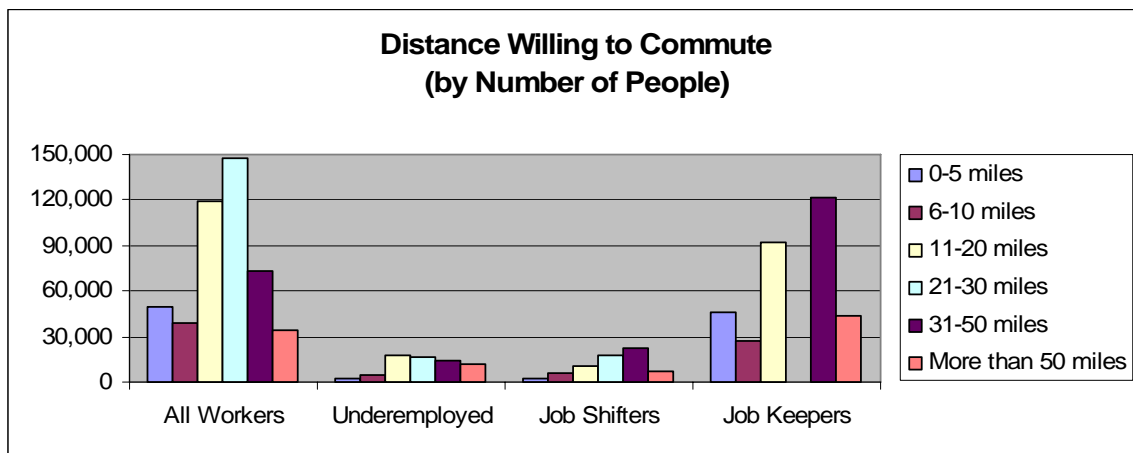
<u>Distance Traveled</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
0-5 miles	187,596	22,528	22,938	149,318
6-10 miles	81,824	11,299	11,505	63,668
11-20 miles	90,804	6,246	17,864	70,111
21-30 miles	53,385	13,755	7,646	31,834
31-50 miles	24,447	6,246	1,286	17,812
More than 50 miles	17,961	0	1,286	16,675
Work at home	26,942	3,790	3,859	19,328



About half of all workers (51.2%) indicate a willingness to commute distances of 21 miles or more to their current job and only 17.7% said that they would not commute more than 10 miles to work.

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

<u>Distance</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
0-5 miles	49,893	2,527	2,572	45,856
6-10 miles	38,417	5,123	6,360	26,908
11-20 miles	118,744	17,896	10,218	91,713
21-30 miles	148,181	16,563	17,864	121,273
31-50 miles	72,843	14,036	22,938	43,204
More than 50 miles	34,426	11,510	7,646	19,328



Conclusions

- 123,774 residents of the Bartlesville area are either Underemployed or Job Shifters or both and are readily available to change jobs.
- 34,395 people are currently unemployed and *actively* seeking work.
- Among working adults a substantial percentage (36.1%) have completed at least a Bachelor's degree and an additional 36.9% have had some college or an Associate's degree.
- A total of 170,800 current workers expressed a willingness to work for at least \$12 per hour and another 54,797 current workers would work for at least \$14 per hour.
- A total of 201,067 current workers are currently willing to change jobs for a pay raise of 15% or less.
- 95,793 current workers are willing to commute 21 miles or more to work.

**Methodology and Data Report for the Bartlesville, Oklahoma Area Labor
Force Study
Conducted Among Residents Living within Approximately 60 miles of
Bartlesville, Oklahoma**

Data Collected April 18 – May 25, 2005

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

Report prepared by

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METHODOLOGICAL REPORT

Purpose

This field report presents the methodological details for a telephone survey of residents of living within approximately 60 miles of Bartlesville, Oklahoma conducted in April and May of 2005 by the University of Oklahoma's Public Opinion Learning Laboratory (OU POLL) for the Oklahoma Department of Commerce. The purpose of the survey was to gauge the employment potential of the local population in terms of skills, education, desire, and ability to work.

Support Materials and Questionnaire

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

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

Interviewer Training

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

Interviewing

The interviewer training and fieldwork was conducted between April 18, 2005 and May 25, 2005. Tuesdays and Thursdays interviewing generally started at 5:00 p.m. and ended at 9:00 p.m. On Mondays and Wednesdays shifts lasted from 2:00 p.m. and went until 9:00 p.m. 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 within 60 miles of Bartlesville. A list of eligible zip codes was provided to the OU POLL by the Department of Commerce and these zip codes were used to select the sample. This sample was purchased from Survey Sampling, Inc. and was screened of many non-residential numbers (such as businesses and non-working telephone numbers) by Survey Sampling, Inc. in order to reduce the amount of time spent on this task by the interviewers.

Callbacks

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

Disposition of the Sampling Pool

607 complete interviews were obtained among residents of the selected areas. For the population of interest, the 607 interviews represent a margin of error of +/- 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).

The Oklahoma Department of Commerce had commissioned the OU POLL to conduct a survey of the Claremore area as part of the labor force studies around the same time that this study was being conducted. Because these two areas partially overlapped, some of the data gathered from the Claremore study was used as part of this study. The figures through Table 1 represent just the data taken from the Bartlesville project.

Overall, 4,061 numbers were released (dialed) from the sampling pool, and 14,991 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 1,008 known eligible households as the comparison, the 488 fully completed interviews obtained specifically for the Bartlesville area labor force study, represent a **48.4% response rate**.

Refusal Conversions

Refusal conversion efforts began on April 26, 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 44 successful refusal conversions, representing 9.0% 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	298	7.3
	No eligible respondent	42	1.0
	Non-working number	1,638	40.3
	Fax/Modem	191	4.7
	Cellular phone	3	0.1
Sub-total Ineligible:		2,172	53.4
Unknown Eligibility:	No answer	324	8.0
	Caller ID/ privacy manager	194	4.8
	Answering machine	175	4.3
	Phone line busy	51	1.3
	Technical phone problems	137	3.4
		881	21.8
Sub-total Unknown Eligibility:			
Eligible:	Completed Interview	488	12.0
	Individual Refusal	159	3.9
	Household Refusal	329	8.1
	Respondent never available	32	0.8
Sub-total Eligible:		1,008	24.8
Total Activated:		4,061	100.0

SURVEY FREQUENCY RESULTS
Closed-Ended Data

Table 2: Frequency Distribution		
Q0: First, let me ask which county do you live in?		
	Frequency	Percent
Butler	3	0.5
Cowley	18	3.0
Craig	15	2.5
Creek	27	4.5
Elk	3	0.5
Greenwood	1	0.2
Jenks	1	0.2
Kay	19	3.2
Labette	7	1.2
Mayes	37	6.2
Montgomery	10	1.7
Neosho	1	0.2
Nowata	10	1.7
Osage	53	8.9
Ottawa	7	1.2
Pawnee	6	1.0
Payne	1	0.2
Ponca City	1	0.2
Rogers	104	17.4
Tulsa	232	38.9
Wagoner	17	2.8
Washington	15	2.5
Wilson	4	0.7
Don't know	5	0.8
Total	597	100.2

Table 3: Frequency Distribution		
Q1: Let me ask in what city or town do you live?		
	Frequency	Percent
Arkansas City, KS	9	1.5
Bartlesville	21	3.5
Bixby	4	0.7
Broken Arrow	34	5.7
Claremore	41	6.9
Coffeyville, KS	5	0.8
Collinsville	4	0.7
Independence	2	0.3
Nowata	6	1.0

Ponca City	19	3.2
Pryor	4	0.7
Skiatook	5	0.8
Tulsa	190	31.8
Vinita	4	0.7
Wagoner	6	1.0
Winfield	7	1.2
Something else	234	39.2
Don't know	2	0.3
Total	597	100.0

Table 5: Frequency Distribution		
Q3: Were you living in this house or apartment five years ago; that is, in May of 2000?		
	Frequency	Percent
Yes	350	58.4
No	248	41.4
Don't know	1	0.2
Total	599	100.0

Table 6: Frequency Distribution		
Q3A: Where did you live in May of 2000? Was it...		
	Frequency	Percent
A different residence of the same county	133	53.4
A different county in Oklahoma	55	22.1
A different state	59	23.7
Other	1	0.4
Don't know	1	0.4
Total	249	100.0

Table 7: Frequency Distribution		
Q4: What is your age?		
18-24	74	12.4
25-44	225	37.6
45-64	191	31.9
65 and older	109	18.2
Total	599	100.1

Table 8: Frequency Distribution		
Q5: Determine gender without asking.		
	Frequency	Percent
Male	289	48.2
Female	310	51.8
Total	599	100.0

Table 9: Frequency Distribution		
Q6: What race or ethnicity do you consider yourself? Would you say...		
White	491	81.8
Black/African American	24	4.0
Native American or American Indian	65	10.8
Hispanic	4	0.7
Asian	5	0.8
Other	5	0.8
Don't know	1	0.2
Refused/call continued	5	0.8
Total	600	99.9

Table 10: Frequency Distribution		
Q6A: What tribe do you consider yourself to be?		
	Frequency	Percent
Choctaw	7	10.8
Cherokee	35	53.8
Other	23	35.4
Total	65	100.0

Table 11: Frequency Distribution		
Q7: Are you in the military?		
	Frequency	Percent
Yes	2	0.3
No	597	99.7
Total	599	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	195	32.6
Unattractive	62	10.4
Neither unattractive or attractive	74	12.4
Attractive	62	10.4
Very attractive	96	16.0
Depends on the type of work	5	0.8
Doesn't want to work	29	4.8
Retired	58	9.7
Can't work	1	0.2
Disabled	10	1.7
Doesn't pertain to me, but would be wonderful	1	0.2
Medical problems, on Social Security	1	0.2
Owens own business	1	0.2
Self-employed	1	0.2
Don't know	2	0.3
Refused/call continued	1	0.2
Total	599	100.3

Table 13: Frequency Distribution

Q8A: Why do you say so?

