



## McAlester Area Labor Force Study

March, 2005

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Done in cooperation with the  
Oklahoma Employment Security Commission

## Executive Summary of the McAlester Area Labor Force Study

A significant proportion of the adult population is not currently working but only a small minority can be officially considered unemployed. The United States Department of Labor designates a person as being unemployed if they are without work but have been actively seeking work. Based on this definition 3.7% of the population within the McAlester area are currently unemployed.

Roughly 20% (or 11,772 workers) in the labor market area have looked for other work in the past three months and these people are known as Job Shifters. Of all the methods used to look for other work the majority, 64.2%, were active (such as contacting an employer or filling out applications) and far fewer, 27.1%, 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 58.1% of people was in order to get higher pay and/or better benefits. Another 8.1% wanted a change in career.

The data from this study estimates that 14.0%, or 8,385, 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 72.2% of all workers or 43,217 people.

This last category of potential workers contains those who are not currently employed but want to work. Eight point two percent of all adults in the McAlester area are represented by this category which is equivalent to 8,224 people.

The percentage of workers in the McAlester area with a least a Bachelors degree is almost one-fifth of the current work force and about 55% of the workers have had at least some college.

Over two-thirds of McAlester area residents had not moved in the past five years and an additional 15.8% remained in the same county. Ten point seven percent had moved from a different county in Oklahoma but only an additional 6.5% had moved from a different state or country. Of the Job Shifters, 19.2% did not live in the same county five year ago whereas 21.2% of the Underemployed had not lived in the same county and 12.3% of Job Keepers.

Of all workers, 83.4% have full-time positions. Of those workers with part time jobs 41.8% 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, about 22,500 still find at a job of \$14 per hour plus benefits to be either “attractive” or “very attractive”.

Of the Underemployed 69.2% indicated that they would be willing to change jobs for an increase in pay of 15% or less. Around 65.3% 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 37.3%.

However, even though this figure is a smaller proportion than for the other two groups, it still represents a sizable group of workers. Only 27.0% 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 for a 15% pay raise and benefits but almost a 15% of Job Keepers were also willing to change under those circumstances.

About 21% of those living in the McAlester area already commute at least 21 miles to work and an additional 14.1% commute 11-20 miles.

A high percentage of workers (63.2%) indicate a willingness to commute distances of 21 miles or more to their current job and only 15.1% said that they would not commute more than 10 miles to work.

**An Analysis of the McAlester Area Labor Force Study Data  
Conducted Among Residents of Atoka, Coal, Haskell, Hughes, Latimer,  
McIntosh, Pushmataha, and Pittsburg Counties in Oklahoma**

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

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

**March 31, 2005**

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## Introduction

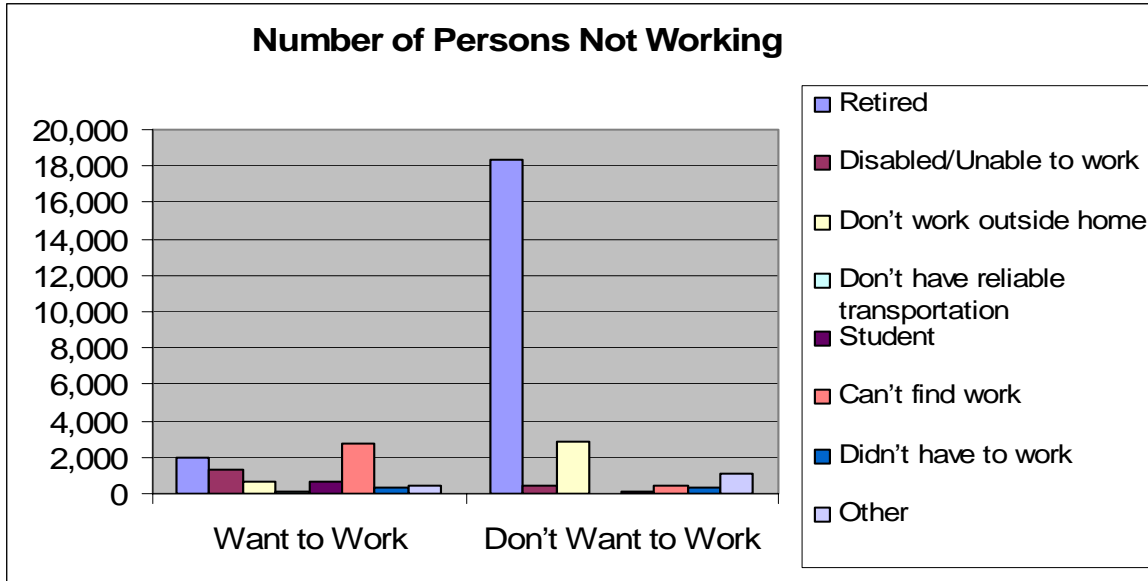
This report is a labor force study of the McAlester area labor force which examines the availability of labor in Atoka, Coal, Haskell, Hughes, Latimer, McIntosh, Pushmataha, and Pittsburg counties of Oklahoma.

Approximately 59,826 of the 99,817 adults who live in the McAlester area are employed, which is equal to 59.9% of the population who is 18 years of age or older.

In the McAlester area a considerable portion of the adult population are not employed for a variety of reasons. This group includes the retired, disabled, students, homemakers, and the unemployed. This study found that approximately 39,991 members of the adult population are not currently working. Of this group (but not including those who were not available for work within the next 6 months due to disability or some other reason), the majority, 74.6%, indicate that they are not interested in working outside the home (see Table 1 below).

**Table 1: Number of Persons Not Working**

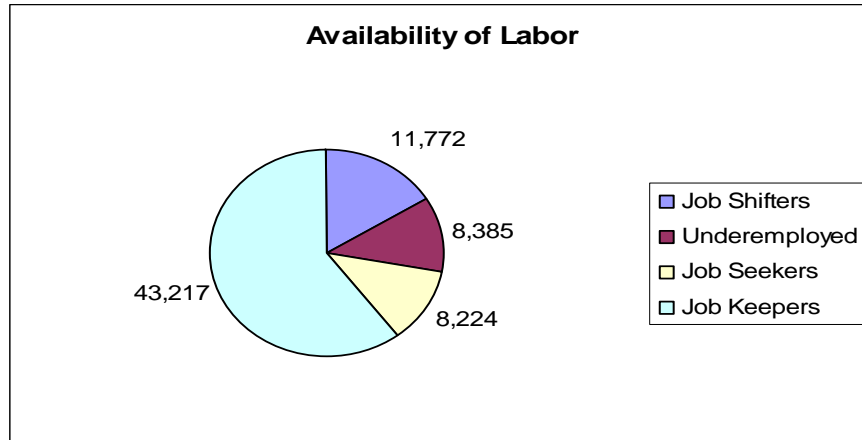
<u>Reason for Not Working</u>	<u>Want to Work</u>	<u>Don't Want to Work</u>	<u>Total</u>
Retired	1,935	18,383	20,318
Disabled/Unable to work	1,290	484	1,774
Don't work outside home	645	2,903	3,548
Don't have reliable transportation	161	0	161
Student	645	161	806
Can't find work	2,741	484	3,225
Didn't have to work	323	323	646
Other	484	1,129	1,613
<b>Total</b>	<b>8,224</b>	<b>23,867</b>	<b>32,091</b>



A significant proportion of the adult population is not currently working but only a small minority can be officially considered unemployed. The United States Department of Labor designates a person as being unemployed if they are without work but have been actively seeking work. Based on this definition 3.7% of the population within the McAlester area are currently unemployed.

### Availability of Labor

This study has identified 20,157 workers who are currently available for *other* work. The categories of Job Shifters and the Underemployed (described below) are included in this estimate. Additionally, there are those adults who are not working but want to work (Job Seekers), and those workers who are not underemployed and have not looked for work in the past three months (Job Keepers), which can be included in the pool of potential workers. These two groups total another 51,441 potential workers for a grand total of 71,598 adults in the labor force.



### *Job Shifters*

Roughly 20% (or 11,772 workers) in the labor market area have looked for other work in the past three months. Of all the methods used to look for other work the majority, 64.2%, were active (such as contacting an employer or filling out applications) and far fewer, 27.1%, were passive (such as looking at ads or browsing the internet). The rest of the respondents gave a response that could not be coded as either active or passive.

The reasons why the Job Shifters were looking for work were varied but the primary reason for 58.1% of people was in order to get higher pay and/or better benefits. Another 8.1% wanted a change in career.

### *Underemployed*

The data from this study estimates that 14.0%, or 8,385, 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 72.2% of all workers or 43,217 people.



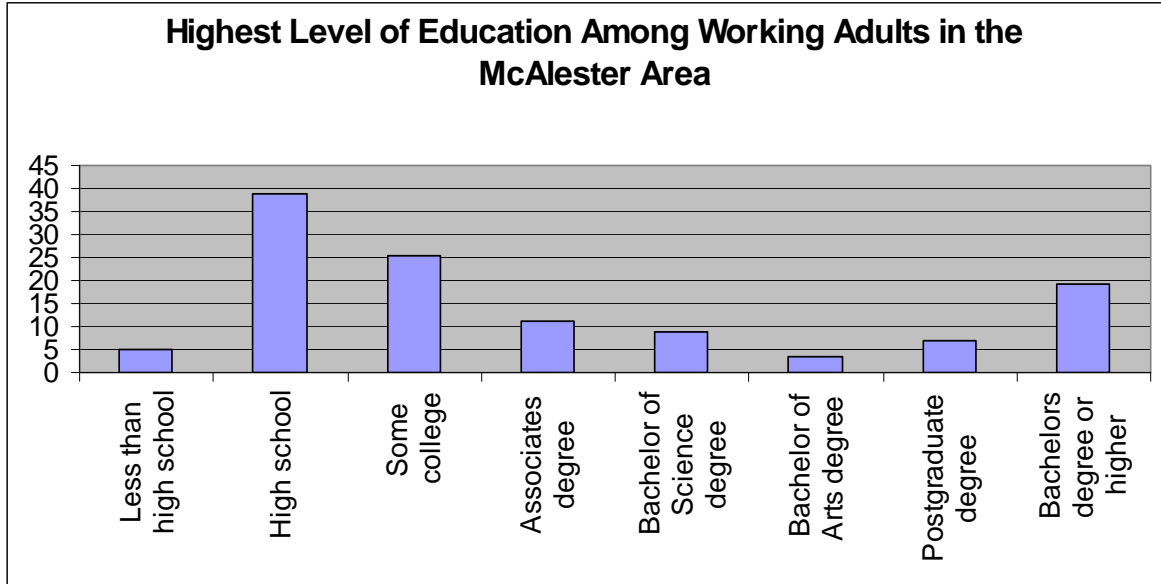
*Job Seekers*

This last category of potential workers contains those who are not currently employed but want to work. Eight point two percent of all adults in the McAlester area are represented by this category which is equivalent to 8,224 people.

**Education**

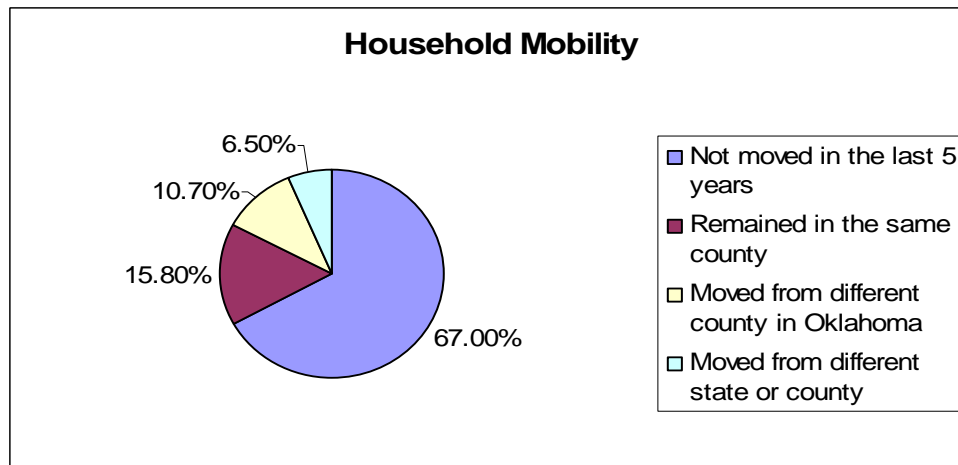
The percentage of workers in the McAlester area with a least a Bachelors degree is almost one-fifth of the current work force (Table 2) and about 55% of the workers have had at least some college.

<u>Level of Education</u>	<u>Percent Adult Workers</u>
Less than high school	4.9
High school	38.8
Some college	25.5
Associates degree	11.1
Bachelor of Science degree	8.9
Bachelor of Arts degree	3.5
Postgraduate degree	6.8
Bachelors degree or higher	19.2



### Household Mobility

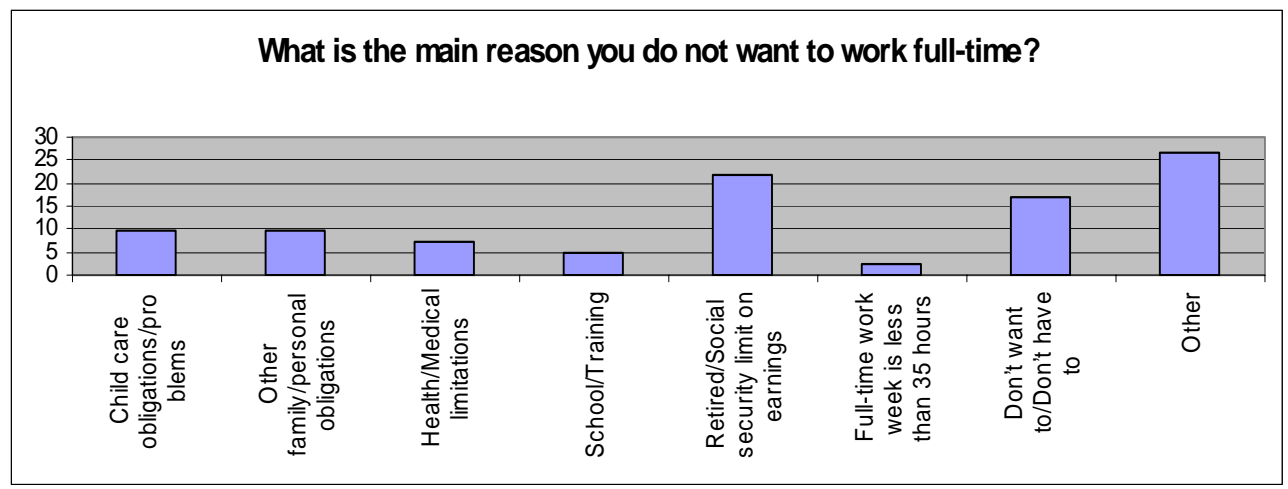
To understand how much the McAlester area population shifts in a five year period, respondents were asked if they have lived at the same residence for the last five years. Over two-thirds (67.0%) had not moved and an additional 15.8% remained in the same county. Ten point seven percent had moved from a different county in Oklahoma but only an additional 6.5% had moved from a different state or country. Of the Job Shifters, 19.2% did not live in the same county five year ago whereas 21.2% of the Underemployed had not lived in the same county and 12.3% of Job Keepers.



### Type of Employment

Of all workers, 83.4% (or about 49,882 people) have full-time positions, and another 16.6% (or about 9,944 people) have part-time jobs. Of those workers with part time jobs 41.8% would like to have a full-time position with just one employer. Part-time workers listed several reasons for why they wanted to work part-time instead of full-time and these are described below in Table 3.

<b>Table 3: Frequency Distribution</b>		
<b>Q32: What is the main reason you do not want to work full-time?</b>		
	<b>Frequency</b>	<b>Percent</b>
Child care obligations/problems	4	9.8
Other family/personal obligations	4	9.8
Health/Medical limitations	3	7.3
School/Training	2	4.9
Retired/Social security limit on earnings	9	22.0
Full-time work week is less than 35 hours	1	2.4
Don't want to/Don't have to	7	17.0
Other	11	26.8
<b>Total</b>	<b>41</b>	<b>100.0</b>



## Characteristics of Workers

### Wage Rates

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

Although Job Keepers by definition are those workers who are not interested in changing jobs, about 22,500 still find at a job of \$14 per hour plus benefits to be either “attractive” or “very attractive”.

