



Fargo-Moorhead Metropolitan Area Labor Market Study

Spring 2000

North Dakota State Data Center
Department of Agricultural Economics
North Dakota State University
Fargo, North Dakota

Forward

This report is part of a larger labor force study sponsored by the Fargo-Cass County Economic Development Corporation, Moorhead Economic Development Authority and the Valley City-Barnes County Economic Development Corporation through the cooperation of a locally driven regional Labor Availability Council. An important goal of the Council and the economic development organizations involved in the study is to identify key information regarding labor issues for the growth and development of the area. The other components of the study include a) an analysis of the migration patterns in the area; b) a survey of major employers in the area; and c) an opinion survey of area college students (tomorrow's workforce).

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EXECUTIVE SUMMARY

Introduction

A random survey of residents aged 18 to 65 was conducted in February, 2000, of the 16 county market area. The area was divided into two regions. Region 1 represents the metropolitan statistical area - Cass and Clay Counties while Region 2 encompasses the 11 contiguous counties and includes Sargent, Grand Forks, and Polk Counties. Respondents were asked to provide information regarding the labor force activity of everyone in their household between the ages of 18 and 65. A total of 1,143 households were surveyed (392 in Region 1 and 751 in Region 2). Information was collected on 2,236 persons (762 in Region 1 and 1,474 in Region 2).

WORK FORCE IN CASS AND CLAY COUNTIES

(persons aged 18 and over, not retired)

Work Status: (Work Force in Cass And Clay Counties)

- ? In the Cass/Clay region, more than 95 percent of the household members are currently employed.
- ? Of employed persons, 87.2 percent work full-time.
- ? Nearly 19 percent of employed persons work shifts.
- ? The predominate occupation among employed persons is technical, sales, and administrative support (35.2 percent), followed by managerial and professional specialty (25.2 percent).
- ? More than 65 percent of employed persons commute five miles or less and an additional 21.0 percent commute between 6 and 10 miles (one-way).

Looking for Work: (Work Force in Cass And Clay Counties)

- ? Nearly 21 percent of household members in Cass and Clay Counties are actively looking for either new or additional jobs. Applied to estimates of the actual labor force, this translates into 23,221 people
- ? More than 63 percent of household members looking for new or additional employment in Cass and Clay Counties are **very likely** to apply for a job opening in the Cass/Clay area.
- ? Of persons interested in looking for new or additional employment, 83.2 percent in the metropolitan area are very willing to be trained for a new position.
- ? More than 42 percent of persons interested in new or additional employment in the Cass and Clay Counties would be willing to work in manufacturing, 69.5 percent would be willing to work in information technology, and 56.8 percent would be willing to work in a medical field/environment.

Under-employment: (Work Force in Cass And Clay Counties)

- ? Fifteen percent of persons in Region 1 are not working for pay.
- ? Of persons not currently working, 41.8 percent worked within the past year.
- ? More than 11 percent of persons employed are working part-time.
- ? Of persons employed part-time, 45.3 percent work 10 to 20 hours per week and an additional 36.0 percent work 20 to 30 hours per week.
- ? Nearly 9 percent of employed persons are temporary workers.
- ? More than 24 percent of employed persons are making less than \$10.00 per hour.
- ? In Cass and Clay counties, 35 percent of employed persons reported being trained for an occupation other than what they currently hold. Of these people, 41.5 percent have technical, sales, and administrative support training, while an additional 22.3 percent have managerial and professional specialty training.

Incentives: (Work Force in Cass And Clay Counties)

- ? Seventy-four percent of respondents indicated that the job benefit that would most affect their decision to accept a new position was health insurance. The next two most important benefits were a retirement plan (52 percent) and flexible work hours (37 percent).
- ? When considering a new position, nearly 86 percent of respondents said pay was the most influential factor followed by benefits (59.9 percent), relationship with employer and co-workers (30.9 percent), and advancement/mobility within the company (28.6 percent).
- ? Of the respondents interested in new or additional work, more than one-quarter of respondents would accept an hourly wage of \$7.50 or less, and 44.1 percent would accept an hourly wage of \$10.00 or less.

CHARACTERISTICS OF THOSE PERSONS VERY LIKELY TO APPLY FOR A POSITION IN CASS AND CLAY COUNTIES

Potential Labor Pool: (Persons Very Likely to Apply for a Position in Cass and Clay Counties)

? Survey data indicate that of persons who are looking for new or additional employment, more than 63 percent from Cass and Clay Counties and 16.1 percent from Region 2 are very likely to apply for a new or additional job in the Cass and Clay area. This means that the overall potential pool of job candidates in the Fargo/Moorhead metropolitan area between the ages of 18 and 65 is roughly 18,703. However, over 91 percent of these potential candidates are currently employed which suggests a significant amount of job swapping will occur. Only an estimated 2,560 potential job candidates are not currently working for pay.

Work Schedule: (Persons Very Likely to Apply for a Position in Cass and Clay Counties)

- ? Nearly 19 percent of persons very likely to apply for a position in the metropolitan area work part-time. More than 71 percent of these part-time employees from Cass or Clay County work at most 20 hours per week, while only one-third of the part-time employees from the outlying counties work less than 20 hours per week.
- ? More than 64 percent of persons very likely to apply for work in Cass or Clay County are currently working permanent jobs.
- ? Nearly 30 percent of the very interested job seekers work shifts. More than 54 percent of these shift workers work rotating shifts, while 27 percent work days.

Commuting Distance: (Persons Very Likely to Apply for a Position in Cass and Clay Counties)

? Seventy-three percent of the very interested labor pool currently travel 10 miles or less one way to work.

Earnings: (Persons Very Likely to Apply for a Position in Cass and Clay Counties)

? Nearly 39 percent of those workers who are very likely to apply for a position in the metropolitan area earn \$7.50 per hour or less.

Area of Employment: (Persons Very Likely to Apply for a Position in Cass and Clay Counties)

? The top occupations of persons very interested in working in the metropolitan area are service (35.4 percent) and technical, sales, and administrative support (25.4 percent).

Incentives: (Persons Very Likely to Apply for a Position in Cass and Clay Counties)

? Of persons very likely to apply for a job in Cass or Clay County, 67.1 percent cite pay as the most influential factor in their decision to consider a new position followed by benefits (59.5 percent) and advancement/mobility within the company (49.4 percent).

? Nearly 76 percent of those very interested in new or additional jobs in the metropolitan area said that they job benefit that would most affect their decision to accept a new position was health insurance, followed by a retirement plan (60.8 percent). The influence of health insurance as an incentive was much less among job seekers from outlying counties (20 percent) relative to those living in Cass or Clay County (70.6 percent).

? Of the respondents very likely to apply for new or additional work, 21.5 percent would accept a wage of \$7.50 per hour or less and 36.7 percent would accept a wage of \$10.00 per hour or less.

Demographics: (Persons Very Likely to Apply for a Position in Cass and Clay Counties)

? Thirty-eight percent of the very interested job seekers are under the age of 30.

? Nearly one-quarter of persons very likely to apply for a job in Cass or Clay County have a college degree and 14.6 percent have a technical or vocational degree. An additional 29.7 percent have some college education.

? More than one-third was persons very likely to apply for a job in the metropolitan area have had training for an occupation other than that in which they are currently employed. Training for managerial and professional positions (69.6 percent) is the most frequently unused skill among the workers.

Willingness to Train: (Persons Very Likely to Apply for a Position in Cass and Clay Counties)

? More than 88 percent of those very likely to apply for work in the Cass/Clay area would be very willing to take additional training to qualify for a new job.

Maximum Commute: (Persons Very Likely to Apply for a Position in Cass and Clay Counties)

? Two-thirds of the potential workers who are very likely to apply in Cass or Clay County want to commute less than 50 miles one way to work.

