



Edmond Area Labor Force Study

April, 2005

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Done in cooperation with the
Oklahoma Employment Security Commission

Executive Summary of the Edmond, Oklahoma Labor Force Study

In Edmond 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 16,604 members of the adult population are not currently working.

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 2.8% of the population within Edmond are currently unemployed.

Roughly 18% of workers in the labor market area have looked for other work in the past three months. The workers are known as Job Shifters. The reasons why the Job Shifters were looking for work were varied but the primary reason for 42.1% of people was in order to get higher pay and/or better benefits. Another 10.5% wanted a change in career and 6.6% wanted to work closer to home.

The data from this study estimates that 11.8% of all adult workers are currently underemployed. To be classified as Underemployed a worker must:

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

Job Keepers are those individuals who have not been identified as being underemployed and have not looked for work within the past three months. This group makes up 75.4% of all workers.

The last category of potential workers, Job Seekers, contains those who are not currently employed but want to work. Six point two percent of all adults in Edmond are represented by this category.

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

To understand how much the Edmond population shifts in a five year period, respondents were asked if they have lived at the same residence for the last five years. Over half (52.2%) had not moved and an additional 28.7% remained in the same county.

Of all workers, 77.7% have full-time positions, and another 22.3% have part-time jobs. Of those workers with part time jobs 23.7% would like to have a full-time position with just one employer.

Although Job Keepers by definition are those workers who are not interested in changing jobs, almost 6,000 still find at a job of \$14 per hour plus benefits to be either “attractive” or “very attractive”.

Of the Underemployed, 48.0% indicated that they would be willing to change jobs for an increase in pay of 15% or less. Around 58% of Job Shifters were likely to change jobs for a 15% increase or less and about 37% of Job Keepers said they would change jobs for a pay increase of 15% or less. Only 23.2% of Job Keepers claimed to not be interested in changing jobs at all.

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

Almost half (46.9%) of workers in Edmond work in the city itself, and another 44.8% work in Oklahoma City.

Around 14% of workers living in Edmond already commute at least 21 miles to work and an additional 27.0% commute 11-20 miles.

Almost half of all workers indicate a willingness to commute distances of 21 miles or more to their current job and only 15.3% said that they would not commute more than 10 miles to work.

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

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

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

May 10, 2005

Introduction

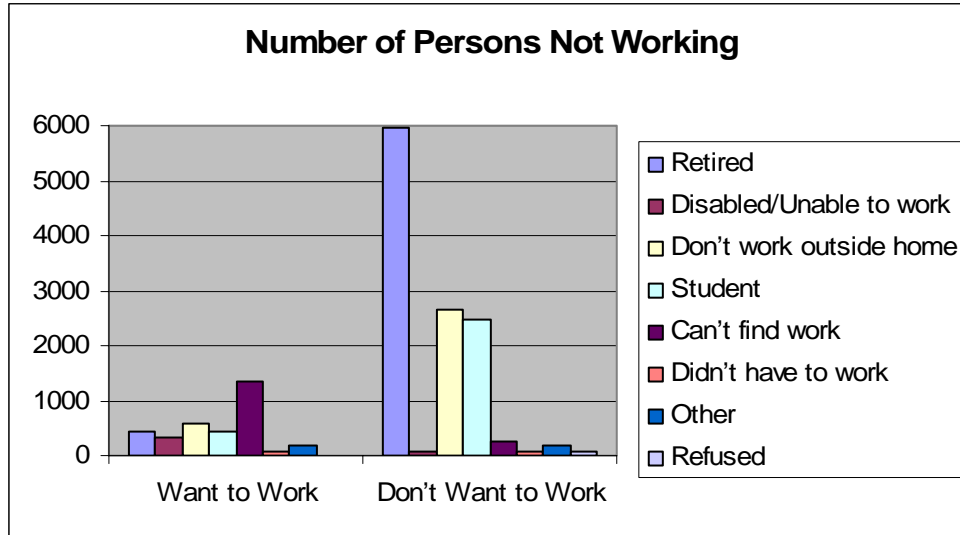
This report is a labor force study of the Edmond labor force which examines the availability of labor in Edmond, Oklahoma.

Approximately 35,337 of the 51,941 adults who live in Edmond are employed, which is equal to 68% of the population who is 18 years of age or older.

In Edmond 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 16,604 members of the adult population are not currently working. Of this group, the majority, 78.2%, indicate that they are not interested in working outside the home (see Table 1 below).

Table 1: Number of Persons Not Working

<u>Reason for Not Working</u>	<u>Want to Work</u>	<u>Don't Want to Work</u>	<u>Total</u>
Retired	426	5,960	6,386
Disabled/Unable to work	341	85	426
Don't work outside home	596	2,640	3,236
Student	426	2,469	2,895
Can't find work	1,362	255	1,617
Didn't have to work	85	85	170
Other	170	170	340
Refused	0	85	85
Total	3,406	11,749	15,155



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 2.8% of the population within Edmond are currently unemployed.

Availability of Labor

This study has identified 8,685 workers who are currently available for *other* work. The categories of Job Shifters and the Underemployed (described below) are included in this estimate. Some workers are job shifters and underemployed, so the total number of workers in both categories is somewhat less than their sum. Additionally, there are those adults who are not working but want to work (Job Seekers), and those workers who are not underemployed and have not looked for work in the past three months (Job Keepers), which can be included in the pool of potential workers. These two groups total another 29,888 potential workers for a grand total of 38,573 adults in the labor force.

Job Shifters

Roughly 18% (or 6,471 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 46.5%, were active

(such as contacting an employer or filling out applications) but the majority, 53.5%, were passive (such as looking at ads or browsing the internet).

The reasons why the Job Shifters were looking for work were varied but the primary reason for 42.1% of people was in order to get higher pay and/or better benefits. Another 10.5% wanted a change in career and 6.6% wanted to work closer to home.

Underemployed

The data from this study estimates that 11.8%, or 4,172, of all adult workers are currently underemployed. To be classified as Underemployed a worker must:

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

Job Keepers

Job Keepers are those individuals who have not been identified as being underemployed and have not looked for work within the past three months. This group makes up 75.4% of all workers or 26,652 people.

Job Seekers

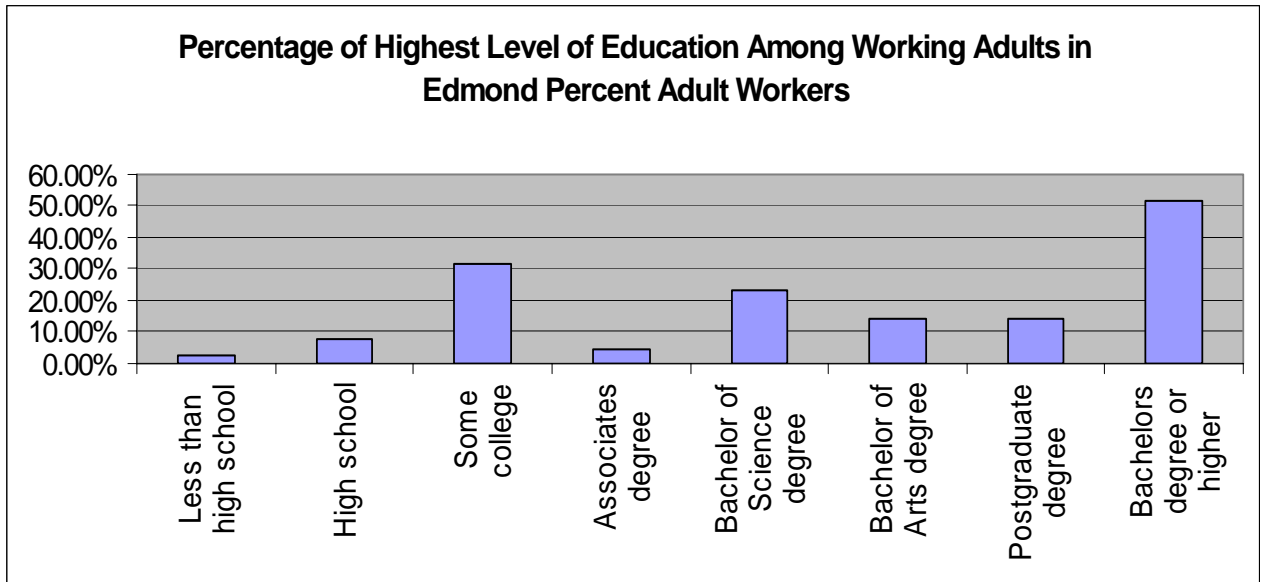
This last category of potential workers contains those who are not currently employed but want to work. Six point two percent of all adults in Edmond are represented by this category which is equivalent to 3,236 people.

Education

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

Table 2: Highest Level of Education Among Working Adults in Edmond

<u>Level of Education</u>	<u>Percent Adult Workers</u>
Less than high school	2.9%
High school	7.7%
Some college	31.7%
Associates degree	4.8%
Bachelor of Science degree	23.1%
Bachelor of Arts degree	14.4%
Postgraduate degree	14.4%
Bachelors degree or higher	51.9%

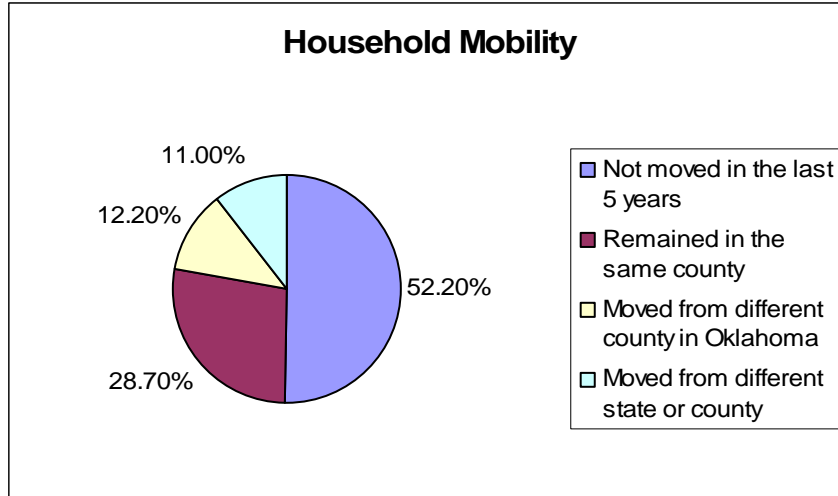


Household Mobility

To understand how much the Edmond population shifts in a five year period, respondents were asked if they have lived at the same residence for the last five years. Over half (52.2%) had not moved and an additional 28.7% remained in the same county. Twelve

point two percent had moved from a different county in Oklahoma but only an additional 11.0% had moved from a different state or country.

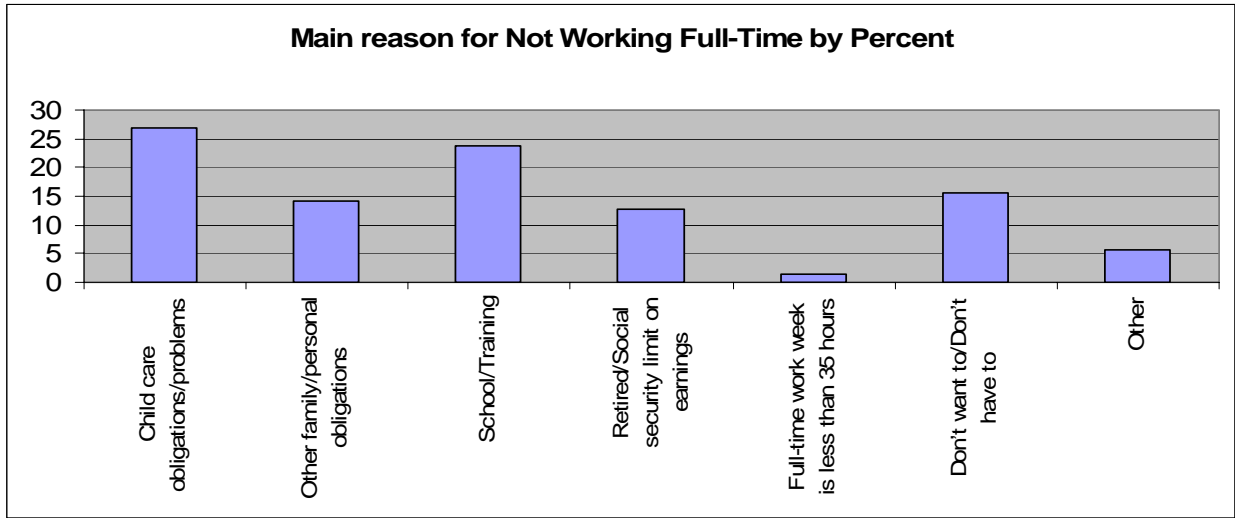
Of the Job Shifters, 22.4% did not live in the same county five year ago whereas only 36.7% of the Underemployed had not lived in the same county and 18.2% of Job Keepers.



Type of Employment

Of all workers, 77.7% (or about 27,457 people) have full-time positions, and another 22.3% (or about 7,880 people) have part-time jobs. Of those workers with part time jobs 23.7% would like to have a full-time position with just one employer. Part-time workers listed several reasons for why they wanted to work part-time instead of full-time and these are described below in Table 3.

Table 3: Frequency Distribution		
What is the main reason you do not want to work full-time?		
	Frequency	Percent
Child care obligations/problems	19	26.8
Other family/personal obligations	10	14.1
School/Training	17	23.9
Retired/Social security limit on earnings	9	12.7
Full-time work week is less than 35 hours	1	1.4
Don't want to/Don't have to	11	15.5
Other	4	5.6
Total	71	100.0



Characteristics of Workers

Wage Rates

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

Although Job Keepers by definition are those workers who are not interested in changing jobs, almost 6,000 still find a job of \$14 per hour plus benefits to be either “attractive” or “very attractive”.

