



Claremore Labor Force Study

June, 2005

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Done in cooperation with the
Oklahoma Employment Security Commission

Executive Summary of the Claremore, Oklahoma Area Labor Force Study

In the Claremore area a considerable portion of the adult population are not employed for a variety of reasons. This group includes the retired, disabled, students, homemakers, and the unemployed. This study found that approximately 111,880 members of the adult population are not currently working. Of this group, the majority, 73.8%, indicate that they are not interested in working outside the home.

A significant proportion of the adult population is not currently working but only a small minority can be officially considered unemployed. The United States Department of Labor designates a person as being unemployed if they are without work but have been actively seeking work. Based on this definition 6.0% of the population within the Claremore area are currently unemployed.

This study has identified 47,948 workers who are currently available for *other* work. The categories of Job Shifters and the Underemployed (described below) are included in this estimate. Some workers are job shifters and underemployed, so the total number of workers in both categories is somewhat less than their sum. Additionally, there are those adults who are not working but want to work (Job Seekers), and those workers who are not underemployed and have not looked for work in the past three months (Job Keepers), which can be included in the pool of potential workers. These two groups total another 165,323 potential workers for a grand total of approximately 213,271 adults who are either in the labor force or want to be in it.

Roughly 18% in the labor market area have looked for other work in the past three months. These workers are known as Job Shifters. Of all the methods used to look for other work the majority, 64.8%, were active (such as contacting an employer or filling out applications).

The reasons why the Job Shifters were looking for work were varied but the primary reason for 49.5% of people was in order to get higher pay and/or better benefits.

The data from this study estimates that 13.8% of all adult workers are currently underemployed. To be classified as Underemployed a worker must:

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

Job Keepers are those individuals who have not been identified as being underemployed and have not looked for work within the past three months. This group makes up 74.6% of all workers.

Job Seekers include those who are not currently employed but want to work. Eight point one percent of all adults in the Claremore area are represented by this category.

The percentage of workers in the Claremore area with a least a Bachelors degree is almost half of the current work force and about 72% of the workers have had at least some college.

Over half (62.4%) of Claremore area residents had not moved and an additional 18.9% remained in the same county. Nine point five percent had moved from a different county in Oklahoma but only an additional 8.8% had moved from a different state or country.

Of all workers, 84.4% have full-time positions. Of those workers with part time jobs 35.2% would like to have a full-time position with just one employer.

As the wage rate increases, so does the number of people who are willing to work. Although Job Keepers by definition are those workers who are not interested in changing jobs, about 53,000 still find a job of \$14 per hour plus benefits to be either “attractive” or “very attractive”. Of the Underemployed, 71.1% indicated that they would be willing to change jobs for an increase in pay of 15% or less. Around 60% of Job Shifters were likely to change jobs for a 15% increase or less and Job Keepers were, not surprisingly, the group least likely to say they would change jobs for a pay increase of 15% or less with only 25%. However, even though this figure is a smaller proportion than for the

other two groups, it still represents a sizable group of workers. Only 25% of Job Keepers claimed to not be interested in changing jobs at all.

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

Almost 16% living in the Claremore area already commute at least 21 miles to work and an additional 20% commute 11-20 miles. About half of all workers indicate a willingness to commute distances of 21 miles or more to their job and only 17% said that they would not commute more than 10 miles to work.

**An Analysis of the Claremore Labor Force Study Data
Conducted Among Residents Living in the Claremore, Oklahoma Area**

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

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

June 21, 2005

Introduction

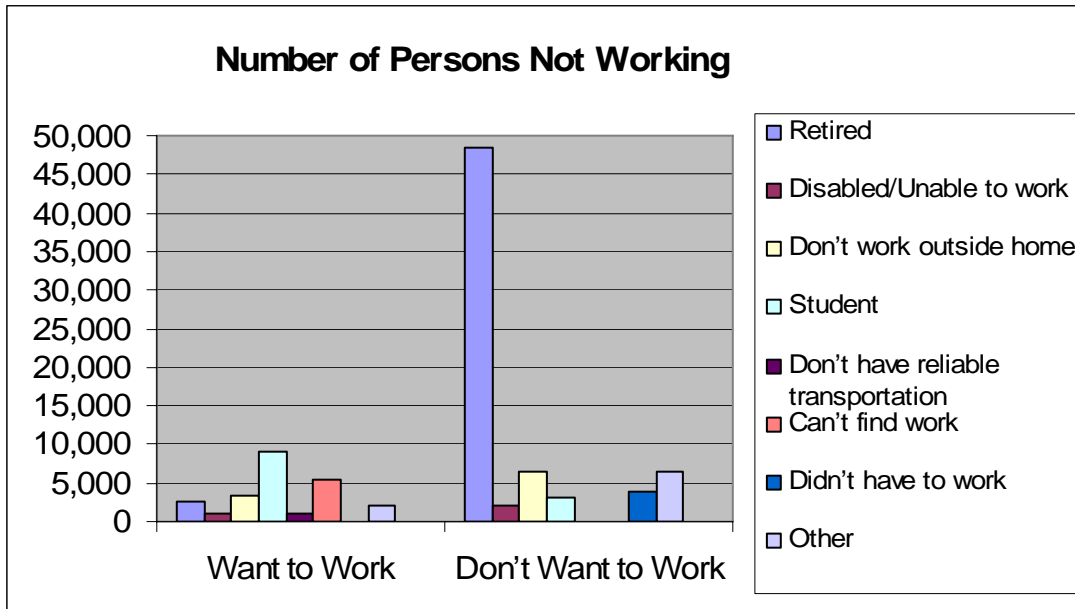
This report is a labor force study of the Claremore labor force which examines the availability of labor in the Claremore, Oklahoma area.

Approximately 188,797 of the 300,677 adults who live in the Claremore area are employed, which is equal to 62.8% of the population who is 18 years of age or older.

In the Claremore area a considerable portion of the adult population are not employed for a variety of reasons. This group includes the retired, disabled, students, homemakers, and the unemployed. This study found that approximately 111,880 members of the adult population are not currently working. Of this group, the majority, 73.8%, indicate that they are not interested in working outside the home (see Table 1 below).

Table 1: Number of Persons Not Working

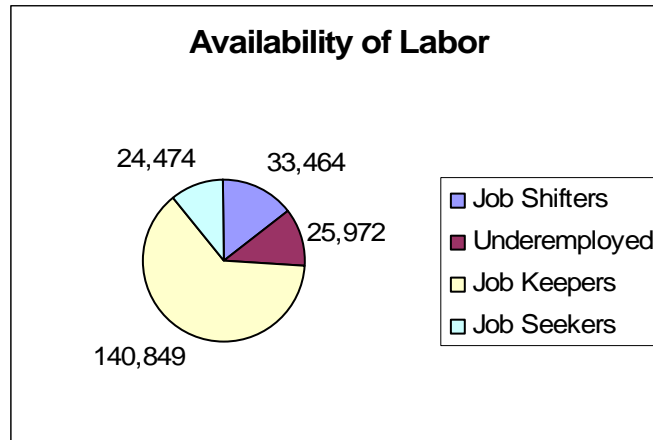
<u>Reason for Not Working</u>	<u>Want to Work</u>	<u>Don't Want to Work</u>	<u>Total</u>
Retired	2,497	48,448	50,945
Disabled/Unable to work	999	1,997	2,996
Don't work outside home	3,496	6,493	9,989
Student	8,990	2,997	11,987
Don't have reliable transportation	999	0	999
Can't find work	5,494	0	5,494
Didn't have to work	0	3,996	3,996
Other	1,998	6,493	8,491
Refused	499	0	499
Total	23,172	70,424	95,396



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 6.0% of the population within the Claremore area are currently unemployed.

Availability of Labor

This study has identified 47,948 workers who are currently available for *other* work. The categories of Job Shifters and the Underemployed (described below) are included in this estimate. Some workers are job shifters and underemployed, so the total number of workers in both categories is somewhat less than their sum. Additionally, there are those adults who are not working but want to work (Job Seekers), and those workers who are not underemployed and have not looked for work in the past three months (Job Keepers), which can be included in the pool of potential workers. These two groups total another 165,323 potential workers for a grand total of approximately 213,271 adults who are either in the labor force or want to be in it.



Job Shifters

Roughly 18% (or 33,464 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, 64.8%, were active (such as contacting an employer or filling out applications) and only a minority, 34.5%, 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 49.5% of people was in order to get higher pay and/or better benefits. Another 5.8% was looking for another job to support their family better and 5% wanted a change in career.

Underemployed

The data from this study estimates that 13.8%, or 25,972, 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 74.6% of all workers or 140,849 people.

Job Seekers

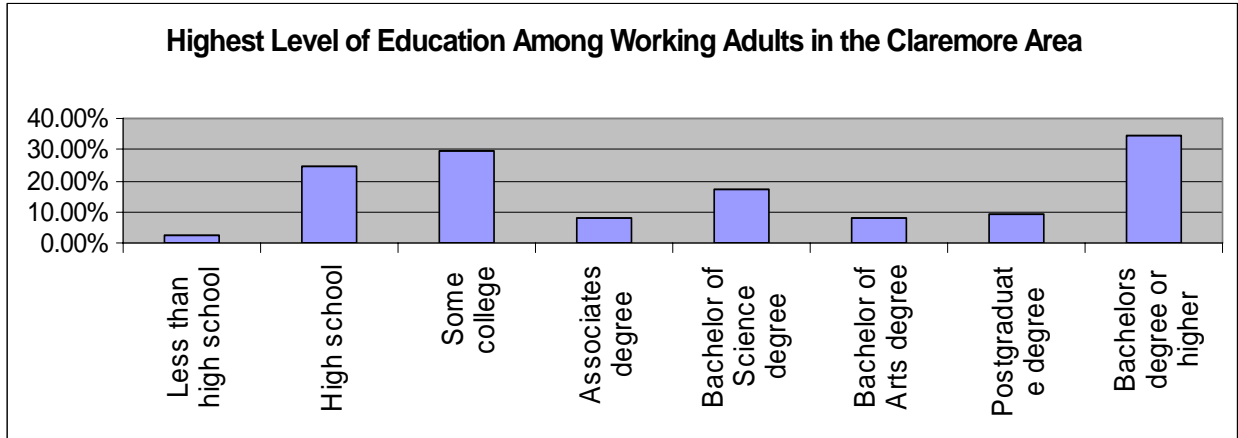
This last category of potential workers contains those who are not currently employed but want to work. Eight point one percent of all adults in the Claremore area are represented by this category which is equivalent to 24,474 people.

Education

The percentage of workers in the Claremore area with a least a Bachelors degree is almost half of the current work force (Table 2) and about 72% of the workers have had at least some college.

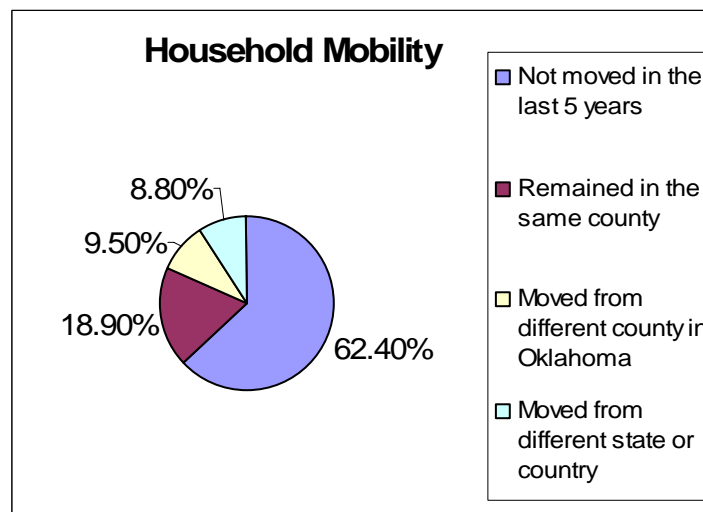
Table 2: Highest Level of Education Among Working Adults in the Claremore Area

<u>Level of Education</u>	<u>Percent Adult Workers</u>
Less than high school	2.6%
High school	24.5%
Some college	29.6%
Associates degree	8.2%
Bachelor of Science degree	17.2%
Bachelor of Arts degree	8.2%
Postgraduate degree	9.0%
Bachelors degree or higher	34.4%



Household Mobility

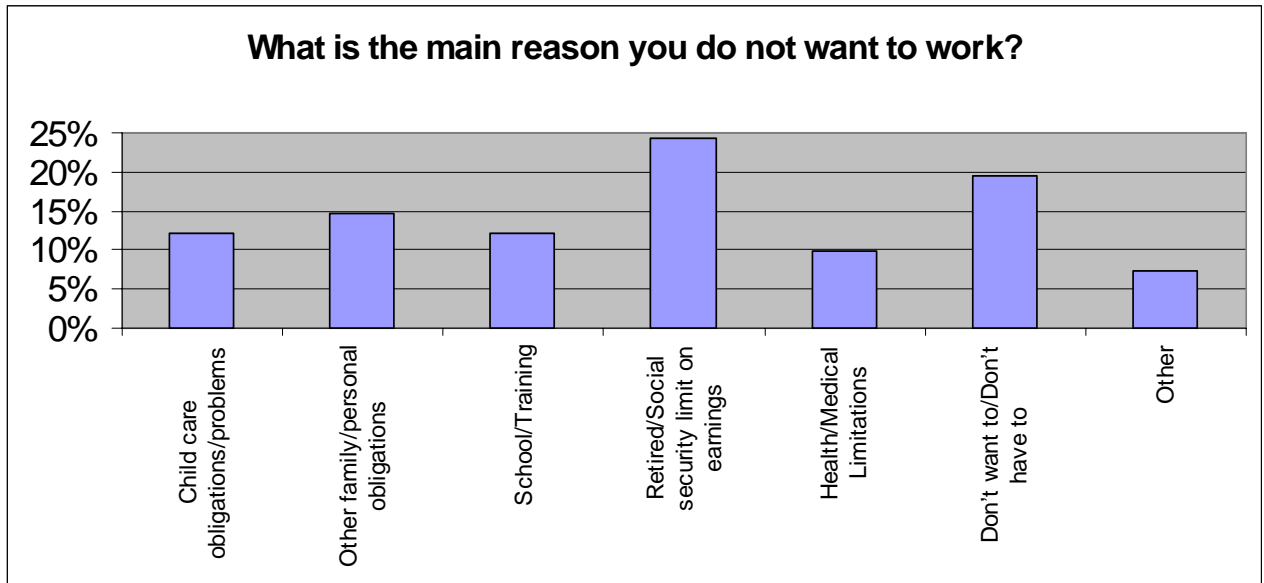
To understand how much the Claremore area population shifts in a five year period, respondents were asked if they have lived at the same residence for the last five years. Over half (62.4%) had not moved and an additional 18.9% remained in the same county. Nine point five percent had moved from a different county in Oklahoma but only an additional 8.8% had moved from a different state or country. Of the Job Shifters, 32.8% did not live in the same county five year ago whereas only 26.9% of the Underemployed had not lived in the same county and 22% of Job Keepers.



