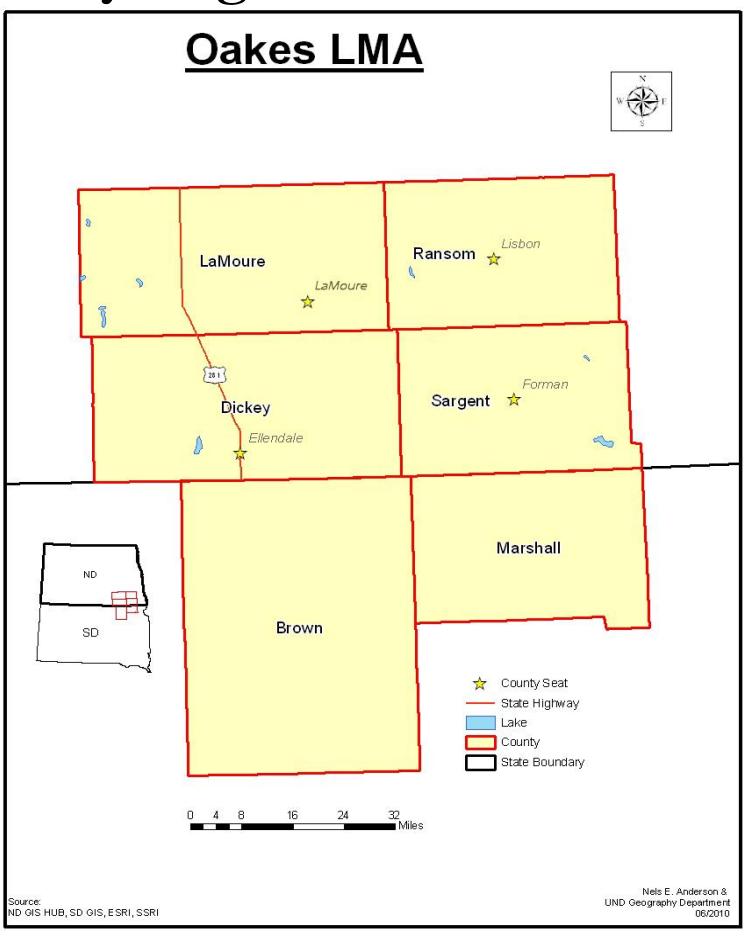
Oakes County Regional Labor Availability 2010



A collaboration of:

North Dakota Department of Commerce
Division of Workforce Development

Job Service North Dakota

Social Science Research Institute
University of North Dakota
Knowledge to Bring People and Resources Together

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MAJOR FINDINGS

Summary of Findings. The unemployment rate is a labor statistic that is often used to determine the available labor force in an area. It is a statistic that is produced in the same manner across the nation so it is often used in apples to apples comparisons between two labor sheds. However, the unemployment rate does not provide a complete picture of the available labor supply.

The Oakes Labor Market Area (LMA) is comprised of LaMoure, Sargent, Dickey, and Ransom counties in North Dakota as well as the counties of Brown and Marshall in South Dakota. The labor force (those employed, which includes the self-employed as well as those actively seeking work) was estimated to be 56 percent of the adult population, or approximately 25,582 individuals. However, the Oakes LMA potential labor force (which is comprised of the labor force as well as individuals who are planning to look for work within the year and individuals who are currently discouraged from looking for work) was estimated to be 26,518 individuals, or approximately 58 percent of the adult population. Approximately 2 percent of the population 18 years and older, roughly 1,126 individuals, were not working but were actively seeking work.

By only looking at the 1,126 unemployed individuals, a large number of potential workers are not being accounted for. These individuals are called Potential Job Seekers (PJSs). There was an estimated 11,070 PJSs in the Oakes LMA. PJSs are individuals who are looking for work, individuals who are currently working but would be interested in changing jobs or occupations, individuals who want additional hours, individuals who are planning to look for work in the next year, and individuals who are currently discouraged from looking for work. Table 1 shows the estimated Labor Force, Potential Labor Force, and PJSs for the Oakes LMA.

Table 1. LMA Labor Force Estimates

Description	Number	Percent
Labor Force	25,582	56%
Employed	24,456	54%
Actively Seeking Work	1,126	2%
Potential Labor Force	26,518	58%
Employed	24,456	54%
Actively Seeking Work	1,126	2%
Planning to Look Within Year	778	2%
Discouraged from Looking	158	<1%
Potential Job Seekers (PJSs)	11,070	24%
Actively Seeking Work	1,126	2%
Planning to Look Within Year	778	2%
Interested in Only Changing Jobs	5,862	13%
Interested in Changing or Adding Jobs	2,015	4%
Interested in Only Additional Job	1,131	2%
Discouraged from Looking	158	<1%

Scope of Study. In 2010 a collaboration consisting of the Workforce Development Division of the North Dakota State Department of Commerce, Job Service North Dakota, the Social Science Research Institute (SSRI) at the University of North Dakota, and local economic development groups pooled resources to create a study identifying the available labor force across the state.

The purpose of this study was to explore the size and characteristics of the potential labor pool in and around the city of Oakes. A telephone survey was conducted by SSRI, who contacted 1,650 respondents in LaMoure, Sargent, Dickey, and Ransom counties in North Dakota as well as the counties of Brown and Marshall in South Dakota.

These areas were determined by the economic developer and were based on community and business trade patterns. According to 2008 U.S. Census Bureau estimates, there are approximately 45,540 people age 18 and older living in these areas (Table 2).

Table 2. LMA Population Estimates

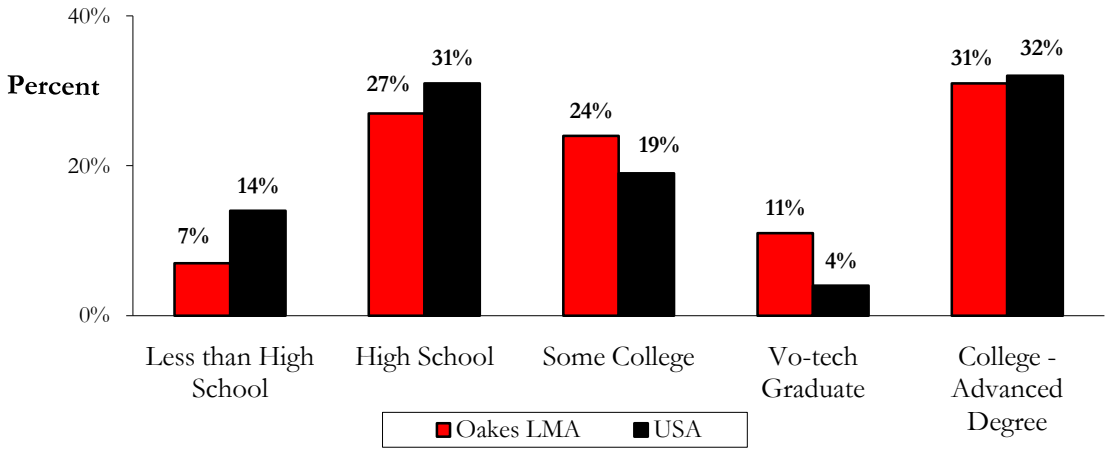
Area/Counties	Population Estimate	Adult 18+
LaMoure County	3,986	3,231
Sargent County	4,048	3,187
Dickey County	5,237	4,083
Ransom County	5,628	4,405
Brown County (SD)	35,154	27,264
Marshall County (SD)	4,320	3,370
Total	58,373	45,540

