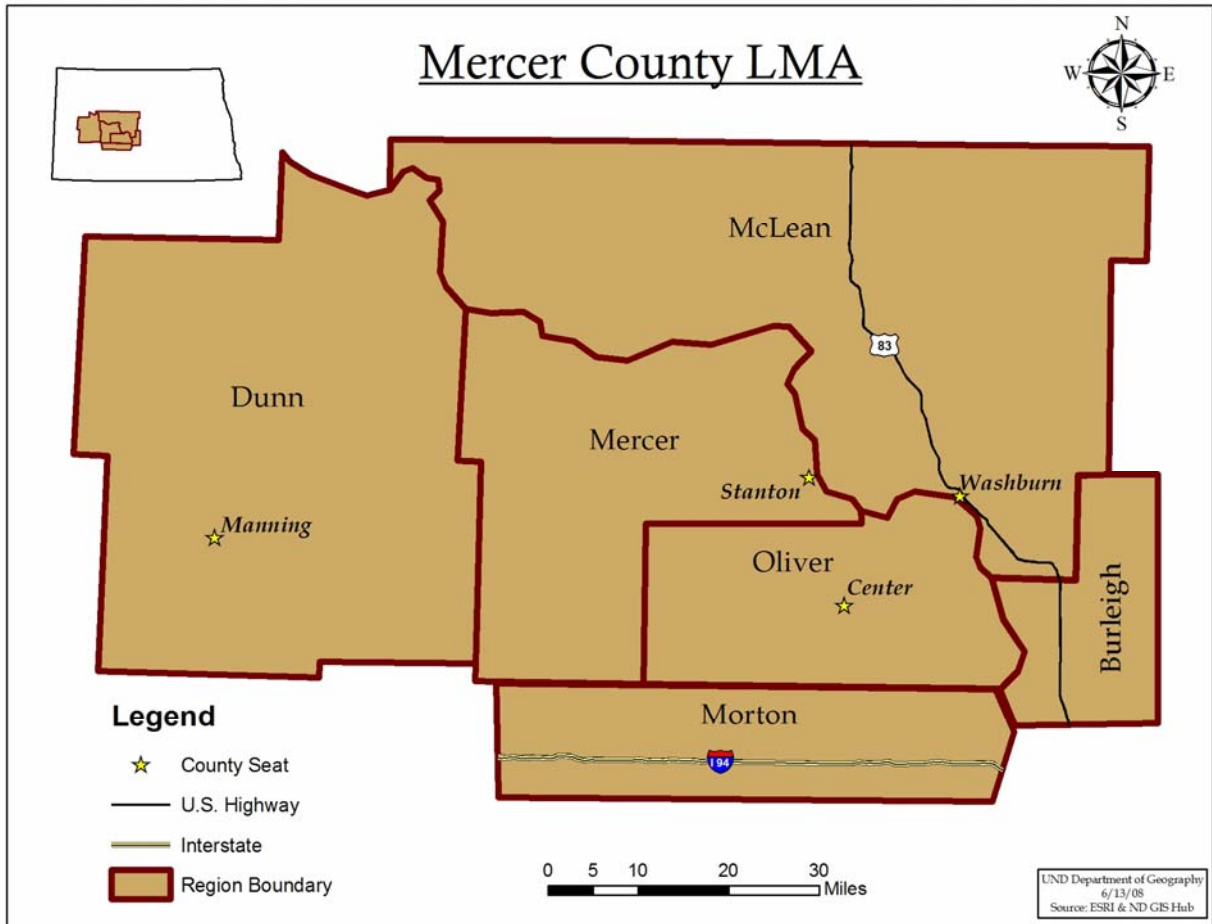


Mercer County Regional Labor Availability 2008



A collaboration of:



North Dakota Department of Commerce
Division of Workforce Development



Job Service North Dakota

Social Science Research Institute



University of North Dakota

*Knowledge to Bring People
and Resources Together*

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Major Findings

Summary of Findings

Site developers, economic planners, and others will often refer to the unemployment rate to determine if there is an available labor force; but while the unemployment rate is a consistent measure across the country, it is incomplete. Being unemployed is defined as not working but actively seeking work. However, some individuals who are working would be interested in changing jobs or occupations, others would want additional hours, and some are planning to find work within the year. These individuals are not normally counted as part of the available labor pool in an area.

In 2008, the state of North Dakota, in cooperation with local partners, funded a study to measure the available labor pool.

In the area including and surrounding Mercer County, there exists a potential labor force of 13,447 individuals, or approximately 55 percent of the adult population. The labor force (those employed, which includes the self-employed as well as those actively seeking work) is estimated to be 53 percent of the adult population, or 12,960 individuals. This table shows the estimated count of those willing to take a new job or an additional job (Table 1). The majority of these individuals are currently working but would be willing to consider alternative jobs.

Table 1. Potential Job Seekers Characteristics

	Number*	Percentage 18+
Potential Job Seekers	5,893	24%
Actively Seeking Work	886	4%
Planning to Look Within the Year	399	2%
Interested in Changing Jobs	4,076	17%
Interested in Additional Jobs	1,462	6%
Those Discouraged From Looking	89	< 1%

*The numbers will not total to the Potential Job Seekers, as duplication is possible.

Scope of Study

In 2008 a collaboration consisting of the Workforce Development Division of the North Dakota State Department of Commerce, Job Service North Dakota, the Social Science Research Institute (SSRI) at the University of North Dakota, and local economic development groups pooled resources to create a study identifying the available labor force across the state.

