Briefing Points

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