



Broken Arrow Labor Force Study

March, 2005

OKLAHOMA'S ADVANTAGE
OKLAHOMA DEPARTMENT OF COMMERCE

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Done in cooperation with the
Oklahoma Employment Security Commission

Executive Summary of the Broken Arrow Labor Force Study

A significant proportion of the adult population is not currently working but only a small minority can be officially considered unemployed. The United States Department of Labor designates a person as being unemployed if they are without work but have been actively seeking work. Based on this definition 3.6% of the population within Broken Arrow are currently unemployed.

Roughly 18% in the labor market area have looked for other work in the past three months and these people are known as Job Shifters. Of all the methods used to look for other work the majority, 66.5%, were active (such as contacting an employer or filling out applications) and far fewer, 25.9%, 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 46.3% of people was in order to get higher pay and/or better benefits.

The data from this study estimates that 12.2% 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 75.0% of all workers. Job Seekers are those who are not currently employed but want to work. They may be actively or passively seeking work. Five point nine percent of all adults in Broken Arrow are represented by this category.

The percentage of workers in Broken Arrow with a least a Bachelors degree is almost half of the current work force and about 80% of the workers have had at least some college.

Over half (54.7%) had not moved and an additional 21.4% remained in the same county for the previous five years. Ten point six percent had moved from a different county in Oklahoma but only an additional 12.8% had moved from a different state or country.

Of the Job Shifters, 32.9% did not live in the same county five year ago whereas only 40.0% of the Underemployed had not lived in the same county and 20.1% of Job Keepers.

Of all workers, 80.3% have full-time permanent positions, and another 15.9% have part-time jobs. Of those workers with part time jobs 24.8% would like to have a full-time position with just one employer.

Of the Underemployed 43.6% indicated that they would be willing to change jobs for an increase in pay of 15% or less. Around the same percentage (51.2%) of Job Shifters were likely to change jobs for a 15% increase or less. Only 31.3% of Job Keepers indicated they would change jobs for a pay increase of 15% or less. It is also interesting to note that only 29.4% of Job Keepers claimed to not be interested in changing jobs at all.

Workers who did not currently have a package of benefits were 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 for an increase in wage and benefits but almost a third of Job Keepers were also willing to change with a 15% pay increase and a benefits package.

Almost 11% of workers living in Broken Arrow already commute at least 21 miles to work and an additional 32.1% commute 11-20 miles.

A high percentage of workers (62.4%) indicate a willingness to commute distances of 21 miles or more to their current job and only 9.8% said that they would not commute more than 10 miles to work.

**An Analysis of the Broken Arrow Labor Force Study Data
Conducted Among Residents of Broken Arrow, Oklahoma**

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

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

March 3, 2005

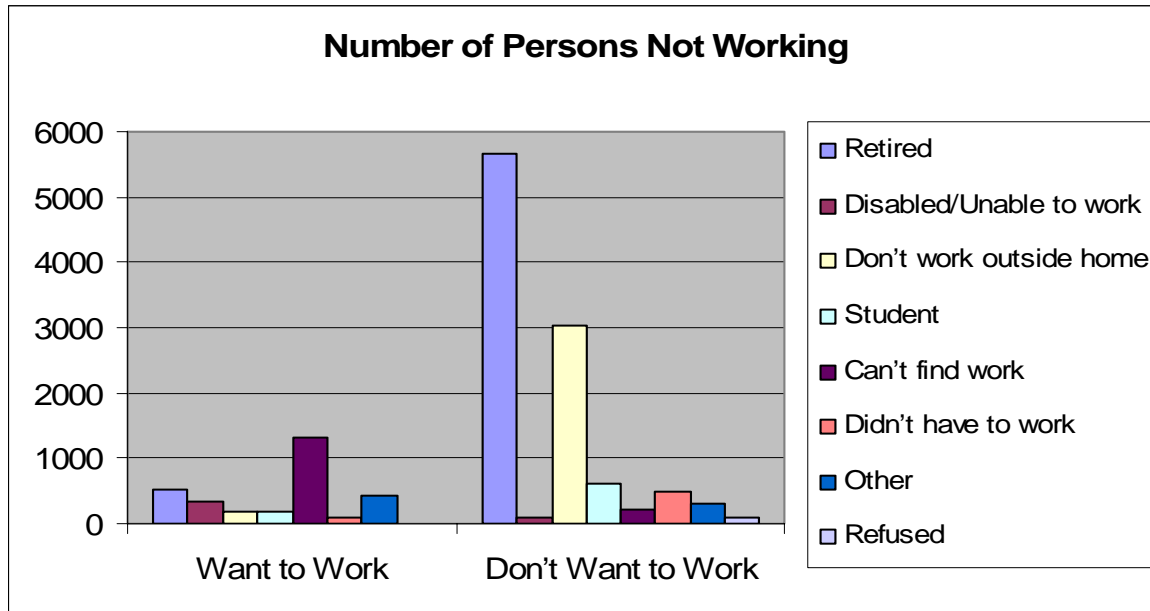
Introduction

This report is a labor force study of the Broken Arrow labor force which examines the availability of labor in Broken Arrow, Oklahoma. Approximately 38,259 of the 51,802 adults who live in the Broken Arrow area are employed, which is equal to 73.9% of the population who is 18 years of age or older.

In Broken Arrow 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 13,543 members of the adult population are not currently working. Of this group, the majority, 69.5%, indicate that they are not interested in working outside the home (see Table 1 below).

Table 1: Number of Persons Not Working

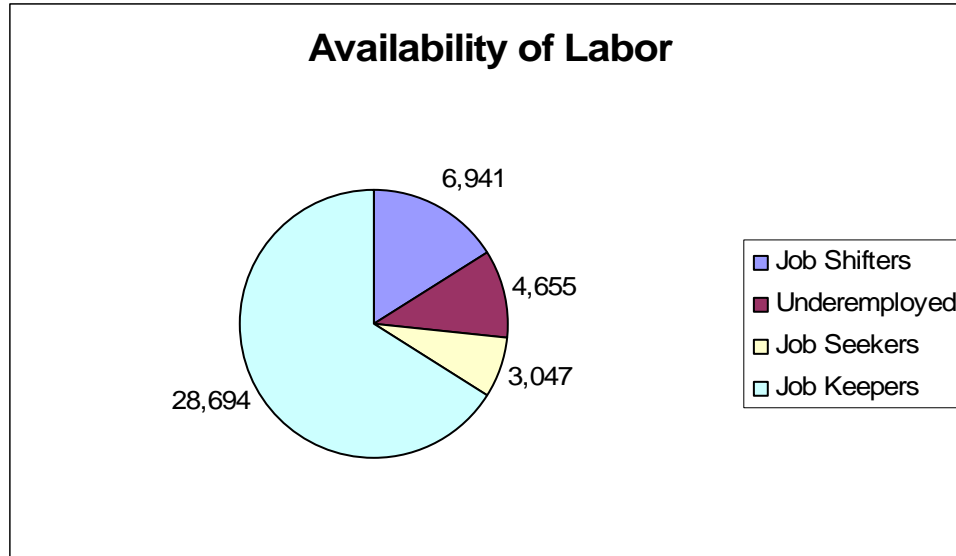
<u>Reason for Not Working</u>	<u>Want to Work</u>	<u>Don't Want to Work</u>	<u>Total</u>
Retired	522	5,652	6,174
Disabled/Unable to work	348	101	449
Don't work outside home	174	3,028	3,202
Student	174	606	780
Can't find work	1,306	202	1,508
Didn't have to work	87	505	592
Other	435	303	738
Refused	0	101	101
Total	3,046	10,498	13,544



A significant proportion of the adult population is not currently working but only a small minority can be officially considered unemployed. The United States Department of Labor designates a person as being unemployed if they are without work but have been actively seeking work. Based on this definition 3.6% of the population within Broken Arrow are currently unemployed.

Availability of Labor

This study has identified 11,596 workers who are currently available for work *other* than their current work. The categories of Job Shifters and the Underemployed (described below) are included in this estimate. 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 31,741 potential workers for a grand total of 43,337 adults in the labor force.



Job Shifters

Roughly 18% (or 6,941 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, 66.5%, were active (such as contacting an employer or filling out applications) and far fewer, 25.9%, were passive (such as looking at ads or browsing the internet). The rest of the respondents gave a response that could not be coded as either active or passive.

The reasons why the Job Shifters were looking for work were varied but the primary reason for 46.3% of people was in order to get higher pay and/or better benefits. Another 4.9% wanted a change in career.

Underemployed

The data from this study estimates that 12.2%, or 4,655, 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 75.0% of all workers or 28,694 people.

Job Seekers

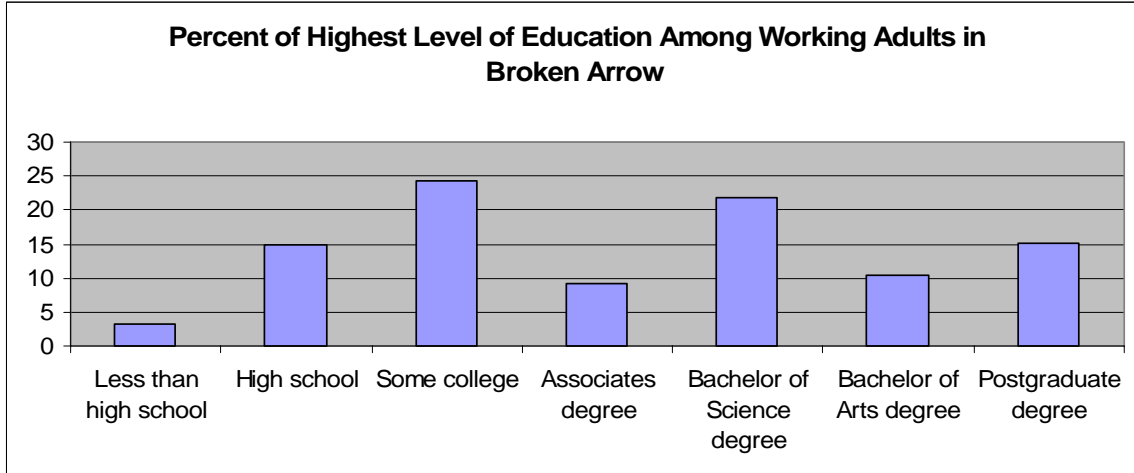
This last category of potential workers contains those who are not currently employed but want to work. Five point nine percent of all adults in Broken Arrow are represented by this category which is equivalent to 3,047 people.

Education

The percentage of workers in Broken Arrow with a least a Bachelors degree is almost half of the current work force (Table 2) and about 80% of the workers have had at least some college.

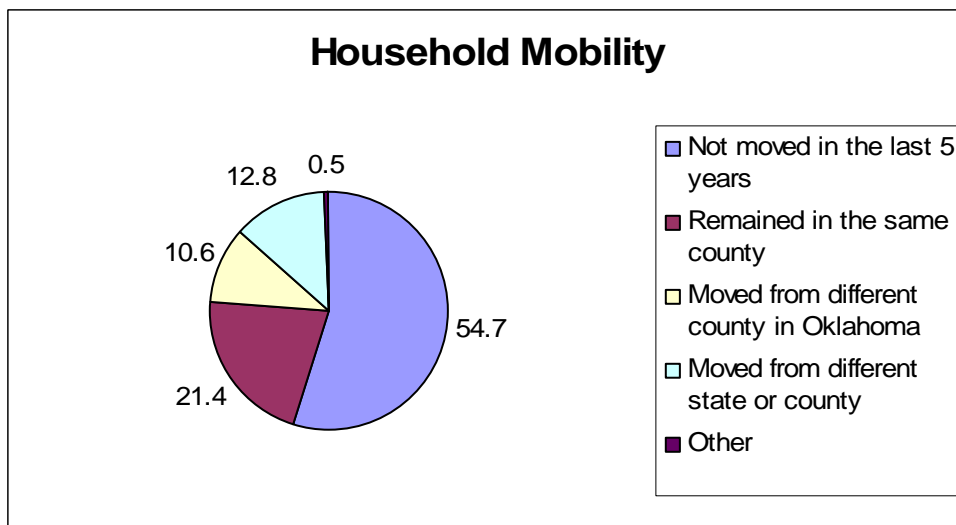
**Table 2: Highest Level of Education Among Working
Adults in Broken Arrow**

<u>Level of Education</u>	<u>Percent Adult Workers</u>
Less than high school	3.3
High school	15.0
Some college	24.3
Associates degree	9.1
Bachelor of Science degree	21.9
Bachelor of Arts degree	10.4
Postgraduate degree	15.2
Bachelors degree or higher	47.5



Household Mobility

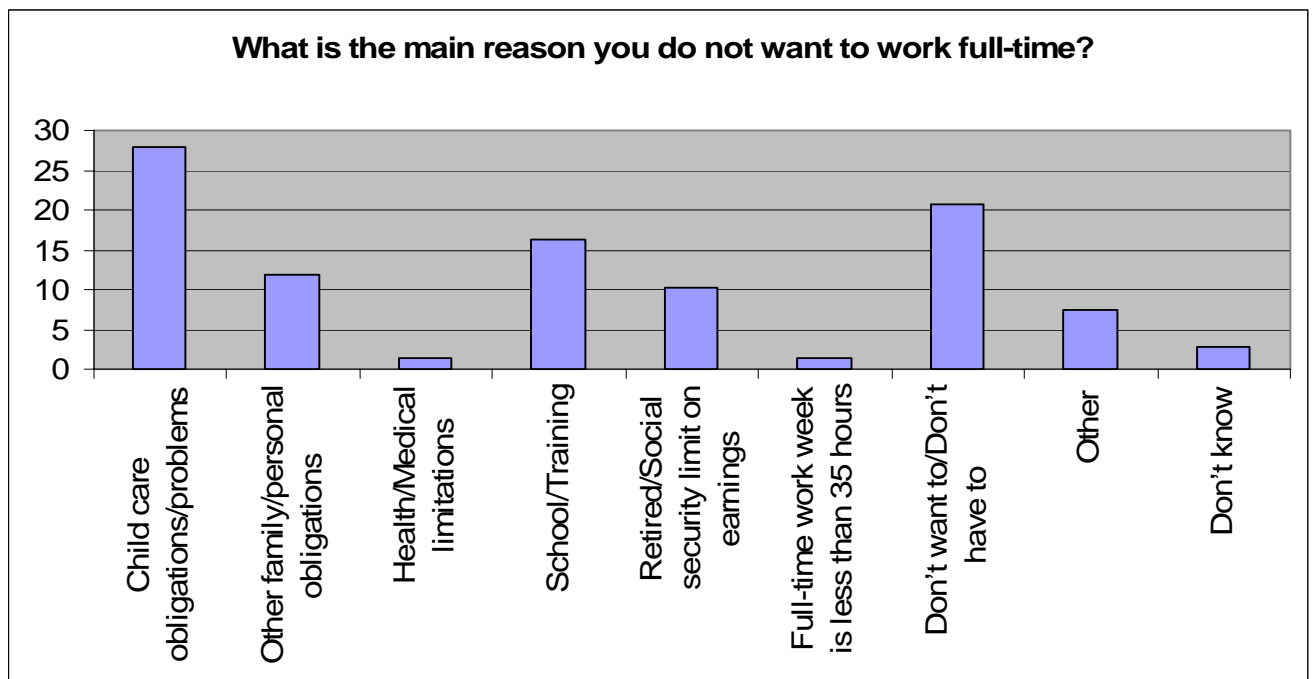
To understand how much the Broken Arrow population shifts in a five year period, respondents were asked if they have lived at the same residence for the last five years. Over half (54.7%) had not moved and an additional 21.4% remained in the same county. Ten point six percent had moved from a different county in Oklahoma but only an additional 12.8% had moved from a different state or country. Of the Job Shifters, 32.9% did not live in the same county five year ago whereas only 40.0% of the Underemployed had not lived in the same county and 20.1% of Job Keepers.