Type of Employment

Of all workers, 84.4% (or about 159,329 people) have full-time positions, and another 15.1% (or about 28,469 people) have part-time jobs. Of those workers with part time jobs 35.2% 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	5	12.2
Other family/personal obligations	6	14.6
School/Training	5	12.2
Retired/Social security limit on earnings	10	24.4
Health/Medical Limitations	4	9.8
Don't want to/Don't have to	8	19.5
Other	3	7.3
Total	41	100.0



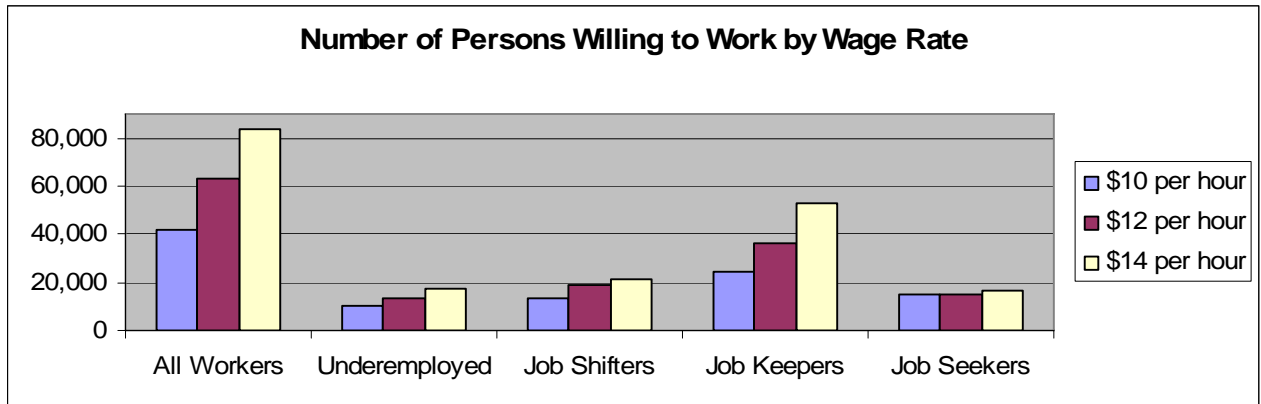
Characteristics of Workers
Wage Rates

As the wage rate increases, so does the number of people who are willing to work. Table 4 describes how many people in each of the available worker categories are willing to take a position at various pay levels that includes a standard package of benefits.

Although Job Keepers by definition are those workers who are not interested in changing jobs, about 53,000 still find a job of \$14 per hour plus benefits to be either “attractive” or “very attractive”.

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

	All Workers	Underemployed	Job Shifters	Job Keepers	Job Seekers
\$10 per hour	41,913	10,493	13,687	24,085	14,978
\$12 per hour	63,064	13,759	18,809	36,579	14,978
\$14 per hour	83,936	17,020	21,593	53,262	16,877



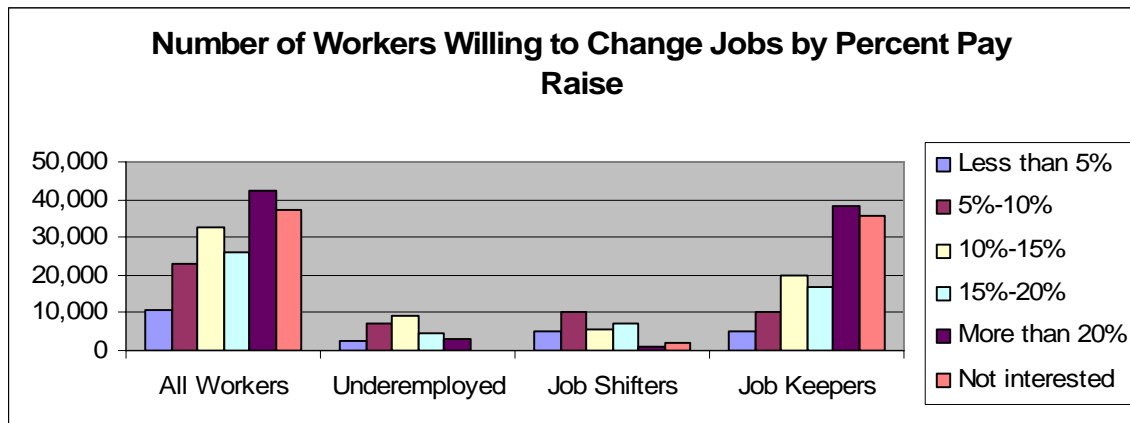
Willingness to Change Jobs

As shown in Table 5, of the Underemployed, 18,465 workers (71.1%) indicated that they would be willing to change jobs for an increase in pay of 15% or less. Around 20,815 (62.2%) 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 25.1% (or 35,354 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 25.2% of Job Keepers claimed to not be interested in changing jobs at all.

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

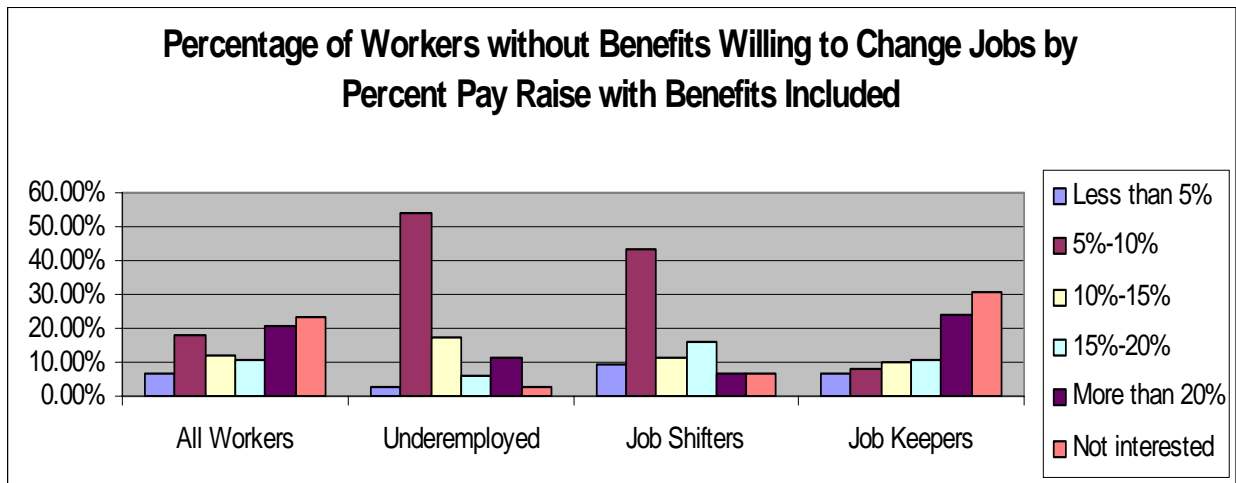
<u>Desired raise in pay</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
Less than 5%	10,573	2,493	5,087	4,930
5%-10%	23,033	6,986	10,140	10,423
10%-15%	32,473	8,986	5,588	20,001
15%-20%	26,054	4,493	7,094	17,043
More than 20%	42,102	2,987	1,004	38,029
Not interested	37,004	0	2,041	35,494



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 Underemployed were most likely to be willing to change jobs under such circumstances but about twenty-five percent of Job Keepers were also willing to change with a 15% pay increase and a benefits package.

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

<u>Desired raise in pay</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
Less than 5%	6.4%	2.9%	9.1%	6.9%
5%-10%	18.2%	54.3%	43.2%	8.3%
10%-15%	11.8%	17.1%	11.4%	9.7%
15%-20%	10.8%	5.7%	15.9%	10.4%
More than 20%	20.7%	11.4%	6.8%	24.3%
Not interested	23.6%	2.9%	6.8%	30.6%

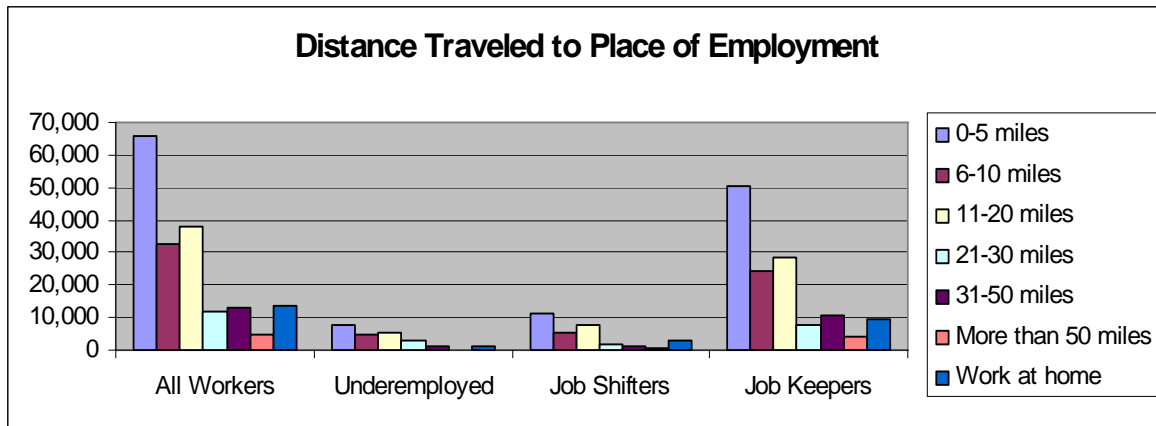


Commuting Patterns

Almost 26,641 workers (or 15.7%) living in the Claremore area already commute at least 21 miles to work and an additional 20.2% commute 11-20 miles as shown in Table 7 below.

Table 7: Distance Traveled to Place of Employment

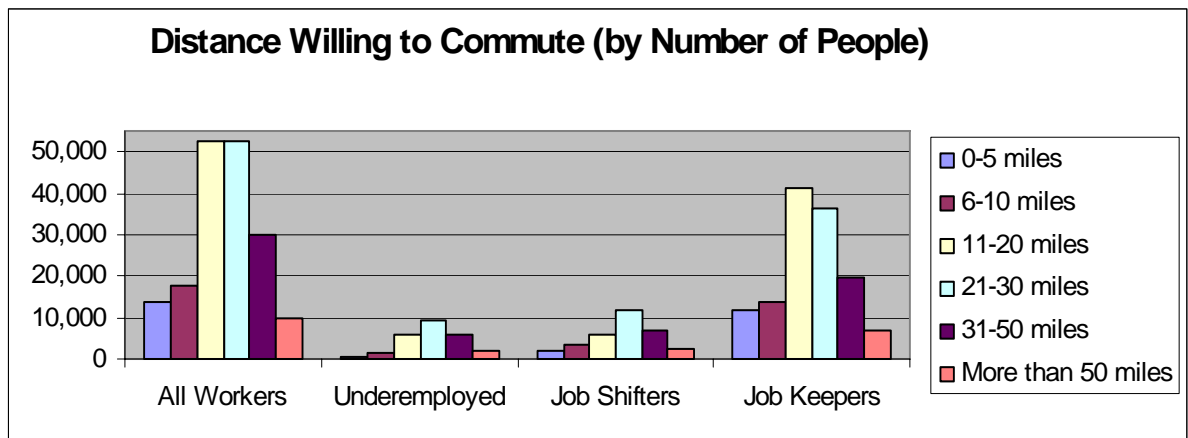
<u>Distance Traveled</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
0-5 miles	66,079	7,844	11,478	50,283
6-10 miles	32,473	4,909	5,588	24,367
11-20 miles	38,137	5,402	7,998	28,311
21-30 miles	12,083	2,935	2,008	7,465
31-50 miles	13,027	1,480	1,004	10,423
More than 50 miles	4,531	0	502	3,944
Work at home	13,593	1,480	3,012	9,437



About half of all workers (51.8%) indicate a willingness to commute distances of 21 miles or more to their job and only 16.7% said that they would not commute more than 10 miles to work.

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

<u>Distance</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
0-5 miles	13,971	493	1,974	11,972
6-10 miles	17,558	1,480	3,447	13,944
11-20 miles	52,486	5,870	5,890	41,410
21-30 miles	52,486	9,298	11,813	36,480
31-50 miles	30,019	5,870	6,894	19,437
More than 50 miles	10,006	1,948	2,476	7,042



Conclusions

- 47,948 residents of the Claremore area are either Underemployed or Job Shifters or both and are readily available to change jobs.
- 18,040 people are currently unemployed and *actively* seeking work.
- Among working adults about a third (34.4%) have completed at least a Bachelor's degree and an additional 37.8% have had some college or an Associate's degree.
- A total of 63,064 current workers expressed a willingness to work for at least \$12 per hour and another 20,872 current workers would work for at least \$14 per hour.
- A total of 66,079 current workers are currently willing to change jobs for a pay raise of 15% or less.
- 92,511 current workers are willing to commute 21 miles or more to work.

**Methodology and Data Report for the Claremore, Oklahoma Area Labor
Force Study
Conducted Among Residents Living in the Claremore Area
Data Collected May 19 – June 11, 2005**

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

**Report prepared by
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METHODOLOGICAL REPORT

Purpose

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

Support Materials and Questionnaire

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

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

Interviewer Training

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

Interviewing

The interviewer training and fieldwork was conducted between May 19, 2005 and June 11, 2005. Tuesdays and Thursdays interviewing generally started at 5:00 p.m. and ended at 9:00 p.m. On Mondays and Wednesdays shifts lasted from 2:00 p.m. and went until 9:00 p.m. Friday shifts went from 3:00 p.m. until 7:00 p.m. Saturday shifts lasted from 10:00 a.m. to 5:00 p.m. and Sunday shifts went from 2:00 p.m. until 6:00 p.m.

Incentives and Bonus Pay

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

A. Incentives per completion

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

B. Incentives per refusal conversion

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

Sampling

The study used a random telephone sample of residents living within Delaware, Craig, Mayes, Nowata, Rogers, and Wagoner counties, and select zip codes within Tulsa County. A list of eligible zip codes and counties was provided to the OU POLL by the Department of Commerce and these zip codes were used to select the sample. This sample was purchased from Survey Sampling, Inc. and was screened of many non-residential numbers (such as businesses and non-working telephone numbers) by Survey Sampling, Inc. in order to reduce the amount of time spent on this task by the interviewers.

Callbacks

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

Disposition of the Sampling Pool

596 complete interviews were obtained among residents of the selected counties along with an additional 13 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 596 interviews represent a margin of error of +/- 4.0% at a 95% confidence level. If the partially completed interviews are included in this tally, the margin of error decreases to +/-4.0% at a 95% confidence level. (The 95% confidence level means that if the survey were to be conducted 100 times with 100 different random samples, the actual results obtained would fall within the limits of error at least 95 times).

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

Overall, 3,500 numbers were released (dialed) from the sampling pool, and 12,926 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 1,084 known eligible households as the comparison, the 472 fully and partially completed interviews from the Claremore project represent a **43.5% response rate**.

Refusal Conversions

Refusal conversion efforts began on May 26, 2005, and were managed systematically by the interviewing software and the interviewer supervisors. "Hard" refusals, or those numbers in which a member of the household asked us not to call back were not attempted, and at least five days had to elapse between the initial refusal and the beginning of our conversion efforts.

Conversion efforts led to 106 successful refusal conversions, representing 22.5% of the total completed interviews.

Final Outcomes of Sampling Data

Table 1 represents the final dispositions of the sampling frames.

