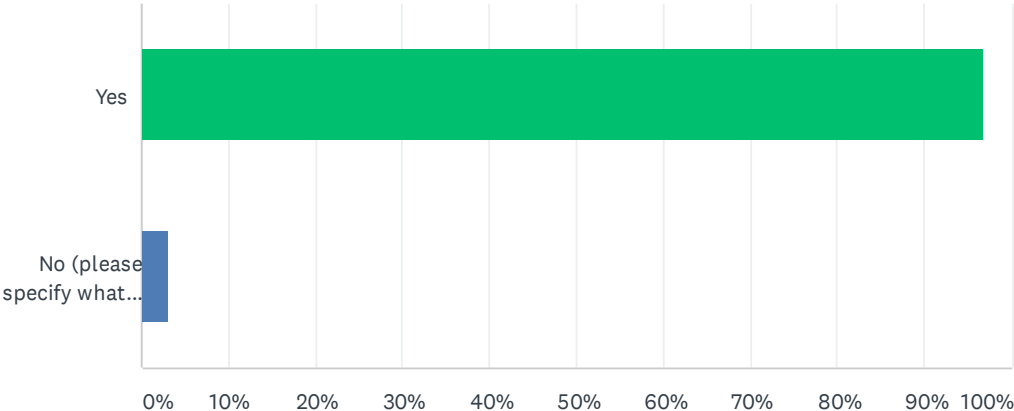


Q1 Is your business located in Douglas County, MN?

Answered: 93 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	96.77%	90
No (please specify what county.)	3.23%	3
TOTAL		93

Q2 In which industry does your organization operate?

Answered: 93 Skipped: 0

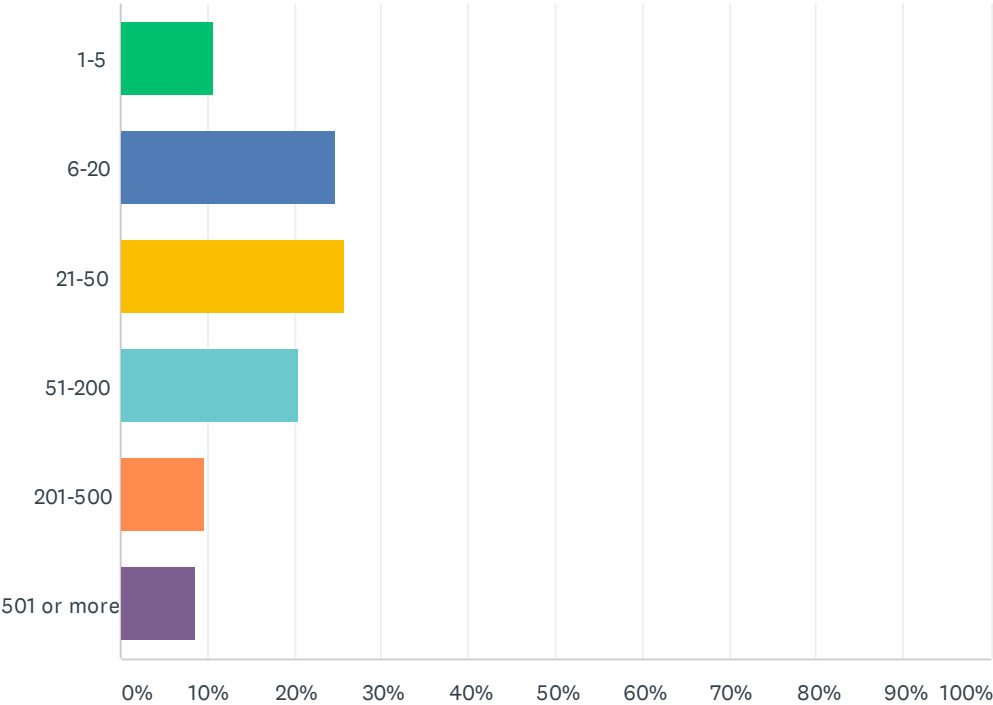


Douglas County Employee Shortage Survey

ANSWER CHOICES	RESPONSES	
Agriculture/Food/Natural Resources	2.15%	2
Arts/Communications	1.08%	1
Construction	4.30%	4
Education/Training	3.23%	3
Finance/Banking	9.68%	9
Government/Public Administration	0.00%	0
Healthcare	10.75%	10
Hospitality/Tourism	16.13%	15
Human Services	3.23%	3
Information Technology	0.00%	0
Manufacturing	16.13%	15
Professional Services	5.38%	5
Retail Trade	11.83%	11
Public Safety/Law/Security	2.15%	2
Transportation/Warehousing	2.15%	2
Wholesale Trade	2.15%	2
Other	9.68%	9
TOTAL		93

Q3 How many employees, including yourself, does your organization have?

