

AN ANALYSIS OF THE LABOR FORCE  
OF THE BROKEN BOW-IDABEL-ANTLERS-HUGO WORKFORCE  
INVESTMENT AREA IN OKLAHOMA

A SUMMARY REPORT PRESENTED TO

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# AN ANALYSIS OF THE LABOR FORCE OF THE BROKEN BOW- IDABEL-ANTLERS-HUGO WORKFORCE INVESTMENT AREA

## Introduction

Sponsored by the Oklahoma Department of Commerce, this report is a part of a series of local labor force studies in Oklahoma. The report examines the availability of labor in the Broken Bow-Idabel-Antlers-Hugo Workforce Investment Area consisting of McCurtain County, Choctaw County, and Pushmataha County in Oklahoma.

Data were collected by telephone interview in March and April of 2000 from 1,002 randomly selected persons 18 years or older. Interviews include 290 in Choctaw County, 502 in McCurtain County, and 210 in Pushmataha County. In order to ensure that the sample accurately represents local demographics, each interview response received a weight depending on age, gender, and county of residence. Results reported in this study are subject to a sampling error of +/- 3.2 percentage points with a confidence level of 95 percent.

### REPORT HIGHLIGHTS

- An estimated 3,262 workers, 12.7 percent of the workforce, are underemployed.
- An additional 2,566 workers have looked for other work during the previous three months (Job Shifters).
- The underemployed exhibit a variety of occupations and skills.
- Nearly fifteen percent of underemployed workers hold a bachelor's degree or higher.
- 73 percent of the underemployed are willing to commute 20 miles or more; 55 percent would change jobs for a raise in pay of 15 percent or less.
- A job that pays \$10 hour is viewed as desirable by 2,315 underemployed and 1,748 workers looking for other work (Job Shifters).

An estimated 58.3 percent of the adult population of the Broken Bow-Idabel-Antlers-Hugo workforce area are working, 25,785 of the 44,220 persons 18 years old or older. More than half of the employed (57 percent) live in McCurtain County, 24 percent in Choctaw County, and 19 percent in Pushmataha County.

Approximately 18,435 adults in the three county area are not working; most either are retired, unable to work due to disability, or prefer not to work outside the home (table).

A much smaller number of adults who are not working (2,961) want to work; this group consists primarily of retired persons who want to go back to work, homemakers who are looking for work outside the home, and persons who have recently

<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	418	9,842	10,260
Disabled or unable to work	376	2,915	3,291
Don't work outside the home	628	2,287	2,915
Student	0	0	0
Family responsibilities	0	0	0
Just moved into area	0	0	0
Laid off, lost job	0	0	0
Don't have reliable transportation	0	0	0
Other	1,446	388	1,834
Refused	93	43	135
<b>Total</b>	<b>2,961</b>	<b>15,474</b>	<b>18,435</b>

lost their jobs. For purposes of discussion, this group will be termed the *Job Seekers*. It should be noted that only a small portion of this group satisfies the technical definition of *unemployed*. According to the U.S. Department of Labor, a person is counted as unemployed if he or she is without work and engages actively in job-searching activities. Using this definition this study estimates that 1,428 adults are *unemployed*, consisting of 5.3 percent of the labor force in the three county area.

## **Education**

Compared with state averages, the Broken Bow-Idabel-Antlers-Hugo Area has proportionally fewer workers with college degrees. However, more workers in the workforce area have at least a high school diploma than statewide. McCurtain County has the largest proportion of workers with at least a Bachelor's Degree (20.3 percent), followed by Pushmataha County (18.9 percent) and Choctaw County (14.7 percent).

<b>Highest Level of Education of Working Persons 18 Years Old or Older (percent)</b>					
<u>Level of Education</u>	<u>Choctaw County</u>	<u>McCurtain County</u>	<u>Pushmataha County</u>	<u>Workforce Area</u>	<u>State</u>
Less than high school	5.6	6.6	10.7	7.1	10.8
High school	50.7	37.6	41.8	41.5	37.0
Some college	24.6	30.6	22.8	27.7	20.1
Associate degree	4.4	4.9	5.9	4.9	6.5
Bachelors degree	10.9	14.1	9.9	12.5	16.2
Postgraduate degree	3.8	6.2	9.0	6.2	9.4
Bachelors degree or higher	14.7	20.3	18.9	18.7	25.7

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

### Commuting Patterns

Seventeen percent commute to jobs outside the three county area. Interestingly, a total of 1,791 workers travel from the three county area to jobs located in Texas or Arkansas, about 7 percent of working residents. In Choctaw County, 12.5 percent of employed residents commute to jobs in Texas, approximately 777 workers.

<b>Commuting Patterns for the Broken Bow-Idabel Antlers-Hugo Workforce Area, by County</b>			
	<u>Resides in:</u>		
<u>Employed in:</u>	<u>Choctaw</u>	<u>McCurtain</u>	<u>Pushmataha</u>
Bryan	28	-	-
Choctaw	4,460	95	94
Latimer	-	-	101
LeFlore	-	-	122
McCurtain	309	13,182	165
Muskogee	36	-	-
Pushmataha	173	87	3,925
Pittsburg	-	-	78
Various (traveling)	410	274	309
Arkansas	-	463	-
Texas	777	550	-
Other/Unknown	-	110	36
Total	6,193	14,762	4,830

**Employment Participation Rates**

Both male and female participation rates are lower in the three county area than the statewide average: 65.4 percent of males and 52.0 percent of females are working, compared with statewide figures of 70.8 percent and 59.7 percent, respectively.

However, a higher percentage of young males are working: 86.6 percent of males 18 to 30 years old work, compared with the statewide Oklahoma figure of 80.1 percent.

<b>Employment Participation</b> (employed as percent of adult population)						
Broken Bow-Idabel-Antlers-Hugo						
	Workforce Area			Oklahoma		
	<u>Males</u>	<u>Females</u>	<u>Total</u>	<u>Males</u>	<u>Females</u>	<u>Total</u>
Less than 30	86.6	69.6	77.9	80.1	73.9	77.1
30 to 44	89.7	73.0	81.0	88.3	81.6	84.8
45 to 64	63.1	56.1	59.5	73.1	61.9	67.3
65 or more	12.5	8.7	10.3	18.0	12.8	14.9
Total	65.4	52.0	58.3	70.8	59.7	65.0

**Type of Employment**

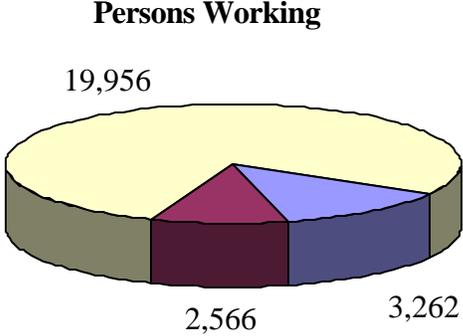
Eighty-two percent of the employed have full-time, permanent jobs. A significant proportion of workers in the three county area work part-time jobs, about one of every eight employees. Various reasons are given for part-time work: about 21.3 percent work part-time due to slack economic conditions; 25.1 percent work part-time due to child care and family obligations. Other reasons for part-time instead of full-time work include health or medical limitations, school, and social security limitations on retirement earnings.

