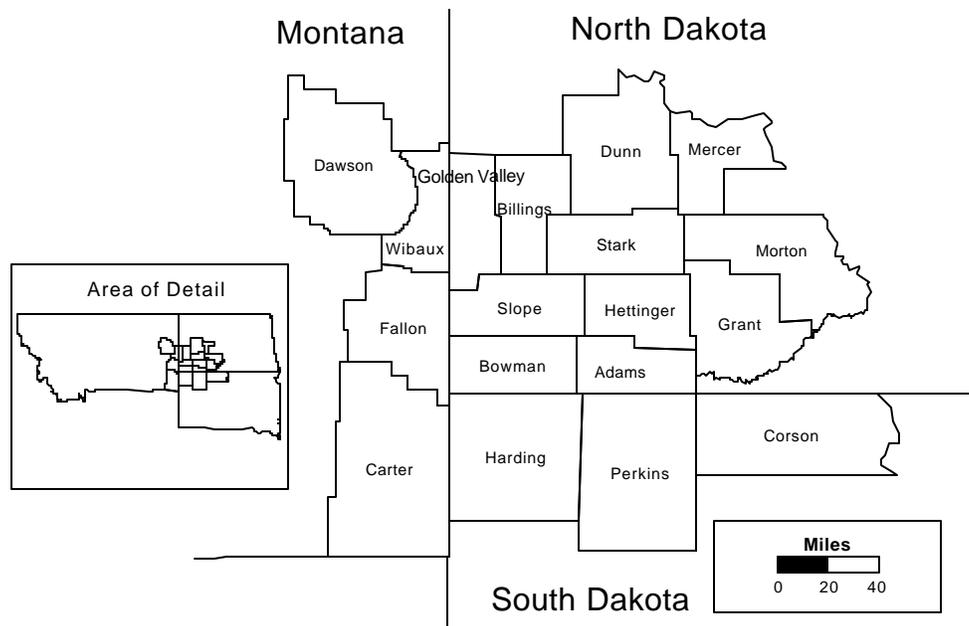


Labor Availability in the Southwest Portion of the State

A Special Report



Prepared by
Job Service North Dakota

Labor Availability in the Southwest Portion of the State

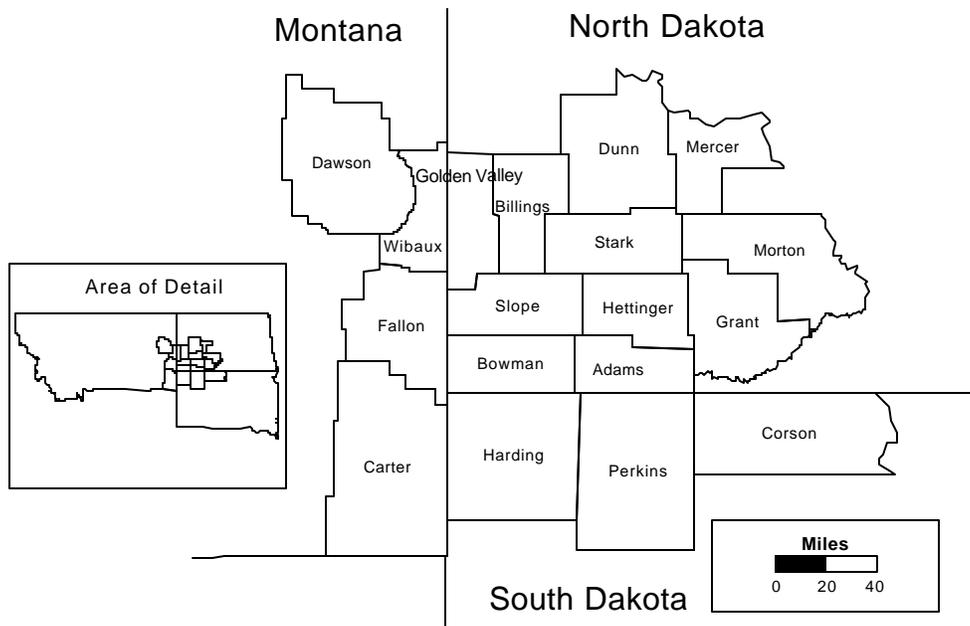
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Preface

This document is a compilation of five separate studies. These studies were done concurrently by the University of North Dakota, Social Science Research Center, with assistance from the North Dakota Economic and Finance Department and Job Service North Dakota, as well as community and regional entities. Job Service North Dakota would like to thank all the partners and the respondents for their assistance and participation. Without their help, this research would not have been possible.

LABOR AVAILABILITY FOR SOUTHWEST NORTH DAKOTA



AREA OF STUDY

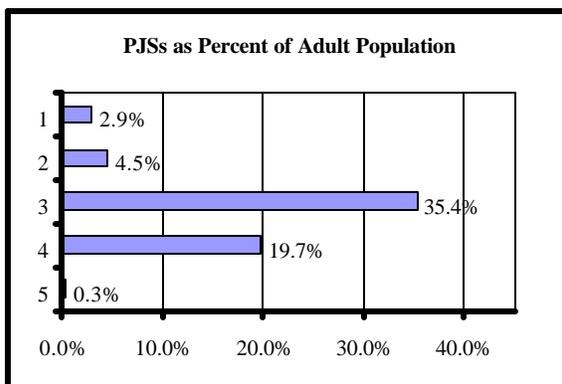
Economic developers in southwestern North Dakota have been struggling with bringing new businesses into the state. While North Dakota's low unemployment rates in the 1990's are a reliable indicator of a strong economic environment, the perceived downside is that new or expanding companies will not have access to a sufficient labor force. For 1998, the surveyed region had an annual average unemployment rate of 2.9 percent and the state's unemployment rate was 3.2 percent. In response to the question of the available labor force, the Social Science Research Institute at the University of North Dakota was engaged to conduct a survey to determine some answers.

The purpose of the survey was to explore the potential labor force in southwestern North Dakota. A questionnaire was designed to identify the characteristics and the size of the potential labor force in that area. A telephone survey was done in the Fall of 1998, and the results of the survey, based on the 644 respondents, had a measurable error of plus or minus 2.5 percent.

The core area for this survey was Planning Region VIII in the southwest corner of North Dakota, which consists of Adams, Billings, Bowman, Golden Valley, Hettinger, Slope, and Stark Counties. Also included were parts of some additional counties from other areas. These additional areas included portions of Dunn, Mercer, Morton, and Grant counties in North Dakota; portions of Dawson, Wibaux, Fallon, and Carter counties in Montana; and portions of Harding, Perkins and Corson counties in South Dakota.

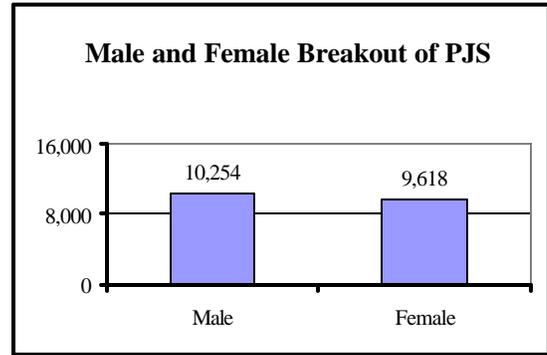
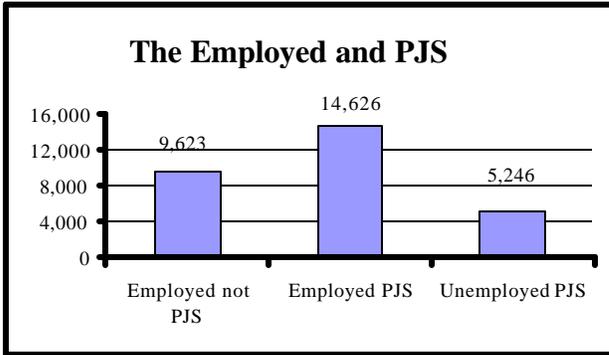
Potential Job Seekers are not only those who are not working, but also those who are working and may be interested in working for another firm. In this survey, the identified Potential Job Seekers (PJSs) were divided into five categories:

1. The unemployed seeking employment
2. The unemployed planning on seeking a job
3. Those working and willing to change jobs
4. Those working and willing to take a second job
5. The discouraged worker



The survey area has an adult population of 43,580. The chart on the left shows the percent of Potential Job Seekers 18 and older who makes up the PJS categories above. The total is greater than the number of Potential Job Seekers because some Potential Job Seekers are willing to take a second job or change jobs.

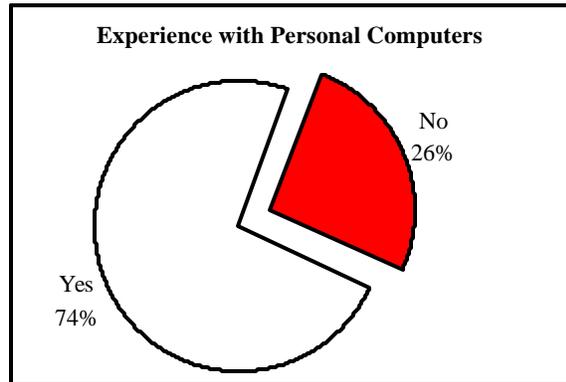
In this survey, participants were randomly selected from telephone numbers. The survey respondents were almost evenly split between male and female as shown in the charts below. The results of the survey show that of the population of 43,580 adults, 45.5 percent were Potential Job Seekers.



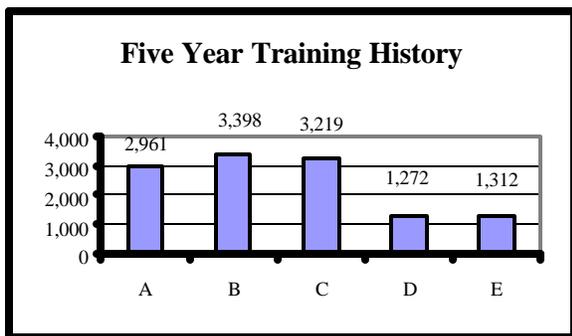
This survey discovered some unique characteristics of the Potential Job Seekers. Some of the key characteristics are identified in the following pages.

Computer Experience

If a firm hires a Potential Job Seeker in this area, odds are 3 to 1 that the job seeker will have some computer experience.



Work Training

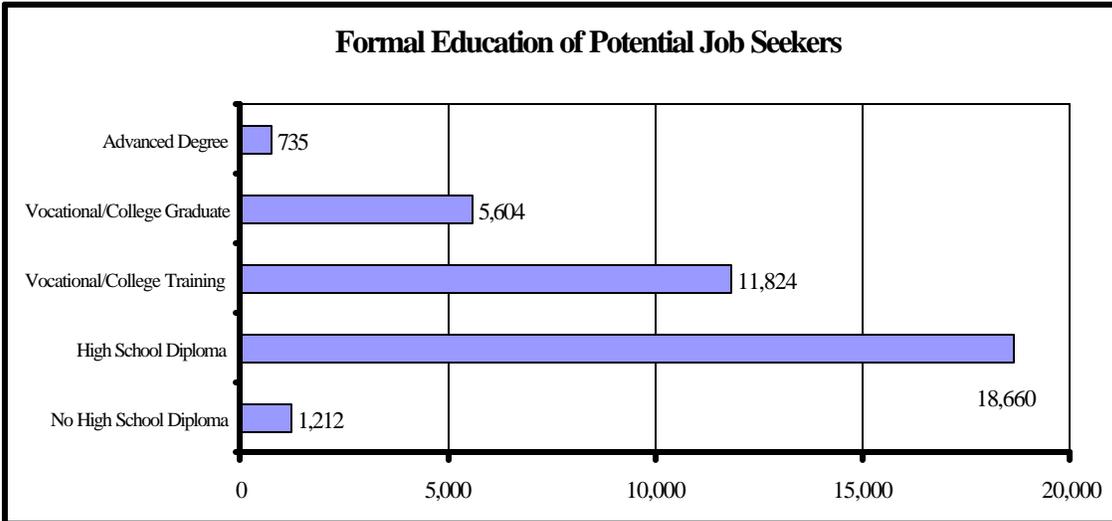


The respondents, who have had training in the last five years, described their training provided by employers as follows:

- A. Formal company training
- B. Formal on-the-job training
- C. Formal short courses
- D. Informal skills training
- E. Other job skills training

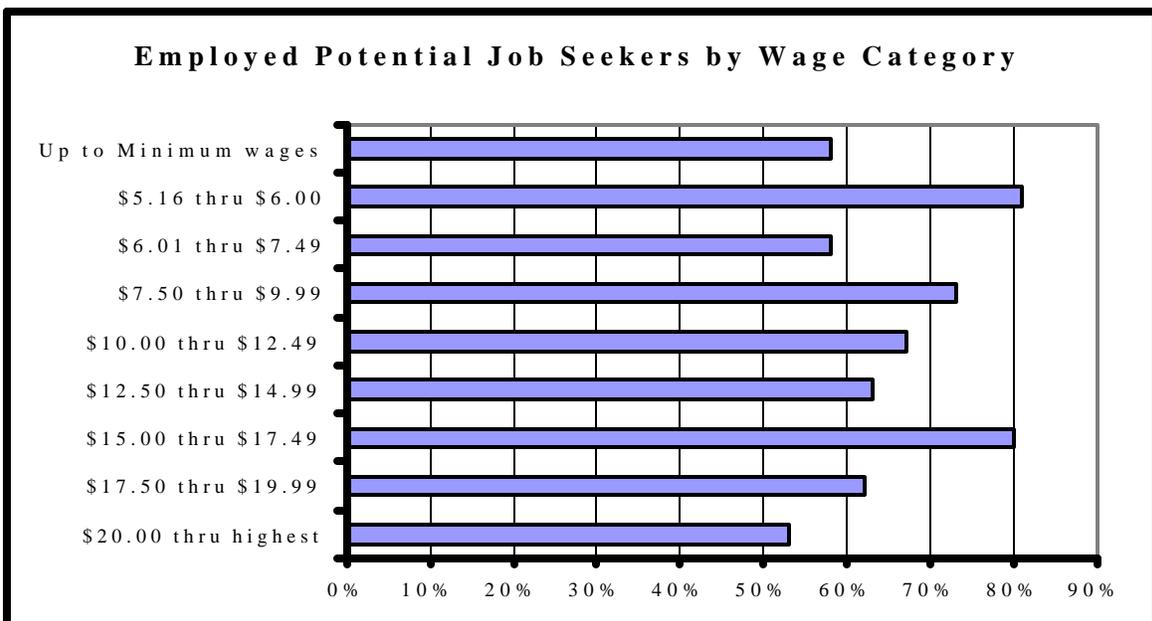
Education

The educational attainment of the Potential Job Seeker in this survey area is very high as 93.9 percent have a high school diploma.