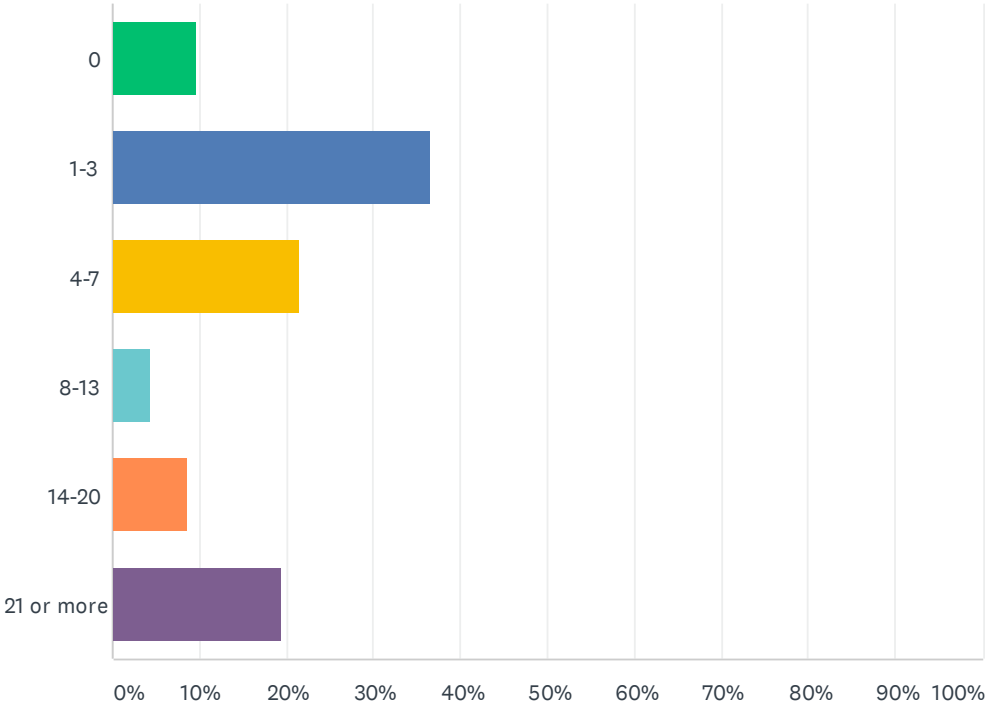
Answered: 93 Skipped: 0



ANSWER CHOICES	RESPONSES	
1-5	10.75%	10
6-20	24.73%	23
21-50	25.81%	24
51-200	20.43%	19
201-500	9.68%	9
501 or more	8.60%	8
TOTAL		93

Q4 How many job openings does your organization currently have?

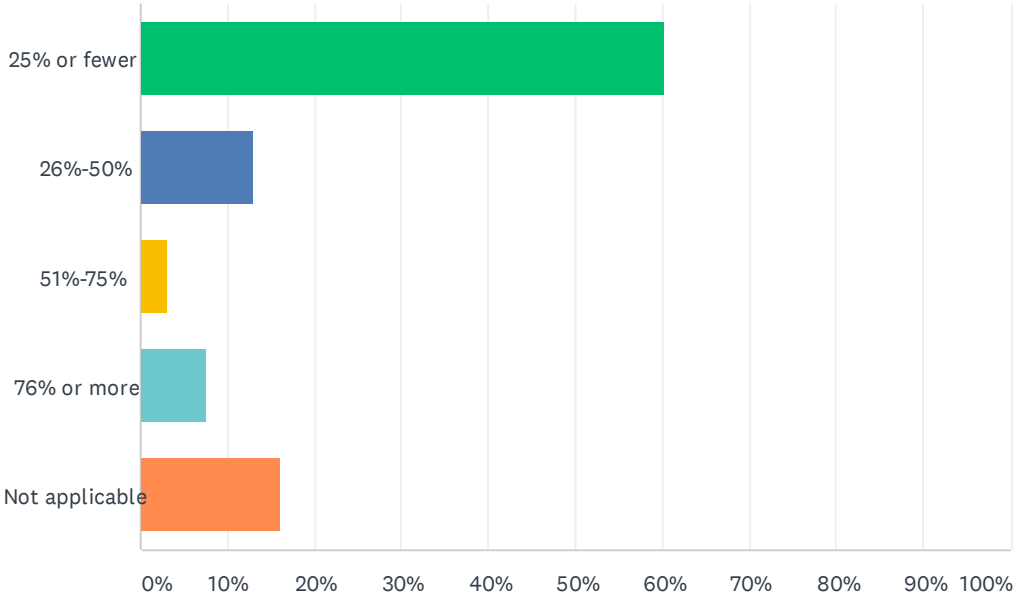
Answered: 93 Skipped: 0



ANSWER CHOICES	RESPONSES	
0	9.68%	9
1-3	36.56%	34
4-7	21.51%	20
8-13	4.30%	4
14-20	8.60%	8
21 or more	19.35%	18
TOTAL		93

Q5 Approximately what percentage of your organization's total employment in this area do these open jobs represent?

