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# North Dakota 2022 Labor Force and COVID-19 Impact Survey Report

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# Executive Summary

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The COVID-19 pandemic has led to significant disruptions to economic activity in North Dakota. To ascertain the opinions and behaviors of North Dakotans in relation to the workforce and the COVID-19 pandemic, a survey was developed and administered by phone to 556 randomly selected adult North Dakotans. The interviews were conducted from March 10 through 29, 2022.

The following is a summary of the major findings:

## CURRENT LABOR FORCE

- Seven out of ten adults (71%) were currently working and the statewide average commute one-way to work for respondents was 22 minutes.
- The most prevalent occupations in the state were construction and extraction (15%), sales and related (10%), transportation and material moving (9%), and health care support (7%).
- A typical employed respondent worked 44 hours weekly and made \$28.00 per hour. Most employed respondents had only one job (83%) and worked full-time (81%), defined in this study as 35 or more hours per week.
- Only 4% of the labor force considered themselves to be “under-employed”.
- Approximately 13% of the currently employed reported having “side jobs” besides their primary job.
- Nearly nine out of ten respondents (89%) are “confident” or “very confident” concerning the stability of their current employment situation.
- The current labor force and the self-employed are generally satisfied with their job, with 61% “liking their job very much” and another 21% “somewhat liking” their employment situation. Another 12% report they are “neutral” and only 3% reported they “dislike” their job.
- Of those who are currently working, only 16% would be “interested in changing jobs.” A connected question inquired about willingness to relocate. Here, over one-third (36%) of the workforce reported they would be willing to relocate to a different community for employment. When asked about the most important factors that would impact their decision, wage increase was reported by nearly half of respondents (46%).
- *Overall, evidence suggests a relatively stable, content and satisfied workforce, although there are those who are willing to change jobs and even relocate for better wages.*

## EMPLOYMENT BENEFITS

- 12.4% of the labor force reported they received supplemental unemployment benefits to bridge their income during the first 18 months of the pandemic. When asked about the importance of these benefits, over three-fourths of respondents (79%) indicated these benefits were very important.
- The most common fringe benefits provided to the workforce by employers include health insurance (80%), paid vacation (75%), paid holidays (74%), on-the-job-training (73%), retirement plans (72%), sick leave (69%), and flexible work hours (48%).
- When asked about the importance of benefits, six responses stand out above the rest: 85% reported health insurance is “very important”, followed by paid vacations (82%), retirement plans (81%), paid holidays (79%), sick leave (76%), and on-the-job-training (69%).

## SELF-EMPLOYMENT

- Of the employed respondents, 17% reported being self-employed.

- The largest self-employed occupational groups were farmers (27%) and construction and extraction (21%) workers. The average self-employed respondent has been in business for 20 years, has five full-time and one part-time employees.
- When asked about pandemic-related business impacts, 22% of self-employed respondents indicated minimal impacts, 17% experienced a decrease in demand for products and/or services, 12% encountered increased employee staffing challenges, and 12% indicated a disruption concerning supply chains

## UNEMPLOYED

- 29% of respondents reported they were currently unemployed.
- A majority of the unemployed are retired (57%), followed by students (16%), disabled (12%) and homemakers (10%).
- Of the unemployed, only 26% voluntarily left a job during the pandemic, with nearly half of respondents citing retirement or pursuit of further education as the reason for resignation. Thus, there is scant evidence that a pandemic-caused “great resignation” occurred in North Dakota.
- Although the unemployment rate remains near record lows, there is a pool of potential workers in North Dakota. These individuals are called *Potential Job Seekers* (PJSs) and are comprised of individuals who are looking for work, those currently working but would be interested in changing jobs or occupations, those planning to look for work in the next six months, and individuals who are currently discouraged from looking for work.
  - However, less encouraging for employers is that of the unemployed, 89% are not seeking employment, 90% have no plan to seek employment in the next 6 months, and 98% are not interested in working (70% of those are retired).

## PANDEMIC EMPLOYMENT IMPACTS

- Nearly one fourth of the workforce (23%) indicated their employment status was impacted by the pandemic.
- When workers were asked how their employment changed during the pandemic, one-third had changed jobs, 20% were laid off, and 16% had their work hours reduced.

## RETIREMENT PLANS

- Approximately 15.3% of the labor force plan to retire in the next five years.
- Occupations most impacted by retiring workers include Farming (16%), Construction and Extraction (13%), and Sales and Related (11%).

# Table of Contents

	<b>Page</b>
Purpose and Methodology Overview	1
Report Format	1
I. Major Findings	
North Dakota Labor Force	2
The Population	3
The Current Workforce	4
Workforce Demographics	5
Self-employment	5
COVID-19 Impacts	5
Current Workforce Occupational Summary	6
Underemployment	7
Supplemental Unemployment Benefits	7
Workforce Employment Confidence	8
Current Workforce Occupational Commuting Summary	9
Job Satisfaction	10
Willingness to Relocate	11
Employee Benefits in North Dakota	14
Employee Benefits Importance	14
Pandemic Employment Impact	15
Side Jobs in North Dakota	17
Potential Job Seekers	18
Return to Further their Education	18
Willing to Change Employment	19
Commuting Patterns	20
Job Search Resources	21
Workforce Retirement	22
II. Demographic Cross Tables	24
III. Survey Methodology	70
Weighting Methodology Report	71
Appendix A: Glossary of Term	75
Appendix B: Survey Instrument	78

# List of Figures

---

<b>Figure</b>	<b>Page</b>
1. ND Educational Comparison	3
2. Current Workforce in North Dakota	5
3. Importance of Supplemental Unemployment Benefits during the Pandemic	7
4. Workforce Employment Confidence	8
5. Workforce Job Satisfaction	10
6. Workforce Willing to Relocate for Employment	11
7. Fringe Benefits Offered to the Workforce	14
8. Employment Status Changed Since Pandemic Started	15
9. Percentage of the Workforce Having Side Jobs	17
10. Potential Job Seekers Job Search Resources	21
15. Workforce Retiring in the Next Five Years	22

# List of Tables

<b>Table</b>	<b>Page</b>
1. Statewide Labor Force Estimates	2
2. North Dakota Workforce Occupational Groups	4
3. Workforce Demographic Profile	5
4. Workforce Occupational Summary	6
5. Workforce Employment Confidence by Industry	8
6. Workforce Occupational Commuting Summary	9
7. Job Satisfaction by Occupation	10
8. Most Important Factor in Relocation Decision	11
9. Workers Most Important Relocation Factors by Industry	12
10. Willingness to Relocate by Industry	13
11. Pandemic Impacted Employment by Occupation	15
12. Employment Changes Due to the Pandemic	16
13. Industries Impacted by the Most Common Pandemic Employment Changes	16
14. Side Jobs by Occupation	17
15. North Dakota Potential Job Seekers Characteristics	18
16. Potential Job Seekers Interested in Changing Jobs Occupational Summary	19
17. Potential Job Seekers Interested in Changing Jobs Commuting Occupational Summary	20
18. Retirement by Industry	22
19. Retirement in the Next Five Years by Industry	23
20. Currently Working for Wages or a Salary, or Self-employed as Primary Job	24
21. Last time Worked for Wages or a Salary	25
22. Respondents Current Status	26
23. Self-employed COVID-19 Impact: Minimal Impacts	27
24. Self-employed COVID-19 Impact: Decrease in Demand for Product and Services	28
25. Self-employed COVID-19 Impact: Increase in Employee Challenges	29
26. Self-employed COVID-19 Impact: Supply Chain Disruptions	30
27. Self-employed: Has Employees	31
28. Self-employed Job Satisfaction	32
29. Currently Seeking Employment	33
30. Plan to Seek Employment Next Six Months	34
31. Workforce Employment Status Changed Since Pandemic	35
32. Workforce Employment Status Change Since Pandemic: Changed Jobs, Laid Off, and Work Hours Reduced	36
33. Side Jobs in North Dakota	37
34. Potential Job Seekers: Top Five Job Search Resources	38
35. Workforce including the Self-employed Interested in changing Jobs	39
36. Workforce Receiving Supplemental Unemployment Benefits	40
37. Importance of Supplemental Unemployment Benefits	41
38. Labor Force Employment Confidence	42
39. Consider Themselves Underemployed	43

40.	Would Define their Employer as a Family Business	44
41.	Besides their Primary Job, Respondent has Side Jobs	45
42.	Years with their Current Primary Employer	46
43.	Average Minutes One-way Job Commute	47
44.	Farthest Average Minutes Willing to Commute One-way to their Job	48
45.	Workforce Top Offered Fringe Benefit: Health Insurance	49
46.	Workforce Second Ranked Offered Fringe Benefit: Paid Vacation	50
47.	Workforce Third Ranked Offered Fringe Benefit: Paid Holidays	51
48.	Workforce Fourth Ranked Offered Fringe Benefit: On-the-Job-Training	52
49.	Workforce Fifth Ranked Offered Fringe Benefit: Retirement Plan	53
50.	Workforce Sixth Ranked Offered Fringe Benefit: Sick Leave	54
51.	Workforce Seventh Ranked Offered Fringe Benefit: Flexible Work Hours	55
52.	Workforce Job Satisfaction	56
53.	Workforce Hourly Wage	57
54.	Workforce Most Important Fringe Benefit: Health Insurance	58
55.	Workforce Second Ranked Most Important Fringe Benefit: Paid Vacation	59
56.	Workforce Third Ranked Most Important Fringe Benefit: Paid Holidays	60
57.	Workforce Fourth Ranked Most Important Fringe Benefit: Sick leave	61
58.	Workforce Fifth Ranked Most Important Fringe Benefit: On-the-Job- Training	62
59.	Workforce Sixth Ranked Most Important Fringe Benefit: Flexible Work Hours	63
60.	Workforce Seventh Ranked Most Important Fringe Benefit: Profit Sharing	64
61.	Workforce Eighth Ranked Most Important Fringe Benefit: Childcare Assistance	65
62.	Workforce Ninth Ranked Most Important Fringe Benefit: Tuition Reimbursement	67
63.	Workforce Willing to Relocate to a Different Community for Employment	68
64.	Top Five Factors in Relocation Decision	69
65.	Workforce Retirement	70
66.	Statewide Labor Force Estimates	71

# North Dakota Workforce Assessment: Labor Force and COVID-19 Impact

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## Purpose and Methodology Overview<sup>1</sup>

To ascertain the opinions and behaviors of North Dakotans related to the workforce and the impact of the COVID-19 pandemic, a survey was developed and administered by phone to 556 randomly selected adult North Dakotans. The interviews were conducted from March 10 through 29, 2022. A cell only sample was utilized to provide a probability-based sample representative of all such individuals. The sample yields an error margin<sup>2</sup> of +/- 4.4%.

## Report Format

The report is divided into three sections.

- Section I includes a summary of the major survey findings.
- Section II presents tables which provide the percentage of all respondents who gave various responses to each question, as well as the proportion of demographic sample segments (i.e. gender, age, educational attainment, residence location, years living in North Dakota, and household type) that provided a particular response.
- Section III presents the survey methodology and the weighting methodology report.

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<sup>1</sup> Weighting methodology report located on page 71.

<sup>2</sup> This means that one can be 95 percent confident that the mean response for any question in the statewide sample of adults will not vary more than 4.4% in either direction from the actual mean for the response if all adults age 18 or older in the target area were surveyed.



# Section I. Major Findings

## NORTH DAKOTA LABOR FORCE

The unemployment rate is a labor statistic that is often used to determine the available labor force (ALF) in an area. It is a statistic that is produced in the same manner across the nation, so it is often used in apples to apples comparisons between two labor sheds. According to the Bureau of Labor Statistics North Dakota’s March 2022 Unemployment Rate is 2.90%, compared to 2.90% last month and 4.30% last year. This is lower than the long-term average of 3.85%. However, the unemployment rate does not provide a complete picture of the available labor supply.

The labor force (those employed, which includes the self-employed as well as those actively seeking work) was estimated to be 71 percent of the adult population, or approximately 413,731 individuals. However, the potential labor force (which is comprised of the labor force as well as individuals who are planning to look for work within the next six months and individuals who are currently discouraged from looking for work) was estimated to be 449,344 individuals, or approximately 77 percent of the adult population. Approximately 3.2 percent of the population 18 years and older, roughly 18,636 individuals, were not working but were actively seeking work. Another 2.5 percent (14,664 individuals) plan to look for a job in the next six months, while less than 1 percent are currently discouraged from looking for work.

There is a pool of potential workers in North Dakota, even if the unemployment rate remains near record lows. These individuals are called Potential Job Seekers (PJSs). There is an estimated 99,506 PJSs in North Dakota. These are individuals who are looking for work, those currently working but would be interested in changing jobs or occupations, those planning to look for work in the next six months, and individuals who are currently discouraged from looking for work. Table 1 presents the estimated employment status of the North Dakota population age 18 or older<sup>4</sup>, the labor force, the potential labor force, and potential job seekers (PJSs) statewide.

**Table 1. Statewide LABOR FORCE Estimates<sup>3</sup>**

Description	Number	Percent
Population 18 or older <sup>4</sup>	582,365	100.0%
Employed	413,731	71.0%
Not Working	168,634	29.0%
Labor Force	432,585	74.2%
Employed	413,731	71.0%
Actively Seeking Work	18,854	3.2%
Potential Labor Force	449,344	77.0%
Employed	413,731	71.0%
Actively Seeking Work	18,854	3.2%
Planning to Look for a Job Next Six Months	14,664	2.5%
Discouraged from Looking	2,095	.4%
Potential Job Seekers (PJSs)	99,506	17.0%
Actively Seeking Work	18,854	3.2%
Planning to Look for a Job Next Six Months	14,664	2.5%
Interested in Changing Jobs	63,893	11.0%
Discouraged from Looking	2,095	.4%

<sup>3</sup> Due to rounding, estimates will not be exact.

<sup>4</sup> 2020 Current Population Survey, U.S. Census Bureau.

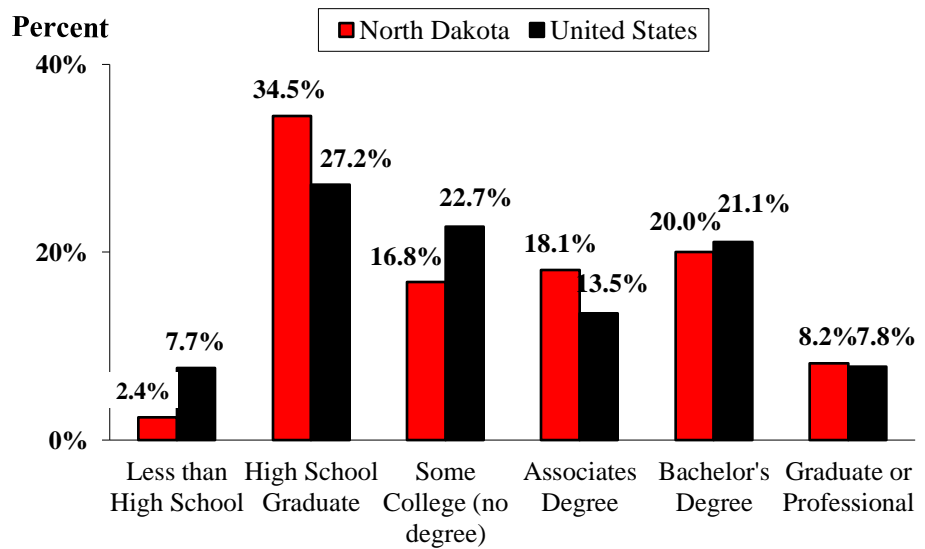
# NORTH DAKOTA LABOR FORCE

## THE POPULATION

More men completed the survey than women (51% to 49% respectively). Forty-six years was the median age of respondents. Seven out of ten adults (71%) were currently working and the statewide average commute one-way to work for respondents was 22 minutes. The most prevalent occupations in the state were construction and extraction (15%), sales and related (10%), transportation and material moving (9%), and health care support (7%). In general, respondents were well-educated, with 98 percent having received a high school diploma and 38 percent a college or advanced degree. Educational attainment in North Dakota<sup>5</sup> compared to the United States according to the 2020 Current Population Survey by the U.S. Census Bureau is presented in Figure 1.

Because only people age 18 or older were asked to participate in the survey, the median age of respondents (46 years) was higher than that of the Census Bureau estimates for the state (35.5 years). In comparison, the median age of the nation was 38.5 years in 2020. Among survey respondents, 34 percent were between the ages of 18 and 34.

**Figure 1. ND Educational Attainment Comparison**



<sup>5</sup> North Dakota results are for adults age 25 years of age or older, November 2020 Current Population Survey, U.S. Census Bureau.

## NORTH DAKOTA LABOR FORCE

### THE CURRENT WORKFORCE

Table 2 displays the current North Dakota occupational groups, estimated number of workers and percentage of respondents currently working in each respective group (including the self-employed).

**Table 2. North Dakota Workforce Occupational Groups**

Occupational Group	Workers	Percentage
<b>Managerial, Professional and Related Occupations</b>	125,027	31%
Managerial	16,025	4%
Business and Financial Operations	25,394	6%
Computer and Mathematical Science	**	**
Architecture and Engineering	6,802	2%
Life, Physical and Social Services	**	**
Community and Social Services	7,016	2%
Legal Occupation	2,124	1%
Education, Training and Library	18,230	4%
Arts, Design, Entertainment, Sports and Media	5,102	1%
Healthcare Practitioner and Technicians	15,805	4%
Healthcare Support	28,528	7%
<b>Service Occupations</b>	70,373	17%
Protective Services	11,005	3%
Food Preparation and Serving	31,954	8%
Building and Grounds, Cleaning, Maintenance	10,221	2%
Personal Care	17,193	4%
<b>Sales and Office Occupations</b>	51,064	13%
Sales	39,635	10%
Office and Administrative Support	11,428	3%
<b>Farming and Related Occupations</b>	28,134	7%
Farming and Related Occupations	28,134	7%
<b>Construction, Extraction, Installation and Repair</b>	74,393	18%
Construction and Extraction	60,385	15%
Installation and Repair	14,008	3%
<b>Production, Transportation and Material Moving</b>	52,498	12%
Production	14,304	3%
Transportation and Material Moving	38,194	9%
<b>Military</b>	5,533	1%
Military	5,533	1%

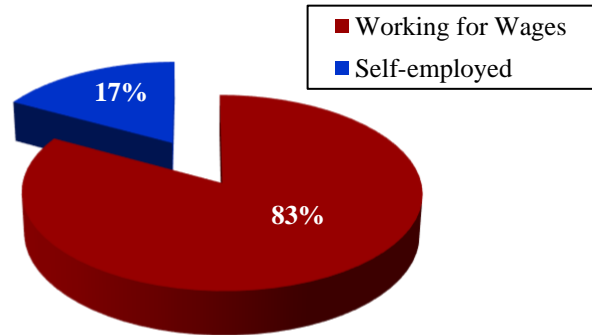
\*\* None found or small count suppressed.

