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ABSTRACT

The report presents tabular data on occupation and years of school completed by age for the civilian labor force, by sex, race and Spanish origin, obtained from the 1980 Census/Equal Employment Opportunity (EEO) Special File. All tables list males and females separately for each category. Table 1 lists totals for 613 labor force categories, then Spanish origin workers in that category, then workers not of Spanish origin (White; Black; American Indian, Eskimo, and Aleut; Asian and Pacific Islander; and Others, e.g., such write-in Census entries as Eurasian, Mexican, Cuban, and Puerto Rican). For example, under Spanish origin, Table 1 shows 146 male and 34 female legislators, 9,548 male and 7,191 female postsecondary teachers, and 32,032 male and 74,280 female teachers other than postsecondary. Table 2 lists data for the 613 occupational categories, with columns for totals and each non-Spanish origin group. Table 3 shows years of school completed in 8 age ranges (from 16 to over 70 years) with columns for totals, Spanish origin people, and each non-Spanish origin group. Table 4 presents data for the same age ranges and years of schooling categories in columns for totals and the non-Spanish origin groups. (MH)

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Census of
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Detailed Occupation and
Years of School Completed by
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Force by Sex, Race, and
Spanish Origin: 1980

SUPPLEMENTARY REPORT

PC80-S1-8

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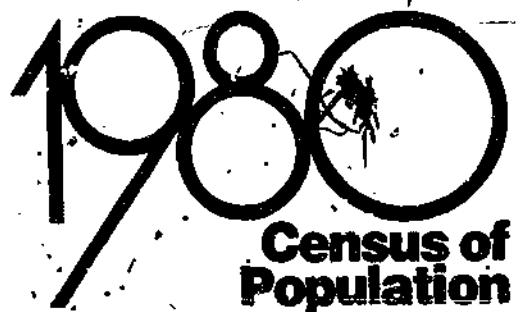
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Detailed Occupation
and Years of School
Completed by Age, for
the Civilian Labor Force
by Sex, Race, and
Spanish Origin: 1980

**SUPPLEMENTARY
REPORT**

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Introduction

BACKGROUND

This report presents data from the 1980 Census/Equal Employment Opportunity (EEO) Special File. The file was produced by the Bureau of the Census to help meet the needs of both government and private industry in planning EEO/Affirmative Action programs. Data from the 1980 Census of Population were used in preparing the file.

In 1978 the Census Bureau was contracted by a consortium of private companies to produce a set of special tabulations from the 1970 Census of Population that could be used for affirmative action program planning. Knowing that the demand would be even greater for these same types of data during the 1980's, the Census Bureau decided to produce the EEO Special File as a counterpart summary tape file using 1980 census data.

The following government agencies which are concerned with equal employment opportunity and civil rights issues contributed advice in establishing this file: the Equal Employment Opportunity Commission (EEOC); the Department of Labor, particularly the Office of Federal Contract Compliance Programs (OFCCP), the Employment and Training Administration (ETA), and the Office of Civil Rights; the Department of Justice; the Office of Personnel Management (OPM); and the Office of Federal Statistical Policy and Standards (OFSPS), which is now part of the Office of Management and Budget (OMB). The Census Bureau also received comments from companies in the private sector.

CONTENTS OF THE TABLES

The tables present data by sex, race, and Spanish/Hispanic origin. Tables 1 and 2 show detailed occupation data; tables 3 and 4 present education by age data. The data are limited to United States totals. Comparable data for each State, county, and standard metropolitan statistical area (SMSA), and for each city with a population of 50,000 or more, are available from the EEO File in the form of computer summary tapes and microfiche. For further information on obtaining data for such areas, please write to the Data User Services Division, "Customer Services," Bureau of the Census, Washington, D.C. 20233, or call (301) 763-4100.

Census figures on the number of workers by occupation have generally been accepted as estimates for the number of workers who are "skilled." The number of "available skilled workers" is often needed for affirmative action plans or other EEO-related studies. The first two tables in this report address this need for work-experience data by furnishing counts of people in specific occupations.

