

## **FULLERTON LOCAL LABOR SURVEY, 2002**

### **Executive Summary**

The Fullerton Local Labor Survey was a telephone survey of eleven communities in Boone, Merrick, and Nance Counties. The purposes of the survey were to estimate the size and job skills of the Fullerton area labor force that would consider applying for job openings announced by a new or expanding employer. That analysis showed:

- Approximately 220 currently unemployed persons would consider applying for new job openings.
- Approximately 1,600 currently employed persons would consider applying for new job openings.
- Almost 500 employed persons performing professional work and 780 performing skilled work would consider applying for new job openings.
- Over 900 unemployed and employed persons reported to possess clerical skills would consider applying for new job openings. In addition, there were 870 possessing computer software skills; 780 possessing sales skills; 670 possessing welding skills; and 800 possessing construction skills who would consider applying.
- Currently unemployed persons would require an average of \$8.40 per hour to accept a new job and employed persons would require an average of \$10.50 per hour to switch jobs.
- Almost sixty percent of unemployed persons willing to apply for a new job would commute no more than 15 miles for that job; 54.5 percent of the currently employed who were willing to apply would commute from 16 to 30 miles for a new job.
- Among those currently employed, those willing to apply for new jobs had been in their current job fewer years than those who would not apply.

Thus, the Fullerton Economic Development Committee can confidently report to any likely new or expanding employers that there are adequate numbers of potential employees in the area.

# FULLERTON LOCAL LABOR SURVEY, 2002

By

Nebraska Department of Economic Development  
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When recruiting new businesses or assisting with the expansion of existing businesses, local government officials and economic developers are usually asked whether there is sufficient local labor to supply the new or expanding business. Local officials and developers are often unable to adequately address that question.

Recognizing that issue, local officials and developers have repeatedly requested over the years that the Nebraska Department of Economic Development (NDED) assist them in conducting local labor surveys. In the past, the state Department of Labor conducted such surveys, but usually needed to charge fees that many small communities could not afford. There are also currently several private businesses and public agencies that will conduct local labor surveys for a fee.

Although those consultants' fees are generally not excessive, NDED decided to go ahead with a pilot local labor survey project for several reasons. First, a NDED local labor survey project would respond to a real need and, because the Department can only assist a limited number of communities, not seriously interfere with the activities of other private and public consultants. Secondly, it would augment and build on the Business Recruitment and Expansion (BRE) Surveys the Department and its Regional Teams have conducted for the past three years. The BRE surveys are part of a process that NDED has implemented that requires more proactive community economic development decision-making; more insight into the local labor supply is essential to that decision-making. Thus, implementation of a local labor survey process seemed necessary to enhance local economic development support and infrastructure.

Once NDED decided to initiate a local labor survey program, it outlined a process for conducting such surveys that relied heavily on local initiative and support. Local economic development interests in Fullerton were among the first to review that process and request a labor survey. They were willing to provide the local support necessary to conduct a survey. Hence, Fullerton is the initial pilot community for NDED's labor survey process. The following describes the conduct and results of the Fullerton local labor survey.

## **The Survey Questionnaire**

One of the first steps in conducting a local labor survey is developing a questionnaire. In the process proposed by NDED, the Department offered to develop a (custom) questionnaire for each community. That was the case with Fullerton. NDED drafted a questionnaire that was presented to Fullerton economic development interests in December 2001. Those individuals suggested several changes in the form, which were incorporated, then the form was e-mailed to the Fullerton Economic Development Council for a final review. Although there are some unique aspects to the final questionnaire, almost all the questions are similar to those included on other labor surveys.

## The Survey Sample

An essential methodological difference between the NDED local labor survey and many others is the NDED process was based on telephone interviews, whereas a mail survey has been the most common methodology in the past. Mails surveys tend to take longer to conduct and have lower response rates than telephone interviews. However, telephone surveys require that more people be involved in the survey process; specifically, in this case, it required that community volunteers make the calls and conduct the interviews. Any success with the Fullerton local labor survey is largely attributable to the cooperation and enthusiasm of the local volunteers who conducted the interviews.

A second difference between this survey methodology and the typical mail labor survey is that those called were randomly selected from local telephone directories.<sup>1</sup> The hope was that, given an adequate number of respondents, a random sample would allow the extrapolation of the survey results to the entire population.

