Figure 1.1 The Relational Structure of Intermediaries

		Relationship To Employers	
		Weak	Strong
Relationship to Workers	Weak	• "Job bank" databases • Some welfare-to-work programs	• Temporary agencies • Contract-based training organizations • Day labor contractors
	Strong	• Professional and membership organizations • Community colleges	• Union hiring halls • Intensive community-based organizations that have employer commitments • Media unions

Source: Authors' compilation.

Table 1.1 Median Years of Tenure with Current Employer, by Age and Sex, 1983–2002

	1983	1987	1991	1996	1998	2000	2002
Men							
20 to 24 years	1.5	1.3	1.4	1.2	1.2	1.2	1.4
25 to 34 years	3.2	3.1	3.1	3.0	2.8	2.7	2.8
35 to 44 years	7.3	7.0	6.5	6.1	5.5	5.4	5.0
45 to 54 years	12.8	11.8	11.2	10.1	9.4	9.5	9.1
55 to 64 years	15.3	14.5	13.4	10.5	11.2	10.2	10.2
Women							
20 to 24 years	1.5	1.3	1.3	1.2	1.1	1.0	1.1
25 to 34 years	2.8	2.6	2.7	2.7	2.5	2.5	2.5
35 to 44 years	4.1	4.4	4.5	4.8	4.5	4.3	4.2
45 to 54 years	6.3	6.8	6.7	7.0	7.2	7.3	6.5
55 to 64 years	9.8	9.7	9.9	10.0	9.6	9.9	9.5

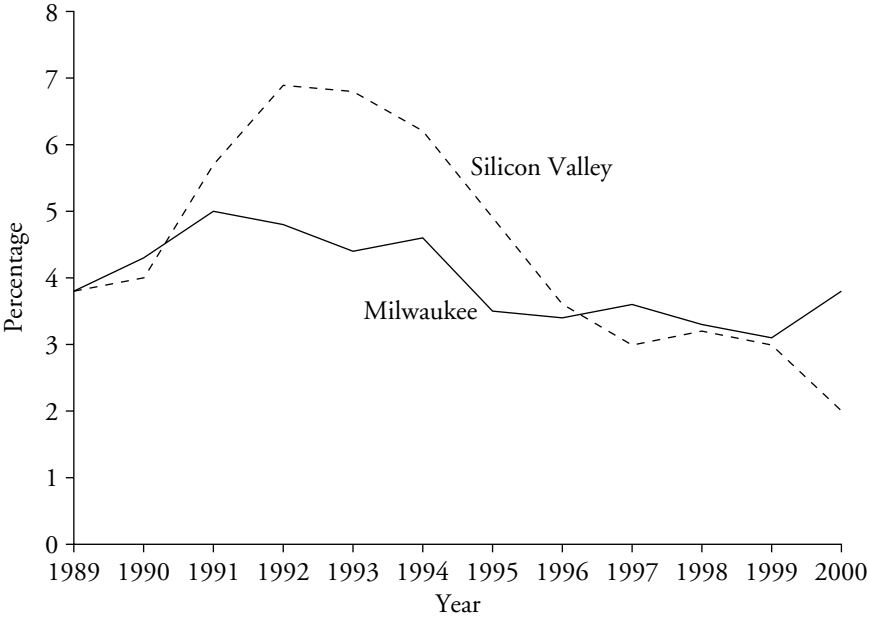
Source: U.S. Department of Labor, Bureau of Labor Statistics, "Employee Tenure" (news release), available at: http://www.bls.gov/news.release/tenure.toc.htm

Table 1.2 An Organizational Typology of Labor Market Intermediaries

Organization Type	Examples
For-profit sector	Temporary agencies, headhunters, and for-profit training providers
Nonprofit or community-based	Nonprofit employment training and placement services for disadvantaged workers
Membership-based	Union-based initiatives and membership-based professional associations
Education-based	Community colleges
Public-sector	One-stop career centers, private industry councils (PICs), and welfare-to-work agencies

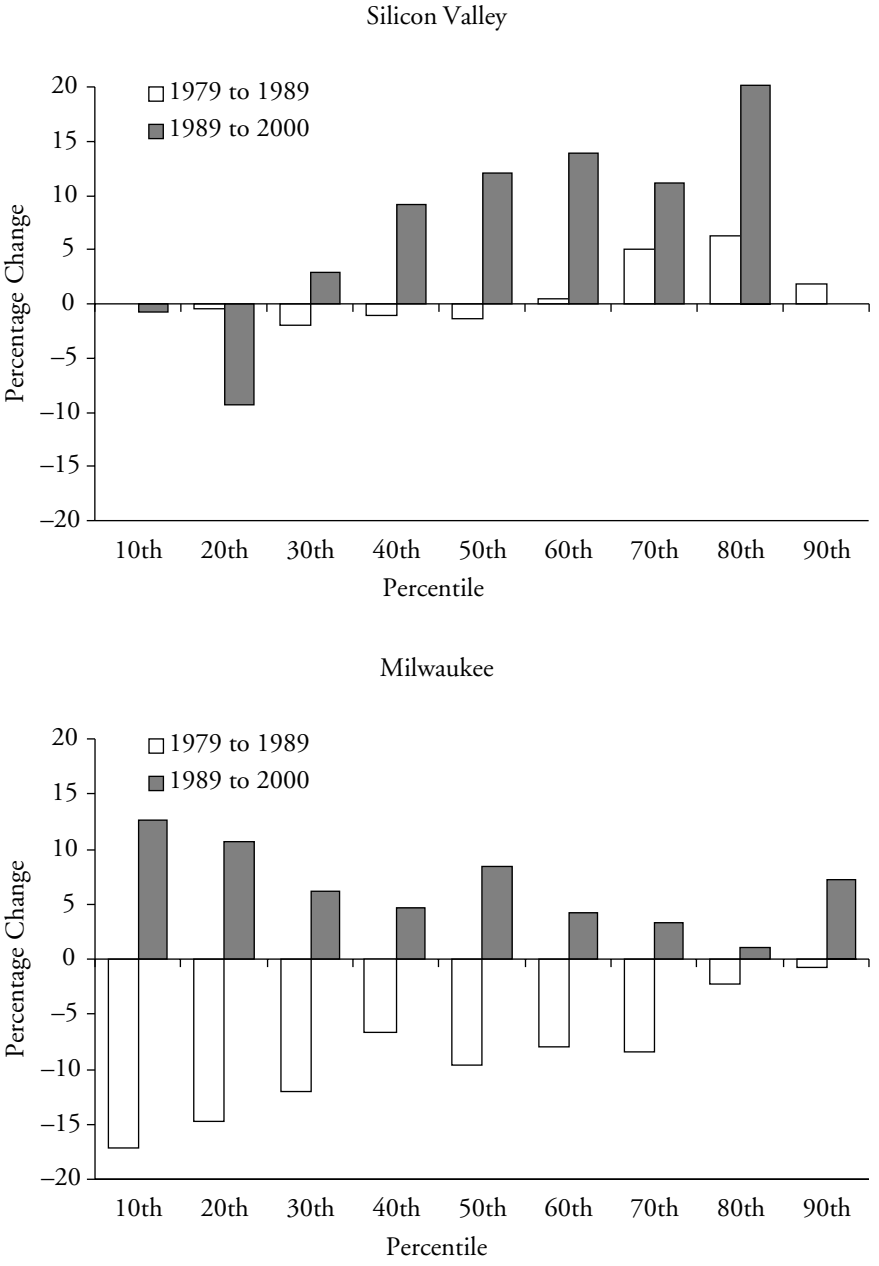
Source: Authors' compilation.

Figure 2.1 Unemployment Rates for Milwaukee and Silicon Valley, 1989 to 2000



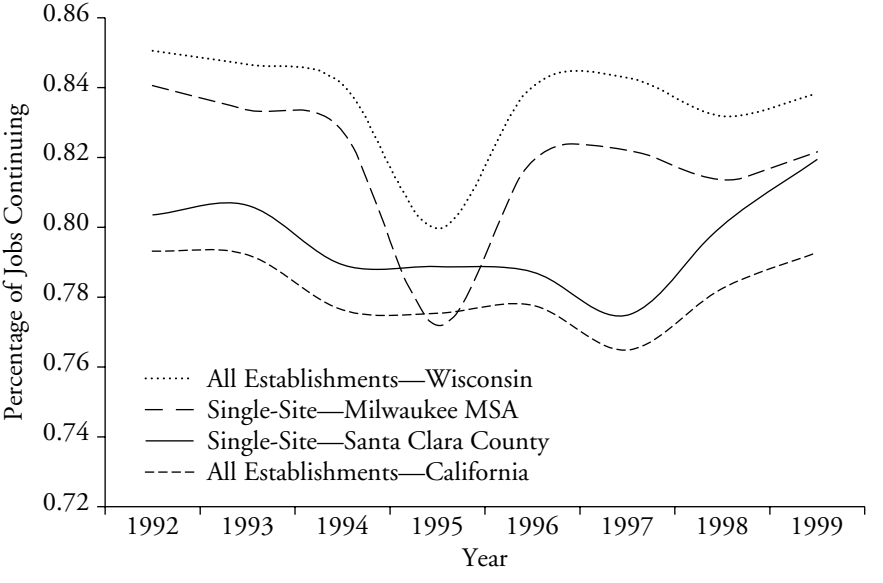
Source: Authors' compilation from Wisconsin Department of Workforce Development and California Employment Development Department data.

Figure 2.2 Change in Wage Percentiles, 1979 to 1989 and 1989 to 2000



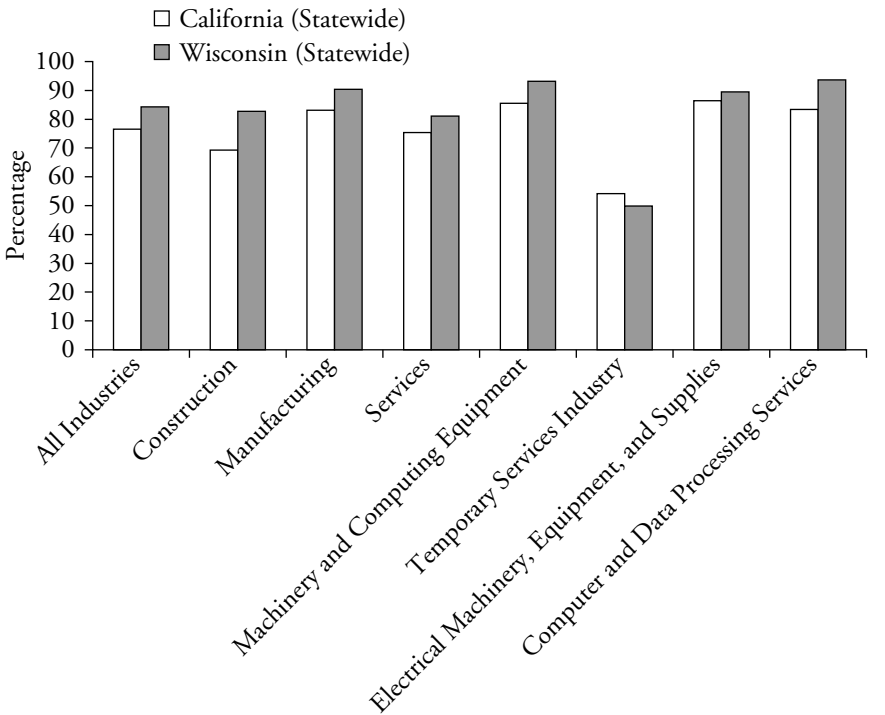
Source: Authors' compilation from U.S. Census Current Population Survey data.

Figure 2.3 Job Stability: Jobs That Continued from One Quarter to the Next, California and Wisconsin, 1992 to 1999



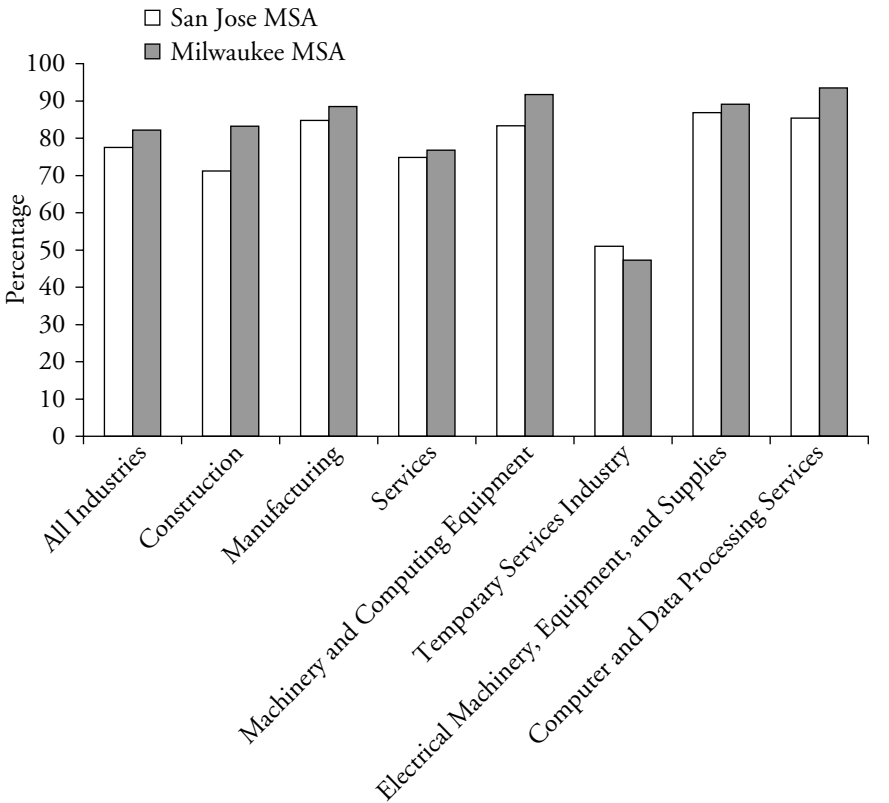
Source: Authors' compilations from Covered Employment and Wages (ES-202) data provided by the states of California and Wisconsin.

Figure 2.4 California–Wisconsin Selected Industries Comparison: Jobs Continuing from One Quarter to the Next, 1997



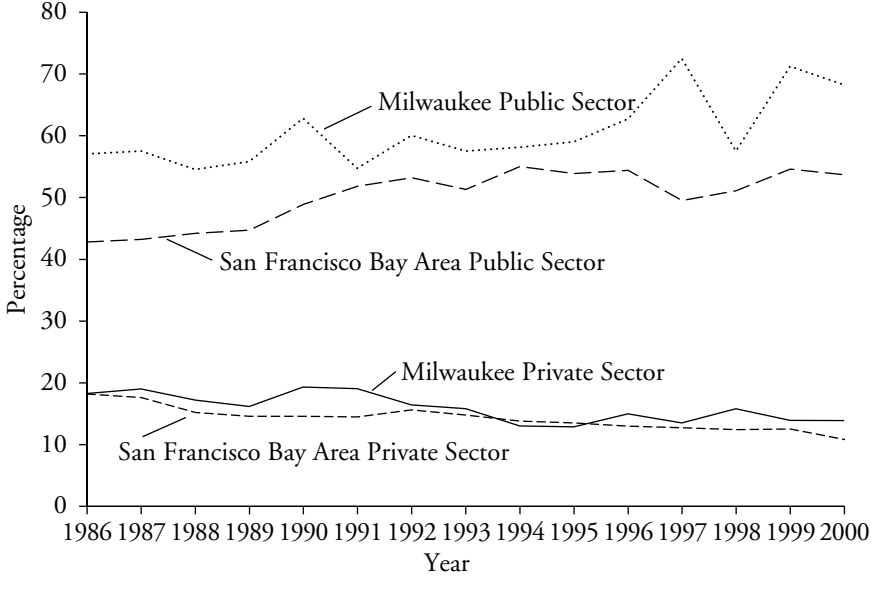
Source: Authors' compilations from Covered Employment and Wages (ES-202) data provided by the states of California and Wisconsin.

Figure 2.5 Milwaukee–Silicon Valley Selected Industries Comparison: Jobs Continuing from One Quarter to the Next, Single-Site Establishments, 1997



Source: Authors' compilations from Covered Employment and Wages (ES-202) data provided by the states of California and Wisconsin.

Figure 2.6 Private- and Public-Sector Union Membership Rates in Milwaukee, Wisconsin, and the San Francisco Bay Area, California, 1986 to 2000



Source: Authors' compilation.

Table 2.1 Demographic Characteristics of Milwaukee and Silicon Valley, 1990 and 2000

	Milwaukee		Silicon Valley	
	1990	2000	1990	2000
Total population	1,432,149	1,500,741	1,504,400	1,709,500
Gender				
Male	48.1%	48.5%	50.7%	50.9%
Female	51.9	51.5	49.3	49.1
Age				
19 or younger	29.2	29.1	27.3	27.3
20 to 24	7.2	6.3	8.5	6.7
25 to 34	17.8	13.8	21.2	17.8
35 to 44	15.2	16.3	16.2	17.6
45 to 59	14.1	18.2	14.8	17.6
60 or older	16.8	16.2	12.1	13.0
Education				
Completed high school		88.0		91.4
Bachelor's degree or higher		27.6		42.4
Race				
White	81.0	74.4	58.2	44.2
Black	13.6	16.1	3.5	3.1
Hispanic	3.6	6.3	21.0	24.0
Asian	1.3	2.4	17.4	27.3
Immigration				
Foreign-born	3.9	5.4	23.2	34.0

Source: 1990: Department of Finance, data files; 2000: U.S. Census Bureau, Census 2000 of Population and Housing, summary file 1. Produced by the California State Census Data Center.

Table 2.2 Index of Dissimilarity, Milwaukee and San Jose, 1980 and 2000

	Milwaukee-Waukesha		San Jose	
	1980	2000	1980	2000
White with black	83.9	82.2	48.9	40.5
White with Hispanic	55.2	59.6	45.7	51.6
White with Asian	30.9	41.3	32.4	41.7
Black with Hispanic	75.3	78.0	33.8	33.2
Black with Asian	79.4	64.2	31.5	31.2
Hispanic with Asian	55.9	52.4	36.9	44.5

Source: Calculations from 2000 U.S. census data.

