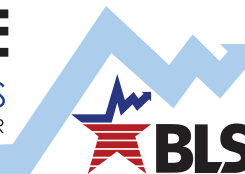


# NEWS RELEASE

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## **CONTINGENT AND ALTERNATIVE EMPLOYMENT ARRANGEMENTS — JULY 2023**

In July 2023, 4.3 percent of workers—6.9 million people—held contingent jobs on their sole or main job, the U.S. Bureau of Labor Statistics reported today. Contingent jobs are those that people do not expect to last or that are temporary. These workers do not have an implicit or explicit contract for ongoing employment in their jobs. In May 2017, the last time the survey was conducted, 3.8 percent of workers held contingent jobs. (See tables A and 1.)

In addition to contingent workers, the survey also identified workers in four alternative work arrangements on their sole or main jobs. In July 2023, there were 11.9 million people who were independent contractors (7.4 percent of total employment), 2.8 million on-call workers (1.7 percent of total employment), 945,000 temporary help agency workers (0.6 percent of total employment), and 862,000 workers provided by contract firms (0.5 percent of total employment). (See tables A and 5.)

Contingent work and alternative employment arrangements are measured separately. Some workers are both contingent and working in an alternative arrangement, but this is not necessarily the case.

This news release includes new data on the contingent and alternative work arrangement status of second jobs held by multiple jobholders. The measures of contingent work and alternative employment arrangements are presented separately for a person's sole or main job and for the second job of multiple jobholders. For individuals with more than one job, the main job is the one in which they usually work the most hours.

### **Additional Estimates from the Contingent Work Supplement**

The July 2023 Contingent Work Supplement included questions on digital platform employment (app-based work) that are not included in this news release on contingent and alternative work arrangements. BLS intends to publish additional estimates from this supplement in the future, with the exact release date to be determined. The public use microdata file will be available after BLS has completed all releases of data from this supplement. Additional information, including notification of upcoming publications from this supplement, will be posted to [www.bls.gov/cps/lfcharacteristics.htm#contingent](http://www.bls.gov/cps/lfcharacteristics.htm#contingent) when available.

This information was obtained from a supplement to the July 2023 Current Population Survey (CPS), a monthly sample survey of about 60,000 households that provides data on employment and unemployment in the United States. Prior to July 2023, data on contingent and alternative employment arrangements were collected periodically between February 1995 and May 2017. The concepts and definitions used in the supplement are included in the Technical Note in this news release. Also see [www.bls.gov/cps/labor-force/contingent-and-alternative-arrangements-faqs-2023.htm](http://www.bls.gov/cps/labor-force/contingent-and-alternative-arrangements-faqs-2023.htm) for answers to frequently asked questions.

### **Highlights from the July 2023 data:**

- There were 6.9 million workers whose sole or main job was contingent, representing 4.3 percent of the employed. (See table 1.)
- Workers ages 16 to 24 were four times more likely to have contingent jobs than workers age 25 and older. (See table 1.)
- With respect to alternative employment arrangements on the sole or main job, 7.4 percent of all workers were independent contractors, 1.7 percent were on-call workers, 0.6 percent were temporary help agency workers, and 0.5 percent were workers provided by contract firms. (See table 5.)
- Compared to workers in traditional arrangements, independent contractors were more likely to be older, and temporary help agency workers were more likely to be Black or Hispanic. (See table 5a.)

### **Contingent Status on Sole or Main Job**

In July 2023, 6.9 million workers were contingent on their sole or main job. The contingent rate, the percent of employed people who are in contingent jobs, was 4.3 percent. This is higher than the 3.8 percent of workers in May 2017. (See table A and the Technical Note for an explanation of the concepts.)

### **Demographic Characteristics (Sole or Main Job)**

Younger workers were four times more likely to have contingent jobs than older workers. The contingent rate for workers ages 16 to 24 was 12.9 percent, compared with 3.1 percent for those ages 25 to 54 and 2.6 percent for those age 55 and older. (See tables 1 and 1a.)

The contingent rates for men and women on their sole or main job were about the same (4.3 percent and 4.2 percent, respectively).

Among the major race and ethnicity groups, White (4.1 percent) and Black (3.9 percent) workers were less likely to be contingent than Asian (5.9 percent) and Hispanic or Latino (6.0 percent) workers. While overall men and women were about equally likely to be contingent, among Hispanic workers, men were more likely to be contingent than women (6.6 percent versus 5.2 percent).

People enrolled in school were much more likely to be contingent on their sole or main job than people not enrolled in school (15.5 percent versus 4.0 percent among those ages 16 to 54). About 1 in 5 people ages 16 to 54 with contingent jobs were enrolled in school.

By educational attainment, workers with less than a high school diploma were much more likely to have a contingent job than those with higher levels of education. Among those age 25 and over, the contingent rate for workers with less than a high school diploma was 7.1 percent. Rates for other levels of education ranged from 2.2 percent for those with some college or an associate degree to 3.0 percent for workers with at least a bachelor's degree.

### **Job Characteristics (Sole or Main Job)**

Part-time workers were three times more likely to have contingent jobs than were full-time workers (9.7 percent versus 3.2 percent). (See tables 2 and 2a.)

As in previous surveys, workers who are contingent on their sole or main job can be found in each major occupational group. In July 2023, contingent rates were highest in natural resources, construction, and maintenance occupations (6.5 percent) and in service occupations (6.1 percent). Within the natural resources, construction, and maintenance occupations group, farming, fishing, and forestry occupations had the highest rate (17.9 percent). Within the service occupations group, rates ranged from 4.2 percent for healthcare support occupations to 9.3 percent for personal care and service occupations.

Management, business, and financial operations occupations (2.1 percent) were among the occupations with the lowest contingent rates. About 1 in 10 contingent workers were employed in these occupations on their sole or main job, compared with 2 in 10 noncontingent workers.

By industry, the contingent rates were highest in agriculture and related industries (10.4 percent) and in leisure and hospitality (7.7 percent). Within the leisure and hospitality industry, the highest rate was 14.1 percent for workers in the arts, entertainment, and recreation industry.

### **Job Preference (Sole or Main Job)**

In July 2023, 44.8 percent of contingent workers would have preferred a permanent job as their sole or main job, while 40.8 percent preferred their contingent employment arrangement. The remainder expressed no clear preference. (See table 9.)

### **Earnings and Health Insurance Coverage by Contingent Status (Sole or Main Job)**

Workers with contingent jobs earned less than those whose jobs were not contingent. Among full-time workers in July 2023, median weekly earnings on the sole or main job for contingent workers (\$838) were 74 percent of those of noncontingent workers (\$1,137). The disparity in earnings likely reflects the differences in the demographic and job characteristics, such as age and occupation, of those in contingent and noncontingent jobs. (See table 11.)

In July 2023, workers in contingent jobs were much less likely to have employer-provided health insurance than workers in noncontingent jobs (19.9 percent versus 51.2 percent). Overall, 74.3 percent of workers whose sole or main job was contingent had health insurance coverage from any source, including coverage from another family member's policy, through a government program, or by purchasing it on their own, compared with 84.3 percent of workers in jobs that were not contingent. (See table 10.)

### **Contingent Status on Second job**

About 5 percent of the employed are multiple jobholders, that is, they have more than one job. In July 2023, 1.1 million multiple jobholders had a second job that was contingent, accounting for 12.8 percent of all multiple jobholders. (See table 3.)

Similar to the pattern of contingent rates on the sole or main job, younger multiple jobholders were more likely to have contingent second jobs than older workers. Workers ages 16 to 24 (18.7 percent) had a higher likelihood of being contingent on their second job than workers ages 25 to 54 (12.6 percent) and those age 55 and over (9.6 percent).

Among multiple jobholders, the contingent rates of men and women on their second job were little different (11.4 percent versus 14.1 percent).

Multiple jobholders in the major race and Hispanic ethnicity groups were about equally likely to be contingent on their second job in July 2023.

Second jobs in natural resources, construction, and maintenance occupations (4.5 percent) were the least likely to be contingent. There was little difference in the contingent rates for other occupations; rates ranged from 10.6 percent in management, business, and financial operations occupations to 15.9 percent in professional and related occupations. (See table 4.)

Of the 8.4 million multiple jobholders in July 2023, 186,000, or about 2 percent, were contingent on both their main and second jobs. (See tables 3 and 13.)

### **Alternative Employment Arrangements on Sole or Main Job**

The July 2023 survey collected information on the number and characteristics of workers in four alternative employment arrangements—independent contractors, on-call workers, temporary help agency workers, and workers employed by contract firms.

The characteristics of workers in alternative employment arrangements varied between the four arrangements.

### **Independent Contractors (Sole or Main Job)**

Independent contractors (including independent consultants and freelance workers) were the largest of the four alternative work arrangements. In July 2023, 11.9 million people were independent contractors on their sole or main job, representing 7.4 percent of total employment.

This estimate is higher than the 6.9 percent of workers who were independent contractors in May 2017. (See tables 5 and 5a.)

The likelihood of being an independent contractor increases with age. Among workers age 55 and over, 11.5 percent were independent contractors on their sole or main job, compared with 6.9 percent of those ages 25 to 54 and 2.2 percent of those ages 16 to 24. Independent contractors are generally older than workers in other alternative and traditional arrangements. In July 2023, 36 percent of independent contractors were age 55 or older; by contrast, about 25 percent of workers in all of the other alternative arrangements and 22 percent of workers in traditional arrangements were in this age group.

As in past surveys, men were more likely to be independent contractors than women (8.7 percent and 5.8 percent in July 2023, respectively).

White workers (7.9 percent) and Hispanic or Latino workers (7.4 percent) were more likely to be independent contractors than Black workers (5.4 percent) and Asian workers (5.4 percent). Within each race and ethnicity group, men were more likely to be independent contractors than their female counterparts.

Part-time workers were about two times more likely than full-time workers to be working as independent contractors (13.1 percent and 6.2 percent, respectively). However, 70.7 percent of independent contractors worked full time. (See tables 6 and 6a.)

The likelihood of being an independent contractor was highest in the following occupations: arts, design, entertainment, sports, and media occupations (28.1 percent); personal care and service occupations (19.7 percent); construction and extraction occupations (15.1 percent); and building and grounds cleaning and maintenance occupations (13.2 percent). By industry, workers in real estate and rental and leasing (24.2 percent) and construction (18.5 percent) were among the most likely to be independent contractors.

In July 2023, 84.6 percent of independent contractors on their sole or main jobs were self-employed. However, not all self-employed people were independent contractors—nearly two-thirds of the self-employed were independent contractors in July 2023.

As in prior surveys, independent contractors overwhelmingly preferred their work arrangement (80.3 percent), whereas 8.3 percent would prefer a traditional work arrangement. The remainder expressed no clear preference. (See table 9.)

In July 2023, 4.1 percent of workers who were independent contractors on their sole or main job were also contingent on that same job. (See table 12.)

### **On-call Workers (Sole or Main Job)**

On-call workers are defined as those who report to work only when needed, although they can be scheduled to work for several days or weeks in a row. In July 2023, there were 2.8 million on-

call workers, accounting for 1.7 percent of total employment—the same percentage as in May 2017. (See tables 5 and 5a.)

The share of men who were on-call workers (1.9 percent) was slightly larger than the share of women (1.5 percent). Hispanic or Latino workers were more likely to work on-call (2.2 percent) than were White workers (1.7 percent), Black workers (1.5 percent), or Asian workers (1.3 percent). Among workers age 25 and older, those with less than a high school diploma were more likely to be on-call than those with a bachelor's degree and higher (3.3 percent versus 1.2 percent).

Part-time workers were two times more likely than full-time workers to work on-call (3.2 percent versus 1.4 percent). About one-third of on-call workers usually worked part time. (See tables 6 and 6a.)

People working in protective service occupations (4.3 percent), in construction and extraction occupations (3.4 percent), and in healthcare practitioners and technical occupations (3.3 percent) on their sole or main jobs were among the most likely to be on-call. By major industry, on-call work was more common for those working in transportation and utilities (3.8 percent) on their sole or main jobs.

In July 2023, 40.6 percent of on-call workers preferred to work in an on-call arrangement, about the same as the percentage who would prefer a traditional arrangement (41.6 percent). The remainder expressed no clear preference. (See table 9.)

Among workers who were on-call on their sole or main job, 17.2 percent were also contingent on that same job. (See table 12.)

### **Temporary Help Agency Workers (Sole or Main Job)**

In July 2023, 945,000 workers were paid by a temporary help agency on their sole or main job, representing 0.6 percent of total employment. This is down from 0.9 percent of workers in May 2017.

Men and women were about equally likely to be temporary help agency workers on their sole or main jobs in July 2023 (0.5 percent and 0.6 percent, respectively). Black and Hispanic workers (1.0 percent and 1.1 percent, respectively) were more likely to work for temporary help agencies than White and Asian workers (0.5 percent and 0.6 percent, respectively). Among workers age 25 and older, those with less than a high school diploma were the most likely to work for a temporary help agency (1.2 percent). (See table 5.)

Part-time workers were more likely to work for temporary help agencies (0.9 percent) than full-time workers (0.5 percent). About one-fourth of temporary help agency workers usually worked part time. (See tables 6 and 6a.)

Among the major occupational groups, workers in production, transportation, and material moving occupations (1.2 percent) and in service occupations (0.7 percent) were the most likely

to be temporary help agency workers. Within the service occupations group, 1.6 percent of workers in healthcare support occupations were temporary help agency workers. Among temporary help agency workers, the production, transportation, and material moving occupations group accounted for 1 in 4 workers.

In July 2023, 48.2 percent of temporary help agency workers preferred their work arrangement, while 27.7 percent would prefer a traditional arrangement. The remainder expressed no clear preference. (See table 9.)

Among people who were temporary help agency workers on their sole or main job, 54.8 percent were also contingent on that same job in July 2023. (See table 12.)

### **Workers Provided by Contract Firms (Sole or Main Job)**

In July 2023, there were 862,000 workers provided by contract firms on their sole or main job, representing 0.5 percent of total employment, about the same percentage as in May 2017. These individuals work for companies that provide workers or their services to other organizations under contract, are usually assigned to one client at a time, and usually work at the client's place of business.

Men were more likely than women to be contract company workers on their sole or main jobs (0.7 percent and 0.4 percent, respectively). Nearly two-thirds of contract company workers were men, compared with about half of workers in traditional arrangements. (See tables 5 and 5a.)

Hispanic or Latino workers accounted for 1 in 4 workers provided by contract firms, compared with fewer than 1 in 5 workers in traditional arrangements.

People working in natural resources, construction, and maintenance occupations (1.5 percent) and service occupations (0.9 percent) were more likely to be provided by contract firms than those in other major occupation groups. Within service occupations, the rates were highest for those in protective service occupations (2.5 percent) and healthcare support occupations (1.3 percent). Natural resources, construction, and maintenance occupations accounted for about 1 in 4 contract company workers, compared with fewer than 1 in 10 workers in traditional arrangements. (See tables 6 and 6a.)

In July 2023, 22.5 percent of contract company workers on their sole or main job were also contingent on that same job. (See table 12.)

### **Earnings and Health Insurance Coverage (Sole or Main Job)**

Among full-time workers, there was wide variation in the median earnings of those in alternative and traditional employment arrangements. In July 2023, median weekly earnings on the sole or main job were higher for full-time workers in traditional arrangements (\$1,132) and on-call workers (\$1,125) than for independent contractors (\$949) and temporary help agency workers (\$818). Contract company workers had median weekly earnings of \$1,014. (See table 11.)

Differences in earnings for workers in the four alternative arrangements reflect, in part, variations in the occupational distributions and the demographic characteristics of the workers. For example, temporary help agency workers are more likely to work in lower-paying production, transportation, and material moving occupations.

Workers in alternative arrangements remained less likely than workers in traditional arrangements to have employer-provided health insurance on their sole or main job. In July 2023, 40.2 percent of contract company workers had employer-provided health insurance, compared with 38.1 percent of on-call workers and 16.6 percent of temporary help agency workers. In contrast, 54.4 percent of workers in traditional arrangements received health insurance through their employer. (Estimates of employer-provided health insurance are not presented for independent contractors because most of them are self-employed.) (See table 10.)

Although most workers in alternative arrangements did not receive health insurance through their jobs, a large share had health insurance from some source, including coverage from another family member's policy, through a government program, or by purchasing it on their own. In July 2023, 84.9 percent of workers in traditional arrangements had health insurance from any source, a larger share than workers employed by contract companies (79.4 percent), on-call workers (78.2 percent), and independent contractors (74.2 percent). Temporary help agency workers were the least likely to have health insurance from any source, at 60.8 percent.

### **Alternative Employment Arrangements on Second Job**

The July 2023 survey collected information from multiple jobholders about their second job and whether these second jobs were in any of the four alternative employment arrangements.

Among the 8.4 million multiple jobholders in July 2023, the most common alternative arrangement on a second job was independent contractor. In July 2023, 1.9 million people were independent contractors on their second job, representing 22.8 percent of multiple jobholders. There were 348,000 multiple jobholders (4.2 percent) that were on-call workers on their second job, 118,000 workers (1.4 percent) were paid by a temporary help agency on their second job, and 26,000 multiple jobholders (0.3 percent) were workers provided by contract firms on their second job. (See tables 7 and 7a.)



**Table A. Employed people with contingent and alternative work arrangements, July 2023**

(Numbers in thousands)

| Characteristic and description  | Sole or main job |                           | Second job of multiple jobholders |                                      |
|---|------------------|---------------------------|-----------------------------------|--------------------------------------|
|   | Number           | Percent of total employed | Number                            | Percent of total multiple jobholders |
| <p><b>Contingent status</b><br/>                     Contingent means that workers do not have an implicit or explicit contract for ongoing employment. For wage and salary workers, these workers report that their jobs are temporary or not expected to last. If the worker does not expect to continue in their job for personal reasons such as retirement or returning to school, the job is not considered contingent.<br/>                     The self-employed and independent contractors are included if they expect their employment to last for an additional year or less and they had been self-employed or independent contractors for 1 year or less.....</p> | 6,899            | 4.3                       | 1,076                             | 12.8                                 |
| <p><b>Alternative work arrangements</b></p> <p><b>Independent contractors</b><br/>                     Independent contractors, consultants, and freelance workers, regardless of whether they are self-employed or wage and salary workers.....</p>  | 11,904           | 7.4                       | 1,916                             | 22.8                                 |
| <p><b>On-call workers</b><br/>                     People who are called into work only when they are needed, although they can be scheduled to work for several days or weeks in a row.....</p>  | 2,771            | 1.7                       | 348                               | 4.2                                  |
| <p><b>Temporary help agency workers</b><br/>                     Workers who are paid by a temporary help agency, whether or not their job was temporary.....</p>   | 945              | 0.6                       | 118                               | 1.4                                  |
| <p><b>Workers provided by contract firms</b><br/>                     Workers who are employed by a company that provides them or their services to others under contract, are usually assigned to only one customer, and usually work at that customer's worksite.....</p>   | 862              | 0.5                       | 26                                | 0.3                                  |

NOTE: Contingent status and alternative employment arrangements are measured separately. A person's job can be both contingent and an alternative arrangement, but that is not necessarily the case. There are a small number of workers who were both "on call" and "provided by contract firms."

# Technical Note

The data presented in this news release were collected through a supplement to the July 2023 Current Population Survey (CPS), a monthly survey of about 60,000 eligible households that provides data on employment and unemployment for the nation. The CPS is conducted by the U.S. Census Bureau for the U.S. Bureau of Labor Statistics (BLS).

The July 2023 supplement obtained information from workers on whether they held contingent jobs—jobs that are temporary or expected to last only a limited period of time—and whether they had alternative employment arrangements (working as independent contractors, as on-call workers, through temporary help agencies, or through contract firms). Contingent and alternative employment arrangements are measured separately. A person in an alternative employment arrangement may or may not be contingent. Likewise, a person in a contingent job may or may not be in an alternative employment arrangement.

Supplement questions were asked of all employed people except unpaid family workers. In this news release, wage and salary workers exclude the incorporated self-employed. The self-employed in this news release refer to both the incorporated and unincorporated self-employed.

In 2023, supplement questions were added about the second job of multiple jobholders. Questions were asked separately for main and second jobs. In July 2023, about 5 percent of employed people were multiple jobholders. The vast majority (more than 90 percent) of multiple jobholders only have two jobs. However, for the small share of multiple jobholders with more than two jobs, the status of jobs beyond the second job is unknown.

Additional information, including articles and archived news releases, is available online at [www.bls.gov/cps/lfcharacteristics.htm#contingent](http://www.bls.gov/cps/lfcharacteristics.htm#contingent). Answers to frequently asked questions are available online at [www.bls.gov/cps/labor-force/contingent-and-alternative-arrangements-faqs-2023.htm](http://www.bls.gov/cps/labor-force/contingent-and-alternative-arrangements-faqs-2023.htm).

If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services.

## Concepts and definitions

Information about general employment and earnings concepts in the CPS is available on the BLS website at [www.bls.gov/pub/hom/cps/concepts.htm](http://www.bls.gov/pub/hom/cps/concepts.htm).

*Defining contingent jobs and the contingent rate.* **Contingent jobs** are those that people do not expect to last or are temporary. Workers in these jobs do not have an implicit or explicit contract for ongoing employment. If a person does not expect a job to continue for personal reasons,

such as retirement or returning to school, that job is not considered contingent.

To determine their contingent status, wage and salary workers are asked:

1. Some people are in temporary jobs that last for a limited time or until the completion of a project. Is your job temporary?

2. Provided the economy does not change and your job performance is adequate, can you continue to work for your current employer as long as you wish?

Wage and salary workers who answered either “yes” to the first question or “no” to the second question were asked follow-up questions to determine the reason why their job is temporary. Answers to these questions distinguish workers who are in temporary jobs from those who, for personal reasons, are temporarily holding jobs that offer the opportunity of ongoing employment. The questions ask if a person is working only until the completion of a specific project, temporarily replacing another worker, being hired for a fixed time period, filling a seasonal job that is available only during certain times of the year, or if other business conditions dictate that the job is short term. Jobs that are temporary for one of these reasons are contingent.

