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Executive Summary of the East Central Oklahoma Area Labor Force Study

This report is a labor force study of the East Central Oklahoma labor force which examines the availability of labor in the five county area of East Central Oklahoma, which is defined as the counties of Hughes, Lincoln, Okfuskee, Pottawatomie, and Seminole.

In East Central Oklahoma 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 41,698 members of the adult population are not currently working. Of this group, the majority indicate that they are not interested in working outside the home or they are unable to do so.

This study has identified 23,794 workers who are currently available for *other* work. The categories of Job Shifters and the Underemployed (described below) are included in this estimate. **Some workers are both Job Shifters and Underemployed, so the total number of workers in both categories is somewhat less than their sum.** Additionally, there are those adults who are not working but want to work (Job Seekers), and those workers who are not underemployed and have not looked for work in the past three months (Job Keepers), which can be included in the pool of potential workers. These two groups total another 55,536 potential workers for a grand total of approximately 79,330 adults who are either in the labor force or want to be in it.

Roughly 16,974 workers in the labor market area have looked for other work in the past three months. Of all the methods used to look for other work the majority, 66.4%, were active. The reasons why the Job Shifters were looking for work were varied but the primary reason for 65.6% of people was in order to get higher pay and/or better benefits.

The data from this study estimates that 20.2% of all adult workers are currently underemployed. To be classified as Underemployed a worker must:

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

Job Keepers are those individuals who have not been identified as being underemployed and have not looked for work within the past three months. This group makes up 66.2% of all workers.

Job Seekers are those people who are not currently employed but want to work. Seven point nine percent of all adults in the East Central Oklahoma area are represented by this category.

The percentage of workers with a least a Bachelors degree is about one-fifth of the current work force and about 62% of the workers have had at least some college.

About sixty percent of area residents had not moved and an additional 16.1% remained in the same county. Twelve percent had moved from a different county in the same state but only an additional 11.3% had moved from a different state or country.

Of all workers, 83.8% have full-time positions. Of those workers with part-time jobs 29.5% would like to have a full-time position with just one employer.

As the wage rate increases, so does the number of people who are willing to work. Although Job Keepers by definition are those workers who are not interested in changing jobs, about 8,500 still find a job of \$14 per hour plus benefits to be either “attractive” or “very attractive”. Of the Underemployed, 59% of workers indicated that they would be willing to change jobs for an increase in pay of 15% or less. Around 69% of Job Shifters were likely to change jobs for a 15% increase or less and Job Keepers were, not surprisingly, the group least likely to say they would change jobs for a pay increase of 15% or less with only 35.6% of workers. Of Job Keepers only 25.7% claimed to not be interested in changing jobs at all.

Workers who did not currently have a package of benefits were also asked what pay raise would be necessary for them to change jobs if benefits were included with that job. The Job Shifters were most likely to be willing to change jobs under such circumstances.

The majority of workers lives and works in the same county. About 66% of the remaining workers are not employed in one of the counties in the study area. Over half of all workers (67.9%) indicate a willingness to commute distances of 21 miles or more to their job.

**An Analysis of the East Central Oklahoma Labor Force Study Data
Conducted Among Residents Living in Hughes, Lincoln, Okfuskee,
Pottawatomie, and Seminole Counties**

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

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

June 13, 2006

Introduction

This report is a labor force study of the East Central Oklahoma labor force which examines the availability of labor in the five county area of East Central Oklahoma, which is defined as the counties of Hughes, Lincoln, Okfuskee, Pottawatomie, and Seminole.

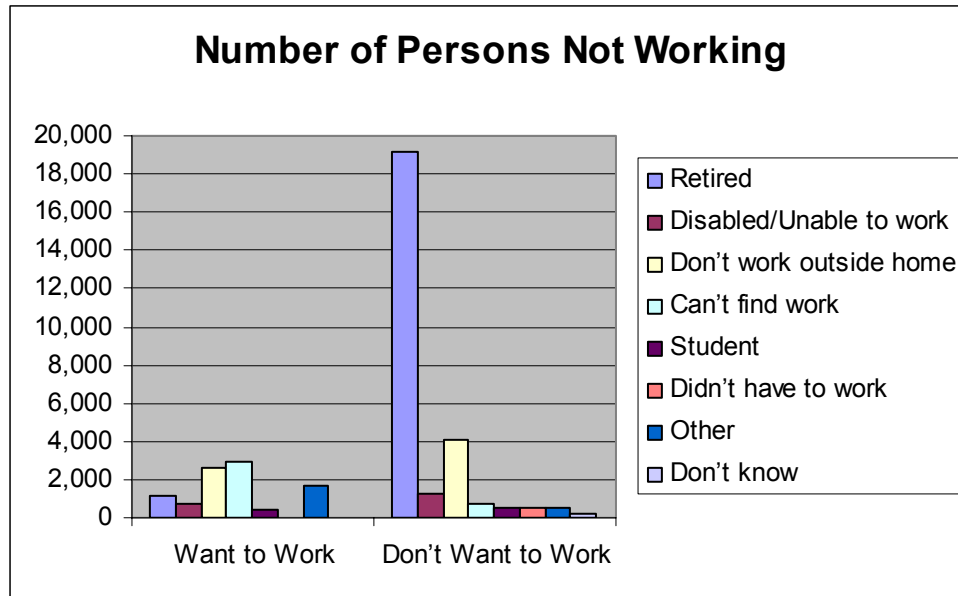
Approximately 70,481 of the 112,479 adults who live in the East Central Oklahoma area are employed, which is equal to 62.8% of the population who is 18 years of age or older.

In East Central Oklahoma 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 41,698 members of the adult population are not currently working. Of this group, the majority, 64.2%, indicate that they are not interested in working outside the home or they are unable to do so (see Table 1 below).

<u>Reason for Not Working</u>	<u>Want to Work</u>	<u>Don't Want to Work</u>	<u>Total</u>
Retired	1,107	19,189	20,296
Disabled/Unable to work	738	1,292*	2,030
Don't work outside home	2,583	4,059	6,642
Can't find work	2,952	738	3,690
Student	369	554	923
Didn't have to work	0	554	554
Other	1,661	554	2,215
Don't know	0	185	185
Total	9,410	27,125	36,535**

* Does not include those people who are unable to work in the next six months

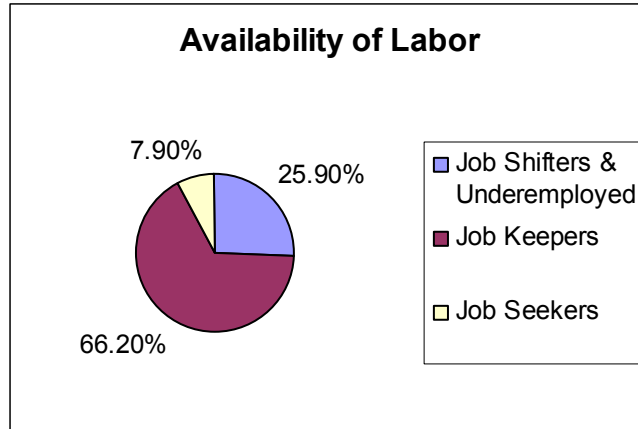
** Does not include those people who are temporarily away from work without pay or who are waiting to start work.



A significant proportion of the adult population is not currently working but only a small minority can be officially considered unemployed. The United States Department of Labor designates a person as being unemployed if they are without work but have been actively seeking work. Based on this definition 7.7% of the population within the East Central Oklahoma area are currently unemployed.

Availability of Labor

This study has identified 23,794 workers who are currently available for *other* work. The categories of Job Shifters and the Underemployed (described below) are included in this estimate. **Some workers are both Job Shifters and Underemployed, so the total number of workers in both categories is somewhat less than their sum.** Additionally, there are those adults who are not working but want to work (Job Seekers), and those workers who are not underemployed and have not looked for work in the past three months (Job Keepers), which can be included in the pool of potential workers. These two groups total another 55,536 potential workers for a grand total of approximately 79,330 adults who are either in the labor force or want to be in it.



Job Shifters

Roughly 24% (or 16,974 workers) in the labor market area have looked for other work in the past three months. Of all the methods used to look for other work the majority, 66.4%, were active (such as contacting an employer or filling out applications) and the minority, 33.7%, 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 65.6% of people was in order to get higher pay and/or better benefits.

Underemployed

The data from this study estimates that 20.2%, or 14,207, of all adult workers are currently underemployed. To be classified as Underemployed a worker must:

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

Job Keepers

Job Keepers are those individuals who have not been identified as being underemployed and have not looked for work within the past three months. This group makes up 66.2% of all workers or 46,680 people.

Job Seekers

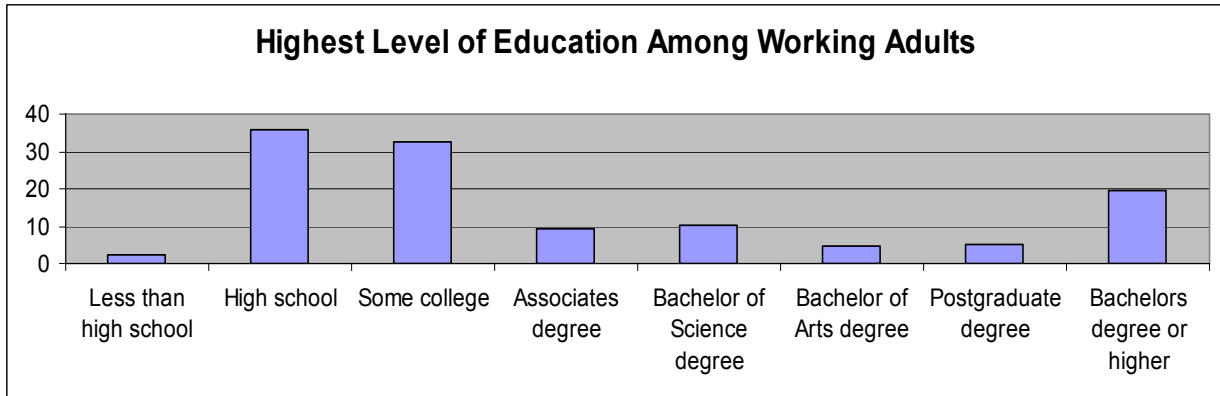
This last category of potential workers contains those who are not currently employed but want to work. Seven point nine percent of all adults in the East Central Oklahoma area are represented by this category which is equivalent to 8,856 people.

Education

The percentage of workers in the East Central Oklahoma area with a least a Bachelors degree is about one-fifth of the current work force (Table 2) and about 62% of the workers have had at least some college.

**Table 2: Highest Level of Education Among Working
Adults in the East Central Oklahoma Area**

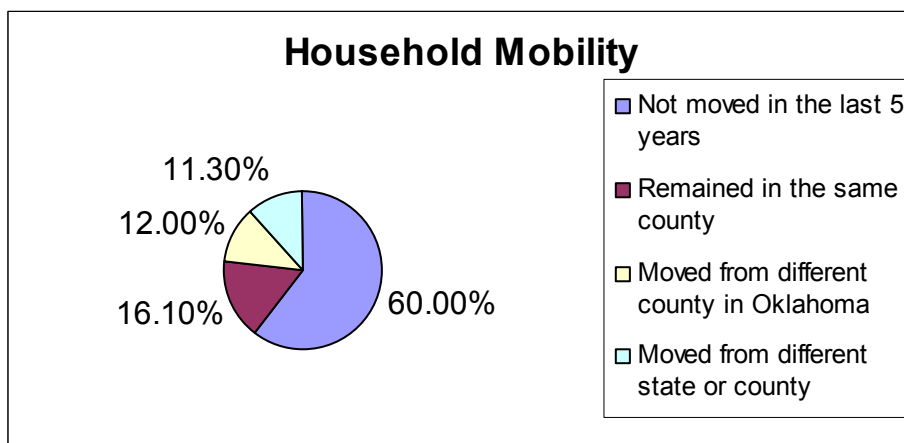
<u>Level of Education</u>	<u>Percent Adult Workers</u>
Less than high school	2.4
High school	35.7
Some college	32.5
Associates degree	9.4
Bachelor of Science degree	10.2
Bachelor of Arts degree	4.5
Postgraduate degree	5.0
Bachelors degree or higher	19.7



Household Mobility

To understand how much the East Central Oklahoma area population shifts in a five year period, respondents were asked if they have lived at the same residence for the last five years. About sixty percent had not moved and an additional 16.1% remained in the same county. Twelve percent had moved from a different county in the same state but only an additional 11.3% had moved from a different state or country.

Of the Underemployed, 33.8% did not live in the same county five year ago whereas only 29.3% of the Job Shifters had not lived in the same county and 19.8% of Job Keepers.



Type of Employment

Of all workers, 83.8% (or about 59,063 people) have full-time positions, and another 16.2% (or about 11,418 people) have part-time jobs. Of those workers with part time jobs 29.5% would like to have a full-time position with just one employer. Part-time workers listed several reasons for why they wanted to work part-time instead of full-time and these are described below in Table 3.

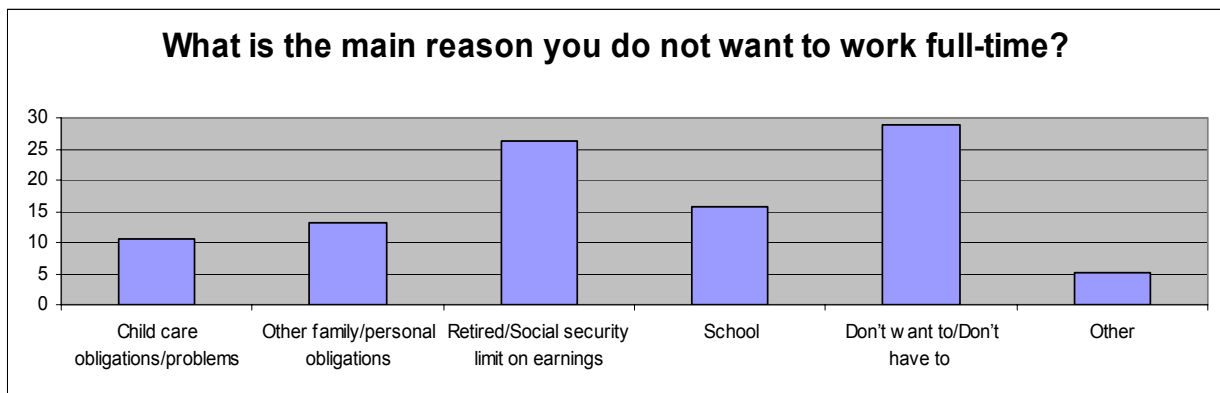


Table 3: Frequency Distribution		
<i>What is the main reason you do not want to work full-time?</i>		
	Frequency	Percent
Child care obligations/problems	4	10.5
Other family/personal obligations	5	13.2
Retired/Social security limit on earnings	10	26.3
School	6	15.8
Don't want to/Don't have to	11	28.9
Other	2	5.2
Total	38	99.9

Characteristics of Workers

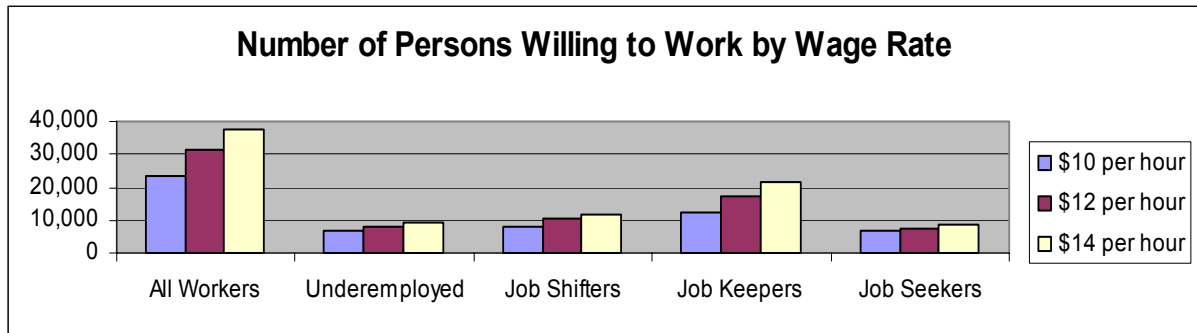
Wage Rates

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

Although Job Keepers by definition are those workers who are not interested in changing jobs, about 8,500 still find a job of \$14 per hour plus benefits to be either “attractive” or “very attractive”.

