



Southwest Labor Force Study

April, 2005

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Done in cooperation with the
Oklahoma Employment Security Commission

Executive Summary of the Southwest Oklahoma Area Labor Force Study

In the Southwest Oklahoma area a considerable portion of the adult population are not employed for a variety of reasons. This group includes the retired, disabled, students, homemakers, and the unemployed. This study found that approximately 107,775 members of the adult population are not currently working.

A significant proportion of the adult population is not currently working but only a small minority can be officially considered unemployed. The United States Department of Labor designates a person as being unemployed if they are without work but have been actively seeking work. Based on this definition 2.6% of the population within the Southwest Oklahoma area are currently unemployed.

Eighteen percent 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, 60.7%, were active (such as contacting an employer or filling out applications). The reasons why the Job Shifters were looking for work were varied but the primary reason for 52.9% of people was in order to get higher pay and/or better benefits. Another 17.6% wanted a change in career, which is a much higher proportion than found in many other parts of Oklahoma.

The data from this study estimates that 14.1% 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 73.6% of all workers.

This last category of potential workers contains those who are not currently employed but want to work. Nine percent of all adults in the Southwest Oklahoma area are represented by this category.

The percentage of workers in the Southwest Oklahoma area with at least a Bachelors degree is about one-fourth of the current work force and about 63% of the workers have had at least some college.

Almost two-thirds had not moved and an additional 18.3% remained in the same county. Six point two percent had moved from a different county in Oklahoma and an additional 15.2% had moved from a different state or country.

Of the Job Shifters, 34.8% did not live in the same county five year ago whereas 40.7% of the Underemployed had not lived in the same county and 20.2% of Job Keepers.

Of all workers, 83.2% have full-time positions, and another 15.6% have part-time jobs. Of those workers with part time jobs 37.7% would like to have a full-time position with just one employer.

Although Job Keepers by definition are those workers who are not interested in changing jobs, over 40% still find at a job of \$14 per hour plus benefits to be either “attractive” or “very attractive”.

Of the Underemployed 57.4% indicated that they would be willing to change jobs for an increase in pay of 15% or less. Around half 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 30.1%. However, even though this figure is a smaller proportion than for the other two groups, it still represents a sizable group of workers.

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

Underemployed were most likely to be willing to change jobs for a 15% pay raise and benefits but almost 11% of Job Keepers were also willing to change under those circumstances.

About 16.2% of those living in the Southwest Oklahoma area already commute at least 21 miles to work and an additional 13.1% commute 11-20 miles.

A majority of workers (55.8%) indicate a willingness to commute distances of 21 miles or more to their current job and about one-fifth said that they would not commute more than 10 miles to work.

**An Analysis of the Southwest Oklahoma Labor Force Study
Conducted Among Residents of Beckham, Caddo, Comanche, Cotton,
Custer, Grady, Greer, Harmon, Jackson, Jefferson, Kiowa, McClain, Roger
Mills, Stephens, Tillman, and Washita Counties in Oklahoma**

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

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

April 8, 2005

Introduction

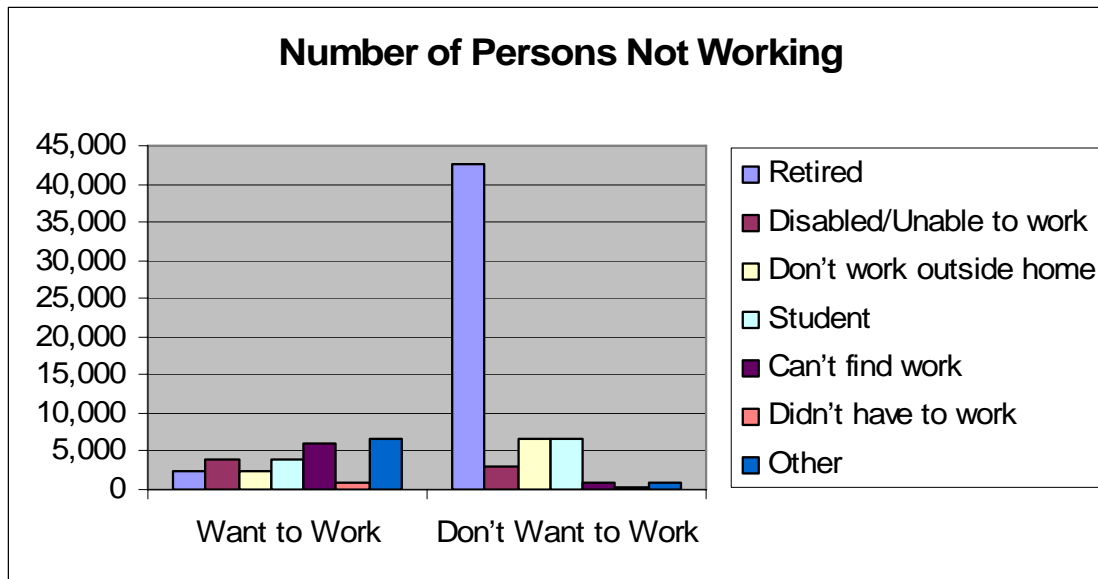
This report is a labor force study of the Southwest Oklahoma area labor force which examines the availability of labor in Beckham, Caddo, Comanche, Cotton, Custer, Grady, Greer, Harmon, Jackson, Jefferson, Kiowa, McClain, Roger Mills, Stephens, Tillman, and Washita counties of Oklahoma.

Approximately 181,044 of the 288,819 adults who live in the Southwest Oklahoma area are employed, which is equal to 62.7% of the population who is 18 years of age or older.

In the Southwest Oklahoma area a considerable portion of the adult population are not employed for a variety of reasons. This group includes the retired, disabled, students, homemakers, and the unemployed. This study found that approximately 107,775 members of the adult population are not currently working. Of this group (but not including those who were not available for work within the next 6 months due to disability or some other reason), the majority, 69.3%, indicate that they are not interested in working outside the home (see Table 1 below).

Table 1: Number of Persons Not Working

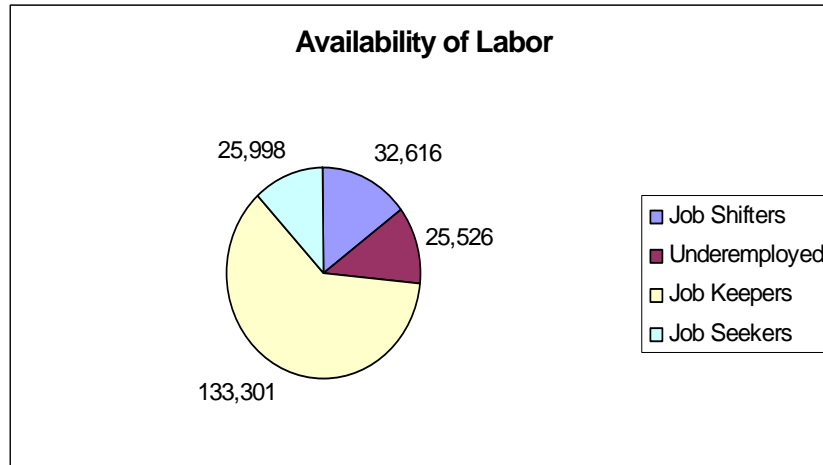
<u>Reason for Not Working</u>	<u>Want to Work</u>	<u>Don't Want to Work</u>	<u>Total</u>
Retired	2,374	42,554	44,928
Disabled/Unable to work	3,781	2,901	6,682
Don't work outside home	2,374	6,594	8,968
Student	3,781	6,682	10,463
Can't find work	6,155	967	7,122
Didn't have to work	967	440	1,407
Other	6,682	967	7,649
Total	26,114	61,105	87,219



A significant proportion of the adult population is not currently working but only a small minority can be officially considered unemployed. The United States Department of Labor designates a person as being unemployed if they are without work but have been actively seeking work. Based on this definition 2.6% of the population within the Southwest Oklahoma area are currently unemployed.

Availability of Labor

This study has identified 58,142 workers who are currently available for *other* work. The categories of Job Shifters and the Underemployed (described below) are included in this estimate. Additionally, there are those adults who are not working but want to work (Job Seekers), and those workers who are not underemployed and have not looked for work in the past three months (Job Keepers), which can be included in the pool of potential workers. These two groups total another 159,299 potential workers for a grand total of 217,441 adults in the labor force.



Job Shifters

Eighteen percent (or 32,616 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, 60.7%, were active (such as contacting an employer or filling out applications) and far fewer, 39.6%, 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 52.9% of people was in order to get higher pay and/or better benefits. Another 17.6% wanted a change in career, which is a much higher proportion than found in many other parts of Oklahoma.

Underemployed

The data from this study estimates that 14.1%, or 25,526, of all adult workers are currently underemployed. To be classified as Underemployed a worker must:

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

Job Keepers

Job Keepers are those individuals who have not been identified as being underemployed and have not looked for work within the past three months. This group makes up 73.6% of all workers or 133,301 people.

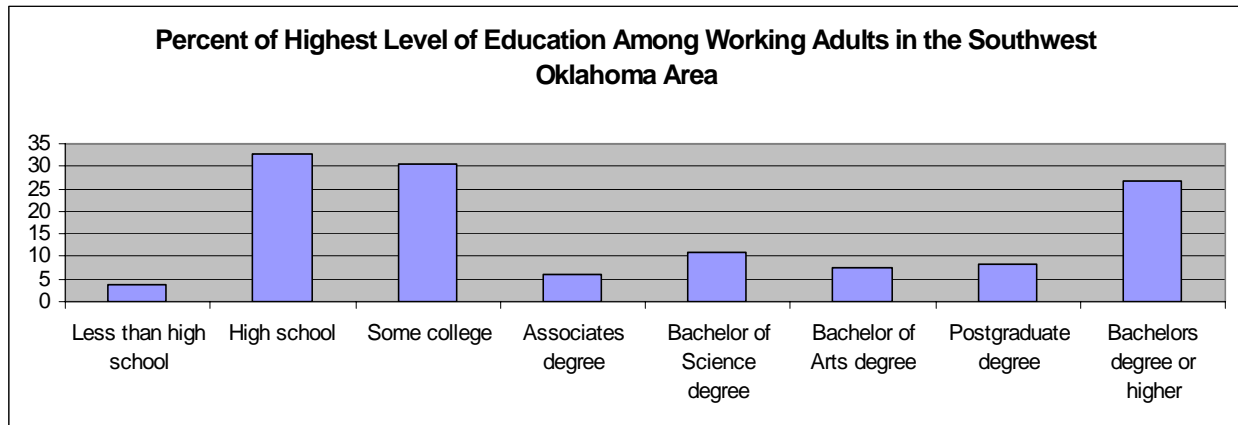
Job Seekers

This last category of potential workers contains those who are not currently employed but want to work. Nine percent of all adults in the Southwest Oklahoma area are represented by this category which is equivalent to 25,998 people.

Education

The percentage of workers in the Southwest Oklahoma area with a least a Bachelors degree is about one-fourth of the current work force (Table 2) and about 63% of the workers have had at least some college.

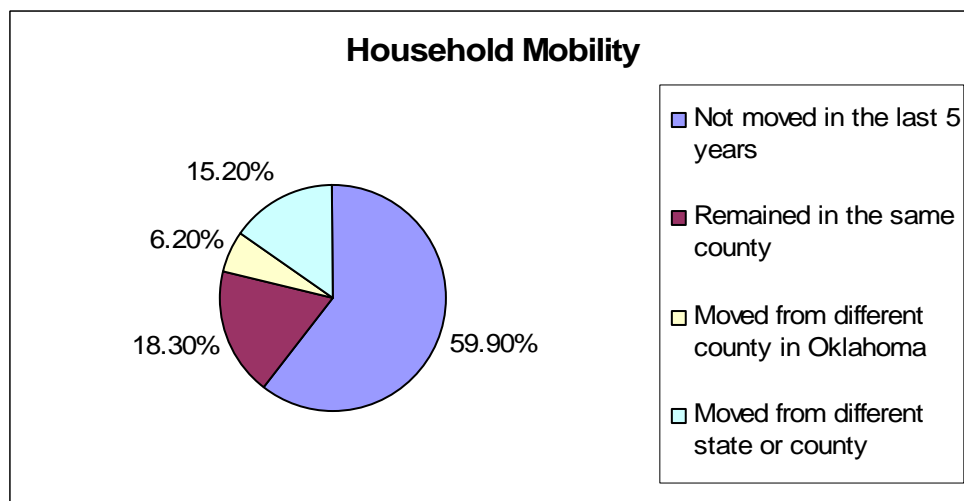
Table 2: Highest Level of Education Among Working Adults in the Southwest Oklahoma area	
<u>Level of Education</u>	<u>Percent Adult Workers</u>
Less than high school	3.9
High school	32.6
Some college	30.5
Associates degree	6.1
Bachelor of Science degree	10.8
Bachelor of Arts degree	7.6
Postgraduate degree	8.4
Bachelors degree or higher	26.8



Household Mobility

To understand how much the Southwest 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. Almost two-thirds (59.9%) had not moved and an additional 18.3% remained in the same county. Six point two percent had moved from a different county in Oklahoma and an additional 15.2% had moved from a different state or country.

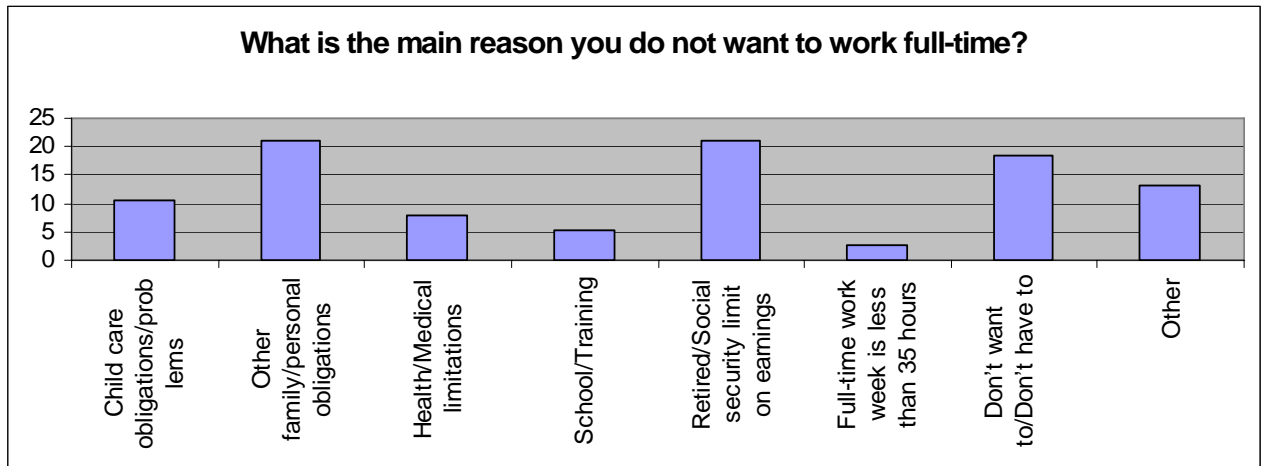
Of the Job Shifters, 34.8% did not live in the same county five year ago whereas 40.7% of the Underemployed had not lived in the same county and 20.2% of Job Keepers.



Type of Employment

Of all workers, 83.2% (or about 150,562 people) have full-time positions, and another 15.6% (or about 28,173 people) have part-time jobs. Of those workers with part time jobs 37.7% would like to have a full-time position with just one employer. Part-time workers listed several reasons for why they wanted to work part-time instead of full-time and these are described below in Table 3.