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

	All Workers	Underemployed	Job Shifters	Job Keepers	Job Seekers
\$10 per hour	5,960	1,277	2,214	3,151	1,788
\$12 per hour	7,833	1,477	2,640	4,513	2,214
\$14 per hour	9,621	1,732	2,981	5,790	2,214

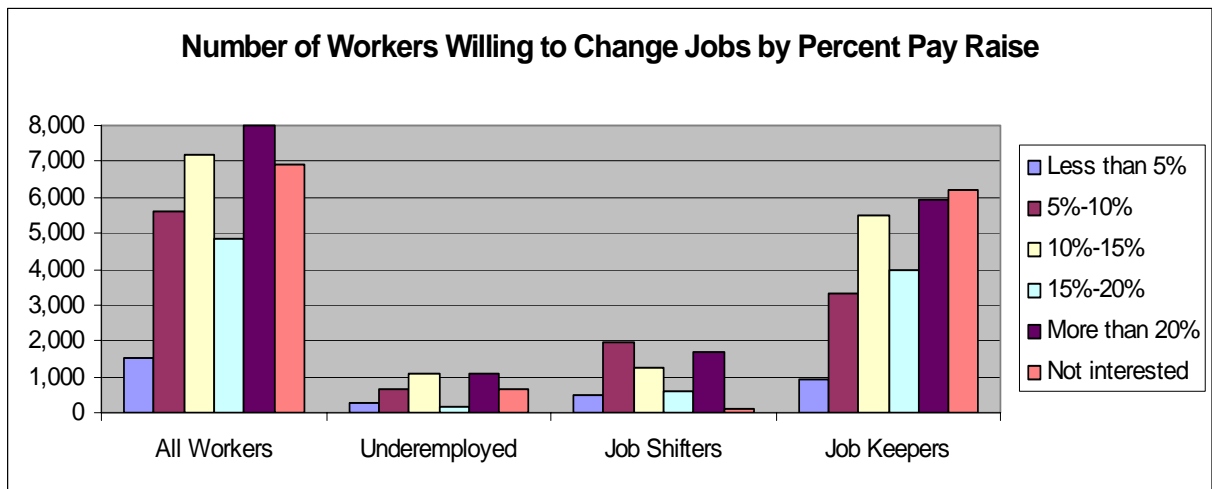


Willingness to Change Jobs

As shown in Table 5, of the Underemployed, 2,003 workers (48.0%) indicated that they would be willing to change jobs for an increase in pay of 15% or less. Around 3,747 (57.9%) 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 36.6% (or 9,755 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 23.2% of Job Keepers claimed to not be interested in changing jobs at all.

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

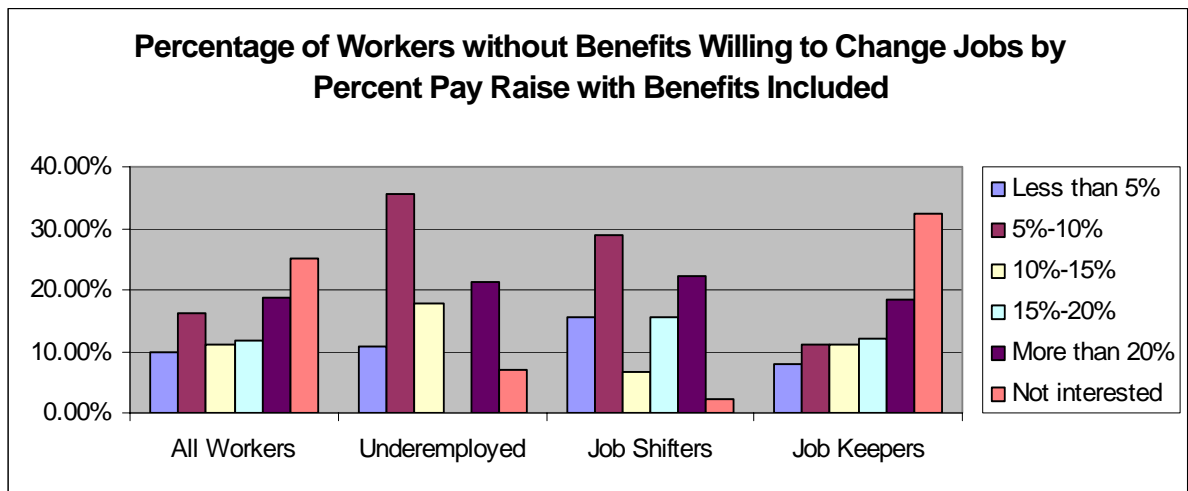
<u>Desired raise in pay</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
Less than 5%	1,519	250	511	933
5%-10%	5,619	668	1,961	3,305
10%-15%	7,209	1,085	1,275	5,517
15%-20%	4,841	167	595	3,998
More than 20%	7,986	1,085	1,702	5,943
Not interested	6,891	668	84	6,183



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

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

<u>Desired raise in pay</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
Less than 5%	9.8%	10.7%	15.6%	7.9%
5%-10%	16.1%	35.7%	28.9%	11.0%
10%-15%	11.2%	17.9%	6.7%	11.0%
15%-20%	11.6%	0.0%	15.6%	12.2%
More than 20%	18.8%	21.4%	22.2%	18.3%
Not interested	25.0%	7.1%	2.2%	32.3%



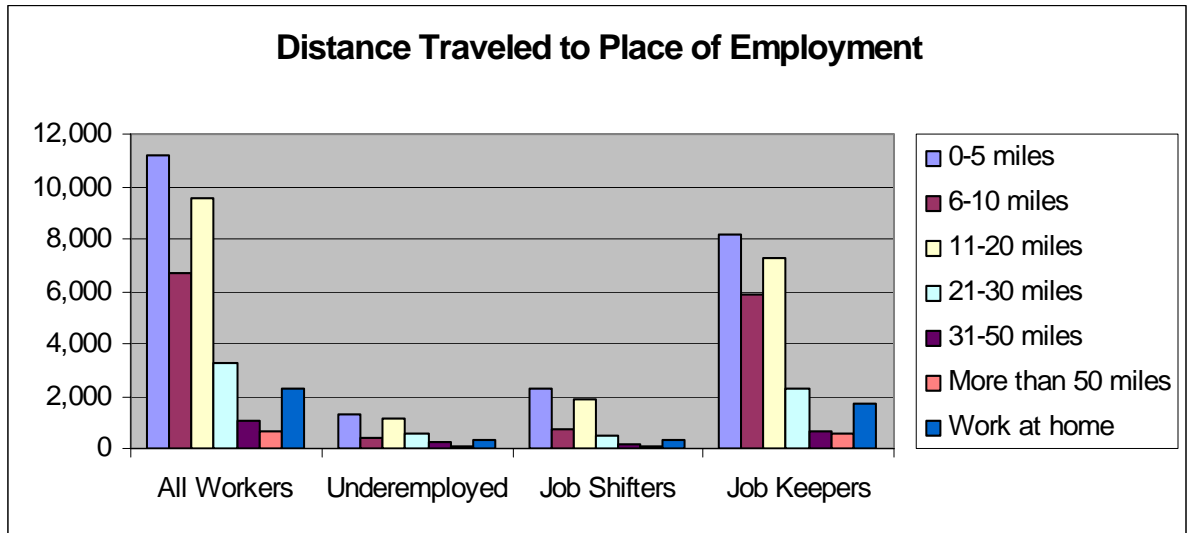
Commuting Patterns

Almost half (46.9%) of workers in Edmond work in the city itself, and another 44.8% work in Oklahoma City.

Almost 5,017 workers (or 14.2%) living in Edmond already commute at least 21 miles to work and an additional 27.0% commute 11-20 miles as shown in Table 7 below.

Table 7: Distance Traveled to Place of Employment

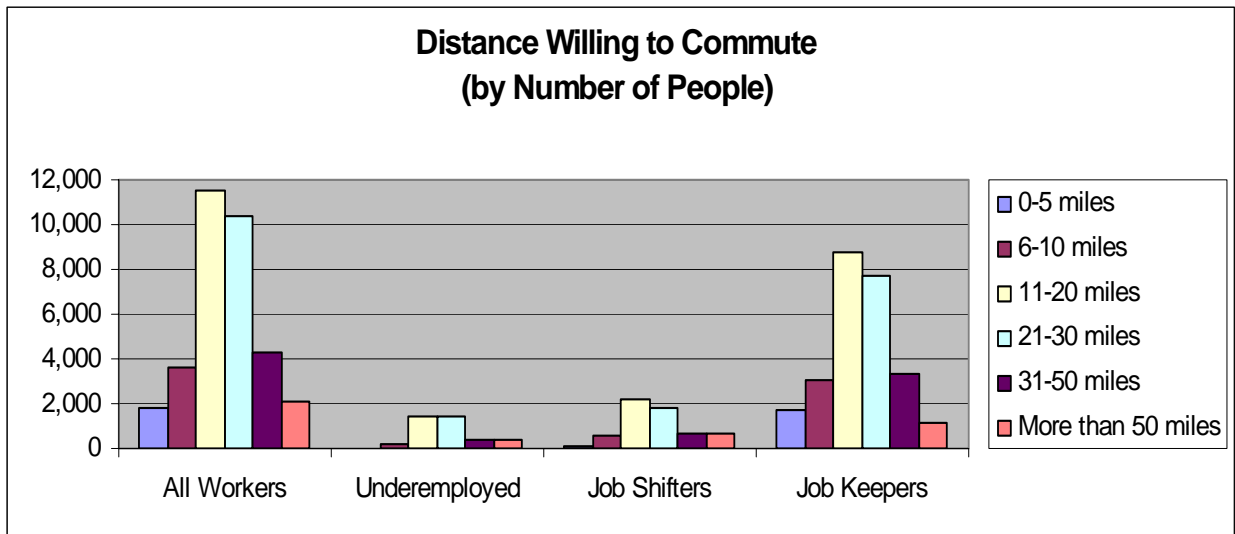
<u>Distance Traveled</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
0-5 miles	11,166	1,335	2,271	8,156
6-10 miles	6,714	417	757	5,863
11-20 miles	9,541	1,168	1,851	7,303
21-30 miles	3,251	584	505	2,292
31-50 miles	1,095	250	168	666
More than 50 miles	671	83	84	586
Work at home	2,297	334	336	1,706



Almost half of all workers (47.7%) indicate a willingness to commute distances of 21 miles or more to their current job and only 15.3% said that they would not commute more than 10 miles to work.

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

<u>Distance</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
0-5 miles	1,767	0	84	1,679
6-10 miles	3,640	171	589	3,038
11-20 miles	11,520	1,448	2,187	8,715
21-30 miles	10,424	1,448	1,851	7,702
31-50 miles	4,311	342	673	3,305
More than 50 miles	2,120	342	673	1,173



Conclusions

8,685 residents of Edmond are either Underemployed or Job Shifters and are readily available to change jobs.

Another 3,236 people are currently unemployed and seeking work.

Among working adults a very high percentage (51.9%) have completed at least a Bachelor's degree and an additional 36.5% have had some college or an Associate's degree.

A total of 7,833 current workers expressed a willingness to work for at least \$12 per hour and another 1,788 current workers would work for at least \$14 per hour.

A total of 7,209 current workers are currently willing to change jobs for a pay raise of 15% or less.

5,017 current workers are willing to commute 21 miles or more to work.

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

Data Collected March 28 – April 26, 2005

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

Report prepared by

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

May 10, 2005

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METHODOLOGICAL REPORT

Purpose

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

Support Materials and Questionnaire

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

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

Interviewer Training

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

Interviewing

The interviewer training and fieldwork was conducted between March 28, 2005 and April 26, 2005. Weekday interviewing generally started at 5:00 p.m. and ended at 9:00 p.m. Saturday shifts lasted from 10:00 a.m. to 5:00 p.m. and Sunday shifts went from 2:00 p.m. until 6:00 p.m.

Incentives and Bonus Pay

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

A. Incentives per completion

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

B. Incentives per refusal conversion

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

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

Sampling

The study used a random telephone sample of residents living in the Edmond area, using the zip codes of 73034, 73013 and 73003 from which to draw telephone numbers. This sample was purchased from Survey Sampling, Inc. and was screened of many non-residential numbers (such as businesses and non-working telephone numbers) by Survey Sampling, Inc. in order to reduce the amount of time spent on this task by the interviewers.

Callbacks

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

Disposition of the Sampling Pool

604 complete interviews were obtained among residents of the selected counties along with an additional 6 partially completed interviews. Partially completed interviews are those that were cut off before the end of the interview, for various reasons, but we were still able to obtain responses to a portion of the substantive questions. For the population of interest, the 604 interviews represent a margin of error of +/- 4.0% at a 95% confidence level. If the partially completed interviews are included in this tally, the margin of error decreases to +/-3.97% 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, 3,750 numbers were released (dialed) from the sampling pool, and 14,244 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 1,112 known eligible households as the comparison, the 610 fully and partially completed interviews represent a **54.9% response rate**.

Refusal Conversions

Refusal conversion efforts began on April 4, 2005, and were managed systematically by the interviewing software and the interviewer supervisors. “Hard” refusals, or those numbers in which a member of the household asked us not to call back were not attempted, and at least five days had to elapse between the initial refusal and the beginning of our conversion efforts.

Conversion efforts led to 45 successful refusal conversions, representing 7.5% of the total completed interviews.

Final Outcomes of Sampling Data

Table 1 represents the final dispositions of the sampling frames.

Statistical Weighting of the Data

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

Table 1: Final Disposition of Sampling Pool

		Frequency	Percent
Ineligible:	Non-residential number	292	7.8
	No eligible respondent	72	2.0
	Non-working number	1,269	33.8
	Fax/Modem	252	6.7
	Cellular phone	7	0.2
Sub-total Ineligible:		1,892	50.5
Unknown Eligibility:	No answer	320	8.5
	Caller ID/ privacy manager	25	0.7
	Answering machine	244	6.5
	Phone line busy	77	2.1
	Technical phone problems	80	2.1
	Sub-total Unknown Eligibility:		746
Eligible:	Completed Interview	604	16.1
	Partially Completed Interview	6	0.1
	Individual Refusal	178	4.7
	Household Refusal	265	7.1
	Respondent never available	59	1.6
	Sub-total Eligible:		1,112
Total Activated:		3,750	100.0

SURVEY FREQUENCY RESULTS
Closed-Ended Data

Table 2: Frequency Distribution
Q1: Let me ask what city or town do you live in?

