

LABOR VACANCY AND ASSESSMENT FOR EDGEMONT AND HOT SPRINGS, SOUTH DAKOTA 2009

Marketing Rural Communities to Attract and Retain Workers.

David J. Peters, Ph.D.

Research Report

June 2010



INTRODUCTION

The Labor Vacancy Survey is part of a project titled “Marketing Rural Communities to Attract and Retain Workers”, and is a collaborative effort between the University of Nebraska, North Dakota State University, and South Dakota State University. Its purpose is to apply innovative marketing concepts and methods commonly used in business to the problem of attracting new residents to rural communities and regions. The end goal is to devising high impact workforce recruitment strategies in rural areas characterized by emerging workforce shortages. The project is funded by U.S. Department of Agriculture.

An important early step in developing an effective workforce recruitment strategy is to determine the nature of area workforce requirements. This will allow communications to be targeted to the specific market characteristics of persons possessing the training and skills required within the local economy. Existing secondary data sources are limited in both the types of information they provide and industry specificity. In fact, for many rural communities much of the available data is not reported due to confidentiality restrictions. This information gap limits the ability of rural workforce developers to make sound decisions. In this project, job vacancy surveys will be used to address this information gap by estimating the extent and nature of labor shortages in the partner communities.

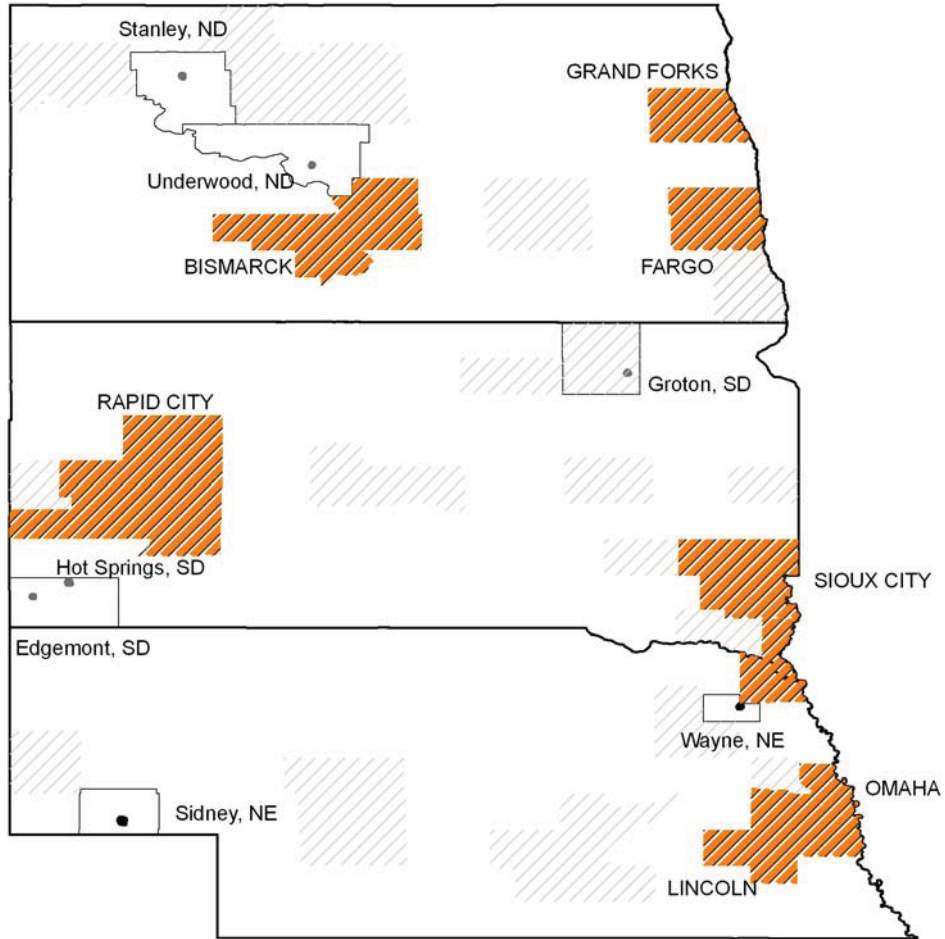
The Labor Vacancy Survey will ask four sets of core questions. The *job openings* questions will quantify the number of openings by occupation, the starting salary, employer paid benefits offered, training provided, and any financial incentives offered by the employer. The *job requirements* questions will determine the minimum experience, educational qualifications, skill requirements, and workplace competencies of each occupational opening. The *applicant assessment* questions will measure the quality and shortcomings of applicants for each occupational opening. The *vacancy analysis* questions will estimate the vacancy duration, difficulties in filling vacancies, and the degree of job turnover and retention.

Both the project team and representatives in your community have analyzed and interpreted the survey results for use in community decision making. This publication that can be used by a variety of groups in the community. The partner communities can use the information to develop strategies to attract and retain needed workers. Economic developers can use the information to understand the current demand for workers to more effectively assist employers and jobseekers. Education and training providers can use the information to understand the current demand for skills to target training programs and develop curricula to address skill gaps. Employers can use the information to determine hiring competition and prioritize human resource needs. Jobseekers can use the information to better understand the types of jobs offered in the area, the education and experience required, and the wages and benefits paid, to make informed career decisions.



The partner communities in this project are Sidney and Wayne in Nebraska; Stanley and Underwood in North Dakota; and Edgemont–Hot Springs and Groton in South Dakota.

MAP OF PARTNER COMMUNITIES



DATA AND METHODS

A self-administered questionnaire was mailed in August and September of 2009 to all employers in the Edgemont – Hot Springs area. Community partners identified the Edgemont – Hot Springs area as including the following ZIP codes: 57735 (Edgemont), 57747 (Hot Springs), and 57722 (Buffalo Gap).

Employer lists were obtained through InfoUSA and Dun and Bradstreet. Both lists were reconciled to provide a more accurate and reliable sampling frame. In addition, the final employer list was screened and updated by community partners. This included adding any missing firms, dropping non-existent ones, and verifying addresses and contact information.

Of the 209 surveys sent out, 34 were completed for an unweighted response rate of 16.3%. However, this response rate does not capture the size of employers who responded. The response rate weighted by employment size is 31.9%. However, it is not the response rate that matters, rather the representativeness of the responses.

The data are not representative of Edgemont – Hot Springs area employers. There were N=9 large firms that did not respond to the survey. Missing firms are unique to the labor market and cannot be imputed. Missing firms include ...

- Nursing home employing 130 workers.
- School district employing 120 workers.
- School district employing 80 workers.
- Recreation facility employing 60 workers.
- Truck stop employing 50 workers.
- Tourist attraction (natural) employing 50 workers.
- Department store employing 45 workers.
- Department store employing 40 workers.
- Intermediate care facility employing 38 workers.

The unrepresentative data were weighted to reflect the population of employers in the region. Weights were derived from secondary data sources, specifically County Business Patterns from the US Census. Weighted employment totals from the survey (N=3,093) do not match totals from published federal sources (N=2,283).

The weighted sample is not representative of known employers in the Edgemont – Hot Springs area. Results of this survey should be interpreted with caution since it may not accurately reflect local labor market conditions.

OPENINGS AND COMPENSATION

There were 1,298 total job openings last year in Edgemont – Hot Springs. 689 of these positions were full-time positions, while 510 were part-time positions. The remaining jobs were not identified as full-time or part-time. These job openings are broken down by job category in Figure 1.

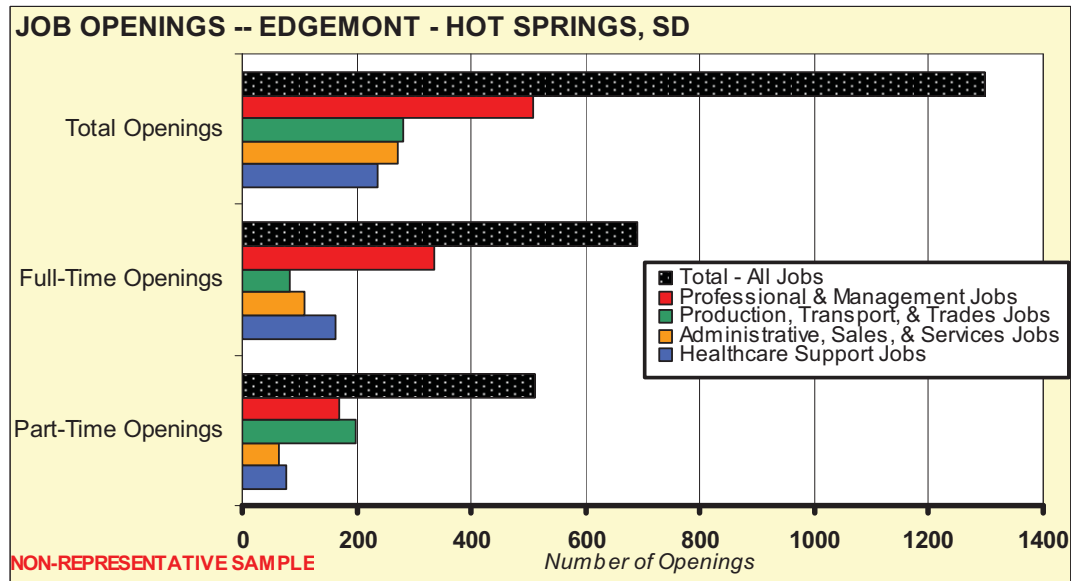


Figure 1. Job openings.