The Population

Approximately 23 percent of the survey respondents lived in Dickey County. More women completed the survey than men (51 percent to 49 percent respectively). Fifty-two years was the median age of respondents. More than half were currently working (54 percent). The average commute for the Oakes LMA was approximately 13 minutes or 10 miles to get to work. According to the sample responses, the largest occupations in the Oakes LMA were Healthcare Support (17 percent); Sales and Related (14 percent); and Production (11 percent). In general, respondents were well-educated, with 93 percent having received a high school diploma and 30 percent having received a college or advanced degree.

These numbers differ slightly from the 2008 U.S. Census Bureau estimates for the state. According to the Census Bureau, the median age of North Dakota was 37 and 50 percent of the population was female. The Census Bureau also found that 86 percent of the population had a high school diploma and 32 percent had a college degree. Educational attainment in the United States according to the 2009 Census Bureau estimates is presented as a comparison to the LMA (Figure 1).

Figure 1. LMA Educational Attainment



Because only people age 18 or older were asked to participate in the survey, the median age of respondents (52 years) was higher than that of the Census Bureau estimates for the state (37.1 years). In comparison, the median age of the nation was 36.8 years in 2008. Among survey respondents, 22 percent were between the ages of 18 and 34.

At the time of this study the unemployment rate in the Oakes area was 5.2 percent[1]. Among the respondents, 54 percent were currently working and 2 percent were actively seeking work.

[1] Reflects Dickey County as of March 2010.

The Current Workforce

Table 3 displays the most recent occupations of the current employees in the Oakes LMA.

Table 3. LMA Current Occupations

Occupational Group	Number[2]	Percentage
Managerial, Professional and Related Occupations	9,135	37%
Managerial	464	2%
Business and Financial Operations	1,497	6%
Computer and Mathematical Science	98	<1%
Architecture and Engineering	216	1%
Life, Physical and Social Services	165	1%
Community and Social Services	542	2%
Legal Occupation	193	1%
Education, Training and Library	2,022	8%
Arts, Design, Entertainment, Sports and Media	172	1%
Healthcare Practitioner and Technicians	74	<1%
Healthcare Support	3,692	15%
Service Occupations	1,881	8%
Protective Services	206	1%
Food Preparation and Serving	516	2%
Building and Grounds, Cleaning, Maintenance	406	2%
Personal Care	753	3%
Sales and Office Occupations	5,249	22%
Sales	3,103	13%
Office and Administrative Support	2,146	9%
Farming and Related Occupations	1,508	6%
Farming and Related Occupations	1,508	6%
Construction, Extraction, Installation and Repair	1,055	5%
Construction and Extraction	680	3%
Installation and Repair	375	2%
Production, Transportation and Material Moving	3,459	14%
Production	2,456	10%
Transportation and Material Moving	1,003	4%
Military	**	**
Military	**	**

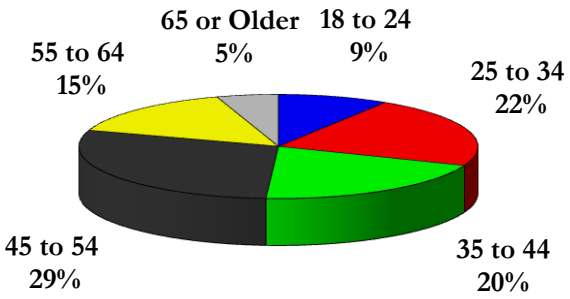
** None found or small count suppressed.

[2] The numbers in this table are based on the percentage of respondents (54% or 24,456 estimated residents) who were working at the time of the survey. The percentage column reflects the percentage of respondents in each occupational group. The number column applies that percentage to the workforce population of 24,456. Due to rounding, estimates will not be exact.

Workforce Demographics. A typical employed respondent worked 40 hours per week and made $14.50 per hour. A majority of these respondents had only one job and worked full-time, defined in this study as 35 or more hours per week. Eighteen percent held more than one job. Generally, if a respondent worked more than one job, the additional job was part-time. Thirty percent of employed respondents had shift-oriented schedules. However, an additional 23 percent of working respondents who don't currently work shifts said they would be willing to work shifts.

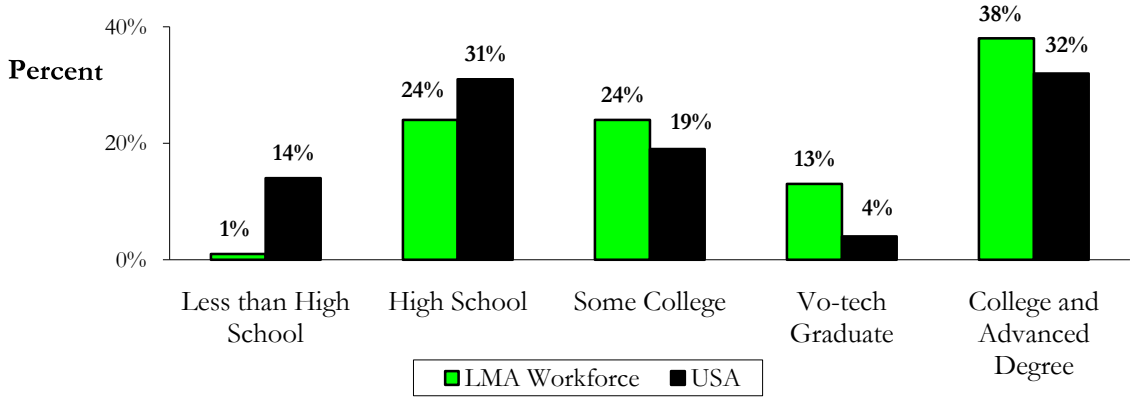
The demographics of Oakes LMA's current workforce were somewhat different from those of the general population. Current employees had a median age of 44. Thirty-one percent of these current employees were between the ages of 18 and 34 (Figure 2). Also, 46 percent were male, 38 percent had a college degree, and the average wage of current employees was $16.28 per hour.

Figure 2. Workforce Age Groups



Educational Attainment. The educational attainment of the workforce was similar to that of the LMA as a whole. However, there were some differences; most notably, only 1 percent of the workforce had less than a high school degree contrasting the 7 percent in the LMA as a whole. The educational attainment for the workforce of the Oakes LMA is outlined below in Figure 3.

