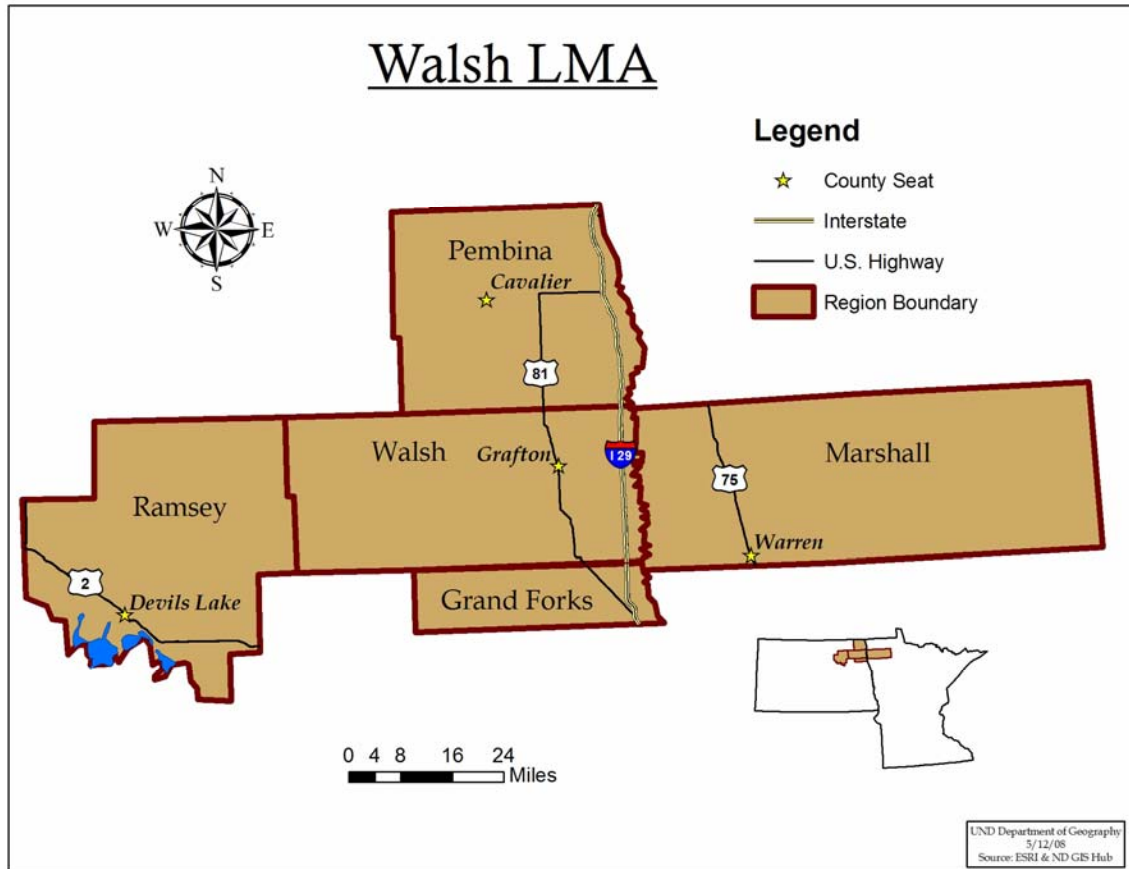


Walsh County Regional Labor Availability 2008



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 the Walsh County, there exists a potential labor force of 23,306 individuals, or approximately 61 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 22,506 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

	Number*	Percentage
		18+
Potential Job Seekers	9,809	26%
Actively Seeking Work	1,113	3%
Planning to Look Within the Year	696	2%
Interested in Changing Jobs	7,166	19%
Interested in Additional Jobs	2,887	8%
Those Discouraged From Looking	104	< 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 Walsh County. A telephone survey was conducted by SSRI, who contacted 1,099 respondents in Walsh, Pembina, Ramsey Counties, select areas of Grand Fork County in North Dakota and Marshall County in 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 38,159 people age 18 and older living in these areas (Table 2).

