

Employment & Training Institute

Linking Job Seekers to Available Job Openings:

A Survey of Central City Milwaukee Workers

Fall 1994

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Fall 1994

Survey conducted by

Employment and Training Institute
Social Science Research Facility
University of Wisconsin-Milwaukee

Background on the Milwaukee Labor Market Study Project

To address the need for information on the local labor market, the City of Milwaukee, Milwaukee Area Technical College, Milwaukee Public Schools, Private Industry Council of Milwaukee County, and the University of Wisconsin-Milwaukee have joined together in a unique partnership effort to survey businesses in the metropolitan area and to improve planning for employment of Milwaukee residents. This report summarizes the annual household survey of Milwaukee workers and job seekers, which is conducted concurrently with the project's semi-annual Establishment Survey of Job Openings, detailing the types of jobs available in the metropolitan area by industry, location, full or part-time status, and level of fringe benefits. Milwaukee is the only major city in the country regularly studying job openings and worker needs in order to assess the number and type of jobs available and the level of skill training employers need to fill openings.

This information is used by the governmental partners to assist in:

- identifying employment availability for target populations.
- locating areas of opportunity for new labor force entrants and Milwaukee Public Schools graduates.
- assessing vocational education priorities at the high school and post-secondary school levels.
- planning employment initiatives for central city residents and youth.
- developing policies to address spatial and skill mismatches between employer needs and labor force participants in the Milwaukee area.
- identifying difficult-to-fill jobs which can be addressed by education and training programs or improved counseling of job seekers.
- assessing occupational shifts in the Milwaukee economy and their impact on low-skilled and semi-skilled workers.

Funding for this study was provided by the Helen Bader Foundation, Inc., the City of Milwaukee, Milwaukee Public Schools, Milwaukee Area Technical College, Private Industry Council of Milwaukee County, and the University of Wisconsin-Milwaukee. For more information, contact the Employment and Training Institute, University of Wisconsin-Milwaukee, P.O. Box 413, Milwaukee, WI 53201-0413. Phone (414) 229-5902.

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Linking Job Seekers to Available Job Openings: A Survey of Central City Milwaukee Workers

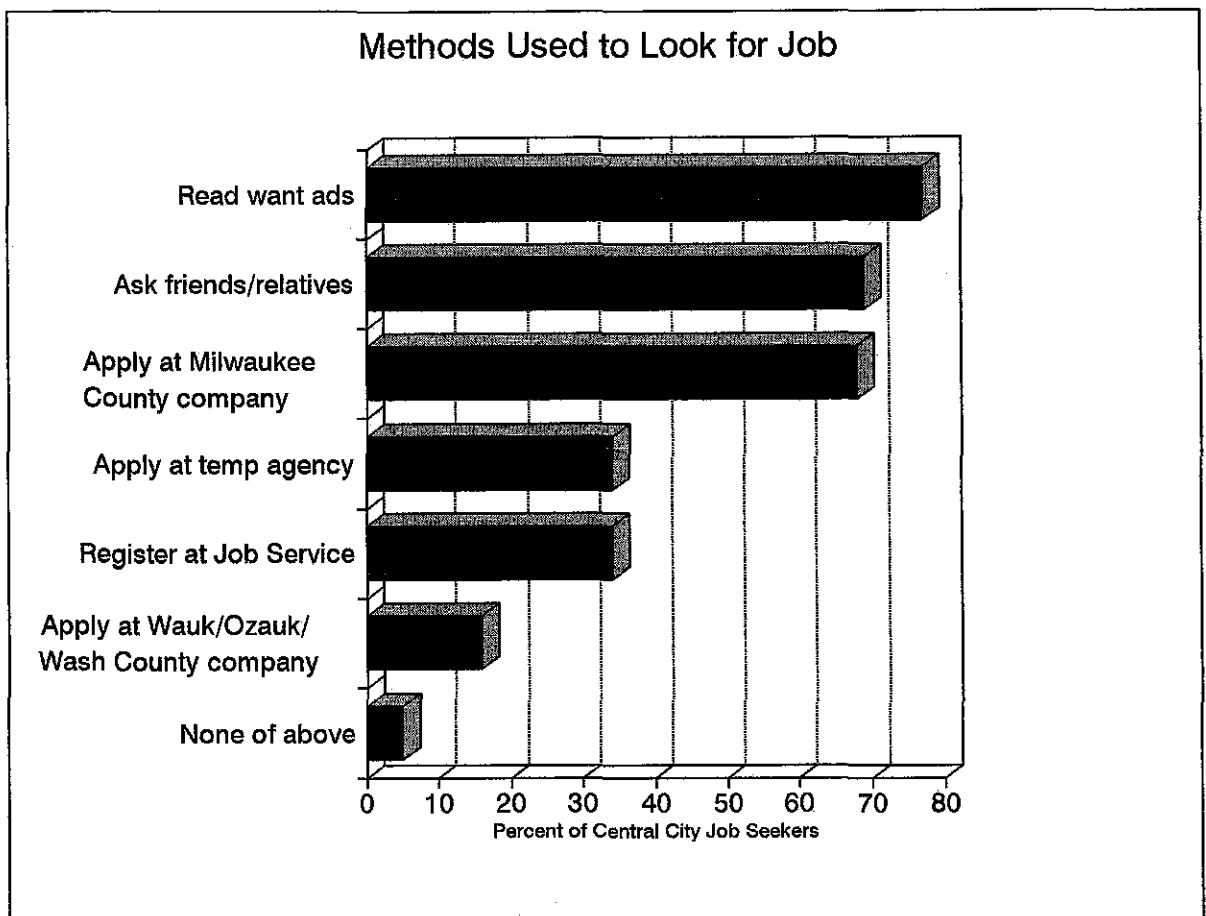
From October 24 through December 2, 1994, residents in 491 households in central city Milwaukee neighborhoods were interviewed to solicit information on their employment status, methods used to hunt for jobs, and perceived barriers to employment. A total of 317 women and 174 men of working age (18 through 59 years) were interviewed. The survey was conducted concurrently with a survey of Milwaukee area employers, collecting data on job openings, location of jobs, wages offered, and education and training requirements. These surveys are part of an intergovernmental Labor Market Study Project designed to increase the employment of Milwaukee area residents and to improve education and training programs for workers.

