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Executive Summary of the Northwest Oklahoma Area Labor Force Study

This report is a labor force study of the Northwest Oklahoma labor force which examines the availability of labor in the nine county area of Northwest Oklahoma and Kansas, which is defined as the counties of Beaver, Cimarron, Dewey, Ellis, Harper, Seward (Kansas), Texas, Woods, and Woodward.

In northwest Oklahoma a considerable portion of the adult population are not employed for a variety of reasons. This group includes the retired, disabled, students, homemakers, and the unemployed. This study found that approximately 17,059 members of the adult population are not currently working. Of this group, the majority indicate that they are not interested in working outside the home or they are unable to do so.

This study has identified 7,484 workers who are currently available for *other* work. The categories of Job Shifters and the Underemployed (described below) are included in this estimate. **Some workers are both Job Shifters and Underemployed, so the total number of workers in both categories is somewhat less than their sum.** Additionally, there are those adults who are not working but want to work (Job Seekers), and those workers who are not underemployed and have not looked for work in the past three months (Job Keepers), which can be included in the pool of potential workers. These two groups total another 45,676 potential workers for a grand total of approximately 53,160 adults who are either in the labor force or want to be in it.

Roughly 5,063 workers in the labor market area have looked for other work in the past three months. These workers are known as Job Shifters. Of all the methods used to look for other work the majority, 64%, were active. The reasons why the Job Shifters were looking for work were varied but the primary reason for 46.8% of people was in order to get higher pay and/or better benefits.

The data from this study estimates that 8.2% of all adult workers are currently underemployed. To be classified as Underemployed a worker must:

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

Job Keepers are those individuals who have not been identified as being underemployed and have not looked for work within the past three months. This group makes up 85.2% of all workers.

Job Seekers are those people who are not currently employed but want to work. About five percent of all adults in the northwest Oklahoma area are represented by this category.

The percentage of workers with a least a Bachelors degree is about one-fourth of the current work force and about 65% of the workers have had at least some college.

About sixty-one percent had not moved and an additional 21.7% remained in the same county. Seven-point-six percent had moved from a different county in the same state but only an additional 10% had moved from a different state or country.

Of all workers, 86.7% have full-time positions, and another 13.3% have part-time jobs. Of those workers with part time jobs 24.7% would like to have a full-time position with just one employer.

As the wage rate increases, so does the number of people who are willing to work. Although Job Keepers by definition are those workers who are not interested in changing jobs, about 22,000 still find a job of \$14 per hour plus benefits to be either “attractive” or “very attractive”. Of the Underemployed 54% of workers indicated that they would be willing to change jobs for an increase in pay of 15% or less. Around 65% 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 29.6% of workers. Of Job Keepers only 22% claimed to not be interested in changing jobs at all.

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

The majority of workers lives and works in the same county. Only about 38% of the remaining workers are not employed in one of the counties in the study area. Over half of all workers indicate a willingness to commute distances of 21 miles or more to their job.

**An Analysis of the Northwest Oklahoma Labor Force Study Data
Conducted Among Residents Living in Beaver, Cimarron, Dewey, Ellis,
Harper, Seward, Texas, Woods, and Woodward Counties in Oklahoma and
Kansas**

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

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

March 6, 2006

Introduction

This report is a labor force study of the Northwest Oklahoma labor force which examines the availability of labor in the nine county area of Northwest Oklahoma and Kansas, which is defined as the counties of Beaver, Cimarron, Dewey, Ellis, Harper, Seward (Kansas), Texas, Woods, and Woodward.

Approximately 49,748 of the 66,807 adults who live in the northwest Oklahoma area are employed, which is equal to 74.5% of the population who is 18 years of age or older.

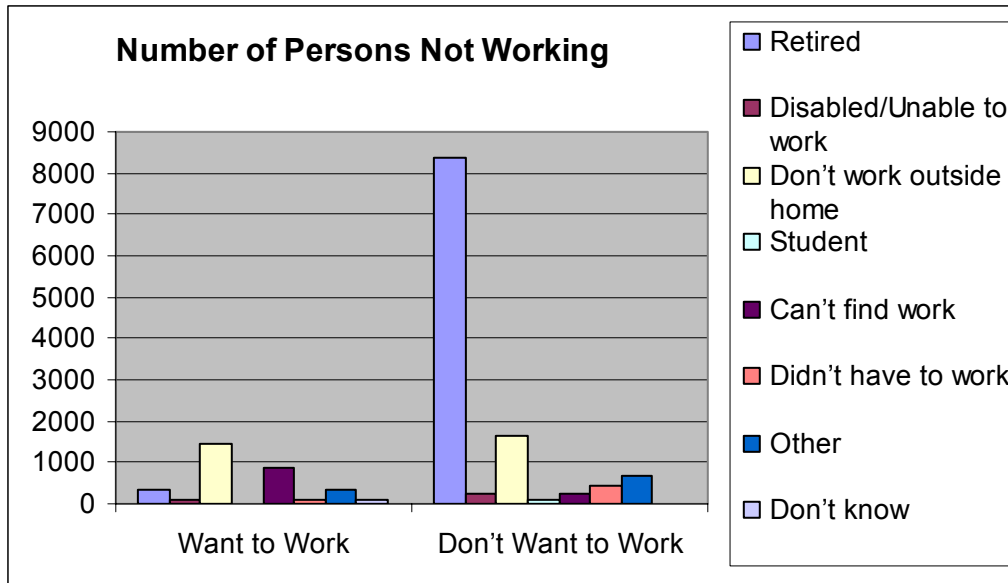
In northwest Oklahoma a considerable portion of the adult population are not employed for a variety of reasons. This group includes the retired, disabled, students, homemakers, and the unemployed. This study found that approximately 17,059 members of the adult population are not currently working. Of this group, the majority, 77.7%, indicate that they are not interested in working outside the home or they are unable to do so (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	330	8,364	8,694
Disabled/Unable to work	110	220*	330
Don't work outside home	1,430	1,651	3,081
Student	0	110	110
Can't find work	880	220	1,100
Didn't have to work	110	440	550
Other	330	660	990
Don't know	110	0	110
Total	3,300	11,665	14,965**

* Includes those people who are unable to work in the next six months

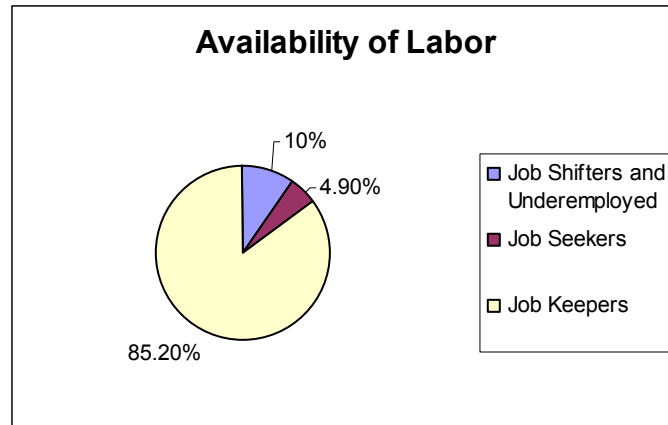
** Does not include those people who are temporarily away from work without pay or who are waiting to start work.



A significant proportion of the adult population is not currently working but only a small minority can be officially considered unemployed. The United States Department of Labor designates a person as being unemployed if they are without work but have been actively seeking work. Based on this definition 1.0% of the population within northwest Oklahoma area are currently unemployed.

Availability of Labor

This study has identified 7,484 workers who are currently available for *other* work. The categories of Job Shifters and the Underemployed (described below) are included in this estimate. **Some workers are both Job Shifters and Underemployed, so the total number of workers in both categories is somewhat less than their sum.** Additionally, there are those adults who are not working but want to work (Job Seekers), and those workers who are not underemployed and have not looked for work in the past three months (Job Keepers), which can be included in the pool of potential workers. These two groups total another 45,676 potential workers for a grand total of approximately 53,160 adults who are either in the labor force or want to be in it.



Job Shifters

Roughly 10% (or 5,063 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%, were active (such as contacting an employer or filling out applications) and the minority, 36%, 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 46.8% of people was in order to get higher pay and/or better benefits. Another 10.6% wanted a change in career.

Underemployed

The data from this study estimates that 8.2%, or 4,072, of all adult workers are currently underemployed. To be classified as Underemployed a worker must:

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

Job Keepers

Job Keepers are those individuals who have not been identified as being underemployed and have not looked for work within the past three months. This group makes up 85.2% of all workers or 42,374 people.

Job Seekers

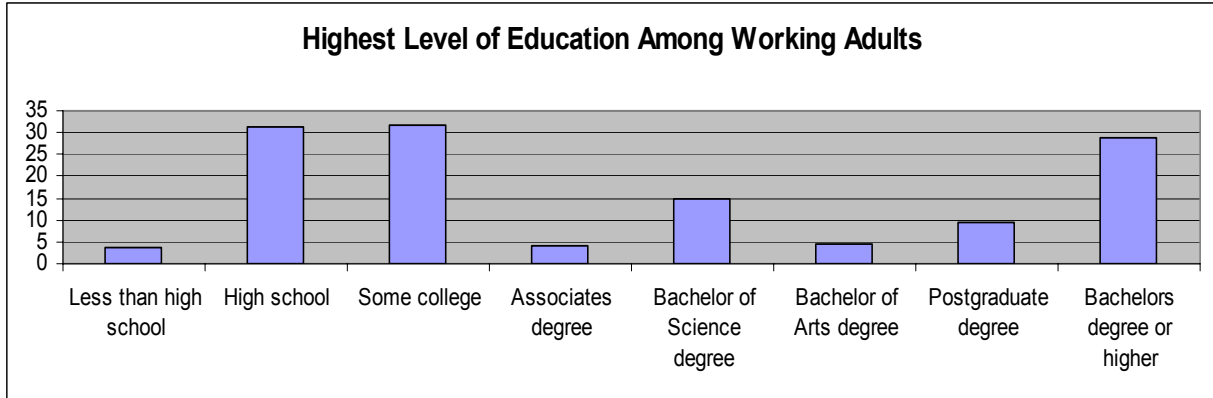
This last category of potential workers contains those who are not currently employed but want to work. Four point nine percent of all adults in the northwest Oklahoma area are represented by this category which is equivalent to 3,302 people.

Education

The percentage of workers in the northwest Oklahoma are with a least a Bachelors degree is about one-fourth of the current work force (Table 2) and about 65% of the workers have had at least some college.

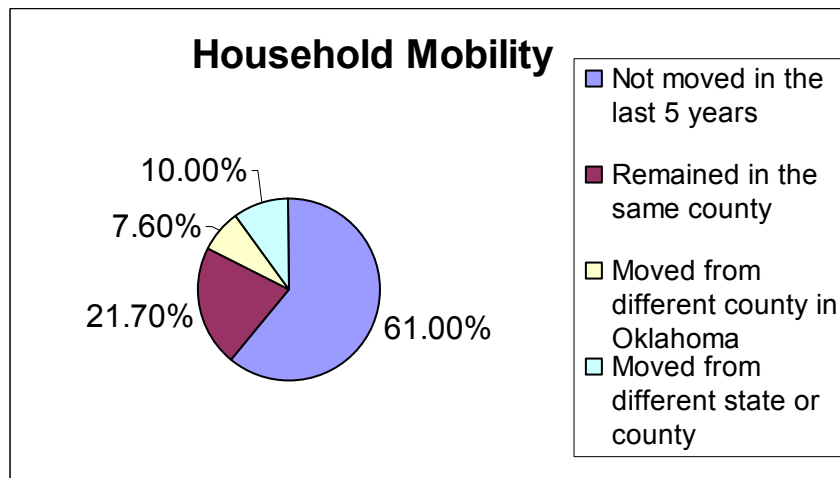
**Table 2: Highest Level of Education Among Working
Adults in the Northwest Oklahoma Area**

<u>Level of Education</u>	<u>Percent Adult Workers</u>
Less than high school	3.8
High school	31.3
Some college	31.8
Associates degree	4.0
Bachelor of Science degree	15.0
Bachelor of Arts degree	4.4
Postgraduate degree	9.3
Bachelors degree or higher	28.7



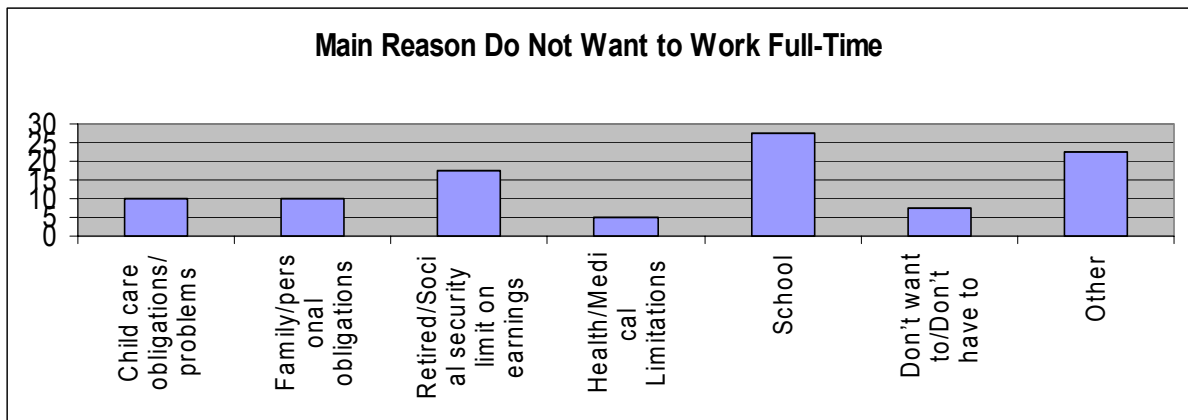
Household Mobility

To understand how much the northwest Oklahoma area population shifts in a five year period, respondents were asked if they have lived at the same residence for the last five years. About sixty-one percent had not moved and an additional 21.7% remained in the same county. Seven-point-six percent had moved from a different county in the same state but only an additional 10% had moved from a different state or country. Of the Job Shifters, 21.7% did not live in the same county five year ago whereas only 16.2% of the Underemployed had not lived in the same county and 19.0% of Job Keepers.



