

Appendix 1. Characteristics of the Chickasha Area Labor Force

	Employed and View \$8-\$10 per hour as Desirable	Want to Work and View \$8-\$10 per hour as Desirable	Total Working	Underemployed (recode)	Rest of Employed (Not under-employed)	Total Not Working	Not Working and Want to Work
Number of respondents	405	90	1,088	92	996	741	132
Estimated Adults	29,313	6,049	77,546	6,526	71,021	49,397	8,798
Per cent Males	44.9	35.1	53.1	48.3	53.6	39.6	36.2
Percent Females	55.1	64.9	46.9	51.7	46.4	60.4	63.8
Attractiveness of a job paying \$8 - \$10 per hour	Percent						
1 - Very Unattractive	0.0	0.0	26.9	25.9	26.9	30.9	12.5
2 - Unattractive	0.0	0.0	16.7	10.3	17.3	5.5	1.2
3 - Neither Unattractive Nor Attractive	0.0	0.0	12.9	11.5	13.1	9.2	9.0
4 - Attractive	42.3	27.0	16.0	17.8	15.8	11.7	18.5
5 - Very Attractive	57.7	73.0	21.8	29.5	21.1	20.2	50.2
Depends on the type of work	0.0	0.0	3.9	5.1	3.8	2.9	8.1
Doesn't want to work	0.0	0.0	0.9	0.0	0.9	16.5	0.5
Don't Know	0.0	0.0	0.9	0.0	1.0	1.9	0.0
Refused	0.0	0.0	0.0	0.0	0.0	0.3	0.0
Other	0.0	0.0	0.1	0.0	0.1	1.0	0.0
Desirable (Attractive + Very Attractive)	100.0	100.0	37.8	47.3	36.9	31.9	68.7
Undesirable (Unattractive + Very Unattractive)	0.0	0.0	43.6	36.2	44.2	36.4	13.7
Work in same county as reside	78.8	0.0	74.1	71.8	74.3	0.0	0.0
Working full-time	78.0	0.0	81.1	72.8	81.9	0.0	0.0
Working part-time	19.7	0.0	15.8	27.2	14.8	0.0	0.0
Working part-time and desires full-time work	7.0	0.0	4.2	7.0	3.9	0.0	0.0
Working at a permanent job	92.9	0.0	94.5	92.0	94.7	0.0	0.0
Working at a temporary job	6.1	0.0	4.0	8.0	3.6	0.0	0.0
Working at a temporary job and desires a permanent job	3.3	0.0	2.1	4.5	1.9	0.0	0.0
Not working	0.0	100.0	0.0	0.0	0.0	100.0	100.0
Distribution of Characteristics							
Benefits of Current Job (full timeonly)							
Paid vacation	60.7		62.2	59.0	62.4		
Health insurance	48.1		54.7	50.9	55.1		
Education and training benefits	31.4		37.2	37.7	37.2		
Retirement plan	44.1		52.7	53.9	52.5		
Current job offers advancement potential	45.2		50.3	54.5	49.9		
Distance traveled to place of employment							
0 - 5 miles	51.7		48.6	51.4	48.4		

