

Washington County, Maryland Underemployment Study

1.0 Executive Summary

The Tri-County Council of Western Maryland along with the Allegany County Economic Development Commission, the Garrett County Economic Development Commission and the Hagerstown-Washington County Economic Development Commission engaged RESI of Towson University to conduct a laborshed analysis of the three counties located in the tri-county region: Allegany, Garrett and Washington Counties. The Western Maryland Laborshed Survey was designed by RESI with significant input from each of the participating counties; Allegany, Garrett and Washington counties.

To conduct this study, RESI administered a phone survey to individuals residing within the Western Maryland laborshed. The survey instrument was designed to elicit information from individuals regarding their employment status, occupation, skill sets and educational attainment. The survey also queried individuals regarding the types of incentives necessary for individuals to work within their resident county.

Based upon the particular requests of the Hagerstown-Washington County Economic Development Commission, RESI created a separate survey questionnaire for those respondents who indicate that they both live and work within Washington County. This document presents findings specific to Washington County.

A summary analysis of survey responses are presented as follows:

1.1 Summary Findings – Washington County Residents & Workers

- About 75% of the respondents are employed full-time; another 20% are employed part-time. The percentage of men that are employed full-time is greater than the percentage of women that are employed full-time.
- Over 77% of the respondents agree or strongly agree that their job challenges their occupational training and skills.
- 55% of the respondents are very satisfied with their current job.
- 74% of the respondents agree that their job is intellectually challenging.
- Nearly 83% of respondents indicated that they would not take a reduction in pay to switch to a job that better matched their occupation and skills.
- The most commonly cited occupations for men in Washington County are (1) protective service, (2) management, and (3) construction and extraction. For women they are (1) office and administrative support, (2) education, training, and library, and (3) healthcare practitioners.
- Over half of the respondents are employed by private companies.
- Roughly 25% of respondents work in a technical specialty.
- Over 70% of the respondents work with computers. More women (75%) than men (66%) work with computers.
- Male respondents mainly categorized their primary area of work as construction, management/supervision, and manufacturing. For women they are teaching/student services, administration, and retail.

Washington County, Maryland
Underemployment Study

- Over 70% of respondents indicated that they have vacation, sick leave and/or individual health insurance available from their current job.
- Almost 39% of the respondents have been working at their current job for over ten years. Men have been working at their current jobs longer than women.
- Over 76% of the respondents have resided in Washington County for over ten years.
- Over 51% of respondents were between 35 and 54 years old.
- 95% of respondents identified their race as white.
- Over 30% of the respondents had a college degree or above.
- Over 53% of the respondents have an annual salary between \$20,000 and \$59,000.

2.0 Introduction

2.1 Statement of Purpose

The primary purpose of this analysis is to elicit and analyze information regarding individuals who both live and work within Washington County. The particular aim of this study is identify underemployed persons within this population and to gather information regarding the underemployed.

2.2 Report Layout

The balance of this analysis is organized as follows. Section 3.0, Methodology, provides information regarding the survey instrument, such as the design, the administration of the survey, sample size and accuracy rates. Section 4.0, Results, details the survey results by question.

Washington County, Maryland
Underemployment Study

3.0 Methodology

3.1 Survey Design and Administration

RESI designed a survey instrument specific to Washington County residents and workers. The survey consisted of a wide range of questions aimed at collecting information from individuals who live and work in Washington County in order to better understand the population of Washington County residents who are underemployed. The survey, at a minimum, was designed to capture the following information:

- Identify the current occupations of respondents by industry, job title and job functions;
- Identify the length of time respondents have worked at their current occupations;
- Identify the skill sets that the respondents possess by industry and job function;
- Identify whether or not the respondents skills are compatible with current occupations;
- Identify what benefits are available to respondents at their current job;
- Determine whether there is underemployment among the respondents;
- Identify the length of time respondents have resided in Washington County;
- Identify demographic characteristics of respondents such as age, gender, ethnicity and educational attainment;
- Identify the current wages of respondents in annual rates;
- Identify likelihood of respondents taking a better matched job at a different pay rate;
- Identify the breakdown of the pay differential ranges.

Washington County, Maryland Underemployment Study

3.2 *Survey Sample*

Because the Hagerstown-Washington County Economic Development Commission was particularly interested in identifying underemployment within the County, survey results presented in this analysis are limited to the following population:

- Individuals who indicate that they live and work in Washington County.

RESI obtained a listing of 32,000 (approximately) randomly selected listed residential phone numbers from Survey Sampling International. Of the 32,000 phone numbers, roughly 12,000 of those phone numbers represented Washington County residents who work in the County. With the 338 valid responses, this survey has achieved a 95% confidence interval with a ± 5.2 % error rate. In other words, for a question in which 43.5% of respondents select “Agree”, it can be stated with 95% certainty that the true response ranges from 38.3% to 48.7%. To put this into perspective, economists and statisticians generally prefer to achieve a 95% confidence level with a +/-5 percent accuracy rate; thus overall Washington County’s survey results generally meet the accuracy rate preference.