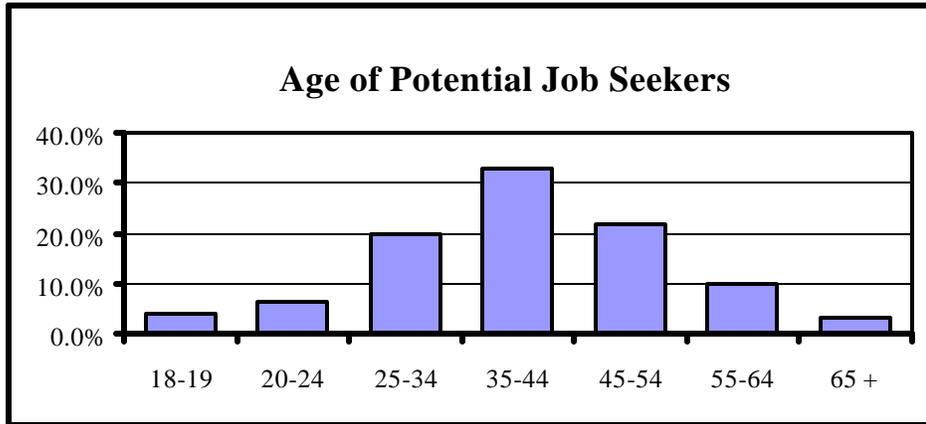
Potential Job Seeker Ratio

The following chart shows the percentage of Potential Job Seekers in each wage category. For example, 63 percent of all employees in the pay scale range of \$12.50 to \$14.99 are Potential Job Seekers. This chart shows a fairly even distribution of Potential Job Seekers across the entire wage spectrum.



Age Distribution of PJS

The Potential Job Seekers' ages reflect that the 35 to 44 age bracket has the highest percentage.



Actual and Willing Commute Comparisons

The respondents were asked their commute time or distance. If time was given as a response, their answers were converted to miles at the rate of one minute equals one mile. Presently, 65 percent of the Potential Job Seekers commute 10 miles or less to work.

	Up to 10 Miles	11 to 20 Miles	21 to 30 Miles	31 to 40 Miles	41 to 50 Miles	Over 50 Miles
Minimum Wage	2,459	389	324	130	0	0
\$5.16 thru \$6.00	582	324	65	65	0	0
\$6.01 thru \$7.49	971	130	130	0	0	0
\$7.50 thru \$9.99	1,488	776	130	0	0	259
\$10.00 thru \$12.49	776	389	130	130	0	65
\$12.50 thru \$14.99	1,036	65	130	0	0	0
\$15.00 thru \$17.49	582	130	130	65	0	130
\$17.50 thru \$19.99	647	65	65	0	65	0
\$20.00 thru highest	971	324	194	0	65	258
Total.....	9,512	2,590	1,295	389	130	711

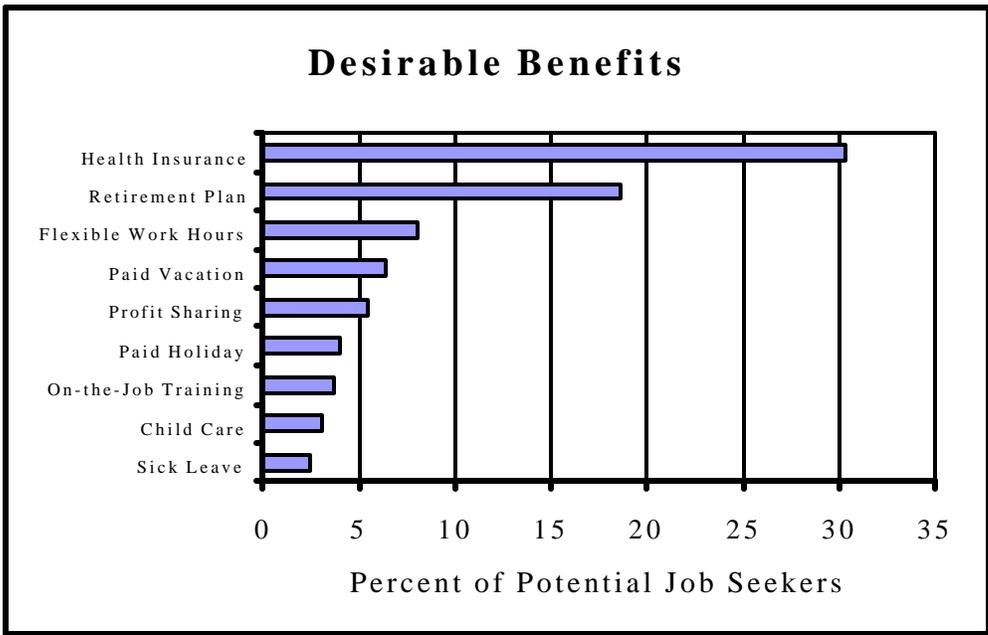
A large number of Potential Job Seekers at all wage levels are willing to commute greater distances. According to the responses, over 72.4 percent of the Potential Job Seekers are willing to commute over 10 miles one-way to work.

Willing Commute Distances of PJS

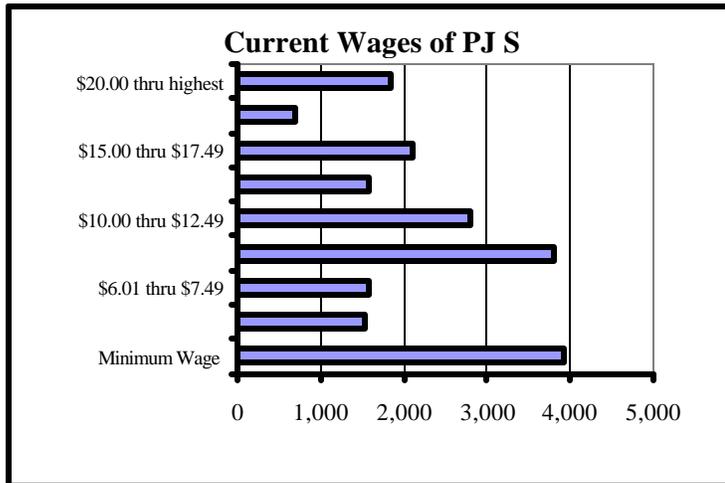
	Up to 10 Miles	11 to 20 Miles	21 to 30 Miles	31 to 40 Miles	41 to 50 Miles	Over 50 Miles
Minimum Wage	1,443	884	838	326	419	372
\$5.16 thru \$6.00	373	233	93	140	0	47
\$6.01 thru \$7.49	791	372	791	186	279	93
\$7.50 thru \$9.99	838	1,117	837	279	93	419
\$10.00 thru \$12.49	605	652	372	186	280	419
\$12.50 thru \$14.99	372	419	605	186	93	326
\$15.00 thru \$17.49	558	233	326	93	279	186
\$17.50 thru \$19.99	279	140	0	0	0	140
\$20.00 thru highest	233	232	652	186	186	371
Total.....	5,492	4,282	4,514	1,582	1,629	2,373

Benefit Ranking

The survey also asked the question of what benefits would entice a PJS to take a job in another occupation. The responses are shown in the chart below, ranked by the most important benefit at the top, followed by less important benefits.



Current Wages



Potential Job Seekers are found in all ranges of the salary scale. The occupational pay scales and the number of PJS's in each occupation influence this scale.

Occupation Participation and Average Wage

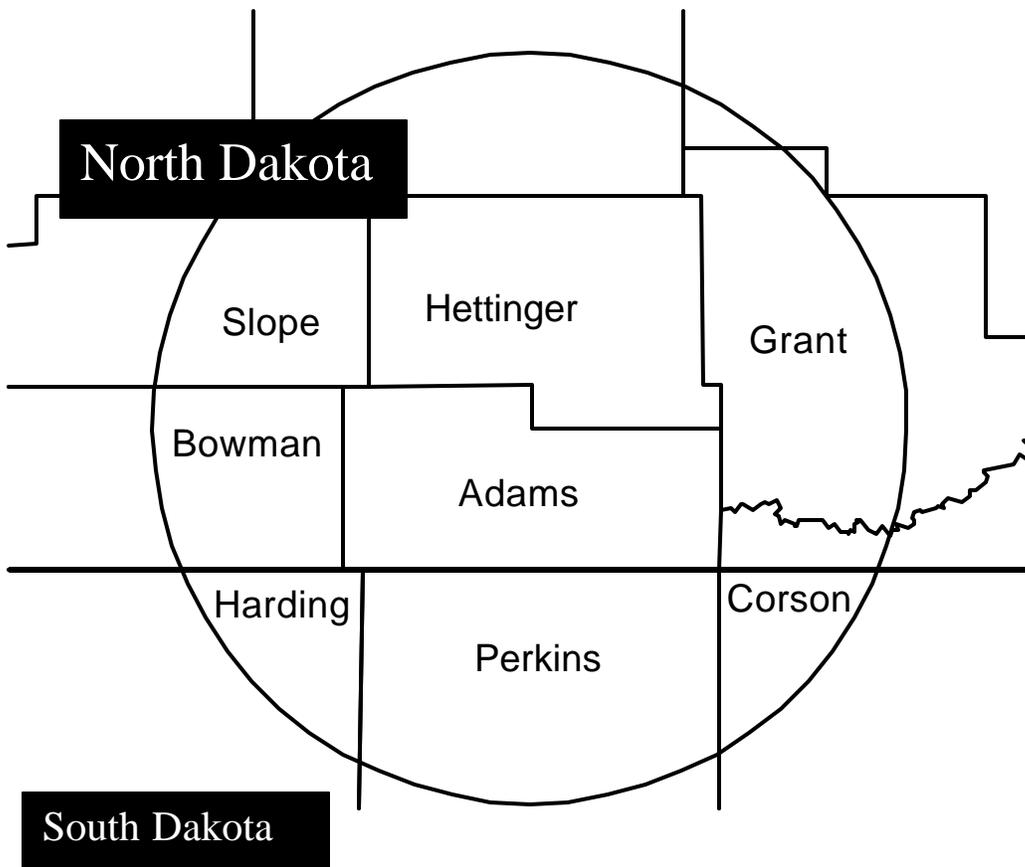
The following chart shows the participation in the major occupations by the Potential Job Seekers and shows the median wages paid the corresponding occupations. The two occupations Clerical and Sales and Service are comprised of a large number of Potential Job Seekers, but the occupations have a low pay scale.

Occupation	PJS	Wages
Professional, Technical, and Managerial	6,657	\$10.63
Clerical and Sales	4,312	\$8.00
Service	4,114	\$7.19
Agriculture, Fishery, etc.	854	\$5.83
Processing	397	\$12.06
Machine Trades	497	\$15.00
Bench Work	238	\$7.98
Structural Work	1,093	\$9.27
Miscellaneous	1,351	\$12.50
Self-Employed	238	\$9.23
Refused	121	
Total	19,872	

The Potential Job Seekers are no longer imaginary figures. Through a random sampled telephone survey, the PJSs have been identified by a number of characteristics. They are very closely aligned to average employees in the business world. It has been shown that the PJS's will probably have completed high school, received training with their firm, and have computer experience. Most Potential Job Seekers will be middle-aged and many are willing to commute greater distances than they are presently commuting. Potential Job Seekers are found in all wages scales, all occupations, and are of either gender.

A new or expanding firm now has a good idea of what type of employee comprises the employee market in southwestern North Dakota. During a time of low unemployment rates, almost one-half of the adult population is employed, looking for additional or different work or unemployed and looking for work. Wage scales and benefits are the two most important factors that employees consider when evaluating employment opportunities. New and expanding firms can find employees in southwestern North Dakota and the majority will come from Professional, Technical, and Managerial; Clerical and Sales; and Service occupations.

LABOR AVAILABILITY FOR ADAMS-HETTINGER AREA



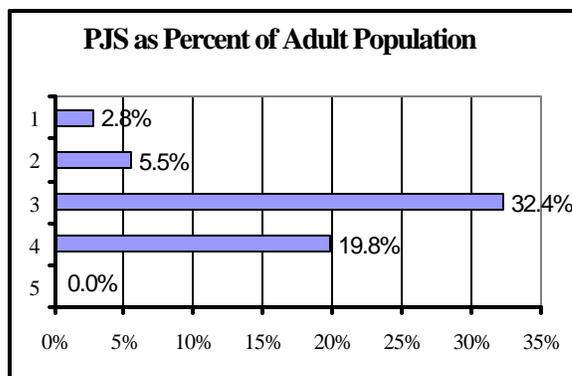
Economic developers in southwestern North Dakota have been struggling with bringing new businesses into the state. While North Dakota's low unemployment rates in the 1990's are a reliable indicator of a strong economic environment, the perceived downside is that new or expanding companies will not have access to a sufficient labor force. According to this survey, the Adams-Hettinger area had a 1998 annual average unemployment rate of 2.8 percent while the state's unemployment rate was 3.2 percent. In response to the question of the available labor force, the Social Science Research Institute at the University of North Dakota was engaged to conduct a survey to determine some answers.

The core area for this survey was the Adams-Hettinger area in the southwest corner of North Dakota. Also included were parts of some additional counties from other areas. These additional areas included portions of Grant, Slope and Bowman Counties in North Dakota, and Corson, Harding, and Perkins Counties in South Dakota.

The purpose of the survey was to explore the potential labor force in the Adams-Hettinger area of southwestern North Dakota. A questionnaire was designed to identify the characteristics and the size of the potential labor force in that area. A telephone survey was done in the fall of 1998, and the results of the survey, based on the 577 respondents, had a measurable error of plus or minus 4.0 percent.

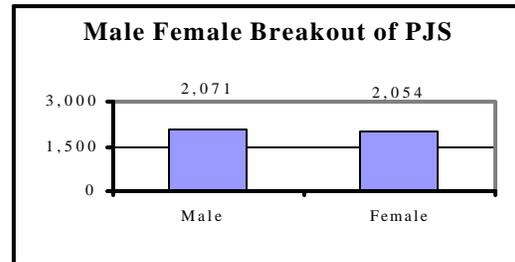
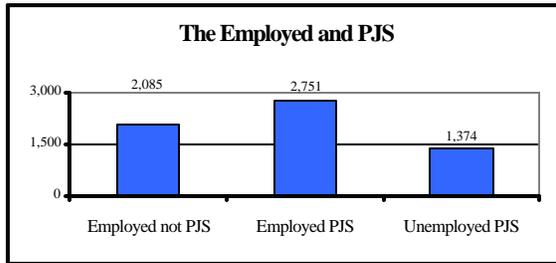
For this survey, the Potential Job Seekers have been divided into different categories. The descriptive titles they receive are based in part on whether they are working or not working, and at what stage is there job search for employment. The identified Potential Job Seekers (PJSs) were divided into the following five categories:

1. The unemployed seeking employment
2. The unemployed planning on seeking a job
3. Those working and willing to change jobs
4. Those working and willing to take a second job
5. The discouraged worker



The survey area has an adult population of 9,483. The chart on the left shows the percent of Potential Job Seekers 18 and older who make up the PJS categories above. The total is greater than the number of Potential Job Seekers because some Potential Job Seekers are willing to take a second job or change jobs.