# NORTH DAKOTA LABOR FORCE

## THE CURRENT WORKFORCE

**Workforce Demographics.** A typical employed respondent worked 44 hours weekly and made \$28.00 per hour. Most respondents (83%) had only one job and worked full-time (81%), defined in this study as 35 or more hours per week (Figure 2 and Table 3).

**Figure 2. Current Workforce in North Dakota**



### SELF-EMPLOYMENT

The largest self-employed occupational groups were farmers (27%) and construction and extraction (21%) workers. The average self-employed respondent has been in business for 20 years, has five full-time and one part-time employees.

**COVID-19 Impacts.** When asked about pandemic-related business impacts, 22% of self-employed respondents indicated minimal impacts, 17% experienced a decrease in demand for products and/or services, 12% encountered increased employee staffing challenges, and 12% indicated a disruption concerning supply chains.

**Job Satisfaction.** Regarding job satisfaction, the majority of the self-employed either “somewhat like” (23%) or like their job “very much” (57%).

**Table 3. Workforce Demographic Profile**

Demographic	Working for Wages	Self-employed
<b>Overall</b>	<b>83%</b>	<b>17%</b>
Hourly Wages*	\$26.00	\$40.56
Work Week Average Hours	43.4	48.9
<b>Employed</b>		
Part-time	19%	18%
Full-time	81%	82%
Years with Current Employer	7.7	18.6
<b>Age</b>		
18 to 34	42%	17%
35 to 54	36%	44%
55 or Older	22%	39%
<b>Considered a Family Business*</b>		
Yes	12%	79%
<b>Has other Side Jobs</b>		
Yes	14%	12%
<b>Average Minutes Commuting One-way to Work*</b>	20.8	30.5

\* Statistically significant

## NORTH DAKOTA LABOR FORCE

### THE CURRENT WORKFORCE

**Occupational Summary.** The largest workforce segments were in construction and extraction (15%), sales and related (10%), transportation and material moving (9%), followed by food preparation and serving related occupations (8%). Table 4 presents the number of estimated workers, workforce percentage, average age, years with current employer, average weekly work hours and average hourly salary<sup>6</sup> by occupation.

**Table 4. Workforce Occupational Summary**

Occupational Group	Estimated Workers	Percentage	Years with Current Employer	Weekly Work Hours	Average Hourly Wage <sup>6</sup>
Construction and Extraction	61,043	15%	9	51	\$36.30
Sales and Related	40,068	10%	8	45	\$21.70
Transportation and Material Moving	38,611	9%	7	46	\$29.00
Food Preparation and Serving Related	32,302	8%	6	33	\$15.00
Healthcare Support	28,839	7%	5	42	\$31.60
Farming, Fishing, and Forestry	28,441	7%	24	50	\$31.50
Business and Financial Operations	25,671	6%	9	42	\$27.70
Education, Training, and Library	18,429	4%	11	41	\$28.80
Personal Care	17,380	4%	9	38	\$23.00
Management	16,200	4%	14	49	\$41.50
Healthcare Practitioner and Technical	15,977	4%	9	41	\$25.70
Production	14,460	3%	16	45	\$27.40
Installation, Maintenance, and Repair	14,161	3%	9	44	\$28.30
Office and Administrative Support	11,553	3%	8	37	\$22.00
Protective Services	11,125	3%	10	52	\$32.50
Building, Grounds, Cleaning, Maintenance	10,332	2%	7	43	\$23.00
Community and Social Services	7,093	2%	5	43	\$21.00
Architecture and Engineering	6,877	2%	19	42	\$37.50
Military	5,593	1%	8	46	\$18.70
Arts, Design, Entertainment, Sports, and Media	5,158	1%	11	43	**
Legal Occupations	2,147	1%	8	**	**
Computer and Mathematical Science	**	**	**	**	**
Life, Physical, and Social Science	**	**	**	**	**

\*\* None found or small count suppressed.

<sup>6</sup> Self-reported hourly wages: small sample sizes will distort the median wages within occupational groups.

## NORTH DAKOTA LABOR FORCE

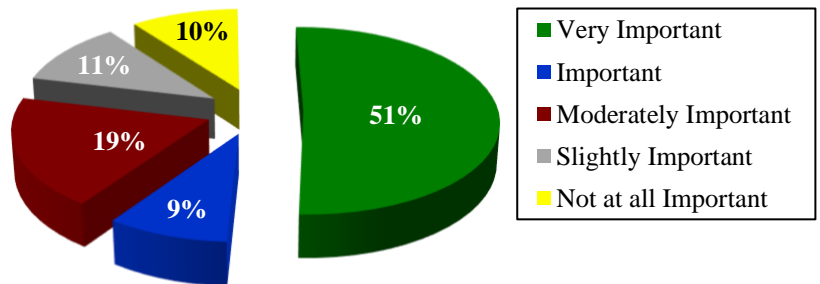
### THE CURRENT WORKFORCE

**Underemployment.** Approximately four percent of the labor force, or an estimated 16,759 workers in North Dakota considered themselves to be “under-employed.” Sample quotes from respondents included: “I am highly skilled but employed as a laborer”, “I have three college degrees and currently have three part-time jobs”, “I am capable of much more based upon my skills”, and “I should be advancing with work promotions based upon my skills”.

*Underemployment* is the underuse of a worker because a job does not use the worker's skills, is part-time, or leaves the worker idle. Examples include holding a part-time job despite desiring full-time work, and overqualification, in which the employee has education, experience, or skills beyond the requirements of the job.

**Supplemental Unemployment Benefits.** Twelve percent (12.4%) of the labor force, or an estimated 51,324 workers in North Dakota reported they received supplemental unemployment benefits to bridge their income during the first 18 months of the pandemic. When asked the importance of these benefits, over three-fourths of respondents (79%) indicated these benefits were very important (51%), important (9%) or moderately important (19%) (Figure 3).

**Figure 3. Importance of Supplemental Unemployment Benefits during the Pandemic**



#### *COVID-19 Supplemental Unemployment Benefits:*

In March 2020, the president signed the Coronavirus Aid, Relief and Economic Security (CARES) Act, which provided Americans with new and expanded unemployment insurance (UI) benefits if they were out of work for reasons related to the pandemic.

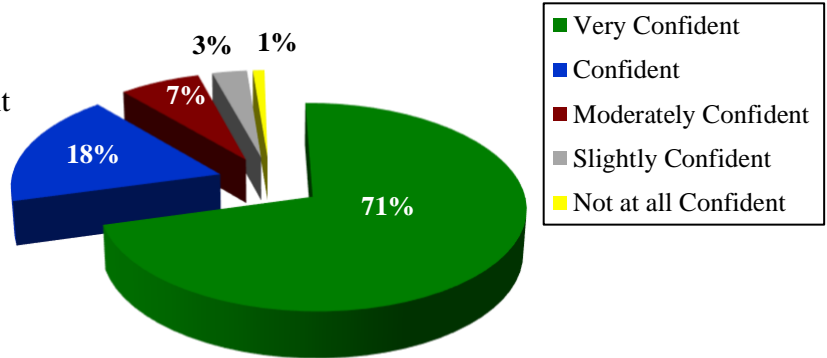
## NORTH DAKOTA LABOR FORCE

### THE CURRENT WORKFORCE

**Workforce Employment Confidence.**

Nearly nine out of ten respondents (89%) are “confident” or “very confident” concerning the stability of their employment situation (Figure 4). Table 5 presents the confidence response categories by industry group.

**Figure 4. Workforce Employment Confidence**



**Table 5. Workforce Employment Confidence by Industry**

Industry Group	Level of Confidence that Employment Situation is Stable	
	Not at all – Slightly – Moderately	Confident or Very Confident
Agriculture, Forestry, Fishing and Hunting (n=34)	12%	88%
Mining, Quarrying, and Oil and Gas Extraction (n=32)	6%	94%
Construction (n=44)	16%	84%
Manufacturing (n=8)	---	100%
Retail Trade (n=38)	8%	92%
Transportation and Warehousing (n=32)	12%	88%
Information (n=5)	---	100%
Finance and Insurance (n=22)	5%	95%
Real Estate and Rental and Leasing (n=9)	12%	78%
Professional, Scientific, and Technical Services (n=7)	---	100%
Management of Companies and Enterprises (n=7)	---	100%
Educational Services (n=23)	13%	87%
Health Care and Social Assistance (n=59)	17%	83%
Accommodation and Food Services (n=38)	21%	79%
Public Administration (n=12)	---	100%
Other Services (except Public Administration) (n=17)	---	100%

## NORTH DAKOTA LABOR FORCE

### THE CURRENT WORKFORCE

**Occupational Summary.** Table 6 presents the current workforce by the estimated number of workers, mean age, average minutes currently commuting one-way to their place of employment, and the farthest in minutes workers would be willing to commute one-way for employment by occupational groups.

**Table 6. Workforce Occupational Commuting Summary**

Occupational Group	Estimated Workers	Mean Age	Average Minutes Current Commute	Farthest in Minutes willing to Commute	Percent willing to Relocate
Management	16,200	49	18	45	33%
Business and Financial Operations	25,671	42	10	39	52%
Architecture and Engineering	6,877	45	14	21	33%
Community and Social Services	7,093	39	13	47	43%
Legal Occupations	2,147	33	5	45	0%
Education, Training, and Library	18,429	43	17	27	33%
Arts, Design, Entertainment, Sports, and Media	5,158	50	26	29	40%
Healthcare Practitioner and Technical	15,977	45	16	32	47%
Healthcare Support	28,839	39	32	53	37%
Protective Service	11,125	46	9	22	30%
Food Preparation and Serving Related	32,302	38	11	21	35%
Building and Grounds Cleaning and Maintenance	10,332	46	12	21	0%
Personal Care and Service	17,380	44	21	34	33%
Sales and Related	40,068	42	12	30	39%
Office and Administrative Support	11,553	43	11	21	0%
Farming, Fishing, and Forestry	28,441	47	12	34	15%
Construction and Extraction	61,043	41	49	81	30%
Installation, Maintenance, and Repair	14,161	37	13	35	50%
Production	14,460	46	19	37	18%
Transportation and Material Moving	38,611	43	39	31	37%
Military	5,593	27	8	22	17%



## NORTH DAKOTA LABOR FORCE

### THE CURRENT WORKFORCE

**Job Satisfaction.** Regarding job satisfaction, overall, the current labor force and the self-employed are exceedingly satisfied with their job, with 61% “liking their job very much” and another 21% “somewhat liking” their employment situation (Figure 5). Table 7 presents job satisfaction by occupational group.



**Table 7. Job Satisfaction by Occupation**

Occupational Group	Primary Job Satisfaction		
	Dislike Very Much or Somewhat Dislike	Neutral	Like Very Much or Somewhat Like
Management (n=17)	6%	12%	82%
Business and Financial Operations (n=24)	0%	4%	96%
Computer and Mathematical Science (n=2)	0%	0%	100%
Architecture and Engineering (n=7)	0%	14%	86%
Community and Social Services (n=7)	0%	14%	86%
Legal Occupations (n=2)	0%	0%	100%
Education, Training, and Library (n=17)	12%	6%	82%
Arts, Design, Entertainment, Sports, and Media (n=5)	0%	0%	100%
Healthcare Practitioner and Technical (n=15)	0%	7%	93%
Healthcare Support (n=27)	12%	7%	81%
Protective Service (n=10)	0%	10%	90%
Food Preparation and Serving Related (n=29)	14%	7%	79%
Building and Grounds Cleaning and Maintenance (n=9)	11%	11%	78%
Personal Care and Service (n=16)	0%	37%	63%
Sales and Related (n=35)	3%	11%	86%
Office and Administrative Support (n=10)	0%	10%	90%
Farming, Fishing, and Forestry (n=26)	0%	8%	92%
Construction and Extraction (n=56)	2%	12%	86%
Installation, Maintenance, and Repair (n=14)	0%	21%	79%
Production (n=13)	0%	15%	85%
Transportation and Material Moving (n=34)	0%	24%	76%
Military (n=5)	0%	0%	100%

## NORTH DAKOTA LABOR FORCE

### THE CURRENT WORKFORCE

#### Willingness to Relocate.

Over two-thirds (36%) of the workforce, or an estimated 147,686 workers in North Dakota reported they would be willing to relocate to a different community for employment (Figure 6). When asked about the most important factors that would impact their decision, wage increase was reported by nearly half of respondents (46%) (Table 8).

Figure 6. Workforce Willing to Relocate for Employment

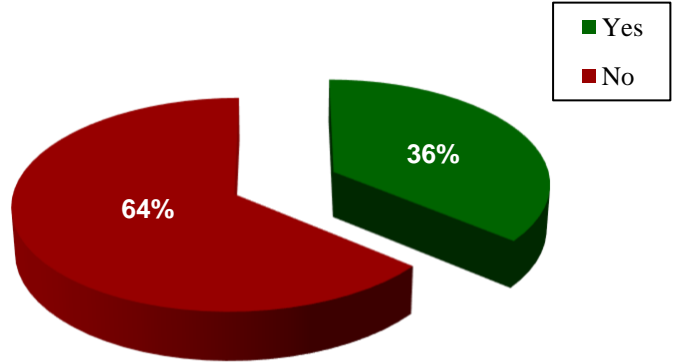


Table 8. Most Important Factor in Relocation Decision<sup>7</sup>

Factor	Estimated Workers	Percent
Wage Increase	68,231	46.2%
Community Characteristics (location, popu. size, safety, etc.)	24,811	16.8%
Climate	13,587	9.2%
Career Advancement Potential (personal interests)	13,144	8.9%
Family Preference (closer to relatives, spouse choice, etc.)	12,701	8.7%
Fringe Benefits Offered	6,646	4.1%
Recreational Activities	4,283	2.9%
Market Demand	2,363	1.6%
Cost of Living	2,363	1.6%
<b>Total</b>		<b>100.0%</b>

<sup>7</sup> Due to rounding, estimates will not be exact.

## NORTH DAKOTA LABOR FORCE

### THE CURRENT WORKFORCE

Table 9 presents the estimated workers in industry groups by the most important factors that would impact decision making when considering relocating to a different community for a new job.

**Table 9. Workers Most Important Relocation Factors by Industry**

Industry Group	Most Important Factor in Relocation Decision <sup>8</sup>			Industry Total
	Wage Increase	Community	Climate	
Agriculture, Forestry, Fishing and Hunting	2,313	-----	-----	<b>2,313</b>
Mining, Quarrying, and Oil and Gas Extraction	9,252	5,838	906	<b>15,996</b>
Construction	4,626	2,919	1,812	<b>9,357</b>
Manufacturing	1,156	1,459	-----	<b>2,615</b>
Retail Trade	5,782	2,919	-----	<b>8,701</b>
Transportation and Warehousing	8,095	1,459	-----	<b>9,554</b>
Information	1,156	1,459	906	<b>3,521</b>
Finance and Insurance	8,095	1,459	1,812	<b>11,366</b>
Real Estate and Rental and Leasing		-----	906	<b>906</b>
Professional, Scientific, and Technical Services	1,156	-----	2,717	<b>3,873</b>
Management of Companies and Enterprises	1,156	-----	1,812	<b>2,968</b>
Educational Services	2,313	1,459	-----	<b>3,772</b>
Health Care and Social Assistance	12,721	2,919	906	<b>16,546</b>
Accommodation and Food Services	8,095	1,459	906	<b>10,460</b>
Other Services (except Public Administration)	1,156	1,459	-----	<b>2,615</b>
Public Administration	1,156	-----	906	<b>2,062</b>
<b>Totals</b>	<b>68,231</b>	<b>24,811</b>	<b>13,587</b>	<b>106,625</b>

<sup>8</sup> Due to rounding, estimates will not be exact.

## NORTH DAKOTA LABOR FORCE

### THE CURRENT WORKFORCE

Table 10 presents the percentage of the current workforce, the estimated number of workers and mean age of those workers willing to relocate to a different community for employment by industry (base estimate is 30.6% or 126,794 workers).

**Table 10. Willingness to Relocate by Industry**

Industry Group	Percent of Current Workforce	Estimated Workers	Mean Age
Health Care and Social Assistance (n=20)	16.2%	20,493	37
Accommodation and Food Services (n=15)	12.1%	15,352	33
Retail Trade (n=13)	11.0%	13,925	32
Mining, Quarrying, and Oil and Gas Extraction (n=13)	10.7%	13,624	36
Transportation and Warehousing (n=11)	9.2%	11,711	34
Construction (n=11)	9.1%	11,568	38
Finance and Insurance (n=11)	9.1%	11,481	39
Educational Services (n=5)	4.5%	5,688	47
Public Administration (n=4)	3.6%	4,593	40
Agriculture, Forestry, Fishing and Hunting (n=4)	3.4%	4,319	52
Professional, Scientific, and Technical Services (n=4)	3.0%	3,750	44
Management of Companies and Enterprises (n=4)	2.9%	3,643	42
Information (n=2)	1.9%	2,368	36
Manufacturing (n=1)	1.1%	1,456	49
Real Estate and Rental and Leasing (n=1)	.5%	644	35
<b>Totals</b>	<b>100.0%</b>	<b>126,794</b>	

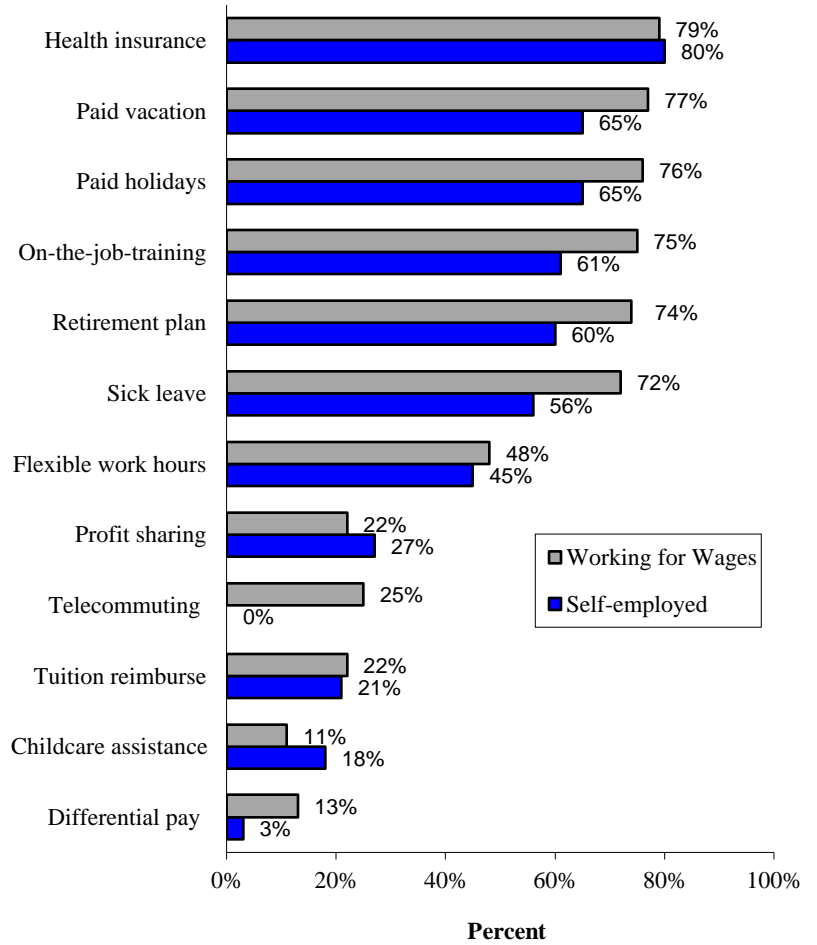
# NORTH DAKOTA LABOR FORCE

## THE CURRENT WORKFORCE

**Employee Benefits in North Dakota.** The most common fringe benefits provided to the workforce by employers include health insurance (80%), paid vacation (75%), paid holidays (74%), on-the-job-training (73%), retirement plans (72%), sick leave (69%), and flexible work hours (48%). Figure 7 presents the fringe benefits offered to respondents working for wages and those self-employed.