Type of Employment

Of all workers, 86.7% (or about 43,144 people) have full-time positions, and another 13.3% (or about 6,603 people) have part-time jobs. Of those workers with part time jobs 24.7% would like to have a full-time position with just one employer. Part-time workers listed several reasons for why they wanted to work part-time instead of full-time and these are described below in Table 3.



	Frequency	Percent
Child care obligations/problems	4	10.0
Other family/personal obligations	4	10.0
Retired/Social security limit on earnings	7	17.5
Health/Medical Limitations	2	5.0
School	11	27.5
Don't want to/Don't have to	3	7.5
Other	9	22.5
Total	40	100.0

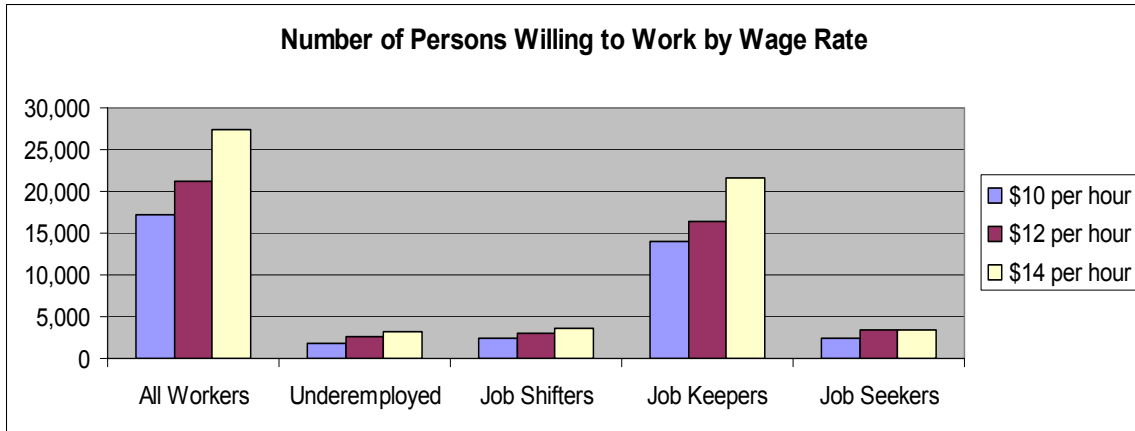
Characteristics of Workers
Wage Rates

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

Although Job Keepers by definition are those workers who are not interested in changing jobs, about 22,000 still find a job of \$14 per hour plus benefits to be either “attractive” or “very attractive”.

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

	All Workers	Underemployed	Job Shifters	Job Keepers	Job Seekers
\$10 per hour	17,263	1,759	2,425	13,941	2,424
\$12 per hour	21,259	2,585	3,045	16,415	3,302
\$14 per hour	27,441	3,245	3,622	21,607	3,302



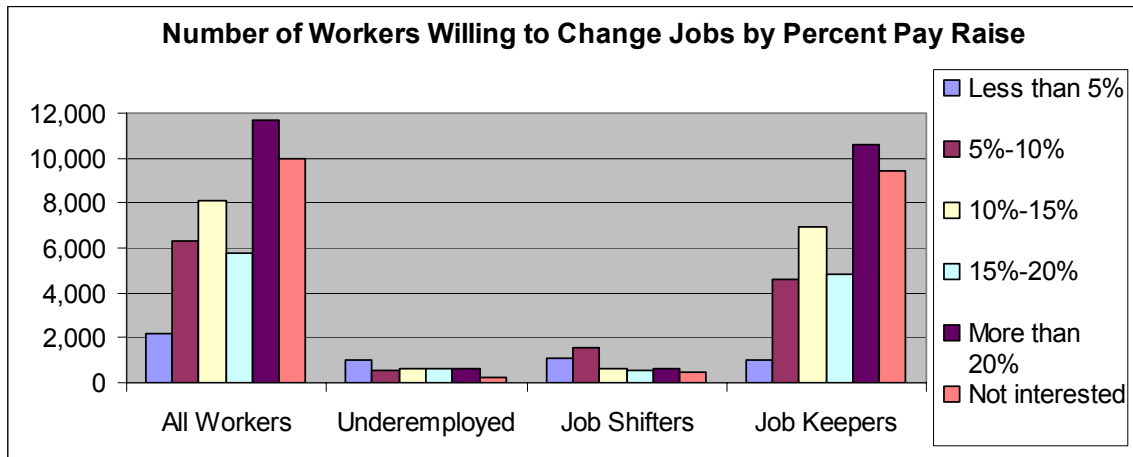
Willingness to Change Jobs

As shown in Table 5, of the Underemployed, 2,200 workers (54.0%) indicated that they would be willing to change jobs for an increase in pay of 15% or less. Around 3,302 (65.2%) of Job Shifters were likely to change jobs for a 15% increase or less and Job Keepers were, not surprisingly, the group least likely to say they would change jobs for a

pay increase of 15% or less with only 29.6% (or 12,548 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 22.3% of Job Keepers claimed to not be interested in changing jobs at all.

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

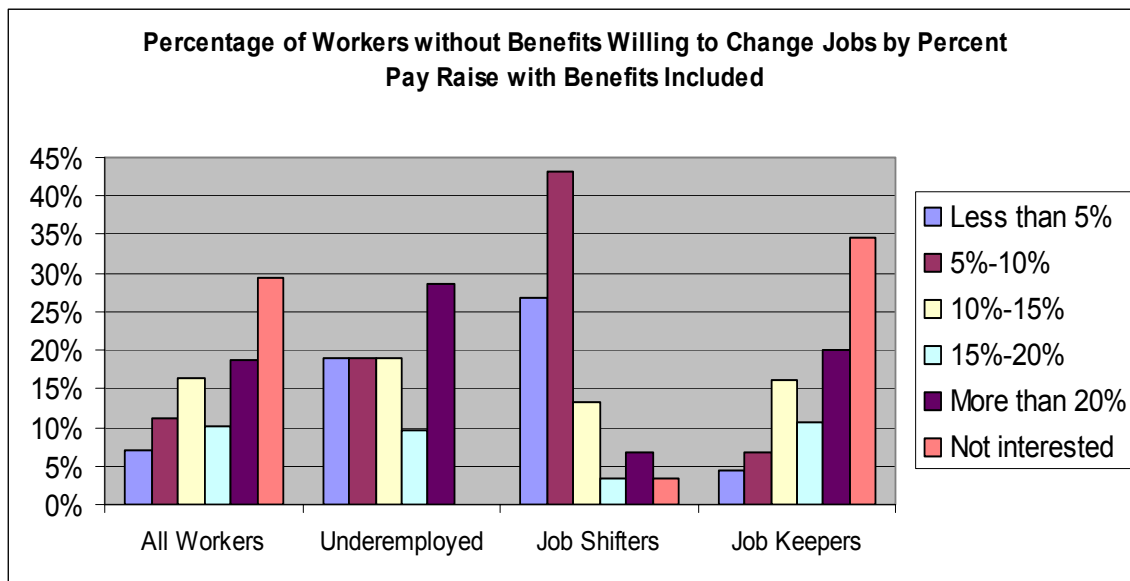
<u>Desired raise in pay</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
Less than 5%	2,189	990	1,101	991
5%-10%	6,349	550	1,541	4,623
10%-15%	8,100	660	660	6,934
15%-20%	5,802	660	550	4,843
More than 20%	11,713	660	660	10,566
Not interested	9,961	220	440	9,465



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

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

<u>Desired raise in pay</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
Less than 5%	7.1%	19.0%	26.7%	4.4%
5%-10%	11.2%	19.0%	43.3%	6.7%
10%-15%	16.4%	19.0%	13.3%	16.0%
15%-20%	10.1%	9.5%	3.3%	10.7%
More than 20%	18.7%	28.6%	6.7%	20.0%
Not interested	29.5%	0.0%	3.3%	34.7%



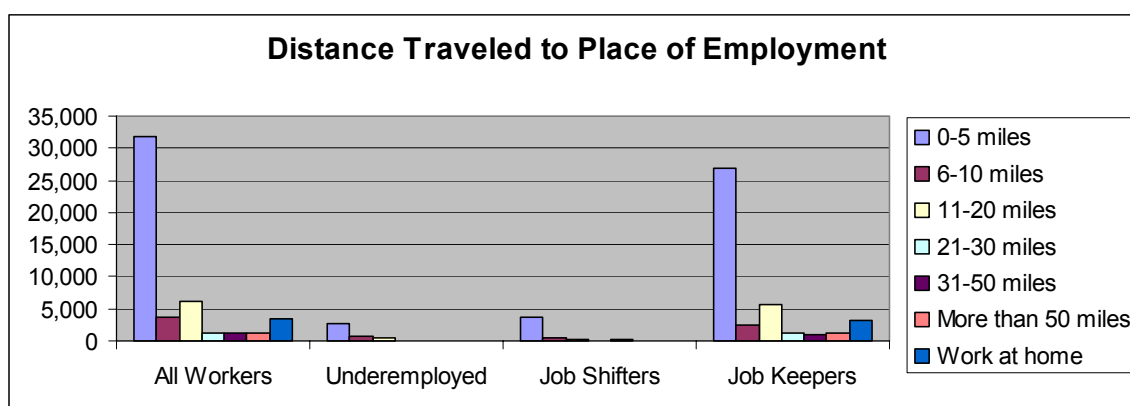
Commuting Patterns

The majority of workers (63%) lives and works in the same county. Only about 38% of the remaining workers are not employed in one of the counties in the study area.

Almost 3,853 workers (or 7.7%) living in the northwest Oklahoma area already commute at least 21 miles to work and an additional 12.4% commute 11-20 miles as shown in Table 7 below.

Table 7: Distance Traveled to Place of Employment

<u>Distance Traveled</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
0-5 miles	31,808	2,641	3,742	26,745
6-10 miles	3,742	770	550	2,531
11-20 miles	6,163	550	220	5,613
21-30 miles	1,321	0	110	1,321
31-50 miles	1,211	0	220	991
More than 50 miles	1,321	0	0	1,321
Work at home	3,412	110	110	3,302

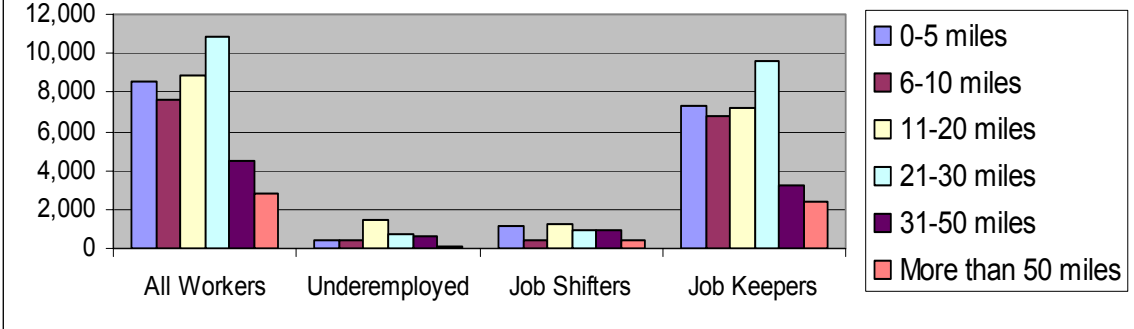


Over half of all workers (53.9%) indicate a willingness to commute distances of 21 miles or more to their job and only 17.5% said that they would not commute more than ten miles to work.

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

<u>Distance</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
0-5 miles	8,585	440	1,100	7,264
6-10 miles	7,594	440	440	6,824
11-20 miles	8,915	1,431	1,211	7,154
21-30 miles	10,896	770	991	9,575
31-50 miles	4,513	660	991	3,192
More than 50 miles	2,862	110	440	2,421

Distance Willing to Commute (by Number of People)



Conclusions

- 7,484 residents of the northwest Oklahoma area are either Underemployed or Job Shifters or both and are readily available to change jobs.
- 3,302 people are currently unemployed and but want to work.
- Among working adults about one-fourth (28.7%) have completed at least a Bachelor's degree and an additional 35.8% have had some college or an Associate's degree.
- A total of 21,259 current workers expressed a willingness to work for at least \$12 per hour and another 6,182 current workers would work for at least \$14 per hour.
- A total of 16,638 current workers are currently willing to change jobs for a pay raise of 15% or less.
- 18,271 current workers are willing to commute 21 miles or more to work.

**Methodology and Data Report for the Northwest Oklahoma Labor Force
Study
Conducted Among Residents Living in Beaver, Cimarron, Dewey, Ellis,
Harper, Seward, Texas, Woods, and Woodward Counties in Oklahoma and
Kansas**

Data Collected January and February 2006

**Survey Conducted by the University of Oklahoma Public Opinion Learning
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March 6, 2006

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METHODOLOGICAL REPORT

Purpose

This field report presents the methodological details for a telephone survey of residents of living in Northwest Oklahoma (Beaver, Cimarron, Dewey, Ellis, Harper, Seward [Kansas], Texas, Woods, and Woodward counties) conducted in January and February of 2006 by the University of Oklahoma's Public Opinion Learning Laboratory (OU POLL) for the Oklahoma Employment Security Commission. The purpose of the survey was to gauge the employment potential of the local population in terms of skills, education, desire, and ability to work.

Support Materials and Questionnaire

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

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

Interviewer Training

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

Interviewing

The interviewer training and fieldwork was conducted between January 23, 2006 and February 23, 2006. Monday through Thursdays interviewing generally started at 5:00 p.m. and ended at 9:00 p.m. with some afternoon (2:00 p.m.-5:00 p.m.) shifts on various days each week. Friday shifts went from 3:00 p.m. until 7:00 p.m. Saturday shifts lasted from 10:00 a.m. to 5:00 p.m. and Sunday shifts went from 2:00 p.m. until 6:00 p.m.

Incentives and Bonus Pay

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

A. Incentives per completion

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

B. Incentives per refusal conversion

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

Sampling

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

Callbacks

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

Disposition of the Sampling Pool

606 complete interviews were obtained among residents of the selected counties. For the population of interest, the 606 interviews represent a margin of error of +/- 4.0% at a 95% confidence level. (The 95% confidence level means that if the survey were to be conducted 100 times with 100 different random samples, the actual results obtained would fall within the limits of error at least 95 times).