Type of Employment

Of all workers, 80.3% (or about 30,726 people) have full-time permanent positions, and another 15.9% (or about 6,083 people) have part-time jobs. Of those workers with part time jobs 24.8% would like to have a full-time position with just one employer. Part-time workers listed several reasons for why they wanted to work part-time instead of full-time and these are described below in Table 3.

Table 3: Frequency Distribution		
What is the main reason you do not want to work full-time?		
	Frequency	Percent
Child care obligations/problems	19	28.0
Other family/personal obligations	8	11.8
Health/Medical limitations	1	1.5
School/Training	11	16.2
Retired/Social security limit on earnings	7	10.3
Full-time work week is less than 35 hours	1	1.5
Don't want to/Don't have to	14	20.6
Other	5	7.4
Don't know	2	2.9
Total	68	100.2



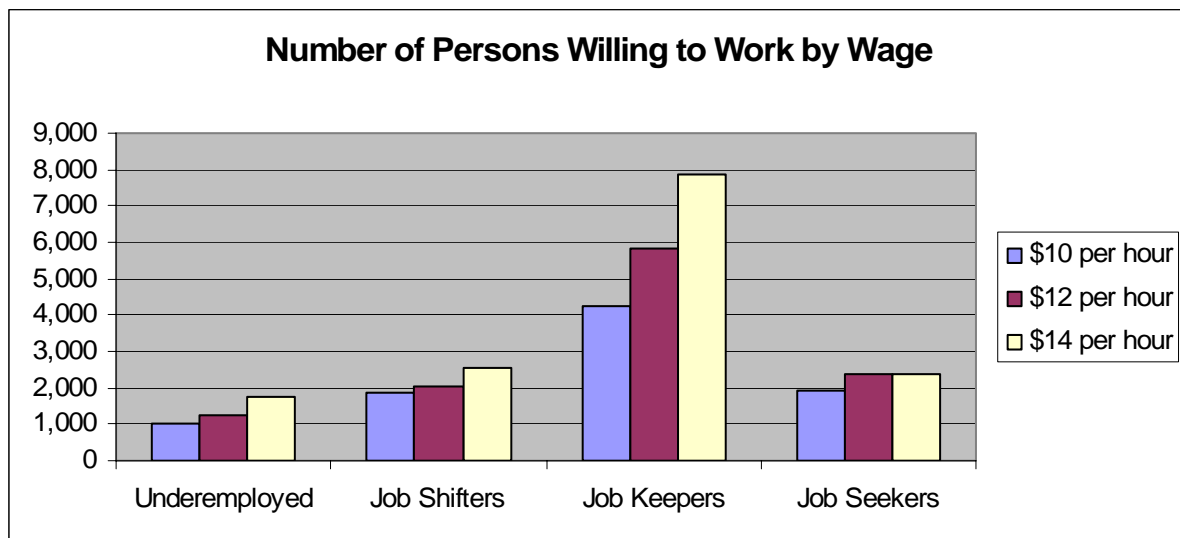
Characteristics of Workers
Wage Rates

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 9,000 still find at 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

	Underemployed	Job Shifters	Job Keepers	Job Seekers
\$10 per hour	1,016	1,862	4,232	1,947
\$12 per hour	1,270	2,031	5,840	2,370
\$14 per hour	1,778	2,529	7,871	2,370

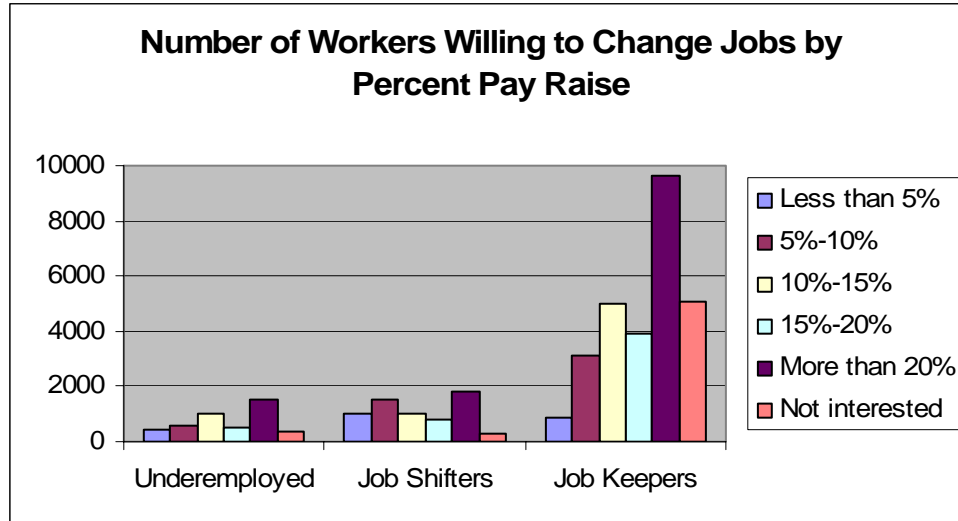


Willingness to Change Jobs

As shown in Table 5, of the Underemployed, 2,031 workers (43.6%) indicated that they would be willing to change jobs for an increase in pay of 15% or less. Around 3,500 (51.2%) of Job Shifters were likely to change jobs for a 15% increase or less and Job Keepers were, not surprisingly, the group least likely to say they would change jobs for a pay increase of 15% or less with only 31.3% (or 8,972 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 29.4% of Job Keepers claimed to not be interested in changing jobs at all.

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

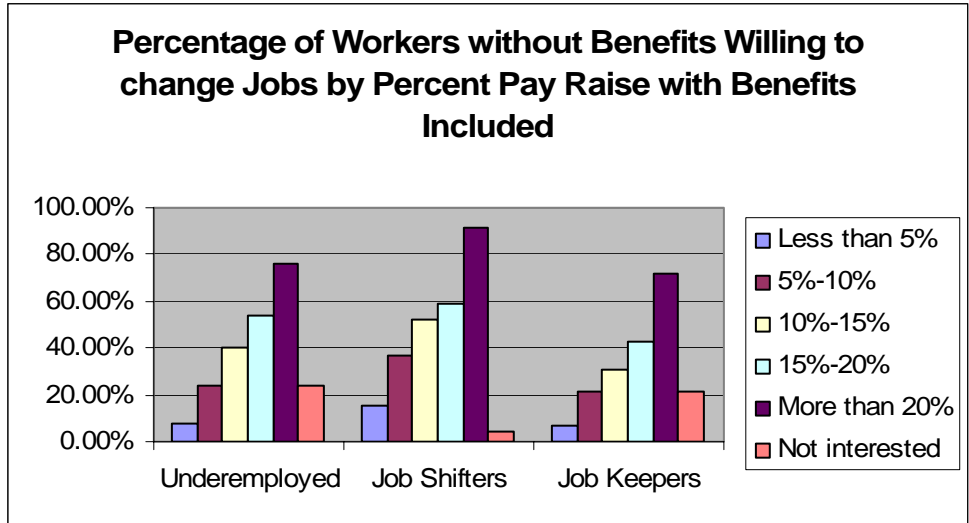
<u>Desired raise in pay</u>	Pay Raise		
	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
Less than 5%	423	1,016	846
5%-10%	592	1,524	3,132
10%-15%	1,016	1,016	4,994
15%-20%	508	762	3,894
More than 20%	1,523	1,778	9,649
Not interested	339	254	5,079



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 almost a third of Job Keepers were also willing to change with a 15% pay increase and a benefits package.

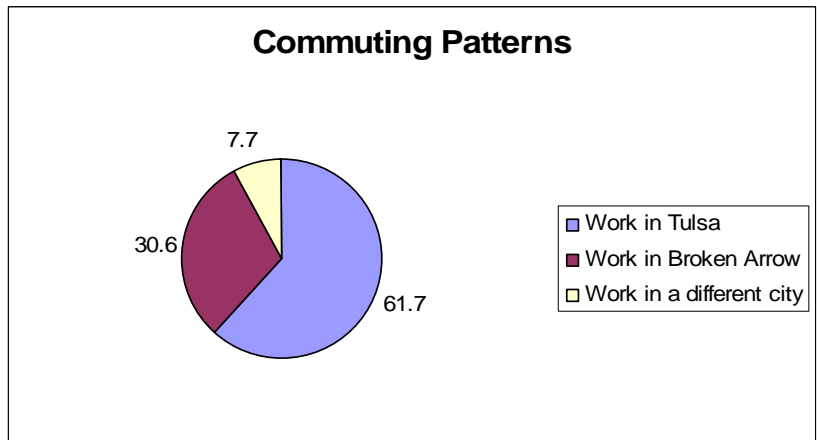
Table 6: Percentage of Workers without Benefits Willing to Change Jobs by Percent Pay Raise with Benefits Included

<u>Desired raise in pay</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
Less than 5%	8.0%	15.2%	6.8%
5%-10%	24.0%	36.9%	21.7%
10%-15%	40.0%	52.1%	30.4%
15%-20%	54.0%	58.6%	42.8%
More than 20%	76.0%	91.2%	71.4%
Not interested	24.0%	4.3%	21.1%



Commuting Patterns

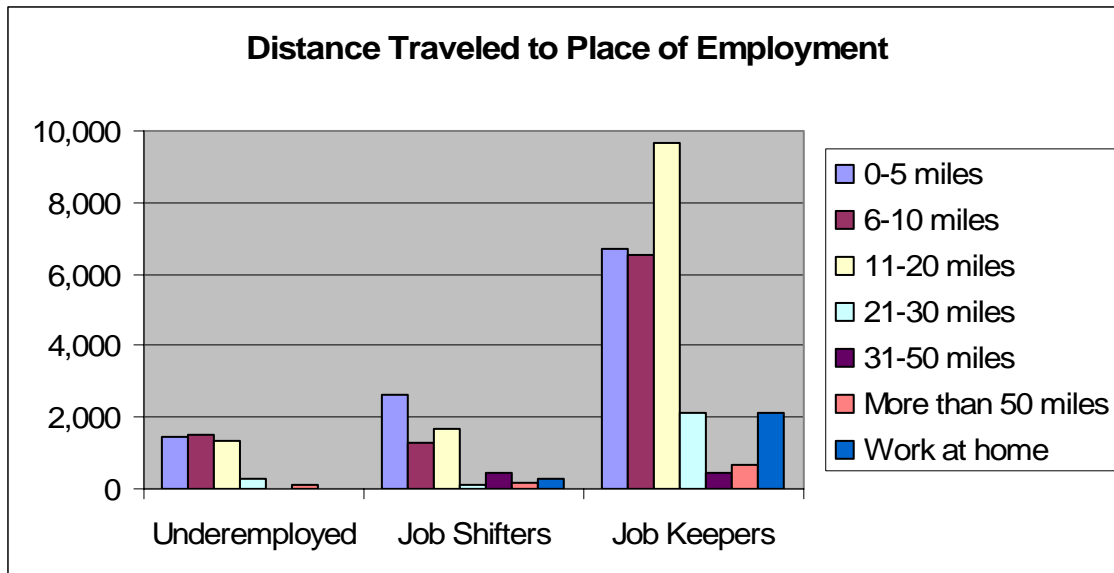
The majority of workers (61.7%) in Broken Arrow work in Tulsa with an additional 30.6% working in Broken Arrow itself. Only 7.7% work in a different city.



Almost 4,200 workers (or 10.8%) living in Broken Arrow already commute at least 21 miles to work and an additional 32.1% commute 11-20 miles as shown in Table 7 below.