Willingness to Work in Manufacturing, Information Technology, or Medical Field/Environment: (Persons Very Likely to Apply for a Position in Cass and Clay Counties)

? Nearly half of persons very likely to apply for work in the Cass/Clay area are willing to work in manufacturing, 77.2 percent would be willing to work in information technology, and 72.2 percent would be willing to work in a medical field/environment.

Minimum Acceptable Pay: (Persons Very Likely to Apply for a Position in Cass and Clay Counties)

? Nearly 37 percent of persons very likely to apply for a position in Cass or Clay County would accept a wage of \$10.00 or less per hour.

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INTRODUCTION

PURPOSE: This study was a joint effort by the Fargo-Cass County Economic Development Corporation, Moorhead Economic Development Authority and the Valley City-Barnes County Economic Development Corporation through the cooperation of a locally driven regional Labor Availability Council to explore labor issues within the market area. The data was collected and analyzed by the North Dakota State Data Center at North Dakota State University. The purpose of this study was to gain information about the current and potential labor force of two regions within western Minnesota and eastern North Dakota.

METHODOLOGY: Two separate populations were sampled. They are shown in Figure 1 and consisted of:

- Region 1: Cass County of North Dakota and Clay County of Minnesota.
- Region 2: Becker, Mahnonmen, Norman, Otter Tail, Polk, and Wilken Counties of Minnesota and Barnes, Grand Forks, Griggs, Ransom, Richland, Traill, Sargent, and Steele Counties of North Dakota.

A telephone survey was conducted with 1,143 householders (392 in Region 1 and 751 in Region 2). This sample size produces an error rate below 5 percent for the total market area and for each region independently. Names of householders were obtained from current phone directories of the area in an attempt to reduce data collection time and nonresponse bias. Three attempts were made to contact each household. The refusal rate was 50.6 percent and large due to the proliferation of telemarketing and the advent of answering machines, caller identification systems, and other screening devises which has dramatically reduced total response rates.

A two-staged stratified sampling design was used based on housing units. First, the labor market was segmented into two components, a) persons living inside zip codes areas with cities greater than 5,000 population and b) all other remaining zip code areas. A proportional sample was drawn from these two components. In the second stage, a proportional sample was drawn from each zip code area in Region 1 (Cass and Clay counties) while a disproportional sample was drawn for Region 2 because of the small number of housing units in most of the individual zip code areas. The number of housing units inside each respective zip code area (based on the 1998 estimates) was used to stratify the total sample. During the analysis, responses in Region 2 were weighted to adjust for the disproportional nature of the sample. This weighting scheme adjusted the distribution of responses to accurately reflect the overall population in the region. This process ensured that a) a representative sample of householders was contacted from both cities and rural areas, and b) the results accurately reflect the overall distribution of people in the marketing area.

Interviewers were drawn from a pool of trained surveyors and supervised by State Data Center staff. A computer assisted telephone interviewing (CATI) system was used to reduce coder error and ensure consistency in responses.

Information was obtained from respondents regarding each member of the household between the ages of

18 and 65. As a result, labor status information was collected on a total of 2,236 persons (762 in Region 1 and 1,474 in Region 2). The survey contains roughly 40 questions and is organized into three sections. The first section focuses on information regarding household member's current employment. Questions were asked pertaining to employment status, occupation, work schedule, and commuting. The second section centers on household member's desire for new or additional paid employment. Questions were asked regarding their preferences for work schedules, wages, commuting distance, and their desire to work in manufacturing. The last section deals with demographic information; specifically age, education, and an assessment of underemployment.

The report is divided into two main sections. The first section provides information on the current labor force in the Cass/Clay marketing area. The second section focuses only on those individuals who are very likely to apply for employment in the Cass/Clay marketing region.

Estimates of the Potential Labor Pool: Estimates of the potential labor pool can be derived from the survey because of its statistical generalizability. Since the sample was randomly drawn and stratified, it accurately reflects the entire marketing area by region. Therefore, the distributions from the survey findings outlined in this report can be applied to the general population to estimate the potential labor pool and their characteristics. An estimate of the general population for each region according to census data is as follows.

<u>REGION</u>	<u>POPULATION</u>
Region 1 (Cass/Clay Counties)	Population (18-65) = 111,105
Region 2	Population (18-65) =152,504
Total Market Area	Population (18-65) =263,609

SECTION I: LABOR POOL

1. Work Status

a. Total work force

Persons	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
18 to 65, but Not Retired	3,770	100.0	392	10.4	3,378	89.6
Older than 65, but Not Retired						
Yes	139	3.7	23	5.9	116	3.4
No	3,631	96.3	369	94.1	3,262	96.6
TOTAL	3,770	100.0	392	100.0	3,378	100.0

b. Employed

Persons currently employed	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Yes	3,510	90.0	373	95.2	3,137	92.9
No	260	10.0	19	4.8	241	7.1
TOTAL	3,770	100.0	392	100.0	3,378	100.0

Note: Percent is of persons age 18 and older and not retired.

2. Work Schedule

a. Full-time and/or part-time work

Type of Job	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Full-Time	4,685	85.9	519	87.2	4,166	85.7
Part-Time	728	13.3	68	11.4	660	13.6
Multiple Jobs	43	0.8	8	1.4	35	0.7
TOTAL	5,456	100.0	595	100.0	4,861	100.0

Note: Percent is of person age 18 and older and employed in a permanent job.

b. Hours worked part-time

Part-Time Hours	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Less Than 10	47	6.1	2	2.7	45	6.5
10 to 20	311	40.4	34	45.3	277	39.9
21 to 30	304	39.5	27	36.0	277	39.9
31 to 40	76	9.9	9	12.0	67	9.6
41 or More	22	2.9	0	0.0	22	3.2
Do Not Know/Refused	10	1.3	3	4.0	7	1.0
TOTAL	770	100.0	75	100.0	695	100.0

Note: Percent is of persons employed part-time.

c. Permanent or temporary work

Type of Work	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Permanent	5,373	89.7	585	88.7	4,788	89.9
Temporary	503	8.4	57	8.7	446	8.4
Both	83	1.4	10	1.5	73	1.3
Do Not Know/Refused	29	0.5	8	1.1	21	0.4
TOTAL	5,988	100.0	660	100.0	5,328	100.0

Note: Percent is of employed persons 18 and older.

d. Type of temporary work

Type of Work	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Seasonal	206	35.2	17	25.4	189	36.4
Other	347	59.2	47	70.1	300	57.8
Do Not Know/Refused	33	5.6	3	4.5	30	5.8
TOTAL	586	100.0	67	100.0	519	100.0

Note: Percent is of persons employed in a temporary job.

e. Working shifts

Persons working shifts	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Yes	1,006	16.9	123	18.9	883	16.6
No	4,929	82.7	524	80.3	4,405	83.0
Do Not Know/Refused	24	0.4	5	0.8	19	0.4
TOTAL	5,959	100.0	652	100.0	5,307	100.0

Note: Percent is of employed persons 18 and older.

f. Shift time

Type of Shift	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Days	501	49.8	56	45.5	445	50.4
Evenings Up to Midnight	107	10.6	23	18.7	84	9.5
Nights After Midnight	80	8.0	7	5.7	73	8.3
Weekends	8	0.8	2	1.7	6	0.7
Rotating Shifts	289	28.7	32	26.0	257	29.1
Do Not Know/Refused	21	2.1	3	2.4	18	2.0
TOTAL	1,006	100.0	123	100.0	883	100.0

Note: Percent is of employed persons 18 and older who work shifts.