	Frequency	Percent
Edmond	610	100.0
Total	610	100.0

Table 3: Frequency Distribution
Q2: What is your zip code?

	Frequency	Percent
72002	1	0.2
73000	1	0.2
73003	253	41.5
73004	3	0.5
73006	1	0.2
73010	1	0.2
73013	159	26.1
73016	3	0.5
73031	3	0.5
73032	1	0.2
73033	2	0.3
73034	151	24.8
73042	1	0.2
73043	5	0.8
73071	1	0.2
73073	1	0.2
73083	2	0.3
73103	2	0.3
73109	1	0.2
73113	5	0.8
73130	5	0.8
73131	1	0.2
73132	3	0.5
Don't know	2	0.3
Refused/call continued	2	0.3
Total	610	100.3

Table 4: Frequency Distribution
Q3: Were you living in this house or apartment five years ago; that is, in March of 2000?

	Frequency	Percent
Yes	292	47.9
No	318	52.1
Total	610	100.0

Table 5: Frequency Distribution
Q3A: Where did you live in March of 2000? Was it ...

	Frequency	Percent
A different residence of the same county	175	55.2
A different county in Oklahoma	74	23.3
A different state	61	19.2
Not in the US	6	1.9
Lived in the same residence	1	0.3
Total	317	99.9

Table 6: Frequency Distribution
Q4: What is your age?

	Frequency	Percent
18-24	95	15.6
25-44	249	40.8
45-64	192	31.5
65 and older	74	12.1
Total	610	100.0

Table 7: Frequency Distribution
Q5: Determine gender without asking.

	Frequency	Percent
Male	289	47.4
Female	321	52.6
Total	610	100.0

Table 8: Frequency Distribution

Q6: What race or ethnicity do you consider yourself? Would you say...

White	525	85.9
Black/African American	28	4.6
Native American or American Indian	13	2.1
Hispanic	9	1.5
Asian	18	2.9
Other	12	2.0
Don't know	1	0.2
Refused/call continued	5	0.8
Total	611	100.0

Table 9: Frequency Distribution

Q6A: What tribe do you consider yourself to be?

	Frequency	Percent
Choctaw	2	14.3
Chickasaw	1	7.1
Cherokee	6	42.9
Other	5	35.7
Total	14	100.0

Table 10: Frequency Distribution

Q7: Are you in the military?

	Frequency	Percent
Yes	19	3.1
No	591	96.9
Total	610	100.0

Table 11: 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	256	42.0
Unattractive	72	11.8
Neither unattractive or attractive	83	13.6
Attractive	57	9.3
Very attractive	56	9.2

Depends on the type of work	4	0.7
Doesn't want to work	22	3.6
Retired	49	8.0
Doesn't have to work	1	0.2
Military	1	0.2
Unable to work	2	0.3
Unable to work, disabled	1	0.2
Don't know	6	1.0
Total	610	100.1

Table 12: Frequency Distribution
Q8A: Why do you say so?

	Frequency	Percent
Pay is not enough	323	77.8
Doesn't want to work (retired, etc.)	24	5.8
Can't work due to family responsibilities	7	1.7
Committed to military career	1	0.2
Depends what it is	4	1.0
Disabled	1	0.2
Doesn't need a job	1	0.2
Don't think that type of work would limit what I would want to do in life after retirement	1	0.2
Good job opportunity	3	0.7
Happy with current job	20	4.8
Health reasons	1	0.2
Home office	1	0.2
Not looking for a job now	1	0.2
Self-employed	6	1.4
Student	12	2.9
Don't know	9	2.2
Total	415	99.7

Table 13: Frequency Distribution

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

	Frequency	Percent
Very unattractive	152	55.3
Unattractive	52	19.0
Neither unattractive or attractive	35	12.7
Attractive	33	12.0
Very attractive	1	0.4
Depends on the type of work	1	0.4
Don't know	1	0.4
Total	275	100.2

Table 14: Frequency Distribution

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

	Frequency	Percent
Very unattractive	128	53.8
Unattractive	46	19.3
Neither unattractive or attractive	38	16.0
Attractive	21	8.8
Very attractive	4	1.7
Don't know	1	0.4
Total	238	100.0

Table 15: Frequency Distribution

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

	Frequency	Percent
Yes	140	23.0
No	469	77.0
Total	609	100.0

Table 16: Frequency Distribution
Q12: Last week, did you do any work for pay?

	Frequency	Percent
Yes	292	62.1
No	178	37.9
Total	470	100.0

Table 17: 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	76.1
No	34	23.9
Total	142	100.0

Table 18: Frequency Distribution
Q14: Last week, did you do any unpaid work in the family business or farm?

	Frequency	Percent
Yes	13	35.1
No	24	64.9
Total	37	100.0

Table 19: Frequency Distribution
Q15: Did you receive any payments or profits from the business?

	Frequency	Percent
Yes	3	21.4
No	10	71.4
Don't know	1	7.1
Total	14	99.9

Table 20: Frequency Distribution
Q16: Do you work in the same county that you live in?

	Frequency	Percent
Yes	370	89.6
No	41	10.0
Don't know	2	0.5
Total	413	100.1

**Table 21: Frequency Distribution
 Q17: In which county do you work?**

	Frequency	Percent
Canadian	1	2.3
Cleveland	2	4.7
Lincoln	1	2.3
Logan	3	7.0
Multiple counties	9	20.9
Oklahoma	22	51.2
Pottawatomie	1	2.3
Sequoyah	1	2.3
Stevens	1	2.3
Tulsa	1	2.3
Don't know	1	2.3
Total	43	99.9

**Table 22: Frequency Distribution
 Q18: In which city or town do you work?**

	Frequency	Percent
All cities in the metro area	1	0.2
All over the world	1	0.2
Bethany	1	0.2
Chandler	1	0.2
Duncan	1	0.2
Edmond	193	46.8
Gunthrie	1	0.2
Logan	2	0.5
Logan and Oklahoma	1	0.2
Midwest City	9	2.2
Moore	1	0.2
Multiple cities	2	0.5
Norman	1	0.2
Oklahoma City	185	44.9
Roland	1	0.2
Several	1	0.2
Shawnee	1	0.2
Statewide, sometimes out of state	1	0.2
Tinker	3	0.7
Varies	2	0.5
Works in states all around Oklahoma	1	0.2
Yukon	1	0.2
Don't know	1	0.2
Total	412	99.3

Table 23: Frequency Distribution

Q19: Why didn't you work for pay last week? Was it because you are:

	Frequency	Percent
Retired	75	36.6
Disabled	17	8.3
Unable to work	2	1.0
Waiting to start work	6	3.0
Away from work without pay	4	2.0
Don't work outside home	37	18.0
Never worked outside home	2	1.0
Unemployed	19	9.3
Student	34	16.6
On vacation (with pay)	1	0.5
Didn't have to work	2	1.0
Other	5	2.4
Refused/call continued	1	0.5
Total	205	100.2

Table 24: Frequency Distribution

Q19A: What are your transportation needs?

	Frequency	Percent
Open Ended		
Don't know		
Refused/call continued		
Refused/call ended		
Total		

Table 25: Frequency Distribution

Q20: Does your disability prevent you from accepting any kind of work during the next six months?

	Frequency	Percent
Yes	13	76.5
No	4	23.5
Total	17	100.0

Table 26: Frequency Distribution

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

	Frequency	Percent
Yes	1	50.0
No	1	50.0
Total	2	100.0

Table 27: Frequency Distribution

Q22: Do you currently want a job, either full or part time?

	Frequency	Percent
Yes	38	21.6
Maybe	4	2.3
No	134	76.1
Total	176	100.0

Table 28: Frequency Distribution

Q24: Last week, did you have more than one job (or business), including part-time, evening or weekend work?

	Frequency	Percent
Yes	52	12.6
No	361	87.4
Total	413	100.0

Table 29: Frequency Distribution

Q25: How many jobs (or businesses) did you have?

	Frequency	Percent
1	2	3.7
2	46	85.2
3	3	5.6
More than 3	3	5.6
Total	54	100.1

Table 30: Frequency Distribution

Q26: Do you usually work 35 hours or more per week at your job or business?

	Frequency	Percent
Yes	293	77.7
No	84	22.3
Total	377	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	19	5.1
11-15	5	1.3
16-20	25	6.6
21-25	8	2.1
26-30	13	3.5
31-35	15	4.0
36-40	98	26.1
41-45	68	18.1
46-50	67	17.8
51-55	14	3.7
56-60	24	6.4
More than 60	10	2.7
Don't know	10	2.7
Total	376	100.1

Table 32: Frequency Distribution

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

	Frequency	Percent
Yes	40	77.0
No	12	23.1
Total	52	100.1

Table 33: Frequency Distribution

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

	Frequency	Percent
1-10	2	3.8
11-15	1	1.9
16-20	4	7.7
21-25	4	7.7
26-30	2	3.8
31-35	3	5.8
36-40	15	28.9
41-45	9	17.3
46-50	8	15.4
More than 60	2	3.8
Don't know	2	3.8
Total	52	99.9

Table 34: Frequency Distribution

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

	Frequency	Percent
Yes	27	24.1
No	72	64.3
Regular hours are full-time	11	9.8
Don't know	1	0.9
Refused/ call continued	1	0.9
Total	112	100.0

Table 35: Frequency Distribution

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

	Frequency	Percent
Slack work/Business conditions	3	10.7
Could only find part-time work	3	10.7
Child care problems	1	3.6
Other family/Personal obligations	3	10.7
Health/Medical limitations	1	3.6
School/Training	9	32.1
Full-time workweek is less than 35 hours	1	3.6
Hasn't started full-time work yet	3	10.7
It is hard to find work for the mentally disabled and people who are not friends of the employers	1	3.6
Makes more working part-time	1	3.6
Money	1	3.6
The pay is very good	1	3.6
Total	28	100.1

Table 36: Frequency Distribution

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

	Frequency	Percent
Child care obligations/problems	19	26.8
Other family/personal obligations	10	14.1
School/Training	17	23.9
Retired/Social security limit on earnings	9	12.7
Full-time work week is less than 35 hours	1	1.4
Don't want to/Don't have to	11	15.5
Other	4	5.6
Total	71	100.0

Table 37: Frequency Distribution

Q33: Now I have a few questions regarding the fringe benefits associated with your (main) job or business. Does your job have a paid vacation?

	Frequency	Percent
Yes	263	62.5
No	101	24.0
Self-employed	55	13.1
Don't know	2	0.5
Total	421	100.1

Table 38: Frequency Distribution

Q34: Does your job offer health care insurance paid by the employer?

	Frequency	Percent
Yes	222	60.3
Part of health care is paid by the employer	37	10.1
No	104	28.3
Don't know	5	1.4
Total	368	100.1

Table 39: Frequency Distribution
Q35: Does your job offer reimbursement for education and training courses?

	Frequency	Percent
Yes	195	53.1
No	154	42.0
Don't know	18	5.0
Total	367	100.1

Table 40: Frequency Distribution
Q36: Does your job offer a retirement plan?

	Frequency	Percent
Yes	257	70.2
No	106	29.0
Don't know	3	0.8
Total	366	100.0

Table 41: Frequency Distribution
Q37: Does your present job offer advancement potential?

	Frequency	Percent
Yes	260	70.8
No	100	27.2
Don't know	1	0.3
Refused/ call ended	6	1.6
Total	367	99.9

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

	Frequency	Percent
0 - 5 miles	131	31.6
6 – 10 miles	79	19.0
11 – 20 miles	112	27.0
21 – 30 miles	38	9.2
31 – 50 miles	13	3.1
More than 50 miles	8	1.9
Work at home	27	6.5
Don't know	7	1.7
Total	415	100.0

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

	Frequency	Percent
Car, truck, or van	370	95.1
Walk to work	4	1.0
Did not work last week	2	0.5
Plane	1	0.3
 Scooter	1	0.3
Works out of home	8	2.1
Don't know	3	0.8
Total	389	100.1

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

	Frequency	Percent
Own vehicle	351	94.9
Rode with someone else	4	1.2
Company car	14	3.8
Drive someone else's vehicle	1	0.3
Total	370	100.2

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	360	93.5
Somewhat reliable	18	4.7
Not at all reliable	2	0.5
Don't know	5	1.3
Total	385	100.0

Table 46: Frequency Distribution
Q40A: Why do you say that your transportation to work is not at all reliable?

	Frequency	Percent
It keeps breaking down and its lights keep flashing	1	50.0
Too old	1	50.0
Total	2	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
No	5	100.0
Total	5	100.0

Table 48: Frequency Distribution

Q40C: How so?

	Frequency	Percent
Enter response		
Don't know		
Refused/ call continued		
Refused/ call ended		
Total		

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	76	18.3
No	339	81.7
Total	415	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	12	9.4
Contacted public employment agency	2	1.6
Contacted private employment agency	1	0.8
Contacted friends or relative	9	7.1
Contacted school/university employment center	3	2.4
Sent out resumes/filled out applications	17	13.4

Checked union/professional registers	1	0.8
Placed or answered ads	12	9.4
Looked at ads	36	28.3
Attended job training programs/courses	2	1.6
Surfed the internet	32	25.2
Total	127	100.0

Table 51: Frequency Distribution

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

	Frequency	Percent
Better pay	28	36.8
Better benefits	4	5.3
Want to work closer to home	5	6.6
Family responsibilities	1	1.3
Change in career	8	10.5
Other	30	39.5
Total	76	100.0

Table 52: Frequency Distribution

Q42B: How much pay are you looking for per hour?

	Frequency	Percent
\$6 - \$8	1	3.4
\$8.01 - \$10	6	20.7
\$10.01 - \$15	5	17.2
\$15.01 - \$20	5	17.2
\$20.01 - \$25	4	13.8
\$25.01 - \$30	1	3.4
\$30.01 +	3	10.3
Don't know	4	13.8
Total	29	99.8

Table 53: Frequency Distribution

Q43: Assume you receive an offer for a job that you are qualified to perform and that involved similar working conditions, job security and fringe benefits as your current job. What increase in pay would be necessary to attract you to another employer?