<b>Type of Employment</b>	
<b>Full-time</b>	
Permanent	21,149
Temporary	443
Unknown	355
<b>Part-time</b>	
Permanent	3,212
Temporary	545
Unknown	81
<b>Total</b>	<b>25,785</b>

<b>Reasons for Working Part-time (percent)</b>	
Slack work / business conditions	5.3
Could only find part-time work	16.0
Child care obligations /problems	12.8
Other family / personal obligations	12.3
Health medical limitations	10.7
School / training	12.8
Retired / Social Security limit on earning	17.5
Don't know	5.9
Other	6.6

**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 and want to  
 work (*Job Seekers*).



<span style="color: blue;">■</span> Underemployed	<span style="color: red;">■</span> Looking for other work	<span style="color: yellow;">■</span> Rest of employed
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*Job Shifters*

Approximately 2,566 workers in the three-county 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	833	32.5
Contacted public employment agency	213	8.3
Contacted private employment agency	93	3.6
Contacted friends or relatives	380	14.8
Contacted school / university employment center	-	0.0
Sent out resumés / filled out applications	1,253	48.8
Checked union / professional registers	-	0.0
Placed or answered ads	408	15.9
<i>Passive Jobsearch Methods</i>		
Looked at want ads	874	34.0
Attended job training programs / courses	43	1.7
At least one <i>active</i> jobsearch method	2,234	90.1
Note: more than one jobsearch method is possible.		

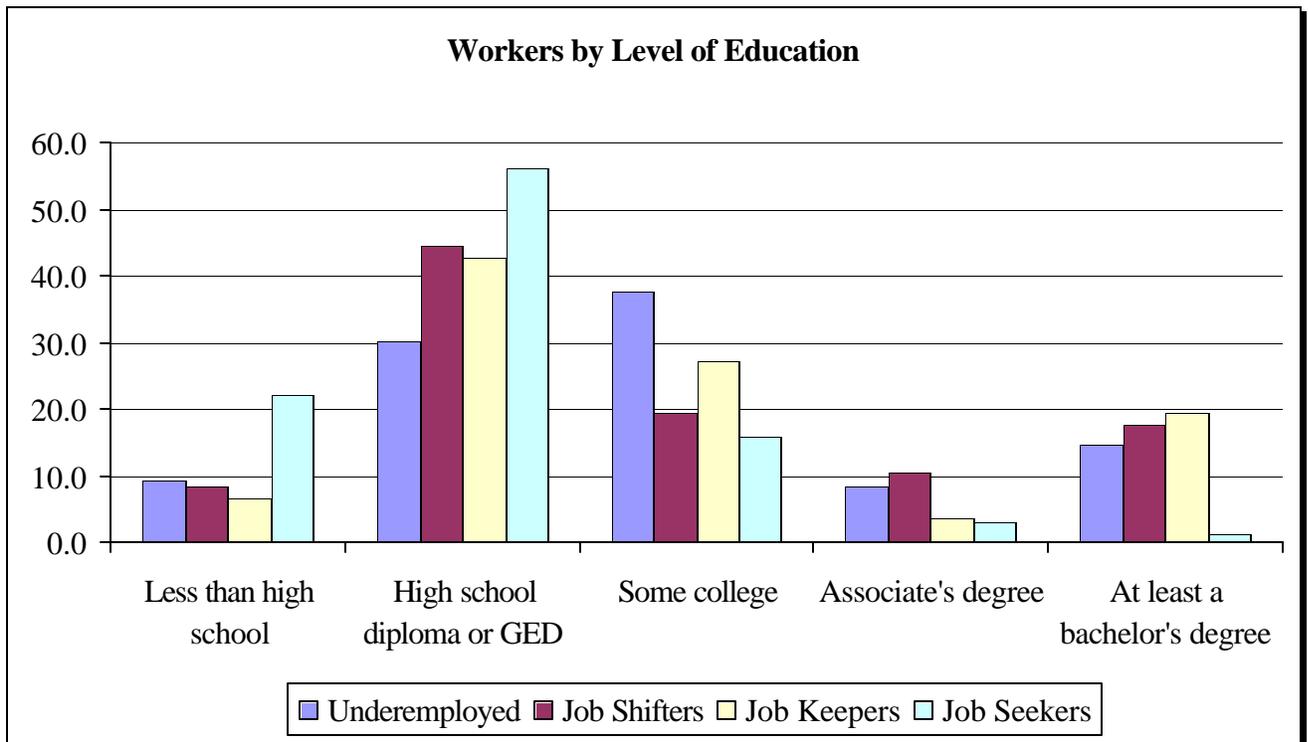
### *Underemployed*

The study also estimates that 3,262 employees are underemployed, 12.7 percent of all working adults. In order to be classified as underemployed in this study, three conditions must be satisfied:

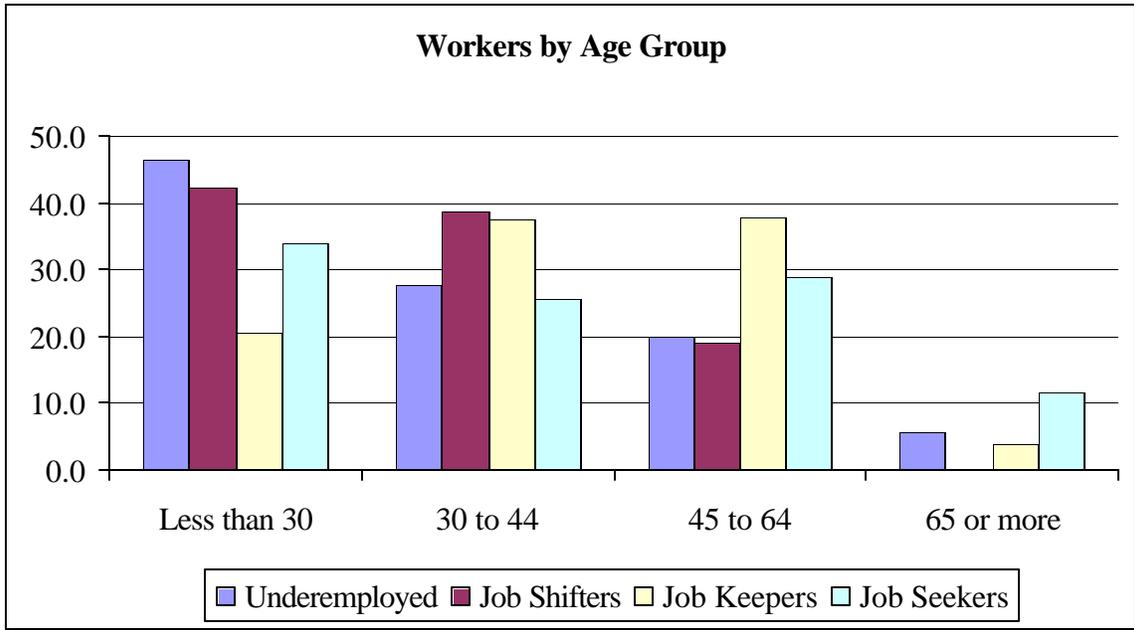
- the worker must feel underutilized in his/her present employment,
- he/she must possess training or education that is not required by their current job, and
- the worker must be willing to change jobs in order to better utilize skills and education.