The purpose of this study was to explore the size and characteristics of the potential labor pool in and around Mercer County. A telephone survey was conducted by SSRI, who interviewed 1,095 respondents in Mercer, Dunn and Oliver Counties as well as select areas of Morton, McLean and Burleigh Counties of North Dakota.

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These areas were determined by the developer and were based on community and business trade patterns. According to 2007 Census estimates, there are approximately 35,035 people age 18 and older living in these areas (Table 2).

Table 2. Mercer County Labor Market Area

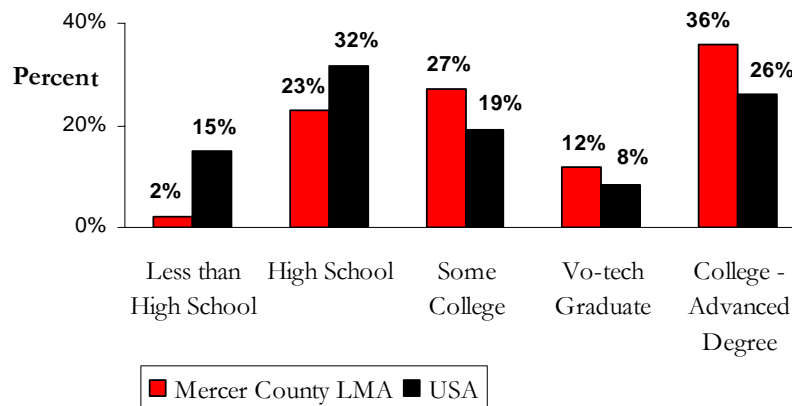
Area/Counties	Population Estimate	Adult 18+
Mercer	7,972	6,269
Dunn	3,308	2,564
Oliver	1,725	1,357
Select Areas of Morton	4,479	3,544
Select Areas of Burleigh	8,937	7,032
Select Areas of McLean	4,653	3,758
Total	31,074	24,524

The Population

Approximately 26 percent of the survey respondents lived in Mercer County. Slightly more women (53 percent) than men (47 percent) completed the survey. The typical respondent is 54 years old. Nearly half of them are currently working (49 percent) and travels approximately 18 minutes or 17 miles to get to work. According to the sample responses, the largest occupations in the Mercer County LMA are Education, Training and Library (15 percent), Sales (12 percent) and Office and Administrative Support (10 percent). In general, respondents were highly educated, with 98 percent having received a high school diploma and 36 percent having received a college degree.

These results appear to differ somewhat from 2000 Census data for the region. According to the Census Bureau, 50 percent of the population are female and 50 percent are male, and the median age is 40. The Census Bureau also found that 80 percent of the population had a high school diploma and 24 percent had a college degree. Educational attainment in the United States according to the US Census is presented as a comparison (Figure 1).

Figure 1. LMA Educational Attainment



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Because only people age 18 or older were asked to participate in the survey, the median age of respondents (54) is higher than that of the population as a whole (40). In comparison, the median age of the nation was 35.3 in 2000. Among survey respondents, 19 percent were between the ages of 18 and 34.

At the time of this study the unemployment rate in the Mercer County was 5.3 percent.¹ Among the respondents, 49 percent are currently working, 4 percent are actively seeking work, and 2 percent are not actively seeking work. An additional 18 percent are considered potential job seekers (PJS's), which are people who are willing to change jobs or take an additional job if the circumstances are right. These PJS's will be covered later in the report.

The Current Workforce

Workforce Demographics. A typical employed respondent worked 40 hours per week and makes \$15.97 per hour. A majority of these respondents had only one job and work full-time, defined in this study as 35 hours per week or more. Sixteen percent held more than one job. Generally, if a respondent works more than one job, the additional job is part-time. Only 26 percent of employed respondents have shift-oriented schedules. Of those that don't currently work shifts, 22 percent would be willing to work shifts. Table 3 displays the most recent occupations of the current employees in Mercer County.

Table 3. Mercer County LMA Current Occupations

Occupational Group	Number	Percentage
Managerial, Professional and Related Occupations	4,834	40%
Managerial	234	2%
Business and Financial Operations	117	1%
Computer and Mathematical Science	117	1%
Architecture and Engineering	117	1%
Life, Physical and Social Services	-- ²	--%
Community and Social Services	467	4%
Legal Occupation	47	< 1%
Education, Training and Library	1,752	15%
Arts, Design, Entertainment, Sports and Media	350	3%
Healthcare Practitioner and Technicians	467	4%
Healthcare Support	1,168	10%
Service Occupations	1,752	15%
Protective Services	117	1%
Food Preparation and Serving	817	7%
Building and Grounds, Cleaning, Maint.	467	4%
Personal Care	350	3%

¹ Reflects Mercer County as of March, 2008.

² None found or small count suppressed.