3. Area of Employment

a. Occupation

Occupation of household member (s)	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Managerial and Professional Specialty	1,230	20.7	164	25.2	1,066	20.1
Technical, Sales, and Administrative Support	1,820	30.6	229	35.2	1,591	30.1
Service	939	15.8	100	15.4	839	15.9
Farming, Forestry, and Fishing	393	6.6	4	0.6	389	7.4
Precision Production, Craft, and Repair	591	9.9	58	8.9	533	10.1
Operators, Fabricators, and Laborers	629	10.6	62	9.5	567	10.7
Military	74	1.2	2	0.3	72	1.4
Student	43	0.7	9	1.4	34	0.6
Other	224	3.8	23	3.5	201	3.7
TOTAL	5,943	100.0	651	100.0	5,292	100.0

Note: Percent is of employed persons 18 and older.

4. Incentives and Benefits

a. Factors most influential in considering a new position

Factors	Total (n=3770)		Region 1 (n=392)		Region 2 (n=3378)	
	Number	Percent	Number	Percent	Number	Percent
Pay	3,114	82.6	335	85.5	2,779	82.3
Benefits	2,272	60.3	235	59.9	2,037	60.3
Work Schedule	1,006	26.7	104	26.5	902	26.7
Family/Personal Concerns	1,014	26.9	87	22.2	927	27.4
Relationship with Employer and Co-Workers	931	24.7	121	30.9	810	24.0
Availability of Affordable Housing	192	5.1	22	5.6	170	5.0
Commuting Distance	1,045	27.7	59	15.1	986	29.2
Challenging Nature of Job	522	13.8	77	19.6	445	13.2
Advancement/Mobility Within the Company	826	21.9	112	28.6	714	21.1
Other	77	2.0	11	2.8	66	2.0
Do Not Know/Refused	76	2.0	4	1.0	72	2.1

Note: Percent is of all persons.

b. Most important benefits

Benefits	Total (n=3770)		Region 1 (n=392)		Region 2 (n=3378)	
	Number	Percent	Number	Percent	Number	Percent
Health Insurance	2,757	73.1	290	74.0	2,467	73.0
Childcare	244	6.5	36	9.2	208	6.2
Flexible Work Hours	1,562	41.4	145	37.0	1,417	41.9
Personal Time Off	666	17.7	61	15.6	605	17.9
Profit Sharing/Stock Options	1,099	29.2	142	36.2	957	28.3
Retirement Plan	2,035	54.0	204	52.0	1,831	54.2
Paid Vacation and Holidays	1,452	38.5	145	37.0	1,307	38.7
Employee Paid Training/Educational Allowance	315	8.4	54	13.8	261	7.7
Casual Work Environment	653	17.3	65	16.6	588	17.4
Other	59	1.6	10	2.6	49	1.5
None of These/Refused	110	2.9	7	1.8	103	3.0

Note: Percent is of all persons.

c. Childcare as a limiting factor to employment

	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Yes	261	4.4	30	4.6	231	4.4
No	5,687	95.4	621	95.2	5,066	95.4
Do Not Know/Refused	11	0.2	1	0.2	10	0.2
TOTAL	5,959	100.0	652	100.0	5,307	100.0

Note: Percent is of employed persons 18 and older.

d. Reasons for childcare as a limiting factor to employment

Reasons	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Availability	68	26.1	9	30.0	59	25.5
Cost	41	15.7	11	36.7	30	13.0
Both	132	50.6	8	26.7	124	53.7
Other	20	7.7	2	6.7	18	7.8
TOTAL	261	100.0	30	100.0	231	100.0

Note: Percent is of employed persons who believe childcare is a limiting factor to employment.

5. Training

a. Job skills training received in past 5 years

	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Yes	2,949	40.4	333	43.9	2,616	40.0
No	4,274	58.6	405	53.4	3,869	59.2
Do Not Know/Refused	74	1.0	20	2.7	54	0.8
TOTAL	7,297	100.0	758	100.0	6,539	100.0

Note: Percent is of employed persons 18 and older.

b. Trained for occupation other than that employed

	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Yes	2,369	32.5	265	35.0	2,104	40.0
No	4,849	66.5	472	62.3	4,377	59.2
Do Not Know/Refused	79	1.1	21	2.7	58	0.8
TOTAL	7,297	100.0	758	100.0	6,539	100.0

Note: Percent is of employed persons 18 and older.

c. Occupation or specific skill for which training was received

Type of training	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Managerial and Professional Specialty	498	21.2	59	22.3	439	21.0
Technical, Sales, and Administrative Support	796	33.9	110	41.5	686	32.9
Service	271	11.5	21	7.9	250	12.0
Farming, Forestry, and Fishing	131	5.6	4	1.5	127	6.1
Precision Production, Craft, and Repair	363	15.4	42	15.8	321	15.4
Operators, Fabricators, and Laborers	159	6.8	11	4.2	148	7.1
Military	42	1.8	10	3.8	32	1.5
Other	91	3.9	8	3.0	83	4.0
TOTAL	2,351	100.0	265	100.0	2,086	100.0

Note: Percent is of employed persons 18 and older.

6. Demographics

a. Age

Age	Total		Region 1		Region 2	
	Number	Percent	Number	Percent	Number	Percent
Less than 20	398	5.5	47	6.2	351	5.4
20-29	1,167	16.0	188	24.8	979	15.0
30-39	1,676	23.0	158	20.8	1,518	23.2
40-49	1,955	26.8	184	24.3	1,771	27.1
50-59	1,632	22.4	139	18.3	1,493	22.8
60-65	404	5.5	34	4.5	370	5.6
66 or Older	33	0.5	6	0.8	27	0.4
Do Not Know/Refused	32	0.4	2	0.3	30	0.5
TOTAL	7,297	100.0	758	100.0	6,539	100.0

Note: Percent is of persons 18 and older and not retired.

b. Educational attainment

Highest Educational Level Completed	Total		Region 1		Region 2	
	Number	Percent	Number	Percent	Number	Percent
Less Than High School	321	4.4	31	4.1	290	4.4
High School Graduate	2,268	31.1	149	19.6	2,119	32.4
Some College, No Degree	1,604	22.0	229	30.2	1,375	21.0
Technical or Vocational School Graduate	1,217	16.7	106	14.0	1,111	17.0
College Graduate	1,477	20.2	175	23.1	1,302	19.9
Advanced College Degree	377	5.2	65	8.6	312	4.8
Do Not Know/Refused	33	0.5	3	0.4	30	0.5
TOTAL	7,297	100.0	758	100.0	6,539	100.0

Note: Percent is of persons 18 and older and not retired.

c. Field of study

Field of Study	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Accounting	160	5.2	17	4.9	143	5.3
Agriculture/Animal Science	84	2.7	10	2.9	74	2.7
Apparel, Textile, Interior Design	10	0.3	2	0.6	8	0.3
Architecture	22	0.7	2	0.6	20	0.7
Art and Music	57	1.9	4	1.2	53	2.0
Automobile/Diesel Mechanics/Aviation Mechanics	194	6.3	13	3.8	181	6.7
Beauty/Hair	56	1.8	0	0.0	56	2.1
Business, Finance, Management	528	17.3	54	15.7	474	17.5
Carpentry	10	0.3	2	0.6	8	0.3
Clerical/Secretarial	165	5.4	11	3.2	154	5.7
Communication/Graphic Design	53	1.7	10	2.9	43	1.6
Computer Science	66	2.2	7	2.0	59	2.2
Counseling/Family Therapy	23	0.8	5	1.4	18	0.7
Culinary Science	14	0.5	2	0.6	12	0.4
Do Not Know/Refused	21	0.7	2	0.6	19	0.7
Education/Child Development	389	12.7	47	13.6	342	12.6
Electronics	48	1.6	0	0.0	48	1.8
Engineering (Civil, Electrical, Industrial, Mechanical)	120	3.9	20	5.8	100	3.7
English	33	1.1	3	0.9	30	1.1
General Labor	66	2.2	0	0.0	66	2.4
Health, Physical Education, Recreation	30	1.0	7	2.0	23	0.8
Heating and Cooling/Refrigeration	24	0.8	3	0.9	21	0.8
Home Economics	17	0.6	0	0.0	17	0.6
Law	52	1.7	8	2.3	44	1.6
Liberal Arts	8	0.3	3	0.9	5	0.2
Library Science	9	0.3	0	0.0	9	0.3
Medical/Dental	65	2.1	3	0.9	62	2.3
Medical/Dental Assistant/Technician	91	3.0	12	3.5	79	2.9
Nursing	207	6.8	21	6.1	186	6.9
Occupational/Physical Therapy	31	1.0	4	1.2	27	1.0

