

# AN ANALYSIS OF THE LABOR FORCE IN THE ROGERS COUNTY LABOR MARKET AREA OF OKLAHOMA

A SUMMARY REPORT PRESENTED TO:

Rogers County Industrial Development Authority  
and  
Oklahoma Department of Commerce

David A. Penn  
Associate Director, CEMR

Robert C. Dauffenbach  
Director, CEMR

John G. McCraw  
Manager of Information  
Systems, CEMR

Center for Economic and Management Research  
Michael F. Price College of Business  
The University of Oklahoma  
Norman, Oklahoma

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## Introduction

Sponsored by the Rogers County Industrial Development Authority and the Oklahoma Department of Commerce, this report is the latest in a series of local labor force studies in Oklahoma. The report examines the availability of labor in the Rogers County labor market area, defined as Rogers County and northern and northeastern portions of Tulsa County.

The data contained in this report were collected by telephone from randomly selected adults in the winter of 2000. Results are based on 484 interviews of persons 18 years old or older who reside in areas served by the telephone prefixes for communities in Rogers County and portions of Tulsa County.<sup>1</sup> Results are subject to a sampling error of +/- 4.4 percentage points with a confidence level of 95 percent.

### REPORT HIGHLIGHTS

Approximately 14,953 workers in the study area are underemployed.

In addition to the underemployed, 8,669 workers have looked for other work during the previous three months.

The underemployed exhibit a variety of occupations and skills.

About 17.2 percent of underemployed workers hold at least a Bachelor's degree.

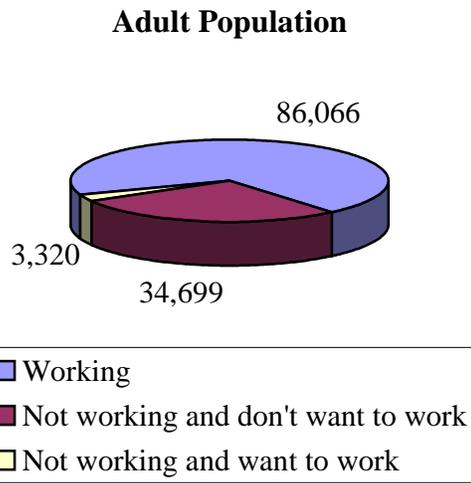
The typical underemployed worker is willing to change jobs for an increase in pay of between 10% and 15%.

A job that pays \$10 per hour is viewed as desirable by 3,705 underemployed workers and 5,455 workers looking for other work.

<sup>1</sup> The distribution of the sample by city and county is shown on page 16.

Approximately 86,066 adult residents of the study area are employed, 69.4 percent of the population 18 years old or more. Approximately 58 percent live in Tulsa County with the rest residing in Rogers County.

As is the case in any labor market area, a significant number of adults do not work outside the home including retirees, students, homemakers, the disabled, and the unemployed. In this study area, an estimated 38,018 adults are presently not working. Most (34,699) do not desire to work citing as reasons retirement,



inability to work, or a preference not to work outside the home (table). A much smaller number of adults (3,320) want to work; this group consists primarily of retired persons who want to go back to work, homemakers who

<b>Persons Not Working</b>			
<u>Reason Not Working</u>	<u>Want to Work</u>	<u>Don't Want to Work</u>	<u>Total</u>
Retired	534	25,058	25,592
Disabled or unable to work	113	3,194	3,306
Don't work outside the home	919	2,463	3,382
Student	0	1,453	1,453
Family responsibilities	64	1,321	1,386
Just moved into area	0	0	0
Laid off, lost job	1,453	113	1,565
Don't have reliable transportation	0	0	0
Have job, away from work	0	0	0
Other	237	987	1,224
Refused	0	110	110
<b>Total</b>	<b>3,320</b>	<b>34,699</b>	<b>38,018</b>

are looking for work outside the home, and persons who have recently lost their jobs. Only a small portion of those who want to work could be classified as *unemployed*.

Using the U.S. Department of Labor definition, a person is

unemployed if he or she is without work and engages actively in job-searching activities. Using this definition, approximately 2.5 percent of the labor force in the study area were *unemployed* during the first quarter of 2001, according to the Oklahoma Employment Security Commission.

**Education**

Compared with state averages, the Rogers County labor market area has fewer workers with at least a Bachelor’s degree: 19.4 percent, compared with the state average of 25.7 percent. A higher percentage of workers in the study area have at least a high school diploma compared with the state average, however.

<b>Highest Level of Education of Working Persons 18 Years Old or Older (percent)</b>			
<u>Level of Education</u>	Rogers County		<u>State</u>
	<u>Area</u>		
Less than high school	3.4		10.8
High school	27.4		37.0
Some college	41.7		20.1
Associate degree	8.1		6.5
Bachelors degree	13.6		16.2
Postgraduate degree	5.8		9.4
Bachelors degree or higher	19.4		25.7

Note: State averages are compiled from the Current Population Survey conducted in March 1999 by the U.S. Census Bureau

### **Mobility and Migration**

The working-age population of the Rogers County labor market area is very mobile: just 45 percent of workers in the study area currently live in the same house or apartment as they did five years earlier. Approximately 20 percent of workers lived in a different house or apartment within the two-county study area five years ago. Interestingly, about 15 percent of workers moved to the Rogers County-Tulsa County area from elsewhere in Oklahoma during the previous five years, and 18.2 percent moved to the area from out-of-state.

### **Commuting Patterns**

Fifty-four percent of workers who reside in Rogers County commute to work in other counties, primarily Tulsa County. Most Rogers County commuters, about 15,706, travel to jobs in Tulsa County. By contrast, the vast majority of workers who reside in Tulsa County work in jobs located within the county.

<u>Employed in:</u> (county)	<u>Resides in: (county)</u>	
	<u>Rogers</u>	<u>Tulsa*</u>
Craig	203	
Creek		566
Mayes	976	
Rogers	16,345	590
Tulsa	15,706	48,354
Wagoner	228	
Washington	619	
Other Oklahoma	112	
Various	512	
Out-of-state	574	
Don't know - Refuse	504	778
<b>Total</b>	<b>35,778</b>	<b>50,288</b>
<b>Employed in Home County</b>		
Number	16,345	48,354
Percent	45.7%	96.2%

\* North and northeast Tulsa County only

### **Type of Employment**

Seventy-eight percent of workers have full-time, permanent jobs. A significant proportion have part-time jobs, about one of every five. Only about 1.6 percent of part-time workers indicated that they could not find full-time work. Most who work part-time do so by choice: only 5.5 percent of part-time workers seek full-time employment due to family and childcare obligations, school, and retirement.