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

	All Workers	Underemployed	Job Shifters	Job Keepers	Job Seekers
\$10 per hour	23,470	6,933	7,944	12,137	7,049
\$12 per hour	31,556	7,973	10,527	17,284	7,410
\$14 per hour	37,550	9,532	11,642	21,311	8,495

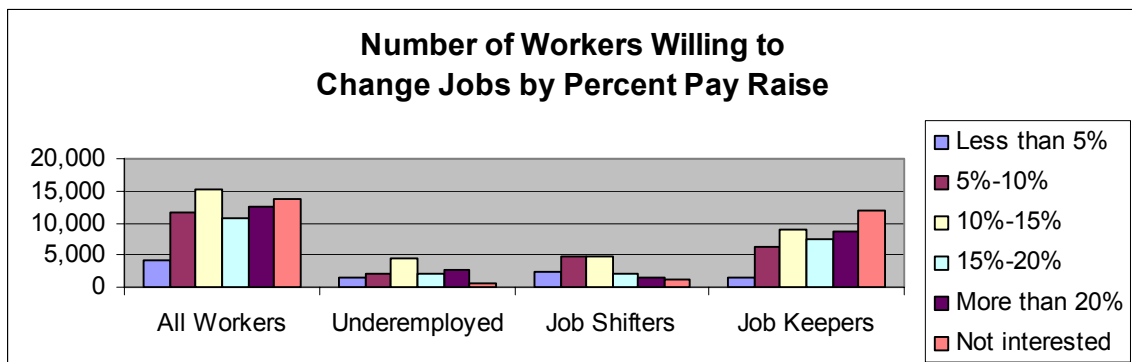


Willingness to Change Jobs

As shown in Table 5, of the Underemployed, 8,379 workers (59.0%) indicated that they would be willing to change jobs for an increase in pay of 15% or less. Around 11,751 (69.2%) of Job Shifters were likely to change jobs for a 15% increase or less and Job Keepers were, not surprisingly, the group least likely to say they would change jobs for a pay increase of 15% or less with only 35.6% (or 16,605 workers). However, even though this figure is a smaller proportion than for the other two groups, it still represents a sizable group of workers. It is also interesting to note that only 25.7% of Job Keepers claimed to not be interested in changing jobs at all.

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

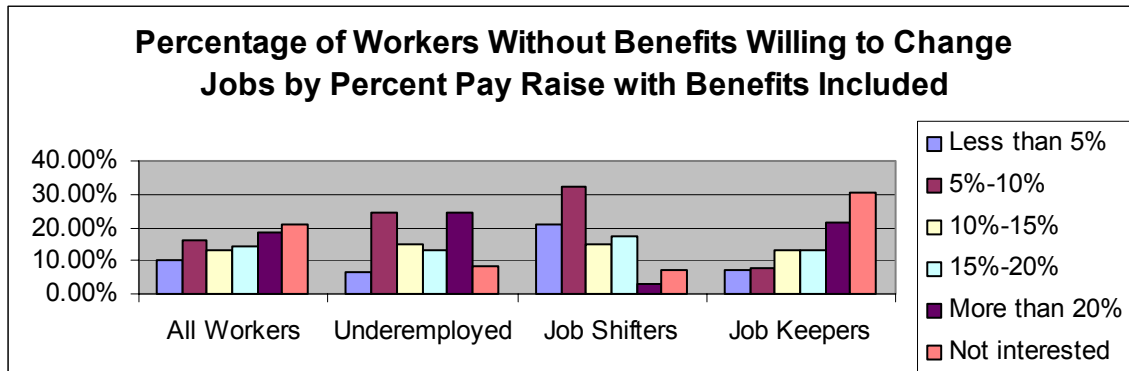
<u>Desired raise in pay</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
Less than 5%	4,049	1,639	2,425	1,476
5%-10%	11,778	2,186	4,663	6,273
10%-15%	15,090	4,554	4,663	8,856
15%-20%	10,673	2,186	2,238	7,565
More than 20%	12,514	2,550	1,492	8,672
Not interested	13,618	546	1,119	11,993



Workers who did not currently have a package of benefits were also asked what pay raise would be necessary for them to change jobs if benefits were included with that job. The Job Shifters were most likely to be willing to change jobs under such circumstances.

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

<u>Desired raise in pay</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
Less than 5%	10.4%	6.6%	20.6%	7.3%
5%-10%	16.3%	24.6%	32.4%	7.9%
10%-15%	13.1%	14.8%	14.7%	13.2%
15%-20%	14.3%	13.1%	17.6%	13.2%
More than 20%	18.7%	24.6%	2.9%	21.2%
Not interested	21.1%	8.2%	7.4%	30.5%



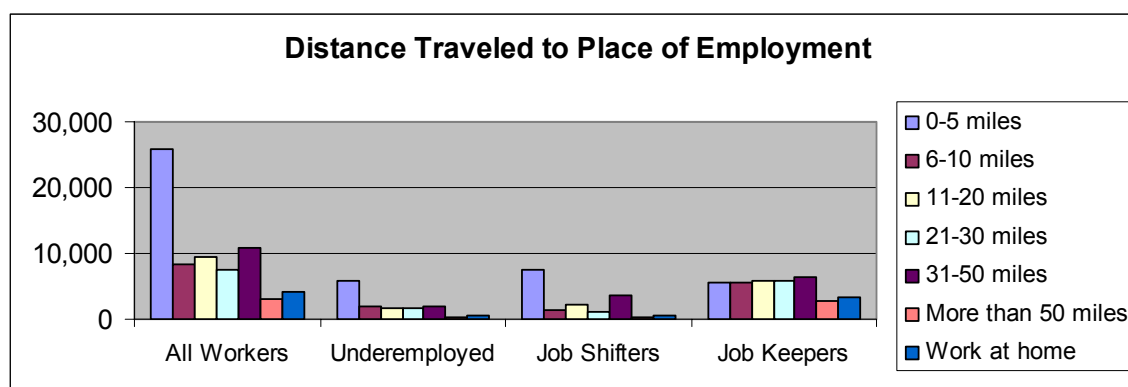
Commuting Patterns

The majority of workers (62.3%) lives and works in the same county. About 66% of the remaining workers are not employed in one of the counties in the study area.

Almost 22,000 workers (or 30.4%) living in the East Central Oklahoma area already commute at least 21 miles to work and an additional 13.4% commute 11-20 miles as shown in Table 7 below.

Table 7: Distance Traveled to Place of Employment

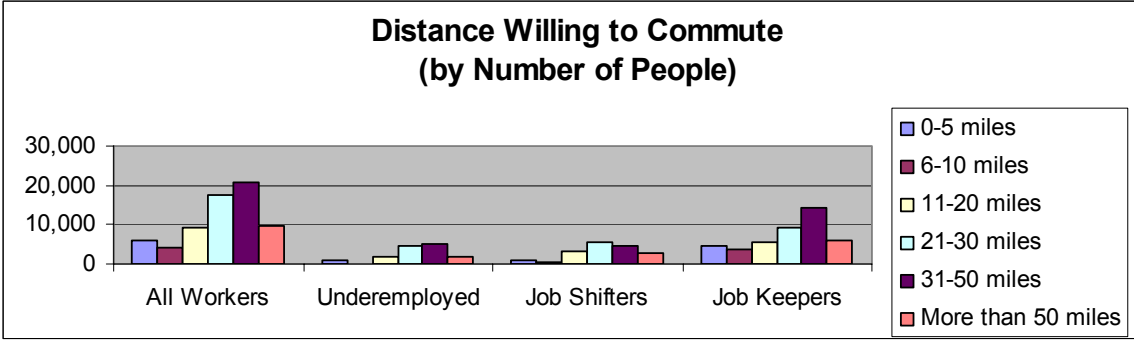
<u>Distance Traveled</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
0-5 miles	25,796	5,910	7,384	5,596
6-10 miles	8,317	1,847	1,477	5,513
11-20 miles	9,444	1,662	2,207	5,881
21-30 miles	7,541	1,662	1,103	5,697
31-50 miles	10,713	1,847	3,683	6,432
More than 50 miles	3,172	185	187	2,757
Work at home	4,059	554	554	3,308



Over half of all workers (67.9%) indicate a willingness to commute distances of 21 miles or more to their job and only 14.4% said that they would not commute more than ten miles to work.

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

<u>Distance</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
0-5 miles	5,920	909	747	4,621
6-10 miles	4,229	185	373	3,688
11-20 miles	9,233	1,818	3,361	5,555
21-30 miles	17,550	4,560	5,415	9,429
31-50 miles	20,721	5,100	4,481	14,191
More than 50 miles	9,585	1,634	2,614	6,068



Conclusions

- 23,794 residents of the East Central Oklahoma area are either Underemployed or Job Shifters or both and are readily available to change jobs.
- 8,856 people are currently unemployed and but want to work.
- Among working adults about one-fifth (19.7%) have completed at least a Bachelor's degree and an additional 41.9% have had some college or an Associate's degree.
- A total of 31,556 current workers expressed a willingness to work for at least \$12 per hour and another 5,994 current workers would work for at least \$14 per hour.
- A total of 30,917 current workers are currently willing to change jobs for a pay raise of 15% or less.
- 47,856 current workers are willing to commute 21 miles or more to work.

**Methodology and Data Report for the East Central Oklahoma Area Labor
Force Study
Conducted Among Residents Living in Hughes, Lincoln, Okfuskee,
Pottawatomie, and Seminole Counties**

Data Collected May 2006

**Survey Conducted by the University of Oklahoma Public Opinion Learning
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**Report prepared by
Dr. Mary Outwater, Director
OU POLL**

June 13, 2006

TABLE OF CONTENTS

Methodological Report.....	18
Survey Frequency Results:	
1.1 Closed-ended Data.....	22
1.2 Open-ended Data.....	63
Appendix A: Introduction Selection Sequence.....	81
Appendix B: Fallback Statements.....	82
Appendix C: Survey Questionnaire.....	83

METHODOLOGICAL REPORT

Purpose

This field report presents the methodological details for a telephone survey of residents of living in North Central Oklahoma (Hughes, Lincoln, Okfuskee, Pottawatomie, and Seminole counties) conducted in May of 2006 by the University of Oklahoma's Public Opinion Learning Laboratory (OU POLL) for the Oklahoma Employment Security Commission. The purpose of the survey was to gauge the employment potential of the local population in terms of skills, education, desire, and ability to work.

Support Materials and Questionnaire

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

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

Interviewer Training

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

Interviewing

The interviewer training and fieldwork was conducted between May 2, 2006 and May 30, 2006. Monday through Thursdays interviewing generally started at 5:00 p.m. and ended at 9:00 p.m. with some afternoon (2:00 p.m.-5:00 p.m.) shifts on various days each week. Friday shifts went from 3:00 p.m. until 7:00 p.m. Saturday shifts lasted from 10:00 a.m. to 5:00 p.m. and Sunday shifts went from 2:00 p.m. until 6:00 p.m.

Incentives and Bonus Pay

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

A. Incentives per completion

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

B. Incentives per refusal conversion

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

Sampling

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

Callbacks

In processing the sample for this study, 12 dialing attempts were allowed to reach eligible households to complete interviews. If a respondent wished to be called back at a specific time, interviewers entered an appointment time into the computer and, at the specified time, the callback would automatically be sent to an interviewer to be called.

Disposition of the Sampling Pool

605 complete interviews were obtained among residents of the selected counties. For the population of interest, the 605 interviews represent a margin of error of +/- 4.0% at a 95% confidence level. (The 95% confidence level means that if the survey were to be conducted 100 times with 100 different random samples, the actual results obtained would fall within the limits of error at least 95 times).

Overall, 3,500 numbers were released (dialed) from the sampling pool, and 10,897 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 1,286 known eligible households as the comparison, the 605 completed interviews represent a **47.0% response rate**. If a portion of the telephone numbers that were classified as "unknown eligibility" is included in the response rate, the rate becomes **35.5%**.

Refusal Conversions

Refusal conversion efforts began on May 11, 2006, 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 22 successful refusal conversions, representing 3.6% of the total completed interviews.

Final Outcomes of Sampling Data

Table 1 represents the final dispositions of the sampling frames.