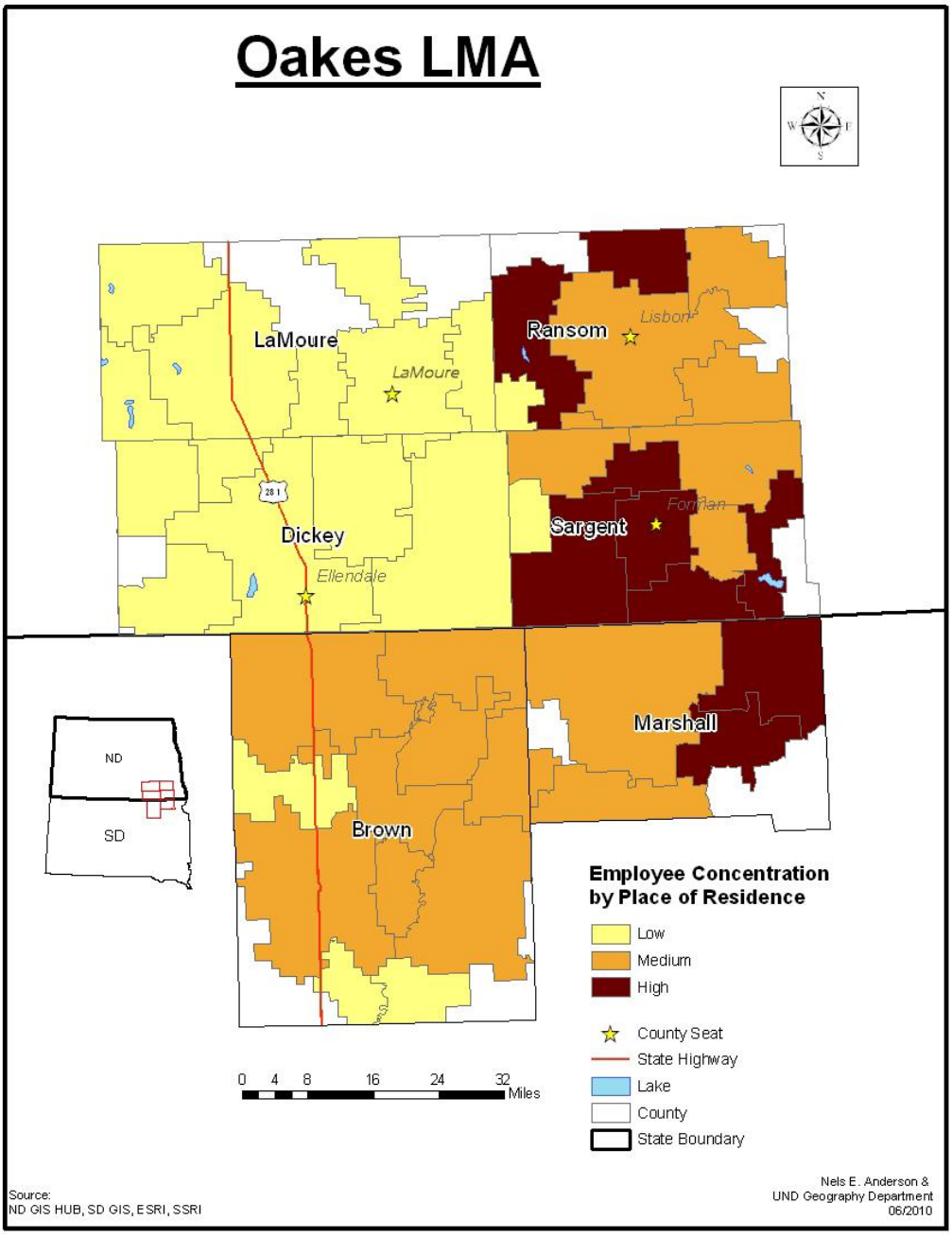
Figure 3. Workforce Educational Attainment



Commuting Patterns. Typically, current employees traveled 10 miles or 13 minutes to get to work. This depended on the occupation of the employee, however. For instance, those in Arts, Design, Entertainment, Sports, and Media occupations traveled less than 5 miles or less than 7 minutes to get to work while those in Management occupations traveled almost 22 miles or 21 minutes to get to work. The average length of tenure for employees in the Oakes LMA was 8 years. Eighty-six percent of currently employed respondents worked full-time, defined here as more than 35 hours per week, and most (93 percent) worked year-round jobs with the remainder working seasonal jobs.

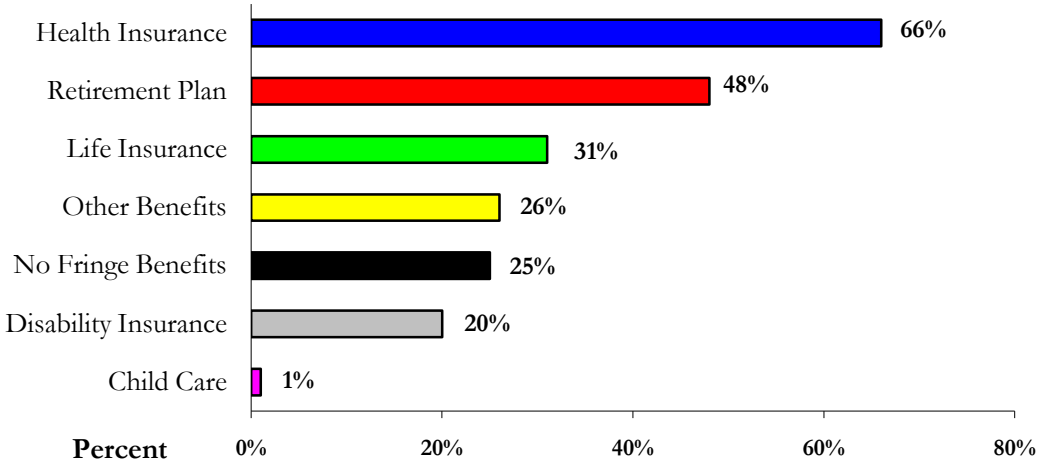
Employee Concentration by Place of Residence. Figure 4 graphically presents the Oakes LMA employees by place of residence.

Figure 4. Employee Concentration by Place of Residence



Employee Benefits. Approximately two thirds of the workforce (66 percent) received Health Insurance followed by Retirement Plans (48 percent). Approximately one in four workers (25 percent) did not receive any fringe benefits. Figure 5 displays the benefits that currently employed respondents receive at their jobs.

Figure 5. Employee Benefits Received



Retirement Plans of the Older Workers. Workers age 55 and older were asked if they plan to retire in the next five years. Survey results indicate that 62 percent (approximately 2,760 workers) were interested in retiring in the next five years.

Approximately 50 percent of those planning to retire were planning to retire progressively which means they plan to work fewer hours, change from full-time to part-time, etc. More than 82 percent of survey respondents who were asked where they plan to live when they retire planned to live in North Dakota or Minnesota. The remainder expressed plans to reside somewhere else.

Under-Employment. Approximately 8 percent of employed respondents, or an estimated 2,050 workers, in the Oakes LMA considered themselves to be "under-employed." Reasons cited for feeling under-employed included lack of jobs in their field of training, too few hours, low wages, and lack of benefits.