<b>Type of Employment</b>	
<b>Full-time</b>	
Permanent	67,205
Temporary	2,534
Unknown	140
<b>Part-time</b>	
Permanent	10,866
Temporary	1,807
Unknown	3,514
<b>Total</b>	<b>86,066</b>

<b>Reasons for Working Part-time (percent)</b>	
Slack work / business conditions	0.0
Could only find part-time work	1.6
Child care obligations /problems	10.6
Other family / personal obligations	8.1
Health or medical limitations	7.4
School / training	26.6
Retired / Social Security limit on earnings	4.9
Don't know	8.5
Other	32.3

## **Availability of Labor**

This study identified four potential sources of workers for new or expanding employers: 1) workers who have looked for other work during the past three months (*Job Shifters*), and 2) workers who are *underemployed*, 3) workers who are neither underemployed nor looking for other work (*Job Keepers*), and 4) persons who are not working but want to work (*Job Seekers*).

### *Job Shifters*

Approximately 8,669 workers in the study area looked for other work during the previous three months. Most engaged in what the U.S. Bureau of Labor Statistics refers to as *active* jobsearch methods, including contacting employers and employment agencies, sending out resumes and completing employment applications, and answering help wanted ads (table).

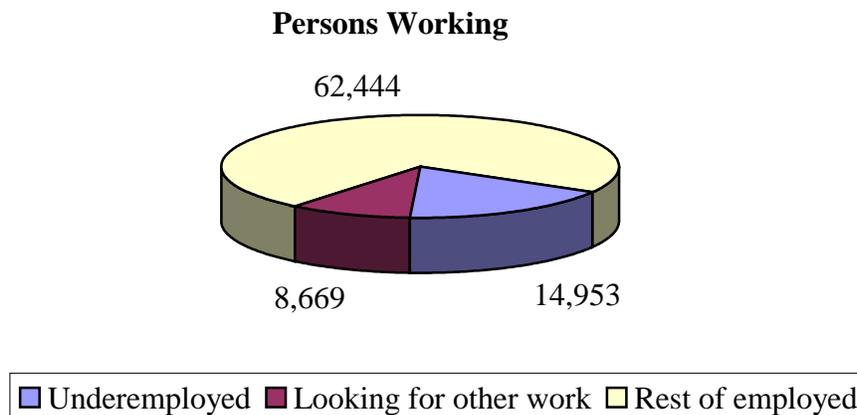
<b>Jobsearch Methods Used by Workers Looking for Other Work</b>	<u>Workers</u>	<u>Percent</u>
<i>Active Jobsearch Methods</i>		
Contacted employer directly / interview	272	3.1
Contacted public employment agency	87	1.0
Contacted private employment agency	4,643	53.6
Contacted friends or relatives	2,341	27.0
Contacted school / university employment center	-	0.0
Sent out resumés / filled out applications	1,798	20.7
Checked union / professional registers	-	0.0
Placed or answered ads	788	9.1
<i>Passive Jobsearch Methods</i>		
Looked at want ads	2,492	28.7
Attended job training programs / courses	1,199	13.8
At least one <i>active</i> jobsearch method	8,076	93.2
Note: more than one jobsearch method is possible.		

### *Underemployed*

This study estimates that 14,953 workers in the study area are underemployed, 17.4 percent of all workers. In order to be classified as underemployed in this study, all three of the following conditions must be satisfied.

The worker must:

- feel underutilized in present employment,
- possess training or education that is not required by his or her current job, and
- be willing to change jobs in order to better utilize his or her skills and education.



### **Job Benefits**

Fewer jobs held by the underemployed have benefits compared with Job Shifters and Job Keepers. Job Shifters are actively seeking other work even though most enjoy benefits.

<b><u>Benefits of Current Job</u></b> (percent of full-time employees)	<u>Under- employed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
Paid vacation	59.4	94.6	69.3
Health insurance	60.1	88.6	66.3
Education and training benefits	50.1	74.1	55.6
Retirement plan	53.3	84.0	69.5
Current job offers advancement potential	44.7	87.4	70.0

**Job Turnover**

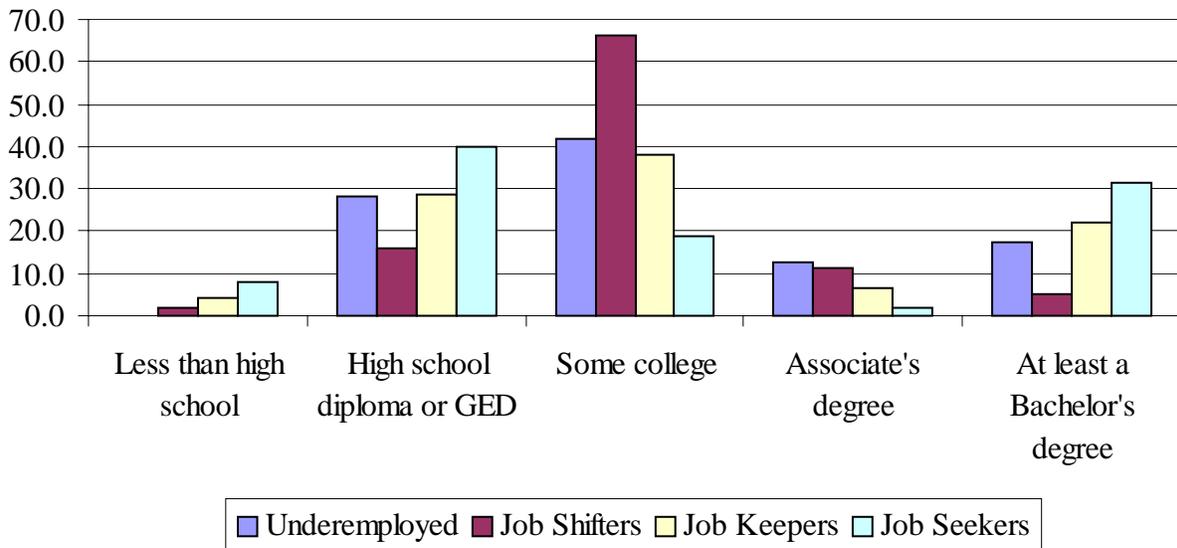
Workers who do not feel underutilized change jobs less often: Job Keepers have held just 1.48 jobs during their working lifetime, compared to an average of 2.34 jobs for the underemployed and an average of 2.50 jobs for Job Shifters.