Statistical Weighting of the Data

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

Table 1: Final Disposition of Sampling Pool

		Frequency	Percent
Ineligible:	Non-residential number	199	5.7
	No eligible respondent	60	1.7
	Non-working number	919	26.3
	Fax/Modem	166	4.7
	Cellular phone	11	0.3
Sub-total Ineligible:		1,355	38.7
Unknown Eligibility:	No answer	519	14.8
	Caller ID/ privacy manager	1	0.1
	Answering machine	241	6.9
	Phone line busy	63	1.8
	Language problems	35	1.0
Sub-total Unknown Eligibility:		859	24.6
Eligible:	Completed Interview	605	17.3
	Individual Refusal	203	5.8
	Household Refusal	384	11.0
	Respondent never available	94	2.7
Sub-total Eligible:		1,286	36.8
Total Activated:		3,500	100.1

SURVEY FREQUENCY RESULTS
Closed-Ended Data

<i>Table 2: Frequency Distribution</i>		
<i>Q0: First, let me ask which county do you live in?</i>		
	Frequency	Percent
Hughes	42	6.9
Lincoln	137	22.5
Okfuskee	53	8.7
Pottawatomie	270	44.4
Seminole	106	17.4
Total	608	99.9

<i>Table 3: Frequency Distribution</i>		
<i>Q1: Let me ask in what city or town do you live?</i>		
	Frequency	Percent
Bethel Acres	2	0.3
Chandler	32	5.3
Holdenville	21	3.5
McLoud	19	3.1
Okemah	28	4.6
Seminole	37	6.1
Shawnee	179	29.4
Stroud	12	2.0
Tecumseh	46	7.6
Wewoka	24	3.9
Something else	206	33.9
Don't know	2	0.3
Total	608	100.0

<i>Table 4: Frequency Distribution</i>		
<i>Q2: What is your zip code?</i>		
	Frequency	Percent
73045	2	0.3
73054	1	0.2
73804	1	0.2
73884	1	0.2
74023	1	0.2
74026	5	0.8
74059	1	0.2
74079	12	2.0
74081	1	0.2

74085	1	0.2
74255	1	0.2
74531	4	0.7
74538	1	0.2
74570	1	0.2
74581	1	0.2
74801	99	16.2
74802	2	0.3
74803	1	0.2
74804	64	10.4
70808	2	0.3
74818	1	0.2
74824	7	1.1
74826	4	0.7
74827	1	0.2
74829	3	0.5
74830	2	0.3
74832	2	0.3
74833	3	0.5
74834	30	4.9
74837	4	0.7
74839	3	0.5
74840	3	0.5
74846	1	0.2
74847	7	1.1
74848	21	3.4
74849	32	5.2
74851	19	3.1
74852	2	0.3
74854	15	2.4
74855	16	2.6
74857	1	0.2
74859	25	4.1
74860	13	2.1
74864	25	4.1
74866	2	0.3
74867	2	0.3
74868	35	5.7
74869	2	0.3
74873	45	7.3
74875	4	0.7
74878	6	1.0
74880	8	1.3
74881	24	3.9
74883	11	1.8
74884	17	2.8

74888	1	0.2
78441	1	0.2
78448	1	0.2
Don't know	12	2.0
Total	613	100.6

<i>Table 5: Frequency Distribution</i>		
<i>Q3: Were you living in this house or apartment five years ago; that is, in May of 2001?</i>		
	Frequency	Percent
Yes	366	60.2
No	242	39.8
Total	608	100.0

<i>Table 6: Frequency Distribution</i>		
<i>Q3A: Where did you live in May of 2001? Was it...</i>		
	Frequency	Percent
A different residence of the same county	98	40.7
A different county in the same state	73	30.3
A different state	68	28.2
Not in the U S	1	0.4
Don't know	1	0.4
Total	241	100.0

<i>Table 7: Frequency Distribution</i>		
<i>Q4: What is your age?</i>		
18-24	97	16.0
25-44	215	35.4
45-64	181	29.8
65 and older	115	18.9
Total	608	100.1

<i>Table 8: Frequency Distribution</i>		
<i>Q5: Determine gender without asking.</i>		
	Frequency	Percent
Male	293	48.2
Female	315	51.8
Total	608	100.0

Table 9: Frequency Distribution		
Q6: What race or ethnicity do you consider yourself? Would you say...		
White	498	81.9
Black/African American	20	3.3
Native American or American Indian	68	11.2
Hispanic	8	1.3
Other	5	0.8
Don't know	3	0.5
Refused/call continued	6	1.0
Total	608	100.0

Table 10: Frequency Distribution		
Q6A: What tribe do you consider yourself to be?		
	Frequency	Percent
Choctaw	24	35.3
Chickasaw	1	1.5
Cherokee	12	17.6
Other	31	45.6
Total	68	100.0

Table 11: Frequency Distribution		
Q7: Are you in the military?		
	Frequency	Percent
Yes	28	4.6
No	579	95.2
Refused/call continued	1	0.2
Total	608	100.0

Table 12: Frequency Distribution

Q8: Suppose a company locates a facility in your area and needs workers. The company pays \$10 per hour, or about \$21,000 per year plus a typical package of benefits including health insurance. Using a scale of one to five, where one is Very Unattractive and five is Very Attractive, please tell me how you would view such a job for yourself in your present circumstance.

	Frequency	Percent
Very unattractive	168	27.5
Unattractive	70	11.5
Neither unattractive nor attractive	69	11.3
Attractive	75	12.3
Very attractive	140	23.0
Depends on the type of work	4	0.7
Doesn't want to work	69	11.1
Depends on the benefits	2	0.3
Disabled/retired	8	1.3
That type of job not appealing	3	0.5
Don't know	2	0.3
Total	610	99.8

Table 13: Frequency Distribution

Q8A: Why do you say so?

	Frequency	Percent
Pay is not enough	210	67.7
Doesn't want to work (retired, etc.)	30	9.7
Can't work due to family responsibilities	16	5.2
Benefits	3	1.0
Depends on type of work	7	2.3
Disabled/health problems	2	0.6
Doesn't want to change jobs	19	6.2
Self-employed	9	3.0
Other	8	2.6
Don't know	6	1.9
Total	310	100.2

Table 14: Frequency Distribution

Q9: What if the company pays \$12 per hour or about \$25,000 per year plus a typical package of benefits including health insurance? Using a scale 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?

	Frequency	Percent
Very unattractive	90	46.6
Unattractive	40	20.7
Neither unattractive nor attractive	24	12.4
Attractive	30	15.5
Very attractive	4	2.1
Depends on the type of work	4	2.1
Doesn't want to work	1	0.5
Total	193	99.9

Table 15: Frequency Distribution

Q10: What if a company pays \$14 per hour or about \$29,000 per year plus a typical package of benefits including health insurance? Using a scale 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.

	Frequency	Percent
Very unattractive	66	42.6
Unattractive	32	20.6
Neither unattractive nor attractive	28	18.1
Attractive	21	13.5
Very attractive	5	3.2
Doesn't want to work	1	0.6
Depends on the benefits	1	0.6
Doesn't want to change jobs	1	0.6
Total	155	99.8

Table 16: Frequency Distribution		
Q11: Does anyone in this household have a business or farm?		
	Frequency	Percent
Yes	153	25.2
No	455	74.8
Total	608	100.0

Table 17: Frequency Distribution		
Q12: Last week, did you do any work for pay?		
	Frequency	Percent
Yes	232	51.0
No	223	49.0
Total	455	100.0

Table 18: Frequency Distribution		
Q13: Last week, did you do any work for either pay or profit? (Include paid and unpaid vacations, paid and unpaid sick leave as work)		
	Frequency	Percent
Yes	108	71.1
No	43	28.3
Don't know	1	0.7
Total	152	100.1

Table 19: Frequency Distribution		
Q14: Last week, did you do any unpaid work in the family business or farm?		
	Frequency	Percent
Yes	23	51.1
No	20	44.4
Don't know	2	4.4
Total	45	99.9

Table 20: Frequency Distribution		
Q15: Did you receive any payments or profits from the business?		
	Frequency	Percent
Yes	6	23.1
No	20	76.9
Total	26	100.0

Table 21: Frequency Distribution		
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<i>Q16: Do you work in the same county that you live in?</i>		
	Frequency	Percent
Yes	229	62.4
No	138	37.6
Total	367	100.0

<i>Table 22: Frequency Distribution Q17: In which county do you work?</i>		
	Frequency	Percent
Beckham	1	0.7
Canadian	2	1.5
Cleveland	1	0.7
Craig	1	0.7
Grady	1	0.7
Hughes	3	2.2
Lincoln	2	1.5
McClain	1	0.7
McIntosh	1	0.7
Okfuskee	1	0.7
Oklahoma	48	35.6
Okmulgee	2	1.5
Outside the state of OK	2	1.5
Payne	5	3.7
Pittsburg	2	1.5
Pontotoc	11	8.1
Pottawatomie	25	18.5
Retired	1	0.7
Seminole	13	9.6
Tulsa	3	2.2
Varies	6	4.4
Refused/call continued	3	2.2
Total	135	99.6

Table 23: Frequency Distribution

<i>Q18: In which city or town do you work?</i>		
	Frequency	Percent
Ada	9	2.5
Chandler	9	2.5
Holdenville	13	3.5
McLoud	2	0.5
Midwest City	6	1.6
Okemah	12	3.3
Oklahoma City	33	9.0
Seminole	24	6.5
Shawnee	119	32.4
Stroud	6	1.6
Tecumseh	14	3.8
Wewoka	15	4.1
Somewhere else	94	25.6
Don't know	11	3.0
Total	367	99.9

<i>Table 24: Frequency Distribution</i>		
<i>Q19: Why didn't you work for pay last week? Was it because you are:</i>		
	Frequency	Percent
Retired	112	44.4
Disabled	40	15.9
Unable to work	5	2.0
Waiting to start work	6	2.4
Away from work w/o pay	4	1.6
Don't work outside home	33	13.1
Never worked outside home	2	0.8
Unemployed	20	7.9
A student	5	2.0
On vacation (w/pay)	9	3.6
Didn't have to work	3	1.2
Other	12	4.8
Don't know	1	0.4
Total	252	100.1

Table 25: Frequency Distribution

<i>Q20: Does your disability prevent you from accepting any kind of work during the next six months?</i>		
	Frequency	Percent
Yes	31	77.5
No	6	15.0
Don't know	3	7.5
Total	40	100.0

<i>Table 26: Frequency Distribution</i>		
<i>Q21: Do you have a disability that prevents you from accepting any kind of work during the next six months?</i>		
	Frequency	Percent
Yes	2	40.0
No	1	20.0
Don't know	2	40.0
Total	5	100.0

<i>Table 27: Frequency Distribution</i>		
<i>Q22: Do you currently want a job, either full or part time?</i>		
	Frequency	Percent
Yes	48	24.9
Maybe	13	6.7
No	132	68.4
Total	193	100.0

<i>Table 28: Frequency Distribution</i>		
<i>Q24: Last week, did you have more than one job (or business), including part-time, evening or weekend work?</i>		
	Frequency	Percent
Yes	69	18.4
No	303	81.0
Don't know	2	0.5
Total	374	99.9

<i>Table 29: Frequency Distribution</i>		
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Q25: How many jobs (or businesses) did you have?		
	Frequency	Percent
1	5	7.1
2	45	64.3
3	16	22.9
More than 3	4	5.7
Total	70	100.0

Table 30: Frequency Distribution		
Q26: Do you usually work 35 hours or more per week at your job or business?		
	Frequency	Percent
Yes	274	85.6
No	44	13.8
Don't know	2	0.6
Total	320	100.0

Table 31: Frequency Distribution		
Q27: How many hours per week do you usually work at your job or business?		
	Frequency	Percent
1-10	11	3.5
11-15	6	1.9
16-20	12	3.8
21-25	7	2.2
26-30	9	2.8
31-34	3	0.9
35	5	1.6
36-40	120	37.7
41-45	50	15.7
46-50	53	16.7
51-55	9	2.8
56-60	11	3.5
More than 60 hours	15	4.7
Don't know	7	2.2
Total	318	100.0

Table 32: Frequency Distribution		
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Q28: Do you usually work 35 hours or more per week at all your jobs?		
	Frequency	Percent
Yes	49	75.4
No	16	24.6
Total	65	100.0

Table 33: Frequency Distribution		
Q29: How many hours per week do you usually work at your main job?		
	Frequency	Percent
1-10	2	3.1
11-15	1	1.5
16-20	10	15.4
26-30	2	3.1
31-35	2	3.1
36-40	22	33.8
41-45	8	12.3
46-50	6	9.2
51-55	1	1.5
56-60	5	7.7
More than 60 hours	4	6.2
Don't know	2	3.1
Total	65	100.0

Table 34: Frequency Distribution		
Q30: Do you want to work a full-time workweek with just one employer?		
	Frequency	Percent
Yes	22	29.7
No	37	50.0
Regular hours are full-time	8	10.8
Don't know	7	9.5
Total	74	100.0

Table 35: Frequency Distribution		
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Q31: Some people work part-time because they cannot find full time work or because business is poor. Others work part-time because of family obligations or other personal reasons. What is your main reason for working part-time instead of full time?

	Frequency	Percent
Slack work/Business conditions	3	10.3
Could only find part-time work	5	17.2
Seasonal work	1	3.4
Child care problems	3	10.3
Other family/Personal obligations	1	3.4
School/Training	8	27.6
Retired/Social security limit on earnings	1	3.4
Full-time workweek is less than 35 hours	2	6.9
Other	2	6.9
Don't know	3	10.3
Total	29	99.7

Table 36: Frequency Distribution

Q32: What is the main reason you do not want to work full-time?

	Frequency	Percent
Child care obligations/problems	4	10.5
Other family/personal obligations	5	13.2
School/Training	6	15.8
Retired/Social security limit on earnings	10	26.3
Full-time work week is less than 35 hours	1	2.6
Don't want to/Don't have to	11	28.9
Other	1	2.6
Total	38	99.9

Table 37: Frequency Distribution

<i>Q33: Now I have a few questions regarding the fringe benefits associated with your (main) job or business. Does your job have a paid vacation?</i>		
	Frequency	Percent
Yes	233	61.0
No	100	26.2
Self-employed	47	12.3
Don't know	2	0.5
Total	382	100.0

<i>Table 38: Frequency Distribution</i>		
<i>Q34: Does your job offer health care insurance paid by the employer?</i>		
	Frequency	Percent
Yes	157	46.9
Part of health care is paid by the employer	59	17.6
No	111	33.1
Don't know	5	1.5
Refused/ call continued	3	0.9
Total	335	100.0

<i>Table 39: Frequency Distribution</i>		
<i>Q35: Does your job offer reimbursement for education and training courses?</i>		
	Frequency	Percent
Yes	149	44.5
No	156	46.6
Don't know	21	6.3
Refused/ call continued	9	2.7
Total	335	100.1

<i>Table 40: Frequency Distribution</i>		
<i>Q36: Does your job offer a retirement plan?</i>		
	Frequency	Percent
Yes	208	62.1
No	119	35.5
Don't know	5	1.5
Refused/ call continued	3	0.9
Total	335	100.0

<i>Table 41: Frequency Distribution</i>		
<i>Q37: Does your present job offer advancement potential?</i>		

	Frequency	Percent
Yes	215	64.2
No	113	33.7
Don't know	4	1.2
Refused/ call continued	3	1.0
Total	335	100.1

Table 42: Frequency Distribution
Q38: How far do you live from your place of employment?

	Frequency	Percent
0 - 5 miles	140	36.6
6 – 10 miles	45	11.8
11 – 20 miles	51	13.4
21 – 30 miles	41	10.7
31 – 50 miles	58	15.2
More than 50 miles	17	4.5
Work at home	22	5.8
Don't know	5	1.3
Refused/ call continued	3	0.8
Total	382	100.1

Table 43: Frequency Distribution
Q39: How did you get to work last week?

	Frequency	Percent
Car, truck, or van	330	91.9
Bus	1	0.3
Walk to work	13	3.6
Bicycle	4	1.1
Didn't work	2	0.6
Lives at ranch	2	0.6
Don't know	7	1.9
Total	359	100.0

Table 44: Frequency Distribution
Q39A: Did you drive your own vehicle?

	Frequency	Percent
Own vehicle	315	95.5
Rode with someone else	10	3.0
Paid for a ride	1	0.3
Company car	4	1.2
Total	330	100.0

Table 45: Frequency Distribution		
Q40: How reliable is the transportation you use to work? Would you say very reliable, somewhat reliable, or not at all reliable?		
	Frequency	Percent
Very reliable	297	85.0
Somewhat reliable	45	12.9
Not at all reliable	1	0.3
Don't know	6	1.7
Total	349	99.9

Table 46: Frequency Distribution		
Q40A: Why do you say that your transportation is not at all reliable?		
	Frequency	Percent
Car breaks down	1	100.0
Total	1	100.0

Table 47: Frequency Distribution		
Q40B: Does the lack of reliable transportation prevent you from working at a better job in your area?		
	Frequency	Percent
Yes	3	25.0
No	9	75.0
Total	12	100.0

Table 48: Frequency Distribution		
Q40C: How so?		

	Frequency	Percent
Can't reach better jobs	1	33.3
No car and no ride	1	33.3
Only have one vehicle	1	33.3
Total	3	99.9

Table 49: Frequency Distribution

Q41: Even though you are now employed in a job or have your own business, have you taken any action to find a new job in the last three months?