Table 7: Distance Traveled to Place of Employment

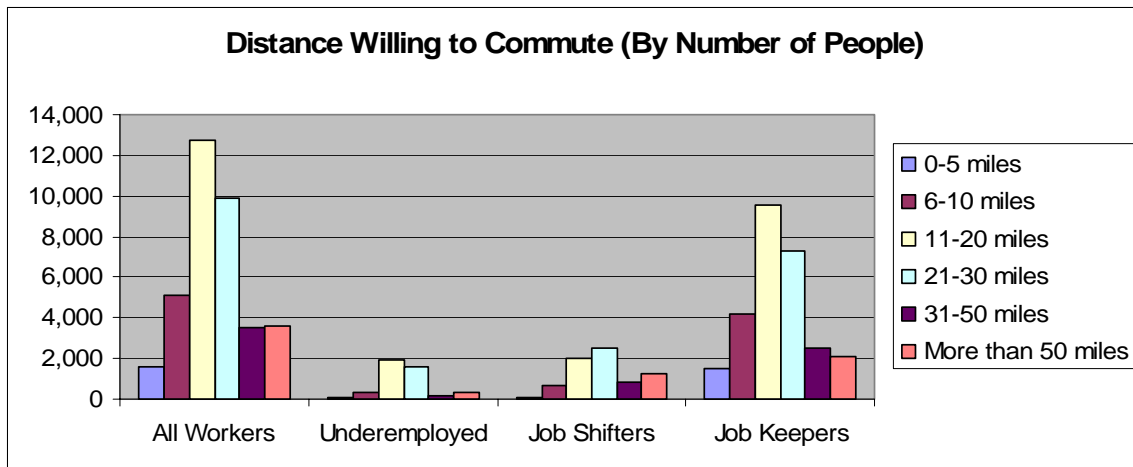
<u>Distance Traveled</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
0-5 miles	10,242	1,439	2,624	6,687
6-10 miles	8,718	1,523	1,270	6,518
11-20 miles	12,273	1,354	1,693	9,649
21-30 miles	2,455	254	85	2,116
31-50 miles	762	0	423	423
More than 50 miles	931	85	169	677
Work at home	2,370	0	254	2,116



A high percentage of workers (62.4%) indicate a willingness to commute distances of 21 miles or more to their current job and only 9.8% 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	1,608	85	85	1,524
6-10 miles	5,079	339	677	4,232
11-20 miles	12,781	1,947	2,032	9,565
21-30 miles	9,903	1,608	2,524	7,279
31-50 miles	3,555	169	846	2,539
More than 50 miles	3,640	339	1,270	2,116



Conclusions

A significant number of residents (11,596) of Broken Arrow are either Underemployed or Job Shifters and are readily available to change jobs.

Another 3,047 people are currently unemployed and seeking work.

Among working adults a very high percentage (47.5%) have completed at least a Bachelor's degree and an additional 33.2% have had some college or an Associate's degree.

A total of 9,141 current workers expressed a willingness to work for at least \$12 per hour and another 3,037 current workers would work for at least \$14 per hour.

A total of 14,559 current workers are currently willing to change jobs for a pay raise of 15% or less.

About 17,000 current workers are willing to commute 21 miles or more to work.

**Methodology and Data Report for the Broken Arrow Labor Force Study
Conducted Among Residents of Broken Arrow, Oklahoma**

Data Collected January 18 – February 16, 2005

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

Report prepared by

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

March 3, 2005

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METHODOLOGICAL REPORT

Purpose

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

Support Materials and Questionnaire

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

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

Interviewer Training

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

Interviewing

The interviewer training and fieldwork was conducted between January 18, 2005 and February 16, 2005. Weekday interviewing generally started at 5:00 p.m. and ended at 9:00 p.m. Saturday shifts lasted from 10:00 a.m. to 5:00 p.m. and Sunday shifts went from 2:00 p.m. until 6:00 p.m.

Incentives and Bonus Pay

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

A. Incentives per completion

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

B. Incentives per refusal conversion

Because convincing respondents who have already refused, known as refusal conversions, to complete the survey is usually more difficult than normal

completions, the POLL awarded the equivalent of \$1 for each refusal conversion completion.

Sampling

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

Callbacks

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

Disposition of the Sampling Pool

605 complete interviews were obtained among residents of the selected counties along with an additional 8 partially completed interviews. Partially completed interviews are those that were cut off before the end of the interview, for various reasons, but we were still able to obtain responses to a portion of the substantive questions. For the population of interest, the 605 interviews represent a margin of error of +/- 4.0% at a 95% confidence level. If the partially completed interviews are included in this tally, the margin of error decreases to +/-3.95% at a 95% confidence level. (The 95% confidence level means that if the survey were to be conducted 100 times with 100 different random samples, the actual results obtained would fall within the limits of error at least 95 times).

Overall, 5,327 numbers were released (dialed) from the sampling pool, and 18,065 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 1,138 known eligible households as the comparison, the 613 fully and partially completed interviews represent a **53.9% response rate**.

Refusal Conversions

Refusal conversion efforts began on January 22, 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 78 successful refusal conversions, representing 12.9% 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 Broken Arrow as accurately as possible. In order to weight data, respondents who refused to answer the questions about when they were born were excluded from the sample, leaving only 612 respondents from which the results could be drawn.

Table 1: Final Disposition of Sampling Pool

		Frequency	Percent
Ineligible:	Non-residential number	440	8.3%
	No eligible respondent	247	4.6%
	Non-working number	2,413	45.3%
	Fax/Modem	224	4.2%
	Cellular phone	4	.1%
Sub-total Ineligible:		3,328	62.5%
Unknown Eligibility:	No answer	369	6.9%
	Caller ID/ privacy manager	245	4.6%
	Answering machine	194	3.6%
	Phone line busy	53	1.0%
Sub-total Unknown Eligibility:		861	16.1%
Eligible:	Completed Interview	605	11.4%
	Partially Completed Interview	8	.2%
	Individual Refusal	167	3.1%
	Household Refusal	334	6.3%
	Respondent never available	24	.5%
	Sub-total Eligible:		1,138
Total Activated:		5,327	100.1

SURVEY FREQUENCY RESULTS
Closed-Ended Data

Table 2: Frequency Distribution		
Q3: Were you living in this house or apartment five years ago; that is, in January of 2000?		
	Frequency	Percent
Yes	334	54.7
No	276	45.2
Don't know	1	0.2
Total	611	100.1

Table 3: Frequency Distribution		
Q3A: Where did you live in January of 2000? Was it...		
	Frequency	Percent
A different residence of the same county	131	47.1
A different county in Oklahoma	65	23.4
A different state	71	25.5
Not in the US	7	2.5
Lived in the same residence	1	0.4
Don't know	1	0.4
Refused/call continued	2	0.7
Total	278	100.0

Table 4: Frequency Distribution		
Q4: In what year were you born?		
	Frequency	Percent
18-24	68	11.1
25-44	286	46.8
45-64	191	31.3
65 and older	66	10.8
Total	611	100.0

Table 5: Frequency Distribution		
Q5: Determine gender without asking.		
	Frequency	Percent
Male	292	47.7
Female	320	52.3
Total	612	100.0

Table 6: Frequency Distribution		
Q6: What race or ethnicity do you consider yourself? Would you say...		
White	531	86.6
Black/African American	18	2.9
Native American or American Indian	30	4.9
Hispanic	7	1.1
Asian	8	1.3
Other	14	2.3
Refused/call continued	5	0.8
Total	613	99.9

Table 7: Frequency Distribution		
Q6A: What tribe do you consider yourself to be?		
	Frequency	Percent
Choctaw	2	6.9
Cherokee	13	44.8
Other	14	48.3
Total	29	100.0

Table 8: Frequency Distribution		
Q7: Are you in the military?		
	Frequency	Percent
Yes	4	0.7
No	608	99.3
Total	612	100.0

Table 9: 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	285	46.5
Unattractive	87	14.2
Neither unattractive or attractive	70	11.4
Attractive	65	10.6
Very attractive	61	10.0
Depends on the type of work	6	1.0
Doesn't want to work	32	5.2
Other	4	0.7
Don't know	1	0.2
Refused/call continued	1	0.2
Refused/call ended	1	0.2
Total	613	100.2

Table 10: Frequency Distribution

Q8A: Why do you say so?

	Frequency	Percent
Pay is not enough	331	75.1
Doesn't want to work (retired, etc.)	37	8.4
Can't work due to family responsibilities	6	1.4
Self-employed	11	2.5
Happy with current job	11	2.5
Other reason	37	8.4
Don't know	7	1.6
Refused/call continued	1	0.2
Total	441	100.1

Table 11: 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	156	57.0
Unattractive	38	13.9
Neither unattractive or attractive	44	16.1
Attractive	31	11.3
Very attractive	4	1.5
Don't know	1	0.4
Total	274	100.2

Table 12: 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	117	48.8
Unattractive	45	18.8
Neither unattractive or attractive	41	17.1
Attractive	29	12.1
Very attractive	7	2.9
Depends on type of work	1	.4
Total	240	100.1

Table 13: Frequency Distribution

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

	Frequency	Percent
Yes	126	20.6
No	483	79.1
Refused continued	2	0.3
Total	611	100.0

Table 14: Frequency Distribution		
Q12: Last week, did you do any work for pay?		
	Frequency	Percent
Yes	339	69.3
No	149	30.5
Refused/call continued	1	0.2
Total	489	100.0

Table 15: 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	90	71.4
No	36	28.6
Total	126	100.0

Table 16: Frequency Distribution		
Q14: Last week, did you do any work in the family business or farm?		
	Frequency	Percent
Yes	15	41.7
No	21	58.3
Total	36	100.0

Table 17: Frequency Distribution		
Q15: Did you receive any payments or profits from the business?		
	Frequency	Percent
Yes	2	13.3
No	13	86.7
Total	15	100.0

Table 18: Frequency Distribution		
Q16: Do you work in the same county that you live in?		
	Frequency	Percent
Yes	309	69.6
No	131	29.5
Don't know	3	0.7
Refused/ call ended	1	0.2
Total	444	100.0

Table 19: Frequency Distribution		
Q17: In which county do you work?		
	Frequency	Percent
Muskogee	2	1.5
Oklahoma	2	1.5
Rodgers	3	2.2
Tulsa	106	77.4
Wagoner	9	6.6
Multiple counties	8	5.8
Other	6	4.4
Refused/ call continued	1	0.7
Total	137	100.1

Table 20: Frequency Distribution		
Q18: In which city or town do you work?		
	Frequency	Percent
Bixby	3	0.7
Broken Arrow	136	30.6
Jenks	5	1.1
Muskogee	2	0.5
Oklahoma City	2	0.5
Tulsa	274	61.7
Multiple cities	10	2.3
Other	9	2.0
Don't know	3	0.7
Total	444	100.1

Table 21: Frequency Distribution		
Q19: Why didn't you work for pay last week? Was it because you are:		
	Frequency	Percent
Retired	63	38.0
Disabled	14	8.4
Unable to work	5	3.0
Waiting to start work	6	3.6
Away from work w/o pay	3	1.8
Don't work outside home	31	18.7
Never worked outside home	1	0.6
Unemployed	17	10.2
Student	8	4.8
On vacation (w/pay)	2	1.2
Didn't have to work	6	3.6
Other	9	5.4
Refused/ call continued	1	0.6
Total	166	99.9

Table 22: Frequency Distribution		
Q20: Does your disability prevent you from accepting any kind of work during the next six months?		
	Frequency	Percent
Yes	12	85.7
No	2	14.3
Total	14	100.0

Table 23: 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	40.0
No	3	60.0
Total	5	100.0

Table 24: Frequency Distribution		
Q22: Do you currently want a job, either full or part time?		
	Frequency	Percent
Yes	36	25.4
Maybe	6	4.2
No	98	69.0
Don't know	1	0.7
Refused/ call continued	1	0.7
Total	142	100.0

Table 25: Frequency Distribution		
Q24: Last week, did you have more than one job (or business), including part-time, evening or weekend work?		
	Frequency	Percent
Yes	49	11.0
No	396	88.8
Refused/ call continued	1	0.2
Total	446	100.0

Table 26: Frequency Distribution		
Q25: How many jobs (or businesses) did you have?		
	Frequency	Percent
1	2	4.1
2	36	73.5
3	7	14.3
More than 3	3	6.1
Don't know	1	2.0
Total	49	100.0

Table 27: Frequency Distribution		
Q26: Do you usually work 35 hours or more per week at your job or business?		
	Frequency	Percent
Yes	345	84.0
No	66	16.1
Total	411	100.1

Table 28: Frequency Distribution		
Q27: How many hours per week do you usually work at your job or business?		
	Frequency	Percent
1-10	8	1.9
11-15	8	1.9
16-20	20	4.9
21-25	10	2.4
26-30	10	2.4
31-35	10	2.4
36-40	154	37.5
41-45	67	16.3
46-50	53	12.9
51-55	18	4.4
56-60	34	8.3
More than 60	12	3.0
Don't know	5	1.2
Refused/ call continued	2	0.5
Total	411	100.0

Table 29: Frequency Distribution		
Q28: Do you usually work 35 hours or more per week at all your jobs?		
	Frequency	Percent
Yes	39	81.3
No	8	16.7
Don't know	1	2.1
Total	48	100.1

Table 30: Frequency Distribution		
Q29: How many hours per week do you usually work at your main job?		
	Frequency	Percent
11-15	1	2.0
16-20	5	10.2
21-25	3	6.1
31-35	4	8.2
36-40	9	18.4
41-45	2	4.1
46-50	13	26.5
56-60	6	12.2
More than 60	5	10.2
Don't know	1	2.0
Total	49	99.9

Table 31: Frequency Distribution		
Q30: Do you want to work a full-time workweek with just one employer?		
	Frequency	Percent
Yes	30	24.8
No	69	57.0
Regular hours are full-time	20	16.5
Don't know	1	0.8
Refused/ call continued	1	0.8
Total	121	99.9

Table 32: 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	3	9.4
Could only find part-time work	1	3.1
Child care problems	1	3.1
Other family/Personal obligations	4	12.5
School/Training	2	6.3
Retired/Social security limit on earnings	1	3.1
Full-time workweek is less than 35 hours	1	3.1
Other	15	46.9
Don't know	1	3.1
Refused/ call continued	3	9.4
Total	32	100.0

Table 33: Frequency Distribution		
Q32: What is the main reason you do not want to work full-time?		
	Frequency	Percent
Child care obligations/problems	19	28.0
Other family/personal obligations	8	11.8
Health/Medical limitations	1	1.5
School/Training	11	16.2
Retired/Social security limit on earnings	7	10.3
Full-time work week is less than 35 hours	1	1.5
Don't want to/Don't have to	14	20.6
Other	5	7.4
Don't know	2	2.9
Total	68	100.2