Table 2.3 Industry Employment, Milwaukee and Silicon Valley, 1989 and 2000 (One-Digit SICs)

	1989		2000		Percentage Change 1989–2000	
Industry	Milwaukee	Silicon Valley	Milwaukee	Silicon Valley	Milwaukee	Silicon Valley
Agriculture, forestry, and fishing	0.4%	0.6%	0.7%	0.5%	53.8%	−12.8%
Construction	3.6	3.6	4.2	4.7	16.5	31.8
Manufacturing	24.5	32.2	20.7	25.2	−15.3	−21.7
Transportation, communications, and utilities	5.8	2.6	5.4	2.8	−7.8	6.9
Wholesale trade	6.1	6.6	6.0	5.5	−1.4	−16.7
Retail trade	17.8	14.3	15.9	13.5	−10.8	−5.4
Finance, insurance, and real estate	7.2	3.8	6.8	3.1	−4.8	−17.4
Services	30.1	25.6	36.5	35.4	21.1	38.1
Public administration	4.5	10.7	3.9	9.2	−13.0	−13.9
Total employment	715,692	814,200	822,023	1,030,500	14.9	26.6

Source: Milwaukee: Information received by request from Wisconsin Department of Workforce Development. Silicon Valley: information received from California Employment Development Department (EDD); official estimates of employment by industry released by the EDD, 2000.
Note: Mining is excluded because of very small cells.

Table 2.4 Detailed Industry Employment, Milwaukee and Santa Clara County ("Silicon Valley"), 2000 (Two-Digit SICs)

Industry	Milwaukee	Santa Clara County
Agriculture, forestry, and fishing		
Agricultural production: crops	9.4%	33.3%
Agricultural production: livestock and animal specialties	0.8	2.1
Agricultural services	89.8	64.0
Construction		
Building construction: general contactors and operative builders	19.9	20.0
Heavy construction other than contractors	7.6	4.7
Construction: special trade contractors	72.4	75.3
Manufacturing		
Food and kindred products	7.2	1.5
Textile mill products	0.2	0.0
Apparel and other finished products made from fabrics	0.9	0.2
Lumber and wood products, except furniture	0.8	0.4
Furniture and fixtures	1.0	0.5
Paper and allied products	3.2	0.7
Printing, publishing, and allied industries	12.3	2.9
Chemicals and allied products	3.2	2.2
Petroleum refining and related industries	0.1	0.1
Rubber and miscellaneous plastics products	4.8	0.9
Leather and leather products	0.7	0.0
Stone, clay, glass, and concrete products	1.3	1.1
Primary metal industries	4.5	0.6
Fabricated metal products, except machinery and transportation equipment	11.6	3.4
Industrial and commercial machinery and computer equipment	22.1	27.1
Electronic and other electrical equipment and components, except computer equipment	12.4	36.8

Table 2.4 Detailed Industry Employment, Milwaukee and Santa Clara County ("Silicon Valley"), 2000 (Two-Digit SICs) *(Continued)*

Industry	Milwaukee	Santa Clara County
Transportation equipment	4.9	4.3
Measuring, analyzing, and controlling instruments; photographic, medical, and optical goods; watches and clocks	6.7	16.9
Miscellaneous manufacturing industries	2.1	0.2
Transportation, communications, electric, gas, and sanitary services		
Local and suburban transit and interurban highway passenger transportation	11.1	7.9
Motor freight transportation and warehousing	26.2	22.5
United States postal service	13.5	
Water transportation	16.2	17.2
Transportation services	8.0	9.8
Communications	12.8	28.7
Electric, gas, and sanitary services	12.1	13.4
Wholesale trade		
Wholesale trade: durable goods	67.5	82.7
Wholesale trade: nondurable goods	32.5	17.3
Retail trade		
Building materials, hardware, garden supply, and mobile home dealers	4.7	3.6
General merchandise stores	11.9	9.4
Food stores	13.8	12.0
Automotive dealers and gasoline service stations	10.2	8.6
Apparel and accessory stores	4.6	5.6
Home furniture, furnishings, and equipment stores	4.9	9.4
Eating and drinking places	36.1	37.7
Miscellaneous retail	13.9	13.7
Finance, insurance, and real estate		
Depository institutions	27.0	25.4

(continued)

Table 2.4 Detailed Industry Employment, Milwaukee and Santa Clara County ("Silicon Valley"), 2000 (Two-Digit SICs) *(Continued)*

Industry	Milwaukee	Santa Clara County
Nondepository credit institutions	5.9	8.8
Security and commodity brokers, dealers, exchanges, and services	8.7	8.7
Insurance carriers	29.2	9.5
Insurance agents, brokers, and service	10.1	7.9
Real estate	13.9	35.6
Holding and other investment offices	5.2	4.0
Services		
Hotels, rooming houses, camps, and other lodging places	2.0	2.4
Personal services	2.8	1.7
Business services	25.8	46.3
Automotive repair, services, and parking	2.5	2.4
Miscellaneous repair services	0.6	0.7
Motion pictures	0.6	0.7
Amusement and recreation services	3.6	3.2
Health services	26.2	13.8
Legal services	2.3	2.6
Educational services	15.5	6.2
Social services	9.3	4.0
Museums, art galleries, and botanical and zoological gardens	0.1	0.1
Membership organizations	2.6	1.9
Engineering, accounting, research, management, and related services	5.4	13.2
Private households	0.5	0.8
NEC	0.1	0.2
Public administration		
Executive, legislative, and general government, except finance	82.2	21.5
Justice, public order, and safety	5.2	33.5

Table 2.4 Detailed Industry Employment, Milwaukee and Santa Clara County ("Silicon Valley"), 2000 (Two-Digit SICs) *(Continued)*

Industry	Milwaukee	Santa Clara County
Public finance, taxation, and monetary policy	1.7	5.6
Administration of human resource programs	3.2	3.6
Administration of environmental quality and housing programs	1.0	3.3
Administration of economic programs	3.9	10.5
National security and international affairs	2.6	4.1
Nonclassifiable establishments	0.0	0.4

Source: From Covered Employment and Wages (ES-202) data provided by Wisconsin Department of Workforce Development and California Employment Development Department.
Note: Mining is not shown because of very small cells.

Table 2.5 Occupational Employment and Wages, Milwaukee and Silicon Valley, 1999

	Milwaukee		Silicon Valley		
Occupation Category	Percentage	Median Hourly Wage	Percentage	Median Hourly Wage	Percentage Difference
Management	6.3	$28.91	7.2	$41.65	44
Business and financial operations	3.4	20.39	4.1	23.70	16
Computer and mathematical	1.6	21.23	7.7	32.85	55
Architecture and engineering	2.1	22.79	6.4	30.28	33
Life, physical, and social science	0.7	17.70	1.0	24.71	40
Community and social services	0.9	14.03	0.5	15.51	11
Legal	0.8	32.00	1.2	45.92	44
Education, training, and library	4.8	15.73	4.7	19.53	24
Arts, design, entertainment, sports, and media	1.1	14.97	1.0	20.38	36
Health care practitioners and technical	4.5	18.99	2.9	25.42	34
Health care support	2.5	9.74	1.2	10.62	9

(continued)

Table 2.5 Occupational Employment and Wages, Milwaukee and Silicon Valley, 1999 *(Continued)*

	Milwaukee		Silicon Valley		
Occupation Category	Percentage	Median Hourly Wage	Percentage	Median Hourly Wage	Percentage Difference
Protective service	2.0	16.24	2.1	11.00	–32
Food preparation and serving related	7.3	7.05	7.6	7.34	4
Building and grounds cleaning and maintenance	3.2	8.33	3.4	8.91	7
Personal care and service	2.2	7.92	1.4	9.67	22
Sales and related	9.0	9.93	8.7	12.26	23
Office and administrative support	18.8	11.50	15.4	14.30	24
Farming, fishing, and forestry	0.1	10.43	0.2	6.44	–38
Construction and extraction	3.6	20.86	3.9	21.07	1
Installation, maintenance, and repair	3.5	16.91	3.1	18.68	10
Production	14.8	12.59	10.8	12.38	–2
Transportation and material moving	6.9	10.45	5.6	10.88	4

Source: U.S. Department of Labor, Bureau of Labor Statistics, "1999 Metropolitan Area Occupational Employment and Wage Estimates, Milwaukee-Waukesha, WI PMSA," and "1999 Metropolitan Area Occupational Employment and Wage Estimates, San Jose, CA PMSA," available at: http://www.bls.gov/oes/1999/oes_5080.htm and http://www.bls.gov/oes/1999/oes_7400.htm.

Table 2.6 Average Job Length: Number of Quarters in an Employer Spell for Spells Beginning in the Second Quarter of 1992 (Duration Calculated Through the Fourth Quarter of 1997)

	California	Wisconsin
All industries	2.5	2.7
One-digit industries		
Agricultural production: crops	1.7	2.1
Mining	3.0	2.9
Construction	2.2	2.5
Manufacturing	3.1	3.0
Transportation and public utilities	3.0	3.1
Wholesale trade	3.0	3.1
Retail trade	2.7	2.7
Finance, insurance, and real estate	3.3	3.7
Services	2.5	2.4
Public administration	3.3	2.4
Environmental quality and housing	2.9	2.8
Unclassified establishments	1.7	2.2
Selected two-digit industries		
Construction (SIC 152–179)	2.2	2.5
Machinery and computing equipment (SIC 351–359)	3.6	3.5
Temporary services industry (SIC 7363)	1.8	1.7
Electrical machinery, equipment, and supplies (SIC 361–369)	3.7	—
Communications (SIC 481–489)	3.0	—
Computer and data processing services (SIC 737)	3.7	—
Metal industry (SIC 331–349)	—	3.1
Transportation (SIC 401–478)	—	3.1
Hospitals (SIC 806)	—	4.4
Single-site establishments: Santa Clara County, California, and Milwaukee, Waukesha, Ozaukee, and Washington counties, Wisconsin		

Table 2.6 Average Job Length: Number of Quarters in an Employer Spell for Spells Beginning in the Second Quarter of 1992 (Duration Calculated Through the Fourth Quarter of 1997) *(Continued)*

	California	Wisconsin
All industries	2.8	2.6
One-digit industries		
Agricultural production: crops	2.1	2.3
Mining	2.6	2.6
Construction	2.3	2.5
Manufacturing	3.7	3.2
Transportation and public utilities	2.9	3.1
Wholesale trade	3.4	3.1
Retail trade	2.6	2.7
Finance, insurance, and real estate	3.0	3.6
Services	2.7	2.3
Public administration	3.0	2.4
Environmental quality and housing	3.3	2.3
Unclassified establishments	1.8	1.2
Selected two-digit industries		
Construction (SIC 152–179)	2.3	2.6
Machinery and computing equipment (SIC 351–359)	4.0	3.7
Temporary services industry (SIC 7363)	1.9	1.6
Electrical machinery, equipment, and supplies (SIC 361–369)	3.9	—
Communications (SIC 481–489)	3.7	—
Computer and data processing services (SIC 737)	4.0	—
Metal industry (SIC 331–349)	—	3.0
Transportation (SIC 401–478)	—	3.1
Hospitals (SIC 806)	—	4.9

Source: Authors' compilations from Covered Employment and Wages (ES-202) data provided by the states of California and Washington.

Table 2.7 Community College Districts in Silicon Valley

	Foothill–De Anza Community College District	West Valley–Mission Community College District	San Jose–Evergreen Community College District
Student body			
Number of students	40,700	25,000	20,000
Race-ethnicity			
Caucasian	40.0%	63.4%	16.0%
Asian	27.0	9.3	46.0
Hispanic	11.0	12.1	26.0
African American	4.0	2.4	6.0
Other or nonspecified	13.0	—	—
Campuses	Foothill College (Los Altos Hills); De Anza College (Cupertino)	West Valley College (Saratoga); Mission College (Santa Clara)	San Jose City College (San Jose); Evergreen Valley College (San Jose)
Economic development programs	Occupational Training Institute; Center for Applied Competitive Technologies; Business and Industry Institute	Community education; corporate training; California Procurement Training and Assistance Center; Alternative Transportation Solutions; Silicon Valley Small Business Development Center; Workplace Learning Resource Center	Institute for Business Performance

Source: Authors' compilation.

Table 2.8 Growth in the Employment Services Industry, Milwaukee and Silicon Valley, 1990 to 2004

	Milwaukee MSA					San Jose MSA				
	Employment Services			Total Nonfarm		Employment Services			Total Nonfarm	
Year	Number	Index	Percentage of Total	Number	Index	Number	Index	Percentage of Total	Number	Index
1990	16,800	100	2.2%	757,500	100	18,800	100	2.3%	822,900	100
1991	13,600	81	1.8	749,900	99	17,500	93	2.1	814,000	99
1992	16,900	101	2.2	760,100	100	18,100	96	2.3	800,300	97
1993	19,600	117	2.5	772,700	102	19,100	102	2.4	805,300	98
1994	23,200	138	2.9	788,800	104	22,800	121	2.8	808,900	98
1995	24,400	145	3.0	804,000	106	30,300	161	3.6	841,500	102
1996	23,600	140	2.9	812,900	107	34,300	182	3.9	890,500	108
1997	26,300	157	3.2	827,800	109	38,000	202	4.0	938,300	114
1998	28,500	170	3.4	846,000	112	39,100	208	4.0	968,300	118
1999	33,100	197	3.8	862,100	114	38,800	206	3.9	983,800	120
2000	32,800	195	3.8	867,900	115	42,700	227	4.1	1,043,000	127
2001	26,300	157	3.1	856,900	113	27,700	147	2.7	1,016,500	124
2002	24,100	143	2.9	839,500	111	19,600	104	2.1	915,800	111
2003	23,000	137	2.8	830,400	110	22,000	117	2.5	868,800	106
2004	28,100	167	3.4	832,300	110	25,200	134	2.9	859,900	104

Source: U.S. Department of Labor, Bureau of Labor Statistics, "Current Employment Statistics."

Table 2.9 The Employment Services Industry in Milwaukee and Silicon Valley, 1998 to 2002

	Number of Firms	Number of Employees Week of March 12	Average Employment Per Firm	Total First-Quarter Payroll	Estimated Equivalent Average Annual Pay[a]
Santa Clara County					
1998	364	44,260	122	$285,746	$25,824
2000	409	50,765	124	379,770	29,924
2002	345	20,335	59	193,063	37,976
Milwaukee-Waukesha					
1998	316	26,486	84	100,759	15,217
2000	369	26,694	72	119,463	17,901
2002	370	21,669	59	110,268	20,355

Source: U.S. Census, County Business Patterns, various years. Available at: www.census.gov/epcd/cbp/view/cbpview.html.

[a]Equals total first-quarter payroll times 4, divided by number of employees week of March 12.

Table 2.10 Employment Services Firms by Size, Milwaukee and San Jose, 2000

	Total Number of Establishments	Number of Establishments by Employment Size Class/Percentage of Total								
		1 to 4	5 to 9	10 to 19	20 to 49	50 to 99	100 to 249	250 to 499	500 to 999	1,000 Or More
Milwaukee	369	96/26%	31/8%	36/10%	57/15%	68/18%	56/15%	18/5%	7/2%	0/0%
San Jose	409	122/30%	33/8%	36/9%	48/12%	56/14%	67/16%	26/6%	12/3%	9/2%

Source: U.S. Census Bureau: County Business Patterns (available at: http://www.census.gov/epcd/cpb/view/cbpview.html).

Table 4.1 Alternative Measures of the Incidence of Use of Labor Market Intermediaries for Persons Age Twenty-Five to Sixty-Five, by Type of Intermediary and Location

	Those Working in the Last Three Years					
	In a Job Obtained Through an LMI (lmi_lj)		In a Job Obtained in the Last Three Years Through an LMI (lmi_3years)		Those Currently Working in a Job Obtained Through an LMI (lmi_cjx)	
LMI Type	Broad Temp Measure	Narrow Temp Measure	Broad Temp Measure	Narrow Temp Measure	Broad Temp Measure	Narrow Temp Measure
Milwaukee						
Private agencies	15.1%	15.1%	8.0%	8.0%	8.7%	8.7%
Temporary agencies	12.7	8.9	6.8	5.0	6.8	3.8
Permanent placement agencies and headhunters	2.4	6.2	1.2	3.0	1.9	4.9
Union	2.7%		0.6%		2.3%	
CBOs, nonprofit and government agency	4.4		1.8		3.0	
Community college and vocational school	6.3		1.5		5.2	
Professional association	1.3		0.8		1.0	
Total	29.8		12.7		20.3[a]	
Number of cases	659					

(*continued*)

Table 4.1 Alternative Measures of the Incidence of Use of Labor Market Intermediaries for Persons Age Twenty-Five to Sixty-Five, by Type of Intermediary and Location (*Continued*)

	Those Working in the Last Three Years					
	In a Job Obtained Through an LMI (lmi_lj)		In a Job Obtained in the Last Three Years Through an LMI (lmi_3years)		Those Currently Working in a Job Obtained Through an LMI (lmi_cjx)	
LMI Type	Broad Temp Measure	Narrow Temp Measure	Broad Temp Measure	Narrow Temp Measure	Broad Temp Measure	Narrow Temp Measure
Silicon Valley						
Private placement agency	15.3	15.3	9.7	9.7	6.9	6.9
Temporary agencies	11.4	9.5	6.9	6.1	5.1	3.9
Permanent placement agencies and headhunters	3.9	5.8	**2.8**	3.6	1.8	3.0
Union	2.4%		1.4%		2.0%	
CBOs, nonprofit and government agency	2.7		1.8		1.7	
Community college and vocational school	4.4		1.8		**2.9**	
Professional association	1.6		1.1		0.8	
Total	26.3		15.8		**14.4**[a]	
Number of cases	689					

Source: Authors' compilation.

Note: **Bolded** values for Silicon Valley are statistically significant from corresponding Milwaukee values at the .05 level or higher.

[a]Due to missing data, this is a lower-bound estimate. Total upper-bound estimates are 22.3 percent in Milwaukee and 15.8 percent in Silicon Valley.

Table 4.2 Mean Years Since Reference Job Started for Alternative LMI Incidence Measures, by LMI Type and Region

	Among Those Working in the Last Three Years		Among Those Currently Working in a Job Obtained Through an LMI(lmi_cjx)
	In a Job Obtained Through an LMI (lmi_lj)	In a Job Obtained in the Last Three Years Through an LMI (lmi_3years)	
Milwaukee			
No LMI	8.6	8.8	8.1
LMI	6.0[a]	1.1[a]	6.7
Temp agency (narrow)	2.4[a]	1.0[a]	2.9[a]
Placement agency	4.4[a]	1.1[a]	4.8
Nonprofit or government agency	6.3	0.9[a]	6.2
Other LMI	9.5	1.3[a]	8.9
Number of cases	659		
Silicon Valley			
No LMI	5.9[b]	6.2[b]	5.7[b]
LMI	4.1[a,b]	1.0[a]	5.6
Temp agency (narrow)	2.6[a]	1.0[a]	3.5
Placement agency	2.2[a,b]	0.9[a]	2.2[b]
Nonprofit or government agency	2.2[b]	0.9[a]	3.2
Other LMI	7.4	1.1[a]	4.9[b]
Number of cases	689		

Source: Authors' compilation.
[a]Difference from value for "no LMI" (in same region) statistically significant at the .05 level.
[b]Difference between Milwaukee and Silicon Valley statistically significant at the .05 level.