Table 2. Walsh County Labor Market Area

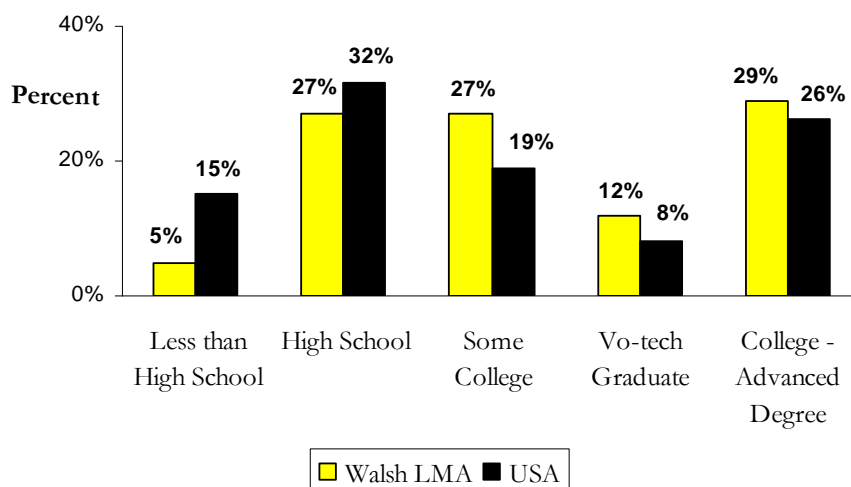
Area/Counties	Population Estimate	Adult 18+
Walsh County	11,011	8,623
Pembina County	7,531	6,004
Ramsey County	11,189	8,553
Marshall County (MN)	9,951	7,807
Select Areas of Grand Forks	9,582	7,172
Total	49,264	38,159

The Population

Approximately 22 percent of the survey respondents lived in Walsh County. More women (53 percent) than men (47 percent) completed the survey. The typical respondent is 52 years old. More than half are currently working (56 percent) and travels approximately 22 minutes or 14 miles to get to work. According to the sample responses, the largest occupations in the Walsh County LMA are Office and Administrative Support (13 percent), Education, Training and Library (12 percent), and Production (12 percent). In general, respondents were well educated, with 93 percent having received a high school diploma and 29 percent having received a college degree.

These differ somewhat from the results of the 2000 Census data for the region. According to the Census Bureau, 50 of the population are female, and the median age is 41. The Census Bureau also found that 77 percent of the population had a high school diploma and 13 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 (52) is higher than that of the population as a whole (41). 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 Walsh County area was 5.0 percent.¹ Among the respondents, 56 percent are currently working, 3 percent are actively seeking work, and 2 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 paper.

The Current Workforce

Workforce Demographics. A typical employed respondent worked 40 hours per week and makes \$13.33 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. Nineteen percent held more than one job. Generally, if a respondent works more than one job, the additional job is part-time. Only 27 percent of employed respondents have shift-oriented schedules, but 24 percent of working respondents said they would be willing to work shifts. Table 3 displays the most recent occupations of the current employees in the Walsh County LMA.

Table 3. Walsh County LMA Current Occupations

Occupational Group	Number	Percentage
Managerial, Professional and Related Occupations	6,688	31%
Managerial	266	1%
Business and Financial Operations	797	4%
Computer and Mathematical Science	177	1%
Architecture and Engineering	44	< 1%
Life, Physical and Social Services	133	1%
Community and Social Services	177	1%
Legal Occupation	266	1%
Education, Training and Library	2,480	12%
Arts, Design, Entertainment, Sports and Media	133	1%
Healthcare Practitioner and Technicians	399	2%
Healthcare Support	1,816	8%

¹ Reflects Walsh County as of March, 2008.