The survey questionnaire was administered via telephone. The telephone survey is often cited as the best survey technique, primarily because it minimizes non-response bias, as well as ensures that the survey responses are from a random but representative sample. The survey instrument was administered between September 25, 2006 and May 5, 2007, Monday through Thursday 5:30pm until 9:00pm and Saturday 10:00am until 4:00pm.

3.3 *Survey Analysis*

Responses to the telephone survey were entered into a Microsoft Access database. The responses were then analyzed using SPSS, statistical software used to run frequencies. It should be noted that the survey, in addition to multiple choice, also included various short answer questions. In order to calibrate these findings, RESI formulated broad categories and selected the best-fit category for the short answer responses. If the respondent selected the “other” option and provided a response that clearly fit into one of the predefined options, RESI changed the coding to match the predefined option. It should also be noted that the survey results are presented by gender. Therefore, responses where no gender was identified were disqualified and are not presented in these findings.

Washington County, Maryland
Underemployment Study

4.0 Overall Results

Overall survey results for the Western Maryland Laborshed Study, Washington County, are presented below.

Question 1: Gender—Over 65% of the survey respondents were female. The remainder of the analysis is broken out by gender.

Figure 1: Question 1 Responses

Gender	Total	
	Frequency	Percent
(a) Male	118	34.9%
(b) Female	220	65.1%
Total	338	100.0%

Question 2: Live/Work County—Respondents were asked if they both live and work in Washington County. All respondents represented in the results below fall within this category.

Question 3: Employment Status—When respondents were asked to select the employment category that best describes them, the vast majority identified themselves as full-time employees. In fact, 254 out of 338 (75%) respondents fall into this category. The proportion of males who work full-time is 84 percent. The corresponding proportion for females is 71%.

Figure 2: Question 3 Responses

Are you employed?	Total		Male		Female	
	Frequency	Percent	Frequency	Percent	Frequency	Percent
(a) Full-time	254	75.1%	99	83.9%	155	70.5%
(b) Part-time	68	20.1%	12	10.2%	56	25.5%
(c) Unemployed	6	1.8%	1	0.8%	5	2.3%
(d) Retired	7	2.1%	4	3.4%	3	1.4%
(e) No answer	3	0.9%	2	1.7%	1	0.5%
Total	338	100.0%	118	100.0%	220	100.0%

Washington County, Maryland
Underemployment Study

Question 4: Part-time Employment—Respondents who identified that they were employed part-time were asked to explain why they do not work full time. Overall, 24% of part-time respondents indicate that they do so because they are close to retirement. Almost 20% of female part time workers cited family or personal reasons.

Figure 3: Question 4 Responses

If employed part-time, what is the reason you don't work full-time?	Total		Male		Female	
	Frequenc y	Percen t	Frequenc y	Percen t	Frequenc y	Percen t
(a) Works more than 1 job	1	1.5%	0	0.0%	1	1.8%
(b) Family/Personal Reasons	12	17.6%	1	8.3%	11	19.6%
(c) Age - close to retirement	16	23.5%	6	50.0%	10	17.9%
(d) Does not need or want full-time employment	10	14.7%	1	8.3%	9	16.1%
(e) Health Reasons	4	5.9%	2	16.7%	2	3.6%
(f) In school	7	10.3%	1	8.3%	6	10.7%
(g) Seasonal Employment	1	1.5%	1	8.3%	0	0.0%
(h) Full-time positions not available in field or company	9	13.2%	0	0.0%	9	16.1%
(i) No Answer	8	11.8%	0	0.0%	8	14.3%
Total	68	100.0%	12	100.0%	56	100.0%

Question 5: Occupational Challenge—Respondents were asked if their job challenges their occupational training and skills. Over 77% of respondents agreed or strongly agreed with the statement.

Figure 4: Question 5 Responses

Do you agree or disagree with the following statement: My job challenges my occupational training and skills.	Total		Male		Female	
	Frequenc y	Percen t	Frequenc y	Percen t	Frequenc y	Percen t
(a) Strongly agree	100	29.6%	34	28.8%	66	30.0%
(b) Agree	162	47.9%	58	49.2%	104	47.3%
(c) Neutral	28	8.3%	11	9.3%	17	7.7%
(d) Disagree	32	9.5%	10	8.5%	22	10.0%
(e) Strongly disagree	15	4.4%	4	3.4%	11	5.0%
(f) No answer	1	0.3%	1	0.8%	0	0.0%
Total	338	100.0%	118	100.0%	220	100.0%

Washington County, Maryland
Underemployment Study

Question 6: Job Satisfaction—Respondents were asked how satisfied they are with their current job. Overall, 55% of respondents are very satisfied with their jobs. Only 6% said they are somewhat or very unsatisfied.