Other	99	3.2	13	3.8	86	3.2
Political Science	10	0.3	4	1.2	6	0.2
Psychology	56	1.8	8	2.3	48	1.8
Religion	23	0.8	5	1.4	18	0.7
Science and Mathematics	130	4.3	23	6.7	107	3.9
Social Studies	12	0.4	5	1.4	7	0.3
Social Work	37	1.2	5	1.4	32	1.2
Sociology	22	0.7	7	2.0	15	0.6
Wildlife/Natural Resources Management	15	0.5	3	0.9	12	0.4
TOTAL	3,057.0	100.0	345.0	100.0	2,712.0	100.0

Note: Percent is of technical or vocational school graduates, college graduates, and those with advanced college degrees.

d. Commuting

Miles Commuted One-Way	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
1 Mile or Less	1,765	29.6	125	19.2	1,640	30.9
2 to 5	1,524	25.6	301	46.2	1,223	23.0
6 to 10	800	13.4	137	21.0	663	12.5
11 to 20	889	14.9	52	8.0	837	15.8
21 to 40	597	10.0	9	1.4	588	11.1
41 to 60	109	1.8	4	0.6	105	2.0
61 Miles or More	61	1.0	3	0.5	58	1.1
Do Not Know/Refused	214	3.6	21	3.2	193	3.6
TOTAL	5,959	100.0	652	100.0	5,307	100.0

Note: Percent is of employed persons 18 and older.

e. Moved in last 5 years

Moved in last five years	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Yes	1,101	29.3	143	36.5	958	28.4
No	2,655	70.6	247	63.0	2,408	71.2
Do Not Know/Refused	14	0.1	2	0.5	12	0.4
TOTAL	3,770	100.0	392	100.0	3,378	100.0

Note: Percent is of persons 18 and older.

f. Distance moved

Number of Miles	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
0-10 Miles	418	29.4	92	40.7	326	27.3
11-50 Miles	276	19.4	28	12.4	248	20.8
51-100 Miles	173	12.2	20	8.9	153	12.8
101 Miles or More	503	35.4	71	31.4	432	36.2
A lot	2	0.1	2	0.9	0	0.0
The Same	33	2.3	11	4.9	22	1.8
Do Not Know/Refused	16	1.1	2	0.9	14	1.2
TOTAL	1,421	100.0	226	100.0	1,195	100.0

Note: Percent is of persons who moved in the last 5 years.

g. Reason for moving

Reasons	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Bigger/Better/Different Housing	348	24.5	76	33.6	272	22.7
Change of Location/Environment	155	10.9	13	5.8	142	11.9
Do Not Know/Refused	4	0.3	4	1.8	0	0.0
Economics/Cost	15	1.1	3	1.3	12	1.0
Family Reasons	76	5.3	6	2.7	70	5.9
Flood/Forced	42	3.0	5	2.2	37	3.1
Job Opportunity/Transfer	270	19.0	44	19.5	226	18.9
Lost Roommate/Different Roommate	44	3.1	2	0.9	42	3.5
Married/Engaged/Divorced	60	4.2	10	4.4	50	4.2
Medical Reasons	16	1.1	0	0.0	16	1.3
Military	54	3.8	0	0.0	54	4.5
Psychiatric Treatment	1	0.1	1	0.4	0	0.0
Same Reason	39	2.7	11	4.9	28	2.3
School	298	21.0	51	22.6	247	20.7
TOTAL	1,422.0	100.0	226.0	100.0	1,196.0	100.0

Note: Percent is of persons who moved in the last 5 years.

h. City lived closest to

City	Total		Region 1		Region 2	
	Number	Percent	Number	Percent	Number	Percent
Ada	44	1.2	-	-	44	1.3
Alexandria	6	0.2	-	-	6	0.2
Alice	6	0.2	-	-	6	0.2
Angus	6	0.2	-	-	6.0	0.2
Arthur	1	0.0	1	0.3	-	-
Ayr	1	0.0	1	0.3	-	-
Barnesville	24	0.6	-	-	24	0.7
Battle Lake	36	1.0	-	-	36	1.1
Bejou	4	0.1	-	-	4	0.1
Beltrami	6	0.2	-	-	6	0.2
Binford	2	0.1	-	-	2	0.1
Bluffton	6	0.2	-	-	6	0.2
Borup	8	0.2	-	-	8	0.2
Breckenridge	69	1.8	-	-	69	2.1
Buxton	21	0.6	-	-	21	0.6
Callaway	12	0.3	-	-	12	0.4
Campbell	6	0.2	-	-	6	0.2
Cayuga	4	0.1	-	-	4	0.1
Clifford	6	0.2	-	-	6	0.2
Climax	12	0.3	-	-	12	0.4
Clitherall	6	0.2	-	-	6	0.2
Cogswell	10	0.3	-	-	10	0.3
Colfax	18	0.5	-	-	18	0.5
Comstock	1	0.0	1	0.3	-	-
Cooperstown	3	0.1	-	-	3	0.1
Crookston	96	2.6	-	-	96	2.9
Cummings	6	0.2	-	-	6	0.2
Dalton	18	0.5	-	-	18	0.5
Dazey	12	0.3	-	-	12	0.4
Deer Creek	42	1.1	-	-	42	1.2
Dent	18	0.5	-	-	18	0.5
Denver	6	0.2	-	-	6	0.2
Detroit Lakes	156	4.2	-	-	156	4.6

Dilworth	7	0.2	7	1.5	-	-
East Grand Forks	84	2.2	-	-	84	2.5
Elizabeth	30	0.8	-	-	30	0.9
Emerado	18	0.5	-	-	18	0.5
Enderlin	70	1.9	-	-	70	2.1
Englevale	4	0.1	-	-	4	0.1
Erhard	12	0.3	-	-	12	0.4
Euclid	18	0.5	-	-	18	0.5
Fairmont	6	0.2	-	-	6	0.2
Fargo/Moorhead	377	10.0	316	80.5	61	1.8
Felton	1	0.0	1	0.3	-	-
Fergus Falls	264	7.0	-	-	264	7.8
Fertile	36	1.0	-	-	36	1.1
Finley	18	0.5	-	-	18	0.5
Fisher	12	0.3	-	-	12	0.4
Forman	10	0.3	-	-	10	0.3
Fort Ransom	8	0.2	-	-	8	0.2
Frazee	36	1.0	-	-	36	1.1
Galesburg	9	0.2	-	-	9	0.3
Gary	12	0.3	-	-	12	0.4
Georgetown	1	0.0	1	0.3	-	-
Gilby	6	0.2	-	-	6	0.2
Glyndon	8	0.2	8	2.1	-	-
Grand Forks	742	19.7	-	-	742	22.0
Halstad	8	0.2	-	-	8	0.2
Hankinson	24	0.6	-	-	24	0.7
Hannaford	16	0.4	-	-	16	0.5
Harwood	2	0.1	2	0.6	-	-
Hatton	15	0.4	-	-	15	0.4
Havana	4	0.1	-	-	4	0.1
Hawley	90	2.4	-	-	90	2.7
Hendrum	4	0.1	-	-	4	0.1
Henning	12	0.3	-	-	12	0.4
Hillsboro	9	0.2	-	-	9	0.3
Hitterdal	1	0.0	1	0.3	-	-
Horace	4	0.1	4	1.0	-	-
Inkster	6	0.2	-	-	6	0.2