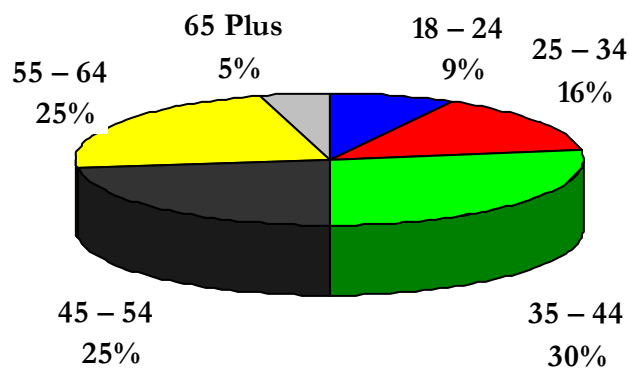
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Table 3. LMA Current Occupations (continued)

Occupational Group	Number	Percentage
Service Occupations	2,303	11%
Protective Services	354	2%
Food Preparation and Serving	886	4%
Building and Grounds, Cleaning, Maintenance	797	4%
Personal Care	266	1%
Sales and Office Occupations	4,075	19%
Sales	1,373	6%
Office and Administrative Support	2,702	13%
Farming and Related Occupations	1,152	5%
Farming and Related Occupations	1,152	5%
Construction, Extraction, Installation and Repair	2,170	10%
Construction and Extraction	1,240	6%
Installation and Repair	930	4%
Production, Transportation and Material Moving	4,606	22%
Production	2,569	12%
Transportation and Material Moving	2,037	10%
Military	354	2%
Military	354	2%
Other Occupations not Classified Elsewhere	44	< 1%
Other Occupations not Classified Elsewhere	44	< 1%

The demographics of Walsh County's current labor force are somewhat different from those of the general population. Current employees have a median age of 44. Twenty five percent of these current employees are between the ages of 18 and 35 (Figure 2). Also, 44 percent are male, 29 percent have a college degree, and the average wage of current employees is \$13.33 per hour.

