



Durant Area Labor Force Study

January, 2005

OKLAHOMA'S ADVANTAGE
OKLAHOMA DEPARTMENT OF COMMERCE

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Done in cooperation with the
Oklahoma Employment Security Commission

**An Analysis of the Durant Labor Force Study Data
Conducted Among Residents of Bryan, Johnston, Marshall, Atoka,
Grayson, Cooke, and Fannin Counties of Oklahoma and Texas**

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

Report prepared by

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

January 14, 2005

Executive Summary of the Durant Area Labor Force Study

A significant proportion of the adult population is not currently working but only a small minority can be officially considered unemployed. The United States Department of Labor designates a person as being unemployed if they are without work but have been actively seeking work. Based on this definition 4.0% of the population within the Durant area are currently unemployed.

Roughly 20.5% in the labor market area have looked for other work in the past three months and these people are known as Job Shifters. Of all the methods used to look for other work the majority, 70.3%, were active (such as contacting an employer or filling out applications) and far fewer, 29.7%, were passive (such as looking at ads or browsing the internet). The reasons why the Job Shifters were looking for work were varied but the primary reason for 38.4% of people was in order to get higher pay and/or better benefits.

The data from this study estimates that 11.3% 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 67.3% of all workers.

Job Seekers are those people who are not currently employed but want to work. Seven and a half percent (7.5%) of all adults in the Durant area are represented by this category.

The percentage of workers in the Durant area with a least a Bachelors degree is over a third of the current work force and almost three-fourths of the workers have had at least some college.

Over half (58.1%) of the population had not moved in the past 5 years and an additional 21.9% remained in the same county. Ten point six percent (10.6%) had moved from a different county but only an additional 8.2% had moved from a different state.

Of the Job Shifters, 39.5% did not live in the same county five years ago, whereas only 16.7% of the Underemployed had not lived in the same county and 18.1% of Job Keepers.

Of all workers, 83.2% have full-time, permanent positions and another 16.8% have part-time jobs. Of those workers with part time jobs 29.9% would like to have a full-time position with just one employer.

Of the Underemployed, 59.5% indicated that they would be willing to change jobs for an increase in pay of 15% or less. Job Shifters were as equally likely to change jobs but if benefits were included along with the raise in pay, the percentage willing to change jobs jumps up to 64.5%. Only 35.7% of Job Keepers said they would change jobs for a pay increase of 15%. Additionally, only 15.3% of Job Keepers claimed to not be interested in changing jobs at all.

Twenty three point four percent (23.4%) living in the Durant area already commute at least 21 miles to work and an additional 19% commute 11-20 miles. A high percentage of workers (62.4%) indicate a willingness to commute distances of 21 miles or more to their current job and only 9.8% said that they would not commute more than 10 miles to work.

Introduction

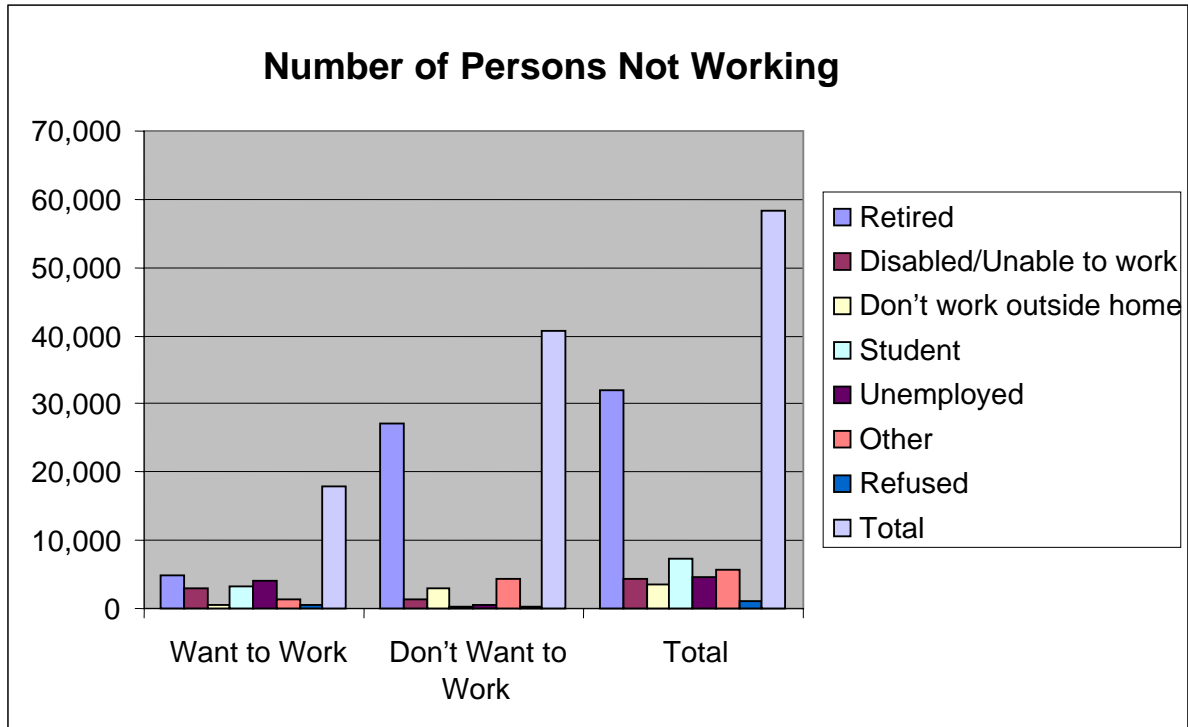
This report is the most recent in a series of labor force studies of the Durant labor force which examines the availability of labor in Atoka, Bryan, Johnston, and Marshall Counties in southern Oklahoma and Cooke, Fannin, and Grayson counties in northern Texas.

Approximately 121,933 of the 189,044 adults who live in the Durant area are employed, which is equal to 64.5% of the population who is 18 years of age or older.

Approximately 30% of that population lives in the Oklahoma counties with the remainder living in the sampled Texas counties.

In the Durant 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 58,393 members of the adult population are not currently working. Of this group, the majority, 69.5%, indicate that they are not interested in working outside the home (see table below).

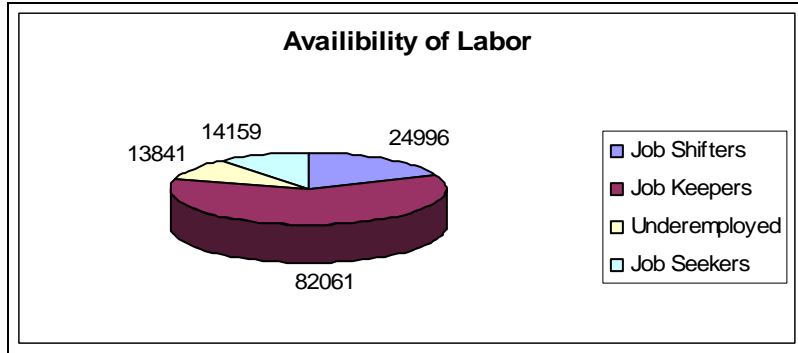
Number of Persons Not Working			
<u>Reason for Not Working</u>	<u>Want to Work</u>	<u>Don't Want to Work</u>	<u>Total</u>
Retired	4,940	27,106	32,046
Disabled/Unable to work	2,964	1,317	4,281
Don't work outside home	659	2,964	3,623
Student	3,294	329	7,246
Unemployed	3,952	659	4,611
Other	1,317	4,281	5,598
Refused	659	329	988
Total	17,785	40,608	58,393



A significant proportion of the adult population is not currently working but only a small minority can be officially considered unemployed. The United States Department of Labor designates a person as being unemployed if they are without work but have been actively seeking work. Based on this definition 4.0% of the population with the Durant area are currently unemployed.

Availability of Labor

This study has identified 38,837 workers who are currently available for other work. The categories of Job Shifters and the Underemployed (described below) are included in this estimate. Additionally, there are those adults who are not working but want to work (Job Seekers), and those workers who are not underemployed and have not looked for work in the past three months (Job Keepers), which can be included in the pool of potential workers. These two groups total another 96,220 potential workers for a grand total of 135,057 adults in the labor force.



Job Shifters

Roughly 20.5% (or 24,996 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, 70.3%, were active (such as contacting an employer or filling out applications) and far fewer, 29.7%, were passive (such as looking at ads or browsing the internet).

The reasons why the Job Shifters were looking for work were varied but the primary reason for 38.4% of people was in order to get higher pay and/or better benefits. Another 12.8% wanted a more suitable job or one with more potential for advancement and 3.5% wanted to work closer to home.

Underemployed

The data from this study estimates that 11.3%, or 13,841, 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 67.3% of all workers or 82,061 people.

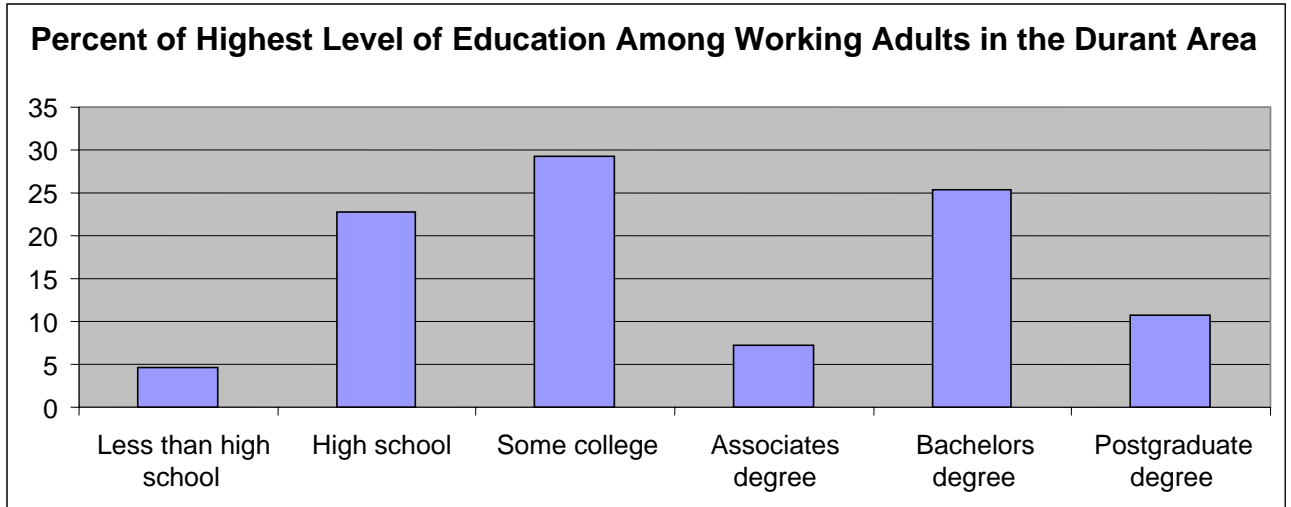
Job Seekers

This last category of potential workers contains those who are not currently employed but want to work. 7.5% of all adults in the Durant area are represented by this category which is equivalent to 14,159 people.

Education

The percentage of workers in the Durant area with a least a Bachelors degree is over a third of the current work force (table) and almost three-fourths of the workers have had at least some college.

Highest Level of Education Among Working Adults in the Durant area	
<u>Level of Education</u>	<u>Percent Adult Workers</u>
Less than high school	4.7
High school	22.7
Some college	29.3
Associates degree	7.2
Bachelors degree	25.4
Postgraduate degree	10.8
Bachelors degree or higher	36.2



Household Mobility

To understand how much the Durant population shifts in a five year period, respondents were asked if they have lived at the same residence for the last five years. Over half (58.1%) had not moved and an additional 21.9% remained in the same county. 10.6% had moved from a different county but only an additional 8.2% had moved from a different state.

Of the Job Shifters, 39.5% did not live in the same county five year ago whereas only 16.7% of the Underemployed had not lived in the same county and 18.1% of Job Keepers.

Commuting Patterns

The table below shows the commuting patterns of workers who live in the Durant area. The majority (72.1%) work in the same county in which they live. An additional 5.6% work in the same state in which they live and only 4.3% work in a state which is different from the one in which they live.