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

	Underemployed	Job Shifters	Job Keepers	Job Seekers
\$10 per hour	5,644	6,450	19,190	7,095
\$12 per hour	6,128	7,740	21,286	7,256
\$14 per hour	6,612	9,514	22,576	7,417

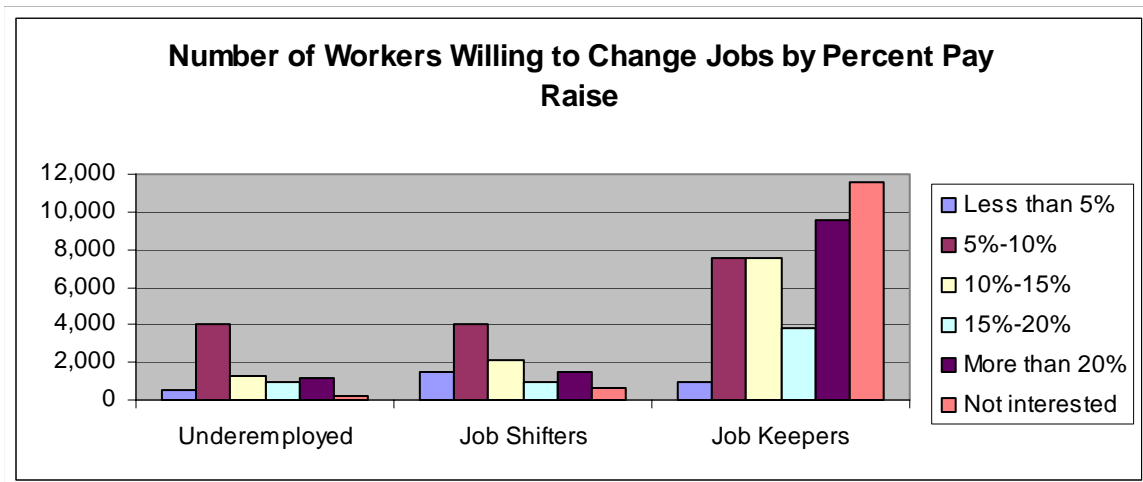


### Willingness to Change Jobs

As shown in Table 5, of the Underemployed, 5,504 workers (69.2%) indicated that they would be willing to change jobs for an increase in pay of 15% or less. Around 7,684 (65.3%) 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 37.3% (or 16,126 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 27.0% 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**

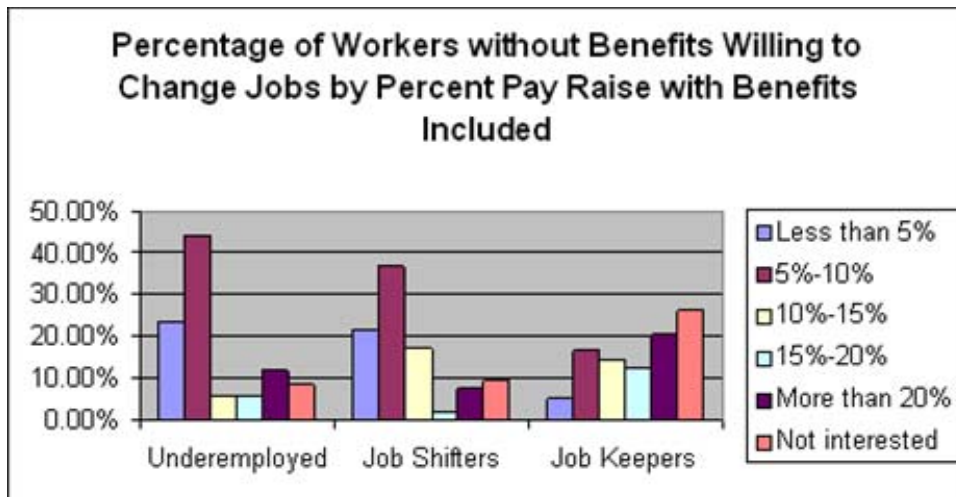
<u>Desired raise in pay</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
Less than 5%	484	1,451	968
5%-10%	4,031	4,032	7,579
10%-15%	1,290	2,096	7,579
15%-20%	967	968	3,870
More than 20%	1,129	1,451	9,514
Not interested	161	645	11,611



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 for a 15% pay raise and benefits but almost a 15% of Job Keepers were also willing to change under those circumstances.

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

<u>Desired raise in pay</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
Less than 5%	23.5%	21.2%	5.2%
5%-10%	44.1%	36.5%	16.9%
10%-15%	5.9%	17.3%	14.5%
15%-20%	5.9%	1.9%	12.2%
More than 20%	11.8%	7.7%	20.3%
Not interested	8.8%	9.6%	26.2%

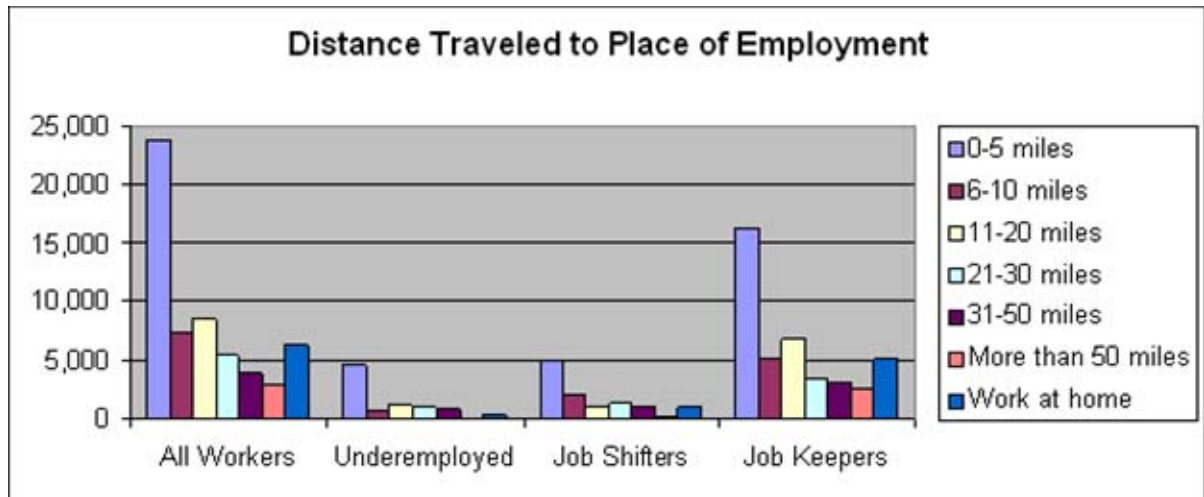


## Commuting Patterns

About 12,000 workers (or 20.4%) living in the McAlester area already commute at least 21 miles to work and an additional 14.1% commute 11-20 miles as shown in Table 7 below.

**Table 7: Distance Traveled to Place of Employment**

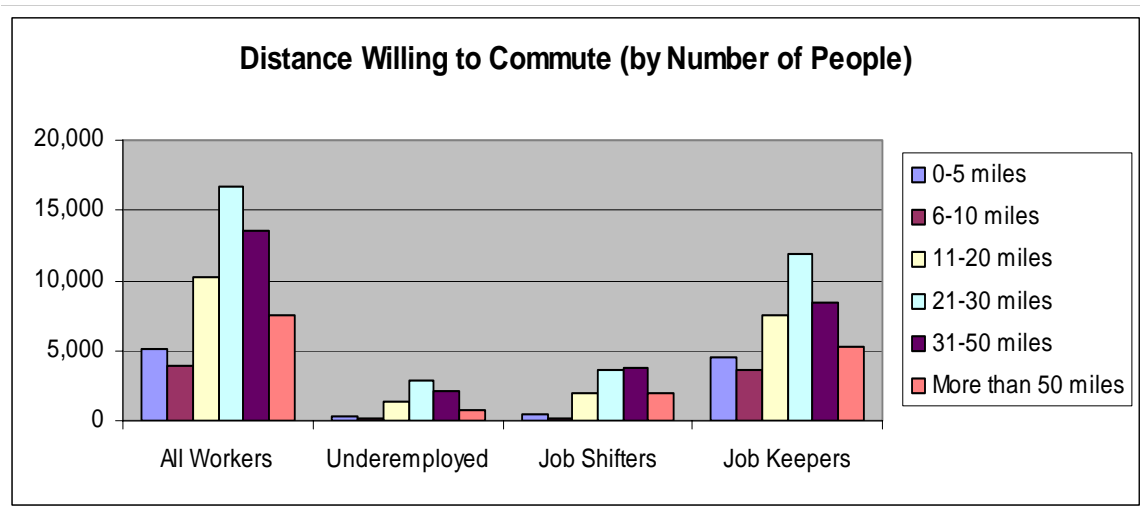
<u>Distance Traveled</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
0-5 miles	23,735	4,515	4,905	16,348
6-10 miles	7,316	645	1,962	5,018
11-20 miles	8,454	1,129	981	6,798
21-30 miles	5,365	967	1,308	3,399
31-50 miles	3,902	806	981	3,075
More than 50 miles	2,926	0	164	2,590
Work at home	6,340	322	981	5,018



A high percentage of workers (63.2%) indicate a willingness to commute distances of 21 miles or more to their current job and only 15.1% 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	5,146	316	484	4,515
6-10 miles	3,860	158	161	3,548
11-20 miles	10,293	1,424	1,935	7,579
21-30 miles	16,726	2,848	3,548	11,933
31-50 miles	13,509	2,057	3,709	8,385
More than 50 miles	7,559	791	1,935	5,321





## Conclusions

A significant number of residents (20,157) of the McAlester area are either Underemployed or Job Shifters and are readily available to change jobs.

Another 8,224 people are currently unemployed but want to work.

Among working adults almost one-fifth (19.2%) have completed at least a Bachelor's degree and an additional 36.6% have had some college.

A total of 35,154 current workers expressed a willingness to work for at least \$12 per hour and another 3,548 current workers would work for at least \$14 per hour.

A total of 29,510 current workers are willing to change jobs for a pay raise of 15% or less.

37,794 current workers are willing to commute 21 miles or more to work.

**Methodology and Data Report for the McAlester Area Labor Force Study  
Conducted Among Residents of Atoka, Coal, Haskell, Hughes, Latimer,  
McIntosh, Pushmataha, and Pittsburg Counties in Oklahoma**

**Data Collected February 21 – March 4, 2005**

**Survey Conducted by the University of Oklahoma Public Opinion Learning  
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## METHODOLOGICAL REPORT

### **Purpose**

This field report presents the methodological details for a telephone survey of residents of Atoka, Coal, Haskell, Hughes, Latimer, McIntosh, Pushmataha, and Pittsburg counties in Oklahoma conducted in February and March 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 February 21, 2005 and March 4, 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 eight county area. 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**

612 complete interviews were obtained among residents of the selected counties along with an additional 5 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 612 interviews represent a margin of error of +/- 3.96% at a 95% confidence level. If the partially completed interviews are included in this tally, the margin of error decreases to +/-3.95% at a 95% confidence level. (The 95% confidence level means that if the survey were to be conducted 100 times with 100 different random samples, the actual results obtained would fall within the limits of error at least 95 times).

Overall, 3,499 numbers were released (dialed) from the sampling pool, and 10,230 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 1,290 known eligible households as the comparison, the 617 fully and partially completed interviews represent a **47.8% response rate**.

### **Refusal Conversions**

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

Conversion efforts led to 44 successful refusal conversions, representing 7.2% 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 eight-county area as accurately as possible.

**Table 1: Final Disposition of Sampling Pool**

		<b>Frequency</b>	<b>Percent</b>
<b>Ineligible:</b>	Non-residential number	202	5.8
	No eligible respondent	52	1.5
	Non-working number	864	24.7
	Fax/Modem	134	3.8
	Cellular phone	4	0.1
<b>Sub-total Ineligible:</b>		<b>1,256</b>	<b>35.9</b>
<b>Unknown Eligibility:</b>	No answer	437	12.5
	Caller ID/ privacy manager	183	5.2
	Answering machine	117	3.3
	Phone line busy	141	4.0
	Technical phone problems	75	2.1
	<b>Sub-total Unknown Eligibility:</b>		<b>953</b>
<b>Eligible:</b>	Completed Interview	612	17.5
	Partially Completed Interview	5	0.1
	Individual Refusal	137	3.9
	Household Refusal	462	13.2
	Respondent never available	74	2.1
	<b>Sub-total Eligible:</b>		<b>1,290</b>
<b>Total Activated:</b>		<b>3,499</b>	<b>99.8</b>

**SURVEY FREQUENCY RESULTS**  
**Closed-Ended Data**

<b>Table 2: Frequency Distribution</b>		
<b>Q0: Let me ask which county do you live in?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Atoka</b>	76	12.3
<b>Coal</b>	26	4.2
<b>Haskell</b>	77	12.5
<b>Hughes</b>	61	9.9
<b>Latimer</b>	35	5.7
<b>McIntosh</b>	61	9.7
<b>Pittsburgh</b>	223	36.1
<b>Pushmataha</b>	59	9.5
<b>Total</b>	618	99.9

<b>Table 3: Frequency Distribution</b>		
<b>Q1: Let me ask what city or town do you live in?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Adamson</b>	1	0.2
<b>Albion</b>	2	0.3
<b>Alderson</b>	1	0.2
<b>Antlers</b>	27	4.4
<b>Apelar</b>	1	0.2
<b>Atoka</b>	46	0.7
<b>Atwood</b>	1	0.2
<b>Bentley</b>	1	0.2
<b>Between Blocker &amp; Crowder</b>	1	0.2
<b>Blanchard</b>	1	0.2
<b>Blocker</b>	1	0.2
<b>Broken</b>	1	0.2
<b>Caddo</b>	1	0.2
<b>Calvin</b>	4	0.7
<b>Canadian</b>	4	0.7
<b>Caney</b>	8	1.3
<b>Centrahoma</b>	2	0.3
<b>Checotah</b>	30	4.8
<b>Ciger</b>	1	0.2
<b>Clayton</b>	14	2.3
<b>Coal</b>	1	0.2
<b>Coalgate</b>	19	3.0
<b>Country</b>	10	1.6
<b>Country by Daisy</b>	1	0.2



<b>Crowder</b>	1	0.2
<b>Daisy</b>	1	0.2
<b>Dow</b>	2	0.3
<b>Dustin</b>	5	0.8
<b>Enterprise</b>	1	0.2
<b>Eufala</b>	35	5.6
<b>Farris</b>	3	0.5
<b>Gowen</b>	2	0.3
<b>Haileyville</b>	3	0.5
<b>Hanna</b>	1	0.2
<b>Harmony</b>	1	0.2
<b>Hartshorne</b>	22	3.5
<b>Haywood</b>	1	0.2
<b>Holdenville</b>	31	5.0
<b>Hoyt</b>	1	0.2
<b>Indianola</b>	3	0.5
<b>Keota</b>	12	1.9
<b>Kinta</b>	8	1.3
<b>Kiowa</b>	6	1.0
<b>Krebs</b>	13	2.1
<b>Lake Aluma</b>	2	0.3
<b>Lamar</b>	1	0.2
<b>Lane</b>	7	1.1
<b>Lequire</b>	1	0.2
<b>Letitia</b>	1	0.2
<b>Longtown</b>	5	0.8
<b>McAlester</b>	129	20.8
<b>McCurtain</b>	5	0.8
<b>Moyers</b>	5	0.8
<b>Nashoba</b>	5	0.8
<b>Outside Kiowa &amp; Pittsburgh</b>	1	0.2
<b>Outside of Eufaula</b>	1	0.2
<b>Parbon</b>	1	0.2
<b>Pittsburgh</b>	4	0.6
<b>Quinton</b>	10	1.6
<b>Rattan</b>	5	0.8
<b>Red Oak</b>	7	1.1
<b>Renokes</b>	1	0.2
<b>Savanna</b>	1	0.2
<b>Snow</b>	1	0.2
<b>Stigler</b>	35	5.6
<b>Stringtown</b>	3	0.5
<b>Stuart</b>	4	0.6
<b>Talihina</b>	2	0.3
<b>Texanna</b>	1	0.2

<b>Tupelo</b>	3	0.5
<b>Tuskahoma</b>	2	0.3
<b>Vernon</b>	3	0.5
<b>Wardville</b>	1	0.2
<b>Wetumka</b>	17	2.7
<b>Whitefield</b>	4	0.6
<b>Wilburton</b>	19	3.1
<b>Don't know</b>	2	0.3
<b>Total</b>	620	94.1

**Table 4: Frequency Distribution**  
**Q2: What is your zip code?**

	<b>Frequency</b>	<b>Percent</b>
<b>74225</b>	6	1.0
<b>74426</b>	28	4.6
<b>74430</b>	1	0.2
<b>74432</b>	37	6.1
<b>74442</b>	3	0.5
<b>74443</b>	1	0.2
<b>74461</b>	1	0.2
<b>74462</b>	33	5.5
<b>74466</b>	1	0.2
<b>74472</b>	5	0.8
<b>74482</b>	1	0.2
<b>74501</b>	131	21.7
<b>74502</b>	2	0.3
<b>74503</b>	1	0.2
<b>74521</b>	1	0.2
<b>74522</b>	1	0.2
<b>74523</b>	26	4.3
<b>74525</b>	44	7.3
<b>74528</b>	1	0.2
<b>74531</b>	4	0.7
<b>74532</b>	2	0.3
<b>74533</b>	7	1.2
<b>74534</b>	2	0.3
<b>74535</b>	1	0.2
<b>74536</b>	14	2.3
<b>74538</b>	19	3.1
<b>74540</b>	1	0.2
<b>74543</b>	1	0.2
<b>74545</b>	2	0.3
<b>74546</b>	3	0.5
<b>74547</b>	23	3.8

