

**EXHIBIT C-1
KNOXVILLE AREA WORKFORCE SURVEY
FULL SURVEY**

Section A: Employed

Are you currently employed?

All Respondents

	Total Survey	Knox County	East Region	West Region
Currently Employed*	69.3%	71.1%	67.7%	67.7%
Not Currently Employed*	30.7%	28.9%	32.3%	32.3%
Total	100%	100%	100%	100%

**Data based on Bureau of Labor statistics, not survey data*

Which statement best describes your usual employment?

	Total Survey	Knox County	East Region	West Region
Full-time, year-round	83.5%	82.6%	88.8%	81.6%
Part-time, year-round	15.1%	16.6%	9.1%	16.5%
Full-time, seasonal	0.3%	0.0%	0.0%	0.9%
Part-time, seasonal	1.1%	0.9%	2.1%	0.9%
Total	100%	100%	100%	100%

If you are employed less than full-time, year-round, would you prefer full-time employment?

	Total Survey	Knox County	East Region	West Region
Yes	27.4%	20.0%	30.0%	37.3%
No	72.6%	80.0%	70.0%	62.7%
Total	100%	100%	100%	100%

For your primary job, are you self-employed?

	Total Survey	Knox County	East Region	West Region
Yes	14.4%	12.8%	22.8%	11.8%
No	85.6%	87.2%	77.2%	88.2%
Total	100%	100%	100%	100%

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Section A: Employed (continued)

What category best describes the nature of your primary employment?

	Total Survey	Knox County	East Region	West Region
Agriculture	1.3%	0.6%	3.1%	1.2%
Construction	9.4%	6.9%	19.8%	7.0%
Education	7.9%	10.7%	5.7%	4.9%
F.I.R.E.	4.6%	5.8%	4.7%	2.8%
Food Services & Drinking Places	4.5%	4.6%	5.2%	4.0%
Government - Local	0.9%	0.6%	1.0%	1.2%
Government - State	2.0%	2.0%	2.1%	1.9%
Government - Federal	2.2%	1.7%	1.0%	3.5%
Health Services	11.5%	11.2%	8.3%	13.8%
Information	2.8%	3.7%	1.6%	2.1%
Leisure & Hospitality	2.1%	1.7%	4.7%	0.9%
Manufacturing	9.9%	6.1%	9.9%	15.9%
Military	0.6%	0.9%	0.0%	0.7%
Mining/Extraction	0.2%	0.0%	0.5%	0.2%
Personal Services	4.7%	5.2%	1.0%	6.1%
Professional & Business Services	6.7%	8.9%	4.2%	4.7%
Retail Trade	21.9%	23.3%	16.7%	22.7%
Transportation	2.6%	2.3%	4.2%	2.1%
Utilities	1.6%	1.2%	2.6%	1.6%
Warehousing / Distribution	2.5%	2.0%	3.6%	2.6%
Wholesale Trade	0.3%	0.6%	0.0%	0.0%
All Other	0.0%	0.0%	0.0%	0.0%
Total	100%	100%	100%	100%

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Section A: Employed (continued)

What is your job title or position held?

	Total Survey	Knox County	East Region	West Region
All Other	0.0%	0.0%	0.0%	0.0%
Architecture & Engineering	2.0%	2.6%	2.1%	0.9%
Business/Professional Services	1.0%	0.9%	2.1%	0.7%
Childcare	0.7%	1.1%	0.0%	0.5%
Cleaning & Maintenance	2.1%	1.1%	4.2%	2.3%
Computer/IS - Professional	0.2%	0.3%	0.0%	0.2%
Computer/IS - Support/Tech	0.6%	0.9%	0.0%	0.7%
Construction	5.1%	3.4%	8.9%	5.3%
Customer Services	6.9%	5.7%	7.3%	8.4%
Education - Professional	3.6%	5.2%	1.6%	2.3%
Education - Support	1.1%	1.1%	1.6%	0.7%
Farming, Fishing & Forestry	0.3%	0.0%	1.0%	0.5%
Financial	5.2%	7.4%	3.6%	2.8%
Food Preparation & Serving	3.8%	4.0%	1.0%	5.1%
Healthcare - Professional	3.5%	4.0%	2.1%	3.5%
Healthcare - Technical	3.4%	2.6%	2.1%	5.6%
Healthcare - Support	1.0%	0.9%	0.5%	1.6%
Information/Media	0.6%	0.9%	0.0%	0.5%
Installation & Repair	1.4%	1.1%	1.6%	1.6%
Legal	0.0%	0.0%	0.0%	0.0%
Leisure/Entertainment	0.9%	0.3%	2.6%	0.7%
Management - Entry Level	6.1%	4.3%	8.3%	7.4%
Management - Middle	9.7%	12.3%	8.9%	6.0%
Management - Upper	6.4%	7.4%	6.8%	4.4%
Manufacturing - Highly Skilled	1.3%	1.1%	0.5%	1.9%
Manufacturing - Production (unskilled)	2.3%	1.4%	2.6%	3.5%
Manufacturing - Skilled	2.6%	0.9%	3.1%	4.9%
Military	0.5%	0.6%	0.0%	0.7%
Mining	0.0%	0.0%	0.0%	0.0%
Office & Administrative Support	5.8%	6.3%	7.8%	4.0%
Personal Services	1.6%	1.1%	1.0%	2.8%
Physical Science - Professional	0.3%	0.6%	0.0%	0.0%

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Section A: Employed (continued)

What is your job title or position held? (continued)

	Total Survey	Knox County	East Region	West Region
Protective Services	1.0%	0.6%	0.0%	2.3%
Retail Sales & Service	8.1%	11.2%	4.7%	5.3%
Special Trades	1.7%	0.9%	2.6%	2.6%
Transportation & Material Moving	3.7%	1.7%	6.8%	4.9%
Utilities	0.5%	0.3%	0.5%	0.9%
Warehousing	1.3%	0.6%	1.6%	2.3%
Total	100%	100%	100%	100%

How long is your one-way commute from your home to your primary job?

	Total Survey	Knox County	East Region	West Region
Less than 15 minutes	46.8%	47.9%	38.7%	50.2%
15-29 minutes	30.1%	33.6%	26.7%	26.6%
30-44 minutes	14.0%	10.5%	19.9%	15.7%
45-59 minutes	4.1%	3.4%	6.3%	3.7%
1 hour to 1 hour, 29 minutes	1.8%	1.1%	3.1%	1.9%
1 hour, 30 minutes or more	1.1%	1.4%	1.6%	0.5%
Varies	2.1%	2.0%	3.7%	1.4%
Total	100%	100%	100%	100%

Please indicate your current annual pay, including overtime:

	Total Survey	Knox County	East Region	West Region
Would not indicate	5.3%	4.5%	6.2%	6.0%
Less than \$15,000	17.9%	18.2%	12.9%	20.5%
\$15,000 - \$24,999	15.3%	11.6%	22.7%	16.5%
\$25,000 - \$34,999	19.5%	20.5%	15.5%	20.5%
\$35,000 - \$49,999	18.0%	19.9%	17.0%	15.8%
\$50,000 - \$74,999	13.7%	13.4%	15.5%	13.0%
\$75,000 - \$99,999	5.9%	6.3%	5.7%	5.6%
\$100,000 - \$124,999	2.2%	2.6%	2.1%	1.6%
Over \$125,000	2.2%	3.1%	2.6%	0.5%
Total	100%	100%	100%	100%

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Section A: Employed (continued)

How much more money would a similar job have to pay for you to change jobs?

	Total Survey	Knox County	East Region	West Region
Would not change	40.6%	38.9%	43.3%	41.6%
Same amount as current job	5.8%	5.1%	7.2%	6.0%
Better Benefits	0.9%	0.6%	1.5%	0.9%
Additional Annual Median	\$7,829	\$8,000	\$10,000	\$6,240
Additional Annual Average	\$10,410	\$11,171	\$9,907	\$9,545
Calculated Additional Average Hourly Rate	\$5.00	\$5.37	\$4.76	\$4.59

Would you be interested in receiving training to acquire new job skills?