	Frequency	Percent
Less than 5% increase	18	4.3
B/w 5% and 10%	66	15.9
B/w 10% and 15%	85	20.4
B/w 15% and 20%	57	13.7
More than 20%	94	22.6
Not interested at any increase	81	19.5
Other	5	1.2
Don't know	9	2.2
Refused/ call continued	1	0.2
Total	416	100.0

Table 54: Frequency Distribution

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

	Frequency	Percent
Less than 5% increase	22	9.8
B/w 5% and 10%	36	16.1
B/w 10% and 15%	25	11.2
B/w 15% and 20%	26	11.6
More than 20%	42	18.8
Not interested at any increase	56	25.0
Don't know	17	7.6
Total	224	100.1

Table 55: Frequency Distribution

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

	Frequency	Percent
0 - 5 miles	21	5.0
6 – 10 miles	43	10.3
11 – 20 miles	136	32.6
21 – 30 miles	123	29.5
31 – 50 miles	51	12.2
More than 50 miles	25	6.0
Don't know	17	4.1
Refused/ call continued	1	0.2
Total	417	99.9

Table 56: Frequency Distribution

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

	Frequency	Percent
Yes	211	97.7
No	1	0.5
Don't know	4	1.9
Total	216	100.1

Table 57: Frequency Distribution

Q44B: Why is that?

	Frequency	Percent
Depends on whether I like the job	1	20.0
Doesn't know how far she would commute	1	20.0
Too old	1	20.0
Don't know	2	40.0
Total	5	100.0

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	38	18.9
Don't wish to drive that much	39	19.4
Gas prices	78	38.8
Takes too much time	34	16.9
Other	12	6.0
Total	201	100.0

Table 59: Frequency Distribution

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

	Frequency	Percent
1	199	47.8
2	131	31.5
3	54	13.0
4	13	3.1

5	1	0.2
6	1	0.2
More than 8	10	2.4
0	6	1.4
Don't know	1	0.2
Total	416	99.8

Table 60: Frequency Distribution

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

	Frequency	Percent
Yes	17	45.9
No	20	54.1
Total	37	100.0

Table 61: 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	4	11.4
Contacted public employment agency	2	5.7
Contacted private employment agency	2	5.7
Contacted friends or relatives	1	2.9
Contacted school/university employment center	1	2.9
Sent out resume/sent out application	10	28.6
Placed or answered ads	2	5.7
Looked at ads	5	14.3
Surfed the internet	8	22.9
Total	35	100.1

Table 62: Frequency Distribution

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

	Frequency	Percent
Yes	14	82.4
No	2	11.8
Don't know	1	5.9
Total	17	100.1

Table 63: 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 64: Frequency Distribution

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

	Frequency	Percent
Administrator	1	2.4
Application support analyst	1	2.4
Babysitter	1	2.4
Bank teller	1	2.4
Banker	1	2.4
Business owner	1	2.4
Case management	1	2.4
Clerical	1	2.4
Computer support	1	2.4
Construction	5	11.9
Customer rep	1	2.4
Customer service	5	11.9
Dishwasher	1	2.4
Lab assistant	3	7.1
Never held a job in the United States	1	2.4
Oil company	1	2.4
Own landscaping company	1	2.4
Pharmaceutical sales	1	2.4
Promotional products	1	2.4
Psychology company	1	2.4
Retail	2	4.8
Retail manager	2	4.8
Sales	1	2.4
Tag office worker	1	2.4
Teacher	1	2.4
Technical management	1	2.4
Telemarketing, business owner, realtor	1	2.4
Waitress	3	7.1
Total	42	100.4

Table 65: Frequency Distribution

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

	Frequency	Percent
Believes no work available in line of work area	1	4.5
Couldn't find any work	5	22.7
Child care responsibilities/problems	5	22.7
Family responsibilities	2	9.1
In school or other training	4	18.2
Ill-health, physical disability	2	9.1
Retired	1	4.5
Don't know	1	4.5
Tired and my accounts petered out	1	4.5
Total	22	99.8

Table 66: Frequency Distribution

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

	Frequency	Percent
Yes	22	13.8
No	137	86.2
Total	159	100.0

Table 67: Frequency Distribution

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

	Frequency	Percent
Yes	25	15.7
No	134	84.3
Total	159	100.0

Table 68: Frequency Distribution
Q55: What is the main reason you left your last job?

	Frequency	Percent
Personal, family (including pregnancy)	35	21.9
Return to school	19	11.9
Health	9	5.6
Retirement	58	36.3
Temporary, seasonal or intermittent job completed	5	3.1
Unsatisfactory work arrangements	6	3.8
Never had a job	4	2.5
Relocated	7	4.4
Other	16	10.0
Refused/ call continued	1	0.6
Total	160	100.1

Table 69: Frequency Distribution
Q56: Do you intend to look for work during the next twelve months?

	Frequency	Percent
Yes	38	23.9
No	112	70.4
Don't know	9	5.7
Total	159	100.0

Table 70: Frequency Distribution
Q57: What best describes your situation at this time? For example, are you disabled, ill, in school, taking care of house or family, or something else?

	Frequency	Percent
Disabled	1	2.9
In school	28	82.4
Taking care of house or family	4	11.8
Other	1	2.9
Total	34	100.0

Table 71: Frequency Distribution

Q58: Now I have a few questions about the job at which you worked last week. Were you employed by the government, by a private company, a non-profit organization, or were you self-employed (or working in the family business)?

	Frequency	Percent
Government	69	16.6
Private or Profit company	204	49.0
Non-profit organization (include tax exempt and charitable organizations)	46	11.1
Self-employed	76	18.3
Working in family business	4	1.0
Other	16	3.8
Don't know	1	0.2
Total	416	100.0

Table 72: Frequency Distribution

Q59: Were you working for federal, state, or local government?

	Frequency	Percent
Federal	22	32.0
State	36	52.2
Local	11	15.9
Total	69	100.1

Table 73: Frequency Distribution

Q60: What kind of business or industry are you in?

	Frequency	Percent
Agriculture	4	1.2
Mining	2	0.6
Construction	16	4.6
Manufacturing	10	2.9
Transportation, communications, or public utility	19	5.5
Wholesale or retail trade	31	9.0
Restaurants	11	3.2
Legal Services	10	2.9
Health and medical services	59	17.1
Education services	12	3.5

Business and Accounting services	14	4.0
Engineering and Technical services	12	3.5
Personal services or recreational services	26	7.5
Finance, insurance, or real estate	41	11.8
Government (including Education)	2	0.6
Other	75	21.7
Refused/ call continued	2	0.6
Total	346	100.2

Table 74: Frequency Distribution

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

	Frequency	Percent
Enter response	409	98.6
Don't know	2	0.5
Refused/ call continued	4	1.0
Total	415	100.1

Table 75: 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	405	97.4
Don't know	6	1.4
Refused/ call continued	5	1.2
Total	416	100.0

Table 76: Frequency Distribution

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

	Frequency	Percent
Enter response	332	80.0
Don't know	82	19.8
Refused/ call continued	1	0.2
Total	415	100.0

Table 77: Frequency Distribution
Q63A: If respondent mentions any computer skills

	Frequency	Percent
Computer skills mentioned	79	19.0
No computer skills mentioned	336	81.0
Total	415	100.0

Table 78: 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	35	45.5
Spreadsheet analysis, such as Lotus or Excel	8	10.4
Bookkeeping, such as Quicken	3	3.9
Website development	4	5.2
Troubleshooting machines	11	14.3
Maintains a computer network	6	7.8
Computer programming (C,SAS,SPSS)	3	3.9
Develops own software applications	1	1.3
Other	5	6.5
Don't know	1	1.3
Total	77	100.1

Table 79: Frequency Distribution
Q63C: What other computer skills do you have?

	Frequency	Percent
Word processing, such as using MS-Word	50	29.1
Spreadsheet analysis, such as Lotus or Excel	31	18.0
Bookkeeping, such as Quicken	15	8.7
Computer assisted design	8	4.7
Website development	16	9.3

Works on machines, troubleshooting	14	8.1
Maintains a computer network	17	9.9
Computer programming (C,SAS,SPSS)	11	6.4
Develops own software applications	5	2.9
Don't know	5	2.9
Total	172	100.0

Table 80: 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	375	90.4
Temporary	31	7.5
Don't know	9	2.2
Total	415	100.1

Table 81: Frequency Distribution

Q65: Would you like a permanent job?

	Frequency	Percent
Yes	16	51.6
No	13	41.9
Don't know	2	6.5
Total	31	100.0

Table 82: Frequency Distribution

Q66: Because of circumstances, some people find it necessary to work at jobs that do not match their skill level. For example, a master plumber taking tickets at a movie theatre would be a mismatch between skills and job requirements. Does your current job under-utilize your skills, education, and talents?

	Frequency	Percent
Yes/Maybe	103	24.8
No	309	74.5
Don't know	3	0.7
Total	415	100.0

Table 83: Frequency Distribution

Q67: Why do you think you are currently underutilized at your job?

	Frequency	Percent
Had previous job that required more skill and/or education	14	13.6
Have had additional job training and/or education	23	22.3
Current job does not require my training and/or education	38	36.9
Had a previous job where I earned more income	1	1.0
Other	25	24.3
Don't know	2	1.9
Total	103	100.0

Table 84: Frequency Distribution

Q68: Have you had jobs in the past which better utilized your skills and education?

	Frequency	Percent
Yes	81	77.9
No	21	20.2
Don't know	2	1.9
Total	104	100.0

Table 85: Frequency Distribution

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

	Frequency	Percent
Enter response	80	98.8
Refused/call continued	1	1.2
Total	81	100.0

Table 86: Frequency Distribution

Q70: Taking into account inflation, did your previous job (the job that required more skill) provide you with more income?

	Frequency	Percent
Yes	46	56.8
No	34	42.0
Don't know	1	1.2
Total	81	100.0

Table 87: Frequency Distribution

Q71: Would you change jobs so you could better utilize your skills?

	Frequency	Percent
Yes	66	64.1
No	31	30.1
Don't know	6	5.8
Total	103	100.0

Table 88: Frequency Distribution

Q72: Would you be willing to undertake job training associated with a new employment opportunity?

	Frequency	Percent
Yes	85	81.7
No	19	18.3
Total	104	100.0

Table 89: Frequency Distribution

Q73: Do you generally work daytime or evening hours?

	Frequency	Percent
Daytime	383	92.1
Evening	31	7.5
Refused/ call continued	2	0.5
Total	416	100.1

Table 90: Frequency Distribution

Q73A: Would you like a job where you could work during daytime hours?

	Frequency	Percent
Yes	14	45.2
No	17	54.8
Total	31	100.0

Table 91: Frequency Distribution

Q74: How much formal education have you completed?

	Frequency	Percent
Less than high school	9	1.5
High school	75	12.7
Some college	167	28.4
Associate degree	38	6.5
Bachelor of Science degree	138	23.4

Bachelor of Arts degree	60	10.2
Postgraduate degree (masters, PhD, JD,MD)	96	16.3
Refused/ call continued	3	0.5
Refused/ call ended	3	0.5
Total	589	100.0

Table 92: Frequency Distribution
Q75: Did you receive your Associate's degree in Oklahoma?

	Frequency	Percent
Yes	18	51.4
No	17	48.6
Total	35	100.0

Table 93: Frequency Distribution
Q75A: In which state did you receive your associate's degree?

	Frequency	Percent
California	2	10.0
England	1	5.0
Iowa	1	5.0
Kansas	3	15.0
Kentucky	1	5.0
Maine	1	5.0
Michigan	1	5.0
Nevada	5	25.0
Ohio	1	5.0
Tennessee	1	5.0
Texas	3	15.0
Total	20	100.0

Table 94: Frequency Distribution
Q76: Did you receive your bachelor's degree in Oklahoma?

	Frequency	Percent
Yes	198	68.5
No	91	31.5
Total	289	100.0

Table 95: Frequency Distribution
Q76A: In which state did you receive your bachelor's degree?

	Frequency	Percent
Alabama	1	1.1
Arkansas	1	1.1
Arizona	1	1.1
California	2	2.2
Colorado	4	4.3
Connecticut	2	2.2
Florida	1	1.1
Georgia	1	1.1
Illinois	3	3.3
Indiana	1	1.1
Iowa	1	1.1
Kansas	6	6.5
Kentucky	1	1.1
Louisiana	1	1.1
Maryland	1	1.1
Massachusetts	1	1.1
Michigan	2	2.2
Minnesota	1	1.1
Mississippi	1	1.1
Missouri	6	6.5
Montana	1	1.1
Nebraska	1	1.1
Nevada	1	1.1
New Hampshire	1	1.1
New Jersey	1	1.1
New Mexico	1	1.1
New York	2	2.2
North Carolina	2	2.2
Ohio	4	4.3
Out of the country	4	4.3
Pennsylvania	4	4.3
Tennessee	1	1.1
Texas	20	21.7
Utah	2	2.2
Virginia	3	3.3
Washington	3	3.3
West Virginia	1	1.1
Wyoming	1	1.1
Refused/ call continued	1	1.1
Total	92	100.3

Table 96: Frequency Distribution

Q77: Did you receive your highest post graduate degree in Oklahoma?

	Frequency	Percent
Yes	59	
No	36	
Total		

Table 97: Frequency Distribution

Q77A: In which state did you receive your highest graduate degree?

	Frequency	Percent
Arkansas	4	11.1
California	2	5.6
Colorado	1	2.8
Florida	1	2.8
Georgia	1	2.8
Illinois	4	11.1
Kansas	2	5.6
Maryland	2	5.6
Michigan	1	2.8
New Jersey	1	2.8
New York	1	2.8
Ohio	2	5.6
Oregon	1	2.8
Out of the country	1	2.8
Pennsylvania	2	5.6
Texas	6	16.7
Utah	1	2.8
Virginia	1	2.8
Washington D.C.	1	2.8
Refused/ call continued	1	2.8
Total	36	100.5

Table 98: Frequency Distribution

Q78: In addition to your formal education, have you ever received vocational training, apprentice training, or special professional training?