Summary of Findings

- ✓ One out of every three central city Milwaukee men and women in the labor force reported that they were looking for a job. This included unemployed men and women (54 percent of all job seekers), workers in temporary or part-time jobs (23 percent of job seekers), and workers with full-time permanent jobs (23 percent of job seekers). Need for better pay, better or more hours, desire for advancement, and dissatisfaction with their present job were cited by employed residents seeking new jobs.
- ✓ The October 1994 Job Openings Survey emphasized the importance of technical training, with 10,800 full-time openings requiring experienced or technically-trained workers. The survey found that over three-fourths of job seekers were interested in participating in a training program at the Milwaukee Area Technical College to prepare for a new job. Ninety percent of unemployed high school non-completers were interested in MATC training.
- ✓ The October 1994 Job Openings survey found that unemployed workers in the central city neighborhoods of Milwaukee outnumber available jobs by a ratio of four workers for every one full-time opening. While 40 percent of full-time job openings were located in Waukesha, Ozaukee and Washington counties, only one out of every six central city job hunters reported applying for jobs with companies outside Milwaukee County.
- ✓ For many of the job openings in Waukesha, Ozaukee and Washington counties, workers need private transportation. Nearly two-thirds (64 percent) of unemployed job seekers did not have a car, and 17 percent had a car but no valid Wisconsin driver's license.
- ✓ Wages sought by workers appeared realistic for many of the job openings listed by employers in October. Ninety percent of unemployed job seekers were willing to accept jobs paying less than \$8.00 an hour, 71 percent to accept jobs paying less than \$7.00 an hour, and 46 percent to accept jobs paying less than \$6.00. Only 17 percent of unemployed job seekers reported that they could work for minimum wage or less than \$5.00 an hour.
- ✓ Very few central city teen job seekers registered at Job Service or applied for jobs with companies located outside Milwaukee County. Survey findings highlight the importance of the Milwaukee Public Schools School-to-Work Program in helping teenagers develop comprehensive job search strategies.

✓ Job Search Methods Used by Workers Looking for Employment

Employed and unemployed adults who reported that they were currently job hunting were asked what job search activities they had initiated within the last four weeks. Men and women showed similar search patterns, relying first on newspaper want ads and secondarily, on contact with friends and relatives about jobs and direct application to employers in Milwaukee County. A third of job seekers (34 percent) applied at temporary agencies for work, equal to the percentage registering at the Wisconsin Job Service office.



Job Search Methods Used by Younger and Older Workers

<u>Job Search Method</u>	Percent Using Method by Age of Job Seeker:				All Job Seekers
	18-19	20-29	30-39	40-59	
Read newspaper want ads	80%	76%	84%	75%	79%
Contacted friends and relatives about jobs	76	71	65	67	69
Placed application with an employer in Milwaukee County	80	68	72	46	67
Applied at a temporary employment agency	32	39	37	21	34
Registered at Job Service	8	35	39	46	34
Placed application with employer outside Milwaukee County	4	16	19	21	16
None of the above	--	6	5	8	5

✓ Job Search Techniques Used by Milwaukee Teenagers

Teenagers who were looking for work or for a new job usually relied on three methods: reading the newspaper want ads, contacting friends and relatives about jobs, and placing applications directly with Milwaukee County employers. Less than one-tenth of central city teen job seekers registered with Job Service in order to tap into job openings in the metropolitan area and even fewer contacted employers directly in Waukesha, Ozaukee and Washington counties for openings, even though these areas are showing shortages of workers for entry-level jobs. These findings highlight the importance of the newly initiated Milwaukee Public Schools School-to-Work Program in helping teenagers develop comprehensive job search strategies.

Employed teens who were looking for a different job reported currently working full-time as an assembler, day care worker, dietary aide, dishwasher, dock worker, fast food and sales workers. Teens employed part-time and job hunting were working as a bus driver, cashier, fast food worker, technician and warehouse worker. Unemployed teens looking for jobs showed past experience as a cashier, child care worker, dietary aide, housekeeper, restaurant worker and summer ground crew worker. Several teen job seekers had no labor market experience.

✓ Job Seekers Applying at Companies in Waukesha, Ozaukee and Washington Counties

The October 1994 Job Openings survey found that unemployed workers in the central city neighborhoods of the City of Milwaukee outnumber available jobs by a ratio of four workers for every one full-time opening. In October, 40 percent of the estimated 19,594 full-time job openings for the Milwaukee metropolitan area were located in Waukesha, Ozaukee and Washington counties. In spite of the availability of job openings in the outlying counties, only one out of every six central city job hunters reported applying for jobs with employers outside Milwaukee County. Only four percent of teen job hunters had placed an application with an employer outside Milwaukee County within the last four weeks.

Those central city workers seeking wage rates of \$9.00 or more an hour were more likely to apply for jobs outside the county, but even among this group only about one-third of job seekers had applied directly with companies in Waukesha, Ozaukee or Washington counties.

✓ Interest in Training at Milwaukee Area Technical College

The October 1994 Job Openings Survey emphasized the importance of technical training for today's labor market. The survey showed an estimated 10,804 full-time openings for experienced or trained workers, with 6,451 of these jobs identified as difficult to fill. These included jobs requiring a college associate degree, technical training, certification, licensing, or occupation-specific work experience. The household survey indicated a strong interest in vocational training programs at the Milwaukee Area Technical College among workers looking for new jobs.

Over three-fourth of job seekers reported that they would be interested in participating in a training program at the Milwaukee Area Technical College to prepare for a new job. Interest in MATC programs was high among both present job holders and unemployed adults looking for work, and particularly high among high school dropouts. Ninety percent of unemployed high school non-completers expressed interest in training at MATC.

Percent of Job Seekers Interested in Training at MATC to Prepare for a New Job

<u>Workers' Current Level of Education</u>	<u>Percent Interested in MATC Training:</u>	
	<u>Unemployed Job Seekers</u>	<u>Employed Job Seekers</u>
High school non-completers	90%	85%
High school graduates	74%	83%
Some college/technical school	65%	68%
Total Job Seekers	78%	76%

✓ Use of Wisconsin Job Service by Central City Residents

Adults participating in employment activities through the Aid to Families with Dependent Children and general assistance programs or receiving unemployment compensation may be required to register with Job Service as part of their employment search activities. Central city job seekers with income from these sources reported higher rates of using Job Service as a job search strategy. Forty-four percent were registered with Job Service compared with only 28 percent of job seekers not reporting income from these sources. The new Milwaukee Job Centers, located in the central city, which include services of Wisconsin Job Service, should help increase access of job seekers to employment listings and to programs to improve employability.

✓ **Use of Temporary Employment Agencies**

Central city job seekers are as likely to use temporary employment services as to use Job Service, with teenagers and job seekers in their twenties more likely to contact temporary employment agencies than Job Service in their hunt for employment. Temp agencies frequently offer skills assessment and short-term job specific training in addition to job placement. Overall, about a third of job seekers reported applying at a temporary employment agency within the last four weeks.

