

Winner

**South Dakota Community
Labor Profile**

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Created By:

South Dakota Department of Labor and Regulation

Labor Market Information Center

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<http://www.sdjobs.org/lmic>

South Dakota Community Labor Profile

Winner

Labor Area Defined

The Community Labor Profile includes the following areas:

Gregory County, Mellette County, Tripp County

The labor area was defined based on the selection you have made and the commuting patterns for that labor area, unless otherwise determined by the user.

Labor Supply

One important resource that every new or expanding business desires is a readily available supply of workers. Whether an employer wants five or 150 workers, they need to know that there will be a sufficient number of workers available to staff a new or expanding business. This study can be used as a tool to identify the number and characteristics of workers available in your area.

Labor supply can be defined as the number of persons who would potentially apply for work if a job becomes available. Potential workers can be categorized into two groups, those with jobs and those without jobs.

The labor supply of workers with jobs is often determined by the willingness of these workers to change jobs. Most of the time the decision to change jobs is related to wages, fringe benefits, hours and working conditions. Generally, workers are more inclined to change jobs when the wages and benefits for a new job are better and/or when they are optimistic about the economy. Sometimes, workers in this group are called underemployed if they meet specific criteria.

The supply of people without jobs is influenced by the unemployment rate, labor force participation and migration. To be classified as unemployed, residents must have been actively looking for work in the last four weeks, unless they belong in one of the following two categories: expecting recall from layoff, or waiting to start a job within 30 days. The unemployed excludes job seekers that are under 16 years of age and nonresidents.

Some people without jobs are classified as not in the labor force. These individuals are not participating in the labor force, as employed workers or job seekers, for a

variety of reasons. Perhaps they cannot work because of school or family responsibilities or because they are sick. Retired persons and homemakers are also classified as not in the labor force. Despite the fact the not-in-the-labor-force group includes people who cannot work or choose not to work, there are many people in this category who would take a job if one becomes available.

Migration is a third factor affecting the labor supply of potential workers who are not jobholders. Persons without jobs are the most likely to migrate from or to a different area or state.

For many employers, labor supply is the bottom line issue in determining which area they will expand or locate in. There are several different ways to determine the potential labor supply in an area. Conducting a labor survey is one method that is commonly used. Some labor surveys are statistically sound and effectively implemented. Other surveys are of the straw poll variety. Labor surveys are most useful if they determine potential labor supply for a specific type of employer or industry. Many labor surveys use a labor shed approach that includes workers within commuting distance. These labor surveys attempt to determine the level of willingness to take a new job. The downside to surveys is that they can be expensive and time consuming and yield only point-in-time results.

Another method of determining labor supply is to use an economic model based on historical hiring trends. The Labor Market Information Center uses this approach because it provides basic information in a cost-effective manner.

Past hiring trends provide a good measure of future available workers, unless significant economic changes have recently taken place. Counts of new hires would include people who had been working for someone else, been out of the labor force and previously been unemployed. New hires would include residents of other states who are commuting to work in another county area. In addition, the economic model has to include the unemployed (who did not find jobs) and those who are not actively seeking work because they believe that jobs are not available. Combining the number of workers who will change employers to take new jobs, the number of people previously not in the labor force who will take new jobs, and the unemployed provides an estimate of the total labor supply. Since an economic model uses the same methodology for all areas in the state, it provides a consistent, comparable labor supply estimate.

The table below summarizes the labor supply for the selected labor area.

Table 1

Total Available Labor Supply

Winner Area December 2015

Area Labor Supply 615

¹This table includes the following Areas: Gregory County, Mellette County, Tripp County

Source: South Dakota Department of Labor and Regulation, Labor Market Information Center

Population

Population information is important to businesses because it provides them with information on the resident pool of workers that may be available. In some cases population information will also provide businesses with valuable marketing information on the type and number of customers in the labor area. Table 2 details the 1990, 2000, 2010 and current resident population for the labor area. If a city has been designated, population information has also been included.

Table 2

Population Estimates

Winner Area¹

	1990	2000	2010	Current
Area Population	14,368	13,234	11,963	11,851

¹This table includes the following Areas: Gregory County, Mellette County, Tripp County

Source: U.S. Census Bureau Note: At this time, if Rapid City MSA data appears on this table, please be aware that the Rapid City MSA data is reflective of Meade and Pennington South Dakota Counties only. The Rapid City MSA wage data will not include Custer County South Dakota data until data is available.

Current population data is 2012

The age distribution of the resident population provides important demographic information when determining the potential labor supply in the area. Normally, age distributions do not change significantly in the short-term unless there have been large population shifts in the area. The following table shows the age distribution of the study area population.