Table 4.3 Demographic Characteristics of Workers Employed in the Past Three Years, by LMI Use (Temp Narrow)

	Milwaukee					Silicon Valley				
		Private Agency					Private Agency			
Characteristics	Non-LMI	Temp Agency	Permanent and Headhunter	Nonprofit and Government	Other LMI[a]	Non-LMI	Temp Agency	Permanent and Headhunter	Nonprofit and Government	Other LMI[a]
Average age (years)	44.6	38.1[b]	37.4[b]	44.4	41.0	40.8	37.5[b]	39.6	36.8	39.7
Female	56.8%	50.0%	40.0%	60.3%	53.9%	52.0%	48.8%	53.8%	68.8%	32.4%[b]
Average years of schooling	14.3	13.4	14.7	13.0	13.7	14.8	13.8	17.0[b]	13.8	16.0
Native-born	94.4%	72.1%[b]	94.3%	97.3%	94.7%	66.4%	55.4%	68.5%	70.5%	71.7%
Family received public assistance in past year	6.1%	14.4%[b]	5.3%	23.1%[b]	7.8%	5.6%	11.8%	2.5%	17.4%	2.5%
Ethnicity										
Non-Hispanic white	88.6%	39.7%[b]	84.9%	62.4%[b]	83.8%	51.8%	42.3%	68.5%	40.1%	50.3%
Hispanic	3.9	27.9[b]	1.6	5.8	3.6	28.8	12.7[b]	4.7[b]	39.5	26.7
Black	5.3	26.3[b]	5.5	24.5[b]	12.2[b]	2.6	16.8[b]	6.8	10.0	2.7
Asian or Pacific Islander	0.8	3.4	0.0	0.0	0.1	12.8	24.3[b]	9.6	1.9	13.4
Other	1.3	2.4	1.9	7.2	0.2	3.5	1.4	10.0[b]	8.5	6.5

(*continued*)

Table 4.3 Demographic Characteristics of Workers Employed in the Past Three Years, by LMI Use (Temp Narrow) (*Continued*)

	Milwaukee					Silicon Valley				
		Private Agency					Private Agency			
Characteristics	Non-LMI	Temp Agency	Permanent and Headhunter	Nonprofit and Government	Other LMI[a]	Non-LMI	Temp Agency	Permanent and Headhunter	Nonprofit and Government	Other LMI[a]
Highest level of schooling										
Less than high school	3.6%	13.3%[b]	8.5%	8.2%	2.2%	3.7%	0.9%	0.0%	6.3%	0.2%
High school or GED	38.0	41.9	28.0	69.0[b]	30.7	35.8	34.4	14.3[b]	42.3	28.1
Associate degree	14.1	9.5	7.8	7.7	32.3[b]	9.0	17.4	14.8	18.8	13.0
Bachelor's degree	26.6	32.6	39.3	7.9[b]	16.4[b]	30.8	27.1	33.0	26.1	29.0
Advanced degree	15.1	2.0[b]	12.6	6.7	4.5[b]	20.7	13.7	37.9[b]	1.0	25.4
Certificate or license	2.7	0.6	3.8	0.5	13.8[b]	0.0	6.6[b]	0.0	5.6[b]	3.2[b]
Number of cases	286	123	71	68	123	323	112	86	37	140

Source: Authors' compilation.

[a]Includes unions, professional associations, and community college and vocational school placements.

[b]Difference from the value for non-LMI value statistically significant at the .05 level or higher.

Table 4.4 Reasons for Going to an LMI, by Type of LMI and Region (Temp Narrow)

	Milwaukee				Silicon Valley			
	Private Agency				Private Agency			
Reason for Going to an LMI	Temp Agency	Permanent and Headhunter	Nonprofit and Government	Other LMI[a]	Temp Agency	Permanent and Headhunter	Nonprofit and Government	Other LMI[a]
Getting a job[b]	58.3%	49.9%	61.8%	34.2%[e]	62.3%	35.3%[e]	51.9%	28.2%
Unemployed	28.5	34.7	60[e]	9[e]	47.5	19.2[e]	34	8
Moved	22.5	2.9	1[e]	2[e]	6.4	14.0	4	3
Was keeping house	4.4	0.0	0	3	2.9	0.0	4	4
Entering workforce	1.1	12.2[e]	0	19[e]	2.6	2.0	2	13
Leaving welfare	1.9	0.2	1	0	0.1	0.0	4[e]	0
Needed help finding job	0.0	0.0	0.0	0.8	2.8	0.2	4	1
Getting a better job[c]	40.2	36.8	36.6	56.3[e]	37.3	43.5	24.1	60.0
Wanted a better career	3.6	5.8	7	3	7.6	9.9	5	14
Wanted better skills	0.0	0.0	1	4[e]	0.0	0.0	0	4
Wanted better job	12.5	16.8	13	32[e]	18.8	30.9	12	38

Financial reasons (needed more money)	11.8	8.0	5	9	8.1	2.7	4	3
Needed second job	12.2	6.3	11	9	2.8	0.1	3	2
Other reasons[d]	1.5	13.2[e]	1.7	9.5[e]	0.4	21.1[e]	0.5	11.8
Other reasons	1.4	0.0	0	0	0.3	1.8	0	0
Was recruited	0.0	12.5[e]	0	2	0.0	19.2[e]	0	2
Went to school	0.0	0.7	1	2	0.0	0.0	1	6
Bored	0.1	0.0	0	0	0.1	0.1	0	0
Something else— not looking for work	0.0	0.0	0	6[e]	0.0	0.0	0	3
Number of cases	123	71	68	123	112	86	37	140

Source: Authors' compilation.

[a]Includes unions, professional associations, and community/vocational college placements.

[b]Includes unemployed, moved, was keeping house, entering workforce, leaving welfare assistance, or needed help finding a job.

[c]Includes those seeking a better job, better skills, better career, seeking more pay, or needing a second job.

[d]Includes recruited, went to school, bored, was not looking for work, or other reasons.

[e]Difference from the value for temp agency statistically significant at the .05 level or higher.

Table 4.5 Type of Assistance Received from an LMI, by Type of LMI and Region (Temp Narrow)

	Milwaukee				Silicon Valley			
	Private Agency				Private Agency			
Type of Assistance	Temp Agency	Permanent and Headhunter	Nonprofit and Government	Other LMI[a]	Temp Agency	Permanent and Headhunter	Nonprofit and Government	Other LMI[a]
Job-finding skills								
Job-hunting advice	28%	37%	62%[b]	67%[b]	22%	46%[b]	63%[b]	69%[b]
Networking skills	20	17	36[b]	47[b]	12	29[b]	56[b]	48[b]
Help with résumé	16	11	46[b]	36[b]	11	34[b]	58[b]	40[b]
Training								
Computer training	5	2	32[b]	35[b]	10	0[b]	33[b]	38[b]
Advanced training	3	0	16[b]	36[b]	6	0	35[b]	41[b]
GED/ESL classes	0	1	7[b]	37[b]	0	0	24[b]	22[b]
Other assistance								
Mentoring	0	0	18[b]	40[b]	4	0	34[b]	41[b]
Legal help	2	0	11[b]	27[b]	3	0	35[b]	18[b]
Transportation	20	3[b]	25	8[b]	1	4	38[b]	6[b]
Child care help	0	0	12[b]	7[b]	1	2	33[b]	4
Health insurance	23	4[b]	18	28	17	3[b]	36[b]	26
Pension plan	7	1[b]	18[b]	26[b]	15	3[b]	25	27[b]
Number of cases	123	71	68	123	112	86	37	140

Source: Authors' compilation.

[a]Includes unions, professional associations, and community/vocational college placements.

[b]Difference from the value for temp agency statistically significant at the .05 level or higher.

Table 4.6 Satisfaction with the Assistance Provided by LMIs, by Type of LMI and Region (Temp Narrow)

	Milwaukee				Silicon Valley			
	Private Agency				Private Agency			
Agreed with Statement That Assistance from LMI Helped Them Get . . .	Temp Agency	Permanent and Headhunter	Nonprofit and Government	Other LMI[a]	Temp Agency	Permanent Pand Headhunter	Nonprofit and Government	Other LMI[a]
Job they enjoyed more	36%	57%[b]	53%[b]	67%[b]	36%	74%[b]	59%[b]	70%[b]
Job that was more stable	34	47	75[b]	59[b]	31	33	54[b]	54[b]
Job with better working conditions	26	44[b]	46[b]	60[b]	32	32	50	47[b]
Job with better career opportunities	26	43[b]	49[b]	64[b]	36	51[b]	44	62[b]
Job with higher wages	32	29	31	48[b]	36	51[b]	49	48
Job with better schedule	31	19	35	39	23	19	56[b]	31
Job with better medical coverage	18	33[b]	47[b]	47[b]	15	27	33[b]	38[b]
Job with better pension	10	41	54[b]	46[b]	19	17	34	41[b]
Better commute	13	22	23	17	9	15	46[b]	23[b]
Better child care	2	7	12[b]	11[b]	2	0	50[b]	10[b]
Something else	8	5	9	23[b]	8	14	23[b]	25[b]
Number of cases	169	25	68	123	151	47	37	140

Source: Authors' compilation.

[a]Includes unions, professional associations, and community/vocational college placements.

[b]Difference from the value for temp agency statistically significant at the .05 level or higher.

Table 4.7 Use of LMIs to Obtain a Job Held in the Past Three Years, by Income, Education, Race, and Region (Temp Narrow)

		Household Income		Education Level		Race			
Type of LMI Used	All	Bottom 33 Percent	Top 67 Percent	High School Graduate or Less	Some College or More	Black	Hispanic	Asian and Other	White
Milwaukee	29.9%	33.8%	26.7%[a]	32.4%	27.8%	57.9%[a]	54.1%[a]	32.6%	24.9%
Temp agency	8.9	13.0	5.6[a]	11.2	7.1	27.0[a]	41.7[a]	12.0	4.4
Permanent and headhunter	6.2	6.6	5.9	5.3	6.9	4.0	1.6	10.8	6.5
Community college	6.3	5.1	7.2	4.4	7.7	9.5	2.1	0.5	6.6
Nonprofit, government	4.5	6.4	2.9[a]	8.0	1.8[a]	12.6[a]	4.4	7.5	3.4
Union	2.7	1.8	3.4	2.6	2.8	1.3	3.4	1.9	2.8
Professional association	1.3	1.0	1.6	0.9	1.6	3.5	0.9	0.0	1.2
Number of cases	659	379	280	345	311	172	62	39	386
Silicon Valley	26.3	26.4	26.2	21.5	29.3[a]	57.7[a]	18.8[a]	29.2	26.3
Temp agency	9.5	12.0	7.5[a]	9.2	9.7	37.3[a]	4.7	13.0	8.1
Permanent and headhunter	5.8	3.3	7.8[a]	2.3	7.8[a]	8.7	1.0[a]	6.9	7.5
Community college	4.4	2.8	5.6	3.0	5.1	2.4	3.8	6.2	4.1
Nonprofit, government	2.7	4.6	1.2[a]	3.6	2.3	6.4	4.2	1.4	2.2
Union	2.4	3.5	1.4	3.5	1.6	3.0	3.5	0.1[a]	2.7
Professional association	1.6	0.1	2.7[a]	0.0	2.5[a]	0.0	1.5	1.7	1.7
Number of cases	659	379	280	345	311	172	62	39	386
Number of cases	689	328	361	264	417	32	177	135	345

Source: Authors' compilation.

[a]Difference between categories (high versus low education or income, other races versus white) is statistically significant at the .05 level or higher.

Table 4.8 Reason for Using an LMI to Obtain a Job Held in the Past Three Years, by Education Level and Region

	Milwaukee		Silicon Valley	
Reason for Using an LMI	Low Education	High Education	Low Education	High Education
To get a job	53%	45%	47%	43%
Unemployed	35	21[a]	30	26
Moved	10	6	5	8
Was keeping house	1	3	5	1[a]
Entering workforce	5	14[a]	2	7
Leaving welfare	2	0	2	0[a]
Needed help finding a job	0	1	3	1
To get a better job	43	46	47	44
Wanted a better job	14	26[a]	26	27
Wanted better skills	3	0[a]	1	1
Wanted a better career	5	3	12	9
Financial reasons (needed more money)	12	6[a]	8	4
Needed a second job	9	10	1	2
Other reasons	4	9	6	13[a]
Recruited	1	5[a]	3	9[a]
Other reasons	0	0	2	0[a]
Went to school	1	1	1	3
Bored	0	0	0	0
For something else; not looking for work	3	2	0	2
Number of cases	264	417	345	311

Source: Authors' compilation.

[a]Differences between education groups are statistically significant at the .05 level.

Table 4.9 Intensity of Intermediary Contact, by Income, Education, Race, and Region, for Users of Agencies Other Than Temp Agencies (Temp Narrow)

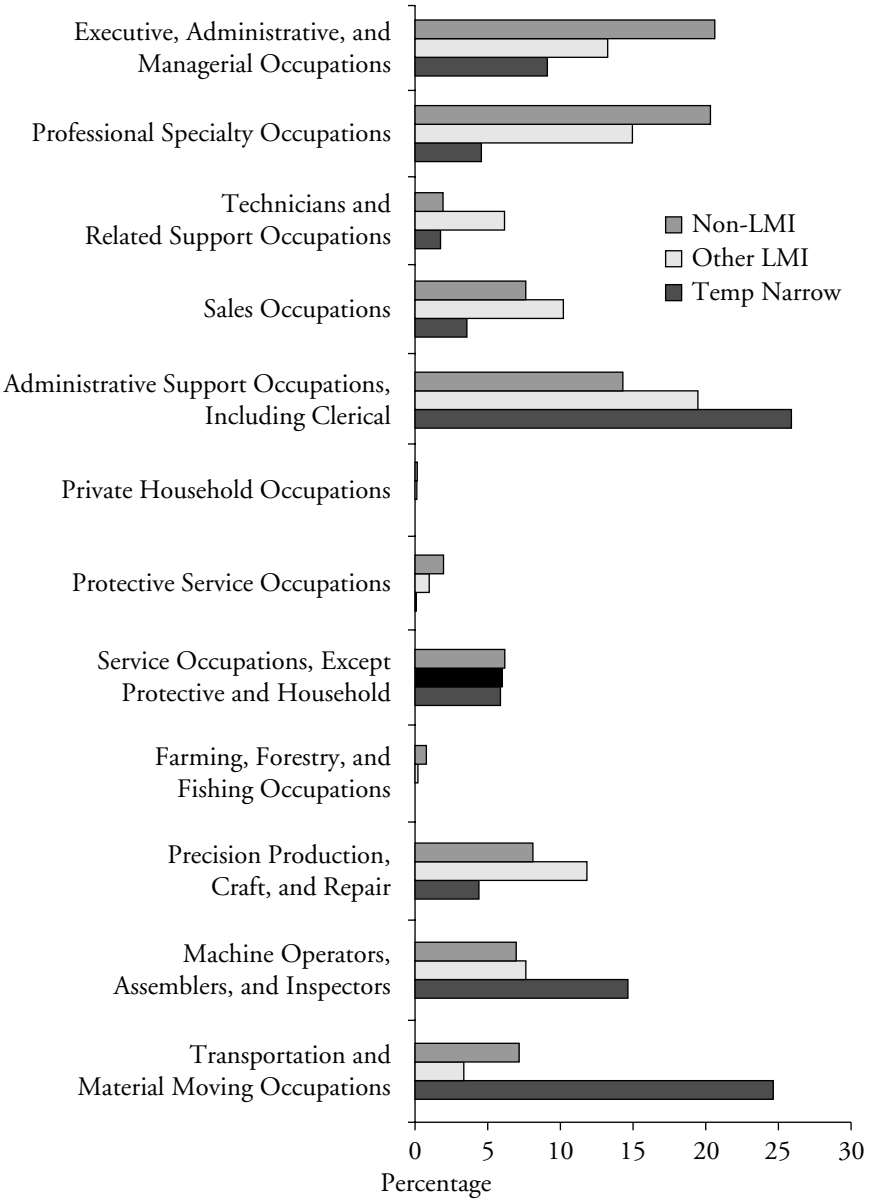
		Household Income		Education Level		Race	
Length of Contact with LMI/Outcome	All	Bottom 33 Percent	Top 67 Percent	High School Graduate or Less	Some College or More	White	Nonwhite
Milwaukee							
Length of contact (days)	297	236	342[a]	244	335	328	166
Days spent in GED classes with LMI	44	43	44	43	44	45	39
Days spent in computer classes with LMI	28	40	19	17	37	27	32
Days spent in advanced training with LMI	46	15	71[a]	50	42	51	26
Percentage for whom . . .							
LMI training led to a diploma	22	20	23	16	26	20	28
LMI training helped find a job	26	29	24	28	25	25	34
Number of cases	262	138	124	131	131	165	94

Silicon Valley							
Length of contact (days)	268	286	259	219	285	282	264
Days spent in GED classes with LMI	30	25	33	18	35	28	34
Days spent in computer classes with LMI	38	30	43	32	41	42	32
Days spent in advanced training with LMI	57	70	50	19	73[a]	66	49
Percentage for whom . . .							
LMI training led to a diploma	20	25	17	24	19	17	25
LMI training helped find a job	26	32	22	31	23	21	31
Number of cases	263	112	151	93	170	132	127

Source: Authors' compilation.