Commuting Patterns for Workers in the Durant Area

County Resides:

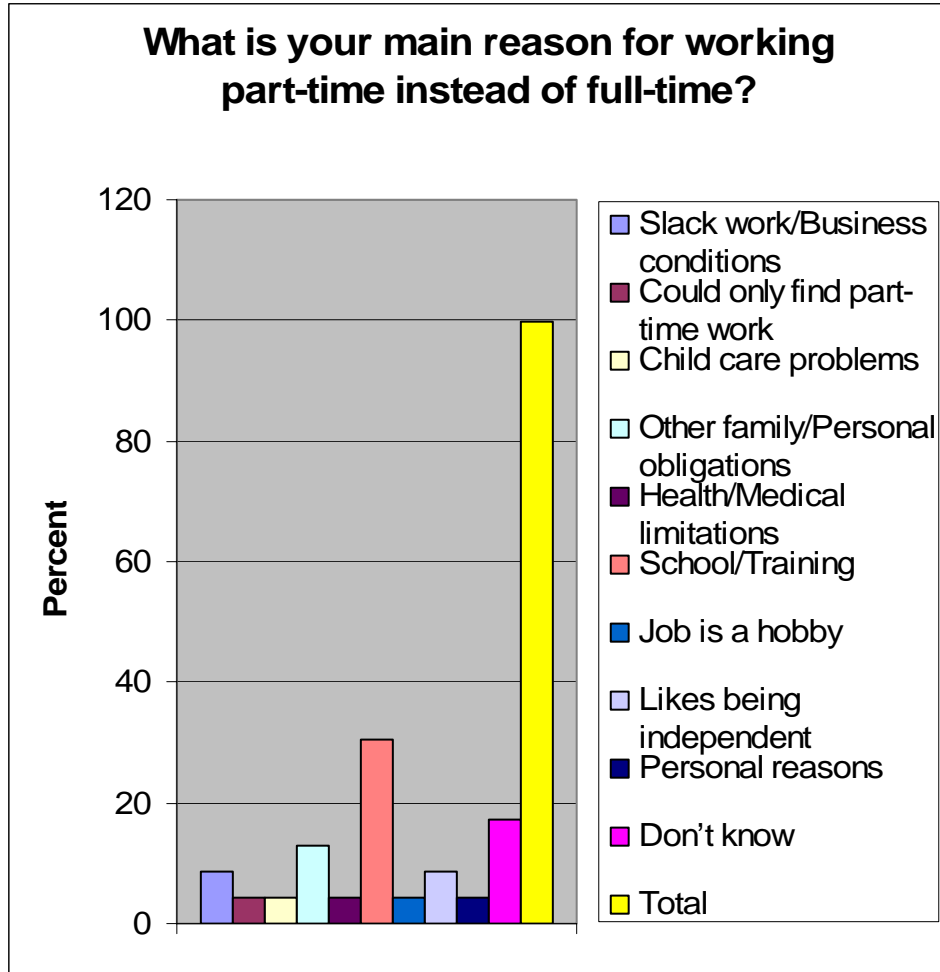
<u>County</u>	Atoka	Bryan	Johnston	Marshall	Cooke (Texas)	Fannin (Texas)	Grayson (Texas)
<u>Employed:</u>							
Atoka							
Bryan	1.1	8.6	.6	.3			1.1
Johnston		.3	3.7	.6			
Marshall				4.9			
Cooke (Texas)					9.8	.6	.6
Fannin (Texas)		.3				7.5	
Grayson (Texas)	.6	1.7	.6		.6	.9	37.6
Other	.6	.6	1.1	.9	2.0	1.4	9.8
Unknown		.3	.3			.6	.6

Type of Employment

Of all workers, 83.2% (or about 101,448 people) have full-time, permanent positions and another 16.8% (or about 20,432 people) have part-time jobs. Of those workers with part time jobs 29.9% would like to have a full-time position with just one employer. Part-time workers listed several reasons for why they wanted to work part-time instead of full-time and these are described below the table.

**What is your MAIN reason for working part-time instead
of full-time?**

Reason	Percent
Slack work/Business conditions	8.7
Could only find part-time work	4.3
Child care problems	4.3
Other family/Personal obligations	13.0
Health/Medical limitations	4.3
School/Training	30.4
Job is a hobby	4.3
Likes being independent	8.7
Personal reasons	4.3
Don't know	17.4
Total	99.7



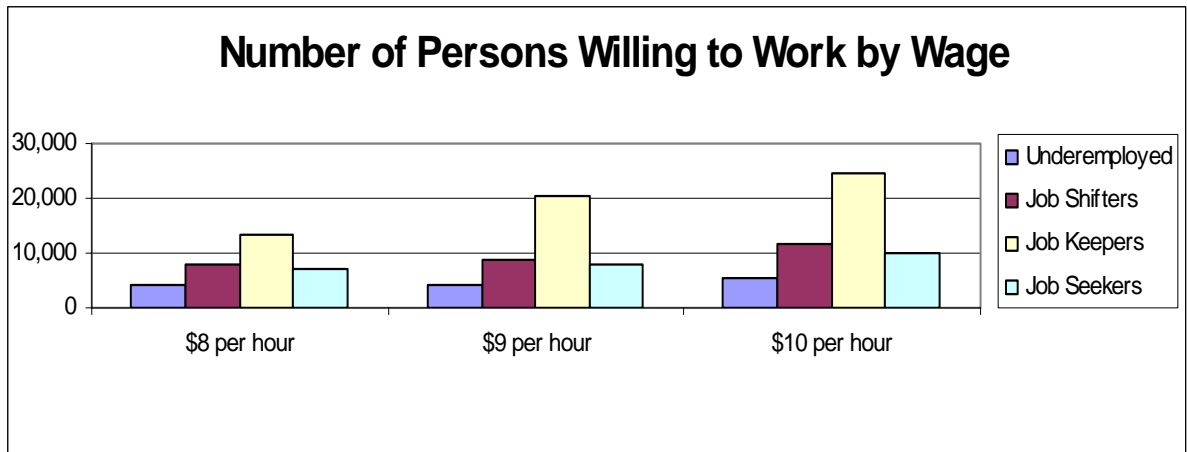
Characteristics of Workers

Wage Rates

As the wage rate increases, so does the number of people who are willing to work. The table below describes how many people in each of the available worker categories are willing to take a position at various pay levels that includes a standard package of benefits. Although Job Keepers by definition are those workers who are not interested in changing jobs, almost 25,000 still find at a job of \$10 per hour plus benefits to be either “attractive” or “very attractive”.

Number of Persons Willing to Work by Wage Rate

	Underemployed	Job Shifters	Job Keepers	Job Seekers
\$8 per hour	4,284	7,893	13,182	7,244
\$9 per hour	4,284	8,880	20,432	7,903
\$10 per hour	5,602	11,511	24,387	9,879

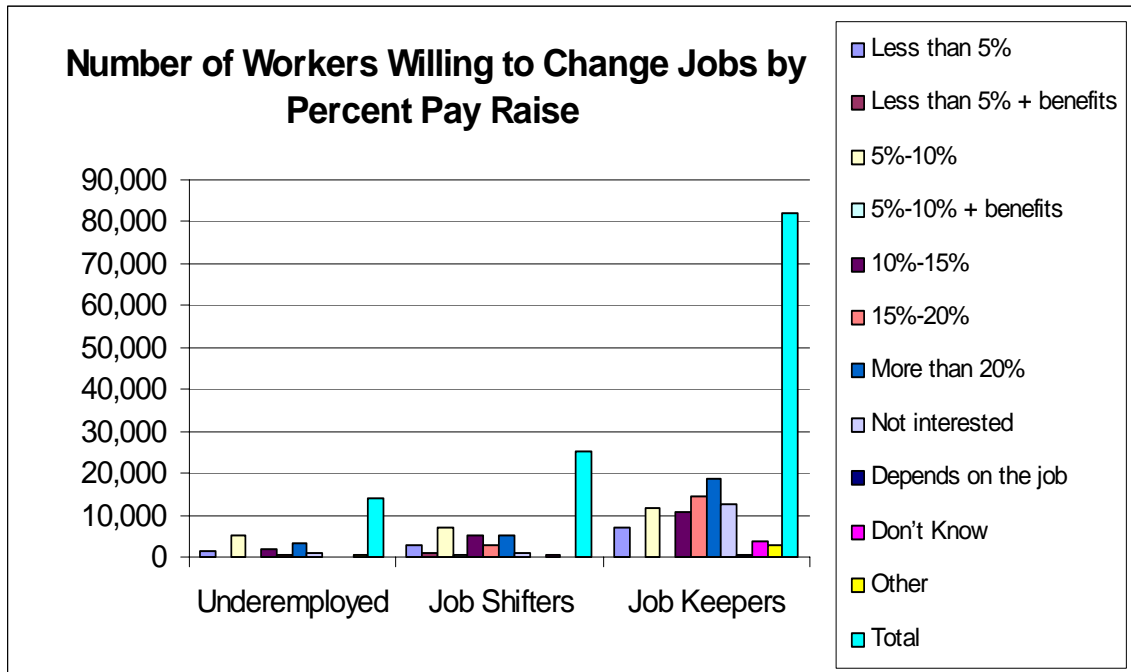


Willingness to Change Jobs

Of the Underemployed, 59.5% indicated that they would be willing to change jobs for an increase in pay of 15% or less. Job Shifters were as equally likely to change jobs but if benefits were included along with the raise in pay the percentage willing to change jobs jumps up to 64.5%. Job Keepers were, not surprisingly, the group least likely to say they would change jobs for a pay increase of 15% or less with only 35.7%. However, even though this figure is a smaller proportion than for the other two groups, it still represents a sizable group of workers (29,331). Additionally, only 15.3% of Job Keepers claimed to not be interested in changing jobs at all.

Number of Workers Willing to Change Jobs by Percent Pay Raise

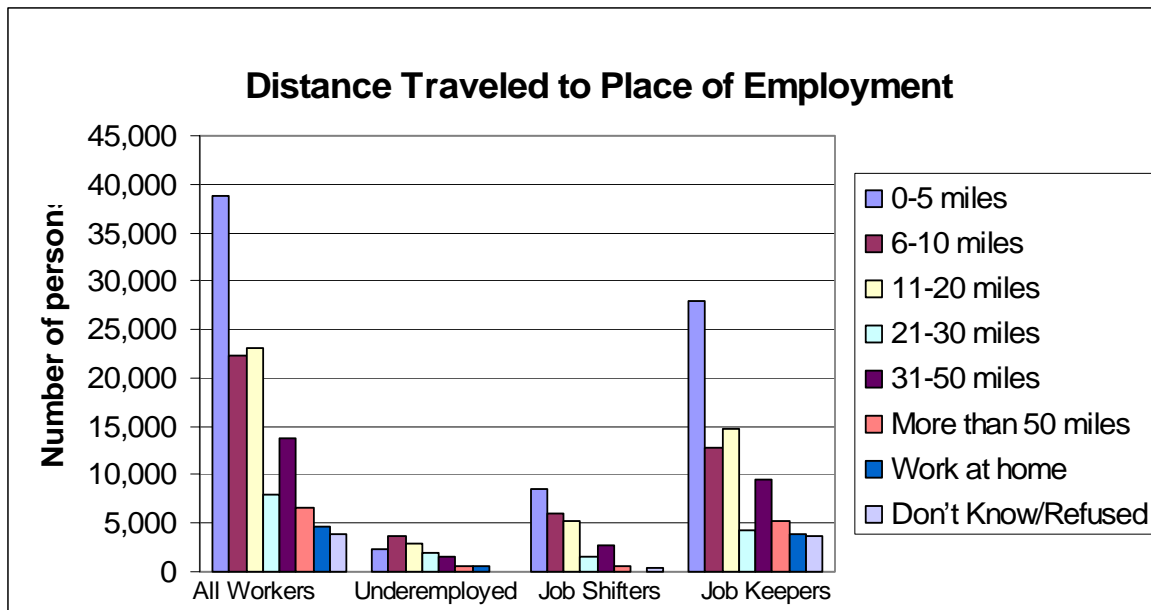
<u>Desired raise in pay</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
Less than 5%	1,318	2,631	6,921
Less than 5% with benefits		987	
5%-10%	5,273	6,907	11,864
5%-10% with benefits		329	
10%-15%	1,648	5,262	10,546
15%-20%	659	2,631	14,501
More than 20%	3,295	4,933	18,785
Not interested	989	987	12,523
Depends on the job			330
Don't Know		329	3,955
Other	659		2,636
Total	13,841	24,996	82,061



Commuting Patterns

28,255 people (or 23.4%) living in the Durant area already commute at least 21 miles to work and an additional 19% commute 11-20 miles as shown in the table below.

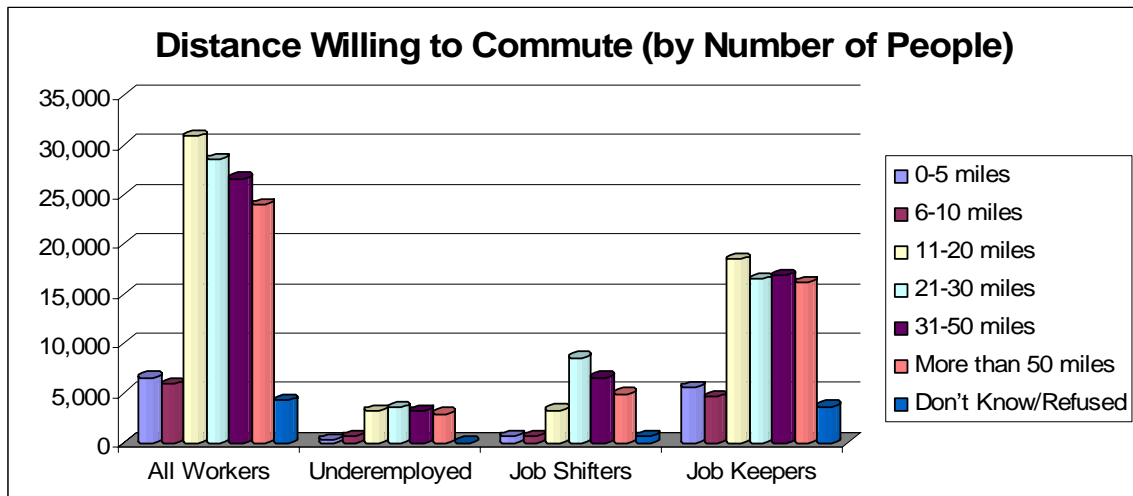
Distance Traveled to Place of Employment				
<u>Distance Traveled</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
0-5 miles	38,759	2,307	8,551	27,901
6-10 miles	22,347	3,625	5,920	12,802
11-20 miles	22,999	2,966	5,262	14,771
21-30 miles	7,888	1,977	1,644	4,267
31-50 miles	13,798	1,648	2,631	9,519
More than 50 miles	6,569	659	658	5,252
Work at home	4,598	659		3,939
Don't Know/Refused	3,940		329	3,611



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

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	6,574	322	649	5,603
6-10 miles	5,907	644	649	4,614
11-20 miles	30,870	3,219	3,289	18,455
21-30 miles	28,570	3,541	8,551	16,478
31-50 miles	26,605	3,219	6,578	16,808
More than 50 miles	23,979	2,897	4,933	16,149
Don't Know/Refused	4,274	0	649	3,625



Conclusions

A significant number of residents (38,837) of the Durant area are either Underemployed or Job Shifters and are readily available to change jobs.