### Characteristics of Potential Workers

Fewer underemployed workers and Job Shifters have Bachelor's degrees compared with Job Keepers, while Job Seekers have much less college education. The underemployed have more college experience than do Job Shifters.



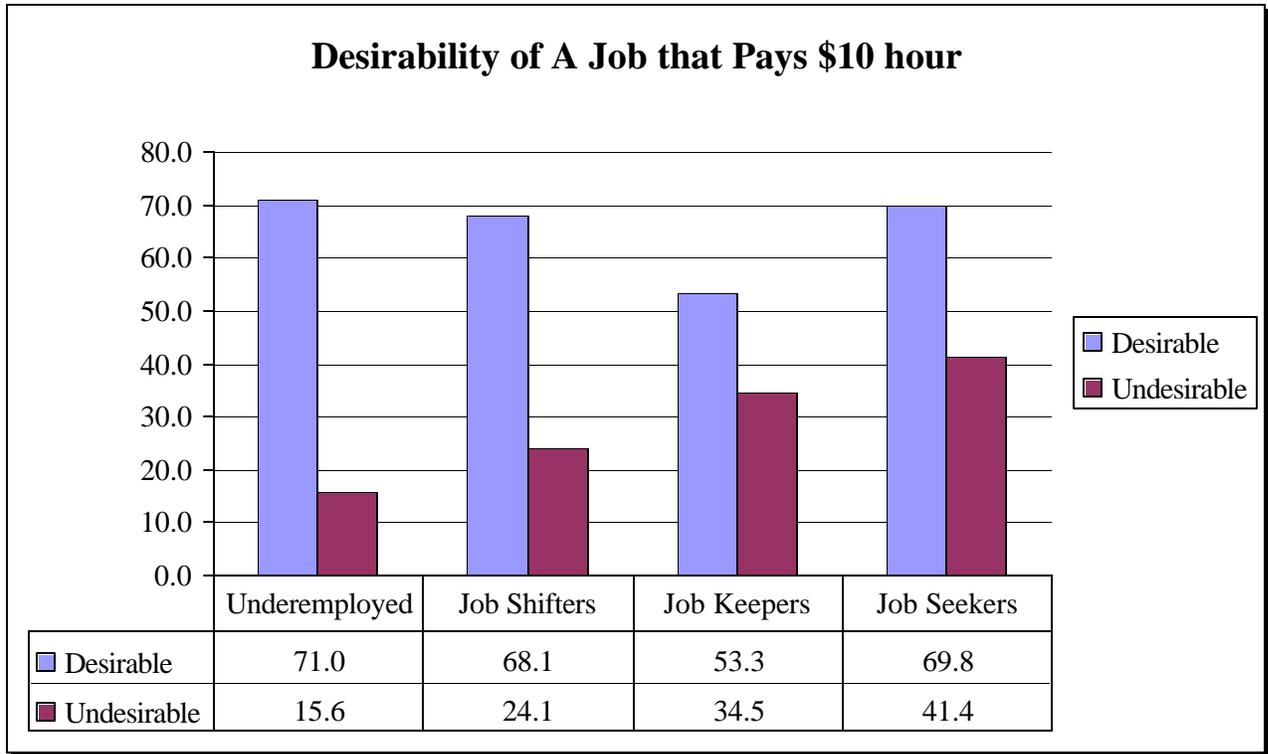
Job Shifters and the underemployed tend to be relatively young: twice as many are less than 30 years old compared with Job Keepers.



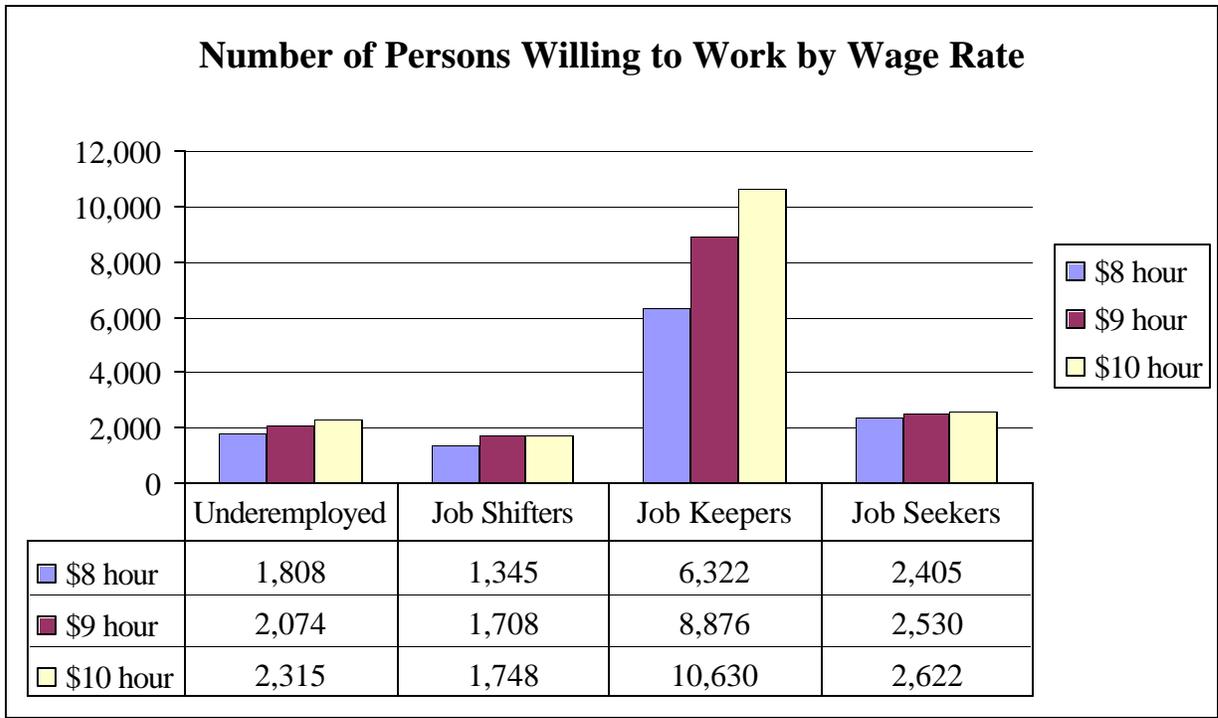
Females are a majority among Job Shifters and Job Seekers, while a majority of the underemployed and Job Keepers are male.