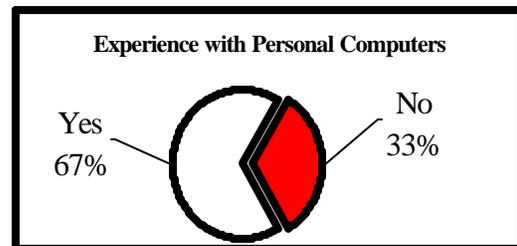
In this survey, participants were randomly selected from telephone numbers. The survey respondents were almost evenly split between male and female as shown in the charts below. The results of the survey show that of the population of 9,483 adults, 43.5 percent were Potential Job Seekers.



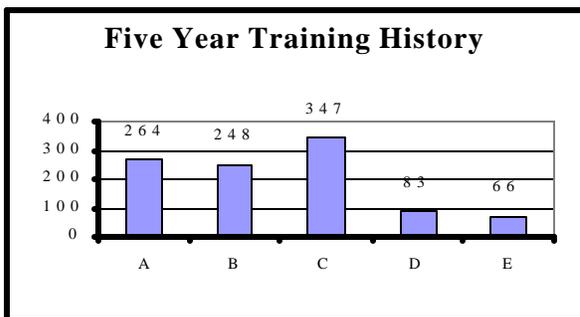
This survey discovered some unique characteristics of the Potential Job Seekers. Some of the key characteristics are identified in the following pages.

Computer Experience

If a firm hires a Potential Job Seeker in this area, odds are 2 to 1 that the job seeker will have some computer experience.



Work Training

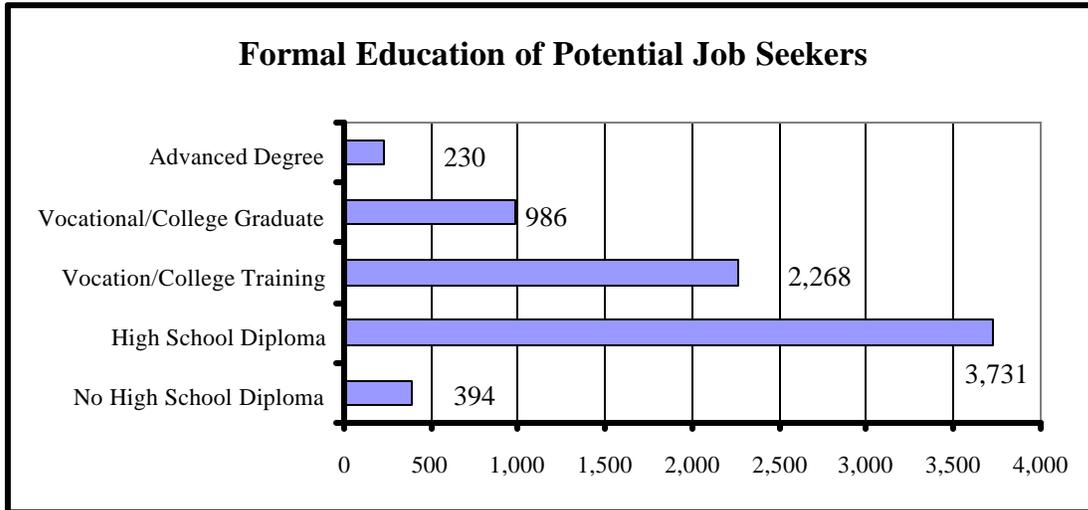


The respondents, who have had training in the last five years, described their training provided by employers as follows:

- A. Formal company training
- B. Formal on-the-job training
- C. Formal short courses
- D. Informal skills training
- E. Other job skills training

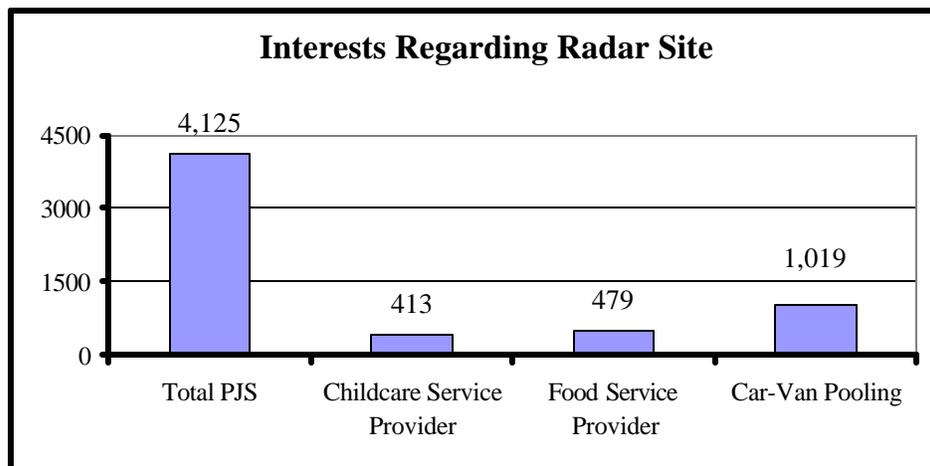
Education

The educational attainment of the Potential Job Seeker in this survey area is very high as 90.5 percent have, at least, a high school diploma.



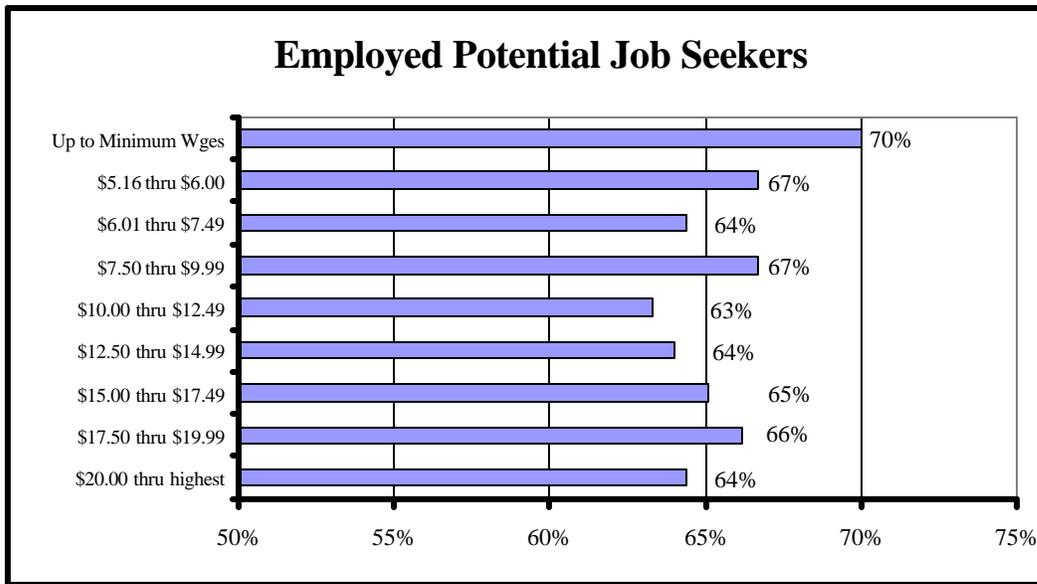
The Abandoned Air Force Radar Facility

The abandoned Air Force radar facility has been a proposed location for some business ventures. When asked about this site, there was a number of the available labor force who responded that they would be interested in providing childcare or food services on site. Almost 25 percent of those who would consider a job at the abandoned Air Force radar facility would be willing to carpool to the site.



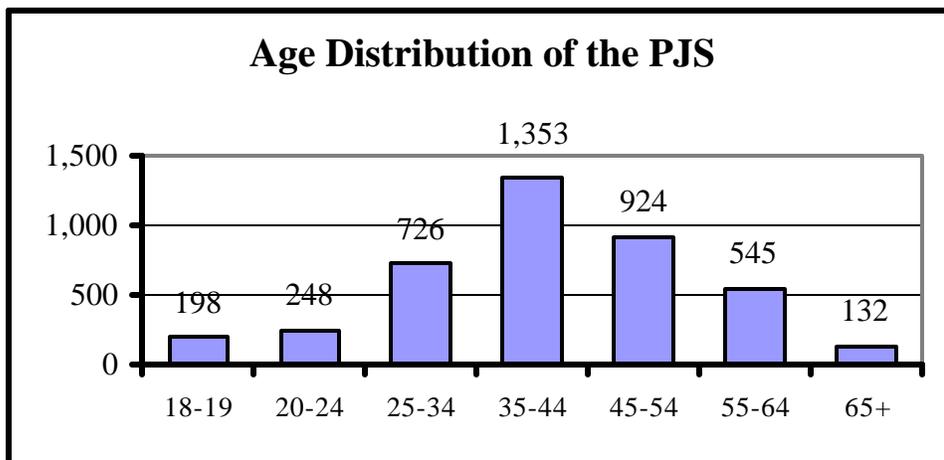
Potential Job Seeker Ratio

The following chart shows the percentage of Potential Job Seekers in each wage category. For example, 64 percent of all employees in the pay scale range of \$12.50 to \$14.99 are Potential Job Seekers. This chart shows a fairly even distribution of Potential Job Seekers across the entire wage spectrum.



Age Distribution of PJS

The Potential Job Seekers' ages reflect that the 35 to 44 age bracket has the highest percentage.



Actual and Willing Commute Comparisons

The respondents who were working were asked their commute time or distance. If time was given as a response, their answers were converted to miles at the rate of one minute equals one-mile. Presently, 68.9 percent of the Potential Job Seekers commute 10 miles or less to work.

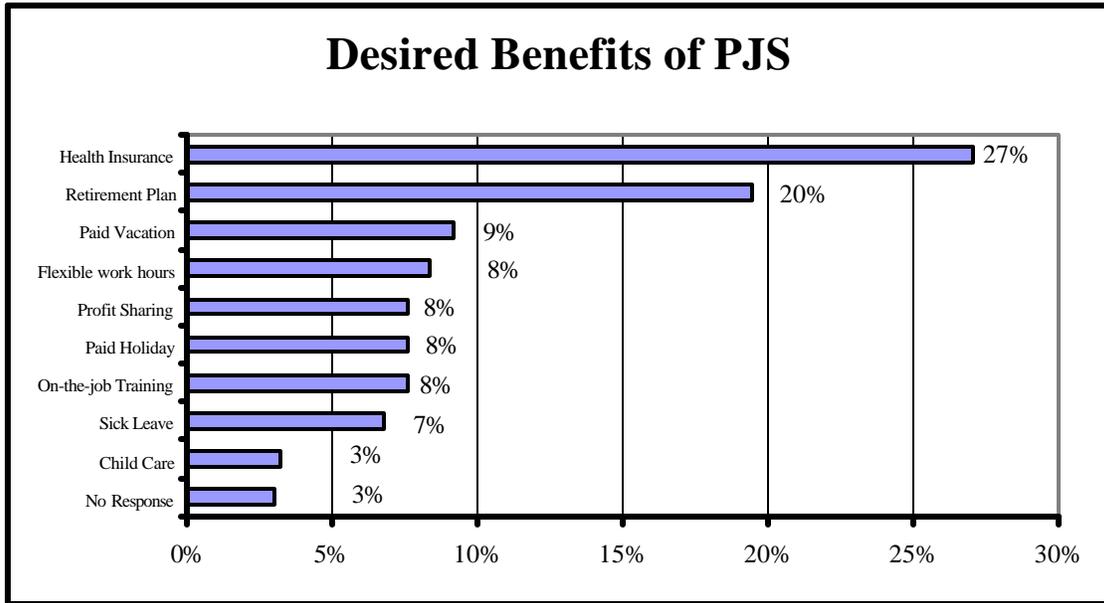
	Up to 10 Miles	11 to 20 Miles	21 to 30 Miles	31 to 40 Miles	41 to 50 Miles	Over 50 Miles
Minimum Wage	415	30	33	0	0	0
\$5.16 thru \$6.00	149	33	0	0	0	0
\$6.01 thru \$7.49	118	61	61	0	30	0
\$7.50 thru \$9.99	443	118	88	30	0	30
\$10.00 thru \$12.49	179	30	61	33	0	0
\$12.50 thru \$14.99	88	33	0	0	0	33
\$15.00 thru \$17.49	179	0	0	0	0	30
\$17.50 thru \$19.99	118	0	30	0	0	0
\$20.00 thru highest	206	61	0	0	0	30
Total.....	1,895	366	272	63	30	124

A large number of Potential Job Seekers at all wage levels are willing to commute greater distances. According to the responses, over 82 percent of the Potential Job Seekers are willing to commute over 10 miles one way to work.

	Up to 10 Miles	11 to 20 Miles	21 to 30 Miles	31 to 40 Miles	41 to 50 Miles	Over 50 Miles
Minimum Wage	140	37	355	70	0	140
\$5.16 thru \$6.00	37	36	140	0	37	0
\$6.01 thru \$7.49	70	37	37	107	37	70
\$7.50 thru \$9.99	177	248	215	37	177	140
\$10.00 thru \$12.49	70	37	177	70	36	139
\$12.50 thru \$14.99	70	107	37	0	37	36
\$15.00 thru \$17.49	37	140	36	0	70	0
\$17.50 thru \$19.99	70	0	37	37	0	37
\$20.00 thru highest	70	177	107	0	70	70
Total.....	743	820	1,142	322	465	633

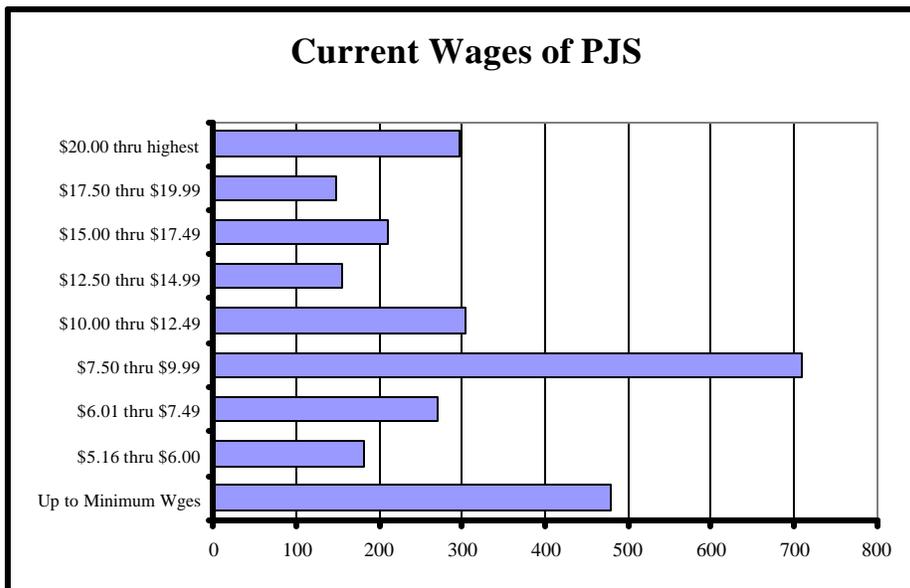
Benefit Ranking

The survey also asked the question of what benefits would entice a PJS to take a job in another occupation. The responses are shown in the chart below, ranked by the most important benefit at the top, followed by less important benefits.



