

SPECIAL POINTS OF INTEREST:

- Majority of Local Employers Have Difficulty Filling Open Positions
- Degrees required for open positions vary
- Need for Employees Seen in Several Industries
- Employers are responding in different ways to the need for employees
- Shortage has negative impacts on employers
- Employers trying many different methods to locate potential employees
- What skills sets are employers struggling to find?
- Employers willing to train

Cavalier County JDA

WORKFORCE SURVEY RESULTS HIGHLIGHTS

Majority of Local Employers Have Difficulty Filling Open Positions

The Cavalier County Job Development Authority (CCJDA) recently sent a workforce survey to local businesses. 34 businesses responded and the results seem to strongly indicate that local employers

are having difficulty finding employees.

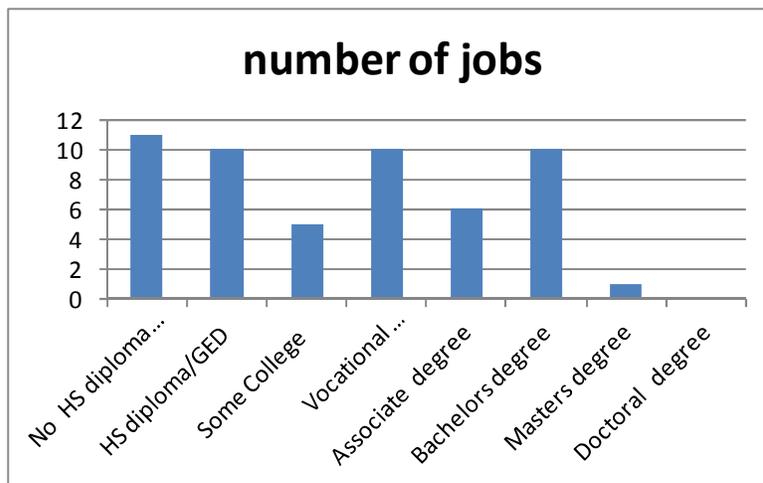
68.75% of the businesses surveyed currently have open positions, 70.97% have had difficulty finding qualified applicants, and perhaps most telling, 86.67% would hire immediately if they thought a qualified workforce was available. The total number of positions

that 86.67% would hire immediately is 43.

The hiring trend would continue with another 23 jobs over the next year, 27 in the next 1-3 years, and 30 over the next 4 to 5 years, making a grand total of 123 that will be available over the next five years.

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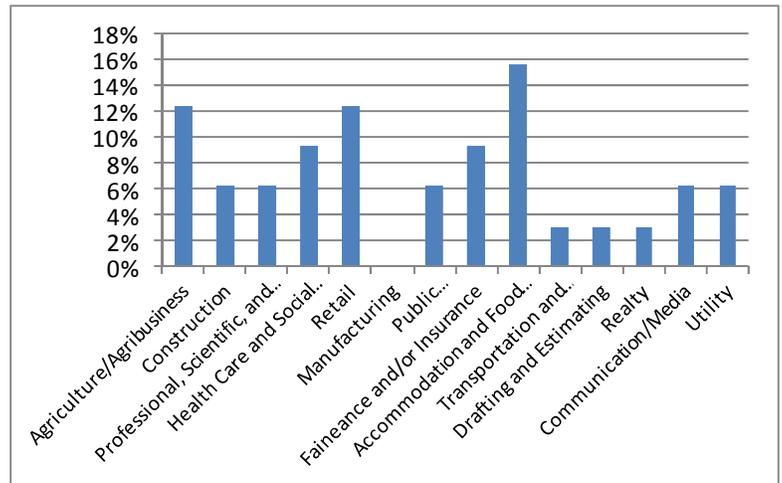
Degrees required for open positions



The education required for the types of jobs employers are having difficulty filling is not limited to one type. Employers are having difficulties filling jobs that require no high school diploma or GED as well as jobs that require a diploma, some college, a vocational certificate, an Associate degree, a Bachelors degree, or even a Master's degree.