An employment opportunity that pays \$10 per hour is viewed as desirable by 71.0 percent of the underemployed, 69.8 percent of Job Seekers, 68.1 percent of Job Shifters, and 53.3 percent of Job Keepers. Clearly, Job Keepers are much less interested in changing jobs for \$10 per hour than the other three groups. Job Seekers are very interested in working for \$10 per hour, but have less education and fewer skills.



A total of 3,153 adults are willing to work for \$8 hour including 1,808 underemployed, 1,345 Job Shifters, 2,405 Job Seekers, and 6,322 Job Keepers. However, many Job Keepers simply are not interested in changing jobs; consequently, the pool of what may be termed readily available workers consists of the underemployed, Job Shifters, and Job Seekers. Among readily available workers, a total of 5,558 are willing to work for \$8 per hour. If the wage offer is \$9 per hour the number of readily available workers increases to 6,312, rising to 6,685 workers for an offer of \$10 per hour.



The underemployed and Job Shifters have a variety of occupations and skills, from executives and other professionals to craftsmen and clerks. The largest occupations include service occupations (829), precision production, craft, and repair (765), executive, administrative and managerial (2,317), professional specialty (615), and transportation and material moving occupations (536).

### Number of Persons by Occupation

	<u>Underemployed</u>	<u>Looking for other work</u>	<u>Total</u>
Executive, Administrative, and Managerial	127	229	355
Professional Specialty	331	284	615
Technicians and Related Support	97	349	446
Sales	361	43	404
Administrative Support, Including Clerical	192	330	522
Service Occupations	458	371	829
Farming, Forestry, and Fishing	37	112	149
Precision Production, Craft, and Repair	533	231	765
Machine Operators, Assemblers, and Inspectors	205	180	385
Transportation and Material Moving	445	90	536
	2,786	2,220	5,006

Workers with skills that are not being used are potential candidates for new jobs that require relatively more skills. This study found that 14.4 percent of those with skills not presently in use had computer skills of some kind. Knowledge of word processing was most often mentioned, followed by bookkeeping software.

<b>Workers with Computer Skills (among workers with skills not in use)</b>			
<u>Strongest Computer Skill (percent)</u>	<u>Underemployed</u>	<u>Looking for other work</u>	<u>Total</u>
Word processing (MS-Word)	261	292	553
Spreadsheet analysis (Excel, Lotus)	86	-	86
Bookkeeping (Quicken)	108	43	150
Computer assisted design (CAD)	94	-	94
Work on machines, troubleshooting	48	-	48

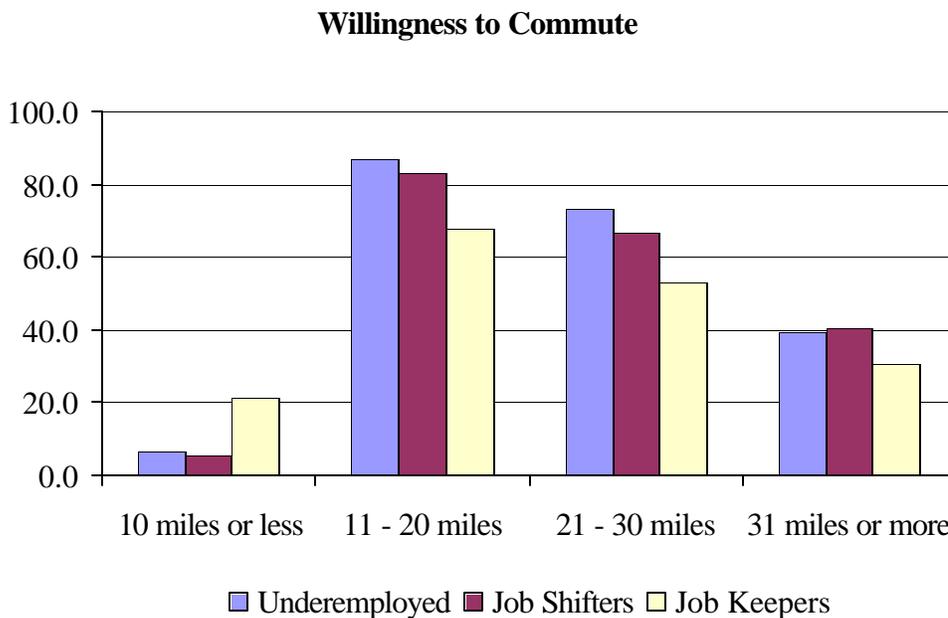
The majority of underemployed workers and Job Shifters are willing to change jobs for an increase in pay of 15 percent or less (table). Potential employers could hire as many as 3,522 workers among the underemployed and Job Shifters for a pay increase of not more than 15 percent. Job Keepers are much more difficult to attract to a new job: 23 percent require a raise of 20 percent or more, and 30 percent are not interested in a different job no matter what the pay increase.

<u>Desired raise in pay</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
Less than 5%	459	555	890
Between 5% and 10%	922	621	2,735
Between 10% and 15%	412	552	2,529
Between 15% and 20%	539	173	1,891
More than 20%	294	312	4,647
Not interested	186	209	6,031
Don't know	248	73	1,051
Refused	-	-	39
Other	202	72	143
<b>Total</b>	<b>3,262</b>	<b>2,566</b>	<b>19,956</b>

The vast majority of workers drive short distances to work, just 10 miles or less. Job Shifters tend to commute longer distances than do the underemployed and Job Keepers.

<b>Distance Travelled to Place of Employment</b>				
	All Workers	Underemployed	Job Shifters	Job Keepers
0 - 5 miles	43.3	42.4	41.2	43.7
6 - 10 miles	13.5	16.8	5.7	14.0
11 - 20 miles	17.1	14.6	20.3	17.1
21 - 30 miles	10.8	12.0	22.0	9.1
30 - 50 miles	5.5	5.2	2.8	5.9
More than 50 miles	8.1	4.2	8.0	8.7
Don't Know	1.8	4.8	0.0	1.5
Refused	0.0	0.0	0.0	0.0

Many workers are willing to commute 31 miles or more to a job. About 40 percent of the underemployed and Job Shifters are willing to commute 31 miles or more, while Job Keepers are somewhat less willing to commute.



## **Conclusions**

- A significant pool of labor exists in the Broken Bow-Idabel-Antlers-Hugo Workforce Investment Area among the *underemployed* (3,262 workers) and among workers looking for other jobs, or *Job Shifters* (2,566 workers).
- Most of the underemployed and Job Shifters are willing to commute 30 miles or more to a job for a pay increase of no more than 15 percent.
- A smaller pool of labor exists among those not working who desire work (*Job Seekers*). Job Seekers typically are less skilled and not as well educated as most workers.
- Approximately one in five workers in part-time jobs report difficulty finding full-time work.

