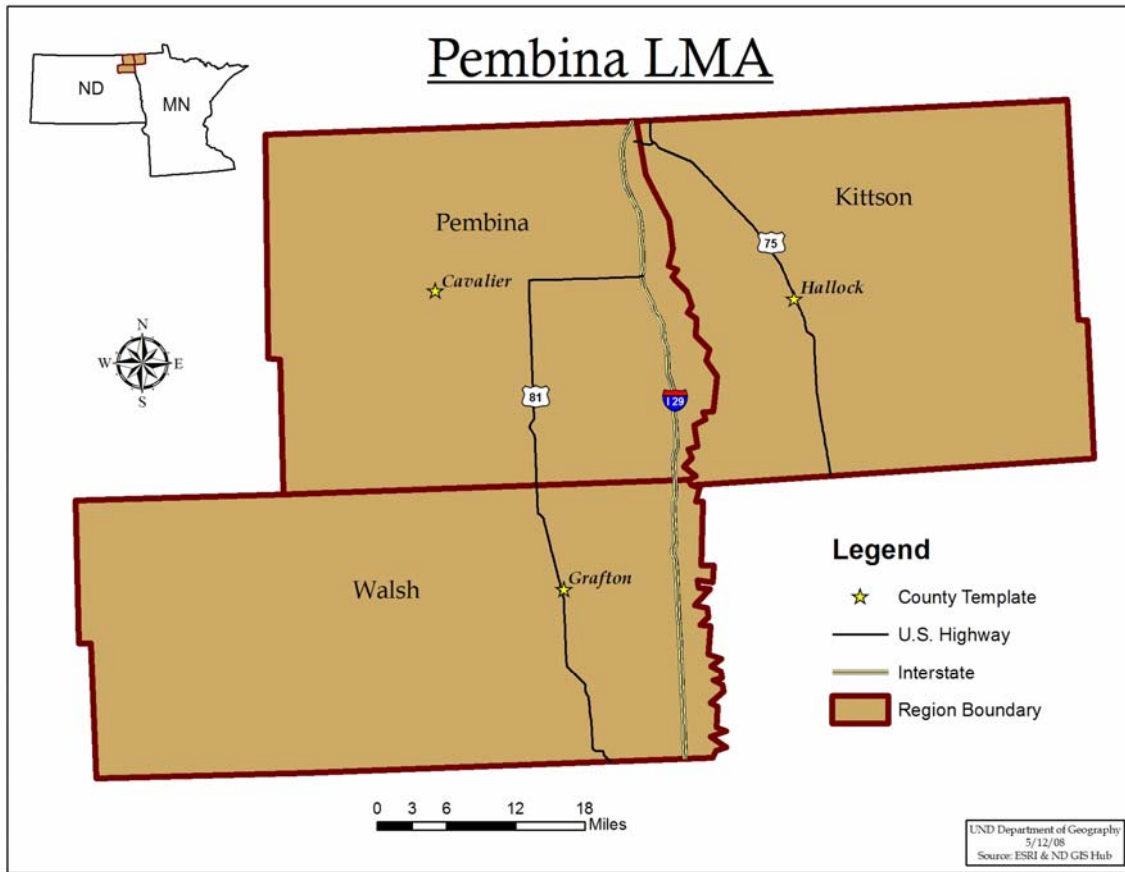


# Pembina Regional Labor Availability 2008



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 the community of Pembina, there exists a potential labor force of 6074 individuals, or approximately 63 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 59 percent of the adult population, or 5742 individuals. This table shows the estimated count of those willing to take a new job or additional (Table 1). The majority of these individuals are currently working but would be willing to consider alternative jobs.

**Table 1. Potential Job Seekers Characteristics**

	<b>Number*</b>	<b>Percentage</b>
		<b>18+</b>
<b>Potential Job Seekers</b>	2,484	26%
Actively Seeking Work	98	1%
Planning to Look Within the Year	270	3%
Interested in Changing Jobs	1,967	20%
Interested in Additional Jobs	652	7%
Those Discouraged From Looking	61	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 Pembina County. A telephone survey was conducted by SSRI, who interviewed 784 respondents in Pembina and Walsh Counties of North Dakota and select areas of Kittson County, Minnesota.