Table 3

2012 Population by Age

Winner

	0-17	18-24	25-44	45-64	65+
Area Population	2,843	1,930	2,864	1,690	2,524
Percentage of Current Population	24.0%	16.3%	24.2%	14.3%	21.3%

This table includes the following Areas: Gregory County, Mellette County, Tripp County

Source: U.S. Census Bureau Note: At this time, if Rapid City MSA data appears on this table, please be aware that the Rapid City MSA data is reflective of Meade and Pennington South Dakota Counties only. The Rapid City MSA wage data will not include Custer County South Dakota data until data is available.

Education Levels

In addition to the size and age of the population, many employers are interested in the education levels of the study area population. Table 4 provides information on the educational attainment of those residents 25 years and older in the study area.

Table 4

Education Levels Of Those People 25 Years and Older

Winner

Education Level	Total Area	Percentage of Total
Less than High School Diploma	1,122	13.5%
High School Graduates	2,918	35.1%
High School Degree or Higher	7,181	86.5%
Some College No Degree	2,037	24.5%
Associate Degree	751	9.0%
Bachelor Degree	1,188	14.3%
Graduate or Professional Degree	287	3.5%
Total Persons 25 Years and Older	8,303	100.0%

This table includes the following Areas: Gregory County, Mellette County, Tripp County

Source: U.S. Census Bureau Note: At this time, if Rapid City MSA data appears on this table, please be aware that the Rapid City MSA data is reflective of Meade and Pennington South Dakota Counties only. The Rapid City MSA wage data will not include Custer County South Dakota data until data is available.

Commuting

Many employers will also be interested in knowing how far workers would be willing to travel to obtain employment. Although the willingness of workers to travel to work often depends on the wages and benefits offered, Table 5 will provide employers with a good rule of thumb estimate.

Table 5

Commuting Times of Workers

Winner

Commute Time	Total Area	Percentage of Total
Less than 10 minutes	2,404	51.5%
10-19 Minutes	1,060	22.7%
20-29 Minutes	450	9.6%
30-44 Minutes	347	7.4%
45+ Minutes	403	8.6%
Total	4,664	100.0%

This table includes the following Areas: Gregory County, Mellette County, Tripp County

Source: U.S. Census Bureau Note: At this time, if Rapid City MSA data appears on this table, please be aware that the Rapid City MSA data is reflective of Meade and Pennington South Dakota Counties only. The Rapid City MSA wage data will not include Custer County South Dakota data until data is available.

Labor Cost By Business Activity

Labor cost is an important consideration in any study of labor availability. Annual pay by industry for workers covered by South Dakota Unemployment Insurance laws is one source of labor cost information. South Dakota employers report their covered workers and payroll each quarter by place of work. The annual pay for covered workers in the labor area and statewide is detailed in Table 6. In addition this table provides information about the number of workers in the labor area by sector (business activity of establishment).

The worker numbers can be used to determine which type of business activities are most significant. The statewide covered worker numbers, along with the percentages, can be used to determine how the labor area sector mix compares to the statewide sector composition.

Table 6

Annual Pay of Covered Workers by Industry

Winner

Industry	Area Information			Statewide Information		
	Number of Workers	Percent of Total	Area Annual Pay	Number of Workers	Percent of Total	Statewide Annual Pay
Natural Resources/Mining	189	5%	\$32,930	5,891	1%	\$39,300
Construction	184	5%	\$33,380	21,261	5%	\$42,890
Manufacturing	78	2%	\$33,129	42,389	10%	\$44,503
Trade/Transportation/Utilities	963	25%	\$30,511	84,879	21%	\$36,062
Information	40	1%	\$41,236	6,056	1%	\$44,909
Financial Activities	180	5%	\$43,365	29,254	7%	\$50,189
Professional/Business Services	113	3%	\$32,945	30,246	7%	\$48,421
Education/Health Services	763	20%	\$32,165	63,120	15%	\$45,055
Leisure/Hospitality Services	365	9%	\$11,522	45,420	11%	\$14,553
Other Services	95	2%	\$19,528	10,610	3%	\$28,205
Total Government	929	24%	\$27,590	71,812	17%	\$38,981

Reference date for annual pay is 2014

This table includes the following Areas: Gregory County, Mellette County, Tripp County

Note: Some industries may not include out-of-state data due to confidential information. If data for stated time period is not available for out-of-state counties, most current data available is used.

Source: South Dakota Department of Labor and Regulation, Labor Market Information Center

Labor Cost by Occupation

Another source of labor cost information is occupational wage data. Average hourly wages for a wide variety of occupations are collected from employers. The occupational wages are updated on a quarterly basis. Occupational wages for 10 standard occupations are displayed in Table 7.