	Frequency	Percent
Yes	134	45.0
No	162	54.4
Don't know	1	0.3
Refused/ call continued	1	0.3
Total	298	100.0

Table 99: Frequency Distribution

Q79: Have you received special training on the job training other than the usual introductory job training?

	Frequency	Percent
Yes	1	16.7
No	5	83.3
Total	6	100.0

Table 100: Frequency Distribution

Q80: Are you currently enrolled in school or a special training program?

	Frequency	Percent
Yes	9	42.9
No	12	57.1
Total	21	100.0

Table 101: Frequency Distribution

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

	Frequency	Percent
Yes	70	53.4
No	61	46.6
Total	131	100.0

Table 102: Frequency Distribution

Q82: How so?

	Frequency	Percent
Promotion	23	25.8
Increase in pay at present job	17	19.1
Different job w/the same employer	7	7.9
Different job w/ a new employer	25	28.0
Help retain current job	12	13.5
Became a real estate salesperson and manager	1	1.1
Didn't have office skills before, got better work and pay after going to school	1	1.1
Helped to get the job	2	2.2
Helped with the management of a royalty company	1	1.1
Total	89	99.8

Table 103: Frequency Distribution

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

	Frequency	Percent
Yes	9	100.0
Total	9	100.0

Table 104: Frequency Distribution

Q84: How so? (If respondent hesitates, check all that apply.)

	Frequency	Percent
Promotion	2	18.2
Different job w/ a new employer	6	54.5
Have received 3 to 4 job offers because of it	3	27.3
Total	11	100.0

Table 105: Frequency Distribution

Q85: What is your current marital status?

	Frequency	Percent
Married	415	69.1
Widowed	30	5.0
Divorced	32	5.3
Separated	8	1.3
Never married	108	18.0
Refused/ call continued	7	1.2
Refused/ call ended	1	0.2
Total	601	100.1

Table 106: 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	87	21.0
Not working outside the home, but seeking work	9	2.2
Working part-time outside the home	35	8.4
Working full-time outside the home	281	67.7
Refused/ call continued	2	0.5
Refused/ call ended	1	0.2
Total	415	100.0

Table 107: Frequency Distribution
Q87: Are you attending a school full or part-time?

	Frequency	Percent
Yes, a full-time student	77	12.9
Yes, a part-time student	37	6.2
No, not a student	484	80.8
Refused/ call continued	1	0.2
Total	599	100.1

Table 108: Frequency Distribution
Q88: What type of school are you attending?

	Frequency	Percent
Four year college/university	72	62.0
Junior college	13	11.1
Vocational technical school	5	4.3
High school; GED classes	10	8.5
Adult education	1	0.9
Art school	1	0.9
Grad school	2	1.7
Law school	1	0.9
Medical	5	4.3
On-line college	1	0.9
On-line school through the university	1	0.9
Private	5	4.3
Total	117	100.7

Table 109: Frequency Distribution
Q89: Would you like to pursue additional education or obtain additional training now or in the future?

	Frequency	Percent
Yes	291	48.6
No	279	46.6
Don't know	28	4.7
Refused/ call continued	1	0.2
Total	599	100.1

Table 110: Frequency Distribution
Q89A: What type of education or training?

	Frequency	Percent
Bachelor's degree	69	23.7
Graduate school or professional degree	104	35.7
Vocational/technical school	30	10.3
Computer related training	20	6.9
Other	44	15.1
Don't know	24	8.2
Total	291	99.9

Table 111: Frequency Distribution
Q90: Including yourself, how many persons in your household are 18 years or older?

	Frequency	Percent
1	49	16.8
2	176	60.5
3	47	16.2
4	11	3.8
6	1	0.3
More than 6	5	1.7
Refused/ call continued	2	0.7
Total	291	100.0

Table 112: Frequency Distribution
Q91: How many persons 18 years or older in your household are employed or self-employed, including yourself?

	Frequency	Percent
1	192	32.1
2	266	44.5
3	49	8.2
4	6	1.0
5	1	0.2
More than 6	5	0.8
0	78	13.0
Refused/call continued	1	0.2
Total	598	100.0

Table 113: Frequency Distribution

Q92: Now let me ask you a few questions about child care. A concern of many working parents is the problem of obtaining quality child care for children while parents are at work. Do you have any children under 15 years of age?

	Frequency	Percent
Yes	238	39.8
No	358	59.9
Refused/ call continued	2	0.3
Total	598	100.0

Table 114: Frequency Distribution

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

	Frequency	Percent
Yes	18	7.6
No	216	91.1
Don't know	3	1.3
Total	237	100.0

Table 115: 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	5	12.8
I can't work nights or weekends because I can't get child care	7	17.9
I can't find care at all for one or more of my children	5	12.8
I can't find care for my infant or toddler	6	15.4
I need better quality care than I am getting now	6	15.4
I can't earn enough to get child care	6	15.4
Don't know	4	10.3
Total	39	100.0

Table 116: Frequency Distribution

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

	Frequency	Percent
Yes	143	35.4
No	237	58.7
Refused / call continued	24	5.9
Total	404	100.0

Table 117: Frequency Distribution

Q96: Please stop me when I read your hourly pay rate.

	Frequency	Percent
Less than \$6.75	5	3.5
\$6.75 to 8.49	16	11.1
\$8.50 to 9.99	8	5.6
\$10.00 to 11.24	28	19.4
\$11.25 to 13.24	15	10.4
\$13.25 to 15.74	17	11.8
\$15.75 to 19.24	9	6.3
\$19.25 to 24.24	15	10.4
\$24.25 to 43.24	16	11.1
\$43.25 to 60.00	2	1.4
More than \$60.00	3	2.1
Don't know	4	2.8
Refused/ call continued	6	4.2
Total	144	100.1

Table 118: Frequency Distribution

Q97: Please stop me when I read your annual pay or salary.

	Frequency	Percent
Less than \$14,000	10	4.1
\$14,001 to 18,000	10	4.1
\$18,001 to 21,000	2	0.8
\$21,001 to 23,000	5	2.1
\$23,001 to 28,000	8	3.3
\$28,001 to 33,000	15	6.2
\$33,001 to 40,000	27	11.2
\$40,001 to 50,000	21	8.7
\$50,001 to 90,000	64	26.4
\$90,001 to 125,000	17	7.0
More than \$125,000	14	5.8
Don't know	15	6.2
Refused / call continued	34	14.0
Total	242	99.9

Table 119: Frequency Distribution
Q98: Does any of your salary come from tips or commissions?

	Frequency	Percent
Yes	32	13.2
No	204	84.3
Refused continued	6	2.5
Total	242	100.0

Table 120: Frequency Distribution
Q99: About what percentage would you say?

	Frequency	Percent
1%	1	3.0
10%	4	12.1
15%	1	3.0
20%	1	3.0
25%	2	6.1
30%	2	6.1
43%	1	3.0
50%	3	9.1
60%	1	3.0
70%	1	3.0
100%	14	42.4
Don't know	2	6.1
Total	33	99.9

Table 121: 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	30	76.9
No	7	17.9
Don't know	2	5.1
Total	39	99.9

Table 122: Frequency Distribution

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

	Frequency	Percent
Yes	23	71.9
No	8	25.0
Don't know	1	3.1
Total	32	100.0

Table 123: 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	4	16.0
No	21	84.0
Total	25	100.0

SURVEY FREQUENCY RESULTS

Open-Ended Data

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

Comment	Frequency
Accounting	15
Accounts receivable manager	1
Adjuster	1
Administrative assistant	4
Administrator	2
Adult training specialist	1
Advertising and marketing	1
Advocate	1
Aerobics instructor	1
Agency operations	1
Aircraft mechanic	1
Anesthesiologist	2
Apartment manager	1
Artist	2
Assembler	1
Assistant	1
Assistant vice president of a bank	1
Attorney	8
Audiologist	1
Auto claims	1
Auto mechanic	2
Babysitter	5
Ballet dancer	1
Bank teller	5
Bartender	3
Billigteen Supervisor	1
Bookkeeper	3
Branch VP	1
Budget analyst	1
Business development	1
Business manager	2
Buy and sell cars	1
Cafeteria worker	1
Cashier	3
Chief financial officer	1
Child care	1
Children's minister	1
Cleaner	1
Clerical	4
CNA	4
CNP	3
Commercial lender	2

Computer programmer	1
Computer science consultant	1
Computer security	1
Computer specialist	1
Consultant	2
Contract labor	1
Coordinator of economic development	1
Cosmetologist	1
Counselor	1
Courier	2
CPA	1
Credit union	1
Crime analyst	1
Custodian	5
Customer service	2
Deal w/ stocks and bonds	1
Decorator, designer, bookkeeper	1
Dental technician	1
Dentist	1
Department manager	6
Dept of Justice	1
Diesel mechanic	1
Dishwasher	1
District manager	1
Drive cars	1
Electronic tech	1
Engineer	6
Engineering manager	1
Engineering technician	1
Environmental specialist	1
Executive	1
Family business	1
Farmer	2
FBI agent	1
Field technician for video stores	1
Finance	1
Financial advisor	2
Fire fighter	2
Florist	3
Food service worker	1
Grant writing consultant	1
Guidance counselor	1
Hair stylist	3
Hasn't started work	3
Helps out with the family business	1
Home builder	1
Home companion	1
House cleaner	2
Human resources	4
HVAC	1

Independent contractor	1
Independent sales representative for Avon	1
Information systems manager	1
Information technology at Rent-a-Car	1
Insurance adjuster	1
Insurance agent	3
Interior design work	1
Iron worker	1
Journalist	1
Land man technician	1
Land tech	1
Landscaper	2
Leasing for gas co.	1
Legal assistant	1
Letter carrier	1
License insurance	1
Loans	3
Lunch room monitor	1
Manager	13
Managing merchandise	1
Manufacturing extension agent	1
Marketing	5
Media buyer	1
Medical administrator	1
Medical school teacher	1
Medical transcription	1
Medical/military	1
Mental health	1
Military	2
Minister	1
Mortgage assistant	1
Musician	1
Nail technician	1
Nanny	1
Network engineer	1
Nurse	2
Office	10
Office manager and realtor	1
Oil and gas investor	1
Oil field sales and service, owner	1
Operations manager	1
Order aircraft parts	1
Outside sales	1
Owner	3
Paraprofessional	1
Patient rep	1
Petroleum engineer	2
Petroleum land man	1
Pharmacist manager	1
Pharmacy	1

Photographer	1
Physician	1
Pilot	3
Plant manager	1
Plumber	1
Police officer	3
Preschool director	1
Preschool teacher at a church	1
President	2
Production tech	1
Professional search consultant	1
Professor	6
Program coordinator	1
Project engineer	1
Property manager	2
Public relations	1
Public relations specialists	1
Quality manager	1
Rancher	1
Real estate appraiser	1
Real estate investing	1
Realtor	2
Receptionist	1
Regional loss prevention supervisor	1
Research	1
Reservation agent	1
Respiratory therapist	1
Retail	2
Retention department for AOL	1
Retired, but still works at old clothing store occasionally	1
Revenue administrator	1
Revenue agent with the IRS	1
RN	15
Safety consultant	1
Sales	16
Scheduler	1
Second pressman	1
Secretary	11
Security	2
Sell houses	1
Server	1
Shareholder in law firm	1
Sheet metalist	1
Social worker	2
Software developer	1
Speech language pathologist and administrator	1
Stocker	1
Substitute teacher	1
Superintendent	1
Supervisor	6

Supply Lieutenant	1
Tanning bed tech	3
Tax auditor	1
Teach technical subject	1
Teacher	23
Therapist	1
Train salespeople	1
Training coordinator	1
Training specialist	1
Truck driver	1
Underwriter	1
Vendor	1
Vice president	6
Volume control analyst	1
Wait tables	5
Water line locator	1
Welder	2
Writer	1
Youth guide specialist	1
Total	415

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

Comment	Frequency
Accounting	6
Accounting, bookkeeping, file-work	3
Accounts payable/receivable, payroll	1
Administrating	4
Administration of research efforts	1
Administrative and day-to-day operation of the job	1
Administrative network	1
Administrative oversight for regulatory agents, we have responsibilities for the assessor	1
Advertising, promotions, marketing management	1
Agent	1
All types of metal fabrication	1
Anesthetizing animals	1
Answer phone	1
Answer phone calls and work on bulletin	1
Answer phone calls, admissions intake, file, etc.	3
Answer phone, billing , file insurance claims and make appointments for patients	1
Answer phones, accounts receivable/payable, selling houses	1
Answer the phone, prepare cases, coordinate surgery dates, maintain inventory	1
Answering phones and filing	1
Answering phones, balancing books, writing orders, pushing numbers, etc.	1
Any kind of beauty service	3
Applications and maintain data for businesses	1
Appraise residential real estate	1
Assess manufacturers, modernize	1

Assist attorneys	1
Attend meetings, organize people	1
Audit businesses	1
Balance and hearing disorder	1
Bookkeeping	1
Bookkeeping, scheduling, take out granite, decorate houses, update internet	1
Budget issues, purchasing	1
Build houses	1
Build web pages, in charge of on-line banking, approve and process loans, open accounts	1
Business development, underwriting, manage portfolio	1
Buy and sell property	1
Buy for the store, manage personnel	1
Call center	1
Care for and supervise kindergarten children	1
Care for children	1
Care for patients, supervise	1
Carry mail	1
Case manager	1
Catch bad guys	1
Categorizing, shipping	1
CEO duties	1
Charge nurse, taking care of patients	1
Checkbook filing, secretarial	1
Civil trial practice, meets with clients etc	1
Classes	1
Cleaning	5
Cleaning construction sites	1
Cleaning houses	1
Cleans teeth	1
Clerical work, payroll, bookkeeping	1
Clerical, filing insurance	1
Clerical, typing	1
Coaches football, baseball, and wrestling and teaches social studies	1
Communicating with bankers, dealing with cashing, setting up training.	1
Communications	1
Computer and clerical work	1
Computer and math work	1
Computer input	1
Computer, calling clients	1
Computers	1
Connecting/welding	1
Consumer contacts	1
Cook	1
Coordinate and set up training for company and present training	1
Coordinating activities, compile data, presentations	1
Counsel	2
Counsel young people in careers	1
Counseling people, counting credits, planning, writes letters.	1
Customer service, merchandising	1
Customer service	3

