

GALLUP®

Great Jobs Demonstration Survey

Methodology and Codebook

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Methodology

Data Collection

Funding for the Great Jobs Demonstration Survey was generously provided by the Lumina Foundation, the Bill and Melinda Gates Foundation, and the Omidyar Network.

Results for this study are based on mail surveys conducted February 8-April 1, 2019, with a random sample of 9,671 adults aged 18 and older living in all 50 states and the District of Columbia. Of the 9,671 individuals who responded to this survey, 6,633 were working adults and were included in the analysis in this report.

Gallup randomly selected individuals to participate in the study using an address-based sample (ABS) frame. Respondents had the opportunity to respond to the survey via web or mail. Surveys were conducted in English and Spanish. The final response rate to this survey was 14.5% (AAPOR 1).

Samples were weighted to correct for unequal selection probability and nonresponse. Demographic weighting targets are based on the 2017 American Community Survey figures for the aged 18 and older U.S. population. The data were weighted to match national demographics of age, education, gender, race, ethnicity, region, labor force participation and population density. The “weight” variable should be used for summary statistics.

Job Quality Index

The primary measure of job quality (*job_quality_index*) is based on two items with 10 stems. One asks respondents to report their level of satisfaction with 10 dimensions of their employment situation. It is worded as follows:

“In your current employment situation (across all jobs), on a five-point scale, where 5 means extremely satisfied and 1 means not at all satisfied, how satisfied are you with each of the following characteristics?”

The anchors are such that a response of five indicates “extremely satisfied” and one “not at all satisfied.” An average across the 10 dimensions yields a measure of job quality. Yet, we did not assume that each dimension was equally important. Instead, we applied a weight using responses from another item with 10 stems:

“On a five-point scale, where 5 means extremely important and 1 means not at all important, how important are each of the following characteristics for you personally to consider a job to be a good job?”

For our baseline measure of job quality, we calculated the average importance rating on a 1-5 scale for each of the 10 dimensions and divided this by the sum of the 10 averages. If all dimensions were identically important, each would receive a weight of 10%. In fact, the lowest weight was 9.17% (career advancement) and the highest was 10.59% (job security). The final measure of job quality is the sum of each individual’s satisfaction score multiplied by the national weight for that particular dimension.

Recommended Citation

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For questions about the data, email Jonathan.Rothwell@Gallup.com. Jonathan Rothwell is the principal economist at Gallup.

Questionnaire

Q1

Please imagine a ladder with steps numbered from zero at the bottom to ten at the top. The top of the ladder represents the best possible life for you and the bottom of the ladder represents the worst possible life for you. On which step of the ladder would you say you personally feel you stand at this time?

- 10 Best possible life for you
- 9
- 8
- 7
- 6
- 5
- 4
- 3
- 2
- 1
- 0 Worst possible life for you

Q2

Would you say your own health, in general, is:

- 5 Excellent
- 4 Very good
- 3 Good
- 2 Fair
- 1 Poor

Q3

Is your personal income higher, lower, or about the same as it was five years ago?

- 1 Higher
- 2 Lower
- 3 About the same

Q4

Five years from now, do you expect your personal income to be higher, lower, or about the same as it is now?

- 1 Higher
- 2 Lower
- 3 About the same

NEW SCREEN

Q5

Approximately, how many hours a week do you spend on each of the following tasks? If you don't spend any hours on a task, please enter "0".

Hours: _____

Q5A

Taking care of children in your household

Q5B

Taking care of adult household members

NEW SCREEN

Q6

On a five-point scale, where 5 means extremely important and 1 means not at all important, how important are each of the following characteristics for you personally to consider a job to be a good job?

5 Extremely important
4
3
2
1 Not at all important

Q6A

Level of pay

Q6B

Stable and predictable pay

Q6C

Stable and predictable hours

Q6D

Control over hours and/or location (e.g., ability to work flexible hours, work remotely)

Q6E

Job security

Q6F

Employee benefits (e.g., healthcare, retirement)

Q6G

Career advancement opportunities (e.g., promotion path, learning new skills)

Q6H

Enjoying your day-to-day work (e.g., good co-workers/managers, pleasant work environment, manageable stress level)

Q6I

Having a sense of purpose and dignity in your work

Q6J

Having the power to change things about your job that you're not satisfied with

NEW SCREEN

Q7

Thinking about your work situation over the last 7 days, have you been employed **by an employer**, even minimally like for an hour or more - from whom you receive a paycheck, money, or goods?

- 1 Yes
- 0 No

Q8

Again, thinking about the last 7 days, were you **self-employed**, even minimally like for an hour or more?

- 1 Yes
- 0 No

Skip: (If code 1 in Q7 OR code 1 in Q8, Continue; Otherwise, Skip to Q44)

NEW SCREEN

Q9

How many different jobs for pay do you currently have? Please think about all sources of income, including self-employment and even jobs where you may only work for an hour or two per week.

(Programmer: Drop-down menu)

- 0 0
- 1 1-
- 10 10
- 11 11+

Skip: (If code 0 in Q9, Skip to Q44; If code 2-11 in Q9, Continue; Otherwise, Skip to Q12)

NEW SCREEN

Q10

In a typical week (7 days), how many hours do you work at your primary job?
(Fill-in response; Allow 3 digits)

Q11

Which of the following **best describes** why you have more than one job?

- 1 I am not able to meet my financial needs
with one job
- 2 I wanted to make some extra money
- 3 I could not find a full-time job
- 4 Other (please specify) **(Fill-in
response; allow 100 characters)**

NEW SCREEN

Q12

In your current employment situation (across all jobs), on a five-point scale, where 5 means extremely satisfied and 1 means not at all satisfied, how satisfied are you with each of the following characteristics?