For example, a person hired for 6 months to replace a teacher on paternity leave and a person hired to work in a company's shipping department for the holiday season would both be considered to have contingent jobs. In contrast, students holding jobs at fast-food restaurants while in school might view their jobs as temporary if they intend to leave them at the end of the school year. The jobs themselves, however, would be filled by other workers once the students leave, and thus, the students' jobs are not contingent.

The self-employed and independent contractors are not asked if their job is temporary; these workers' jobs are classified as contingent if they have been self-employed (or an independent contractor) in that job for a year or less and expect to continue being self-employed (or an independent contractor) for an additional year or less.

Contingent work, which is determined by expectations about the duration of a person's job, is a separate concept from alternative employment arrangements. A worker can be both in a contingent job and working in an alternative arrangement on that same job, but this is not automatically the case.

The **contingent rate** is the percent of employed people who are in contingent jobs.

*Defining alternative employment arrangements.* **Alternative employment arrangements** are determined by the workers' relationship to their employer. To provide estimates of the number of workers in alternative employment arrangements, the supplement includes

questions about whether individuals are paid by a temporary help agency or contract company, or whether they are on-call workers or independent contractors.

Definitions of the four alternative employment arrangements follow, as well as the key questions used to identify workers in each category:

**Independent contractors** are those who are identified as independent contractors, consultants, or freelance workers in the supplement, regardless of whether they are identified as wage and salary workers or self-employed in the basic monthly CPS labor force status questions. Those identified as self-employed (incorporated and unincorporated) are asked a question to distinguish independent contractors from business operators such as a restaurant owner: "Are you self-employed as an independent contractor, independent consultant, freelance worker, or something else (such as a shop or restaurant owner)?" Those identified as wage and salary workers in the basic CPS are asked, "Last week, were you working as an independent contractor, an independent consultant, or a freelance worker?"

**On-call workers** are called into work only when they are needed. This category includes workers who answer "yes" to the question, "Some people are in a pool of workers who are ONLY called to work as needed, although they can be scheduled to work for several days or weeks in a row, for example, substitute teachers and construction workers supplied by a union hiring hall. These people are sometimes referred to as ON-CALL workers. Were you an ON-CALL worker last week?" Only wage and salary workers were asked about on-call work; the self-employed, both incorporated and unincorporated, were excluded.

**Temporary help agency workers** are those who are paid by a temporary help agency. This category includes workers who say their job is temporary and answer "yes" to the question, "Are you paid by a temporary help agency?" Also included are workers who say their job is not temporary and answer affirmatively to the question, "Even though you told me your job is not temporary, are you paid by a temporary help agency?" Temporary help agency workers include both the permanent staff of the agencies and those who are placed with other companies in temporary assignments.

**Workers provided by contract firms** are those who work for a contract company, are usually assigned to only one customer, and usually work at that customer's worksite. This refers to individuals who are employed by firms who contract out their workers or their workers' services, rather than all workers employed by firms that provide services under contract, such as advertising agencies and law firms. This category includes workers who answer "yes" to the question, "Some companies provide employees or their services to others under contract. A few examples of services that can be contracted out include security, food service, medical care, health services, or computer programming. Did you work for a company that contracts out you or your services last week?" These workers also responded "no" to

the question, "Are you usually assigned to more than one customer?" Finally, these workers responded "yes" to the question, "Do you usually work at the customer's worksite?"

### **Comparability of the estimates**

Previous supplements that included questions about contingent work and alternative work arrangements were collected in February of 1995, 1997, 1999, 2001, 2005, and May of 2017. The overall concepts of contingent and alternative arrangements remain the same in the July 2023 supplement. However, the July 2023 supplement questions were modified from questions used in earlier years. More information about changes to the supplement are available online at [www.bls.gov/cps/labor-force/contingent-and-alternative-arrangements-faqs-2023.htm](http://www.bls.gov/cps/labor-force/contingent-and-alternative-arrangements-faqs-2023.htm).

There are a few issues that could affect the comparability of the 2023 estimates with those from prior years. The primary issue is that the 2023 supplement was collected in July, whereas the 2017 supplement was collected in May and supplements for prior years were collected in February. The seasonality of contingent jobs and alternative employment arrangements is not known. However, any seasonality may affect the number and composition of contingent jobs or those in alternative arrangements. For example, a seasonal job that is only available at a certain time each year counts as a contingent job. The number and types of seasonal jobs might differ in February, May, and July.

Data presented in this news release is not strictly comparable with those for earlier years due to several other methodological issues. Comparability of estimates over time is affected by the introduction of population controls and changes in the classification of industries and occupations. Additional information about comparability of data over time is available at [www.bls.gov/cps/documentation.htm](http://www.bls.gov/cps/documentation.htm).

### **Reliability of the estimates**

Statistics based on the CPS are subject to both sampling and nonsampling error. When a sample, rather than the entire population, is surveyed, there is a chance that the sample estimates may differ from the true population values they represent. The component of this difference that occurs because samples differ by chance is known as *sampling error*, and its variability is measured by the standard error of the estimate. There is about a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the true population value because of sampling error. BLS analyses are generally conducted at the 90-percent level of confidence.

The CPS data also are affected by *nonsampling error*. Nonsampling error can occur for many reasons, including the failure to sample a segment of the population, inability to obtain information for all respondents in the sample, inability or unwillingness of respondents to provide correct information, and errors made in the collection or processing of the data.

Information about the reliability of data from the CPS and guidance on estimating standard errors is available at [www.bls.gov/cps/documentation.htm#reliability](http://www.bls.gov/cps/documentation.htm#reliability).

**Table 1. Employed people by contingent status on sole or main job and selected demographic characteristics, July 2023**

(Numbers in thousands)

| Characteristic                               | Total employed | Status on sole or main job |                           |                |                           |
|--|----------------|----------------------------|---------------------------|----------------|---------------------------|
|  |                | Contingent                 |                           | Not contingent |                           |
|  |                | Number                     | Percent of total employed | Number         | Percent of total employed |
| <b>Age and sex</b>                           |                |                            |                           |                |                           |
| Total, 16 years and over.....                | 161,878        | 6,899                      | 4.3                       | 154,979        | 95.7                      |
| 16 to 24 years.....                          | 21,575         | 2,785                      | 12.9                      | 18,790         | 87.1                      |
| 16 to 19 years.....                          | 6,425          | 1,309                      | 20.4                      | 5,116          | 79.6                      |
| 20 to 24 years.....                          | 15,150         | 1,476                      | 9.7                       | 13,674         | 90.3                      |
| 25 to 54 years.....                          | 102,899        | 3,141                      | 3.1                       | 99,757         | 96.9                      |
| 25 to 34 years.....                          | 36,221         | 1,408                      | 3.9                       | 34,813         | 96.1                      |
| 35 to 44 years.....                          | 35,010         | 991                        | 2.8                       | 34,020         | 97.2                      |
| 45 to 54 years.....                          | 31,667         | 743                        | 2.3                       | 30,925         | 97.7                      |
| 55 years and over.....                       | 37,404         | 973                        | 2.6                       | 36,432         | 97.4                      |
| 55 to 64 years.....                          | 26,517         | 590                        | 2.2                       | 25,927         | 97.8                      |
| 65 years and over.....                       | 10,887         | 383                        | 3.5                       | 10,505         | 96.5                      |
| Men, 16 years and over.....                  | 86,374         | 3,742                      | 4.3                       | 82,632         | 95.7                      |
| 16 to 24 years.....                          | 10,855         | 1,440                      | 13.3                      | 9,415          | 86.7                      |
| 25 to 54 years.....                          | 55,425         | 1,751                      | 3.2                       | 53,674         | 96.8                      |
| 25 to 34 years.....                          | 19,514         | 770                        | 3.9                       | 18,744         | 96.1                      |
| 35 to 44 years.....                          | 19,046         | 576                        | 3.0                       | 18,470         | 97.0                      |
| 45 to 54 years.....                          | 16,866         | 405                        | 2.4                       | 16,461         | 97.6                      |
| 55 years and over.....                       | 20,094         | 551                        | 2.7                       | 19,543         | 97.3                      |
| 55 to 64 years.....                          | 14,162         | 347                        | 2.4                       | 13,815         | 97.6                      |
| 65 years and over.....                       | 5,932          | 204                        | 3.4                       | 5,727          | 96.6                      |
| Women, 16 years and over.....                | 75,504         | 3,156                      | 4.2                       | 72,347         | 95.8                      |
| 16 to 24 years.....                          | 10,719         | 1,344                      | 12.5                      | 9,375          | 87.5                      |
| 25 to 54 years.....                          | 47,474         | 1,391                      | 2.9                       | 46,083         | 97.1                      |
| 25 to 34 years.....                          | 16,707         | 638                        | 3.8                       | 16,069         | 96.2                      |
| 35 to 44 years.....                          | 15,965         | 415                        | 2.6                       | 15,550         | 97.4                      |
| 45 to 54 years.....                          | 14,802         | 337                        | 2.3                       | 14,464         | 97.7                      |
| 55 years and over.....                       | 17,311         | 422                        | 2.4                       | 16,889         | 97.6                      |
| 55 to 64 years.....                          | 12,355         | 243                        | 2.0                       | 12,112         | 98.0                      |
| 65 years and over.....                       | 4,956          | 178                        | 3.6                       | 4,777          | 96.4                      |
| <b>Race and Hispanic or Latino ethnicity</b> |                |                            |                           |                |                           |
| Total, 16 years and over.....                | 161,878        | 6,899                      | 4.3                       | 154,979        | 95.7                      |
| Men.....                                     | 86,374         | 3,742                      | 4.3                       | 82,632         | 95.7                      |
| Women.....                                   | 75,504         | 3,156                      | 4.2                       | 72,347         | 95.8                      |
| White.....                                   | 124,074        | 5,060                      | 4.1                       | 119,014        | 95.9                      |
| Men.....                                     | 67,235         | 2,778                      | 4.1                       | 64,457         | 95.9                      |
| Women.....                                   | 56,839         | 2,282                      | 4.0                       | 54,557         | 96.0                      |
| Black or African American.....               | 20,594         | 799                        | 3.9                       | 19,795         | 96.1                      |
| Men.....                                     | 9,959          | 448                        | 4.5                       | 9,511          | 95.5                      |
| Women.....                                   | 10,635         | 351                        | 3.3                       | 10,284         | 96.7                      |
| Asian.....                                   | 11,041         | 652                        | 5.9                       | 10,389         | 94.1                      |
| Men.....                                     | 5,878          | 333                        | 5.7                       | 5,545          | 94.3                      |
| Women.....                                   | 5,163          | 319                        | 6.2                       | 4,844          | 93.8                      |
| Hispanic or Latino ethnicity.....            | 29,883         | 1,793                      | 6.0                       | 28,090         | 94.0                      |
| Men.....                                     | 16,889         | 1,122                      | 6.6                       | 15,766         | 93.4                      |
| Women.....                                   | 12,994         | 670                        | 5.2                       | 12,324         | 94.8                      |

See footnotes at end of table.

**Table 1. Employed people by contingent status on sole or main job and selected demographic characteristics, July 2023 -- Continued**

(Numbers in thousands)

| Characteristic                                       | Total employed | Status on sole or main job |                           |                |                           |
|--|----------------|----------------------------|---------------------------|----------------|---------------------------|
|  |                | Contingent                 |                           | Not contingent |                           |
|  |                | Number                     | Percent of total employed | Number         | Percent of total employed |
| <b>School enrollment</b>                             |                |                            |                           |                |                           |
| Total, 16 to 54 years.....                           | 124,473        | 5,926                      | 4.8                       | 118,547        | 95.2                      |
| Enrolled in school.....                              | 8,432          | 1,306                      | 15.5                      | 7,125          | 84.5                      |
| Not enrolled in school.....                          | 116,042        | 4,620                      | 4.0                       | 111,422        | 96.0                      |
| Total, 16 to 24 years.....                           | 21,575         | 2,785                      | 12.9                      | 18,790         | 87.1                      |
| Enrolled in school.....                              | 5,343          | 1,057                      | 19.8                      | 4,286          | 80.2                      |
| Not enrolled in school.....                          | 16,231         | 1,728                      | 10.6                      | 14,504         | 89.4                      |
| Total, 25 to 54 years.....                           | 102,899        | 3,141                      | 3.1                       | 99,757         | 96.9                      |
| Enrolled in school.....                              | 3,088          | 249                        | 8.1                       | 2,839          | 91.9                      |
| Not enrolled in school.....                          | 99,810         | 2,892                      | 2.9                       | 96,919         | 97.1                      |
| <b>Educational attainment</b>                        |                |                            |                           |                |                           |
| Total, 25 years and over.....                        | 140,303        | 4,114                      | 2.9                       | 136,189        | 97.1                      |
| Less than a high school diploma.....                 | 7,868          | 557                        | 7.1                       | 7,311          | 92.9                      |
| High school graduates, no college <sup>1</sup> ..... | 33,488         | 892                        | 2.7                       | 32,595         | 97.3                      |
| Some college or associate degree.....                | 34,657         | 768                        | 2.2                       | 33,890         | 97.8                      |
| Bachelor's degree and higher <sup>2</sup> .....      | 64,290         | 1,897                      | 3.0                       | 62,393         | 97.0                      |
| Bachelor's degree only.....                          | 39,180         | 1,090                      | 2.8                       | 38,090         | 97.2                      |
| Advanced degree <sup>3</sup> .....                   | 25,110         | 807                        | 3.2                       | 24,303         | 96.8                      |

<sup>1</sup>Includes people with a high school diploma or equivalent.

<sup>2</sup>Includes people with bachelor's, master's, professional, and doctoral degrees.

<sup>3</sup>Includes people with master's, professional, and doctoral degrees.

NOTE: For multiple jobholders, contingent status is based on their main job—the one at which they usually work the greatest number of hours. Estimates for the race groups (White, Black or African American, and Asian) do not sum to total because data are not presented for all races. People whose ethnicity is identified as Hispanic or Latino may be of any race. Detail for other characteristics may not sum to total due to rounding.

**Table 1a. Percent distribution of employed people by contingent status on sole or main job and selected demographic characteristics, July 2023**

(Percent distribution)

| Characteristic                               | Total employed | Status on sole or main job |                |
|--|----------------|----------------------------|----------------|
|  |                | Contingent                 | Not contingent |
| <b>Age and sex</b>                           |                |                            |                |
| Total, 16 years and over (in thousands)..... | 161,878        | 6,899                      | 154,979        |
| Percent.....                                 | 100.0          | 100.0                      | 100.0          |
| 16 to 24 years.....                          | 13.3           | 40.4                       | 12.1           |
| 16 to 19 years.....                          | 4.0            | 19.0                       | 3.3            |
| 20 to 24 years.....                          | 9.4            | 21.4                       | 8.8            |
| 25 to 54 years.....                          | 63.6           | 45.5                       | 64.4           |
| 25 to 34 years.....                          | 22.4           | 20.4                       | 22.5           |
| 35 to 44 years.....                          | 21.6           | 14.4                       | 22.0           |
| 45 to 54 years.....                          | 19.6           | 10.8                       | 20.0           |
| 55 years and over.....                       | 23.1           | 14.1                       | 23.5           |
| 55 to 64 years.....                          | 16.4           | 8.6                        | 16.7           |
| 65 years and over.....                       | 6.7            | 5.5                        | 6.8            |
| Men, 16 years and over (in thousands).....   | 86,374         | 3,742                      | 82,632         |
| Percent.....                                 | 100.0          | 100.0                      | 100.0          |
| 16 to 24 years.....                          | 12.6           | 38.5                       | 11.4           |
| 25 to 54 years.....                          | 64.2           | 46.8                       | 65.0           |
| 25 to 34 years.....                          | 22.6           | 20.6                       | 22.7           |
| 35 to 44 years.....                          | 22.1           | 15.4                       | 22.4           |
| 45 to 54 years.....                          | 19.5           | 10.8                       | 19.9           |
| 55 years and over.....                       | 23.3           | 14.7                       | 23.7           |
| 55 to 64 years.....                          | 16.4           | 9.3                        | 16.7           |
| 65 years and over.....                       | 6.9            | 5.5                        | 6.9            |
| Women, 16 years and over (in thousands)..... | 75,504         | 3,156                      | 72,347         |
| Percent.....                                 | 100.0          | 100.0                      | 100.0          |
| 16 to 24 years.....                          | 14.2           | 42.6                       | 13.0           |
| 25 to 54 years.....                          | 62.9           | 44.1                       | 63.7           |
| 25 to 34 years.....                          | 22.1           | 20.2                       | 22.2           |
| 35 to 44 years.....                          | 21.1           | 13.1                       | 21.5           |
| 45 to 54 years.....                          | 19.6           | 10.7                       | 20.0           |
| 55 years and over.....                       | 22.9           | 13.4                       | 23.3           |
| 55 to 64 years.....                          | 16.4           | 7.7                        | 16.7           |
| 65 years and over.....                       | 6.6            | 5.7                        | 6.6            |
| <b>Race and Hispanic or Latino ethnicity</b> |                |                            |                |
| Total, 16 years and over (in thousands)..... | 161,878        | 6,899                      | 154,979        |
| Percent.....                                 | 100.0          | 100.0                      | 100.0          |
| Men.....                                     | 53.4           | 54.2                       | 53.3           |
| Women.....                                   | 46.6           | 45.8                       | 46.7           |
| White.....                                   | 76.6           | 73.3                       | 76.8           |
| Men.....                                     | 41.5           | 40.3                       | 41.6           |
| Women.....                                   | 35.1           | 33.1                       | 35.2           |
| Black or African American.....               | 12.7           | 11.6                       | 12.8           |
| Men.....                                     | 6.2            | 6.5                        | 6.1            |
| Women.....                                   | 6.6            | 5.1                        | 6.6            |
| Asian.....                                   | 6.8            | 9.5                        | 6.7            |
| Men.....                                     | 3.6            | 4.8                        | 3.6            |
| Women.....                                   | 3.2            | 4.6                        | 3.1            |

See footnotes at end of table.

**Table 1a. Percent distribution of employed people by contingent status on sole or main job and selected demographic characteristics, July 2023 -- Continued**

(Percent distribution)

| Characteristic                                       | Total employed | Status on sole or main job |                |
|--|----------------|----------------------------|----------------|
|  |                | Contingent                 | Not contingent |
| Hispanic or Latino ethnicity.....                    | 18.5           | 26.0                       | 18.1           |
| Men.....   | 10.4           | 16.3                       | 10.2           |
| Women.....   | 8.0            | 9.7                        | 8.0            |
| <b>School enrollment</b>                             |                |                            |                |
| Total, 16 to 54 years (in thousands).....            | 124,473        | 5,926                      | 118,547        |
| Percent.....   | 100.0          | 100.0                      | 100.0          |
| Enrolled in school.....                              | 6.8            | 22.0                       | 6.0            |
| Not enrolled in school.....                          | 93.2           | 78.0                       | 94.0           |
| Total, 16 to 24 years (in thousands).....            | 21,575         | 2,785                      | 18,790         |
| Percent.....   | 100.0          | 100.0                      | 100.0          |
| Enrolled in school.....                              | 24.8           | 38.0                       | 22.8           |
| Not enrolled in school.....                          | 75.2           | 62.0                       | 77.2           |
| Total, 25 to 54 years (in thousands).....            | 102,899        | 3,141                      | 99,757         |
| Percent.....   | 100.0          | 100.0                      | 100.0          |
| Enrolled in school.....                              | 3.0            | 7.9                        | 2.8            |
| Not enrolled in school.....                          | 97.0           | 92.1                       | 97.2           |
| <b>Educational attainment</b>                        |                |                            |                |
| Total, 25 years and over (in thousands).....         | 140,303        | 4,114                      | 136,189        |
| Percent.....   | 100.0          | 100.0                      | 100.0          |
| Less than a high school diploma.....                 | 5.6            | 13.5                       | 5.4            |
| High school graduates, no college <sup>1</sup> ..... | 23.9           | 21.7                       | 23.9           |
| Some college or associate degree.....                | 24.7           | 18.7                       | 24.9           |
| Bachelor's degree and higher <sup>2</sup> .....      | 45.8           | 46.1                       | 45.8           |
| Bachelor's degree only.....                          | 27.9           | 26.5                       | 28.0           |
| Advanced degree <sup>3</sup> .....                   | 17.9           | 19.6                       | 17.8           |

<sup>1</sup>Includes people with a high school diploma or equivalent.

<sup>2</sup>Includes people with bachelor's, master's, professional, and doctoral degrees.

<sup>3</sup>Includes people with master's, professional, and doctoral degrees.

NOTE: For multiple jobholders, contingent status is based on their main job—the one at which they usually work the greatest number of hours. Estimates for the race groups (White, Black or African American, and Asian) do not sum to total because data are not presented for all races. People whose ethnicity is identified as Hispanic or Latino may be of any race. Detail for other characteristics may not sum to total due to rounding.