Another 14,159 people are currently unemployed and seeking work.

Among working adults a high percentage (36.2%) have completed at least a Bachelor's degree and an additional 36.5% have had some college.

A total of 33,596 current workers expressed a willingness to work for at least \$9 per hour and another 7,904 current workers would work for at least \$10 per hour.

A total of 52,370 current workers are currently willing to change jobs for a pay raise of 15% or less.

79,154 current workers are willing to commute 21 miles or more to work.

**Methodology and Data Report for the Durant Labor Force Study
Conducted Among Residents of Bryan, Johnston, Marshall, Atoka,
Grayson, Cooke, and Fannin Counties of Oklahoma and Texas**

Data Collected November 8 - December 7, 2004

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

Report prepared by

**Dr. Mary Outwater, Director
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December 23, 2004

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METHODOLOGICAL REPORT

Purpose

This field report presents the methodological details for a telephone survey of residents of Bryan, Johnston, Marshall, and Atoka counties of Oklahoma and Grayson, Cooke, and Fannin counties of Texas conducted in November and December 2004 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 November 8, 2004 and December 7, 2004. Weekday interviewing generally started at 5:00 p.m. and ended at 9:00 p.m. Saturday shifts lasted from 10:00 a.m. to 5:00 p.m. and Sunday shifts went from 2:00 p.m. until 6:00 p.m.

Incentives and Bonus Pay

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

A. Incentives per completion

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

B. Incentives per refusal conversion

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

Sampling

The study used a random telephone sample of residents living in the selected counties. 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

579 complete interviews were obtained among residents of the selected counties along with an additional 12 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 579 interviews represent a margin of error of +/- 4.1% at a 95% confidence level. If the partially completed interviews are included in this tally, the margin of error decreases to +/-4.0% at a 95% confidence level. (The 95% confidence level means that if the survey were to be conducted 100 times with 100 different random samples, the actual results obtained would fall within the limits of error at least 95 times).

Overall, 3,861 numbers were released (dialed) from the sampling pool, and 14,559 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 1,193 known eligible households as the comparison, the 591 fully and partially completed interviews represent a **49.5% response rate**.

Refusal Conversions

Refusal conversion efforts began on November 15, 2004, and were managed systematically by the interviewing software and the interviewer supervisors. “Hard” refusals, or those numbers in which a member of the household asked us not to call back were not attempted, and at least five days had to elapse between the initial refusal and the beginning of our conversion efforts.

Conversion efforts led to 78 successful refusal conversions, representing 13.5% 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

In order to give data results that are comparable to those from previous Durant Labor Force studies, the data was weighted by age group and gender. The data was not weighted by county population because the percentage of respondents from each of the sampled counties was so close to the actual population distribution. In order to weight data, respondents who refused to answer the questions about when they were born were excluded from the sample, leaving only 573 respondents from which the results could be drawn.

Table 1: Final Disposition of Sampling Pool

		Frequency	Percent
Ineligible:	Non-residential number	232	6.0
	No eligible respondent	78	2.0
	Non-working number	1133	29.3
	Fax/Modem	165	4.3
	Cellular phone	13	.3
Sub-total Ineligible:		1621	41.9
Unknown Eligibility:	No answer	453	11.7
	Caller ID/ privacy manager	151	3.9
	Answering machine	210	5.4
	Phone line busy	105	2.7
	Physically or mentally unable/ language barrier/technical phone problems	128	3.3
	Sub-total Unknown Eligibility:		1047
Eligible:	Completed Interview	579	15.0
	Partially Completed Interview	12	.3
	Individual Refusal	143	3.7
	Household Refusal	435	11.3
	Respondent never available	24	.6
	Sub-total Eligible:		1193
Total Activated:		3861	99.8

SURVEY FREQUENCY RESULTS
Open-Ended Data

Table 2: Frequency Distribution		
Q1-Which county do you live in?		
	Frequency	Percent
Bryan	73	12.8
Johnston	29	5.0
Marshall	36	6.4
Atoka	44	7.7
Grayson	261	45.5
Cooke	70	12.2
Fannin	60	10.5
Total	574	100.0

Table 3: Frequency Distribution		
Q2-In what city or town do you live?		
	Frequency	Percent
16 miles north of Durant	1	.2
9 miles from Kingston	1	.2
Achlee	1	.2
Albany	1	.2
Ardmore	1	.2
Atoka	22	3.8
Avinhill	2	.4
Bee	2	.4
Bells	8	1.4
Bennington	3	.5
Blain	1	.2
Bokchito	4	.7
Bonham	19	3.3
Caddo	5	.9
Calera	2	.4
Callisburg	1	.2
Caney	2	.4
Canyon	1	.2
Cartwright	1	.2
Clara	1	.2
Colbert	5	.9
Coleman	2	.4
Collins	1	.2
Collinville	6	1.0
Cyrsalto	1	.2
Daisy	1	.2

Dells	1	.2
Denison	61	10.6
Dodd City	3	.5
Durant	42	7.3
Enos	1	.2
Farris	1	.2
Gainesville	37	6.4
Gordonville	4	.7
Gunter	1	.2
Honey Grove	7	1.2
Howe	12	2.1
In country	2	.4
In country near Sherman	1	.2
In country of Atoka	1	.2
county		
Ivanhoe	2	.4
Kemp	1	.2
Kenefic	2	.4
Kettle	1	.2
Kingston	16	2.8
Kingsville	1	.2
Ladonia	1	.2
Lake Kiowa	4	.7
Lake Texoma	2	.4
Lane	3	.5
Leonard	9	1.6
Lindsay	1	.2
Madill	15	2.6
Mannsville	1	.2
Mead	4	.7
Milburn	1	.2
Millcreek	2	.4
Muenster	7	1.2
Out of the county	1	.2
Pottsboro	28	4.9
Ravenna	2	.4
Ravia	1	.2
Sadler	4	.7
Savoy	3	.5
Sherman	84	1.5
Stringtown	2	.4
Telephone	1	.2
Tioga	1	.2
Tishomingo	15	2.6
Tom Bean	4	.7
Tomvine	1	.2

Trenton	5	.9
Tushka	5	.9
Valley View	14	2.4
Van Alstyne	15	2.6
Wapinucka	1	.2
Waynoka	2	.4
Whitesboro	26	4.5
Whitewright	6	1.0
Windom	2	.4
Yuba	1	.2
Don't know	6	1.0
Refused/call continued	1	.2
Total	574	100.0

**Table 4: Frequency Distribution
Q3-What is your zip code?**

Response	Frequency	Percent
	566	98.6
Don't know	7	1.2
Refused/call continued	1	.2
Total	574	100.0

**Table 5: Frequency Distribution
Q3A-Were you living in this house or apartment five years ago; that is
November of 1999?**

Response	Frequency	Percent
Yes	333	58.0
No	239	41.7
Don't know	2	.3
Total	574	100.0

**Table 6: Frequency Distribution
Q3B-Where did you live in November of 1999? Was it...**

Response	Frequency	Percent
A different residence of the same county	125	51.8
A different county	61	275.2
A different state	48	19.7
Not in the US	1	.3
Prison	6	2.6
Don't know	1	.4
Total	242	100.0

Table 7: Frequency Distribution		
Q4-In what year were you born (How old are you)?		
	Frequency	Percent
18-24	72	12.6
25-44	207	36.0
45-64	177	30.8
65 and older	118	20.6
Total	574	100.0

Table 8: Frequency Distribution		
Q5-Gender		
	Frequency	Percent
Male	283	49.3
Female	291	50.7
Total	574	100.0

Table 9: Frequency Distribution		
Q5A-Are you of Hispanic, Latino, or Spanish origin?		
	Frequency	Percent
Yes	17	3.0
No	556	97.0
Total	574	100.0

Table 10: Frequency Distribution		
Q5B-What race or ethnicity do you consider yourself? Would say...		
	Frequency	Percent
White	500	87.1
Black/African American	13	2.3
Native American or American Indian	39	6.8
Hispanic	10	1.7
Asian	2	.4
Other	5	.9
Don't know	4	.8
Total	574	100.0

Table 11: Frequency Distribution Q5C-What tribe do you consider yourself to be?		
	Frequency	Percent
Choctaw	19	48.0
Chickasaw	11	27.8
Cherokee	6	14.4
Other	2	4.3
Don't know	2	5.6
Total	39	100.1

Table 12: Frequency Distribution Q5D-Are you in the military?		
	Frequency	Percent
Yes	11	1.9
No	563	98.1
Total	574	100.0

Table 13: Frequency Distribution Q6-Suppose...company pays about \$8 per hour or about \$16,500 per year plus health insurance. Using scale 1 to 5, how would you view such a job for yourself in your present circumstance?		
	Frequency	Percent
Very unattractive	244	42.5
Unattractive	62	10.8
Neither	81	14.2
Attractive	42	7.3
Very attractive	87	15.1
Depends on type of work	7	1.1
Doesn't want to work	31	5.4
Other	12	2.1
Don't know	8	1.4
Refused/call continued	1	.1
Total	574	100.0

Table 14: Frequency Distribution		
Q6A-Why do you say so?		
	Frequency	Percent
Pay isn't enough	278	71.0
Doesn't want to work	46	11.8
Can't work due to family responsibilities	3	.8
Other reason	55	14.0
Don't know	8	2.0
Refused continued	2	.4
Total	391	100.0

Table 15: Frequency Distribution		
Q6B-Suppose...company pays about \$9 per hour or about \$18,800 per year plus health insurance. Using scale 1 to 5, how would you view such a job for yourself in your present circumstance?		
	Frequency	Percent
Very unattractive	145	54.9
Unattractive	41	15.5
Neither	40	15.1
Attractive	28	10.7
Very attractive	6	2.3
Depends on type of work	3	1.3
Self employed	1	.3
Total	265	100.1

Table 16: Frequency Distribution		
Q6C-Suppose...company pays about \$10 per hour or about \$20,800 per year plus health insurance. Using scale 1 to 5, how would you view job for yourself in your present circumstance?		
	Frequency	Percent
Very unattractive	130	56.7
Unattractive	34	14.9
Neither	25	11.1
Attractive	29	12.5
Very attractive	11	4.8
Total	229	100.0

Table 17: Frequency Distribution		
Q7-Does anyone in this household have a business or farm?		
	Frequency	Percent
Yes	145	25.3
No	427	74.5
Don't know	1	.2
Total	574	100.0

Table 18: Frequency Distribution		
Q8-Last week, did you do any work for pay?		
	Frequency	Percent
Yes	243	56.7
No	186	43.3
Total	429	100.0

Table 19: Frequency Distribution		
Q9-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	96	64.5
No	53	35.5
Total	148	100.0

Table 20: Frequency Distribution		
Q10-Last week, did you do any unpaid work in the family business or farm?		
	Frequency	Percent
Yes	28	49.5
No	29	50.5
Total	57	100.0

Table 21: Frequency Distribution		
Q11-Did you receive any payments or profits from the business?		
	Frequency	Percent
Yes	5	18.2
No	23	81.8
Total	28	100.0

Table 22: Frequency Distribution		
Q12-Do you work in the same county that you live in?		
	Frequency	Percent
Yes	266	72.6
No	99	27.1
Don't know	1	.4
Total	366	100.1

Table 23: Frequency Distribution		
Q13-In which county do you work?		
	Frequency	Percent
Bryan	10	10.0
Collins	12	12.0
Dallas	14	14.0
Denton	9	9.0
Johnston	2	2.0
Grayson	21	21.0
Cooke	4	4.0
Fannin	1	1.0
Many counties (travels)	13	13.0
Other	8	8.0
Don't know	6	6.0
Total	100	100.0

Table 24: Frequency Distribution		
Q14-In what city or town do you work?		
	Frequency	Percent
All over	23	6.3
Ardmore	2	.5
Atoka	14	3.8
Bells	2	.5
Bonham	10	2.7
Carrollton	3	.8
Coleman	4	1.1
Collins	4	1.1
Collinville	3	.8
Dallas	10	2.7
Denison	42	11.5
Denton	5	1.4
Dodd	2	.5
Durant	34	9.3
Gainesville	24	6.6
Gunter	1	.3

Geneaudry	2	.5
Gordonville	2	.5
Grand Prairie	2	.5
Honey Grove	2	.5
Howe	2	.5
Ivanhoe	2	.5
Kingston	9	2.5
Krum	2	.5
Leonard	4	1.1
Madill	8	2.2
McKinney	6	1.6
Muenster	4	1.1
Plano	2	.5
Pottsboro	2	.5
Sherman	70	19.2
Slidell	2	.5
Stringtown	2	.5
Sulphur	2	.5
Tom Bean	3	.8
Tishomingo	8	2.2
Trenton	2	.5
Valley View	4	1.1
Van Alstyne	6	1.6
Watoka	2	.5
Whitesboro	9	2.5
Other	18	4.9
Don't know	2	.5
Refused/call continued	2	.5
Total	364	100.0

Table 25: Frequency Distribution		
Q15-Why didn't you work for pay last week? Was it because you are:		
	Frequency	Percent
Retired	108	50.1
Disabled	27	12.5
Unable to work	11	5.2
Waiting to start work	5	2.5
Away from work w/o pay	3	1.4
Don't work outside home	11	5.1
Never worked outside home	2	.8
Don't have reliable transportation	0	.0
Unemployed	14	6.3

Student	9	4.2
On vacation	7	3.2
Work without pay	2	.9
Didn't have to work	4	1.9
Other	9	4.2
Don't know	2	.9
Refused/call continued	1	.5
Refused/call ended	1	.5
Total	216	100.2

Table 26: Frequency Distribution		
Q15A: What are your transportation needs?		
	Frequency	Percent
Open Ended	0	100.0
Total	0	100.0