<b><u>Job Turnover</u></b>	<b><u>Under- employed</u></b>	<b><u>Job Shifters</u></b>	<b><u>Job Keepers</u></b>	<b><u>All Workers</u></b>
Average number of jobs held in working lifetime (number)	2.34	2.50	1.48	1.70

**Characteristics of Workers**

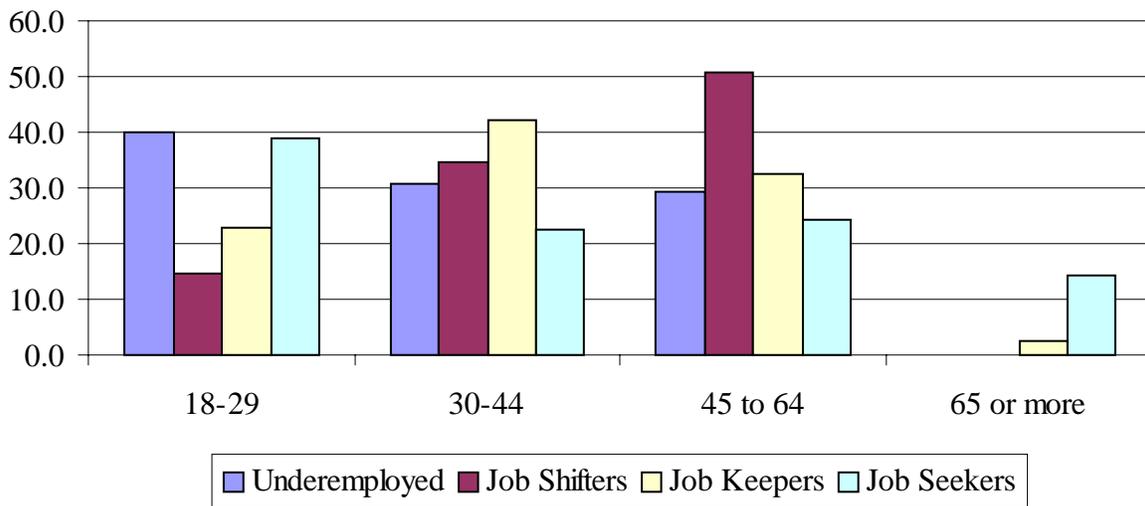
Only 4.9 percent of Job Shifters have a Bachelor’s degree or better, compared with 17.2 percent for the underemployed, 21.9 percent for Job Keepers, and 31.3 percent for Job Seekers.

**Workers by Level of Education**



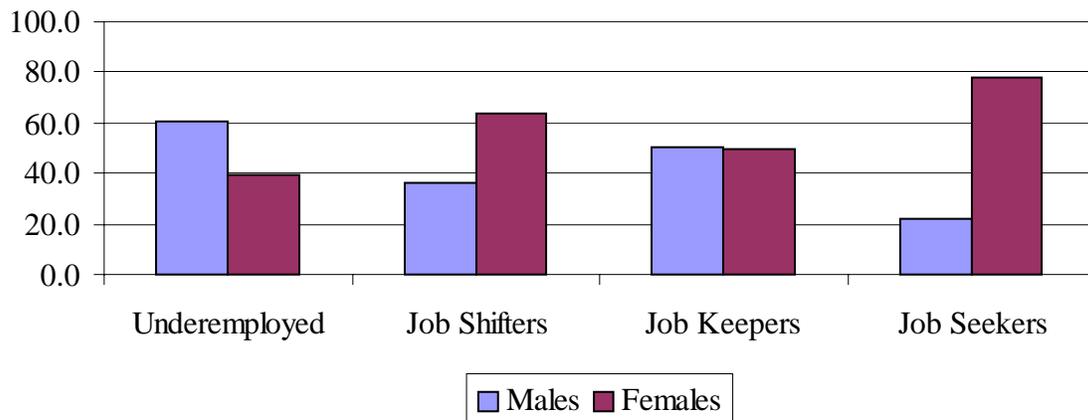
Job Shifters are older than other workers, with 50 percent between the ages of 45 to 64. The underemployed are younger: 40 percent are under 29 years of age, and 70 percent are 44 years of age or less. Job Seekers include the widest range of age groups, with 39 percent 29 years or less and 14 percent 65 years or more.

**Workers by Age Group**



Job Seekers and Job Shifters are overwhelmingly females, while most of the underemployed are males. Job Keepers are split evenly between males and females.

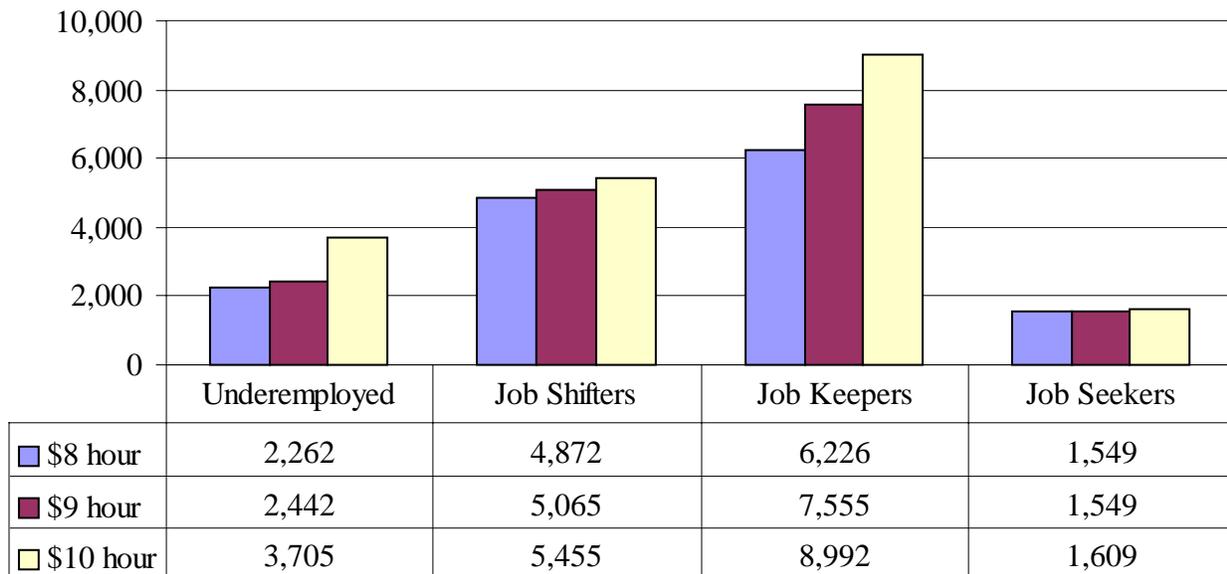
**Workers by Gender**



About one in six workers finds a wage of \$8 per hour attractive, including 2,262 underemployed, 4,872 Job Shifters, 6,226 Job Keepers, as well as 1,549 Job Seekers. A wage offer of \$9 per hour increases the number of available workers by about 11 percent, rising by an additional 19 percent for a wage of \$10 per hour.

The attractiveness of a wage rate of \$10 per hour varies somewhat depending on the worker’s level of education. For example, 21.5 percent of workers with a high school diploma find a wage of \$10 per hour attractive, compared with 22.8 percent of workers with some college or an Associate’s Degree but just 3.7 percent of workers with at least a Bachelor’s Degree. About half of Job Seekers are willing to work for \$8 per hour to \$10 per hour.