**Table 2. Employed people by contingent status on sole or main job, usual full- or part-time status, occupation, industry, class of worker, and multiple jobholding status, July 2023**

(Numbers in thousands)

| Characteristic  | Total employed | Status on sole or main job |                           |                |                           |
|---|----------------|----------------------------|---------------------------|----------------|---------------------------|
|   |                | Contingent                 |                           | Not contingent |                           |
|   |                | Number                     | Percent of total employed | Number         | Percent of total employed |
| Total, 16 years and over.....                                     | 161,878        | 6,899                      | 4.3                       | 154,979        | 95.7                      |
| <b>Usual full- or part-time status (all jobs combined)</b>        |                |                            |                           |                |                           |
| Full-time workers.....  | 135,201        | 4,301                      | 3.2                       | 130,899        | 96.8                      |
| Part-time workers.....  | 26,677         | 2,597                      | 9.7                       | 24,080         | 90.3                      |
| <b>Usual hours of sole or main job</b>                            |                |                            |                           |                |                           |
| Full time.....  | 133,476        | 4,176                      | 3.1                       | 129,299        | 96.9                      |
| Part time.....  | 28,144         | 2,715                      | 9.6                       | 25,429         | 90.4                      |
| Hours vary.....   | 258            | 7                          | 2.6                       | 251            | 97.4                      |
| <b>Occupation of sole or main job</b>                             |                |                            |                           |                |                           |
| Management, professional, and related occupations.....            | 71,164         | 2,544                      | 3.6                       | 68,620         | 96.4                      |
| Management, business, and financial operations occupations.....   | 31,154         | 649                        | 2.1                       | 30,505         | 97.9                      |
| Management occupations.....                                       | 20,824         | 393                        | 1.9                       | 20,431         | 98.1                      |
| Business and financial operations occupations.....                | 10,330         | 256                        | 2.5                       | 10,074         | 97.5                      |
| Professional and related occupations.....                         | 40,010         | 1,895                      | 4.7                       | 38,115         | 95.3                      |
| Computer and mathematical occupations.....                        | 6,694          | 354                        | 5.3                       | 6,340          | 94.7                      |
| Architecture and engineering occupations.....                     | 3,862          | 167                        | 4.3                       | 3,696          | 95.7                      |
| Life, physical, and social science occupations.....               | 1,985          | 164                        | 8.3                       | 1,821          | 91.7                      |
| Community and social services occupations.....                    | 3,120          | 128                        | 4.1                       | 2,992          | 95.9                      |
| Legal occupations.....  | 2,209          | 63                         | 2.9                       | 2,146          | 97.1                      |
| Education, training, and library occupations.....                 | 8,557          | 517                        | 6.0                       | 8,040          | 94.0                      |
| Arts, design, entertainment, sports, and media occupations....    | 3,563          | 250                        | 7.0                       | 3,313          | 93.0                      |
| Healthcare practitioners and technical occupations.....           | 10,019         | 253                        | 2.5                       | 9,766          | 97.5                      |
| Service occupations.....  | 26,264         | 1,598                      | 6.1                       | 24,667         | 93.9                      |
| Healthcare support occupations.....                               | 4,911          | 206                        | 4.2                       | 4,705          | 95.8                      |
| Protective service occupations.....                               | 3,179          | 178                        | 5.6                       | 3,001          | 94.4                      |
| Food preparation and serving related occupations.....             | 8,144          | 405                        | 5.0                       | 7,740          | 95.0                      |
| Building and grounds cleaning and maintenance occupations....     | 5,747          | 412                        | 7.2                       | 5,334          | 92.8                      |
| Personal care and service occupations.....                        | 4,284          | 397                        | 9.3                       | 3,886          | 90.7                      |
| Sales and office occupations.....                                 | 30,690         | 1,086                      | 3.5                       | 29,604         | 96.5                      |
| Sales and related occupations.....                                | 14,508         | 400                        | 2.8                       | 14,108         | 97.2                      |
| Office and administrative support occupations.....                | 16,182         | 686                        | 4.2                       | 15,495         | 95.8                      |
| Natural resources, construction, and maintenance occupations..... | 14,000         | 903                        | 6.5                       | 13,097         | 93.5                      |
| Farming, fishing, and forestry occupations.....                   | 1,078          | 193                        | 17.9                      | 885            | 82.1                      |
| Construction and extraction occupations.....                      | 8,038          | 598                        | 7.4                       | 7,440          | 92.6                      |
| Installation, maintenance, and repair occupations.....            | 4,884          | 112                        | 2.3                       | 4,772          | 97.7                      |
| Production, transportation, and material moving occupations.....  | 19,759         | 767                        | 3.9                       | 18,992         | 96.1                      |
| Production occupations.....                                       | 8,269          | 282                        | 3.4                       | 7,987          | 96.6                      |
| Transportation and material moving occupations.....               | 11,490         | 485                        | 4.2                       | 11,005         | 95.8                      |

See footnotes at end of table.

**Table 2. Employed people by contingent status on sole or main job, usual full- or part-time status, occupation, industry, class of worker, and multiple jobholding status, July 2023 -- Continued**

(Numbers in thousands)

| Characteristic   | Total employed | Status on sole or main job |                           |                |                           |
|--|----------------|----------------------------|---------------------------|----------------|---------------------------|
|  |                | Contingent                 |                           | Not contingent |                           |
|  |                | Number                     | Percent of total employed | Number         | Percent of total employed |
| <b>Industry of sole or main job</b>                    |                |                            |                           |                |                           |
| Agriculture and related industries.....                | 2,203          | 229                        | 10.4                      | 1,973          | 89.6                      |
| Nonagricultural industries.....                        | 159,675        | 6,670                      | 4.2                       | 153,006        | 95.8                      |
| Mining, quarrying, and oil and gas extraction.....     | 637            | 1                          | 0.2                       | 636            | 99.8                      |
| Construction.....                                      | 11,539         | 653                        | 5.7                       | 10,886         | 94.3                      |
| Manufacturing.....                                     | 15,812         | 486                        | 3.1                       | 15,325         | 96.9                      |
| Durable goods manufacturing.....                       | 10,448         | 313                        | 3.0                       | 10,135         | 97.0                      |
| Nondurable goods manufacturing.....                    | 5,363          | 173                        | 3.2                       | 5,190          | 96.8                      |
| Wholesale and retail trade.....                        | 20,389         | 625                        | 3.1                       | 19,764         | 96.9                      |
| Wholesale trade.....                                   | 3,713          | 97                         | 2.6                       | 3,617          | 97.4                      |
| Retail trade.....                                      | 16,675         | 528                        | 3.2                       | 16,147         | 96.8                      |
| Transportation and utilities.....                      | 9,828          | 355                        | 3.6                       | 9,473          | 96.4                      |
| Transportation and warehousing.....                    | 8,339          | 330                        | 4.0                       | 8,009          | 96.0                      |
| Utilities.....   | 1,488          | 25                         | 1.7                       | 1,464          | 98.3                      |
| Information.....                                       | 2,900          | 90                         | 3.1                       | 2,809          | 96.9                      |
| Financial activities.....                              | 10,923         | 229                        | 2.1                       | 10,695         | 97.9                      |
| Finance and insurance.....                             | 7,702          | 174                        | 2.3                       | 7,528          | 97.7                      |
| Real estate and rental and leasing.....                | 3,221          | 55                         | 1.7                       | 3,166          | 98.3                      |
| Professional and business services.....                | 21,322         | 944                        | 4.4                       | 20,379         | 95.6                      |
| Professional and technical services.....               | 14,261         | 427                        | 3.0                       | 13,834         | 97.0                      |
| Management, administrative, and waste services.....    | 7,061          | 517                        | 7.3                       | 6,544          | 92.7                      |
| Education and health services.....                     | 35,678         | 1,517                      | 4.3                       | 34,161         | 95.7                      |
| Educational services.....                              | 13,088         | 844                        | 6.5                       | 12,243         | 93.5                      |
| Health care and social assistance.....                 | 22,590         | 672                        | 3.0                       | 21,918         | 97.0                      |
| Leisure and hospitality.....                           | 14,648         | 1,128                      | 7.7                       | 13,520         | 92.3                      |
| Arts, entertainment, and recreation.....               | 4,017          | 567                        | 14.1                      | 3,450          | 85.9                      |
| Accommodation and food services.....                   | 10,631         | 561                        | 5.3                       | 10,070         | 94.7                      |
| Other services.....                                    | 7,640          | 320                        | 4.2                       | 7,320          | 95.8                      |
| Public administration.....                             | 8,360          | 322                        | 3.9                       | 8,038          | 96.1                      |
| <b>Class of worker of sole or main job<sup>1</sup></b> |                |                            |                           |                |                           |
| Wage and salary workers.....                           | 146,120        | 6,367                      | 4.4                       | 139,754        | 95.6                      |
| Self-employed workers.....                             | 15,757         | 532                        | 3.4                       | 15,226         | 96.6                      |
| <b>Multiple-jobholding status</b>                      |                |                            |                           |                |                           |
| Single jobholders.....                                 | 153,484        | 6,358                      | 4.1                       | 147,126        | 95.9                      |
| Multiple jobholders.....                               | 8,393          | 541                        | 6.4                       | 7,853          | 93.6                      |

<sup>1</sup> Wage and salary workers exclude all of the self-employed. The self-employed includes both the incorporated and unincorporated self-employed.  
NOTE: For multiple jobholders, contingent status is based on their main job—the one at which they usually work the greatest number of hours. Full time is 35 hours or more per week, and part time is less than 35 hours. Hours vary is for people whose usual hours vary above and below the threshold for full-time work on their sole or main job.

**Table 2a. Percent distribution of employed people by contingent status on sole or main job, usual full- or part-time status, occupation, industry, class of worker, and multiple jobholding status, July 2023**

(Percent distribution)

| Characteristic  | Total employed | Status on sole or main job |                |
|---|----------------|----------------------------|----------------|
|   |                | Contingent                 | Not contingent |
| Total, 16 years and over (in thousands).....                      | 161,878        | 6,899                      | 154,979        |
| Percent.....  | 100.0          | 100.0                      | 100.0          |
| <b>Usual full- or part-time status (all jobs combined)</b>        |                |                            |                |
| Full-time workers.....  | 83.5           | 62.3                       | 84.5           |
| Part-time workers.....  | 16.5           | 37.7                       | 15.5           |
| <b>Usual hours of sole or main job</b>                            |                |                            |                |
| Full time.....  | 82.5           | 60.5                       | 83.4           |
| Part time.....  | 17.4           | 39.4                       | 16.4           |
| Hours vary.....   | 0.2            | 0.1                        | 0.2            |
| <b>Occupation of sole or main job</b>                             |                |                            |                |
| Management, professional, and related occupations.....            | 44.0           | 36.9                       | 44.3           |
| Management, business, and financial operations occupations.....   | 19.2           | 9.4                        | 19.7           |
| Management occupations.....                                       | 12.9           | 5.7                        | 13.2           |
| Business and financial operations occupations.....                | 6.4            | 3.7                        | 6.5            |
| Professional and related occupations.....                         | 24.7           | 27.5                       | 24.6           |
| Computer and mathematical occupations.....                        | 4.1            | 5.1                        | 4.1            |
| Architecture and engineering occupations.....                     | 2.4            | 2.4                        | 2.4            |
| Life, physical, and social science occupations.....               | 1.2            | 2.4                        | 1.2            |
| Community and social services occupations.....                    | 1.9            | 1.8                        | 1.9            |
| Legal occupations.....  | 1.4            | 0.9                        | 1.4            |
| Education, training, and library occupations.....                 | 5.3            | 7.5                        | 5.2            |
| Arts, design, entertainment, sports, and media occupations.....   | 2.2            | 3.6                        | 2.1            |
| Healthcare practitioners and technical occupations.....           | 6.2            | 3.7                        | 6.3            |
| Service occupations.....  | 16.2           | 23.2                       | 15.9           |
| Healthcare support occupations.....                               | 3.0            | 3.0                        | 3.0            |
| Protective service occupations.....                               | 2.0            | 2.6                        | 1.9            |
| Food preparation and serving related occupations.....             | 5.0            | 5.9                        | 5.0            |
| Building and grounds cleaning and maintenance occupations.....    | 3.6            | 6.0                        | 3.4            |
| Personal care and service occupations.....                        | 2.6            | 5.8                        | 2.5            |
| Sales and office occupations.....                                 | 19.0           | 15.7                       | 19.1           |
| Sales and related occupations.....                                | 9.0            | 5.8                        | 9.1            |
| Office and administrative support occupations.....                | 10.0           | 9.9                        | 10.0           |
| Natural resources, construction, and maintenance occupations..... | 8.6            | 13.1                       | 8.5            |
| Farming, fishing, and forestry occupations.....                   | 0.7            | 2.8                        | 0.6            |
| Construction and extraction occupations.....                      | 5.0            | 8.7                        | 4.8            |
| Installation, maintenance, and repair occupations.....            | 3.0            | 1.6                        | 3.1            |
| Production, transportation, and material moving occupations.....  | 12.2           | 11.1                       | 12.3           |
| Production occupations.....                                       | 5.1            | 4.1                        | 5.2            |
| Transportation and material moving occupations.....               | 7.1            | 7.0                        | 7.1            |

See footnotes at end of table.

**Table 2a. Percent distribution of employed people by contingent status on sole or main job, usual full- or part-time status, occupation, industry, class of worker, and multiple jobholding status, July 2023 -- Continued**

(Percent distribution)

| Characteristic   | Total employed | Status on sole or main job |                |
|--|----------------|----------------------------|----------------|
|  |                | Contingent                 | Not contingent |
| <b>Industry of sole or main job</b>                    |                |                            |                |
| Agriculture and related industries.....                | 1.4            | 3.3                        | 1.3            |
| Nonagricultural industries.....                        | 98.6           | 96.7                       | 98.7           |
| Mining, quarrying, and oil and gas extraction.....     | 0.4            | 0.0                        | 0.4            |
| Construction.....                                      | 7.1            | 9.5                        | 7.0            |
| Manufacturing.....                                     | 9.8            | 7.1                        | 9.9            |
| Durable goods manufacturing.....                       | 6.5            | 4.5                        | 6.5            |
| Nondurable goods manufacturing.....                    | 3.3            | 2.5                        | 3.3            |
| Wholesale and retail trade.....                        | 12.6           | 9.1                        | 12.8           |
| Wholesale trade.....                                   | 2.3            | 1.4                        | 2.3            |
| Retail trade.....                                      | 10.3           | 7.7                        | 10.4           |
| Transportation and utilities.....                      | 6.1            | 5.1                        | 6.1            |
| Transportation and warehousing.....                    | 5.2            | 4.8                        | 5.2            |
| Utilities.....   | 0.9            | 0.4                        | 0.9            |
| Information.....                                       | 1.8            | 1.3                        | 1.8            |
| Financial activities.....                              | 6.7            | 3.3                        | 6.9            |
| Finance and insurance.....                             | 4.8            | 2.5                        | 4.9            |
| Real estate and rental and leasing.....                | 2.0            | 0.8                        | 2.0            |
| Professional and business services.....                | 13.2           | 13.7                       | 13.1           |
| Professional and technical services.....               | 8.8            | 6.2                        | 8.9            |
| Management, administrative, and waste services.....    | 4.4            | 7.5                        | 4.2            |
| Education and health services.....                     | 22.0           | 22.0                       | 22.0           |
| Educational services.....                              | 8.1            | 12.2                       | 7.9            |
| Health care and social assistance.....                 | 14.0           | 9.7                        | 14.1           |
| Leisure and hospitality.....                           | 9.0            | 16.4                       | 8.7            |
| Arts, entertainment, and recreation.....               | 2.5            | 8.2                        | 2.2            |
| Accommodation and food services.....                   | 6.6            | 8.1                        | 6.5            |
| Other services.....                                    | 4.7            | 4.6                        | 4.7            |
| Public administration.....                             | 5.2            | 4.7                        | 5.2            |
| <b>Class of worker of sole or main job<sup>1</sup></b> |                |                            |                |
| Wage and salary workers.....                           | 90.3           | 92.3                       | 90.2           |
| Self-employed workers.....                             | 9.7            | 7.7                        | 9.8            |
| <b>Multiple-jobholding status</b>                      |                |                            |                |
| Single jobholders.....                                 | 94.8           | 92.2                       | 94.9           |
| Multiple jobholders.....                               | 5.2            | 7.8                        | 5.1            |

<sup>1</sup> Wage and salary workers exclude all of the self-employed. The self-employed includes both the incorporated and unincorporated self-employed.

NOTE: For multiple jobholders, contingent status is based on their main job—the one at which they usually work the greatest number of hours. Full time is 35 hours or more per week, and part time is less than 35 hours. Hours vary is for people whose usual hours vary above and below the threshold for full-time work on their sole or main job.

**Table 3. Multiple jobholders by contingent status on second job and selected demographic characteristics, July 2023**

(Numbers in thousands)

| Characteristic                                       | Total multiple jobholders | Status on second job |                                      |                |                                      |
|--|---------------------------|----------------------|--------------------------------------|----------------|--------------------------------------|
|  |                           | Contingent           |                                      | Not contingent |                                      |
|  |                           | Number               | Percent of total multiple jobholders | Number         | Percent of total multiple jobholders |
| <b>Age and sex</b>                                   |                           |                      |                                      |                |                                      |
| Total, 16 years and over.....                        | 8,393                     | 1,076                | 12.8                                 | 6,950          | 82.8                                 |
| 16 to 24 years.....                                  | 1,145                     | 214                  | 18.7                                 | 870            | 76.0                                 |
| 25 to 54 years.....                                  | 5,548                     | 698                  | 12.6                                 | 4,597          | 82.8                                 |
| 55 years and over.....                               | 1,700                     | 164                  | 9.6                                  | 1,483          | 87.2                                 |
| Men, 16 years and over.....                          | 4,025                     | 460                  | 11.4                                 | 3,416          | 84.9                                 |
| 16 to 24 years.....                                  | 451                       | 94                   | 20.8                                 | 346            | 76.7                                 |
| 25 to 54 years.....                                  | 2,680                     | 301                  | 11.2                                 | 2,276          | 84.9                                 |
| 55 years and over.....                               | 894                       | 65                   | 7.3                                  | 794            | 88.8                                 |
| Women, 16 years and over.....                        | 4,368                     | 616                  | 14.1                                 | 3,533          | 80.9                                 |
| 16 to 24 years.....                                  | 694                       | 120                  | 17.3                                 | 524            | 75.5                                 |
| 25 to 54 years.....                                  | 2,868                     | 397                  | 13.9                                 | 2,320          | 80.9                                 |
| 55 years and over.....                               | 806                       | 99                   | 12.2                                 | 690            | 85.5                                 |
| <b>Race and Hispanic or Latino ethnicity</b>         |                           |                      |                                      |                |                                      |
| Total, 16 years and over.....                        | 8,393                     | 1,076                | 12.8                                 | 6,950          | 82.8                                 |
| Men.....   | 4,025                     | 460                  | 11.4                                 | 3,416          | 84.9                                 |
| Women.....   | 4,368                     | 616                  | 14.1                                 | 3,533          | 80.9                                 |
| White.....   | 6,203                     | 719                  | 11.6                                 | 5,252          | 84.7                                 |
| Black or African American.....                       | 1,393                     | 214                  | 15.3                                 | 1,073          | 77.0                                 |
| Asian.....   | 420                       | 55                   | 13.0                                 | 360            | 85.7                                 |
| Hispanic or Latino ethnicity.....                    | 1,123                     | 165                  | 14.6                                 | 934            | 83.2                                 |
| <b>School enrollment</b>                             |                           |                      |                                      |                |                                      |
| Total, 16 to 54 years.....                           | 6,693                     | 912                  | 13.6                                 | 5,466          | 81.7                                 |
| Enrolled in school.....                              | 687                       | 146                  | 21.2                                 | 510            | 74.3                                 |
| Not enrolled in school.....                          | 6,006                     | 767                  | 12.8                                 | 4,956          | 82.5                                 |
| <b>Educational attainment</b>                        |                           |                      |                                      |                |                                      |
| Total, 25 years and over.....                        | 7,248                     | 862                  | 11.9                                 | 6,080          | 83.9                                 |
| Less than a high school diploma.....                 | 206                       | 34                   | 16.5                                 | 160            | 77.5                                 |
| High school graduates, no college <sup>1</sup> ..... | 1,157                     | 97                   | 8.4                                  | 1,004          | 86.8                                 |
| Some college or associate degree.....                | 1,962                     | 244                  | 12.4                                 | 1,657          | 84.5                                 |
| Bachelor's degree and higher <sup>2</sup> .....      | 3,924                     | 488                  | 12.4                                 | 3,260          | 83.1                                 |
| Bachelor's degree only.....                          | 2,132                     | 222                  | 10.4                                 | 1,818          | 85.2                                 |
| Advanced degree <sup>3</sup> .....                   | 1,791                     | 266                  | 14.8                                 | 1,442          | 80.5                                 |

<sup>1</sup>Includes people with a high school diploma or equivalent.

<sup>2</sup>Includes people with bachelor's, master's, professional, and doctoral degrees.

<sup>3</sup>Includes people with master's, professional, and doctoral degrees.

NOTE: Contingent status on the second job is not available for a small share of multiple jobholders; thus, the number of contingent and not contingent second jobs will not sum to total. Estimates for the race groups (White, Black or African American, and Asian) do not sum to total because data are not presented for all races. People whose ethnicity is identified as Hispanic or Latino may be of any race. Detail for other characteristics may not sum to total due to rounding.