	Frequency	Percent
Pay is not enough	241	73.5
Doesn't want to work (retired, etc.)	19	5.8
Can't work due to family responsibilities	5	1.5
Depending on their positions	1	0.3
Depends on how bad he would need it	1	0.3
Disabled	1	0.3
Don't find jobs like that around any more	1	0.3

Going into the nursing field	1	0.3
I like the way this part of town is right now, I wouldn't want it to change.	1	0.3
It's a very good income package, average	2	0.6
Likes current job	33	10.1
Nothing I want to be involved in	1	0.3
Previous mayor ruined job opportunities by bringing in Mexicans who got jobs for \$6/hour	2	0.6
Same benefits	1	0.3
Sounds like a good deal	2	0.6
Town already has a big company	1	0.3
Wants to work part-time	1	0.3
Don't know	12	3.7
Refused/call continued	2	0.6
Total	328	100.0

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	100	46.7
Unattractive	53	24.8
Neither unattractive or attractive	29	13.6
Attractive	23	10.7
Very attractive	6	2.8
Depends on the type of work	1	0.5
Depends on the future the company would offer	2	0.9
Total	214	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	78	43.1
Unattractive	31	17.1
Neither unattractive or attractive	40	22.1
Attractive	25	13.8
Very attractive	7	3.9
Total	181	100.0

Table 16: Frequency Distribution		
Q11: Does anyone in this household have a business or farm?		
	Frequency	Percent
Yes	122	20.4
No	475	79.4
Don't know	1	0.2
Total	598	100.0

Table 17: Frequency Distribution		
Q12: Last week, did you do any work for pay?		
	Frequency	Percent
Yes	280	58.7
No	197	41.3
Total	477	100.0

Table 18: Frequency Distribution		
Q13: Last week, did you do any work for either pay or profit? (Include paid and unpaid vacations, paid and unpaid sick leave as work)		
	Frequency	Percent
Yes	92	75.4
No	29	23.8
Don't know	1	0.8
Total	122	100.0

Table 19: Frequency Distribution		
Q14: Last week, did you do any unpaid work in the family business or farm?		
	Frequency	Percent
Yes	12	35.3
No	22	64.7
Total	34	100.0

Table 20: Frequency Distribution		
Q15: Did you receive any payments or profits from the business?		
	Frequency	Percent
Yes	4	33.3
No	8	66.7
Total	12	100.0

Table 21: Frequency Distribution		
Q16: Do you work in the same county that you live in?		
	Frequency	Percent
Yes	290	75.3
No	95	24.7
Total	385	100.0

Table 22: Frequency Distribution		
Q17: In which county do you work?		
	Frequency	Percent
California	1	1.0
Chautauqua	1	1.0
Craig	5	5.1
Creek	2	2.0
Delaware	1	1.0
Jasper county, Missouri	1	1.0
Mayes	2	2.0
Multiple counties	7	7.1
Muskogee	2	2.0
Newton	1	1.0
Oklahoma	2	2.0
Osage	3	3.1
Pawnee	1	1.0
Payne	1	1.0
Rogers	3	3.1
Setwick	2	2.0

Skiatook	2	2.0
Sumnar	1	1.0
Travel between Arkansas and California	2	2.0
Tulsa	44	44.9
Washington	5	5.1
Don't know	9	9.2
Total	98	99.6

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

	Frequency	Percent
Adair	1	0.3
Afton	1	0.3
Arkansas City, KS	7	1.8
Augusta	3	0.8
Barnsdall	1	0.3
Bartlesville	17	4.4
Benida	4	1.0
Big Cabin	1	0.3
Broken Arrow	13	3.4
California	1	0.3
Catoosa	3	0.8
Cedar Vale	2	0.5
Chelsea	3	0.8
Chicago	1	0.3
Claremore	18	4.7
Cleveland	1	0.3
Coffeyville, KS	4	1.0
Collinsville	1	0.3
Coweta	2	0.5
Fairfax	1	0.3
Independence	2	0.5
Inola	3	0.8
Jenks	2	0.5
Kansas	2	0.5
Kellyville	1	0.3
Lake area	1	0.3
Langley	1	0.3
Locust Grove	4	1.0
Longton, KS	1	0.3
Mannford	1	0.3
Miami	1	0.3
Missouri	1	0.3

Muskogee	2	0.5
Neodesha	1	0.3
Nowata	1	0.3
Oklahoma City	1	0.3
Oologah	3	0.8
Osage	1	0.3
Oswego	1	0.3
Owasso	5	1.3
Parsons	1	0.3
Pawhuska	2	0.5
Pawnee	1	0.3
Ponca City	10	2.6
Pryor	8	2.1
Sand Springs	7	1.8
Sapulpa	2	0.5
Seneca	1	0.3
Silder	1	0.3
Skiatook	6	1.6
Stillwater	1	0.3
Tala	1	0.3
Tulsa	186	48.1
Varies	13	3.4
Vinita	8	2.1
Waneda	1	0.3
Wagoner	3	0.8
Washington	2	0.5
Welch	2	0.5
Wellington	1	0.3
Wichita	2	0.5
Wilson	1	0.3
Winfield	4	1.0
Don't know	3	0.8
Total	387	101.4

Table 24: Frequency Distribution		
Q19: Why didn't you work for pay last week? Was it because you are:		
	Frequency	Percent
Retired	115	52.3
Disabled	29	13.2
Unable to work	2	0.9
Waiting to start work	5	2.3
Away from work w/o pay	2	0.9
Don't work outside home	18	8.2
Never worked outside	2	0.9

home		
Don't have reliable transportation	1	0.5
Unemployed	12	5.5
Student	20	9.1
On vacation (w/pay)	3	1.4
Didn't have to work	3	1.4
Other	7	3.2
Don't know	1	0.5
Total	220	100.3

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

	Frequency	Percent
Car	1	100.0
Total	1	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	24	85.7
No	4	14.3
Total	28	100.0

**Table 27: Frequency Distribution
Q21: Do you have a disability that prevents you from accepting any kind of work during the next six months?**

	Frequency	Percent
Yes	2	50.0
No	2	50.0
Total	4	100.0

Table 28: Frequency Distribution		
Q22: Do you currently want a job, either full or part time?		
	Frequency	Percent
Yes	43	23.6
Maybe	10	5.5
No	129	70.9
Total	182	100.0

Table 30: Frequency Distribution		
Q24: Last week, did you have more than one job (or business), including part-time, evening or weekend work?		
	Frequency	Percent
Yes	62	15.9
No	327	84.1
Total	389	100.0

Table 31: Frequency Distribution		
Q25: How many jobs (or businesses) did you have?		
	Frequency	Percent
1	3	4.8
2	42	67.7
3	8	12.9
More than 3	8	12.9
Don't know	1	1.6
Total	62	99.9

Table 32: Frequency Distribution		
Q26: Do you usually work 35 hours or more per week at your job or business?		
	Frequency	Percent
Yes	265	78.6
No	71	21.1
Don't know	1	0.3
Total	337	100.0

Table 33: Frequency Distribution		
Q27: How many hours per week do you usually work at your job or business?		
	Frequency	Percent
1-10	12	3.6
11-15	8	2.4
16-20	14	4.2
21-25	8	2.4
26-30	16	4.8
31-35	12	3.6
36-40	111	33.2
41-45	50	15.0
46-50	51	15.3
51-55	11	3.3
56-60	19	5.7
More than 60	16	4.8
Don't know	5	1.5
Refused/call continued	1	0.3
Total	334	100.1

Table 34: Frequency Distribution		
Q28: Do you usually work 35 hours or more per week at all your jobs?		
	Frequency	Percent
Yes	46	78.0
No	12	20.3
Don't know	1	1.7
Total	59	100.0

Table 35: Frequency Distribution		
Q29: How many hours per week do you usually work at your main job?		
	Frequency	Percent
1-10	4	6.9
11-15	1	1.7
16-20	5	8.6
21-25	5	8.6
26-30	2	3.4
31-35	2	3.4
36-40	17	29.3
41-45	5	8.6
46-50	10	17.2
56-60	3	5.2
More than 60	3	5.2
Don't know	1	1.7
Total	58	99.8

Table 36: Frequency Distribution		
Q30: Do you want to work a full-time workweek with just one employer?		
	Frequency	Percent
Yes	29	29.9
No	57	58.8
Regular hours are full-time	4	4.1
Don't know	6	6.2
Refused/call continued	1	1.0
Total	97	100.0

Table 37: Frequency Distribution		
Q31: Some people work part-time because they cannot find full time work or because business is poor. Others work part-time because of family obligations or other personal reasons. What is your main reason for working part-time instead of full time?		
	Frequency	Percent
Slack work/Business conditions	4	11.4
Could only find part-time work	4	11.4
Child care problems	5	14.3
Other family/Personal obligations	6	17.1
School/Training	6	17.1
Full-time workweek is less than 35 hours	1	2.9
Doesn't need to work full-time financially	1	2.9
Friend got her job & loyalty, but eventually wants to get out of her job & find something better	1	2.9
Graduated 2 years ago, and entry level work doesn't pay enough, can make equivalent working part-time	2	5.7
Owns business	1	2.9
Don't know	3	8.6
Refused/call continued	1	2.9
Total	35	100.1

Table 38: Frequency Distribution		
Q32: What is the main reason you do not want to work full-time?		
	Frequency	Percent
Child care obligations/problems	8	14.3
Other family/personal obligations	5	8.9
Health/Medical limitations	4	7.1
School/Training	10	17.9
Retired/Social security limit on earnings	13	23.2
Don't want to/Don't have to	6	10.7
Other	10	17.9
Total	56	100.0

Table 39: Frequency Distribution		
Q33: Now I have a few questions regarding the fringe benefits associated with your (main) job or business. Does your job have a paid vacation?		
	Frequency	Percent
Yes	256	65.1
No	97	24.7
Self-employed	38	9.7
Don't know	2	0.5
Total	393	100.0

Table 40: Frequency Distribution		
Q34: Does your job offer health care insurance paid by the employer?		
	Frequency	Percent
Yes	195	54.9
Part of health care is paid by the employer	38	10.7
No	118	33.2
Don't know	4	1.1
Total	355	99.9

Table 41: Frequency Distribution		
Q35: Does your job offer reimbursement for education and training courses?		
	Frequency	Percent
Yes	197	55.8
No	139	39.4
Don't know	17	4.8
Total	353	100.0

Table 42: Frequency Distribution		
Q36: Does your job offer a retirement plan?		
	Frequency	Percent
Yes	235	66.4
No	112	31.6
Don't know	7	2.0
Total	354	100.0

Table 43: Frequency Distribution		
Q37: Does your present job offer advancement potential?		
	Frequency	Percent
Yes	233	65.8
No	116	32.8
Don't know	5	1.4
Total	354	100.0

Table 44: Frequency Distribution		
Q38: How far do you live from your place of employment?		
	Frequency	Percent
0 - 5 miles	147	37.6
6 – 10 miles	64	16.4
11 – 20 miles	71	18.2
21 – 30 miles	42	10.7
31 – 50 miles	19	4.9
More than 50 miles	14	3.6
Work at home	21	5.4
Don't know	13	3.3
Total	391	100.1

Table 45: Frequency Distribution		
Q39: How did you get to work last week?		
	Frequency	Percent
Car, truck, or van	357	96.5
Bus	1	0.3
Walk to work	5	1.6
Bicycle	1	0.3
4 wheeler	1	0.3
Airplane	2	0.5
Computer, my laptop	1	0.3
Work is at home	2	0.5
Total	370	100.3

Table 46: Frequency Distribution		
Q39A: Did you drive your own vehicle?		
	Frequency	Percent
Own vehicle	332	92.7
Rode with someone else	9	2.5
Company car	12	3.4
Mother's car	2	0.6
Parents truck	3	0.8
Total	358	100.0

Table 47: Frequency Distribution		
Q40: How reliable is the transportation you use to work? Would you say very reliable, somewhat reliable, or not at all reliable?		
	Frequency	Percent
Very reliable	322	88.2
Somewhat reliable	34	9.3
Not at all reliable	7	1.9
Don't know	1	0.3
Refused/ call continued	1	0.3
Total	365	100.0

Table 48: Frequency Distribution		
Q40A: Why do you say that your transportation to work is not at all reliable?		
	Frequency	Percent
Car is old	2	25.0
Must rely on other people	3	37.5
Repairs, high mileage, car is worn out	1	12.5
Transmission went out on car	2	25.0
Total	8	100.0

Table 49: Frequency Distribution		
Q40B: Does the lack of reliable transportation prevent you from working at a better job in your area?		
	Frequency	Percent
Yes	5	41.7
No	7	58.3
Total	12	100.0

Table 50: Frequency Distribution		
Q40C: How so?		
	Frequency	Percent
Better transportation wouldn't work around here	2	40.0
Can't drive far, gas or oil leak	1	20.0
Lots of miles on the car	1	20.0
No bus service, does not have a ride, and various other reasons	1	20.0
Total	5	100.0

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	56	14.3
No	335	85.7
Total	391	100.0

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	21	18.9
Contacted public employment agency	7	6.3
Contacted private employment agency	2	1.8
Contacted friends or relative	7	6.3
Contacted school/university employment center	3	2.7
Sent out resumes/filled out applications	19	17.1
Checked union/professional registers	2	1.8
Placed or answered ads	16	14.4
Looked at ads	16	14.4
Attended job training programs/courses	2	1.8
Surfed the internet	16	14.4
Total	111	99.9

