# The Value of Experience: AARP Work and Jobs Multicultural Study Methodology Report

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# Study Design & Documentation

## Introduction

The GfK Group (GfK, formerly Knowledge Networks) conducted the Staying Ahead of the Curve project on behalf of AARP. Specifically, the study examines US adults 45+ who are in the labor force.  The survey was conducted using sample from KnowledgePanel®.  KnowledgePanel methodology information is available at https://www.gfk.com/products-a-z/us/knowledgepanel-united-states/.

## Sample Definition

The target population consists of the following:  non-institutionalized adults age 45+ and over residing in the United States who are in the labor force.

To sample the population, GfK selected households from its KnowledgePanel, a probability-based web panel designed to be representative of the United States.  The survey consisted of the main survey with the study-eligible respondents. To qualify for the main survey, a panel member must have been:

- At least 45 years of age;
- Employed, or looking for work.

## Data Collection Field Period & Survey Length

The data collection field periods were as follows:

| Stage | Start Date | End Date |
|---|---|---|
| Pre-Test | 9/01/2017 | 9/08/2017 |
| Main | 9/12/2017 | 10/02/2017 |

Participants completed the main survey in 16 minutes (median).

## Survey Completion and Sample Sizes

The number of respondents sampled and participating in the survey, the survey completion rates for the screener and main interview, and the incidence/eligibility rate are presented below.

## Key Survey Response Statistics:  Main Survey

| N Sampled for Main Survey | N Complete Main Survey | Main Survey Completion Rate | Qualified for Main Survey | Incidence Rate |
|---|---|---|---|---|
| 7,878 | 4,210 | 53.4% | 3,900 | 92.6% |

## Survey Cooperation Enhancements

As a standard, email reminders to non-responders were sent on day three of the field period.

Beyond the standard email reminder on day three of the field period, the following steps were also taken:

- Additional email reminders to non-responders were sent on day 7, 10, and 17 of the field period.

## Response Rates

As a member of the American Association of Public Opinion Researchers (AAPOR), GfK follows the AAPOR standards for response rate reporting. While the AAPOR standards were established for single survey administrations and not for multi-stage panel surveys; however, we use the Callegaro-DiSogra (2008) algorithms for calculations of response rates for KnowledgePanel surveys[1].  Typically, completion rate for KnowledgePanel surveys is about 65% with possibility of minor variations due to survey length, topic, and other fielding characteristics. In contrast, virtually all surveys that employ nonprobability online panels typically achieve completion rates that are in low single digits. This means aside from the fact that nonprobability panels are inherently not representative of any known populations, the effective size of KnowledgePanel (35,750 = 55,000 × 0.65) would be equivalent to a nonprobability panel with 1,787,500 members that on average secures completion rates close to 2%.

## Sample Weighting

As detailed above, significant resources and infrastructure are devoted to the recruitment process for the KnowledgePanel (KP) so that our active panel members can properly represent the adult population of the U.S.  This representation is not only achieved with respect to a broad set of geodemographic indicators, but also hard-to-reach adults – such as those without Internet access or Spanish language dominant Hispanics – are recruited in proper proportions as well.  Consequently, the raw distribution of KP mirrors that of the US adults fairly closely, baring occasional disparities that may emerge for certain subgroups due to differential attrition.

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[1]  Callegaro, Mario and Charles DiSogra (2008). "Computing Response Metrics for Online Panels." *Public Opinion Quarterly*, Vol. 72, No. 5 2008, pp. 1008–1032.

In spite of the above, for selection of general population samples from KP a patented methodology has been developed that ensures all samples behave as EPSEM. Briefly, this methodology starts by weighting the pool of active members to the geodemographic benchmarks secured from the latest March supplement of the Current Population Survey (CPS) along several dimensions. Using the resulting weights as measure of size, in the next step a PPS (probability proportional to size) procedure is used to select study specific samples. It is the application of this PPS methodology with the imposed size measures that produces fully self-weighing samples from KP, for which each sample member can carry a design weight of unity. Moreover, in instances where a study design requires any form of oversampling of certain subgroups, such departures from an EPSEM design are accounted for by adjusting the design weights in reference to the CPS benchmarks for the population of interest.