74552	14	2.3
74553	4	0.7
74554	13	2.1
74555	6	1.0
74556	1	0.2
74557	5	0.8
74558	5	0.8
74560	5	0.8
74561	12	2.0
74562	5	0.8
74563	9	1.5
74564	1	0.2
74565	1	0.2
74567	1	0.2
74569	3	0.5
74570	2	0.3
74571	3	0.5
74572	2	0.3
74574	2	0.3
74576	1	0.2
74578	17	2.8
74579	2	0.2
74597	1	0.2
74727	2	0.3
74729	1	0.2
74827	1	0.2
74839	5	0.8
74842	1	0.2
74845	1	0.2
74847	1	0.2
74848	30	5.0
74850	1	0.2
74883	17	2.8
74941	16	2.6
74943	1	0.2
73944	4	0.7
74962	1	0.2
75401	1	0.2
75429	1	0.2
75463	1	0.2
77426	1	0.2
Don't know	15	2.5
<b>Total</b>	<b>605</b>	<b>103.0</b>

<b>Table 5: Frequency Distribution</b>		
<b>Q3: Were you living in this house or apartment five years ago; that is, in February of 2000?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	415	67.0
<b>No</b>	204	33.0
<b>Total</b>	619	100.0

<b>Table 6: Frequency Distribution</b>		
<b>Q3A: Where did you live in January of 2000? Was it...</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>A different residence of the same county</b>	98	48.0
<b>A different county in Oklahoma</b>	66	32.4
<b>A different state</b>	38	18.6
<b>Not in the US</b>	2	1.0
<b>Total</b>	204	100.0

<b>Table 7: Frequency Distribution</b>		
<b>Q4: What is your age?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>18-24</b>	64	10.3
<b>25-44</b>	210	34.0
<b>45-64</b>	199	32.1
<b>65-over</b>	146	23.6
<b>Total</b>	619	100.0

<b>Table 8: Frequency Distribution</b>		
<b>Q5: Determine gender without asking.</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Male</b>	309	49.9
<b>Female</b>	310	50.1
<b>Total</b>	619	100.0

<b>Table 9: Frequency Distribution</b>		
<b>Q6: What race or ethnicity do you consider yourself? Would you say...</b>		
White	498	80.5
Black/African American	9	1.5
Native American or American Indian	95	15.3
Hispanic	5	0.8
Other	10	1.6
Don't know	1	0.2
Refused/call continued	1	0.2
<b>Total</b>	<b>619</b>	<b>100.1</b>

<b>Table 10: Frequency Distribution</b>		
<b>Q6A: What tribe do you consider yourself to be?</b>		
	<b>Frequency</b>	<b>Percent</b>
Choctaw	52	54.2
Chickasaw	6	6.3
Cherokee	25	26.4
Other	13	13.5
<b>Total</b>	<b>96</b>	<b>100.4</b>

<b>Table 11: Frequency Distribution</b>		
<b>Q7: Are you in the military?</b>		
	<b>Frequency</b>	<b>Percent</b>
Yes	15	2.4
No	604	97.6
<b>Total</b>	<b>619</b>	<b>100.0</b>

<b>Table 12: Frequency Distribution</b>		
<b>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.</b>		
	<b>Frequency</b>	<b>Percent</b>
Very unattractive	129	20.8
Unattractive	34	5.5
Neither unattractive or attractive	76	12.3
Attractive	74	11.9
Very attractive	204	32.9

<b>Depends on the type of work</b>	8	1.3
<b>Doesn't want to work</b>	67	10.8
<b>Can't work any more</b>	1	0.2
<b>Couldn't take another job</b>	1	0.2
<b>Disabled</b>	1	0.2
<b>Disabled and retired</b>	1	0.2
<b>Not physically able to work</b>	1	0.2
<b>Retired</b>	7	1.1
<b>Retiring soon</b>	1	0.2
<b>Self-employed</b>	3	0.5
<b>Student</b>	2	0.3
<b>Too old</b>	2	0.3
<b>Too old to work and disabled</b>	1	0.2
<b>Unable to work</b>	2	0.3
<b>Don't know</b>	6	1.0
<b>Total</b>	621	100.4

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

	<b>Frequency</b>	<b>Percent</b>
<b>Pay is not enough</b>	147	60.2
<b>Doesn't want to work (retired, etc.)</b>	32	13.1
<b>Can't work due to family responsibilities</b>	3	1.2
<b>Disabled</b>	5	2.0
<b>Student</b>	5	2.0
<b>Likes current job</b>	14	5.7
<b>Overqualified</b>	4	1.6
<b>Self-employed</b>	8	3.3
<b>Other reason</b>	14	5.7
<b>Don't know</b>	12	4.9
<b>Total</b>	244	99.7

**Table 14: Frequency Distribution**

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

	<b>Frequency</b>	<b>Percent</b>
<b>Very unattractive</b>	49	34.8
<b>Unattractive</b>	27	19.1
<b>Neither unattractive or attractive</b>	28	19.9
<b>Attractive</b>	26	18.4
<b>Very attractive</b>	6	4.3
<b>Depends on the type of work</b>	1	0.7
<b>Self-employed</b>	2	1.4
<b>Other</b>	2	1.4
<b>Total</b>	141	100.0

**Table 15: Frequency Distribution**

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

	<b>Frequency</b>	<b>Percent</b>
<b>Very unattractive</b>	40	38.8
<b>Unattractive</b>	16	15.5
<b>Neither unattractive or attractive</b>	23	22.3
<b>Attractive</b>	18	17.5
<b>Very attractive</b>	6	5.8
<b>Total</b>	103	99.9

**Table 16: Frequency Distribution**

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

	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	180	29.1
<b>No</b>	439	70.9
<b>Total</b>	619	100.0

<b>Table 17: Frequency Distribution</b>		
<b>Q12: Last week, did you do any work for pay?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	212	48.3
<b>No</b>	227	51.7
<b>Total</b>	439	100.0

<b>Table 18: Frequency Distribution</b>		
<b>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)</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	123	68.3
<b>No</b>	57	31.7
<b>Total</b>	180	100.0

<b>Table 19:</b>		
<b>Frequency Distribution</b>		
<b>Q14: Last week, did you do any unpaid work in the family business or farm?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	36	62.1
<b>No</b>	21	36.2
<b>Don't know</b>	1	1.7
<b>Total</b>	58	100.0

<b>Table 20: Frequency Distribution</b>		
<b>Q15: Did you receive any payments or profits from the business?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	8	20.5
<b>No</b>	30	76.9
<b>Don't know</b>	1	2.6
<b>Total</b>	39	100.0

<b>Table 21: Frequency Distribution</b>		
<b>Q16: Do you work in the same county that you live in?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	286	76.2
<b>No</b>	85	22.7
<b>Don't know</b>	4	1.1
<b>Total</b>	375	100.0



<b>Table 22: Frequency Distribution</b>		
<b>Q17: In which county do you work?</b>		
	<b>Frequency</b>	<b>Percent</b>
Atoka	2	1.4
Bryan	6	4.3
Checotah	1	0.7
Ft. Smith, Arkansas	2	1.4
Hughes	1	0.7
Lamar, Texas	1	0.7
Latimer	10	7.1
LeFlore	4	2.8
Lincoln	2	1.4
McIntosh	2	1.4
Multiple counties	13	9.2
Muskogee	12	8.5
Okfuskee	3	2.1
Oklahoma and Tulsa	1	0.7
Pittsburg	5	3.5
Pontotoc	4	2.8
Pottawatomie	2	1.4
Pushmataha	3	2.1
Sebastian	2	1.4
Seminole	2	1.4
Sequoyah	2	1.4
Don't know	3	2.1
Other	62	44.0
<b>Total</b>	<b>141</b>	<b>102.5</b>

<b>Table 23: Frequency Distribution</b>		
<b>Q18: In which city or town do you work?</b>		
	<b>Frequency</b>	<b>Percent</b>
Ada	4	1.1
Albion	1	0.3
All over	10	2.7
Antlers	14	3.8
Arkansas	2	0.5
Atoka	28	7.5
Caddo	2	0.5
Calvin	1	0.3
Canadian	1	0.3
Caney	1	0.3
Checotah	8	2.2
Clayton	5	1.3
Clearview	1	0.3

<b>Coalgate</b>	5	1.3
<b>Crowder</b>	4	1.1
<b>Doesn't work</b>	1	0.3
<b>Dow</b>	2	0.5
<b>Drives a truck</b>	1	0.3
<b>Durant</b>	4	1.1
<b>Dustin</b>	1	0.3
<b>Eastern Oklahoma</b>	1	0.3
<b>Eufala</b>	19	5.1
<b>Farris</b>	2	0.5
<b>Fort Smith</b>	5	1.3
<b>Haileyville</b>	3	0.8
<b>Haskell</b>	2	0.5
<b>Hartshorne</b>	5	1.3
<b>Holdenville</b>	17	4.6
<b>Hugo</b>	1	0.3
<b>Keota</b>	3	0.8
<b>Kinta</b>	1	0.3
<b>Kiowa</b>	2	0.5
<b>Krebs</b>	1	0.3
<b>Lake</b>	1	0.3
<b>Lamar</b>	1	0.3
<b>Lane</b>	3	0.8
<b>LeFlore</b>	1	0.3
<b>Longtown</b>	2	0.5
<b>McAlester</b>	84	22.6
<b>McCurtain</b>	2	0.5
<b>Muskogee</b>	8	2.2
<b>Muskogee and Tulsa</b>	1	0.3
<b>Nashoba</b>	2	0.5
<b>Near Pittsburgh</b>	1	0.3
<b>Okemah</b>	1	0.3
<b>Oklahoma</b>	1	0.3
<b>On the country side</b>	2	0.5
<b>Paris</b>	1	0.3
<b>Pauls Valley</b>	1	0.3
<b>Playton</b>	1	0.3
<b>Porum</b>	1	0.3
<b>Poteau</b>	1	0.3
<b>Quinton</b>	2	0.5
<b>Rattan</b>	4	1.1
<b>Red Oak</b>	3	0.8
<b>Red Rock</b>	2	0.5
<b>Sallisaw</b>	3	0.8
<b>Savanna</b>	1	0.3
<b>Seminole</b>	2	0.5

<b>Shawnee</b>	2	0.5
<b>Soper</b>	1	0.3
<b>South of Wardville</b>	1	0.3
<b>Spiro</b>	1	0.3
<b>Stidham</b>	1	0.3
<b>Stigler</b>	18	4.8
<b>Stringtown</b>	5	1.3
<b>Stuart</b>	1	0.3
<b>Talihina</b>	3	0.8
<b>Tulsa</b>	1	0.3
<b>Tulsa and OKC</b>	1	0.3
<b>Tupelo</b>	2	0.5
<b>Tushka</b>	1	0.3
<b>Warner</b>	2	0.5
<b>Weleetka</b>	1	0.3
<b>Wetumka</b>	4	1.1
<b>Whitefiled</b>	1	0.3
<b>Wilburton</b>	23	6.2
<b>Don't know</b>	13	3.5
<b>Total</b>	<b>372</b>	<b>100.5</b>

<b>Table 24: Frequency Distribution</b>		
<b>Q19: Why didn't you work for pay last week? Was it because you are:</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Retired</b>	127	50.8
<b>Disabled</b>	44	17.6
<b>Unable to work</b>	7	2.8
<b>Waiting to start work</b>	3	1.2
<b>Don't work outside home</b>	21	8.4
<b>Never worked outside home</b>	1	0.4
<b>Don't have reliable transportation</b>	1	0.4
<b>Unemployed</b>	20	8.0
<b>Student</b>	11	4.4
<b>Didn't have to work</b>	5	2.0
<b>Other</b>	10	4.0
<b>Total</b>	<b>250</b>	<b>100.0</b>

<b>Table 25: Frequency Distribution</b>		
<b>Q19A: What are your transportation needs?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Just got a new car, but couldn't find work before without it</b>	1	100.0
<b>Total</b>	1	100.0

<b>Table 26: Frequency Distribution</b>		
<b>Q20: Does your disability prevent you from accepting any kind of work during the next six months?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	37	84.1
<b>No</b>	7	15.9
<b>Total</b>	44	100.0

<b>Table 27: Frequency Distribution</b>		
<b>Q21: Do you have a disability that prevents you from accepting any kind of work during the next six months?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	4	57.1
<b>No</b>	3	42.9
<b>Total</b>	7	100.0

<b>Table 28: Frequency Distribution</b>		
<b>Q22: Do you currently want a job, either full or part time?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	51	24.8
<b>Maybe</b>	13	6.3
<b>No</b>	141	68.4
<b>Don't know</b>	1	0.5
<b>Total</b>	206	100.0

<b>Table 29: Frequency Distribution</b>		
<b>Q24: Last week, did you have more than one job (or business), including part-time, evening or weekend work?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	65	17.4
<b>No</b>	308	82.4
<b>Refused/ call continued</b>	1	0.3
<b>Total</b>	374	100.1

<b>Table 30: Frequency Distribution</b>		
<b>Q25: How many jobs (or businesses) did you have?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>1</b>	1	1.5
<b>2</b>	46	70.8
<b>3</b>	10	15.4
<b>More than 3</b>	5	7.7
<b>Don't know</b>	2	3.1
<b>Refused/ call continued</b>	1	1.5
<b>Total</b>	65	100.0

<b>Table 31: Frequency Distribution</b>		
<b>Q26: Do you usually work 35 hours or more per week at your job or business?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	264	84.6
<b>No</b>	46	14.7
<b>Don't know</b>	2	0.6
<b>Total</b>	312	99.9

<b>Table 32: Frequency Distribution</b>		
<b>Q27: How many hours per week do you usually work at your job or business?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>1-10</b>	11	3.5
<b>11-15</b>	2	0.6
<b>16-20</b>	8	2.6
<b>21-25</b>	7	2.3
<b>26-30</b>	8	2.6
<b>31-35</b>	17	5.5
<b>36-40</b>	138	44.4
<b>41-45</b>	35	11.3
<b>46-50</b>	28	9.0
<b>51-55</b>	9	2.9
<b>56-60</b>	24	7.7
<b>More than 60</b>	16	5.1
<b>Don't know</b>	7	2.3
<b>Refused/ call continued</b>	1	0.3
<b>Total</b>	311	100.1

<b>Table 33: Frequency Distribution</b>		
<b>Q28: Do you usually work 35 hours or more per week at all your jobs?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	56	87.5
<b>No</b>	8	12.5
<b>Total</b>	64	100.0

<b>Table 34: Frequency Distribution</b>		
<b>Q29: How many hours per week do you usually work at your main job?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>11-15</b>	3	4.6
<b>16-20</b>	2	3.0
<b>21-25</b>	2	3.0
<b>31-35</b>	3	4.6
<b>36-40</b>	24	37.0
<b>41-45</b>	4	6.2
<b>46-50</b>	9	13.8
<b>51-55</b>	4	6.2
<b>56-60</b>	9	13.8
<b>More than 60</b>	4	6.2
<b>Don't know</b>	1	1.5
<b>Total</b>	65	99.9

<b>Table 35: Frequency Distribution</b>		
<b>Q30: Do you want to work a full-time workweek with just one employer?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	41	41.8
<b>No</b>	41	41.8
<b>Regular hours are full-time</b>	16	16.3
<b>Total</b>	98	99.9

<b>Table 36: Frequency Distribution</b>		
<b>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?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Slack work/Business conditions</b>	3	7.3
<b>Could only find part-time work</b>	5	12.2
<b>Child care problems</b>	4	9.8
<b>Other family/Personal obligations</b>	5	12.2
<b>School/Training</b>	3	7.3
<b>Retired/Social security limit on earnings</b>	2	4.9
<b>Full-time workweek is less than 35 hours</b>	3	7.3
<b>Other</b>	15	36.6
<b>Don't know</b>	1	2.4
<b>Total</b>	41	100.0

<b>Table 37: Frequency Distribution</b>		
<b>Q32: What is the main reason you do not want to work full-time?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Child care obligations/problems</b>	4	9.8
<b>Other family/personal obligations</b>	4	9.8
<b>Health/Medical limitations</b>	3	7.3
<b>School/Training</b>	2	4.9
<b>Retired/Social security limit on earnings</b>	9	22.0
<b>Full-time work week is less than 35 hours</b>	1	2.4
<b>Don't want to/Don't have to</b>	7	17.0
<b>Other</b>	11	26.8
<b>Total</b>	41	100.0

<b>Table 38: Frequency Distribution</b>		
<b>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?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	196	52.4
<b>No</b>	105	28.0
<b>Self-employed</b>	67	17.9
<b>Don't know</b>	5	1.3
<b>Refused/ call continued</b>	1	0.3
<b>Total</b>	374	99.9