**Number of Persons Willing to Work by Wage Rate**



The underemployed and Job Shifters display a variety of occupations and skills, from executives and other professionals to craftsmen and clerks. The largest occupations are sales (5,690), precision production, craft, and repair (4,527), administrative support, including clerical (3,279), and professional specialty (2,552).

	Job		<u>Total</u>
	<u>Underemployed</u>	<u>Shifters</u>	
Executive, Administrative, and Managerial	865	272	1,137
Professional Specialty	2,231	322	2,552
Technicians and Related Support	658	87	745
Sales	924	4,766	5,690
Administrative Support, Including Clerical	2,721	558	3,279
Service Occupations	1,196	849	2,045
Farming, Forestry, and Fishing	1,114	-	1,114
Precision Production, Craft, and Repair	3,360	1,167	4,527
Machine Operators, Assemblers, and Inspectors	718	163	881
Transportation and Material Moving	761	271	1,032
Other	406	214	620
	14,953	8,669	23,623

Workers who have skills that are not being used are potential recruits for new or expanding employers. This study found that 42.1 percent of those with skills not presently in use had computer skills of one type or the other. Knowledge of word processing was most often mentioned, followed by computer assisted design (CAD) and work on machines.

<b>Workers with Computer Skills (among workers with skills not in use)</b>			
		Job	
<u>Strongest Computer Skill (percent)</u>	<u>Underemployed</u>	<u>Shifters</u>	<u>Total</u>
Word processing (MS-Word)	2,214	5,012	7,227
Spreadsheet analysis (Excel, Lotus)	570	0	570
Bookkeeping (Quicken)	0	0	0
Computer assisted design (CAD)	1,025	211	1,237
Web site development	0	112	112
Work on machines, troubleshooting	563	219	781
Maintains a computer network	0	0	0
Computer programming (C, SAS, SPSS)	2,034	0	2,034

About half of the underemployed are willing to change jobs for an increase in pay of 15 percent or less. Nearly half (46 percent) of Job Shifters desire an increase of 20 percent or more as a condition for changing jobs. Potential employers could hire 10,816

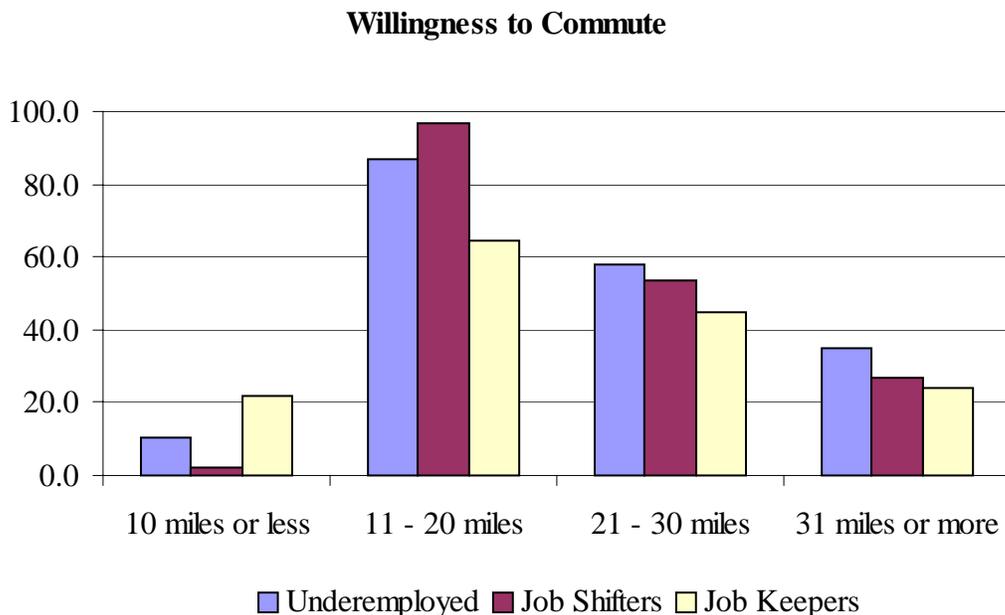
<b>Workers Willing to Change Jobs by Percent Pay Raise</b>			
		Job	
<u>Desired raise in pay</u>	<u>Underemployed</u>	<u>Shifters</u>	<u>Keepers</u>
Less than 5%	1,550	524	2,003
Between 5% and 10%	3,447	653	8,557
Between 10% and 15%	3,347	1,295	12,360
Between 15% and 20%	4,012	449	7,340
More than 20%	2,291	3,980	12,374
Not interested	306	570	18,481
Don't know	-	927	1,129
Refused	-	-	-
Other	-	271	200
Total	14,953	8,669	62,444

workers among the underemployed and Job Shifters for a pay increase of 15 percent or less. A fifteen percent pay increase would attract about 22,920 Job Keepers to a different job. Interestingly, 30 percent of Job Keepers are not interested in changing jobs regardless of pay.

About half of all workers (48 percent) drive at least 21 miles to their jobs. Job Shifters commute longer distances than do other employees.

	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
0 - 5 miles	9.7	12.9	4.6	15.0
6 - 10 miles	8.1	8.7	7.0	6.9
11 - 20 miles	23.5	19.5	14.5	27.0
21 - 30 miles	21.8	20.8	20.1	20.9
30 - 50 miles	20.4	19.2	33.9	13.4
More than 50 miles	6.0	5.1	4.8	7.2

Approximately one in three of the underemployed and one in four Job Shifters are willing to commute 31 miles or more to a job. More than half of any group is willing to commute at least 21 miles to work.



## Conclusions

- A significant pool of available labor in the Rogers County labor market area exists among the *underemployed*. Numbering 14,953, the underemployed desire work that better utilizes their education and skills.
- Additional available labor exists among those who are not underemployed, but are actively seeking other work (*Job Shifters*). An estimated 8,669 workers are in this category.
- The underemployed and Job Shifters exhibit a variety of occupations and skills.
- Most workers are willing to commute 21 miles and will change jobs for an increase in pay of 10% to 15%.
- A smaller pool of labor exists among those not working who desire work.