The geodemographic benchmarks used to weight the active panel members for computation of size measures include:

- Gender (Male/Female)
- Age (18–29, 30–44, 45–59, and 60+)
- Race/Hispanic ethnicity (White/Non-Hispanic, Black/Non-Hispanic, Other/Non-Hispanic, 2+ Races/Non-Hispanic, Hispanic)
- Education (Less than High School, High School, Some College, Bachelor and beyond)
- Census Region (Northeast, Midwest, South, West)
- Household income (under $10k, $10K to <$25k, $25K to <$50k, $50K to <$75k, $75K to <$100k, $100K to <$150k, and $150K+)
- Home ownership status (Own, Rent/Other)
- Metropolitan Area (Yes, No)

## Study-Specific Post-Stratification Weights

Once the study sample has been selected and the survey administered, and all the survey data are edited and made final, design weights are adjusted to account for any differential nonresponse that may have resulted during the field period. Depending on the specific target population for a given study, geodemographic distributions for the corresponding population are obtained from the CPS, the American Community Survey (ACS), or in certain instances from the weighted KP profile data. For this purpose an iterative proportional fitting (raking) procedure is used to produce the final weights. In the final step, calculated weights are examined to identify and, if necessary, trim outliers at the extreme upper and lower tails of the weight distribution. The resulting weights are then scaled to aggregate to the total sample size of all eligible respondents.

For this study, the following benchmark distributions of 45+ adults in the labor force from the most recent Current Population Survey (CPS) were used for the raking adjustment of weights:

Weight1/Weight2:
Cell level (White, AA, All Else, Hispanic):

- Gender (Male/Female)
- Age (45-49, 50-54, 55-59, 60+)
- Census Region (Northeast, Midwest, South, West)
- Metro/non-Metro status
- Education (Less than High School or High School, Some College, Bachelor and beyond)
- Household Income (under $25K, $25-$49,999, $50K-$74,999, $75K-$99,999, $100K-$149,999, $150K and over)
- LGBT (Yes, No)

Overall:

- Gender (Male/Female) by Age (45-49, 50-54, 55-59, 60+)
- Race/Hispanic ethnicity (White/Non-Hispanic, Black/Non-Hispanic, Other/Non-Hispanic, Hispanic, 2+ Races/Non-Hispanic)
- Census Region (Northeast, Midwest, South, West) by Metro/non-Metro status
- Primary Language of Hispanics from Northeast (English Proficient Hispanic, Bilingual Hispanic, Spanish Proficient Hispanic, Non-Hispanic)
- Hispanic Origin (Mexican Hispanic, Puerto Rican Hispanic, Cuban Hispanic, other Hispanic, Non-Hispanic)

Weight3:

- Gender (Male/Female) by Age (45-49, 50-54, 55-59, 60+)
- Race/Hispanic ethnicity (White/Non-Hispanic, Black/Non-Hispanic, Other or 2+ Races/Non-Hispanic, Hispanic)
- Census Region (Northeast, Midwest, South, West)
- Metro/non-Metro status
- Primary Language of Hispanics from Northeast (English Proficient Hispanic, Bilingual Hispanic/Spanish Proficient Hispanic, Non-Hispanic)
- Hispanic Origin (Mexican Hispanic, Puerto Rican Hispanic/Cuban Hispanic/other Hispanic, Non-Hispanic)
- Education (Less than High School or High School, Some College, Bachelor and beyond)
- Household Income (under $25K, $25-$49,999, $50K-$74,999, $75K-$99,999, $100K-$149,999, $150K and over)

Weight4:

- For LGBT cases, their "weight4" weights were identical to the LGBT specific weights (i.e., weight3) and the "weight4" weights were sum to the un-weighted sample size of 520 LGBT cases.
- For non-LGBT cases, their "weight4" weights were created by re-scaling their "weight1" weights and the "weight4" weights were sum to the un-weighted sample size of 3,900 non-LGBT cases.