Overall, 3,236 numbers were released (dialed) from the sampling pool, and 14,436 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 905 known eligible households as the comparison, the 606 completed interviews represent a **67.0% response rate**. If a portion of the telephone numbers that were classified as “unknown eligibility” is included in the response rate, the rate becomes **43.8%**.

Refusal Conversions

Refusal conversion efforts began on January 30, 2006, and were managed systematically by the interviewing software and the interviewer supervisors. “Hard” refusals, or those numbers in which a member of the household asked us not to call back were not attempted, and at least five days had to elapse between the initial refusal and the beginning of our conversion efforts.

Conversion efforts led to 50 successful refusal conversions, representing 8.3% of the total completed interviews.

Final Outcomes of Sampling Data

Table 1 represents the final dispositions of the sampling frames.

Statistical Weighting of the Data

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

Table 1: Final Disposition of Sampling Pool

		Frequency	Percent
Ineligible:	Non-residential number	275	8.5
	No eligible respondent	58	1.8
	Non-working number	702	21.7
	Fax/Modem	172	5.3
	Cellular phone	3	0.1
Sub-total Ineligible:		1,210	37.4
Unknown Eligibility:	No answer	252	7.8
	Caller ID/ privacy manager	2	0.1
	Answering machine	136	4.2
	Phone line busy	565	17.5
	Language problems	166	5.1
Sub-total Unknown Eligibility:		1,121	34.7
Eligible:	Completed Interview	606	18.7
	Individual Refusal	100	3.1
	Household Refusal	178	5.5
	Respondent never available	21	0.6
Sub-total Eligible:		905	27.9
Total Activated:		3,236	100.0

SURVEY FREQUENCY RESULTS
Closed-Ended Data

<i>Table 2: Frequency Distribution</i>		
<i>Q0: First, let me ask which county do you live in?</i>		
	Frequency	Percent
Beaver	59	9.7
Cimarron	15	2.5
Dewey	30	4.9
Ellis	40	6.6
Harper	34	5.6
Seward	93	15.3
Texas	92	15.1
Woods	65	10.7
Woodward	180	29.6
Total	608	100.0

<i>Table 3: Frequency Distribution</i>		
<i>Q1: Let me ask in what city or town do you live?</i>		
	Frequency	Percent
Alva	51	8.4
Beaver	23	3.8
Boise City	10	1.6
Buffalo	20	3.3
Fargo	14	2.3
Guymon	55	9.0
Hooker	12	2.0
Liberal	95	15.6
Mooreland	15	2.5
Shattuck	19	3.2
Turpin	17	2.8
Vici	11	1.8
Woodward	141	23.2
Something else	110	18.1
Don't know	15	2.5
Refused/call continued	1	0.1
Total	609	100.2

Table 4: Frequency Distribution		
Q3: Were you living in this house or apartment five years ago; that is, in January of 2001?		
	Frequency	Percent
Yes	368	60.6
No	239	39.4
Total	607	100.0

Table 5: Frequency Distribution		
Q3A: Where did you live in January of 2001? Was it...		
	Frequency	Percent
A different residence of the same county	132	55.2
A different county in the same state	46	19.2
A different state	60	25.1
Not in the U S	1	0.4
Total	239	99.9

Table 6: Frequency Distribution		
Q4: What is your age?		
	Frequency	Percent
18-24	89	14.7
25-44	227	37.4
45-64	175	28.8
65 and older	116	19.1
Total	607	100.0

Table 7: Frequency Distribution		
Q5: Determine gender without asking.		
	Frequency	Percent
Male	306	50.3
Female	302	49.7
Total	608	100.0

Table 8: Frequency Distribution		
Q6: What race or ethnicity do you consider yourself? Would you say...		
White	542	89.4
Black/African American	7	1.2
Native American or American Indian	6	1.0
Hispanic	38	6.3
Asian	1	0.2
Other	6	1.0
Don't know	5	0.8
Refused/call continued	1	0.2
Total	606	100.1

Table 9: Frequency Distribution		
Q6A: What tribe do you consider yourself to be?		
	Frequency	Percent
Choctaw	2	28.6
Cherokee	2	28.6
Other	3	42.9
Total	7	100.1

Table 10: Frequency Distribution		
Q7: Are you in the military?		
	Frequency	Percent
Yes	9	1.5
No	599	98.5
Total	608	100.0

Table 11: Frequency Distribution

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

	Frequency	Percent
Very unattractive	189	31.2
Unattractive	58	9.6
Neither unattractive or attractive	61	10.1
Attractive	83	13.7
Very attractive	125	20.6
Depends on the type of work	13	2.1
Doesn't want to work	52	8.6
Have a better job	1	0.2
Have a full-time & part-time job	1	0.2
Have own business	3	0.5
Not able to work	1	0.2
Retired	3	0.5
Self-employed	1	0.2
Too old to work	5	0.8
Don't know	9	1.5
Refused/call continued	1	0.2
Total	606	100.2

Table 12: Frequency Distribution

Q8A: Why do you say so?

	Frequency	Percent
Pay is not enough	215	69.1
Doesn't want to work (retired, etc.)	24	7.7
Can't work due to family responsibilities	5	1.6
Other	53	17.0
Don't know	14	4.5
Total	311	99.9

Table 13: Frequency Distribution

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

	Frequency	Percent
Very unattractive	75	41.4
Unattractive	43	23.8
Neither unattractive or attractive	31	17.1
Attractive	26	14.4
Very attractive	4	2.2
Other	2	1.2
Total	181	100.1

Table 14: Frequency Distribution

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

	Frequency	Percent
Very unattractive	63	42.0
Unattractive	16	10.7
Neither unattractive or attractive	33	22.0
Attractive	25	16.7
Very attractive	10	6.7
Depends on the type of work	2	1.3
Doesn't want to work	1	0.7
Total	150	100.1

Table 15: Frequency Distribution

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

	Frequency	Percent
Yes	191	31.4
No	416	68.4
Don't know	1	0.2
Total	608	100.0

Table 16: Frequency Distribution

Q12: Last week, did you do any work for pay?

	Frequency	Percent
Yes	284	67.9
No	133	31.8
Don't know	1	0.2
Total	418	99.9

Table 17: Frequency Distribution		
Q13: Last week, did you do any work for either pay or profit? (Include paid and unpaid vacations, paid and unpaid sick leave as work)		
	Frequency	Percent
Yes	135	70.7
No	56	29.3
Total	191	100.0

Table 18: Frequency Distribution		
Q14: Last week, did you do any unpaid work in the family business or farm?		
	Frequency	Percent
Yes	18	29.0
No	44	71.0
Total	62	100.0

Table 19: Frequency Distribution		
Q15: Did you receive any payments or profits from the business?		
	Frequency	Percent
Yes	4	18.2
No	16	72.7
Refused/call continued	2	9.1
Total	22	100.0

Table 20: Frequency Distribution		
Q16: Do you work in the same county that you live in?		
	Frequency	Percent
Yes	382	86.6
No	57	12.9
Don't know	2	0.5
Total	441	100.0

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

	Frequency	Percent
Alfalfa	2	3.4
Barber	1	1.7
Blaine	1	1.7
Comanche, KS	1	1.7
Custer	2	3.4
Dewey	5	8.6
Ellis	3	5.2
Grey county, TX	2	3.4
Harper	1	1.7
Kansas	2	3.4
Major	1	1.7
Rogers	1	1.7
Seward	9	15.5
Stephens	1	1.7
Texas	3	5.2
Texas, OK, & KS	2	3.4
Varies	6	10.3
Woodward & Seward	1	1.7
Woods	3	5.2
Woodward	9	15.5
Don't know	2	3.4
Total	58	99.5

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

	Frequency	Percent
Alva	40	9.1
Beaver	22	5.0
Boise City	6	1.4
Guymon	44	10.0
Hooker	7	1.6
Liberal	79	18.0
Woodward	106	24.1
Something else	121	27.5
Don't know	12	2.7
Refused/call continued	3	0.7
Total	440	100.1

Table 23: Frequency Distribution
Q19: Why didn't you work for pay last week? Was it because you are:

	Frequency	Percent
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Retired	79	45.9
Disabled	22	12.8
Unable to work	2	1.2
Waiting to start work	10	5.8
Away from work w/o pay	5	2.9
Don't work outside home	28	16.3
Never worked outside home	1	0.6
Unemployed	11	6.4
A student	1	0.6
Didn't have to work	6	3.5
Other	6	3.5
Don't know	1	0.6
Total	172	100.1

Table 24: Frequency Distribution

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

	Frequency	Percent
Yes	21	95.5
No	1	4.5
Total	22	100.0

Table 25: Frequency Distribution

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

	Frequency	Percent
Yes	1	33.3
No	2	66.7
Total	3	100.0

Table 26: Frequency Distribution

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

	Frequency	Percent
Yes	30	22.2
Maybe	9	6.7
No	96	71.1
Total	135	100.0

Table 27: Frequency Distribution

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

	Frequency	Percent
Yes	78	17.8
No	361	82.2
Total	439	100.0

Table 28: Frequency Distribution
Q25: How many jobs (or businesses) did you have?

	Frequency	Percent
1	9	11.4
2	50	63.3
3	12	15.2
More than 3	8	10.1
Total	79	100.0

Table 29: Frequency Distribution
Q26: Do you usually work 35 hours or more per week at your job or business?

	Frequency	Percent
Yes	330	86.0
No	53	13.8
Don't know	1	0.3
Total	384	100.1

Table 30: Frequency Distribution
Q27: How many hours per week do you usually work at your job or business?

	Frequency	Percent
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1-10	9	2.3
11-15	3	0.8
16-20	12	3.1
21-25	8	2.1
26-30	17	4.4
31-34	1	0.3
35	13	3.4
36-40	143	37.2
41-45	36	9.4
46-50	57	14.8
51-55	16	4.2
56-60	28	7.3
More than 60	37	9.6
Don't know	4	1.0
Total	384	99.9

Table 31: Frequency Distribution

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

	Frequency	Percent
Yes	62	89.9
No	7	10.1
Total	69	100.0

Table 32: Frequency Distribution

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

	Frequency	Percent
1-10	2	2.9
11-15	1	1.4
16-20	2	2.9
26-30	2	2.9
31-35	2	2.9
36-40	19	27.5
41-45	5	7.2
46-50	11	15.9
51-55	3	4.3
56-60	13	18.8
More than 60	8	11.6
Don't know	1	1.4
Total	69	99.7

Table 33: Frequency Distribution

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

	Frequency	Percent
Yes	16	24.6

No	40	61.5
Regular hours are full-time	6	9.2
Don't know	3	4.6
Total	65	99.9

Table 34: Frequency Distribution

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

	Frequency	Percent
Slack work/Business conditions	1	5.3
Could only find part-time work	2	10.5
Other family/Personal obligations	2	10.5
School/Training	9	47.4
Retired/Social security limit on earnings	1	5.3
Other	3	15.8
Don't know	1	5.3
Total	19	100.1

Table 35: Frequency Distribution

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

	Frequency	Percent
Child care obligations/problems	4	10.0

Other family/personal obligations	4	10.0
Health/Medical limitations	2	5.0
School/Training	11	27.5
Retired/Social security limit on earnings	7	17.5
Don't want to/Don't have to	3	7.5
Other	8	20
Refused/ call continued	1	2.5
Total	40	100.0

Table 36: Frequency Distribution

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

	Frequency	Percent
Yes	280	61.8
No	77	17.0
Self-employed	94	20.8
Don't know	2	0.4
Total	453	100.0

Table 37: Frequency Distribution

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

	Frequency	Percent
Yes	206	57.1
Part of health care is paid by the employer	51	14.1
No	102	28.3
Don't know	2	0.6
Total	361	100.1

Table 38: Frequency Distribution

Q35: Does your job offer reimbursement for education and training courses?

	Frequency	Percent
Yes	175	48.7
No	152	42.3
Don't know	32	8.9

Total	359	99.9
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Table 39: Frequency Distribution
Q36: Does your job offer a retirement plan?

	Frequency	Percent
Yes	252	70.2
No	104	29.0
Don't know	3	0.8
Total	359	100.0

Table 40: Frequency Distribution
Q37: Does your present job offer advancement potential?

	Frequency	Percent
Yes	238	66.3
No	109	30.4
Don't know	12	3.3
Total	359	100.0

Table 41: Frequency Distribution
Q38: How far do you live from your place of employment?

	Frequency	Percent
0 - 5 miles	289	63.8
6 - 10 miles	34	7.5
11 - 20 miles	56	12.4
21 - 30 miles	12	2.6
31 - 50 miles	11	2.4
More than 50 miles	12	2.6
Work at home	32	7.1
Don't know	7	1.5
Total	453	99.9

Table 42: Frequency Distribution
Q39: How did you get to work last week?

	Frequency	Percent
Car, truck, or van	399	94.8
Bus	1	0.2
Walk to work	9	2.1
Bicycle	1	0.2
Didn't work last week	2	0.5

Don't know	9	2.1
Total	421	99.9

Table 43: Frequency Distribution
Q39A: Did you drive your own vehicle?

	Frequency	Percent
Own vehicle	362	90.5
Rode with someone else	5	1.3
Company car	29	7.3
Drove to work, but uses company car	1	0.3
Parent's car	3	0.8
Total	400	100.2

Table 44: Frequency Distribution
Q40: How reliable is the transportation you use to work? Would you say very reliable, somewhat reliable, or not at all reliable?

	Frequency	Percent
Very reliable	373	90.1
Somewhat reliable	28	6.8
Not at all reliable	8	1.9
Don't know	2	0.5
Refused/ call continued	3	0.7
Total	414	100.0

Table 45: Frequency Distribution
Q40A: Why do you say that your transportation is not at all reliable?

	Frequency	Percent
Breaks down a lot	1	12.5
Getting old	1	12.5
Needs some body work	6	75.0
Total	8	100.0

Table 46: Frequency Distribution
Q40B: Does the lack of reliable transportation prevent you from working at a better job in your area?

	Frequency	Percent
Yes	1	5.9
No	16	94.1
Total	17	100.0

Table 47: Frequency Distribution
Q40C: How so?