Figure 2. Age Groups

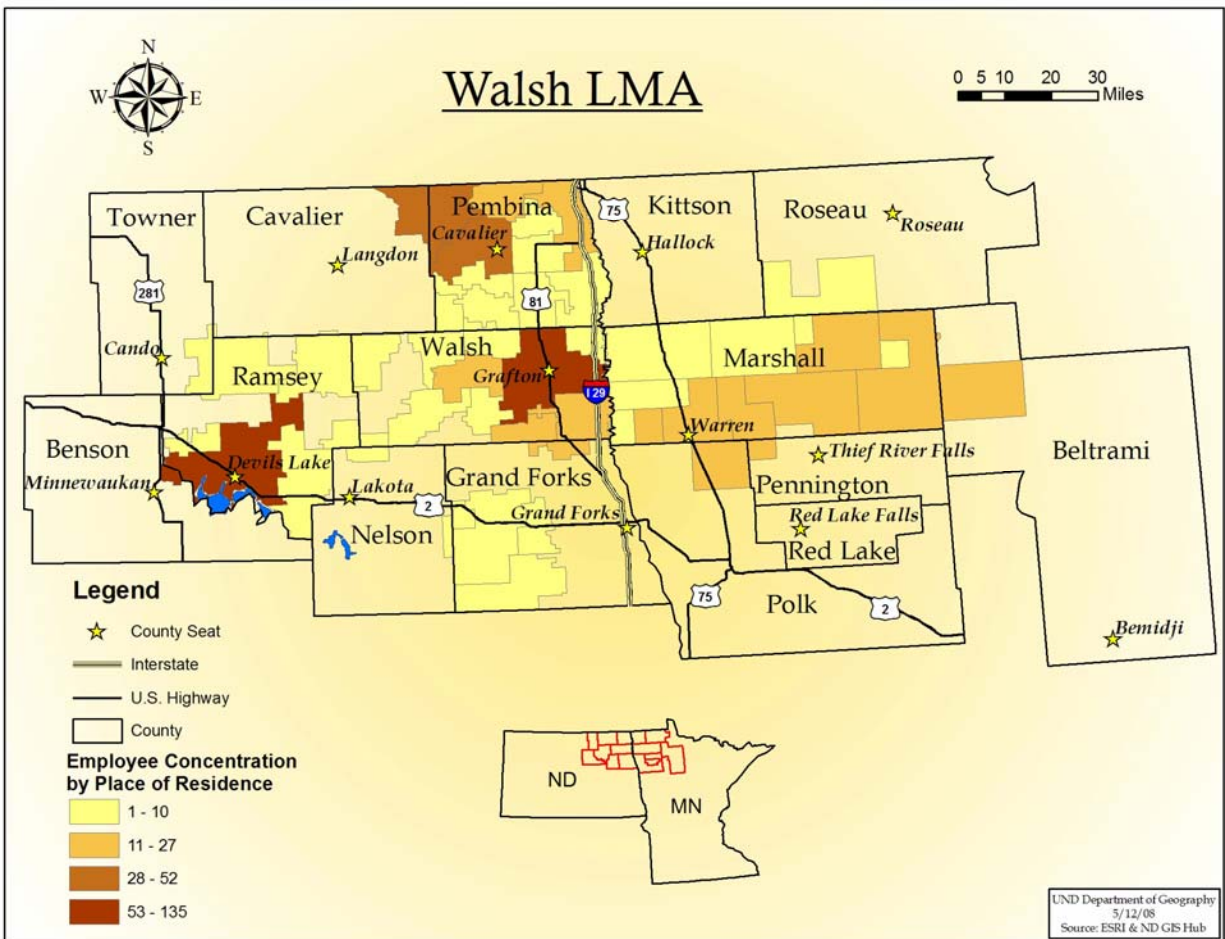


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Commuting Patterns. Typically, current employees travel 14 miles or 22 minutes to get to work. This depends on the occupation of the employee, however. For instance, those in Life, Physical and Social Science occupations travel less than 3 miles or 3 minutes to get to work while those in Military occupation travel 20 miles or 25 minutes to get to work. The average length of tenure for employees in Walsh County is 3.3 years. Of the currently employed respondents, 86 percent work full-time, defined here as more than 35 hours a week, and most (87 percent) work year round jobs. Figure 3 displays the benefits that currently employed respondents receive at their jobs.

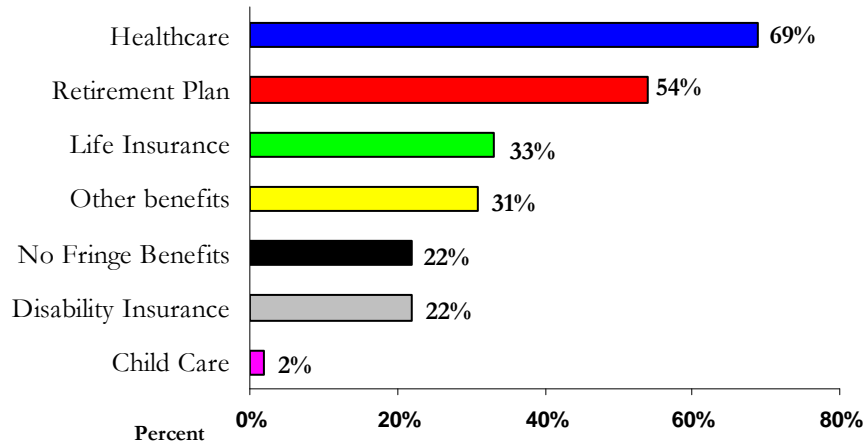
Employee Concentration by Place of Residence. Figure 3 graphically presents the Walsh LMA employees by place of residence.

Figure 3. Employee Concentration by Place of Residence



Employee Benefits. Over two thirds of the workforce (69%) receives health care benefits followed by retirement plans (54%) and life insurance (33%). About one in five workers (22%) do 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 Walsh County LMA by number of employed respondents as well as by median ages, wages, and hours worked. In the Walsh County LMA, the highest percentage of employees are in Office and Administrative Support (13 percent), Education, Training and Library (12 percent), and Production (12 percent). The occupations with the oldest employees are Personal Care and Service occupations (51) while the occupations with the youngest employees are Architecture and Engineering (31) Architecture and Engineering also pays the best with an average wage of \$33.20 per hour. On average, employees in Military Specific work the most hours (54).