<b>Table 39: Frequency Distribution</b>		
<b>Q34: Does your job offer health care insurance paid by the employer?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	161	51.8
<b>Part of health care is paid by the employer</b>	28	9.0
<b>No</b>	120	38.6
<b>Don't know</b>	1	0.3
<b>Refused/ call ended</b>	1	0.3
<b>Total</b>	311	100.0

<b>Table 40: Frequency Distribution</b>		
<b>Q35: Does your job offer reimbursement for education and training courses?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	104	33.5
<b>No</b>	188	60.6
<b>Don't know</b>	18	5.8
<b>Total</b>	310	99.9

<b>Table 41: Frequency Distribution</b>		
<b>Q36: Does your job offer a retirement plan?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	180	58.3
<b>No</b>	125	40.5
<b>Don't know</b>	4	1.3
<b>Total</b>	309	100.1



<b>Table 42: Frequency Distribution</b>		
<b>Q37: Does your present job offer advancement potential?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	177	57.3
<b>No</b>	128	41.4
<b>Don't know</b>	4	1.3
<b>Total</b>	309	100.0

<b>Table 43: Frequency Distribution</b>		
<b>Q38: How far do you live from your place of employment?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>0 - 5 miles</b>	147	39.7
<b>6 - 10 miles</b>	45	12.2
<b>11 - 20 miles</b>	53	14.3
<b>21 - 30 miles</b>	33	8.9
<b>31 - 50 miles</b>	27	7.3
<b>More than 50 miles</b>	18	4.9
<b>Work at home</b>	39	10.5
<b>Don't know</b>	8	2.2
<b>Total</b>	370	100.0

<b>Table 44: Frequency Distribution</b>		
<b>Q39: How did you get to work last week?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Car, truck, or van</b>	315	94.3
<b>Bus</b>	1	0.3
<b>Walk to work</b>	11	3.3
<b>Lives and works at same place</b>	4	1.2
<b>Part of the week I drove my vehicle</b>	1	0.3
<b>Don't know</b>	2	0.6
<b>Total</b>	334	100.0

<b>Table 45: Frequency Distribution</b>		
<b>Q39A: Did you drive your own vehicle?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Own vehicle</b>	277	87.9
<b>Rode with someone else</b>	9	2.9
<b>Company car</b>	25	7.9
<b>Relative's car</b>	1	0.3
<b>Taxi</b>	3	1.0
<b>Total</b>	315	100.0

<b>Table 46: Frequency Distribution</b>		
<b>Q40: How reliable is the transportation you use to work? Would you say very reliable, somewhat reliable, or not at all reliable?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Very reliable</b>	279	86.4
<b>Somewhat reliable</b>	36	11.1
<b>Not at all reliable</b>	3	0.9
<b>Don't know</b>	5	1.5
<b>Total</b>	323	99.9

<b>Table 47: Frequency Distribution</b>		
<b>Q40A: Why do you say that your transportation to work is not at all reliable?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>82 Ford Pickup constantly breaks down</b>	1	25.0
<b>It's not running right</b>	1	25.0
<b>Very old</b>	1	25.0
<b>It's 18 years old</b>	1	25.0
<b>Total</b>	4	100.0

<b>Table 48: Frequency Distribution</b>		
<b>Q40B: Does the lack of reliable transportation prevent you from working at a better job in your area?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	4	28.6
<b>No</b>	9	64.3
<b>Don't know</b>	1	7.1
<b>Total</b>	14	100.0

<b>Table 49: Frequency Distribution</b>		
<b>Q40C: How so?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Can't afford a reliable vehicle</b>	1	20.0
<b>No transportation</b>	2	40.0
<b>Roads are bad</b>	1	20.0
<b>Vehicle is not running at all</b>	1	20.0
<b>Total</b>	5	100.0

<b>Table 50: Frequency Distribution</b>		
<b>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?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	73	19.6
<b>No</b>	299	80.4
<b>Total</b>	372	100.0

<b>Table 51: Frequency Distribution</b>		
<b>Q42: What are all the things you have done to find alternative work during the last three months?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Contacted employer directly/interview</b>	13	11.0
<b>Contacted public employment agency</b>	15	12.7
<b>Contacted private employment agency</b>	2	1.7
<b>Contacted friends or relative</b>	13	11.0
<b>Contacted school/university employment center</b>	1	0.8
<b>Sent out resumes/filled out applications</b>	23	19.5
<b>Checked union/professional registers</b>	3	2.5
<b>Placed or answered ads</b>	3	2.5
<b>Looked at ads</b>	21	17.8
<b>Attended job training programs/courses</b>	3	2.5
<b>Surfed the internet</b>	11	9.3
<b>Other</b>	8	6.8
<b>Don't know</b>	2	1.7
<b>Total</b>	118	99.8

<b>Table 52: Frequency Distribution</b>		
<b>Q42A: Please tell me the primary reason that you are looking for another job?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Better pay</b>	35	47.3
<b>Better benefits</b>	8	10.8
<b>Want to work closer to home</b>	3	4.1
<b>Change in career</b>	6	8.1
<b>Other</b>	22	29.7
<b>Total</b>	74	100.0

<b>Table 53: Frequency Distribution</b>		
<b>Q42B: How much pay are you looking for per hour?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>\$6 - \$8</b>	6	17.1
<b>\$8.01 - \$10</b>	6	17.1
<b>\$10.01 - \$15</b>	16	45.7
<b>\$15.01 - \$20</b>	6	17.1
<b>\$25.01 - \$30</b>	1	2.9
<b>Total</b>	35	99.9

<b>Table 54: Frequency Distribution</b>		
<b>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?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Less than 5% increase</b>	15	4.0
<b>B/w 5% and 10%</b>	86	23.2
<b>B/w 10% and 15%</b>	64	17.3
<b>B/w 15% and 20%</b>	34	9.2
<b>More than 20%</b>	73	19.7
<b>Not interested at any increase</b>	79	21.3
<b>Other</b>	10	2.7
<b>Don't know</b>	8	2.2
<b>Refused/ call continued</b>	1	0.3
<b>Refused/ call ended</b>	1	0.3
<b>Total</b>	371	100.2

<b>Table 55: Frequency Distribution</b>		
<b>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?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Less than 5% increase</b>	22	9.1
<b>B/w 5% and 10%</b>	57	23.5
<b>B/w 10% and 15%</b>	37	15.2
<b>B/w 15% and 20%</b>	23	9.7
<b>More than 20%</b>	41	16.9
<b>Not interested at any increase</b>	51	21.0
<b>Don't know</b>	11	4.5
<b>Refused/ call continued</b>	1	0.4
<b>Total</b>	243	100.3

<b>Table 56: Frequency Distribution</b>		
<b>Q44: How far are you willing to commute to a place of employment?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>0 - 5 miles</b>	32	8.6
<b>6 – 10 miles</b>	24	6.4
<b>11 – 20 miles</b>	64	17.2
<b>21 – 30 miles</b>	105	28.1
<b>31 – 50 miles</b>	84	22.5
<b>More than 50 miles</b>	47	12.6
<b>Don't know</b>	16	4.3
<b>Refused/ call continued</b>	1	0.3
<b>Total</b>	373	100.0

<b>Table 57: Frequency Distribution</b>		
<b>Q44A: Is your transportation reliable enough to allow you to commute that far everyday?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	238	94.4
<b>No</b>	10	4.0
<b>Don't know</b>	4	1.6
<b>Total</b>	252	100.0

<b>Table 58: Frequency Distribution</b>		
<b>Q44B: Why is that?</b>		
	<b>Frequency</b>	<b>Percent</b>
Can't afford to fix vehicle	1	6.7
Depends on the money	2	13.3
Depends on the pay	1	6.7
No transportation	2	13.3
Old vehicle	6	40.0
Self-employed	2	13.3
Don't know	1	6.7
<b>Total</b>	<b>15</b>	<b>100.0</b>

<b>Table 59: Frequency Distribution</b>		
<b>Q45: Please tell me which of the following are reasons that you are not willing to commute more than 20 miles?</b>		
	<b>Frequency</b>	<b>Percent</b>
Family obligations, for example needing to pick up kids	22	18.3
Don't wish to drive that much	37	30.8
Gas prices	30	25.0
Takes too much time	13	10.8
Other	18	15.0
<b>Total</b>	<b>120</b>	<b>99.9</b>

<b>Table 60: Frequency Distribution</b>		
<b>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?</b>		
	<b>Frequency</b>	<b>Percent</b>
1	166	44.5
2	116	31.1
3	59	15.8
4	8	2.1
5	1	0.3
6	4	1.1
7	3	0.8
8	2	0.5
More than 8	4	1.1
0	9	2.4
Refused/ call ended	1	0.3
<b>Total</b>	<b>373</b>	<b>100.0</b>

<b>Table 61: Frequency Distribution</b>		
<b>Q47: Have you been doing anything to find work during the last four weeks?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	23	45.1
<b>No</b>	28	54.9
<b>Total</b>	51	100.0

<b>Table 62: Frequency Distribution</b>		
<b>Q48: What are all the things you have done to find work during the last four weeks?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Contacted employer directly/interview</b>	3	7.7
<b>Contacted public employment agency</b>	6	15.4
<b>Contacted friends or relatives</b>	4	10.3
<b>Sent out resume/sent out application</b>	9	23.1
<b>Placed or answered ads</b>	4	10.3
<b>Looked at ads</b>	10	25.6
<b>Surfed the internet</b>	2	5.1
<b>Other</b>	1	2.6
<b>Total</b>	39	100.1

<b>Table 63: Frequency Distribution</b>		
<b>Q49: Last week, could you have started a job if one had been offered?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	22	95.7
<b>No</b>	1	4.3
<b>Total</b>	23	100.0

<b>Table 64: Frequency Distribution</b>		
<b>Q50: Have you been looking for full-time work of 35 hours or more per week?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	18	81.8
<b>No</b>	4	18.2
<b>Total</b>	22	100.0

<b>Table 65: Frequency Distribution</b>		
<b>Q51: What kind of work do you do, that is, what was your occupation in the last job you held?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Accountant, office manager</b>	1	1.8
<b>Accounting</b>	1	1.8
<b>Assistant manager in a restaurant</b>	1	1.8
<b>Bank teller</b>	1	1.8
<b>Body man</b>	1	1.8
<b>Cashier</b>	3	5.4
<b>Computer specialist</b>	1	1.8
<b>Data entry</b>	2	3.6
<b>Dollar General</b>	1	1.8
<b>EMT</b>	1	1.8
<b>Executive housekeeper in a hotel</b>	1	1.8
<b>Factory work</b>	1	1.8
<b>Fast food</b>	1	1.8
<b>Filing clerk</b>	2	3.6
<b>Going to school, but I quit</b>	3	5.4
<b>Grocery store</b>	1	1.8
<b>Hairdresser</b>	1	1.8
<b>Home health</b>	1	1.8
<b>Housewife</b>	1	1.8
<b>Laborer</b>	1	1.8
<b>Legal secretary</b>	1	1.8
<b>LPN</b>	1	1.8
<b>Managed restaurant &amp; head waitress</b>	1	1.8
<b>Medical assistant</b>	1	1.8
<b>Medical office technology</b>	1	1.8
<b>Minister</b>	1	1.8
<b>Nurse's aid</b>	2	3.6
<b>Oil field worker</b>	1	1.8
<b>Painted &amp; designed lures</b>	1	1.8
<b>Personal assistant</b>	3	5.4
<b>RN</b>	1	1.8
<b>Saw mill</b>	2	3.6
<b>Secretary</b>	1	1.8
<b>Service industry</b>	2	3.6
<b>Social service &amp; activities director</b>	1	1.8



<b>Sole conservationist</b>	1	1.8
<b>Substitute teacher</b>	1	1.8
<b>Supervisor</b>	1	1.8
<b>Supplier in hospital</b>	1	1.8
<b>Taxi driver</b>	1	1.8
<b>Truck driver</b>	1	1.8
<b>Waitress</b>	4	7.1
<b>Worked in mines</b>	1	1.8
<b>Total</b>	56	102.5

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

	<b>Frequency</b>	<b>Percent</b>
<b>Couldn't find any work</b>	2	5.4
<b>Employers think too young or too old</b>	1	2.7
<b>Child care responsibilities/problems</b>	1	2.7
<b>Family responsibilities</b>	5	13.5
<b>In school or other training</b>	3	8.1
<b>Ill-health, physical disability</b>	7	18.9
<b>Transportation problems</b>	1	2.7
<b>Other</b>	5	13.5
<b>Busy</b>	1	2.7
<b>Hasn't been looking; but if opportunity came up, she would take it</b>	1	2.7
<b>Husband passed away recently</b>	1	2.7
<b>Husband won't let her work</b>	1	2.7
<b>No time</b>	1	2.7
<b>Retired</b>	1	2.7
<b>Retired, but owns &amp; rents houses</b>	1	2.7
<b>Other</b>	5	13.5
<b>Total</b>	37	99.9

<b>Table 67: Frequency Distribution</b>		
<b>Q53: Did you look for work at any time during the last twelve months?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	26	14.3
<b>No</b>	156	85.7
<b>Total</b>	182	100.0

<b>Table 68: Frequency Distribution</b>		
<b>Q54: Did you actually work at a job or a business during the last twelve months?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	37	20.2
<b>No</b>	146	79.8
<b>Total</b>	183	100.0

<b>Table 69: Frequency Distribution</b>		
<b>Q55: What is the main reason you left your last job?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Personal, family (including pregnancy)</b>	27	14.7
<b>Return to school</b>	9	4.9
<b>Health</b>	25	13.6
<b>Retirement</b>	92	50.0
<b>Temporary, seasonal or intermittent job completed</b>	3	1.6
<b>Slack work or business conditions</b>	2	1.1
<b>Unsatisfactory work arrangements</b>	2	1.1
<b>Never had a job</b>	4	2.2
<b>Relocated</b>	6	3.3
<b>Other</b>	11	6.0
<b>Refused/ call continued</b>	3	1.6
<b>Total</b>	184	100.1

<b>Table 70: Frequency Distribution</b>		
<b>Q56: Do you intend to look for work during the next twelve months?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	33	18.0
<b>No</b>	140	76.5
<b>Don't know</b>	10	5.5
<b>Total</b>	183	100.0

<b>Table 71: Frequency Distribution</b>		
<b>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?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Disabled</b>	3	12.0
<b>In school</b>	14	56.0
<b>Taking care of house or family</b>	6	24.0
<b>Retired</b>	1	4.0
<b>Other</b>	1	4.0
<b>Total</b>	25	100.0

<b>Table 72: Frequency Distribution</b>		
<b>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)?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Government</b>	96	25.9
<b>Private or Profit company</b>	146	39.4
<b>Non-profit organization (include tax exempt and charitable organizations)</b>	23	6.2
<b>Self-employed</b>	94	25.3
<b>Working in family business</b>	3	0.8
<b>Other</b>	5	1.3
<b>Don't know</b>	3	0.8
<b>Refused/ call continued</b>	1	0.3
<b>Total</b>	371	100.0

<b>Table 73: Frequency Distribution</b>		
<b>Q59: Were you working for federal, state, or local government?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Federal</b>	24	25.0
<b>State</b>	51	53.2
<b>Local</b>	20	20.8
<b>Don't know</b>	1	1.0
<b>Total</b>	96	100.0

<b>Table 74: Frequency Distribution</b>		
<b>Q60: What kind of business or industry are you in?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Agriculture</b>	32	11.6
<b>Mining</b>	9	3.3
<b>Construction</b>	16	5.8
<b>Manufacturing</b>	16	5.8
<b>Transportation, communications, or public utility</b>	15	5.5
<b>Wholesale or retail trade</b>	25	9.0
<b>Restaurants</b>	8	2.9
<b>Legal Services</b>	1	0.4
<b>Health and medical services</b>	38	13.8
<b>Education services</b>	4	1.5
<b>Business and Accounting services</b>	6	2.2
<b>Engineering and Technical services</b>	4	1.5
<b>Personal services or recreational services</b>	15	5.5
<b>Finance, insurance, or real estate</b>	16	5.8
<b>Government (including Education)</b>	1	0.4
<b>Other</b>	67	24.4
<b>Don't know</b>	1	0.4
<b>Refused/ call continued</b>	1	0.4
<b>Total</b>	<b>275</b>	<b>100.2</b>

<b>Table 75: Frequency Distribution</b>		
<b>Q63A: If respondent mentions any computer skills</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Computer skills mentioned</b>	80	21.6
<b>No computer skills mentioned</b>	291	78.4
<b>Total</b>	<b>371</b>	<b>100.0</b>