Table 27: Frequency Distribution		
Q16-Does your disability prevent you from accepting any kind of work during the next six months?		
	Frequency	Percent
Yes	29	93.5
No	1	3.2
Don't know	1	3.2
Total	31	99.9

Table 28: Frequency Distribution		
Q17-Do you have a disability that prevents you from accepting any kind of work during the next six months?		
	Frequency	Percent
Yes	1	11.1
No	7	77.8
Don't know	1	11.1
Total	9	100.0

Table 29: Frequency Distribution		
Q18-Do you currently want a job, either full or part time?		
	Frequency	Percent
Yes	43	24.9
Maybe	12	7.0
No	117	67.6
Don't know	1	.5
Total	173	100.0

Table 30: Frequency Distribution		
Q19-Last week did you have a job, either full or part time, from which you were temporarily absent?		
	Frequency	Percent
No	1	100.0
Total	1	100.0

Table 31: Frequency Distribution		
Q20-Last week did you have more than one job (or business), including part-time, evening or weekend work?		
	Frequency	Percent
Yes	48	13.0
No	319	87.0
Total	367	100.0

Table 32: Frequency Distribution		
Q21-How many jobs (or businesses) did you have?		
	Frequency	Percent
One	2	4.0
Two	41	83.7
Three	4	8.2
Don't know	2	4.0
Total	49	99.9

Table 33: Frequency Distribution		
Q22-Do you usually work 35 hours or more per week at your job or business?		
	Frequency	Percent
Yes	282	81.5
No	56	16.2
Hours vary	6	1.7
Don't know	1	.3
Refused/ call continued	1	.3
Total	346	100.0

Table 34: Frequency Distribution		
Q23-How many hours per week do you usually work at your job or business?		
	Frequency	Percent
1-5	5	1.5
6-10	5	1.5
11-15	6	1.7
16-20	16	4.7
21-25	13	3.8
26-30	3	.9
31-35	9	2.6
36-40	140	40.7
41-45	38	11.04
46-50	43	12.5
51-55	12	3.5
56-60	19	5.5
61-65	2	.6
66-70	8	2.3
71-75	5	1.5
80	5	1.5
90	1	.3
100	2	.6
Don't know	11	3.2
Refused/ call continued	1	.3
Total	344	100.2

Table 35: Frequency Distribution		
Q24-Do you usually work 35 hours or more per week at all your jobs?		
	Frequency	Percent
Yes	25	89.3
No	3	10.7
Total	28	100.0

Table 36: Frequency Distribution		
Q25-How many hours per week do you usually work at your main job?		
	Frequency	Percent
15-20	1	3.2
21-25	2	6.5
26-30	1	3.2
31-35	2	6.5
36-40	9	29.0
41-45	2	6.5
46-50	5	16.1
51-55	1	3.2
56-60	4	12.9
70	1	3.2
80	2	6.5
100	1	3.2
Total	31	100.0

Table 37: Frequency Distribution		
Q26-Do you want to work a full-time workweek with just one employer?		
	Frequency	Percent
Yes	20	29.9
No	43	64.1
Regular hours are full-time	3	4.5
Refused/ call continued	1	1.5
Total	67	100.0

Table 38: Frequency Distribution
Q27-What is your MAIN reason for working part-time instead of full time?

	Frequency	Percent
Slack work/Business conditions	2	8.7
Could only find part-time work	1	4.3
Child care problems	1	4.3
Other family/Personal obligations	3	13.0
Health/Medical limitations	1	4.3
School/Training	7	30.4
Job is a hobby	1	4.3
Likes being independent	2	8.7
Personal reasons	1	4.3
Don't know	4	17.4
Total	23	99.7

Table 39: Frequency Distribution
Q28-What is the main reason you do not want to work full-time?

	Frequency	Percent
Child care obligations/problems	3	6.8
Other family/personal obligations	4	9.1
Health/Medical limitations	4	9.1
School/Training	7	16.0
Retired/Social security limit on earnings	15	34.0
Full-time work week is less than 35 hours	2	4.5
Don't have to and/or want to	8	18.1
Prefers current work	1	2.3
Total	44	99.9

Table 40: Frequency Distribution		
Q29-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	239	64.0
No	110	29.4
Self-employed	18	4.8
Don't know	5	1.3
Refused/ call continued	2	.5
Total	374	100.0

Table 41: Frequency Distribution		
Q30-Does your job offer health care insurance paid by the employer?		
	Frequency	Percent
Yes	215	60.2
Some is paid by employer	9	2.5
It is offered but not to respondent	1	.3
No	125	35.0
Don't know	5	1.4
Refused/ call continued	2	.6
Total	357	100.0

Table 42: Frequency Distribution		
Q31-Does your job offer reimbursement for education and training courses?		
	Frequency	Percent
Yes	166	46.5
No	167	46.8
It depends	3	.8
Don't know	19	5.3
Refused/ call continued	2	.6
Total	357	100.0

Table 43: Frequency Distribution		
Q32-Does your job offer a retirement plan?		
	Frequency	Percent
Yes	220	61.8
No	129	36.2
Don't know	5	1.4
Refused/ call continued	2	.6
Total	356	100.0

Table 44: Frequency Distribution		
Q33-Does your present job offer advancement potential?		
	Frequency	Percent
Yes	213	60.0
No	127	35.8
Maybe	1	.3
Don't know	11	3.1
Refused/ call continued	2	.6
Total	355	99.8

Table 45: Frequency Distribution		
Q34-How far do you live from your place of employment?		
	Frequency	Percent
0 - 5 miles	122	32.6
6 – 10 miles	64	17.1
11 – 20 miles	69	18.4
21 – 30 miles	27	7.2
31 – 50 miles	41	11.0
More than 50 miles	24	6.4
Work at home for self	16	4.3
Don't know	9	2.4
Refused/ call continued	2	.5
Total	374	99.9

Table 46: Frequency Distribution		
Q34A-How did you get to work last week?		
	Frequency	Percent
Car, truck, or van	327	91.3
Bus	1	.3
Walk to work	12	3.4
Work at home	8	2.2
Golf cart	1	.3
On vacation last week	2	.6
Fly	1	.3
Don't know	6	1.7
Total	358	100.1

Table 47: Frequency Distribution Q34B-Did you drive your own vehicle?		
	Frequency	Percent
Own vehicle	305	93.6
Rode with someone else	3	.9
Used company vehicle	16	5.0
Drove someone else's car	1	.3
Work at home	1	.3
Total	326	100.1

Table 48: Frequency Distribution Q34C-How reliable is the transportation you use to work?		
	Frequency	Percent
Very reliable	306	88.4
Somewhat reliable	31	9.0
Not at all reliable	2	.6
Don't know	7	2.0
Total	346	100.0

Table 49: Frequency Distribution Q34D-Why do you say that your transportation to work is not at all reliable?		
	Frequency	Percent
Don't know	2	100.0
Total	2	100.0

Table 50: Frequency Distribution Q34E-Does the lack of reliable transportation prevent you from working at a better job in your area?		
	Frequency	Percent
Yes	1	6.7
No	13	86.7
Don't know	1	6.7
Total	15	100.1

Table 51: Frequency Distribution Q34F-How so?		
	Frequency	Percent
Don't know	1	100.0
Total	1	100.0

Table 52: Frequency Distribution		
Q35-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	76	20.3
No	293	78.6
Don't know	3	.8
Refused continued	1	.3
Total	373	100.0

Table 53: Frequency Distribution		
Q36-What are all the things you have done to find alternative work during the last three months?		
	Frequency	Percent
Contacted employer directly/interview	31	19.1
Contacted public employment agency	10	6.2
Contacted private employment agency	7	4.3
Contacted friends or relative	12	7.4
Contacted school/university employment center	3	1.9
Sent out resumes/filled out applications	31	19.1
Checked union/professional registers	1	.6
Placed or answered ads	17	10.5
Looked at ads	34	21.0
Attended job training programs/courses	2	1.2
Internet	5	3.1
Getting education	2	1.2
Called by another employer	3	1.9
Thought about it	2	1.2
Start own business	2	1.2
Total	162	99.9

Table 54: Frequency Distribution
Q36A-Please tell me the PRIMARY reason that you are looking for another job?

	Frequency	Percent
Better pay	29	33.7
Better benefits	4	4.7
Want to work closer to home	3	3.5
Family responsibilities	1	1.2
Advancement potential	2	2.3
Job security	1	1.2
Burnt out	1	1.2
Don't like current job	2	2.3
Want a day job	1	1.2
Retiring	1	1.2
Change in career	5	5.8
Other	36	41.9
Total	86	100.02

Table 55: Frequency Distribution
Q36B-How much pay are you looking for per hour?

	Frequency	Percent
\$6-8	8	25.8
\$8.01-\$10	8	25.8
\$10.01-\$15	6	19.3
\$15.01-\$20	4	13.0
\$20.01-\$25	2	6.5
\$25.01-\$30	1	3.2
\$60,000/year	1	3.2
Refused continued	1	3.2
Total	31	100.0

Table 56: Frequency Distribution
Q37-Assume you receive an offer for a job ... you are qualified, similar working conditions, job security and fringe benefits. What increase in pay would be necessary to attract you to another employer?

	Frequency	Percent
Less than 5% increase	30	8.0
B/w 5% and 10%	68	18.2
B/w 10% and 15%	53	14.2
B/w 15% and 20%	54	14.5
More than 20%	84	22.5

Not interested at any increase	50	13.4
Less than 5% with benefits	4	1.1
5%-10% with benefits	2	.5
With benefits	5	1.3
Depends on the job	2	.5
Don't know	16	4.2
Retired/not-working, etc.	4	1.1
Refused/ call continued	1	.3
Total	373	99.8

Table 57: Frequency Distribution
Q38-How far are you willing to commute to a place of employment?

	Frequency	Percent
0 - 5 miles	23	6.1
6 – 10 miles	19	5.1
11 – 20 miles	76	20.3
21 – 30 miles	83	22.2
31 – 50 miles	78	20.9
More than 50 miles	78	20.9
Don't know	15	4.0
Refused/ call continued	2	.5
Total	374	100.0

Table 58: Frequency Distribution
Q38A-Is your transportation reliable enough to allow you to commute that far everyday?

	Frequency	Percent
Yes	247	96.5
Don't know	8	3.1
Refused continued	1	.4
Total	256	100.0

Table 59: Frequency Distribution
Q38B-Why is that?

	Frequency	Percent
Vehicle is old	1	12.5
Happy with current job	1	12.5
Don't know	6	75.0
Total	8	100.0

Table 60: Frequency Distribution		
Q38C-Please tell me which of the following are reasons that you are not willing to commute more than 20 miles?		
	Frequency	Percent
Family obligations	31	26.5
Unreliable transportations	4	3.4
Don't wish to drive that much	53	45.3
Possibly would, depends on pay	3	2.6
Gas prices	11	9.4
Misc.	11	9.4
Time	2	1.7
Refused continued	2	1.7
Total	117	100.0

Table 61: Frequency Distribution		
Q38D-How does your transportation need to be better?		
	Frequency	Percent
Car needs minor repairs	1	20.0
Needs new car	1	20.0
Doesn't drive self	1	20.0
Needs to not break down	1	20.0
Don't know	1	20.0
Total	5	100.0

Table 62: Frequency Distribution		
Q39-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
0	6	1.6
1	166	44.4
2	68	18.2
3	49	13.1
3-4	3	.8
4	10	2.7
5	9	2.4
6	2	.5
7	1	.3
7-8	1	.3
8	2	.5

15	2	.5
Less than 5 years work experience	42	11.2
Don't know	10	2.7
Refused continued	1	.3
Refused ended	2	.5
Total	374	100.0

Table 63: Frequency Distribution
Q41-Have you been doing anything to find work during the last four weeks?

	Frequency	Percent
Yes	23	53.5
No	20	46.5
Total	43	100.0

Table 64: Frequency Distribution
Q42-What are all the things you have done to find work during the last four weeks?

	Frequency	Percent
Contacted employer directly/interview	10	17.0
Contacted public employment agency	5	8.5
Contacted private employment agency	3	5.1
Contacted friends or relatives	3	5.1
Sent out resume/sent out application	16	27.1
Placed or answered ads	9	15.3
Looked at ads	9	15.3
Internet	4	6.8
Total	59	100.2

Table 65: Frequency Distribution
Q43-Last week, could you have started a job if one had been offered?