**Table 3a. Percent distribution of multiple jobholders by contingent status on second job and selected demographic characteristics, July 2023**

(Percent distribution)

| Characteristic                                       | Total multiple jobholders | Status on second job |                |
|--|---------------------------|----------------------|----------------|
|  |                           | Contingent           | Not contingent |
| <b>Age and sex</b>                                   |                           |                      |                |
| Total, 16 years and over (in thousands).....         | 8,393                     | 1,076                | 6,950          |
| Percent.....   | 100.0                     | 100.0                | 100.0          |
| 16 to 24 years.....                                  | 13.6                      | 19.9                 | 12.5           |
| 25 to 54 years.....                                  | 66.1                      | 64.9                 | 66.1           |
| 55 years and over.....                               | 20.3                      | 15.2                 | 21.3           |
| Men, 16 years and over (in thousands).....           | 4,025                     | 460                  | 3,416          |
| Percent.....   | 100.0                     | 100.0                | 100.0          |
| 16 to 24 years.....                                  | 11.2                      | 20.4                 | 10.1           |
| 25 to 54 years.....                                  | 66.6                      | 65.5                 | 66.6           |
| 55 years and over.....                               | 22.2                      | 14.2                 | 23.2           |
| Women, 16 years and over (in thousands)....          | 4,368                     | 616                  | 3,533          |
| Percent.....   | 100.0                     | 100.0                | 100.0          |
| 16 to 24 years.....                                  | 15.9                      | 19.5                 | 14.8           |
| 25 to 54 years.....                                  | 65.7                      | 64.5                 | 65.7           |
| 55 years and over.....                               | 18.5                      | 16.0                 | 19.5           |
| <b>Race and Hispanic or Latino ethnicity</b>         |                           |                      |                |
| Total, 16 years and over (in thousands).....         | 8,393                     | 1,076                | 6,950          |
| Percent.....   | 100.0                     | 100.0                | 100.0          |
| Men.....   | 48.0                      | 42.7                 | 49.2           |
| Women.....   | 52.0                      | 57.3                 | 50.8           |
| White.....   | 73.9                      | 66.8                 | 75.6           |
| Black or African American.....                       | 16.6                      | 19.9                 | 15.4           |
| Asian.....   | 5.0                       | 5.1                  | 5.2            |
| Hispanic or Latino ethnicity.....                    | 13.4                      | 15.3                 | 13.4           |
| <b>School enrollment</b>                             |                           |                      |                |
| Total, 16 to 54 years (in thousands).....            | 6,693                     | 912                  | 5,466          |
| Percent.....   | 100.0                     | 100.0                | 100.0          |
| Enrolled in school.....                              | 10.3                      | 16.0                 | 9.3            |
| Not enrolled in school.....                          | 89.7                      | 84.0                 | 90.7           |
| <b>Educational attainment</b>                        |                           |                      |                |
| Total, 25 years and over (in thousands).....         | 7,248                     | 862                  | 6,080          |
| Percent.....   | 100.0                     | 100.0                | 100.0          |
| Less than a high school diploma.....                 | 2.8                       | 4.0                  | 2.6            |
| High school graduates, no college <sup>1</sup> ..... | 16.0                      | 11.2                 | 16.5           |
| Some college or associate degree.....                | 27.1                      | 28.3                 | 27.3           |
| Bachelor's degree and higher <sup>2</sup> .....      | 54.1                      | 56.5                 | 53.6           |
| Bachelor's degree only.....                          | 29.4                      | 25.7                 | 29.9           |
| Advanced degree <sup>3</sup> .....                   | 24.7                      | 30.8                 | 23.7           |

<sup>1</sup>Includes people with a high school diploma or equivalent.

<sup>2</sup>Includes people with bachelor's, master's, professional, and doctoral degrees.

<sup>3</sup>Includes people with master's, professional, and doctoral degrees.

NOTE: Contingent status on the second job is not available for a small share of multiple jobholders; thus, the number of contingent and not contingent second jobs will not sum to total. Estimates for the race groups (White, Black or African American, and Asian) do not sum to total because data are not presented for all races. People whose ethnicity is identified as Hispanic or Latino may be of any race. Detail for other characteristics may not sum to total due to rounding.

**Table 4. Multiple jobholders by contingent status on second job, usual full- or part-time status, occupation, industry, and class of worker, July 2023**

(Numbers in thousands)

| Characteristic  | Total multiple jobholders | Status on second job |                                      |                |                                      |
|---|---------------------------|----------------------|--------------------------------------|----------------|--------------------------------------|
|   |                           | Contingent           |                                      | Not contingent |                                      |
|   |                           | Number               | Percent of total multiple jobholders | Number         | Percent of total multiple jobholders |
| Total, 16 years and over.....                                     | 8,393                     | 1,076                | 12.8                                 | 6,950          | 82.8                                 |
| <b>Usual full- or part-time status (all jobs combined)</b>        |                           |                      |                                      |                |                                      |
| Full-time workers.....  | 7,361                     | 856                  | 11.6                                 | 6,188          | 84.1                                 |
| Part-time workers.....  | 1,032                     | 220                  | 21.3                                 | 762            | 73.8                                 |
| <b>Usual hours of second job<sup>1</sup></b>                      |                           |                      |                                      |                |                                      |
| Full time.....  | 537                       | 62                   | 11.6                                 | 426            | 79.2                                 |
| Part time.....  | 7,021                     | 934                  | 13.3                                 | 5,822          | 82.9                                 |
| Hours vary.....   | 835                       | 80                   | 9.6                                  | 702            | 84.0                                 |
| <b>Occupation of second job</b>                                   |                           |                      |                                      |                |                                      |
| Management, professional, and related occupations.....            | 3,261                     | 450                  | 13.8                                 | 2,792          | 85.6                                 |
| Management, business, and financial operations occupations.....   | 1,306                     | 138                  | 10.6                                 | 1,162          | 88.9                                 |
| Professional and related occupations.....                         | 1,954                     | 312                  | 15.9                                 | 1,630          | 83.4                                 |
| Service occupations.....  | 2,037                     | 314                  | 15.4                                 | 1,715          | 84.2                                 |
| Sales and office occupations.....                                 | 1,573                     | 216                  | 13.7                                 | 1,336          | 85.0                                 |
| Natural resources, construction, and maintenance occupations..... | 364                       | 17                   | 4.5                                  | 348            | 95.5                                 |
| Production, transportation, and material moving occupations.....  | 551                       | 65                   | 11.8                                 | 486            | 88.2                                 |
| <b>Industry of second job</b>                                     |                           |                      |                                      |                |                                      |
| Agriculture and related industries.....                           | 350                       | 11                   | 3.2                                  | 338            | 96.8                                 |
| Nonagricultural industries.....                                   | 7,482                     | 1,058                | 14.1                                 | 6,376          | 85.2                                 |
| Mining, quarrying, and oil and gas extraction.....                | 8                         | -                    | -                                    | 8              | -                                    |
| Construction.....   | 212                       | 15                   | 7.0                                  | 197            | 93.0                                 |
| Manufacturing.....  | 219                       | 14                   | 6.6                                  | 205            | 93.4                                 |
| Wholesale and retail trade.....                                   | 933                       | 77                   | 8.2                                  | 845            | 90.6                                 |
| Transportation and utilities.....                                 | 413                       | 99                   | 23.9                                 | 315            | 76.1                                 |
| Information.....  | 154                       | 12                   | 7.8                                  | 142            | 92.2                                 |
| Financial activities.....   | 546                       | 32                   | 5.9                                  | 509            | 93.2                                 |
| Professional and business services.....                           | 1,078                     | 142                  | 13.2                                 | 932            | 86.5                                 |
| Education and health services.....                                | 1,797                     | 282                  | 15.7                                 | 1,500          | 83.5                                 |
| Leisure and hospitality.....                                      | 1,375                     | 238                  | 17.3                                 | 1,127          | 82.0                                 |
| Other services.....   | 568                       | 110                  | 19.4                                 | 456            | 80.3                                 |
| Public administration.....  | 179                       | 38                   | 21.3                                 | 140            | 78.7                                 |
| <b>Class of worker of second job<sup>2</sup></b>                  |                           |                      |                                      |                |                                      |
| Wage and salary workers.....                                      | 5,366                     | 861                  | 16.0                                 | 4,505          | 84.0                                 |
| Self-employed workers.....  | 2,660                     | 215                  | 8.1                                  | 2,445          | 91.9                                 |

<sup>1</sup> Hours data for second job refer to hours at all jobs other than the main job.

<sup>2</sup> Wage and salary workers exclude all of the self-employed. The self-employed includes both the incorporated and unincorporated self-employed.

NOTE: Class of worker, industry, and occupation data about second jobs are not available for a small share of multiple jobholders; these estimates may not sum to total. This also means that contingent status on the second job is not available for a small share of multiple jobholders, and the number of contingent and not contingent second jobs will not sum to total. Full time is 35 hours or more per week, and part time is less than 35 hours. Hours vary is for people whose usual hours vary above and below the threshold for full-time work on all jobs other than their main job. Dash indicates no data or data that do not meet publication criteria (values not shown where base is less than 75,000).

**Table 4a. Percent distribution of multiple jobholders by contingent status on second job, usual full- or part-time status, occupation, industry, and class of worker, July 2023**

(Percent distribution)

| Characteristic  | Total multiple jobholders | Status on second job |                |
|---|---------------------------|----------------------|----------------|
|   |                           | Contingent           | Not contingent |
| Total, 16 years and over (in thousands).....                      | 8,393                     | 1,076                | 6,950          |
| Percent.....  | 100.0                     | 100.0                | 100.0          |
| <b>Usual full- or part-time status (all jobs combined)</b>        |                           |                      |                |
| Full-time workers.....  | 87.7                      | 79.5                 | 89.0           |
| Part-time workers.....  | 12.3                      | 20.5                 | 11.0           |
| <b>Usual hours of second job<sup>1</sup></b>                      |                           |                      |                |
| Full time.....  | 6.4                       | 5.8                  | 6.1            |
| Part time.....  | 83.6                      | 86.7                 | 83.8           |
| Hours vary.....   | 10.0                      | 7.5                  | 10.1           |
| <b>Occupation of second job</b>                                   |                           |                      |                |
| Management, professional, and related occupations.....            | 38.9                      | 41.8                 | 40.2           |
| Management, business, and financial operations occupations.....   | 15.6                      | 12.9                 | 16.7           |
| Professional and related occupations.....                         | 23.3                      | 29.0                 | 23.5           |
| Service occupations.....  | 24.3                      | 29.1                 | 24.7           |
| Sales and office occupations.....                                 | 18.7                      | 20.1                 | 19.2           |
| Natural resources, construction, and maintenance occupations..... | 4.3                       | 1.5                  | 5.0            |
| Production, transportation, and material moving occupations.....  | 6.6                       | 6.1                  | 7.0            |
| <b>Industry of second job</b>                                     |                           |                      |                |
| Agriculture and related industries.....                           | 4.2                       | 1.1                  | 4.9            |
| Nonagricultural industries.....                                   | 89.1                      | 98.3                 | 91.7           |
| Mining, quarrying, and oil and gas extraction.....                | 0.1                       | -                    | 0.1            |
| Construction.....   | 2.5                       | 1.4                  | 2.8            |
| Manufacturing.....  | 2.6                       | 1.3                  | 2.9            |
| Wholesale and retail trade.....                                   | 11.1                      | 7.1                  | 12.2           |
| Transportation and utilities.....                                 | 4.9                       | 9.2                  | 4.5            |
| Information.....  | 1.8                       | 1.1                  | 2.0            |
| Financial activities.....   | 6.5                       | 3.0                  | 7.3            |
| Professional and business services.....                           | 12.8                      | 13.2                 | 13.4           |
| Education and health services.....                                | 21.4                      | 26.2                 | 21.6           |
| Leisure and hospitality.....                                      | 16.4                      | 22.1                 | 16.2           |
| Other services.....   | 6.8                       | 10.2                 | 6.6            |
| Public administration.....  | 2.1                       | 3.5                  | 2.0            |
| <b>Class of worker of second job<sup>2</sup></b>                  |                           |                      |                |
| Wage and salary workers.....                                      | 63.9                      | 80.0                 | 64.8           |
| Self-employed workers.....  | 31.7                      | 20.0                 | 35.2           |

<sup>1</sup> Hours data for second job refer to hours at all jobs other than the main job.

<sup>2</sup> Wage and salary workers exclude all of the self-employed. The self-employed includes both the incorporated and unincorporated self-employed.

NOTE: Class of worker, industry, and occupation data about second jobs are not available for a small share of multiple jobholders; these estimates may not sum to total. This also means that contingent status on the second job is not available for a small share of multiple jobholders, and the number of contingent and not contingent second jobs will not sum to total. Full time is 35 hours or more per week, and part time is less than 35 hours. Hours vary is for people whose usual hours vary above and below the threshold for full-time work on all jobs other than their main job. Dash indicates no data or data that do not meet publication criteria (values not shown where base is less than 75,000).



**Table 5. Employed workers with alternative and traditional work arrangements on sole or main job by selected demographic characteristics, July 2023**

(Numbers in thousands)

| Characteristic                               | Total employed | Status on sole or main job            |                           |                 |                           |                               |                           |                                    |                           |                                       |                           |
|--|----------------|---------------------------------------|---------------------------|-----------------|---------------------------|-------------------------------|---------------------------|------------------------------------|---------------------------|---------------------------------------|---------------------------|
|  |                | Workers with alternative arrangements |                           |                 |                           |                               |                           |                                    |                           | Workers with traditional arrangements |                           |
|  |                | Independent contractors               |                           | On-call workers |                           | Temporary help agency workers |                           | Workers provided by contract firms |                           |                                       |                           |
|  |                | Number                                | Percent of total employed | Number          | Percent of total employed | Number                        | Percent of total employed | Number                             | Percent of total employed | Number                                | Percent of total employed |
| <b>Age and sex</b>                           |                |                                       |                           |                 |                           |                               |                           |                                    |                           |                                       |                           |
| Total, 16 years and over.....                | 161,878        | 11,904                                | 7.4                       | 2,771           | 1.7                       | 945                           | 0.6                       | 862                                | 0.5                       | 145,536                               | 89.9                      |
| 16 to 24 years.....                          | 21,575         | 478                                   | 2.2                       | 393             | 1.8                       | 112                           | 0.5                       | 127                                | 0.6                       | 20,487                                | 95.0                      |
| 16 to 19 years.....                          | 6,425          | 113                                   | 1.8                       | 120             | 1.9                       | 20                            | 0.3                       | 25                                 | 0.4                       | 6,147                                 | 95.7                      |
| 20 to 24 years.....                          | 15,150         | 365                                   | 2.4                       | 272             | 1.8                       | 92                            | 0.6                       | 103                                | 0.7                       | 14,340                                | 94.7                      |
| 25 to 54 years.....                          | 102,899        | 7,136                                 | 6.9                       | 1,675           | 1.6                       | 599                           | 0.6                       | 518                                | 0.5                       | 93,037                                | 90.4                      |
| 25 to 34 years.....                          | 36,221         | 1,750                                 | 4.8                       | 649             | 1.8                       | 282                           | 0.8                       | 140                                | 0.4                       | 33,419                                | 92.3                      |
| 35 to 44 years.....                          | 35,010         | 2,673                                 | 7.6                       | 507             | 1.4                       | 188                           | 0.5                       | 237                                | 0.7                       | 31,434                                | 89.8                      |
| 45 to 54 years.....                          | 31,667         | 2,713                                 | 8.6                       | 519             | 1.6                       | 129                           | 0.4                       | 141                                | 0.4                       | 28,183                                | 89.0                      |
| 55 years and over.....                       | 37,404         | 4,290                                 | 11.5                      | 704             | 1.9                       | 234                           | 0.6                       | 217                                | 0.6                       | 32,012                                | 85.6                      |
| 55 to 64 years.....                          | 26,517         | 2,454                                 | 9.3                       | 457             | 1.7                       | 160                           | 0.6                       | 163                                | 0.6                       | 23,321                                | 87.9                      |
| 65 years and over.....                       | 10,887         | 1,835                                 | 16.9                      | 247             | 2.3                       | 74                            | 0.7                       | 53                                 | 0.5                       | 8,691                                 | 79.8                      |
| Men, 16 years and over.....                  | 86,374         | 7,528                                 | 8.7                       | 1,653           | 1.9                       | 460                           | 0.5                       | 562                                | 0.7                       | 76,284                                | 88.3                      |
| 16 to 24 years.....                          | 10,855         | 313                                   | 2.9                       | 243             | 2.2                       | 74                            | 0.7                       | 63                                 | 0.6                       | 10,184                                | 93.8                      |
| 25 to 54 years.....                          | 55,425         | 4,346                                 | 7.8                       | 1,044           | 1.9                       | 295                           | 0.5                       | 359                                | 0.6                       | 49,432                                | 89.2                      |
| 25 to 34 years.....                          | 19,514         | 1,019                                 | 5.2                       | 407             | 2.1                       | 173                           | 0.9                       | 118                                | 0.6                       | 17,816                                | 91.3                      |
| 35 to 44 years.....                          | 19,046         | 1,686                                 | 8.9                       | 285             | 1.5                       | 75                            | 0.4                       | 163                                | 0.9                       | 16,851                                | 88.5                      |
| 45 to 54 years.....                          | 16,866         | 1,640                                 | 9.7                       | 352             | 2.1                       | 48                            | 0.3                       | 78                                 | 0.5                       | 14,765                                | 87.5                      |
| 55 years and over.....                       | 20,094         | 2,869                                 | 14.3                      | 366             | 1.8                       | 90                            | 0.4                       | 140                                | 0.7                       | 16,668                                | 83.0                      |
| 55 to 64 years.....                          | 14,162         | 1,659                                 | 11.7                      | 250             | 1.8                       | 63                            | 0.4                       | 108                                | 0.8                       | 12,113                                | 85.5                      |
| 65 years and over.....                       | 5,932          | 1,210                                 | 20.4                      | 116             | 1.9                       | 27                            | 0.5                       | 32                                 | 0.5                       | 4,556                                 | 76.8                      |
| Women, 16 years and over.....                | 75,504         | 4,376                                 | 5.8                       | 1,119           | 1.5                       | 485                           | 0.6                       | 300                                | 0.4                       | 69,252                                | 91.7                      |
| 16 to 24 years.....                          | 10,719         | 165                                   | 1.5                       | 150             | 1.4                       | 38                            | 0.4                       | 64                                 | 0.6                       | 10,303                                | 96.1                      |
| 25 to 54 years.....                          | 47,474         | 2,791                                 | 5.9                       | 631             | 1.3                       | 303                           | 0.6                       | 159                                | 0.3                       | 43,605                                | 91.9                      |
| 25 to 34 years.....                          | 16,707         | 730                                   | 4.4                       | 242             | 1.4                       | 110                           | 0.7                       | 22                                 | 0.1                       | 15,603                                | 93.4                      |
| 35 to 44 years.....                          | 15,965         | 987                                   | 6.2                       | 223             | 1.4                       | 112                           | 0.7                       | 74                                 | 0.5                       | 14,584                                | 91.4                      |
| 45 to 54 years.....                          | 14,802         | 1,073                                 | 7.2                       | 167             | 1.1                       | 81                            | 0.5                       | 63                                 | 0.4                       | 13,418                                | 90.7                      |
| 55 years and over.....                       | 17,311         | 1,421                                 | 8.2                       | 338             | 2.0                       | 144                           | 0.8                       | 76                                 | 0.4                       | 15,344                                | 88.6                      |
| 55 to 64 years.....                          | 12,355         | 796                                   | 6.4                       | 207             | 1.7                       | 96                            | 0.8                       | 55                                 | 0.4                       | 11,209                                | 90.7                      |
| 65 years and over.....                       | 4,956          | 625                                   | 12.6                      | 131             | 2.6                       | 48                            | 1.0                       | 21                                 | 0.4                       | 4,135                                 | 83.4                      |
| <b>Race and Hispanic or Latino ethnicity</b> |                |                                       |                           |                 |                           |                               |                           |                                    |                           |                                       |                           |
| Total, 16 years and over.....                | 161,878        | 11,904                                | 7.4                       | 2,771           | 1.7                       | 945                           | 0.6                       | 862                                | 0.5                       | 145,536                               | 89.9                      |
| Men.....                                     | 86,374         | 7,528                                 | 8.7                       | 1,653           | 1.9                       | 460                           | 0.5                       | 562                                | 0.7                       | 76,284                                | 88.3                      |
| Women.....                                   | 75,504         | 4,376                                 | 5.8                       | 1,119           | 1.5                       | 485                           | 0.6                       | 300                                | 0.4                       | 69,252                                | 91.7                      |
| White.....                                   | 124,074        | 9,782                                 | 7.9                       | 2,141           | 1.7                       | 638                           | 0.5                       | 629                                | 0.5                       | 110,993                               | 89.5                      |
| Men.....                                     | 67,235         | 6,247                                 | 9.3                       | 1,292           | 1.9                       | 315                           | 0.5                       | 433                                | 0.6                       | 59,034                                | 87.8                      |
| Women.....                                   | 56,839         | 3,535                                 | 6.2                       | 849             | 1.5                       | 323                           | 0.6                       | 196                                | 0.3                       | 51,959                                | 91.4                      |
| Black or African American.....               | 20,594         | 1,120                                 | 5.4                       | 307             | 1.5                       | 205                           | 1.0                       | 129                                | 0.6                       | 18,860                                | 91.6                      |
| Men.....                                     | 9,959          | 659                                   | 6.6                       | 177             | 1.8                       | 99                            | 1.0                       | 71                                 | 0.7                       | 8,979                                 | 90.2                      |
| Women.....                                   | 10,635         | 460                                   | 4.3                       | 130             | 1.2                       | 106                           | 1.0                       | 58                                 | 0.5                       | 9,881                                 | 92.9                      |

See footnotes at end of table.