	Frequency	Percent
Car breaks down, so he can't drive to a better job	1	100.0
Total	1	100.0

Table 48: Frequency Distribution
Q41: Even though you are now employed in a job or have your own business, have you taken any action to find a new job in the last three months?

	Frequency	Percent
Yes	46	10.2
No	406	89.6
Don't know	1	0.2
Total	453	100.0

Table 49: Frequency Distribution
Q42: What are all the things you have done to find alternative work during the last three months?

	Frequency	Percent
Contacted employer directly/interview	12	12.8
Contacted public employment agency	1	1.1

Contacted private employment agency	1	1.1
Contacted friends or relative	11	11.7
Contacted school/university employment center	1	1.1
Sent out resumes/filled out applications	23	24.5
Placed or answered ads	11	11.7
Looked at ads	23	24.5
Surfed the internet	8	8.5
Other	3	3.2
Total	94	100.2

Table 50: Frequency Distribution

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

	Frequency	Percent
Better pay	18	38.3
Better benefits	4	8.5
Want to work closer to home	1	2.1
Family responsibilities	1	2.1
Change in career	5	10.6
Other	17	36.2
Refused/ call continued	1	2.1
Total	47	99.7

Table 51: Frequency Distribution

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

	Frequency	Percent
\$6 - \$8	4	22.2
\$8.01 - \$10	2	11.1
\$10.01 - \$15	4	22.2
\$15.01 - \$20	6	33.3
Don't know	2	11.11

Total	18	99.99
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Table 52: Frequency Distribution

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

	Frequency	Percent
Less than 5% increase	20	4.4
B/w 5% and 10%	58	12.8
B/w 10% and 15%	74	16.3
B/w 15% and 20%	53	11.7
More than 20%	107	23.6
Not interested at any increase	92	20.3
Other	19	4.2
Don't know	29	6.4
Refused/ call continued	1	0.2
Total	453	99.9

Table 53: Frequency Distribution

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

	Frequency	Percent
Less than 5% increase	19	7.1
B/w 5% and 10%	30	11.2
B/w 10% and 15%	44	16.4
B/w 15% and 20%	27	10.1
More than 20%	50	18.7
Not interested at any increase	79	29.5
Don't know	13	4.9
Refused/ call continued	6	2.2
Total	268	100.1

Table 54: Frequency Distribution

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

	Frequency	Percent
0 - 5 miles	78	17.2
6 - 10 miles	69	15.2
11 - 20 miles	81	17.9
21 - 30 miles	99	21.9
31 - 50 miles	41	9.1

More than 50 miles	26	5.7
Don't know	48	10.6
Refused/ call continued	11	2.4
Total	453	100.0

Table 55: Frequency Distribution

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

	Frequency	Percent
Yes	195	85.9
No	10	4.4
Don't know	7	3.1
Refused/ call continued	15	6.6
Total	227	100.0

Table 56: Frequency Distribution

Q44B: Why is that?

	Frequency	Percent
Depends on the type of work	3	16.7
Needs body work	6	33.3
Needs to be worked on	2	11.1
Older	3	16.7
Price of gas & type of pay	1	5.6
Too old & has lots of miles	1	5.6
Don't know	2	11.1
Total	18	100.1

Table 57: Frequency Distribution

Q45: Please tell me which of the following are reasons that you are not willing to commute more than 20 miles?

	Frequency	Percent
Family obligations, for example needing to pick up kids	38	16.7
Unreliable transportation, for example your car breaks	5	2.2

down		
Don't wish to drive that much	38	16.7
Gas prices	85	37.3
Takes too much time	36	15.8
Other	25	11.0
Refused/ call continued	1	0.4
Total	228	100.1

Table 58: Frequency Distribution
Q45A: How does your transportation need to be better?

	Frequency	Percent
Need a better vehicle	1	20.0
Need a new car	3	60.0
Needs to be newer	1	20.0
Total	5	100.0

Table 59: Frequency Distribution
Q46: How many different employers have you worked for in the past 5 years? In other words, how many different places have you worked including the family business or farm?

	Frequency	Percent
1	198	43.6
2	129	28.4
3	43	9.5
4	14	3.1
5	12	2.6

6	25	5.5
8	3	0.7
More than 8	8	1.8
0	14	3.1
Less than 5 years work experience	6	1.3
Don't know	1	0.2
Refused/ call continued	1	0.2
Total	454	100.0

Table 60: Frequency Distribution

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

	Frequency	Percent
Yes	6	20.0
No	24	80.0
Total	30	100.0

Table 61: Frequency Distribution

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

	Frequency	Percent
Contacted employer directly/interview	1	14.3
Sent out resume/sent out application	1	14.3
Placed or answered ads	1	14.3
Looked at ads	2	28.6
Other	2	28.6
Total	7	100.1

Table 62: Frequency Distribution

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

	Frequency	Percent
Yes	5	83.3
No	1	16.7
Total	6	100.0

Table 63: Frequency Distribution

Q50: Have you been looking for full-time work of 35 hours or more per

	<i>week?</i>	
	Frequency	Percent
Yes	3	60.0
No	2	40.0
Total	5	100.0

Table 64: Frequency Distribution

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

	Frequency	Percent
Response given	28	100.0
Total	28	100.0

Table 65: Frequency Distribution

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

	Frequency	Percent
Couldn't find any work	1	4.5
Child care responsibilities/problems	15	68.2
Doesn't want to work	2	9.1
Just arrived	3	13.6
Trying to move & get settled	1	4.5
Total	22	99.9

Table 66: Frequency Distribution

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

	Frequency	Percent
Yes	6	4.6
No	124	95.4
Total	130	100.0

Table 67: Frequency Distribution

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

	<i>months?</i>	
	Frequency	Percent
Yes	9	7.0
No	120	93.0
Total	129	100.0

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

	Frequency	Percent
Personal, family (including pregnancy)	20	15.5
Health	8	6.2
Retirement	66	51.2
Temporary, seasonal or intermittent job completed	2	1.6
Slack work or business conditions	2	1.6
Unsatisfactory work arrangements (hours, pay, etc.)	1	0.8
Never had a job	2	1.6
Pay	1	0.8
Relocated	14	10.9
Other	10	7.8
Don't know	3	2.3
Total	129	100.3

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

	Frequency	Percent
Yes	24	18.6
No	98	76.0
Don't know	7	5.4
Total	129	100.0

Table 70: Frequency Distribution

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

	Frequency	Percent
Disabled	2	15.4
Ill	1	7.7
Taking care of house or family	6	46.2
Other	4	30.8
Total	13	100.1

Table 71: Frequency Distribution

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

	Frequency	Percent
Government	70	15.5
Private or Profit company	225	49.8
Non-profit organization (include tax exempt and charitable organizations)	35	7.7
Self-employed	108	23.9
Working in family business	6	1.3
Other	6	1.3
Don't know	2	0.4
Total	452	99.9

Table 72: Frequency Distribution

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

	Frequency	Percent
Federal	8	11.1
State	32	44.4
Local	30	41.7
Don't know	2	2.8
Total	72	100.0

Table 73: Frequency Distribution

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

	Frequency	Percent
Agriculture	52	13.5
Mining	8	2.1
Construction	22	5.7
Manufacturing	10	2.6
Transportation, communications, or public utility	16	4.2
Wholesale or retail trade	44	11.5
Restaurants	7	1.8
Legal Services	6	1.6
Health and medical services	59	15.4
Education services	10	2.6
Business and Accounting services	6	1.6
Engineering and Technical services	16	4.2
Personal services or recreational services	22	5.7
Finance, insurance, or real estate	29	7.6
Government (including education)	6	1.6
Other	65	16.9
Don't know	3	0.8
Refused/ call continued	3	0.8
Total	384	100.2

Table 74: Frequency Distribution

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

	Frequency	Percent
Response given	440	97.1
Don't know	10	2.2
Refused/ call continued	3	0.7
Total	453	100.0

Table 75: Frequency Distribution

Q62: What are your usual activities or duties at this job? For example

<i>typing, keeping account books, operating printing press, laying brick.</i>		
	Frequency	Percent
Response given	443	97.8
Don't know	3	0.7
Refused/ call continued	7	1.5
Total	453	100.0

Table 76: Frequency Distribution
Q63: What other skills do you have that are not involved in this employment?

	Frequency	Percent
Response given	380	83.9
Don't know	67	14.8
Refused/ call continued	6	1.3
Total	453	100.0

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

	Frequency	Percent
Computer skills mentioned	85	18.8
No computer skills mentioned	367	81.2
Total	452	100.0

Table 78: Frequency Distribution
Q63B: Let me ask about your computer skills. What is your strongest computer skill?

	Frequency	Percent
Word processing, such as using MS-Word	34	39.5
Spreadsheet analysis, such as Lotus or Excel	14	16.3
Bookkeeping, such as Quicken	2	2.3
Computer assisted design	6	7.0
Website development	5	5.8
Work on machines,	5	5.8

troubleshooting		
Computer programming (C,SAS,SPSS)	3	3.5
Develops own software applications	1	1.2
Other	13	15.1
Don't know	3	3.5
Total	86	100.0

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

	Frequency	Percent
Word processing, such as using MS-Word	67	37.2
Spreadsheet analysis, such as Lotus or Excel	39	21.7
Bookkeeping, such as Quicken	26	14.4
Computer assisted design	9	5.0
Website development	5	2.8
Work on machines, troubleshooting	11	6.1
Maintains a computer network	6	3.3
Computer programming (C,SAS,SPSS)	8	4.4
Develops own software applications	2	1.1
Don't know	7	3.9
Total	180	99.9

Table 80: Frequency Distribution
Q64: Many employers now hire workers both directly as permanent employees and through a temporary employment agency for temporary employees. Are you a permanent or temporary employee?

	Frequency	Percent
Permanent	422	93.4
Temporary	21	4.6
Don't know	8	1.8
Refused/ call continued	1	0.2
Total	452	100.0

Table 81: Frequency Distribution

Q65: Would you like a permanent job?

	Frequency	Percent
Yes	10	50.0
No	10	50.0
Total	20	100.0

Table 82: Frequency Distribution

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

	Frequency	Percent
Yes/Maybe	92	20.4
No	342	75.7
Don't know	16	3.5
Refused/ call continued	2	0.4
Total	452	100.0

Table 83: Frequency Distribution

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

	Frequency	Percent
Had previous job that required more skill and/or education	16	17.6
Have had additional job training and/or education	8	8.8
Current job does not require my training and/or education	29	31.9
Had a previous job where I earned more income	1	1.1
Other	23	25.3

Don't know	14	15.4
Total	91	100.1

Table 84: Frequency Distribution

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

	Frequency	Percent
Yes	56	60.9
No	35	38.0
Don't know	1	1.1
Total	92	100.0

Table 85: Frequency Distribution

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

	Frequency	Percent
Response given	54	96.4
Don't know	2	3.6
Total	56	100.0

Table 86: Frequency Distribution

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

	Frequency	Percent
Yes	33	58.9
No	23	41.1
Total	56	100.0

Table 87: Frequency Distribution

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

	Frequency	Percent
Yes	56	61.5
No	26	28.6
Don't know	9	9.9
Total	91	100.0

Table 88: Frequency Distribution

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

	Frequency	Percent
Yes	79	85.9
No	13	14.1
Total	92	100.0

Table 89: Frequency Distribution
Q73: Do you generally work daytime or evening hours?

	Frequency	Percent
Daytime	400	88.7
Evening	42	9.3
Refused/ call continued	9	2.0
Total	451	100.0

Table 90: Frequency Distribution
Q73A: Would you like a job where you could work during daytime hours?

	Frequency	Percent
Yes	24	57.1
No	18	42.9
Total	42	100.0

Table 91: Frequency Distribution
Q74: How much formal education have you completed?

	Frequency	Percent
Less than high school	37	6.1
High school	214	35.5
Some college	179	29.7
Associate degree	22	3.7
Bachelor of Science degree	77	12.8
Bachelor of Arts degree	22	3.7
Postgraduate degree (masters, PhD, JD,MD)	48	8.0
Don't know	2	0.3
Refused/ call continued	1	0.2

Total	602	100.0
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Table 92: Frequency Distribution

Q75: Did you receive your Associate's degree in Oklahoma?

	Frequency	Percent
Yes	4	18.2
No	18	81.8
Total	22	100.0

Table 93: Frequency Distribution

Q75A: In which state did you receive your associate's degree?

	Frequency	Percent
Arkansas	1	5.3
Colorado	2	10.5
Kansas	6	31.6
Missouri	1	5.3
Nebraska	2	10.5
New Hampshire	1	5.3
New York	2	10.5
Texas	4	21.1
Total	19	100.1

Table 94: Frequency Distribution

Q76: Did you receive your bachelor's degree in Oklahoma?

	Frequency	Percent
Yes	98	67.1
No	48	32.9
Total	146	100.0

Table 95: Frequency Distribution

Q76A: In which state did you receive your bachelor's degree?

	Frequency	Percent
California	1	2.0
Colorado	3	6.1
Florida	1	2.0
Illinois	1	2.0
Iowa	1	2.0
Kansas	18	36.7
Massachusetts	1	2.0
Missouri	7	14.3
Nebraska	2	4.1
North Dakota	1	2.0
Oregon	1	2.0

Texas	11	22.4
Refused/ call continued	1	2.0
Total	49	99.6

Table 96: Frequency Distribution

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

	Frequency	Percent
Yes	22	45.8
No	26	54.2
Total	48	100.0

Table 97: Frequency Distribution

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

	Frequency	Percent
Alaska	2	7.7
Arizona	1	3.8
Colorado	2	7.7
Kansas	8	30.8
Massachusetts	1	3.8
Missouri	2	7.7
Nebraska	2	7.7
New Mexico	2	7.7
Oregon	1	3.8
Tennessee	1	3.8
Texas	4	15.4
Total	26	99.9

Table 98: Frequency Distribution

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

	Frequency	Percent
Yes	184	39.9
No	274	59.4
Don't know	2	0.4
Refused/ call continued	1	0.2
Total	461	99.9

Table 99: Frequency Distribution

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

	Frequency	Percent
Yes	6	42.9
No	8	57.1
Total	14	100.0

Table 100: Frequency Distribution

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

	Frequency	Percent
No	19	100.0
Total	19	100.0

Table 101: Frequency Distribution

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

	Frequency	Percent
Yes	73	41.4
No	103	58.5
Total	176	99.9

Table 102: Frequency Distribution

Q82: How so?