	Frequency	Percent
Yes	22	95.6
No	1	4.3
Total	23	99.9

Table 66: Frequency Distribution		
Q44-Have you been looking for full-time work of 35 hours or more per week?		
	Frequency	Percent
Yes	15	68.2
No	5	22.7
Don't know	2	9.0
Total	22	99.9

Table 67: Frequency Distribution		
Q45-What kind of work do you do, that is, what was your occupation in the last job you held?		
	Frequency	Percent
Enter response	40	97.6
Refused/ call continued	1	2.4
Total	41	100.0

Table 68: Frequency Distribution		
Q46-What is the main reason you were not looking for work during the last four weeks?		
	Frequency	Percent
Couldn't find any work	1	4.5
Child care responsibilities/problems	2	9.1
Family responsibilities	1	4.5
In school or other training	5	22.7
Ill-health, physical disability	1	4.5
Don't want to work	1	4.5
Doesn't want too many hours	1	4.5
Other	9	41.0
Don't know	1	4.5
Total	22	99.8

Table 69: Frequency Distribution		
Q47-Did you look for work at any time during the last twelve months?		
	Frequency	Percent
Yes	14	9.3
No	136	90.7
Total	150	100.0

Table 70: Frequency Distribution		
Q48-Did you actually work at a job or a business during the last twelve months?		
	Frequency	Percent
Yes	28	18.7
No	121	80.6
Don't know	1	.7
Total	150	100.0

Table 71: Frequency Distribution		
Q49-What is the main reason you left your last job?		
	Frequency	Percent
Personal, family (including pregnancy)	15	10.1
Return to school	7	4.7
Health	13	9.2
Retirement	86	57.7
Temporary, seasonal or intermittent job completed	7	4.7
Slack work or business conditions	1	.7
Unsatisfactory work arrangements	5	3.3
Never had a job/Self employed	4	2.7
Fired	1	.7
Didn't want to work	1	.7
Relocated	6	4.0
Another job fell through	1	.7
Pay	2	1.3
Total	149	100.5

Table 72: Frequency Distribution		
Q50-Do you intend to look for work during the next twelve months?		
	Frequency	Percent
Yes	23	15.4
No	120	80.5
Don't know	6	4.0
Total	149	99.9

Table 73: Frequency Distribution		
Q51-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	3	8.8
Ill	2	5.9
In school	8	23.5
Taking care of house or family	6	17.6
Retired	4	11.8
Other	10	29.4
Don't know	1	2.9
Total	34	99.9

Table 74: Frequency Distribution		
Q52-About the job you worked last week...were you employed by the government, by a private company, a non-profit organization, or were you self-employed (or working in the family business)?		
	Frequency	Percent
Government	77	20.7
Private or Profit company	187	50.3
Non-profit organization	30	8.1
Self-employed	61	16.4
Working in family business	7	1.9
Other	3	.8
Don't know	5	1.3
Refused/ call continued	2	.5
Total	372	100.0

Table 75: Frequency Distribution		
Q53-Were you working for federal, state, or local government?		
	Frequency	Percent
Federal	8	10.3
State	49	62.8
Local	18	23.0
Other	2	2.6
Don't know	1	1.3
Total	78	100.0

Table 76: Frequency Distribution
Q54-What kind of business or industry are you in?

	Frequency	Percent
Agriculture	15	5.0
Automotives	4	1.3
Mining	1	.3
Construction	38	12.6
Manufacturing	26	8.6
Transportation, communications, or public utility	12	4.0
Wholesale or retail trade	34	11.3
Restaurants	11	3.7
Legal Services	3	1.0
Health and Medical Services	46	15.3
Business and Accounting services	8	2.7
Engineering and Technical services	23	7.6
Personal services or recreational services	28	9.3
Finance, insurance, or real estate	13	4.3
Government (including Education)	18	6.0
Non-profit	1	.3
Religious	4	1.3
Other	6	2.0
Don't know	6	2.0
Refused/ call continued	3	1.0
Refused/ call ended	1	.3
Total	301	99.9

Table 77: Frequency Distribution
Q56-What kind of work do you do, that is, what was your occupation?

	Frequency	Percent
Enter response	363	98.4
Don't know	4	1.1
Refused/ call continued	2	.6
Total	369	100.1

Table 78: Frequency Distribution		
Q55-What are your usual activities or duties at this job? For example, typing, keeping accounting books, operating printing press, laying brick.		
	Frequency	Percent
Enter response	362	97.8
Don't know	5	1.4
Refused/ call continued	3	.8
Total	370	100.0

Table 79: Frequency Distribution		
Q57-What other skills do you have that are not involved in this employment?		
	Frequency	Percent
Enter response	294	79.7
Don't know	69	18.7
Refused/ call continued	5	1.4
Refused/ call ended	1	.3
Total	369	100.1

Table 80: Frequency Distribution		
Q57A-If respondent mentions any computer skills		
	Frequency	Percent
Computer skills mentioned	140	37.7
No computer skills mentioned	231	62.3
Total	371	100.0

**Table 81: Frequency Distribution
Q57B-What is your strongest computer skill?**

	Frequency	Percent
Word processing, such as using MS-Word	70	50.0
Spreadsheet analysis, such as Lotus or Excel	22	15.7
Bookkeeping, such as Quicken	11	7.9
Computer assisted design	4	2.9
Website development	2	1.4
Troubleshooting machines	6	4.3
Maintains a computer network	3	2.1
Computer programming (C, SAS, SPSS)	3	2.1
Develops own software applications	1	.7
Other	11	7.9
Don't know	7	5.0
Total	140	100.0

**Table 82: Frequency Distribution
Q57C-What other computer skills do you have?**

	Frequency	Percent
Word processing, such as using MS-Word	85	27.7
Spreadsheet analysis, such as Lotus or Excel	68	22.1
Bookkeeping, such as Quicken	38	12.4
Computer assisted design	16	5.2
Website development	11	3.6
Troubleshooting machines	13	4.2
Maintains a computer network	13	4.2
Computer programming (C, SAS, SPSS)	16	5.2
Develops own software applications	3	1.0
Other	22	7.2
None	3	1.0

Don't know	18	5.9
Refused/ call continued	1	.3
Total	307	100.0

Table 83: Frequency Distribution
Q58-Many employers now hire workers both directly as permanent employees and through a temporary agency for temporary employees. Are you a permanent or temporary employee?

	Frequency	Percent
Permanent	313	84.4
Temporary	43	11.6
Don't know	13	3.5
Refused/ call continued	2	.5
Total	371	100.0

Table 84: Frequency Distribution
Q59-Would you like a permanent job?

	Frequency	Percent
Yes	30	68.2
No	13	29.5
Don't know	1	2.3
Total	44	100.0

Table 85: Frequency Distribution
Q60-Some 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	97	26.1
No	261	70.4
Don't know	12	3.2
Refused/ call continued	1	.3
Total	371	100.0

Table 86: Frequency Distribution		
Q61-Why do you think you are currently underutilized at your job?		
	Frequency	Percent
Had previous job that required more skill and/or education	20	20.2
Have had additional job training and/or education	20	20.2
Current job does not require my training and/or education	22	22.2
Had a previous job where I earned more income	9	9.1
Other	14	14.1
Don't know	13	13.1
Refused/ call continued	1	1.0
Total	99	99.9

Table 87: Frequency Distribution		
Q62-Have you had jobs in the past which better utilized your skills and education?		
	Frequency	Percent
Yes	71	73.2
No	26	26.8
Total	97	100.0

Table 88: Frequency Distribution		
Q63-What type of job or jobs have you had in the past which required more skill and/or education?		
	Frequency	Percent
Enter response	71	100.0
Total	71	100.0

Table 89: Frequency Distribution		
Q64-Taking into account inflation, did your previous job (the job that required more skill) provide you with more income?		
	Frequency	Percent
Yes	38	53.5
No	33	46.5
Total	71	100.0

Table 90: Frequency Distribution		
Q65-Would you change jobs so you could better utilize your skills?		
	Frequency	Percent
Yes	66	67.3
No	30	30.6
Don't know	2	2.0
Total	98	99.9

Table 91: Frequency Distribution		
Q66-Would you be willing to undertake job training associated with a new employment opportunity?		
	Frequency	Percent
Yes	77	79.4
No	18	18.6
Don't know	2	2.1
Total	97	100.1

Table 92: Frequency Distribution		
Q67-How much formal education have you completed?		
	Frequency	Percent
Less than high school	49	8.8
High school	142	25.6
Some college	149	26.8
Associate degree	38	6.8
Bachelor degree	108	19.5
Postgraduate degree (masters, PhD, JD,MD)	54	9.7
Other	11	2.0
Refused/ call continued	1	.2
Refused/ call ended	3	.5
Total	555	99.9

Table 93: Frequency Distribution		
Q67A-Did you receive your Associate's degree in Oklahoma?		
	Frequency	Percent
Yes	8	21.1
No	30	79.0
Total	38	100.1

Table 94: Frequency Distribution		
Q67B-In which state did you receive your associate's degree?		
	Frequency	Percent
Texas	24	84.8
California	2	6.1
Indiana	1	3.0
Kentucky	1	3.0
New Mexico	1	3.0
Total	33	99.9

Table 95: Frequency Distribution		
Q67C-Did you receive your bachelor's degree in Oklahoma?		
	Frequency	Percent
Yes	58	35.8
No	104	64.2
Total	162	100.0

Table 96: Frequency Distribution		
Q67D-In which state did you receive your bachelor's degree?		
	Frequency	Percent
Texas	78	74.2
Kansas	1	1.0
Arkansas	4	3.9
Colorado	1	1.0
Missouri	1	1.0
New Mexico	2	2.0
California	1	1.0
Connecticut	1	1.0
Florida	2	2.0
Georgia	1	1.0
Illinois	3	2.9
Maryland	2	2.0
Massachusetts	1	1.0
New York	1	1.0
Ohio	2	2.0
Pennsylvania	1	1.0
Wisconsin	1	1.0
China	2	2.0
Total	105	101.0

Table 97: Frequency Distribution		
Q67E-Did you receive your highest post graduate degree in Oklahoma?		
	Frequency	Percent
Yes	17	31.5
No	37	68.5
Total	54	100.0

Table 98: Frequency Distribution		
Q67F-In which state did you receive your highest graduate degree?		
	Frequency	Percent
Texas	27	73.8
Kansas	2	7.1
Alabama	1	2.4
California	1	2.4
Florida	1	2.4
Illinois	1	2.4
North Dakota	1	2.4
Ohio	2	4.8
Wisconsin	1	2.4
Total	42	100.1

Table 99: Frequency Distribution		
Q68-In addition to your formal education, have you ever received vocational training, apprentice training, or special professional training?		
	Frequency	Percent
Yes	162	42.4
No	218	57.1
Don't know	1	.3
Refused/ call continued	1	.3
Total	382	100.1

Table 100: Frequency Distribution		
Q69-Have you received special training on the job training other than the usual introductory job training?		
	Frequency	Percent
Yes	2	25.0
No	6	75.0
Total	8	100.0

Table 101: Frequency Distribution		
Q70-Are you currently enrolled in school or a special training program?		
	Frequency	Percent
Yes	6	19.4
No	25	80.6
Total	31	100.0

Table 102: Frequency Distribution		
Q74-Did the training you told me about cause a change in your employment status?		
	Frequency	Percent
Yes	101	62.7
No	59	36.6
Don't know	1	.7
Total	161	100.0

Table 103: Frequency Distribution		
Q75-How so?		
	Frequency	Percent
Promotion	40	28.6
Increase in pay at present job	25	17.9
Different job w/the same employer	9	6.4
Different job w/ a new employer	24	17.1
Help retain current job	12	8.6
No change	3	2.1
Open own business	1	.7
Qualified for better jobs	1	.7
More flexibility	1	.7
More knowledge	2	1.4
More work	1	.7
Other	20	14.3
Refused continued	1	.7
Total	140	99.9

Table 104: Frequency Distribution		
Q76-Do you anticipate that this schooling or training you have told me about will change your employment status?		
	Frequency	Percent
Yes	6	100.0
Total	6	100.0

Table 105: Frequency Distribution		
Q77-How so? (If respondent hesitates, check all that apply.)		
	Frequency	Percent
Different job w/ a new employer	4	50.0
Degree to start working	2	25.0
Get a job nursing	2	25.0
Total	8	100.0

Table 106: Frequency Distribution		
Q78-What is your current marital status?		
	Frequency	Percent
Married	344	60.8
Widowed	49	8.7
Divorced	67	11.8
Separated	8	1.4
Never married	95	16.8
Refused/ call ended	3	.5
Total	566	100.0

Table 107: Frequency Distribution		
Q79-How would you describe your spouse's current employment status?		
	Frequency	Percent
Not working and not seeking a job outside the home	80	23.3
Not working outside the home, but seeking work	12	3.5
Working part-time outside the home	29	8.4
Working full-time outside the home	219	63.7
Don't know	3	.9
Refused/ call continued	1	.3
Total	344	100.1

Table 108: Frequency Distribution		
Q80-Are you attending a school full or part-time?		
	Frequency	Percent
Yes, a full-time student	32	5.7
Yes, a part-time student	28	4.9
No, not a student	506	89.4
Total	566	100.0

Table 109: Frequency Distribution		
Q81-What type of school are you attending?		
	Frequency	Percent
Four year college/university	19	31.1
Junior college	22	36.1
Vocational technical school	4	6.6
High school; GED classes	8	13.1
Bible college	1	1.6
Graduate school	1	1.6
Other	6	9.8
Total	61	99.9

Table 110: Frequency Distribution		
Q81A-Would you like to pursue additional education or obtain additional training now or in the future?		
	Frequency	Percent
Yes	281	49.6
No	274	48.3
Don't know	11	2.0
Refused/ call continued	1	.2
Total	567	100.1

**Table 111: Frequency Distribution
Q81B-What type of education or training?**

	Frequency	Percent
GED	5	1.8
Associate's degree	1	.4
Bachelor's degree	89	31.3
Graduate school/or professional degree	49	17.2
Vocational/technical school	51	18.0
Computer related training	34	12.0
Counseling	3	1.1
Field related classes	4	1.4
Fun	2	.7
Other	18	6.3
Don't know	27	9.5
Refused continued	1	.4
Total	284	100.1

**Table 112: Frequency Distribution
Q81C-Including yourself, how many persons in your household are 18 years or older?**

	Frequency	Percent
1	45	16.0
2	184	65.5
3	36	12.8
4	14	5.0
Don't know	2	.7
Total	281	100.0

Table 113: Frequency Distribution		
Q81D-How many persons 18 years or older in your household are employed or self-employed, including yourself?		
	Frequency	Percent
0	106	18.7
1	163	28.8
2	252	44.5
3	31	5.5
4	9	1.6
5	1	.2
Don't know	1	.2
Refused/ call continued	1	.2
Refused/ call ended	2	.4
Total	566	100.1

Table 114: Frequency Distribution		
Q83-Do you have any children under 15 years of age?		
	Frequency	Percent
Yes	187	33.2
No	373	66.1
Don't know	1	.2
Refused/ call continued	2	.4
Refused/ call ended	1	.2
Total	564	100.1

Table 115: Frequency Distribution		
Q100-Do you have difficulty obtaining care for your children so that you can work?		
	Frequency	Percent
Yes	25	13.3
No	160	85.1
Don't know	1	.5
Refused continued	2	1.1
Total	188	100.0

Table 116: Frequency Distribution
Q101-Do any of the following apply to your situation?

