
Eastern Oklahoma Labor Force Study

OKLAHOMA
Department of Commerce



GOVERNOR'S COUNCIL FOR WORKFORCE
AND ECONOMIC DEVELOPMENT

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**An Analysis of the Far Eastern Oklahoma Labor Force Study
Conducted Among Adult Residents Living in Adair, Cherokee, McIntosh,
Muskogee, Okmulgee, Sequoyah, and Wagoner Counties in Oklahoma in
Addition to Selected Zip Codes**

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

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

November 29, 2007

Executive Summary of the Eastern Oklahoma Area Labor Force Study

This report is a labor force study of the Far Eastern Oklahoma area labor force which examines the availability of labor in the seven county area of Adair, Cherokee, McIntosh, Muskogee, Okmulgee, Sequoyah, and Wagoner in addition to selected zip codes from neighboring counties.

In the Far Eastern 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 146,068 members of the adult population are not currently working. Of this group, the majority, 83.3%, indicate that they are not interested in working outside the home or they are unable to do so.

This study has identified 40,777 workers who are currently available for *other* work. The categories of Job Shifters and the Underemployed (described below) are included in this estimate. **Some workers are both Job Shifters and Underemployed, so the total number of workers in both categories is somewhat less than their sum.** Additionally, there are those adults who are not working but want to work (Job Seekers), and those workers who are not underemployed and have not looked for work in the past three months (Job Keepers), which can be included in the pool of potential workers. These two groups total another 204,495 potential workers for a grand total of approximately 245,272 adults who are either in the labor force or want to be in it.

Roughly 26,170 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 at least 40.5%, were active. The reasons why the Job Shifters were looking for work were varied but the

primary reason for 38.7% of people was in order to get higher pay and/or better benefits. Another 13.6% are looking to work closer to home and 15.9% want a change in career.

The data from this study estimates that 23,736 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 180,150 people.

Job seekers are those people who are not currently employed but want to work. Six-point-six percent of all adults in the Far Eastern Oklahoma area are represented by this category.

The percentage of workers in the Far Eastern Oklahoma area with a least a Bachelors degree is one-third of the current work force and over two-thirds of the workers have had at least some college.

About sixty percent of residents had not moved in the past five years and an additional 18.1% remained in the same county. Fifteen-point-nine percent had moved from a different county in the same state but only an additional 5.5% had moved from a different state or country.

Of all workers 82.4% have full-time positions (defined as working at least 35 hours per week). Of those workers with part time jobs 32.9% would like to have a full-time position with just one employer.

As the wage rate increases, so does the number of people who are willing to work. Although Job Keepers by definition are those workers who are not interested in changing jobs, about 136,694 still find a job of \$20 per hour plus benefits to be either “attractive” or “very attractive”. Of the Underemployed, 58.1% of workers indicated that they would be willing to change jobs for an increase in pay of 15% or less. Around 66.7% of Job Shifters were likely to change jobs for a 15% increase or less and Job Keepers were the group least likely to say they would change jobs for a pay increase of 15% or less with only 41.0% of workers. Only 17.6% of Job Keepers claimed to not be interested in changing jobs at all.

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

About seventy-two percent of workers live and work in the same county and at all but about six percent of workers are employed in an area outside the study area. Over half of all workers (52.6%) indicate a willingness to commute distances of 21 miles or more to their job.

Introduction

This report is a labor force study of the Far Eastern Oklahoma area labor force which examines the availability of labor in the seven county area of Adair, Cherokee, McIntosh, Muskogee, Okmulgee, Sequoyah, and Wagoner in addition to selected zip codes from neighboring counties.

Approximately 220,927 of the 366,995 adults who live in the Far Eastern Oklahoma area are employed, which is equal to 60.2% of the population who is 18 years of age or older.

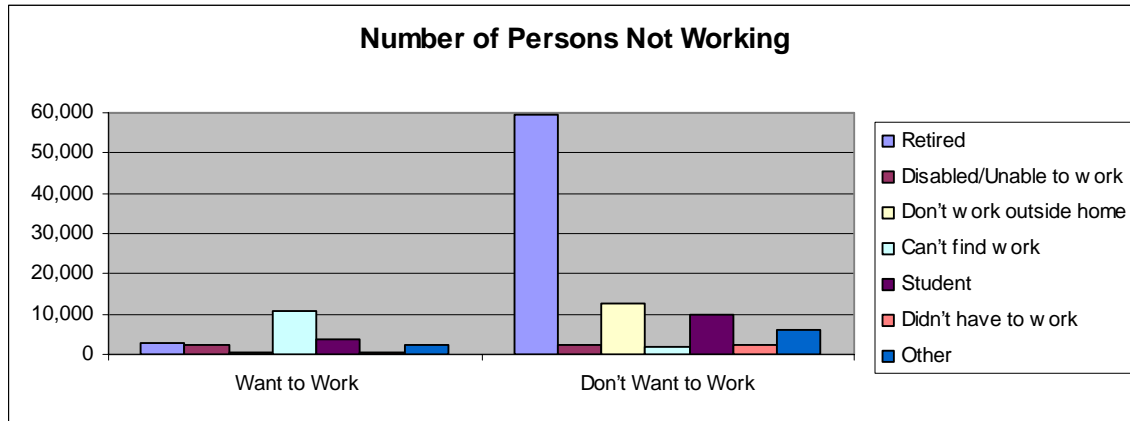
In the Far Eastern Oklahoma area a considerable portion of the adult population are not employed for a variety of reasons. This group includes the retired, disabled, students, homemakers, and the unemployed. This study found that approximately 146,068 members of the adult population are not currently working. Of this group, the majority, 83.3%, indicate that they are not interested in working outside the home or they are unable to do so (see Table 1 below).

Table 1: Number of Persons Not Working

<u>Reason for Not Working</u>	<u>Want to Work</u>	<u>Don't Want to Work</u>	<u>Total</u>
Retired	3,043	59,644	62,687
Disabled/Unable to work	2,434	2,434*	4,868
Don't work outside home	609	12,781	13,390
Can't find work	10,955	1,826	12,781
Student	3,652	9,738	13,390
Didn't have to work	609	2,434	3,043
Other	2,434	6,086	8,520
Total	23,736	94,943	118,679**

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

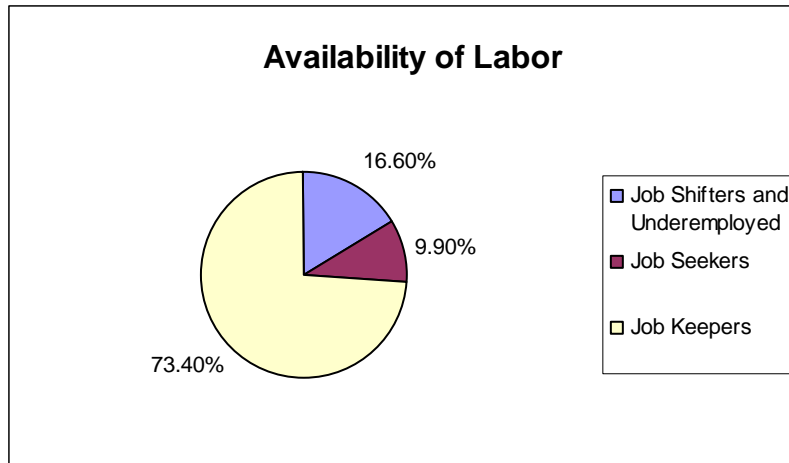
** Does not include those people who are temporarily away from work without pay or who are waiting to start work.



A significant proportion of the adult population is not currently working but only a small minority can be officially considered unemployed. The United States Department of Labor designates a person as being unemployed if they are without work but have been actively seeking work. Based on this definition 4.3% of the population within the Far Eastern Oklahoma area are currently unemployed.

Availability of Labor

This study has identified 40,777 workers who are currently available for *other* work. The categories of Job Shifters and the Underemployed (described below) are included in this estimate. **Some workers are both Job Shifters and Underemployed, so the total number of workers in both categories is somewhat less than their sum.** Additionally, there are those adults who are not working but want to work (Job Seekers), and those workers who are not underemployed and have not looked for work in the past three months (Job Keepers), which can be included in the pool of potential workers. These two groups total another 204,495 potential workers for a grand total of approximately 245,272 adults who are either in the labor force or want to be in it.



Job Shifters

Roughly 11.8% (or 26,170 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 at least 40.5%, were active (such as contacting an employer or filling out applications) and the rest 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 38.7% of people was in order to get higher pay and/or better benefits. Another 13.6% are looking to work closer to home and 15.9% want a change in career.

Underemployed

The data from this study estimates that 10.7%, or 23,736, 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 81.5% of all workers or 180,150 people.

Job Seekers

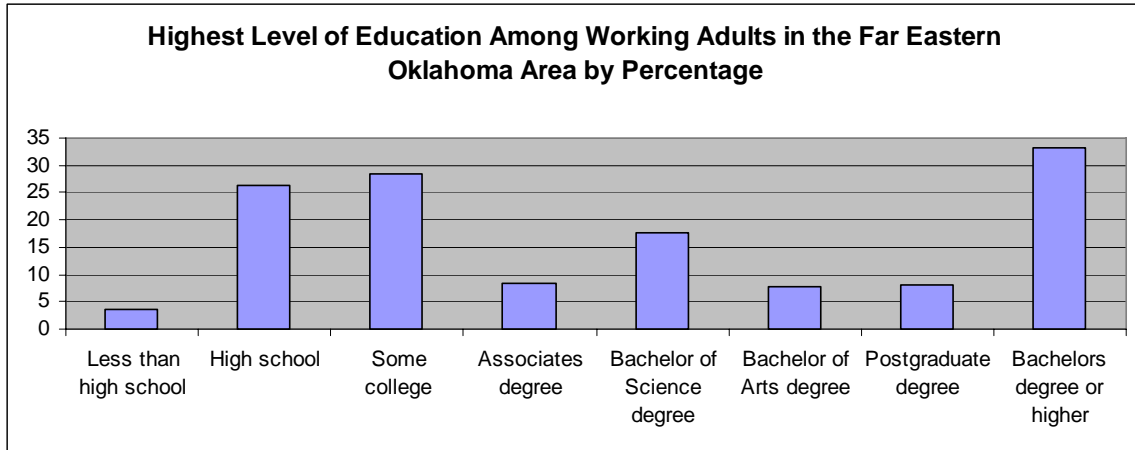
This last category of potential workers contains those who are not currently employed but want to work. Six-point-six percent of all adults in the Far Eastern Oklahoma area are represented by this category which is equivalent to 24,345 people.

Education

The percentage of workers in the Far Eastern Oklahoma area with a least a Bachelors degree is one-third of the current work force (Table 2) and over two-thirds of the workers have had at least some college.

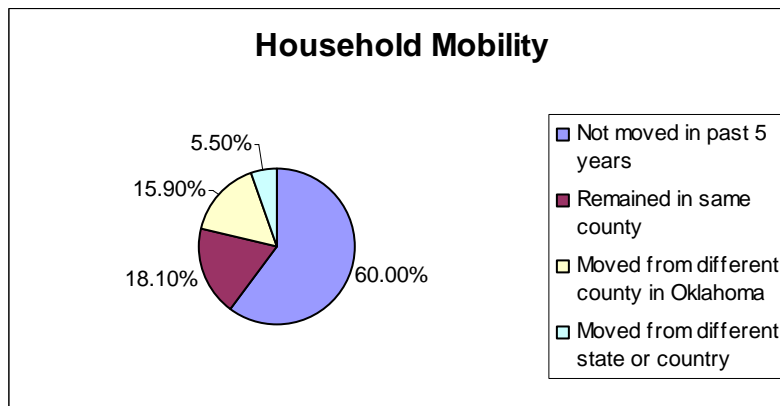
**Table 2: Highest Level of Education Among Working
Adults in the Far Eastern Oklahoma Area**

<u>Level of Education</u>	<u>Percent Adult Workers</u>
Less than high school	3.6
High school	26.2
Some college	28.4
Associates degree	8.5
Bachelor of Science degree	17.6
Bachelor of Arts degree	7.7
Postgraduate degree	8.0
Bachelors degree or higher	33.3



Household Mobility

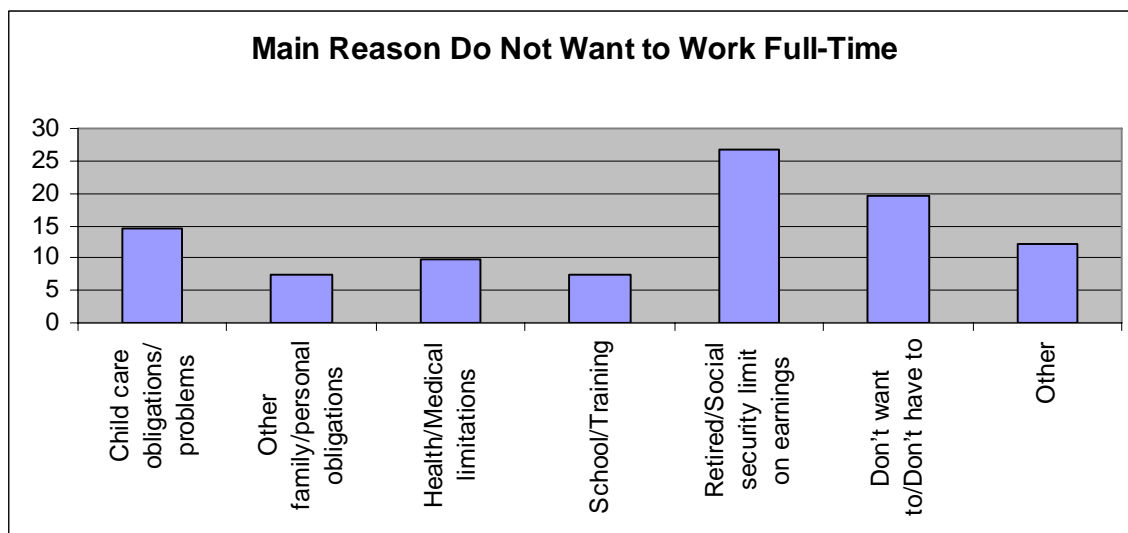
To understand how much the Far Eastern Oklahoma area population shifts in a five year period, respondents were asked if they have lived at the same residence for the last five years. About sixty percent had not moved and an additional 18.1% remained in the same county. Fifteen-point-nine percent had moved from a different county in the same state but only an additional 5.5% had moved from a different state or country. Of the Underemployed, 20.5% did not live in the same county five years ago whereas 32.6% of the Job Shifters had not lived in the same county and only 19.9% of Job Keepers.



