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# Profile of Central City Milwaukee Labor Force Participants: Fall 1993 Household Survey

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# Employment & Training Institute

**Profile of Central City Milwaukee Labor Force Participants**

**Fall 1993 Household Survey**

UNIVERSITY OF WISCONSIN • MILWAUKEE  
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**Profile of Central City Milwaukee Labor Force Participants**

**Fall 1993 Household Survey**

by

Lois M. Quinn  
Linda Hawkins

Survey conducted by

Employment and Training Institute and  
Social Science Research Facility  
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## EXECUTIVE SUMMARY

Adults in 487 Milwaukee households were interviewed in late Fall of 1993 to solicit information on central city residents employed or seeking jobs, the education and training background of workers and job seekers, perceived barriers to employment, and the availability of health insurance for Milwaukee families. The survey was designed by the Employment and Training Institute for a partnership project with the City of Milwaukee Fair Housing and Employment Commission, Department of City Development, Milwaukee Area Technical College, Milwaukee Metropolitan Sewerage District, and the Private Industry Council of Milwaukee County. Interviews were conducted by the University of Wisconsin-Milwaukee Social Science Research Facility of households in the City of Milwaukee Community Development Block Grant target areas.

- **The labor force status of central city residents, rather than a fixed condition of permanent employment or unemployment, represents a highly fluid situation.** About a fourth of employed men and women (ages 18-59) were working in temporary or part-time jobs.
- The survey found a high proportion of central city adults (aged 18-59) looking for work or seeking to improve their employment status. **One out of every three men and women in the labor force reported that they were looking for a job.** This included unemployed men and women (45 percent of all job seekers), workers in temporary or part-time jobs (24 percent of job seekers), and workers with full-time permanent jobs (31 percent of job seekers). Desire for better pay, advancement, more hours and better working conditions were cited by employed Milwaukee residents seeking new jobs.
- In spite of their increased employment experience, central city men did not show greater stability in employment as they moved into middle-age. **The highest proportion of central city men employed in full-time permanent jobs were in their thirties, with employment rates declining for men in their forties and dropping sharply for men in their fifties and sixties.** Women were most likely to be employed in full-time permanent jobs in their forties at the end of their child-bearing years.
- Over half of unemployed men and women who were looking for work did not, or could not, identify any education or training assets to help them in looking for a job. **A majority of employed job seekers cited on-the-job experience, post-secondary technical training or college education as assets.**
- To address whether transportation was a barrier to employment for central city Milwaukee residents, adults were asked whether they had a car and a valid state driver's license. Eighty percent of employed persons had a car, while **only 43 percent of unemployed persons who were interested in working had a car.** Additionally, only 47 percent of unemployed persons (aged 18 to 59) interested in working had a valid Wisconsin driver's license.
- At the request of City of Milwaukee officials, all persons looking for employment or for a different job were asked whether they were interested in construction work. The interest in construction cut across racial and gender lines and was particularly strong among minority men and women. **Eighty-three percent of minority male job seekers and 62 percent of minority female job seekers indicated an interest in construction jobs.**
- Health insurance is a critical employment benefit for many Milwaukee families. Employers covered half of central city households with at least some insurance. Eighty-three percent of adults and children were covered by health insurance in households where the adult surveyed worked full-time at a permanent job. Only 77 percent of household members had health insurance in homes where the respondent worked part-time or in a temporary job. Fifty-four percent of residents were covered by health insurance (including medicaid) in non-elderly households where no one was in the labor force.

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## Introduction

In 1993 the City of Milwaukee, Milwaukee Area Technical College, Milwaukee Metropolitan Sewerage District, Private Industry Council of Milwaukee County and the University of Wisconsin-Milwaukee formed a partnership effort to collect information on jobs available and needed for Milwaukee families. The data are to be used to aid in developing policies to insure adequate employment opportunities for Milwaukee residents and to more effectively plan education and training programs. Semiannually, the Employment and Training Institute and Social Science Research Facility of the University of Wisconsin-Milwaukee conduct surveys of Milwaukee area employers to determine job openings, qualifications required for those openings, job location, level of pay, availability of fringe benefits, and difficulty in filling available positions. Information from the May and October, 1993 Jobs Openings Surveys, summarized in separate reports, is complemented by an annual survey of central city households soliciting data on adults seeking employment, the education and prior employment of unemployed adults, and perceived barriers to employment.

Using a survey instrument designed by the Employment and Training Institute and the government partners, staff from the Social Science Research Facility interviewed 487 adults from central city households in late Fall of 1993. In each household one adult was interviewed who was employed or interested in employment. In households with no adults employed or interested in employment, background data were collected from the person answering the phone. Households were surveyed in central city neighborhoods approximating the City of Milwaukee Community Development Block Grant target areas. (See Appendix A for sampling procedures and a map of neighborhoods surveyed.) Labor force statistics in this report include all persons who were employed or interested in employment in Fall of 1993, including persons not actively looking for employment.<sup>1</sup> In order to keep the Milwaukee survey to a length which could be readily handled in a short phone interview and to maximize the number of households cooperating, questions used to determine labor force participation were fewer than in the U.S. decennial census or the Current Population Survey. (See Appendix B for English and Spanish versions of the survey.) Notably, the Milwaukee survey solicited information on **employed** persons looking for another job -- data not collected in the U.S. decennial census.

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<sup>1</sup> The U.S. decennial census and the Current Population Survey (CPS) consider the labor force to include only 1) those persons who are employed (including persons on sick leave or vacation), 2) unemployed persons who are looking for employment, 3) persons waiting to be called back from lay-offs, and 4) persons waiting to report to a new job within 30 days. The decennial census simply asks whether unemployed persons are looking for work. The CPS requires evidence that the person has engaged in a specific job search activity within the last four weeks, e.g. registering with an employment office, meeting with perspective employers, checking with friends or relatives, placing or responding to want-ads, writing letters of applications, or being on a union register. In both surveys, persons who are interested in employment but not looking for work are excluded from labor force totals and excluded in calculating unemployment statistics. See U.S. Department of Commerce, Bureau of the Census, 1990 Census of Population and Housing Public Use Microdata Sample, United States, Technical Documentation, January 1993; U.S. Department of Commerce, Bureau of the Census, Current Population Survey, March 1990, Technical Documentation, 1990.



## Labor Force Status of Central City Residents

The employment situation in central city Milwaukee is far more complex than the dichotomy assumed in many public policy debates which considers persons either permanently employed or permanently unemployed. This survey of employed and job seeking adults in Milwaukee households found many people looking or interested in employment, workers in temporary as well as permanent jobs, and part-time employees. A total of 82.4 percent of men in the labor force ages 18-59 and 70.5 percent of women were employed, including persons in permanent and temporary, full-time and part-time jobs.<sup>1</sup> **About a fourth of employed men and women were working in temporary or part-time jobs.**

**Employment Status of Central City Adults in the Labor Force  
(Adults Ages 18-59 Years)**

<u>Labor Force Status<sup>2</sup></u>	<u>% of Adult Men</u>	<u>% of Adult Women</u>
Employed, Permanent Full-Time Job	63.6	51.9
Employed, Permanent Part-Time Job	4.9	11.3
Employed, Temporary Full-Time Job	7.4	1.9
Employed, Temporary Part-Time Job	6.5	5.4
Sub-Total Employed	(82.4)	(70.5)
Not Employed, Interested, and Looking for Employment	15.2	16.4
Not Employed, Interested, But Not Looking for Employment	2.4	13.1
TOTAL	100.0	100.0

In spite of their increased employment experience, men in the central city did not show greater stability in employment as they moved into middle age. The highest proportion of men employed in full-time permanent jobs were in their thirties, with full-time permanent employment rates declining for men in their forties and dropping sharply for men in their fifties and sixties.

