

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

A SUMMARY REPORT PRESENTED TO:

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and  
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## **Introduction**

Sponsored by MidAmerica Industrial Park 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 Mayes County labor market area, defined as Mayes County, Craig County, Delaware County, Rogers County, and Wagoner County in northeastern Oklahoma.

The data contained in this report were collected by telephone from randomly selected adults in the winter of 2000 and winter of 1999. Results are based on interviews of persons 18 years old or older who reside in areas served by the telephone prefixes for communities in the five counties.<sup>1</sup> Results are subject to a sampling error of +/- 2.4 percentage points with a confidence level of 95 percent.

### **REPORT HIGHLIGHTS**

Approximately 13,395 workers in the study area are underemployed.

In addition to the underemployed, 9,990 workers have looked for other work during the previous three months.

The underemployed exhibit a variety of occupations and skills.

About 15.1 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 15% and 20%.

A job that pays \$10 per hour is viewed as desirable by 4,030 underemployed workers and 3,787 workers looking for other work.

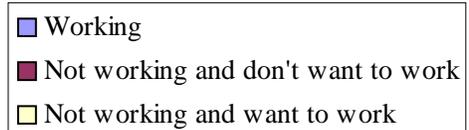
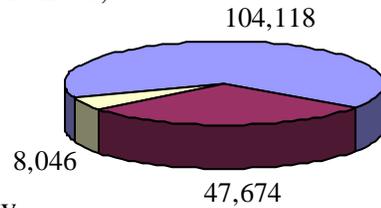
<sup>1</sup> The distribution of the sample by city and county is shown on page 16.

Approximately 104,118 adult residents of the study area are employed, 65.1 percent of the population 18 years old or more. Approximately 7 percent live in Craig County, 18 percent each in Delaware County and Mayes County, 25 percent in Wagoner County, and 32 percent 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 55,720 adults are presently not working. Most (47,674) 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 (8,046) 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 lost their jobs.

Only a small portion of those who want to work could be classified as *unemployed*. Using the

**Adult Population**



<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	2,445	31,502	33,948
Disabled or unable to work	619	6,863	7,482
Don't work outside the home	1,777	4,851	6,628
Student	329	1,240	1,569
Family responsibilities	207	1,283	1,490
Just moved into area	0	202	202
Laid off, lost job	1,309	0	1,309
Don't have reliable transportation	226	0	226
Have job, away from work	0	0	0
Other	1,134	1,269	2,403
Refused	0	465	465
<b>Total</b>	<b>8,046</b>	<b>47,674</b>	<b>55,720</b>

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 2.7 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 Mayes County labor market area has fewer workers with at least a Bachelor's degree: 21.7 percent, compared with the state average of 25.7 percent. However, 95.5 percent of workers in the study area have a high school diploma or higher compared with the state average of 89.2 percent.

<b>Highest Level of Education of Working Persons 18 Years Old or Older (percent)</b>		
<u>Level of Education</u>	<u>Mayes County Area</u>	<u>State</u>
Less than high school	4.5	10.8
High school	35.1	37.0
Some college	31.7	20.1
Associate degree	7.1	6.5
Bachelors degree	15.4	16.2
Postgraduate degree	6.3	9.4
Bachelors degree or higher	21.7	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 Mayes County labor market area is relatively stationary: 58.4 percent of workers in the study area currently live in the same house or apartment as they did five years earlier. Approximately 17.0 percent of workers lived in a different house or apartment within the same county five years ago. Interestingly, about 19.2 percent of workers moved to the study area from elsewhere in Oklahoma during the previous five years, and 5.3 percent moved to the area from out-of-state.

### **Commuting Patterns**

Thirty-five percent of workers who reside in Mayes County commute to work in other counties, primarily Tulsa County. Interestingly, Mayes County benefits from a relatively

<b>Commuting Patterns for Residents of the Mayes County Area</b>					
<u>Employed in:</u> (county)	<u>Resides in: (county)</u>				
	<u>Craig</u>	<u>Delaware</u>	<u>Mayes</u>	<u>Rogers</u>	<u>Wagoner</u>
Adair		206			
Cherokee			683		525
Craig	6,371	564	116	203	
Creek			116		
Delaware	179	10,627	373		
Mayes	428	1,079	11,237	976	
Muskogee			74		2,357
Ottawa	385	530			
Rogers	141		535	16,345	290
Tulsa	196	506	3,280	15,706	12,354
Wagoner			100	228	10,922
Washington				619	
Other Oklahoma	74			112	183
Various	147	284	240	512	229
Out-of-state	147	1,963	207	574	
Don't know - Refus	153	209	269	504	62
<b>Total</b>	<b>8,221</b>	<b>15,969</b>	<b>17,229</b>	<b>35,778</b>	<b>26,922</b>
<b>Employed in Home County</b>					
Number	6,371	10,627	11,237	16,345	10,922
Percent	77.5%	66.5%	65.2%	45.7%	40.6%

large number of commuters: nearly 2,500 workers commute to Mayes County for work, mostly from Delaware County and Rogers County. Remarkably, 18 percent of those who work in Mayes County do not live there; they commute from Delaware County, Rogers County, and Craig County.

**Type of Employment**

Eighty-four percent of workers in the area have full-time, permanent jobs. A significant proportion have part-time jobs, about one of every eight. Only about 1.3 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. Part-time workers cite family and childcare obligations, school, and retirement as reasons for not working full-time.

<b>Type of Employment</b>	
<b>Full-time</b>	
Permanent	87,325
Temporary	1,658
Unknown	1,529
<b>Part-time</b>	
Permanent	11,571
Temporary	1,715
Unknown	320
<b>Total</b>	<b>104,118</b>

<b>Reasons for Working Part-time (percent)</b>	
Slack work / business conditions	0.4
Could only find part-time work	1.3
Child care obligations /problems	20.2
Other family / personal obligations	9.9
Health or medical limitations	3.8
School / training	24.4
Retired / Social Security limit on earnings	7.2
Don't know	7.1
Other	23.1

## **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 9,990 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* job search methods, including contacting employers and employment agencies, sending out resumes and completing employment applications, and answering help wanted ads (table).