**Employee Benefits Importance.** When asked about the importance of benefits, six responses stand out above the rest. The main one being benefit health insurance (85% believe is it “very important”, followed by paid vacations (82%), retirement plans (81%), paid holidays (79%), sick leave (76%), and on-the-job- training (69%).

**Figure 7. Fringe Benefits Offered to the Workforce**



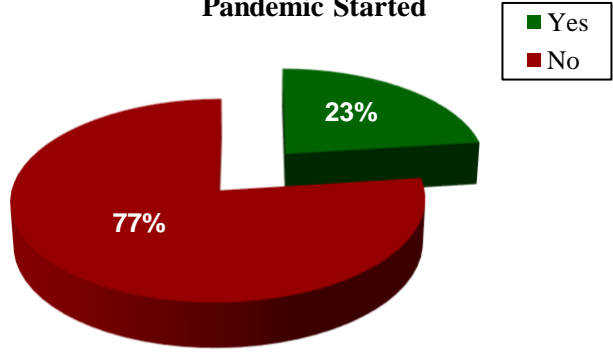
## NORTH DAKOTA LABOR FORCE

### THE CURRENT WORKFORCE

**Pandemic Employment Impact.**

Nearly one fourth of the workforce (23%) indicated their employment status was impacted by the pandemic (estimated 95,315 workers) (Figure 8). Table 11 presents the occupational groups by percentage and the number of workers impacted by the pandemic.

**Figure 8. Employment Status Changed since Pandemic Started**



**Table 11. Pandemic Impacted Employment by Occupation**

Occupational Group	Percent of Workforce Impacted	Estimated Workers
Construction and Extraction (n=22)	5.6%	23,043
Personal Care and Service (n=9)	2.3%	9,427
Sales and Related (n=9)	2.3%	9,427
Healthcare Support (n=8)	2.0%	8,379
Business and Financial Operations (n=5)	1.3%	5,237
Transportation and Material Moving (n=5)	1.3%	5,237
Management (n=4)	1.0%	4,190
Education, Training, and Library (n=4)	1.0%	4,190
Food Preparation and Serving Related (n=4)	1.0%	4,190
Arts, Design, Entertainment, Sports, and Media (n=3)	.8%	3,142
Office and Administrative Support (n=3)	.8%	3,142
Installation, Maintenance, and Repair (n=3)	.8%	3,142
Production (n=3)	.8%	3,142
Community and Social Services (n=2)	.5%	2,095
Building and Grounds Cleaning and Maintenance (n=2)	.5%	2,095
Computer and Mathematical Science (n=2)	.3%	1,047
Legal Occupations (n=1)	.3%	1,047
Healthcare Practitioner and Technical (n=1)	.3%	1,047
Protective Service (n=1)	1.0%	1,047
Farming, Fishing, and Forestry (n=1)	.3%	1,047
<b>Totals</b>	<b>23.0%</b>	<b>95,313</b>

## NORTH DAKOTA LABOR FORCE

### THE CURRENT WORKFORCE

**Pandemic Employment Impact.**

When workers were asked how their employment changed during the pandemic, one-third or an estimated 30,881 individuals had changed jobs (Table 12).

Table 13 presents the industries hit hardest by the COVID-19 pandemic.

**Table 12. Employment Changes Due to the Pandemic<sup>9</sup>**

Employment Changes	Estimated Workers	Percent
Changed Jobs	30,881	32.4%
Laid Off	18,872	19.8%
Work Hours Reduced	15,631	16.4%
Working from Home	6,577	6.9%
Salary Reduction	5,719	6.0%
Salary Increase	3,431	3.6%
Supply Chain Challenges	3,145	3.3%
COVID Protocols	3,050	3.2%
Started a New Business	2,764	2.9%
Work Hours Increased	2,573	2.7%
Reentered the Workforce from Retirement	1,811	1.8%
Retired	858	.9%
<b>Total</b>	<b>95,313</b>	<b>100.0%</b>

**Table 13. Industries Impacted by the Most Common Pandemic Employment Changes**

Industry Group	Employment Changes Due to the Pandemic <sup>9</sup>			
	Estimated Impacted Workers			
	Changed Jobs	Laid Off	Work Hours Reduced	Industry Total
Construction	8,235	3,973	2,931	<b>15,139</b>
Retail Trade	4,117	2,980	2,931	<b>10,028</b>
Educational Services	3,088	993	4,885	<b>8,966</b>
Health Care and Social Assistance	5,147	2,980	-----	<b>8,127</b>
Accommodation and Food Services	4,117	2,980	977	<b>8,074</b>
Mining, Quarrying, and Oil and Gas Extraction	-----	3,973	2,931	<b>6,904</b>
Transportation and Warehousing	1,029	933	977	<b>2,939</b>
Finance and Insurance	2,059	-----	-----	<b>2,059</b>
Manufacturing	1,029	-----	-----	<b>1,029</b>
Professional, Scientific, and Technical Services	1,029	-----	-----	<b>1,029</b>
Other Services (except Public Administration)	1,029	-----	-----	<b>1,029</b>
<b>Totals</b>	<b>30,881</b>	<b>18,872</b>	<b>15,631</b>	<b>65,384</b>

<sup>9</sup> Due to rounding, estimates will not be exact.

## NORTH DAKOTA LABOR FORCE

### THE CURRENT WORKFORCE

**Side Jobs in North Dakota.** Approximately thirteen percent of the labor force, or an estimated 55,513 workers in North Dakota have side jobs besides their primary job (Figure 9).

**Figure 9. Percentage of the Workforce Having Side Jobs**

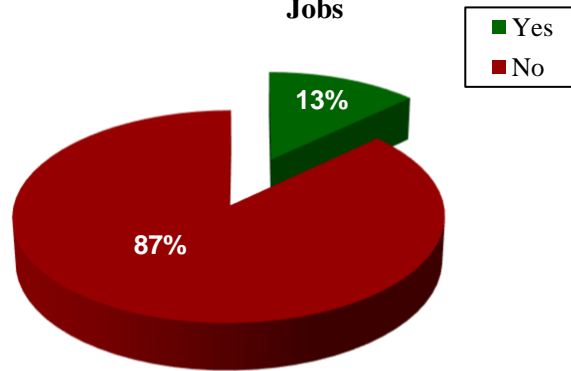


Table 14 presents the percentage and the estimated number workers of with side jobs by occupational groups in North Dakota.

**Table 14. Side Jobs by Occupation**

Occupational Group	Percent of Side Jobs	Estimated Workers <sup>10</sup>
Farming, Fishing, and Forestry (n=10)	19.9%	11,057
Sales and Related (n=9)	18.0%	10,011
Food Preparation and Serving Related (n=6)	12.0%	6,688
Personal Care and Service (n=5)	9.2%	5,087
Building and Grounds Cleaning and Maintenance (n=4)	8.2%	4,572
Healthcare Practitioner and Technical (n=4)	7.4%	4,121
Transportation and Material Moving (n=4)	7.4%	4,114
Education, Training, and Library (n=3)	5.0%	2,785
Legal Occupations (n=2)	3.4%	1,863
Healthcare Support (n=2)	3.2%	1,779
Business and Financial Operations (n=1)	1.7%	922
Arts, Design, Entertainment, Sports, and Media (n=1)	1.7%	928
Installation, Maintenance, and Repair (n=1)	1.4%	773
Community and Social Services (n=1)	1.2%	688
<b>Totals</b>	<b>100.0%</b>	<b>55,513</b>

### Side Jobs and the Gig Economy

#### Side Jobs

A side hustle is any work that you take on outside of your day-to-day job. It's "on the side" and meant as a secondary source of income. For some, this could be turning a hobby into a few extra bucks. For others, a lucrative side business could turn into a full-time operation. For example, if you offer tutoring services to students, you might make \$20/hr a few nights a week. Or, you could earn several thousand per month running Facebook Ads for businesses.

#### Gig Economy

In a gig economy, temporary, flexible jobs are commonplace, and companies tend to hire independent contractors and freelancers instead of full time-time employees.

#### Pandemic Influence

The global pandemic has given rise to the number of gig workers over the past 15 months, specifically those who lost jobs due to the slowing economy.

<sup>10</sup> Due to rounding, estimates will not be exact.



## NORTH DAKOTA LABOR FORCE

### POTENTIAL JOB SEEKERS

**Potential Job Seekers (PJSs) Defined.** There is a pool of potential workers in North Dakota, even if the unemployment rate remains near record lows. These individuals are called Potential Job Seekers (PJSs). There is an estimated 99,506 PJSs in North Dakota. (Table 15). The four 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 six months:**  
Those who are not working, not seeking work, but plan to be looking for work within the year.
3. **People who are working but would be willing to change jobs:**  
Using U.S. 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. **Individuals who are discouraged and are not looking for work:**  
For the purpose of this study, the discouraged worker is defined as someone who is not working, is not actively seeking work, not planning to find a job within the next year, but would accept a job if it met their minimum acceptable requirements.

**Table 15. North Dakota Potential Job Seekers Characteristics<sup>11</sup>**

Characteristic	Number	Percentage of Population 18 Years of Age and Over
Potential Job Seekers	99,506	17%
Actively Seeking Work	18,854	3.2%
Planning to Look Within the Next Six Months	14,664	2.5%
Interested in Changing Jobs	63,893	11.0%
Those Discouraged from Looking	2,095	.4%

**Return to Further their Education.** Nearly three percent (2.8%) of the potential job seekers or an estimated 11,522 individuals in North Dakota reported they had returned to college or technical school to further their education during the pandemic.

<sup>11</sup> The survey methodology provides accuracy at plus or minus 4.4 percent with a 95 percent confidence level. The Potential Job Seekers (old) could range from 95,127 to 103,885 residents.

## NORTH DAKOTA LABOR FORCE

### POTENTIAL JOB SEEKERS

**Willing to Change Employment.** Approximately eleven percent of the PJSs, or an estimated 63,893 workers in North Dakota are willing to change jobs. Table 16 presents the number of estimated workers, average age, years with current employer, average weekly work hours and average hourly salary by occupation of the PJSs interested in changing employment.

**Table 16. Potential Job Seekers Interested in Changing Jobs Occupational Summary**

Occupational Group	Estimated Workers	Average Age	Years with Current Employer	Weekly Work Hours	Average Hourly Wage <sup>6</sup>
Construction and Extraction	11,336	35	5.9	46	\$36.00
Food Preparation and Serving Related	7,214	29	1.7	24	\$14.80
Sales and Related	7,214	43	7.4	44	\$17.50
Healthcare Support	6,183	40	3.7	46	\$26.33
Business and Financial Operations	5,153	32	3.9	40	\$25.41
Personal Care and Service	5,153	34	4.4	41	\$16.35
Transportation and Material Moving	4,122	29	5.0	41	\$23.00
Installation, Maintenance, and Repair	3,092	39	7.0	44	\$34.00
Management	2,061	56	5.0	38	\$19.57
Education, Training, and Library	2,061	49	6.5	43	\$30.78
Healthcare Practitioner and Technical	2,061	34	3.7	40	**
Protective Service	2,061	47	5.2	30	\$16.00
Office and Administrative Support	2,061	32	1.0	40	\$19.50
Architecture and Engineering	1,031	52	18.5	40	\$47.00
Community and Social Services	1,031	32	**	40	\$21.60
Building and Grounds Cleaning and Maintenance	1,031	48	1.0	40	**

\*\* None found or small count suppressed

## NORTH DAKOTA LABOR FORCE

### POTENTIAL JOB SEEKERS

**Commuting Patterns.** Table 17 presents the PJSs commuting patterns and the percentage willing to relocate by occupational group.

**Table 17. Potential Job Seekers Interested in Changing Jobs Commuting Occupational Summary**

Occupational Group	Estimated Workers	Average Minutes Current Commute	Farthest in Minutes willing to Commute	Percent willing to Relocate
Construction and Extraction	11,336	24	50	50%
Food Preparation and Serving Related	7,214	11	15	50%
Sales and Related	7,214	12	35	43%
Healthcare Support	6,183	18	25	83%
Business and Financial Operations	5,153	13	35	60%
Personal Care and Service	5,153	6	33	80%
Transportation and Material Moving	4,122	18	24	75%
Installation, Maintenance, and Repair	3,092	14	20	66%
Management	2,061	16	57	100%
Education, Training, and Library	2,061	20	30	100%
Healthcare Practitioner and Technical	2,061	31	40	50%
Protective Service	2,061	18	39	50%
Office and Administrative Support	2,061	23	53	**
Architecture and Engineering	1,031	18	25	50%
Community and Social Services	1,031	15	60	**
Building and Grounds Cleaning and Maintenance	1,031	30	30	**

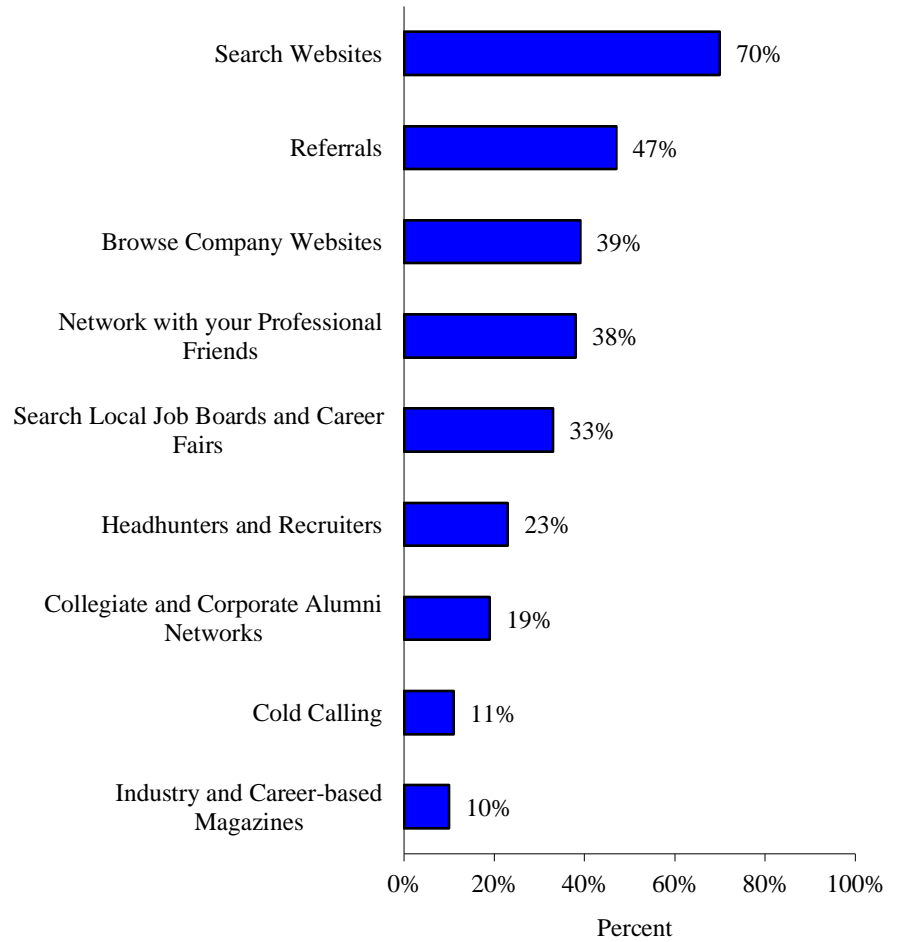
\*\* None found or small count suppressed.

## NORTH DAKOTA LABOR FORCE

### POTENTIAL JOB SEEKERS

**Job Search Resources.** PJSs actively looking for employment would most likely search websites (70%) followed by using referrals (47%), browsing company websites (39%), networking with professional friends (38%) or searching local job boards and company fairs (Figure 10).

**Figure 10. PJSs Job Search Resources**

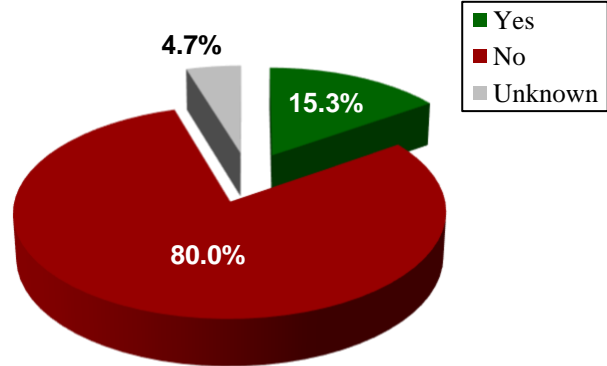


## NORTH DAKOTA RETIREMENT OVERVIEW

### PLAN TO RETIRE

**Workforce Retirement.** Approximately 15.3 percent of the labor force, or an estimated 65,987 workers in North Dakota plan to retire in the next five years (Figure 15). Table 18 presents the percentage and estimated number of retirement workers by industry.

**Figure 15. Workforce Retireing in the Next Five Years**



**Table 18. Retirement by Industry<sup>12</sup>**

Industry Group	Percent within Retirement	Estimated Workers
Agriculture, Forestry, Fishing and Hunting (n=11)	17.7%	11,707
Health Care and Social Assistance (n=11)	17.7%	11,707
Construction (n=6)	9.7%	6,386
Accommodation and Food Services (n=6)	9.7%	6,386
Retail Trade (n=6)	9.7%	6,386
Mining, Quarrying, and Oil and Gas Extraction (n=5)	8.1%	5,322
Educational Services (n=4)	6.5%	4,289
Transportation and Warehousing (n=3)	4.8%	3,193
Finance and Insurance (n=3)	4.8%	3,167
Public Administration (n=3)	4.8%	3,167
Manufacturing (n=1)	1.6%	1,064
Information (n=1)	1.6%	1,064
Professional, Scientific, and Technical Services (n=2)	1.6%	1,064
<b>Totals</b>	<b>100.0%</b>	

<sup>12</sup> Due to rounding, estimates will not be exact.