- 5 Extremely satisfied
4
3
2
1 Not at all satisfied

Q12A	Level of pay
Q12B	Stable and predictable pay
Q12C	Stable and predictable hours
Q12D	Control over hours and/or location (e.g., ability to work flexible hours, work remotely)
Q12E	Job security
Q12F	Employee benefits (e.g., health care, retirement)
Q12G	Career advancement opportunities (e.g., promotion path, learning new skills)
Q12H	Enjoying your day-to-day work (e.g., good co-workers/managers, pleasant work environment, manageable stress level)
Q12I	Having a sense of purpose and dignity in your work
Q12J	Having the power to change things about your job that you're not satisfied with

NEW SCREEN

Q13

Among the following characteristics, has your employment situation (across all jobs) improved, worsened, or stayed the same in the last 5 years?

- 1 Improved
2 Worsened
3 Stayed the same

Q13A	Level of pay
Q13B	Stable and predictable pay
Q13C	Stable and predictable hours
Q13D	Control over hours and/or location (e.g., ability to work flexible hours, work remotely)
Q13E	Job security
Q13F	Employee benefits (e.g., healthcare, retirement)
Q13G	Career advancement opportunities (e.g., promotion path, learning new skills)
Q13H	Enjoying your day-to-day work (e.g., good co-workers/managers, pleasant work environment, manageable stress level)
Q13I	Having a sense of purpose and dignity in your work
Q13J	Having the power to change things about your job that you're not satisfied with

NEW SCREEN

Q14

In a typical week (7 days), how many hours do you work? If you have more than one job, think about the total number of hours you work at all your jobs.
(Fill-in response; Allow 3 digits)

Q15

How does your typical number of weekly work hours (across all jobs) compare to your desired number of work hours?

- 1 Too few hours, I'd like to work more hours
- 2 About the right number of hours
- 3 Too many hours, I'd like to work fewer hours

Q16

In the past 7 days, did you work in your primary or secondary job as an independent contractor, an independent consultant or a freelance worker?

- 1 Yes, primary job
- 2 Yes, secondary job
- 3 Yes, both primary and secondary jobs
- 4 No, this does not describe my job(s)

Q17

In the past 7 days, were you an on-call worker in your primary or secondary job? An on-call worker is ONLY called to work as needed, although they can be scheduled for several days or weeks in a row (e.g., a substitute teacher or construction worker supplied by a union hiring hall).

- 1 Yes, primary job
- 2 Yes, secondary job
- 3 Yes, both primary and secondary jobs
- 4 No, this does not describe my job(s)

Q18

Contract workers are employed by a company that provides them or their services to others under contract. They are usually assigned to only one customer, and usually work at the customer's worksite. In the past 7 days, were you a contract worker at your primary or secondary job?

- 1 Yes, primary job
- 2 Yes, secondary job
- 3 Yes, both primary and secondary jobs
- 4 No, this does not describe my job(s)

Q19

Some people find short tasks or jobs through companies that connect them directly with customers using a website or mobile app. These companies also coordinate payment for the service through the website or app. For example, using your own car to drive people, delivering something, or doing someone's household tasks. Does this describe any of the work you did in your primary or secondary job in the last 7 days?

- 1 Yes, primary job
- 2 Yes, secondary job
- 3 Yes, both primary and secondary jobs
- 4 No, this does not describe my job(s)

Q20

Is your primary or secondary job a temporary job? Temporary jobs last only for a limited amount of time or until the completion of a project.

- 1 Yes, primary job
- 2 Yes, secondary job
- 3 Yes, both primary and secondary jobs
- 4 No, this does not describe my job(s)

**Skip: (If code 1, 2, or 3 in Q20, Continue;
Otherwise, Skip to Q22)**

_____**NEW SCREEN**_____

Q21

Are you paid by a temporary staffing agency?

- 1 Yes
- 0 No

_____**NEW SCREEN**_____

Q22

Thinking about your primary job, on a five-point scale, where 5 means strongly agree and 1 means strongly disagree, please rate your level of agreement with the following items.

(Display Q11A-Q22F)

- 5 Strongly agree
4
3
2
1 Strongly disagree

Q22A	At work, I have the opportunity to do what I do best every day.
Q22B	There is someone at work who encourages my development.
Q22C	At work, my opinions seem to count.
Q22D	A machine, computer, or robot could do my job.
Q22E	I am expected to be creative or innovative at my job.
Q22F	I take risks at my job that could lead to new products, services, or solutions.

NEW SCREEN

Q23

Would you say that you are overqualified, perfectly qualified, or underqualified for your primary job?

- 3 Overqualified
2 Perfectly qualified
1 Underqualified

NEW SCREEN

Q24

How much of your work time at your primary job involves each of the following tasks?

(Programmer: Display Q22A-Q24E)

- 1 Almost all of my work time
- 2 More than half of my work time
- 3 Less than half of my work time
- 4 Almost none of my work time

- | | |
|-------------|---|
| Q24A | Carrying out short, repetitive tasks |
| Q24B | Doing physical tasks, such as standing, handling objects, operating machinery/vehicles, or making/fixing things with your hands |
| Q24C | Managing or supervising other workers |
| Q24D | Face-to-face interactions with clients, customers, partners, or students |
| Q24E | Remote interactions with clients, customers, partners, or students via email, phone, or another device |

NEW SCREEN

Q25

How often do you solve problems at your primary job using advanced mathematics, such as algebra, geometry, trigonometry, probability, or calculus?

- 1 One or more times each day
- 2 At least once a week
- 3 At least once a month
- 4 Less than once a month
- 5 Never

Q26

Typically, how long are the documents that you read as part of your primary job?

- 1 Never read at work
- 2 One page or less
- 3 2 – 5 pages
- 4 6 – 10 pages
- 5 11 – 25 pages
- 6 More than 25 pages

Q27

Do you consider your primary job to be ...?

- 1 A career
- 2 A stepping stone to a career
- 3 Just a job

Q28

At your primary job, do you have the opportunity to learn new skills that will be valuable to your career?

- 1 Yes
- 0 No

Q29

Which of the following **best describes** your career advancement opportunities at your primary job?