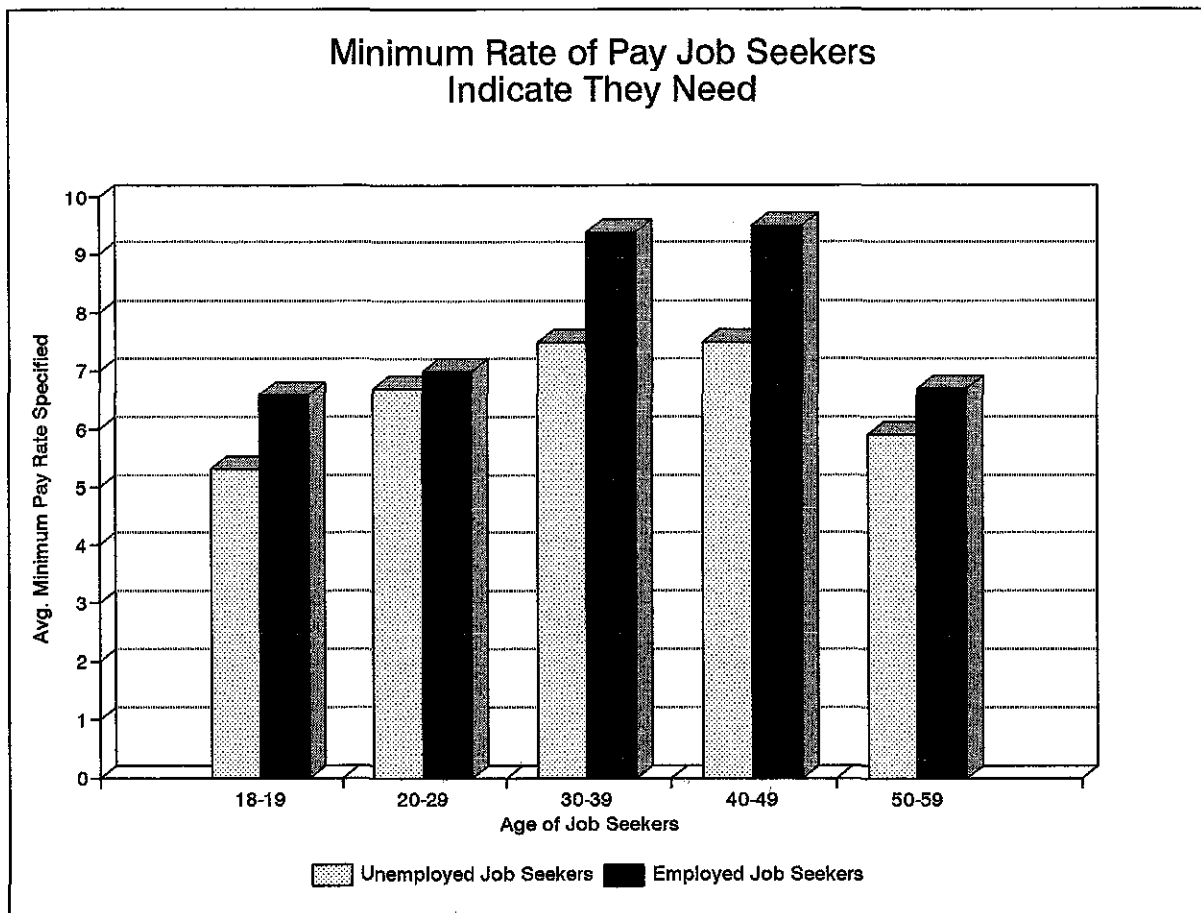
Occupations of Job Seekers Using Temp Services

Employed Men	Unemployed Men	Employed Women	Unemployed Women
assembler custodian dishwasher home improvement packaging technician loading trucks	bartender butcher's assistant computer lab dishwasher factory work housekeeping loading trucks maintenance	clerical work day care factory work food service newspaper delivery nursing assistant sales clerk security tax preparation telemarketing welding	cashier child care cleaning clerical customer service dietary aide factory work housekeeping mailing maintenance receptionist sales waitress

Current occupations are shown for employed job seekers and last occupation for unemployed job seekers.

✓ **Wages Needed by Job Seekers**

The wages sought by unemployed workers appear realistic for many of the job openings listed by employers in October. When asked the minimum rate of pay job seekers needed to earn in the job they were seeking, unemployed persons appeared willing to accept lower wages than workers currently holding a job. Ninety percent of unemployed job seekers were willing to accept jobs paying less than \$8.00 per hour, 71 percent to accept jobs paying less than \$7.00 an hour, and 46 percent to accept jobs paying less than \$6.00. Only 17 percent of unemployed job seekers reported that they could work for minimum wage or less than \$5.00 an hour.