Of these job openings, 795 openings (61%) took under 30 days to fill, 325 (25%) took 1-2 months to fill, and 169 (13%) took over 2 months to fill. The length of job vacancy is broken down by category in Figure 2 and Table 1.

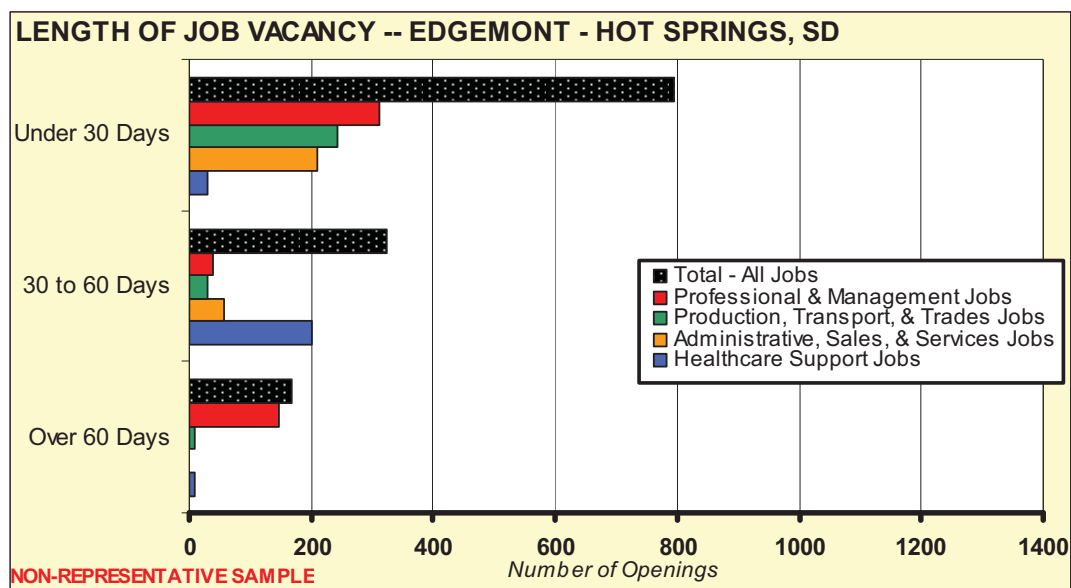


Figure 2. Length of job vacancy

Table 1. Length of job vacancy

		<u>Number</u>	<u>Percent</u>
Under 30 Days	Total - All Jobs	795	61.2%
	Professional & Management Jobs	312	61.5%
	Production, Transport, & Trades Jobs	243	86.2%
	Administrative, Sales, & Services Jobs	211	77.9%
	Healthcare Support Jobs	29	12.2%
30 to 60 Days	Total - All Jobs	325	25.0%
	Professional & Management Jobs	38	7.5%
	Production, Transport, & Trades Jobs	29	10.3%
	Administrative, Sales, & Services Jobs	58	21.4%
	Healthcare Support Jobs	200	84.0%
Over 60 Days	Total - All Jobs	169	13.0%
	Professional & Management Jobs	147	29.0%
	Production, Transport, & Trades Jobs	10	3.5%
	Administrative, Sales, & Services Jobs	2	0.7%
	Healthcare Support Jobs	10	4.2%

There are 1,891 anticipated future openings. 578 future professional/managerial jobs, 552 future production/transport/trades jobs, 480 future healthcare support jobs, and 281 future admin/sales/services jobs, as presented in Figure 3.

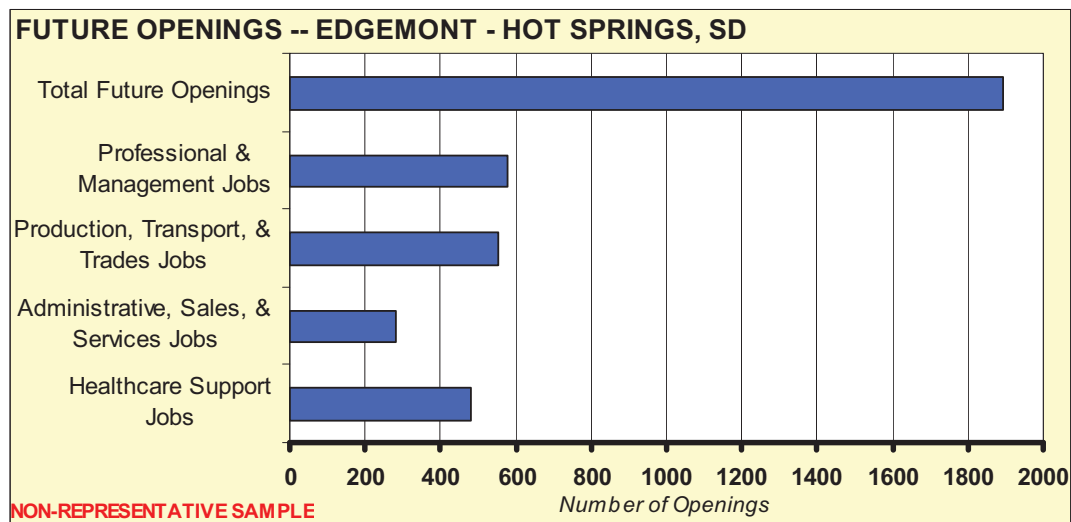


Figure 3. Future Openings

Average wage of openings was \$8.88 per hour, with the range being \$6.68-\$13.14 and the region average entry wage was \$9.29. Professional/managerial openings had highest wages at \$9.77/hr with a range of \$7.50-\$25.00, and the region average entry wage was \$16.43. Healthcare support openings had lowest wages at \$7.99/hr with a range of \$7.00-\$9.02, and the region average entry wage was \$9.30. The wages of job openings for all job categories are presented in Figure 4.

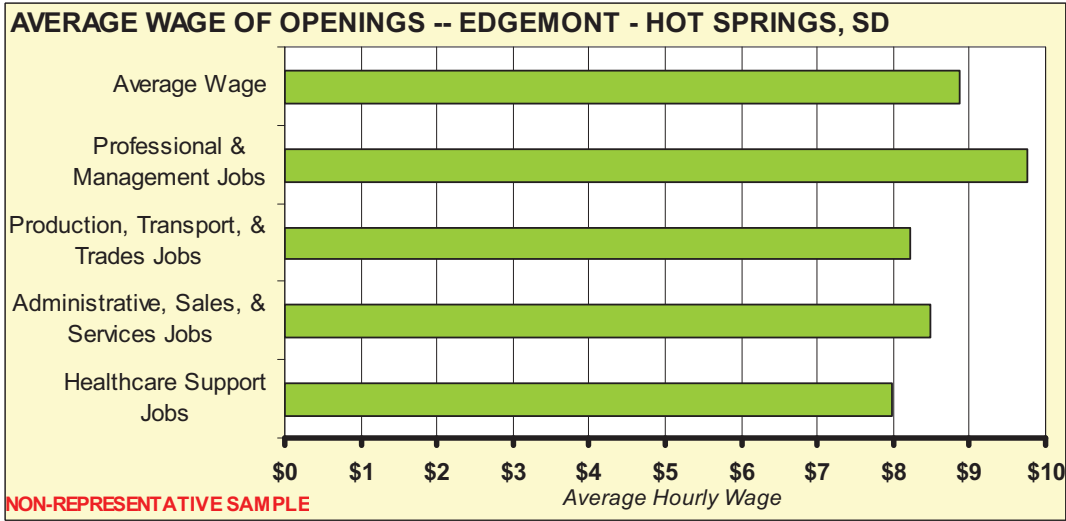


Figure 4. Average wage of openings.

The majority of job openings came with comprehensive benefits. 1,204 (93%) of job openings offered job training. 832 (64%) offered retirement plans. 637 (49%) offered paid vacations. 598 (46%) offered medical plans. 560 (43%) offered dental plans. The benefits afforded to the job openings are broken down by job category in Figure 5 and Table 2.