- 1 It is likely that I will be promoted at my primary job
- 2 It is unlikely that I will be promoted at my primary job
- 3 There are no promotion opportunities available for me at my primary job

NEW SCREEN

Q30

Thinking about your primary job, does your employer offer you each of the following benefits (even if you do not personally use the benefit)?

- 1 Yes
- 0 No
- 9 Don't know
- 2 I am self-employed for my primary job

- | | |
|-------------|---|
| Q30A | Paid sick leave |
| Q30B | Paid vacation/personal leave |
| Q30C | Paid maternity or paternity leave |
| Q30D | Health insurance |
| Q30E | Tuition assistance for
education/training |
| Q30F | Life insurance |
| Q30G | Retirement benefits |
| Q30H | Disability insurance to cover you
if you get hurt or are unable to
work |

NEW SCREEN

Q31

Thinking about your primary job, does your employer withhold some of your pay for taxes (e.g., federal and state income taxes, Medicare, Social Security)?

- 1 Yes
- 0 No
- 2 I am self-employed for my primary job

Q32

In your primary job, what type of on-the-job training have you received?

- 1 Formal on-the-job training
- 2 Informal on-the-job training
- 3 Both formal and informal on-the-job
training
- 4 None of the above

Q33

Do you currently have the level of education and/or training you need for the type of job you would like to have in the next 5 years?

- 1 Yes
- 0 No

Q34

Please briefly state your job title or describe the type of work you do in your primary job?

(200 Characters)

VERBATIM

NEW SCREEN

Q35

Which occupation category best describes your primary job?

- 1 Management
- 2 Business and financial operations
- 3 Computer and mathematical
- 4 Architecture and engineering
- 5 Life, physical, and social science
- 6 Community and social service
- 7 Legal
- 8 Education, training, and library
- 9 Arts, design, entertainment, sports, and media
- 10 Healthcare practitioners and technical
- 11 Healthcare support
- 12 Protective service
- 13 Food preparation and serving related
- 14 Building and grounds cleaning and maintenance
- 15 Personal care and service
- 16 Sales and related
- 17 Office and administrative support
- 18 Farming, fishing, and forestry
- 19 Construction and extraction
- 20 Installation, maintenance, and repair
- 21 Production
- 22 Transportation and material moving
- 23 Other (please specify) **(fill-in response; allow 100 characters)**

Q36

Please briefly describe the type of business or industry of your primary job. For example, hospital, auto engine manufacturing, advertising agency, or restaurant.
(100 Characters)

VERBATIM

Q37

What kind of business activity would you say best describes the organization where you primarily work?

- 1 Manufacturing goods
- 2 Professional services (e.g., legal, engineering, computer programming, consulting, administrative services)
- 3 Healthcare, education, non-profit, or government services
- 4 Finance or real estate
- 5 Restaurants, entertainment, or hospitality
- 6 Media, internet, software, cable, or phone services
- 7 Selling goods directly to customers (retail) or other businesses (wholesale)
- 8 Construction, transportation, farming, or energy
- 9 Other (please specify) **(fill-in response; allow 100 characters)**

NEW SCREEN

Q38

Approximately, how many employees work for your organization at your primary job?

- 1 1 – 4
- 2 5 – 9
- 3 10 – 19
- 4 20 – 99
- 5 100 – 499
- 6 500+
- 7 Don't know

Q38_1

How long have you worked at your primary job?

- 1 Less than 1 year
- 2 1 year to less than 5 years
- 3 5 years to less than 10 years
- 4 10 years or more

NEW SCREEN

Q39

Please imagine a ladder with steps numbered from zero at the bottom to ten at the top. The top of the ladder represents the best possible employment situation for you and the bottom of the ladder represents the worst possible employment situation for you.

- 10 Best possible employment situation for you
- 9
- 8
- 7
- 6
- 5
- 4
- 3
- 2
- 1
- 0 Worst possible employment situation for you
- 99 Does not apply

- Q39A On which step of the ladder would you say you personally feel your employment situation is **at this time**?
- Q39B On which step of the ladder would you say your employment situation stood **five years ago**?
- Q39C On which step of the ladder would you say your employment situation stood **fifteen years ago**?
- Q39D On which step of the ladder would you say you personally feel your employment situation **will be five years from now**?
- Q39E On which step of the ladder would you say you personally feel your employment situation **will be fifteen years from now**?

NEW SCREEN

Q40

According to how you define a good job, are you currently working at the "best job" you've ever had?

- 1 Yes
- 0 No

**Skip: (If code 0 in Q40, Continue;
Otherwise, Skip to Q42)**

NEW SCREEN

Q41

What reason **best explains** why you no longer work at your previous job that you consider your "best job"?

- 1 I was promoted or moved into a different role
- 2 I left voluntarily for a better job
- 3 A personal reason (e.g., moving, caretaking needs, disability, retired, etc.)
- 4 My employer terminated my employment
- 5 The organization went out of business
- 6 I was laid off
- 7 Other (please specify) **(fill-in response; allow 100 characters)**

NEW SCREEN

Q42

Which of the following best describes how you feel about your current work situation?

- 1 I am **satisfied** with my current work situation and **not currently looking for new work**
- 2 I am **satisfied** with my current work situation and **currently looking for new work**
- 3 I am **not satisfied** with my current work situation and **currently looking for new work**
- 4 I am **not satisfied** with my current work situation and **not currently looking for new work**

Skip: (If code 4 in Q42, Continue; Otherwise, Skip to Q45)

NEW SCREEN

Q43

Why are you not currently looking for new work? *Please select all that apply.*
(Check boxes;)

- 1 I don't yet have the skills or education required to get a better job
- 2 There aren't better jobs available where I live
- 3 I am hoping to get a promotion or shift my role within my current job
- 4 I don't want to give up my employee benefits (e.g., health insurance)
- 5 I don't feel like I can compete on the job market
- 6 Other (please specify) **(fill-in response; allow 100 characters)**

Skip: (All in Q43, Skip to Q45)

NEW SCREEN

Q44

What is the **main reason** you were not employed or self-employed in the last 7 days?