**Table 5. Employed workers with alternative and traditional work arrangements on sole or main job by selected demographic characteristics, July 2023 -- Continued**

(Numbers in thousands)

| Characteristic                                       | Total employed | Status on sole or main job            |                           |                 |                           |                               |                           |                                    |                           |                                       |                           |
|--|----------------|---------------------------------------|---------------------------|-----------------|---------------------------|-------------------------------|---------------------------|------------------------------------|---------------------------|---------------------------------------|---------------------------|
|  |                | Workers with alternative arrangements |                           |                 |                           |                               |                           |                                    |                           | Workers with traditional arrangements |                           |
|  |                | Independent contractors               |                           | On-call workers |                           | Temporary help agency workers |                           | Workers provided by contract firms |                           |                                       |                           |
|  |                | Number                                | Percent of total employed | Number          | Percent of total employed | Number                        | Percent of total employed | Number                             | Percent of total employed | Number                                | Percent of total employed |
| Asian.....   | 11,041         | 598                                   | 5.4                       | 148             | 1.3                       | 61                            | 0.6                       | 68                                 | 0.6                       | 10,171                                | 92.1                      |
| Men.....   | 5,878          | 373                                   | 6.3                       | 112             | 1.9                       | 37                            | 0.6                       | 40                                 | 0.7                       | 5,316                                 | 90.4                      |
| Women.....   | 5,163          | 225                                   | 4.4                       | 36              | 0.7                       | 24                            | 0.5                       | 28                                 | 0.5                       | 4,855                                 | 94.0                      |
| Hispanic or Latino ethnicity.....                    | 29,883         | 2,225                                 | 7.4                       | 645             | 2.2                       | 339                           | 1.1                       | 221                                | 0.7                       | 26,504                                | 88.7                      |
| Men.....   | 16,889         | 1,568                                 | 9.3                       | 388             | 2.3                       | 178                           | 1.1                       | 171                                | 1.0                       | 14,626                                | 86.6                      |
| Women.....   | 12,994         | 657                                   | 5.1                       | 258             | 2.0                       | 161                           | 1.2                       | 50                                 | 0.4                       | 11,878                                | 91.4                      |
| <b>School enrollment</b>                             |                |                                       |                           |                 |                           |                               |                           |                                    |                           |                                       |                           |
| Total, 16 to 54 years.....                           | 124,473        | 7,614                                 | 6.1                       | 2,068           | 1.7                       | 711                           | 0.6                       | 645                                | 0.5                       | 113,523                               | 91.2                      |
| Enrolled in school.....                              | 8,432          | 229                                   | 2.7                       | 150             | 1.8                       | 45                            | 0.5                       | 41                                 | 0.5                       | 7,971                                 | 94.5                      |
| Not enrolled in school.....                          | 116,042        | 7,385                                 | 6.4                       | 1,918           | 1.7                       | 666                           | 0.6                       | 604                                | 0.5                       | 105,553                               | 91.0                      |
| Total, 16 to 24 years.....                           | 21,575         | 478                                   | 2.2                       | 393             | 1.8                       | 112                           | 0.5                       | 127                                | 0.6                       | 20,487                                | 95.0                      |
| Enrolled in school.....                              | 5,343          | 70                                    | 1.3                       | 86              | 1.6                       | 36                            | 0.7                       | 31                                 | 0.6                       | 5,120                                 | 95.8                      |
| Not enrolled in school.....                          | 16,231         | 408                                   | 2.5                       | 307             | 1.9                       | 76                            | 0.5                       | 97                                 | 0.6                       | 15,366                                | 94.7                      |
| Total, 25 to 54 years.....                           | 102,899        | 7,136                                 | 6.9                       | 1,675           | 1.6                       | 599                           | 0.6                       | 518                                | 0.5                       | 93,037                                | 90.4                      |
| Enrolled in school.....                              | 3,088          | 159                                   | 5.1                       | 64              | 2.1                       | 9                             | 0.3                       | 10                                 | 0.3                       | 2,851                                 | 92.3                      |
| Not enrolled in school.....                          | 99,810         | 6,977                                 | 7.0                       | 1,611           | 1.6                       | 590                           | 0.6                       | 508                                | 0.5                       | 90,186                                | 90.4                      |
| <b>Educational attainment</b>                        |                |                                       |                           |                 |                           |                               |                           |                                    |                           |                                       |                           |
| Total, 25 years and over.....                        | 140,303        | 11,426                                | 8.1                       | 2,379           | 1.7                       | 833                           | 0.6                       | 735                                | 0.5                       | 125,049                               | 89.1                      |
| Less than a high school diploma.....                 | 7,868          | 837                                   | 10.6                      | 261             | 3.3                       | 92                            | 1.2                       | 87                                 | 1.1                       | 6,620                                 | 84.1                      |
| High school graduates, no college <sup>1</sup> ..... | 33,488         | 2,658                                 | 7.9                       | 620             | 1.9                       | 221                           | 0.7                       | 236                                | 0.7                       | 29,809                                | 89.0                      |
| Some college or associate degree.....                | 34,657         | 2,867                                 | 8.3                       | 724             | 2.1                       | 202                           | 0.6                       | 142                                | 0.4                       | 30,731                                | 88.7                      |
| Bachelor's degree and higher <sup>2</sup> .....      | 64,290         | 5,064                                 | 7.9                       | 775             | 1.2                       | 317                           | 0.5                       | 269                                | 0.4                       | 57,889                                | 90.0                      |
| Bachelor's degree only.....                          | 39,180         | 3,279                                 | 8.4                       | 510             | 1.3                       | 208                           | 0.5                       | 142                                | 0.4                       | 35,059                                | 89.5                      |
| Advanced degree <sup>3</sup> .....                   | 25,110         | 1,785                                 | 7.1                       | 265             | 1.1                       | 109                           | 0.4                       | 127                                | 0.5                       | 22,831                                | 90.9                      |

<sup>1</sup>Includes people with a high school diploma or equivalent.

<sup>2</sup>Includes people with bachelor's, master's, professional, and doctoral degrees.

<sup>3</sup>Includes people with master's, professional, and doctoral degrees.

NOTE: Workers with traditional arrangements are those who do not fall into any of the "alternative arrangements" categories. Detail may not sum to total because there are a small number of workers who were both "on call" and "provided by contract firms." For multiple jobholders, work arrangements are based on their main job—the one at which they usually work the greatest number of hours. Estimates for the race groups (White, Black or African American, and Asian) do not sum to total because data are not presented for all races. People whose ethnicity is identified as Hispanic or Latino may be of any race. Detail for other characteristics may not sum to total due to rounding.

**Table 5a. Percent distribution of employed workers with alternative and traditional work arrangements on sole or main job by selected demographic characteristics, July 2023**

(Percent distribution)

| Characteristic                               | Total employed | Status on sole or main job            |                 |                               |                                    |                                       |
|--|----------------|---------------------------------------|-----------------|-------------------------------|------------------------------------|---------------------------------------|
|  |                | Workers with alternative arrangements |                 |                               |                                    | Workers with traditional arrangements |
|  |                | Independent contractors               | On-call workers | Temporary help agency workers | Workers provided by contract firms |                                       |
| <b>Age and sex</b>                           |                |                                       |                 |                               |                                    |                                       |
| Total, 16 years and over (in thousands)..... | 161,878        | 11,904                                | 2,771           | 945                           | 862                                | 145,536                               |
| Percent.....                                 | 100.0          | 100.0                                 | 100.0           | 100.0                         | 100.0                              | 100.0                                 |
| 16 to 24 years.....                          | 13.3           | 4.0                                   | 14.2            | 11.9                          | 14.8                               | 14.1                                  |
| 16 to 19 years.....                          | 4.0            | 0.9                                   | 4.3             | 2.1                           | 2.9                                | 4.2                                   |
| 20 to 24 years.....                          | 9.4            | 3.1                                   | 9.8             | 9.7                           | 11.9                               | 9.9                                   |
| 25 to 54 years.....                          | 63.6           | 60.0                                  | 60.4            | 63.4                          | 60.1                               | 63.9                                  |
| 25 to 34 years.....                          | 22.4           | 14.7                                  | 23.4            | 29.9                          | 16.2                               | 23.0                                  |
| 35 to 44 years.....                          | 21.6           | 22.5                                  | 18.3            | 19.9                          | 27.5                               | 21.6                                  |
| 45 to 54 years.....                          | 19.6           | 22.8                                  | 18.7            | 13.6                          | 16.4                               | 19.4                                  |
| 55 years and over.....                       | 23.1           | 36.0                                  | 25.4            | 24.8                          | 25.1                               | 22.0                                  |
| 55 to 64 years.....                          | 16.4           | 20.6                                  | 16.5            | 16.9                          | 18.9                               | 16.0                                  |
| 65 years and over.....                       | 6.7            | 15.4                                  | 8.9             | 7.9                           | 6.2                                | 6.0                                   |
| Men, 16 years and over (in thousands).....   | 86,374         | 7,528                                 | 1,653           | 460                           | 562                                | 76,284                                |
| Percent.....                                 | 100.0          | 100.0                                 | 100.0           | 100.0                         | 100.0                              | 100.0                                 |
| 16 to 24 years.....                          | 12.6           | 4.2                                   | 14.7            | 16.2                          | 11.3                               | 13.4                                  |
| 25 to 54 years.....                          | 64.2           | 57.7                                  | 63.2            | 64.3                          | 63.8                               | 64.8                                  |
| 25 to 34 years.....                          | 22.6           | 13.5                                  | 24.6            | 37.5                          | 20.9                               | 23.4                                  |
| 35 to 44 years.....                          | 22.1           | 22.4                                  | 17.2            | 16.3                          | 28.9                               | 22.1                                  |
| 45 to 54 years.....                          | 19.5           | 21.8                                  | 21.3            | 10.4                          | 13.9                               | 19.4                                  |
| 55 years and over.....                       | 23.3           | 38.1                                  | 22.1            | 19.6                          | 25.0                               | 21.9                                  |
| 55 to 64 years.....                          | 16.4           | 22.0                                  | 15.1            | 13.8                          | 19.3                               | 15.9                                  |
| 65 years and over.....                       | 6.9            | 16.1                                  | 7.0             | 5.8                           | 5.7                                | 6.0                                   |
| Women, 16 years and over (in thousands)..... | 75,504         | 4,376                                 | 1,119           | 485                           | 300                                | 69,252                                |
| Percent.....                                 | 100.0          | 100.0                                 | 100.0           | 100.0                         | 100.0                              | 100.0                                 |
| 16 to 24 years.....                          | 14.2           | 3.8                                   | 13.4            | 7.8                           | 21.3                               | 14.9                                  |
| 25 to 54 years.....                          | 62.9           | 63.8                                  | 56.4            | 62.5                          | 53.2                               | 63.0                                  |
| 25 to 34 years.....                          | 22.1           | 16.7                                  | 21.6            | 22.6                          | 7.4                                | 22.5                                  |
| 35 to 44 years.....                          | 21.1           | 22.6                                  | 19.9            | 23.2                          | 24.7                               | 21.1                                  |
| 45 to 54 years.....                          | 19.6           | 24.5                                  | 14.9            | 16.7                          | 21.1                               | 19.4                                  |
| 55 years and over.....                       | 22.9           | 32.5                                  | 30.2            | 29.7                          | 25.5                               | 22.2                                  |
| 55 to 64 years.....                          | 16.4           | 18.2                                  | 18.5            | 19.9                          | 18.4                               | 16.2                                  |
| 65 years and over.....                       | 6.6            | 14.3                                  | 11.7            | 9.8                           | 7.1                                | 6.0                                   |
| <b>Race and Hispanic or Latino ethnicity</b> |                |                                       |                 |                               |                                    |                                       |
| Total, 16 years and over (in thousands)..... | 161,878        | 11,904                                | 2,771           | 945                           | 862                                | 145,536                               |
| Percent.....                                 | 100.0          | 100.0                                 | 100.0           | 100.0                         | 100.0                              | 100.0                                 |
| Men.....                                     | 53.4           | 63.2                                  | 59.6            | 48.6                          | 65.2                               | 52.4                                  |
| Women.....                                   | 46.6           | 36.8                                  | 40.4            | 51.4                          | 34.8                               | 47.6                                  |
| White.....                                   | 76.6           | 82.2                                  | 77.2            | 67.5                          | 73.0                               | 76.3                                  |
| Men.....                                     | 41.5           | 52.5                                  | 46.6            | 33.3                          | 50.3                               | 40.6                                  |
| Women.....                                   | 35.1           | 29.7                                  | 30.6            | 34.2                          | 22.7                               | 35.7                                  |
| Black or African American.....               | 12.7           | 9.4                                   | 11.1            | 21.7                          | 14.9                               | 13.0                                  |
| Men.....                                     | 6.2            | 5.5                                   | 6.4             | 10.5                          | 8.2                                | 6.2                                   |
| Women.....                                   | 6.6            | 3.9                                   | 4.7             | 11.2                          | 6.7                                | 6.8                                   |
| Asian.....                                   | 6.8            | 5.0                                   | 5.3             | 6.4                           | 7.9                                | 7.0                                   |
| Men.....                                     | 3.6            | 3.1                                   | 4.0             | 3.9                           | 4.7                                | 3.7                                   |
| Women.....                                   | 3.2            | 1.9                                   | 1.3             | 2.5                           | 3.2                                | 3.3                                   |
| Hispanic or Latino ethnicity.....            | 18.5           | 18.7                                  | 23.3            | 35.9                          | 25.7                               | 18.2                                  |
| Men.....                                     | 10.4           | 13.2                                  | 14.0            | 18.9                          | 19.9                               | 10.0                                  |
| Women.....                                   | 8.0            | 5.5                                   | 9.3             | 17.0                          | 5.8                                | 8.2                                   |
| <b>School enrollment</b>                     |                |                                       |                 |                               |                                    |                                       |
| Total, 16 to 54 years (in thousands).....    | 124,473        | 7,614                                 | 2,068           | 711                           | 645                                | 113,523                               |
| Percent.....                                 | 100.0          | 100.0                                 | 100.0           | 100.0                         | 100.0                              | 100.0                                 |
| Enrolled in school.....                      | 6.8            | 3.0                                   | 7.2             | 6.3                           | 6.3                                | 7.0                                   |
| Not enrolled in school.....                  | 93.2           | 97.0                                  | 92.8            | 93.7                          | 93.7                               | 93.0                                  |
| Total, 16 to 24 years (in thousands).....    | 21,575         | 478                                   | 393             | 112                           | 127                                | 20,487                                |
| Percent.....                                 | 100.0          | 100.0                                 | 100.0           | 100.0                         | 100.0                              | 100.0                                 |
| Enrolled in school.....                      | 24.8           | 14.7                                  | 21.8            | 32.4                          | 24.2                               | 25.0                                  |
| Not enrolled in school.....                  | 75.2           | 85.3                                  | 78.2            | 67.6                          | 75.8                               | 75.0                                  |
| Total, 25 to 54 years (in thousands).....    | 102,899        | 7,136                                 | 1,675           | 599                           | 518                                | 93,037                                |
| Percent.....                                 | 100.0          | 100.0                                 | 100.0           | 100.0                         | 100.0                              | 100.0                                 |
| Enrolled in school.....                      | 3.0            | 2.2                                   | 3.8             | 1.5                           | 1.9                                | 3.1                                   |
| Not enrolled in school.....                  | 97.0           | 97.8                                  | 96.2            | 98.5                          | 98.1                               | 96.9                                  |

See footnotes at end of table.

**Table 5a. Percent distribution of employed workers with alternative and traditional work arrangements on sole or main job by selected demographic characteristics, July 2023 -- Continued**

(Percent distribution)

| Characteristic                                       | Total employed | Status on sole or main job            |                 |                               |                                    |         | Workers with traditional arrangements |
|--|----------------|---------------------------------------|-----------------|-------------------------------|------------------------------------|---------|---------------------------------------|
|  |                | Workers with alternative arrangements |                 |                               |                                    |         |                                       |
|  |                | Independent contractors               | On-call workers | Temporary help agency workers | Workers provided by contract firms |         |                                       |
| <b>Educational attainment</b>                        |                |                                       |                 |                               |                                    |         |                                       |
| Total, 25 years and over (in thousands).....         | 140,303        | 11,426                                | 2,379           | 833                           | 735                                | 125,049 |                                       |
| Percent.....   | 100.0          | 100.0                                 | 100.0           | 100.0                         | 100.0                              | 100.0   |                                       |
| Less than a high school diploma.....                 | 5.6            | 7.3                                   | 11.0            | 11.1                          | 11.8                               | 5.3     |                                       |
| High school graduates, no college <sup>1</sup> ..... | 23.9           | 23.3                                  | 26.1            | 26.6                          | 32.2                               | 23.8    |                                       |
| Some college or associate degree.....                | 24.7           | 25.1                                  | 30.4            | 24.3                          | 19.4                               | 24.6    |                                       |
| Bachelor's degree and higher <sup>2</sup> .....      | 45.8           | 44.3                                  | 32.6            | 38.1                          | 36.6                               | 46.3    |                                       |
| Bachelor's degree only.....                          | 27.9           | 28.7                                  | 21.4            | 25.0                          | 19.3                               | 28.0    |                                       |
| Advanced degree <sup>3</sup> .....                   | 17.9           | 15.6                                  | 11.1            | 13.1                          | 17.3                               | 18.3    |                                       |

<sup>1</sup>Includes people with a high school diploma or equivalent.

<sup>2</sup>Includes people with bachelor's, master's, professional, and doctoral degrees.

<sup>3</sup>Includes people with master's, professional, and doctoral degrees.

NOTE: Workers with traditional arrangements are those who do not fall into any of the "alternative arrangements" categories. Detail may not sum to total because there are a small number of workers who were both "on call" and "provided by contract firms." For multiple jobholders, work arrangements are based on their main job—the one at which they usually work the greatest number of hours. Estimates for the race groups (White, Black or African American, and Asian) do not sum to total because data are not presented for all races. People whose ethnicity is identified as Hispanic or Latino may be of any race. Detail for other characteristics may not sum to total due to rounding.

**Table 6. Employed workers with alternative and traditional work arrangements on sole or main job by usual full- or part-time status, occupation, industry, class of worker, and multiple jobholding status, July 2023**

(Numbers in thousands)

| Characteristic  | Total employed | Status on sole or main job            |                           |                 |                           |                               |                           |                                    |                           |                                       |                           |
|---|----------------|---------------------------------------|---------------------------|-----------------|---------------------------|-------------------------------|---------------------------|------------------------------------|---------------------------|---------------------------------------|---------------------------|
|   |                | Workers with alternative arrangements |                           |                 |                           |                               |                           |                                    |                           | Workers with traditional arrangements |                           |
|   |                | Independent contractors               |                           | On-call workers |                           | Temporary help agency workers |                           | Workers provided by contract firms |                           |                                       |                           |
|   |                | Number                                | Percent of total employed | Number          | Percent of total employed | Number                        | Percent of total employed | Number                             | Percent of total employed | Number                                | Percent of total employed |
| Total, 16 years and over.....                                     | 161,878        | 11,904                                | 7.4                       | 2,771           | 1.7                       | 945                           | 0.6                       | 862                                | 0.5                       | 145,536                               | 89.9                      |
| <b>Usual full- or part-time status (all jobs combined)</b>        |                |                                       |                           |                 |                           |                               |                           |                                    |                           |                                       |                           |
| Full-time workers.....  | 135,201        | 8,417                                 | 6.2                       | 1,910           | 1.4                       | 699                           | 0.5                       | 697                                | 0.5                       | 123,592                               | 91.4                      |
| Part-time workers.....  | 26,677         | 3,487                                 | 13.1                      | 862             | 3.2                       | 246                           | 0.9                       | 165                                | 0.6                       | 21,944                                | 82.3                      |
| <b>Usual hours of sole or main job</b>                            |                |                                       |                           |                 |                           |                               |                           |                                    |                           |                                       |                           |
| Full time.....  | 133,476        | 8,131                                 | 6.1                       | 1,853           | 1.4                       | 698                           | 0.5                       | 693                                | 0.5                       | 122,215                               | 91.6                      |
| Part time.....  | 28,144         | 3,687                                 | 13.1                      | 913             | 3.2                       | 247                           | 0.9                       | 165                                | 0.6                       | 23,158                                | 82.3                      |
| Hours vary.....   | 258            | 86                                    | 33.4                      | 5               | 1.9                       | -                             | -                         | 4                                  | 1.7                       | 162                                   | 63.0                      |
| <b>Occupation of sole or main job</b>                             |                |                                       |                           |                 |                           |                               |                           |                                    |                           |                                       |                           |
| Management, professional, and related occupations.....            | 71,164         | 5,303                                 | 7.5                       | 1,035           | 1.5                       | 340                           | 0.5                       | 332                                | 0.5                       | 64,192                                | 90.2                      |
| Management, business, and financial operations occupations...     | 31,154         | 2,993                                 | 9.6                       | 268             | 0.9                       | 93                            | 0.3                       | 95                                 | 0.3                       | 27,713                                | 89.0                      |
| Management occupations.....                                       | 20,824         | 2,239                                 | 10.8                      | 216             | 1.0                       | 17                            | 0.1                       | 44                                 | 0.2                       | 18,316                                | 88.0                      |
| Business and financial operations occupations.....                | 10,330         | 754                                   | 7.3                       | 52              | 0.5                       | 77                            | 0.7                       | 51                                 | 0.5                       | 9,396                                 | 91.0                      |
| Professional and related occupations.....                         | 40,010         | 2,310                                 | 5.8                       | 766             | 1.9                       | 246                           | 0.6                       | 237                                | 0.6                       | 36,479                                | 91.2                      |
| Computer and mathematical occupations.....                        | 6,694          | 203                                   | 3.0                       | 108             | 1.6                       | 41                            | 0.6                       | 74                                 | 1.1                       | 6,280                                 | 93.8                      |
| Architecture and engineering occupations.....                     | 3,862          | 170                                   | 4.4                       | 29              | 0.8                       | 32                            | 0.8                       | 39                                 | 1.0                       | 3,592                                 | 93.0                      |
| Life, physical, and social science occupations.....               | 1,985          | 122                                   | 6.1                       | 14              | 0.7                       | 4                             | 0.2                       | 6                                  | 0.3                       | 1,839                                 | 92.6                      |
| Community and social services occupations.....                    | 3,120          | 167                                   | 5.4                       | 89              | 2.9                       | 12                            | 0.4                       | 25                                 | 0.8                       | 2,832                                 | 90.8                      |
| Legal occupations.....  | 2,209          | 182                                   | 8.3                       | 14              | 0.6                       | 19                            | 0.8                       | -                                  | -                         | 1,995                                 | 90.3                      |
| Education, training, and library occupations.....                 | 8,557          | 159                                   | 1.9                       | 95              | 1.1                       | 29                            | 0.3                       | 28                                 | 0.3                       | 8,252                                 | 96.4                      |
| Arts, design, entertainment, sports, and media occupations...     | 3,563          | 1,001                                 | 28.1                      | 89              | 2.5                       | 25                            | 0.7                       | 14                                 | 0.4                       | 2,441                                 | 68.5                      |
| Healthcare practitioners and technical occupations.....           | 10,019         | 306                                   | 3.1                       | 329             | 3.3                       | 85                            | 0.8                       | 50                                 | 0.5                       | 9,248                                 | 92.3                      |
| Service occupations.....  | 26,264         | 1,901                                 | 7.2                       | 623             | 2.4                       | 181                           | 0.7                       | 232                                | 0.9                       | 23,351                                | 88.9                      |
| Healthcare support occupations.....                               | 4,911          | 164                                   | 3.3                       | 102             | 2.1                       | 81                            | 1.6                       | 66                                 | 1.3                       | 4,509                                 | 91.8                      |
| Protective service occupations.....                               | 3,179          | 30                                    | 0.9                       | 138             | 4.3                       | 9                             | 0.3                       | 80                                 | 2.5                       | 2,922                                 | 91.9                      |
| Food preparation and serving related occupations.....             | 8,144          | 104                                   | 1.3                       | 154             | 1.9                       | 25                            | 0.3                       | 43                                 | 0.5                       | 7,823                                 | 96.1                      |
| Building and grounds cleaning and maintenance occupations...      | 5,747          | 761                                   | 13.2                      | 136             | 2.4                       | 50                            | 0.9                       | 29                                 | 0.5                       | 4,779                                 | 83.2                      |
| Personal care and service occupations.....                        | 4,284          | 842                                   | 19.7                      | 94              | 2.2                       | 16                            | 0.4                       | 14                                 | 0.3                       | 3,317                                 | 77.4                      |
| Sales and office occupations.....                                 | 30,690         | 2,060                                 | 6.7                       | 312             | 1.0                       | 123                           | 0.4                       | 27                                 | 0.1                       | 28,169                                | 91.8                      |
| Sales and related occupations.....                                | 14,508         | 1,553                                 | 10.7                      | 130             | 0.9                       | 11                            | 0.1                       | 9                                  | 0.1                       | 12,807                                | 88.3                      |
| Office and administrative support occupations.....                | 16,182         | 507                                   | 3.1                       | 182             | 1.1                       | 113                           | 0.7                       | 18                                 | 0.1                       | 15,362                                | 94.9                      |
| Natural resources, construction, and maintenance occupations..... | 14,000         | 1,661                                 | 11.9                      | 396             | 2.8                       | 70                            | 0.5                       | 208                                | 1.5                       | 11,715                                | 83.7                      |
| Farming, fishing, and forestry occupations.....                   | 1,078          | 60                                    | 5.6                       | 15              | 1.4                       | 13                            | 1.2                       | 19                                 | 1.8                       | 976                                   | 90.5                      |
| Construction and extraction occupations.....                      | 8,038          | 1,212                                 | 15.1                      | 271             | 3.4                       | 52                            | 0.7                       | 158                                | 2.0                       | 6,383                                 | 79.4                      |
| Installation, maintenance, and repair occupations.....            | 4,884          | 388                                   | 7.9                       | 111             | 2.3                       | 5                             | 0.1                       | 31                                 | 0.6                       | 4,355                                 | 89.2                      |

See footnotes at end of table.