MOE (95% confidence level):
Weight1: ±2.12%
Weight2:
White: ±2.58%
AA: ±4.90%
Hispanic: ±4.89%
Weight3: ±6.68%
Weight4:
Overall: 1.8089/±2.11%
LGBT: 2.4155/±6.68%
Non-LGBT: 1.7159/±2.21%

Detailed information on the demographic distributions of the benchmarks can be found in Appendix A.

# Appendix A: Benchmarks

### 45+ Employed Population Benchmarks
### Source: March 2017 CPS Supplement Data

| ppgender | Overall Frequency | Overall Percent | White, Non-Hispanic Frequency | White, Non-Hispanic Percent | AA, Non-Hispanic Frequency | AA, Non-Hispanic Percent | Hispanic Frequency | Hispanic Percent |
|---|---|---|---|---|---|---|---|---|
| Male | 36635641 | 52.53 | 25822388 | 53 | 3316150 | 45.91 | 4922494 | 55.9 |
| Female | 33108479 | 47.47 | 22900515 | 47 | 3906899 | 54.09 | 3883906 | 44.1 |

| age4 | Overall Frequency | Overall Percent | White, Non-Hispanic Frequency | White, Non-Hispanic Percent | AA, Non-Hispanic Frequency | AA, Non-Hispanic Percent | Hispanic Frequency | Hispanic Percent |
|---|---|---|---|---|---|---|---|---|
| 45-49 | 16700730 | 23.95 | 10564919 | 21.68 | 1967555 | 27.24 | 2766270 | 31.41 |
| 50-54 | 16620770 | 23.83 | 11115305 | 22.81 | 1856171 | 25.7 | 2410831 | 27.38 |
| 55-59 | 15643256 | 22.43 | 11236421 | 23.06 | 1551648 | 21.48 | 1790638 | 20.33 |
| 60+ | 20779364 | 29.79 | 15806258 | 32.44 | 1847675 | 25.58 | 1838661 | 20.88 |

| ppethm | Overall Frequency | Overall Percent | White, Non-Hispanic Frequency | White, Non-Hispanic Percent | AA, Non-Hispanic Frequency | AA, Non-Hispanic Percent | Hispanic Frequency | Hispanic Percent |
|---|---|---|---|---|---|---|---|---|
| White, Non-Hispanic | 48722903 | 69.86 | 48722903 | 100 | | | | |
| Black, Non-Hispanic | 7223049 | 10.36 | | | 7223049 | 100 | | |
| Other, Non-Hispanic | 4386888 | 6.29 | | | | | | |
| Hispanic | 8806400 | 12.63 | | | | | 8806400 | 100 |
| 2+ Race, Non-Hispanic | 604880.5 | 0.87 | | | | | | |

| ppreg4 | Overall Frequency | Overall Percent | White, Non-Hispanic Frequency | White, Non-Hispanic Percent | AA, Non-Hispanic Frequency | AA, Non-Hispanic Percent | Hispanic Frequency | Hispanic Percent |
|---|---|---|---|---|---|---|---|---|
| Northeast | 13063540 | 18.73 | 9896341 | 20.31 | 1172580 | 16.23 | 1134354 | 12.88 |
| Midwest | 15218503 | 21.82 | 12750070 | 26.17 | 1145425 | 15.86 | 760864.7 | 8.64 |
| South | 25748003 | 36.92 | 16792867 | 34.47 | 4263690 | 59.03 | 3434700 | 39 |
| West | 15714073 | 22.53 | 9283625 | 19.05 | 641354.2 | 8.88 | 3476481 | 39.48 |

