



KEY FINDINGS

CALIFORNIA YOUNG ADULT WORKFORCE SURVEY

December 2008

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INTRODUCTION AND METHODOLOGY

Goodwin Simon Victoria Research conducted a telephone survey of California youth ages 16-34, in partnership with Fenton Communications, through a grant from The California Wellness Foundation. The purpose of the survey was to assess views of the economy, job market, and employment prospects, and to measure attitudes towards work in the health care field.

To conduct this survey, we completed 728 telephone interviews from November 16-23 among both cell phone and landline respondents. An ordinary statewide sample in California yields too few interviews among Asians and African-Americans to be able to reliably analyze their views. Younger people can also be hard to reach. For this reason, we conducted additional interviews among these populations, to ensure having a large enough subsample of each population for analysis purposes. Thus, we drew oversamples of each of the following types of respondents:

- African-American (yielding a total of 133 African-American respondents for analysis)
- Asian (yielding a total of 133 Asian respondents for analysis)
- Youth ages 16 to 17 (yielding a total of 106 young respondents for analysis)

Overall results are weighted to a statewide sample of $n=600$, while results among subgroups by race or age are reported based on these larger sample sizes. The margin of error for a sample size of 600 is plus or minus 4.0 percent at a 95 percent confidence level. That is, if this survey were to be repeated exactly as it was originally conducted, then 95 out of 100 times the responses from the sample (expressed as proportions) would be within 4.0 percent of the actual population proportions.

This report presents results broken out by these oversample groups, as well as other demographic groups, (e.g., by men versus women or older versus younger respondents), if the differences are statistically significant using standard significance testing and are of relevance. The margin of error for subgroups of the sample is larger than for the overall sample. In questions with more than one item, items were asked in a randomized order to prevent order bias from having an impact on responses.

This report refers to several different geographic regions of the state. They are defined as follows:

Bay Area region: Coastal California from Del Norte at the Oregon border down to Monterey County, including these media markets: Eureka, San Francisco-Oakland-San Jose, and Monterey-Salinas.

Fresno region: Mid-central California counties, including the Fresno-Visalia media market and Kern County in the Bakersfield media market.

Sacramento region: Includes north and central inland California, including these media markets: Medford-Klamath Falls, Chio-Redding, Sacramento, and Reno.

Los Angeles County: Eponymous; large enough to be its own region.

Los Angeles media market region (excluding L.A. County): This region includes the Los Angeles media market (excluding Los Angeles County), which includes Ventura, Orange, San Bernadino, and Inyo counties. It also includes the Palm Springs media market (Riverside County) and the Santa Barbara-Santa Maria media market, which includes Santa Barbara and San Luis Obispo counties.

Los Angeles area: Includes both Los Angeles County and the Los Angeles media market region described directly above.

Inland Empire region: Includes just Riverside and San Bernadino counties.

San Diego region: Includes San Diego and El Centro media markets, which include San Diego and Imperial counties.

Please note that due to rounding, a sum may appear to be one point more or less than its parts. For example, 25.4 percent will round down in the text to 25 percent, and 13.3 percent will round down to 13 percent. However, when added together, their sum is 38.7 percent, which rounds up to 39 percent, not to the 38 percent you would expect from looking at the component parts of the sum.

EXECUTIVE SUMMARY

ECONOMIC CONDITIONS

Job Security

Perhaps not only beauty but a sense of job security is in the eye of the beholder. In these economic times it is striking that fewer than one in five (18%) feel that their own jobs are not secure. On the other hand, just 45 percent feel that their job is *very secure*. Among respondents who currently have a job, a full eight in ten (81%) report feeling that their jobs are secure when they look ahead to the next 12 months, with 45 percent reporting that their jobs are *very secure* and 35 percent saying their jobs are *somewhat secure*. Eighteen percent (18%) of employed respondents say their jobs are not secure, with 12 percent saying their jobs are *not very secure* and six percent saying their jobs are *not secure at all*.

- Health workers feel more secure in their jobs (90% secure, 7% not secure) than do non-health care workers (80%, 19%). In fact, 69 percent of health care workers say they feel very secure in their jobs, compared to just 42 percent of non-health care workers.

Job Market and Economic Conditions

Despite the relatively optimistic reports from respondents in this survey about their personal financial status and job security, more than three-quarters of respondents (77%) have a negative perception of the job market in California, with 16 percent saying the job market and economic situation is *terrible* right now. Twenty-two percent (22%) say the job market and economy are *very bad* and 39 percent say they are *bad*. Just over one in five (21%) respondents have a positive view of the current economic situation, with two percent saying the California job market and economy are *excellent*, one percent saying they are *very good*, and 18 percent describing the current economic situation as *good*.

Split on Direction of California's Economy

We asked respondents whether they think the job market and economic situation will improve, get worse, or stay about the same in the next 12 months. Thirty-seven percent (37%) say the situation will improve, while 30 percent say it will get worse. Thirty percent (30%) think the job market and economic situation will stay the same over the next year, and three percent were uncertain.

Majority Say Good Jobs Unavailable in Their Area

Forty percent (40%) of respondents say that good jobs are generally available in their communities, while more than half (56%) think there are no good jobs available. Three percent (3%) are uncertain.

Today's Economy Causing Career Re-Evaluation?

It is perhaps striking that more than one-third of respondents (36%) say that the current job market and economic situation is causing them to consider making a job change or career switch, while another three percent say they have already done so. Just over half (54%) say they are not considering a change because of the economy.

The Job You Want?

Of those currently employed, 32 percent say that their job is "the kind of job I want to have." Thirty-six percent (36%) say their job is "in the field that I want to be working in, but in the future I'm planning to advance to a more senior position." Finally, 31 percent say their job "is not the kind of job I really want."

- Health care workers are more satisfied with their work than those who do not work in the health care field. Just 13 percent of health care workers say their job is not the kind of job they want, compared to 33 percent among those who work outside the health care field. While similar levels in both groups say their job is the kind they want to have, almost half (49%) of health care workers say they are in the right field and plan to advance, compared to just 35 percent among non-health care workers.

CHOOSING A JOB OR CAREER

Influences on Job Choice

The top influence on the kind of job or career respondents choose, both overall (77% total important) and in terms of intensity (22% *one of the most important*), is “your parents or any other family member.”

The second most important influence is “guidance counselors, teachers, or professors from high school or college,” with 64 percent rating it as important overall and 12 percent saying it is *one of the most important* influences when it comes to choosing a job or career.

Twelve percent (12%) also say that “an internship or work study program” is *one of the most important* influences on their choice of work, while this influence is important overall with 56 percent of respondents.

“Your friends and acquaintances” are important influences overall for 68 percent of respondents, but only *one of the most important* for ten percent.

The internet, television, radio advertisements, and brochures rank among the least important influences when choosing a job or career. The internet is *one of the most important* influences for eight percent of respondents (46% important overall), while television ads, radio ads, and brochures are *one of the most important* for only four percent (32% overall).

- Reflecting findings we saw in our focus groups among allied health workers, we see in this survey that health care workers (62%) are more likely than non-health care workers (48%) to cite their family members as an important influence on their career choice, and are also more likely (health care workers 50%, non-health care workers 32%) to cite an internship or work study program as a major influence on them. Clearly these two factors are a major influence in drawing health care workers into their fields.

Important Job Qualities

We asked respondents to tell us how important various factors are when they are considering the kind of job or career they want. The top factor is how much a job pays, with 42 percent ranking it as *one of the most important* factors when choosing a job and 79 percent saying it is important overall.

The second most important factor, based on intensity of response, is “the job has a lot of security so it would be hard to lose the job” with 39 percent ranking it as *one of the most important* and 77 percent ranking it as important overall.

“The job provides good quality and affordable health insurance benefits” is *one of the most important* factors in choosing a job for 38 percent of respondents, with 78 percent saying it is important overall.

Rounding out the top tier of important factors is “that the job offers good opportunities for advancement” with 37 percent saying it is *one of the most important* and 82 percent saying it is important overall.

Seen as an overall important factor by 68 percent overall, yet lacking as much intensity – just 26 percent consider it to be *one of the most important* factors – is “the job lets you make a difference and help people who really need it.”

- Among health care workers, the level of pay (33% one of most important influences) is less important than it is for non-health care workers (46%), while having a job that lets you make a differences and help people (39%) is more important than for non-health care workers (24%).

Impact of Economy on Importance of Job Qualities

After we asked respondents which factors they consider important when choosing a job or career, we asked them whether or not the importance of those same factors has changed for them personally, given today’s weakened economy.