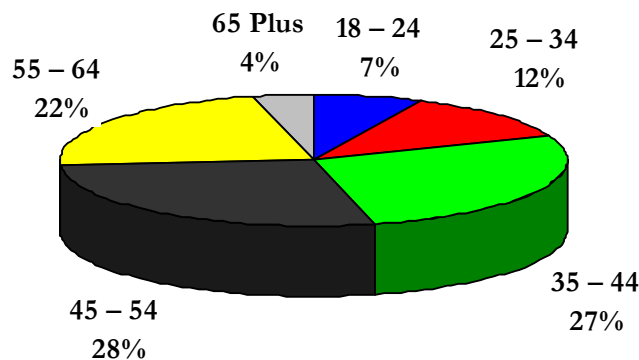
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Table 3. LMA Current Occupations (continued)

Occupational Group	Number	Percentage
Sales and Office Occupations	2,569	21%
Sales	1,401	12%
Office and Administrative Support	1,168	10%
Farming and Related Occupations	350	3%
Farming and Related Occupations	350	3%
Construction, Extraction, Installation and Repair	1,518	13%
Construction and Extraction	1,051	9%
Installation and Repair	467	4%
Production, Transportation and Material Moving	934	8%
Production	467	4%
Transportation and Material Moving	467	4%
Military	-- ³	--
Military	--	--
Other Occupations not Classified Elsewhere	117	1%
Other Occupations not Classified Elsewhere	117	1%

The demographics of Mercer County’s current labor force are similar from those of the general population. Current employees have a median age of 47. Only 19 percent of these current employees are between the ages of 18 and 35 (Figure 2). Also, 54 percent are male, 36 percent have a college degree, and the average wage of current employees is \$15.97 per hour.

Figure 2. Age Groups



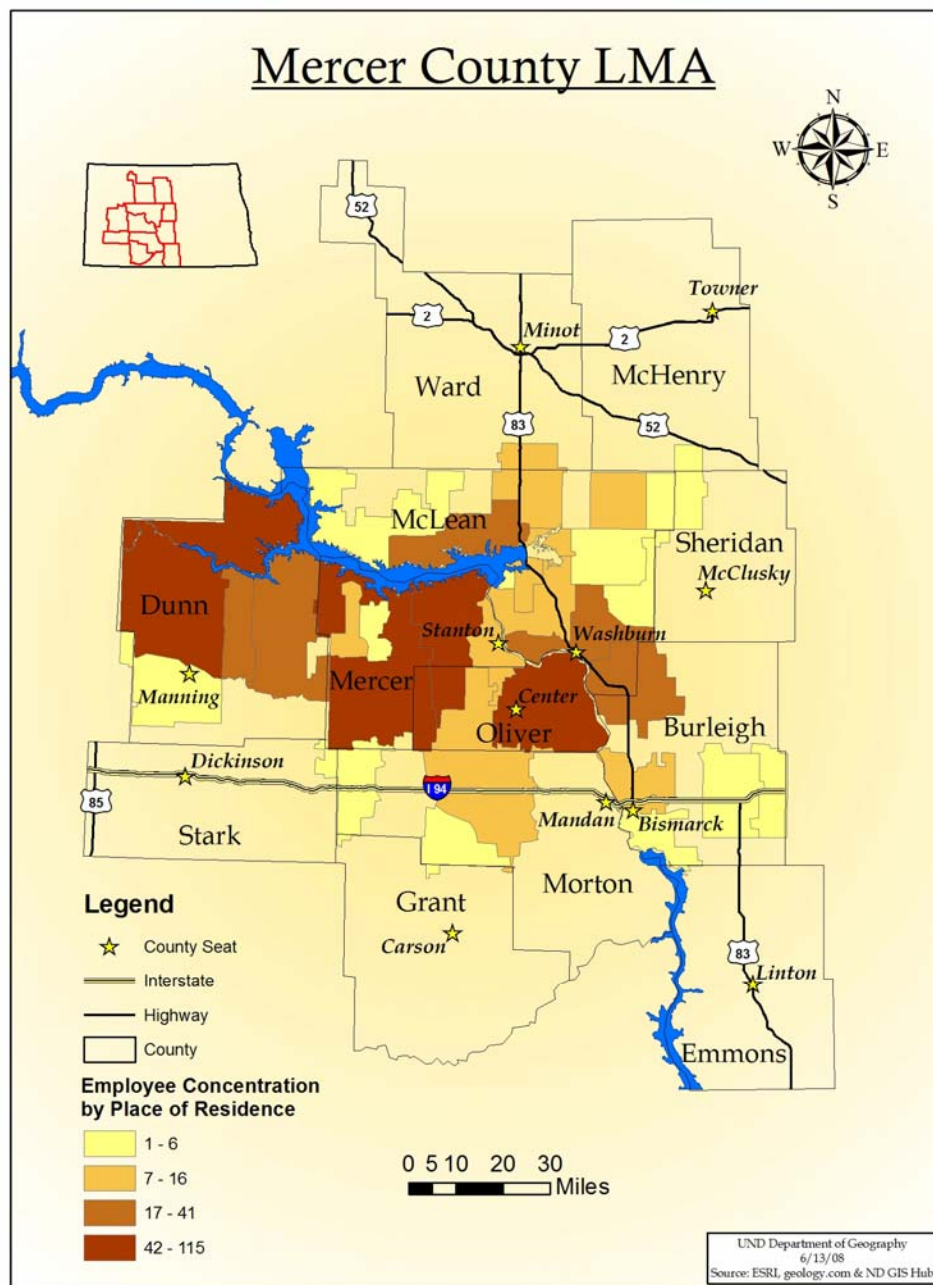
³ None found or small count suppressed.

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Commuting Patterns. Typically, current employees travel 17 miles or 18 minutes to get to work. This depends on the occupation of the employee, however. For instance, those in Computer and Math occupations travel less than 7 miles or 8 minutes to get to work while those in Protective Service occupations travel 53 miles or 51 minutes to get to work. The average length of tenure for employees in Mercer County is 4 years. Of the currently employed respondents, 86 percent work full-time, defined here as more than 35 hours a week, and most (88 percent) work year round jobs.