Jamestown	2	0.1	1	0.3	1	0.0
Kathryn	6	0.2	-	-	6	0.2
Kent	3	0.1	-	-	3	0.1
Lake Park	18	0.5	-	-	18	0.5
Larimore	24	0.6	-	-	24	0.7
Leonard	2	0.1	-	-	2	0.1
Lidgerwood	6	0.2	-	-	6	0.2
Litchville	24	0.6	-	-	24	0.7
Luverne	12	0.3	-	-	12	0.4
Mahnomen	52	1.4	-	-	52	1.5
Manville	12	0.3	-	-	12	0.4
Mapleton	2	0.1	2	0.5	-	-
Mayville	45	1.2	-	-	45	1.3
McLeod	2	0.1	-	-	2	0.1
Mekinock	6	0.2	-	-	6	0.2
Milnor	20	0.5	-	-	20	0.6
Mooreton	6	0.2	-	-	6	0.2
Naytahwaush	2	0.1	-	-	2	0.1
New York Mills	72	1.9	-	-	72	2.1
Nome	6	0.2	-	-	6	0.2
Northwood	24	0.6	-	-	24	0.7
Oakes	2	0.1	-	-	2	0.1
Ogema	6	0.2	-	-	6	0.2
Oklahoma	6	0.2	-	-	6	0.2
Oriska	6	0.2	-	-	6	0.2
Osage	6	0.2	-	-	6	0.2
Ottertail	12	0.3	-	-	12	0.4
Oxbow	1	0.0	1	0.3	-	-
Park Rapids	6	0.2	-	-	6	0.2
Parkers Prairie	30	0.8	-	-	30	0.9
Pelican Rapids	54	1.4	-	-	54	1.6
Perham	54	1.4	-	-	54	1.6
Perley	4	0.1	-	-	4	0.1
Pisek	1	0.0	-	-	1	0.0
Ponsford	6	0.2	-	-	6	0.2
Portland	24	0.6	-	-	24	0.7
Richwood	6	0.2	-	-	6	0.2

Rochester	12	0.3	-	-	12	0.4
Rogers	6	0.2	-	-	6	0.2
Rothsay	6	0.2	-	-	6	0.2
Rutland	10	0.3	-	-	10	0.3
Sabin	2	0.1	2	0.6	-	-
Sebeka	12	0.3	-	-	12	0.4
Sharon	5	0.1	-	-	5	0.1
Sheldon	10	0.3	-	-	10	0.3
Shelly	8	0.2	-	-	8	0.2
Sutton	8	0.2	-	-	8	0.2
Thompson	12	0.3	-	-	12	0.4
Topeka	6	0.2	-	-	6	0.2
Tower City	2	0.1	2	0.6	-	-
Twin Valley	20	0.5	-	-	20	0.6
Ulen	4	0.1	4	1.1	-	-
Underwood	24	0.6	-	-	24	0.7
Valley Lake	6	0.2	-	-	6	0.2
Valley City	158	4.2	-	-	158	4.7
Vergas	12	0.3	-	-	12	0.4
Verndale	6	0.2	-	-	6	0.2
Wadena	6	0.2	-	-	6	0.2
Wahpeton	108	2.9	-	-	108	3.2
Walcott	6	0.2	-	-	6	0.2
Waubun	8	0.2	-	-	8	0.2
West Fargo	37	1.0	37	9.5	-	-
Wimbledon	18	0.5	-	-	18	0.5
Wolverton	6	0.2	-	-	6	0.2
Wyndmere	14	0.4	-	-	14	0.4
TOTAL	3,758	100.0	392	100.0	3,366	100.0

Note: Percent is of persons 18 and older.

i. Earnings

Wage	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
\$6.50/Hour or Less	448	7.5	44	6.7	404	7.6
\$6.51 to \$7.50/Hour	394	6.6	39	6.0	355	6.7
\$7.51 to \$10.00/Hour	931	15.7	75	11.5	856	16.2
\$10.01 to \$12.50/Hour	736	12.4	94	14.4	642	12.1
\$12.51 to \$15.00/Hour	583	9.8	54	8.3	529	10.0
\$15.01 to \$17.00/Hour	332	5.6	37	5.7	295	5.6
\$17.01 or More/Hour	1,202	20.2	168	25.8	1,034	19.5
Do Not Know/Refused	1,323	22.2	141	21.6	1,182	22.2
TOTAL	5,949	100.0	652	100.0	5,297	100.0

Note: Responses for wages and salaries were combined. Percent is of employed persons 18 and older.

SECTION II: POTENTIAL LABOR FORCE

1. Under Employment

a. Not working for pay

Persons not working for wage or salary	Total		Region 1		Region 2	
	Number	Percent	Number	Percent	Number	Percent
Yes	725	20.7	56	15.0	669	21.3
No	2,766	78.8	316	84.7	2,450	78.1
Do Not Know/Refused	19	0.5	1	0.3	18	0.6
TOTAL	3,510	100.0	373	100.0	3,137	100.0

Note: Percent is of persons 18 and older

(1) When last worked

Last time worked for wage/salary	Total		Region 1		Region 2	
	Number	Percent	Number	Percent	Number	Percent
1 Year or Less	373	33.6	33	41.8	340	33.0
Between 1 and 3 Years	132	11.9	5	6.3	127	12.4
3 or more Years	485	43.7	32	40.5	453	43.9
Never	80	7.2	8	10.1	72	7.0
Do Not Know/Refused	40	3.6	1	1.3	39	3.7
TOTAL	1,110	100.0	79	100.0	1,031	100.0

Note: Percent is of persons not currently working for wage or salary.

(a) If 3 or less years since worked for salary, was it because of retirement?

Miles willing to commute	Total		Region 1		Region 2	
	Number	Percent	Number	Percent	Number	Percent
Yes	4	0.8	1	2.6	3	0.6
No	501	99.2	37	97.4	464	99.4
TOTAL	505	100.0	38	100.0	467	100.0

(2) Last Occupation

Most recent occupation of household member (s)	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Managerial and Professional Specialty	158	14.6	30	39.5	128	12.7
Technical, Sales, and Administrative Support	379	35.0	6	7.9	373	37.0
Service	92	8.5	17	22.4	75	7.4
Farming, Forestry, and Fishing	93	8.6	0	0.0	93	9.2
Precision Production, Craft, and Repair	112	10.3	7	9.2	105	10.4
Operators, Fabricators, and Laborers	103	9.5	2	2.6	101	10.0
Student	22	2.0	1	1.3	21	2.1
Other	125	11.5	13	17.1	112	11.1
TOTAL	1,084	100.0	76	100.0	1,008	100.0

Note: Percent is of unemployed persons 18 and older.