Sixty-six percent (66%) say job security is more important given today’s job market and economic situation, while 62 percent report that how much a job pays has become more important to them. Fifty-eight percent (58%) of respondents feel that the quality and affordability of health insurance benefits has become more important since the economy worsened and 54 percent feel that opportunities for advancement have become more important to them.

Personal Financial Status

Despite all of the dire economic news, it is interesting to see that more than two-thirds (69%) of respondents rate their personal financial situation positively, albeit in a lukewarm rather than enthusiastic way. Just four percent say their finances are *excellent* and ten percent say their finances are *very good*, while 55 percent rate their finances as *good*. The remaining three in ten (30%) respondents rate their personal financial situation negatively, with five percent rating their finances as *terrible*, six percent saying their finances as *very bad*, and 19 percent reporting their financial situation as simply *bad*.

How Appealing Are These Jobs?

We asked respondents to imagine they were looking for a new job and then asked them to tell us whether or not certain jobs were appealing to them.

Of the nine different jobs tested, the most appealing job (53% total appealing, 20% *very appealing*) is “a doctor’s assistant such as a medical assistant.” Not far behind – with 51 percent ranking them each as appealing overall and 18 percent ranking them each as *very appealing* – are “a pharmacy technician” and “a medical laboratory technician who analyzes results of medical tests.”

In fact, four of the five most appealing jobs are health care positions, with “computer service technician” rounding out the top five jobs.

Just under half (48%) say “a computer service technician” is an appealing job, while a similar 47 percent say “an emergency medical technician, called an EMT” is appealing (19% *very appealing*).

Likelihood of Finding Good Job?

To test public perceptions of different job sectors, we asked respondents to think about other people who might be looking for a job today. We then asked them to rate the likelihood of job-seekers being able to find a good-paying job with benefits in each of several different specific job sectors.

By far, respondents consider the health care sector to be the most likely place to find a good-paying job with benefits. Eighty percent (80%) overall say it is likely that people could find a good job in the health care industry, with just under half (49%) saying it is *very likely*.

The second most promising sector to find good-paying jobs (67% likely overall and 29% *very likely*) is “information technology.”

Impact of Economy on Consideration of Health Care Career

Considering today’s job market and economic situation, 44 percent of respondents say they or someone else in their family are more likely to consider working in the health care field than was the case before the current economic troubles.

Fifty-two percent (52%) say they are not more likely to consider working in the health care field due to current economic troubles, while three percent are unsure.

Reasons They Are Not Health Care Workers Today

We asked those respondents who are not health care workers, but said they had previously considered a health career, to rate the importance of different factors in their decision not to pursue work in the health care field. The top three reasons respondents give for not pursuing a health care career are that they could not afford to support themselves or their family while they pursued an education (48% total reason, 31% major reason); that the education or training required was too expensive (47% total reason, 28% major reason); or that they did not have time to go back to school because of family responsibilities (43% total reason, 28% major reason).

While cited by a smaller percentage of respondents, it is notable that a full 31 percent report they applied for financial aid but did not get enough, and that 28 percent report they applied to schools for health care training but were waitlisted or not accepted.

KEY FINDINGS

ECONOMIC CONDITIONS

Job Security

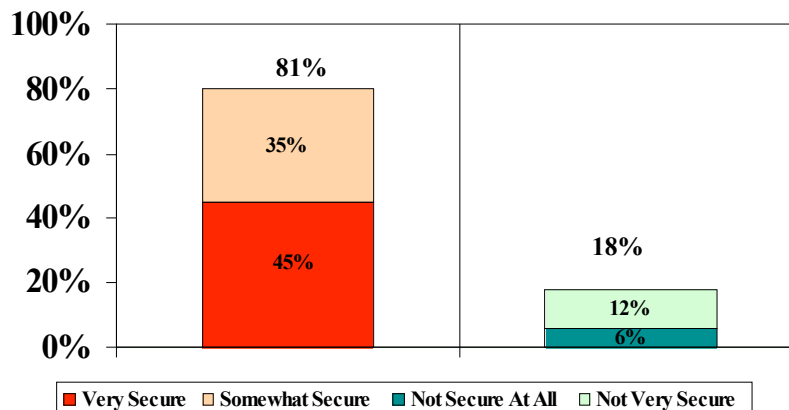
Perhaps not only beauty but a sense of job security is in the eye of the beholder. In these economic times it is striking that fewer than one in five (18%) feel that their own jobs are not secure. On the other hand, just 45 percent feel that their job is *very secure*.

Of those respondents who currently have a job, a full eight in ten (81%) report that thinking about the next year, they feel their jobs are secure. Forty-five percent (45%) report their jobs are *very secure* and 35 percent say their jobs are *somewhat secure*.

Eighteen percent (18%) of employed respondents report that their jobs are not secure, with six percent saying their jobs are *not secure at all* and 12 percent saying their jobs are *not very secure*.

Job Security

(Asked only of those currently employed, n=406)



Results among Subgroups

There are no statistically significant differences in the sense of job security by race, but there are major differences depending on income level. Upper-income respondents (94% secure) feel the most secure, followed by middle-income (83%) and low-income (71%).

By geography, those in Los Angeles County (25% not secure) are somewhat less secure than in other regions.

- Those working full-time are far more secure (87%) than those who work part-time (69%).
- Health workers feel more secure in their jobs (90% secure, 7% not secure) than do non-health care workers (80%, 19%). In fact, 69 percent of health care workers say they feel very secure in their jobs, compared to just 42 percent of non-health care workers.

Other groups who feel less job security include those who are considering changing careers (28% not secure), those whose current job is not one they want (26%), those who rate the economy negatively (21%), those who rate their own personal finances negatively (38%), and those who say that good jobs are not available in their area (22%).

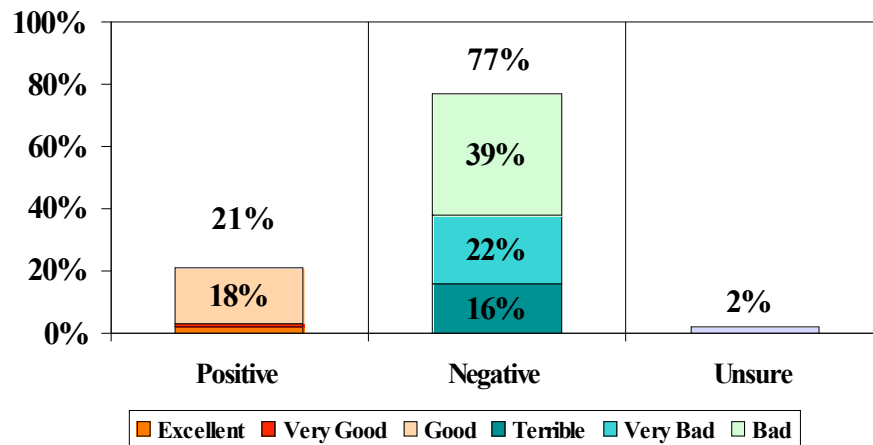
Job Market and Economic Conditions

Views of Current Economic Conditions in California

Despite the perhaps optimistic reports in this survey about their personal financial status and job security, more than three-quarters of respondents (77%) have a negative perception of the job market in California, with 16 percent saying the job market and economic situation is *terrible* right now. Twenty-two percent (22%) say the job market and economy are *very bad* and 39 percent say they are *bad*.

Just over one in five (21%) respondents have a positive view of the current economic situation, with two percent saying the California job market and economy are *excellent*, one percent saying they are *very good*, and 18 percent describing the current economic situation as *good*.

Perception of Job Market and Economic Situation



Results among Subgroups

Perceptions of California's job market and economic situation are clearly driven by age, race, ethnicity, and income level. Interestingly, there are no statistically significant differences in the assessment of the State as a whole when it comes to geography or type of area (rural versus urban, for example).

The oldest respondents are the most negative about the state of the economy, with 83 percent of those ages 27-34 saying the economy is in bad (39%), very bad (24%), or terrible (20%) shape, and just 15 percent positive in their assessment of the economy. The next two younger groups are less negative (73% among ages 23-26, 74% among those ages 19-22). The youngest respondents are more positive, with those ages 16-18 30 percent positive and 69 percent negative on the economy.

Looking at race and ethnicity, we see that African-Americans are the most negative (86% negative, 11% positive), followed by Asians (78%, 19%), Latinos (78%, 20%), and Anglos (74%, 24%).