Table 3: Frequency Distribution		
Q32: What is the main reason you do not want to work full-time?		
	Frequency	Percent
Child care obligations/problems	4	10.5
Other family/personal obligations	8	21.1
Health/Medical limitations	3	7.9
School/Training	2	5.3
Retired/Social security limit on earnings	8	21.1
Full-time work week is less than 35 hours	1	2.6
Don't want to/Don't have to	7	18.4
Other	5	13.2
Total	38	100.1



Characteristics of Workers

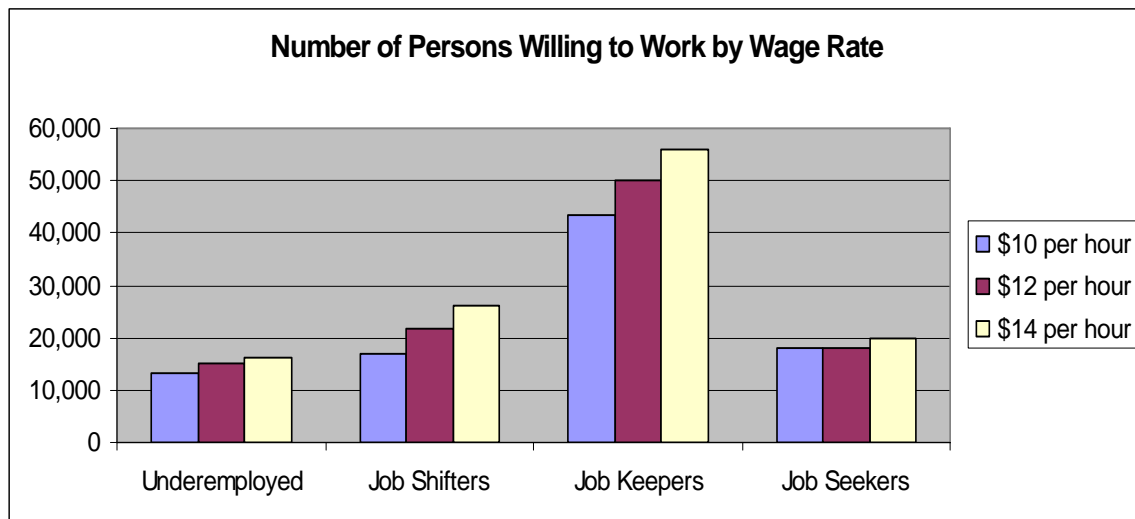
Wage Rates

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

Although Job Keepers by definition are those workers who are not interested in changing jobs, almost 56,000 still find at a job of \$14 per hour plus benefits to be either “attractive” or “very attractive”.

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

	Underemployed	Job Shifters	Job Keepers	Job Seekers
\$10 per hour	13,236	17,017	43,488	17,962
\$12 per hour	15,127	21,744	50,106	17,962
\$14 per hour	16,072	25,998	55,778	19,853

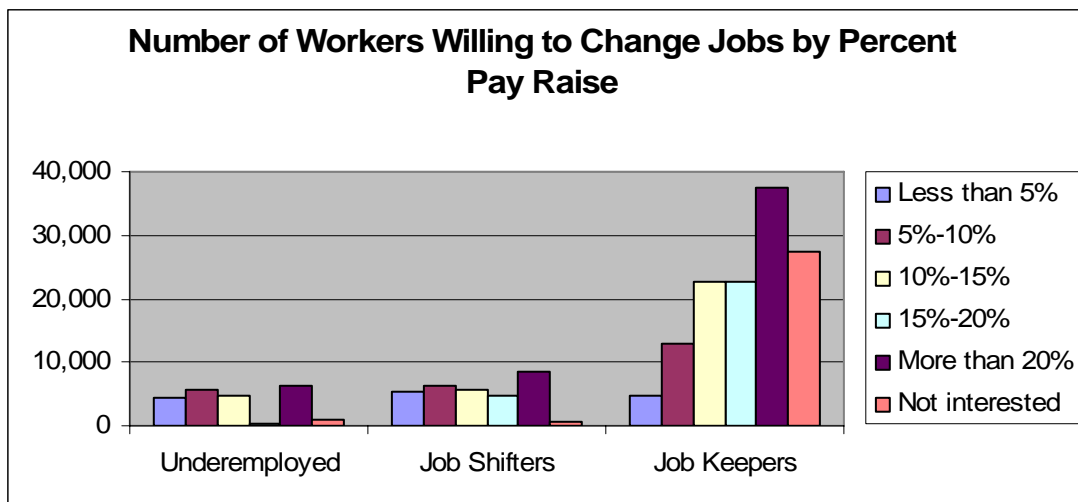


Willingness to Change Jobs

As shown in Table 5, of the Underemployed, 14,653 workers (57.4%) indicated that they would be willing to change jobs for an increase in pay of 15% or less. Around 17,017 (52.2%) 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 30.1% (or 40,180 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 20.6% of Job Keepers claimed to not be interested in changing jobs at all.

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

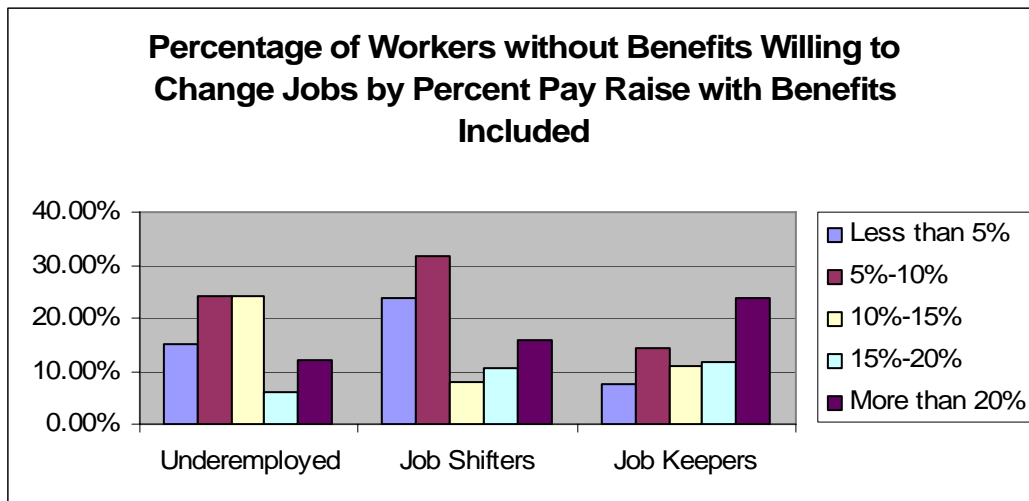
<u>Desired raise in pay</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
Less than 5%	4,254	5,200	4,727
5%-10%	5,672	6,145	12,763
10%-15%	4,727	5,672	22,690
15%-20%	472	4,727	22,690
More than 20%	6,145	8,509	37,343
Not interested	945	473	27,417



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 Underemployed were most likely to be willing to change jobs for a 15% pay raise and benefits but almost 11% of Job Keepers were also willing to change under those circumstances.

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

<u>Desired raise in pay</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
Less than 5%	15.2%	23.7%	7.5%
5%-10%	24.2%	31.6%	14.3%
10%-15%	24.2%	7.9%	10.9%
15%-20%	6.1%	10.5%	11.6%
More than 20%	12.1%	15.8%	23.8%
Not interested	12.1%	2.6%	26.5%

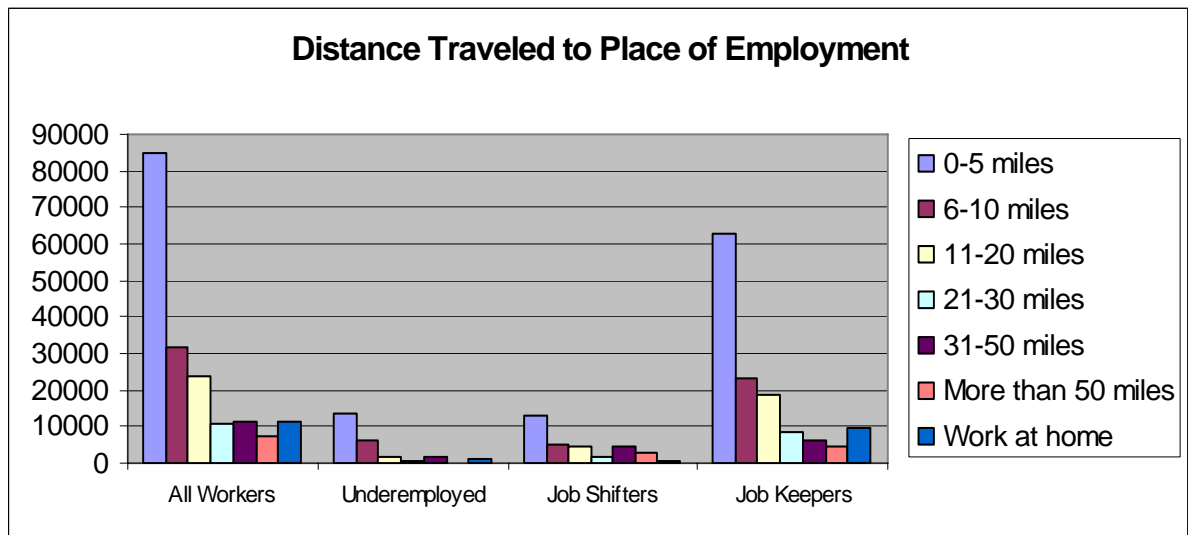


Commuting Patterns

About 30,000 workers (or 16.2%) living in the Southwest Oklahoma area already commute at least 21 miles to work and an additional 13.1% commute 11-20 miles as shown in Table 7 below.

Table 7: Distance Traveled to Place of Employment

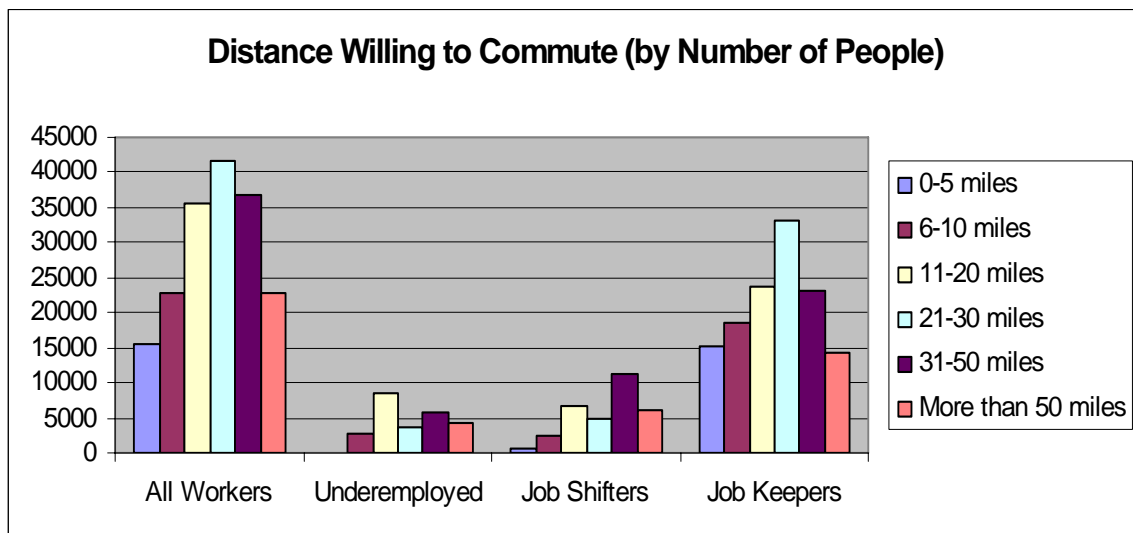
<u>Distance Traveled</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
0-5 miles	85,086	13,708	12,763	62,869
6-10 miles	31,671	6,145	5,200	23,162
11-20 miles	23,635	1,891	4,727	18,435
21-30 miles	10,872	473	1,418	8,509
31-50 miles	11,345	1,891	4,254	6,145
More than 50 miles	7,090	0	2,836	4,254
Work at home	11,345	945	473	9,454



A majority of workers (55.8%) indicate a willingness to commute distances of 21 miles or more to their current job and about one-fifth said that they would not commute more than 10 miles to work.

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

<u>Distance</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
0-5 miles	15,599	0	473	15,126
6-10 miles	22,690	2,836	2,363	18,435
11-20 miles	35,452	8,509	6,618	23,635
21-30 miles	41,598	3,782	4,727	33,089
31-50 miles	36,871	5,672	11,345	23,162
More than 50 miles	22,690	4,254	6,145	14,181



Conclusions

- A significant number of residents (58,142) of the Southwest Oklahoma area are either Underemployed or Job Shifters and are readily available to change jobs.
- Another 25,998 people are currently unemployed but want to work.
- Among working adults over one-fourth (26.8%) have completed at least a Bachelor's degree and an additional 36.6% have had some college or an Associate's degree.
- A total of 86,977 current workers expressed a willingness to work for at least \$12 per hour and another 10,871 current workers would work for at least \$14 per hour.
- A total of 33,089 current workers are willing to change jobs for a pay raise of 15% or less.
- 101,159 current workers are willing to commute 21 miles or more to work.

**Methodology and Data Report for the Southwest Oklahoma Labor Force
Study
Conducted Among Residents of Beckham, Caddo, Comanche, Cotton,
Custer, Grady, Greer, Harmon, Jackson, Jefferson, Kiowa, McClain, Roger
Mills, Stephens, Tillman, and Washita Counties in Oklahoma**

Data Collected March 3 – March 23, 2005

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

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

April 8, 2005

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METHODOLOGICAL REPORT

Purpose

This field report presents the methodological details for a telephone survey of residents of Beckham, Caddo, Comanche, Cotton, Custer, Grady, Greer, Harmon, Jackson, Jefferson, Kiowa, McClain, Roger Mills, Stephens, Tillman, and Washita counties in Oklahoma conducted in March of 2005 by the University of Oklahoma's Public Opinion Learning Laboratory (OU POLL) for the Oklahoma Department of Commerce. The purpose of the survey was to gauge the employment potential of the local population in terms of skills, education, desire, and ability to work.

Support Materials and Questionnaire

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

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

Interviewer Training

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

Interviewing

The interviewer training and fieldwork was conducted between March 3, 2005 and March 23, 2005. Weekday interviewing generally started at 5:00 p.m. and ended at 9:00 p.m. Saturday shifts lasted from 10:00 a.m. to 5:00 p.m. and Sunday shifts went from 2:00 p.m. until 6:00 p.m.

Incentives and Bonus Pay

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

A. Incentives per completion

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

B. Incentives per refusal conversion

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

Sampling

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

Callbacks

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

Disposition of the Sampling Pool

605 complete interviews were obtained among residents of the selected counties along with an additional 7 partially completed interviews. Partially completed interviews are those that were cut off before the end of the interview, for various reasons, but we were still able to obtain responses to a portion of the substantive questions. For the population of interest, the 605 interviews represent a margin of error of +/- 4.0% at a 95% confidence level. If the partially completed interviews are included in this tally, the margin of error decreases to +/-3.95% at a 95% confidence level. (The 95% confidence level means that if the survey were to be conducted 100 times with 100 different random samples, the actual results obtained would fall within the limits of error at least 95 times).

Overall, 3,500 numbers were released (dialed) from the sampling pool, and 10,121 call attempts were made by POLL interviewers to complete interviews.

Table 1 presents the final disposition codes of each telephone number dialed.

Response Rate

The rate presented below is designed to conform to the American Association of Public Opinion Research's (AAPOR) Standard Definitions: Final Dispositions of Case Codes and Outcome Rates for Surveys (2004 edition).