<sup>1</sup> When only those adults who were employed or currently looking for work were used as the percentage base, the employment rate for surveyed men was 84.4 percent and the employment rate for surveyed women was 81.1 percent.

<sup>2</sup> Labor force participants do not include adults who are not employed and not interested in employment, e.g. retired persons, disabled adults, full-time homemakers, students, or persons considered "able to work" with no interest in seeking a job. (See discussion, p. 12) Jobs are considered full-time if the employee usually works 35 or more hours per week. Part-time jobs are for less than 35 hours per week. Persons were asked how many hours they usually worked, rather than the number of hours they worked in the week of the interview

Female labor force participants were most likely to be employed in full-time permanent jobs in their forties and fifties, at the end of their child-bearing years. The majority of women under aged forty in the labor force were unemployed or employed in part-time or temporary jobs. The table below and the graphs on page 4 show the employment status of labor force participants by age and gender. (The graphs on page 5 show the employment status of all adults interviewed, including the proportion of adults who indicated that they were not interested in employment.)

### Employment Status by Age and Gender

<u>Age</u>	<u>Employed in Full-Time, Permanent Jobs</u>	<u>Employed in Part-Time or Temporary Jobs</u>	<u>Not Employed, Interested in Employment</u>	<u>Total in Labor Force</u>
<b>MEN</b>				
18-19	40.0%	20.0%	40.0%	100.0%
20-29	55.8	25.0	19.2	100.0
30-39	71.1	13.1	15.8	100.0
40-49	68.0	20.0	12.0	100.0
50-59	60.0	20.0	20.0	100.0
60+	50.0	--	50.0	100.0
<b>WOMEN</b>				
18-19	30.0	40.0	30.0	100.0
20-29	43.2	19.0	37.8	100.0
30-39	47.3	18.2	34.5	100.0
40-49	64.8	18.5	16.7	100.0
50-59	71.4	14.3	14.3	100.0
60+	35.7	57.1	7.2	100.0

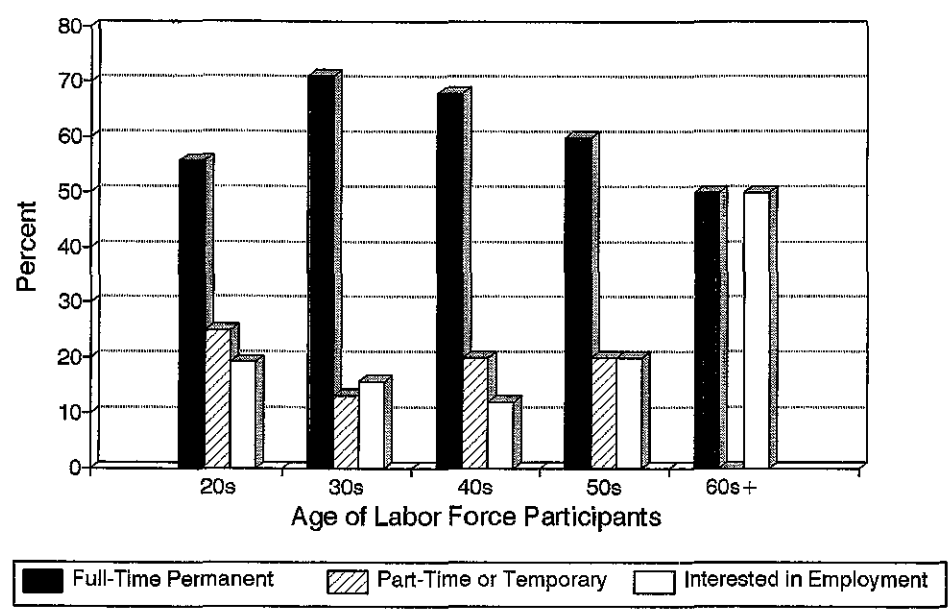
Only about half of central city African American male, Hispanic male, white female, and African American female labor force participants had full-time permanent jobs. Only a third of Hispanic female labor force participants had full-time permanent jobs.

### Employment Status by Race/Ethnicity (Adults Ages 18-59)

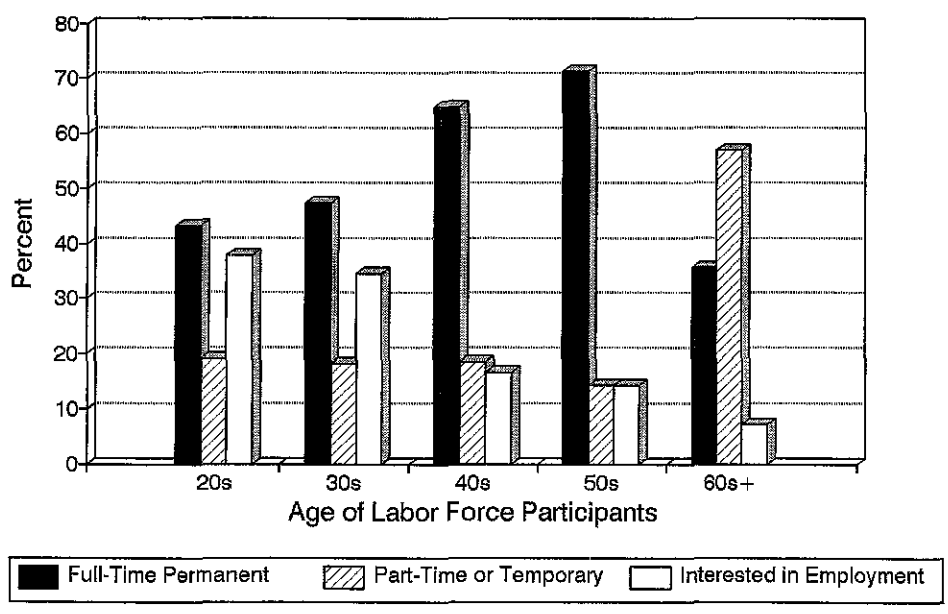
<u>Race/Ethnicity</u>	<u>Employed in Full-Time, Permanent Jobs</u>	<u>Employed in Part-Time or Temporary Jobs</u>	<u>Not Employed, Interested in Employment</u>	<u>Total in Labor Force</u>
<b>MEN</b>				
White	73.6%	17.0%	9.4%	100.0%
African American	51.8	21.4	26.8	100.0
Hispanic	54.5	27.3	18.2	100.0
<b>WOMEN</b>				
White	55.1	24.4	20.5	100.0
African American	51.4	15.3	33.3	100.0
Hispanic	35.7	28.6	35.7	100.0

There were not sufficient numbers of Asian or Native American respondents for separate analysis.