Parents are more negative (83%, 15%) than non-parents (74%, 24%), and this difference is clearly driven by more than just the older average age of parents, as there is no difference by marital status, and those who are married are also older on

average. More than one in five of these young parents (22%) say the California economy is in terrible shape.

Perhaps not surprisingly, self-reported income levels are strongly correlated with views on the economy. Those who describe themselves as upper-income are the least negative (59%, 41%), followed by middle-income respondents (76%, 22%) and then by lower-income respondents (85%, 13%).

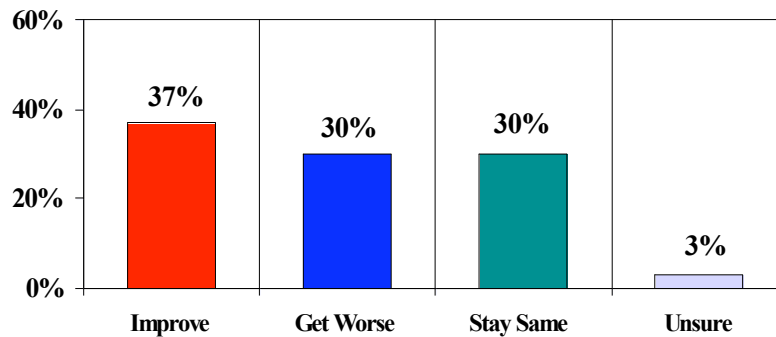
Social scientists have long recognized that the educational attainment level of one's mother is highly correlated with one's own educational achievement and economic success. Here we see that those whose mother has a high school degree or less education are the most negative about the economy (82%, 17%), compared to those whose mothers have at least some college (79%, 20%) or a college degree (73%, 25%).

Other subgroups who are particularly negative about the economy include those who are unemployed but seeking work (87% negative), those who are considering making a career or job change (84%), those whose current job is not what they would want (83%), those who expect the economy to get worse in the next year (84%), and those who say that good jobs are not available in their area (86%).

Split on Direction of California's Economy

We asked respondents whether they think the job market and economic situation will improve, get worse, or stay about the same in the next 12 months. Thirty-seven percent (37%) say the situation will improve, while 30 percent say it will get worse. Thirty percent (30%) think the job market and economic situation will stay the same over the next year, and three percent were uncertain.

Job Market and Economy - Year From Now



Results among Subgroups

Just as the oldest group of respondents ages 27-34 is the most negative about the current economy, they are somewhat more pessimistic about the direction of the economy in the next year, with 37 percent saying they expect the economy to get worse rather than improve (32%) or stay the same (29%). Among the younger respondents, between 24 percent and 28 percent expect the economy to worsen. Younger respondents ages 16-22 are the most optimistic, with 41 percent saying they expect the economy to improve in the next 12 months.

Given that African-Americans were the most negative about the current economy (86% negative, 11% positive), it is striking that they are the most optimistic about the economy's direction in the next year, with 57 percent saying it will improve, compared to 41 percent among Latinos, 34 percent among Asians, and 32 percent among Anglos.

In this question we see some important regional differences, with those in the Fresno (50% improve) and San Diego (51%) regions the most optimistic, compared to 43 percent in the Sacramento region, 39 percent in the Inland Empire, 36 percent in the Los Angeles area, and just 27 percent in the Bay Area region.

Both parents (37% worse) and married respondents (39% worse) are more pessimistic than either non-parents or unmarried respondents (both 27% worse).

Interestingly, those who are working full-time (33% improve, 34% get worse) are more pessimistic than those who work part-time (42% improve, 23% get worse).

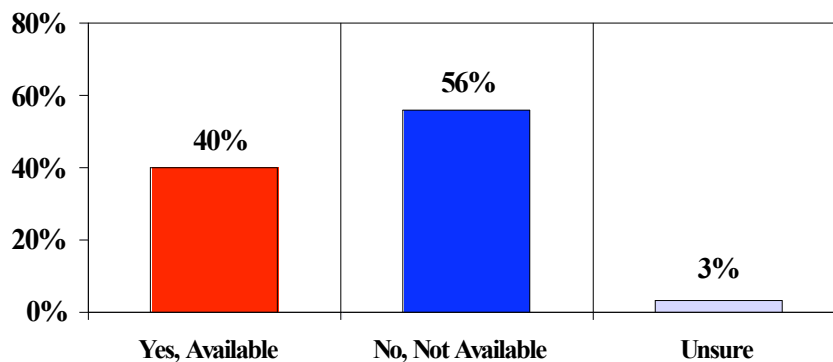
Those who say that today's job market and economic situation are causing them to consider making a job change or career switch are more optimistic about the next year (42% improve, 31% get worse) than those who not considering a change (33% improve, 30% get worse).

Health care workers are somewhat more negative about the direction of California's economy, with 44 percent saying they expect it to get worse in the next year, compared to just 30 percent among non-health care workers. Just under three in ten (29%) health care workers say they expect the economy to improve and 24 percent expect it to remain the same, while 36 percent of non-health care workers expect the economy to improve, and 31 percent expect it to remain about the same.

Majority Say Good Jobs Unavailable in Their Area

Forty percent (40%) of those surveyed think there are good jobs generally available in their communities, while more than half (56%) think there are no good jobs available. Three percent (3%) are uncertain.

Availability of Good Jobs in Your Community



Results among Subgroups

The oldest group, ages 27-34, are the most likely to say good jobs are not available in their community (60%), compared to the youngest respondents (47%).

African-Americans are also more negative in their assessment of the availability of good jobs in their area, with 77 percent saying good jobs are not available in their community, compared to 62 percent of Latinos, 54 percent of Asians, and 48 percent of Anglos.

There are also significant differences by region, with those in the Sacramento region (71%) and the Inland Empire (69%) the most negative about job availability, followed by those in Los Angeles County (60%).

Rural respondents (65%) are more negative than either suburban (56%) or urban (53%) respondents.

Both income level and educational attainment of the mother are also correlated with perceptions of job availability locally. While just 33 percent of upper-income respondents say that good jobs are not available in their area, 54 percent of middle-income respondents and fully 69 percent of lower-income respondents say that about their area. Fully two-thirds (67%) of those whose mother has a high school education say good jobs are not available locally, compared to 57 percent among those whose mother has some college education and just 42 percent among those whose mother has a college degree.

Among those who are considering a career change due to the current economic situation, 65 percent say good jobs are unavailable, compared to 50 percent among those who are not considering a change.

Those who are negative about their own financial situation are more likely to say that good jobs are unavailable (68%) than those who are positive about their own finances (51%).

There are two other interesting findings of note. One is that throughout this survey we see few differences based on self-reported political ideology. Yet here we do see a difference on that basis, with 50 percent of conservatives saying that good jobs are not available, compared to 55 percent of moderates and 60 percent of liberals and progressives.

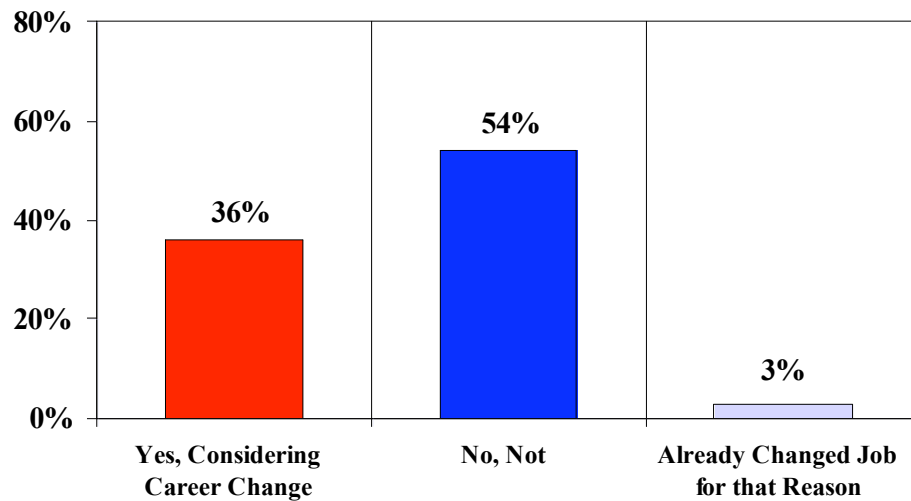
Also interesting is that there is no statistically significant difference in perception of availability of good jobs between those who work full-time (56%), those who work part-time (59%), and those who are unemployed but seeking work (61%).