Statistical Weighting of the Data

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

Table 1: Final Disposition of Sampling Pool

		Frequency	Percent
Ineligible:	Non-residential number	248	7.1
	No eligible respondent	27	0.8
	Non-working number	1162	33.2
	Fax/Modem	160	4.6
	Cellular phone	3	0.0
Sub-total Ineligible:		1,600	45.7
Unknown Eligibility:	No answer	283	8.1
	Caller ID/ privacy manager	174	5.0
	Answering machine	213	6.1
	Phone line busy	54	1.5
	Technical phone problems	92	2.6
	Sub-total Unknown Eligibility:		816
Eligible:	Completed Interview	459	13.1
	Partially Completed Interview	13	0.4
	Individual Refusal	99	2.8
	Household Refusal	433	12.4
	Respondent never available	80	2.3
	Sub-total Eligible:		1,084
Total Activated:		3,500	100.0

SURVEY FREQUENCY RESULTS
Closed-Ended Data

Table 2: Frequency Distribution		
Q0: First, let me ask which county do you live in?		
	Frequency	Percent
Craig	27	4.5
Delaware	48	8.0
Mayes	66	10.9
Nowata	14	2.3
Rogers	147	24.4
Tulsa	237	39.3
Wagoner	57	9.5
Don't know	7	1.2
Total	603	100.1

Table 3: Frequency Distribution		
Q1: Let me ask in what city or town do you live?		
	Frequency	Percent
Adair	5	0.8
Benida	2	0.3
Big Cabin	3	0.5
Broken Arrow	64	10.6
Catoosa	10	1.7
Chelsea	7	1.2
Chouteau	4	0.7
Claremore	64	10.6
Collinsville	3	0.5
County Line	2	0.3
Coweta	9	1.5
Craig	3	0.5
Delaware	7	1.2
Foyil	2	0.3
Grand Lake	1	0.2
Grove	19	3.1
In the country	5	0.8
Inola	6	1.0
Jay	7	1.2
Kansas	3	0.5
Langley	1	0.2
Locust Grove	5	0.8
Mayes	9	1.5
Nowata	10	1.7
Oologah	1	0.2

Ottawa	1	0.2
Owasso	15	2.5
Pryor	15	2.5
Rogers	17	2.8
Rural	1	0.2
Salina	3	0.5
Shantel	1	0.2
South Coffeyville	1	0.2
Taiwah	1	0.2
Talala	7	1.2
Tulsa	180	29.8
Vinita	15	2.5
Wagoner	20	3.3
Washington	1	0.2
Welch	1	0.2
Something else	70	11.6
Don't know	2	0.3
Refused/call continued	1	0.2
Total	604	100.5

Table 5: Frequency Distribution		
Q3: Were you living in this house or apartment five years ago; that is, in May of 2000?		
	Frequency	Percent
Yes	376	62.4
No	224	37.1
Don't know	3	0.5
Total	603	100.0

Table 6: Frequency Distribution		
Q3A: Where did you live in May of 2000? Was it...		
	Frequency	Percent
A different residence of the same county	114	50.0
A different county in Oklahoma	57	25.0
A different state	47	20.6
Not in the US	5	2.2
Lived in the same residence	1	0.4
Other	1	0.4
Don't know	3	1.3
Total	228	99.9

Table 7: Frequency Distribution		
Q4: What is your age?		
18-24	62	10.3
25-44	244	40.5
45-64	194	32.2
65 and older	103	17.1
Total	603	100.1

Table 8: Frequency Distribution		
Q5: Determine gender without asking.		
	Frequency	Percent
Male	294	48.8
Female	308	51.2
Total	602	100.0

Table 9: Frequency Distribution		
Q6: What race or ethnicity do you consider yourself? Would you say...		
White	497	82.6
Black/African American	18	3.0
Native American or American Indian	62	10.3
Hispanic	10	1.7
Asian	3	0.5
Other	7	1.2
Don't know	3	0.5
Refused/call continued	2	0.3
Total	602	100.1

Table 10: Frequency Distribution		
Q6A: What tribe do you consider yourself to be?		
	Frequency	Percent
Choctaw	2	3.3
Cherokee	42	68.9
Other	17	27.9
Total	61	100.1

Table 11: Frequency Distribution		
Q7: Are you in the military?		
	Frequency	Percent
Yes	14	2.3
No	589	97.7
Total	603	100.0

Table 12: Frequency Distribution		
Q8: Suppose a company locates a facility in your area and needs workers. The company pays \$10 per hour, or about \$21,000 per year plus a typical package of benefits including health insurance. Using a scale of one to five, where one is Very Unattractive and five is Very Attractive, please tell me how you would view such a job for yourself in your present circumstance.		
	Frequency	Percent
Very unattractive	212	35.3
Unattractive	56	9.3
Neither unattractive or attractive	85	14.1
Attractive	59	9.8
Very attractive	98	16.3
Depends on the type of work	5	0.8
Doesn't want to work	40	6.7
Beyond that age	1	0.2
Disabled	11	1.8
Doesn't pertain to me, but would be wonderful	1	0.2
Don't need a job	1	0.2
Don't work right now	1	0.2
Has a job	1	0.2
Has grandchildren, the job would be good for them	1	0.2
Not interested	6	1.0
On social security	1	0.2
Retired	6	1.0
Self-employed	2	0.3
Senior citizen	1	0.2
Don't know	2	0.3
Other	10	1.7
Refused/call continued	1	0.2
Total	601	100.2

Table 13: Frequency Distribution
Q8A: Why do you say so?

	Frequency	Percent
Pay is not enough	248	69.7
Doesn't want to work (retired, etc.)	33	9.3
Can't work due to family responsibilities	5	1.4
Better job	2	0.6
Curious about job opportunity & what the job offered	1	0.3
Depends on how bad he would need it	1	0.3
Depends on the job	5	1.4
Disabled	2	0.6
Doesn't need a job	1	0.3
Doesn't sound like a very good job	1	0.3
Enough to do right now	1	0.3
Husband works & makes good wage	1	0.3
Job close to home	2	0.6
Likes current job	17	4.8
Not interested	3	0.8
Not working right now	1	0.3
Owns own business	7	2.0
Part-time	3	0.8
Same benefits	1	0.3
Sounds like a good job	4	1.1
Too close to retirement	1	0.3
Too old to work	2	0.6
Trying to look for work	1	0.3
Turnover & traffic	1	0.3
Widow & needs benefits	1	0.3
Would hate to start over	1	0.3
Don't know	8	2.2
Refused/call continued	2	0.6
Total	356	100.4

Table 14: Frequency Distribution

Q9: What if the company pays \$12 per hour or about \$25,000 per year plus a typical package of benefits including health insurance? Using a scale of one to five, where one is Very Unattractive and Five is Very Attractive, please tell me how you would view such a job for yourself in your present circumstance?

	Frequency	Percent
Very unattractive	95	47.3
Unattractive	43	21.4
Neither unattractive or attractive	27	13.4
Attractive	24	11.9
Very attractive	8	4.0
Depends on the type of work	2	1.0
Depends in the future the company would offer me	2	1.0
Total	201	100.0

Table 15: Frequency Distribution

Q10: What if a company pays \$14 per hour or about \$29,000 per year plus a typical package of benefits including health insurance? Using a scale of one to five, where one is Very Unattractive and Five is Very Attractive, please tell me how you would view such a job for yourself in your present circumstance.

	Frequency	Percent
Very unattractive	82	49.7
Unattractive	26	15.8
Neither unattractive or attractive	27	16.4
Attractive	26	15.8
Very attractive	2	1.2
Depends on the type of work, situation	1	0.6
Above 30,000 or 40,000	1	0.6
Total	165	100.1

Table 16: Frequency Distribution		
Q11: Does anyone in this household have a business or farm?		
	Frequency	Percent
Yes	130	21.6
No	466	77.4
Don't know	5	0.8
Refused/call continued	1	0.2
Total	602	100.0

Table 17: Frequency Distribution		
Q12: Last week, did you do any work for pay?		
	Frequency	Percent
Yes	268	56.8
No	204	43.2
Total	472	100.0

Table 18: Frequency Distribution		
Q13: Last week, did you do any work for either pay or profit? (Include paid and unpaid vacations, paid and unpaid sick leave as work)		
	Frequency	Percent
Yes	80	61.1
No	49	37.4
Don't know	2	1.5
Total	131	100.0

Table 19: Frequency Distribution		
Q14: Last week, did you do any unpaid work in the family business or farm?		
	Frequency	Percent
Yes	25	47.2
No	26	49.1
Don't know	1	1.9
Refused/call continued	1	1.9
Total	53	100.1

Table 20: Frequency Distribution		
Q15: Did you receive any payments or profits from the business?		
	Frequency	Percent
Yes	5	17.2
No	24	82.8
Total	29	100.0

Table 21: Frequency Distribution		
Q16: Do you work in the same county that you live in?		
	Frequency	Percent
Yes	272	72.2
No	103	27.2
Don't know	2	0.5
Refused/call continued	1	0.3
Total	378	100.2

Table 22: Frequency Distribution		
Q17: In which county do you work?		
	Frequency	Percent
Adair	1	0.9
Cherokee	3	2.8
Craig	6	5.5
Creek	1	0.9
Delaware	1	0.9
Mayes	4	3.7
Muskogee	5	4.6
New Mexico	1	0.9
Oklahoma	2	1.8
Osage	2	1.8
Ottawa	1	0.9
Rogers	7	6.4
Tulsa	53	48.6
Wagoner	1	0.9
Washington	2	1.8
Varies	7	6.4
Don't know	11	10.1
Refused/call continued	1	0.9
Total	109	99.8

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

	Frequency	Percent
Adair	1	0.3
Bartlesville	2	0.5
Benida	4	1.1
Big Cabin	1	0.3
Broken Arrow	23	6.1
Catoosa	5	1.3
Chelsea	3	0.8
Chelsea & Claremore	1	0.3
Chicago	1	0.3
Chouteau	1	0.3
Claremore	29	7.8
Cleora	1	0.3
Clovis	1	0.3
Coffeyville	1	0.3
Colcord	1	0.3
Collinsville	1	0.3
County Line	2	0.5
Coweta	2	0.5
Delaware	1	0.3
Grove	9	2.4
Inola	4	1.1
Jay	4	1.1
Kellyville	1	0.3
Lake area	1	0.3
Langley	1	0.3
Locust Grove	8	2.1
Miami	1	0.3
Muskogee	5	1.3
Nowata	2	0.5
Oologah	5	1.3
Owasso	9	2.4
Pryor	15	4.0
Rose	1	0.3
Salina	2	0.5
Skiatook	2	0.5
South Coffeyville	1	0.3
Surrounding areas	1	0.3
Tahlequah	2	0.5
Tulsa	182	48.7
Varies	10	2.7
Vinita	6	1.6
Wagoner	7	1.9
Welch	2	0.5

Welling	1	0.3
Something else	5	1.3
Don't know	4	1.1
Refused/call continued	2	0.5
Total	374	100.3

Table 24: Frequency Distribution		
Q19: Why didn't you work for pay last week? Was it because you are:		
	Frequency	Percent
Retired	102	44.2
Disabled	34	14.7
Unable to work	3	1.3
Waiting to start work	5	2.2
Away from work w/o pay	5	2.2
Don't work outside home	17	7.4
Never worked outside home	3	1.3
Don't have reliable transportation	2	0.9
Unemployed	11	4.8
Student	23	10.0
On vacation (w/pay)	2	0.9
Didn't have to work	8	3.5
Other	14	6.1
Don't know	1	0.4
Refused/ call continued	1	0.4
Total	231	100.3

Table 25: Frequency Distribution		
Q19A: What are your transportation needs?		
	Frequency	Percent
Needs a car to get around	2	100.0
Total	2	100.0

Table 26: Frequency Distribution		
Q20: Does your disability prevent you from accepting any kind of work during the next six months?		
	Frequency	Percent
Yes	28	80.0
No	5	14.3
Don't know	1	2.9
Refused/ call continued	1	2.9
Total	35	100.1

Table 27: Frequency Distribution		
Q21: Do you have a disability that prevents you from accepting any kind of work during the next six months?		
	Frequency	Percent
Yes	3	75.0
No	1	25.0
Total	4	100.0

Table 28: Frequency Distribution		
Q22: Do you currently want a job, either full or part time?		
	Frequency	Percent
Yes	49	26.2
Maybe	5	2.7
No	131	70.1
Don't know	1	0.5
Refused/call continued	1	0.5
Total	187	100.0

Table 29: Frequency Distribution		
Q23: Last week, did you have a job, either full or part time, from which you were temporarily absent?		
	Frequency	Percent
Yes		
No		
Don't know		
Refused/call continued		
Refused/call ended		
Total		

Table 30: Frequency Distribution		
Q24: Last week, did you have more than one job (or business), including part-time, evening or weekend work?		
	Frequency	Percent
Yes	59	15.6
No	319	84.2
Don't know	1	0.3
Total	379	100.1

Table 31: Frequency Distribution		
Q25: How many jobs (or businesses) did you have?		
	Frequency	Percent
1	4	6.8
2	39	66.1
3	8	13.6
More than 3	8	13.6
Total	59	100.1

Table 32: Frequency Distribution		
Q26: Do you usually work 35 hours or more per week at your job or business?		
	Frequency	Percent
Yes	274	82.3
No	57	17.1
Don't know	1	0.3
Refused/call continued	1	0.3
Total	333	100.0

Table 33: Frequency Distribution		
Q27: How many hours per week do you usually work at your job or business?		
	Frequency	Percent
1-10	9	2.7
11-15	6	1.8
16-20	8	2.4
21-25	10	3.0
26-30	10	3.0
31-35	12	3.6
36-40	131	39.7
41-45	48	14.5
46-50	45	13.6
51-55	13	3.9
56-60	18	5.5
More than 60	12	3.6
Don't know	6	1.8
Refused/call continued	2	0.6
Total	330	99.7

Table 34: Frequency Distribution		
Q28: Do you usually work 35 hours or more per week at all your jobs?		
	Frequency	Percent
Yes	45	80.4
No	10	17.9
Don't know	1	1.8
Total	56	100.1

Table 35: Frequency Distribution		
Q29: How many hours per week do you usually work at your main job?		
	Frequency	Percent
1-10	2	3.6
11-15	2	3.6
16-20	5	8.9
26-30	2	3.6
31-35	2	3.6
36-40	25	44.6
41-45	6	10.7
46-50	7	12.5
56-60	2	3.6
More than 60	3	5.4
Total	56	100.1

Table 36: Frequency Distribution		
Q30: Do you want to work a full-time workweek with just one employer?		
	Frequency	Percent
Yes	27	35.5
No	41	53.9
Regular hours are full-time	2	2.6
Don't know	5	6.6
Refused/call continued	1	1.3
Total	76	99.9

Table 37: Frequency Distribution		
Q31: Some people work part-time because they cannot find full time work or because business is poor. Others work part-time because of family obligations or other personal reasons. What is your main reason for working part-time instead of full time?		
	Frequency	Percent
Slack work/Business conditions	5	14.3
Other family/Personal obligations	5	14.3
School/Training	6	17.1
Retired/Social security limit on earnings	1	2.9
Full-time workweek is less than 35 hours	1	2.9
Other	11	31.4
Don't know	3	8.6
Refused/call continued	3	8.6
Total	35	100.1

Table 38: Frequency Distribution		
Q32: What is the main reason you do not want to work full-time?		
	Frequency	Percent
Child care obligations/problems	5	12.2
Other family/personal obligations	6	14.6
Health/Medical limitations	4	9.8
School/Training	5	12.2
Retired/Social security limit on earnings	10	24.4
Full-time work week is less than 35 hours	1	2.4
Don't want to/Don't have to	8	19.5
Other	2	4.9
Total	41	100.0