Employee Concentration by Place of Residence. Figure 3 graphically presents the number of employees by place of residence in the LMA.

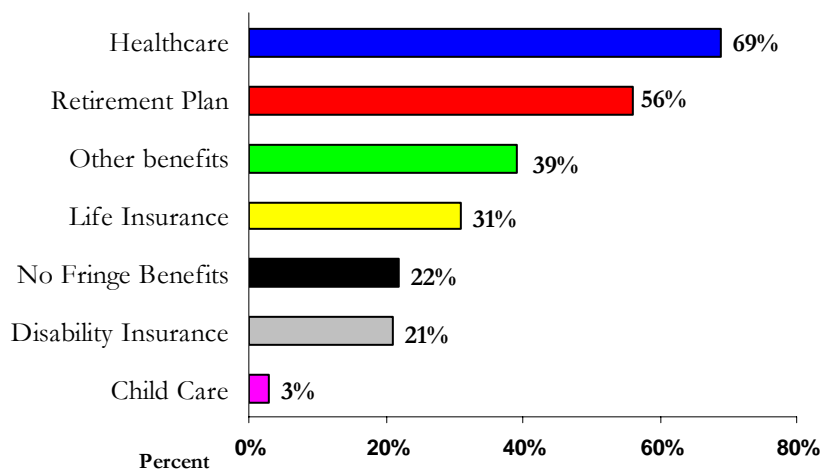
Figure 3. Employee Concentration by Place of Residence



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Employee Benefits. Over two thirds of the workforce (69%) receives health care benefits followed by retirement plans (56%) and other benefits (39%). More than one in five workers (22%) does not receive any fringe benefits. Figure 4 displays the benefits that currently employed respondents receive at their jobs.

Figure 4. Employee Benefits Received



Occupational Summary. Table 4 presents the respective occupations in the Mercer County LMA by number of employed respondents as well as by median ages, wages, and hours worked. In the Mercer County LMA, the highest percentage of employees are in Education, Training and Library (15 percent), Sales and Office Occupations (12 percent) and Office and Administrative Support (10 percent). The occupations with the oldest employees are Arts, Design, Entertainment, Sports, and Media (59) while the occupations with the youngest employees are Management (34). Legal Occupations report pays the best with an average wage of \$44.00 per hour. On average, employees in Construction and Extraction work the most hours (46).

Table 4. Mercer County LMA Occupational Summary

Occupational Group	Estimated Number	Percent	Years with Current Employer	Hours Worked Average Week	Hourly Wage
Management	234	2%	2	44	\$20.10
Business and Financial Operations	117	1%	19	36	\$14.90
Computer & Mathematical Science	117	1%	2	38	\$17.00
Architecture and Engineering	117	1%	3	56	\$39.00
Life, Physical, and Social Science	-- ⁴	--	--	--	--
Community and Social Services	467	4%	4	35	\$12.80
Legal Occupations	47	< 1%	8	40	\$44.00
Education, Training, and Library	1,752	15%	4	43	\$13.60

⁴ None found or small count suppressed.

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Table 4. Mercer County LMA Occupational Statistics (continued)

Occupational Group	Estimated Number	Percent	Years with Current Employer	Hours Worked Average Week	Hourly Wage
Arts, Design, Entertainment, Sports, and Media	350	3%	4	42	\$12.10
Healthcare Practitioner & Technical	467	4%	5	37	\$14.00
Health Care Support	1,168	10%	5	35	\$16.30
Protective Service	117	1%	10	40	\$18.30
Food Preparation and Serving Related	817	7%	2	27	\$9.80
Building and Grounds Cleaning and Maintenance	467	4%	2	34	\$13.70
Personal Care and Service	350	3%	3	23	\$11.40
Sales and Related	1,401	12%	6	38	\$13.20
Office and Administrative Support	1,168	10%	5	36	\$12.50
Farming, Fishing, and Forestry	350	3%	8	43	\$19.30
Construction and Extraction	1,051	9%	5	46	\$21.70
Installation, Maintenance & Repair	467	4%	10	40	\$26.90
Production	467	4%	4	42	\$14.50
Transportation and Material Moving	467	4%	5	37	-- ⁵
Military	--	--	--	--	--
Miscellaneous	117	1%	7	40	\$13.50

Retirement Plans of the Older Workers. Workers age 55 and older were asked if they plan to retire in the next five years. Survey results indicate that 67 percent, equal to 1,950 workers were interested in retiring. When asked “how many years until they plan to retire” few had a specific point time identified within the next five years. These results appear to indicate that retirement may be a desire of many older workers but, they are deciding upon retirement very near to the actual retirement point.

About 32 percent of those planning to retire progressively retire, change from full-time to part-time, etc. The remainders intend to retire all at once. About 96 percent plan to retire and remain in North Dakota. The remainder expressed plans to reside else where or did not have definitive plans.

Under-Employment. An estimated 5 percent or 1,300 workers in the Mercer County area consider themselves to be “under-employed.” Individuals responding that they consider themselves to be under-employed were more likely to be male than female. Males in the age range 55-64 were more likely to report feeling under-employed while females in the age ranges 25-64 were equally likely to report feeling under-employed.

⁵ None found or small count suppressed.

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Reasons cited for feeling under-employed included feeling under-utilized, not working within areas of training, lack of jobs and low wages. The occupations held by under-employed respondents included Office and Administrative Support, Food Preparation and Serving related and miscellaneous occupational groups.