	Frequency	Percent
I need care when my child is sick so I can work	9	14.8
I can't work nights or weekends because I can't get child care	10	16.4
I can't find care at all for one or more of my children	7	11.5
I can't find care for my infant or toddler	4	6.6
I need better quality care than I am getting now	15	24.6
I can't earn enough to get child care	12	19.7
Don't know	4	6.6
Total	61	100.2

Table 117: Frequency Distribution
Q102-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	148	41.2
No	187	52.1
Don't know	10	2.8
Refused continued	14	3.9
Total	359	100.0

Table 118: Frequency Distribution
Q103-Please stop me when I read your hourly pay rate.

	Frequency	Percent
Less than \$6.75	13	8.7
\$6.75 to 8.49	30	20.1
\$8.50 to 9.99	15	10.1
\$10.00 to 11.24	16	10.7
\$11.25 to 13.24	15	10.1
\$13.25 to 15.74	7	4.7
\$15.75 to 19.24	13	8.7
\$19.25 to 24.24	13	8.7
\$24.25 to 43.24	14	9.4
\$43.25 to 60.00	2	1.3
More than \$60.00	1	.7
Don't know	2	1.3
Refused continued	8	5.4
Total	149	99.9

Table 119: Frequency Distribution
Q104-Please stop me when I read your annual pay or salary.

	Frequency	Percent
Less than \$14,000	15	7.9
\$14,001 to 18,000	6	3.2
\$18,001 to 21,000	5	2.6
\$21,001 to 23,000	3	1.6
\$23,001 to 28,000	13	6.9
\$28,001 to 33,000	25	13.2
\$33,001 to 40,000	24	12.7
\$40,001 to 50,000	22	11.6
\$50,001 to 90,000	38	20.1
\$90,001 to 125,000	9	4.8
More than \$125,000	12	6.3
Don't know	7	3.7
Refused continued	10	5.3
Total	189	99.9

Table 120: Frequency Distribution		
Q136-Since you are commuting to a job outside of your county, 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	84	85.7
No	8	8.2
Don't know	6	6.1
Total	98	100.0

Table 121: Frequency Distribution		
Q137-Would you consider a local job that is comparable to the one that you have now?		
	Frequency	Percent
Yes	78	85.7
No	6	6.6
Don't know	7	7.7
Total	91	100.0

Table 122: Frequency Distribution		
Q138-Would you consider a local job that is slightly less desirable than the one that you have now?		
	Frequency	Percent
Yes	25	29.4
No	53	62.3
Don't know	7	8.2
Total	85	99.9

SURVEY FREQUENCY RESULTS Open-Ended Data

Table 123:
Q3: What is your zip code?

Comments	Frequency
73401	1
73432	6
73439	21
73446	15
73447	1
73449	6
73450	2
73455	1
73460	13
73461	2
74071	1
74276	1
74349	1
74525	29
74533	2
74540	1
74555	5
74569	2
74701	35
74702	1
74720	1
74721	1
74723	1
74726	4
74727	1
74729	7
74730	3
74731	2
74733	4
74740	1
74741	1
74747	1
74748	4
74856	2
75020	45
75021	11
75030	2
75050	1
75058	1
75076	31
75090	40
75091	2

75092	39
75093	1
75159	2
75202	1
75414	9
75416	1
75418	16
75433	1
75438	3
75446	7
75447	4
75452	9
75459	11
75476	4
75479	3
75488	1
75489	4
75490	5
75491	10
75492	3
75495	14
76042	1
76233	6
76238	1
76240	36
76241	2
76245	4
76250	2
76252	7
76264	4
76271	2
76272	13
76273	24
76276	2
Don't know	8
Refused/call continued	1
Total	573

Table 124
Q6A: Why do you find that job unattractive?

Comment	Frequency
16,000 not a lot of money, but benefits compensate	1
About Average	1
Disabled	3
Doesn't want to change job	22
Education	1
Education and age	1
High starting rate for this area	1

Higher aspirations and age	2
May be part-time	1
Money and benefits	2
More qualifications	1
Not impressive	1
Not interested	3
Overqualified	1
Pay is enough	1
Would help the community, but not good for him.	2
Total	44

Table 125

Q45: What kind of work do you do, that is, what was your occupation in the last job you held?

Comment	Frequency
Accountant	3
Activity director	1
Advertising salesperson	1
Cashier	1
Child care	1
Clerk	1
Cook	1
Customer service	2
Customer service representative	1
Electronic assembly	1
Factory worker	2
Food service	5
Head of household	1
Health care	1
Housekeeper	1
Insurance adjuster	2
Johnson and Johnson factory	1
Machine operator	1
Mechanic	1
Nurse	1
Nurse aide	1
Office worker	1
Production	1
Provider	1
Retail manager	1
Secretary	2
Spot welder	2
Stocker	2
Teacher	3
Vice President of Administration for a computer software company	1
Well	2
Total	46

Table 126

Q45: What kind of work do you do, that is, what is your occupation?

Comment	Frequency
Accountant	2
Administrative assistant	1
Administration	2
Administrative	4
Administrative assistant	11
Assemble engines	1
Assistant CEO	1
Auditor	2
BA	1
Banking	3
Bar manager	1
Bill collector	2
Biological aide	1
Blender	1
Boat mechanic	2
Book keeper	1
Brick layer	2
Cable installer	2
Carpenter	2
Cashier	7
Chaplin	1
Child care	1
Childcare provider	1
Civil accountant	1
Claims processor	1
Cleans own house	1
Clerk	2
Clinical director	1
CNA in nursing home	1
CNA	1
CNC machinist	1
Co-owner of a local business	1
Commercial installer	2
Computer support representative	1
Conductor	1
Construction worker	3
Contractor	2
Construction worker/laborer	2
Cook	6
Correctional facility administrator	1
Correctional officer	2
Cosmetologist	1
Counselor	1
Credit review	1
Customer service representative	2
Data entry	1

Data processor	1
Data technician	1
Delivery driver	1
Dental assistant	2
Department of criminal justice	1
Deputy	2
Desk clerk	1
Director of finance	1
Dispatcher	1
Doctor	2
Dry walling	1
Economic development	1
Education	1
Electrician	1
Electronics technician	1
Emissions analyst	1
Energy consultant	1
Engineering	1
Engineering manager	1
Environmental superintendent	2
Exceptions clerk	1
Farmer	5
Financial advisor	1
Financial representative	1
Fishing guide	1
Floor hostess	1
Flooring	2
Foster parent	1
General labor	2
GH	2
Health care provider	5
High school secretary	1
Home health care	2
Hospital Chaplin	1
Housekeeper	1
Human resources	1
Human resources director	1
IC layout engineer	1
Incentive worker	1
Industrial engineering	1
Insurance	2
Insurance agent	1
Insurance clerk	1
Insurance coordinator	1
Interior designer	1
Invoicing	1
Janitor	2
Juvenile correction officer	2
Landscaper	2
Lawyer	2

Librarian	2
Line technician	2
Liquor store owner	1
LPN charge nurse	1
Machine operator	4
Machinist	2
Maintenance	2
Maintenance assistant	2
Make candles and soaps	1
Making concrete reinforcement	2
Manager	17
Master electrician	1
Mayor	1
Mechanic	7
Medical	1
Medical assistant	1
Medical records	1
Medical service specialist	1
Missionary	1
Network administrator	2
Nurse	3
Nursing assistant	1
Nursing educator	1
Office	1
Office manager	1
Office worker	1
Operates backhoe	2
Operational leader	1
Operations manager	1
Optician	1
Optometrist	2
Optometrist assistant	1
Owner	1
Paraprofessional	2
Parole officer	1
Pastor	1
Physical therapy assistant	2
Plumber	1
Plumber and general contractor	1
Police officer	2
Post master	1
Postal carrier	1
Private home child care	1
Production planner/Logistics technician	1
Production supervisor	2
Professor	2
Program Manager	1
Propane business	1
Pull a tanker	2
Purchasing manager	2

Raising dogs	1
Ranch foreman	1
Rancher	3
Rather not say	2
Real estate	3
Real estate appraiser	1
Refused to answer	1
Registered nurse	11
Registration	1
Remodeling	2
Rents farm	1
Resolution analyst	1
Response	2
Retirement care	1
Return specialist	2
Revenue management representative	1
Sales	10
Sales engineer	1
Sales manager	1
Sales manager, president, accountant	1
Scheduler for home health agency	1
School counselor	1
Secretary	7
Semi-conductor maker	2
Service coordinator	2
Shipping director	2
Social worker	2
Software engineer	1
Special caseworker	2
Sprinkler installer	1
Stocker	2
Store owner	1
Strips cars, parts welder	2
Sub-contractor	1
Substitute teacher	1
Substitute teacher	1
Superintendent	2
supervise children at daycare	1
Supervisor	3
Take catalogue orders	1
Teacher	27
Teacher aide and bus driver	1
Technical support engineer	1
Technical writer	1
Technician	3
Telecommunications	1
Telephone agent	1
Title clerk	1
Trainer	1
Transportation broker	1

Travel, direct sales	1
Travel agent	1
Treasurer	1
Truck driver	2
Upholsterer	1
Various	1
Waitress	3
Waitress, cook, wash dishes	1
Warehouser	3
Weeding, grounds work.	1
Welder	5
Wiring mechanic	1
Work with disabled children	1
Works in deli	1
X-ray technician	2
Total	210

Table 127

Q55: What are your usual activities or duties at this job?

Comment	Frequency
Accounting and financial reporting	1
Accounting, insurance, and billing	1
Accounts payable, payroll, estimating	1
Administer the network	2
Administration	1
Administrative and sales	1
Agriculture, field and lab work	1
Answer phone	1
Answer phone, typing, data entry, correction of records, collection of payments, investigations of lost payments	1
Answer phones, supervise, file, proctor exams, help students	1
Answering phones	2
Answering phones, filing	2
Answering phones, typing, filing	1
Assist doctor in treatments, have instruments clean, and scheduling	2
Assisting child with school work and behavioral plan	1
Assists management, works on minor projects	2
Audit accounts	1
Banking, truck maintenance, paper work	1
Boat marine mechanic and service manager	2
Bookkeeping, filing interpretive plan	1
Build houses	2
Build web pages	1
Building engines and racing	2
Buying and selling, managing	1
canning boxes,	1
Caring for patients	1
Case management documentation	1
Cataloguing books, research	1

Catch and clean bait, clean boat, and catch fish	1
Charge student accounts, collect payments, process financial aid forms	1
Check on the patients	1
Check out items	2
Checking on home health care organization and elderly	2
Child nutrition, activity fund coordinator	1
Clean rooms	1
Cleaning	1
Cleaning kennels, building fences, feeding and taking care of animals	1
Cleaning, laundry, grocery shopping, giving medication	1
Clerical work, computer work	1
Clerical work, filing, answering phones	2
CNC operator	2
Combine parts, install engine	1
Complete operation of company	2
Computer drafting.	1
Computer skills, knowledge of Texas worker comp laws, and other state guidelines	1
Computer work	1
Computer work and manage people	2
Computer work, typing, field work to check on people	1
Computer work, typing, pulling and issuing parts	2
Computer, typing	1
Control some of the company	2
Cook	1
Cooking	2
Cooking, feed cows and horses	1
Cooking, serving, washing dishes	1
Cooking, stocking	1
Counseling, emergency response, teaching grief counseling and emergency preparedness	1
Customer relations	1
Customer relations and hospitality	1
Daily feedings, take blood, changing	1
Data processing	1
Deal with vendors and customers	2
Dealing with customers regarding collections, legal issues and finances	1
Dealing with customers, banking regulations	1
Deliver mail	1
Delivers packages	1
Demonstrating product, taking, filing, and delivering orders, and training	1
Department manager, scheduling, exams	2
Development rehab for children	2
Diagnose and repair	2
Directing the department	2
Distributing medication, filling out paper work, leading group sessions	1
Do laundry, give baths, and give rides to elderly	1
Drive a truck	1
Drive truck and deliver cargo	2
Driving fork lift	2
Educates and helps provide for the needy	1
Electrical contracting	1

Emissions testing	1
Energy consulting	1
Engage clients, inspect property and prepare paper work	1
Everything but parts and service	1
Everything from electrical to roofing	1
Eye exams	2
Failure analysis	1
Farming	1
Feed cattle	1
Feed the animals	1
Feeding and bathing patients, doing therapy	1
Feeding animals, care for animals	1
Feeding cattle	1
Feeding cattle, milking cows	2
Filing, discharging, coding	1
financial management, accounts payable	1
Fitting glasses	1
Fixing plumbing	1
Food preparation	1
General store duties	2
Give anesthesia	1
Give instructions, problem solve, attend meetings	1
Greet and serve customers	1
Greeting customers, writing sales	1
Grounds work	2
Hang drywall	1
Help children read, do work, feed and are cared for	1
Help elderly with everyday activities	1
Help people buy and sell homes	1
Help with payroll and dispatch	1
Hiring, firing, and handle benefits, policies and procedures	1
Hiring, firing, ordering, scheduling, and bookkeeping	1
Hiring, scheduling, payroll	2
Housekeeping	1
Improving economy of south eastern Oklahoma	1
In charge of employees, patients, treatments, orders	1
Input payments, file insurance	1
Install air conditioning	2
Installing and repairing data circuits	1
Insurance paperwork	1
Insure accounts, monitor vehicle and personal traffic	2
Intensive Care, open heart, brain surgery.	1
Inventory control	2
Investigate crimes	2
Issue titles, tags, and licenses	1
Keep up with rules and regulations of gaming facilities	1
labor working with hands	2
Land stolling	2
Laying tile	2
Lead a crew of people	1