Table 53: Frequency Distribution		
Q42A: Please tell me the primary reason that you are looking for another job?		
	Frequency	Percent
Better pay	23	41.1
Better benefits	7	12.5
Want to work closer to home	1	1.8
Family responsibilities	6	10.7
Change in career	1	1.8
Other	18	32.1
Total	56	100.0

Table 54: Frequency Distribution		
Q42B: How much pay are you looking for per hour?		
	Frequency	Percent
\$6 - \$8	2	9.1
\$8.01 - \$10	2	9.1
\$10.01 - \$15	7	31.8
\$15.01 - \$20	2	9.1
\$20.01 - \$25	6	27.3
\$30.01+	2	9.1
Don't know	1	4.5
Total	22	100.0

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 as your current job. What increase in pay would be necessary to attract you to another employer?		
	Frequency	Percent
Less than 5% increase	24	6.2
B/w 5% and 10%	59	15.1
B/w 10% and 15%	74	19.0
B/w 15% and 20%	50	12.8
More than 20%	89	22.8
Not interested at any increase	58	14.9
Other	12	3.1
Don't know	22	5.6
Refused/ call continued	2	0.5
Total	390	100.0

Table 56: Frequency Distribution		
Q43A: What increase in pay would be necessary to attract you to another employer who offered a standard package of benefits including paid vacation and health benefits?		
	Frequency	Percent
Less than 5% increase	27	12.9
B/w 5% and 10%	28	13.4
B/w 10% and 15%	28	13.4
B/w 15% and 20%	21	10.0
More than 20%	39	18.7
Not interested at any increase	49	23.4
Don't know	16	7.7
Refused/ call continued	1	0.5
Total	209	100.0

Table 57: Frequency Distribution		
Q44: How far are you willing to commute to a place of employment?		
	Frequency	Percent
0 - 5 miles	39	10.0
6 – 10 miles	30	7.7
11 – 20 miles	93	23.8
21 – 30 miles	116	29.7
31 – 50 miles	57	14.6
More than 50 miles	27	6.9
Don't know	27	6.9
Refused/ call continued	2	0.5
Total	391	100.1

Table 58: Frequency Distribution		
Q44A: Is your transportation reliable enough to allow you to commute that far everyday?		
	Frequency	Percent
Yes	218	95.2
No	8	3.5
Don't know	1	0.4
Refused/ call continued	2	0.9
Total	229	100.0

Table 59: Frequency Distribution		
Q44B: Why is that?		
	Frequency	Percent
Car broke down	2	20.0
Car is in bad condition	1	10.0
Gas hog	1	10.0
Many reasons	3	30.0
Oil leak	1	10.0
Too many miles	1	10.0
Don't know	1	10.0
Total	10	100.0

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	23	14.3
Unreliable transportation, for example your car breaks down	5	3.1
Don't wish to drive that much	32	19.9
Gas prices	45	28.0
Takes too much time	35	21.7
Other	21	13.0
Total	161	100.0

Table 61: Frequency Distribution		
Q45A: How does your transportation need to be better?		
	Frequency	Percent
Don't have a license or car	1	20.0
Gas mileage	2	40.0
Need someone better to depend on	2	40.0
Total	5	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	180	45.8
2	110	28.0
3	51	13.0
4	18	4.6
5	5	1.3
6	6	1.5
7	6	1.5
8	2	0.5
More than 8	4	1.0
0	9	2.3
Don't know	2	0.5
Total	393	100.0

Table 63: Frequency Distribution		
Q47: Have you been doing anything to find work during the last four weeks?		
	Frequency	Percent
Yes	27	62.8
No	16	37.2
Total	43	100.0

Table 64: Frequency Distribution		
Q48: What are all the things you have done to find work during the last four weeks?		
	Frequency	Percent
Contacted employer directly/interview	11	16.7
Contacted public employment agency	3	4.5
Contacted private employment agency	4	6.1
Contacted friends or relatives	10	15.2
Sent out resume/sent out application	17	25.8
Checked union/professional registers	2	3.0
Placed or answered ads	1	1.5
Looked at ads	9	13.6
Surfed the internet	8	12.1
Don't know	1	1.5
Total	66	100.0

Table 65: Frequency Distribution		
Q49: Last week, could you have started a job if one had been offered?		
	Frequency	Percent
Yes	22	84.6
No	4	15.4
Total	26	100.0

Table 66: Frequency Distribution		
Q50: Have you been looking for full-time work of 35 hours or more per week?		
	Frequency	Percent
Yes	16	72.7
No	6	27.3
Total	22	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
Enter response	37	97.4
Don't know	1	2.6
Total	38	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
Child care responsibilities/problems	3	18.8
Family responsibilities	1	6.3
In school or other training	1	6.3
Ill-health, physical disability	5	31.3
Don't have a way to do it	1	6.3
Don't want to do that kind of work any more	1	6.3
Not necessary at this time, want to find training that would allow me to find work that pays more than just minimum wage	1	6.3
Retired	2	12.5
Social Security	1	6.3
Total	16	100.4

Table 69: Frequency Distribution		
Q53: Did you look for work at any time during the last twelve months?		
	Frequency	Percent
Yes	13	8.2
No	146	91.8
Total	159	100.0

Table 70: Frequency Distribution		
Q54: Did you actually work at a job or a business during the last twelve months?		
	Frequency	Percent
Yes	27	17.0
No	132	83.0
Total	159	100.0

Table 71: Frequency Distribution		
Q55: What is the main reason you left your last job?		
	Frequency	Percent
Personal, family (including pregnancy)	27	17.2
Return to school	2	1.3
Health	8	5.1
Retirement	90	57.3
Temporary, seasonal or intermittent job completed	2	1.3
Slack work or business conditions	3	1.9
Unsatisfactory work arrangements (hours, pay, etc.)	7	4.5
Never had a job	4	2.5
Relocated	5	3.2
Other	9	5.7
Total	157	100.0

Table 72: Frequency Distribution		
Q56: Do you intend to look for work during the next twelve months?		
	Frequency	Percent
Yes	29	18.2
No	126	79.2
Don't know	4	2.5
Total	159	99.9

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	2	8.7
In school	9	39.1
Taking care of house or family	7	30.4
Retired	1	4.3
Other	4	17.4
Total	23	99.9

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	44	11.2
Private or Profit company	239	61.0
Non-profit organization (include tax exempt and charitable organizations)	32	8.2
Self-employed	68	17.3
Working in family business	5	1.3
Other	4	1.0
Total	392	100.0

Table 75: Frequency Distribution		
Q59: Were you working for federal, state, or local government?		
	Frequency	Percent
Federal	7	15.9
State	25	56.8
Local	12	27.3
Total	44	100.0

Table 76: Frequency Distribution		
Q60: What kind of business or industry are you in?		
	Frequency	Percent
Agriculture	10	2.9
Mining	4	1.2
Construction	17	4.9
Manufacturing	31	8.9
Transportation, communications, or public utility	25	7.2
Wholesale or retail trade	21	6.1
Restaurants	19	5.5
Health and medical services	45	13.0
Education services	12	3.5
Business and Accounting services	7	2.0
Engineering and Technical services	19	5.5
Personal services or recreational services	14	4.0
Finance, insurance, or real estate	21	6.1
Government (including education)	2	0.6
Other	95	27.4
Don't know	3	0.9
Refused/ call continued	2	0.6
Total	347	100.3

Table 77: Frequency Distribution		
Q61: What kind of work do you do,that is what is your occupation?		
	Frequency	Percent
Enter response	381	97.2
Don't know	8	2.0
Refused/ call continued	3	0.8
Total	392	100.0

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	377	96.2
Don't know	11	2.8
Refused/ call continued	4	1.0
Total	392	100.0

Table 79: Frequency Distribution		
Q63: What other skills do you have that are not involved in this employment?		
	Frequency	Percent
Enter response	327	83.6
Don't know	61	15.6
Refused/ call continued	3	0.8
Total	391	100.0

Table 80: Frequency Distribution		
Q63A: If respondent mentions any computer skills		
	Frequency	Percent
Computer skills mentioned	64	16.4
No computer skills mentioned	327	83.6
Total	391	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	17	27.0
Spreadsheet analysis, such as Lotus or Excel	11	17.5
Bookkeeping, such as Quicken	4	6.3
Computer assisted design	2	3.2
Website development	1	1.6
Troubleshooting machines	3	4.8

Maintains a computer network	5	8.0
Computer programming (C, SAS, SPSS)	8	12.7
Other	11	17.5
Don't know	1	1.6
Total	63	100.2

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

	Frequency	Percent
Word processing, such as using MS-Word	36	27.9
Spreadsheet analysis (Excel, Lotus)	22	17.1
Bookkeeping (Quicken)	13	10.1
Computer assisted design (CAD)	8	6.2
Website development	9	7.0
Work on machines, troubleshooting	13	10.1
Maintains a computer network	8	6.2
Computer programming (C, SAS, SPSS)	9	7.0
Develops own software applications	6	4.7
Don't know	5	3.9
Total	129	100.2

**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	348	88.8
Temporary	33	8.4
Don't know	8	2.0
Refused/ call continued	3	0.8
Total	392	100.0

Table 84: Frequency Distribution		
Q65: Would you like a permanent job?		
	Frequency	Percent
Yes	25	75.8
No	7	21.2
Don't know	1	3.0
Total	33	100.0

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	127	32.4
No	257	65.6
Don't know	8	2.0
Total	392	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	13.0
Have had additional job training and/or education	14	10.7
Current job does not require my training and/or education	43	32.8
Had a previous job where I earned more income	2	1.5
Other	49	37.4
Don't know	6	4.6
Total	131	100.0

Table 87: Frequency Distribution		
Q68: Have you had jobs in the past which better utilized your skills and education?		
	Frequency	Percent
Yes	70	54.7
No	57	44.5
Don't know	1	0.8
Total	128	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	68	97.1
Don't know	2	2.9
Total	70	100.0

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	67.1
No	22	31.4
Don't know	1	1.4
Total	70	99.9

Table 90: Frequency Distribution		
Q71: Would you change jobs so you could better utilize your skills?		
	Frequency	Percent
Yes	89	70.1
No	27	21.3
Don't know	11	8.7
Total	127	100.1

Table 91: Frequency Distribution		
Q72: Would you be willing to undertake job training associated with a new employment opportunity?		
	Frequency	Percent
Yes	105	83.3
No	18	14.3
Don't know	3	2.4
Total	126	100.0

Table 92: Frequency Distribution		
Q73: Do you generally work daytime or evening hours?		
	Frequency	Percent
Daytime	344	88.0
Evening	44	11.3
Refused/ call continued	3	0.8
Total	391	100.1

Table 93: Frequency Distribution		
Q73A: Would you like a job where you could work during daytime hours?		
	Frequency	Percent
Yes	28	63.6
No	16	36.4
Total	44	100.0

Table 94: Frequency Distribution		
Q74: How much formal education have you completed?		
	Frequency	Percent
Less than high school	32	5.6
High school	145	25.2
Some college	162	28.1
Associate degree	54	9.4
Bachelor of Science degree	89	15.5
Bachelor of Arts degree	38	6.6
Postgraduate degree (masters, PhD, JD,MD)	55	9.5
Other	1	0.2
576Total	576	100.1

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

	Frequency	Percent
Yes	32	64.0
No	18	36.0
Total	50	100.0

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

	Frequency	Percent
Colorado	2	10.0
Europe	1	5.0
Florida	1	5.0
Kansas	7	35.0
New Mexico	2	10.0
New York	1	5.0
Ohio	1	5.0
Pennsylvania	2	10.0
Tennessee	1	5.0
Texas	2	10.0
Total	20	100.0