AAPOR Response Rate 4: Using the 1,191 known eligible households as the comparison, the 612 fully and partially completed interviews represent a **51.4% response rate**.

Refusal Conversions

Refusal conversion efforts began on March 8, 2005, and were managed systematically by the interviewing software and the interviewer supervisors. “Hard” refusals, or those numbers in which a member of the household asked us not to call back were not attempted, and at least five days had to elapse between the initial refusal and the beginning of our conversion efforts.

Conversion efforts led to 64 successful refusal conversions, representing 10.6% of the total completed interviews.

Final Outcomes of Sampling Data

Table 1 represents the final dispositions of the sampling frames.

Statistical Weighting of the Data

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

Table 1: Final Disposition of Sampling Pool			
		Frequency	Percent
Ineligible:	Non-residential number	185	5.3
	No eligible respondent	32	0.9
	Non-working number	1,201	34.3
	Fax/Modem	141	4.0
	Cellular phone	4	0.1
Sub-total Ineligible:		1,563	44.6
Unknown Eligibility:	No answer	311	8.9
	Caller ID/ privacy manager	143	4.1
	Answering machine	127	3.6
	Phone line busy	64	1.8
	Technical phone problems	101	2.9
Sub-total Unknown Eligibility:		746	21.3
Eligible:	Completed Interview	605	17.3
	Partially Completed Interview	7	0.2
	Individual Refusal	170	4.9
	Household Refusal	337	9.6
	Respondent never available	72	2.1
Sub-total Eligible:		1,191	34.1
Total Activated:		3,500	100.0

SURVEY FREQUENCY RESULTS
Closed-Ended Data

Table 2: Frequency Distribution		
Q0: First, let me ask which county do you live in?		
	Frequency	Percent
Beckham	21	3.4
Caddo	47	7.7
Comanche	177	29.0
Cotton	11	1.8
Custer	38	6.2
Grady	103	16.9
Greer	12	2.0
Harmon	1	0.2
Jackson	45	7.4
Jefferson	7	1.1
Kiowa	11	1.8
McClain	34	5.6
Roger Mills	1	0.2
Stephens	74	12.1
Tillman	14	2.3
Washita	15	2.5
Total	611	100.2

Table 3: Frequency Distribution		
Q1: Let me ask in what city or town do you live?		
	Frequency	Percent
Anadarko	13	2.1
Alex	2	0.3
Altus	44	7.2
Amber	3	0.5
Apache	6	1.0
Arapaho	1	0.2
Blair	2	0.3
Blanchard	22	3.6
Bradley	1	0.2
Bray	2	0.3
Bridgeport	4	0.7
Bryan	1	0.2
Burns Flat	2	0.3
Cache	3	0.5
Canute	2	0.3
Carnegie	4	0.7
Carter	1	0.2

Cement	1	0.2
Chattanooga	2	0.3
Chickasha	34	5.6
Clinton	15	2.5
Comanche	4	0.7
Cordell	2	0.3
Corn	2	0.3
Country	8	1.3
Custer City	1	0.2
Cyril	4	0.7
Dell City	4	0.7
Dibble	1	0.2
Duncan	51	8.3
Eakly	1	0.2
Elgin	8	1.3
Elk City	11	1.8
Empire City	4	0.7
Erick	1	0.2
Faxon	2	0.3
Fletcher	5	0.8
Fort Sill	2	0.3
Foster	1	0.2
Frederick	9	1.5
Friendship	1	0.2
Ft. Cobb	3	0.5
Geronimo	3	0.5
Gotebo	2	0.3
Gracemont	2	0.3
Grandfield	1	0.2
Granite	4	0.7
Hammon	1	0.2
Hinton	6	1.0
Hobart	8	1.3
Hollis	1	0.2
Hollister	1	0.2
Hydro	2	0.3
Indiahoma	5	0.8
Kiptin	1	0.2
Lawton	143	23.4
Lexington	3	0.5
Lookeba	1	0.2
Mangum	5	0.8
Marlow	15	2.5
Medicine Park	2	0.3
Minco	9	1.5
Mountain View	1	0.2

Nash	1	0.2
Near Cement	1	0.2
Near Tuttle	1	0.2
Ninnekah	2	0.3
Newcastle	5	0.8
Olric	1	0.2
Outside of Sweetwater	1	0.2
Purcell	19	3.1
Randlett	2	0.3
Reydon	1	0.2
Ringling	1	0.2
Rural	4	0.7
Rush Springs	8	1.3
Ryan	2	0.3
Sayre	6	1.0
Sentinel	2	0.3
Snyder	2	0.3
Sterling	1	0.2
Temple	5	0.8
Thoms	1	0.2
Tipton	1	0.2
Tuttle	18	2.9
Velma	1	0.2
Walters	2	0.3
Washington	3	0.5
Waurika	3	0.5
Wayne	1	0.2
Weatherford	18	2.9
Willow	1	0.2
Total	611	102.4

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

	Frequency	Percent
72501	5	0.8
72507	1	0.2
72521	1	0.2
72570	1	0.2
73002	2	0.3
73004	3	0.5
73005	13	2.1
73006	6	1.0
73010	26	4.3
73011	1	0.2
73015	3	0.5

73017	4	0.7
73018	30	4.9
73023	1	0.2
73024	3	0.5
73029	4	0.7
73033	1	0.2
73038	3	0.5
73041	2	0.3
73042	3	0.5
73047	8	1.3
73048	2	0.3
73051	3	0.5
73052	1	0.2
73055	20	3.3
73059	9	2.9
73062	1	0.2
73065	5	0.8
73067	3	0.5
73080	19	3.1
73082	10	1.6
73089	20	3.3
73092	1	0.2
73093	3	0.5
73095	1	0.2
73096	17	2.8
73101	1	0.2
73108	1	0.2
73407	1	0.2
73434	1	0.2
73456	1	0.2
73491	1	0.2
73501	21	3.4
73502	1	0.2
73503	7	1.1
73505	71	11.6
73506	1	0.2
73507	33	5.4
73521	39	6.4
73523	4	0.7
73526	2	0.3
73527	6	1.0
73528	3	0.5
73529	4	0.7
73533	50	8.2
73534	1	0.2
73538	10	1.6

73540	2	0.3
73541	6	1.0
73542	9	1.5
73543	3	0.5
73546	1	0.2
73547	7	1.1
73550	1	0.2
73551	1	0.2
73552	5	0.8
73554	3	0.5
73557	2	0.3
73560	1	0.2
73562	2	0.3
73565	2	0.3
73566	2	0.3
73568	5	0.8
73570	1	0.2
73572	2	0.3
73573	4	0.7
73601	14	2.3
73620	1	0.2
73624	2	0.3
73626	2	0.3
73627	1	0.2
73632	2	0.3
73639	2	0.3
73641	4	0.7
73644	11	1.8
73645	1	0.2
73650	1	0.2
73651	6	1.0
73655	1	0.2
73660	1	0.2
73662	6	1.0
73664	2	0.3
73666	1	0.2
73669	2	0.3
73673	1	0.2
74733	1	0.2
74854	1	0.2
75651	1	0.2
76353	1	0.2
76546	1	0.2
Don't know	2	0.3
Refused/call continued	2	0.3
Total	611	104.7

Table 5: Frequency Distribution Q3: Were you living in this house or apartment five years ago; that is, in February of 2000?		
	Frequency	Percent
Yes	366	59.9
No	245	40.1
Total	611	100.0

Table 6: Frequency Distribution Q3A: Where did you live in January of 2000? Was it...		
	Frequency	Percent
A different residence of the same county	112	45.9
A different county in Oklahoma	38	15.6
A different state	84	34.4
Not in the US	9	3.7
Don't know	1	0.4
Total	244	100.0

Table 7: Frequency Distribution Q4: What is your age?		
18-24	89	14.6
25-44	232	38.0
45-64	175	28.6
65 and older	115	18.8
Total	611	100.0

Table 8: Frequency Distribution Q5: Determine gender without asking.		
	Frequency	Percent
Male	303	49.6
Female	308	50.4
Total	611	100.0

Table 9: Frequency Distribution		
Q6: What race or ethnicity do you consider yourself? Would you say...		
White	511	83.6
Black/African American	33	5.4
Native American or American Indian	31	5.1
Hispanic	23	3.8
Asian	6	1.0
Other	6	1.0
Refused/call continued	1	0.2
Total	611	100.1

Table 10: Frequency Distribution		
Q6A: What tribe do you consider yourself to be?		
	Frequency	Percent
Choctaw	2	6.5
Chickasaw	2	6.5
Cherokee	7	22.6
Other	20	64.5
Total	31	100.1

Table 11: Frequency Distribution		
Q7: Are you in the military?		
	Frequency	Percent
Yes	47	7.7
No	563	92.1
Refused/call continued	1	0.2
Total	611	100.0

Table 12: Frequency Distribution

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

	Frequency	Percent
Very unattractive	147	24.0
Unattractive	63	10.3
Neither unattractive or attractive	64	10.5
Attractive	79	12.9
Very attractive	152	24.9
Depends on the type of work	2	0.3
Doesn't want to work	35	5.7
Can't work any more	1	0.2
Disabled	3	0.5
Doesn't apply	1	0.2
Retired	59	9.7
Self-employed	2	0.3
Not interested	2	0.3
Don't know	2	0.3
Total	611	100.1

Table 13: Frequency Distribution

Q8A: Why do you say so?

	Frequency	Percent
Pay is not enough	190	67.6
Doesn't want to work (retired, etc.)	19	6.8
Can't work due to family responsibilities	4	1.4
Degree	1	0.4
Depends on what the benefits are	1	0.4
Disabled	3	1.1
Going to be a teacher	2	0.7
Hours at current job outweigh benefits	1	0.4
I have worked in technology for 10 yrs., so my viewpoint is different	1	0.4
It depends on the job &	1	0.4

going to college		
Just an average job	1	0.4
Just enough to get by	2	0.7
Knowing the economy in the area, it would be about right	1	0.4
Likes current job	34	12.1
Lots of other jobs in her town	2	0.7
Money sounds good for area	1	0.4
Moving	4	1.4
Nothing around here	2	0.7
Nothing in town	2	0.7
People in the town would love a job like that, but not him	2	0.7
Trying to go into a computer media job	2	0.7
Don't know	5	1.8
Total	281	100.3

Table 14: Frequency Distribution

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

	Frequency	Percent
Very unattractive	80	49.7
Unattractive	32	19.9
Neither unattractive or attractive	28	17.4
Attractive	15	9.3
Very attractive	5	3.1
Depends on the type of work	1	0.6
Total	161	100.0

Table 15: Frequency Distribution		
Q10: What if a company pays \$14 per hour or about \$29,000 per year plus a typical package of benefits including health insurance? Using a scale of one to five, where one is Very Unattractive and Five is Very Attractive, please tell me how you would view such a job for yourself in your present circumstance.		
	Frequency	Percent
Very unattractive	58	41.1
Unattractive	25	17.7
Neither unattractive or attractive	31	22.0
Attractive	22	15.6
Very attractive	5	3.5
Total	141	99.9

Table 16: Frequency Distribution		
Q11: Does anyone in this household have a business or farm?		
	Frequency	Percent
Yes	125	20.5
No	485	79.5
Total	610	100.0

Table 17: Frequency Distribution		
Q12: Last week, did you do any work for pay?		
	Frequency	Percent
Yes	279	57.4
No	206	42.4
Refused/call continued	1	0.2
Total	486	100.0

Table 18: Frequency Distribution		
Q13: Last week, did you do any work for either pay or profit? (Include paid and unpaid vacations, paid and unpaid sick leave as work)		
	Frequency	Percent
Yes	75	58.6
No	53	41.4
Total	128	100.0

Table 19: Frequency Distribution Q14: Last week, did you do any unpaid work in the family business or farm?		
	Frequency	Percent
Yes	28	50.0
No	28	50.0
Total	56	100.0

Table 20: Frequency Distribution Q15: Did you receive any payments or profits from the business?		
	Frequency	Percent
Yes	6	22.2
No	20	74.0
Don't know	1	3.7
Total	27	99.9

Table 21: Frequency Distribution Q16: Do you work in the same county that you live in?		
	Frequency	Percent
Yes	307	79.7
No	73	19.0
Don't know	5	1.3
Total	385	100.0

Table 22: Frequency Distribution Q17: In which county do you work?		
	Frequency	Percent
Beckham	5	6.3
Caddo	3	3.6
Canadian	2	2.5
Carter	2	2.5
Cleveland	8	10.0
Comanche	6	7.5
Custer	2	2.5
Garvin	1	1.3
Grady	5	6.3
Kiowa	1	1.3
McClain	4	5.0
Oklahoma	31	38.8
Pottawatomie	2	2.5
Roger Mills	1	1.3
Several counties	2	2.5
Tillman	1	1.3
Wichita Falls, TX	1	1.3
Don't know	3	3.6
Total	80	100.1

Table 23: Frequency Distribution Q18: In which city or town do you work?		
	Frequency	Percent
Anadarko	8	1.5
Alex	1	0.2
Altus	28	5.1
Apache	1	0.2
Ardmore	2	0.4
Bethany	1	0.2
Blair	1	0.2
Blanchard	6	1.1
Bradley	1	0.2
Bridgeport	1	0.2
Burns Flat	2	0.4
Burnswite/Dell City	1	0.2
Cache	2	0.4
Carnegie	1	0.2
Cement	1	0.2
Chickasha	15	2.7
Clayton	1	0.2
Clinton	12	2.2

Comanche	2	0.4
Cordell	2	0.4
Corn	2	0.4
Cyril	2	0.4
Dell City	2	0.4
Dibble	1	0.2
Duncan	25	4.5
Elgin	1	0.2
Elk City	7	1.3
El Reno	2	0.4
Erick	1	0.2
Farm	1	0.2
Fort Sill	14	2.5
Foster	1	0.2
Frederick	3	0.5
Geronimo	1	0.2
Grady	1	0.2
Grandfield	1	0.2
Granite	5	1.0
Healdton	1	0.2
Hinton	4	0.7
Hobart	3	0.5
Lawton	103	18.7
Lexington	3	0.5
Magnum	3	0.5
Marlow	6	1.1
Maysville	1	0.2
Medicine Park	1	0.2
Midwest City	2	0.4
Minco	4	0.7
Mountain View	1	0.2
Multiple cities	7	1.3
Near Cement	1	0.2
Newcastle	4	0.7
Norman	7	1.3
Oklahoma City	29	5.3
Pocasset	2	0.4
Purcell	2	0.4
Randlett	1	0.2
Rocky	1	0.2
Rural	5	0.9
Rush Springs	2	0.4
Ryan	2	0.4
Sayre	5	0.9
Sayre and Elk City	1	0.2
Sentinel	2	0.4

Snyder	2	0.4
Tuttle	6	1.12
Velma	2	0.4
Washita	1	0.2
Waurika	3	0.5
Wayne	1	0.2
Weatherford	13	2.4
Something else	158	28.7
Don't know	3	0.5
Total	551	101.1

Table 24: Frequency Distribution		
Q19: Why didn't you work for pay last week? Was it because you are:		
	Frequency	Percent
Retired	97	40.9
Disabled	45	19.0
Unable to work	7	3.0
Waiting to start work	3	1.3
Away from work w/o pay	9	3.8
Don't work outside home	16	6.8
Never worked outside home	3	1.3
Unemployed	16	6.8
Student	22	9.3
On vacation (w/pay)	2	0.8
Didn't have to work	2	0.8
Other	14	5.9
Refused/ call continued	1	0.4
Total	237	100.1