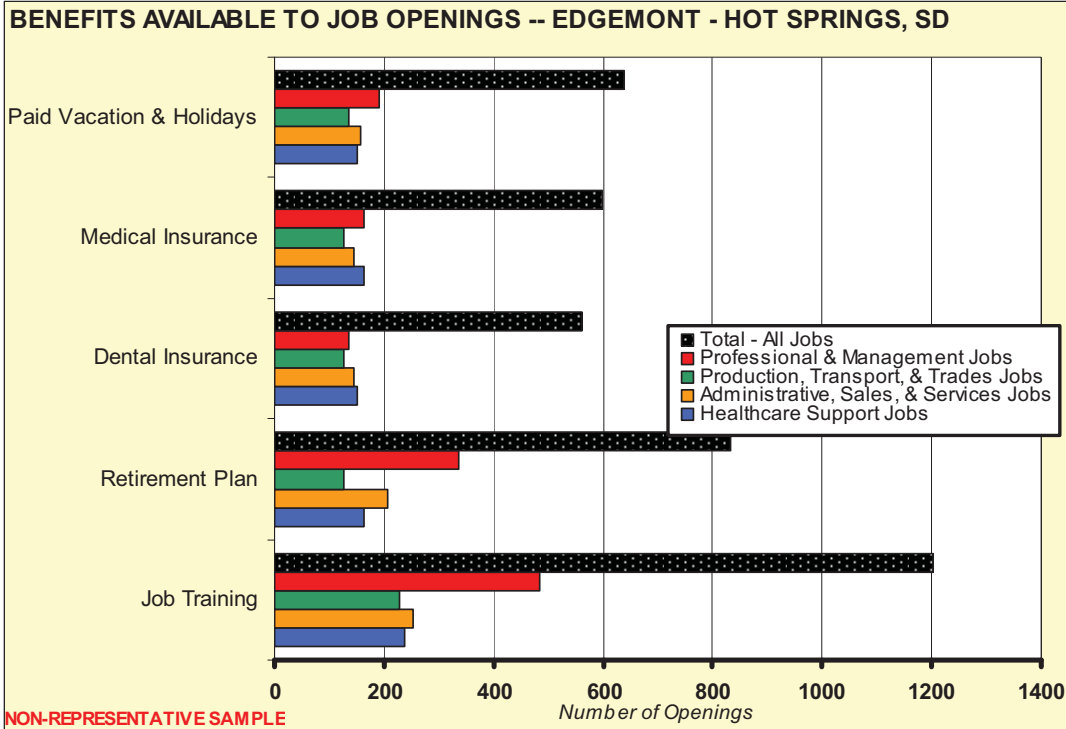


Figure 5. Benefits available to job openings

Table 2. Benefits available to job openings

		<u>Number</u>	<u>Percent</u>
Paid Vacation & Holidays	Total - All Jobs	637	49.1%
	Professional & Management Jobs	192	37.9%
	Production, Transport, & Trades Jobs	137	48.6%
	Administrative, Sales, & Services Jobs	156	57.6%
	Healthcare Support Jobs	152	63.9%
Medical Insurance	Total - All Jobs	598	46.1%
	Professional & Management Jobs	163	32.1%
	Production, Transport, & Trades Jobs	127	45.0%
	Administrative, Sales, & Services Jobs	146	53.9%
	Healthcare Support Jobs	162	68.1%
Dental Insurance	Total - All Jobs	560	43.1%
	Professional & Management Jobs	137	27.0%
	Production, Transport, & Trades Jobs	127	45.0%
	Administrative, Sales, & Services Jobs	144	53.1%
	Healthcare Support Jobs	152	63.9%
Retirement Plan	Total - All Jobs	832	64.1%
	Professional & Management Jobs	335	66.1%
	Production, Transport, & Trades Jobs	127	45.0%
	Administrative, Sales, & Services Jobs	208	76.8%
	Healthcare Support Jobs	162	68.1%
Job Training	Total - All Jobs	1,204	92.8%
	Professional & Management Jobs	483	95.3%
	Production, Transport, & Trades Jobs	229	81.2%
	Administrative, Sales, & Services Jobs	254	93.7%
	Healthcare Support Jobs	238	100.0%

REQUIRED SKILLS AND EXPERIENCE

Most job openings required some degree of education. 389 (30%) required no qualifications. 202 (16%) required a high school degree or GED. 182 (14%) required some sort of professional or technical certification. 81 (6%) required 2-year degrees. 81 (6%) required college degrees. However, 60% of healthcare support, 40% of admin/sales/services, and 21% of professional/manager openings were missing. The educational requirements of the job openings are broken down by job category in Figure 6 and Table 3.

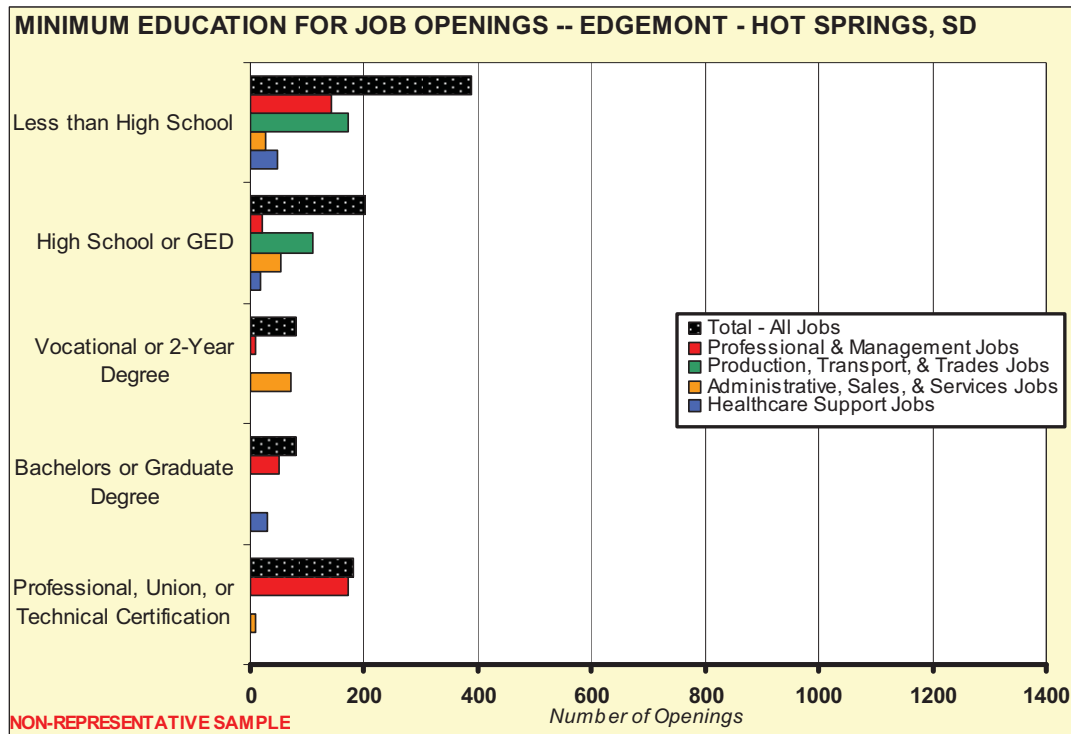


Figure 6. Minimum education requirements

Table 3. Minimum education requirements.

		<u>Number</u>	<u>Percent</u>
Less than High School or GED	Total - All Jobs	389	30.0%
	Professional & Management Jobs	143	28.2%
	Production, Transport, & Trades Jobs	172	61.0%
	Administrative, Sales, & Services Jobs	26	9.6%
	Healthcare Support Jobs	48	20.2%
High School or GED	Total - All Jobs	202	15.6%
	Professional & Management Jobs	21	4.1%
	Production, Transport, & Trades Jobs	110	39.0%
	Administrative, Sales, & Services Jobs	53	19.6%
	Healthcare Support Jobs	18	7.6%
Vocational or 2-Year Degree	Total - All Jobs	81	6.2%
	Professional & Management Jobs	10	2.0%
	Production, Transport, & Trades Jobs	0	0.0%
	Administrative, Sales, & Services Jobs	71	26.2%
	Healthcare Support Jobs	0	0.0%
Bachelors or Graduate Degree	Total - All Jobs	81	6.2%
	Professional & Management Jobs	50	9.9%
	Production, Transport, & Trades Jobs	0	0.0%
	Administrative, Sales, & Services Jobs	2	0.7%
	Healthcare Support Jobs	29	12.2%
Professional, Union, or Technical Certification	Total - All Jobs	182	14.0%
	Professional & Management Jobs	172	33.9%
	Production, Transport, & Trades Jobs	0	0.0%
	Administrative, Sales, & Services Jobs	10	3.7%
	Healthcare Support Jobs	0	0.0%

Most all openings require solid skills at the 10th-grade level or higher. Speaking and writing skills were not important for production, transport, and trades jobs. The required skills for these job openings are broken down by job category in Figure 7 and Table 4.