Figure 5: Question 6 Responses

How satisfied are you with your current job?	Total		Male		Female	
	Frequency	Percent	Frequency	Percent	Frequency	Percent
(a) Very Satisfied	186	55.0%	64	54.2%	122	55.5%
(b) Somewhat satisfied	112	33.1%	42	35.6%	70	31.8%
(c) Neutral	16	4.7%	4	3.4%	12	5.5%
(d) Somewhat unsatisfied	10	3.0%	2	1.7%	8	3.6%
(e) Very Unsatisfied	11	3.3%	5	4.2%	6	2.7%
(f) No answer	3	0.9%	1	0.8%	2	0.9%
Total	338	100.0%	118	100.0%	220	100.0%

Question 7: Intellectual Challenge—Respondents were asked if they find their job intellectually challenging. Over 28% of respondents strongly agree that their job is intellectually challenging. However, 19% of respondents disagreed or strongly disagreed with the statement.

Figure 6: Question 7 Responses

Do you agree or disagree with the following statement: My job is intellectually challenging.	Total		Male		Female	
	Frequency	Percent	Frequency	Percent	Frequency	Percent
(a) Strongly agree	97	28.7%	34	28.8%	63	28.6%
(b) Agree	153	45.3%	52	44.1%	101	45.9%
(c) Neutral	22	6.5%	7	5.9%	15	6.8%
(d) Disagree	50	14.8%	18	15.3%	32	14.5%
(e) Strongly disagree	15	4.4%	6	5.1%	9	4.1%
(f) No answer	1	0.3%	1	0.8%	0	0.0%
Total	338	100.0%	118	100.0%	220	100.0%

Washington County, Maryland
Underemployment Study

Question 8: Pay Reduction—Respondents were asked if they would take a job (that better matched their skills and occupation) if it meant moving to a job located outside of Washington County. Over 82% of respondents indicate that they would not.

Figure 7: Question 8 Responses

If there was a job opening that better matched your occupation and skills, would you be willing to take it if it meant	Total		Male		Female	
	Frequenc y	Percen t	Frequenc y	Percen t	Frequenc y	Percen t
(a) 5% reduction in pay	24	7.1%	9	7.6%	15	6.8%
(b) a 10% reduction in pay	11	3.3%	4	3.4%	7	3.2%
(c) a 15% reduction in pay	5	1.5%	2	1.7%	3	1.4%
(d) a 20% reduction in pay	10	3.0%	4	3.4%	6	2.7%
(e) would not change jobs	279	82.5%	96	81.4%	183	83.2%
(f) No answer	9	2.7%	3	2.5%	6	2.7%
Total	338	100.0%	118	100.0%	220	100.0%

Question 9: Changing Jobs—Respondents were asked to indicate the reason they would not change jobs. Nearly 35% cited lower pay and benefits.

Figure 8: Question 9 Responses

What would be the main reason why you would not change jobs?	Total		Male		Female	
	Frequenc y	Percen t	Frequenc y	Percen t	Frequenc y	Percen t
(a) Fewer career opportunities	4	1.2%	0	0.0%	4	1.8%
(b) Lower pay and benefits	118	34.9%	41	34.7%	77	35.0%
(c) Job security at current job	28	8.3%	14	11.9%	14	6.4%
(d) Personal connections to current job	28	8.3%	8	6.8%	20	9.1%
(e) Other	143	42.3%	49	41.5%	94	42.7%
(f) No answer	17	5.0%	6	5.1%	11	5.0%
Total	338	100.0%	118	100.0%	220	100.0%

Washington County, Maryland
Underemployment Study

When respondents chose “Other” they were asked to elaborate. The other reasons most often given were job satisfaction and location.

Figure 9: Question 9a Responses

What would be the main reason why you would not change jobs? (OTHER)	Total		Male		Female	
	Frequency	Percent	Frequency	Percent	Frequency	Percent
(a) Age - close to retirement	18	12.6%	8	16.3%	10	10.6%
(b) Location/Commute	41	28.7%	11	22.4%	30	31.9%
(c) Job Satisfaction	73	51.0%	25	51.0%	48	51.1%
(d) Health Reasons	2	1.4%	0	0.0%	2	2.1%
(e) Family/Personal Reasons	3	2.1%	2	4.1%	1	1.1%
(f) Self Employed/Business Owner	6	4.2%	3	6.1%	3	3.2%
Total	143	100.0%	49	100.0%	94	100.0%

Washington County, Maryland
Underemployment Study

Question 10: Current Occupation—Respondents were asked to identify their current occupation. The most commonly cited occupations for men are: (1) protective service, (2) management, and (3) construction and extraction. For women, the most commonly cited occupations are: (1) office and administrative support, (2) education, training and library, and (3) healthcare.