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

	Frequency	Percent
Yes	110	61.1
No	70	38.9
Total	180	100.0

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

	Frequency	Percent
Arkansas	4	5.4
Arizona	3	4.1
California	4	5.4
Canada	2	2.7
Colorado	2	2.7
Georgia	1	1.4
Illinois	4	5.4
Indiana	1	1.4
Iowa	1	1.4

Kansas	16	21.6
Kentucky	1	1.4
Louisiana	2	2.7
Maryland	1	1.4
Minnesota	1	1.4
Missouri	8	10.8
Nebraska	2	2.7
New Hampshire	1	1.4
New Jersey	1	1.4
New Mexico	2	2.7
New York	2	2.7
North Carolina	1	1.4
Ohio	2	2.7
Oklahoma	2	2.7
Pennsylvania	1	1.4
South Carolina	1	1.4
Texas	6	8.1
Utah	2	2.7
Total	74	100.5

Table 99: Frequency Distribution		
Q77: Did you receive your highest post graduate degree in Oklahoma?		
	Frequency	Percent
Yes	41	74.5
No	14	25.5
Total	55	100.0

Table 100: Frequency Distribution		
Q77A: In which state did you receive your highest graduate degree?		
	Frequency	Percent
Arkansas	1	6.3
California	1	6.3
Colorado	1	6.3
Kansas	5	31.3
Maryland	1	6.3
Missouri	2	12.5
Ohio	1	6.3
South Carolina	1	6.3
Texas	3	18.8
Total	16	100.4

Table 101: Frequency Distribution		
Q78: In addition to your formal education, have you ever received vocational training, apprentice training, or special professional training?		
	Frequency	Percent
Yes	164	45.3
No	195	53.9
Don't know	3	0.8
Total	362	100.0

Table 102: Frequency Distribution		
Q79: Have you received special training on the job training other than the usual introductory job training?		
	Frequency	Percent
Yes	2	40.0
No	3	60.0
Total	5	100.0

Table 103: Frequency Distribution		
Q80: Are you currently enrolled in school or a special training program?		
	Frequency	Percent
Yes	10	37.0
No	17	63.0
Total	27	100.0

Table 104: Frequency Distribution		
Q81: Did the training you told me about cause a change in your employment status?		
	Frequency	Percent
Yes	83	51.2
No	76	46.9
Don't know	3	1.9
Total	162	100.0

Table 105: Frequency Distribution		
Q82: How so?		
	Frequency	Percent
Promotion	30	27.5
Increase in pay at present job	20	18.3
Different job w/the same employer	10	9.2
Different job w/ a new employer	25	22.9
Help retain current job	11	10.1
Became allergic to chemicals	1	0.9
Flexibility	1	0.9
Helped her get a job after staying at home w/kids	1	0.9
Helped her get a job as a nurse's aid	1	0.9
Learn shortcuts	1	0.9
Scholarship	1	0.9
To join specialized teams	2	1.8
Went to work for the airlines	1	0.9
Don't know	3	2.8
Refused/call continued	1	0.9
Total	109	99.8

Table 106: Frequency Distribution		
Q83: Do you anticipate that this schooling or training you have told me about will change your employment status?		
	Frequency	Percent
Yes	10	100.0
Total	10	100.0

Table 107: Frequency Distribution		
Q84: How so? (If respondent hesitates, check all that apply.)		
	Frequency	Percent
Promotion	2	16.7
Different job w/ a new employer	4	33.3
Help retain current job	2	16.7
Will be able to work better hours	2	16.7
With a degree I would get a proper background	2	16.7
Total	12	100.1

Table108: Frequency Distribution		
Q85: What is your current marital status?		
	Frequency	Percent
Married	372	62.1
Widowed	40	6.7
Divorced	61	10.2
Separated	1	0.2
Never married	120	20.0
Refused/ call continued	5	0.8
Total	599	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	119	31.9
Not working outside the home, but seeking work	6	1.6
Working part-time outside the home	27	7.2
Working full-time outside the home	220	59.0
Don't know	1	0.3
Total	373	100.0

Table 110: Frequency Distribution		
Q87: Are you attending a school full or part-time?		
	Frequency	Percent
Yes, a full-time student	44	7.3
Yes, a part-time student	25	4.2
No, not a student	530	88.5
Total	599	100.0

Table 111: Frequency Distribution		
Q88: What type of school are you attending?		
	Frequency	Percent
Four year college/university	30	44.8
Junior college	11	16.4
Vocational technical school	8	11.9
High school; GED classes	16	23.9
Correspondence	2	3.0
Total	67	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	291	48.6
No	277	46.2
Don't know	31	5.2
Total	599	100.0

Table 113: Frequency Distribution		
Q89A: What type of education or training?		
	Frequency	Percent
Bachelor's degree	81	27.9
Graduate school or professional degree	61	21.0
Vocational/technical school	38	13.1
Computer related training	31	10.7
Other	44	15.2
Don't know	35	12.1
Total	290	100.0

Table 114: Frequency Distribution		
Q90: Including yourself, how many persons in your household are 18 years or older?		
	Frequency	Percent
1	61	21.0
2	156	53.6
3	51	17.5
4	10	3.4
5	10	3.4
Don't know	1	0.3
Refused/ call continued	2	0.7
Total	291	99.9

Table 115: Frequency Distribution		
Q91: How many persons 18 years or older in your household are employed or self-employed, including yourself?		
	Frequency	Percent
1	190	31.7
2	239	39.9
3	37	6.2
4	3	0.5
5	4	0.7
More than 6	1	0.2
0	121	20.2
Don't know	2	0.3
Refused/call continued	2	0.3
Total	599	100.0

Table 116: Frequency Distribution		
Q92: Now let me ask you a few questions about child care. A concern of many working parents is the problem of obtaining quality child care for children while parents are at work. Do you have any children under 15 years of age?		
	Frequency	Percent
Yes	194	32.4
No	404	67.4
Refused/ call continued	1	0.2
Total	599	100.0

Table 117: Frequency Distribution		
Q93: Do you have difficulty obtaining care for your children so that you can work?		
	Frequency	Percent
Yes	33	17.0
No	161	83.0
Total	194	100.0

Table 118: Frequency Distribution		
Q94: Do any of the following apply to your situation?		
	Frequency	Percent
I need care when my child is sick so I can work	11	18.0
I can't work nights or weekends because I can't get child care	11	18.0
I can't find care at all for one or more of my children	8	13.1
I can't find care for my infant or toddler	8	13.1
I need better quality care than I am getting now	10	16.4
I can't earn enough to get child care	8	13.1
Don't know	5	8.2
Total	61	99.9

Table 119: Frequency Distribution		
Q95: Now let me ask how much you alone earn before taxes are taken out of your paycheck? First are you paid by the hour?		
	Frequency	Percent
Yes	175	45.7
No	185	48.3
Refused / call continued	23	6.0
Total	383	100.0

Table 120: Frequency Distribution		
Q96: Please stop me when I read your hourly pay rate.		
	Frequency	Percent
Less than \$6.75	17	9.7
\$6.75 to 8.49	30	17.1
\$8.50 to 9.99	17	9.7
\$10.00 to 11.24	15	8.6
\$11.25 to 13.24	22	12.6
\$13.25 to 15.74	14	8.0
\$15.75 to 19.24	16	9.1
\$19.25 to 24.24	11	6.3
\$24.25 to 43.24	13	7.4
\$43.25 to 60.00	2	1.1
Don't know	8	4.6
Refused/ call continued	10	5.7
Total	175	99.9

Table 121: Frequency Distribution		
Q97: Please stop me when I read your annual pay or salary.		
	Frequency	Percent
Less than \$14,000	14	7.5
\$14,001 to 18,000	4	2.2
\$18,001 to 21,000	1	0.5
\$21,001 to 23,000	2	1.2
\$23,001 to 28,000	9	4.8
\$28,001 to 33,000	15	8.1
\$33,001 to 40,000	21	11.3
\$40,001 to 50,000	26	14.0
\$50,001 to 90,000	42	22.6
\$90,001 to 125,000	8	4.3
More than \$125,000	8	4.3
Don't know	7	3.8
Refused / call continued	29	15.6
Total	186	100.2

Table 122: Frequency Distribution		
Q98: Does any of your salary come from tips or commissions?		
	Frequency	Percent
Yes	24	13.0
No	153	82.7
Refused / call continued	8	4.3
Total	185	100.0

Table 123: Frequency Distribution		
Q99: About what percentage would you say?		
	Frequency	Percent
3	2	8.3
5	5	20.8
10	4	16.7
15	1	4.2
20	1	4.2
25	2	8.3
50	1	4.2
55	2	8.3
100	3	12.5
Don't know	3	12.5
Total	24	100.0

Table 124: Frequency Distribution		
Q100: Since you are commuting to a job outside of your county, we would like to ask one last question: If a job opportunity came up closer to home within your own county, would you consider it if it were: A more desirable job than the job you have now in terms of wages, benefits, and working conditions?		
	Frequency	Percent
Yes	76	80.9
No	13	13.8
Don't know	5	5.3
Total	94	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	65	80.2
No	12	14.8
Don't know	4	4.9
Total	81	99.9

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	8	11.6
No	52	75.4
Don't know	9	13.0
Total	69	100.0

SURVEY FREQUENCY RESULTS
Open-Ended Data

Table 127: Frequency Distribution
Q51: What was your occupation in the last job you held?

Comment	Frequency
35 years in aircraft, anything	1
Business owner	1
Cake decorator	1
Case worker for juvenile offenders	1
Cashier	2
Cashier at Casino	2
Certified EMA, dietitian	1
Correction officer	1
Custodial, food service	1
Customer service	1
EMT	1
Equipment superintendent	2
Food, customer service, MCI	2
Housekeeper	2
Housekeeping/ nursing home	1
Industrial painter	1
Medical	2
Never had a job	3
Nursing home	1
On SSI, before that Sonic	1
Owned a grocery store	1
Paper route	2
Pharmacy inventory	1
Post office worker	1
Program technician	1
Sales	1
Shoe sales	1
Truck loading	2
Volunteer at church and school	1
Welder and quality control inspector	2
X-ray	1
Total	42

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

Comment	Frequency
911 dispatcher	1
A birth register	1
Accountant	6
Administrative assistant	16
Arborist	1
Assembler	2

Assistant at nursing home	2
Assistant manager	1
Attendance clerk at a school	1
Auto dealer	1
Auto technician	2
Aviation maintenance technician	2
Babysitter	1
Bank teller	2
Banking industry	1
Banquet steward for a casino	3
Banquet work	1
Bill collector	1
Blackjack dealer	2
Book keeper/treasurer	1
Bookkeeping	2
Branch office administrator for finance company	1
Builder	2
Building at tennis club	2
Business manager	1
Cabinet maintenance	1
CAD tech	1
Cake decorator	1
Call center	3
Carpet flooring	1
Cashier	5
Catastrophic adjuster	1
Caterer	2
Center administrator	1
Certified health home care service worker	1
Certified Public Accountant	1
Checker at grocery store	1
Child care in a daycare	2
Child protective services	1
Chiropractic assistant/ secretary	1
Chiropractor	1
Church musician	1
Claims representative for social security	1
Classify ad sales, do all clerk work	1
Client training supervisor	1
CNA CMA	2
Collections	3
Computer Consulting	3
Computer processing	1
Construction	1
Consultant	1
Contractor specialist	1
Control robots that paint the buses	2
Cook	3
Counselor	1
County clerk	1