## NORTH DAKOTA RETIREMENT OVERVIEW

### PLAN TO RETIRE

**Workforce Retirement.** Approximately 15.3 percent of the labor force, or an estimated 65,987 workers in North Dakota plan to retire in the next five years. Table 19 presents the percentage and estimated number of retirement workers by occupation.

**Table 19. Retirement in the Next Five Years by Occupation<sup>13</sup>**

Occupational Group	Percent within Retirement	Estimated Workers
Farming, Fishing, and Forestry (n=10)	15.9%	10,474
Construction and Extraction (n=8)	12.7%	8,379
Sales and Related (n=7)	11.1%	7,332
Healthcare Practitioner and Technical (n=5)	7.9%	5,237
Education, Training, and Library (n=4)	6.3%	4,190
Business and Financial Operations (n=3)	4.8%	3,142
Healthcare Support (n=3)	4.8%	3,142
Food Preparation and Serving Related (n=3)	4.8%	3,142
Building and Grounds Cleaning and Maintenance (n=3)	4.8%	3,142
Personal Care and Service (n=3)	4.8%	3,142
Transportation and Material Moving (n=3)	4.8%	3,142
Management (n=2)	3.2%	2,095
Arts, Design, Entertainment, Sports, and Media (n=2)	3.2%	2,095
Office and Administrative Support (n=2)	3.2%	2,095
Production (n=2)	3.2%	2,095
Architecture and Engineering (n=1)	1.6%	1,047
Protective Service (n=1)	1.6%	1,047
Military (n=1)	1.6%	1,047
<b>Totals</b>	<b>100.0%</b>	<b>65,987</b>

<sup>13</sup> Due to rounding, estimates will not be exact.

## Section II. Cross Tables

Cross tables present the findings in a table form which provide the percentage<sup>14</sup> of all respondents who gave various responses to each question as well as the proportion of specific sample demographic segments (i.e., gender, age, educational attainment, duration living in North Dakota, and employment status) that provided a particular response. This detail enables a determination of which segments are more likely (or less likely) to have certain habits, intentions, opinions, perceptions and/or levels of awareness. The tables are in order by question number, with “overall” denoting the total sample response for each particular question, which appears on the top, left-hand side of each table. A corresponding statistical test compared the differences observed in the data between demographic groups and identifies those that are statistically different from the overall percentages. Statistically significant relationships are denoted with an asterisk.

**Table 20. Currently Working for Wages or a Salary, or Self-employed as Your Primary Job**

		No		Yes		Self-employed	
		Count	Row N %	Count	Row N %	Count	Row N %
<b>OVERALL</b>		<b>161</b>	<b>29%</b>	<b>326</b>	<b>59%</b>	<b>69</b>	<b>12%</b>
GENDER*	Male	60	21%	176	62%	48	17%
	Female	101	37%	150	55%	21	8%
AGE*	18 to 34	43	22%	137	72%	12	6%
	35 to 54	16	10%	118	72%	30	18%
	Over 55	102	51%	71	36%	27	14%
EDUCATION*	HS or Less	72	35%	108	52%	25	12%
	Vocational, Some College, Associates	56	29%	109	56%	28	15%
	Bachelors or Higher	33	21%	109	70%	15	9%
ND DURATION	1 to 10 Years	21	25%	60	71%	4	5%
	11 to 30	37	21%	114	67%	20	12%
	31 or More	103	34%	152	51%	44	15%
STATUS	Employed	0	0%	326	83%	69	17%
	Not Working	161	100%	0	0%	0	0%
POLITICS	Very Liberal or Liberal	11	26%	31	70%	2	4%
	Moderate	61	33%	101	55%	20	11%
	Conservative or Very Conservative	62	27%	126	56%	39	17%
	Undisclosed	28	27%	68	66%	7	7%

\* Significant differences within categories

<sup>14</sup> Cross table percentages may be slightly different by 1% to 2% than reported in Section I due to rounding.

**Table 21. Last time Worked for Wages or a Salary**

		Never		Less than 6 Months		6 Months to 1 Year		1 to 2 Years		More than 2 Years	
		N	Row N%	N	Row N%	N	Row N%	N	Row N%	N	Row N%
<b>OVERALL</b>		<b>3</b>	<b>2%</b>	<b>24</b>	<b>15%</b>	<b>24</b>	<b>15%</b>	<b>11</b>	<b>7%</b>	<b>98</b>	<b>62%</b>
GENDER	Male	1	1%	14	23%	14	24%	5	9%	25	43%
	Female	2	2%	11	11%	9	9%	5	5%	73	73%
AGE	18 to 34	1	2%	17	40%	15	36%	1	3%	8	18%
	35 to 54	0	0%	2	16%	2	12%	2	16%	9	56%
	Over 55	2	2%	5	4%	7	6%	7	7%	82	81%
EDUCATION	HS or Less	1	2%	10	14%	13	18%	5	7%	43	60%
	Vocational, Some College, Associates	0	0%	13	24%	8	14%	3	5%	31	57%
	Bachelors or Higher	2	5%	1	4%	3	9%	3	8%	24	73%
ND DURATION	1 to 10 Years	0	0%	7	34%	6	26%	2	9%	7	31%
	11 to 30	1	2%	11	31%	12	34%	1	4%	11	29%
	31 or More	2	2%	6	5%	6	6%	7	7%	80	80%
STATUS	Employed	0	0%	0	0%	0	0%	0	0%	0	0%
	Not Working	3	2%	24	15%	24	15%	11	7%	98	62%
POLITICS	Very Liberal or Liberal	0	0%	1	9%	3	29%	1	7%	6	55%
	Moderate	1	1%	7	12%	9	16%	5	9%	36	61%
	Conservative or Very Conservative	2	3%	5	8%	9	14%	4	6%	42	69%
	Undisclosed	0	0%	11	39%	3	9%	1	2%	14	50%



**Table 22. Respondents Current Status**

		Homemaker		Student		Retired		Disabled	
		N	Row N%	N	Row N%	N	Row N%	N	Row N%
<b>OVERALL</b>		<b>16</b>	<b>10%</b>	<b>25</b>	<b>16%</b>	<b>91</b>	<b>57%</b>	<b>19</b>	<b>12%</b>
GENDER	Male	0	0%	15	25%	30	49%	5	8%
	Female	16	16%	10	10%	61	61%	14	14%
AGE	18 to 34	11	25%	25	59%	2	5%	0	0%
	35 to 54	3	20%	0	0%	0	0%	9	55%
	Over 55	2	2%	0	0%	89	87%	10	10%
EDUCATION	HS or Less	9	13%	10	15%	31	43%	13	18%
	Vocational, Some College, Associates	6	10%	14	24%	31	55%	5	9%
	Bachelors or Higher	1	3%	1	3%	29	88%	1	2%
ND DURATION	1 to 10 Years	7	31%	8	37%	2	9%	3	14%
	11 to 30	6	18%	17	47%	8	21%	0	0%
	31 or More	3	3%	0	0%	81	79%	16	15%
STATUS	Employed	0	0%	0	0%	0	0%	0	0%
	Not Working	16	10%	25	16%	91	57%	19	12%
POLITICS	Very Liberal or Liberal	0	0%	2	22%	7	62%	0	0%
	Moderate	7	12%	8	12%	36	59%	7	12%
	Conservative or Very Conservative	3	5%	7	12%	38	62%	9	15%
	Undisclosed	6	20%	8	29%	10	35%	2	8%

**Table 23. Self-employed COVID-19 Impact: Minimal Impacts**

		Yes		No	
		Count	Row N %	Count	Row N %
<b>OVERALL</b>		<b>15</b>	<b>24%</b>	<b>48</b>	<b>76%</b>
GENDER	Male	11	26%	32	74%
	Female	4	18%	16	82%
AGE	18 to 34	2	26%	7	74%
	35 to 54	5	19%	24	81%
	Over 55	7	29%	18	71%
EDUCATION	HS or Less	5	23%	18	77%
	Vocational, Some College, Associates	9	34%	17	66%
	Bachelors or Higher	1	4%	13	96%
ND DURATION	1 to 10 Years	0	0%	4	100%
	11 to 30	5	31%	12	69%
	31 or More	9	23%	32	77%
STATUS	Employed	15	24%	48	76%
	Not Working	0	0%	0	0%
POLITICS	Very Liberal or Liberal	0	0%	2	100%
	Moderate	4	21%	15	79%
	Conservative or Very Conservative	8	23%	27	77%
	Undisclosed	3	40%	4	60%

**Table 24. Self-employed COVID-19 Impact: Decrease in Demand for Product and Services**

		Yes		No	
		Count	Row N %	Count	Row N %
<b>OVERALL</b>		<b>12</b>	<b>17%</b>	<b>57</b>	<b>83%</b>
GENDER	Male	8	17%	40	83%
	Female	4	18%	17	82%
AGE	18 to 34	2	15%	10	85%
	35 to 54	8	28%	21	72%
	Over 55	2	7%	25	93%
EDUCATION	HS or Less	4	16%	22	84%
	Vocational, Some College, Associates	5	17%	24	83%
	Bachelors or Higher	3	20%	12	80%
ND DURATION	1 to 10 Years	1	31%	3	69%
	11 to 30	5	24%	16	76%
	31 or More	6	13%	38	87%
STATUS	Employed	12	17%	57	83%
	Not Working	0	0%	0	0%
POLITICS	Very Liberal or Liberal	1	48%	1	52%
	Moderate	2	9%	19	91%
	Conservative or Very Conservative	9	24%	30	76%
	Undisclosed	0	0%	7	100%

**Table 25. Self-employed COVID-19 Impact: Increase in Employee Challenges**

		Yes		No	
		Count	Row N %	Count	Row N %
<b>OVERALL</b>		<b>8</b>	<b>11%</b>	<b>61</b>	<b>89%</b>
GENDER	Male	6	13%	42	87%
	Female	2	8%	19	92%
AGE	18 to 34	0	0%	12	100%
	35 to 54	3	10%	27	90%
	Over 55	5	18%	22	82%
EDUCATION	HS or Less	3	11%	23	89%
	Vocational, Some College, Associates	3	9%	26	91%
	Bachelors or Higher	3	18%	12	82%
ND DURATION	1 to 10 Years	0	0%	4	100%
	11 to 30	1	7%	19	93%
	31 or More	7	15%	38	85%
STATUS	Employed	8	11%	61	89%
	Not Working	0	0%	0	0%
POLITICS	Very Liberal or Liberal	1	52%	1	48%
	Moderate	2	12%	18	88%
	Conservative or Very Conservative	4	9%	35	91%
	Undisclosed	1	12%	7	88%

**Table 26. Self-employed COVID-19 Impact: Supply Chain Disruptions**

		Yes		No	
		Count	Row N %	Count	Row N %
<b>OVERALL</b>		<b>8</b>	<b>12%</b>	<b>60</b>	<b>88%</b>
GENDER	Male	6	13%	41	87%
	Female	2	10%	19	90%
AGE	18 to 34	1	10%	10	90%
	35 to 54	2	7%	28	93%
	Over 55	5	18%	22	82%
EDUCATION	HS or Less	1	4%	24	96%
	Vocational, Some College, Associates	4	16%	24	84%
	Bachelors or Higher	3	19%	12	81%
ND DURATION	1 to 10 Years	0	0%	4	100%
	11 to 30	1	6%	19	94%
	31 or More	7	16%	37	84%
STATUS	Employed	8	12%	60	88%
	Not Working	0	0%	0	0%
POLITICS	Very Liberal or Liberal	0	0%	2	100%
	Moderate	3	16%	17	84%
	Conservative or Very Conservative	4	10%	35	90%
	Undisclosed	1	15%	6	85%

**Table 27. Self-employed: Has Employees**

		Yes		No	
		Count	Row N %	Count	Row N %
<b>OVERALL</b>		<b>30</b>	<b>44%</b>	<b>38</b>	<b>56%</b>
GENDER	Male	22	45%	26	55%
	Female	9	43%	12	57%
AGE	18 to 34	3	28%	8	72%
	35 to 54	14	47%	16	53%
	Over 55	13	48%	14	52%
EDUCATION	HS or Less	15	57%	11	43%
	Vocational, Some College, Associates	8	26%	21	74%
	Bachelors or Higher	8	56%	6	44%
ND DURATION	1 to 10 Years	2	63%	1	37%
	11 to 30	6	29%	14	71%
	31 or More	22	50%	22	50%
STATUS	Employed	30	44%	38	56%
	Not Working	0	0%	0	0%
POLITICS	Very Liberal or Liberal	1	52%	1	48%
	Moderate	9	46%	11	54%
	Conservative or Very Conservative	17	44%	22	56%
	Undisclosed	3	37%	5	63%

**Table 28. Self-employed Job Satisfaction**

		Dislike Very Much		Somewhat Dislike		Neutral		Somewhat Like		Like Very Much	
		N	Row N%	N	Row N%	N	Row N%	N	Row N%	N	Row N%
<b>OVERALL</b>		<b>1</b>	<b>2%</b>	<b>1</b>	<b>1%</b>	<b>10</b>	<b>18%</b>	<b>12</b>	<b>22%</b>	<b>31</b>	<b>57%</b>
GENDER	Male	0	0%	1	2%	5	18%	8	31%	13	49%
	Female	1	3%	0	0%	5	18%	4	15%	18	64%
AGE	18 to 34	0	0%	0	0%	7	29%	8	31%	10	40%
	35 to 54	0	0%	1	12%	0	0%	0	0%	5	88%
	Over 55	1	4%	0	0%	2	10%	5	19%	17	67%
EDUCATION	HS or Less	0	0%	0	0%	4	12%	6	19%	20	68%
	Vocational, Some College, Associates	1	5%	0	0%	4	22%	6	29%	9	44%
	Bachelors or Higher	0	0%	1	12%	2	31%	1	15%	2	43%
ND DURATION	1 to 10 Years	0	0%	0	0%	2	15%	4	27%	8	58%
	11 to 30	0	0%	0	0%	5	32%	5	30%	6	38%
	31 or More	1	4%	1	2%	2	10%	4	15%	17	68%
STATUS	Employed	0	0%	0	0%	0	0%	0	0%	0	0%
	Not Working	1	2%	1	1%	10	18%	12	22%	31	57%
POLITICS	Very Liberal or Liberal	0	0%	0	0%	1	16%	0	0%	5	84%
	Moderate	1	5%	1	3%	2	13%	5	25%	10	54%
	Conservative or Very Conservative	0	0%	0	0%	4	21%	4	23%	10	55%
	Undisclosed	0	0%	0	0%	2	21%	3	28%	6	51%

\* Significant differences within categories

**Table 29. Currently Seeking Employment**

		Yes		No	
		Count	Row N %	Count	Row N %
<b>OVERALL</b>		<b>18</b>	<b>11%</b>	<b>141</b>	<b>89%</b>
GENDER	Male	13	22%	47	78%
	Female	4	4%	95	96%
AGE	18 to 34	12	27%	31	73%
	35 to 54	4	28%	11	72%
	Over 55	2	2%	99	98%
EDUCATION	HS or Less	12	17%	59	83%
	Vocational, Some College, Associates	5	9%	50	91%
	Bachelors or Higher	1	2%	32	98%
ND DURATION	1 to 10 Years	9	43%	12	57%
	11 to 30	7	19%	30	81%
	31 or More	2	2%	99	98%
STATUS	Employed	0	0%	0	0%
	Not Working	18	11%	141	89%
POLITICS	Very Liberal or Liberal	2	16%	9	84%
	Moderate	3	5%	57	95%
	Conservative or Very Conservative	7	12%	53	88%
	Undisclosed	5	20%	22	80%



**Table 30. Plan to Seek Employment Next Six Months**

		Yes		No	
		Count	Row N %	Count	Row N %
<b>OVERALL</b>		<b>14</b>	<b>10%</b>	<b>127</b>	<b>90%</b>
GENDER	Male	7	16%	40	84%
	Female	7	7%	87	93%
AGE	18 to 34	10	34%	19	66%
	35 to 54	4	33%	8	67%
	Over 55	0	0%	99	100%
EDUCATION	HS or Less	10	17%	49	83%
	Vocational, Some College, Associates	3	7%	48	93%
	Bachelors or Higher	1	2%	30	98%
ND DURATION	1 to 10 Years	2	18%	10	82%
	11 to 30	8	28%	20	72%
	31 or More	4	4%	96	96%
STATUS	Employed	0	0%	0	0%
	Not Working	14	10%	127	90%
POLITICS	Very Liberal or Liberal	2	26%	7	74%
	Moderate	7	13%	49	87%
	Conservative or Very Conservative	5	9%	48	91%
	Undisclosed	0	0%	22	100%

**Table 31. Workforce Employment Status Changed Since Pandemic**

		Yes		No	
		Count	Row N %	Count	Row N %
<b>OVERALL</b>		<b>92</b>	<b>23%</b>	<b>301</b>	<b>77%</b>
GENDER	Male	44	20%	178	80%
	Female	47	28%	123	72%
AGE*	18 to 34	47	32%	102	68%
	35 to 54	28	19%	120	81%
	Over 55	17	18%	80	82%
EDUCATION*	HS or Less	39	29%	94	71%
	Vocational, Some College, Associates	33	24%	104	76%
	Bachelors or Higher	20	16%	104	84%
ND DURATION	1 to 10 Years	20	31%	44	69%
	11 to 30	39	29%	96	71%
	31 or More	34	17%	161	83%
STATUS	Employed	92	23%	301	77%
	Not Working	0	0%	0	0%
POLITICS	Very Liberal or Liberal	10	32%	22	68%
	Moderate	23	19%	98	81%
	Conservative or Very Conservative	33	20%	132	80%
	Undisclosed	25	34%	49	66%