Table 34: 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	327	71.6
No	95	20.8
Self-employed	29	6.3
Don't know	3	0.7
Refused/ call continued	2	0.4
Refused/ call ended	1	0.2
Total	457	100.0

Table 35: Frequency Distribution		
Q34: Does your job offer health care insurance paid by the employer?		
	Frequency	Percent
Yes	249	58.3
Part of health care is paid by the employer	60	14.1
No	113	26.5
Don't know	3	0.7
Refused/ call continued	2	0.5
Total	427	100.1

Table 36: Frequency Distribution		
Q35: Does your job offer reimbursement for education and training courses?		
	Frequency	Percent
Yes	229	53.6
No	169	39.6
Don't know	27	6.3
Refused/ call continued	2	0.5
Total	427	100.0

Table 37: Frequency Distribution		
Q36: Does your job offer a retirement plan?		
	Frequency	Percent
Yes	290	67.9
No	120	28.1
Don't know	15	3.5
Refused/ call continued	2	0.5
Total	427	100.0

Table 38: Frequency Distribution		
Q37: Does your present job offer advancement potential?		
	Frequency	Percent
Yes	319	75.1
No	100	23.5
Don't know	4	0.9
Refused/ call continued	2	0.5
Total	425	100.0

Table 39: Frequency Distribution		
Q38: How far do you live from your place of employment?		
	Frequency	Percent
0 - 5 miles	122	26.8
6 – 10 miles	103	22.6
11 – 20 miles	145	31.9
21 – 30 miles	29	6.4
31 – 50 miles	9	2.0
More than 50 miles	11	2.4
Work at home	28	6.2
Don't know	6	1.3
Refused/ call continued	2	0.4
Total	455	100.0

Table 40: Frequency Distribution		
Q39: How did you get to work last week?		
	Frequency	Percent
Car, truck, or van	405	94.8
Walk to work	8	1.9
Work at home	9	2.1
Other	2	0.5
Don't know	1	0.2
Refused/call continued	2	0.4
Total	427	99.9

Table 41: Frequency Distribution		
Q39A: Did you drive your own vehicle?		
	Frequency	Percent
Own vehicle	377	94.3
Rode with someone else	11	2.8
Company vehicle	11	2.8
Don't know	1	0.1
Total	400	100.0

Table 42: 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	383	91.4
Somewhat reliable	31	7.4
Not at all reliable	1	0.2
Don't know	2	0.5
Refused/ call continued	2	0.5
Total	419	100.0

Table 43: Frequency Distribution		
Q40A: Why do you say that your transportation to work is not at all reliable?		
	Frequency	Percent
Have car in the shop	1	100.0
Total	1	100.0

Table 44: Frequency Distribution		
Q40B: Does the lack of reliable transportation prevent you from working at a better job in your area?		
	Frequency	Percent
No	8	100.0
Total	8	100.0

Table 45: 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	82	18.0
No	371	81.5
Refused/ call continued	2	0.4
Total	455	99.9

Table 46: 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	25	13.5
Contacted private employment agency	4	2.2
Contacted public employment agency	4	2.2
Contacted friends or relative	23	12.4
Contacted school/university employment center	9	4.9
Sent out resumes/filled out applications	35	18.9
Checked union/professional registers	1	0.5
Placed or answered ads	13	7.0
Looked at ads	28	15.1
Attended job training programs/courses	9	4.9
Surfed the internet	20	10.8
Other	7	3.8
Don't know	6	3.2
Refused/ call continued	1	0.5
Total	185	99.9

Table 47: Frequency Distribution		
Q42A: Please tell me the primary reason that you are looking for another job?		
	Frequency	Percent
Better pay	33	40.2
Better benefits	5	6.1
Family responsibilities	3	3.7
Change in career	4	4.9
Other	37	45.1
Total	82	100.0

Table 48: Frequency Distribution		
Q42B: How much pay are you looking for per hour?		
	Frequency	Percent
\$6 - \$8	2	6.3
\$8.01 - \$10	4	12.5
\$10.01 - \$15	8	25.0
\$15.01 - \$20	7	21.9
\$20.01 - \$25	2	6.3
\$25.01 - \$30	2	6.3
\$30.01+	3	9.4
Don't know	3	9.4
Refused/ call continued	1	3.1
Total	32	100.2

Table 49: 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	5.3
B/w 5% and 10%	58	12.8
B/w 10% and 15%	79	17.4
B/w 15% and 20%	59	13.0
More than 20%	147	32.5
Not interested at any increase	66	14.6
Other	12	2.6
Don't know	6	1.3
Refused/ call continued	2	0.4
Total	453	99.9

Table 50: Frequency Distribution		
Q43A: What pay would be necessary to attract you to another employer who offered a package of benefits including paid vacation and health benefits?		
	Frequency	Percent
Less than 5% increase	18	8.0
B/w 5% and 10%	35	15.6
B/w 10% and 15%	25	11.2
B/w 15% and 20%	23	10.3
More than 20%	67	29.9
Not interested at any increase	42	18.8
Don't know	12	5.4
Refused/ call continued	2	0.9
Total	224	100.1

Table 51: Frequency Distribution		
Q44: How far are you willing to commute to a place of employment?		
	Frequency	Percent
0 - 5 miles	19	4.2
6 – 10 miles	60	13.2
11 – 20 miles	153	33.7
21 – 30 miles	117	25.8
31 – 50 miles	42	9.3
More than 50 miles	43	9.5
Don't know	19	4.2
Refused/ call continued	1	0.2
Total	454	100.1

Table 52: Frequency Distribution		
Q44A: Is your transportation reliable enough to allow you to commute that far everyday?		
	Frequency	Percent
Yes	214	96.4
No	2	0.9
Don't know	3	1.4
Refused/ call continued	3	1.4
Total	222	100.1

Table 53: Frequency Distribution		
Q44B: Why is that?		
	Frequency	Percent
Don't know	5	83.3
Refused/ call continued	1	16.7
Total	6	100.0

Table 54: 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	48	20.6
Unreliable transportation, for example your car breaks down	2	0.9
Don't wish to drive that much	56	24.0
Gas prices	40	17.2
Takes too much time	63	27.0
Other	24	10.3
Total	233	100.0

Table 55: Frequency Distribution		
Q45A: How does your transportation need to be better?		
	Frequency	Percent
Needs to be more reliable	3	33.3
Don't know	4	44.4
Refused/ call continued	2	22.2
Total	9	99.9

Table 56: 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	218	47.9
2	144	31.6
3	44	9.7
4	18	4.0
5	15	3.3
6	4	0.9
7	2	0.4
More than 8	2	0.4
0	7	1.5
Don't know	1	0.2
Total	455	99.9

Table 57: Frequency Distribution		
Q47: Have you been doing anything to find work during the last four weeks?		
	Frequency	Percent
Yes	22	61.1
No	14	38.9
Total	36	100.0

Table 58: 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	5	14.3
Contacted private employment agency	2	5.7
Sent out resume/sent out application	14	40.0
Placed or answered ads	3	8.6
Looked at ads	7	20.0
Surfed the internet	2	5.7
Other	2	5.7
Total	35	100.0

Table 59: Frequency Distribution		
Q49: Last week, could you have started a job if one had been offered?		
	Frequency	Percent
Yes	20	91.0
No	2	9.0
Total	22	100.0

Table 60: Frequency Distribution		
Q50: Have you been looking for full-time work of 35 hours or more per week?		
	Frequency	Percent
Yes	13	65.0
No	7	35.0
Total	20	100.0

Table 61: 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	612	100.0
Total	612	100.0

Table 62: Frequency Distribution		
Q52: What is the main reason you were not looking for work during the last four weeks?		
	Frequency	Percent
Employers think too young or too old	2	14.3
Child care responsibilities/problems	3	21.4
Family responsibilities	1	7.1
Ill-health, physical disability	2	14.3
Doesn't want to work	4	28.6
Other	2	14.3
Total	14	100.0

Table 63: Frequency Distribution		
Q53: Did you look for work at any time during the last twelve months?		
	Frequency	Percent
Yes	13	10.7
No	107	87.7
Refused/ call continued	2	1.6
Total	122	100.0

Table 64: Frequency Distribution		
Q54: Did you actually work at a job or a business during the last twelve months?		
	Frequency	Percent
Yes	26	21.3
No	94	77.0
Refused/ call continued	1	0.8
Refused/ call ended	1	0.8
Total	122	99.9

Table 65: Frequency Distribution		
Q55: What is the main reason you left your last job?		
	Frequency	Percent
Personal, family (including pregnancy)	28	22.9
Health	5	4.1
Retirement	47	38.5
Temporary, seasonal or intermittent job completed	2	1.6
Slack work or business conditions	7	5.7
Unsatisfactory work arrangements	1	0.8
Never had a job	3	2.5
Relocated	2	1.6
Other	25	20.5
Don't know	1	0.8
Refused/ call continued	1	0.8
Total	122	99.8

Table 66: Frequency Distribution		
Q56: Do you intend to look for work during the next twelve months?		
	Frequency	Percent
Yes	24	19.7
No	93	76.2
Don't know	4	3.3
Refused/ call continued	1	0.8
Total	122	100.0

Table 67: 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
In school	8	36.4
Taking care of house or family	6	27.3
Retired	1	4.5
Other	4	18.2
Don't know	1	4.5
Refused/ call continued	2	9.1
Total	22	100.0

Table 68: Frequency Distribution		
Q58: About the job 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	55	12.1
Private or Profit company	274	60.4
Non-profit organization (include tax exempt and charitable organizations)	39	8.6
Self-employed	68	15.0
Working in family business	7	1.5
Other	7	1.5
Don't know	2	0.4
Refused/ call continued	2	0.4
Total	454	99.9

Table 69: Frequency Distribution		
Q59: Were you working for federal, state, or local government?		
	Frequency	Percent
Federal	9	16.4
State	31	56.4
Local	15	27.3
Total	55	100.1

Table 70: Frequency Distribution		
Q60: What kind of business or industry are you in?		
	Frequency	Percent
Agriculture	4	1.0
Mining	2	.5
Construction	22	5.5
Manufacturing	20	5.0
Transportation, communications, or public utility	37	9.2
Wholesale or retail trade	55	13.7
Restaurants	11	2.7
Legal Services	6	1.5
Health and medical services	39	9.7
Education services	16	4.0
Business and Accounting services	12	3.0
Engineering and Technical services	23	5.7
Personal services or recreational services	12	3.0
Finance, insurance, or real estate	41	10.2
Other	95	23.7
Refused/ call continued	6	1.5
Total	401	99.9

Table 71: Frequency Distribution		
Q61: What kind of work do you do, that is, what was your occupation?		
	Frequency	Percent
Enter response	444	97.8
Don't know	1	0.2
Refused/ call continued	7	1.5
Refused/ call ended	2	0.4
Total	454	99.9

Table 72: Frequency Distribution		
Q62: What are your usual activities or duties at this job? For example, typing, keeping accounting books, operating printing press, laying brick.		
	Frequency	Percent
Enter response	441	97.6
Don't know	3	0.7
Refused/ call continued	8	1.8
Total	452	100.1

Table 73: Frequency Distribution		
Q63: What other skills do you have that are not involved in this employment?		
	Frequency	Percent
Enter response	251	100.0
Total	251	100.0

Table 74: Frequency Distribution		
Q63A: If respondent mentions any computer skills		
	Frequency	Percent
Computer skills mentioned	102	22.5
No computer skills mentioned	351	77.5
Total	453	100.0

Table 75: Frequency Distribution		
Q63B: What is your strongest computer skill?		
	Frequency	Percent
Word processing, such as using MS-Word	39	38.2
Spreadsheet analysis, such as Lotus or Excel	15	14.7
Bookkeeping, such as Quicken	7	6.9
Computer assisted design	9	8.8
Website development	1	1.0
Troubleshooting machines	3	2.9
Maintains a computer network	4	3.9

Computer programming (C, SAS, SPSS)	2	2.0
Develops own software applications	4	3.9
Other	15	14.7
Don't know	2	2.0
Refused/ call continued	1	1.0
Total	102	

**Table 76: Frequency Distribution
Q63C: What other computer skills do you have?**

	Frequency	Percent
Word Processing, such as using MS-Word	70	27.0
Spreadsheet analysis (Excel, Lotus)	57	22.0
Bookkeeping (Quicken)	24	9.3
Computer assisted design (CAD)	15	5.8
Website development	21	8.1
Work on machines, troubleshooting	18	6.9
Maintains a computer network	11	4.2
Computer programming (C, SAS, SPSS)	15	5.8
Develops own software applications	7	2.7
Other	11	4.2
Don't know	8	3.1
Refused/ call continued	2	0.8
Total	259	99.9

**Table 77: Frequency Distribution
Q64: Many employers now hire workers both directly as permanent employees and through a temporary agency for temporary employees. Are you a permanent or temporary employee?**

	Frequency	Percent
Permanent	412	91.2
Temporary	27	6.0
Don't know	9	2.0
Refused/ call continued	4	0.9
Total	452	100.1

Table 78: Frequency Distribution		
Q65: Would you like a permanent job?		
	Frequency	Percent
Yes	10	37.0
No	16	59.3
Don't know	1	3.7
Total	27	100.0

Table 79: Frequency Distribution		
Q66: Because of circumstances, some people find it necessary to work at jobs that do not match their skill level. For example, a master plumber taking tickets at a movie theatre would be a mismatch between skills and job requirements. Does your current job under-utilize your skills, education, and talents?		
	Frequency	Percent
Yes/Maybe	144	31.8
No	301	66.4
Don't know	5	1.1
Refused/ call continued	3	0.7
Total	453	100.0

Table 80: Frequency Distribution		
Q67: Why do you think you are currently underutilized at your job?		
	Frequency	Percent
Had previous job that required more skill and/or education	29	20.1
Have had additional job training and/or education	18	12.5
Current job does not require my training and/or education	33	22.9
Had a previous job where I earned more income	8	5.6
Other	46	32.0
Don't know	8	5.6
Refused/ call continued	2	1.4
Total	144	100.1

Table 81: Frequency Distribution		
Q68: Have you had jobs in the past which better utilized your skills and education?		
	Frequency	Percent
Yes	100	69.4
No	42	29.2
Don't know	2	1.4
Total	144	100.0