CPA	3
Crane operator	2
Creative memories consultant	1
Curer	1
Customer service representative	4
Cutter in factory	2
Dancer	2
Day care worker	2
Delivery pick up driver	1
Dental Assistant	2
Dental hygienist	1
Deputy	2
Design and advertising	2
Dietitian	1
Digital mapping	1
Director of health information	1
Director of programming for radio station	2
Director of the program (temporary emergency shelter for the homeless)	1
Dishwasher	2
District manager	2
Do nails	1
Doctor	5
Document control clerk	1
Drill oil wells	1
Drive a van	1
Educator	1
Electrical engineer	1
Electrical services contractor	1
Electrician	2
Electronics	1
Employee services and stuff	1
Engineer	3
Epidemiologists, investigations	1
Executive	2
Farmer	1
Field coordinator	1
Finance	4
Firefighter	2
Florist	2
Foreman	1
General assistant	1
General foreman	2
Graphic designer	3
Handy man	1
Hardware sales	1
Health care aide	1
Hotel manager	1
House keeping	2
Housewife, looks after cattle on the farm	1
Human resources	3

Information technology director	1
Insurance adjustor	1
Insurance coordinator	2
Iron work	1
Janitorial, secretarial	1
Kitchen manager for adult daycare	1
Landscaper	1
Law enforcement	2
Law Enforcement	1
Machine designer	1
Machinist	4
Machinist/a foreman	1
Maintenance	2
Maintenance employee	1
Maintenance manager	2
Management	11
Manager for a ranch	1
Manicurist	1
Manufactures rep	2
Manufacturing	2
Manufacturing engineer	2
Marketing assistant	1
Mechanic	5
Mechanical Design Engineer	1
Minister	2
Mortgage broker	1
Mowing lawns	6
MRI	1
Newspaper delivery service	1
Nurse's aid	2
Nurse manager	1
Office	3
Operational, management	1
Operations	2
Owner (landscaping)	2
Owner of cattle	1
Owner of the business	4
Painter	2
Patient relations	1
PC Board assembly	1
Petroleum engineer	1
Physical therapy	2
Pipeline safety consultant	1
Plant operator	1
Plumber, business owner, mechanical contractor, entrepreneur	1
Positions assistant	1
Postal service	2
Power line	1
PR work and administrator helper and secretary	1
President	3

Press operator	5
Priest	1
Print voting ballots	3
Printer operator	1
Product demonstrator	1
Produce clerk	1
Professor	3
Program coordinator	1
Program manager	1
Programmer	3
Property manager	2
Race horse owner	1
Rancher	2
Reading specialist	1
Real estate development	1
Real estate, CEO of counseling	1
Realtor	2
Receiving Associate	1
Refrigeration pipe fitter	1
Registered nurse	1
Registrar	1
Rehabilitation training specialist	1
Reserve administrative assistant	1
Retail and sales	2
RN	6
Role form operator	1
Route salesman	1
Rural fire coordinator	1
Sales	11
Sanitation department	1
School psychologist	1
Second hand marketing	1
Senior division order analyst	1
Senior vice president of technical services	1
Site manager, supervisor	2
Social worker	2
Special Care Unit	1
Speech pathologist	1
Stock room	4
Stockman, shipping and receiving	1
Store clerk	1
Student Services Person	1
Stylist	1
Superintendent	2
Supervisor in finance	5
Supply clerk	1
Support assistant	2
Systems analyst	1
Teach foreign language	1
Teacher	15

Teacher Assistant	2
Team member at KFC	1
Technician	1
Telecommunications	1
Teller	2
Teller/supervisor	1
Therapist's research assistant	1
Therapist	1
Tooling engineer	1
Treasurer	1
Truck driver	5
Utility	3
Video camera engineer, production	2
Waitress	4
Warehouse shipping and receiving	1
Welder	4
Whatever has to be done	1
X-ray technician	2
Total	391

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

Comment	Frequency
Accommodating customers	1
Accounting	4
Accounting and bookkeeping	2
Accounting, answer phones, computer	1
Adjust claims, examine property	1
Administration of an office	1
Administrator	1
Adult toys and products for a novelty store	1
Advance system tech support	1
Advising about finances	2
All functions of owning business, directing	1
Answering phone and payroll	1
Assembly and delivery of newspapers.	1
Assisting and taking care of patients who are in need of rehabilitation	1
Assisting the dentist in cleaning teeth	2
Assists with local fire dept.	1
Attendance, post grades, make sure class rooms are open, check equipment	1
Audit and tax	1
Background checks on pilots	1
Banker	1
Basic accounting, payroll	1
Bookkeeping, and what ever else has to be done.	1
Bookkeeping, cleaning	1
Branch management	1
Budget analysis	1
Build tooling to make parts	2

Building interior design, accounting, etc	1
Call people for donations	2
Call people to collect bills,	1
Care for patients	1
Caring and educating children	1
Check out people who come through the line	1
Check paperwork, travel to different houses, make sure clients are getting the services, and etc.	1
Checking vital signs, turning, and changing people who can't take care of themselves.	2
Cleaning	1
Cleaning rooms	1
Cleaning up construction sites, towing away	2
Cleaning, painting, woodwork	1
Cleaning, wait help	1
Clerical duties	1
Clinical instructor	1
Collections	1
Computer	1
Computer graphics	2
Computer type work	2
Computer, design system, selling	1
Conducting educational therapy groups	1
Consulting	2
Contract work, administration	1
Cooking	3
Coordinate programs, come to class, teach, write curriculum, manage budget	1
Coordinating with the trainer, grooming, training	1
Copying, typing	1
Count money, management	2
Creating advertising material	2
Credit and collections, appeals	1
Customer service and managing people	2
Customer service, receptionist	1
Cut apart metal and composite metal to manufacture test pieces.	1
Cutting hair	1
Dancer	2
Data entry	1
Data management	1
Day to day operation of that facility	1
Day to day operations, fund raising, grant writing	1
Deal blackjack	2
Deal with skin diseases and get information about them	1
Decorate cakes	1
Delivering food, kitchen work	2
Dept chair for special ed.	1
Design engineering	1
Design on the computer, print separations for screening purposes	1
Design things	1
Design tooling, design tables, cabinets, etc, computer drawings and computer and programming support for robotics equipment	1

Dialysis	1
Digging graves, general upkeep, sell plots	1
Dishwashing	2
Dispense meds, help residence with daily living activities	1
Distribution of oil money to owners	1
Does inside work for farm	1
Drive cement truck	2
Drive trucks to designated places (restaurants)	2
Driver	1
Drives around and take calls from radio.	1
Driving	1
Dumping trash to running the plant	1
Economics and reserve analyst	1
Educate young children	1
Electrical construction, troubleshooting controls.	1
Equipment operator	3
Evaluation and treatment of patients	1
Event planning, hospital visitation, counseling, church services	2
Everything	1
Feed the cattle, check to see if they are all there	1
Feeding cattle	2
Fighting fire and MES	2
Filing charts, taking/making calls/appointments, cleaning	2
Filing making appointments, answering phone	1
Filing, copying	1
Finance	1
Financial accounting	1
Financial paperwork, manual labor	1
fix what needs to be fixed in cars	1
Floral arrangements, service to customers, and deliveries	1
Form parts from sheet metal	1
Gather information for birth certificates	1
General engineering	1
General law enforcement	2
Get documents together	1
Giving estimates to auto clients	1
Handle money for customers	1
Hang iron	1
He fixes everything that gets broken.	2
Helping sick people	2
Hiring/firing, payroll, ordering and interviews	1
House keeping	1
In charge of the maintenance work in a oil refinery	1
In charge of the ranch and cattle	1
Inpatient/outpatient, and home health speech therapy	1
Inputting data	1
Inspecting and appraising estate property, and paperwork	1
Install and maintain electronic radios	1
Install hardware, diagnose and troubleshoot extremely large systems, both software and hardware	2
Installing conduit electrical appliances.	2

Instruction	1
Interact w/ customers	1
Investigating child abuse	1
Job foreman	1
Keep books, give manicures	1
Keeping account books	1
Labor	1
Laying carpet	1
Leadership position	1
Loading and unloading trucks	3
looks at small towns to see if they are in compliance with natural gas systems	1
Machinist	1
Maintain database, place orders, answer phones	1
Maintaining accounts	1
Maintaining facility	2
Maintenance of power lines	1
Make sure patients are drinking, have clothes on, taking care of Alzheimer patients	1
Make sure the crew is doing their job, tree trimming	2
Manage	2
Manage kitchens for an adult day care	1
Manage people	1
Manage the crew	1
Management	3
Management, labor, design	2
Management, technical hands-on type of work, plumbing	1
Manager	2
Manages NE Oklahoma	2
Manages, regulates issues	1
Managing a large group of people, hiring and firing.	1
Managing and overseeing functions of the nursing home	1
Managing dept.	1
Managing people and proving customer service	1
Managing, owner	1
Manicuring nails	1
Meeting with people/families/children	1
Meetings and programming	2
Middle management	2
Monitor other workers for the state, monitor individuals that receive services from the state	2
Mow yards and plant flowers	1
Mowing lawns	3
Mowing yards, lawn care	3
Negotiating and bill collector	1
Network management, software repair, and other computer related work for clients, file support	1
Networking and computer hardware/software, and personnel	1
New customer development/support, sales to dealerships	2
Observe teachers, do seminars and workshops	1
Office manager	1
Operate computer and paint gun	2
Operate printing press	1

Operates two different machines that drill and works on a press operator	2
Operating equipment	1
Order processor	1
Ordering supply	1
Organized equipment, oversee people	2
Overlook care of disabled individuals, provide staff	1
Oversee maintenance, operations, operation of water plant, file, paper work	1
Oversight	1
Own the business, so I do it all.	2
Owner of car lot	1
Paint	2
Painting, sheet rock repair	2
Paper converter	2
Paper work, telephone	1
Paperwork, traveling, training	2
Patient care	3
Patrol	2
Pay bills, do rebates, billing, and collections	1
Pay invoices	1
Pay the bills	1
Payroll, bills, land records	1
Pediatric nurse, give treatment	1
Perform air conditioning services	1
Perform health care services to adults and children	1
Personal care for her daughter	1
Phone work, paper work	1
Pick up steel products	1
Practice and play in Sunday morning services	1
Prep, cook, run drive-thru	1
Prepare all food for service	1
Pricing and stocking, inventory	1
Priest	1
Printing voting ballots	3
Problem solving	1
Process loans, look for business, sales	1
Producing will for the airline	1
Production and design	2
Programming	2
Project and budget planning	1
Project management	2
Provide contracts, payroll, accounts payable, medical supply, inventory, manage a medical center, billing, coding, adjustments	1
Provide transportation to various places, basically taking care of everyone	2
Provides care for elders	1
Publish news letter and other duties	1
Put away freight, paperwork, manage the money, unloading truck, assisting customers	1
Put things together	2
Putting things together	1
Record keeping, transportation of parts and supplies, shipping	1
Renting movies, cleaning store, receipting	1