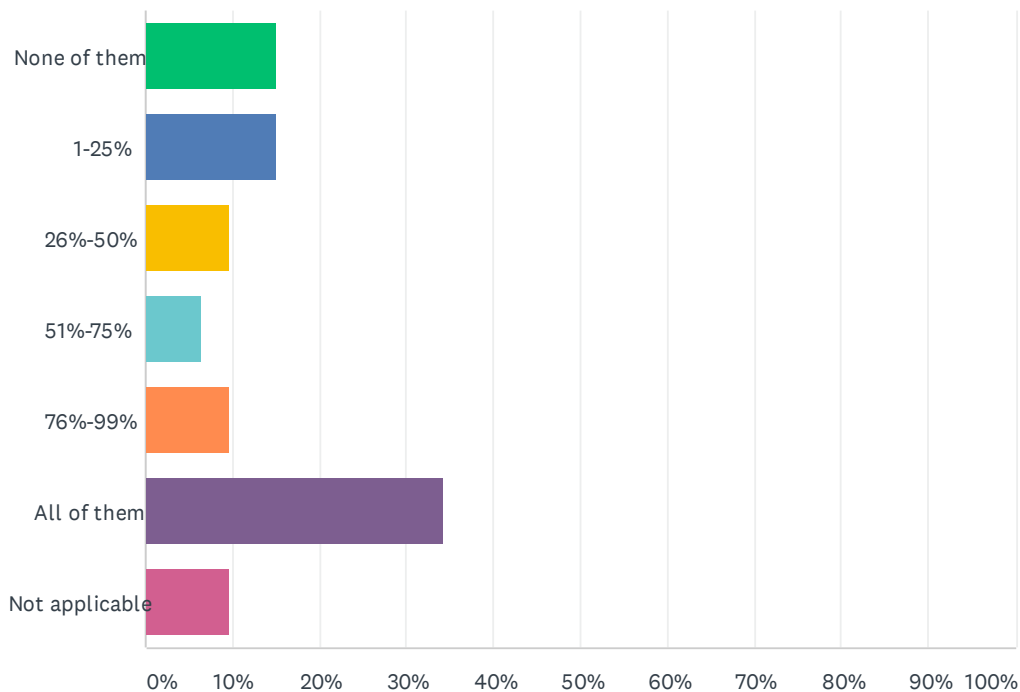
Answered: 93 Skipped: 0



ANSWER CHOICES	RESPONSES	
25% or fewer	60.22%	56
26%-50%	12.90%	12
51%-75%	3.23%	3
76% or more	7.53%	7
Not applicable	16.13%	15
TOTAL		93

Q6 Approximately what percentage of those open jobs are for fulltime positions?

