

Table 3: Characteristics of the Workforce	Persons who are working									
	Total	Males	Females	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										
Working full-time	84.3	90.9	76.8	81.5	77.4	85.7	88.9	83.7	83.8	
Permanent job	82.7	88.8	75.7	79.6	73.5	84.5	86.8	81.7	83.0	
Temporary job	1.6	2.0	1.1	1.9	3.9	1.2	2.2	2.0	0.8	
Working part-time	15.7	9.1	23.2	18.5	22.6	14.3	11.1	16.3	16.2	
Permanent job	13.3	6.8	20.6	16.4	18.4	12.0	9.0	13.1	15.4	
Temporary job	2.5	2.3	2.6	2.1	4.2	2.3	2.1	3.2	0.8	
Working part-time, want full-time job	5.2	4.0	6.6	15.8	16.7	1.9	2.5	6.1	5.4	
Has taken action in the last three months to find a new job	17.3	18.1	16.4	51.4	100.0	0.0	13.5	19.7	16.3	
Of those looking for a new job, primary reason for looking:										
Better pay	57.3	59.9	54.2	54.4	59.1		48.4	58.4	53.3	
Better benefits	12.2	8.4	16.5	10.5	13.2		8.2	12.8	19.1	
Want to work closer to home	5.0	1.7	8.9	8.9	2.6		7.9	8.6	0.0	
Family responsibilities	1.1	2.1	0.0	0.0	1.8		0.0	2.8	0.0	
Lost job or soon will be	0.0	0.0	0.0	0.0	0.0		0.0	0.0	0.0	
Career advancement, more suitable job	5.0	9.3	0.0	8.0	3.1		10.8	4.5	3.5	
Need better working conditions, environment	11.3	7.4	16.0	10.1	12.1		3.4	12.9	13.8	
Other	8.1	11.3	4.4	8.1	8.1		21.3	0.0	10.3	
Don't know	0.0	0.0	0.0	0.0	0.0		0.0	0.0	0.0	
Refused	0.0	0.0	0.0	0.0	0.0		0.0	0.0	0.0	
Average number of jobs held in working lifetime (number)	1.62	1.60	1.64	1.73	2.44	1.53	1.51	1.60	1.67	

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Benefits of Current Job (full-time only)									
Paid vacation	56.3	56.3	56.2	57.9	54.8	56.2	58.9	56.9	57.7
Health insurance	55.1	59.3	50.8	49.0	44.4	58.1	62.8	57.6	52.6
Education and training benefits	39.0	37.6	40.5	28.8	25.9	43.1	48.5	41.4	34.7
Retirement plan	57.7	60.0	55.2	51.0	47.4	60.6	70.6	57.0	55.2
Current job offers advancement potential	52.1	56.7	47.4	52.9	43.8	53.3	57.7	53.0	52.7
Pay increase needed to change jobs									
Less than 5% increase	5.3	5.0	5.6	12.4	11.7	3.3	3.4	5.6	6.5
Between 5% and 10% increase	16.5	16.7	16.3	27.8	36.1	11.9	13.1	14.3	21.2
Between 10% and 15% increase	16.3	12.8	20.2	27.3	18.8	14.1	12.9	16.6	18.0
Between 15% and 20% increase	10.2	9.8	10.7	9.5	9.2	10.5	9.6	12.5	9.5
More than 20% increase	18.1	19.2	16.8	9.9	10.1	20.5	25.3	20.0	13.4
Not interested at any increase	27.2	28.9	25.2	8.6	0.8	33.9	30.5	25.3	25.4
Don't know	3.6	4.0	3.2	0.0	8.6	3.5	2.3	2.7	3.7
Refused	0.4	0.2	0.6	0.0	0.0	0.5	0.0	0.0	0.8
Other	2.5	3.4	1.4	4.5	4.7	1.8	2.8	3.0	1.6
Five percent or less	5.3	5.0	5.6	12.4	11.7	3.3	3.4	5.6	6.5
Ten percent or less	21.8	21.7	22.0	40.2	47.8	15.2	16.6	19.9	27.6
Fifteen percent or less	38.1	34.5	42.2	67.5	66.6	29.3	29.5	36.5	45.6