	Total Survey	Knox County	East Region	West Region
Yes	47.1%	42.0%	48.7%	54.0%
No	52.9%	58.0%	51.3%	46.0%
Total	100%	100%	100%	100%

If yes, please indicate the type(s) of training you would like to receive:

Maximum of 2 training options per survey

	Total Survey	Knox County	East Region	West Region
Any/Open	21.9%	20.1%	26.4%	21.6%
Agriculture	1.8%	0.0%	6.6%	1.3%
Auto Mechanic/Auto Body	0.6%	0.6%	0.0%	0.9%
Business	9.1%	9.7%	8.8%	8.4%
Childcare	0.3%	0.6%	0.0%	0.0%
Computer - General	12.9%	13.6%	9.9%	13.7%
Computer - Specialized	2.4%	3.2%	0.0%	2.6%
Construction	2.8%	1.9%	5.5%	2.2%
Cosmetology	1.0%	1.3%	0.0%	1.3%
Customer Service	1.8%	1.9%	0.0%	2.6%
Education Related	5.4%	6.5%	2.2%	5.7%
Electronics/Electrical	3.2%	2.6%	3.3%	4.0%
Financial Services	1.8%	1.3%	4.4%	0.9%
Food Preparation & Services	0.9%	1.3%	0.0%	0.9%
Management	5.0%	4.5%	5.5%	5.3%
manufacturing - Skilled	1.4%	1.3%	0.0%	2.2%

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Section A: Employed (continued)

If yes, please indicate the type(s) of training you would like to receive: (continued)

Maximum of 2 training options per survey

	Total Survey	Knox County	East Region	West Region
Medical Related (except nursing)	7.6%	7.8%	6.6%	7.9%
Nursing	4.9%	3.9%	5.5%	5.7%
Office/Clerical	4.3%	5.2%	4.4%	3.1%
Protective Services	2.0%	1.3%	2.2%	2.6%
Real Estate	0.8%	0.0%	2.2%	0.9%
Sales	1.3%	1.9%	0.0%	1.3%
Special Trade	0.8%	0.6%	1.1%	0.9%
Trnsportation/Truck Driving	1.2%	1.3%	0.0%	1.8%
Leisure/Entertainment	1.8%	3.2%	1.1%	0.4%
Government Services/Military	0.5%	0.6%	1.1%	0.0%
Social Services	0.6%	0.6%	0.0%	0.9%
All Other	2.1%	2.6%	3.3%	0.9%
Total	100%	100%	100%	100%

Are your work options limited by:

Total may exceed 100% due to multiple responses

	Total Survey	Knox County	East Region	West Region
A disability	2.1%	2.0%	2.8%	1.9%
Lack of transportation	2.0%	2.3%	1.1%	1.9%
Childcare needs	4.1%	4.6%	5.0%	2.8%
Lack of jobs in your field of education/training	2.4%	3.0%	0.6%	2.8%
Other	0.4%	0.6%	0.0%	0.2%
No Limitations	78.7%	77.6%	83.5%	77.4%

Do you have work experience or specialized training that qualifies you for a better job than the one you have now, but can't find that type of employment locally?

	Total Survey	Knox County	East Region	West Region
Yes	10.1%	9.1%	17.5%	7.2%
No	89.9%	90.9%	82.5%	92.8%

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Section A: Employed (continued)

How far are you willing to commute for that job?	Total Survey	Knox County	East Region	West Region
Less than 15 minutes	7.0%	5.0%	6.9%	11.1%
15-29 minutes	18.1%	25.0%	13.8%	11.1%
30-44 minutes	40.3%	45.0%	27.6%	50.0%
45-59 minutes	20.6%	15.0%	34.5%	11.1%
1 hour to 1 hour, 29 minutes	8.1%	5.0%	13.8%	5.6%
1 hour, 30 minutes or more	3.3%	5.0%	3.4%	0.0%
Would relocate	2.5%	0.0%	0.0%	11.1%

How much would that job have to pay?

Annual Median	\$33,638	\$34,500	\$31,200	\$33,800
Annual Average	\$42,505	\$42,893	\$32,490	\$48,018
Calculated Average Hourly Rate	\$20.43	\$20.62	\$15.62	\$23.09

If yes, what occupation?

	Total Survey	Knox County	East Region	West Region
All Other	0.0%	0.0%	0.0%	0.0%
Architecture & Engineering	1.8%	4.2%	0.0%	0.0%
Business/Professional Services	6.6%	12.5%	3.2%	0.0%
Childcare	2.9%	4.2%	3.2%	0.0%
Cleaning & Maintenance	0.0%	0.0%	0.0%	0.0%
Computer/IS - Professional	0.9%	0.0%	0.0%	4.0%
Computer/IS - Support/Tech	5.8%	8.3%	6.5%	0.0%
Construction	2.7%	4.2%	0.0%	4.0%
Customer Services	0.0%	0.0%	0.0%	0.0%
Education - Professional	4.0%	0.0%	6.5%	8.0%
Education - Support	1.8%	4.2%	0.0%	0.0%
Farming, Fishing & Forestry	0.9%	0.0%	0.0%	4.0%
Financial	8.4%	16.7%	3.2%	0.0%
Food Preparation & Serving	0.0%	0.0%	0.0%	0.0%
Healthcare - Professional	0.9%	0.0%	0.0%	4.0%
Healthcare - Technical	2.9%	4.2%	3.2%	0.0%
Healthcare - Support	1.1%	0.0%	3.2%	0.0%
Information/Media	0.0%	0.0%	0.0%	0.0%
Installation & Repair	4.0%	0.0%	6.5%	8.0%

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Section A: Employed (continued)

If yes, what occupation? (continued)

	Total Survey	Knox County	East Region	West Region
Legal	0.0%	0.0%	0.0%	0.0%
Leisure/Entertainment	3.8%	0.0%	3.2%	12.0%
Management - Entry Level	8.0%	4.2%	12.9%	8.0%
Management - Middle	0.0%	0.0%	0.0%	0.0%
Management - Upper	0.9%	0.0%	0.0%	4.0%
Manufacturing - Highly Skilled	0.0%	0.0%	0.0%	0.0%
Manufacturing - Production (unskilled)	4.7%	4.2%	3.2%	8.0%
Manufacturing - Skilled	0.0%	0.0%	0.0%	0.0%
Military	2.9%	4.2%	3.2%	0.0%
Mining	0.0%	0.0%	0.0%	0.0%
Office & Administrative Support	8.7%	4.2%	9.7%	16.0%
Personal Services	5.8%	8.3%	6.5%	0.0%
Physical Science - Professional	0.9%	0.0%	0.0%	4.0%
Protective Services	1.8%	4.2%	0.0%	0.0%
Retail Sales & Service	0.0%	0.0%	0.0%	0.0%
Sales & Related Occupations (non-retail)	3.8%	4.2%	3.2%	4.0%
Social Services	2.7%	4.2%	0.0%	4.0%
Special Trades	11.2%	4.2%	22.6%	8.0%
Transportation & Material Moving	0.0%	0.0%	0.0%	0.0%
Utilities	0.0%	0.0%	0.0%	0.0%
Warehousing	0.0%	0.0%	0.0%	0.0%
Total	100%	100%	100%	100%

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Section B: Not Currently Employed

Please indicate why you are not currently employed.

	Total Survey	Knox County	East Region	West Region
Attending school	11.1%	16.1%	9.3%	5.6%
Can't find a suitable job	11.2%	12.5%	5.6%	13.1%
Raising a family	16.8%	19.6%	16.7%	13.1%
Not looking for employment	4.9%	1.8%	14.8%	2.8%
Retired	30.1%	30.4%	29.6%	29.9%
Disabled	13.3%	8.9%	18.5%	15.9%
Other	12.7%	10.7%	5.6%	19.6%
Total	100%	100%	100%	100%

How long has it been since you were last employed?