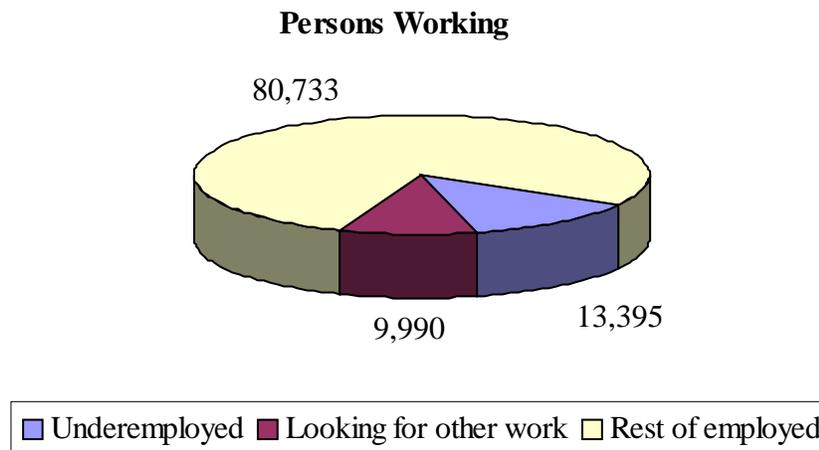
<b>Jobsearch Methods Used by Workers Looking for Other Work</b>	<u>Workers</u>	<u>Percent</u>
<i>Active Jobsearch Methods</i>		
Contacted employer directly / interview	1,701	17.0
Contacted public employment agency	844	8.4
Contacted private employment agency	555	5.6
Contacted friends or relatives	3,630	36.3
Contacted school / university employment center	90	0.9
Sent out resumés / filled out applications	3,031	30.3
Checked union / professional registers	-	0.0
Placed or answered ads	1,062	10.6
<i>Passive Jobsearch Methods</i>		
Looked at want ads	2,796	28.0
Attended job training programs / courses	257	2.6
At least one <i>active</i> jobsearch method	8,222	83.1
Note: more than one jobsearch method is possible.		

### *Underemployed*

This study estimates that 13,395 workers in the study area are underemployed, 12.9 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**

The underemployed, Job Shifters and Job Keepers show little difference in the benefits available to workers in the area show. However, fewer of the underemployed and Job Shifters believe that their jobs offer advancement potentiala compared with Job Keepers.

<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	72.1	69.0	67.4
Health insurance	73.8	68.8	66.7
Education and training benefits	53.0	53.2	55.8
Retirement plan	69.2	55.4	66.3
Current job offers advancement potential	55.8	59.5	66.3

**Job Turnover**

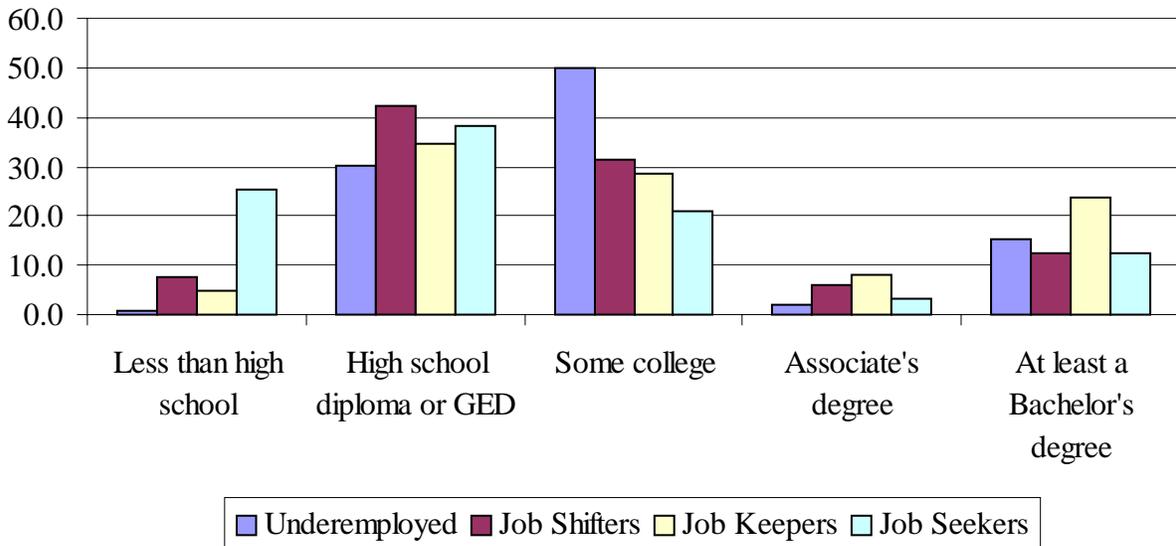
Workers who do not feel underutilized change jobs less often: Job Keepers have held just 1.56 jobs during their working lifetime, compared to an average of 2.07 jobs for the underemployed and an average of 2.36 jobs for Job Shifters.

<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)	2.07	2.36	1.56	1.69

**Characteristics of Workers**

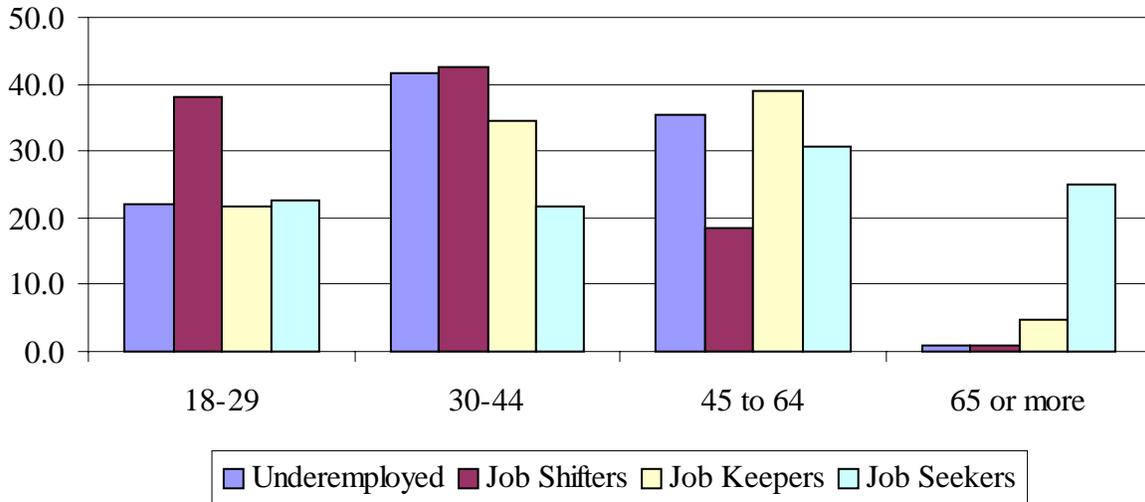
Job Keepers are better educated, with 23.7 with a Bachelor’s degree or higher, compared with 15.1 percent for the underemployed, and 12.4 percent for both Job Shifters and Job Seekers. A sizable number of Job Seekers, 25.2 percent, have less than a high school education.