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Sector of Employment									
Government	21.3	16.3	26.8	23.8	11.4	22.3	43.6	18.6	12.2
Private for profit company	46.0	46.8	45.1	60.3	68.8	40.4	25.3	48.3	55.4
Non-profit org. (Incl. tax exempt & charitable orgs.)	5.9	4.6	7.3	4.2	9.0	5.7	5.8	7.3	4.5
Self-employed	23.5	30.1	16.2	10.7	9.2	27.7	22.5	21.9	24.7
Working in family business	1.9	1.4	2.4	0.0	1.7	2.2	0.9	2.1	2.4
Other	0.2	0.0	0.4	0.0	0.0	0.2	0.0	0.5	0.0
Don't know	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Refused	1.2	0.8	1.7	0.9	0.0	1.5	1.9	1.3	0.7
Government Employment									
Federal	15.0	24.5	8.5	0.0	6.8	14.1	15.2	23.4	3.0
State	65.3	56.4	71.4	0.0	77.0	67.9	68.0	59.5	65.2
Local	12.1	17.3	8.5	0.0	6.8	11.2	12.0	7.8	19.2
Other	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Refused	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Private Industry Sector									
Agricultural	7.2	8.9	4.9	6.9	1.2	8.2	7.8	5.9	8.0
Mining	2.6	3.5	1.5	0.0	0.0	3.5	1.2	4.1	2.6
Construction	7.5	12.0	1.7	0.9	7.1	8.6	2.4	7.2	8.6
Manufacturing	12.7	15.6	9.0	13.3	12.8	12.6	6.8	10.5	17.3
Transportation, Communications or Public Utility	7.9	11.1	3.8	2.7	11.1	8.2	2.5	9.2	8.6

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Percent

Private Industry Sector (continued)

Wholesale or retail trade	16.2	15.2	17.6	29.0	15.1	14.4	13.6	21.1	14.8
Restaurants	4.5	2.4	7.2	12.8	8.7	2.5	3.6	3.9	3.3
Legal	2.2	0.9	3.9	2.5	1.7	2.2	0.8	4.3	1.0
Health Services	10.1	3.3	18.8	10.0	10.2	10.1	13.0	11.8	7.2
Educational Services	1.1	1.0	1.2	0.0	0.0	1.5	2.6	1.0	0.8
Business Services	1.8	1.6	2.0	3.4	2.1	1.5	5.7	0.4	1.6
Engineering Services	5.0	5.7	4.1	7.4	6.9	4.3	3.4	5.5	5.7
Personal Services	10.6	7.0	15.3	9.8	14.2	10.2	14.4	4.8	13.9
Social Services	2.6	3.3	1.8	1.2	6.5	2.2	8.7	1.9	0.8
Auto repair	0.1	0.0	0.2	0.0	0.0	0.1	0.0	0.0	0.2
Other Services	0.6	0.8	0.3	0.0	2.3	0.4	0.0	0.0	0.7
Finance, Insurance, Real Estate	5.9	6.3	5.4	0.0	0.0	7.8	10.7	6.3	4.7
Don't Know	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Refused	0.8	1.1	0.3	0.0	0.0	1.0	2.2	0.7	0.0
Other	0.6	0.5	0.9	0.0	0.0	0.9	0.6	1.1	0.0

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Occupation									
Executive, Administrative, and Managerial	23.4	25.6	20.9	17.4	12.8	25.9	32.9	24.3	18.6
Professional Specialty	12.7	13.9	11.4	8.8	8.3	14.0	39.4	5.2	3.8
Technicians and Related Support	3.7	1.8	5.9	5.2	4.2	3.4	3.1	5.0	3.5
Sales	8.9	8.6	9.2	14.5	15.2	7.0	5.3	11.1	9.5
Administrative Support, Including Clerical	12.4	2.3	23.6	11.0	5.6	13.6	5.0	21.2	10.5
Service Occupations	13.2	8.0	19.1	15.3	24.3	11.3	4.5	11.0	17.8
Farming, Forestry, and Fishing	5.9	8.2	3.2	6.5	4.9	5.9	4.4	4.3	7.2
Precision Production, Craft, and Repair	8.6	15.4	0.9	7.4	4.5	9.3	0.4	10.0	12.8
Machine Operators, Assemblers, and Inspectors	5.2	6.7	3.6	3.9	10.1	4.7	1.2	0.5	11.0
Transportation and Material Moving	5.3	8.9	1.2	10.1	8.7	4.0	2.0	7.2	5.3
Military	0.3	0.0	0.5	0.0	0.0	0.3	1.0	0.0	0.0
Not elsewhere classified	0.1	0.3	0.0	0.0	1.2	0.0	0.0	0.0	0.0
Refused question	0.4	0.3	0.5	0.0	0.0	0.5	0.7	0.4	0.0