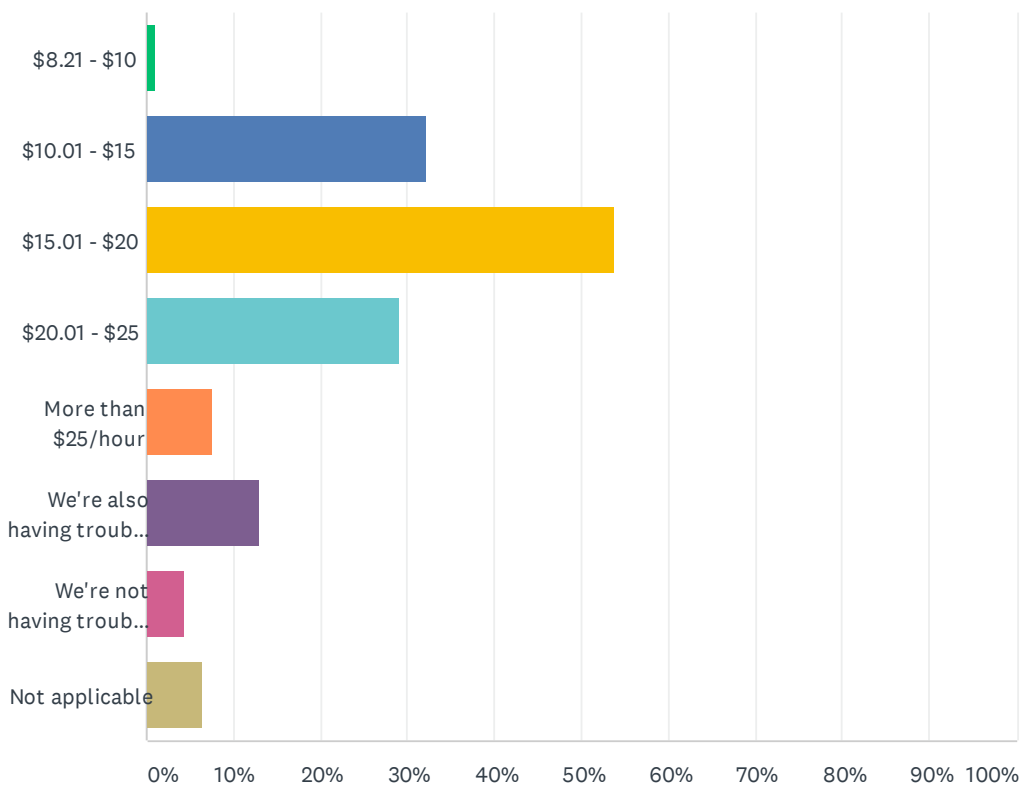
Answered: 93 Skipped: 0



ANSWER CHOICES	RESPONSES	
None of them	15.05%	14
1-25%	15.05%	14
26%-50%	9.68%	9
51%-75%	6.45%	6
76%-99%	9.68%	9
All of them	34.41%	32
Not applicable	9.68%	9
TOTAL		93

Q7 What is the hourly wage for the jobs you're having trouble filling? (Check all the apply.)

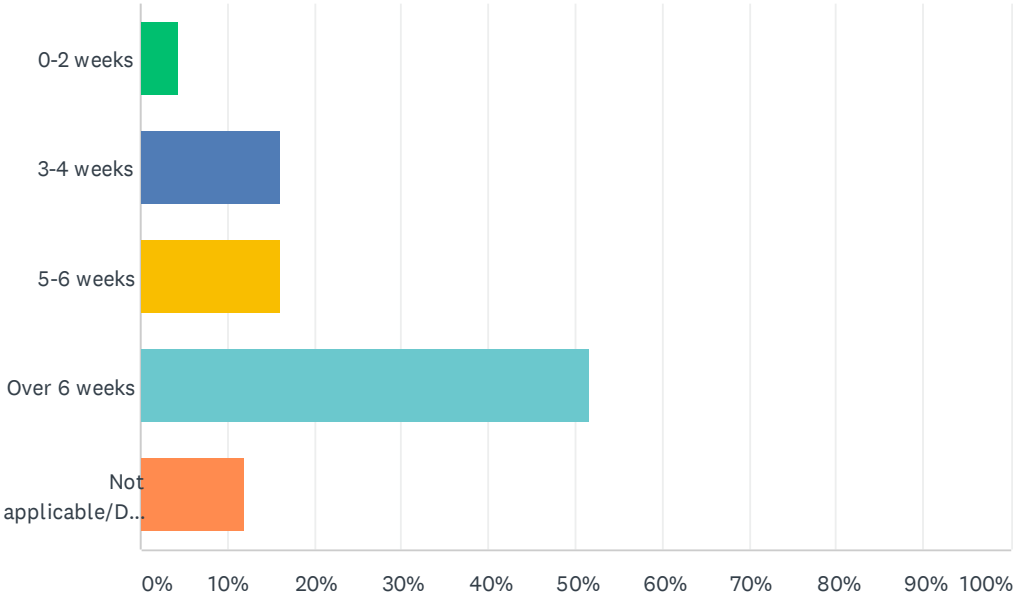
Answered: 93 Skipped: 0



ANSWER CHOICES	RESPONSES	
\$8.21 - \$10	1.08%	1
\$10.01 - \$15	32.26%	30
\$15.01 - \$20	53.76%	50
\$20.01 - \$25	29.03%	27
More than \$25/hour	7.53%	7
We're also having trouble hiring salaried employees	12.90%	12
We're not having trouble filling any positions	4.30%	4
Not applicable	6.45%	6
Total Respondents: 93		

Q8 On average, how long has it taken to fill jobs to date in 2021?