Customer service, design, work a register, answer the phone	1
Customer service	1
Daily ballet classes, schedule ballet rehearsals and performances	1
Daily contacts with media clients	1
Data entry	1
Data entry, graphic design	1
Dealing with customers, returns and exchanges	1
Deals with the public	1
Decorating	1
Deliver packages	1
Dental care	1
Depositions, trials, litigation	1
Design	1
Develop proposals, marketing, customer visitation, seeking new business for the company	1
Director	1
Director of accounting	1
Does inspections	1
Does research	1
Drive	1
Driving children back and fourth to activities	1
Enrolling students, working for principal	1
Errands, picking up plans	1
Evaluate damages and investigates claims	1
Everything	2
Executive duties	1
Farming and bookkeeping	1
Fighting fire	1
Files insurance claim	1
Filing, computer work	1
Fill prescriptions	1
Fill prescriptions and manage other employees	1
Finance homes and cars	1
Financial responsibilities	1
Finding and interviewing candidates	1
Fix cars	1
Fix computer hardware, install new video stores	1
Fly	1
Fly airplanes	1
Flying airplanes	1
Food preparation, supervision of employees, schedules, hiring	1
Gardening, mowing, fixing fence, feeding cows	1
General management of his own investments	1
Generate home mortgage loans	1
Getting meals, going to apartments, housekeeping	1
Give advice	1
Greet people answer phones	1
Grocery shopping, runs errands	1
Handle contacting new customers, selling, and servicing new customers	1
Hands out Avon books and calls people for their orders	1
Health education	1

Help people with financial planning, real-estate and investments	1
Help with transactions	5
Helps with loans	1
Hire and fire	1
Hiring and firing	1
Hiring, firing, overseeing of the business	1
Home care occupational therapy	1
Hospital administration	1
Human resources, mail-outs, money received	1
Install and oversee installations	1
Install systems, general business, high dollar items, find new clients	1
Instructor	1
Insurance and billing	1
Interview, handle records, upkeep records	1
Investigate crimes	1
Investigate internal and external theft	1
Keep books	1
Keep books, customer service, mail out invoices	1
Keep up with customers accounts and credits	1
Keeping account books, being the nurse, answering the phones, keeping enrollment up	1
Keeping books	5
Law enforcement, traffic violations, respond and serve, domestic violations	1
Lead training sessions	1
Lectures History classes	1
Lecturing, teaching, and administrating	1
Lend money to companies	1
Litigate civil cases	1
Locate water lines	1
Looks after land leases	1
Looks for oil and gas deals/properties	1
Mail, bank, billing	1
Mailing	1
Maintain health, transportation	1
Maintain security in parking lot	1
Maintaining and replacing, troubleshooting	1
Make flower arrangements and business part	1
Make sure everything is taken care of	1
Make sure the hotel runs properly.	1
Making sure tanning salon is clean and people get to their beds	3
Manage	2
Manage budget for a department	1
Manage a group of people	1
Manage departments	1
Manage people and projects, accounts	1
Manage production and quality	1
Manage profits	1
Manage registered nurse, and supervise	1
Manage the office	1
Manage ventilator	1
Management	2

Management, engineering, technical services	1
Management, service for clients	1
Managing	1
Managing other employees	1
Managing production line	1
Managing, supervising, customer service	1
Manual labor	1
Market pharmacy products	1
Market property, sell homes	1
Market research	1
Marketing	2
Marketing to physicians	1
Marketing, sales	1
Maximizing occupancy, paperwork	1
Modification on aircraft (at Tinker)	1
Network administration	1
Network/systems configuration, telecommunications	1
Networking computers	1
Office work, management	1
Operate cash register, & help w/purchases on the floor	1
Operate high speed production equipment, forklift production area	1
OR nurse duties	3
Order electronics, supplies, equipment	1
Ordering and stocking	5
Ordering parts	1
Orders contract	1
Overall performance of factory	1
Oversee expenditures	1
Oversee individuals	1
Oversee property, paper work	1
Overseeing employees, checking departments, planning	1
Overseeing leasing/manager	1
Overseeing of operation	1
Overseeing students, teaching, or special education aid	1
Overseeing workers, and working with printing forms and registers	1
Paint	1
Painting	1
Paneling news media, writing news releases, PR	1
Paper work	1
Paramedic, fire suppression	1
Pass out medication, care for others	1
Patient care	4
Patient care, medication administration, mental/physical assessment	1
Patient care, teaching	1
Patient care, teaching and training of students and doctors	1
Payroll	2
Pick up checks and titles	1
Picks up child from school, takes her to karate, feeds her and plays with her	1
Plan briefs, litigate, attorney jobs	1
Play with and watch kids	3

Plumbing	1
Prepare food	1
Prepare proposals, leases, reports for management	1
Prepare tax returns	1
Process auto claims	1
Process loans	1
Production in oil fields	1
Program development	1
Property inspection	1
Provide anesthesia	1
Provide tutoring for at-risk children	1
Provides legal advice to schools	1
Public speaking, counseling, organizing, and planning	1
Put in trees, etc., fertilize, master garden, install walkways	1
Ranch work	1
Reading teacher	1
Reading, child care	1
Receiving and sending emails, faxes, using MS Word, Access, and Excel	1
Recruit, staff, train	1
Regulatory compliance	1
Repair aircraft	1
Repair automobiles	1
Repair computers	1
Repair medical equipment	1
Represent people	1
Represent the state	1
Research	1
Research mineral interests and prepare ownership reports for the client	1
Responsible for all profit and loss	1
Responsible for child education	1
Responsible for overall maintenance of facilities	1
Retain AOL customers	1
Review files	1
Review scientific data	1
Reviews financial statements	1
RN	1
Run a cash register, helping customers	1
Run errands, schedule jobs and answers phone	1
Run the register, customer service, in charge of the ink department	3
Running the store	1
Runs the business, oversees employees, pays bills	1
Sales	4
Sales and buying	1
Sales and marketing	1
Sales equipment	1
Schedule work for contractors	1
Scheduling appointments, filing	1
Secretary job, filing	1
Secure the network	1
Sell goods	1

Sell goods, stock goods	1
Sell houses	1
Sell insurance	1
Sell real estate	1
Sell RVs	1
Selling equipment and using it	1
Setting up reporting procedures	1
Show cars	1
Site supervision and coordination	1
Stock merchandise, run cash register	1
Stocking	1
Sue people	1
Supervise auditors	1
Supervise community homes, liaison between state agencies	1
Supervise inspectors and oversee company quality control	1
Supervising children	1
Supervising others	1
Supervision	3
Supervision of law enforcement	1
Take care of ER patients	1
Take care of little people	3
Take care of newborns	1
Take elderly on errands and help with daily living	1
Take pictures	1
Takes care of patients	1
Takes care of people's nails and hair	1
Taking care of ER patients	1
Taking care of office, and handling problems	1
Taking care of patients	1
Taking care of premature babies	1
Taking orders, waiting on tables	5
Talk w/ people	1
Talking, clerical	1
Tax work	1
Teacher	25
Teaching, work at hospital	1
Technical support, customer business support, project management	1
Technical tasks	1
Technology based instruction and coaching	1
Tending the bar	3
Training people and doing presentations for Avon	1
Traveling and sales	1
Typing, account books	1
Typing, review records, payroll, work on website, solicit new jobs	1
Vacuum, clean	1
Varies, variety of assembly jobs	1
Vast amount	1
Visit police departments and analyze	1
Visiting customers	1
Wait tables	1

Waiting on customers	1
Wash dishes	1
Watches credit card transactions	1
Welding	1
Whatever is required	2
Work in the OR	1
Work on computers	1
Working in ER	1
Working in the oil field	1
Working with clients and cases and legal disputes and business management	1
Works at surgery	1
Works on claims	1
Works on diesel engines	1
Works with special needs children	1
Write code to develop software	1
Write for a paper	1
Write reports	1
Write stories	1
Writing life insurance applications	1
Total	415

Table : Frequency Distribution

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

Comment	Frequency
Accounting	5
Accounting, customer service	1
Accounting, historical education, computer	1
Accounts payable and receivable, managing	1
Accounts payable, customer service, purchasing	1
Adjunct professor at a university	1
Advertising	1
Artist, writes poems	1
Athletic skills	1
Auto mechanic	1
Baking	1
Banker	1
Biology degree, entertaining for B-day parties	5
Body, fender, and auto painting skills	1
Bowling	1
Business administration	1
Business and management skills	1
Business communication	1
Business Management	3
Business skills	1
Business, building maintenance, upper and lower management	1
Cabinet maker, substitute teacher	1
Carpentry	3
Carpentry, painting skills	1
Carpentry, truck driving, security guard	1

Cashier, computer	1
Certified derma technologist	1
Clerical	1
Clerical skills, banking,	1
Clerical, telemarketing, retail, food service	1
Collections, managing	1
Communication	1
Communication skills	5
Communication, coaching	1
Communication, investigating, research, knowledge of security issues	1
Computer engineering	1
Computer skills	35
Computer skills , child development specialist	1
Computer skills, automotive skills	1
Computer skills, education	1
Computer skills, herbology, Pilates instructor	1
Computer skills, typing	1
Computer skills, writing	1
Computer, typing, bookkeeping	1
Computers, mathematics/problem solving	3
Construction	2
Construction and landscaping skills	1
Cooking	1
Cooking, cleaning, caretaking	1
Cooking, secretarial, typing	1
Culinary degree, entrepreneurial skills, own business and catering, raise pedigree dogs	1
Decision making, creative things	1
Dental hygienist	1
Don't know	1
Drive aircraft related vehicles	1
Drive forklift, outdoor stuff	1
Driving	1
Economist	1
Education	1
Education degrees	1
Educational careers skills, take care of children	1
Electronics, FAA controller	1
Elementary degree	1
Engineer	1
Entrepreneurial skills in auto repair, mechanical skills, salesmanship skills, oil business technical skills	1
Ex pilot, ranching	1
Finance	1
Fundraising	1
Gardening	2
Girl scouts/boy scouts	1
Golf, fishing, handy-man	1
Golfer	1
Handyman	1
Hard labor, industrial	1

Health	1
Health profession	1
Home repairs	1
Homemaker, cook	1
Homemaker, volunteer	1
Homemaking	3
Horticulture	1
Human resources	2
Information technology	1
Insurance	1
Investigator, police background	1
Jack of all trades	1
Jet engine mechanic	1
Journalism degree, appraiser's license	1
Journalism, writing, advertising	1
Landscaping, interior decorating, cooking	1
Landscaping, painting, wallpapering, flower arranging	1
Law degree	1
Law enforcement	2
Leadership, management, run a household	1
Machinist	1
Management	4
Management and accounting	1
Management and organizational	1
Management skills	1
Management skills and clerical skills	1
Management, farming	1
Management, sales, and marketing	1
Many	5
Marketing, assistant to a director for a museum, manager of gift shop, advertising experience, copywriting layout experience	1
Massage therapist	1
Math and Science	1
Math degree	1
Matting and framing	1
Mechanical engineering degree	1
Mechanical work	1
Mechanical, computer	1
Mechanics	1
Medical	1
Medical background	1
Medical insurance	1
Medical laboratory technologist	1
Medical receptionist/assistant	1
Medical skills	2
Medical transcriptionist	1
Multi-lingual	1
Multilingual, international specifications and standards	1
Music education	1
Music, computers	1
Musical	1

Musical instrument	1
Non-related degree	1
None	75
Nothing else	1
Nursing skills	1
Nursing skills and truck driving skills	1
Nursing, oil contracts	1
Office manager, day care worker, warehouse worker	1
Organizational management, leadership skills, computer skills	1
Organizational skills	1
Owned and managed clothing stores and banks	1
Owned business	1
Pastoral	1
Phone manager, operations manager	1
Photography	1
Piano teaching, playing	1
Plumbing	1
Police background	1
Program analysis, construction technology	1
Public relations	1
Public relations, marketing, writing, editor skills	1
Public speaking	1
Real estate	2
Real estate, retail, mortgage brokers	1
Restaurant management	1
Retail	1
Retail customer service, bookkeeping	3
RN	1
Safety instructor, management	1
Sales and marketing	2
Sales, operational	1
Salesman	1
Sanitation	3
Secretarial	1
Secretarial skills, cooking and serving skills	1
Secretary	1
Sewing	1
Sewing, music, charitable organizations	1
Singing	1
Speak foreign language	1
Stand up comedian	1
Substitute teacher, personal trainer, computer IT tech	1
Tattooing	1
Teaching	14
Teaching assistant, retail, security, oil fields	1
Teaching skills, worked with developmentally challenged	1
Teaching, writing, ability to work with the media.	1
Things around the house	1
TV/Radio/film production	1
Typing	2

Typing, clerical	1
Typing, shooting guns	1
Typist, computer skills, administrative assistant, CSR	1
Volunteer in legal area	1
VP of human resources	1
Web development skills, art skills	1
Web site development	1
Welding	1
Worked at a coal center	1
Writing, management	3
Writing, reading	1
Total	415

Table : Frequency Distribution

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

Comment	Frequency
Academic instructor	1
Accounting	2
Accounting clerk, manager/training program	1
Accounts receivable manager of larger corporation	1
Acting	1
Administrator	1
Advertising, running museum	1
Aircraft freight loader	1
Armed security	1
Auditor	1
Auto mechanic work	1
Banking	1
Bookkeeper	4
Bookkeeping, customer service manager	1
Columnist	1
Computer programmer	1
Computer software sales	1
Computers, preparing office documents	3
Construction	1
Contract journalist	1
Customer service, used to own her own business	1
Degree in criminal justice, cop	1
Dental hygienist	1
Diabetic clinic	5
Different RN job	1
Director of child care center	1
Educational consultant	1
Entertainment field	1

Foreign language teacher	1
Geophysical computer	1
Grant director	1
Hearing research	1
Human resources assistant	1
HVAC	1
ICU Nurse	1
Industrial relations manager	1
IT, worked in company office, and substitute teaching	1
Law enforcement	1
Management	10
Marketing and public relations	1
Marketing jobs	3
Medical field jobs	1
Medical social work	1
Merchandising as a bridal consultant	1
Nursing	3
Office manager	2
Operations manager	1
Operations supervisor for a broker firm	1
Other nursing job for different employer	1
Own own company	1
Paralegal	1
Ran a home health agency	1
Receptionist and retail	1
Recruiter for the military	1
Retail	1
Sales	2
Social worker	1
Supervisor	1
Systems engineer	1
Teaching	2
Working with the developmentally disabled	1
Total	81

APPENDIX A

Introduction Selection Sequence

Informed Consent Script:

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

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

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

[If yes, then:]

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

[If no, then:]

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

[If yes, then:]

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

Concluding remarks:

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

[If yes, then:]

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

APPENDIX B Fallback Statements

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

How did you get my number?