	Frequency	Percent
Promotion	27	22.9
Increase in pay at present job	33	28.0
Different job w/the same employer	12	10.2
Different job w/ a new employer	20	16.9
Help retain current job	15	12.7
No change	2	1.7
Other	8	6.8
Don't know	1	0.8
Total	118	100.0

Table 103: Frequency Distribution
Q85: What is your current marital status?

	Frequency	Percent
Married	376	61.8
Widowed	42	6.9
Divorced	69	11.3
Living with a partner	13	2.1
Never married	106	17.4
Refused/ call continued	2	0.3
Total	608	99.8

Table 104: Frequency Distribution
Q86: How would you describe your spouse's current employment status?

	Frequency	Percent
Not working and not seeking a job outside the home	91	23.4
Not working outside the home, but seeking work	5	1.3
Working part-time outside the home	22	5.7
Working full-time outside the home	268	68.9
Don't know	3	0.8
Total	389	100.1

Table 105: Frequency Distribution
Q87: Are you attending a school full or part-time?

	Frequency	Percent
Yes, a full-time student	24	4.0
Yes, a part-time student	13	2.1
No, not a student	570	93.9
Total	607	100.0

Table 106: Frequency Distribution
Q88: What type of school are you attending?

	Frequency	Percent
Four year college/university	15	40.5
Junior college	2	5.4

Vocational technical school	2	5.4
High school; GED classes	14	37.8
Graduate school	2	5.4
On-line university	1	2.7
Reading	1	2.7
Total	37	99.9

Table 107: Frequency Distribution

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

	Frequency	Percent
Yes	289	47.6
No	282	46.5
Don't know	35	5.8
Refused/ call continued	1	0.2
Total	607	100.1

Table 108: Frequency Distribution

Q89A: What type of education or training?

	Frequency	Percent
Bachelor's degree	78	27.0
Graduate school or professional degree	37	12.8
Vocational/technical school	49	17.0
Computer related training	22	7.6
Other	50	17.3
Don't know	53	18.3
Total	289	100.0

Table 109: Frequency Distribution

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

	Frequency	Percent
1	57	19.7
2	178	61.6
3	35	12.1
4	16	5.5
5	3	1.0
Total	289	99.9

Table 110: Frequency Distribution

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

	Frequency	Percent
1	219	35.9
2	258	42.3
3	25	4.1
4	11	1.8
5	1	0.2
More than 6	1	0.2
0	95	15.6
Total	610	100.1

Table 111: Frequency Distribution

Q92: Now let me ask you a few questions about child care.

A concern of many working parents is the problem of obtaining quality child care for children while parents are at work. Do you have any children under 15 years of age?

	Frequency	Percent
Yes	229	37.7
No	378	62.3
Total	607	100.0

Table 112: Frequency Distribution

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

	Frequency	Percent
Yes	31	13.5
No	198	86.1

Don't know	1	0.4
Total	230	100.0

Table 113: Frequency Distribution

Q94: Do any of the following apply to your situation?

	Frequency	Percent
I need care when my child is sick so I can work	16	21.1
I can't work nights or weekends because I can't get child care	8	10.5
I can't find care at all for one or more of my children	5	6.6
I can't find care for my infant or toddler	7	9.2
I need better quality care than I am getting now	17	22.4
I can't earn enough to get child care	19	25.0
Don't know	4	5.3
Total	76	100.1

Table 114: Frequency Distribution

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

	Frequency	Percent
Yes	192	43.9
No	217	49.7
Refused / call continued	28	6.4
Total	437	100.0

Table 115: Frequency Distribution

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

	Frequency	Percent
Less than \$6.75	13	6.8
\$6.75 to 8.49	32	16.7
\$8.50 to 9.99	34	17.7
\$10.00 to 11.24	29	15.1

\$11.25 to 13.24	22	11.5
\$13.25 to 15.74	14	7.3
\$15.75 to 19.24	11	5.7
\$19.25 to 24.24	8	4.2
\$24.25 to 43.24	11	5.7
\$43.25 to 60.00	2	1.0
More than \$60.00	2	1.0
Don't know	10	5.2
Refused/ call continued	4	2.1
Total	192	100.0

Table 116: Frequency Distribution

Q97: Now I am going to read you a series of income ranges. Please stop me when I read how much you alone earned, before taxes, in 2005.

	Frequency	Percent
Less than \$14,000	38	8.7
\$14,001 to 18,000	39	8.9
\$18,001 to 21,000	22	5.0
\$21,001 to 23,000	21	4.8
\$23,001 to 28,000	27	6.2
\$28,001 to 33,000	36	8.2
\$33,001 to 40,000	40	9.2
\$40,001 to 50,000	32	7.3
\$50,001 to 90,000	56	12.8
\$90,001 to 125,000	12	2.7
More than \$125,000	8	1.8
Don't know	49	11.2
Refused/call continued	57	13.0
Total	437	99.8

Table 117: Frequency Distribution

Q97A: I am going to read you a series of income ranges. Please stop me when I read what your total household income was, before taxes, in 2005.

	Frequency	Percent
Less than \$14,000	17	3.9
\$14,001 to 18,000	15	3.4
\$18,001 to 21,000	12	2.7
\$21,001 to 23,000	21	4.8
\$23,001 to 28,000	15	3.4
\$28,001 to 33,000	21	4.8
\$33,001 to 40,000	33	7.5
\$40,001 to 50,000	44	10.0
\$50,001 to 90,000	98	22.4
\$90,001 to 125,000	27	6.2
More than \$125,000	33	7.5
Don't know	46	10.5
Refused/call continued	56	12.8
Total	438	99.9

Table 118: Frequency Distribution

Q98: Does any of your salary come from tips or commissions?

	Frequency	Percent
Yes	11	2.5
No	406	92.9
Refused/ call continued	20	4.6
Total	437	100.0

Table 119: Frequency Distribution

Q99: About what percentage would you say?

	Frequency	Percent
10%	1	9.1
100%	4	36.4
Don't know	6	54.5
Total	11	100.0

Table 120: Frequency Distribution

Q100: Since you are commuting to a job outside of your county, we would like to ask one last question: If a job opportunity came up closer to home within your own county, would you consider it if it were: A more desirable job than the job you have now in terms of wages, benefits, and working conditions?

	Frequency	Percent
Yes	37	68.5
No	10	18.5
Don't know	6	11.1
Refused/ call continued	1	1.9
Total	54	100.0

Table 121: Frequency Distribution

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

	Frequency	Percent
Yes	27	61.4
No	6	13.6
Don't know	7	15.9
Refused/ call continued	4	9.1
Total	44	100.0

Table 122: Frequency Distribution

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

	Frequency	Percent
Yes	1	2.6
No	30	78.9
Don't know	6	15.8
Refused/ call continued	1	2.6
Total	38	99.9

SURVEY FREQUENCY RESULTS
Open-Ended Data

Table 123: Frequency Distribution
Q1: In what city or town do you live?

Comment	Frequency
Adams	1
Arnett	7
Around Taloga	1
Balko	6
Elk City	2
Elkhart	1
Fay	1
Felt	2
Filing	1
Forgan	5
Fort Supply	1
Freedom	7
Gage	3
Goodwell	1
Hardesty	4
Harmon	1
Hooker	3
Hopeton	1
In the country	7
Keys	2
Laverne	8
Leedey	5
Logan	1
Loyal	1
Morgan	1
Mutal	2
Mutual	3
Oakwood	1
Rosston	1
Sharon	8
Sieling	1
Taloga	1
Texhoma	6
Tulsa	1
Tyrone	7
Waynoka	4
Weatherford	2
Total	110

Table 124: Frequency Distribution

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

Comment	Frequency
Assistant manager of restaurant	1
Babysitter	1
Caregiver for elderly and sick	0
Carpet cleaning and remodeling	1
Cashier	6
Clerical work	1
Construction	3
Delivered papers	1
Engineer	1
File clerk	1
Food server	0
Loan officer at a credit union	1
Manager in a convenience store	1
Nurse's aide	6
Physical control officer for a vo-technical school	0
Restaurant car hop	1
Sales clerk in a department store	0
Secretary	1
Secretary/manager	1
Stocker and cashier	0
Taking care of family	0
Teacher	0
Total	27

Table 125: Frequency Distribution

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

Comment	Frequency
Abstracter	2
Account manager	2
Accountant	8
Accounts payable	1
Activities director at nursing home	1
Administrative assistant	3
Administrator	1
Artist and carpenter	1
Assistant manager	4
Athletic trainer	2
Auto technician	2
Bakery worker	1
Bank teller	2
Banker	1
Beautician	1
Bookkeeper	4
Bookkeeper and treasurer	1
Bus diver	1

Business owner	2
Cake decorator	0
Car dealer	1
Car hop	1
Caregiver	2
Carpenter	1
Cart pusher for Wal-Mart	3
Case manager	2
Cashier	2
Cattle buyer	1
Certified natural health professional	0
Certified nurse's aid	16
Child care provider	1
Child nutrition	1
CIU director	1
Civil engineer	2
Claims analyst	2
Claims processor	1
Clerk	7
Communication specialist	1
Conservation work	1
Construction	2
Construction maintenance technician	1
Construction supervisor and mechanic	2
Contract pumper	1
Contractor	1
Convenience store owner	1
Conventions and visitors bureau	1
Cook	1
County assessor	1
Cow hauler	2
Crew trainer	1
Crop adjuster	1
CSO of auto motive group	1
Custodian	0
Customer manager	1
Customer sales	2
Customer service	5
Customizing, auto body, mechanics, all-round body man	3
Data entry	2
Department manager	1
Deputy assessor	1
Designer for business	1
Dietary manager	1
Dietary supervisor for a nursing home	1
Director	1
Director of liberal preventive and domestic violent services.	1
Director of marketing for a car dealership	1
Dock hand	3
Doctor	2

Driller	1
Driver	1
Drug agent	1
Educator	20
Electrician	3
Employee	2
Engineer	1
Equipment manager	1
Equipment operator	1
Everything	1
Executive director	2
Extra worker	2
Farm hand	1
Farm manager	4
Farmer	14
Financial secretary	1
Flooring installer	2
Floral designer	1
Food service	1
Foreman	2
Freight and locomotive engineer	2
GED testing administrator	1
General ledger, back up switchboard, tax preparation for end of year	1
General practitioner	1
Gift shop manager	0
Grocery stocker	1
Groom pets	1
Hair dressing owner	0
Head cook	1
Health consultant	1
Heavy equipment operator	1
Home-health care	3
Home appliance repair	2
Home health, patient care aid	1
Horse trainer	1
Housekeeping	0
Housewife and farmer	0
In-home day care	1
Independent consultant	1
Independent contractor	1
Inside sales	2
Instructor	1
Insurance adjuster	1
Insurance agent	1
Internet	1
Jail deputy and officer	1
Jr. field engineer	2
Judge	2
Kitchen help	1
Lab director	2

Laborer	2
Land surveyor	1
Lead transportation security officer	1
Legal secretary	1
Librarian	2
Loan officer	2
Long term care	1
LPN	1
Machine operator	2
Maintenance	1
Maintenance for a hospital	3
Management	5
Meat cutter	2
Mechanic	2
Media tech	1
Message therapist	1
Minister	2
Mortician	1
Muscle therapy	6
Music teacher	1
Natural gas compressor mechanic	2
Nurse	15
Office manager	6
Oil field- natural gas	1
Oil field worker	1
Oil field superintendent	1
Oil field truck driver	3
Operations manager	1
Operations technician	2
Operator for gas and delivery	1
Operator/mechanic	1
Owner	4
Owner and operator	3
Owner, rancher/farmer	3
Owner/cosmetologist	1
Owner/manager	3
Packer	2
Para professional	1
Paramedic	1
Parking service manager	1
Pastor	3
PCA	1
Personnel manager	1
Pharmaceutical cashier	0
Pharmacist	1
Pharmacy technician	2
Photographer	1
Plant operator	1
Plumber	4
Police supervisor	2

Post master	1
President	1
Probation parole officer	2
Program director of a drug and alcohol program	1
Psychologist	1
Quality assurance	3
Radiological information systems	3
Ranch owner	2
Rancher	12
RCA	1
Real estate appraiser	2
Real estate broker	0
Receptionist	9
Recreation director	1
Refuge collector	1
Registered nurse manager	1
Registration	1
Remodeler of homes	2
Remote technician	2
Resource coordinator	1
Restaurant manager	1
Restaurant owner	1
Restored aid worker	1
Road foreman	1
Rotor operator/truck driver	1
Run the motorcade for the county	1
Sales	3
Sales manager	1
Sanitation worker	3
Scholarship coordinator	1
Secretary	12
Secretary and bookkeeper	2
Security guard	1
Sell Avon	0
Service supervisor	2
Slaughter cows	1
Specialist in photo lab	1
Station operator	1
Store manager	2
Street superintendent	2
Substitute teacher	1
Supervisor	2
Tax preparer	3
Teacher's aid	1
Teacher/farmer	2
Technical director	1
Technician	5
Title clerk	1
Tool truck operator	2
Track repairman	1

Transition coordinator	1
Translator and computer tech	1
Treasurer	2
Truck driver	8
Typist	0
Waste management	2
Webmaster	3
Welder	1
Wheat sprayer	1
Woodworker and repairman	1
Work at a feed yard	1
Work with oil wells	2
Writer	1
Yard hand	6
Total	465

Table 126: Frequency Distribution
Q62: What are your usual activities or duties at this job?