	Total Survey	Knox County	East Region	West Region
Minimum	0.22 months	0.25 months	0.50 months	0.02 months
Maximum	28 Years, 9 months	35 Years 4 Years,	25 Years 5 Years,	20 Years 4 Years,
Average	4 Years	9 months	4 months	8 months

Please describe the job you last held.

	Total Survey	Knox County	East Region	West Region
All Other	0.0%	0.0%	0.0%	0.0%
Architecture & Engineering	2.3%	1.8%	5.6%	1.0%
Business/Professional Services	0.4%	0.0%	1.9%	0.0%
Childcare	0.8%	1.8%	0.0%	0.0%
Cleaning & Maintenance	4.5%	5.5%	3.7%	3.8%
Computer/IS - Professional	0.3%	0.0%	0.0%	1.0%
Computer/IS - Support/Tech	1.0%	0.0%	1.9%	1.9%
Construction	3.3%	1.8%	7.4%	2.9%
Customer Services	7.3%	9.1%	7.4%	4.8%
Education - Professional	6.6%	10.9%	1.9%	3.8%
Education - Support	0.0%	0.0%	0.0%	0.0%
Farming, Fishing & Forestry	1.5%	0.0%	5.6%	1.0%
Financial	4.3%	5.5%	5.6%	1.9%

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Section B: Not Currently Employed (continued)

Please describe the job you last held. (continued)

	Total Survey	Knox County	East Region	West Region
Food Preparation & Serving	12.9%	12.7%	9.3%	15.2%
Healthcare - Professional	2.4%	1.8%	0.0%	4.8%
Healthcare - Technical	2.2%	1.8%	3.7%	1.9%
Healthcare - Support	2.3%	3.6%	0.0%	1.9%
Information/Media	1.1%	1.8%	0.0%	1.0%
Installation & Repair	0.7%	0.0%	0.0%	1.9%
Legal	0.0%	0.0%	0.0%	0.0%
Leisure/Entertainment	1.0%	0.0%	1.9%	1.9%
Management - Entry Level	7.3%	9.1%	9.3%	3.8%
Management - Middle	3.5%	1.8%	3.7%	5.7%
Management - Upper	1.5%	1.8%	0.0%	1.9%
Manufacturing - Highly Skilled	0.0%	0.0%	0.0%	0.0%
Manufacturing - Production (unskilled)	2.9%	0.0%	9.3%	2.9%
Manufacturing - Skilled	2.5%	1.8%	1.9%	3.8%
Military	1.4%	0.0%	3.7%	1.9%
Mining	0.8%	1.8%	0.0%	0.0%
Office & Administrative Support	7.1%	9.1%	3.7%	6.7%
Personal Services	2.2%	1.8%	1.9%	2.9%
Physical Science - Professional	0.0%	0.0%	0.0%	0.0%
Protective Services	0.3%	0.0%	0.0%	1.0%
Retail Sales & Service	4.9%	5.5%	3.7%	4.8%
Sales & Related Occupations (non-retail)	5.0%	7.3%	1.9%	3.8%
Social Services	0.3%	0.0%	0.0%	1.0%
Special Trades	2.8%	1.8%	1.9%	4.8%
Transportation & Material Moving	1.7%	0.0%	1.9%	3.8%
Utilities	0.0%	0.0%	0.0%	0.0%
Warehousing	0.7%	0.0%	1.9%	1.0%
Total	100%	100%	100%	100%

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Section B: Not Currently Employed (continued)

Would you like to be employed?

	Total Survey	Knox County	East Region	West Region
Yes	57.7%	60.0%	39.3%	66.0%
No	42.3%	40.0%	60.7%	34.0%
Total	100%	100%	100%	100%

If you are interested in being employed, would you prefer:

	Total Survey	Knox County	East Region	West Region
Full-time employment	43.2%	38.2%	52.4%	45.7%
Part-time employment	56.8%	61.8%	47.6%	54.3%
Total	100%	100%	100%	100%

Please indicate the type of job(s) for which you feel you have the skills/education/training:

Maximum of 2 training options per survey

	Total Survey	Knox County	East Region	West Region
All Other	0.0%	0.0%	0.0%	0.0%
Architecture & Engineering	0.0%	0.0%	0.0%	0.0%
Business/Professional Services	1.0%	0.0%	0.0%	2.5%
Childcare	2.5%	0.0%	17.6%	0.0%
Cleaning & Maintenance	2.6%	2.4%	0.0%	3.7%
Computer/IS - Professional	0.0%	0.0%	0.0%	0.0%
Computer/IS - Support/Tech	4.9%	2.4%	5.9%	7.4%
Construction	2.8%	0.0%	5.9%	4.9%
Customer Services	8.0%	7.3%	11.8%	7.4%
Education - Professional	7.0%	9.8%	0.0%	6.2%
Education - Support	0.0%	0.0%	0.0%	0.0%
Farming, Fishing & Forestry	0.8%	0.0%	5.9%	0.0%
Financial	5.5%	4.9%	5.9%	6.2%
Food Preparation & Serving	8.5%	12.2%	5.9%	4.9%
Healthcare - Professional	3.1%	2.4%	0.0%	4.9%
Healthcare - Technical	3.7%	4.9%	0.0%	3.7%
Healthcare - Support	3.2%	4.9%	0.0%	2.5%
Information/Media	2.3%	4.9%	0.0%	0.0%
Installation & Repair	1.6%	2.4%	0.0%	1.2%
Legal	0.0%	0.0%	0.0%	0.0%

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Section B: Not Currently Employed (continued)

Please indicate the type of job(s) for which you feel you have the skills/education/training: (continued)

Maximum of 2 training options per survey

	Total Survey	Knox County	East Region	West Region
Leisure/Entertainment	0.0%	0.0%	0.0%	0.0%
Management - Entry Level	2.1%	2.4%	0.0%	2.5%
Management - Middle	2.3%	0.0%	5.9%	3.7%
Management - Upper	1.1%	2.4%	0.0%	0.0%
Manufacturing - Highly Skilled	0.0%	0.0%	0.0%	0.0%
Manufacturing - Production (unskilled)	3.1%	0.0%	11.8%	3.7%
Manufacturing - Skilled	0.5%	0.0%	0.0%	1.2%
Military	0.0%	0.0%	0.0%	0.0%
Mining	0.0%	0.0%	0.0%	0.0%
Office & Administrative Support	9.9%	9.8%	0.0%	13.6%
Personal Services	4.4%	7.3%	0.0%	2.5%
Physical Science - Professional	0.0%	0.0%	0.0%	0.0%
Protective Services	0.5%	0.0%	0.0%	1.2%
Retail Sales & Service	6.1%	7.3%	11.8%	2.5%
Sales & Related Occupations (non-retail)	5.2%	4.9%	0.0%	7.4%
Social Services	0.5%	0.0%	0.0%	1.2%
Special Trades	3.4%	2.4%	5.9%	3.7%
Transportation & Material Moving	2.5%	2.4%	5.9%	1.2%
Utilities	1.1%	2.4%	0.0%	0.0%
Warehousing	0.0%	0.0%	0.0%	0.0%
Total	100%	100%	100%	100%

What minimum (full-time) wage or salary would you accept to begin work?

	Total Survey	Knox County	East Region	West Region
Annual Median	\$18,997	\$18,720	\$16,640	\$20,800
Annual Average	\$23,341	\$21,047	\$20,980	\$25,176
Calculated Average Hourly Rate	\$11.22	\$10.12	\$10.09	\$12.10

**EXHIBIT C-1
KNOXVILLE AREA WORKFORCE SURVEY
FULL SURVEY**

Section B: Not Currently Employed (continued)

What role would health insurance play in your decision to accept a job?

