

***** THIS TESTIMONY IS EMBARGOED UNTIL *****
***** July 14, 2012 at 9:00 A.M. *****

Testimony of Michael Ziesch
Manager, Labor Market Information Center
Job Service North Dakota

Before the
Committee on Oversight and Government Reform
United States House of Representatives

Hearing on the America's Energy Future, Part II
A Blueprint for Domestic Energy Production
July 14, 2012

Chairman Issa, Ranking Member Cummings, and members of the Committee on Oversight and Government Reform, thank you for the opportunity to testify on: A Blueprint for Domestic Energy Production, and North Dakota's contribution towards the Nation's energy independence.

I am Michael Ziesch, Manager of the Labor Market Information (LMI) Center of Job Service North Dakota (JSND). Ours is the state workforce agency that administers the unemployment insurance program, labor exchange systems connecting job seekers with openings posted by employers, and various workforce programs for North Dakota. Detailed information related to our agency and its mission, as well as links to job openings, and our LMI website can be accessed at www.jobsnd.com

As a subset of JSND, the Labor Market Information Center operates as the provider of choice for data related to North Dakota's labor market by policy makers, businesses, the public and media. Our staff collect, edit, compile, and disseminate employment, wage and labor force data under cooperative agreements with the Bureau of Labor Statistics. We also conduct special survey activities related to labor market and economic topics in North Dakota.

Background

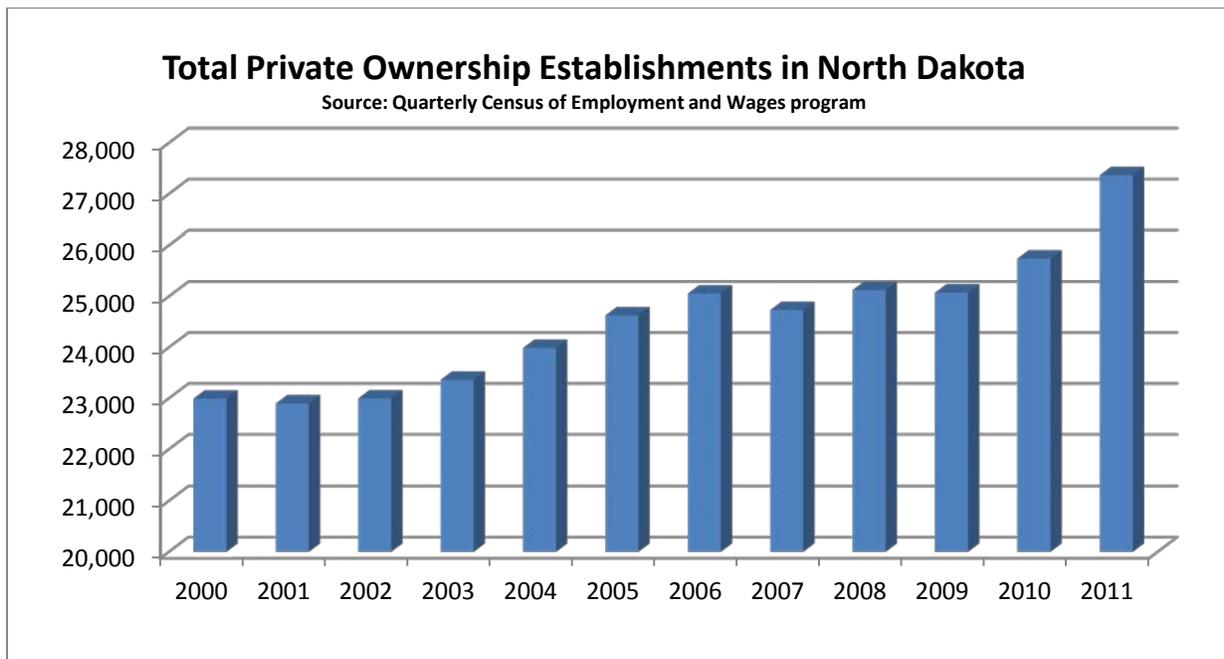
North Dakota has experienced a long period of economic strength and employment opportunity. Activity has been led in recent years by agriculture and energy. But, the economic gains have also been more widespread throughout the industries of North Dakota. This gives evidence of a balanced economy in the state and is highlighted in several labor force statistics. For example:

- In the month of May 2012 (the most recent period state data are available) North Dakota's not seasonally adjusted unemployment rate was 2.7%; compared to 7.9% nationally.
 - North Dakota has posted the lowest not seasonally adjusted unemployment rate in the nation since April 2009.

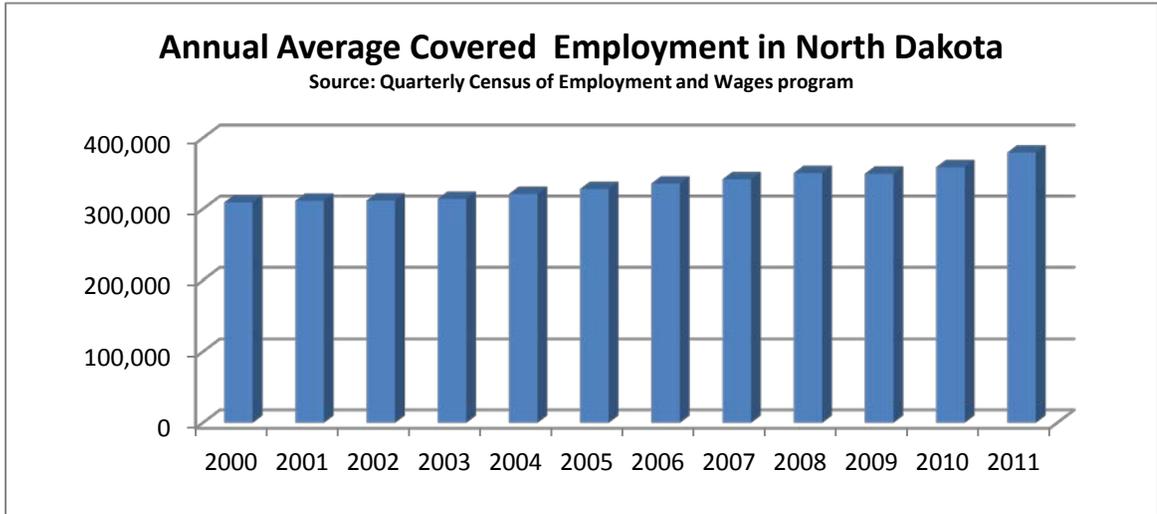
- Not seasonally adjusted Nonfarm Employment year-over-year, for the month of May, showed an increase of 6.8%; compared to 1.4% for the nation.
 - All employment sectors showed increase, with the exception of Government.

For a longer term perspective, comparing calendar year 2000 and 2011 annual averages, there has also been considerable growth in Covered Employment and Wage levels. Please consider:

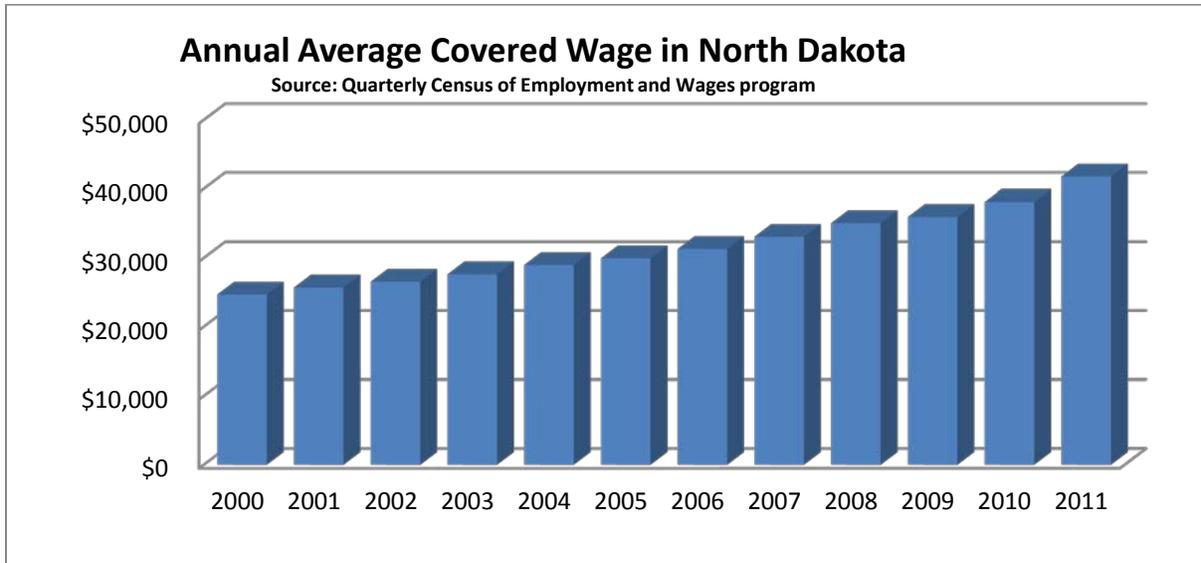
- The number of employer worksites increased 4,374 (19.0%); from 22,994 to 27,368



- Covered employment grew by 70,210 (22.3%); from 309,223 to 379,433



- Annual average covered wages increased \$17,095 (69.3%); from \$24,683 to \$41,778



As mentioned, energy development has been an important contributor to the State's strength. In North Dakota there are many components to energy production. A subset includes:

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- Oil & Gas
- Coal
- Biomass
- Geothermal
- Solar
- Hydroelectric
- Wind

On topic with this morning's Committee Hearing, oil & gas exploration and production activity in the Bakken Formation will be focused upon.

The impact of the Bakken Formation on employment and wage levels in the state has been significant. However, measuring its total contribution to the state's economy is challenging. This is because the activities taking place in the Bakken include companies involved in direct exploration and production industry codes (which are subsets of the mining industry and easily identified), as well subsets of related industries. For instance, a portion of employment and wages from companies across all industries codes could possibly be associated with the Bakken play, especially those located in the northwest portion of our state. Industries with strong Bakken relationships would include:

- Transportation
 - Oil, water, sand & gravel, other materials and supplies.
- Construction
 - Roads, bridges and well pads, commercial and residential buildings, specialty trade contractors.
- Wholesale trade
 - Equipment, supplies, and material.
- Professional and business services

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- Engineering, surveying, and geology companies.
- Utilities
 - Providing infrastructure and supply.
- Manufacturing
 - Storage tanks and specialized equipment.
- Other services
 - Repair and maintenance of equipment.

With that being said, to get an idea of the Bakken's impact, we will look at employment and wage impact geographically (oil & gas producing counties), and by industry. We will look at the data pre-Bakken, using 2004 calendar year, with 2011 annual average being the most recent time period available. Comparing 2004 and 2011 annual averages in oil & gas producing counties versus North Dakota show:

- Total covered employment grew 48.3% in oil & gas producing counties; compared to 18.2% statewide.
 - From 67,911 to 100,717 in oil & gas counties.
 - From 321,108 to 379,433 statewide.
- Total covered wages (payroll) grew 178.6%; compared to 70.3% statewide.
- Annual average wages increased from \$27,275 to \$51,244 (87.9%)
 - This was nearly double the statewide percentage increase of 44.1% in the same period (\$28,987 to \$41,778).

More specifically, the impact of just the oil & gas exploration and production companies can be viewed over time. For instance:

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- In calendar year 2004 annual average covered employment, of exploration and production companies, was approximately 2,050; increasing to nearly 15,000 by 2011 (631.7%).
- Annual average covered wages nearly doubled from approximately \$50,000 a year in 2004 to over \$90,000 in 2011.
 - Annual average wages include the influence of such things as over-time pay and bonuses.

Current Condition

The current period job creation environment, which is a demand indicator for North Dakota, can be gauged by looking at labor exchange system data administered by JSND. For the most recent time period, (June 2012), there were 22,695 open and available positions posted with our agency. This was an increase of 8,321 (57.9%) from prior year.

The job openings, posted by employers in the state, were across all major occupational groups. They varied from those more general and statewide in nature such as:

- STEM (Science, Technology, Engineering and Math) related in:
 - Business and Financial Operations
 - Computer and Mathematical
 - Architectural and Engineering
 - Life, Physical and Social Science.
- Health Care Practitioner and Support
- Sales and Related
- Office and Administrative Support

To those more closely related to Bakken activity:

- Construction and Extraction
 - 1,915 in June 2012; up from 1,188 in 2011 (61.2%)
- Transportation and Material Moving
 - 2,298 in June 2012; up from 1,796 in 2011 (28.0%)

As mentioned, job opening activity in the state has been influenced by the strength of the Bakken. However, slightly less than 1/3 of the state's job openings are in the oil and gas producing counties of western North Dakota. The majority of open and available positions are in the balance of state, anchored by the three largest metro areas (Fargo, Bismarck and Grand Forks).

Current supply information is available by incorporating job seeker data from the labor exchange system. In June 2012 job seekers, posting resumes, numbered 15,099; down slightly from 15,835 in prior year. The data include both out-of-state job seekers, and North Dakotans, utilizing the system to find employment.

Future State

The Job Service LMI Center also produces industry and occupational projections for short-term (2 year) and long-term (10 year) periods.

We have recently completed a new set of projections for each time period. During the process we relied heavily on data from our state's Department of Mineral Resources regarding production activity forecasts.

The next set of short-term projections, which cover the 2011 to 2013 time period, will be available in August of this year. The current data covers the 2010 to 2012 time period, with percent change of employment expected to be 4.4%. Gains were projected to be widespread

among most industries and occupations, with the largest increases in those most closely related to the Bakken activity.

The new set of long-term employment projections will be available on July 20th 2012 and will cover the 2010 to 2020 time period. This puts us at the end of the 2008-2018 data set. During that timeline (2008-2018) employment was projected to have a percent change growth of 9.2% and occur across most industries. As with short-term projections, industry gains will be led by those associated strongly with the Bakken (Mining, Construction, and Transportation).

Occupational growth is also expected to be widespread and led by jobs closely associated with Bakken activity (construction & extraction, and transportation and material moving positions).