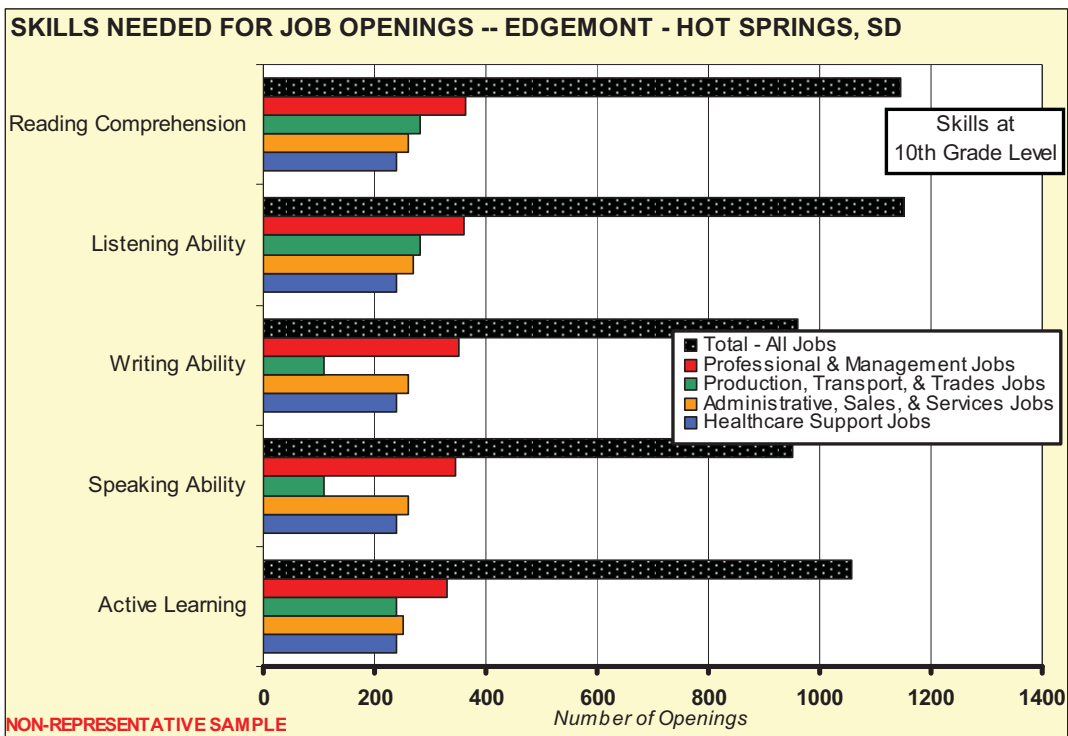


Figure 7. Required skills

Table 4. Required skills

		<u>Number</u>	<u>Percent</u>
Reading Comprehension	Total - All Jobs	1,145	88.2%
	Professional & Management Jobs	364	71.8%
	Production, Transport, & Trades Jobs	282	100.0%
	Administrative, Sales, & Services Jobs	261	96.3%
	Healthcare Support Jobs	238	100.0%
Listening Ability	Total - All Jobs	1,153	88.8%
	Professional & Management Jobs	362	71.4%
	Production, Transport, & Trades Jobs	282	100.0%
	Administrative, Sales, & Services Jobs	271	100.0%
	Healthcare Support Jobs	238	100.0%
Writing Ability	Total - All Jobs	961	74.0%
	Professional & Management Jobs	352	69.4%
	Production, Transport, & Trades Jobs	110	39.0%
	Administrative, Sales, & Services Jobs	261	96.3%
	Healthcare Support Jobs	238	100.0%
Speaking Ability	Total - All Jobs	953	73.4%
	Professional & Management Jobs	344	67.9%
	Production, Transport, & Trades Jobs	110	39.0%
	Administrative, Sales, & Services Jobs	261	96.3%
	Healthcare Support Jobs	238	100.0%
Active Learning	Total - All Jobs	1,057	81.4%
	Professional & Management Jobs	330	65.1%
	Production, Transport, & Trades Jobs	239	84.8%
	Administrative, Sales, & Services Jobs	250	92.3%
	Healthcare Support Jobs	238	100.0%

The applicant shortcomings for the job openings varied. Applicants for 999 openings (77%) lacked industry knowledge, 653 (50%) lacked required skills, 624 (48%) lacked the required experience, and 97 (18%) lacked the required education. These shortcomings are broken down by job category in Figure 8 and Table 5.

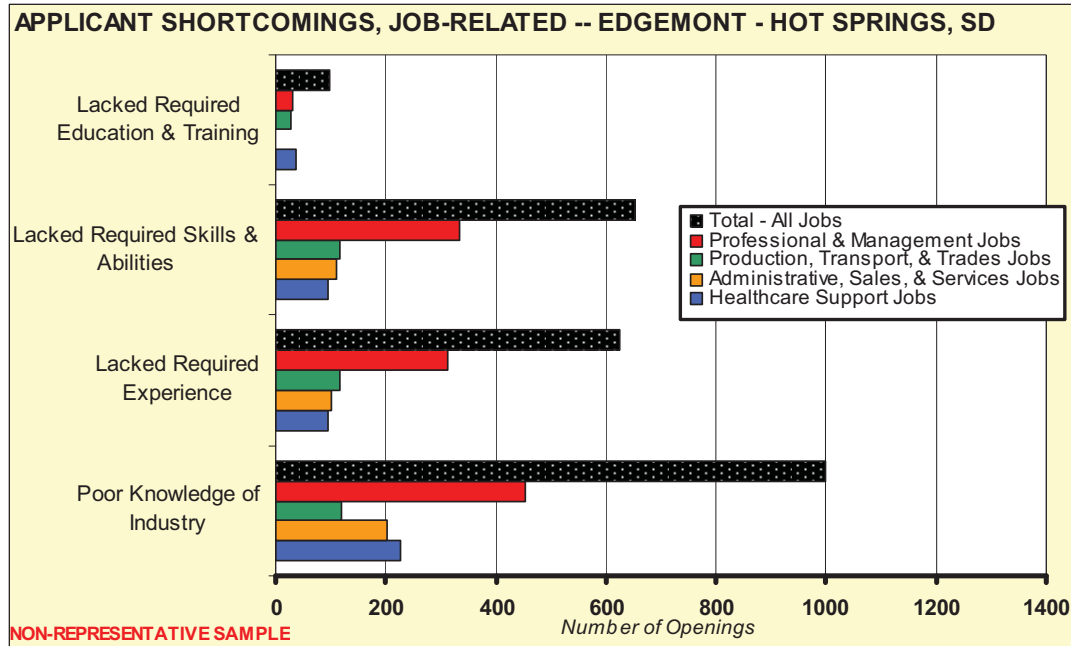


Figure 8. Job-related applicant shortcomings

Table 5. Job-related applicant shortcomings

		<u>Number</u>	<u>Percent</u>
Lacked Required Education & Training	Total - All Jobs	97	7.5%
	Professional & Management Jobs	31	6.1%
	Production, Transport, & Trades Jobs	29	10.3%
	Administrative, Sales, & Services Jobs	0	0.0%
	Healthcare Support Jobs	37	15.5%
Lacked Required Skills & Abilities	Total - All Jobs	653	50.3%
	Professional & Management Jobs	334	65.9%
	Production, Transport, & Trades Jobs	115	40.8%
	Administrative, Sales, & Services Jobs	110	40.6%
	Healthcare Support Jobs	94	39.5%
Lacked Required Experience	Total - All Jobs	624	48.1%
	Professional & Management Jobs	314	61.9%
	Production, Transport, & Trades Jobs	115	40.8%
	Administrative, Sales, & Services Jobs	101	37.3%
	Healthcare Support Jobs	94	39.5%
Poor Knowledge of Industry	Total - All Jobs	999	77.0%
	Professional & Management Jobs	452	89.2%
	Production, Transport, & Trades Jobs	118	41.8%
	Administrative, Sales, & Services Jobs	201	74.2%
	Healthcare Support Jobs	228	95.8%

Worker-related shortcomings were also assessed. Applicants for 900 openings (69%) had poor work histories, 427 (33%) were unwilling to accept the offered salary, 419 (32%) had poor interpersonal skills, and 303 (23%) were unwilling to relocate to the area. These worker-related shortcomings are broken down by job category in Figure 9 and Table 6.