Occupational Summary. Table 4 presents occupations in the Oakes LMA by estimated number of employed respondents as well as years with current employer, average hours worked in a week, and the average hourly wage[3]. The highest percentage of employees worked in Healthcare Support occupations with 17 percent of the labor force, or approximately 4,052 individuals. Despite having the shortest tenure (6 years) people who worked in Sales and Related occupations enjoyed the ninth highest current hourly wage ($17.10).

Table 4. LMA Occupational Summary (1)

Occupational Group	Estimated Number	Percentage	Years With Current Employer	Average Hours Worked in a Week	Current Hourly Wage
Management	509	2%	10	46	$25.00
Business and Financial Operations	1,643	7%	10	43	$16.30
Computer and Mathematical Science	107	<1%	20	40	$26.50
Architecture and Engineering	237	1%	11	43	$22.80
Life, Physical, and Social Science	182	1%	7	40	$18.50
Community and Social Services	595	2%	6	42	$15.50
Legal Occupations	212	1%	7	38	$10.20
Education, Training, and Library	2,219	9%	11	42	$17.50
Arts, Design, Entertainment, Sports, and Media	188	1%	10	44	$27.90
Healthcare Practitioner and Technical	81	<1%	9	58	**
Healthcare Support	4,052	17%	9	37	$17.20
Protective Service	226	1%	7	51	$14.20
Food Preparation and Serving Related	566	2%	6	31	$8.50
Building and Grounds Cleaning and Maintenance	445	2%	8	35	$13.30
Personal Care and Service	827	3%	7	51	$17.00
Sales and Related	3,405	14%	6	39	$17.10
Office and Administrative Support	2,355	10%	8	34	$12.80
Farming, Fishing, and Forestry	1,655	7%	10	49	$13.90
Construction and Extraction	747	3%	7	50	$16.70
Installation, Maintenance, and Repair	411	2%	7	36	$14.20
Production	2,695	11%	11	46	$18.10
Transportation and Material Moving	1,101	5%	7	43	$14.90
Military	**	**	**	**	**

** None found or small count suppressed.

[3] Self reported hourly wages – small sample sizes will distort the median wages within occupations groups.

Table 5 presents the respective occupations in the Oakes LMA by the average age, average miles current commute, average miles willing to commute, and the lowest acceptable hourly wage. Installation, Maintenance, and Repair occupations had the lowest average age (31) followed closely by Legal occupations (32). Food Preparation and Serving Related occupations would have accepted the lowest wage ($9.90), but were only willing to commute 19 miles to get to work.

TABLE 5. LMA Occupational Summary (2)

Occupational Group	Average Age	Average Miles of Current Commute	Average Miles Willing to Commute	Lowest Hourly Wage Would Accept to Work
Management	47	22	43	$26.70
Business and Financial Operations	44	7	28	$14.10
Computer and Mathematical Science	46	16	35	$22.50
Architecture and Engineering	55	8	16	$19.10
Life Sciences	53	9	20	$12.00
Community and Social Services	42	5	33	$13.50
Legal Occupations	32	6	24	$10.90
Education, Training, and Library	46	9	27	$14.60
Arts, Design, Entertainment, Sports, and Media	49	5	39	$19.70
Healthcare Practitioner and Technical	45	8	40	$34.20
Healthcare Support	44	12	35	$15.00
Protective Service	44	8	34	$13.70
Food Preparation and Serving Related	49	7	19	$9.90
Building and Grounds Cleaning and Maintenance	55	6	21	$11.10
Personal Care and Service	43	5	24	$16.70
Sales and Related	43	6	23	$13.50
Office and Administrative Support	42	8	27	$11.30
Farming, Fishing, and Forestry	44	11	31	$13.70
Construction and Extraction	35	10	59	$14.40
Installation, Maintenance, and Repair	31	8	21	$12.00
Production	43	14	34	$14.70
Transportation and Material Moving	47	8	26	$12.90
Military Specific	**	**	**	**

** None found or small count suppressed.

Potential Job Seekers

Potential Job Seekers Defined. In the Oakes LMA 24 percent of survey respondents can be classified as PJSs, which is equivalent to approximately 11,070 people. The five types of potential job seekers are listed in detail below.

1. The unemployed:
   Those who are 18 and older, unemployed, and actively seeking work.

2. Individuals who plan to seek a job within the next year:
   Those who are not working, not seeking work, but plan to be looking for work within the year.

3. People who are working, but would be willing to change jobs:
   Using U.S. Bureau of Labor Statistics definitions, these people would be classified as employed. This group includes those individuals who are presently working who may or may not be actively seeking work, but would consider changing employers.

4. People who are currently working and would be willing to take an additional job:
   Like the previous group, these individuals would be defined as employed. However, they would be willing to work an additional job and, as such, are part of the possible labor pool for different businesses.

5. Individuals who are discouraged and are not looking for work:
   For the purpose of this study, the discouraged worker is defined as someone who is not working, is not actively seeking work, not planning to find a job within the next year, but would accept a job if it met their minimum acceptable requirements.

TABLE 6. LMA Potential Job Seekers Characteristics[4]

Characteristic	Number	Percentage of Population 18 Years of Age and Over
Potential Job Seekers	11,070	24%
Actively Seeking Work	1,126	2%
Planning to Look Within the Year	778	2%
Interested in Changing Jobs but no Additional Jobs	5,862	13%
Interested in Both Changing Jobs and Additional Jobs	2,015	4%
Interested in Additional Jobs but not Changing jobs	1,131	2%
Those Discouraged from Looking	158	<1%

[4] The survey methodology provides accuracy at plus or minus 5 percent with a 90 percent confidence level. The total available potential job seekers (over the age of 18 years old) could range from 10,517 to 11,624 residents. Please reference methodology for calculations used for Potential Job Seeker estimates.

The Number of available workers an employer can expect in an area depends upon individual work experiences, the working conditions, wages, and benefits offered. Table 7 presents the current occupation of PJSs.

TABLE 7. PJSs Current Occupation Overview

Occupational Group	Number PJS	Interested in New Job	Interested in Additional Job	Current Hourly Wage	Lowest Hourly Wage Would Accept to Work
Managerial	**	**	**	$35.70	$33.00
Business and Financial Operations	611	483	322	$13.70	$11.90
Computer and Mathematical Science	97	**	**	**	$26.40
Architecture and Engineering	**	**	**	**	**
Life, Physical and Social Services	**	**	**	**	**
Community and Social Services	322	322	129	$17.40	$12.50
Legal Occupation	**	**	**	**	**
Education, Training and Library	676	676	**	$17.40	$14.50
Arts, Design, Entertainment, Sports and Media	**	**	**	**	**
Healthcare Practitioner and Technicians	**	**	**	**	**
Healthcare Support	1,383	1,190	290	$15.90	$13.50
Protective Services	**	**	**	**	**
Food Preparation and Serving	354	257	129	$8.00	$9.50
Building and Grounds, Cleaning, Maintenance	322	257	193	$11.80	$11.00
Personal Care	354	290	97	$14.50	$20.80
Sales	1,255	1,158	418	$14.40	$12.50
Office and Administrative Support	804	772	290	$11.60	$11.20
Farming and Related Occupations	483	354	193	$12.90	$12.60
Construction and Extraction	450	418	161	$14.90	$15.10
Installation and Repair	**	**	**	**	**
Production	1,126	1,094	386	$17.00	$14.50
Transportation and Material Moving	483	354	257	$15.40	$14.10
Military	**	**	**	**	**

** None found or small count suppressed.

PJSs Demographic Profile. The demographics of PJSs were similar to those of the sample population. In general, the median age of a PJS was 43 years old, making them younger than the rest of the sample. In addition, PJSs were more likely to be male (54 percent) and more likely to be a Vo-tech Grad than the rest of the population. They also had shorter tenure at their jobs (6 years), fewer years of management experience (7 years), and fewer years of experience with computers (11 years) than the workforce.