<b>Table 76: Frequency Distribution</b>		
<b>Q63B: Let me ask about your computer skills.</b>		
<b>What is your strongest computer skill?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Word processing, such as using MS-Word</b>	40	50.0
<b>Spreadsheet analysis, such as Lotus or Excel</b>	10	12.5
<b>Bookkeeping, such as Quicken</b>	9	11.3
<b>Computer assisted design</b>	5	6.3
<b>Website development</b>	1	1.3
<b>Troubleshooting machines</b>	2	2.5
<b>Maintains a computer network</b>	1	1.3
<b>Other</b>	7	8.8
<b>Don't know</b>	5	6.3
<b>Total</b>	80	100.3

<b>Table 77: Frequency Distribution</b>		
<b>Q63C: What other computer skills do you have?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Word processing, such as using MS-Word</b>	80	34.3
<b>Spreadsheet analysis (Excel, Lotus)</b>	49	21.0
<b>Bookkeeping (Quicken)</b>	30	12.9
<b>Computer assisted design (CAD)</b>	8	3.4
<b>Website development</b>	6	2.6
<b>Work on machines, troubleshooting</b>	8	3.4
<b>Maintains a computer network</b>	7	3.0
<b>Computer programming (C, SAS, SPSS)</b>	4	1.7
<b>Develops own software applications</b>	2	0.9
<b>Other</b>	22	9.4
<b>Don't know</b>	16	6.9
<b>Refused/ call continued</b>	1	0.4
<b>Total</b>	233	99.9

<b>Table 78: Frequency Distribution</b>		
<b>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?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Permanent</b>	334	90.0
<b>Temporary</b>	30	8.1
<b>Don't know</b>	7	1.9
<b>Total</b>	371	100.0

<b>Table 79: Frequency Distribution</b>		
<b>Q65: Would you like a permanent job?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	18	58.1
<b>No</b>	13	41.9
<b>Total</b>	31	100.0

<b>Table 80: Frequency Distribution</b>		
<b>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?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes/Maybe</b>	106	28.6
<b>No</b>	262	70.8
<b>Don't know</b>	2	0.5
<b>Total</b>	370	99.9

<b>Table 81: Frequency Distribution</b>		
<b>Q67: Why do you think you are currently underutilized at your job?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Had previous job that required more skill and/or education</b>	18	16.4
<b>Have had additional job training and/or education</b>	22	20.0
<b>Current job does not require my training and/or education</b>	32	29.0
<b>Had a previous job where</b>	3	2.7

<b>I earned more income</b>		
<b>Other</b>	24	21.8
<b>Don't know</b>	9	8.2
<b>Refused/ call continued</b>	2	1.8
<b>Total</b>	110	99.9

**Table 82: Frequency Distribution**  
**Q68: Have you had jobs in the past which better utilized your skills and education?**

	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	70	64.2
<b>No</b>	38	34.9
<b>Don't know</b>	1	0.9
<b>Total</b>	109	100.0

**Table 83: Frequency Distribution**  
**Q70: Taking into account inflation, did your previous job (the job that required more skill) provide you with more income?**

	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	51	75.0
<b>No</b>	16	23.5
<b>Don't know</b>	1	1.5
<b>Total</b>	68	100.0

**Table 84: Frequency Distribution**  
**Q71: Would you change jobs so you could better utilize your skills?**

	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	75	70.0
<b>No</b>	24	22.4
<b>Don't know</b>	8	7.5
<b>Total</b>	107	99.9

**Table 85: Frequency Distribution**  
**Q72: Would you be willing to undertake job training associated with a new employment opportunity?**

	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	92	86.0
<b>No</b>	13	12.1
<b>Don't know</b>	2	1.9
<b>Total</b>	107	100.0

<b>Table 86: Frequency Distribution</b>		
<b>Q73: Do you generally work daytime or evening hours?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Daytime</b>	339	91.4
<b>Evening</b>	27	7.3
<b>Refused/ call continued</b>	2	0.5
<b>Refused/ call ended</b>	3	0.8
<b>Total</b>	371	100.0

<b>Table 87: Frequency Distribution</b>		
<b>Q73A: Would you like a job where you could work during daytime hours?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	14	51.9
<b>No</b>	13	48.1
<b>Total</b>	27	100.0

<b>Table 88: Frequency Distribution</b>		
<b>Q74: How much formal education have you completed?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Less than high school</b>	64	10.8
<b>High school</b>	215	36.3
<b>Some college</b>	159	26.9
<b>Associate degree</b>	53	9.0
<b>Bachelor of Science degree</b>	44	7.4
<b>Bachelor of Arts degree</b>	18	3.0
<b>Postgraduate degree (masters, PhD, JD,MD)</b>	35	5.9
<b>Vo-tech</b>	1	0.2
<b>Don't know</b>	2	0.3
<b>Refused/ call continued</b>	1	0.2
<b>Total</b>	592	100.0

<b>Table 89: Frequency Distribution</b>		
<b>Q75: Did you receive your Associate's degree in Oklahoma?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	42	80.8
<b>No</b>	10	19.2
<b>Total</b>	52	100.0



<b>Table 90: Frequency Distribution</b>		
<b>Q75A: In which state did you receive your associate's degree?</b>		
	<b>Frequency</b>	<b>Percent</b>
Arkansas	1	6.7
California	1	6.7
Colorado	1	6.7
Europe	1	6.7
Indiana	1	6.7
Pennsylvania	3	20.0
Texas	2	13.3
Other	5	33.3
<b>Total</b>	<b>15</b>	<b>100.1</b>

<b>Table 91: Frequency Distribution</b>		
<b>Q76: Did you receive your bachelor's degree in Oklahoma?</b>		
	<b>Frequency</b>	<b>Percent</b>
Yes	74	77.9
No	21	22.1
<b>Total</b>	<b>95</b>	<b>100.0</b>

<b>Table 92: Frequency Distribution</b>		
<b>Q76A: In which state did you receive your bachelor's degree?</b>		
	<b>Frequency</b>	<b>Percent</b>
Alabama	1	3.1
Arkansas	3	9.4
California	3	9.4
Georgia	2	6.3
Kansas	2	6.3
Military	2	6.3
Minnesota	1	3.1
Ohio	1	3.1
Texas	5	15.6
Utah	1	3.1
Other	11	34.4
<b>Total</b>	<b>32</b>	<b>100.1</b>

<b>Table 93: Frequency Distribution</b>		
<b>Q77: Did you receive your highest post graduate degree in Oklahoma?</b>		
	<b>Frequency</b>	<b>Percent</b>
Yes	27	77.1
No	8	22.9
<b>Total</b>	<b>35</b>	<b>100.0</b>

<b>Table 94: Frequency Distribution</b>		
<b>Q77A: In which state did you receive your highest graduate degree?</b>		
	<b>Frequency</b>	<b>Percent</b>
Alabama	1	7.7
Arkansas	1	7.7
California	2	15.4
Massachusetts	1	7.7
Minnesota	1	7.7
Missouri	1	7.7
Texas	1	7.7
Other	5	38.5
<b>Total</b>	<b>13</b>	<b>100.1</b>

<b>Table 95: Frequency Distribution</b>		
<b>Q78: In addition to your formal education, have you ever received vocational training, apprentice training, or special professional training?</b>		
	<b>Frequency</b>	<b>Percent</b>
Yes	201	44.3
No	251	55.3
Don't know	1	0.2
Refused/ call continued	1	0.2
<b>Total</b>	<b>454</b>	<b>100.0</b>

<b>Table 96: Frequency Distribution</b>		
<b>Q79: Have you received special training on the job training other than the usual introductory job training?</b>		
	<b>Frequency</b>	<b>Percent</b>
Yes	2	100.0
<b>Total</b>	<b>2</b>	<b>100.0</b>

<b>Table 97: Frequency Distribution</b>		
<b>Q80: Are you currently enrolled in school or a special training program?</b>		
	<b>Frequency</b>	<b>Percent</b>
Yes	2	8.3
No	22	91.7
<b>Total</b>	<b>24</b>	<b>100.0</b>

<b>Table 98: Frequency Distribution</b>		
<b>Q81: Did the training you told me about cause a change in your employment status?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	97	48.7
<b>No</b>	102	51.3
<b>Total</b>	199	100.0

<b>Table 99: Frequency Distribution</b>		
<b>Q82: How so?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Promotion</b>	24	18.9
<b>Increase in pay at present job</b>	32	25.2
<b>Different job w/the same employer</b>	3	2.4
<b>Different job w/ a new employer</b>	32	25.2
<b>Help retain current job</b>	26	20.5
<b>No change</b>	1	0.8
<b>Advancement</b>	1	0.8
<b>Brought me from part-time to full-time</b>	1	0.8
<b>Helped him run his ranch and farm</b>	1	0.8
<b>Helped him start his own business</b>	1	0.8
<b>In the medical field</b>	1	0.8
<b>Keep alive in prison, how to handle</b>	1	0.8
<b>More responsibility</b>	1	0.8
<b>Nurse training</b>	1	0.8
<b>Only person working at the time (15 years ago) in her place of employment so this education aided her.</b>	1	0.8
<b>Total</b>	127	100.2

<b>Table 100: Frequency Distribution</b>		
<b>Q83: Do you anticipate that this schooling or training you have told me about will change your employment status?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	2	100.0
<b>Total</b>	2	100.0

<b>Table 101: Frequency Distribution</b>		
<b>Q84: How so? (If respondent hesitates, check all that apply.)</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Different job w/ a new employer</b>	1	33.3
<b>The respondent must work around less people.</b>	1	33.3
<b>Respondent must work around less people</b>	1	33.3
<b>Total</b>	3	99.9

<b>Table 102: Frequency Distribution</b>		
<b>Q85: What is your current marital status?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Married</b>	398	64.8
<b>Widowed</b>	60	9.8
<b>Divorced</b>	62	10.1
<b>Separated</b>	9	1.5
<b>Never married</b>	80	13.0
<b>Refused/ call continued</b>	5	0.8
<b>Total</b>	614	100.0

<b>Table 103: Frequency Distribution</b>		
<b>Q86: How would you describe your spouse's current employment status?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Not working and not seeking a job outside the home</b>	131	33.0
<b>Not working outside the home, but seeking work</b>	11	2.8
<b>Working part-time outside the home</b>	24	6.0
<b>Working full-time outside</b>	227	57.2

the home		
Don't know	3	0.8
Refused/ call continued	1	0.3
<b>Total</b>	<b>397</b>	<b>100.1</b>

<b>Table 104: Frequency Distribution</b>		
<b>Q87: Are you attending a school full or part-time?</b>		
	<b>Frequency</b>	<b>Percent</b>
Yes, a full-time student	30	4.9
Yes, a part-time student	12	2.0
No, not a student	571	93.0
Refused/ call continued	1	0.2
<b>Total</b>	<b>614</b>	<b>100.1</b>

<b>Table 105: Frequency Distribution</b>		
<b>Q88: What type of school are you attending?</b>		
	<b>Frequency</b>	<b>Percent</b>
Four year college/university	11	23.4
Junior college	14	29.8
Vocational technical school	10	21.3
High school; GED classes	3	6.4
Other	4	8.5
Home School	2	4.3
Legal training on internet	1	2.1
Post grad	1	2.1
Sign language school	1	2.1
<b>Total</b>	<b>47</b>	<b>100.0</b>

<b>Table 106: Frequency Distribution</b>		
<b>Q89: Would you like to pursue additional education or obtain additional training now or in the future?</b>		
	<b>Frequency</b>	<b>Percent</b>
Yes	266	43.4
No	320	52.2
Don't know	27	4.4
<b>Total</b>	<b>613</b>	<b>100.0</b>

<b>Table 107: Frequency Distribution</b>		
<b>Q89A: What type of education or training?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Bachelor's degree</b>	83	31.1
<b>Graduate school or professional degree</b>	18	6.7
<b>Vocational/technical school</b>	61	22.8
<b>Computer related training</b>	32	12.0
<b>Other</b>	41	15.4
<b>Don't know</b>	32	12.0
<b>Total</b>	267	100.0

<b>Table 108: Frequency Distribution</b>		
<b>Q90: Including yourself, how many persons in your household are 18 years or older?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>1</b>	55	20.8
<b>2</b>	171	64.5
<b>3</b>	27	10.2
<b>4</b>	11	4.2
<b>Refused/ call continued</b>	1	0.4
<b>Total</b>	265	100.1

<b>Table 109: Frequency Distribution</b>		
<b>Q91: How many persons 18 years or older in your household are employed or self-employed, including yourself?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>1</b>	185	30.1
<b>2</b>	227	36.9
<b>3</b>	23	3.7
<b>4</b>	5	0.8
<b>0</b>	173	28.1
<b>Refused/call continued</b>	1	0.2
<b>Refused/ call ended</b>	1	0.2
<b>Total</b>	615	100.0

<b>Table 110: Frequency Distribution</b>		
<b>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?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	209	34.1
<b>No</b>	402	65.6
<b>Refused/ call continued</b>	2	0.3
<b>Total</b>	613	100.0

<b>Table 111: Frequency Distribution</b>		
<b>Q93: Do you have difficulty obtaining care for your children so that you can work?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	40	19.1
<b>No</b>	169	80.9
<b>Total</b>	209	100.0

<b>Table 112: Frequency Distribution</b>		
<b>Q94: Do any of the following apply to your situation?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>I need care when my child is sick so I can work</b>	18	24.0
<b>I can't work nights or weekends because I can't get child care</b>	12	16.0
<b>I can't find care at all for one or more of my children</b>	6	8.0
<b>I can't find care for my infant or toddler</b>	10	13.3
<b>I need better quality care than I am getting now</b>	6	8.0
<b>I can't earn enough to get child care</b>	15	20.0
<b>Don't know</b>	8	10.7
<b>Total</b>	75	100.0

<b>Table 113: Frequency Distribution</b>		
<b>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?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	175	47.8
<b>No</b>	177	48.4
<b>Refused / call continued</b>	14	3.8
<b>Total</b>	366	100.0

<b>Table 114: Frequency Distribution</b>		
<b>Q96: Please stop me when I read your hourly pay rate.</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Less than \$6.75</b>	23	13.1
<b>\$6.75 to 8.49</b>	33	18.9
<b>\$8.50 to 9.99</b>	24	13.7
<b>\$10.00 to 11.24</b>	11	6.3
<b>\$11.25 to 13.24</b>	22	12.6
<b>\$13.25 to 15.74</b>	16	9.1
<b>\$15.75 to 19.24</b>	16	9.1
<b>\$19.25 to 24.24</b>	15	8.6
<b>\$24.25 to 43.24</b>	4	2.3
<b>\$43.25 to 60.00</b>	1	0.6
<b>Don't know</b>	4	2.3
<b>Refused/ call continued</b>	6	3.4
<b>Total</b>	175	100.0

<b>Table 115: Frequency Distribution</b>		
<b>Q97: Please stop me when I read your annual pay or salary.</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Less than \$14,000</b>	6	3.4
<b>\$14,001 to 18,000</b>	7	3.9
<b>\$18,001 to 21,000</b>	18	10.1
<b>\$21,001 to 23,000</b>	5	2.8
<b>\$23,001 to 28,000</b>	14	7.9
<b>\$28,001 to 33,000</b>	20	11.2
<b>\$33,001 to 40,000</b>	18	10.1
<b>\$40,001 to 50,000</b>	18	10.1
<b>\$50,001 to 90,000</b>	18	10.1
<b>\$90,001 to 125,000</b>	12	6.7
<b>More than \$125,000</b>	9	5.1
<b>Don't know</b>	13	7.3
<b>Refused / call continued</b>	20	11.2
<b>Total</b>	178	99.9



<b>Table 116: Frequency Distribution</b>		
<b>Q98: Does any of your salary come from tips or commissions?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	24	13.5
<b>No</b>	151	84.8
<b>Refused continued</b>	3	1.7
<b>Total</b>	178	100.0

<b>Table 117: Frequency Distribution</b>		
<b>Q99: About what percentage would you say?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>5%</b>	3	12.5
<b>10%</b>	3	12.5
<b>30%</b>	1	4.2
<b>50%</b>	4	16.7
<b>90%</b>	2	8.3
<b>100%</b>	10	41.7
<b>Don't know</b>	1	4.2
<b>Total</b>	24	100.1

<b>Table 118: Frequency Distribution</b>		
<b>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?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	69	82.1
<b>No</b>	10	11.9
<b>Don't know</b>	5	6.0
<b>Total</b>	84	100.0

<b>Table 119: Frequency Distribution</b>		
<b>Q101: Would you consider a local job that is comparable to the one that you have now?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	60	81.1
<b>No</b>	13	17.6
<b>Don't know</b>	1	1.4
<b>Total</b>	74	100.1

<b>Table 120: Frequency Distribution</b>		
<b>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?</b>		
	<b>Frequency</b>	<b>Percent</b>
<b>Yes</b>	11	18.3
<b>No</b>	47	78.3
<b>Don't know</b>	2	3.3
<b>Total</b>	60	99.9