Table 39: Frequency Distribution		
Q33: Now I have a few questions regarding the fringe benefits associated with your (main) job or business. Does your job have a paid vacation?		
	Frequency	Percent
Yes	250	64.9
No	90	23.4
Self-employed	40	10.4
Don't know	3	0.8
Refused/call continued	2	0.5
Total	385	100.0

Table 40: Frequency Distribution		
Q34: Does your job offer health care insurance paid by the employer?		
	Frequency	Percent
Yes	193	55.8
Part of health care is paid by the employer	33	9.5
No	114	32.9
Don't know	4	1.2
Refused/call continued	2	0.6
Total	346	100.0

Table 41: Frequency Distribution		
Q35: Does your job offer reimbursement for education and training courses?		
	Frequency	Percent
Yes	166	48.0
No	149	43.1
Don't know	29	8.4
Refused/call continued	2	0.6
Total	346	100.1

Table 42: Frequency Distribution		
Q36: Does your job offer a retirement plan?		
	Frequency	Percent
Yes	226	65.3
No	110	31.8
Don't know	8	2.3
Refused/call continued	2	0.6
Total	346	100.0

Table 43: Frequency Distribution		
Q37: Does your present job offer advancement potential?		
	Frequency	Percent
Yes	241	69.9
No	92	26.7
Don't know	10	2.9
Refused/call continued	2	0.6
Total	345	100.1

Table 44: Frequency Distribution		
Q38: How far do you live from your place of employment?		
	Frequency	Percent
0 - 5 miles	136	35.4
6 – 10 miles	66	17.2
11 – 20 miles	76	19.8
21 – 30 miles	24	6.3
31 – 50 miles	26	6.8
More than 50 miles	9	2.3
Work at home	27	7.0
Don't know	18	4.7
Refused/call continued	1	0.3
Refused/call ended	1	0.3
Total	384	100.1

Table 45: Frequency Distribution		
Q39: How did you get to work last week?		
	Frequency	Percent
Car, truck, or van	343	96.6
Bus	1	0.3
Walk to work	4	1.1
4 wheeler	1	0.3
Laptop	1	0.3
Motorcycle	1	0.3
My husband takes me to work	1	0.3
Work is at home	1	0.3
Don't know	2	0.6
Total	355	100.1

Table 46: Frequency Distribution		
Q39A: Did you drive your own vehicle?		
	Frequency	Percent
Own vehicle	327	95.1
Rode with someone else	4	1.2
Company car	11	3.2
Mother's car	2	0.6
Total	344	100.1

Table 47: Frequency Distribution		
Q40: How reliable is the transportation you use to work? Would you say very reliable, somewhat reliable, or not at all reliable?		
	Frequency	Percent
Very reliable	317	90.3
Somewhat reliable	28	8.0
Not at all reliable	3	0.9
Don't know	3	0.9
Total	351	100.1

Table 48: Frequency Distribution		
Q40A: Why do you say that your transportation to work is not at all reliable?		
	Frequency	Percent
Repairs, high mileage	1	33.3
Transmission went out	2	66.7
Total	3	100.0

Table 49: Frequency Distribution		
Q40B: Does the lack of reliable transportation prevent you from working at a better job in your area?		
	Frequency	Percent
Yes	3	42.9
No	4	57.1
Total	7	100.0

Table 50: Frequency Distribution		
Q40C: How so?		
	Frequency	Percent
Better transportation wouldn't work around here	2	66.7
No bus service, does not have a ride, & other reasons	1	33.3
Total	3	100.0

Table 51: Frequency Distribution		
Q41: Even though you are now employed in a job or have your own business, have you taken any action to find a new job in the last three months?		
	Frequency	Percent
Yes	67	17.4
No	314	81.8
Don't know	3	0.8
Total	384	100.0

Table 52: Frequency Distribution		
Q42: What are all the things you have done to find alternative work during the last three months?		
	Frequency	Percent
Contacted employer directly/interview	17	14.7
Contacted public employment agency	6	5.2
Contacted friends or relative	6	5.2
Contacted school/university employment center	3	2.6
Sent out resumes/filled out applications	24	20.7
Checked union/professional registers	3	2.6
Placed or answered ads	13	11.2
Looked at ads	24	20.7
Attended job training programs/courses	3	2.6

Surfed the internet	16	13.8
Don't know	1	0.9
Total	116	100.2

Table 53: Frequency Distribution		
Q42A: Please tell me the primary reason that you are looking for another job?		
	Frequency	Percent
Better pay	22	33.3
Better benefits	11	16.7
Want to work closer to home	1	1.5
Family responsibilities	4	6.1
Change in career	3	4.5
Other	25	37.9
Total	66	100.0

Table 54: Frequency Distribution		
Q42B: How much pay are you looking for per hour?		
	Frequency	Percent
\$8.01 - \$10	2	8.7
\$10.01 - \$15	9	39.1
\$15.01 - \$20	2	8.7
\$20.01 - \$25	6	26.1
\$30.01+	1	4.3
Don't know	3	13.0
Total	23	99.9

Table 55: Frequency Distribution		
Q43: Assume you receive an offer for a job that you are qualified to perform and that involved similar working conditions, job security and fringe benefits as your current job. What increase in pay would be necessary to attract you to another employer?		
	Frequency	Percent
Less than 5% increase	21	5.5
B/w 5% and 10%	46	12.0
B/w 10% and 15%	65	16.9
B/w 15% and 20%	53	13.8
More than 20%	85	22.1
Not interested at any increase	76	19.8

Other	16	4.2
Don't know	17	4.4
Refused/ call continued	3	0.8
Refused/ call ended	2	0.5
Total	384	100.0

Table 56: Frequency Distribution
Q43A: What increase in pay would be necessary to attract you to another employer who offered a standard package of benefits including paid vacation and health benefits?

	Frequency	Percent
Less than 5% increase	13	6.3
B/w 5% and 10%	37	18.0
B/w 10% and 15%	25	12.1
B/w 15% and 20%	23	11.2
More than 20%	42	20.4
Not interested at any increase	48	23.3
Don't know	17	8.3
Refused/ call continued	1	0.5
Total	206	100.1

Table 57: Frequency Distribution
Q44: How far are you willing to commute to a place of employment?

	Frequency	Percent
0 - 5 miles	28	7.3
6 - 10 miles	36	9.4
11 - 20 miles	105	27.5
21 - 30 miles	107	28.0
31 - 50 miles	60	15.7
More than 50 miles	20	5.2
Don't know	24	6.3
Refused/ call continued	1	0.3
Refused/call ended	1	0.3
Total	382	100.0

Table 58: Frequency Distribution		
Q44A: Is your transportation reliable enough to allow you to commute that far everyday?		
	Frequency	Percent
Yes	200	93.9
No	5	2.3
Don't know	6	2.8
Refused/ call continued	2	0.9
Total	213	99.9

Table 59: Frequency Distribution		
Q44B: Why is that?		
	Frequency	Percent
Car broke down	2	22.2
Car is in bad condition	1	11.1
Gas hog	1	11.1
Gas prices	2	22.2
It's just an older automobile	1	11.1
Don't know	2	22.2
Total	9	99.9

Table 60: Frequency Distribution		
Q45: Please tell me which of the following are reasons that you are not willing to commute more than 20 miles?		
	Frequency	Percent
Family obligations, for example needing to pick up kids	29	16.7
Unreliable transportation, for example your car breaks down	2	1.2
Don't wish to drive that much	35	20.3
Gas prices	52	30.2
Takes too much time	39	22.7
Other	15	8.7
Total	172	99.8

Table 61: Frequency Distribution		
Q45A: How does your transportation need to be better?		
	Frequency	Percent
Driving extremely old car	1	50.0
Lack of license/car	1	50.0
Total	2	100.0

Table 62: Frequency Distribution		
Q46: How many different employers have you worked for in the past 5 years? In other words, how many different places have you worked including the family business or farm?		
	Frequency	Percent
1	179	46.9
2	87	22.8
3	49	12.8
4	20	5.2
5	10	2.6
6	7	1.8
7	2	0.5
8	4	1.0
More than 8	5	1.3
0	15	3.9
Don't know	4	1.0
Total	382	99.8

Table 63: Frequency Distribution		
Q47: Have you been doing anything to find work during the last four weeks?		
	Frequency	Percent
Yes	36	73.5
No	12	24.5
Refused/ call continued	1	2.0
Total	49	100.0

Table 64: Frequency Distribution		
Q48: What are all the things you have done to find work during the last four weeks?		
	Frequency	Percent
Contacted employer directly/interview	3	4.2
Contacted public	7	9.9

employment agency		
Contacted private employment agency	4	5.6
Contacted friends or relatives	4	5.6
Sent out resume/sent out application	31	43.7
Placed or answered ads	2	2.8
Looked at ads	14	19.7
Surfed the internet	6	8.5
Total	71	100.0

Table 65: Frequency Distribution		
Q49: Last week, could you have started a job if one had been offered?		
	Frequency	Percent
Yes	30	85.7
No	4	11.4
Don't know	1	2.9
Total	35	100.0

Table 66: Frequency Distribution		
Q50: Have you been looking for full-time work of 35 hours or more per week?		
	Frequency	Percent
Yes	27	84.4
No	5	15.6
Total	32	100.0

Table 67: Frequency Distribution		
Q51: What kind of work do you do, that is, what was your occupation in the last job you held?		
	Frequency	Percent
Administrator, resource management	1	2.2
Aircraft	1	2.2
Assistant manager	1	2.2
Bank teller	1	2.2
Cashier	4	8.7
Casino	1	2.2
Cleaning trucks	2	4.3
Clerk	1	2.2

CMA	1	2.2
Communications, telephones	1	2.2
Computer manager & programmer	1	2.2
Concrete finisher	1	2.2
Correction officer	1	2.2
Custodial, food service	1	2.2
Customer service	1	2.2
DHS	1	2.2
EMT	1	2.2
Hostess	1	2.2
Industrial painter	1	2.2
Material handler, fork lift	2	4.3
Medical	2	4.3
Never had a job	3	6.5
Post office worker	1	2.2
Program technician	1	2.2
Retail	2	4.3
Room service at hotel	2	4.3
Sales associate	2	4.3
Secretarial	1	2.2
Shipping & receiving	1	2.2
Student	2	4.3
Truck loading	2	4.3
Volunteer at school	1	2.2
Don't know	1	2.2
Total	46	100.2

Table 68: Frequency Distribution		
Q52: What is the main reason you were not looking for work during the last four weeks?		
	Frequency	Percent
Child care responsibilities/problems	3	25.0
Family responsibilities	2	16.7
In school or other training	1	8.3
Ill-health, physical disability	3	25.0
Transportation problems	1	8.3
Disabled	1	8.3
Retired	1	8.3

Total	12	99.9
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Table 69: Frequency Distribution		
Q53: Did you look for work at any time during the last twelve months?		
	Frequency	Percent
Yes	15	9.7
No	139	89.7
Refused/call ended	1	0.6
Total	155	100.0

Table 70: Frequency Distribution		
Q54: Did you actually work at a job or a business during the last twelve months?		
	Frequency	Percent
Yes	29	18.7
No	126	81.3
Total	155	100.0

Table 71: Frequency Distribution		
Q55: What is the main reason you left your last job?		
	Frequency	Percent
Personal, family (including pregnancy)	28	18.1
Return to school	9	5.8
Health	12	7.7
Retirement	82	52.9
Temporary, seasonal or intermittent job completed	1	0.6
Unsatisfactory work arrangements (hours, pay, etc.)	2	1.3
Never had a job	5	3.2
Pay	1	0.6
Relocated	4	2.6
Other	10	6.5
Refused/call continued	1	0.6
Total	155	99.9

Table 72: Frequency Distribution		
Q56: Do you intend to look for work during the next twelve months?		
	Frequency	Percent
Yes	23	14.7
No	128	82.1
Don't know	3	1.9
Refused/call continued	1	0.6
Refused/call ended	1	0.6
Total	156	99.9

Table 73: Frequency Distribution		
Q57: What best describes your situation at this time? For example, are you disabled, ill, in school, taking care of house or family, or something else?		
	Frequency	Percent
Disabled	1	2.9
In school	12	34.3
Taking care of house or family	12	34.3
Retired	3	8.6
Other	6	17.1
Don't know	1	2.9
Total	35	100.1

Table 74: Frequency Distribution		
Q58: Now I have a few questions about the job at which you worked last week. Were you employed by the government, by a private company, a non-profit organization, or were you self-employed (or working in the family business)?		
	Frequency	Percent
Government	47	12.3
Private or Profit company	210	55.1
Non-profit organization (include tax exempt and charitable organizations)	33	8.7
Self-employed	77	20.2
Working in family business	6	1.6
Other	5	1.3
Don't know	1	0.3
Refused/ call continued	1	0.3
Refused/call ended	1	0.3
Total	381	100.1

Table 75: Frequency Distribution		
Q59: Were you working for federal, state, or local government?		
	Frequency	Percent
Federal	5	10.6
State	28	59.6
Local	14	29.8
Total	47	100.0

Table 76: Frequency Distribution		
Q60: What kind of business or industry are you in?		
	Frequency	Percent
Agriculture	13	3.9
Construction	24	7.1
Manufacturing	29	8.6
Transportation, communications, or public utility	22	6.6
Wholesale or retail trade	28	8.3
Restaurants	16	4.7
Legal Services	4	1.2
Health and medical services	34	10.1
Education services	18	5.3
Business and Accounting services	8	2.4
Engineering and Technical services	26	7.7
Personal services or recreational services	13	3.9
Finance, insurance, or real estate	27	8.0
Government (including education)	2	0.6
Other	64	19.0
Don't know	5	1.5
Refused/ call continued	4	1.2
Total	337	100.1

Table 77: Frequency Distribution		
Q61: What kind of work do you do, that is what is your occupation?		
	Frequency	Percent
Enter response	366	96.3
Don't know	9	2.4
Refused/ call continued	5	1.3
Total	380	100.0

Table 78: Frequency Distribution		
Q62: What are your usual activities or duties at this job? For example typing, keeping account books, operating printing press, laying brick.		
	Frequency	Percent
Enter response	363	96.0
Don't know	8	2.1
Refused/ call continued	6	1.6
Refused/call ended	1	0.3
Total	378	100.0

Table 79: Frequency Distribution		
Q63: What other skills do you have that are not involved in this employment?		
	Frequency	Percent
Enter response	322	85.2
Don't know	51	13.5
Refused/ call continued	5	1.3
Total	378	100.0

Table 80: Frequency Distribution		
Q63A: If respondent mentions any computer skills		
	Frequency	Percent
Computer skills mentioned	56	14.8
No computer skills mentioned	322	85.2
Total	378	100.0

Table 81: Frequency Distribution		
Q63B: Let me ask about your computer skills.		
What is your strongest computer skill?		
	Frequency	Percent
Word processing, such as using MS-Word	15	26.3
Spreadsheet analysis, such as Lotus or Excel	7	12.3
Bookkeeping, such as Quicken	1	1.8
Computer assisted design	1	1.8
Website development	1	1.8
Troubleshooting machines	3	5.3
Maintains a computer network	4	7.0
Computer programming (C, SAS, SPSS)	7	12.3
Develops own software applications	1	1.8
Other	15	26.3
Don't know	2	3.5
Total	57	100.2

