Princeton Data Improvement Initiative

February 9 – 10, 2007

Amelia Island, FL
### Wages versus Total Compensation

*Data from National Compensation Survey, December 2006*

<table>
<thead>
<tr>
<th>Employer Costs per hour worked (all workers)</th>
<th>Cost</th>
<th>Std. Error</th>
<th>Cost</th>
<th>Std. Error</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Compensation</td>
<td>57.31</td>
<td>104.00</td>
<td>2.19</td>
<td>8.0</td>
</tr>
<tr>
<td>Wages and Salaries</td>
<td>19.12</td>
<td>27.90</td>
<td>1.22</td>
<td>4.5</td>
</tr>
<tr>
<td>Total Benefits</td>
<td>6.78</td>
<td>10.00</td>
<td>0.31</td>
<td>1.1</td>
</tr>
<tr>
<td>Fringe Benefits</td>
<td>1.16</td>
<td>4.3</td>
<td>0.03</td>
<td>0.1</td>
</tr>
<tr>
<td>Deducted Benefits</td>
<td>0.76</td>
<td>2.7</td>
<td>0.13</td>
<td>0.5</td>
</tr>
<tr>
<td>Deducted Socials</td>
<td>0.44</td>
<td>1.6</td>
<td>0.48</td>
<td>1.8</td>
</tr>
</tbody>
</table>

Notes: **Source** US Department of Labor, Bureau of Labor Statistics.
CPS vs. CCD time series

- CPS-Age 25
- CPS-Age 30
- CCD-smoke
- CCD-light

Year of high school graduation: age 24
II. Assessing Transfer Understatement

- Aggregate Data continued

- Advantages
  - Can examine many programs, surveys, etc., over years.
  - Can calculate national estimates, as well as geographic and demographic subgroups in many cases.

- Disadvantages
  - May be universal differences between data sources.
  - Relies on the survey weights being accurate.
  - False positives can bias reporting rates upward.
  - Cannot examine detailed individual and interview characteristics such as proxy response.
Issue of Licensing relative to
Unions

28 percent of workers require a
license at their job in the Gallup
Poll

9 percent are union members in
the CPS
ISSUE of Licensing relative to Unions

28 percent of workers require a license at their job in the Gallup Poll

12 percent are union members in the GPS
Two different types of data needs:

1. Conventional backward-looking data on conflicts to see what is happening
2. Forecasting on job content: to assess the potential for offshoring in the future
Ideas for data improvement (cont’d)

Suggestions for O’NET

- Re: “communicating with persons outside the organization”: Is it face-to-face or electronic?
- Re: “face-to-face discussions” Are they with fellow workers or just regular users? Classification need to be split along different lines:
  - Customer Service Representatives