Current Wages

Potential Job Seekers are found in all ranges of the salary scale. The occupational pay scales and the number of PJS in each occupation influence this scale.



Occupation Participation and Average Wage

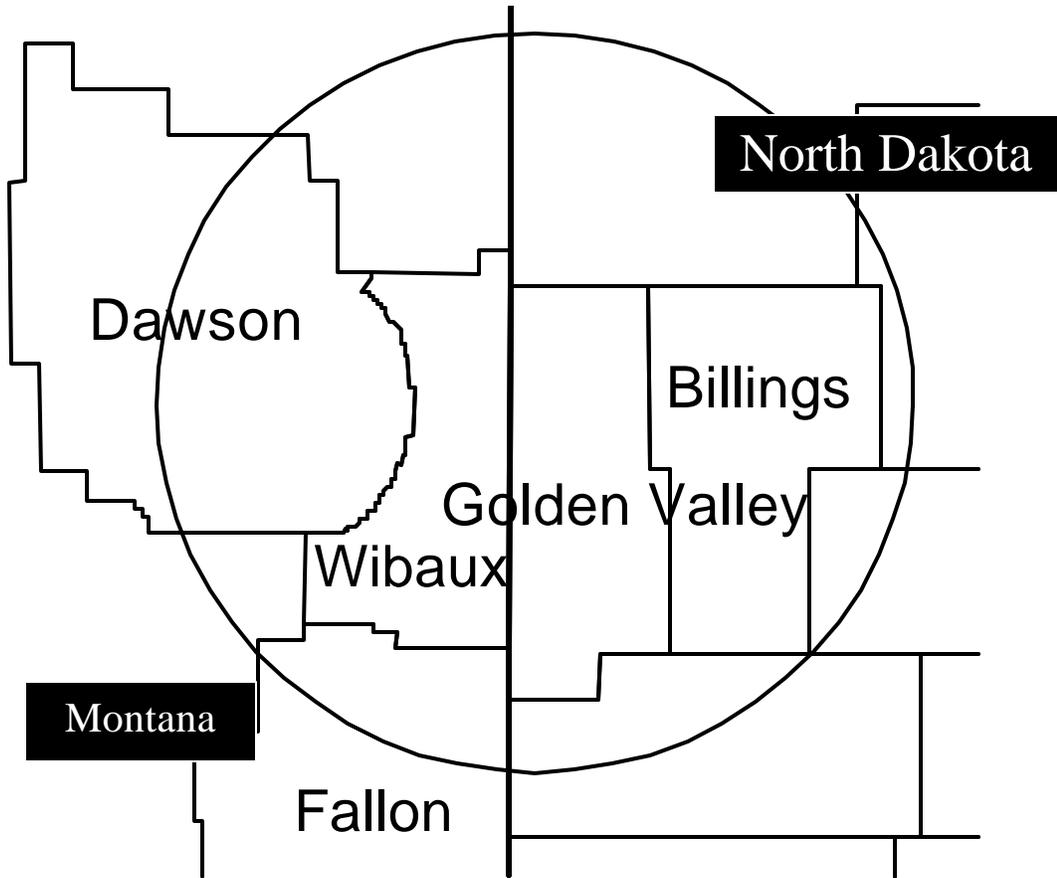
The following chart shows the participation in the major occupations by the Potential Job Seekers and shows the median wages paid the corresponding occupations. The Adams-Hettinger area has a salary range from \$6.15 to \$10.08 with a median wage of \$9.23. Only 19.2 percent of the population reported a salary of less than \$8.00.

Occupation	PJS	Wages
Professional, Technical, and Managerial	860	\$10.00
Clerical and Sales	469	\$7.88
Service	610	\$10.23
Agriculture, Fishery, etc.	281	\$6.15
Processing	63	\$7.47
Machine Trades	47	\$7.50
Bench Work	62	\$10.08
Structural Work	234	\$9.65
Miscellaneous	125	\$7.75
Self-Employed	0	\$0.00
Not Currently Employed/Refused	1,374	
Total	4,125	

The Potential Job Seekers are no longer imaginary figures. Through a random sampled telephone survey, the PJSs have been identified by a number of characteristics. They are very closely aligned to average employees in the business world. It has been shown that the PJS's will probably have completed high school, received training with their firm, and have computer experience. Most Potential Job Seekers will be middle-aged and many are willing to commute greater distances than they are presently commuting. Potential Job Seekers are found in all wages scales, all occupations, some have significant tenure with their employer and are of either gender.

A new or expanding firm now has a good idea of what type of employee comprises the employee market in Adams-Hettinger area of North Dakota. During a time of low unemployment rates, almost one-half of the adult population is employed, looking for additional or different work or unemployed and looking for work. Health insurance and retirement plan are the two most important factors that employees consider when evaluating employment opportunities. New and expanding firms can find employees in southwestern North Dakota and the majority will come from Professional, Technical, and Managerial; Clerical and Sales; and Service occupations.

LABOR AVAILABILITY
FOR
GOLDEN VALLEY AREA



AREA OF STUDY



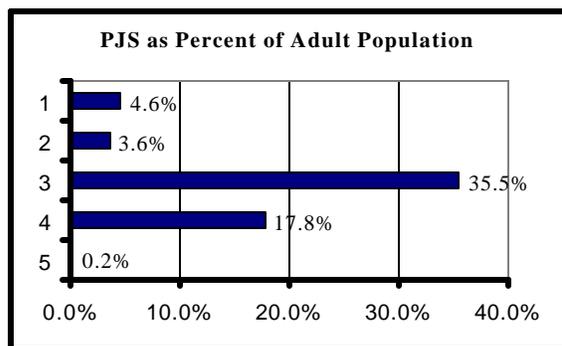
Economic developers in southwestern North Dakota have been struggling with bringing new businesses into the state. While North Dakota's low unemployment rates in the 1990's are a reliable indicator of a strong economic environment, the perceived downside is that new or expanding companies will not have access to a sufficient labor force. For 1998, Golden Valley had an annual average unemployment rate of 5.5 percent, based on survey results, and the state's unemployment rate was 3.2 percent. In response to the question of the available labor force, the Social Science Research Institute at the University of North Dakota was engaged to conduct a survey to determine some answers.

The core area for this survey was the Golden Valley area in the southwest corner of North Dakota, which consists of Golden Valley and Billings Counties. Also included were parts of some additional counties from other areas. These additional areas included portions of Wibaux, Dawson, and Fallon Counties in Montana.

The purpose of the survey was to explore the potential labor force in southwestern North Dakota. Further study was done on regions inside the major region. A questionnaire was designed to identify the characteristics and the size of the potential labor force in that area. A telephone survey was done in the Fall of 1998, and the results of the survey, based on the 244 respondents, had a measurable error of plus or minus 4.0 percent.

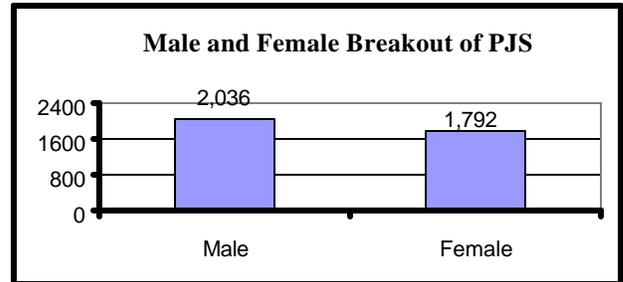
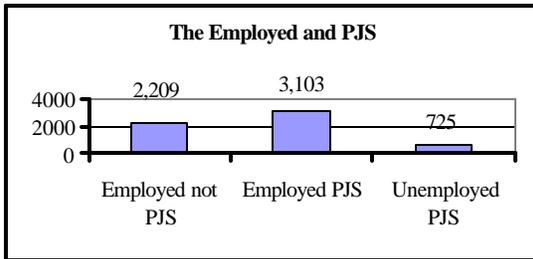
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1. The unemployed seeking employment
2. The unemployed planning on seeking a job
3. Those working and willing to change jobs
4. Those working and willing to take a second job
5. The discouraged worker



The survey area has an adult population of 8,660. The chart on the left shows the percent of Potential Job Seekers 18 and older who make up the PJS categories above. The total is greater than the number of Potential Job Seekers because some Potential Job Seekers are willing to take a second job or change jobs.

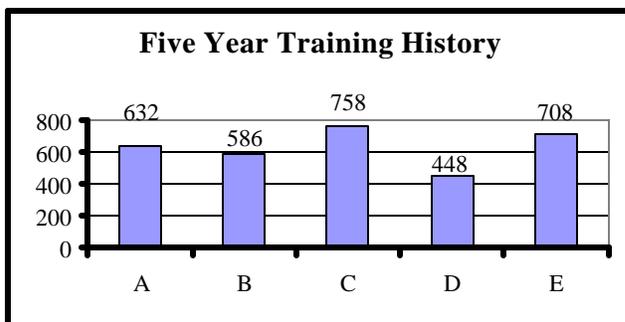
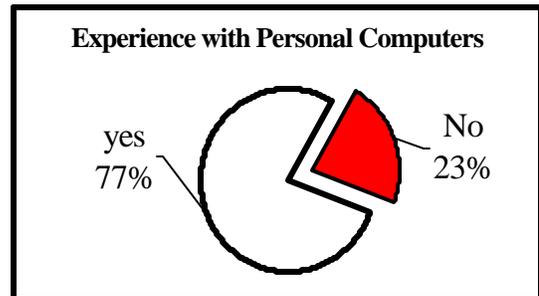
In this survey, participants were randomly selected from telephone numbers. The survey respondents were almost evenly split between male and female as shown in the charts below. The results of the survey show that of the population of 8,660 adults, 44.2 percent were Potential Job Seekers.



This survey discovered some unique characteristics of the Potential Job Seekers. Some of the key characteristics are identified in the following pages.

Computer Experience

If a firm hires a Potential Job Seeker in this area, odds are 3 to 1 that the job seeker will have some computer experience.



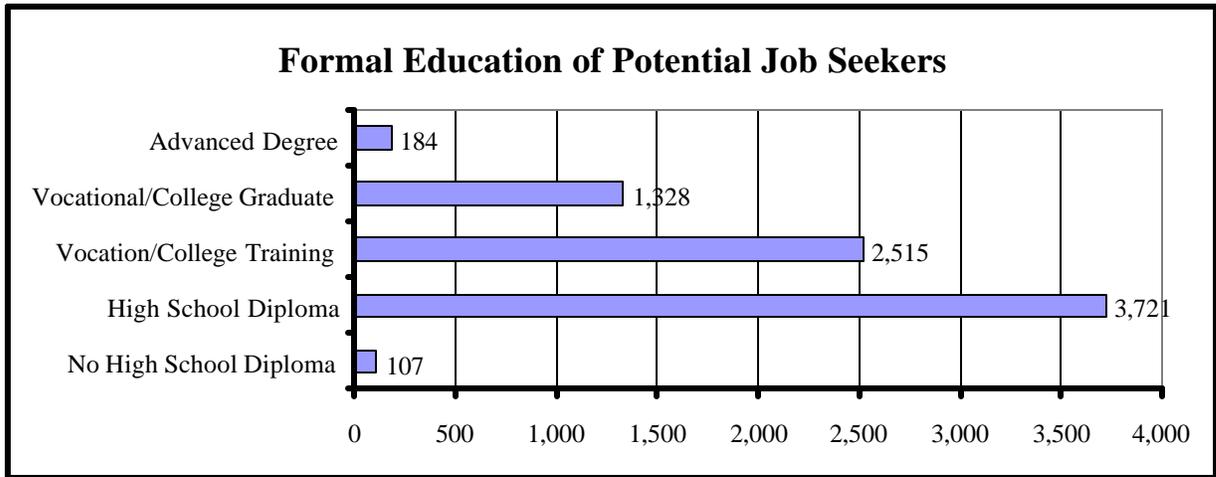
Work Training

The respondents, who have had training in the last five years, described their training provided by employers as follows:

- A. Formal company training
- B. Formal on-the-job training
- C. Formal short courses
- D. Informal skills training
- E. Other job skills training

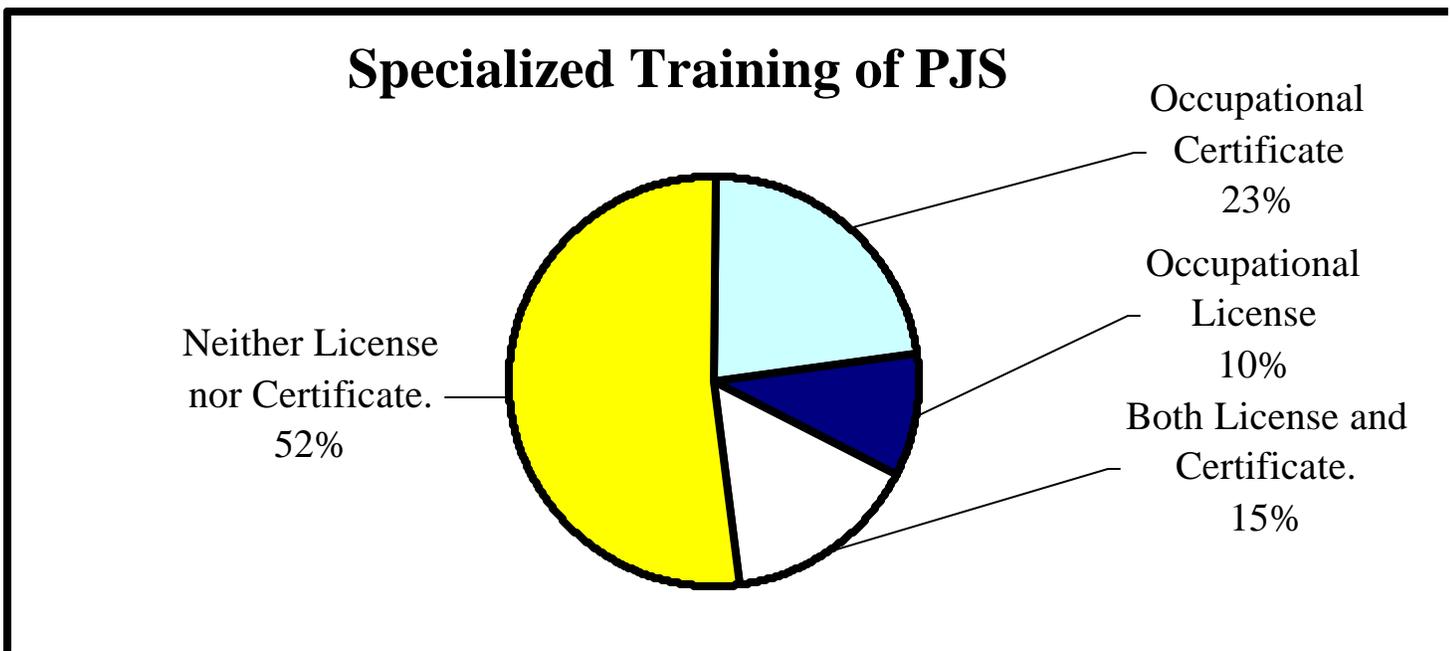
Education

The educational attainment of the Potential Job Seeker in this survey area is very high as 97.3 percent have at least a high school diploma.