In order to draw an appropriate sample, NDED consulted with Fullerton economic development interests to identify the communities in the region they felt were within commuting distance of Fullerton. That resulted in a list of eleven communities with approximately 3,200 residential telephone numbers.<sup>2</sup> Subsequently, a computer random number generator program generated a 1,000 numbers that were used to select potential respondent names and telephone numbers. (Statistically valid results required about 350 completed surveys but, since telephone directories typically have many disconnected numbers or people are not home when called or refuse to participate, the sample included approximately 3 times the necessary sample number of telephone numbers.)<sup>3</sup>

## The Interviews

Before the interviews began, several NDED staff held a training session for the volunteers, mostly high school students. It was held at the Fullerton High School in January 2002 and attended by approximately 25 students and adults. The principal purpose of the training was to go over the questionnaire and explain it.<sup>4</sup> However, the questions raised by the participants resulted in further refinement of the questionnaire and its instructions.

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<sup>1</sup> The tendency is to mail local labor surveys to all identifiable households in an area. Because that doesn't constitute a random sample, the results of mail surveys generally cannot be extrapolated. In addition, the low response rate of many mail surveys suggests there are significant differences between respondents and non-respondents.

<sup>2</sup> The communities included were Fullerton, Belgrade, St. Edward, Monroe, Genoa, Clarks, Silver Creek, Cedar Rapids, Primrose, Wolbach, and Palmer. 2000 Census numbers report 2,338 households in those communities. However, households as defined by the Census do not correspond to the numbers in a telephone directory, so the number of "households" in a directory is not the same as a Census count. A directory includes businesses and other non-residential numbers as well as residences inside and outside an incorporated community. In Boone, Merrick, and Nance Counties, the Census reported a total of 5,817 households.

<sup>3</sup> In this case, statistically valid meant a sampling error of plus or minus three percent. That value applies to the questions in Parts I & IV because every respondent answered them; it does not apply to the questions in Parts II & III.

<sup>4</sup> Many of the instructions given at this meeting were the result of a pre-test of the questionnaire that was done by an outside consultant. He interviewed about a half dozen Fullerton residents using the questionnaire and reported

The interviews were conducted January 22<sup>nd</sup> through January 24<sup>th</sup> with NDED staff in attendance two of those evenings. Based on the number of completed surveys, the response rate for the Fullerton Local Labor Survey was 67.6 percent (see Table 1).<sup>5</sup> A significant number of calls resulted in “no answer” (146 or 18.0 percent) or in “disconnected” numbers (95 or 11.7 percent). So, because of refusals and out-of-date telephone numbers, over sampling was necessary to generate a sufficient number of completed surveys. That need is typical of telephone surveys.

## Summary of the Results

### Household Characteristics

The principal goals of local labor surveys are to identify an area labor force's job skills and willingness to change jobs. To that end, the first part of the Fullerton Local Labor Survey asked respondents to identify the number and employment status of all household members 16 years of age and older.<sup>6</sup> A total of 345 households provided sufficient information for inclusion in this survey (see Table 2). Respondent households included an average of 2 persons 16 years and older.

Almost two-thirds of those household members were employed full-time or part-time outside the household.<sup>7</sup> Another 14.7 percent were self-employed. Twenty percent were not working outside the household and were not seeking such work. Only 1.7 percent were not employed but looking for work outside the household.

Given the goals of the survey, it was important to determine why those not working and not seeking work were not in the labor force.<sup>8</sup> Almost twenty percent of the reasons given for those not seeking work was that they were unable to work outside the household.<sup>9</sup> (By definition, that included individuals with a disability or with household responsibilities that precluded a job outside the house.) Over seventy percent of the responses were that non-participation was the result of retirement. Less than ten percent reported non-participants

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the results to several NDED staff in a conference call. An important observation he made was that potential respondents to the survey seemed willing to participate in the survey, in part, because it was being conducted by their neighbors.

<sup>5</sup> That figure is the total number of completed surveys divided by that total plus the number of persons called who refused to participate in the survey (times 100). Notices of the impending local labor survey in local newspapers likely contributed to the high response rate. The fact the survey was conducted by residents of Fullerton also contributed to the response rate.

<sup>6</sup> The U.S. Department of Labor defines the civilian labor force as all individuals 16 years of age and older who are seeking employment. For purposes of comparison, the same age range was used for this survey.