Repair airplanes	1
Repair, sell , buy and maintain automobiles	1
Repairing automobiles	1
Responding to 911 calls	1
Responsible for housing authority maintenance	1
Right labor contracts for services, buying materials	1
Ring people up	1
RN	1
Run crane	2
Run material and cut it	2
Run the cash register, cooking, cleaning, etc.	1
Runner, run things to different companies	1
Running operations	2
Runs hotel	1
Runs press break	3
Runs the shop	1
Sales	2
Sales and marketing, training	1
Sales, marketing, distribution	2
Scheduling	1
Scheduling, running interference, talking to inspectors	1
Scheduling, supervising, patient care	1
Sell houses	1
Sell products over phone	1
Sell things	1
Selling insurance, phone, computer work	1
Senior accountant	2
Service customers	2
Set up banquets, wash dishes, clean up after banquets	3
Set up food preparations	2
Set up presses	2
Set up, serve, and break down	1
Shipping and receiving	1
Shipping, receiving, and delivery	1
Sitting and taking care of elderly lady	1
Social work	1
Soldering, assembled motors, set screws	1
Special analysis, graphic illustration, data analysis	1
Specialize in taking CAT scans	1
State reports, grade withdrawal	1
Stocking shelves	1
Supervise nurses and handle problems between people	1
Supervisor	1
Support local cable company, introduction high schools, refurbish computers for companies, residential help with virus	1
Take care of oral cleanings	1
Take care of patients	3
Take care of the disabled	1
Take care of this child	1
Take disability claims and help consumers	1
Take information from engineers and put it on a computer	1

Take x-rays of people	2
Take x-rays, get chief complaint from patient, assist doctor, lab work	1
Taking care of cattle	1
Taking care of children, prepare meals and snacks, plan games and trips, business aspect	1
Taking care of kids	1
Taking orders and money	4
Talk on the phone, establishing clients	1
Talking to patients	1
Tax work, oil and gas accounting	1
Teach and help with recess	1
Teach children minimum state educational objectives	1
Teach classes, conduct research	2
Teach technology courses	1
Teaching	8
Teaching and advising	1
Teaching and computer work	1
Teaching remedial reading students	1
Teaching secondary education	1
Teaching students, grading, working with children, sponsored activities	1
Teaching, sets up activity plan, and takes care of children	1
Teaching, work sport games, and tutor for extra money	1
Technical development	1
Terminating employ	1
Track down absent kids, maintain records of attendance, process legal documentation	1
Train and teach vocational skills to disabled	1
Troubleshoot	1
Trying to make deals, negotiate, buy and sell	1
Typing and telephone	1
Typing, phone, and computer skills	2
Typing, scheduling	2
Typing, special projects	1
Unloads freight and stocks	1
Various	2
Various clerical accounts	1
Wait on customers, take deposits, open accounts	1
Waiting on customer	4
Watching kids	2
Welding	4
Whatever needs to be done i.e. driving tractor, trailer, bulldozer	1
Work on airplanes	2
Work on computer	1
Work with children developing educational programs, testing, consultations	1
Working with children, helping them through their lessons, supervising children	1
Working with patients	1
Works on shop floor, production planning	2
Write medical charts, teach	1
Total	391

Table 130: Frequency Distribution**Q63: What other skills do you have that are not involved in this employment?**

Comment	Frequency
Accident investigator, auto dispatcher	1
Accounting	5
Accounting degree, some college writing courses	1
Accounting degree, tax preparation work, auditing, financial work	1
Accounting, cable television, input customer information, customer sales over the phone	1
Accounting, construction	1
Accounting, data processing, taxes	1
Advertising, coordinator publishing	1
Agriculture	2
Air craft assembly	1
Aircraft documents	1
Airline booking	1
Artist, people skills, computer programs	3
Assembly line experience, fast food experience, and grocery store experience	1
Assembly work	1
Associates degree	2
Associates degree in electronics and was a computer operator	2
Auto skills	1
Automotive technology	2
Aviation license	2
Baker	1
Banking and finance	1
Beautician	1
Beauty operator	1
Bookkeeping, real estate, medical assistant, dispatcher,	1
Brick laying	1
BS in education	1
BS in Geology	1
Build own house & boat dock, town treasurer, rents hospital equipment, grow tomatoes, onions, flowers, remodeling, has computer repair business	1
Building electric motors, running winding machine, stuffing the starter	1
Business administration degree	2
Business degree	1
Business skills	1
Camera operator	2
Can load bombs and missiles on f16s, in the Air Force.	2
Can teach other things	1
Carpentry	3
Carpentry, plumbing, electricity	1
Certified in web design and development	2
Changing, giving bath, companionship, comb hair, exercise bedridden lady	1
Chef, sowing, teacher	1
Claims representative for Social Security	1
Clerical experience	1
Clerk, ranching	1
Collection firms	2

Communications, managing	2
Computer skills	13
Computer and typing skills	1
Computer skills, worked for Coca-Cola , sales, management, quality assurance, public relations, warehouse	2
Computer skills, writing skills	2
Computer technology	2
Computer training, sweep floor, clean toilets, programming	2
Computer, answering phones, coordination skills,	1
Computer, auto mechanics, welding	1
Computer, education	2
Construction	4
Construction skills	2
Cook and sew experience, page maker program in computers, computer skills	1
Cook, yard work	1
Cosmetology, business administration	1
Could say	1
Crafting	1
Creativity	1
Customer service, DOT training, breath alcohol training, hair follicle training,	1
Customer service, technical trouble shooter for a satellite, secretarial work, computers	1
Dancing	1
Degree in business administration, Spanish	1
Degree in electronics	1
Dental assistant, cooking, baking	1
Dental hygienist for 40 years	1
Drove a truck for a lumber company	2
Education technology	1
Educational assessment	1
Experience	1
FAA rated pilot	2
Factory, restaurant, mechanical work on airplanes	1
Farming	1
Fast food places	1
Financial background	1
Fixing machines, masonry	1
Fixing things	2
Flight instructor, operate heavy equipment	2
Foreign languages, financial analysis	2
Fork lifting, heavy equipment, remodeling	2
Furniture builder	1
Garden, skydive, ski, sports	1
Gerontologist	1
Golfing	1
Government buyer	1
Government regulations, safety engineering	1
Graphic art	2
Groom dogs	1
Hairstyles, paint, plastic factory, carpentry	1
Handy work	3

Have a teaching degree	1
Health work, management, computer skills	1
Heavy duty maintenance, electrician, cabinet maker	1
Home health care	1
Homemaker skills, customer service skills, money handling, budgeting, cleaning, cooking, dietary aid, nurses aid, restaurants, Hotel catering skills	1
House cleaning experience, lingerie shows	1
Human resources experience	1
Interior decorating	1
Land appraiser	1
Law	2
Law degree	2
Leadership	2
Lease tropical plants, lawn service, landscaping	1
Legal skills	1
Machine operator	1
Machinist	1
Machinist and lab tech	1
Magic shows, artwork, publicity	1
Maintenance, mowing, housecleaning, assembly work, distribution centers.	1
Management	6
Management, strategic planning, complying for small businesses.	1
Managerial	1
Managerial skills, running business, retail	1
Managing someone else's business, education in marketing management, electrical	1
Management and restaurant management	1
Manufacturing	2
Massage therapist	1
Maxed out with what I've got.	1
Mechanic	4
Mechanical	3
Mechanical, repair, contract negotiations	1
Medical background	1
Medical secretary, insurance	1
Mortgage work with the type of commission	1
None	68
Nursing skills	3
Office manager, insurance, medical, bookkeeper	1
Office managing, accounting, secretarial	1
Office work	3
Oil wells	2
Operate heavy equipment, carpentry, electrical	1
Operating engineer	1
Organization	1
Own businesses	2
Paralegal	1
Pastor	1
Payroll	1
Phone, customer service	1
Physicians offices	1

Pipeline dispatcher	1
Plumbing, electrical, roofing, ceramic tiling	2
Polarized light microcopy and phase contrast, sold computer software and worked in medical field.	1
Power tools, mechanical abilities	2
Power tools, welding automotive experience	2
Prepare taxes, worked in animal control, worked in factory, worked in retail	1
Private pilot, and woodwork	2
Programmer analyst, teacher	1
Programming	1
Proofreading	1
Purchasing, graphic art experience and management experience, quality control, costs cutting, entrepreneurial skills	1
Radio DJ	1
Ranching	2
Research	1
Research and record cemeteries	1
Restaurant	1
Retail sales, work in office	1
RN	1
Roofing, framing	2
Run an office, computer, painting, carpentry work, babysitting, grocery store, flipping hamburgers, daycare center	1
Sales	3
Sales, fork lift driver, stocker	2
Scuba dive, fishing, boating and camping	1
Seamstress	1
Secretarial business	3
Secretarial, computer skills, bank skills, interpersonal skills	2
Sewing, cooking, golfing, parenting	1
Sewing, needlepoint	1
Softball, household work, taxes	1
Substitute teacher	1
Superintendent	1
Supervisor	2
Systems analyst	1
Teach French and tutor	1
Teacher's assistant, ran restaurant	1
Teaching	3
Typing	1
Typing, 10-key, upholstery, bookkeeping, general office	1
Typing, bookkeeping	1
Upholstery	1
Uses her skills	1
Variable data, pre press, preparation of files, cutting on high capacity cutters	2
Waitress	1
Watch kids	2
Welding	2
Welding operator	1
Welding, drive truck, mechanic	1
Welding, machinist	1

Work with computers, networking, machine shop, machining	3
Worked at Rubbermaid	1
Works forklift, telecom, trash services	1
Writing	1
Writing Skills	1
Yard work	1
Yes	7
Total	327

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
Accounting	1
Accounting, collections	1
Bookkeeper	1
Church musician	1
Claims representative, an equal opportunity specialist	1
Clerical positions	1
Computer consultant	2
Construction	3
Counselor	1
Credit bureau	1
Dealing directly with banking customers especially with the Hispanic community	1
Dishwasher	2
Executive recruiter	1
Factory work	1
Financial analyst, technology specialist.	1
Geologist	1
Golf course maintenance and recreation	2
Hairstyle	1
Handled documents for FAA	1
Heating and air conditioning companies in service department	1
Home repairs	2
Hospital - nurses aid,	1
Housecleaning, sales associate experience	1
IT director	1
Machine operator	2
Maintenance	2
Maintenance manger	1
Maintenance mechanic	1
Managed and owned salon	1
Manager for food services and worked as operations manager	1
Massage therapy	1
Mechanic for dealerships	1
Mortgage loan officer	1
Nursing	1
Office	1
Office manager	2

Owned environ lab	1
Owner of Chevrolet dealership	1
Pay roll for a company	1
Pharmacy tech	1
Physical therapy, worked in a hospital	2
Pilot and mechanic	2
Pit manager	2
Production art	2
Programmer analyst	1
Retired from chemical company, bookkeeping, receiving, purchasing clerk	1
Run own business	1
Sales	2
Sales or running more high tech machine jobs	2
Same in healthcare	1
Same job just different company	1
Secretarial	1
Self-employed	2
Shop foreman for manufacturing	1
Superintendent	1
Systems analysts	1
Teaching	1
Trainer, bowling center coordinator, people skills	1
Volunteer work for fireworks, did a lot of mathematics	3
Working at crime victims compensation in Washington	1
Total	68

APPENDIX A

Introduction Selection Sequence

Informed Consent Script:

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

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

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

[If yes, then:]

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

[If no, then:]

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

[If yes, then:]

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

Concluding remarks:

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

[If yes, then:]

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

APPENDIX B

Fallback Statements

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

How did you get my number?

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

I don't want to buy anything!

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

Where are you calling from?

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

I don't have time right now.

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

I don't want to share my opinions.

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

I don't do anything over the phone.

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

I'm not interested.

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

Take me off your list!

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

APPENDIX C Survey Questionnaire

Q0:

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

Butler	1		
Cherokee	2		
Cowley	3		
Craig	4		
Creek	5		
Delaware	6		
Kay	7		
Labette	8		
Mayes	9		
Montgomery	10		
Neosho	11		
Osage	12		
Ottawa	13		
Pawnee	14		
Payne	15		
Rogers	16		
Tulsa	17		
Wagoner	18		
Washington	19		
Some other county	20	O	
Don't know	77		=> /INT
Refused/call continued	88		=> /INT
Refused/call ended	99		=> /INT

Q1:

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

Arkansas City, KS	1		
Bartlesville	2		
Bixby	3		
Broken Arrow	4		
Claremore	5		
Coffeyville, KS	6		
Collinsville	7		
Independence	8		
Nowata	9		
Ponca City	10		
Skiatook	11		
Tulsa	12		
Wagoner	13		
Winfield	14		
Something else	15		
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 April 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 March of 2000 Was it ...