Table 82: 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	96	96.0
Don't know	4	4.0
Total	100	100.0

Table 83: 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	61	61.0
No	34	34.0
Don't know	5	5.0
Total	100	100.0

Table 84: Frequency Distribution		
Q71: Would you change jobs so you could better utilize your skills?		
	Frequency	Percent
Yes	90	62.5
No	44	30.6
Don't know	10	6.9
Total	144	100.0

Table 85: Frequency Distribution		
Q72: Would you be willing to undertake job training associated with a new employment opportunity?		
	Frequency	Percent
Yes	128	88.9
No	15	10.4
Don't know	1	0.7
Total	144	100.0

Table 86: Frequency Distribution		
Q73: Do you generally work daytime or evening hours?		
	Frequency	Percent
Daytime	397	87.8
Evening	42	9.3
Refused/ call continued	13	2.9
Total	452	100.0

Table 87: Frequency Distribution		
Q73A: Would you like a job where you could work during daytime hours?		
	Frequency	Percent
Yes	17	40.5
No	25	59.5
Total	42	100.0

Table 88: Frequency Distribution		
Q74: How much formal education have you completed?		
	Frequency	Percent
Less than high school	20	3.4
High school	105	17.9
Some college	146	24.9
Associate degree	55	9.4
Bachelor of Science degree	119	20.3
Bachelor of Arts degree	59	10.1
Postgraduate degree (masters, PhD, JD,MD)	78	13.3
RN	1	0.2
Refused/ call continued	3	0.5
Total	586	100.0

Table 89: Frequency Distribution		
Q75: Did you receive your Associate's degree in Oklahoma?		
	Frequency	Percent
Yes	40	72.7
No	15	27.3
Total	55	100.0

Table 90: Frequency Distribution		
Q75A: In which state did you receive your associate's degree?		
	Frequency	Percent
Kansas	1	6.6
Missouri	5	33.3
Texas	1	6.6
California	1	6.6
Connecticut	1	6.6
Idaho	1	6.6
Iowa	2	13.3
Michigan	1	6.6
Ohio	1	6.6
Trinidad	1	6.6
Total	15	99.4

Table 91: Frequency Distribution		
Q76: Did you receive your bachelor's degree in Oklahoma?		
	Frequency	Percent
Yes	166	66.4
No	84	33.6
Total	250	100.0

Table 92: Frequency Distribution		
Q76A: In which state did you receive your bachelor's degree?		
	Frequency	Percent
Arkansas	6	7.4
Colorado	4	4.9
Kansas	11	13.5
Missouri	12	14.5
New Mexico	1	0.9
Texas	6	6.9
Other	43	51.8
Total	84	99.9

Table 93: Frequency Distribution		
Q77: Did you receive your highest post graduate degree in Oklahoma?		
	Frequency	Percent
Yes	46	61.3
No	29	38.7
Total	75	100.0

Table 94: Frequency Distribution		
Q77A: In which state did you receive your highest graduate degree?		
	Frequency	Percent
Alabama	2	6.1
Arkansas	2	6.1
Arizona	1	3.0
California	2	6.1
Colorado	2	6.1
Different country	1	3.0
Florida	2	6.1
Georgia	1	3.0
Illinois	2	6.1
Indiana	1	3.0
Iowa	2	6.1
Kansas	1	3.0
Kentucky	1	3.0
Michigan	3	6.1
Mississippi	1	3.0
Missouri	3	6.1
Ohio	1	3.0
Pennsylvania	1	3.0
Tennessee	1	3.0
Texas	3	9.1
Total	33	100.0

Table 95: Frequency Distribution		
Q78: In addition to your formal education, have you ever received vocational training, apprentice training, or special professional training?		
	Frequency	Percent
Yes	146	46.6
No	165	52.7
Don't know	2	0.6
Total	313	99.9

Table 96: Frequency Distribution		
Q79: Have you received special training on the job training other than the usual introductory job training?		
	Frequency	Percent
Yes	2	28.6
No	5	71.4
Total	7	100.0

Table 97: Frequency Distribution		
Q80: Are you currently enrolled in school or a special training program?		
	Frequency	Percent
Yes	4	14.8
No	23	85.2
Total	27	100.0

Table 98: Frequency Distribution		
Q81: Did the training you told me about cause a change in your employment status?		
	Frequency	Percent
Yes	78	54.9
No	64	45.1
Total	142	100.0

Table 99: Frequency Distribution		
Q82: How so?		
	Frequency	Percent
Promotion	27	27.8
Increase in pay at present job	19	19.6
Different job w/the same employer	5	5.2
Different job w/ a new employer	17	17.5
Help retain current job	15	15.5
No change	2	2.1
Enhance current job	1	1.0
Military training	2	2.1
More skills, a license	1	1.0
Better opportunities	5	5.2
Other	3	3.1
Total	97	100.4

Table 100: Frequency Distribution		
Q83: Do you anticipate that this schooling or training you have told me about will change your employment status?		
	Frequency	Percent
Yes	2	50.0
No	2	50.0
Total	4	100.0

Table 101: Frequency Distribution		
Q84: How so? (If respondent hesitates, check all that apply.)		
	Frequency	Percent
Different job w/ a new employer	1	50.0
Help with computer skills	1	50.0
Total	2	100.0

Table 102: Frequency Distribution		
Q85: What is your current marital status?		
	Frequency	Percent
Married	440	72.5
Widowed	27	4.4
Divorced	56	9.2
Separated	4	0.7
Never married	76	12.5
Refused/ call continued	4	0.7
Total	607	100.0

Table 103: 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	101	22.9
Not working outside the home, but seeking work	10	2.3
Working part-time outside the home	46	10.5
Working full-time outside the home	278	63.2
Don't know	1	0.2
Refused/ call continued	2	0.5
Refused/ call ended	2	0.5
Total	440	100.1

Table 104: Frequency Distribution		
Q87: Are you attending a school full or part-time?		
	Frequency	Percent
Yes, a full-time student	29	4.8
Yes, a part-time student	34	5.6
No, not a student	544	89.6
Total	607	100.0

Table 105: Frequency Distribution		
Q88: What type of school are you attending?		
	Frequency	Percent
Four year college/university	32	51.6
Governmental training center	1	1.6
Graduate school	4	6.5
Post graduate	1	1.6
Junior college	9	14.5
Vocational technical school	5	8.1
High school; GED classes	8	12.9
Training school	1	1.6
Refused/ call continued	1	1.6
Total	62	100.0

Table 106: Frequency Distribution		
Q89: Would you like to pursue additional education or obtain additional training now or in the future?		
	Frequency	Percent
Yes	343	56.6
No	240	39.6
Don't know	21	3.5
Refused/ call continued	2	0.3
Total	606	100.0

Table 107: Frequency Distribution		
Q89A: What type of education or training?		
	Frequency	Percent
Bachelor's degree	87	25.4
Graduate school/or professional degree	108	31.5
Vocational/technical school	44	12.8
Computer related training	24	7.0
Other	47	13.7
Don't know	33	9.6
Total	343	100.0

Table 108: Frequency Distribution		
Q90: Including yourself, how many persons in your household are 18 years or older?		
	Frequency	Percent
1	37	10.8
2	209	60.9
3	70	20.4
4	20	5.8
5	2	0.6
6	2	0.6
More than 6	1	0.3
Refused/ call continued	2	0.6
Total	343	100.0

Table 109: Frequency Distribution		
Q91: How many persons 18 years or older in your household are employed or self-employed, including yourself?		
	Frequency	Percent
1	193	31.8
2	277	45.6
3	55	9.1
4	11	1.8
6	1	0.2
More than 6	1	0.2
0	63	10.4
Don't know	2	0.3
Refused/call continued	4	0.7
Total	607	100.1

Table 110: Frequency Distribution		
Q92: 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	219	36.1
No	378	62.4
Refused/ call continued	8	1.3
Refused/ call ended	1	0.2
Total	606	100.0

Table 111: Frequency Distribution		
Q93: Do you have difficulty obtaining care for your children so that you can work?		
	Frequency	Percent
Yes	20	9.1
No	200	91.3
Total	219	100.4

Table 112: 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	22.0
I can't work nights or weekends because I can't get child care	13	26.0
I can't find care at all for one or more of my children	3	6.0
I can't find care for my infant or toddler	1	2.0
I need better quality care than I am getting now	8	16.0
I can't earn enough to get child care	13	26.0
Refused / call continued	1	2.0
Total	50	100.0

Table 113: 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	182	41.4
No	215	48.9
Refused / call continued	43	9.8
Total	440	100.1

Table 114: Frequency Distribution		
Q96: Please stop me when I read your hourly pay rate.		
	Frequency	Percent
Less than \$6.75	11	6.0
\$6.75 to 8.49	22	12.1
\$8.50 to 9.99	13	7.1
\$10.00 to 11.24	24	13.2
\$11.25 to 13.24	18	9.9
\$13.25 to 15.74	13	7.1
\$15.75 to 19.24	9	4.9
\$19.25 to 24.24	13	7.1
\$24.25 to 43.24	29	15.9
\$43.25 to 60.00	3	1.6
Don't know	3	1.6
Refused/ call continued	24	13.2
Total	182	99.7

Table 115: Frequency Distribution		
Q97: Please stop me when I read your annual pay or salary.		
	Frequency	Percent
Less than \$14,000	11	5.1
\$14,001 to 18,000	1	0.5
\$18,001 to 21,000	1	0.5
\$21,001 to 23,000	1	0.5
\$23,001 to 28,000	8	3.7
\$28,001 to 33,000	18	8.4
\$33,001 to 40,000	22	10.2
\$40,001 to 50,000	27	12.6
\$50,001 to 90,000	60	27.9
\$90,001 to 125,000	18	8.4
More than \$125,000	11	5.1
Don't know	13	6.0
Refused / call continued	24	11.2
Total	215	100.1

Table 116: Frequency Distribution		
Q98: Does any of your salary come from tips or commissions?		
	Frequency	Percent
Yes	37	17.1
No	175	81.0
Refused continued	4	1.9
Total	216	100.0

Table 117: Frequency Distribution		
Q99: About what percentage would you say?		
	Frequency	Percent
1.00	3	7.9
2.00	1	2.6
5.00	1	2.6
8.00	1	2.6
10.00	2	5.3
15.00	1	2.6
20.00	2	5.3
30.00	1	2.6
33.00	1	2.6
40.00	1	2.6
50.00	4	10.5
70.00	2	5.3
80.00	1	2.6
85.00	1	2.6
100.00	13	34.2
Don't know	2	5.3
Refused/ call continued	1	2.6
Total	38	99.8

Table 118: 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	88	67.2
No	32	24.4
Don't know	8	6.1
Refused / call continued	3	2.3
Total	131	100.0

Table 119: Frequency Distribution		
Q101: Would you consider a local job that is comparable to the one that you have now?		
	Frequency	Percent
Yes	66	66.7
No	26	26.3
Don't know	4	4.0
Refused / call continued	1	1.0
Refused/ call ended	2	2.0
Total	99	100.0

Table 120: 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	12	17.1
No	52	74.3
Don't know	5	7.1
Refused/ call continued	1	1.4
Total	70	99.9

SURVEY FREQUENCY RESULTS Open-Ended Data

Table 121: Frequency Distribution
Q51: What kind of work do you do, that is, what was your occupation in the last job you held?

Comment	Frequency
Account service rep collector	1
Accounting	1
Assistant director	1
Bartender	1
Child care	2
Commercial artist, writer	1
Computer security	1
Construction	1
Floral	1
Hickory farms	1
Human resource	1
Information architect (computer consultant)	1
Landscaping, mail clerk	2
Lifeguard	1
Manager - office	1
Medical billing	1
Medical receptionist	1
Mowing lawns	2
Never had a job	1
Office work	1
Petroleum	1
Pharmacy tech	1
Resale store	1
Retail	1
Route delivery	1
Secretary	3
Teacher - music	1
Teacher	1
Unloading position at Wal-mart	2
Total	33

Table 122: Frequency Distribution
Q61: What kind of work do you do, that is, what is your occupation?