Comment	Frequency
Accounting	7
Accounting, bookkeeping, data entry, inventory, secretarial work	1
Administer medicine to the patients	1
Administration	1
Administrative, write grants, do grant reports	1
Advertising/ public relations/ human resources manager	1
All programming and purchases	1
Answering phones, taking & typing minutes, updating data on the computer information on customers	1
Answer telephone/ unload and load cattle/ take care of cattle/ take messages	1
Answer the phone, etc	1
Answer the phones, pay bills, file	1
Answering the phone and talk to providers or patients and give them benefits information	1
Answering the phone, run copies, greet people	6
Answering the phone, scheduling patients, filing	1
Anything mechanical	1
Appraise property taxes within country	1
Art instructor	1
Asses, diagnose, and treat mental health patients	0
Assist the president	1
Attorney, computer work	1
Award scholarships and mail out letters	1
Baking and frying	1
Basic care	1
Bathe patients/ help them to eat/ make sure they are taken care of	6
Billing, phone, clerical	1
Book work, customer service, hiring and firing, cook, waitress, designing menus, etc.	1
Bookkeeping	2
Bookkeeping , computer, telephone	1

Build abstracts, index land records in books from deeds and mortgages	1
Build and work on equipment and pour concrete	2
Building fences, looking after cattle, cropping, work on tractors	3
Buy merchandise, marketing and merchandising	1
Buying cattle	1
Care giver	0
Caring for the elderly	1
Case manage patients in their home	1
Cashier, book work	1
Cashier, delivery	2
Charting/medications/nursing assistance/ overall well being for my residence	1
Check goods and the station	1
Check the cattle, farm the ground	1
Check the product for bacteria, measurements are correct, and keeping things clean	3
Check wells	1
Checking, feeding	2
Chrysler tech mechanic work	3
Clean out septic tanks	2
Cleaning area	6
Cleaning houses	0
Clerical work	1
Clerical, bookkeeping, paperwork	1
Clerk treasurer, typing letters, send out utility bills	1
Clinic work	1
Close the sales	0
Coach/teach a small amount	2
Collection of geological data, open well site	2
Commercial lending	2
Communicating	1
Comp work, maintain files, dealing with associates	1
Computer and interaction with people	1
Computer skills	1
Computer typing	2
Computer work and deal with people	1
Computer work, balancing accounts	1
Computer work/ typing / balancing books (accounting money) / customer service	1
Construction work	2
Control the process at the computer	1
Cook, clean, basic necessities	1
Cooking/cleaning/cash register	1
Crosswalk, recess, music	1
Crowd control/ instruction/ maintaining school records/ planning/ participating in school improvement plans/ general academics	1
Curriculum alignment	2
Customer service	1
Cut fabric and stocking	1
Cut hair	1
Cut keys, serve customers, run the store	0
Cutting meat	2
Daily operations and program content/ manage	1
Daycare, home cleaning	1

Dealing with customers and paperwork/ computer skills	1
Decorating, cleaning, stocking, management	1
Deliver mail	1
Design fresh flowers	1
Develop contracts	1
Developing film	1
Diagnose and treat patients	1
Distribute bakery foods between schools in the district, do the dish room and serve in the main line	1
Do the books, answer the phones, order parts	1
Drafting/ construction/ refurbishing	2
Draw blood, call in prescription, make appointments, dictation, billing	1
Drive a fork lift, supply customers with lumber	3
Drive for drivers who are sick	1
Drive truck	10
Drive truck , hook up hoses	2
Drive, deliver orders, input data in computer and collection of money	1
Driving	2
Driving and maintenance	1
Driving, office work, school trips	1
Duties involving child care	1
Electrical/fence builder/ machine operator	1
Enroll people for conferences and help organize the conference	1
Enrollment and attendance/ computer skills	1
Estimate property value	2
Everything	1
Everything involving cars	2
Farm, grow wheat, and run cattle	2
Farming	1
Farming animals	2
Feed cattle	3
Feed cattle, operate farm equipment	1
Feed cattle/ pick up cattle/ fix fences, etc	1
Feed cows, haul hay, bring the chickens out, some night time work	1
Feed several hundred kids, order supplies, cook and serve	1
Feed the cows, work the calves, ship the calves	1
Feeding cows, driving wheat truck, hauling bales, picking up farm supplies, doctoring a cow or calf	1
Feeding, grooming, vaccinating and cleaning up after horses	1
File medical records	6
Filing, answering the phone	0
Filing, making deposits, going to the bank and post office	1
Filing, typing, data entry, set up meetings, answer phone, greet and talk to customers	1
Filling prescriptions/ clerical/ computer skills	1
Fix claims that are paid incorrectly	1
Fix her supper, and keep her company for 2 to 3 hours	0
Floor nurse, records	1
Fuel wells, circulate them so other people can work on them	2
Fundraising, fiscal management, supervision	2
General maintenance work, and work on heavy air conditioners	1
General office	1

General upkeep	1
Give a series of tests	1
Giving patient care, medication	1
Grading dirt roads	1
Groom pets	1
Grooming dogs	1
Guidance and direction of people	2
Heavy lifting	3
Help customers	6
Helping elderly	1
Helping to run errand/ harvest time/ run a farm	0
Home-based service, social services	1
House duties, taking care of the elderly	1
Ice and decorate cakes	0
In charge of employees	1
Inspecting fields	1
Install satellite dishes	2
Internet phone calls, webpages	1
Interviewing people and writing reports	1
IT work	1
Judge meat before it goes to product	1
Keeping account books	2
Keeping the men busy, help taking care of the roads	1
Kill cows/ works on a line/ packaging the meat	1
Kitchen remodels and bathroom remodels	1
Laboratory work and sheet preparation	1
Leave books, deliver orders	0
Like a waitress	1
Loading and unloading trucks	3
Locate building materials, put up fences, trim trees, mow, weed eating	1
Looks over 12 patients	0
Maintain public roads, haul in materials and general upkeep of the roads	1
Maintain streets	2
Maintain vehicles	1
Maintaining equipment	1
Maintaining hospital/ cleaning	3
Maintenance of x-ray and software applications used to scan patients, such as x-rays, cat scan and MRI's.	2
Maintenance	1
Maintenance and repair of industrial engines and compressors	2
Make appointments/ do charges for doctor	1
Make out utility bills, collecting, make deposits, bank statements, write checks, answer phones	1
Make quilts, see senior citizens, go to church	0
Make sure everything gets done/ cook	1
Make sure jobs are done right	1
Make the food, deal with customers	1
Manage	8
Manage human resource, payroll, director in charge of everything	1
Manage people	1
Manage the finances	1

Management and fill prescriptions	1
Mechanic work, sales	1
Media equipment & graphic design	1
Manicure, pedicure, color and perm hair	0
Minister	2
Monitoring clients, computer typing, forms, filing	2
Move a dozer around	1
Navigate trains from point a to point b	2
Nursing activities	1
Nursing duties and home health	1
Office work and maintain equipment	1
Offices, computer maintenance, desktop server maintenance, telemarketing	1
Oil field reports per lease, picking up parts for company, writing bills, doing taxes, answering phones	1
Operate machines, surface and lining of the railroads	2
Order parts, fix what's broken, write tickets, speak with customers, manage the parks department	1
Oversee health and well being	1
Oversee men	1
Oversee nutrition programs, provide nutrition counseling, write policy procedures, help meet regulations	1
Oversee oil and gas wells	1
Oversees accounting staff	1
Oversees lab	2
Oversees the company	1
Owner	1
Painting, metal working	3
Pampering people	1
Paper work and stocking things	1
Paperwork, payroll, general books of the business, rules and regulations	1
Paperwork, maintain oil wells and keep them running	1
Patient care	1
Pay the bills	1
Payroll and year end taxes, etc.	1
Payroll duties	1
Payroll taxes, deposits, contribution statements and keep records	1
Physical therapy	1
Plan activities	2
Plan activities & maintain progress notes and supervise	1
Plowing, feeding cattle	1
Plumbing repair	1
Preaching, teaching, visiting	1
Prep food, then cook	1
Prepare sermons, visitation, counseling	2
Prepare taxes for clients	1
Preparing food and daily book work	1
Process and fill orders	2
Process medical claims	1
Professional services of meeting with the family and embalmers	1
Programming	1
Provide supervision	2

Providing care	3
Pull wires, install conduits, hanging lights	2
Put in IVs, give medication to patients, work in the ER, all nursing staff	1
Put up crate, welding, plumb big units	3
Put up groceries	1
Put up stock, input prescription in the computer, run cash register	1
Radiological exams and cat scans	1
Raise cattle	1
Raise cows, build fence, plow ground, other farming duties	1
Raising cattle, feed and herd them	0
Rancher	1
Re-entry for inmates	1
Read meters, install gas lines	2
Receptionist, abstractor as far as looking at the history of the house	1
Records and taking care of people	1
Registering emergency room patients	1
Repair	1
Repair and maintenance	1
Repairing furniture and antiques	1
Research, clerical tasks, office management	2
Reside over district court cases	2
Routine patrol, supervisor employees	2
Run a farm	1
Run all middle sales/clerk	2
Run the programs and administer them	1
Running the person around, attend to needs, take care of him	2
Running the register/ turning on fuel pumps/ cleaning and stocking	1
Runs cows into truck and drive them to the destination	2
Sales	2
Screening bags, overseeing checkpoints, managing my crew	1
Search for lost frames	1
Secretarial	1
Secretarial duties, maintain all the salaries, vacation and time sheets, administrative paper work for the maintenance department, filing paperwork	1
Sell cars	1
Sell food and manage people	1
Sell insurance	1
Sell tires	2
Service orders, customer service, setting up telephone service	1
Servicing customers, handling money	1
Serving customers	3
Show property to customers and manage property, write contracts	1
Soil testing, road way design, water line design, hydrogey	2
Sort the mail and supervise, wait on customers	1
Speaking and typing	1
Special ed teaching	1
Spraying the ground	1
Stack and pack and send on their way	1
Staff nurse	0
Stock and maintain the department, provides the paper work for the other people in the department	1

Stocking, register, assisting with ordering	1
Supervise	2
Supervise 6 mates to take care of the fleet	1
Supervise and maintenance	1
Supervise employment for the mentally challenged	1
Supervise, operate a drilling rig	1
Supervising staff and finding duties	2
Survey the lands	1
Take care of cattle, harvest, machinery and mechanical work, setting foundation, construct our own building	3
Take care of children's activities	1
Take care of classrooms and offices	0
Take care of clients	1
Take care of complaints	1
Take care of cows	7
Take care of employees	0
Take care of finished product, flake or pearl it out for retail and put shipments together	1
Take care of my truck and go to the drill rigs	1
Take care of patient	2
Take care of patients, make phone calls, schedule surgeries, assist doctors	1
Take care of people	1
Take care of residents	7
Take care of safety regulations	2
Take handicap kids to wherever they're supposed to be	1
Take money, manage	0
Take photos for business, game warden	1
Take walks/play outside/educational/overall child care providing/games/books/reading	1
Taking care of elderly, CNA, passing out medication	1
Taking care of people's hair	1
Taking care of website, DJ, graphics	3
Tax preparation	1
Teach	9
Teach driver's education	1
Teach first graders to read	1
Teach high school Social Studies	1
Teach reading	1
Teach, grading, lesson plans	1
Teaching 4 years olds	1
Teaching, sponsoring classes, CPA bookkeeping, work for a certified public accountant	1
Teller division	1
Tend to the herd of the cows, sell them, feeding them, mending fence	1
Tourist arrangement, marketing and promotion	1
Train amateur athletes in bouts and fights	2
Training employees/fill out paperwork	2
Translate , help with software programming, etc.	1
Transport to medical facility, night or day shift requires me to do on-sight inspection	1
Truck driver/ tractor	1
Truck driving	1
Typing	3

Typing, accounting	1
Typing, answering phones, filing, bookkeeping	1
Updating the land records	1
Use knives	2
Varies	7
Visit customers and look at product	1
Window decorating	1
Wire transfer, balancing the bank account, answering phones	1
Woodwork	1
Work in the pens	1
Work on machinery	1
Work on people's fee, sell herbs, nutritional counseling	0
Work with kids	1
Work with public/ make sure that prescriptions are given in time/ money handling	0
Working on farm, driving a tractor	1
Working with customers, working on location	2
Working with other farmers, oil field work	1
Write individual plans for individuals who are disabled monthly visitations	1
Yard work and having grass mowed	0
Total	477

Table 127: Frequency Distribution

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

Comment	Frequency
Accounting	4
Accounting, bookkeeping, tax preparation	1
Accounting, handling money	1
Accounting, payroll	1
Administrative skills	1
Advertising/ public relations/ human resources manager/computer skills	1
Artist	2
Arts and crafts, physical fitness, athletic	1
Associate's degree in business management and managerial skills	2
Auto body repair	2
Automotive/ other supervising skills/ business/ computer graphics and designing	2
BA in industrial electricity	1
Background in electronics and computer repair	1
Banking experience	2
Bartender, florist, management	1
Basic skills	1
Being mom	1
Bi-lingual, computer skills	6
Bilingual	1
Bookkeeping, accounting, computer skills	1
Bookkeeping	2
Building contractor skills	1
Business administration, finance	1
Business or sales skills	2
Butcher/ county commissioner/ military experience	1

Carpenter/farmer	1
Carpentry	5
Carpentry and welding	2
Carpentry, mechanical	1
Carpentry, painting	1
Carpentry/ mechanic work (vehicles/lawnmower)	1
Cashier	1
Clerical work and abstracting	0
Certified auto technician, welder	2
Certified teacher, management, and computer skills	1
Chemical engineer	2
Chemist	1
Clerical or secretarial skills, office management skills	1
Clerical skills	1
College education	1
Computer skills	10
Computer skills and gymnastics	6
Computer skills and management	1
Computer skills, basket weaver, crafts person	1
Computer skills, customer relations skills	1
Computer skills, mechanic	1
Computer skills, public speaking	1
Computer, clerical, administrative	1
Computers skills, people skills	1
Construction	6
Construction management and inspection	2
Construction, painting, plumbing, electrical	2
Cook	10
Cook and dry clean by trade	0
Cooking, waiting	1
Cosmetology	2
Crafts	1
Customer service skills	1
Data basing	1
Degree in Business	2
Degree in Home Economics	1
Degree in Library Science	0
Dental hygiene	1
Diesel mechanic	1
Diesel mechanics/ computer skills/ farmer/ ships engineer	1
Don't know	1
Drilling, manager	2
Drive big machinery, drawing	3
Education for an LPN, domestic engineer, drawn blood	1
Education major	1
Electrician	1
Electrician, carpenter, truck driver	1
Electronics work	1
Elementary educator	1
Environment and EMT	2