Table 4. Walsh County LMA Occupational Summary

Occupational Group	Estimated Number	Percent	Years with Current Employer	Hours Worked Average Week	Hourly Wage
Management	266	1%	12	41	\$17.10
Business and Financial Operations	797	4%	3	38	\$12.80
Computer & Mathematical Science	177	1%	5	41	\$25.30
Architecture and Engineering	44	< 1%	2	46	\$33.20
Life, Physical, and Social Science	133	1%	5	43	\$27.00
Community and Social Services	177	1%	4	42	\$15.60
Legal Occupations	266	1%	5	45	\$11.50
Education, Training, and Library	2,480	12%	7	41	\$14.60
Arts, Design, Entertainment, Sports, and Media	133	1%	3	54	\$13.70
Healthcare Practitioner & Technical	399	2%	7	32	\$18.10

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Table 4. Walsh County LMA Occupational Statistics (continued)

Occupational Group	Estimated Number	Percent	Years with Current Employer	Hours Worked Average Week	Hourly Wage
Health Care Support	1,816	8%	6	35	\$16.80
Protective Service	354	2%	2	45	\$18.80
Food Preparation and Serving Related	886	4%	5	29	\$7.70
Building and Grounds Cleaning and Maintenance	797	4%	4	32	\$12.60
Personal Care and Service	266	1%	10	38	\$9.90
Sales and Related	1,373	6%	5	41	\$13.70
Office and Administrative Support	2,702	13%	7	41	\$13.40
Farming, Fishing, and Forestry	1,152	5%	5	49	\$12.90
Construction and Extraction	1,240	6%	3	42	\$14.80
Installation, Maintenance & Repair	930	4%	5	45	\$17.50
Production	2,569	12%	5	43	\$13.90
Transportation and Material Moving	2,037	10%	6	38	\$16.40
Military	354	2%	10	54	\$20.60
Miscellaneous	44	< 1%	3	40	\$18.60

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 Sixty percent, equal to 2,220 workers were interested in retiring. When asked “how many years until they plan to retire”, few, equal to less than 200, 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 28 percent of those planning to retire progressively retire, change from full-time to part-time, etc. The remainder intend to retire all at once. About 85 percent plan to retire and remain in North Dakota or Minnesota. The remainder expressed plans to reside else where, did not have definitive plans or did not respond.

Under-Employment. An estimated 900 workers in the Walsh County area consider themselves to be “under-employed.” Individuals responding that they consider themselves to be under-employed were more likely to be female than male. No particular age group was likely to report feeling under-employed.

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, and Education, Training and Library and Sales occupation groups.

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Seventy five 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 Walsh County area 26 percent of survey respondents' fall into this category, which is equivalent to approximately 9,809 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. Walsh 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 ²	9,809	26%
Actively Seeking Work	1,113	3%
Planning to Look Within the Year	696	2%
Interested in Changing Jobs but No Additional Jobs	5,009	13%
Interested in Both Changing Jobs and Additional Jobs	2,157	6%
Interested in Additional Jobs -but not changing jobs	730	2%
Those Discouraged From Looking	104	< 1%

An additional 2 percent or 904 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.

² 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	141	2%	106	71	\$12.80	\$14.60
Business & Financial Operations	423	5%	353	212	\$13.80	\$16.00
Computer & Mathematical Science	35	< 1%	35	35	\$26.50	\$25.50
Architecture and Engineering	35	< 1%	35	-- ³	\$28.00	\$35.00
Life, Physical and Social Services	--	--	--	--	--	--
Community and Social Services	35	< 1%	35	35	\$20.50	\$19.60
Legal Occupation	212	3%	141	35	\$11.50	\$22.30
Education, Training and Library	1,128	14%	1,058	458	\$12.70	\$11.60
Arts, Design, Entertainment, Sports and Media	--	--	--	--	--	--
Healthcare Practitioner & Technicians	106	1%	106	106	\$12.00	\$8.20
Healthcare Support	811	10%	776	176	\$16.00	\$14.00
Protective Services	106	1%	106	--	\$15.60	\$13.90
Food Preparation and Serving	247	3%	176	106	\$7.10	\$7.70
Building & Grounds, Cleaning, Maintenance	247	3%	247	35	\$18.20	\$11.80
Personal Care	35	< 1%	35	--	--	\$10.00
Sales	458	6%	458	141	\$13.00	\$11.20
Office and Administrative Support	917	12%	881	282	\$10.60	\$11.10
Farming and Related Occupations	212	3%	176	71	\$14.60	\$14.80
Construction and Extraction	705	9%	635	212	\$14.50	\$12.80
Installation and Repair	423	5%	388	35	\$17.00	\$13.10
Production	952	12%	705	317	\$13.40	\$11.90
Transportation & Material Moving	529	7%	353	282	\$15.20	\$11.00
Other Occupations not Classified Elsewhere	141	2%	141	--	\$22.00	\$15.00

