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ABSTRACT

Workers who were relocated under federally sponsored pilot mobility projects in Michigan and Wisconsin were compared with a group of nonmovers drawn from the same rural areas and with similar demographic and labor market characteristics. It was found that the movers improved their employment status, their occupational status, and their income after the move as compared with their economic status prior to the move and as compared with a similar before-after follow-up of the nonmover comparison group. Rough cost-benefit approximations indicate that the relocation subsidy was a sound economic investment. However, the "relocatees" expressed dissatisfaction with a number of non-economic aspects of their new environment, and almost 20 percent had returned to their home area within 6 months of their relocation. It is recommended that government-sponsored mobility projects be expanded, but that greater emphasis be given to counseling and other supportive services. (Author/AG)

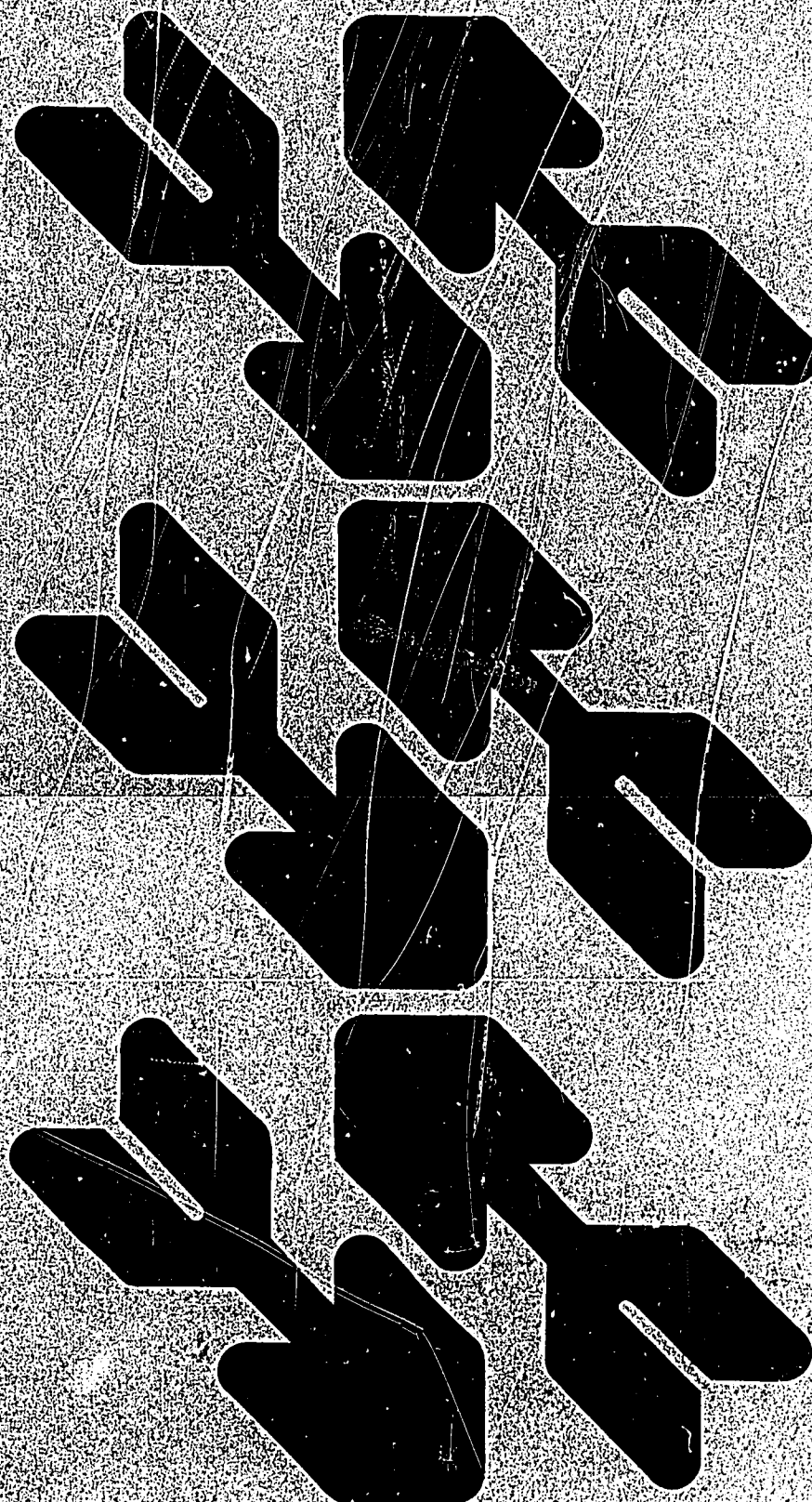
**LABOR MOBILITY: AN EVALUATION
OF PILOT PROJECTS IN MICHIGAN
AND WISCONSIN**

Gerald G. Somers

Industrial Relations Research Institute
University of Wisconsin-Madison
1972



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1972

Gerald G. Somers

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I. INTRODUCTION

The Pilot Mobility Projects

Most European countries have had legislative provisions for relocation subsidies during the past two decades. As part of general regional policies, unemployed or underemployed workers are encouraged to move from relatively depressed economic areas to areas of greater labor demand. On the premise that pockets of unemployment are partially caused by low rates of outward migration, mobility has been assisted through loans and grants to cover transportation costs, the movement of household furnishings, interview costs, and a settling-in allowance, in addition to such services as job placement, job development, and counseling.

The experience with relocation allowances in the United States has been much more recent and more limited. The American program is still in a pilot, demonstration stage. Since 1965 the U.S. Department of Labor has been conducting small pilot projects in a number of areas of the country in order to determine whether such a program is desirable for more widespread adoption. The initial projects have also been designed to evaluate policies and techniques which might be employed on a larger scale.

The pilot projects have provided a variety of forms of relocation assistance to unemployed workers who had little prospect for steady employment in their own community. Generally, they have sought, not to maximize the number of relocations, but, rather, to focus on operational problems and on the difficulties and values of relocation as a means of increasing employment opportunities, earnings, and job satisfaction. For these reasons,

the projects have been purposely varied and limited stress has been placed on operational results. The evaluation made here has been conducted in keeping with these objectives.

The Michigan and Wisconsin Projects

The demonstration mobility projects in Michigan and Wisconsin are similar to most of the mobility projects throughout the country, in that they focused on unemployed workers in primarily rural areas of limited employment opportunities. The projects were initiated in 1965. Although they continued to assist workers to relocate in succeeding years, the evaluation was concerned only with those who had relocated by September 1, 1967. Efforts at additional follow-up are now underway, but are not reported here.

The initial labor-supply area in the Wisconsin project consisted of ten counties in northwestern Wisconsin. These predominantly rural counties were selected because of their relatively high rates of unemployment, their status as "Rural Area Development" counties, and because of their status in the third and fourth quartiles of income earned in Wisconsin counties. As the Wisconsin project progressed, however, it was found that relatively few eligible workers were willing to move from these counties, and the scope of the supply area was gradually widened to include many other areas in the state, while preserving the eligibility criteria for assistance to workers living in these areas.

The labor-supply area in the Michigan project consisted of three counties in Michigan's Upper Peninsula. Like the initial focus of the Wisconsin project, this area is mostly rural non-farm, with a substantial amount of unemployment resulting from a depletion of iron and copper ores and the reduction of timber stands suitable for the lumbering industry.

The labor-demand areas to which the workers were to be relocated were generally within the state of their origin. In Wisconsin, the major area of destination was to be Milwaukee and other cities in the southeastern portion of the state, with some concentration as well in Green Bay and other communities in the Fox River Valley. However, workers were also to be assisted in their movement to cities in adjoining states, such as Minneapolis and Rockford, Illinois. The Michigan relocatees were to be assisted in their movement to such large Michigan cities as Detroit and Dearborn, but efforts were also made to place workers in such cities as Milwaukee and Green Bay, Wisconsin. Unlike the relatively depressed areas of departure, employers in the prospective cities of destination had experienced shortages of labor, and the unemployment rate in these cities was generally between 2 and 3 percent of the labor force in the 1965-67 period.

In order to be eligible for relocation assistance, the workers were to be involuntarily unemployed, without reasonable expectation of finding employment within their local labor market. Moreover, relocated workers must have received a suitable employment offer and must have had a reasonable expectation of permanent employment in the area of destination. In the Michigan project, almost all of those selected for relocation assistance were enrolled in a training program sponsored under the Manpower Development and Training Act, conducted by the Northern Michigan University Area Training Center in Marquette, Michigan.

The forms of assistance and services differed somewhat in the Wisconsin and Michigan projects, but they were all found in a number of other demonstration mobility projects. In Wisconsin, convertible loans were

provided to cover the costs of transportation to the new locality and to cover the costs of the movement of household furnishings. These loans were to be converted into grants if the relocatee remained with his new employer for a period of six months. Conversion of the loan was also to occur if the relocatee became involuntarily unemployed or found another job within commuting distance of his new residence during the six month period. Loans were also to be made to refinance the relocatee's existing financial obligations in his area of departure. Grants were provided for out-of-area interviewing expenses, including the costs of transportation, meals, and lodging when necessary. To be eligible for such interviewing expenses, the applicant's area of departure had to be beyond 50 miles of the interviewing location. In Michigan, financial assistance primarily took the form of loans to cover the costs of transportation and the movement of household belongings. In addition to financial assistance, the projects were designed to provide such services as job development, job placement, arrangement of interviews in the area of departure (the training site in Marquette, Michigan) or at the employment site, housing assistance prior to and upon completion of relocation, and counseling before and after the move.

In both the Michigan and Wisconsin projects, the experimental and demonstration aspects of the programs were stressed in addition to their operational objectives. Northern Michigan University, located in Marquette, Michigan, conducted an evaluation of the project as it proceeded from the vantage point of the agency carrying out the operational aspects of the project. The Wisconsin State Employment Service, conducting the operational aspects of the Wisconsin project, also carried out an evaluation of the

problems, techniques, and results as the project developed. In addition, the Industrial Relations Research Institute at the University of Wisconsin was funded by the Manpower Administration, U.S. Department of Labor, to conduct a more intensive follow-up evaluation.

II. RESEARCH OBJECTIVES AND METHODOLOGY

A. Objectives

It is the purpose of this study to evaluate the effects of the assistance provided under the Michigan and Wisconsin mobility demonstration projects on the employment, earnings, and satisfaction of relocatees relative to nonmovers. The evaluation includes the following items:

1. The characteristics of movers and nonmovers, with implications for the obstacles to mobility.
2. The distance of the moves and the size of the cities of departure and destination.
3. The types and amounts of assistance under the relocation projects.
4. The effects of mobility on employment, unemployment, and labor force status.
5. The effects of mobility on changes in industrial attachment.
6. The effects of mobility on changes in occupation, including the socioeconomic status of occupations.
7. The effects of mobility on weekly pay and average earnings.
8. The extent of MDTA training prior to mobility and the effects of prior training on employment and earnings.
9. The satisfactions and dissatisfactions arising from mobility, and their relationship to unemployment and earnings of respondents prior to and following mobility.
10. Motivations for mobility and the conditions under which nonmovers would become mobile.

11. Respondents' suggestions of forms of assistance which would improve the efficiency of mobility.

B. Research Methods

1. Sample of Relocates

The samples of relocatees and nonmovers selected for this evaluation were related to the selection process of the Michigan and Wisconsin relocation projects. In order to have a sufficient experience after mobility for appropriate evaluation, it was decided to survey the mobile workers by personal interview or by mail questionnaire (depending upon their distance from Madison) six months after their relocation. The nonmobile comparison groups were also to be interviewed or surveyed six months after the relocation of their corresponding mobile study groups. With this time schedule in mind, it was the original conception of the research project to survey all those who had relocated before October 1, 1966, and to complete the survey by March 15, 1967. This would permit a six-months follow-up for all of the relocatees and comparison groups. Unfortunately, the number of workers relocated in the Wisconsin project fell far behind schedule, and by October 1, 1966, only 32 workers had been relocated under the project. In order to include a larger number of Wisconsin relocatees, the research project was extended to cover all those who had relocated by September 1, 1967. Since the Michigan project had started earlier and was more successful in relocating workers, the research evaluation was not faced with the same time constraints in the survey of Michigan relocatees and nonmobile comparison groups. In Michigan too, however, the survey continued into the fall of 1967 in order to include the largest possible number of relocatees who had passed their six-month period of post-mobility experience.

Thus, the numbers included in the survey samples were contingent on the success and timing of relocation under the operating projects, with an enforced six-months lag to provide sufficient post-mobility experience. The wish to include the largest possible number of relocatees in the sample conflicted with the need to begin computer analysis in order to meet the research project's timetable. Consequently, the numbers included in the various tabulations and analyses differ depending on the timing of the computer runs for those analyses.

A total of 305 relocatees were surveyed by personal interview or by mail questionnaire. However, since 60 of these relocatees passed their six-months post-mobility period after September 1, 1967, some of the computer runs and tabulations cover only 246 relocatees. Of the total relocatees in the sample, 222 were included under the Michigan project and 84 were included under the Wisconsin project.

The decision to survey the relocatees by personal interview or by mail questionnaire depended on the distance of their new locality from the research base in Madison, Wisconsin. Essentially, only those relocatees from both the Wisconsin and Michigan projects who relocated to points in Wisconsin were surveyed by personal interview. However, interviewers were also dispatched to a few cities outside of the state where a number of relocatees had concentrated. These included Minneapolis, Detroit, and Rockford, Illinois. Each respondent who returned a satisfactory mail questionnaire was given a payment of \$10.00.

In Michigan the response rate for those who were designated for personal interviews was 52.8 percent. The response rate for those who were sent mail questionnaires was 48.4 percent. In the Wisconsin project, the

response rate for those who were designated for personal interviews was 74 percent, and the response rate for those who were sent mail questionnaires was 74.2 percent.

The initial relocatees in the Wisconsin project were selected by the Wisconsin State Employment Service in a random manner from the active files of the local offices of the Employment Service in a ten-county area in the northern section of the state. Because of the limited number of persons who could be induced to relocate from the area originally designated as the "supply area" for the project, a less random method of selection was utilized as the project extended to other sections of Wisconsin. However, even under this extension of the geographic scope of the project, the same eligibility requirements for selection were utilized: that is, the relocatee had to be unemployed, with little prospect of employment in his home area, and with the definite prospect of a job in the area of destination.

In the Michigan project, almost all of those selected for relocation were drawn from enrollees in the Marquette Area Training Center, funded by the Manpower Development and Training Act. This training center drew unemployed and underemployed workers from the Upper Peninsula area of Michigan, and because of the nature of the center's location those enrolled in training courses were advised that their successful job placement would probably entail geographic mobility. However, a number of those enrolled no longer expressed a willingness to move by the time they had completed their training. As in Wisconsin, to be eligible for assistance in relocation, the Michigan relocatees had to be unemployed, with little prospect of employment in the Upper Peninsula area, and with the offer of a job in a new locality.

2. Comparison Group Samples

The comparison groups used in this research evaluation were non-movers. They were drawn from the same population and from the same areas as the mobile workers and they were surveyed at about the same time as the mobile workers.

A total of 384 nonmovers were included in the comparison group analysis. Of these, 194 were part of the Michigan project and 190 were part of the Wisconsin project. The Wisconsin samples were selected from four groups formed as a result of the operating procedures of the Wisconsin Relocation Project. On the basis of their initial interviews, the WSES designated one group who indicated a willingness to move but who, for a variety of reasons, did not move; a second group who definitely said they they were not willing to move; a third group who said that they would be willing to move under certain future conditions; and a fourth group who were selected at random from the files of the local employment service offices but who were not offered any assistance under the relocation project. A random selection of 347 workers drawn from these four groups was designated as the "comparison" sample.

Mail questionnaires were sent to this comparison sample early in 1967, with a provision of a \$5.00 payment for return of a satisfactorily completed questionnaire. Personal interviews were also conducted with 100 nonmobile workers, drawn from the fourth comparison sample described above-- that is, those who were selected at random from the employment service files but were not offered relocation assistance.

The comparison group in Michigan consisted of 384 trainees who had been enrolled in the Marquette Area Training Center but who did not relocate.

Thus, the nonmobile sample in Michigan was selected from the same initially unemployed population as those included in the experimental group and this comparison sample underwent a similar training experience. As in the Wisconsin project, questionnaires were mailed to these workers in 1967, and a payment of \$5.00 was made for each satisfactorily completed questionnaire.

In the Wisconsin project, 190 satisfactory questionnaires were completed and returned out of a mailing of 347 to the comparison group, for a response rate of 55 percent. In the Michigan project, 194 questionnaires were returned out of a mailing of 384, for a response rate of 51 percent.

The personal interviews were conducted primarily by the staff of the Wisconsin Survey Research Laboratory, University of Wisconsin. Mail questionnaires were distributed by the project staff in Madison. Copies of the personal interview questionnaire and the mail questionnaires for relocatees and comparison groups are included in the Appendix to this report.

3. Analysis and Characteristics of Samples

Coding of the questionnaire returns was carried out by the project staff. Key punching and programming assistance was provided by the staff of the Social Systems Research Institute, University of Wisconsin, and the Computing Center of the University of Wisconsin.

Cross tabulations are used to describe the nature of the moves (including costs), the consequences of the moves and the attitudes of the relocatees. Multivariate analysis is utilized to analyze the factors associated with the change in earnings of the relocatees and nonmovers. The relationships of costs and benefits are discussed in economic and non-economic terms.

Of the 305 relocatees included in this research evaluation, 59, approximately 19 percent, returned to their home locality within the six-month period of follow-up evaluation. The tabulations on the characteristics of Relocatees are divided into two groups: "Movers" and "Returnees," and these are compared with the comparison group of "Nonmovers."

Sex.--The Relocatees were predominantly male. Only 9.7 percent of the Movers were female, and only 7 percent of the Relocatees who returned to their home locality (Returnees) were female. On the other hand, 22 percent of the Nonmovers in the comparison group were female. This difference in sex must be borne in mind in appraising the comparisons between Relocatees and Nonmovers in the analyses which follow. However, this difference in the male-female ratio for Movers and Nonmovers is probably an accurate reflection of the sex differences between mobile and nonmobile workers in relocation projects generally.

Age.--As is seen in Table 1, there is a significant difference in the age of Relocatees and Nonmovers. However, there is a similar age pattern between those Relocatees who returned and those who were still in their new locality at the time of our follow-up survey. Approximately 75 percent of the Relocatees were under 30 years of age, and only a little over 5 percent were 45 years or older. On the other hand, almost half of the Nonmovers were 30 years of age or older, and over one-fourth were 45 years of age and over.

Education.--As compared with Nonmovers and Returnees, a relatively larger proportion of the Movers had completed high school or had some college experience. Over 70 percent of the Movers and only 60 percent of the

TABLE 1
AGE AND MOBILITY STATUS

Age	Mobility Status (Percent)			Total
	Movers	Nonmovers	Returnees	
0-20	24.30	18.23	27.27	21.03
21-29	50.93	33.51	49.09	40.65
30-44	19.63	21.45	16.36	20.40
45-64	5.14	25.47	7.27	17.13
65-99	0.00	1.34	0.00	0.78
TOTALS	100.00	100.00	100.00	100.00

TABLE 2
EDUCATION AND MOBILITY STATUS

Education (Grades Completed)	Mobility Status (Percent)			Total
	Movers	Nonmovers	Returnees	
Grade 0	0.00	0.00	0.00	0.00
Grade 1-4	1.04	1.03	2.00	1.12
Grade 5	0.00	0.00	0.00	0.00
Grade 6-7	2.08	3.42	0.00	2.62
Grade 8	3.13	14.04	12.00	9.93
Grade 9-11	21.35	15.75	26.00	18.73
Grade 12	63.02	56.85	58.00	59.18
College, 1-3 yrs.	8.85	7.53	2.00	7.49
College, 4 yrs.	0.52	0.68	0.00	0.56
College, over 4 yrs.	0.00	0.68	0.00	0.37

Returnees were in this higher education category. Other studies on the relationship of education to geographic mobility support the finding that the educational level of permanent movers is greater than that of those who returned to their home area. However, the relatively small number of workers included in the Returnee sample precludes any far-reaching conclusions to be derived from the educational differences indicated in Table 2.

A somewhat higher ratio of the Nonmovers were in the lower educational categories, with 17.46 percent having completed their formal education in grades 6-8. However, it should be noted that the Nonmovers also had relatively high levels of education compared to disadvantaged groups in other studies. Almost two-thirds had completed high school or had some college experience. The Nonmovers were at a slight educational advantage relative to Returnees, even though they were below the educational levels of the Movers.

Thus, the sex, age and education characteristics of mobile workers relative to Nonmovers are similar to those found in other studies of geographic mobility. However, because the mobile and nonmobile samples in this study were drawn from roughly similar populations of unemployed and underemployed workers in depressed areas, there is special interest in other factors associated with mobility and the consequences of mobility when demographic variables are held constant.

Race and Other Characteristics.--Reflecting the nature of the population in Northern Wisconsin and the Upper Peninsula Area of Northern Michigan, the samples of Relocates and Nonmobile workers included in this study are almost entirely white. Only one Negro and one other nonwhite

worker were included. Thus, the race variable has necessarily been omitted in the analyses which follow.

Other characteristics of the Relocates and Nonmovers, such as industrial, occupational, and geographic composition, are described below as part of the analyses of the nature and consequences of mobility.

III. TYPES OF ASSISTANCE AND NATURE OF MOVES

Relocates in the Michigan and Wisconsin projects were given various forms of financial and nonfinancial assistance. The principal financial aid covered the costs of transportation and the movement of household belongings. Payments were also made to defray expenses of hotels and meals in the city of destination during job interviews. In some cases, loans were made to enable potential Relocates to pay off their debts in their home areas prior to their mobility--a form of assistance especially welcomed by creditors in the areas of departure. Some Relocates also received loans or small grants to help cover their living expenses in the new area before they received their first pay check.