Figure 10: Question 10 Responses

What is your current occupation?	Total		Male		Female	
	Frequenc y	Percen t	Frequenc y	Percen t	Frequenc y	Percen t
(a) Management	28	8.3%	13	11.0%	15	6.8%
(b) Business and Financial	16	4.7%	5	4.2%	11	5.0%
(c) Computer and Mathematical	6	1.8%	5	4.2%	1	0.5%
(d) Architecture and Engineering	7	2.1%	6	5.1%	1	0.5%
(e) Life, Physical and Social Science	2	0.6%	0	0.0%	2	0.9%
(f) Community and Social Services	10	3.0%	4	3.4%	6	2.7%
(g) Legal	2	0.6%	1	0.8%	1	0.5%
(h) Education, Training, and Library	35	10.4%	9	7.6%	26	11.8%
(i) Arts, Design, Entertainment, Sports, Media	6	1.8%	0	0.0%	6	2.7%
(j) Healthcare Practitioners and Technical	28	8.3%	3	2.5%	25	11.4%
(k) Healthcare Support	10	3.0%	0	0.0%	10	4.5%
(l) Protective Service	16	4.7%	13	11.0%	3	1.4%
(m) Food Preparation and Serving Related	10	3.0%	1	0.8%	9	4.1%
(n) Building, Grounds Cleaning and Maintenance	9	2.7%	3	2.5%	6	2.7%
(o) Personal Care and Service	12	3.6%	0	0.0%	12	5.5%
(p) Sales and Related	32	9.5%	8	6.8%	24	10.9%
(q) Office and Administrative Support	49	14.5%	8	6.8%	41	18.6%
(r) Farming, Fishing and Forestry	2	0.6%	0	0.0%	2	0.9%
(s) Construction and Extraction	13	3.8%	12	10.2%	1	0.5%
(t) Installation, Maintenance and Repair	4	1.2%	3	2.5%	1	0.5%
(u) Production Occupations	18	5.3%	11	9.3%	7	3.2%
(v) Transportation and Material Moving	15	4.4%	10	8.5%	5	2.3%
(w) Military Specific	1	0.3%	1	0.8%	0	0.0%
(x) Laid off	0	0.0%	0	0.0%	0	0.0%
(y) No answer	4	1.2%	1	0.8%	3	1.4%
(z) Other	3	0.9%	1	0.8%	2	0.9%
Total	338	100.0%	118	100.0%	220	100.0%

Washington County, Maryland
Underemployment Study

Question 11: Employer Type—Respondents were asked what kind of business or organization they work for. Nearly 52% of the respondents work for private companies while another 27% work for the government.

Figure 11: Question 11 Responses

Are you employed by a:	Total		Male		Female	
	Frequency	Percent	Frequency	Percent	Frequency	Percent
(a) Private company	175	51.8%	58	49.2%	117	53.2%
(b) Non-profit organization	29	8.6%	4	3.4%	25	11.4%
(c) State or Federal Government	91	26.9%	33	28.0%	58	26.4%
(d) Your own business	29	8.6%	14	11.9%	15	6.8%
(e) Other	7	2.1%	4	3.4%	3	1.4%
(f) No answer	7	2.1%	5	4.2%	2	0.9%
Total	338	100.0%	118	100.0%	220	100.0%

Washington County, Maryland
Underemployment Study

Question 12: Company Services—Respondents were asked what kind of service their company provides. RESI assigned responses to industries based on the North American Industry Classification System. Men tended to work for firms within industries such as: (1) construction (15%) and (2) manufacturing (14%). Nearly 21% of women work for firms in industries such as (1) health care and social assistance, followed by (2) retail trade (15%) and (3) educational services (13%).

Figure 12: Question 12 Responses

What is the service that your company provides?	Total		Male		Female	
	Frequenc y	Percen t	Frequenc y	Percen t	Frequenc y	Percen t
(a) Agriculture, Forestry, Fishing and hunting	1	0.3%	0	0.0%	1	0.5%
(b) Mining	0	0.0%	0	0.0%	0	0.0%
(c) Utilities	0	0.0%	0	0.0%	0	0.0%
(d) Construction	25	7.4%	18	15.3%	7	3.2%
(e) Manufacturing	25	7.4%	16	13.6%	9	4.1%
(f) Wholesale Trade	4	1.2%	1	0.8%	3	1.4%
(g) Retail trade	44	13.0%	11	9.3%	33	15.0%
(h) Transportation and Warehousing	14	4.1%	8	6.8%	6	2.7%
(i) Information	10	3.0%	4	3.4%	6	2.7%
(j) Finance and Insurance	31	9.2%	9	7.6%	22	10.0%
(k) Real Estate and Rental and Leasing	6	1.8%	0	0.0%	6	2.7%
(l) Professional, Scientific, and Technical Services	18	5.3%	7	5.9%	11	5.0%
(m) Management of companies and enterprises	0	0.0%	0	0.0%	0	0.0%
(n) Administrative and Support and Waste Management and Remediation Services	11	3.3%	3	2.5%	8	3.6%
(o) Educational Services	38	11.2%	9	7.6%	29	13.2%
(p) Health Care and Social Assistance	51	15.1%	5	4.2%	46	20.9%
(q) Arts, Entertainment and Recreation	3	0.9%	0	0.0%	3	1.4%
(r) Accommodations and Food Services	12	3.6%	3	2.5%	9	4.1%
(s) Other Services	14	4.1%	6	5.1%	8	3.6%
(t) Public Administration	21	6.2%	14	11.9%	7	3.2%
(u) No answer	8	2.4%	3	2.5%	5	2.3%
(v) Other	2	0.6%	1	0.8%	1	0.5%
Total	338	100.0%	118	100.0%	220	100.0%

Washington County, Maryland
Underemployment Study

Question 13: Technical Skills—Respondents were asked if they work in a technical specialty. Over 37% of men and 18% of women consider that they do work in technical specialties.