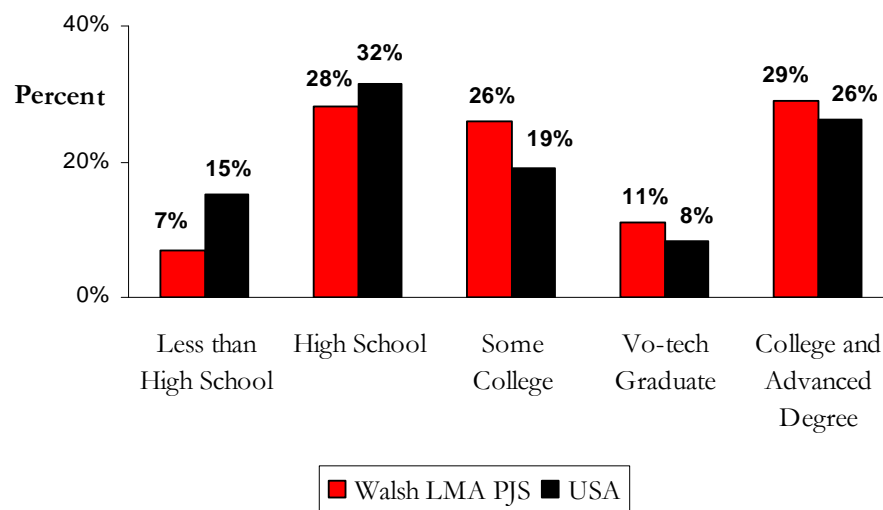
As the previous table shows, in the Walsh County LMA, there tends to be much greater interest in “new” jobs than additional jobs across all occupational groups. PJS’s in the Education, Training and Library occupational group tended to be the most interested in “additional jobs.”

³ None found or small count suppressed.

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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 41 years old, making them younger than the rest of the sample. In addition, PJS's are less likely to be male (49 percent), have slightly less education than the rest of the workforce, have shorter tenure at their jobs (3 years), have less years of management experience (10.8 years), and level of experience with computers (12.5 years). 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 14 miles or 29 minutes one-way to get to their job. This, of course, varies by occupation. For instance, PJS's in Management occupations travel 35 miles or 37 minutes to get to work while PJS's in Legal occupations only travel 3 miles or 6 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.

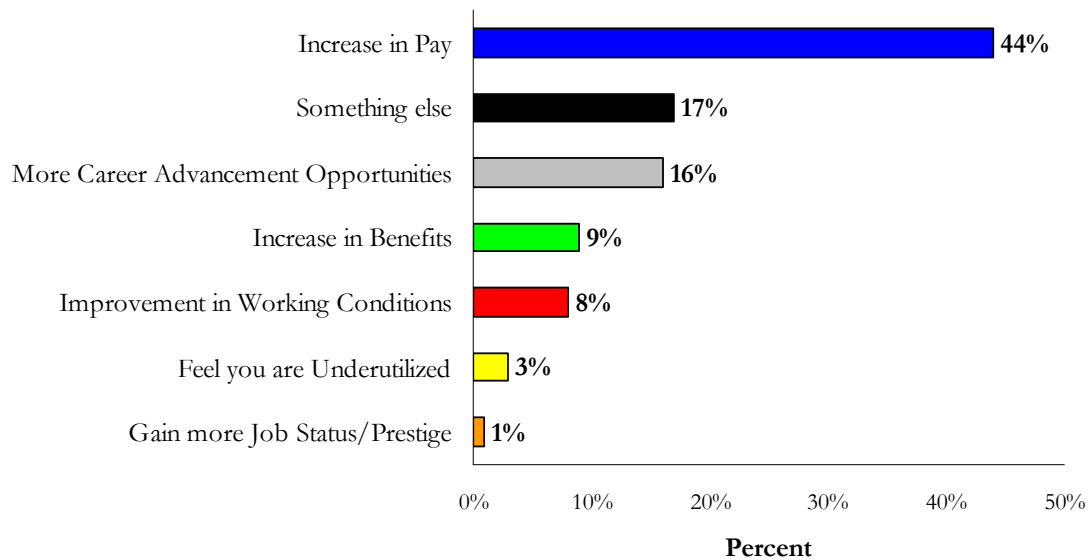
Work Shifts. On average, 29 percent of PJS's work shifts. Of those that don't currently work shifts, 31 percent would be willing to work shifts. Specifically, many PJS's (52 percent) say they would work shifts if it resulted in better pay. The most popular choice of shift for this group is daytime (53 percent). Currently 86 percent of PJS's currently employed work year round while 13 percent work seasonal jobs.