Work Shifts. On average, 32 percent of PJSs worked shifts. Of those that didn't currently work shifts, 30 percent would be willing to work shifts. Specifically, many PJSs (53 percent) said they would work shifts in order to obtain better pay. The most popular choice of shift for this group was daytime (57 percent). Ninety-three percent of PJSs who were employed worked year-round while 7 percent worked seasonal jobs.

Seasonal Employment. Generally, in the Oakes LMA, year-round jobs were preferred over seasonal jobs (82 percent to 14 percent). Overall, 68 percent of PJSs were interested in flexible work schedules in which their work hours would be arranged around their personal schedules.

Choosing Alternative Employment. The reasons PJSs would consider alternative employment vary. As presented in Table 8, the most common reason to choose alternative employment was An Increase in Pay (51 percent) while To Gain More Job Status/Prestige was the least common answer (1 percent).

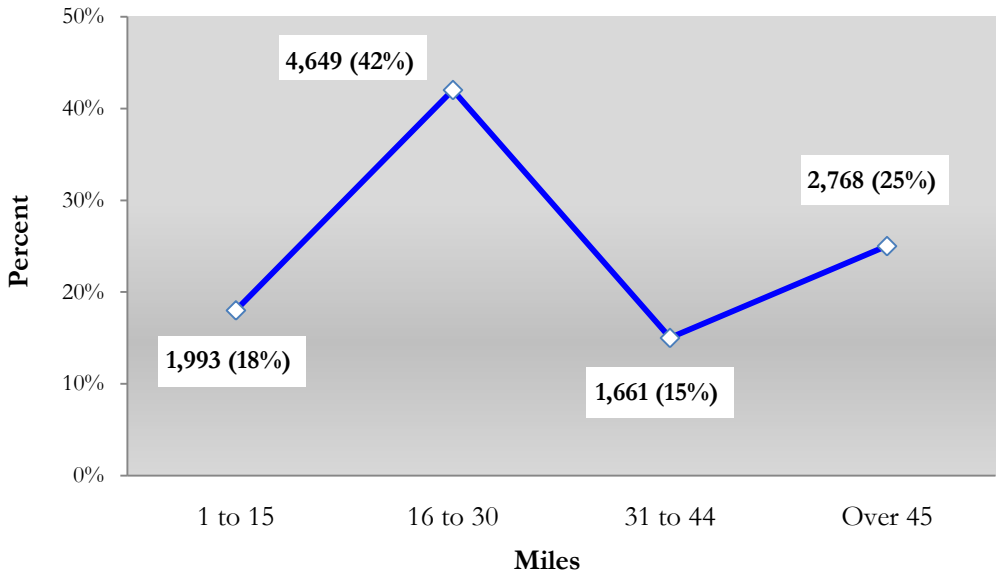
Table 8. Reason PJSs Would Consider Alternative Employment

Main Factor Influencing Decision	Percentage	Average Miles Willing to Commute
An Increase in Pay	51%	36
Something Else	12%	36
More Career Advancement Opportunities	12%	36
Improvement in working conditions	10%	28
An Increase in Benefits	10%	36
Underutilized Skills	3%	34
To Gain More Job Status/Prestige	1%	37

Commuting Patterns. The typical PJS traveled 11 miles or 15 minutes one-way to get to their job. This, of course, varied by occupation. For instance, PJSs in Computer and Mathematical Science occupations traveled 21 miles or 31 minutes to get to work while PJSs in Management occupations only traveled 2 miles or 5 minutes. On average, a PJS would be willing to travel 34 miles to go to work.

Figure 6 suggests that the PJSs in the Oakes Labor Market Area are receptive to commuting. Forty-percent or 4,428 estimated people of the available force will commute 31 miles one way or further for an employment opportunity. Eighteen percent will commute up to 15 miles and 42% will commute up to 30 miles minutes for employment.

Figure 6. Available Labor by Commute Miles



Job Benefit Preferences. The most desirable benefit to PJSs was clearly Health Insurance (64 percent) followed by Flexible Work Hours (8 percent) as outlined below in Table 9.

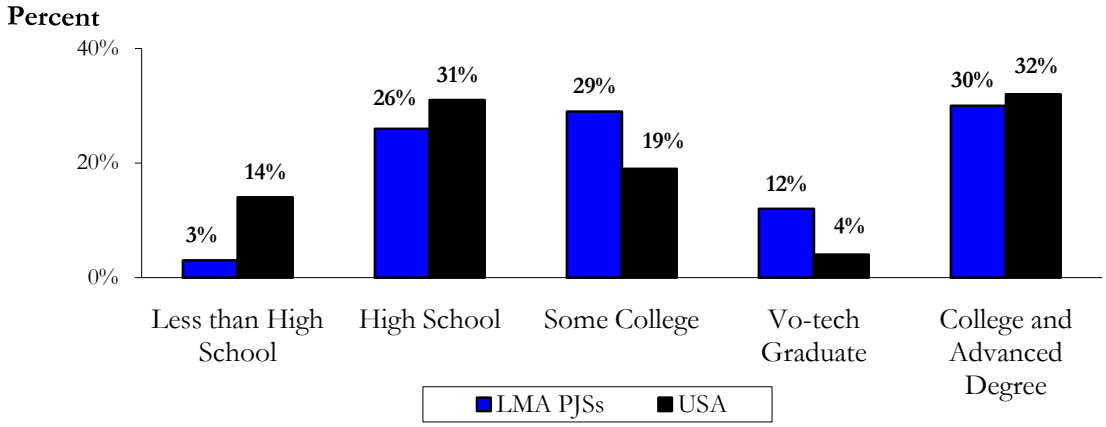
Table 9. Benefits by Rank of Importance

Benefit	Percentage	Number PJS
Health Insurance	64%	7,033
Flexible Work Hours	8%	912
Retirement Plan	8%	886
Paid Vacation	5%	564
Profit Sharing	3%	343
Tuition Reimbursement	3%	311
Sick Leave	2%	215
On-The-Job Training	2%	169
Differential Pay	1%	155
Child Care Assistance	**	**
Paid Holidays	**	**

** None found or small count suppressed.

Educational Attainment. Approximately 97 percent of PJSs in the Oakes LMA had at least a high school education, and 30 percent had a college degree. Figure 7 presents the educational attainment compared to the 2009 national averages according to U.S. Census Bureau estimates.