Type of Employment

Of all workers, 82.4% (or about 181,976 people) have full-time positions (defined as working at least 35 hours per week) and another 17.6% (or about 38,951 people) have part-time jobs. Of those workers with part time jobs 32.9% would like to have a full-time position with just one employer. Part-time workers listed several reasons for why they wanted to work part-time instead of full-time and these are described below in Table 3.

Table 3: Frequency Distribution		
What is the main reason you do not want to work full-time?		
	Frequency	Percent
Child care obligations/problems	6	14.6
Other family/personal obligations	3	7.3
Health/Medical limitations	4	9.8
School/Training	3	7.3
Retired/Social security limit on earnings	11	26.8
Don't want to/Don't have to	8	19.5
Other	5	12.2
Refused/call continued	1	2.4
Total	41	99.9



Characteristics of Workers
Wage Rates

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

Although Job Keepers by definition are those workers who are not interested in changing jobs, about 136,694 still find a job of \$20 per hour plus benefits to be either “attractive” or “very attractive”.

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

	All Workers	Underemployed	Job Shifters	Job Keepers	Job Seekers
\$10 per hour	52,360	10,942	10,965	35,850	18,259
\$12 per hour	72,082	12,644	10,965	53,743	19,476
\$14 per hour	97,237	12,644	14,766	75,485	23,128
\$16 per hour	141,394	19,699	19,202	110,862	24,345
\$18 per hour	157,698	21,718	19,836	125,066	24,345
\$20 per hour	170,533	21,718	21,103	136,694	24,345
Over \$20 per hour	183,132	22,390	23,003	147,167	24,345

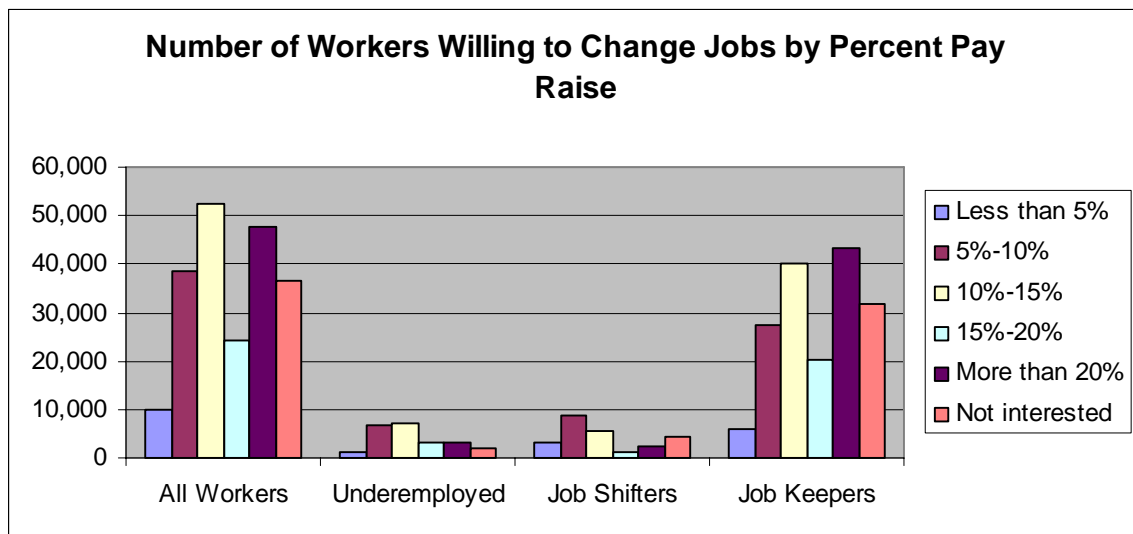


Willingness to Change Jobs

As shown in Table 5, of the Underemployed, 15,512 workers (58.1%) indicated that they would be willing to change jobs for an increase in pay of 15% or less. Around 17,446 (66.7%) 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 41.0% (or 73,892 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 17.6% 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

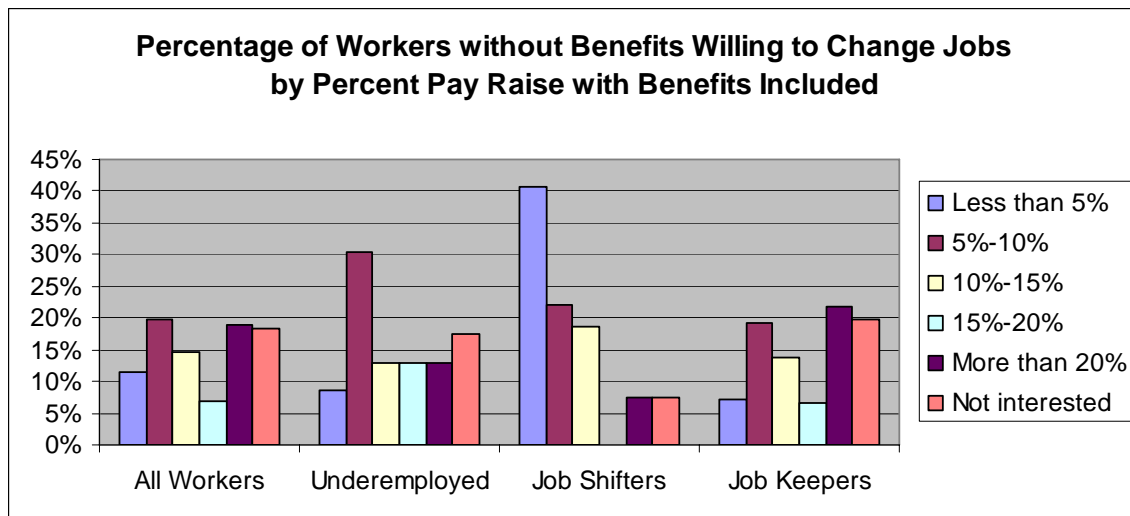
<u>Desired raise in pay</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
Less than 5%	9,765	1,217	3,115	6,107
5%-10%	38,449	6,695	8,723	27,480
10%-15%	52,485	7,303	5,608	40,305
15%-20%	24,412	3,043	1,246	20,152
More than 20%	47,603	3,043	2,492	43,358
Not interested	36,618	1,826	4,362	31,755



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

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

<u>Desired raise in pay</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
Less than 5%	11.5%	8.7%	40.7%	7.2%
5%-10%	19.9%	30.4%	22.2%	19.1%
10%-15%	14.7%	13.0%	18.5%	13.8%
15%-20%	6.8%	13.0%	0.0%	6.6%
More than 20%	18.8%	13.0%	7.4%	21.7%
Not interested	18.3%	17.4%	7.4%	19.7%



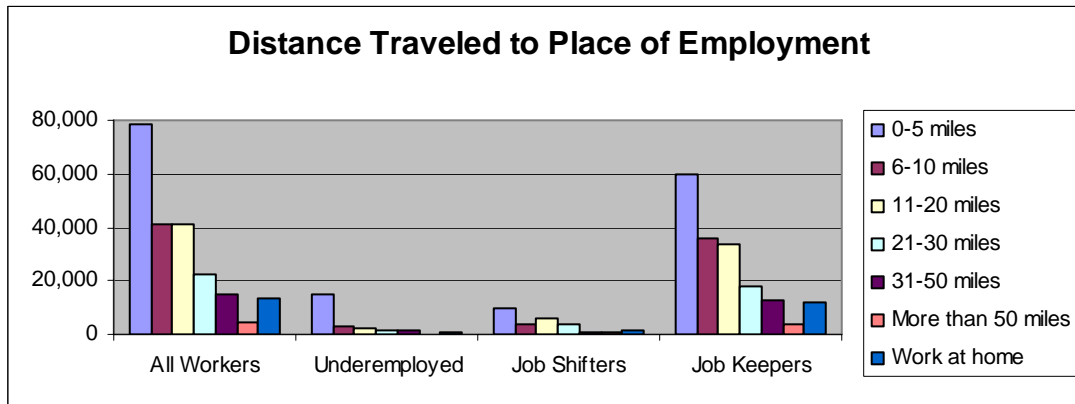
Commuting Patterns

About seventy-two percent of workers (71.7%) live and work in the same county and at all but about six percent of workers are employed in an area outside the study area.

About 41,500 workers (or 18.8%) living in the Far Eastern Oklahoma area already commute at least 21 miles to work and an additional 18.5% commute 11-20 miles as shown in Table 7 below.

Table 7: Distance Traveled to Place of Employment

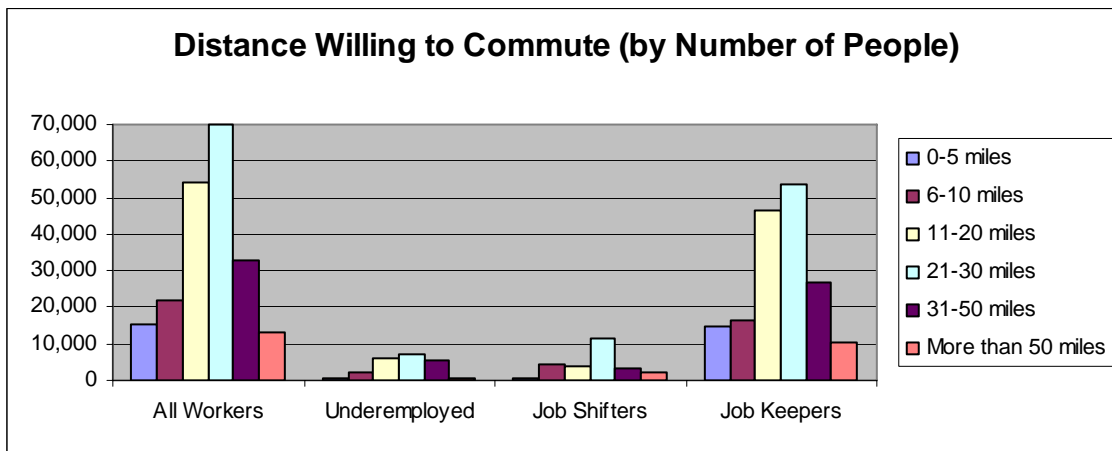
<u>Distance Traveled</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
0-5 miles	78,728	14,607	9,886	60,050
6-10 miles	40,890	3,043	3,489	35,787
11-20 miles	40,890	2,434	5,816	33,361
21-30 miles	22,581	1,217	4,071	17,590
31-50 miles	14,647	1,217	582	12,738
More than 50 miles	4,272	0	582	3,639
Work at home	13,426	609	1,163	12,131



Over half of all workers (52.6%) indicate a willingness to commute distances of 21 miles or more to their job and only 16.8% said that they would not commute more than ten miles to work.

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

<u>Distance</u>	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
0-5 miles	15,215	609	609	14,558
6-10 miles	21,910	2,434	4,260	16,377
11-20 miles	54,167	6,086	3,652	46,706
21-30 miles	69,991	7,303	11,563	53,378
31-50 miles	32,865	5,478	3,043	26,689
More than 50 miles	13,390	609	2,434	10,312



Conclusions

- 40,777 residents of the Far Eastern Oklahoma area are either Underemployed or Job Shifters or both and are readily available to change jobs.
 - 24,345 people are currently unemployed and but want to work.
 - Among working adults about one-third (33.3%) have completed at least a Bachelor's degree and an additional 36.9% have had some college or an Associate's degree.
 - A total of 72,082 current workers expressed a willingness to work for at least \$12 per hour and a total of 170,533 current workers would work for \$20 per hour.
 - A total of 100,699 current workers are currently willing to change jobs for a pay raise of 15% or less.
 - 41,500 current workers are willing to commute 21 miles or more to work.
-

**Methodology and Data Report for the Far Eastern Oklahoma Labor Force
Study
Conducted Among Adult Residents Living in Adair, Cherokee, McIntosh,
Muskogee, Okmulgee, Sequoyah, and Wagoner Counties in Oklahoma in
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Data Collected September, October, and November 2007

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

Purpose

This field report presents the methodological details for a telephone survey of residents living in Adair, Cherokee, McIntosh, Muskogee, Okmulgee, Sequoyah, and Wagoner counties, along with selected zip codes of neighboring counties, conducted in September, October, and November of 2007 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 September 29th, 2007 and November 14th, 2007. Monday through Thursdays interviewing generally started at 5:00 p.m. and ended at 9:00 p.m. with some afternoon (2:00 p.m.-5:00 p.m.) shifts on various days each week. Friday shifts went from 3:00 p.m. until 7:00 p.m. Saturday shifts lasted from 10:00 a.m. to 5:00 p.m. and Sunday shifts went from 2:00 p.m. until 6:00 p.m.

Incentives and Bonus Pay

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

A. Incentives per completion

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

B. Incentives per refusal conversion

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

Sampling

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

Callbacks

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

Disposition of the Sampling Pool

600 complete interviews were obtained among residents of the selected counties along with an additional 4 partially completed interviews. Partially completed interviews are those that were cut off before the end of the interview, for various reasons, but we were still able to obtain responses to a portion of the substantive questions. For the population of interest, the 604 fully and partially completed interviews represent a margin of error of +/- 4.0% at a 95% confidence level. (The 95% confidence level means that if the survey were to be conducted 100 times with 100 different random samples, the actual results obtained would fall within the limits of error at least 95 times).