Table 25: Frequency Distribution		
Q20: Does your disability prevent you from accepting any kind of work during the next six months?		
	Frequency	Percent
Yes	36	80.0
No	8	17.8
Don't know	1	2.2
Total	45	100.0

Table 26: Frequency Distribution		
Q21: Do you have a disability that prevents you from accepting any kind of work during the next six months?		
	Frequency	Percent
Yes	2	28.6
No	5	71.4
Total	7	100.0

Table 27: Frequency Distribution		
Q22: Do you currently want a job, either full or part time?		
	Frequency	Percent
Yes	55	29.6
Maybe	11	5.9
No	118	63.4
Don't know	1	0.5
Refused/call continued	1	0.5
Total	186	99.9

Table 28: Frequency Distribution		
Q24: Last week, did you have more than one job (or business), including part-time, evening or weekend work?		
	Frequency	Percent
Yes	54	14.1
No	328	85.9
Total	382	100.0

Table 29: Frequency Distribution		
Q25: How many jobs (or businesses) did you have?		
	Frequency	Percent
2	41	73.2
3	9	16.1
More than 3	6	10.7
Total	56	100.0

Table 30: Frequency Distribution Q26: Do you usually work 35 hours or more per week at your job or business?		
	Frequency	Percent
Yes	299	88.7
No	37	11.0
Don't know	1	0.3
Total	337	100.0

Table 31: Frequency Distribution Q27: How many hours per week do you usually work at your job or business?		
	Frequency	Percent
1-10	12	3.6
11-15	1	0.3
16-20	8	2.4
21-25	5	1.5
26-30	7	2.1
31-35	14	4.2
36-40	129	38.4
41-45	48	14.3
46-50	50	14.9
51-55	15	4.5
56-60	22	6.5
More than 60	20	6.0
Don't know	5	1.5
Total	336	100.2

Table 32: Frequency Distribution Q28: Do you usually work 35 hours or more per week at all your jobs?		
	Frequency	Percent
Yes	42	75.0
No	14	25.0
Total	56	100.0

Table 33: Frequency Distribution		
Q29: How many hours per week do you usually work at your main job?		
	Frequency	Percent
1-10	2	3.6
11-15	2	3.6
16-20	2	3.6
21-25	1	1.8
26-30	7	12.5
31-35	4	7.1
36-40	15	26.8
41-45	3	5.4
46-50	9	16.1
51-55	1	1.8
56-60	1	1.8
More than 60	9	16.1
Total	56	100.2

Table 34: Frequency Distribution		
Q30: Do you want to work a full-time workweek with just one employer?		
	Frequency	Percent
Yes	26	37.7
No	39	56.5
Regular hours are full-time	4	5.8
Total	69	100.0

Table 35: Frequency Distribution		
Q31: Some people work part-time because they cannot find full time work or because business is poor. Others work part-time because of family obligations or other personal reasons. What is your main reason for working part-time instead of full time?		
	Frequency	Percent
Slack work/Business conditions	2	7.7
Could only find part-time work	4	15.4
Other family/Personal obligations	8	30.8
School/Training	8	30.8
Full-time workweek is less than 35 hours	2	7.7
Hours are better	2	7.7
Total	26	100.1

Table 36: Frequency Distribution		
Q32: What is the main reason you do not want to work full-time?		
	Frequency	Percent
Child care obligations/problems	4	10.5
Other family/personal obligations	8	21.1
Health/Medical limitations	3	7.9
School/Training	2	5.3
Retired/Social security limit on earnings	8	21.1
Don't want to/Don't have to	7	18.4
Full-time work week is less than 35 hours	1	2.6
Other	5	13.2
Total	38	100.1

Table 37: Frequency Distribution		
Q33: Now I have a few questions regarding the fringe benefits associated with your (main) job or business. Does your job have a paid vacation?		
	Frequency	Percent
Yes	250	63.8
No	90	23.0
Self-employed	46	11.7
Don't know	6	1.5
Total	392	100.0

Table 38: Frequency Distribution		
Q34: Does your job offer health care insurance paid by the employer?		
	Frequency	Percent
Yes	211	61.2
Part of health care is paid by the employer	25	7.2
No	106	30.7
Don't know	3	0.9
Total	345	100.0

Table 39: Frequency Distribution Q35: Does your job offer reimbursement for education and training courses?		
	Frequency	Percent
Yes	184	53.3
No	147	42.6
Don't know	14	4.1
Total	345	100.0

Table 40: Frequency Distribution Q36: Does your job offer a retirement plan?		
	Frequency	Percent
Yes	241	69.9
No	99	28.7
Don't know	5	1.4
Total	345	100.0

Table 41: Frequency Distribution Q37: Does your present job offer advancement potential?		
	Frequency	Percent
Yes	251	72.8
No	89	25.8
Don't know	5	1.4
Total	345	100.0

Table 42: Frequency Distribution Q38: How far do you live from your place of employment?		
	Frequency	Percent
0 - 5 miles	180	46.2
6 – 10 miles	71	18.2
11 – 20 miles	50	12.8
21 – 30 miles	23	5.9
31 – 50 miles	24	6.2
More than 50 miles	16	4.1
Work at home	24	6.2
Don't know	2	0.5
Total	390	100.1

Table 43: Frequency Distribution Q39: How did you get to work last week?		
	Frequency	Percent
Car, truck, or van	352	95.9
Airplane	2	0.5
Didn't go to work last week, but when I go to work, I drive	1	0.3
Didn't work last week	1	0.3
Walk to work	8	2.2
Works at home	1	0.3
Don't know	2	0.5
Total	367	100.0

Table 44: Frequency Distribution Q39A: Did you drive your own vehicle?		
	Frequency	Percent
Own vehicle	317	91.1
Rode with someone else	4	1.1
Company car	24	6.9
Relative's car	1	0.3
Rental car	2	0.6
Total	348	100.0

Table 45: Frequency Distribution Q40: How reliable is the transportation you use to work? Would you say very reliable, somewhat reliable, or not at all reliable?		
	Frequency	Percent
Very reliable	328	91.4
Somewhat reliable	27	7.5
Don't know	3	0.8
Refused/ call continued	1	0.3
Total	359	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	2	22.2
No	7	77.8
Total	9	100.0

Table 47: Frequency Distribution Q40C: How so?		
	Frequency	Percent
It's hard to find a ride. Cabs are too expensive.	2	100.0
Total	2	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	69	17.7
No	321	82.3
Total	390	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	14	10.4
Contacted public employment agency	8	6.0
Contacted private employment agency	3	2.2
Contacted friends or relative	13	10.0
Contacted school/university employment center	3	2.2
Sent out resumes/filled out applications	30	22.4
Placed or answered ads	8	6.0
Looked at ads	30	22.4
Attended job training programs/courses	2	1.5
Surfed the internet	23	17.2
Total	134	100.3

Table 50: Frequency Distribution Q42A: Please tell me the primary reason that you are looking for another job?		
	Frequency	Percent
Better pay	30	44.1
Better benefits	6	8.8
Want to work closer to home	1	1.5
Family responsibilities	3	4.4
Change in career	12	17.6
Other	16	23.5
Total	68	99.9

Table 51: Frequency Distribution Q42B: How much pay are you looking for per hour?		
	Frequency	Percent
\$6 - \$8	3	9.4
\$8.01 - \$10	4	12.5
\$10.01 - \$15	9	28.1
\$15.01 - \$20	8	25.0
\$20.01 - \$25	1	3.1
\$25.01 - \$30	2	6.3
\$30.01+	3	9.4
Don't know	2	6.3
Total	32	100.1

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	24	6.2
B/w 5% and 10%	49	12.6
B/w 10% and 15%	71	18.3
B/w 15% and 20%	64	16.5
More than 20%	104	26.7
Not interested at any increase	60	15.4
Other	9	2.3
Don't know	7	1.8
Refused/ call ended	1	0.3
Total	389	100.1

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	22	10.5
B/w 5% and 10%	35	16.7
B/w 10% and 15%	30	14.3
B/w 15% and 20%	23	11.0
More than 20%	42	20.0
Not interested at any increase	45	21.4
Don't know	13	6.2
Total	210	100.1

Table 54: Frequency Distribution Q44: How far are you willing to commute to a place of employment?		
	Frequency	Percent
0 - 5 miles	33	8.5
6 – 10 miles	52	13.3
11 – 20 miles	75	19.2
21 – 30 miles	88	22.6
31 – 50 miles	79	20.3
More than 50 miles	48	12.3
Don't know	14	3.6
Refused/ call continued	1	0.3
Total	390	100.1

Table 55: Frequency Distribution Q44A: Is your transportation reliable enough to allow you to commute that far everyday?		
	Frequency	Percent
Yes	222	96.5
No	4	1.7
Don't know	2	0.9
Refused/ call continued	1	0.4
Refused/ call ended	1	0.4
Total	230	99.9

Table 56: Frequency Distribution Q44B: Why is that?		
	Frequency	Percent
Does not have transportation	2	28.6
Need another car	1	14.3
Need to get a tune up	1	14.3
Very old car	1	14.3
Don't know	2	28.6
Total	7	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	36	22.5
Unreliable transportation, for example your car breaks down	7	4.4
Don't wish to drive that much	28	17.5
Gas prices	62	38.9
Takes too much time	18	11.3
Other	9	5.6
Total	160	100.2

Table 58: Frequency Distribution Q45A: How does your transportation need to be better?		
	Frequency	Percent
A new car, I've had it for 17 years	1	12.5
Car is broken down at the moment	1	12.5
Fix car	4	50.0
If I had someone who would drive me further out	1	12.5
Needs to be in better shape and be more mechanically sound	1	12.5
Total	8	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	181	46.6
2	103	26.5
3	61	15.7
4	15	3.9
5	7	1.8
6	5	1.3
7	3	0.8
8	1	0.3
More than 8	3	0.8
0	7	1.8
Don't know	2	0.5
Total	388	100.0

Table 60: Frequency Distribution Q47: Have you been doing anything to find work during the last four weeks?		
	Frequency	Percent
Yes	16	29.1
No	39	70.9
Total	55	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	2	6.1
Contacted public employment agency	2	6.1
Contacted friends or relatives	7	21.2
Contacted school/university employment center	3	9.1
Sent out resume/sent out application	5	15.2
Checked union/professional registers	1	3.0
Placed or answered ads	2	6.1
Looked at ads	7	21.2
Surfed the internet	4	12.1
Total	33	100.1

Table 62: Frequency Distribution		
Q49: Last week, could you have started a job if one had been offered?		
	Frequency	Percent
Yes	14	93.3
Don't know	1	6.7
Total	15	100.0

Table 63: Frequency Distribution		
Q50: Have you been looking for full-time work of 35 hours or more per week?		
	Frequency	Percent
Yes	11	68.8
No	5	31.3
Total	16	100.1

Table 64: Frequency Distribution		
Q52: What is the main reason you were not looking for work during the last four weeks?		
	Frequency	Percent
Employers think too young or too old	1	2.4
Child care responsibilities/problems	2	4.9
Family responsibilities	10	24.4
In school or other training	8	19.5
Ill-health, physical disability	6	14.6
Doesn't want to work	4	9.8
Don't hire this time of year	1	2.4
House sitting	1	2.4
Nothing has been appealing to look for any kind of new work	1	2.4
Retired	2	4.9
Taking time off	4	9.8
Don't know	1	2.4
Total	41	99.9

Table 65: Frequency Distribution		
Q53: Did you look for work at any time during the last twelve months?		
	Frequency	Percent
Yes	24	14.5
No	141	84.9
Refused/call continued	1	0.6
Total	166	100.0

Table 66: Frequency Distribution		
Q54: Did you actually work at a job or a business during the last twelve months?		
	Frequency	Percent
Yes	39	23.4
No	127	76.0
Refused/call continued	1	0.6
Total	167	100.0

Table 67: Frequency Distribution Q55: What is the main reason you left your last job?		
	Frequency	Percent
Personal, family (including pregnancy)	20	11.8
Return to school	15	8.9
Health	17	10.1
Retirement	73	43.2
Temporary, seasonal or intermittent job completed	4	2.4
Slack work or business conditions	7	4.1
Unsatisfactory work arrangements (hours, pay, etc.)	6	3.6
Never had a job	4	2.4
Pay	4	2.4
Relocated	2	1.2
Other	15	8.9
Don't know	1	0.6
Refused/call continued	1	0.6
Total	169	100.2

Table 68: Frequency Distribution Q56: Do you intend to look for work during the next twelve months?		
	Frequency	Percent
Yes	32	19.3
No	122	73.5
Don't know	10	6.0
Refused/call continued	1	0.6
Refused/call ended	1	0.6
Total	166	100.0

Table 69: Frequency Distribution Q57: What best describes your situation at this time? For example, are you disabled, ill, in school, taking care of house or family, or something else?		
	Frequency	Percent
Disabled	1	2.9
In school	20	57.1
Taking care of house or family	9	25.7
Other	4	11.4
Refused/call continued	1	2.9
Total	35	100.0

Table 70: 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	121	31.1
Private or Profit company	159	40.9
Non-profit organization (include tax exempt and charitable organizations)	35	9.0
Self-employed	56	14.4
Working in family business	9	2.3
Other	2	0.5
Don't know	5	1.7
Refused/ call continued	2	0.5
Total	389	100.4

Table 71: Frequency Distribution Q59: Were you working for federal, state, or local government?		
	Frequency	Percent
Federal	56	45.9
State	41	33.6
Local	25	20.5
Total	122	100.0

Table 72: Frequency Distribution Q60: What kind of business or industry are you in?		
	Frequency	Percent
Agriculture	21	7.8
Mining	1	0.4
Construction	12	4.5
Manufacturing	12	4.5
Transportation, communications, or public utility	8	3.0
Wholesale or retail trade	35	13.1
Restaurants	14	5.2
Legal Services	1	0.4
Health and medical services	38	14.2
Education services	3	1.1
Business and Accounting services	2	0.7
Engineering and Technical services	12	4.5
Personal services or recreational services	16	6.0
Finance, insurance, or real estate	15	5.6
Government (including education)	1	0.4
Other	69	25.7
Don't know	1	0.4
Refused/ call continued	3	1.1
Refused/ call ended	4	1.5
Total	268	100.1

Table 73: Frequency Distribution Q61: What kind of work do you do, that is what is your occupation?		
	Frequency	Percent
Enter response	379	98.4
Don't know	1	0.3
Refused/ call continued	5	1.3
Total	385	100.0

Table 74: Frequency Distribution Q62: What are your usual activities or duties at this job? For example typing, keeping account books, operating printing press, laying brick.		
	Frequency	Percent
Enter response	378	98.2
Don't know	4	1.0
Refused/ call continued	3	0.8
Total	385	100.0

Table 75: Frequency Distribution Q63: What other skills do you have that are not involved in this employment?		
	Frequency	Percent
Enter response	317	82.1
Don't know	63	16.3
Refused/ call continued	4	1.0
Refused/ call ended	2	0.5
Total	386	99.9

Table 76: Frequency Distribution Q63A: If respondent mentions any computer skills		
	Frequency	Percent
Computer skills mentioned	55	14.4
No computer skills mentioned	328	85.6
Total	383	100.0

Table 77: 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	28	48.3
Spreadsheet analysis, such as Lotus or Excel	4	6.9
Bookkeeping, such as Quicken	4	6.9
Computer assisted design	4	6.9
Website development	5	8.6
Troubleshooting machines	1	1.7
Maintains a computer network	2	3.4
Develops own software applications	1	1.7
Other	8	13.8
Don't know	1	1.7
Total	58	99.9