Many entry-level jobs, apprenticeship programs, and other work situations, on the other hand, do not require a skill based on work experience (as measured by occupation), but instead require a certain level of educational attainment. Employers recruiting for such jobs or programs need to know the available pool of qualified potential applicants. The two tables for years of school completed by age of persons in the civilian labor force are designed to meet this need for data.

Summary Tape File 5 and the printed State reports, *Characteristics of the Population: Detailed Population Characteristics*, PC80-1-D, also will provide tables with other variables pertinent to affirmative action planning, such as income and earnings, veteran status, and occupation, by industry.

ACCURACY OF THE DATA

All the data shown in this report are based on the 1980 census sample. The data are estimates of the actual figures that would have resulted from a complete count. Estimates can be expected to vary from the complete-count results, because they are subject to two basic types of error—sampling and nonsampling. The sampling error in the data arises from the selection of persons and housing units to be included in the sample. The non-sampling error, which affects both sample and complete-count data, is the result of all other errors that may occur during the collection and processing phases of the census. A more detailed discussion of both sampling and non-sampling error, a description of the estimation procedure, and the method of calculating sampling errors are provided in the technical documentation for the EEO Special File. (Contact Data User Services Division, "Customer Services," Bureau of the Census, Washington, D.C. 20233 or call (301) 763-4100.) A similar detailed description of the accuracy of the data is contained in the Supplementary Report, *Advance Estimates of Social, Economic, and Housing Characteristics*, PHC80-S2.

Definitions and Explanations

REFERENCE WEEK

The data on labor force status relate to the calendar week preceding the week in which the respondents completed their questionnaires or were interviewed by enumerators. The reference week is not the same for all respondents because not all persons were enumerated during the same week. Since Census Day was April 1, 1980, the reference week for many respondents was the last week of March 1980.

LABOR FORCE STATUS

Civilian Labor Force—The civilian labor force consists of persons classified as employed or unemployed according to the following criteria:

Employed—Employed persons include all civilians 16 years old and over who were either (a) "at work"—those who did any work at all during the reference week as paid employees or in their own business, profession, or farm; or who worked 15 hours or more as unpaid workers on a family farm or in a family business; or (b) "with a job but not at work"—those who did not work during the reference week but had jobs or businesses from which they were temporarily absent due to illness, bad weather, industrial dispute, vacation, or other personal reasons. Excluded from the employed are persons whose only activity consisted of work around the house or volunteer work for religious, charitable, and similar organizations.

Unemployed—Persons are classified as unemployed if they are civilians 16 years old and over and (a) were neither "at work" nor "with a job but not at work" during the reference week, (b) were looking for work during the last 4 weeks, and (c) were available to

accept a job. Also included as unemployed are persons who did not work at all during the reference week and were waiting to be called back to a job from which they had been laid off.

Although the EED Special File and this report contain data for the entire civilian labor force, occupation data are shown only for the "recent-experienced" civilian labor force (defined as "persons employed in 1980 or unemployed having civilian work experience between 1975-1980").

Unemployed, No Civilian Work Experience Since 1975—Persons are classified as unemployed with no civilian work experience since 1975 if they reported themselves as unemployed at the time of the 1980 census and one of the following: (1) their last job since 1975 was in the Armed Forces; or (2) they last worked in 1974 or earlier; or (3) they reported that they had never worked.

OCCUPATION

The data on occupation were obtained for the employed, the experienced unemployed, and persons 16 years old and over with work experience but not currently in the labor force. For the last two categories, the occupation is the most recent job that a person held during the previous five years. For an employed person the information is about the job held during the reference week. Those who were employed at two or more jobs reported the job at which they worked the greatest number of hours during the reference week.

Classification System—The occupation statistics utilize the detailed classification system developed for the 1980 Census of Population. This classification consists of 503 specific occupation categories arranged into 6 summary and 13 major

occupation groups. It is based on the 1980 *Standard Occupational Classification (SOC) Manual*, published by the U.S. Department of Commerce, Office of Federal Statistical Policy and Standards.