## SURVEY FREQUENCY RESULTS Open-Ended Data

**Table 121: Frequency Distribution**  
**Q61: What kind of work do you do, that is what is your occupation?**

Comment	Frequency
911 police dispatcher	1
Accountant	1
accounting clerk	1
Administrative assistant	2
Alignment	1
Ammunition depot	1
Answers phones, keep files and paperwork straight, go to accident scenes	1
Assistant manager...grocery store/check cashing/restaurant	1
Assistant technician	1
Assistant to a Constructor	1
Assistant at a retirement home	1
Auto appraiser	2
Auto sales	2
Babysitting	1
Baker and cake decorator	1
Bank teller	1
Bartender	1
Book-keeping and customer service	1
Breed horses	1
Broker owner	1
Build signs	2
Bus driver and custodian	1
Butcher	1
Buy, build and manage commercial real estate	1
Carpenter	5
Case manager	1
Cashier	7
Cattle rancher	2
CEO	1
Chamber of Commerce	1
Checkout clerk	2
Chef	1
Chemical mixer	1
Clean houses	2
Clerical	1
Clerical	1
Clerical work	2
Clerk	5
Clerk or cashier	1
CNA	2
Communications tech	2
Computer specialist/technician	1
Computer technician	1

Conductor, break man, switchman	1
Construction	2
Construction administrator	1
Consultant	1
Contractor	1
Controller	1
Cook	5
Correctional officer	3
Corrections	2
Cosmetology - hair dresser, secretary, and bookkeeper	1
Counselor	2
County treasury office.	1
Custodian	1
Data entry	1
Day care	2
Daycare	1
DDSD provider	1
Deal with patients, getting them to doctor.	1
Dentist's assistant	1
Department of transportation	2
Dietary	1
Dispatcher	2
Do his time.	1
Dog breeder	1
Driller	3
Driver	2
Dry cleaning presser	2
Electrician	2
Employment training specialist for the disabled.	1
Engineer	1
Environment manager	1
Environmental services	1
Equipment specialist	1
ER tech	1
Explosives worker	3
Factory worker	1
Farm	1
Farm manager for the department of corrections	1
Farmer	8
Farming, ranching, trucking	1
Finance	1
Finance counselor	1
Finance officer	1
Financial services	1
Firefighter	3
Floral designer	1
Forestry	1
Framing carpenter	1
Funeral services	1
General manager and president of company	2

Gift shop manager	1
Give manicures, pedicures, and facial waxing.	1
Hair stylist	2
Head start	1
Health care provider	1
Heavy equipment operator	1
Home health	2
Home health aid	3
Home health assistant	1
Hotel account manager	1
Hotel manager	1
Housekeeper	1
Inspector, supervisor	1
Insurance agent and registered representative	2
Insurance clerk	2
Interpreter	1
Investor	1
Janitor, and kitchen work	1
Jeweler	2
Kitchen aid at health care center	1
Lab tech	1
Laborer	3
Lead man at the Dolse company	1
Legal secretary	1
Livestock caretaker	1
Loan Processor	1
Logger	2
Logistics coordinator (warehouse manager)	2
LPN	4
Machine operator	3
Machinist	1
Mail carrier	1
Mail clerk	1
Maintenance	3
Makes crafts	1
Manager	2
Manager of lumber yard	1
Marketing and accounting	1
Measurement	1
Measurement tech	1
Mechanic	5
Medical transcriptionist and office nurse	1
Medical transcriptionist, works in her home.	1
Merchant	1
Meter technician	1
Mobile home sales	1
Museum director	1
Natural resources	2
New account representative	1
Nurse's aid	2

Nurse	3
Nursing	1
Nutritional center	1
Office manager	1
Oil and gas field	1
Oklahoma manager for Aviagen	2
Oklahoma tax commission	1
Operator	3
Optician	1
Own business	1
Owner	2
Owner of business and sales	1
Owens a farm	1
Paramedic and paramedic instructor	2
Part-time worker	3
Part time worker on the ranch, but don't receive any payments.	2
Pastor	1
Personnel manager	1
Physician	1
Plan management for husband	1
Plastic blowing	2
Post manager at post office	1
Post master	1
Post master assistant	1
Practice law	1
Print center	3
Print forms for other businesses	1
Private investigator	1
Production planning	1
Professional counselor	1
Pumper	4
Purchase	1
Quilt piecing	1
Radiology technologist	3
Raising chickens	1
Rancher	8
Rancher, bookkeeper	1
Real estate agent	3
Receptionist	2
Respondent could not discuss the type of work he performs on the job.	2
Restaurant manager	1
Retired	1
Retired preacher	1
RN	3
Rough neck	1
Sales	4
Sales associate	1
Secretarial work	1
Secretary	5
Secretary for the county	1

Secretary/ assistant	2
Security	3
Security guard	1
Senior vice president of bank	1
Service advisor	2
Sewer superintendent	1
Sheet metal fabricator	2
shipping and receiving	2
Site manager	1
Social work	1
Social worker	3
Speech pathologist	1
Steel worker	2
Stock broker	2
Supervisor	5
Taxidermist	1
Teacher's aid	2
Teacher's assistant	1
Teacher	17
Teacher/coach	2
Toll collector	1
Transportation	1
Transportation freight broker	1
Trapper for wild animals	2
Truck driver	7
Truck Driver	2
Truck driver/farmer	1
Tutor	1
Upholstery	1
Utility	1
Welder	3
Work study coordinator	2
Works at convenient store	1
Writer	3
Writing	1
X-ray tech assistant	1
<b>Total</b>	<b>366</b>

**Table 122: Frequency Distribution**  
**Q62: What are your usual activities or duties at this job?**

<b>Comment</b>	<b>Frequency</b>
"Working"	2
A little bit of everything	1
Accounting	1
Accounts payable and receivable and everything on the farm.	1
Advertising, does teller work and operations	1
Advertising, showing and selling property	1
Animal preservation	1
Answer 911 phone and get help, dispatch police for whole county	1
Answer phone, filing	1

Answer phone, take payments, filing	1
Answer the phone, correspondence work, take care of financial parts, general office work, visit	1
Answer the phone, payroll, purchase orders	1
Answering phone, checking the mail, daily contact with vendors	1
Answering phones, typing	1
Applying acrylic nails	1
Assessment	1
Assist elderly people	1
Assisting the doctor, hand him instruments, clean	1
Assisting the elderly	1
Audit returns, talk to CPA and attorneys, work on computers, go out in the field and check land values.	1
Baby-sit adults	2
Bail hay, feed cattle, fixes fences.	2
Baking, lunches catering	1
Bill insurance	1
Billing accounts, account records	1
Billing, keeping up with pay, anything dealing with accounting	1
Book-keeping and selling	1
Book keeping, payroll, inventory, and sales	2
Book work and business management aspects of museum	1
Bookkeeping	1
Bookkeeping, picking up parts, and delivering cars	1
Breeding, deliver dogs, taking care of dogs	1
Bring customers' groceries	1
brush hog the fields, clear the timber, help put fences up, burn underbrush to keep insects out	1
Building a house	2
Building buying and anything needed	1
Building houses	2
Building maintenance, building cleaning and management of crew	1
Building trains	1
Builds, does layouts, and reads blue prints	1
Business analysis, market strategy	1
Buy, sell, contract properties	1
Buying	1
Care giving for children	1
Caring for children	2
Caring for patients, bathe and take or a patient personally	1
Case manage and audit offices	1
Case manage patients, contact doctors, dressing changes, teach	1
Cash register, customer service, preparation of items, subway part.....	1
Casing mail	1
Check wells	2
Checks books in and out, read stories to children, help with research projects, help teachers with requests for materials for particular lessons	1
Child welfare	1
Classroom instruction and clinical work	1
Clean stalls, feed horses, haying, grooming, imprinting, and training.	1
Cleaning and keeping linens straight	1
Cleaning, stocking, running cash register	2



Cleaning, sweeping, mopping, washing dishes	1
Collect money/toll	1
collect specimens and analyze	1
Collecting taxes	1
Collections, balance the ATM, balance the vault, and basic teller duties	1
Commute	1
Compliance permitting public relations	1
Computer and phone work, accounting	1
Computer skills, phone messages	1
Computer work	1
Computer work, answering the phone	1
Computer work, radio electronic work	1
Computer, office management	1
Confidential information	2
Cook and clean	1
Cook, clean, takes care of children.	1
Cooking and washing dishes	3
Cooking, cleaning, paper work, etc	1
Counseling and administrative, guarding	1
Counseling patients	1
Coverts raw materials	1
Customer service in the shoes department	1
Customer service representative, answering phones, and taking payments	1
Customer service, accounting	1
Data entry	1
Data entry, maintaining the network and computer system	1
Day to day operations of a business	2
Delivered sermon to church	1
Delivering mail	1
Depends on what they need, I do a little bit of everything	1
Determine eligibility and provide social services	1
Direct patient care	1
Dispatch trucks, personnel issues, maintenance	1
Dispatching, cooking, cleaning	1
Do all the water billing, send out bills, do dockets in court, process tickets.	1
Do the bills and keep track of time	1
Drive a fork lift, work on computer, weight trucks.	2
Drive the school bus, maintenance on transportation and campus...assist instructor on what they need.	1
Drive the truck, pour concrete, run equipment	2
Drive truck	1
Drives a truck and hauls gravel and sand	1
Driving	1
Driving a truck, riding horses, feeding cattle, fixing sands	1
Driving trucks	2
Driving trucks, running equipment (equipment operator)	2
Driving, electrical work	1
Driving, eminence, load freight.	1
Driving, unload truck	1
Dusting and cleaning	2
Engineering supervision, management, and testing	1

Evaluating and treating patients, report writing, note keeping, problem solving	1
Everything from taking stuff apart, cleaning it, sewing it and putting it back together	1
Everything that goes on in the hotel.	1
Farm work	1
Farmer	1
Farming	1
Feed cattle	2
Feed, put out hay	1
Feeding, milking cows, fixing fence	1
Fertilize and spray, feed cows, fix fences, work on vehicles	1
Filer operator	1
Filing and computer	1
Filling leases, acquiring leases to drill	1
Finance	1
Finances	1
Fire protection	1
Firefighting	2
Fit glasses, help people with contact lens, everything to do with the eye except the eye examination	1
Fix fence, cut grass, keep the pasture land clean	1
Fix things	1
Foreman	2
General secretarial, filing, and computer work	1
Getting buffet food out	1
Give medication, take blood pressure, entertaining, run errands	1
Go to court for small claims, do bad debt reviews, collecting money	1
Go to people's homes and help with personal care and clean their homes.	2
Grill work, making pizzas, cleaning	1
Grow chickens	1
Hairstyling	2
Help take care of children	1
Helps kids with language skills and articulation.	1
Hire people, take care of payroll	1
House work - watching/playing with kids	1
I make sure everything is going alright and maintain everything.	3
I work distribution	1
Installation of gas measuring equipment and making sure everything is working properly	1
Installing and selling sets	2
Interior painting	1
Interpret for one child	1
Investigate	1
Investigations, treatment and renegotiations with families.	1
Keep cattle	1
Keep production line running	1
Keep up with paperwork for class. Taking people out to job site. Attending meetings.	1
Keeps the line running on the conveyer belt and fills in for people when they don't come to work.	1
Listen to people's complaints and type an RO on the computer to dispatch to the technicians	2
Listing and selling property	1
Local network computers, upgrade computers, manage two county offices, resolve	1

problems with application, and local county office and state computer network	
manage	
Maintaining security	1
Maintenance	4
Maintenance, books, cashier, book work	1
Maintenance, remodeling	1
Maintenance, taking care of animals	1
Make business cards, and do different print services	3
Make connections and drill a hole in the ground	1
Make phone calls	1
Make sure livestock is taken care of	1
Make sure the gas wells produce	2
Making bottles	2
Making quilts	1
Manage caseload of clients and does in-home counseling	1
Manage the bar, open bar, handle salesman, serve customers.	1
Management	2
Manager	1
Managerial skills with floral business	1
Medical filing and blood work	1
Medical transcription	1
Meet with clients	1
Mix chemicals for motors.	1
Money	1
Not able to discuss - classified information	1
Nursing duties, general family practice clinic	1
Office lab and plant	1
Office manager	1
Oil field	1
Open new accounts and customer service	1
Operating cash register	2
Operating cash register, sell cigarettes, take money	1
Ordering, bookkeeping	1
Ordering, customer services, promoting customers, school fund raising, and bookkeeping	1
Oversee all Oklahoma operations	2
Oversee people	1
Paper work, manual labor	1
Paper work, moving freight	2
Passing out medicine	1
Payroll, bookkeeping, typing and computer work.	1
Payroll, help waitresses, keep daily sales envelope, prepare food, serve food	1
Personal care with patients	1
Plumbing installation	1
Preparing and serving meals	1
Preparing food	1
Preparing patients for x-ray	1
Preparing patients meals	1
Pressing clothes	2
Project management	1
Property books, balancing accounts, invoices, sending and receiving po's	2

Protect lives and property	1
Public health nursing	1
Pull wire, install breaker panels, residential and commercial alike	1
QA and charts.	1
Raise cattle and horses	1
Raises cattle	1
Read from blue prints and perform jobs	2
Register the patients	1
Repair	1
Repair cars	1
Repairing jewelry	2
Repairing tractors	1
Respond to emergency calls and provide care to patients and also teach the paramedic program at the technology center	2
Retired	1
Run a press	2
Run a shop that does a sheet metal fabrication for stuff	2
Run a vertical milling machine	1
Run equipment with an oil company	2
Run errands, send and check mail	2
Run machines	2
Running a bull dozer	1
Running the cash register, cleaning and stocks shelves	1
Runs a skidder	2
Runs the convenience store and cuts meat.	1
Runs the office, does paper work, and computer work etc.	1
Sales	2
Sales and installation	1
Sales presentations, sales calls, meeting clients,	2
Secretarial work	2
Secure gas measurements	1
See patients, evaluate their medication and their status.	1
Sell mobile homes	1
Selling and listing houses	1
Selling cars	2
Sells houses	1
Serve food	1
Sets up exhibits, sets up programs for schools	1
Sew, make jewelry, tow bags, and sell them at craft shows.	1
She works the drive-thru, prepares food, or works the frontline.	1
Shop planner	1
Showering, feeding, and taking care of elderly people	2
Sorting mail, selling	1
Speaking	2
Start IVs, give medication, supervise other nurses, aid, and floor clerk	1
Stocking, deposits	1
Strategic planning and helps carry out plans	2
Street and water department	2
Styling hair, keeping records, secretarial duties	1
Supervise other employees	1
Supervision, instruction	1

Supervisor	5
Supervisor over housekeeping and laundry for hospitals and nursing homes	1
Take care of livestock	1
Take care of patients	2
Take care of patients in their homes; office work	1
Take care of residents	1
Take care of the farm	2
Take money on people's account, type letter, handle owed debt, explain people's account	1
Takes care of cattle	1
Takes care of cattle, builds fences, pasture maintenance, vaccination, and branding	1
Takes tickets and gives people their money.	2
Takes x-rays, participates in patient care	3
Taking care of kids	1
Taking care of patients	2
Taking care of sewer plant	1
Taking care of the kids, making sure they are safe and watched over, and getting them home safely.	1
Task handling and tracking invoices	2
Teach	3
Teach MR daily living skills	1
Teaching	6
Teaching children	2
Teaching duties, behavior discipline, after school and summer programs	1
Teaching elementary music, sixth grade reading and spelling and seventh grade careers	1
Teaching kids	1
Teaching, going to activities	1
Teaching, grading papers, writing lesson plans, recess and lunch duty	1
Therapy to children	1
Total patient care	1
Transcripts and payroll	1
Transferring titles, issuing tags	1
Trap live animals	2
Treasurer and office manager	1
Try lawsuits	1
Turning patients, cleaning them	1
Tutor kids and paper work, billing	1
Tutoring students, helping students with reading and other subjects	1
Typing on the computer, get mail	1
Typing reports, crowd control	3
Typing, assisting with patients, schedule, maintain payroll	1
Typing, filing, phone use	1
Typing, keep records	1
Typing, keeping account books, working on computers by keeping records and loan processes on them	1
Unloading, cleaning, maintenance	3
Visitation, studying, research, pastoring, traveling to different hospitals.	1
Waiting on customers, inputting daily intakes into computer	1
Warehouse office	1
Watching chickens, keep everything going	1
Welding, cutting	2

Work cattle	1
Work crew supervisor	2
Work on concrete, run 20 to 30 man crews.	2
Work on the computer, paperwork, and count money	1
Work with animals, fence buildings, work land	1
Work with students, parents and teachers	1
Working on a computer and talking to people	2
Working on equipment	1
Working with elementary children	1
Works on buses	1
Write estimates on wrecked vehicles	2
Writing	1
Writing and editing	3
<b>Total</b>	<b>362</b>