\* Significant differences within categories

**Table 32. Workforce Employment Status Change Since Pandemic: Changed Jobs, Laid Off, and Work Hours Reduced**

		Changed Jobs		Laid Off		Work Hours Reduced	
		Count	Row N %	Count	Row N %	Count	Row N %
<b>OVERALL</b>		<b>30</b>	<b>32%</b>	<b>18</b>	<b>20%</b>	<b>15</b>	<b>16%</b>
GENDER	Male	14	6%	8	3%	7	3%
	Female	15	6%	10	4%	8	3%
AGE	18 to 34	19	12%	11	7%	4	3%
	35 to 54	9	6%	5	3%	7	5%
	Over 55	2	1%	3	1%	5	2%
EDUCATION	HS or Less	11	6%	7	4%	7	4%
	Vocational, Some College, Associates	8	5%	9	5%	7	4%
	Bachelors or Higher	11	7%	2	2%	1	1%
ND DURATION	1 to 10 Years	8	10%	4	5%	4	6%
	11 to 30	15	10%	9	6%	3	2%
	31 or More	7	3%	6	2%	8	3%
STATUS	Employed	30	9%	18	6%	15	5%
	Not Working	0	0%	0	0%	0	0%
POLITICS	Very Liberal or Liberal	3	9%	4	10%	4	10%
	Moderate	8	5%	3	2%	5	3%
	Conservative or Very Conservative	11	5%	8	4%	4	2%
	Undisclosed	8	9%	4	5%	3	3%

**Table 33. Side Jobs in North Dakota**

		Yes		No	
		Count	Row N %	Count	Row N %
<b>OVERALL</b>		<b>53</b>	<b>14%</b>	<b>339</b>	<b>86%</b>
GENDER	Male	26	12%	198	88%
	Female	27	16%	141	84%
AGE	18 to 34	18	12%	129	88%
	35 to 54	21	14%	126	86%
	Over 55	15	15%	84	85%
EDUCATION	HS or Less	13	10%	118	90%
	Vocational, Some College, Associates	22	16%	114	84%
	Bachelors or Higher	17	14%	107	86%
ND DURATION	1 to 10 Years	4	6%	60	94%
	11 to 30	21	16%	112	84%
	31 or More	28	14%	167	86%
STATUS	Employed	53	14%	339	86%
	Not Working	0	0%	0	0%
POLITICS	Very Liberal or Liberal	3	8%	30	92%
	Moderate	15	13%	106	87%
	Conservative or Very Conservative	27	16%	138	84%
	Undisclosed	8	11%	66	89%

**Table 34. Potential Job Seekers: Top Job Search Resources**

		Search Websites		Referrals		Browse Company Websites		Network with Professional Friends		Search Local Job Boards-Career Fairs	
		N	Row N%	N	Row N%	N	Row N%	N	Row N%	N	Row N%
<b>OVERALL</b>		<b>42</b>	<b>70%</b>	<b>28</b>	<b>47%</b>	<b>24</b>	<b>39%</b>	<b>23</b>	<b>38%</b>	<b>20</b>	<b>33%</b>
GENDER	Male	21	51%	17	58%	15	57%	16	69%	14	50%
	Female	21	74%	11	72%	9	75%	7	84%	7	49%
AGE	18 to 34	24	54%	16	52%	13	51%	12	62%	13	46%
	35 to 54	14	74%	8	93%	8	93%	8	85%	5	46%
	Over 55	4	68%	5	83%	2	65%	4	100%	3	100%
EDUCATION	HS or Less	8	32%	9	56%	6	49%	6	68%	7	39%
	Vocational, Some College, Associates	13	61%	4	35%	6	44%	6	58%	4	33%
	Bachelors or Higher	21	94%	15	96%	12	95%	11	89%	9	87%
ND DURATION	1 to 10 Years	7	37%	5	50%	6	61%	4	60%	4	36%
	11 to 30	19	59%	13	56%	11	55%	9	61%	9	45%
	31 or More	16	87%	11	87%	7	81%	11	94%	8	71%
STATUS	Employed	42	100%	28	100%	23	100%	23	100%	20	100%
	Not Working	0	0%	0	0%	0	0%	0	0%	0	0%
POLITICS	Very Liberal or Liberal	6	67%	3	73%	3	100%	1	100%	2	37%
	Moderate	13	63%	6	47%	5	46%	5	58%	5	32%
	Conservative or Very Conservative	12	59%	8	57%	8	69%	5	68%	5	69%
	Undisclosed	11	58%	12	82%	8	61%	12	83%	8	62%

**Table 35. Workforce including the Self-employed Interested in Changing Jobs**

		Yes		No	
		Count	Row N %	Count	Row N %
<b>OVERALL</b>		<b>61</b>	<b>16%</b>	<b>330</b>	<b>84%</b>
GENDER	Male	33	15%	187	85%
	Female	27	16%	142	84%
AGE	18 to 34	34	23%	113	77%
	35 to 54	16	11%	129	89%
	Over 55	10	10%	87	90%
EDUCATION	HS or Less	17	13%	115	87%
	Vocational, Some College, Associates	19	14%	117	86%
	Bachelors or Higher	25	20%	98	80%
ND DURATION	1 to 10 Years	10	16%	53	84%
	11 to 30	27	20%	107	80%
	31 or More	23	12%	170	88%
STATUS	Employed	61	16%	330	84%
	Not Working	0	0%	0	0%
POLITICS	Very Liberal or Liberal	6	17%	27	83%
	Moderate	17	14%	104	86%
	Conservative or Very Conservative	18	11%	145	89%
	Undisclosed	20	27%	54	73%

**Table 36. Workforce Receiving Supplemental Unemployment Benefits**

		Yes		No	
		Count	Row N %	Count	Row N %
<b>OVERALL</b>		<b>49</b>	<b>13%</b>	<b>342</b>	<b>87%</b>
GENDER	Male	27	12%	194	88%
	Female	22	13%	147	87%
AGE	18 to 34	23	16%	124	84%
	35 to 54	20	13%	128	87%
	Over 55	7	7%	90	93%
EDUCATION	HS or Less	18	14%	113	86%
	Vocational, Some College, Associates	20	15%	117	85%
	Bachelors or Higher	11	9%	112	91%
ND DURATION	1 to 10 Years	7	11%	55	89%
	11 to 30	22	17%	113	83%
	31 or More	20	11%	174	89%
STATUS	Employed	49	13%	342	87%
	Not Working	0	0%	0	0%
POLITICS	Very Liberal or Liberal	8	25%	25	75%
	Moderate	13	11%	106	89%
	Conservative or Very Conservative	21	13%	143	87%
	Undisclosed	7	9%	67	91%

**Table 37. Importance of Supplemental Unemployment Benefits**

		Not at all Important		Slightly Important		Moderately Important		Important		Very Important	
		N	Row N%	N	Row N%	N	Row N%	N	Row N%	N	Row N%
<b>OVERALL</b>		<b>5</b>	<b>10%</b>	<b>5</b>	<b>11%</b>	<b>10</b>	<b>19%</b>	<b>5</b>	<b>9%</b>	<b>25</b>	<b>50%</b>
GENDER	Male	4	15%	5	16%	7	24%	0	0%	12	44%
	Female	1	4%	1	4%	3	14%	5	21%	13	58%
AGE	18 to 34	2	9%	0	0%	6	25%	1	4%	14	62%
	35 to 54	1	7%	3	15%	3	16%	4	18%	9	44%
	Over 55	2	25%	2	36%	1	11%	0	0%	2	28%
EDUCATION	HS or Less	0	0%	1	6%	3	18%	0	0%	14	76%
	Vocational, Some College, Associates	4	22%	1	7%	3	14%	3	14%	9	43%
	Bachelors or Higher	1	6%	3	26%	4	31%	2	15%	2	22%
ND DURATION	1 to 10 Years	0	0%	0	0%	0	0%	0	0%	7	100%
	11 to 30	3	12%	1	3%	8	36%	1	4%	10	45%
	31 or More	2	12%	5	23%	2	7%	4	17%	8	40%
STATUS	Employed	5	10%	5	11%	10	19%	5	9%	25	50%
	Not Working	0	0%	0	0%	0	0%	0	0%	0	0%
POLITICS	Very Liberal or Liberal	0	0%	1	9%	0	0%	2	24%	5	67%
	Moderate	3	22%	0	0%	5	35%	0	0%	6	43%
	Conservative or Very Conservative	2	10%	5	22%	5	23%	2	8%	8	37%
	Undisclosed	0	0%	0	0%	0	0%	1	12%	6	88%

\* Significant differences within categories



**Table 38. Labor Force Employment Confidence**

		Not at all Confident		Slightly Confident		Moderately Confident		Confident		Very Confident	
		N	Row N%	N	Row N%	N	Row N%	N	Row N%	N	Row N%
<b>OVERALL</b>		<b>5</b>	<b>1%</b>	<b>12</b>	<b>3%</b>	<b>29</b>	<b>7%</b>	<b>69</b>	<b>18%</b>	<b>276</b>	<b>71%</b>
GENDER	Male	1	1%	10	5%	12	5%	40	18%	158	71%
	Female	4	2%	2	1%	17	10%	29	17%	118	70%
AGE	18 to 34	1	1%	5	3%	12	8%	36	24%	94	64%
	35 to 54	3	2%	6	4%	8	6%	20	14%	109	74%
	Over 55	1	1%	1	2%	9	9%	13	14%	73	75%
EDUCATION	HS or Less	0	0%	2	2%	13	10%	31	24%	87	65%
	Vocational, Some College, Associates	2	1%	4	3%	10	8%	22	16%	97	72%
	Bachelors or Higher	3	3%	6	5%	5	4%	16	13%	93	75%
ND DURATION	1 to 10 Years	0	0%	2	3%	10	15%	18	28%	34	54%
	11 to 30	0	0%	6	5%	6	5%	25	18%	97	72%
	31 or More	5	3%	4	2%	13	7%	27	14%	145	75%
STATUS	Employed	5	1%	12	3%	29	7%	69	18%	276	71%
	Not Working	0	0%	0	0%	0	0%	0	0%	0	0%
POLITICS	Very Liberal or Liberal	0	0%	0	0%	4	13%	12	37%	16	49%
	Moderate	1	1%	0	0%	5	4%	18	15%	96	80%
	Conservative or Very Conservative	4	2%	9	6%	6	3%	25	15%	120	73%
	Undisclosed	0	0%	3	4%	14	18%	14	18%	44	59%

\* Significant differences within categories

**Table 39. Consider Themselves Underemployed**

		Yes		No	
		Count	Row N %	Count	Row N %
<b>OVERALL</b>		<b>16</b>	<b>4%</b>	<b>372</b>	<b>96%</b>
GENDER	Male	12	5%	208	95%
	Female	5	3%	163	97%
AGE	18 to 34	11	7%	135	93%
	35 to 54	3	2%	143	98%
	Over 55	3	3%	94	97%
EDUCATION	HS or Less	5	3%	127	97%
	Vocational, Some College, Associates	5	4%	131	96%
	Bachelors or Higher	7	6%	114	94%
ND DURATION	1 to 10 Years	5	8%	59	92%
	11 to 30	7	5%	124	95%
	31 or More	4	2%	189	98%
STATUS	Employed	16	4%	372	96%
	Not Working	0	0%	0	0%
POLITICS	Very Liberal or Liberal	1	3%	32	97%
	Moderate	2	2%	116	98%
	Conservative or Very Conservative	7	4%	157	96%
	Undisclosed	7	10%	67	90%

**Table 40. Would Define their Employer as a Family Business**

		Yes		No	
		Count	Row N %	Count	Row N %
<b>OVERALL</b>		<b>93</b>	<b>24%</b>	<b>297</b>	<b>76%</b>
GENDER	Male	58	26%	164	74%
	Female	35	21%	133	79%
AGE	18 to 34	26	18%	119	82%
	35 to 54	37	25%	110	75%
	Over 55	29	30%	68	70%
EDUCATION	HS or Less	39	30%	91	70%
	Vocational, Some College, Associates	35	26%	101	74%
	Bachelors or Higher	19	15%	105	85%
ND DURATION	1 to 10 Years	10	16%	52	84%
	11 to 30	33	25%	100	75%
	31 or More	50	26%	144	74%
STATUS	Employed	93	24%	297	76%
	Not Working	0	0%	0	0%
POLITICS	Very Liberal or Liberal	3	8%	30	92%
	Moderate	23	20%	96	80%
	Conservative or Very Conservative	49	30%	116	70%
	Undisclosed	18	24%	55	76%

**Table 41. Besides their Primary Job, Respondent has Side Jobs**

		Yes		No	
		Count	Row N %	Count	Row N %
<b>OVERALL</b>		<b>53</b>	<b>14%</b>	<b>339</b>	<b>86%</b>
GENDER	Male	26	12%	198	88%
	Female	27	16%	141	84%
AGE	18 to 34	18	12%	129	88%
	35 to 54	21	14%	126	86%
	Over 55	15	15%	84	85%
EDUCATION	HS or Less	13	10%	118	90%
	Vocational, Some College, Associates	22	16%	114	84%
	Bachelors or Higher	17	14%	107	86%
ND DURATION	1 to 10 Years	4	6%	60	94%
	11 to 30	21	16%	112	84%
	31 or More	28	14%	167	86%
STATUS	Employed	53	14%	339	86%
	Not Working	0	0%	0	0%
POLITICS	Very Liberal or Liberal	3	8%	30	92%
	Moderate	15	13%	106	87%
	Conservative or Very Conservative	27	16%	138	84%
	Undisclosed	8	11%	66	89%

**Table 42. Years with their Current Primary Employer**

		1 to 5 Years		6 to 15 Years		15 Years or Longer	
		Count	Row N %	Count	Row N %	Count	Row N %
<b>OVERALL</b>		<b>205</b>	<b>54%</b>	<b>94</b>	<b>25%</b>	<b>82</b>	<b>21%</b>
GENDER*	Male	108	50%	59	27%	48	22%
	Female	96	58%	35	21%	34	20%
AGE*	18 to 34	116	81%	24	17%	4	3%
	35 to 54	65	45%	48	33%	31	22%
	Over 55	23	25%	22	24%	47	51%
EDUCATION	HS or Less	80	62%	28	22%	21	16%
	Vocational, Some College, Associates	54	43%	34	26%	40	31%
	Bachelors or Higher	70	57%	33	26%	21	17%
ND DURATION	1 to 10 Years	49	82%	11	18%	0	0%
	11 to 30	95	72%	25	19%	11	8%
	31 or More	60	32%	58	31%	71	38%
STATUS	Employed	205	54%	94	25%	82	21%
	Not Working	0	0%	0	0%	0	0%
POLITICS	Very Liberal or Liberal	21	64%	7	20%	5	15%
	Moderate	56	48%	37	32%	23	20%
	Conservative or Very Conservative	82	50%	39	24%	43	26%
	Undisclosed	46	67%	12	17%	11	16%

\* Significant differences within categories

**Table 43. Average Minutes One-way Job Commute**

		1 to 10 Minutes		11 to 30 Minutes		31 Minutes or Longer	
		Count	Row N %	Count	Row N %	Count	Row N %
<b>OVERALL</b>		<b>197</b>	<b>52%</b>	<b>143</b>	<b>38%</b>	<b>40</b>	<b>11%</b>
GENDER*	Male	98	46%	88	41%	29	13%
	Female	100	60%	55	33%	12	7%
AGE*	18 to 34	79	55%	56	39%	9	7%
	35 to 54	69	47%	56	38%	21	15%
	Over 55	49	55%	31	34%	10	11%
EDUCATION	HS or Less	69	54%	43	34%	16	12%
	Vocational, Some College, Associates	68	53%	46	36%	15	11%
	Bachelors or Higher	60	49%	53	43%	10	8%
ND DURATION	1 to 10 Years	28	45%	30	48%	4	7%
	11 to 30	71	54%	54	41%	7	5%
	31 or More	99	53%	59	32%	29	16%
STATUS	Employed	197	52%	143	38%	40	11%
	Not Working	0	0%	0	0%	0	0%
POLITICS	Very Liberal or Liberal	15	47%	16	48%	2	5%
	Moderate	67	57%	38	32%	13	11%
	Conservative or Very Conservative	78	48%	60	37%	23	14%
	Undisclosed	38	54%	29	42%	2	4%

**Table 44. Farthest Average Minutes Willing to Commute One-way to their Job**

		1 to 30 Minutes		31 to 60 Minutes		61 Minutes or Longer	
		Count	Row N %	Count	Row N %	Count	Row N %
<b>OVERALL</b>		<b>242</b>	<b>61%</b>	<b>98</b>	<b>25%</b>	<b>54</b>	<b>14%</b>
GENDER*	Male	126	56%	54	24%	44	19%
	Female	116	68%	44	26%	10	6%
AGE*	18 to 34	92	62%	45	30%	12	8%
	35 to 54	94	64%	34	23%	19	13%
	Over 55	56	57%	20	20%	23	23%
EDUCATION	HS or Less	91	68%	22	16%	21	15%
	Vocational, Some College, Associates	76	55%	42	31%	20	14%
	Bachelors or Higher	76	61%	34	28%	14	11%
ND DURATION	1 to 10 Years	41	65%	16	25%	7	10%
	11 to 30	88	65%	36	27%	11	8%
	31 or More	113	58%	46	24%	37	19%
STATUS	Employed	242	61%	98	25%	54	14%
	Not Working	0	0%	0	0%	0	0%
POLITICS	Very Liberal or Liberal	24	72%	8	23%	1	4%
	Moderate	75	62%	25	21%	20	17%
	Conservative or Very Conservative	97	59%	49	30%	19	12%
	Undisclosed	46	61%	17	22%	13	17%

**Table 45. Workforce Top Offered Fringe Benefit: Health Insurance**

		Yes		No	
		Count	Row N %	Count	Row N %
<b>OVERALL</b>		<b>316</b>	<b>80%</b>	<b>78</b>	<b>20%</b>
GENDER	Male	185	82%	39	18%
	Female	132	77%	39	23%
AGE	18 to 34	117	79%	32	21%
	35 to 54	125	85%	22	15%
	Over 55	74	75%	25	25%
EDUCATION	HS or Less	108	81%	26	19%
	Vocational, Some College, Associates	111	81%	27	19%
	Bachelors or Higher	98	79%	26	21%
ND DURATION	1 to 10 Years	55	86%	9	14%
	11 to 30	106	78%	29	22%
	31 or More	156	79%	40	21%
STATUS	Employed	316	80%	78	20%
	Not Working	0	0%	0	0%
POLITICS	Very Liberal or Liberal	25	78%	7	22%
	Moderate	92	75%	30	25%
	Conservative or Very Conservative	136	82%	29	18%
	Undisclosed	64	84%	12	16%



**Table 46. Workforce Second Ranked Offered Fringe Benefit: Paid Vacation**

		Yes		No	
		Count	Row N %	Count	Row N %
<b>OVERALL</b>		<b>297</b>	<b>75%</b>	<b>97</b>	<b>25%</b>
GENDER	Male	168	75%	56	25%
	Female	130	76%	41	24%
AGE	18 to 34	117	79%	32	21%
	35 to 54	111	75%	37	25%
	Over 55	70	70%	29	30%
EDUCATION	HS or Less	97	73%	36	27%
	Vocational, Some College, Associates	102	74%	35	26%
	Bachelors or Higher	98	79%	26	21%
ND DURATION	1 to 10 Years	51	80%	13	20%
	11 to 30	105	78%	30	22%
	31 or More	142	72%	54	28%
STATUS	Employed	297	75%	97	25%
	Not Working	0	0%	0	0%
POLITICS	Very Liberal or Liberal	26	80%	6	20%
	Moderate	80	66%	41	34%
	Conservative or Very Conservative	129	78%	36	22%
	Undisclosed	62	81%	14	19%