Overall 3,850 numbers were released (dialed) from the sampling pool, and 12,698 call attempts were made by POLL interviewers to complete interviews.

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 1,190 known eligible households as the comparison, the 604 completed and partially completed interviews represent a

50.8% response rate. If a portion of the telephone numbers that were classified as “unknown eligibility” is included in the response rate, the rate becomes **39.9%**.

Refusal Conversions

Refusal conversion efforts began on October 17th, 2007 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 72 successful refusal conversions, representing 12.0% 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 by using 2006 population estimates from the U.S. Census.

Table 1: Final Disposition of Sampling Pool

		Frequency	Percent
Ineligible:	Non-residential number	261	6.8
	No eligible respondent	66	1.7
	Non-working number	1,283	33.3
	Fax/Modem	221	5.7
	Cellular phone	3	0.1
Sub-total Ineligible:		1,834	47.6
Unknown Eligibility:	No answer	498	12.9
	Caller ID/ privacy manager	10	0.3
	Answering machine	217	5.6
	Phone line busy	72	1.9
	Language/physical problems	29	0.8
Sub-total Unknown Eligibility:		826	21.5
Eligible:	Completed Interview	600	15.6
	Partial Interview	4	0.1
	Individual Refusal	201	5.2
	Household Refusal	331	8.6
	Respondent never available	54	1.4
Sub-total Eligible:		1,190	30.9
Total Activated:		3,850	100.1

SURVEY FREQUENCY RESULTS
Closed-Ended Data

Table 2: Frequency Distribution		
Q0: First, let me ask which county do you live in?		
	Frequency	Percent
Adair	26	4.3
Cherokee	59	9.8
Creek	49	8.1
Haskell	13	2.2
Mayes	4	0.7
McIntosh	23	3.8
Muskogee	70	11.6
Okfuskee	1	0.2
Okmulgee	65	10.8
Rogers	12	2.0
Sequoyah	67	11.1
Tulsa	122	20.2
Wagoner	92	15.3
Total	603	100.1

Table 3: Frequency Distribution		
Q1: Let me ask in what city or town do you live?		
	Frequency	Percent
Broken Arrow	77	12.7
Checotah	5	0.8
Chouteau	4	0.7
Coweta	30	5.0
Fort Gibson	11	1.8
Haskell	5	0.8
Muskogee	49	8.1
Stigler	11	1.8
Talequah	44	7.3
Wagoner	21	3.5
Someplace else	337	55.7
Don't know	10	1.7
Refused/call continued	1	0.2
Total	605	100.1

Table 4: Frequency Distribution		
Q3: Were you living in this house or apartment five years ago; that is, in October of 2002?		
	Frequency	Percent
Yes	362	60.0
No	241	40.0
Total	603	100.0

Table 5: Frequency Distribution		
Q3A: Where did you live in October of 2002? Was it...		
A different residence in the same county	109	44.9
A different county in the same state	96	39.5
A different state	31	12.8
Not in the U.S.	3	1.2
Other	3	1.2
Don't know	1	0.4
Total	243	100.0

Table 6: Frequency Distribution		
Q4: In what year were you born?		
18-24	72	11.9
25-44	230	38.1
45-64	198	32.8
65 and older	103	17.1
Total	603	99.9

Table 7: Frequency Distribution		
Q5: Determine gender without asking.		
	Frequency	Percent
Male	293	48.6
Female	310	51.4
Total	603	100.0

Table 8: Frequency Distribution		
Q6: What race or ethnicity do you consider yourself? Would you say...		
White	466	77.3
Black/African American	17	2.8
Native American or American Indian	98	16.3
Hispanic	8	1.3
Asian	2	0.3
Other	9	1.5
Don't know	1	0.2
Refused/call continued	2	0.3
Total	603	100.0

Table 9: Frequency Distribution		
Q6A: What tribe do you consider yourself to be?		
	Frequency	Percent
Choctaw	11	11.2
Cherokee	64	65.3
Other	23	23.5
Total	98	100.0

Table 10: Frequency Distribution		
Q7: Are you in the military?		
	Frequency	Percent
Yes	13	2.2
No	590	97.8
Total	603	100.0

Table 11: Frequency Distribution

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

	Frequency	Percent
Very unattractive	220	36.4
Unattractive	60	9.9
Neither unattractive or attractive	62	10.2
Attractive	69	11.4
Very attractive	103	17.0
Depends on the type of work	6	1.0
Doesn't want to work	65	10.7
No one would put a business in Proctor	1	0.2
Respondent currently earns \$22.80 per hour	2	0.3
Finds it personally unattractive, but good for community	4	0.7
Retired	3	0.5
Self-employed	1	0.2
Don't know	8	1.3
Refused/call continued	1	0.2
Total	605	100.0

Table 12: Frequency Distribution

Q8A: Why do you say so?

	Frequency	Percent
Pay is not enough	230	67.4
Doesn't want to work (retired, etc.)	44	12.9
Can't work due to family responsibilities	6	1.8
Other reason (specify)	54	15.8
Don't know	7	2.1
Total	341	100.0

Table 13: Frequency Distribution		
Q9: What if the company pays \$12 per hour or about \$25,000 per year plus a typical package of benefits including health insurance.		
	Frequency	Percent
Very unattractive	117	53.7
Unattractive	39	17.9
Neither unattractive or attractive	34	15.6
Attractive	22	10.1
Very attractive	3	1.4
Depends upon the type of work	1	0.5
Makes \$70,000 a year	1	0.5
Would be good for the area, but not respondent	1	0.5
Total	218	100.2

Table 14: Frequency Distribution		
Q10: What if a company pays \$14 per hour or about \$29,000 per year plus a typical package of benefits including health insurance?		
	Frequency	Percent
Very unattractive	89	47.3
Unattractive	27	14.4
Neither unattractive or attractive	40	21.3
Attractive	25	13.3
Very attractive	7	3.7
Total	188	100.0

Table 15: Frequency Distribution		
Q10A: What if a company pays \$16 per hour or about \$33,000 per year plus a typical package of benefits including health insurance?		
	Frequency	Percent
Very unattractive	70	37.0
Unattractive	25	13.2
Neither unattractive or attractive	25	13.2
Attractive	48	25.4
Very attractive	20	10.6
Doesn't want to work	1	0.5
Total	189	99.9

Table 16: Frequency Distribution		
Q10B: What if a company pays \$18 per hour or about \$37,000 per year plus a typical package of benefits including health insurance?		
	Frequency	Percent
Very unattractive	58	47.9
Unattractive	15	12.4
Neither unattractive or attractive	24	19.8
Attractive	16	13.2
Very attractive	7	5.8
Respondent currently earns more than that	1	0.8
Total	121	99.9

Table 17: Frequency Distribution		
Q10C: What if a company pays \$20 per hour or about \$41,000 per year plus a typical package of benefits including health insurance?		
	Frequency	Percent
Very unattractive	48	49.5
Unattractive	13	13.4
Neither unattractive or attractive	19	19.6
Attractive	13	13.4
Very attractive	4	4.1
Total	97	100.0

Table 18: Frequency Distribution		
Q11: What if the company pays an amount more than \$20 per hour or more than \$41,000 per year plus a typical package of benefits including health insurance?		
	Frequency	Percent
Very unattractive	29	36.7
Unattractive	6	7.6
Neither unattractive nor attractive	21	26.6
Attractive	15	19.0
Very attractive	8	10.1
Total	79	100.0

Table 19: Frequency Distribution		
Q11: Does anyone in this household have a business or farm?		
	Frequency	Percent
Yes	102	16.9
No	501	82.9
Don't know	1	0.2
Total	604	100.0

Table 20: Frequency Distribution		
Q12: Last week, did you do any work for pay?		
	Frequency	Percent
Yes	274	54.7
No	227	45.3
Total	501	100.0

Table 21: 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	72	69.9
No	31	30.1
Total	103	100.0

Table 22: Frequency Distribution		
Q14: Last week, did you do any unpaid work in the family business or farm?		
	Frequency	Percent
Yes	7	21.9
No	24	75.0
Refused/call continued	1	3.1
Total	32	100.0

Table 23: Frequency Distribution		
Q15: Did you receive any payments or profits from the business?		
	Frequency	Percent
Yes	1	6.7
No	14	93.3
Total	15	100.0

Table 24: Frequency Distribution		
Q16: Do you work in the same county that you live in?		
	Frequency	Percent
Yes	259	71.7
No	102	28.3
Total	361	100.0

Table 25: Frequency Distribution		
Q17: In which county do you work?		
	Frequency	Percent
Adair	1	0.9
Cherokee	1	0.9
Creek	4	3.7
Haskell	1	0.9
Mayes	2	1.9
Muskogee	10	9.3
Okmulgee	1	0.9
Rogers	2	1.9
Tulsa	61	57.0
Wagoner	2	1.9
All over	5	4.7
Benton	1	0.9
Counties in Arkansas	2	1.9
Crawford	1	0.9
Many counties	2	1.9
Mayes	1	0.9
Oklahoma	3	2.8
Sebastian, AR	4	3.7
Texas	1	0.9
Refused/call continued	2	1.9
Total	107	99.8

Table 26: Frequency Distribution
Q18: In which city or town do you work?

	Frequency	Percent
Broken Arrow	33	9.1
Checotah	2	0.6
Chouteau	4	1.1
Coweta	10	2.8
Fort Gibson	4	1.1
Haskell	3	0.8
Muskogee	30	8.3
Stigler	5	1.4
Talequah	21	5.8
Wagoner	11	3.0
Someplace else	228	63.2
Don't know	8	2.2
Refused/call continued	2	0.6
Total	361	100.0

Table 27: Frequency Distribution
Q19: Why didn't you work for pay last week? Was it because you are:

	Frequency	Percent
Retired	103	40.9
Disabled	49	19.4
Unable to work	5	2.0
Waiting to start work	7	2.8
Away from work w/o pay	1	0.4
Don't work outside home	19	7.5
Never worked outside home	3	1.2
Unemployed	21	8.3
A student	22	8.7
On vacation (w/pay)	2	0.8
Didn't have to work	5	2.0
Other	15	6.0
Total	252	100.0

Table 28: Frequency Distribution
Q20: Does your disability prevent you from accepting any kind of work during the next six months?

	Frequency	Percent
Yes	43	89.6
No	4	8.3
Don't know	1	2.1
Total	48	100.0

Table 29: 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 30: Frequency Distribution		
Q22: Do you currently want a job, either full or part time?		
	Frequency	Percent
Yes	40	20.5
Maybe	14	7.2
No	141	72.3
Total	195	100.0

Table 31: Frequency Distribution		
Q24: Last week, did you have more than one job (or business), including part-time, evening or weekend work?		
	Frequency	Percent
Yes	45	12.4
No	318	87.6
Total	363	100.0

Table 32: Frequency Distribution		
Q25: How many jobs (or businesses) did you have?		
	Frequency	Percent
1	5	10.6
2	29	61.7
3	11	23.4
More than 3	2	4.3
Total	47	100.0

Table 33: Frequency Distribution		
Q26: Do you usually work 35 hours or more per week at your job or business?		
	Frequency	Percent
Yes	272	82.4
No	54	16.4
Don't know	4	1.2
Total	330	100.0

Table 34: Frequency Distribution		
Q27: How many hours per week do you usually work at your job or business?		
	Frequency	Percent
1-10	9	2.7
11-15	6	1.8
16-20	9	2.7
21-25	18	5.5
26-30	8	2.4
31-34	3	0.9
35	12	3.7
36-40	133	40.5
41-45	34	10.4
46-50	43	13.1
51-55	15	4.6
56-60	19	5.8
More than 60 hours	12	3.7
Don't know	7	2.1
Total	328	99.9

Table 35: Frequency Distribution		
Q28: Do you usually work 35 hours or more per week at all your jobs?		
	Frequency	Percent
Yes	30	71.4
No	11	26.2
Don't know	1	2.4
Total	42	100.0

Table 36: Frequency Distribution		
Q29: How many hours per week do you usually work at your main job?		
	Frequency	Percent
1-10	3	7.3
16-20	2	4.9
26-30	2	4.9
31-35	2	4.9
36-40	10	24.4
41-45	10	24.4
46-50	6	14.6
51-55	3	7.3
56-60	1	2.4
More than 60 hours	1	2.4
Don't know	1	2.4
Total	41	99.9

Table 37: Frequency Distribution		
Q30: Do you want to work a full-time workweek with just one employer?		
	Frequency	Percent
Yes	23	32.9
No	41	58.6
Regular hours are full-time	4	5.7
Don't know	2	2.9
Total	70	100.1

Table 38: Frequency Distribution		
Q31: Some people work part-time because they cannot find full time work or because business is poor. Others work part-time because of family obligations or other personal reasons. What is your MAIN reason for working part-time instead of full time?		
	Frequency	Percent
Slack work/Business conditions	1	4.0
Could only find part-time work	4	16.0
Child care problems	3	12.0
Other family/Personal obligations	4	16.0
School/Training	8	32.0
Retired/Social security limit on earnings	1	4.0
Other	4	16.0
Total	25	100.0

Table 39: Frequency Distribution		
Q32: What is the main reason you DO NOT want to work full-time?		
	Frequency	Percent
Child care obligations/problems	6	14.6
Other family/personal obligations	3	7.3
Health/Medical limitations	4	9.8
School/Training	3	7.3
Retired/Social security limit on earnings	11	26.8
Don't want to/Don't have to	8	19.5
Other	5	12.2
Refused/call continued	1	2.4
Total	41	99.9

Table 40: 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	228	62.5
No	101	27.7
Self-employed	33	9.0
Don't know	3	0.8
Total	365	100.0