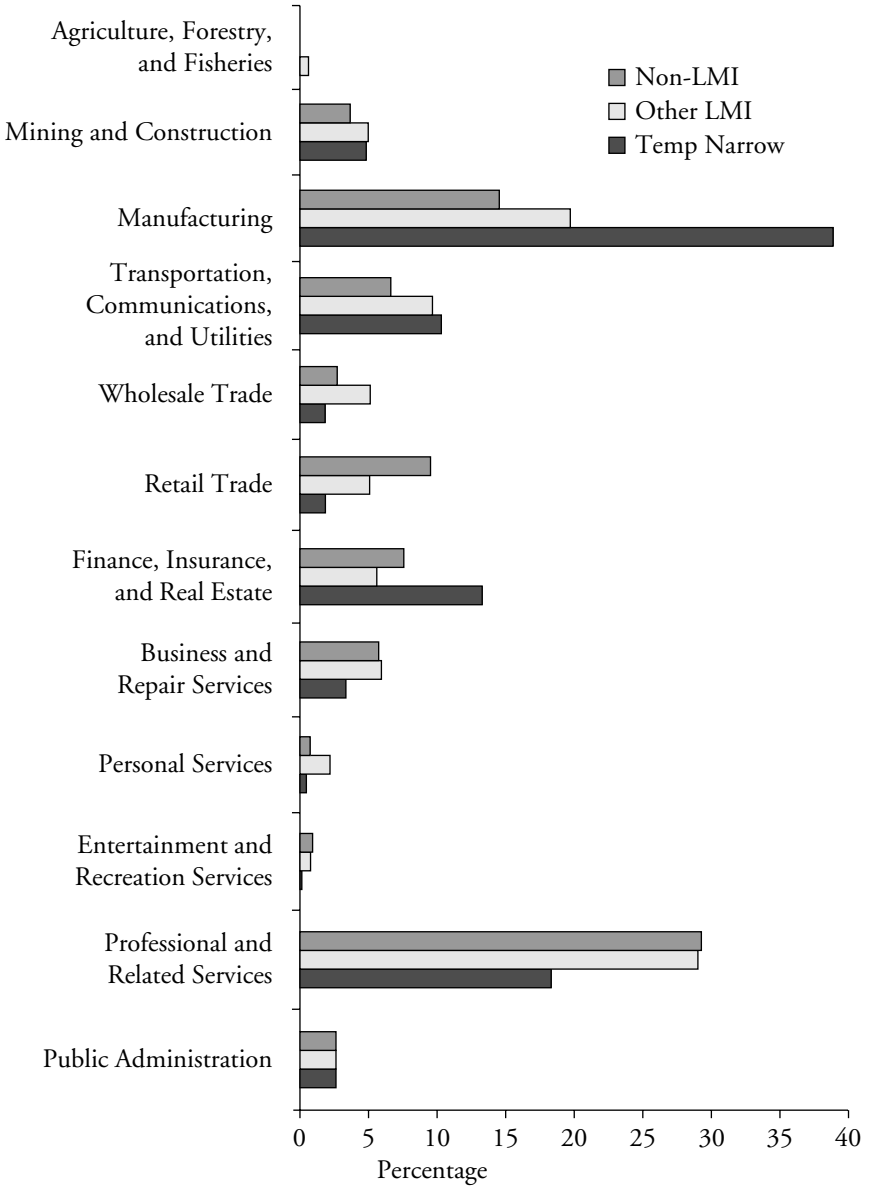
[a]Differences between groups (low- versus high-income, high school graduate versus higher education, white versus nonwhite) are statistically significant at the .05 level.

Figure 5.1 Distribution of Employment by Occupation and LMI Status, Milwaukee



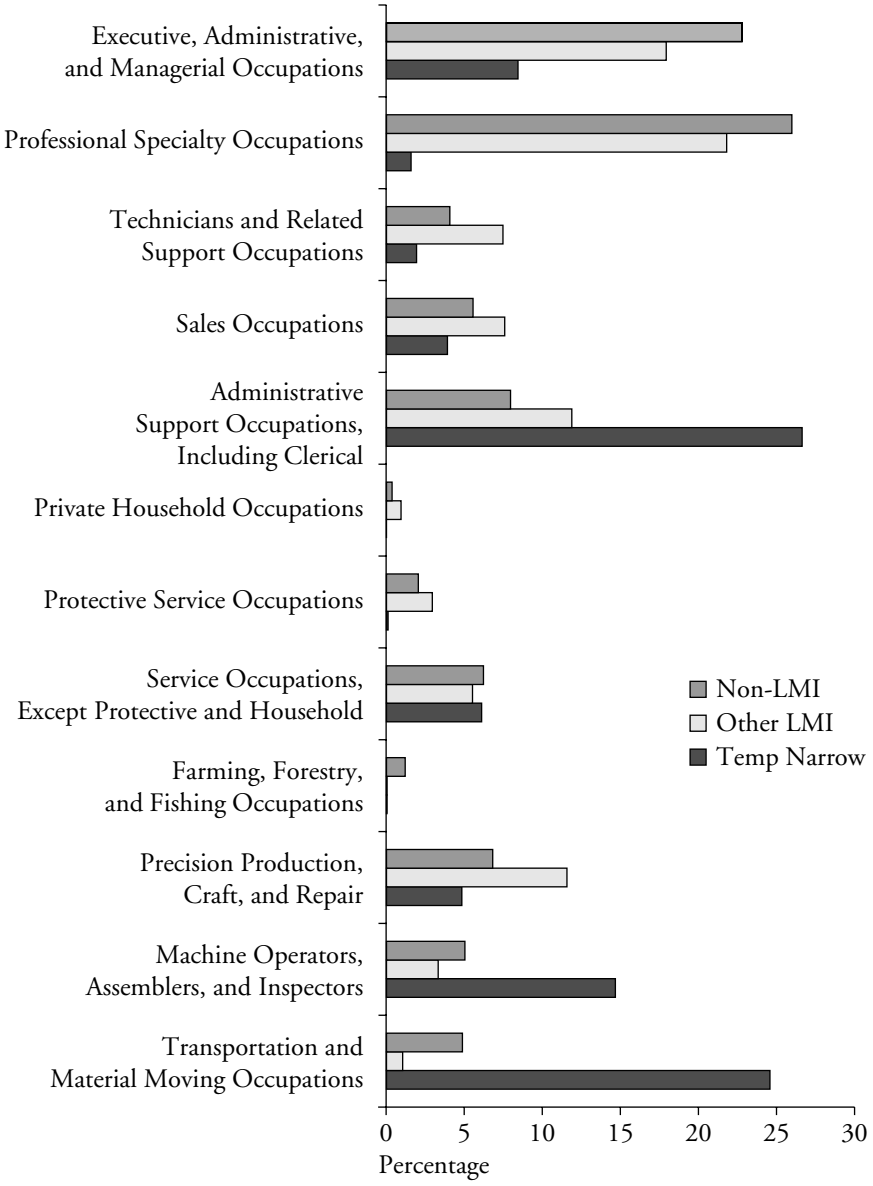
Source: Authors' compilation.

Figure 5.2 Distribution of Employment by Industry and LMI Status, Milwaukee



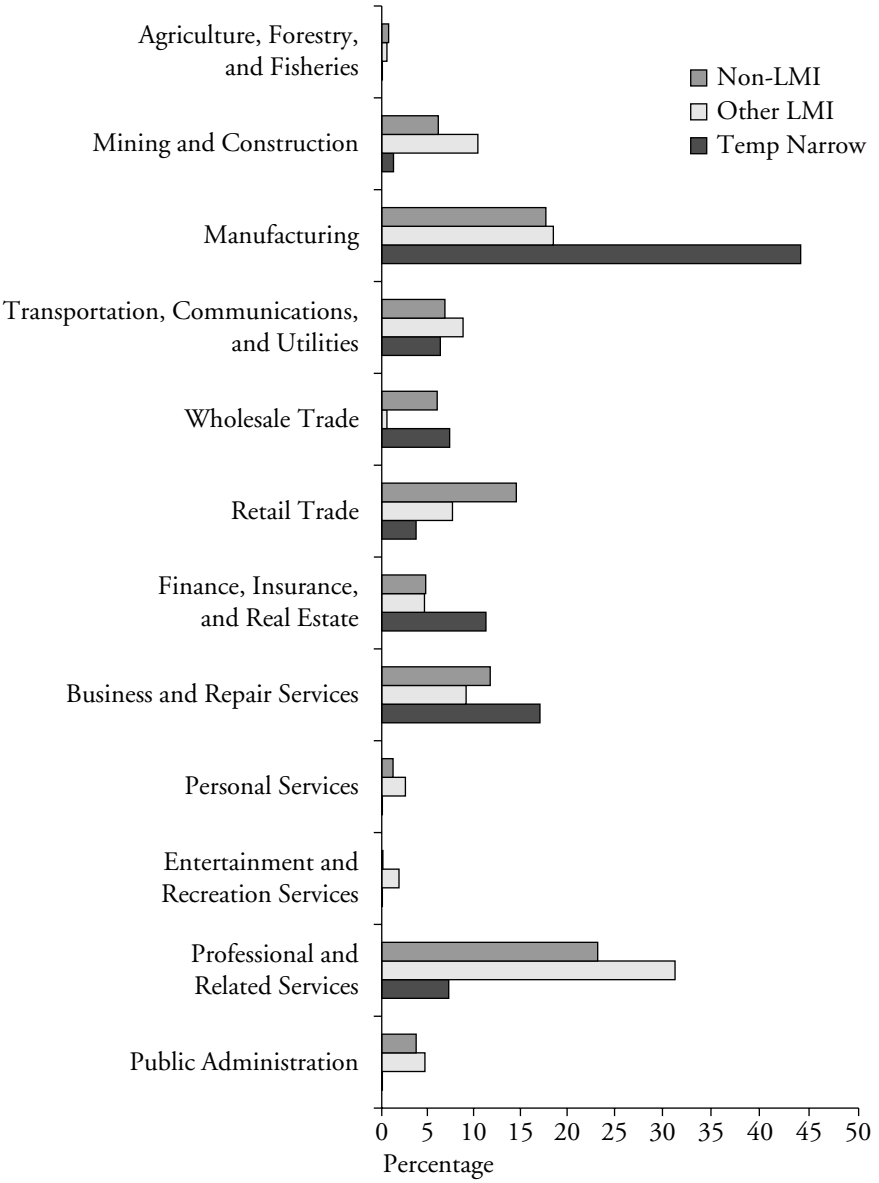
Source: Authors' compilation.

Figure 5.3 Distribution of Employment by Occupation and LMI Status, Silicon Valley



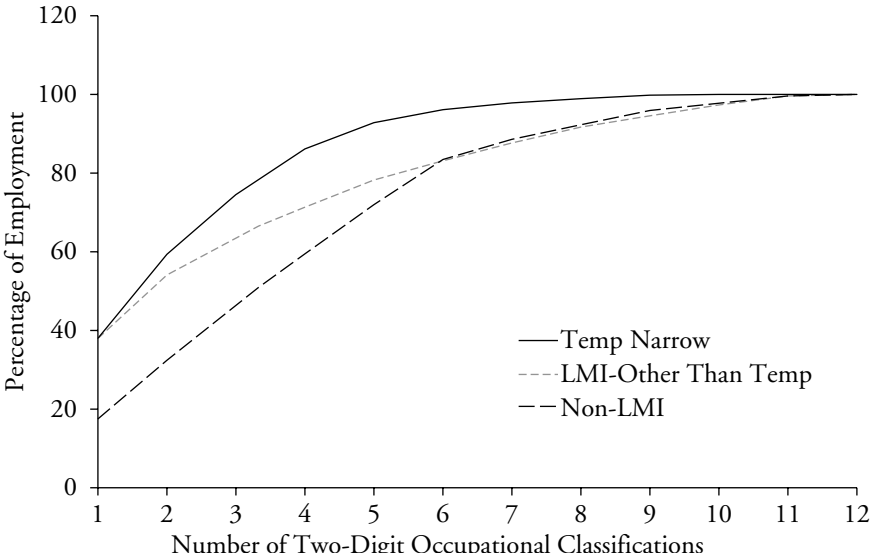
Source: Authors' compilation.

Figure 5.4 Distribution of Employment by Industry and LMI Status, Silicon Valley



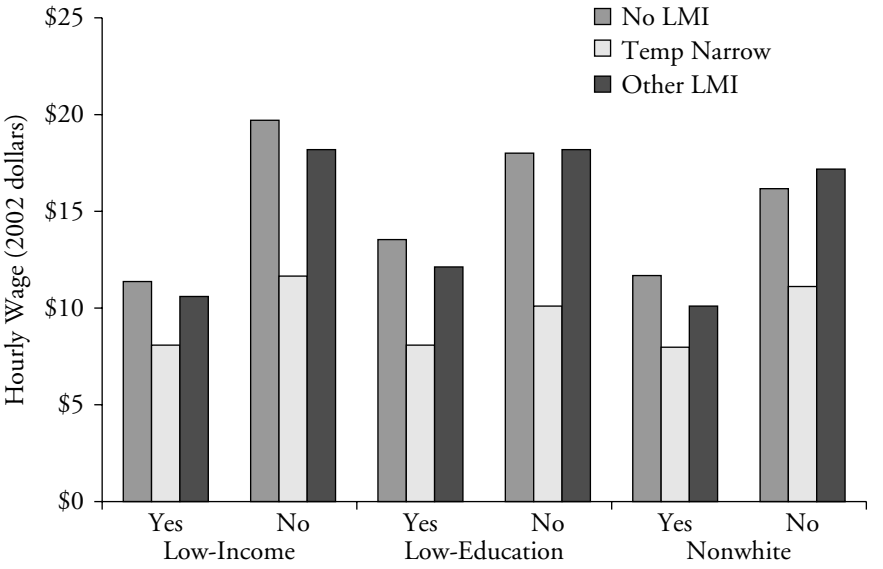
Source: Authors' compilation.

Figure 5.5 Concentration of Occupational Employment for Workers with Low Education, by LMI Status, Milwaukee



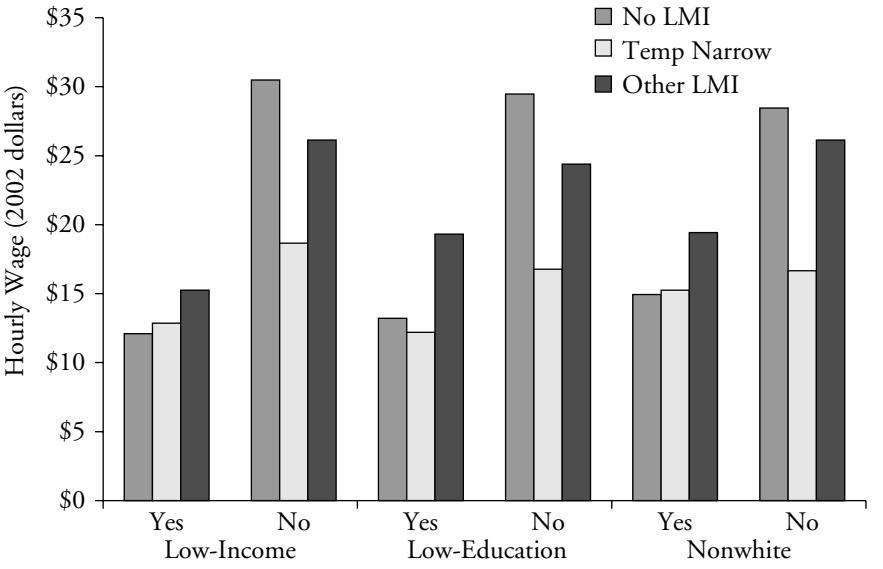
Source: Authors' compilation.

Figure 5.6 Real Median Hourly Wage, by Type of LMI Used, Income, Education, and Race, Milwaukee



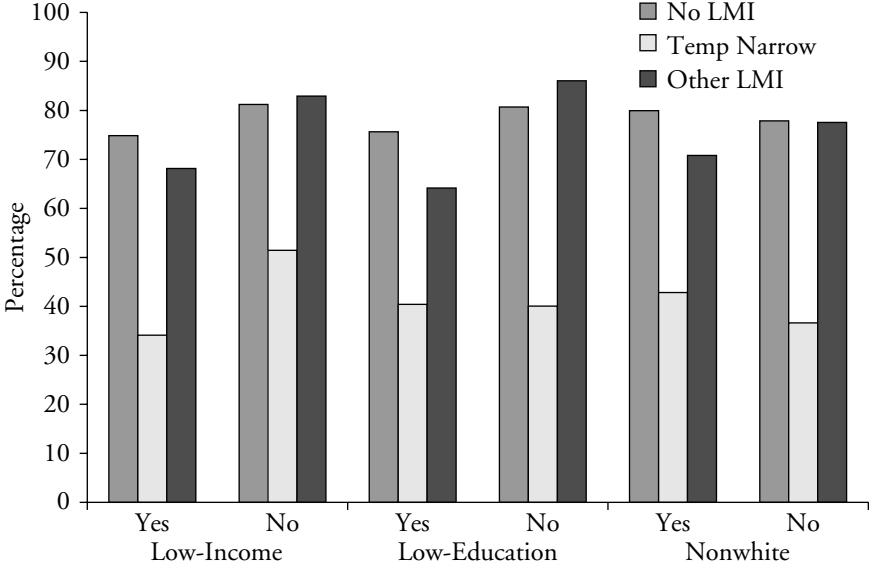
Source: Authors' compilation.

Figure 5.7 Real Median Hourly Wage, by Type of LMI Used, Income, Education, and Race, Silicon Valley



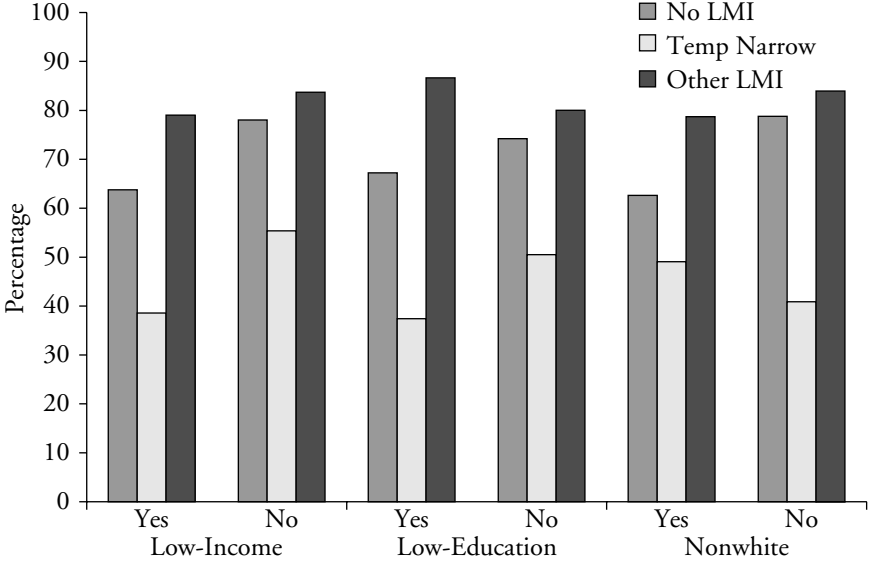
Source: Authors' compilation.