	Frequency	Percent
Yes	92	24.1
No	287	75.1
Don't know	3	0.8
Total	382	100.0

Table 50: Frequency Distribution

Q42: What are all the things you have done to find alternative work during the last three months?

	Frequency	Percent
Contacted employer directly/interview	43	22.3
Contacted public employment agency	10	5.2
Contacted private employment agency	4	2.1
Contacted friends or relative	24	12.4
Contacted school/university employment center	6	3.1
Sent out resumes/filled out applications	25	13.0
Placed or answered ads	16	8.3
Looked at ads	34	17.6
Surfed the internet	31	16.1
Total	193	100.1

Table 51: Frequency Distribution

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

<i>job?</i>		
	Frequency	Percent
Better pay	52	55.9
Better benefits	9	9.7
Want to work closer to home	6	6.5
Family responsibilities	2	2.2
Change in career	5	5.4
Less stress	6	6.5
Miscellaneous	13	14.0
Total	93	100.2

Table 52: Frequency Distribution		
<i>Q42B: How much pay are you looking for per hour?</i>		
	Frequency	Percent
\$6 - \$8	2	3.8
\$8.01 - \$10	16	30.2
\$10.01 - \$15	17	32.1
\$15.01 - \$20	6	11.3
\$20.01 - \$25	8	15.1
\$25.01 - \$30	2	3.8
\$30.01+	2	3.8
Total	53	100.1

Table 53: Frequency Distribution		
<i>Q43: Assume you receive an offer for a job that you are qualified to perform and that involved similar working conditions, job security and fringe benefits as your current job. What increase in pay would be necessary to attract you to another employer?</i>		
	Frequency	Percent
Less than 5% increase	22	5.7
B/w 5% and 10%	64	16.7
B/w 10% and 15%	82	21.4
B/w 15% and 20%	58	15.1
More than 20%	68	17.8
Not interested at any increase	74	19.3
Other	8	2.1
Don't know	7	1.8
Total	383	99.9

Table 54: Frequency Distribution		
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Q43A: What increase in pay would be necessary to attract you to another employer who offered a standard package of benefits including paid vacation and health benefits?

	Frequency	Percent
Less than 5% increase	26	10.4
B/w 5% and 10%	41	16.3
B/w 10% and 15%	33	13.1
B/w 15% and 20%	36	14.3
More than 20%	47	18.7
Not interested at any increase	53	21.1
Don't know	15	6.0
Total	251	99.9

Table 55: Frequency Distribution

Q44: How far are you willing to commute to a place of employment?

	Frequency	Percent
0 - 5 miles	32	8.4
6 - 10 miles	23	6.0
11 - 20 miles	50	13.1
21 - 30 miles	95	24.9
31 - 50 miles	112	29.4
More than 50 miles	52	13.6
Don't know	17	4.5
Total	381	99.9

Table 56: Frequency Distribution

Q44A: Is your transportation reliable enough to allow you to commute that far everyday?

	Frequency	Percent
Yes	260	93.5
No	9	3.2
Don't know	9	3.2
Total	278	99.9

Table 57: Frequency Distribution

Q44B: Why is that?		
	Frequency	Percent
Car broke down yesterday	1	5.6
Gas	3	16.7
Older car	3	16.7
Don't know	11	61.1
Total	18	100.1

Table 58: Frequency Distribution		
Q45: Please tell me which of the following are reasons that you are not willing to commute more than 20 miles?		
	Frequency	Percent
Family obligations, for example needing to pick up kids	18	17.0
Unreliable transportation, for example your car breaks down	1	0.9
Don't wish to drive that much	15	14.2
Gas prices	61	57.5
Takes too much time	4	3.8
Other	7	6.6
Total	106	100.0

Table 59: Frequency Distribution		
Q45A: How does your transportation need to be better?		
	Frequency	Percent
Need a car	1	50.0
Need a new car	1	50.0
Total	2	100.00

Table 60: Frequency Distribution		
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Q46: How many different employers have you worked for in the past 5 years? In other words, how many different places have you worked including the family business or farm?

	Frequency	Percent
1	167	43.7
2	110	28.8
3	42	11.0
4	33	8.6
5	10	2.6
6	5	1.3
7	2	0.5
More than 8	2	0.5
0	6	1.6
Don't know	4	1.0
Refused/ call continued	1	0.3
Total	382	99.9

Table 61: Frequency Distribution

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

	Frequency	Percent
Yes	15	31.9
No	32	68.1
Total	47	100.0

Table 62: Frequency Distribution

Q48: What are all the things you have done to find work during the last four weeks?

	Frequency	Percent
Contacted employer directly/interview	5	18.5
Contacted private employment agency	2	7.4
Sent out resume/sent out application	7	25.9
Placed or answered ads	2	7.4
Looked at ads	5	18.5
Surfed the internet	5	18.5
Don't know	1	3.7
Total	27	99.9

Table 63: Frequency Distribution

Q49: Last week, could you have started a job if one had been offered?

	Frequency	Percent
Yes	14	93.3
Don't know	1	6.7
Total	15	100.0

Table 64: Frequency Distribution
Q50: Have you been looking for full-time work of 35 hours or more per week?

	Frequency	Percent
Yes	13	86.7
No	2	13.3
Total	15	100.0

Table 65: Frequency Distribution
Q51: What kind of work do you do, that is, what was your occupation in the last job you held?

	Frequency	Percent
Enter response	47	100.0
Total	47	100.0

Table 66: Frequency Distribution
Q52: What is the main reason you were not looking for work during the last four weeks?

	Frequency	Percent
No work available in line of work or area	1	3.0
Child care responsibilities/problems	3	9.1
Family responsibilities	10	30.3
In school or other training	2	6.1
Ill-health, physical disability	4	12.1
Transportation problems	1	3.0
Doesn't want to work	3	9.1
Decided to take a couple of weeks off before looking	1	3.0
Just need extra money	1	3.0
Filing for Social Security	1	3.0
Health	1	3.0
Just moved here	1	3.0
Taking a vacation	1	3.0
Temporary disabled	1	3.0
Volunteer with the rest home often	1	3.0
Was moving	1	3.0
Total	33	99.7

Table 67: Frequency Distribution
Q53: Did you look for work at any time during the last twelve months?

	Frequency	Percent
Yes	17	9.7
No	158	90.3
Total	175	100.0

Table 68: Frequency Distribution
Q54: Did you actually work at a job or a business during the last twelve months?

	Frequency	Percent
Yes	34	19.4
No	141	80.6
Total	175	100.0

Table 69: Frequency Distribution
Q55: What is the main reason you left your last job?

	Frequency	Percent
Personal, family (including pregnancy)	38	21.5
Return to school	2	1.1
Health	16	9.0
Retirement	86	48.6
Temporary, seasonal or intermittent job completed	2	1.1
Slack work or business conditions	2	1.1
Unsatisfactory work arrangements (hours, pay, etc.)	4	2.3
Never had a job	5	2.8
Relocated	5	2.8
Other	16	9.0
Don't know	1	0.6
Total	177	99.9

Table 70: Frequency Distribution		
Q56: Do you intend to look for work during the next twelve months?		
	Frequency	Percent
Yes	30	17.1
No	131	74.9
Don't know	14	8.0
Total	175	100.0

Table 71: Frequency Distribution		
Q57: What best describes your situation at this time? For example, are you disabled, ill, in school, taking care of house or family, or something else?		
	Frequency	Percent
Disabled	2	10.5
In school	4	21.1
Taking care of house or family	9	47.4
Retired	1	5.3
Other	2	10.5
Don't know	1	5.3
Total	19	100.1

Table 72: Frequency Distribution		
Q58: Now I have a few questions about the job at which you worked last week. Were you employed by the government, by a private company, a non-		

<i>profit organization, or were you self-employed (or working in the family business)?</i>		
	Frequency	Percent
Government	79	20.7
Private or Profit company	186	48.7
Non-profit organization (include tax exempt and charitable organizations)	17	4.5
Self-employed	68	17.8
Working in family business	5	1.3
Other	7	1.8
Don't know	20	5.2
Total	382	100.0

Table 73: Frequency Distribution		
<i>Q59: Were you working for federal, state, or local government?</i>		
	Frequency	Percent
Federal	28	35.4
State	37	46.8
Local	11	13.9
Don't know	3	3.8
Total	79	99.9

Table 74: Frequency Distribution		
<i>Q60: What kind of business or industry are you in?</i>		
	Frequency	Percent

Agriculture	18	5.9
Mining	3	1.0
Construction	34	11.2
Manufacturing	31	10.2
Transportation, communications, or public utility	15	5.0
Wholesale or retail trade	44	14.5
Restaurants	6	2.0
Legal Services	5	1.7
Health and medical services	37	12.2
Education	9	3.0
Business and Accounting services	11	3.6
Engineering and Technical services	17	5.6
Personal services or recreational services	17	5.6
Finance, insurance, or real estate	19	6.3
Other	35	11.6
Don't know	2	0.7
Total	303	100.1

Table 75: Frequency Distribution		
Q61: What kind of work do you do, that is what is your occupation?		
	Frequency	Percent
Enter response	377	98.7
Don't know	1	0.3
Refused/ call continued	4	1.0
Total	382	100.0

Table 76: Frequency Distribution		
Q62: What are your usual activities or duties at this job? For example typing, keeping account books, operating printing press, laying brick.		
	Frequency	Percent
Enter response	373	97.6
Don't know	5	1.3
Refused/ call continued	4	1.0
Total	382	99.9

Table 77: Frequency Distribution		
Q63: What other skills do you have that are not involved in this employment?		

	Frequency	Percent
Enter response	325	85.1
Don't know	52	13.6
Refused/ call continued	5	1.3
Total	382	100.0

Table 78: Frequency Distribution
Q63A: If respondent mentions any computer skills

	Frequency	Percent
Computer skills mentioned	91	23.8
No computer skills mentioned	291	76.2
Total	382	100.0

Table 79: Frequency Distribution
Q63B: Let me ask about your computer skills.
What is your strongest computer skill?

	Frequency	Percent
Word processing, such as using MS-Word	38	41.3
Spreadsheet analysis, such as Lotus or Excel	22	23.9
Bookkeeping, such as Quicken	3	3.3
Computer assisted design	1	1.1
Website development	3	3.3
Troubleshooting machines	7	7.6
Maintains a computer network	2	2.2
Computer programming (C,SAS,SPSS)	6	6.5
Other	7	7.6
Don't know	3	3.3
Total	92	100.1

Table 80: Frequency Distribution
Q63C: What other computer skills do you have?

	Frequency	Percent
Word processing, such as	68	29.3

using MS-Word		
Spreadsheet analysis, such as Lotus or Excel	43	18.5
Bookkeeping, such as Quicken	20	8.6
Computer assisted design	17	7.3
Website development	20	8.6
Works on machines, troubleshooting	15	6.5
Maintains a computer network	21	9.1
Computer programming (C,SAS,SPSS)	16	6.9
Develops own software applications	6	2.6
Don't know	6	2.6
Total	232	100.0

Table 81: Frequency Distribution

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

	Frequency	Percent
Permanent	332	87.1
Temporary	40	10.5
Don't know	9	2.4
Total	381	100.0

Table 82: Frequency Distribution

Q65: Would you like a permanent job?

	Frequency	Percent
Yes	20	50.0
No	19	47.5
Don't know	1	2.5
Total	40	100.0

Table 83: Frequency Distribution

Q66: Because of circumstances, some people find it necessary to work at jobs that do not match their skill level. For example, a master plumber taking tickets at a movie theatre would be a mismatch between skills and job

<i>requirements. Does your current job under-utilize your skills, education, and talents?</i>		
	Frequency	Percent
Yes/Maybe	131	34.3
No	244	63.9
Don't know	6	1.6
Refused/ call continued	1	0.3
Total	382	100.1

Table 84: Frequency Distribution		
<i>Q67: Why do you think you are currently underutilized at your job?</i>		
	Frequency	Percent
Had previous job that required more skill and/or education	29	22.0
Have had additional job training and/or education	12	9.1
Current job does not require my training and/or education	53	40.2
Had a previous job where I earned more income	3	2.3
Other	20	15.2
Don't know	15	11.4
Total	132	100.2

Table 85: Frequency Distribution		
<i>Q68: Have you had jobs in the past which better utilized your skills and education?</i>		
	Frequency	Percent
Yes	87	66.4
No	42	32.1
Don't know	2	1.5
Total	131	100.0

Table 86: Frequency Distribution		
<i>Q69: What type of job or jobs have you had in the past which required more skill and/or education?</i>		
	Frequency	Percent

Enter response	84	95.5
Don't know	3	3.4
Refused/ call continued	1	1.1
Total	88	100.0

Table 87: Frequency Distribution		
Q70: Taking into account inflation, did your previous job (the job that required more skill) provide you with more income?		
	Frequency	Percent
Yes	60	69.0
No	26	29.9
Don't know	1	1.1
Total	87	100.0

Table 88: Frequency Distribution		
Q71: Would you change jobs so you could better utilize your skills?		
	Frequency	Percent
Yes	105	80.2
No	23	17.6
Don't know	3	2.3
Total	131	100.1

Table 89: Frequency Distribution		
Q72: Would you be willing to undertake job training associated with a new employment opportunity?		
	Frequency	Percent
Yes	109	83.8
No	15	11.5
Don't know	6	4.6
Total	130	99.9

Table 90: Frequency Distribution		
Q73: Do you generally work daytime or evening hours?		
	Frequency	Percent
Daytime	340	89.0

Evening	39	10.2
Don't know	3	0.8
Total	382	100.0

Table 91: Frequency Distribution
Q73A: Would you like a job where you could work during daytime hours?

	Frequency	Percent
Yes	25	64.1
No	14	35.9
Total	39	100.0

Table 92: Frequency Distribution
Q74: How much formal education have you completed?

	Frequency	Percent
Less than high school	40	6.7
High school	205	34.5
Some college	194	32.7
Associate degree	49	8.2
Bachelor of Science degree	50	8.4
Bachelor of Arts degree	28	4.7
Postgraduate degree (masters, PhD, JD,MD)	27	4.5
Refused/ call continued	1	0.2
Total	594	99.9

Table 93: Frequency Distribution
Q75: Did you receive your Associate's degree in Oklahoma?

	Frequency	Percent
Yes	36	76.6
No	11	23.4
Total	47	100.0

Table 94: Frequency Distribution
Q75A: In which state did you receive your associate's degree?