**Workers by Level of Education**



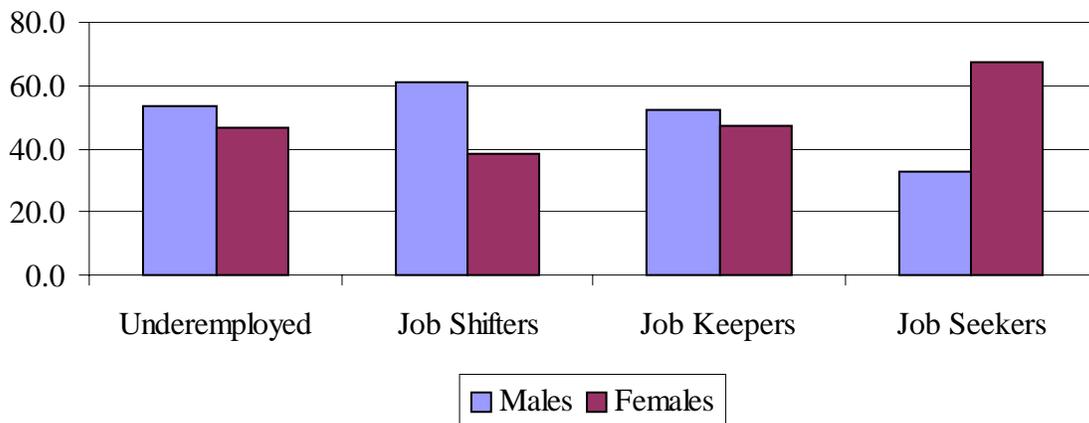
Job Shifters are older than other workers, with 25.1 percent over the age of 64. Job Shifters are the youngest group, with 38.1 percent less than 30 years old. Job Keepers are the oldest, but only slightly older than the underemployed

**Workers by Age Group**



Job Seekers are overwhelmingly female, while Job Shifters are overwhelmingly male. Job Keepers and the underemployed are more evenly between males and females.

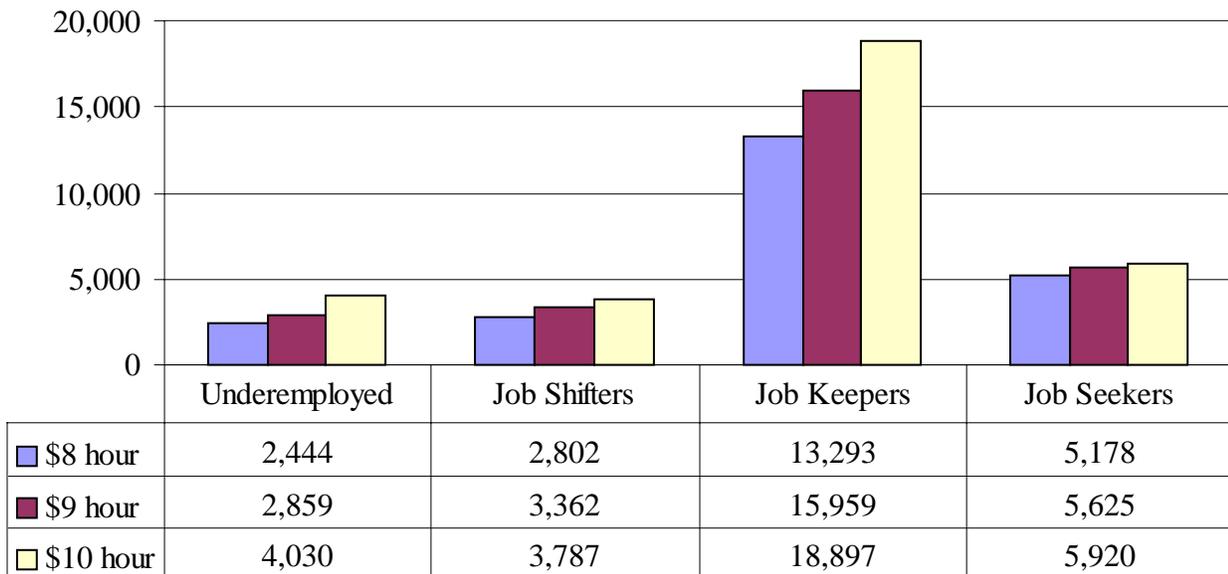
**Workers by Gender**



About one in six workers finds a wage of \$8 per hour attractive, including 2,444 underemployed, 2,802 Job Shifters, 13,293 Job Keepers, as well as 5,178 Job Seekers. A wage offer of \$9 per hour increases the number of available workers by about 17 percent, rising by an additional 17 percent for a wage of \$10 per hour.

The attractiveness of a wage rate of \$10 per hour varies greatly depending on the worker’s level of education. For example, 31.1percent of workers with a high school diploma find a wage of \$10 per hour attractive, compared with 24.8 percent of workers with some college or an Associate’s Degree and just 10.6 percent of workers with at least a Bachelor’s Degree. About two-thirds 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 precision production, craft, and repair (3,969), administrative support, including clerical (3,315), service occupations (2,356), and executive, administrative, and managerial (2,314).

	<b>Underemployed and Job Shifters by Occupation</b>		
	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Total</u>
Executive, Administrative, and Managerial	1,504	810	2,314
Professional Specialty	1,062	727	1,789
Technicians and Related Support	526	583	1,109
Sales	292	677	968
Administrative Support, Including Clerical	2,646	669	3,315
Service Occupations	1,121	1,235	2,356
Farming, Forestry, and Fishing	1,422	82	1,504
Precision Production, Craft, and Repair	1,660	2,309	3,969
Machine Operators, Assemblers, and Inspectors	1,326	605	1,932
Transportation and Material Moving	137	716	853
Other	1,699	1,578	3,276
	13,395	9,990	23,385

Workers who have skills that are not being used are potential recruits for new or expanding employers. This study found that 26.1 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 programming and spreadsheet analysis.