Comment	Frequency
Accounting	14
Ad specialties	1
Administrative	1
Administrative (advertising)	1
Administrative assistant	2
Air craft cleaner	2

Air field worker	1
Aircraft	1
Analyst (computers)	1
Architecture	1
Artist, decorator, and residential designer	1
Assembly line worker	2
Assistance rep	1
Assistant vice president	1
Attorney	3
Auditor	4
Auto mechanic	1
Aviation field	1
Avionics technician	1
Bank examiner	2
Bank teller	4
Banker, lender	1
Behavior technician	1
Benefits	1
Billing clerk	1
Billing representative	1
Bookkeeping	6
Bus driver	1
Business owner	5
Call suiter	1
Car hop	1
Care-giver for mother	1
Carpenter	1
Cashier	7
CEO	1
Chemist	1
Child care	2
Circuit designer	1
Claims adjuster	2
Claims department	2
Cleaner and investment real estate	1
Commercial loans, customer representative	1
Commercial loans	2
Communication coordinator	1
Computer programmer	1
Computers	2
Computers, Information systems	1
Construction	5
Consultant	6
Contract administration	1
Contract driver	1
Cook	1
Corporate treasurer of a company	1
Cosmetologist	1
CPA	1
Custodian	2

Customer service	11
Deliver creative materials to a variety of clients, including newspapers, radio, commercial ads.	1
Dental hygienist	1
Designer - fire protection	1
Development assistant	1
Director of engineering	1
Director of marketing	1
Director of religious education	1
Director of Training	1
Dispatcher	1
Dog groomer	1
Driver	2
Driver for a lumber company	2
Edit and produce radio shows	2
Education services	10
Engineer	16
Entrepreneur	3
Environmental compliance specialist	1
Estate broker	1
Executive director	1
Facility coordinator	1
Faculty staff	1
Farmer, postmaster	1
Field management	1
File clerk	2
Financial advisor	2
Financial coordinator	1
Fire fighter	2
Foreman	1
Fulfillment lead	1
Funeral home	1
Geologist	1
Gopher in public relations	1
Graphic designer	1
Graphic designer and marketing director	1
Handy man	2
Health care provider	1
Home repairs, exterior interior painting, etc	1
Home services	1
Homemaker	1
Hospital pharmacy	1
Housekeeper	1
Human Resources	3
Imaging specialist	1
Inspector	1
Insurance agent	2
Insurance specialist	1
Internet support and networking	1
Investment advisor	1
IT Specialist	2

Lab tech	1
Landscaper	2
Law enforcement	2
Legal assistant	1
Legal services	1
Letter carrier	1
Loan administration officer	1
Machinist	2
Mailer	2
Maintenance	6
Maintenance management	1
Manage	1
Management	1
Management staff	1
Manager	43
Management	2
Marketing	1
Marketing director	2
Mechanic	12
Medical billing	1
Medical records	1
Medical services	2
Medical technologist	1
Minister, missionary	1
Nanny	1
Network administrator	1
Nurse	9
Office management	1
Office Worker	1
Organist	1
OTR	2
Owens real estate, and rents out a farm	1
Packaging and shipping	1
Painter	1
Paralegal health insurance	1
Parts driver and maintenance	2
Pastor	2
Pawn broker	2
Pharmacist	2
Pharmacy tech	1
Photo lab	1
Photographer	1
Police officer	3
Postal employee	1
President of company	1
Principal	1
Procurement agent, buys airplanes	1
Professor	2
Program analyst	1
Project decimating	1

Property management	1
Purchasing buyer	2
Quality assurance	1
Realtor	3
Receptionist	4
Recovery room	1
Research and development	2
Research lab tech	1
Residential cleaner	1
Restaurants	6
Retail trade	5
Sales	24
Secretary	4
Shipping coordinator at an airline	1
Skating director	2
Social worker	2
Speaker and publisher	1
Speech pathologist	1
Sports supervisor	1
Stock clerk	1
Substitute teaching	1
Supervisor - maintenance	1
Supervisor	6
Supervisor on shipping dock	1
Support.	1
Systems analyst	3
Take care of floors, vacuum, strip and wax floors	1
Teacher	16
Teacher, and deliver pizzas	1
Teachers' assistant	1
Teaching, administration	1
Technical mechanic	1
Technical support	2
Technical support for Directv	1
Technician - automotive	2
Technician	3
Technician at the help desk	2
Telemarketing	3
Trainer	1
Unix administration	2
Veterinarian	1
Vice president	1
VP of sales and training	1
Waitress	1
Warehouse worker	1
Wash, dry and sort shirts	1
Welder	2
Work at front office	1
Work in the Pepsi plant	1
Total	444

Table 123: Frequency Distribution
Q62: What are your usual activities or duties at this job?

Comment	Frequency
Accounting	12
Administration	5
Administration, insurance sales	2
Administrative work	3
Advising, prepare lessons	1
Advisor	2
Analyzing businesses	1
Answering phone	2
Answering phones	2
Assembling cars	2
Attorney	1
Auditing	5
Auto repair	2
Avionics	1
Band director, assistant to the vice principal	1
Bank police	2
Beauty makeup	1
Billing	4
Bookkeeping	2
Books and pays bills	1
Bringing in loads of lumber to the customer.	2
Budgeting, customer service	2
Building's maintenance, driving delivery truck	2
Buy parts, negotiate contracts	1
Calculating machine usage	1
Calling	2
Calling on doctors and telling them about products that she promotes	1
Cashier	2
Check credit reports, get documents and have people sign them, trace documents to make sure no back taxes owed on properties	2
Check merchandise, print tickets	1
Checking people out at the counter	1
Child care	7
Clean up station, run reports, equipment repair, emergency response	2
Cleaning	3
Cleaning and washing air crafts	2
Cleaning, cooking and shopping	1
Cleaning, repairing, and painting.	1
Clerical work	3
Collect the rent and pay the taxes, do minor repair work such as plumbing, and roof repair work.	1
Computer work	15
Computer work, administrative work	1
Conduct educational classes, place and deliver orders	1
Confirming car rentals	1
Construction	2
Consultations and makes custom window treatments, and paints on walls	1

Contract control, typing, approval , land development	1
Coordination and operation of functions	1
Copying records	1
Corporate maintenance manager	1
Count the newspapers	2
Counting money	2
Creates contracts and transfers gas to a certain plant	1
Criminal patrol	2
Customer service	20
Cut hair	1
Customer service	1
Data analysis	2
Deals with potential borrowers	1
Decisions based on calculations	2
Design, plan operations	2
Designing buildings, meeting with clients to see what they want for their buildings.	1
Developing business plans	2
Developing films, stocking shelves, helping customers	1
Dispatch trucks	1
Displaying products	1
Driver	2
Driving, picking up wrecked cars, delivering vehicles to car lots	2
Drywall, repair, changing windows	1
Educate medical patients	1
Engineering	1
Entering prescriptions	1
Entering work orders	1
Equipment maintenance	1
Everything	4
Everything for a business	1
Farm work	2
Filing paperwork.	2
Fill up vending machines and collect money	2
Finance	6
Finance, communication, record keeping, state reports, personal duties	1
Finance, hiring and supervising all the programs.	1
Finance, typing	1
Fix airplanes	5
Fix things when they break	2
Following lessons plans the teacher has left behind, classroom management	1
Gas exploration	1
Gather business requirement, do system analysis, database design	1
Get from one place to another	2
Grooming dogs	1
Handle parts	1
Hanging doors and putting up bathroom partitions	1
Help users take care of operating system, compilers, and software	2
Helping people with satellite system	1
House work	1
Identify any inefficiencies in a company and provide recommendations	1

In charge of the entire quality system	1
Inbound troubleshooting	1
Inspection and field repair	2
Inspection department	1
Instruction	2
Insurance	1
Insurance payments	1
Interior design	1
Inventory, take orders	1
Investigations	1
Keeping kids in line, computer work	1
keeping records, paying vendors	1
Legal advising	1
Liaison between departments	1
Library and secretary work	1
Library work	1
Line technician, transmission technician, diesel technician	2
Loading trucks	2
Loan processing	1
Mail delivery	1
Maintenance	1
Make commercial loans	1
Make displays drive forklift	1
Make music selections, Sunday morning worship service organ player	1
Make own orders, tend to over 1,000 items and make sure the dates are good, purchase reports, stock, and order products	1
Make sure people pay for their gas	1
Make up IVs, narcotics, check orders	1
Making note cards, business cards, working with small other business from the home.	1
Manage money for people	1
Management	12
Management and marketing	1
Management, customer service	2
Management, insurance sales	1
Management, merchandise	1
Management, sales	4
Marketing	1
Marketing, public relations	1
Marketing, sales	1
Marketing, sales, operation, CFO, CEO	1
Marketing, training	1
Marketing, typing	1
Mechanical work	5
Medication delivery	1
morning theory, teach how to cut and color hair, spa facial, make up	1
Moving information	1
Mowing grass and trimming trees	1
Nurse	3
Office, leasing	1
Oil changes, standard maintenance	2

Ordering plants	1
Oversee cases, manage insurance, help with discharge	1
Oversight of staff projects and budget	1
Packaging and shipping	1
Painting on molds	1
Painting, repairing	1
Paper work and cooking	1
Paper work, supervising everything	1
Paperwork, prospecting	1
Patient education, oral maintenance, provide dental health care, nutritional	1
Patient evaluation, paper work, assembly of equipment	2
Patrol	2
Payroll	1
Performance improvement coordinator, collect data, and review procedures	2
Performing services for speech impaired	1
Performing testing	1
Planner	2
Plumbing, installation, solve technical problems	1
Police officer	1
Practice medicine	2
Preparation for state and federal tax reports	1
Prepare sermons, bible studies, hospital visitation	1
Preparing and servicing of aircraft equipment	1
Preparing food, taking orders, taking food to customers, hostess as well	1
Product related information	2
Professional development in math with remedial students	1
Publishing	1
Record keeping, reports	1
Record keeping, writing, speaking to large groups, travel	1
References, hiring workers, workers comp, fighting injuries	1
Relaying control for transmission power companies	2
Repair airplanes	1
Repair electronics	2
Representing clients, litigation, transaction work, diligence	2
Research and development	3
Research work	2
Respond on medical runs, check on inventory ready to go on an emergency and fighting fires	1
Responsible for distributors, sales meetings	1
Responsible for production and customer relations.	1
Restocking movies and products, maintaining clean facility	2
Retail, investments	1
Revenue accountability, inventory control, customer service, overseeing employees	1
Run machines	1
Running tests	2
Runs a restaurant	1
Sales	20
Sales and loans	2
Sales and repair	1
Sales, customer service	2
Sales, inventory	1

Sales, payroll, public relations	2
Scanning images	1
Scheduling	1
Scrap booking and reading	1
Screening tenets, collecting rent, hiring, paying employees	1
Secretary work	7
Secretary work, computer graphics	1
Security	1
Send out brochures	1
Send out specimens, special chemistry	1
Serving food to people	3
Shipping parts	1
Style hair	1
Supervise lunch preparation, payroll	1
Supervise other attorneys and represents clients	1
Supervise registers and workers and counting down money	1
Supervising	12
Supervising people and making food	1
Supervising workers, everything from cutting grass to changing light bulbs, be maintain an international guard base, 45 buildings.	1
Supervising, scheduling, administration	2
Supervising, writing training manuals	1
Surgeries	1
System analysis work, design and program, research	1
Take CAD drawings and design sprinkler system, producing drawings architect and fire marshal	1
Take care of Parkinson's' patients	1
Take statements, obtain photos, meet people, analyze claims, adjust claims	1
Takes care of student records, transcripts, and grades	1
Taking care of patients	2
Taking care of people, giving shots and medicine	1
Taking care of the elderly	1
Taking reading determining conditions	1
Teacher	1
Teacher assistant	1
Teacher, making pizza and deliver it	1
Teaching	18
Teaching and coordinate the design and technical theater program	2
Teaching and part-time administrator	1
Teaching, administrative work	1
Technical support	2
Technical support for travel agencies.	1
Technical work	1
Technical work, sculpting new projects	2
Typing and public relations	1
Typing, reconciliation	1
Verify overhaul maintenance done properly	1
Wash, dry, sort and box shirts	1
Weighing people, book keeping	1
Welding	2
Whatever I need to do	2

White collar business job	1
Work on cars	1
Working with emotionally disturbed students grade 7th through 9th	1
Works with engineering rotating equipment	1
Write contracts, supervising	1
Writing/mailling letters, designing work, creating marketing campaigns, contacting employers	2
Total	441

Table 124: Frequency Distribution

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

Comment	Frequency
Accounting	5
Accounting, book keeping	1
Accounting, finance	1
Accounting, secretary skills	1
Administrative assistant	1
Administrative skills	2
Air traffic controller	1
All of my skills are involved in my employment	2
Anything	2
Art	1
Artist	2
Assistant manager	1
Associates degree in business, 4 year degree in finance	2
Auto mechanical skills	2
Background in health education	1
Banking	1
Banking and finance	1
Basic women skills	1
Bilingual	1
Biologist	1
Building, oil and gas compressors, machinery, woodwork, tile, build houses, build swimming pools , plumbing, electrical	1
Business administration	1
Business and linguistics	2
Business degree	1
Call center, cash handling, management	1
Carpenter	2
Carpentry	1
Carpentry skills	2
Carpentry, cooking, nutrition	1
Carpentry, metal fabrication, fiber glass	1
Cashier	1
Chef, degree in electronics	1
Chemical, water control testing	1
Child care	1
Childcare	3
Civil engineering	2

Clerical and restaurant	1
Clerical skills, technology	1
Clerk	1
Coaching	2
Collector, medical assisting	1
College degree in Business Administration	2
Commercial pilot, construction skills	2
Communication skills	4
Computer and Administrative skills, psychology training	1
Computer and technical skills	1
Computer skills	21
Computer skills, carpentry	2
Computer skills, electronic skills	1
Computer skills, project management skills	1
Computer skills, public relations, organization	1
Computer skills, teaching skills	1
Computer skills, X-ray technician	1
Construction	8
Construction, carpentry	2
Cooking	2
Cooking, gardening, sewing	1
Cosmetology license, retail management experience	1
CPA	4
Criminal justice degree	2
Customer service	1
Customer service skill	1
Decorating	1
Degree in English	1
Degree in English, teaching	1
Degree in marketing, associates in commercial arts	2
Degree in mathematics	1
Degree in transportation, maintenance, supervision	1
Dental hygiene	1
Design Engineering	1
Different backgrounds and experiences	2
Distribution and transmission, quality control	2
Drafter	1
Economics, accounting, sales	2
Education	1
Education skills	1
Education, common sense	1
Electrical knowledge, contract work	1
Electronic	1
Engineering	1
English	1
Esthetician license, skin care	1
Everything	4
Exercise science personal training	1
Executive assistant	1
Farm skills	1

Farm skills, cooking	1
Finance	1
Fork lift certificate	5
Formally educated, strong interpersonal skills. There's not a skill that isn't required in the position I have	2
Gardening	1
Geology degree	1
GIS mapping skills	1
Golf, riding motorcycles	2
Graduated with degree in Health sciences, in physical therapy school	1
Graphic arts	1
Had another business for 25 years and did commercial sewing	1
Hair dresser	1
Health and rescue	1
Health care	1
Heating, air-conditioning	1
Horticulture skills	1
Hunting, fishing	1
I am not going to list my qualifications to you over the phone.	1
I really like to do just about everything	2
I use my main skills everyday	1
I use pretty much all the skill that I have in this job.	1
Info technologist, optical, and clerical work	1
Interior decorating, sewing, computer skills, house cleaning	1
Inventory maintenance, shipping, and receiving	1
Journalism	3
Law	1
Librarian skills, Computers skills	1
Maybe like a handyman	2
Machines' parts	2
Mail in the army, communications	1
Management	9
Management and computer skills	4
Management, own restaurant	2
Marketing	8
Marketing director skills, has bachelor's degree in business administration	1
Mathematics, coaching	1
Mechanical and electrical skills	1
Mechanical skills	11
Medic in the army	2
Medical coding, insurance, retail, manufacturing	1
Medical skills, laboratory, teaching	1
Ministry	1
Multiple contracting	1
Musical skills	3
Musician	1
Musician, accounting	1
Non-destructive testing	1
Nothing	70
Office skills	1
Organizational skills, people skills	1