Conclusion

North Dakota has enjoyed a long period of economic strength among businesses and employment opportunities for job seekers. It has benefited greatly by activity related to oil & gas exploration and production in the Bakken fields. But, it's employment and wage growth has also been balanced across other industry sectors and geographies in the state.

I thank you for this opportunity to present and would welcome any questions you may have.

Michael Ziesch has worked at Job Service North Dakota for the past 15 years. He is a Manager (BLS), in the Labor Market Information Center, which is charged with administering the federal/state cooperative programs related to North Dakota's labor market. He also acts as a Governor's Liaison to the U. S. Census Bureau. A native of North Dakota, Michael holds a Bachelors degree in Business Administration from North Dakota State University. He lives in Bismarck with his wife Cathy and step-son Noah.

JUNE 2012 ONLINE JOB OPENINGS

JOB OPENINGS

- Online job openings totaled 22,695 open and available positions in June 2012. Openings were lower by 2.8 percent (-655) over the prior month but 57.9 percent higher (+8,321) than one year ago.
- Of the 22 non-military major occupational groups, Office and Administrative Support reported the largest number of openings with 2,385, followed by Transportation and Material Moving with 2,298 and Sales and Related with 2,290. Six other occupational groups also reported job opening counts greater than 1,000 (Management; Healthcare Practitioners and Technical; Food Preparation and Serving Related; Construction and Extraction; Installation, Maintenance, and Repair; and Production).
- Nineteen of 22 major occupational groups reported over-the-year gains of 100 or more led by Office and Administrative Support with a gain of 1,155 openings.
- Cass County reported the largest over-the-year increase in the number of job openings with 2,721, followed by Burleigh County (+1,337) and Grand Forks County (+704). Five counties reported over-the-year decreases.

ACTIVE RESUMES

- Active resumes totaled 15,099 in June 2012. Active resumes were lower by 3.3 percent (-514) over the prior month and 4.6 percent lower (-736) than one year ago. There were a total of 11,148 in-state active resumes and 3,951 out-of-state active resumes.
- Of the 22 non-military major occupational groups, Office and Administrative Support reported the largest number of active resumes with 3,111, followed by Construction and Extraction with 2,076 and Transportation and Material Moving with 1,818. Two other occupational groups also reported active resume counts greater than 1,000 (Management; and Production).
- Three of 22 major occupational groups reported over-the-year gains in active resumes with two reporting gains of 100 or more (Construction and Extraction; and Transportation and Material Moving).

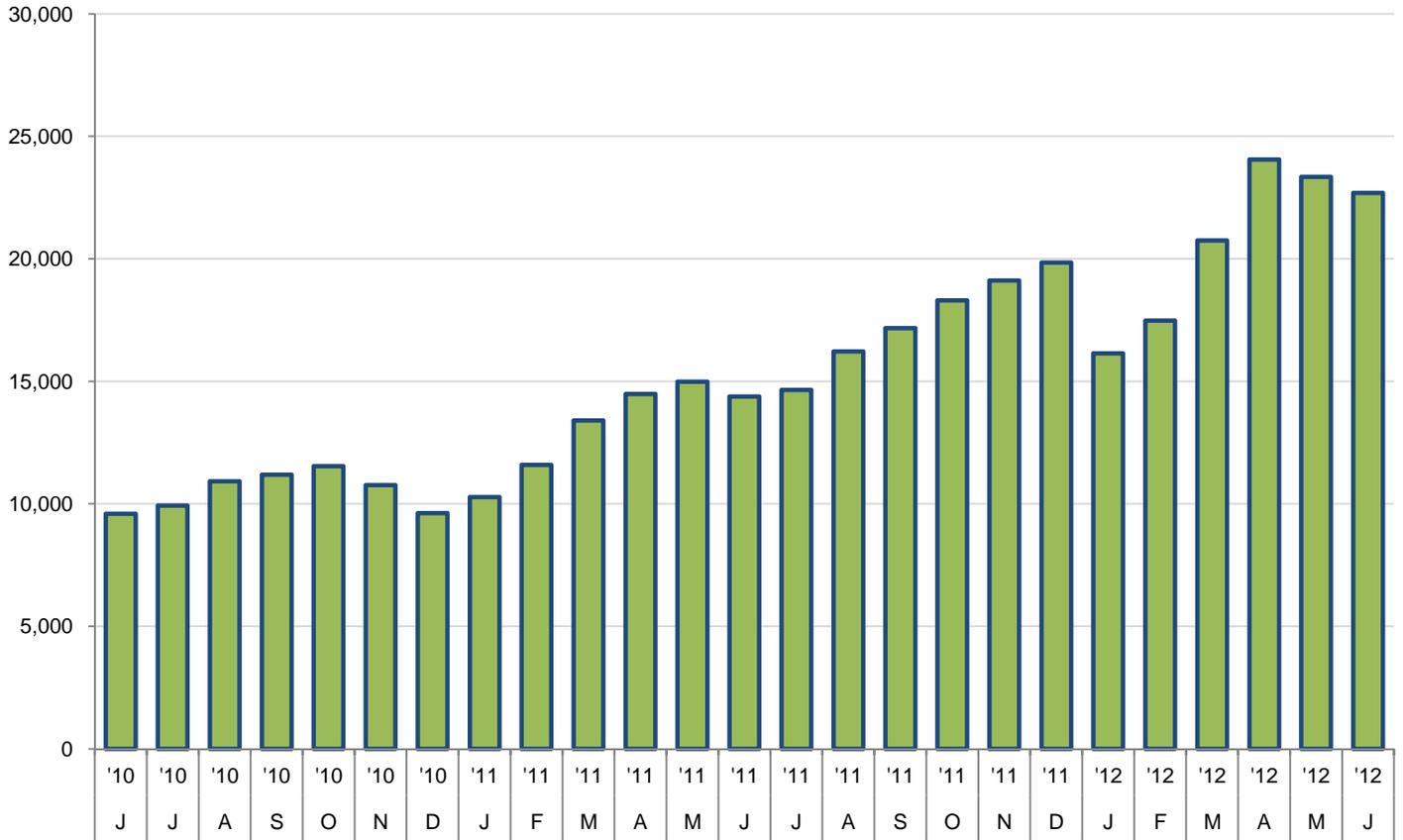
SUPPLY/DEMAND RATES

- North Dakota's job openings rate was 5.2 percent in May 2012, the latest month for which data are available. One year prior, North Dakota's rate was 3.6. The U.S. rate for May was not available at the time of publication, but an April 2012 comparison showed North Dakota at 5.5 percent versus the U.S. rate of 2.7 percent. The job openings rate is the percentage of all jobs in the economy open and available.
- North Dakota's rate of unemployed persons per job opening was 0.5 in May 2012, the latest month for which data are available. One year prior, North Dakota's rate was 0.8. Again, the U.S. rate was not available at the time of publication, but an April 2012 comparison showed North Dakota at 0.5 unemployed persons per job opening versus the U.S. rate of 3.2. Twenty-seven North Dakota counties reported unemployed-per-opening rates of less than 1.0 which indicates more job openings than resident labor supply. One year ago, ten counties reported rates of less than 1.0.
- North Dakota's rate of active resumes per job opening was 0.5 in June 2012. One year ago it was 0.9. Twenty of the 22 non-military major occupational groups reported rates of less than 1.0 while one year ago nine occupational groups were in that category. All 22 non-military major occupational groups reported rate decreases from the prior year.

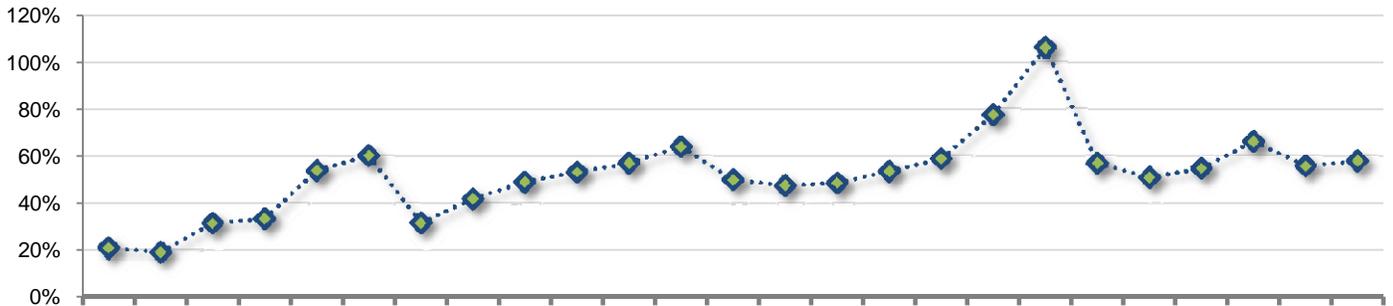
JOB OPENINGS DATA

JUNE 2012 ONLINE JOB OPENINGS REPORT--JOB SERVICE NORTH DAKOTA

JOB OPENINGS--TOTAL



JOB OPENINGS--OVER-THE-YEAR PERCENT CHANGE

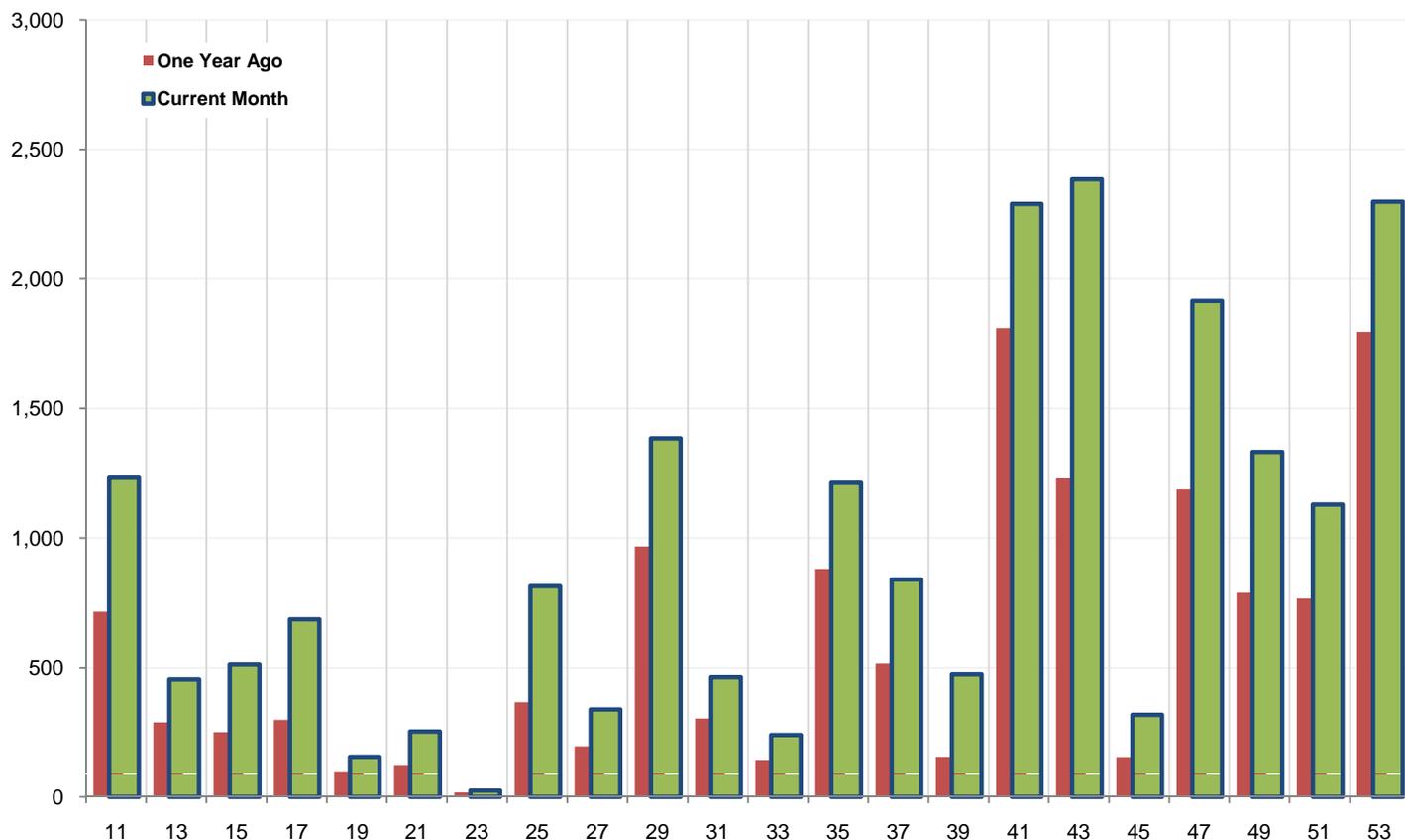


MOST RECENT 13 MONTHS		TOTAL	OVER-THE-MONTH		OVER-THE-YEAR		12 MONTH MOVING AVERAGE	OVER-THE-YEAR	
			NUMERIC CHANGE	PERCENT CHANGE	NUMERIC CHANGE	PERCENT CHANGE		NUMERIC CHANGE	PERCENT CHANGE
JUN	2011	14,374	↓ -614	-4.1	↑ 4,785	49.9	11,924	↑ 3,729	45.5
JUL	2011	14,642	↑ 268	1.9	↑ 4,713	47.5	12,316	↑ 3,992	48.0
AUG	2011	16,212	↑ 1,570	10.7	↑ 5,292	48.5	12,758	↑ 4,213	49.3
SEP	2011	17,173	↑ 961	5.9	↑ 5,984	53.5	13,257	↑ 4,481	51.1
OCT	2011	18,307	↑ 1,134	6.6	↑ 6,777	58.8	13,823	↑ 4,709	51.7
NOV	2011	19,112	↑ 805	4.4	↑ 8,348	77.6	14,517	↑ 5,067	53.6
DEC	2011	19,841	↑ 729	3.8	↑ 10,225	106.3	15,365	↑ 5,723	59.4
JAN	2012	16,136	↓ -3,705	-18.7	↑ 5,856	57.0	15,851	↑ 5,957	60.2
FEB	2012	17,480	↑ 1,344	8.3	↑ 5,899	50.9	16,346	↑ 6,137	60.1
MAR	2012	20,748	↑ 3,268	18.7	↑ 7,345	54.8	16,962	↑ 6,366	60.1
APR	2012	24,059	↑ 3,311	16.0	↑ 9,584	66.2	17,755	↑ 6,716	60.8
MAY	2012	23,350	↓ -709	-2.9	↑ 8,362	55.8	18,454	↑ 6,932	60.2
JUN	2012	22,695	↓ -655	-2.8	↑ 8,321	57.9	19,147	↑ 7,223	60.6