**Table 124: Frequency Distribution**

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

<b>Comment</b>	<b>Frequency</b>
Accounting	1
Accounting degree	1
Activity director for Alzheimer's unit, nursery attendant.	1
Administrative, meet with people, payroll, taxes, accounting, supervise	1
Advertising degree	2
Air conditioning	2
Answer phones	1
Anything required in construction	2
Appraise antiques	1
Art graphics motorcycle building	2
Arts and crafts, singing and playing piano	1
Associate's degree in coaching	1
Associate degree in Accounting	1
Associate secretarial science	1
Auditor	2
Bank teller, worked in clothing, newspaper	1
Banking	1
Banking, and have supervisory skills	1
Business and computers	1
Business and professional secretary	1
Business skills	2
Business, good with numbers. computers, filing	1
Carpentry	5
Carpentry, construction, mechanics	2
Cash register	1
Cashier at a casino.	1
Cashier skills	1
Certified dispatcher	1
Certified mechanic, electrical, plumbing	1
Certified med aid	1
Certified nurses aid skills	1

Certified teacher	1
Childcare work and worked at a grocery stores	1
City clerk, elected official office work	1
Clerical skills	1
Commercialist skills, supervisor skills	1
Computer skills	1
Computer	2
Computer aided drafting, certified mechanic	2
Computer programming, building website early childhood development	1
Computer scheduling skill, leadership skills, nuclear and biological warfare skills, aircraft skills, military skills	2
Computer skills	10
Computer skills.	1
Computer technician. Worked a lot of factory jobs, operating machinery.	1
Computer, people skills	2
Computer, typing, education	1
Computers	1
Concrete work	2
Construction skills	1
Consultant, legislative consultant, lobbyist.	1
Convenience store manager	1
Cook	1
Cosmetologist	1
Counseling, ipc	1
Customer service	1
Customer service skills	1
Customer service, home building	2
Degree in business and office management	1
Degree in health care management, edo experience, experience in field artillery in the military	2
Dietary manager	1
District manager for skin care products.	1
Do about anything	2
Drilling fluids engineer	1
Drive a track hold, worked on drilling rigs	2
Drive trucks, operate equipment	1
Driving skills, tractor, laying brick, woodwork, roofing	1
Drove a truck some	1
Drug and alcohol counselor, has office skills	1
Electrical wiring and labor work	3
EMT school	2
Entertainment and horse training	1
Everyday things	1
Factory work	1
Factory worker, cook	1
Farmer	1
Farming	1
Fishing	2
Gardening	1
General office skills	1
Graphic design, and Photoshop, and print pictures.	3

Grill cook	1
Hair dresser	1
Hairdressing	1
Has a CNA license	1
Have a masters degree in education	1
Heavy equipment operator	1
Heavy equipment operator, indoor sales, common labor, repairman	1
Heavy machinery	2
Home health, sew, waitress, and clean motel rooms	1
Homemaking	1
Human resources, criminal justice	1
Jack of all trades	1
Know how to operate equipment. Read blueprints	2
Knows how to do roofing, tarring, and plumbing	1
Law experience	1
Legal background	1
Librarian	1
Licensed carpenter	2
Lyrical skills	1
Making jeans for 31 years	1
Management	2
Management skills	1
Management	1
Managerial skills, opening and closing, taking inventory, decorating skills	1
Manufacturing supervising	2
Mechanic and building	2
Mechanic skills	2
Mechanic, welding, roofer, carpenter, electrician	2
Mechanical	1
Mechanics	2
Mechanics, concrete work	1
Medical record administrator	1
Medical transcriptionist	1
Medical, nursing care	1
No	3
None	53
Not anything	1
Nothing	1
Nothing that I didn't learn from training or school.	1
Nursing home employee	1
Nursing skills	2
Nursing skills, beauty operator	1
Office manager	1
Office work	1
Oil field and home health	1
Operator, carpenter	2
Orthopedic technician certification, management degree	1
Painting and dry wall	2
Pastor	1
People skills	1



People skills, math	2
Pharmacy tech license	1
Pilot	3
Plumbing welding mechanical construction	2
Plumbing, fire fighter instructor	1
Police officer	1
Preaching and musical skills	1
Professional videographer and retired police officer	1
Pump wells	1
Put in air conditioners	2
Ranching skills	2
Real estate	1
Real estate appraiser	1
Restaurant work	1
Retail	2
Retail management	1
Retired teacher	1
Retired teachers	1
Retired welder	1
RN	1
Running a cash register and home health	1
Running business	1
Safety of health and education, degree, secretarial skills, landscaping skills. Computer skills, mechanic skills, general maintenance skills.	1
Sales purchasing, marketing	1
Secretarial	1
Secretarial skills	2
Secretarial, electronics, typing, purchasing agent	1
Secretarial, janitorial	1
Sign language and Spanish	1
Skin care	1
Social worker	1
Social worker and has business skills	1
Some computer skills.	3
Supervisor skills	1
Taken care of old people, worked in sewing factories.	1
Taking care of people, likes children and working with children, maintenance work	1
Tax services and filing in the medical field	1
Teacher's aid certificate	1
Teaching-related duties	1
Teaching English as a foreign language	3
Teaching skills, writer	1
Tractor mechanic, road construction	2
Trucking, carpentry	1
Trucking, factory	1
Type, run computer	1
Typing	1
Typing communication	1
Typing skills, general secretarial work	1
Typing, and computer	1
Typing, bookkeeping and insurance	1

Typing, commercial driver's license	1
Typing, computer	1
Use every skill you got as a truck driver.	1
Used to be a teacher	1
Used to drive a bulldozer	1
Used to work on production lines	1
Uses computer	1
Varied background	1
Very limited	1
Waitress	1
Warehousing, auto mechanic	1
Web page design and chemistry degree	1
Welder	3
Welder, van drive a bulldozer, and semi-trucks	1
Welding	4
Welding, carpentry	3
Welding, industrial, and mechanical skills; he is also experienced as a diesel mechanic	2
Welding, truck driving skills, body work, paint	1
Went to EMT school	2
What they have always done.	1
Wood working, cooking	2
Woodworks; used to make cabinets	1
Worked at a newspaper, kept books	1
Worked for private technical school, financial aid	1
Worked on aircrafts and also done carpentry	1
Worked on home appliances before he became a paramedic	2
Working with money, ordering	1
Yahoo	1
Yard work	2
<b>Total</b>	<b>311</b>

**Table 125: Frequency Distribution**

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

<b>Comment</b>	<b>Frequency</b>
Activity director	1
Ammunition factory , taught handicapped children, help others study, worked with elderly people in home health keeping records,	1
Army	2
Call center	1
Computer technician	1
Computer, technical job	1
Consultant	3
Currier	1
Customer service manager and has worked with computers	1
Designed flyers, and pictures, and did Photoshop	3
District supervisor	2
Employment in a hospital	1
Factory	1

Factory work	2
Financial industry	1
Financing	1
General manager jobs and advisor jobs	1
Home health	1
ICU	1
Life guard, a factory job, teacher at a daycare	2
Lifeguard	2
Loan secretary	1
Management position	1
Manager position	1
Maximum security prisons, trucking companies	1
Mechanic	1
mechanical, electrical, and industrial jobs	2
Medical transcriptionist	1
Military	2
Motel management	1
Movie rental store	2
Own business	1
Police officer	1
Repairman, appraiser	2
Roofing	1
Sales management	2
Secretary, bookkeeping, teaching	1
Self-employed construction worker and maintenance	2
Supervisor	1
Teacher	1
Teacher assistant, and secretary	1
Teachers	1
Teaching	2
Tilling work, computerized machines, and manufacturing	2
Tractor mechanic	2
Trainer for incoming employees, office coordinator for home health agency, managed two law offices	1
Truck driver, welder, licensed fork lifter	1
Welder	2
Worked with handicapped children, driven their bus	1
Working at the bank	1
Working on the farm	1
<b>Total</b>	<b>64</b>

## APPENDIX A

### Introduction Selection Sequence

#### Informed Consent Script:

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

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

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

*[If yes, then:]*

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

*[If no, then:]*

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

*[If yes, then:]*

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

*Concluding remarks:*

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

*[If yes, then:]*

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

## APPENDIX B Fallback Statements

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

*How did you get my number?*

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

*I don't want to buy anything!*

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

*Where are you calling from?*

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

*I don't have time right now.*

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

*I don't want to share my opinions.*

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

*I don't do anything over the phone.*

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

*I'm not interested.*

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

*Take me off your list!*

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

## APPENDIX C Survey Questionnaire

Q0:

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

Atoka	1	=> /Q1
Coal	2	=> /Q1
Haskell	3	=> /Q1
Hughes	4	=> /Q1
Latimer	5	=> /Q1
McIntosh	6	=> /Q1
Pittsburgh	7	=> /Q1
Pushmataha	8	=> /Q1
Other	9	
Don't know	77	=> /INT
Refused/call continued	88	=> /INT
Refused/call ended	99	=> /INT

Q0A:

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

End Call 1 => /INT

Q1:

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

Antlers	1	
Atoka	2	
Checotah	3	
Coalgate	4	
Eufala	5	
Hartshorne	6	
Holdenville	7	
Krebs	8	
Longtown	9	
McAlester	10	
Stigler	11	
Texanna	12	
Wetumka	13	
Wilburton	14	
Something else	15	O
Don't know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q2:

What is your zip code?

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

Q3:

Were you living in this house or apartment five years ago; that is, in February 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 February of 2000 Was it ...

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

**Q4:**

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

In what year were you born?

Refused/call ended	9999	=> /INT
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**Q5:**

Determine gender without asking

Male	1
Female	2
Can't tell	3

**Q6:**

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

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

**Q6A:**

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

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

**Q7:**

Are you in the military?

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

Q8:

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

- 1 Very unattractive 1
- 2 Unattractive 2
- 3 Neither unattractive nor attractive 3
- 4 Attractive 4 => /Q11
- 5 Very attractive 5 => /Q11
- Depends on the type of work 6 => /Q11
- Doesn't want to work 7 => /Q11
- Other 8 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?

Atoka 1

Coal 2

Haskell	3	
Hughes	4	
Latimer	5	
McIntosh	6	
Pittsburgh	7	
Pushmataha	8	
Other	9	
Don't know	77	
Refused/call continued	88	
Refused/call ended	99	

Q18:

In which city or town do you work?

Antlers	1		=> /Q24
Atoka	2		=> /Q24
Checotah	3		=> /Q24
Coalgate	4		=> /Q24
Eufala	5		=> /Q24
Hartshorne	6		=> /Q24
Holdenville	7		=> /Q24
Krebs	8		=> /Q24
Longtown	9		=> /Q24
McAlester	10		=> /Q24
Stigler	11		=> /Q24
Texanna	12		=> /Q24
Wetumka	13		=> /Q24
Wilburton	14		=> /Q24
Something else	15	0	=> /Q24
Don't know	77		=> /Q24
Refused/call continued	88		=> /Q24
Refused/call ended	99		=> /INT

Q19:

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

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

Q19A:

What are your transportation needs?

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

Refused/call ended 9 => /INT

Q20:

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

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

Q21:

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

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

Q22:

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

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

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  
 45-50 9  
 51-55 10  
 56-60 11  
 More than 60 hours 12  
 Don't know 77 => /Q30

Refused/call continued 88 => /Q30  
 Refused/call ended 99 => /INT

JR2:

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

Q30:

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

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

Q31:

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

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

Q32:

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

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

Q33:

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

Does your job have a paid vacation?

Yes 1  
 No 2  
 Self-employed 3 => /Q38  
 Don't know 7

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

Q34:

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

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

Q35:

Does your job offer reimbursement for education and training courses?

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

Q36:

Does your job offer a retirement plan?

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

Q37:

Does your present job offer advancement potential?

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

Q38:

How far do you live from your place of employment?

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

Q39:

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

Car, truck, or van 1  
 Bus 2 => /Q40  
 Walk to work 3 => /Q40B  
 Bicycle 4 => /Q40  
 Other (specify) 5 O => /Q40

Don't Know 7 => /Q40  
 Refused continued 8 => /Q40  
 Refused ended 9 => /INT

Q39A:

Did you drive your own vehicle?

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

Q40:

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

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

Q40A:

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

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

Q40B:

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

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

Q40C:

How so?

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

Q41:

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

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

Q42:

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

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

Q42A:

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

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

Q42B:

How much pay are you looking for per hour?

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

Q43:

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

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



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

Q43A:

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

=> Q44

else => Q43A

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

LESS THAN 5 PERCENT INCREASE 1  
 BETWEEN 5 PERCENT AND 10 PERCENT INCREASE 2  
 BETWEEN 10 PERCENT AND 15 PERCENT INCREASE 3  
 BETWEEN 15 PERCENT AND 20 PERCENT INCREASE 4  
 MORE THAN 20 PERCENT INCREASE 5  
 NOT INTERESTED AT ANY INCREASE 6

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

Q44:

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

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

Q44A:

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

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

Q44B:

Why is that?

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

Q45:

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

FAMILY OBLIGATIONS 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 0  
 Don't Know 7  
 Response continued 8  
 Response ended 9 => /INT

Q46:

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

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

Q47:

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

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

Q48:

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

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

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

Q49:

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

Yes 1  
 No 2 => /Q53

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

Q50:

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

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

Q51:

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

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

Q52:

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

=> Q80

if (Q47<>2)

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

Q53:

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

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

Q54:

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

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

Q55:

Interviewer: Do NOT read the list.

What is the MAIN reason you left your last job?

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

Q56:

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

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

Q57:

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

=> Q74

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

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

Q58:

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

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

Q59:

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

Federal	1	=> /Q61
State	2	=> /Q61

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

Q60:

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

What kind of business or industry are you in?

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

Q61:

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

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

Q62:

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

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

Q63:

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

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

Q63A:

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

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

Q63B:

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

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

Q63C:

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

What other computer skills do you have?

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

Q64:

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

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

Q65:

Would you like a permanent job?

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

Q66:

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

Yes/Maybe	1	
No	2	=> /Q73

Don't know 7 => /Q73  
 Refused/call continued 8 => /Q73  
 Refused/call ended 9 => /INT

Q67:

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

Q68:

Have you had jobs in the past which better utilized your skills and education?  
 Yes 1  
 No 2 => /Q71  
 Don't know 7 => /Q71  
 Refused/call continued 8 => /Q71  
 Refused/call ended 9 => /INT

Q69:

What type of job or jobs have you had in the past which required more skill and/or education?  
 Enter Response 1 O  
 Don't Know 7  
 Refused/call continued 8  
 Refused/call ended 9 => /INT

Q70:

Taking into account inflation, did your previous job (the job that required more skill) provide you with more income?  
 Yes 1  
 No 2  
 Don't Know 7  
 Refused/call continued 8  
 Refused/call ended 9 => /INT

Q71:

Would you change jobs so you could better utilize your skills?  
 Yes 1  
 No 2  
 Don't Know 7  
 Refused/call continued 8  
 Refused/call ended 9 => /INT

Q72:

Would you be willing to undertake job training associated with a new employment opportunity?  
 Yes 1  
 No 2  
 Don't Know 7  
 Refused/call continued 8  
 Refused/call ended 9 => /INT

Q73:

Do you generally work daytime or evening hours?

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

Q73A:

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

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

Q74:

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

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

Q75:

Did you receive your Associate's degree in Oklahoma?

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

Q75A:

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

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

Q76:

Did you receive your bachelor's degree in Oklahoma?

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



JR3:

=> Q77

else => Q85

if (Q74=7)

Q76A:

In which state did you receive your bachelor's degree

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

JR4:

=> Q85

else => Q77

if (Q74<>7)

Q77:

Did you receive your highest post graduate degree in Oklahoma?

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

Q77A:

In which state did you receive your highest graduate degree?

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

Q78:

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

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

JR5:

=> JR6

else => Q79

if (Q19<>4)&(Q19<>5)

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

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

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

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

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

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

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

Q83:  
 Do you anticipate that this schooling or training you have told me about will change your employment status?  
 Yes 1  
 No 2 => /Q85

Don't Know 7 => /Q85  
 Refused/call continued 8 => /Q85  
 Refused/call ended 9 => /INT

Q84:

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

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

Q85:

What is your current marital status?

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

Q86:

How would you describe your spouse's current employment status?  
 NOT WORKING AND NOT SEEKING A JOB OUTSIDE THE HOME 1  
 NOT WORKING OUTSIDE THE HOME, BUT SEEKING WORK 2  
 WORKING PART-TIME OUTSIDE THE HOME 3  
 WORKING FULL-TIME OUTSIDE THE HOME 4  
 Don't Know 7  
 Refused/call continued 8  
 Refused/call ended 9 => /INT

Q87:

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

Q88:

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

Q89:

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

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

Q89A:

What type of education or training?