<b>Workers with Computer Skills</b> (among workers with skills not in use)			
<b><u>Strongest Computer Skill</u></b>	<b><u>Underemployed</u></b>	<b>Job</b>	
		<b><u>Shifters</u></b>	<b><u>Total</u></b>
Word processing (MS-Word)	2,597	1,674	4,270
Spreadsheet analysis (Excel, Lotus)	518	0	518
Bookkeeping (Quicken)	0	96	96
Computer assisted design (CAD)	0	22	22
Web site development	0	112	112
Work on machines, troubleshooting	0	219	219
Maintains a computer network	114	0	114
Computer programming (C, SAS, SPSS)	1,743	0	1,743

About one-third of the underemployed and 60 percent of Job Shifters are willing to change jobs for an increase in pay of 15 percent or less. Potential employers could hire 10,722 workers among the underemployed and

<b>Workers Willing to Change Jobs by Percent Pay Raise</b>			
<b><u>Desired raise in pay</u></b>	<b><u>Underemployed</u></b>	<b>Job</b>	
		<b><u>Shifters</u></b>	<b><u>Keepers</u></b>
Less than 5%	866	1,412	2,865
Between 5% and 10%	1,215	2,497	10,696
Between 10% and 15%	2,737	1,993	13,590
Between 15% and 20%	2,873	1,192	8,225
More than 20%	4,019	1,361	17,128
Not interested	666	259	22,457
Don't know	718	443	5,001
Refused	96	410	143
Other	204	422	629
<b>Total</b>	<b>13,395</b>	<b>9,990</b>	<b>80,733</b>

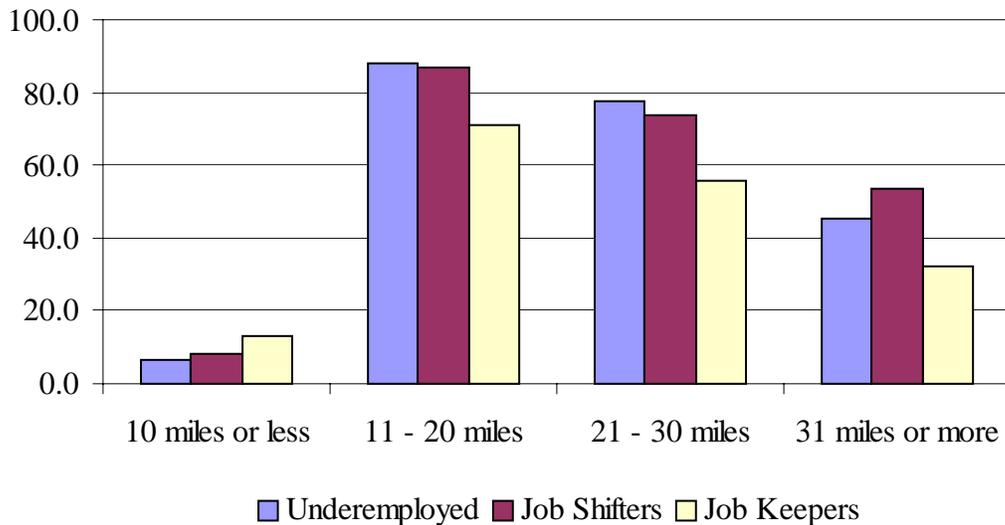
Job Shifters for a pay increase of 15 percent or less. A fifteen percent pay increase would attract about 27,151 Job Keepers to a different job. Interestingly, 28 percent of Job Keepers are not interested in changing jobs regardless of pay increases.

Over 50 percent of all workers drive up to 30 miles to their jobs. Job Keepers commute longer distances than do other employees.

<b>Distance Travelled to Place of Employment</b>				
	<u>All Workers</u>	<u>Underemployed</u>	<u>Job Shifters</u>	<u>Job Keepers</u>
0 - 5 miles	5.8	7.0	5.1	3.7
6 - 10 miles	5.8	5.9	3.0	5.3
11 - 20 miles	14.6	15.4	12.7	14.7
21 - 30 miles	24.2	23.3	26.9	23.6
30 - 50 miles	26.2	24.1	26.7	28.9
More than 50 miles	9.9	8.3	9.9	12.6

Approximately half of the underemployed and Job Shifters are willing to commute 31 miles or more to a job. More than half of all workers are willing to commute at least 21 miles to work.

**Willingness to Commute**



## **Conclusions**

- A significant pool of available labor in the Mayes County labor market area exists among the *underemployed*. Numbering 13,395, 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 9,990 workers are in this category.
- The underemployed and Job Shifters exhibit a variety of occupations and skills.
- More than half of workers are willing to commute 21 miles and change jobs for an increase in pay of more than 20%. The underemployed are willing to change jobs for a pay increase of between 15% and 20%.
- 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>City</u>	<u>Interviews</u>
Adair	40	Miami	2
Afton	43	Muskogee	1
Big	14	Oaks	4
Bluejacket	8	Okay	9
Broken Arrow	118	Oologah	14
Cardin	1	Owasso	15
Catoosa	39	Porter	16
Chelsea	34	Pryor	204
Chouteau	75	Quapaw	1
Claremore	170	Rose	14
Colcord	21	Salina	55
Collinsville	4	Spavinaw	12
Commerce	1	Strang	5
Coweta	71	Talala	8
Delaware	2	Tulahassee	3
Disney	25	Tulsa	3
Eucha	14	Twin Oaks	3
Fort Gibson	1	Verdigris	7
Foyil	2	Vinita	84
Grove	121	Wagoner	119
Haskell	6	Welch	18
Inola	17	Wyandotte	2
Jay	52	Other	5
Kansas	26	Don't know	7
Ketchum	14	Refused	4
Langley	3	Total	1,594
Locust Grove	57		

<u>County</u>	<u>Interviews</u>
Craig	132
Delaware	335
Mayes	464
Rogers	296
Wagoner	367
Total	1,594

<b>Table 1: 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 that pays \$8 per hour</b>										
<i>Of those with a response...</i>										
Very Unattractive	56.3	58.7	53.5	52.4	43.2	58.6	71.9	60.0	45.7	16.7
Unattractive	15.0	18.4	11.2	18.9	11.3	14.9	16.2	12.5	17.8	7.7
Neither Unattractive Nor Attractive	7.9	6.9	9.1	10.2	8.0	7.5	4.0	8.5	10.3	7.0
Attractive	10.9	9.3	12.8	8.2	20.1	10.2	4.1	8.9	13.8	35.3
Very Attractive	7.0	4.6	9.6	10.0	7.9	6.2	3.2	7.0	8.7	29.0
Depends on the type of work	2.4	2.0	3.0	0.3	8.5	2.0	0.6	2.4	3.5	3.3
Doesn't want to work	0.4	0.1	0.7	0.0	0.9	0.4	0.0	0.6	0.0	0.9
Other	0.1	0.0	0.2	0.0	0.0	0.1	0.0	0.0	0.2	0.0
<b>Job that pays \$9 per hour</b>										
<i>Of those with a response...</i>										
Very Unattractive	41.3	43.7	38.7	49.3	28.6	41.6	48.1	48.5	33.0	7.2
Unattractive	11.0	13.3	8.3	4.0	13.7	11.8	9.1	10.6	12.1	2.6
Neither Unattractive Nor Attractive	6.9	7.8	5.9	20.9	3.5	5.0	4.6	7.8	8.5	2.4
Attractive	14.2	11.6	17.1	9.9	25.1	13.5	5.3	12.6	17.6	40.9
Very Attractive	7.2	5.1	9.6	11.5	8.6	6.3	3.2	7.3	8.9	29.0
Depends on the type of work	2.5	2.2	3.0	1.4	8.5	2.0	0.6	2.7	3.4	3.3
Don't know	0.5	0.2	0.9	0.0	0.0	0.7	0.0	0.0	1.2	0.0
Pay not most important factor	15.5	14.7	16.4	3.0	11.9	18.1	28.9	9.3	14.6	14.6