Figure 13: Question 13 Responses

Do you work in a technical specialty?	Total		Male		Female	
	Frequency	Percent	Frequency	Percent	Frequency	Percent
(a) Yes	84	24.9%	44	37.3%	40	18.2%
(b) No	245	72.5%	71	60.2%	174	79.1%
(c) No answer	9	2.7%	3	2.5%	6	2.7%
Total	338	100.0%	118	100.0%	220	100.0%

Question 14: Computer Skills—Respondents were asked if they work with computers. Over 66% of men and 74% of women indicate that they do.

Figure 14: Question 14 Responses

Do you work with computers?	Total		Male		Female	
	Frequency	Percent	Frequency	Percent	Frequency	Percent
(a) Yes	242	71.6%	78	66.1%	164	74.5%
(b) No	91	26.9%	38	32.2%	53	24.1%
(c) No answer	5	1.5%	2	1.7%	3	1.4%
Total	338	100.0%	118	100.0%	220	100.0%

Washington County, Maryland
Underemployment Study

Question 15: Area of Work—Respondents were asked to identify their primary area of work from a list presented to them. Men commonly reported their primary areas of work as: (1) construction (15%), (2) management/supervision (15%), and (3) manufacturing (10%). Women commonly reported: (1) teaching/student services (15%), (2) administration (14%), and (3) retail (12%) as their primary areas of work.

Figure 15: Question 15 Responses

What is your primary area of work?	Total		Male		Female	
	Frequenc y	Percen t	Frequenc y	Percen t	Frequenc y	Percen t
(a) Retail	37	10.9%	10	8.5%	27	12.3%
(b) Tourism	0	0.0%	0	0.0%	0	0.0%
(c) Teaching/Student Services (learning support, counseling, careers, etc.)	43	12.7%	11	9.3%	32	14.5%
(d) Research	4	1.2%	2	1.7%	2	0.9%
(e) Management/Supervision	44	13.0%	18	15.3%	26	11.8%
(f) Agriculture	2	0.6%		0.0%	2	0.9%
(g) Manufacturing	18	5.3%	12	10.2%	6	2.7%
(h) Administration	34	10.1%	4	3.4%	30	13.6%
(i) Technical/Computer Support	19	5.6%	9	7.6%	10	4.5%
(j) Employee Service (HR, staff training, etc.)	12	3.6%	2	1.7%	10	4.5%
(k) Construction	20	5.9%	18	15.3%	2	0.9%
(l) Marketing/External Relations	6	1.8%	2	1.7%	4	1.8%
(m) Financial Services	24	7.1%	4	3.4%	20	9.1%
(n) Other	71	21.0%	24	20.3%	47	21.4%
(o) No answer	4	1.2%	2	1.7%	2	0.9%
Total	338	100.0%	118	100.0%	220	100.0%

Washington County, Maryland
Underemployment Study

When respondents chose “Other” they were asked to elaborate. Other popular areas include health care, general services, and legal services and law enforcement.

Figure 16: Question 15a Responses

What is your primary area of work? (other)	Total		Male		Female	
	Frequenc y	Percen t	Frequenc y	Percen t	Frequenc y	Percen t
(a) Maintenance/Repair	4	5.6%	3	12.5%	1	2.1%
(b) General Services	11	15.5%	3	12.5%	8	17.0%
(c) Health Care	25	35.2%	0	0.0%	25	53.2%
(d) Social Services	4	5.6%	1	4.2%	3	6.4%
(e) Legal Services and Law Enforcement	10	14.1%	8	33.3%	2	4.3%
(f) Food Services/Accommodations	6	8.5%	1	4.2%	5	10.6%
(g) Business Operations	1	1.4%	1	4.2%	0	0.0%
(h) Logistics	10	14.1%	7	29.2%	3	6.4%
Total	71	100.0%	24	100.0%	47	100.0%

Washington County, Maryland
Underemployment Study

Question 16: Skills—Respondents were asked to categorize their primary job skills. The male respondents’ skills are concentrated in: (1) warehouse/materials handling (9%), (2) maintenance (9%), (3) manufacturing/assembly fabrication (9%), and (4) education (9%). The female respondents’ skills are concentrated in: (1) office/data/word processing (26%), (2) health care (20%), and (3) education (14%).