Need for Employees Seen in Several Industries

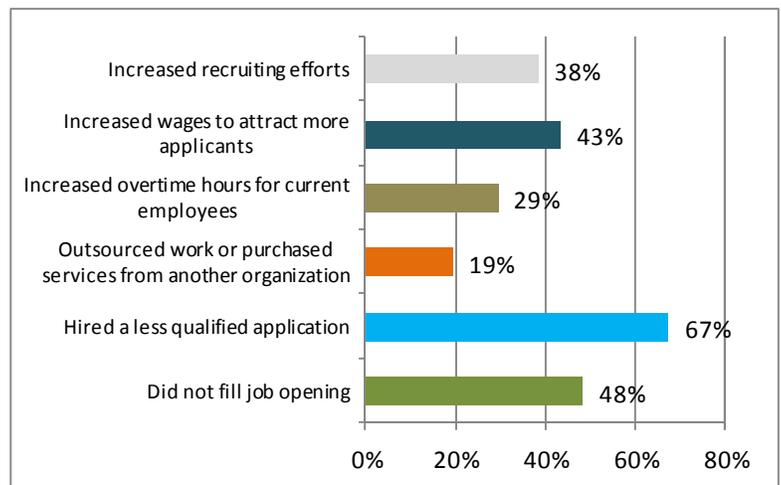
The need for qualified employees in Cavalier County isn't limited to just a few industries, the need is widespread across several industries. The chart to the right shows the percentage of respondents to the survey in each industry.



“...in some cases the jobs are simply being left unfilled.”

Responses to difficulty finding employees

Cavalier County employers are responding to the difficulty in hiring qualified employees in many different ways, in some cases (48%) the jobs are simply being left unfilled. The majority are filling open positions with less qualified applicants.



Reasons for Difficulty?



Employers are struggling to find employees and there doesn't seem to be a clear answer why.

Is the reason employers are having difficulty that no one is applying or that those applying aren't qualified?

Employers in Cavalier County seem to think its both. 64% of employers say no one is applying. 45% say those applying aren't qualified.

Some employers suggested that they have had difficulty with the younger generation wanting to work.

Others have had difficulty convincing qualified individuals to relocate to Langdon from other communities due to the community's distance from a larger city.

Majority of Employers Report Little Difficulty in Finding Employees with Basic Skills

Cavalier County employees seem to have most of the basic skills.

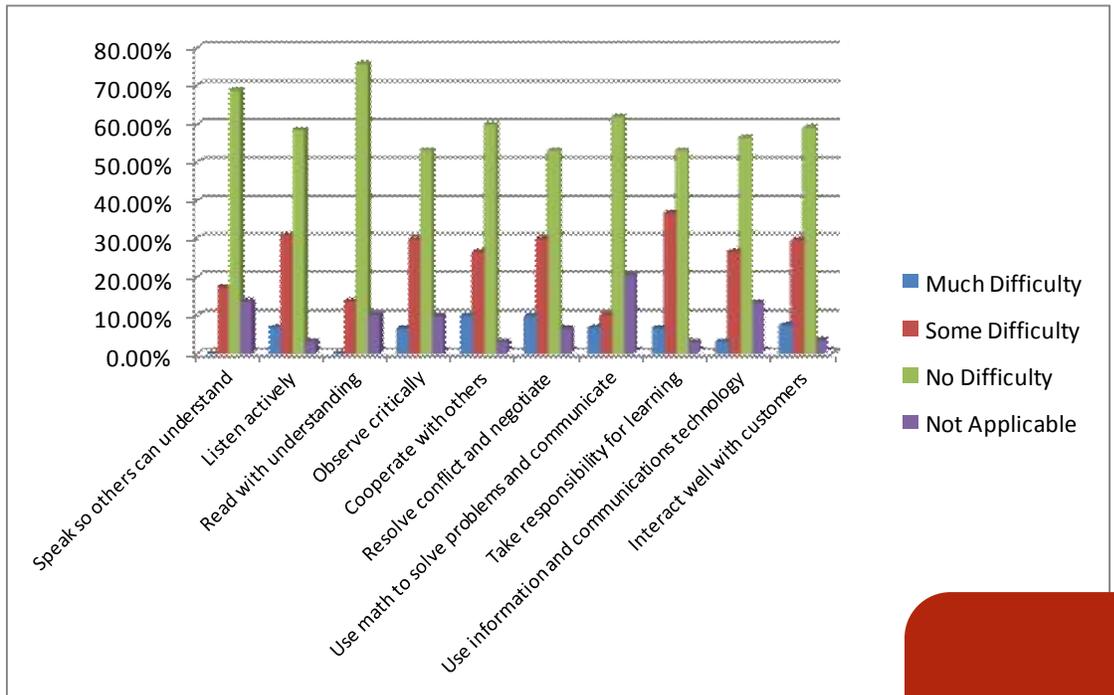
The majority of employers report having no difficulty finding employees with the following skills: Speak so others can understand, Listen actively, Read with understanding, Observe critically, Cooperate with others, Resolve conflict and negotiate, Use math to solve problems and communicate, Take responsibility for learning, Use information and communications technology, and Interact well with customers.

The skill employers seemed to struggle with most was having employees take responsibility for learning, 36.67% reported having some difficulty and 6.67% reported much

difficulty.

However, one employer reported difficulty finding employees with good work ethic in recent years, particularly in the younger generations.