Table 78: Frequency Distribution Q63C: What other computer skills do you have?		
	Frequency	Percent
Word processing, such as using MS-Word	34	24.1
Spreadsheet analysis (Excel, Lotus)	39	27.7
Bookkeeping (Quicken)	16	11.3
Computer assisted design (CAD)	6	4.3
Website development	9	6.4
Work on machines, troubleshooting	12	8.5
Maintains a computer network	8	5.7
Computer programming (C, SAS, SPSS)	12	8.5
Develops own software applications	3	2.1
Don't know	2	1.4
Total	141	100.0

Table 79: 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	354	92.4
Temporary	25	6.5
Don't know	3	0.8
Refused/ call continued	1	0.3
Total	383	100.0

Table 80: Frequency Distribution Q65: Would you like a permanent job?		
	Frequency	Percent
Yes	20	80.0
No	5	20.0
Total	25	100.0

Table 81: 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	108	28.0
No	270	70.3
Don't know	5	1.3
Refused/ call ended	1	0.3
Total	384	99.9

Table 82: 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	35	31.3
Have had additional job training and/or education	9	8.0
Current job does not require my training and/or education	32	28.6
Had a previous job where I earned more income	3	2.7
Other	26	23.2
Don't know	6	5.4
Refused/call continued	1	0.9
Total	112	100.1

Table 83: Frequency Distribution		
Q68: Have you had jobs in the past which better utilized your skills and education?		
	Frequency	Percent
Yes	71	64.5
No	37	33.6
Don't know	2	1.8
Total	110	99.9

Table 84: Frequency Distribution		
Q69: What type of job or jobs have you had in the past which required more skill and/or education?		
	Frequency	Percent
Enter response	68	97.1
Refused/call continued	2	2.9
Total	70	100.0

Table 85: 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	47	66.1
No	24	33.8
Total	71	99.9

Table 86: Frequency Distribution		
Q71: Would you change jobs so you could better utilize your skills?		
	Frequency	Percent
Yes	76	69.0
No	29	26.4
Don't know	5	4.5
Total	110	99.9

Table 87: Frequency Distribution		
Q72: Would you be willing to undertake job training associated with a new employment opportunity?		
	Frequency	Percent
Yes	94	85.5
No	8	7.3
Don't know	6	5.5
Refused/ call ended	2	1.8
Total	110	100.1

Table 88: Frequency Distribution		
Q73: Do you generally work daytime or evening hours?		
	Frequency	Percent
Daytime	339	88.5
Evening	40	10.4
Refused/ call continued	3	0.8
Refused/ call ended	1	0.3
Total	383	100.0

Table 89: Frequency Distribution		
Q73A: Would you like a job where you could work during daytime hours?		
	Frequency	Percent
Yes	23	57.5
No	17	42.5
Total	40	100.0

Table 90: Frequency Distribution Q74: How much formal education have you completed?		
	Frequency	Percent
Less than high school	46	7.9
High school	204	34.9
Some college	179	30.6
Associate degree	26	4.4
Bachelor of Science degree	55	9.4
Bachelor of Arts degree	32	5.5
Postgraduate degree (masters, PhD, JD,MD)	41	7.0
Don't know	1	0.2
Refused/call continued	1	0.2
Total	585	100.1

Table 91: Frequency Distribution Q75: Did you receive your Associate's degree in Oklahoma?		
	Frequency	Percent
Yes	11	44.0
No	14	56.0
Total	25	100.0

Table 92: Frequency Distribution Q75A: In which state did you receive your associate's degree?		
	Frequency	Percent
Alabama	1	6.3
Kansas	1	6.3
California	1	6.3
Germany	2	12.5
Hawaii	2	12.5
Maryland	3	18.8
Ohio	1	6.3
Texas	5	31.3
Total	16	100.3

Table 93: Frequency Distribution Q76: Did you receive your bachelor's degree in Oklahoma?		
	Frequency	Percent
Yes	104	81.3
No	24	18.8
Total	128	100.1

Table 94: Frequency Distribution		
Q76A: In which state did you receive your bachelor's degree?		
	Frequency	Percent
Alabama	2	7.7
Arkansas	1	3.8
California	2	7.7
Georgia	2	7.7
Germany	1	3.8
Illinois	2	7.7
Kansas	1	3.8
Louisiana	1	3.8
Missouri	2	7.7
Massachusetts	2	7.7
New York	2	7.7
Tennessee	1	3.8
Texas	7	26.9
Total	26	99.8

Table 95: Frequency Distribution		
Q77: Did you receive your highest post graduate degree in Oklahoma?		
	Frequency	Percent
Yes	25	61.0
No	16	39.0
Total	41	100.0

Table 96: Frequency Distribution		
Q77A: In which state did you receive your highest graduate degree?		
	Frequency	Percent
Alabama	2	12.5
Arizona	1	6.3
California	2	12.5
California & Alaska	1	6.3
Colorado	1	6.3
Georgia	1	6.3
Idaho	1	6.3
Missouri	1	6.3
South Dakota	1	6.3
Texas	5	31.3
Total	16	100.4

Table 97: Frequency Distribution		
Q78: In addition to your formal education, have you ever received vocational training, apprentice training, or special professional training?		
	Frequency	Percent
Yes	240	53.3
No	210	46.7
Total	450	100.0

Table 98: Frequency Distribution		
Q79: Have you received special training on the job training other than the usual introductory job training?		
	Frequency	Percent
Yes	5	100.0
Total	5	100.0

Table 99: Frequency Distribution		
Q80: Are you currently enrolled in school or a special training program?		
	Frequency	Percent
Yes	8	38.1
No	13	62.0
Total	21	100.1

Table 100: Frequency Distribution		
Q81: Did the training you told me about cause a change in your employment status?		
	Frequency	Percent
Yes	102	43.4
No	130	55.3
Don't know	3	1.3
Total	235	100.0

Table 101: Frequency Distribution Q82: How so?		
	Frequency	Percent
Promotion	35	99.6
Increase in pay at present job	29	21.6
Different job w/the same employer	11	8.2
Different job w/ a new employer	16	11.9
Help retain current job	34	25.4
No change	1	0.7
Allowed her to start her own business	1	0.7
Employed right out of school	1	0.7
Helped to work with her husband	1	0.7
More responsibilities	2	1.5
Taught about people that need help	1	0.7
Trade school, truck, painting aircrafts, owning own companies, 4 to 5	1	0.7
Work better	1	0.7
Total	134	99.6

Table 102: Frequency Distribution Q83: Do you anticipate that this schooling or training you have told me about will change your employment status?		
	Frequency	Percent
Yes	2	25.0
No	2	25.0
Don't know	4	50.0
Total	8	100.0

Table 103: Frequency Distribution Q84: How so? (If respondent hesitates, check all that apply.)		
	Frequency	Percent
Increase in pay at present job	1	50.0
Different job with a new employer	1	50.0
Total	2	100.0

Table104: Frequency Distribution Q85: What is your current marital status?		
	Frequency	Percent
Married	387	64.4
Widowed	45	7.5
Divorced	57	9.5
Separated	4	0.7
Never married	105	17.5
Refused/ call continued	3	0.5
Total	601	100.1

Table 105: 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	104	26.7
Not working outside the home, but seeking work	3	0.8
Working part-time outside the home	30	7.7
Working full-time outside the home	252	64.8
Total	389	100.0

Table 106: Frequency Distribution Q87: Are you attending a school full or part-time?		
	Frequency	Percent
Yes, a full-time student	54	9.0
Yes, a part-time student	33	5.5
No, not a student	515	85.5
Total	602	100.0

Table 107: Frequency Distribution Q88: What type of school are you attending?		
	Frequency	Percent
Four year college/university	49	55.7
Junior college	7	8.0
Vocational technical school	7	8.0
High school; GED classes	19	21.6
Graduate school	1	1.1
Home courses	1	1.1
Learning school	1	1.1
Seminary	1	1.1
Refused	2	2.3
Total	88	100.0

Table 108: Frequency Distribution Q89: Would you like to pursue additional education or obtain additional training now or in the future?		
	Frequency	Percent
Yes	338	56.2
No	249	41.4
Don't know	14	2.3
Total	601	99.9

Table 109: Frequency Distribution Q89A: What type of education or training?		
	Frequency	Percent
Bachelor's degree	107	31.8
Graduate school or professional degree	62	18.4
Vocational/technical school	48	14.2
Computer related training	32	9.5
Other	51	15.1
Don't know	35	10.4
Refused/ call continued	2	0.6
Total	337	100.0

Table 110: Frequency Distribution Q90: Including yourself, how many persons in your household are 18 years or older?		
	Frequency	Percent
1	62	18.3
2	211	62.2
3	47	13.9
4	10	2.9
5	6	1.8
Refused/ call continued	3	0.9
Total	339	100.0

Table 111: Frequency Distribution Q91: How many persons 18 years or older in your household are employed or self-employed, including yourself?		
	Frequency	Percent
1	201	33.4
2	252	41.9
3	17	2.8
4	5	0.8
5	1	0.2
0	123	20.4
Don't know	1	0.2
Refused/call continued	3	0.5
Total	602	100.2

Table 112: 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	215	35.8
No	384	63.9
Refused/ call continued	2	0.3
Total	601	100.0

Table 113: Frequency Distribution Q93: Do you have difficulty obtaining care for your children so that you can work?		
	Frequency	Percent
Yes	41	19.1
No	173	80.5
Don't know	1	0.5
Total	215	100.1

Table 114: 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	12	14.3
I can't work nights or weekends because I can't get child care	17	20.2
I can't find care at all for one or more of my children	8	9.5
I can't find care for my infant or toddler	7	8.3
I need better quality care than I am getting now	13	15.5
I can't earn enough to get child care	23	27.4
Don't know	3	3.6
Refused / call continued	1	1.2
Total	84	100.0

Table 115: 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	179	48.1
No	177	47.6
Refused / call continued	16	4.3
Total	372	100.0

Table 116: Frequency Distribution Q96: Please stop me when I read your hourly pay rate.		
	Frequency	Percent
Less than \$6.75	22	12.2
\$6.75 to 8.49	32	17.8
\$8.50 to 9.99	22	12.2
\$10.00 to 11.24	16	8.9
\$11.25 to 13.24	13	7.2
\$13.25 to 15.74	19	10.6
\$15.75 to 19.24	14	7.8
\$19.25 to 24.24	11	6.1
\$24.25 to 43.24	14	7.8
\$43.25 to 60.00	3	1.7
More than \$60.00	1	0.6
Don't know	4	2.2
Refused/ call continued	9	5.0
Total	180	100.1

Table 117: Frequency Distribution Q97: Please stop me when I read your annual pay or salary.		
	Frequency	Percent
Less than \$14,000	10	5.6
\$14,001 to 18,000	7	3.9
\$18,001 to 21,000	9	5.1
\$21,001 to 23,000	5	2.8
\$23,001 to 28,000	15	8.4
\$28,001 to 33,000	24	13.5
\$33,001 to 40,000	22	12.4
\$40,001 to 50,000	18	10.1
\$50,001 to 90,000	38	21.3
\$90,001 to 125,000	3	1.7
More than \$125,000	4	2.2
Don't know	16	9.0
Refused / call continued	7	3.9
Total	178	99.9

Table 118: Frequency Distribution Q98: Does any of your salary come from tips or commissions?		
	Frequency	Percent
Yes	17	9.6
No	160	90.4
Total	177	100.0

Table 119: Frequency Distribution Q99: About what percentage would you say?		
	Frequency	Percent
2	1	5.6
5	2	11.1
10	2	11.1
20	1	5.6
25	1	5.6
35	1	5.6
40	1	5.6
50	2	11.1
100	4	22.2
Don't know	3	16.7
Total	18	100.2

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	59	81.9
No	10	13.9
Don't know	3	4.2
Total	72	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	53	84.1
No	6	9.5
Don't know	4	6.3
Total	63	99.9

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	10	17.5
No	43	75.4
Don't know	4	7.0
Total	57	99.9

SURVEY FREQUENCY RESULTS

Open-Ended Data

Table : Frequency Distribution
Q51: What was your occupation in the last job you held?

Comment	Frequency
Accounting	2
Administrative	1
Baby sitting and drawing disability	1
Builder	1
Cafeteria worker	1
Care giver	1
Carpenter	1
Cashier at Wal-Mart	1
Child care	2
Cook	2
Cook and dish washer	1
Cosmetologist, hair dresser	1
Customer service	1
Drive cars part-time	1
Electrical	4
Electronics	2
Factory	1
Fast food	2
Firefighter	1
Hair stylist	2
Journalist	1
Kitchen help	1
LPN	1
Medical technologist	1
Musician	4
Never held a job	4
Nurse	1
On site representative	1
Photo-quick clerk	1
Ran a snack bar	1
Sales associate at Wal-Mart	2
Sales clerk	1
Seasonal part-time job	1
Secretary	3
Stocker at Sam's	1
Superintendent	1
Supervisor at security company	1
Teacher	1
Truck driver	1
Wash dishes	2
Welder	2
Working at Beaver tool	1
Total	54

Table : Frequency Distribution

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

Comment	Frequency
Academic counselor	1
Accountant	8
Administration technician	3
Administrative assistant	2
Aircraft mechanic	2
AP clerk, loan and credit	1
Appointment setter	2
Agriculture field inspector	2
Army	3
Army recruiter	2
Army reserve technician	1
Artillery officer	2
Assembly	1
Assistant manager	3
Assistant manager at a hotel	1
Auctioneer	1
Auto upholstery	1
Bank	1
Barber	2
Barn manager	4
Bookkeeper	2
Brake and shear operator	2
Breeder	1
Builder	1
Bursar	1
Business administrator	2
Business manager for medical	2
Business owner	1
Busing operator	1
Buyer	1
Cafeteria cook for school	1
Candle maker	1
Carpenter	2
Cars salesman/general manager	2
Cashier and manager	3
Certified medical assistant	3
Chef/caterer	1
Chemist	1
Clean houses	1
Clean schools	1
Clerk	1
Client advocate	1
Co-manager	1
Computer	1
Computer tech	1
Construction	2

Consultant	1
Contractor	2
Cook	10
Correctional officer	2
Cosmetologist	1
Counselor	2
Court clerk	1
Crew member at McDonald's	2
Customer service and sales	3
Customer service manager	1
Data processing	1
Day care provider	1
Dentistry	1
Dental hygienist	1
Deportation officer	2
Deputy	1
Dietary manager	1
Director	1
Dispatch	1
District manager	1
DJ , and account rep	1
Documentation specialist	1
Don't want to say	1
Drilling superintendent	1
Driver	2
Dry wall work	1
Educational consultant	1
Electrician apprentice	2
Electronics	2
Enhancer	2
Environmental field tech	1
Equipment supervisor	2
Executive director	1
Factory worker	1
Farmer	7
Field artillery	2
Filing clerk	1
Filter installation	1
Finance	3
Firefighter	2
Floor installer	2
Funeral director	1
Gas plant superintendent	1
Glazers	1
Government finance	1
Graphic designer	1
Groomer	1
Groundskeeper	3
Hair stylist	1
Head bookkeeper	1