	Total Survey	Knox County	East Region	West Region
Must be provided (paid for) by employer	29.7%	33.3%	38.1%	22.4%
Employer must make available for reasonable cost	21.6%	21.2%	33.3%	17.9%
Would accept a job without insurance	48.6%	45.5%	28.6%	59.7%
Total	100%	100%	100%	100%

How far are you willing to commute(one-way) to work?

	Total Survey	Knox County	East Region	West Region
Less than 15 minutes	24.7%	26.5%	22.7%	23.2%
15-29 minutes	48.4%	58.8%	31.8%	42.0%
30-44 minutes	15.9%	8.8%	22.7%	21.7%
45-59 minutes	7.0%	5.9%	18.2%	4.3%
1 hour to 1 hour, 29 minutes	2.4%	0.0%	4.5%	4.3%
1 hour, 30 minutes or more	1.1%	0.0%	0.0%	2.9%
Would relocate	0.6%	0.0%	0.0%	1.4%
Total	100%	100%	100%	100%

Are your work options limited by:

Total may exceed 100% due to multiple responses

	Total Survey	Knox County	East Region	West Region
A disability	14.2%	15.2%	19.0%	11.4%
Lack of transportation	3.7%	6.7%	0.0%	1.4%
Childcare needs	15.8%	13.8%	14.3%	18.8%
Lack of jobs in your field of education/training	9.9%	16.1%	0.0%	6.1%
Other	0.0%	0.0%	0.0%	0.0%
No Limitations	49.6%	48.8%	31.1%	57.3%

Would you be interested in training to acquire new job skills?

	Total Survey	Knox County	East Region	West Region
Yes	73.1%	79.4%	77.3%	64.2%
No	26.9%	20.6%	22.7%	35.8%
Total	100%	100%	100%	100%

**EXHIBIT C-1
KNOXVILLE AREA WORKFORCE SURVEY
FULL SURVEY**

Section B: Not Currently Employed (continued)

Please indicate the type(s) of training you would like to receive:

Maximum of two training options per survey

	Total Survey	Knox County	East Region	West Region
Any/Open	28.3%	34.5%	23.5%	21.4%
Agriculture	0.0%	0.0%	0.0%	0.0%
Auto Mechanic/Auto Body	0.9%	0.0%	5.9%	0.0%
Business	5.1%	6.9%	0.0%	4.8%
Childcare	0.9%	0.0%	5.9%	0.0%
Computer - General	22.9%	20.7%	17.6%	28.6%
Computer - Specialized	0.0%	0.0%	0.0%	0.0%
Construction	1.7%	3.4%	0.0%	0.0%
Cosmetology	0.0%	0.0%	0.0%	0.0%
Customer Service	2.6%	3.4%	0.0%	2.4%
Education Related	2.6%	3.4%	0.0%	2.4%
Electronics/Electrical	0.0%	0.0%	0.0%	0.0%
Financial Services	4.2%	0.0%	11.8%	7.1%
Food Preparation & Services	0.0%	0.0%	0.0%	0.0%
Management	0.9%	0.0%	5.9%	0.0%
manufacturing - Skilled	0.9%	0.0%	5.9%	0.0%
Medical Related (except nursing)	14.5%	17.2%	5.9%	14.3%
Nursing	3.3%	0.0%	5.9%	7.1%
Office/Clerical	2.5%	0.0%	0.0%	7.1%
Protective Services	0.0%	0.0%	0.0%	0.0%
Real Estate	0.0%	0.0%	0.0%	0.0%
Sales	0.9%	0.0%	5.9%	0.0%
Special Trade	1.7%	0.0%	5.9%	2.4%
Transportation/Truck Driving	0.0%	0.0%	0.0%	0.0%
Leisure/Entertainment	1.7%	3.4%	0.0%	0.0%
Government Services/Military	1.7%	3.4%	0.0%	0.0%
Social Services	2.6%	3.4%	0.0%	2.4%
All Other	0.0%	0.0%	0.0%	0.0%
Total	100%	100%	100%	100%

**EXHIBIT C-1
KNOXVILLE AREA WORKFORCE SURVEY
FULL SURVEY**

Section C: Demographics

How long have you lived in this area?

	Total Survey	Knox County	East Region	West Region
Less than one year	8.5%	9.7%	7.7%	7.2%
1-5 years	26.6%	31.3%	24.2%	21.2%
6-10 years	11.7%	11.4%	16.1%	9.5%
11-20 years	16.8%	15.9%	16.5%	18.3%
More than 20 years	36.4%	31.6%	35.5%	43.9%
Total	100%	100%	100%	100%

Are you currently going to school for a degree or certificate?

	Total Survey	Knox County	East Region	West Region
Part-time	2.9%	3.2%	1.6%	3.4%
Full-time	8.5%	11.5%	4.4%	6.5%
Not attending school	88.6%	85.3%	94.0%	90.1%
Total	100%	100%	100%	100%

Age Category:

	Total Survey	Knox County	East Region	West Region
18-24	16.5%	18.9%	12.2%	15.5%
25-34	19.1%	21.1%	16.7%	17.8%
35-44	21.3%	22.3%	22.8%	18.9%
45-54	24.4%	21.3%	28.9%	26.2%
55-64	16.2%	13.9%	15.9%	19.7%
65-74	2.5%	13.9%	15.9%	19.7%
Total	100%	100%	100%	100%

Gender:

	Total Survey	Knox County	East Region	West Region
Female	55.5%	59.8%	48.0%	53.6%
Male	44.5%	40.2%	52.0%	46.4%
Total	100%	100%	100%	100%

**EXHIBIT C-1
KNOXVILLE AREA WORKFORCE SURVEY
FULL SURVEY**

Section C: Demographics (continued)

Race or ethnic background:

	Total Survey	Knox County	East Region	West Region
African-American	5.0%	7.0%	2.1%	4.0%
Asian/Pacific Islander	0.8%	1.5%	0.0%	0.2%
Hispanic/Latino	1.3%	1.5%	1.7%	0.8%
Native-American	0.2%	0.3%	0.4%	0.0%
White/Caucasian	92.5%	89.4%	95.8%	95.0%
Other	0.1%	0.3%	0.0%	0.0%
Total	100%	100%	100%	100%

Highest grade level completed:

	Total Survey	Knox County	East Region	West Region
8th grade or lower	1.4%	0.5%	4.0%	1.1%
Some high school	3.7%	2.2%	4.5%	5.4%
High school graduate or equivalent	33.6%	25.6%	44.5%	38.7%
Some technical or vocational school	3.1%	4.5%	2.4%	1.5%
Some college, no degree	22.6%	25.1%	21.5%	19.6%
Technical/Vocational certificate	3.5%	2.2%	5.7%	4.1%
Associates degree	7.5%	5.7%	6.1%	10.8%
Bachelors degree	15.3%	20.6%	8.1%	12.0%
Postgraduate study, but no degree	2.2%	3.5%	0.4%	1.5%
Graduate degree	7.0%	10.0%	2.8%	5.2%
Total	100%	100%	100%	100%

Languages spoken/written other than English:

	Total Survey	Knox County	East Region	West Region
Chinese	0.1%	0.0%	0.0%	0.2%
French	1.2%	1.5%	0.4%	1.3%
German	2.2%	2.5%	2.0%	1.9%
Japanese	0.2%	0.0%	0.8%	0.2%
Spanish	4.8%	5.6%	4.8%	3.5%
Other	3.1%	4.4%	1.2%	2.4%

**EXHIBIT C-2
KNOXVILLE AREA WORKFORCE SURVEY
PROFILE: EMPLOYED**

Currently Employed

	Total Survey	Knox County	East Region	West Region
Currently Employed	82.6%	86.3%	77.6%	80.1%

Current Annual Earnings

	Total Survey	Knox County	East Region	West Region
Would not indicate	5.3%	4.5%	6.2%	6.0%
Less than \$15,000	17.9%	18.2%	12.9%	20.5%
\$15,000 - \$24,999	15.3%	11.6%	22.7%	16.5%
\$25,000 - \$34,999	19.5%	20.5%	15.5%	20.5%
\$35,000 - \$49,999	18.0%	19.9%	17.0%	15.8%
\$50,000 - \$74,999	13.7%	13.4%	15.5%	13.0%
\$75,000 - \$99,999	5.9%	6.3%	5.7%	5.6%
\$100,000 - \$124,999	2.2%	2.6%	2.1%	1.6%
Over \$125,000	2.2%	3.1%	2.6%	0.5%
Total	100%	100%	100%	100%

Employment Type

	Total Survey	Knox County	East Region	West Region
Full-time, year-round	83.5%	82.6%	88.8%	81.6%
Part-time, year-round	15.1%	16.6%	9.1%	16.5%
Full-time, seasonal	0.3%	0.0%	0.0%	0.9%
Part-time, seasonal	1.1%	0.9%	2.1%	0.9%
Total	100%	100%	100%	100%

How long is your one-way commute from your home to your primary job?