- Health care workers are more likely than non-health care workers to believe that there are good jobs available in their community. Forty-five percent (45%) of health care workers say that good jobs are available in their community, compared with 37 percent of non-health care workers. However, in both groups, a majority says good jobs are not available, with 53 percent of health care workers and 60 percent of non-health care workers saying good jobs are not available.

Today's Economy Causing Career Re-Evaluation?

Given the current economic downturn, 36 percent of respondents say they are considering a job or career change and 54 percent say they are not. Three percent (3%) report they have already made a job change because of the bad economy and six percent do not currently work or plan to work. One percent was uncertain.

Is today's job market causing you to consider making a job or career change?



Results among Subgroups

It is perhaps striking that more than one-third of respondents (36%) say that the current job market and economic situation is causing them to consider making a job change or career switch, while another three percent say they have already done so.

Apparently age has a major impact on respondents' consideration of making a career change. While almost half (47%) of those ages 19-22 say they are now considering a change, a lower 39 percent of those ages 23-26 say the same, and an even lower 32 percent of those ages 27-34. (These findings reconfirm what we saw in focus groups among youth earlier this year, in terms of fewer and fewer people being open to new career options as they moved through their 20s.)

Those in the Sacramento region are the most likely to consider making a change (46%), compared to between 31 percent and 37 percent in other regions. Similarly, fully half (50%) of rural respondents say they are considering a job change due to the economy, compared to 35 percent of urban and 33 percent of suburban respondents.

The lowest income respondents (48% consider) are the most likely to consider a change, compared to both middle-income (30%) and upper-income (33%) respondents. Similarly, those who rate their own financial situation negatively (50%) are more likely to consider a change than those who rate it positively (30%).

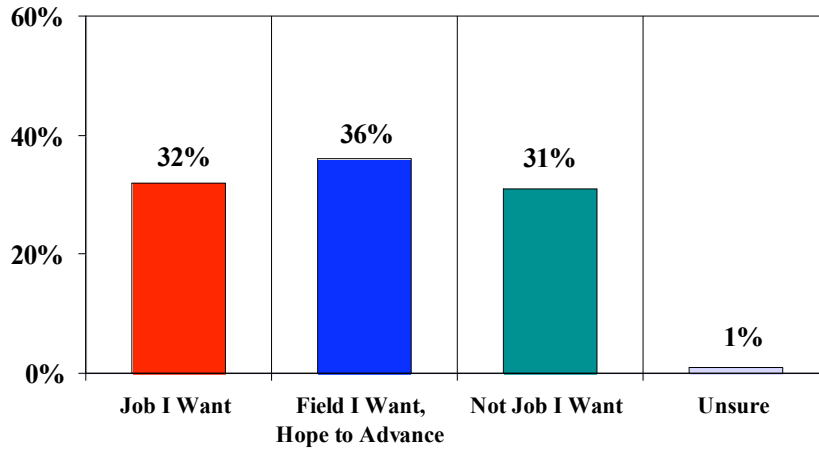
Differences by race and ethnicity are relatively small, with African-Americans and Latinos (both 41% consider) more likely to say they are considering a job or career change than Anglos (32%). (Thirty-five percent of Asians are considering a job change but that is not statistically different than the other groups).

Those who rate the economy negatively (40% consider) are more likely to consider a change than those who rate it positively (25% consider). Those who say that good jobs are not available (43% consider) are more likely to consider a change than those who say they are available in their area (29% consider).

The Job You Want?

Of those currently employed, 32 percent say that their job is "the kind of job I want to have." Thirty-six percent (36%) say their job is "in the field that I want to be working in, but in the future I'm planning to advance to a more senior position." Finally, 31 percent say their job "is not the kind of job I really want."

How would you describe your current job? (n=406)



Results among Subgroups

Reflecting findings we saw in the focus groups conducted among youth earlier this year, we see the highest level of career satisfaction among the oldest respondents. Just 20 percent of those ages 27-34 say their job is not the kind they really want, compared to 34 percent among those ages 23-26 and a full 50 percent of those ages 19-22. Similarly, just 15 percent of those ages 19-22 say they have the kind of job they want, compared to 26 percent of those ages 23-26 and 41 percent of those ages 27-34.

Differences by Age Group			
Description of Current Job	Ages 19-22	Ages 23-26	Ages 27-34
Kind of job I want to have	15%	26%	41%
In the field I want but planning to advance	30	39	38
Not kind of job I want	50	34	20

African-Americans (40%) and Latino women (41%) are more likely to say they do not have the kind of job they want compared to Asians (23%), Latino men (29%), and Anglos (30%). Latino men (40%) are more likely than Latino women (22%) or African-Americans (22%) to say they have the kind of job that they want.

While those in urban and suburban areas have very similar levels of response, those in rural areas are much more likely to say they have the kind of job they want (43%) or that they do not have the kind of job they want (38%) than to say that they have a job in the right field and expect to advance (19%, compared to 37% in urban areas and 40% among suburban respondents).

Both parents (39% kind of job I want, 26% not kind of job I want) and married respondents (46% kind of job I want, 21% not kind of job I want) are more satisfied than non-parents (27% kind of job I want, 34% not kind of job I want) and unmarried respondents (24% kind of job I want, 37% not kind of job I want).

Higher income respondents are also far more satisfied with their current job, with upper-income (46% kind of job I want, 22% not kind of job I want) the most satisfied, compared to both middle-income (33% kind of job I want, 29% not kind of job I want) and lower-income respondents (22% kind of job I want, 39% not kind of job I want).

Those who rate their own finances positively are less likely to say they are in a job they do not want (25%) compared to those who rate their finances positively (48%).

- Health care workers are more satisfied with their work than those who do not work in the health care field. Just 13 percent of health care workers say their job is not the kind of job they want, compared to 33 percent among those who work outside the health care field. While similar levels in both groups say their job is the kind they want to have, almost half (49%) of health care workers say they are in the right field and plan to advance, compared to just 35 percent among non-health care workers.

Differences in Job Ratings by Type of Work		
Description of Current Job	Health Care	Not Health Care
Kind of job I want to have	36%	31%
In the field I want but planning to advance	49	35
Not kind of job I want	13	33

We asked those respondents who say they do not have the kind of job they really want to tell us in their own words why that is the case. Half of these respondents give reasons related to education. One-third of these respondents (33%) say they lack the education or training needed for the job they desire, while another nine

percent say they cannot afford to get the education or training required. Eight percent say they do not have the time to go back to school.

On a different front, 18 percent say they do not have the right experience, and 16 percent said they do not have the qualifications for jobs they want. Ten percent blame the current economic situation for not being able to have their desired job, saying the job they want went away or is harder to get now.

Another nine percent say they have applied for those jobs but not been hired, while six percent cite a lack of good jobs in their area.

The table below shows the overall responses.

Reasons Not Currently Working in Preferred Job	
Lack education or training needed for desired job	33%
Don't have right experience	18
Don't have qualifications for jobs I want	16
Current economic situation means the job I want went away or is harder to get now	10
Have applied/not gotten jobs	9
Cannot afford to get education or training required	9
Don't have time to go back to school	8
Not enough good jobs in my area	6
Don't know how to find a good job	4
Lack contacts needed to get the right job	2
Undesirable working conditions	2
Poor decision	1
Relocating to another country	1
Burned out	1
Not old enough	1
Had baby	*
In process of finalizing citizenship	*
[Unsure]	2
<i>n=126</i>	

CHOOSING A JOB OR CAREER

Influences on Job Choice

The top influence on the kind of job or career respondents choose, both overall (77% total important) and in terms of intensity (22% *one of the most important*), is “your parents or any other family member.”

The second most important influence is “guidance counselors, teachers, or professors from high school or college,” with 64 percent rating it as important overall and 12 percent saying it is *one of the most important* influences when it comes to choosing a job or career.

Twelve percent (12%) also say that “an internship or work study program” is *one of the most important* influences on their choice of work, while this influence is important overall with 56 percent of respondents.

“Your friends and acquaintances” are important influences overall for 68 percent of respondents, but only *one of the most important* for ten percent.

The internet, television, radio advertisements, and brochures rank among the least important influences when choosing a job or career. The internet is *one of the most important* influences for eight percent of respondents (46% important overall), while television ads, radio ads, and brochures are *one of the most important* for only four percent (32% overall).