Figure 17: Question 16 Responses

What field would you categorize your skills as being centered in?	Total		Male		Female	
	Frequenc y	Percen t	Frequenc y	Percen t	Frequenc y	Percen t
(a) Office/Data/Word Processing	66	19.5%	8	6.8%	58	26.4%
(b) Warehouse/Materials Handling	24	7.1%	11	9.3%	13	5.9%
(c) Logistics (ex. Transportation)	9	2.7%	6	5.1%	3	1.4%
(d) Manufacturing/Assembly Fabrication	19	5.6%	10	8.5%	9	4.1%
(e) Machining/Welding/Other Industrial Machines	4	1.2%	4	3.4%	0	0.0%
(f) Telecommunications	2	0.6%	1	0.8%	1	0.5%
(g) Technician/Quality Assurance	9	2.7%	7	5.9%	2	0.9%
(h) Maintenance	17	5.0%	10	8.5%	7	3.2%
(i) Electronics/Engineering	6	1.8%	6	5.1%	0	0.0%
(j) Health Care	45	13.3%	2	1.7%	43	19.5%
(k) Biotechnology	3	0.9%	1	0.8%	2	0.9%
(l) Information Technology	8	2.4%	3	2.5%	5	2.3%
(m) Defense/Aerospace	3	0.9%	2	1.7%	1	0.5%
(n) Other	79	23.4%	35	29.7%	44	20.0%
(o) Educator/Teacher	40	11.8%	10	8.5%	30	13.6%
(p) No answer	4	1.2%	2	1.7%	2	0.9%
Total	338	100.0%	118	100.0%	220	100.0%

Washington County, Maryland
Underemployment Study

When respondents chose “Other” they were asked to elaborate. Other skill sets include: (1) business operations, (2) retail/sales, and (3) law enforcement.

Figure 18: Question 16a Responses

What field would you categorize your skills as being centered in? (OTHER)	Total		Male		Female	
	Frequency	Percent	Frequency	Percent	Frequency	Percent
(a) Financial	10	12.7%	5	14.3%	5	11.4%
(b) Agriculture	1	1.3%	0	0.0%	1	2.3%
(c) Trade skills	6	7.6%	6	17.1%	0	0.0%
(d) Personal Service Skills	5	6.3%	1	2.9%	4	9.1%
(e) Food Service Skills	6	7.6%	1	2.9%	5	11.4%
(f) Social Service Skills	4	5.1%	1	2.9%	3	6.8%
(g) Art, Design, etc.	5	6.3%	0	0.0%	5	11.4%
(h) Legal	3	3.8%	1	2.9%	2	4.5%
(i) Retail/sales	10	12.7%	2	5.7%	8	18.2%
(j) Business Operations	17	21.5%	8	22.9%	9	20.5%
(k) Child Care	1	1.3%	0	0.0%	1	2.3%
(l) Law Enforcement	11	13.9%	10	28.6%	1	2.3%
Total	79	100.0%	35	100.0%	44	100.0%

Question 17: Benefits—Respondents were asked what benefits are available to them at their current job. Respondents were instructed to select as many answer options as applied to them. Of the respondents that receive benefits, 76% of the respondents get vacation time while another 72% get sick leave and 70% get individual health insurance.

Figure 19: Question 17 Responses

What benefits are available to you at your current job?	Total			Male			Female		
	Yes	No	% Yes	Yes	No	% Yes	Yes	No	% Yes
(a) Vacation	257	81	76.0%	93	25	78.8%	164	56	74.5%
(b) Sick Leave	243	95	71.9%	89	29	75.4%	154	66	70.0%
(c) Individual Health Insurance	237	101	70.1%	90	28	76.3%	147	73	66.8%
(d) Family Health Insurance	231	107	68.3%	87	31	73.7%	144	76	65.5%
(e) Retirement/Pension Plan	217	121	64.2%	80	38	67.8%	137	83	62.3%
(f) 401 (k) plan	178	160	52.7%	67	51	56.8%	111	109	50.5%
(g) Other (day care, education assistance, etc.)	61	277	18.0%	21	97	17.8%	40	180	18.2%

Washington County, Maryland
Underemployment Study

Question 18: Length of Employment—Respondents were asked how long they have been working at their current job. Nearly 39% have been employed at their current job for over 10 years. The mean length of time at their current jobs was 9.3 years for men and 7.6 years for women.

Figure 20: Question 18 Responses

How long have you been working at your current job?	Total		Male		Female	
	Frequenc y	Percen t	Frequenc y	Percen t	Frequenc y	Percen t
(a) Less than a year	32	9.5%	14	11.9%	18	8.2%
(b) Between one year and two years	35	10.4%	5	4.2%	30	13.6%
(c) Between two years and three years	37	10.9%	12	10.2%	25	11.4%
(d) Between three years and four years	14	4.1%	3	2.5%	11	5.0%
(e) Between four years and five years	25	7.4%	6	5.1%	19	8.6%
(f) Between five years and ten years	58	17.2%	18	15.3%	40	18.2%
(g) Over ten years	131	38.8%	56	47.5%	75	34.1%
(h) No answer	6	1.8%	4	3.4%	2	0.9%
Total	338	100.0%	118	100.0%	220	100.0%
Mean	8.2		9.3		7.6	

Question 19: Length of Residence—Respondents were asked how long they have been living in Washington County. Nearly 77% of respondents have lived in Washington County for over 10 years. The mean length of time in Washington County was 12.6 years for both men and women.