	Total Survey	Knox County	East Region	West Region
Less than 15 minutes	46.8%	47.9%	38.7%	50.2%
15-29 minutes	30.1%	33.6%	26.7%	26.6%
30-44 minutes	14.0%	10.5%	19.9%	15.7%
45-59 minutes	4.1%	3.4%	6.3%	3.7%
1 hour to 1 hour, 29 minutes	1.8%	1.1%	3.1%	1.9%
1 hour, 30 minutes or more	1.1%	1.4%	1.6%	0.5%
Varies	2.1%	2.0%	3.7%	1.4%
Total	100%	100%	100%	100%

**EXHIBIT C-2
KNOXVILLE AREA WORKFORCE SURVEY
PROFILE: EMPLOYED**

Gender:

	Total Survey	Knox County	East Region	West Region
Female	53.4%	59.4%	43.3%	50.5%
Male	46.6%	40.6%	56.7%	49.5%
Total	100%	100%	100%	100%

Age Category:

	Total Survey	Knox County	East Region	West Region
18-24	17.1%	18.7%	12.0%	17.5%
25-34	20.0%	22.5%	17.3%	18.0%
35-44	22.4%	23.3%	24.1%	19.9%
45-54	25.9%	22.5%	32.5%	27.1%
55-64	13.1%	11.2%	12.0%	16.6%
65-74	1.5%	11.2%	12.0%	16.6%
Total	100%	100%	100%	100%

Race or ethnic background:

	Total Survey	Knox County	East Region	West Region
African-American	4.7%	6.5%	2.2%	3.3%
Asian/Pacific Islander	0.7%	1.2%	0.0%	0.2%
Hispanic/Latino	1.5%	1.8%	1.6%	1.0%
Native-American	0.1%	0.0%	0.5%	0.0%
White/Caucasian	93.1%	90.5%	95.6%	95.5%
Other	0.0%	0.0%	0.0%	0.0%
Total	100%	100%	100%	100%

**EXHIBIT C-2
KNOXVILLE AREA WORKFORCE SURVEY
PROFILE: EMPLOYED**

Highest grade level completed:

	Total Survey	Knox County	East Region	West Region
8th grade or lower	1.3%	0.6%	4.2%	0.7%
Some high school	3.2%	2.3%	2.1%	5.1%
High school graduate or equivalent	32.8%	24.6%	44.0%	38.6%
Some technical or vocational school	3.6%	4.9%	3.1%	1.9%
Some college, no degree	22.0%	23.7%	22.0%	19.4%
Technical/Vocational certificate	3.6%	2.3%	6.3%	4.0%
Associates degree	7.8%	6.1%	5.8%	11.7%
Bachelors degree	16.1%	21.1%	9.4%	12.4%
Postgraduate study, but no degree	2.3%	3.8%	0.0%	1.4%
Graduate degree	7.4%	10.7%	3.1%	4.9%
Total	100%	100%	100%	100%

Would you be interested in receiving training to acquire new job skills?

	Total Survey	Knox County	East Region	West Region
Yes	47.1%	42.0%	48.7%	54.0%
No	52.9%	58.0%	51.3%	46.0%
Total	100%	100%	100%	100%

For your primary job, are you self-employed?

	Total Survey	Knox County	East Region	West Region
Yes	14.4%	12.8%	22.8%	11.8%
No	85.6%	87.2%	77.2%	88.2%
Total	100%	100%	100%	100%

Underemployment:

	Total Survey	Knox County	East Region	West Region
Yes	10.1%	9.1%	17.5%	7.2%

EXHIBIT C-2
KNOXVILLE AREA WORKFORCE SURVEY
PROFILE: EMPLOYED

What is your job title or position held?

	Total Survey	Knox County	East Region	West Region
All Other	0.0%	0.0%	0.0%	0.0%
Architecture & Engineering	2.0%	2.6%	2.1%	0.9%
Business/Professional Services	1.0%	0.9%	2.1%	0.7%
Childcare	0.7%	1.1%	0.0%	0.5%
Cleaning & Maintenance	2.1%	1.1%	4.2%	2.3%
Computer/IS - Professional	0.2%	0.3%	0.0%	0.2%
Computer/IS - Support/Tech	0.6%	0.9%	0.0%	0.7%
Construction	5.1%	3.4%	8.9%	5.3%
Customer Services	6.9%	5.7%	7.3%	8.4%
Education - Professional	3.6%	5.2%	1.6%	2.3%
Education - Support	1.1%	1.1%	1.6%	0.7%
Farming, Fishing & Forestry	0.3%	0.0%	1.0%	0.5%
Financial	5.2%	7.4%	3.6%	2.8%
Food Preparation & Serving	3.8%	4.0%	1.0%	5.1%
Healthcare - Professional	3.5%	4.0%	2.1%	3.5%
Healthcare - Technical	3.4%	2.6%	2.1%	5.6%
Healthcare - Support	1.0%	0.9%	0.5%	1.6%
Information/Media	0.6%	0.9%	0.0%	0.5%
Installation & Repair	1.4%	1.1%	1.6%	1.6%
Legal	0.0%	0.0%	0.0%	0.0%
Leisure/Entertainment	0.9%	0.3%	2.6%	0.7%
Management - Entry Level	6.1%	4.3%	8.3%	7.4%
Management - Middle	9.7%	12.3%	8.9%	6.0%
Management - Upper	6.4%	7.4%	6.8%	4.4%
Manufacturing - Highly Skilled	1.3%	1.1%	0.5%	1.9%
Manufacturing - Production (unskilled)	2.3%	1.4%	2.6%	3.5%
Manufacturing - Skilled	2.6%	0.9%	3.1%	4.9%
Military	0.5%	0.6%	0.0%	0.7%
Mining	0.0%	0.0%	0.0%	0.0%
Office & Administrative Support	5.8%	6.3%	7.8%	4.0%
Personal Services	1.6%	1.1%	1.0%	2.8%
Physical Science - Professional	0.3%	0.6%	0.0%	0.0%
Protective Services	1.0%	0.6%	0.0%	2.3%
Retail Sales & Service	8.1%	11.2%	4.7%	5.3%

EXHIBIT C-2
KNOXVILLE AREA WORKFORCE SURVEY
PROFILE: EMPLOYED

What is your job title or position held? (continued)

	Total Survey	Knox County	East Region	West Region
Sales & Related Occupations (non-retail)	2.1%	2.9%	2.1%	0.9%
Social Services	1.6%	2.3%	0.5%	1.2%
Special Trades	1.7%	0.9%	2.6%	2.6%
Transportation & Material Moving	3.7%	1.7%	6.8%	4.9%
Utilities	0.5%	0.3%	0.5%	0.9%
Warehousing	1.3%	0.6%	1.6%	2.3%
Total	100%	100%	100%	100%