| ppmsacat | Frequency | Percent | White, Non-Hispanic Frequency | Percent | AA, Non-Hispanic Frequency | Percent | Hispanic Frequency | Percent |
|---|---|---|---|---|---|---|---|---|
| Non-Metro | 9780148 | 14.02 | 8279076 | 16.99 | 610219.6 | 8.45 | 525084 | 5.96 |
| Metro | 59963972 | 85.98 | 40443827 | 83.01 | 6612829 | 91.55 | 8281316 | 94.04 |

| ppeducat3 | Frequency | Percent | White, Non-Hispanic Frequency | Percent | AA, Non-Hispanic Frequency | Percent | Hispanic Frequency | Percent |
|---|---|---|---|---|---|---|---|---|
| LHS/HS | 24429969 | 35.03 | 14816979 | 30.41 | 2855406 | 39.53 | 5177972 | 58.8 |
| Some College | 18856123 | 27.04 | 13727015 | 28.17 | 2202334 | 30.49 | 1931640 | 21.93 |
| Bachelor or Above | 26458029 | 37.94 | 20178908 | 41.42 | 2165309 | 29.98 | 1696787 | 19.27 |

| income6 | Frequency | Percent | White, Non-Hispanic Frequency | Percent | AA, Non-Hispanic Frequency | Percent | Hispanic Frequency | Percent |
|---|---|---|---|---|---|---|---|---|
| Under $25,000 | 4165590 | 5.97 | 2282727 | 4.69 | 759101.7 | 10.51 | 836321.1 | 9.5 |
| $25,000-$49,999 | 10594882 | 15.19 | 6339314 | 13.01 | 1670925 | 23.13 | 1911499 | 21.71 |
| $50,000-$74,999 | 12030367 | 17.25 | 7873140 | 16.16 | 1505654 | 20.85 | 1919643 | 21.8 |
| $75,000-$99,999 | 10807336 | 15.5 | 7590133 | 15.58 | 1070141 | 14.82 | 1432557 | 16.27 |
| $100,000-$149,999 | 14608832 | 20.95 | 10772199 | 22.11 | 1252840 | 17.35 | 1553152 | 17.64 |
| $150,000 and over | 17537114 | 25.14 | 13865389 | 28.46 | 964387.1 | 13.35 | 1153228 | 13.1 |

| origin5 | Frequency | Percent | White, Non-Hispanic Frequency | Percent | AA, Non-Hispanic Frequency | Percent | Hispanic Frequency | Percent |
|---|---|---|---|---|---|---|---|---|
| Mexican Hispanic | 5066626 | 7.26 | | | | | 5066626 | 57.53 |
| Puerto Rican Hispanic | 723022.7 | 1.04 | | | | | 723022.7 | 8.21 |
| Cuban Hispanic | 489776.5 | 0.7 | | | | | 489776.5 | 5.56 |
| Other Hispanic | 2526975 | 3.62 | | | | | 2526975 | 28.69 |
| Non-Hispanic | 60937720 | 87.37 | 48722903 | 100 | 7223049 | 100 | | |

# AARP Employment Survey 2017 – Total Respondents
## Trimmed and weighted:

| | by Weight1 | | by Weight2 | | by Weight2 | | by Weight2 | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| | | Overall | White, Non-Hispanic | | AA, Non-Hispanic | | | Hispanic |
| **PPGENDER** | **Frequency** | **Percent** | **Frequency** | **Percent** | **Frequency** | **Percent** | **Frequency** | **Percent** |
| Male | 2052.374 | 52.62 | 976.9417 | 53.07 | 405.2189 | 44.87 | 575.5343 | 55.55 |
| Female | 1847.626 | 47.38 | 864.0583 | 46.93 | 497.7811 | 55.13 | 460.4657 | 44.45 |