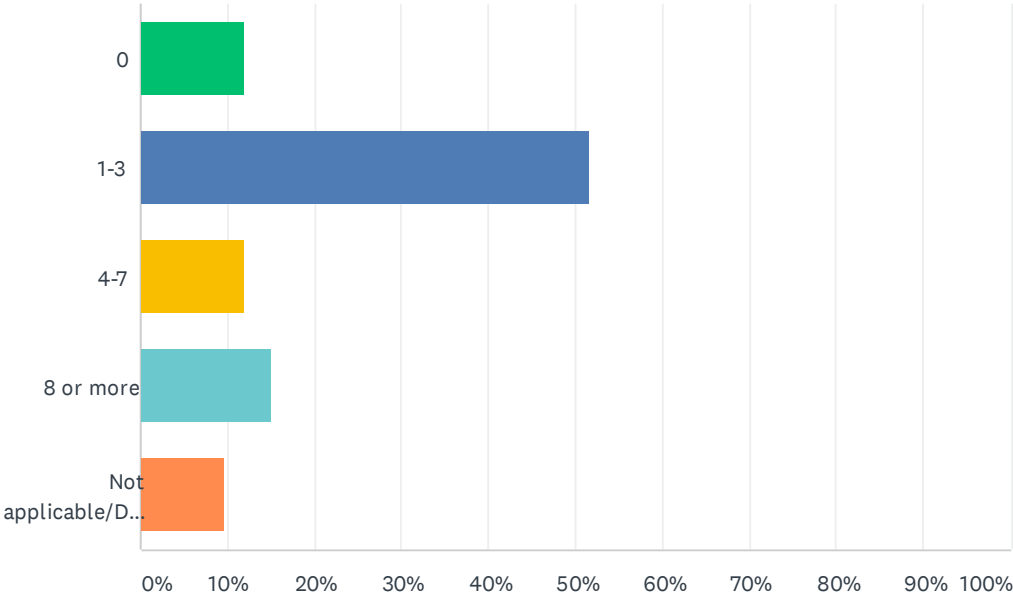
Answered: 93 Skipped: 0



ANSWER CHOICES	RESPONSES	
0-2 weeks	4.30%	4
3-4 weeks	16.13%	15
5-6 weeks	16.13%	15
Over 6 weeks	51.61%	48
Not applicable/Don't know	11.83%	11
TOTAL		93

Q9 On average, how many applications do you receive for each open job?

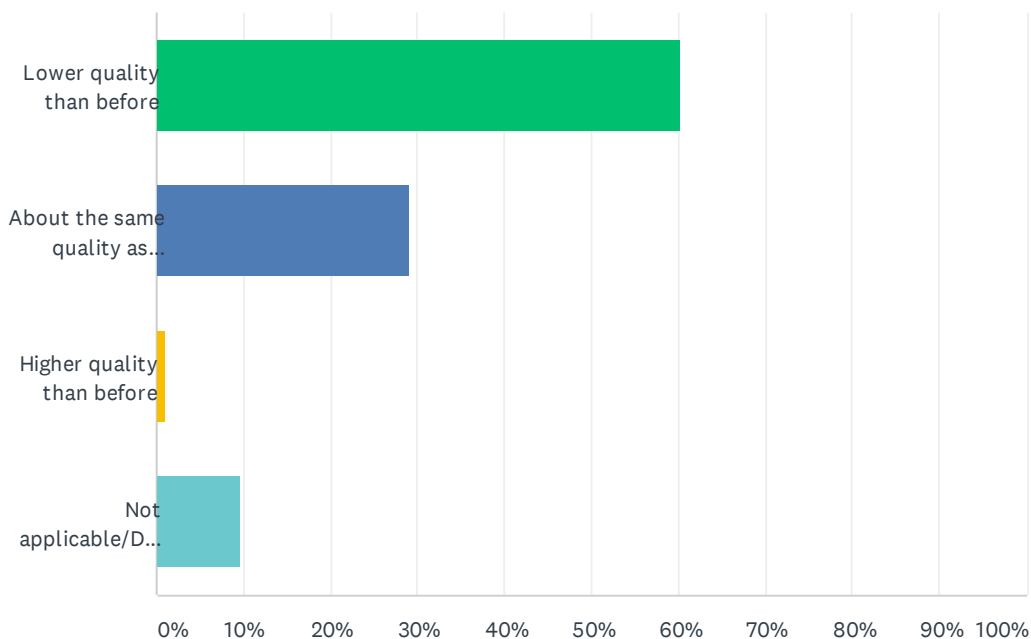
Answered: 93 Skipped: 0



ANSWER CHOICES	RESPONSES	
0	11.83%	11
1-3	51.61%	48
4-7	11.83%	11
8 or more	15.05%	14
Not applicable/Don't know	9.68%	9
TOTAL		93

Q10 How would you describe the quality of candidates for jobs now compared to what they were pre-COVID?