Training Preference

Maximum of 2 training options per survey

	Total Survey	Knox County	East Region	West Region
Any/Open	21.9%	20.1%	26.4%	21.6%
Agriculture	1.8%	0.0%	6.6%	1.3%
Auto Mechanic/Auto Body	0.6%	0.6%	0.0%	0.9%
Business	9.1%	9.7%	8.8%	8.4%
Childcare	0.3%	0.6%	0.0%	0.0%
Computer - General	12.9%	13.6%	9.9%	13.7%
Computer - Specialized	2.4%	3.2%	0.0%	2.6%
Construction	2.8%	1.9%	5.5%	2.2%
Cosmetology	1.0%	1.3%	0.0%	1.3%
Customer Service	1.8%	1.9%	0.0%	2.6%
Education Related	5.4%	6.5%	2.2%	5.7%
Electronics/Electrical	3.2%	2.6%	3.3%	4.0%
Financial Services	1.8%	1.3%	4.4%	0.9%
Food Preparation & Services	0.9%	1.3%	0.0%	0.9%
Management	5.0%	4.5%	5.5%	5.3%
manufacturing - Skilled	1.4%	1.3%	0.0%	2.2%
Medical Related (except nursing)	7.6%	7.8%	6.6%	7.9%
Nursing	4.9%	3.9%	5.5%	5.7%
Office/Clerical	4.3%	5.2%	4.4%	3.1%
Protective Services	2.0%	1.3%	2.2%	2.6%
Real Estate	0.8%	0.0%	2.2%	0.9%
Sales	1.3%	1.9%	0.0%	1.3%
Special Trade	0.8%	0.6%	1.1%	0.9%

EXHIBIT C-2
KNOXVILLE AREA WORKFORCE SURVEY
PROFILE: EMPLOYED

Training Preference (continued)

Maximum of 2 training options per survey

	Total Survey	Knox County	East Region	West Region
Trnsportation/Truck Driving	1.2%	1.3%	0.0%	1.8%
Leisure/Entertainment	1.8%	3.2%	1.1%	0.4%
Government Services/Military	0.5%	0.6%	1.1%	0.0%
Social Services	0.6%	0.6%	0.0%	0.9%
All Other	2.1%	2.6%	3.3%	0.9%
Total	100%	100%	100%	100%

EXHIBIT C-3
KNOXVILLE AREA WORKFORCE SURVEY
PROFILE: UNDER-EMPLOYED

	Total Survey	Knox County	East Region	West Region
Currently employed but report experience or training for better job	10.1%	9.1%	17.5%	7.2%

Current Annual Earnings

	Total Survey	Knox County	East Region	West Region
Would not indicate	1.1%	0.0%	3.2%	0.0%
Less than \$15,000	26.5%	33.3%	22.6%	19.2%
\$15,000 - \$24,999	20.2%	7.4%	32.3%	26.9%
\$25,000 - \$34,999	23.5%	25.9%	25.8%	15.4%
\$35,000 - \$49,999	12.9%	18.5%	6.5%	11.5%
\$50,000 - \$74,999	8.9%	7.4%	6.5%	15.4%
\$75,000 - \$99,999	6.1%	7.4%	3.2%	7.7%
\$100,000 - \$124,999	0.9%	0.0%	0.0%	3.8%
Over \$125,000	0.0%	0.0%	0.0%	0.0%
Total	100%	100%	100%	100%

How long is your one-way commute from your home to your primary job?

	Total Survey	Knox County	East Region	West Region
Less than 15 minutes	44.5%	55.6%	36.7%	34.6%
15-29 minutes	32.5%	33.3%	30.0%	34.6%
30-44 minutes	12.4%	3.7%	16.7%	23.1%
45-59 minutes	3.6%	3.7%	3.3%	3.8%
1 hour to 1 hour, 29 minutes	5.0%	3.7%	10.0%	0.0%
1 hour, 30 minutes or more	0.9%	0.0%	0.0%	3.8%
Varies	1.1%	0.0%	3.3%	0.0%
Total	100%	100%	100%	100%

Wage Expectations for Better Job:

	Total Survey	Knox County	East Region	West Region
Annual Median	\$33,237	\$34,500	\$31,200	\$33,800
Annual Average	\$40,574	\$42,893	\$32,490	\$48,018
Calculated Average Hourly Rate	\$19.51	\$20.62	\$15.62	\$23.09

EXHIBIT C-3
KNOXVILLE AREA WORKFORCE SURVEY
PROFILE: UNDER-EMPLOYED

Gender:

	Total Survey	Knox County	East Region	West Region
Female	50.2%	48.1%	45.2%	61.5%
Male	49.8%	51.9%	54.8%	38.5%
Total	100%	100%	100%	100%

Age Category:

	Total Survey	Knox County	East Region	West Region
18-24	10.4%	19.2%	3.3%	3.8%
25-34	24.8%	26.9%	23.3%	23.1%
35-44	21.2%	23.1%	20.0%	19.2%
45-54	32.7%	23.1%	46.7%	30.8%
55-64	9.7%	7.7%	3.3%	23.1%
65-74	1.1%	7.7%	3.3%	23.1%
Total	100%	100%	100%	100%

Race or ethnic background:

	Total Survey	Knox County	East Region	West Region
African-American	3.4%	3.8%	0.0%	7.7%
Asian/Pacific Islander	0.0%	0.0%	0.0%	0.0%
Hispanic/Latino	2.9%	3.8%	3.7%	0.0%
Native-American	0.0%	0.0%	0.0%	0.0%
White/Caucasian	93.6%	92.3%	96.3%	92.3%
Other	0.0%	0.0%	0.0%	0.0%
Total	100%	100%	100%	100%

EXHIBIT C-3
KNOXVILLE AREA WORKFORCE SURVEY
PROFILE: UNDER-EMPLOYED

Highest grade level completed:

	Total Survey	Knox County	East Region	West Region
8th grade or lower	2.2%	0.0%	6.5%	0.0%
Some high school	0.0%	0.0%	0.0%	0.0%
High school graduate or equivalent	34.1%	33.3%	32.3%	38.5%
Some technical or vocational school	2.0%	0.0%	3.2%	3.8%
Some college, no degree	26.4%	29.6%	32.3%	11.5%
Technical/Vocational certificate	3.6%	3.7%	3.2%	3.8%
Associates degree	7.5%	3.7%	9.7%	11.5%
Bachelors degree	14.3%	14.8%	12.9%	15.4%
Postgraduate study, but no degree	3.2%	7.4%	0.0%	0.0%
Graduate degree	6.7%	7.4%	0.0%	15.4%
Total	100%	100%	100%	100%

What is your job title or position held?