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These areas were determined by developer and were based on community and business trade patterns. According to 2007 Census estimates, there are approximately 9,639 people age 18 and older living in these areas (Table 2).

**Table 2. Pembina Labor Market Area**

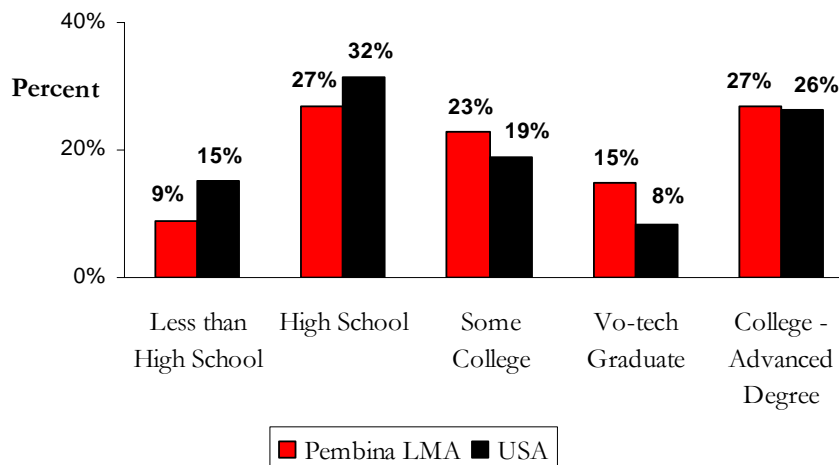
Area/Counties	Population Estimate	Adult 18+
Pembina County	7,531	6,004
Walsh County	2,127	1,642
Kittson, MN (Select Areas)	2,627	1,993
Total	12,285	9,639

### The Population

Approximately 61 percent of the survey respondents lived in Pembina County. Slightly more women (51 percent) than men (49 percent) completed the survey. The typical respondent is 51 years old, currently working (52 percent) and travels approximately 13 minutes or 10 miles to get to work. According to the sample responses, the largest occupations in the Pembina LMA are Office and Administrative Support (18 percent), Health Care Support (10 percent), and Education, Training and Library (9 percent). In general, respondents were well educated, with 91 percent having received a high school diploma and 27 percent having received a college degree.

These results differ somewhat from the 2000 Census data for the region. According to the Census Bureau, 50 percent of the population are female 50 percent are male, and the median age is 42. The Census Bureau also found that 80 percent of the population had a high school diploma and 16 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 (51) is higher than that of the population as a whole (42). In comparison, the median age of the nation was 35.3 in 2000. Among survey respondents, 20 percent were between the ages of 18 and 34.

At the time of this study the unemployment rate in the Pembina County area was 6.5 percent.<sup>1</sup> Among the respondents, 59 percent are currently working, 1 percent are actively seeking work, and 3 percent are not actively seeking work. An additional 21 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 \$14.00 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. Eighteen percent held more than one job. Generally, if a respondent works more than one job, the additional job is part-time. Only 24 percent of employed respondents have shift-oriented schedules. Of those that don't currently work shifts, 18 percent would be willing to work shifts. Table 3 displays the most recent occupations of the current employees in Pembina.

**Table 3. Pembina LMA Current Occupations**

Occupational Group	Number	Percentage
Managerial, Professional and Related Occupations	1,774	31%
Managerial	37	1%
Business and Financial Operations	185	3%
Computer and Mathematical Science	148	3%
Architecture and Engineering	37	1%
Life, Physical and Social Services	37	1%
Community and Social Services	62	1%
Legal Occupation	25	< 1%
Education, Training and Library	518	9%
Arts, Design, Entertainment, Sports and Media	74	1%
Healthcare Practitioner and Technicians	111	2%
Healthcare Support	542	10%

<sup>1</sup> Reflects Pembina County as of March, 2008.

