

HOURLY WAGE LABOR MARKET IN SOUTH BEND: Employer Survey

Which racial or ethnic category best describes you?

- European American, Caucasian or White
- African American or Black
- Hispanic American, Hispanic, Latino or Latina
- Asian American
- Other: _____

Please circle your gender: Male Female

What is the highest level of education you have completed?

- Some high school, but I did not graduate
- GED
- High school graduate
- Some college or technical school but no degree
- Community college, technical school or associate's degree
- Bachelor's degree or above

How long have you been with your current employer? _____ years

How long have you been in your current job with this employer? _____ years

Which category best describes the industry you work in?

- Food production/service /restaurants
- Janitorial/cleaning/indoor maintenance service
- Outdoor maintenance work/groundskeeping/landscape
- Retail
- Manufacturing
- Packaging/shipping
- Clerical/administrative support
- Hospitality: Hotels, inns, motels
- Healthcare/nursing homes
- Other: _____

About how many times per year do you hire someone? _____

About how many times per year do you fire someone? _____

About how many times per year do you lay someone off? _____

How often do you check the criminal background of someone you're considering for a job?

- Never Almost Never Sometimes Almost Always Always

How often do you check the references of someone you're considering for a job?

- Never Almost Never Sometimes Almost Always Always

How often do you verify the educational record of a job applicant?

Never Almost Never Sometimes Almost Always Always

Do you require new employees to take a drug test?

Never Almost Never Sometimes Almost Always Always

How many employees do you supervise? _____

Are most people at your place of work part of a union? _____ Yes _____ No

Think about the employees you supervise. Circle one answer.

About how many of the employees you supervise have high school degrees or above?

Less than 25% 25% Half 75% Over 75%

About how many are White?

Less than 25% 25% Half 75% Over 75%

... Black?

Less than 25% 25% Half 75% Over 75%

... Hispanic or Asian?

Less than 25% 25% Half 75% Over 75%

... Female?

Less than 25% 25% Half 75% Over 75%

... Male?

Less than 25% 25% Half 75% Over 75%

Think about the applicants you see for a typical job opening. Circle one answer.

About how many applicants are male?

Less than 25% 25% Half 75% Over 75% Don't Know

How many are Caucasian (i.e. not Black, Hispanic, or Asian)?

Less than 25% 25% Half 75% Over 75% Don't Know

How many are Black?

Less than 25% 25% Half 75% Over 75% Don't Know

Of the men who apply, how many are Black?

Less than 25% 25% Half 75% Over 75% Don't Know

Of the Black women who apply, how many have completed high school?

Less than 25% 25% Half 75% Over 75% Don't Know

Of the Black men who apply, how many have completed high school?

Less than 25% 25% Half 75% Over 75% Don't know

How do you know the race or ethnicity of a job applicant?

- I hand out application forms personally
- I interview most applicants
- I can guess from names or addresses
- Other: _____

Black men without a high school degree have very high unemployment rates. In your opinion and drawing on your expertise as a hiring manager, what is the main reason for this? Check one.

- Most Black men do not really want steady jobs so they do not apply
- Most Black men want a job but not the jobs they are qualified to do or that are available
- Most employers cannot hire these men because they do not have the people skills or work ethic to be good employees
- Most employers cannot hire these men because they do not have the technical qualifications for existing jobs
- Most employers are biased or are reluctant to hire these men for reasons unrelated to the job
- Other: _____

Again in your opinion, which if any of the following would most encourage managers to hire more Black men? Check one.

- A program that provides attendance information on an applicant, such as attendance rates in the last school attended or attendance at a non-school program
- A program that provides other background information on applicants, such as their criminal record or volunteer activities in the community
- Allowing 2-3 people to share a job, deciding between themselves how to cover shifts
- Allowing employers to fire workers who have been arrested for a non-workplace crime
- A one year grace period for wage garnishment for unemployed workers who start jobs
- None of the above will really help.
- Other: _____

In this final section, compare APPLICANTS for a job. For each comparison set 1 AND 2, check the box of the applicant you think is more likely to have the characteristic in bold. If you think the two applicants being compared are equally likely to have the characteristic, check "Same."

	Comparison Set 1			Comparison Set 2		
	Black Man	Black Woman	Same	Black Man	White Man	Same
EXAMPLE: More likely to be tall.	√					√
It is easier to tell who will be a good employee.						
An applicant from this group is more likely to...	_____	_____	_____	_____	_____	_____
...have the needed reading and math skills.						
...have needed technical skills.						
...have work experience.						
...have problem solving and troubleshooting skills.						
...be better at resolving personal conflicts.						
...commit or encourage crime at the workplace.						
...fit in with current employees.						
...be trustworthy.						
...have a better work ethic.						
...be loyal to the firm.						
...pass a drug test.						
A hiring manager should do a criminal background check.						
A hiring manager should call references.						
An employee from this group won't last long.						
A manager should reward an employee in this group if they seem to be a good employee after 3 months.						
... After 1 year.						
It's a bad sign if a new employee from this group misses work without calling in after 2 weeks on the job.						
... After 6 months.						

Thank you for taking this survey! Return this survey in the envelope marked SURVEY FORM.