	Total Survey	Knox County	East Region	West Region
All Other	0.0%	0.0%	0.0%	0.0%
Architecture & Engineering	1.6%	3.7%	0.0%	0.0%
Business/Professional Services	0.0%	0.0%	0.0%	0.0%
Childcare	0.0%	0.0%	0.0%	0.0%
Cleaning & Maintenance	5.0%	0.0%	9.7%	7.7%
Computer/IS - Professional	0.0%	0.0%	0.0%	0.0%
Computer/IS - Support/Tech	0.9%	0.0%	0.0%	3.8%
Construction	3.4%	3.7%	0.0%	7.7%
Customer Services	13.3%	18.5%	12.9%	3.8%
Education - Professional	1.7%	0.0%	0.0%	7.7%
Education - Support	2.0%	0.0%	3.2%	3.8%
Farming, Fishing & Forestry	0.0%	0.0%	0.0%	0.0%
Financial	4.7%	3.7%	6.5%	3.8%
Food Preparation & Serving	4.9%	11.1%	0.0%	0.0%
Healthcare - Professional	0.0%	0.0%	0.0%	0.0%
Healthcare - Technical	0.0%	0.0%	0.0%	0.0%
Healthcare - Support	0.9%	0.0%	0.0%	3.8%
Information/Media	1.6%	3.7%	0.0%	0.0%
Installation & Repair	1.7%	0.0%	0.0%	7.7%
Legal	0.0%	0.0%	0.0%	0.0%

EXHIBIT C-3
KNOXVILLE AREA WORKFORCE SURVEY
PROFILE: UNDER-EMPLOYED

What is your job title or position held? (continued)

	Total Survey	Knox County	East Region	West Region
Leisure/Entertainment	2.2%	0.0%	6.5%	0.0%
Management - Entry Level	9.1%	0.0%	19.4%	11.5%
Management - Middle	6.3%	7.4%	6.5%	3.8%
Management - Upper	5.9%	11.1%	3.2%	0.0%
Manufacturing - Highly Skilled	0.0%	0.0%	0.0%	0.0%
Manufacturing - Production (unskilled)	1.7%	0.0%	0.0%	7.7%
Manufacturing - Skilled	3.7%	0.0%	3.2%	11.5%
Military	1.6%	3.7%	0.0%	0.0%
Mining	0.0%	0.0%	0.0%	0.0%
Office & Administrative Support	3.2%	0.0%	9.7%	0.0%
Personal Services	1.6%	3.7%	0.0%	0.0%
Physical Science - Professional	0.0%	0.0%	0.0%	0.0%
Protective Services	1.7%	0.0%	0.0%	7.7%
Retail Sales & Service	13.5%	25.9%	6.5%	0.0%
Sales & Related Occupations (non-retail)	2.0%	0.0%	3.2%	3.8%
Social Services	0.9%	0.0%	0.0%	3.8%
Special Trades	1.1%	0.0%	3.2%	0.0%
Transportation & Material Moving	1.1%	0.0%	3.2%	0.0%
Utilities	1.6%	3.7%	0.0%	0.0%
Warehousing	1.1%	0.0%	3.2%	0.0%
Total	100%	100%	100%	100%

EXHIBIT C-3
KNOXVILLE AREA WORKFORCE SURVEY
PROFILE: UNDER-EMPLOYED

Area Specialized Training

	Total Survey	Knox County	East Region	West Region
All Other	0.0%	0.0%	0.0%	0.0%
Architecture & Engineering	1.8%	4.2%	0.0%	0.0%
Business/Professional Services	6.6%	12.5%	3.2%	0.0%
Childcare	2.9%	4.2%	3.2%	0.0%
Cleaning & Maintenance	0.0%	0.0%	0.0%	0.0%
Computer/IS - Professional	0.9%	0.0%	0.0%	4.0%
Computer/IS - Support/Tech	5.8%	8.3%	6.5%	0.0%
Construction	2.7%	4.2%	0.0%	4.0%
Customer Services	0.0%	0.0%	0.0%	0.0%
Education - Professional	4.0%	0.0%	6.5%	8.0%
Education - Support	1.8%	4.2%	0.0%	0.0%
Farming, Fishing & Forestry	0.9%	0.0%	0.0%	4.0%
Financial	8.4%	16.7%	3.2%	0.0%
Food Preparation & Serving	0.0%	0.0%	0.0%	0.0%
Healthcare - Professional	0.9%	0.0%	0.0%	4.0%
Healthcare - Technical	2.9%	4.2%	3.2%	0.0%
Healthcare - Support	1.1%	0.0%	3.2%	0.0%
Information/Media	0.0%	0.0%	0.0%	0.0%
Installation & Repair	4.0%	0.0%	6.5%	8.0%
Legal	0.0%	0.0%	0.0%	0.0%
Leisure/Entertainment	3.8%	0.0%	3.2%	12.0%
Management - Entry Level	8.0%	4.2%	12.9%	8.0%
Management - Middle	0.0%	0.0%	0.0%	0.0%
Management - Upper	0.9%	0.0%	0.0%	4.0%
Manufacturing - Highly Skilled	0.0%	0.0%	0.0%	0.0%
Manufacturing - Production (unskilled)	4.7%	4.2%	3.2%	8.0%
Manufacturing - Skilled	0.0%	0.0%	0.0%	0.0%
Military	2.9%	4.2%	3.2%	0.0%
Mining	0.0%	0.0%	0.0%	0.0%
Office & Administrative Support	8.7%	4.2%	9.7%	16.0%
Personal Services	5.8%	8.3%	6.5%	0.0%
Physical Science - Professional	0.9%	0.0%	0.0%	4.0%
Protective Services	1.8%	4.2%	0.0%	0.0%
Retail Sales & Service	0.0%	0.0%	0.0%	0.0%

EXHIBIT C-3
KNOXVILLE AREA WORKFORCE SURVEY
PROFILE: UNDER-EMPLOYED

Area Specialized Training (continued)

	Total Survey	Knox County	East Region	West Region
Sales & Related Occupations (non-retail)	3.8%	4.2%	3.2%	4.0%
Social Services	2.7%	4.2%	0.0%	4.0%
Special Trades	11.2%	4.2%	22.6%	8.0%
Transportation & Material Moving	0.0%	0.0%	0.0%	0.0%
Utilities	0.0%	0.0%	0.0%	0.0%
Warehousing	0.0%	0.0%	0.0%	0.0%
Total	100%	100%	100%	100%

EXHIBIT C-4
KNOXVILLE AREA WORKFORCE SURVEY
PROFILE: Currently Not Employed, but Interested in Employment

	Total Survey	Knox County	East Region	West Region
Survey Respondents Not Currently Employed:	17.7%	13.7%	22.4%	19.9%
Among Respondents Not Currently Employed, Reporting Interest in Employment:	57.7%	60.0%	39.3%	66.0%

Employment Preference

	Total Survey	Knox County	East Region	West Region
Full-time employment	44.0%	39.4%	52.4%	46.4%
Part-time employment	56.0%	60.6%	47.6%	53.6%
Total	100%	100%	100%	100%

Are your work options limited by:

Total may exceed 100% due to multiple responses

	Total Survey	Knox County	East Region	West Region
A disability	14.0%	15.6%	19.0%	10.1%
Lack of transportation	3.8%	6.9%	0.0%	1.4%
Childcare needs	16.2%	14.3%	14.3%	19.1%
Lack of jobs in your field of education/training	10.2%	16.7%	0.0%	6.2%
Other	0.0%	0.0%	0.0%	0.0%
No Limitations	61.4%	60.6%	63.6%	61.4%

Wage expectations (full-time)?

	Total Survey	Knox County	East Region	West Region
Annual Median	\$18,996	\$18,200	\$16,640	\$20,800
Annual Average	\$23,341	\$20,313	\$20,980	\$25,333
Calculated Average Hourly Rate	\$11.22	\$9.77	\$10.09	\$12.18

Role of insurance in employment decision:

	Total Survey	Knox County	East Region	West Region
Must be provided (paid for) by employer	30.3%	34.4%	38.1%	22.7%
Employer must make available for reasonable cost	22.1%	21.9%	33.3%	18.2%
Would accept a job without insurance	47.6%	43.8%	28.6%	59.1%
Total	100%	100%	100%	100%

EXHIBIT C-4
KNOXVILLE AREA WORKFORCE SURVEY
PROFILE: Currently Not Employed, but Interested in Employment

Would you be interested in training to acquire new job skills?

	Total Survey	Knox County	East Region	West Region
Yes	73.2%	78.8%	77.3%	65.2%
No	26.8%	21.2%	22.7%	34.8%
Total	100%	100%	100%	100%

How far are you willing to commute(one-way) to work?