Figure 7. PJSs Educational Attainment



Management Experience. Among the PJSs in the Oakes LMA, 74 percent indicated they have some management experience. The average length of time for this experience was 7 years.

General Skills. A majority of PJSs rated themselves as skilled to very skilled in almost all of the General Skills outlined below. Eighty-six percent of PJSs rated themselves skilled to very skilled at Thinking and Organizing. Conversely, only 49 percent of PJSs rated themselves as skilled to very skilled at Product Sales.

Table 10. General Skills of PJSs

General Skill Areas	Number PJSs Skilled to Very Skilled	Percent of PJSs	Average Age	Years with Current Employer	Lowest Hourly Wage Would Accept to Work
Thinking and Organizing	9,481	86%	41	6	$13.60
Basic	9,393	85%	42	6	$13.20
Quality Improvement	9,285	84%	42	6	$13.50
Interpersonal	8,607	78%	41	6	$13.70
Safety	8,582	78%	41	7	$13.40
Product Sales	5,413	49%	40	5	$13.30

Computer Skills. Survey respondents were asked to assess their computer skills. Table 9 presents the self-assessed computer skills for PJSs in the Oakes LMA. Fifty-nine percent of PJSs reported they were skilled to very skilled at Data Entry and Word Processing while only 10 percent rated their HTML ability as skilled or very skilled.

Table 11. Computer Skills of PJSs

Computer Skill Area	Number PJSs Skilled to Very Skilled	Percent of PJS	Average Age	Years with Current Employer	Lowest Hourly Wage Would Accept to Work
Data Entry	6,528	59%	39	6	$13.10
Word Processing	6,516	59%	38	5	$13.40
Spreadsheet	5,499	50%	37	5	$13.90
Database	4,122	37%	39	5	$12.80
Desktop Publishing	3,630	33%	38	5	$13.80
Installing Computer Hardware	2,629	24%	36	6	$14.90
Computer Programming	1,294	12%	37	6	$15.10
HTML	1,094	10%	36	5	$13.30

Occupational Skills. Survey respondents were also asked to rate themselves on occupational skills. Table 12 outlines the number of PJSs that rated themselves as skilled to very skilled in the corresponding occupational skills.

Table 12. Occupational Skills of PJSs

Occupational Skill Area	Number PJSs Skilled to Very Skilled	Percent of PJSs	Average Age	Years with Current Employer	Lowest Hourly Wage Would Accept to Work
Retail/Sales	5,673	51%	41	5	$13.00
Machine Operation with Computer	4,998	45%	41	5	$12.90
Mechanical	3,912	35%	44	7	$14.30
Carpentry	3,787	34%	44	6	$13.90
Executive/Professional	3,775	34%	42	6	$13.30
Medical/Healthcare	3,644	33%	40	5	$13.90
Welding	2,705	24%	43	7	$15.00
Electrical	2,515	23%	42	6	$14.60
Metal Working	2,474	22%	41	6	$14.40

Other Occupations. Many workers are trained in an occupation other than the one in which they are currently employed. Table 13 presents the other occupations that PJSs were trained in as well as their Average Age, Average Miles Willing to Commute, and the Lowest Hourly Wage Would Accept to Work.

Table 13. Occupational Experience Other Than Current Occupation

Occupational Group	Number PJSs	Average Age	Average Miles Willing to Commute	Lowest Hourly Wage Would Accept to Work
Management	274	38	41	$9.90
Business and Financial Operations	421	46	37	$14.60
Computer and Mathematical Science	78	42	51	$12.90
Architecture and Engineering	166	38	43	$12.90
Life, Physical and Social Science	**	**	**	**
Community and Social Services	74	34	24	$9.70
Legal Occupations	73	28	60	$7.30
Education, Training, and Library	419	46	35	$11.80
Arts, Design, Entertainment, Sports, and Media	74	46	26	$12.40
Healthcare Practitioner	**	**	**	**
Healthcare Support	592	47	34	$13.60
Protective Service	127	44	25	$11.40
Food Preparation and Serving Related	141	53	24	$13.10
Building and Grounds Cleaning and Maintenance	**	**	**	**
Personal Care and Service	78	47	37	$10.50
Sales and Related	439	39	25	$9.30
Office and Administrative Support	209	38	33	$12.00
Farming, Fishing, and Forestry	310	55	32	$13.90
Construction and Extraction	446	43	44	$13.70
Installation, Maintenance, and Repair	389	33	47	$15.50
Production	574	40	32	$12.10
Transportation and Material Moving	245	50	28	$13.30
Military Specific	**	**	**	**

** None found or small count suppressed.

Training Preferences. Although PJSs in the Oakes LMA had impressive education and skill levels, there was still an acknowledgment by the group that more training may be necessary in certain professions. There were, however, some differences in the type of training these people would be willing to consider.

As presented in Table 14, the occupation that PJSs were most interested in receiving training in was Health Services (45 percent) while the occupations with the least amount of interest were Life Sciences occupations and Engineering occupations (both at 18 percent).

Table 14. PJSs Preferred Occupation of Training

Occupational Group	Percent Interested	Number PJSs	Average Age	Years with Current Employer	Average Miles Willing to Commute	Lowest Hourly Wage Would Accept to Work
Health Services	45%	5,036	39	6	35	$12.70
Business Services	43%	4,797	41	6	33	$12.20
Machine / Construction Trades	21%	2,304	46	8	34	$14.20
Production and Manufacturing	19%	2,135	47	7	32	$13.60
Life Sciences	18%	1,951	37	6	40	$16.20
Engineering	18%	1,948	41	5	36	$14.50

A majority of PJSs were interested in training. Overall, the most desirable type of training was On-the-Job according to 54 percent of PJSs. Twenty-five percent of PJSs indicated that they were interested in furthering their education by going back to or attending college. Thirty-one percent of PJSs indicated that some barrier existed that would prevent them from seeking further training. Generally, the barriers cited were family responsibilities, travel distance, financial concerns, and age.

Table 15. PJSs Preferred Type of Training

Training Desired	Percent Interested	Number PJSs	Average Age	Years with Current Employer	Average Miles Willing to Commute	Lowest Hourly Wage Would Accept to Work
On-the-Job Training	54%	6,029	42	7	32	$13.80
18 Months or Less of Training	16%	1,740	44	7	34	$13.00
2 to 4 Years of Training	9%	1,025	40	4	46	$12.50
More than 4 years of Training	6%	694	34	3	34	$15.20
Not Interested in Training	5%	599	50	5	30	$11.70
19 to 23 Months of Training	4%	422	38	6	41	$11.80

Table 16 displays the occupations in which PJSs are most likely to consider training. The table also shows the estimated number and percent of PJSs interested in training in a certain occupation as well as the type of training they would prefer. PJSs in the Oakes LMA were most interested in being trained in Health Services Fields (5,036 or 45 percent). Fifty-five percent of the 5,036 PJSs (approximately 2,770 individuals) who were interested in being trained in Health Services Fields would prefer On-the-Job training.