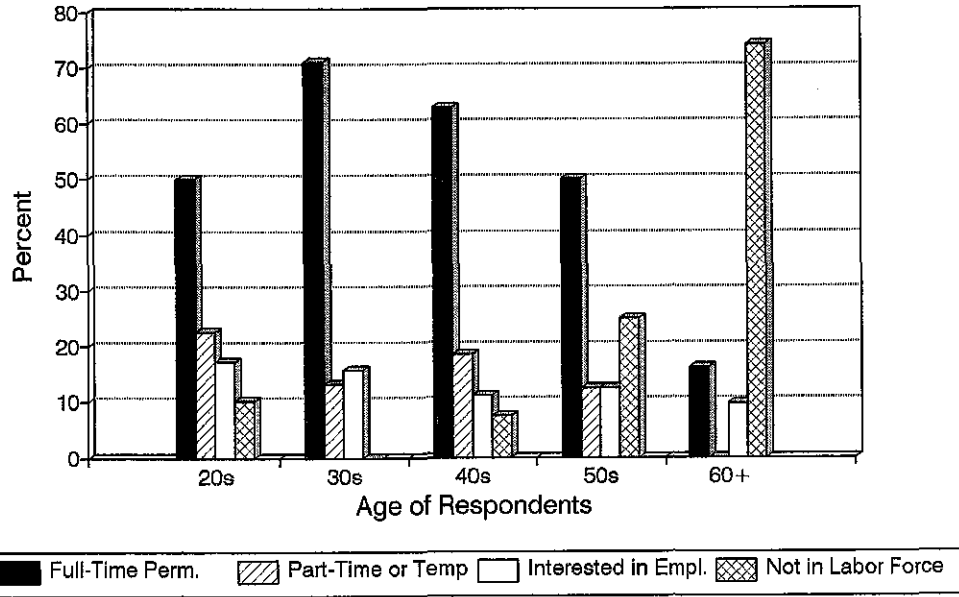
### Employment Status of Men by Age (Labor Force Participants Only)



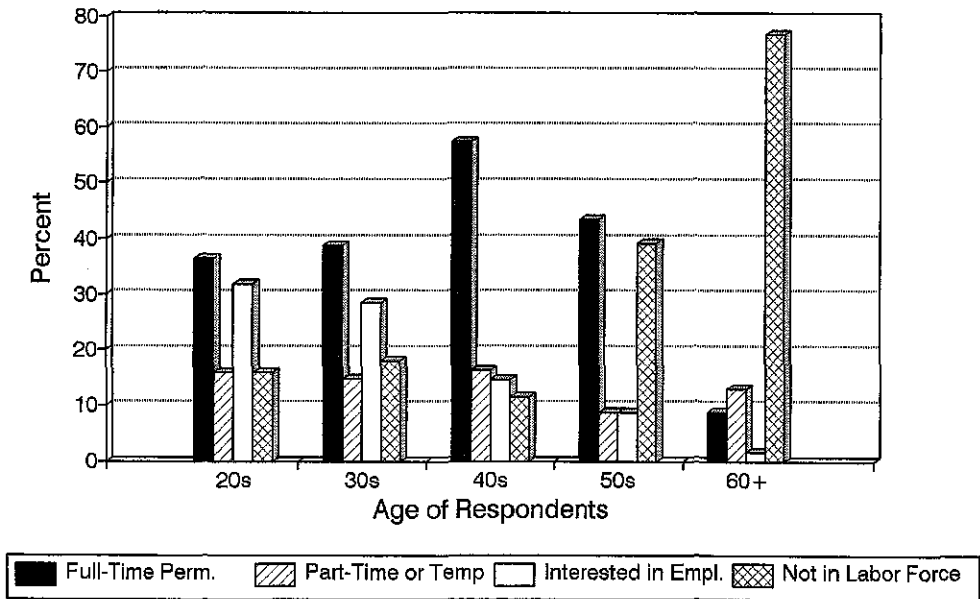
### Employment Status of Women by Age (Labor Force Participants Only)



### Employment Status of Men by Age (Including Men Not in Labor Force)



### Employment Status of Women by Age (Including Women Not in Labor Force)



## Relationship Between Education and Employment Status

The advantages of formal education were seen in employment rates for both men and women. Only about half of male high school non-completers were employed in full-time permanent jobs. The percentage of central city men employed increased with the level of education acquired. However, a relatively high percentage of central city men with post-secondary education were in part-time or temporary work.

Less than one out of five women who had not completed high school had a full-time, permanent job and nearly 60 percent were interested in work but were not employed. Rates of employment increased sharply for women with post-secondary education and particularly for college graduates. Ninety-three percent of women with college degrees who were interested in employment had either full- or part-time jobs.

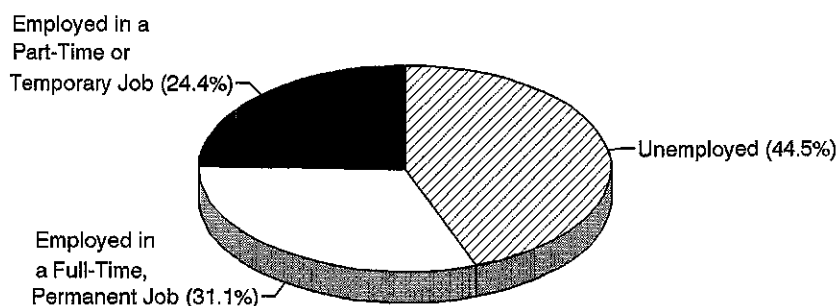
### Adults Employed by Level of Education (Adults Ages 18-59)

<u>Education Completed</u>	<u>Employed in Full-Time, Permanent Jobs</u>	<u>Employed in Part-Time or Temporary Jobs</u>	<u>Not Employed, Interested in Employment</u>	<u>Total in Labor Force</u>
<b>MEN</b>				
Less Than High School Graduate	52.6%	5.3%	42.1%	100.0%
High School Graduate or GED	64.4	20.0	15.6	100.0
Some College, Technical College				
Degree/Diploma	60.5	27.9	11.6	100.0
College Graduate	72.2	16.7	11.1	100.0
<b>WOMEN</b>				
Less Than High School Graduate	18.9%	21.6%	59.5%	100.0%
High School Graduate or GED	41.6	20.7	37.7	100.0
Some College, Technical College				
Degree/Diploma	71.0	16.1	12.9	100.0
College Graduate	73.3	20.0	6.7	100.0

Formal education levels completed provide only a partial measure of the skills acquired by Milwaukee workers which assist them in obtaining work or doing well on the job. When employed persons were asked what they thought were the one or two reasons they were able to get the job they now have, workers most frequently identified their background, skills, qualifications, education and training. When central city workers credited their employment to a contact within the company, almost always the contact cited was the owner of the company or store manager -- suggesting employment in smaller businesses. A number of workers credited their present positions to long tenure, advancement within the company or passing qualifying



### Central City Job Seekers: Fall, 1993



Three-fourths of male job seekers and two-thirds of female job seekers were looking for full-time employment. Most employed men looking for work were seeking full-time jobs, while nearly half of employed women reported looking for part-time work, in some cases to supplement income from their present job.