Health worker	1
Heavy equipment operator	4
High school principal	1
Home business skin care sales	1
Home health care personal care assistant	1
Homecare giver	1
Hospice RN	1
Hostess	1
House cleaner	2
Housekeeper and tutor	1
Human resources	4
Infantry	3
Information Services, computers	1
Instructor	2
Insurance agent	4
Internet sales	2
Inventory control	1
Janitor	1
Janitor/cook	1
Job developer	1
Journeyman, lineman	2
Just a hand	2
K-9 supervisor for the sheriff department.	1
Kitchen helper	1
Lab supervisor	1
Lab tech	1
Lease operator	1
Lease operator and welder	1
Librarian	1
Licensed clinician	1
Lime locator	2
Loan officer	2
Loan secretary	1
LPN	4
Machine operator	1
Maintenance	5
Maintenance, janitor	2
Manager	8
Mechanic	2
Medical Technologist	1
Medical transcriptionist	3
Military	5
Movie rental	1
Nanny	2
News director at radio station	1
Nurse	7
Nurse assistant	2
Office	1
Office and sales	1
Office manager	6

Operator	2
Order filler	1
Orthotic and prosthetic practitioner	1
Overdraft clerk	2
Overnight stocker	1
Owner	9
Owner and operator of farm	2
Paper delivery	1
Pastor	3
Patient services assistance	1
Payroll, human resource employee	2
Pharmacist	2
Physician	1
Piano teacher	1
Pizza maker	4
Plumber's helper	2
Plumbing	2
Police officer	2
Post office employee	1
Pre-school teacher	1
Process control	2
Process engineer	2
Professional	1
Proof operator	1
Public relations, electronic desktop publishing	1
Quality Assurance	2
Quality Control	2
Radar technician	4
Radiographer	1
Raise race horses	1
Rancher	3
Ret. Agricultural research scientist	1
Riverboat pilot	2
RN	5
RN at school	1
Road worker	1
Running main water lines	2
Runs the business	1
Sales	10
Sales clerk	1
Sales finance	1
School bus driver	1
Secretary	10
Senior computer technician	4
Server, cashier	1
Service department	4
Service technician	2
Shop foreman	2
Sleep lab technician	1
Social worker	2

Star base Instructor	1
Substitute teacher	1
Superintendent	1
Supervising president	1
Supervisor	4
Teacher's aid	2
Teacher	20
Technical support analyst	1
Technician	2
Teller supervisor	1
Temporary employment agency	1
Traffic officer	2
Truck driver	3
Tutor and micro lab assistant	2
Varies	1
Veterinarian	1
Vocational program coordinator	1
Vocational rehabilitation counselor, job developer	1
Waitress	3
Weatherization crew supervisor	1
Welder, fabricator	2
Welder, truck driving...variety of stuff	2
Work for fun, retired, contented with what I do.	1
Youth minister	2
Total	379

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

Comment	Frequency
Accounting	9
Administration	2
Answer phone and accounts receivable	1
Answer phone, wait on customers, wrap gifts, count money	1
Answer phones and other clerical work	3
Answer the phone, a lot of work on computers.	2
Answering phone, computer input, receivables, waiting on customers	1
Answering the phone, typing, relaying messages, setting up appointments, billing work	1
Answers phones, filing taxes, accounts payable & accounts receivable	2
Anything that is needed	6
Army musician	2
Arrest aliens	2
Assist in the organization of heavy equipment	2
Assist students	1
Assisting older people	1
Baby-sit	1
Barn goddess	1
Base maintenance	4
Billing, invoices, proposals, answering the telephone	1

Blood pressure, taking care of residents	1
Bookkeeping	2
Bookkeeping, audits do taxes.	1
Bookkeeping, orders, and receiving.	1
Bookkeeping, payroll, orders	1
Bookkeeping, purchasing, hiring, firing, sales, maintenance	1
Books, music, preaching, counseling	1
Broadcast network, technician	2
Broadcasting	1
Budget	1
Build, estimate, get the materials and takes care of all the business	1
Building	2
Bus parts for the factory	1
Buy raw materials, payroll, sales pitch	1
Calls for appointments and do the set work that was scheduled for the appointment.	2
Can't get into that	1
Care for an elderly woman	1
Care for patients	1
Carry out lesson plans teacher leaves	1
Case manager, directs new patient entry	1
Cash register and food preparation	2
Check out the customers, put items back in their place	1
Chemical plant	1
Clean up registers and check people out	1
Cleaning houses	1
Cleaning patients and running errands	1
Collect the money, send the bills out, volunteer cook	1
Computer orders and inventory control	1
Computer work	2
Computer work, diagnose problems, builds computers etc.	2
Computer work, patient care	1
Cook and clean	2
Cook breakfast and lunch for the school kids, & clean up	1
Cooking	1
Cooking, cleaning, giving breaks to teachers	1
Cooking, food service	2
Cooking, washing dishes, mopping, preparing and serving food	1
Cooks, cleans, and bookkeeping...	1
Coordinate jobs, order parts and oversee jobs	2
Correspondence, run the office	1
Counsel students, college planning, scheduling, college testing	1
Counseling	1
Court	1
Customer service	4
Customer service cash register	1
Customer service, nursing home field	1
Cut hair and make people happy	2
Cut up sheet metal	2
Cutting hair and so forth	1
Day shift supervisor	1

Delivering mail	1
Direct sales	1
Directing funerals, embalming	1
Dispense medication	1
Do training on computers	1
Do vital signs, like blood pressure and blood sugar, find the health needs of our Indian people.	1
Do what clients can't do for themselves, bathing, cooking, etc.	1
Don't speed, no accidents, no red lights and stay awake.	2
Download information, check wells, oversee construction	1
Drive forklift, a little bit of everything, environmental technician	1
Drive tractor, milk cows, and other farmer stuff	1
Drive trucks	4
Drives bus	1
Drives the church bus	1
Driving trucks, maintenance	1
Dry wall worker	1
Educate, grounds duty, & cafeteria duty	1
Emergency assessments for 8 counties in western OK	1
Employee and labor relations	1
Environmental work	1
Equipment operator	2
Evaluate contractors	2
Feed animals, harvest hay for the winter, fertilizers	1
Feeding animals, cleaning and taking care of dogs and cows	1
Feeding cattle	1
Feeding cattle, repairing fences	1
File orders	1
File, delivery, sorting	1
Filing, mailroom	1
Filling paper machines, and delivering to residents	1
Fire launch systems	2
Fix foods	1
Fixing whatever someone screws up	2
Fuel up the dozer	2
Full-time nanny	1
Gate duties at our school, teaching obligations, write test questions for math section for different states with a writing job.	1
General management	1
Give medicine	1
Go around and fix things.	2
Grain warehouse examiner, inspect grains	2
Greet the customers and assist them	1
Groom, manage employees, and manage inventory and watch over dogs and cats, and give advice.	1
Hair styling	1
Health care	1
Health screening, workers comp for employees, keeps track of health records	1
Help cook and make sure they have everything they need to feed all the students	1
Help deliver babies	1
Help maintain individual's teeth and oral cavity	1

Help students, prepare media, clean up test tubes	2
House work	1
I check people out at the checkout counter	1
ICU	1
In charge of business	1
In charge of technology with TV, supplies, cameras and other supplies.	1
In the production, ship it out, high tech machine, operated by computers every part of it goes to truck and they ship it. Products like dog food.	2
Inside wireman	2
Inspect laboratory tests and make sure employees follow the OK state lab protocols	1
Inspecting tires	2
Install filters	1
Instruct students	1
Instruction in my classroom, attending dances and other school functions.	1
Instructional classes, one-on-one individual counseling.	1
Interacting with clients	1
Interview potential candidates	1
Inventory, management and small amount finance	2
Inventory, replenishment orders, everything a manager does	2
Investigate cases of abuse and neglect, check nursing facilities	1
Keep inmates inside the cell.	2
Keep track of youth budget, youth activities	2
Labor and delivery nurse	1
Laboratory testing	1
Law enforcement	2
Law enforcement through K-9 department, supervising 50 deputies.	1
Layout design, illustration, photography, troubleshooting, printing press	1
Liaison	2
Light duty	1
Loans	1
Locate underground utilities	2
Looks for work for drivers	1
Maintain and report all expenditures	1
Maintain specifications to the engineering blueprint of parts, perform changeovers	1
Maintains and audits pay for soldiers	1
Maintenance	2
Maintenance, electrical	4
Make appointments and make sure everything is going the way it's supposed to	2
Make candles, display and deliver	1
Make pizza	4
Make sure the kids get medicine, are fed, do homework, and take care of house	2
Make sure the wells aren't producing water our gas	1
Make the drinks for the residence, and staff, do dishes, and start breakfast, set up tables, main kitchen, keep food for the day, whatever the cook needs me do, and serve food. Clean-off dishes. At: Wal-mart: take out trash, clean bathroom	2
Making PVC pipes	2
Making sure soldiers are where they need to be	1
Manage a supply point of equipment, maintenance	4
Manage the department	2
Manage training, monitor employees and work being done, write reports	1
Mechanic work, welding, painting, automobile painting, stock market, cattle, & wheat, etc.	2

Medical records	1
Motor unit	2
Mowing grass, policing the grounds	1
Mowing, fixing fences, repairing equipment, that sort of thing.	1
Office manager - keeps up with bills, payroll, & accounts payable	1
Office work	1
Offices, invoices, post invoices, balance receivable, and payable, answering phones, posting payroll, change tables, run errands	1
Oil rig drills, oil field repair.	1
Operate cash register, paper work, supervising, general maintenance etc.	2
Operate oil field leases	1
Operates a simulator	1
Operations manager	2
Operation orders, going to Iraq	2
Orders and purchases supplies	1
Organizing the barn	4
Paper work and bookkeeping	1
Pass out medication	1
Patient care	4
Patient care, charting, assessments, emergency management	2
Patient/client evaluation design determination for orthodic or prosthetic service	1
Pay all bills, make and maintain loan, do credit	1
Pay bills, send out billings, answer phones	1
Pay bills, wait on customers if needed	1
Payroll corporate reports, general administration	1
Perform sleep studies	1
Performing payroll for all employees, and health benefits	1
Phone calls and going to high schools.	2
Pick up checks and run them through a computer	1
Pick up trailer and deliver to our yard lot	1
Pilots river boat	2
Plant trees and flowers	2
Plumber's helper	2
Practice law	1
Pre/post op patients	1
Preparation, customer service, cash register	1
Prepare food for the students and serve them	1
Price inventorial diamonds	1
Process development	2
Process reports and pass data to units	2
Processes loans	2
Program development for advertisement	2
Program director for Hospice	1
Project manager	2
Prospect people in financial plans for investments, insurance and other means of financial planning.	1
Provide services for the community: car dealing, lawn servicing and train individuals with disability.	1
Put in charges	1
Puts finishing on parts	1
Putting in residential windows, commercial doors	1

Raise cattle	1
Rebuilding airplanes	2
Record keeping	1
Referee between physicians	1
Refunds and exchange	1
Registration, medical records, customer service	1
Repair and maintain automation equipment	4
Repair work	2
Replace doors windows insulate houses	1
Responsible for shift operation	1
Review inmate files to determine judicial review eligibility	1
Ring up customers	2
Run bursar office	1
Run day to day operations	2
Run kitchen	1
Running the shop	2
Safety coordinator, forklift safety coordinator, general maintenance	2
Sales	2
Schedule employees	1
Scheduling, accounting, and book work.	1
Secretarial	2
Secretarial duties, teller supervisor, public relations	1
Secretary, & weighs trucks & takes care of accounts & inventory	1
See customers, get them drinks, bus tables and clean	1
See patients	1
Sell advertising and put paper together, talk to clients, design ads, lay out paper, deliver some of the papers, promote paper	1
Sell and maintain insurance account	1
Sell books through home shows for schools and libraries	1
Sell jewelry, solicit	1
Selling	4
Selling goods. going to schools and talking to coaches	1
Selling, stocking, register	1
Service to customer, sales	1
Set up everything for an auction	1
Sitting at a desk	1
Soldier duties	4
Staff officer	2
Start IVs, medication, taking care of patients	1
State veterinarian	1
Stocking	1
Supervise	7
Supervise activities, enrollment	1
Supervise patrol officers check paper work	2
Supervise personnel, procurement	1
Supervise staff to organize fundraising activities	1
Supervises in the microbiology dept.	1
Supervises waste plant	2
Supervising drilling rigs	1
Support person, fix machines, help people use computers, lots of paperwork	1
Sweep, mop, take out trash, dust, and clean the bathrooms	1

Sweep, wash, mop, wash dishes, serve	2
Take care of children	1
Take care of equipment	1
Take care of patients	2
Take care of school transfers, a notary, and takes care of film library	1
Take in victims; give clothing, housing, help get on their feet.	1
Take money, wait on tables	1
Take vitals and check patients	1
Take x-rays	1
Takes orders over the phone and deals with customers	1
Taking care of children.	1
Talking on radio, visit clients to get them to buy advertising	1
Talking to customers	1
Tax preparation, payroll & auditing	1
Teach	21
Team & resources & management	1
Tearing apart and putting back together	1
Tearing down offices and rebuilding them	1
Teller	1
Tending cows, fences, other things on farm	2
Training and instructing	2
Truck driving and operating equipment	1
Tractor driving, handling seed bags, machine maintenance	1
Tutors a disabled child	1
Typing	2
Typing, answering phone, organization skills, transcription and payroll	1
Typing, keeping account books	1
Typing, office work	1
Uses Quicken, provide all-year data for our status	1
Vacuuming, mopping, cleaning, cleaning bathrooms	2
Vehicle repair, dig graves sometimes, transport bodies	4
Wait on tables, bartend, handle bills, customer care.	1
Waiting on customers	2
Waiting on customers, stocking shelves, making orders	1
Waiting tables, cashier	1
Watching children & teaching children educational material	1
Welding, construction	2
Welding, shop foreman, controls everything in the shop	2
What you do in an office, just health care	1
Work with clients who have disabilities to get them employment, training, etc.	1
Work with industries to get programs for American Indians with disabilities	1
Work with kids in the elementary school.	1
Work with the livestock, build fences	1
Works in chemistry dept. in hospital	1
Writes new policies, do renewals, secretarial work	1
Writes personal auto policies	1
Writing	1
Total	378

Table : Frequency Distribution

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

Comment	Frequency
A lot	6
Accounting	4
Accounting and business management, carpentry	2
Administrative skills	1
Agricultural knowledge	4
Airline steward's training	1
Almost a professional counselor	1
Art	3
Art/crafts	1
Artist	1
Assembly line, retail	1
Auto body, mechanic stuff	2
Auto repair	1
Bachelor's degree in Art, minor Humanities	1
Banking	2
Bartender	1
Been a vet	1
Bookkeeper, accountant	1
Buyer at markets	1
Can press, can work retail, can dispatch	1
Caretaker	1
Carpentry, concrete	1
Carpentry, military service	2
Cashier, bookkeeper	1
Certified teacher	1
Chemist teaching	1
Child care	1
Child care, cashier, photography	1
Child care, homemaking, cooking, sewing	1
Cleaning	2
Clerical	3
Clerical optical tech	1
Clerk typist	1
College president, construction manager, college administration	1
Computer programming, truck driving, banking	1
Computer science	1
Computer skills	12
Computer skills, forklift	1
Computer skills, health services	2
Computer skills, worked at a vet	2
Computer, business, accounting	1
Computer, scrap booking	1
Computer, telephone, secretary, worked at the hospital ,and in surgery as unit clerk, worked in distribution	1
Computer, woodworking	4
Construction	1
Construction work, electrical, boil maker work...etc. all fields of construction.	1
Construction work, knowledge of military equipment, worked in lumber industry.	1