Eighty eight percent of those reporting feeling under-employed are included in the Potential Job Seekers discussion below. As such, those who feel they are under-employed would most likely change jobs if a new position came along in the near timeframe.

Potential Job Seekers

Potential Job Seekers (PJS's) Defined. PJS's may either be employed or unemployed and are interested in either taking an additional job or changing jobs if the circumstances are right. In the Mercer County area 24 percent of survey respondents' fall into this category, this is equivalent to approximately 5,893 people. The five types of potential job seekers are listed in detail below.

1. The unemployed:

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

2. Individuals who plan to seek a job within the next year:

Those who are not working, not seeking work, but plan to be looking for work within the year would be included in this category.

3. People who are working, but would be willing to change jobs:

Using Bureau of Labor Statistics definitions, these people would be classified as employed. This group includes those individuals who are presently working who may or may not be actively seeking work, but would consider changing employers.

4. People who are currently working and are willing to take an additional job:

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

5. Individuals who are discouraged and do not look for work:

For the purpose of this study, the discouraged worker is defined as someone who is not working, is not actively seeking work nor planning to find a job within the next year, but would accept a job if it met their minimum acceptable wage requirements.

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Table 5. Mercer County LMA Potential Job Seekers Characteristics

Characteristics of the Potential Job Seekers		
	Number	Percentage of Population 18 Years of Age and over
Potential Job Seekers ⁶	5,893	24%
Actively Seeking Work	886	4%
Planning to Look Within the Year	399	2%
Interested in Changing Jobs but No Additional Jobs	3,057	12%
Interested in Both Changing Jobs and Additional Jobs	1,019	4%
Interested in Additional Jobs -but not changing jobs	443	2%
Those Discouraged From Looking	89	< 1%

Additionally, 4 percent or 975 non-working individuals would consider employment at some point in the future, under the right circumstances but were not planning to look for work within the next year and therefore did not meet the definition of “Potential Job Seeker” listed above. Often these individuals have additional requirements they felt needed to be met prior to considering employment such as working from home, the right job or they were forced to by their economic situation.

The number of available workers an employer can expect in an area depends upon individual work experiences, the skills of applicants, the working conditions, wages, and benefits offered. Table 6 presents the current or most recent occupation of potential job seekers.

⁶ Will not sum as PJSs can be in multiple categories.

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Table 6. Potential Job Seekers Current or Most Recent Occupation Overview

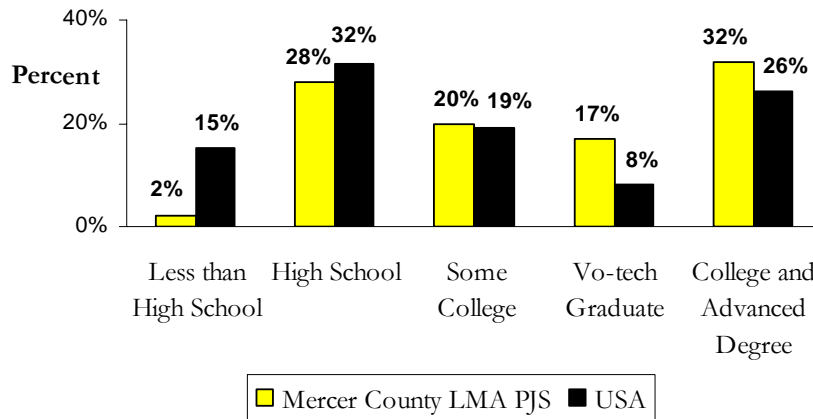
Occupational Group	Number	Percent of PJS	Interested New Jobs	Interested in Additional Job	Hourly Wage Coded	Lowest Hourly Rate Would Accept to Work
Managerial	93	2%	93	-- ⁷	\$10.60	\$7.00
Business & Financial Operations	37	1%	--	--	\$8.00	\$8.00
Computer & Mathematical Science	37	1%	--	--	\$15.00	\$7.00
Architecture and Engineering	37	1%	--	--	--	\$24.00
Life, Physical and Social Services	--	--	--	--	--	--
Community and Social Services	93	2%	93	--	\$8.00	\$5.00
Legal Occupation	19	< 1%	--	--	--	\$15.00
Education, Training and Library	747	17%	654	280	\$14.80	\$13.10
Arts, Design, Entertainment, Sports and Media	93	2%	93	--	\$13.20	\$12.90
Healthcare Practitioner & Technicians	93	2%	93	--	\$9.50	\$9.50
Healthcare Support	373	8%	373	93	\$15.70	\$10.00
Protective Services	93	2%	93	--	\$13.50	\$11.60
Food Preparation and Serving	280	6%	187	--	\$9.20	\$7.50
Building & Grounds, Cleaning, Maintenance	187	4%	187	93	\$13.30	\$12.40
Personal Care	93	2%	93	--	\$9.20	\$6.40
Sales	654	14%	654	187	\$12.80	\$13.20
Office and Administrative Support	467	10%	467	93	\$11.00	\$10.00
Farming and Related Occupations	187	4%	187	93	\$22.30	\$14.00
Construction and Extraction	280	6%	280	--	\$20.40	\$16.30
Installation and Repair	93	2%	93	--	\$35.00	\$20.00
Production	280	6%	187	187	\$13.60	\$13.10
Transportation & Material Moving	187	4%	187	--	--	\$19.90
Other Occupations not Classified Elsewhere	--	--	--	--	--	--

As the previous table shows, in the Mercer County area, there tends to be much greater interest in “new” jobs than additional jobs across most occupational groups. Over all, relatively few workers expressed an interest in additional jobs

⁷ None found or small count suppressed.