**Number of Interviews by Self-Identified  
City and County**

<u>City</u>	<u>Interviews</u>	<u>County</u>	<u>Interviews</u>
Catoosa	26	Rogers	296
Chelsea	30	Tulsa	188
Claremore	166		
Collinsville	24	Total	484
Foyil	2		
Inola	15		
Oologah	14		
Owasso	58		
Pryor	4		
Talala	8		
Tulsa	120		
Verdigris	2		
Rural	6		
Other	7		
Refused	2		
Total	484		

Table 1: Attractiveness of A Job that Pays \$8-\$10 hour	Persons who are working									Job Seekers
	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

**Job that pays \$8 per hour**

*Of those with a response...*

Very Unattractive	63.5	60.8	66.4	55.8	22.3	71.2	82.5	64.5	55.2	46.0
Unattractive	14.4	21.1	7.5	23.9	20.8	11.3	13.9	11.1	22.0	3.6
Neither Unattractive Nor Attractive	5.3	4.3	6.2	5.1	0.7	5.9	0.6	5.4	9.0	1.9
Attractive	13.2	11.3	15.1	7.8	56.2	8.5	2.1	15.6	7.4	37.2
Very Attractive	2.4	2.5	2.2	7.3	0.0	1.5	0.9	2.0	4.4	9.5
Depends on the type of work	1.2	0.0	2.5	0.0	0.0	1.7	0.0	1.4	2.0	1.8
Doesn't want to work	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

**Job that pays \$9 per hour**

*Of those with a response...*

Very Unattractive	46.3	48.9	43.6	51.2	17.6	49.1	60.6	45.4	42.6	44.2
Unattractive	18.5	18.7	18.2	14.9	18.2	19.4	10.3	23.5	17.4	1.8
Neither Unattractive Nor Attractive	6.3	8.9	3.6	17.0	4.5	4.0	2.9	5.2	11.4	1.8
Attractive	15.1	12.4	17.9	9.0	58.4	10.6	2.1	17.4	10.7	37.2
Very Attractive	2.4	2.5	2.2	7.3	0.0	1.5	0.9	2.0	4.4	9.5
Depends on the type of work	1.2	0.0	2.5	0.0	0.0	1.7	0.0	1.4	1.9	1.8
Don't know	0.5	0.0	1.0	0.0	0.0	0.6	0.0	0.0	1.7	0.0
Pay not most important factor	9.7	8.4	11.1	0.6	1.3	13.1	23.2	5.1	9.5	3.7

Table 1: Attractiveness of A Job that Pays \$8-\$10 hour	Persons who are working									Job Seekers
	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

**Job that pays \$10 per hour**

*Of those with a response...*

Very Unattractive	40.2	42.9	37.3	47.8	15.9	41.7	53.7	39.9	35.7	39.4
Unattractive	17.9	13.2	22.8	6.0	17.3	20.8	12.4	24.4	11.8	4.8
Neither Unattractive Nor Attractive	8.8	14.6	2.7	20.8	2.6	6.7	7.1	5.2	17.5	1.8
Attractive	18.6	17.1	20.3	17.4	62.9	12.8	2.7	20.6	17.2	39.0
Very Attractive	2.5	2.5	2.4	7.3	0.0	1.6	0.9	2.2	4.4	9.5
Depends on the type of work	1.8	1.2	2.5	0.0	0.0	2.5	0.0	2.6	1.9	1.8
Don't know	0.5	0.0	1.0	0.0	0.0	0.6	0.0	0.0	1.7	0.0
Pay not most important factor	9.7	8.4	11.1	0.6	1.3	13.1	23.2	5.1	9.5	3.7

<b>Table 2: Attractiveness of A Job that Pays \$8-\$10 hour</b>	Persons who are working									Job Seekers
	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	
<b>Job is Desirable</b>										
(Attractive + Very Attractive)										
	Percent									
\$8 per hour	15.6	13.8	17.4	15.1	56.2	10.0	3.0	17.6	11.8	46.7
\$9 per hour	17.5	14.9	20.1	16.3	58.4	12.1	3.0	19.4	15.1	46.7
\$10 per hour	21.1	19.6	22.7	24.8	62.9	14.4	3.7	22.8	21.5	48.5
	Number of Persons									
\$8 per hour	13,386	6,041	7,351	2,262	4,872	6,226	500	7,524	2,782	1,549
\$9 per hour	15,062	6,535	8,527	2,442	5,065	7,555	500	8,300	3,558	1,549
\$10 per hour	18,152	8,551	9,601	3,705	5,455	8,992	611	9,767	5,071	1,609
<b>Job is Not Desirable</b>										
(Unattractive + Very Unattractive)										
	Percent									
\$8 per hour	78.0	81.9	73.9	79.7	43.1	82.4	96.4	75.6	77.2	49.6
\$9 per hour	64.7	67.7	61.7	66.1	35.8	68.4	70.9	68.9	60.0	46.0
\$10 per hour	58.1	56.1	60.1	53.8	33.2	62.6	66.1	64.3	47.5	44.2
	Number of Persons									
\$8 per hour	67,094	35,789	31,291	11,922	3,733	51,459	16,084	32,347	18,191	1,646
\$9 per hour	55,720	29,581	26,139	9,883	3,104	42,733	11,833	29,477	14,145	1,527
\$10 per hour	49,995	24,528	25,467	8,046	2,875	39,074	11,026	27,506	11,196	1,467

<b>Table 3: Characteristics of the Workforce</b>	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
<b>Workforce Status</b>									
Working full-time	84.6	93.0	75.1	88.4	91.2	83.2	93.5	79.4	86.0
Permanent job	81.5	90.8	71.1	75.3	85.1	82.8	86.6	77.3	83.9
Temporary job	3.1	2.2	4.0	13.1	6.1	0.4	6.8	2.2	2.1
Working part-time	15.4	7.0	24.9	11.6	8.8	16.8	6.5	20.6	14.0
Permanent job	13.2	3.8	23.8	4.2	8.8	15.7	5.7	19.1	9.3
Temporary job	2.2	3.2	1.0	7.4	0.0	1.1	0.8	1.4	4.7
Working part-time, want full-time job	5.5	0.2	11.0	6.9	41.9	0.1	6.7	8.2	0.5
Has taken action in the last three months to find a new job	17.2	15.7	18.8	41.1	100.0	0.0	3.5	25.5	13.4
Average number of jobs held in working lifetime (number)	1.70	1.86	1.55	2.34	2.50	1.48	1.36	1.94	1.57

<b>Table 3: Characteristics of the Workforce</b>	Persons who are working								
	Total	Males	Females	Under- employed	Job Shifters	Job Keepers	Highest education level		
							At Least a	Some	High
							Bachelor's Degree	College or Associate's Degree	School Diploma
Percent									
<b>Benefits of Current Job (full-time only)</b>									
Paid vacation	70.2	76.5	63.6	59.4	94.6	69.3	70.1	68.0	75.6
Health insurance	67.5	75.5	59.4	60.1	88.6	66.3	72.1	65.4	69.0
Education and training benefits	56.5	59.7	53.3	50.1	74.1	55.6	53.0	54.8	62.5
Retirement plan	68.0	74.3	61.7	53.3	84.0	69.5	75.7	62.4	73.4
Current job offers advancement potential	67.2	74.8	59.5	44.7	87.4	70.0	77.6	59.5	73.8
<b>Pay increase needed to change jobs</b>									
Less than 5% increase	4.7	3.4	6.1	10.4	6.0	3.2	2.2	4.5	7.0
Between 5% and 10% increase	14.7	17.8	11.5	23.1	7.5	13.7	11.8	12.9	21.9
Between 10% and 15% increase	19.8	25.0	14.3	22.4	14.9	19.8	21.1	16.4	21.6
Between 15% and 20% increase	13.7	10.3	17.2	26.8	5.2	11.8	19.5	14.2	5.8
More than 20% increase	21.7	24.5	18.7	15.3	45.9	19.8	23.5	21.2	23.5
Not interested at any increase	22.5	18.1	27.1	2.0	6.6	29.6	22.0	26.9	17.5
Don't know	2.4	0.2	4.6	0.0	10.7	1.8	0.0	3.2	2.1
Refused	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other	0.5	0.6	0.5	0.0	3.1	0.3	0.0	0.8	0.6