JOB OPENINGS DATA

JUNE 2012 ONLINE JOB OPENINGS REPORT--JOB SERVICE NORTH DAKOTA

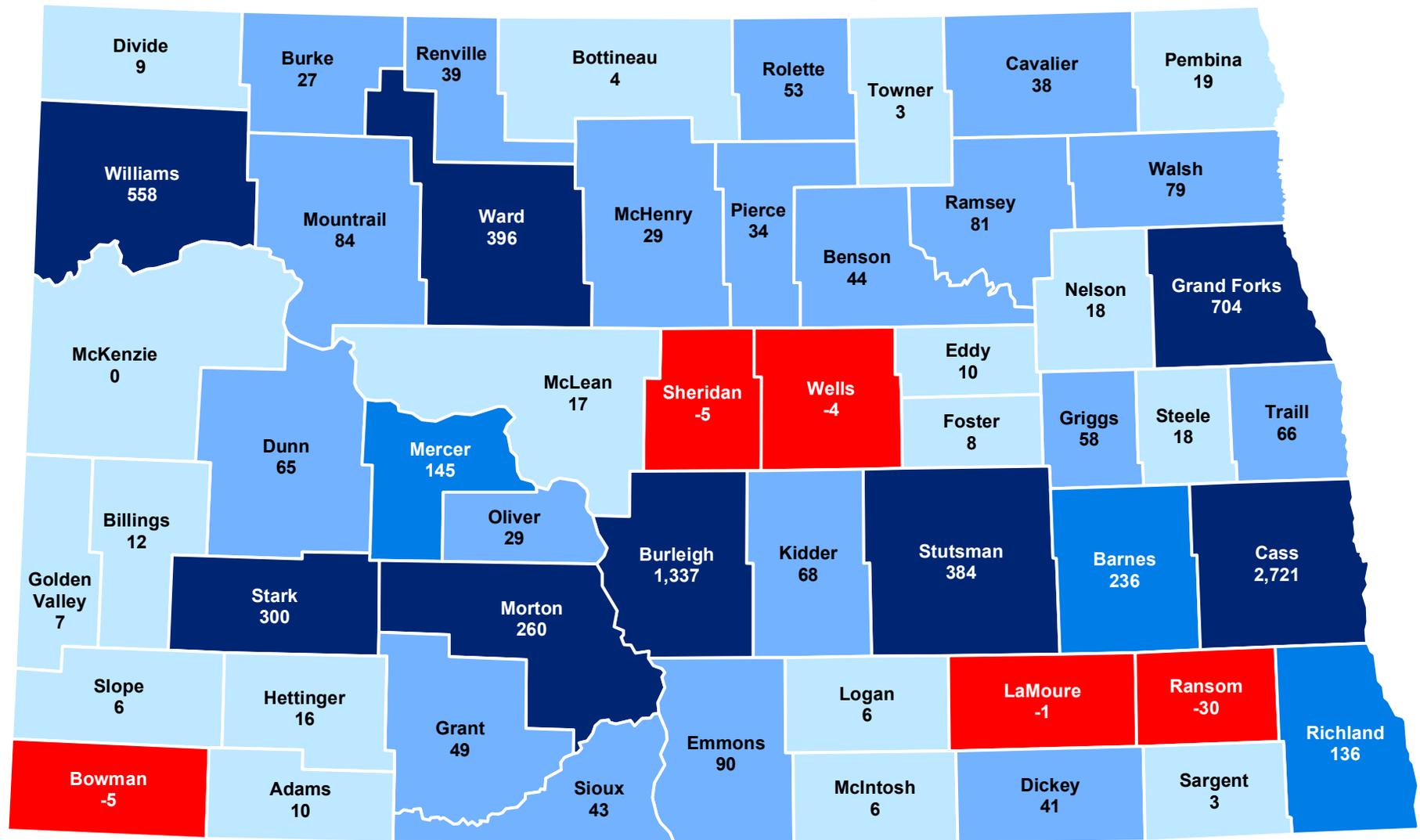
SOC CODE/OCCUPATIONAL GROUP



SOC CODE/OCCUPATIONAL GROUP	JUN 2011	MAY 2012	JUN 2012	OVER-THE-MONTH		OVER-THE-YEAR			
				NUM CHG	PCT CHG	NUM CHG	PCT CHG		
11 Management	715	1,256	1,232	↓	-24	-1.9	↑	517	72.3
13 Business and Financial Operations	287	402	456	↑	54	13.4	↑	169	58.9
15 Computer and Mathematical	249	488	514	↑	26	5.3	↑	265	106.4
17 Architecture and Engineering	297	651	686	↑	35	5.4	↑	389	131.0
19 Life, Physical, and Social Science	98	162	154	↓	-8	-4.9	↑	56	57.1
21 Community and Social Services	123	221	252	↑	31	14.0	↑	129	104.9
23 Legal	17	34	24	↓	-10	-29.4	↑	7	41.2
25 Education, Training, and Library	365	876	814	↓	-62	-7.1	↑	449	123.0
27 Arts, Design, Entertainment, Sports, and Media	195	378	337	↓	-41	-10.8	↑	142	72.8
29 Healthcare Practitioners and Technical	967	1,314	1,385	↑	71	5.4	↑	418	43.2
31 Healthcare Support	302	447	465	↑	18	4.0	↑	163	54.0
33 Protective Service	142	299	239	↓	-60	-20.1	↑	97	68.3
35 Food Preparation and Serving Related	881	1,088	1,213	↑	125	11.5	↑	332	37.7
37 Building and Grounds Cleaning and Maintenance	517	886	839	↓	-47	-5.3	↑	322	62.3
39 Personal Care and Service	154	569	476	↓	-93	-16.3	↑	322	209.1
41 Sales and Related	1,810	2,259	2,290	↑	31	1.4	↑	480	26.5
43 Office and Administrative Support	1,230	2,234	2,385	↑	151	6.8	↑	1,155	93.9
45 Farming, Fishing, and Forestry	153	479	316	↓	-163	-34.0	↑	163	106.5
47 Construction and Extraction	1,188	1,967	1,915	↓	-52	-2.6	↑	727	61.2
49 Installation, Maintenance, and Repair	788	1,362	1,332	↓	-30	-2.2	↑	544	69.0
51 Production	767	1,509	1,129	↓	-380	-25.2	↑	362	47.2
53 Transportation and Material Moving	1,796	2,678	2,298	↓	-380	-14.2	↑	502	28.0
55 Military Specific	5	21	16	↓	-5	-23.8	↑	11	220.0
Not Classified	1,328	1,770	1,928	↑	158	8.9	↑	600	45.2
TOTAL, ALL JOB OPENINGS	14,374	23,350	22,695	↓	-655	-2.8	↑	8,321	57.9

NORTH DAKOTA COUNTY JOB OPENINGS

Over-The-Year Numeric Change



Statewide Over-The-Year Numeric Change: +8,321

COUNTY OVER-THE-YEAR NUMERIC CHANGE (JUNE 2012)

■ Decreases
 ■ 0 - 24
 ■ 25 - 99
 ■ 100 - 249
 ■ Increases greater than 249

Source: Online Job Openings Report, Labor Market Information Center, Job Service North Dakota

[Map Creation Date: June 15, 2012 Author: Labor Market Information Center, Job Service North Dakota]

JOB OPENINGS DATA

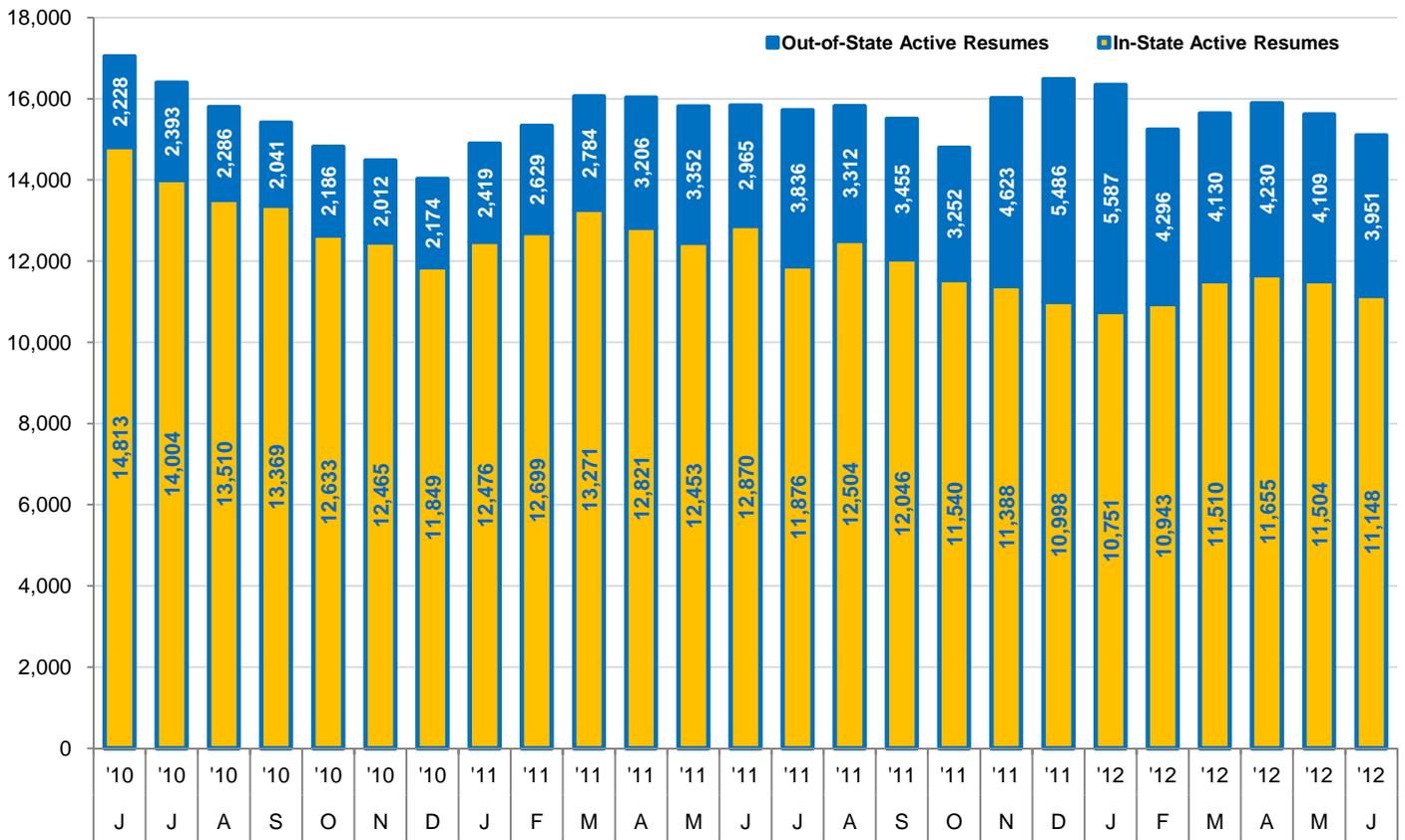
JUNE 2012 ONLINE JOB OPENINGS REPORT--JOB SERVICE NORTH DAKOTA

COUNTY NAME	JUN 2011	MAY 2012	JUN 2012	OVER-THE-MONTH		OVER-THE-YEAR			
				NUM CHG	PCT CHG	NUM CHG	PCT CHG		
Adams	36	25	46	↑	21	84.0	↑	10	27.8
Barnes	151	355	387	↑	32	9.0	↑	236	156.3
Benson	42	95	86	↓	-9	-9.5	↑	44	104.8
Billings	7	14	19	↑	5	35.7	↑	12	171.4
Bottineau	110	61	114	↑	53	86.9	↑	4	3.6
Bowman	45	44	40	↓	-4	-9.1	↓	-5	-11.1
Burke	12	46	39	↓	-7	-15.2	↑	27	225.0
Burleigh	2,172	3,881	3,509	↓	-372	-9.6	↑	1,337	61.6
Cass	3,014	5,739	5,735	↓	-4	-0.1	↑	2,721	90.3
Cavalier	44	46	82	↑	36	78.3	↑	38	86.4
Dickey	83	133	124	↓	-9	-6.8	↑	41	49.4
Divide	30	39	39	→	0	0.0	↑	9	30.0
Dunn	32	60	97	↑	37	61.7	↑	65	203.1
Eddy	14	16	24	↑	8	50.0	↑	10	71.4
Emmons	20	55	110	↑	55	100.0	↑	90	450.0
Foster	28	38	36	↓	-2	-5.3	↑	8	28.6
Golden Valley	18	19	25	↑	6	31.6	↑	7	38.9
Grand Forks	1,346	2,006	2,050	↑	44	2.2	↑	704	52.3
Grant	10	63	59	↓	-4	-6.3	↑	49	490.0
Griggs	11	64	69	↑	5	7.8	↑	58	527.3
Hettinger	10	38	26	↓	-12	-31.6	↑	16	160.0
Kidder	7	46	75	↑	29	63.0	↑	68	971.4
LaMoure	35	41	34	↓	-7	-17.1	↓	-1	-2.9
Logan	3	10	9	↓	-1	-10.0	↑	6	200.0
McHenry	23	53	52	↓	-1	-1.9	↑	29	126.1
McIntosh	9	9	15	↑	6	66.7	↑	6	66.7
McKenzie	427	563	427	↓	-136	-24.2	→	0	0.0
McLean	80	108	97	↓	-11	-10.2	↑	17	21.3
Mercer	96	315	241	↓	-74	-23.5	↑	145	151.0
Morton	251	533	511	↓	-22	-4.1	↑	260	103.6
Mountrail	87	194	171	↓	-23	-11.9	↑	84	96.6
Nelson	26	19	44	↑	25	131.6	↑	18	69.2
Oliver	2	23	31	↑	8	34.8	↑	29	1450.0
Pembina	48	78	67	↓	-11	-14.1	↑	19	39.6
Pierce	34	59	68	↑	9	15.3	↑	34	100.0
Ramsey	342	434	423	↓	-11	-2.5	↑	81	23.7
Ransom	71	59	41	↓	-18	-30.5	↓	-30	-42.3
Renville	14	17	53	↑	36	211.8	↑	39	278.6
Richland	223	437	359	↓	-78	-17.8	↑	136	61.0
Rolette	49	91	102	↑	11	12.1	↑	53	108.2
Sargent	61	66	64	↓	-2	-3.0	↑	3	4.9
Sheridan	15	16	10	↓	-6	-37.5	↓	-5	-33.3
Sioux	47	141	90	↓	-51	-36.2	↑	43	91.5
Slope	0	2	6	↑	4	200.0	↑	6	---
Stark	1,182	1,448	1,482	↑	34	2.3	↑	300	25.4
Steele	10	25	28	↑	3	12.0	↑	18	180.0
Stutsman	263	601	647	↑	46	7.7	↑	384	146.0
Towner	8	17	11	↓	-6	-35.3	↑	3	37.5
Traill	37	127	103	↓	-24	-18.9	↑	66	178.4
Walsh	133	319	212	↓	-107	-33.5	↑	79	59.4
Ward	2,012	2,418	2,408	↓	-10	-0.4	↑	396	19.7
Wells	82	71	78	↑	7	9.9	↓	-4	-4.9
Williams	1,462	2,173	2,020	↓	-153	-7.0	↑	558	38.2