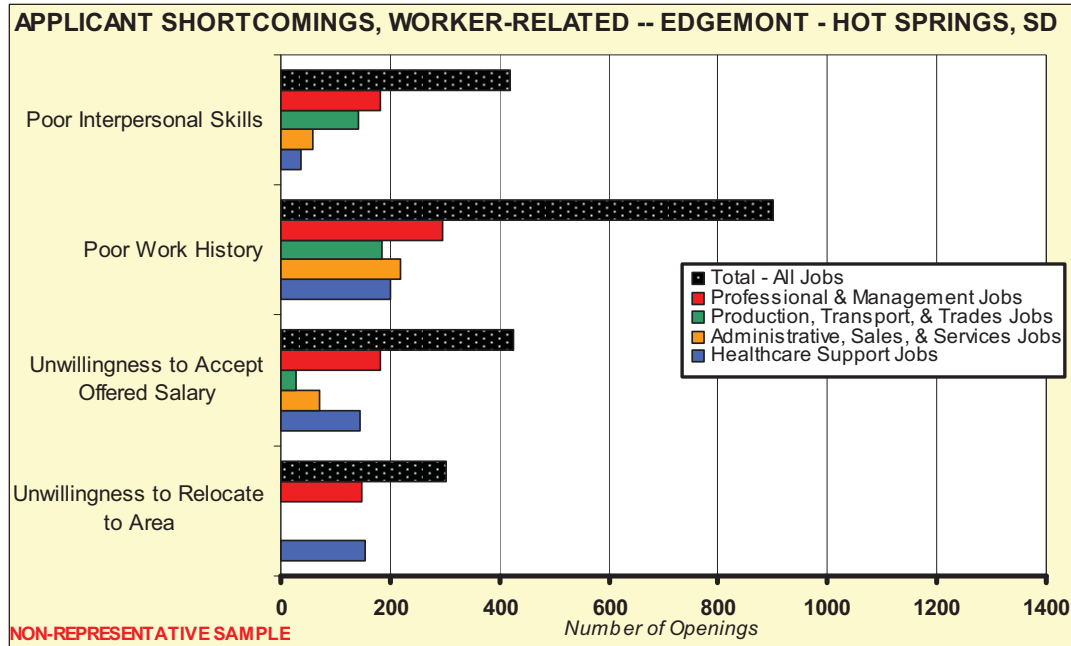


Figure 9. Worker-related shortcomings

Table 6. Worker-related shortcomings

		<u>Number</u>	<u>Percent</u>
Poor Interpersonal Skills	Total - All Jobs	419	32.3%
	Professional & Management Jobs	183	36.1%
	Production, Transport, & Trades Jobs	141	50.0%
	Administrative, Sales, & Services Jobs	58	21.4%
	Healthcare Support Jobs	37	15.5%
Poor Work History	Total - All Jobs	900	69.3%
	Professional & Management Jobs	297	58.6%
	Production, Transport, & Trades Jobs	184	65.2%
	Administrative, Sales, & Services Jobs	219	80.8%
	Healthcare Support Jobs	200	84.0%
Unwillingness to Accept Offered Salary	Total - All Jobs	427	32.9%
	Professional & Management Jobs	183	36.1%
	Production, Transport, & Trades Jobs	29	10.3%
	Administrative, Sales, & Services Jobs	71	26.2%
	Healthcare Support Jobs	144	60.5%
Unwillingness to Relocate to Area	Total - All Jobs	303	23.3%
	Professional & Management Jobs	147	29.0%
	Production, Transport, & Trades Jobs	0	0.0%
	Administrative, Sales, & Services Jobs	2	0.7%
	Healthcare Support Jobs	154	64.7%

RECRUITMENT AND RETENTION

A variety of methods were used for recruiting applicants to the job openings. 641 (49%) openings were advertised in local newspapers, 538 (41%) were posted on the internet, 455 (35%) through recruitment agencies, and 339 (26%) through professional or trade associations. The recruitment methods are presented by job category in Figure 10 and Table 7.

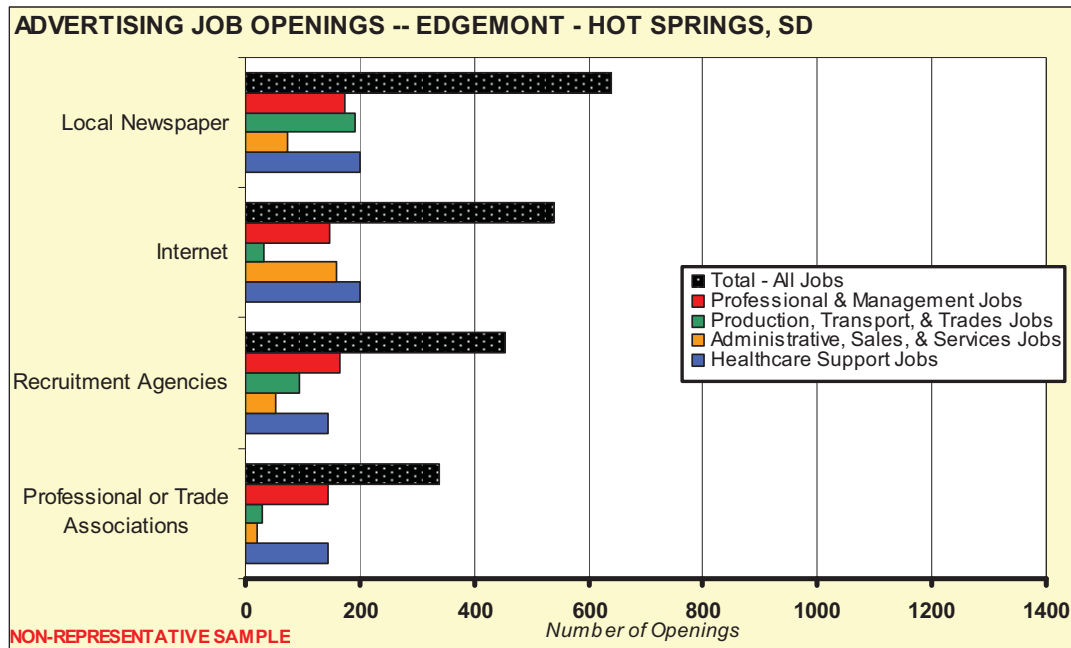


Figure 10. Advertising job openings.

Table 7. Advertising job openings

		<u>Number</u>	<u>Percent</u>
Local Newspaper	Total - All Jobs	641	49.4%
	Professional & Management Jobs	173	34.1%
	Production, Transport, & Trades Jobs	193	68.4%
	Administrative, Sales, & Services Jobs	75	27.7%
	Healthcare Support Jobs	200	84.0%
Internet	Total - All Jobs	538	41.4%
	Professional & Management Jobs	147	29.0%
	Production, Transport, & Trades Jobs	32	11.3%
	Administrative, Sales, & Services Jobs	159	58.7%
	Healthcare Support Jobs	200	84.0%
Recruitment Agencies	Total - All Jobs	455	35.1%
	Professional & Management Jobs	164	32.3%
	Production, Transport, & Trades Jobs	95	33.7%
	Administrative, Sales, & Services Jobs	52	19.2%
	Healthcare Support Jobs	144	60.5%
Professional or Trade Associations	Total - All Jobs	339	26.1%
	Professional & Management Jobs	145	28.6%
	Production, Transport, & Trades Jobs	29	10.3%
	Administrative, Sales, & Services Jobs	21	7.7%
	Healthcare Support Jobs	144	60.5%

880 (68%) openings were filled by workers from within the local area. 112 (9%) were filled by new hires from outside the state. 10 (1%) were filled by workers from elsewhere in South Dakota. However, 60% of healthcare support and 30% of professional/manager openings were missing. The origin of new hires, broken down by job category, is presented in Figure 11 and Table 8.

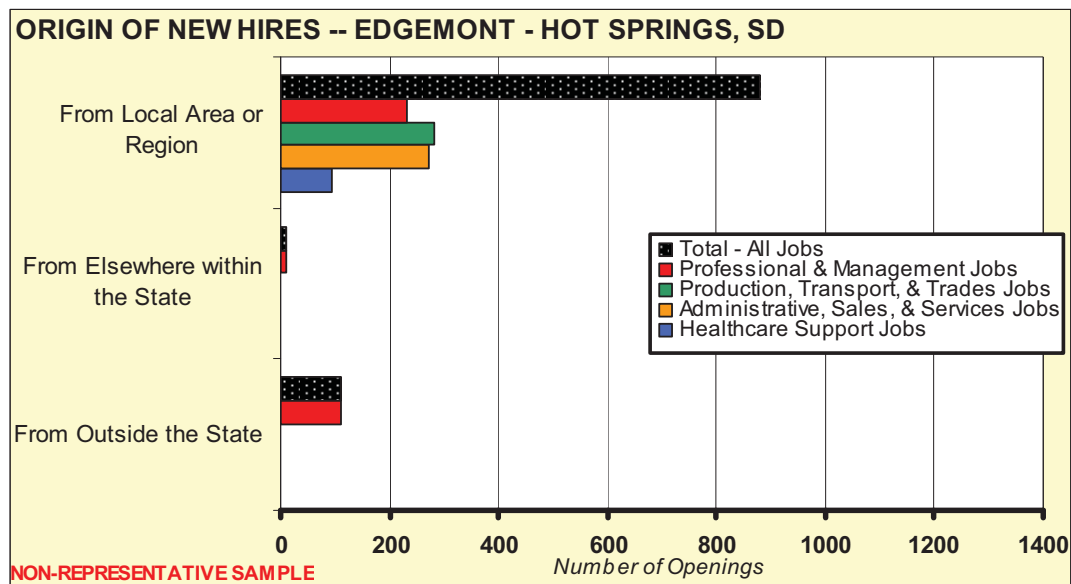


Figure 11. Origin of new hires

Table 8. Origin of new hires

		<u>Number</u>	<u>Percent</u>
From Local Area or Region	Total - All Jobs	880	67.8%
	Professional & Management Jobs	233	46.0%
	Production, Transport, & Trades Jobs	282	100.0%
	Administrative, Sales, & Services Jobs	271	100.0%
	Healthcare Support Jobs	94	39.5%
From Elsewhere within the State	Total - All Jobs	10	0.8%
	Professional & Management Jobs	10	2.0%
	Production, Transport, & Trades Jobs	0	0.0%
	Administrative, Sales, & Services Jobs	0	0.0%
	Healthcare Support Jobs	0	0.0%
From Outside the State	Total - All Jobs	112	8.6%
	Professional & Management Jobs	112	22.1%
	Production, Transport, & Trades Jobs	0	0.0%
	Administrative, Sales, & Services Jobs	0	0.0%
	Healthcare Support Jobs	0	0.0%

Many of the new hires remain with the firms for 1-3 years. 688 (53%) of new hires stay 1-3 years, 332 (26%) stay less than one year, 238 (18%) stay 4-10 years, and only 38 (3%) stay over 10 years. Length of employment is presented in Figure 12 and Table 9, broken down by job category.