Painter	1
Painting	1
Personable, athletics	2
Photographer, video production, musician, working on becoming pharmacologist, 3 languages	1
Photography	2
Physical therapy skills	1
Programmer	2
Psychology degree	1
Psychology, has a degree in non profit management	1
Public relations	1
Public speaking	1
Purchasing expediter	1
Recreational director training	1
Registered nurse	1
Research for government, writer/reporter	1
Retail	1
Retail management	2
Retail, church office, sales	1
Sales	8
Sales clerk, cake decorator	1
Sales, training	1
Seamstress	1
Secretary skills	3
Several degrees	1
Sewing	1
Should have a Ph.D. for this job	1
Sign language	1
Sign language instructor	1
Social worker skills	1
Spanish	2
Speak different languages	1
Steal work	1
Supervisor	2
Teaching	1
Teaching at a law school	1
Teaching skills	5
Technical skills	2
Trained EMT, fire department	2
Training as a minister	1
Transportation	1
Typing	1
Use all skills	1
Used to own a restaurant and interior decorating skills	1
Welder's helper, drafting, blueprints, wiring for pilots and airplanes	1
Welding	2
Writing skills	2
Total	363

Table 125: Frequency Distribution

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

Comment	Frequency
20 years in the Navy	1
Accounting	1
Accounting corporation	1
Accounting jobs as well	1
Accounting manager	1
Administration, health care	1
Administrative assistant for a sign and graphic company	1
Aid station	2
Airline repair, airline operations	2
Auto technician	2
Auto body work	2
Automotive business	1
Aviation, truck driver, bus boy	2
Bookkeeping for real estate partnership	1
Business	1
Chief of ambulatory affairs, realtor	1
Clinical director of Forensic unit	2
Convenience store worker	1
Cosmology and hair consultant	1
Counseling	2
Director of a day care	1
Drafting	1
Engineer	1
Executive assistant at telecommunications company	1
Executive secretary, more time, advertising, lay out work	1
Federal government worker	1
Financial officer	1
Fitness facility, did personal training	1
Geologist	1
I handled retention in the cellular industry and had supervisor positions in the past.	1
Insurance	1
Management	2
Manager	1
Management , leadership skills	2
Marketing director	1
Marketing jobs, I'm in a business environment and I'm more of a creative person.	2
Medical coding, insurance claims, builder, remodeling, secretary	1
Medical technology	1
Military	1
Minister	2
Nursing	1
Nursing home administrator	1
Office management	1
Office manager	1
Orchestra conductor	1
Paralegal	1

Pharmacy technician	1
Photography, construction work, beef and pork processing	2
Physical therapy assistant and administrative assistant	1
Played minor league baseball for two years, and was a car salesman	2
Police officer	2
Police officer, Manager (sales)	1
Postmaster	1
Private practice	2
Recording artist, chemical processing, lab work, sales, broadcasting and editing, journalism, people skills, scuba diving, underwater photography	1
Research and development	2
Restaurant business manager, and office work	1
Retail management	1
Retail store	1
Sales, marketing, sales department management, marketing director	2
Same type of job but higher level	1
Same types	2
Surveying company, a marketing-research company.	1
Tax accountant	1
Teaching	4
Teaching and pharmacy tech	1
Teaching gifted children	1
Technical instructor	1
Trainer	1
Training and development	2
Tutor	1
Typing, data Entry, dental assistant, telephone operator	1
Veterinary	1
Vice President of Sales	1
Wholesale companies where you basically run the business, multitask	2
Wholesaler	1
Work with special needs patients with more health problems	1
Worked at furniture company	2
Worked for a can factory	2
Worked with children	1
Working for the state	1
Total	96

Table 126: Frequency Distribution
Q76A: In which state did you receive your Bachelor's degree?

Comment	Frequency
Arizona	2
California	2
Different country	2
Europe	1
Florida	2
Georgia	1
Hawaii	3
Idaho	1

Illinois	2
India	1
Indiana	1
Iowa	3
Louisiana	2
Massachusetts	3
Michigan	2
Mississippi	1
New York	3
North Carolina	3
Ohio	1
Oregon	1
Pennsylvania	1
South Carolina	1
Utah	2
Virginia	3
Washington	1
Washington DC	1
Total	43

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 Broken Arrow. 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

Q1:

First let me ask in what city or town do you live?

Broken Arrow	1	=> /Q2
Something else	2	
Don't know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q1A:

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

End Call 1 => /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 January 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 January of 2000 Was it ...

A different residence of the same county	1	
A different county in Oklahoma	2	
A different state	3	
Not in the US	4	
Lived in same residence	5	
Other	6	
Don't Know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q4:

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

In what year were you born?

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

Q5:

Determine gender without asking

Male	1
Female	2
Can't tell	3

Q6:

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

White	1	=> /Q7
-------	---	--------

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

Q6A:

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

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

Q7:

Are you in the military?

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

Q8:

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

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

Q8A:

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

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

Q9:

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

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

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		=>

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		=>

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		=>

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?

Rodgers	1		
Tulsa	2		
Wagoner	3		
Other	4	O	
Refused/call continued	88		
Refused/call ended	99	=> /INT	

Q18:

In which city or town do you work?

Bixby	1	=> /Q24	
Broken Arrow	2	=> /Q24	
Coweta	3	=> /Q24	
Fair Oaks	4	=> /Q24	
Glenpool	5	=> /Q24	
Jenks	6	=> /Q24	
New Tulsa	7	=> /Q24	
Tulsa	8	=> /Q24	
Other	9	O	=> /Q24
Don't know	77	=> /Q24	
Refused/call continued	88	=> /Q24	
Refused/call ended	99	=> /INT	

Q19:

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

RETIRED	1	=> /Q22	
DISABLED	2	=> /Q20	
UNABLE TO WORK	3	=> /Q21	
WAITING TO START WORK	4	=> /Q26	
AWAY FROM WORK WITHOUT PAY	5	=> /Q26	
DON'T WORK OUTSIDE HOME	6	=> /Q22	

NEVER WORKED OUTSIDE HOME	7	=> /Q22
DON'T HAVE RELIABLE TRANSPORTATION	8	
Unemployed	9	=> /Q22
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		=> /Q23
Refused/call continued	8		=> /Q23
Refused/call ended	9		=> /INT

Q22:

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

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

Q23:

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

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

Q24:

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

Yes	1		
No	2		=> /Q26

Don't Know	7	=> /Q26
Refused/call continued	8	=> /Q26
Refused/call ended	9	=> /INT

Q25:

How many jobs (or businesses) did you have?

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

Q26:

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

=> Q28

else => Q26

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

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

Q27:

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

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

JR1:

=> Q33

else => Q30

if (Q27>6)

Q28:

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

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

Q29:

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

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

JR2:

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

Q30:

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

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

Q31:

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

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

Q32:

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

Child care obligations/problems	1
Other family/personal obligations	2
Health/Medical limitations	3
School/Training	4

Retired/Social security limit on earnings	5	
Full-time work week is less than 35 hours	6	
Don't want to/Don't have to	7	
Other	8	
Don't know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q33:

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

Does your job have a paid vacation?

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

Q34:

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

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

Q35:

Does your job offer reimbursement for education and training courses?

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

Q36:

Does your job offer a retirement plan?

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

Q37:

Does your present job offer advancement potential?

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

Q38:

How far do you live from your place of employment?

0-5 miles	1
6-10 miles	2
11-20 miles	3

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

Q39:

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

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

Q39A:

Did you drive your own vehicle?

Own Vehicle	1	
Rode with someone else	2	
Other (specify)	3	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	0	
Don't Know	7		
Refused continued	8		
Refused ended	9		=> /INT

Q41:

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

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

Q42:

Interviewer: Check all that apply and ask "Any others?" after each response. Do NOT read list. What are all the things you have done to find alternative work during the last three months?

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

Q42A:

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

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

Q42B:

How much pay are you looking for per hour?

\$6-\$8	1
\$8.01-\$10	2
\$10.01-\$15	3
\$15.01-\$20	4
\$20.01-\$25	5
\$25.01-\$30	6
\$30.01+	7

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

Q43:

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

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

Q43A:

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

=> Q44

else => Q43A

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

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

Q44:

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

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

Q44A:

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

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

Q44B:

Why is that?

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

Q45:

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

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

Q45A:

How does your transportation need to be better?

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

Q46:

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

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

Q47:

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

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

Q48:

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

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

Contacted Employer directly/interview	1
Contacted Public employment agency	2
Contacted private employment agency	3

Contacted friends or relatives	4	
Contacted school/university employment center	5	
Sent out resume/sent out application	6	
Checked union/professional registers	7	
Placed or answered ads	8	
Looked at ads	9	
Attended job training programs/courses	10	
Surfed the internet	11	
Other	12	
Don't know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q49:

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

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

Q50:

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

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

Q51:

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

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

Q52:

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

=> Q80

if (Q47<>2)

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

Q53:

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

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

Q54:

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

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

Q55:

Interviewer: Do NOT read the list.

What is the MAIN reason you left your last job?

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

Q56:

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

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

Q57:

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

=> Q74

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

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

Q58:

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

Government	1		
Private or Profit Company	2	=> /Q60	
Non-profit organization (including tax exempt and charitable organizations)	3		=> /Q60
Self-employed	4	=> /Q60	
Working in Family business	5	=> /Q60	
Other	6	=> /Q60	
Don't Know	7	=> /Q60	
Refused/call continued	8	=> /Q60	
Refused/call ended	9	=> /INT	

Q59:

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

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

Q60:

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

What kind of business or industry are you in?

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

Q61:

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

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

Q62:

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

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

Q63:

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

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

Q63A:

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

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

Q63B:

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

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

Q63C:

Interviewer: Check as many as apply, other than what was already mentioned
What other computer skills do you have?

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

JR19:

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

Q95:

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

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

JR20:

=> GBYE

else => Q100

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

Q96:

Please stop me when I read your hourly pay rate.

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

JR21:

=> GBYE

else => Q100

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

Q97:

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

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

Q98:

Does any of your salary come from tips or commissions?

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

Q99:

About what percentage would you say?

Don't know	777
Refused/call continued	888

Refused/call ended 999 => /INT

JR22:

=> GBYE

else => Q100

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

Q100:

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

Yes 1

No 2 => /GBYE

Don't Know 7

Refused/call continued 8

Refused/call ended 9 => /INT

Q101:

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

Yes 1

No 2 => /GBYE

Don't Know 7

Refused/call continued 8

Refused/call ended 9 => /INT

Q102:

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

Yes 1

No 2

Don't Know 7

Refused/call continued 8

Refused/call ended 9 => /INT

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

Percent

Job that pays \$10 per hour

Of those with a response...

Very Unattractive	54.0	40.7	45.7	56.6	71.6	43.0	31.3	2.9
Unattractive	15.9	24.1	12.3	16.5	14.4	18.5	14.5	2.9
Neither Unattractive Nor Attractive	10.1	13.0	13.6	9.1	5.1	14.6	13.3	22.9
Attractive	9.7	14.8	17.3	7.4	2.8	11.3	24.1	20.0
Very Attractive	7.7	7.4	9.9	7.4	4.2	9.9	12.0	45.7
Depends on the type of work	0.9	0.0	1.2	0.6	0.0	0.7	2.4	0.0
Doesn't want to work	1.3	0.0	0.0	1.8	1.4	1.3	1.2	2.9
Other	0.2	0.0	0.0	0.3	0.5	0.7	0.0	2.9

Job that pays \$12 per hour

Of those with a response...

Very Unattractive	59.5	59.1	57.9	59.5	72.5	46.5	41.0	14.3
Unattractive	14.9	18.2	21.1	14.2	14.5	11.3	20.5	14.3
Neither Unattractive Nor Attractive	16.1	9.1	15.8	15.8	9.9	25.4	20.5	0.0
Attractive	7.4	13.6	5.3	7.9	3.1	15.5	7.7	71.4
Very Attractive	1.7	0.0	0.0	2.1	0.0	1.4	7.7	0.0
Depends on the type of work	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Don't know	0.4	0.0	0.0	0.5	0.0	0.0	2.6	0.0
Other	0.0	0.0	0.0	0.0	0.0	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	Job Shifters	Job Keepers	Highest education level			
					At least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma	

Percent

Job that pays \$14 per hour

Of those with a response...