Table 82: Frequency Distribution		
Q63C: What other computer skills do you have?		
	Frequency	Percent
Word processing, such as using MS-Word	24	21.6
Spreadsheet analysis (Excel, Lotus)	20	18.0
Bookkeeping (Quicken)	9	8.1
Computer assisted design (CAD)	5	4.5
Website development	7	6.3
Work on machines, troubleshooting	20	18.0
Maintains a computer network	9	8.1
Computer programming (C, SAS, SPSS)	10	9.0
Develops own software applications	4	3.6
Don't know	3	2.7
Total	111	99.9

Table 83: Frequency Distribution		
Q64: Many employers now hire workers both directly as permanent employees and through a temporary employment agency for temporary employees. Are you a permanent or temporary employee?		
	Frequency	Percent
Permanent	339	89.4
Temporary	32	8.4
Don't know	7	1.8
Refused/ call continued	1	0.3
Total	379	99.9

Table 84: Frequency Distribution		
Q65: Would you like a permanent job?		
	Frequency	Percent
Yes	18	56.3
No	14	43.8
Total	32	100.1

Table 85: Frequency Distribution		
Q66: Because of circumstances, some people find it necessary to work at jobs that do not match their skill level. For example, a master plumber taking tickets at a movie theatre would be a mismatch between skills and job requirements. Does your current job under-utilize your skills, education, and talents?		
	Frequency	Percent
Yes/Maybe	121	32.0
No	248	65.6
Don't know	9	2.4
Total	378	100.0

Table 86: Frequency Distribution		
Q67: Why do you think you are currently underutilized at your job?		
	Frequency	Percent
Had previous job that required more skill and/or education	21	17.4
Have had additional job training and/or education	17	14.0
Current job does not require my training	30	24.8

and/or education		
Had a previous job where I earned more income	4	3.3
Other	42	34.7
Don't know	7	5.8
Total	121	100.0

Table 87: Frequency Distribution		
Q68: Have you had jobs in the past which better utilized your skills and education?		
	Frequency	Percent
Yes	68	56.2
No	52	43.0
Don't know	1	0.8
Total	121	100.0

Table 88: Frequency Distribution		
Q69: What type of job or jobs have you had in the past which required more skill and/or education?		
	Frequency	Percent
Enter response	64	94.1
Don't know	4	5.9
Total	68	100.0

Table 89: Frequency Distribution		
Q70: Taking into account inflation, did your previous job (the job that required more skill) provide you with more income?		
	Frequency	Percent
Yes	46	66.7
No	21	30.4
Don't know	2	2.9
Total	69	100.0

Table 90: Frequency Distribution		
Q71: Would you change jobs so you could better utilize your skills?		
	Frequency	Percent
Yes	86	71.0
No	22	18.2
Don't know	13	10.7
Total	121	99.9

Table 91: Frequency Distribution		
Q72: Would you be willing to undertake job training associated with a new employment opportunity?		
	Frequency	Percent
Yes	102	84.3
No	14	11.6
Don't know	5	4.1
Total	121	100.0

Table 92: Frequency Distribution		
Q73: Do you generally work daytime or evening hours?		
	Frequency	Percent
Daytime	329	87.0
Evening	44	11.6
Refused/ call continued	5	1.3
Total	378	99.9

Table 93: Frequency Distribution		
Q73A: Would you like a job where you could work during daytime hours?		
	Frequency	Percent
Yes	31	70.5
No	13	29.5
Total	44	100.0

Table 94: Frequency Distribution		
Q74: How much formal education have you completed?		
	Frequency	Percent
Less than high school	27	4.8
High school	164	29.1
Some college	164	29.1
Associate degree	37	6.6
Bachelor of Science degree	85	15.1
Bachelor of Arts degree	36	6.4
Postgraduate degree (masters, PhD, JD,MD)	47	8.3
Refused/call continued	2	0.4
Refused/call ended	2	0.4
Total	564	100.2

Table 95: Frequency Distribution		
Q75: Did you receive your Associate's degree in Oklahoma?		
	Frequency	Percent
Yes	26	70.3
No	11	29.7
Total	37	100.0

Table 96: Frequency Distribution		
Q75A: In which state did you receive your associate's degree?		
	Frequency	Percent
Europe	3	25.0
Indiana	1	8.3
Japan	1	8.3
Kansas	1	8.3
Missouri	1	8.3
New Mexico	2	16.7
New York	1	8.3
Texas	2	16.7
Total	12	99.9

Table 97: Frequency Distribution		
Q76: Did you receive your bachelor's degree in Oklahoma?		
	Frequency	Percent
Yes	109	67.7
No	52	32.3
Total	161	100.0

Table 98: Frequency Distribution		
Q76A: In which state did you receive your bachelor's degree?		
	Frequency	Percent
Alabama	1	1.8
Arkansas	3	5.5
Arizona	2	3.6
California	3	5.5
Canada	2	3.6
Colorado	1	1.8
Dakota	1	1.8
District of Columbia	1	1.8
Florida	2	3.6
Illinois	3	5.5
Indiana	2	3.6

Iowa	2	3.6
Kansas	4	7.3
Kentucky	2	3.6
Louisiana	1	1.8
Massachusetts	1	1.8
Missouri	4	7.3
New Hampshire	1	1.8
New Jersey	1	1.8
New York	4	7.3
Ohio	3	5.5
Pennsylvania	3	5.5
South Carolina	1	1.8
Spain	1	1.8
Texas	4	7.3
Turkey	2	3.6
Total	55	99.9

Table 99: Frequency Distribution		
Q77: Did you receive your highest post graduate degree in Oklahoma?		
	Frequency	Percent
Yes	35	76.1
No	11	23.9
Total	46	100.0

Table 100: Frequency Distribution		
Q77A: In which state did you receive your highest graduate degree?		
	Frequency	Percent
California	1	8.3
Colorado	1	8.3
Kansas	2	16.7
Massachusetts	1	8.3
Missouri	1	8.3
Ohio	2	16.7
Pennsylvania	2	16.7
Texas	2	16.7
Total	12	100.0

Table 101: Frequency Distribution		
Q78: In addition to your formal education, have you ever received vocational training, apprentice training, or special professional training?		
	Frequency	Percent
Yes	183	48.7
No	191	50.8
Don't know	2	0.5
Total	376	100.0

Table 102: Frequency Distribution		
Q79: Have you received special training on the job training other than the usual introductory job training?		
	Frequency	Percent
Yes	3	42.9
No	4	57.1
Total	7	100.0

Table 103: Frequency Distribution		
Q80: Are you currently enrolled in school or a special training program?		
	Frequency	Percent
Yes	10	25.6
No	29	74.4
Total	39	100.0

Table 104: Frequency Distribution		
Q81: Did the training you told me about cause a change in your employment status?		
	Frequency	Percent
Yes	83	46.1
No	93	51.7
Don't know	4	2.2
Total	180	100.0

Table 105: Frequency Distribution		
Q82: How so?		
	Frequency	Percent
Promotion	36	29.0
Increase in pay at present job	20	16.1
Different job w/the same employer	14	11.3
Different job w/ a new employer	24	19.4
Help retain current job	11	8.9
A whole new career	1	0.8
Built aircraft	1	0.8
Changed employment status, different jobs	1	0.8
Graduated from high school	1	0.8
Helped get another job	3	2.4
Helped to learn more	1	0.8
Helped create own business	1	0.8
Helped self esteem	1	0.8
Improved	1	0.8
Learn shortcuts	1	0.8
Training to become hairdresser	1	0.8
Training for working on air craft carriers during WW11	1	0.8
Went to work for airlines	1	0.8
No change	1	0.8
Don't know	2	1.6
Refused/call continued	1	0.8
Total	124	99.9

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

Table 107: Frequency Distribution		
Q84: How so? (If respondent hesitates, check all that apply.)		
	Frequency	Percent
Promotion	2	14.3
Different job w/ a new employer	2	14.3
Help retain current job	2	14.3
After school activities	2	14.3
Will have a degree	2	14.3
With a degree I would get a proper background	2	14.3
Don't know	2	14.3
Total	14	100.1

Table108: Frequency Distribution		
Q85: What is your current marital status?		
	Frequency	Percent
Married	366	61.6
Widowed	43	7.2
Divorced	50	8.4
Separated	4	0.7
Never married	123	20.7
Refused/ call continued	8	1.3
Total	594	99.9

Table 109: Frequency Distribution		
Q86: How would you describe your spouse's current employment status?		
	Frequency	Percent
Not working and not seeking a job outside the home	121	33.0
Not working outside the home, but seeking work	5	1.4
Working part-time outside the home	19	5.2
Working full-time outside the home	217	59.1
Don't know	4	1.1
Refused/call ended	1	0.3
Total	367	100.1

Table 110: Frequency Distribution		
Q87: Are you attending a school full or part-time?		
	Frequency	Percent
Yes, a full-time student	28	4.7
Yes, a part-time student	29	4.9
No, not a student	536	90.2
Refused/call ended	1	0.2
Total	594	100.0

Table 111: Frequency Distribution		
Q88: What type of school are you attending?		
	Frequency	Percent
Four year college/university	34	59.6
Junior college	7	12.3
Vocational technical school	5	8.8
High school; GED classes	4	7.0
Career-oriented program	2	3.5
Correspondence	1	1.8
School of ministry	2	3.5
Refused/ call continued	2	3.5
Total	57	100.0

Table 112: Frequency Distribution		
Q89: Would you like to pursue additional education or obtain additional training now or in the future?		
	Frequency	Percent
Yes	289	48.7
No	271	45.7
Don't know	32	5.4
Refused/call ended	1	0.2
Total	593	100.0

Table 113: Frequency Distribution		
Q89A: What type of education or training?		
	Frequency	Percent
Bachelor's degree	81	28.0
Graduate school or professional degree	64	22.1
Vocational/technical	37	12.8

school		
Computer related training	29	10.0
Other	50	17.3
Don't know	27	9.3
Refused/ call continued	1	0.3
Total	289	99.8

Table 114: Frequency Distribution
Q90: Including yourself, how many persons in your household are 18 years or older?

	Frequency	Percent
1	60	20.8
2	169	58.5
3	36	12.5
4	10	3.5
5	9	3.1
Don't know	1	0.3
Refused/ call continued	4	1.4
Total	289	100.1

Table 115: Frequency Distribution
Q91: How many persons 18 years or older in your household are employed or self-employed, including yourself?

	Frequency	Percent
1	173	29.2
2	235	39.6
3	33	5.6
4	10	1.7
5	2	0.3
0	132	22.3
Don't know	2	0.3
Refused/call continued	6	1.0
Total	593	100.0

Table 116: Frequency Distribution		
Q92: Now let me ask you a few questions about child care. A concern of many working parents is the problem of obtaining quality child care for children while parents are at work. Do you have any children under 15 years of age?		
	Frequency	Percent
Yes	196	33.1
No	393	66.4
Refused/ call continued	3	0.5
Total	592	100.0

Table 117: Frequency Distribution		
Q93: Do you have difficulty obtaining care for your children so that you can work?		
	Frequency	Percent
Yes	34	17.3
No	160	81.6
Don't know	2	1.0
Total	196	99.9

Table 118: Frequency Distribution		
Q94: Do any of the following apply to your situation?		
	Frequency	Percent
I need care when my child is sick so I can work	6	10.9
I can't work nights or weekends because I can't get child care	15	27.3
I can't find care at all for one or more of my children	10	18.2
I can't find care for my infant or toddler	2	3.6
I need better quality care than I am getting now	10	18.2
I can't earn enough to get child care	6	10.9
Don't know	6	10.9
Total	55	100.0

Table 119: Frequency Distribution		
Q95: Now let me ask how much you alone earn before taxes are taken out of your paycheck? First are you paid by the hour?		
	Frequency	Percent
Yes	166	45.5
No	174	47.7
Refused / call continued	25	6.8
Total	365	100.0

Table 120: Frequency Distribution		
Q96: Please stop me when I read your hourly pay rate.		
	Frequency	Percent
Less than \$6.75	8	4.8
\$6.75 to 8.49	29	17.6
\$8.50 to 9.99	18	10.9
\$10.00 to 11.24	13	7.9
\$11.25 to 13.24	23	13.9
\$13.25 to 15.74	12	7.3
\$15.75 to 19.24	11	6.7
\$19.25 to 24.24	14	8.5
\$24.25 to 43.24	14	8.5
\$43.25 to 60.00	5	3.0
More than \$60.00	4	2.4
Don't know	5	3.0
Refused/ call continued	9	5.5
Total	165	100.0

Table 121: Frequency Distribution		
Q97: Please stop me when I read your annual pay or salary.		
	Frequency	Percent
Less than \$14,000	8	4.6
\$14,001 to 18,000	5	2.9
\$18,001 to 21,000	5	2.9
\$21,001 to 23,000	2	1.1
\$23,001 to 28,000	5	2.9
\$28,001 to 33,000	14	8.0
\$33,001 to 40,000	18	10.3
\$40,001 to 50,000	18	10.3
\$50,001 to 90,000	48	27.6
\$90,001 to 125,000	11	6.3
More than \$125,000	7	4.0
Don't know	9	5.2
Refused / call continued	24	13.8
Total	174	99.9

Table 122: Frequency Distribution		
Q98: Does any of your salary come from tips or commissions?		
	Frequency	Percent
Yes	15	8.6
No	155	89.1
Refused / call continued	4	2.3
Total	174	100.0

Table 123: Frequency Distribution		
Q99: About what percentage would you say?		
	Frequency	Percent
5	2	12.5
10	2	12.5
15	1	6.3
25	2	12.5
50	2	12.5
60	2	12.5
100	4	25.0
Don't know	1	6.3
Total	16	100.1

Table 124: Frequency Distribution		
Q100: Since you are commuting to a job outside of your county, we would like to ask one last question: If a job opportunity came up closer to home within your own county, would you consider it if it were: A more desirable job than the job you have now in terms of wages, benefits, and working conditions?		
	Frequency	Percent
Yes	81	83.5
No	9	9.3
Don't know	5	5.2
Refused / call continued	2	2.1
Total	97	100.1

Table 125: Frequency Distribution		
Q101: Would you consider a local job that is comparable to the one that you have now?		
	Frequency	Percent
Yes	70	78.7
No	11	12.4
Don't know	5	5.6
Refused / call continued	2	2.2
Refused/call ended	1	1.1
Total	89	100.0

Table 126: Frequency Distribution		
Q102: Would you consider a local job that is slightly less desirable, with lower wages and less benefits, than the one that you have now?		
	Frequency	Percent
Yes	9	11.7
No	61	79.2
Don't know	5	6.5
Refused / call continued	2	2.6
Total	77	100.0

SURVEY FREQUENCY RESULTS

Open-Ended Data

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

Comment	Frequency
911 dispatcher	1
Ability training specialist	1
Accountant	6
Administrative	6
Adult education teacher	1
Aerospace, shipping, receiving, and driver	1
Air conditioning equipment mechanic	1
Air craft inspector	1
Airplane parts	1
Assembly worker	1
Assistant director	1
Assistant manager	1
Assistant teacher	2
Attendance clerk at a school	1
Attorney	3
Auto dealer	1
Aviation maintenance	1
Aviation mechanic	1
Babysitter	1
Banking industry	1
Bill collector	1
Bookkeeper	2
Branch office administrator for finance company	1
Build houses	1
Builder	1
Business machinist	2
CAD tech	1
Cake decorator	1
Call center	1
Call center technical support	2
Care giver	3
Caretaker	1
Carpentry and construction	3
Cashier	4
Cattle owner	1
CEO of corporation owns shopping mall	1
Certified nurse's aid	2
Chief	1
Chief financial advisor and owner of business	2
Child care in a daycare	2
Child protective services	1
Chiropractor	3