2. Looking for New or Additional Employment

a. Currently looking for new or additional job

Persons looking for new or additional job	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Yes	637	16.9	82	20.9	555	16.4
No	3,098	82.2	308	78.6	2,790	82.6
Do Not Know/Refused	35	0.9	2	0.5	33	1.0
TOTAL	3,770	100.0	392	100.0	3,378	100.0

Note: Percent is of persons 18 and older.

b. Likelihood of applying for new or additional job in Cass/Clay Area if a new business were to open

Likelihood of applying	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Very Likely	158	22.5	60	63.2	98	16.1
Somewhat Likely	183	26.1	24	25.3	159	26.2
Somewhat Unlikely	97	13.8	2	2.1	95	15.7
Very Unlikely	234	33.3	5	5.3	229	37.7
Do Not Know/Refused	30	4.3	4	4.1	26	4.3
TOTAL	702	100.0	95	100.0	607	100.0

Note: Percent is of persons 18 and older looking for new or additional jobs.

c. Maximum commuting distance

Miles willing to commute	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Less Than 10	22	3.1	7	7.4	15	2.5
10-19	112	16.0	22	23.2	90	14.8
20-29	76	10.8	27	28.4	49	8.1
30-49	290	41.3	30	31.6	260	42.8
50-74	162	23.1	2	2.1	160	26.4
75-99	6	0.9	0	0.0	6	1.0
100 or More	6	0.9	1	1.1	5	0.8
Do Not Know/Refused	28	4.0	6	6.3	22	3.6
TOTAL	702	100.0	95	100.0	607	100.0

Note: Percent is of persons 18 and older looking for a new or additional job.

d. Maximum commuting time

Maximum minutes	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Less Than 10 Minutes	18	2.6	2	2.1	16	2.6
10-20 Minutes	169	24.1	47	49.5	122	20.1
21-30 Minutes	232	33.0	33	34.7	199	32.8
31-60 Minutes	226	32.2	5	5.3	221	36.4
More than 60 Minutes	13	1.9	2	2.1	11	1.8
Do Not Know/Refused	44	6.3	6	6.3	38	6.3
TOTAL	702	100.0	95	100.0	607	100.0

Note: Percent is of persons 18 and older and looking for new or additional employment.

e. Willingness to take additional training

Willingness to take new training	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Very Willing	551	78.5	79	83.2	472	77.8
Somewhat Willing	98	14.0	11	11.5	87	14.3
Somewhat Unwilling	20	2.8	2	2.1	18	3.0
Very Unwilling	22	3.1	2	2.1	20	3.3
Do Not Know/Refused	11	1.6	1	1.1	10	1.6
TOTAL	702	100.0	95	100.0	607	100.0

Note: Percent is of persons 18 and older looking for a new or additional job.

f. Willingness to work in manufacturing

Persons willing to work in manufacturing	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Yes	328	47.8	39	42.4	289	48.7
No	258	37.6	39	42.4	219	36.9
Do Not Know/Refused	100	14.5	14	15.2	86	14.4
TOTAL	686	100.0	92	100.0	594	100.0

Note: Percent is of persons 18 and older looking for a new or additional job.

(1)Manufacturing skills

	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Safety/OSHA Compliance	207	114.4	23	59.0	184	63.7
Blue Print Reading	83	45.9	6	15.4	77	26.6
Welding/Soldering (Soddering)	109	60.2	12	30.8	97	33.6
Operating Machinery/Fabrication	181	100.0	20	51.3	161	55.7

g. Willingness to work in information technology

Persons willing to work in information technology	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Yes	493	70.2	66	69.5	427	70.4
No	140	19.9	19	20.0	121	19.9
Do Not Know/Refused	69	9.8	10	10.5	59	9.7
TOTAL	702	100.0	95	100.0	607	100.0

(1)Information technology skills

	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Network Administration/Systems Analyst	113	256.8	11	16.7	102	23.9
Web Page Development	118	268.2	17	25.8	101	23.7
Microsoft Certification	71	161.4	6	9.1	65	15.2
CAD (Computer Assisted Drafting)	44	100.0	5	7.6	39	9.1

h. Willingness to work in a medical field/environment

Persons	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Yes	445	63.4	54	56.8	391	64.4
No	200	28.5	33	34.7	167	27.5
Do Not Know/Refused	57	8.1	8	8.5	49	8.1
TOTAL	702	100.0	95	100.0	607	100.0

i. Lowest pay accepted

Lowest acceptable pay	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
\$6.50/Hour or Less	66	9.4	10	10.5	56	9.2
\$6.51 to \$7.50/Hour	78	11.1	14	14.7	64	10.5
\$7.51-\$10.00/Hour	199	28.3	18	18.9	181	29.8
\$10.01-\$12.50/Hour	155	22.1	27	28.4	128	21.1
\$12.51-\$15.00/Hour	83	11.8	9	9.5	74	12.2
\$15.01-\$17.00/Hour	17	2.4	4	4.2	13	2.1
\$17.01 or More/Hour	66	9.4	9	9.5	57	9.4
Do Not Know/Refused	38	5.4	4	4.2	34	5.6
TOTAL	702	100.0	95	100.0	607	100.0

Note: Responses for wages and salaries were combined. Percent is of persons 18 and older looking for a new or additional job.

3. Very Likely to Apply for a New or Additional Job in Cass/Clay Area

a. Work Status

(1) Employed

	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Persons currently employed						
Yes	72	94.7	31	91.2	41	91.1
No	7	9.2	3	8.8	4	8.9
TOTAL	76	100.0	31	100.0	45	100.0

(2) Not working for pay

	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Persons not working for wage or salary						
Yes	7	9.7	5	16.1	2	4.9
No	65	90.3	26	83.9	39	95.1
TOTAL	72	100.0	31	100.0	41	100.0

Note: Percent is of persons 18 and older.

(a) Not working for pay - when last worked

	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Last time worked for wage/salary						
1 Year or Less	23	85.2	8	80.0	15	88.2
Between 1 and 3 Years	1	3.7	1	10.0	0	0.0
3 or More Years	2	7.4	0	0.0	2	11.8
Never	1	3.7	1	10.0	0	0.0
TOTAL	27	100.0	10	100.0	17	100.0

Note: Percent is of persons 18 and older not currently working for wage or salary.

Persons Very Likely to Apply for Openings in Cass or Clay County

(b) Not working for pay - Last occupation

Most recent occupation of household member (s)	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Managerial and Professional Specialty	5	19.2	3	33.3	2	11.8
Technical, Sales and Administrative Support	0	0.0	0	0.0	0	0.0
Service	3	11.5	3	33.3	0	0.0
Farming, Forestry, and Fishing	8	30.8	0	0.0	8	47.1
Precision Production, Craft, and Repair	1	3.8	1	11.1	0	0.0
Operators, Fabricators, and Laborers	6	23.1	0	0.0	6	35.3
Military	0	0.0	0	0.0	0	0.0
Student	0	0.0	0	0.0	0	0.0
Other	3	11.5	2	22.2	1	5.9
TOTAL	26	100.0	9	99.9	17	100.0

b. Work Schedule

(1) Full-time and/or part-time work

Type of Job	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Full-Time	76	81.7	35	81.4	41	82.0
Part-Time	14	15.1	8	18.6	6	12.0
Multiple Jobs	3	3.2	0	0.0	3	6.0
TOTAL	93	100.0	43	100.0	50	100.0

Note: Percent is of employed persons 18 and older.

Persons Very Likely to Apply for Openings in Cass or Clay County

(2) Hours worked part-time

Part-Time Hours	Total		Region 1		Region 2	
	Number	Percent	Number	Percent	Number	Percent
Less Than 10	0	0.0	0	0.0	0	0.0
10 to 20	8	50.0	5	71.4	3	33.3
21 to 30	3	18.8	1	14.3	2	22.2
31 to 40	0	0.0	0	0.0	0	0.0
41 or More	4	25.0	0	0.0	4	44.4
Do Not Know/Refused	1	6.2	1	14.3	0	0.0
TOTAL	16	100.0	7	100.0	9	99.0

Note: Percent is of persons 18 and older employed part-time.