In addition to financial assistance, many of the Relocates benefited from counseling services in their home area prior to departure and in their area of destination. Counseling was conducted primarily by representatives of the Wisconsin State Employment Service and the Michigan State Employment Service, and it covered such matters as job opportunities, housing, schools, and community facilities.

Transportation and Moving Expenses

There was a wide range in the expenditures of Relocates for their transportation and movement of household belongings, ranging from 66 Relocates who reported no expenditures in this category to some who reported transportation and moving costs of over \$600. The payments made by the Relocates were covered by the relocation projects. On the whole, the transportation

and moving costs were relatively low by general standards, and their magnitude would not normally be expected to constitute a serious obstacle to mobility. The mean expenditure was \$148.97 for the entire group of Relocates, including those who incurred no costs in this category. If the latter group is excluded, the mean expenditure on transportation and the movement of household belongings for those who incurred costs in this category was \$209.46. Twenty-eight percent of the Movers received less than \$30 to cover these costs, and 29 percent received over \$150. The Returnees had substantially lower transportation and moving costs. Over one-half received under \$30, and less than 20 percent incurred costs of over \$150.

As might be expected, the costs of transportation and the movement of household belongings varied directly with the age, marital status, sex, and family size of the Relocates. However, these correlations were more distinct for the Movers than for the Returnees.

The percentage distribution of Movers who had transportation and moving costs of over \$150, by age categories, was as follows:

<u>Age</u>	<u>Percentage of Movers</u>
0-20	6.39
21-29	31.47
30-44	58.00
45-64	66.67

Almost 40 percent of the married Movers had transportation and moving costs of over \$150, as contrasted with only 8.3 percent of single Movers who had costs of this magnitude. A similar contrast is found in the costs incurred by married and single Returnees. The proportions of married and single persons among the Movers was roughly similar to the proportions among Returnees. Approximately two-thirds were married, and one-third were single.

Women spent far less in transportation and moving costs than males, among both Movers and Returnees.

The larger the family, the greater the expenditures on transportation and the movement of household belongings for Movers. This relationship does not appear to hold for the Returnees. The percentage of Movers who incurred costs of over \$150, according to family size, was as follows:

<u>Number of Dependents</u>	<u>Percentage of Movers</u>
1	11.12
2	29.40
3	42.85
4	59.52
5 or more	42.86

Living Expenses

The second major mobility cost, covered fully by assistance payments in some cases and defrayed in part or in whole by the Relocatee in other cases, was the living expenses (primarily food and hotel) during job interviews or just after relocation to the new area. These costs generally ran well below the costs of transportation and movement of household belongings. Those Relocatees who were interviewed incurred average interview costs of \$46.33. If we combine living expenses that were incurred immediately after job relocation with those expenses incurred at the time of job interviews, the mean costs per Relocatee were \$86.23. However, this average includes 125 Relocatees who reported no expenditure in this category. If only those who incurred food and hotel costs are included, the mean expenditure in this category is \$194.02. Over half of the Movers had food and hotel costs of less than \$30, and only 17.1 percent incurred costs over \$150. Returnees had

lower expenditures for food and hotel, with 58 percent spending less than \$30 in this category. Only 5.2 percent of the Returnees spent more than \$150 for living costs.

Although there was some tendency for living costs to rise with the age of the Relocatee, this relationship was not nearly as marked in this category as in the expenditures on transportation and movement of household belongings. Whereas only 4 percent of those under 20 years of age had food and hotel costs of \$150 or more, 28 percent of the Movers between 30 and 44 years of age had living expenditures in this category. Married Movers had higher living expenditures (20 percent over \$150) than single Movers (8.1 percent over \$150). However, there was no clear relationship between the expenditures on food and hotel and family size. Most of the expenditures on food and hotels were incurred while the Relocatee, with or without spouse, visited the new locality for purposes of job interviews. Family was often left behind even during the first few weeks after the Relocatee had assumed his new employment and while he searched for more permanent housing in the new locality.

Although two-thirds of the Relocatees reported that they had traveled to take job interviews prior to their relocation, the Wisconsin State Employment Service and the Michigan State Employment Service reimbursed only part of these costs. Almost 30 percent of the respondents indicated that their new company paid some or all of the costs of the job interviews; and over half of the respondents reported that they themselves paid some or all of these costs.

Similarly, only a little over one-third of the respondents indicated that the Employment Service had provided loans or grants to cover their

living expenses in the new locality before they received their first pay checks. As is seen in Table 3, a large percentage was forced to dig into their own savings to cover these costs, and over 10 percent of the Relocates borrowed money during this period.

TABLE 3

METHODS OF MEETING LIVING EXPENSES BEFORE RECEIPT
OF FIRST PAY CHECK IN NEW AREA

	Number of Relocates	Percent
Employment Service loan, grant	84	34.14
Savings	102	41.46
Borrowed money	26	10.56
Lived with parents or friends	15	6.09
Company paid	12	4.87
Relief - Welfare	1	.81
Not ascertained	6	2.44
TOTAL	246	100.00

Indebtedness Prior to Relocation

Although no specific data are available on the assistance provided to Relocates for the purpose of reducing their indebtedness in the area of departure, it is clear that for many of the Relocates this was a serious problem. As is seen in Table 4, 56.5 percent of the respondents indicated that they had debts before their move other than a home mortgage. The average amount of debt for these workers was \$533.09. Car payments represented the most prevalent form of indebtedness, followed by debts incurred to cover

daily living expenses, primarily through borrowing from banks, credit unions, and on insurance policies. Medical bills and payments on furniture and appliances also represented an important source of indebtedness.

TABLE 4

DEBTS OF RELOCATEES BEFORE MOVE

	Number	Percent
Relocates with debts before move (other than home mortgage*)	139	56.50*
Reasons for Debts:		
Car payments	76	54.68**
Living expenses	31	22.30**
Medical bills	30	21.48**
Furniture and appliances	14	10.07**
Business costs	8	5.76**
Housing repairs	7	5.04**

*21 Relocates, or 8.5 percent, had mortgages on home before move. Percentage indicated is that of 246 Relocates.

**Percentage of those who had debts (139).

Nonfinancial Assistance

The survey indicates that geographically mobile workers require many forms of advice and counseling assistance which go beyond the financial aid to cover costs of transportation, moving, job interviews, and living expenses. Although the project officers attached to the Employment Service in Michigan and Wisconsin made an effort to provide such aid and advice, it is apparent that they were not always fully successfully in meeting the needs of the Relocates. Fortunately, other community agencies were able to make some contribution to this form of assistance. Nonetheless, only a small proportion of the Relocates were able to report that they had received such help. The

data in Table 5 refer only to those Movers and Returnees who reported that some agency or organization had provided advice or other nonfinancial assistance after their move to the new locality. The Welcome Wagon or other civic groups served as a source of counseling aid for 14 percent of the Relocates; and representatives of the relocation projects or the Employment Service provided advice to approximately 10 percent of the Movers and Returnees.

TABLE 5

AGENCIES AND ORGANIZATIONS WHICH PROVIDED ADVICE OR
NONFINANCIAL ASSISTANCE AFTER THE MOVE
(2 choices coded)

	Movers			Returnees			Total	
	Wis. No.	Mich. No.	Total No.	Wis. No.	Mich. No.	Total No.	No.	Per- cent
Welcome Wagon	6	17	23	0	1	1	24	7.87
Other civic groups	4	15	19	1	1	2	21	6.89
Relocation project	1	8	9	0	2	2	11	3.61
Employment service	5	10	15	5	0	5	20	6.56
								N = 305

Only 20 percent of the Movers and 6 percent of the Returnees felt that nothing more could be done to aid people moving to new areas (Table 6). On the other hand, almost 40 percent of the respondents stated that they could have used more help in finding suitable housing, and the Returnees were especially emphatic in stating this unmet need.

The Relocates expressed a need for more information. Almost 16 percent stated that they could have been provided more information about the new

community, and others expressed a need for more information about jobs, living costs, social contacts, credit sources, etc.

TABLE 6

WHAT MORE COULD BE DONE TO AID PEOPLE MOVING TO NEW AREAS?
(2 choices coded)

Relocatees' Responses	Movers			Returnees			Total	
	Wis. No.	Mich. No.	Total No.	Wis. No.	Mich. No.	Total No.	No.	Per-cent
Nothing more	10	39	49	1	3	4	53	17.38
Help in finding suitable housing	25	69	94	8	16	24	118	38.69
Provide lists of area relocatees	1	0	1	0	0	0	1	0.33
Pay relocation expenses faster	2	0	2	2	0	2	4	1.31
Provide more information about area	7	27	34	2	12	14	48	15.74
More flexible financial policies with ready cash available to relocatee	3	12	15	1	1	2	17	5.57
Better job placement	4	13	17	4	3	7	24	7.87
Help establish credit	0	3	3	0	1	1	4	1.31
Schooling or training	1	1	2	0	0	0	2	0.66
High cost of living	0	10	10	1	2	3	13	4.26
Help meeting people	5	7	12	2	2	4	16	5.25
								N = 305

Greater financial assistance appeared to be much less important than nonfinancial considerations in the list of unmet needs of the Relocatees in their new environment. Only a few mentioned financial aspects, and they placed the stress on speed of payment and flexibility rather than size of payment.

Thus, the financial costs of the geographic mobility of the surveyed workers appear to be relatively small--probably too small to constitute a major obstacle to mobility from relatively depressed economic areas to areas of labor demand. Even though the relocation projects in Michigan and Wisconsin covered only part of these financial costs, the Relocates appeared to be more concerned with what they considered to be deficiencies in supportive services rather than financial aid. As might be expected, the Returnees reported greater perceived gaps in the battery of services than did those Relocates who were still in the new locality at the time of the follow-up survey. A smaller percentage of the Returnees felt that nothing more could be done to assist them in the new area, and more of the Returnees expressed a need for more aid in their general community adjustment as well as in their adjustment to the labor market.

Area of the Moves

The majority of the Relocates moved within their home state (Table 7). Of those who were relocated in the Michigan project, 54 percent remained within Michigan and almost one-fourth moved to Wisconsin localities. A greater number of the Wisconsin Relocates moved to other states. Over one-fourth crossed state lines in their relocation, and 48 percent moved to new localities within Wisconsin.

It is notable that 17.2 percent of the Relocates in the Michigan project and 25 percent of the Relocates in the Wisconsin project had returned to their area of departure by the time of the follow-up survey. As has been seen above, the Returnees differed from the Movers in a number of important characteristics and, as is noted in subsequent sections, there

were also some significant differences in their labor market experience following initial mobility.

TABLE 7
GEOGRAPHIC AREA OF MOBILITY

Area of Destination	Percent of Relocates
From Michigan areas:	
Moved within Michigan	53.7
Moved to Wisconsin	23.3
Moved to other states	5.7
Returned to area of departure	<u>17.2</u>
TOTAL	100.0
From Wisconsin areas:	
Moved within Wisconsin	47.7
Moved to Michigan	1.1
Moved to other states	26.1
Returned to area of departure	<u>25.0</u>
TOTAL	100.0

Milwaukee was a major center of attraction for both Wisconsin and Michigan Relocates (Table 8). Green Bay, Wisconsin, was also an important center of destination for the Michigan Relocates, as were Detroit and Marquette. Minneapolis was a principal out-of-state new locality for Wisconsin Relocates, followed by Rockford, Illinois. However, the most notable fact about the community distribution of the Relocates was their wide geographic dispersion as revealed in the follow-up survey. Most of the Relocates were found scattered about in over 100 different cities, inside and outside of their states of origin. As is seen in Table 9, there are sharp differences between the size of the communities from which the Relocates moved and the size of the communities to which they relocated. Whereas almost

TABLE 8
CITIES OF DESTINATION

City of Destination	Number of Relocates*	Percent of Relocates
From Wisconsin areas to:		
Milwaukee	12	14.6
Minneapolis	11	13.4
Rockford, Illinois	9	11.0
Chippewa Falls, Wisconsin	6	7.3
Other**	<u>44</u>	<u>53.7</u>
TOTAL	82	100.0
From Michigan areas to:		
Lansing	5	2.2
Detroit	12	5.4
Dearborn	5	2.2
Marquette, Michigan	15	6.7
Green Bay, Wisconsin	17	7.6
Milwaukee	26	11.7
Other**	<u>143</u>	<u>64.2</u>
TOTAL	223	100.0

*Includes the original destination point for Returnees.

**Less than 5 Relocates to any other city.

all of the Movers originated from communities of under 25,000 population, well over half relocated to cities of more than 25,000 population, and one quarter moved to cities with a population size of 250,000 and over.

The size pattern of points of origin for the Returnees was somewhat similar, with a slightly larger proportion originating from cities between 10,000 and 50,000 population. The city-size distribution of destination points for the Returnees was also very similar to that of the Movers, with a slightly larger proportion moving initially to smaller communities (Table 10).

TABLE 9

SIZE OF CITY OF DEPARTURE FOR RELOCATEES AND RESIDENCE OF NONMOVERS

Size of City	Percentage Distribution			Total
	Movers	Returnees	Nonmovers	
Unincorporated	16.38	14.06	24.79	20.74
Under 2,500	19.83	28.13	18.87	20.12
2,500-9,999	27.59	15.63	16.34	20.28
10,000-24,999	31.03	34.38	17.75	24.12
25,000-49,999	3.88	7.81	16.06	10.91
50,000-99,999	0.43	0.00	3.38	2.00
100,000-249,999	0.00	0.00	1.41	0.77
250,000 and over	0.86	0.00	1.41	1.08
TOTAL				
Percent	100.00	100.00	100.00	100.00
Number	232	64	355	651

Variance = 838.72283 Standard deviation = 28.96071 Chi Square=64.06292
 Degrees of Freedom 14 Correlation coefficient between mobility and city
 of departure = 0.02

TABLE 10

SIZE OF CITY OF DESTINATION OF MOBILE WORKERS

Size of City	Percentage Distribution		Total
	Movers	Returnees	
Unincorporated	3.88	6.25	4.39
Under 2,500	8.62	7.81	8.45
2,500-9,999	13.79	17.19	14.53
10,000-24,999	15.95	18.75	16.55
25,000-49,999	9.05	6.25	8.45
50,000-99,999	14.66	9.38	13.51
100,000-249,999	8.62	6.25	8.11
250,000 and over	25.43	28.13	26.01
TOTAL			
Percent	100.00	100.00	100.00
Number	232	64	296

Variance = 238.26667 Standard deviation = 15.43589 Chi Square=3.30519
 Degrees of Freedom 7 Correlation Coefficient between mobility and
 destination = 0.03

It is interesting to note in Table 9 that the size distribution of cities in which the Nonmovers lived does not differ markedly from the size of cities of departure for the Movers and Returnees. However, a smaller proportion of the Nonmovers resided in cities of 10,000 to 24,999 and a larger proportion of the Nonmovers resided in cities of 25,000 to 49,999 population.

As indicated in Table 11, the size of the city of departure or destination bears little relationship to the financial amount of relocation assistance received by Movers and Returnees.

TABLE 11

PERCENTAGE RECEIVING RELOCATION ASSISTANCE OF OVER \$150
BY SIZE OF CITY OF DESTINATION AND DEPARTURE

Size of City	Movers (percent)		Returnees (percent)	
	Over \$150 For Transp. & Household Goods	Over \$150 For Food and Hotel	Over \$150 For Transp. & Household Goods	Over \$150 For Food and Hotel
<u>City of Destination</u>				
Rural or Unincorporated	0	12.50	25.00	0
Inc., under 2,500	50.01	23.53	50.00	0
2,500 - 9,999	40.00	19.24	25.00	12.50
10,000 - 24,999	35.49	15.15	16.66	0
25,000 - 49,999	44.46	22.23	0	25.00
50,000 - 99,999	17.25	10.35	0	0
100,000 - 249,000	16.67	29.40	25.00	0
250,000 or over	24.00	13.21	20.00	6.25
<u>City of Departure</u>				
Rural or Unincorporated	30.01	20.58	14.29	0
Inc., under 2,500	18.42	13.51	11.76	0
2,500 - 9,999	33.96	21.82	33.33	12.50
10,000 - 24,999	32.15	12.89	20.00	9.52
25,000 - 49,999	25.00	11.11	25.00	0

IV. EFFECTS OF MOBILITY ON EMPLOYMENT

Labor Force and Employment Status

In order to determine the effects of the relocation program on the employment status of Relocates relative to Nonmovers, comparisons were made between the percentage of time employed, unemployed, and not in the labor force one year prior to the relocation with equivalent percentages during the six-month follow-up period after relocation. In the case of Returnees, the before-after comparisons focused on the initial relocation rather than on the return move.

For the Nonmovers, an effort was made to utilize a comparable one-year period in the "before" analysis, and an appropriate six-month period in the "after" analysis. For the large number of Nonmovers who enrolled in MDTA retraining courses (especially in the Michigan project), comparisons were made between the experience in the year before enrolling in the training course and in the six-month period following departure from the training course. Since most of the Michigan Relocates went through a similar period of enrollment and training and moved geographically shortly after they left the training course, "before and after" training provides a reasonable basis for comparison with "before and after" relocation. No such easy solution was available in the time comparisons of Nonmovers who did not enroll in training courses. For persons in this comparison group, there was no alternative but to select a model date related to the relocation of the Movers from the same area. A one-year period before this date then served as a basis for comparison with the Nonmovers' experience in the six-month period following this date.

As is seen in Table 12, even though the Relocates may have met the eligibility requirements of the relocation projects just prior to their selection, the major status of those who were not previously employed in the year prior to their move was nonlabor force participation rather than unemployment. That is, many were not available for work or actively seeking work. The Movers, taken as a whole, were out of the labor force 34.2 percent of the time during the year prior to their move. Among those who moved, the Returnees were out of the labor force 28.8 percent of the time during the year prior to their initial move. On the other hand, less than one-fourth of a comparable year was spent in nonlabor force status by the comparison group of Nonmovers. The greater prevalence of nonlabor force status among the Relocates, compared with the Nonmovers, undoubtedly reflects the relative youth of the Relocates (see Table 1). Since approximately one-fourth of the Relocates were under 20 years of age at the time of the follow-up survey, it is reasonable to assume that many were in school during the year prior to their relocation.

TABLE 12
LABOR FORCE STATUS BEFORE AND AFTER MOVE

Labor Force Status	Mobility Status								
	Movers			Nonmovers			Returnees		
	Year 6 Mos Before	6 Mos After	Change	Year 6 Mos Before	6 Mos After	Change	Year 6 Mos Before	6 Mos After	Change
(1)	(2)	(1)-(2)	(1)	(2)	(1)-(2)	(1)	(2)	(1)-(2)	
Percentage of time:									
Employed	55.9	89.2	+33.1	56.7	74.6	+18.1	60.1	80.1	+20.0
Unemployed	9.4	2.2	- 6.6	19.7	12.9	- 6.7	10.7	6.6	- 4.1
Not in Labor Force	34.2	8.5	-26.1	23.2	12.3	-10.9	28.8	13.0	-15.8

NOTE: The number in each cell refers to the mean percentage of time for all individuals in that cell. For Movers and Returnees, the time periods used were one year before the initial move and six months after the initial move. For MDTA trainees among the Nonmovers, the time periods used were one year prior to entering the MDTA training course and six months after leaving the training course. Comparable periods were used for Nonmovers who did not take training.

The Movers and Returnees, taken as a whole, were unemployed approximately 10 percent of the time during the year prior to their relocation. The Nonmovers were even less favorably situated, suffering unemployment for almost one-fifth of a comparable year.

Even though all of the groups improved their employment status during the six-month period following relocation (or an equivalent date for the Nonmovers), the improvement in the status of the Movers was more marked than that of the Nonmovers and the Returnees. The Movers were unemployed only a little over 2 percent of the time during the follow-up period and, by greatly reducing their time outside of the labor force, they were employed almost 90 percent of the time. They thereby increased the proportion of their time employed by 33 percentage points in the six months after relocation relative to the situation prior to their move. The reduction in the unemployment and improvement in percentage of time employed among the Returnees was less than that of the Movers; but the improvement for this group compared favorably with that of the Nonmovers.

A more detailed analysis of the factors influencing the employment status of the Relocatees and the Nonmovers is presented in subsequent sections dealing with the relationship of training to mobility, factors related to satisfactions and dissatisfactions with the relocation process, and the multivariate regression analysis of the factors associated with changes in the earnings of Relocatees.

Industrial Change

The Relocatees' change of geographic area was frequently associated with a simultaneous change of industry. There was some shift out of agriculture, mining, construction, transportation, and trade into the manufacturing of durable goods, public utilities, and government (Table 13).

TABLE 13
INDUSTRIAL CHANGE OF MOVERS AND NONMOVERS

Industry Category	Movers				Nonmovers			
	Before		After		Before		After	
	No.	%	No.	%	No.	%	No.	%
Agriculture	16	6.32	1	.38	12	3.57	2	.81
Forestry	5	1.98	3	1.15	9	2.67	3	1.22
Mining	8	3.16	4	1.53	14	4.15	12	4.86
Fisheries	--		2	.76	2	.59	--	
	29	11.46	10	3.82	37	10.98	17	6.89
Construction	24	9.49	7	2.67	33	9.79	17	6.88
Mfg.--Durable Goods	63	24.90	130	49.62	79	23.44	82	33.20
Mfg.--Nondurable Goods	26	10.28	11	4.20	29	8.61	18	7.29
Transportation	11	4.35	4	1.53	21	6.23	4	1.62
Communications	1	.39	2	.76	3	.89	1	.40
Public Utilities	3	1.19	9	3.44	1	.30	6	2.43
	15	5.93	15	5.73	25	7.42	11	4.45
Trade--Wholesale & Retail	44	17.39	21	8.02	61	18.10	39	15.78
Services (incl. education)	37	14.62	33	12.59	48	14.24	34	13.77
Educational Institutions	3	1.19	1	.38	4	1.19	6	2.43
Finance, Real Estate, Ins.	--		2	.76	2	.59	2	.81
	40	15.81	36	13.73	54	16.02	42	17.01
Government (excl. educ.)	12	4.74	32	12.21	19	5.64	21	8.50
TOTAL*	253	100.00	262	100.00	337	100.00	247	100.00

*Totals differ in the "before" and "after" periods because of variations in the availability of industrial data in the two periods. "Before" data are based on the longest job held in the five years prior to the move or prior to June 1966 for Nonmovers. "After" data are based on the job held at the time of the survey in 1967, at least six months after the move, and a similar date for Nonmovers.