Figure 21: Question 19 Responses

How long have you resided in Washington County?	Total		Male		Female	
	Frequenc y	Percen t	Frequenc y	Percen t	Frequenc y	Percen t
(a) Less than a year	5	1.5%	3	2.5%	2	0.9%
(b) Between one year and two years	21	6.2%	4	3.4%	17	7.7%
(c) Between two years and three years	9	2.7%	3	2.5%	6	2.7%
(d) Between three years and four years	8	2.4%	4	3.4%	4	1.8%
(e) Between four years and five years	7	2.1%	2	1.7%	5	2.3%
(f) Between five years and ten years	23	6.8%	10	8.5%	13	5.9%
(g) Over ten years	260	76.9%	90	76.3%	170	77.3%
(h) No answer	5	1.5%	2	1.7%	3	1.4%
Total	338	100.0%	118	100.0%	220	100.0%
Mean	12.6		12.6		12.6	

Washington County, Maryland
Underemployment Study

Washington County, Maryland
Underemployment Study

Question 20: Age—Respondents were asked to indicate their age range. Most of the respondents were between 45 and 54 years old. The average age for male respondents was 47.9 years old; for females, 47.3 years old. According to the Census Bureau, in 2005, the average age of adults 18 and older living in Washington County was 46 years old for men and 48 years old for women.

Figure 22: Question 20 Responses

What is your age range?	Total		Male		Female	
	Frequenc y	Percen t	Frequenc y	Percen t	Frequenc y	Percen t
(a) Between 18 and 24	19	5.6%	9	7.6%	10	4.5%
(b) Between 25 and 34	39	11.5%	11	9.3%	28	12.7%
(c) Between 35 and 44	73	21.6%	26	22.0%	47	21.4%
(d) Between 45 and 54	101	29.9%	31	26.3%	70	31.8%
(e) Between 55 and 64	73	21.6%	24	20.3%	49	22.3%
(f) Between 65 and 74	22	6.5%	11	9.3%	11	5.0%
(g) Over 75	7	2.1%	3	2.5%	4	1.8%
(h) No answer	4	1.2%	3	2.5%	1	0.5%
Total	338	100.0%	118	100.0%	220	100.0%
Mean	47.5		47.9		47.3	

Question 21: Race—Respondents were asked to identify their race. The vast majority of respondents (95%) identified themselves as white. According to the Census Bureau’s 2005 American Community Survey, 96% of residents in Washington County are white. An additional 5% are black and 1% are Asian. Our survey results closely mirror these demographics.

Figure 23: Question 21 Responses

What is your race?	Total		Male		Female	
	Frequenc y	Percen t	Frequenc y	Percen t	Frequenc y	Percen t
(a) American Indian or Alaska Native	0	0.0%	0	0.0%	0	0.0%
(b) Asian	1	0.3%	1	0.8%	0	0.0%
(c) Black or African American	10	3.0%	4	3.4%	6	2.7%
(d) Native Hawaiian or Other Pacific Islander	0	0.0%	0	0.0%	0	0.0%
(e) White	321	95.0%	111	94.1%	210	95.5%
(f) No answer	6	1.8%	2	1.7%	4	1.8%
Total	338	100.0%	118	100.0%	220	100.0%

Washington County, Maryland
Underemployment Study

Question 22: Ethnicity—Respondents were asked if they were of Hispanic or Latino ethnicity. Only 1 respondent identified themselves as Hispanic or Latino.

Figure 24: Question 22 Responses

Are you of Hispanic or Latino ethnicity?	Total		Male		Female	
	Frequency	Percent	Frequency	Percent	Frequency	Percent
(a) Yes	1	0.3%	0	0.0%	1	0.5%
(b) No	321	95.0%	115	97.5%	206	93.6%
(c) No answer	16	4.7%	3	2.5%	13	5.9%
Total	338	100.0%	118	100.0%	220	100.0%

Question 23: Education—Respondents were asked what level of education they have completed. Over 30% have a bachelor’s degree or above. According to the Census Bureau’s 2005 American Community Survey, 17% of Washington County residents have a bachelor’s degree or above. Our survey seemed to target a slightly more educated population.