**Table 6. Employed workers with alternative and traditional work arrangements on sole or main job by usual full- or part-time status, occupation, industry, class of worker, and multiple jobholding status, July 2023 -- Continued**

(Numbers in thousands)

| Characteristic   | Total employed | Status on sole or main job            |                           |                 |                           |                               |                           |                                    |                           |                                       |                           |
|--|----------------|---------------------------------------|---------------------------|-----------------|---------------------------|-------------------------------|---------------------------|------------------------------------|---------------------------|---------------------------------------|---------------------------|
|  |                | Workers with alternative arrangements |                           |                 |                           |                               |                           |                                    |                           | Workers with traditional arrangements |                           |
|  |                | Independent contractors               |                           | On-call workers |                           | Temporary help agency workers |                           | Workers provided by contract firms |                           |                                       |                           |
|  |                | Number                                | Percent of total employed | Number          | Percent of total employed | Number                        | Percent of total employed | Number                             | Percent of total employed | Number                                | Percent of total employed |
| Production, transportation, and material moving occupations..... | 19,759         | 979                                   | 5.0                       | 406             | 2.1                       | 232                           | 1.2                       | 62                                 | 0.3                       | 18,110                                | 91.7                      |
| Production occupations.....                                      | 8,269          | 253                                   | 3.1                       | 90              | 1.1                       | 106                           | 1.3                       | 20                                 | 0.2                       | 7,807                                 | 94.4                      |
| Transportation and material moving occupations.....              | 11,490         | 725                                   | 6.3                       | 316             | 2.7                       | 126                           | 1.1                       | 42                                 | 0.4                       | 10,302                                | 89.7                      |
| <b>Industry of sole or main job<sup>1</sup></b>                  |                |                                       |                           |                 |                           |                               |                           |                                    |                           |                                       |                           |
| Agriculture and related industries.....                          | 2,203          | 282                                   | 12.8                      | 24              | 1.1                       | 17                            | 0.8                       | 14                                 | 0.6                       | 1,871                                 | 85.0                      |
| Nonagricultural industries.....                                  | 159,567        | 11,622                                | 7.3                       | 2,728           | 1.7                       | 880                           | 0.6                       | 788                                | 0.5                       | 143,665                               | 90.0                      |
| Mining, quarrying, and oil and gas extraction.....               | 640            | 9                                     | 1.5                       | 19              | 3.0                       | 6                             | 1.0                       | 3                                  | 0.5                       | 602                                   | 94.1                      |
| Construction.....  | 11,489         | 2,121                                 | 18.5                      | 297             | 2.6                       | 53                            | 0.5                       | 117                                | 1.0                       | 8,935                                 | 77.8                      |
| Manufacturing.....   | 15,853         | 347                                   | 2.2                       | 111             | 0.7                       | 123                           | 0.8                       | 81                                 | 0.5                       | 15,200                                | 95.9                      |
| Durable goods manufacturing.....                                 | 10,460         | 254                                   | 2.4                       | 82              | 0.8                       | 103                           | 1.0                       | 46                                 | 0.4                       | 9,981                                 | 95.4                      |
| Nondurable goods manufacturing.....                              | 5,393          | 92                                    | 1.7                       | 28              | 0.5                       | 20                            | 0.4                       | 35                                 | 0.6                       | 5,219                                 | 96.8                      |
| Wholesale and retail trade.....                                  | 20,403         | 927                                   | 4.5                       | 182             | 0.9                       | 56                            | 0.3                       | 35                                 | 0.2                       | 19,208                                | 94.1                      |
| Wholesale trade.....   | 3,730          | 185                                   | 5.0                       | 19              | 0.5                       | 36                            | 1.0                       | 22                                 | 0.6                       | 3,468                                 | 93.0                      |
| Retail trade.....  | 16,673         | 742                                   | 4.5                       | 163             | 1.0                       | 19                            | 0.1                       | 13                                 | 0.1                       | 15,740                                | 94.4                      |
| Transportation and utilities.....                                | 9,824          | 938                                   | 9.5                       | 374             | 3.8                       | 38                            | 0.4                       | 45                                 | 0.5                       | 8,442                                 | 85.9                      |
| Transportation and warehousing.....                              | 8,328          | 899                                   | 10.8                      | 299             | 3.6                       | 36                            | 0.4                       | 31                                 | 0.4                       | 7,073                                 | 84.9                      |
| Utilities.....   | 1,496          | 39                                    | 2.6                       | 76              | 5.1                       | 2                             | 0.1                       | 14                                 | 0.9                       | 1,369                                 | 91.5                      |
| Information.....   | 2,881          | 302                                   | 10.5                      | 68              | 2.3                       | 10                            | 0.3                       | -                                  | -                         | 2,502                                 | 86.8                      |
| Financial activities.....  | 10,935         | 1,185                                 | 10.8                      | 116             | 1.1                       | 40                            | 0.4                       | 5                                  | 0.0                       | 9,590                                 | 87.7                      |
| Finance and insurance.....                                       | 7,712          | 405                                   | 5.3                       | 59              | 0.8                       | 32                            | 0.4                       | 5                                  | 0.1                       | 7,212                                 | 93.5                      |
| Real estate and rental and leasing.....                          | 3,224          | 780                                   | 24.2                      | 57              | 1.8                       | 8                             | 0.3                       | -                                  | -                         | 2,378                                 | 73.8                      |
| Professional and business services.....                          | 21,143         | 2,864                                 | 13.5                      | 320             | 1.5                       | 269                           | 1.3                       | 157                                | 0.7                       | 17,559                                | 83.0                      |
| Professional and technical services.....                         | 14,217         | 1,736                                 | 12.2                      | 135             | 0.9                       | 60                            | 0.4                       | 100                                | 0.7                       | 12,193                                | 85.8                      |
| Management, administrative, and waste services.....              | 6,926          | 1,128                                 | 16.3                      | 185             | 2.7                       | 209                           | 3.0                       | 57                                 | 0.8                       | 5,366                                 | 77.5                      |
| Education and health services.....                               | 35,727         | 1,050                                 | 2.9                       | 704             | 2.0                       | 175                           | 0.5                       | 197                                | 0.6                       | 33,618                                | 94.1                      |
| Educational services.....  | 13,128         | 248                                   | 1.9                       | 137             | 1.0                       | 42                            | 0.3                       | 69                                 | 0.5                       | 12,638                                | 96.3                      |
| Health care and social assistance.....                           | 22,599         | 802                                   | 3.5                       | 567             | 2.5                       | 133                           | 0.6                       | 127                                | 0.6                       | 20,980                                | 92.8                      |
| Leisure and hospitality.....                                     | 14,603         | 752                                   | 5.1                       | 243             | 1.7                       | 48                            | 0.3                       | 14                                 | 0.1                       | 13,547                                | 92.8                      |
| Arts, entertainment, and recreation.....                         | 4,011          | 579                                   | 14.4                      | 75              | 1.9                       | 14                            | 0.3                       | 5                                  | 0.1                       | 3,338                                 | 83.2                      |
| Accommodation and food services.....                             | 10,592         | 173                                   | 1.6                       | 168             | 1.6                       | 34                            | 0.3                       | 9                                  | 0.1                       | 10,208                                | 96.4                      |
| Other services.....  | 7,634          | 1,099                                 | 14.4                      | 167             | 2.2                       | 21                            | 0.3                       | 16                                 | 0.2                       | 6,342                                 | 83.1                      |
| Public administration.....                                       | 8,433          | 29                                    | 0.3                       | 128             | 1.5                       | 41                            | 0.5                       | 119                                | 1.4                       | 8,121                                 | 96.3                      |
| <b>Class of worker of sole or main job<sup>2</sup></b>           |                |                                       |                           |                 |                           |                               |                           |                                    |                           |                                       |                           |
| Wage and salary workers.....                                     | 146,120        | 1,839                                 | 1.3                       | 2,771           | 1.9                       | 945                           | 0.6                       | 862                                | 0.6                       | 139,843                               | 95.7                      |
| Self-employed workers.....                                       | 15,757         | 10,065                                | 63.9                      | -               | -                         | -                             | -                         | -                                  | -                         | 5,693                                 | 36.1                      |

See footnotes at end of table.

**Table 6. Employed workers with alternative and traditional work arrangements on sole or main job by usual full- or part-time status, occupation, industry, class of worker, and multiple jobholding status, July 2023 -- Continued**

(Numbers in thousands)

| Characteristic                    | Total employed | Status on sole or main job            |                           |                 |                           |                               |                           |                                    |                           |                                       |                           |
|-----------------------------------|----------------|---------------------------------------|---------------------------|-----------------|---------------------------|-------------------------------|---------------------------|------------------------------------|---------------------------|---------------------------------------|---------------------------|
|                                   |                | Workers with alternative arrangements |                           |                 |                           |                               |                           |                                    |                           | Workers with traditional arrangements |                           |
|                                   |                | Independent contractors               |                           | On-call workers |                           | Temporary help agency workers |                           | Workers provided by contract firms |                           |                                       |                           |
|                                   |                | Number                                | Percent of total employed | Number          | Percent of total employed | Number                        | Percent of total employed | Number                             | Percent of total employed | Number                                | Percent of total employed |
| <b>Multiple-jobholding status</b> |                |                                       |                           |                 |                           |                               |                           |                                    |                           |                                       |                           |
| Single jobholders.....            | 153,484        | 11,216                                | 7.3                       | 2,555           | 1.7                       | 877                           | 0.6                       | 796                                | 0.5                       | 138,168                               | 90.0                      |
| Multiple jobholders.....          | 8,393          | 688                                   | 8.2                       | 217             | 2.6                       | 68                            | 0.8                       | 66                                 | 0.8                       | 7,368                                 | 87.8                      |

<sup>1</sup>For temporary help agency workers and workers provided by contract firms, the industry classification is that of the place to which they were assigned. Some workers did not provide this information and thus industry estimates will not sum to total.

<sup>2</sup>Wage and salary workers exclude all of the self-employed. The self-employed includes both the incorporated and unincorporated self-employed.

NOTE: Workers with traditional arrangements are those who do not fall into any of the "alternative arrangements" categories. Detail may not sum to total because there are a small number of workers who were both "on call" and "provided by contract firms." For multiple jobholders, work arrangements are based on their main job—the one at which they usually work the greatest number of hours. Full time is 35 hours or more per week, and part time is less than 35 hours. Hours vary is for people whose usual hours vary above and below the threshold for full-time work on their sole or main job. Dash indicates no data or data that do not meet publication criteria (values not shown where base is less than 75,000).

**Table 6a. Percent distribution of employed workers with alternative and traditional work arrangements on sole or main job by usual full- or part-time status, occupation, industry, class of worker, and multiple jobholding status, July 2023**

(Percent distribution)

| Characteristic  | Total employed | Status on sole or main job            |                 |                               |                                    |                                       |
|---|----------------|---------------------------------------|-----------------|-------------------------------|------------------------------------|---------------------------------------|
|   |                | Workers with alternative arrangements |                 |                               |                                    | Workers with traditional arrangements |
|   |                | Independent contractors               | On-call workers | Temporary help agency workers | Workers provided by contract firms |                                       |
| Total, 16 years and over (in thousands).....                      | 161,878        | 11,904                                | 2,771           | 945                           | 862                                | 145,536                               |
| Percent.....  | 100.0          | 100.0                                 | 100.0           | 100.0                         | 100.0                              | 100.0                                 |
| <b>Usual full- or part-time status (all jobs combined)</b>        |                |                                       |                 |                               |                                    |                                       |
| Full-time workers.....  | 83.5           | 70.7                                  | 68.9            | 74.0                          | 80.9                               | 84.9                                  |
| Part-time workers.....  | 16.5           | 29.3                                  | 31.1            | 26.0                          | 19.1                               | 15.1                                  |
| <b>Usual hours of sole or main job</b>                            |                |                                       |                 |                               |                                    |                                       |
| Full time.....  | 82.5           | 68.3                                  | 66.9            | 73.9                          | 80.4                               | 84.0                                  |
| Part time.....  | 17.4           | 31.0                                  | 33.0            | 26.1                          | 19.1                               | 15.9                                  |
| Hours vary.....   | 0.2            | 0.7                                   | 0.2             | -                             | 0.5                                | 0.1                                   |
| <b>Occupation of sole or main job</b>                             |                |                                       |                 |                               |                                    |                                       |
| Management, professional, and related occupations.....            | 44.0           | 44.5                                  | 37.3            | 35.9                          | 38.6                               | 44.1                                  |
| Management, business, and financial operations occupations.....   | 19.2           | 25.1                                  | 9.7             | 9.9                           | 11.1                               | 19.0                                  |
| Management occupations.....                                       | 12.9           | 18.8                                  | 7.8             | 1.8                           | 5.1                                | 12.6                                  |
| Business and financial operations occupations.....                | 6.4            | 6.3                                   | 1.9             | 8.1                           | 5.9                                | 6.5                                   |
| Professional and related occupations.....                         | 24.7           | 19.4                                  | 27.6            | 26.1                          | 27.5                               | 25.1                                  |
| Computer and mathematical occupations.....                        | 4.1            | 1.7                                   | 3.9             | 4.4                           | 8.6                                | 4.3                                   |
| Architecture and engineering occupations.....                     | 2.4            | 1.4                                   | 1.1             | 3.4                           | 4.5                                | 2.5                                   |
| Life, physical, and social science occupations.....               | 1.2            | 1.0                                   | 0.5             | 0.4                           | 0.7                                | 1.3                                   |
| Community and social services occupations.....                    | 1.9            | 1.4                                   | 3.2             | 1.2                           | 2.9                                | 1.9                                   |
| Legal occupations.....  | 1.4            | 1.5                                   | 0.5             | 2.0                           | -                                  | 1.4                                   |
| Education, training, and library occupations.....                 | 5.3            | 1.3                                   | 3.4             | 3.0                           | 3.3                                | 5.7                                   |
| Arts, design, entertainment, sports, and media occupations.....   | 2.2            | 8.4                                   | 3.2             | 2.7                           | 1.7                                | 1.7                                   |
| Healthcare practitioners and technical occupations.....           | 6.2            | 2.6                                   | 11.9            | 9.0                           | 5.8                                | 6.4                                   |
| Service occupations.....  | 16.2           | 16.0                                  | 22.5            | 19.1                          | 27.0                               | 16.0                                  |
| Healthcare support occupations.....                               | 3.0            | 1.4                                   | 3.7             | 8.5                           | 7.7                                | 3.1                                   |
| Protective service occupations.....                               | 2.0            | 0.3                                   | 5.0             | 0.9                           | 9.2                                | 2.0                                   |
| Food preparation and serving related occupations.....             | 5.0            | 0.9                                   | 5.5             | 2.7                           | 5.0                                | 5.4                                   |
| Building and grounds cleaning and maintenance occupations.....    | 3.6            | 6.4                                   | 4.9             | 5.3                           | 3.3                                | 3.3                                   |
| Personal care and service occupations.....                        | 2.6            | 7.1                                   | 3.4             | 1.7                           | 1.7                                | 2.3                                   |
| Sales and office occupations.....                                 | 19.0           | 17.3                                  | 11.2            | 13.0                          | 3.1                                | 19.4                                  |
| Sales and related occupations.....                                | 9.0            | 13.0                                  | 4.7             | 1.1                           | 1.0                                | 8.8                                   |
| Office and administrative support occupations.....                | 10.0           | 4.3                                   | 6.6             | 11.9                          | 2.1                                | 10.6                                  |
| Natural resources, construction, and maintenance occupations..... | 8.6            | 14.0                                  | 14.3            | 7.4                           | 24.2                               | 8.0                                   |
| Farming, fishing, and forestry occupations.....                   | 0.7            | 0.5                                   | 0.5             | 1.4                           | 2.3                                | 0.7                                   |
| Construction and extraction occupations.....                      | 5.0            | 10.2                                  | 9.8             | 5.5                           | 18.3                               | 4.4                                   |
| Installation, maintenance, and repair occupations.....            | 3.0            | 3.3                                   | 4.0             | 0.5                           | 3.6                                | 3.0                                   |
| Production, transportation, and material moving occupations.....  | 12.2           | 8.2                                   | 14.6            | 24.5                          | 7.2                                | 12.4                                  |
| Production occupations.....                                       | 5.1            | 2.1                                   | 3.2             | 11.2                          | 2.3                                | 5.4                                   |
| Transportation and material moving occupations.....               | 7.1            | 6.1                                   | 11.4            | 13.3                          | 4.9                                | 7.1                                   |
| <b>Industry of sole or main job<sup>1</sup></b>                   |                |                                       |                 |                               |                                    |                                       |
| Agriculture and related industries.....                           | 1.4            | 2.4                                   | 0.9             | 1.8                           | 1.6                                | 1.3                                   |
| Nonagricultural industries.....                                   | 98.6           | 97.6                                  | 98.4            | 93.1                          | 91.4                               | 98.7                                  |
| Mining, quarrying, and oil and gas extraction.....                | 0.4            | 0.1                                   | 0.7             | 0.7                           | 0.3                                | 0.4                                   |
| Construction.....   | 7.1            | 17.8                                  | 10.7            | 5.6                           | 13.6                               | 6.1                                   |
| Manufacturing.....  | 9.8            | 2.9                                   | 4.0             | 13.0                          | 9.3                                | 10.4                                  |
| Durable goods manufacturing.....                                  | 6.5            | 2.1                                   | 3.0             | 10.9                          | 5.3                                | 6.9                                   |
| Nondurable goods manufacturing.....                               | 3.3            | 0.8                                   | 1.0             | 2.1                           | 4.0                                | 3.6                                   |
| Wholesale and retail trade.....                                   | 12.6           | 7.8                                   | 6.6             | 5.9                           | 4.0                                | 13.2                                  |
| Wholesale trade.....  | 2.3            | 1.6                                   | 0.7             | 3.8                           | 2.6                                | 2.4                                   |
| Retail trade.....   | 10.3           | 6.2                                   | 5.9             | 2.0                           | 1.5                                | 10.8                                  |
| Transportation and utilities.....                                 | 6.1            | 7.9                                   | 13.5            | 4.0                           | 5.2                                | 5.8                                   |
| Transportation and warehousing.....                               | 5.1            | 7.5                                   | 10.8            | 3.8                           | 3.6                                | 4.9                                   |
| Utilities.....  | 0.9            | 0.3                                   | 2.7             | 0.2                           | 1.6                                | 0.9                                   |
| Information.....  | 1.8            | 2.5                                   | 2.4             | 1.1                           | -                                  | 1.7                                   |
| Financial activities.....   | 6.8            | 10.0                                  | 4.2             | 4.2                           | 0.5                                | 6.6                                   |
| Finance and insurance.....  | 4.8            | 3.4                                   | 2.1             | 3.3                           | 0.5                                | 5.0                                   |
| Real estate and rental and leasing.....                           | 2.0            | 6.6                                   | 2.1             | 0.9                           | -                                  | 1.6                                   |
| Professional and business services.....                           | 13.1           | 24.1                                  | 11.5            | 28.5                          | 18.2                               | 12.1                                  |
| Professional and technical services.....                          | 8.8            | 14.6                                  | 4.9             | 6.4                           | 11.6                               | 8.4                                   |
| Management, administrative, and waste services.....               | 4.3            | 9.5                                   | 6.7             | 22.1                          | 6.6                                | 3.7                                   |
| Education and health services.....                                | 22.1           | 8.8                                   | 25.4            | 18.5                          | 22.8                               | 23.1                                  |
| Educational services.....   | 8.1            | 2.1                                   | 4.9             | 4.4                           | 8.0                                | 8.7                                   |
| Health care and social assistance.....                            | 14.0           | 6.7                                   | 20.4            | 14.1                          | 14.8                               | 14.4                                  |

See footnotes at end of table.