It is interesting to note that the Nonmovers made industrial shifts in somewhat the same directions, even though they remained in the same geographic area. However, the shifts for the Nonmovers were not as marked as those of the Movers. Thus it would appear that the geographic mobility occurring under the relocation projects accelerated industrial trends which have been typical even in the absence of geographic mobility.

Occupational Change

The "before-after" comparison of Movers and Nonmovers is more marked in the analysis of occupational change. The occupational pattern of the Movers prior to their relocation was similar to that of the Nonmovers. For both groups, the occupational structure was weighted heavily by operatives and laborers. For both groups, 21 percent were in the nonfarm labor category, and less than 2 percent were in the "Professional, Technical, and Kindred" occupational category. Following their relocation, there was a notable shift of the Movers into the professional-technical occupations (14.6 percent) and out of the semiskilled and unskilled categories. Thus, operatives dropped from 34.7 percent to 23.8 percent, and nonfarm laborers dropped from 21 percent to 4.6 percent (see Table 14).

The occupational shifts of the Nonmovers were in somewhat the same direction, but they were not nearly as marked as the shifts among the Movers. Less than 3 percent of the Nonmovers were in the professional-technical field in the six-month "after" period. And, whereas only a little over one-third of the Movers were still in the semiskilled and unskilled ranks after their move, approximately 58 percent of Nonmovers were in these lower occupational categories in the equivalent follow-up period.

TABLE 14
OCCUPATIONAL CHANGE OF MOVERS AND NONMOVERS

Occupational Category	Movers*				Nonmovers*			
	Before		After		Before		After	
	No.	%	No.	%	No.	%	No.	%
Professional, Technical and Kindred	3	1.17	38	14.61	6	1.77	7	2.84
Farmers	4	1.56	1	.38	4	1.18	1	.40
Managerial, Official, Proprietor	11	4.29	11	4.23	13	3.85	11	4.45
Clerical and Kindred	13	5.08	19	7.31	29	8.58	25	10.12
Sales Workers	12	4.69	7	2.69	6	1.77	4	1.62
Craftsmen, Foremen (skilled)	30	11.72	88	33.85	39	11.54	53	21.46
Operatives and Kindred (semiskilled)	89	34.77	62	23.85	107	31.66	84	34.01
Private Household and Service	30	11.72	22	8.46	56	16.57	33	13.36
Farm Laborers	10	3.91	--		7	2.07	1	.40
Nonfarm Laborers	54	21.09	12	4.62	71	21.01	28	11.34
TOTAL	256	100.00	260	100.00	338	100.00	247	100.00

*Excludes those who were unemployed or not in the labor force. Comparable periods are used for the before-after comparisons of Movers and Nonmovers. "Before" data are based on the longest job held in the five years prior to the move or prior to June 1966 for Nonmovers. "After" data are based on the job held at the time of the survey in 1967, at least six months after the move, and a similar date was used for Nonmovers.

A more significant measure of the improvement in occupational status following relocation is found in Tables 15 and 16. These tables relate mobility status to the National Opinion Research Council Socioeconomic Ratings of Occupations. This index, ranging from 0 through 100, indicates the prestige

TABLE 15

SOCIOECONOMIC STATUS OF OCCUPATION BEFORE MOBILITY

Socioeconomic Index Before Move	Mobility Status (percent)			Total
	Movers	Nonmovers	Returnees	
1 - 20	53.20	66.05	75.00	62.44
21 - 40	29.06	19.44	16.07	22.47
41 - 60	13.30	10.80	3.57	10.98
61 - 87	4.43	3.70	5.36	4.12
TOTALS	100.00	100.00	100.00	100.00

Variance = 3692.99242 Chi Square = 15.33223 Standard Deviation=60.77000
 Degrees of Freedom = 6 Correlation coefficient between mobility status and
 socioeconomic status before mobility = -0.11

TABLE 16

SOCIOECONOMIC STATUS AFTER MOVE

Socioeconomic Index After Move	Mobility Status (percent)			Total
	Movers	Nonmovers	Returnees	
1 - 20	14.47	47.04	20.31	32.34
21 - 40	50.21	34.32	62.50	43.01
41 - 60	14.04	11.83	10.94	12.56
61 - 87	21.28	6.80	6.25	12.09
TOTALS	100.00	100.00	100.00	100.00

Variance = 2504.99242 Chi Square = 89.79428 Standard Deviation=50.04990
 Degrees of Freedom = 6 Correlation coefficient between mobility status and
 socioeconomic status after move = -0.23

or social standing attributed to a particular occupation. The higher the rating, the greater is the socioeconomic status of the occupation. The ratings reflect such characteristics as required preparation for the job, expected earnings, and public esteem.*

The Movers had occupations of a slightly higher socioeconomic status, relative to Nonmovers prior to the move. The Returnees had a lower socioeconomic status than the Nonmovers. The distribution in Table 15 is significant at the 0.02 level. However, the Movers greatly improve their socioeconomic status relative to the other two groups after the move, and even the Returnees advance compared to the Nonmovers. The distribution in Table 16 is significant at the 0.01 level. Before relocation, a little over half of the Movers had occupations in the lowest category of the socioeconomic index, as compared with two-thirds of the Nonmovers and three-fourths of the Returnees. Only 4.4 percent of the Movers had premove occupations in the highest category of the socioeconomic index and this proportion is roughly similar to the 3.7 percent of Nonmovers and 5.4 percent of Returnees in this category.

In the six-month follow-up period after relocation, only 14.5 percent of the Movers had occupations in the 01-20 range of the socioeconomic index, compared with one-fifth of the Returnees and a continuing high level of 47.0 percent of the Nonmovers. Of greater significance, over one-fifth of the Movers had moved up to occupations within the 61-87 range of the index after the relocation, compared with only 6.2 percent of the Returnees and 6.8 percent of the Nonmovers.

*See Albert J. Riess, Jr., Occupations and Social Status (Glencoe, Illinois: The Free Press, 1962).

It can be concluded that relocation was associated with a reduction in unemployment and nonlabor force status and an improvement in the occupational status of the Relocates, relative to the control group of Nonmovers. At the same time, the jobs to which the Relocates moved were in occupational classifications of a significantly higher socioeconomic status than the ones left behind in their area of departure; and their status was significantly higher than that of the Nonmovers in a comparable follow-up period after relocation. The relocation was also associated with an acceleration of the shift out of primary industries into durable manufacturing and other "modern" sectors of the economy.

It is notable, however, that those who moved under the relocation project and then returned to their home areas within a six-month period fared little better in the job market than the Nonmovers. The improvement in the socioeconomic status of the Returnees' jobs before their initial move and after their return move was small compared with the improvement made by those Relocates who were still in their new area at the time of the survey.

V. CHANGES IN EARNINGS AFTER RELOCATION

Before-and-After Earnings of Movers

In keeping with the findings on changes in employment status, industry, occupation, and socioeconomic status, it is found that Movers improved their average weekly earnings in the six-month period following their relocation as compared with their earnings in the one-year period prior to relocation. As in the earlier analyses, the time periods selected for the Non-movers were comparable to those of the Movers. As is seen in Table 17, 43.9 percent of the Movers had earnings of less than \$25 a week prior to their relocation, and less than 8 percent had earnings above \$100 per week in the year preceding their relocation. In the six-month follow-up period after relocation it was found that only 10.7 percent of the Movers were still earning less than \$25 per week on average; and those earning over \$100 per week in the period after relocation represented 38 percent of the total. The mean earnings of the Movers prior to their relocation was \$43.51 per week. In the six month period following relocation their mean earnings had increased to \$93.20 per week. This increase of almost \$50 per week in the relatively short period of time covered in this analysis constitutes a very notable improvement in the economic status of the Movers.

Earnings of Movers and Nonmovers

Although the difference between the average weekly earnings of the Movers and the Nonmovers was not statistically significant for the one-year period prior to relocation, the difference between the two groups in the

TABLE 17

AVERAGE WEEKLY EARNINGS BEFORE AND AFTER RELOCATION

Average Weekly Earnings	One Year Before Relocation*			Six Months After Relocation**		
	Movers (%)	Nonmovers (%)	Total (%)	Movers (%)	Nonmovers (%)	Total (%)
\$ 00 - 25	43.92	39.39	41.43	10.74	22.22	17.16
26 - 50	16.22	23.14	20.03	4.03	18.52	12.13
51 - 75	19.93	20.39	20.18	16.11	20.63	18.64
76 - 100	12.16	10.19	11.08	31.21	22.49	26.33
101 - 125	5.07	3.31	4.10	25.17	8.99	16.12
126+	2.81	2.58	3.18	12.75	8.13	8.60
TOTALS	100.00	100.00	100.00	100.00	100.00	100.00

*Differences between Movers and Nonmovers not statistically significant at the .10 level.

**Differences between Movers and Nonmovers significant at the .01 level.

six-month follow-up after relocation was significant at the 0.01 level (Table 17). In the year prior to relocation, the percentage of Movers who made less than \$50 per week was roughly the same as the percentage of Nonmovers in this low-earnings category. In the period following relocation, on the contrary, over 40 percent of the Nonmovers were still in the below-\$50 category of average weekly earnings, and only 15 percent of the Relocates were still earning less than \$50 per week. Only 17 percent of the Nonmovers were earning over \$100 per week in the comparable postmove period, as compared with almost 40 percent of the Movers.

Earnings of Returnees

When the group of Relocates is divided between Movers and Returnees, we find little difference between the average earnings of Movers, Nonmovers, and Returnees in the year prior to relocation, and yet a very significant

difference between Movers and the other two groups in the period following relocation. Prior to relocation, the range of average weekly earnings for the three groups was between \$41.62 for the Nonmovers and \$44.56 for the Returnees. Following relocation, the Returnees had moved up to \$69.50, and the Nonmovers had increased their earnings to \$63.88. The relatively slow progress of these two groups contrasted sharply with the substantial increase to \$93.20 for the Movers. Thus, the earnings experience of those who relocated and later returned to their home area is very similar to that of the Nonmovers in contrast to the experience of those who relocated and were still in their new locality six months following relocation. Whereas the Movers earned \$49.23 more in the postrelocation period, Returnees earned only \$25.41 more and Nonmovers earned only \$21.94 more in the postrelocation period.

Relocation was associated with especially beneficial earnings effects for older workers in the 45-64 age category. Whereas Movers earned only \$22.53 more than Nonmovers in the under-20 age group after the move, they earned \$68.44 more than Nonmovers in the 45-64 age group. Viewed from another standpoint, Movers in the 45-64 age group earned \$58.90 more in the postrelocation period compared with their prerelocation earnings; whereas Nonmovers in this same older age group increased their earnings by only \$4.79; and the Returnees in this age category increased their earnings by only \$0.50.

Average Weekly Take-Home Pay

The average weekly earnings discussed above were calculated on the basis of the entire period prior to relocation and after relocation, regardless of whether the respondent was actually working or not. As a check on these findings, a parallel analysis was made of average weekly take-home

pay, calculated only for those periods in which the respondent was actually working. That is, whereas the earnings data may reflect possible under-employment during the time period, the data on average weekly take-home pay reflect only the pay received while the workers were actually employed. It is found that the patterns of average weekly take-home pay are very similar to those of average weekly earnings in both the before-after and the Mover-Nonmover comparisons. The difference in the average weekly take-home pay (based only on periods of employment) between Movers and Nonmovers in the year prior to relocation was not statistically significant. The difference in weekly take-home pay between Movers and Nonmovers in the six-month period following relocation was significant at the .01 level.

On the jobs held in the year prior to relocation, 17.8 percent of the Movers and 20.5 percent of the Nonmovers received over \$100 per week in take-home pay. On jobs held in the six-month period following relocation, 44.4 percent of the Movers and 27.0 percent of the Nonmovers received over \$100 per week in take-home pay. Although there was generally a substantial improvement in the weekly pay on jobs held by Movers after the move, it should be noted that the gains were not universal. Of the Movers, 18.3 percent received less per week on jobs held after relocation than on jobs which they held prior to relocation. But Nonmovers fared worse on this score. Over 25 percent of the Nonmovers received less in the postrelocation period than they had averaged in the year prior to relocation.

Annual Income of Relocateses and Nonmovers, 1961-66

Relocateses and Nonmovers improved their annual income substantially from 1961 to 1966. The later date reflects the postrelocation income of almost all of the workers in the mobile sample. Since the interviews were

conducted in 1967, it was not possible to include annual income for that year. Table 18 provides detail on the range of earnings of Relocates and the nonmobile comparison group during the seven-year period. The Relocates are not divided into subclassifications of Movers and Returnees because many of the latter were still in their new area throughout most of 1966. Whereas the mean income of both the mobile and nonmobile groups was within the range \$2000-\$2499 in 1961 and remained similar for the two groups in 1961-65, the Nonmovers had a mean income in the \$3000-\$3499 range in 1966, whereas the Relocates had moved their mean income into the \$3500-\$3999 range by 1966 after relocation.

The data in Table 18 indicate the greater ability of the Relocates to increase their income above the lowest poverty levels. The sharp improvement in 1966 implies the important role that relocation may have played in this improvement in income. The Nonmovers were unable to accomplish the same rapid movement out of the lowest income categories. Thus, if we take the approximate percentage of Relocates and Nonmovers who received annual incomes of less than \$2000 per year in the period just before relocation and just after, we find the following:

	<u>Percent of Movers</u>	<u>Percent of Nonmovers</u>
1964	33	39
1965	28	36
1966	13	28

It is seen that relocation is associated not only with a significant improvement in average weekly earnings and take-home pay of Relocates relative to Nonmovers, but the Relocates were also able to demonstrate a significant improvement in their annual income in the period immediately

TABLE 18

ANNUAL INCOME OF RELOCATEES AND NONMOVERS, 1961-66

Dollars	1961				1962				1963			
	Relocates		Nonmovers		Relocates		Nonmovers		Relocates		Nonmovers	
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent
0 - 499	81	32.93	138	35.75	33	13.41	124	32.12	47	19.11	105	27.20
500 - 999	11	4.47	10	2.59	10	4.07	15	3.88	15	6.10	19	4.92
1000 - 1499	14	5.69	21	5.44	9	3.66	21	5.44	11	4.47	25	6.47
1500 - 1999	13	5.28	16	4.14	13	5.28	14	3.62	17	6.91	16	4.14
2000 - 2499	14	5.69	22	5.69	11	4.47	22	5.69	20	8.13	24	6.21
2500 - 2999	16	6.50	9	2.33	7	2.85	13	3.36	19	7.72	16	4.14
3000 - 3499	11	4.47	16	4.14	9	3.66	23	5.95	16	6.50	23	5.95
3500 - 3999	8	3.25	22	5.69	5	2.03	25	6.47	13	5.28	23	5.95
4000 - 4499	16	6.50	12	3.10	7	2.85	19	4.92	12	4.88	27	6.99
4500 - 4999	4	1.63	15	3.88	6	2.44	14	3.62	7	2.85	10	2.59
5000 - 5499	8	3.25	17	4.40	4	1.63	11	2.84	14	5.69	11	2.84
5500 - 5999	4	1.63	11	2.84	1	.41	7	1.81	6	2.44	9	2.33
6000 - 6499	4	1.63	6	1.55	3	1.22	9	2.33	6	2.44	7	1.81
6500 - 6999	1	.41	3	.77	2	.81	4	1.03	3	1.22	9	2.33
7000 - 7499	3	1.22	3	.77	2	.81	5	1.29	1	.41	5	1.29
7500 - 7999	1	.41	3	.77	0	0	2	.51	2	.81	4	1.03
8000 - 8499	0	0	1	.25	1	.41	3	.77	0	0	1	.25
8500 - 8999	1	.41	2	.51	1	.41	1	.25	1	.41	1	.25
9000 - 9499	0	0	0	0	0	0	0	0	0	0	1	.25
9500 - 9997	0	0	0	0	0	0	0	0	0	0	0	0
9998+	0	0	1	.25	0	0	2	.51	0	0	1	.25
Not Ascertained	36	14.63	58	15.03	34	13.82	52	13.47	36	15.63	49	12.69
TOTAL	246	100.00	386	100.00	246	100.00	386	100.00	246	100.00	386	100.00
MEAN INCOME	2000-2499		2000-2499		2000-2499		2000-2499		2500-2999		2000-2499	



TABLE 18 (continued)

Dollars	1964		1965		1966	
	Relocates No.	Nonmovers Percent	Relocates No.	Nonmovers Percent	Relocates No.	Nonmovers Percent
0 - 499	32	13.01	26	10.57	10	4.07
500 - 999	12	4.88	11	4.47	10	4.07
1000 - 1499	24	9.76	15	6.10	10	4.07
1500 - 1999	16	6.50	18	7.32	12	4.88
2000 - 2499	21	8.54	26	10.57	25	10.16
2500 - 2999	21	8.54	23	9.35	17	6.91
3000 - 3499	23	9.35	25	10.16	34	13.82
3500 - 3999	13	5.28	15	6.10	18	7.32
4000 - 4499	12	4.88	24	9.76	21	8.54
4500 - 4999	10	4.07	15	6.10	12	4.88
5000 - 5499	14	5.69	12	4.88	23	9.35
5500 - 5999	7	2.85	3	1.22	13	5.28
6000 - 6499	4	1.63	6	2.44	9	3.66
6500 - 6999	1	.41	3	1.22	8	3.25
7000 - 7499	3	1.22	1	.41	6	2.44
7500 - 7999	0	0	0	0	1	.41
8000 - 8499	0	0	1	.41	3	1.22
8500 - 8999	0	0	1	.41	4	1.63
9000 - 9499	1	.41	0	0	2	.81
9500 - 9997	1	.41	0	0	0	0
9998+	0	0	0	0	3	1.22
Not Ascertained	31	12.60	21	8.54	5	2.03
TOTAL	246	100.00	246	100.00	246	100.00
MEAN INCOME	2500-2999	2500-2999	2500-2999	2500-2999	3500-3999	3000-3499

following their relocation. The differences between the two groups were not marked prior to relocation. Whereas nonmobile workers also experienced improvement in earnings, weekly pay and annual income in the period after relocation of the mobile group, their increases were substantially below those of the Relocates.

VI. TRAINING AND MOBILITY

A large percentage of the mobile workers under the relocation projects had been enrolled in MDTA training courses prior to their relocation. As is seen in Table 19, over 95 percent of the Movers and 93.7 percent of the Returnees had been enrolled in a training course. The percentage of trainees among relocated workers was especially high because the Michigan project utilized the Marquette Area Training Center as a source of recruitment for the relocation project. All but two of the Movers and Returnees in the Michigan project had taken training. Even in Wisconsin, however, where the sources of recruitment of Relocates were more varied, 83.6 percent of the Movers and 85.7 percent of the Returnees had taken training.

TABLE 19

TRAINING STATUS AND MOBILITY STATUS
(Mobility Status of All Respondents)

Training Status	Movers		Nonmovers		Returnees	
	Percent	No.	Percent	No.	Percent	No.
Received Training	95.42	(229)	66.58	(253)	93.75	(60)
No Training	4.58	(11)	33.42	(127)	6.25	(4)
TOTALS	100	(240)	100	(380)	100	(64)
<u>Length of Training</u>						
6 months or less	26.69	(59)	45.61	(104)	29.30	(17)
More than 6 months	73.30	(162)	54.38	(124)	70.69	(41)
TOTALS	100	(221)	100	(228)	100	(58)

Variance = 11668.00000
Degrees of Freedom = 2
ing = 0.17

Standard Deviation = 108.01852
Chi Square=83.39860
Correlation coefficient between mobility and training = 0.17

Fortunately, for purposes of comparison with the nonmobile group, even two-thirds of the Nonmovers had been enrolled in a training course. This high proportion resulted because the comparison group of Nonmovers in the evaluation of the Michigan project was selected from enrollees in the Marquette Area Training Center who were unable or unwilling to relocate upon leaving their training course. Thus, in the Michigan project 98.5 percent of the Nonmovers had taken training. In the Wisconsin project only one-third of the Nonmovers had taken training.

It may seem reasonable to conclude from these data that unemployed workers who take training are more likely to respond to relocation opportunities than similar workers who do not take training. The Michigan project cannot be used as a basis for such a conclusion because both Movers and Nonmovers were selected deliberately from among the trainees. It should be noted, however, that the trainees who enrolled in the Marquette Area Training Center were advised that their successful job placement would probably be contingent upon their geographic mobility. Thus, these workers initially saw training and mobility as a joint package which would enhance their employment and earnings beyond the somewhat depressed levels in their home area. The fact that 83.6 percent of the Wisconsin Movers had taken training, as contrasted with only 33.7 percent of the Nonmovers, provides some evidence that the training of workers in a depressed economic area may serve as an inducement to their geographic mobility. In Wisconsin, too, however, it is likely that the Wisconsin State Employment Service and the relocation project officials found persons enrolled in MDTA training courses to be a likely source of concentrated recruitment for the relocation project. Thus, it is not easy to separate the natural affinity of retraining and relocation from the deliberate process of selection.

Almost three-fourths of the Movers had been enrolled in a training course of at least six months' duration. Trainees who were enrolled for less than two months are excluded from the data in Table 19 on the assumption that such a brief period of training would probably contribute little to their skill development or to their motivation. A similar exclusion is made in other tables in this section dealing with the length of training. Nonmovers not only had a smaller percentage of trainees among their numbers, but the Nonmover trainees were enrolled for a shorter period of time than the mobile trainees. As in many other of our comparisons, the Returnees fall between the Movers and Nonmovers. The length of training courses for the Returnees exceeds that of the Nonmovers but does not quite reach the length of training taken by the Movers.