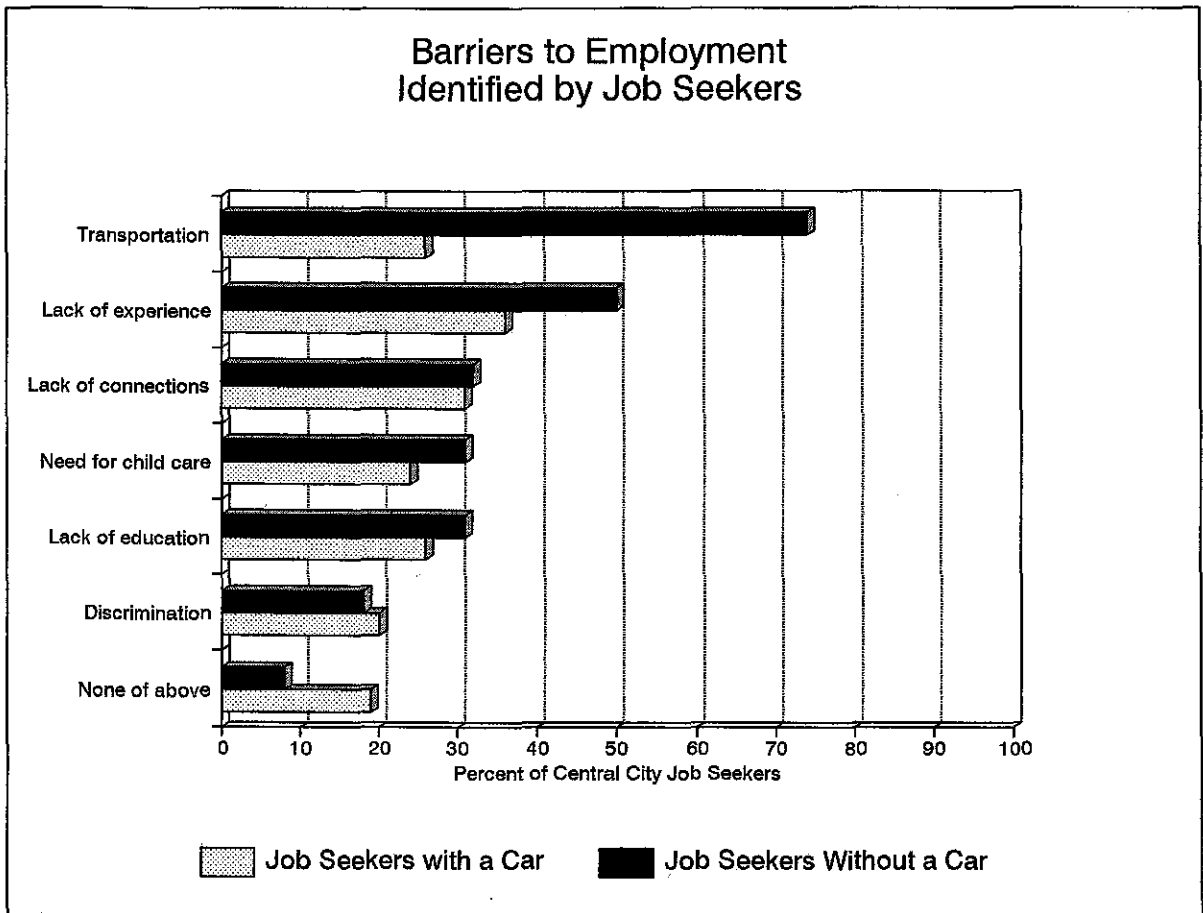


✓ **Reasons Employed Workers are Looking for a New Job**

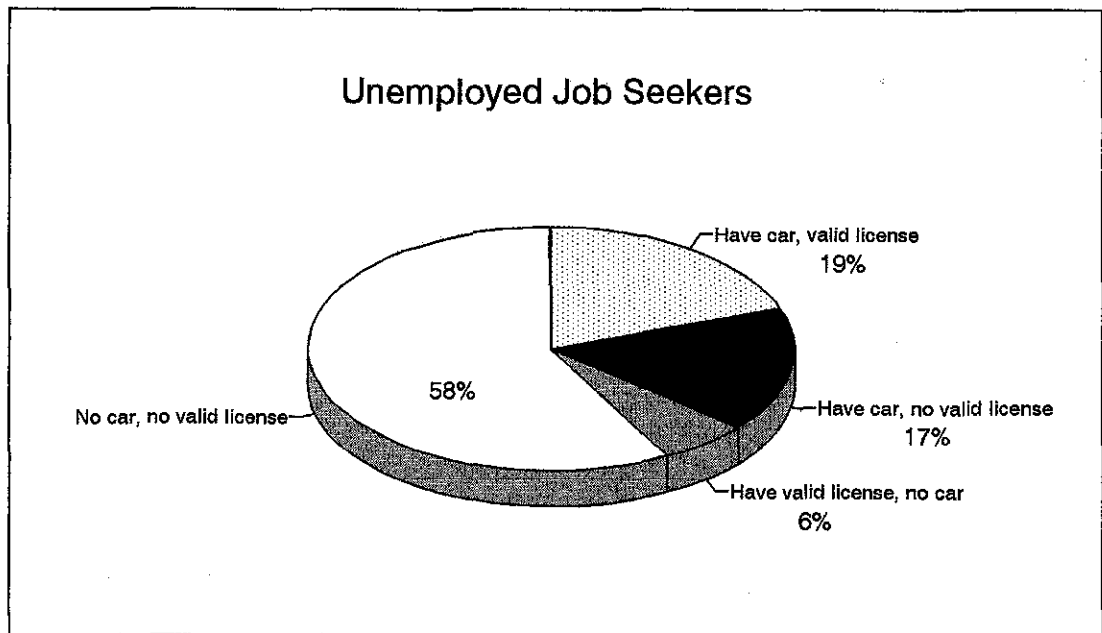
The most common reason employed adults cited for looking for a different job was need for more money -- identified by 28 percent of employed job seekers. Other reasons included: better, improved or more permanent hours (18 percent of job seekers), desire for advancement (11 percent), and dissatisfaction with present job (11 percent).

✓ **Barriers to Employment for Job Seekers**

Persons looking for work were asked about problems faced in their job search. The number one problem identified was **lack of transportation**. Nearly three-fourths (74 percent) of job seekers without a car identified transportation as a problem in their search for a job, compared with one-fourth (26 percent) of job seekers who reported having an automobile.



Compounding the problem of lack of cars are the number of central city job seekers who reported that they did not have a valid Wisconsin driver's license. Nearly two-thirds (64 percent) of unemployed job seekers did not have a car, and 17 percent had a car but no valid license.



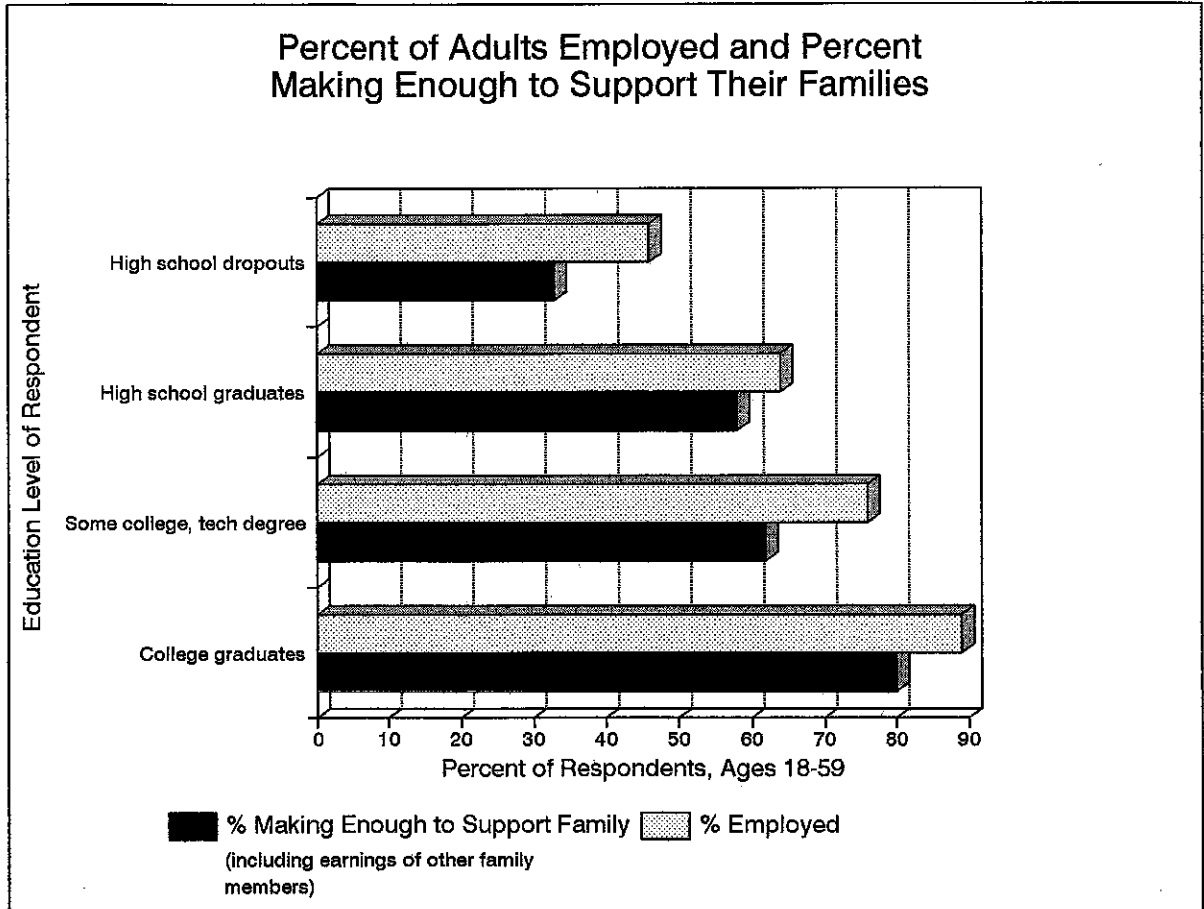
In addition to transportation problems, a number of unemployed women who were looking for work reported problems with **child care** as a barrier to employment, although child care appeared to be less of a problem for women who already had jobs. Forty-two percent of female job seekers not currently employed identified child care as a problem, compared to 21 percent of women with jobs. Males looking for a new job expressed more concern that women over lack of experience and lack of personal connections in their job search.