Table 1: Attractiveness of A Job that Pays \$8 hour to \$10 hour	Persons who are working									Job Seekers
	Total	Males	Females	Under- employed	Job Shifters	Job Keepers	At Least a	Some	High	
							Bachelor's Degree	College or Associate's Degree	School Diploma	

Percent

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

*Of those with a response...*

Very Unattractive	34.3	41.7	26.1	10.6	29.0	38.8	60.2	32.7	27.8	1.7
Unattractive	13.0	14.1	11.7	15.2	5.2	13.6	13.1	15.6	11.9	3.0
Neither Unattractive Nor Attractive	12.4	13.7	10.9	16.0	10.2	12.0	8.0	13.5	13.7	5.2
Attractive	15.1	13.5	16.8	17.0	17.5	14.5	3.4	14.1	16.4	24.4
Very Attractive	21.6	13.7	30.4	38.4	34.9	17.2	11.5	20.5	26.4	56.8
Depends on the type of work	2.6	2.5	2.8	2.8	3.1	2.5	2.1	2.9	3.1	4.4
Doesn't want to work	1.8	1.7	2.0	0.0	0.0	2.3	3.3	1.5	1.2	4.6
Can't work (disabled, family responsibilities)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Self-employed (don't want to work for others)	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	24.8	29.3	19.8	10.0	21.6	28.1	49.9	23.6	17.7	2.0
Unattractive	12.4	17.4	6.9	11.2	2.5	14.1	17.9	10.7	12.6	0.0
Neither Unattractive Nor Attractive	8.6	11.6	5.3	12.3	5.8	8.3	7.3	11.3	7.9	3.1
Attractive	23.3	21.0	25.9	23.0	27.2	22.9	6.6	24.8	24.6	25.7
Very Attractive	26.3	16.7	36.8	40.6	39.3	21.6	13.8	25.3	32.1	59.8
Depends on the type of work	3.3	3.0	3.7	2.9	3.5	3.4	2.5	3.5	4.2	4.6
Doesn't want to work	2.2	2.1	2.4	0.0	0.0	2.9	4.0	1.9	1.5	4.8
Can't work (disabled, family responsibilities)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Self-employed (don't want to work for others)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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

*Of those with a response...*

Very Unattractive	21.7	25.8	17.2	10.0	17.8	24.5	41.4	20.2	16.5	2.0
Unattractive	9.0	11.5	6.2	5.6	6.3	10.0	14.9	8.2	8.0	0.0
Neither Unattractive Nor Attractive	6.5	9.7	2.8	10.5	4.2	6.0	13.7	4.9	5.2	0.0
Attractive	31.3	31.4	31.3	30.4	28.8	31.9	10.0	36.3	32.5	28.8
Very Attractive	26.0	16.6	36.5	40.6	39.3	21.4	13.6	25.0	32.1	59.8
Depends on the type of work	3.3	3.0	3.7	2.9	3.5	3.4	2.5	3.5	4.2	4.6
Doesn't want to work	2.2	2.1	2.3	0.0	0.0	2.9	3.9	1.8	1.5	4.8
Can't work (disabled, family responsibilities)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Self-employed (don't want to work for others)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table 2: Desirability of Jobs That Pay \$8 hour to \$10 hour	Persons who are working									Job Seekers
	Total	Males	Females	Under- employed	Job Shifters	Job Keepers	At Least a	Some	High	
							Bachelor's Degree	College or Associate's Degree	School Diploma	

**Job is Desirable**

(Attractive + Very Attractive)

Percent

\$8 per hour	36.7	27.3	47.2	55.4	52.4	31.7	14.9	34.6	42.8	81.2
\$9 per hour	49.6	37.7	62.7	63.6	66.5	44.5	20.5	50.1	56.7	85.4
\$10 per hour	57.4	48.0	67.8	71.0	68.1	53.3	23.6	61.3	64.5	88.5

Number of Persons

\$8 per hour	9,467	3,707	5,755	1,808	1,345	6,322	718	2,900	4,564	2,405
\$9 per hour	12,788	5,128	7,645	2,074	1,708	8,876	984	4,201	6,054	2,530
\$10 per hour	14,794	6,520	8,264	2,315	1,748	10,630	1,132	5,143	6,889	2,622

**Job is Not Desirable**

(Unattractive + Very Unattractive)

Percent

\$8 per hour	47.3	55.8	37.8	25.8	34.2	52.5	73.3	48.4	39.7	4.6
\$9 per hour	37.2	46.8	26.7	21.2	24.1	42.2	67.7	34.3	30.3	2.0
\$10 per hour	30.7	37.3	23.4	15.6	24.1	34.5	56.3	28.4	24.6	2.0

Number of Persons

\$8 per hour	12,197	7,592	4,609	842	878	10,468	3,524	4,057	4,234	136
\$9 per hour	9,596	6,356	3,252	693	618	8,415	3,256	2,874	3,235	60
\$10 per hour	7,907	5,064	2,849	510	618	6,875	2,706	2,386	2,622	60