**Nearly half of adults employed in part-time or temporary work reported that they were looking for another job.** Persons looking for new job were in a variety of occupations (e.g. substitute teacher, medical technologist, hairdresser, part-time writer). However, most of the temporary or part-time workers looking for new jobs were clustered in typically low-paying, high-turnover jobs, including sales clerk or cashier, bus driver, housekeeper, telemarketing, and food service. **About 20 percent of workers employed in full-time permanent jobs were also looking for other work.** Again, these job seekers represented a wide variety of occupations. However, workers were frequently in jobs most vulnerable to low pay and frictional unemployment, including housekeeping, cashiers and sales clerks, telemarketing, shipping and receiving clerks, security guards, health aides, bus drivers and car wash attendants.

When employed persons who were job hunting were asked why they were looking for other work, over half of employed men and two-thirds of women cited the need for more pay. Reflecting the limited opportunities in many jobs currently held, a number of workers said they wanted a job with opportunities for advancement. Others cited a need for health insurance and other benefits, dissatisfaction with their present job or occupation, a desire to increase hours of employment, or a desire to move from part-time to full-time employment. Several women cited the desire to change from evening or week-end work or to move to a closer location. In some cases workers indicated a willingness to supplement their present earnings with a second job.

Job seekers were also asked to identify specific education or job training which they thought would help them find a new job. Both men and women most frequently identified post-secondary education as a qualification for employment. Technical training cited by male job

seekers included electronics, food preparation, diesel mechanics, industrial design, and business college. Women identified their training in clerical areas, food service, nursing assistant programs, cosmetology, computer programming, and accounting. Notably, **a high percentage of unemployed persons did not, or could not, identify education or training assets that would help in finding a job.** Fifty-eight percent of unemployed men and 62 percent of unemployed women who were looking for work did not identify any education or training assets. By contrast, a majority of employed men and women cited on-the-job experience or post-secondary education as assets.

### Education and Job Training Expected to Help Current Job Seekers

Specific Education or Job Training Identified as an Asset by Job Seekers	Employed Men	Unemployed Men	Employed Women	Unemployed Women
Associate degree or technical training	23%	21%	27%	29%
College courses	8	--	8	3
College degree	8	5	10	--
(Sub-Total, Post-secondary education)	(39)	(26)	(45)	(32)
On-the-job experience, specific skills	31	21	23	29
Military	4	--	--	--
High school diploma	--	5	--	--
Other	4	5	5	3
Don't know, or no response	35	58	30	62

Totals exceed 100% because of multiple responses.

### Perceived Barriers to Employment for Unemployed Adults

Adults who were out of work and looking for employment were asked to identify factors making it difficult for them to find a new job. Men most often cited the shortage of available jobs and their limited skills or education. One-third of the women identified problems with child care and one-fourth mentioned transportation problems. Other barriers identified by unemployed women included limited skills or education, lack of experience, and a shortage of jobs. Several adults described problems with disabilities, slow reading skills, or lack of education. Others mentioned personal problems (e.g. trouble with the babysitter, deaths in the family, a stolen birth certificate).

One of the most difficult populations to integrate into the labor market may be adults interested in working who have been out of the labor force for long periods of time or who have never worked at paid employment, particularly since these adults must often compete for available openings with workers who are currently employed. **Only half of unemployed men and one-fourth of unemployed women interested in working reported holding a job within the last ten months. One-third of women interested in working had no recent employment history.**



**When Unemployed Persons Last Held a Full- or Part-Time Job  
(Adults Aged 18-59 Indicating an Interest in Employment)**

<u>Year of Last Employment</u>	<u>Unemployed Men</u>	<u>Unemployed Women</u>
1993	50%	26%
1992	14	21
1991	18	13
1990	9	5
1985-1989	--	15
Before 1985	--	4
Never Worked	4	8
Date not given	4	8
TOTAL	100%	100%

The majority of men who were currently unemployed but interested or looking for work had last been employed in typically lower-paying, high-turnover positions, including cleaning work, dishwasher, bus boy, driver, laborer, shipping and receiving, and telemarketing. Unemployed women commonly had held positions as cashiers, clerical workers, housekeepers, food service workers, and nursing assistants. In addition, one-fifth of the unemployed women reported previous employment in factory work -- with a number of these jobs ending in the late 1980s.

### **Transportation as a Barrier to Employment**

Lack of transportation to jobs appears to represent another serious barrier to employment for many central city residents. While 80 percent of employed persons surveyed indicated that they had a car, only 43 percent of unemployed persons who were interested in working had a car.

**Availability of Cars Among Employed and Unemployed Persons  
(Adults Aged 18-59)**

<u>Gender</u>	<u>% of Employed Persons With a Car</u>	<u>% of Unemployed Persons With a Car*</u>
Male	86%	54%
Female	75	39
All	80	43

\*Includes all unemployed persons who indicated an interest in working.

Additionally, only 47 percent of unemployed persons interested in working had a valid Wisconsin driver's license.

**Persons With a Valid Wisconsin Driver's License by Employment Status  
(Adults Aged 18-59)**

<u>Gender</u>	<u>% of Employed Persons With a Valid License</u>	<u>% of Unemployed Persons With a Valid License*</u>
Male	82%	59%
Female	75	43
All	78	47

\*Includes all unemployed persons who indicated an interest in working.

About ten percent of central city residents (employed and unemployed) with cars reported that they did not have a valid Wisconsin driver's license. The rate of unlicensed drivers was highest among African American men (11.4 percent of men with cars have valid state licenses) and other minority men (15.4 percent of those with cars have valid state licenses), suggesting the need for further investigation of the causes and dimensions of this employment barrier.

**Percent of Persons with a Car But No Valid Wisconsin Driver's License  
(Adults Aged 18-59)**

<u>Gender</u>	<u>RACE/ETHNICITY</u>			<u>Total</u>
	<u>White</u>	<u>Black</u>	<u>Other Minority</u>	
Male	3.9%	11.4%	15.4%	8.3%
Female	9.9	9.4	7.7	9.5

**Interest in Construction Jobs Among Central City Residents**

At the request of City of Milwaukee officials, all persons looking for work were asked whether they were interested in construction work. Sixty-four percent of the men and 57 percent of women looking for work or a new job indicated an interest in construction jobs. The interest in construction work cut across racial lines and was particularly strong among minority men and women. **Eighty-three percent of minority men and 62 percent of minority women job seekers were interested in construction work.**

**Percent of Job Seekers Interested in Construction Jobs  
(Adults Aged 18-59)**

<u>Race/Ethnicity</u>	<u>Men</u>	<u>Women</u>
White	31%	39%
Minorities	83	62
TOTAL	64	57

Among the minority job seekers expressing an interest in construction work were men who had worked as roofers, masons, fork lift operators, bricklayers, brick toters, and carpenters. Minority women expressing an interest in construction included a former crane operator, street cleaner, and person who had done road work.