<b>Table 1: 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	

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

*Of those with a response...*

Very Unattractive	34.4	36.5	31.9	40.1	22.2	34.9	45.7	38.5	26.6	6.6
Unattractive	12.4	14.3	10.1	10.0	9.5	13.1	9.4	14.0	12.4	0.6
Neither Unattractive Nor Attractive	8.1	10.3	5.4	15.4	9.9	6.6	4.6	9.3	9.7	1.3
Attractive	18.3	15.0	22.1	18.6	29.3	16.9	7.4	17.3	21.9	43.5
Very Attractive	7.4	5.1	10.0	11.5	8.6	6.5	3.2	7.5	9.1	30.1
Depends on the type of work	2.5	2.2	3.0	1.4	8.5	2.0	0.6	2.7	3.4	3.3
Don't know	0.5	0.2	0.9	0.0	0.0	0.7	0.0	0.0	1.2	0.0
Pay not most important factor	15.5	14.7	16.4	3.0	11.9	18.1	28.9	9.3	14.6	14.6

Table 2: 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	
<b>Total workers</b>	104,118	55,638	48,480	13,395	9,990	80,733	22,353	40,035	36,203	8,046

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**Job is Desirable**

(Attractive + Very Attractive)

	Percent									
\$8 per hour	17.9	13.9	22.4	18.2	28.0	16.5	7.3	15.9	22.5	64.4
\$9 per hour	21.4	16.6	26.8	21.3	33.7	19.8	8.5	19.8	26.5	69.9
\$10 per hour	25.7	20.1	32.1	30.1	37.9	23.4	10.6	24.8	31.1	73.6

	Number of Persons									
\$8 per hour	18,614	7,735	10,874	2,444	2,802	13,293	1,621	6,371	8,155	5,178
\$9 per hour	22,243	9,262	12,981	2,859	3,362	15,959	1,906	7,935	9,578	5,625
\$10 per hour	26,777	11,192	15,585	4,030	3,787	18,897	2,366	9,938	11,243	5,920

Table 2: 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	

**Job is Not Desirable**

(Unattractive + Very Unattractive)

	Percent									
\$8 per hour	71.3	77.1	64.7	71.2	54.5	73.5	88.1	72.6	63.5	24.4
\$9 per hour	52.3	56.9	47.0	53.3	42.3	53.4	57.1	59.1	45.1	9.8
\$10 per hour	46.7	50.8	42.0	50.0	31.7	48.1	55.1	52.5	39.0	7.2

	Number of Persons									
\$8 per hour	74,235	42,885	31,357	9,543	5,440	59,274	19,689	29,054	22,988	1,960
\$9 per hour	54,448	31,683	22,766	7,143	4,230	43,075	12,767	23,656	16,314	791
\$10 per hour	48,650	28,275	20,376	6,704	3,166	38,780	12,318	21,030	14,108	578
Persons 18 years or older	104,118	55,638	48,480	13,395	9,990	80,671	22,353	40,035	36,203	8,046

<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	87.0	90.9	82.5	85.0	89.1	87.1	88.8	88.4	84.8
Permanent job	85.4	89.7	80.4	82.7	83.6	86.1	88.3	86.7	82.7
Temporary job	1.6	1.2	2.1	2.3	5.5	1.0	0.5	1.7	2.1
Working part-time	13.0	9.1	17.5	15.0	10.9	12.9	11.2	11.6	15.2
Permanent job	11.3	6.8	16.4	6.6	10.6	12.2	10.6	10.9	11.6
Temporary job	1.7	2.2	1.0	8.3	0.3	0.7	0.6	0.7	3.7
Working part-time, want full-time job	1.5	1.4	1.6	3.5	2.1	1.1	1.0	1.2	2.0
Has taken action in the last three months to find a new job	15.7	16.1	15.3	47.4	100.0	0.0	7.3	19.3	17.1
Average number of jobs held in working lifetime (number)	1.69	1.76	1.63	2.07	2.36	1.56	1.55	1.81	1.67

<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	68.1	70.0	65.9	72.1	69.0	67.4	65.0	75.2	64.7
Health insurance	67.8	73.5	61.2	73.8	68.8	66.7	70.5	75.2	61.6
Education and training benefits	55.1	53.8	56.7	53.0	53.2	55.8	61.1	62.0	48.3
Retirement plan	65.6	66.4	64.6	69.2	55.4	66.3	73.7	71.9	58.4
Current job offers advancement potential	64.2	69.0	58.7	55.8	59.5	66.3	65.0	68.5	62.3
<b>Pay increase needed to change jobs</b>									
Less than 5% increase	4.9	4.7	5.2	6.5	14.1	3.6	2.9	4.9	5.9
Between 5% and 10% increase	13.8	12.9	14.9	9.1	25.0	13.3	9.0	12.2	18.9
Between 10% and 15% increase	17.6	16.5	18.9	20.4	20.0	16.8	16.3	18.6	16.2
Between 15% and 20% increase	11.8	9.4	14.6	21.5	11.9	10.2	10.5	16.8	8.6
More than 20% increase	21.6	26.2	16.4	30.0	13.6	21.2	23.5	20.7	23.4
Not interested at any increase	22.5	23.0	21.8	5.0	2.6	27.8	33.5	19.4	18.6
Don't know	5.9	5.3	6.7	5.4	4.4	6.2	3.5	5.4	6.1
Refused	0.6	0.9	0.2	0.7	4.1	0.1	0.4	0.4	1.0
Other	1.2	1.1	1.3	1.5	4.2	0.8	0.4	1.7	1.3
Five percent or less	4.9	4.7	5.2	6.5	14.1	3.6	2.9	4.9	5.9
Ten percent or less	18.8	17.6	20.2	15.5	39.1	16.8	12.0	17.1	24.8
Fifteen percent or less	36.4	34.1	39.0	36.0	59.1	33.7	28.2	35.7	41.0