Table 16. PJSs Occupations of Interest and Preferred Type of Training

Occupational Group	Number PJS	Percent PJS	Training Likely to Consider	
Health Services Fields	5,036	45%	55%	On-the-Job
			18%	Less than 18 months
			6%	19 to 23 months
			10%	2 to 4 years
			5%	More than 4 years
Business Service Operations	4,797	43%	57%	On-the-Job
			17%	Less than 18 months
			3%	19 to 23 months
			13%	2 to 4 years
			7%	More than 4 years
Machine/Construction Trades	2,304	21%	71%	On-the-Job
			11%	Less than 18 months
			**	19 to 23 months
			10%	2 to 4 years
			**	More than 4 years
Production and Manufacturing Fields	2,135	19%	79%	On-the-Job
			13%	Less than 18 months
			**	19 to 23 months
			4%	2 to 4 years
			**	More than 4 years
Life Sciences Fields	1,951	18%	51%	On-the-Job
			23%	Less than 18 months
			7%	19 to 23 months
			6%	2 to 4 years
			13%	More than 4 years
Engineering Fields	1,948	18%	58%	On-the-Job
			13%	Less than 18 months
			**	19 to 23 months
			17%	2 to 4 years
			6%	More than 4 years

** None found or small count suppressed.

Many PJSs have received Job Skills training in the past three years (45 percent). The most common training received was Technical Skills (30 percent or approximately 3,284 PJSs). Of the approximately 3,284 PJSs who received training in Technical Skills, 13 percent have an occupation in Sales and Related.

Table 17. PJSs Job Skills Training Received

Training Received	Number PJS	Percent PJS	Occupations Affected	
Technical Skills	3,284	30%	13%	Sales and Related
			11%	Education, Training, and Library
			11%	Healthcare Support
Safety	2,576	23%	29%	Healthcare Support
			13%	Production
			11%	Office and Administrative Support
Computer Skills	1,724	16%	27%	Healthcare Support
			16%	Sales and Related
			15%	Education, Training, and Library
Quality Improvement	1,575	14%	27%	Sales and Related
			20%	Healthcare Support
			14%	Office and Administrative Support
Interpersonal Skills	1,411	13%	23%	Healthcare Support
			23%	Sales and Related
			12%	Office and Administrative Support
Thinking and Organizing	1,271	11%	24%	Healthcare Support
			24%	Sales and Related
			13%	Production
Product - Sales	1,098	10%	33%	Sales and Related
			24%	Healthcare Support
			18%	Office and Administrative Support
Basic Skills	566	5%	53%	Healthcare Support
			**	Business and Financial Operations
			**	Community and Social Services

Methodology

Target Population. The target population was defined as adults 18 years of age or older who had the most recent birthday residing in telephone households in the selected labor market county areas.

Target Labor Market Areas. The 2010 study areas included 45 counties in North Dakota, four in Minnesota, four in South Dakota and four in Montana.

Target Labor Market County Area Sample Sizes. County sample sizes provide accuracy at plus or minus five percent with a 90 percent confidence level. The samples are distributed in proportion to the total adult population age 18 or older in each of the target labor market county areas.

Field Period. The survey was pre-tested January 4 through 6 and the data were collected from January 7 through June 5, 2010.

Labor Market Area. The labor market was defined by each respective local economic developer. Once the labor area was identified, a random sample of telephone numbers of qualified respondents in the respective area was obtained for use in the Computer Assisted Telephone Interviewing or CATI system.

Sample Design. The list-assisted Random Digit Dialing (RDD) sample that would be utilized for this project could best be characterized as a single-stage *Epsem* sample of all residential telephone numbers in the target state areas[5].

The Social Science Research Institute (SSRI) located at the University of North Dakota in Grand Forks, North Dakota then conducted telephone interviews with individuals throughout the various labor market areas. Those individuals were proportionally stratified across age, gender, and zip codes. The purpose of these interviews was to ascertain availability for work with a new employer; determine desired pay rates; and, collect information on such factors as age, education, commuting patterns, experience, and skills.

Oakes Labor Market. A total of 2,728 households were successfully contacted during the data collection period, and a randomly selected adult in each was asked to participate in the study. In 1,650 households the selected adult agreed to be interviewed. This represents a cooperation rate of 60.5% and a margin of error of +/- 2.5% in the Oakes LMA.

[5] This method differs from dialing purely at random. Purely random dialing is not as efficient because most of the randomly generated telephone exchanges will not be in operation, many telephone numbers grouped into what are called 100-blocks will not be in use, and many of the 100-blocks that are in use will contain numbers for businesses only.

Table 18, below, shows the number and percent of survey respondents and how those numbers were applied to the population of the Oakes LMA.

Table 18. Methodology Table

	Sample		LMA	
Description	**Number**	**Percent**	**Number**	**Percent**
Population 18+	1,650	100%	45,540	100%
Employed	886	54%	24,456	54%
Not Working	764	46%	21,084	46%
Labor Force	927	56%	25,582	56%
Employed	886	54%	24,456	54%
Actively Seeking Work	41	2%	1,126	2%
Potential Labor Force	961	58%	26,518	58%
Employed	886	54%	24,456	54%
Actively Seeking Work	41	2%	1,126	2%
Planning to Look Within Year	28	2%	778	2%
Discouraged from Looking	6	<1%	158	<1%
Potential Job Seekers	401	24%	11,070	24%
Actively Seeking Work	41	2%	1,126	2%
Planning to Look Within Year	28	2%	778	2%
Interested in Only Changing Jobs	212	13%	5,862	13%
Interested in Changing or Adding Jobs	73	4%	2,015	4%
Interested in Only Additional Job	41	2%	1,131	2%
Discouraged from Looking	6	<1%	158	<1%

Appendix
Glossary of Terms

Active Labor Force. Those individuals who are employed (working full-time, part-time, or indicated they were self-employed) as well as those actively seeking work.

Advanced Degree. Any degree that is attained after an individual has completed a Bachelors Degree; for example, a Masters Degree or PhD.

Available Labor Force. The total potential labor force identifies the estimated number of individuals (18 years of age or older) living within the defined labor market area and who have the potential of working. This number includes the Active Labor Force as well as a Potential Job Seekers.

Covered Employment. A count of employed persons whose employment is covered by the Unemployment Insurance program (a near-census count of all employment). Excluded from coverage in the State of North Dakota are: the self-employed (farm and nonfarm sectors); farms that employ less than ten workers for less than 20 weeks in a calendar year; all railroad transportation employment; student workers; individuals working for religious organizations or church-related elementary and secondary schools; elected public officials at the federal, state, or local levels of government; and most domestic and private household workers. Data are extracted from quarterly contribution reports filed by employers. Covered employment follows the payroll concept definition of employment.