Christian	1
Classify ad sales, clerk work	1
Clerical	4
Clinical coordinator of rehab dept	1
Collector	2
Computer	1
Consultant	4
Control robots that paint the buses	2
Cook	4
Corporate training	1
Corrections officer	2
County clerk	1
Customer service representative	3
Cutter in factory	2
Daycare	1
Delivery pick up driver	1
Dental hygienist	2
Deputy	2
Design and advertising	2
Designer	2
Digital mapping	1
Director of switch operations for MCI	1
Dishwasher	2
District manager	2
Document control clerk	1
Dog grooming shop	1
Drive trucks	1
Driver	1
E911 analysis	1
Educator	1
Electrical engineer	3
Electrician	5
Employee services	1
Engineer	7
Executive	2
Expert witness for song logging	1
Farmer	5
Field coordinator	1
Finance	1
Financial advisor	2
Flight instructor, & ministry work	2
Florist	1
Foreman	3
Fundraiser	1
General contractor	1
Government consultant	1
Grocery manager	1
Handy man	1
Head medal sales consultant, glass company	2
Head photo tech	1

Health analyst	1
Help desk at casino	2
Hotel manager	1
House manager	1
Housewife, and looks after cattle on the farm	1
Imprinter	1
Instructor	1
Insurance	1
Insurance adjustor	1
IS processor and/or EOD processor (at a bank)	2
IT	1
Labor, paperwork, factory job	2
Labor/Construction work	1
Laboratory	1
Laborer	2
Lawn maintenance	1
Lead teacher (daycare)	1
Leisure services	1
Letter sides of school buses	1
Machine designer	1
Machine operator	1
Machinist	3
Mail carrier/clerk	5
Maintenance	4
Make eye glasses	1
Management	8
Manicurist	2
Manufactures rep	2
Marketing	1
Mechanic	5
Medical doctor	1
Mortgage broker	1
Nanny	1
Newspaper delivery service	1
Nurse manager	1
Nursery man	1
Office coordinator	2
Operational, management	1
Operations	2
Owner's wife	1
Owner	11
Owns oil business, & part time secretary to superintendent in Groove Public Schools	1
Painter	2
Paralegal	1
Paramedic	5
Parking lot attendant	1
Pastor	1
Patient relations	1
PC Board assembly	1
Petroleum engineer	1

Physical therapist	2
Plant manager	1
Plant operator	1
Plumber, business owner, mechanical contractor, entrepreneur	1
Police dispatcher	1
Positions assistant	1
PR work and administrator helper and secretary	1
Prepare income taxes	1
Press operator	4
Priest	1
Printer operator	1
Product demonstrator	1
Professor	3
Program manager	2
Programmer	2
Property manager	3
Property owner	2
Quality assurance	1
Race horse owner	1
Rancher	2
Reading specialist	1
Real estate development	1
Receptionist	1
Retail sales	1
RN	3
Route salesman	1
Rural fire coordinator	1
Sales	13
Sales manager	2
Scan medical records	1
School nurse	1
Second hand marketing	1
Security guard	1
Server	1
Shift manager	2
Site manager, supervisor	2
Social service director	1
Station operator	1
Stocker	5
Store clerk	1
Subject matter expert	1
Substance abuse counselor	1
Superintendent	2
Supervisor	2
Supervisor at a power plant	1
Supervisor at grocery store, and maid	2
Supervisor in finance	2
Support assistant	2
Systems analyst	1
Systems operator, electrical, utilities, power lines	1

Teach foreign language	1
Teacher	15
Teacher Assistant	1
Team member at KFC	1
Technical inspector	1
Technical support	2
Teller	3
Therapist's research assistant	1
Tooling engineer	1
Transportation	1
Truck driver	5
Trust fund officer	1
Utility	2
Volunteer coordinator	1
Waitress	3
Waste water treatment plant	1
Welder	5
Whatever has to be done	1
Writer	2
Yoga instructor	1
Total	366

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

Comment	Frequency
Accommodating customers	1
Accounting	2
Accounting and bookkeeping	2
Administration	3
Adult toys and products for a novelty store	1
Advise, assistance	1
Advising about finances	2
Answer calls, run info, management	1
Answer phone, check dogs in and out, help to groom dogs	1
Answering phone, greeting clients, work schedules, calendars, faxes, putting together tax forms, corporation information	1
Answering phones, keeping books, office work, administrative assistant	3
Answering phones, taking orders, making deposits, and accounts receivable	1
Arranging mail in sequence of delivery and then delivering that mail.	1
Assembly and delivery of newspapers	1
Assistant city manager, personnel issues, creating engineering projects	1
Assisting and taking care of patients who are in need of rehabilitation	1
Assists with local fire dept	1
Audit and tax	1
Banker	1
Banking, making sales, and contributions	2
Boat dock construction	2
Bookkeeping, cleaning	1
Budgeting, accounting, manager, director	1

Building interior designing, accounting, etc	1
Calling universities, visiting with students	1
Caring and educating children	1
Caring for people	1
Chair side attendant, management.	1
chauffeuring	2
Check paperwork, travel to different houses, make sure clients are getting the services, and etc.	1
Checking vital signs, turning, and changing people who can't take care of themselves.	2
Cleaning up construction sites, towing away, etc.	2
Cleaning, painting, woodwork	1
Cleaning, wait help	1
Clerical	1
Clerical and mailing	1
Collect bills	1
Computer work, keeping books	4
Computing	1
Conduct youth activities counseling involved in community activities	1
Conducting educational therapy groups	1
Consultation	1
Cook for seniors, clean homes, take them to doctors, run errands	1
Cook meals for 70 people everyday washing dishes and cleaning facilities	1
Cooking	3
Cooking, cleaning, customer service, paper work	2
Coordinate publications	1
Coordinating with the trainer, grooming, training	1
Counseling clients, assessment, referrals, individuals, groups, families	1
Count money, management	2
CPR, first aid, IV's, cardiac rhythms, etc.	1
Creating advertising material	2
Creating electrical schematics	2
Customer assistance and stocking	1
Customer service	1
Cut steel	2
Data entry	1
Data management	1
Day to day operation of facility	1
Decorate cakes	1
Deliver mail	1
Deposits and withdrawals for customers	2
Dept chair for special ed.	1
Design engineering	1
Design software	1
Design things	1
Design tooling featuring, design tables, cabinets, etc, computer drawings and computer and programming support for robotics equipment	1
Develop film, print pictures, help customers, cashiering, paperwork	1
Dishwashing	2
Does inside work for farm	1
Dog sitting	1

Drive trucks to designated places (restaurants)	2
Driving	3
Driving and caring for people	1
Driving and shipping	1
Dumping trash to running the plant	1
Economics and reserve analysis	1
Engineering	2
Equipment operator	2
Evaluation and treatment of patients	1
Everything	1
Feed the cattle, check to see if they are all there	4
Financial paperwork, manual labor	1
Filing, copying	1
Finance manager	1
Financial analyst	2
Financial management , planning, physical labor, maintenance, repair	1
Fix computers	1
Fix what needs to be fixed in cars	1
Fixing airplanes	1
Floral arrangements, service to customers, and deliveries	1
Framer and trimmer	1
Functions of owning business, directing	1
General manager	1
Get documents together	1
Giving estimates to auto clients	1
Goes to peoples homes and helps them	1
Health care, material datasheet entry, tracking for the state Medicare money, states emissions, counseling	1
Hire and fire, billing, make appointments, schedule surgeries, order supplies, schedule office meetings and conferences pertaining to our practice	1
Hiring/firing, payroll, ordering and interviews	1
In charge of the ranch and cattle	1
Inspect airplanes for damage or wear	1
Inspect all real estate problems	1
Install hardware to diagnose and troubleshoot extremely large systems, both software and hardware.	2
Installing conduit electrical appliances.	2
Instructing	1
Interact w/ customers	1
Investigating child abuse	1
Job foreman	1
Keep books, give manicures	1
Keeping books	1
Keeps equipment going, solves problems	1
Labor	1
Landlord duties	2
Legal mediator, help people work out their problems without having to go to court.	1
Lettering sides of school buses	1
Loading trucks and unloading	2
Lobbying	1
Machine operator of several different machines	1

Machinist	1
Mainly growing & selling plants	1
Maintain day to day operations of mental patients	1
Maintaining accounts	1
Maintaining healthcare of students and faculty	1
Make parts for airplanes	2
Makes window frames	1
Making sales	2
Manage personnel	1
Manage sales force	2
Management	7
Management, labor, design, whatever needs to be done.	2
Management, technical hands-on type of work, plumbing	1
Manages NE Oklahoma	2
Managing a large group of people, hiring and firing.	1
Managing, owner	1
Manicuring nails	1
Medical related, laboratory work	1
Milk cows, bail hay	2
Need to be computer literate and knowing medical terminology	1
New customer development/support, sales to dealerships	2
Not sure how to answer	3
Nursing	2
Observe teachers, do seminars and workshops	1
Office activities	1
Office work, typing, computer	2
One year	1
Open mail, filing, refile, computers	1
Operate computer and paint gun	2
Operate printing press	1
Operates two different machines that drill and works on a press operator	2
Operating lawn equipment	1
Operations and maintenance	1
Organized equipment, oversee people	2
Oversee maintenance, operations, operation of water plant, file paper work	1
Overseeing everyone	1
Owner of car lot	1
Paint	2
Painting, sheet rock repair	2
Paper converter	2
Paper work	2
Paperwork, billing and filing	1
Pastor	1
Patient care	4
Patrol	2
Pay invoices	1
Payroll, bills, land records	1
Payroll, picking up equipment, deliveries	1
Phones	1
Pick up steel products	1

Planning special events, writing letters, talking on the telephone	1
Prep, cook, run drive-thru	1
Prepare all food for service	1
Prepare documents, meet with clients, scheduling	1
Prepare for class management class on internet	1
Prepare income taxes for people	1
Prepare mail for delivery	1
Pricing and stocking, inventory	1
Priest	1
Prison, take money, lock money, pay vouchers	1
Process loans, look for business, sales	1
Processing paperwork	1
Producing will for the airline	1
Profit and loss	1
Programming	2
Project management	2
Project manager, team lead, application developer	1
Provide transportation to various places, basically taking care of everyone	2
Provides medication for chronically mental people	1
Put away freight, paperwork, manage the money, unloading truck, assisting customers	1
Put dental and doctors messages on tooth brushes by putting them through a machine.	1
Put things together	1
Q & A for insurance, put things away	2
Rebuilding airplane parts	1
Recruiting	1
Recruiting and training volunteers	1
Refrigeration and air conditioning at VA hospital	1
Rent house maintenance, electrical, plumbing duties	2
Renting movies, cleaning store, receiving	1
Repair aircraft parts	1
Reporting	1
Responding to 911 calls	1
Run material and cut it	2
Running equipment	1
Runs hotel	1
Runs press break	2
Runs the business	2
Runs the floor, puts people put in their positions and manage	1
Sales	2
Sales and marketing, training	1
Suturing, assembled motors, set screws	1
Scheduling	1
Scheduling, supervising, patient care	1
Secretarial	1
Security	3
Self-employed	1
Sell merchandise	3
Sell products over phone	1
Selling insurance, phone, computer work	1

Serves as a witness for a large corporation, paper work, visual and audio logging.	1
Servicing households	2
Set up presses	2
Showing up and finding things	1
Signing checks	1
Sitting and taking care of elderly lady	1
Spatial analysis, graphic illustration, data analysis	1
Stocking groceries	2
Stocking, ordering, checking dates, carry out, cashier	1
Supervise	5
Supervise nurses and handle problems between people	1
Supervision of children	2
Supervisor, training	1
Systems operator, electrical, utilities, power lines	1
Take care of oral cleanings	1
Take care of this child	1
Take incoming calls, troubleshoot machines, solve customer issues, provide answers on equipment	2
Take information from engineers and put it on a computer	1
Take x-rays, get chief complaint from patient, assist doctor, lab work	1
Taking care of cattle	1
Taking care of children, prepare meals and snacks, plan games and trips, business aspect	1
Taking care of property	1
Taking customer calls, writing orders, ordering raw material, inventory control	2
Taking money	1
Talking to patients	1
Talking to people	2
Teach alphabet, numbers, and art	1
Teach classes, conduct research	2
Teach English	1
Teach kindergarten	1
Teach people about art and science	1
Teach Spanish	1
Teach, grade, keep records	1
Teaching	7
Teaching and computer work	1
Teaching children basics for elementary, work sport games, and tutor for extra money	1
Teaching classes, computer and professional development	1
Teaching computers	1
Teaching GED and job skills	1
Teaching gifted and talented children	1
Teaching math and science	1
Teaching remedial reading students	1
Teaching secondary education	1
Teaching, preparing lessons, keeping grades, checking children's progress, safety and welfare of children	1
Technical support	2
Technical work, global outages, telephone switching, soft switches	1
Toll attendant	1
Track down absent kids, maintain records of attendance, process legal	1

documentation	
Training, technical data	2
Transfer work between factories	1
Transporting kids to different activities, light house work, educational, cooking, and getting groceries	1
Treats patients	2
Troubleshoot	1
Troubleshooting, maintaining networks	1
Typing and 10 key	1
Typing and telephone	1
Typing, filing, greeting customers, accounting, computers	1
Typing, formatting reports, different forms, letters and other	1
Typing, phone, and computer skills	1
Typing, working data bases, computer, reception work	1
Verifying addresses for E911	1
Various duties	1
Various jobs that help assist children and senior citizens	1
Visit companies and analyze their credit card systems	1
Waiting table, taking money, distributing food, cleaning	1
Waitress	2
Watching kids	2
Welding	5
Wiring commercial and industrial buildings	2
Work on computer	1
Work with blueprints	1
Worked on the machines	1
Working on aircraft	1
Working with children, helping them through their lessons, supervising children	1
Working with disabled adults	2
Writing, research	2
Total	363

Table : Frequency Distribution

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

Comment	Frequency
10-key, typing, answer phone	1
Accident investigator, auto dispatcher	1
Accounting	5
Accounting, finance, administrative work, and recruiter	1
Administrative skills	1
Air condition, antique shop	1
Aircraft documents	1
Airline booking	1
Assembly line experience, fast food experience, and grocery store experience	1
Assembly work	1
Associates degree	2
Associates degree in electronics and was a computer operator	2
Auto skills	1
Aviation license	2

Backhoe, dozer driver	1
Baker	1
Bank teller	1
Banking and finance	1
Bartending	1
Beautician	1
Beauty operator	1
Biology degree	1
Bookkeeping	2
Bookkeeping, real estate, medical assistant, dispatcher	1
Building electric motors, running winding machine, stuffing the stator	1
Business and office, carpenter, wallpaper, roof	1
Business degree, machine shop, sales, teaching degree	2
Business skills	2
Camera operator	2
Carpentry	3
Carpentry, plumbing, electricity	1
Cashiering	1
Certified lab tech, & dental degree	1
Changing, giving bath, companionship, comb hair, exercise bedridden lady	1
Chef, sowing, teacher	1
Chief of none, Jack of all	1
Claims representative for social security	1
Clean carpets part time, painting	2
Clerical	2
Coach football	1
Collection experience	1
Computer and typing skills	1
Computer networking and public communications	2
Computer skills	21
Computer skills accounting, secretarial	1
Computer skills, musician	1
Computer skills, sales, management, quality assurance, public relations, warehouse	2
Computer, answering phones, coordination skills,	1
Computer, auto mechanics, welding	1
Computer, education	2
Construction	4
Construction skills	2
Creativity	1
Degree in cosmetology	1
Degree in photography, minor in Video Art	2
Degree in secretarial business	1
Dental laboratory	1
Design websites	1
Dietary manager, waitress, cleaned houses	1
Drive heavy equipment	1
Eagle scout	2
Educational assessment	1
Electronics	1
Electrical and carpentry	1