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

I don't want to buy anything!

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

Where are you calling from?

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

I don't have time right now.

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

I don't want to share my opinions.

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

I don't do anything over the phone.

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

I'm not interested.

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

Take me off your list!

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

APPENDIX C Survey Questionnaire

Q1:

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

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

Q1A:

I'm sorry but you do not live in our study area. We are only trying to reach people who live in Edmond. Thank you for your time.

End Call 1 => /INT

Q2:

What is your zip code?

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

Q3:

Were you living in this house or apartment five years ago; that is, in March of 2000?

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

Q3A:

Where did you live in March of 2000 Was it ...

A DIFFERENT RESIDENCE OF THE SAME COUNTY	1	
A DIFFERENT COUNTY IN OKLAHOMA	2	
A DIFFERENT STATE	3	
NOT IN THE US	4	
LIVED IN THE SAME RESIDENCE	5	
Other	6	
Don't Know	7	
Refused/call continued	8	
Refused/call ended	9	=> /INT

Q4:

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

In what year were you born?

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

Q5:

Determine gender without asking

Male	1
Female	2
Can't tell	3

Q6:

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

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

Q6A:

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

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

Q7:

Are you in the military?

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

Q8:

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

1 Very unattractive	1	
2 Unattractive	2	
3 Neither unattractive nor attractive	3	
4 Attractive	4	=> /Q11
5 Very attractive	5	=> /Q11
Depends on the type of work	6	=> /Q11
Doesn't want to work	7	=> /Q11
Retired	8	=> /Q11
Other	9	O => /Q11
Don't know	77	=> /Q11
Refused/call continued	88	=> /Q11
Refused/call ended	99	=> /INT

Q8A:

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

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

Refused ended 9 => /INT

Q9:

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

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

Q10:

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

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

Q11:

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

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

Q12:

Last week, did you do any work for pay?

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

Q13:

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

Yes	1	=> /Q16
No	2	
Don't know	7	

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

Q14:

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

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

Q15:

Did you receive any payments or profits from the business?

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

Q16:

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

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

Q17:

In which county do you work?

Canadian 1
 Kingfisher 2
 Logan 3
 Oklahoma 4
 Other 5 O
 Don't know 77
 Refused/call continued 88
 Refused/call ended 99 => /INT

Q18:

In which city or town do you work?

Edmond 1 => /Q24
 El Reno 2 => /Q24
 Gunthrie 3 => /Q24
 Kingfisher 4 => /Q24
 Midwest City 5 => /Q24
 Moore 6 => /Q24
 Mustang 7 => /Q24
 Norman 8 => /Q24
 Oklahoma City 9 => /Q24
 The Village 10 => /Q24
 Warr Acres 11 => /Q24
 Something else 12 O => /Q24
 Don't know 77 => /Q24
 Refused/call continued 88 => /Q24
 Refused/call ended 99 => /Q24

Q19:

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

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

Q19A:

What are your transportation needs?

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

Q20:

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

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

Q21:

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

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

Q22:

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

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

Q23:

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

Yes	1	
No	2	=> /Q46
Don't Know	7	

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

Q24:

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

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

Q25:

How many jobs (or businesses) did you have?

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

Q26:

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

=> Q28

else => Q26

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

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

Q27:

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

rotation -> 2

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

JR1:

=> Q33

else => Q30

if (Q27>6)

Q28:

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

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

Q29:

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

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

JR2:

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

Q30:

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

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

Q31:

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

Slack work/Business conditions	1		=> /Q33
Could only find part-time work	2		=> /Q33
Seasonal work	3		=> /Q33
Child care problems	4		=> /Q33
Other family/Personal obligations	5		=> /Q33
Health/Medical limitations	6		=> /Q33
School/Training	7		=> /Q33
Retired/Social security limit on earnings	8		=> /Q33
Full-time workweek is less than 35 hours	9		=> /Q33
Other	10	O	=> /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 RELATIVES	4	
CONTACTED SCHOOL/UNIVERSITY EMPLOYMENT CENTER	5	
SENT OUT RESUMES/FILLED OUT APPLICATIONS	6	
CHECKED UNION/PROFESSIONAL REGISTERS	7	
PLACED OR ANSWERED ADS	8	
LOOKED AT ADS	9	
ATTENDED JOB TRAINING PROGRAMS/COURSES	10	
SURFED THE INTERNET	11	
Other	12	
Don't know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q42A:

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

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

Q42B:

How much pay are you looking for per hour?

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

Q43:

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

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

Q43A:

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

=> Q44

else => Q43A

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

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

Q44:

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

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

Q44A:

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

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

Q44B:

Why is that?

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

Q45:

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

FAMILY OBLIGATIONS	1	=> /Q46
UNRELIABLE TRANSPORTATION	2	
DON'T WISH TO DRIVE THAT MUCH	3	=> /Q46
GAS PRICES	4	=> /Q46
TAKES TOO MUCH TIME	5	=> /Q46
Other	6	=> /Q46
Refused/call continued	8	=> /Q46
Refused/call ended	9	=> /INT

Q45A:

How does your transportation need to be better?

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

Q46:

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

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

Q47:

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

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

Refused/call ended 9 => /INT

Q48:

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

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

CONTACTED EMPLOYER DIRECTLY/INTERVIEW	1	
CONTACTED PUBLIC EMPLOYMENT AGENCY	2	
CONTACTED PRIVATE EMPLOYMENT AGENCY	3	
CONTACTED FRIENDS OR RELATIVES	4	
CONTACTED SCHOOL/UNIVERSITY EMPLOYMENT CENTER	5	
SENT OUT RESUME/SENT OUT APPLICATION	6	
CHEDKED UNION/PROFESSIONAL REGISTERS	7	
PLACED OR ANSWERED ADS	8	
LOOKED AT ADS	9	
ATTENDED JOB TRAINING PROGRAMS/COURSES	10	
SURFED THE INTERNET	11	
Other	12	
Don't know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q49:

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

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

Q50:

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

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

Q51:

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

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

Q52:

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

=> Q80

if (Q47<>2)

Believes no work available in line of work or area	1
Couldn't find any work	2
Lacks necessary schooling, training, and skills or experience	3
Employers think too young or too old	4
Other types of discrimination	5
Child care responsibilities/problems	6
Family responsibilities	7
In school or other training	8

Ill-health, physical disability			9
Transportation problems			10
Doesn't want to work	11		
Other	12	O	
Don't know	77		
Refused/call continued	88		
Refused/call ended	99	=>	/INT

Q53:

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

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

Q54:

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

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

Q55:

Interviewer: Do NOT read the list.

What is the MAIN reason you left your last job?

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

Q56:

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

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

Q57:

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

=> Q74

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

Disabled	1	=>	/Q74
Ill	2	=>	/Q74
In school	3	=>	/Q74

Taking care of house or family	4	=> /Q74
Retired	5	=> /Q74
Other	6	=> /Q74
Don't Know	7	=> /Q74
Refused/call continued	8	=> /Q74
Refused/call ended	9	=> /INT

Q58:

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

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

Q59:

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

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

Q60:

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

What kind of business or industry are you in?

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

Q61:

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

Enter response 1 O

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

Q62:

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

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

Q63:

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

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

Q63A:

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

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

Q63B:

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

WORD PROCESSING, SUCH AS USING MS-WORD 1
 SPREADSHEET ANALYSIS, SUCH AS LOTUS OR EXCEL 2
 BOOKKEEPING, SUCH AS QUICKEN 3
 COMPUTER ASSISTED DESIGN 4
 WEBSITE DEVELOPMENT 5
 TROUBLESHOOTING MACHINES 6
 MAINTAINS A COMPUTER NETWORK 7
 COMPUTER PROGRAMMING (C,SAS,SPSS) 8
 DEVELOPS OWN SOFTWARE APPLICATIONS 9
 Other 10
 Don't Know 77
 Refused continued 88
 Refused/call ended 99 => /INT

Q63C:

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

What other computer skills do you have?

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

Refused continued 88
 Refused ended 99 => /INT

Q64:

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

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

Q65:

Would you like a permanent job?

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

Q66:

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

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

Q67:

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

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

Q68:

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

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

Q69:

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

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

Q70:

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

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

Q71:

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

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

Q72:

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

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

Q73:

Do you generally work daytime or evening hours?

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

Q73A:

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

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

Q74:

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

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

Q75:

Did you receive your Associate's degree in Oklahoma?

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

Q75A:

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

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

Q76:

Did you receive your bachelor's degree in Oklahoma?

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

JR3:

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

Q76A:

In which state did you receive your bachelor's degree

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

JR4:

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

Q77:

Did you receive your highest post graduate degree in Oklahoma?

Yes 1 => /Q85
 No 2
 Refused/call continued 8
 Refused/call ended 9 => /INT

Q77A:

In which state did you receive your highest graduate degree?

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

Q78:

In addition to your formal education, have you ever received vocational training, apprentice training, or special professional training?

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

JR5:

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

JR6:

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

Q79:

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

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

Q80:

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

Yes	1	=> /Q83
No	2	=> /Q85
Refused/call continued	8	=> /Q85
Refused/call ended	9	=> /INT

JR7:

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

JR8:

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

Q81:

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

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

Q82:

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

How so?

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

Q83:

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

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

Q84:

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

How so?

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

Q85:

What is your current marital status?

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

Q86:

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

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

Q87:

Are you attending school full or part-time?

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

Q88:

What type of school are you attending?

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

Q89:

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

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

Q89A:

What type of education or training?

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

Q90:

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

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

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

Q91:

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

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

Q92:

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

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

JR17:

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

Q93:

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

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

JR18:

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

Q94:

Interviewer: Select all that apply

Do any of the following apply to your situation?

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

Refused continued 88
 Refused ended 99 => /INT

JR19:
 => Q95
 else => GBYE
 if ((Q12=1)|(Q13=1)|(Q14=1))

Q95:
 Now let me ask how much you ALONE earn before taxes are taken out of your paycheck? First are you paid by the hour?
 Yes 1 => /Q96
 No 2 => /Q97
 Refused/call continued 8
 Refused/call ended 9 => /INT

JR20:
 => GBYE
 else => Q100
 if (Q16=1)|(Q16=7)|(Q16=8)

Q96:
 Please stop me when I read your hourly pay rate.
 LESS THAN \$6.75 1
 \$6.75 TO 8.49 2
 \$8.50 TO 9.99 3
 \$10.00 TO 11.24 4
 \$11.25 TO 13.24 5
 \$13.25 to 15.74 6
 \$15.75 TO 19.24 7
 \$19.25 TO 24.24 8
 \$24.25 TO 43.24 9
 \$43.25 TO 60.00 10
 MORE THAN \$60.00 11
 Don't Know 77
 Refused/call continued 88
 Refused/call ended 99 => /INT

JR21:
 => GBYE
 else => Q100
 if (Q16=1)|(Q16=7)|(Q16=8)

Q97:
 Please stop me when I read your annual pay or salary.
 LESS THAN \$14,000 1
 \$14,001 TO 18,000 2
 \$18,001 TO 21,000 3
 \$21,001 TO 23,000 4
 \$23,001 TO 28,000 5
 \$28,001 TO 33,000 6
 \$33,001 TO 40,000 7
 \$40,001 TO 50,000 8
 \$50,001 TO 90,000 9
 \$90,001 TO 125,000 10
 MORE THAN 125,000 11

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

Q98:

Does any of your salary come from tips or commissions?

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

Q99:

About what percentage would you say?