| | | Overall | White, Non-Hispanic | | AA, Non-Hispanic | | | Hispanic |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **age4** | **Frequency** | **Percent** | **Frequency** | **Percent** | **Frequency** | **Percent** | **Frequency** | **Percent** |
| 45-49 | 917.7801 | 23.53 | 397.0223 | 21.57 | 247.7211 | 27.43 | 325.1125 | 31.38 |
| 50-54 | 930.2639 | 23.85 | 420.6191 | 22.85 | 231.259 | 25.61 | 288.8244 | 27.88 |
| 55-59 | 874.0208 | 22.41 | 425.2226 | 23.1 | 192.1166 | 21.28 | 196.9445 | 19.01 |
| 60+ | 1177.935 | 30.2 | 598.136 | 32.49 | 231.9033 | 25.68 | 225.1186 | 21.73 |

| | | Overall | White, Non-Hispanic | | AA, Non-Hispanic | | | Hispanic |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **PPETHM** | **Frequency** | **Percent** | **Frequency** | **Percent** | **Frequency** | **Percent** | **Frequency** | **Percent** |
| White, Non-Hispanic | 2779.006 | 71.26 | 1841 | 100 | | | | |
| Black, Non-Hispanic | 398.503 | 10.22 | | | 903 | 100 | | |
| Other, Non-Hispanic | 212.8248 | 5.46 | | | | | | |
| Hispanic | 474.7612 | 12.17 | | | | | 1036 | 100 |
| 2+ Race, Non-Hispanic | 34.90475 | 0.89 | | | | | | |

| | | Overall | White, Non-Hispanic | | AA, Non-Hispanic | | | Hispanic |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **PPREG4** | **Frequency** | **Percent** | **Frequency** | **Percent** | **Frequency** | **Percent** | **Frequency** | **Percent** |
| Northeast | 725.378 | 18.6 | 374.3471 | 20.33 | 143.9422 | 15.94 | 130.6749 | 12.61 |
| Midwest | 861.2462 | 22.08 | 481.7618 | 26.17 | 143.4458 | 15.89 | 89.35718 | 8.63 |
| South | 1433.429 | 36.75 | 634.1402 | 34.45 | 539.6463 | 59.76 | 409.8631 | 39.56 |
| West | 879.9466 | 22.56 | 350.7509 | 19.05 | 75.9657 | 8.41 | 406.1048 | 39.2 |

| | | Overall | White, Non-Hispanic | | AA, Non-Hispanic | | | Hispanic |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **PPMSACAT** | **Frequency** | **Percent** | **Frequency** | **Percent** | **Frequency** | **Percent** | **Frequency** | **Percent** |
| Non-Metro | 548.1133 | 14.05 | 314.9635 | 17.11 | 76.23083 | 8.44 | 66.16377 | 6.39 |
| Metro | 3351.887 | 85.95 | 1526.037 | 82.89 | 826.7692 | 91.56 | 969.8362 | 93.61 |

| ppeducat3 | Overall Frequency | Percent | White, Non-Hispanic Frequency | Percent | AA, Non-Hispanic Frequency | Percent | Hispanic Frequency | Percent |
|---|---|---|---|---|---|---|---|---|
| LHS/HS | 1315.397 | 33.73 | 559.8113 | 30.41 | 338.281 | 37.46 | 583.1751 | 56.29 |
| Some College | 1075.385 | 27.57 | 519.3519 | 28.21 | 284.4254 | 31.5 | 240.6548 | 23.23 |
| Bachelor or Above | 1509.218 | 38.7 | 761.8368 | 41.38 | 280.2936 | 31.04 | 212.17 | 20.48 |