Table 41: Frequency Distribution		
Q34: Does your job offer health care insurance paid by the employer?		
	Frequency	Percent
Yes	205	61.7
Part of health care is paid by the employer	30	9.0
No	96	28.9
Don't know	1	0.3
Total	332	99.9

Table 42: Frequency Distribution		
Q35: Does your job offer reimbursement for education and training courses?		
	Frequency	Percent
Yes	176	53.0
No	145	43.7
Don't know	11	3.3
Total	332	100.0

Table 43: Frequency Distribution		
Q36: Does your job offer a retirement plan?		
	Frequency	Percent
Yes	219	66.0
No	109	32.8
Don't know	4	1.2
Total	332	100.0

Table 44: Frequency Distribution		
Q37: Does your present job offer advancement potential?		
	Frequency	Percent
Yes	231	69.6
No	99	29.8
Don't know	2	0.6
Total	332	100.0

Table 45: Frequency Distribution		
Q38: How far do you live from your place of employment?		
	Frequency	Percent
0 - 5 miles	130	35.8
6 – 10 miles	67	18.5
11 – 20 miles	67	18.5
21 – 30 miles	37	10.2
31 – 50 miles	24	6.6
More than 50 miles	7	1.9
Work at home	22	6.1
Don't know	9	2.5
Total	363	100.1

Table 46: Frequency Distribution		
Q39: How did you get to work last week?		
	Frequency	Percent
Car, truck, or van	322	93.6
Bus	2	0.6
Walk to work	8	2.3
Bicycle	1	0.3
Work at home	11	3.2
Total	344	100.0

Table 47: Frequency Distribution		
Q39A: Did you drive your own vehicle?		
	Frequency	Percent
Own vehicle	292	91.0
Rode with someone else	16	5.0
Company car	13	4.0
Total	321	100.0

Table 48: 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	301	89.9
Somewhat reliable	28	8.4
Not at all reliable	3	0.9
Don't know	3	0.9
Total	335	100.1

Table 49: Frequency Distribution		
Q40A: Why do you say that your transportation is not at all reliable?		
	Frequency	Percent
Old vehicle	3	100.0
Total	3	100.0

Table 50: Frequency Distribution		
Q40B: Does the lack of reliable transportation prevent you from working at a better job in your area?		
	Frequency	Percent
Yes	3	30.0
No	7	70.0
Total	10	100.0

Table 51: Frequency Distribution		
Q40C: How so?		
	Frequency	Percent
Cannot find reliable rides	2	66.7
Does not have a car	1	33.3
Total	3	100.0

Table 52: 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	43	11.8
No	322	88.2
Total	365	100.0

Table 53: 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	6	7.6
Contacted public employment agency	4	5.1
Contacted private employment agency	1	1.3
Contacted friends or relative	2	2.5
Attended job training programs/courses	2	2.5
Contacted school/university employment center	2	2.5
Sent out resumes/filled out applications	12	15.2
Checked union/professional registers	1	1.3
Placed or answered ads	2	2.5
Looked at ads	17	21.5
Surfed the internet	13	16.5
Other	16	20.3
Don't know	1	1.3
Total	79	100.1

Table 54: Frequency Distribution		
Q42A: Please tell me the PRIMARY reason that you are looking for another job?		
	Frequency	Percent
Better pay	16	35.6
Better benefits	1	2.2
Want to work closer to home	6	13.3
Change in career	7	15.6
Better hours	1	2.2
Better working conditions	2	4.4
Considering retirement	1	2.2
Current employment is short-term	1	2.2
Got divorced	2	4.4
Job is ending	1	2.2
Laid off	1	2.2
Not looking anymore	1	2.2
Not satisfied with current job	1	2.2
Recruited by potential employer	2	4.4
Seeking advancement potential	1	2.2
Seeking better pay and benefits	1	2.2
Total	45	99.7

Table 55: Frequency Distribution
Q42B: How much pay are you looking for per hour?

	Frequency	Percent
\$6-\$8	1	6.7
\$8.01 - \$10	1	6.7
\$10.01 - \$15	2	13.3
\$15.01 - \$20	6	40.0
\$20.01-\$25	1	6.7
\$30.01+	2	13.3
Don't know	2	13.3
Total	15	100.0

Table 56: 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	16	4.4
B/w 5% and 10%	63	17.3
B/w 10% and 15%	86	23.6
B/w 15% and 20%	40	11.0
More than 20% increase	78	21.4
Not interested at any increase	62	17.0
Other	7	1.9
Don't know	11	3.0
Refused/call continued	1	0.3
Total	364	99.9

Table 57: 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	11.5
B/w 5% and 10%	38	19.9
B/w 10% and 15%	28	14.7
B/w 15% and 20%	13	6.8
More than 20%	36	18.8
Not interested at any increase	35	18.3
Don't know	17	8.9
Refused/call continued	2	1.0
Total	191	99.9

Table 58: Frequency Distribution		
Q44: How far are you willing to commute to a place of employment?		
	Frequency	Percent
0 - 5 miles	26	7.1
6 – 10 miles	36	9.9
11 – 20 miles	89	24.5
21 – 30 miles	115	31.6
31 – 50 miles	54	14.8
More than 50 miles	22	6.0
Don't know	18	4.9
Refused/ call continued	4	1.1
Total	364	99.9

Table 59: Frequency Distribution		
Q44A: Is your transportation reliable enough to allow you to commute that far everyday?		
	Frequency	Percent
Yes	201	93.5
No	4	1.9
Don't know	7	3.3
Refused/ call continued	3	1.4
Total	215	100.1

Table 60: Frequency Distribution Q44B: Why is that?		
	Frequency	Percent
Car needs a new engine	1	9.1
Reliability depends upon pay rate	1	9.1
Don't know	9	81.8
Total	11	100.0

Table 61: 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	14	9.3
Unreliable transportation	4	2.7
Don't wish to drive that much	25	16.7
Gas prices	64	42.7
Takes too much time	23	15.3
Other	20	13.3
Total	150	100.0

Table 62: Frequency Distribution Q45A: How does your transportation need to be better?		
	Frequency	Percent
Current vehicle needs upkeep for longer commutes	2	40.0
Need a better car	1	20.0
Respondent is in need of own vehicle	2	40.0
Total	5	100.0

Table 63: 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	197	54.0
2	89	24.4
3	50	13.7
4	18	4.9
5	5	1.4
More than 8	1	0.3
0	5	1.4
Total	365	100.1

Table 64: Frequency Distribution		
Q47: Have you been doing anything to find work during the last four weeks?		
	Frequency	Percent
Yes	26	63.4
No	15	36.6
Total	41	100.0

Table 65: 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	14	31.8
Contacted private employment agency	3	6.8
Contacted friends or relatives	1	2.3
Contacted public employment agency	5	11.4
Sent out resume/sent out application	7	15.9
Checked union/professional registers	1	2.3
Placed or answered ads	1	2.3
Looked at ads	5	11.4
Attended job training programs/courses	1	2.3
Surfed the internet	3	6.8
Other	3	6.8
Total	44	100.1

Table 66: Frequency Distribution		
Q49: LAST WEEK, could you have started a job if one had been offered?		
	Frequency	Percent
Yes	25	96.2
No	1	3.8
Total	26	100.0

Table 67: Frequency Distribution		
Q50: Have you been looking for full-time work of 35 hours or more per week?		
	Frequency	Percent
Yes	22	88.0
No	3	12.0
Total	25	100.0

Table 68: Frequency Distribution		
Q51: What kind of work do you do, that is, what was your occupation in the last job you held?		
	Frequency	Percent
Response given	42	97.7
Don't know	1	2.3
Total	43	100.0

Table 69: Frequency Distribution		
Q52: What is the main reason you were not looking for work during the last four weeks?		
	Frequency	Percent
Family responsibilities	5	31.3
In school or other training	5	31.3
Ill-health, physical disability	1	6.3
Transportation problems	1	6.3
Doesn't want to work	1	6.3
Respondent didn't get around to looking for a job	2	12.5
Retired	1	6.3
Total	16	100.3

Table 70: Frequency Distribution		
Q53: Did you look for work at any time during the last twelve months?		
	Frequency	Percent
Yes	16	9.5
No	153	90.5
Total	169	100.0

Table 71: Frequency Distribution		
Q54: Did you actually work at a job or a business during the last twelve months?		
	Frequency	Percent
Yes	14	8.2
No	156	91.8
Total	170	100.0

Table 72: Frequency Distribution		
Q55: What is the MAIN reason you left your last job?		
	Frequency	Percent
Personal, family (including pregnancy)	26	15.4
Return to school	6	3.6
Health	15	8.9
Retirement	84	49.7
Temporary, seasonal or intermittent job completed	2	1.2
Slack work or business conditions	1	0.6
Unsatisfactory work arrangements (hours, pay, etc.)	1	0.6
Never had a job	7	4.1
Pay	1	0.6
Relocated	3	1.8
Other	23	13.6
Total	169	100.1

Table 73: Frequency Distribution		
Q56: Do you intend to look for work during the next twelve months?		
	Frequency	Percent
Yes	33	19.5
No	133	78.7
Don't know	3	1.8
Total	169	100.0

Table 74: 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	3	8.6
In school	17	48.6
Taking care of house or family	5	14.3
Retired	3	8.6
Other	7	20.0
Total	35	100.1

Table 75: 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	71	19.5
Private or Profit company	206	56.6
Non-profit organization (including tax exempt and charitable organizations)	16	4.4
Self-employed	61	16.8
Other	9	2.5
Don't know	1	0.3
Total	364	100.1

Table 76: Frequency Distribution		
Q59: Were you working for the federal, state, or local government?		
	Frequency	Percent
Federal	16	22.5
State	36	50.7
Local	18	25.4
Don't know	1	1.4
Total	71	100.0

Table 77: Frequency Distribution		
Q60: What kind of business or industry are you in?		
	Frequency	Percent
Agriculture	10	3.4
Mining	5	1.7
Construction	17	5.8
Manufacturing	18	6.1
Transportation, communications, or public utility	24	8.2
Wholesale or retail trade	19	6.5
Restaurants	20	6.8
Legal Services	3	1.0
Health and medical services	29	9.9
Education	9	3.1
Business and Accounting services	3	1.0
Engineering and Technical services	21	7.2
Personal services or recreational services	15	5.1
Finance, insurance, or real estate	23	7.8
Government	3	1.0
Other	66	22.5
Don't know	2	0.7
Refused/ call continued	6	2.0
Total	293	99.8

Table 78: Frequency Distribution		
Q61: What kind of work do you do, that is what is your occupation?		
	Frequency	Percent
Response given	359	98.9
Refused/ call continued	4	1.1
Total	363	100.0

Table 79: 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
Response given	351	96.7
Don't know	8	2.2
Refused/ call continued	4	1.1
Total	363	100.0

Table 80: Frequency Distribution		
Q63: What other skills do you have that are not involved in this employment?		
	Frequency	Percent
Response given	257	70.8
Don't know	99	27.2
Refused/call continued	7	1.9
Total	363	99.9

Table 81: Frequency Distribution		
Q63A: If and only if respondent mentions any computer skills		
	Frequency	Percent
Computer skills mentioned	60	16.5
No computer skills mentioned	303	83.5
Total	363	100.0

Table 82: Frequency Distribution
Q63B: Let me ask about your computer skills.
What is your strongest computer skill? (pick one)

	Frequency	Percent
Word processing, such as using MS-Word	26	42.6
Spreadsheet analysis, such as Lotus or Excel	5	8.2
Bookkeeping, such as Quicken	2	3.3
Website development	4	6.6
Troubleshooting machines	7	11.5
Maintains a computer network	1	1.6
Computer programming (C, SAS, SPSS)	3	4.9
Develops own software applications	1	1.6
Other	11	18.0
Don't know	1	1.6
Total	61	99.9

Table 83: Frequency Distribution
Q63C: What other computer skills do you have?