**Table 47. Workforce Third Ranked Offered Fringe Benefit: Paid Holidays**

		Yes		No	
		Count	Row N %	Count	Row N %
<b>OVERALL</b>		<b>292</b>	<b>74%</b>	<b>102</b>	<b>26%</b>
GENDER	Male	166	74%	58	26%
	Female	126	74%	44	26%
AGE	18 to 34	111	75%	37	25%
	35 to 54	113	77%	34	23%
	Over 55	68	69%	31	31%
EDUCATION	HS or Less	98	74%	35	26%
	Vocational, Some College, Associates	100	73%	38	27%
	Bachelors or Higher	94	76%	30	24%
ND DURATION	1 to 10 Years	52	83%	11	17%
	11 to 30	100	74%	35	26%
	31 or More	140	71%	56	29%
STATUS	Employed	292	74%	102	26%
	Not Working	0	0%	0	0%
POLITICS	Very Liberal or Liberal	29	89%	4	11%
	Moderate	80	66%	42	34%
	Conservative or Very Conservative	126	77%	39	23%
	Undisclosed	58	76%	18	24%

**Table 48. Workforce Fourth Ranked Offered Fringe Benefit: On-the-Job-Training**

		Yes		No	
		Count	Row N %	Count	Row N %
<b>OVERALL</b>		<b>292</b>	<b>74%</b>	<b>102</b>	<b>26%</b>
GENDER	Male	166	74%	58	26%
	Female	126	74%	44	26%
AGE	18 to 34	111	75%	37	25%
	35 to 54	113	77%	34	23%
	Over 55	68	69%	31	31%
EDUCATION	HS or Less	98	74%	35	26%
	Vocational, Some College, Associates	100	73%	38	27%
	Bachelors or Higher	94	76%	30	24%
ND DURATION	1 to 10 Years	52	83%	11	17%
	11 to 30	100	74%	35	26%
	31 or More	140	71%	56	29%
STATUS	Employed	292	74%	102	26%
	Not Working	0	0%	0	0%
POLITICS	Very Liberal or Liberal	29	89%	4	11%
	Moderate	80	66%	42	34%
	Conservative or Very Conservative	126	77%	39	23%
	Undisclosed	58	76%	18	24%

**Table 49. Workforce Fifth Ranked Offered Fringe Benefit: Retirement Plan**

		Yes		No	
		Count	Row N %	Count	Row N %
<b>OVERALL</b>		<b>292</b>	<b>74%</b>	<b>102</b>	<b>26%</b>
GENDER	Male	165	74%	59	26%
	Female	117	69%	53	31%
AGE	18 to 34	107	72%	41	28%
	35 to 54	112	76%	35	24%
	Over 55	63	64%	36	36%
EDUCATION	HS or Less	95	71%	38	29%
	Vocational, Some College, Associates	93	68%	44	32%
	Bachelors or Higher	94	76%	30	24%
ND DURATION	1 to 10 Years	47	74%	17	26%
	11 to 30	95	71%	40	29%
	31 or More	141	72%	56	28%
STATUS	Employed	282	72%	112	28%
	Not Working	0	0%	0	0%
POLITICS	Very Liberal or Liberal	22	69%	10	31%
	Moderate	79	65%	43	35%
	Conservative or Very Conservative	123	74%	42	26%
	Undisclosed	59	78%	17	22%

**Table 50. Workforce Sixth Ranked Offered Fringe Benefit: Sick Leave**

		Yes		No	
		Count	Row N %	Count	Row N %
<b>OVERALL</b>		<b>273</b>	<b>69%</b>	<b>122</b>	<b>31%</b>
GENDER	Male	152	68%	72	32%
	Female	121	71%	50	29%
AGE	18 to 34	106	71%	42	29%
	35 to 54	103	70%	44	30%
	Over 55	64	64%	35	36%
EDUCATION	HS or Less	93	70%	40	30%
	Vocational, Some College, Associates	93	68%	45	32%
	Bachelors or Higher	87	70%	37	30%
ND DURATION	1 to 10 Years	45	71%	18	29%
	11 to 30	97	72%	38	28%
	31 or More	131	67%	66	33%
STATUS	Employed	273	69%	122	31%
	Not Working	0	0%	0	0%
POLITICS	Very Liberal or Liberal	24	74%	9	26%
	Moderate	78	65%	43	35%
	Conservative or Very Conservative	115	70%	50	30%
	Undisclosed	56	73%	20	27%

**Table 51. Workforce Seventh Ranked Offered Fringe Benefit: Flexible Work Hours**

		Yes		No	
		Count	Row N %	Count	Row N %
<b>OVERALL</b>		<b>189</b>	<b>48%</b>	<b>206</b>	<b>52%</b>
GENDER	Male	95	42%	129	58%
	Female	94	55%	76	45%
AGE	18 to 34	78	52%	71	48%
	35 to 54	68	46%	79	54%
	Over 55	43	43%	56	57%
EDUCATION	HS or Less	62	46%	72	54%
	Vocational, Some College, Associates	61	44%	76	56%
	Bachelors or Higher	66	53%	58	47%
ND DURATION	1 to 10 Years	36	57%	27	43%
	11 to 30	67	49%	68	51%
	31 or More	86	44%	110	56%
STATUS	Employed	189	48%	206	52%
	Not Working	0	0%	0	0%
POLITICS	Very Liberal or Liberal	20	62%	12	38%
	Moderate	61	51%	60	49%
	Conservative or Very Conservative	73	44%	92	56%
	Undisclosed	34	45%	42	55%

**Table 52. Workforce Job Satisfaction**

		Dislike Very Much		Somewhat Dislike		Neutral		Somewhat Like		Like Very Much	
		N	Row N%	N	Row N%	N	Row N%	N	Row N%	N	Row N%
<b>OVERALL</b>		<b>3</b>	<b>1%</b>	<b>10</b>	<b>3%</b>	<b>45</b>	<b>12%</b>	<b>93</b>	<b>24%</b>	<b>231</b>	<b>60%</b>
GENDER	Male	0	0%	3	1%	27	12%	56	26%	130	60%
	Female	3	2%	7	4%	18	11%	37	22%	101	61%
AGE	18 to 34	1	1%	2	1%	23	16%	31	21%	88	61%
	35 to 54	0	0%	7	5%	17	12%	38	26%	82	57%
	Over 55	1	1%	1	1%	6	6%	24	26%	61	66%
EDUCATION	HS or Less	3	2%	2	2%	15	12%	28	21%	81	63%
	Vocational, Some College, Associates	0	0%	1	1%	19	14%	38	29%	73	56%
	Bachelors or Higher	0	0%	7	6%	11	9%	27	22%	77	63%
ND DURATION	1 to 10 Years	0	0%	2	3%	4	7%	21	34%	35	56%
	11 to 30	1	1%	4	3%	21	16%	27	20%	78	59%
	31 or More	1	1%	4	2%	20	11%	45	24%	118	63%
STATUS	Employed	3	1%	10	3%	45	12%	93	24%	231	60%
	Not Working	0	0%	0	0%	0	0%	0	0%	0	0%
POLITICS	Very Liberal or Liberal	1	4%	0	0%	5	15%	11	34%	15	47%
	Moderate	1	1%	6	5%	9	8%	28	23%	77	63%
	Conservative or Very Conservative	0	0%	1	1%	20	12%	39	24%	103	63%
	Undisclosed	0	0%	3	4%	12	18%	15	23%	35	55%

\* Significant differences within categories

**Table 53. Workforce Hourly Wage**

		\$5.50 to \$15.00		\$5.50 to \$15.00		\$5.50 to \$15.00		\$5.50 to \$15.00		Not Disclosed	
		N	Row N%	N	Row N%	N	Row N%	N	Row N%	N	Row N%
<b>OVERALL</b>		<b>37</b>	<b>9%</b>	<b>100</b>	<b>25%</b>	<b>74</b>	<b>19%</b>	<b>40</b>	<b>10%</b>	<b>143</b>	<b>36%</b>
GENDER	Male	10	4%	51	23%	46	20%	32	14%	86	38%
	Female	27	16%	50	29%	29	17%	9	5%	57	34%
AGE	18 to 34	23	15%	48	32%	26	17%	8	5%	44	30%
	35 to 54	8	5%	30	20%	32	22%	20	14%	58	40%
	Over 55	6	6%	23	23%	17	17%	13	13%	41	41%
EDUCATION	HS or Less	19	15%	47	35%	16	12%	12	9%	39	29%
	Vocational, Some College, Associates	7	5%	37	27%	28	20%	14	10%	52	38%
	Bachelors or Higher	10	8%	17	14%	31	25%	15	12%	52	42%
ND DURATION	1 to 10 Years	13	20%	17	27%	12	19%	7	11%	15	24%
	11 to 30	14	10%	42	31%	27	20%	9	7%	43	32%
	31 or More	10	5%	41	21%	35	18%	24	12%	86	44%
STATUS	Employed	37	9%	100	25%	74	19%	40	10%	143	36%
	Not Working	0	0%	0	0%	0	0%	0	0%	0	0%
POLITICS	Very Liberal or Liberal	8	25%	11	35%	8	25%	2	7%	3	9%
	Moderate	8	7%	27	22%	23	19%	19	16%	44	37%
	Conservative or Very Conservative	10	6%	41	25%	41	25%	14	8%	59	36%
	Undisclosed	10	14%	22	29%	2	3%	5	6%	37	49%

\* Significant differences within categories



**Table 54. Workforce Most Important Fringe Benefit: Health Insurance**

		Not at all Important		Slightly Important		Moderately Important		Important		Very Important	
		N	Row N%	N	Row N%	N	Row N%	N	Row N%	N	Row N%
<b>OVERALL</b>		<b>13</b>	<b>4%</b>	<b>10</b>	<b>3%</b>	<b>10</b>	<b>3%</b>	<b>18</b>	<b>5%</b>	<b>305</b>	<b>86%</b>
GENDER	Male	6	3%	1	0%	8	4%	8	4%	179	89%
	Female	7	4%	9	6%	2	1%	10	7%	126	82%
AGE	18 to 34	4	3%	8	6%	6	4%	8	6%	106	81%
	35 to 54	6	4%	1	1%	2	2%	5	4%	123	90%
	Over 55	4	4%	1	1%	2	2%	5	5%	75	88%
EDUCATION	HS or Less	4	3%	7	6%	2	2%	6	5%	99	84%
	Vocational, Some College, Associates	6	5%	1	1%	7	6%	5	4%	105	85%
	Bachelors or Higher	3	3%	2	2%	0	0%	8	7%	101	89%
ND DURATION	1 to 10 Years	1	2%	3	5%	2	4%	3	5%	49	84%
	11 to 30	4	4%	5	4%	5	4%	6	5%	102	84%
	31 or More	7	4%	1	1%	3	1%	9	5%	153	88%
STATUS	Employed	13	4%	10	3%	10	3%	18	5%	305	86%
	Not Working	0	0%	0	0%	0	0%	0	0%	0	0%
POLITICS	Very Liberal or Liberal	1	3%	2	7%	0	0%	2	7%	24	82%
	Moderate	4	4%	3	3%	2	2%	3	3%	92	88%
	Conservative or Very Conservative	4	3%	1	0%	5	3%	7	5%	133	89%
	Undisclosed	3	5%	4	5%	3	4%	5	8%	55	79%

\* Significant differences within categories

**Table 55. Workforce Second Ranked Most Important Fringe Benefit: Paid Vacation**

		Not at all Important		Slightly Important		Moderately Important		Important		Very Important	
		N	Row N%	N	Row N%	N	Row N%	N	Row N%	N	Row N%
<b>OVERALL</b>		<b>14</b>	<b>4%</b>	<b>0</b>	<b>0%</b>	<b>16</b>	<b>5%</b>	<b>32</b>	<b>9%</b>	<b>287</b>	<b>82%</b>
GENDER	Male	9	4%	0	0%	10	5%	20	10%	157	80%
	Female	5	3%	0	0%	6	4%	12	8%	129	85%
AGE	18 to 34	5	4%	0	0%	6	4%	8	6%	113	86%
	35 to 54	6	4%	0	0%	5	4%	9	7%	113	85%
	Over 55	3	4%	0	0%	5	6%	15	17%	61	72%
EDUCATION	HS or Less	4	3%	0	0%	5	4%	6	5%	100	88%
	Vocational, Some College, Associates	9	7%	0	0%	8	7%	14	12%	89	74%
	Bachelors or Higher	2	2%	0	0%	4	3%	11	10%	97	85%
ND DURATION	1 to 10 Years	2	4%	0	0%	1	1%	4	7%	50	88%
	11 to 30	6	5%	0	0%	8	7%	10	8%	98	81%
	31 or More	6	4%	0	0%	8	4%	18	11%	139	81%
STATUS	Employed	14	4%	0	0%	16	5%	32	9%	287	82%
	Not Working	0	0%	0	0%	0	0%	0	0%	0	0%
POLITICS	Very Liberal or Liberal	0	0%	0	0%	1	2%	4	14%	26	84%
	Moderate	9	9%	0	0%	5	5%	7	7%	81	79%
	Conservative or Very Conservative	4	3%	0	0%	8	5%	15	10%	121	82%
	Undisclosed	1	1%	0	0%	2	3%	6	9%	59	87%

\* Significant differences within categories

**Table 56. Workforce Third Ranked Most Important Fringe Benefit: Paid Holidays**

		Not at all Important		Slightly Important		Moderately Important		Important		Very Important	
		N	Row N%	N	Row N%	N	Row N%	N	Row N%	N	Row N%
<b>OVERALL</b>		<b>13</b>	<b>4%</b>	<b>2</b>	<b>1%</b>	<b>21</b>	<b>6%</b>	<b>35</b>	<b>10%</b>	<b>278</b>	<b>80%</b>
GENDER	Male	7	4%	1	1%	15	7%	19	10%	155	79%
	Female	6	4%	1	0%	7	4%	16	11%	123	81%
AGE	18 to 34	3	2%	1	1%	8	6%	9	7%	110	84%
	35 to 54	4	3%	1	1%	10	7%	12	9%	108	81%
	Over 55	6	7%	0	0%	4	4%	15	17%	60	71%
EDUCATION	HS or Less	2	2%	1	1%	13	11%	7	6%	93	81%
	Vocational, Some College, Associates	7	6%	0	0%	6	5%	16	13%	91	76%
	Bachelors or Higher	4	3%	1	1%	3	3%	13	11%	94	82%
ND DURATION	1 to 10 Years	1	2%	0	0%	5	8%	6	11%	47	79%
	11 to 30	4	3%	1	1%	9	8%	9	8%	98	81%
	31 or More	8	5%	1	0%	7	4%	20	12%	133	79%
STATUS	Employed	13	4%	2	1%	21	6%	35	10%	278	80%
	Not Working	0	0%	0	0%	0	0%	0	0%	0	0%
POLITICS	Very Liberal or Liberal	0	0%	1	2%	1	3%	5	18%	23	76%
	Moderate	7	7%	1	1%	3	3%	8	8%	82	81%
	Conservative or Very Conservative	4	3%	0	0%	11	7%	18	12%	116	78%
	Undisclosed	2	2%	0	0%	6	9%	5	7%	56	82%

\* Significant differences within categories

**Table 57. Workforce Fourth Ranked Most Important Fringe Benefit: Sick leave**

		Not at all Important		Slightly Important		Moderately Important		Important		Very Important	
		N	Row N%	N	Row N%	N	Row N%	N	Row N%	N	Row N%
<b>OVERALL</b>		<b>26</b>	<b>7%</b>	<b>1</b>	<b>0%</b>	<b>22</b>	<b>7%</b>	<b>32</b>	<b>9%</b>	<b>264</b>	<b>77%</b>
GENDER	Male	16	8%	1	0%	15	8%	20	10%	141	73%
	Female	10	7%	0	0%	7	5%	12	8%	124	81%
AGE	18 to 34	4	3%	1	1%	6	5%	11	8%	107	83%
	35 to 54	9	7%	0	0%	10	7%	13	9%	101	77%
	Over 55	12	15%	0	0%	6	7%	9	10%	56	67%
EDUCATION	HS or Less	6	5%	0	0%	7	6%	9	8%	92	81%
	Vocational, Some College, Associates	10	8%	0	0%	10	8%	12	10%	88	74%
	Bachelors or Higher	10	9%	1	1%	6	5%	11	10%	85	75%
ND DURATION	1 to 10 Years	3	6%	1	1%	3	5%	3	6%	48	82%
	11 to 30	7	6%	0	0%	6	5%	10	8%	97	81%
	31 or More	15	9%	0	0%	13	8%	19	11%	120	72%
STATUS	Employed	26	7%	1	0%	22	7%	32	9%	264	77%
	Not Working	0	0%	0	0%	0	0%	0	0%	0	0%
POLITICS	Very Liberal or Liberal	2	8%	0	0%	4	12%	4	12%	20	68%
	Moderate	10	10%	0	0%	4	4%	8	8%	79	78%
	Conservative or Very Conservative	10	7%	1	1%	12	8%	14	10%	110	75%
	Undisclosed	3	5%	0	0%	3	4%	6	9%	55	82%

\* Significant differences within categories

**Table 58. Workforce Fifth Ranked Most Important Fringe Benefit: On-the-Job-Training**

		Not at all Important		Slightly Important		Moderately Important		Important		Very Important	
		N	Row N%	N	Row N%	N	Row N%	N	Row N%	N	Row N%
<b>OVERALL</b>		<b>20</b>	<b>6%</b>	<b>6</b>	<b>2%</b>	<b>17</b>	<b>5%</b>	<b>57</b>	<b>18%</b>	<b>224</b>	<b>69%</b>
GENDER	Male	13	7%	3	1%	12	7%	30	17%	119	67%
	Female	7	5%	3	2%	5	3%	27	19%	105	72%
AGE	18 to 34	3	2%	1	1%	6	5%	21	17%	92	74%
	35 to 54	8	6%	3	3%	8	6%	24	19%	83	66%
	Over 55	9	13%	1	1%	3	4%	11	15%	49	67%
EDUCATION	HS or Less	3	3%	1	1%	7	7%	20	19%	75	71%
	Vocational, Some College, Associates	8	7%	0	0%	6	5%	19	17%	76	70%
	Bachelors or Higher	9	9%	4	4%	4	4%	19	17%	74	67%
ND DURATION	1 to 10 Years	0	0%	1	3%	2	4%	10	18%	43	76%
	11 to 30	6	5%	0	0%	7	6%	17	16%	81	73%
	31 or More	14	9%	4	3%	8	5%	30	19%	100	64%
STATUS	Employed	20	6%	6	2%	17	5%	57	18%	224	69%
	Not Working	0	0%	0	0%	0	0%	0	0%	0	0%
POLITICS	Very Liberal or Liberal	1	5%	1	2%	0	0%	8	28%	18	65%
	Moderate	9	10%	3	3%	6	7%	12	13%	65	68%
	Conservative or Very Conservative	7	6%	2	1%	6	5%	28	21%	91	67%
	Undisclosed	2	3%	0	0%	4	7%	9	13%	50	77%