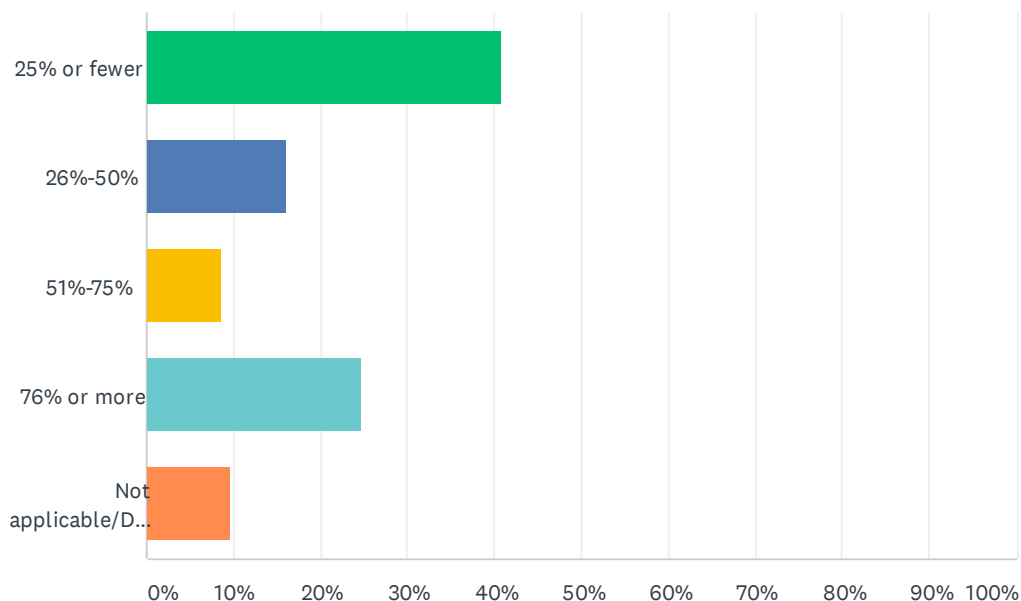
Answered: 93 Skipped: 0



ANSWER CHOICES	RESPONSES	
Lower quality than before	60.22%	56
About the same quality as before	29.03%	27
Higher quality than before	1.08%	1
Not applicable/Don't know	9.68%	9
TOTAL		93

Q11 Approximately what percentage of applicants contacted for interviews in 2021 have followed through with them?

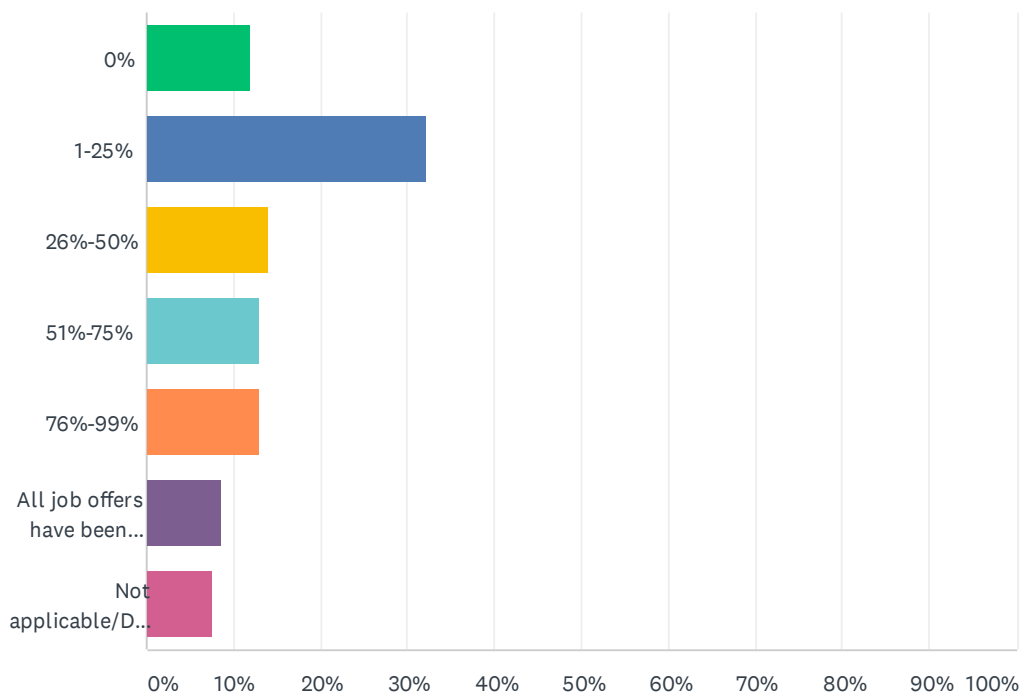
Answered: 93 Skipped: 0



ANSWER CHOICES	RESPONSES	
25% or fewer	40.86%	38
26%-50%	16.13%	15
51%-75%	8.60%	8
76% or more	24.73%	23
Not applicable/Don't know	9.68%	9
TOTAL		93

Q12 Approximately what percentage of your job offers have been accepted to date in 2021?