<b>Table 3: Characteristics of the Workforce</b>	Persons who are working								
	Total	Males	Females	Under- employed	Job Shifters	Job Keepers	Highest education level		
							At Least a	Some	High
							Bachelor's Degree	College or Associate's Degree	School Diploma
Percent									
<b>Pay increase needed to change jobs (continued)</b>									
Five percent or less	4.7	3.4	6.1	10.4	6.0	3.2	2.2	4.5	7.0
Ten percent or less	19.4	21.2	17.6	33.4	13.6	16.9	14.0	17.4	28.9
Fifteen percent or less	39.2	46.2	32.0	55.8	28.5	36.7	35.1	33.8	50.5
<b>Sector of Employment</b>									
Government	8.0	5.9	10.1	8.1	3.4	8.6	21.2	5.2	3.9
Private for profit company	71.3	78.8	63.5	88.6	92.1	64.3	54.7	71.6	83.1
Non-profit org. (Incl. tax exempt & charitable orgs.)	4.8	3.1	6.6	2.8	1.4	5.8	5.2	3.7	6.5
Self-employed	15.0	11.2	18.9	0.0	3.1	20.2	16.3	19.2	5.2
Working in family business	0.4	0.2	0.7	0.6	0.0	0.5	0.0	0.2	1.3
Other	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Don't know	0.1	0.0	0.2	0.0	0.0	0.2	0.6	0.0	0.0
Refused	0.4	0.7	0.0	0.0	0.0	0.5	1.9	0.0	0.0
<b>Government Employment</b>									
Federal	15.7	22.8	11.4	0.0	0.0	18.7	10.4	28.0	9.4
State	37.0	19.1	47.8	0.0	0.0	37.1	45.6	17.5	37.7
Local	47.3	58.1	40.8	0.0	100.0	44.2	43.9	54.5	52.9
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

<b>Table 3: Characteristics of the Workforce</b>	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
<b>Private Industry Sector</b>									
Agricultural	1.4	2.7	0.0	8.1	0.0	0.0	0.0	0.0	4.9
Mining	0.2	0.3	0.0	0.0	0.0	0.2	0.0	0.3	0.0
Construction	9.3	17.8	0.0	15.9	8.4	7.8	3.7	4.0	20.1
Manufacturing	15.0	19.9	9.7	23.5	4.5	14.5	15.6	12.0	15.8
Transportation, Communications or Public Utility	20.2	20.3	19.9	9.4	54.1	17.8	15.4	25.6	15.6
Wholesale or retail trade	21.8	17.0	27.0	28.9	10.1	21.8	12.2	33.6	6.3
Restaurants	2.3	3.1	1.4	0.0	3.3	2.7	0.0	3.2	1.8
Legal	0.8	0.0	1.6	0.0	2.1	0.7	1.8	0.6	0.5
Health Services	8.3	3.7	13.2	7.8	2.6	9.3	6.9	8.9	9.1
Educational Services	1.9	1.5	2.3	4.4	0.0	1.5	8.8	0.8	0.0
Business Services	0.7	0.5	1.0	0.0	0.0	1.0	1.6	0.7	0.5
Engineering Services	3.9	6.6	1.0	2.1	3.9	4.3	3.5	1.9	8.1
Personal Services	2.9	1.6	4.3	0.0	5.7	3.2	7.4	2.2	2.1
Social Services	1.6	0.0	3.3	0.0	0.0	2.2	0.0	0.9	3.9
Auto repair	0.3	0.5	0.0	0.0	0.0	0.4	0.0	0.0	0.9
Other Services	1.3	1.1	1.6	0.0	0.0	1.8	8.0	0.0	0.0
Finance, Insurance, Real Estate	5.5	0.6	10.7	0.0	5.4	6.8	5.3	3.3	10.2
Don't Know	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Refused	0.6	0.8	0.4	0.0	0.0	0.8	3.2	0.0	0.3
Other	1.2	1.8	0.6	0.0	0.0	1.7	5.6	0.6	0.0

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	Some	High
							Bachelor's Degree	College or Associate's Degree	School Diploma

Percent

**Occupation**

Executive, Administrative, and Managerial	15.7	17.0	14.0	5.8	3.2	20.2	23.8	15.9	11.4
Professional Specialty	10.9	6.3	16.5	14.9	3.8	10.9	41.6	3.9	0.8
Technicians and Related Support	3.9	5.6	1.8	4.4	1.0	4.2	2.7	4.6	0.9
Sales	13.4	8.3	19.6	6.2	55.7	8.8	5.2	21.6	6.0
Administrative Support, Including Clerical	16.9	8.1	27.8	18.2	6.5	18.1	9.0	20.9	17.7
Service Occupations	8.9	6.4	12.0	8.0	9.9	9.0	1.5	9.0	14.5
Farming, Forestry, and Fishing	1.9	3.5	0.0	7.4	0.0	0.7	2.4	0.0	4.9
Precision Production, Craft, and Repair	17.4	28.6	3.4	22.5	13.6	16.6	6.2	14.5	32.2
Machine Operators, Assemblers, and Inspectors	4.3	7.1	0.9	4.8	1.9	4.5	5.0	1.1	3.9
Transportation and Material Moving	4.3	6.2	2.0	5.1	3.2	4.3	0.0	6.3	4.5
Military	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Not elsewhere classified	1.7	2.2	1.1	2.7	0.0	1.7	0.0	2.2	2.5
Refused question	0.7	0.7	0.8	0.0	1.2	0.9	2.6	0.0	0.7