| income6 | Overall Frequency | Percent | White, Non-Hispanic Frequency | Percent | AA, Non-Hispanic Frequency | Percent | Hispanic Frequency | Percent |
|---|---|---|---|---|---|---|---|---|
| Under $25,000 | 238.6391 | 6.12 | 86.41764 | 4.69 | 98.87762 | 10.95 | 104.8854 | 10.12 |
| $25,000-$49,999 | 592.3606 | 15.19 | 239.7845 | 13.02 | 214.729 | 23.78 | 233.423 | 22.53 |
| $50,000-$74,999 | 678.9912 | 17.41 | 297.802 | 16.18 | 189.3329 | 20.97 | 232.1946 | 22.41 |
| $75,000-$99,999 | 600.021 | 15.39 | 286.5619 | 15.57 | 132.2641 | 14.65 | 162.9588 | 15.73 |
| $100,000-$149,999 | 808.3247 | 20.73 | 407.6308 | 22.14 | 148.6956 | 16.47 | 174.7168 | 16.86 |
| $150,000 and over | 981.6634 | 25.17 | 522.8032 | 28.4 | 119.1008 | 13.19 | 127.8214 | 12.34 |

| origin5 | Overall Frequency | Percent | White, Non-Hispanic Frequency | Percent | AA, Non-Hispanic Frequency | Percent | Hispanic Frequency | Percent |
|---|---|---|---|---|---|---|---|---|
| Mexican Hispanic | 269.8001 | 6.92 | | | | | 588.7442 | 56.83 |
| Puerto Rican Hispanic | 41.36434 | 1.06 | | | | | 90.26318 | 8.71 |
| Cuban Hispanic | 26.81506 | 0.69 | | | | | 58.51448 | 5.65 |
| Other Hispanic | 136.7817 | 3.51 | | | | | 298.4782 | 28.81 |
| Non-Hispanic | 3425.239 | 87.83 | 1841 | 100 | 903 | 100 | | |

## 45+ LGBT Employed
## Population Benchmarks

### Source: KP

| nmhi | Frequency | Percent |
|---|---|---|
| 45-49 Male | 141.0946 | 13.26 |
| 45-49 FeMale | 113.8788 | 10.7 |
| 50-54 Male | 217.5039 | 20.44 |
| 50-54 Female | 92.49367 | 8.69 |
| 55-59 Male | 143.0085 | 13.44 |
| 55-59 Female | 100.7182 | 9.46 |
| 60+ Male | 151.0883 | 14.2 |
| 60+ Female | 104.5574 | 9.82 |

| ppeth4 | Frequency | Percent |
|---|---|---|
| White/Non-Hispanic | 652.7471 | 61.33 |
| Black/Non-Hispanic | 99.59315 | 9.36 |
| Other or 2+ Races/Non-Hispanic | 115.1754 | 10.82 |
| Hispanic | 196.8278 | 18.49 |

| ppreg4 | Frequency | Percent |
|---|---|---|
| Northeast | 179.0648 | 16.82 |
| Midwest | 180.6317 | 16.97 |
| South | 384.241 | 36.1 |
| West | 320.406 | 30.1 |

| ppmsacat | Frequency | Percent |
|---|---|---|
| Non-Metro | 110.1918 | 10.35 |
| Metro | 954.1517 | 89.65 |

| ppeducat3 | Frequency | Percent |
|---|---|---|
| LHS/HS | 345.8498 | 32.49 |
| Some College | 267.8614 | 25.17 |
| Bachelor or Above | 450.6323 | 42.34 |

## AARP Employment Survey 2017
## Total LGBT Respondents

### Trimmed and Scaled: Weighted by weight3

| v1 | Frequency | Percent |
|---|---|---|
| 45-49 Male | 58.13714 | 11.18 |
| 45-49 FeMale | 60.0806 | 11.55 |
| 50-54 Male | 102.2407 | 19.66 |
| 50-54 Female | 45.48009 | 8.75 |
| 55-59 Male | 73.67051 | 14.17 |
| 55-59 Female | 47.1344 | 9.06 |
| 60+ Male | 78.00402 | 15 |
| 60+ Female | 55.25258 | 10.63 |

| ppeth4 | Frequency | Percent |
|---|---|---|
| White/Non-Hispanic | 340.8798 | 65.55 |
| Black/Non-Hispanic | 49.60846 | 9.54 |
| Other or 2+ Races/Non-Hispanic | 42.21746 | 8.12 |
| Hispanic | 87.2943 | 16.79 |