The training taken by Movers in the Michigan project was longer in duration than that taken by the mobile workers in the Wisconsin project. Similarly, trainees among the Nonmovers and Returnees in the Michigan project also had longer periods of training than their counterparts in the Wisconsin project.

Training, Mobility and Earnings

As has been noted in the previous section, Movers enjoyed an increase in average weekly earnings in comparison with their pre-relocation earnings and in comparison with the earnings of the Nonmovers in a comparable period. However, the fact that a mobile worker had taken an MDTA training course had little relative impact upon his weekly earnings after the move. Unfortunately, the significance of the analysis is reduced because of the small number of nontrainees among the Relocates. There is no notable difference between the average weekly earnings of trainees and nontrainees among the Relocates

(Table 20). Before their move, trainees had a somewhat lower level of average weekly earnings than nontrainees. This may be explained by the fact that the trainees' earnings were reduced because of their enrollment in a training course. Even though most of the nontrainees were supposedly unemployed just prior to their selection for the relocation project, it is quite possible that they had greater access to labor market opportunities during the year prior to relocation than did the trainees. Because the level of earnings of trainees was lower than that of nontrainees prior to relocation, the trainees were able to score greater gains in post-mobility earnings relative to their pre-mobility earnings.

TABLE 20

TRAINING STATUS AND MOBILITY STATUS BY STATE

Training Status	Movers				Nonmovers				Returnees			
	Wisconsin		Michigan		Wisconsin		Michigan		Wisconsin		Michigan	
	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.
Received Training	83.61	51	99.44	178	33.69	63	98.45	190	85.71	18	97.67	42
No Training	16.39	10	0.56	1	66.31	124	1.55	3	14.29	3	2.33	1
TOTAL	100	61	100	179	100	187	100	193	100	21	100	43
<u>Length of Training</u>												
6 months or less	42.00	21	22.22	38	51.72	30	43.53	74	50.00	8	21.42	9
More than 6 months	58.00	29	77.77	133	48.27	28	56.47	96	50.00	8	78.57	33
TOTAL	100	50	100	171	100	58	100	170	100	16	100	42

For Nonmovers, too, trainees had lower average weekly earnings than nontrainees in the year preceding the relocation date. This is probably explained by the same factors that applied in the case of the Movers. However,

unlike the Movers, the trainees among the Nonmovers had higher average weekly earnings in the six-month period after the relocation date. Thus, MDTA training may have given some labor market advantage to those who remained in the home area, serving as a partial compensation for their lack of mobility. It should be noted in Table 21, however, that Nonmovers--whether trained or untrained--had markedly lower average weekly earnings than Movers throughout the follow-up period.

As seen in Table 22, Movers with long-term training had a greater increase in post-move earnings than those with short-term training. However, the long-term trainees had higher earnings than the short-term trainees even before their relocation. Therefore, the beneficial effects of longer training among the Movers cannot necessarily be attributed to the move itself. Trainees among the Nonmovers and Returnees had higher average weekly earnings before the relocation date if they were enrolled in short-term training courses. In the post-move period the long-term trainees among the Returnees enjoy earnings advantages similar to those of the long-term trainees among the Movers. However, short-term trainees among the Nonmovers continued to enjoy a relative earnings advantage over long-term trainees even in the period after the relocation date.

Thus, length of training, like the mere fact of enrollment in a training course, appears to have had little influence on the earnings enjoyed by mobile workers. This relatively weak association between training and earnings is also found in the multivariate analysis of the next section.

Training and Employment Status

The relationship of training to employment after relocation is similar to the relationship between training and post-move earnings. As in the case

TABLE 21

AVERAGE WEEKLY EARNINGS BY MOBILITY STATUS AND TRAINING STATUS

Earnings and Training Status*	Mobility Status	
	Movers	Nonmovers
<u>Earnings Before Move</u>		
Took training	\$41.89	\$37.78
No training	50.55	50.55
Trainees & Nontrainees	42.30	42.19
<u>Earnings After Move</u>		
Took training	93.91	66.22
No training	92.55	59.78
Trainees & Nontrainees	93.85	64.06
<u>Increase in Earnings After Move</u>		
Took training	51.53	28.78
No training	42.00	7.85
Trainees & Nontrainees	50.78	21.55

TABLE 22

AVERAGE WEEKLY EARNINGS BY LENGTH OF TRAINING AND MOBILITY STATUS

Earnings and Length of Training*	Mobility Status		
	Movers	Nonmovers	Returnees
<u>Earnings Before Move</u>			
Six months training or less	\$38.66	\$43.76	\$51.88
More than six months training	44.97	34.17	41.50
<u>Earnings After Move</u>			
Six months training or less	86.91	74.11	62.06
More than six months training	98.66	64.87	68.66
<u>Increase in Earnings After Move</u>			
Six months training or less	45.42	30.97	10.18
More than six months training	52.55	30.08	27.78

*Earnings are represented by average weekly take-home pay for the entire period regardless of whether the respondent was working full-time or not. A comparison is made for the year before relocation and the six months after relocation for Movers. For Nonmovers in the Michigan group, the period one year before training was compared with the period six months after training. Comparable periods were used for Nonmovers who did not take training.

of earnings, the training-employment analysis is deprived of significance because of the small number of nontrainees among the Relocates. Movers who had taken training for six months or more were able to achieve greater reductions in unemployment and nonlabor force status and greater increases in employment than those Movers who had short-term training, but the differences were not large. Movers who had taken a training course for six months or more gained 34 percentage points in post-move employment compared to 27 percentage points for those who had short-term training. Nonmovers and Returnees, too, were able to make minor gains in employment and greater reductions in their nonlabor force status if they had experienced longer periods of training.

VII. MULTIVARIATE ANALYSIS OF EARNINGS OF RELOCATEES AND NONMOVERS

In an effort to give greater precision to the analysis of factors associated with changes in earnings for Relocatees and Nonmovers, a number of regression equations were included in the study utilizing the change in earnings before and after relocation as a dependent variable. Two of the regression equations cover the entire sample of Relocatees and Nonmovers, one refers only to the Relocatees (Movers and Returnees), and one only to Nonmovers.

Dependent Variable--Change in Earnings After Relocation

This is a continuous variable, measured in dollars, determined by subtracting the average weekly take-home pay of respondents in the year just preceding the relocation date from the average weekly take-home pay in the six months immediately following the relocation date. For Relocatees who did not take training just prior to their relocation, the time periods were selected on the basis of the actual date of relocation. For those Relocatees who were enrolled in a training course just prior to their relocation, the appropriate period before the move was one year before the respondent's enrollment in the training course. For Nonmovers who were enrolled in a training course as a basis for their selection in the comparison group, the average pay in the year prior to training was subtracted from the average pay in the six months after the respondent left the training course. For those Nonmovers who did not take training, the appropriate "before" and "after" periods were related to the modal date of relocation of the mobile workers in their area.

Independent Variables

1. "Enrolled in training"--a dummy variable taking the value 1 if the respondent was enrolled in an MDTA training course prior to relocation and the value 0 if he was not enrolled in such a training course.
2. "Length of training"--a continuous variable measured in months.
3. "Age"--a continuous variable measured in years.
4. "Sex"--a dummy variable taking the value 1 for male and 0 for female.
5. "Education"--includes two subvariables, "grade school only" and "9th through 12th grade," both are expressed as dummy variables taking the value 1 if the respondent is in the specified education category and the value 0 if the respondent is not in the specified education category. Those with more than 12 grades of education are included in the reference group with which the other categories are compared. In the reduced sample of Relocatees (Movers and Returnees) used in the regression analyses, special difficulties arose with regard to the availability of reliable data on educational attainment. Fewer than 5 percent of the sample had only a grade school education. In the initial regression runs, the education variable was found to be not significant, with unusually small coefficients. In view of the problems of data reliability and cell size, the education variable was not included in the regression results for Relocatees presented in this report.
6. "City of destination"--indicates the city size of the population in the city to which the Relocatee initially moved as part of the relocation project, and includes four subvariables as follows: under 2,500; 2,500-24,999; 25,000-99,999; and 100,000-249,999. Each of the subvariables is expressed as a dummy variable taking the value 1 if the respondent relocated to

a city of the designated size and taking the value 0 if he did not. Those who relocated to cities with populations of 250,000 and over are included in the reference group with which the other categories are compared.

7. "Cost of the move"--includes transportation and moving costs entailed in relocation reported by the respondent, whether covered by payments under the relocation project or not. There are two subvariables: "\$0-\$350"; and "\$351-\$775." These are dummy variables taking the value 1 if the respondent had the designated costs and taking the value 0 if he did not. Costs over \$775 serve as the reference group.

8. "Principal source of financial assistance"--includes seven subvariables as follows: employer; Wisconsin State Employment Service; Marquette Area Training Center; relocation project loan; respondent covering his own costs; Michigan State Employment Service; and other federal aid during relocation. Each of these categories was a dummy variable taking the value 1 if the respondent received his principal aid from the specified source and taking the value 0 if he did not. Other sources of financial assistance to facilitate the relocation, such as assistance from parents, serve as the reference group.

9. "Source of nonfinancial assistance"--includes two subvariables: relocation project or Employment Service; and no assistance. Each of these is a dummy variable taking the value 1 if the respondent fell into the specified category and taking the value 0 if he did not. Other sources of nonfinancial assistance, such as community agencies, churches, etc., serve as the reference group.

10. "Housing before move"--includes two subvariables: own home; and rented accommodations. These are dummy variables taking the value of 1 if

the respondent fell into the specified housing category and taking the value 0 if he did not. Other housing arrangements, such as living with parents, etc., are in the reference group.

11. "Mobility"--this is the key independent variable and it includes two subvariables in the regressions covering the total sample of Relocatees and Nonmovers: Movers; and Nonmovers. Movers are defined as those who were still living in the initial city of destination at the time of the follow-up survey (at least six months after relocation). In the regression covering only Relocatees (Movers and Returnees), only one mobility variable is included, "Movers." They are referenced with regard to "Returnees." The mobility variable is omitted in the regression covering only Nonmovers. The mobility categories are dummy variables taking the value 1 if the respondent falls into the designated mobility category and taking the value 0 if he does not. The third mobility category included in this study, Returnees (those who had returned to their area of departure by the time of the follow-up survey), serves as a reference group.

The Change in Earnings of Relocatees and Nonmovers

When mobility status is included as an independent variable in a regression equation along with other variables which might serve as an explanation for a change in earnings of Relocatees and Nonmovers, "mobility" is seen to be the only significant explanatory variable at the .01 level of significance (Table 23). The regression coefficient for the variable "Movers" is 14.91, i.e., Movers improved their weekly take-home pay by almost \$15 more than the improvement for Returnees. On the other hand, the variable "Nonmovers" is negatively related to the change in earnings. Their weekly pay increased \$5 less than that of Returnees.

TABLE 23

REGRESSION ANALYSIS OF CHANGE IN EARNINGS OF ALL RESPONDENTS

Independent Variables	Regression Coefficient with (Standard Error)	T-Value
Enrolled in training	7.51 (3.88)	1.93
Length of training	.07 (.29)	.25
Age	-.33 (.21)	1.53
Sex-male	7.01 (3.20)	2.19*
<u>Mobility</u>		
Movers	14.91 (3.78)	3.94**
Nonmovers	-5.06 (3.60)	1.40

*Significant at the .05 level.

**Significant at the .01 level.

Dependent variable: Change in earnings after relocation

N = 477 Movers, Returnees and Nonmovers

Multiple correlation coefficient and (standard error) = .29(49.24)

Residual degrees of freedom = 470

The respondent's sex is also significantly related to earnings at the .05 level, with men improving their weekly pay by \$7 more than women. Other variables common to respondents in the total sample, such as training and age, are not found to be significant at the .05 level as explanatory variables in this regression. A relatively low R^2 indicates that a number of other factors, which could not be included in the regression model, were important influences on the change in earnings.

The Change in Earnings of Relocates

Since Relocates (Movers and Returnees) had a variety of earnings-related experiences not available to the Nonmovers, it was possible to include

an expanded list of independent variables in the regression equation devoted wholly to the Relocates (Table 24). In this regression analysis, mobility status and assistance related to the operation of the relocation project are found to be the only significant explanatory variables at the .01 and .05 levels of significance. The fact that the respondent was a Mover (i.e., still in his new locality at the time of the follow-up survey, as compared with those who returned to their home area) is significantly related to his change in earnings after the relocation date compared with earnings during the year before relocation. Movers improved their weekly pay by \$12.78 more than Returnees, when other factors in this regression equation are held constant.

At the same time, the regression results lend support to the value of the relocation project as a contributor to the earnings increase of the mobile workers. Unlike those who had relatively low costs of movement (0-\$350), the payment of relocation costs in the \$351-\$775 range (presumably associated with longer distance of travel or more deliberate and careful selection of jobs in the new area) is positively related to an increase in earnings (at the .01 level of significance). This finding lends some support to the need for financial assistance in facilitating relocation which will enhance earnings.

Giving further support to this view is the finding that receipt of a relocation project loan is also positively related to an increase in earnings (at the .05 level of significance). There may have been some confusion on the part of the respondents with regard to this question, since many of them indicated that their principal source of financial aid was the Employment Service or the Training Center, and yet it is likely that any financial aid received from these sources was actually related to the relocation project. Thus, if these related sources of financial assistance were included with the relocation

TABLE 24

REGRESSION ANALYSIS OF CHANGE IN EARNINGS OF RELOCATEES

Independent Variables	Regression Coefficient with (Standard Error)	T-Value
City of Destination (population)		
Under 2,500	-11.91 (9.37)	1.27
2,500-24,999	- 6.59 (7.23)	.91
25,000-99,999	7.03 (8.24)	.85
100,000-249,999	7.22 (10.47)	.69
Total Cost of Move		
\$0 - \$350	-1.32 (9.60)	.13
\$351- \$775	35.51 (11.73)	3.02**
Principal Source of Financial Assistance		
Employer	10.60 (48.82)	.21
Wisconsin Employment Service	25.02 (13.74)	1.82
Marquette Area Training Center	- 4.06 (11.81)	.34
Relocation Project Loan	49.62 (21.16)	2.35*
Respondent	-18.59 (13.13)	1.41
Michigan Employment Service	- .30 (12.15)	.02
Other Federal Aid	- 3.86 (11.81)	.32
Source of Nonfinancial Assistance		
Relocation Project or Employment Service	17.71 (9.70)	1.83
No Assistance	-28.08 (8.61)	3.26**
Enrolled in Training	7.93 (10.62)	.75
Length of Training	.61 (.53)	1.15
Age	.24 (.57)	.41
Sex - male	2.55 (7.31)	.35
Housing Before Move		
Owned Home	1.74 (8.37)	.21
Rented	-8.89 (5.79)	1.53
Movers	12.78 (4.96)	2.58**

*Significant at the .05 level.

**Significant at the .01 level.

Dependent variable: Change in earnings after relocation

N = 203 Movers and Returnees

Multiple correlation coefficient and (standard error) = .46 (53.89)

Residual degrees of freedom = 180

project variable, it is likely that this factor would be an even more significant explanation of the respondents' increase in earnings following relocation.

In further support of the view that the relocation project made an important contribution to the improvement in earnings, it is found that the failure to receive nonfinancial assistance (such as counseling, community adjustment, etc.) was negatively associated with the change in earnings (at the .01 level of significance). Those who received supportive services from the project improved their earnings by \$17.71 per week more than the reference group, while those who received no supportive assistance from any source improved their weekly pay by \$28 less than the reference group.

Of less importance than the fact of mobility and the relocation assistance as explanatory variables are the city of destination, training, age, sex, and housing status in the area of departure.

The Change in Earnings of Nonmovers

Table 25 presents a regression equation covering only Nonmovers, and therefore it omits mobility variables and variables associated with the relocation project. When these variables are omitted, variables which appeared to have less importance in the regressions covering the total sample assume greater significance. The fact of enrollment in a training course is found to be positively associated with increased earnings of Nonmovers. The association is significant at the .01 level. However, the length of training is not significantly related to the increase in earnings. Unlike the regressions covering mobile workers, the age of Nonmovers is found to be a significant explanatory variable at the .05 level. However, the size of the coefficient is not large. The male sex of the respondent continues to be a

TABLE 25

REGRESSION ANALYSIS OF CHANGE IN EARNINGS OF NONMOVERS

Independent Variables	Regression Coefficient with (Standard Error)	T-Value
Enrollment in Training	10.68 (3.83)	2.79**
Length of Training	- .40 (.34)	1.18
Age	- .55 (.24)	2.30*
Education		
Grade school only	6.38 (5.65)	1.13
9th through 12th grade	-3.60 (4.21)	.85
Sex - male	9.49 (3.24)	2.93**

*Significant at the .05 level.

**Significant at the .01 level.

Dependent variable: Change in earnings after the relocation date

N = 274 nonmovers

Multiple correlation coefficient and (standard error) = .32 (41.90)

Residual degrees of freedom = 267

significant explanatory factor when regressed on the change in earnings of the Nonmovers. The improvement in weekly pay of men is \$9.49 greater than that of women. The education variable is not significantly related to the earnings improvement for the Nonmovers.

Overall, the multivariate regression analysis tends to confirm the findings in earlier sections of this report concerning the significance of mobility for improvement in earnings. At the same time, the regression results provide further evidence of the useful contribution made by the relocation project. Whereas such factors as enrollment in a training course and the age of the worker appear to be significant explanations of increased earnings for Nonmovers, these factors are overshadowed by the significance

of geographic mobility and "permanent relocation" for those in the sample as a whole. Assistance from the relocation project, in making costlier moves and in obtaining supportive services, is associated with greater increases in earnings for Relocates.

VIII. SATISFACTIONS AND DISSATISFACTIONS WITH RELOCATION

The data and analyses in the preceding sections have indicated the economic gains associated with geographic mobility under the Michigan and Wisconsin relocation projects. Those who moved enjoyed advantages in employment and earnings which could be attributed to their mobility; and even those Relocates who returned to their home area were more favorably situated economically than their neighbors who chose not to relocate at all.

These objective economic gains were accompanied by social and psychological costs. There were also some noneconomic gains. In order to appraise both economic and noneconomic factors in subjective rather than objective terms, the Movers and Returnees were asked to state the major gains they enjoyed and losses they suffered as a result of their initial moves. They were also asked to indicate what other aid they could have received from the representatives of the relocation projects.

Advantages of Relocation

Reflecting the economic gains discussed in preceding sections, the largest number of Relocates considered the major advantages of moving to be economic or job-oriented. As noted in Table 26 and Figure 1, large percentages stated that their gain was "A Job," "A More Secure Job," "A Higher Paying Job," or "Advancement in Work." Over half stressed the higher pay and almost a third noted the job advancement resulting from relocation. These choices were not mutually exclusive. Thirteen percent had apparently been commuting long distances and were now able to live closer to their jobs.

TABLE 26
ADVANTAGES OF MOVING TO NEW LOCATION

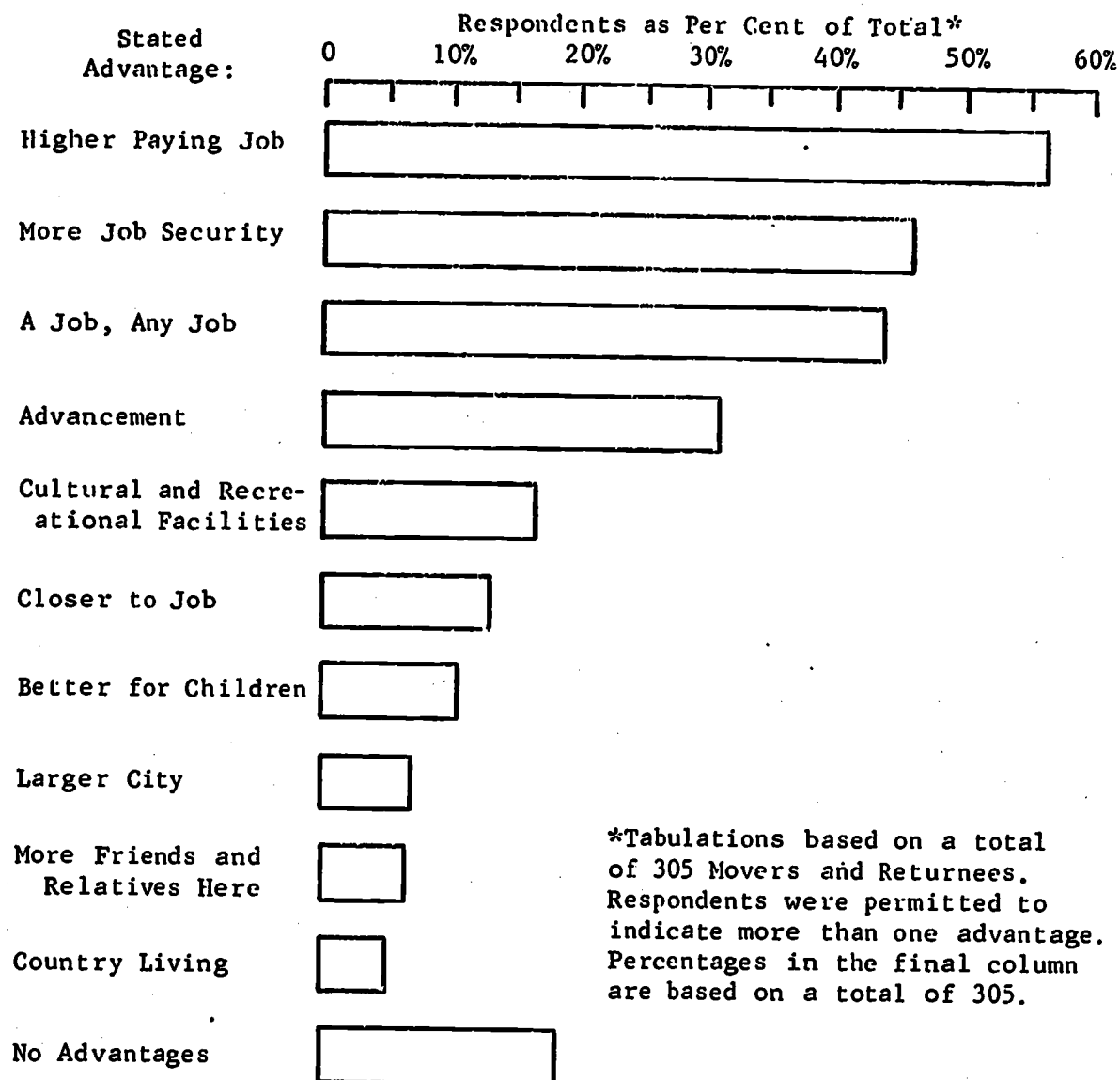
Stated Advantage	Mobility Status					
	Movers (Number)		Returnees (Number)		Total*	
	Wis.	Mich.	Wis.	Mich.	No.	Per cent*
A higher paying job	38	106	12	16	172	56.39
A more secure job	30	94	7	12	143	46.89
A job, any job	28	67	9	31	135	44.26
Advancement in my work	17	63	5	12	97	31.80
Cultural & recreational facilities	7	41	0	3	51	16.72
Closer to my job	16	21	0	5	42	13.77
Better for children here	6	25	0	3	34	11.15
A larger city	5	16	0	2	23	7.54
More friends & relatives here	4	14	0	4	22	7.21
Country living	4	9	1	4	18	5.90
No advantage	14	31	8	6	59	19.34

*Tabulations based on a total of 305 Movers and Returnees. Respondents were permitted to indicate more than one advantage. Percentages in the final column are based on a total of 305.