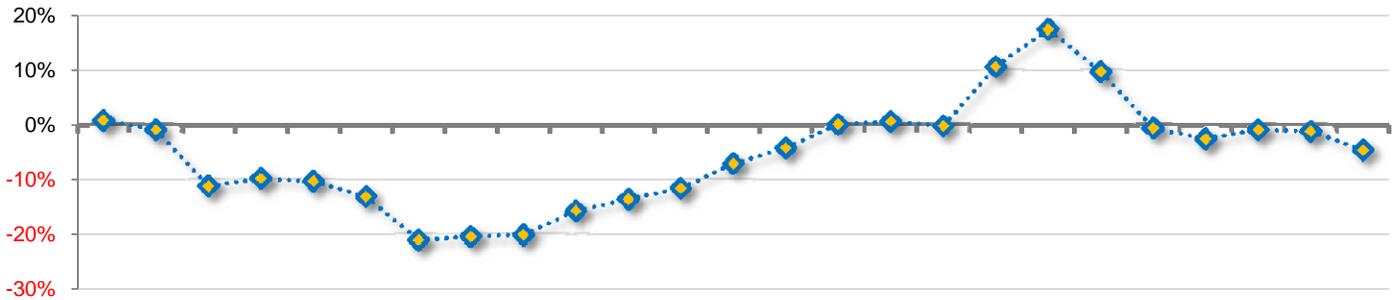
ACTIVE RESUMES DATA

JUNE 2012 ONLINE JOB OPENINGS REPORT--JOB SERVICE NORTH DAKOTA

ACTIVE RESUMES--TOTAL

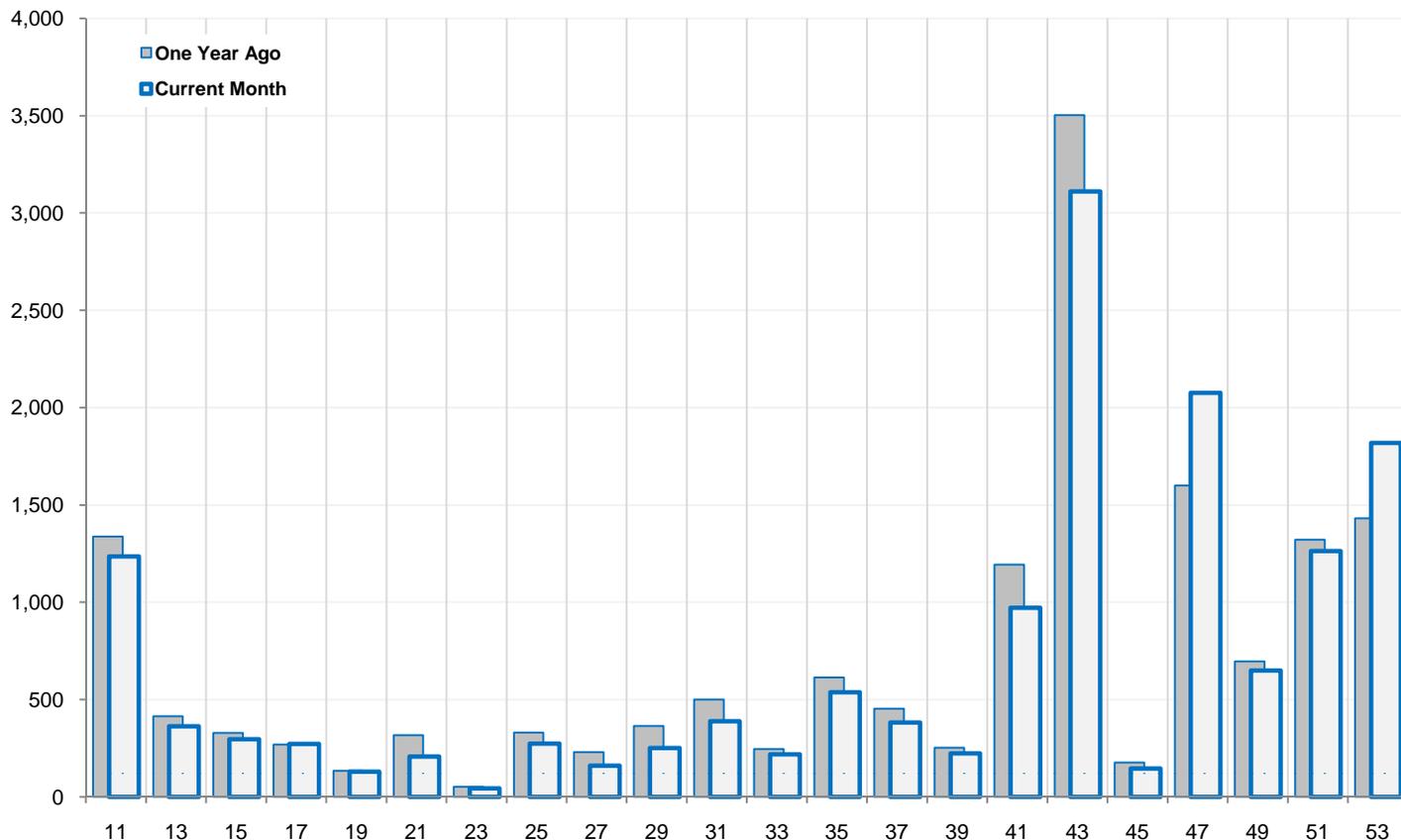


ACTIVE RESUMES--OVER-THE-YEAR PERCENT CHANGE



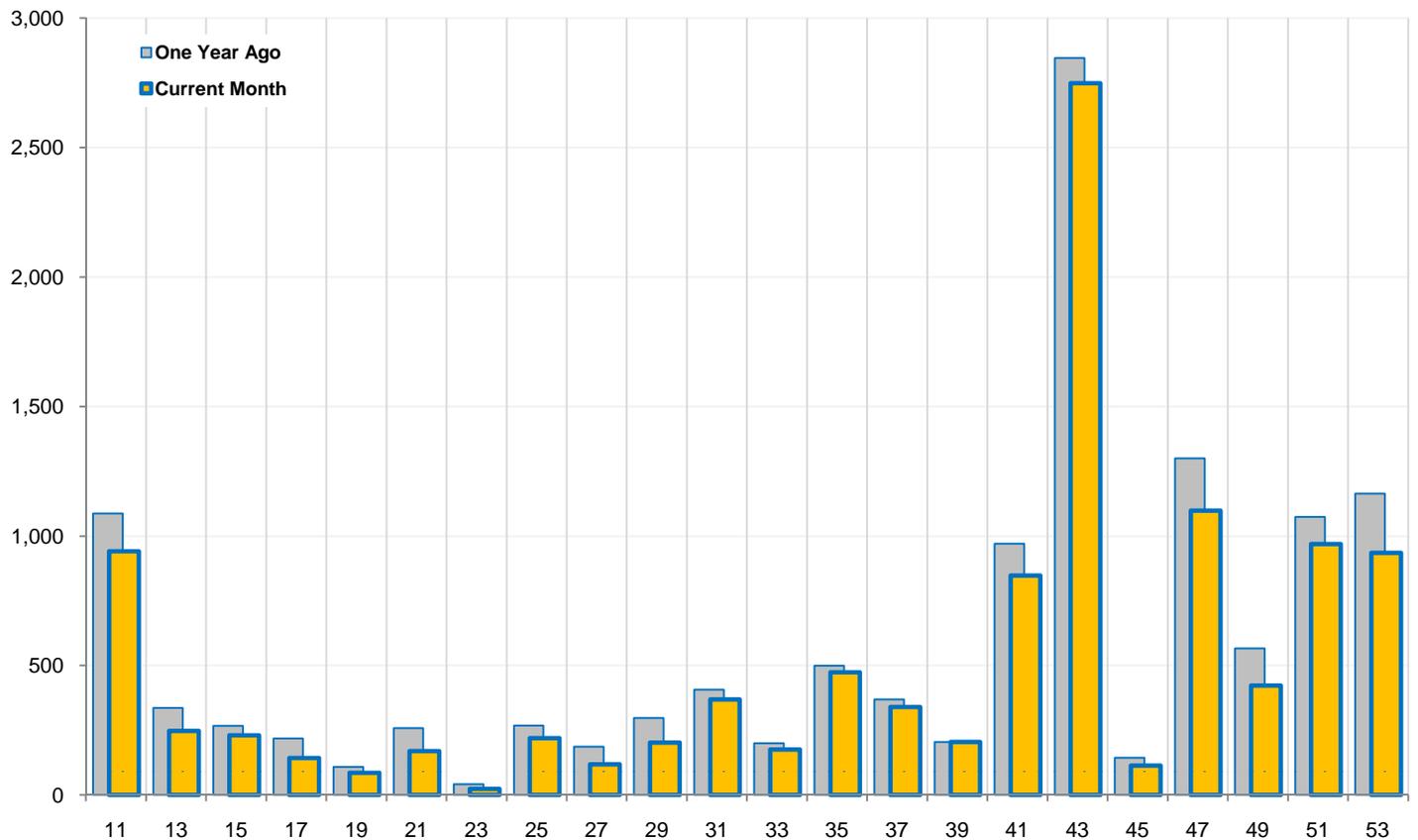
	MOST RECENT 13 MONTHS		OVER-THE-MONTH		OVER-THE-YEAR		12 MONTH MOVING AVERAGE	OVER-THE-YEAR	
	TOTAL		NUMERIC CHANGE	PERCENT CHANGE	NUMERIC CHANGE	PERCENT CHANGE		NUMERIC CHANGE	PERCENT CHANGE
JUN 2011	15,835		↑ 30	0.2	↓ -1,206	-7.1	15,407	↓ -2,325	-13.1
JUL 2011	15,712		↓ -123	-0.8	↓ -685	-4.2	15,349	↓ -2,371	-13.4
AUG 2011	15,816		↑ 104	0.7	↑ 20	0.1	15,349	↓ -2,207	-12.6
SEP 2011	15,501		↓ -315	-2.0	↑ 91	0.6	15,357	↓ -2,060	-11.8
OCT 2011	14,792		↓ -709	-4.6	↓ -27	-0.2	15,357	↓ -1,917	-11.1
NOV 2011	16,011		↑ 1,219	8.2	↑ 1,534	10.6	15,483	↓ -1,609	-9.4
DEC 2011	16,484		↑ 473	3.0	↑ 2,461	17.5	15,691	↓ -1,091	-6.5
JAN 2012	16,338		↓ -146	-0.9	↑ 1,443	9.7	15,812	↓ -650	-3.9
FEB 2012	15,239		↓ -1,099	-6.7	↓ -89	-0.6	15,805	↓ -334	-2.1
MAR 2012	15,640		↑ 401	2.6	↓ -415	-2.6	15,767	↓ -124	-0.8
APR 2012	15,885		↑ 245	1.6	↓ -142	-0.9	15,756	↑ 77	0.5
MAY 2012	15,613		↓ -272	-1.7	↓ -192	-1.2	15,738	↑ 231	1.5
JUN 2012	15,099		↓ -514	-3.3	↓ -736	-4.6	15,679	↑ 272	1.8