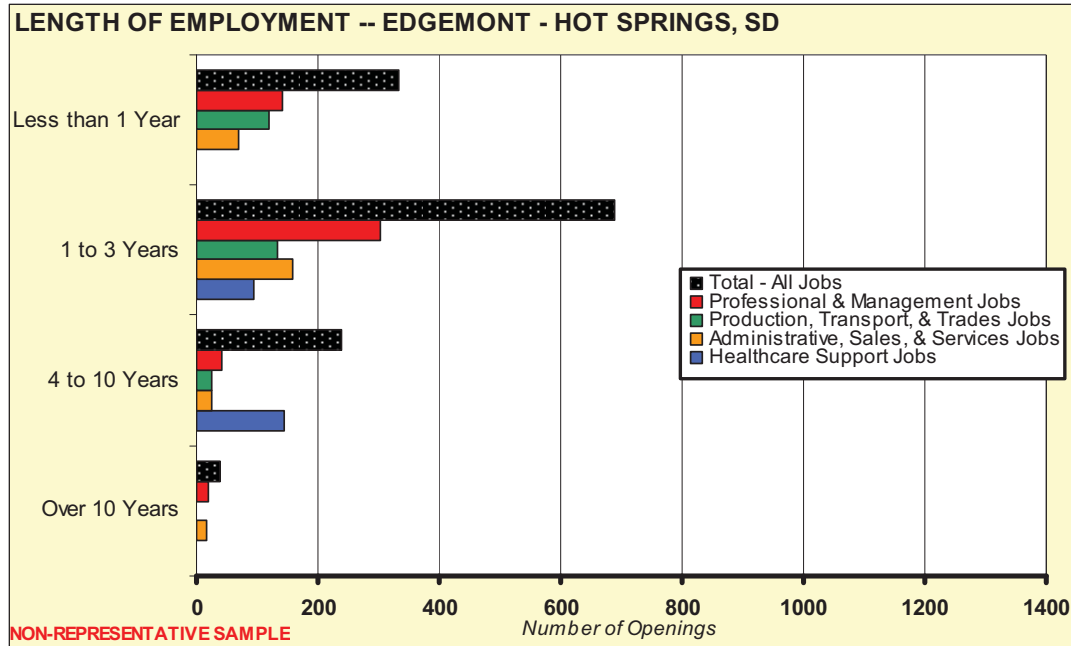


Figure 12. Length of employment

Table 9. Length of employment

		<u>Number</u>	<u>Percent</u>
Less than 1 Year	Total - All Jobs	332	25.6%
	Professional & Management Jobs	143	28.2%
	Production, Transport, & Trades Jobs	119	42.2%
	Administrative, Sales, & Services Jobs	70	25.8%
	Healthcare Support Jobs	0	0.0%
1 to 3 Years	Total - All Jobs	688	53.0%
	Professional & Management Jobs	302	59.6%
	Production, Transport, & Trades Jobs	134	47.5%
	Administrative, Sales, & Services Jobs	158	58.3%
	Healthcare Support Jobs	94	39.5%
4 to 10 Years	Total - All Jobs	238	18.3%
	Professional & Management Jobs	42	8.3%
	Production, Transport, & Trades Jobs	26	9.2%
	Administrative, Sales, & Services Jobs	26	9.6%
	Healthcare Support Jobs	144	60.5%
Over 10 Years	Total - All Jobs	38	2.9%
	Professional & Management Jobs	19	3.7%
	Production, Transport, & Trades Jobs	3	1.1%
	Administrative, Sales, & Services Jobs	16	5.9%
	Healthcare Support Jobs	0	0.0%

The reasons employees give for leaving a job vary. 1,133 (87%) leave due to relocation. 809 (62%) of new hires leave for a career change. 670 (52%) were not satisfied with the region. 439 (34%) retired. 402 (31%) advanced or were promoted within the firm. 293 (23%) were not satisfied with pay or benefits. These reasons are presented by job category in Figure 13 and Table 10.

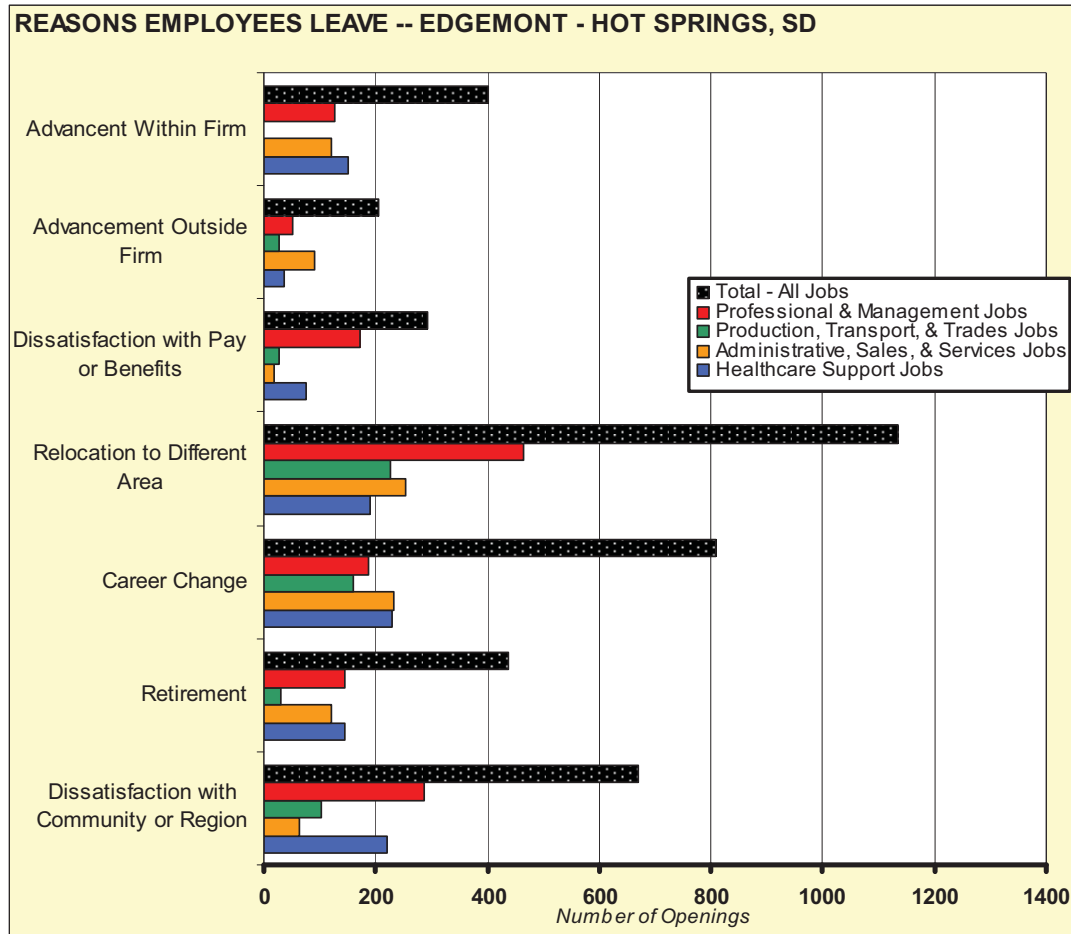


Figure 13. Reasons employees give for leaving

Table 10. Reasons employees give for leaving

		<u>Number</u>	<u>Percent</u>
Advancement Within Firm	Total - All Jobs	402	31.0%
	Professional & Management Jobs	128	25.2%
	Production, Transport, & Trades Jobs	0	0.0%
	Administrative, Sales, & Services Jobs	122	45.0%
	Healthcare Support Jobs	152	63.9%
Advancement Outside Firm	Total - All Jobs	205	15.8%
	Professional & Management Jobs	50	9.9%
	Production, Transport, & Trades Jobs	26	9.2%
	Administrative, Sales, & Services Jobs	92	33.9%
	Healthcare Support Jobs	37	15.5%
Dissatisfaction with Pay or Benefits	Total - All Jobs	293	22.6%
	Professional & Management Jobs	172	33.9%
	Production, Transport, & Trades Jobs	26	9.2%
	Administrative, Sales, & Services Jobs	19	7.0%
	Healthcare Support Jobs	76	31.9%
Relocation to Different Area	Total - All Jobs	1,133	87.3%
	Professional & Management Jobs	465	91.7%
	Production, Transport, & Trades Jobs	226	80.1%
	Administrative, Sales, & Services Jobs	252	93.0%
	Healthcare Support Jobs	190	79.8%
Career Change	Total - All Jobs	809	62.3%
	Professional & Management Jobs	188	37.1%
	Production, Transport, & Trades Jobs	160	56.7%
	Administrative, Sales, & Services Jobs	231	85.2%
	Healthcare Support Jobs	230	96.6%
Retirement	Total - All Jobs	439	33.8%
	Professional & Management Jobs	145	28.6%
	Production, Transport, & Trades Jobs	29	10.3%
	Administrative, Sales, & Services Jobs	121	44.6%
	Healthcare Support Jobs	144	60.5%
Dissatisfaction with Community or Region	Total - All Jobs	670	51.6%
	Professional & Management Jobs	286	56.4%
	Production, Transport, & Trades Jobs	102	36.2%
	Administrative, Sales, & Services Jobs	62	22.9%
	Healthcare Support Jobs	220	92.4%

ASSESSMENT OF HIRES

The match of applicants to the job openings was also assessed. 651 (50%) of new hires matched the jobs requirements somewhat well. 628 (48%) matched well. Only 19 (2%) matched the job requirements very little. However, 34% of production/transport/trades jobs and 28% of professional/manager jobs were missing. Figure 14 and Table 11 present the match of applicants to job openings, broken down by job category.