**Table 6a. Percent distribution of employed workers with alternative and traditional work arrangements on sole or main job by usual full- or part-time status, occupation, industry, class of worker, and multiple jobholding status, July 2023 -- Continued**

(Percent distribution)

| Characteristic   | Total employed | Status on sole or main job            |                 |                               |                                    |                                       |
|--|----------------|---------------------------------------|-----------------|-------------------------------|------------------------------------|---------------------------------------|
|  |                | Workers with alternative arrangements |                 |                               |                                    | Workers with traditional arrangements |
|  |                | Independent contractors               | On-call workers | Temporary help agency workers | Workers provided by contract firms |                                       |
| Leisure and hospitality.....                           | 9.0            | 6.3                                   | 8.8             | 5.1                           | 1.6                                | 9.3                                   |
| Arts, entertainment, and recreation.....               | 2.5            | 4.9                                   | 2.7             | 1.5                           | 0.6                                | 2.3                                   |
| Accommodation and food services.....                   | 6.5            | 1.5                                   | 6.1             | 3.6                           | 1.0                                | 7.0                                   |
| Other services.....                                    | 4.7            | 9.2                                   | 6.0             | 2.2                           | 1.8                                | 4.4                                   |
| Public administration.....                             | 5.2            | 0.2                                   | 4.6             | 4.3                           | 13.8                               | 5.6                                   |
| <b>Class of worker of sole or main job<sup>2</sup></b> |                |                                       |                 |                               |                                    |                                       |
| Wage and salary workers.....                           | 90.3           | 15.4                                  | 100.0           | 100.0                         | 100.0                              | 96.1                                  |
| Self-employed workers.....                             | 9.7            | 84.6                                  | -               | -                             | -                                  | 3.9                                   |
| <b>Multiple-jobholding status</b>                      |                |                                       |                 |                               |                                    |                                       |
| Single jobholders.....                                 | 94.8           | 94.2                                  | 92.2            | 92.8                          | 92.3                               | 94.9                                  |
| Multiple jobholders.....                               | 5.2            | 5.8                                   | 7.8             | 7.2                           | 7.7                                | 5.1                                   |

<sup>1</sup>For temporary help agency workers and workers provided by contract firms, the industry classification is that of the place to which they were assigned. Some workers did not provide this information and thus industry estimates will not sum to total.

<sup>2</sup>Wage and salary workers exclude all of the self-employed. The self-employed includes both the incorporated and unincorporated self-employed.

NOTE: Workers with traditional arrangements are those who do not fall into any of the "alternative arrangements" categories. Detail may not sum to total because there are a small number of workers who were both "on call" and "provided by contract firms." For multiple jobholders, work arrangements are based on their main job—the one at which they usually work the greatest number of hours. Full time is 35 hours or more per week, and part time is less than 35 hours. Hours vary is for people whose usual hours vary above and below the threshold for full-time work on their sole or main job. Dash indicates no data or data that do not meet publication criteria (values not shown where base is less than 75,000).

**Table 7. Multiple jobholders with alternative and traditional work arrangements on second job by selected demographic characteristics, July 2023**

(Numbers in thousands)

| Characteristic                                       | Total multiple jobholders | Status on second job                  |                                      |                 |                                      |                               |                                      |                                    |                                      |                                       |                                      |
|--|---------------------------|---------------------------------------|--------------------------------------|-----------------|--------------------------------------|-------------------------------|--------------------------------------|------------------------------------|--------------------------------------|---------------------------------------|--------------------------------------|
|  |                           | Workers with alternative arrangements |                                      |                 |                                      |                               |                                      |                                    |                                      | Workers with traditional arrangements |                                      |
|  |                           | Independent contractors               |                                      | On-call workers |                                      | Temporary help agency workers |                                      | Workers provided by contract firms |                                      |                                       |                                      |
|  |                           | Number                                | Percent of total multiple jobholders | Number          | Percent of total multiple jobholders | Number                        | Percent of total multiple jobholders | Number                             | Percent of total multiple jobholders | Number                                | Percent of total multiple jobholders |
| <b>Age and sex</b>                                   |                           |                                       |                                      |                 |                                      |                               |                                      |                                    |                                      |                                       |                                      |
| Total, 16 years and over.....                        | 8,393                     | 1,916                                 | 22.8                                 | 348             | 4.2                                  | 118                           | 1.4                                  | 26                                 | 0.3                                  | 5,627                                 | 67.0                                 |
| 16 to 24 years.....                                  | 1,145                     | 112                                   | 9.8                                  | 45              | 3.9                                  | 5                             | 0.5                                  | 8                                  | 0.7                                  | 913                                   | 79.8                                 |
| 25 to 54 years.....                                  | 5,548                     | 1,321                                 | 23.8                                 | 236             | 4.3                                  | 93                            | 1.7                                  | 9                                  | 0.2                                  | 3,636                                 | 65.5                                 |
| 55 years and over.....                               | 1,700                     | 483                                   | 28.4                                 | 67              | 3.9                                  | 20                            | 1.2                                  | 9                                  | 0.5                                  | 1,078                                 | 63.4                                 |
| Men, 16 years and over.....                          | 4,025                     | 1,055                                 | 26.2                                 | 147             | 3.6                                  | 29                            | 0.7                                  | 16                                 | 0.4                                  | 2,639                                 | 65.6                                 |
| 16 to 24 years.....                                  | 451                       | 38                                    | 8.5                                  | 26              | 5.7                                  | -                             | -                                    | 7                                  | 1.6                                  | 369                                   | 81.8                                 |
| 25 to 54 years.....                                  | 2,680                     | 732                                   | 27.3                                 | 83              | 3.1                                  | 16                            | 0.6                                  | -                                  | -                                    | 1,746                                 | 65.1                                 |
| 55 years and over.....                               | 894                       | 285                                   | 31.9                                 | 38              | 4.2                                  | 12                            | 1.4                                  | 9                                  | 1.0                                  | 524                                   | 58.6                                 |
| Women, 16 years and over.....                        | 4,368                     | 860                                   | 19.7                                 | 202             | 4.6                                  | 89                            | 2.0                                  | 10                                 | 0.2                                  | 2,988                                 | 68.4                                 |
| 16 to 24 years.....                                  | 694                       | 74                                    | 10.6                                 | 19              | 2.8                                  | 5                             | 0.8                                  | 1                                  | 0.2                                  | 544                                   | 78.5                                 |
| 25 to 54 years.....                                  | 2,868                     | 589                                   | 20.5                                 | 153             | 5.3                                  | 77                            | 2.7                                  | 9                                  | 0.3                                  | 1,890                                 | 65.9                                 |
| 55 years and over.....                               | 806                       | 197                                   | 24.5                                 | 29              | 3.6                                  | 7                             | 0.9                                  | -                                  | -                                    | 554                                   | 68.7                                 |
| <b>Race and Hispanic or Latino ethnicity</b>         |                           |                                       |                                      |                 |                                      |                               |                                      |                                    |                                      |                                       |                                      |
| Total, 16 years and over.....                        | 8,393                     | 1,916                                 | 22.8                                 | 348             | 4.2                                  | 118                           | 1.4                                  | 26                                 | 0.3                                  | 5,627                                 | 67.0                                 |
| Men.....   | 4,025                     | 1,055                                 | 26.2                                 | 147             | 3.6                                  | 29                            | 0.7                                  | 16                                 | 0.4                                  | 2,639                                 | 65.6                                 |
| Women.....   | 4,368                     | 860                                   | 19.7                                 | 202             | 4.6                                  | 89                            | 2.0                                  | 10                                 | 0.2                                  | 2,988                                 | 68.4                                 |
| White.....   | 6,203                     | 1,468                                 | 23.7                                 | 249             | 4.0                                  | 44                            | 0.7                                  | 16                                 | 0.3                                  | 4,194                                 | 67.6                                 |
| Black or African American.....                       | 1,393                     | 323                                   | 23.2                                 | 56              | 4.0                                  | 52                            | 3.8                                  | -                                  | -                                    | 856                                   | 61.4                                 |
| Asian.....   | 420                       | 86                                    | 20.5                                 | 12              | 2.9                                  | 5                             | 1.3                                  | -                                  | -                                    | 311                                   | 74.1                                 |
| Hispanic or Latino ethnicity.....                    | 1,123                     | 202                                   | 18.0                                 | 36              | 3.2                                  | 22                            | 2.0                                  | -                                  | -                                    | 838                                   | 74.6                                 |
| <b>School enrollment</b>                             |                           |                                       |                                      |                 |                                      |                               |                                      |                                    |                                      |                                       |                                      |
| Total, 16 to 54 years.....                           | 6,693                     | 1,433                                 | 21.4                                 | 281             | 4.2                                  | 98                            | 1.5                                  | 17                                 | 0.3                                  | 4,549                                 | 68.0                                 |
| Enrolled in school.....                              | 687                       | 84                                    | 12.2                                 | 16              | 2.3                                  | 19                            | 2.8                                  | 7                                  | 1.0                                  | 531                                   | 77.3                                 |
| Not enrolled in school.....                          | 6,006                     | 1,349                                 | 22.5                                 | 266             | 4.4                                  | 79                            | 1.3                                  | 10                                 | 0.2                                  | 4,018                                 | 66.9                                 |
| <b>Educational attainment</b>                        |                           |                                       |                                      |                 |                                      |                               |                                      |                                    |                                      |                                       |                                      |
| Total, 25 years and over.....                        | 7,248                     | 1,804                                 | 24.9                                 | 303             | 4.2                                  | 113                           | 1.6                                  | 18                                 | 0.2                                  | 4,714                                 | 65.0                                 |
| Less than a high school diploma.....                 | 206                       | 38                                    | 18.3                                 | 19              | 9.2                                  | -                             | -                                    | -                                  | -                                    | 137                                   | 66.6                                 |
| High school graduates, no college <sup>1</sup> ..... | 1,157                     | 227                                   | 19.6                                 | 39              | 3.4                                  | 14                            | 1.2                                  | -                                  | -                                    | 821                                   | 71.0                                 |
| Some college or associate degree.....                | 1,962                     | 459                                   | 23.4                                 | 69              | 3.5                                  | 42                            | 2.1                                  | -                                  | -                                    | 1,331                                 | 67.8                                 |
| Bachelor's degree and higher <sup>2</sup> .....      | 3,924                     | 1,080                                 | 27.5                                 | 176             | 4.5                                  | 57                            | 1.5                                  | 18                                 | 0.4                                  | 2,425                                 | 61.8                                 |
| Bachelor's degree only.....                          | 2,132                     | 588                                   | 27.6                                 | 80              | 3.7                                  | 20                            | 1.0                                  | 17                                 | 0.8                                  | 1,344                                 | 63.0                                 |
| Advanced degree <sup>3</sup> .....                   | 1,791                     | 492                                   | 27.5                                 | 97              | 5.4                                  | 37                            | 2.0                                  | 0                                  | 0.0                                  | 1,081                                 | 60.3                                 |

<sup>1</sup>Includes people with a high school diploma or equivalent.

<sup>2</sup>Includes people with bachelor's, master's, professional, and doctoral degrees.

<sup>3</sup>Includes people with master's, professional, and doctoral degrees.

NOTE: Workers with traditional arrangements are those who do not fall into any of the "alternative arrangements" categories. Detail may not sum to total because there are a small number of workers who were both "on call" and "provided by contract firms." In addition, whether a worker is in an alternative arrangement on the second job is not available for a small share of multiple jobholders. Estimates for the race groups (White, Black or African American, and Asian) do not sum to total because data are not presented for all races. People whose ethnicity is identified as Hispanic or Latino may be of any race. Detail for other characteristics may not sum to total due to rounding. Dash indicates no data or data that do not meet publication criteria (values not shown where base is less than 75,000).

**Table 7a. Percent distribution of multiple jobholders with alternative and traditional work arrangements on second job by selected demographic characteristics, July 2023**

(Percent distribution)

| Characteristic                                       | Total multiple jobholders | Status on second job                  |                 |                               |                                    |                                       |
|--|---------------------------|---------------------------------------|-----------------|-------------------------------|------------------------------------|---------------------------------------|
|  |                           | Workers with alternative arrangements |                 |                               |                                    | Workers with traditional arrangements |
|  |                           | Independent contractors               | On-call workers | Temporary help agency workers | Workers provided by contract firms |                                       |
| <b>Age and sex</b>                                   |                           |                                       |                 |                               |                                    |                                       |
| Total, 16 years and over (in thousands).....         | 8,393                     | 1,916                                 | 348             | 118                           | 26                                 | 5,627                                 |
| Percent.....   | 100.0                     | 100.0                                 | 100.0           | 100.0                         | -                                  | 100.0                                 |
| 16 to 24 years.....                                  | 13.6                      | 5.8                                   | 12.9            | 4.6                           | -                                  | 16.2                                  |
| 25 to 54 years.....                                  | 66.1                      | 69.0                                  | 67.8            | 78.8                          | -                                  | 64.6                                  |
| 55 years and over.....                               | 20.3                      | 25.2                                  | 19.3            | 16.6                          | -                                  | 19.2                                  |
| Men, 16 years and over (in thousands).....           | 4,025                     | 1,055                                 | 147             | 29                            | 16                                 | 2,639                                 |
| Percent.....   | 100.0                     | 100.0                                 | 100.0           | -                             | -                                  | 100.0                                 |
| 16 to 24 years.....                                  | 11.2                      | 3.6                                   | 17.4            | -                             | -                                  | 14.0                                  |
| 25 to 54 years.....                                  | 66.6                      | 69.4                                  | 56.8            | -                             | -                                  | 66.2                                  |
| 55 years and over.....                               | 22.2                      | 27.0                                  | 25.8            | -                             | -                                  | 19.8                                  |
| Women, 16 years and over (in thousands).....         | 4,368                     | 860                                   | 202             | 89                            | 10                                 | 2,988                                 |
| Percent.....   | 100.0                     | 100.0                                 | 100.0           | 100.0                         | -                                  | 100.0                                 |
| 16 to 24 years.....                                  | 15.9                      | 8.6                                   | 9.6             | 6.0                           | -                                  | 18.2                                  |
| 25 to 54 years.....                                  | 65.7                      | 68.5                                  | 75.8            | 85.7                          | -                                  | 63.2                                  |
| 55 years and over.....                               | 18.5                      | 23.0                                  | 14.5            | 8.3                           | -                                  | 18.5                                  |
| <b>Race and Hispanic or Latino ethnicity</b>         |                           |                                       |                 |                               |                                    |                                       |
| Total, 16 years and over (in thousands).....         | 8,393                     | 1,916                                 | 348             | 118                           | 26                                 | 5,627                                 |
| Percent.....   | 100.0                     | 100.0                                 | 100.0           | 100.0                         | -                                  | 100.0                                 |
| Men.....   | 48.0                      | 55.1                                  | 42.1            | 24.2                          | -                                  | 46.9                                  |
| Women.....   | 52.0                      | 44.9                                  | 57.9            | 75.8                          | -                                  | 53.1                                  |
| White.....   | 73.9                      | 76.6                                  | 71.6            | 37.4                          | -                                  | 74.5                                  |
| Black or African American.....                       | 16.6                      | 16.9                                  | 16.1            | 44.4                          | -                                  | 15.2                                  |
| Asian.....   | 5.0                       | 4.5                                   | 3.5             | 4.5                           | -                                  | 5.5                                   |
| Hispanic or Latino ethnicity.....                    | 13.4                      | 10.6                                  | 10.5            | 18.9                          | -                                  | 14.9                                  |
| <b>School enrollment</b>                             |                           |                                       |                 |                               |                                    |                                       |
| Total, 16 to 54 years (in thousands).....            | 6,693                     | 1,433                                 | 281             | 98                            | 17                                 | 4,549                                 |
| Percent.....   | 100.0                     | 100.0                                 | 100.0           | 100.0                         | -                                  | 100.0                                 |
| Enrolled in school.....                              | 10.3                      | 5.8                                   | 5.5             | 19.4                          | -                                  | 11.7                                  |
| Not enrolled in school.....                          | 89.7                      | 94.2                                  | 94.5            | 80.6                          | -                                  | 88.3                                  |
| <b>Educational attainment</b>                        |                           |                                       |                 |                               |                                    |                                       |
| Total, 25 years and over (in thousands).....         | 7,248                     | 1,804                                 | 303             | 113                           | 18                                 | 4,714                                 |
| Percent.....   | 100.0                     | 100.0                                 | 100.0           | 100.0                         | -                                  | 100.0                                 |
| Less than a high school diploma.....                 | 2.8                       | 2.1                                   | 6.2             | -                             | -                                  | 2.9                                   |
| High school graduates, no college <sup>1</sup> ..... | 16.0                      | 12.6                                  | 12.9            | 12.1                          | -                                  | 17.4                                  |
| Some college or associate degree.....                | 27.1                      | 25.4                                  | 22.8            | 37.2                          | -                                  | 28.2                                  |
| Bachelor's degree and higher <sup>2</sup> .....      | 54.1                      | 59.9                                  | 58.1            | 50.7                          | -                                  | 51.4                                  |
| Bachelor's degree only.....                          | 29.4                      | 32.6                                  | 26.3            | 18.1                          | -                                  | 28.5                                  |
| Advanced degree <sup>3</sup> .....                   | 24.7                      | 27.3                                  | 31.9            | 32.6                          | -                                  | 22.9                                  |

<sup>1</sup>Includes people with a high school diploma or equivalent.

<sup>2</sup>Includes people with bachelor's, master's, professional, and doctoral degrees.

<sup>3</sup>Includes people with master's, professional, and doctoral degrees.

NOTE: Workers with traditional arrangements are those who do not fall into any of the "alternative arrangements" categories. Detail may not sum to total because there are a small number of workers who were both "on call" and "provided by contract firms." In addition, whether a worker is in an alternative arrangement on the second job is not available for a small share of multiple jobholders. Estimates for the race groups (White, Black or African American, and Asian) do not sum to total because data are not presented for all races. People whose ethnicity is identified as Hispanic or Latino may be of any race. Detail for other characteristics may not sum to total due to rounding. Dash indicates no data or data that do not meet publication criteria (values not shown where base is less than 75,000).

**Table 8. Multiple jobholders with alternative and traditional work arrangements on second job by usual full- or part-time status, occupation, industry, and class of worker, July 2023**

(Numbers in thousands)