Importance of Influences when Choosing Job or Career					
<i>Ranked by One of the Most Important</i>					
	TOTAL IMPORTANT	ONE OF MOST IMPORTANT	VERY IMPORTANT/NOT MOST	SOMEWHAT IMPORTANT	NOT AT ALL
Your parents or any other family member	77%	22%	30%	24%	23%
Guidance counselors, teachers, or professors from high school or college	64	12	25	27	35
An internship or work study program you did	56	12	23	21	43
Your friends or acquaintances	68	10	23	34	32
Something you read or saw on the Internet	46	8	11	28	54
Television ads, radio ads, or brochures you receive in the mail promoting a certain career	32	4	9	19	68

Results among Subgroups

Certain groups are more likely to say that parents or other family members are a very important influence (including both *very important* and *one of the most important*) on their career or job choices. These include women, those ages 16 to 22, African-Americans, Asians, and Latino women.

- Reflecting findings we saw in our focus groups among allied health workers, we see in this survey that health care workers (62%) are more likely than non-health care workers (48%) to cite their family members as an important influence on their career choice, and are also more likely (health care workers 50%, non-health care workers 32%) to cite an internship or work study program as a major influence on them. Clearly these two factors are a major influence in drawing health care workers into their fields.
- Among those who are not health care workers but say they have considered that option in the past, there are differences on four factors with those who have not considered health care work:

- 56% cite as major influences family members, compared to 48% among those who have no considered health care jobs or careers
- 42% cite guidance counselors or teachers, compared to 33% among those who have no considered health care jobs or careers
- 24% cite something they saw or read on the Internet, compared to 15% among those who have no considered health care jobs or careers
- 17% cite television or radio ads, or mail brochures, compared to 9% among those who have no considered health care jobs or careers

Asian men (47%), Asian women (42%), and Latino women (40%) are all more likely to say that an internship or work study program has been a very important influence for them. Asians (28%), African-Americans (21%), and Latinos (20%) are more likely than Anglos (13%) to say that something they saw or read on the Internet was a very important influence for them.

Important Job Qualities

We asked respondents to tell us how important various factors are when they are considering the kind of job or career they want. The top factor is how much a job pays, with 42 percent ranking it as *one of the most important* factors when choosing a job and 79 percent saying it is important overall.

The second most important factor, based on intensity of response, is “the job has a lot of security so it would be hard to lose the job” with 39 percent ranking it as *one of the most important* and 77 percent ranking it as important overall.

“The job provides good quality and affordable health insurance benefits” is *one of the most important* factors in choosing a job for 38 percent of respondents, with 78 percent saying it is important overall.

Rounding out the top tier of important factors is “that the job offers good opportunities for advancement” with 37 percent saying it is *one of the most important* and 82 percent saying it is important overall.

Seen as an overall important factor by 68 percent overall, yet lacking as much intensity – just 26 percent consider it to be *one of the most important* factors – is “the job lets you make a difference and help people who really need it.”

The final three important factors when choosing a job or career, considered to be *one of the most important* by between 21 and 26 percent of respondents, are as follows:

- Having control over your hours and work schedule (26% *one of the most important*, 60% total important)
- The job is close to your home so there is no need for a long commute (22%, 58%)
- The cost or amount of time it takes to get the education required (21%, 52%)

Importance of Factors when Choosing Job or Career					
<i>Ranked by One of Most Important</i>					
	TOTAL IMPORTANT	ONE OF MOST IMPORTANT	VERY IMPORTANT/NOT MOST	SOMEWHAT	NOT AT ALL
How much the job pays	79%	42%	37%	18%	3%
The job has a lot of security so it would be hard to lose your job	77	39	38	17	5
The job provides good quality and affordable health insurance benefits	78	38	40	16	5
That the job offers good opportunities for advancement	82	37	45	14	4
The job lets you make a difference and help people who really need it	68	26	42	23	9
Having control over your hours and work schedule	60	26	34	30	10
The jobs is close to your home so there is no need for a long commute	58	22	36	27	14
The cost or amount of time it takes to get the education required	52	21	30	31	17

Results among Subgroups

The importance of pay increases with age, and is more important to African-Americans and Asians, as well as to urban dwellers. It is most important to lower-

income respondents and to those who rate their own personal financial situation negatively.

The importance of job security increases with age, and is of heightened importance to urban dwellers, African-Americans, Asians, and Latinos. It is also more important to parents and those who are married, as well as to those who are considering a career change due to today's economic conditions.

Affordable health insurance benefits are more important to those ages 19 and older than to those younger, and are more important to those who are married or who are parents. They are also more important to African-Americans, Asians, urban dwellers, and those who rate their personal financial situation negatively.

Offering good opportunities for advancement increases with importance along with age, and is especially important to African-Americans, Asians, and Latinos, and urban dwellers. It is more important to Anglo men than to Anglo women. It is particularly important to parents as well as to middle- and lower-income respondents. Interestingly, it is the most important factor for conservatives when choosing a job (tied with pay).

Having control over your hours is particularly important to Latino women (38% one of most important influences).

Making a difference and being able to help people is more important to women generally, and to Asian women and Anglo women specifically.

- Among health care workers, the level of pay (33% one of most important influences) is less important than it is for non-health care workers (46%).
- Having a job that lets you make a difference and help people is more important to health care workers (39%) than to non-health care workers (24%).

- Among those who have considered a health care job in the past, how much the job pays (49% one of most important influences) is more important than it is to those who have not considered a health care job (38%), along with having control over your hours (30%, compared to 22% among those who have not considered a health care career).

Impact of Economy on Importance of Job Qualities

After we asked respondents which factors they consider important when choosing a job or career, we asked them whether or not the importance of those same factors has changed for them personally, given today's weakened economy.

Sixty-six percent (66%) say job security is more important given today's job market and economic situation, while 62 percent report that how much a job pays has become more important to them.

Fifty-eight percent (58%) of respondents feel that the quality and affordability of health insurance benefits has become more important since the economy worsened and 54 percent feel that opportunities for advancement have become more important to them.

The factors with the least changed level of importance are:

- The job is close to your home so there is no need for a long commute (44% more important, 44% same level of importance)
- The cost or amount of time it takes to get the education required (39% more, 49% same)
- The job lets you make a difference and help people who really need it (38% more, 50% same)
- Having control over your hours and work schedule (35% more, 49% same)

Importance of Factors When Choosing Job or Career in Today's Weakened Economy <i>Ranked by More Important</i>			
	MORE IMPORTANT	LESS IMPORTANT	SAME LEVEL OF IMPORTANCE
The job has a lot of security so it would be hard to lose your job	66%	6%	27%
How much the job pays	62	6	32
The job provides good quality and affordable health insurance benefits	58	6	37
That the job offers good opportunities for advancement	54	8	38
The job is close to your home so there is no need for a long commute	44	11	44
The cost or amount of time it takes to get the education required	39	12	49
The job lets you make a difference and help people who really need it	38	11	50
Having control over your hours and work schedule	35	16	49

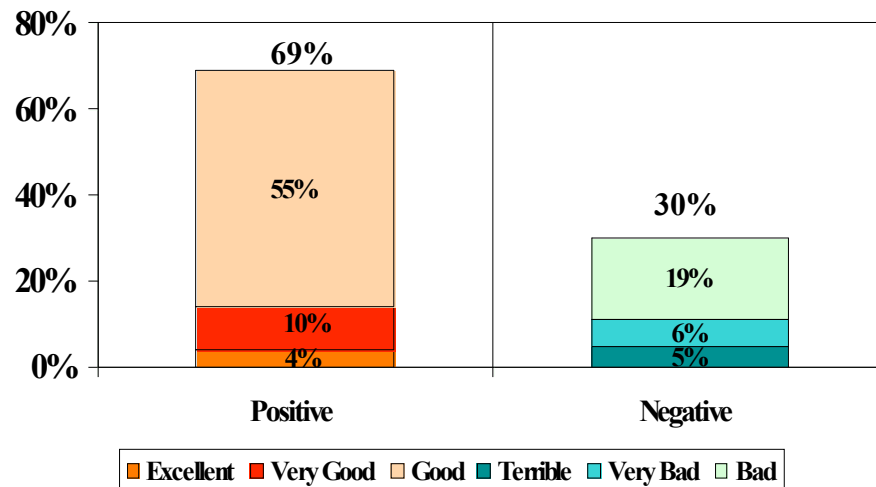
Personal Financial Status

Rating Their Own Personal Financial Status

Despite all of the dire economic news, it is interesting to see that more than two-thirds (69%) of those surveyed rate their personal financial situation positively. However, the positive assessments are almost entirely in the *good* category rather than in the *very good* or *excellent* ones. Just four percent say their finances are *excellent* and ten percent say their finances are *very good*, while 55 percent rate their finances as *good*.