Weight is given to the economic advantages of relocation in both Wisconsin and Michigan and among both Movers and Returnees. However, the Returnees--especially in Wisconsin--were even more prone than the Movers to emphasize the advantages of employment and earnings in their initial relocation rather than focus on noneconomic considerations.

When we move away from economic advantages, we find a much smaller proportion of the respondents who are willing to cite noneconomic gains

FIGURE 1
ADVANTAGES OF MOVING TO NEW LOCATION



derived from their relocation. Only 16.7 percent indicated that the cultural and recreational facilities were better in their new area, and only 11 percent stated that the new location provided better opportunities for their children. Progressively smaller percentages stressed the advantages of large city life or indicated that they were closer to their friends and

relatives in the new area. None of the Wisconsin Returnees and only a small percentage of the Michigan Returnees included such factors in their list of gains of the initial relocation.

It is especially notable that almost 20 percent of the Relocatees felt that there were no advantages of the move to the new location. It is not surprising that almost one-fourth of this group had already returned to their home area, and such attitudes clearly had implications for future potential return of those Relocatees who were still in the new locality at the time of the follow-up survey.

Disadvantages of Relocation

As is seen in Table 27, whereas the gains of relocation were found to be primarily in the economic sphere, the losses or disadvantages were primarily social and cultural. A large percentage of respondents (68.5) felt that their major loss was in the friends and relatives left behind. Almost 30 percent stressed a variety of disadvantages which they attributed to life in a large city. Prominent among these factors were the lack of adequate low-priced housing, the high cost of living, and the lack of community contacts. The third largest group stated that there were fewer cultural and recreational facilities in their new location. As in the tabulation of advantages, these choices were not mutually exclusive. Since these workers had originated in the rural areas and small towns of northern Wisconsin and the Upper Peninsula of Michigan, they referred to their lost opportunities for hunting and fishing. The frequency of their weekend and summertime trips to their home area gave further evidence of their attachment to these recreational opportunities.

TABLE 27
DISADVANTAGES OF MOVING TO NEW LOCATION

Stated Disadvantage	Mobility Status				Total* No. Per cent*	
	Movers (Number)		Returnees (Number)			
	Wis.	Mich.	Wis.	Mich.		
Friends & relatives left behind	41	129	12	27	209	68.52
Disadvantages of large city	21	43	10	15	89	29.18
Fewer cultural & recreational facilities	21	32	3	8	64	20.98
Less chance to advance on job after move	10	17	2	12	41	13.44
A lower-paying job after move	4	13	2	7	26	8.52
Financial loss in sale of home	7	15	0	3	25	8.20
A less-secure job after move	4	7	1	9	21	6.89
Fewer opportunities for children	6	10	2	3	21	6.89
Disadvantages of move to country	3	7	0	2	12	3.93
None	20	82	9	9	120	39.34

*Tabulations based on a total of 305 Movers and Returnees. Respondents were permitted to indicate more than one disadvantage. Percentages in the final column are based on a total of 305.

Relatively smaller percentages of the Relocates cited economic or job-related disadvantages. Although none complained about unemployment in the new area, 8 percent stated that they had moved to a lower-paying job and 7 percent to a less-secure job. Another 8 percent complained of that same of movers from depressed areas, namely, the financial loss in their exchange of housing. Some saw fewer opportunities for their children in the new community.

A hopeful note in this list of disadvantages, however, is found in the statement of almost 40 percent of the respondents that there were no disadvantages in their relocation to the new community. One's optimism must be qualified, however, when it is noted that eighteen of this group (15 percent) had already returned to their home area. It may be that a number of the respondents expressed views which they felt the interviewers wanted to hear--a danger in all attitudinal surveys.

Related to the disadvantages are the answers to the question, "What more could be done to aid people moving to new areas?". These were presented in Table 6 on page 23, above. As was noted there, only 17 percent stated that nothing more could be done. The principal complaint focused on housing; almost 40 percent felt that they could have received more help in finding suitable housing. Relocates also stressed the need for other types of information. Almost 16 percent stated that they could have been provided more information about the new community, and others expressed a need for more information about jobs, living costs, social contacts, and credit sources. As noted earlier, greater financial assistance appeared to be much less important than nonfinancial considerations in the list of unmet needs associated with relocation to their new communities. None complained about the amount of their financial aid. Stress was placed not on the size of the financial payments, but rather on the need for speed of payment and flexibility. As might be expected, the Returnees reported greater perceived gaps in the battery of services than did the movers who were still in the new locality at the time of the follow-up survey. The Returnees were especially vocal in their complaints about housing and the lack of information they had received about the new area.

The Relationship Between Earnings, Employment and Attitudes

Since attitudes may be shaped by objective economic conditions before and after their move, an effort has been made to relate expressions of satisfaction and dissatisfaction to the earnings and employment experiences of the respondents.

Advantages and Earnings

The data in Tables 28 and 29 indicate relationships between earnings and perceived advantages which a research investigator might anticipate; but these data also offer a few surprises. The mean weekly wage of the Relocates before their mobility was \$43.51. As might be expected, those who cited "A Higher Paying Job" as a major advantage of their move had weekly pre-move earnings below the average: \$38.91 (Table 28). However, others who cited job-related advantages of their move had weekly wages above the average before the move. Some had suffered unemployment just prior to the move and welcomed "any job" or a "more secure job." Some who stated noneconomic advantages in their relocation, such as the size of the city or the presence of friends and relatives in their new location, had earnings below the average prior to their move, but the group with the highest pre-move wage (\$56.06) was that group who stated that the new community was better for their children.

In the period after the move, one might expect those with earnings above the average (\$93.20 per week) to stress employment-related advantages rather than noneconomic factors. As is seen in Table 29, this expectation is fulfilled in the case of those who cited "A More Secure Job" and "A Higher Paying Job" as principal advantages of their relocation. Those who stressed the advantages of higher pay in the new area received a larger increase in mean weekly earnings after the move than those expressing other kinds of

TABLE 28

ADVANTAGES OF MOVING, CLASSIFIED BY EARNINGS BEFORE MOVE

Stated Advantages	Mean Weekly Wage One Year Before Move (In Dollars)									
	Movers					Returnees				
	Wis. \$	No.	Mich. \$	No.	Total \$	Wis. \$	No.	Mich. \$	No.	Total \$
A job, any job	\$29.83	29	\$47.28	67	\$47.89	9	\$42.50	30	\$42.51	135
A more secure job	25.07	29	52.74	92	48.14	7	42.83	12	45.93	140
A higher paying job	27.44	38	42.46	106	51.42	12	32.94	16	38.91	172
Advancement in my work	23.18	17	59.95	64	39.60	5	40.17	12	50.11	98
Closer to my job	22.29	17	56.95	22	-	0	19.20	5	39.27	44
Cultural & recreational facilities	27.50	8	49.60	40	-	0	33.33	3	45.18	51
Better for children here	29.71	7	65.48	25	-	0	39.00	3	56.06	35
A larger city	12.33	6	45.25	16	-	0	59.00	2	38.17	24
More friends & relatives here	25.00	4	43.50	14	-	0	9.25	4	33.91	22
Country living	23.00	5	51.00	9	80.00	1	13.25	4	37.21	19
No advantage	28.86	14	39.06	31	60.38	8	38.00	6	39.42	59

TABLE 29

ADVANTAGES OF MOVING, CLASSIFIED BY EARNINGS AFTER MOVE

Stated Advantages	Mean Weekly Wage During Six-Month Period After Move (In Dollars)					
	Movers			Returnees		
	Wis. \$	Mich. \$	No.	Wis. \$	Mich. \$	Total \$
A job, any job	\$95.00	\$89.43	69	\$69.33	\$68.54	\$84.55
A more secure job	95.76	100.88	95	71.00	77.33	96.41
A higher paying job	99.05	100.48	105	71.92	78.63	96.09
Advancement in my work	96.38	96.25	64	52.00	78.92	91.85
Closer to my job	101.44	86.95	22	-	73.40	90.77
Cultural & recreational facilities	99.71	87.30	40	-	62.33	87.54
Better for children here	121.33	96.92	26	-	64.33	98.31
A larger city	77.40	81.12	17	-	64.50	78.96
More friends & relatives here	74.25	80.57	14	-	41.75	72.36
Country living	87.75	107.40	10	83.00	67.75	93.63
No advantage	101.36	108.43	30	53.25	73.83	95.53

advantages. Also in keeping with expectations, those who emphasized such noneconomic advantages as recreational facilities, the size of the city and the presence of friends and relatives, had a weekly wage below the average after their move. But the mean wage of these groups was either below the average or not notably above average before the move too (Table 28).

Those giving emphasis to the advantages for their children had the highest average post-move weekly wage (\$98.31). Since they also had the highest pre-move weekly wage (\$56.06), however, one could not conclude that the advantages they anticipated were necessarily economic. There is an apparent inconsistency in the earnings-attitude relationship of the 20 percent who claimed that there was no advantage in the move. Their increase in earnings was well above the average and, especially for Wisconsin Movers, their jump from an average weekly wage of \$28.86 before the move to \$101.36 after the move might have been expected to elicit a more favorable attitude toward relocation. It is reasonable to conclude that their bitterness stemmed from perceived noneconomic factors.

Disadvantages and Earnings

A similar analysis of the relationship between earnings before and after the move and the respondents' statements of the disadvantages of moving is contained in Tables 30 and 31. Here, too, a number of the relationships accord with reasonable hypotheses. Workers who had an average weekly wage which was well above the average before their move and a weekly wage below the average after their move stressed such disadvantages of relocation as "Less Chance to Advance on the Job," "A Lower Paying Job After the Move." Workers whose pre-move wage was below the average and whose post-move wage was above the average gave greater stress to such disadvantages as "Friends and Relatives Left Behind" and "Disadvantages of Large City."

TABLE 30

DISADVANTAGES OF MOVING, CLASSIFIED BY EARNINGS BEFORE MOVE

Mean Weekly Wage One Year Before Move (In Dollars)

Stated Disadvantage	Movers		Returnees		Total Relocateses	
	\$	No.	\$	No.	\$	No.
Friends & relatives left behind	\$40.60	159	\$40.84	38	\$40.65	207
Disadvantages of large city	35.59	61	45.76	25	38.55	86
Fewer cultural & recreational facilities	47.65	52	55.64	11	49.05	63
Less chance to advance on job after move	46.11	27	52.43	14	48.27	41
A lower-paying job after move	63.06	17	56.00	9	60.62	26
A less secure job after move	48.00	11	58.50	10	53.00	21
Financial loss in sale of home	67.81	21	34.67	3	63.67	24
Fewer opportunities for children	50.13	16	63.20	5	53.24	21
Disadvantages of move to country	58.09	11	26.50	2	53.23	13
No disadvantages	39.12	101	45.44	18	40.08	119

The average weekly wage of the 40 percent who said that there were no disadvantages of relocation was below average after the move (\$87.86), but their response was more understandable when it is noted that their pre-move weekly wage was also proportionately below average (\$40.08). Their post-move expectations were apparently tempered by the realities of their pre-move experience.

Advantages, Disadvantages and Unemployment

A similar analysis of the relationship between pre-move and post-move unemployment and the expressed attitudes of the respondents is presented in

TABLE 31
 DISADVANTAGES OF MOVING, CLASSIFIED BY EARNINGS AFTER MOVE
Mean Weekly Wage During Six-Month Period After Move (In Dollars)

Stated Disadvantages	Movers		Returnees		Total Relocateses	
	\$	No.	\$	No.	\$	No.
Friends & relatives left behind	\$96.56	171	\$64.56	39	\$90.62	210
Disadvantages of large city	108.73	64	75.68	25	99.45	89
Fewer cultural & recreational facilities	105.06	52	74.36	11	99.70	63
Less chance to advance on job after move	81.70	27	68.07	14	83.63	41
A lower-paying job after move	84.18	17	72.11	9	80.00	26
A less secure job after move	110.00	10	84.20	10	97.10	20
Financial loss in sale of home	105.27	22	97.67	3	104.36	25
Fewer opportunities for children	99.47	15	95.80	5	98.55	20
Disadvantages of move to country	86.80	10	76.50	2	85.08	12
No disadvantage	93.58	100	56.06	18	87.86	118

Tables 32-35. Unemployment is measured by the percentage of time unemployed in the period before and after the move.

As is seen in Tables 32 and 33, the Relocateses, taken as a whole, greatly improved their employment position in the post-move period as compared to the year prior to their move. There was no significant relationship between the reduction in unemployment and their attitudes toward perceived advantages of the move. Those who stressed the advantages of cultural, recreational and environmental factors in the new location tended to have somewhat lower unemployment ratios before the move than those who emphasized economic and job advantages. But there was little difference between the two groups in

TABLE 32
ADVANTAGES OF MOVING, CLASSIFIED BY UNEMPLOYMENT BEFORE MOVE

Stated Advantage	Percentage of Time Unemployed During Year Prior to Move				
	Movers		Returnees		Total Relocateses
	Wis.	Mich.	Wis.	Mich.	
A job, any job	13.32	8.61	10.11	13.06	10.71
A more secure job	14.30	9.88	4.71	12.42	10.77
A higher paying job	11.76	8.54	10.33	11.38	9.64
Advancement in my work	9.71	4.52	24.80	14.50	7.71
Closer to my job	23.31	10.10	*	34.80	18.07
Cultural & recreational facilities	5.86	9.27	*	*	8.25
Better for children here	4.17	4.84	*	33.33	7.24
A larger city	19.80	6.19	*	12.50	9.70
More friends & relatives here	16.25	20.07	*	37.50	22.55
Country living	4.00	19.33	*	14.50	13.78
No advantage	17.71	9.06	6.13	4.17	10.22

*No data available

TABLE 33
ADVANTAGES OF MOVING, CLASSIFIED BY UNEMPLOYMENT AFTER MOVE

Stated Advantage	Percentage of Time Unemployed in Six-Month Period After Move				
	Movers		Returnees		Total Relocateses
	Wis.	Mich.	Wis.	Mich.	
A job, any job	1.18	1.91	7.22	5.29	2.88
A more secure job	1.10	1.21	4.57	0	1.25
A higher paying job	0.87	1.22	8.08	7.19	2.17
Advancement in my work	0	0.78	13.00	4.08	1.67
Closer to my job	4.13	0.73	*	16.60	3.84
Cultural & recreational facilities	4.71	2.00	*	*	2.25
Better for children here	0	0	*	27.67	2.37
A larger city	6.60	2.94	*	0	3.46
More friends & relatives here	8.25	6.60	*	20.75	9.35
Country living	0	1.60	16.00	0	1.68
No advantage	0	0	8.25	16.50	2.80

*No data available.

their unemployment ratios after the move. It is notable, however, that the twenty-two Relocates who cited the advantage of more friends and relatives in the new community experienced unusually high unemployment before the move (22.5 percent of the time) as well as after the move (9.3 percent of the time).

Returnees who stressed job advantages experienced lower pre-move unemployment ratios than Movers in Wisconsin but somewhat higher pre-move ratios than Movers in Michigan. After the move, Returnees who stressed job advantages in both states experienced higher unemployment ratios than Movers; but the data on Returnees who emphasized noneconomic advantages were too scanty to permit reliable unemployment comparisons with those who emphasized economic advantages.

As is seen in Tables 34 and 35, there are few consistent relationships between unemployment ratios and perceived disadvantages of relocation. The three groups who stressed social, environmental and recreational disadvantages were unemployed slightly more than 10 percent of the year prior to relocation, and those who cited a deterioration in their post-move job situation were unemployed 11-14 percent of the year before the move. The reduction in unemployment ratios for both groups after the move was substantial, but there is little consistent relationship between the amount of reduction in unemployment and expressed disadvantages.

Returnees who stressed social, environmental and recreational disadvantages in the new area experienced more unemployment than Movers before and after the move; but reflecting their return to their home locality, the contrasts in unemployment experience for these respondents was more notable after the move. Even though ten Returnees dropped from an average pre-move unemployment ratio of 12.4 percent to a post-move ratio of 1.6 percent, they

TABLE 34
DISADVANTAGES OF MOVING, CLASSIFIED BY UNEMPLOYMENT BEFORE MOVE

Stated Disadvantage	Percentage of Time Unemployed in Year Prior to Move						
	Movers			Returnees			Total
	Wis.	Mich.	Total	Wis.	Mich.	Total	
Friends & relatives left behind	12.71	7.78	8.96	9.58	18.41	15.69	10.22
Disadvantages of large city	18.52	6.67	10.56	11.50	11.60	11.56	10.84
Fewer cultural & recreational facilities	20.86	4.31	10.87	11.00	10.38	10.55	10.81
Less chance to advance on job after move	24.90	10.71	15.96	25.00	7.58	10.07	13.95
A lower-paying job after move	0	6.92	5.29	8.00	32.00	26.67	12.69
A less secure job after move	10.25	9.43	9.73	*	13.78	12.40	11.00
Financial loss in sale of home	9.29	11.53	10.82	*	33.33	33.33	13.52
Fewer opportunities for children	5.50	10.60	8.09	*	11.00	6.60	8.19
Disadvantages of move to country	11.00	5.86	7.40	*	29.00	29.00	11.00
No disadvantages	4.10	8.54	7.67	8.22	14.78	11.50	8.24

*No data available.

still indicated that they had a less secure job after the move. But the same number of Movers who cited this disadvantage had an even greater drop in their unemployment ratios (Tables 34 and 35).

TABLE 35
DISADVANTAGES OF MOVING, CLASSIFIED BY UNEMPLOYMENT AFTER MOVE

Stated Disadvantages	Percentage of Time Unemployed in Six-Month Period After Move						
	Movers			Returnees			Total
	Wis.	Mich.	Total	Wis.	Mich.	Total	
Friends & relatives left behind	2.00	1.25	1.43	9.58	9.74	9.69	2.95
Disadvantages of large city	0.76	1.11	1.00	11.50	16.53	14.52	4.76
Fewer cultural & recreational facilities	1.57	0.50	0.92	5.33	0	1.45	1.02
Less chance to advance on job after move	1.60	1.94	1.81	0	1.33	1.14	1.59
A lower-paying job after move	0	6.38	4.88	16.50	2.29	5.44	5.08
A less secure job after move	0	0	0	*	1.78	1.60	0.76
Financial loss in sale of home	4.71	0	1.50	*	0	0	1.32
Fewer opportunities for children	5.50	0	2.06	*	0	0	1.57
Disadvantages of move to country	11.00	0	3.30	*	0	0	2.75
No disadvantages	1.65	0.40	0.65	9.11	20.22	14.67	2.75

*No data available.

Conclusion

The respondents' experience with regard to earnings and unemployment had only a marginal influence on their attitudes toward relocation, as expressed in their views of the advantages and disadvantages experience as a result of their relocation.

On the whole, the Movers advanced their employment status and average earnings through relocation; and on the whole they were favorably disposed toward relocation and toward the assistance they gained from the relocation project. However, the fact that approximately 20 percent of the Relocates returned to their home area--and that a number of others implied that their return was imminent--points up the fact that the economic gains of the relocation were not equally distributed among the Relocates. It is notable that the Returnees generally enjoyed less favorable employment and earnings after their initial relocation, as compared with the Movers who stayed in the new locality.

However, it would be a mistake to place too much emphasis on economic factors in explaining the respondents' attitude toward their move. While the gains were clearly economic, the major "costs" and disadvantages cited by the respondents were not in terms of employment and earnings but, rather, in terms of social, environmental and cultural factors. As the discussion in the following section indicates, there is reason to believe that these noneconomic considerations were of primary importance in shaping the respondents' attitudes and in inducing return migration.

IX. MOTIVES FOR RELOCATION AND RETURN

In view of the economic gains enjoyed by Relocates relative to Non-movers, the question arises as to the reasons for the Nonmovers' failure to relocate, and their expectations of relocation in the future. Equally important is the expectation of further mobility on the part of the Relocates, especially geographic movement back to their point of departure. The motives for return migration are as significant for public policy as the obstacles to mobility. Both of these problems are discussed in this section.

Mobility Expectations of the Nonmovers

Those in the Nonmover comparison group were asked a series of questions designed to determine their attitude toward mobility, the reasons for their immobility, and the conditions under which they might be induced to move. When asked if they had ever seriously considered moving to another area for a job, slightly more than half of those who replied to this question answered "yes" (Table 36). Those who replied that they had never seriously considered moving were asked to give the primary reason for not considering mobility. The most common replies were not specifically oriented toward economic factors. They stressed the importance to them of their friends and relatives in the area (23 percent) and stated that they were generally satisfied with their way of life in their home locality (23.6 percent). Approximately 10 percent stressed their ownership of property and 7 percent their age or health as obstacles to mobility.