This report presents the 503 detailed occupation categories, plus a category for unemployed with no civilian work experience since 1975, and industry and class of worker subcategories for a few selected occupations. The publications *1980 Census of Population: Classified Index of Industries and Occupations*, PHC80-R4, U.S. Government Printing Office, Washington, D.C., 1982, and the SOO Manual provide information on the composition of the detailed categories.

Comparability with 1970 Occupation Data—Although the 1980 Census/EEO Special File is the counterpart file to the 1970 special tabulations, the 1980 data are not totally comparable to the 1970 data because of major differences between the classification systems used for coding occupations in 1970 and 1980. Prior to the 1980 census there was no government-wide standard on which to base the successive decennial census occupational classification system. In 1977 (revised in 1980) the Office of Federal Statistical Policy and Standards developed the SOC system for use by all Federal agencies. The 1980 census system is the first based on this SOC system.

One advantage of this new classification is greater consistency of occupation data among government sources. On the other hand, since many 1980 occupation groups and categories are only partially comparable to the ones in 1970, the differences will complicate EEO and other studies attempting to measure changes during the decade.

Some of the differences in the classification structure are as follows:

1. Working proprietors in sales and other sales managers who perform some of

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- the same duties as the workers they supervise are now classified as "sales supervisors" rather than "managers."
2. "Cashiers" and some "counter clerks, except food" were transferred from "clerical" to "sales workers."
 3. The farming occupations were expanded to include related off-farm activities, so some former "laborers" (e.g., gardeners) were transferred to this group.
 4. Some 1970 "operatives" were moved to "precision production occupations," such as "butchers and meat cutters," "dressmakers," "drywall installers," and "precision assemblers."
 5. Conversely, some 1970 "craft workers" moved to "machine operators" or to "transportation and material moving occupations." Examples are "job setters" (those who set up a machine for others), "printing press operators," "locomotive operating occupations," and "excavating and loading machine operators."

A more detailed description of the changes in the classification systems and the data will be presented in a technical paper equivalent to the technical paper which compared the 1960 system to the 1970 system.

INDUSTRY AND CLASS OF WORKER

This report shows data on major industry and class of worker subcategories for selected occupation groups. The information on industry and class of worker refers to the same job as the respondent's occupation. The industry statistics are based on the 1980 census detailed classification system developed from the U.S. Standard Industrial Classification (SIC) system. Definitions of the class of worker categories shown in this report are as follows:

Salaried Employees—Persons who work for a private employer or for any Federal, State, or local governmental unit for wages, salary, commission, tips, pay-in-kind, or at piece rates; this category also includes persons who work as employees

¹U.S. Bureau of the Census, *1970 Occupation and Industry Classification Systems In Terms of Their 1960 Occupation and Industry Elements*, (Technical Paper 26).

of their own incorporated business or trade.

Self-employed—Those who work for profit or fees in their own unincorporated business, profession, or trade, or who operate a farm, or who work without pay in a family business or farm.

RACE

Definition—The concept of race as used by the Census Bureau reflects self-identification by respondents; it does not denote any clear-cut scientific definition of biological stock. The data, therefore, represent self-classification by people according to the race with which they identify.

For persons who could not provide a single response to the race question, the race of the person's mother was used; however, if a single response could not be provided for the person's mother, the first race reported by the person was used. This is a modification of the 1970 census procedure in which the race of the person's father was used.

The category "White" includes persons who indicated their race as White, as well as persons who did not classify themselves in one of the specific race categories listed on the questionnaire, but entered a response such as Canadian, German, Italian, Lebanese, or Polish. In the 1980 census, persons who did not classify themselves in one of the specific race categories, but marked "Other" and wrote in entries such as Cuban, Puerto Rican, Mexican, or Dominican were included in the "Other" race category; in the 1970 census, most of these persons were included in the "White" category.

The category "Black" includes persons who indicated their race as Black or Negro, as well as persons who did not classify themselves in one of the specific race categories listed on the questionnaire, but reported entries such as Jamaican, Black Puerto Rican, West Indian, Haitian, or Nigerian.