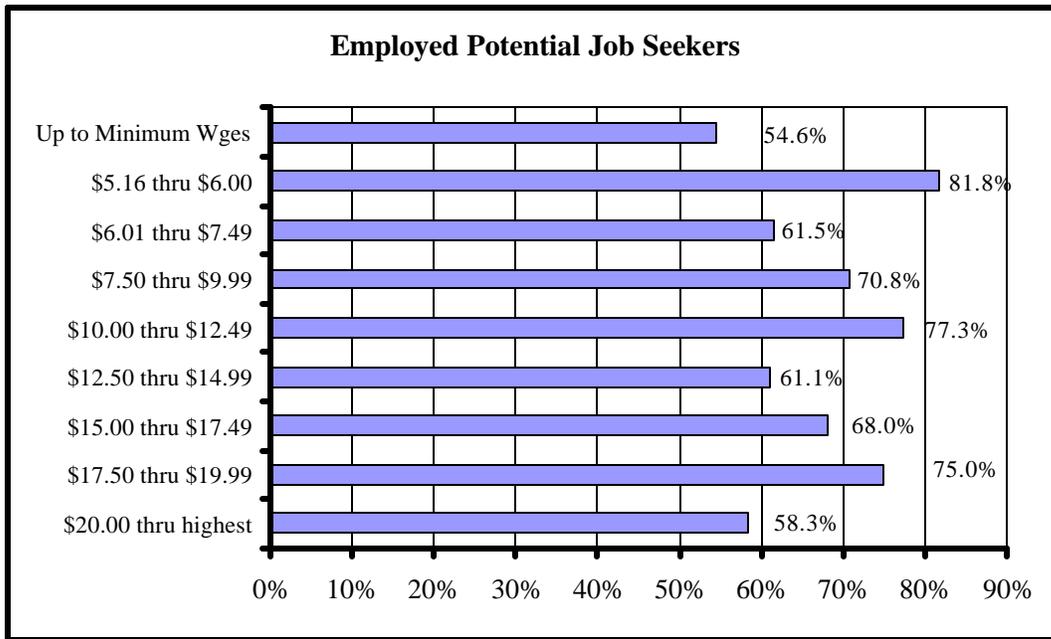
Specialized Training

Just under 50 percent of the Potential Job Seekers in the Golden Valley Area have in their possession an occupational certificate or license. Some examples include police officers, nurses, plumbers, electricians and teachers.



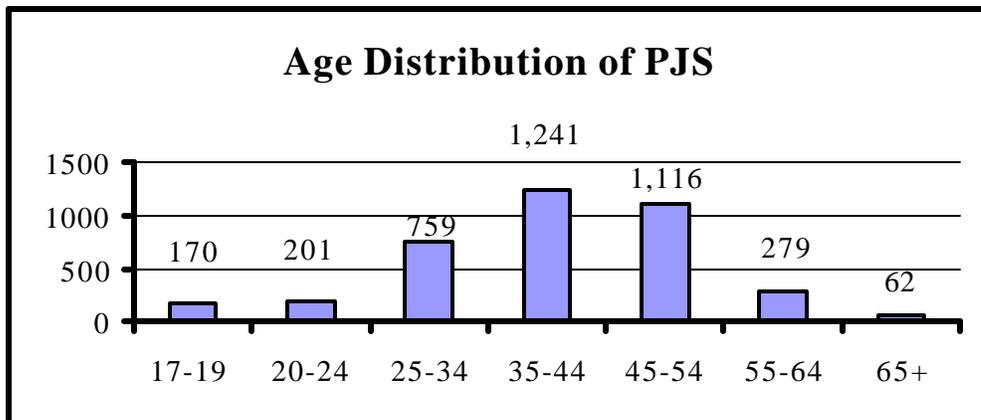
Potential Job Seeker Ratio

The following chart shows the percentage of Potential Job Seekers in each wage category. For example, 61.1 percent of all employees in the pay scale range of \$12.50 to \$14.99 are Potential Job Seekers. This chart shows a fairly even distribution of Potential Job Seekers across the entire wage spectrum.



Age Distribution of PJS

The Potential Job Seekers' ages reflect that the 35 to 44 age bracket has the highest percentage.



Actual and Willing Commute Comparisons

The respondents who were asked their commute time or distance. If time was given as a response, their answers were converted to miles at the rate of one minute equals one mile. Presently, 79.6 percent of the Potential Job Seekers commute 10 miles or less to work.

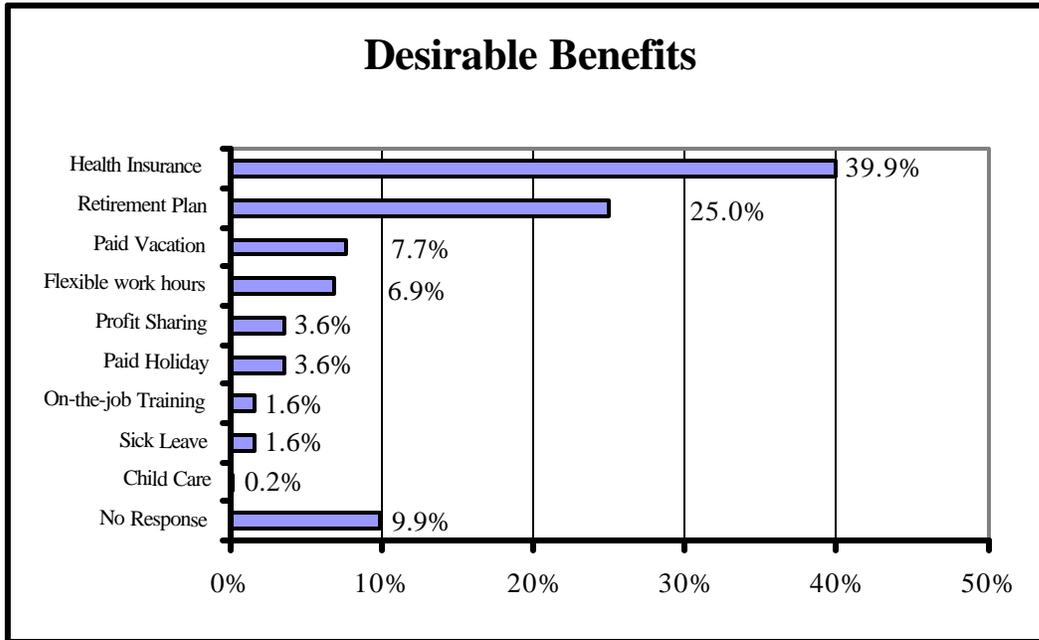
	Up to 10 Miles	11 to 20 Miles	21 to 30 Miles	31 to 40 Miles	41 to 50 Miles	Over 50 Miles
Minimum Wage	999	82	61	21	41	21
\$5.16 thru \$6.00	143	20	20	0	0	0
\$6.01 thru \$7.49	143	21	0	0	0	0
\$7.50 thru \$9.99	245	20	0	0	0	20
\$10.00 thru \$12.49	245	61	0	0	0	41
\$12.50 thru \$14.99	163	0	41	0	20	0
\$15.00 thru \$17.49	265	20	0	0	0	41
\$17.50 thru \$19.99	122	0	0	0	0	0
\$20.00 thru highest	143	20	0	0	0	61
Total.....	2,468	244	122	21	61	184

A large number of Potential Job Seekers at all wage levels are willing to commute greater distances. According to the responses, over 64 percent of the Potential Job Seekers are willing to commute over 10 miles one-way to work.

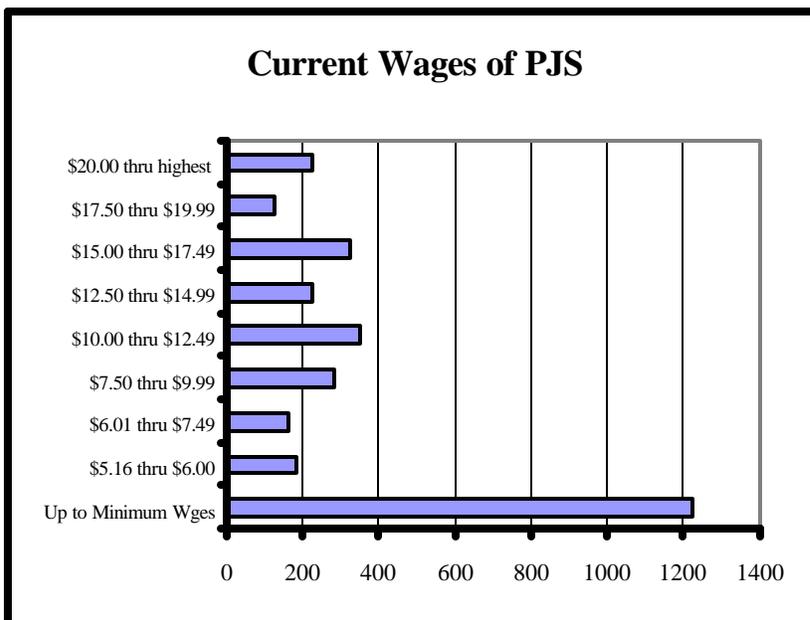
	Up to 10 Miles	11 to 20 Miles	21 to 30 Miles	31 to 40 Miles	41 to 50 Miles	Over 50 Miles
Minimum Wage	559	234	375	50	92	211
\$5.16 thru \$6.00	92	92	23	0	0	0
\$6.01 thru \$7.49	69	23	23	0	0	69
\$7.50 thru \$9.99	211	23	23	69	50	23
\$10.00 thru \$12.49	142	69	92	23	46	23
\$12.50 thru \$14.99	27	27	96	46	0	73
\$15.00 thru \$17.49	142	23	92	23	46	69
\$17.50 thru \$19.99	46	0	46	0	0	46
\$20.00 thru highest	92	92	46	27	0	69
Total.....	1,378	582	815	237	234	582

Benefit Ranking

The survey also asked the question of what benefits would entice a PJS to take a job in another occupation. The responses are shown in the chart below, ranked by the most important benefit at the top, followed by less important benefits.



Current Wages



Potential Job Seekers are found in all ranges of the salary scale. The occupational pay scales and the number of PJS in each occupation influences this scale.

Occupation Participation and Average Wage

The following chart shows the participation in the major occupations by the Potential Job Seekers and shows the median wages paid the corresponding occupations. The two occupations Clerical and Sales and Service are comprised of almost 39 percent of the Potential Job Seekers, but the occupations have a low pay scale.

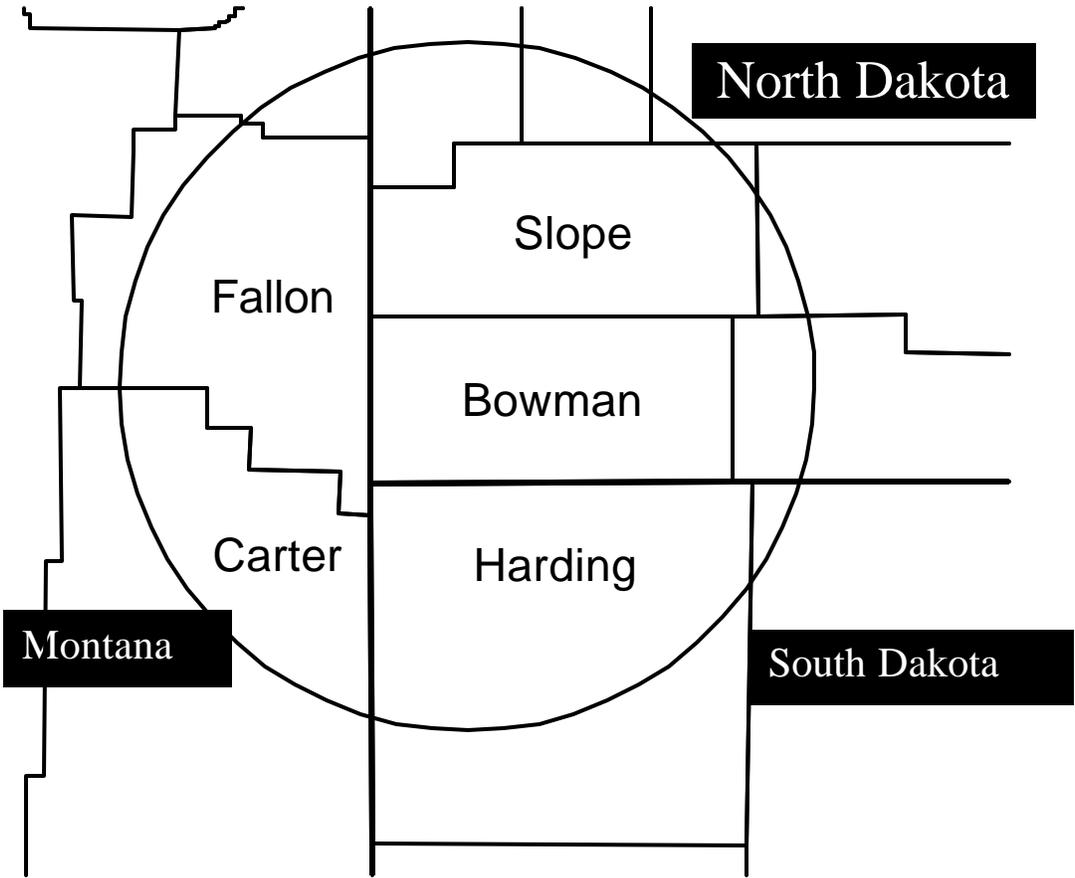
Occupation	PJS	Wages
Professional, Technical, and Managerial	1,315	\$9.76
Clerical and Sales	619	\$8.94
Service	870	\$5.50
Agriculture, Fishery, etc.	135	N/A*
Processing	0	00
Machine Trades	232	\$14.00
Bench Work	58	N/A*
Structural Work	155	N/A*
Miscellaneous	425	\$12.50
Self-Employed	0	00
Refused	19	
Total	3,828	

*Denotes below minimum wages. The low hourly wages may be the result of self-employment and long hours.

The Potential Job Seekers are no longer imaginary figures. Through a random sampled telephone survey, the PJS have been identified by a number of characteristics. They are very closely aligned to average employees in the business world. It has been shown that the PJS will probably have completed high school, received training with their firm, and have computer experience. Most Potential Job Seekers will be middle-aged and many are willing to commute greater distances than they are presently commuting. Potential Job Seekers are found in all wages scales, all occupations, and are of either gender.