<sup>7</sup> Interviewers were instructed to include among those employed outside the household anyone who worked part-time or part-of-the-year outside the household, so the self-employed includes only those who worked exclusively in their own business.

<sup>8</sup> The U.S. Department of Labor defines the labor force as those who are working plus those who are looking for a job. It does not include anyone who is not actively seeking a job.

<sup>9</sup> Respondents were allowed to provide multiple reasons for individuals not seeking outside work, so the results represent the percentage of reasons identified, not the percentage of “not working, not seeking” household members.

were still in school; and only 1.6 percent of the reasons given was a belief there were no acceptable jobs available.

### Reported Job Interest and Skills of the Unemployed

An assumption of this survey was that the unemployed in the Fullerton area might represent a potential source of employees for a new or expanding business.<sup>10</sup> Consequently, the survey questionnaire included a section that solicited information about the employment proclivities of unemployed respondents. Only 24.2 percent of those reported as unemployed would apply for a job in Fullerton if a business in that community announced job openings for which they were qualified (see Table 3.) The reason most of the unemployed would not apply for a job was, of course, that they were retired. Nonetheless, fifty-eight percent of the unemployed who would apply were individuals reported to be seeking employment or who were still in school or who believed there were currently no acceptable jobs available.<sup>11</sup> The remaining forty-two percent were individuals reported to be retired or unable to work outside the household. Those results suggest that “acceptable” new jobs might expand the labor force to some degree.<sup>12</sup>

Of those who would apply for a job, the average wage they would need to receive to accept a job was \$8.43 per hour. Fifty-eight percent of those who would apply would commute no more than 15 miles for a job and only 12.5 percent would commute more than 50 miles. The unemployed interested in a job had a variety of skills with 12.2 percent reported as having computer software or sales skills.<sup>13</sup> Almost fourteen percent had clerical experience and 10.8 percent transportation or construction skills.

### Reported Job Interest and Skills of the Employed

Respondents reported that 59.9 percent of the employed household members would apply for a job if a new or expanding Fullerton business announced job openings for which they were qualified (see Table 4). The average wage they would require to accept such a job was \$10.49 per hour.<sup>14</sup> Over three-quarters of the employed (76.4 percent) would commute

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<sup>10</sup> Other analysts have concluded “most new employers draw their workforce from those who are presently employed, not those who are unemployed” (Trevor Steinert and Brett Zollinger, “Great Bend Labor Availability Analysis,” The Docking Institute of Public Affairs, 2001). That’s no doubt true but a complete view of the Fullerton area labor force required information about the job expectations of the unemployed.

<sup>11</sup> An interesting aspect of the responses to this question was that virtually all of those reporting a household member was unemployed but seeking work or was unemployed because they believed no acceptable jobs were currently available reported those unemployed household members would apply for announced job openings. That seems like a logical set of responses and suggests respondents answered questions consistently (admittedly, the number of responses in these categories was small).

<sup>12</sup> The small number household members reported to be unemployed but willing to apply for announced job openings makes definitive statistical analysis of the implications of those numbers questionable. As discussed later, though, when extrapolated to the entire population those numbers represent fairly large numbers of individuals.

<sup>13</sup> These were self-reported skills, i.e., there was no standard definition of what constituted possessing an identified skill. Undoubtedly, individuals reported as possessing multiple skills were unlikely to have formal certification for all of those skills. However, the respondents’ educational characteristics reported later suggests many had formal skill training at a community college or a four-year college.

<sup>14</sup> Although a weighted average, this is an underestimate of the required average wage because the last wage category was “\$15.00 or more.” The average uses \$15 since that is the only number we know for certain, but many

16 to 30 miles for an acceptable job. Twenty percent would commute 31 to 50 miles. So, employed Fullerton area household members would commute substantial distances for an acceptable new job, but would also require a substantial hourly wage.<sup>15</sup>

The largest percentage (27.8 percent) of employed household members had jobs in the agriculture industry, that is, they were farmers.<sup>16</sup> The next largest industry of employment was services (13.3 percent), followed by government (10.8 percent). Construction, manufacturing, and retail were the remaining leading employment industries. This distribution of industrial employment highlights the fact that economically the Fullerton area depends on agriculture.