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

Q90:

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

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

Q91:

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

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

Q92:

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

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

JR17:  
 => Q95  
 else => GBYE  
 if ((Q12=1)|(Q13=1)|(Q14=1))

Q93:  
 Do you have difficulty obtaining care for your children so that you can work?  
 Yes 1 => /Q94  
 No 2  
 Don't Know 7  
 Refused continued 8  
 Refused ended 9 => /INT

JR18:  
 => Q95  
 else => GBYE  
 if ((Q12=1)|(Q13=1)|(Q14=1))

Q94:  
 Interviewer: Select all that apply  
 Do any of the following apply to your situation?  
 I NEED CARE WHEN MY CHILD IS SICK SO I CAN WORK 1  
 I CAN'T WORK NIGHT OR WEEKENDS BECAUSE I CAN'T GET CHILD CARE 2  
 I CAN'T FIND CARE AT ALL FOR ONE OR MORE OF MY CHILDREN 3  
 I CAN'T FIND CARE FOR MY INFANT OR TODDLER 4  
 I NEED BETTER QUALITY CARE THAN I AM GETTING NOW 5  
 I CAN'T EARN ENOUGH TO GET CHILD CARE 6  
 Don't Know 77  
 Refused continued 88  
 Refused ended 99 => /INT

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

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

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

Q96:  
 Please stop me when I read your hourly pay rate.  
 LESS THAN \$6.75 1  
 \$6.75 TO 8.49 2  
 \$8.50 TO 9.99 3  
 \$10.00 TO 11.24 4  
 \$11.25 TO 13.24 5

\$13.25 to 15.74	6	
\$15.75 TO 19.24	7	
\$19.25 TO 24.24	8	
\$24.25 TO 43.24	9	
\$43.25 TO 60.00	10	
MORE THAN \$60.00	11	
Don't Know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

JR21:

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

Q97:

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

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

Q98:

Does any of your salary come from tips or commissions?

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

Q99:

About what percentage would you say?

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

JR22:

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

Q100:

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

Yes	1	
No	2	=> /GBYE

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

Q101:

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

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

Q102:

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

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

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

Percent

**Job that pays \$10 per hour**

*Of those with a response...*

Very Unattractive	27.0	15.4	16.2	30.6	50.7	23.7	19.6	3.8
Unattractive	7.0	1.9	5.4	7.8	8.5	8.1	4.2	0.0
Neither Unattractive Nor Attractive	12.9	11.5	17.6	10.4	9.9	13.3	14.0	9.4
Attractive	13.5	11.5	8.1	14.9	7.0	15.6	16.1	15.1
Very Attractive	33.2	55.8	45.9	29.5	15.5	33.3	39.9	67.9
Depends on the type of work	1.9	3.8	4.1	0.7	0.0	3.0	2.1	0.0
Doesn't want to work	1.6	0.0	0.0	1.9	4.2	0.7	0.7	0.0
Other	2.2	0.0	0.0	3.0	4.2	1.5	1.4	1.9

**Job that pays \$12 per hour**

*Of those with a response...*

Very Unattractive	39.0	33.3	13.0	45.3	53.5	39.5	26.5	0.0
Unattractive	19.5	16.7	8.7	23.3	11.6	21.1	17.6	0.0
Neither Unattractive Nor Attractive	19.5	25.0	39.1	14.0	14.0	23.7	26.5	50.0
Attractive	16.1	25.0	21.7	14.0	14.0	10.5	23.5	50.0
Very Attractive	3.4	0.0	13.0	1.2	0.0	5.3	5.9	0.0
Depends on the type of work	0.8	0.0	4.3	0.0	2.3	0.0	0.0	0.0
Other	1.7	0.0	0.0	2.3	4.7	0.0	0.0	0.0



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

Percent

**Job that pays \$14 per hour**

*Of those with a response...*

Very Unattractive	40.9	25.0	20.0	46.6	58.8	40.6	25.0	0.0
Unattractive	16.1	0.0	6.7	19.2	8.8	15.6	8.3	0.0
Neither Unattractive Nor Attractive	21.5	37.5	0.0	23.3	8.8	31.3	29.2	0.0
Attractive	16.1	12.5	53.3	9.6	14.7	12.5	25.0	100.0
Very Attractive	5.4	25.0	20.0	1.4	8.8	0.0	12.5	0.0

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

**Job is Desirable**

(Attractive + Very Attractive)

	Percent							
\$10 per hour	46.7	67.3	54.0	44.4	22.5	48.9	56.0	83.0
\$12 per hour	19.5	25.0	34.7	15.2	14.0	15.8	29.4	50.0
\$14 per hour	21.5	37.5	73.3	11.0	23.5	12.5	37.5	100.0
	Number of Persons							
\$10 per hour	27,939	5,643	6,357	19,188	2,604	10,682	13,054	6,826
\$12 per hour	11,666	2,096	4,085	6,569	1,620	3,451	6,853	4,112
\$14 per hour	12,863	3,144	8,629	4,754	2,720	2,731	8,742	8,224

**Job is Not Desirable**

(Unattractive + Very Unattractive)

	Percent							
\$10 per hour	34.0	17.3	21.6	38.4	59.2	31.8	23.8	3.8
\$12 per hour	58.5	50.0	21.7	68.6	65.1	60.6	44.1	0.0
\$14 per hour	57.0	25.0	26.7	65.8	67.6	56.2	33.3	0.0
	Number of Persons							
\$10 per hour	20,341	1,451	2,543	16,595	6,852	6,946	5,548	313
\$12 per hour	34,998	4,193	2,555	29,647	7,535	13,237	10,280	0
\$14 per hour	34,101	2,096	3,143	28,437	7,824	12,276	7,763	0

Table 3: Characteristics of the Workforce	Persons who are working						
	Total	Under- employed	Job Shifters	Job Keepers	Highest education level		
					At Least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma
	Percent						
<b>Workforce Status</b>							
Permanent job	90.0	84.3	78.1	93.6	90.1	86.7	91.6
Temporary job	8.1	11.8	19.2	4.9	8.5	12.6	4.9
Want full-time with one employer	42.7	71.4	70.0	38.0	31.6	43.8	48.6
Has taken action in the last three months to find a new job	19.7	45.1	100.0	0.0	14.1	19.4	21.7
Of those looking for a new job, primary reason for looking:							
Better pay	47.3	52.2	47.3	0.0	30.0	34.6	54.8
Better benefits	10.8	8.7	10.8	0.0	30.0	7.7	6.5
Want to work closer to home	4.1	8.7	4.1	0.0	0.0	3.8	6.5
Change in career	8.1	0.0	8.1	0.0	0.0	15.4	6.5
Other	29.7	30.4	29.7	0.0	40.0	38.5	25.8
Average number of jobs held in working lifetime (number)	1.91	2.10	2.53	1.74	1.5	1.95	2.08
<b>Benefits of Current Job</b>							
Paid vacation	52.8	59.6	67.1	50.0	50.7	56.3	49.0
Health insurance	51.8	48.9	38.6	55.3	66.7	50.0	45.3
Education and training benefits	33.8	24.4	24.3	36.7	53.7	43.7	18.3
Retirement plan	58.3	62.2	56.3	57.3	83.3	52.9	54.0
Current job offers advancement potential	57.3	55.6	52.9	58.9	59.3	58.8	57.5

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

Percent

<b>Pay increase needed to change jobs</b>							
Less than 5% increase	4.1	5.9	12.3	2.2	1.4	3.7	6.3
Between 5% and 10% increase	23.3	49.0	34.2	17.6	12.9	23.7	29.4
Between 10% and 15% increase	17.3	15.7	17.8	17.6	15.7	17.0	15.4
Between 15% and 20% increase	9.2	11.8	8.2	9.0	8.6	13.3	5.6
More than 20% increase	19.8	13.7	12.3	22.1	35.7	14.8	18.9
Not interested at any increase	21.1	2.0	5.5	27.0	20.0	23.7	19.6
Ten percent or less	27.4	54.9	46.5	19.8	14.3	27.4	35.7
Fifteen percent or less	44.7	70.6	64.3	37.4	30.0	44.4	51.1
<b>Sector of Employment</b>							
Government	25.9	19.2	21.6	27.5	41.7	24.6	21.0
Private for profit company	39.4	53.8	54.1	34.9	19.4	48.5	39.2
Non-profit org. (Incl. tax exempt & charitable orgs.)	6.2	1.9	5.4	6.7	9.7	5.2	5.6
Self-employed	25.3	15.4	16.2	27.9	25.0	18.7	31.5
Working in family business	0.8	0.0	0.0	1.1	1.4	1.5	0.0
Other	1.3	7.7	1.4	0.4	2.8	1.5	1.4

Table 3: Characteristics of the Workforce	Persons who are working						
	Total	Under- employed	Job Shifters	Job Keepers	Highest education level		
					At Least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma
Percent							
<b>Government Employment</b>							
Federal	25.0	30.0	50.0	21.6	26.7	27.3	22.6
State	53.1	50.0	43.8	52.7	70.0	48.5	41.9
Local	20.8	20.0	6.3	24.3	3.3	24.2	32.3
<b>Private Industry Sector</b>							
Agricultural	11.6	9.3	0.0	14.9	12.5	8.9	14.2
Mining	3.3	0.0	3.4	3.6	0.0	3.0	5.3
Construction	5.8	7.0	11.9	4.6	5.0	3.0	8.8
Manufacturing	5.8	18.6	8.5	4.1	2.5	2.0	8.8
Transportation, Communications or Public Utility	5.5	0.0	1.7	7.2	7.5	2.0	7.1
Wholesale or retail trade	9.1	9.3	5.1	10.3	10.0	7.9	10.6
Restaurants	2.9	7.0	5.1	2.6	2.5	2.0	3.5
Legal	0.4	0.0	0.0	0.5	2.5	0.0	0.0
Health Services	13.8	16.3	16.9	12.9	10.0	19.8	8.8
Educational Services	1.5	2.3	1.7	1.5	10.9	0.0	0.0
Business Services	2.2	7.0	0.0	1.5	0.0	4.0	2.7
Engineering Services	1.5	2.3	1.7	1.0	0.0	4.0	0.0
Personal Services	5.5	2.3	6.8	5.2	2.5	4.0	5.3
Finance, Insurance, Real Estate	5.8	4.7	5.1	5.7	15.0	5.9	2.7
Other	24.4	14.0	32.2	23.2	20.0	32.7	20.4

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

Percent

<b>Distance traveled to place of employment</b>							
0 - 5 miles	39.7	53.8	41.7	37.8	34.7	44.8	34.3
6 - 10 miles	12.2	7.7	16.7	11.6	11.1	11.2	14.0
11- 20 miles	14.1	13.5	8.3	15.7	25.0	9.0	15.4
21- 30 miles	9.0	11.5	11.1	7.9	11.1	11.9	5.6
31- 50 miles	7.3	9.6	8.3	7.1	8.3	6.7	8.4
More than 50 miles	4.9	0.0	2.8	6.0	0.0	3.7	8.4
Work at home	10.6	3.8	8.3	11.6	8.3	10.4	11.2
10 miles or less	51.9	61.5	58.4	49.4	45.8	56.0	48.3
11 miles or more	35.3	34.6	30.5	36.7	44.4	31.3	37.8
21 miles or more	21.2	21.1	22.2	21.0	19.4	22.3	22.4
<b>Willingness to commute</b>							
0 - 5 miles	8.6	3.8	4.1	10.4	10.0	6.7	8.4
6 - 10 miles	6.5	1.9	1.4	8.2	4.3	4.4	9.1
11- 20 miles	17.2	17.0	16.4	17.5	14.3	21.5	14.7
21- 30 miles	28.0	34.0	30.1	27.6	45.7	25.2	23.8
31- 50 miles	22.6	24.5	31.5	19.4	17.1	26.7	24.5
More than 50 miles	12.6	9.4	16.4	12.3	7.1	11.9	13.3
Don't know	4.3	9.4	0.0	4.1	1.4	3.0	6.3
11 miles or more	15.1	5.7	5.5	18.6	14.3	11.1	17.5
21 miles or more	80.4	84.9	94.4	76.8	84.2	85.3	76.3
30 miles or more	63.2	67.9	78.0	59.3	69.9	63.8	61.6

Table 4: Transportation and Commuting	Persons who are working						
	Total	Under-employed	Job Shifters	Job Keepers	Highest education level		
					At Least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma
	Percent						
<b>Transportation reliable enough to commute</b>	94.4	87.5	94.7	95.3	96.0	96.7	90.7
<b>Not willing to commute 20 miles or more</b>							
Family obligations	18.3	25.0	37.5	15.3	9.5	28.9	13.0
Don't wish to drive that much	30.8	33.3	43.8	27.6	28.6	24.4	37.0
Gas prices	25.0	33.3	12.5	26.5	28.6	24.4	26.1
Takes too much time	10.8	8.3	6.3	12.2	14.3	11.1	6.5
Other	15.0	0.0	0.0	18.4	19.0	11.1	17.4

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

Percent

<b>Distance traveled to place of employment</b>							
0 - 5 miles	39.7	53.8	41.7	37.8	34.7	44.8	34.3
6 - 10 miles	12.2	7.7	16.7	11.6	11.1	11.2	14.0
11- 20 miles	14.1	13.5	8.3	15.7	25.0	9.0	15.4
21- 30 miles	9.0	11.5	11.1	7.9	11.1	11.9	5.6
31- 50 miles	7.3	9.6	8.3	7.1	8.3	6.7	8.4
More than 50 miles	4.9	0.0	2.8	6.0	0.0	3.7	8.4
Work at home	10.6	3.8	8.3	11.6	8.3	10.4	11.2
10 miles or less	51.9	61.5	58.4	49.4	45.8	56.0	48.3
11 miles or more	35.3	34.6	30.5	36.7	44.4	31.3	37.8
21 miles or more	21.2	21.1	22.2	21.0	19.4	22.3	22.4
<b>Willingness to commute</b>							
0 - 5 miles	8.6	3.8	4.1	10.4	10.0	6.7	8.4
6 - 10 miles	6.5	1.9	1.4	8.2	4.3	4.4	9.1
11- 20 miles	17.2	17.0	16.4	17.5	14.3	21.5	14.7
21- 30 miles	28.0	34.0	30.1	27.6	45.7	25.2	23.8
31- 50 miles	22.6	24.5	31.5	19.4	17.1	26.7	24.5
More than 50 miles	12.6	9.4	16.4	12.3	7.1	11.9	13.3
Don't know	4.3	9.4	0.0	4.1	1.4	3.0	6.3
11 miles or more	15.1	5.7	5.5	18.6	14.3	11.1	17.5
21 miles or more	80.4	84.9	94.4	76.8	84.2	85.3	76.3
30 miles or more	63.2	67.9	78.0	59.3	69.9	63.8	61.6



<b>Table 4: Transportation and Commuting</b>	Persons who are working						
	Total	Under- employed	Job Shifters	Job Keepers	Highest education level		
					At Least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma
Percent							
<b>Transportation reliable enough to commute</b>	94.4	87.5	94.7	95.3	96.0	96.7	90.7
<b>Not willing to commute 20 miles or more</b>							
Family obligations	18.3	25.0	37.5	15.3	9.5	28.9	13.0
Don't wish to drive that much	30.8	33.3	43.8	27.6	28.6	24.4	37.0
Gas prices	25.0	33.3	12.5	26.5	28.6	24.4	26.1
Takes too much time	10.8	8.3	6.3	12.2	14.3	11.1	6.5
Other	15.0	0.0	0.0	18.4	19.0	11.1	17.4

<b>Table 6: Demographics</b>	All persons			Persons who are working						Persons not working
	Total	Males	Females	Under-employed	Job Shifters	Job Keepers	Highest education level			Job Seekers
							At Least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma	
Number of responses (weighted values)	319	309	310	52	73	268	71	134	143	51
Estimated persons 18 years old or older	99,817	49,828	49,989	8,385	11,772	43,217	11,574	21,844	23,311	8,224
Percent										
<b>Gender</b>										
Males	49.9	100.0	0.0	51.9	63.0	54.9	50.7	44.8	66.7	31.4
Females	50.1	0.0	100.0	48.1	37.0	45.1	49.3	55.2	33.6	68.6
<b>Marital Status</b>										
Married	64.8	69.3	60.5	67.3	59.5	75.1	69.4	68.1	70.6	43.1
Widowed	9.8	4.3	15.1	1.9	0.0	3.8	5.6	1.5	2.8	7.8
Divorced	10.1	8.3	11.9	15.4	12.2	8.3	9.7	10.4	10.5	21.6
Separated	1.5	1.3	1.6	0.0	6.8	0.8	2.8	2.2	2.1	2.0
Never married	13.0	16.5	9.6	13.5	21.6	10.9	1.4	0.7	0.7	25.5
<b>Age Category</b>										
18-24	10.3	10.4	10.3	7.8	19.2	7.1	4.2	9.6	8.4	26.9
25-44	34.0	34.0	33.8	68.6	58.9	42.5	45.8	52.6	48.3	30.8
45-64	32.1	32.0	32.2	19.6	20.5	42.2	44.4	31.1	37.1	30.8
65 or older	23.6	23.6	23.8	3.9	1.4	8.2	5.6	6.7	6.3	11.5