Seasonal Employment. Generally, in Walsh County, year round jobs are preferred (78 percent). Overall, 66 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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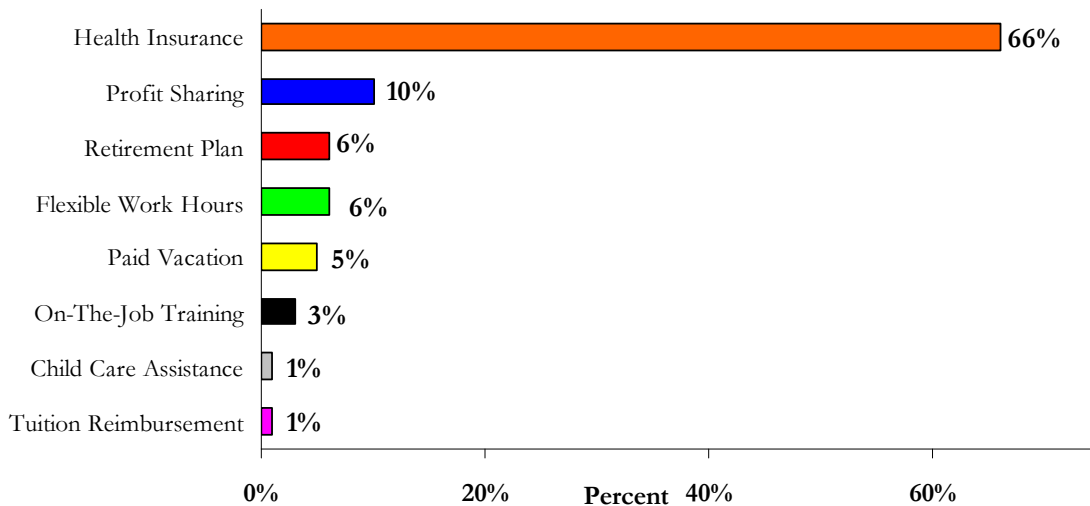
Choosing Alternative Employment. The reasons why PJS's would consider alternative employment vary. As presented in Figure 6, the most common reason to choose alternative employment is an increase in pay (44 percent). However, 16 percent would seek alternative employment for more career advancement opportunities. 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 5. Reasons PJS's would Consider Alternative Employment



Job Benefit Preferences. The most desirable benefit to PJS's is clearly healthcare insurance (66 percent) followed by profit sharing (10 percent) and retirement plan (6 percent) (Figure 7).

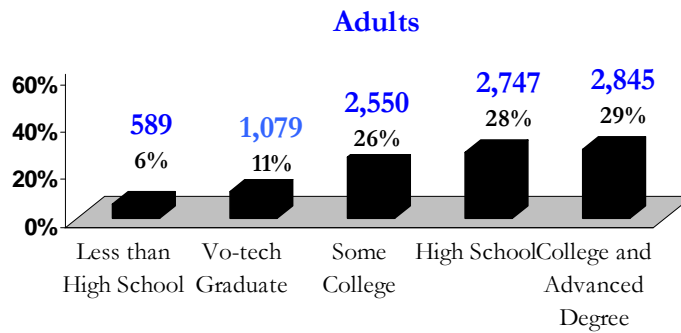
Figure 7. Benefits by Rank of Importance



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Educational Attainment. Approximately 93 percent of PJS's in Walsh County have at least a high school education, and 29 percent have a college degree. Figure 8 presents the educational attainment percentage and the projected number of adults in each area.