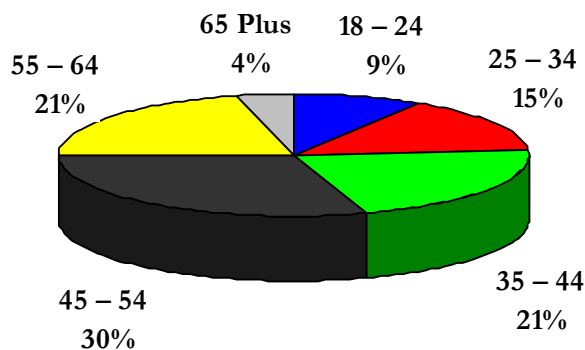
## Pembina Labor Availability 2008

**Table 3. LMA Current Occupations (continued)**

Occupational Group	Number	Percentage
Service Occupations	591	10%
Protective Services	185	3%
Food Preparation and Serving	234	4%
Building and Grounds, Cleaning, Maintenance	136	2%
Personal Care	37	1%
Sales and Office Occupations	1,479	26%
Sales	456	8%
Office and Administrative Support	1,023	18%
Farming and Related Occupations	407	7%
Farming and Related Occupations	407	7%
Construction, Extraction, Installation and Repair	567	10%
Construction and Extraction	246	4%
Installation and Repair	320	6%
Production, Transportation and Material Moving	776	14%
Production	431	8%
Transportation and Material Moving	345	6%
Military	25	< 1%
Military	25	< 1%
Other Occupations not Classified Elsewhere	25	< 1%
Other Occupations not Classified Elsewhere	25	< 1%

The demographics of Pembina County's current labor force differ somewhat with those of the general population. Current employees have a median age of 45. Twenty four percent of these current employees are between the ages of 18 and 35 (Figure 2). Also, 49 percent are male, 28 percent have a college degree, and the average wage of current employees is \$14.00 per hour.