One out of six job seekers reported **discrimination** as a problem in finding a job. Most of these respondents reported concerns about racial discrimination, including several women who reported concerns about both racial and sex discrimination. Percentages of job seekers concerned with discrimination were similar for African American and white respondents, with 18 percent of job seekers in both groups reporting discrimination as a problem. African Americans and other minorities were twice as likely as whites to report discrimination based on race.

✓ **Earning Enough to Support a Family**

All survey respondents were asked if the earnings of employed members of their household were adequate to support their family. Eighty-three percent of respondents reported that at least one person was employed and slightly more than half (57 percent) reported that earnings from household workers were adequate to support the family. Employed men were more likely to report sufficient earnings to support a family than women. High school dropouts were least likely to report making enough to support a family.

Men reported problems earning family wages in full-time occupations in food service and as machine operators and home improvement jobs. Women who reported that they and other workers in their households did not earn enough to support their family listed full-time occupations in health fields, child care, teachers' assistants, factory work, and administrative support.



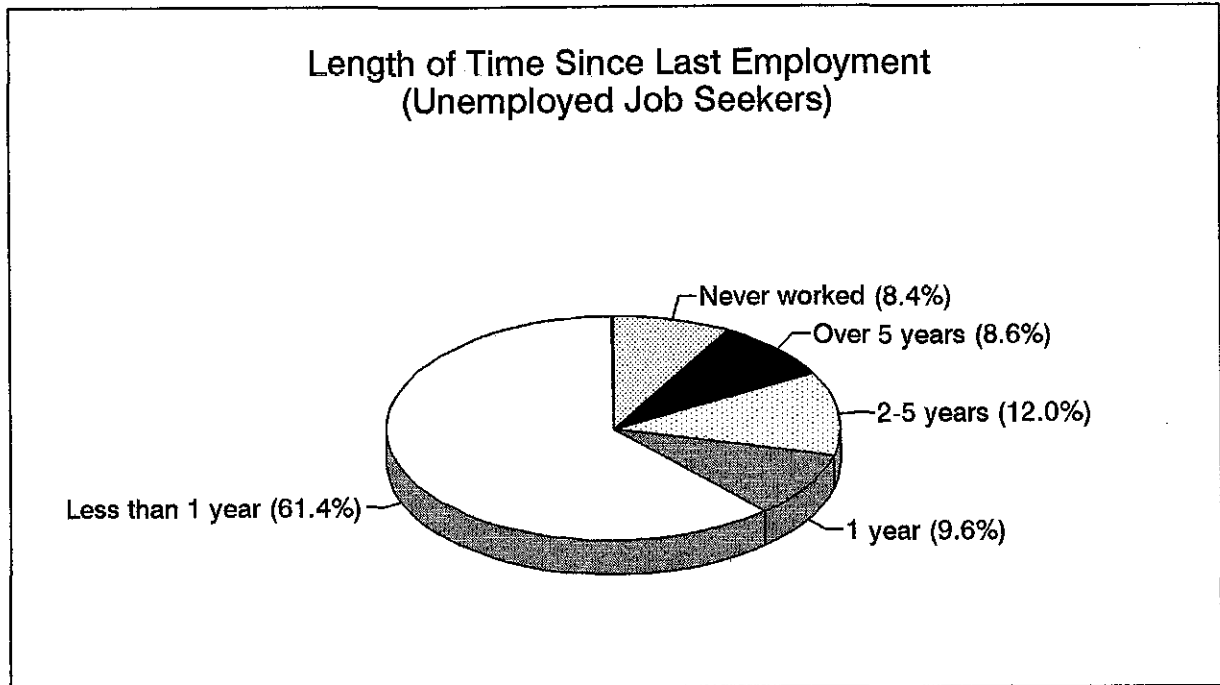
✓ **Health Insurance Coverage of Central City Workers**

The need for health insurance has been cited as a critical factor in determining whether workers are able to provide adequate care for their families in today's labor market. Forty-two percent of the central city households surveyed reported that some members of their households lacked health insurance coverage. Slightly more than two-thirds (70 percent) of persons employed full-time reported that all members of their household were covered by health insurance, and 86 percent reported that at least some household members were covered.

For part-time workers, 57 percent reported that all of their household members were covered by health insurance and 75 percent reported at least some health insurance coverage for members of their household.

✓ Unemployed Adults with Limited Work History

A number of jobs seekers interviewed reported no recent labor market experience. This problem was particularly serious for women where 12 percent of unemployed job seekers had no labor market experience, 12 percent had not been employed for five years or more, and 12 percent had worked last in 1990, 1991 or 1992. The graph below shows the last labor market experience of the unemployed men and women currently looking for work.