	Total Survey	Knox County	East Region	West Region
Less than 15 minutes	25.2%	27.3%	22.7%	23.5%
15-29 minutes	48.9%	60.6%	31.8%	41.2%
30-44 minutes	16.1%	9.1%	22.7%	22.1%
45-59 minutes	5.7%	3.0%	18.2%	4.4%
1 hour to 1 hour, 29 minutes	2.4%	0.0%	4.5%	4.4%
1 hour, 30 minutes or more	1.2%	0.0%	0.0%	2.9%
Would relocate	0.6%	0.0%	0.0%	1.5%
Total	100%	100%	100%	100%

Gender:

	Total Survey	Knox County	East Region	West Region
Female	66.1%	63.6%	63.6%	70.0%
Male	33.9%	36.4%	36.4%	30.0%
Total	100%	100%	100%	100%

Age Category:

	Total Survey	Knox County	East Region	West Region
18-24	16.5%	21.2%	22.7%	8.7%
25-34	17.2%	12.1%	13.6%	24.6%
35-44	19.0%	18.2%	18.2%	20.3%
45-54	19.7%	18.2%	22.7%	20.3%
55-64	23.0%	24.2%	22.7%	21.7%
65-74	4.5%	24.2%	22.7%	21.7%
Total	100%	100%	100%	100%

EXHIBIT C-4
KNOXVILLE AREA WORKFORCE SURVEY
PROFILE: Currently Not Employed, but Interested in Employment

Race or ethnic background:

	Total Survey	Knox County	East Region	West Region
African-American	9.3%	13.8%	0.0%	7.5%
Asian/Pacific Islander	1.6%	3.4%	0.0%	0.0%
Hispanic/Latino	0.0%	0.0%	0.0%	0.0%
Native-American	0.0%	0.0%	0.0%	0.0%
White/Caucasian	87.4%	79.3%	100.0%	92.5%
Other	1.6%	3.4%	0.0%	0.0%
Total	100%	100%	100%	100%

Highest grade level completed:

	Total Survey	Knox County	East Region	West Region
8th grade or lower	1.7%	0.0%	0.0%	4.3%
Some high school	4.7%	0.0%	13.6%	7.1%
High school graduate or equivalent	38.3%	39.4%	50.0%	32.9%
Some technical or vocational school	0.0%	0.0%	0.0%	0.0%
Some college, no degree	27.4%	36.4%	18.2%	20.0%
Technical/Vocational certificate	4.9%	3.0%	4.5%	7.1%
Associates degree	4.0%	0.0%	4.5%	8.6%
Bachelors degree	14.8%	18.2%	9.1%	12.9%
Postgraduate study, but no degree	2.0%	3.0%	0.0%	1.4%
Graduate degree	2.2%	0.0%	0.0%	5.7%
Total	100%	100%	100%	100%

Please describe the job you last held.

	Total Survey	Knox County	East Region	West Region
All Other	0.0%	0.0%	0.0%	0.0%
Architecture & Engineering	1.3%	0.0%	4.8%	1.5%
Business/Professional Services	0.7%	0.0%	4.8%	0.0%
Childcare	1.5%	3.1%	0.0%	0.0%
Cleaning & Maintenance	4.1%	6.3%	0.0%	2.9%
Computer/IS - Professional	0.6%	0.0%	0.0%	1.5%
Computer/IS - Support/Tech	1.2%	0.0%	0.0%	2.9%
Construction	4.6%	3.1%	14.3%	2.9%
Customer Services	7.4%	9.4%	4.8%	5.9%
Education - Professional	7.0%	12.5%	0.0%	2.9%

EXHIBIT C-4
KNOXVILLE AREA WORKFORCE SURVEY
PROFILE: Currently Not Employed, but Interested in Employment

Please describe the job you last held. *(continued)*

	Total Survey	Knox County	East Region	West Region
Education - Support	0.0%	0.0%	0.0%	0.0%
Farming, Fishing & Forestry	1.4%	0.0%	9.5%	0.0%
Financial	2.8%	3.1%	9.5%	0.0%
Food Preparation & Serving	17.1%	18.8%	14.3%	16.2%
Healthcare - Professional	1.7%	0.0%	0.0%	4.4%
Healthcare - Technical	2.0%	3.1%	0.0%	1.5%
Healthcare - Support	2.6%	3.1%	0.0%	2.9%
Information/Media	1.5%	3.1%	0.0%	0.0%
Installation & Repair	1.2%	0.0%	0.0%	2.9%
Legal	0.0%	0.0%	0.0%	0.0%
Leisure/Entertainment	1.2%	0.0%	0.0%	2.9%
Management - Entry Level	6.5%	3.1%	19.0%	5.9%
Management - Middle	3.8%	3.1%	0.0%	5.9%
Management - Upper	2.0%	3.1%	0.0%	1.5%
Manufacturing - Highly Skilled	0.0%	0.0%	0.0%	0.0%
Manufacturing - Production (unskilled)	1.9%	0.0%	9.5%	1.5%
Manufacturing - Skilled	1.8%	0.0%	4.8%	2.9%
Military	0.0%	0.0%	0.0%	0.0%
Mining	1.5%	3.1%	0.0%	0.0%
Office & Administrative Support	5.8%	6.3%	0.0%	7.4%
Personal Services	2.6%	3.1%	0.0%	2.9%
Physical Science - Professional	0.0%	0.0%	0.0%	0.0%
Protective Services	0.0%	0.0%	0.0%	0.0%
Retail Sales & Service	5.0%	3.1%	4.8%	7.4%
Sales & Related Occupations (non-retail)	4.1%	6.3%	0.0%	2.9%
Social Services	0.6%	0.0%	0.0%	1.5%
Special Trades	3.2%	3.1%	0.0%	4.4%
Transportation & Material Moving	1.2%	0.0%	0.0%	2.9%
Utilities	0.0%	0.0%	0.0%	0.0%
Warehousing	0.6%	0.0%	0.0%	1.5%
Total	100%	100%	100%	100%

EXHIBIT C-4
KNOXVILLE AREA WORKFORCE SURVEY
PROFILE: Currently Not Employed, but Interested in Employment

Please indicate the type(s) of training you would like to receive:

Maximum of two training options per survey

	Total Survey	Knox County	East Region	West Region
Any/Open	27.1%	32.1%	23.5%	21.4%
Agriculture	0.0%	0.0%	0.0%	0.0%
Auto Mechanic/Auto Body	0.9%	0.0%	5.9%	0.0%
Business	5.2%	7.1%	0.0%	4.8%
Childcare	0.9%	0.0%	5.9%	0.0%
Computer - General	23.3%	21.4%	17.6%	28.6%
Computer - Specialized	0.0%	0.0%	0.0%	0.0%
Construction	1.8%	3.6%	0.0%	0.0%
Cosmetology	0.0%	0.0%	0.0%	0.0%
Customer Service	2.6%	3.6%	0.0%	2.4%
Education Related	2.6%	3.6%	0.0%	2.4%
Electronics/Electrical	0.0%	0.0%	0.0%	0.0%
Financial Services	4.3%	0.0%	11.8%	7.1%
Food Preparation & Services	0.0%	0.0%	0.0%	0.0%
Management	0.9%	0.0%	5.9%	0.0%
manufacturing - Skilled	0.9%	0.0%	5.9%	0.0%
Medical Related (except nursing)	14.8%	17.9%	5.9%	14.3%
Nursing	3.4%	0.0%	5.9%	7.1%
Office/Clerical	2.5%	0.0%	0.0%	7.1%
Protective Services	0.0%	0.0%	0.0%	0.0%
Real Estate	0.0%	0.0%	0.0%	0.0%
Sales	0.9%	0.0%	5.9%	0.0%
Special Trade	1.7%	0.0%	5.9%	2.4%
Trnsportation/Truck Driving	0.0%	0.0%	0.0%	0.0%
Leisure/Entertainment	1.8%	3.6%	0.0%	0.0%
Government Services/Military	1.8%	3.6%	0.0%	0.0%
Social Services	2.6%	3.6%	0.0%	2.4%
All Other	0.0%	0.0%	0.0%	0.0%
Total	100%	100%	100%	100%