Emergency clinic	1
Engineering degree	1
English writer	1
FAA rated pilot	2
Fabrication	2
Farming, cattle	1
Farming, ranch, mechanical	1
Feed store, plastics company	2
Firefighter	1
Firefighting, EMT, lab work	2
Fixing machines, masonry	1
Flight instruction	2
Foreign languages, financial analysis	2
Forklift operator	1
Framer, carpentry	2
Gardening	1
General business	1
General management skills	1
Glazer, lab technician	1
Going to school for heat and air conditioning and electronics	1
Government regulations, safety engineering	1
Graphic art	2
Groom dogs	1
Heavy duty maintenance, electrician, cabinet maker	1
Homemaker skills, customer service skills, money handling, budgeting, cleaning, cooking, dietary aid, nurses aid, restaurants	1
Hotel catering skills	1
Housecleaning experience, lingerie shows	1
Human resources experience	1
Lab work, water testing	1
Lawyer entire career, judge, prosecutor	1
Lease tropical plants, lawn service, landscaping	1
Legal skills	5
Magic shows, artwork, publicity	1
Management	1
Management, strategic planning, composing for small businesses.	1
Managing someone else's business, education in marketing management, electrical	1
Manual labor	1
Many	8
Massage therapist, designer and builder of stained glass	1
Mechanical	7
Medical background, degree in psychology, minor in sociology	1
Medical records	3
Mom	1
Mosaic artist	1
Motel management and insurance business	1
None	81
Nursing skills	3
Office manager, insurance, medical, bookkeeper	1
Office skills	3
Office skills, painting company	1

Oil wells	2
Outdoor skills	1
Own businesses	2
Payroll	1
Petroleum related skill	1
Pharmacy tech	2
Photographer	1
Pilot	2
Postal service; retired letter carrier	1
Power tools, welding automotive experience	2
Prepare taxes, worked in animal control, worked in factory, worked in retail	1
Problem with driving, have three kids	1
Programmer analyst, schoolteacher	1
Programming	2
Psychologist	1
Public relations	1
Quality control	1
Radio DJ	1
Raise children	1
Ranching	1
Research and record cemeteries	1
Restaurant work	2
Restaurant, secretarial	1
Retired from the federal government, worked as a contractor in construction	1
Run an office, computer, painting, carpentry work, babysitting, grocery store, flipping hamburgers, teach school, work in a daycare center	1
Run other machines from other companies, raise Chihuahuas	1
Run printing press, printing magazines and year books, prep, cook, prepare foods, ordering cards, helped customers	1
Sailing	1
Sales	2
Sales, fork lift driver, stocker	2
Seamstress	1
Secretarial	2
Sewing, needlepoint	1
Sewing, organizational skills, people skills, highly motivated to get things done	1
Small engine repair	1
Softball, household work, taxes	1
Sonar technician on submarine	2
Speak three languages	2
Steel shop industry	2
Stocking	1
Substitute teacher	2
Superintendent	1
Supervisor	1
Teach French and tutor	1
Teaching	4
Team development and sales	1
Typing	1
Typing, 10-key, upholstery, bookkeeping, general office	1
Typing, 10-key, worked in daycare nursery, and insurance	1

Typing, bookkeeping	1
Use all skills	2
Weld, auto body work, mechanic work, fabricate, change a flat tire	1
Welding	2
Welding, class a drivers license	2
Welding, fabricator	1
Wholesale, retail, manufacturing, marketing	1
Woodworking	1
Works forklift, telecom, trash services	1
Write poetry	1
Written manuals	1
Yard work	1
Total	322

Table : Frequency Distribution

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

Comment	Frequency
Accounting	1
Air Force	1
Business and office skills	1
Chemical company, bookkeeping, receiving, purchasing clerk	1
Claims representative, an equal opportunity specialist	1
Clerical positions	1
Computer consultant	2
Construction	2
Crime victims compensation in Washington state	1
Degree in engineering	1
Domain administration	2
Engineering	3
Executive recruiter	1
Financial analyst, technology specialist	1
Glazer	1
Grocery store	1
Grocery wholesale operator	1
Handled documents for FAA	1
Health care	1
Helicopter pilot	2
High school mathematics	1
Hospital as nurse's aid	1
Instructor, supervisor, manager	1
IT director	1
Lab manager	1
Maintenance	1
Manager	1
Manager for food services and worked as operations manager	1
Manufacturing job	1
MCI supervisor	1
Mechanic for dealerships	1

Military	1
Navy	2
Nurse's assistant	1
Office jobs	1
Owner of Chevrolet dealership	1
Payroll	1
Pharmacy tech	1
Physical therapy and worked in a hospital	2
Pilot and mechanic	2
Primary care facility	1
Programmer analyst	1
Purchasing	2
Sales	2
Sales associate experience & housecleaning	1
Sales or running more high tech machine jobs	2
Same job, different company	1
School	1
Secretarial	1
Superintendent	1
Supervisor, management	1
Taught school	1
Teaching and working in machine shops	2
Technician and engineering jobs	1
Trainer, bowling center coordinator, people skills	1
Used to run State Farm office	1
Went to college for physics, but couldn't find a job in that field.	2
Worked for criminal lawyers, accounting for corporation	1
Total	64

APPENDIX A

Introduction Selection Sequence

Informed Consent Script:

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

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

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

[If yes, then:]

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

[If no, then:]

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

[If yes, then:]

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

Concluding remarks:

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

[If yes, then:]

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

APPENDIX B

Fallback Statements

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

How did you get my number?

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

I don't want to buy anything!

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

Where are you calling from?

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

I don't have time right now.

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

I don't want to share my opinions.

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

I don't do anything over the phone.

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

I'm not interested.

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

Take me off your list!

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

APPENDIX C Survey Questionnaire

Q0:

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

Craig	1	=> /Q1
Delaware	2	=> /Q1
Mayes	3	=> /Q1
Nowata	4	=> /Q1
Rogers	5	=> /Q1
Tulsa	6	=> /Q1
Wagoner	7	=> /Q1
Some other county	8	
Don't know	77	=> /INT
Refused/call continued	88	=> /INT
Refused/call ended	99	=> /INT

Q0A:

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

End Call1 => /INT

Q1:

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

Broken Arrow	1	
Claremore	2	
Coweta	3	
Nowata	4	
Pryor	5	
Tulsa	6	
Vinita	7	
Wagoner	8	
Something else	9	O
Don't know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q2:

What is your zip code?

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

Q3:

Were you living in this house or apartment five years ago; that is, in May 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 May 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	0 => /Q11
Don't know	77	=> /Q11
Refused/call continued	88	=> /Q11
Refused/call ended	99	=> /INT

Q10:

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

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

Q11:

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

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

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

Q12:

Last week, did you do any work for pay?

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

Q13:

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

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

Q14:

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

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

Q15:

Did you receive any payments or profits from the business?

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

Q16:

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

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

Q17:

In which county do you work?

Craig 1
Delaware 2
Mayes 3
Nowata 4
Rogers 5
Tulsa 6
Wagoner 7
Some other county 8 O
Don't know 77
Refused/call continued 88

Refused/call continued 99 => /INT

Q18:

In which city or town do you work?

Broken Arrow	1		=> /Q24
Claremore	2		=> /Q24
Coweta	3		=> /Q24
Nowata	4		=> /Q24
Pryor	5		=> /Q24
Tulsa	6		=> /Q24
Vinita	7		=> /Q24
Wagoner	8		=> /Q24
Something else	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
A student	10		=> /Q22
On vacation (with pay)	11		=> /Q24
Didn't have to work	12		=> /Q22
Other	13		=> /Q22
Don't know	77		=> /Q22
Refused/call continued	88		=> /Q22
Refused/call ended	99		=> /INT

Q19A:

What are your transportation needs?

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

Q20:

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

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

Q21:

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

Yes	1		=> /Q74
No	2		
Don't know	7		

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

Q22:

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

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

Q23:

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

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

Q24:

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

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

Q25:

How many jobs (or businesses) did you have?

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

Q26:

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

=> Q28

else => Q26

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

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

Q27:

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

1-10 1
11-15 2
16-20 3
21-25 4

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

JR1:
=> Q33
else => Q30
if (Q27>6)

Q28:
Do you usually work 35 hours or more per week at all your jobs?

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

Q29:
How many hours per week do you usually work at your main job?

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

JR2:
=> Q33
else => Q30
if (Q29>=7)

Q30:
Do you want to work a full-time workweek with just one employer?

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

Q31:

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

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

Q32:

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

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

Q33:

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

Does your job have a paid vacation?

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

Q34:

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

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

Q35:

Does your job offer reimbursement for education and training courses?

Yes	1	
No	2	
Don't know	7	

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

Q36:

Does your job offer a retirement plan?

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

Q37:

Does your present job offer advancement potential?

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

Q38:

How far do you live from your place of employment?

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

Q39:

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

CAR, TRUCK OR VAN 1
BUS 2 => /Q40
WALK TO WORK 3 => /Q40B
BICYCLE 4 => /Q40
Other (specify) 5 O => /Q40
Don't Know 7 => /Q40
Refused continued 8 => /Q40
Refused ended 9 => /INT

Q39A:

Did you drive your own vehicle?

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

Q40:

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

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

Q40A:

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

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

Q40B:

Interviewer: If asked you may clarify by saying that "your area" is the area within easy driving distance. Does the lack of reliable transportation prevent you from working at a better job in your area?

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

Q40C:

How so?

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

Q41:

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

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

Q42:

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

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

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

Refused/call ended 99 => /INT

Q42A:

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

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

Q42B:

How much pay are you looking for per hour?

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

Q43:

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

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

Q43A:

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

=> Q44

else => Q43A

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

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

Refused/call ended 99 => /INT

Q44:

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

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

Q44A:

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

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

Q44B:

Why is that?

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

Q45:

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

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

Q45A:

How does your transportation need to be better?

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

Q46:

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

1 1 => /Q58
2 2 => /Q58
3 3 => /Q58
4 4 => /Q58
5 5 => /Q58
6 6 => /Q58

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

Q47:

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

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

Q48:

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

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

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

Q49:

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

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

Q50:

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

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

Q51:

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

Enter Response	1	O
Don't Know	7	
Refused/call continued	8	

Refused/call ended 9 => /INT

Q52:

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

=> Q80

if (Q47<>2)

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

Q53:

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

Yes 1

No 2

Refused/call continued 8

Refused/call ended 9 => /INT

Q54:

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

Yes 1

No 2

Refused/call continued 8

Refused/call ended 9 => /INT

Q55:

Interviewer: Do NOT read the list.

What is the MAIN reason you left your last job?

Personal, family (including pregnancy) 1

Return to school 2

Health 3

Retirement 4

Temporary, seasonal or intermittent job completed 5

Slack work or business conditions 6

Unsatisfactory work arrangements (hours, pay, etc) 7

Never had a job 8

Pay 9

Relocated 10

Other 11

Don't know 77

Refused/call continued 88

Refused/call ended 99 => /INT

Q56:

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

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

Q57:

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

=> Q74

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

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

Q58:

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

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

Q59:

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

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

Q60:

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

What kind of business or industry are you in?

AGRICULTURE	1
MINING	2
CONSTRUCTION	3
MANUFACTURING	4
TRANSPORTATION, COMMUNICATIONS OR PUBLIC UTILITY	5
WHOLE SALE OR RETAIL TRADE	6
RESTAURANTS	7
LEGAL SERVICES	8
HEALTH AND MEDICAL SERVICES	9

EDUCATION SERVICES		10
BUSINESS AND ACCOUNTING SERVICES		11
ENGINEERING AND TECHNICAL SERVICES		12
PERSONAL SERVICES OR RECREATIONAL SERVICES		13
FINANCE, INSURANCE, OR REAL ESTATE		14
GOVERNMENT (INCLUDING EDUCATION)		15
Other	16	
Don't Know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q61:

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

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

Q62:

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

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

Q63:

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

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

Q63A:

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

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

Q63B:

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

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

Q63C:

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

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

Q64:

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

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

Q65:

Would you like a permanent job?

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

Q66:

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

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

Q67:

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

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

Q68:

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

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

Q69:

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

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

Q70:

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

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

Q71:

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

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

Q72:

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

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

Q73:

Do you generally work daytime or evening hours?

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

Q73A:

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

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

Q74:

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

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

Q75:

Did you receive your Associate's degree in Oklahoma?

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

Q75A:

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

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

Q76:

Did you receive your bachelor's degree in Oklahoma?

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

JR3:

=> Q77

else => Q85

if (Q74=7)

Q76A:

In which state did you receive your bachelor's degree

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

JR4:
=> Q85
else => Q77
if (Q74<>7)

Q77:
Did you receive your highest post graduate degree in Oklahoma?
Yes 1 => /Q85
No 2
Refused/call continued 8
Refused/call ended 9 => /INT

Q77A:
In which state did you receive your highest graduate degree?
Arkansas 1
Colorado 2
Kansas 3
Missouri 4
New Mexico 5
Texas 6
Other 7 O
Refused continued 88
Refused ended 99 => /INT

Q78:
In addition to your formal education, have you ever received vocational training, apprentice training, or special professional training?
Yes 1
No 2
Don't Know 7
Refused/call continued 8
Refused/call ended 9 => /INT

JR5:
=> JR6
else => Q79
if (Q19<>4)&(Q19<>5)

JR6:
=> Q81
else => Q85
if (Q78=1)

Q79:
Have you received special training on the job training other than the usual introductory job training?
Yes 1
No 2
Refused/call continued 8
Refused/call ended 9 => /INT

Q80:
Are you currently enrolled in school or a special training program?
Yes 1 => /Q83
No 2 => /Q85
Refused/call continued 8 => /Q85
Refused/call ended 9 => /INT

JR7:
 => Q81
 else => JR8
 if ((Q78=1)|((Q79=1)&(Q80<>1)))

JR8:
 => Q83
 else => Q81
 if (Q80=1)

Q81:
 Did the training you told me about cause a change in your employment status?

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

Q82:
 Interviewer: Read list if respondent hesitates and check all that apply.
 How so?

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

Q83:
 Do you anticipate that this schooling or training you have told me about will change your employment status?

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

Q84:
 Interviewer: Read list if respondent hesitates and check all that apply.
 How so?

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

Q85:

What is your current marital status?