Everything	4
Farming	3
Farming and part time lay minister	1
Farming, agriculture skills	0
Farming, auto CAD, undertaker	3
Farming, construction, bull dozing	1
Fast food restaurant	1
Few	1
Fire fighting	2
Fix computers, loading programs	1
Florist	0
Flower arrangement	1
Gardening	1
Gas company, ran heavy equipment, gas wells, own oil business and managerial skills	1
Good with plants and animals and nursing	1
Graduate degree	1
Grocery store, computers skills	1
Hair stylist	1
Health care skills, insurance skills	1
Home health aid, hospice	1
Homemaker	1
Hospital administration	1
Human resources and personnel skills	1
Information technology training	2
Install radios	1
Insurance, bookkeeping, switchboard	1
Jewelry store, convenience store, receptionist for an insurance company	1
Journalist	1
Landscaping	1
Law enforcement, animal scientist	1
Lawyer, teacher	1
Leadership skills	1
Librarian/ fundraising	0
Licensed green inspector, food service, community development	1
Logistics	1
Machinist	3
Machinist, raise horses	1
Maintenance	1
Management skills, bookkeeping	1
Manager for drafting for general electric	1
Managerial skills	3
Managerial skills, owned an insurance company	1
Marketing	1
Masonry	1
Master's degree in teaching.	2
Mechanic	9
Mechanic, repossession	1
Mechanic, welding	2
Medical training	1
Military Police, welding, high pressure gasoline work	1

Multi-lingual	1
Music and Class A commercial driver's license	1
Music, typing	1
National paramedic for the ambulance	2
Newspaper work, dispatcher	1
None	81
Nursing	1
Office manager, accounts receivable, payroll, taxes	1
Oil field	3
Operations management	1
Organizational skills, good with money	1
Out to the pastures and open gates	0
Own restaurant/ nursing	1
Painter/ garden center/adult education	1
People skills	1
People skills, management skills, counseling skills	1
Personal trainer	1
PhD in Economics, administration	1
Photographer	1
Pilot, teacher, mechanical and electrical work	1
Pirate	2
Play golf	1
Plumbing, electrical	2
Post office, caterer, and cosmetics	1
Prepare taxes, quilting, crocheting	1
Public relations	1
Ranching	2
Real estate/ attorney work/personal secretary	0
Repair man	1
Restaurant business	3
Restaurant manager	1
Retail sales/ lots of skills/ medical office	1
Run a bar/ insurance agent/ mechanics for Harley Davidson	1
Run and chaperone kids everywhere, bookkeeping	1
Salesmanship, farming, raising wheat	1
Sales	2
Sales, secretarial skills	1
Satellite dishes installation	1
School administration	1
Secretarial computer skills	1
Secretarial skills	3
Secretarial, accounting	1
Sewing	3
Sign language	1
Singing skills	0
Skilled RA	1
Some college/ associates	1
Supervisor	1
Taking care of animals	1
Taught piano, management skills	1

Teaching	3
Teaching degree	1
Teaching degree/church and civic work	1
Teaching, packager, baked, cleaning skills, floor setting, custodian	0
Tech, animal breeding	1
Technical support for theaters	1
Telephone company	0
Teller work in produce, floor associate	1
Tint windows, auto glass repair and replacement	3
Trading	1
Training employees/fill out paperwork	2
Truck driver, welding	2
Truck driving	2
Typing	10
Typing, filing, accounting	1
Varies	7
Vet assistance/ flobotomist/ owned own business/ retail/ computer skills	1
Vo-tech and college/ computer skills/ informational help/ accounting/office skills	1
Waitress/cook	6
Warehousing/shipping and receiving/welder/military artillery services/farming experience	1
Water department, carpentry skills	2
Website design	2
Weld, speak three languages, chef, owned own business	1
Welding	5
Welding and plumbing, some electrical	1
Wood and metal craftsmanship/ designing/ drafting/ welding	2
Wood working	2
Worked for attorneys	1
Total	401

Table 128: Frequency Distribution

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

Comment	Frequency
Accounting	1
Attorney	1
Auto mechanic	2
Banking	1
Chief financial officer	1
Civil engineering	2
Clinical nurse	1
Construction	5
County clerk, science consultant	1
CSO of cattle feeding ranch	1
Delivering babies	1
Diesel mechanic, farm equipment	1
Director of nurses	0
Dispatcher	1

Dispatcher at the sheriff office, farming of agriculture	0
Electrician	2
Financial Aid Officer	1
Finance	1
Fire fighting	2
General operations manager	1
Hospital administration	1
Instant repair man for oil company	1
Insurance	2
Journalism	1
Maintenance	1
Medical field	1
Military	2
Ministry	2
National account for US Cellular	1
OB nurse	1
Office manager	1
Outreach counselor and local youth director	1
Pharmacy	1
Pilot for government & teaching	1
Pipeline company	1
Plumbing	2
Proofreader & assistant secretary	1
Sales manager	1
Secretary	1
Supervisor/ animal technician (doctor for livestock)	1
Teaching	4
Tool pusher in an oil field	1
Trucking , owner	2
Vet hospital/ Woodward hospital	1
Working at Wal-Mart	1
Total	59

APPENDIX A

Introduction Selection Sequence

Informed Consent Script:

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

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

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

[If yes, then:]

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

[If no, then:]

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

[If yes, then:]

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

Concluding remarks:

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

[If yes, then:]

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

APPENDIX B Fallback Statements

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

How did you get my number?

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

I don't want to buy anything!

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

Where are you calling from?

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

I don't have time right now.

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

I don't want to share my opinions.

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

I don't do anything over the phone.

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

I'm not interested.

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

Take me off your list!

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

APPENDIX C Survey Questionnaire

Q0:

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

Cimarron	1	=> /Q1
Texas	2	=> /Q1
Beaver	3	=> /Q1
Harper	4	=> /Q1
Woods	5	=> /Q1
Ellis	6	=> /Q1
Woodward	7	=> /Q1
Dewey	8	=> /Q1
Seward	9	=> /Q1
Some other county	10	
Refused/call continued	88	=> /INT
Refused/call ended	99	=> /INT

Q1:

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

Alva	1	
Guymon	2	
Liberal	3	
Woodward	4	
Hooker	5	
Beaver	6	
Boise City	7	
Something else	8	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 November 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 November of 2000 Was it ...

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

Q4:
 In what year were you born?
 Refused/call ended 9999 => /INT

Q5:
 Determine gender without asking
 Male 1
 Female 2

Q6:
 What race or ethnicity do you consider yourself? Would you say ...
 White 1 => /Q7
 Black/African American 2 => /Q7
 Native American or American Indian 3
 Hispanic 4 => /Q7
 Asian 5 => /Q7
 Other 6 => /Q7
 Don't Know 7 => /Q7
 Refused/call continued 8 => /Q7
 Refused/call ended 9 => /INT

Q6A:
 What tribe do you consider yourself to be? (Do not read choices.)
 Choctaw 1
 Chickasaw 2
 Cherokee 3
 Other 5
 Don't Know 7
 Refused/call continued 8
 Refused/call ended 9 => /INT

Q7:
 Are you in the military?
 Yes 1
 No 2
 Don't Know 7
 Refused/call continued 8
 Refused/call ended 9 => /INT

Q8:
 Suppose a company locates a facility in your area and needs workers. The company pays \$10 per hour, or about \$21,000 per year plus a typical package of benefits including health insurance. Using a scale of One to Five, where One is Very Unattractive and Five is Very Attractive, please tell me how you would view such a job for yourself in your present circumstance.
 1 Very unattractive 1
 2 Unattractive 2
 3 Neither unattractive nor attractive 3
 4 Attractive 4 => /Q11
 5 Very attractive 5 => /Q11
 Depends on the type of work 6 => /Q11
 Doesn't want to work 7 => /Q11
 Other 8 O => /Q11
 Don't know 77 => /Q11
 Refused/call continued 88 => /Q11
 Refused/call ended 99 => /INT

Q8A:

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

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

Q9:

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

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

Q10:

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

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

Q11:

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

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

Q12:

Last week, did you do any work for pay?

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

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?

Cimarron	1	
Texas	2	
Beaver	3	
Harper	4	
Woods	5	
Ellis	6	
Woodward	7	
Dewey	8	
Seward	9	
Some other county	10	O
Don't know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q18:

In which city or town do you work?

Alva	1		=> /Q24
Guymon	2		=> /Q24
Liberal	3		=> /Q24
Woodward	4		=> /Q24
Hooker	5		=> /Q24
Beaver	6		=> /Q24
Boise City	7		=> /Q24
Something else	8	O	=> /Q24
Don't know	77		=> /Q24
Refused/call continued	88		=> /Q24
Refused/call ended	99		=> /INT

Q19:

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

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

Q19A:

What are your transportation needs?

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

Q20:

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

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

Q21:

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

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

Q22:

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

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

Q24:

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

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

Q25:

How many jobs (or businesses) did you have?

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

Q26:

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

=> Q28

else => Q26

if (Q25>1)

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

Q27:

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

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

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

Q28:
 Do you usually work 35 hours or more per week at all your jobs?
 Yes 1
 No 2
 Don't Know 7
 Refused/call continued 8
 Refused/call ended call 9 => /INT

Q29:
 How many hours per week do you usually work at your main job?
 1-10 1
 11-15 2
 16-20 3
 21-25 4
 26-30 5
 31-35 6
 36-40 7
 41-45 8
 45-50 9
 51-55 10
 56-60 11
 More than 60 hours 12
 Don't know 77 => /Q30
 Refused/call continued 88 => /Q30
 Refused/call ended 99 => /INT

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

Q30:
 Do you want to work a full-time workweek with just one employer?
 Yes 1
 No 2 => /Q32
 Regular hours are full-time 3 => /Q33
 Don't know 7
 Refused/call continued 8
 Refused/call ended 9 => /INT

Q31:
 Some people work part-time because they cannot find full time work or because business is poor. Others work part-time because of family obligations or other personal reasons. What is your MAIN reason for working part-time instead of full time?
 Slack work/Business conditions 1 => /Q33
 Could only find part-time work 2 => /Q33
 Seasonal work 3 => /Q33
 Child care problems 4 => /Q33
 Other family/Personal obligations 5 => /Q33
 Health/Medical limitations 6 => /Q33
 School/Training 7 => /Q33

Retired/Social security limit on earnings	8	=> /Q33
Full-time workweek is less than 35 hours	9	=> /Q33
Other	10	=> /Q33
Don't know	77	=> /Q33
Refused/call continued	88	=> /Q33
Refused/call ended	99	=> /INT

Q32:

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

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

Q33:

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

Does your job have a paid vacation?

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

Q34:

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

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

Q35:

Does your job offer reimbursement for education and training courses?

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

Q36:

Does your job offer a retirement plan?

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

Q37:

Does your present job offer advancement potential?

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

Q38:

How far do you live from your place of employment?

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

Q39:

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

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

Q39A:

Did you drive your own vehicle?

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

Q40:

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

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

Q40A:

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

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

Q40B:

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:

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

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

Q42A:

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

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

Q42B:

How much pay are you looking for per hour?

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

Q43:

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

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

Q43A:

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

=> Q44

else => Q43A

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

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

Q44:

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

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

Q44A:

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

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

Q44B:

Why is that?

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

Q45:

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

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

Q45A:

How does your transportation need to be better?

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

Q46:

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

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

Q47:

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

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

Q48:

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:

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:

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:

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:
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:

How so?

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

Q85:

What is your current marital status?

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

Q86:

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

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

Q87:

Are you attending school full or part-time?

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

Q88:

What type of school are you attending?

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

Q89:

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

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

Q89A:

What type of education or training?

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

Q90:

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

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

Q91:

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

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

Q92:

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

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

JR17:

=> Q95

else => GBYE

if ((Q12=1)|(Q13=1)|(Q14=1))

Q93:

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

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

JR18:

=> Q95

else => GBYE

if ((Q12=1)|(Q13=1)|(Q14=1))

Q94:

Do any of the following apply to your situation?

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

JR19:

=> Q95

else => GBYE

if ((Q12=1)|(Q13=1)|(Q14=1))

Q95:

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

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

Q96:

Please stop me when I read your hourly pay rate.

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

Q97:

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

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

Q97A:

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

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

Q98:

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

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

Q99:

About what percentage would you say?

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

JR22:

=> GBYE

else => Q100

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

Q100:

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

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

Q101:

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

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

Q102:

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

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

Data Breakdown for the Northwest Oklahoma Area Labor Force Study

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

Percent

Job that pays \$10 per hour								
<i>Of those with a response...</i>								
Very Unattractive	36.9	24.3	34.8	38.2	57.7	31.3	27.7	6.7
Unattractive	10.8	13.5	10.9	10.6	15.4	9.2	9.2	0.0
Neither Unattractive Nor Attractive	10.0	16.2	4.3	9.6	3.8	9.2	16.3	16.7
Attractive	13.9	10.8	10.9	14.5	8.5	15.3	17.0	26.7
Very Attractive	20.8	32.4	37.0	18.4	7.7	27.0	22.7	46.7
Depends on the type of work	2.4	2.7	2.2	2.6	0.8	2.5	3.5	0.0
Doesn't want to work	2.9	0.0	0.0	3.4	3.8	3.1	2.1	0.0
Other	1.5	0.0	0.0	1.8	1.5	1.2	1.4	3.3

Job that pays \$12 per hour								
<i>Of those with a response...</i>								
Very Unattractive	44.8	14.3	41.2	47.1	55.1	43.3	23.5	0.0
Unattractive	24.5	35.7	23.5	25.4	26.1	20.0	32.4	0.0
Neither Unattractive Nor Attractive	17.2	14.3	11.8	17.4	11.6	18.3	29.4	0.0
Attractive	11.7	35.7	23.5	8.0	4.3	18.3	11.8	100.0
Very Attractive	0.6	0.0	0.0	0.7	1.4	0.0	0.0	0.0
Other	1.2	0.0	0.0	1.4	1.4	0.0	2.9	0.0

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

Percent

Job that pays \$14 per hour

Of those with a response...