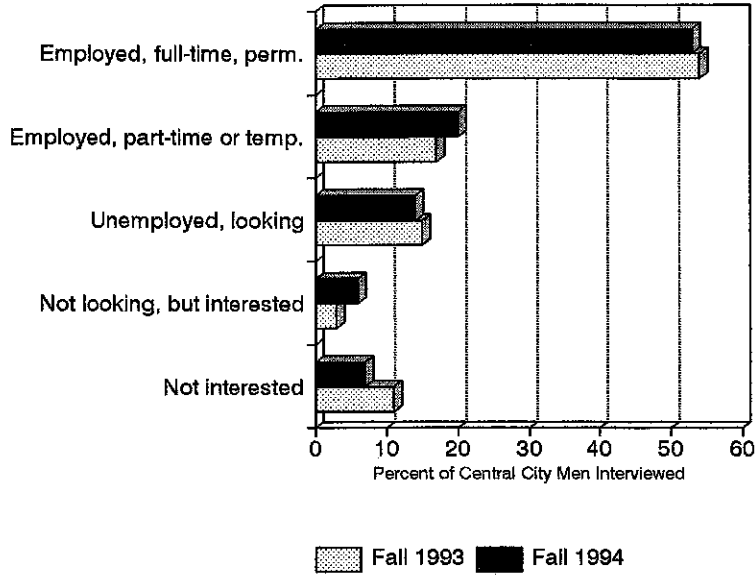


✓ Changes in Central City Labor Force Participation Since Fall 1993

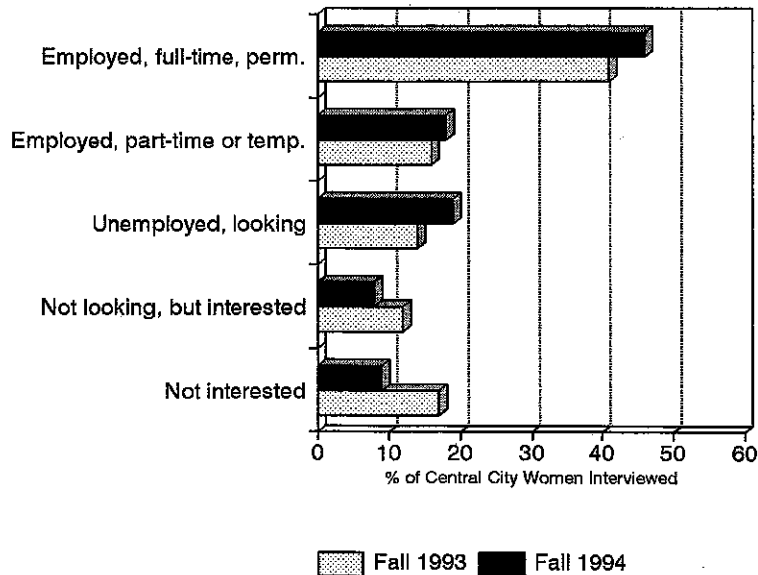
Interviews from the Employment and Training Institute/Social Science Research Facility Fall 1993 Household Survey were reviewed for the central city Milwaukee zipcodes covered by the Fall 1994 survey. The interviews showed an increase in the percentage of women in the labor force. In Fall 1993, 71 percent of women ages 18 to 59 years were employed or looking for work; in Fall 1994, that percentage had risen to 83 percent. The survey also showed higher proportions of women working in full-time, permanent jobs -- 46 percent in Fall 1994, compared to 41 percent of female labor force participants in Fall 1994.

The percentage of central city men with full-time, permanent jobs is similar to the rate in Fall 1993. As a result, differences between the proportion of men and of women working full-time are narrowing in central city Milwaukee neighborhoods.

Labor Force Status of Men Ages 18-59
(Fall 1993 and Fall 1994)



Labor Force Status of Women Ages 18-59
(Fall 1993 and Fall 1994)



The labor force status of many central city residents represents a highly fluid situation, rather than a fixed condition of permanent employment or unemployment. About a fourth of employed men and women (ages 18-59) were working in temporary or part-time jobs. The survey also found a high proportion of central city adults looking for work or seeking to improve their employment status. One out of every three (37 percent) men and women in the labor force reported that they were job-hunting. This included unemployed men and women (54 percent of all job seekers), workers in temporary or part-time jobs (23 percent of job seekers), and workers with full-time permanent jobs (23 percent of job seekers).

✓ **Hours Worked by Employed Workers**

Employed adults were asked how many hours a week they usually worked. Eighty-two percent of employed men and 76 percent of employed women worked full-time, that is usually more than 34 hours per week in their permanent or temporary jobs. Men were more likely than women to report working overtime.

Hours Usually Worked by Employed Respondents

<u>Hours Usually Worked Each Week</u>	Percent of Workers:	
	<u>Men</u>	<u>Women</u>
1 to 14 hours	1%	3%
15 to 24 hours	9	11
25 to 34 hours	8	10
35 to 44 hours	51	61
45 or more hours	<u>31</u>	<u>15</u>
TOTAL	100%	100%

✓ **Length of Employment**

Workers were also asked the number of years or months they had held their present job. The majority of male and female job holders in their forties and fifties had worked for the same employer for seven years or more.

Length of Time Workers Have Held Present Job

<u>MEN</u>	Age of Workers:			
	<u>20-29</u>	<u>30-39</u>	<u>40-49</u>	<u>50-59</u>
Less than 1 year	40%	26%	13%	22%
1 - 3 years	27	31	19	--
4 - 6 years	25	26	6	--
7 - 9 years	8	9	3	--
10 years or more	--	9	59	78
TOTAL	100%	100%	100%	100%

<u>WOMEN</u>				
Less than 1 year	48%	18%	12%	9%
1 - 3 years	36	27	12	21
4 - 6 years	16	29	23	15
7 - 9 years	--	7	12	3
10 or more years	--	19	40	52
TOTAL	100%	100%	100%	100%

APPENDIX

Survey Methodology

Telephone surveys were conducted of a random sample of 491 Milwaukee households from October 24 through December 2, 1994. A total of 174 men and 317 women, ages 18 through 59 years, were interviewed. The male population included 152 labor force participants and 22 men not employed and not looking for work. The female population included 262 women in the labor force and 55 women who were not employed and not looking for work. Respondents included 41 teenagers, 133 persons in their twenties, 145 persons in their thirties, 96 persons in their forties, and 54 persons in their fifties. Sixty percent (N=295) of the respondents identified themselves as African Americans, 28 percent (N=137) as white, 8 percent (N=39) as Hispanic, Latino, Mexican or Puerto Rican, and 4 percent (N=20) as American Indian, Asian, Asian American, or another group.

The survey was designed by the Employment and Training Institute based on recommendations from the City of Milwaukee, Milwaukee Area Technical College, Milwaukee Public Schools, and Private Industry Council of Milwaukee County. Interviews were conducted by the University of Wisconsin-Milwaukee Social Science Research Facility of central city residents in nine zipcode areas targeted by the City of Milwaukee Community Development Block Grant program: 53204, 53205, most of 53206, most of 53208, the southernmost part of 53209, 53210, 53212, most of 53216, and 53233. Only households with an adult aged 18 to 59 were surveyed. The margin of error for a sample of this size is +/-4.5%, at a 95% confidence level.



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The sampling procedure was based on computer-generated random phone numbers, a process that allowed the inclusion of unlisted and unpublished phone numbers in twenty-five residential phone exchanges which served the target area. The survey sampled only those households with phones. Analysis of the 1990 U.S. Census data for the Milwaukee inner city Public Use Microdata Sample (PUMS) area suggests that use of a household phone survey will capture relatively more employed and full-time workers and fewer unemployed and part-time labor force participants.

Interviewers were hired and trained by the Social Science Research Facility, which monitored call results and reviewed completed surveys. Interviews were conducted on weekdays from 3:00 p.m. to 8:00 p.m., on Saturdays from 10:00 a.m. to 5:00 p.m., and on Sundays from noon to 5:00 p.m.. At least three attempts were made to reach a household and a bilingual interviewer was available for respondents speaking Spanish. The response rate for households reached and asked to participate in the survey was 57 percent, with 491 persons interviewed, 330 persons refusing to participate in the survey, and 39 respondents terminating the interview before its completion.