PJS’s Demographic Profile. The demographics of PJS’s are similar to those of the sample population. In general, the median age of a PJS is 44 years old, making them younger than the rest of the sample. In addition, PJS’s are slightly less likely to be male (52 percent), have slightly less education than the rest of the workforce, have shorter tenure at their jobs (3.1 years), have fewer years of management experience (11.7 years), and have about the same level of experience with computers. Figure 5 presents the PJS’s educational attainment compared to the 2007 national averages according to the US Census.

Figure 5. Potential Job Seekers Educational Attainment



Commuting Patterns. The typical PJS travels 17 miles or 20 minutes one-way to get to their job. This, of course, varies by occupation. For instance, PJS’s in Farming and Related travel 35 miles or 39 minutes to get to work while PJS’s in Food Preparation and Serving Related occupations only travel 9 mile or 13 minutes. The typical PJS would be willing to travel 4 miles to go to work. No particular occupational group stood out as willing to travel further than any other.

Work Shifts. On average, 26 percent of PJS’s work shifts. Of those that don’t currently work shifts, 35 percent would be willing to work shifts. Specifically, many PJS’s (59 percent) say they would work shifts if it resulted in better pay. The most popular choice of shift for this group is daytime (41 percent). Currently 88 percent of PJS’s currently employed work year round while 12 percent work seasonal jobs.

Seasonal Employment. Generally, in Mercer County, year round jobs are preferred (88 percent). Overall, 70 percent of PJS’s are interested in flexible work schedules in which their work hours are arranged around their personal schedules.

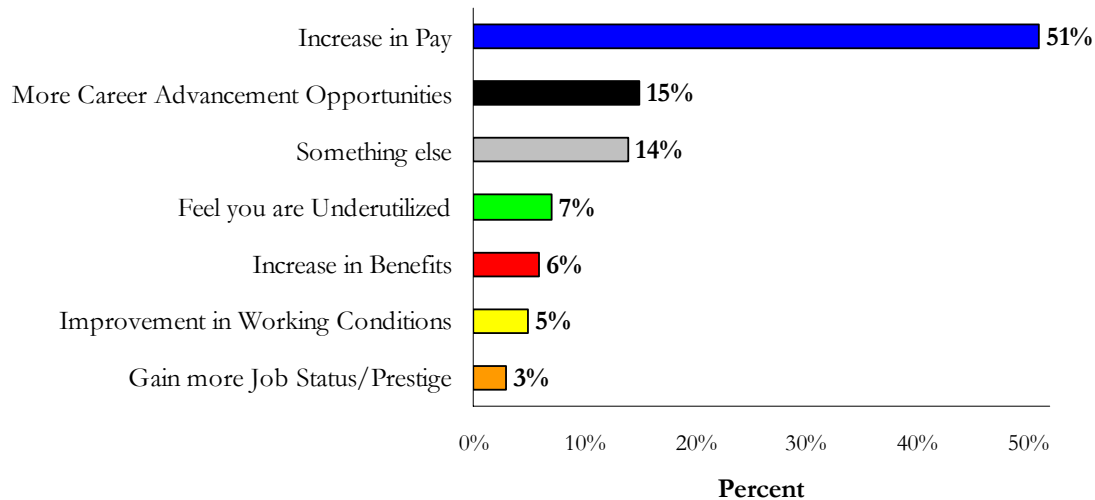
Choosing Alternative Employment. The reasons why PJS’s would consider alternative employment vary. As presented in Figure 6, the most common reason to choose alternative employment is an increase in pay (51 percent). However, 15 percent would seek alternative employment for more career advancement opportunities. Of those who selected “Something else”⁸

⁸ Of those who selected “Something else” the most common cited reasons dealt with variety of work experienced, quality of management and desire to reduce stress.

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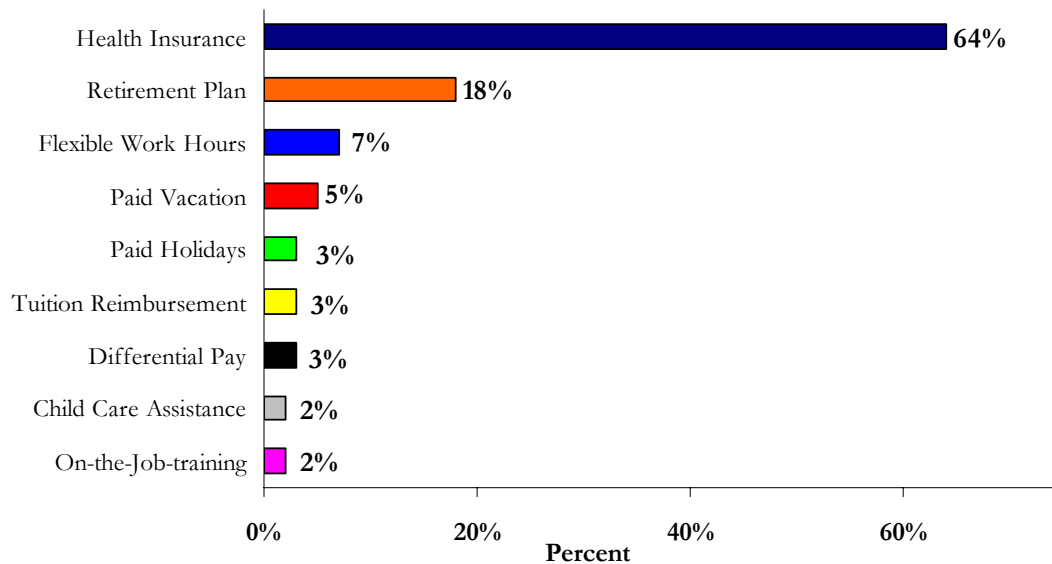
the most common cited reasons dealt with variety of work experienced, quality of management and desire to reduce stress.