Figure 5.8 Availability of Employer-Provided Health Insurance by Type of LMI Used, Income, Education, and Race, Milwaukee



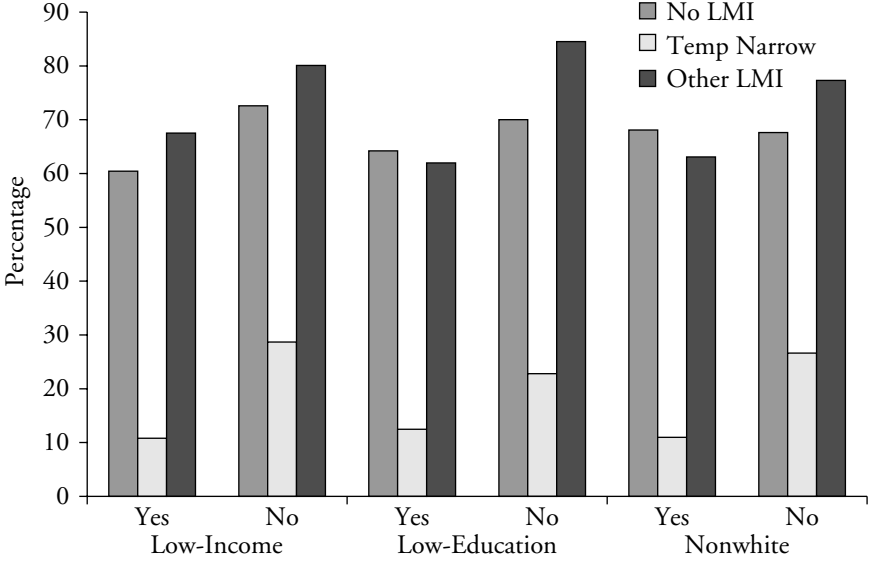
Source: Authors' compilation.

Figure 5.9 Availability of Employer-Provided Health Insurance, by Type of LMI Used, Income, Education, and Race, Silicon Valley



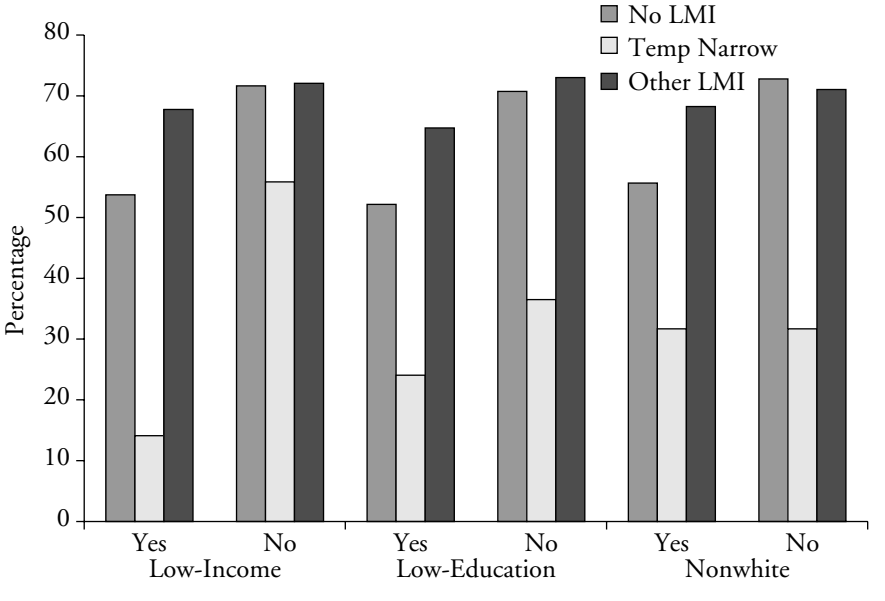
Source: Authors' compilation.

Figure 5.10 Availability of Employer-Provided Pension Plan, by Type of LMI Used, Income, Education, and Race, Milwaukee



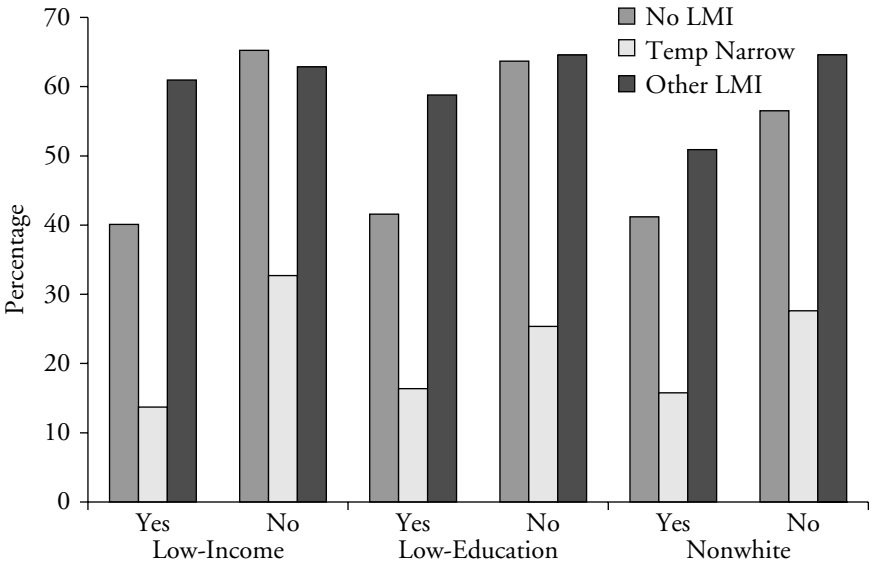
Source: Authors' compilation.

Figure 5.11 Availability of Employer-Provided Pension Plan, by Type of LMI Used, Income, Education, and Race, Silicon Valley



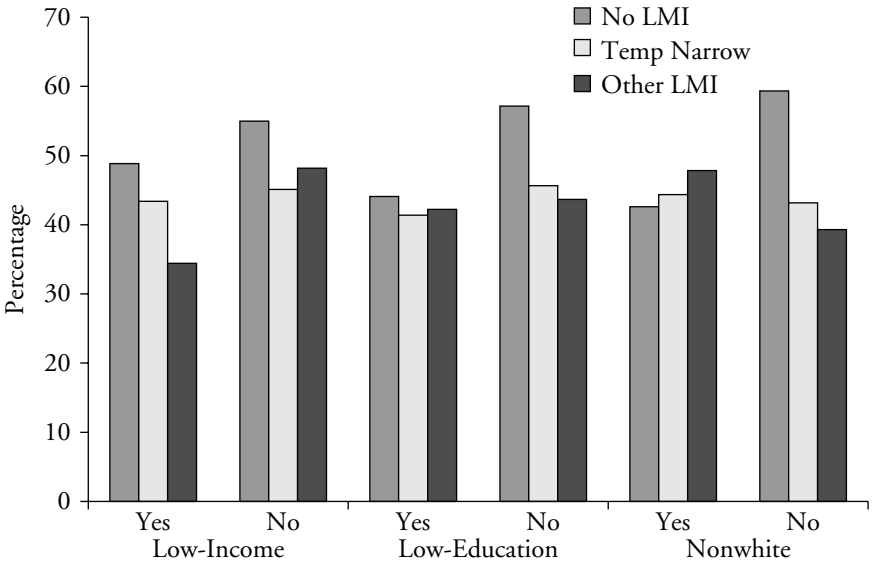
Source: Authors' compilation.

Figure 5.12 Availability of Employer-Provided Training, by Type of LMI Used, Income, Education, and Race, Milwaukee



Source: Authors' compilation.

Figure 5.13 Availability of Employer-Provided Training, by Type of LMI Used, Income, Education, and Race, Silicon Valley



Source: Authors' compilation.

Table 5.1 Labor Market Outcomes for Workers Employed in Past Three Years, by LMI Use (Temp Narrow)

	Milwaukee				
		Private Agency			
Outcomes	Non-LMI	Temp Agency	Permanent or Headhunter	Nonprofit or Government	Other LMI[a]
Hourly wage (in 2002 dollars)	$ 19.01	$ 10.69[b]	$ 23.35	$ 13.46[b]	$ 18.95
Hours per week	40.8	37.0[b]	43.3	38.6	42.4
Part-time work (less than 20 per week)	9%	12	12%	11%	3%
Training from employer	54	20[b]	56	61	65
Health insurance from employer	79	40[b]	87	65	75
Health premiums paid in full by employer	13	4	16	11	16
Pension benefits from employer	68	17[b]	83	68	72
Number of cases	274	123	71	68	123

Source: Authors' compilation.

[a]Includes unions, professional associations, and community college and vocational school placements.

[b]Difference from the value for non-LMI value statistically significant at the .05 level or higher.

Silicon Valley				
	Private Agency			
Non-LMI	Temp Agency	Permanent or Headhunter	Nonprofit or Government	Other LMI[a]
$ 25.81	$ 17.49[b]	$ 34.65[b]	$ 11.92[b]	$ 24.95
41.8	41.6	50.0[b]	34.9[b]	42.7
10%	3%	0%	21%	6%
52	44	37	44	47
72	46[b]	93[b]	68	80
27	8[b]	40	21	31
64	32[b]	77	50	72
311	112	86	37	140

Table 5.2 Summary Statistics for Model Variables

	Milwaukee		Silicon Valley	
	Mean	Standard Error	Mean	Standard Error
Log real hourly wage	2.73	0.039	3.03	0.041
Health insurance from employer	0.75	0.025	0.71	0.028
Pension benefits from employer	0.65	0.028	0.62	0.030
Health premiums paid in full by employer	0.13	0.019	0.27	0.027
Percentage Using LMI				
Temp agency	0.09	0.012	0.10	0.014
Private placement agency and headhunter	0.06	0.011	0.06	0.009
Union	0.03	0.007	0.02	0.006
Nonprofit, CBO, government	0.04	0.008	0.03	0.007
Community and technical college	0.06	0.011	0.04	0.008
Professional association	0.01	0.006	0.02	0.005
Individual characteristics				
Potential experience (years)	23.09	0.746	19.14	0.660
Job tenure (months)	99.93	6.486	69.57	5.677
Percentage with other training	0.66	0.028	0.62	0.029
Percentage with LMI training	0.09	0.014	0.07	0.011
English limited	0.21	0.024	0.28	0.028
Foreign-born	0.07	0.015	0.34	0.029
Female	0.55	0.030	0.51	0.030
White	0.82	0.019	0.51	0.031
Hispanic	0.06	0.011	0.26	0.030
Black	0.09	0.013	0.04	0.012
Asian or other race	0.03	0.008	0.18	0.022
Educational attainment				
High school dropout	0.05	0.011	0.03	0.010
High school graduate	0.38	0.029	0.33	0.029
Associate's degree	0.15	0.022	0.11	0.018
Four-year college graduate	0.38	0.029	0.52	0.030

Table 5.2 Summary Statistics for Model Variables (*Continued*)

	Milwaukee		Silicon Valley	
	Mean	Standard Error	Mean	Standard Error
Job characteristics				
Union	0.22	0.024	0.18	0.023
Temporary job	0.09	0.013	0.12	0.016
Part-time job (less than 20 hours per week)	0.09	0.017	0.08	0.017
Industry of employment				
Manufacturing	0.20	0.023	0.21	0.024
Construction	0.05	0.013	0.06	0.012
Retail	0.11	0.020	0.12	0.022
Services	0.08	0.015	0.13	0.019
FIRE	0.40	0.030	0.27	0.026
Agriculture and mining	0.00	0.001	0.01	0.005
Public administration	0.03	0.010	0.03	0.010
Public transportation	0.08	0.016	0.07	0.016
Wholesale	0.03	0.010	0.05	0.015

Source: Authors' compilation.

Table 5.3 Wage Outcomes and LMIs, Milwaukee and Silicon Valley, OLS Regressions (Dependent Variable: Log Real Hourly Wage)

	Milwaukee				
	Model 1 Coefficient	Model 2 Coefficient	Model 3 Coefficient	Model 4 Coefficient	Model 5 Coefficient
Intercept	2.79***	2.57***	2.60***	2.60***	2.62***
LMI use (most recent LMI job)					
Professional association	−0.08	−0.07	−0.06	−0.05	−0.06
Community and vocational college	−0.11	−0.08	−0.08	−0.08	−0.09
Nonprofit, government and CBO	−0.27***	−0.11	−0.08	−0.07	−0.06
Private placement agency	0.11	0.18*	0.21*	0.20*	0.35***
Temp agency	−0.52***	−0.20***	−0.21***	−0.12	−0.23**
Union	0.31***	0.07	−0.08	−0.08	−0.08
Education level					
Less than high school		−0.25***	−0.23***	−0.23***	−0.19**
Associate's degree		0.12*	0.10	0.09	0.09
College graduate		0.36***	0.35***	0.35***	0.32***
Race					
Asian or other		−0.12	−0.09	−0.09	−0.07
Black		−0.15**	−0.17***	−0.15**	−0.19***
Hispanic		−0.09	−0.16	−0.14	−0.16
Female		−0.31***	−0.30***	−0.29***	−0.29***
English Limited		−0.03	−0.02	−0.02	−0.03
Foreign-born		−0.11	−0.08	−0.07	−0.08
Training from LMI		0.04	0.02	0.02	0.02
Job tenure		0.002***	0.002***	0.002***	0.002***
Training		0.11*	0.09	0.10	0.09
Work experience		0.006	0.00	0.00	0.00
Work experience-squared		−0.0002	0.00	0.00	0.00

Silicon Valley				
Model 1 Coefficient	Model 2 Coefficient	Model 3 Coefficient	Model 4 Coefficient	Model 5 Coefficient
	3.10***	3.17***	3.17***	3.17***
0.10	−0.11	−0.05	0.02	−0.07
0.05	−0.13	0.03	0.05	0.01
−0.63***	−0.41***	−0.34**	−0.34**	−0.42*
0.39***	0.25***	0.25***	0.25***	0.29***
−0.29***	−0.25***	−0.28***	−0.21*	−0.28***
0.08	−0.01	0.01	0.05	−0.10
	−0.37***	−0.36***	−0.36***	−0.36***
	0.06	0.11	0.11	0.11
	0.32***	0.33***	0.33***	0.33***
	0.03	0.01	0.02	0.01
	−0.21**	−0.20*	−0.20*	−0.19*
	−0.29***	−0.26**	−0.26**	−0.27**
	−0.19***	−0.18**	−0.18**	−0.17**
	−0.17*	−0.18*	−0.16*	−0.18*
	−0.08	−0.08	−0.08	−0.08
	0.01	−0.12	−0.13	−0.08
	0.001***	0.001***	0.001***	0.001***
	0.03	0.05	0.05	0.05
		0.00	0.00	0.00
		0.00	0.00	0.00

(*continued*)

Table 5.3 Wage Outcomes and LMIs, Milwaukee and Silicon Valley, OLS Regressions (Dependent Variable: Log Real Hourly Wage) (*Continued*)

	Milwaukee				
	Model 1 Coefficient	Model 2 Coefficient	Model 3 Coefficient	Model 4 Coefficient	Model 5 Coefficient
Part-time			–0.17*	–0.17*	–0.17*
Union			0.03	0.02	0.02
Industry					
Agriculture, mining			–0.08	–0.08	–0.18
Construction			0.25**	0.26**	0.27**
FIRE			0.01	0.01	0.03
Public administration			–0.21**	–0.21*	–0.15
Public transit			–0.06	–0.05	–0.02
Retail			–0.07	–0.08	–0.07
Services			–0.09	–0.09	–0.06
Wholesale			0.03	0.06	–0.01
Temporary job				–0.17**	
LMI effects for noncollege sample					
Community and vocational college					0.19
Nonprofit and government CBO					–0.05
Private placement agency					–0.05***
Temp agency					0.03
Union					0.07
R-squared	0.1058	0.4332	0.4621	0.4669	0.4738
Number of cases	528	498	494	494	494

Source: Authors' compilation.
*significant at the .10 level
**significant at the .05 level
***significant at the .01 level

Silicon Valley				
Model 1 Coefficient	Model 2 Coefficient	Model 3 Coefficient	Model 4 Coefficient	Model 5 Coefficient
		0.03	0.04	0.03
		−0.02	−0.02	−0.02
		−0.12	−0.13	−0.11
		0.02	0.02	0.02
		−0.12	−0.12	−0.13
		−0.11	−0.11	−0.11
		−0.22	−0.21	−0.23
		−0.13	−0.13	−0.13
		−0.13	−0.13	−0.13
		−0.02	−0.02	−0.02
			−0.11	
				−0.10
				0.21
				−0.41**
				0.00
				0.34*
0.0816	0.4084	0.4312	0.4337	0.436
574	518	513	513	513

Table 5.4 Benefits and LMIs, Milwaukee and Silicon Valley, Logistic Regressions (Dependent Variable: Employer-Provided Pension Plan)

	Milwaukee				Silicon Valley			
	Model 3		Model 4		Model 3		Model 4	
	Coefficient Estimate	Odds Ratio	Coefficient Estimate	Odds Ratio	Coefficient Estimate	Odds Ratio	Coefficient Estimate	Odds Ratio
Intercept	−0.64	0.00	−0.39	0.00	0.53	0.00	0.61	0.00
LMI use (most recent LMI job)								
Professional association	−1.56	0.21	−1.64	0.19	−1.04	0.35	−0.26	0.77
Community or vocational college	−0.61	0.54	−0.72	0.48	0.16	1.18	0.53	1.71
Nonprofit, government and CBO	−0.11	0.90	−0.13	0.88	−0.30	0.74	−0.14	0.87
Private placement agency	1.23**	3.42	1.07*	2.92	0.62	1.86	0.59	1.80
Temp agency	−1.89***	0.15	−1.16**	0.31	−1.74***	0.18	−0.97*	0.38
Union	−0.44	0.64	−0.54	0.58	1.26	3.51	2.04	7.70
Education level								
Less than high school	−0.25	0.78	−0.24	0.78	−0.44	0.64	−0.49	0.61
Associate's degree	0.37	1.45	0.28	1.32	1.01*	2.74	1.03*	2.79
College graduate	0.66	1.93	0.66	1.94	0.08	1.09	0.04	1.04
Race								
Asian or other	2.25***	9.48	2.22***	9.24	−0.13	0.88	−0.09	0.91
Black	−0.99**	0.37	−0.93**	0.39	1.05	2.85	1.09	2.99
Hispanic	0.25	1.29	0.49	1.64	−0.60	0.55	−0.62	0.54
Female	0.01	1.01	0.06	1.06	−0.19	0.83	−0.20	0.82
English limited	0.70	2.01	0.74	2.09	−0.99**	0.37	−0.84*	0.43