A new or expanding firm now has a good idea of what type of employee comprises the employee market in Golden Valley area of North Dakota. During a time of low unemployment rates, almost one-half of the adult population is employed, looking for additional or different work or unemployed and looking for work. Wage scales and benefits are the two most important factors that employees consider when evaluating employment opportunities. New and expanding firms can find employees in the Golden Valley area of North Dakota and the majority will come from Professional, Technical, and Managerial; Clerical and Sales; and Service occupations.

LABOR AVAILABILITY
FOR
SLOPE-BOWMAN AREA



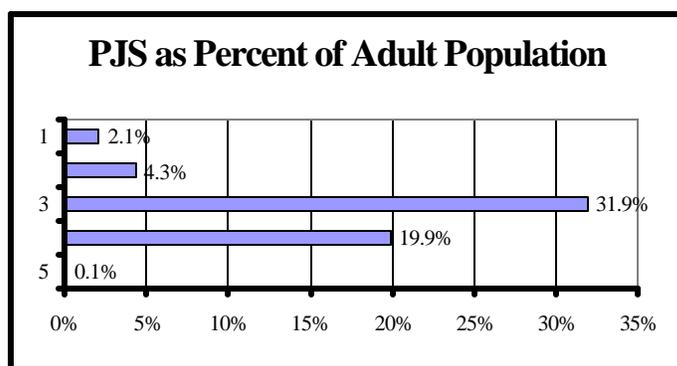
Economic developers in southwestern North Dakota have been struggling with bringing new businesses into the state. While North Dakota's low unemployment rates in the 1990's are a reliable indicator of a strong economic environment, the perceived downside is that new or expanding companies will not have access to a sufficient labor force. According to this survey, the Slope-Bowman area had a 1998 annual average unemployment rate of 3.9 percent, while the state's unemployment rate was 3.2 percent. In response to the question of the available labor force, the Social Science Research Institute at the University of North Dakota was engaged to conduct a survey to determine some answers.

The core area for this survey was the Slope-Bowman area in the southwest corner of North Dakota. Also included were parts of some additional counties from other areas. These additional areas included portions of Harding County in South Dakota, and Fallon and Carter Counties in Montana.

The purpose of the survey was to explore the potential labor force in southwestern North Dakota. Further study was done on regions inside the major region. A questionnaire was designed to identify the characteristics and the size of the potential labor force in that area. A telephone survey was done in the fall of 1998, and the results of the survey, based on the 564 respondents, had a measurable error of plus or minus 4.0 percent.

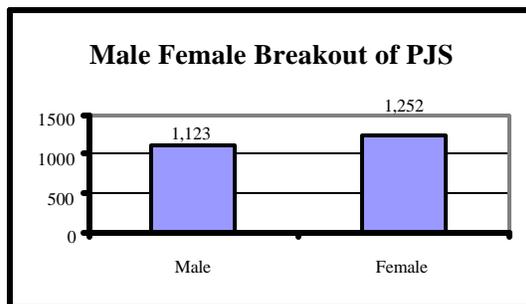
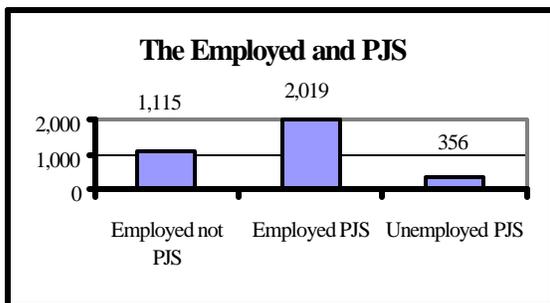
For this survey, the Potential Job Seekers have been divided into different categories. The descriptive titles they receive are based in part on whether they are working or not working, and at what stage is there job search for employment. The identified Potential Job Seekers (PJSs) were divided into the following five categories:

1. The unemployed seeking employment
2. The unemployed planning on seeking a job
3. Those working and willing to change jobs
4. Those working and willing to take a second job
5. The discouraged worker



The survey area has an adult population of 5,563. The chart on the left shows the percent of Potential Job Seekers 18 and older who make up the PJS categories above. The total is greater than the number of Potential Job Seekers because some Potential Job Seekers are willing to take a second job or change jobs.

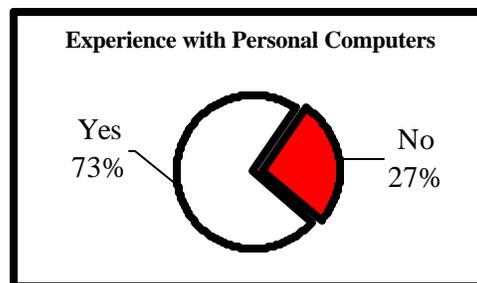
In this survey, participants were randomly selected from telephone numbers. The survey respondents were almost evenly split between male and female as shown in the charts below. The results of the survey show that of the population of 5,563 adults, 42.7 percent were Potential Job Seekers.



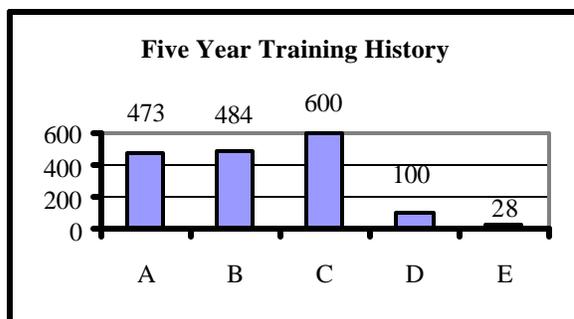
This survey discovered some unique characteristics of the Potential Job Seekers. Some of the key characteristics are identified in the following pages.

Computer Experience

If a firm hires a Potential Job Seeker in this area, odds are almost 3 to 1 that the job seeker may have some computer experience.



Work Training

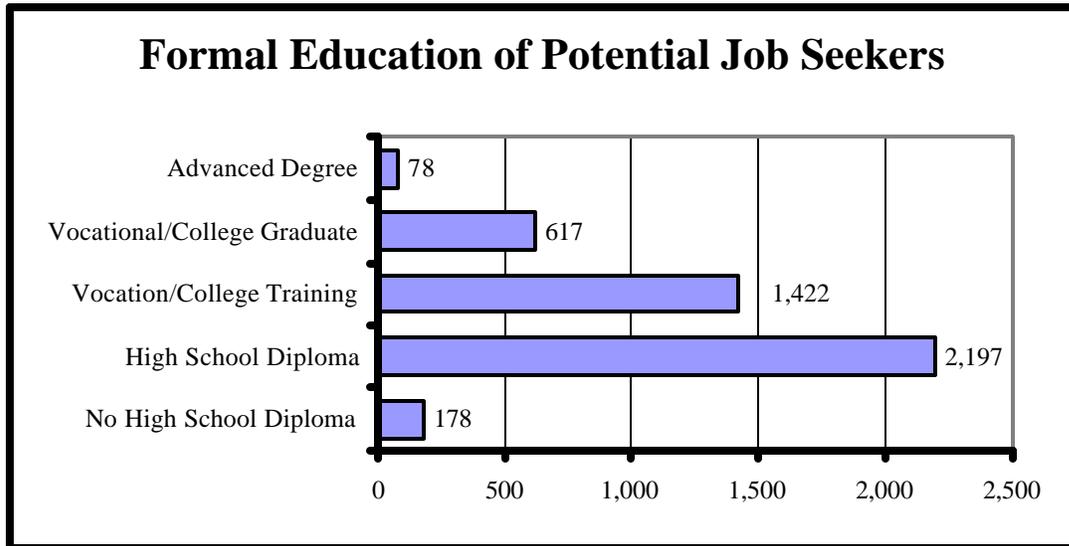


Respondents who had training in the last five years described the training provided by employers as follows:

- A. Formal company training
- B. Formal on-the-job training
- C. Formal short courses
- D. Informal skills training
- E. Other job skills training

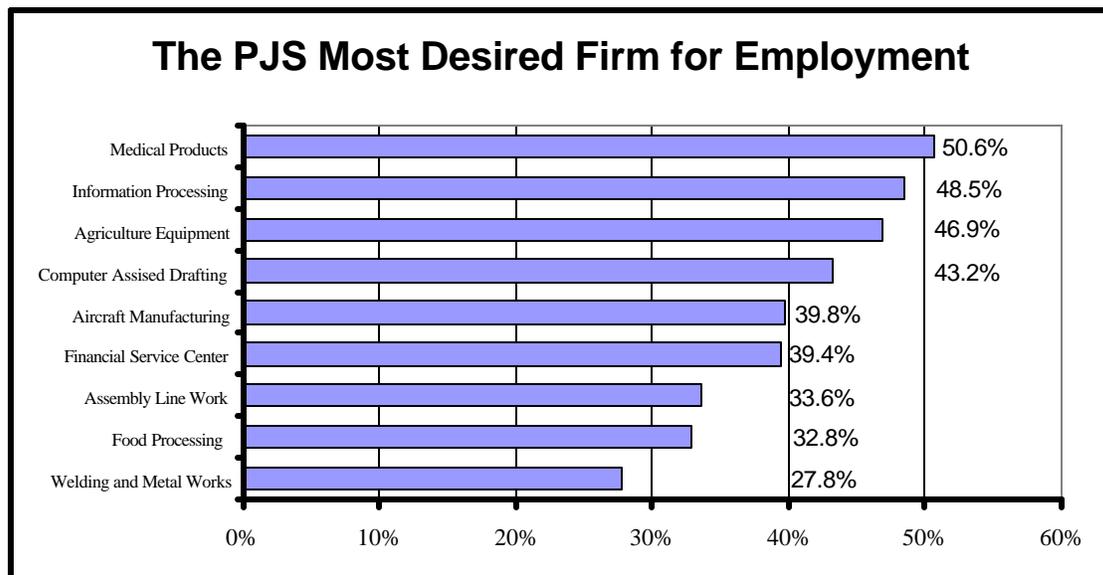
Education

The educational attainment of the Potential Job Seeker in this survey area is very high as 92.5 percent have the minimum of a high school diploma.



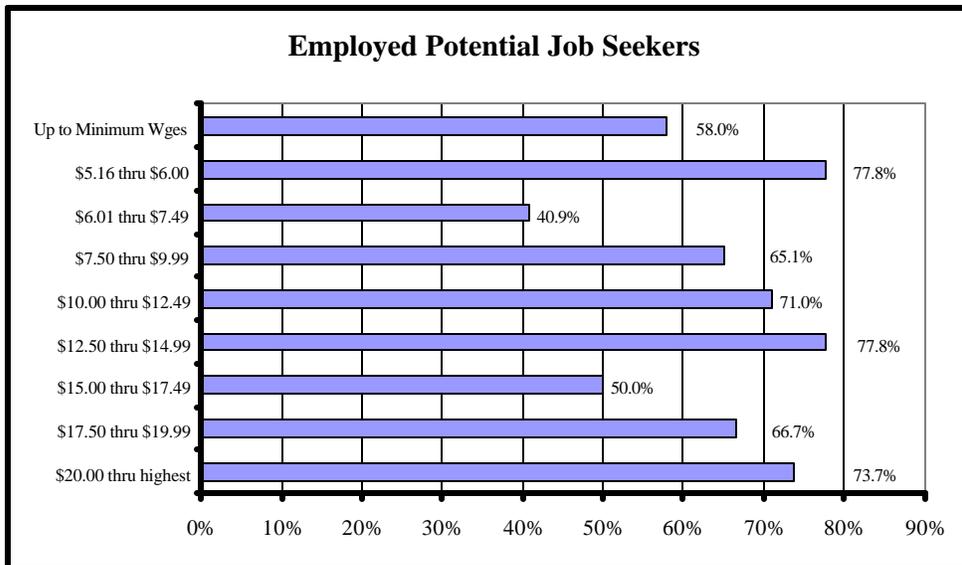
The Ideal Firm for Employment

When the Potential Job Seekers were asked which type of business they would most want to work for from the list provided, the following chart shows their responses. They are ranked from the most desirable on top to the least desirable on the bottom. Keep in mind these responses have a possible error of plus or minus 4.0 percent.



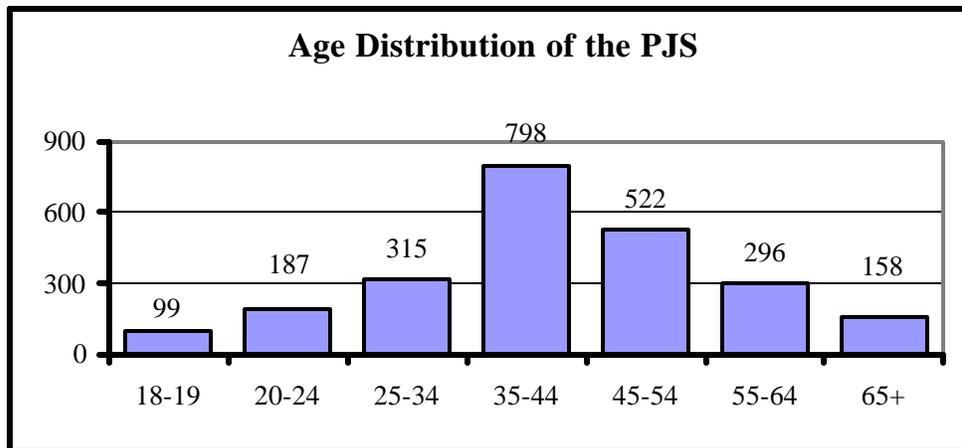
Potential Job Seeker Ratio

The following chart shows the percentage of Potential Job Seekers in each wage category. For example, 77.8 percent of all employees in the pay scale range of \$12.50 to \$14.99 are Potential Job Seekers. This chart shows a fairly even distribution of Potential Job Seekers across the entire wage spectrum.



Age Distribution of PJS

The Potential Job Seekers' ages reflect that the 35 to 44 age bracket has the highest percentage.



Actual and Willing Commute Comparisons

The respondents who were working were asked their commute time or distance. If time was given as a response, the answers were converted to miles at the rate of one minute equals one mile. Presently, 66.9 percent of the Potential Job Seekers commute 10 miles or less to work.