	Frequency	Percent
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Arkansas	2	16.7
California	1	8.3
Georgia	1	8.3
Kansas	3	25.0
Indiana	1	8.3
Missouri	1	8.3
New Mexico	1	8.3
New York	1	8.3
Texas	1	8.3
Total	12	99.8

<i>Table 95: Frequency Distribution</i>		
<i>Q76: Did you receive your bachelor's degree in Oklahoma?</i>		
	Frequency	Percent
Yes	79	79.8
No	20	20.2
Total	99	

<i>Table 96: Frequency Distribution</i>		
<i>Q76A: In which state did you receive your bachelor's degree?</i>		
	Frequency	Percent
Alabama	2	10.0
California	3	15.0
Florida	1	5.0
Hawaii	1	5.0
Illinois	1	5.0
Indiana	2	10.0
Kansas	3	15.0
Pennsylvania	2	10.0
Texas	3	15.0
Utah	1	5.0
Vermont	1	5.0
Total	20	100.0

<i>Table 97: Frequency Distribution</i>		
<i>Q77: Did you receive your highest post graduate degree in Oklahoma?</i>		
	Frequency	Percent

Yes	22	81.5
No	5	18.5
Total	27	100.0

Table 98: Frequency Distribution		
Q77A: In which state did you receive your highest graduate degree?		
	Frequency	Percent
California	1	20.0
Michigan	1	20.0
Missouri	1	20.0
Texas	1	20.0
Utah	1	20.0
Total	5	100.0

Table 99: Frequency Distribution		
Q78: In addition to your formal education, have you ever received vocational training, apprentice training, or special professional training?		
	Frequency	Percent
Yes	235	51.9
No	216	47.7
Don't know	2	0.4
Total	453	100.0

Table 100: Frequency Distribution		
Q79: 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		
Q80: Are you currently enrolled in school or a special training program?		
	Frequency	Percent
Yes	5	21.7
No	18	78.3
Total	23	100.0

Table 102: Frequency Distribution		
Q81: Did the training you told me about cause a change in your employment		

<i>status?</i>		
	Frequency	Percent
Yes	114	49.4
No	111	48.1
Don't know	6	2.6
Total	231	100.1

<i>Table 103: Frequency Distribution Q82: How so?</i>		
	Frequency	Percent
Promotion	31	19.7
Increase in pay at present job	41	26.1
Different job w/the same employer	5	3.2
Different job w/ a new employer	32	20.4
Help retain current job	22	14.0
Able to get a job	3	1.9
Chance for advancement	2	1.3
Got the certification didn't have before	7	4.5
New skills	4	2.5
Helped me to do more at my job	1	0.6
More marketable	4	2.5
Started own business	3	1.9
Training for job	1	0.6
Don't know	1	0.6
Total	157	99.8

<i>Table 104: Frequency Distribution Q83: Do you anticipate that this schooling or training you have told me about will change your employment status?</i>		
	Frequency	Percent
Yes	5	83.3
No	1	16.7
Total	6	100.0

<i>Table 105: Frequency Distribution Q84: How so? (If respondent hesitates, check all that apply.)</i>		
	Frequency	Percent

Increase in pay at present job	3	60.0
Different job w/ a new employer	1	20.0
Change careers	1	20.0
Total	5	100.0

Table 106: Frequency Distribution
Q85: What is your current marital status?

	Frequency	Percent
Married	368	60.5
Widowed	44	7.2
Divorced	61	10.0
Living with a partner	10	1.6
Never married	121	19.9
Refused/ call continued	4	0.7
Total	608	99.9

Table 107: Frequency Distribution
Q86: How would you describe your spouse's current employment status?

	Frequency	Percent
Not working and not seeking a job outside the home	114	30.2
Not working outside the home, but seeking work	8	2.1
Working part-time outside the home	20	5.3
Working full-time outside the home	231	61.1
Don't know	4	1.1
Refused/ call continued	1	0.3
Total	378	100.1

Table 108: Frequency Distribution
Q87: Are you attending a school full or part-time?

	Frequency	Percent
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Yes, a full-time student	38	6.3
Yes, a part-time student	34	5.6
No, not a student	536	88.2
Total	608	100.1

Table 109: Frequency Distribution
Q88: What type of school are you attending?

	Frequency	Percent
Four year college/university	26	35.6
Junior college	23	31.5
Vocational technical school	12	16.4
High school; GED classes	8	11.0
Nursing program	1	1.4
Trade school	2	2.7
Two year college	1	1.4
Total	73	100.0

Table 110: Frequency Distribution
Q89: Would you like to pursue additional education or obtain additional training now or in the future?

	Frequency	Percent
Yes	315	51.8
No	261	42.9
Don't know	32	5.3
Total	608	100.0

Table 111: Frequency Distribution
Q89A: What type of education or training?

	Frequency	Percent
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Bachelor's degree	105	33.4
Graduate school or professional degree	59	18.8
Vocational/technical school	47	15.0
Computer related training	30	9.6
Other	37	11.8
Don't know	36	11.5
Total	314	100.1

<i>Table 112: Frequency Distribution</i>		
<i>Q90: Including yourself, how many persons in your household are 18 years or older?</i>		
	Frequency	Percent
1	58	18.5
2	192	61.1
3	46	14.6
4	14	4.5
5	4	1.3
Total	314	100.0

<i>Table 113: Frequency Distribution</i>		
<i>Q91: How many persons 18 years or older in your household are employed or self-employed, including yourself?</i>		
	Frequency	Percent
1	197	32.3
2	225	36.9
3	35	5.7
4	7	1.1
0	144	23.6
Refused/call continued	1	0.2
Total	609	99.8

<i>Table 114: Frequency Distribution</i>		
<i>Q92: A concern of many working parents is the problem of obtaining quality child care for children while parents are at work. Do you have any children under 15 years of age?</i>		

	Frequency	Percent
Yes	222	36.5
No	386	63.4
Refused/ call continued	1	0.2
Total	609	100.1

Table 115: Frequency Distribution
Q93: Do you have difficulty obtaining care for your children so that you can work?

	Frequency	Percent
Yes	62	27.9
No	159	71.6
Don't know	1	0.5
Total	222	100.0

Table 116: Frequency Distribution
Q94: Do any of the following apply to your situation?

	Frequency	Percent
I need care when my child is sick so I can work	17	16.0
I can't work nights or weekends because I can't get child care	19	17.9
I can't find care at all for one or more of my children	22	20.8
I can't find care for my infant or toddler	11	10.4
I need better quality care than I am getting now	21	19.8
I can't earn enough to get child care	8	7.5
Don't know	6	5.7
Refused / call continued	2	1.9
Total	106	100.0

Table 117: Frequency Distribution
Q95: Now let me ask how much you alone earn before taxes are taken out of your paycheck? First are you paid by the hour?

	Frequency	Percent
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Yes	210	57.9
No	142	39.1
Refused / call continued	11	3.0
Total	363	100.0

Table 118: Frequency Distribution
Q96: Please stop me when I read your hourly pay rate.

	Frequency	Percent
Less than \$6.75	21	10.0
\$6.75 to 8.49	42	20.1
\$8.50 to 9.99	25	12.0
\$10.00 to 11.24	19	9.1
\$11.25 to 13.24	18	8.6
\$13.25 to 15.74	16	7.7
\$15.75 to 19.24	16	7.7
\$19.25 to 24.24	15	7.2
\$24.25 to 43.24	12	5.7
\$43.25 to 60.00	2	1.0
More than \$60.00	3	1.4
Don't know	5	2.4
Refused/ call continued	15	7.2
Total	209	100.1

Table 119: Frequency Distribution
Q97: Now I am going to read you a series of income ranges. Please stop me when I read how much you alone will earn, before taxes, in 2005.

	Frequency	Percent
Less than \$14,000	62	17.1
\$14,001 to 18,000	27	7.4
\$18,001 to 21,000	27	7.4
\$21,001 to 23,000	14	3.9
\$23,001 to 28,000	20	5.5
\$28,001 to 33,000	26	7.2
\$33,001 to 40,000	24	6.6
\$40,001 to 50,000	22	6.1
\$50,001 to 90,000	48	13.2
\$90,001 to 125,000	6	1.7
More than \$125,000	5	1.4
Don't know	44	12.1
Refused/call continued	38	10.5
Total	363	100.1

Table 120: Frequency Distribution
Q97A: Now I am going to read you a series of income ranges again. Please stop me when I read what your total household income was, before taxes, for

2005.		
	Frequency	Percent
Less than \$14,000	23	6.4
\$14,001 to 18,000	17	4.7
\$18,001 to 21,000	28	7.7
\$21,001 to 23,000	11	3.0
\$23,001 to 28,000	6	1.7
\$28,001 to 33,000	16	4.4
\$33,001 to 40,000	16	4.4
\$40,001 to 50,000	50	13.8
\$50,001 to 90,000	76	21.0
\$90,001 to 125,000	29	8.01
More than \$125,000	17	4.7
Don't know	36	9.9
Refused/call continued	37	10.2
Total	362	99.9

Table 121: Frequency Distribution		
Q98: Does any of your salary come from tips or commissions?		
	Frequency	Percent
Yes	23	6.3
No	335	92.0
Refused/ call continued	6	1.6
Total	364	99.9

Table 122: Frequency Distribution		
Q99: About what percentage would you say?		
	Frequency	Percent
1.00	1	4.2
3.00	1	4.2
5.00	6	25.0
10.00	4	16.7
20.00	1	4.2
25.00	1	4.2
30.00	2	8.3
75.00	1	4.2
80.00	1	4.2
100.00	3	12.5
Don't know	3	12.5
Total	24	100.2

Table 123: Frequency Distribution		
Q100: Since you are commuting to a job outside of your county, we would like to ask one last question: If a job opportunity came up closer to home		

within your own county, would you consider it if it were: A more desirable job than the job you have now in terms of wages, benefits, and working conditions?

	Frequency	Percent
Yes	120	88.2
No	13	9.6
Don't know	2	1.5
Refused/ call continued	1	0.7
Total	136	100.0

Table 124: Frequency Distribution

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

	Frequency	Percent
Yes	106	86.2
No	13	10.6
Don't know	3	2.4
Refused/ call continued	1	0.8
Total	123	100.0

Table 125: Frequency Distribution

Q102: Would you consider a local job that is slightly less desirable, with lower wages and less benefits, than the one that you have now?

	Frequency	Percent
Yes	24	21.8
No	81	73.6
Don't know	4	3.6
Refused/ call continued	1	1.0
Total	110	100.0

SURVEY FREQUENCY RESULTS
Open-Ended Data

Table 126: Frequency Distribution
Q1: In what city or town do you live?

Comment	Frequency
Agra	6
Asher	4
Atwood	1
Boley	3
Bowlegs	1
Calvin	3
Carney	2
Castle	2
Clearview	1
Cottonwood	3
Craig	7
Cromwell	4
Cushing	1
Davenport	5
Dela	1
Dustin	4
Earlsboro	3
Gerty	2
Harrah	1
In the country	2
Kalawa	1
Konawa	27
Luther	1
Macomb	1
Maud	13
Meeker	13
Paden	13
Perkins	1
Pink	9
Prague	19
Sasakwa	2
Sparks	2
St. Louis	1
Stewart	1
Tribbey	1
Tryon	4
Wanette	5
Watonga	1
Weleetka	5
Wellston	25
Wetumka	10
Wolf	1
Total	212

Table 127: Frequency Distribution

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

Comment	Frequency
Accounting	1
Apartment Manager	1
Background investigator for casino	1
Beautician	1
Brick layer	1
Cashier	1
Child care teacher	6
Child care worker	1
Clinical engineering technician	1
Custodian	1
Customer service rep	1
Equipment operator	1
Framing houses	2
Head start teacher	1
Housekeeper	3
Housing manager	1
LPN	1
Management for government	1
Manufacture trucks	1
Medical	1
Nurse	2
Occupational health and safety hazardous waste management	1
Office worker	2
Oil and gas manager	1
Receptionist	1
Restaurant	4
Retail	2
Route Driver	1
Seamstress	1
Secretary	2
Semi-tractor trailer driver	1
Substitute teacher	1
Subway food preparer	1
Supply clerk at Tinker	1
Tech , for rental company	2
Truck driver	1
Truck driver, construction, concrete, mechanic	1
Waitress	1
Welder	1
Total	55

Table 128: Frequency Distribution

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

Comment	Frequency
Accountant	2
Accounts payable and accounts receivable	1
Administrative assistant	2
Administrative tech	1
Administrator	3
Admissions clerk	1
Agent and account manager	1
Assembly worker	2
Assistant manager	6
Associate softlines	1
Auditor	1
Bail bondsman	1
Bank teller	4
Billing manager	1
Bookkeeper	11
Breeder	1
Brick layer	2
Brick layer foreman	1
Building inspector	2
Bus driver	1
Business owner	1
Cafeteria worker	1
Cake and wedding service	1
Carpenter	3
Cashier	7
Casino surveillance	2
Cattle rancher	2
CBT developer, for instructional designer	1
Cement worker	2
Charge nurse	1
Child care worker	3
City carrier	1
Claims secretary	1
Clerical	3
Clerk and stocker	1
Clinical records technician	1
CNA	1
Co-teacher	1
Commercial underwriting	2
Computer tech	2
Concrete and office work	1
Construction	2
Consultant	1
Cook	4
Copper tubing manufacturing	1
Corporate officer	1
Correctional officer	2

Cost accounting manager	1
Counselor	3
CPA	1
Customer service call center, bank manager	2
Customer service rep	1
Cut piping and packaging	2
Delivery driver	1
Design websites	1
Desk clerk	1
Diesel repair	2
Division manager	2
Draftsman	1
Driver's license examiner	1
Driver	1
Education to various groups	1
Educational loans	1
Electrical apprentice	2
Electrician	8
Engineer	3
Entertainment	1
Environmentalist	2
Factory worker	3
Family advocate	1
Farm and raise cattle	2
Farm work	8
Fire sprinkler technician	2
Firefighter	1
Fork lift driver	3
Foster mom	1
Funeral assistant	1
Glazer	2
Golf course maintenance	3
Graphic artist	1
Hair dresser	1
Hand teller	1
Head start teacher	1
Helicopter mechanic	2
High school principal	2
Holistic nurse	1
Home health aide	2
Housekeeping	3
Housewife	1
Human resources	1
Husband's horse racing business	1
Hydraulic motor builder	2
Information systems coordinator	1
Inspector	1
Insurance agent	5
IT	1
Janitorial	1

Jet engine mechanic	1
Jewelry maker	1
Kitchen Aid	1
Kitchen/Food Service	1
Landlord	1
Licensed staff for insurance	1
Licensed therapist; social worker	1
Lineman	1
Loan specialist	1
Logistics work	2
LPN	3
Machinist	5
Machinist, landlord, vendor	2
Maintenance	4
Maintenance and bus driver	2
Maintenance and security	1
Maintenance supervisor	2
Make T-shirts	1
Manage my own hardware and grocery stores	1
Manage rural water district and administrator	2
Manager	8
Manufacture man-made marble	2
Manufacturing quilts and dresses, marketing	1
Marketing	1
Material handler	1
Measurement analyst	2
Mechanic	9
Medical technician	1
Mental health therapist	1
Merchandiser	1
Minister	1
MRI technician	1
Non-destructive tester	2
Nurse's aid	1
Nurse	6
Nursing home	1
Nutrition tech	1
Office accountant	1
Office manager, accounting	1
Office, bookkeeping	1
Oil field worker	1
Online packer	1
Operating a tractor	1
Operator	1
Order entry clerk for IRS	1
Outreach worker	1
Owner	1
Packer	1
Painter	3
Paralegal	1