	Frequency	Percent
Word processing, such as using MS-Word	40	29.2
Spreadsheet analysis, such as Lotus or Excel	30	21.9
Bookkeeping (Quicken)	9	6.6
Computer assisted design (CAD)	4	2.9
Website development	14	10.2
Work on machines, troubleshooting	14	10.2
Maintains a computer network	5	3.6
Computer programming (C,SAS,SPSS)	5	3.6
Develops own software applications	4	2.9
Other	8	5.8
Don't know	4	2.9
Total	137	99.8

Table 84: 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	326	89.8
Temporary	27	7.4
Don't know	10	2.8
Total	363	100.0

Table 85: Frequency Distribution		
Q65: Would you like a permanent job?		
	Frequency	Percent
Yes	20	74.1
No	5	18.5
Don't know	2	7.4
Total	27	100.0

Table 86: 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	117	32.3
No	240	66.3
Don't know	4	1.1
Refused/call continued	1	0.3
Total	362	100.0

Table 87: Frequency Distribution		
Q67: Why do you think you are currently underutilized at your job?		
	Frequency	Percent
Had previous job that required more skill and/or education	14	11.9
Have had additional job training and/or education	12	10.2
Current job does not require my training and/or education	29	24.6
Had a previous job where I earned more income	4	3.4
Other	42	35.6
Don't know	15	12.7
Refused/call continued	2	1.7
Total	118	100.1

Table 88: Frequency Distribution		
Q68: Have you had jobs in the past which better utilized your skills and education?		
	Frequency	Percent
Yes	65	55.1
No	50	42.4
Don't know	3	2.5
Total	118	100.0

Table 89: Frequency Distribution		
Q69: What type of job or jobs have you had in the past which required more skill and/or education?		
	Frequency	Percent
Response given	61	93.8
Don't know	2	3.1
Refused/ call continued	2	3.1
Total	65	100.0

Table 90: 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	36	56.3
No	28	43.8
Total	64	100.1

Table 91: Frequency Distribution		
Q71: Would you change jobs so you could better utilize your skills?		
	Frequency	Percent
Yes	89	75.4
No	20	16.9
Don't know	9	7.6
Total	118	99.9

Table 92: Frequency Distribution		
Q72: Would you be willing to undertake job training associated with a new employment opportunity?		
	Frequency	Percent
Yes	98	83.8
No	13	11.1
Don't know	6	5.1
Total	117	100.0

Table 93: Frequency Distribution		
Q73: Do you generally work daytime or evening hours?		
	Frequency	Percent
Daytime	326	89.8
Evening	33	9.1
Refused/call continued	4	1.1
Total	363	100.0

Table 94: Frequency Distribution		
Q73A: Would you like a job where you could work during daytime hours?		
	Frequency	Percent
Yes	13	38.2
No	21	61.8
Total	34	100.0

Table 95: Frequency Distribution		
74: How much formal education have you completed?		
	Frequency	Percent
Less than high school	44	7.6
High school	169	29.2
Some college	155	26.8
Associate degree	43	7.4
Bachelor of Science degree	80	13.8
Bachelor of Arts degree	36	6.2
Postgraduate degree (masters, PhD, JD,MD)	48	8.3
Refused/ call continued	3	0.5
Total	578	99.8

Table 96: Frequency Distribution		
Q75: Did you receive your Associate's degree in Oklahoma?		
	Frequency	Percent
Yes	32	72.7
No	12	27.3
Total	44	100.0

Table 97: Frequency Distribution		
Q75A: In which state did you receive your Associate's degree?		
	Frequency	Percent
Arkansas	3	21.4
California	1	7.1
Connecticut	2	14.3
Georgia	1	7.1
Illinois	2	14.3
Indiana	1	7.1
Louisiana	2	14.3
Mississippi	2	14.3
Total	14	99.9

Table 98: Frequency Distribution		
Q76: Did you receive your bachelor's degree in Oklahoma?		
	Frequency	Percent
Yes	117	73.1
No	43	26.9
Total	160	100.0

Table 99: Frequency Distribution		
Q76A: In which state did you receive your Bachelor's degree?		
	Frequency	Percent
Alabama	1	2.1
Arkansas	4	8.5
California	1	2.1
China	1	2.1
Florida	2	4.3
Idaho	1	2.1
Illinois	2	4.3
Indiana	2	4.3
Iowa	1	2.1
Kansas	4	8.5
Louisiana	1	2.1
Maryland	1	2.1
Massachusetts	2	4.3
Missouri	3	6.4
Nebraska	2	4.3
New York	1	2.1
Ohio	1	2.1
Pennsylvania	1	2.1
South Dakota	1	2.1
Texas	13	27.7
Utah	2	4.3
Total	47	100.0

Table 100: Frequency Distribution		
Q77: Did you receive your highest post graduate degree in Oklahoma?		
	Frequency	Percent
Yes	21	46.7
No	24	53.3
Total	45	100.0

Table 101: Frequency Distribution		
Q77A: In which state did you receive your highest graduate degree?		
	Frequency	Percent
Arizona	1	3.7
Arkansas	1	3.7
California	2	7.4
Colorado	1	3.7
Florida	2	7.4
Illinois	1	3.7
Kansas	2	7.4
Kentucky	1	3.7
Louisiana	1	3.7
Maryland	1	3.7
Massachusetts	2	7.4
Missouri	2	7.4
Nebraska	1	3.7
New Mexico	1	3.7
South Dakota	1	3.7
Texas	5	18.5
Virginia	1	3.7
Washington	1	3.7
Total	27	99.9

Table 102: Frequency Distribution		
Q78: In addition to your formal education, have you ever received vocational training, apprentice training, or special professional training?		
	Frequency	Percent
Yes	174	43.6
No	224	56.1
Don't know	1	0.3
Total	399	100.0

Table 103: Frequency Distribution		
Q79: Have you received special training on the job training other than the usual introductory job training?		
	Frequency	Percent
Yes	2	25.0
No	6	75.0
Total	8	100.0

Table 104: Frequency Distribution		
Q80: Are you currently enrolled in school or a special training program?		
	Frequency	Percent
Yes	8	25.0
No	24	75.0
Total	32	100.0

Table 105: Frequency Distribution		
Q81: Did the training you told me about cause a change in your employment status?		
	Frequency	Percent
Yes	77	44.8
No	92	53.5
Don't know	3	1.7
Total	172	100.0

Table 106: Frequency Distribution		
Q82: How so?		
	Frequency	Percent
Promotion	24	27.6
Increase in pay at present job	21	24.1
Different job with the same employer	7	8.0
Different job with a new employer	15	17.2
Help retain current job	6	6.9
No change	4	4.6
Better understanding of the work	3	3.4
Computer skills	1	1.1
High school	1	1.1
Job responsibility	1	1.1
Position qualification	1	1.1
Skill improvement	1	1.1
Don't know	2	2.3
Total	87	99.6

Table107: Frequency Distribution		
Q85: Do you anticipate that this schooling or training you have told me about will change your employment status?		
	Frequency	Percent
Yes	3	37.5
No	5	62.5
Total	8	100.0

Table108: Frequency Distribution		
Q85: How so?		
	Frequency	Percent
Different job with a new employer	3	100.0
Total	3	100.0

Table109: Frequency Distribution		
Q85: What is your current marital status?		
	Frequency	Percent
Married	358	59.5
Widowed	48	8.0
Divorced	64	10.6
Living with a partner	4	0.7
Never married	121	20.1
Refused/ call continued	7	1.2
Total	602	100.1

Table 110: Frequency Distribution		
Q86: How would you describe your spouse or partner's current employment status?		
	Frequency	Percent
Not working and not seeking a job outside the home	119	32.7
Not working outside the home, but seeking work	4	1.1
Working part-time outside the home	29	8.0
Working full-time outside the home	208	57.1
Don't know	2	0.5
Refused/call continued	2	0.5
Total	364	99.9

Table 111: Frequency Distribution		
Q87: Are you attending school full or part-time?		
	Frequency	Percent
Yes, a full-time student	50	8.3
Yes, a part-time student	26	4.3
No, not a student	527	87.4
Total	603	100.0

Table 112: Frequency Distribution		
Q88: What type of school are you attending?		
	Frequency	Percent
Four year college/university	38	50.6
Junior college	9	12.0
Vocational technical school	6	8.0
High school; GED classes	17	22.7
Graduate school	1	1.3
Horticulture	1	1.3
Language classes	1	1.3
None	2	2.7
Total	75	99.9

Table 113: Frequency Distribution		
Q89: Would you like to pursue additional education or obtain additional training now or in the future?		
	Frequency	Percent
Yes	252	41.7
No	312	51.7
Don't know	36	6.0
Refused/ call continued	3	0.5
Refused/call ended	1	0.2
Total	604	100.1

Table 114: Frequency Distribution		
Q89A: What type of education or training?		
	Frequency	Percent
Bachelor's degree	65	25.8
Graduate school or professional degree	47	18.7
Vocational/technical school	45	17.9
Computer related training	19	7.5
Other	39	15.5
Don't know	37	14.7
Total	252	100.1

Table 115: Frequency Distribution		
Q90: Including yourself, how many persons in your household are 18 years or older?		
	Frequency	Percent
1	57	22.6
2	136	54.0
3	40	15.9
4	11	4.4
5	1	0.4
6	3	1.2
More than 6	3	1.2
Refused/call continued	1	0.4
Total	252	100.1

Table 116: Frequency Distribution		
Q91: How many persons 18 years or older in your household are employed or self-employed, including yourself?		
	Frequency	Percent
1	227	37.8
2	187	31.1
3	35	5.8
4	4	0.7
5	3	0.5
More than 6	3	0.5
0	136	22.6
Don't know	2	0.3
Refused/call continued	4	0.7
Total	601	100.0

Table 117: 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	213	35.3
No	384	63.7
Refused/ call continued	4	0.7
Refused/call ended	2	0.3
Total	603	100.0

Table 118: Frequency Distribution		
Q93: Do you have difficulty obtaining care for your children so that you can work?		
	Frequency	Percent
Yes	35	16.4
No	177	83.1
Refused/call continued	1	0.5
Total	213	100.0

Table 119: 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	11	21.6
I can't work nights or weekends because I can't get child care	10	19.6
I can't find care at all for one or more of my children	9	17.6
I can't find care for my infant or toddler	3	5.9
I need better quality care than I am getting now	6	11.8
I can't earn enough to get child care	9	17.6
Don't know	3	5.9
Total	51	100.0

Table 120: 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	178	50.7
No	158	45.0
Refused /call continued	14	4.0
Refused/call ended	1	0.3
Total	351	100.0

Table 121: Frequency Distribution		
Q96: Please stop me when I read your hourly pay rate.		
	Frequency	Percent
Less than \$6.75	13	7.2
\$6.75 to 8.49	21	11.7
\$8.50 to 9.99	16	8.9
\$10.00 to 11.24	21	11.7
\$11.25 to 13.24	18	10.0
\$13.25 to 15.74	23	12.8
\$15.75 to 19.24	13	7.2
\$19.25 to 24.24	21	11.7
\$24.25 to 43.24	12	6.7
\$43.25 to 60.00	3	1.7
More than \$60.00	4	2.2
Don't know	1	0.6
Refused/ call continued	14	7.8
Total	180	100.2

Table 122: Frequency Distribution		
Q97: Now I am going to read you a series of income ranges. Please stop me when I read how much you ALONE earned, before taxes, in 2006.		
	Frequency	Percent
Less than \$14,000	46	13.0
\$14,001 to 18,000	21	5.9
\$18,001 to 21,000	20	5.7
\$21,001 to 23,000	14	4.0
\$23,001 to 28,000	18	5.1
\$28,001 to 33,000	16	4.5
\$33,001 to 40,000	33	9.3
\$40,001 to 50,000	29	8.2
\$50,001 to 90,000	43	12.2
\$90,001 to 125,000	13	3.7
More than \$125,000	8	2.3
Don't know	32	9.1
Refused/call continued	60	17.0
Total	353	100.0

Table 123: Frequency Distribution		
Q97A: I am going to read you a series of income ranges again. Please stop me when I read what your total household income was, before taxes, for 2006.		
	Frequency	Percent
Less than \$14,000	21	6.0
\$14,001 to 18,000	13	3.7
\$18,001 to 21,000	17	4.8
\$21,001 to 23,000	11	3.1
\$23,001 to 28,000	8	2.3
\$28,001 to 33,000	15	4.3
\$33,001 to 40,000	23	6.5
\$40,001 to 50,000	19	5.4
\$50,001 to 90,000	60	17.0
\$90,001 to 125,000	43	12.2
More than \$125,000	23	6.5
Don't know	40	11.4
Refused/call continued	59	16.8
Total	352	100.0

Table 124: Frequency Distribution		
Q98: Does any of your own income come from tips or commissions?		
	Frequency	Percent
Yes	37	10.5
No	311	88.4
Refused/ call continued	4	1.1
Total	352	100.0

Table 125: Frequency Distribution		
Q99: About what percentage would you say?		
	Frequency	Percent
1% - 10%	8	21.6
11% - 20%	5	13.5
30% - 40%	3	8.1
50% - 60%	3	8.1
80% - 90%	3	8.1
91% - 100%	9	24.3
101% - 110%	1	2.7
Don't know	5	13.5
Total	37	99.9

Table 126: 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	86	84.3
No	7	6.9
Don't know	6	5.9
Refused/call continued	3	2.9
Total	102	100.0

Table 127: Frequency Distribution		
Q101: Would you consider a local job that is comparable to the one that you have now?		
	Frequency	Percent
Yes	80	85.1
No	8	8.5
Don't know	3	3.2
Refused/call continued	3	3.2
Total	94	100.0

Table 128: 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	11	12.6
No	69	79.3
Don't know	4	4.6
Refused/ call continued	3	3.4
Total	87	99.9

SURVEY FREQUENCY RESULTS
Open-Ended Data

Table 129: Frequency Distribution
Q1: In what city or town do you live?