The remaining three in ten (30%) respondents rate their personal financial situation negatively, with five percent rating their finances as *terrible*, six percent saying their finances as *very bad*, and 19 percent reporting their financial situation as simply *bad*.

Personal Financial Situation



Results among Subgroups

African-Americans are more negative about their own personal financial status (51% negative, 49% positive) than any other group, including Latinos (34% negative, 66% positive), Anglos (27% negative, 72% positive), and Asians (17% negative, 83% positive).

Married people (25% negative, 75% positive) are more positive than unmarried respondents (33% negative, 67% positive).

Not surprisingly, those who work full-time are the most positive about their own financial situation (19% negative, 81% positive), followed by part-time workers (34% negative, 65% positive), and then by those who are unemployed (56% negative, 44% positive).

Those who say that today's job market and economic situation are causing them to consider making a job change or career switch are more negative about their own economic situation (42% negative, 58% positive) than those who are not considering a change (22% negative, 77% positive). Similarly, those who say their current job is not what they would want are the most negative about their own financial situation (38% negative, 62% positive), as compared to those who have the job they want (21%

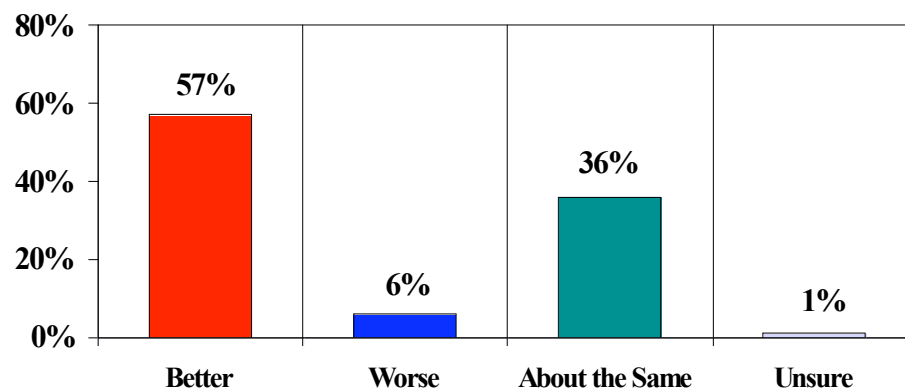
negative, 79% positive) or are in the field that they want and expect to advance further (17% negative, 83% positive).

The one notable difference by geography is that those in the Inland Empire (46% negative, 54% positive) are more negative than in any other region, where between 26 percent and 34 percent of respondents rate their own finances negatively.

Majority Expects Personal Financial Status to Improve

We asked respondents if they expect their personal financial situation to be better, worse, or the same in about a year. Apparently optimistic despite headlines about the recession, 57 percent say they expect their financial situation to improve in the next year and only six percent expect their finances to take a turn for the worse in that time. Just over one-third of respondents (36%) expect their financial situation to stay about the same as it is today.

Personal Financial Situation - Year From Now



Results among Subgroups

Despite being negative about the current state of the economy, African-Americans are the most optimistic that their own personal finances will be better in a year (72% better, 6% worse) than they are now. The other racial and ethnic groups are all similar and somewhat less optimistic in their self-assessment, with just over half of each of these groups optimistic about the next year: Latinos (58% better, 7% worse), Anglos (54% better, 6% worse) and Asians (51% better, 4% worse).

There are also differences by geography, with respondents in the Sacramento region (67% better), Los Angeles County (64%), and the Fresno and San Diego regions (both 62%) the most optimistic about their own finances in the next year, while those in the Los Angeles area outside the County (52%), in the Inland Empire (50%), and those in the Bay Area region (45%) are the least personally optimistic.

Type of area also shows major differences, with those in the urban areas the most optimistic (64%), followed by those in suburban (55%) and those in rural areas (43%).

While there are no significant differences by marital status, parents are less optimistic (51% better) than non-parents (60% better).

Those who are unemployed are the most optimistic, with 76 percent saying they expect their own financial situation to be better in one year – presumably because they believe they will have found work by then – compared to 59 percent of those who work part-time and 51 percent of those who work full-time. Similarly, those who are negative about their current financial situation (64% better) are more optimistic about what the next year holds than those who are positive about their current situation (54% better).

How Appealing Are These Jobs?

We asked respondents to imagine they were looking for a new job and then asked them to tell us whether or not certain jobs were appealing to them.

Of the nine different jobs tested, the most appealing job (53% total appealing, 20% *very appealing*) is “a doctor’s assistant such as a medical assistant.” Not far behind – with 51 percent ranking them each as appealing overall and 18 percent ranking them each as *very appealing* – are “a pharmacy technician” and “a medical laboratory technician who analyzes results of medical tests.”

In fact, four of the five most appealing jobs are health care positions, with “computer service technician” rounding out the top five jobs.

Just under half (48%) say “a computer service technician” is an appealing job, while a similar 47 percent say “an emergency medical technician, called an EMT” is appealing (19% *very appealing*).

The least appealing job tested is “a security guard” with a full 79 percent of respondents saying it is not appealing overall and 62 percent saying it is *not appealing at all*.

Other jobs with low levels of appeal are:

- “A retail sales position” (71% unappealing overall, 49% *not appealing at all*)
- “A restaurant job like a waiter or bartender” (68% unappealing overall, 49% *not appealing at all*)
- “A bank teller” (64% unappealing overall, 46% *not appealing at all*)

Appeal of Jobs <i>Ranked by Total Appealing</i>		
	TOTAL APPEALING	TOTAL NOT APPEALING
A doctor’s assistant such as a medical assistant	53%	46%
A pharmacy technician	51	48
A medical laboratory technician who analyzes results of medical tests	51	48
A computer service technician	48	52
An emergency medical technician, called an E.M.T.	47	52
A bank teller	36	64
A restaurant job like a waiter or a bartender	31	68
A retail sales position	29	71
A security guard	20	79

The top three health care jobs – doctor’s assistant, pharmacy technician, and medical laboratory technician – are all more appealing to women than to men, and more appealing to non-Anglos and Anglo women, than they are to Anglo men.

Men (59% appealing) find a computer technician job more appealing than women (36%). There is no difference based on gender in the appeal of an EMT job, which appeals to African-Americans (61%) more than to other ethnic/racial subgroups (44% to 50% appeals, depending on the subgroup).

Likelihood of Finding Good Job?

To test public perceptions of different job sectors, we asked respondents to think about other people who might be looking for a job today. We then asked them to rate the likelihood of job-seekers being able to find a good-paying job with benefits in each of several different specific job sectors.

By far, respondents consider the health care sector to be the most likely place to find a good-paying job with benefits. Eighty percent (80%) overall say it is likely that people could find a good job in the health care industry, with just under half (49%) saying it is *very likely*.

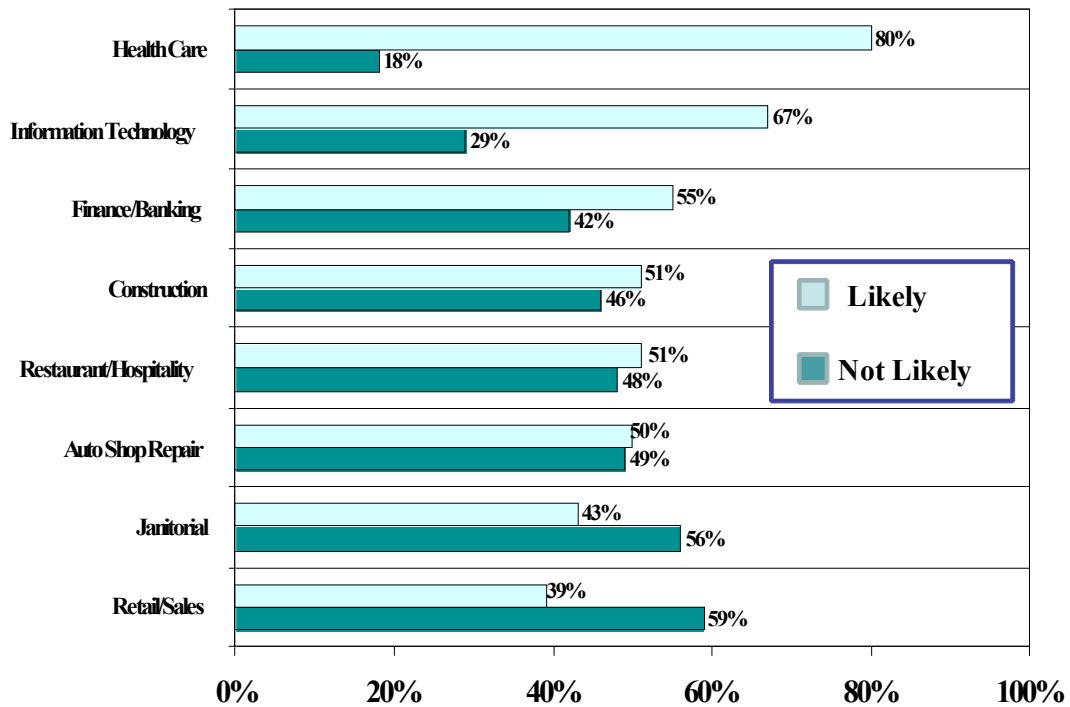
The second most promising sector to find good-paying jobs (67% likely overall and 29% *very likely*) is “information technology.”