Parts materials technician	1
Pastor	3
Patient representative	1
Personal certified assistant	1
Pharmacist	2
Phlebotomist	1
Physical therapist	2
Pipe line gauge	2
Plumber	2
Police officer	2
Post office	1
Processor	1
Production manager	2
Production operator	1
Professional	1
Professional head-hunter; corporate recruiter	1
Program analyst	1
Programmer, delivers goods	3
Property preservation	2
Provider	2
Pull up	1
Purchasing	2
Quality control	4
Raise dogs	1
Rancher	2
Realtor	2
Receptionist	2
Retired	1
Run excavation office	1
Run water truck	3
Sales	17
Seamstress	1
Secretary	9
Secretary and supervisor	1
Self-employed	3
Server	1
Sewing operator	1
Shop supervisor	3
Social worker	3
Special education teacher	1
Store manager	1
Street department	2
Substitute teacher	1
Supervise social workers	1
Supervisor	4
Take care of students	1
Teacher	15
Teacher and coach	2
Teacher assistant	2
Technician	2

Telecommunication - IT	1
Teller supervisor	1
Test administrator	1
Training assistant	1
Transportation maintenance worker	1
Treasurer for church	1
Triage	1
Truck driver	4
Truck driver sanitation	1
TV nurse consultant	1
Waitress	1
Water plant operator	1
Web technician	1
Welder	4
Welding contractor	1
Writer	1
Total	420

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

Comment	Frequency
Accounting payroll, office management	1
Accounting, different types of computer programs, sales	1
Admitting patients, monitor patient access, ready patients for lab work or surgery or inpatient stays	1
Agent producer and owner	1
Answer phone and take orders	1
Answer phone, bookkeeping	1
Assemble components to make an auto	1
Assembly	2
Assist the teacher in grading students' papers, tutor students and classroom duties	1
Assist with clients and insurance needs	1
Audit business offices, farms, factories	1
Audit people who are digging and excavating	1
Audit programs and parts	1
Auditing, put hangers on jeans	3
Automotive maintenance	2
Billing, keep books, employment and sales tax, secretarial duties	6
Billing, secretarial duties, working with clients	1
Bookkeeping, marketing	1
Bookkeeping, record keeping	1
Bookwork	1
Boxing up magnets	1
Breed animals and sell them, feed animals	1
Build cabinets, trim work	1
Build campers	2
Buy sell cars, payday loans	3
Can't go into detail about it	2
Case manager coordinator	1

Cash people out, sack groceries, unload retainers	1
Cashier	1
Catering, invitations, cake and food	1
Cattle, record keeping	1
Certify food stamps and medical cases	1
Change lights, put locks on, fix toilets	1
Changing diapers, watching children, feeding children	1
Checking in and out, breakfast and doing laundry	1
Classroom teacher, librarian	1
Cleaning	2
Cleaning bank offices, entire building and desks	1
Collect rent, fix problems, repairs, maintenance	1
Collect stats for our business unit and disseminate, responsibilities that process control and improvement	1
Collections, loans, marketing	1
Color hair	1
Compliance with permits, training employees	1
Computer duties, communication with people	1
Computer work	5
Construction and office skills	1
Construction work	2
Cook	3
Cook and management task	1
Cook, clean, bath	1
Cook, clean, cashier, customer service, stocking	1
Cook, clean, wash dishes	1
Cook, run register, clean	3
Cooking, cleaning, laundry	1
Counsel	1
Create financial papers/ analyze	1
Customer service	1
Customer service, data entry, organizing, equipment	1
Customer service, handling money, scheduling, cleaning	1
Cut hair	1
Cut piping and packaging	2
Data entry, computer interaction, make payments, file, answer phones	1
Dealing with people, driving a patrol car	2
Decision making, clerical duties	1
Deliver the mail	1
Derrick hand	1
Design metal buildings	1
Designing and coordination work	1
Diagnosis and repair of various equipment	1
Diesel repair, mechanic	2
Distribute mail	1
Do the books, run the business	1
Draws blood	1
Drill for termites	1
Drive	2
Drive a truck	3
Drive and maintain buses for school district	2

Drives goods around	3
Driving the forklift	1
Drug program overhead, payroll, human resource related issues	1
Educating students	3
Errands, give personal care and companionship to the elderly	1
Evaluation, plan of care and treatments, supervision of assistants	1
Evaluations, intervention	1
Everyday maintenance and repairs	2
Farm work	1
Feed and bath patients	1
Feed and treat pigs	1
Feed and water the horses	1
Feed cattle, work cattle	1
Field representative, computer work, auditing	2
Field work	1
Fighting fires, time cards	1
File, write checks, accounts payable	1
Filing, data entry, typing, copying, receptionist work	1
Fill prescriptions	1
Fill prescriptions, speak to insurance companies, work with claims, sell over the counter, help customers	1
Find people for banking industry across the nation; also owns a winery	1
Fix computers	2
Fixing fences and checking cows	1
Fork lift driver	2
Gardening	1
Gather data, briefings	1
General maintenance of the facilities, funeral preparation, body preparation	1
Get people out of jail	1
Give shots, take blood pressure, help doctors	1
Give therapy	1
Go to the store and set up bread	1
Graphic artist, set ads, desktop publishing	1
Grind output shifts	1
Hand out papers, teach	1
Handling basic transactions	3
Hands on therapy, bookkeeping	1
Hang IVs, give medication, assess patients, intervention, take care of patients on ventilators, advocate	1
Help people with groceries and dressings on wounds	1
Home health	1
Housewife duties	1
Inspection of construction sites	2
Install commercial glass, doors, mirrors	2
Insurance agent work	1
Inventory, accounting, computer skills	1
Investigating complaints	1
Journal entries, reports, maintaining items	1
Keep books	1
Keep books, pay bills	1
Keep casino clean	2

Keep the electricity running	1
Keep the water coming in	1
Keeping account books, billing, accounts receivable and payable, financial statements	1
Keeping account books, typing, analyzing data, accounts, ordering, patient interaction, supervisor	1
Keeping books, delegating authority and hanging pipe	2
Keeping the materials on the line, ordering them, keeping records of changing positions, keep paperwork, keeping line moving	1
Laundry, regular housekeeping	1
Lay brick	2
Let people into their classrooms/ security/ maintenance/ campus director	1
Listen to inmates complain	2
Look at abstracts, research land, public relations, accounting, showing property to customers	1
Machine operator	1
Machinist, landlord, vendor route and repair	2
Maintenance	4
Make appointments and take medical information, receptionist	1
Make clothing	1
Make jewelry	1
Making sure everything is done correctly and all procedures are run	1
Making sure the business runs	1
Manage	3
Manage center, shopping, bookkeeping, cooking, cleaning	1
Manage nursing care through public health services	1
Management, supervising, write-ups, scheduling, day-to-day operations, etc.	1
Manager duties	1
Managerial	1
Managerial, marketing, janitorial, accounting	1
Managing employees	2
Managing people and fixing things	2
Managing people, counting people	2
Marketing with students, committees	1
Marketing, designing, bidding, project managing	1
Mechanic work	2
Ministerial duties	1
Move vehicles from one place to another	1
MRI exams	1
Network setup and design, computer repair	1
None	3
Nursing duties	1
Observing floor activities	2
Office manger duties with typing	1
Office work	2
Opening mail and getting it ready for processing	1
Operate equipment	8
Order and put out product	1
Oversee internet marketing, internet training, etc.	2
Oversee measurements taken	2
Oversee office operations, accounting, payroll	1
Pack parts, cleanup	1

Painting interiors, exteriors	1
Passing meds, changing people, giving shots, charting	1
Patient care, nursing	1
Patient care, triage, scheduling, test orders	1
Paying customers out	1
Payroll	1
Payroll clerk , workmen's comp	1
Payroll, accounts payable, customer service	1
Perform lab tests	1
Personnel management, supervisory duties, computer programming	3
Personnel management, customer service	1
Phone calls	1
Placing orders, clerical	1
Placing orders, printing	1
Plumbing work; hay baling business; backhoe business	2
Policy production	1
Posting insurance payments	1
Pray, preach, evangelize, counseling, conflict resolution, perform weddings and funerals, parenting classes	2
Prepare manuals, other paperwork	1
Production manager	2
Pull samples and test	2
Put up clothes, answer phones, unload freight	1
Quality control	2
Raise dogs	1
Reading and reporting cultures	1
Recapping losses of the insured, insurance underwriting	2
Registers, stocking, customer satisfaction, run garbage compressor	6
Repair machinery equipment	1
Repair oil rigs, keep books	1
Research and writing	1
Research, prepare court documents, assist attorneys in trial	1
Responsible for waiting on customers, clean up, balance the till	1
Restore houses, foreclosed homes, deal with realtors on bids	2
Run a machine	3
Run a sewing machine	1
Run company	1
Run multi-spindled CNC machine	1
Run people through a security check, ink print and photograph, proctor, observe and video record	1
Run pipe, pull wire, fix things	2
Run register, paperwork, process shipments, customer service	6
Run store, control sales and labor cost, accounting, hiring, order processing	2
Run water trucks	3
Running the company	2
Rural mail carrier	1
Safety of children, dropping off and picking up	1
Sale consultant	1
Sales and operations	1
Sales person	1
Schedule appointments, pay bills	1

Sell	3
Sell and service insurance policies	1
Sell houses	1
Sell merchandise customer service complaints	1
Sell policies	1
Sell, deliver, design	1
Selling cars	2
Serve patients dinner, baking, cleaning of nursing home	1
Sew label on overalls	1
Sheet metal work	3
Signing people up for services; doing therapy; death preparation	1
Sit and assembly	1
Spraying cabinets, painting, finishing new homes	2
Superintendent	1
Supervise customer service	1
Supervise other brick layers	1
Supervise production workers	1
Supervise social workers investigating abuse, neglect and exploitations of vulnerable adults	1
Supervise, maintain phone and customer service, accounting maintenance, titles and inquires, wire transfers	2
Supervision	1
Supervision of students and faculty	2
Take blood pressure, patient monitoring and care	1
Take care of animals	1
Take care of books, do payroll	1
Take care of cattle, farm work	4
Take care of children	2
Take care of elderly	2
Take care of patient personal needs	1
Take over a class when a teacher is gone	1
Take parts out of a grinder and put them in boxes	1
Taking care of a completely handicapped	1
Taking care of telephone switch	1
Taking care of warehouse and making deliveries	1
Taking dictations	1
Taking money	1
Talk to the manager a few times a week	1
Taxes/payroll, billing, basic work	1
Teach and associated duties	1
Teach and coach	2
Teach early childhood	1
Teach health care, oversee care at extended care facility	1
Teach school	1
Teach, develop training on computer	1
Teaching	8
Teaching and other duties	3
Teaching and taking care of preschool kids	1
Teaching, coach football, basketball and track	2
Teller duties	1
Test, weigh, package	1

Typing	2
Typing and talking on the phone	1
Typing on a computer, and giving driving tests in the applicant's vehicle	1
Typing, account books	1
Typing, answering phone, paperwork	6
Typing, keeping account, printing checks	1
Upgrade streets, riding mowers	2
Varies	3
Visit homes and paperwork	1
Visitation, study, teaching	1
Wait on customers, take payments	1
Wait tables, check on buffet, back up managers, take cash	1
Watching children	1
Weigh trucks	1
Welding	4
Welding, electrical, plumbing, work on machines	2
Work hard	1
Work on computer designing websites	1
Work on jet engines	1
Work with children's literacy skills and social development	1
Work with families and children training	1
Work with kids	1
Work with senior citizens and low income people	1
Work with students who need extra reading help	1
Working horse and cow	1
Working with a tractor, post hole digging, mowing	1
Total	430

Table 130: Frequency Distribution

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

Comment	Frequency
Accounting skills	4
Accounting, finance	2
Accounting, information management	1
Accounting, warehouse management, loading semis	1
Accounting degree, computer skills	1
Administrative	2
Agricultural	1
Aircraft mechanic	1
Artist	2
Arts	1
Automotive, business	2
Automotive, manual labor	1
Bank teller, personnel clerk, child care	1
Banking experience, postal service, propane	1
Being a mom	1
Bi-lingual	1
Bill collecting	1
Bookkeeping	1

Bookkeeping, accounting	1
Building	2
Carpenter and painter waterproofer, tiles and plumbing	2
Carpenter, construction	3
Carpentry	3
Carpentry, electrical, plumbing	2
Cashier	1
Cashier, child care	1
CDL	2
Certified police officer	2
Certified welder, certified nurses' aid, mechanic, bee-keeper	1
Chauffeur's license, commercial license	1
Child care	1
Clerical, selling, taught wellness program	1
CNA, billing	1
CNC training	2
Computer programming	1
Computer skills	20
Computer skills, administrative assistant	1
Computer skills, office skills, medical records filing, customer service	1
Computer skills, welding	2
Computer skills, material processing (wood working/metal work), electrical	2
Computer technician	3
Computer, math	1
Computer, photography	1
Computers	1
Consulting , construction	1
Cook, run cash register, work truck stops and convenience stores, baby-sit, clean houses, sew, made magnets	1
Cooking, broadcasting	2
Cosmetologist	2
Counseling	2
Counseling, referee	1
CPR, EMT	3
Craftsmanship	1
Crane operator	1
Custodial engineering	1
Cyclist, tennis player, poet, writer, chess player	1
Daycare, life and casualty processor, mail department	1
Dealing with children	1
Degree in Computer Science	1
Degree in Computerized Office Technology	1
Degree in Home Economics	1
Degree in Human Relations, counseling	1
Degree in Nursing	1
Dental assistant, studied phlebotomy	1
Dental hygiene degree	1
Design	1
Dialysis technician	1
Distributing	3
Ditch digging	1

Doctorate in Law	1
Drive forklift	1
Education	1
Electrical, plumbing, Education degree	1
Electrician	2
Electronics technician	2
Environmental technician	2
Equipment operator, auto-mechanic, diesel mechanic, welder	2
Factory work, secretary skills, computer skills	1
Farm skills	1
Firefighter, EMT, 911 dispatcher	1
Firefighter, EMT, certified refrigerant class 2, mechanical contractor	1
Food service, accounting, inventory, cooking, personnel	1
Fork lift certified	1
Forklift, computer system, managing	3
Had own business, accounting, purchasing, marketing, ads, medical experience, school system work, realtor	1
Heavy construction, farming, cattle, butcher floor work, retail	1
Heavy equipment operator	2
Home care, restaurant work, motel work, desk clerk, cleaning rooms	1
Home health	1
Human resource, Management degree	1
Hunting	1
Industrial, mechanic, EMS, federal fire training, command and control training	2
Insurance	1
Insurance investigator	1
Investment license, computer skills	1
Landscaping, concrete	2
Law enforcement	2
Lawn maintenance, printer, welder, electrical work	1
Licensed cosmetologist	1
Licensed insurance professional, notary	6
Licensed physical therapy, licensed EMT	2
Loaded box cars, trailers, assembly line	1
Lumber experiences	1
Machinery	2
Machinist, truck driver	1
Maintenance work	2
Management	5
Managerial	1
Managing skills, people skills	2
Marketing, publishing, public speaking	1
Master's in Social Work	1
Math major, industrial technology, management, computer skills	1
Math, computers	6
Mechanic	7
Mechanic, welding	1
Mechanical and farm skills	2
Mechanical skills, automotive, small engine, air conditioning service, computer skills	1
Mechanical skills, machine work, home construction	2
Mediator, at home mom, transferable skills	1