List and sell homes, answer phones	1
Machine operation	1
Maintain machines	1
Maintenance equipment and building	1
Maintenance on office building and roofs	1
Maintenance supervisor	1
Make arrests, serve civil documents, prisoner transfer, court security	2
Make sales calls	1
Make sure everything runs well	1
Make sure things are done right	2
Making candles and soaps	1
Making sales calls, contacting transportation carriers, using the internet.	1
Making semi-conductors	2
Manage a staff of 4, oversee contracts, construction, budget, and janitorial work	1
Manage company	1
Manage company and payroll	1
Manage employees and store	1
Manage money	2
Manage people	1
Management	1
Managing	2
Managing people	1
Managing, administrative	1
Manufacturing	1
Marketing	1
Mechanical work on pumps and valves	1
Medical	1
Move equipment	1
Mowing	1
Mowing yards, trimming trees	1
New technology, train facilities	1
None	1
O.R. duties, E.R. duties, prep scrub, transporting instruments	2
Office	1
Office work, jewelry, computer work	1
Open accounts and loan officer	2
Open new accounts and typing	1
Operate heavy equipment	2
Operate machine	2
Operate machinery	2
Operate machines, landscaping	1
Operating machines	2
Order, price, stock, sell	1
Ordering patients glasses	1
Outbound calls, use computer	1
Paper work, installment	2
Paper work, waiting on customers	1
Patient care	1
Patient care, treatment	1
Pay bills	1

Payroll, pay bills	1
Personal care for patients	1
Personnel, payroll, purchase budgeting, supervise	1
Phone management	1
Physical design of microchips	1
Place chemicals in buckets	1
Plumbing	1
Pour molds, scratch masonry	2
Practicing law	1
Presiding over city council meetings, boards and committees, sister city work, council of governments	1
Process management, process development, customer care department	1
Processing	1
Processing insurance claims	1
Processing, drafting documents	1
Promote produce	1
Provide legal services	1
Providing room and board and safe environment	1
Pump off a truck and come back	2
Put in pipes	1
Put parts on engines	1
Quality management department	1
Raise money for school	1
Raising hay and horses	1
Rancher and sales	1
Rather not say	2
Reading, teaching classes, preaching, and studying	1
Refused to answer	2
Registered nurse	1
Rehab therapy	2
Religious services, pastoral counseling	1
Remodeling	2
Repair vehicle collision damage	2
Research	1
Retail sales	1
Returning packages, accounting, customer service	2
Review loans	1
Run a federal program, child care systems, paperwork	1
Run equipment and supervise	1
Running reports and 10 keys	1
Sales	3
Sales and marketing	1
Sales presentations	1
Sales products and manages employees	1
Scheduling, patient care, heart audit	1
Seeing patients	2
Sell mortgages	2
Selling floor covering	2
Selling insurance	2
Set up calls and weigh trucks	1
Sewing	1

Sheet rocking	1
Shipping, receiving, scheduling, planning production for different customers.	1
Slice lunch meat	1
Sort mail, customer service, and cleaning	1
Stock, clean, work register	1
Stocking boxes	2
Stocking, cleaning, waiting on customers	1
Strips, welds, and sells car parts	2
Stuffing envelopes, database entry, outgoing calls	2
Superintendent	1
Superintendent of schools	1
Supervise 12 man crew	1
Supervise activities of juvenile delinquents	2
Supervise and fix computers	2
Supervise and train people to give back to the community	1
Supervise crew, technical work with computers	1
Supervise employees, recruit staff, train, and manage store	1
Supervise, manage	1
Supervising	2
Supervising and recruiting	2
supervising children	1
Supervisor for treatment centers, paperwork	1
Take care of elderly people, feed, give medicine	2
Take care of patients	4
Take care of pregnant women, give vaccines, draw blood.	1
Take catalogue orders	1
Take orders and run cash register	2
Taking care of senior aged patients	1
Taking money, filing, answering phone	2
Talk with clients about portfolios	1
Talking with people	1
Teach and coach	2
Teach learning disabled students	1
Teach, research	1
Teaching	28
Teaching and physical therapy	1
Teaching disabled children	1
Teaching special education	1
Teaching, individual and group counseling	1
Technical support	1
Tools, assembly work	2
Training new employees and developing new training programs	1
Travel direct sales	1
Travel to patient's homes and check vital signs, observe medication	1
Troubleshooting diagnostic wiring of rock drilling machines	1
Typical office work duties	1
Typing and filing	1
Typing, book keeping	1
Typing, book keeping, answering phones	1
Typing, data entry, answering phones	1

Typing, enter insurance information, paper work, answer phone	1
Typing, filing, selling car	2
Typing, spreadsheet, and inventory	1
Typing, taking receivables	1
Typing, working with students	1
Use computer	1
Use computer for quotes, answer questions for clients	1
Vacuum, answer phones, enter employee's times in the computer, typing, enter new information.	1
Varies	2
Verify health insurance for patient	1
Verifying, collecting	1
Waitress, cook food, wash dishes	1
Waitressing tables	2
Welding	4
Welding trusses	2
Welding, hanging steel, building plants	2
Work in rehab and emergency room	1
Work on calls	1
Work on cars	1
Work on computer, typing, answering phones	1
Work on hair and nails	1
Work with patient	1
Work with sports staff	1
Write computer programs	1
Total	573

Table 128

Q57: What other skills do you have that are not involved in this employment?

Comment	Frequency
"just about everything that Southern Oklahoma has to offer."	2
Accounting	7
Acting	1
Aircraft	1
Animal training, management	1
Anything	2
Art skills	1
Associate degree in business	1
Bachelor in English and teaching certificate.	1
Book keeping	3
Carpenter	5
Carpenter, plumber, welder	2
Cash register	1
Cashier	2
Certified nurse's aid	3
Child care	3
Child care, and a math teacher	1
Child care, construction	1
Clerical work	1

Collecting information	2
College work	2
Communication skills, remodeling	1
Communications	2
Computer	1
computer skills	2
Computer skills	27
Computer skills, sign language	2
Construction	9
Construction, build communication towers for 15 years, build commercial water wells and spray paint	1
Consultant	1
Cook	1
cook, waitress, go cart	1
Cooking	3
Cosmetology	2
Cosmetology, teaching certifications	1
Counseling, water work, construction, warehousing	2
Crafts	1
Crafts, dance skills	2
Customer service	1
Cutting board	1
Data entry	1
Draftsman	1
Driver, machinery	1
Electrical skills	2
Electrical skills, carpenter	2
Electronic and Computer skills	2
Electronic and Industrial technician	2
Electronic technician	1
Emergency services	2
Factory work	1
Farm work	7
Finance, people skills	1
Fire fighting, bilingual	1
Floor installation	2
Handy man	3
Hard labor	1
He has a PhD	1
Hospital care, retail	1
House wife	1
Human resources, accountant	2
Industrial maintenance supervisor	1
Industrial technician	1
Laboratory technician	1
Legal assistant, receptionist, engineering estimator	1
Linguistics and Marketing	1
Make candles, checker	1
Management	11
Management, Sales, Interior design	1
Mechanical and computer skills	2

Mechanical skills	12
Mechanical skills and pilot	1
Mechanical skills, welding, carpenter	1
Mechanical, technical, and computer skills	2
Micro-electronics, computer skills	1
Military, electrical skills	2
Musician	4
Nothing	50
Nothing.	1
Nutrition, sewing	1
Office work	2
Organization	1
Organizational skills	1
Organizational, planning, supervising	1
Painting skills, hair dresser	1
Painting, body work, welding	2
Pentecostal preacher	1
Pharmacy technician	2
PhD in Microbiology	1
Photography	2
Photography and Mechanical skills	1
Police officer	2
Public Relations/Marketing.	1
Real estate	1
Register fax machine copying supervisory	1
Registered EMT	1
Retail	2
Retired	2
Russian history and literature	2
Sales	2
Secretary	6
Secretary and computer skills	1
Secretary, book keeper	1
Sherriff's department	1
Sports	2
Stained glass	1
Teaching skills	8
Teaching skills, farm work	1
Technical skills	1
Therapist, auto care	1
Truck driver	2
Truck driving	2
Typing	1
Typing, computer skills	1
used to be plumber	1
Variety of skills	2
Wallpapering, measuring, technical skills	1
Welding	8
Welding, carpentry	2
Welding, cooking, embroidery, crotchet	1

Wood working	2
Work with mentally retarded	1
Total	281

Table 129

Q81B: What type of education or training would you like to pursue?

Comment	Frequency
Anything	5
Associates degree	1
Bookkeeping relegated	1
Business consulting	1
Career education	1
Computer related training and gunsmith	1
Counseling	3
Field related classes	4
For fun	1
Fun	1
GED	5
Managerial training	2
Medical	2
Photography/art classes	2
Reading	1
Religion	1
Retention education courses	1
RN	1
Total	30

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

Q1:

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

Bryan	1	=> /Q2
Johnston	2	=> /Q2
Marshall	3	=> /Q2
Atoka	4	=> /Q2
Grayson	5	=> /Q2
Cooke	6	=> /Q2
Fannin	7	=> /Q2
Other	8	
Don't know	77	=> /INT
Refused/call continued	88	=> /INT
Refused/call ended	99	=> /INT

Q1A:

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

End Call 1 => /INT

Q2:

In what city or town do you live?

Atoka	1	
Bells	2	
Bonham	3	
Collins	16	
Collinville	17	
Denison	4	
Durant	5	
Gainesville	6	
Gunter	7	
Honey Grove	8	
Kingston	18	
Lake Kiowa	9	
Leonard	10	
Madill	11	
Muenster	12	
Sherman	13	
Tishomingo	14	
Whitesboro	19	
Other	15	
Don't know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q3:

What is your zip code?

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

Q3A:

Were you living in this house or apartment five years ago; that is, in November of 1999?

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

Q3B:

Where did you live in November of 1999? Was it ...

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

Q4:

In what year were you born?

Refused/call continued	8888	
Refused/call ended	9999	=> /INT

Q5:

Determine gender without asking

Male	1
Female	2
Can't tell	3

Q5A:

Are you of Hispanic, Latino, or Spanish origin?

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

Q5B:

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

White	1	=> /Q5D
Black/African American	2	=> /Q5D
Native American or American Indian	3	
Hispanic	4	=> /Q5D
Asian	5	=> /Q5D
Other	6	=> /Q5D
Don't Know	7	=> /Q5D
Refused continued	8	=> /Q5D
Refused ended	9	=> /INT

Q5C:

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 continued	8	
Refused ended	9	=> /INT

Q5D:

Are you in the military?

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

Q6:

Suppose a company locates a facility in your area and needs workers. The company pays \$8 per hour, or about \$16,500 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	=> /Q7
5 Very attractive	5	=> /Q7
Depends on the type of work	6	=> /Q7
Doesn't want to work	7	=> /Q7
Other	8	=> /Q7
Don't know	9	=> /Q7
Refused/call continued	10	=> /Q7
Refused/call ended	11	=> /INT

Q6A:

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	=> /Q7
Can't work due to family responsibilities	3	=> /Q7
Other reason (specify)	4	=> /Q7
Don't Know	7	=> /Q7
Refused continued	8	=> /Q7
Refused ended	9	=> /INT

Q6B:

What if the company pays \$9 per hour or about \$18,800 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	=> /Q7
5 Very attractive	5	=> /Q7
Depends on the type of work	6	=> /Q7
Doesn't want to work	7	=> /Q7
Other	8	=> /Q7
Don't know	9	=> /Q7
Refused/call continued	10	=> /Q7
Refused/call ended	11	=> /INT

Q6C:

What if the company pays \$10 per hour or about \$20,800 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	
Don't know	9	
Refused/call continued	10	
Refused/call ended	11	=> /INT

Q7:

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

Yes	1	=> /Q9
No	2	
Don't know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q8:

Last week, did you do any work for pay?

Yes	1	=> /Q12
No	2	=> /Q15
Don't know	7	=> /Q15
Refused/call continued	8	=> /Q15
Refused/call ended	9	=> /INT

Q9:

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	=> /Q12
No	2	
Don't know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q10:

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

Yes	1	
No	2	=> /Q15
Don't know	7	=> /Q15
Refused/call continued	8	=> /Q15
Refused/call ended	9	=> /INT

Q11:

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

Q12:

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

Yes	1	=> /Q14
No	2	
Don't know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q13:

In which county do you work?

Bryan	1	
Johnston	2	
Marshall	3	
Atoka	4	
Grayson	5	
Cooke	6	
Fannin	7	
Other	8	
Don't know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q14:

In which city or town do you work?

Atoka	1	=> /Q20
Bells	2	=> /Q20
Bonham	3	=> /Q20
Collins	16	=> /Q20
Collinville	17	=> /Q20
Denison	4	=> /Q20
Durant	5	=> /Q20
Gainesville	6	=> /Q20
Gunter	7	=> /Q20
Honey Grove	8	=> /Q20
Kingston	18	=> /Q20
Lake Kiowa	9	=> /Q20
Leonard	10	=> /Q20
Madill	11	=> /Q20
Muenster	12	=> /Q20
Sherman	13	=> /Q20
Tishomingo	14	=> /Q20
Whitesboro	19	=> /Q20
Other	15	=> /Q20
Don't know	77	=> /Q20
Refused/call continued	88	=> /Q20
Refused/call ended	99	=> INT

Q15:

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

RETIRED	1	=> /Q18
DISABLED	2	=> /Q16
UNABLE TO WORK	3	=> /Q17
WAITING TO START WORK	4	=> /Q22
AWAY FROM WORK WITHOUT PAY	5	=> /Q22
DON'T WORK OUTSIDE HOME	6	=> /Q18

NEVER WORKED OUTSIDE HOME	7	=> /Q18
DON'T HAVE RELIABLE TRANSPORTATION	8	
Unemployed	9	=> /Q18
Other	10	=> /Q18
Don't know	11	=> /Q18
Refused/call continued	12	=> /Q18
Refused/call ended	13	=> /INT

Q15A:

What are your transportation needs?