SOC CODE/OCCUPATIONAL GROUP



SOC CODE/OCCUPATIONAL GROUP	JUN 2011	MAY 2012	JUN 2012	OVER-THE-MONTH		OVER-THE-YEAR			
				NUM CHG	PCT CHG	NUM CHG	PCT CHG		
11 Management	1,337	1,295	1,235	↓	-60	-4.6	↓	-102	-7.6
13 Business and Financial Operations	414	391	362	↓	-29	-7.4	↓	-52	-12.6
15 Computer and Mathematical	329	320	296	↓	-24	-7.5	↓	-33	-10.0
17 Architecture and Engineering	268	278	272	↓	-6	-2.2	↑	4	1.5
19 Life, Physical, and Social Science	134	133	129	↓	-4	-3.0	↓	-5	-3.7
21 Community and Social Services	317	207	208	↑	1	0.5	↓	-109	-34.4
23 Legal	52	41	44	↑	3	7.3	↓	-8	-15.4
25 Education, Training, and Library	330	238	273	↑	35	14.7	↓	-57	-17.3
27 Arts, Design, Entertainment, Sports, and Media	230	178	161	↓	-17	-9.6	↓	-69	-30.0
29 Healthcare Practitioners and Technical	365	288	251	↓	-37	-12.8	↓	-114	-31.2
31 Healthcare Support	501	352	389	↑	37	10.5	↓	-112	-22.4
33 Protective Service	246	202	219	↑	17	8.4	↓	-27	-11.0
35 Food Preparation and Serving Related	614	605	537	↓	-68	-11.2	↓	-77	-12.5
37 Building and Grounds Cleaning and Maintenance	454	391	382	↓	-9	-2.3	↓	-72	-15.9
39 Personal Care and Service	252	232	223	↓	-9	-3.9	↓	-29	-11.5
41 Sales and Related	1,194	1,020	971	↓	-49	-4.8	↓	-223	-18.7
43 Office and Administrative Support	3,502	3,162	3,111	↓	-51	-1.6	↓	-391	-11.2
45 Farming, Fishing, and Forestry	177	141	145	↑	4	2.8	↓	-32	-18.1
47 Construction and Extraction	1,600	2,219	2,076	↓	-143	-6.4	↑	476	29.8
49 Installation, Maintenance, and Repair	696	708	649	↓	-59	-8.3	↓	-47	-6.8
51 Production	1,321	1,244	1,263	↑	19	1.5	↓	-58	-4.4
53 Transportation and Material Moving	1,432	1,872	1,818	↓	-54	-2.9	↑	386	27.0
55 Military Specific	21	25	20	↓	-5	-20.0	↓	-1	-4.8
Not Classified	49	71	65	↓	-6	-8.5	↑	16	32.7
TOTAL, ALL ACTIVE RESUMES	15,835	15,613	15,099	↓	-514	-3.3	↓	-736	-4.6

SOC CODE/OCCUPATIONAL GROUP



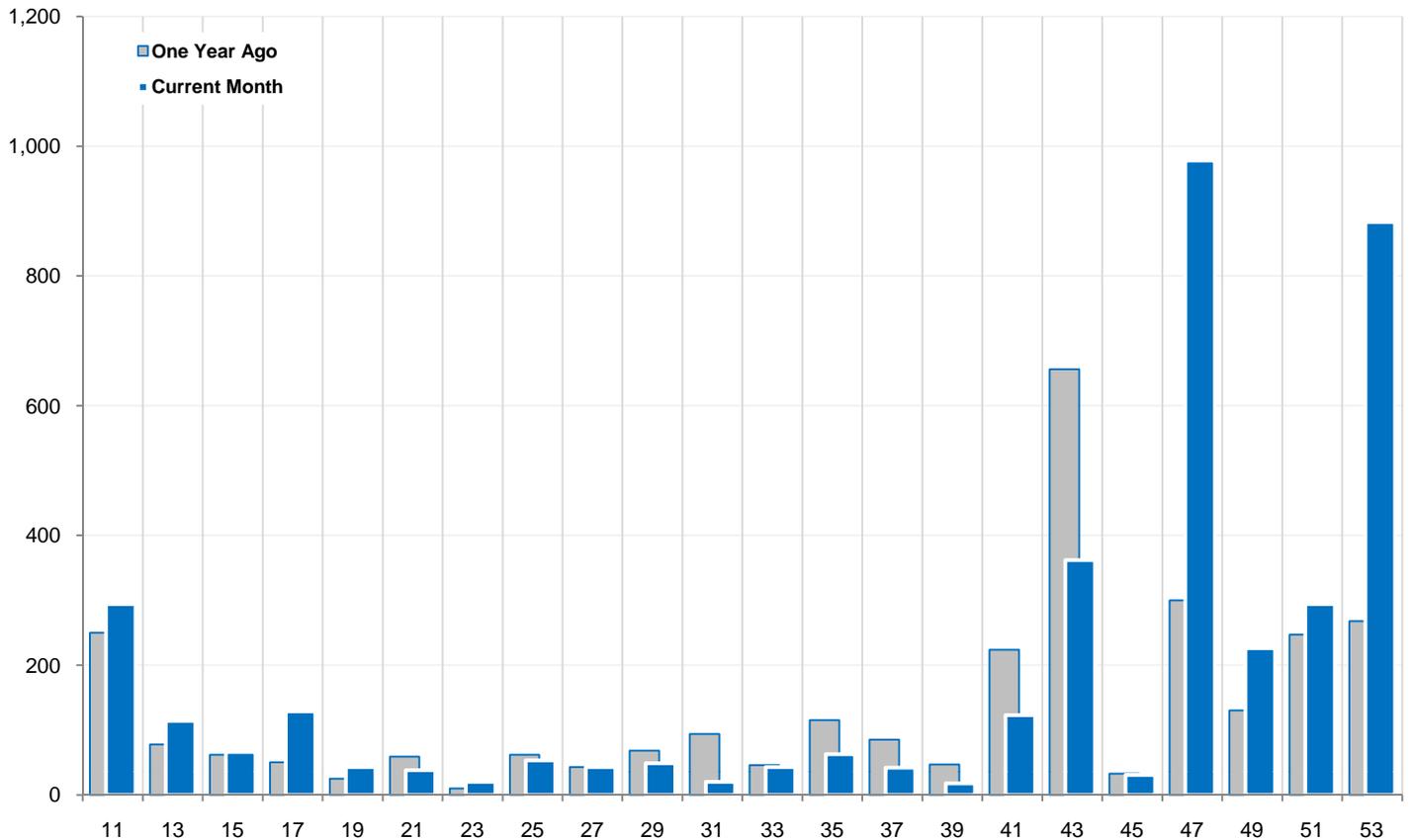
SOC CODE/OCCUPATIONAL GROUP	JUN 2011	MAY 2012	JUN 2012	OVER-THE-MONTH		OVER-THE-YEAR			
				NUM CHG	PCT CHG	NUM CHG	PCT CHG		
11 Management	1,087	963	941	↓	-22	-2.3	↓	-146	-13.4
13 Business and Financial Operations	336	273	248	↓	-25	-9.2	↓	-88	-26.2
15 Computer and Mathematical	267	241	230	↓	-11	-4.6	↓	-37	-13.9
17 Architecture and Engineering	218	140	143	↑	3	2.1	↓	-75	-34.4
19 Life, Physical, and Social Science	109	94	86	↓	-8	-8.5	↓	-23	-21.1
21 Community and Social Services	258	170	170	↔	0	0.0	↓	-88	-34.1
23 Legal	42	25	24	↓	-1	-4.0	↓	-18	-42.9
25 Education, Training, and Library	268	195	220	↑	25	12.8	↓	-48	-17.9
27 Arts, Design, Entertainment, Sports, and Media	187	136	118	↓	-18	-13.2	↓	-69	-36.9
29 Healthcare Practitioners and Technical	297	233	202	↓	-31	-13.3	↓	-95	-32.0
31 Healthcare Support	407	328	369	↑	41	12.5	↓	-38	-9.3
33 Protective Service	200	156	176	↑	20	12.8	↓	-24	-12.0
35 Food Preparation and Serving Related	499	535	474	↓	-61	-11.4	↓	-25	-5.0
37 Building and Grounds Cleaning and Maintenance	369	347	340	↓	-7	-2.0	↓	-29	-7.9
39 Personal Care and Service	205	214	205	↓	-9	-4.2	↔	0	0.0
41 Sales and Related	970	896	848	↓	-48	-5.4	↓	-122	-12.6
43 Office and Administrative Support	2,846	2,788	2,749	↓	-39	-1.4	↓	-97	-3.4
45 Farming, Fishing, and Forestry	144	106	114	↑	8	7.5	↓	-30	-20.8
47 Construction and Extraction	1,300	1,178	1,098	↓	-80	-6.8	↓	-202	-15.5
49 Installation, Maintenance, and Repair	566	464	423	↓	-41	-8.8	↓	-143	-25.3
51 Production	1,074	959	969	↑	10	1.0	↓	-105	-9.8
53 Transportation and Material Moving	1,164	991	935	↓	-56	-5.7	↓	-229	-19.7
55 Military Specific	17	10	8	↓	-2	-20.0	↓	-9	-52.9
Not Classified	40	62	58	↓	-4	-6.5	↑	18	45.0
TOTAL, IN-STATE ACTIVE RESUMES	12,870	11,504	11,148	↓	-356	-3.1	↓	-1,722	-13.4

ACTIVE RESUMES DATA

OUT-OF-STATE ACTIVE RESUMES

JUNE 2012 ONLINE JOB OPENINGS REPORT--JOB SERVICE NORTH DAKOTA

SOC CODE/OCCUPATIONAL GROUP



SOC CODE/OCCUPATIONAL GROUP	JUN 2011	MAY 2012	JUN 2012	OVER-THE-MONTH		OVER-THE-YEAR			
				NUM CHG	PCT CHG	NUM CHG	PCT CHG		
11 Management	250	332	294	↓	-38	-11.4	↑	44	17.6
13 Business and Financial Operations	78	118	114	↓	-4	-3.4	↑	36	46.2
15 Computer and Mathematical	62	79	66	↓	-13	-16.5	↑	4	6.5
17 Architecture and Engineering	50	138	129	↓	-9	-6.5	↑	79	158.0
19 Life, Physical, and Social Science	25	39	43	↑	4	10.3	↑	18	72.0
21 Community and Social Services	59	37	38	↑	1	2.7	↓	-21	-35.6
23 Legal	10	16	20	↑	4	25.0	↑	10	100.0
25 Education, Training, and Library	62	43	53	↑	10	23.3	↓	-9	-14.5
27 Arts, Design, Entertainment, Sports, and Media	43	42	43	↑	1	2.4	→	0	0.0
29 Healthcare Practitioners and Technical	68	55	49	↓	-6	-10.9	↓	-19	-27.9
31 Healthcare Support	94	24	20	↓	-4	-16.7	↓	-74	-78.7
33 Protective Service	46	46	43	↓	-3	-6.5	↓	-3	-6.5
35 Food Preparation and Serving Related	115	70	63	↓	-7	-10.0	↓	-52	-45.2
37 Building and Grounds Cleaning and Maintenance	85	44	42	↓	-2	-4.5	↓	-43	-50.6
39 Personal Care and Service	47	18	18	→	0	0.0	↓	-29	-61.7
41 Sales and Related	224	124	123	↓	-1	-0.8	↓	-101	-45.1
43 Office and Administrative Support	656	374	362	↓	-12	-3.2	↓	-294	-44.8
45 Farming, Fishing, and Forestry	33	35	31	↓	-4	-11.4	↓	-2	-6.1
47 Construction and Extraction	300	1,041	978	↓	-63	-6.1	↑	678	226.0
49 Installation, Maintenance, and Repair	130	244	226	↓	-18	-7.4	↑	96	73.8
51 Production	247	285	294	↑	9	3.2	↑	47	19.0
53 Transportation and Material Moving	268	881	883	↑	2	0.2	↑	615	229.5
55 Military Specific	4	15	12	↓	-3	-20.0	↑	8	200.0
Not Classified	9	9	7	↓	-2	-22.2	↓	-2	-22.2
TOTAL, OUT-OF-STATE ACTIVE RESUMES	2,965	4,109	3,951	↓	-158	-3.8	↑	986	33.3