Table 3: Characteristics of the Workforce	Persons who are working									
	Total	Males	Females	Under- employed	Job Shifters	Job Keepers	At Least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma	
<b>Workforce Status</b>										
Working full-time	97.9	98.9	96.7	100.0	95.1	98.0	100.0	97.3	97.7	
Working part-time	2.1	1.1	3.3	0.0	4.9	2.0	0.0	2.7	2.3	
Has a permanent job	94.5	95.8	93.0	93.0	94.2	94.8	96.3	93.4	95.3	
Has a temporary job	3.8	2.4	5.4	5.4	4.1	3.5	2.0	4.4	3.6	
Has taken action in the last three months to find a new job	14.0	12.8	15.2	31.6	100.0	0.0	11.1	15.7	12.9	
Average number of jobs held in working lifetime (number)	2.22	2.34	2.11	3.30	3.07	1.94	1.83	2.13	2.40	
<b>Benefits of Current Job (full-time only)</b>										
Paid vacation	55.7	55.7	55.7	61.4	63.0	53.8	57.4	66.1	49.4	
Health insurance	52.2	53.9	50.4	58.1	49.6	51.6	60.8	56.0	46.5	
Education and training benefits	33.0	34.5	31.4	21.3	36.4	34.5	44.6	36.6	28.1	
Retirement plan	53.1	55.9	50.2	49.1	44.4	55.0	75.0	55.0	45.2	
Current job offers advancement potential	49.2	55.7	42.5	52.1	48.5	48.8	61.2	50.3	46.5	
<b>Pay increase needed to change jobs</b>										
Less than 5% increase	7.4	8.4	6.3	14.1	21.6	4.5	5.9	9.1	6.7	
Between 5% and 10% increase	16.6	16.4	16.8	28.3	24.2	13.7	12.9	15.0	19.3	
Between 10% and 15% increase	13.5	11.0	16.4	12.6	21.5	12.7	11.2	14.0	14.1	
Between 15% and 20% increase	10.1	9.3	11.0	16.5	6.8	9.5	12.6	9.1	8.5	
More than 20% increase	20.4	19.9	20.9	9.0	12.1	23.3	30.2	20.6	17.2	
Not interested at any increase	24.9	26.2	23.5	5.7	8.1	30.2	25.0	20.0	27.9	
Don't know	5.3	6.6	3.9	7.6	2.8	5.3	2.2	8.8	4.9	
Refused	0.2	0.0	0.3	0.0	0.0	0.2	0.0	0.0	0.0	
Other	1.6	2.2	0.9	6.2	2.8	0.7	0.0	3.3	1.3	
Five percent or less	7.4	8.4	6.3	14.1	21.6	4.5	5.9	9.1	6.7	
Ten percent or less	24.0	24.8	23.1	42.3	45.8	18.2	18.8	24.1	26.0	
Fifteen percent or less	37.5	35.8	39.5	55.0	67.4	30.8	30.0	38.1	40.1	
<b>Sector of Employment</b>										
Government	20.4	18.6	22.4	14.5	21.3	21.3	41.9	14.0	17.0	
Private for profit company	45.5	46.3	44.5	62.0	53.9	41.7	19.7	53.0	51.6	
Non-profit org. (Incl. tax exempt & charitable orgs.)	8.9	6.9	11.1	6.2	5.9	9.8	15.0	12.2	5.2	
Self-employed	17.8	22.8	12.2	13.9	7.6	19.7	18.1	12.4	20.0	
Working in family business	1.7	1.4	1.9	3.3	4.2	1.1	0.0	1.3	1.4	
Other	5.4	3.8	7.1	0.0	5.4	6.3	5.3	7.0	4.4	
Don't know	0.3	0.0	0.7	0.0	1.6	0.2	0.0	0.0	0.4	
Refused	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
<b>Government Employment</b>										
Federal	13.5	13.1	13.9	0.0	19.1	14.3	5.6	18.3	18.6	
State	57.5	50.0	64.4	0.0	56.9	58.3	77.9	43.8	49.4	
Local	25.0	33.7	16.9	0.0	23.9	24.0	12.5	34.7	26.9	
Other	0.8	1.7	0.0	0.0	0.0	1.0	2.2	0.0	0.0	
Refused	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

Table 3: Characteristics of the Workforce	Persons who are working								
	Total	Males	Females	Under- employed	Job Shifters	Job Keepers	At Least a	Some	High
							Bachelor's Degree	College or Associate's Degree	School Diploma
<b>Private Industry Sector</b>									
Agricultural	12.1	15.5	8.1	8.8	3.8	13.8	8.8	8.2	13.9
Mining	0.4	0.8	0.0	0.0	0.0	0.6	0.0	1.2	0.0
Construction	11.0	16.5	4.6	11.0	14.6	10.6	3.9	7.5	16.0
Manufacturing	12.4	18.5	5.3	6.3	18.7	12.7	5.1	15.4	13.1
Transportation, Communications or Public Utility	11.4	16.4	5.6	18.3	6.7	10.8	11.9	11.3	12.1
Wholesale or retail trade	11.0	11.8	10.2	18.7	4.9	10.5	9.4	10.2	12.3
Restaurants	1.6	0.4	3.1	2.9	1.8	1.4	0.0	1.9	2.3
Legal	0.5	0.0	1.0	1.3	0.0	0.4	0.0	1.3	0.0
Health Services	14.2	3.8	26.4	14.9	21.4	13.2	12.2	19.9	10.4
Educational Services	6.1	0.8	12.3	6.2	6.1	6.0	23.1	4.6	3.0
Business Services	1.4	0.8	2.1	1.4	2.9	1.2	3.4	1.3	0.5
Engineering Services	2.0	3.1	0.7	1.7	2.8	2.0	3.1	0.7	2.8
Personal Services	4.8	1.5	8.7	2.1	6.3	5.1	3.6	4.3	5.1
Social Services	0.7	1.4	0.0	0.0	0.0	1.0	2.0	0.8	0.5
Auto repair	0.2	0.4	0.0	0.0	0.0	0.3	0.0	0.0	0.6
Other Services	3.4	3.3	3.6	5.1	5.7	2.8	1.9	4.3	2.8
Finance, Insurance, Real Estate	3.4	1.3	5.8	1.4	0.0	4.1	7.8	3.6	2.4
Don't Know	1.2	1.5	0.9	0.0	0.0	1.6	1.9	1.2	1.2
Refused	0.4	0.4	0.4	0.0	0.0	0.6	0.0	0.0	0.6
Other	1.1	1.3	0.9	0.0	4.3	0.9	0.0	2.5	0.0
<b>Occupation</b>									
Executive, Administrative, and Managerial	14.2	14.8	13.7	4.5	10.3	16.3	27.7	11.2	10.3
Professional Specialty	12.5	9.1	16.2	11.9	12.8	12.6	42.3	12.1	1.5
Technicians and Related Support	5.7	4.5	6.9	3.5	15.7	4.7	3.3	8.9	4.0
Sales	6.0	5.0	7.2	13.0	1.9	5.5	3.4	7.5	6.7
Administrative Support, Including Clerical	11.9	4.0	20.3	6.9	14.9	12.3	3.1	18.0	12.1
Service Occupations	13.8	7.6	20.3	16.4	16.7	12.9	7.3	11.8	18.4
Farming, Forestry, and Fishing	7.0	9.5	4.4	1.3	5.0	8.2	3.6	4.9	9.4
Precision Production, Craft, and Repair	14.0	24.0	3.2	19.1	10.4	13.6	4.0	11.5	19.1
Machine Operators, Assemblers, and Inspectors	4.5	6.7	2.2	7.3	8.1	3.6	1.4	6.8	4.7
Transportation and Material Moving	9.4	14.9	3.5	16.0	4.1	9.0	3.9	7.2	12.8
Military	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Not elsewhere classified	0.7	0.0	1.4	0.0	0.0	0.9	0.0	0.0	0.6
Refused question	0.4	0.0	0.7	0.0	0.0	0.5	0.0	0.0	0.4