Figure 6. Reasons PJS's would Consider Alternative Employment



Job Benefit Preferences. The most desirable benefit to PJS's is clearly healthcare insurance (64 percent) followed by retirement plans (18 percent) and flexible work hours (7 percent) (Figure 7).

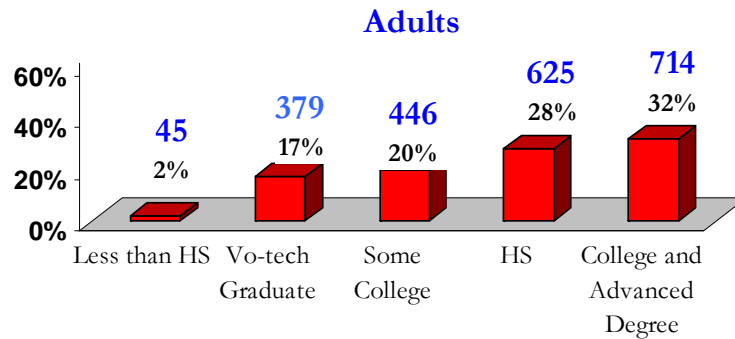
Figure 7. Benefits by Rank of Importance



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Educational Attainment. Approximately 98 percent of PJS's in Mercer County have at least a high school education, and 32 percent have a college degree. Figure 8 presents the educational attainment percentage and the projected number of adults in each area.

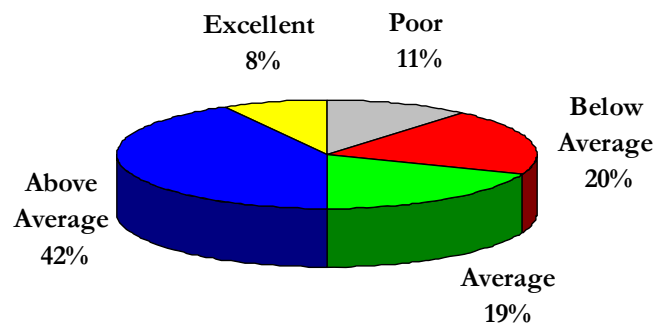
Figure 8. PJS's Educational Attainment and Projected Number of Adults



Management Experience. Among the PJS's, 73 percent of Mercer County respondents indicated that they have some management experience. The median length of time for this experience is 11.6 years.

Computer Experience. A majority of PJS in the Mercer County area have some computer experience. On a scale of one to ten, respondents in the Mercer County area were asked to self-assess their computer skills⁹. Figure 9 presents the self-assessed computer skill percentages. Fifty percent or 1,116 of the PJS's reported they have "excellent" or "above average" skills.

Figure 9. Self Assessed Computer Skills



⁹ Responses from one to ten were grouped as follows: Poor 1-2, Below Average 3-4, Average 5-6, Above Average 7 – 8, and Excellent 9-10.

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Training Preferences. Although PJS's in Mercer County have impressive education and skill levels, there is still the acknowledgement by the group that more training may be necessary in certain professions. There are, however, some differences in the type of training these people would be willing to consider.

As presented in Table 7 the industry that PJS's were most interested in receiving training for is Business Services (42 percent) while the industry with the least amount of interest is Construction Trades (14 percent).

Table 7. Industries Most Interested in Receiving Training

Industry	Percent Interested¹⁰
Business Services	42%
Healthcare Service Fields	33%
Life Sciences	18%
Engineering Fields	17%
Production	15%
Construction Trades	14%
None of These	13%

The majority of PJS's are interested in training. Overall, the most desirable type of training is On-the-Job according to 58 percent of PJS's. Those individuals who already had higher levels of education tended to be more likely to attend additional training. Twenty-eight percent of PJS's indicated that they intended to further their education by going back to or attending college. Many of these already had some college training. Fifty one percent of PJS's indicated that some barrier existed that would prevent them from seeking further training. Generally the barriers cited were family responsibilities, travel distance required for training and age.

Table 8. PJS's Training Interests

Training Desired	Percent Interested
On-the-job	58%
Eighteen months or less	18%
Two to four years	10%
Nineteen to twenty three months	4%
Over four years	4%
Did not know / Refused	1%

¹⁰ Respondents were allowed to choose up to two of the industries listed.

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Many PJS's have received Job Skills training in the past three years (Table 9). Forty percent indicated they have received some Job Skills training. The most common training received was Technical Training followed by Safety Training.

Table 9. PJS's Training Received in the Past Three Years

Training Received	Percent
Technical Training	26%
Safety Training	21%
Computer Training	14%
Interpersonal Skills	11%
Quality Improvement	11%
Thinking and Organizing	9%
Product Sales	6%
Basic Skills	4%
Did not know /Refused	2%

Methodology

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

Target Labor Market Areas. The 2008 study included 37 North Dakota counties, 3 Minnesota counties and 4 South Dakota counties (defined by the Department of Commerce).

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

Field Period. The survey was pre-tested January 3 and 4 and the data were collected March 11-31 and April 1-8, 2008.