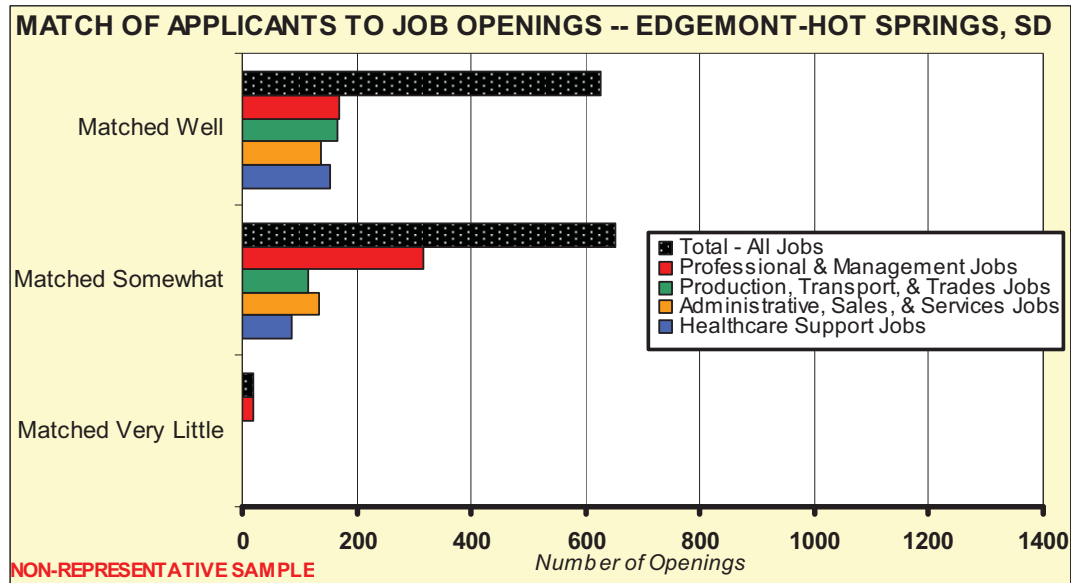


Figure 14. Match of applicants to job openings.

Table 11. Match of applicants to job openings

		<u>Number</u>	<u>Percent</u>
Matched Well	Total - All Jobs	628	48.4%
	Professional & Management Jobs	171	33.7%
	Production, Transport, & Trades Jobs	167	59.2%
	Administrative, Sales, & Services Jobs	138	50.9%
	Healthcare Support Jobs	152	63.9%
Matched Somewhat	Total - All Jobs	651	50.2%
	Professional & Management Jobs	317	62.5%
	Production, Transport, & Trades Jobs	115	40.8%
	Administrative, Sales, & Services Jobs	133	49.1%
	Healthcare Support Jobs	86	36.1%
Matched Very Little	Total - All Jobs	19	1.5%
	Professional & Management Jobs	19	3.7%
	Production, Transport, & Trades Jobs	0	0.0%
	Administrative, Sales, & Services Jobs	0	0.0%
	Healthcare Support Jobs	0	0.0%

The difficulty of firms to fill current job openings was also reported. 656 (51%) of openings were filled with some difficulty. 327 (25%) were filled with no difficulty. Only 76 (6%) openings were filled with great difficulty. Figure 15 and Table 12 report the difficulty of filling current openings, broken down by job category.

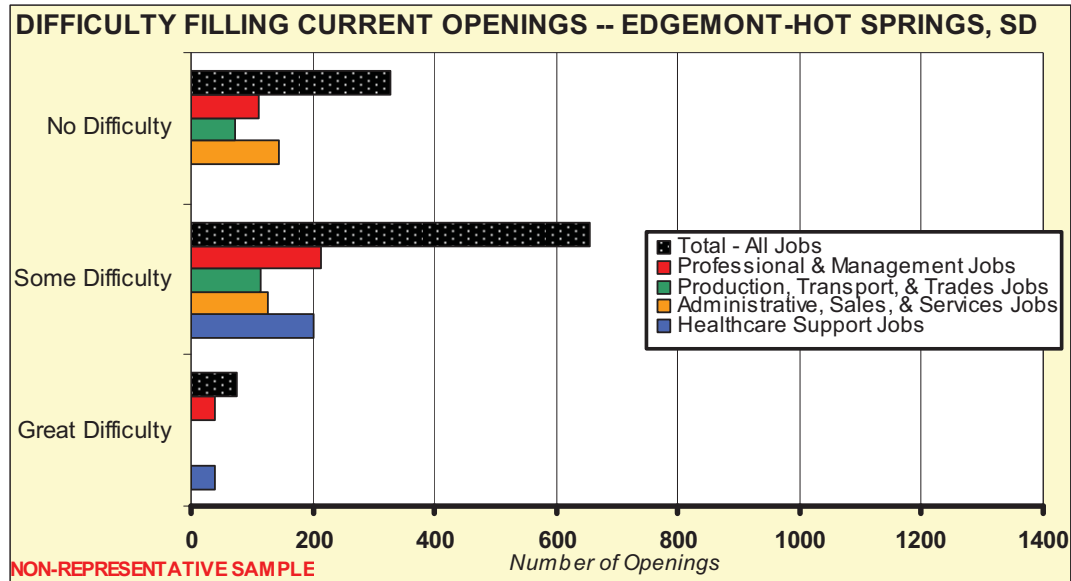


Figure 15. Difficulty filling current openings

Table 12. Difficulty filling current openings

		<u>Number</u>	<u>Percent</u>
No Difficulty	Total - All Jobs	327	25.2%
	Professional & Management Jobs	112	22.1%
	Production, Transport, & Trades Jobs	72	25.5%
	Administrative, Sales, & Services Jobs	143	52.8%
	Healthcare Support Jobs	0	0.0%
Some Difficulty	Total - All Jobs	656	50.5%
	Professional & Management Jobs	214	42.2%
	Production, Transport, & Trades Jobs	115	40.8%
	Administrative, Sales, & Services Jobs	127	46.9%
	Healthcare Support Jobs	200	84.0%
Great Difficulty	Total - All Jobs	76	5.9%
	Professional & Management Jobs	38	7.5%
	Production, Transport, & Trades Jobs	0	0.0%
	Administrative, Sales, & Services Jobs	0	0.0%
	Healthcare Support Jobs	38	16.0%

The future difficulty of firms to fill anticipated job openings was also assessed. 1,118 (59%) future openings are expected to be filled with some difficulty. 669 (35%) future openings are expected to be filled with no difficulty. Only 95 (5%) future openings may be filled with great difficulty. These results are broken down by job category and presented in Figure 16 and Table 13.

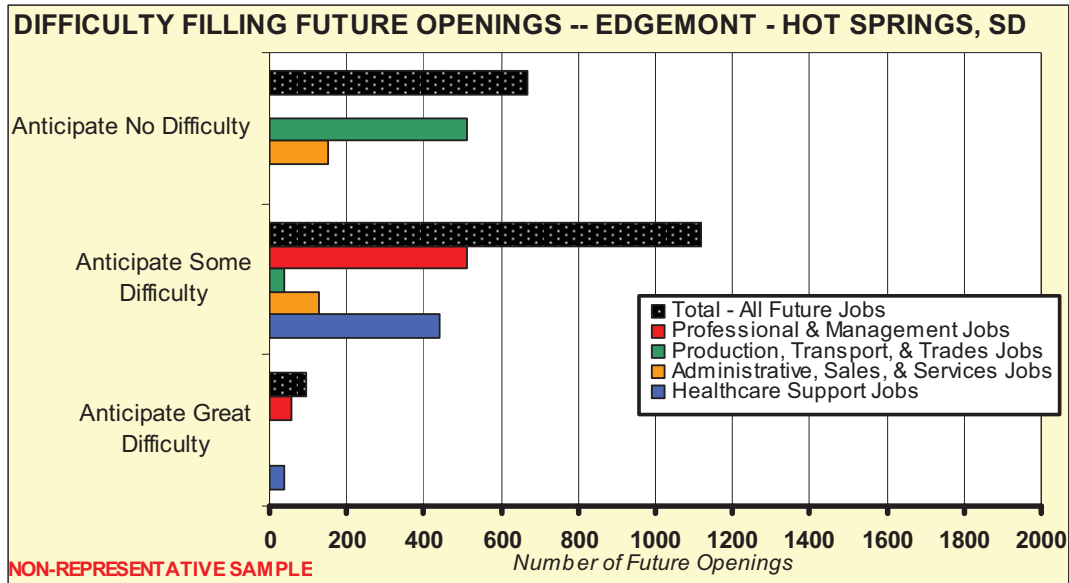


Figure 16. Difficulty filling future openings

Table 13 Difficulty filling future openings

		<u>Number</u>	<u>Percent</u>
Anticipate No Difficulty	Total - All Future Jobs	669	35.38%
	Professional & Management Jobs	1	0.17%
	Production, Transport, & Trades Jobs	514	93.12%
	Administrative, Sales, & Services Jobs	151	53.74%
	Healthcare Support Jobs	3	0.63%
Anticipate Some Difficulty	Total - All Jobs	1118	59.12%
	Professional & Management Jobs	511	88.41%
	Production, Transport, & Trades Jobs	38	6.88%
	Administrative, Sales, & Services Jobs	130	46.26%
	Healthcare Support Jobs	439	91.46%
Anticipate Great Difficulty	Total - All Jobs	95	5.02%
	Professional & Management Jobs	57	9.86%
	Production, Transport, & Trades Jobs	0	0.00%
	Administrative, Sales, & Services Jobs	0	0.00%
	Healthcare Support Jobs	38	7.92%