Table 4: Transportation and Commuting	Persons who are working								
	Total	Males	Females	Under- employed	Job Shifters	Job Keepers	At Least a	Some	High
							Bachelor's Degree	College or Associate's Degree	School Diploma
<b>Distance traveled to place of employment</b>									
0 - 5 miles	43.3	36.9	50.2	42.4	41.2	43.7	50.9	42.2	40.0
6 - 10 miles	13.5	11.3	16.0	16.8	5.7	14.0	12.2	13.8	12.9
11 - 20 miles	17.1	19.1	14.9	14.6	20.3	17.1	19.0	15.7	18.7
21 - 30 miles	10.8	11.2	10.3	12.0	22.0	9.1	4.9	14.1	11.3
30 - 50 miles	5.5	6.4	4.6	5.2	2.8	5.9	5.9	4.0	6.9
More than 50 miles	8.1	11.9	3.9	4.2	8.0	8.7	4.2	9.1	8.6
Don't Know	1.8	3.2	0.3	4.8	0.0	1.5	3.0	1.2	1.6
Refused	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
10 miles or less	56.8	48.2	66.1	59.2	46.9	57.7	63.1	56.0	52.9
11 miles or more	41.4	48.7	33.6	36.0	53.1	40.8	33.9	42.8	45.5
21 miles or more	24.4	29.5	18.7	21.4	32.8	23.7	14.9	27.2	26.8
<b>Means of getting to work</b>									
Car, truck, or van	90.5	90.0	91.0	89.5	97.2	89.8	92.3	91.2	91.4
Bus	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Walked to work	4.9	4.9	5.0	5.1	1.7	5.3	3.0	6.3	2.6
Bicycle	0.4	0.7	0.0	2.7	0.0	0.0	0.0	0.0	0.9
Other	4.2	4.4	4.0	2.7	1.1	4.9	4.7	2.5	5.1
<b>Reliability of transportation</b>									
Very reliable	88.3	86.6	90.2	82.2	90.4	89.1	87.9	89.1	88.5
Somewhat reliable	9.3	10.9	7.5	16.0	7.0	8.5	8.3	9.6	8.8
Not at All Reliable	0.2	0.4	0.0	0.0	0.0	0.3	0.0	0.0	0.5
Don't know	1.3	1.6	1.1	1.9	1.4	1.2	2.0	0.7	1.4
Refused	0.8	0.4	1.2	0.0	1.2	0.9	1.8	0.5	0.7
<b>Willingness to commute</b>									
0 - 5 miles	11.3	9.5	13.2	3.5	1.7	13.8	8.6	8.0	14.9
6 - 10 miles	6.7	2.9	10.9	2.8	3.9	7.6	7.0	5.5	7.1
11 - 20 miles	14.4	10.9	18.3	13.5	16.1	14.3	16.2	15.4	12.0
21 - 30 miles	24.4	24.2	24.6	33.6	26.0	22.7	29.3	22.9	24.0
30 - 50 miles	20.4	21.9	18.6	20.5	31.4	18.9	22.5	24.3	18.4
More than 50 miles	12.3	18.9	5.0	19.0	9.3	11.7	8.8	14.6	11.1
Don't Know	9.4	10.6	8.0	7.0	11.6	9.4	5.2	9.1	11.6
Refused	1.2	1.1	1.4	0.0	0.0	1.6	2.3	0.3	0.9
11 miles or more	71.5	75.9	66.5	86.7	82.8	67.5	76.9	77.2	65.5
21 miles or more	57.1	65.0	48.2	73.1	66.7	53.2	60.7	61.7	53.5
30 miles or more	32.7	40.8	23.7	39.5	40.7	30.6	31.4	38.8	29.5
<b>Transportation is reliable</b>	<b>98.2</b>	<b>98.9</b>	<b>97.2</b>	<b>96.8</b>	<b>100.0</b>	<b>98.2</b>	<b>100.0</b>	<b>99.1</b>	<b>97.2</b>
<b>Not willing to commute 20 miles or more</b>									
Family obligations	24.7	16.9	29.4	15.2	40.2	24.3	28.8	21.6	26.8
Unreliable transportation	0.5	0.0	0.8	0.0	0.0	0.6	0.0	1.8	0.0
Don't wish to drive that much	61.3	65.0	59.0	40.1	59.8	63.3	58.4	51.5	68.3
Other	18.0	22.4	15.3	49.0	6.5	16.0	14.6	28.6	12.0

Table 5: Education and Skills	Persons who are working									Job Seekers
	Total	Males	Females	Under- employed	Job Shifters	Job Keepers	At Least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma	
<b>Utilization of Education and Skills</b>										
Feel underutilized	24.1	24.4	23.7	100.0	14.7	12.9	22.3	31.2	19.6	
<i>Of those who feel underutilized...</i>										
Had previous job that required more skill and/or education	43.7	48.0	38.6	37.9	34.4	52.3	42.8	50.0	41.2	
Have had additional job training and/or education	43.6	42.3	45.1	62.0	22.7	23.3	59.0	43.6	33.9	
Training and/or education not required in current job	47.7	51.8	43.0	72.5	15.0	21.0	74.7	46.0	38.4	
Earned more money in a previous job	26.6	28.5	24.4	31.0	23.2	21.6	27.2	28.6	27.9	
Skills and education were better used in previous job	43.6	42.3	45.1	62.0	22.7	23.3	59.0	43.6	33.9	
Would change jobs to better use skills	47.7	51.8	43.0	72.5	15.0	21.0	74.7	46.0	38.4	
Underemployed	12.7	15.3	9.7	100.0	0.0	0.0	9.9	17.9	9.2	
<b>Level of Education</b>										
Less than high school	7.1	6.4	7.9	9.1	8.3	6.6	0.0	0.0	0.0	22.2
High school	41.4	42.8	39.8	30.2	44.5	42.8	0.0	0.0	100.0	56.1
Some college	27.6	29.1	26.0	37.7	19.3	27.0	0.0	84.9	0.0	15.9
Associate degree	4.9	3.8	6.2	8.4	10.4	3.7	0.0	15.1	0.0	3.0
Bachelors degree	12.5	11.5	13.6	10.8	12.6	12.8	67.1	0.0	0.0	1.3
Postgraduate degree	6.1	6.1	6.2	3.8	5.0	6.7	32.9	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
Don't know	0.3	0.4	0.3	0.0	0.0	0.4	0.0	0.0	0.0	1.4
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	48.5	49.2	47.7	39.4	52.8	49.4	0.0	0.0	100.0	78.4
Some college or less	76.1	78.3	73.7	77.0	72.1	76.5	0.0	84.9	100.0	94.3
At least Bachelor's degree	18.6	17.6	19.8	14.6	17.6	19.4	100.0	0.0	0.0	1.3
<b>Technical Training</b>										
Vocational training, apprentice training, or special professional training	43.3	47.3	38.7	49.1	51.3	41.3	34.3	51.7	44.7	41.0
<b>Computer Skills (among those with skills not used in present employment)</b>										
Workers with computer skills (percent)	14.4	7.9	21.7	21.0	13.0	13.6	19.0	21.7	8.2	
Workers with computer skills (number)	3,723	1,078	2,645	684	334	2,705	913	1,820	876	
<b>Strongest Computer Skill (percent)</b>										
Word processing (MS-Word)	65.9	53.9	70.7	38.2	87.3	70.2	75.7	62.6	61.2	
Spreadsheet analysis (Excel, Lotus)	7.4	5.3	8.2	12.6	0.0	7.0	0.0	9.4	11.8	
Bookkeeping (Quicken)	8.7	10.4	8.1	15.8	12.7	6.5	3.2	12.4	8.2	
Data entry	2.5	0.0	3.5	13.7	0.0	0.0	0.0	5.1	0.0	
Computer assisted design (CAD)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Web site development	1.3	4.4	0.0	7.0	0.0	0.0	0.0	2.6	0.0	
Work on machines, troubleshooting	3.9	13.4	0.0	0.0	0.0	5.3	6.2	0.0	10.0	
Maintains a computer network	3.2	4.5	2.7	0.0	0.0	4.4	5.4	0.0	4.9	
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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Don't know	1.0	0.0	1.4	0.0	0.0	1.3	0.0	0.0	4.1	
Refused	2.3	8.1	0.0	12.8	0.0	0.0	9.6	0.0	0.0	
Other computer skill	3.8	0.0	5.4	0.0	0.0	5.3	0.0	7.8	0.0	