Construction, art	1
Construction, carpentry, TV editing	1
Construction, oil fields	2
Construction building	1
Cooking	2
Cosmetology	3
Cosmetology license, phlebotomy certification	1
CPA	1
Crafts	1
Crew Instructor	2
Criminal justice degree	1
Crocheting, gardening, sewing, lots of different things.	1
Customer service	1
Dancer, typing	1
Day care	1
Day care, Wal Mart	1
Dispatcher, receptionist, print shop, computers	1
Don't know	1
Drive certain machines	1
Drives truck, welds, plumbing, electrical work, oil field work and farming	1
Electrical designer	1
Electronics	1
Entrepreneur skills, managerial skills	1
Fabrication, technical automotive repair	2
Farming, health care	1
Fast food, handling money, customer service, storehouse, cash clerk.	1
Firefighter with a Math degree	2
Fireman for the city, trim trees	2
Fisherman, grew up business owner, mechanical electrical	1
General secretarial skills, ten key, bookkeeping, office experience	1
Good communication skills	2
Graphic design	1
Graphics design, artistic	2
Guitar	2
Had a nurse's aid course.	1
Hair dresser	1
Health care	2
Heat/air	2
Home decor	1
I've been employed for 14 years.	1
I can do anything, I just need to be shown how	2
I have a number of certifications	2
Insurance agent	2
Invest in real estate	2
I worked in factory for 4 years.	2
Jewelry business	1
Laborer	1
Landscaper, roofer	1
Law enforcement	2
Library media	1

Logistics	2
Machine work, metal work, assembly lines	1
Machinist	1
Maintenance	2
Management	6
Management, child care	1
Management, retail skills	1
Math	1
Mechanic	4
Mechanic, electrical, and plumbing	1
Mechanic, range land ecologist	1
Mechanical skills and agriculture skills	2
Mechanical, artistic	2
Mechanics, plumbing, electrical	2
Medial physician's assistant	1
Medical	3
Medical skills, clerical, business administration	1
Military experience	1
Music, typing	4
Musical skills	4
None	61
Notary	1
Nurse's aid training	1
Nurse's aid, waitress, cashier	1
Nursing	3
Nursing assistant, salesperson, manager of a furniture store	1
Office management	1
Office skills	1
Oil field driller	1
Patient care	1
PDX operator, teaching gymnastics and aerobics, web page design	1
People skills	1
Personal trainer	2
Pharmacy tech	2
Pilot, an aircraft mechanic, equipment mechanic, contract administration	1
Play the organ, social work, child care	1
Plumbing, welding, sales	1
Postal service, service in the military, retired	1
Provisional Respiratory License	1
Raise a few hogs	1
Repair x-ray machines, patient care devices, mechanic, carpenter	1
Retail	1
Retail skills, department manager	2
Ride horses	2
Running machinery, supervisory skills, quality drive skills, machines, welding	1
Run cash registers, stocker	1
Sales	2
Sales skills, water chemistry, advertising	1
School teacher	2
Seamstress	1

Secretarial skills, accounting	2
Secretarial work	1
Secretarial, accounting, mail room, restaurant, cashier	1
Secretary, medical work	1
Secretary, sewing	1
Sheet metal worker and sales	2
Some business	1
Some clerical, computer skills	1
Switchboard, opening mail, pack and stack, personal skills, communication skills.	1
Teaching	7
Teaching, telephone skills	1
Technical skills	2
Telephone operator	1
Telephone skills	1
Trained security tech	1
Treasure, victory, volunteer at hospital and workaholic.	1
Truck driver	2
Truck driver and military experience	2
Truck driving, farming handyman	2
Typing	3
Typing and computer skills	1
Typing, house keeping	1
Typing, secretarial work	1
Various construction	1
Videographer	2
Welding	6
Welding, art	1
Welding, automotive, farm	4
Welding, carpentry, construction	2
Welding, construction, bulldozer	2
Welding, mechanic	4
Welding, truck driving, farm work, and others	2
Wood work, frame house, furniture, carpenter	2
Wood work, landscaping	1
Wood working	3
Worked in the oil field for a company, but I was an operator for Bauer Foods	2
Would like to go into real estate	1
Writing skills, speaking, communication skills	1
Yes	1
Total	317

Table : Frequency Distribution

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

Comment	Frequency
Embosser	1
Assistant director, director of nursing home	1
At the hospital, medical research	1
Auto body repair, painting.	2

Auto repair	1
Banking	1
Boat factory, construction	2
Car jobs	2
Chief of operations	1
College president, construction manager	1
Construction and metal work, and machinery	1
Construction jobs	1
Contract, electrician, plumbing	2
Crew chief for car racing team	2
Electrical designer	1
Executive president for large corporation	1
Factory work and some computer skills.	2
Fire department	1
Fleet maintenance	2
Fundraiser for art show	1
Graphic designer for advertisements for a newspaper, account manager for an oil manager in my younger days	1
High school administrator	1
Hotel manager	1
Journeyman pipe fitter	2
Laborer	1
Lead senior casino cashier	1
Long-term care	1
Maintenance	2
Manager	2
Manager, buyer	1
Medical director	2
Metal, car parts shop	2
Military	1
Office jobs	1
Oil fields	1
Owned my own business, welding, driven more than truck	1
Payday loan company	1
Pharmacy tech	1
Print shop, and wholesale company, working at own pace with skills	1
Private business	1
Regional manager	2
Research ecologist	1
RN	2
Same job in larger facility	1
Same job just different contractor	1
Secretary	4
Secretary and teacher	1
Secretary work, assembly work	1
Security company	1
Self-employed owner/operator of trucking company	2
Social work	1
Substitute teaching	1
Supervisor at bus terminal	1
Surgical technician, sales	1

Teach nursing	1
Teaching	1
Video production	2
Wholesale and shipping, self-employed	1
Work for a cosmetic lab, arts director, corporate clientele	1
Worked for every major telecommunications company around for 20 years, drove trucks for 15 years	1
Worked in the military with electronics	1
Working in a nursing home	2
Working in a store	1
Total	68

APPENDIX A

Introduction Selection Sequence

Informed Consent Script:

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

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

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

[If yes, then:]

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

[If no, then:]

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

[If yes, then:]

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

Concluding remarks:

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

[If yes, then:]

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

APPENDIX B

Fallback Statements

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

How did you get my number?

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

I don't want to buy anything!

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

Where are you calling from?

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

I don't have time right now.

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

I don't want to share my opinions.

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

I don't do anything over the phone.

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

I'm not interested.

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

Take me off your list!

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

APPENDIX C

Survey Questionnaire

Q0:

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

Beckham	1	=> /Q1
Caddo	2	=> /Q1
Comanche	3	=> /Q1
Cotton	4	=> /Q1
Custer	5	=> /Q1
Grady	6	=> /Q1
Greer	7	=> /Q1
Harmon	8	=> /Q1
Jackson	9	=> /Q1
Jefferson	10	=> /Q1
Kiowa	11	=> /Q1
McClain	12	=> /Q1
Roger Mills	13	=> /Q1
Stephens	14	=> /Q1
Tillman	15	=> /Q1
Washita	16	=> /Q1
Don't know	77	=> /INT
Refused/call continued	88	=> /INT
Refused/call ended	99	=> /INT

Q0A:

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

End Call 1 => /INT

Q1:

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

Anadarko	1	
Altus	2	
Chickasha	3	
Clinton	4	
Duncan	5	
Elk City	6	
Frederick	7	
Lawton	8	
Newcastle	9	
Purcell	10	
Weatherford	11	
Something else	12	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 March of 2000?

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

Q3A:

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

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

=> /INT

Q4:

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

In what year were you born?

Refused/call ended	9999	=> /INT
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Q5:

Determine gender without asking

Male	1
Female	2
Can't tell	3

Q6:

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

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

Q6A:

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

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

=> /INT

Q7:

Are you in the military?

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

Q8:

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

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

Q8A:

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

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

Q9:

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

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

Q10:

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

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

Q11:

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

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

Q12:

Last week, did you do any work for pay?

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

Q13:

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

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

Q14:

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

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

Q15:

Did you receive any payments or profits from the business?

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

Q16:

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

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

Q17:

In which county do you work?

Beckham	1	
Caddo	2	
Comanche	3	
Cotton	4	
Custer	5	
Grady	6	
Greer	7	
Harmon	8	
Jackson	9	
Jefferson	10	
Kiowa	11	
McClain	12	
Roger Mills	13	
Stephens	14	
Tillman	15	
Washita	16	
Other	17	O
Don't know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q18:

In which city or town do you work?

Anadarko	1	=> /Q24
Altus	2	=> /Q24
Chickasha	3	=> /Q24
Clinton	4	=> /Q24
Duncan	5	=> /Q24
Elk City	6	=> /Q24
Frederick	7	=> /Q24
Lawton	8	=> /Q24
Newcastle	9	=> /Q24
Purcell	10	=> /Q24
Weatherford	11	=> /Q24
Something else	12	O => /Q24
Don't know	77	=> /Q24
Refused/call continued	88	=> /Q24
Refused/call ended	99	=> /Q24

Q19:

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

RETIRED	1	=> /Q22
DISABLED	2	=> /Q20
UNABLE TO WORK	3	=> /Q21
WAITING TO START WORK	4	=> /Q26
AWAY FROM WORK WITHOUT PAY	5	=> /Q26

DON'T WORK OUTSIDE HOME	6	=> /Q22
NEVER WORKED OUTSIDE HOME	7	=> /Q22
DON'T HAVE RELIABLE TRANSPORTATION	8	
Unemployed	9	=> /Q22
A student	10	=> /Q22
On vacation (with pay)	11	=> /Q24
Didn't have to work	12	=> /Q22
Other	13	=> /Q22
Don't know	77	=> /Q22
Refused/call continued	88	=> /Q22
Refused/call ended	99	=> /INT

Q19A:

What are your transportation needs?

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

Q20:

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

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

Q21:

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

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

Q22:

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

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

Q23:

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

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

Q24:

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

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

Q25:

How many jobs (or businesses) did you have?

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

Q26:

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

=> Q28

else => Q26

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

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

Q27:

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

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

JR1:

=> Q33

else => Q30

if (Q27>6)

Q28:

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

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

Q29:

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

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

JR2:

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

Q30:

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

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

Q31:

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

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

Refused/call ended 99 => /INT

Q32:

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

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

=> /INT

Q33:

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

Does your job have a paid vacation?

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

=> /INT

Q34:

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

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

=> /INT

Q35:

Does your job offer reimbursement for education and training courses?

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

=> /INT

Q36:

Does your job offer a retirement plan?

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

=> /INT

Q37:

Does your present job offer advancement potential?

Yes 1
No 2
Don't know 7

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

Q38:

How far do you live from your place of employment?

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

Q39:

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

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

Q39A:

Did you drive your own vehicle?

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

Q40:

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

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

Q40A:

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

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

Q40B:

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

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

Q40C:

How so?

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

Q41:

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

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

Q42:

Interviewer: Check all that apply and ask "Any others?" after each response. Do NOT read list.

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

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

Q42A:

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

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

Q42B:

How much pay are you looking for per hour?

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

Q43:

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

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

Q43A:

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

=> Q44

else => Q43A

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

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

Q44:

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

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

Q44A:

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

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

Q44B:

Why is that?

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

Q45:

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

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

Q45A:

How does your transportation need to be better?

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

Q46:

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

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

Q47:

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

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

Refused/call ended 9 => /INT

Q48:

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

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

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

=> /INT

Q49:

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

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

Q50:

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

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

Q51:

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

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

Q52:

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

=> Q80

if (Q47<>2)

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

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

Q53:

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

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

Q54:

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

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

Q55:

Interviewer: Do NOT read the list.

What is the MAIN reason you left your last job?

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

Q56:

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

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

Q57:

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

=> Q74

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

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

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

Q58:

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

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

Q59:

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

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

Q60:

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

What kind of business or industry are you in?

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

=> /INT

Q61:

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

Enter response 1 O

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

Q62:

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

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

Q63:

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

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

Q63A:

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

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

Q63B:

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

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

=> /INT

Q63C:

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

What other computer skills do you have?

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

Refused ended 99 => /INT

Q64:

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

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

Q65:

Would you like a permanent job?

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

Q66:

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

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

Q67:

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

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

=> /INT

Q68:

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

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

Q69:

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

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

Q70:

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

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

Q71:

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

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

Q72:

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

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

Q73:

Do you generally work daytime or evening hours?

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

Q73A:

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

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

Q74:

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

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

Q75:

Did you receive your Associate's degree in Oklahoma?

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

Q75A:

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

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

Q76:

Did you receive your bachelor's degree in Oklahoma?

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

JR3:

=> Q77

else => Q85

if (Q74=7)

Q76A:

In which state did you receive your bachelor's degree

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

JR4:

=> Q85

else => Q77

if (Q74<>7)

Q77:

Did you receive your highest post graduate degree in Oklahoma?

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

Q77A:

In which state did you receive your highest graduate degree?

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

Q78:

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

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

JR5:

=> JR6

else => Q79

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

JR6:

=> Q81

else => Q85

if (Q78=1)

Q79:

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

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

Q80:

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

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

JR7:

=> Q81

else => JR8

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

JR8:

=> Q83

else => Q81

if (Q80=1)

Q81:

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

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

Q82:

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

How so?

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

Q83:

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

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

Q84:

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

How so?

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

Q85:

What is your current marital status?

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

Q86:

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

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

=> /INT

Q87:

Are you attending school full or part-time?

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

=> /Q89
=> /Q89
=> /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
Refused/call continued	8
Refused/call ended	9

O
=> /INT

Q89:

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

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

=> /Q91
=> /Q91
=> /Q91
=> /INT

Q89A:

What type of education or training?

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

=> /INT

Q90:

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

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

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

Q91:

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

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

Q92:

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

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

JR17:

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

Q93:

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

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

JR18:

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

Q94:

Interviewer: Select all that apply

Do any of the following apply to your situation?

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

Refused ended 99 => /INT

JR19:

=> Q95

else => GBYE

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

Q95:

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

Yes 1 => /Q96

No 2 => /Q97

Refused/call continued 8

Refused/call ended 9 => /INT

JR20:

=> GBYE

else => Q100

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

Q96:

Please stop me when I read your hourly pay rate.

LESS THAN \$6.75 1

\$6.75 TO 8.49 2

\$8.50 TO 9.99 3

\$10.00 TO 11.24 4

\$11.25 TO 13.24 5

\$13.25 to 15.74 6

\$15.75 TO 19.24 7

\$19.25 TO 24.24 8

\$24.25 TO 43.24 9

\$43.25 TO 60.00 10

MORE THAN \$60.00 11

Don't Know 77

Refused/call continued 88

Refused/call ended 99 => /INT

JR21:

=> GBYE

else => Q100

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

Q97:

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

LESS THAN \$14,000 1

\$14,001 TO 18,000 2

\$18,001 TO 21,000 3

\$21,001 TO 23,000 4

\$23,001 TO 28,000 5

\$28,001 TO 33,000 6

\$33,001 TO 40,000 7

\$40,001 TO 50,000 8

\$50,001 TO 90,000 9

\$90,001 TO 125,000 10

MORE THAN 125,000 11

Don't Know 77

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

Q98:

Does any of your salary come from tips or commissions?

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

Q99:

About what percentage would you say?