Foreign-born	−1.73**	0.18	−1.63**	0.20	0.36	1.44	0.32	1.37
Training from LMI	0.83	2.28	0.92*	2.52	−0.49	0.61	−0.82	0.44
Job tenure	0.005**	1.005	0.005**	1.005	0.015***	1.015	0.014***	1.014
Training	1.04***	2.84	1.08***	2.94	0.59*	1.81	0.60*	1.83
Work experience	0.07	1.07	0.05	1.05	−0.04	0.96	−0.04	0.96
Work experience-squared	0.00*	1.00	0.00	1.00	0.00	1.00	0.00	1.00
Part-time	−2.33***	0.10	−2.29***	0.10	−1.91***	0.15	−1.81***	0.16
Union	1.68***	5.35	1.68***	5.37	0.00	0.00	−1.30**	0.27
Temporary job			−2.00***	0.14			−1.30**	0.27
Industry								
Agriculture, mining	1.67	5.31	1.45	4.26	1.18**	3.25	1.14**	3.14
Construction	−2.04**	0.13	−2.08**	0.13	0.73	2.08	0.78	2.18
FIRE	−0.35	0.70	−0.41	0.66	−0.95	0.39	−0.96	0.38
Public administration	0.47	1.61	0.85	2.33	0.34	1.41	0.41	1.51
Public transit	−0.49	0.61	−0.46	0.63	0.18	1.20	0.29	1.33
Retail	−0.40	0.67	−0.48	0.62	−0.39	0.68	−0.40	0.67
Services	−1.17**	0.31	−1.22**	0.29	0.42	1.53	0.40	1.50
Wholesale	1.06	2.89	1.85	6.35	−0.07	0.93	−0.03	0.97
Likelihood ratio	256.9		271.8		196.3		205.4	
c-statistic	0.838		0.851		0.757		0.771	
Number of cases	659		659		686		686	

Source: Authors' compilation.
*significant at the .10 level
**significant at the .05 level
***significant at the .01 level

Table 5.5 Benefits and LMIs, Milwaukee and Silicon Valley, Logistic Regressions (Dependent Variable: Health Insurance Available Through Employer)

	Milwaukee				Silicon Valley			
	Model 3		Model 4		Model 3		Model 4	
	Coefficient Estimate	Odds Ratio	Coefficient Estimate	Odds Ratio	Coefficient Estimate	Odds Ratio	Coefficient Estimate	Odds Ratio
Intercept	2.74***	0.00	3.62***	0.00	3.08***	0.00	3.15***	0.00
LMI use (most recent LMI job)								
Professional association	−3.49***	0.03	−3.89***	0.02	−0.56	0.57	0.77	2.15
Community and vocational college	−0.92	0.40	−1.13	0.32	−0.17	0.85	0.26	1.30
Nonprofit, government and CBO	−0.63	0.53	−0.67	0.51	1.10	3.00	1.67*	5.33
Private placement agency	1.54**	4.66	1.39*	4.02	0.95	2.59	0.87	2.40
Temp agency	−1.98***	0.14	−0.80	0.45	−2.02***	0.13	−0.25	0.78
Union	0.82	2.27	0.94	2.56	1.19	3.30	2.54*	12.65
Education level								
Less than high school	−1.47**	0.23	−1.91***	0.15	0.79	2.20	0.80	2.23
Associate's degree	−0.18	0.83	−0.35	0.71	0.13	1.14	0.13	1.14
College graduate	0.16	1.17	0.09	1.09	−0.02	0.98	−0.08	0.92
Race								
Asian or other	−1.53**	0.22	−1.92**	0.15	0.10	1.11	0.12	1.13
Black	−0.32	0.73	0.05	0.96	1.00	2.72	1.26	3.53
Hispanic	−0.40	0.67	−0.08	0.92	−1.08	0.34	−1.14	0.32
Female	0.03	1.03	0.20	1.22	−0.54	0.58	−0.51	0.60
English limited	0.11	1.11	0.15	1.17	−1.12**	0.33	−1.06*	0.35

Foreign-born	1.40*	4.07	1.95**	7.05	−0.61	0.54	−0.55	0.58
Training from LMI	0.50	1.65	0.60	1.83	0.64	1.90	0.37	1.44
Job tenure	0.006**	1.006	0.006**	1.006	0.004	1.004	0.002	1.002
Training	0.38	1.46	0.33	1.40	0.59	1.81	0.68	1.98
Work experience	−0.05	0.95	−0.09*	0.91	−0.05	0.95	−0.05	0.95
Work experience-squared	0.00	1.00	0.00	1.00	0.00	1.00	0.00	1.00
Part-time	−4.98***	0.01	−5.05***	0.01	−6.87***	0.00	−6.77***	0.00
Union	0.00	0.00	−2.96***	0.05	0.00	0.00	−2.78***	0.06
Temporary job			0.88	2.40			2.18***	8.85
Industry								
Agriculture, mining	1.63	5.1	1.48	4.4	1.93	6.90	2.14	8.53
Construction	−2.16**	0.12	−2.29**	0.10	−1.00	0.37	−0.85	0.43
FIRE	−0.72	0.49	−0.92	0.40	−0.87	0.42	−0.84	0.43
Public administration	−0.29	0.75	−0.03	0.97	0.10	1.11	0.73	2.07
Public transit	0.34	1.40	0.50	1.64	−1.11*	0.33	−1.10	0.33
Retail	−0.63	0.53	−0.95	0.39	0.39	1.47	0.32	1.38
Services	−0.59	0.55	−0.70	0.50	−0.72	0.49	−0.56	0.57
Wholesale	2.12**	8.32	3.35***	28.56	−0.50	0.61	−0.30	0.74
Likelihood ratio	250.16		273.07		221.97		256.04	
c-statistic	0.850		0.857		0.809		0.842	
Number of cases	659		659		686		686	

Source: Authors' compilation.
*significant at the .10 level
**significant at the .05 level
***significant at the .01 level

Table 5.6 Benefits and LMIs, Milwaukee and Silicon Valley, Logistic Regressions (Dependent Variable: Health Insurance Premium Paid Fully by Employer)

	Milwaukee					
	Model 3		Model 4		Model 5	
	Coefficient Estimate	Odds Ratio	Coefficient Estimate	Odds Ratio	Coefficient Estimate	Odds Ratio
Intercept	−2.99**		−3.01**		−2.90**	
LMI use (most recent LMI job)						
Professional association	−0.52	0.59	−0.52	0.60	−0.49	0.62
Community and vocational college	−1.12	0.32	−1.12	0.33	−1.09	0.34
Nonprofit, government and CBO	−1.06	0.34	−1.08	0.34	−0.98	0.37
Private placement agency	0.51	1.66	0.51	1.66	0.63	1.88
Temp agency	−1.02	0.36	−1.14	0.32	−0.91	0.40
Union	0.59	1.81	0.60	1.81	0.60	1.82
Education level						
Associate's degree	−0.22	0.81	−0.21	0.81	−0.25	0.78
College graduate	1.08*	2.96	1.09*	2.97	1.03*	2.80
Less than high school	−2.89**	0.06	−2.88**	0.06	−2.14*	0.12
Race						
Asian or other	2.26***	9.58	2.27***	9.71	2.27***	9.72
Black	0.79	2.21	0.79	2.20	0.77	2.17
Hispanic	1.08	2.93	1.08	2.93	1.09	2.96
Female	−0.63	0.53	−0.63	0.53	−0.63	0.53
English limited	0.09	1.09	0.09	1.10	0.09	1.09
Foreign-born	−1.45**	0.23	−1.46**	0.23	−1.47*	0.23
Training from LMI	0.93	2.54	0.93	2.52	0.90	2.47
Job tenure	0.003	1.003	0.003	1.003	0.003	1.003
Training	−0.57	0.57	−0.57	0.57	−0.58	0.56

	Silicon Valley					
	Model 3		Model 4		Model 5	
	Coefficient Estimate	Odds Ratio	Coefficient Estimate	Odds Ratio	Coefficient Estimate	Odds Ratio
	0.68		0.82	0.00	0.66	
	0.57	1.78	1.26	3.54	0.49	1.63
	−0.59	0.55	−0.53	0.59	−0.75	0.47
	−1.40	0.25	−1.48	0.23	−1.85*	0.16
	0.11	1.12	0.08	1.08	0.08	1.08
	−2.18***	0.11	−1.42*	0.24	−2.21***	0.11
	0.19	1.21	0.59	1.80	−0.24	0.79
	0.88	2.41	0.86	2.35	0.93	2.52
	−0.56	0.57	−0.62	0.54	−0.53	0.59
	−0.69	0.50	−0.74	0.48	−0.72	0.49
	0.05	1.05	0.07	1.07	0.04	1.04
	0.95	2.59	1.02	2.76	1.01	2.75
	0.02	1.02	−0.01	0.99	−0.0001	1.00
	0.03	1.03	0.05	1.05	0.02	1.02
	−0.69	0.50	−0.56	0.57	−0.69	0.50
	0.10	1.11	0.08	1.08	0.09	1.09
	−0.44	0.65	−0.52	0.59	−0.24	0.78
	−0.003*	0.997	−0.004**	0.996	−0.004*	0.996
	0.14	1.15	0.12	1.13	0.15	1.17

(*continued*)

Table 5.6 Benefits and LMIs, Milwaukee and Silicon Valley, Logistic Regressions (Dependent Variable: Health Insurance Premium Paid Fully by Employer) (*Continued*)

	Milwaukee					
	Model 3		Model 4		Model 5	
	Coefficient Estimate	Odds Ratio	Coefficient Estimate	Odds Ratio	Coefficient Estimate	Odds Ratio
Work experience	0.01	1.01	0.01	1.01	0.01	1.01
Work experience-squared	−0.001	1.00	−0.001	1.00	−0.001	1.00
Part-time	−16.13***	0.00	−16.13***	0.00	−16.09***	0.00
Union	1.12**	3.05	1.12**	3.07	1.10**	3.01
Industry						
Agriculture, mining	−13.61***	0.00	−13.61***	0.00	−13.66***	0.00
Construction	−0.01	0.99	−0.01	0.99	0.03	1.03
FIRE	1.12*	3.08	1.12*	3.07	1.13*	3.08
Public administration	−1.15	0.32	−1.16	0.31	−1.09	0.34
Public transit	1.72**	5.59	1.71**	5.54	1.74**	5.72
Retail	0.86	2.36	0.86	2.36	0.83	2.30
Services	1.54*	4.67	1.54*	4.67	1.51*	4.51
Wholesale	0.51	1.66	0.51	1.66	0.42	1.53
Temporary job			0.19	1.21		
LMI effects for noncollege sample						
Private placement agency					−2.67*	0.070
Temp agency					−0.48	0.618
Other LMI[a]					−0.20	0.820
Likelihood ratio	256.9		271.8		261.4	
c-statistic	0.838		0.851		0.761	
Number of cases	596		596		596	

Source: Authors' compilation.

[a]Other LMI includes unions, community/vocational colleges, nonprofit, government, and community-based organizations and professional associations.

*significant at the .10 level

**significant at the .05 level

***significant at the .01 level

	Silicon Valley					
	Model 3		Model 4		Model 5	
	Coefficient Estimate	Odds Ratio	Coefficient Estimate	Odds Ratio	Coefficient Estimate	Odds Ratio
	−0.10	0.90	−0.11	0.90	−0.10	0.90
	0.002	1.00	0.002	1.00	0.002	1.00
	−4.84***	0.01	−4.76***	0.01	−4.85***	0.01
	0.80	2.21	0.81	2.26	0.78	2.19
	4.31**	74.70	4.30**	73.71	4.37**	79.16
	0.34	1.41	0.29	1.33	0.39	1.47
	0.04	1.05	−0.01	0.99	0.07	1.07
	−0.08	0.92	−0.06	0.94	−0.07	0.93
	0.23	1.26	0.18	1.19	0.24	1.28
	−1.08*	0.34	−1.16*	0.31	−1.06	0.35
	0.16	1.17	0.18	1.20	0.18	1.20
	−0.88	0.41	−0.94	0.39	−0.84	0.43
			−1.34**	0.26		
					0.13	1.14
					−0.26	0.77
					1.20	3.31
	196.3		205.4		197.6	
	0.757		0.771		0.683	
	585		585		585	

Table 5.7 Autor and Houseman (2005b) Specification: Earnings and Temp Agency Use

	Milwaukee Only			Milwaukee and Silicon Valley
	Public Assistance Families	Low-Income Prefixes		
	Annual Earnings		Log Annual Earnings	
	(1)	(2)	(3)	(4)
Intercept	37843.5***	37036.4***	10.310***	10.624***
LMI use (most recent LMI job)				
Temp agency	−3026.1	−3884.5*	−0.116	−0.047
Private placement agency	117.0	791.0	0.033	0.122
Union	6005.7	8849.0	0.265	0.164
Nonprofit, government and CBO	−4147.2	−2540.1	−0.173	−0.633*
Community and vocational college	5298.4	4196.8	0.077	0.171
Professional association	−42572.6***	−31330.8***	−2.005***	−0.222
Education level				
Less than high school	−5474.3	−3199.0	−0.019	0.185*
High school dropout	−1552.6	−789.0	0.088	0.042
College or more	−511.2	1499.2	0.074	−0.067
Race				
Black	−3712.0	−5648.8*	−0.192*	−0.287*
Hispanic	−5900.2	−4983.7	−0.127	−0.346**
Asian or other	−5561.9	−12751.6***	−0.602***	−0.129
Work experience	−977.7	−317.0	−0.006	−0.038**
Work experience-squared	22.9	3.7	−0.00001	0.001**

(*continued*)

Table 5.7 Autor and Houseman (2005b) Specification: Earnings and Temp Agency Use (*Continued*)

	Milwaukee Only			Milwaukee and Silicon Valley
	Public Assistance Families	Low-Income Prefixes		
	Annual Earnings		Log Annual Earnings	
	(1)	(2)	(3)	(4)
Job tenure	117.5*	14.5	0.001**	0.002***
Stable	3788.8	6636.0***	0.219*	0.399***
English limited	2056.2	−3757.3	−0.156	−0.343***
Foreign-born	−3502.9	−3807.5	−0.220	−0.001
Female	−13602.6***	−7532.1***	−0.271***	−0.238***
Silicon Valley sample			0.360***	0.354***
R-squared	0.536	0.389	0.313	0.490
Number of cases	76	211	211	492

Source: Authors' compilation.
*significant at the .10 level
**significant at the .05 level
***significant at the .01 level

Table 5.8 Andersson et al. (2005) Specification: Log Annual Earnings and Temp Agency Use, Low-Income Telephone Prefixes in Milwaukee and Silicon Valley

Model	(1)	(2)	(3)
Intercept	10.523***	10.395***	10.081***
Temp agency use (any job, broad definition)	0.060	0.106	0.053
Education level			
High school and above (no BA)	0.014	0.026	0.049
College and more	−0.026	0.001	0.135
Race			
Black	−0.327**	−0.279**	−0.292**
Hispanic	−0.334**	−0.294**	−0.333***
Asian or other	−0.093	−0.069	−0.073
Work experience	−0.038**	−0.041**	−0.032*
Work experience-squared	0.001	0.001*	0.001
Job tenure	0.002***	0.006***	0.006***
Job tenure-squared		−0.00002***	−0.00002***
Stable	0.395***	0.382***	0.354***
English limited	−0.281***	−0.262***	−0.259***
Foreign-born	0.027	0.003	−0.076
Female	−0.266***	−0.258***	−0.196**
Industry			
Agriculture, mining			0.726***
Construction			0.399***
FIRE			0.491***
Public administration			0.127
Public transit			0.292**
Retail			0.320***
Wholesale			−0.088
Armed forces			0.000***
Manufacturing			0.337***
Unemployed, not classified			0.339*

(*continued*)

Table 5.8 Andersson et al. (2005) Specification: Log Annual Earnings and Temp Agency Use, Low-Income Telephone Prefixes in Milwaukee and Silicon Valley (*Continued*)

Model	(1)	(2)	(3)
Silicon Valley sample	0.365***	0.372***	0.464***
R-squared	0.439	0.458	0.502
Number of cases	492	492	492

Source: Authors' compilation.
*significant at the .10 level
**significant at the .05 level
***significant at the .01 level

Table 5.9 Alternative Specifications: Log Hourly Wages and Temp Agency Use, Low-Income Telephone Prefixes in Milwaukee and Silicon Valley

	Low-Income Prefixes		Whole Sample
	(1)	(2)	(3)
Intercept	2.827***	2.637***	2.454***
Temp agency use (any job, broad definition)	−0.039	−0.077	
LMI use (most recent LMI job)			
Temp agency			−0.146**
Private placement agency			0.205***
Union			0.085
Nonprofit, government and CBO			−0.167**
Community and vocational college			−0.034
Professional association			−0.076
Race			
Black	−0.303***	−0.297***	−0.199***
Hispanic	−0.307***	−0.335***	−0.217***
Asian or other	−0.025	−0.022	0.033
Education level			
High school dropout			−0.224***
Associate's degree			0.096
High school and above (no BA)	0.123*	0.125*	
College and more	0.164	0.239**	0.324***
Work experience	−0.034**	−0.027**	−0.0012
Work experience-squared	0.001**	0.001**	0.00002
Job tenure	0.004***	0.004**	0.002***
Job tenure-squared	−0.00001**	−0.00001**	
Stable	0.190***	0.166**	0.233***
English limited	−0.288***	−0.284***	−0.085
Foreign-born	0.031	−0.014	−0.106
Female	−0.110*	−0.087	−0.216***

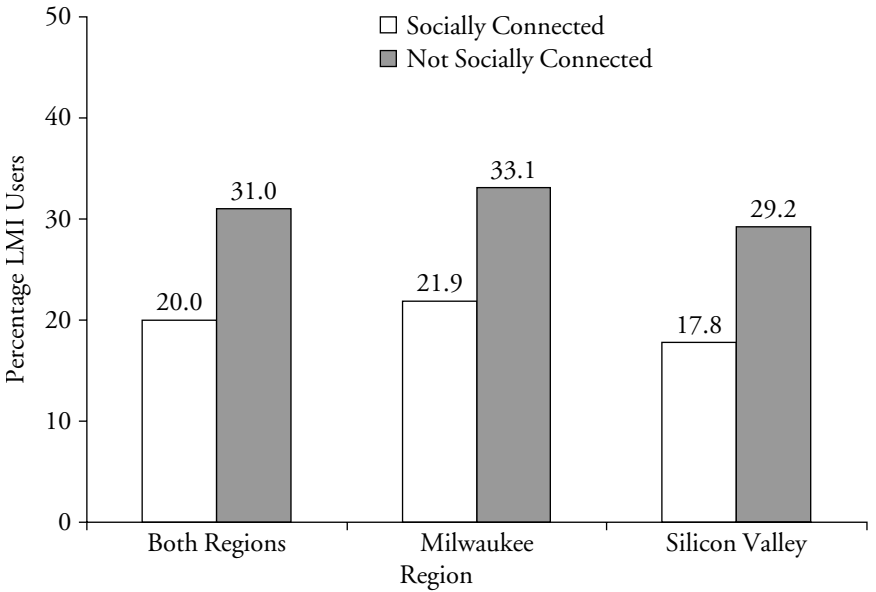
(*continued*)