TABLE 36
NONMOVERS' OBSTACLES TO MOBILITY

	Number	Percent
Part A: Have you ever seriously considered moving to another area for a job?		
Yes	165	51.89
No	153	48.11
	<u>318</u>	<u>100.00</u>
Part B: Why not? (Includes only those who answered no to Part A)		
Satisfied with home area	34	23.61
Friends here	33	22.92
Employment reasons	27	18.75
Spouse's job	15	10.42
Owns home, property	14	9.72
Education too low	11	7.64
Too old, health	10	6.94
	<u>144</u>	<u>100.00</u>
Part C: When you considered moving, did you actually move? (Includes only those who answered yes to Part A)		
No	96	59.63
Yes	65	40.37
	<u>161</u>	<u>100.00</u>
Part D: Why not? (Includes only those who answered no to Part C)		
Found job in home area	53	58.89
No good paying job in other area	12	13.33
Cost too much	7	7.78
Military	6	6.67
Health	5	5.56
Own home	4	4.44
In school	3	3.33
	<u>90</u>	<u>100.00</u>

A minority of the respondents to this question (approximately one-third) gave reasons which were related to the labor market. Slightly over 18 percent gave employment-related reasons for remaining in the area; approximately 10 percent indicated that their spouse's job was an obstacle to their movement; and 7.6 percent indicated that their level of education was not

such that they could expect to achieve much economic advantage in mobility. These, then, were the hard core of the nonmobile workers. Never having considered the possibility of geographic movement, it is not likely that they would engage in such movement in the future.

More likely prospects for mobility were those responding that they had considered moving in the past but did not actually do so. The motivations of this group were clearly more job-oriented, and their reasons for deciding against mobility were conditioned by their employment prospects at home and in other areas. Two-thirds of those who had considered moving either found a job in their home area which they preferred or learned that they could not obtain a suitable job in another area. Smaller numbers cited their health, their military obligations, their home ownership, or their schooling as obstacles to movement.

From the standpoint of this evaluation of relocation assistance, it is notable that only 7.78 percent of those who have considered mobility said that they had rejected the idea because movement would cost too much. The relative unimportance of moving costs in the considerations of nonmobile workers is seen further in their response to the question "Under what conditions might you move?" (Table 37). Respondents were given an opportunity to express more than one condition for their geographic movement. However, only 6 percent indicated that they would move "if their expenses were paid." Much more stress was placed on the necessity for an assured job in a preferred line of work, or a higher paying job, or a steadier job. Of considerably less importance in the stated conditions for mobility were such factors as the nature of the community to which they would move (7.25 percent) or a change in their family situation which prevented mobility (12.17 percent).

TABLE 37

CONDITIONS UNDER WHICH NONMOBILE* WORKERS MIGHT MOVE

Conditions for Movement**	Nonmobile Workers	
	Number	Percent
None	2	.52
If expenses paid	23	5.95
If assured job in preferred work	152	39.37
Higher pay	144	37.30
Steady job	113	29.27
Better community	28	7.25
Family reasons	47	12.17

*Excludes those deliberately bypassed in offers of assistance.

**More than one choice per respondent may be included

The limitations of relocation assistance in inducing mobility can be seen in the offers of assistance which some of the nonmobile workers had received from the relocation project. Over 15 percent had been offered a loan; and over one-fifth had been offered a grant to assist their mobility. Thus, approximately one-third of the Nonmovers had been offered financial assistance under the relocation project to facilitate their mobility (Table 38).

TABLE 38

OFFERS OF ASSISTANCE TO NONMOVERS

Relocation Project Offers*	Nonmovers	
	Number	Percent
Offered loan	26	15.76
Offered grant	35	21.21
Found me a job in other area	19	11.52
Tried to find me a job in other area	39	23.64
Sent me to a training course	82	48.70
Did not help	35	21.22

*More than one choice per respondent may be included.

In addition to financial aid, approximately one-third of the non-movers said that the relocation project had either found them a job in another area or had tried to find them a job in another area. Almost half indicated that they had been assisted by having been referred to a training course. Approximately one-fifth indicated that they had received no help.

Plans for Moving: Relocates and Nonmovers

It is interesting to compare the responses of the Relocates and Nonmovers to the same set of questions concerning expectations, conditions, and plans for future mobility (Table 39). When asked whether they expected to move from where they were now living, 37 percent of the Relocates said "yes," 18 percent said "no," and 22 percent said "It depends." Among the nonmobile workers, on the other hand, only 18 percent of those who responded to this question said "yes," one-third said "no," and 43 percent said "It depends." Thus, those who had already moved were more prone to move again. The principal reason for nonmobility, on the part of both Relocates and Nonmovers, was the presence of friends and family in their present area. Job considerations, of both the respondent and spouse, were next in importance. More Nonmovers than Relocates cited such factors as home ownership, old age, and illness as factors inhibiting their mobility. It is notable, once again, that only one respondent indicated that it was too expensive to move. In indicating the conditions for mobility, the reasons cited by Relocates and Nonmovers were very similar. Over 70 percent indicated that their mobility would be contingent upon employment opportunities. The spouse's job opportunities were also stressed. The availability of housing was also given emphasis in the list of conditions for moving.

TABLE 39

PLANS FOR MOVING: RELOCATEES AND NONMOVERS

	Relocates		Nonmovers	
	No.	%	No.	%
Do you expect to move from where now living?				
Yes	91	36.99	68	17.61
No	44	17.89	128	33.16
Why not? (% of "no's")				
Friends, family	22	50.00	52	40.63
R's job here	4	9.09	30	23.43
Own home, property	5	11.36	22	17.19
Old age, health	2	4.55	12	9.38
Satisfied	1	2.27	6	4.69
Spouse's job here	4	9.09	6	4.69
Too expensive	1	2.27	0	0
Military	2	4.55	0	0
Depends	53	21.54	166	43.00
On what does it depend? (% of "depends")				
Employment	38	71.70	122	73.49
Spouse's job	4	7.55	19	11.45
Personal reasons	5	9.43	9	5.42
Housing	6	11.32	12	7.23
Transfer by company	0	0	2	1.20
If YES, why? (% of "yes's")				
Better job	12	13.19	23	33.82
Better living conditions	19	20.88	6	8.82
Relatives there (where going)	9	9.89	2	2.94
Retired	0	0	2	2.94
Better family raising	3	3.30	2	2.94
Better climate	0	0	2	2.94
No work in this area	1	1.10	0	0
Health	0	0	0	0
Do you have definite plans for moving? (% of "yes's")				
Yes	46	50.54	38	55.88
No	44	48.35	30	44.12
Where do you expect to move? (% of those who plan to move)				
Locally	15	32.64	9	23.68
Within present state	7	15.22	7	18.42
Noncontiguous state--South	0	0	3	7.89
Noncontiguous state--Southwest	0	0	3	7.89
Noncontiguous state--Northeast	1	2.17	0	0
Noncontiguous state--Midwest	4	8.70	0	0
Contiguous state	6	13.04	1	2.63
California	0	0	1	2.63
Return to home	5	10.87	2	5.26
To home state--not home area	3	6.52	1	2.63
Not ascertained	4	8.70	11	28.94

There was a contrast between the Relocates and the Nonmovers among those who said that they did expect to move. The reason cited by most of the Nonmovers was to obtain a better job (33.8 percent). Most of the Relocates emphasized better living conditions (20.8 percent) and the fact that relatives lived in a proposed city of destination (10 percent) in addition to a better job (13.19 percent).

Of those who said that they expect to move away, over half said that they have definite plans to do so. This was true of both groups. Although only a little over 10 percent of the Relocates said that they plan to return home, almost one-third said that they were going to move locally and another 15 percent said that they were going to move within the state.

Thus, it appears that the Relocates are a mobility-prone group. On the average, they had already moved three times since 1962, and some 17 percent had moved four times. Their answers to the series of questions, expectations and plans indicated that many of them were ready to move again. This time the move was still partially in search of good employment opportunities, but even more so in search of what they considered to be better living conditions. For many, this meant a return to the home area or to an area somewhat similar to the home area, away from the big cities. Their answers indicated that they were more likely to move again before the nonmobile comparison groups made their first move.

The Bases for Return Migration

Even though the 20 percent return rate for Relocates in this study does not appear to exceed the average of other relocation projects in this country or in Western Europe, the problem of return migration must be considered a serious one under any scheme of government aid to relocation.

Returnees experienced smaller gains in earnings and employment than Movers. Even though Returnees appear to have lower moving costs than Relocates and somewhat higher earnings than Nonmovers, the return on the public investment in their initial move might be considered prohibitively small.

Case Studies

The quantitative basis for return migration to the home area is established in the statistical data concerning employment, earnings, satisfactions and dissatisfactions of Returnees relative to other Relocates. It would be appropriate to conclude this section with a presentation of three qualitative case studies which provide a groundwork for the understanding of the motivation that results in return migration.

J.L. was a Relocatee interviewed in a city in Michigan. At 35 years of age, he had lived in Ironwood, Michigan, from 1958 until the time he was relocated under the Michigan project in 1965. He had worked in a service occupation in this Upper Peninsula community, and he suffered intermittent unemployment until he enrolled in the MDTA training course for electricians at the Marquette Area Training Center. During his training he received \$84 a week as training and subsistence allowance. Upon completion of his training, the relocation project obtained a job for him in another city at \$3.10 an hour, average \$155 per week. This contrasted with the \$85 he had earned in his last employment in Ironwood. In order to make the move, he spent \$400 in transportation costs and moving expenses and \$350 in living expenses from the time he left Ironwood until he moved into his new home. Under the relocation project he was given a loan to pay his moving expenses and living expenses.

In response to the question as to whether he expects to move from where he was living at the time of the survey, he replied "If the economic situation would improve, I would move back to Upper Michigan." He stated that he had relatives still living in Ironwood, and that he moved only to get a better job. He noted that his major losses were the friends and relatives he left behind, the loss in the sale of his home, the size of the city in which he was forced to live, the limited opportunities for his children, and the loss of recreational facilities. He notes, "I lost the freedom I enjoyed. The regulation, the noise, smoke, and crowding of the city was not my idea of a good life." He notes further that he could not find housing when he first reached the city and, with his five children, he found it necessary to buy a trailer. He notes further that rental housing in the city is either non-existent or priced so high that a working man cannot afford it. "If it is possible to rent it, it isn't fit to live in."

When asked what more could be done for people moving to new areas, he replied, "I do not have any answer for this because the only thing I have done since I moved here is try to figure a way to move back and still maintain a reasonable standard of living." In further elaboration of these views, he appended the following letter to his questionnaire:

December 18, 1967

Dear Sir:

If my questionnaire sounds like I am bitter then it is filled out as I meant it to be. I am grateful for the help that the government gave me, as it taught me that knowledge is strength. I am allergic to oil so my hands are almost constantly raw. But I will stay with machinist work until I complete the course I am now taking in electronics.

I can't afford to go back to being common labor any more. I think that the government has got their whole program backward. I know quite a few people who were moved on this relocation deal and everyone of them would rather be back home. Here in . . . the government has many millions of dollars worth of work being done. Why couldn't they have set up places in the U.P. to handle this work. I know a lot of people up there that

would like very much to have a job where they could have a decent life. So why not send the work where the people are instead of vice versa. Think about that.

Thank you for your interest in helping me and other people.

The following two case studies are taken from the reports prepared by the Michigan Relocation Project staff.

2. Relocatee CM--a 28 year old father of four children completed the eighth grade. His home is in a small community where he worked sporadically as a construction laborer for several years. Because of the seasonal nature of construction work he accepted a job as a production line worker in Wisconsin only to be laid off during slack periods and he returned to his home community.

He entered the MDTA program at Marquette as a combination welder trainee on November 30, 1964, and graduated on June 5, 1965. During training he was interviewed and counseled by Project staff members to whom he expressed a desire to be employed in the Detroit area. CM was given information on the social services available, local governmental agencies, real estate and general information, etc., on the Detroit area. In addition to relocation information, prior to the actual move a female counselor on the staff visited with CM and his family.

A job was obtained with the Mechanical Handling System in Detroit and on May 28, 1965, financial assistance in the amount of \$390.00 was granted this worker to move his family and household effects. He began employment on June 7 as a welder.

During the following few days he was unable to find suitable housing for his family, who were being housed temporarily with relatives in Flint, about 60 miles away. He became disgusted and on June 14, one week after starting, he quit and returned to his home community. There he secured work with the railroad on an "extra gang." This job, however, was short-lived and after 6 weeks of unemployment he secured employment with the Heil Company in Milwaukee. On August 24, 1965, CM moved his family to this area and is now living in Wind Lake, a less densely populated suburb of Milwaukee.

It is anticipated that the latter move will work out successfully as recent information indicated he is satisfied with his job and is well accepted by his employer.

3. Relocatee JM--a 23 year old American Indian, ninth grade dropout, graduated on June 5, 1965, from the University's Experimental and Demonstration Program for rural dropouts. While having considerable natural ability, his previous work history revealed a job history of seasonal unskilled jobs. As a trainee in the Experimental and Demonstration Program, JM graduated as a skilled welder. In addition he improved his basic education skills and was able to complete his General Education Development Tests satisfactorily.

He was interviewed and counseled several times prior to graduation and he had indicated a desire to relocate in the Detroit area. A firm job offer was received from the Mechanical Handling Systems Company and he was given a relocation loan totaling \$206. Because he lacked private transportation, special emphasis in counseling sessions was placed on public transportation.

On June 15, 1965, JM and his wife departed by bus for Detroit. He was given a physical examination when he reported to the plant and was told to report for work on the following Monday. This, however, he failed to do.

On a project visitation to the Detroit area, an attempt was made to locate JM without any success. Follow-up in the home community revealed that he had been unable to locate housing within bussing distance of the plant and had returned to his home. This was his excuse for not reporting to work, but JM's wife, a basically insecure individual, is attached to the home community and the many relatives who live there; consequently, departure from this area is highly unlikely. Project counselors visited several times with JM and his wife but every indication is that they will remain in this community. He is employed locally in the lumber industry which is not only less rewarding financially but tends to be seasonal.

A helping hand in the demand area including counseling service might have assisted JM and his wife in their efforts to find adequate housing as well as to help resolve personal problems. Such help would have increased the probability of successful relocation inasmuch as JM is well qualified in his field but in some instances, in spite of all that may be done, relocation may not meet the personal needs of any given individual.

These case studies are described in detail in order to throw light on the attitudes of those who return to their home area or appear to be about to return in spite of reasonably good employment opportunities in the new locality. Of course, they should not obscure the fact that the case histories of most of the Relocates would demonstrate a much more favorable adjustment to the new community.

X. SOME COST-BENEFIT CONSIDERATIONS

The Limitations of Cost-Benefit Analysis of Relocation Projects

There have been many criticisms of the application of cost-benefit analysis of unreliable data and even more criticisms of the derivation of far-reaching policy conclusions from such cost-benefit analyses. The application of formal cost-benefit analysis to the data in this study would be especially inappropriate for a number of reasons:

1. Only the roughest estimates can be made of the costs of the program to society or to the individuals. The cost data available to the research investigators covered expenditures for transportation, moving belongings, and living expenses. Some of these costs were covered by loans and some by grants from the relocation projects. Some of the loans were repaid and some were not. Living expenses during job interviews and prior to the first pay check were covered either by the relocation projects, the Relocatee, parents and friends or the employer.

Supportive services were provided partly by the relocation projects, partly by regular Employment Service personnel and partly by volunteer civic groups such as Traveler's Aid and the Welcome Wagon. The Returnees' costs of returning to the home area are only partially recorded, and yet these must be considered as part of the total costs of individuals involved in the relocation project.

Finally, it should be noted that no data are available on the differential costs of housing and other living expenses of the Movers in their home area and in their new community.

2. Even more serious than the difficulty in assigning monetary costs is the problem of social-psychological costs. Although this problem arises in cost-benefit analysis of all social programs, it is especially formidable in an evaluation of relocation projects. It is clear from the responses of the Movers, Returnees and Nonmovers that most of them considered the noneconomic costs of relocation to be more serious than the economic costs. When asked to indicate "what they lost" by moving, large proportions of the Relocatees gave less stress to job and financial considerations than to social, environmental, communal and recreational factors. Although these noneconomic "costs" of relocation are likely to decrease as the respondents become adjusted to their new environment, there is no way of measuring the magnitude or rate of decline on the basis of a six-month follow-up survey.

3. The monetary benefits of relocation are determined by measuring the increase in the average weekly take-home pay of Relocatees that can be attributed wholly to their relocation. This is done by comparing the earnings experience before and after the Movers' relocation relative to a similar before-after comparison for Nonmovers. The regression analyses permit such a calculation holding some factors other than relocation constant. But many explanatory variables are obviously not included in the regression equations (as seen by the low R^2) and since the characteristics of the comparison group of Nonmovers are not identical with those of the Relocatees, the gains in earnings of Relocatees cannot be wholly attributed to their relocation. Therefore, there are some doubts about the measure of monetary benefits for the individuals, and there would seem to be little point in making precise additional calculations of tax gains for society and welfare reductions for local communities that might be reflected in such wage gains for Relocatees.

4. There are also noneconomic benefits of relocation, as seen in the Relocates' list of advantages of moving. But these are accorded less importance than economic benefits in the attitudinal responses. Therefore, they cannot simply offset the noneconomic costs of moving. The extent of the offset, and its changing dimension over time, cannot be calculated.

5. Finally, it must be noted that a number of the Movers who were still in the destination area at the time of the survey implied that they would probably return home soon. Since Returnee earnings were well below those of Movers, the calculation of their benefits is obscured.

Some Very Rough Approximations

To calculate precise benefit-cost ratios and rates of return on the relocation investment under these circumstances would be an exercise in "misplaced concreteness." However, it is worthwhile to discuss some rough magnitudes.

The average outlays for transportation and moving, the basic costs of the initial relocation, were only \$209. Even if we add all of the living expenses associated with job interviews and the initial period in the new community as a social cost of the project, this would add \$194, bringing the total outlay to \$403. The Manpower Administration has estimated that operating costs and supportive services in similar relocation projects have been \$300-\$400 per Relocatee. If we accept the upper range of this estimate and add this to the assistance payments, the total costs per Relocatee would average approximately \$800. If 20 percent of the Relocates returned to their home area, incurring transportation and moving expenses of \$209, the average cost per Relocatee would increase to approximately \$840. Various unknown, miscellaneous expenses should not raise total monetary costs per Relocatee beyond \$1000.

Because the Relocates were unemployed prior to their movement and probably had less search time for jobs in their new area than their old area, we can assume there were no opportunity costs involved in relocation.

Data from the regression analyses and other sources indicate that the monetary gains in earnings of Movers would be such that Movers could cover a \$1000 cost if they stayed on the new job for at least one year; and that if their additional earnings were projected into the future, at any reasonable discount rate, there would be an explosive rate of return on society's investment.

Even when the average income benefits of Relocates are reduced because of a 20 percent return to their home area, the total costs can be recouped by the Movers in less than two years, and there is a high rate of return on the relocation investment.

However, these monetary calculations are still deficient in ignoring the social-psychological costs and benefits of relocation. These may or may not be considered costs for society depending on one's value system. Until a measure of noneconomic costs and benefits is developed and incorporated into our analysis, policy makers will be forced to give the rough economic cost-benefit calculations such weight as they feel they deserve. Clearly, at best, such calculations should be treated as only one limited data input in evaluating relocation projects.

XI. SUMMARY AND CONCLUSIONS

Summary of Major Findings

1. **Characteristics of Relocates and Nonmovers.** Although there is a similar age pattern between those Relocates who returned to their home area (Returnees) and those who were still in their new locality at the time of the follow-up survey (Movers), Relocates, taken as a whole, were younger than Nonmovers. More Movers had completed high school or had some college experience than Nonmovers; but Returnees had a slightly lower average educational level than that of the Nonmovers. The Relocates were predominantly male (over 90 percent); 78 percent of the Nonmovers were male. Typical of the racial composition in the supply areas, only two nonwhites were included in the Relocatee and comparison samples. Therefore, this variable was omitted from the analyses. Approximately two-thirds of the Relocates were married.

2. **Types of Assistance and Nature of Moves.** Although the total costs of relocation for some workers ran over \$600, the mean expenditure for transportation and moving costs was \$209; the mean cost of expenditures in connection with job interviews was \$86, and the mean costs of all living expenses in connection with the relocation was \$194. Only a part of these total costs was covered by loans and grants under the relocation project. A variety of nonfinancial services were provided by the relocation project, the Employment Service, and civic groups. However, 20 percent of the Movers and 6 percent of the Returnees felt that nothing more could be done to aid people

moving to new areas. The majority of the Relocates moved within their home state. Whereas almost all of the movers originated from communities under 25,000 population, well over half relocated to cities of more than 25,000; and one-quarter moved to cities with a population size of 250,000 and over. The size of the city of departure or destination bears little relationship to the financial amount of relocation assistance received by Movers and Returnees.

3. Effects of Mobility on Employment, Industry, and Occupation.

In the year prior to their relocation, more Relocates were outside of the labor force than unemployed. Unemployment rates were higher for the Nonmovers and Returnees. All of the groups improved their employment status during the six-month period following relocation, but the improvement in the employment of Movers was more marked than that of the Nonmovers and the Returnees. The change of geographic area was generally associated with a shift out of agriculture, mining, construction, transportation, and trade in the area of departure into the manufacturing of durable goods, public utilities, and government. The occupational shift of Movers and Nonmovers was in somewhat the same direction, namely, a shift into the professional-technical occupations out of the semiskilled and unskilled categories. However, this shift was more marked among the Movers than among the Nonmovers. The Movers had a higher socioeconomic status of occupations before their move, relative to Nonmovers; but this distinction was further sharpened after the move.

4. Changes in Earnings.

Although there was little difference between the average weekly earnings of Movers, Nonmovers, and Returnees in the year prior to relocation, a significant differential in favor of the Movers was established in the period following relocation. Similar differences

were seen in the average weekly take-home pay of Movers in the post-move period, as compared with Nonmovers and Returnees. The annual income of Movers also improved relative to that of Nonmovers.