The category "American Indian, Eskimo, and Aleut" includes persons who classified themselves as such in one of the specific race categories. In addition, persons who did not report themselves in one of the specific race categories but entered the name of an Indian tribe or reported such entries as Canadian Indian, French American Indian, or

Spanish American Indian were classified as American Indian.

The category "Asian, and Pacific Islander" includes persons who indicated their race as Chinese, Filipino, Japanese, Asian Indian, Korean, Vietnamese, Hawaiian, Samoan, or Guamanian, as well as persons who provided write-in entries of such Asian and Pacific Islander groups as Cambodian, Laotian, Pakistani, and Fiji Islander under the "Other" race category.¹ Also, persons who did not classify themselves in one of the specific race categories but wrote in an entry indicating one of the nine specific categories listed above were classified accordingly. For example, entries of Nipponese and Japanese American were classified as Japanese, entries of Taiwanese and Cantonese as Chinese, etc.

The category "Race, n.e.c." includes all persons not in the categories White, Black, American Indian, Eskimo and Aleut, and Asian and Pacific Islander mentioned previously. Persons reporting in the "Other" race category and providing write-in entries such as Eurasian, Cosmopolitan, Interracial, or a Spanish origin group (e.g., Mexican, Cuban, or Puerto Rican) were included in "Race, n.e.c." During the coding operations, each of the subgroups comprising "Race, n.e.c." as well as the write-in entries of Asian and Pacific Islander groups under the "Other" race category were identified separately. The Bureau plans to provide figures for the component groups in subsequent 1980 census reports.

If the race entry was missing on the questionnaire for a member of a household, an answer was assigned in the computer according to the reported entries of race of other household members using specific rules of precedence of household relationship. If race was not entered for anyone in the household (excluding paid employees), the race of a householder in a previously processed household was assigned.

Comparability with 1970 Race Data—Differences between the 1980 census and the 1970 census in reporting and processing seriously affect comparability for certain race groups. First, a large number of Spanish origin persons reported their race differently in the 1980 census than in the 1970 census; this difference in reporting has a substantial impact on the population totals and comparability for

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the "White" population, and the "Race, n.e.c." or "Other" race population (shown as "All other races" in most 1970 publications). A much larger proportion of the Spanish origin population in 1960 than in 1970 reported their race as "Other." Second, in 1970, most persons who marked the "Other" race category and wrote in a Spanish designation such as Mexican, Venezuelan, Latino, etc., were reclassified as "White." In 1980, such persons were not reclassified but remained in the "Other" race category.

As a result of this procedural change and the differences in reporting by this population, the proportion of the Spanish origin population classified as "Other" race in the 1980 census was substantially higher than that in the 1970 census. Nationally, in 1970, only 1 percent of Spanish origin persons were classified as "Other" race and 93 percent as "White." In 1980, a much larger proportion—38 percent—of Spanish origin persons reported their race as "Other" and only 58 percent reported "White." As a consequence of these differences, 1980 population totals for "White" and "Race, n.e.c." are not comparable with corresponding 1970 figures.

Data were collected separately for Eskimos and Aleuts in all states for the first time in the 1980 census. In 1970, these data were available only for Alaska. Since Eskimos and Aleuts are highly concentrated in Alaska, these changes did not seriously affect the comparability of 1980 and 1970 data for the "American Indian, Eskimo, and Aleut" population.

The 1980 data on the Asian and Pacific Islander population reflect a high level of immigration during the 1970's, as well as a number of changes in census procedures. First, the number of Asian and Pacific Islander categories listed separately on the 1980 census questionnaire was expanded to include Vietnamese, Asian Indian, Guamanian, and Samoan. Asian Indians, classified as "White" in 1970, were included in the "Asian and Pacific Islander" category in 1980. The Vietnamese, Guamanian, and Samoan populations were included in the "Other" race category in the 1970 census, but in the "Asian and Pacific Islander" category in 1980. Second, "Other Asian and Pacific Islander" groups such as Cambodian, Laotian, Pakistani, and Fiji Islander were identified and tabulated as "Asian and Pacific

Islander" in the 1980 census; in 1970, most of these groups were included in the "Other" race category. Also, in 1980, data were collected separately for Hawaiians and Koreans in all States, but in 1970, Eskimo and Aleut were substituted for these two categories in Alaska. Since the numbers of Hawaiians and Koreans in Alaska were small, this change does not have a significant impact on the comparability of the 1980 and 1970 data.