Open Ended	1	=> /Q18
Don't Know	7	=> /Q18
Refused continued	8	=> /Q18
Refused and ended call	9	=> /INT

Q16:

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

Yes	1	=> /Q67
No	2	=> /Q18
Don't know	7	=> /Q67
Refused/call continued	8	=> /Q67
Refused/call ended	9	=> /INT

Q17:

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

Yes	1	=> /Q67
No	2	
Don't know	3	=> /Q19
Refused/call continued	4	=> /Q19
Refused/call ended	5	=> /INT

Q18:

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

Yes	1	=> /Q41
Maybe	2	=> /Q47
No	3	=> /Q47
Don't know	7	=> /Q47
Refused/call continued	8	=> /Q47
Refused/call ended	9	=> /INT

Q19:

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

Yes	1	
No	2	=> /Q39
Don't Know	3	
Refused/call continued	4	
Refused/call ended	5	=> /INT

Q20:

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

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

Q21:

How many jobs (or businesses) did you have?

Enter response

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

Q22:

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

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

Q23:

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

Enter response

Don't know	777	=> /Q26
Refused/call continued	888	=> /Q26
Refused/call ended	999	=> /INT

JR1:

=> Q29
else => Q26
if (Q23>=35)

Q24:

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

Q25:

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

Enter response

Don't know	777	=> /Q26
Refused/call continued	888	=> /Q26
Refused/call ended	999	=> /INT

JR2:

=> Q29
else => Q26
if (Q25>=35)

Q26:

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

Yes	1	
No	2	=> /Q28
Regular hours are full-time	3	=> /Q29
Don't know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q27:

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	=> /Q29
Could only find part-time work	2	=> /Q29
Seasonal work	3	=> /Q29
Child care problems	4	=> /Q29
Other family/Personal obligations	5	=> /Q29
Health/Medical limitations	6	=> /Q29
School/Training	7	=> /Q29
Retired/Social security limit on earnings	8	=> /Q29
Full-time workweek is less than 35 hours	9	=> /Q29
Other	10	=> /Q29
Don't know	77	=> /Q29
Refused/call continued	88	=> /Q29
Refused/call ended	99	=> /INT

Q28:

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	
Other	7	
Don't Know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q29:

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	=> /Q34
Other	4	
Don't know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q30:

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

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

Q31:

Does your job offer reimbursement for education and training courses?

Yes	1
No	2
Other	3

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

Q32:

Does your job offer a retirement plan?

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

Q33:

Does your present job offer advancement potential?

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

Q34:

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 for self	7	=> /Q35
Don't Know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q34A:

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	=> /Q34C
Walk to work	3	=> /Q34E
Bicycle	4	=> /Q34C
Other (specify)	5	=> /Q34C
Don't Know	7	=> /Q34C
Refused continued	8	=> /Q34C
Refused ended	9	=> /INT

Q34B:

Did you drive your own vehicle?

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

Q34C:

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

Very reliable	1	=> /Q35
Somewhat reliable	2	=> /Q35
Not at all reliable	3	
Don't Know	7	=> /Q35
Refused continued	8	=> /Q35
Refused ended	9	=> /INT

Q34D:

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

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

Q34E:

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

Yes	1	
No	2	=> /Q35
Don't Know	7	=> /Q35
Refused continued	8	=> /Q35
Refused ended	9	=> /INT

Q34F:

How so?

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

Q35:

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	=> /Q37
Don't Know	7	=> /Q37
Refused continued	8	=> /Q37
Refused ended	9	=> /INT

Q36:

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
Other	11
Don't Know	77
Refused/call continued	88

Refused/call ended 99 => /INT

Q36A:

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

Better pay	1	
Better benefits	2	=> /Q37
Want to work closer to home	3	=> /Q37
Family responsibilities	4	=> /Q37
Other	5	=> /Q37
Don't Know	7	=> /Q37
Refused continued	8	=> /Q37
Refused ended	9	=> /INT

Q36B:

How much pay are you looking for per hour?

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

Q37:

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

Q38:

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

0-5 miles	1	=> /Q38C
6-10 miles	2	=> /Q38C
11-20 miles	3	=> /Q38C
21-30 miles	4	=> /Q38A
31-50 miles	5	=> /Q38A
More than 50 miles	6	=> /Q38A
Don't Know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q38A:

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

Yes	1	=> /Q39
No	2	
Don't Know	7	
Refused continued	8	=> /Q39
Refused ended	9	=> /INT

Q38B:

Why is that?

Enter response	1	=> /Q39
Don't Know	7	=> /Q39
Refused continued	8	=> /Q39
Refused ended	9	=> /INT

Q38C:

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	=> /Q39
Unreliable transportation, for example your car breaks down	2	
Don't wish to drive that much	3	=> /Q39
Other (specify)	4	=> /Q39
Refused continued	8	=> /Q39
Refused ended call	9	=> /INT

Q38D:

How does your transportation need to be better?

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

Q39:

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?

Enter number of employers	1	=> /Q52
Less than 5 years work experience	2	=> /Q52
Don't know	7	=> /Q52
Refused/call continued	8	=> /Q52
Refused/call ended	9	=> /INT

Q41:

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

Yes	1	
No	2	=> /Q45
Don't know	7	=> /Q47
Refused/call continued	8	=> /Q47
Refused/call ended	9	=> /INT

Q42:

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	
Other	11	
Don't know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q43:

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

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

Q44:

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

Q45:

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

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

Q46:

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

=> Q70

if (Q41<>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	
Other	11	
Don't Know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q47:

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

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

Q48:

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

Yes	1	
No	2	
Don't know	7	
Refused/call continued	8	

Refused/call ended 9 => /INT

Q49:

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	
Other	9	
Don't Know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q50:

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

Q51:

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?

=> Q67

if ((Q15=1)|(Q15=2)|(Q15=3)|(Q15=6)|(Q15=9))

Disabled	1	=> /Q67
Ill	2	=> /Q67
In school	3	=> /Q67
Taking care of house or family	4	=> /Q67
Retired	5	=> /Q67
Other	6	=> /Q67
Don't Know	7	=> /Q67
Refused/call continued	8	=> /Q67
Refused/call ended	9	=> /INT

Q52:

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	=> /Q54
Non-profit organization (including tax exempt and charitable organizations)	3	=> /Q54
Self-employed	4	=> /Q54
Working in Family business	5	=> /Q54
Other	6	=> /Q54
Don't Know	7	=> /Q54
Refused/call continued	8	=> /Q54
Refused/call ended	9	=> /INT

Q53:

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

Federal	1	=> /Q56
State	2	=> /Q56
Local	3	=> /Q56
Other	4	=> /Q56
Don't Know	7	=> /Q56
Refused/call continued	8	=> /Q56
Refused/call ended	9	=> /INT

Q54:

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

Q56:

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

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

Q55:

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

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

Q57:

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

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

Q57A:

(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 => /Q58

Q57B:

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

Q57C:

What other computer skills do you have?

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

Q58:

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	=> /Q60
Temporary	2	
Don't Know	7	=> /Q60
Refused/call continued	8	=> /Q60
Refused/call ended	9	=> /INT

Q59:

Would you like a permanent job?

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

Q60:

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	=> /Q67
Don't know	7	=> /Q67
Refused/call continued	8	=> /Q67
Refused/call ended	9	=> /INT

Q61:

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

Q62:

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

Yes	1	
No	2	=> /Q65
Don't know	7	=> /Q65
Refused/call continued	8	=> /Q65
Refused/call ended	9	=> /INT

Q63:

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

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

Q64:

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

Q65:

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

Q66:

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

Q67:

How much formal education have you completed?

Less than high school	1	=> /Q68
High school	2	=> /Q68
Some college	3	=> /Q68
Associate degree	4	
Bachelor degree	5	=> /Q67C
Postgraduate degree (masters, PhD, JD,MD)	6	=> /Q67C
Other	7	=> /Q68
Don't know	77	=> /Q68
Refused/call continued	88	=> /Q68
Refused/call ended	99	=> /INT

Q67A:

Did you receive your Associate's degree in Oklahoma?

Yes	1	=> /Q78
No	2	
Don't Know	7	
Refused continued	8	
Refused ended	9	=> /INT

Q67B:

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

Texas	1	=> /Q78
Kansas	2	=> /Q78
Arkansas	3	=> /Q78
Colorado	4	=> /Q78
Missouri	5	=> /Q78
New Mexico	6	=> /Q78
Other	7	=> /Q78
Refused continued	88	=> /Q78
Refused ended	99	=> /INT

Q67C:

Did you receive your bachelor's degree in Oklahoma?

Yes	1	
No	2	=> /Q67D
Don't Know	7	=> /Q67D
Refused continued	8	=> /Q67D
Refused ended	9	=> /INT

JR3:

=> Q67E

else => Q78

if (Q67=6)

Q67D:

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

Texas	1
Kansas	2
Arkansas	3
Colorado	4
Missouri	5
New Mexico	6
Other	7
Refused continued	88

Refused ended 99 => /INT

JR4:

=> Q78

else => Q67E

if (Q67<>6)

Q67E:

Did you receive your highest post graduate degree in Oklahoma?

Yes 1 => /Q78

No 2

Don't Know 7

Refused continued 8

Refused ended 9 => /INT

Q67F:

In which state did you receive your highest graduate degree?

Texas 1

Kansas 2

Arkansas 3

Colorado 4

Missouri 5

New Mexico 6

Other 7

Refused continued 88

Refused ended 99 => /INT

Q68:

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 => Q69

if (Q15<>4)&(Q15<>5)

JR6:

=> Q74

else => Q78

if (Q68=1)

Q69:

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

Yes 1

No 2

Don't Know 7

Refused/call continued 8

Refused/call ended 9 => /INT

Q70:

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

Yes	1	=> Q76
No	2	=> Q78
Don't Know	7	=> Q78
Refused/call continued	8	=> Q78
Refused/call ended	9	=> /INT

JR7:

=> Q74
 else => JR8
 if ((Q68=1)|((Q69=1)&(Q70<>1)))

JR8:

=> Q76
 else => Q74
 if (Q70=1)

Q74:

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

Yes	1	
No	2	=> /Q78
Don't know	7	=> /Q78
Refused/call continued	8	=> /Q78
Refused/call ended	9	=> /INT

Q75:

How so?

Promotion	1	=> /Q78
Increase in pay at present job	2	=> /Q78
Different job with the same employer	3	=> /Q78
Different job with a new employer	4	=> /Q78
Help retain current job	5	=> /Q78
No change	6	=> /Q78
Other	7	=> /Q78
Don't know	77	=> /Q78
Refused/call continued	88	=> /Q78
Refused/call ended	99	=> /INT

Q76:

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

Yes	1	
No	2	=> /Q78
Don't Know	7	=> /Q78
Refused/call continued	8	=> /Q78
Refused/call ended	9	=> /INT

Q77:

How so? (Read list if respondent hesitates, check all that apply)

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
Don't know	77

Refused/call continued 88
Refused/call ended 99 => /INT

Q78:

What is your current marital status?

Married 1
Widowed 2 => /Q80
Divorced 3 => /Q80
Separated 4 => /Q80
Never married 5 => /Q80
Refused/call continued 8 => /Q80
Refused/call ended 9 => /INT

Q79:

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

Q80:

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 => /Q81A
Don't Know 7 => /Q81A
Refused/call continued 8 => /Q81A
Refused/call ended 9 => /INT

Q81:

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

Q81A:

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

Yes 1
No 2 => /Q81D
Don't Know 7 => /Q81D
Refused continued 8 => /Q81D
Refused ended 9 => /INT

Q81B:

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 continued	8	
Refused ended	9	=> /INT

Q81C:

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

Enter Response

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

Q81D:

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

Enter Response

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

Q83:

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	=> /Q100
No	2	
Don't Know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

JR17:

=> Q102

else => GBYE

if ((Q8=1)|(Q9=1)|(Q10=1))

Q100:

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

Yes	1	=> /Q101
No	2	
Don't Know	7	
Refused continued	8	
Refused ended	9	=> /INT

JR18:

=> Q102

else => GBYE

if ((Q8=1)|(Q9=1)|(Q10=1))

Q101:

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:

=> Q102

else => GBYE

if ((Q8=1)|(Q9=1)|(Q10=1))

Q102:

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	=> /Q103
No	2	=> /Q104
Don't Know	7	
Refused continued	8	
Refused ended	9	=> /INT

JR20:

=> GBYE

else => Q136

if (Q12=1)|(Q12=7)|(Q12=8)

Q103:

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 continued	88	
Refused ended	99	=> /INT

JR21:

=> GBYE

else => Q136

if (Q12=1)|(Q12=7)|(Q12=8)

Q104:

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 continued	88	
Refused ended	99	=> /INT

JR22:

=> GBYE

else => Q136

if (Q12=1)|(Q12=7)|(Q12=8)

Q136:

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 continued	8	
Refused ended	9	=> /INT

Q137:

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 continued	8	
Refused ended	9	=> /INT

Q138:

Would you consider a local job that is slightly LESS desirable than the one that you have now?

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

GBYE:

That concludes my questions, thank you VERY much for participating. Would you like to have any telephone numbers to call regarding the conduct or content of this survey?

Yes	1	
No	2	=> /INT99

NUMS:

If you have any questions about the content, please contact the OU POLL at (405) 325-7655. If you have questions about your rights as a research participant, you may call the University of Oklahoma-Norman Campus Institutional Review Board at (405) 325-8110. Thank you again for participating. Have a nice evening.

Enter 1 => /INT99