5. Training and Mobility. Almost three-fourths of the Movers had enrolled in an MDTA training course of at least six months duration prior to their move. A large proportion of the Nonmovers had also enrolled in training courses. The fact that a mobile worker had taken an MDTA training course had little relative impact upon his weekly earnings after the move. There is no significant difference between the average weekly earnings of trainees and nontrainees among the Relocates. Trainees among the Nonmovers had higher average weekly earnings during the six-month period after the relocation date than did their counterparts who did not take training. There is some evidence that the length of training had a more significant impact on the average weekly earnings of Movers, but here, too, the impact was not significant. The relationship of training to employment after relocation is similar to the relationship between training and post-move earnings.

6. Regression Analyses of Earnings. Multivariate regression equations, using the change in earnings as the dependent variable with a series of explanatory variables, generally confirm the findings of the cross-tabulations and descriptive statistical data. Relocation was positively and significantly associated with earnings in analyses of the total sample. Among Relocates, a "Mover" status was positively and significantly associated with earnings relative to a "Returnee" status. When the mobility variable was omitted in a regression equation applied only to Nonmovers, such variables as "training," which had not proved significant in the presence of mobility, assume greater significance as an explanatory variable when regressed against change in earnings.

7. **Satisfactions and Dissatisfactions.** The satisfactions expressed by the Relocates were concerned primarily with the improvement in their economic status. Their dissatisfactions centered on social-cultural-environmental factors, such as loss of friends, lack of adequate housing, size of the big cities, etc. There was little demand for larger relocation allowances; but more for supportive services. Experience with unemployment and earnings appeared to have a marginal influence on the respondents' attitudes toward their relocation; but given reasonably good employment rates for almost all of them in the new area, the Movers appeared to be more concerned with noneconomic factors, and these helped shape their attitudes toward the relocation experience as a whole, including their employment security in the new area.

8. **Motives for Relocation and Return.** A large proportion of the Relocates indicated an interest in further mobility. In most cases these were to be of a short-distance, including a return to the home area. The pending moves appeared to be motivated primarily by dissatisfaction with living conditions in the locality of their relocation. A smaller proportion of Nonmovers expressed interest, expectations, and plans with regard to mobility. Their list of conditions for such mobility gave priority to relative job opportunities at home and away, personal, family, and housing conditions. Although relocation assistance was cited as a condition by a number of Nonmovers, the size or nature of relocation allowances were of less importance than supportive services. Case studies indicated the powerful pull of the home area for those who left rural communities to take jobs in larger cities. The Relocatee was caught in a conflict between the economic gains to be derived from relocation and the social-psychological costs of departure from

a familiar home area. For the 19 percent of Relocates who returned to the smaller employment opportunities and earnings of their home area, noneconomic forces clearly triumphed.

9. City Size and Return. A slightly larger proportion of Relocates returned home after relocation to the largest cities (250,000 and over) as compared with medium-sized cities (25,000-249,999). However, the sample of Returnees in the medium-size cities was too small to support generalizations about the differential impact of city size on satisfactions, dissatisfactions and tendencies to return home. Moreover, it is likely that the Employment Service was able to provide more supportive services to Relocates in the larger cities, thereby offsetting any unfavorable influences that large-city life may have had on the satisfactions of Relocates. The greater diversity of employment opportunities in the largest cities may also serve to offset noneconomic disadvantages in inducing Relocates to stay in their new area.

Conclusions

There is a continuous flow of workers from low-income, rural areas to urban centers in search of employment. A number of the country's major depressed regions have suffered an absolute decline in population in recent decades while other areas have experienced sharp population increases. Studies indicate that most of this movement is "rational" from an economic standpoint, that is, the movement is in the direction of better employment opportunities and higher income. Nonetheless, the persistence of pockets of poverty in rural areas leads to the conclusion that the process of economic improvement through geographic transfer could be accelerated by means of government-subsidized relocation assistance. The evaluations of the Michigan and Wisconsin projects are generally in keeping with the more general evaluations of

similar programs in Western Europe and in other areas of the United States. They can be appraised against the background of these other findings.

Most European countries have provisions for relocation subsidies, and these programs have recently been discussed in a number of studies. It has been pointed out that the Employment Service customarily handles the administration of relocation allowances in these countries. An effort is made to find employment for the worker before he leaves his home area, and the emphasis of the programs is primarily on the unemployed or the grossly underemployed in depressed areas. Frequently, job retraining, also under government auspices, precedes the relocation of the worker. As in Sweden, the retraining programs are usually offered at a center nearest the worker's home area, and only after completion of this training is he given financial assistance in his movement to areas where jobs are available.

Eligibility is confined not only to those who are unemployed but also to workers who are experiencing problems in finding jobs in their home area. Sweden and Great Britain go further by offering relocation assistance to workers who are now working but are likely to become unemployed. Although the relocation programs are seldom restricted to workers living in depressed areas, in Great Britain and Sweden 80 percent of those who receive relocation allowances come from such areas of high unemployment.

Although there are very limited data for purposes of a detailed, quantitative evaluation, the studies have drawn some general qualitative conclusions from the experience of European countries with relocation allowances.

1. Lack of adequate housing in the receiving area is probably the main reason why European workers have not made greater use of relocation assistance.

2. The greatest reluctance to move is found among older workers with stronger family ties and attachments to the home area. This reluctance is increased by variations in the pattern of cultural, linguistic, and religious traditions in various regions of a country, such as in Belgium.

3. The use of relocation allowances has also been restricted because of a lack of knowledge of the availability of such relocation assistance.

4. The size of the relocation allowance has not been sufficient to induce mobility in large numbers. When allowances have been increased as in Great Britain and Sweden, there has been an increase in the number of applicants for relocation assistance.

5. In small countries, commuting often takes the place of geographic residential mobility.

6. The rate of return to the home area after receiving the relocation assistance averages about 20 percent.

7. There is considerable movement from job to job in the new area. In Sweden it was found that less than 40 percent of the relocatees were still on their original jobs by the end of the year.

8. There is substantial continued geographic mobility following the relocation to the new area.

The experience with relocation allowances in the United States has been much more recent and more limited than that of European countries. In common with the European countries, there is a grievous lack of quantitative data to serve as a basis for evaluation of relocation subsidies.

A recent report prepared for the Manpower Administration of the United States Department of Labor concludes that the pilot relocation projects have demonstrated the feasibility of encouraging mobility through relocation

assistance.* Unemployed workers obtained jobs through this aid. For skilled workers, the moves enabled them to use their skill elsewhere as an alternative to low-level employment in their home area.

Through spring 1968, the U.S. pilot projects had moved almost 10,000 unemployed and underemployed workers to jobs in other areas. Ongoing projects were moving workers at the rate of 3-4,000 workers annually. The projects had been based in specific areas of 29 states, with the largest centered in Alabama, Michigan, North Carolina, Mississippi, Virginia, West Virginia, and New York. In 1972, the relocation projects in Michigan, North Carolina and Mississippi continued to function and final evaluations were being made of their demonstration effects.

Average costs have ranged from \$700 to \$900 a move. Of this amount, \$300 to \$400 has been for financial aid to Relocates and the remainder has been for operating and other supportive services, such as counseling and aid in obtaining housing.

Most of the Relocates were young (40 percent under age 25). Over 70 percent had families, with over 25 percent having 4 or more dependents. Almost all had been unemployed or were heads of farm families with incomes of less than \$1,200 a year. About two-thirds of the moves were within a single state; the longest moves were for those who had relatively high skills.

It was reported that nearly half of the new jobs were paid at \$1.50 to \$2.50 per hour, but 25 percent of the Relocates were paid less than \$1.50 on the job to which they initially relocated.

As in European countries, about 20 percent of the relocated workers have returned to their original community in the first few months after moving.

*See the summary prepared by Audrey Freedman, "Labor Mobility for the Unemployed," Monthly Labor Review (June, 1968).

Another 20 percent changed jobs within the new community in the first several months after their move.

The report of the Manpower Administration reaches the general conclusion that the pilot projects have shown that mobility assistance programs are desirable. They can help overcome unemployment and labor shortages rooted in geographic imbalance and they can serve to reduce aimless migration by speeding up the adjustment process by which skills and job openings are matched. While financial assistance appears to be an important item in the encouragement and sustenance of relocation, it is found that the new job in the new area is probably a more important inducement than the financial aid as such. For many types of workers, basically those from rural areas and with limited travel experience, it is found that various nonfinancial supportive services may be more crucial to encourage and maintain relocation. Such services include pre-move counseling and preparation, help in arrangements for moving, post-move settling-in assistance to find housing and keep a job, and, finally, aid in resolving family adjustment problems in a strange community. The most successful pilot mobility projects have been those that devoted as much of their staff to the areas of destination as to the areas of departure.

Policy Implications

The findings of the Michigan and Wisconsin projects buttress those of other pilot projects throughout the country and are in keeping with evaluations made of Western European experience.

1. A program of governmental relocation assistance payments can serve to overcome obstacles to mobility among many unemployed and underemployed workers in relatively depressed economic areas. It is unlikely that any

program designed to induce more "rational" mobility out of such areas could fully succeed without a flexible system of financial assistance and inducement.

However, there is ample evidence in the Michigan and Wisconsin projects-- as well as in other projects--that financial assistance may not loom nearly as large in the minds of the Relocates and potential Relocates as nonfinancial forms of assistance. Also, financial assistance, alone, cannot prevent a substantial return to the home area.

2. Our findings, in keeping with those of other studies, indicate that a subsidized relocation program is a sound social investment and that it is of economic value to workers residing in relatively depressed economic areas. Thus, mobility programs should be expanded, but they should be improved in such a way as to include much more counseling with regard to housing and other forms of assistance to further the process of adjustment of Relocates to a new environment. The relatively low costs of government assistance in such programs, associated with significant average increases in the weekly earnings of the Movers, provides a basis for a favorable benefit-cost ratio in monetary terms. However, a large scale return of the Relocates to their home area could readily invalidate such a favorable benefit-cost ratio. And there are clearly large social-psychological costs involved in relocation which are not reflected in monetary benefit-cost calculations. These noneconomic costs probably diminish over time, but our study was unable to measure this change.

It follows that a small increase in costs to expand the supportive, noneconomic services, designed to increase satisfactions and to reduce return migration, would be a sound investment from the standpoint of economics as well as on the grounds of welfare and equity.

3. Some support is found in this study for utilizing relocation subsidies to induce migration to medium-size cities and away from the largest cities. It is likely that the rate of return migration could be reduced under such a policy. However, the policy would succeed only if job opportunities and supportive services in the smaller cities were developed on a level approaching those in the largest cities.

4. Relocation policies should be viewed as only one program in a battery of manpower policies. It is especially important to know whether relocation should complement retraining programs for disadvantaged workers or serve as a substitute for retraining. If relocation is combined with retraining, should the training program be conducted in the area of departure or in the area of destination? Since 95 percent of the Relocates in this study were chosen from among MDTA trainees in the departure areas, the sample of nontrainees was too small to provide significant analytical findings concerning the relationship of retraining and relocation. However, there is some evidence that retraining improved the position of the Nonmovers more than the Movers. Perhaps a training program conducted on the job in the city of destination might have done more to further the earnings of Movers. But we can only conclude on the basis of the findings of this study that MDTA training funds might best be utilized in depressed areas to enhance the employment opportunities of Nonmovers. Movers of the type relocated in the northern Michigan and Wisconsin projects can be helped significantly through relocation, but a prior retraining investment seems to have had little economic return.

Different results may be found in projects covering larger numbers of racial minorities and persons with very low levels of formal education. However, preliminary findings in the Mississippi relocation project, involving

many blacks from the Delta area, tend to confirm the view that only limited benefits are derived from the combination of prior training and mobility, as compared with mobility alone. If these findings are substantiated in other relocation studies, then relocation assistance may be viewed as an economically sound substitute for MDTA institutional training for many workers in depressed rural areas. For such workers, labor market information, counseling and other supportive services may be more useful than skill training as a complement to relocation subsidies. Better still, of course, would be a flexible package of manpower services, including relocation assistance, with the selection from that package contingent upon the specific background, needs and aspirations of the worker to be aided.

APPENDICES

QUESTIONNAIRES

- A. Personal Interview Schedule for Relocates**
- B. Nonmover Comparison Group Questionnaire**
- C. Mail Follow-up Questionnaire**

APPENDIX A--QUESTIONNAIRE

Office Number
Project 281
1966-1967

The University of Wisconsin
University Extension
Survey Research Laboratory

WISCONSIN RELOCATION PROJECT

The University of Wisconsin is doing a study of the movement of workers from one area to another for employment. We understand that you moved from N. Wis. (N. Mich.) and we would like to ask you some questions about your experiences after the move.

1. Is your name as I have it correct?

No/
↓

Yes/
(Go to Q. 2)

2. Is this your present address?

No/
↓

Yes/
(Go to Q. 3)

What is your present address? _____

3. When did you start living at this address? _____, _____
Month Year

4. Have you lived anywhere else besides your present address since January, 1965?

Yes/
↓

No/

4a. How many different towns or cities have you lived in since January, 1965, including your present residence? _____

4b. Also, could you tell us what other cities or towns you lived in since January, 1965, when you moved there and why you moved there? Please start with your present residence and work back until you get to the city in which you were living in January, 1965.

	City	State	When did you move there?	Why did you move there?
Present res.	_____	_____	Mo. ____ Yr. ____	_____
Next most recent residence	_____	_____	Mo. ____ Yr. ____	_____
Next most recent residence	_____	_____	Mo. ____ Yr. ____	_____
Next most recent residence	_____	_____	Mo. ____ Yr. ____	_____

Interviewer's Name: _____ Int. No.: _____

Date: _____ Time Started: _____

5. Could you tell me which of your relatives still live in N. Wis. (N. Mich.) and which relatives live in the area to which you originally moved when you left N. Wis. (N. Mich.)? Please look at Card No. 1 and indicate the number of each.

First, tell me which of your relatives still live in N. Wis. (N. Mich.).

Now can you tell me which of your relatives live in the area to which you moved when you left N. Wis. (N. Mich.).

- a. Father or Stepfather _____
- b. Mother or Stepmother _____
- c. Son _____
- d. Daughter _____
- e. Brother _____
- f. Sister _____
- g. Aunt _____
- h. Uncle _____
- i. Grandmother _____
- j. Grandfather _____
- k. Cousin _____
- l. Other relatives; who? _____

- a. Father or Stepfather _____
- b. Mother or Stepmother _____
- c. Son _____
- d. Daughter _____
- e. Brother _____
- f. Sister _____
- g. Aunt _____
- h. Uncle _____
- i. Grandmother _____
- j. Grandfather _____
- k. Cousin _____
- l. Other relatives; who? _____

6. Moving from one place to another often has both advantages and disadvantages. Here is a list of some of the advantages gained from moving. Would you rank the three most important gains to you in order of their decreasing importance. That is, look at Card No. 2 and tell first the most important, then the next most important and then the third most important advantage gained from moving from N. Wis. (N. Mich.).

None or

- _____ a. I moved to get a job--any job.
- _____ b. Cultural and recreational facilities are greater than in N. Wis. (N. Mich.).
- _____ c. I got a more secure job; a job where chances of lay-off are less.
- _____ d. I prefer living in a fairly large city.
- _____ e. I got a higher paying job; a job where the weekly wages are higher.
- _____ f. I have more friends and relatives in the area to which I moved.
- _____ g. There are better schools and opportunities for my children in the area to which I moved.
- _____ h. I moved to get closer to my present job.
- _____ i. I moved for a more general advancement in my work.
- _____ j. I prefer living in the country or on a farm.

7. What other things can you think of that you have gained by moving from N. Wis. (N. Mich.)?

None or

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8. People also lose or give up things when they move. Would you rank the three most important losses to you in order of their decreasing importance? Please look at Card No. 3 and tell me first the most important, then the next most important, and then the third most important thing you had to give up when you originally moved from N. Wis. (N. Mich.).

None or

- a. The job I got after moving is less secure than my previous job.
 b. Friends and relatives have been left behind.
 c. Financial losses were felt when selling my house (farm) as a result of the move. IF CHOSEN OR RANKED, ASK: How much \$_____.
 d. I do not prefer to live on a farm or in the country where I moved.
 e. The job I got after moving was a lower paying job than my previous one.
 f. I do not prefer to live in such a large town as where I moved.
 g. There is less chance for general advancement in the job I got after moving.
 h. Schools and other opportunities for my children are not as good in the place to which I moved.
 i. Cultural and recreational facilities are not as great in the area to which I moved.

9. What other things can you think of that you lost by moving from N. Wis. (N. Mich.)?

None or

10. Moving from one place to another is always expensive. We're trying to get some idea of the costs involved. Can you tell me first the cost of transportation for yourself and your family from N. Wis. (N. Mich.) to the place where you moved? \$_____
11. What was the total cost of moving your household belongings? For example the costs of a moving van, truck rental, trailer rental, or movers. \$_____
12. What were the hotel or motel costs from the time you left until you were able to move into your new home? \$_____
13. Can you give me an estimate of how much you had to pay for food during this period? \$_____
14. Who paid the cost of this move? _____
15. Did they pay all of the costs? Yes No

16. How did you pay your living expenses until you started work and received your first pay check?

17. Did you encounter unexpected expenses after you moved from N. Wis. (N. Mich.)?

Yes



No

(Go to Q. 18)

17a. What were they? _____

17b. How did you take care of these expenses? _____

18. Did you travel away from N. Wis. (N. Mich.) for job interviews before moving from N. Wis. (N. Mich.)?

Yes



No

(Go to Q. 19)

18a. How many job interviews did you go to? _____

18b. What were the costs involved in traveling to the interview(s)?
\$ _____

18c. Who paid these costs? _____

19. Did you have a specific job waiting for you in the place where you were going when you left N. Wis. (N. Mich.)?

Yes



No



We would like to get a picture of your employment and unemployment experiences from the present time back to January, 1962. (GO TO CHART ON THE NEXT PAGE.)

27. What was (is) your hourly pay rate
 28. How many hours did (do) you work per week?
 29. What was (is) your gross take-home pay?
 30. What was (is) your weekly take-home pay?
 31. Which of the reasons on Card No. 5 was the most important reason you left this job?
 32. Did (do) you have a second job during this period?

26. What was (is) your employer's business?

25. How did you get this job? Please look at Card No. 4.
 24. How many miles was (is) it one way from your home to this job?

23. What was (is) your job or occupation?

22. Where were (are) you living during this period? (If working go to Q. 23; if not working go to Q. 35)
 CITY STATE

21. When did this period begin and end?
 FROM: TO:
 Mo_Yr Mo_Yr

20. What were you doing just before this period? Were you working or not working?	Mo_Yr Mo_Yr								
What were you doing just before this period? Were you working or not working?	Mo_Yr Mo_Yr								
What were you doing just before this period? Were you working or not working?	Mo_Yr Mo_Yr								
What were you doing just before this period? Were you working or not working?	Mo_Yr Mo_Yr								
What were you doing just before this period? Were you working or not working?	Mo_Yr Mo_Yr								

<p>33. If yes, what was (1a) your job or occupation?</p>					
<p>34. How much did (do) you earn per week on this job?</p>					
<p>35. Were (are) you looking for work?</p>					
<p>36. If not, why were (are) you not looking for work?</p>					
<p>37. If yes, why were (are) you unable to find work? Please look at Card No. 6.</p>					
<p>38. During this period, were you offered a job you didn't take?</p>					
<p>39. Did you look for work in other areas?</p>					
<p>40. Here (are) you receiving Unemployment Compensation?</p>					
<p>41. If not, why not?</p>					
<p>42. If yes, how much per week?</p>					
<p>43. How many weeks did (have) you received U. C.?</p>					
<p>44. If you had (have) any other sources of income during this period, please look at Card No. 7 and give me the sources and amount for each source.</p>	<p>\$</p>	<p>\$</p>	<p>\$</p>	<p>\$</p>	<p>\$</p>
<p>FOR OFFICE USE ONLY</p> <p>Before Move = B After Move = A Second Move = S After Return = R</p> <p>EMPLOYED UNEMPLOYED NOT IN LABOR FORCE</p>					

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THE NEXT QUESTIONS DEAL WITH YOUR LIVING CONDITIONS AFTER YOUR MOVE FROM N. WIS. (N. MICH.). IF YOU HAVE MOVED AGAIN, PLEASE CONSIDER ONLY THE CONDITIONS AFTER YOUR ORIGINAL MOVE. DO NOT GIVE ME INFORMATION HERE IN REGARD TO YOUR SECOND MOVE. I WILL ASK YOU FOR THAT INFORMATION LATER.

45. Did you own a home or rent in N. Wis. (N. Mich.) before you moved?

Owned/



Rent/

(Go to Q. 47)

46. Do you still own the same home there?

Yes/

No/

47. Beginning with the first place you lived after leaving N. Wis. (N. Mich.) could you tell me what type of housing arrangement you had and how this changed. Please look at Card No. 8 and tell me the type of housing you had first, second, third and so on . . . until you reach the type of housing you have now or had just before you moved again.

- a. Living in hotel or motel _____
- b. Renting an apartment _____
- c. Renting a house _____
- d. Buying house _____
- e. Living with friends or relatives _____
- f. Living in YMCA or YWCA _____
- g. Other. What was this? _____

48. How did this last housing arrangement compare with your housing before you moved from N. Wis. (N. Mich.)?

48a. Is (Was) the monthly expense more, less, or the same?

More/

Less/

Same/

48b. Is (Was) the neighborhood better, worse, or the same?

Better/

Worse/

Same/

48c. Are (Were) there any other advantages or disadvantages in your housing after your original move?

Yes/



No/

(Go to Q. 49)

What were these? _____

49. Now, about financial obligations you may have had before you moved--
Did you have a mortgage on your home?

Yes

No

(Go to Q. 50)

49a. How much was unpaid? \$ _____

50. Did you have other debts?

Yes

No

(Go to Q. 51)

50a. What were they and how much was each?