Comment	Frequency
Arch Hill	1
Beggs	11
Bixby	21
Boulder	1
Braggs	1
Bristow	11
Broken Cove	1
Chicken Creek	2
Cookson	2
Eufala	8
Gans	2
Glenpool	18
Gore	5
Henryetta	25
Hulbert	1
Ile	1
Inola	12
Jenks	15
Kellyville	2
Keys	1
Liberty	1
Minot	2
Morris	1
Mounds	5
Muldrow	20
Okay	2
Okmulgee	21
Oktaha	3
Park Hill	1
Peggs	1
Porter	1
Porum	5
Preston	1
Proctor	1
Roland	6
Rural area	8
Sallisaw	18
Sand Springs	2
Sapulpa	27
Sewar	1
Short	1
Slick	1
Stilwell	15

Tans	1
Tulsa	35
Vian	9
Warner	1
Watts	3
Webbers Falls	1
Westfield	2
Westville	2
Whitefield	1
Total	340

**Table 130: Frequency Distribution
Q2: What is your zip code?**

Comment	Frequency
70007.00	5
72221.00	1
73125.00	1
74008.00	22
74010.00	13
74011.00	14
74012.00	17
74013.00	1
74014.00	38
74032.00	1
74033.00	16
74036.00	13
74037.00	17
74039.00	2
74047.00	5
74063.00	1
74066.00	25
74101.00	1
74104.00	1
74126.00	1
74127.00	1
74129.00	1
74131.00	1
74132.00	2
74133.00	5
74134.00	2
74137.00	18
74146.00	1
74147.00	1
74158.00	1
74174.00	1
74303.00	1
74337.00	3
74401.00	19
74402.00	1

74403.00	21
74405.00	2
74406.00	1
74407.00	1
74421.00	11
74423.00	1
74426.00	7
74427.00	14
74429.00	26
74431.00	1
74432.00	11
74434.00	13
74435.00	7
74436.00	4
74437.00	20
74440.00	2
74441.00	3
74442.00	1
74443.00	1
74445.00	3
74446.00	6
74447.00	22
74450.00	3
74451.00	5
74452.00	2
74454.00	1
74455.00	6
74457.00	2
74462.00	9
74464.00	35
74465.00	1
74466.00	1
74467.00	14
74469.00	1
74470.00	1
74472.00	1
74477.00	1
74664.00	1
74794.00	1
74918.00	1
74926.00	2
74931.00	1
74936.00	3
74946.00	1
74948.00	20
74954.00	6
74955.00	20
74960.00	14
74962.00	7
74963.00	2

74964.00	3
74965.00	4
Don't know	7
Refused/call continued	3
Total	610

**Table 131: Frequency Distribution
Q18: In which city or town do you work?**

All over	4
Beggs	2
Bixby	6
Bowden	1
Braggs	1
Bristow	7
Broken Cove	1
Catoosa	1
Edmond	3
Eufala	4
Fort Smith	4
Glenpool	1
Gore	2
Henryetta	12
Inola	1
Jenks	7
Kellyville	1
Locus Grove	1
Many cities	4
Mounds	6
Muldrow	4
Okmulgee	12
Park Hill	3
Preston	1
Proctor	1
Pryor	1
Roland	3
Rural area	2
Sallisaw	7
Sand Springs	1
Sands Spring	2
Sapulpa	12
Silo Springs, Arkansas	1
Springdale, Arkansas	2
Stilwell	7
Tulsa	97
Verun, Arkansas	1
Vian	1
Warner	1
Watts	2
Westfield	1
Total	231

Table 132: Frequency Distribution

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

Accounting	2
Administrator	1
Automotive technician	5
Cashier	8
Casino operations	1
Customer service	1
Dishwasher	5
Dispatcher	1
Electrician	1
Factory worker	1
Furniture business	1
Hair stylist	1
Insurance industry	1
Janitor	2
Medical biller	1
Medical transcriptionist	1
Nurse's aid	1
Office clerk	1
Retail	1
Sitting with elderly people	1
Social worker	1
Tire shop	2
Underwriter for mortgage company	1
Web page designer	1
Total	42

Table 133: Frequency Distribution

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

Comment	Frequency
Accounting	4
Administrative assistant	4
Administrator	6
Aerospace field worker	2
Agent	1
Analyst	1
Announcer	1
Assembly	1
Auditor	1
Automotive technician	5
Bank teller	5
Bartender	1
Bookkeeper	1
Brick worker	1
Building, carpentry, or construction	11
Bus driver	3

Business analyst	1
Business development	1
Caretaker	1
Cashier	2
Casino operations	1
Cattle/Ranch worker	3
CEO/President	2
Child care	2
Claims adjuster	2
Clerk	2
Commercial printer	1
Communications consultant	1
Community coordinator	2
Computer consultant	1
Computer work	2
Consultant	1
Controller	3
Cook/Chef	6
Counselor	1
Court reporter	1
Credit officer	1
Customer service	13
Day care	2
Dietician	1
Director	1
Dishwasher	1
Driver	1
Editor	1
Electrical lineman	1
Electrical technician	2
Engineer	6
Entrepreneur	1
Equipment operator	2
Executive	1
Factory worker	4
Family assessment worker	1
Farmer or rancher	11
Field specialist	1
Finance	1
Florist	1
Food inspector	1
Food production	1
Food service	12
Foreman	2
Forklift operator	2
Foster parent	1
Furnace operator	1
Geologist	1
Hairstylist	1
Historical society	1

Horse trainer	1
Housekeeping	1
Human resources	4
Hygiene coordinator	1
Inspector	1
Insurance	3
Insurance industry	3
Investments	2
Jailer	1
Janitorial/Custodial	1
Laboratory technician	3
Laser operator	2
Law enforcement	1
Liaison	1
Library aid	1
Logistics	1
Machinist	9
Mail carrier	3
Mail handler	1
Maintenance	3
Management	10
Manager or supervisor	22
Manufacturer	6
Marketing	1
Material handler	1
Mechanic	8
Mechanical engineer	1
Medical field worker	1
Medical worker	8
Meteorologist	2
Military	1
Musical instrument repair	1
No career	1
Nurse	6
Paralegal	2
Paraprofessional	1
Pastor/Preacher	1
PCA	1
Personal trainer	1
Petroleum/Oil production	1
Physician	1
Pilot	1
Pipe worker	2
President of a bank	1
Producer	1
Professor	2
Psychologist	1
Public works	5
Purchaser	1
Purchasing	3

Radiology	1
Railroad worker	1
Real estate agent	1
Recruiter	1
Respiratory therapist	1
Route driver	1
Sales	13
Screen printing	1
Secretary or clerk	11
Self-employed	1
Stocker	1
Surgical technician	2
Tattoo artist	2
Teacher	24
Teacher assistant	1
Technical assistance	1
Title/tag worker	1
Trainer	2
Travel agent	1
Truck driver	5
Tupperware consultant	1
Warehouse worker	3
Welder	1
Work for a firm	1
Works for school districts	1
Total	376

Table 134: Frequency Distribution
Q62: What are your usual activities or duties at this job?

Comment	Frequency
Accounting	3
Accounting department management	2
Administrative functions	1
Administrative work	1
Aircraft engine repair	1
Appointment scheduling	1
Auto repair shop management	1
Automotive work	2
Bookkeeping	2
Bookkeeping and banking	1
Brick work	1
Building, carpentry, or construction	12
Call center operations	1
Car repair	1
Care of cattle	3
Case research	2
Chaser	1
Check in surgery patients, schedule surgeries, clerical work	1
Child care	3

Child instruction	1
Children daily care	3
Cleaning	1
Commercial activity	1
Computer programming	3
Computer skills	2
Computer work	7
Consulting	1
Cooking, cleaning and dishes	5
Courthouse work	1
Cowboy boot manufacturing	1
Credit approval and quality	1
Customer service	14
Customer transactions	5
Data entry	1
Day care instruction	1
Deliver mail	2
Deposition and transcription generation	1
Different things	2
Disciplinary duties	1
DNA laboratory testing	1
Drive trucks	5
Drivers license office work	1
Driving, inspecting	1
Editing	1
Education advancement counseling	1
Elderly persons care	1
Electrical work	1
Email, phones, visiting stores	2
Engine manufacturing	1
Engineering	3
Engineering and customer communications	1
Equipment operation	2
Evaluating medical claims	1
Factory work	3
Family assessments	1
Farm or ranch work	11
Filing and phone work	1
Flying	1
Food delivery and ordering	3
Food preparation	2
Food service	3
Forklift operation	1
Freight work	3
Garbage collection and truck driving	5
Hair care	1
Head start program	1
Help people find jobs	1
Home health care	1
Home inspections	1

Home sales	1
Home therapy	1
Horse handling and care	1
Housekeeping	1
Human resources	1
Inspections	2
Instruct on plant care and sales	1
Insurance claims	2
Inventory control	1
Investigations	1
Investment advising	1
IT department management	1
Kindergarten instruction	1
Lectures and attend meetings	1
Library work	1
Lots of duties	2
Machine operator	2
Machinist	1
Maintain employee records	2
Maintenance	2
Make tools	1
Management	3
Management or supervisory duties	12
Manager or supervisor	2
Manufacturing	1
Marketing	2
Meat production	1
Mechanic	2
Medical	1
Medical billing	1
Medical records	1
Medical testing	1
Medical work	1
Money handling	3
Native American community management	2
Network and computer maintenance	1
Network design	2
Nursing	3
Nutritional counseling and training direction	1
Office accounting work	1
Office work	3
Operate machinery	7
Order taker and food preparation	3
Overseeing	1
Painting	2
Patient admissions	1
Patient care	5
Payroll	1
Payroll and accounts payable	1
Payroll, accounts payable, purchase orders, human resources, insurance coordinator, graphic design, system administration, website maintenance	1

Pipe and concrete work	2
Postal delivery	1
Power line maintenance	1
Preparation of tax and financial statements	1
Printing press operations	1
Process inmates	1
Procurement and provisioning	1
Product transport	1
Programming and setting up lasers	2
Project management	1
Public works maintained and repair	1
Purchasing	3
Purchasing for a non-profit organization	1
Put patient on ventilator, breathing treatments	1
Quality control	1
Real estate sales	1
Rehabilitate horses	1
Religious care	1
Repair of musical instruments	1
Repair work	1
Repairing	1
Retail entry greeter	2
Review packages	1
Review, implementation and testing	1
Route sales	1
Sales	8
Sales and advertisement	1
Sales and bookkeeping	1
Sales and project management	2
Sales, answering phones, filing, and production work	1
School bus driving	2
School counseling and placement of students	1
School system community relations	1
Secretarial	1
Secretarial or clerical work	9
Selling homes	1
Serve alcoholic beverages	1
Set up machinery	1
Stocking	2
Substituting in classes	1
Surgical room operations	2
Take care of people	2
Tax material filing	1
Teacher training and supervision	1
Teaching	19
Technical services	1
Telemarketing	1
Telephone line repair and installation	2
Testing and standardizing of metals	2
Ticket auditing	1

Tool inventory	1
Towing vehicles and insurance claims	1
Training school superintendents	1
Troubleshooting	1
Truck driving	1
Underground work	2
Various duties	1
Vehicle repair	2
Waiting tables	3
Warehouse inventory	1
Washing dishes	1
Water treatment plant management	2
Welding	2
Well inspections	1
Work with families	1
Work with students	1
Working on Super 80 Jets	2
Writing and recording scripts	1
Writing and research	1
X-ray technician	1
Total	370

Table 135: Frequency Distribution

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

Comment	Frequency
Accounting	1
Acting and banking	1
Administrative skills	1
Advertising	1
Advisory work	1
AMP license	2
Artist	1
Artistic	1
Attorney work	1
Auto body care	2
Auto repair	2
Aviation mechanic	2
Baking	3
Banking	2
Builder, carpentry, or construction	2
Building, carpentry, or construction	14
Business management	2
Business operations	2
Carpentry	4
Child care	3
Clerical	4
Coaching	1
College degree	3
Computer skills	15

Computer work	11
Construction	1
Continuous education	1
Cosmetology	1
Counseling	1
Customer service	3
Data analysis	1
Electrical work	1
Electronics	3
Factory work	3
Farming	5
Fishing	1
Florist	1
Food preparation	8
Food service	1
Forklift operation	2
Framing	1
Golf	2
Graphic design	1
Hair care	3
Hair stylist	1
Health care	1
Heat exchanges	1
Heavy equipment operation	2
Homemaking	1
Interior design	1
Inventory control	1
IT security	2
Journeyman	1
Landscaping	2
Law degree	1
Livestock knowledge	1
Machinist	2
Maintenance	1
Management	6
Managerial or supervisory skills	6
Manufacturing	2
Many skills	6
Marketing and teaching	1
Math and physics degree	1
Mathematics	1
Mechanical	1
Medical	1
Medical skills	7
Meal shops	1
Military	1
Morse code	1
Musician	1
Network engineer	1
None	30

Office work	1
Phlebotomy License	1
Pilot work	1
Programming	1
Public relations	1
Quilting	1
Real estate business	1
Researching	1
Retail sales	1
Rollercoaster operation	1
Sales	4
Secretarial	2
Secretarial and office work	1
Secretarial or clerical	2
Secretarial or clerical skills	2
Security	1
Sewing	1
Sewing and landscaping	1
Social work	1
Tax preparation	1
Teaching	5
Technical skills	1
Technical writing, management, and legal research.	1
Technology	1
Therapeutic writing instructor	1
Translator	1
Very little	1
Video games	5
Warehouse work	1
Welding	14
Woodworking	4
Writing	1
Youth group work	1
Total	270

Table 136: Frequency Distribution

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

Comment	Frequency
Accounting	1
Administrative assistant	1
Airline operations	1
Banking	2
Carpentry	1
Circulation director	2
Different hospital	1
Different industry	1
Entrepreneur	3
Farm or ranch work	5

Florist	1
Food preparation	4
Forklift operation	1
Health administrator	1
Heating and air conditioning	1
Heavy equipment operation	1
Hospital operations	1
Insurance claims	1
Lawyer	1
Machinist	1
Management	2
Manager or supervisor	8
Manufacturing	1
Medical assistant	1
Medical records	1
Meeting coordinator	1
Military	1
Nurse	2
Office work	1
Phlebotomy job	1
President of a college	1
Retail superintendent	2
Sales	2
Secretary, clerk, or administrative assistant	1
Stocker	1
Teaching	2
Worked at drug rehab center	1
Worked at state capitol	1
Worked for another business	1
Worked for the FDA	1
Working for the network control center	1
Total	64

APPENDIX A

Introduction Selection Sequence

Informed Consent Script:

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 the Oklahoma Department of Commerce. The study will help local officials in their business and workforce development efforts and it will help attract higher paying jobs to the area.

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 8-12 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 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:]

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

Concluding remarks:

Thank you very much for participating in this survey, which was funded by the Oklahoma Department of Commerce. 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?

Adair	1	=> /Q1
Cherokee	2	=> /Q1
Creek	3	=> /Q1
Haskell	4	=> /Q1
Mayes	5	=> /Q1
McIntosh	6	=> /Q1
Muskogee	7	=> /Q1
Okfuskee	8	=> /Q1
Okmulgee	9	=> /Q1
Rogers	10	=> /Q1
Sequoyah	11	=> /Q1
Tulsa	12	=> /Q1
Wagoner	13	=> /Q1
Some other county	14	
Refused/call continued	88	
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?

Broken Arrow	1	
Checotah	2	
Chouteau	3	
Coweta	4	
Fort Gibson	5	
Haskell	6	
Muskogee	7	
Stigler	8	
Talequah	9	
Wagoner	10	
Someplace else	11	O
Don't know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q2:

What is your zip code?