A DIFFERENT RESIDENCE OF THE SAME COUNTY	1	
A DIFFERENT COUNTY IN OKLAHOMA	2	
A DIFFERENT STATE	3	
NOT IN THE US	4	
LIVED IN THE 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
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Q5:

Determine gender without asking

Male	1
Female	2
Can't tell	3

Q6:

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

WHITE	1	=> /Q7
BLACK/AFRICAN AMERICAN	2	=> /Q7
NATIVE AMERICAN OR AMERICAN INDIAN	3	
HISPANIC	4	=> /Q7
ASIAN	5	=> /Q7
Other	6	=> /Q7
Don't Know	7	=> /Q7
Refused/call continued	8	=> /Q7
Refused/call ended	9	=> /INT

Q6A:

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

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

Q7:

Are you in the military?

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

Q8:

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

1 Very unattractive	1	
2 Unattractive	2	
3 Neither unattractive nor attractive	3	
4 Attractive	4	=> /Q11
5 Very attractive	5	=> /Q11
Depends on the type of work	6	=> /Q11
Doesn't want to work	7	=> /Q11
Retired	8	=> /Q11
Other	9	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?

Butler	1	
Cherokee	2	
Cowley	3	
Craig	4	
Creek	5	
Delaware	6	
Kay	7	
Labette	8	=> /INT
Mayer	9	
Montgomery	10	
Neosho	11	
Osage	12	
Ottawa	13	
Pawnee	14	
Payne	15	
Rogers	16	
Tulsa	17	
Wagoner	18	
Washington	19	
Some other county	20	O
Don't know	77	
Refused/call continued	88	
Refused/call ended	99	

Q18:

In which city or town do you work?

Arkansas City, KS	1	=> /Q24
Bartlesville	2	=> /Q24
Bixby	3	=> /Q24
Broken Arrow	4	=> /Q24
Claremore	5	=> /Q24
Coffeyville, KS	6	=> /Q24
Collinsville	7	=> /Q24
Independence	8	=> /Q24
Nowata	9	=> /Q24
Ponca City	10	=> /Q24
Skiatook	11	=> /Q24
Tulsa	12	=> /Q24
Wagoner	13	=> /Q24
Winfield	14	=> /Q24
Something else	15	O => /Q24
Don't know	77	=> /Q24
Refused/call continued	88	=> /Q24
Refused/call ended	99	=> /Q24

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	
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

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	0	=> /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
Don't know	7
Refused/call continued	8
Refused/call ended	9

=> /Q38

=> /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 RELATIVES	4	
CONTACTED SCHOOL/UNIVERSITY EMPLOYMENT CENTER	5	
SENT OUT RESUMES/FILLED OUT APPLICATIONS	6	
CHECKED UNION/PROFESSIONAL REGISTERS	7	
PLACED OR ANSWERED ADS	8	
LOOKED AT ADS	9	
ATTENDED JOB TRAINING PROGRAMS/COURSES	10	
SURFED THE INTERNET	11	
Other	12	
Don't know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q42A:

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

BETTER PAY	1	
BETTER BENEFITS	2	=> /Q43
WANT TO WORK CLOSER TO HOME	3	=> /Q43
FAMILY RESPONSIBILITIES	4	=> /Q43
CHANGE IN CAREER	5	=> /Q43
Other	6	=> /Q43
Don't know	7	=> /Q43
Refused/call continued	8	=> /Q43
Refused/call ended	9	=> /INT

Q42B:

How much pay are you looking for per hour?

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

Q43:

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

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

Q43A:

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

=> Q44

else => Q43A

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

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

Q44:

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

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

Q44A:

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

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

Q44B:

Why is that?

Enter response	1	O	=> /Q46
Don't Know	7		=> /Q46
Refused/call continued	8		=> /Q46
Refused/call ended	9		=> /INT

Q45:

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

FAMILY OBLIGATIONS	1	=> /Q46
UNRELIABLE TRANSPORTATION	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	
CHEDKED 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
Separated	4	=>	/Q87
Never married	5	=>	/Q87
Refused/call continued	8	=>	/Q87
Refused/call ended	9	=>	/INT

Q86:

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

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

Q87:

Are you attending school full or part-time?

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

Q88:

What type of school are you attending?

Four year college/university	1	
Junior college	2	
Vocational technical school	3	
High school; GED classes	4	
Other	5	O
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q89:

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

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

Q89A:

What type of education or training?

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

Q90:

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

1	1
2	2
3	3
4	4
5	5
6	6
More than 6	7

Don't know 77
Refused/call continued 88
Refused/call ended 99 => /INT

Q91:

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

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

Q92:

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

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

JR17:

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

Q93:

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

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

JR18:

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

Q94:

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 NIGHTS OR WEEKENDS BECAUSE I CAN'T GET CHILD CARE 2
I CAN'T FIND CARE AT ALL FOR ONE OR MORE OF MY CHILDREN 3
I CAN'T FIND CARE FOR MY INFANT OR TODDLER 4
I NEED BETTER QUALITY CARE THAN I AM GETTING NOW 5
I CAN'T EARN ENOUGH TO GET CHILD CARE 6
Don't Know 77

Refused continued 88
Refused ended 99 => /INT

JR19:

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

Q95:

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

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

JR20:

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

Q96:

Please stop me when I read your hourly pay rate.

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

JR21:

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

Q97:

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

LESS THAN \$14,000 1
\$14,001 TO 18,000 2
\$18,001 TO 21,000 3
\$21,001 TO 23,000 4
\$23,001 TO 28,000 5
\$28,001 TO 33,000 6
\$33,001 TO 40,000 7
\$40,001 TO 50,000 8
\$50,001 TO 90,000 9
\$90,001 TO 125,000 10
MORE THAN 125,000 11

Don't Know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q98:

Does any of your salary come from tips or commissions?

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

Q99:

About what percentage would you say?

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

JR22:

=> GBYE

else => Q100

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

Q100:

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

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

Q101:

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

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

Q102:

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

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

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

Percent

Job that pays \$10 per hour											
<i>Of those with a response...</i>											
Very Unattractive		42.7	30.9	31.6	46.3	60.3	41.0	26.4			
11.9											
Unattractive	12.5	18.2	8.8	12.8	16.3	9.7	12.1	0.0			
Neither Unattractive Nor Attractive	12.3	5.5	15.8	12.1	6.4	16.7	14.3				
26.2											
Attractive	10.7	23.6	21.1	8.1	4.3	13.9	16.5	11.9			
Very Attractive	15.9	21.8	15.8	14.1	4.3	14.6	26.4	42.9			
Depends on the type of work	1.0	0.0	5.3	0.7	2.1	0.7	0.0	0.0			
Doesn't want to work	2.8	0.0	0.0	3.7	3.5	2.1	3.3	2.4			
Other	0.5	0.0	1.8	2.4	2.8	1.4	1.1	4.8			
Job that pays \$12 per hour											
<i>Of those with a response...</i>											
Very Unattractive		50.3	25.0	45.8	52.7	63.2	42.4	28.1			
40.0											
Unattractive	26.2	45.0	20.8	25.3	26.4	25.8	25.0	0.0			
Neither Unattractive Nor Attractive	11.5	20.0	8.3	11.6	8.0	10.6	21.9				
0.0											
Attractive	7.7	0.0	16.7	6.8	1.1	15.2	12.5	60.0			
Very Attractive	2.7	10.0	8.3	1.4	0.0	3.0	12.5	0.0			
Depends on the type of work	0.5	0.0	0.0	0.7	1.1	0.0	0.0	0.0			

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

Percent

Job that pays \$14 per hour										
<i>Of those with a response...</i>										
Very Unattractive		45.3	17.6	33.3	50.4	54.7	47.1	12.5		
0.0										
Unattractive	16.8	17.6	22.2	15.3	22.1	15.7	0.0			100.0
Neither Unattractive Nor Attractive	21.1	29.4	22.2	19.1	16.3	21.6	37.5			
0.0										
Attractive	12.4	35.3	22.2	9.9	5.8	13.7	29.2	0.0		
Very Attractive	4.3	0.0	0.0	5.3	1.2	2.0	20.8	0.0		

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

Job is Desirable (Attractive + Very Attractive)							
Percent							
\$10 per hour 54.8	26.6	45.4	36.9	22.2	8.6	28.5	42.9
\$12 per hour 60.0	10.4	10.0	25.0	8.2	1.1	18.2	25.0
\$14 per hour 50.0 0.0		16.7	35.3	22.2	15.2	7.0	15.7
Number of Persons							
\$10 per hour 30,068	132,714	31,858	26,368	84,133	15,473	52,732	49,267
\$12 per hour 44,949	170,800	35,689	37,640	108,310	17,282	76,809	65,661
\$14 per hour 44,949	225,597	47,861	45,147	149,452	28,667	93,799	90,252
Job is Not Desirable (Unattractive + Very Unattractive)							

	Percent						
\$10 per hour 11.9	55.2	49.1	40.4	59.1	76.6	50.7	38.5
\$12 per hour 40.0	76.5	70.0	66.6	78.0	89.6	68.2	53.1
\$14 per hour 100.0	62.1	35.2	55.5	65.7	76.8	62.8	12.5
	Number of Persons						
\$10 per hour 44,214 6,529	275,407	34,459	28,869	223,977	137,818	93,807	
\$12 per hour 34,820 9,920	280,151	26,826	30,029	229,980	147,344	90,222	
\$14 per hour 6,148 9,920	203,766	12,141	18,768	177,830	124,905	67,958	

Table 3: Characteristics of the Workforce	Persons who are working					
	Total	Under-employed Keepers	Job Shifters	Job	Highest education level	
					At Least a Bachelor's School Degree Diploma	Some College or Associate's Degree

	Percent										
Workforce Status											
Permanent job	88.8	75.0	73.2	93.0	90.8	89.6	85.7				
Temporary job	8.4	19.6	26.8	4.4	5.7	9.0	9.9				
Want full-time with one employer 33.3		30.2	22.2	61.1	24.2	26.9	30.8				
Has taken action in the last three months											

to find a new job 12.2	14.3	30.4	100.0	0.0	16.3	15.3
Of those looking for a new job, primary reason for looking:						
Better pay	41.1	31.3	41.1	0.0	36.4	58.3
Better benefits 16.7	12.5	18.8	12.5	0.0	4.5	18.2
Want to work closer to home	1.8	6.3	1.8	0.0	4.5	0.0
Family Responsibilities 8.3	10.7	6.3	10.7	0.0	18.2	4.5
Change in career	1.8	6.3	1.8	0.0	0.0	4.5
Other	32.1	31.3	32.1	0.0	36.4	16.7
Average number of jobs held in working lifetime (number)	1.98	3.13	3.11	1.66	1.77	2.01

Benefits of Current Job

Paid vacation	65.5	58.9	55.4	68.0	68.8	65.5	61.1
Health insurance							
All is paid by employer	54.9	39.6	49.0	57.9	69.3	50.8	48.2
Part is paid by employer 10.8	10.7	11.3	3.9	11.7	9.4	10.8	
Education and training benefits	55.8	48.1	49.0	57.7	70.6	50.8	43.4
Retirement plan	66.4	63.0	52.9	68.8	76.4	61.5	63.9
Current job offers advancement potential 59.0	65.8	61.1	68.6	65.4	75.4	63.8	