SPANISH ORIGIN

Definition—Persons of Spanish/Hispanic origin or descent are those who classified themselves in one of the specific Spanish origin categories listed in question 7 on the questionnaire—Mexican, Puerto Rican, or Cuban—as well as those who indicated that they were of other Spanish/Hispanic origin. Persons reporting "other Spanish/Hispanic" origin are those whose origins are from Spain, the Spanish-speaking countries of Central or South America, or they are Spanish origin persons identifying themselves generally as Spanish, Spanish American, Hispano, Latino, etc. Origin or descent can be viewed as the ancestry, nationality group, lineage, or country in which the person or person's parents or ancestors were born before their arrival in the United States. Persons of Spanish origin may be of any race.

Persons of more than one type of Spanish origin and persons of both a Spanish and some other origin(s) who were in doubt as to how to report a specific origin were classified according to the origin of the person's mother. If a single origin was not provided for the person's mother, then the first origin reported by the person was recorded. If any household member failed to respond to the Spanish/Hispanic origin question, a response was assigned by computer in the sample edit operation according to available related information such as ancestry and place of birth reported for the household member. If such information was not reported, origin was assigned from entries of other household members using specific rules of precedence of household relationship. If no origin was reported for any household member (excluding a paid employee), then an origin was assigned from another household with a householder of the same race.

Limitations of the Spanish Origin Data—A preliminary evaluation study of the reporting in the 1980 census item on Spanish origin indicated that there was misreporting in the Mexican origin category by White and Black persons in certain areas. The study results showed evidence that the misreporting occurred in the South (excluding Texas), the Northeast (excluding the New York City area), and a few states in the North Central Region. Also, results based on available data suggest that the impact of potential misreporting of Mexican origin in the 1980 census is severe in those portions of the above-mentioned regions where the Spanish origin population is generally sparse. However, 1980 census data on the Mexican origin population, or total Spanish origin population, at the national level, are not seriously affected by the reporting problem. For a more detailed discussion of the evaluation of the Spanish origin item, see the 1980 Census of Population Supplementary Report, *Persons of Spanish Origin by State: 1980*, PC80-S1-7.

Comparability with 1970 Spanish Origin Data—The 1980 figures on Spanish origin are not directly comparable with 1970 Spanish origin totals because of several factors; namely, overall improvements in the 1980 census, better coverage of the population, improved question design, and an effective public relations campaign by the Census Bureau with the assistance of national and community ethnic groups. These efforts at census improvement explain, in part, the large increase in the number of Hispanics over 1970. Also, these efforts undoubtedly resulted in the inclusion of a sizable but unknown number of persons of Hispanic origin who are in the country in other than legal status.

In the 1980 census Spanish origin question, specific changes in design from the 1970 question included, the placement of the category "No, not Spanish/Hispanic" as the first category in that question. The corresponding category appeared last in the 1970 question. The category "Central or South American" was deleted because in 1970 some respondents misinterpreted the category; and the designations "Mexican-American" and "Chicano" were added to the Spanish origin question in 1980. In the 1970 census, the question on Spanish origin

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was asked of only a 5-percent sample of the population; in the 1980 census, the Spanish origin question was asked of everyone in the Nation.

AGE

The age classification is based on the age of the person in completed years as of April 1, 1980, and was determined from the response to questions on age at last birthday, and month and year of birth.

YEARS OF SCHOOL COMPLETED

The data on years of school completed were based on the responses to the ques-

tions on the highest grade (or year) that the person had ever attended. Persons whose education was received in a foreign school system or an ungraded school were instructed to report the approximate equivalent grade in the regular American school system. If a person were currently attending or did not finish the highest grade attended, he or she was tabulated as having completed the previous grade or year.