Mental health work, work with the disabled, accounting background, cook, auto shop	1
Military	1
Musical	1
Nationally registered emergency medical technician, phlebotomist	1
Negotiation skills	1
None	47
Nursing	5
Office manager, computer skills, payroll	1
Office medical assistant	1
Office work	1
Oil field worker	5
Oil rig, truck driver	2
Paint	1
Paint, cleaning	1
Painter, ran businesses before, ran an assisted living home, business experience	1
Painting, construction	1
Pharmacy work	1
Photography	1
Physical labor	1
Placement interviewer	1
Plastic fabricationist	2
Play golf	1
Public speaking, pastoral work, counseling	2
Ranching, carpentry	1
Receptionist, warehouse manager	1
Repair work, dispatching	1
Residential electrical, commercial electrical, industrial electrical	2
Retail, floral arrangement	1
Retired millwright	1
Ride and break horses	1
Sales and marketing	1
Scuba instructor, life support services	1
Secretarial	11
Secretarial, computer, associate's degree, supervising	1
Secretarial, factory, AP/AR, phones, filling, computer	1
Secretary, drive trucks	1
Secretary, typing and computer skills	1
Sewing	3
Sewing, crafts, computer skills	1
Sheet metal worker	1
Sheet rock carpentry	2
Shorthand, cooking	1
Skill saws, construction work	2
Sleeping	2
Teaching assistant	1
Telemarketing	1
Therapist	1
Travel coordinator	1
Tree cutter, tile work	1
Truck driving	2

Truck driving, restaurant work, general transcription	1
Type, computer, filing	1
Type, short hand, computer, administrative assistant	1
Typing	1
Typing skills, retail	1
Typing, computer, shorthand, medical transcription	1
Typing, management, bookkeeping	1
Varies	4
Vocalist (opera), play and taught piano, write music and poetry (published)	1
Waitress, assembly line for clothes and telephones	1
Waitress, cashier	1
Waitress, plumbing	1
Wax and buff	1
Web page and graphic design	6
Weld, mechanic, carpenter	2
Welding, book work, basic carpentry, painting	2
Welding, carpentry, auto mechanic, farmhand, correctional officer	2
Welding, design, machinery equipment design, carpentry, electrical skills, hydraulics	2
Welding, metal shop work	2
Worked in a communications firm	1
X Ray tech	1
Total	359

Table 131: Frequency Distribution

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

Comment	Frequency
Accountant	3
Accounting, food service	1
Aircraft mechanic	1
Apartment manager	1
Banking	1
Carving and repairs	1
Clerical, factory	2
Computer	1
Copy center	2
Daycare and teaching	1
Dialysis technician	1
Director of business development for hi tech company	1
Electrician	2
Electronic programming	1
Environmental technician	2
Federal government	1
Field service engineer	2
Fire sprinkler in Kansas	2
Government	1
Home health, daycare	1
Hospital work	1
Insurance investigator	1

Investment advisor	1
Liaison in computer programming, worked as a civil engineer	1
Machine operator	1
Making parts for oil rigs	3
Manage a finance company	1
Management	4
Manager for Oklahoma City public schools	1
Medical office assistant manager, receptionist and customer service	1
Medical work, realtor, owning own business	1
Military	1
Millwright	1
More paper work than mechanic work	2
New job in the company	1
None	1
Nurse's Aid, data entry personnel, cashier	1
Nursing	2
Office manager	1
Office manager for a contractor, commercial lumber sales, manager for an assisted living home	1
Office manager, secretary for school system, own business	1
Oil company analyst	1
Oil field worker	3
Operator, apartment manager, leasing agent, office manager	1
Painting	1
Paralegal at a different firm	1
Parent	1
Pharmacy	1
Physical therapy	2
Piano teacher, vocalist	1
Police officer	2
Private correctional facility	1
Program coordinator for a group home for boys	1
Radio broadcaster	2
Restaurant and hotel management	1
Same job - bigger project, more employees	1
Secretarial	2
Sheet metal worker	1
Sold cleaner door to door	3
Supervisor	3
Supervisor of ER department	1
Tax preparer	1
Teaching	2
Teaching, advertising agent	1
Telemarketing supervisor	1
Trained on equipment	1
Truck driver and security officer	1
Uniform plant, accountant	1
Warehouse supervisor	1
Welding	3
Total	98

APPENDIX A

Introduction Selection Sequence

Informed Consent Script:

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

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

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

[If yes, then:]

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

[If no, then:]

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

[If yes, then:]

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

Concluding remarks:

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

[If yes, then:]

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

APPENDIX B

Fallback Statements

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

How did you get my number?

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

I don't want to buy anything!

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

Where are you calling from?

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

I don't have time right now.

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

I don't want to share my opinions.

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

I don't do anything over the phone.

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

I'm not interested.

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

Take me off your list!

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

APPENDIX C

Survey Questionnaire

Q0:

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

Hughes	1	=> /Q1
Lincoln	2	=> /Q1
Okfuskee	3	=> /Q1
Pottawatomie	4	=> /Q1
Seminole	5	=> /Q1
Some other county	6	
Refused/call continued	88	=> /INT
Refused/call ended	99	=> /INT

Q0A:

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

End Call	1	=> /INT
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Q1:

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

Bethel Acres	1	
Chandler	2	
Holdenville	3	
McLoud	4	
Okemah	5	
Seminole	6	
Shawnee	7	
Stroud	8	
Tecumseh	9	
Wewoka	10	
Something else	11	O
Don't know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q2:

What is your zip code?

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

Q3:

Were you living in this house or apartment five years ago; that is, in May of 2001?

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

Q3A:

Where did you live in May of 2001 Was it ...

A DIFFERENT RESIDENCE IN THE SAME COUNTY	1	
A DIFFERENT COUNTY IN THE SAME STATE OR	2	
A DIFFERENT STATE	3	
Not in the U.S.	4	
Lived in same residence	5	
Other	6	
Don't Know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q4:

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

In what year were you born?

Refused/call ended	9999	=> /INT
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Q5:

Determine gender without asking

Male	1
Female	2

Q6:

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

White	1	=> /Q7
Black/African American	2	=> /Q7
Native American or American Indian	3	
Hispanic	4	=> /Q7
Asian	5	=> /Q7
Other	6	=> /Q7
Don't Know	7	=> /Q7
Refused/call continued	8	=> /Q7
Refused/call ended	9	=> /INT

Q6A:

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

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

Q7:

Are you in the military?

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

Q8:

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

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

Q8A:

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

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

Q9:

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

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

Q10:

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

1 Very unattractive	1	
2 Unattractive	2	
3 Neither unattractive nor attractive	3	
4 Attractive	4	
5 Very attractive	5	
Depends on the type of work	6	
Doesn't want to work	7	
Other	8	O
Don't know	77	

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

Q11:

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

Yes	1	=> /Q13
No	2	
Don't know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q12:

Last week, did you do any work for pay?

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

Q13:

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

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

Q14:

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

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

Q15:

Did you receive any payments or profits from the business?

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

Q16:

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

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

Q17:

In which county do you work?

Hughes	1		
Lincoln	2		
Okfuskee	3		
Pottawatomie	4		
Seminole	5		
Some other county	6		
Refused/call continued	88		
Refused/call ended	99		=> /INT

Q18:

In which city or town do you work?

Bethel Acres	1		=> /Q24
Chandler	2		=> /Q24
Holdenville	3		=> /Q24
McLoud	4		=> /Q24
Okemah	5		=> /Q24
Seminole	6		=> /Q24
Shawnee	7		=> /Q24
Stroud	8		=> /Q24
Tecumseh	9		=> /Q24
Wewoka	10		=> /Q24
Something else	11	0	=> /Q24
Don't know	77		=> /Q24
Refused/call continued	88		=> /Q24
Refused/call ended	99		=> /INT

Q19:

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

RETIRED	1		=> /Q22
DISABLED	2		=> /Q20
UNABLE TO WORK	3		=> /Q21
WAITING TO START WORK	4		=> /Q26
AWAY FROM WORK WITHOUT PAY	5		=> /Q26
DON'T WORK OUTSIDE HOME	6		=> /Q22
NEVER WORKED OUTSIDE HOME	7		=> /Q22
DON'T HAVE RELIABLE TRANSPORTATION	8		
Unemployed	9		=> /Q22
A student	10		=> /Q22
On vacation (with pay)	11		=> /Q24
Didn't have to work	12		=> /Q22
Other	13		=> /Q22
Don't know	77		=> /Q22
Refused/call continued	88		=> /Q22
Refused/call ended	99		=> /INT

Q19A:

What are your transportation needs?

Open Ended	1	0	=> /Q22
Don't Know	7		=> /Q22
Refused/call continued	8		=> /Q22
Refused/call ended	9		=> /INT

Q20:

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

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

Q21:

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

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

Q22:

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

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

Q24:

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

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

Q25:

How many jobs (or businesses) did you have?

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

Q26:

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

=> Q28

else => Q26

if (Q25>1)

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

Q27:

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

1-10	1	
11-15	2	
16-20	3	
21-25	4	
26-30	5	
31-34	6	
35	7	
36-40	8	
41-45	9	
46-50	10	
51-55	11	
56-60	12	
More than 60 hours	13	
Don't know	77	=> /Q30
Refused/call continued	88	=> /Q30
Refused/call ended	99	=> /INT

JR1:

=> Q33

else => Q30

if (Q27>6)

Q28:

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

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

Q29:

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

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

JR2:

=> Q33

else => Q30

if (Q29>=7)

Q30:

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

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

Q31:

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

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

Q32:

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

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

Q33:

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

Does your job have a paid vacation?

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

Q34:

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

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

Q35:

Does your job offer reimbursement for education and training courses?

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

Q36:

Does your job offer a retirement plan?

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

Q37:

Does your present job offer advancement potential?

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

Q38:

How far do you live from your place of employment?

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

Q39:

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

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

Q39A:

Did you drive your own vehicle?

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

Q40:

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

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

Q40A:

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

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

Q40B:

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

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

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

Q40C:

How so?

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

Q41:

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

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

Q42:

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

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

Q42A:

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

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

Q42B:

How much pay are you looking for per hour?

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

Q43:

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

LESS THAN 5 PERCENT INCREASE	1
BETWEEN 5 PERCENT AND 10 PERCENT INCREASE	2
BETWEEN 10 PERCENT AND 15 PERCENT INCREASE	3
BETWEEN 15 PERCENT AND 20 PERCENT INCREASE	4
MORE THAN 20 PERCENT INCREASE	5
NOT INTERESTED AT ANY INCREASE	6
Other	7
Don't know	77

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

Q43A:

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

=> Q44

else => Q43A

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

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

Q44:

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

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

Q44A:

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

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

Q44B:

Why is that?

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

Q45:

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

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

Q45A:

How does your transportation need to be better?

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

Q46:

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

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

Q47:

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

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

Q48:

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

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

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

Q49:

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

Yes	1	
No	2	=> /Q53
Don't Know	7	

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

Q50:

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

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

Q51:

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

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

Q52:

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

=> Q80

if (Q47<>2)

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

Q53:

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

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

Q54:

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

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

Q55:

Interviewer: Do NOT read the list.

What is the MAIN reason you left your last job?

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

Q56:

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

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

Q57:

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

=> Q74

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

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

Q58:

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

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

Q59:

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

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

Q60:

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

What kind of business or industry are you in?

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

Q61:

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

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

Q62:

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

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

Q63:

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

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

Q63A:

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

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

Q63B:

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

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

Q63C:

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

What other computer skills do you have?

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

Q64:

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

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

Q65:

Would you like a permanent job?

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

Q66:

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

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

Q67:

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

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

Q68:

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

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

Q69:

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

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

Q70:

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

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

Q71:

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

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

Q72:

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

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

Q73:

Do you generally work daytime or evening hours?

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

Q73A:

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

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

Q74:

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

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

Q75:

Did you receive your Associate's degree in Oklahoma?

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

Q75A:

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

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

Q76:
 Did you receive your bachelor's degree in Oklahoma?
 Yes 1
 No 2 => /Q76A
 Refused/call continued 8 => /Q76A
 Refused/call ended 9 => /INT

JR3:
 => Q77
 else => Q85
 if (Q74=7)

Q76A:
 In which state did you receive your bachelor's degree
 Arkansas 1
 Colorado 2
 Kansas 3
 Missouri 4
 New Mexico 5
 Texas 6
 Other 7 O
 Refused/call continued 88
 Refused/call ended 99 => /INT

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

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

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

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

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

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

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

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

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

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

Q81:
Did the training you told me about cause a change in your employment status?
Yes 1
No 2 => /Q85
Don't know 7 => /Q85
Refused/call continued 8 => /Q85
Refused/call ended 9 => /INT

Q82:
Interviewer: Read list if respondent hesitates and check all that apply.
How so?
Promotion 1 => /Q85
Increase in pay at present job 2 => /Q85
Different job with the same employer 3 => /Q85
Different job with a new employer 4 => /Q85
Help retain current job 5 => /Q85
No change 6 => /Q85
Other 7 O => /Q85
Don't know 77 => /Q85
Refused/call continued 88 => /Q85
Refused/call ended 99 => /INT

Q83:

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

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

Q84:

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

How so?

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

Q85:

What is your current marital status?

Married	1	
Widowed	2	=> /Q87
Divorced	3	=> /Q87
Living with a partner	4	
Never married	5	=> /Q87
Refused/call continued	8	=> /Q87
Refused/call ended	9	=> /INT

Q86:

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

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

Q87:

Are you attending school full or part-time?

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

Q88:

What type of school are you attending?

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

Q89:

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

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

Q89A:

What type of education or training?

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

Q90:

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

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

Q91:

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

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

Q92:

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

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

JR17:

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

Q93:

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

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

JR18:

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

Q94:

Interviewer: Select all that apply

Do any of the following apply to your situation?

I NEED CARE WHEN MY CHILD IS SICK SO I CAN WORK	1	
I CAN'T WORK NIGHT OR WEEKENDS BECAUSE I CAN'T GET CHILD CARE	2	
I CAN'T FIND CARE AT ALL FOR ONE OR MORE OF MY CHILDREN	3	
I CAN'T FIND CARE FOR MY INFANT OR TODDLER	4	
I NEED BETTER QUALITY CARE THAN I AM GETTING NOW	5	
I CAN'T EARN ENOUGH TO GET CHILD CARE	6	
Don't Know	77	
Refused continued	88	
Refused ended	99	=/INT

JR19:

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

Q95:

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

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

Q96:

Please stop me when I read your hourly pay rate.

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

Q97:

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

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

Q97A:

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

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

Q98:

Does any of your own income come from tips or commissions?

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

Q99:

About what percentage would you say?

\$E 0 999

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

JR22:

=> GBYE

else => Q100

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

Q100:

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

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

Q101:

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

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

Q102:

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

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

Data Breakdown for the Hughes, Lincoln, Pottawatomie, Okfuskee, and Seminole Counties Labor Force Study

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

Percent

Job that pays \$10 per hour

Of those with a response...

Very Unattractive	34.4	21.8	18.5	41.9	62.8	31.1	22.8	2.0
Unattractive	14.4	12.8	7.6	16.6	14.1	17.4	11.8	4.1
Neither Unattractive Nor Attractive	13.4	15.4	23.9	10.3	6.4	18.6	12.5	8.2
Attractive	13.6	16.7	9.8	13.4	9.0	11.8	18.4	18.4
Very Attractive	19.7	32.1	37.0	12.6	5.1	18.6	28.7	61.2
Depends on the type of work	1.0	1.3	1.1	0.8	0.0	1.2	1.5	0.0
Doesn't want to work	2.4	0.0	0.0	3.6	1.3	1.2	2.2	4.1
Other	1.0	0.0	2.2	0.8	1.3	0.0	2.2	0.0

Job that pays \$12 per hour

Of those with a response...