ACTIVE RESUMES DATA

IN-STATE ACTIVE RESUMES

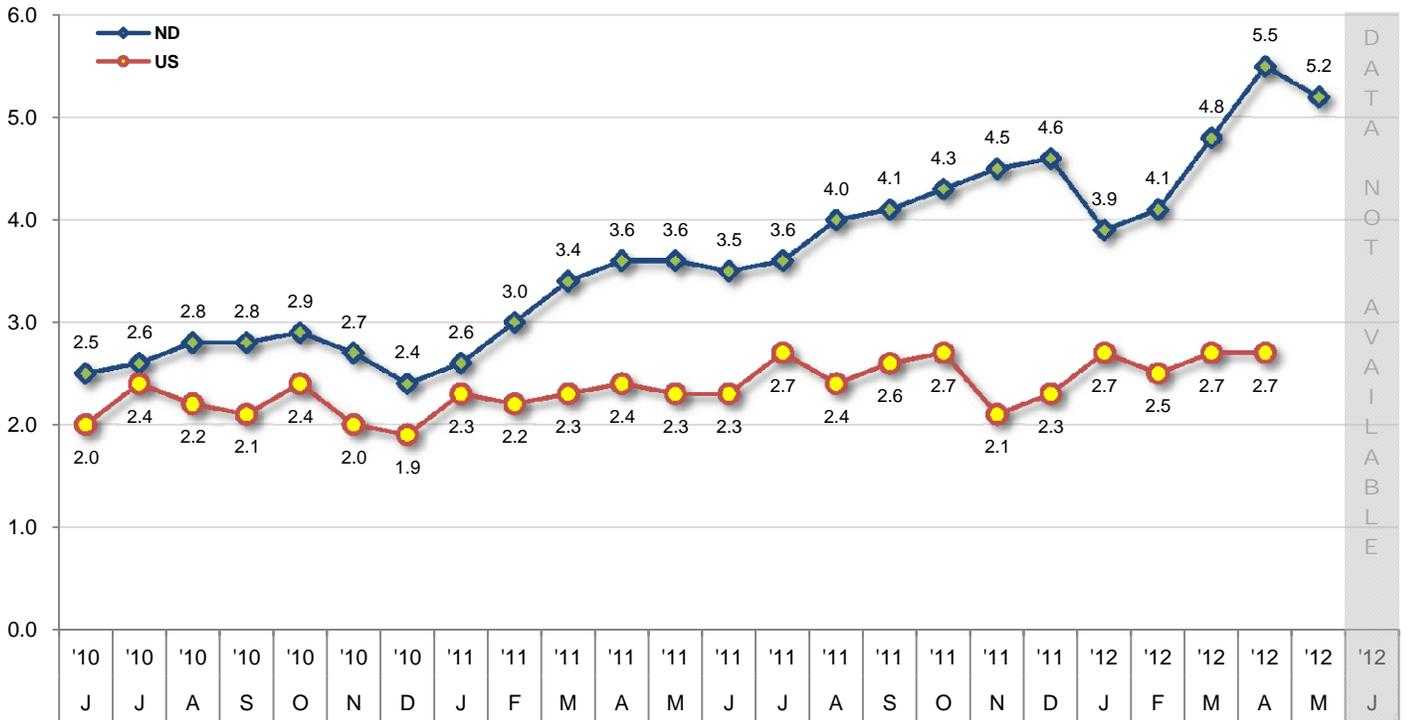
JUNE 2012 ONLINE JOB OPENINGS REPORT--JOB SERVICE NORTH DAKOTA

COUNTY NAME	JAN 2012	FEB 2012	MAR 2012	APR 2012	MAY 2012	JUN 2012
Adams	9	10	23	27	33	21
Barnes	173	155	148	169	146	161
Benson	82	66	71	91	94	97
Billings	2	10	11	12	7	6
Bottineau	52	52	43	39	42	57
Bowman	12	12	17	16	18	15
Burke	7	8	12	13	13	9
Burleigh	1,641	1,620	1,708	1,687	1,684	1,485
Cass	2,952	2,955	3,062	3,011	2,918	2,876
Cavalier	17	9	6	21	19	17
Dickey	39	44	38	30	27	36
Divide	13	11	15	13	13	4
Dunn	36	37	48	64	67	70
Eddy	21	23	26	36	27	26
Emmons	14	19	16	16	23	30
Foster	18	18	16	16	19	15
Golden Valley	10	9	9	9	6	12
Grand Forks	922	933	961	973	941	900
Grant	17	19	25	23	22	12
Griggs	8	10	10	6	8	6
Hettinger	23	30	39	45	36	26
Kidder	24	22	23	24	22	34
LaMoure	36	38	21	21	19	16
Logan	11	4	5	12	13	21
McHenry	63	72	104	100	106	68
McIntosh	10	10	7	9	9	12
McKenzie	43	37	45	54	58	62
McLean	99	95	102	100	97	101
Mercer	195	196	225	236	254	219
Morton	471	498	511	495	515	505
Mountrail	134	123	110	114	120	113
Nelson	22	27	29	27	28	32
Oliver	26	19	19	13	11	13
Pembina	93	111	96	99	89	82
Pierce	41	41	38	34	46	39
Ramsey	175	166	174	188	207	213
Ransom	62	53	50	45	46	39
Renville	34	40	42	38	33	35
Richland	345	333	362	387	373	342
Rolette	444	465	526	506	504	496
Sargent	34	34	27	32	29	33
Sheridan	7	7	7	5	5	6
Sioux	38	47	46	48	51	62
Slope	1	4	6	6	3	1
Stark	345	362	444	500	471	469
Steele	9	11	12	13	15	7
Stutsman	311	339	357	371	329	259
Towner	12	15	15	12	12	13
Traill	74	56	55	48	54	56
Walsh	101	124	132	140	116	121
Ward	1,048	1,121	1,162	1,159	1,159	1,209
Wells	27	42	42	44	39	33
Williams	348	381	412	458	508	556

SUPPLY/DEMAND RATES

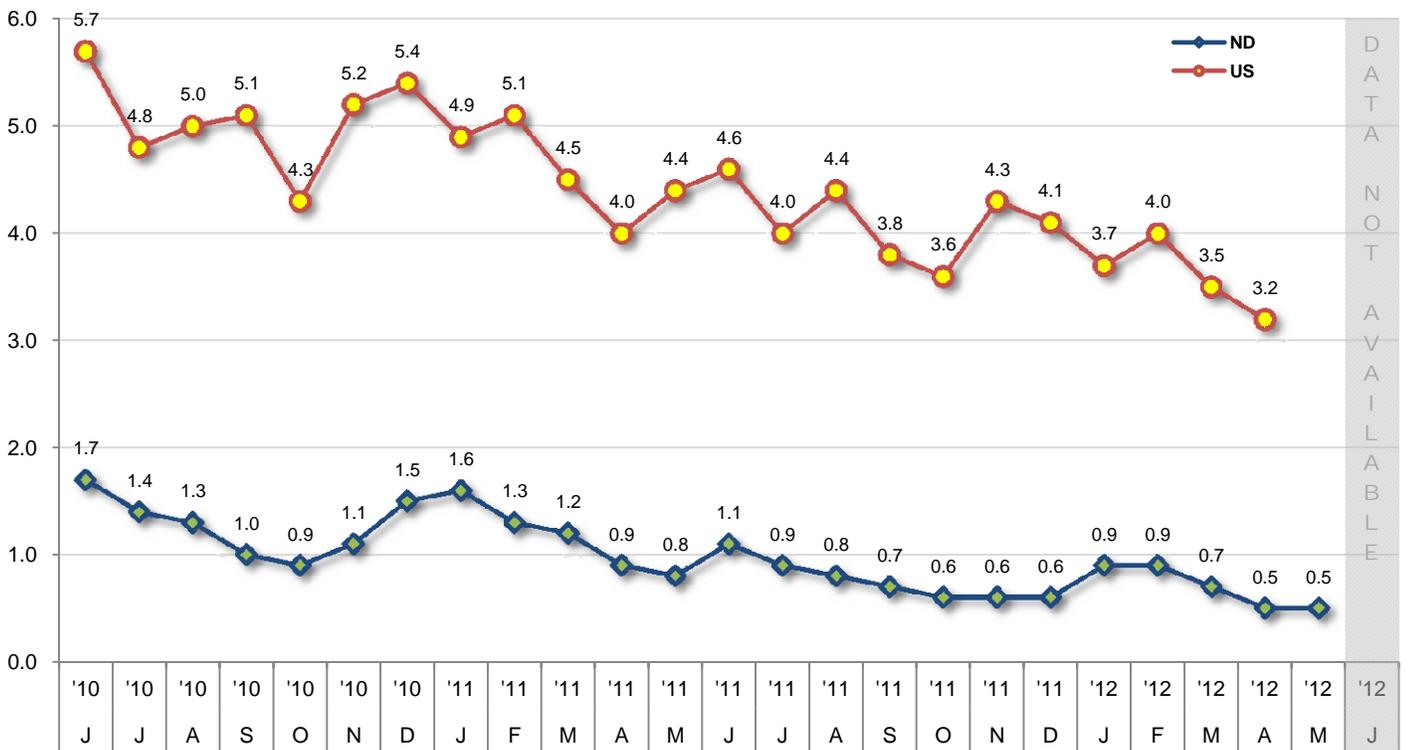
JOB OPENINGS RATE

The job openings rate is simply the percentage of all jobs in the economy open and available and is calculated by taking the number of job openings divided by total nonfarm employment (filled jobs) from the Current Employment Statistics (CES) program plus job openings (unfilled jobs). A higher rate is an indicator of increased job opportunities for seekers. This supply/demand rate includes those working more than one job and commuting from out of state. The latest month for which North Dakota employment data are available is May 2012. The latest month for which U.S. job openings data are available is April 2012. U.S. data taken from the U.S. Bureau of Labor Statistics.



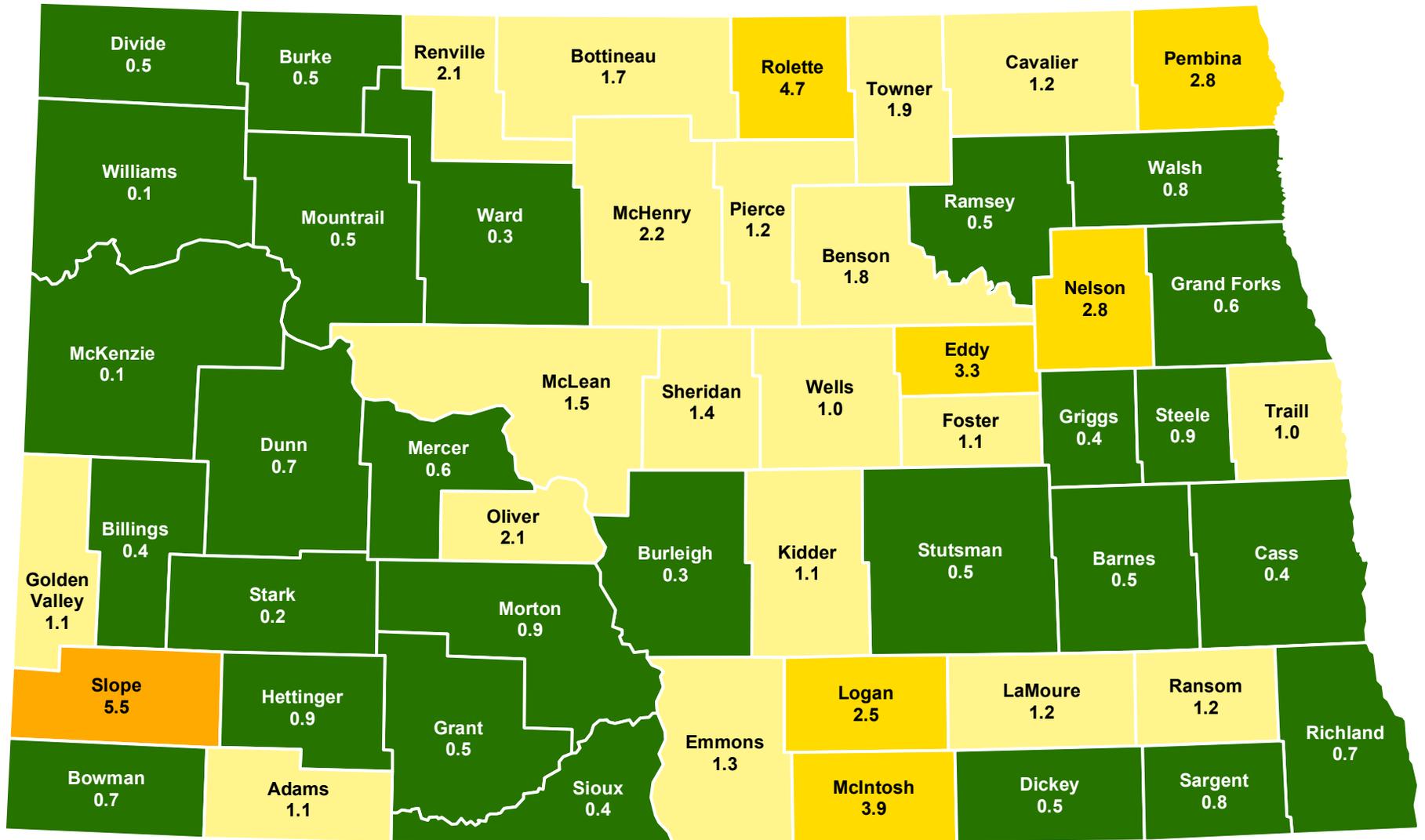
UNEMPLOYED PER JOB OPENING

Unemployed per job opening is a supply/demand rate calculated by taking the number of unemployed persons from the Local Area Unemployment Statistics (LAUS) program and dividing by job openings. A result less than 1 indicates more job openings than potential resident labor supply while a result greater than 1 indicates more potential resident labor supply than job openings. The latest month for which North Dakota unemployment data are available is May 2012. The latest month for which U.S. job openings data are available is April 2012. U.S. data taken from the U.S. Bureau of Labor Statistics.



NORTH DAKOTA COUNTY SUPPLY/DEMAND RATES

Unemployed Per Job Opening



Statewide Supply/Demand Rate (Not Seasonally Adjusted): 0.5

COUNTY SUPPLY/DEMAND RATES (MAY 2012)

Less than 1
 1.0 - 2.4
 2.5 - 4.9
 5.0 - 9.9
 10 and Higher

A supply/demand rate could not be calculated for counties shaded in gray because zero job openings were reported in the reference period.

Source: Online Job Openings Report, Labor Market Information Center, Job Service North Dakota

[Map Creation Date: June 15, 2012 Author: Labor Market Information Center, Job Service North Dakota]

SUPPLY/DEMAND RATES

JUNE 2012 ONLINE JOB OPENINGS REPORT--JOB SERVICE NORTH DAKOTA

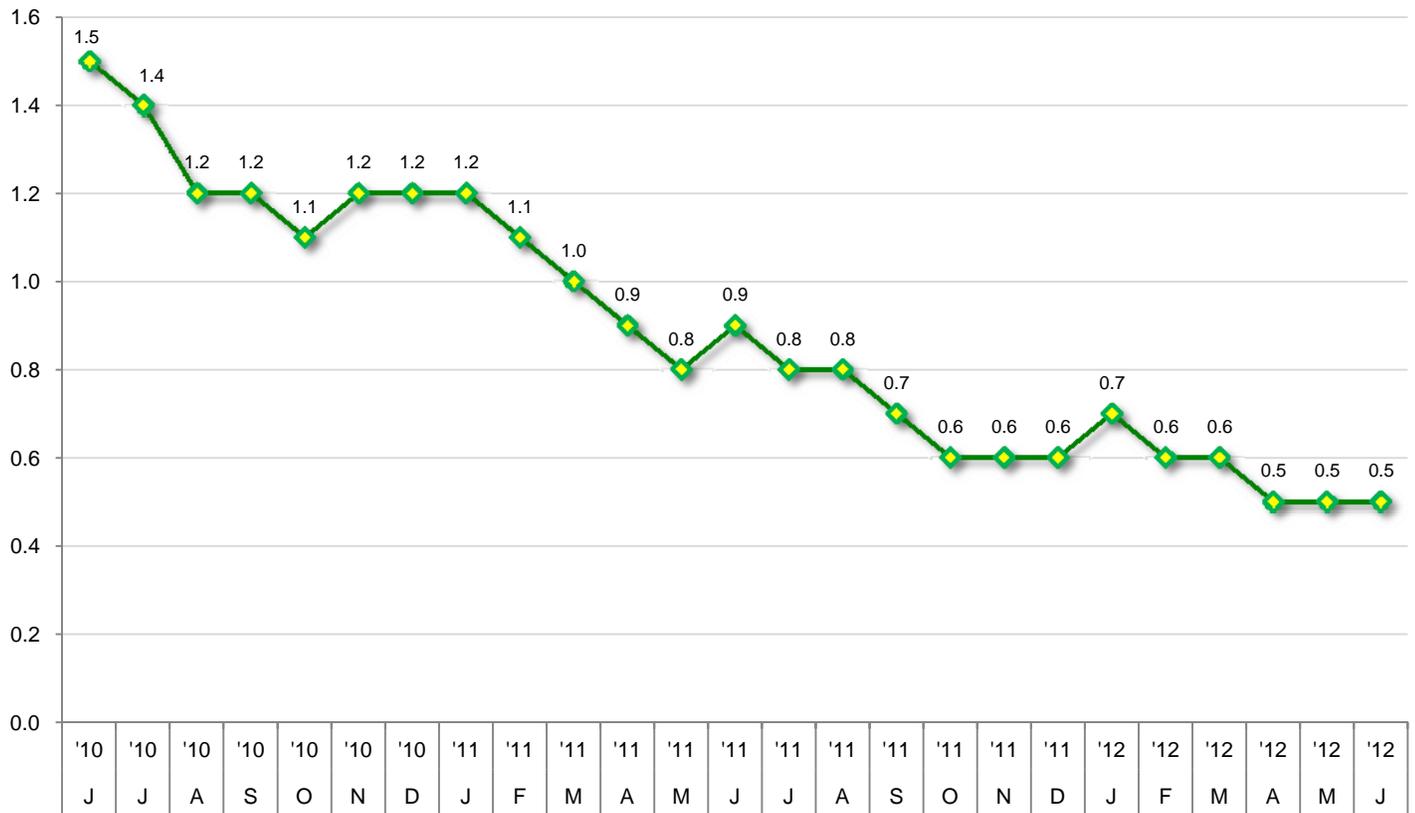
UNEMPLOYED PER JOB OPENING

Less than 1 indicates more job openings than potential resident labor supply while greater than 1 indicates more potential resident labor supply than job openings. The latest month for which North Dakota unemployment data are available is May 2012.