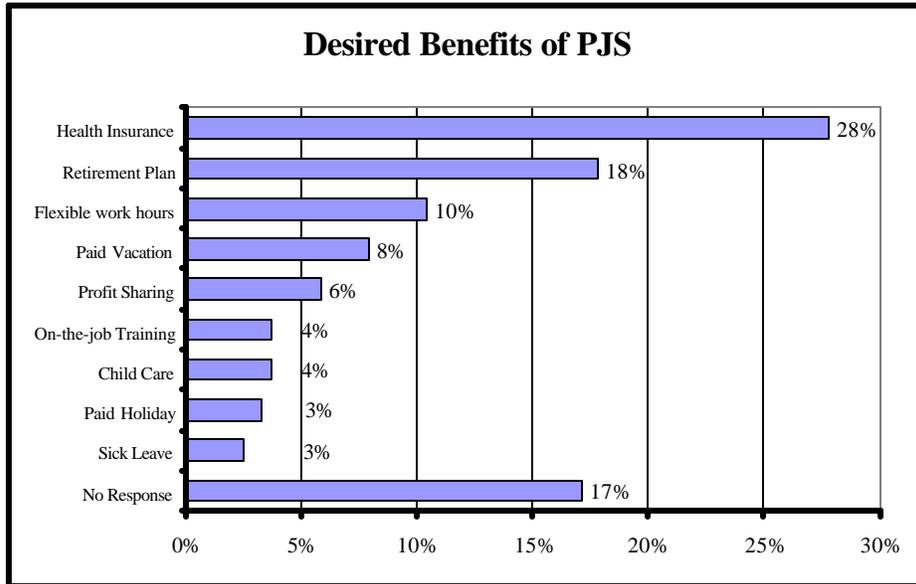
	Up to 10 Miles	11 to 20 Miles	21 to 30 Miles	31 to 40 Miles	41 to 50 Miles	Over 50 Miles
Minimum Wage	405	36	12	36	12	24
\$5.16 thru \$6.00	119	35	12	0	0	0
\$6.01 thru \$7.49	72	12	24	0	0	0
\$7.50 thru \$9.99	227	60	12	0	0	24
\$10.00 thru \$12.49	143	24	24	24	12	23
\$12.50 thru \$14.99	119	24	12	0	0	12
\$15.00 thru \$17.49	12	12	23	11	0	0
\$17.50 thru \$19.99	12	12	24	0	0	0
\$20.00 thru highest	72	12	12	24	0	0
Total.....	1,181	227	155	95	24	83

A large number of Potential Job Seekers at all wage levels are willing to commute greater distances. According to the responses, over 82 percent of the Potential Job Seekers are willing to commute over 10 miles one way to work.

	Up to 10 Miles	11 to 20 Miles	21 to 30 Miles	31 to 40 Miles	41 to 50 Miles	Over 50 Miles
Minimum Wage	302	0	17	0	0	285
\$5.16 thru \$6.00	17	0	14	0	0	207
\$6.01 thru \$7.49	48	0	0	0	0	316
\$7.50 thru \$9.99	31	0	0	0	0	411
\$10.00 thru \$12.49	31	0	0	0	0	285
\$12.50 thru \$14.99	0	0	0	0	0	77
\$15.00 thru \$17.49	0	0	0	0	0	78
\$17.50 thru \$19.99	0	0	0	0	0	67
\$20.00 thru highest	0	0	0	0	0	190
Total.....	428	0	31	0	0	1,916

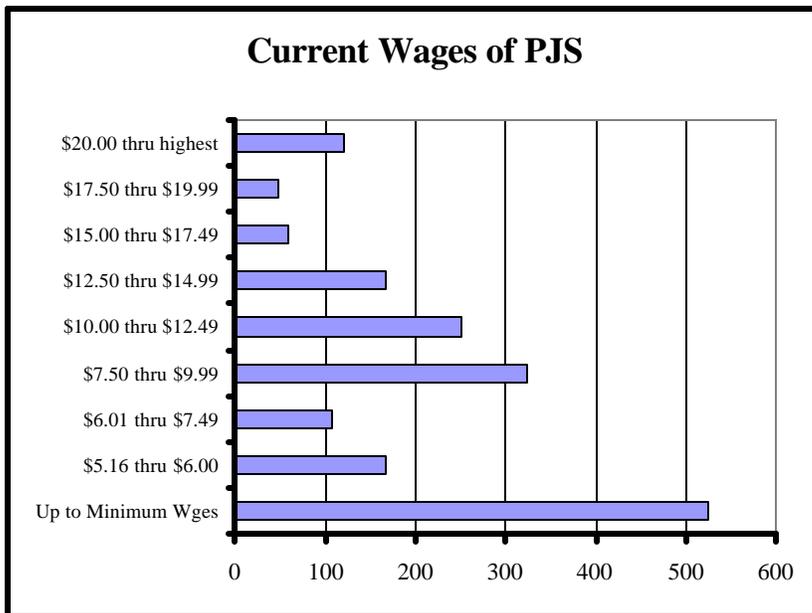
Benefit Ranking

The survey also asked the question of what benefits would entice a PJS to take a job in another occupation. The responses are shown in the chart below, ranked by the most important benefit at the top and followed by less important benefits.



Current Wages

Potential Job Seekers are found in all ranges of the salary scale. The occupational pay scale and the number of PJS in each occupation influences this scale.



Occupation Participation and Average Wage

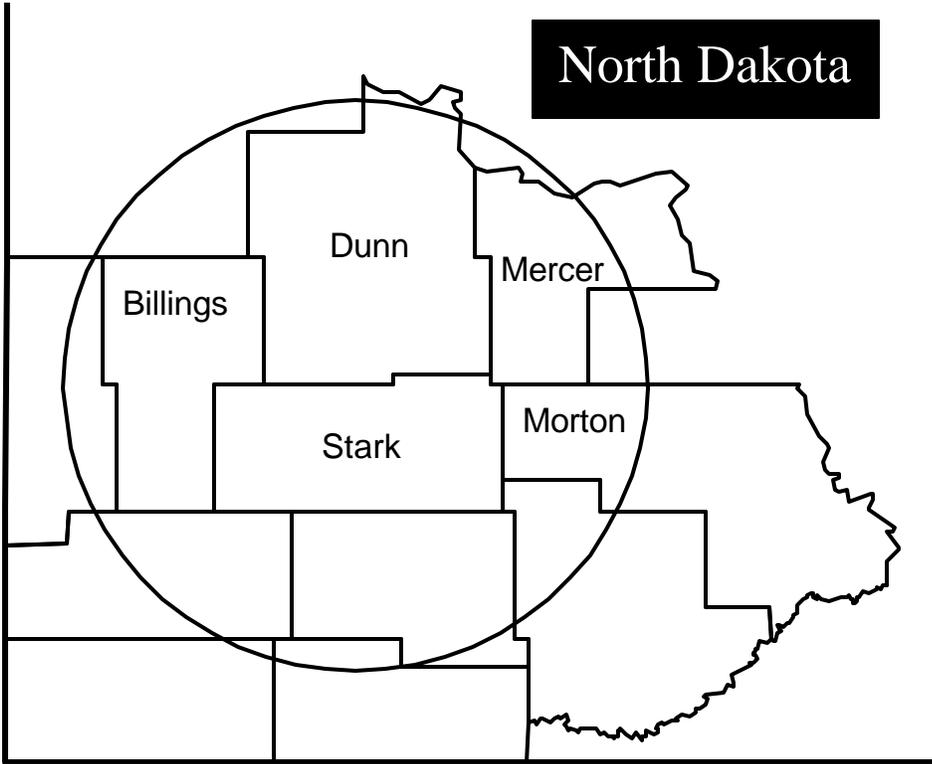
The following chart shows the participation in the major occupations by the Potential Job Seekers and shows the median wages paid the corresponding occupations. The two occupations Clerical and Sales and Service are comprised of almost 29.5 percent of the Potential Job Seekers, but the occupations have a low pay scale.

Occupation	PJS	Wages
Professional, Technical, and Managerial	532	\$8.35
Clerical and Sales	375	\$6.56
Service	325	\$5.78
Agriculture, Fishery, etc.	128	\$8.16
Processing	10	\$6.25
Machine Trades	88	\$5.75
Bench Work	20	\$23.75
Structural Work	108	\$10.19
Miscellaneous	79	\$9.00
Self-Employed	0	\$0.00
Not Currently Employed/Refused	710	
Total	2,375	

The Potential Job Seekers are no longer imaginary figures. Through a random sample telephone survey, the PJSs have been identified by a number of characteristics. They are very closely aligned to average employees in the business world. It has been shown that the PJS's will probably have completed high school, received training with their firms, and have computer experience. Most Potential Job Seekers will be middle-aged and many are willing to commute greater distances than they are presently commuting. Potential Job Seekers are found in all wages scales, all occupations, are of either gender, and some have significant tenure with their employer.

A new or expanding firm now has a good idea of what type of employee comprises the employee market in the Slope-Bowman area. During a time of low unemployment rates, almost one-half of the adult population is employed, looking for additional or different work, or unemployed and looking for work. Health insurance and a retirement plan are the two most important factors that employees consider when evaluating employment opportunities. New and expanding firms can find employees in southwestern North Dakota and the majority will come from Professional, Technical, and Managerial; Clerical and Sales; and Service occupations.

LABOR AVAILABILITY
FOR
STARK-DUNN AREA



AREA OF STUDY



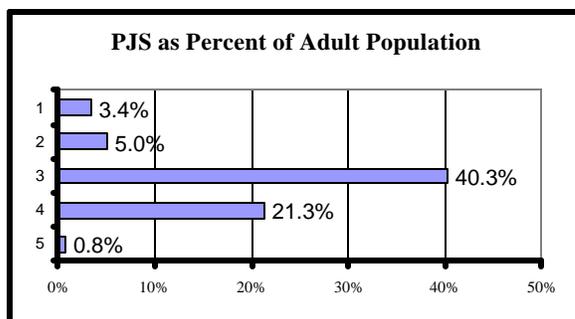
Economic developers in southwestern North Dakota have been struggling with bringing new businesses into the state. While North Dakota's low unemployment rates in the 1990's are a reliable indicator of a strong economic environment, the perceived downside is that new or expanding companies will not have access to a sufficient labor force. For 1998, according to this survey, the Stark-Dunn area had an annual average unemployment rate of 5.0 percent and the state's unemployment rate was 3.2 percent. In response to the question of the available labor force, the Social Science Research Institute at the University of North Dakota was engaged to conduct a survey to determine some answers.

The core area for this survey was the Stark-Dunn area in the southwest corner of North Dakota. Also included were parts of some additional counties from other areas. These additional areas included portions of Billings, Mercer, and Morton Counties in North Dakota.

The purpose of the survey was to explore the potential labor force in southwestern North Dakota. Further study was done on regions inside the major region. A questionnaire was designed to identify the characteristics and the size of the potential labor force in that area. A telephone survey was done in the Fall of 1998, and the results of the survey, based on the 581 respondents, had a measurable error of plus or minus 4.0 percent.

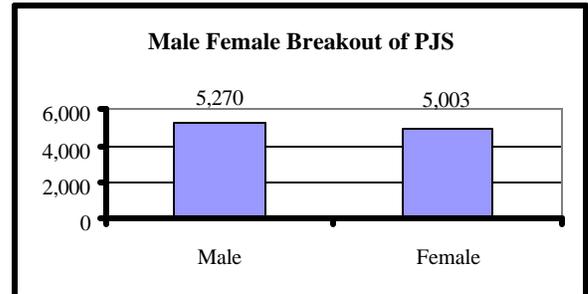
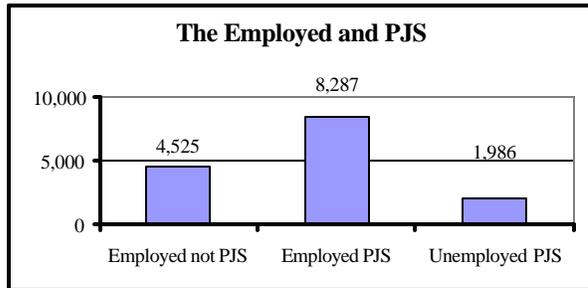
For this survey, the potential job seekers have been divided into different categories. The descriptive titles they receive are based in part on whether they are working or not working, and at what stage is there job search for employment. The identified potential job seekers (PJSs) were divided into the following five categories

1. The unemployed seeking employment
2. The unemployed planning on seeking a job
3. Those working and willing to change jobs
4. Those working and willing to take a second job
5. The discouraged worker



The survey area has an adult population of 19,895. The chart on the left shows the percent of potential job seekers 18 and older who make up the PJS categories above. The total is greater than the number of potential job seekers because some potential job seekers are willing to take a second job or change jobs.

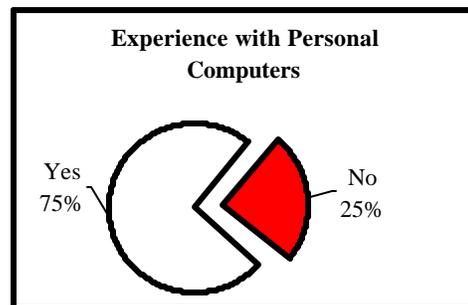
In this survey, participants were randomly selected from telephone numbers. The survey respondents were almost evenly split between male and female as shown in the charts below. The results of the survey show that of the population of 19,895 adults, 51.6 percent were potential job seekers.



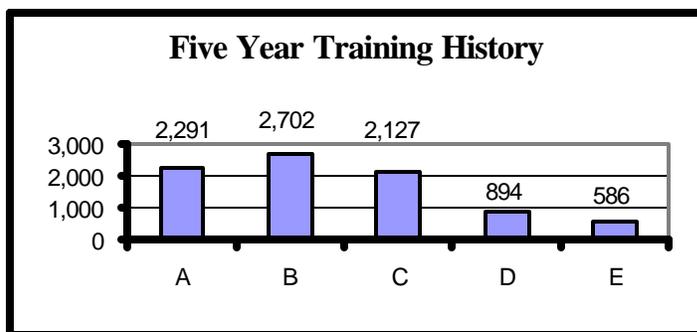
This survey discovered some unique characteristics of the potential job seekers. Some of the key characteristics are identified in the following pages.

Computer Experience

If a firm hires a potential job seeker in this area, odds are 3 to 1 that the job seeker will have some computer experience.