The types of work the employed household members performed in their current jobs also highlights that agricultural emphasis. A third performed skilled work, and 19.1 percent professional work. When asked to list the occupational skills of employed household members, respondents selected a broad range of occupations. The most commonly reported occupational skills were computer software, clerical, and construction. Precision production and welding were two other leaders.<sup>17</sup>

### Respondent Characteristics

Respondents to the survey were almost evenly divided between men (50.9 percent) and women (49.1 percent) (see Table 5). That is very close to the gender breakdown for Nance County (51.0 percent male in 2000 and 49.0 percent female).<sup>18</sup> Whether it is as representative of the labor force breakdown is unknown since 2000 Census labor force numbers are not yet available.

The average age of respondents was 51.0 years. A somewhat more comparative number is the median age, which was 50 years.<sup>19</sup> The 2000 Census median age for Boone County was 39.9 years; Merrick County 39.2 years; and Nance County 40.1 years. The difference may not be as significant as it seems at first given that survey respondents were limited to those 18 years and older and the Census median is the figure for all county

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of those selecting that category would require more than \$15.00 per hour; e.g., one respondent would require \$25 per hour and that was reasonable given the respondent's current position. Note: a fairly large percentage, 11.6 percent, selected the \$15.00 or more category, so the average could be a considerable underestimate.

<sup>15</sup> Currently, most employed household members work in the area of the survey. For example, 31.4 percent worked in Fullerton or Nance County. But significant percentages worked outside the area, 13.4 percent in Columbus or Platte County and 3.5 percent in Grand Island or Hall County. A small percentage worked as far away as Lincoln and Omaha.

<sup>16</sup> Since some individuals were assumed to have more than one job, respondents were allowed to select more than one industry of employment. Many of those reported to be employed in agriculture had full- or part-time jobs in other industries, too.

<sup>17</sup> This may seem like a broad, balanced collection of skills but, when you consider agriculture is the leading industry of reported employment, the distribution seems more logical. Farming requires a range of occupational skills from the use of computers to machinery repair to horticultural skills.

<sup>18</sup> Obviously, the survey included respondents from outside Nance County, but the aggregate statistics for the other counties are not significantly different than Nance County.

<sup>19</sup> The median is the middle value in a distribution.

residents.<sup>20</sup> Whether that difference was significant or not, the average survey respondent was mature in terms of age (as further evidenced by the mode, or most common value reported, which was 48 years).

The average respondent was also well educated. Only 8.0 percent reported less than 12 years of schooling.<sup>21</sup> More than a third reported 12 years of school, so 53.4 percent reported more than twelve years of school with 18.5 percent reporting 16 years or more. Because respondents were only asked the number of years of schooling completed not degrees earned, it is not possible to say with certainty how many were high school or college graduates.

Finally, respondents were asked whether they were fluent in any language other than English. Less than ten percent reported they were. That seems somewhat odd given the growth in the Hispanic population in Nebraska in the last decade.<sup>22</sup> On the other hand, the 2000 Census reported only 46 Hispanics in Nance County.

## **The Implications**

### **Number and Occupational Skills of Potential Labor Force**

As noted above, percentage results suggest there are not a lot of unemployed persons in the Fullerton area seeking jobs outside their households.<sup>23</sup> A large majority of those reporting they were not employed said it was because they were retired. So, are there significant numbers of individuals in the Fullerton area who provide a labor pool for a new or expanding employer? Yes, in addition to the comparatively small percentage of unemployed who would apply, over half of those reported as currently working full- or part-time outside the household or self-employed would apply for new jobs they were qualified for.

Given the goals of this survey, the question that immediately arises is how many such persons were there. There are two sources of potential applicants – the currently unemployed seeking work and the currently working who would consider applying for a new job. Based on the number of “households” listed in telephone directories, almost eleven percent of the households in the Fullerton area (as defined by the neighboring communities included) responded to the survey. That suggests that there are about 220 currently unemployed persons in the Fullerton area who would consider applying for a new job for which they were

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<sup>20</sup> 2000 Census numbers breaking down county populations by age are not yet available, so a more precise comparison is not possible.

<sup>21</sup> The average age of respondents with less than 12 years of schooling was higher than the averages for those with 12 or more years. In fact, those reporting only 8 years of schooling had the highest average age at 70.7 years. Obviously, when those individuals were in secondary school, it was less common for people to complete high school.

<sup>22</sup> A few interviewers recorded the second language the respondents reported. The most common seemed to be Polish and most reporting they spoke that language were retirement age or older.