SYMBOL AND ABBREVIATIONS USED IN TABLES

A dash “—” represents zero. The following abbreviations have been used in the tables:

admin.	— administrative
bidg.	— building
constr.	— construction
engr.	— engineering
exc.	— except
insps.	— inspectors
instr.	— instrument
lab.	— laboratory
mach.	— machine
mechs.	— mechanics
misc.	— miscellaneous
n.e.c.	— not elsewhere classified
prep.	— preparation
proprietors	— proprietors
pub.	— public
refrig.	— refrigeration
reps.	— representatives
tech.	— technical
trng.	— training
trans.	— transportation

Facsimile of questionnaire items 28-30

28-30. Current or most recent job activity <i>Describe clearly this person's chief job activity or business last week. If this person had more than one job, describe the one at which this person worked the most hours. If this person had no job or business last week, give information for last job or business since 1975.</i>	
28. Industry a. For whom did this person work? If now on active duty in the Armed Forces, print "AF" and skip to question 31. <i>(Name of company, business, organization, or other employer)</i>	
b. What kind of business or industry was this? <i>Describe the activity or location where employed.</i> <i>(For example: Hospital, newspaper publishing, mail order house, auto engine manufacturing, breakfast cereal manufacturing)</i>	
c. Is this mainly — (Fill one circle) Manufacturing <input checked="" type="radio"/> Retail trade Wholesale trade <input type="radio"/> Other — (agriculture, construction, service, government, etc.)	
29. Occupation a. What kind of work was this person doing? <i>(For example: Registered nurse, personnel manager, supervisor of order department, gasoline engine assembler, grinder operator)</i>	
b. What were this person's most important activities or duties? <i>(For example: Patient care, directing hospital policies, supervising order clerks, assembling engines, operating grinding mill)</i>	
30. Was this person — (Fill one circle) Employee of private company, business, or individual, for wages, salary, or commissions <input type="radio"/> Federal government employee <input type="radio"/> State government employee <input type="radio"/> Local government employee (city, county, etc.) <input type="radio"/> Self employed in own business, professional practice, or farm — Own business not incorporated <input type="radio"/> Own business incorporated <input type="radio"/> Working without pay in family business or farm <input type="radio"/>	

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Instructions to the respondent for questionnaire items 28-30

28a. If the person worked for a company, business, or government agency, print the name of the company, not the name of the person's supervisor. If the person worked for an individual or a business that has no company name, print the name of the individual worked for. If the person worked in his or her own business, print "self-employed."

b. Print two or more words to tell what the business, industry, or individual employer named in 28a does. If there is more than one activity, describe only the major activity at the place where the person works. Enter what is made, what is sold, or what service is given.

Some examples of what is needed to make an answer acceptable are shown on the census form and here.

Unacceptable	Acceptable
Furniture company	Metal furniture manufacturing
Grocery store	Wholesale grocery store
Oil company	Retail gas station
Ranch	Cattle ranch

c. Mark Manufacturing if the factory, plant, mill, etc., mostly makes things, even if it also sells them.

Mark Wholesale trade if the business mostly sells things to stores or other companies.

Mark Retail trade if the business mostly sells things (not services) to individuals.

Mark Other if the main activity of the employer is not making or selling things. Some examples of Other are farming, construction, and services such as those provided by hotels, dry cleaners, repair shops, schools, and banks.

29a. Print two or more words to describe the kind of work the person does. If the person is a trainee, apprentice, or helper, include that in the description.

Some examples of what is needed to make an answer acceptable are shown on the census form and here.

Unacceptable	Acceptable
Clerk	Production clerk
Helper	Carpenter's helper
Mechanic	Auto engine mechanic
Nurse	Registered nurse

b. Print the most important things that the person does on the job. Some examples are shown on the census form.

30. If the person was an employee of a private nonprofit organization, such as a church, fill the first circle.

Mark Local government employee for a teacher working in an elementary or secondary public school.