Work Training

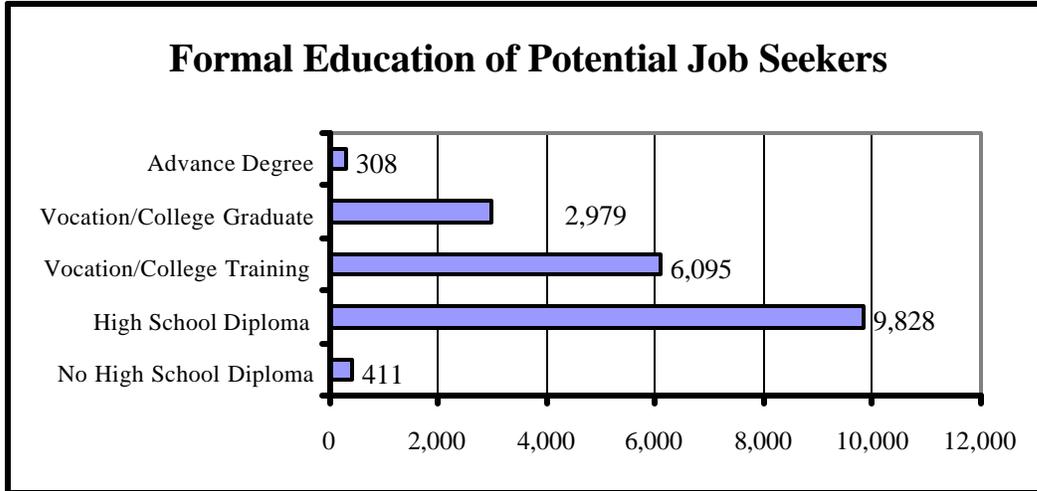


The respondents, who have had training in the last five years, described their training provided by employers as follows:

- A. Formal company training
- B. Formal on-the-job training
- C. Formal short courses
- D. Informal skills training
- E. Other job skills training

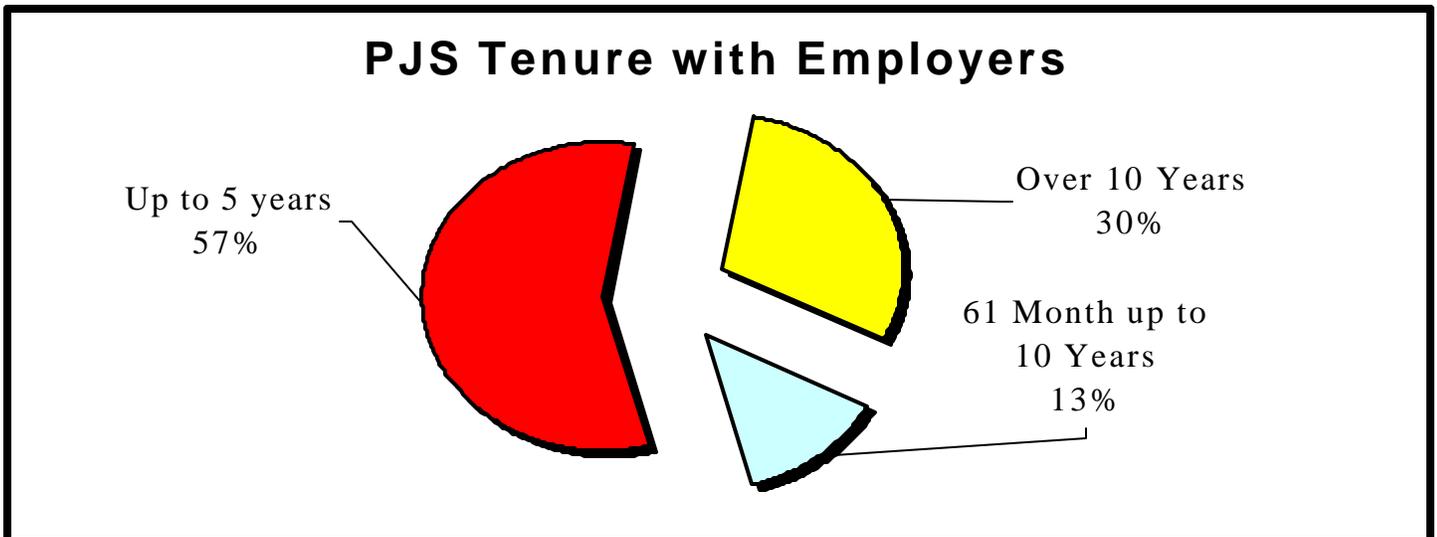
Education

The educational attainment of the potential job seeker in this survey area is very high as 93.9 percent have a high school diploma.



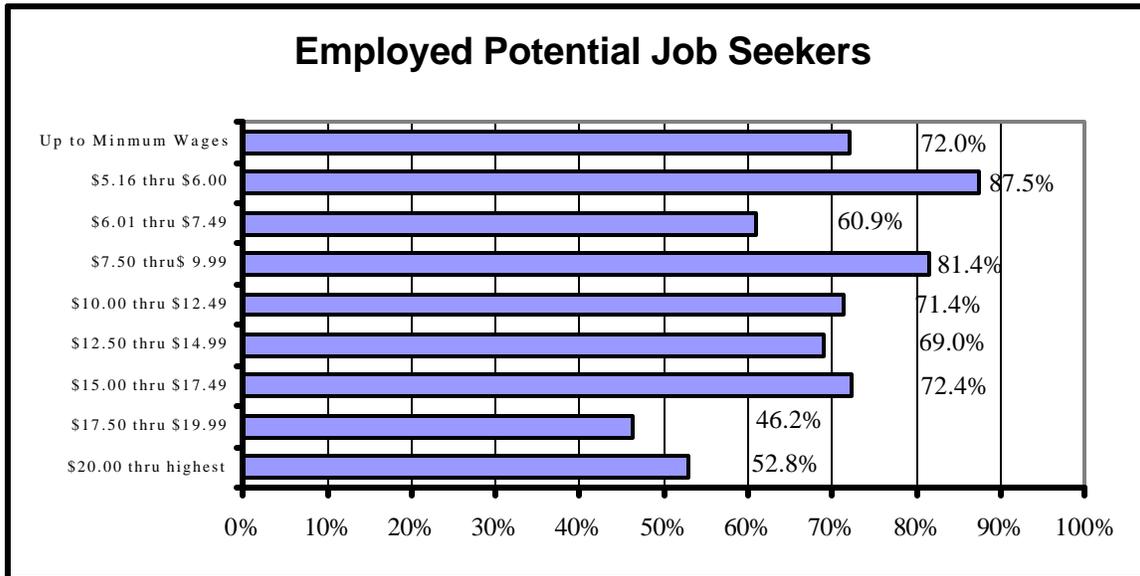
Employer Tenure

As can be seen in the pie chart below, 43 percent of the PJS have been with their employer's for five years or more. The chart below further indicates that as tenure is built with an employer, the desire for job changes decreases. Not shown in the chart is the fact that almost 37 percent of the PJS who have been with their employer less than five years have actually only been with their employer one year.



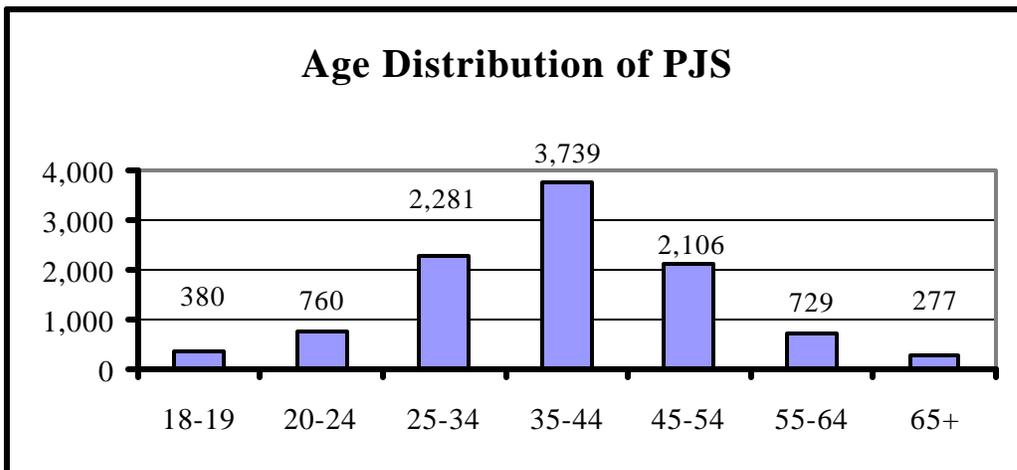
Potential Job Seeker Ratio

The following chart shows the percentage of potential job seekers in each wage category. For example, 69 percent of all employees in the pay scale range of \$12.50 to \$14.99 are potential job seekers. This chart shows a fairly even distribution of potential job seekers across the entire wage spectrum.



Age Distribution of PJS

The Potential Job Seekers' ages reflect that the 35 to 44 age bracket has the highest percentage.



Actual and Willing Commute Comparisons

The respondents who were working, were asked their commute time or distance. If time was given as a response, their answers were converted to miles at the rate of one minute equals one mile. Presently, 75.2 percent of the potential job seekers commute 10 miles or less to work.

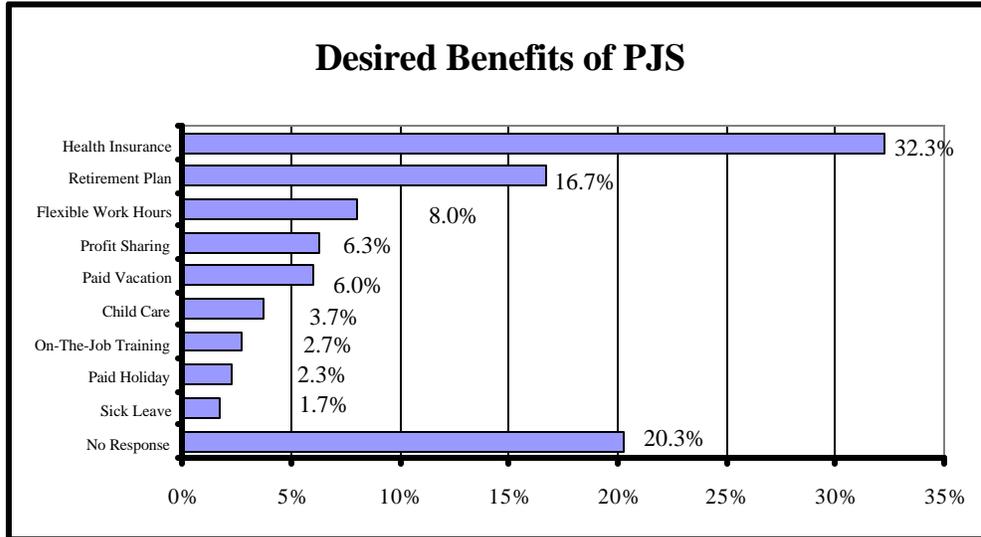
	Up to 10 Miles	11 to 20 Miles	21 to 30 Miles	31 to 40 Miles	41 to 50 Miles	Over 50 Miles
Minimum Wage	936	191	108	25	25	58
\$5.16 thru \$6.00	191	0	0	25	0	0
\$6.01 thru \$7.49	746	141	25	0	0	0
\$7.50 thru \$9.99	1,268	356	83	0	0	25
\$10.00 thru \$12.49	961	191	0	0	33	83
\$12.50 thru \$14.99	580	58	25	25	0	58
\$15.00 thru \$17.49	663	58	0	33	25	58
\$17.50 thru \$19.99	224	58	25	0	0	25
\$20.00 thru highest	663	83	108	0	25	25
Total.....	6,232	1,135	373	108	108	331

A large number of potential job seekers at all wage levels are willing to commute greater distances. According to the responses, over 65.1 percent of the potential job seekers are willing to commute over 10 miles one-way to work.

	Up to 10 Miles	11 to 20 Miles	21 to 30 Miles	31 to 40 Miles	41 to 50 Miles	Over 50 Miles
Minimum Wage	586	390	390	134	41	164
\$5.16 thru \$6.00	134	72	0	62	0	0
\$6.01 thru \$7.49	452	257	164	62	164	31
\$7.50 thru \$9.99	976	555	288	92	62	195
\$10.00 thru \$12.49	647	390	226	62	92	195
\$12.50 thru \$14.99	62	226	329	103	31	134
\$15.00 thru \$17.49	360	92	226	62	134	134
\$17.50 thru \$19.99	134	134	0	0	62	62
\$20.00 thru highest	226	226	226	41	134	257
Total.....	3,575	2,342	1,849	616	719	1,171

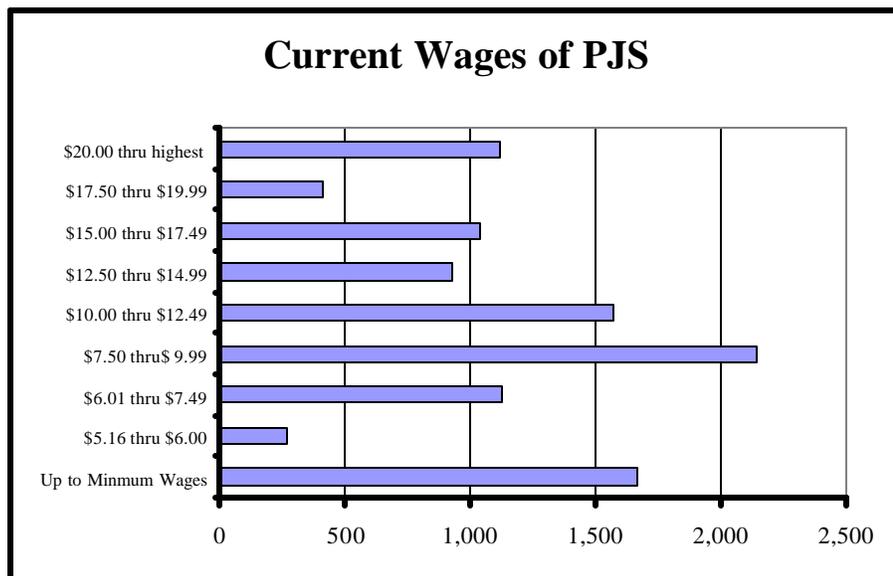
Benefit Ranking

The survey also asked the question of what benefits would entice a PJS to take a job in another occupation. The responses are shown in the chart below, ranked by the most important benefit at the top, followed by less important benefits.



Current Wages

Potential Job Seekers are found in all ranges of the salary scale. The occupational pay scales and the number of PJS in each occupation influences this scale.



Occupation Participation and Average Wage

The following chart shows the participation in the major occupations by the Potential Job Seekers and shows the median wages paid the corresponding occupations. The two occupations Clerical and Sales and Service are comprised of almost 35 percent of the potential job seekers, but the occupations have a low pay scale.

Occupation	PJS	Wages
Professional, Technical, and Managerial	3,154	\$11.63
Clerical and Sales	1,921	\$8.33
Service	1,716	\$6.94
Agriculture, Fishery, etc.	72	\$7.67
Processing	175	\$14.44
Machine Trades	175	\$12.50
Bench Work	31	\$25.00
Structural Work	308	\$7.81
Miscellaneous	544	\$9.08
Self-Employed	175	\$9.52
Not Currently Employed/Refused	2,002	
Total	10,273	

The Potential Job Seekers are no longer imaginary figures. Through a random sampled telephone survey, the PJS have been identified by a number of characteristics. They are very closely aligned to average employees in the business world. It has been shown that the PJS will probably have completed high school, received training with their firm, and have computer experience. Most potential job seekers will be middle-aged and many are willing to commute greater distances than they are presently commuting. Potential Job Seekers are found in all wages scales, all occupations, some have significant tenure with their employer and are of either gender.

A new or expanding firm now has a good idea of what type of employee comprises the employee market in southwestern North Dakota. During a time of low unemployment rates, almost one-half of the adult population is employed, looking for additional or different work or unemployed and looking for work. Health insurance and retirement plans are the two most important factors that employees consider when evaluating employment opportunities. New and expanding firms can find employees in the Stark-Dunn area of North Dakota and the majority will come from Professional, Technical, and Managerial; Clerical and Sales; and Service occupations.