\* Significant differences within categories

**Table 59. Workforce Sixth Ranked Most Important Fringe Benefit: Flexible Work Hours**

		Not at all Important		Slightly Important		Moderately Important		Important		Very Important	
		N	Row N%	N	Row N%	N	Row N%	N	Row N%	N	Row N%
<b>OVERALL</b>		<b>44</b>	<b>14%</b>	<b>21</b>	<b>7%</b>	<b>41</b>	<b>13%</b>	<b>49</b>	<b>16%</b>	<b>151</b>	<b>50%</b>
GENDER	Male	30	18%	14	8%	23	14%	21	12%	83	48%
	Female	14	10%	6	5%	17	13%	27	21%	69	51%
AGE	18 to 34	10	9%	8	7%	10	9%	15	14%	69	61%
	35 to 54	20	17%	7	6%	17	15%	23	20%	48	42%
	Over 55	15	19%	6	7%	14	18%	10	13%	34	44%
EDUCATION	HS or Less	21	22%	10	11%	6	6%	13	14%	46	47%
	Vocational, Some College, Associates	14	13%	5	4%	22	20%	19	17%	50	46%
	Bachelors or Higher	9	9%	6	6%	13	13%	17	17%	55	56%
ND DURATION	1 to 10 Years	4	6%	5	9%	9	17%	7	13%	30	55%
	11 to 30	12	12%	8	8%	9	9%	16	17%	55	55%
	31 or More	29	19%	8	5%	23	15%	25	17%	67	44%
STATUS	Employed	44	14%	21	7%	41	13%	49	16%	151	50%
	Not Working	0	0%	0	0%	0	0%	0	0%	0	0%
POLITICS	Very Liberal or Liberal	1	3%	0	0%	2	7%	9	35%	15	56%
	Moderate	14	15%	3	3%	11	13%	15	17%	46	52%
	Conservative or Very Conservative	20	15%	11	9%	20	16%	17	13%	61	47%
	Undisclosed	10	17%	6	11%	8	13%	7	12%	29	48%

\* Significant differences within categories

**Table 60. Workforce Seventh Ranked Most Important Fringe Benefit: Profit Sharing**

		Not at all Important		Slightly Important		Moderately Important		Important		Very Important	
		N	Row N%	N	Row N%	N	Row N%	N	Row N%	N	Row N%
<b>OVERALL</b>		<b>114</b>	<b>40%</b>	<b>26</b>	<b>9%</b>	<b>38</b>	<b>13%</b>	<b>30</b>	<b>11%</b>	<b>79</b>	<b>28%</b>
GENDER	Male	62	37%	11	7%	26	16%	21	13%	46	28%
	Female	52	43%	15	12%	12	10%	9	8%	33	27%
AGE	18 to 34	35	35%	14	14%	16	16%	11	11%	23	23%
	35 to 54	41	38%	5	4%	12	11%	11	10%	39	36%
	Over 55	37	47%	7	9%	9	12%	8	10%	17	21%
EDUCATION	HS or Less	34	37%	12	13%	9	10%	11	12%	26	28%
	Vocational, Some College, Associates	39	39%	7	7%	18	18%	10	10%	27	26%
	Bachelors or Higher	40	44%	7	7%	10	11%	9	10%	26	28%
ND DURATION	1 to 10 Years	24	45%	6	11%	5	9%	6	11%	12	23%
	11 to 30	28	32%	8	9%	18	21%	11	13%	23	26%
	31 or More	62	42%	12	8%	15	10%	13	9%	44	30%
STATUS	Employed	114	40%	26	9%	38	13%	30	11%	79	28%
	Not Working	0	0%	0	0%	0	0%	0	0%	0	0%
POLITICS	Very Liberal or Liberal	10	39%	4	17%	1	3%	6	24%	5	18%
	Moderate	36	42%	8	9%	12	14%	6	7%	23	28%
	Conservative or Very Conservative	48	40%	9	8%	19	16%	12	10%	31	26%
	Undisclosed	19	34%	5	9%	6	11%	6	11%	20	35%

\* Significant differences within categories

**Table 61. Workforce Eighth Ranked Most Important Fringe Benefit: Childcare Assistance**

		Not at all Important		Slightly Important		Moderately Important		Important		Very Important	
		N	Row N%	N	Row N%	N	Row N%	N	Row N%	N	Row N%
<b>OVERALL</b>		<b>177</b>	<b>70%</b>	<b>8</b>	<b>3%</b>	<b>15</b>	<b>6%</b>	<b>15</b>	<b>6%</b>	<b>38</b>	<b>15%</b>
GENDER	Male	99	73%	6	5%	10	7%	8	6%	13	9%
	Female	78	67%	2	2%	6	5%	7	6%	25	21%
AGE	18 to 34	54	59%	1	1%	11	11%	7	8%	19	21%
	35 to 54	72	75%	5	5%	4	4%	5	5%	10	11%
	Over 55	51	77%	3	4%	1	1%	3	5%	8	12%
EDUCATION	HS or Less	58	70%	4	5%	5	6%	4	4%	12	14%
	Vocational, Some College, Associates	69	75%	1	1%	4	4%	6	7%	13	14%
	Bachelors or Higher	50	64%	3	4%	7	9%	6	7%	12	16%
ND DURATION	1 to 10 Years	32	68%	0	0%	3	7%	2	5%	9	20%
	11 to 30	52	64%	3	4%	8	10%	10	12%	8	10%
	31 or More	93	74%	5	4%	4	3%	3	3%	20	16%
STATUS	Employed	177	70%	8	3%	15	6%	15	6%	38	15%
	Not Working	0	0%	0	0%	0	0%	0	0%	0	0%
POLITICS	Very Liberal or Liberal	10	44%	1	4%	1	4%	1	4%	10	43%
	Moderate	54	74%	3	4%	2	3%	7	10%	7	10%
	Conservative or Very Conservative	78	75%	4	4%	7	6%	3	3%	12	12%
	Undisclosed	35	66%	1	1%	6	10%	4	7%	8	15%

\* Significant differences within categories



**Table 62. Workforce Ninth Ranked Most Important Fringe Benefit: Tuition Reimbursement**

		Not at all Important		Slightly Important		Moderately Important		Important		Very Important	
		N	Row N%	N	Row N%	N	Row N%	N	Row N%	N	Row N%
<b>OVERALL</b>		<b>137</b>	<b>52%</b>	<b>20</b>	<b>8%</b>	<b>37</b>	<b>14%</b>	<b>28</b>	<b>11%</b>	<b>40</b>	<b>15%</b>
GENDER	Male	76	56%	9	6%	20	15%	13	9%	18	14%
	Female	61	48%	12	9%	17	13%	15	12%	21	17%
AGE	18 to 34	42	43%	9	10%	13	14%	14	14%	18	18%
	35 to 54	50	52%	7	7%	18	19%	9	9%	13	13%
	Over 55	45	66%	4	5%	5	7%	5	8%	9	14%
EDUCATION	HS or Less	47	59%	6	7%	11	13%	7	9%	9	11%
	Vocational, Some College, Associates	56	61%	6	6%	6	7%	12	13%	12	13%
	Bachelors or Higher	34	37%	9	10%	20	22%	9	10%	19	21%
ND DURATION	1 to 10 Years	27	55%	5	9%	9	17%	3	5%	7	14%
	11 to 30	38	46%	8	9%	12	14%	13	15%	14	16%
	31 or More	71	56%	8	6%	17	13%	12	10%	19	15%
STATUS	Employed	137	52%	20	8%	37	14%	28	11%	40	15%
	Not Working	0	0%	0	0%	0	0%	0	0%	0	0%
POLITICS	Very Liberal or Liberal	6	26%	3	14%	4	21%	3	13%	6	27%
	Moderate	48	60%	6	7%	11	13%	8	9%	8	10%
	Conservative or Very Conservative	55	53%	6	6%	18	17%	13	12%	12	12%
	Undisclosed	29	51%	5	10%	4	7%	5	9%	14	24%

\* Significant differences within categories

**Table 63. Workforce Willing to Relocate to a Different Community for Employment**

		Yes		No	
		Count	Row N %	Count	Row N %
<b>OVERALL</b>		<b>122</b>	<b>33%</b>	<b>249</b>	<b>67%</b>
GENDER	Male	67	32%	143	68%
	Female	55	34%	106	66%
AGE*	18 to 34	62	43%	80	57%
	35 to 54	43	31%	95	69%
	Over 55	17	19%	74	81%
EDUCATION*	HS or Less	36	28%	90	72%
	Vocational, Some College, Associates	35	28%	91	72%
	Bachelors or Higher	51	43%	68	57%
ND DURATION*	1 to 10 Years	32	52%	30	48%
	11 to 30	50	39%	77	61%
	31 or More	39	22%	142	78%
STATUS	Employed	122	33%	249	67%
	Not Working	0	0%	0	0%
POLITICS	Very Liberal or Liberal	17	52%	16	48%
	Moderate	43	36%	77	64%
	Conservative or Very Conservative	44	28%	116	72%
	Undisclosed	19	31%	41	69%

**Table 64. Top Five Factors in Relocation Decision**

		Wage Increase		Community Characteristics		Climate		Career Advancement		Family Preference	
		N	Yes%	N	Yes%	N	Yes%	N	Yes%	N	Yes%
<b>OVERALL (Base n=136)</b>		<b>63</b>	<b>46%</b>	<b>24</b>	<b>17%</b>	<b>13</b>	<b>9%</b>	<b>12</b>	<b>9%</b>	<b>12</b>	<b>9%</b>
GENDER	Male	35	15%	18	8%	6	3%	9	4%	4	2%
	Female	28	12%	6	3%	6	3%	3	1%	8	3%
AGE	18 to 34	39	24%	13	9%	3	2%	4	4%	5	4%
	35 to 54	19	14%	9	7%	5	4%	4	3%	7	6%
	Over 55	5	3%	2	1%	5	3%	3	2%	0	0%
EDUCATION	HS or Less	28	15%	5	3%	1	1%	3	2%	3	2%
	Vocational, Some College, Associates	14	9%	10	6%	5	3%	4	2%	4	3%
	Bachelors or Higher	21	16%	8	7%	6	6%	6	5%	4	4%
ND DURATION	1 to 10 Years	20	31%	10	18%	2	4%	2	4%	3	5%
	11 to 30	29	20%	7	6%	3	3%	5	4%	6	5%
	31 or More	14	5%	7	3%	8	3%	5	2%	3	1%
STATUS	Employed	58	17%	16	6%	13	4%	9	3%	12	4%
	Not Working	5	4%	7	5%	0	0%	3	2%	0	0%
POLITICS	Very Liberal or Liberal	11	32%	5	16%	3	11%	0	0%	0	0%
	Moderate	19	12%	12	8%	5	4%	5	4%	4	3%
	Conservative or Very Conservative	21	11%	7	4%	4	2%	5	3%	4	2%
	Undisclosed	11	12%	0	0%	1	1%	2	2%	4	4%

**Table 65. Workforce Retirement in the Next Five Years**

		Yes		No		Unknown	
		Count	Row N %	Count	Row N %	Count	Row N %
<b>OVERALL</b>		<b>82</b>	<b>15%</b>	<b>426</b>	<b>77%</b>	<b>48</b>	<b>9%</b>
GENDER*	Male	38	13%	226	79%	21	7%
	Female	44	16%	200	74%	27	10%
AGE*	18 to 34	0	0%	183	95%	9	5%
	35 to 54	7	4%	149	91%	8	5%
	Over 55	76	38%	94	47%	31	15%
EDUCATION	HS or Less	26	13%	164	80%	14	7%
	Vocational, Some College, Associates	28	14%	146	75%	20	10%
	Bachelors or Higher	28	18%	116	74%	13	8%
ND DURATION	1 to 10 Years	3	3%	80	94%	2	3%
	11 to 30	7	4%	156	91%	8	5%
	31 or More	73	24%	190	64%	36	12%
STATUS	Employed	63	16%	313	79%	18	5%
	Not Working	19	12%	113	70%	29	18%
POLITICS	Very Liberal or Liberal	4	9%	38	87%	2	4%
	Moderate	28	16%	143	78%	11	6%
	Conservative or Very Conservative	40	18%	174	77%	12	5%
	Undisclosed	10	10%	71	68%	22	22%

## Survey Methodology

**Target Population.** The target population was defined as adults 18 years of age or older residing in North Dakota with a cellular phone.

**Field Period.** The survey was pre-tested March 4 through 9 and the data were collected from March 10 through 29, 2022.

**Statewide Labor Force Estimates.** Table 67 presents the number and percent of survey respondents and how those numbers were applied to the adult population in North Dakota.

<b>Table 67. Statewide LABOR FORCE Estimates<sup>15</sup></b>				
<b>Description</b>	<b>Sample</b>		<b>Labor Estimates</b>	
	<b>Number</b>	<b>Percent</b>	<b>Number</b>	<b>Percent</b>
Population 18 or older <sup>4</sup>	556	100.0%	582,365	100.0%
Employed	395	71.0%	413,731	71.0%
Not Working	161	29.0%	168,634	29.0%
Labor Force	413	74.2%	432,585	74.2%
Employed	395	71.0%	413,731	71.0%
Actively Seeking Work	18	3.2%	18,854	3.2%
Potential Labor Force	429	77.0%	449,344	77.0%
Employed	395	71.0%	413,731	71.0%
Actively Seeking Work	18	3.2%	18,854	3.2%
Planning to Look for a Job Next Six Months	14	2.5%	14,664	2.5%
Discouraged from Looking	2	.04%	2,095	.4%
Potential Job Seekers (PJSs)	95	17.0%	99,506	17.0%
Actively Seeking Work	18	3.2%	18,854	3.2%
Planning to Look for a Job Next Six Months	14	2.5%	14,664	2.5%
Interested in Changing Jobs	61	11.0%	63,893	11.0%
Discouraged from Looking	2	.4%	2,095	.4%

<sup>15</sup> Due to rounding, estimates will not be exact.

# Weighting Methodology Report

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## General Discussion

For decades random sampling of telephone lines through random digit dialing (RDD) has offered the most systematic and efficient method for drawing a sample; however, this approach often produces samples that differ somewhat from the general population.

Many survey firms have shifted to mixed cellphone and landline surveys or cell phone only surveys. A cell phone only sample solves many of the problems that were commonly associated with landline surveys – such as determining household size. Yet, all random digit dialing sampling methods produce results slightly divergent from known population patterns. Statisticians have developed a range of approaches to weight survey data to correct these differences.

The process used for this survey to bring results into alignment with the patterns in the general population is a type of weighting known as “raking.” Raking is an iterative process in which the weight of each case is incrementally adjusted by a random amount. These random adjustments are carried out until weighted results converge on the desired distributions. The statistical software platform R is used along with the raking algorithm in the *anesrake package*.<sup>16</sup>

Four demographic factors were incorporated into the creation of sample weights (Age, Education, Race, and Gender). Data for Age, Gender, Race and Education were taken from the 2020 Current Population Survey produced by the U.S. Census Bureau. The distribution of the survey weights are presented in Figure 1. Table 1 describes the original distribution and the weighted distribution of Census categories for Age, Gender, Race, and Education.

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<sup>16</sup> Pasek, Josh. 2011. “ANES Raking Implementation.” CRAN. <http://cran.r-project.org/>

Figure 1: Distribution of Survey Weights

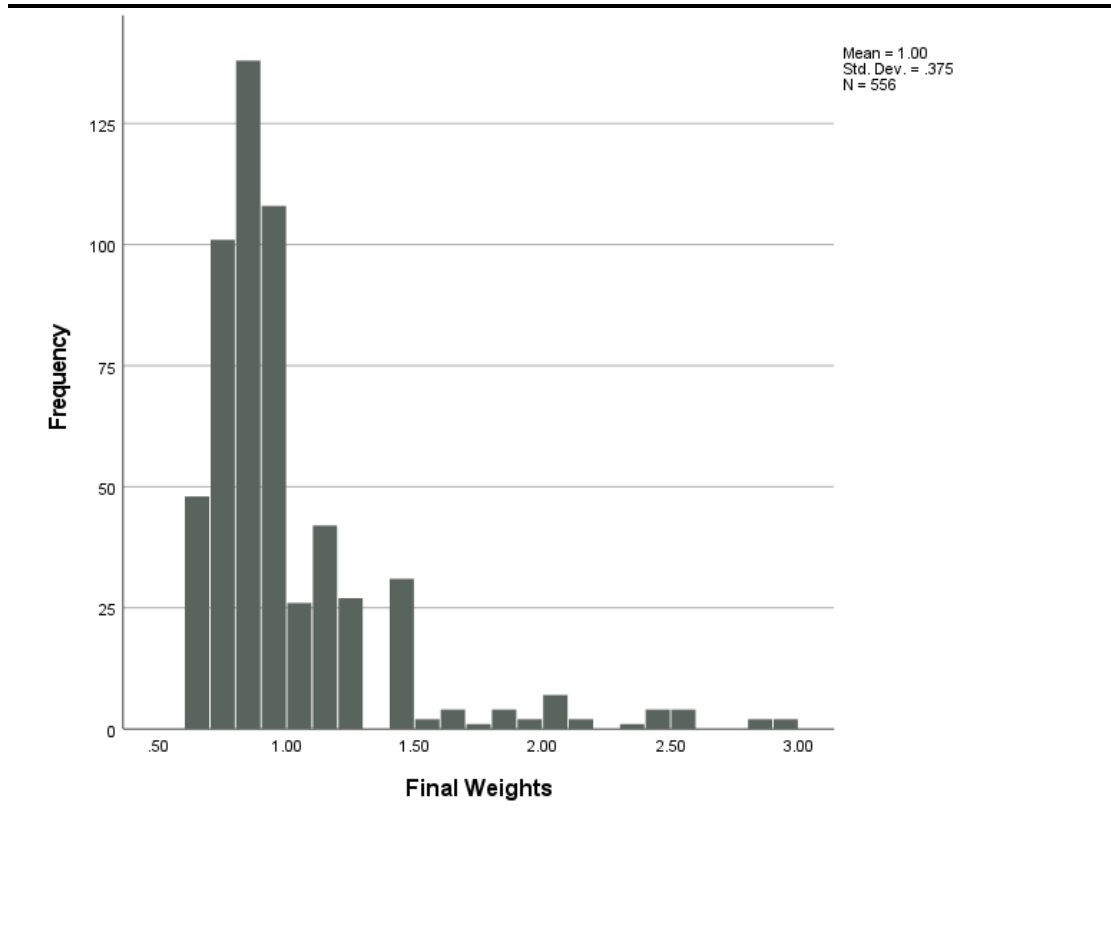


Table 1: Survey Weights Relative to Census Data and Survey Distributions

<b>Race</b>	<b>Respondents</b>		<b>Weighted Results</b>		<b>Population</b>	
White	518	93.17%	476.35	85.68%	498,943	85.68%
Non-White	38	6.83%	79.65	14.32%	83,422	14.32%
<b>Education Level</b>						
High School or Less	133	23.92%	156.71	28.19%	164,145	28.19%
Some College/Associates/Vocational	184	33.09%	172.55	31.03%	180,727	31.03%
Bachelor’s Degree or Higher	184	33.09%	145.74	26.21%	152,653	26.21%
Under 25 (No Census Differentiation)	55	9.89%	81.00	14.57%	84,840	14.57%
<b>Gender</b>						
Male	303	54.50%	284.46	51.16%	297,945	51.16%
Female	253	45.50%	271.54	48.84%	284,420	48.84%
<b>Age Group</b>						
18 – 24	55	9.89%	81.00	14.57%	84,840	14.57%
25 – 34	94	16.91%	110.23	19.83%	115,456	19.83%
35 – 44	100	17.99%	86.48	15.55%	90,584	15.55%
45 – 54	86	15.47%	77.18	13.88%	80,843	13.88%
55 – 64	91	16.37%	89.97	16.18%	94,236	16.18%
65+	130	23.38%	111.14	19.99%	116,406	19.99%
<b>Total</b>	<b>556</b>	<b>100.0%</b>	<b>556</b>	<b>100.0%</b>	<b>582,365</b>	<b>100.0%</b>

### Interpreting Weighted Data

While weighted data helps to correct for potential sources of bias that may result from a sampling process, this improvement is not without its drawbacks. Namely, weighted data often has a larger variance than un-weighted data. This increase in variance is known as the design effect and slightly alters the process of drawing inferences from the survey data to the general population.