Very Unattractive	44.1	11.1	50.0	44.0	51.6	49.0	13.8
Unattractive	11.2	11.1	7.1	12.8	14.1	8.2	13.8
Neither Unattractive Nor Attractive	21.0	33.3	14.3	20.8	21.9	14.3	31.0
Attractive	16.1	44.4	28.6	13.6	6.3	22.4	27.6
Very Attractive	5.6	0.0	0.0	6.4	6.3	4.1	6.9
Depends on type of work	1.4	0.0	0.0	1.6	0.0	2.0	3.4
Doesn't want to work	0.7	0.0	0.0	0.8	0.0	0.0	3.4

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

Job is Desirable

(Attractive + Very Attractive)

	Percent							
\$10 per hour	34.7	43.2	47.9	32.9	16.2	42.3	39.7	73.4
\$12 per hour	12.3	35.7	23.5	8.7	5.7	18.3	11.8	100.0
\$14 per hour	21.7	44.4	28.6	20.0	12.6	26.5	34.5	
	Number of Persons							
\$10 per hour	17,263	1,759	2,425	13,941	2,323	7,559	6,218	2,424
\$12 per hour	21,259	2,585	3,045	16,415	3,008	9,446	7,333	3,302
\$14 per hour	27,441	3,245	3,622	21,607	4,436	11,678	10,207	3,302

Job is Not Desirable

(Unattractive + Very Unattractive)

	Percent							
\$10 per hour	47.7	37.8	45.7	48.8	73.1	40.5	36.9	6.7
\$12 per hour	69.3	50.0	64.7	72.5	81.2	63.3	55.9	0.0
\$14 per hour	55.3	22.2	57.1	56.8	65.7	57.2	27.6	
	Number of Persons							
\$10 per hour	23,730	1,539	2,314	20,679	10,483	7,237	5,780	221
\$12 per hour	22,512	1,156	1,707	20,614	9,758	6,527	5,280	0
\$14 per hour	15,754	330	1,152	14,745	7,445	4,819	2,299	0

Table 3: Characteristics of the Workforce	Persons who are working						
	Total	Under- employed	Job Shifters	Job Keepers	Highest education level		
					At Least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma
Percent							
Workforce Status							
Permanent job	93.4	86.5	95.7	93.5	97.7	95.7	87.3
Temporary job	4.6	10.8	4.3	4.4	2.3	1.9	9.2
Want full-time with one employer	24.6	0.0	100.0	23.7	0.0	30.0	25.9
Has taken action in the last three months to find a new job	10.2	40.5	100.0	0.3	10.0	14.8	4.2
Of those looking for a new job, primary reason for looking:							
Better pay	39.1	43.8	39.1	0.0	23.1	44.0	33.3
Better benefits	8.7	18.8	8.7	0.0	0.0	0.0	66.7
Want to work closer to home	2.2	0.0	2.2	0.0	0.0	4.0	0.0
Family responsibilities	2.2	0.0	2.2	0.0	7.7	0.0	0.0
Change in career	10.9	25.0	10.9	0.0	7.7	12.0	0.0
Other	34.8	6.3	34.8	100.0	53.8	40.0	0.0
Average number of jobs held in working lifetime (number)	2.12	2.19	2.63	2.05	1.64	2.14	2.52
Benefits of Current Job							
Paid vacation	61.9	60.5	63.0	61.6	55.8	65.4	62.7
Health insurance-All paid by employer	57.1	53.1	50.0	58.2	75.9	47.8	51.3
Health insurance-Part paid by employer	14.1	12.5	12.5	13.8	12.6	15.4	15.1
Education and training benefits	48.7	56.3	48.8	47.4	58.6	52.9	38.1
Retirement plan	70.2	68.8	56.1	71.2	86.4	61.0	72.9
Current job offers advancement potential	66.3	56.3	63.4	66.6	73.9	64.0	64.1

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

Percent

Pay increase needed to change jobs

Less than 5% increase	4.4	24.3	21.7	2.3	3.9	2.5	6.3
Between 5% and 10% increase	12.8	13.5	30.4	10.9	7.0	17.4	14.1
Between 10% and 15% increase	16.4	16.2	13.0	16.4	20.2	18.0	9.9
Between 15% and 20% increase	11.7	16.2	10.9	11.4	13.2	14.9	7.0
More than 20% increase	23.7	16.2	13.0	24.9	28.7	21.7	22.5
Not interested at any increase	20.1	5.4	8.7	22.3	22.5	17.4	23.2
Ten percent or less	17.2	37.8	52.1	13.2	10.9	19.9	20.4
Fifteen percent or less	33.6	54.0	65.1	29.6	31.1	37.9	30.3

Sector of Employment

Government	15.5	21.1	10.9	16.1	23.7	10.5	13.3
Private for profit company	49.8	57.9	60.9	48.1	27.5	57.4	58.0
Non-profit org. (Incl. tax exempt & charitable orgs.)	7.7	2.6	10.9	7.8	10.7	9.3	4.2
Self-employed	23.9	15.8	13.0	24.9	35.1	20.4	19.6
Working in family business	1.3	0.0	0.0	1.6	1.5	1.9	0.7
Other	1.3	2.6	4.3	1.0	1.5	0.0	3.5

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

Percent

Government Employment							
Federal	11.1	0.0	0.0	12.7	0.0	11.1	31.6
State	44.4	50.0	60.0	44.4	64.5	50.0	5.3
Local	41.7	25.0	0.0	42.9	35.5	38.9	52.6
Don't know	2.8	25.0	40.0	0.0	0.0	0.0	10.5
Private Industry Sector							
Agricultural	13.5	12.9	7.1	13.8	22.2	11.7	8.9
Mining	2.1	6.5	4.8	1.8	0.0	0.7	5.6
Construction	5.7	16.1	2.4	5.2	4.0	3.4	9.7
Manufacturing	2.6	0.0	0.0	3.1	3.0	1.4	4.0
Transportation, Communications or Public Utility	4.2	3.2	0.0	4.6	4.0	2.8	5.6
Wholesale or retail trade	11.5	12.9	9.5	12.0	3.0	12.4	15.3
Restaurants	1.8	9.7	4.8	1.2	1.0	2.1	1.6
Legal	1.6	0.0	0.0	1.8	4.0	0.7	0.8
Health Services	15.4	6.5	26.2	14.5	11.1	19.3	13.7
Educational Services	2.6	0.0	4.8	2.5	8.1	0.7	0.8
Business Services	1.6	0.0	0.0	1.8	3.0	1.4	0.8
Engineering Services	4.2	6.5	4.8	4.3	6.1	3.4	3.2
Personal Services	5.7	0.0	14.3	4.9	5.1	8.3	4.0
Finance, Insurance, Real Estate	7.6	12.9	7.1	7.1	13.1	7.6	3.2
Government	1.6	3.2	2.4	1.8	1.0	2.8	1.6
Other	16.9	9.7	11.9	17.5	11.1	18.6	19.4

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

Percent

Distance traveled to place of employment							
0 - 5 miles	63.9	64.9	73.9	63.0	61.5	67.3	61.3
6 - 10 miles	7.5	18.9	10.9	6.0	5.4	8.6	7.7
11- 20 miles	12.4	13.5	4.3	13.2	12.3	9.3	15.5
21- 30 miles	2.7	0.0	2.2	3.1	1.5	3.7	2.8
31- 50 miles	2.4	0.0	4.3	2.3	3.1	1.9	2.1
More than 50 miles	2.7	0.0	0.0	3.1	1.5	3.1	3.5
Work at home	6.9	2.7	2.2	7.8	12.3	4.3	5.6
10 miles or less	71.4	83.8	84.8	69.0	66.9	75.9	69.0
11 miles or more	20.2	13.5	10.8	21.7	18.4	18.0	23.9
21 miles or more	7.8	0.0	6.5	8.5	6.1	8.7	8.4
Willingness to commute							
0 - 5 miles	17.2	10.3	21.3	17.1	16.8	17.9	18.3
6 - 10 miles	15.2	10.3	8.5	16.1	11.5	14.8	17.6
11- 20 miles	17.9	33.3	23.4	16.8	18.3	17.9	16.9
21- 30 miles	21.9	17.9	19.1	22.5	29.0	21.0	16.9
31- 50 miles	9.1	15.4	19.1	7.5	10.7	13.0	2.8
More than 50 miles	5.7	2.6	8.5	5.7	6.9	4.9	6.3
Don't know	10.6	10.3	0.0	11.4	3.8	10.5	17.6
11 miles or more	54.6	69.2	70.1	52.5	64.9	56.8	42.9
21 miles or more	36.7	35.9	46.7	35.7	46.6	38.9	26.0
31 miles or more	14.8	18.0	27.6	13.2	17.6	17.9	9.1

Table 4: Transportation and Commuting	Persons who are working						
	Total	Under- employed	Job Shifters	Job Keepers	Highest education level		
					At Least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma
Percent							
Transportation reliable enough to commute	86.3	88.9	72.7	87.7	91.7	86.3	79.1
Not willing to commute 20 miles or more							
Family obligations	16.7	10.0	26.9	16.1	11.5	23.8	14.7
Unreliable transportation	2.2	5.0	3.8	1.6	0.0	1.2	4.0
Don't wish to drive that much	16.7	0.0	11.5	18.2	19.7	14.3	16.0
Gas prices	37.3	50.0	38.5	36.5	32.8	40.5	37.3
Takes too much time	15.8	25.0	15.4	15.1	18.0	8.3	24.0
Other	11.0	10.0	3.8	12.0	16.4	11.9	4.0

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

Percent

Utilization of Education and Skills								
Feel underutilized	20.4	100.0	39.1	13.7	22.5	22.2	17.6	
<i>Of those who feel underutilized ...</i>								
Previous job required more skill, education	17.6	29.7	27.8	11.5	12.9	19.4	23.1	
Have had additional job training, education	8.8	16.2	11.1	3.8	6.5	16.7	3.8	
Training, education not required in current job	31.9	54.1	44.4	17.3	35.5	30.6	26.9	
Earned more money in a previous job	1.1	0.0	0.0	1.9	0.0	2.8	0.0	
Skills and education better used in previous job	60.9	83.8	83.3	43.4	62.1	63.9	53.8	
Would change jobs to better use skills	61.5	100.0	100.0	32.7	46.7	63.9	76.0	
Underemployed	8.2	100.0	0.0	0.3	5.4	11.1	7.7	
Level of education								
Less than high school	3.8	2.7	4.4	3.6	0.0	0.0	0.0	12.0
High school	31.3	29.7	13.3	33.9	0.0	0.0	100.0	56.0
Some college	31.8	45.9	48.9	28.9	0.0	88.9	0.0	20.0
Associate degree	4.0	2.7	4.4	3.9	0.0	11.1	0.0	0.0
Bachelor's of Science degree	15.0	8.1	20.0	15.1	52.3	0.0	0.0	8.0
Bachelor's of Arts degree	4.4	2.7	4.4	4.4	15.4	0.0	0.0	0.0
Postgraduate degree	9.3	8.1	4.4	9.6	32.3	0.0	0.0	0.0
High School or less	35.1	32.4	17.7	37.5	0.0	0.0	100.0	68.0
Associate's degree or less	70.9	81.0	71.0	66.4	0.0	100.0	0.0	88.0
At least Bachelor's degree	28.7	18.9	28.8	29.1	100.0	0.0	0.0	8.0

Table 5: Education and Skills	Persons who are working							Job Seekers
	Total	Under-employed	Job Shifters	Job Keepers	Highest education level			
					At least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma	
Percent								
Technical Training								
Vocational training, apprentice training or special professional training	32.3	37.8	23.9	32.7	5.4	38.3	50.0	13.3
Computer Skills (among those with skills not used in present employment)								
Workers with computer skills (percent)	18.8	26.3	23.9	17.6	13.1	22.2	21.1	
Strongest Computer Skill								
Word processing (MS-Word)	39.5	70.0	33.3	36.8	38.9	40.5	36.7	
Spreadsheet analysis (Excel, Lotus)	16.3	20.0	16.7	14.7	16.7	16.2	13.3	
Bookkeeping (Quicken)	2.3	0.0	8.3	1.5	5.6	2.7	3.3	
Computer assisted design (CAD)	7.0	0.0	25.0	4.4	5.6	13.5	0.0	
Web site development	5.8	0.0	8.3	7.4	0.0	8.1	6.7	
Work on machines, troubleshooting	5.8	10.0	8.3	7.4	11.1	5.4	3.3	
Maintains a computer network								
Computer programming (C, SAS, SPSS)	3.5	0.0	0.0	4.4	0.0	2.7	6.7	
Develops own software applications	1.2	0.0	0.0	1.5	0.0	0.0	3.3	
Other computer skill	15.1	0.0	8.3	17.6	16.7	5.4	26.7	
Don't know	3.5	0.0	0.0	4.4	5.6	5.4	0.0	
Student Status								
Full-time student	4.9	0.0	0.0	5.7	0.0	4.9	7.7	3.3
Part-time student	2.7	2.6	4.3	2.6	4.7	3.1	0.7	0.0
Not a student	92.5	97.4	95.7	91.7	95.3	92.0	91.5	96.7

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

Number of responses (weighted values)	608	306	302	37	46	385	130	162	142	30
Estimated persons 18 years old or older	66,807	33,679	33,128	4,072	5,063	42,374	14,340	17,870	15,663	3,302

Percent

Gender										
Males	50.4	100.0	0.0	50.0	43.5	56.9	65.4	46.9	57.7	13.3
Females	49.6	0.0	100.0	50.0	56.5	43.1	34.6	53.1	42.3	86.7

Marital Status										
Married	61.9	65.2	58.6	52.8	60.9	65.7	72.9	66.3	57.4	30.0
Widowed	6.9	3.0	10.9	0.0	0.0	3.9	3.1	3.7	3.5	0.0
Divorced	11.4	11.8	10.9	30.6	13.0	9.6	9.3	9.8	14.9	6.7
Living with a partner	2.1	0.0	4.3	0.0	13.0	0.3	0.0	3.7	0.0	23.3
Never married	17.3	14.9	19.7	16.7	13.0	20.3	14.7	16.0	24.1	40.0

Age Category										
18-24	14.7	14.4	14.9	0.0	19.1	17.1	0.0	19.8	28.2	46.7
25-44	37.6	37.7	37.4	57.9	63.8	40.8	54.6	42.0	32.4	30.0
45-64	28.8	28.9	28.8	36.8	17.0	32.5	33.1	32.7	29.6	10.0
65 or older	18.9	19.0	18.9	5.3	0.0	9.6	12.3	5.6	9.9	13.3