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

**Secondary Computer Skills**

(More than one choice is possible)

Word processing (MS-Word)	36.3	44.4	32.9	65.8	25.4	30.1	37.9	44.7	21.7
Spreadsheet analysis (Excel, Lotus)	57.3	53.3	58.9	47.8	63.1	59.0	86.7	47.6	51.0
Bookkeeping (Quicken)	35.9	36.9	35.5	60.3	30.0	30.4	53.6	30.8	32.6
Computer assisted design (CAD)	7.1	15.0	3.8	0.0	30.0	6.0	22.6	3.1	0.0
Web site development	14.5	20.7	12.0	14.1	17.3	14.3	28.5	6.8	17.7
Work on machines, troubleshooting	10.5	23.1	5.4	10.5	0.0	11.8	11.6	7.1	18.0
Maintains a computer network	4.9	4.5	5.0	5.3	0.0	5.4	11.7	4.1	0.0
Computer programming (C, SAS, SPSS)	8.3	18.6	4.0	5.3	0.0	10.0	6.2	5.1	18.0
Develops own software applications	4.1	4.5	3.9	5.3	0.0	4.3	5.4	4.1	3.2
Don't know	9.8	9.3	10.0	15.4	24.2	6.7	4.3	8.4	13.3
Refused	2.1	7.1	0.0	0.0	0.0	2.8	0.0	2.2	4.2
Other computer skill	9.2	4.5	11.1	0.0	0.0	12.6	10.0	6.1	9.3

**Student Status**

Full-time student	2.9	2.4	3.4	4.2	1.5	2.8	2.7	5.2	0.3	17.7
Part-time student	3.3	2.2	4.5	9.1	3.7	2.3	5.6	6.0	0.3	1.7
Not a student	93.3	94.6	91.8	86.8	94.8	94.2	91.7	88.1	99.4	80.6
Refused	0.5	0.7	0.3	0.0	0.0	0.7	0.0	0.6	0.0	0.0

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

Four year college/university	34.8	42.8	29.6	39.9	0.0	37.2	67.3	30.4	0.0	8.9
Junior college	32.1	22.9	38.2	60.1	29.5	20.7	32.7	40.5	0.0	25.2
Vocational technical school	6.7	0.0	11.2	0.0	31.9	6.3	0.0	7.6	55.4	26.1
High school; GED classes	11.7	21.5	5.3	0.0	38.6	13.2	0.0	0.0	0.0	30.8
Don't Know	3.6	0.0	6.0	0.0	0.0	5.6	0.0	6.1	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	10.9	12.8	9.7	0.0	0.0	17.0	0.0	15.4	44.6	8.9

Table 6: Demographics	All persons			Persons who are working								
	Total	Males	Females	Total	Males	Females	Under-employed	Job Shifters	Job Keepers	At least a Bachelor's Degree	Some College or Associate's Degree	High School Diploma
Number of responses	962	405	557	563	258	305	65	55	443	107	180	235
Estimated persons 18 years old or older	44,220	20,797	23,423	25,785	13,593	12,192	3,262	2,566	19,956	4,805	8,387	10,672

**Gender**

Males	47.0	100.0	0.0	52.7	100.0	0.0	63.8	46.1	51.8	49.7	53.2	54.6
Females	53.0	0.0	100.0	47.3	0.0	100.0	36.2	53.9	48.2	50.3	46.8	45.4

**Marital Status**

Married	61.9	64.6	59.5	68.6	67.3	70.1	49.9	66.7	71.9	75.9	68.7	67.7
Widowed	10.7	5.3	15.5	2.8	1.1	4.6	3.7	0.0	3.0	1.9	2.6	2.4
Divorced	11.9	12.0	11.8	10.7	11.5	9.8	8.2	3.0	12.1	8.8	9.8	12.4
Separated	1.4	0.9	1.8	1.7	0.8	2.6	1.3	2.2	1.7	0.0	1.0	3.0
Never married	13.7	16.8	10.9	15.8	19.0	12.2	37.0	26.5	11.0	13.3	17.4	14.6
Refused	0.5	0.4	0.5	0.5	0.4	0.7	0.0	1.6	0.4	0.0	0.5	0.0

**Earnings**

0 - \$10,000				16.2	8.0	25.2	23.4	15.7	15.0	8.4	15.2	16.5
10,000 - \$20,000				27.5	21.7	33.8	43.0	38.0	23.2	4.5	34.2	32.3
20,000 - \$30,000				23.2	26.0	20.3	21.4	25.4	23.3	27.1	19.4	26.5
30,000 - \$40,000				12.3	14.6	9.8	10.0	10.5	12.9	20.1	10.2	11.8
40,000 - \$50,000				9.4	11.3	7.4	2.2	3.6	11.5	15.9	11.0	6.2
50,000 - \$75,000				5.9	9.8	1.8	0.0	4.0	7.3	14.0	6.1	2.9
75,000 - \$100,000				3.5	5.9	0.9	0.0	1.2	4.4	5.4	3.7	2.4
Over \$100,000				2.0	2.8	1.1	0.0	1.5	2.4	4.7	0.0	1.5
\$20,000 or less				43.7	29.7	58.9	66.4	53.7	38.2	12.9	49.4	48.7
\$30,000 or less				66.9	55.7	79.2	87.8	79.1	61.5	40.0	68.8	75.3

**Age Category**

Less than 30	19.5	20.2	18.9	26.1	26.8	25.2	46.5	42.3	20.6	18.2	28.4	27.2
30 to 44	26.3	26.8	25.7	36.5	36.8	36.1	27.7	38.8	37.6	40.0	30.9	39.8
45 to 64	33.0	33.9	32.3	33.7	32.7	34.8	20.0	18.9	37.8	39.9	36.2	31.1
65 or more	21.2	19.0	23.1	3.7	3.6	3.9	5.8	0.0	3.9	1.9	4.6	1.9