Phone Number _____ - _____

Interviewer ID # _____

Time of Interview _____

Date of Interview _____

FALL 1994 LABOR MARKET STUDY HOUSEHOLD SURVEY

"Hello, I'm calling from the University of Wisconsin-Milwaukee Social Science Research Facility. We're conducting a survey of Milwaukee residents about health and employment issues."

"Do you have any persons in your household ages 18 through 59?" [IF NO: "Thank's anyway. Goodbye." AND HANG UP. IF YES:] "Could I please speak with someone ages 18 years through 59 years in your household?" [IF SOMEONE ELSE COMES TO THE PHONE: REPEAT THE INTRODUCTION.]

1. Do you or any members of your household have health insurance? ___ Yes ___ No [SKIP TO Q.3]
2. How many members of your household, if any, are not covered by health insurance? _____
3. Are you currently employed? ___ Yes [SKIP TO Q.8] ___ No
4. [IF NO:] Are you interested in working? ___ Yes [SKIP TO Q.14] ___ No
5. Is there an adult ages 18 through 59 in your household who is employed or interested in working?
___ Yes [ASK TO SPEAK WITH THIS PERSON, REPEAT THE INTRODUCTION, AND ASK Q.6. IF THIS PERSON IS NOT AT HOME: RECORD THE FIRST NAME OF THE PERSON _____ AND ASK WHEN WOULD BE A GOOD TIME TO CALL BACK _____.]
___ No [SKIP TO Q.26]
6. [FOR SECOND PERSON COMING TO PHONE] Are you currently employed? ___ Yes [SKIP TO Q.8] ___ No
7. [IF NO:] Are you interested in working? ___ Yes [SKIP TO Q.14] ___ No [SKIP TO Q.26]
8. [FOR PERSON CURRENTLY EMPLOYED] What is your occupation or type of work? _____
9. How many hours a week do you usually work? _____
10. Is this a permanent or temporary job? ___ [1] Permanent ___ [2] Temporary
11. How long have you held your present job? _____ years OR _____ months
12. Are you looking for another job right now? ___ Yes ___ No [SKIP TO Q.26]
13. Why are you looking for another job?

[SKIP TO Q.17]
14. [IF NOT CURRENTLY EMPLOYED:] What was your last occupation or type of work?

15. When did you last work at a regular job or business either full- or part-time?
_____ [LIST MONTH AND YEAR]

[PROBE IF RESPONDENT JUST GIVES A YEAR: "Could you tell me what month it was?"
PROBE IF RESPONDENT JUST GIVES A MONTH: "Could you tell me what year it was?"]

30. What is your race or ethnic background? _____
[CIRCLE: 1=White, 2=Black/African American, 3=American Indian, 4=Asian/Asian American,
5=Hispanic/Latino/Mexican/Puerto Rican,
6=Other. [IF "Other," SPECIFY: _____]]

31. How many adults ages 18 to 59 live in your household? _____

32. How many adults ages 60 and over live in your household? _____

33. How many children under age 18 live in your household? _____

34. How many persons in your family, including yourself, are currently employed? _____ [IF "0": SKIP TO Q.37]

35. How many of these persons, including yourself, work full-time, that is, 35 or more hours per week? _____

36. Are the wages paid to you and other employed family members adequate to support your family?

___ Yes ___ No ___ Not sure

37. Are you currently receiving any of the following sources of income?

a. Unemployment Compensation? ___ Yes ___ No ___ Not sure

b. SSI? ___ Yes ___ No ___ Not sure

c. AFDC? ___ Yes ___ No ___ Not sure

d. General Relief? ___ Yes ___ No ___ Not sure

38. What is your zip code? _____

[CODE GENDER OF PERSON INTERVIEWED: ___ MALE ___ FEMALE]

"If you would like information about the Job Center Network or programs at the Milwaukee Area Technical College, I can give you phone numbers to call. [For information about the Job Center Network, call 225-2360. For information about MATC, call 297-6370.] If not, thank you very much for your time."

Phone Number _____ - _____

Interviewer ID # _____

Time of Interview _____

Date of Interview _____

FALL 1994 LABOR MARKET STUDY HOUSEHOLD SURVEY

"Hola. Hablo de la Universidad de Wisconsin-Milwaukee Centro de Investigaciones de Ciencias Sociales. Estamos haciendo una encuesta de residentes en Milwaukee sobre cuestiones de la salud y el empleo."

"¿Hay alguien en la casa que tenga entre 18 (dieciocho) y 59 (cincuenta y nueve) años de edad?" [IF NO: "Gracias de todos modos." AND HANG UP. IF SI:] "¿Podría hablar, por favor, con alguien en la casa que tenga entre 18 y 59 años de edad?" [IF SOMEONE ELSE COMES TO THE PHONE: REPEAT THE INTRODUCTION.]

1. ¿Tiene usted, o alguien en la casa, seguro médico? ___ sí ___ no [SKIP TO Q.3]
2. ¿Hay gente en la casa que no tenga seguro médico? Cuántas personas? _____
3. ¿Usted tiene empleo actualmente? ___ Sí [SKIP TO Q.8] ___ No
4. [IF NO:] ¿Le gustaría tener un empleo? ___ Sí [SKIP TO Q.14] ___ No
5. ¿Hay un adulto en la casa que tenga entre 18 y 59 años de edad que tenga trabajo o que busque trabajo?

___ Sí [ASK TO SPEAK WITH THIS PERSON, "Podría hablar con esta persona, por favor?" REPEAT THE INTRODUCTION, AND ASK Q.6. IF THIS PERSON IS NOT AT HOME, RECORD THE FIRST NAME OF THE PERSON. ("¿Me puede dar el nombre de esta persona, por favor?") _____ AND ASK WHEN WOULD BE A GOOD TIME TO CALL BACK. ("¿Cuál sería la mejor hora para encontrar a esta persona en casa?") _____.]

___ No [SKIP TO Q.26]

6. [FOR SECOND PERSON COMING TO PHONE:] ¿Usted tiene un empleo actualmente?

___ Sí [SKIP TO Q.8] ___ No

7. [IF NO:] ¿Le gustaría tener un empleo? ___ Sí [SKIP TO Q.14] ___ No [SKIP TO Q.26]

8. [FOR PERSON CURRENTLY EMPLOYED:] ¿Cuál es su trabajo, o que tipo de trabajo hace?

9. ¿Cuántas horas trabaja usted cada semana normalmente? _____
10. ¿Es un trabajo permanente o provisional? ___ [1] permanente ___ [2] provisional
11. ¿Durante cuánto tiempo ha tenido este trabajo? _____ años O _____ meses
12. ¿Busca usted otro trabajo actualmente? ___ Sí ___ No [SKIP TO Q.26]
13. ¿Porqué busca otro trabajo?