RDD Sample Design. SSRI's in-house GENESYS RDD windows based program is licensed through Marketing Systems Group¹¹ (MSG). The list-assisted Random Digit Dialing (RDD) sample that would be utilized for this project could best be characterized as a single-stage *Epssem* sample of all residential telephone numbers in the target state areas¹². The sample is generated using a randomized process. The following generally describes how an RDD sample is generated using a working bank threshold of 1+lh.

First, all residential exchanges and working blocks are determined. A block is defined to be working if one (1) or more listed residential telephone numbers are found within that block. Within any given block there are 100 possible two-digit combinations that form the suffix in a complete telephone number. For instance, in working block 21, numbers 00-99 can be appended to form the one hundred complete numbers 2100-2199. Example: (602) 371-8807, 602 is the Area code, 371 is the exchange, 88 is the working block, and 07 is one of the one hundred possible suffixes. This forms the sample frame of all possible telephone numbers within which RDD samples are then generated. All exchanges and working blocks are then arrayed in a specific order by county – generally, the order is Region, Metro Areas, non-metropolitan areas with exchanges and working blocks in ascending order within each county.

Epssem (Equal Probability Selection Method) sample is generated in the following way:

- The sample frame is first specified, which is defined as a group of exchanges serving some geographic area – this could be a city, county, state, national, etc., or even just a set of exchanges.
- The second sampling interval is then calculated by summing all of the exchanges and working blocks in the frame, times 100.
- This sum is then divided by the number of RDD records desired, thus specifying the size of the frame subdivisions.

¹¹ Marketing Systems Group, GENESYS Sampling Systems, 565 Virginia Drive, Fort Washington, PA, 19034, 1-800-336-7674, www.genesys-sampling.com.

¹² This method differs from dialing purely at random. Purely random dialing is not as efficient because most of the randomly generated telephone exchanges will not be in operation, many telephone numbers grouped into what are called 100-blocks will not be in use, and many of the 100-blocks that are in use will contain numbers for businesses only.

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- At this point, the frame size has been fixed and divided into equal-sized subsets of ten-digit numbers, with all the numbers ordered in the original scheme outlined above.
- Within each of the subsets, one number is selected at random from each of the equal-sized subsets.
- All working banks and possible ten-digit numbers are given an equal probability of selection, regardless of the density of listed households within them. Hence, an extremely representative sample is produced.
- There are a few advantages to an *epsem* sample
 1. Extremely pure and statistically projectable sample
 2. Allows you to project to all households with a phone number
 3. There is no potential bias toward households with listed phone numbers

After the samples have been generated they are put through GENESYS-CSS (Comprehensive Sample Screening), which identifies about 90% of the non-productive numbers as well as flag for any ported cell phones. This attended screening process greatly enhances identification of both business and non-working/disconnected numbers. GENESYS-CSS RDD samples not only allow for TCPA compliance, but are also the most cost-efficient samples available for survey research – significantly more efficient than even listed household samples and client supplied lists. Unlike other systems that rely solely on databases of non-working numbers that need constant updates, this methodology provides up-to-the-minute results since the sample is screened just a day or two prior to being utilized by SSRI interviewers.

Response Rates. Recording the outcome, or disposition of each call attempt, and tabulating the results at the conclusion of the each study period documented the response rate for each labor market county area. SSRI computes the response rate based upon the most conservative approach methodology adopted by the Council of American Survey Research Organizations (CASRO). The CASRO method uses the known status of portions of the sample that are contacted to impute characteristics of portions of the sample that were not reached. The CASRO method of calculating the response rates for the overall labor market area yields an average completion rate of 62.8% if over-quota eligible are assumed to qualify as “good numbers.” Table 1 shows the dispositions and the CASRO response rates by county for the sample numbers classified.

Table 10. Labor Market Area Sample Dispositions

Mercer County LMA	Dates	C	NW	NP	B	R	T	HCNI	CASRO	Total
Mercer County	4-2 to 4-6	262	649	62	7	63	32	62	62.5%	1,137
Dunn County	4-3 to 4-7	252	720	67	3	69	24	75	60.0%	1,210
Oliver County	4-3 to 4-8	239	682	42	9	86	18	44	61.8%	1,120
Morton Select	4-4 to 4-6	48	120	22	3	17	6	32	46.6%	248
McLean Select	3-11 to 3-15	263	257	29	8	32	11	34	77.4%	634
Burleigh Select	4-5 to 4-8	31	16	12	1	23	0	22	40.8%	105
Totals		1,095	2,444	234	31	290	91	269	62.8%	4,454

C	Completed Interviews	R	Refused
NW	Non-working	T	Terminated Interview
NP	Non-Primary Household	HCNI	Household Contacted Not Interviewed
B	Language Barrier		

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Interviewing Procedures. Telephone interviews were conducted from SSRI and the Department of Sociology at the University of North Dakota by trained interviewers with supervision and random monitoring for technique and adherence to established procedures. All telephone interviews were conducted with a computer assisted telephone interview (Sawtooth Ci3 Windows-based Interviewing) system.

Production interviewing began after a pre-test of the survey in a series of actual telephone interviews. The majority of interviews were conducted on weekday and Sunday evenings. Throughout the study, completed interviews were monitored to determine whether the samples match U.S. Census 2000 North Dakota County population estimates in terms of gender and the age distribution of respondents age 18 or older. Efforts to complete interviews with selected respondents were extensive. The number of callbacks to complete an interview with an eligible respondent ranged from 1 to 12.