<sup>23</sup> This is somewhat contrary to Nebraska Department of Labor numbers, which show an unemployment rate of 4.2 percent for Nance County, of 3.5 percent for Boone County, and of 2.4 percent for Merrick County in December 2001.

qualified.<sup>24</sup> In addition, a 175 employed persons in Fullerton area were reported as willing to apply for new jobs so, assuming the sample households represented all households in the population, there are approximately 1,600 currently employed persons who would consider applying for new job openings.

That does not mean that that many people would apply for any new job openings announced in Fullerton.<sup>25</sup> Those willing to apply had a range of wage and commuting requirements that would need to be met. In other words, \$7.00 an hour jobs would only attract a small number of individuals; \$12.00 an hour jobs would meet the wage requirements of a much larger number of individuals, but then only a small percentage of individuals in the area may be qualified for jobs paying that higher wage.

The survey results suggest a couple of other characteristics of potential applicants for new jobs or requirements of those jobs. There seems to be no correlation between the reported industry of employment and willingness to apply for a new job. However, there was a correlation between average number of years in the current job and willingness to apply. Those reported as not interested in applying had been in their current job for an average of 21.6 years and those willing to apply had been in their current job for an average of 13.8 years.<sup>26</sup> These high averages are probably a result of the high average respondent age and the large number that were employed in agriculture, but they do suggest not surprisingly that younger, less entrenched employees are more likely to consider switching jobs than others.

In addition to paying competitive wages to attract applicants, new or expanding employers in Fullerton would probably need to offer employer-provided health insurance. Over sixty percent of employed respondents reported receiving that benefit, so most potential new hires would seemingly be unlikely to switch jobs unless that benefit was provided.

The second goal of the survey was to estimate the number of persons in the labor pool with particular job skills. Cross-tabulating those reported as willing to apply for new jobs by the type of work they currently perform showed that almost a third were skilled workers (see Table 6). Again, if the eleven percent of the households in the survey represent all households, there were approximately 780 skilled workers who would consider applying for a new job. Almost 500 who currently perform professional work would consider applying. When it comes to occupational skills, an estimated 900 potential job applicants have experience with computer software or clerical work. Over 550 have precision production skills; 670 welding skills; and 800 construction skills. As mentioned above, the distributions of occupational skills

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<sup>24</sup> That estimate was derived by dividing the number of unemployed reported as willing to apply for a new job (24) by the ratio value 0.108 (that ratio was the number of completed surveys [345] divided by the number of residential telephone numbers in the selected communities [3,200]).

<sup>25</sup> In addition to the reason cited above, an additional reason a thousand individuals would not apply for announced new jobs is that the survey response was an answer to a hypothetical question. In theory, we all say we would do things that we would not do if confronted with reality. The decision to switch jobs depends on more than the wage rate and commuting distance or, as other researchers have observed, "not all of the available labor pool will apply for a new job opportunity. Rather the available labor pool represents those with a propensity to consider a new job opportunity given their employment expectations (Steinert and Zollinger, "Great Bend," 2001).

<sup>26</sup> A t-test showed that the difference between those mean values was statistically significant.

by those willing to consider a new job were not significantly different than the distributions for all employed persons or those that would not apply.<sup>27</sup>

### Validity of the Results

As mentioned at the beginning of this report, the Fullerton area local labor survey was a pilot of a survey methodology proposed by NDED. As the first, it was expected the methodology and survey instrument would have rough edges. They did, although it would be difficult to disagree with the statement the survey went as well as could be expected. Among the positives were:

1. The Fullerton volunteers who conducted the surveys were enthusiastic and efficient. The interviews were completed in a minimum amount of time.
2. The Fullerton volunteers did a good job of completing the call sheets and survey forms. When necessary, they provided marginal comments that helped interpret the responses.
3. The Fullerton volunteers reviewed the initial call lists and were able to identify a number of individuals who had moved or died, saving valuable time in the interviewing process.
4. As a group, respondents were willing to participate in the survey. Local advertising of the survey and the fact local residents conducted likely contributed to that willingness.

Among the issues that need to be resolved are:

1. Because most people not working were retired, very few respondents completed Part II of the questionnaire. Those questions may need to be reworked.
2. There were no questions regarding whether the employed persons worked full- or part-time. It might make interpretation of the numbers willing to consider a new job clearer to have that information.
3. Likewise, there was no direct question about whether farming was the respondent's principal occupation and it may make interpretation easier to have that question directly answered.
4. The questionnaire should include more of the definitions and completion instructions that are currently in the instruction sheet handout.
5. Finally, the results of the education question and others suggest the sample may not be truly representative of the Fullerton area population. That may be an unavoidable consequence of using local telephone directories to draw the sample.