<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>Sector of Employment</b>									
Government	13.2	11.5	15.2	9.4	10.3	14.2	26.4	13.4	6.1
Private for profit company	59.7	60.7	58.6	79.2	66.2	55.7	38.2	64.8	67.0
Non-profit org. (Incl. tax exempt & charitable orgs.)	5.2	3.7	7.0	2.8	6.8	5.4	8.8	3.5	5.2
Self-employed	15.2	18.0	12.1	5.2	10.8	17.5	18.9	13.5	14.2
Working in family business	0.4	0.6	0.2	0.7	0.0	0.4	0.0	0.8	0.3
Other	4.9	4.4	5.4	0.4	5.9	5.5	5.1	3.5	5.7
Don't know	0.7	0.3	1.1	0.8	0.0	0.7	2.1	0.0	0.6
Refused	0.6	0.8	0.4	1.5	0.0	0.5	0.5	0.5	0.9
<b>Government Employment</b>									
Federal	18.2	20.0	16.7	0.0	9.3	17.2	15.2	23.3	13.3
State	55.7	46.5	63.7	0.0	41.9	56.9	68.2	45.6	44.4
Local	25.0	32.0	19.0	0.0	48.8	24.6	15.7	29.3	42.3
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	5.1	6.7	3.1	10.6	0.7	4.6	2.9	1.7	8.0
Mining	0.5	0.9	0.0	0.0	0.0	0.6	1.3	0.4	0.2
Construction	9.7	16.2	2.0	13.0	6.6	9.6	6.1	9.2	12.8
Manufacturing	16.2	20.6	11.0	15.8	16.2	16.3	8.1	15.4	19.2
Transportation, Communications or Public Utility	10.3	13.8	6.0	5.2	9.2	11.3	9.5	12.5	9.2
Wholesale or retail trade	15.5	14.7	16.5	28.4	18.4	12.9	10.9	21.1	11.7
Restaurants	3.3	1.1	6.0	2.8	6.2	3.0	0.5	4.1	4.0
Legal	0.4	0.2	0.8	0.0	0.7	0.5	0.6	0.8	0.0
Health Services	10.4	2.5	19.8	7.4	12.7	10.6	13.8	12.0	7.7
Educational Services	3.0	1.0	5.2	6.3	1.3	2.6	7.8	2.3	1.7
Business Services	1.9	1.6	2.2	0.2	0.0	2.4	5.2	1.7	0.8
Engineering Services	4.0	6.5	1.0	1.6	10.1	3.7	1.6	5.5	3.8
Personal Services	4.8	3.5	6.4	0.6	8.6	5.0	8.4	2.8	5.0
Social Services	1.9	0.5	3.6	4.2	0.0	1.7	1.6	1.5	2.5
Auto repair	0.4	0.7	0.0	0.0	0.0	0.5	0.0	0.4	0.6
Other Services	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Finance, Insurance, Real Estate	6.0	2.2	10.4	1.2	6.0	6.8	9.3	4.4	6.8
Don't Know	0.5	0.6	0.4	0.0	0.9	0.6	1.9	0.0	0.2
Refused	1.0	1.0	0.9	0.9	0.0	1.1	2.8	0.3	0.7
Other	4.1	5.1	2.8	1.7	2.6	4.7	6.5	2.5	4.1

<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

**Occupation**

Executive, Administrative, and Managerial	20.4	22.1	18.5	12.4	9.5	23.0	25.7	20.1	18.5
Professional Specialty	11.0	8.0	14.4	8.7	8.5	11.6	35.4	7.3	1.6
Technicians and Related Support	4.7	3.4	6.2	4.3	6.8	4.6	2.9	9.6	1.0
Sales	7.0	6.5	7.6	2.4	7.9	7.7	7.4	5.7	7.8
Administrative Support, Including Clerical	14.3	5.6	24.2	21.7	7.9	13.8	9.3	16.3	15.9
Service Occupations	11.0	6.5	16.1	9.2	14.5	10.9	3.8	11.5	13.3
Farming, Forestry, and Fishing	4.6	7.0	1.8	11.7	1.0	3.8	4.1	0.9	7.7
Precision Production, Craft, and Repair	15.7	25.3	4.7	13.6	27.1	14.7	6.5	18.1	19.5
Machine Operators, Assemblers, and Inspectors	5.9	8.8	2.7	10.9	7.1	5.0	2.5	5.1	7.4
Transportation and Material Moving	3.8	5.7	1.7	1.1	8.4	3.7	0.4	3.4	6.2
Military	0.1	0.0	0.2	0.0	0.0	0.1	0.0	0.2	0.0
Not elsewhere classified	0.7	0.4	1.1	3.9	0.0	0.3	0.0	1.5	0.4
Refused question	0.7	0.6	0.8	0.0	1.2	0.8	1.9	0.3	0.5

<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	Some	High
							Bachelor's Degree	College or Associate's Degree	School Diploma
Percent									
<b>Distance traveled to place of employment</b>									
0 - 5 miles	27.9	25.9	30.2	28.4	27.9	27.8	29.8	23.2	30.7
6 - 10 miles	13.9	14.6	13.1	9.6	9.6	15.2	13.2	16.2	12.4
11 - 20 miles	23.5	22.1	25.1	37.3	20.0	21.5	19.4	23.9	23.5
21 - 30 miles	13.7	13.8	13.6	4.6	11.5	15.6	17.3	11.4	14.6
30 - 50 miles	13.9	15.1	12.5	15.1	28.4	11.8	12.7	16.6	12.8
More than 50 miles	5.1	5.7	4.3	3.9	2.0	5.6	6.1	6.0	4.1
Don't Know	1.2	1.2	1.3	1.1	0.8	1.3	0.8	0.8	1.9
Refused	0.9	1.6	0.0	0.0	0.0	1.1	0.7	1.8	0.0
10 miles or less	41.8	40.5	43.3	37.9	37.4	43.0	43.0	39.5	43.2
11 miles or more	56.1	56.7	55.5	61.0	61.8	54.6	55.5	57.9	54.9
21 miles or more	32.7	34.7	30.4	23.6	41.8	33.1	36.1	34.0	31.4
<b>Means of getting to work</b>									
Car, truck, or van	96.4	96.3	96.4	99.2	99.1	95.5	95.1	96.2	97.1
Bus	0.3	0.5	0.0	0.0	0.0	0.4	0.0	0.7	0.0
Walked to work	1.2	0.5	2.0	0.8	0.9	1.3	0.5	2.0	1.0
Bicycle	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other	2.2	2.6	1.6	0.0	0.0	2.8	4.4	1.1	2.0