51. Are most of your friends in N. Wis. (N. Mich.)? Yes No

52. Did you make new friends in the area to which you first moved?

Yes

No

(Go to Q. 53)

Where did you make new friends? Please look at Card No. 9.

- a. Work _____
- b. Church _____
- c. Neighborhood _____
- d. Other: _____

53. Did you belong to any community organizations in N. Wis. (N. Mich.)
before you moved?

Yes

No

(Go to Q. 54)

What organizations? _____

54. Did you join any organizations in your new community after you moved?

Yes

No

(Go to Q. 55)

What organizations did you join? _____

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55. Did you get advice or assistance from agencies or organizations in your new community after you moved?

Yes/



No/

(Go to Q. 56)

55a. Which agencies? _____

55b. How did they help? _____

56. What more could be done for people moving to new areas?

57. Did you run into significant problems you had not expected in making the move?

Yes/



No/

(Go to Q. 58)

57a. What were they? _____

57b. How did you handle them? _____

58. Did your family move with you from N. Wis. (N. Mich.)?

Yes/



No/

58a. Did they move at the same time you did or after?

Same Time/

After/

How long after? _____

59. Who in your family moved either with you or after, and what are their ages?

60. What was your family's feeling toward your new home?

61. Have you gone back to your old community in N. Wis. (N. Mich.) for a visit since your original move from there?

Yes



No

(Go to Q. 62)

61a. How many times have you gone back? _____

61b. What did you do there? _____

62. Have you moved again since your original move from N. Wis. (N. Mich.)?

No



Yes

(Go to Q. 64)

63. Considering everything, do you ever expect to move from where you are living now?

DK

(Go to Q. 79)

Yes



No

63e. Why not? _____

Depends



63f. On what does it depend? _____

63a. Do you have definite plans for moving?

Yes



No

(Go to Q. 79)

(Go to Q. 79)

(To to Q. 79)

63b. When do you expect to move? _____

63c. Where do you expect to move? _____

63d. Why are you planning to move? _____



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64. Did your family move with you on your second move?

Yes



No

(Go to Q. 65)

64a. Did they move at the same time you did or after?

Same Time

After



If after, how long after? _____

64b. Who in your family made this second move, and what are their ages?

64c. What is your family's feeling toward this home?

65. Did you join any organizations in your new community after your second move?

Yes



No

(Go to Q. 66)

What organizations? _____

66. Did you get advice or assistance from agencies or organizations in your new community after your second move?

Yes



No

(Go to Q. 67)

66a. Which agencies? _____

66b. How did they help? _____

67. Did you run into significant problems you had not expected in making this second move?

Yes



No

(Go to Q. 68)

67a. What were they? _____

67b. How did you handle them? _____

68. We would like to get an idea of the costs of your second move. First, could you tell me the cost of transportation for yourself and your family? \$ _____

69. What was the total cost of moving your household belongings? For example, what were the costs of a moving van, truck rental, trailer rental, or movers? \$ _____

70. What were the hotel or motel costs from the time you left until you were able to move into a new home? \$ _____

71. Can you give me an estimate of how much had to pay for food during this period? \$ _____

72. Please look at Card No. 1 and tell me which of your relatives live in the city to which you made your second move?

- a. Father or Stepfather _____
- b. Mother or Stepmother _____
- c. Son _____
- d. Daughter _____
- e. Brother _____
- f. Sister _____
- g. Aunt _____
- h. Uncle _____
- i. Grandmother _____
- j. Grandfather _____
- k. Cousin _____
- l. Other relatives? Who? _____

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73. Did you encounter unexpected expenses after you made this second move?

Yes



No

(Go to Q. 74)

73a. What were they? _____

73b. How did you take care of these expenses? _____

74. Did you have a specific job waiting for you in the place where you were going when you made your second move?

Yes

No

75. Beginning with the first place you lived after you made your second move, could you tell me what type of housing arrangement you had and how this has changed. Please look at Card No. 8 and tell me the type of housing you had first; second, third and so on . . . until you reach the type of housing you have now or had before you moved again.

- a. Living in hotel or motel _____
- b. Renting an apartment _____
- c. Renting house _____
- d. Buying house _____
- e. Living with friends or relatives _____
- f. Living in YMCA or YWCA _____
- g. Other. Please define: _____

76. How did this last housing arrangement compare with your housing before you made your second move?

76a. Is the monthly expense more, less, or the same?

More

Less

Same

76b. Is the neighborhood better, worse, or the same?

Better

Worse

Same

76c. Are there any other advantages or disadvantages in your housing after your second move?

77. Did you make new friends in the area to which you moved after your second move?

Yes



No

(Go to Q. 78)

77a. Where?

Please look at Card No. 9.

- A. Work _____
- B. Church _____
- C. Neighborhood _____
- D. Other: _____

78. Why did you make this second move? Please be specific. (PROBE DEEPLY)

ALL RESPONDENTS

79. We would like to get an idea of your personal income for the years 1960 through 1966. Will you please look at Card No. 10 and tell me the appropriate letter for each year.

1960 \$ _____ 1961 \$ _____ 1962 \$ _____ 1963 \$ _____
 1964 \$ _____ 1965 \$ _____ 1966 \$ _____

80. Could you tell me the income for other members of your family for the years 1960 through 1966 by telling me the appropriate letter again?

1960 \$ _____ 1961 \$ _____ 1962 \$ _____ 1963 \$ _____
 1964 \$ _____ 1965 \$ _____ 1966 \$ _____

81. Having had the experience of moving to a new community, we would now like you to tell us the conditions under which you might consider moving again. Would you look at Card No. 11 and tell me which of the items listed would make you want to move to another area?

- _____ a. I would move to a new location if assured a good job.
- _____ b. I would move to a new location if moving expenses were paid.
- _____ c. I would move to a new location if both moving expenses were paid and I was assured a good job.
- _____ d. I would move to a new location if assured a job in a preferred line of work.
- _____ e. I would move to a new location if assured a job that was very steady.
- _____ f. I would move to a new location if assured a job with higher pay.
- _____ g. Other than above; what is that? _____

Project 281

SOCIAL SECURITY AUTHORIZATION

I, _____ hereby authorize the use of data on my social security records in connection with the Wisconsin Relocation Study under the direction of Professor Gerald Somers.

Social Security Number _____ Date _____

Name _____

(PRINT) Address _____

Any information obtained from Social Security records will be used only to follow up your future employment history for purposes of our research project and will be held in the strictest confidence.

Would you please give us the names and addresses of two people who would know at any given time your exact address in the event that you should move away from this address? This information is requested so that we could get in touch with you if a follow-up of the information you have given us is conducted in the future. These names and addresses as well as your own will be held in strictest confidence.

Name _____

Address _____

(PRINT)

Name _____

Address _____

INTERVIEWER'S SUPPLEMENT

- A1. Time interview ended: _____ (A.M.; P.M.)
- A2. Make sure you completely filled in all data requested on the Cover Sheet.
- A3. Make sure the data on contacts you have made, including the present contact, has been supplied in full on bottom of Cover Sheet.
- A4. R's race is: White / Negro / OTHER: _____
- A5. R's sex is: Male / Female
- A6. R's cooperation was: Very good / Good / Fair / Poor
- A7. Other persons present at interview were: Other adults / None / Children under 6 / Older children / Spouse / Other relatives

(CHECK MORE THAN ONE BOX IF NECESSARY)

THUMBNAIL SKETCH

APPENDIX B--NONMOVER
MICHIGAN CONTROL GROUP
RELOCATION PROJECT

May 1967

1. Name _____
 (Last) (First) (Middle)

2. Address _____
 (No. & Street) (City) (State)

3. When were you born? _____
 (Month) (Day) (Year)

4. Sex: Male _____ Female _____

5. Marital Status: Married _____ Single _____ Other _____

6. How many dependents do you have? _____

7. What is the relationship to you and the age of each dependent?

8. What percent of your family's total income do you earn? _____

9. Are any other members of your household working? Yes _____ No _____

9a. If yes, please complete the following about each person working.

Relationship to you	Working		Job or Occupation	Average Hours Worked per week	Average weekly take home pay
	Full Time	Part Time			

10. What was the highest grade you completed in school? _____

11. Apart from high school, did you ever take any special job training? Yes _____ No _____

11a. If yes, please complete the following for each training course you took.

Name of Training Course or Program	When did it Start		When did it End		Did you complete this training	Who sponsored this training
	Mo.	Yr.	Mo.	Yr.		

12. Which one statement best describes your housing arrangements?

- _____ Own home outright (free and clear)
 _____ Buying home (still making payments)
 _____ Renting or leasing home or apartment
 _____ Rent free
 _____ Other (Please describe: _____)

13. Concerning your (and your husband's or wife's) half dozen or so closest relatives, do they all live in your community, most live there, only a few live there, or none live there?

- _____ a. All live there
 _____ b. Most live there
 _____ c. Only a few live there
 _____ d. None live there

14. Concerning your (and your husband's or wife's) half dozen or so closest friends, do they all live in your community, most live there, only a few live there, or none live there?
- a. All live there
 b. Most live there
 c. Only a few live there
 d. None live there

15. Since January 1962, have you lived in any cities or towns other than the place you are living now? Yes _____ No _____

15a. How many different cities or towns have you lived in since January 1962, including the place you live in now? _____

15b. Also, could you tell us what other cities or towns you lived in since January 1962, when you moved there and why you moved there? Please start with your present residence and work back until you get to the city in which you were living in January 1962.

	City	State	When did you move there?	Why did you move there?
Present Residence	_____	_____	Mo. _____ Yr. _____	_____
Next most recent residence	_____	_____	Mo. _____ Yr. _____	_____
Next most recent residence	_____	_____	Mo. _____ Yr. _____	_____
Next most recent residence	_____	_____	Mo. _____ Yr. _____	_____
Next most recent residence	_____	_____	Mo. _____ Yr. _____	_____

16. Considering everything do you ever expect to move from where you are living now? Please check one and answer the appropriate questions after your choice.

Yes No Depends

16a. On what does it depend? _____

16b. Why not? _____

16c. Do you have definite plans for moving? Yes _____ No _____

If no, go to Question 17

16d. If yes, when do you expect to move? _____

16e. If yes, where do you expect to move? _____

16f. If yes, why are you planning to move? _____

17. At the present time are you working _____, are you out of a job and looking for work _____, or are you not working and not looking for work _____?

18. How many jobs have you had between the present time and January 1962? _____

19. Will you answer the following questions for each of these jobs starting with your present job or your most recent job if you are not working at present and go back to January 1962.

	Your job or occupation	Your employer's business	City & state you lived in during this job	Your hourly pay rate	Average hours worked per week	Average weekly take-home pay	When did you start this job?	When did you end this job?	Why did you end this job?
Present or most recent job	_____	_____	_____	_____	_____	_____	Mo. ___ Yr. ___	Mo. ___ Yr. ___	_____
Next most recent job	_____	_____	_____	_____	_____	_____	Mo. ___ Yr. ___	Mo. ___ Yr. ___	_____
Next most recent job	_____	_____	_____	_____	_____	_____	Mo. ___ Yr. ___	Mo. ___ Yr. ___	_____
Next most recent job	_____	_____	_____	_____	_____	_____	Mo. ___ Yr. ___	Mo. ___ Yr. ___	_____
Next most recent job	_____	_____	_____	_____	_____	_____	Mo. ___ Yr. ___	Mo. ___ Yr. ___	_____
Next most recent job	_____	_____	_____	_____	_____	_____	Mo. ___ Yr. ___	Mo. ___ Yr. ___	_____
Next most recent job	_____	_____	_____	_____	_____	_____	Mo. ___ Yr. ___	Mo. ___ Yr. ___	_____
Next most recent job	_____	_____	_____	_____	_____	_____	Mo. ___ Yr. ___	Mo. ___ Yr. ___	_____
Next most recent job	_____	_____	_____	_____	_____	_____	Mo. ___ Yr. ___	Mo. ___ Yr. ___	_____
Next most recent job	_____	_____	_____	_____	_____	_____	Mo. ___ Yr. ___	Mo. ___ Yr. ___	_____

20. How many periods of not working lasting two weeks or longer have you had between the present time and January 1962? _____

21. Will you answer the following questions for each of these periods of not working starting with the present or most recent period and going back to January 1962. Include school, illness, military service, retraining, seasonal layoffs, and periods when you were looking for jobs.

	When did this period of not working begin? Mo. ___ Yr. ___	When did this period of not working end? Mo. ___ Yr. ___	Were or are you looking for work during this period? Yes ___ No ___	If not, why not? If yes, why were or are you unable to find work?	City & state you lived in during this period	Did you look for work in other cities? Yes ___ No ___	How much Unemployment Compensation did you receive each week during this period? \$ _____	If you received Unemployment Compensation, how many weeks did you receive it? _____	If you did not receive any, why didn't you?
Present or most recent period of not working	Mo. ___ Yr. ___	Mo. ___ Yr. ___	Yes ___ No ___			Yes ___ No ___	\$ _____		
Next most recent period of not working	Mo. ___ Yr. ___	No. ___ Yr. ___	Yes ___ No ___			Yes ___ No ___	\$ _____		
Next most recent period of not working	Mo. ___ Yr. ___	Mo. ___ Yr. ___	Yes ___ No ___			Yes ___ No ___	\$ _____		
Next most recent period of not working	Mo. ___ Yr. ___	Mo. ___ Yr. ___	Yes ___ No ___			Yes ___ No ___	\$ _____		
Next most recent period of not working	Mo. ___ Yr. ___	Mo. ___ Yr. ___	Yes ___ No ___			Yes ___ No ___	\$ _____		

22. Since January 1965, have you ever seriously considered moving to another area for a job?

Yes No

22a. Why not? _____

22b. Please check all of the ways listed below in which Northern Michigan University's MDTA Area Training Center and the Employment Service helped you when you were considering moving.

Who helped you (check one or both)
Area Training Ctr. Empl. Service

- | | | |
|---|-------|-------|
| <input type="checkbox"/> 1. They offered me a <u>grant</u> to pay moving expenses | _____ | _____ |
| <input type="checkbox"/> 2. They offered me a <u>loan</u> to pay moving expenses | _____ | _____ |
| <input type="checkbox"/> 3. They found me a job in another area | _____ | _____ |
| <input type="checkbox"/> 4. They tried to find me a job in another area | _____ | _____ |
| <input type="checkbox"/> 5. They sent me to a training course | _____ | _____ |
| <input type="checkbox"/> 6. Other ways. Please describe: _____ | _____ | _____ |
| <input type="checkbox"/> 7. They did not help me in any way | _____ | _____ |

22c. Did you actually move?

Yes _____ No _____

22d. If no, why not? _____

23. We would now like you to tell us the conditions under which you might consider moving to another city. You may check more than one if you wish.

- a. I would move to a new location if only my moving expenses were paid.
 b. I would move to a new location if I was assured a job in my preferred line of work.
 c. I would move to a new location if I was assured of a job with higher pay than I am receiving now or received on my last job. How much higher _____
 d. I would move to a new location if assured a job that was very steady.
 e. Other reasons. Please explain: _____

- f. I would never consider moving to another city.

24. We would like to get an idea of your personal income for the years 1960 through 1966. Will you please write the appropriate amount in the blank for each year?
1960 _____ 1961 _____ 1962 _____ 1963 _____ 1964 _____ 1965 _____ 1966 _____

25. Could you tell us the total income for all other members of your family (living in the same household) for these same years? Do not include your own personal income here.
1960 _____ 1961 _____ 1962 _____ 1963 _____ 1964 _____ 1965 _____ 1966 _____

SOCIAL SECURITY AUTHORIZATION

I, _____, hereby authorize the use of data on my social security records in connection with the Relocation Study under the direction of Professor Gerald G. Somers.

Social Security Number _____ Date _____

NAME _____

(PRINT) ADDRESS _____

Any information obtained from Social Security records will be used only to follow up your future employment history for purposes of our research project and will be held in the strictest confidence.

Thank you very much for your cooperation.

APPENDIX C--MAIL FOLLOW-UP QUESTIONNAIRE

WISCONSIN RELOCATION PROJECT

1. Name _____
(Last) (First) (Middle)
2. How old are you? _____
3. Address _____
(No. & Street) (City) (State)
4. Since January 1965, have you lived in any cities or towns other than the place you are living now? Yes _____ No _____
- 4a. If yes, how many different cities or towns have you lived in since January, 1965 including the place you live in now? _____
- 4b. Also, could you tell us what other cities or towns you lived in since January, 1965 when you moved there and why you moved there? Please start with your present residence and work back until you get to the city in which you were living in January, 1965.

	City	State	When did you move there?	Why did you move there?
Present Residence	_____	_____	Mo. ___ Yr. ___	_____
Next most recent residence	_____	_____	Mo. ___ Yr. ___	_____
Next most recent residence	_____	_____	Mo. ___ Yr. ___	_____
Next most recent residence	_____	_____	Mo. ___ Yr. ___	_____

5. Considering everything do you ever expect to move from where you are living now? Please check one and answer the appropriate questions after your choice.

Yes No Depends

- 5a. On what does it depend? _____

- 5b. Why not? _____

- 5c. Do you have definite plans for moving? Yes _____ No _____

If no, go to Question 6.

- 5d. If yes, when do you expect to move? _____
- 5e. If yes, where do you expect to move? _____
- 5f. If yes, why are you planning to move? _____

6. At the present time are you working _____, are you out of a job and looking for work _____, or are you not working and not looking for work: _____?

7. How many jobs have you had between the present time and January 1962? _____

8. Will you answer the following questions for each of these jobs starting with your present job or your most recent job...if you are not working at present and go back to January 1962.

	Your job or occupation	Your employer's business	City & state you lived in during this job	Your hourly pay rate	Average hours worked per week	Average weekly take-home pay	When did you start this job?	When did you end this job?	Why did you end this job?
Present or most recent job	_____	_____	_____, _____	_____	_____	_____	Mo. ___ Yr. ___	Mo. ___ Yr. ___	_____
Next most recent job	_____	_____	_____, _____	_____	_____	_____	Mo. ___ Yr. ___	Mo. ___ Yr. ___	_____
Next most recent job	_____	_____	_____, _____	_____	_____	_____	Mo. ___ Yr. ___	Mo. ___ Yr. ___	_____
Next most recent job	_____	_____	_____, _____	_____	_____	_____	Mo. ___ Yr. ___	Mo. ___ Yr. ___	_____
Next most recent job	_____	_____	_____, _____	_____	_____	_____	Mo. ___ Yr. ___	Mo. ___ Yr. ___	_____
Next most recent job	_____	_____	_____, _____	_____	_____	_____	Mo. ___ Yr. ___	Mo. ___ Yr. ___	_____
Next most recent job	_____	_____	_____, _____	_____	_____	_____	Mo. ___ Yr. ___	Mo. ___ Yr. ___	_____
Next most recent job	_____	_____	_____, _____	_____	_____	_____	Mo. ___ Yr. ___	Mo. ___ Yr. ___	_____
Next most recent job	_____	_____	_____, _____	_____	_____	_____	Mo. ___ Yr. ___	Mo. ___ Yr. ___	_____
Next most recent job	_____	_____	_____, _____	_____	_____	_____	Mo. ___ Yr. ___	Mo. ___ Yr. ___	_____

9. How many periods of not working lasting two weeks or longer have you had between the present time and January 1962?

10. Will you answer the following questions for each of these periods of not working starting with the present or most recent period and going back to January 1962.

	When did this period of not working begin? Mo. ___ Yr. ___	When did this period of not working end? Mo. ___ Yr. ___	Were or are you looking for work during this period? Yes ___ No ___	If yes, why were you unable to find work? If not, why not?	City & state you lived in during this period	Did you look for work in other cities? Yes ___ No ___	How much Unemployment Compensation did you receive if any? \$	If you received Unemployment Compensation, how many weeks did you receive it?	If you did not receive any, why didn't you?
Present or most recent period of not working	Mo. ___ Yr. ___	Mo. ___ Yr. ___	Yes ___ No ___			Yes ___ No ___	\$		
Next most recent period of not working	Mo. ___ Yr. ___	Mo. ___ Yr. ___	Yes ___ No ___			Yes ___ No ___	\$		
Next most recent period of not working	Mo. ___ Yr. ___	Mo. ___ Yr. ___	Yes ___ No ___			Yes ___ No ___	\$		
Next most recent period of not working	Mo. ___ Yr. ___	Mo. ___ Yr. ___	Yes ___ No ___			Yes ___ No ___	\$		
Next most recent period of not working	Mo. ___ Yr. ___	Mo. ___ Yr. ___	Yes ___ No ___			Yes ___ No ___	\$		

11. We would now like you to tell us the conditions under which you might consider moving to another city. You may check more than one if you wish.

- a. I would move to a new location if only my moving expenses were paid.
- b. I would move to a new location if I was assured a job in my preferred line of work.
- c. I would move to a new location if I was assured of a job with higher pay than I am receiving now or received on my last job. How much higher? _____
- d. I would move to a new location if assured a job that was very steady.
- e. Other reasons. Please explain: _____
- f. I would never consider moving to another city.

12. We would like to get an idea of your personal income for the years 1960 through 1966. Will you please write the appropriate amount in the blank for each year?

1960 _____ 1961 _____ 1962 _____ 1963 _____ 1964 _____
1965 _____ 1966 _____

13. Could you tell us the total income for all other members of your family (living in the same household) for these same years? Do not include your own personal income here.

1960 _____ 1961 _____ 1962 _____ 1963 _____ 1964 _____
1965 _____ 1966 _____

SOCIAL SECURITY AUTHORIZATION

I, _____, hereby authorize the use of data on my social security records in connection with the Wisconsin Relocation Study under the direction of Professor Gerald G. Somers.

Social Security Number _____ Date _____
NAME _____
(PRINT) ADDRESS _____

Any information obtained from Social Security records will be used only to follow up your future employment history for purposes of our research project and will be held in the strictest confidence.

Thank you very much for your cooperation.