### **Households With No One in the Labor Force**

One out of four households surveyed did not have any adults who were employed or interested in employment. About half of these households (48.9 percent) consisted solely of older adults (age 60 and over) with no working age members. Households with working age adults (ages 18-59) and no children made up 28.2 percent of locations with no labor force participants, and households with children made up 22.9 percent of the total. This survey was not designed to provide detailed information on adults not in the labor force and does not provide information on the reasons these individuals were not working. A number of respondents volunteered that they were students, disabled or retired.

A profile of working age adults interviewed who were not in the labor force (employed or interested in employment) showed differences by race and sex. White males not in the labor force tended to be in their twenties, all with some college education. African American males out of the labor force were in all age ranges, with many lacking high school degrees and most without post-secondary education. All Hispanic men interviewed were employed or interested in working. White females out of the labor force were mostly younger -- in their twenties and thirties. Half were high school graduates with no post-secondary education. African American women not in the labor force tended to span the age ranges, and half were high school non-completers. Hispanic women not in the labor force were in their teens, twenties and thirties, and half were high school non-completers.

### **Relationship Between Health Insurance Coverage and Employment**

At the present time, one of the critical benefits of employment for many families is health insurance. Adults interviewed were asked how many members of their household were covered by health insurance and the provider of that insurance. While medicare is available to all elderly households and many low-income families have medicaid coverage, in 22 percent of non-elderly households surveyed, no one was covered by health insurance. Fifty-one percent of central city non-elderly households reported having employer-provided insurance; 17 percent identified the source as AFDC, welfare or Title 19; 13 percent reported medicare; and 9 percent reported another source, usually self-paid insurance or insurance through a spouse, parent or school. (These percentages exceed 100 because of households with more than one insurance provider.)

In over 80 percent of the cases, employer health insurance covered everyone in the household. Households with welfare, medicaid or medicare were less likely to have all household members covered by health insurance. Over a third of households where the insurance

was provided by some other means -- typically self-paid insurance or coverage through a parent or school -- had some members left uninsured.

**Type of Health Insurance and Extent of Coverage  
(Non-Elderly Central City Milwaukee Households)**

<u>Type of Health Insurance</u>	<u>Households With All Members Covered</u>	<u>Households With Some Member Covered</u>	<u>Total Households</u>
Employer	82%	18%	100%
Welfare/AFDC/Title 19	77	23	100
Medicare	75	25	100
Other	64	36	100
Total Households With Insurance	79	21	100

A sharp difference was noted in health insurance coverage between workers in full-time permanent jobs and workers in part-time or temporary jobs. Eighty-three percent of adults and children were covered by health insurance in household where the adult surveyed worked full-time at a permanent job. Only 77 percent of household members had health insurance in homes where the respondent worked part-time or in a temporary job, and 54 percent of residents were covered by health insurance (including medicaid and medicare) in non-elderly households where no one was in the labor force (either employed or interested in work).

**Level of Health Insurance Coverage for Milwaukee Residents  
(Children and Adults Living in Non-Elderly Households)**

<u>Employment Status of Adult Interviewed</u>	<u>PERCENT OF INDIVIDUALS:</u>		<u>Total</u>
	<u>Insured</u>	<u>Not Insured</u>	
Full-Time Permanent Job	83.5%	17.5%	100.0%
Part-Time Permanent Job	76.7	23.2	100.0
Temporary Part-Time or Full-Time Job	54.1	45.9	100.0
No One in Labor Force	52.9	47.1	100.0

Insurance coverage may be provided through an employer, medicaid, medicare, self-insurance plan or other.

**Welfare Patterns and Employment Status**

Twenty percent of the women surveyed indicated that welfare, AFDC or Title 19 covered health insurance for at least some family members. These women were far less likely to be employed or looking for employment than women interviewed in households where no welfare insurance coverage was reported. All men interviewed in households receiving AFDC or medicaid were employed or looking for work.

### Welfare Status and Employment Patterns

Indication of Welfare or Medicaid for Household	Employed	Not Employed, Looking	Not Employed, Not Looking	Total
<b>WOMEN</b>				
Welfare	15.4%	56.8%	30.8%	100.0%
No welfare	69.7	16.7	13.6	100.0
<b>MEN</b>				
Welfare	61.5	38.5	--	100.0
No welfare	76.6	13.7	19.7	100.0

### Labor Force Status of Residents by CDBG Target Area

Employment data were reviewed for households in the City of Milwaukee Community Development Block Grant primary and secondary target areas. Because the survey population was drawn from telephone exchanges, the two areas were approximated from zip codes provided by survey respondents.<sup>2</sup>

- In the primary target area, only 5 percent of female high school dropouts in the labor force were employed in full-time permanent jobs and 65 percent were interested in work but unemployed. Among male high school dropouts, less than half (46.7 percent) were employed in full-time permanent jobs and an equal percentage were unemployed but interested in employment.
- The percentage of women who were interested in employment but not currently looking for a job, was higher in the primary target area.
- A third of men and women in the primary and secondary target areas were looking for jobs.
- In the primary target area, two-thirds of unemployed women who were interested in working did not have a car.
- In the primary target area, over a third (37.4 percent) of adults and children residing in non-elderly households were not covered by health insurance. In the secondary target area, one out of five residents (21.3 percent) did not have health insurance.

<sup>2</sup> Analysis for the CDBG primary target area included residents in zip codes 53204, 53205, 53206, 53208, 53212 and 53233. The CDBG secondary target area analysis included zip codes 53209 (south of Mill Road), 53210, 53215 (north of Oklahoma Avenue), 53216 and 53218.

**Employment Status of Central City Adults in the Labor Force  
(Adults Ages 18-59 Years)**

**CDBG PRIMARY TARGET AREA**

<u>Employment Status</u>	<u>% of Adult Men</u>	<u>% of Adult Women</u>
Employed, Permanent Full-Time Job	56.6%	39.8%
Employed, Permanent Part-Time Job	7.3	15.5
Employed, Temporary Full-Time Job	9.1	2.2
Employed, Temporary Part-Time Job	9.1	6.6
Sub-Total Employed	(82.1)	(64.1)
Not Employed, Interested, and Looking for Employment	14.3	19.6
Not Employed, Interested, But Not Looking for Employment	3.6	16.3
TOTAL	100.0	100.0

**CDBG SECONDARY TARGET AREA**

<u>Employment Status</u>	<u>% of Adult Men</u>	<u>% of Adult Women</u>
Employed, Permanent Full-Time Job	72.2%	61.6%
Employed, Permanent Part-Time Job	1.7	8.0
Employed, Temporary Full-Time Job	6.7	1.9
Employed, Temporary Part-Time Job	1.7	3.0
Sub-Total Employed	(82.3)	(74.5)
Not Employed, Interested, and Looking for Employment	16.1	14.7
Not Employed, Interested, But Not Looking for Employment	1.6	10.8
TOTAL	100.0	100.0

Jobs are considered full-time if the employee usually works 35 or more hours per week. Part-time jobs are for less than 35 hours per week.