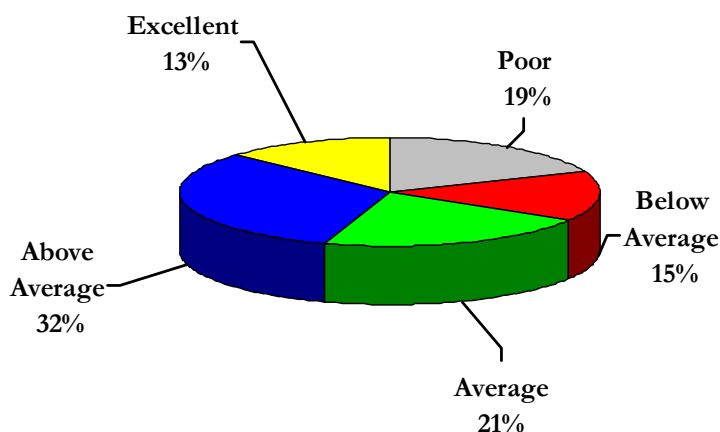
Figure 8. PJS's Educational Attainment and Projected Number of Adults



Management Experience. Among the PJS's, 62 percent of Walsh County respondents indicated that they have some management experience. The median length of time for this experience is 10.8 years.

Computer Experience. A majority of PJS in the Walsh County area have some computer experience. On a scale of one to ten, respondents in the Walsh County area were asked to self-assess their computer skills⁴. Figure 9 presents the self-assessed computer skill percentages. Forty five percent or 4,414 of the PJS's reported they have "excellent" or "above average" skills.

Figure 9. Self Assessed Computer Skills



⁴ 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 Walsh 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 (39 percent) while the industry with the least amount of interest is Life Sciences (14 percent).

Table 7. Industries Most Interested in Receiving Training

Industry	Percent Interested ⁵
Business Services	39%
Healthcare Service Fields	29%
Engineering Fields	19%
Production	18%
Construction Trades	18%
Life Sciences	14%
Not interested in any of the above	12%

The majority of PJS's are interested in training. Overall, the most desirable type of training is On-the-Job according to 59 percent of PJS's. Those individuals who already had higher levels of education tended to be more likely to attend additional training. Thirty two 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 six 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	59%
Eighteen months or less	21%
Two to four years	10%
Nineteen to twenty three months	4%
Did not know / Refused	4%
Over four years	3%

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

⁵ Respondents were allowed to choose up to two of the industries listed.

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

Training Received	Percent
Product Sales	39%
Technical Training	28%
Safety Training	24%
Computer Training	19%
Quality Improvement	14%
Thinking and Organizing	13%
Interpersonal Skills	12%
Basic Skills	4%
Did not know /Refused	1%

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 January through March 15, 2008.

RDD Sample Design. SSRI's in-house GENESYS RDD windows based program is licensed through Marketing Systems Group⁶ (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 areas⁷. 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.

⁶ Marketing Systems Group, GENESYS Sampling Systems, 565 Virginia Drive, Fort Washington, PA, 19034, 1-800-336-7674, www.genesys-sampling.com.

⁷ 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 63.2% if over-quota eligible are assumed to qualify as “good numbers.” Table 1 shows the dispositions and the Upper Bound and CASRO response rates by county for the sample numbers classified.

Table 10. Labor Market Area Sample Dispositions

Walsh LMA	Dates	C	NW	NP	B	R	T	HCNI	CASRO	Total
Walsh County	3-8 to 3-12	265	1,482	63	8	61	25	44	67.1%	1,948
Pembina County	3-8 to 3-12	262	758	83	5	62	27	71	62.1%	1,268
Ramsey County	2-3 to 2-9	265	1,465	86	6	70	33	36	65.6%	1,961
Marshall County, MN	3-1 to 3-6	258	2,349	35	8	64	26	25	69.2%	2,765
GF Select (N)	3-1 to 3-2	49	127	14	1	21	6	8	58.3%	226
Totals		1,099	6,181	281	28	278	117	184	65.5%	8,168

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.