The impact of not filling future openings was also assessed. Firms reported that not filling 1,336 (71%) future openings will moderately impact employers. 390 (21%) unfilled future openings will severely impact employers. 165 (9%) unfilled future openings will have no impact. These results are broken down by job category and presented in Figure 17 and Table 14.

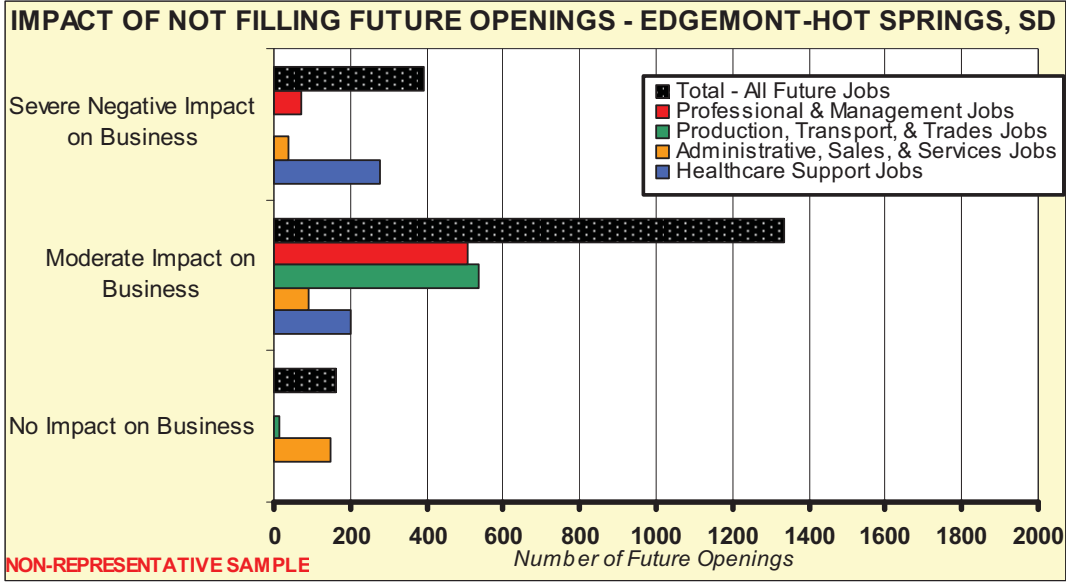


Figure 17. Impact of not filling future openings

Table 14. Impact of not filling future openings

		<u>Number</u>	<u>Percent</u>
Severe Negative Impact on Business	Total - All Future Jobs	390	20.6%
	Professional & Management Jobs	74	12.8%
	Production, Transport, & Trades Jobs	0	0.0%
	Administrative, Sales, & Services Jobs	39	13.9%
	Healthcare Support Jobs	277	57.7%
Moderate Impact on Business	Total - All Jobs	1,336	70.7%
	Professional & Management Jobs	505	87.4%
	Production, Transport, & Trades Jobs	537	97.3%
	Administrative, Sales, & Services Jobs	91	32.4%
	Healthcare Support Jobs	203	42.3%
No Impact on Business	Total - All Jobs	165	8.7%
	Professional & Management Jobs	0	0.0%
	Production, Transport, & Trades Jobs	15	2.7%
	Administrative, Sales, & Services Jobs	150	53.4%
	Healthcare Support Jobs	0	0.0%

SUMMARY

The data are not representative of Edgemont – Hot Springs area employers. There were N=9 large firms that did not respond to the survey. Results of this survey should be interpreted with caution since it may not accurately reflect local labor market conditions.

Overall, Edgemont – Hot Springs had 1,298 openings last year, with 1,891 future openings anticipated next year. The average wage of openings was \$8.88/hour. Professional/managers earned the most at \$9.77/hour, and ranged from \$7.50-\$25.00. The region average entry wage for this occupation was \$16.43. Healthcare support openings earned the least at \$7.99/hour, and ranged from \$7.00-\$9.02. The region average entry wage for this occupation was \$9.30.

Most opening took less than one month to fill. Healthcare support openings took 1-2 months to fill.

Only about two-fifths of all openings offered benefits. Most healthcare support openings were offered full benefits. Professionals/managers offered the fewest benefits. Most opening offered some type of retirement plan. All openings offered job training.

Most openings require no education or a high school degree. Production, transportation and trades jobs require only some high school. Administrative, sales and personal services jobs require a 2-year degree. Professional/managers require professional certification.

Basic high school skills are important for most openings. All high school skills are less important for professional/manager jobs. Speaking and writing skills less important for production/transport/trades jobs. Math and computer skills important for over two-fifths of all openings. Math and computer skills most important for all openings except for production/transport/trades jobs. Biological and physical sciences skills important for healthcare support openings.

Most openings require 1-3 years or no previous experience. Admin/sales/services jobs require no previous or 1-3 years experience. Production/transport/trades jobs require no prior or less than 1 year experience. Professional/manager jobs require 1-3 years experience.

Most applicants had poor industry knowledge, poor work histories, and lacked required skills and experience. Professional/manager applicants had poor industry knowledge, lacked skills, lacked experience, and had poor work histories. Production/transport/trades applicants had poor work histories and poor interpersonal skills. Admin/sales/services applicants had poor work histories and

poor industry knowledge. Healthcare support applicants had poor industry knowledge, poor work histories, were unwilling to relocation to the area, and were unwilling to accept the offered salary.

Most openings are advertised in local newspapers or the Internet. Production, transportation and trades jobs advertised exclusively in local newspapers. Administrative, sales and services jobs advertised through the Internet. Healthcare support jobs advertised through local newspapers, Internet, recruitment agencies, and professional associations.

Over two-thirds of new hires come from the Edgemont – Hot Springs area. Professional and manager hires more likely to come from outside South Dakota. One-half of new hires stay 1-3 years, indicating average retention. Healthcare support hires stay 4-10 years, indicating above average retention. Professional and manager hires stay 1-3 years, indicating average retention. Administrative, sales and services hires stay 1-3 years, indicating average retention. Production, transportation and trades hires stay less than one year to 1-3 years, indicating below average retention.

Most employees leave due to relocation, career change, or dissatisfaction with area. Professionals and managers leave due to relocation away from the area and dissatisfaction with the area. Production, transportation and trades workers leave due to relocation and a change in careers. Administrative, sales and services workers leave due to relocation and career change. Healthcare support workers leave due to a change in careers, dissatisfaction with the area, relocation away from the area, advancement within the firm, and retirement.

Most applicants for openings match the job requirements fairly well. Professionals and managers matched only somewhat well. Firms had some difficulty filling openings with qualified applicants. Administrative, sales and services openings filled with no difficulty. Healthcare support openings filled with some difficulty.

Most firms anticipate some difficulty in filling future openings with qualified applicants. Production, transport and trades openings are expected to be filled with no difficulty. Professional and manager openings are expected to be filled with more difficulty.

Not filling future openings will have a moderate impact on the operation of the firm of business. Not filling future healthcare support openings will have a severe impact on businesses. Unfilled production, transportation and trades and professional and manager jobs will have a moderate impact on firms.

PERMISSION TO USE

This publication is copyrighted by the Board of Regents of the State of Iowa on behalf of Department of Sociology at Iowa State University. However, this material is in the public domain and may be used when appropriately cited.

Suggested citation:

Peters, D. 2010. *Labor Vacancy and Assessment for Edgemont – Hot Springs, South Dakota in 2009*. Research Report, June 2010. Department of Sociology, Iowa State University: Ames, IA.

For more information contact:

David J. Peters, Ph.D.
*Assistant Professor of Sociology
College of Agriculture and Life Sciences
Iowa State University*

303 East Hall
Iowa State University
Ames, IA 50011-1070

TEL: 515-294-1122
FAX: 515-294-2303
dpeters@iastate.edu