**Adults Employed by Level of Education  
(Adults Ages 18-59)**

**CDBG PRIMARY TARGET AREA**

<u>Education Completed</u>	<u>Employed in Full-Time, Permanent Jobs</u>	<u>Employed in Part-Time or Temporary Jobs</u>	<u>Not Employed, Interested in Employment</u>	<u>Total in Labor Force</u>
<b>MEN</b>				
Less Than High School Graduate	46.7%	6.6%	46.7%	100.0%
High School Graduate or GED	58.3	33.4	8.3	100.0
Some College, Technical College Degree/Diploma	56.5	34.8	8.7	100.0
College Graduate	66.7	33.3	--	100.0
<b>WOMEN</b>				
Less Than High School Graduate	5.0%	30.0%	65.0%	100.0%
High School Graduate or GED	34.2	26.3	39.5	100.0
Some College, Technical College Degree/Diploma	62.5	20.8	16.7	100.0
College Graduate	70.0	20.0	10.0	100.0

**CDBG SECONDARY TARGET AREA**

<u>Education Completed</u>	<u>Employed in Full-Time, Permanent Jobs</u>	<u>Employed in Part-Time or Temporary Jobs</u>	<u>Not Employed, Interested in Employment</u>	<u>Total in Labor Force</u>
<b>MEN</b>				
Less Than High School Graduate	75.0%	--	25.0%	100.0%
High School Graduate or GED	66.7	15.1	18.2	100.0
Some College, Technical College Degree/Diploma	68.8	18.7	12.5	100.0
College Graduate	77.8	--	22.2	100.0
<b>WOMEN</b>				
Less Than High School Graduate	35.3%	11.8%	52.9%	100.0%
High School Graduate or GED	48.6	11.4	40.0	100.0
Some College, Technical College Degree/Diploma	76.5	14.7	8.8	100.0
College Graduate	81.3	18.7	--	100.0

**Current Employment Status of Central City Job Seekers: Fall, 1993  
(Adults Ages 18-59)**

**CDBG PRIMARY TARGET AREA**

<u>Current Employment Status</u>	<u>Men</u>	<u>Women</u>
Not Employed	42%	46%
Employed at Part-Time or Temporary Jobs	26	31
Employed at Full-Time Permanent Jobs	32	23
TOTAL	100	100

**CDBG SECONDARY TARGET AREA**

<u>Current Employment Status</u>	<u>Men</u>	<u>Women</u>
Not Employed	46%	45%
Employed at Part-Time or Temporary Jobs	18	18
Employed at Full-Time Permanent Jobs	36	37
TOTAL	100	100

**Availability of Cars Among Employed and Unemployed Persons  
(Adults Aged 18-59)**

**CDBG PRIMARY TARGET AREA**

<u>Gender</u>	<u>% of Employed Persons With a Car</u>	<u>% of Unemployed Persons With a Car*</u>
Male	76%	60%
Female	63	33
All	69	40

**CDBG SECONDARY TARGET AREA**

<u>Gender</u>	<u>% of Employed Persons With a Car</u>	<u>% of Unemployed Persons With a Car*</u>
Male	94%	45%
Female	83	42
All	87	43

\*Includes all unemployed persons who indicated an interest in working.



**Central City Milwaukee Adults Looking For Employment: Fall, 1993  
(Adults Ages 18-59)**

**CDBG PRIMARY TARGET AREA**

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<u>Current Employment Status</u>	<u>Men</u>	<u>Women</u>
Employed, Not Looking for Another Job	60.7%	41.3%
<b>Employed, Looking for Another Job</b>	<b>21.4</b>	<b>22.8</b>
<b>Not Employed, Looking for a Job</b>	<b>14.3</b>	<b>19.6</b>
Not Employed, Interested, But Not Looking	3.6	16.3
<b>(Sub-Total Looking)</b>	<b>(35.7)</b>	<b>(42.4)</b>
Total Adults Surveyed	100.0	100.0

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**CDBG SECONDARY TARGET AREA**

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<u>Current Employment Status</u>	<u>Men</u>	<u>Women</u>
Employed, Not Looking for Another Job	62.9%	55.9%
<b>Employed, Looking for Another Job</b>	<b>19.4</b>	<b>18.6</b>
<b>Not Employed, Looking for a Job</b>	<b>16.1</b>	<b>14.7</b>
Not Employed, Interested, But Not Looking	1.6	10.8
<b>(Sub-Total Looking)</b>	<b>(35.5)</b>	<b>(32.3)</b>
Total Adults Surveyed	100.0	100.0

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**Level of Health Insurance Coverage for Milwaukee Residents  
(Children and Adults Living in Non-Elderly Households)**

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<u>Area of Residence</u>	PERCENT OF INDIVIDUALS:		<u>Total</u>
	<u>Insured</u>	<u>Not Insured</u>	
CDBG Primary Target Area	62.6%	37.4%	100.0%
CDBG Secondary Target Area	78.7	21.3	100.0

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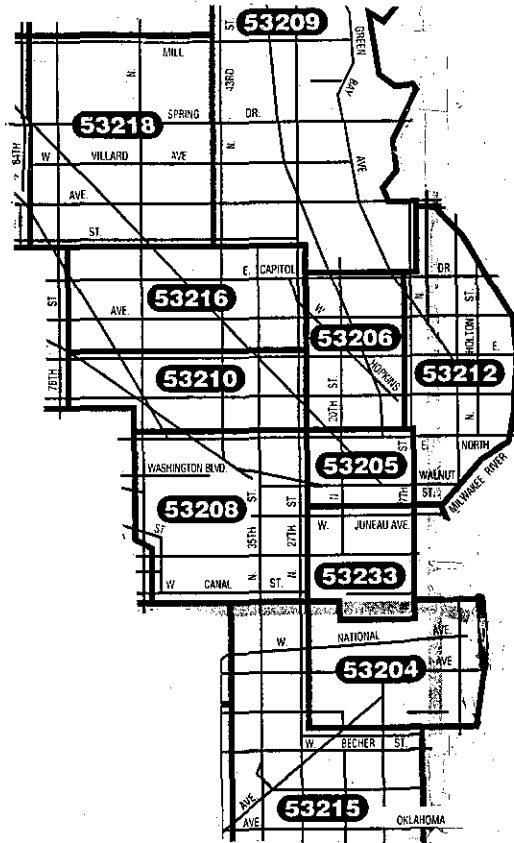
### Survey Methodology

Telephone surveys were conducted of a random sample of 487 Milwaukee households from October 18 through November 20, 1993. The margin of error for a sample of this size is +/- 4.5%, at a 95% confidence level.