COUNTY NAME	MAY 2011	DEC 2011	JAN 2012	FEB 2012	MAR 2012	APR 2012	MAY 2012
Adams	0.7	1.4	1.0	1.3	2.7	0.7	1.1
Barnes	1.3	0.9	1.4	1.1	1.0	0.6	0.5
Benson	2.9	3.5	7.2	4.4	4.0	3.1	1.8
Billings	1.8	5.0	1.5	1.5	1.8	0.5	0.4
Bottineau	1.2	1.6	2.6	1.7	2.0	1.6	1.7
Bowman	1.0	1.3	1.4	1.0	0.6	0.5	0.7
Burke	1.8	5.4	4.0	1.9	1.0	1.6	0.5
Burleigh	0.6	0.5	0.6	0.6	0.4	0.3	0.3
Cass	0.9	0.6	0.8	0.8	0.7	0.5	0.4
Cavalier	1.3	1.9	1.8	1.7	1.3	1.3	1.2
Dickey	0.8	0.7	1.2	0.7	0.6	0.4	0.5
Divide	1.0	1.0	0.9	0.8	0.7	0.6	0.5
Dunn	1.8	0.7	1.3	1.0	1.2	0.9	0.7
Eddy	4.8	4.4	9.6	5.3	4.6	3.3	3.3
Emmons	4.1	2.6	9.9	5.4	5.7	2.3	1.3
Foster	1.9	2.0	3.3	1.0	1.3	1.6	1.1
Golden Valley	1.3	0.8	2.6	1.6	1.0	0.8	1.1
Grand Forks	0.9	0.7	1.1	1.2	0.9	0.7	0.6
Grant	6.7	3.5	3.9	4.9	3.7	2.9	0.5
Griggs	2.7	1.3	1.6	1.4	1.7	0.8	0.4
Hettinger	2.6	1.4	2.2	2.5	1.5	1.0	0.9
Kidder	6.0	16.3	16.6	12.4	3.0	1.1	1.1
LaMoure	1.7	1.7	2.9	1.3	1.0	1.1	1.2
Logan	12.5	1.5	1.9	2.3	2.3	1.7	2.5
McHenry	4.0	4.3	6.7	6.1	2.7	3.1	2.2
McIntosh	4.6	2.3	3.5	1.6	1.6	1.5	3.9
McKenzie	0.2	0.2	0.3	0.2	0.1	0.1	0.1
McLean	1.7	2.7	5.8	2.2	1.6	1.2	1.5
Mercer	1.8	1.7	2.5	1.9	1.2	0.6	0.6
Morton	1.6	1.5	2.9	2.3	1.5	0.9	0.9
Mountrail	1.6	0.7	0.6	0.5	0.6	0.7	0.5
Nelson	2.1	1.6	8.9	2.1	2.6	2.5	2.8
Oliver	6.1	13.0	13.5	2.6	2.3	2.0	2.1
Pembina	5.1	4.0	5.8	3.8	3.3	2.9	2.8
Pierce	2.7	0.9	1.8	1.6	1.3	1.1	1.2
Ramsey	0.6	0.5	1.1	0.9	0.7	0.5	0.5
Ransom	1.0	3.0	3.8	1.9	1.9	1.3	1.2
Renville	3.4	0.9	0.9	0.8	0.6	1.5	2.1
Richland	1.6	1.3	2.3	1.5	1.3	0.7	0.7
Rolette	10.5	6.6	9.3	5.3	5.8	4.4	4.7
Sargent	1.1	0.7	2.8	0.8	0.8	0.6	0.8
Sheridan	1.9	6.3	38.0	39.0	6.8	3.2	1.4
Sioux	1.3	0.9	1.2	1.0	1.0	0.7	0.4
Slope	---	---	---	6.0	5.5	---	5.5
Stark	0.3	0.2	0.3	0.3	0.2	0.2	0.2
Steele	3.3	5.0	6.8	3.6	5.0	5.0	0.9
Stutsman	1.2	0.8	1.2	1.0	0.8	0.5	0.5
Towner	2.2	2.9	3.9	3.0	6.3	2.2	1.9
Traill	4.0	3.2	3.8	2.2	1.9	1.1	1.0
Walsh	2.3	1.5	2.1	1.8	1.3	1.0	0.8
Ward	0.5	0.4	0.6	0.6	0.4	0.3	0.3
Wells	1.4	1.5	2.8	1.3	1.4	1.0	1.0
Williams	0.2	0.1	0.1	0.1	0.1	0.1	0.1

ACTIVE RESUMES PER JOB OPENING

Active resumes per job opening is a supply/demand rate that uses active online resumes as the supply input and is the most timely of the supply/demand rates. For this measure, only local active online resumes (i.e. resumes tied to an in-state North Dakota address) were used in the calculation in order to get a more accurate measure of the local supply situation. Out-of-state resumes were excluded from this calculation. A result less than 1 indicates more job openings than local active resumes, while a result greater than 1 indicates more local active resumes than job openings. Also, this is the only supply/demand rate that can generate results at the occupational group level.



SOC CODE/OCCUPATIONAL GROUP	JUN 2011	JAN 2012	FEB 2012	MAR 2012	APR 2012	MAY 2012	JUN 2012
11 Management	1.5	1.0	0.8	0.8	0.7	0.8	0.8
13 Business and Financial Operations	1.2	0.7	0.6	0.7	0.7	0.7	0.5
15 Computer and Mathematical	1.1	0.6	0.6	0.7	0.5	0.5	0.4
17 Architecture and Engineering	0.7	0.4	0.3	0.2	0.2	0.2	0.2
19 Life, Physical, and Social Science	1.1	0.5	0.4	0.4	0.4	0.6	0.6
21 Community and Social Services	2.1	1.4	1.0	0.8	0.7	0.8	0.7
23 Legal	2.5	2.4	1.0	1.1	0.7	0.7	1.0
25 Education, Training, and Library	0.7	0.8	0.7	0.5	0.3	0.2	0.3
27 Arts, Design, Entertainment, Sports, and Media	1.0	0.8	0.8	0.7	0.4	0.4	0.4
29 Healthcare Practitioners and Technical	0.3	0.2	0.2	0.2	0.2	0.2	0.1
31 Healthcare Support	1.3	0.9	1.0	0.8	0.7	0.7	0.8
33 Protective Service	1.4	1.3	0.8	0.7	0.5	0.5	0.7
35 Food Preparation and Serving Related	0.6	0.5	0.7	0.6	0.5	0.5	0.4
37 Building and Grounds Cleaning and Maintenance	0.7	0.5	0.5	0.4	0.4	0.4	0.4
39 Personal Care and Service	1.3	0.7	0.6	0.4	0.4	0.4	0.4
41 Sales and Related	0.5	0.5	0.5	0.4	0.4	0.4	0.4
43 Office and Administrative Support	2.3	1.7	1.4	1.2	1.2	1.2	1.2
45 Farming, Fishing, and Forestry	0.9	0.6	0.2	0.1	0.2	0.2	0.4
47 Construction and Extraction	1.1	0.7	0.9	0.8	0.6	0.6	0.6
49 Installation, Maintenance, and Repair	0.7	0.4	0.4	0.4	0.3	0.3	0.3
51 Production	1.4	1.0	0.9	0.9	0.7	0.6	0.9
53 Transportation and Material Moving	0.6	0.5	0.6	0.4	0.4	0.4	0.4

SUPPLY/DEMAND RATES

IN-STATE ACTIVE RESUMES

JUNE 2012 ONLINE JOB OPENINGS REPORT--JOB SERVICE NORTH DAKOTA

ACTIVE RESUMES PER JOB OPENING

Less than 1 indicates more job openings than local active resumes, while a result greater than 1 indicates more local active resumes than job openings.

COUNTY NAME	JUN 2011	JAN 2012	FEB 2012	MAR 2012	APR 2012	MAY 2012	JUN 2012
Adams	---	0.3	0.3	1.6	0.7	1.3	0.5
Barnes	---	1.0	0.7	0.6	0.5	0.4	0.4
Benson	---	2.5	1.3	1.1	1.3	1.0	1.1
Billings	---	0.2	0.9	1.1	0.6	0.5	0.3
Bottineau	---	1.0	0.6	0.6	0.5	0.7	0.5
Bowman	---	0.4	0.3	0.3	0.2	0.4	0.4
Burke	---	1.0	0.6	0.5	0.9	0.3	0.2
Burleigh	---	0.7	0.6	0.5	0.4	0.4	0.4
Cass	---	0.8	0.7	0.7	0.5	0.5	0.5
Cavalier	---	0.4	0.2	0.1	0.4	0.4	0.2
Dickey	---	0.5	0.3	0.3	0.2	0.2	0.3
Divide	---	0.4	0.3	0.4	0.3	0.3	0.1
Dunn	---	0.9	0.6	1.1	1.1	1.1	0.7
Eddy	---	2.3	1.5	1.2	1.6	1.7	1.1
Emmons	---	1.1	0.8	0.7	0.4	0.4	0.3
Foster	---	0.9	0.3	0.3	0.4	0.5	0.4
Golden Valley	---	1.1	0.6	0.4	0.4	0.3	0.5
Grand Forks	---	0.7	0.7	0.6	0.5	0.5	0.4
Grant	---	1.2	1.6	1.8	1.6	0.3	0.2
Griggs	---	0.3	0.3	0.4	0.1	0.1	0.1
Hettinger	---	1.2	1.6	1.2	1.2	0.9	1.0
Kidder	---	4.8	3.1	0.9	0.5	0.5	0.5
LaMoure	---	1.6	0.8	0.3	0.4	0.5	0.5
Logan	---	0.7	0.3	0.4	0.8	1.3	2.3
McHenry	---	2.4	2.4	1.7	2.0	2.0	1.3
McIntosh	---	0.7	0.3	0.2	0.3	1.0	0.8
McKenzie	---	0.2	0.1	0.1	0.1	0.1	0.1
McLean	---	2.2	0.8	0.6	0.6	0.9	1.0
Mercer	---	1.7	1.3	1.0	0.6	0.8	0.9
Morton	---	1.8	1.5	1.0	0.8	1.0	1.0
Mountrail	---	0.6	0.5	0.5	0.7	0.6	0.7
Nelson	---	2.4	0.8	1.0	1.0	1.5	0.7
Oliver	---	4.3	0.7	0.5	0.4	0.5	0.4
Pembina	---	1.7	1.4	1.1	1.1	1.1	1.2
Pierce	---	0.8	0.6	0.5	0.4	0.8	0.6
Ramsey	---	0.6	0.5	0.4	0.4	0.5	0.5
Ransom	---	2.1	0.9	1.0	0.7	0.8	1.0
Renville	---	1.0	1.2	0.9	1.2	1.9	0.7
Richland	---	1.9	1.2	1.1	0.8	0.9	1.0
Rolette	---	6.8	4.1	4.9	4.1	5.5	4.9
Sargent	---	1.3	0.4	0.3	0.3	0.4	0.5
Sheridan	---	7.0	7.0	1.2	0.5	0.3	0.6
Sioux	---	0.7	0.6	0.6	0.6	0.4	0.7
Slope	---	---	2.0	3.0	---	1.5	0.2
Stark	---	0.3	0.3	0.3	0.3	0.3	0.3
Steele	---	2.3	1.2	1.7	1.9	0.6	0.3
Stutsman	---	0.9	0.7	0.6	0.5	0.5	0.4
Towner	---	1.0	0.9	2.1	0.7	0.7	1.2
Traill	---	1.7	0.7	0.6	0.4	0.4	0.5
Walsh	---	0.7	0.7	0.5	0.5	0.4	0.6
Ward	---	0.6	0.6	0.5	0.4	0.5	0.5
Wells	---	0.6	0.4	0.5	0.5	0.5	0.4
Williams	---	0.1	0.2	0.2	0.2	0.2	0.3

ONLINE JOB OPENINGS REPORT NOTES

BACKGROUND

Online job openings statistics provide a timely overview of the current supply/demand dynamic of North Dakota's labor market. The Online Job Openings Report (OJOR) is the earliest published monthly indicator of North Dakota's labor market activity. Data publication generally occurs the first Tuesday of the month following the reference period. The report involves the monthly collection, processing, and dissemination of online job openings posted by employers and active resume activities of job seekers. Both job openings and active resumes are published for the major occupational groups at the statewide and regional levels. Data for counties are only available at a total aggregate level.