Employees with basic skills in Cavalier County aren't hard to find



Younger population returning

The population of people ages 20-24 is up by 66.67% in Langdon and the population of people ages 25-34 is up by 12.4%.

This surge of younger population could be good news to local employers if the trend continues. Cavalier County JDA would like to begin a recruitment effort to ensure that it does.

One successful model for recruitment is that of the Norfolk Area recruiters in Nebraska, who focus on recruiting past residents to return. This model could be successful in Cavalier County and the Cavalier Country JDA would like to follow a similar model.

In the coming months CCJDA will begin working on a recruitment effort that focuses on people who grew up in the area and miss the small town life.



The return of the younger population to Langdon can be seen in many Main Street businesses

“The population of people ages 20-24 is up by 66.67%”

Occupation Specific Skills Hardest to Find

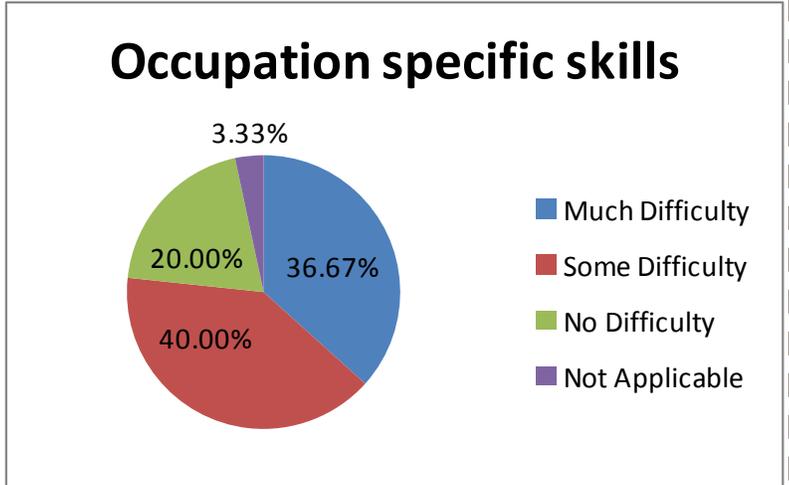
“The good news in Cavalier County is that 60.71% of employers report no difficulty in finding employees with ethics and integrity.”

Cavalier County employers have been struggling to find employees with occupation specific skills. 36.67% report having much difficulty and 40% report having some difficulty.

36.67% of employers have much difficulty finding employees with occupation specific skills

One employer commented the hardest skills to find seemed to be related to contract labor.

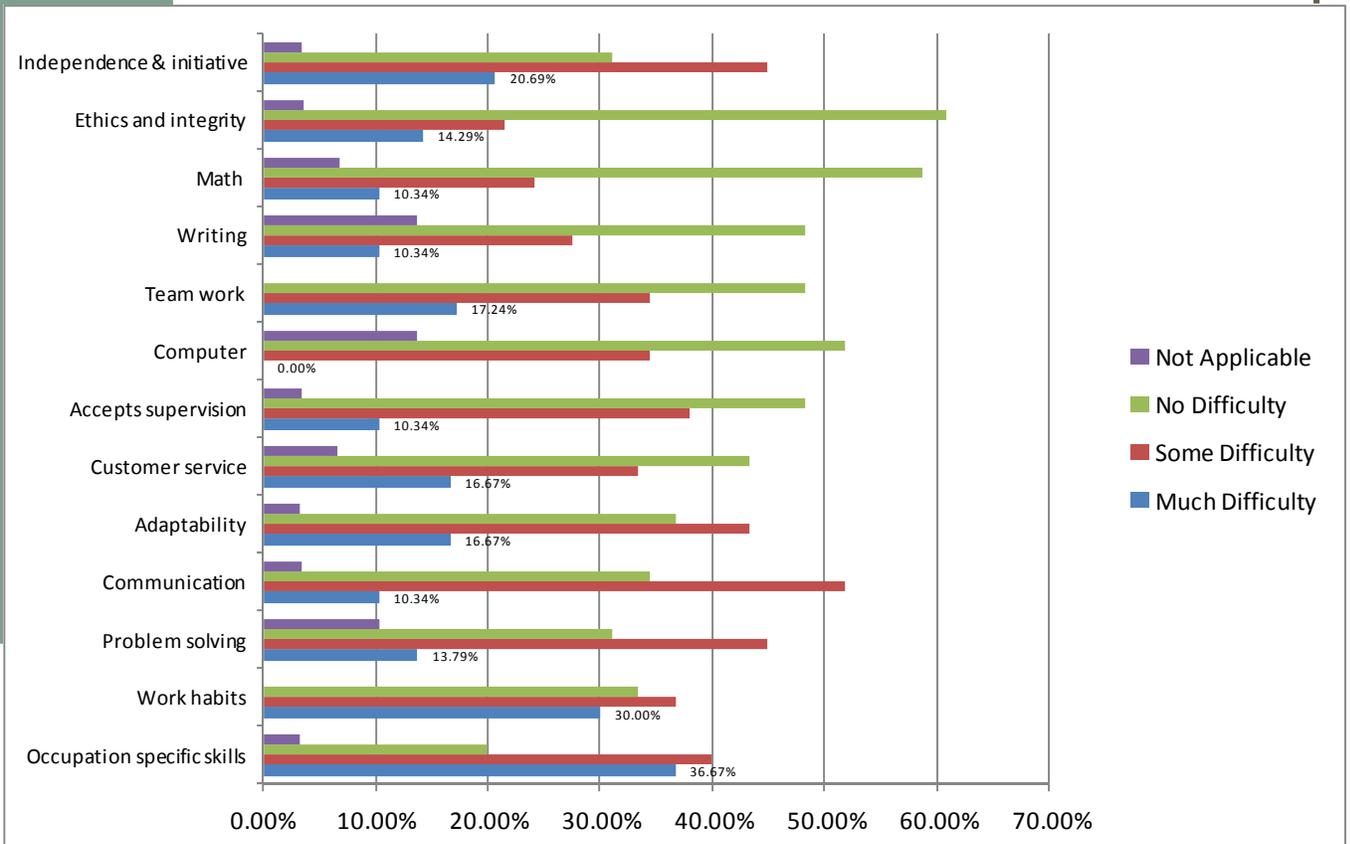
Another employers reported a “hiring gap” where employees weren’t yet qualified with for a mid or upper level position, but were not satisfied with an