Questions for the household survey were developed after a review of survey instruments used by the U.S. decennial survey and the Current Population Survey, including the strands of questions used to determine labor force participation and unemployment statistics. The survey was kept relatively brief in order to maximize the response rate, particularly among unemployed persons interested in working. Open-ended questions were developed to gain more information on perceived barriers to employment and the background of persons seeking work. The survey was designed by the Employment and Training Institute based on recommendations from the City of Milwaukee Fair Housing and Employment Commission, Department of City Development, Milwaukee Area Technical College, Milwaukee Metropolitan Sewerage Commission and Private Industry Council of Milwaukee County who identified areas of concern. In particular, at the request of City of Milwaukee officials, questions were included regarding the interest of unemployed persons and other job seekers in construction jobs, and any prior education or experience these persons had in construction. Questions regarding the availability of health insurance were placed at the beginning of the survey to help engage respondents in the interview before introducing potentially more difficult questions regarding length of unemployment, barriers to employment, level of education and other demographic data. Less than 5% of respondents (N=25) terminated their interviews in progress.

The sampling procedure was based on computer-generated random phone numbers, a process that allowed the inclusion of unlisted and unpublished phone numbers. Using maps of phone exchanges provided by Wisconsin Bell, thirty-five residential phone exchanges were identified which covered neighborhoods in the Community Development Block Grant Area of the City of Milwaukee. The phone company also provided a current count of the number of residential phone lines for each exchange. The quota per telephone exchange was determined by the number of residential telephone lines in each exchange. Because telephone exchanges are not coterminous with geographic areas, a filter question was employed for some of the exchanges in order to assess whether the household in question was in the target area, and therefore should be included in the sample. In phone exchanges 438, 461, 462, 463, 464, 466, 527, 535, and 536, respondents were filtered to include only households in zip codes 53209 and 53218. (The phone exchanges included only residences south of Mill Road.) In phone exchanges 383, 384, 389, 643, 645, 647, 649, 671, and 672, respondents were interviewed only if the residence was located north of Oklahoma Avenue.

## Map of Milwaukee Neighborhoods Surveyed



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Interviewers were hired and trained by the Social Science Research Facility, which monitored call results and reviewed completed surveys. In addition to the use of random number generation, in order to achieve as unbiased a sample as possible, several other procedures were employed. First, attempts to contact households were made at times which had the greatest probability of someone being at home. 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.. In addition, at least three attempts to reach a household were made and a bilingual interviewer was available for respondents speaking Spanish. A total of 394 households could not be reached after three attempts. The response rate for households reached and asked to participate in the survey was 61 percent, with 487 persons interviewed, 274 persons refusing to participate in the survey, 25 respondents terminating the interview before its completion, and 16 persons physically unable to participate in the interview.

## Limitations of Phone Survey Data

The 1990 U.S. Census data for the Milwaukee inner city Public Use Microdata Sample (PUMS) area was analyzed for differences in employment status of persons in households with phones and households without phones. Census data suggests that use of a household phone survey captures relatively more employed and full-time workers and fewer unemployed and part-time labor force participants.

### 1990 U.S. Census Data on Labor Force Participants in Households Without Phones (Inner City Milwaukee PUMS Area 2203)

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	PERSONS IN HOUSEHOLDS:	
	<u>With Phones</u>	<u>Without Phones</u>
Total in Labor Force	43,707	6,164
% Unemployed	16.4%	36.8%
% Employed	83.6	63.2
% Working Full-Time	58.6	43.7
% Working Part-Time	22.1	16.7

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\* Persons are considered working full-time if reporting more than 34 hours worked in the census survey week and part-time if working 1-34 hours that week. The remaining employed persons were in the military or not at work the week of the census.

Phone Number _____ - _____	Interviewer ID # _____
Time of Interview _____	Date of Interview _____

**LABOR MARKET STUDY HOUSEHOLD SURVEY**

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

"Could I please speak with someone 18 years of age or older in your household?"

1. Do you or any members of your household have health insurance?  Yes  No [SKIP TO Q.4]
  
2. Who provides the insurance?  
 [READ CHOICES. CHECK ALL THAT APPLY.]
  - Employer
  - Welfare/AFDC/Title 19
  - Medicare
  - Other [SPECIFY:] \_\_\_\_\_
  
3. How many members of your household, if any, are not covered by health insurance? \_\_\_\_\_
  
4. Are you currently employed?  Yes [SKIP TO Q.9]  No
  
5. [IF NO] Are you interested in working?  Yes [SKIP TO Q.15]  No
  
6. Is there an adult in your household who is employed or interested in working?  
 Yes [ASK TO SPEAK WITH THIS PERSON, REPEAT "HELLO" INTRODUCTION, AND ASK Q. 7. 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.27]
  
7. [FOR SECOND PERSON COMING TO PHONE] Are you currently employed?  Yes [SKIP TO Q.9]  No
  
8. [IF NO] Are you interested in working?  Yes [SKIP TO Q.15]  No [SKIP TO Q.27]
  
9. [FOR PERSON CURRENTLY EMPLOYED] What is your occupation or type of work? \_\_\_\_\_
  
10. How many hours a week do you usually work? \_\_\_\_\_
  
11. Is this a permanent or temporary job?  [1] Permanent  [2] Temporary
  
12. What do you think are the one or two main reasons you were able to get the job you have now?  
 \_\_\_\_\_  
 \_\_\_\_\_
  
13. Are you looking for another job right now?  Yes  No [SKIP TO Q.27]
  
14. Why are you looking for another job?  
 \_\_\_\_\_  
 \_\_\_\_\_
  
- [SKIP TO Q.19]
  
15. [IF NOT CURRENTLY EMPLOYED] What was your last occupation or type of work? \_\_\_\_\_
  
16. When did you last work at a regular job or business either full- or part-time?  
 \_\_\_\_\_ [LIST MONTH AND YEAR]
  
17. Are you looking for a job?  Yes  No [SKIP TO Q.27]

18. What do you think is making it difficult for you to find a job?

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19. Do you want a full- or part-time job? \_\_\_ [1] Full-time job \_\_\_ [2] Part-time job

20. Do you have any specific education or job training that will help in finding a new job?  
\_\_\_ Yes ["Could you tell me about it?"] \_\_\_ No

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21. Are you interested in a construction job? \_\_\_ Yes \_\_\_ No [SKIP TO Q.27]

22. [IF YES] The City of Milwaukee and other governmental units want to find out if city residents are interested in construction jobs such as laborers, apprentices and skilled trades positions.

23. Have you ever worked in construction. \_\_\_ Yes \_\_\_ No [SKIP TO Q.25]

24. [IF YES] What type of work?

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25. What type of construction jobs are you qualified for?

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26. What type of education or experience do you have which would help qualify you for a construction job? [SPECIFY:]

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**[QUESTIONS FOR EVERYONE]**

27. Do you have a valid Wisconsin driver's license? \_\_\_ Yes \_\_\_ No

28. Do you have a car? \_\_\_ Yes \_\_\_ No

29. What is your age? \_\_\_\_\_

30. What is the highest level of schooling you have completed? \_\_\_\_\_  
[CIRCLE: 1=LESS THAN HIGH SCHOOL GRADUATE, 2=HIGH SCHOOL GRADUATE OR GED,  
3=SOME COLLEGE, 4=TECHNICAL COLLEGE DEGREE/DIPLOMA, 5=COLLEGE GRADUATE,  
6=POST-COLLEGE]

31. What is your race or ethnic background? \_\_\_\_\_  
[CIRCLE: 1=WHITE, 2=BLACK/AFRICAN AMERICAN, 3=AMERICAN INDIAN, 4=ASIAN, 5=OTHER.  
IF "OTHER," SPECIFY: \_\_\_\_\_]

32. Are you of Hispanic or Spanish origin? \_\_\_ Yes \_\_\_ No

33. How many adults age 18 to 65 live in your household? \_\_\_\_\_

34. How many adults over age 65 live in your household? \_\_\_\_\_

35. How many children under age 18 live in your household? \_\_\_\_\_

36. What is your zip code? \_\_\_\_\_

[CODE GENDER OF PERSON INTERVIEWED: \_\_\_ MALE \_\_\_ FEMALE]

"Thank you very much for your time."