**Figure 2. Age Groups**

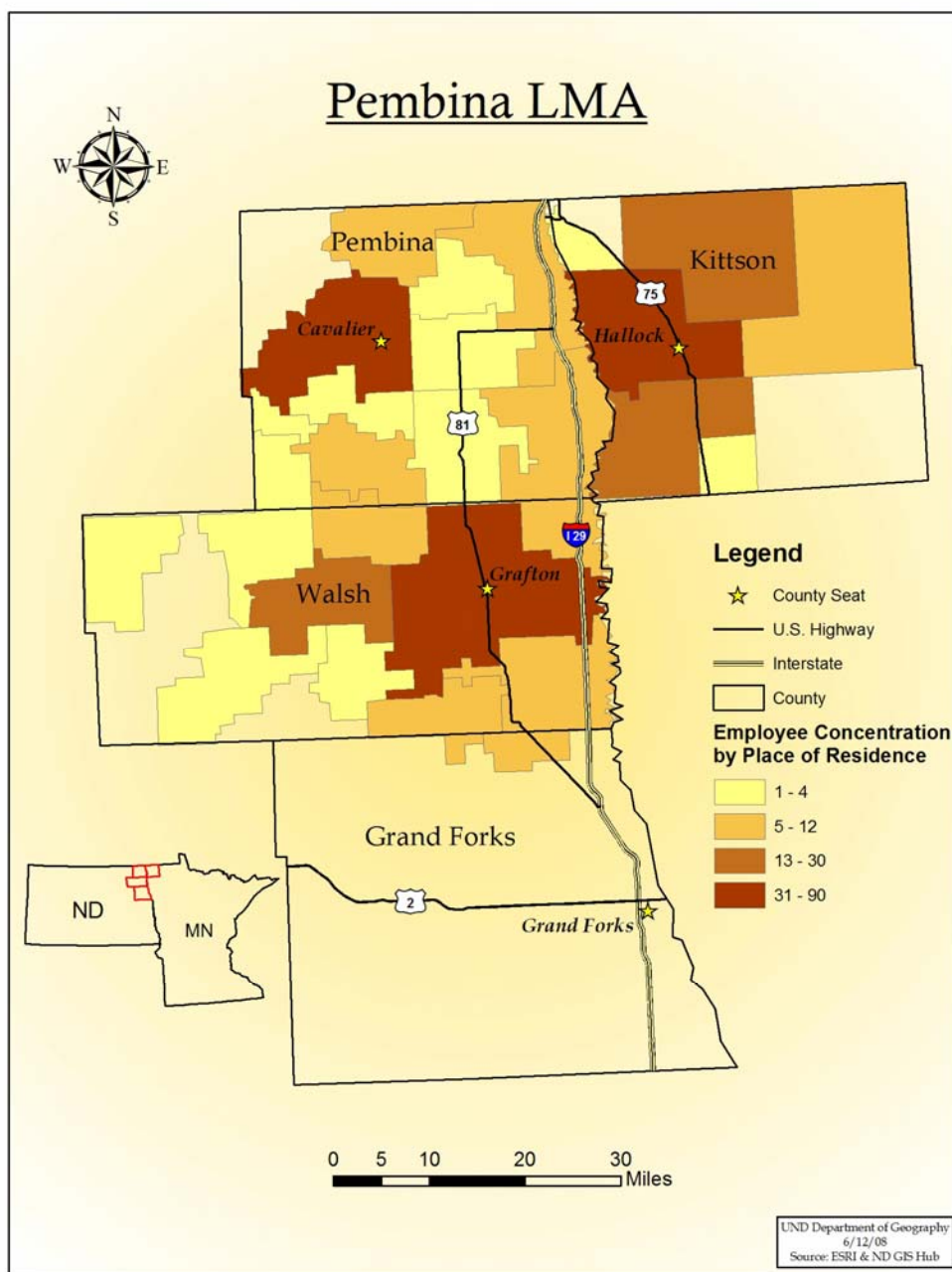


## Pembina Labor Availability 2008

**Commuting Patterns.** Typically, current employees travel 11 miles or 18 minutes to get to work. This depends on the occupation of the employee, however. For instance, those in Business and Financial occupations travel on average 2 miles or 8 minutes to get to work while those in Healthcare Support occupation travel just over 20 miles on average to get to work. The average length of tenure for employees in Pembina is just over 3 years. Of the currently employed respondents, 87 percent work full-time, defined here as more than 35 hours a week, and most (86 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.

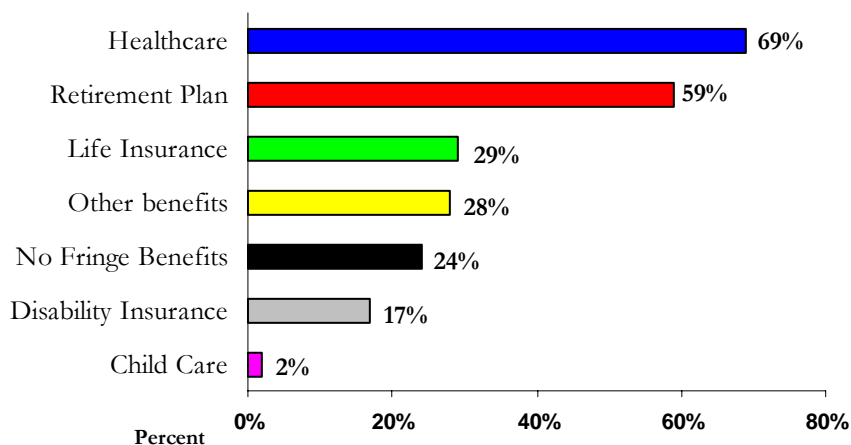
**Figure 3. Employee Concentration by Place of Residence**



## Pembina Labor Availability 2008

**Employee Benefits.** Over two thirds of the workforce (69%) receives health care benefits followed by retirement plans (59%) and other benefits (28%). More than one in five workers (24%) 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 Pembina LMA by number of employed respondents as well as by years with current employer, wages, and hours worked. In the Pembina LMA, the highest percentage of employees are in Office and Administrative Support (18 percent), Health Care Support (10 percent), and Education, Training and Library (9 percent). The occupations with the oldest employees are Personal Care and Service occupations (69) while the occupations with the youngest employees are Installation, Maintenance and Repair (37). Architecture and Engineering pays the best with an average wage of \$36.30 per hour. On average, employees in Military occupations work the most hours (50).

**Table 4. Pembina LMA Occupational Summary**

Occupational Group	Estimated Number	Percent	Years with Current Employer	Hours Worked Average Week	Hourly Wage
Management	37	1%	22	41	-- <sup>2</sup>
Business and Financial Operations	185	3%	3	42	\$16.00
Computer & Mathematical Science	148	3%	5	41	\$25.00
Architecture and Engineering	37	1%	1	51	\$36.30
Life, Physical, and Social Science	37	1%	9	56	\$27.00

<sup>2</sup> None found or small count suppressed.

