Workforce Trends in Western North Dakota

Cindy Sanford
Job Service North Dakota
United States - 3.7%
North Dakota - 2.9%

Unemployment by County

- Williams: 2.5%
- Dunn: 1.4%
- McKenzie: 2.2%
- Stark: 3.0%
- Mountrail: 2.1%

LAUS Feb 2018
Fastest Growing Counties

2010 to Present

McKenzie- 100.1%
Williams- 48.9%
Mountrail- 33.8%
Median Age

United States 37.9
North Dakota 34.8

<table>
<thead>
<tr>
<th>County</th>
<th>Dunn</th>
<th>Mountrail</th>
<th>Stark</th>
<th>Williams</th>
<th>McKenzie</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>38.3</td>
<td>33.5</td>
<td>33.5</td>
<td>31.6</td>
<td>30.8</td>
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</tbody>
</table>
• US Bureau of Labor Statistics

• International Labor Market
  Examples New Zealand, Ireland
Veterans

• 1 in 3 Veterans 18 to 24 were unemployed
• Skilled
• Take responsibility seriously
• Culture of mission accomplished
• Know value of work
• Flexible
Immigrants

• Dependable
• Hardworking
• Refer friends
• Skilled labor
• Language Barrier
<table>
<thead>
<tr>
<th>State</th>
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<tbody>
<tr>
<td>Minnesota</td>
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<tr>
<td>Montana</td>
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<tr>
<td>South Dakota</td>
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<td>Washington</td>
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<td>Idaho</td>
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<td>Wyoming</td>
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<td>Florida</td>
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<td>Texas</td>
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Where Workforce Finds Jobs

<table>
<thead>
<tr>
<th>Referrals</th>
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<tbody>
<tr>
<td>Online: JobsND, Indeed, Monster</td>
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<tr>
<td>Job Fairs</td>
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<tr>
<td>Radio</td>
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<tr>
<td>Newspaper</td>
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<tr>
<td>Recruiting Firms</td>
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<tr>
<td>Drive by advertising</td>
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<tr>
<td>Media Reports</td>
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</tbody>
</table>
Job Openings

- Need for Higher Skills
  - CDL
  - Healthcare
  - Information Technology
  - Construction
  - Skilled Heavy Equipment
  - Pipeline
  - Retail and Hospitality
Industry Projections 2019

2019 Total Job Projections: 9382

- Healthcare and Social Assistance: 23%
- Transportation and Warehousing: 23%
- Mining Quarry, Oil and Gas: 43%
• Work/Family balance
  • Interest in schools
  • Sports
  • Family activities
  • Two incomes
  • Involved in community
What Are We Seeing?

- Increase in Wages
- Per Diem
- Housing Stipend
- Benefits
- Pay off school loans
- Commuters/Rotating Schedules
Challenges

- Rest of country picking up
- Lack of skilled labor
- Developing solid leaders
- More job openings than workforce
- Driving record
- English as a second language
- Cannot pass drug test
Job Retention

- Career Development Opportunities
- Company Culture
- Promotional Opportunities
- Total Compensation (Salary & Benefits)
- Supervisors
Supervisors Drive Retention

#1 Reason People Stay or Leave

Difference between a **BOSS** and a **LEADER**:  

**BOSS** says:  
Go

**LEADER** says:  
Let’s go
What Attracts People to the Bakken

- Quality of Life
- Opportunity for Significant Other
- Pay Off School Loans
- Family Here
- Referred
- Income
- Free Tuition @ Williston State College
Job Service North Dakota

- Recruitment
- Job Fairs/Hiring Events
- Workforce Training
- On-the-Job Training (OJT)
- Registered Apprenticeships
- Labor Market Information (LMI)
- Bond Program
Questions

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