Table 3: Characteristics of the Workforce	Persons who are working					
	Total	Under- employed Keepers	Job Shifters	Job	Highest education level	
					At Least a Bachelor's School Degree Diploma	Some College or Associate's Degree

Percent

Pay increase needed to change jobs											
Less than 5% increase	6.2	12.5		12.5		4.4		7.1		3.5	6.7
Between 5% and 10% increase	15.1	25.0		33.9		11.4		13.6		16.0	16.7
Between 10% and 15% increase		19.0	26.8		14.3		18.2		20.7		16.7
21.1											
Between 15% and 20% increase		12.8	10.7		10.7		13.5		9.3		13.9
18.9											
More than 20% increase		22.8	10.7		10.7		26.3		25.7		23.6
15.6											
Not interested at any increase	14.9	5.4		8.9		17.2		18.6		13.9	13.3
Ten percent or less	21.3	37.5		46.4		15.8		20.7		19.5	23.4
Fifteen percent or less	40.3	64.3		60.7		34.0		41.4		36.2	44.5
Sector of Employment											
Government	11.2	1.8		10.7		12.8		19.1		8.9	4.4
Private for profit company		61.0	85.5		66.1		56.6		48.9		63.7
71.4											
Non-profit org. (Incl. tax exempt & charitable orgs.)	8.2	5.5		3.6		9.4		9.9		8.2	5.5
Self-employed	17.3	7.3		12.5		19.5		20.6		15.8	16.5
Working in family business	1.3	0.0		3.6		1.0		1.4		1.4	1.1
Other	1.0	0.0		3.6		0.7		0.0		2.1	1.1

Table 3: Characteristics of the Workforce	Persons who are working			
	Total	Under-	Job	Job

		employed Keepers	Shifters		At Least a Bachelor's School Degree Diploma	Some College or Associate's Degree	High
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Percent

Government Employment

Federal	15.9	0.0	16.7	15.8	11.1	23.1	25.0
State	56.8	0.0	66.7	55.3	59.3	53.8	50.0
Local	27.3	100.0	16.7	28.9	29.6	23.1	25.0

Private Industry Sector

Agricultural	2.9	0.0	6.0	2.7	2.6	3.8	2.3
Mining	1.2	0.0	0.0	1.5	1.7	0.8	1.2
Construction	4.9	3.6	8.0	5.0	3.5	6.0	4.7
Manufacturing	8.9	14.3	18.0	6.9	5.2	9.0	15.1
Transportation, Communications or Public Utility	7.2	10.7	8.0	6.5	4.3	9.0	9.3
Wholesale or retail trade 10.5		6.1	12.5	4.0	4.6	1.7	6.0
Restaurants	5.5	17.9	4.0	2.7	1.7	2.3	15.1
Health Services	13.0	5.4	6.0	15.4	15.7	12.0	9.3
Educational Services	4.1	3.6	6.0	3.9	8.7	2.3	0.0
Business Services 0.0		2.0	0.0	6.0	1.2	5.2	0.8
Engineering Services	5.5	5.4	6.0	6.2	9.6	4.5	3.5
Personal Services 4.7		4.0	5.4	4.0	4.2	1.7	5.3
Finance, Insurance, Real Estate	6.1	5.4	6.0	6.9	12.2	3.8	2.3
Other	27.4	16.1	18.0	30.4	24.3	33.1	19.8

Table 4: Transportation and Commuting	Persons who are working						
	Total	Under- employed Keepers	Job Shifters	Job	Highest education level		
					At Least a Bachelor's School Degree Diploma	Some College or Associate's Degree	High

Percent

Distance traveled to place of employment							
0 - 5 miles	37.6	32.1	32.1	39.4	36.2	34.2	41.8
6 - 10 miles	16.4	16.1	16.1	16.8	17.7	19.2	12.1
11- 20 miles	18.2	8.9	25.0	18.5	22.0	15.1	18.7
21- 30 miles	10.7	19.6	10.7	8.4	8.5	10.3	11.0
31- 50 miles	4.9	8.9	1.8	4.7	2.8	6.8	6.6
More than 50 miles	3.6	0.0	1.8	4.4	5.0	4.8	0.0
Work at home	5.4	5.4	5.4	5.1	5.7	5.5	4.4
10 miles or less	54.0	48.2	48.2	56.2	53.9	53.4	53.9
11 miles or more		37.4	37.4	40.3	36.0	38.3	37.0
36.3							
21 miles or more		19.2	28.5	15.3	17.5	16.3	21.9
17.6							
Willingness to commute							
0 - 5 miles	10.0	3.6	3.6	12.1	10.7	9.7	8.8
6 - 10 miles	7.7	7.3	8.9	7.1	4.3	10.3	8.8
11- 20 miles	23.8	25.5	14.3	24.2	24.3	17.2	31.9
21- 30 miles	29.7	23.6	25.0	32.0	36.4	27.6	22.0
31- 50 miles	14.6	20.0	32.1	11.4	12.1	20.7	12.1
More than 50 miles	6.9	16.4	10.7	5.1	7.1	6.9	4.4
Don't know	6.9	3.6	5.4	7.4	4.3	6.9	12.1
11 miles or more		75.0	85.5	82.1	72.7	79.9	72.4
70.4							

21 miles or more 38.5	51.2	60.0	67.8	48.5	55.6	55.2
30 miles or more 16.5	21.5	36.4	42.8	16.5	19.2	27.6

Table 4: Transportation and Commuting	Persons who are working						
	Total	Under- employed Keepers	Job Shifters	Job	Highest education level		
					At Least a Bachelor's School Degree Diploma	Some College or Associate's Degree	High

Percent

Transportation reliable enough to commute											
	95.2	91.4	90.5	95.8	97.7	90.0	100.0				
Not willing to commute 20 miles or more											
Family obligations	14.3	33.3	14.3	11.7	14.3	13.0	15.9				
Unreliable transportation		3.1	9.5	0.0	2.3	0.0	5.6				
0.0											
Don't wish to drive that much	19.9	4.8	7.1	23.4	21.4	14.8	27.3				
Gas prices	28.0	23.8	42.9	27.3	16.1	35.2	31.8				
Takes too much time	21.7	14.3	21.4	22.7	26.8	22.2	18.2				
Other	13.0	14.3	14.3	12.5	21.4	9.3	6.8				

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

Percent

Utilization of Education and Skills									
Feel underutilized	32.4	100.0	57.1	19.1	23.2	37.2	37.4		
<i>Of those who feel underutilized ...</i>									
Previous job required more skill, education		13.0	23.2	15.6	5.1	18.2	13.0	11.1	
Have had additional job training, education		10.7	17.9	15.6	5.1	12.1	7.4	13.9	
Training, education not required in current job	32.8	58.9	40.6	8.5	36.4	22.2	41.7		
Earned more money in a previous job	1.5	0.0	0.0	3.4	0.0	3.7	0.0		
Skills and education better used in previous job	54.7	56.4	48.5	50.9	52.9	57.4	45.5		
Would change jobs to better use skills	70.1	100.0	78.1	45.6	51.5	75.5	73.5		
Underemployed	14.1	100.0	30.4	0.0	7.8	14.5	22.2		
Level of education									
Less than high school	4.1	7.1	0.0	4.0	0.0	0.0	0.0	9.5	
High school	23.0	35.7	19.6	20.8	0.0	0.0	100.0	33.3	
Some college	25.1	19.6	28.6	25.2	0.0	68.1	0.0	38.1	
Associate degree		11.8	16.1	10.7	12.1	0.0	31.9	0.0	
0.0									
Bachelor's of Science degree	16.9	14.3	16.1	17.4	46.8	0.0	0.0	4.8	
Bachelor's of Arts degree		6.9	3.6	8.9	7.0	19.1	0.0	0.0	
14.3									
Postgraduate degree	12.3	3.6	16.1	13.4	34.0	0.0	0.0	0.0	
High School or less	27.1	42.8	19.6	24.8	0.0	0.0	100.0	42.8	
Some college or less	52.2	62.4	48.2	50.0	0.0	100.0	0.0	80.9	

At least Bachelor's degree 36.1 21.5 41.1 37.8 99.9 0.0 0.0
 19.1

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

Percent

Technical Training

Vocational training, apprentice training or special professional training	28.1	34.5	30.4	26.6	8.5	40.0	37.8
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Computer Skills (among those with skills not used in present employment)

Workers with computer skills (percent)	16.4	16.4	18.2	15.4	17.0	20.0	6.6
Workers with computer skills (number)	81,824	11,510	13,005	58,363	30,586	37,005	7,580

Strongest Computer Skill

Word processing (MS-Word)	27.0	10.0	25.0	29.8	12.0	40.0	16.7	
Spreadsheet analysis (Excel, Lotus)		17.5	30.0	0.0	19.1	24.0	10.0	50.0
Bookkeeping (Quicken)	6.3	0.0	8.3	6.4	0.0	10.0	16.7	
Computer assisted design (CAD)		3.2	0.0	16.7	0.0	0.0	6.7	0.0
Web site development	1.6	0.0	0.0	2.1	4.0	0.0	0.0	
Work on machines, troubleshooting		4.8	0.0	16.7	4.3	8.0	6.7	0.0
Maintains a computer network	7.9	30.0	0.0	6.4	8.0	0.0	0.0	
Computer programming (C, SAS, SPSS)		12.7	10.0	25.0	10.6	24.0	6.7	0.0
Other computer skill	17.5	20.0	8.3	19.1	20.0	20.0	0.0	

Don't know 1.6 0.0 0.0 2.1 0.0 0.0 16.7

Student Status

Full-time student 7.4 16.1 8.9 5.4 0.0 9.7 8.9
 20.5
 Part-time student 4.3 5.4 8.9 3.4 3.5 5.6 4.4
 13.6
 Not a student 88.2 78.6 82.1 91.2 96.5 84.7 86.7
 65.9

Table 6: Demographics	All persons		Persons who are working					Persons not working
	Total Females	Males	Under- Job employed Keepers	Job Shifters	Highest education level		Job Seekers	
					At Least a High Bachelor's School Degree Diploma	Some College or Associate's Degree		

Number of responses
 (weighted values) 599 289 310 55 56 297 141 145 90 43
 Estimated persons
 18 years old or older 764,338 368,771 395,617 70,181 71,457 378,979 179,919 185,023
 114,842 54,869

Percent

Gender

Males 48.2 100.0 0.0 63.6 51.8 51.9 53.9 53.8 51.1 34.9
 Females 51.8 0.0 100.0 36.4 48.2 48.1 46.1 46.2 48.9 65.1

Marital Status

Married 62.2 65.6 59.0 42.9 50.0 70.1 72.3 63.4 56.2 39.5

Widowed	6.8	3.5	9.7	1.8	5.4	3.0	2.8	2.8	4.5	2.3
Divorced	10.1	7.6	12.3	14.3	17.9	7.0	12.1	9.7	6.7	16.3
Separated	0.1	0.0	0.3	0.0	0.0	0.0	0.0	0.0	0.0	2.3
Never married	20.0	22.9	17.4	39.3	25.0	18.8	11.3	22.8	32.6	39.5

Age Category										
18-24	12.3	12.5	12.3	28.6	21.4	10.1	1.4	12.5	30.0	34.9
25-44	37.5	37.4	37.4	48.2	48.2	47.7	53.9	52.1	33.3	32.6
45-64	31.9	31.8	31.9	23.2	30.4	35.6	38.3	31.9	31.1	18.6
65 or older	18.3	18.3	18.4	0.0	0.0	6.7	6.4	3.5	5.6	14.0