[SKIP TO Q.17]

14. [IF NOT CURRENTLY EMPLOYED:] ¿Cuál fue su trabajo más reciente?

15. ¿Cuándo fue la última vez que tuvo un trabajo fijo, de tiempo completo o de tiempo parcial (algunas horas cada semana)? El mes, y el año

_____ [LIST MONTH AND YEAR]

[PROBE IF RESPONDENT JUST GIVES A YEAR: "¿Podría decirme el mes?"
PROBE IF RESPONDENT JUST GIVES A MONTH: "¿Podría decirme el año?"]

16. ¿Busca un trabajo? Sí No [SKIP TO Q.26]
17. ¿Prefiere un trabajo de tiempo completo o de tiempo parcial (solo algunas horas a la semana)?
 [1] Un trabajo de tiempo completo [2] un trabajo de tiempo parcial

18. ¿Cuál es el salario mínimo que necesita ganar?

_____ \$ (dólares) por hora _____ \$ (dólares) por semana
_____ \$ (dólares) por mes _____ \$ (dólares) por año

19. ¿Qué tipo de trabajo busca? _____

20. ¿Le importaría trabajar fuera del Condado de Milwaukee?

Sí No [SKIP TO Q.22] No está seguro(a) [To a man, use "No está seguro."
To a woman, use "No está segura."
[SKIP TO Q.22]

21. [IF SI:] ¿Cuántas millas podría desplazarse diariamente si el trabajo fuera bueno?
[READ THE CHOICES AND CHECK THE ONE PREFERRED.]

Menos de diez millas, entre diez y veinte millas,
 entre veintiuna y treinta millas, mas de treinta millas

22. ¿Le interesaría participar en un programa de preparación para un trabajo nuevo en el Colegio Técnico del Area de Milwaukee (MATC)?

Sí No No está seguro(a)

23. Voy a leer una lista de cosas que la gente hace a veces para encontrar un trabajo. Para cada cosa, haga el favor de decirme "Sí" si usted lo ha hecho durante las cuatro últimas semanas o "No" si no lo ha hecho durante las cuatro últimas semanas.

- a. leer las ofertas de trabajo en el periódico Sí No No está seguro(a)
- b. hablar con amigos y parientes sobre posibles ofertas de trabajo Sí No No está seguro(a)
- c. inscribirse en la oficina estatal de empleo, "Job Service" Sí No No está seguro(a)
- d. presentar una solicitud de trabajo a una empresa dentro del Condado de Milwaukee Sí No No está seguro(a)
- e. presentar una solicitud de trabajo a una empresa fuera del Condado de Milwaukee Sí No No está seguro(a)
- f. presentarse en una agencia de empleo provisional Sí No No está seguro(a)

24. Voy a leer una lista de problemas que pueden surgir al buscar un trabajo. Para cada cosa, haga el favor de decirme si a usted le ha surgido este problema al buscar un trabajo.

- a. Es la falta de experiencia un problema en su búsqueda de trabajo? Sí No No está seguro(a)
- b. Es el transporte un problema? Sí No No está seguro(a)
- c. Necesita encontrar a alguien que cuide de sus hijos para poder trabajar? Sí No No está seguro(a)
- d. Es la falta de título escolar o universitario un problema? Sí No No está seguro(a)
- e. Es la falta de contactos un problema? Sí No No está seguro(a)

- f. Es algún tipo de discriminación un problema?
 Sí No [SKIP TO Q.26] No está seguro(a) [SKIP TO Q.26]

25. ¿Cree que la discriminación es debida a la raza, al sexo, a la edad, o a algún otro factor?

[CHECK ALL MENTIONED:]

- a. la raza, b. sexo, c. la edad, d. la preferencia sexual,
e. alguna desventaja física o psicológica,
f. otro (HAGA EL FAVOR DE ESPECIFICAR: _____)

[QUESTIONS FOR EVERYONE]

26. ¿Tiene usted una licencia de conducir vigente en Wisconsin? Sí No
27. ¿Tiene usted un automóvil? Sí No
28. ¿Qué edad tiene? _____
29. ¿Cuál es el nivel más avanzado de educación que ha completado? _____
[CIRCLE: 1 = no ha terminado la secundaria; 2 = GED, 3 = terminó la escuela secundaria,
4 = algo de la universidad o escuela técnica; 5 = titulado de una escuela técnica;
6 = se ha graduado de la universidad; 7 = educación pos-graduada]
30. ¿Cuál es su raza o herencia étnica? _____
[CIRCLE: 1 = Blanco; 2 = Negro; 3 = Indígena; 4 = Asiático; 5 = Latino,
6 = otro [HAGA EL FAVOR DE ESPECIFICAR: _____]]
31. ¿Cuántos adultos entre la edades de 18 (dieciocho) y 59 (cincuenta y nueve) años viven en su domicilio? _____
32. ¿Cuántos adultos mayores de 59 (cincuenta y nueve) años de edad viven en su domicilio? _____
33. ¿Cuántos niños menores de 18 (dieciocho) años de edad viven en su domicilio? _____
34. ¿Cuántas personas en su familia, incluido usted, tienen un trabajo actualmente? _____ [IF "0": SKIP TO Q.37]
35. ¿Cuántas personas en su familia, incluido usted, tienen un trabajo de tiempo completo, es decir de 35 (treinta y cinco) horas o más a la semana? _____
36. ¿Gana usted, y los demás de la familia que trabajan, lo suficiente para mantener a toda la familia?
 Sí No No está seguro(a)
37. ¿Recibe usted dinero actualmente de alguno de estos programas gubernamentales?
- | | | | |
|---|-----------------------------|-----------------------------|--|
| a. asistencia de desempleo? | <input type="checkbox"/> Sí | <input type="checkbox"/> No | <input type="checkbox"/> No está seguro(a) |
| b. SSI | <input type="checkbox"/> Sí | <input type="checkbox"/> No | <input type="checkbox"/> No está seguro(a) |
| c. AFDC (asistencia para familias con niños?) | <input type="checkbox"/> Sí | <input type="checkbox"/> No | <input type="checkbox"/> No está seguro(a) |
| d. asistencia general? | <input type="checkbox"/> Sí | <input type="checkbox"/> No | <input type="checkbox"/> No está seguro(a) |
38. ¿Cuál es su código postal? _____

[CODE GENDER OF PERSON INTERVIEWED: MALE FEMALE]

"Si quiere información sobre la Red del Centro De Trabajo o sobre los programas del Colegio Técnico Del Area de Milwaukee (MATC), puedo darle los números de teléfono a donde debe llamar. [For information about the Job Center Network, call 225-2360. For information about MATC, call 297-6966. IF NOT:] "Muchas gracias por su cooperación."