Table 4. Pembina LMA Occupational Statistics (continued)

Occupational Group	Estimated Number	Percent	Years with Current Employer	Hours Worked Average Week	Hourly Wage
Community and Social Services	62	1%	2	42	\$25.10
Legal Occupations	25	< 1%	7	44	\$11.50
Education, Training, and Library	518	9%	7	40	\$11.70
Arts, Design, Entertainment, Sports, and Media	74	1%	4	43	\$15.20
Healthcare Practitioner & Technical	111	2%	16	29	\$14.20
Health Care Support	542	10%	7	32	\$18.00
Protective Service	185	3%	4	43	\$20.00
Food Preparation and Serving Related	234	4%	4	27	\$6.50
Building and Grounds Cleaning and Maintenance	136	2%	3	36	\$17.30
Personal Care and Service	37	1%	27	29	\$9.00
Sales and Related	456	8%	5	43	\$16.60
Office and Administrative Support	1,023	18%	7	42	\$13.50
Farming, Fishing, and Forestry	407	7%	4	48	\$12.70
Construction and Extraction	246	4%	2	39	\$12.40
Installation, Maintenance & Repair	320	6%	7	46	\$19.10
Production	431	8%	6	43	\$17.00
Transportation and Material Moving	345	6%	3	42	\$16.30
Military	25	< 1%	2	50	\$12.00
Miscellaneous	25	< 1%	1	-- <sup>3</sup>	--

**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 52 percent, equal to 690 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 36 percent of those planning to progressively retire; changing from full-time to part-time, etc. The remainder intends to retire all at once. The vast majority plan to remain where they now live. About 2 percent plan to retire “somewhere else.”

<sup>3</sup> None found or small count suppressed.

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**Under-Employment.** An estimated 6 percent or 590 workers in the Pembina area consider themselves to be “under-employed.” Individuals responding that they consider themselves to be under-employed were equally likely to be female than male. Males in the age range 45-54 were more likely to report feeling under-employed while females in all ages ranges between 18 and 64.

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.

Seventy three 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 Pembina area 26 percent of survey respondents' fall into this category, this is equivalent to approximately 2,484 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.

Table 5. Pembina LMA Potential Job Seekers Characteristics

Characteristics of the Potential Job Seekers		
	Number	Percentage of Population 18 Years of Age and over
Potential Job Seekers <sup>4</sup>	2,484	26%
Actively Seeking Work	98	1%
Planning to Look Within the Year	270	3%
Interested in Changing Jobs but No Additional Jobs	1,402	15%
Interested in Both Changing Jobs and Additional Jobs	566	6%
Interested in Additional Jobs -but not changing jobs	86	1%
Those Discouraged From Looking	61	1%

Additional 2 percent or 220 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.

<sup>4</sup> 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	21	1%	21	-- <sup>5</sup>	--	\$15.00
Business & Financial Operations	74	4%	42	32	\$16.30	\$14.60
Computer & Mathematical Science	53	3%	53	21	\$26.50	\$25.50
Architecture and Engineering	11	1%	11	11	\$29.00	\$26.00
Life, Physical and Social Services	--	--	--	--	--	--
Community and Social Services	32	2%	32	--	\$32.00	\$32.20
Legal Occupation	11	1%	11	--	\$11.50	\$22.30
Education, Training and Library	158	8%	158	32	\$10.60	\$10.30
Arts, Design, Entertainment, Sports and Media	--	--	--	--	--	--
Healthcare Practitioner & Technicians	53	3%	32	32	\$13.90	\$9.70
Healthcare Support	232	11%	211	116	\$17.80	\$16.00
Protective Services	53	3%	53	--	\$17.90	\$12.60
Food Preparation and Serving	106	5%	53	74	\$6.00	\$8.10
Building & Grounds, Cleaning, Maintenance	63	3%	63	21	\$19.80	\$17.90
Personal Care	4	< 1%	4	--	--	\$10.00
Sales	180	9%	158	53	\$13.80	\$11.20
Office and Administrative Support	359	17%	359	84	\$11.70	\$11.60
Farming and Related Occupations	180	9%	158	95	\$12.10	\$13.35
Construction and Extraction	95	5%	95	32	\$12.20	\$10.40
Installation and Repair	148	7%	148	--	\$0.00	\$14.80
Production	116	6%	106	42	\$18.00	\$12.40
Transportation & Material Moving	106	5%	95	42	\$13.90	\$14.20