Demographics. Statistics that are used to describe a population or subset of a population.

Discouraged Workers. People who are not employed, not looking for work, not planning to look for work within the next year, but would accept a job if it met their minimum qualification. These individuals are not considered part of the labor force.

Educational Attainment. The highest level of education completed by an individual.

Employed. Those individuals, 16 years of age or older, who worked for pay any time during the week which included the 12th of the month. It also includes individuals who worked unpaid for 15 hours or more in a family-operated enterprise or those who had jobs but were not working because of illness, bad weather, vacation, strike or personal reasons—regardless of whether they were paid or were seeking other employment. Members of the Armed Forces stationed in the United States are included in the U.S. totals, but are excluded from state totals.

Flexible Work Schedules. A situation in which employees are able to arrange their work schedules to fit around their personal schedules.

Job Service North Dakota. State agency involved in helping people find employment, administering unemployment compensation programs, and compiling labor market information.

Labor Force. Represents that part of the non-institutionalized population 16 years of age and older who are employed or unemployed as derived on a person-by-residence basis. It counts persons, not jobs, so a person holding more than one job is counted only once so the effects of commuting into and out of an area are negated.

Labor Market Area. A geographical area consisting of an urban area, 10,000 people or more, and the surrounding area that is within a reasonable commuting distance.

Labor Market Information (LMI). That body of information that deals with the functioning of labor markets and the determination of the demand or supply of labor. It includes, but is not limited to, such key factors as changes in the level and/or composition of economic activity, the population, employment and unemployment, income and earnings, wage rates, and fringe benefits. Additionally, it concerns itself with the effects that changes in technology and production processes have on the demand for labor and, correspondingly, the effects education, mobility, work ethic, and income from work and non-work have on the supply of labor.

Manufacturing. Includes establishments engaged in the mechanical or chemical transformation of materials or substances into new products. These establishments are usually described as plants, factories, or mills and characteristically use power-driven machines and materials-handling equipment. The new product of a manufacturing establishment may be "finished" in the sense that it is ready for utilization and consumption, or it may be "semi-finished" to become a raw material for an establishment engaged in further manufacturing.

Mean. The sum of several numerical values divided by the number of values summed. Or simply, the arithmetic average.

Median. The middle value or midpoint between two middle values in a set of data arranged in order of increasing or decreasing magnitude. As such, one-half of the items in the set are less than the median and one-half are greater.

Number of Hours Worked. Number of hours worked refers to the total number of hours a person actually worked in all the jobs that that person held. It includes the duration or the period the person was occupied in his work, including overtime, but excluding hours paid but not worked. The normal working hours per day is the usual or prescribed working hours of a person in that person's primary job/business.

Occupation. The name or title of a job that identifies a person's principle business or work activity. Employees that perform essentially the same tasks are in the same occupation, whether or not they work in the same industry. Some occupations are concentrated in a few particular industries; other occupations are found in many industries. Occupations are classified for this study using the Standard Occupational Classification (SOC) System, a standard classification used in social and economic statistical reporting programs, such as the U.S. Census Bureau or U.S. Bureau of Labor Statistics (BLS) programs.

Part-Time Employment. Employment in which a worker is regularly scheduled to work less than 30 hours per week.

Place of Residence. When used in conjunction with labor force estimates (employment and unemployment), it counts workers where they live rather than where they work.

Place of Work. For payroll estimates, a count of where workers work.

Potential Job Seeker. PJSs are comprised of: (1) adults who are currently seeking a job, (2) those planning to seek a job within the year, (3) those employed who would be interested in changing jobs, (4) those employed who would consider working an additional job, and (5) discouraged workers.

Reference Week. The time period covered in the Current Population Survey (CPS) and used by all State Workforce Agencies as a reference period for employment and unemployment estimates. The calendar week Sunday through Saturday, which includes the 12th day of the month, has been designated as the reference week because it fulfills the conditions of the period that must be short enough so that the data obtained are "current," but not so short that the occurrence of holidays or accidental events might cause erratic fluctuations in the information obtained. The actual survey is conducted during the following week, which is the week containing the 19th of the month. Most of the federal reports reflect the data for the reference week in order to be consistent and comparable to the CPS data.

Respondent. An individual who answered the questions asked in the survey; someone who responded to the survey.

Rounding of Estimates. Figures are independently rounded to the nearest whole number.

Self-Employed Workers. Persons who work for profit or fees in their own business, profession, trade, or farm. Only the unincorporated self-employed are included in the self-employed category in the class of worker typology. Self-employed persons who respond that their businesses are incorporated are included among wage and salary workers, because technically, they are paid employees of a corporation.

Standard Occupational Classification (SOC) System. The SOC system is used to classify all occupations in the economy, including private, public, and military occupations. This classification system replaces all occupational classification systems previously used by federal statistical agencies. It will be used by all federal statistical agencies collecting occupational data, providing a means to compare occupational data across agencies. It is designed to cover all occupations in which work is performed for pay or profit, reflecting the current occupational structure in the United States. All workers are classified into one of more than 820 occupations according to their occupational definition. To facilitate classification, occupations are combined to form 23 major groups, 96 minor groups, and 449 broad occupations. Each broad occupation includes detailed occupation(s) requiring similar job duties, skills, education, or experience.

Tenure. The length of time an employee has worked for an employer. In this report, it is presented in number of years.

Underemployed. People working at jobs below their skill or experience level or are working part-time and want full-time employment.

Unemployment Rate. The number of unemployed people as a percentage of the labor force. The seasonally-adjusted unemployment rate eliminates the influence of regularly recurring seasonal fluctuations which can be ascribed to weather, crop-growing cycles, holidays, vacations, regular industry model changeover periods, etc. Therefore, it more clearly shows the underlying basic trend of unemployment.

Unemployed. For labor force estimates, all persons who did not work during the survey week who made specific efforts to find a job within the past four weeks, and who were available for work during the mid-week (except for temporary illness). Also included are those who did not work, were available, and were waiting to be called back from a layoff or were waiting to start a new job within 30 days. Not all persons 16 years and older are unemployed if not working. One must be actively looking and available for work in order to qualify. Otherwise, these persons are not in the labor force. Unemployed persons are always counted at their place of residence as opposed to place of previous employment, if any. Unemployed persons may be so by virtue of being laid off or having quit a job.

U.S. Bureau of Labor Statistics. A bureau in the U. S. Department of Labor that produces information on employment statistics.

U.S. Census Bureau. A division within the United States Department of Commerce that is responsible for administering and reporting the various censuses that are undertaken by the federal government.

Welding or Metal Fabrication. Occupations related to hand-welding, flame-cutting, hand-soldering, or brazing equipment to weld or join metal components or to fill holes, indentations, or seams of fabricated metal products as well as occupations related to developing machinery and processes to manufacture materials for use in products that must meet specialized design and performance specifications.

Workforce. Represents the survey respondents that indicated they work for a wage or salary.