- 1 Could not find work
- 2 Ill or disabled
- 3 Taking care of home/family
- 4 Currently enrolled in school
- 5 Retired
- 7 Other (please specify) **(fill-in response; allow 50 characters)**

NEW SCREEN

Q45

Would you be willing to relocate to a different state for a new job?

- 1 Yes
- 0 No

Q46

Would you have been able to begin work had you been offered a job within the last four weeks?

- 1 Yes
- 0 No

Q47

In the past four weeks, have you been actively looking for employment?

- 1 Yes
- 0 No

Skip: (If code 1 in Q47, Continue; Otherwise, Skip to Q49)

NEW SCREEN

Q48

What information would be most useful to you in finding a new job? *Please select all that apply.*
(Check boxes)

- 1 I need to know the skills or credentials required for the jobs I want
- 2 I need to know how I can best acquire the skills or credentials I need for the jobs I want
- 3 I need to know the best jobs available given my skills or credentials
- 4 I need help connecting with employers looking for my skills or credentials
- 5 I need to know the work culture of prospective employers
- 6 Other (please specify) **(fill-in response; allow 100 characters)**

NEW SCREEN

Q49

What is your gender?

- 1 Male
- 2 Female
- 3 Prefer not to say

Q50

What is your age?

Q51

Are you of Hispanic, Latino, or Spanish origin - such as Mexican, Puerto Rican, Cuban, or other Spanish origin?

- 1 Yes
- 0 No

Q52

What is your race? You may select one or more.

- 1 White
- 2 Black or African-American
- 3 Asian
- 4 American Indian or Alaska Native
- 5 Native Hawaiian or Pacific Islander

Q53

How many adults in your household are 18 years of age or older?

Q54

Do you have children, under the age of 6, living in your household?

- 1 Yes
- 0 No

NEW SCREEN

Q55

Which of the following describes your educational experiences? *Please select all that apply.*

- 1 Less than a high school diploma
(Grades 1 through 11 or no schooling)
- 2 Graduated high school/completed GED
- 3 Started but have not completed a
technical, trade, vocational, industry, or
apprenticeship certification
- 4 Completed a technical, trade,
vocational, industry, or apprenticeship
certification
- 5 Started but have not completed a
certificate at a two-year or technical
institution
- 6 Completed a certificate at a two-year or
technical institution
- 7 Started but have not completed an
associate degree
- 8 Completed an associate degree
- 9 Started but have not completed a four-
year bachelor's degree from a college or
university
- 10 Completed a four-year bachelor's
degree from a college or university
- 11 Started but have not completed a
graduate or professional degree
- 12 Completed a master's degree
- 13 Completed a professional degree
beyond a master's (e.g., M.D., J.D.,
PsyD, EdD)
- 14 Completed an academic doctorate (i.e.
a Ph.D)

**Skip: (If code 4, 6, 8, 10, 12, 13, or 14 in Q55, Continue;
Otherwise, Skip to Q57)**

NEW SCREEN

Q56

Which of the following best describes your field of study for your **highest level of education** (e.g., certification, certificate, associate, bachelor's, or graduate degree)?

- 1 Health Professions
- 2 Business, Management, and Marketing
- 3 Liberal Arts and Sciences and General
Studies and Humanities
- 4 Education
- 5 Computer and Information Sciences
- 6 Political Science
- 7 Economics
- 8 Other Social Science (e.g., Sociology,
Anthropology, Criminology, Geography)
- 9 Engineering
- 10 Psychology
- 11 Biological and Biomedical Sciences
- 12 Homeland Security, Law Enforcement,
Firefighting, and Protective Services
- 13 Visual and Performing Arts
- 14 Personal and Culinary Services
- 15 Communication, Journalism, and
Related Programs
- 16 Mechanic and Repair
Technologies/Technicians
- 17 Multi/Interdisciplinary Studies
- 18 Social Work, Public Administration, and
Related Professions
- 19 Engineering Technologies and
Engineering-Related Fields
- 20 Parks, Recreation, Leisure, and Fitness
Studies
- 21 Legal Professions and Studies
- 22 English, Foreign Language, or Literature
- 23 Family and Consumer Sciences (e.g.,
Child Development)
- 24 Precision Production
- 25 Physical Sciences (e.g., Chemistry,
Physics)
- 26 Mathematics and Statistics
- 27 Agriculture and Agriculture Operations
- 28 History
- 29 Philosophy and Religious Studies
- 30 Construction Trades
- 31 Theology and Religious Vocations
- 32 Transportation and Materials Moving
- 33 Environmental Science, Natural
Resources, and Related Sciences
- 34 Architecture and Urban Planning
- 35 Communications
Technologies/Technicians
- 36 Area, Ethnic, Cultural, Gender, and
Group Studies
- 37 Science Technologies/Technicians
- 38 Library Science

- 39 Military Technologies and Applied Sciences
- 40 Other (please specify) **(fill-in response; allow 50 characters)**

NEW SCREEN

Q57

Have you obtained a professional certification? A professional certification is a credential used to demonstrate the mastery of knowledge or skill in a specific field and is commonly awarded by a trade or industry association.

- 1 Yes
- 0 No

Q58

Are you a member of a labor union?

- 1 Yes
- 0 No

Q59

What is your current marital status?

- 1 Single/Never been married
- 2 Married
- 3 Separated
- 4 Divorced
- 5 Widowed
- 6 Domestic partner
- 7 Don't know

NEW SCREEN

Q60

In politics, as of today, do you consider yourself a Republican, a Democrat, or an Independent?

- 1 Republican
- 2 Democrat
- 3 Independent
- 4 Other party
- 5 Don't know

Q61

Were you born in the United States or in another country?

- 1 In the United States
- 2 In another country
- 98 Don't know

Q62

Have you ever been incarcerated?

- 1 Yes
- 0 No

NEW SCREEN

Q63

Do you receive support from any of the following programs?