Other job sectors in which respondents think it is more likely than not to find a good paying job, albeit not by a very wide margin, are:

- “Finance and banking” (55% likely overall, 42% not likely overall)
- “Construction industry” (51%, 46%)
- “Restaurant and hospitality work” (51%, 48%)
- “Auto shop repair” (50%, 49%)

The job sectors thought least likely to be sources of good-paying jobs are “janitorial or maintenance” (43% likely, 56% not likely) and “retail and sales” (39% likely, 59% not likely).

Likelihood of Finding Good Jobs by Sector



Interestingly, those in the Bay Area (54%), Fresno (59%), and Sacramento (56%) regions are all more likely to say they think it is very likely you could find a good-paying job in the health care sector, compared to between 42 percent and 47 percent in all of the other survey regions.

HEALTH CARE FIELD

Work in Health Care Field?

We asked respondents whether they, or someone else in their household, work in the health care or medical fields. Just seven percent say they themselves work in health care, while 11 percent say someone else in their household works in health care, and one percent say that both they and someone else in their household works in health care.

One percent also volunteer that they used to work in health care, while 79 percent say that neither they nor anyone they live with works in health care. One percent of respondents did not answer the question.

Results among Subgroups

Asians (26% yes) are the most likely to say that they or someone in their household works in the field, followed by Anglos (21%), African-Americans (19%), and Latinos (15%).

Personal income level was correlated with working in healthcare. Just under three in ten (29%) of those who say that they are upper-income report living in a health care worker household, compared to 20 percent of those who are middle-income and just 14 percent of those who are lower-income.

Studying for Health Care Jobs?

Of those respondents currently in school, one-quarter (25%) say their studies are in preparation for a health care or medical job. Seventy-four percent (74%) are not studying for a health care-related job.

Results among Subgroups

There are significant differences by gender, race, and ethnicity in terms of who reports currently studying for health care positions.

Just under one-third (32%) of women say they are studying for a health care position, compared to just 18 percent of men. While the sample sizes are small, it is interesting to note that 42 percent of Latino women say they are studying for a health care job, compared to just 23 percent of Latino men. Similarly, 28 percent of

Anglo women say they are studying for health care jobs compared to just 10 percent of Anglo men.

Overall, 34 percent of Latinos say they are studying for a health care job, as do 30 percent of African-Americans, 24 percent of Asians, and 18 percent of Anglos.

More than one-third (36%) of those who rate their personal financial situation negatively say they are studying for a health care job, compared to just 22 percent of those who rate their financial situation positively.

Appeal of Allied Health Care Jobs

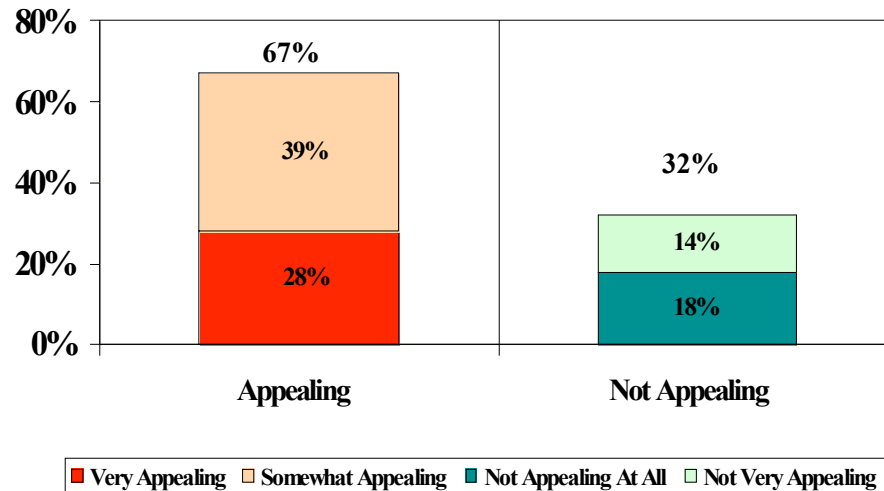
To determine the appeal of allied health care jobs, we read the following statement to respondents:

There are over 200 different kinds of health care-related jobs in California. For the rest of the questions I am going to ask you today, please do NOT think about doctors, dentists, pharmacists, nurses, or other health care careers that require a four-year college degree or even more advanced training. Instead, please think about health care work and careers such as x-ray technicians, E.M.T.'s, nurses' assistants, pharmacy technicians, and medical assistants, and other similar health care positions.

Sixty-seven percent (67%) of respondents say they find these types of jobs appealing overall, with 28 percent saying they are *very appealing* and 39 percent saying they are *somewhat appealing*.

Thirty-two percent (32%) do not find these types of jobs appealing, with 14 percent saying they are *not very appealing* and 18 percent saying they are *not appealing at all*.

Appeal of Allied Health Care Jobs



Results among Subgroups

Women (72% appealing) are more likely than men (62%) to say these allied health care jobs are appealing. Overall, Latinos (75%) and African-Americans (73%) find them more appealing than either Asians or Anglos (both 63%). More Latino women (79%) say allied health care jobs are appealing than Latino men (70%), and more Anglo women (69%) report them to be appealing than Anglo men (57%).

Fresno region respondents (80% appealing) are more likely to say these jobs are appealing than those in other regions (61% to 71% appealing).

While there is no difference by marital status, parents find these jobs more appealing (73%) than do non-parents (64%). The appeal is also inversely related to income, with 72 percent of lower-income respondents saying these jobs are appealing compared to 66 percent of middle-income and 56 percent of upper-income respondents. Correlated with income is the education level of one's mother, and in this instance, we see that these jobs are more appealing to those whose mothers have a high school education (71%) or just some college (70%) than they are to those whose mothers have a college degree (59%).

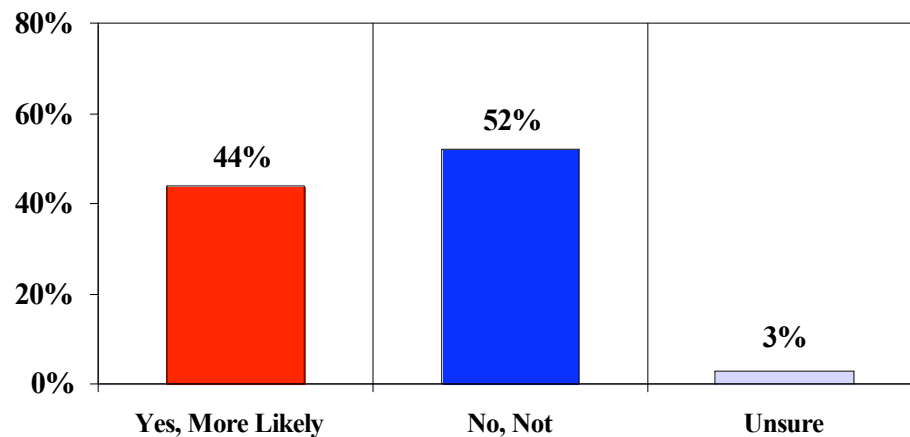
These allied health care jobs are more appealing to those who expect the economy to improve in the next year (75%) than to those who expect it to stay the same (64%) or to get worse (61%).

Impact of Economy on Consideration of Health Care Career

Considering today's job market and economic situation, 44 percent of respondents say they or someone else in their family are more likely to consider working in the health care field than was the case before the current economic troubles.

Fifty-two percent (52%) say they are not more likely to consider working in the health care field due to current economic troubles, while three percent are unsure.

Likelihood of Considering Health Care Job Given Current Economy



Results among Subgroups

Just as more women than men report currently studying for a health care job, more women (51%) than men (38%) say they are more likely to consider working in the health care field due to current economic troubles.