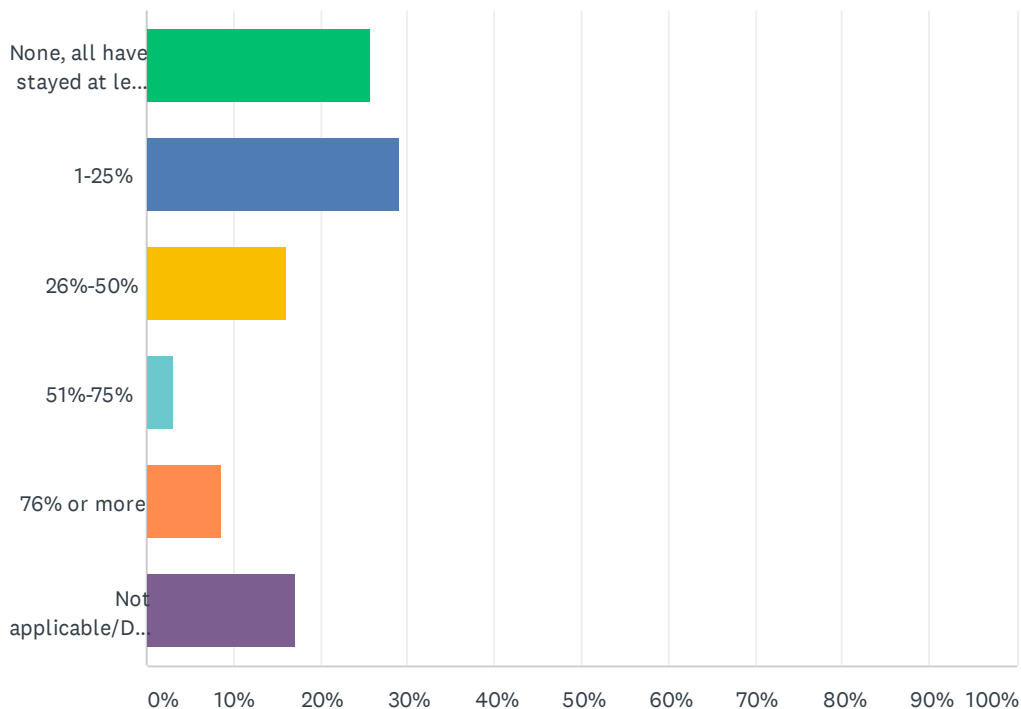
Answered: 93 Skipped: 0



ANSWER CHOICES	RESPONSES	
0%	11.83%	11
1-25%	32.26%	30
26%-50%	13.98%	13
51%-75%	12.90%	12
76%-99%	12.90%	12
All job offers have been accepted	8.60%	8
Not applicable/Don't know	7.53%	7
TOTAL		93

Q13 Of those who accept your job offers, how many never show up for work or leave (voluntarily or involuntarily) within 30 days of starting?

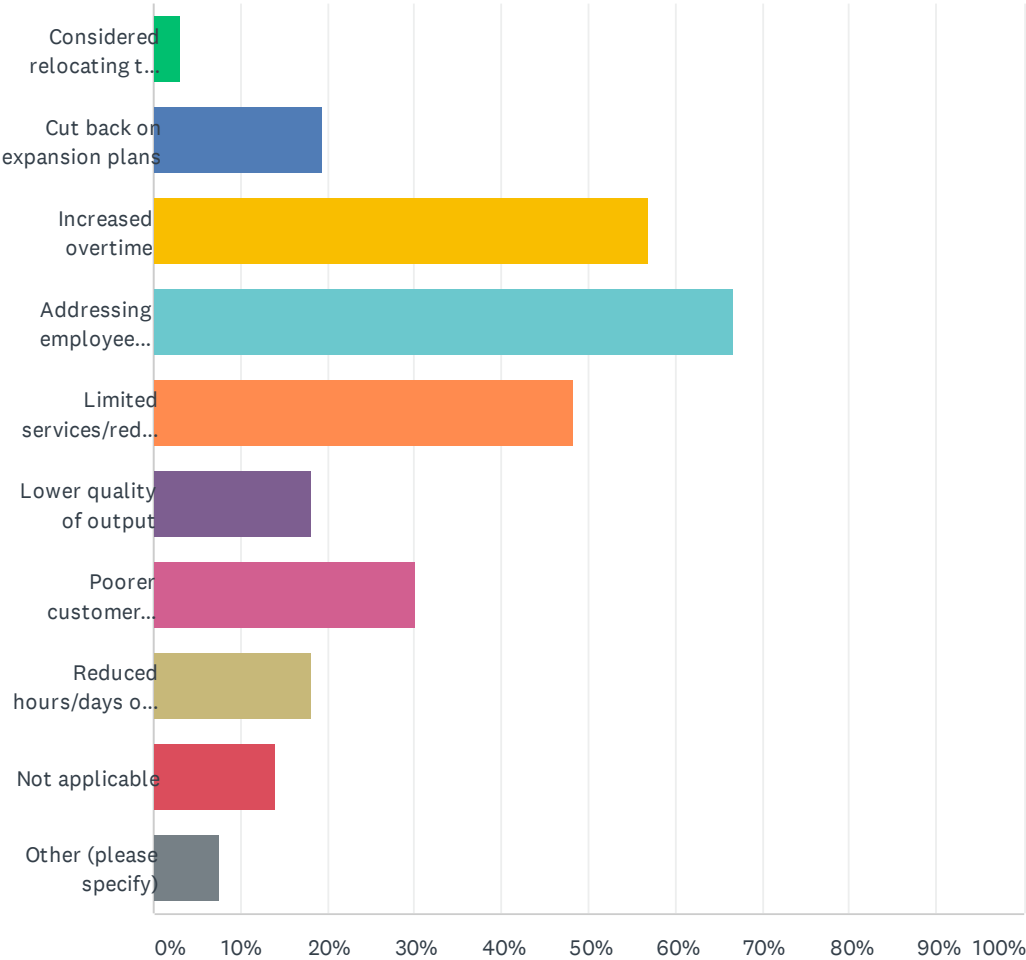
Answered: 93 Skipped: 0



ANSWER CHOICES	RESPONSES	
None, all have stayed at least 30 days	25.81%	24
1-25%	29.03%	27
26%-50%	16.13%	15
51%-75%	3.23%	3
76% or more	8.60%	8
Not applicable/Don't know	17.20%	16
TOTAL		93