Figure 25: Question 23 Responses

What is your education level?	Total		Male		Female	
	Frequency	Percent	Frequency	Percent	Frequency	Percent
(a) Some High School	10	3.0%	5	4.2%	5	2.3%
(b) High School Diploma/GED	99	29.3%	28	23.7%	71	32.3%
(c) Some College or Technical School	82	24.3%	33	28.0%	49	22.3%
(d) Certificates	4	1.2%	2	1.7%	2	0.9%
(e) Associates Degree	33	9.8%	9	7.6%	24	10.9%
(f) College Degree	66	19.5%	20	16.9%	46	20.9%
(g) Graduate Degree and above	37	10.9%	18	15.3%	19	8.6%
(h) No answer	7	2.1%	3	2.5%	4	1.8%
Total	338	100.0%	118	100.0%	220	100.0%

Washington County, Maryland
Underemployment Study

Question 24: Education—Respondents were asked what schools they attended.

Figure 26: Question 24 Responses

Schools reported by multiple respondents include:

What schools did you attend?	Total
(a) Hagerstown Community College	45
(b) University of Maryland College Park	18
(c) North Hagerstown High	14
(d) Shepherd University	14
(e) Clear Spring High	11
(f) South Hagerstown High	9
(g) Allegany College of Maryland	7
(h) Hagerstown Business College	7
(i) Williamsport High	7
(j) Towson University	6
(k) West Virginia University	6
(l) Frostburg State University	5
(m) Fort Hill High	4
(n) University of Baltimore	4

Additional schools reported by a single respondent include:

Other Schools
Maryland
Allegany High School
Bohemia Manor High School
Boonsboro High School
Columbia Union College
Community College of Baltimore County
Francis Scott Key High School
Frederick High School
Hagerstown Community College
Hagerstown High School
Hood College
Howard Community College
John's Hopkins University
Loyola University
Montgomery County Community College
Northwestern High School
Old Mill High School
Poolesville High School
Prince George's Community College
Salisbury State University
Smithburg High School
University of Maryland at Baltimore
Western Maryland College

Washington County, Maryland
Underemployment Study

Pennsylvania

Bloomsburg University
California University of Pennsylvania
Chambersburg High School
Conemaugh High School
Greencastle High School
Kaplan Career Institute
Mount Aloysius College
Penn State University
Pennsylvania School of Nursing
Seton Hill College
Sharon General Hospital
Shippensburg University
University of Pittsburgh
Waynesboro High School
Westmoreland Community College

West Virginia

Berkeley Springs High School
Bluefield State College
Davis & Elkins College
Fairmont State University
Hedgesville High School

Virginia

Annandale High School
Girl School in Virginia That No Longer Exists
James wood High School
Loudoun Valley High School
Northern Virginia Community College
Roanoke College
Virginia Tech University

Other

Adelphi University
Air Force Academy
Albany State University
American University
Annandale High School
Bartlett High School
Booster High School
Brunswick High School
Career Study Center
Carolina Community College
Central State University

Washington County, Maryland
Underemployment Study

County College of Morris
Defiance College
Draper High School
Elmira College
Florida State University
George Washington University
Hancock High School
High Schoolstown High School
Idaho State University
Indiana University
Lexington Theological Seminary
Matron Lee High School
Mount Saint Mary's College
New York University
North High School
Notre Dame University
Nursing school
Nutritionist Certification Institute
Pakistan
Palm Beach High School
Paterson Brada
Police Academy
Pomona College
Rollins College
Royal Naval College
Rutgers University
Sacred Heart University
Saint Claire Community College
Savanna Technical Institute
South High School
Southern Arkansas University
Springfield College
St. John's
St. Joseph's College
St. Joseph's School of Nursing
St. Mary's Catholic School
St. Monica's Catholic School
Stony Brook University
Strayer College
Syracuse University
Tulane University
Units High School
University of Dayton
University of Northern Colorado
University of South Florida
University of Wyoming

Washington County, Maryland
Underemployment Study

University Therapy Wainscott High School Wright State University
--

Question 25: Salary—Respondents were asked to indicate their annual salary range. Over 32% of respondents make between \$20,000 and \$39,000. Moreover, the mean annual salary was significantly higher for men (\$56,211) than for women (\$38,167). According to the Census Bureau’s 2005 American Community Survey, in 2005, the median annual salary in Washington County was \$25,678.

Not surprisingly, given the sensitive nature of this question, a relatively high proportion (11%) of respondents refused to answer this question.

Figure 27: Question 25 Responses

What is your current annual salary in your position?	Total		Male		Female	
	Frequenc y	Percen t	Frequenc y	Percen t	Frequenc y	Percen t
(a) Below \$20,000	54	16.0%	12	10.2%	42	19.1%
(b) Between \$20,000 and \$39,000	109	32.2%	27	22.9%	82	37.3%
(c) Between \$40,000 and \$59,000	72	21.3%	33	28.0%	39	17.7%
(d) Between \$60,000 and \$79,000	40	11.8%	20	16.9%	20	9.1%
(e) Between \$80,000 and \$99,000	9	2.7%	6	5.1%	3	1.4%
(f) Over \$100,000	17	5.0%	11	9.3%	6	2.7%
(g) No answer	37	10.9%	9	7.6%	28	12.7%
Total	338	100.0%	118	100.0%	220	100.0%
Mean	\$44,701		\$56,211		\$38,167	