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<sup>27</sup> Although a visual examination of the occupational skills of the unemployed and employed who would apply for a new job suggested some differences, a Chi-square test showed no significant difference. However, a t-test shows the average wage required by the unemployed to accept a new job is significantly lower than the average wage required by the employed.

Because of these concerns, the survey results were not definitive.<sup>28</sup> They were, however, consistent and useful. The Fullerton Economic Development Committee can confidently report to any likely new or expanding employers that there are adequate numbers of potential employees in the area. Those potential employees may not have all of the specific skills required by an employer, but Fullerton area workers have a broad range of occupational experiences and skills and the educational background to acquire new ones.

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<sup>28</sup> Statistically speaking, no survey results are definitive, well-conducted surveys just have a higher probability of producing accurate results than others.

## APPENDIX TABLES

**Table 1. Response Rate, Fullerton Local Labor Survey, 2002**

	Number	Percent of Total Called	
Completed Surveys	345	42.5%	<b>Response Rate <sup>1</sup></b>
Refusals	165	20.3%	
Call Backs Not Made	28	3.4%	
Not Available	36	4.4%	
No Answer	146	18.0%	
Disconnected	95	11.7%	
Total Called	812	100.0%	

<sup>1</sup> Response rate equals the total number of completed surveys divided by that number plus the number of refusals times 100.

**Table 2. Part I Summary - Household Characteristics**

Characteristic	Number	Percent
Number of Completed Surveys	345	NA
Total 16 Years and Older	681	NA
Average # Working Age Per Household	2.0	NA
Employment Status of 16 & Older:		
Employed Outside the Household	413	64.0%
Self-Employed	95	14.7%
Not Working, But Seeking	11	1.7%
Not Working, Not Seeking	126	19.5%
Reasons Not Seeking Work:		
Unable to Work Outside Household	24	18.9%
Still in School	12	9.4%
No Acceptable Jobs Available	2	1.6%
Retired	89	70.1%
Other	0	0.0%

**Table 3. Part II Summary - Job Interests and Skills of the Unemployed**

Item	Number	Percent	Item	Number	Percent
<b>Would apply for job opening?</b>			<b>Acceptable One-Way Commute:</b>		
<b>Yes</b>	<b>24</b>	<b>24.2%</b>	Less than 5 miles	4	16.7%
Selected Characteristics of "Yes!:"			5-15 miles	10	41.7%
Seeking a Job	10	41.7%	16-30 miles	7	29.2%
Believe No Jobs Available	2	8.3%	31-50 miles	3	12.5%
Still in School	2	8.3%	Over 50 miles	0	0.0%
Unable to Work Outside	5	20.8%	Don't Know	0	NA
Retired	5	20.8%			
<b>No</b>	<b>71</b>	<b>71.7%</b>	<b>Occupational Skills:</b>		
<b>Don't Know</b>	<b>4</b>	<b>4.0%</b>	Computer Hardware	3	4.0%
			Computer Software	9	12.0%
			Clerical	10	13.3%
<b>Acceptable Wage:</b>			Precision Production	2	2.7%
\$7.00 per hour	8	34.8%	Sales	10	13.3%
\$8.00	4	17.4%	Transportation	8	10.7%
\$9.00	5	21.7%	Management	3	4.0%
\$10.00	5	21.7%	Machine Operator	5	6.7%
\$11.00	1	4.3%	Health Care	4	5.3%
\$12.00	0	0.0%	Technical	1	1.3%
\$13.00	0	0.0%	Welding	5	6.7%
\$14.00	0	0.0%	Construction	8	10.7%
\$15.00 or more	0	0.0%	Telemarketing	7	9.3%
Don't Know	1	NA	Don't Know	5	NA
<b>(Weighted) Average Wage</b>	<b>\$8.43</b>				