Various supply/demand rates are calculated for major occupational groups and select geographies. Job openings and active resumes data are used to calculate the rate of active resumes per job opening. Unemployment data from the Local Area Unemployment Statistics (LAUS) program is used to calculate the rate of unemployed per job opening and employment data from the Current Employment Statistics (CES) program is used to calculate the job openings rate. All these supply/demand rates provide users with alternate views of the local labor supply/demand situation. For comparability, national level job openings data from the U.S. Bureau of Labor Statistics (BLS) are extracted from the Job Openings and Labor Turnover Survey (JOLTS) and featured in the report. For a detailed description of the various supply/demand rates, see the 'Terms and Concepts' section.

METHODOLOGY AND COVERAGE

The OJOR is essentially a universe count of all North Dakota worksites with online advertised jobs posted either directly with Job Service North Dakota or indirectly through other online job sites. It should be stressed that coverage is limited to jobs posted online. Job vacancies advertised strictly through word-of-mouth, local print-only newspapers, outdoor signage, or any other non-online means are not counted.

The database from the Job Service North Dakota online labor exchange system is the underlying source for the OJOR and its corresponding time series. The data are a combination of local openings brought into the system either internally or externally. An internal job opening is submitted directly to the labor exchange system by either local office staff or authorized local employers. An external job opening is "spidered" into the system from outside online job sites including corporate, educational institution, newspaper, government, private job board, and recruiter sites. Keep in mind, almost all of the online job openings and active resumes data are self-reported by the employer and job seeker, respectively, so accuracy cannot necessarily be guaranteed though system checks are in place to flag potential errors. Every effort is made to ensure the report is constructed using unduplicated data. The unduplication process involves the systematic analysis of key fields of each opening, such as company name, job title/description, and location, against all openings, flagging potential duplicate matches. An analyst reviews and eliminates legitimate duplicates.

The OJOR is not subject to the typical sampling error and non-response error components associated with most statistical surveys. Non-sampling error sources would include population under-coverage due to missing a portion of the targeted population (e.g. a large Internet job board), and over-coverage due to the inability to fully eliminate duplicate job openings. Additional potential sources of non-sampling error would include occupational and/or geographic coding errors which could affect the proper classification of individual job openings.

Occupational coding is done at the 6-digit Standard Occupational Classification (SOC) level and the 8-digit O*NET level. The SOC coding used in the OJOR is the same definitional coding used for federal employment and unemployment statistics. It should be noted that there are no changes at the major occupational group level in the 2010 SOC revision, though the detailed composition of the groups may have changed but not enough to be significant at the group level.

The geographic coding for an internal opening is determined by information submitted directly to the labor exchange system by either local office staff or authorized local employers. An external opening is coded against location information from the original posting.

Data are not seasonally adjusted and subject to revision. Dashes (---) indicate data not available.

TERMS AND CONCEPTS

DATA REFERENCE PERIOD. The OJOR collects data using a mid-month reference period (the week that includes the 12th of the month), which is standard for most BLS programs and provides a more accurate comparison for measures using data from those sources.

JOB OPENINGS. Job openings include all open and available online openings during the reference period. This figure may include openings posted no more than 90 days prior but still active during the reference period, as well as new openings.

ACTIVE RESUMES. Active resumes are all online resumes that have been created or otherwise modified during the reference period. This figure may include resumes posted no more than 90 days prior but still active during the reference period, as well as new resumes. Active resumes may include those created by out-of-state candidates. Candidates may post multiple online resumes so active resumes should not be interpreted as an individual candidate count. Active resumes are not necessarily an indicator of unemployment since candidates posting resumes may or may not be unemployed.

SUPPLY/DEMAND RATES. Supply/demand rates, as outlined below, only provide a measure of relative slack of the labor market and whether a potential imbalance exists, but does not suggest that the qualifications of the job seekers directly align with the requirements of the advertised vacancies. Over time, these rates tend to trend closely with the general economic cycle, specifically labor market contractions/expansions.

JOB OPENINGS RATE. The job openings rate is simply the percentage of all jobs in the economy open and available and is calculated by taking the number of job openings divided by total nonfarm employment (filled jobs) from the CES program plus job openings (unfilled jobs). The number of unfilled jobs is an important measure of the unmet demand for labor. With that statistic, it is possible to paint a more complete picture of the state's labor market than by looking solely at the unemployment rate, a measure of the excess supply of labor. A higher rate is an indicator of increased job opportunities for seekers. This supply/demand rate includes those working more than one job and commuting from out of state. Calculations for the U.S. job openings rate use data from the JOLTS. Due to timing issues, supplemental data used to calculate this rate typically lag one month, therefore the most recent published rate will lag one month in the latest published report. The U.S. data typically lag two months.

ACTIVE RESUMES PER JOB OPENING. Active resumes per job opening is a supply/demand rate that uses active online resumes as the supply input and is the most timely of the supply/demand rates. For this measure, only local active online resumes (i.e. resumes tied to an in-state North Dakota address) were used in the calculation in order to get a more accurate measure of the local supply situation. Out-of-state resumes are excluded from this calculation. A result less than 1 indicates more job openings than local active resumes, while a result greater than 1 indicates more local active resumes than job openings. Also, this is the only supply/demand rate that generates results at the occupational group level.

UNEMPLOYED PER JOB OPENING. Unemployed per job opening is a supply/demand rate calculated by taking the number of unemployed persons from the LAUS program and dividing by job openings. A result less than 1 indicates more job openings than potential resident labor supply, while a result greater than 1 indicates more potential resident labor supply than job openings. Calculations for the U.S. rate of unemployed per job opening are based on data from the JOLTS and the Current Population Survey (CPS) from the BLS. Due to timing issues, supplemental data used to calculate this rate typically lag one month, therefore the most recent published rate will lag one month in the latest published report. The U.S. data typically lag two months.

OCCUPATIONAL DATA. Occupational groups are based on the 2000 SOC coding system. It should be noted that there are no changes at the major occupational group level in the 2010 SOC revision, though the detailed composition of the groups may have changed but not enough to be significant at the group level. Openings and resumes are coded to the 6-digit SOC level and 8-digit O*NET level whenever possible. Data are aggregated to the major occupational group level.

UNEMPLOYMENT DATA. The unemployment data used in this report come from the CPS and the LAUS programs. Both programs provide timely and accurate data on the unemployed and are used to calculate supply/demand rates of unemployed per job opening. The unemployed are defined as those 16 years of age and older who were unemployed but actively seeking and available for work within the last month.

REGIONAL DATA. The eight North Dakota regions were established in 1968 and are made up of groupings of counties around a regional city center providing a majority of the services and exhibiting the greatest economic influence. Openings data are coded based on worksite location. Resumes data are coded based on the current residential address of the job seeker. While the regional reports are not as comprehensive as the statewide report, they do provide some local detail and comparisons not otherwise available.

WAGE DATA. The average hourly wage data are the latest available from the Occupational Employment Statistics (OES) program. OES wage data provide an accurate, comprehensive, point-in-time snapshot of wage levels of currently employed workers across all 800 SOC occupations. These wage data should not be interpreted as an advertised wage for openings in that occupational group. Occupational wage data specific to the OJOR regions are not available, instead, state-level North Dakota occupational wages are provided as a general guide.

DATA INTERPRETATION

The OJOR contains a lot of data and information. For many, the issue becomes how to interpret it. While the top-line numbers get the most attention, the emphasis in interpreting the data should focus on the trend over time. Since the time series is not seasonally adjusted, the most appropriate comparison for any month should be the same month one year earlier.

Job openings data reflect a relative demand for labor. Job openings include all open and available online openings. It should not be assumed that the published job openings number is the entirety of the job openings market. There is a segment of the job openings market that relies solely on means other than online to recruit workers. Those openings aren't captured in the OJOR.

Active resumes data reflect a relative supply of labor. Active resumes include all online resumes that have been created or otherwise modified by job seekers with a desire to work in North Dakota. Therefore, a segment of active resumes belong to out-of-state candidates. Candidates may post multiple online resumes so active resumes should not be interpreted as an individual candidate count. Active resumes are not necessarily an indicator of unemployment since candidates posting resumes may or may not be unemployed. It should not be assumed that the published active resumes number is the entirety of the potential labor supply market. For example, those unemployed who haven't created an online resume are not counted in the active resume total. Similarly, "casual" job seekers who may peruse job openings but not create an online resume are not included in the count.

Supply/demand rates are a calculation used to reconcile the relationship between labor market demand (e.g. job openings) and labor market supply (e.g. active resumes, unemployed). The resulting ratios highlight the relative slack of the labor market for occupational groups and select geographies. Generally, supply/demand rates (e.g. active resumes per job opening, unemployed per job opening) below 1 indicate a greater need for workers in an occupational group or area. In other words, there's not enough supply (workers) to keep up with demand (job openings). Generally, the opposite is true when supply/demand rates exceed 1. Of course, such an analysis only provides a general idea of where excess demand exists; it does not necessarily indicate a match if a candidate doesn't have the individual education, skills, or experience to get hired. Caution should be exercised when interpreting supply/demand rates. Occupational groups and geographies with a small number of openings exhibit much more volatility and may skew a user's interpretation of an area's labor market situation. It's important to reference the number of openings for an occupational group or geography in order to add context to any supply/demand analysis (high/low rates may mask a relatively small labor market demand and/or supply). This is especially true for geographies with small populations and labor forces.

Career planning and exploration is an integral component to a successful work life. Students are increasingly being introduced to career planning and exploration activities early on in their academic life. In conjunction with other pieces of labor market information (e.g. projections, wages, skill requirements, etc.), the supply/demand data can alert students, educators, and counselors to excess supply or higher demand in certain occupational groups or geographies. For job seekers, the OJOR data can help focus job searches and highlight occupational groups and/or geographic areas with the greatest opportunities or toughest competition. The business community, economic developers, and policy makers use supply/demand data to track trends in the labor market. OJOR data can potentially highlight labor imbalances. This can be especially helpful if a business is looking to expand or relocate, therefore needing a supply of available workers. Economic developers and policy makers use the data to gauge the general health of the economy and look for opportunities to maximize labor supply and demand.

SOC CODE AND OCCUPATIONAL GROUP STRUCTURE

ND AVG HOURLY WAGE (\$)	SOC CODE/OCCUPATIONAL GROUP
	Sample Occupations
42.31	11 MANAGEMENT Managers, Education Administrators, Farmers and Ranchers, Human Resource Managers
26.49	13 BUSINESS AND FINANCIAL OPERATIONS Accountants, Auditors, Loan Officers, Tax Preparers
26.46	15 COMPUTER AND MATHEMATICAL Computer Programmers, Computer and Network Administrators, Web Developers, Statisticians
32.91	17 ARCHITECTURE AND ENGINEERING Engineers, Drafters, Architects, Surveyors
25.52	19 LIFE, PHYSICAL, AND SOCIAL SCIENCE Biologists, Chemists, Economists
19.34	21 COMMUNITY AND SOCIAL SERVICES Social Workers, Clergy, Counselors, Social and Human Service Assistants
33.76	23 LEGAL Lawyers, Court Reporters, Judges, Magistrate Judges, Magistrates, Paralegal and Legal Assistants
20.33	25 EDUCATION, TRAINING, AND LIBRARY Elementary School Teachers, Secondary School Teachers, Special Education Teachers, Librarians
16.14	27 ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA Musicians and Singers, Photographers, Reporters and Correspondents, Umpires, Referees
28.67	29 HEALTHCARE PRACTITIONERS AND TECHNICAL Physicians and Surgeons, Dentists, Pharmacists, Registered Nurses, EMTs and Paramedics, Chiropractors
12.98	31 HEALTHCARE SUPPORT Home Health Aides, Medical Assistants, Medical Transcriptionists, Nursing Aides and Orderlies
18.30	33 PROTECTIVE SERVICE Correctional Officers, Firefighters, Police and Sheriff's Patrol Officers, Lifeguards
9.82	35 FOOD PREPARATION AND SERVING RELATED Cooks, Bartenders, Waiters and Waitresses, Counter Attendants, Dishwashers
11.53	37 BUILDING AND GROUNDS CLEANING AND MAINTENANCE Janitors and Cleaners, Landscaping and Groundskeeping Workers, Maids and Housekeeping Cleaners
11.51	39 PERSONAL CARE AND SERVICE Childcare Workers, Hairdressers, Hairstylists, Fitness Trainers, Personal and Home Care Aides
15.28	41 SALES AND RELATED Cashiers, Retail Salespersons, Insurance Sales Agents, Telemarketers
14.59	43 OFFICE AND ADMINISTRATIVE SUPPORT Secretaries and Administrative Assistants, Office Clerks, Receptionists, Tellers
14.10	45 FARMING, FISHING, AND FORESTRY Farmworkers and Laborers, Graders and Sorters of Agricultural Products, Hunters and Trappers
20.99	47 CONSTRUCTION AND EXTRACTION Carpenters, Electricians, Plumbers, Roofers, Oil and Gas Roustabouts
21.26	49 INSTALLATION, MAINTENANCE, AND REPAIR Automotive Body Repairers, Mechanics, Electrical Power-Line Installers, Wind Turbine Service Technicians
17.19	51 PRODUCTION Assemblers and Fabricators, Machinists, Tool and Die Makers, Welders, Cutters, Solderers, Brazers
17.33	53 TRANSPORTATION AND MATERIAL MOVING Airline Pilots, Bus Drivers, Truck Drivers, Industrial Truck and Tractor Operators, Packers and Packagers
--	55 MILITARY SPECIFIC OCCUPATIONS Aircrew Officers, Infantry, Radar and Sonar Technicians, Special Forces