The full-range of occupational wage data is available on the LMIC website at:

http://www.sdjobs.org/lmic/menu_occupational_wages.aspx

Table 7

Quarterly Occupational Wage Data

Winner

Occupation	Central Average Wage	West Average Wage
Accountants and Auditors	\$27.09	\$28.05
Bookkeeping Accounting and Auditing Clerks	\$14.42	\$14.37
Cashiers	\$9.18	\$9.33
Customer Service Representatives	\$13.31	\$14.45
First-Line Supervisors/Managers of Production and Operating Workers	\$22.66	\$30.66
Laborers and Freight Stock and Material Movers Hand	\$10.80	\$10.33
Packers and Packagers Hand	\$9.08	\$9.33
Retail Salespersons	\$12.32	\$13.78
Stock Clerks and Order Fillers	\$9.80	\$10.11
Welders Cutters Solderers and Brazers	\$14.97	\$17.40

Wages Updated to 3rd Quarter -2015

This table includes the following regions: Central,West,

Note: Out of State Data is not included in this table. At this time, if Rapid City MSA data appears on this table, please be aware that the Rapid City MSA data is reflective of Meade and Pennington South Dakota Counties only. The Rapid City MSA wage data will not include Custer County South Dakota data until early 2016.

Source: South Dakota Department of Labor and Regulation, Labor Market Information Center at http://www.sdjobs.org/lmic/menu_occupational_wages.aspx

Resident Labor Force

Table 8 contains information on the labor force (which is the total number of people who either have a job or are actively looking for a job) and the unemployment rate (the percentage of the labor force that do not have a job but are actively seeking a job). This information is important because it provides users with an understanding of the resident labor supply. Unemployed workers in the area make up a pool of potential workers immediately available to enter the labor force for firms expanding or moving into the area. The table below contains both current month and previous year annual average labor force data. This data is not seasonally adjusted.

Table 8

Resident Labor Force Statistics (Not Seasonally Adjusted)

Winner

2014 Annual Average

	Labor Force	Employed	Unemployed	Rate
Area Total	6,040	5,820	220	3.6%

This table includes the following Areas: Gregory County, Mellette County, Tripp County

Winner

December 2015

	Labor Force	Employed	Unemployed	Rate
Area Total	5,840	5,665	175	3.0%

This table includes the following Areas: Gregory County, Mellette County, Tripp County

Note: If data for stated time period is not available for out-of-state counties, most current data available is used. Numbers may not add due to rounding.

Source: South Dakota Department of Labor and Regulation, Labor Market Information Center.

Job Seekers

Table 9 contains information on the number of seekers registered with the local South Dakota Department of Labor and Regulation office for this study area. The job seekers would include persons without jobs and workers who are willing to change jobs and have registered with a local office of the South Dakota Department of Labor and Regulation. This table gives employers an indication of the variety of occupational skills these seekers possess. If you would like more detailed occupational data, please contact the Labor Market Information Center by using the information on the front of the study.

Table 9

Number of Job Seekers Registered with the SD Department of Labor and Regulation

Winner

Occupation	Area Total	Percentage of Total
Architecture and Engineering Occupations	6	0.7%
Arts Design Entertainment Sports and Media Occupations	16	1.9%
Building and Grounds Cleaning and Maintenance Occupations	60	7.1%
Business and Financial Operations Occupations	29	3.4%
Community and Social Services Occupations	29	3.4%
Computer and Mathematical Occupations	10	1.2%
Construction and Extraction Occupations	67	7.9%
Education Training and Library Occupations	26	3.1%
Farming Fishing and Forestry Occupations	23	2.7%
Food Preparation and Serving Related Occupations	84	9.9%
Healthcare Practitioners and Technical Occupations	15	1.8%
Healthcare Support Occupations	45	5.3%
Installation Maintenance and Repair Occupations	33	3.9%
Legal Occupations	5	0.6%
Life Physical and Social Science Occupations	7	0.8%
Management Occupations	46	5.4%
Office and Administrative Support Occupations	114	13.4%
Personal Care and Service Occupations	30	3.5%
Production Occupations	22	2.6%
Protective Service Occupations	40	4.7%
Sales and Related Occupations	95	11.2%
Transportation and Material Moving Occupations	49	5.8%
Total Job Applicants	851	100.0%

Reference date is Wednesday, January 27, 2016

This table includes the following Areas: Gregory County, Mellette County, Tripp County

Source: South Dakota Department of Labor and Regulation, Labor Market Information Center.

Note: Active job seekers include all seekers registered and actively seeking employment in the last 90 days.

Individuals needing assistance, special accommodations or material in an alternate format pursuant to the Americans with Disabilities Act should contact the Labor Market Information Center at (605)626-2314