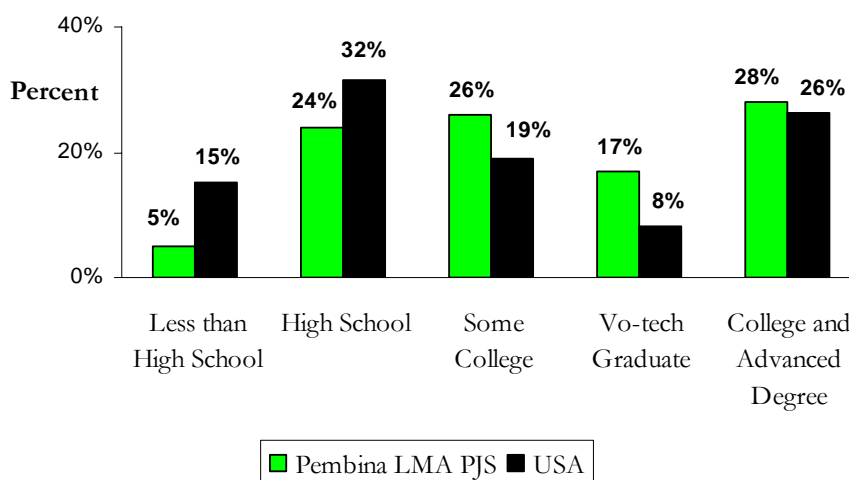
As the previous table shows, in the Pembina area, there tends to be much greater interest in “new” jobs than additional jobs across most occupational groups with the exception of those in food service occupations.

<sup>5</sup> None found or small count suppressed.

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**PJS's Demographic Profile.** The demographics of PJS's differ somewhat from those of the sample population. In general, the median age of a PJS is 40 years old, making them younger than the rest of the sample. In addition, PJS's are slightly less likely to be male (48 percent), have about the same level of education as the rest of the workforce, have shorter tenure at their jobs (2.9 years), have less years of management experience (12.3 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 10 miles or 12 minutes one-way to get to their job. This, of course, varies by occupation. For instance, PJS's in Healthcare Practitioners travel 26 miles to get to work while PJS's in Building and Grounds Cleaning and Maintenance only travel one mile or three minutes. The typical PJS would be willing to travel 3 miles to go to work. No particular occupational group stood out as willing to travel further than any other.

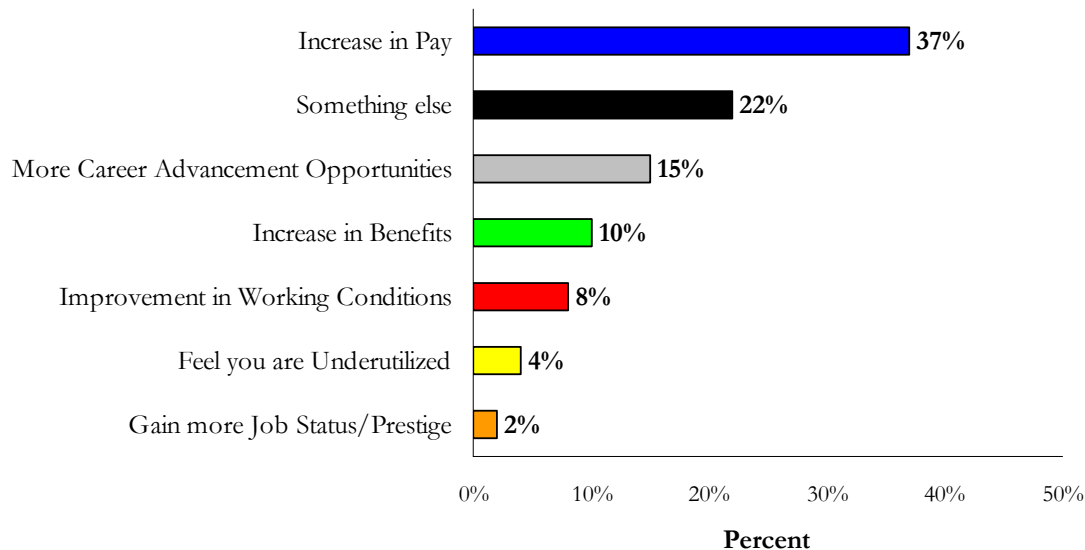
**Work Shifts.** On average, 19 percent of PJS's work shifts. Of those that don't currently work shifts, 24 percent would be willing to work shifts. Specifically, many PJS's (51 percent) say they would work shifts if it resulted in better pay. The most popular choice of shift for this group is daytime (59 percent). Currently 86 percent of PJS's currently employed work year round while 11 percent work seasonal jobs.