(3) Permanent or temporary work

Type of Work	Total		Region 1		Region 2	
	Number	Percent	Number	Percent	Number	Percent
Permanent	84	64.1	43	86.0	41	50.7
Temporary	33	25.2	6	12.0	27	33.3
Both	9	6.9	0	0.0	9	11.1
Do Not Know/Refused	5	3.8	1	2.0	4	4.9
TOTAL	131	100.0	50	100.0	81	100.0

Note: Percent is of employed persons 18 and older.

(4) Work shifts

Persons	Total		Region 1		Region 2	
	Number	Percent	Number	Percent	Number	Percent
Yes	37	29.4	13	26.5	24	31.2
No	88	69.8	35	71.5	53	68.8
Do Not Know/Refused	1	0.8	1	2.0	0	0.0
TOTAL	126	100.0	49	100.0	77	100.0

Note: Percent is of employed persons 18 and older.

Persons Very Likely to Apply for Openings in Cass or Clay County

(5) Shift time

Type of Shift	Total		Region 1		Region 2	
	Number	Percent	Number	Percent	Number	Percent
Days	10	27.0	4	30.8	6	25.0
Evenings Up to Midnight	4	10.8	4	30.8	0	0.0
Nights After Midnight	2	5.4	2	15.4	0	0.0
Weekends	1	2.7	1	7.7	0	0.0
Rotating shifts	20	54.1	2	15.5	18	75.0
TOTAL	37	100.0	13	100.0	24	100.0

Note: Percent is of employed persons 18 and older who work shifts.

c. Area of employment

(1) Occupation

Occupation of household member (s)	Total		Region 1		Region 2	
	Number	Percent	Number	Percent	Number	Percent
Managerial and Professional Specialty	26	20.0	6	12.2	20	24.7
Technical, Sales, and Administrative Support	33	25.4	18	36.7	15	18.5
Service	46	35.4	12	24.6	34	42.0
Farming, Forestry, and Fishing	1	0.8	0	0.0	1	1.2
Precision Production, Craft and Repair	9	6.9	3	6.1	6	7.5
Operators, Fabricators, and Laborers	5	3.8	4	8.2	1	1.2
Military	0	0.0	0	0.0	0	0.0
Student	7	5.4	3	6.1	4	4.9
Other	3	2.3	3	6.1	0	0.0
TOTAL	130	100.0	49	100.0	81	100.0

Note: Percent is of employed persons 18 and older.

Persons Very Likely to Apply for Openings in Cass or Clay County

d. Maximum commuting distance

Miles willing to commute	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Less Than 10	2	1.3	2	3.3	0	0.0
10-19	15	9.5	13	21.7	2	2.0
20-29	22	13.9	20	33.3	2	2.0
30-49	66	41.8	18	30.0	48	49.0
50-74	38	24.1	2	3.3	36	36.7
75-99	0	0.0	0	0.0	0	0.0
100 or More	1	0.6	1	1.7	0	0.0
Do Not Know/Refused	14	8.9	4	6.7	10	10.2
TOTAL	158	100.0	60	100.0	98	100.0

Note: Percent is of persons 18 and older looking for a new or additional job.

e. Willingness to take additional training

Willingness to take new training	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Very Willing	149	94.3	53	88.3	96	98.0
Somewhat Willing	7	4.4	7	11.7	0	0.0
Somewhat Unwilling	0	0.0	0	0.0	0	0.0
Very Unwilling	0	0.0	0	0.0	0	0.0
Do Not Know/Refused	2	1.3	0	0.0	2	2.0
TOTAL	158	100.0	60	100.0	98	100.0

Note: Percent is of persons 18 and older looking for a new or additional job.

Persons Very Likely to Apply for Openings in Cass or Clay County

f. Willingness to work in manufacturing

Persons	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Yes	73	49.7	25	43.9	48	53.3
No	49	33.3	22	38.6	27	30.0
Do Not Know/Refused	25	17.0	10	17.5	15	16.7
TOTAL	147	100.0	57	100.0	90	100.0

Note: Percent is of persons 18 and older looking for a new or additional job.

g. Willingness to work in information technology

Persons	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Yes	122	77.2	43	71.7	79	80.6
No	26	16.5	9	15.0	17	17.4
Do Not Know/Refused	10	6.3	8	13.3	2	2.0
TOTAL	158	100.0	60	100.0	98	100.0

Note: Percent is of persons 18 and older looking for a new or additional job.

h. Willingness to work in a medical field/environment

Persons	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Yes	114	72.2	34	56.7	80	81.6
No	35	22.2	20	33.3	15	15.3
Do Not Know/Refused	9	5.7	6	10.0	3	3.1
TOTAL	158	100.0	60	100.0	98	100.0

Note: Percent is of persons 18 and older looking for a new or additional job.

Persons Very Likely to Apply for Openings in Cass or Clay County

i. Lowest pay accepted

Lowest acceptable pay	Total		Region 1		Region 2	
	Number	Percent	Number	Percent	Number	Percent
\$6.50 or Less/Hour	12	7.6	4	6.7	8	8.2
\$6.51 to \$7.50/Hour	22	13.9	8	13.3	14	14.3
\$7.51-\$10.00	24	15.2	13	21.7	11	11.2
\$10.01-\$12.50	45	28.5	15	25.0	30	30.6
\$12.51-\$15.00	23	14.6	7	11.7	16	16.3
\$15.01-\$17.00	4	2.5	3	5.0	1	1.0
\$17.01 or More	18	11.4	6	10.0	12	12.2
Do Not Know/Refused	10	6.3	4	6.7	6	6.1
TOTAL	158	100.0	60	100.0	98	100.0

Note: Responses for wages and salaries were combined. Percent is of persons 18 and older looking for a new or additional job.

j. Incentives and Benefits

(1) Factors most influential in considering new position

Factors	Total		Region 1 (n=34)		Region 2 (n=45)	
	Number	Percent	Number	Percent	Number	Percent
Pay	53	67.1	28	82.4	25	55.6
Benefits	47	59.5	21	61.8	26	57.8
Work Schedule	19	24.1	10	29.4	9	20.0
Family/Personal Concerns	23	29.1	7	20.6	16	35.6
Relationship With Employer and Co-workers	26	32.9	10	29.4	16	35.6
Availability of Affordable Housing	3	3.8	3	8.8	0	0.0
Commuting Distance	9	11.4	3	8.8	6	13.3
Challenging Nature of the Job	14	17.7	7	20.6	7	15.6
Advancement/Mobility Within the Company	39	49.4	13	38.2	26	57.8
Other	0	0.0	0	0.0	0	0.0

Note: Percent is of persons 18 and older.

Persons Very Likely to Apply for Openings in Cass or Clay County

(2) Most important benefits

Benefits	Total		Region 1 (n=34)		Region 2 (n=45)	
	Number	Percent	Number	Percent	Number	Percent
Health Insurance	60	75.9	24	70.6	36	20.0
Childcare	11	13.9	5	14.7	6	13.3
Flexible Work Hours	23	29.1	12	35.3	11	24.4
Personal Time Off	11	13.9	5	14.7	6	13.3
Profit Sharing/Stock Options	33	41.8	12	35.3	21	46.7
Retirement Plan	48	60.8	16	47.1	32	71.1
Paid Vacation and Holidays	31	39.2	14	41.2	17	37.8
Employee Paid Training/Educational Allowance	17	21.5	11	32.4	6	13.3
Casual Work Environment	3	3.8	3	8.8	0	0.0
Other	0	0.0	0	0.0	0	0.0

Note: Percent is of persons 18 and older.

(3) Childcare as a limiting factor to employment

	Total		Region 1		Region 2	
	Number	Percent	Number	Percent	Number	Percent
Yes	24	19.0	5	10.2	19	24.7
No	102	81.0	44	89.8	58	75.3
TOTAL	126	100.0	49	100.0	77	100.0

Note: Percent is of persons 18 and older.

