

Briefing Points

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Employer Study: 2001

Survey of top 328 primary sector employers in the Fargo/Moorhead and Valley City areas—results based on 117 respondents (36%)

1. Commuting:
 - Approximately ½ of employees commute from up to 20 miles out
 - Nearly ⅓ of employees commute from more than 30 miles out
2. Turnover:
 - ⅓ of companies have more than 10% turnover
 - Major reason for turnover is wages
 - One in four employers said more than 75% of former employees had been with the company less than two years
3. New Hires:
 - 40% of employers said there were few qualified applicants to fill job openings
Why: inadequate experience (46 %) followed by technical skills of applicants (35 %)
 - 38% of employers said more than three-fourths of the jobs they have difficulty filling pay at least \$10 per hour
 - Estimates of new hires: more than 6,000 within 3 years and more than 12,000 within 5 years
 - Service and operators/assembly were the two areas with the highest expected employment growth in the next three years as well as the next five years
4. New Americans:
 - 35% of employers indicated they have hired refugees or other non-U.S. citizens
 - Language is the greatest barrier for New Americans according to employers
 - One in 3 employers report that New Americans contribute significantly to the cultural identity of the F/M area, however, only 16% say that New Americans will reduce significantly the labor shortage.
5. Skills Development:
 - Nearly ⅓ of employers indicate that the majority of their staff are required or recommended to receive formal skills training
 - Most skills training occurs within the company
 - Less than 21% of employers have cooperative training arrangements with local colleges/universities; of those that don't, 43% are interested in developing arrangements
6. Labor Shortage expected:
 - 6% drop in entry labor force (ages 20-34) in 5 years; 18% in 15 years
 - 13% drop in mid-level labor force (ages 35-49) in 5 years; 26% in 15 years