

<b>Table 3: Characteristics of the Workforce</b>	Civilians 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	85.2	90.9	78.9	90.5	81.9	85.0	94.4	82.7	85.2
Permanent job	82.2	87.4	76.4	80.6	72.7	83.4	91.8	78.5	83.1
Temporary job	3.0	3.6	2.5	9.9	9.2	1.6	2.5	4.2	2.1
Working part-time	14.8	9.1	21.1	9.5	18.1	15.0	5.6	17.3	14.8
Permanent job	12.6	6.4	19.5	9.5	12.7	13.0	5.6	15.6	12.5
Temporary job	2.1	2.6	1.6	0.0	5.4	2.0	0.0	1.7	2.3
Of those working part-time, want full-time job	19.5	27.0	15.9	22.1	52.6	15.7	10.0	19.7	24.9
Has taken action in the last three months to find a new job	12.5	13.0	12.0	37.6	100.0	0.0	5.8	14.3	14.7
Of those looking for a new job, primary reason for looking:									
Better pay	55.2	70.5	37.6	47.9	57.9		13.6	54.4	59.9
Better benefits	1.0	0.0	2.1	0.0	1.3		0.0	0.0	2.3
Want to work closer to home	11.5	8.7	14.7	11.9	11.3		26.5	12.3	7.2
Family responsibilities	5.4	2.6	8.7	9.8	3.8		0.0	2.9	9.8
Lost job or soon will be	9.0	8.6	9.6	8.8	9.1		11.9	7.9	10.9
Career advancement, more suitable job	2.3	0.0	5.0	4.8	1.4		15.7	2.3	0.0
Need better working conditions, environment	12.9	9.7	16.6	11.2	13.5		0.0	20.1	9.9
Other	1.5	0.0	3.3	5.6	0.0		18.1	0.0	0.0
Don't know	1.2	0.0	2.5	0.0	1.6		14.1	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)	1.87	1.85	1.89	2.42	2.19	1.78	1.68	1.89	1.89
<b>Benefits of Current Job (full-time only)</b>									
Paid vacation	61.0	61.6	60.3	70.5	57.3	60.3	64.9	66.4	56.7
Health insurance	62.5	63.8	61.3	67.3	50.6	63.4	71.4	68.2	59.2
Education and training benefits	42.9	42.6	43.1	45.1	42.2	42.7	52.0	53.3	32.1
Retirement plan	64.0	64.4	63.6	64.2	43.6	66.5	84.2	67.5	55.7
Current job offers advancement potential	56.4	60.5	52.1	64.1	71.4	53.7	51.3	62.5	56.0

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**Pay increase needed to change jobs**

Less than 5% increase	8.8	7.8	9.8	15.3	13.7	7.5	3.4	14.0	7.2
Between 5% and 10% increase	15.4	11.8	19.4	20.0	17.8	14.7	13.9	12.4	17.5
Between 10% and 15% increase	17.8	17.7	17.8	28.9	30.5	15.1	14.8	17.8	19.9
Between 15% and 20% increase	6.4	6.7	6.1	8.1	4.8	6.4	6.7	7.0	6.8
More than 20% increase	14.3	15.7	12.7	15.1	22.2	13.3	15.6	14.7	12.4
Not interested at any increase	28.6	32.3	24.6	4.0	2.6	34.3	42.0	25.1	24.9
Don't know	6.1	5.9	6.3	7.0	8.4	5.7	2.3	5.2	9.3
Refused	0.2	0.4	0.0	0.0	0.0	0.3	0.0	0.3	0.2
Other	2.4	1.6	3.2	1.6	0.0	2.7	1.3	3.4	1.7
Five percent or less	8.8	7.8	9.8	15.3	13.7	7.5	3.4	14.0	7.2
Ten percent or less	24.2	19.7	29.2	35.3	31.5	22.2	17.3	26.4	24.7
Fifteen percent or less	42.0	37.4	47.1	64.2	62.0	37.3	32.1	44.3	44.6