Table 5.9 Alternative Specifications: Log Hourly Wages and Temp Agency Use, Low-Income Telephone Prefixes in Milwaukee and Silicon Valley (*Continued*)

	Low-Income Prefixes		Whole Sample
	(1)	(2)	(3)
Industry			
Agriculture, mining		0.920***	–0.121
Construction		0.266**	0.231**
FIRE		0.360***	0.344***
Public administration		0.027	–0.023
Public transit		0.087	0.027
Retail		0.165	0.023
Wholesale		0.185	0.167
Armed forces		0.000***	0.000***
Manufacturing		0.207**	0.151***
Unemployed, not classified		0.130	0.111
Silicon Valley sample	0.418***	0.404***	0.365***
R-squared	0.527	0.561	0.499
Number of cases	495	495	1017

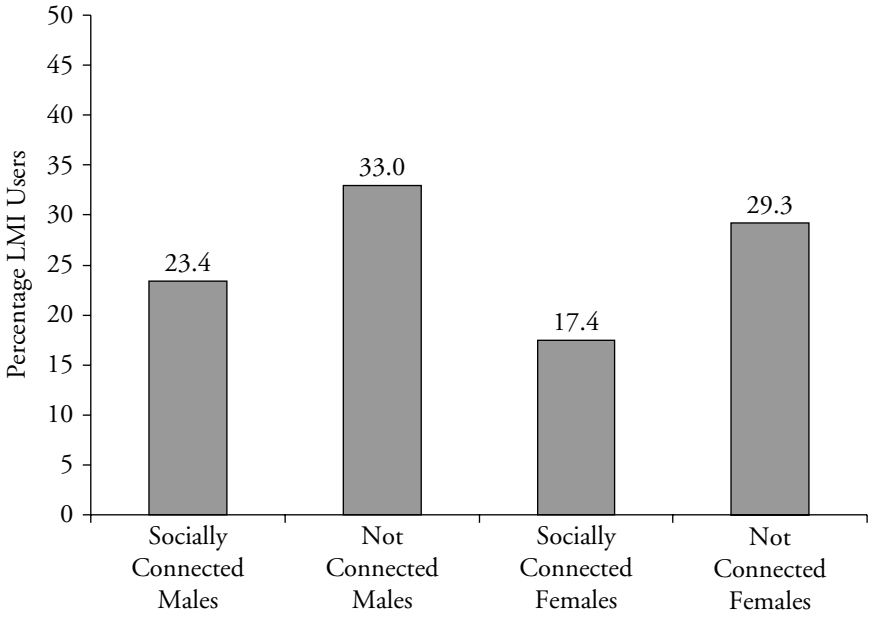
Source: Authors' compilation.
*significant at the .10 level
**significant at the .05 level
***significant at the .01 level

Figure 6.1 LMI Users by Social Connectedness



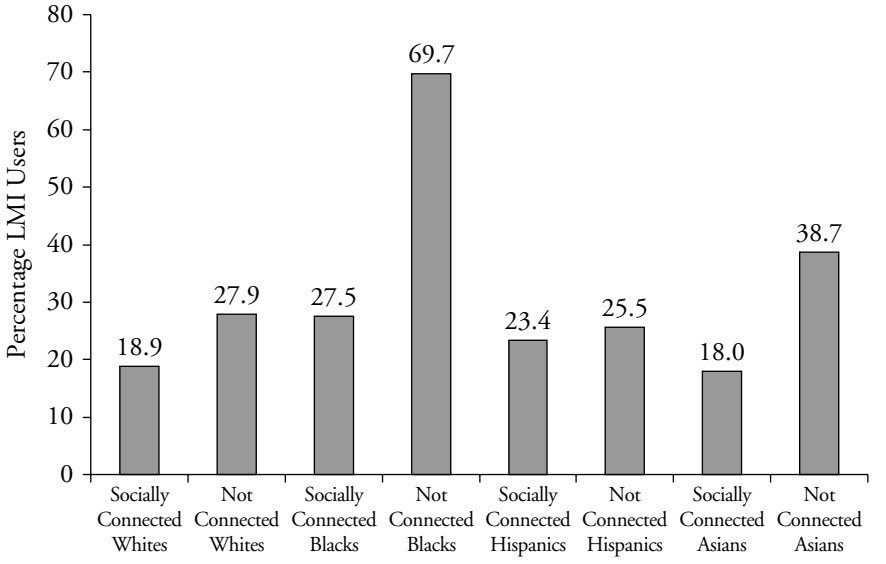
Source: Authors' compilation.

Figure 6.2 LMI Use by Social Connectedness and Gender



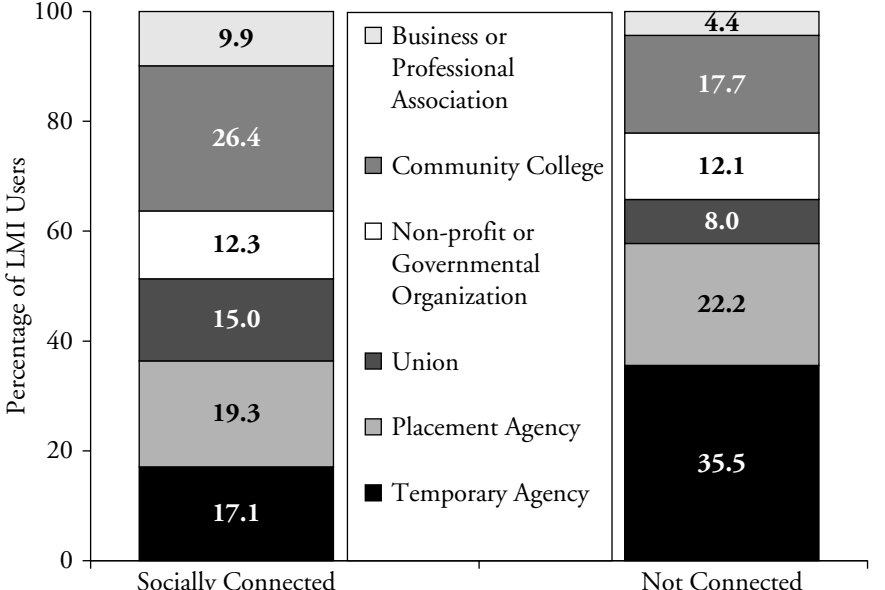
Source: Authors' compilation.

Figure 6.3 LMI Use by Social Connectedness and Race



Source: Authors' compilation.

Figure 6.4 Sorting into LMIs: Social Connectedness by Type of LMI Used to Get Last LMI Job



Source: Authors' compilation.

Table 6.1 Logit Model on the Probability of Using an LMI, Both Regions

	All, Not Controlling for Social Capital		All, Controlling for Social Capital		Males		Females	
Explanatory Variables	Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance
Silicon Valley sample	−4.1%		−5.0%	#	−9.8%	*	−3.0%	
Female	−4.6		−3.8		—		—	
Age	1.1		1.7	#	1.8		1.8	
Age-squared	−0.0		−0.0	*	−0.0		−0.0	#
Above high school education (no BA)	10.4	#	11.1	*	3.8		20.6	**
College or more	−2.1		0.4		4.7		−3.2	
Received degree in last three years	−1.6		−1.2		8.4		−9.3	#
Hispanic	−5.4		−5.0		−3.4		−4.9	
Black	23.0	**	24.0	***	20.2		28.2	***
Asian or other	3.8		3.9		−0.4		11.9	
Married	−2.3		−0.6		−1.0		0.4	
English limited	4.1		3.5		4.0		2.3	

(*continued*)

Table 6.1 Logit Model on the Probability of Using an LMI, Both Regions (*Continued*)

	All, Not Controlling for Social Capital		All, Controlling for Social Capital		Males		Females	
Explanatory Variables	Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance
Frequent job changer	23.3	***	23.6	***	21.6	***	29.9	***
Household member on welfare	2.6		0.9		−14.9	*	7.3	
Socially connected	—		−13.3	***	−13.3	**	−14.7	***
Number of cases	1,241		1,241		596		645	
F-statistic	2.81		4.17		1.84		4.87	
Probability > F	0.0004		0.0000		0.0286		0.0000	
Pseudo R-squared	0.0674		0.0724		0.0684		0.0846	
Percent predicted correctly	0.7331		0.7359		0.7008		0.7722	

Source: Authors' compilation.
Note: Response variable: dummy variable that is equal to one if respondent used an LMI during the three years prior to the survey.
*significant at .10 level
**significant at .05 level
***significant at .01 level
#significant at .20 level

Table 6.2 Logit Model on the Probability of Using an LMI, Silicon Valley

	Silicon Valley Sample		Whites in Silicon Valley		Nonwhites in Silicon Valley		Hispanics in Silicon Valley		Non-Hispanics in Silicon Valley	
Explanatory Variables	Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance
Female	−2.2%		−1.2%		−2.2%		−0.2%		−0.9%	
Age	0.1		−0.8		2.1		3.3	#	−1.5	
Age-squared	−0.0		0.0		−0.0		−0.0	#	0.0	
Above high school education (no BA)	21.9	**	14.8		26.7	*	7.7		22.7	**
College or more	7.0		6.5		3.0		16.2		3.3	
Received degree in last three years	−2.0		−12.3	#	7.9		66.4	***	−12.0	*

(*continued*)

Table 6.2 Logit Model on the Probability of Using an LMI, Silicon Valley (*Continued*)

	Silicon Valley Sample		Whites in Silicon Valley		Nonwhites in Silicon Valley		Hispanics in Silicon Valley		Non-Hispanics in Silicon Valley	
Explanatory Variables	Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance
Hispanic	−12.1	**	—		−10.1		—		—	
Black	26.1	#	—		30.2	*	—		25.4	#
Asian or other	−2.3		—		—		—		−1.1	
Married	−4.3		−1.1		−4.5		2.2		−5.9	
English limited	6.3		17.6	*	−0.4		−2.4		12.0	#
Frequent job changer	24.0	***	33.2	***	14.5	#	14.4		28.8	***
Household member on welfare	14.0		2.9		14.3		31.9	*	4.3	

Socially connected	−12.8	***	−11.9	*	−13.9	*	−12.8	***	−14.2	**
Number of cases	627		323		304		164		463	
F-statistic	2.89		2.14		2.27		2.07		2.93	
Probability > F	0.0003		0.0154		0.006		0.0195		0.0003	
Pseudo R-squared	0.0753		0.1021		0.0757		0.0641		0.0988	
Percent predicted correctly	0.7613		0.7169		0.7638		0.8539		0.7198	

Source: Authors' compilation.
Note: Response variable: dummy variable that is equal to one if the respondent used an LMI during the three years prior to the survey.
*significant at .10 level
**significant at .05 level
***significant at .01 level
#significant at .20 level

Table 6.3 Logit Model on the Probability of Using an LMI, Milwaukee

	Milwaukee Sample		Whites in Milwaukee		Nonwhites in Milwaukee	
Explanatory Variables	Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance
Female	−5.3%		−5.8%		5.3%	
Age	2.9	#	2.9	#	0.7	
Age-squared	−0.0	*	−0.0	*	−0.0	
Above high school education (no BA)	3.9		9.9		−15.0	
College or more	−7.1		−3.3		−24.9	#
Received degree in last three years	0.6		−8.1		16.8	
Hispanic	19.0	#	—		0.7	
Black	26.4	**	—		−1.9	
Asian or other	18.4	#	—		—	

Married	3.8		0.5		14.8	
English limited	1.0		9.8	#	−19.9	*
Frequent job changer	20.9	**	19.6	**	33.1	***
Household member on welfare	−7.2		−6.3		−16.8	
Socially connected	−15.4	***	−11.9	**	−27.9	**
Number of cases	614		369		245	
F-statistic	3.42		2.09		2.18	
Probability > F	0.0000		0.0185		0.0086	
Pseudo R-squared	0.0878		0.0861		0.1064	
Percent predicted correctly	0.7278		0.7436		0.6624	

Source: Authors' compilation.

Note: Response variable: dummy variable that is equal to one if the respondent used an LMI during the three years prior to the survey.

*significant at .10 level

**significant at .05 level

***significant at .01 level

#significant at .20 level

Table 6.4 Multinomial Logit Model on the Probability of Using Various Types of LMIs over No LMI, Both Regions, Not Controlling for Social Capital

	Temp Agency		Permanent Placement Agency		Union	
Explanatory Variables	Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance
Silicon Valley sample	−0.6%		−0.5%		−0.1%	
Female	−0.6		−1.4		−2.4	***
Age	0.8	#	−0.5		0.2	
Age-squared	0.0	#	0.0		−0.0	
Above high school education (no BA)	−0.1		1.2		0.1	
College or more	−1.8		2.7	#	−0.7	#
Received degree in last three years	0.1		−3.2	**	0.2	
Hispanic	3.5		−5.3	***	−0.6	#
Black	18.0	**	−0.4		−0.6	
Asian or other	5.5		−0.1		−1.6	***
Married	0.7		−1.7		−0.3	
English limited	3.0		−2.6	*	1.5	*
Frequent job changer	16.0	***	2.2		1.5	#

Nonprofit and Government Organization		Community College		Business and Professional Association	
Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance
−1.2%		−1.3%		0.1%	
0.5		−0.4		0.5	
−0.0		0.4		0.1	
0.0		−0.0		−0.0	
−1.8	**	10.8	**	1.3	
−2.4	**	−0.5		1.4	*
−2.2	**	2.2		0.9	
−0.3		−2.6	#	1.4	
4.2	#	1.3		0.6	
1.5		0.9		−0.0	
−0.8		−0.7		0.3	
−0.6		2.1		−1.0	*
0.4		−0.7		1.7	#

(*continued*)

Table 6.4 Multinomial Logit Model on the Probability of Using Various Types of LMIs over No LMI, Both Regions, Not Controlling for Social Capital (*Continued*)

	Temp Agency		Permanent Placement Agency		Union	
Explanatory Variables	Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance
Household member on welfare	1.1		−2.6	*	−1.1	***
Socially connected	—		—		—	
Number of cases						1,235
F-statistic						3.67
Probability > F						0.0000
Pseudo R-squared						0.1063
Percent predicted correctly						0.7110

Source: Authors' compilation.

Note: Response variable: polychotomous variable that takes one of seven possible unique values for each respondent that indicates whether he or she was not an LMI user (the base alternative) or, if an LMI user, that indicates the type of LMI that was used to obtain the most recently held LMI job during the three years prior to the survey, with possible LMI types including temp agencies, permanent placement agencies/headhunters, unions, nonprofit/government organizations, community colleges, and business/professional associations.

Nonprofit and Government Organization		Community College		Business and Professional Association	
Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance
6.5	*	–0.3		–0.8	*
—		—		—	

*significant at .10 level
**significant at .05 level
***significant at .01 level
#significant at .20 level

Table 6.5 Multinomial Logit Model on the Probability of Using Various Types of LMIs over No LMI, Both Regions, Controlling for Social Capital

	Temp Agency		Permanent Placement Agency		Union	
Explanatory Variables	Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance
Silicon Valley sample	−1.1%		−0.9%		0.0%	
Female	0.0		−1.3		−2.4	***
Age	1.0	*	−0.3		0.2	
Age-squared	−0.0	**	0.0		−0.0	
Above high school education (no BA)	0.4		1.3		0.0	
College or more	−0.4		3.3	*	−0.8	#
Received degree in last three years	0.6		−3.1	**	0.1	
Hispanic	3.2		−4.9	***	−0.6	#
Black	18.5	**	−0.1		−0.7	#
Asian or other	5.0		0.1		−1.6	***
Married	1.1		−1.1		−0.4	
English limited	2.7		−2.7	**	1.4	*
Frequent job changer	15.6	***	2.3		1.5	#

Nonprofit and Government Organization		Community College		Business and Professional Association	
Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance
−1.3%		−1.3%		0.0%	
0.5		−0.3		0.5	
0.0		0.4		0.1	
0.0		−0.0		−0.0	
−1.8	*	10.9	**	1.3	
−2.3	**	−0.4		1.5	*
−2.2	**	2.2		0.9	
−0.3		−2.5	#	1.5	
4.5	#	1.2		0.6	
1.6		1.0		−0.0	
−0.7		−0.5		0.3	
−0.7		2.0		−1.1	#
0.4		−0.7		1.8	

(*continued*)

Table 6.5 Multinomial Logit Model on the Probability of Using Various Types of LMIs over No LMI, Both Regions, Controlling for Social Capital (*Continued*)

	Temp Agency		Permanent Placement Agency		Union	
Explanatory Variables	Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance
Household member on welfare	−0.2		−2.8	*	−1.0	***
Socially connected	−6.9	***	−3.7	***	0.3	
Number of cases						1,235
F-statistic						4.11
Probability > F						0.0000
Pseudo R-squared						0.1125
Percent predicted correctly						0.7158

Source: Authors' compilation.

Note: Response variable: polychotomous variable that takes one of seven possible unique values for each respondent that indicates whether he or she was not an LMI user (the base alternative) or, if an LMI user, that indicates the type of LMI that was used to obtain the most recently held LMI job during the three years prior to the survey, with possible LMI types including temp agencies, permanent placement agencies/headhunters, unions, nonprofit/government organizations, community colleges, and business/professional associations.

Nonprofit and Government Organization		Community College		Business and Professional Association	
Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance
6.3	*	−0.3		−0.8	#
−0.7		−0.8		−0.2	

*significant at .10 level
**significant at .05 level
***significant at .01 level
#significant at .20 level

Table 6.6 Multinomial Logit Model on the Probability of Using Various Types of LMIs over No LMI, Both Regions

	Males					
	Temp Agency		Permanent Placement Agency		Other LMI	
Explanatory Variables	Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance
Silicon Valley sample	–4.3%	#	–3.7%	*	0.1%	
Age	0.5		–0.4		1.6	
Age-squared	–0.0		0.0		–0.0	
Above high school education (no BA)	–2.2		–1.2		8.0	
College or more	–0.2		6.5	**	–3.3	
Received degree in last three years	8.6		–2.5	#	2.3	
Hispanic	9.9	#	–4.9	***	–6.8	#
Black	25.2	*	–1.9		–0.4	
Asian or other	11.3	#	–2.5	#	–5.8	
Married	0.7		0.4		–2.5	
English limited	–1.1		–1.3		7.1	#
Frequent job changer	10.8	**	1.2		6.8	
Household member on welfare	–3.3	#	–2.0		–8.9	**
Socially connected	–7.0	***	–2.4	#	–1.9	

Females					
Temp Agency		Permanent Placement Agency		Other LMI	
Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance
0.9%		1.3%		−6.2%	*
1.1	*	−0.3		1.0	
−0.0	**	0.0		−0.0	
4.3		4.1	#	9.5	
−0.5		0.3		−3.1	
−3.0	*	−3.4	***	1.1	
−1.5		−3.4	***	2.7	
11.9	**	1.1		11.6	#
0.0		5.7	#	4.5	
1.2		−1.4		−0.6	
7.8	**	−3.5	***	−3.0	
21.1	***	2.7		5.5	
1.4		−2.6	**	11.2	
−5.7	***	−4.4	***	−1.8	

(*continued*)

Table 6.6 Multinomial Logit Model on the Probability of Using Various Types of LMIs over No LMI, Both Regions (*Continued*)

	Males					
	Temp Agency		Permanent Placement Agency		Other LMI	
Explanatory Variables	Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance
Number of cases			595			
F-statistic			2.85			
Probability > F			0.0000			
Pseudo R-squared			0.0932			
Percent predicted correctly			0.6842			

Source: Authors' compilation.