**Table 4. Part III Summary - Job Interest and Skills of Employed**

Item	Number	Percent	Item	Number	Percent
Would apply for job opening?			More Than One Job:		
Yes	175	59.9%	Yes	70	24.2%
No	100	34.2%	No	218	75.4%
Don't Know	17	5.8%	Don't Know	1	0.3%
<b>Acceptable Wage:</b>	<b># of Resp.</b>	<b>Percent</b>	Industry Employed:		
\$7.00 per hour	12	6.9%	Agriculture	113	27.8%
\$8.00	24	13.9%	Mining	1	0.2%
\$9.00	33	19.1%	Construction	35	8.6%
\$10.00	38	22.0%	Manufacturing	32	7.9%
\$11.00	15	8.7%	Transportation	17	4.2%
\$12.00	19	11.0%	Communications	14	3.4%
\$13.00	5	2.9%	Public Utilities	7	1.7%
\$14.00	2	1.2%	Wholesale	6	1.5%
\$15.00 or more	25	14.5%	Retail	30	7.4%
Don't Know	5	NA	Finance	12	3.0%
<b>(Weighted) Average Wage</b>	<b>\$10.49</b>		Insurance	4	1.0%
			Real Estate	5	1.2%
Acceptable One-Way Commute:			Service	54	13.3%
Less than 5 miles	7	3.9%	Government	44	10.8%
5-15 miles	32	18.0%	Other	32	7.9%
16-30 miles	97	54.5%	Don't Know	1	NA
31-50 miles	37	20.8%			
Over 50 miles	5	2.8%	Average Years in Current Job	16.5	
Don't Know	1	NA			
			Type of Work Performed:		
Occupational Skills:			Professional	81	19.1%
Computer Hardware	69	5.9%	Sales	36	8.5%
Computer Software	128	11.0%	Clerical	43	10.1%
Clerical	140	12.1%	Technical	47	11.1%
Precision Production	98	8.4%	Skilled	148	34.8%
Sales	103	8.9%	Semi-skilled	61	14.4%
Transportation	80	6.9%	Unskilled	9	2.1%
Management	88	7.6%	Don't Know	11	NA
Machine Operator	103	8.9%			
Health Care	49	4.2%	Have employer health insurance?		
Technical	52	4.5%	Yes	179	62.6%
Welding	110	9.5%	No	107	37.4%
Construction	124	10.7%	Don't Know	0	0.0%
Telemarketing	16	1.4%			
Don't Know	5	NA			

**Table 5. Part IV Summary - Respondent Characteristics**

Characteristic	Number/Value	Percent
<b>Age:</b>		
Mean	51.0	
Median	50	
Mode	48	
<b>Education:</b>		
8 Years	16	4.7%
9	4	1.2%
10	3	0.9%
11	4	1.2%
12	131	38.1%
13	48	14.0%
14	62	18.0%
15	12	3.5%
16	39	11.3%
17	6	1.7%
18	6	1.7%
19 or more	13	3.8%

**Table 5. Part IV Summary - Respondent Characteristics (cont.)**

Characteristic	Number/Value	Percent
<b>Fluent in Second Language:</b>		
Yes	29	8.5%
No	313	91.5%
<b>Gender:</b>		
Male	175	50.9%
Female	169	49.1%

**Table 6. Estimated Number and Work and Occupational Skills of Potential Job Applicants**

	<b>Number</b>	<b>Percent</b>			<b>Estimated Applicants</b>
Type of Work Performed:					
Professional	53	19.8%			492
Sales	28	10.4%			260
Clerical	28	10.4%			260
Technical	31	11.6%			288
Skilled	84	31.3%			779
Semi-skilled	38	14.2%			353
Unskilled	6	2.2%			56
Don't Know	7	NA			65
	<b>Employed</b>		<b>Unemployed</b>		
<b>Occupational Skills:</b>	<b>Number</b>	<b>Percent</b>	<b>Number</b>	<b>Percent</b>	<b>Estimated Applicants</b>
Computer Hardware	40	5.4%	3	4.1%	399
Computer Software	85	11.5%	9	12.2%	872
Clerical	90	12.1%	10	13.5%	928
Precision Production	59	8.0%	2	2.7%	566
Sales	75	10.1%	9	12.2%	779
Transportation	47	6.3%	8	10.8%	510
Management	56	7.6%	3	4.1%	547
Machine Operator	63	8.5%	5	6.8%	631
Health Care	35	4.7%	4	5.4%	362
Technical	33	4.5%	1	1.4%	315
Welding	67	9.0%	5	6.8%	668
Construction	78	10.5%	8	10.8%	798
Telemarketing	13	1.8%	7	9.5%	186
Don't Know	5	NA	5	NA	93