Very Unattractive	49.1	37.1	40.0	53.7	62.7	49.3	31.3	0.0
Unattractive	20.7	28.6	11.4	20.7	17.6	23.9	18.8	20.0
Neither Unattractive Nor Attractive	10.7	14.3	14.3	9.1	9.8	5.6	20.8	60.0
Attractive	15.4	14.3	28.6	13.2	9.8	16.9	20.8	20.0
Very Attractive	1.8	0.0	0.0	1.7	0.0	1.4	4.2	0.0
Depends on the type of work	2.4	5.7	5.7	1.7	0.0	2.8	4.2	0.0

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

Percent

Job that pays \$14 per hour

Of those with a response...

Very Unattractive	44.5	32.1	39.1	47.1	60.9	42.9	23.5	0.0
Unattractive	21.9	25.0	21.7	22.5	13.0	30.4	20.6	0.0
Neither Unattractive Nor Attractive	16.8	17.9	21.7	14.7	13.0	14.3	26.5	25.0
Attractive	13.9	21.4	13.0	12.7	10.9	8.9	26.5	0.0
Very Attractive	1.5	3.6	4.3	1.0	0.0	1.8	2.9	75.0
Other	1.5	0.0	0.0	2.0	2.2	1.8	0.0	0.0

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

Job is Desirable

(Attractive + Very Attractive)

	Percent							
\$10 per hour	33.3	48.8	46.8	26.0	14.1	30.4	47.1	79.6
\$12 per hour	17.2	14.3	28.6	14.9	9.8	18.3	25.0	20.0
\$14 per hour	15.4	25.0	17.3	13.7	10.9	10.7	29.4	75.0
	Number of Persons							
\$10 per hour	23,470	6,933	7,944	12,137	1,982	8,998	11,850	7,049
\$12 per hour	31,556	7,973	10,527	17,284	3,166	12,768	15,177	7,410
\$14 per hour	37,550	9,532	11,642	21,311	4,353	14,569	18,112	8,495

Job is Not Desirable

(Unattractive + Very Unattractive)

	Percent							
\$10 per hour	48.8	34.6	26.1	58.2	76.9	48.5	34.6	6.1
\$12 per hour	69.8	65.7	51.4	74.4	80.3	73.2	50.1	20.0
\$14 per hour	66.4	57.1	60.8	69.6	73.9	73.3	44.1	0.0
	Number of Persons							
\$10 per hour	34,395	4,916	4,430	27,168	10,811	14,355	8,705	540
\$12 per hour	32,814	4,779	4,641	25,700	9,698	15,079	6,668	361
\$14 per hour	25,846	3,560	3,920	20,460	8,050	12,336	4,402	0

Table 3: Characteristics of the Workforce	Persons who are working						
	Total	Under- employed	Job Shifters	Job Keepers	Highest education level		
					At Least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma
	Percent						
Workforce Status							
Permanent job	87.1	85.7	85.7	88.5	89.6	89.4	83.1
Temporary job	10.5	11.7	12.1	9.1	7.8	8.8	13.2
Want full-time with one employer	29.7	66.7	47.6	20.0	31.3	22.6	34.6
Has taken action in the last three months to find a new job	24.1	51.9	100.0	0.0	22.4	23.1	25.7
Of those looking for a new job, primary reason for looking:							
Better pay	56.5	78.0	56.5	0.0	47.1	51.4	62.9
Better benefits	9.8	2.4	9.8	0.0	17.6	2.7	14.3
Want to work closer to home	6.5	2.4	6.5	0.0	11.8	8.1	2.9
Family responsibilities	2.2	4.9	2.2	0.0	0.0	0.0	5.7
Change in career	5.4	2.4	5.4	0.0	11.8	2.7	5.7
Other	19.6	9.8	19.6	0.0	11.8	35.1	8.6
Average number of jobs held in working lifetime (number)	2.04	2.46	2.60	1.73	1.85	2.06	2.22
Benefits of Current Job							
Paid vacation	61.0	59.7	55.4	63.8	60.5	63.1	60.3
Health insurance	46.9	31.0	40.4	54.0	52.3	44.3	48.8
Part of health insurance paid by employer	17.6	18.3	19.1	16.7	24.6	17.9	13.0
Education and training benefits	44.5	29.6	30.3	53.7	62.5	43.3	35.8
Retirement plan	62.1	62.0	59.1	65.7	81.5	60.3	56.1
Current job offers advancement potential	64.2	64.8	71.9	62.0	68.8	70.9	53.2

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

Percent

Pay increase needed to change jobs							
Less than 5% increase	5.7	11.5	14.3	3.2	3.9	3.8	9.5
Between 5% and 10% increase	16.7	15.4	27.5	13.4	21.1	8.2	23.4
Between 10% and 15% increase	21.4	32.1	27.5	19.0	15.8	32.7	13.1
Between 15% and 20% increase	15.1	15.4	13.2	16.2	11.8	12.6	19.7
More than 20% increase	17.8	17.9	8.8	18.6	21.1	21.4	10.9
Not interested at any increase	19.3	3.8	6.6	25.7	21.1	17.0	21.2
Ten percent or less	22.4	26.9	41.8	16.6	25.0	12.0	32.9
Fifteen percent or less	27.1	59.0	69.3	35.6	40.8	44.7	46.0
Sector of Employment							
Government	20.7	15.4	15.2	24.2	32.5	20.0	15.4
Private for profit company	48.7	60.3	58.7	42.1	35.1	45.6	58.8
Non-profit org. (Incl. tax exempt & charitable orgs.)	4.5	1.3	2.2	6.0	6.5	5.0	2.9
Self-employed	17.8	5.1	10.9	21.4	19.5	20.0	13.2
Working in family business	1.3	3.8	1.1	0.8	0.0	1.3	2.2
Other	1.8	2.6	1.1	2.0	2.6	1.9	2.2

Table 3: Characteristics of the Workforce	Persons who are working						
	Total	Under- employed	Job Shifters	Job Keepers	Highest education level		
					At Least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma
Percent							
Government Employment							
Federal	35.4	16.7	7.7	41.0	20.0	28.1	60.9
State	46.8	50.0	53.8	45.9	60.0	50.0	26.1
Local	13.9	33.3	38.5	8.2	12.0	21.9	4.3
Private Industry Sector							
Agricultural	5.9	4.5	2.6	6.8	3.8	7.0	4.3
Mining	1.0	1.5	0.0	1.6	0.0	2.3	0.0
Construction	11.2	10.4	9.1	12.5	11.3	9.4	12.8
Manufacturing	10.2	17.9	11.7	7.8	1.9	12.5	11.1
Transportation, Communications or Public Utility	5.0	7.5	0.0	5.2	3.8	4.7	6.8
Wholesale or retail trade	14.5	19.4	24.7	12.0	5.7	14.8	17.9
Restaurants	2.0	1.5	2.6	1.6	0.0	0.8	3.4
Legal	1.7	3.0	3.9	1.0	5.7	1.6	0.9
Health Services	12.2	13.4	10.4	12.0	20.8	12.5	6.8
Educational Services	3.0	1.5	2.6	3.1	11.3	0.8	1.7
Business Services	3.6	0.0	9.1	2.1	3.8	7.0	0.0
Engineering Services	5.6	3.0	0.0	7.8	1.9	3.9	9.4
Personal Services	5.6	6.0	7.8	5.2	5.7	3.1	9.4
Finance, Insurance, Real Estate	6.3	6.0	7.8	5.7	5.7	9.4	3.4
Other	11.6	4.5	7.8	14.6	18.9	8.6	12.0

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

Percent

Distance traveled to place of employment							
0 - 5 miles	36.6	41.6	43.5	34.6	42.1	39.4	29.4
6 - 10 miles	11.8	13.0	8.7	11.8	15.8	11.3	11.0
11- 20 miles	13.4	11.7	13.0	12.6	7.9	17.5	12.5
21- 30 miles	10.7	11.7	6.5	12.2	6.6	11.9	12.5
31- 50 miles	15.2	13.0	21.7	13.8	13.2	10.0	21.3
More than 50 miles	4.5	1.3	1.1	5.9	6.6	4.4	2.9
Work at home	5.8	3.9	3.3	7.1	5.3	5.6	5.9
10 miles or less	48.4	54.6	52.2	46.4	57.9	50.7	40.4
11 miles or more	61.8	66.3	65.2	59.0	65.8	68.2	52.9
21 miles or more	30.4	29.9	29.3	31.9	26.4	26.3	36.7
Willingness to commute							
0 - 5 miles	8.4	6.4	4.4	9.9	5.2	7.5	11.7
6 - 10 miles	6.0	1.3	2.2	7.9	5.2	6.9	5.8
11- 20 miles	13.1	12.8	19.8	11.9	9.1	18.1	10.2
21- 30 miles	24.9	32.1	31.9	20.2	24.7	28.1	20.4
31- 50 miles	29.4	35.9	26.4	30.4	27.3	30.0	30.7
More than 50 miles	13.6	11.5	15.4	13.0	23.4	6.3	16.1
Don't know	4.5	0.0	0.0	6.7	5.2	3.1	5.1
11 miles or more	81.0	92.3	93.5	75.5	84.5	82.5	77.4
21 miles or more	67.9	79.5	73.7	63.6	75.4	64.4	67.2
31 miles or more	43.0	47.4	41.8	43.4	50.7	36.3	46.8

Table 4: Transportation and Commuting	Persons who are working						
	Total	Under- employed	Job Shifters	Job Keepers	Highest education level		
					At Least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma
Percent							
Transportation reliable enough to commute	93.5	100.0	94.0	92.2	93.7	96.4	89.8
Not willing to commute 20 miles or more							
Family obligations	17.0	12.5	16.0	17.6	43.8	11.5	13.2
Unreliable transportation	0.9	0.0	0.0	1.4	0.0	0.0	2.6
Don't wish to drive that much	14.2	6.3	4.0	17.6	12.5	15.4	15.8
Gas prices	57.5	68.8	64.0	54.1	31.3	63.5	57.9
Takes too much time	3.8	12.5	8.0	2.7	12.5	3.8	0.0
Other	6.6	0.0	8.0	6.8	0.0	5.8	10.5

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

Percent

Utilization of Education and Skills								
Feel underutilized	34.3	100.0	52.7	17.8	32.5	35.0	36.0	
<i>Of those who feel underutilized ...</i>								
Prev. job required more skill/edu.	22.0	33.8	30.6	6.7	16.0	17.9	28.6	
Have had add. job training/edu.	9.1	14.3	4.1	2.2	24.0	5.4	6.1	
Train/edu. not required in current job	40.2	51.9	46.9	26.7	40.0	48.2	32.7	
Earned more \$ in a previous job	2.3	0.0	4.1	2.2	8.0	0.0	2.0	
Skill/edu. better used in previous job	66.4	66.2	63.3	73.3	76.0	66.1	62.0	
Would change jobs to better use skill	80.2	100.0	100.0	43.5	72.0	76.8	91.8	
Underemployed	20.2	100.0	43.5	0.0	19.5	20.6	22.1	
Level of education								
Less than high school	2.4	0.0	3.3	2.4	0.0	0.0	0.0	20.6
High school	35.6	39.0	38.0	33.9	0.0	0.0	100.0	29.4
Some college	32.5	36.4	32.6	31.1	0.0	77.5	0.0	20.6
Associate degree	9.4	5.2	7.6	11.0	0.0	22.5	0.0	23.5
Bachelor's of Science degree	10.2	11.7	8.7	10.6	51.3	0.0	0.0	5.9
Bachelor's of Arts degree	4.7	1.3	4.3	5.5	23.7	0.0	0.0	0.0
Postgraduate degree	5.0	6.5	5.4	5.1	25.0	0.0	0.0	0.0
High School or less	38.0	39.0	41.3	36.3	0.0	0.0	100.0	50.0
A.A. or less	79.9	80.6	81.5	78.4	0.0	100.0	0.0	94.1
At least Bachelor's degree	19.9	19.5	18.4	21.2	100.0	0.0	0.0	5.9

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

Percent

Technical Training								
Vocational training, apprentice training or special professional training	43.2	36.4	37.0	44.3	6.6	48.8	58.1	22.9
Computer Skills (among those with skills not used in present employment)								
Workers with computer skills (percent)	23.8	24.7	31.9	22.8	30.3	27.5	17.6	0.0
Workers with computer skills (number)	16,774	3,509	5,415	10,643	4,260	8,139	4,428	0
Strongest Computer Skill								
Word processing (MS-Word)	41.3	55.0	55.2	36.7	40.0	48.9	26.9	
Spreadsheet analysis (Excel, Lotus)	23.9	10.0	27.6	20.0	20.0	17.8	34.6	
Bookkeeping (Quicken)	3.3	5.0	0.0	3.3	4.0	4.4	0.0	
Computer assisted design (CAD)	1.1	5.0	0.0	1.7	4.0	0.0	3.8	
Web site development	3.3	0.0	0.0	5.0	8.0	2.2	0.0	
Work on machines, troubleshooting	7.6	0.0	0.0	11.7	8.0	11.1	0.0	
Maintains a computer network	2.2	0.0	0.0	3.3	0.0	2.2	3.8	
Computer programming (C, SAS, SPSS)	6.5	20.0	10.3	5.0	4.0	4.4	15.4	
Other computer skill	7.6	5.0	6.9	8.3	4.0	8.9	11.5	
Don't know	3.3	0.0	0.0	5.0	8.0	0.0	3.8	
Student Status								
Full-time student	5.8	7.7	5.4	5.9	1.3	9.4	5.1	12.2
Part-time student	8.6	11.5	13.0	5.1	5.2	16.9	0.7	2.0
Not a student	85.6	80.8	81.5	88.9	93.5	73.8	94.2	85.7

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

Number of responses (weighted values)	608	293	315	77	92	253	76	160	136	48
Estimated persons 18 years old or older	112,179	54,060	58,119	14,207	16,974	46,680	14,059	29,598	25,159	8,856

Percent

Gender										
Males	48.2	100.0	0.0	55.8	45.1	56.1	54.5	50.0	57.4	33.3
Females	51.8	0.0	100.0	44.2	54.9	43.9	45.5	50.0	42.6	66.7

Marital Status										
Married	60.5	60.3	60.8	56.4	60.4	67.3	79.2	66.9	50.7	56.3
Widowed	7.2	3.8	10.4	1.3	0.0	3.1	1.3	1.9	2.2	4.2
Divorced	10.0	9.2	10.8	12.8	8.8	7.1	3.9	10.0	8.0	10.4
Living with a partner	1.6	2.7	0.6	0.0	0.0	3.1	1.3	1.9	2.9	2.1
Never married	19.9	23.6	16.5	29.5	30.8	18.5	13.0	18.8	36.2	20.8

Age Category										
18-24	15.9	15.7	16.1	32.1	37.4	11.1	3.9	21.4	25.0	18.8
25-44	35.3	35.5	35.1	50.0	50.5	43.5	51.3	49.7	40.4	41.7
45-64	29.7	29.7	29.7	16.7	12.1	36.8	39.5	24.5	29.4	29.2
65 or older	19.0	19.1	19.0	1.3	0.0	8.7	5.3	4.4	5.1	10.4