entry level position, creating a situation where there is a big need for qualified upper level positions as well as entry level positions. The good news in Cavalier County is that 60.71% of

employers report no difficulty in finding employees with ethics and integrity.

The chart below shows the difficulty employers have encountered in finding employees with particular skills. The percentages for the Much Difficulty category have been labeled



Results from Difficulty Finding Employees



The employee shortage is having negative effects on employers

The shortage of qualified employees in Cavalier County is having a negative effect on employers in the county. 65% of respondents said the difficulties in finding employees has caused them reduced

production output or sales, 60% said the difficulty has resulted in them having lowered overall productivity, 40% said the shortage has caused a reduced product or service quality, 30% said the shortage has actually prevented their business from expanding its facilities, 25% said the shortage has prevented them from developing new products or services, 10% said the

shortage has caused them to move some operations out of Cavalier County, and 5% have had to reduce business hours.

Others added they have offered to pay significantly higher wages to attract applicants from out of the area, use contract labor, or find part time people to cover certain days when they would like to hire a full time employee.

“78% of employers in Cavalier County will provide training for new employees.”

Employers Willing to Train

78% of employers in Cavalier County will provide training for new employees. Employers use a wide variety of sources for training: in-house; industry, business, or professional organizations; private training businesses; 4 year colleges or universities; community or technical colleges, TrainND, and Job Service North Dakota.

Training is offered by employers for

several reasons: to improve the quality of output; to develop a more flexible workforce; to meet changes in technology, organization, or products; to improve productivity; to keep up with competitors, to meet new legal requirements or government regulations; to help employees develop more positive attitudes; or because new hires did not have necessary skills.

56.67% of employers are willing to pay for classroom training or seminars for employees.



Approaches Used to Locate New Employees

Employers have tried several different methods to locate potential employees:

- 78.13% Ask employees to refer friends
- 75% Advertise in the Republican
- 59.38% Ask non-employees to refer



- 50.00% Work with Job Service ND
- 46.88% Use Internet/on-line services
- 43.75% Post openings on your business or organization's website

- 25.00% Contact community colleges
- 21.88% Contact 4-year colleges
- 15.63% Contact local community organizations
- 12.50% Recruit retirees to re-enter workforces
- 9.38% Temp Agencies and/or recruiting firms

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MISSION STATEMENT

The primary responsibility of the Cavalier County Job Development Authority is to not only create jobs and increase incomes by the process of economic development, but to create a climate conducive for development within the whole county. Economic development includes the enhancement of human capital, developing community infrastructure and promoting business development.

Teamwork:
Can a small group of thoughtful, committed people change the world? Indeed, it is the only thing that ever has.

Age of New Hires in Cavalier County

“The only age bracket that employers are not seeing as new hires is the 65 and up age bracket.”

The only age bracket that employers are not seeing as new hires is the 65 and up age bracket. The most com-

mon age of a new hire in Cavalier County is between the ages of 25 and 34. Employers say that 40-59% of

their new hires fall into that age bracket.