Very Unattractive	49.1	63.2	50.5	48.0	59.7	33.3	37.5	0.0
Unattractive	18.6	0.0	19.4	19.7	20.2	16.7	18.8	50.0
Neither Unattractive Nor Attractive	16.4	5.3	13.9	17.9	10.1	25.0	25.0	50.0
Attractive	12.3	31.6	5.6	12.1	7.8	21.7	12.5	0.0
Very Attractive	3.2	0.0	11.1	1.7	1.6	3.3	6.3	0.0
Depends on the type of work	0.5	0.0	0.0	0.6	0.8	0.0	0.0	0.0

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

Job is Desirable

(Attractive + Very Attractive)

	Percent								
\$10 per hour	17.4	22.2	27.2	14.8	7.0	21.2	36.1	65.7	
\$12 per hour	9.1	13.6	5.3	10.0	3.1	16.9	15.4	71.4	
\$14 per hour	15.5	31.6	16.7	13.8	9.4	25.0	18.8	0.0	
	Number of Persons								
\$10 per hour	6,657	1,033	1,888	4,247	1,282	2,728	2,553	2,002	
\$12 per hour	348	633	368	2,869	568	2,175	1,089	2,176	
\$14 per hour	5,930	1,470	1,159	3,960	1,722	3,217	1,329	0	

Job is Not Desirable

(Unattractive + Very Unattractive)

	Percent								
\$10 per hour	69.9	64.8	58.0	73.1	86.0	61.5	45.8	5.8	
\$12 per hour	74.4	77.3	79.0	73.7	87.0	57.8	61.5	42.9	
\$14 per hour	67.7	63.2	69.9	67.7	79.9	50.0	56.3	50.0	
	Number of Persons								
\$10 per hour	26,743	3,016	4,026	20,975	15,755	7,913	3,239	177	
\$12 per hour	28,465	3,598	5,483	21,147	15,938	7,427	4,349	1,307	
\$14 per hour	25,901	2,942	4,852	19,426	14,638	6,434	3,982	1,524	

Table 3: Characteristics of the Workforce	Persons who are working						
	Total	Under- employed	Job Shifters	Job Keepers	Highest education level		
					At Least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma
Percent							
Workforce Status							
Permanent job	91.2	90.7	85.2	92.9	91.7	92.1	87.8
Temporary job	6.0	7.4	13.6	3.8	5.1	4.6	11.0
Want full-time job with one employer	24.8	47.1	63.6	14.3	18.0	30.0	32.0
Has taken action in the last three months to find a new job	18.0	40.7	100.0	99.4	20.0	14.5	19.3
Of those looking for a new job, primary reason for looking:							
Better pay	40.2	54.5	40.2	0.0	26.2	54.5	56.3
Better benefits	6.1	4.5	6.1	0.0	4.8	4.5	6.3
Family responsibilities	3.7	4.5	3.7	0.0	0.0	0.0	18.8
Change in career	4.9	4.5	4.9	0.0	4.8	9.1	0.0
Other	41.5	31.8	45.1	0.0	64.3	31.8	18.8
Average number of jobs held in working last 5 years (number)	1.68	2.52	2.45	1.66	1.82	1.81	1.96
Benefits of Current Job							
Paid vacation	71.6	83.3	70.4	71.4	76.3	73.0	60.2
Health insurance	58.3	55.6	45.0	62.3	64.0	54.0	53.2
Education and training benefits	53.6	56.4	53.2	53.7	62.0	52.5	36.7
Retirement plan	67.9	68.5	51.9	71.3	75.0	70.3	46.8
Current job offers advancement potential	75.1	72.2	69.6	77.1	78.5	75.5	65.8

Table 3: Characteristics of the Workforce	Persons who are working						
	Total	Under-employed	Job Shifters	Job Keepers	Highest education level		
					At Least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma
	Percent						
Pay increase needed to change jobs							
Less than 5% increase	5.3	9.3	15.0	2.9	3.7	7.2	6.1
Between 5% and 10% increase	12.8	13.0	22.5	10.9	10.7	15.1	14.6
Between 10% and 15% increase	17.4	22.2	15.0	17.4	16.7	15.8	23.2
Between 15% and 20% increase	13.0	11.1	11.3	13.6	15.3	9.9	13.4
More than 20% increase	32.5	33.3	26.3	33.6	36.3	31.6	20.7
Not interested at any increase	14.6	7.4	3.8	17.7	13.5	15.1	17.1
Don't know	1.3	0.0	0.0	1.8	1.4	0.7	1.2
Ten percent or less	18.1	22.3	37.5	13.8	14.4	22.3	20.7
Fifteen percent or less	38.1	44.5	52.5	31.2	31.1	38.1	43.9
Sector of Employment							
Government	12.1	9.3	9.8	12.7	18.7	6.6	6.0
Private for profit company	60.4	81.5	69.5	56.8	55.1	66.4	66.3
Non-profit org. (Incl. tax exempt & charitable orgs.)	8.6	7.4	7.3	8.9	9.3	6.6	8.4
Self-employed	15.0	0.0	7.3	17.8	14.5	14.5	14.5
Working in family business	1.5	0.0	2.4	1.5	0.5	2.0	3.6
Other	1.5	0.0	2.4	1.5	0.9	2.6	1.2
Don't know	0.4	1.9	1.2	0.3	0.9	0.0	0.0

Table 3: Characteristics of the Workforce	Persons who are working						
	Total	Under- employed	Job Shifters	Job Keepers	Highest education level		
					At Least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma
Percent							
Government Employment							
Federal	16.4	60.0	37.5	9.3	12.5	22.2	33.3
State	56.4	40.0	62.5	55.8	57.5	55.6	50.0
Local	27.4	0.0	0.0	34.9	30.0	22.2	16.7
Private Industry Sector							
Agricultural	1.0	2.0	4.0	0.3	0.0	1.4	2.5
Mining	0.5	4.1	0.0	0.3	1.1	0.0	0.0
Construction	5.5	2.0	2.7	6.1	3.4	3.5	15.2
Manufacturing	5.0	2.0	1.3	6.4	5.1	6.4	2.5
Transportation, Communications or Public Utility	9.2	16.3	13.3	7.4	6.3	14.9	6.3
Wholesale or retail trade	13.7	24.5	20.0	11.4	13.1	13.5	15.2
Restaurants	2.7	4.1	5.3	2.7	1.1	0.7	10.1
Legal	1.5	0.0	2.7	1.7	2.9	0.7	0.0
Health Services	9.7	8.2	6.7	10.1	11.4	10.6	2.5
Educational Services	4.0	2.0	6.7	3.4	4.6	3.5	3.8
Business Services	3.0	2.0	5.3	2.7	2.9	4.3	1.3
Engineering Services	5.7	10.2	10.7	5.1	8.6	3.5	3.8
Personal Services	3.0	0.0	2.7	3.4	2.9	4.3	1.3
Finance, Insurance, Real Estate	10.2	12.2	5.3	10.4	12.6	11.3	3.8
Other	23.7	10.2	13.3	27.3	23.4	19.9	31.6

Table 4: Transportation and Commuting	Persons who are working						
	Total	Under-employed	Job Shifters	Job Keepers	Highest education level		
					At Least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma
Percent							
Distance traveled to place of employment							
0 - 5 miles	26.8	30.9	38.3	23.4	26.7	23.0	31.0
6 - 10 miles	22.6	32.7	18.5	22.8	26.7	19.1	19.0
11- 20 miles	31.9	29.1	24.7	33.7	28.6	38.2	29.8
21- 30 miles	6.4	5.5	4.9	7.4	5.1	7.9	7.1
31- 50 miles	2.0	0.0	6.2	1.5	2.3	1.3	3.6
More than 50 miles	2.4	1.8	2.5	2.4	3.7	1.3	1.2
Work at home	6.2	0.0	3.7	7.4	6.5	6.6	6.0
Don't know	1.3	0.0	1.2	0.9	0.5	1.3	2.4
10 miles or less	49.4	63.6	56.8	46.2	53.4	42.1	50.0
11 miles or more	42.7	36.4	38.3	45.0	39.7	48.7	41.7
21 miles or more	10.8	7.3	13.6	11.3	11.1	10.5	11.9
Willingness to commute							
0 - 5 miles	4.2	1.8	1.2	5.3	6.0	3.3	2.4
6 - 10 miles	13.2	7.3	9.9	14.7	10.6	11.1	21.7
11- 20 miles	33.7	41.8	29.6	33.3	34.6	31.4	33.7
21- 30 miles	25.8	34.5	24.7	25.4	25.3	30.1	19.3
31- 50 miles	9.3	3.6	12.3	8.8	10.6	9.2	7.2
More than 50 miles	9.5	7.3	18.5	7.4	9.7	9.2	9.6
Don't know	4.2	3.6	3.7	4.7	3.2	5.2	6.0
11 miles or more	78.3	87.2	85.1	74.9	80.2	79.9	69.8
21 miles or more	44.6	45.4	55.5	41.6	45.6	48.5	36.1
30 miles or more	18.8	10.9	30.8	16.2	20.3	18.4	16.8

Table 4: Transportation and Commuting	Persons who are working						
	Total	Under- employed	Job Shifters	Job Keepers	Highest education level		
					At Least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma
Percent							
Transportation reliable enough to commute	96.4	96.3	98.0	95.5	97.1	96.4	91.4
Not willing to commute 20 miles or more							
Family obligations	20.6	3.7	12.1	23.8	20.0	23.2	18.8
Unreliable transportation	0.9	3.7	3.0	0.0	0.0	1.4	2.1
Don't wish to drive that much	24.0	22.2	9.1	24.9	26.4	14.5	25.0
Gas prices	17.2	22.2	30.3	14.9	9.1	20.3	33.3
Takes too much time	27.0	33.3	30.3	26.5	30.9	30.4	16.7
Other	10.3	14.8	15.2	9.9	13.6	10.1	4.2

Table 5: Education and Skills	Persons who are working							Job Seekers
	Total	Under-employed	Job Shifters	Job Keepers	Highest education level			
					At least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma	
Percent								
Utilization of Education and Skills								
Feel underutilized	31.8	100.0	48.8	21.2	30.1	38.8	25.0	
<i>Of those who feel underutilized ...</i>								
Previous job required more skill, education	20.1	41.8	25.0	8.3	21.9	15.3	28.6	
Have had additional job training, education	12.5	25.5	12.5	5.6	14.1	15.3	4.8	
Training, education not required in current job	22.9	32.7	27.5	16.7	26.6	23.7	9.5	
Earned more money in a previous job	5.6	0.0	7.5	8.3	0.0	10.2	14.3	
Skills and education better used in previous job	69.4	81.8	75.6	58.9	73.8	70.7	50.0	
Job that required more skill paid better	61.0	73.3	77.4	46.5	58.3	64.3	63.6	
Would change jobs to better use skills	62.5	100.0	80.0	35.6	64.6	60.3	60.0	
Underemployed	12.2	100.0	27.2	0.0	12.6	12.6	9.6	
Level of education								
Less than high school	3.4	0.0	7.3	2.7	0.0	0.0	18.1	0.0
High school	17.9	14.8	12.2	15.7	0.0	0.0	81.9	42.9
Some college	24.9	25.9	19.5	25.7	0.0	72.8	0.0	28.6
Associate degree	9.4	9.3	7.3	8.6	0.0	27.2	0.0	14.6
Bachelor of Science degree	20.3	27.8	22.0	21.3	46.0	0.0	0.0	7.1
Bachelor of Arts degree	10.1	9.3	4.9	11.8	21.9	0.0	0.0	0.0
Postgraduate degree	13.3	13.0	25.6	13.3	32.1	0.0	0.0	0.0
Other	0.2	0.0	0.0	0.3	0.0	0.0	0.0	7.1
High School or less	21.3	14.8	19.5	18.4	0.0	0.0	100.0	42.9
Some college or less	46.2	40.7	39.0	44.1	0.0	72.8	0.0	71.5
At least Bachelor's degree	43.9	50.1	52.5	46.4	100.0	0.0	0.0	7.1

Table 5: Education and Skills	Persons who are working							Job Seekers
	Total	Under-employed	Job Shifters	Job Keepers	Highest education level			
					At least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma	
Percent								
Technical Training								
Vocational training, apprentice training or special professional training	46.6	54.5	43.6	48.9	43.8	53.6	45.2	50.0
Computer Skills (among those with skills not used in present employment)								
Workers with computer skills (percent)	22.5	35.2	26.8	20.6	22.3	26.5	16.9	
Workers with computer skills (number)	8,608	1,639	1,860	5,911	4,085	3,410	1,195	
Strongest Computer Skill								
Word processing (MS-Word)	38.2	25.0	28.6	42.0	39.6	32.5	46.2	
Spreadsheet analysis (Excel, Lotus)	14.7	30.0	28.6	7.2	16.7	15.0	7.7	
Bookkeeping (Quicken)	6.9	5.0	4.8	8.7	2.1	12.5	7.7	
Computer assisted design (CAD)	8.8	0.0	9.5	10.1	6.3	12.5	0.0	
Web site development	1.0	0.0	0.0	1.4	2.1	0.0	0.0	
Work on machines, troubleshooting	2.9	10.0	4.8	1.4	4.2	2.5	0.0	
Maintains a computer network	3.9	0.0	4.8	4.3	4.2	0.0	15.4	
Computer programming (C, SAS, SPSS)	2.0	0.0	4.8	1.4	2.1	5.0	0.0	
Develops own software applications	3.9	10.0	0.0	2.9	4.2	5.0	0.0	
Other computer skill	14.7	15.0	14.3	17.4	16.7	15.0	7.7	
Don't know	2.0	0.0	0.0	2.9	2.1	0.0	7.7	
Student Status								
Full-time student	4.8	13.0	6.2	2.4	0.9	5.3	9.8	2.9
Part-time student	5.6	14.8	11.1	5.9	9.3	4.7	4.9	5.9
Not a student	89.6	72.2	82.7	91.7	89.8	90.0	85.4	91.2

Table 6: Demographics	All persons			Persons who are working						Persons not working
	Total	Males	Females	Under-employed	Job Shifters	Job Keepers	Highest education level			Job Seekers
							At Least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma	
Number of responses (weighted values)	612	292	320	55	82	339	215	151	83	36
Estimated persons 18 years old or older	51,802	24,716	27,086	4,655	6,941	28,694	18,320	12,867	7,072	3,047
Percent										
Gender										
Males	47.7	100.0	0.0	42.6	57.3	51.3	53.0	52.0	53.0	30.6
Females	52.3	0.0	100.0	57.4	42.7	48.7	47.0	48.0	47.0	69.4
Marital Status										
Married	72.5	68.7	76.6	66.7	70.4	75.5	81.3	73.3	65.5	37.1
Widowed	4.4	6.3	2.4	1.9	1.2	2.4	0.9	2.7	3.6	5.7
Divorced	9.2	11.4	6.9	18.5	12.3	8.8	5.6	12.7	14.3	14.3
Separated	0.7	1.3	0.0	0.0	0.0	0.3	0.5	0.0	0.0	8.6
Never married	12.5	11.1	14.1	13.0	16.0	11.8	10.7	11.3	16.7	34.3
Age Category										
18-24	11.1	11.0	11.2	14.5	13.6	10.3	3.3	13.2	26.5	32.4
25-44	46.8	46.9	46.7	52.7	58.0	53.5	60.5	56.3	33.7	29.7
45-64	31.3	31.2	31.2	30.9	28.4	32.4	34.0	27.8	34.9	24.3
65 or older	10.8	11.0	10.9	1.8	0.0	3.8	2.3	2.6	4.8	13.5