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6 - 10 miles	13.7		11.6	6.6	12.1		
11 - 20 miles	13.5		14.8	11.8	15.0		
21 - 30 miles	9.1		9.9	15.6	9.4		
30 - 50 miles	6.8		9.0	7.9	9.1		
More than 50 miles	4.5		5.2	6.8	5.0		
Don't Know	0.7		0.7	0.0	0.7		
Refused	0.0		0.2	0.0	0.3		
10 miles or less	65.4		60.2	58.0	60.5		
11 miles or more	33.9		38.9	42.1	38.5		
21 miles or more	20.4		24.1	30.3	23.5		
Pay increase needed to change jobs							
Less than 5% increase	10.7		6.5	8.9	6.3		
Between 5% and 10% increase	18.6		13.6	14.4	13.5		
Between 10% and 15% increase	18.1		16.4	23.3	15.7		
Between 15% and 20% increase	10.8		9.0	12.9	8.7		
More than 20% increase	18.8		21.5	21.1	21.5		
Not interested at any increase	15.1		25.5	14.2	26.5		
Don't know	6.3		5.8	4.4	5.9		
Refused	0.6		0.9	0.9	0.9		
Other	1.0		0.9	0.0	1.0		
Less than 5 percent	10.7		6.5	8.9	6.3		
Less than 10 percent	29.3		20.1	23.3	19.8		
Less than 15 percent	47.4		36.5	46.6	35.5		
Willingness to commute							
0 - 5 miles	5.0		8.3	3.9	8.8		
6 - 10 miles	9.0		7.4	4.0	7.7		
11 - 20 miles	22.4		18.5	18.3	18.5		
21 - 30 miles	24.0		21.5	25.3	21.2		
30 - 50 miles	19.1		21.1	30.5	20.3		
More than 50 miles	8.1		11.5	14.7	11.2		
Don't Know	8.8		8.4	2.1	9.0		
Refused	3.5		3.2	1.2	3.3		
11 miles or more	73.6		72.6	88.8	71.2		
21 miles or more	51.2		54.1	70.5	52.7		
30 miles or more	27.2		32.6	45.2	31.5		

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Sector of Employment							
Government	16.9		18.8		21.0	18.6	
Private for profit company	50.4		44.6		48.4	44.2	
Non-profit org. (Incl. tax exempt & charitable orgs.)	8.2		8.8		6.5	9.0	
Self-employed	17.3		21.5		16.0	22.0	
Working in family business	0.8		1.3		0.8	1.4	
Other	5.4		4.1		5.7	4.0	
Don't know	0.9		0.8		1.7	0.7	
Refused	0.2		0.1		0.0	0.1	
Government Employment							
Federal	27.5		19.8		32.3	18.5	
State	47.6		57.6		50.5	58.4	
Local	20.4		20.2		17.1	20.6	
Other	0.0		0.0		0.0	0.0	
Refused	0.0		0.0		0.0	0.0	
Private Industry Sector							
Agricultural	5.9		7.7		4.0	8.0	
Mining	1.6		3.6		2.0	3.8	
Construction	8.7		9.6		7.1	9.9	
Manufacturing	14.0		13.1		10.3	13.4	
Transportation, Communications or Public Utility	5.2		7.4		13.1	6.9	
Wholesale or retail trade	18.6		14.0		22.6	13.3	
Restaurants	7.1		3.8		8.4	3.4	
Legal	2.8		1.8		0.0	2.0	
Health Services	12.7		12.0		9.0	12.3	
Educational Services	2.5		3.1		4.6	3.0	
Business Services	1.8		2.6		0.0	2.8	
Engineering Services	2.2		4.0		0.0	4.4	
Personal Services	8.3		6.3		7.3	6.3	
Social Services	0.0		0.0		0.0	0.0	
Auto repair	0.0		0.0		0.0	0.0	
Other Services	0.0		0.0		0.0	0.0	
Finance, Insurance, Real Estate	2.2		3.0		6.0	2.7	
Government	0.2		0.7		2.6	0.6	
Don't Know	0.0		0.4		0.0	0.4	
Refused	1.3		1.1		0.0	1.2	
Other	4.9		5.5		3.0	5.7	