1 Yes
0 No

Q63A	Medicaid
Q63B	Medicare
Q63C	CHIP (Child's Health Insurance Program)
Q63D	Social Security - Retirement
Q63E	Disability - SSI (Supplemental Security Income)
Q63F	EITC (Earned Income Tax Credit)
Q63G	Food Stamps - SNAP (Supplemental Nutrition Assistance Program)
Q63H	Housing Assistance (vouchers)
Q63I	TANF (Temporary Assistance for Needy Families)

NEW SCREEN

Q64

Using your best estimate, what is your **personal** annual income, earned from work you do for an employer or for yourself? This includes all wages, salary, commissions, bonuses or tips from all jobs. If you do not earn money from work, please enter zero.
(Fill-in response; Allow 10 digits)

Q65

Using your best estimate, what is your total **household** income (including everyone you live with as part of your household)?
(Fill-in response; Allow 10 digits)

Variables

Variable	Label or description	Source
RESPONDENT_ID	Gallup-generated respondent ID	2019 Great Jobs Demonstration Survey
RESPONDENT_LANGUAGE	English or Spanish questionnaire	2019 Great Jobs Demonstration Survey
job_quality_index	Job quality index	Coded by Gallup
good_job	Good job	Coded by Gallup
mediocre_job	Mediocre job	Coded by Gallup
bad_job	Bad job	Coded by Gallup
income_level	Level of income in four groups	Coded by Gallup
HighWellBeing	Q1_LifeEval>=7	Coded by Gallup
ModerateWellBeing	5 <= Q1_LifeEval <=6	Coded by Gallup
LowWellBeing	Q1_LifeEval<=4	Coded by Gallup
EMPLOYMENT	Employment summary variable (1=Employed full-time for employer; 2=Employed full-time for self; 3=Employed part-time; 4=Unemployed; 5=Out of labor force)	Coded by Gallup
working	Employment status	Coded by Gallup
FT	Work at least 35 hours in typical week across all jobs	Coded by Gallup
look_able_work	Within past 4 weeks, looking for job and able to work if offered	Coded by Gallup
in_labor	In labor force	Coded by Gallup
unemployed	In labor force but not working	Coded by Gallup
Q1_LifeEval	Life evaluation	2019 Great Jobs Demonstration Survey
Q2_Health	Health	2019 Great Jobs Demonstration Survey
Q3_Income_vs_5yr_ago	Is your personal income higher, lower, or about the same as it was five years ago	2019 Great Jobs Demonstration Survey
Q4_Income_vs_5yr_fut	Future income expectation	2019 Great Jobs Demonstration Survey
Q5a_hrs_childcare	Approximately, how many hours a week do you spend on childcare	2019 Great Jobs Demonstration Survey
Q5b_hrs_adultcare	Approximately, how many hours a week do you spend on adult-care	2019 Great Jobs Demonstration Survey
Q6a_imp_level_pay	Importance: Level of pay	2019 Great Jobs Demonstration Survey
Q6b_imp_stable_pay	Importance: Stable and predictable pay	2019 Great Jobs Demonstration Survey
Q6c_imp_stable_hrs	Importance: Stable and predictable hours	2019 Great Jobs Demonstration Survey
Q6d_imp_control_hrs	Importance: Control over hours and/or location (e.g., ability to work flexible hours, work remotely)	2019 Great Jobs Demonstration Survey
Q6e_imp_job_sec	Importance: Job security	2019 Great Jobs Demonstration Survey
Q6f_imp_benefits	Importance: Employee benefits (e.g., healthcare, retirement)	2019 Great Jobs Demonstration Survey
Q6g_imp_advance	Importance: Career advancement opportunities (e.g., promotion path, learning new skills)	2019 Great Jobs Demonstration Survey

Q6h_imp_enjoy	Importance: Enjoying your day-to-day work (e.g., good co-workers/managers, pleasant work environment, manageable stress level)	2019 Great Jobs Demonstration Survey
Q6i_imp_purpose	Importance: Having a sense of purpose and dignity in your work	2019 Great Jobs Demonstration Survey
Q6j_imp_power	Importance: Having the power to change things about your job that you're not satisfied with	2019 Great Jobs Demonstration Survey
Q7_employed	Employment status for employer	2019 Great Jobs Demonstration Survey
Q8_self_employed	Employment status for self	2019 Great Jobs Demonstration Survey
Q9_number_jobs	How many different jobs for pay do you currently have?	2019 Great Jobs Demonstration Survey
Q10_hours_prime_job	In a typical week (7 days), how many hours do you work at your primary job?	2019 Great Jobs Demonstration Survey
Q11_why_other_job	Which of the following best describes why you have more than one job?	2019 Great Jobs Demonstration Survey
Q12a_sat_level_pay	Satisfaction: Level of pay	2019 Great Jobs Demonstration Survey
Q12b_sat_stable_pay	Satisfaction: Stable and predictable pay	2019 Great Jobs Demonstration Survey
Q12c_sat_stable_hrs	Satisfaction: Stable and predictable hours	2019 Great Jobs Demonstration Survey
Q12d_sat_control_hrs	Satisfaction: Control over hours and/or location (e.g., ability to work flexible hours, work remotely)	2019 Great Jobs Demonstration Survey
Q12e_sat_job_sec	Satisfaction: Job security	2019 Great Jobs Demonstration Survey
Q12f_sat_benefits	Satisfaction: Employee benefits (e.g., healthcare, retirement)	2019 Great Jobs Demonstration Survey
Q12g_sat_advance	Satisfaction: Career advancement opportunities (e.g., promotion path, learning new skills)	2019 Great Jobs Demonstration Survey
Q12h_sat_enjoy	Satisfaction: Enjoying your day-to-day work (e.g., good co-workers/managers, pleasant work environment, manageable stress level)	2019 Great Jobs Demonstration Survey
Q12i_sat_purpose	Satisfaction: Having a sense of purpose and dignity in your work	2019 Great Jobs Demonstration Survey
Q12j_sat_power	Satisfaction: Having the power to change things about your job that you're not satisfied with	2019 Great Jobs Demonstration Survey
Q13a_change_level_pay	Change in: Level of pay	2019 Great Jobs Demonstration Survey
Q13b_change_stable_pay	Change in: Stable and predictable pay	2019 Great Jobs Demonstration Survey
Q13c_change_stable_hrs	Change in: Stable and predictable hours	2019 Great Jobs Demonstration Survey
Q13d_change_control_hrs	Change in: Control over hours and/or location (e.g., ability to work flexible hours, work remotely)	2019 Great Jobs Demonstration Survey
Q13e_change_job_sec	Change in: Job security	2019 Great Jobs Demonstration Survey
Q13f_change_benefits	Change in: Employee benefits (e.g., healthcare, retirement)	2019 Great Jobs Demonstration Survey