| PPREG4 | Frequency | Percent |
|---|---|---|
| Northeast | 87.03849 | 16.74 |
| Midwest | 80.12603 | 15.41 |
| South | 195.0214 | 37.5 |
| West | 157.814 | 30.35 |

| PPMSACAT | Frequency | Percent |
|---|---|---|
| Non-Metro | 57.00279 | 10.96 |
| Metro | 462.9972 | 89.04 |

| ppeducat3 | Frequency | Percent |
|---|---|---|
| LHS/HS | 146.4883 | 28.17 |
| Some College | 139.5554 | 26.84 |
| Bachelor or Above | 233.9563 | 44.99 |

| income6 | Frequency | Percent |
|---|---|---|
| Under $25,000 | 97.93894 | 9.2 |
| $25,000-$49,999 | 173.0431 | 16.26 |
| $50,000-$74,999 | 172.802 | 16.24 |
| $75,000-$99,999 | 157.1287 | 14.76 |
| $100,000-$149,999 | 188.4403 | 17.7 |
| $150,000 and over | 274.9904 | 25.84 |

| income6 | Frequency | Percent |
|---|---|---|
| Under $25,000 | 45.71609 | 8.79 |
| $25,000-$49,999 | 85.03063 | 16.35 |
| $50,000-$74,999 | 78.84959 | 15.16 |
| $75,000-$99,999 | 81.76033 | 15.72 |
| $100,000-$149,999 | 93.06709 | 17.9 |
| $150,000 and over | 135.5763 | 26.07 |

| acslang2 | Frequency | Percent |
|---|---|---|
| English Proficient | 50.13642 | 4.71 |
| Bilingual/Spanish Proficient | 146.6914 | 13.78 |
| Non-Hispanic | 867.5157 | 81.51 |

| acslang2 | Frequency | Percent |
|---|---|---|
| English Proficient | 26.50959 | 5.1 |
| Bilingual/Spanish Proficient | 60.78472 | 11.69 |
| Non-Hispanic | 432.7057 | 83.21 |

| origin3 | Frequency | Percent |
|---|---|---|
| Mexican Hispanic | 105.4604 | 9.91 |
| Other Hispanic | 91.36743 | 8.58 |
| Non-Hispanic | 867.5157 | 81.51 |

| origin3 | Frequency | Percent |
|---|---|---|
| Mexican Hispanic | 45.29021 | 8.71 |
| Other Hispanic | 42.00409 | 8.08 |
| Non-Hispanic | 432.7057 | 83.21 |

| LGBT | Frequency | Percent |
|---|---|---|
| Yes | 1064.343 | 100 |

| LGBT | Frequency | Percent |
|---|---|---|
| Yes | 520 | 100 |

# AARP Employment Survey 2017 – Total Respondents
## Trimmed and weighted:

|  | by Weight4 | | by Weight4 | |
| --- | --- | --- | --- | --- |
|  | Non-LGBT | | LGBT | |
| **PPGENDER** | **Frequency** | **Percent** | **Frequency** | **Percent** |
| Male | 1768.087 | 52.31 | 312.0523 | 60.01 |
| Female | 1611.913 | 47.69 | 207.9477 | 39.99 |

|  | Non-LGBT | | LGBT | |
| --- | --- | --- | --- | --- |
| **age4** | **Frequency** | **Percent** | **Frequency** | **Percent** |
| 45-49 | 796.6669 | 23.57 | 118.2177 | 22.73 |
| 50-54 | 803.2634 | 23.77 | 147.7208 | 28.41 |
| 55-59 | 756.4026 | 22.38 | 120.8049 | 23.23 |
| 60+ | 1023.667 | 30.29 | 133.2566 | 25.63 |