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Occupation							
Executive, Administrative, and Managerial	14.8		19.7	17.4	19.9		
Professional Specialty	8.0		14.8	16.2	14.7		
Technicians and Related Support	2.6		4.2	1.6	4.5		
Sales	6.6		5.5	9.2	5.2		
Administrative Support, Including Clerical	14.4		11.7	18.7	11.1		
Service Occupations	21.0		13.2	19.4	12.7		
Farming, Forestry, and Fishing	5.2		4.6	0.0	5.1		
Precision Production, Craft, and Repair	11.2		12.5	5.6	13.1		
Machine Operators, Assemblers, and Inspectors	7.1		6.3	5.8	6.3		
Transportation and Material Moving	7.8		5.8	5.3	5.8		
Military	0.7		0.4	0.0	0.4		
Not elsewhere classified	0.2		0.4	0.0	0.4		
Refused question	0.4		0.8	0.8	0.8		
Utilization of Education and Skills							
Feel underutilized	32.5		26.4	100.0	19.7		
Had previous job that required more skill and/or education	37.6		34.3	34.9	34.1		
Have had additional job training and/or education	43.6		45.6	70.7	33.8		
Current job does not require my training and/or education	52.0		52.1	65.9	45.7		
Had a previous job where I earned more income	30.3		25.5	29.9	23.5		
Had jobs in the past that used my skills and education	68.3		62.7	59.2	64.4		
Would change jobs	76.0		67.4	65.2	68.4		
Underemployed (recode)	10.5		8.4	100.0	0.0		
Level of Education							
Less than high school	8.7	12.5	6.5	2.4	6.9	17.6	13.1
High school	45.0	51.8	37.1	24.4	38.3	46.7	46.9
Some college	29.5	24.1	25.6	33.8	24.8	20.1	27.1
Associate degree	5.4	5.8	5.2	3.1	5.4	2.7	5.2
Bachelors degree	7.2	5.0	16.9	19.7	16.7	8.0	6.6
Postgraduate degree	3.4	0.0	7.6	15.9	6.8	2.7	0.0
Other	0.0	0.8	0.1	0.0	0.1	0.8	1.1
Don't know	0.5	0.0	0.2	0.0	0.3	0.1	0.0
Refused	0.4	0.0	0.7	0.8	0.7	1.3	0.0
High school or less	53.7	64.3	43.6	26.8	45.2	64.3	60.0
Some college or less	83.2	88.4	69.2	60.6	70.0	84.4	87.1
At least Bachelor's degree	10.6	5.0	24.5	35.6	23.5	10.7	6.6

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Technical Training							
Vocational training, apprentice training, or special professional training	54.1	52.8	50.3	70.4	48.5	32.7	52.3
Special on-the-job training other than the usual introductory job training	27.2		32.3	41.0	31.5		
Currently enrolled in school or a special training program	7.0		8.4	15.4	7.8		
Marital Status							
Married	57.6	51.8	67.7	64.0	68.1	58.5	51.1
Widowed	3.4	5.1	3.3	0.9	3.5	21.0	5.8
Divorced	14.5	15.3	11.8	6.7	12.3	5.8	11.6
Separated	2.9	0.0	1.4	1.0	1.5	0.7	1.0
Never married	20.5	27.8	14.7	26.6	13.6	12.0	30.0
Refused	1.1	0.0	1.0	0.8	1.1	1.9	0.5
Earnings (Normalized)							
0 - \$10,000	26.6		17.1	24.0	16.4		
10,000 - \$20,000	34.6		21.6	17.3	22.0		
20,000 - \$30,000	20.0		22.6	25.5	22.3		
30,000 - \$40,000	9.9		18.2	18.3	18.1		
40,000 - \$50,000	4.4		8.5	5.0	8.8		
50,000 - \$75,000	3.2		7.3	8.3	7.2		
75,000 - \$100,000	0.3		1.6	0.0	1.7		
Over \$100,000	0.9		3.3	1.6	3.5		
\$20,000 or less	61.2		38.7	41.3	38.4		
\$30,000 or less	81.2		61.3	66.8	60.7		
Don't know	3.4		3.4	6.0	3.2		
Refused	8.8		11.4	6.4	11.9		
Age Category							
Less than 30	26.0	38.2	22.6	31.6	21.8	14.2	35.2
30 to 44	38.0	23.8	37.5	43.8	37.0	13.9	21.6
45 to 64	33.2	26.4	34.3	22.4	35.4	28.1	30.5
65 or more	2.8	11.6	5.5	2.2	5.8	43.7	12.7