Q13g_change_advance	Change in: Career advancement opportunities (e.g., promotion path, learning new skills)	2019 Great Jobs Demonstration Survey
Q13h_change_enjoy	Change in: Enjoying your day-to-day work (e.g., good co-workers/managers, pleasant work environment, manageable stress level)	2019 Great Jobs Demonstration Survey
Q13i_change_purpose	Change in: Having a sense of purpose and dignity in your work	2019 Great Jobs Demonstration Survey
Q13j_change_power	Change in: Having the power to change things about your job that you're not satisfied with	2019 Great Jobs Demonstration Survey
Q14_hrs_all_jobs	In a typical week (7 days), how many hours do you work in all jobs?	2019 Great Jobs Demonstration Survey
Q15_hrs_vs_desired	How does your typical number of weekly work hours (across all jobs) compare to desired number?	2019 Great Jobs Demonstration Survey
Q16_indep_contractor	Work as independent contractor	2019 Great Jobs Demonstration Survey
Q17_on_call	Work as on-call worker	2019 Great Jobs Demonstration Survey
Q18_contract_work	Contract worker	2019 Great Jobs Demonstration Survey
Q19_mobile_work	Work through mobile technology	2019 Great Jobs Demonstration Survey
Q20_temp_job	Temporary job	2019 Great Jobs Demonstration Survey
Q21_temp_agency	Work in temporary staffing agency	2019 Great Jobs Demonstration Survey
Q22a_do_best_work	At work, I have the opportunity to do what I do best every day.	2019 Great Jobs Demonstration Survey
Q22b_encouraged	There is someone at work who encourages my development.	2019 Great Jobs Demonstration Survey
Q22c_opinions_count	At work, my opinions seem to count.	2019 Great Jobs Demonstration Survey
Q22d_robot_competition	A machine, computer, or robot could do my job.	2019 Great Jobs Demonstration Survey
Q22e_creative	I am expected to be creative or innovative at my job.	2019 Great Jobs Demonstration Survey
Q22f_innovate	I take risks at my job that could lead to new products, services, or solutions.	2019 Great Jobs Demonstration Survey
Q23_qualified	Would you say that you are overqualified, perfectly qualified, or underqualified	2019 Great Jobs Demonstration Survey
Q24a_repetitive	Carrying out short, repetitive tasks	2019 Great Jobs Demonstration Survey
Q24b_physical	Doing physical tasks, such as standing, handling objects, operating machinery/vehicles, or making/fixing things with your hands	2019 Great Jobs Demonstration Survey
Q24c_managing	Managing or supervising other workers	2019 Great Jobs Demonstration Survey
Q24d_face_to_face	Face-to-face interactions with clients, customers, partners, or students	2019 Great Jobs Demonstration Survey
Q24e_remote	Remote interactions with clients, customers, partners, or students via email, phone, or another device	2019 Great Jobs Demonstration Survey
Q25_math	How often do you solve problems at your primary job using advanced mathematics	2019 Great Jobs Demonstration Survey

Q26_reading	Typically, how long are the documents that you read as part of your primary job?	2019 Great Jobs Demonstration Survey
Q27_career_or_job	Do you consider your primary job to be ...?	2019 Great Jobs Demonstration Survey
Q28_learning_opportunity	At your primary job, do you have the opportunity to learn new skills	2019 Great Jobs Demonstration Survey
Q29_promotion	career advancement opportunities	2019 Great Jobs Demonstration Survey
Q30a_benefits_sick	Paid sick leave	2019 Great Jobs Demonstration Survey
Q30b_benefits_vacation	Paid vacation/personal leave	2019 Great Jobs Demonstration Survey
Q30c_benefits_maternity	Paid maternity or paternity leave	2019 Great Jobs Demonstration Survey
Q30d_benefits_health_insur	Health insurance	2019 Great Jobs Demonstration Survey
Q30e_benefits_tuition	Tuition assistance for education/training	2019 Great Jobs Demonstration Survey
Q30f_benefits_life_insur	Life insurance	2019 Great Jobs Demonstration Survey
Q30g_benefits_retire	Retirement benefits	2019 Great Jobs Demonstration Survey
Q30h_benefits_disability	Disability insurance to cover you if you get hurt or are unable to work	2019 Great Jobs Demonstration Survey
Q31_withhold_payroll	does your employer withhold some of your pay for taxes	2019 Great Jobs Demonstration Survey
Q32_training	In your primary job, what type of on-the-job training have you received?	2019 Great Jobs Demonstration Survey
Q33_have_right_edu	Do you currently have the level of education and/or training you need	2019 Great Jobs Demonstration Survey
Q36_naics_name	NAICS detailed title	Coded by Gallup based on verbatim response
Q37_industry_category	What kind of business activity would you say best describes the organization where you primarily work?	2019 Great Jobs Demonstration Survey
Q36_naics	NAICS detailed code	Coded by Gallup based on verbatim response
naics2d	NAICS sector code	2019 Great Jobs Demonstration Survey
naics2d_title	NAICS sector title	2019 Great Jobs Demonstration Survey
Q34_soc	Job title (Standard Occupational Classification)	Coded by Gallup based on verbatim response
Q34_soc_name	Please briefly state your job title or describe the type of work you do in your	Coded by Gallup based on verbatim response
soc2d_title	SOC Title, major 2-digit occupational title	Coded by Gallup based on verbatim response
Q35_job_category	Which occupation category best describes your primary job?	2019 Great Jobs Demonstration Survey
soc	SOC, detailed category	Coded by Gallup based on verbatim response
soc2d	SOC code, major 2-digit occupational category	Coded by Gallup based on verbatim response
Q38_company_size	Approximately, how many employees work for your organization at your primary job	2019 Great Jobs Demonstration Survey
Q38_1_tenure	How long have you worked at your primary job?	2019 Great Jobs Demonstration Survey
Q39a_job_eval_now	Job evaluation: now	2019 Great Jobs Demonstration Survey
Q39b_job_eval_5yrs_ago	Job evaluation: 5 years ago	2019 Great Jobs Demonstration Survey