**Seasonal Employment.** Generally, in Pembina, year round jobs are preferred (80 percent). Overall, 72 percent of PJS's are interested in flexible work schedules in which their work hours are arranged around their personal schedules.

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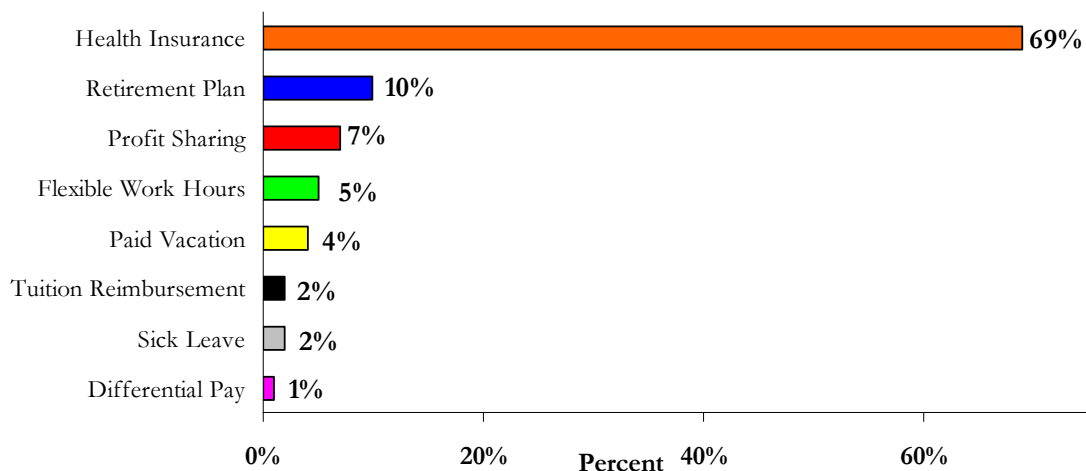
**Choosing Alternative Employment.** The reasons why PJS's would consider alternative employment vary. As presented in Figure 6, the most common reason to choose alternative employment is an increase in pay (37 percent). However, 10 percent would seek alternative employment for an increase in benefits. 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.

**Figure 6. Reasons PJS's would Consider Alternative Employment**



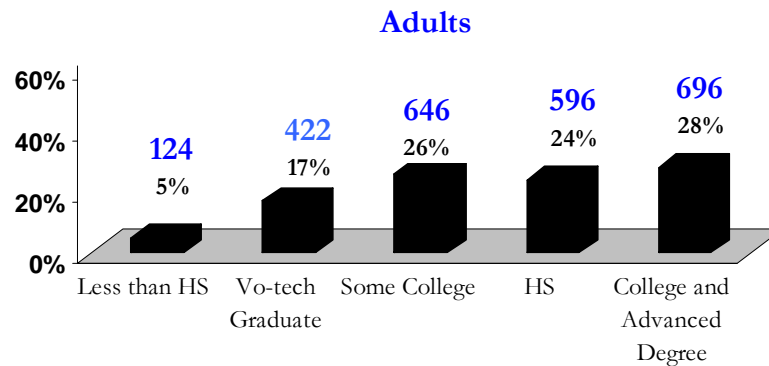
**Job Benefit Preferences.** The most desirable benefit to PJS's is clearly healthcare insurance (69 percent) followed by retirement plans (10 percent) and flexible work hours (5 percent) (Figure 7).