<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	Some	High
							Bachelor's Degree	College or Associate's Degree	School Diploma
Percent									
<b>Reliability of transportation</b>									
Very reliable	91.2	92.6	89.7	90.9	87.5	91.8	94.5	92.0	88.8
Somewhat reliable	7.9	6.5	9.5	9.1	11.5	7.2	5.0	6.6	10.7
Not at All Reliable	0.1	0.0	0.2	0.0	0.0	0.1	0.0	0.2	0.0
Don't know	0.3	0.4	0.1	0.0	0.9	0.2	0.0	0.2	0.5
Refused	0.5	0.5	0.5	0.0	0.0	0.6	0.5	1.0	0.0
<b>Willingness to commute</b>									
0 - 5 miles	5.8	5.2	6.5	1.0	2.8	7.0	5.1	3.7	8.0
6 - 10 miles	5.8	4.6	7.3	5.6	5.6	5.9	3.0	5.3	7.8
11 - 20 miles	14.6	11.4	18.2	10.5	13.0	15.4	12.7	14.7	14.8
21 - 30 miles	24.2	28.0	19.8	32.1	20.6	23.3	26.9	23.6	22.9
30 - 50 miles	26.2	29.1	23.0	27.5	41.4	24.1	26.7	28.9	25.1
More than 50 miles	9.9	10.3	9.4	18.0	12.0	8.3	9.9	12.6	8.3
Don't Know	12.5	9.9	15.4	5.4	4.5	14.7	15.4	9.5	12.4
Refused	1.0	1.5	0.5	0.0	0.0	1.3	0.4	1.7	0.7
11 miles or more	74.9	78.8	70.3	88.1	87.1	71.1	76.2	79.7	71.2
21 miles or more	60.3	67.4	52.1	77.6	74.0	55.7	63.5	65.1	56.3
30 miles or more	36.1	39.4	32.3	45.5	53.4	32.4	36.6	41.5	33.4

Table 4: Transportation and Commuting	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									
<b>Transportation is reliable</b>	99.7	99.6	99.9	100.0	100.0	99.6	99.3	99.9	99.7
<b>Not willing to commute 20 miles or more</b>									
Family obligations	21.3	19.3	22.9	23.5	28.1	20.5	18.8	22.3	23.0
Unreliable transportation	2.1	3.7	0.8	4.2	0.0	2.1	1.7	0.0	4.4
Don't wish to drive that much	53.1	55.8	51.1	53.5	48.8	53.5	57.7	54.1	52.6
Other	12.9	6.7	17.6	16.0	11.9	12.7	11.1	13.9	10.6

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

Percent

### Utilization of Education and Skills

Feel underutilized	26.8	26.2	27.5	100.0	26.9	14.6	26.5	30.0	22.5
<i>Of those who feel underutilized...</i>									
Had previous job that required more skill and/or education	43.4	41.6	45.3	33.2	82.4	46.1	50.7	43.9	36.5
Have had additional job training and/or education	59.4	66.2	51.9	78.4	64.3	36.7	43.6	68.8	62.9
Training and/or education not required in current job	62.8	62.7	63.0	78.8	60.7	45.2	57.8	75.4	49.5
Earned more money in a previous job	19.5	23.9	14.7	23.8	12.8	16.1	19.9	23.1	16.8
Skills and education were better used in previous job	59.4	66.2	51.9	78.4	64.3	36.7	43.6	68.8	62.9
Would change jobs to better use skills	62.8	62.7	63.0	78.8	60.7	45.2	57.8	75.4	49.5
Underemployed	12.9	12.9	12.9	100.0	0.0	0.0	9.1	17.3	11.1

### Level of Education

Less than high school	4.4	3.2	5.9	0.8	7.7	4.6	0.0	0.0	0.0	25.2
High school	34.8	36.8	32.4	30.0	42.4	34.6	0.0	0.0	100.0	38.1
Some college	31.5	32.2	30.6	49.9	31.4	28.4	0.0	81.8	0.0	21.0
Associate degree	7.0	4.8	9.6	1.9	6.0	8.0	0.0	18.2	0.0	3.3
Bachelors degree	15.2	15.7	14.8	10.8	10.7	16.6	71.0	0.0	0.0	11.6
Postgraduate degree	6.2	6.1	6.4	4.4	1.7	7.1	29.0	0.0	0.0	0.9

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	College or Associate's Degree	High School Diploma	

Percent

**Level of Education (continued)**

Other	0.4	0.7	0.0	2.2	0.0	0.1	0.0	0.0	0.0	0.0
Don't know	0.5	0.7	0.3	0.0	0.0	0.6	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	39.2	40.0	38.3	30.9	50.2	39.2	0.0	0.0	100.0	63.3
Some college or less	70.7	72.2	68.9	80.8	81.6	67.6	0.0	81.8	100.0	84.3
At least Bachelor's degree	21.5	21.7	21.2	15.1	12.4	23.7	100.0	0.0	0.0	12.4

**Technical Training**

Vocational training, apprentice training, or special professional training	46.6	48.1	44.8	78.1	50.8	40.9	36.6	51.8	49.0	41.8
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**Computer Skills (among those with skills not used in present employment)**

Workers with computer skills (percent)	26.1	18.4	35.0	41.5	21.5	24.1	26.2	27.7	26.1
Workers with computer skills (number)	27,169	10,231	16,938	5,563	2,144	19,462	5,852	11,097	9,426

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	College or Associate's Degree		High School Diploma

Percent

**Strongest Computer Skill (percent)**

Word processing (MS-Word)	62.5	69.8	58.0	46.7	78.1	65.2	78.1	52.9	66.6
Spreadsheet analysis (Excel, Lotus)	6.3	4.4	7.5	9.3	0.0	6.2	8.7	5.6	5.7
Bookkeeping (Quicken)	4.5	2.2	5.9	0.0	4.5	5.8	1.3	1.9	9.1
Data entry	0.1	0.2	0.0	0.0	1.0	0.0	0.0	0.2	0.0
Computer assisted design (CAD)	1.1	0.0	1.8	0.0	5.2	1.0	1.2	0.0	2.5
Web site development	3.0	6.7	0.8	0.0	10.2	3.1	2.8	3.2	3.1
Work on machines, troubleshooting	1.1	1.3	0.9	2.1	0.0	0.9	0.0	2.4	0.2
Maintains a computer network	9.6	3.0	13.6	31.3	0.0	4.4	1.1	17.9	2.4
Computer programming (C, SAS, SPSS)	0.3	0.0	0.5	0.0	0.0	0.4	1.3	0.0	0.0
Develops own software applications	1.0	0.0	1.7	0.0	0.0	1.5	2.4	0.0	1.5
Don't know	3.8	1.6	5.0	0.0	1.0	5.1	1.3	7.2	1.5
Refused	1.1	1.3	0.9	1.4	0.0	1.1	0.0	0.5	1.7
Other computer skill	5.6	9.3	3.4	9.2	0.0	5.2	1.6	8.3	5.5