<b>Table 4: Transportation and Commuting</b>	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
<b>Distance traveled to place of employment</b>									
0 - 5 miles	38.8	34.2	44.1	35.7	71.0	34.4	31.4	43.2	38.6
6 - 10 miles	19.3	21.3	17.0	24.0	1.8	20.9	25.4	19.0	17.6
11 - 20 miles	19.0	20.3	17.6	26.7	10.2	18.3	18.7	18.4	19.3
21 - 30 miles	11.3	12.1	10.4	5.0	2.3	14.5	15.0	9.1	12.7
30 - 50 miles	9.6	10.6	8.4	8.5	14.7	9.1	9.0	8.7	7.7
More than 50 miles	1.6	1.5	1.8	0.0	0.0	2.4	0.4	1.6	2.8
Don't Know	0.3	0.0	0.7	0.0	0.0	0.5	0.0	0.0	1.2
Refused	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
10 miles or less	58.1	55.5	61.1	59.7	72.8	55.3	56.8	62.2	56.2
11 miles or more	41.5	44.5	38.1	40.3	27.2	44.2	43.2	37.8	42.6
21 miles or more	22.5	24.2	20.5	13.5	17.0	25.9	24.4	19.4	23.3
<b>Means of getting to work</b>									
Car, truck, or van	97.9	97.4	98.4	96.6	100.0	97.9	96.7	99.2	96.3
Bus	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Walked to work	0.8	1.2	0.2	3.4	0.0	0.2	0.0	0.2	2.3
Bicycle	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other	1.4	1.3	1.4	0.0	0.0	2.0	3.3	0.5	1.5

<b>Table 4: Transportation and Commuting</b>	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

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**Reliability of transportation**

Very reliable	86.5	95.3	76.4	92.6	44.2	91.7	92.6	81.6	89.0
Somewhat reliable	12.3	4.7	21.0	7.4	55.8	6.5	7.4	16.5	9.8
Not at All Reliable	0.9	0.0	1.9	0.0	0.0	1.3	0.0	1.8	0.0
Don't know	0.1	0.0	0.2	0.0	0.0	0.1	0.0	0.0	0.3
Refused	0.3	0.0	0.6	0.0	0.0	0.4	0.0	0.0	0.9

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**Willingness to commute**

0 - 5 miles	9.7	3.7	15.8	1.6	0.0	12.9	4.6	15.0	4.9
6 - 10 miles	8.1	9.2	6.9	8.8	2.0	8.7	7.0	6.9	11.8
11 - 20 miles	23.5	23.6	23.4	28.7	43.2	19.5	14.5	27.0	21.9
21 - 30 miles	21.8	25.6	17.9	23.4	26.5	20.8	20.1	20.9	23.7
30 - 50 miles	20.4	23.9	16.7	23.1	24.2	19.2	33.9	13.4	21.7
More than 50 miles	6.0	5.5	6.5	11.7	2.6	5.1	4.8	7.2	5.3
Don't Know	10.0	7.6	12.5	2.8	1.5	12.9	14.5	8.9	10.1
Refused	0.7	1.1	0.3	0.0	0.0	0.9	0.7	0.7	0.7
11 miles or more	71.6	78.5	64.5	86.9	96.5	64.5	73.2	68.5	72.5
21 miles or more	48.1	54.9	41.1	58.2	53.3	45.0	58.7	41.5	50.7
30 miles or more	26.3	29.4	23.2	34.8	26.9	24.2	38.7	20.6	27.0

<b>Table 4: Transportation and Commuting</b>	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
<b>Transportation is reliable</b>	98.4	100.0	96.1	100.0	100.0	97.6	100.0	96.2	100.0
<b>Not willing to commute 20 miles or more</b>									
Family obligations	17.7	21.5	14.6	14.0	0.0	21.3	9.0	18.8	21.6
Unreliable transportation	0.2	0.0	0.4	0.0	0.0	0.3	0.0	0.0	1.0
Don't wish to drive that much	68.6	61.1	74.7	77.3	100.0	61.8	75.4	72.9	54.5
Other	14.2	17.4	11.6	8.8	0.0	17.6	15.6	8.7	25.0

Table 5: Education and Skills	Persons who are working									Job Seekers
	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	

#### Utilization of Education and Skills

Feel underutilized	34.4	32.7	36.1	100.0	56.6	15.6	32.7	39.1	26.1
<i>Of those who feel underutilized...</i>									
Had previous job that required more skill and/or education	29.1	31.4	27.0	24.0	25.1	39.0	39.7	28.4	27.5
Have had additional job training and/or education	67.4	71.0	64.0	78.1	92.0	38.6	50.0	80.9	59.8
Training and/or education not required in current job	74.3	69.9	78.4	88.0	92.0	44.3	65.6	88.2	59.3
Earned more money in a previous job	31.7	23.2	39.6	26.8	71.6	19.0	38.3	36.4	19.4
Skills and education were better used in previous job	67.4	71.0	64.0	78.1	92.0	38.6	50.0	80.9	59.8
Would change jobs to better use skills	74.3	69.9	78.4	88.0	92.0	44.3	65.6	88.2	59.3
Underemployed	17.4	20.6	14.0	100.0	0.0	0.0	15.4	19.0	18.0

#### Level of Education

Less than high school	3.4	5.5	1.1	0.0	1.9	4.4	0.0	0.0	0.0	8.0
High school	27.4	31.7	22.9	28.3	15.8	28.8	0.0	0.0	100.0	40.0
Some college	41.7	33.0	50.6	41.9	66.0	38.2	0.0	83.8	0.0	18.9
Associate degree	8.1	8.1	8.0	12.6	11.4	6.5	0.0	16.2	0.0	1.8
Bachelors degree	13.6	14.6	12.6	14.5	3.7	14.7	70.1	0.0	0.0	31.3
Postgraduate degree	5.8	7.0	4.5	2.7	1.3	7.2	29.9	0.0	0.0	0.0

<b>Table 5: Education and Skills</b>	Persons who are working									Job Seekers
	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	

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**Level of Education (continued)**

Other	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Don't know	0.2	0.0	0.3	0.0	0.0	0.2	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	0.0
High school or less	30.7	37.3	24.0	28.3	17.6	33.1	0.0	0.0	100.0	48.1
Some college or less	72.4	70.3	74.6	70.2	83.7	71.4	0.0	83.8	100.0	66.9
At least Bachelor's degree	19.4	21.6	17.1	17.2	4.9	21.9	100.0	0.0	0.0	31.3

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**Technical Training**

Vocational training, apprentice training, or special professional training	48.0	48.7	47.4	72.6	78.5	37.7	26.8	41.5	64.1	48.3
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**Computer Skills (among those with skills not used in present employment)**

Workers with computer skills (percent)	42.1	25.9	58.7	46.6	64.1	37.9	40.7	53.3	27.3
Workers with computer skills (number)	36,197	11,338	24,859	6,963	5,554	23,680	6,791	22,825	6,442

Table 5: Education and Skills	Persons who are 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	