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

Q3:

Were you living in this house or apartment five years ago; that is, in October of 2002?

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

Q3A:

Where did you live in October of 2002? Was it ...

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

Q4:

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

In what year were you born?

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

Q5:

Determine gender without asking

Male	1	
Female	2	

Q6:

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

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

Q6A:

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

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

Q7:

Are you in the military?

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

Q8:

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

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

Q8A:

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

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

Q9:

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

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

Q10:

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

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

Q10A:

What if the company pays \$16 per hour or about \$33,000 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

Q10B:

What if the company pays \$18 per hour or about \$37,000 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

Q10C:

What if the company pays \$20 per hour or about \$41,000 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

Q10D:

What if the company pays an amount more than \$20 per hour or more than \$41,000 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?

Adair	1	
Cherokee	2	
Creek	3	
Haskell	4	
Mayes	5	
McIntosh	6	
Muskogee	7	
Okfuskee	8	
Okmulgee	9	
Rogers	10	
Sequoyah	11	
Tulsa	12	
Wagoner	13	
Some other county (specify)	14	O
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q18:

In which city or town do you work?

Broken Arrow	1		=> /Q24
Checotah	2		=> /Q24
Chouteau	3		=> /Q24
Coweta	4		=> /Q24
Fort Gibson	5		=> /Q24
Haskell	6		=> /Q24
Muskogee	7		=> /Q24
Stigler	8		=> /Q24
Talequah	9		=> /Q24
Wagoner	10		=> /Q24
Someplace else	11	O	=> /Q24
Don't know	77		=> /Q24
Refused/call continued	88		=> /Q24
Refused/call ended	99		=> /INT

Q19:

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

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

Q19A:

What are your transportation needs?

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

Q20:

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

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

Q21:

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

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

Q22:

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

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

Q24:

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

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

Q25:

How many jobs (or businesses) did you have?

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

Q26:

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

=> Q28

sinon => Q26

si (Q25>1)

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

Q27:

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

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

JR1:

=> Q33

sinon => Q30

si (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

sinon => Q30

si (Q29>=7)

Q30:

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

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

Q31:

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

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

Q32:

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

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

Q33:

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

Does your job have a paid vacation?

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

Q34:
 Does your job offer health care insurance paid by the employer?
 Yes 1
 Part of health care is paid by employer 2
 No 3
 Don't know 7
 Refused/call continued 8
 Refused/call ended 9 => /INT

Q35:
 Does your job offer reimbursement for education and training courses?
 Yes 1
 No 2
 Don't know 7
 Refused/call continued 8
 Refused/call ended 9 => /INT

Q36:
 Does your job offer a retirement plan?
 Yes 1
 No 2
 Don't know 7
 Refused/call continued 8
 Refused/call ended 9 => /INT

Q37:
 Does your present job offer advancement potential?
 Yes 1
 No 2
 Don't know 7
 Refused/call continued 8
 Refused/call ended 9 => /INT

Q38:
 How far do you live from your place of employment?
 0-5 miles 1
 6-10 miles 2
 11-20 miles 3
 21-30 miles 4
 31-50 miles 5
 More than 50 miles 6
 Work at home 7 => /Q41
 Don't Know 77
 Refused/call continued 88
 Refused/call ended 99 => /INT

Q39:
 How did you get to work last week? (read until selection is made; choose the one used most of the time)
 CAR, TRUCK OR VAN 1
 BUS 2 => /Q40
 WALK TO WORK 3 => /Q40B
 BICYCLE 4 => /Q40
 Other (specify) 5 O => /Q40
 Don't Know 7 => /Q40
 Refused continued 8 => /Q40
 Refused ended 9 => /INT

Q39A:

Did you drive your own vehicle?

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

Q40:

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

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

Q40A:

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

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

Q40B:

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

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

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

Q40C:

How so?

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

Q41:

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

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

Q42:

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

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

Q42A:

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

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

Q42B:

How much pay are you looking for per hour?

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

Q43:

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

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

Q43A:

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

=> Q44

sinon => Q43A

si (Q33=1)&(Q34=1)

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

Q44:

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

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

Q44A:

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

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

Q44B:

Why is that?

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

Q45:

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

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

Q45A:

How does your transportation need to be better?

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

Q46:

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

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

Q47:

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

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

Q48:

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

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

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

Q49:

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

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

Q50:

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

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

Q51:

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

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

Q52:

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

=> Q80

si (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

si ((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	10	
BUSINESS AND ACCOUNTING SERVICES	11	
ENGINEERING AND TECHNICAL SERVICES	12	
PERSONAL SERVICES OR RECREATIONAL SERVICES	13	
FINANCE, INSURANCE, OR REAL ESTATE	14	
GOVERNMENT	15	
Other	16	
Don't Know	77	
Refused/call continued	88	
Refused/call ended	99	=> /INT

Q61:

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

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

Q62:

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

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

Q63:

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

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

Q63A:

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

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

Q63B:

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

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

Q63C:

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

What other computer skills do you have?

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

Q64:

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

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

Q65:

Would you like a permanent job?

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

Q66:

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

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

Q67:

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

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

Q68:

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

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

Q69:

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

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

Q70:

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

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

Q71:

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

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

Q72:

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

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

Q73:

Do you generally work daytime or evening hours?

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

Q73A:

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

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

Q74:

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

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

Q75:

Did you receive your Associate's degree in Oklahoma?

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

Q75A:

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

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

Q76:

Did you receive your bachelor's degree in Oklahoma?

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

JR3:

=> Q77

sinon => Q85

si (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

sinon => Q77

si (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

sinon => Q79

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

JR6:

=> Q81

sinon => Q85

si (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

sinon => JR8

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

JR8:

=> Q83

sinon => Q81

si (Q80=1)

Q81:

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

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

Q82:

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

How so?

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

Q83:

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

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

Q84:

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

How so?

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

Q85:

What is your current marital status?

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

Q86:

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

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

Q87:

Are you attending school full or part-time?

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

Q88:

What type of school are you attending?

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

Q89:

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

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

Q89A:

What type of education or training?

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

Q90:

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

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

Q91:

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

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

Q92:

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

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

JR17:

=> Q95

sinon => GBYE

si ((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

sinon => GBYE

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

Q94:

Interviewer: Select all that apply

Do any of the following apply to your situation?

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

JR19:

=> Q95

sinon => GBYE

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

Q95:

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

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

Q96:

Please stop me when I read your hourly pay rate.

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

Q97:

Now I am going to read you a series of income ranges. Please stop me when I read how much you ALONE earned, before taxes, in 2006.

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

Q97A:

I am going to read a series of income ranges again. Please stop me when I read what your total household income was, before taxes, for 2006.

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

Q98:

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

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

Q99:

About what percentage would you say?

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

JR22:

=> GBYE

sinon => Q100

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

Q100:

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

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

Q101:

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

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

Q102:

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

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

Data Breakdown for the Far Eastern Oklahoma Area Labor Force Study

Table 1: Attractiveness of A Job that Pays \$10-over \$20 per hour	Persons who are working							Job Seekers
	Total	Under- employed	Job Shifters	Job Keepers	Highest education level			
					At least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma	

Percent

Job that pays \$10 per hour								
<i>Of those with a response...</i>								
Very Unattractive	45.1	17.9	44.2	47.5	62.8	37.3	36.8	7.5
Unattractive	12.6	23.1	2.3	12.1	12.4	14.9	11.6	2.5
Neither Unattractive Nor Attractive	12.1	7.7	9.3	12.8	9.1	15.7	11.6	15.0
Attractive	9.1	17.9	9.3	8.8	5.0	9.7	10.5	30.0
Very Attractive	14.6	28.2	32.6	11.1	2.5	17.2	24.2	45.0
Depends on the type of work	1.6	2.6	0.0	2.0	0.0	2.2	3.2	0.0
Doesn't want to work	2.2	2.6	2.3	2.4	4.1	0.7	1.1	0.0
Other	1.6	0.0	0.0	2.0	3.3	1.5	0.0	0.0

Job that pays \$12 per hour								
<i>Of those with a response...</i>								
Very Unattractive	55.0	20.0	62.5	57.4	61.5	42.6	63.4	0.0
Unattractive	17.5	53.3	12.5	14.8	21.8	14.7	14.6	40.0
Neither Unattractive Nor Attractive	14.3	6.7	25.0	14.2	11.5	22.1	7.3	40.0
Attractive	10.1	13.3	0.0	10.5	3.8	16.2	9.8	20.0
Very Attractive	1.6	0.0	0.0	1.9	0.0	2.9	2.4	0.0
Other	1.1	0.0	0.0	1.2	1.3	0.0	2.4	0.0

Table 1: Attractiveness of A Job that Pays \$10-over \$20 per hour	Persons who are working							Job Seekers
	Total	Under- employed	Job Shifters	Job Keepers	Highest education level			
					At least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma	

Percent

Job that pays \$14 per hour

Of those with a response...

Very Unattractive	48.8	16.7	56.3	50.7	59.5	34.0	50.0	0.0
Unattractive	14.5	25.0	0.0	14.3	16.2	11.3	13.9	0.0
Neither Unattractive Nor Attractive	19.9	58.3	18.8	17.9	17.6	24.5	16.7	25.0
Attractive	13.9	0.0	25.0	13.6	6.8	22.6	16.7	25.0
Very Attractive	3.0	0.0	0.0	3.6	0.0	7.5	2.8	50.0
Depends on type of work	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Job that pays \$16 per hour

Of those with a response...

Very Unattractive	38.2	18.2	50.0	37.4	47.9	23.6	40.0	0.0
Unattractive	13.9	9.1	5.6	15.8	19.2	10.9	8.6	0.0
Neither Unattractive Nor Attractive	12.1	9.1	5.6	12.9	9.6	10.9	17.1	0.0
Attractive	24.8	63.6	22.2	23.0	19.2	38.2	17.1	25.0
Very Attractive	10.9	0.0	16.7	10.8	4.1	16.4	17.1	75.0

Job that pays \$18 per hour

Of those with a response...

Very Unattractive	47.7	50.0	72.7	45.2	60.3	44.0	20.8	0.0
Unattractive	13.1	0.0	9.1	14.0	10.3	16.0	16.7	0.0
Neither Unattractive Nor Attractive	17.8	0.0	9.1	19.4	15.5	20.0	20.8	0.0
Attractive	14.0	25.0	9.1	14.0	12.1	12.0	20.8	0.0
Very Attractive	6.5	25.0	0.0	6.5	1.7	8.0	16.7	0.0

Table 1: Attractiveness of A Job that Pays \$10-over \$20 per hour	Persons who are working							Job Seekers
	Total	Under- employed	Job Shifters	Job Keepers	Highest education level			
					At least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma	

Percent

Job that pays \$20 per hour								
<i>Of those with a response...</i>								
Very Unattractive	51.2	33.3	70.0	48.6	60.0	45.0	31.3	0.0
Unattractive	11.9	0.0	0.0	13.5	4.0	20.0	25.0	0.0
Neither Unattractive Nor Attractive	16.7	66.7	10.0	16.2	16.0	10.0	25.0	0.0
Attractive	15.5	0.0	20.0	16.2	16.0	20.0	12.5	0.0
Very Attractive	4.8	0.0	0.0	5.4	4.0	5.0	6.3	0.0
Job that pays more than \$20 per hour								
<i>Of those with a response...</i>								
Very Unattractive	39.7	0.0	25.0	43.1	52.5	21.4	23.1	0.0
Unattractive	7.4	0.0	0.0	8.6	2.5	7.1	23.1	0.0
Neither Unattractive Nor Attractive	27.9	66.7	37.5	24.1	22.5	57.1	15.4	0.0
Attractive	17.6	33.3	25.0	17.2	15.0	7.1	38.5	0.0
Very Attractive	7.4	0.0	12.5	6.9	7.5	7.1	0.0	0.0
Depends on type of work	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table 2: Desirability of Jobs that Pay \$10-over \$20 per hour	Persons who are working							Job Seekers
	Total	Under- employed	Job Shifters	Job Keepers	Highest education level			
					At least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma	

Job is Desirable

(Attractive + Very Attractive)

	Percent							
\$10 per hour	23.7	46.1	41.9	19.9	7.5	26.9	34.7	75.0
\$12 per hour	11.7	13.3	0.0	12.4	3.8	19.1	12.2	20.0
\$14 per hour	16.9	0.0	25.0	17.2	6.8	30.1	19.5	75.0
\$16 per hour	35.7	63.6	38.9	33.8	23.3	54.6	34.2	100.0
\$18 per hour	20.5	50.0	9.1	20.5	13.8	20.0	37.5	0.0
\$20 per hour	20.3	0.0	20.0	21.6	20.0	25.0	18.8	0.0
\$20+ per hour	25.0	33.3	37.5	24.1	22.5	14.2	38.5	0.0
	Number of Persons							
\$10 per hour	52,360	10,942	10,965	35,850	5,523	21,938	20,063	18,259
\$12 per hour	72,082	12,644	10,965	53,743	8,111	33,325	24,669	19,476
\$14 per hour	97,237	12,644	14,766	75,485	12,567	47,842	31,133	23,128
\$16 per hour	141,394	19,699	19,202	110,862	26,797	66,249	40,259	24,345
\$18 per hour	157,698	21,718	19,836	125,066	33,262	69,310	46,844	24,345
\$20 per hour	170,533	21,718	21,103	136,694	41,338	72,371	48,907	24,345
\$20+ per hour	183,132	22,390	23,003	147,167	48,606	73,675	52,338	24,345

Table 2: Desirability of Jobs that Pay \$10-over \$20 per hour	Persons who are working							Job Seekers
	Total	Under- employed	Job Shifters	Job Keepers	Highest education level			
					At least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma	

Job is Not Desirable

(Unattractive + Very Unattractive)