| Characteristic  | Total multiple jobholders | Status on second job                  |                                      |                 |                                      |                               |                                      |                                    |                                      |                                       |                                      |
|---|---------------------------|---------------------------------------|--------------------------------------|-----------------|--------------------------------------|-------------------------------|--------------------------------------|------------------------------------|--------------------------------------|---------------------------------------|--------------------------------------|
|   |                           | Workers with alternative arrangements |                                      |                 |                                      |                               |                                      |                                    |                                      | Workers with traditional arrangements |                                      |
|   |                           | Independent contractors               |                                      | On-call workers |                                      | Temporary help agency workers |                                      | Workers provided by contract firms |                                      |                                       |                                      |
|   |                           | Number                                | Percent of total multiple jobholders | Number          | Percent of total multiple jobholders | Number                        | Percent of total multiple jobholders | Number                             | Percent of total multiple jobholders | Number                                | Percent of total multiple jobholders |
| Total, 16 years and over.....                                     | 8,393                     | 1,916                                 | 22.8                                 | 348             | 4.2                                  | 118                           | 1.4                                  | 26                                 | 0.3                                  | 5,627                                 | 67.0                                 |
| <b>Usual full- or part-time status (all jobs combined)</b>        |                           |                                       |                                      |                 |                                      |                               |                                      |                                    |                                      |                                       |                                      |
| Full-time workers.....  | 7,361                     | 1,691                                 | 23.0                                 | 289             | 3.9                                  | 109                           | 1.5                                  | 26                                 | 0.4                                  | 4,937                                 | 67.1                                 |
| Part-time workers.....  | 1,032                     | 224                                   | 21.7                                 | 59              | 5.8                                  | 9                             | 0.8                                  | -                                  | -                                    | 690                                   | 66.9                                 |
| <b>Usual hours of second job<sup>1</sup></b>                      |                           |                                       |                                      |                 |                                      |                               |                                      |                                    |                                      |                                       |                                      |
| Full time.....  | 537                       | 87                                    | 16.2                                 | 13              | 2.4                                  | 11                            | 2.0                                  | 7                                  | 1.3                                  | 370                                   | 68.9                                 |
| Part time.....  | 7,021                     | 1,553                                 | 22.1                                 | 303             | 4.3                                  | 102                           | 1.5                                  | 19                                 | 0.3                                  | 4,788                                 | 68.2                                 |
| Hours vary.....   | 835                       | 276                                   | 33.1                                 | 32              | 3.9                                  | 5                             | 0.6                                  | -                                  | -                                    | 468                                   | 56.1                                 |
| <b>Occupation of second job</b>                                   |                           |                                       |                                      |                 |                                      |                               |                                      |                                    |                                      |                                       |                                      |
| Management, professional, and related occupations.....            | 3,261                     | 942                                   | 28.9                                 | 146             | 4.5                                  | 52                            | 1.6                                  | 9                                  | 0.3                                  | 2,094                                 | 64.2                                 |
| Management, business, and financial operations occupations.....   | 1,306                     | 441                                   | 33.8                                 | 46              | 3.5                                  | 16                            | 1.2                                  | -                                  | -                                    | 796                                   | 61.0                                 |
| Professional and related occupations.....                         | 1,954                     | 500                                   | 25.6                                 | 100             | 5.1                                  | 36                            | 1.8                                  | 9                                  | 0.4                                  | 1,298                                 | 66.4                                 |
| Service occupations.....  | 2,037                     | 266                                   | 13.0                                 | 91              | 4.5                                  | 50                            | 2.5                                  | 9                                  | 0.4                                  | 1,621                                 | 79.6                                 |
| Sales and office occupations.....                                 | 1,573                     | 447                                   | 28.4                                 | 54              | 3.4                                  | 11                            | 0.7                                  | 1                                  | 0.1                                  | 1,039                                 | 66.1                                 |
| Natural resources, construction, and maintenance occupations..... | 364                       | 144                                   | 39.5                                 | 10              | 2.7                                  | -                             | -                                    | -                                  | -                                    | 211                                   | 57.8                                 |
| Production, transportation, and material moving occupations.....  | 551                       | 98                                    | 17.7                                 | 38              | 6.8                                  | 5                             | 1.0                                  | 7                                  | 1.3                                  | 404                                   | 73.2                                 |
| <b>Industry of second job<sup>2</sup></b>                         |                           |                                       |                                      |                 |                                      |                               |                                      |                                    |                                      |                                       |                                      |
| Agriculture and related industries.....                           | 350                       | 83                                    | 23.8                                 | 1               | 0.2                                  | -                             | -                                    | -                                  | -                                    | 266                                   | 76.0                                 |
| Nonagricultural industries.....                                   | 7,482                     | 1,808                                 | 24.2                                 | 338             | 4.5                                  | 118                           | 1.6                                  | 26                                 | 0.3                                  | 5,153                                 | 68.9                                 |
| Mining, quarrying, and oil and gas extraction.....                | 8                         | -                                     | -                                    | -               | -                                    | -                             | -                                    | -                                  | -                                    | 8                                     | -                                    |
| Construction.....   | 212                       | 119                                   | 56.3                                 | 8               | 3.7                                  | -                             | -                                    | -                                  | -                                    | 85                                    | 40.0                                 |
| Manufacturing.....  | 219                       | 80                                    | 36.7                                 | 10              | 4.5                                  | 5                             | 2.4                                  | -                                  | -                                    | 124                                   | 56.4                                 |
| Wholesale and retail trade.....                                   | 941                       | 145                                   | 15.4                                 | 29              | 3.1                                  | -                             | -                                    | 8                                  | 0.9                                  | 747                                   | 79.4                                 |
| Transportation and utilities.....                                 | 412                       | 175                                   | 42.5                                 | 32              | 7.7                                  | -                             | -                                    | -                                  | -                                    | 205                                   | 49.8                                 |
| Information.....  | 154                       | 33                                    | 21.6                                 | 3               | 2.1                                  | -                             | -                                    | -                                  | -                                    | 118                                   | 76.3                                 |
| Financial activities.....   | 546                       | 217                                   | 39.7                                 | 14              | 2.6                                  | -                             | -                                    | -                                  | -                                    | 310                                   | 56.8                                 |
| Professional and business services.....                           | 1,049                     | 461                                   | 44.0                                 | 27              | 2.5                                  | 29                            | 2.8                                  | 17                                 | 1.6                                  | 519                                   | 49.5                                 |
| Education and health services.....                                | 1,802                     | 220                                   | 12.2                                 | 127             | 7.0                                  | 38                            | 2.1                                  | 0                                  | 0.0                                  | 1,403                                 | 77.8                                 |
| Leisure and hospitality.....                                      | 1,386                     | 152                                   | 11.0                                 | 49              | 3.6                                  | 27                            | 1.9                                  | -                                  | -                                    | 1,147                                 | 82.8                                 |
| Other services.....   | 568                       | 182                                   | 32.0                                 | 5               | 1.0                                  | 13                            | 2.3                                  | -                                  | -                                    | 366                                   | 64.4                                 |
| Public administration.....  | 184                       | 23                                    | 12.7                                 | 34              | 18.3                                 | 6                             | 3.2                                  | -                                  | -                                    | 121                                   | 65.8                                 |

See footnotes at end of table.

**Table 8. Multiple jobholders with alternative and traditional work arrangements on second job by usual full- or part-time status, occupation, industry, and class of worker, July 2023 -- Continued**

(Numbers in thousands)

| Characteristic                                   | Total multiple jobholders | Status on second job                  |                                      |                 |                                      |                               |                                      |                                    |                                      |                                       |                                      |
|--|---------------------------|---------------------------------------|--------------------------------------|-----------------|--------------------------------------|-------------------------------|--------------------------------------|------------------------------------|--------------------------------------|---------------------------------------|--------------------------------------|
|  |                           | Workers with alternative arrangements |                                      |                 |                                      |                               |                                      |                                    |                                      | Workers with traditional arrangements |                                      |
|  |                           | Independent contractors               |                                      | On-call workers |                                      | Temporary help agency workers |                                      | Workers provided by contract firms |                                      |                                       |                                      |
|  |                           | Number                                | Percent of total multiple jobholders | Number          | Percent of total multiple jobholders | Number                        | Percent of total multiple jobholders | Number                             | Percent of total multiple jobholders | Number                                | Percent of total multiple jobholders |
| <b>Class of worker of second job<sup>3</sup></b> |                           |                                       |                                      |                 |                                      |                               |                                      |                                    |                                      |                                       |                                      |
| Wage and salary workers.....                     | 5,366                     | 324                                   | 6.0                                  | 348             | 6.5                                  | 118                           | 2.2                                  | 26                                 | 0.5                                  | 4,559                                 | 85.0                                 |
| Self-employed workers.....                       | 2,660                     | 1,592                                 | 59.9                                 | -               | -                                    | -                             | -                                    | -                                  | -                                    | 1,068                                 | 40.1                                 |

<sup>1</sup>Hours data for second job refer to hours at all jobs other than the main job.

<sup>2</sup>For temporary help agency workers and workers provided by contract firms, the industry classification is that of the place to which they were assigned. If workers did not provide this information, industry estimates will not sum to total.

<sup>3</sup>Wage and salary workers exclude all of the self-employed. The self-employed includes both the incorporated and unincorporated self-employed.

NOTE: Class of worker, industry, and occupation data about second jobs are not available for a small share of multiple jobholders. In addition, whether a worker is in an alternative arrangement on the second job is not available for a small share of multiple jobholders. There are a small number of workers who were both "on call" and "provided by contract firms." For these reasons, estimates may not sum to total. Workers with traditional arrangements are those who do not fall into any of the "alternative arrangements" categories. Full time is 35 hours or more per week, and part time is less than 35 hours. Hours vary is for people whose usual hours vary above and below the threshold for full-time work on all jobs other than their main job. Dash indicates no data or data that do not meet publication criteria (values not shown where base is less than 75,000).

**Table 8a. Percent distribution of multiple jobholders with alternative and traditional work arrangements on second job by usual full- or part-time status, occupation, industry, and class of worker, July 2023**

(Percent distribution)

| Characteristic  | Total multiple jobholders | Status on second job                  |                 |                               |                                    |                                       |
|---|---------------------------|---------------------------------------|-----------------|-------------------------------|------------------------------------|---------------------------------------|
|   |                           | Workers with alternative arrangements |                 |                               |                                    | Workers with traditional arrangements |
|   |                           | Independent contractors               | On-call workers | Temporary help agency workers | Workers provided by contract firms |                                       |
| Total, 16 years and over (in thousands).....                      | 8,393                     | 1,916                                 | 348             | 118                           | 26                                 | 5,627                                 |
| Percent.....  | 100.0                     | 100.0                                 | 100.0           | 100.0                         | -                                  | 100.0                                 |
| <b>Usual full- or part-time status (all jobs combined)</b>        |                           |                                       |                 |                               |                                    |                                       |
| Full-time workers.....  | 87.7                      | 88.3                                  | 83.0            | 92.6                          | -                                  | 87.7                                  |
| Part-time workers.....  | 12.3                      | 11.7                                  | 17.0            | 7.4                           | -                                  | 12.3                                  |
| <b>Usual hours of second job<sup>1</sup></b>                      |                           |                                       |                 |                               |                                    |                                       |
| Full time.....  | 6.4                       | 4.5                                   | 3.7             | 9.1                           | -                                  | 6.6                                   |
| Part time.....  | 83.6                      | 81.0                                  | 87.1            | 86.3                          | -                                  | 85.1                                  |
| Hours vary.....   | 10.0                      | 14.4                                  | 9.2             | 4.6                           | -                                  | 8.3                                   |
| <b>Occupation of second job</b>                                   |                           |                                       |                 |                               |                                    |                                       |
| Management, professional, and related occupations.....            | 38.9                      | 49.1                                  | 41.9            | 43.8                          | -                                  | 37.2                                  |
| Management, business, and financial operations occupations.....   | 15.6                      | 23.0                                  | 13.2            | 13.7                          | -                                  | 14.2                                  |
| Professional and related occupations.....                         | 23.3                      | 26.1                                  | 28.7            | 30.1                          | -                                  | 23.1                                  |
| Service occupations.....  | 24.3                      | 13.9                                  | 26.3            | 42.6                          | -                                  | 28.8                                  |
| Sales and office occupations.....                                 | 18.7                      | 23.4                                  | 15.5            | 9.1                           | -                                  | 18.5                                  |
| Natural resources, construction, and maintenance occupations..... | 4.3                       | 7.5                                   | 2.8             | -                             | -                                  | 3.7                                   |
| Production, transportation, and material moving occupations.....  | 6.6                       | 5.1                                   | 10.8            | 4.5                           | -                                  | 7.2                                   |
| <b>Industry of second job<sup>2</sup></b>                         |                           |                                       |                 |                               |                                    |                                       |
| Agriculture and related industries.....                           | 4.2                       | 4.3                                   | 0.2             | -                             | -                                  | 4.7                                   |
| Nonagricultural industries.....                                   | 89.1                      | 94.4                                  | 97.0            | 100.0                         | -                                  | 91.6                                  |
| Mining, quarrying, and oil and gas extraction.....                | 0.1                       | -                                     | -               | -                             | -                                  | 0.1                                   |
| Construction.....   | 2.5                       | 6.2                                   | 2.3             | -                             | -                                  | 1.5                                   |
| Manufacturing.....  | 2.6                       | 4.2                                   | 2.8             | 4.5                           | -                                  | 2.2                                   |
| Wholesale and retail trade.....                                   | 11.2                      | 7.6                                   | 8.4             | -                             | -                                  | 13.3                                  |
| Transportation and utilities.....                                 | 4.9                       | 9.1                                   | 9.1             | -                             | -                                  | 3.7                                   |
| Information.....  | 1.8                       | 1.7                                   | 0.9             | -                             | -                                  | 2.1                                   |
| Financial activities.....   | 6.5                       | 11.3                                  | 4.1             | -                             | -                                  | 5.5                                   |
| Professional and business services.....                           | 12.5                      | 24.1                                  | 7.6             | 24.6                          | -                                  | 9.2                                   |
| Education and health services.....                                | 21.5                      | 11.5                                  | 36.4            | 32.2                          | -                                  | 24.9                                  |
| Leisure and hospitality.....                                      | 16.5                      | 7.9                                   | 14.2            | 22.6                          | -                                  | 20.4                                  |
| Other services.....   | 6.8                       | 9.5                                   | 1.6             | 11.1                          | -                                  | 6.5                                   |
| Public administration.....  | 2.2                       | 1.2                                   | 9.7             | 5.0                           | -                                  | 2.2                                   |
| <b>Class of worker of second job<sup>3</sup></b>                  |                           |                                       |                 |                               |                                    |                                       |
| Wage and salary workers.....                                      | 63.9                      | 16.9                                  | 100.0           | 100.0                         | -                                  | 81.0                                  |
| Self-employed workers.....  | 31.7                      | 83.1                                  | -               | -                             | -                                  | 19.0                                  |

<sup>1</sup>Hours data for second job refer to hours at all jobs other than the main job.

<sup>2</sup>For temporary help agency workers and workers provided by contract firms, the industry classification is that of the place to which they were assigned. If workers did not provide this information, industry estimates will not sum to total.

<sup>3</sup>Wage and salary workers exclude all of the self-employed. The self-employed includes both the incorporated and unincorporated self-employed.

NOTE: Class of worker, industry, and occupation data about second jobs are not available for a small share of multiple jobholders. In addition, whether a worker is in an alternative arrangement on the second job is not available for a small share of multiple jobholders. There are a small number of workers who were both "on call" and "provided by contract firms." For these reasons, estimates may not sum to total. Workers with traditional arrangements are those who do not fall into any of the "alternative arrangements" categories. Full time is 35 hours or more per week, and part time is less than 35 hours. Hours vary is for people whose usual hours vary above and below the threshold for full-time work on all jobs other than their main job. Dash indicates no data or data that do not meet publication criteria (values not shown where base is less than 75,000).

**Table 9. Preference for arrangement by contingent status and alternative work arrangement on sole or main job, July 2023**

(Percent distribution)

| Preference                                   | Contingent | Independent contractors | On-call workers | Temporary help agency workers |
|--|------------|-------------------------|-----------------|-------------------------------|
| Total, 16 years and over (in thousands)..... | 6,899      | 11,904                  | 2,771           | 945                           |
| Percent.....                                 | 100.0      | 100.0                   | 100.0           | 100.0                         |
| Prefer different arrangement.....            | 44.8       | 8.3                     | 41.6            | 27.7                          |
| Prefer this arrangement.....                 | 40.8       | 80.3                    | 40.6            | 48.2                          |
| It depends.....                              | 12.6       | 8.9                     | 16.2            | 18.4                          |
| Not available.....                           | 1.7        | 2.5                     | 1.6             | 5.7                           |

NOTE: Information about preference for work arrangement was collected only for sole or main job. Preference was not collected for workers provided by contract firms. Detail may not sum to total due to rounding.

**Table 10. Health insurance coverage by contingent status and alternative work arrangement on sole or main job, July 2023**

| Status on sole or main job                 | Total employed<br>(thousands) | Percent with health insurance coverage |                                   |
|--|-------------------------------|--|-----------------------------------|
|  |                               | Total                                  | Provided by employer <sup>1</sup> |
| Total, 16 years and over.....              | 161,878                       | 83.9                                   | 49.9                              |
| Contingent.....                            | 6,899                         | 74.3                                   | 19.9                              |
| Not contingent.....                        | 154,979                       | 84.3                                   | 51.2                              |
| <b>Alternative work arrangements</b>       |                               |  |                                   |
| Independent contractors.....               | 11,904                        | 74.2                                   | -                                 |
| On-call workers.....                       | 2,771                         | 78.2                                   | 38.1                              |
| Temporary help agency workers.....         | 945                           | 60.8                                   | 16.6                              |
| Workers provided by contract firms.....    | 862                           | 79.4                                   | 40.2                              |
| Workers with traditional arrangements..... | 145,536                       | 84.9                                   | 54.4                              |

<sup>1</sup>Excludes the self-employed (incorporated and unincorporated) and independent contractors.

- Not applicable.

NOTE: Workers with traditional arrangements are those who do not fall into any of the "alternative arrangements" categories. Detail may not sum to total because there are a small number of workers who were both "on call" and "provided by contract firms."



**Table 11. Median usual weekly earnings of full- and part-time workers by contingent status and alternative work arrangement on sole or main job by sex, race, and Hispanic or Latino ethnicity, July 2023**

| Characteristic                    | Contingent | Not contingent | Workers with alternative arrangements |                 |                               |                                    | Workers with traditional arrangements |
|-----------------------------------|------------|----------------|---------------------------------------|-----------------|-------------------------------|------------------------------------|---------------------------------------|
|                                   |            |                | Independent contractors               | On-call workers | Temporary help agency workers | Workers provided by contract firms |                                       |
| <b>Full-time workers</b>          |            |                |                                       |                 |                               |                                    |                                       |
| Total, 16 years and over.....     | \$838      | \$1,137        | \$949                                 | \$1,125         | \$818                         | \$1,014                            | \$1,132                               |
| Men.....                          | 829        | 1,233          | 1,004                                 | 1,196           | 856                           | 1,019                              | 1,227                                 |
| Women.....                        | 856        | 1,019          | 857                                   | 949             | 757                           | 917                                | 1,017                                 |
| White.....                        | 822        | 1,150          | 961                                   | 1,107           | 799                           | 1,108                              | 1,145                                 |
| Black or African American.....    | 704        | 955            | 835                                   | 963             | 782                           | 997                                | 961                                   |
| Asian.....                        | 996        | 1,550          | 764                                   | 1,432           | -                             | -                                  | 1,548                                 |
| Hispanic or Latino ethnicity..... | 711        | 894            | 768                                   | 802             | 751                           | 807                                | 892                                   |
| <b>Part-time workers</b>          |            |                |                                       |                 |                               |                                    |                                       |
| Total, 16 years and over.....     | 320        | 367            | 400                                   | 315             | 362                           | 306                                | 365                                   |
| Men.....                          | 372        | 369            | 422                                   | 293             | 341                           | -                                  | 368                                   |
| Women.....                        | 293        | 366            | 383                                   | 327             | 364                           | 318                                | 363                                   |
| White.....                        | 327        | 360            | 400                                   | 307             | 429                           | 291                                | 358                                   |
| Black or African American.....    | 255        | 386            | 230                                   | 291             | -                             | -                                  | 389                                   |
| Asian.....                        | 382        | 463            | 552                                   | -               | -                             | -                                  | 438                                   |
| Hispanic or Latino ethnicity..... | 364        | 383            | 319                                   | 312             | 365                           | -                                  | 383                                   |

NOTE: Earnings were collected only for sole or main job. Workers with traditional arrangements are those who do not fall into any of the "alternative arrangements" categories. Earnings data for those in contingent and not contingent jobs refer to wage and salary workers and exclude independent contractors and the self-employed. Earnings data for independent contractors include the self-employed; however, the self-employed are excluded from the earnings data for workers with other alternative and traditional arrangements. Full- or part-time status is determined by hours usually worked at sole or main job; full time is 35 hours or more per week, and part time is less than 35 hours. People whose ethnicity is identified as Hispanic or Latino may be of any race. Dash indicates no data or data that do not meet publication criteria (values not shown where base is less than 75,000).

**Table 12. Employed people with alternative and traditional work arrangements by contingent status, July 2023**

(Numbers in thousands)

| Characteristic                                 | Total   | Contingent |                  | Not contingent |                  |
|--|---------|------------|------------------|----------------|------------------|
|  |         | Number     | Percent of total | Number         | Percent of total |
| <b>Status on sole or main job<sup>1</sup></b>  |         |            |                  |                |                  |
| Total employed, 16 years and over.....         | 161,878 | 6,899      | 4.3              | 154,979        | 95.7             |
| Workers with alternative arrangements.....     | 16,342  | 1,603      | 9.8              | 14,739         | 90.2             |
| Independent contractors.....                   | 11,904  | 483        | 4.1              | 11,421         | 95.9             |
| On-call workers.....                           | 2,771   | 476        | 17.2             | 2,296          | 82.8             |
| Temporary help agency workers.....             | 945     | 518        | 54.8             | 427            | 45.2             |
| Workers provided by contract firms.....        | 862     | 194        | 22.5             | 668            | 77.5             |
| Workers with traditional arrangements.....     | 145,536 | 5,296      | 3.6              | 140,240        | 96.4             |
| <b>Status on second job</b>                    |         |            |                  |                |                  |
| Total multiple jobholders, 16 years and over.. | 8,393   | 1,076      | 12.8             | 6,950          | 82.8             |
| Workers with alternative arrangements.....     | 2,399   | 362        | 15.1             | 2,037          | 84.9             |
| Independent contractors.....                   | 1,916   | 220        | 11.5             | 1,695          | 88.5             |
| On-call workers.....                           | 348     | 60         | 17.2             | 289            | 82.8             |
| Temporary help agency workers.....             | 118     | 81         | 68.7             | 37             | 31.3             |
| Workers provided by contract firms.....        | 26      | 0          | -                | 25             | -                |
| Workers with traditional arrangements.....     | 5,627   | 715        | 12.7             | 4,912          | 87.3             |

<sup>1</sup> For multiple jobholders, contingent status is based on their main job—the one at which they usually work the greatest number of hours.

NOTE: Contingent status on the second job is not available for a small share of multiple jobholders; thus, the number of contingent and not contingent second jobs will not sum to total. Workers with traditional arrangements are those who do not fall into any of the "alternative arrangements" categories. Detail may not sum to total because there are a small number of workers who were both "on call" and "provided by contract firms." In addition, whether a worker is in an alternative arrangement on the second job is not available for a small share of multiple jobholders. Dash indicates no data or data that do not meet publication criteria (values not shown where base is less than 75,000).

**Table 13. Employed people 16 years and over with contingent and alternative work arrangements on sole, main, and second jobs, July 2023**

(In thousands)

| Characteristic                             | Total on sole or main job | Sole job | Multiple jobholders |                     |               |                          |                 |
|--|---------------------------|----------|---------------------|---------------------|---------------|--------------------------|-----------------|
|  |                           |          | Total on main job   | Total on second job | Which job     |                          |                 |
|  |                           |          |                     |                     | Main job only | Both main and second job | Second job only |
| Contingent.....                            | 6,899                     | 6,358    | 541                 | 1,076               | 355           | 186                      | 890             |
| Workers with alternative arrangements..... | 16,342                    | 15,316   | 1,026               | 2,399               | 527           | 499                      | 1,900           |
| Independent contractors.....               | 11,904                    | 11,216   | 688                 | 1,916               | 365           | 323                      | 1,593           |
| On-call workers.....                       | 2,771                     | 2,555    | 217                 | 348                 | 175           | 41                       | 307             |
| Temporary help agency workers.....         | 945                       | 877      | 68                  | 118                 | 43            | 25                       | 93              |
| Workers provided by contract firms.....    | 862                       | 796      | 66                  | 26                  | 66            | -                        | 26              |

NOTE: Total on sole or main job includes the sole job of single jobholders, multiple jobholders on their main job only, and multiple jobholders on both their main and second jobs. Total on main job includes multiple jobholders on their main job only and multiple jobholders on both their main and second jobs. Total on second job includes multiple jobholders on their second job only and multiple jobholders on both their main and second jobs. Detail may not sum to total because there are a small number of workers who were both "on call" and "provided by contract firms." Dash indicates no data or data that do not meet publication criteria (values not shown where base is less than 75,000).