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

JR22:

=> GBYE

else => Q100

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

Q100:

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

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

Q101:

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

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

Q102:

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

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

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

Percent

Job that pays \$10 per hour								
<i>Of those with a response...</i>								
Very Unattractive	33.1	11.1	26.1	37.5	56.4	29.3	22.4	3.6
Unattractive	13.0	18.5	11.6	12.0	13.9	15.7	10.4	10.9
Neither Unattractive Nor Attractive	11.2	16.7	10.1	11.0	9.9	13.6	10.4	14.5
Attractive	13.8	13.0	18.8	11.7	5.0	9.3	24.0	20.0
Very Attractive	23.7	38.9	33.3	20.8	10.9	25.0	29.6	49.1
Depends on the type of work	0.5	1.9	0.0	0.7	0.0	1.4	0.8	0.0
Doesn't want to work	2.1	0.0	0.0	2.8	2.0	2.9	1.6	1.8
Other	1.0	0.0	0.0	1.4	0.0	0.7	0.8	0.0
Job that pays \$12 per hour								
<i>Of those with a response...</i>								
Very Unattractive	53.1	35.7	50.0	55.0	65.0	47.2	37.5	0.0
Unattractive	19.3	21.4	14.3	18.9	16.7	17.0	25.0	28.6
Neither Unattractive Nor Attractive	13.8	14.3	25.0	12.6	8.3	18.9	18.8	71.4
Attractive	9.7	14.3	10.7	9.0	6.7	15.1	6.3	0.0
Very Attractive	3.4	14.3	0.0	3.6	3.3	0.0	12.5	0.0
Depends on the type of work	0.7	0.0	0.0	0.9	0.0	1.9	0.0	0.0

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

Percent

Job that pays \$14 per hour								
<i>Of those with a response...</i>								
Very Unattractive	43.7	50.0	32.0	46.9	56.6	39.5	26.9	0.0
Unattractive	18.3	0.0	12.0	19.8	11.3	20.9	26.9	25.0
Neither Unattractive Nor Attractive	21.4	30.0	20.0	20.8	20.8	18.6	26.9	25.0
Attractive	13.5	10.0	32.0	9.4	9.4	16.3	15.4	50.0
Very Attractive	3.2	10.0	4.0	3.1	1.9	4.7	3.8	0.0

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

Job is Desirable

(Attractive + Very Attractive)

	Percent							
\$10 per hour	37.5	51.9	52.1	32.5	15.9	34.3	53.6	69.1
\$12 per hour	13.1	28.6	10.7	12.6	10.0	15.1	18.8	0.0
\$14 per hour	16.7	20.0	36.0	12.5	11.3	21.0	19.2	50.0
	Number of Persons							
\$10 per hour	67,892	13,248	16,993	43,323	7,727	22,715	31,665	17,965
\$12 per hour	23,717	7,300	3,490	16,796	4,860	10,000	11,106	0
\$14 per hour	30,234	5,105	11,742	16,663	5,491	13,907	11,343	12,999

Job is Not Desirable

(Unattractive + Very Unattractive)

	Percent							
\$10 per hour	46.1	29.6	37.7	49.5	70.3	45.0	32.8	14.5
\$12 per hour	72.4	57.1	64.3	73.9	81.7	64.2	62.5	28.6
\$14 per hour	62.0	50.0	44.0	66.7	67.9	60.4	53.8	25.0
	Number of Persons							
\$10 per hour	83,461	7,556	12,296	65,984	34,163	29,801	19,377	3,770
\$12 per hour	131,076	14,575	20,972	98,509	39,703	42,516	36,923	7,435
\$14 per hour	112,247	12,763	14,351	88,912	32,997	39,999	31,783	6,500

Table 3: Characteristics of the Workforce	Persons who are working						
		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	92.4	90.6	85.3	94.0	89.2	93.5	93.6
Temporary job	6.5	9.4	14.7	4.6	9.8	4.3	6.4
Want full-time with one employer	38.8	68.8	91.7	23.4	25.0	30.8	47.4
Has taken action in the last three months to find a new job	18.0	38.9	100.0	0.0	25.5	11.5	18.5
Of those looking for a new job, primary reason for looking:							
Better pay	44.1	50.0	44.1		40.7	52.9	34.8
Better benefits	8.8	5.0	8.8		3.7	5.9	17.4
Want to work closer to home	1.5	0.0	1.5		0.0	5.9	0.0
Family responsibilities	4.4	0.0	4.4		0.0	0.0	8.7
Change in career	17.6	10.0	17.6		25.9	5.9	21.7
Other	23.5	35.0	23.5		29.6	29.4	17.4
Average number of jobs held in working lifetime (number)	1.96	2.8	3.16	1.68	2.0	1.98	1.90
Benefits of Current Job							
Paid vacation	64.5	49.1	60.0	67.0	70.6	63.3	62.4
Health insurance							
All of health insurance is paid by employer	60.6	52.1	53.7	61.6	66.7	59.2	58.9
Part of health insurance is paid by employer	7.4	6.3	7.5	7.8	6.3	9.2	7.5
Education and training benefits	53.1	41.7	42.6	57.6	51.5	63.3	43.9
Retirement plan	69.4	45.8	62.7	73.6	80.2	72.5	60.4
Current job offers advancement potential	72.4	66.7	59.7	75.5	69.8	74.2	75.5

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						
Pay increase needed to change jobs							
Less than 5% increase	6.3	17.0	16.2	3.6	2.9	8.6	5.6
Between 5% and 10% increase	12.8	22.6	19.1	9.6	12.7	11.5	13.6
Between 10% and 15% increase	17.5	18.9	17.6	17.1	19.6	13.7	20.0
Between 15% and 20% increase	16.4	9.4	14.7	17.1	16.7	15.8	19.2
More than 20% increase	27.2	24.5	26.5	28.1	31.4	23.7	27.2
Not interested at any increase	15.7	3.8	1.5	20.6	15.7	19.4	11.2
Other	2.3	1.9	1.5	2.5	1.0	4.3	1.6
Don't know	1.8	1.9	2.9	1.4	0.0	2.9	1.6
Ten percent or less	19.1	39.6	35.3	13.2	15.6	20.1	19.2
Fifteen percent or less	36.6	58.5	52.9	30.3	35.2	33.8	39.2
Sector of Employment							
Government	31.3	27.3	18.8	35.0	41.6	37.1	20.2
Private for profit company	40.4	38.2	60.9	35.3	33.7	33.6	50.8
Non-profit org. (Incl. tax exempt & charitable orgs.)	9.1	9.1	11.6	9.2	13.9	7.1	4.0
Self-employed	14.6	16.4	7.2	15.9	10.9	18.6	13.7
Working in family business	2.3	0.0	0.0	3.2	0.0	0.7	6.5
Other	0.5	1.8	1.4	0.4	0.0	0.7	1.6
Don't know	1.3	7.3	0.0	0.4	0.0	0.7	3.2

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

Percent

Government Employment							
Federal	46.3	60.0	71.4	42.4	38.1	68.6	24.0
State	33.1	33.3	14.3	34.3	54.8	13.7	36.0
Local	20.7	6.7	14.3	23.2	7.1	17.6	40.0
Private Industry Sector							
Agricultural	8.0	5.1	0.0	10.3	6.6	11.1	5.9
Mining	0.4	0.0	0.0	0.5	0.0	1.1	0.0
Construction	4.5	5.1	7.1	4.3	1.6	3.3	7.8
Manufacturing	4.5	10.3	3.6	4.3	0.0	3.3	7.8
Transportation, Communications or Public Utility	3.0	5.1	3.6	2.7	4.9	3.3	2.9
Wholesale or retail trade	13.3	7.7	5.4	15.8	9.8	14.4	14.7
Restaurants	5.3	15.4	5.4	3.8	1.6	3.3	8.8
Legal	0.4	0.0	0.0	0.5	1.6	0.0	0.0
Health Services	14.4	12.8	14.3	14.1	23.0	20.0	3.9
Educational Services	1.1	2.6	1.8	1.1	3.3	0.0	1.0
Business Services	0.8	0.0	3.6	0.0	3.3	1.1	0.0
Engineering Services	4.5	0.0	7.1	4.3	1.6	6.7	3.9
Personal Services	6.1	15.4	8.9	4.9	6.6	2.2	6.9
Finance, Insurance, Real Estate	5.7	0.0	3.6	7.1	13.1	4.4	3.9
Government	0.4	2.6	1.8	0.0	1.6	0.0	0.0
Don't Know	0.4	0.0	0.0	0.5	0.0	0.0	1.0
Other	26.1	17.9	33.9	23.9	21.3	23.3	30.4

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	46.9	53.7	39.1	47.3	46.1	47.5	46.0
6 - 10 miles	17.4	24.1	15.9	17.4	19.6	14.4	19.4
11- 20 miles	13.0	7.4	14.5	13.9	10.8	15.8	12.9
21- 30 miles	6.0	1.9	4.3	6.4	2.9	7.2	7.3
31- 50 miles	6.3	7.4	13.0	4.6	7.8	5.0	5.6
More than 50 miles	3.9	0.0	8.7	3.2	4.9	3.6	4.0
Work at home	6.3	3.7	2.9	7.1	7.8	5.8	4.8
10 miles or less	64.3	77.8	55.0	64.7	65.7	61.9	65.4
11 miles or more	29.2	16.7	40.5	28.1	26.4	31.6	29.8
21 miles or more	16.2	9.3	26.0	14.2	15.6	15.8	16.9
Willingness to commute							
0 - 5 miles	8.6	0.0	1.4	11.3	9.8	7.2	9.6
6 - 10 miles	12.5	11.1	7.2	13.8	10.8	12.9	12.8
11- 20 miles	19.5	33.3	20.3	17.7	20.6	13.7	24.8
21- 30 miles	22.9	14.8	14.5	24.8	25.5	25.9	18.4
31- 50 miles	20.3	22.2	34.8	17.4	16.7	20.1	22.4
More than 50 miles	12.5	16.7	18.8	10.6	11.8	16.5	9.6
Don’t know	3.6	1.9	2.9	3.9	3.9	3.6	2.4
11 miles or more	75.2	87.0	88.4	70.5	74.6	76.2	75.2
21 miles or more	55.7	53.7	68.1	52.8	54.0	62.5	50.4
30 miles or more	32.8	38.9	53.6	28.0	28.5	36.6	32.0

Table 4: Transportation and Commuting	Persons who are working						
			Highest education level				
			At Least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma		
Percent							
Transportation reliable enough to commute	96.9	93.5	98.0	96.9	93.3	97.8	100.0
Not willing to commute 20 miles or more							
Family obligations	23.1	16.7	27.3	24.0	34.1	29.8	11.9
Unreliable transportation	4.5	20.8	9.1	1.7	0.0	0.0	10.2
Don't wish to drive that much	17.9	12.5	9.1	19.0	15.9	21.3	15.3
Gas Prices	37.2	37.5	40.9	37.2	34.1	27.7	47.5
Takes too much time	11.5	8.3	9.1	12.4	13.6	14.9	6.8
Other	5.8	4.2	4.5	5.8	2.3	6.4	8.5

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

Percent

Utilization of Education and Skills								
Feel underutilized	28.1	100.0	43.5	16.5	21.8	26.4	34.7	
<i>Of those who feel underutilized ...</i>								
Previous job required more skill, education	31.3	42.6	32.4	20.0	29.2	32.4	35.6	
Have had additional job training, education	8.0	11.1	14.7	4.4	12.5	8.1	6.7	
Training, education not required in current job	28.6	46.3	26.5	15.6	20.8	37.8	24.4	
Earned more money in a previous job	2.7	0.0	0.0	6.7	0.0	2.7	4.4	
Skills and education better used in previous job	64.5	63.0	59.4	64.4	79.2	56.8	62.8	
Would change jobs to better use skills	69.1	100.0	81.3	37.8	50.0	75.7	70.5	
Underemployed	14.1	100.0	30.4	0.0	7.9	15.8	16.9	
Level of education								
Less than high school	3.9	3.7	5.8	3.2	0.0	0.0	0.0	20.5
High school	32.5	38.9	33.3	31.0	0.0	0.0	100.0	38.5
Some college	30.4	37.0	20.3	31.7	0.0	83.5	0.0	33.3
Associate degree	6.0	3.7	2.9	7.5	0.0	16.5	0.0	0.0
Bachelor of Science degree	10.7	7.4	17.4	10.0	40.2	0.0	0.0	5.1
Bachelor of Arts degree	7.3	5.8	7.2	7.8	27.5	0.0	0.0	2.6
Postgraduate degree	8.6	7.1	13.0	8.2	32.4	0.0	0.0	0.0
High School or less	36.4	42.6	39.1	34.2	0.0	0.0	100.0	59.0
Some college or less	66.8	79.6	59.4	65.9	0.0	83.5	100.0	92.3
At least Bachelor's degree	26.6	20.3	37.6	26.0	100.1	0.0	0.0	7.7

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	42.3	42.6	36.2	44.0	5.9	55.4	59.7	2.9
Computer Skills (among those with skills not used in present employment)								
Workers with computer skills (percent)	14.4	25.9	21.7	11.7	15.7	9.4	7.3	0.0
Workers with computer skills (number)	26,070	6,611	7,078	15,596	7,630	6,225	4,313	0
Strongest Computer Skill								
Word processing (MS-Word)	48.3	46.7	52.6	45.7	66.7	46.4	18.2	
Spreadsheet analysis (Excel, Lotus)	6.9	6.7	0.0	8.6	0.0	7.1	18.2	
Bookkeeping (Quicken)	6.9	13.3	10.5	5.7	11.1	7.1	9.1	
Computer assisted design (CAD)	6.9	0.0	5.3	8.6	16.7	3.6	0.0	
Web site development	8.6	0.0	10.5	11.4	0.0	14.3	18.2	
Work on machines, troubleshooting	1.7	0.0	0.0	2.9	0.0	3.6	0.0	
Maintains a computer network	3.4	6.7	5.3	5.7	0.0	0.0	18.2	
Develops own software applications	1.7	0.0	0.0	2.9	0.0	3.6	0.0	
Other computer skill	13.8	20.0	10.5	8.6	5.6	14.3	9.1	
Don't know	1.7	6.7	5.3	0.0	0.0	0.0	9.1	
Student Status								
Full-time student	6.3	25.9	14.7	2.1	9.8	6.5	3.2	30.2
Part-time student	7.6	11.1	8.8	7.5	6.9	15.8	0.0	1.9
Not a student	86.1	63.0	76.5	90.4	83.3	77.7	96.8	67.9

Table 6: Demographics	All persons			Persons who are working						Persons not working
							Highest education level			Job Seekers
	Total	Males	Females	Under-employed	Job Shifters	Job Keepers	At Least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma	
Number of responses (weighted values)	611	303	308	54	69	282	102	139	124	55
Estimated persons 18 years old or older	288,819	143,254	145,565	25,526	32,616	133,301	48,596	66,224	59,077	25,998
Percent										
Gender										
Males	49.6	100.0	0.0	46.3	55.9	52.5	50.5	49.6	58.9	43.6
Females	50.4	0.0	100.0	53.7	44.1	47.5	49.5	50.4	41.1	56.4
Marital Status										
Married	64.2	66.2	62.2	47.3	59.4	73.9	78.6	68.1	60.5	43.4
Widowed	7.5	2.7	12.1	5.5	1.4	2.1	1.9	3.5	1.6	3.8
Divorced	9.5	8.8	10.1	18.2	13.0	8.6	7.8	9.9	12.9	11.3
Separated	0.7	0.7	0.7	3.6	0.0	0.7	0.0	1.4	1.6	0.0
Never married	17.6	20.9	14.3	25.5	26.1	13.6	10.7	15.6	23.4	41.5
Age Category										
18-24	14.6	14.5	14.6	27.3	26.1	9.5	7.8	12.2	17.7	36.4
25-44	38.0	38.0	38.0	41.8	50.7	51.9	52.0	49.6	54.0	32.7
45-64	28.6	28.7	28.6	29.1	23.2	32.9	33.3	35.3	25.8	21.8
65 or older	18.8	18.8	18.8	1.8	0.0	5.7	6.9	2.9	2.4	9.1