**Strongest Computer Skill (percent)**

Word processing (MS-Word)	73.1	70.8	74.2	31.8	90.2	81.3	68.5	75.2	70.1
Spreadsheet analysis (Excel, Lotus)	3.3	1.9	3.9	8.2	0.0	2.6	1.5	0.9	13.7
Bookkeeping (Quicken)	0.3	0.0	0.4	0.0	0.0	0.4	0.0	0.0	1.5
Data entry	4.6	1.9	5.9	14.7	3.8	1.9	15.1	0.9	6.9
Computer assisted design (CAD)	0.3	0.0	0.5	0.0	2.0	0.0	0.0	0.0	1.7
Web site development	3.9	8.3	1.9	8.1	3.9	2.6	7.2	3.4	2.0
Work on machines, troubleshooting	3.0	7.4	1.0	0.0	0.0	4.6	0.0	4.8	0.0
Maintains a computer network	7.6	6.6	8.1	29.2	0.0	3.0	7.6	9.8	0.0
Computer programming (C, SAS, SPSS)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Develops own software applications	0.4	0.0	0.6	0.0	0.0	0.6	0.0	0.0	2.3
Don't know	1.9	0.0	2.8	0.0	0.0	2.9	0.0	2.5	1.8
Refused	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other computer skill	1.5	3.2	0.8	8.0	0.0	0.0	0.0	2.4	0.0

Table 5: Education and Skills	Persons who are 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	

### Secondary Computer Skills

(More than one choice is possible)

Word processing (MS-Word)	54.8	62.2	51.5	79.7	31.7	53.0	52.8	59.6	41.2
Spreadsheet analysis (Excel, Lotus)	81.7	73.8	85.4	63.8	77.9	87.9	86.2	89.4	49.6
Bookkeeping (Quicken)	62.8	47.9	69.6	64.2	71.6	60.3	68.0	75.0	13.5
Computer assisted design (CAD)	13.8	12.4	14.4	12.3	63.3	2.6	7.1	19.1	2.0
Web site development	41.2	20.0	51.0	43.9	63.3	35.3	36.2	54.7	0.0
Work on machines, troubleshooting	23.4	14.6	27.4	39.8	63.3	9.2	20.5	31.0	0.0
Maintains a computer network	18.3	6.7	23.6	26.4	65.6	4.9	2.7	28.3	0.0
Computer programming (C, SAS, SPSS)	17.4	15.6	18.3	14.7	63.3	7.5	21.3	21.3	0.0
Develops own software applications	1.6	4.5	0.3	0.0	0.0	2.4	0.9	2.2	0.0
Don't know	0.3	0.0	0.5	0.0	0.0	0.5	0.0	0.0	1.8
Refused	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other computer skill	13.3	10.3	14.8	12.2	9.8	14.5	6.7	7.8	40.2

Table 5: Education and Skills	Persons who are 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	

**Student Status**

Full-time student	5.5	6.7	4.1	9.9	5.6	4.4	0.0	7.1	7.0	12.3
Part-time student	4.5	3.3	5.9	6.1	1.5	4.6	6.6	6.1	0.5	0.0
Not a student	89.8	90.0	89.7	84.1	92.9	90.8	93.4	86.7	92.5	87.7
Refused	0.2	0.0	0.3	0.0	0.0	0.2	0.0	0.0	0.0	0.0

**Type of school (for part-time and full-time students)**

Four year college/university	55.4	51.7	59.2	76.9	65.6	45.1	40.7	45.0	100.0	100.0
Junior college	35.6	35.7	35.5	8.8	0.0	50.9	59.3	42.4	0.0	0.0
Vocational technical school	6.4	12.6	0.0	14.3	34.4	0.0	0.0	9.7	0.0	0.0
High school; GED classes	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Don't Know	0.0	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	0.0
Other	2.6	0.0	5.3	0.0	0.0	4.0	0.0	2.9	0.0	0.0

<b>Table 6: Demographics</b>	All persons			Persons who are working									Persons not working	
	Total	Males	Females	Total	Males	Females	Under- employed	Job Shifters	Job Keepers	Highest education level			Job Seekers	Total
										At Least a Bachelor's Degree	College or Associate's Degree	High School Diploma		
Number of responses	484	214	270	310	154	156	47	24	239	78	125	97	17	174
Estimated persons 18 years old or older	124,085	59,311	64,774	86,066	43,725	42,342	14,953	8,669	62,444	16,684	42,787	23,566	3,320	38,018
<b>Gender</b>														
Males	47.8	100.0	0.0	50.8	100.0	0.0	60.3	36.2	50.6	56.7	42.0	58.9	22.1	41.0
Females	52.2	0.0	100.0	49.2	0.0	100.0	39.7	63.8	49.4	43.3	58.0	41.1	77.9	59.0
<b>Marital Status</b>														
Married	56.6	60.8	52.8	57.8	61.6	53.8	63.0	30.5	60.3	59.0	61.1	53.6	59.0	54.1
Widowed	8.7	4.3	12.8	3.1	0.2	6.1	2.1	0.0	3.8	0.9	4.7	2.1	0.0	21.4
Divorced	16.2	10.0	21.9	19.0	12.1	26.2	7.5	55.0	16.7	16.9	20.5	15.6	28.7	9.8
Separated	0.4	0.0	0.7	0.4	0.0	0.9	1.6	0.0	0.2	0.0	0.0	1.0	0.0	0.2
Never married	15.1	19.6	11.0	17.5	22.6	12.3	25.9	14.4	15.9	16.3	12.7	27.7	12.3	9.5
Refused	3.0	5.4	0.8	2.2	3.5	0.7	0.0	0.0	3.0	6.9	1.0	0.0	0.0	4.9

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

**Age Category**

Less than 30	21.3	22.2	20.4	25.1	27.0	23.1	40.0	14.6	22.9	15.2	20.4	42.4	39.1	12.1
30 to 44	30.6	31.3	30.0	39.4	40.1	38.7	30.8	34.5	42.2	39.3	43.7	28.2	22.5	9.7
45 to 64	31.4	31.9	30.9	33.7	31.3	36.2	29.2	50.9	32.4	44.8	34.6	25.6	24.2	25.7
65 or more	16.8	14.6	18.7	1.8	1.6	2.0	0.0	0.0	2.5	0.6	1.3	3.9	14.3	52.5

**Place of Residence**

Lived in same house or apartment five years ago (percent)														
Yes	51.7	57.5	46.4	45.1	52.8	37.1	39.3	19.8	49.9	62.6	34.4	53.5	21.5	66.8
No, but lived in same county	20.0	18.3	21.5	20.6	20.2	21.0	23.4	14.9	20.8	24.0	19.2	20.5	42.5	18.5
No, lived elsewhere in Oklahoma	12.9	13.1	12.7	14.9	14.1	15.8	26.4	11.8	12.6	5.6	16.0	20.2	26.8	8.3
No, lived in different state	14.6	9.3	19.4	18.2	10.6	26.1	10.9	53.5	15.1	7.9	30.4	5.8	9.3	6.4
No, did not live in the U.S.	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
No, other	0.8	1.8	0.0	1.2	2.4	0.0	0.0	0.0	1.7	0.0	0.0	0.0	0.0	0.0