Great Jobs Demonstration Survey

Q39c_job_eval_15yrs_ago	Job evaluation: 15 years ago	2019 Great Jobs Demonstration Survey
Q39d_job_eval_5yrs_fut	Job evaluation: now 5 years in future	2019 Great Jobs Demonstration Survey
Q39e_job_eval_15yrs_fut	Job evaluation: 15 years in future	2019 Great Jobs Demonstration Survey
Q40_best_job_ever	According to how you define a good job, are you currently working at the best job ever	2019 Great Jobs Demonstration Survey
Q41_why_not_best_job	According to how you define a good job, are you currently working at the "best job" you've ever had?	2019 Great Jobs Demonstration Survey
Q42_feelings_job	Which of the following best describes how you feel about your current work situation	2019 Great Jobs Demonstration Survey
Q43_dont_have_skills	Why not looking for work: I don't yet have the skills or education required to get a better job	2019 Great Jobs Demonstration Survey
Q43_no_better_jobs	Why not looking for work: There aren't better jobs available where I live	2019 Great Jobs Demonstration Survey
Q43_hope_for_promotion	Why not looking for work: I am hoping to get a promotion or shift my role within my current job	2019 Great Jobs Demonstration Survey
Q43_want_keep_benefits	Why not looking for work: I don't want to give up my employee benefits (e.g., health insurance)	2019 Great Jobs Demonstration Survey
Q43_cant_compete_job_market	Why not looking for work: I don't feel like I can compete on the job market	2019 Great Jobs Demonstration Survey
Q43_not_looking_for_job_other	Why not looking for work: Other (verbatim)	2019 Great Jobs Demonstration Survey
Q44_why_not_working	What is the main reason you were not employed in the last 7 days?	2019 Great Jobs Demonstration Survey
Q45_relocate	Would you be willing to relocate to a different state for a new job?	2019 Great Jobs Demonstration Survey
Q46_work_if_offer	Would you have been able to begin work had you been offered a job within the last four weeks?	2019 Great Jobs Demonstration Survey
Q47_actively_looking	In the past four weeks, have you been actively looking for employment?	2019 Great Jobs Demonstration Survey
Q48_1_useful_search_skill_requir	Useful information in finding job: I need to know the skills or credentials required for the jobs I want	2019 Great Jobs Demonstration Survey
Q48_2_useful_search_acquire_skil	Useful information in finding job: I need to know how I can best acquire the skills or credentials I need for the jobs I want	2019 Great Jobs Demonstration Survey
Q48_3_useful_search_avail	Useful information in finding job: I need to know the best jobs available given my skills or credentials	2019 Great Jobs Demonstration Survey
Q48_4_useful_search_connect	Useful information in finding job: I need help connecting with employers looking for my skills or credentials	2019 Great Jobs Demonstration Survey
Q48_5_useful_search_culture	Useful information in finding job: I need to know the work culture of prospective employers	2019 Great Jobs Demonstration Survey

Great Jobs Demonstration Survey

Q48_6_useful_search_other	Useful information in finding job: Other	2019 Great Jobs Demonstration Survey
Q49_gender	What is your gender?	2019 Great Jobs Demonstration Survey
Q50_age	What is your age?	2019 Great Jobs Demonstration Survey
Q51_hispanic	Are you of Hispanic, Latino, or Spanish origin - such as Mexican, Puerto Rican,	2019 Great Jobs Demonstration Survey
Q52_white	Race: White	2019 Great Jobs Demonstration Survey
Q52_black	Race: Black	2019 Great Jobs Demonstration Survey
Q52_asian	Race: Asian	2019 Great Jobs Demonstration Survey
Q52_amerind	Race: American Indian	2019 Great Jobs Demonstration Survey
Q52_nativehaw	Race: Native Hawaiian	2019 Great Jobs Demonstration Survey
Q52_race_summary	Race and ethnicity summarized	Coded by Gallup
Q53_adults_in_house	How many adults in your household are 18 years of age or older?	2019 Great Jobs Demonstration Survey
Q54_children_under6	Do you have children, under the age of 6, living in your household?	2019 Great Jobs Demonstration Survey
Q55_less_hs_edu	Education: Less than High School	2019 Great Jobs Demonstration Survey
Q55_hs_grad_edu	Education: High School grad	2019 Great Jobs Demonstration Survey
Q55_certification_start_edu	Education: Started but not finished trade school	2019 Great Jobs Demonstration Survey
Q55_certification_grad_edu	Education: Trade school grad	2019 Great Jobs Demonstration Survey
Q55_certificate2yr_start_edu	Education: Started but not finished 2 year tech institute	2019 Great Jobs Demonstration Survey
Q55_certificate2yr_grad_edu	Education: 2 year tech institute grad	2019 Great Jobs Demonstration Survey
Q55_assoc_start_edu	Education: Started but not finished Associates Degree	2019 Great Jobs Demonstration Survey
Q55_assoc_grad_edu	Education: Completed Associates Degree	2019 Great Jobs Demonstration Survey
Q55_ba_start_edu	Education: Started but not finished 4 year Bachelor's Degree	2019 Great Jobs Demonstration Survey
Q55_ba_grad_edu	Education: Completed 4 year Bachelor's Degree	2019 Great Jobs Demonstration Survey
Q55_grad_start_edu	Education: Started but not completed graduate degree	2019 Great Jobs Demonstration Survey
Q55_ma_edu	Education: Completed a Masters Degree	2019 Great Jobs Demonstration Survey
Q55_prof_degree_edu	Education: Completed a professional degree (MD, JD, EdD)	2019 Great Jobs Demonstration Survey
Q55_phd_edu	Education: Completed a Doctorate Degree	2019 Great Jobs Demonstration Survey
Q55_highest_edu	Highest level of education	Coded by Gallup
Q56_major	Which of the following best describes your field of study for your highest level of education	2019 Great Jobs Demonstration Survey
Q57_prof_certification	Have you obtained a professional certification?	2019 Great Jobs Demonstration Survey
Q58_union_member	Are you a member of a labor union?	2019 Great Jobs Demonstration Survey
Q59_marital_status	What is your current marital status?	2019 Great Jobs Demonstration Survey