Married	1	
Widowed	2	=> /Q87
Divorced	3	=> /Q87
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

Q100:

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

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

Q101:

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

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

Q102:

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

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

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

Percent

Job that pays \$10 per hour								
<i>Of those with a response...</i>								
Very Unattractive	46.6	34.6	33.3	50.0	69.2	42.4	23.9	10.2
Unattractive	10.8	15.4	3.0	11.7	11.5	9.7	12.0	4.1
Neither Unattractive Nor Attractive	15.6	9.6	22.7	14.9	6.9	16.7	26.1	20.4
Attractive	8.2	21.2	22.7	5.0	4.6	13.2	6.5	24.5
Very Attractive	14.0	19.2	18.2	12.1	2.3	13.9	27.2	36.7
Depends on the type of work	0.5	0.0	0.0	0.7	0.0	0.7	1.1	0.0
Doesn't want to work	1.9	0.0	0.0	2.5	2.3	2.1	1.1	2.0
Other	2.4	0.0	0.0	3.2	3.1	1.4	2.2	2.0
Job that pays \$12 per hour								
<i>Of those with a response...</i>								
Very Unattractive	51.4	15.8	51.9	55.0	67.9	43.3	24.2	20.0
Unattractive	20.2	42.1	11.1	20.6	19.8	18.3	21.2	20.0
Neither Unattractive Nor Attractive	11.6	21.1	11.1	10.7	7.4	20.0	9.1	60.0
Attractive	9.8	0.0	18.5	8.4	1.2	11.7	27.3	0.0
Very Attractive	4.6	21.1	7.4	2.3	2.5	0.0	18.2	0.0
Depends on the type of work	1.2	0.0	0.0	1.5	1.2	3.3	0.0	0.0

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

Percent

Job that pays \$14 per hour								
<i>Of those with a response...</i>								
Very Unattractive	52.4	13.3	52.4	56.6	56.4	51.0	38.9	0.0
Unattractive	16.6	20.0	14.3	15.9	21.8	6.1	22.2	0.0
Neither Unattractive Nor Attractive	13.8	40.0	14.3	10.6	9.0	16.3	22.2	80.0
Attractive	15.2	26.7	19.0	14.2	10.3	24.5	16.7	20.0
Very Attractive	1.4	0.0	0.0	1.8	1.3	2.0	0.0	0.0

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

Job is Desirable

(Attractive + Very Attractive)

	Percent							
\$10 per hour	22.2	40.4	40.9	17.1	6.9	27.1	33.7	61.2
\$12 per hour	14.4	21.1	25.9	10.7	3.7	11.7	45.5	0.0
\$14 per hour 20.0		16.6	26.7	19.0	16.0	11.6	26.5	16.7
	Number of Persons							
\$10 per hour	41,913	10,493	13,687	24,085	4,516	19,511	15,779	14,978
\$12 per hour	63,064	13,759	18,809	36,579	6,771	25,652	29,904	14,978
\$14 per hour	83,936	17,020	21,593	53,262	13,578	37,933	32,729	16,877

Job is Not Desirable

(Unattractive + Very Unattractive)

	Percent							
\$10 per hour	57.4	50.0	36.3	61.7	80.7	52.1	35.9	14.3
\$12 per hour	71.6	57.9	63.0	75.6	87.7	61.6	45.4	40.0
\$14 per hour	69.0	33.3	66.7	72.5	78.2	57.1	61.1	0.0
	Number of Persons							
\$10 per hour	108,369	12,986	12,147	86,904	52,818	37,509	16,809	3,500
\$12 per hour	105,169	8,962	12,460	88,274	53,439	32,330	14,094	3,798
\$14 per hour	86,756	4,067	9,775	75,596	45,887	26,462	10,337	0

Table 3: Characteristics of the Workforce	Persons who are working						
	Total	Under- employed	Job Shifters	Job Keepers	Highest education level		
					At Least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma
	Percent						
Workforce Status							
Permanent job	89.4	75.0	73.5	94.7	92.2	90.2	86.0
Temporary job	8.4	19.2	25.0	3.9	5.4	9.1	10.8
Want full-time with one employer	34.3	60.0	52.9	26.7	25.0	29.2	47.6
Has taken action in the last three months to find a new job	17.7	44.2	100.0	0.0	16.2	18.2	21.5
Of those looking for a new job, primary reason for looking:							
Better pay	33.3	40.9	33.3	0.0	23.8	30.8	45.0
Better benefits	16.7	22.7	16.7	0.0	14.3	23.1	10.0
Want to work closer to home	1.5	0.0	1.5	0.0	0.0	3.8	0.0
Family responsibilities	6.1	0.0	6.1	0.0	9.5	3.8	5.0
Change in career	4.5	9.1	4.5	0.0	0.0	3.8	10.0
Other	37.9	27.3	37.9	0.0	52.4	34.6	30.0
Average number of jobs held in working lifetime (number)	2.02	3.15	3.11	1.63	1.95	2.03	2.07
Benefits of Current Job							
Paid vacation	65.4	55.8	53.7	68.2	65.4	71.8	58.5
Health insurance-all paid by employer	56.2	38.5	41.9	60.9	69.4	54.3	49.4
Part of health insurance paid by employer	9.7	13.5	11.3	8.5	6.3	13.2	9.2
Education and training benefits	48.4	36.5	34.4	52.0	56.8	47.7	40.9
Retirement plan	66.1	53.8	58.1	68.5	74.8	66.7	58.6
Current job offers advancement potential	70.8	59.6	65.1	72.3	71.2	74.6	65.5

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	5.6	9.6	15.2	3.5	5.4	4.2	7.4
Between 5% and 10% increase	12.2	26.9	30.3	7.4	11.5	12.6	11.6
Between 10% and 15% increase	17.2	34.6	16.7	14.2	13.8	18.9	17.9
Between 15% and 20% increase	13.8	17.3	21.2	12.1	13.8	12.6	17.9
More than 20% increase	22.3	11.5	3.0	27.0	26.2	23.8	14.7
Not interested at any increase	19.6	0.0	6.1	25.2	23.8	16.1	17.9
Ten percent or less	17.8	36.5	45.5	10.9	16.9	16.8	19.0
Fifteen percent or less	35.0	71.1	62.2	25.1	30.7	35.7	36.6
Sector of Employment							
Government	12.1	2.0	6.0	14.9	17.1	12.7	6.3
Private for profit company	55.4	76.5	59.7	51.1	44.2	57.7	64.2
Non-profit org. (Incl. tax exempt & charitable orgs.)	8.7	7.8	7.5	9.2	11.6	9.9	4.2
Self-employed	20.3	9.8	19.4	22.0	24.0	16.2	21.1
Working in family business	1.6	0.0	3.0	1.4	1.6	2.1	2.1
Other	1.3	3.9	4.5	0.7	1.6	1.4	1.1

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	10.9	0.0	0.0	11.9	0.0	22.2	20.0
State	58.7	50.0	75.0	57.1	77.3	38.9	40.0
Local	30.4	50.0	25.0	31.0	22.7	38.9	40.0

Private Industry Sector

Agricultural	3.9	2.0	4.7	4.1	2.8	3.9	5.7
Construction	7.1	3.9	10.9	6.9	4.6	6.2	12.5
Manufacturing	8.6	11.8	15.6	6.5	2.8	11.6	11.4
Transportation, Communications or Public Utility	6.5	15.7	4.7	5.7	4.6	9.3	5.7
Wholesale or retail trade	8.3	11.8	7.8	7.8	4.6	8.5	11.4
Restaurants	4.7	9.8	6.3	3.3	0.0	3.9	10.2
Legal	1.2	0.0	0.0	1.6	2.8	0.8	0.0
Health Services	10.1	3.9	3.1	12.7	13.0	8.5	10.2
Educational or Government Services	5.9	2.0	4.7	6.9	9.3	5.4	2.3
Business Services	2.4	0.0	3.1	2.4	5.6	1.6	1.1
Engineering Services	7.7	9.8	14.1	5.7	9.3	7.8	6.8
Personal Services	3.9	5.9	3.1	4.1	2.8	4.7	4.5
Finance, Insurance, Real Estate	8.0	2.0	1.6	10.6	14.8	7.0	2.3
Other	19.0	21.6	20.3	18.0	21.3	20.2	13.6

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	35.0	30.2	34.3	35.7	36.2	32.9	37.6
6 - 10 miles	17.2	18.9	16.4	17.3	17.7	19.6	15.1
11- 20 miles	20.2	20.8	23.9	20.1	19.2	20.3	17.2
21- 30 miles	6.4	11.3	6.0	5.3	6.9	6.3	4.3
31- 50 miles	6.9	5.7	3.0	7.4	3.8	7.0	10.8
More than 50 miles	2.4	0.0	1.5	2.8	3.1	3.5	1.1
Work at home	7.2	5.7	9.0	6.7	10.0	6.3	5.4
10 miles or less	52.2	49.1	50.7	53.0	53.9	52.5	52.7
11 miles or more	35.9	37.8	34.4	35.6	33.0	37.1	33.4
21 miles or more	15.7	17.0	10.5	15.5	13.8	16.8	16.2
Willingness to commute							
0 - 5 miles	7.4	1.9	5.9	8.5	8.6	7.0	6.5
6 - 10 miles	9.3	5.7	10.3	9.9	8.6	9.8	10.9
11- 20 miles	27.8	22.6	17.6	29.4	27.3	25.9	31.5
21- 30 miles	27.8	35.8	35.3	25.9	30.5	27.3	25.0
31- 50 miles	15.9	22.6	20.6	13.8	14.8	20.3	9.8
More than 50 miles	5.3	7.5	7.4	5.0	4.7	4.9	6.5
Don't know	6.3	3.8	2.9	7.1	5.5	4.2	9.8
11 miles or more	76.8	88.5	80.9	74.1	77.3	78.4	72.8
21 miles or more	49.0	65.9	63.3	44.7	50.0	52.5	41.3
31 miles or more	21.2	30.1	28.0	18.8	19.5	25.2	16.3

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	94.8	91.7	90.9	95.9	98.6	93.8	100.0
Not willing to commute 20 miles or more							
Family obligations	17.0	33.3	13.6	15.2	21.1	20.0	8.9
Unreliable transportation	1.2	6.7	4.5	0.7	0.0	1.5	2.2
Don't wish to drive that much	20.5	0.0	9.1	23.9	17.5	15.4	33.3
Gas prices	29.8	26.7	45.5	28.3	21.1	27.7	37.8
Takes too much time	22.8	13.3	22.7	23.2	31.6	26.2	8.9
Other	8.8	20.0	4.5	8.7	8.8	9.2	8.9

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	32.0	100.0	53.0	20.2	27.1	37.1	34.4	
<i>Of those who feel underutilized ...</i>								
Previous job required more skill, education	17.4	25.5	13.9	12.3	19.4	22.2	3.1	
Have had additional job training, education	14.0	29.4	19.4	3.5	13.9	14.8	15.6	
Training, education not required in current job	24.8	45.1	28.9	8.8	27.8	16.7	34.4	
Earned more money in a previous job	3.3	0.0	0.0	7.0	2.8	1.9	6.3	
Skills and education better used in previous job	56.2	63.5	52.8	47.4	51.4	60.4	50.0	
Would change jobs to better use skills	71.1	100.0	91.7	43.9	68.6	69.2	78.1	
Underemployed	13.8	100.0	34.3	0.0	11.5	15.4	16.1	
Level of education								
Less than high school	2.6	0.0	0.0	3.5	0.0	0.0	0.0	11.1
High school	24.5	29.4	29.9	22.6	0.0	0.0	100.0	44.4
Some college	29.6	21.6	31.3	29.3	0.0	78.3	0.0	27.8
Associate degree	8.2	19.6	7.5	7.1	0.0	21.7	0.0	5.6
Bachelor's of Science degree	17.2	21.6	19.4	16.3	50.0	0.0	0.0	5.6
Bachelor's of Arts degree	8.2	3.9	3.0	9.9	23.8	0.0	0.0	5.6
Postgraduate degree	9.0	3.9	9.0	10.2	26.2	0.0	0.0	0.0
High School or less	27.1	29.4	29.9	26.1	0.0	0.0	100.0	55.5
Associate's degree or less	64.9	70.6	68.7	62.5	0.0	100.0	100.0	88.9
At least Bachelor's degree	34.4	29.4	31.4	36.4	100.0	0.0	0.0	11.2

Table 5: Education and Skills	Persons who are working							Job Seekers
	Total	Under-employed	Job Shifters	Job Keepers	Highest education level			
					At least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma	
Percent								
Technical Training								
Vocational training, apprentice training or special professional training	32.3	25.0	46.3	30.5	4.6	46.9	49.5	10.2
Computer Skills (among those with skills not used in present employment)								
Workers with computer skills (percent)	14.8	17.3	18.2	13.5	19.2	13.4	9.7	
Workers with computer skills (number)	27,942	4,493	3,090	19,015	12,566	9,647	4,542	
Strongest Computer Skill								
Word processing (MS-Word)	26.3	0.0	14.3	33.3	14.8	35.0	22.2	
Spreadsheet analysis (Excel, Lotus)	12.3	20.0	0.0	12.8	14.8	10.0	22.2	
Bookkeeping (Quicken)	1.8	0.0	7.1	0.0	0.0	0.0	11.1	
Computer assisted design (CAD)	1.8	0.0	0.0	2.6	3.7	0.0	0.0	
Web site development	1.8	10.0	7.1	0.0	3.7	0.0	0.0	
Work on machines, troubleshooting	5.3	20.0	14.3	5.1	7.4	5.0	0.0	
Maintains a computer network	7.0	20.0	0.0	5.1	7.4	10.0	0.0	
Computer programming (C, SAS, SPSS)	12.3	10.0	21.4	10.3	18.5	10.0	0.0	
Develops own software applications	1.8	0.0	7.1	0.0	3.7	0.0	0.0	
Other computer skill	26.3	20.0	28.6	25.6	18.5	30.0	44.4	
Don't know	3.5	0.0	0.0	5.1	7.4	0.0	0.0	
Student Status								
Full-time student	3.7	5.9	7.5	2.5	1.5	5.6	2.2	16.7
Part-time student	6.1	9.8	9.0	5.0	3.8	10.5	3.2	8.3
Not a student	90.2	84.3	83.6	92.5	94.6	83.9	94.6	75.0

Table 6: Demographics	All persons			Persons who are working						Persons not working
	Total	Males	Females	Under-employed	Job Shifters	Job Keepers	Highest education level			Job Seekers
							At Least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma	
Number of responses (weighted values)	602	294	308	52	67	282	130	143	93	49
Estimated persons 18 years old or older	300,677	146,730	153,947	25,972	33,464	140,849	65,450	71,995	46,822	24,474
	Percent									
Gender										
Males	48.8	100.0	0.0	62.7	51.5	54.4	54.3	58.7	50.5	36.7
Females	51.2	0.0	100.0	37.3	48.5	45.6	45.7	41.3	49.5	63.3
Marital Status										
Married	61.6	64.8	58.6	44.2	47.8	72.1	71.5	66.2	60.2	30.0
Widowed	7.2	4.1	10.2	3.8	7.5	1.4	3.1	1.4	3.2	4.0
Divorced	8.4	7.9	8.9	21.2	9.0	7.9	6.2	11.3	10.8	10.0
Separated	0.7	0.3	1.0	1.9	1.5	0.4	0.8	0.0	1.1	0.0
Never married	20.7	21.7	19.7	26.9	32.8	16.1	17.7	19.0	23.7	56.0
Age Category										
18-24	10.1	10.2	10.0	15.5	17.9	5.7	1.6	9.8	17.0	44.0
25-44	40.5	40.6	40.5	63.5	55.2	51.8	58.9	47.6	51.1	32.0
45-64	32.2	32.1	32.4	21.2	26.9	36.2	34.9	38.5	26.6	18.0
65 or older	17.1	17.1	17.2	0.0	0.0	6.4	4.7	4.2	5.3	6.0