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	College or Associate's Degree		High School Diploma

Percent

### Secondary Computer Skills

(More than one choice is possible)

Word processing (MS-Word)	32.5	37.1	29.7	69.1	27.2	22.6	22.3	38.3	30.4
Spreadsheet analysis (Excel, Lotus)	60.9	49.9	67.6	49.8	65.9	63.6	72.1	67.2	45.6
Bookkeeping (Quicken)	34.9	21.2	43.1	53.9	31.4	29.8	44.2	44.5	16.0
Computer assisted design (CAD)	5.6	12.1	1.7	0.0	8.8	6.9	16.2	2.7	2.2
Web site development	11.2	8.8	12.6	31.7	13.6	5.1	10.1	18.6	4.2
Work on machines, troubleshooting	11.4	4.8	15.4	31.7	3.4	6.5	4.9	21.6	1.8
Maintains a computer network	12.4	9.4	14.3	33.4	6.1	7.1	13.0	22.9	0.8
Computer programming (C, SAS, SPSS)	4.8	10.6	1.4	3.9	0.0	5.6	7.7	7.0	0.8
Develops own software applications	3.1	6.5	1.1	1.2	0.0	4.0	2.3	5.7	0.8
Don't know	4.9	3.8	5.6	0.0	1.0	6.7	5.6	2.0	8.3
Refused	0.8	0.8	0.7	2.2	0.0	0.4	0.0	0.4	0.9
Other computer skill	24.9	13.7	31.7	12.4	19.9	29.1	7.7	24.1	38.8

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

Percent

**Student Status**

Full-time student	4.0	4.9	3.0	9.3	7.3	2.7	0.0	5.1	5.6	8.4
Part-time student	4.0	3.6	4.6	3.4	2.8	4.3	3.8	7.0	1.3	1.8
Not a student	91.7	91.4	92.2	87.3	90.0	92.7	96.2	87.8	93.1	89.8
Refused	0.2	0.1	0.3	0.0	0.0	0.3	0.0	0.0	0.0	0.0

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

Four year college/university	55.3	50.2	61.9	76.7	70.0	46.3	82.5	44.7	70.6	9.5
Junior college	22.2	16.4	29.6	3.2	4.7	31.0	17.5	34.2	1.9	22.9
Vocational technical school	12.6	17.1	6.9	20.0	14.3	10.1	0.0	13.7	15.8	0.0
High school; GED classes	4.8	8.5	0.0	0.0	10.9	5.2	0.0	0.0	11.7	60.2
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	5.0	7.7	1.6	0.0	0.0	7.4	0.0	7.4	0.0	7.4

<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	Some College or Associate's Degree	High School Diploma		
Number of responses	1,594	712	882	982	502	480	99	86	795	241	349	336	90	612
Estimated persons 18 years old or older	159,837	77,608	82,229	104,118	55,638	48,480	13,395	9,990	80,733	22,353	40,035	36,203	8,046	55,720
<b>Gender</b>														
Males	48.6	100.0	0.0	53.4	100.0	0.0	53.4	61.3	52.5	54.1	51.3	56.6	32.8	39.4
Females	51.4	0.0	100.0	46.6	0.0	100.0	46.6	38.7	47.5	45.9	48.7	43.4	67.2	60.6
<b>Marital Status</b>														
Married	64.5	67.0	62.2	65.0	67.8	61.8	71.4	62.3	64.3	71.5	66.7	59.3	60.5	63.6
Widowed	7.9	3.3	12.2	3.2	0.7	6.0	3.5	0.8	3.4	1.0	4.7	2.7	10.3	16.7
Divorced	11.9	10.2	13.6	14.0	10.0	18.7	11.1	11.6	14.8	13.4	11.3	17.8	5.8	8.0
Separated	1.0	0.8	1.1	1.2	0.7	1.7	0.7	6.0	0.7	1.0	1.5	1.1	2.3	0.6
Never married	12.1	15.5	8.8	14.3	18.0	10.1	13.2	19.3	13.9	8.5	13.4	18.9	21.1	7.9
Refused	2.6	3.1	2.1	2.3	2.8	1.8	0.2	0.0	3.0	4.7	2.3	0.1	0.0	3.1

Table 6: Demographics	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	Some College or Associate's Degree	High School Diploma		

**Age Category**

Less than 30	18.6	19.2	18.0	23.4	24.5	22.1	22.0	38.1	21.8	13.1	19.1	32.6	22.5	9.3
30 to 44	28.1	28.3	27.8	36.3	36.7	35.9	41.6	42.6	34.6	31.9	42.7	34.8	21.7	12.1
45 to 64	34.5	35.0	34.1	36.5	35.1	38.2	35.4	18.3	39.0	50.3	36.0	28.2	30.7	30.7
65 or more	18.8	17.5	20.1	3.8	3.7	3.8	0.9	0.9	4.6	4.7	2.2	4.4	25.1	47.9

**Place of Residence**

Lived in same house or  
apartment five years ago  
(percent)

Yes	62.5	63.8	61.4	58.4	60.0	56.6	57.0	47.6	60.0	72.2	53.9	55.9	44.3	70.2
No, but lived in same county	15.5	15.8	15.2	17.0	17.2	16.8	17.9	19.6	16.5	12.1	18.7	16.2	35.7	12.6
No, lived elsewhere in Oklahoma	16.3	14.4	18.0	19.2	16.0	22.7	24.0	17.6	18.3	11.1	22.6	20.5	11.0	10.9
No, lived in different state	5.7	6.1	5.3	5.3	6.7	3.8	1.1	15.2	5.1	4.5	4.8	7.3	9.0	6.4
No, did not live in the U.S.	0.0	0.0	0.1	0.1	0.0	0.1	0.0	0.0	0.1	0.0	0.0	0.2	0.0	0.0
No, other	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