Q60_political_party	In politics, as of today, do you consider yourself a Republican, a Democrat, or independent?	2019 Great Jobs Demonstration Survey
Q61_us_born	Were you born in the United States or in another country?	2019 Great Jobs Demonstration Survey
Q62_ever_incarcerated	Have you ever been incarcerated?	2019 Great Jobs Demonstration Survey
Q63_program_medicaid	Do you receive support from any of the following programs? Please select all that apply	2019 Great Jobs Demonstration Survey
Q63_program_medicare	Do you receive support from any of the following programs? Please select all that apply	2019 Great Jobs Demonstration Survey
Q63_program_chip	Do you receive support from any of the following programs? Please select all that apply	2019 Great Jobs Demonstration Survey
Q63_program_ssi_retire	Do you receive support from any of the following programs? Please select all that apply	2019 Great Jobs Demonstration Survey
Q63_program_ssi_disability	Do you receive support from any of the following programs? Please select all that apply	2019 Great Jobs Demonstration Survey
Q63_program_eitc	Do you receive support from any of the following programs? Please select all that apply	2019 Great Jobs Demonstration Survey
Q63_program_food_stamps	Do you receive support from any of the following programs? Please select all that apply	2019 Great Jobs Demonstration Survey
Q63_program_housing	Do you receive support from any of the following programs? Please select all that apply	2019 Great Jobs Demonstration Survey
Q63_program_tanf	Do you receive support from any of the following programs? Please select all that apply	2019 Great Jobs Demonstration Survey
Q64_personal_income_cleaned	Personal annual income (cleaned)	Coded by Gallup
Q65_household_income_cleaned	Household annual income (cleaned)	Coded by Gallup
weight	Weight (use for summary statistics to make responses nationally representative)	Created by Gallup
region	Region	U.S. Census Bureau
appalachia	Appalachian county	U.S. Department of Agriculture
cz	Commuting zone	David Dorn; Harvard Equality of Opportunity Project
cz_name	Name of Commuting zone	David Dorn; Harvard Equality of Opportunity Project
stateabbrv	State abbreviation	State abbreviation
xpct_manu	Change in percentage of jobs in manufacturing county, 2000-2017	U.S. Census Bureau
x_employ_2017_2000	Change in county employment, 2017-2000	U.S. Census Bureau; 2013-2017 American Community Survey
med_rent2017_5yr	County median rent, 2013-2017	U.S. Census Bureau; 2013-2017 American Community Survey

pop2017_5yr	County population, 2013-2017	U.S. Census Bureau; 2013-2017 American Community Survey
msa_pop2017_5yr	Population of metro or micro area, 2013-2017	U.S. Census Bureau; 2013-2017 American Community Survey
total_vote	Total votes in county for 2016 Presidential candidate	Federal Election Commission
clinton_share	Clinton share of 2016 county vote	Federal Election Commission
trump_share	Trump share of 2016 county vote	Federal Election Commission
ageadj_mortality_2012_2016	Age Adjusted Mortality Rate at county level, 2012-2016	CDC Wonder
avg_hours_worked	Average hours worked in county 2013-2017	U.S. Census Bureau
avg_hours_worked_men	Average hours worked men in county 2013-2017	U.S. Census Bureau
avg_hours_worked_women	Average hours worked women in county 2013-2017	U.S. Census Bureau
gini_2017_5yr	County Gini coefficient of income inequality, 2013-2017	U.S. Census Bureau; 2013-2017 American Community Survey
poverty_rate2017_5yr	Poverty rate county, 2013-2017	U.S. Census Bureau; 2013-2017 American Community Survey
pct_white2017_5yr	Percent of county population that is white/European-American, 2013-2017	U.S. Census Bureau; 2013-2017 American Community Survey
pct_black2017_5yr	Percent of county population that is black/African-American, 2013-2017	U.S. Census Bureau; 2013-2017 American Community Survey
pct_hisp2017_5yr	Percent of county population that is Hispanic/Latino, 2013-2017	U.S. Census Bureau; 2013-2017 American Community Survey
cbsacode	Core Based Statistical Area (CBSA) FIP	Office of Management and Budget
cbsatitle	CBSA Title	Office of Management and Budget
mostly_rural	County is mostly rural, 2010	U.S. Census Bureau
pop_rural2010	Rural county population in 2010	U.S. Census Bureau
pop_cou2010	County population in 2010	U.S. Census Bureau
poppct_rural2010	Percent of county population classified as rural, 2010	U.S. Census Bureau
statename	State name	U.S. Census Bureau
metro_or_micro	Lives in metropolitan or micropolitan area (blank if neither)	U.S. Census Bureau
ctyfip	County FIP	2019 Great Jobs Demonstration Survey
county_name	County name	2019 Great Jobs Demonstration Survey