|  | Non-LGBT | | LGBT | |
| --- | --- | --- | --- | --- |
| **PPETHM** | **Frequency** | **Percent** | **Frequency** | **Percent** |
| White, Non-Hispanic | 2421.41 | 71.64 | 340.8798 | 65.55 |
| Black, Non-Hispanic | 346.5517 | 10.25 | 49.60846 | 9.54 |
| Other, Non-Hispanic | 176.5003 | 5.22 | 38.28235 | 7.36 |
| Hispanic | 405.29 | 11.99 | 87.2943 | 16.79 |
| 2+ Race, Non-Hispanic | 30.248 | 0.89 | 3.935112 | 0.76 |

|  | Non-LGBT | | LGBT | |
| --- | --- | --- | --- | --- |
| **PPREG4** | **Frequency** | **Percent** | **Frequency** | **Percent** |
| Northeast | 634.0669 | 18.76 | 87.03849 | 16.74 |
| Midwest | 753.0842 | 22.28 | 80.12603 | 15.41 |
| South | 1237.003 | 36.6 | 195.0214 | 37.5 |
| West | 755.8458 | 22.36 | 157.814 | 30.35 |

|  | Non-LGBT | | LGBT | |
| --- | --- | --- | --- | --- |
| **PPMSACAT** | **Frequency** | **Percent** | **Frequency** | **Percent** |
| Non-Metro | 485.7827 | 14.37 | 57.00279 | 10.96 |
| Metro | 2894.217 | 85.63 | 462.9972 | 89.04 |

| ppeducat3 | Non-LGBT Frequency | Non-LGBT Percent | LGBT Frequency | LGBT Percent |
|---|---|---|---|---|
| LHS/HS | 1160.662 | 34.34 | 146.4883 | 28.17 |
| Some College | 932.9081 | 27.6 | 139.5554 | 26.84 |
| Bachelor or Above | 1286.429 | 38.06 | 233.9563 | 44.99 |

| income6 | Non-LGBT Frequency | Non-LGBT Percent | LGBT Frequency | LGBT Percent |
|---|---|---|---|---|
| Under $25,000 | 192.7134 | 5.7 | 45.71609 | 8.79 |
| $25,000-$49,999 | 510.7182 | 15.11 | 85.03063 | 16.35 |
| $50,000-$74,999 | 585.1919 | 17.31 | 78.84959 | 15.16 |
| $75,000-$99,999 | 515.699 | 15.26 | 81.76033 | 15.72 |
| $100,000-$149,999 | 708.4138 | 20.96 | 93.06709 | 17.9 |
| $150,000 and over | 867.2636 | 25.66 | 135.5763 | 26.07 |

| origin5 | Non-LGBT Frequency | Non-LGBT Percent | LGBT Frequency | LGBT Percent |
|---|---|---|---|---|
| Mexican Hispanic | 229.3201 | 6.78 | 45.29021 | 8.71 |
| Puerto Rican Hispanic | 36.53989 | 1.08 | 4.346147 | 0.84 |
| Cuban Hispanic | 22.98955 | 0.68 | 5.733554 | 1.1 |
| other Hispanic | 116.4404 | 3.44 | 31.92439 | 6.14 |
| NonHispanic | 2974.71 | 88.01 | 432.7057 | 83.21 |

| Acslang | Non-LGBT Frequency | Non-LGBT Percent | LGBT Frequency | LGBT Percent |
|---|---|---|---|---|
| English Proficient | 85.39813 | 2.53 | 26.50959 | 5.1 |
| Bilingual | 218.8178 | 6.47 | 33.0814 | 6.36 |
| Spanish Proficient | 101.074 | 2.99 | 27.70331 | 5.33 |
| Non-Hispanic | 2974.71 | 88.01 | 432.7057 | 83.21 |

| LGBT | Non-LGBT Frequency | Non-LGBT Percent | LGBT Frequency | LGBT Percent |
|---|---|---|---|---|
| No | 3380 | 100 | | |
| Yes | | | 520 | 100 |