

Workforce Availability Analysis Brookings, South Dakota

Overview

Labor Availability

- The current labor supply estimate for Brookings County is 3,235 persons (March 2011).
- The South Dakota Department of Labor and Regulation (DLR) offers workforce training programs, such as on-the-job training, to assist in creating a quality workforce. To learn more, visit <http://dlr.sd.gov/> or the Brookings local office located at 1310 Main Avenue South.

Executive Report

A dairy product manufacturer is visiting the Brookings area and potentially considering locating an operation in South Dakota. Primary positions needed by this company include supervisory, administrative and production staff.

Despite the national recession, the unemployment rate remains comparatively low in Brookings County (4.4 percent in March 2011). The unemployment rate for the city of Brookings is 4.3 percent. However, despite a low unemployment rate, the Brookings area does have labor available to fill new jobs.

The unemployment rate in and of itself does not provide an accurate indication of the available workforce, as estimates of available workers are heavily influenced by the willingness of workers to change jobs. That decision is usually related to wages, fringe benefits, hours and working conditions. Most workers in this group could be referred to as the underemployed.

The underemployed includes persons working full-time or part-time jobs below their earning capacity or level of competence. Underemployment has also been defined as "involuntary part-time" employment or employment of a person on a part-time basis when full-time work is desired.

The current labor supply estimate for Brookings County is 3,235 persons (March 2011), with approximately 2,000 of the labor supply estimated to be underemployed workers. The model used to create the labor supply estimate factors in those without jobs, as well as workers who live in the area and persons who commute into the area to work.

According to 2009 data from the Census Bureau's Local Employment Dynamics program, only 38 percent of the workers in the city of Brookings within city limits; the remaining workers commute in from other areas. Most of these commuting workers reside in other counties in South Dakota, as well as in Minnesota and other select states.

The following table includes labor supply estimates for the Brookings traditional commute shed, including estimates of the number of underemployed workers within the labor supply.

**South Dakota Labor Supply Estimates
Select Areas**

Area	Estimated Labor Supply	Estimated Level of Underemployed	Percent Underemployed
Beadle County	1,500	880	58.7%
Brookings County	3,235	1,990	61.5%
Codington County	2,505	1,340	53.5%
Deuel County	360	110	30.6%
Hamlin County	440	185	42.0%
Kingsbury County	365	140	38.4%
Lake County	975	460	47.2%
Moody County	555	250	45.0%
Sioux Falls MSA*	23,775	13,070	55.0%
Area Total	33,710	18,425	54.7%

*The Sioux Falls Metropolitan Statistical Area (MSA) includes the counties of Lincoln, McCook, Minnehaha and Turner.

Source: South Dakota Department of Labor and Regulation, May 2011

A competitive wage is always a key factor in attracting applicants. The table below includes current statewide wage estimates for occupations common to dairy product manufacturing. The mean (average) wage represents the mathematical mean of the wage data collected, calculated by dividing the estimated total wages for an occupation by the number of workers in that occupation. The median wage represents the point in the wage range at which 50 percent of the workers in an occupation earn less than or equal to this wage and 50 percent earn more.

**Statewide South Dakota Occupational Wage Estimates
Select Occupations Common to Dairy Product Manufacturing**

Occupational Title	Number of Workers	Mean Wage	Median Wage
Agricultural and Food Science Technicians	20	\$14.11	\$14.13
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	20	\$10.25	\$10.05
Bookkeeping, Accounting, and Auditing Clerks	10	\$13.87	\$13.92
Industrial Machinery Mechanics	20	\$18.57	\$18.21
Maintenance and Repair Workers, General	10	\$13.10	\$12.90
First-Line Supervisors/Managers of Production and Operating Workers	20	\$27.52	\$26.57
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	30	\$12.84	\$12.83
Food Batchmakers	30	\$11.40	\$11.54
Food Cooking Machine Operators and Tenders	30	\$13.33	\$13.41
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	90	\$13.39	\$12.79
Packaging and Filling Machine Operators and Tenders	100	\$12.18	\$11.92
Truck Drivers, Heavy and Tractor-Trailer	60	\$17.74	\$17.57
Industrial Truck and Tractor Operators	20	\$15.58	\$15.66
Laborers and Freight, Stock, and Material Movers, Hand	80	\$12.93	\$12.24
Packers and Packagers, Hand	80	\$11.05	\$11.01

Source: South Dakota Department of Labor and Regulation, May 2011

Active seeker data available for the DLR also provides another indicator of available labor. Active job seekers include all seekers registered and actively seeking employment in the last 90 days. The number of active job seekers registered specifically for the occupations desired by this company is included in the table below.

Active Seekers for Select South Dakota Areas and Select Occupations								
Position	Employer Worker Needs	Brookings Area Totals*	Watertown Area Totals	Madison Area Totals	Total Seekers for Watertown and Madison Areas	Sioux Falls Area Totals	Huron Area Totals	Total Seekers for Sioux Falls and Huron Areas
Plant Manager	1	46	56	25	81	32	14	127
Production Manager	1	8	7	3	10	21	3	34
Compliance Manager	1	8	7	2	9	5	0	14
Business Manager	1	2	2	0	2	7	0	9
Maintenance Manager	1	15	5	1	6	15	1	22
Quality & Lab Manager	1	8	7	2	9	5	0	14
Distribution Manager	1	1	2	1	3	15	2	20
IT Manager	1	4	4	4	8	39	2	49
Maintenance Clerk	1	10	17	5	22	29	0	51
Staff Accountant	1	47	35	11	46	107	6	159
HR & Compliance Admin.	1	27	24	6	30	49	10	89
Admin. Asst.	1	108	94	36	130	178	39	347
A/P and A/R Clerks	1	21	45	8	53	183	18	254
Office & Misc.	5	282	439	105	544	532	111	1,187
QC Supervisors	5	8	7	2	9	5	0	14
Maintenance Supervisors	4	13	8	5	13	27	3	43
Production Employees	140	270	267	24	291	463	34	788
Maintenance Employees	14	44	88	31	119	198	33	350
QC Employees	10	8	7	2	9	5	0	14
Total	191	930	1,121	273	1,394	1,915	276	3,585

* SDSU labor force, which only represents students who are registered with the Department of Labor and Regulation.

Prepared by the Brookings Local Office of the Department of Labor and Regulation, May 2011

To summarize the availability of labor in this area, there are more than 5,000 persons registered with the DLR offices in the Brookings area and surrounding region who are specifically seeking employment in the occupations matching potential openings with this prospective company. There are also a considerable number of experienced workers in the area, as well as a significant number of workers in the area who consider themselves underemployed. The availability of jobs with competitive wages and benefits should draw a significant number of applicants for these employment opportunities. The combination of these key factors should ensure an adequate supply of applicants for the positions offered by this company.