(4) Reasons for childcare as a limiting factor to employment

Reasons	Total		Region 1		Region 2	
	Number	Percent	Number	Percent	Number	Percent
Availability	1	4.2	1	20.0	0	0.0
Cost	4	16.7	4	80.0	0	0.0
Both	15	62.5	0	0.0	15	78.9
Other	4	16.7	0	0.0	4	21.1
TOTAL	24	100.0	5	100.0	19	100.0

Note: Percent is of persons 18 and older who see childcare as a limiting factor to employment.

Persons Very Likely to Apply for Openings in Cass or Clay County

k. Job related training

(1) Job skills training received in past 5 years

	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Yes	96	60.8	29	48.3	67	68.4
No	60	38.0	29	48.3	31	31.6
Do Not Know/Refused	2	1.3	2	3.4	0	0.0
TOTAL	158	100.0	60	100.0	98	100.0

Note: Percent is of persons 18 and older.

(2) Trained for occupation other than that employed

	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Yes	54	34.2	23	38.3	31	31.6
No	90	57.0	35	58.3	55	56.1
Do Not Know/Refused	14	8.9	2	3.4	12	12.2
TOTAL	158	100.0	60	100.0	98	100.0

Note: Percent is of employed persons 18 and older.

(a) Occupation or specific skill for which training was received

Occupation trained for	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Managerial and Professional Specialty	33	61.1	16	69.6	17	54.8
Technical, Sales, and Administrative Support	0	0.0	0	0.0	0	0.0
Service	4	7.4	1	4.3	3	9.7
Farming, Forestry, and Fishing	1	1.9	1	4.3	0	0.0
Precision Production, Craft, and Repair	6	11.1	1	4.3	5	16.1
Operators, Fabricators, and Laborers	8	14.8	2	8.7	6	19.4
Military	2	3.7	2	8.7	0	0.0
Student	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0
TOTAL	54	100.0	23	100.0	31	100.0

Note: Percent is of employed persons 18 and older who are trained for an occupation other than that in which they are currently employed.

Persons Very Likely to Apply for Openings in Cass or Clay County

1. Demographics

(1) Age

Age	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Less Than 20	8	5.1	6	10.0	2	2.0
20-29	52	32.9	20	33.3	32	32.7
30-39	20	12.7	13	21.7	7	7.1
40-49	40	25.3	16	26.7	24	24.5
50-59	31	19.6	4	6.7	27	27.6
60-65	7	4.4	1	1.6	6	6.1
66 or Older	0	0.0	0	0.0	0	0.0
TOTAL	158	100.0	60	100.0	98	100.0

Note: Percent is of persons 18 and older.

(2) Educational Attainment

Highest Educational Level Completed	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Less Than High School	3	1.9	3	5.0	0	0.0
High School Graduate	46	29.1	15	25.0	31	31.6
Some College, No Degree	47	29.7	21	35.0	26	26.5
Technical or Vocational School Graduate	23	14.6	4	6.7	19	19.4
College Graduate	37	23.4	15	25.0	22	22.5
Advanced College Degree	2	1.3	2	3.3	0	0.0
TOTAL	158	100.0	60	100.0	98	100.0

Note: Percent is of persons 18 and older.

Persons Very Likely to Apply for Openings in Cass or Clay County

(3) Field of study

Field of Study	Total		Region 1		Region 2	
	Number	Percent	Number	Percent	Number	Percent
Accounting	1	1.6	1	4.8	0	0.0
Agriculture	2	3.2	2	9.5	0	0.0
Applied Science	4	6.5	0	0.0	4	9.8
Automobile Mechanics	1	1.6	1	4.8	0	0.0
Biology	1	1.6	1	4.8	0	0.0
Business/Sales and Marketing	7	11.3	4	19.0	3	7.3
Child Development	1	1.6	1	4.8	0	0.0
Court Reported	1	1.6	1	4.8	0	0.0
Education	2	3.2	2	9.5	0	0.0
Electronics	3	4.8	0	0.0	3	7.3
General Medicine	6	9.7	0	0.0	6	14.6
Home Economics	4	6.5	0	0.0	4	9.8
Mass Communications	2	3.2	2	9.5	0	0.0
Nursing	10	16.1	1	4.8	9	22.0
Nutrition	6	9.7	0	0.0	6	14.6
Pharmacy	1	1.6	1	4.8	0	0.0
Physical Therapy	6	9.7	0	0.0	6	14.6
Political Science	1	1.6	1	4.8	0	0.0
Psychology	1	1.6	1	4.8	0	0.0
Theology	1	1.6	1	4.8	0	0.0
Zoology	1	1.6	1	4.8	0	0.0
TOTAL	62	100.0	21	100.0	41	100.0

Note: Percent is of persons with technical school, college, or advanced college degrees.

Persons Very Likely to Apply for Openings in Cass or Clay County

(4) Commuting

Miles Commuted One-Way	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
1 or Less	42	33.3	13	26.5	29	37.7
2 to 5	33	26.2	18	36.7	15	19.5
6 to 10	17	13.5	11	22.4	6	7.8
11 to 20	15	11.9	5	10.2	10	13.0
21 to 40	8	6.3	0	0.0	8	10.4
41 to 60	6	4.8	0	0.0	6	7.8
61 or More	4	3.2	1	2.0	3	3.9
Do Not Know/Refused	1	0.8	1	2.0	0	0.0
TOTAL	126	100.0	49	100.0	77	100.0

Note: Percent is of employed persons 18 and older.

(5) Moved in last 5 years

Moved in last five years	<i>Total</i>		<i>Region 1</i>		<i>Region 2</i>	
	Number	Percent	Number	Percent	Number	Percent
Yes	34	43.0	16	47.1	18	40.0
No	45	57.0	18	52.9	27	60.0
TOTAL	79	100.0	34	100.0	45	100.0

Note: Percent is of persons 18 and older.

(6) Reasons for moving in last 5 years

Reasons	Total		Region 1		Region 2	
	Number	Percent	Number	Percent	Number	Percent
Bigger/Better/Different Housing	7	11.9	7	25.9	0	0.0
Change of Location/Environment	3	5.1	3	11.1	0	0.0
Do Not Know/Refused	0	0.0	0	0.0	0	0.0
Economics/Cost	1	1.7	1	3.7	0	0.0
Family Reasons	1	1.7	1	3.7	0	0.0
Job Opportunity/Transfer	18	30.5	6	22.2	12	37.5
Lost Roommate	7	11.9	1	3.7	6	18.8
Married/Engaged/Divorced	4	6.8	1	3.7	3	9.4
Same Reason	2	3.4	2	7.4	0	0.0
School	16	27.1	5	18.5	11	34.4
TOTAL	59	100.0	27	100.0	32	100.0

Note: Percent is of persons who moved in the last 5 years.

(7) Earnings

Wage	Total		Region 1		Region 2	
	Number	Percent	Number	Percent	Number	Percent
\$6.50/hour or less	21	16.7	4	8.2	17	22.1
\$6.51 to \$7.50/hour	28	22.2	10	20.4	18	23.4
\$7.51 to \$10.00	30	23.8	6	12.2	24	31.2
\$10.01 to \$12.50	4	3.2	4	8.2	0	0.0
\$12.51 to \$15.00	13	10.3	6	12.2	7	9.1
\$15.01 to \$17.00	6	4.8	1	2.0	5	6.5
\$17.01 or more	5	4.0	5	10.2	0	0.0
Do Not Know/Refused	19	15.0	13	26.5	6	7.8
TOTAL	126	100.0	49	100.0	77	100.0

Note: Responses for wages and salaries were combined. Percent is of employed persons 18 and older.