**Figure 7. Benefits by Rank of Importance**



**Educational Attainment.** Approximately 95 percent of PJS’s in Pembina have at least a high school education, and 28 percent have a college degree. Figure 8 presents the educational attainment percentage and the projected number of adults in each area.

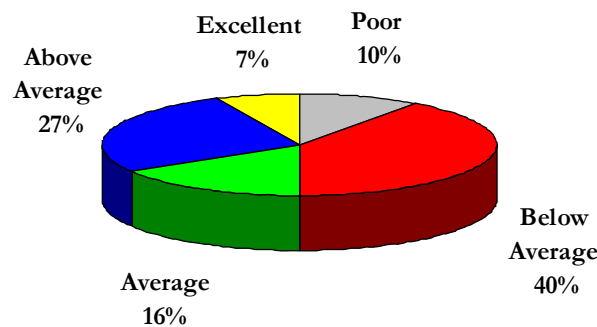
**Figure 8. PJS's Educational Attainment and Projected Number of Adults**



**Management Experience.** Among the PJS’s, 64 percent of Pembina respondents indicated that they have some management experience. The median length of time for this experience is 9 years.

**Computer Experience.** A majority of PJS in the Pembina area have some computer experience. On a scale of one to ten, respondents in the Pembina area were asked to self-assess their computer skills<sup>6</sup>. Figure 9 presents the self-assessed computer skill percentages. Thirty four percent or 850 of the PJS’s reported they have “excellent” or “above average” skills.

**Figure 9. Self Assessed Computer Skills**



<sup>6</sup> 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.

## Pembina Labor Availability 2008

**Training Preferences.** Although PJS's in Pembina 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 (53 percent) while the industry with the least amount of interest is Life Sciences (13 percent).

**Table 7. Industries Most Interested in Receiving Training**

<b>Industry</b>	<b>Percent Interested<sup>7</sup></b>
Business Services	53%
Healthcare Service Fields	32%
Production	16%
Construction Trades	15%
Engineering Fields	14%
Life Sciences	13%
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 54 percent of PJS's. Those individuals who already had higher levels of education tended to be more likely to attend additional training. Twenty-nine 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. Thirty-three 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**

<b>Training Desired</b>	<b>Percent Interested</b>
On-the-job	54%
Eighteen months or less	22%
Two to four years	11%
Nineteen to twenty three months	6%
Over four years	4%
Did not know / Refused	3%

<sup>7</sup> 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-eight percent indicated they have received some Job Skill training. The most common training received was Technical Training followed by Safety Training.

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

<b>Training Received</b>	<b>Percent</b>
Technical Training	31%
Safety Training	28%
Computer Training	24%
Quality Improvement	19%
Interpersonal Skills	16%
Thinking and Organizing	14%
Product Sales	9%
Basic Skills	5%
Did not know /Refused	3%

## 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 8 through 25, 2008.

**RDD Sample Design.** SSRI's in-house GENESYS RDD windows based program is licensed through Marketing Systems Group<sup>8</sup> (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 areas<sup>9</sup>. 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.

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<sup>8</sup> Marketing Systems Group, GENESYS Sampling Systems, 565 Virginia Drive, Fort Washington, PA, 19034, 1-800-336-7674, [www.genesys-sampling.com](http://www.genesys-sampling.com).

<sup>9</sup> 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 63.1% 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**

Pembina LMA	Dates	C	NW	NP	B	R	T	HCNI	CASRO	Total
Pembina County	3-8 to 3-12	262	858	67	11	51	24	94	60.8%	1,367
Walsh County	3-8 to 3-12	265	1,482	63	8	61	25	44	67.1%	1,948
Kittson County, MN	3-20 to 3-25	257	1,853	108	10	26	19	115	61.6%	2,388
<b>Totals</b>		784	4,193	238	29	138	68	253	63.1%	5,703

<b>C</b>	Completed Interviews	<b>R</b>	Refused
<b>NW</b>	Non-working	<b>T</b>	Terminated Interview
<b>NP</b>	Non-Primary Household	<b>HCNI</b>	Household Contacted Not Interviewed
<b>B</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.