	Percent							
\$10 per hour	57.7	41.0	46.5	59.6	75.2	52.2	48.4	10.0
\$12 per hour	72.5	73.3	75.0	72.2	83.3	57.3	78.0	40.0
\$14 per hour	63.3	41.7	56.3	65.0	75.7	45.3	63.9	0.0
\$16 per hour	52.1	27.3	55.6	53.2	67.1	34.5	48.6	0.0
\$18 per hour	60.8	50.0	81.8	59.2	70.6	60.0	37.5	0.0
\$20 per hour	63.1	33.3	70.0	62.1	64.0	65.0	56.3	0.0
\$20+ per hour	47.1	0.0	25.0	51.7	55.0	28.5	46.2	0.0

	Number of Persons							
\$10 per hour	97,263	5,246	7,070	86,003	51,225	31,120	18,273	609
\$12 per hour	107,913	8,130	11,404	91,266	54,587	27,635	33,656	1,948
\$14 per hour	78,296	4,625	6,420	68,032	46,234	15,272	17,052	0
\$16 per hour	41,437	1,102	3,874	36,861	31,433	5,280	8,534	0
\$18 per hour	38,443	1,009	5,181	32,610	28,508	7,346	4,115	0
\$20 per hour	31,986	672	3,547	26,986	20,675	5,969	5,017	0
\$20+ per hour	17,801	0	792	17,052	13,770	2,246	2,532	0

Table 3: Characteristics of the Workforce	Persons who are working						
	Total	Under- employed	Job Shifters	Job Keepers	Highest education level		
					At Least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma
Percent							
Workforce Status							
Permanent job	89.8	92.3	77.3	91.2	92.6	90.3	85.4
Temporary job	7.4	7.7	20.5	5.8	5.0	6.7	11.5
Want full-time with one employer	34.8	41.7	45.5	33.3	18.2	33.3	40.0
Has taken action in the last three months to find a new job	11.8	38.5	100.0	0.0	13.2	9.7	11.6
Of those looking for a new job, primary reason for looking:							
Better pay	36.4	66.7	36.4	0.0	23.5	53.8	27.3
Better benefits	2.3	6.7	2.3	0.0	0.0	0.0	9.1
Want to work closer to home	13.6	0.0	13.6	0.0	5.9	0.0	45.5
Family responsibilities	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Change in career	15.9	13.3	15.9	0.0	17.6	15.4	18.2
Other	31.8	13.3	31.8	0.0	52.9	30.8	0.0
Don't know	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Average number of jobs held in working lifetime (number)	1.7	2.2	2.1	1.6	1.6	1.8	1.7
Benefits of Current Job							
Paid vacation	62.4	61.5	52.3	63.5	63.6	68.7	54.2
All of health insurance paid by employer	61.9	48.6	45.0	64.6	69.8	66.7	51.1
Part of health insurance paid by employer	9.1	5.4	7.5	9.3	11.3	8.9	7.6
Education and training benefits	53.2	35.1	29.3	57.1	77.1	55.7	28.3
Retirement plan	66.1	59.5	52.5	67.2	79.8	70.5	50.5
Current job offers advancement potential	69.5	56.8	50.0	72.0	77.1	75.4	57.6

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

Percent

Pay increase needed to change jobs							
Less than 5% increase	4.4	5.1	11.9	3.4	5.0	3.7	4.2
Between 5% and 10% increase	17.4	28.2	33.3	15.3	8.3	17.0	27.1
Between 10% and 15% increase	23.8	30.8	21.4	22.4	20.7	24.4	28.1
Between 15% and 20% increase	11.0	12.8	4.8	11.2	12.4	14.1	6.3
More than 20% increase	21.5	12.8	9.5	24.1	29.8	21.5	11.5
Not interested at any increase	16.6	7.7	16.7	17.6	19.8	14.8	14.6
Ten percent or less	21.8	33.3	45.2	18.7	13.3	20.7	31.3
Fifteen percent or less	45.6	64.1	66.6	41.1	34.0	45.1	59.4
Sector of Employment							
Government	19.5	15.4	18.6	19.6	28.1	23.9	4.2
Private for profit company	56.6	69.2	65.1	54.7	46.3	55.2	71.9
Non-profit org. (Incl. tax exempt & charitable orgs.)	4.4	5.1	4.7	4.7	5.0	3.7	3.1
Self-employed	16.8	5.1	11.6	18.2	19.0	14.9	17.7
Working in family business	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other	2.5	5.1	0.0	2.4	0.8	2.2	3.1

Table 3: Characteristics of the Workforce	Persons who are working						
	Total	Under- employed	Job Shifters	Job Keepers	Highest education level		
					At Least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma
Percent							
Government Employment							
Federal	22.5	0.0	12.5	25.4	15.2	31.3	25.0
State	50.7	66.7	62.5	47.5	66.7	34.4	50.0
Local	25.4	33.3	25.0	25.4	15.2	34.4	25.0
Private Industry Sector							
Agricultural	3.4	3.0	5.6	3.4	4.5	1.0	5.4
Mining	1.7	0.0	2.8	1.7	1.1	2.0	2.2
Construction	5.8	0.0	0.0	7.1	2.3	6.0	9.8
Manufacturing	6.1	6.1	0.0	7.1	6.8	4.0	6.5
Trans., Comm., or Public Utility	8.2	0.0	0.0	10.1	6.8	7.0	10.9
Wholesale or retail trade	6.5	15.2	16.7	4.6	6.8	3.0	9.8
Restaurants	6.8	12.1	8.3	6.7	3.4	8.0	8.7
Legal	1.0	0.0	0.0	1.3	1.1	2.0	0.0
Health Services	9.9	15.2	5.6	9.7	5.7	16.0	7.6
Educational Services	3.1	0.0	0.0	3.8	6.8	1.0	1.1
Business Services	1.0	0.0	0.0	1.3	1.1	1.0	1.1
Engineering Services	7.2	3.0	5.6	7.6	12.5	8.0	2.2
Personal Services	5.1	6.1	2.8	5.5	3.4	9.0	1.1
Finance, Insurance, Real Estate	7.8	18.2	16.7	5.0	18.2	2.0	5.4
Other	22.5	15.2	30.6	21.4	19.3	26.0	22.8

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

Percent

Distance traveled to place of employment							
0 - 5 miles	35.6	61.5	37.8	33.3	34.4	36.3	32.6
6 - 10 miles	18.5	12.8	13.3	19.9	19.7	17.8	21.1
11- 20 miles	18.5	10.3	22.2	18.5	23.0	15.6	15.8
21- 30 miles	10.2	5.1	15.6	9.8	5.7	11.9	13.7
31- 50 miles	6.6	5.1	2.2	7.1	2.5	11.1	6.3
More than 50 miles	1.9	0.0	2.2	2.0	1.6	2.2	1.1
Work at home	6.1	2.6	4.4	6.7	11.5	3.0	5.3
10 miles or less	54.1	74.3	51.1	53.2	54.1	54.1	53.7
11 miles or more	37.2	20.5	42.2	37.4	32.8	40.8	36.9
21 miles or more	18.7	10.2	20.0	18.9	9.8	25.2	21.1
Willingness to commute							
0 - 5 miles	6.9	2.6	2.3	8.1	8.3	4.5	7.4
6 - 10 miles	9.9	10.3	16.3	9.1	9.1	5.2	15.8
11- 20 miles	24.5	25.6	14.0	25.9	27.3	26.9	20.0
21- 30 miles	31.7	30.8	44.2	29.6	33.9	32.1	29.5
31- 50 miles	14.9	23.1	11.6	14.8	12.4	19.4	13.7
More than 50 miles	6.1	2.6	9.3	5.7	5.8	3.0	6.3
Don't know	5.0	5.1	2.3	5.4	1.7	7.5	7.4
11 miles or more	77.2	82.1	79.1	76.0	79.4	81.4	69.5
21 miles or more	52.7	56.5	65.1	50.1	52.1	54.5	49.5
31 miles or more	21.0	25.7	20.9	20.5	18.2	22.4	20.0

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

Percent

Transportation reliable enough to commute							
	93.5	95.8	100.0	92.3	95.5	93.0	90.9
Not willing to commute 20 miles or more							
Family obligations	9.4	6.3	7.1	10.2	14.5	10.4	0.0
Unreliable transportation	2.7	12.5	14.3	2.4	0.0	6.3	0.0
Don't wish to drive that much	16.1	18.8	7.1	16.5	18.2	14.6	17.1
Gas prices	43.0	62.5	64.3	37.8	38.2	39.6	51.2
Takes too much time	15.4	0.0	0.0	18.1	14.5	16.7	17.1
Other	13.4	0.0	7.1	15.0	14.5	12.5	14.6

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

Percent

Utilization of Education and Skills								
Feel underutilized	32.3	100.0	62.8	22.4	24.0	39.3	33.3	
<i>Of those who feel underutilized ...</i>								
Prev. job required more skill/edu.	11.9	23.7	17.9	6.0	10.0	13.5	9.1	
Have had add. job training/edu.	10.2	21.1	7.1	6.0	16.7	11.5	3.0	
Train/edu. not required in current job	24.6	55.3	28.6	11.9	36.7	17.3	18.2	
Earned more \$ in a previous job	3.4	0.0	3.6	4.5	3.3	5.8	0.0	
Skill/edu. better used in previous job	55.1	66.7	77.8	45.5	58.6	48.1	56.3	
Would change jobs to better use skill	75.4	100.0	96.3	57.6	70.0	78.8	71.9	
Underemployed	10.7	100.0	34.9	0.0	10.7	12.7	4.2	
Level of education								
Less than high school	3.6	10.5	6.8	2.7	0.0	0.0	0.0	20.0
High school	26.2	10.5	25.0	27.4	0.0	0.0	100.0	33.3
Some college	28.4	31.6	22.7	28.7	0.0	76.9	0.0	13.3
Associate degree	8.5	13.2	6.8	8.8	0.0	23.3	0.0	13.3
Bachelor's of Science degree	17.6	7.9	18.2	18.6	52.9	0.0	0.0	6.7
Bachelor's of Arts degree	7.7	18.4	11.4	6.4	23.1	0.0	0.0	0.0
Postgraduate degree	8.0	7.9	9.1	7.4	24.0	0.0	0.0	13.3
High School or less	29.8	21.0	31.8	30.1	0.0	0.0	100.0	53.3
Some college or less	58.2	52.6	54.5	58.8	0.0	76.9	0.0	66.6
At least Bachelor's degree	33.3	34.2	38.7	32.4	100.0	0.0	0.0	20.0

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

Percent

Technical Training								
Vocational training, apprentice training or special professional training	53.5	47.8	28.0	56.7	53.3	55.3	55.8	25.0
Computer Skills (among those with skills not used in present employment)								
Workers with computer skills (percent)	16.5	17.9	16.3	16.2	19.0	22.4	7.4	
Workers with computer skills (number)	36,453	4,249	4,266	29,184	13,992	18,268	4,279	
Strongest Computer Skill								
Word processing (MS-Word)	42.6	85.7	28.6	41.7	37.5	56.7	0.0	
Spreadsheet analysis (Excel, Lotus)	8.2	14.3	0.0	6.3	12.5	6.7	0.0	
Bookkeeping (Quicken)	3.3	0.0	0.0	4.2	0.0	3.3	12.5	
Computer assisted design (CAD)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Web site development	6.6	0.0	0.0	8.3	8.3	0.0	25.0	
Work on machines, troubleshooting	11.5	0.0	0.0	14.6	8.3	16.7	0.0	
Maintains a computer network	1.6	0.0	14.3	0.0	0.0	3.3	0.0	
Computer programming (C, SAS, SPSS)	4.9	0.0	0.0	6.3	12.5	0.0	0.0	
Develops own software applications	1.6	0.0	0.0	2.1	4.2	0.0	0.0	
Other computer skill	18.0	0.0	57.1	14.6	16.7	10.0	50.0	
Don't know	1.6	0.0	0.0	2.1	0.0	3.3	12.5	
Student Status								
Full-time student	7.4	5.1	7.0	7.8	5.0	9.7	8.3	23.1
Part-time student	5.5	20.5	2.3	3.7	10.7	3.7	2.1	7.7
Not a student	87.1	74.4	90.7	88.5	84.3	86.6	89.6	69.2

Table 6: Demographics	All persons			Persons who are working						Persons not working
	Total	Males	Females	Under-employed	Job Shifters	Job Keepers	Highest education level			Job Seekers
							At Least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma	
Number of responses (weighted values)	603	293	310	39	43	296	121	134	95	40
Estimated persons 18 years old or older	366,995	176,278	190,717	23,736	26,170	180,150	73,642	81,554	57,818	24,345
	Percent									
Gender										
Males	52.6	100.0	0.0	46.2	59.1	51.9	52.1	47.8	58.3	45.0
Females	47.4	0.0	100.0	53.8	40.9	48.1	47.9	52.2	41.7	55.0
Marital Status										
Married	59.4	59.9	58.7	52.5	55.8	69.6	73.6	69.4	57.3	25.0
Widowed	8.0	3.1	12.6	2.5	4.7	3.0	3.3	2.2	3.1	7.5
Divorced	10.7	9.2	12.3	12.5	9.3	8.4	9.1	11.2	7.3	17.5
Living with a partner	0.7	1.0	0.6	0.0	2.3	0.3	0.8	0.7	0.0	0.0
Never married	20.0	24.8	15.2	32.5	27.9	18.2	12.4	16.4	32.3	50.0
Age Category										
18-24	12.0	11.6	12.3	12.8	11.6	10.2	4.1	11.2	21.1	42.5
25-44	38.2	38.4	38.1	53.8	60.5	49.5	48.8	55.2	44.2	30.0
45-64	32.8	32.9	32.6	30.8	25.6	35.3	41.3	29.1	31.6	20.0
65 or older	17.0	17.1	17.1	2.6	2.3	5.1	5.8	4.5	3.2	7.5