Many statistical packages are able to adjust calculations of standard errors and confidence intervals to account for the increased variance of weighted data. Before carrying out statistical analysis of weighted data, it is generally good practice to review the documentation for the statistical software package being used to see how weighted data are handled.



For less technical uses of weighted survey data there are fairly straight forward techniques for adjusting confidence intervals and standard errors to account for increased variance. The approach recommended here is based on the formula provided by Heeringa *et al.* (2010).

The default formula for the standard error of a proportion is provided in Equation 1. The variable  $p$  corresponds to a specific percentage value and  $N$  corresponds to the sample size. For a sample of 511, this value can be multiplied by 1.96 to get a margin of error corresponding to 95% confidence level.

$$SE = \sqrt{\frac{p \times (1 - p)}{N}} \tag{Equation 1}$$

The standard error formula in Equation 1 can be adjusted by multiplying it by the square root of the design effect ( $\delta$ ). The design effect for a single set of weights can be calculated using Equation 2. Again,  $N$  is the size of the sample. The variable  $w$  is the weight for the  $j^{th}$  case.

$$\delta = \frac{N \times \sum w_j^2}{(\sum w_j)^2} \tag{Equation 2}$$

Combining Equation 1 and Equation 2, the corrected standard error can be calculated using Equation 3. For this set of sample weights the design effect ( $\delta$ ) equals 1.14. The corrected standard error depends upon the proportion being tested but is at its maximum value when  $p = .5$ .

$$CorrectedSE = \sqrt{\delta \times \frac{p \times (1 - p)}{N}} \tag{Equation 3}$$

Table 2 provides the distribution of margins of error corresponding to different confidence levels and different proportions; however, ***the most straight forward statement regarding margin of error for this study is that for a 95% confidence level, ± 4.44% is the largest margin of error*** that would result from Equation 3 and a  $\delta$  value of 1.14 and a sample of 556.

Table 2: Margin of Error Given Different Confidence Levels

Proportions	50/50%	60/40%	70/30%	80/20%	90/10%
90% Confidence Level	± 3.72%	± 3.65%	± 3.41%	± 2.98%	± 2.23%
95% Confidence Level	± 4.44%	± 4.35%	± 4.07%	± 3.55%	± 2.66%
99% Confidence Level	± 5.83%	± 5.71%	± 5.35%	± 4.67%	± 3.50%

# **Appendix A**

## **Glossary of Terms**

## Glossary of Terms

**Active Labor Force.** Those individuals who are employed (working full-time, part-time, or indicated they were self-employed) as well as those actively seeking work.

**Graduate or Professional Degree.** Any degree that is attained after an individual has completed a Bachelor's Degree; for example, a Master's Degree or PhD.

**Available Labor Force.** The total potential labor force identifies the estimated number of individuals (18 years of age or older) living within the defined labor market area and who have the potential of working. This number includes the Active Labor Force as well as a Potential Job Seekers.

**Demographics.** Statistics that are used to describe a population or subset of a population.

**Discouraged Workers.** People who are not employed, not looking for work, not planning to look for work within the next year but would accept a job if it met their minimum qualification. These individuals are not considered part of the labor force.

**Educational Attainment.** The highest level of education completed by an individual.

**Labor Force.** Represents that part of the non-institutionalized population 18 years of age and older who are employed or unemployed as derived on a person-by-residence basis. It counts persons, not jobs, so a person holding more than one job is counted only once so the effects of commuting into and out of an area are negated.

**Manufacturing.** Includes establishments engaged in the mechanical or chemical transformation of materials or substances into new products. These establishments are usually described as plants, factories, or mills and characteristically use power-driven machines and materials-handling equipment. The new product of a manufacturing establishment may be "finished" in the sense that it is ready for utilization and consumption, or it may be "semi-finished" to become a raw material for an establishment engaged in further manufacturing.

**Mean.** The sum of several numerical values divided by the number of values summed. Or simply, the arithmetic average.

**Number of Hours Worked.** Number of hours worked refers to the total number of hours a person worked in all the jobs that that person held. It includes the duration or the period the person was occupied in his work, including overtime, but excluding hours paid but not worked. The normal working hours per day is the usual or prescribed working hours of a person in that person's primary job/business.

**Occupation.** The name or title of a job that identifies a person's principle business or work activity. Employees that perform essentially the same tasks are in the same occupation, whether or not they work in the same industry. Some occupations are concentrated in a few particular industries; other occupations are found in many industries. Occupations are classified for this study using the Standard Occupational Classification (SOC) System, a standard classification used in social and

economic statistical reporting programs, such as the U.S. Census Bureau or U.S. Bureau of Labor Statistics (BLS) programs.

**Part-Time Employment.** Employment in which a worker is regularly scheduled to work less than 30 hours per week.

**Potential Job Seeker (PJSs).** PJSs are comprised of: (1) adults who are currently seeking a job, (2) those planning to seek a job within the next six months, (3) those employed who would be interested in changing jobs, and (4) discouraged workers.

**Respondent.** An individual who answered the questions asked in the survey; someone who responded to the survey.

**Rounding of Estimates.** Figures are independently rounded to the nearest whole number.

**Self-Employed Workers.** Persons who work for profit or fees in their own business, profession, trade, or farm. Only the unincorporated self-employed are included in the self-employed category in the class of worker typology. Self-employed persons who respond that their businesses are incorporated are included among wage and salary workers, because technically, they are paid employees of a corporation.

**Standard Occupational Classification (SOC) System.** The SOC system is used to classify all occupations in the economy, including private, public, and military occupations. This classification system replaces all occupational classification systems previously used by federal statistical agencies. It will be used by all federal statistical agencies collecting occupational data, providing a means to compare occupational data across agencies. It is designed to cover all occupations in which work is performed for pay or profit, reflecting the current occupational structure in the United States. All workers are classified into one of more than 820 occupations according to their occupational definition. To facilitate classification, occupations are combined to form 23 major groups, 96 minor groups, and 449 broad occupations. Each broad occupation includes detailed occupation(s) requiring similar job duties, skills, education, or experience.

**Unemployment Rate.** The number of unemployed people as a percentage of the labor force. The seasonally-adjusted unemployment rate eliminates the influence of regularly recurring seasonal fluctuations which can be ascribed to weather, crop-growing cycles, holidays, vacations, regular industry model changeover periods, etc. Therefore, it more clearly shows the underlying basic trend of unemployment.

**Unemployed.** For labor force estimates, all persons who did not work during the survey week who made specific efforts to find a job within the past four weeks, and who were available for work during the mid-week (except for temporary illness). Also included are those who did not work, were available, and were waiting to be called back from a layoff or were waiting to start a new job within 30 days. Not all persons 16 years and older are unemployed if not working. One must be actively looking and available for work to qualify. Otherwise, these persons are not in the labor force. Unemployed persons are always counted at their place of residence as opposed to place of previous employment, if any. Unemployed persons may be so by virtue of being laid off or having quit a job.

# Appendix B

## Survey Instrument

*\*note: not all results are included in this report*

## ND Workforce Survey Instrument

1. Are you currently working for wages or a salary, or self-employed as your primary job?
  1. Yes (n326 or 59%)
  2. No (n161 or 29%)
  3. Self-employed as their primary job (n69 or 12%)
  
2. When was the last time you worked for wages or a salary?
  1. Never (n3 or 2%)
  2. Less than 6 months ago (n24 or 15%)
  3. 6 months to 1 year ago (n24 or 15%)
  4. 1 to 2 years ago (n11 or 7%)
  5. More than 2 years ago (n98 or 61%)
  6. DK/REF (n2 or 1%)
  
3. Are you currently:
  1. A homemaker (n16 or 10%)
  2. A student (n25 or 16%)
  3. Retired (n91 or 57%)
  4. Disabled and unable to work (n19 or 12%)
  5. None of These (n11 or 7%)
  
- 3b. Could you explain what you do?
  
- 3c. Could you also explain how the pandemic has impacted your business?
  
- 3d. May I ask how many years you have been in business?
  
- 3e. Does anyone else work for you?
  1. Yes (n30 or 44%)
  2. No (n38 or 56%)
  
- 3f. How many employees work full/part-time?
  
4. Did you lose or were you laid off, or did you voluntarily leave a job or jobs during the pandemic?
  1. Yes (Lost) (n4)
  2. Yes (Laid off) (n9)
  3. Yes (voluntarily Left) (n40)
  4. No (n99)
  5. Refused (n4)

- 4a. Next, in general how do you feel about this (these) job(s), using a scale of 1 to 5, where 1 is Dislike Very Much and 5 is Like Very Much
1. Dislike Very Much 2%
  2. Somewhat Dislike 1%
  3. Neutral (neither Dislike nor Like) 18%
  4. Somewhat Like 23%
  5. Like Very Much 57%
- 4b. Can you explain how the COVID pandemic caused you to lose, be laid off, or the reason you voluntarily left your job?
- 4e. Can you please explain how you are supporting yourself since March 2020?
5. Are you currently seeking employment?
1. Yes (n18 or 11%)
  2. No (n141 or 89%)
6. Do you plan to seek employment within the next 6 months?
1. Yes (n14 or 10%)
  2. No (n127 or 90%)
7. Are you interested in working?
1. No (Not interested in working) (n127 or 98%)
  2. Yes (Interested in working) (n2 or 2%)
- 7b1. Can you explain what is keeping you from looking for work?  
NO (Not interested in working)
- 7b2. Can you explain what is keeping you from looking for work?
8. Has your employment status changed since the pandemic started (March 2020)?
1. Yes (n92 or 23%)
  2. No (n301 or 77%)
- 8b. Can you explain how your employment changed since the pandemic started?
- 8c. Even though you currently have a job (or are self-employed), would you be interested in changing jobs?
1. Yes (n61 or 16%)
  2. No (n330 or 84%)
9. Did you receive supplemental unemployment benefits to bridge your income during this time?
1. Yes (n49 or 13%)
  2. No (n342 or 87%)

- 9b. How important were these supplemental employment benefits to you during the pandemic, using a scale of 1 to 5, with 1 meaning Not at all Important and 5 meaning Very Important.
1. Not at all Important (n5 or 10%)
  2. Slightly Important (n5 or 10%)
  3. Moderately Important (n10 or 19%)
  4. Important (n5 or 10%)
  5. Very Important (n25 or 50%)
10. How confident do you feel that your employment situation is stable, using a scale of 1 to 5, with 1 meaning Not at All Confident 5 meaning Very Confident.
1. Not at all Confident (n5 or 1%)
  2. Slightly Confident (n12 or 3%)
  3. Moderately Confident (n29 or 7%)
  4. Confident (n69 or 18%)
  5. Very Confident (n276 or 71%)
12. Before the COVID pandemic, how many total hours, across all jobs were you working in an average week?
- 12b. Do you consider yourself to be underemployed?
1. Yes (n16 or 4%)
  2. No (n372 or 96%)
- 12c. Why do you consider yourself to be underemployed?
14. The next few questions deal with your primary job - (the job where you earn most of your pay). What is your current occupation?
15. Currently, how many hours on average, across all jobs are you currently working in an average week?
- 15b. Would you prefer to work more than 35 hours per week?
1. Yes (n15)
  2. No (n27)
- 15c. How many total employers are you currently working for?
1. None (n14 or 4%)
  2. 1 (n328 or 83%)
  3. 2 (n27 or 7%)
  4. 3 (n5 or 1%)
  5. 4 or more (n4 or 1%)
  6. Work for themselves (n16 or 4%)



- 15d. Would you define your employer (self-employed or your own business) as a Family Business?
1. Yes (n93 or 24%)
  2. No (n297 or 75%)
  3. DK/REF (n5 or 1%)
- 15e. Besides your primary job (self-employed or your own business), do you have any other side jobs?
1. Yes (n53 or 14%)
  2. No (n339 or 87%)
- 15f. Could you please describe your side-jobs? Or part-time jobs you have for extra income.
16. How many years have you been with your current primary employer? Or been self-employed?
17. What industry is your current primary job in?
18. On average how far in minutes do you currently commute one-way to your job?
- 18b. What would be the farthest in minutes you would be willing to commute one-way to your job?
- 18c. Next, how do you feel about your primary job, (or self-employment) using a scale of 1 to 5, where 1 is dislike very much and 5 is like very much
1. Dislike Very Much (0)
  2. Somewhat Dislike (n10 or 3%)
  3. Neutral (neither Dislike nor Like) (n45 or 12%)
  4. Somewhat Like (n93 or 24%)
  5. Like Very Much (n231 or 59%)
19. What is the approximate hourly wage you receive?
20. Next, I am going to read a list of fringe benefits, for each one, first tell me how important this benefit is to you, where 1 is not at all important and 5 is very important, secondly, does your current job offer this fringe benefit?
- |                          |  |
|--------------------------|--|
| 1. Health insurance      | 7. Retirement plan                       |
| 2. Childcare assistance  | 8. Paid vacation                         |
| 3. Flexible work hours   | 9. Paid holidays                         |
| 4. Sick leave            | 10. On-the-job-training                  |
| 5. Tuition reimbursement | 11. Differential pay                     |
| 6. Profit sharing        | 12. Ability to telecommute/work remotely |

23. Next, I am going to read sources people sometimes use when searching for a job? If you were actively looking for a job today, please tell me if you would use this source?

The first:

1. Job Search websites
2. Browse Company websites
3. Network with your professional friends
4. Check with your collegiate and corporate alumni networks
5. Industry and Career-based Magazines
6. Search local job boards and career fairs
7. Referrals
8. Cold Calling
9. Headhunters and Recruiters

24. Would you be willing to relocate to a different community for a job?

1. Yes (n141 or 35%)
2. No (n263 or 65%)

24b. When considering relocating for a new job, what are the top factors that would impact your decision?

25. Have you received a COVID-19 vaccine?

1. Yes (n353 or 67%)
2. No (n173 or 33%)

25b. What were the deciding factors for you to not receive the vaccine?

25d. Have you received a COVID-19 vaccine booster?

1. Yes (n216 or 62%)
2. No (n134 or 38%)

25e. Do you currently have, or have you previously had, a case of COVID-19 that was confirmed by test?

1. Yes, currently have COVID (n14 or 3%)
2. Yes, previously had COVID, confirmed by a test (n203 or 37%)
3. No (n281 or 51%)
4. Not Sure (n34 or 6%)

25f. Do you feel that you are experiencing any lasting health impacts due to COVID-19?

1. Yes (n41 or 20%)
2. No (n162 or 80%)

25g. Did any of your close friends or family members die due to COVID-19?

1. Yes, close friend(s) (n72 or 13%)
2. Yes, family member(s) (n70 or 13%)
3. No (n410 or 74%)

26. Resilience Coping Scale

Next, I am going to read a few statements, where 1 is this does not describe you very well and 5 is describes you very well. The first:

- a. You look for creative ways to alter difficult situations
- b. Regardless of what happens to you, you believe you can control my reaction to it
- c. You believe you can grow in positive ways by dealing with difficult situations
- d. You actively look for ways to replace the losses you encounter in life

27. Mental Health Scale

Over the last 2 weeks, how often have you felt nervous, anxious or on edge? .... where 1 is not at all, 2 is several days, 3 is more than half the days, and 4 is nearly every day.

- a. Felt nervous, anxious or on edge?
- b. Not being able to stop or control worrying?
- c. Little interest of pleasure in doing things?
- d. Felt down, depressed, or hopeless?

**Demographics**

28. Age

29. Years lived in ND

30. What do you believe is the most important issue facing the country today?

31. As of today, which candidate or potential candidate do you hope becomes the 2024 Republican presidential candidate? (please respond even if not a member of the Republican party)

- 1. Trump 23%
- 2. DeSantis 5%
- 3. Pence 1%
- 4. Haley 0%
- 5. Cruz <1%
- 6. Romney 1%
- 7. Cheney 1%
- 8. Rubio <1%
- 9. I would not vote in this primary 2%
- 10. Another candidate (please specify) 6%
- 11. Do not know 61%

32. Highest level of education

33. Do you have plans to retire in the next five years?

- 1. Yes (n86 or 16%)
- 2. No (n422 or 76%)
- 3. DK/REF (n48 or 9%)

34. Do you think of yourself as:

1. Very Liberal (n6 or 1%)
2. Liberal (n38 or 7%)
3. Moderate (n182 or 33%)
4. Conservative (n166 or 30%)
5. Very Conservative (n60 or 11%)
6. REF (n104 or 19%)

35. If we conduct a follow-up survey, may we have your permission to contact you again?

1. Yes (n383 or 69%)
2. No (n173 or 31%)