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

JR22:

=> GBYE

else => Q100

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

Q100:

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

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

Q101:

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

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

Q102:

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

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

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

Percent

Job that pays \$10 per hour												
<i>Of those with a response...</i>												
Very Unattractive		51.6	41.7	31.2		56.7	63.6	37.6		39.0		
7.7												
Unattractive	15.1	8.3	9.1		16.9	16.9	12.0	9.8		2.6		
Neither Unattractive Nor Attractive		12.0	18.8	26.0		8.6	6.5	19.5		19.5		
25.6												
Attractive	9.6	25.0	22.1		6.4	6.5	14.3	9.8		17.9		
Very Attractive	7.2	6.3	11.7		5.4	3.0	12.0	14.6		35.9		
Depends on the type of work	0.7	0.0	0.0		1.0	0.0	1.5	2.4		0.0		
Doesn't want to work	1.0	0.0	0.0		1.3	0.9	0.8	2.4		2.6		
Other	0.5	0.0	0.0		0.6	0.4	0.0	0.0		0.0		

Job that pays \$12 per hour												
<i>Of those with a response...</i>												
Very Unattractive		57.5	54.5	41.0		59.9	67.3	45.6		33.3		
0.0												
Unattractive	18.9	22.7	23.1		18.7	19.0	15.8	8.3		28.6		
Neither Unattractive Nor Attractive		13.3	13.6	23.1		11.5	7.5	21.1		33.3		
0.0												
Attractive	9.0	9.1	12.8		8.2	4.8	14.0	25.0		71.4		
Very Attractive	0.4	0.0	0.0		0.5	0.7	1.8	0.0		0.0		
Depends on the type of work	0.4	0.0	0.0		0.5	0.0	1.8	0.0		0.0		

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

Percent

Job that pays \$14 per hour											
<i>Of those with a response...</i>											
Very Unattractive		53.3	60.0	38.2		55.2	59.0	50.0		31.6	
Unattractive	20.0	15.0	17.6		20.9	23.0	16.7		10.5		0.0
Neither Unattractive Nor Attractive		16.2	10.0	32.4		14.1	12.2	10.4		36.8	
Attractive	9.0	10.0	11.8		8.0	5.0	18.8		15.7		0.0
Very Attractive	1.0	5.0	0.0		1.2	0.7	2.1		5.3		0.0

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

Job is Desirable

(Attractive + Very Attractive)

	Percent										
\$10 per hour	16.8	31.3	33.8	11.8	9.5	26.3	24.4	53.8			
\$12 per hour	9.4	9.1	12.8	8.7	5.5	15.8	25.0	71.4			
\$14 per hour		10.0	15.0	11.8	9.2	5.7	20.9	21.0			
0.0											
	Number of Persons										
\$10 per hour	5,937	1,306	2,187	3,145	1,878	2,993	856				
1,741											
\$12 per hour	3,322	380	828	2,319	1,087	1,798	877				
2,311											
\$14 per hour	3,534	626	764	2,452	1,127	2,378	737				
0											

Job is Not Desirable

(Unattractive + Very Unattractive)

Percent

\$10 per hour	66.7	50.0	40.3	73.6	80.5	49.6	48.8	10.3
\$12 per hour	76.4	77.2	64.1	78.6	86.3	61.4	41.6	28.6
\$14 per hour	73.3	75.0	55.8	76.1	82.0	66.7	42.1	0.0
	Number of Persons							
\$10 per hour	23,570	2,086	2,608	19,616	15,911	5,644	1,711	333
\$12 per hour	26,997	3,221	4,148	20,948	17,057	6,987	1,459	925
\$14 per hour	25,902	3,129	3,611	20,282	16,207	7,590	1,477	0

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

Percent

Workforce Status	Total	Under-employed Keepers	Job Shifters	Job	At Least a Bachelor's School Degree Diploma	Some College or Associate's Degree	High
Permanent job	90.4	91.8	76.6	93.6	93.5	91.8	78.0
Temporary job	7.5	8.2	16.9	4.8	5.2	6.7	14.6
Want full-time with one employer	25.0	24.1	53.3	56.0	15.0	17.6	33.3
Has taken action in the last three months to find a new job	29.3	18.3	46.9	100.0	0.0	13.0	24.1
Of those looking for a new job, primary reason for looking:							
Better pay	36.8	34.8	36.8	0.0	29.0	40.6	30.8
Better benefits	0.0	5.3	0.0	5.3	0.0	3.2	9.4
Want to work closer to home	6.6	13.0	6.6	0.0	9.7	3.1	7.7
Family responsibilities	1.3	4.3	1.3	0.0	3.2	0.0	0.0
Change in career	10.5	4.3	10.5	0.0	9.7	3.1	38.5

Other	39.5	43.5		39.5	0.0	45.2	43.8	23.1
Average number of jobs held in working lifetime (number)	1.87	2.43		2.45	1.76	1.84	1.77	1.86

Benefits of Current Job

Paid vacation	62.3	53.1		57.1	64.3	64.5	66.9	48.8
Health insurance		60.1	54.8		45.8	63.9	70.2	51.7
39.5								
Education and training benefits	52.8	51.2		40.8	55.4	62.1	42.4	43.6
Retirement plan	70.3	70.7		62.0	72.5	80.1	61.9	55.3
Current job offers advancement potential		72.0	64.3		59.2	75.8	76.6	69.5
65.8								

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

Percent

Pay increase needed to change jobs

Less than 5% increase	4.3	6.0		7.9	3.5	4.4	3.0	4.8
Between 5% and 10% increase	15.9	16.0		30.3	12.4	10.0	23.9	23.8
Between 10% and 15% increase		20.4	26.0		19.7	20.7	19.7	27.6
9.5								
Between 15% and 20% increase		13.7	4.0		9.2	15.0	16.2	10.4
11.9								
More than 20% increase		22.6	26.0		26.3	22.3	27.9	17.2
11.9								

Not interested at any increase	19.5	16.0	3.9	23.2	20.1	16.4	28.6
Ten percent or less	20.2	22.0	38.2	15.9	14.4	26.9	28.6
Fifteen percent or less	40.6	48.0	57.9	36.6	34.1	54.5	38.1

Sector of Employment

Government	16.6	12.5	7.8	18.2	22.4	9.8	9.8
Private for profit company		49.0	54.2	61.0	46.2	43.5	59.4
Non-profit org. (Incl. tax exempt & charitable orgs.)	11.1	16.7	11.7	11.1	12.1	10.5	7.3
Self-employed	18.3	12.5	7.8	20.7	19.8	15.8	12.2
Working in family business	1.0	2.1	0.0	1.0	0.0	2.3	0.0
Other	3.8	2.1	11.7	2.5	0.4	0.0	0.0

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

Percent

Government Employment

Federal	31.9	33.3	16.7	32.1	32.7	33.3	25.0
State	52.2	50.0	83.3	51.8	55.8	33.3	75.0

Local 15.9 16.7 0.0 16.1 11.5 33.3 0.0

Private Industry Sector

Agricultural	1.2	2.3	0.0	1.2	1.1	0.8	0.0
Mining	0.6	0.0	0.0	0.8	1.1	0.0	0.0
Construction	4.6	0.0	2.9	5.5	3.4	5.0	2.6
Manufacturing	2.9	0.0	5.7	2.3	2.8	4.2	0.0
Transportation, Communications or Public Utility	5.5	4.7	1.4	6.6	5.6	2.5	13.2
Wholesale or retail trade		9.0	11.6	11.4	8.6	7.3	7.5
15.8							
Restaurants	3.2	7.0	11.4	1.2	0.6	5.0	13.2
Legal Services	2.9	0.0	0.0	3.9	5.1	1.7	0.0
Health Services	17.1	18.6	18.6	15.6	18.0	19.2	7.9
Educational Services	4.1	0.0	1.4	4.3	4.5	5.0	0.0
Business Services		4.0	4.7	2.9	4.3	7.3	1.7
0.0							
Engineering Services	3.5	0.0	1.4	4.7	4.5	1.7	5.3
Personal Services		7.5	18.6	14.3	6.3	6.2	6.7
10.5							
Finance, Insurance, Real Estate	11.8	11.6	4.3	13.3	10.7	14.2	13.2
Other	21.7	20.9	24.3	19.9	20.8	25.0	18.4

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

Percent

Distance traveled to place of employment									
0 - 5 miles	31.6	32.0	35.1	30.6	23.3	38.6	51.2		
6 - 10 miles	19.0	10.0	11.7	22.0	22.8	15.2	7.3		
11- 20 miles	27.0	28.0	28.6	27.4	33.6	20.5	17.1		
21- 30 miles	9.2	14.0	7.8	8.6	7.8	9.1	14.6		
31- 50 miles	3.1	6.0	2.6	2.5	4.3	2.3	0.0		
More than 50 miles	1.9	2.0	1.3	2.2	1.7	3.0	0.0		
Work at home	6.5	8.0	5.2	6.4	6.5	8.3	2.4		
10 miles or less	50.6	42.0	46.8	52.6	46.1	53.8	58.5		
11 miles or more		41.2	50.0	40.3	40.7	47.4	34.9		
31.7									
21 miles or more		14.2	22.0	11.7	13.3	13.8	14.4		
14.6									
Willingness to commute									
0 - 5 miles	5.0	0.0	1.3	6.3	3.4	3.8	12.2		
6 - 10 miles	10.3	4.1	9.1	11.4	8.6	9.0	22.0		
11- 20 miles	32.6	34.7	33.8	32.7	30.6	38.3	26.8		
21- 30 miles	29.5	34.7	28.6	28.9	36.6	23.3	17.1		
31- 50 miles	12.2	8.2	10.4	12.4	12.5	11.3	14.6		
More than 50 miles	6.0	8.2	10.4	4.4	6.5	6.0	2.4		
Don't know	4.1	10.2	6.5	3.5	1.3	8.3	4.9		
11 miles or more		80.3	85.8	83.2	78.4	86.2	78.9		
60.9									
21 miles or more		47.7	51.1	49.4	45.7	55.6	40.6		
34.1									
30 miles or more		18.2	16.4	20.8	16.8	19.0	17.3		
17.0									

Table 4: Transportation and Commuting	Persons who are working			
	Total	Under-	Job	Job

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

Transportation reliable enough to commute

97.7	96.7	100.0	97.4	98.5	98.5	93.8
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Not willing to commute 20 miles or more

Family obligations	18.9	22.2	5.9	20.5	24.8	13.4	16.0
Don't wish to drive that much	19.4	5.6	20.6	19.9	19.8	16.4	32.0
Gas prices	38.8	50.0	58.8	34.8	26.7	53.7	44.0
Takes too much time	16.9	22.2	11.8	18.0	20.8	11.9	8.0
Other	6.0	0.0	2.9	6.8	7.8	4.5	0.0

	Persons who are working				Job Seekers
	Total	Under- Job	Job	Highest education level	
				Some	

Table 5: Education and Skills		employed Keepers	Shifters	At least a Bachelor's School Degree Diploma	College or Associate's Degree	High	
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Percent

Utilization of Education and Skills							
Feel underutilized	24.8	100.0	47.4	13.4	23.4	27.8	19.5
<i>Of those who feel underutilized ...</i>							
Previous job required more skill, education		13.6	14.3	7.9	16.7	14.5	5.3
12.5							
Have had additional job training, education		22.3	32.7	26.3	14.3	27.3	23.7
0.0							
Training, education not required in current job	36.9	53.1	34.2	28.6	34.5	36.8	50.0
Earned more money in a previous job	1.0	0.0	0.0	2.4	1.8	0.0	0.0
Skills and education better used in previous job	77.9	85.7	73.0	81.0	81.1	70.3	87.5
Would change jobs to better use skills	64.1	100.0	94.6	14.3	66.0	67.6	50.0
Underemployed	11.8	100.0	30.3	0.0	12.6	12.0	7.1
Level of education							
Less than high school	1.9	0.0	1.3	2.2	0.0	0.0	0.0
4.0							
High school	9.9	6.1	15.8	8.6	0.0	0.0	100.0
44.0							
Some college	27.7	26.5	35.5	26.4	0.0	86.5	0.0
28.0							
Associate degree		4.3	6.1	6.6	3.5	0.0	13.5
0.0		0.0					
Bachelor's of Science degree	27.0	30.6	22.4	27.7	48.5	0.0	0.0
12.0							
Bachelor's of Arts degree		11.3	12.2	6.6	12.4	20.3	0.0
0.0		8.0					
Postgraduate degree	17.3	16.3	10.5	18.8	31.2	0.0	0.0
4.0							

High School or less 48.0	11.8	6.1	17.1	10.8	0.0	0.0	100.0
Some college or less 76.0	39.5	32.6	52.6	37.2	0.0	86.5	0.0
At least Bachelor's degree 0.0		55.6	59.1	39.5	58.9	100.0	0.0
	24.0						

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

Percent

Technical Training							
Vocational training, apprentice training 21.1 or special professional training	16.1	14.3	27.6	23.3	6.1	45.9	48.8
Computer Skills (among those with skills not used in present employment)							
Workers with computer skills (percent)	19.0	34.7	36.8	15.0	16.0	21.8	31.0
Workers with computer skills (number)							
Strongest Computer Skill							
Word processing (MS-Word)	45.5	47.1	48.1	42.6	45.7	34.5	66.7
Spreadsheet analysis (Excel, Lotus) 8.3		10.4	5.9	0.0	17.0	17.1	3.4

Bookkeeping (Quicken)	3.9	0.0	0.0		6.4	5.7	3.4	0.0
Web site development	5.2	5.9	3.7		4.3	5.7	3.4	8.3
Work on machines, troubleshooting		14.3	5.9	22.2		10.6	11.4	24.1
0.0								
Maintains a computer network	7.8	0.0	0.0		12.8	2.9	13.8	8.3
Computer programming (C, SAS, SPSS)		3.9	5.9	7.4		2.1	5.7	0.0
8.3								
Develops own software applications	1.3	0.0	0.0		2.1	2.9	0.0	0.0
Other computer skill	6.5	29.4	18.5		0.0	0.0	17.2	0.0
Don't know	1.3	0.0	0.0		2.1	2.9	0.0	0.0

Student Status

Full-time student		9.4	10.4	28.9		4.5	3.5	13.7
24.4	30.8							
Part-time student		8.9	27.1	19.7		6.1	7.4	12.2
4.9	2.6							
Not a student		81.6	62.5	51.3		89.4	89.2	74.0
66.7								70.7

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

Number of responses (weighted values)	610	289	321	49	76	313	231	133	41	38
Estimated persons 18 years old or older	51,941	24,608	27,333	4,172	6,471	26,652	19,765	11,380	3,508	3,236

Percent

Gender													
Males	47.4	100.0	0.0	53.1		55.3	52.9	59.3		45.1	43.9	34.2	
Females		52.6	0.0	100.0	46.9		44.7	47.1	40.7		54.9	56.1	65.8

Marital Status												
Married	69.1	71.4	67.0	69.4		46.1	80.6	86.1		60.2	61.0	30.8
Widowed	5.0	2.8	6.9	0.0		0.0	1.0	0.0		1.5	2.4	17.9
Divorced	5.3	4.9	5.7	6.1		5.3	6.7	4.8		9.0	4.9	5.1
Separated	1.3	2.1	0.6	0.0		0.0	0.3	0.0		0.8	0.0	2.6
Never married	18.0	18.4	17.6	22.4		47.4	10.5	8.2		26.3	31.7	43.6

Age Category												
18-24	15.6	15.6	15.6	20.4		39.0	7.3	4.3		22.7	25.0	38.5
25-44	40.8	40.8	40.8	44.9		32.5	50.3	51.3		43.9	32.5	30.8
45-64	31.5	31.5	31.5	30.6		26.0	37.3	40.0		28.8	37.5	23.1
65 or older	12.1	12.1	12.1	4.1		2.6	5.1	4.3		4.5	5.0	7.7