Latino women (62%) are the most likely to report they would consider working in health care, followed by Asians (49%) and African-Americans (48%), Anglo women (43%), Latino men (44%), and Anglo men (31%).

Urban residents (49%) are slightly more likely than rural (42%) or suburban (40%) residents to say they could consider a health care position given today's economy.

Parents (50%) are more likely than non-parents (41%) to consider a health care job.

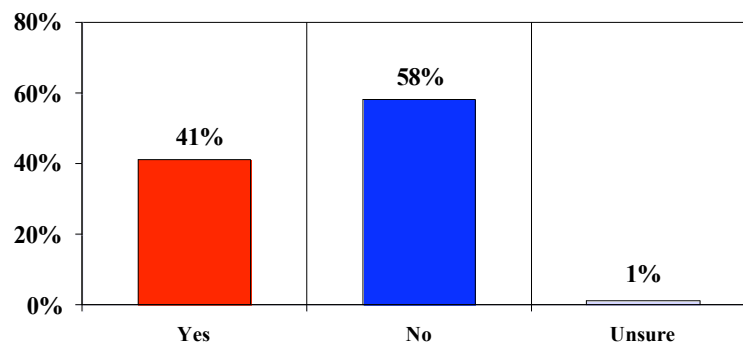
Large differences exist by income level, with 56 percent of lower-income respondents saying they would consider health care work, compared to 40 percent of middle-income and just 31 percent of upper-income respondents.

Those who rate today's economy negatively are more likely (47%) to say they would consider health care work than those who rate the economy positively (34%). Those who believe that good jobs are available in their area are less likely (40%) to consider a health care career than those who say good jobs are not available in their area (48%).

Ever Considered Health Care Job?

We asked the respondents who are not current or former health care workers if they had ever previously considered working in some kind of health care field. Just over four in ten (41%) say that they have considered doing so. Fifty-eight percent (58%) say that they have never considered working in health care. One percent is uncertain.

Have you ever considered working in some kind of health care field? (n=548)



Results among Subgroups

We continue to see major differences by gender, race, and ethnicity, with fully 50 percent of women reporting they have considered health care work, compared to just 32 percent of men.

Latino women (57%) are the most likely to report having considered health care work, followed by Asian women (52%), African-American women (49%), and Anglo women (47%). Men are less likely to report they have considered health care work, with Asian men (41%), African-American and Latino men (both 33%), and Anglo men (28%) all less likely than their female counterparts to say they have considered health care work.

Those in rural areas (52%) are much more likely to say they have considered the work than those in urban or suburban areas (both 39%).

Again we see large differences by income level, with 50 percent of lower-income respondents saying they have considered pursuing health care jobs in the past, compared to 37 percent of middle-income and 36 percent of upper-income respondents.

Those who rate today's economy negatively are more likely (43%) to say they have considered health care work in the past, compared to those who rate the economy positively (32%).

There is also an interesting decline in self-reported consideration as age increases. That is, 53 percent of those ages 16 to 18 say they have considered health care work, as have 48 percent of those ages 19 to 22, compared to just 35 percent of those ages 23 to 34.

Reasons They Are Not Health Care Workers Today

We asked those respondents who are not health care workers, but who said they had previously considered a health career, to rate the importance of different factors in their decision not to pursue work in the health care field.

As the table below shows, the top three reasons respondents give for not pursuing a health care career are that they could not afford to support themselves or their family while they pursued an education (48% total reason, 31% major reason); that the education or training required was too expensive (47% total reason, 28% major reason); or that they did not have time to go back to school because of family responsibilities (43% total reason, 28% major reason).

While a smaller percent report the next two items as reasons they are not now working in the health care field, it is notable that a full 31 percent report they applied for financial aid but did not get enough, and that 27 percent report that they applied to schools for health care training but were waitlisted or not accepted. Finally, another 28 percent say the health care training programs offering what they wanted were too far from where they lived, cited as a reason by 39 percent of rural respondents compared to 26 percent of suburban and 21 percent of urban respondents.

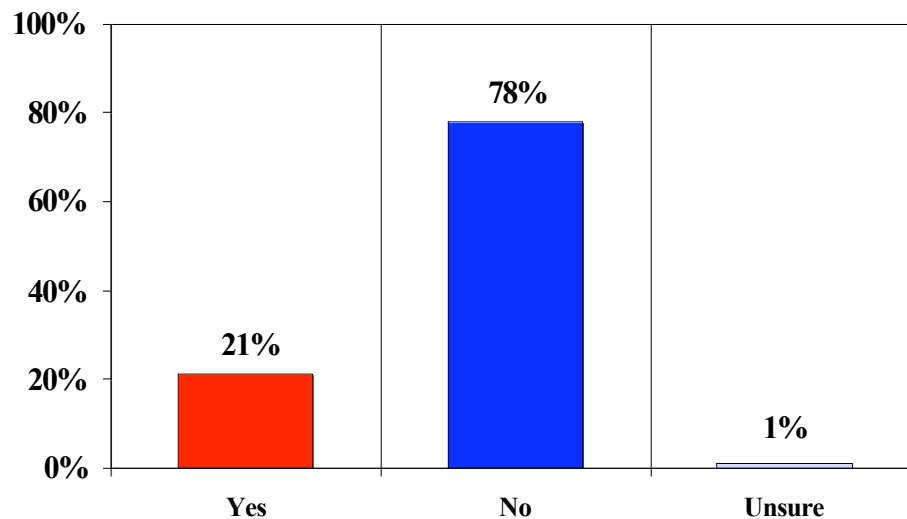
Reasons for Not Currently Working in Health Care Field (Among Those Who Had Considered It, n=224) <i>Ranked by Major Reason</i>				
	TOTAL REASON	MAJOR REASON	MINOR REASON	NOT A REASON AT ALL
You could not afford to support yourself or your family while you went to school to get the required education or training	48%	31%	17%	51%
The education or training is too expensive	47%	28	19	52
You did not have time to go back to school because you have too many family responsibilities	43%	28	16	56
You applied for financial aid or educational loans but did not get it or did not get enough	31%	18	14	67
The only colleges or training programs that offered health care training were too far from where you lived for you to be able to go there	28%	14	14	72
You applied to college or a training program but were put on a wait list or were not accepted	27%	13	14	72

ADDITIONAL FINDINGS

Life Saved?

Twenty-one percent (21%) of respondents report that they have had their life saved by a medical professional or health care worker, while 78 percent say they have never had their life saved by a medical professional. One percent is unsure.

Have you ever had your life saved by a medical professional or health worker?



Those in rural areas (30%) are the most likely to say they have had their lives saved by a medical professional or health care worker, compared to those in urban (20%) or suburban (18%) areas.

DEMOGRAPHICS

Work and Student Status

Overall 68 percent of respondents say they are working, with 44 percent saying that they work full-time and 23 percent reporting part-time work.

A full 15 percent say that they are unemployed but looking for work. Another 15 percent say that they do not work for pay at all but are students.

Two percent say they are stay-at-home parents with no paid work, while less than one half of one percent are disabled.

Not surprisingly, lower-income respondents are more likely to report being unemployed (21%) than either middle-income (13%) or upper-income (7%) respondents.

While 68 percent of respondents are working, 40 percent are students, and many are doing both. Just over three in ten (31%) say they are full-time students, while 10 percent say they are part-time students. Among those who say they are full-time students, 40 percent are also working, with 31 percent working part-time, and 10 percent working full-time jobs. Among part-time students, fully 85 percent are working, with 59 percent working full-time and 26 percent working part-time.

Among full-time students, 45 percent do not work for pay and 14 percent are unemployed but seeking work. Among part-time students, just seven percent do not work for pay, while another eight percent are unemployed and looking for work.

Men (72%) are more likely than women (63%) to say that they are working, with 52 percent of men reporting full-time work and 20 percent reporting part-time work. In comparison, just 37 percent of women report having full-time work, with 26 percent saying they work part-time. Five percent of women report being full-time home makers, while no men report that for themselves.

There are significant differences in the self-reported employment picture by race and ethnicity as well. Latino men (78% working, 58% full-time) are the most likely to say they are working and the least likely to report being unemployed (9%). Asians (69% working, 11% unemployed), Anglo men (68% working, 15% unemployed), and Anglo women (64% working, 12% unemployed) all report similar levels of employment, while African-Americans (60% working, 20% unemployed) and Latino

women (65% working, 22% unemployed) are the most likely to report being unemployed but looking for work.

By region, unemployment is highest in the Sacramento region (24%), compared to between 11 percent and 16 percent in other regions.