Note: Response variable: polychotomous variable that takes one of four possible unique values for each respondent that indicates whether he or she was not an LMI user (the base alternative) or, if an LMI user, that indicates whether he or she used a temp agency, a permanent placement agency/headhunter, or some other type of LMI to obtain the most recently held LMI job during the three years prior to the survey.

	Females					
	Temp Agency		Permanent Placement Agency		Other LMI	
	Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance
			640			
			3.54			
			0.0000			
			0.0985			
			0.7626			

*significant at .10 level
**significant at .05 level
***significant at .01 level
#significant at .20 level

Table 6.7 Multinomial Logit Model on the Probability of Using Various Types of LMIs over No LMI, Silicon Valley

	Whites in Silicon Valley					
	Temp Agency		Permanent Placement Agency		Other LMI	
Explanatory Variables	Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance
Female	2.1%		0.2%		–3.9%	
Age	–0.7		–0.1		0.0	
Age-squared	0.0		0.0		–0.0	
Above high school education (no BA)	3.2		8.4	#	3.5	
College or more	–4.5	#	7.7	***	2.6	
Received degree in last three years	–1.0		–7.2	***	–1.4	
Hispanic	—		—		—	
Black	—		—		—	
Married	1.1		–0.1		–2.2	
English limited	1.7		6.9	**	7.9	
Frequent job changer	8.5	*	4.5	**	18.8	**
Household member on welfare	7.5		–4.4	#	–4.4	
Socially connected	–6.5	**	–4.3	*	0.0	

Nonwhites in Silicon Valley					
Temp Agency		Permanent Placement Agency		Other LMI	
Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance
–1.1%		1.3%	*	–5.8%	#
0.5		–0.2		2.4	#
0.0		0.0		–0.0	#
13.2		0.8		12.4	
2.8		0.3		0.5	
–3.8		0.0		13.0	
–7.3		–1.8	*	2.7	
14.9		0.2		10.8	
–0.4		–0.5		–5.9	
3.9		–1.6	*	–0.9	
18.1	**	–0.4		–0.3	
9.8		–0.8	*	6.9	
–7.3	**	–0.9	*	0.7	

(*continued*)

Table 6.7 Multinomial Logit Model on the Probability of Using Various Types of LMIs over No LMI, Silicon Valley (*Continued*)

	Whites in Silicon Valley					
	Temp Agency		Permanent Placement Agency		Other LMI	
Explanatory Variables	Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance
Number of cases			323			
F-statistic			1.84			
Probability > F			0.0029			
Pseudo R-squared			0.0857			
Percent predicted correctly			0.7460			

Source: Authors' compilation.

Note: Response variable: polychotomous variable that takes one of four possible unique values for each respondent that indicates whether he or she was not an LMI user (the base alternative) or, if an LMI user, that indicates whether he or she used a temp agency, a permanent placement agency/headhunter, or some other type of LMI to obtain the most recently held LMI job during the three years prior to the survey.

	Nonwhites in Silicon Valley					
	Temp Agency		Permanent Placement Agency		Other LMI	
	Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance
			302			
			2.45			
			0.0000			
			0.1110			
			0.7731			

*significant at .10 level
**significant at .05 level
***significant at .01 level
#significant at .20 level

Table 6.8 Multinomial Logit Model on the Probability of Using Various Types of LMIs over No LMI, Milwaukee

	Whites in Milwaukee					
	Temp Agency		Permanent Placement Agency		Other LMI	
Explanatory Variables	Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance
Female	0.0%		−5.1%	*	−0.1%	
Age	0.7	#	0.0		2.1	#
Age-squared	0.0	#	0.0		−0.0	#
Above high school education (no BA)	−2.5	**	−2.2		11.8	*
College or more	2.2	#	1.7		−10.1	**
Received degree in last three years	0.9		−2.7		−5.6	
Hispanic	—		—		—	
Black	—		—		—	
Married	0.1		−0.2		0.6	
English limited	0.6		−3.8	**	11.9	*
Frequent job changer	7.5	#	1.8		6.2	
Household member on welfare	0.5		−3.0	*	−0.7	
Socially connected	−3.6	***	−3.1	*	−2.2	

Nonwhites in Milwaukee					
Temp Agency		Permanent Placement Agency		Other LMI	
Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance
5.3%		0.0%		6.4%	
13.6	***	0.0		−7.0	**
−0.2	***	0.0		−0.1	**
−16.3	**	0.0		−0.2	
−18.7	**	0.0		−2.2	
16.2		0.0	#	4.9	
27.6	#	0.0	**	−9.6	
21.4	#	0.0	**	−1.4	
12.6		0.0	#	2.1	
4.5		0.0		−21.5	**
35.3	***	0.0		−0.5	
−13.6	*	0.0		0.1	
−17.5	**	−4.8	**	−2.9	

(*continued*)

Table 6.8 Multinomial Logit Model on the Probability of Using Various Types of LMIs over No LMI, Milwaukee (*Continued*)

	Whites in Milwaukee					
	Temp Agency		Permanent Placement Agency		Other LMI	
Explanatory Variables	Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance
Number of cases			368			
F-statistic			2.88			
Probability > F			0.0000			
Pseudo R-squared			0.1064			
Percent predicted correctly			0.7613			

Source: Authors' compilation.

Note: Response variable: polychotomous variable that takes one of four possible unique values for each respondent that indicates whether he or she was not an LMI user (the base alternative) or, if an LMI user, that indicates whether he or she used a temp agency, a permanent placement agency/headhunter, or some other type of LMI to obtain the most recently held LMI job during the three years prior to the survey.

	Nonwhites in Milwaukee					
	Temp Agency		Permanent Placement Agency		Other LMI	
	Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance
			242			
			210.37			
			0.0000			
			0.1472			
			0.5927			

*significant at .10 level
**significant at .05 level
***significant at .01 level
#significant at .20 level

Table 6.9 Models for Low-Income Prefixes Only

	Logit Model on the Probability of Using an LMI[a]					
	All, Controlling for Social Capital		Temp Agency		Permanent Placement Agency	
Explanatory Variables	Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance
Silicon Valley sample	−27.1%	***	−19.7%	***	−3.9%	**
Female	−0.2		−0.6		0.9	
Age	4.3	*	1.8	#	−0.5	*
Age-squared	−0.0	*	−0.0	#	0.0	#
Above high school education (no BA)	27.3	***	5.4		1.0	
College or more	10.1		−2.9		3.1	#
Received degree in last three years	4.0		14.5	*	−2.4	***
Hispanic	3.3		4.2		−2.0	#
Black	−4.7		3.9		−2.4	**
Asian or other	−5.3		−6.0	**	9.1	#
Married	5.3		1.8		0.2	
English limited	4.0		3.8		−1.7	#
Frequent job changer	26.2	***	19.7	***	−0.4	
Household member on welfare	12.1		−5.3	*	−0.3	
Socially connected	1.2		−4.2	#	−3.1	***

Multinomial Logit Model on the Probability of Using Various Types of LMIs Over No LMI[b]

Union		Nonprofit and Government Organization		Community College		Business and Professional Association	
Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance
0.9%	*	0.5%		−1.0%		−0.0%	
−1.2	#	1.8		−0.4		−0.0	
0.3	#	1.3		0.7	*	0.0	#
−0.0		−0.0		−0.0	*	−0.0	
1.5		−2.3		17.8	***	0.0	
2.3		0.3		2.1		0.0	
−0.9	#	−1.7		0.0		0.0	
1.8	#	1.5		−3.0	**	0.0	
−0.7		−0.4		−1.7	**	−0.2	
−1.1	**	−8.6	***	−0.9		−0.0	
−0.4		1.9		−0.3		−0.0	
0.5		−3.4		5.0	**	−0.0	
2.4	**	3.1		−0.8		0.0	
−1.1	**	19.5	**	2.1		0.0	
−0.4		9.0	#	−0.4		0.0	

(*continued*)

Table 6.9 Models for Low-Income Prefixes Only (*Continued*)

	Logit Model on the Probability of Using an LMI[a]					
	All, Controlling for Social Capital		Temp Agency		Permanent Placement Agency	
Explanatory Variables	Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance
Number of cases	571					
F-statistic	2.38					
Probability > F	0.0021					
Pseudo R-squared	0.0790					
Percent predicted correctly	0.7090					

Source: Authors' compilation.

[a]Response variable: dummy variable that is equal to one if the respondent used an LMI during the three years prior to the survey.

[b]Response variable: polychotomous variable that takes one of six possible unique values for each respondent that indicates whether he or she was not an LMI user (the base alternative) or, if an LMI user, that indicates the type of LMI that was used to obtain the most recently held LMI job during the three years prior to the survey, with possible LMI types including temp agencies, unions, nonprofit/government organizations, colleges, business/professional associations, and permanent placement agencies/headhunters.

Multinomial Logit Model on the Probability of Using Various Types of LMIs Over No LMI[b]

	Union		Nonprofit and Government Organization		Community College		Business and Professional Association	
	Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance	Marginal Effect	Significance
		567						
		128.01						
		0.0000						
		0.1409						
		0.6794						

*significant at .10 level
**significant at .05 level
***significant at .01 level
[#]significant at .20 level

Table A.1 First-Quarter 1999 Jobs That Continue and Have Earnings Increases in the Second Quarter of 1999 Among Single-Site and Multi-Site California Establishments, by Industry of First-Quarter 1999 Employer

	California						Santa Clara County		
	Single-Site Only			Multi-Site Only			Single-Site Only		
	Percentage of Jobs	Percentage of Jobs Continued	Percentage of Jobs with Earnings Increases	Percentage of Jobs	Percentage of Jobs Continued	Percentage of Jobs with Earnings Increases	Percentage of Jobs	Percentage of Jobs Continued	Percentage of Jobs with Earnings Increases
All industries		0.80	0.57		0.84	0.56		0.83	0.57
One-digit industries									
Agricultural production—crops	0.06	0.61	0.63	0.01	0.80	0.67	0.02	0.78	0.66
Mining	0.00	0.81	0.54	0.00	0.93	0.46	0.00	0.67	1.00
Construction	0.08	0.73	0.62	0.01	0.81	0.61	0.08	0.77	0.64
Manufacturing	0.15	0.86	0.63	0.11	0.86	0.56	0.26	0.90	0.60
Transportation and public utilities	0.04	0.83	0.58	0.07	0.88	0.53	0.02	0.85	0.57
Wholesale trade	0.07	0.85	0.57	0.04	0.88	0.59	0.07	0.88	0.57
Retail trade	0.13	0.77	0.56	0.24	0.80	0.61	0.12	0.77	0.56
Finance, insurance, and real estate	0.05	0.84	0.48	0.07	0.89	0.46	0.03	0.86	0.50
Services	0.41	0.80	0.55	0.37	0.82	0.53	0.40	0.81	0.54
Public administration	0.01	0.90	0.60	0.08	0.93	0.61	0.00	0.86	0.65

(*continued*)

Table A.1 First-Quarter 1999 Jobs That Continue and Have Earnings Increases in the Second Quarter of 1999 Among Single-Site and Multi-Site California Establishments, by Industry of First-Quarter 1999 Employer

	California						Santa Clara County		
	Single-Site Only			Multi-Site Only			Single-Site Only		
	Percentage of Jobs	Percentage of Jobs Continued	Percentage of Jobs with Earnings Increases	Percentage of Jobs	Percentage of Jobs Continued	Percentage of Jobs with Earnings Increases	Percentage of Jobs	Percentage of Jobs Continued	Percentage of Jobs with Earnings Increases
Environmental quality and housing	0.00	0.91	0.66	0.00	0.93	0.42	0.00	0.90	0.53
Unclassified establishments	0.00	0.25	0.57	0.00	0.31	0.47	0.00	1.00	1.00
Selected two-digit industries									
Construction (SIC 152–179)	0.08	0.73	0.62	0.01	0.81	0.61	0.08	0.77	0.64
Machinery and computing equipment (SIC 351–359)	0.02	0.88	0.62	0.01	0.93	0.44	0.07	0.91	0.64
Electrical machinery, equipment, and supplies (SIC 361–369)	0.02	0.90	0.62	0.01	0.94	0.47	0.10	0.91	0.58
Communications (SIC 481–489)	0.01	0.81	0.54	0.02	0.82	0.43	0.01	0.90	0.57
Computer and data processing services (SIC 737)	0.02	0.87	0.55	0.01	0.90	0.49	0.10	0.88	0.53
Temporary services industry (SIC 7363)	0.02	0.57	0.57	0.07	0.59	0.56	0.02	0.52	0.60

Source: Authors' compilation.

Table A.2 First-Quarter 1997 Jobs That Continue and Have Earnings Increases in the Second Quarter of 1997 Among Single-Site and Multi-Site Wisconsin Establishments, by Industry of First-Quarter 1997 Employer

	Wisconsin						Milwaukee, Waukesha, Ouzakee, and Washington Counties		
	Single-Site Only[a]			Multi-Site Only[b]			Single-Site Only[c]		
	Percentage of Jobs	Percentage of Jobs Continued	Percentage of Jobs with Earnings Increases	Percentage of Jobs	Percentage of Jobs Continued	Percentage of Jobs with Earnings Increases	Percentage of Jobs	Percentage of Jobs Continued	Percentage of Jobs with Earnings Increases
All industries		0.86	0.54		0.88	0.52		0.84	0.55
One-digit industries									
Agricultural production—crops	0.01	0.83	0.61	0.00	0.88	0.71	0.01	0.80	0.67
Mining	0.00	0.89	0.74	0.00	1.00	0.36	0.00	0.73	0.75
Construction	0.06	0.85	0.65	0.01	0.86	0.58	0.05	0.85	0.64
Manufacturing	0.22	0.91	0.54	0.23	0.94	0.52	0.21	0.89	0.55
Transportation and public utilities	0.05	0.88	0.52	0.05	0.93	0.50	0.04	0.85	0.49
Wholesale trade	0.05	0.90	0.51	0.05	0.89	0.55	0.07	0.90	0.51
Retail trade	0.17	0.82	0.54	0.21	0.82	0.55	0.15	0.80	0.54
Finance, insurance, and real estate	0.04	0.91	0.46	0.06	0.93	0.47	0.06	0.91	0.49
Services	0.33	0.82	0.52	0.34	0.86	0.55	0.37	0.79	0.55
Public administration	0.05	0.92	0.56	0.04	0.95	0.22	0.04	0.95	0.70

(*continued*)

Table A.2 First-Quarter 1997 Jobs That Continue and Have Earnings Increases in the Second Quarter of 1997 Among Single-Site and Multi-Site Wisconsin Establishments, by Industry of First-Quarter 1997 Employer (*Continued*)

	Wisconsin						Milwaukee, Waukesha, Ouzakee, and Washington Counties		
	Single-Site Only[a]			Multi-Site Only[b]			Single-Site Only[c]		
	Percentage of Jobs	Percentage of Jobs Continued	Percentage of Jobs with Earnings Increases	Percentage of Jobs	Percentage of Jobs Continued	Percentage of Jobs with Earnings Increases	Percentage of Jobs	Percentage of Jobs Continued	Percentage of Jobs with Earnings Increases
Environmental quality and housing	0.00	0.95	0.40	0.01	0.96	0.13	0.00	0.91	0.90
Unclassified establishments	0.01	0.57	0.45	0.00	0.79	0.74	0.00	0.00	0.00
Selected two-digit industries									
Construction (SIC 152–179)	0.06	0.85	0.65	0.01	0.86	0.58	0.05	0.86	0.65
Metal industry (SIC 331–349)	0.04	0.92	0.56	0.02	0.93	0.66	0.04	0.91	0.56
Machinery and computing equipment (SIC 351–359)	0.04	0.94	0.54	0.03	0.95	0.42	0.05	0.93	0.57
Transportation (SIC 401–478)	0.04	0.87	0.54	0.03	0.90	0.57	0.03	0.86	0.51
Temporary services industry (SIC 7363)	0.03	0.47	0.50	0.04	0.54	0.58	0.05	0.47	0.51
Hospitals (SIC 806)	0.03	0.95	0.59	0.04	0.94	0.42	0.04	0.94	0.77

Source: Authors' compilation.
[a]In the first quarter of 1997, total number of jobs: 88,209 (0.62); total number of employers: 24,473 (0.94).
[b]In the first quarter of 1997, total number of jobs: 53,685 (0.38); total number of employers: 1,428 (0.06).
[c]In the first quarter of 1997, total number of jobs: 29,290; total number of employers: 6,428.

Table A.3 Average Characteristics of Person Who Helped or Could Help Respondent Find a Job, Broken Down by Social Connectedness with Correlations

	Mean Value by Whether Respondent Is Socially Connected			Correlation with Social Capital Measure	
	Number of Cases	Socially Connected	Not Connected	Coefficient	Significance
Person who helped has high school graduate level of education or less	144	0.32	0.37	–0.04	0.61
Person who could help has high school graduate level of education or less	163	**0.13**	**0.29**	**–0.19**	**0.02**
Person who helped has college graduate level of education or higher	144	**0.60**	**0.42**	**0.16**	**0.06**
Person who could help has college graduate level of education or higher	163	**0.72**	**0.62**	**0.10**	**0.18**
Person's help led to higher wages	180	0.33	0.34	–0.01	0.93
Person's help led to more stable job	180	0.39	0.41	–0.02	0.81
Person's help led to a better schedule	181	0.37	0.36	0.01	0.85
Person's help led to better medical coverage or pension plan	180	0.36	0.26	0.09	0.21
Person's help led to better career opportunities	180	**0.59**	**0.46**	**0.11**	**0.13**
Person's help led to better child care situation	150	0.13	0.10	0.04	0.64
Person's help led to better commute	180	**0.26**	**0.14**	**0.14**	**0.07**
Person's help led to better working conditions	177	0.73	0.65	0.07	0.33
Person's help led to other improvements in job	181	0.12	0.10	0.03	0.72

Source: Authors' compilation.
Bold = significant at the .20 level or better.