Phone Number \_\_\_\_\_ - \_\_\_\_\_

Interviewer ID # \_\_\_\_\_

Time of Interview \_\_\_\_\_

Date of Interview \_\_\_\_\_

### 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."

"¿Podría hablar, por favor, con alguien en la casa que tenga 18 [dieciocho] años o más de edad?"

1. ¿Tiene usted, o alguien en la casa, seguro médico? \_\_\_ sí \_\_\_ no [SKIP TO Q.4]
  2. ¿Qué agencia o entidad provee el seguro?  
[READ CHOICES. CHECK ALL THAT APPLY.]  
\_\_\_ el empleador  
\_\_\_ asistencia del gobierno para familias y niños (Welfare, AFDC, Title 19)  
\_\_\_ asistencia del gobierno para mayores (Medicare)  
\_\_\_ otro [EXPLICA] \_\_\_\_\_
  3. ¿Hay gente en la casa que no tenga seguro médico? Cuantos hay? \_\_\_\_\_
  4. ¿Usted tiene un empleo actualmente? \_\_\_ sí [SKIP TO Q.9] \_\_\_ no
  5. [IF NO] ¿Le gustaría tener un empleo? \_\_\_ sí [SKIP TO Q.15] \_\_\_ no
  6. ¿Hay un adulto en la casa que tenga trabajo o que busque trabajo?  
\_\_\_ si [ASK TO SPEAK WITH THIS PERSON, REPEAT "HOLA" INTRODUCTION, AND ASK Q. 7. 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 \_\_\_\_\_ [¿Cuándo sería buena hora para encontrar a esta persona en casa?]  
\_\_\_ no [SKIP TO Q.27]
  7. [FOR SECOND PERSON COMING TO PHONE] ¿Usted tiene un empleo actualmente?  
\_\_\_ sí [SKIP TO Q.9] \_\_\_ no
  8. [IF NO] ¿Le gustaría tener un empleo? \_\_\_ sí [SKIP TO Q.15] \_\_\_ no [SKIP TO Q.27]
  9. [FOR PERSON CURRENTLY EMPLOYED] ¿Cuál es su trabajo, o que tipo de trabajo hace? \_\_\_\_\_
  10. ¿Cuántas horas trabaja usted cada semana normalmente? \_\_\_\_\_
  11. ¿Es un trabajo permanente o temporario? \_\_\_ [1] permanente \_\_\_ [2] temporario
  12. En su opinion, ¿cuál es el factor o los dos factores principales que le permitieron conseguir el trabajo que tiene ahora?  
\_\_\_\_\_  
\_\_\_\_\_
  13. ¿Busca usted otro trabajo actualmente? \_\_\_ sí \_\_\_ no [SKIP TO Q.27]
  14. ¿Porqué busca otro trabajo?  
\_\_\_\_\_  
\_\_\_\_\_
- [SKIP TO Q.19]
15. [IF NOT CURRENTLY EMPLOYED] ¿Cuál fue su trabajo mas reciente? \_\_\_\_\_

16. ¿Cuándo tuvo un trabajo fijo de tiempo completo o de tiempo parcial (algunas horas cada semana)? El mes, y el año

\_\_\_\_\_ [LIST MONTH AND YEAR]

17. ¿Busca un trabajo? \_\_\_ sí \_\_\_ no [SKIP TO Q.27]

18. ¿Qué factor o factores se le causan dificultades en encontrar un trabajo?

\_\_\_\_\_  
\_\_\_\_\_

19. ¿Quiere un trabajo de tiempo completo o de tiempo parcial (solo algunas horas a la semana)?  
\_\_\_ [1] Full-time job \_\_\_ [2] Part-time job

20. ¿Tiene educación especializada o entrenamiento que le puede ayudar a encontrar un trabajo nuevo?  
\_\_\_ sí ["Podría explicármelo?"] \_\_\_ no

21. ¿Le gustaría trabajar en la construcción? \_\_\_ sí \_\_\_ no [SKIP TO Q.27]

22. [IF YES] La ciudad de Milwaukee y otras entidades gubernamentales quieren saber si hay residentes de la ciudad que tengan interés en trabajos de construcción, tales como obreros, aprendices, y trabajadores especializados.

23. ¿Ha trabajado alguna vez en la construcción? \_\_\_ sí \_\_\_ no [SKIP TO Q.25]

24. [IF YES] ¿Qué tipo (o tipos) de trabajo ha hecho?

\_\_\_\_\_

25. ¿Para qué tipo (o tipos) de trabajo en la construcción tiene usted las calificaciones?

\_\_\_\_\_

26. ¿Qué tipo de educación o experiencia tiene usted que le ayudaría en calificar para un trabajo en la construcción? [EXPLIQUE, POR FAVOR]

\_\_\_\_\_

### [QUESTIONS FOR EVERYONE]

27. ¿Tiene usted una licencia de conducir vigente en Wisconsin? \_\_\_ sí \_\_\_ no

28. ¿Tiene usted un automóvil? \_\_\_ sí \_\_\_ no

29. ¿Qué edad tiene? \_\_\_\_\_

30. ¿Cuál es el nivel más avanzado de educación que ha completado? \_\_\_\_\_  
[CIRCLE: 1 = no ha terminado la secundaria; 2 = la secundaria o GED,  
3 = algo de la universidad o escuela técnica; 4 = titulado de una escuela técnica;  
5 = se ha graduado de la universidad; 6 = educación pos-graduada]

31. ¿Cuál es su raza o herencia étnica? \_\_\_\_\_  
[CIRCLE: 1 = Blanco; 2 = Negro; 3 = Indígena; 4 = Asiático; 5 = Otro [EXPLICAR \_\_\_\_\_]]

32. ¿Es usted hispano o latino? \_\_\_ sí \_\_\_ no

33. ¿Cuántos adultos entre 18 (dieciocho) y 65 (sesenta y cinco) años de edad viven en su casa? \_\_\_\_\_

34. ¿Cuántos adultos mayores de 65 (sesenta y cinco) años viven en su casa? \_\_\_\_\_

35. ¿Cuántos niños menores de 18 (dieciocho) años de edad viven en su casa? \_\_\_\_\_

36. ¿Cuál es su código postal? \_\_\_\_\_

[CODE GENDER OF PERSON INTERVIEWED: \_\_\_ MALE \_\_\_ FEMALE]

"Muchas gracias por su tiempo."