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							Bachelor's Degree	College or Associate's Degree	School Diploma
Percent									
<b>Sector of Employment</b>									
Government	23.6	17.3	30.5	17.6	11.1	25.6	51.4	18.3	18.0
Private for profit company	52.0	55.8	47.9	67.3	67.7	48.6	19.8	60.9	55.5
Non-profit org. (Incl. tax exempt & charitable orgs.)	5.6	3.2	8.1	4.9	5.9	5.6	8.6	6.5	3.9
Self-employed	16.1	20.5	11.2	5.3	11.8	17.7	18.0	10.9	19.6
Working in family business	1.9	2.6	1.1	4.8	2.2	1.5	0.9	3.1	1.6
Other	0.2	0.0	0.5	0.0	0.0	0.3	0.0	0.0	0.6
Don't know	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Refused	0.7	0.6	0.8	0.0	1.2	0.7	1.2	0.3	0.8
<b>Government Employment</b>									
Federal	11.4	9.1	12.9	0.0	0.0	12.2	8.4	21.6	6.0
State	61.1	53.0	66.1	0.0	29.5	63.4	77.8	45.7	52.2
Local	24.2	33.0	18.7	0.0	52.2	22.3	12.2	28.9	36.4
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>Private Industry Sector</b>									
Agricultural	5.3	7.6	2.1	6.2	0.0	5.9	8.7	1.9	5.6
Mining	2.1	3.0	0.9	1.6	0.0	2.4	2.7	1.4	2.7
Construction	8.1	13.4	1.1	2.1	10.5	8.5	2.9	4.0	10.1
Manufacturing	18.6	23.4	12.2	21.7	28.6	16.8	7.8	19.9	22.2
Transportation, Communications or Public Utility	6.5	7.5	5.3	9.7	5.6	6.2	2.5	8.9	6.4
Wholesale or retail trade	14.5	14.0	15.2	10.3	20.1	14.3	12.8	12.6	18.8
Restaurants	4.4	2.9	6.4	5.7	1.4	4.6	3.0	2.8	5.8
Legal	2.1	1.9	2.4	2.0	0.0	2.4	3.8	2.3	1.8
Health Services	12.5	4.0	23.6	17.6	14.8	11.6	15.8	17.4	6.8
Educational Services	1.1	0.2	2.3	1.4	0.0	1.2	1.1	1.1	1.4
Business Services	2.4	2.6	2.2	2.3	1.7	2.5	5.6	4.4	0.0
Engineering Services	3.5	4.5	2.2	0.0	3.7	3.9	6.8	3.2	2.3
Personal Services	8.7	6.8	11.2	10.0	11.4	8.2	9.3	11.2	7.4
Social Services	0.7	0.6	1.0	0.0	0.0	0.9	4.1	0.6	0.0
Auto repair	2.5	4.2	0.4	0.0	0.0	3.2	2.1	1.1	4.6
Other Services	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Finance, Insurance, Real Estate	4.3	1.6	8.0	5.9	2.1	4.4	5.8	5.6	3.6
Don't Know	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Refused	1.1	0.5	2.0	0.0	0.0	1.4	1.1	0.5	0.0
Other	0.3	0.5	0.0	0.0	0.0	0.3	0.0	0.0	0.7

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<b>Occupation</b>									
Executive, Administrative, and Managerial	17.7	19.6	15.6	9.9	9.2	19.6	17.2	18.8	18.2
Professional Specialty	14.6	8.1	21.9	10.2	3.4	16.4	54.4	6.6	3.6
Technicians and Related Support	6.2	4.6	7.9	6.3	6.9	6.1	4.6	10.4	2.8
Sales	5.8	6.3	5.3	10.4	3.9	5.5	1.3	8.0	6.7
Administrative Support, Including Clerical	8.7	3.5	14.6	13.7	4.5	8.6	7.1	11.2	8.1
Service Occupations	16.6	10.0	23.9	24.4	26.0	14.6	4.6	19.0	19.4
Farming, Forestry, and Fishing	3.6	6.1	0.9	3.1	2.2	3.9	4.2	1.6	3.8
Precision Production, Craft, and Repair	12.7	21.6	2.8	10.9	17.4	12.4	3.2	10.8	16.9
Machine Operators, Assemblers, and Inspectors	7.9	11.0	4.6	7.6	20.6	6.6	1.9	7.9	11.5
Transportation and Material Moving	5.4	9.1	1.4	3.5	5.8	5.6	0.6	5.1	8.6
Military	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Not elsewhere classified	0.1	0.0	0.2	0.0	0.0	0.1	0.0	0.0	0.0
Refused question	0.5	0.2	0.9	0.0	0.0	0.7	0.9	0.6	0.3