Q14 How have employee shortages caused you to alter your operations? (Check all that apply.)

Answered: 93 Skipped: 0

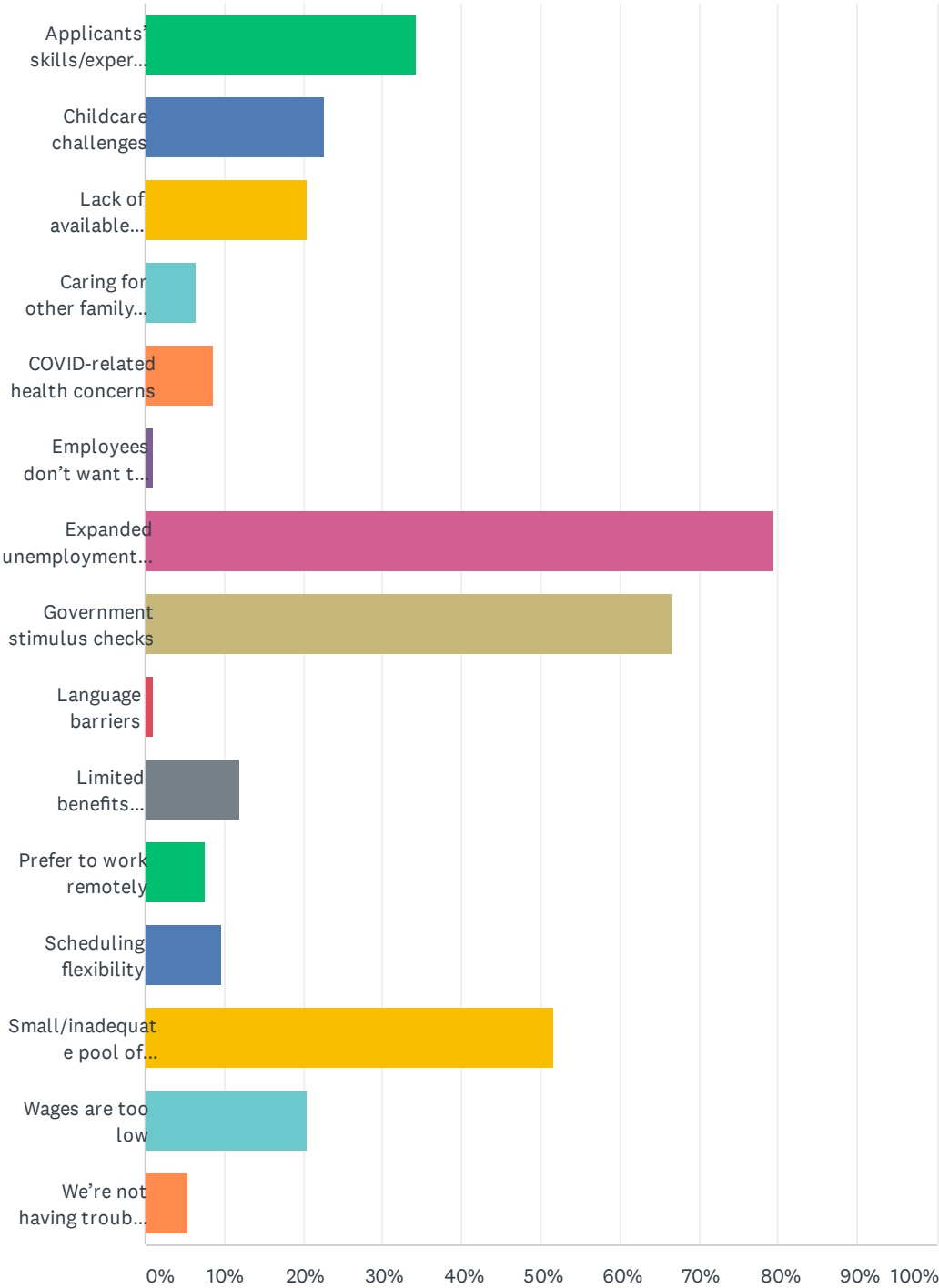


Douglas County Employee Shortage Survey

ANSWER CHOICES	RESPONSES	
Considered relocating to another community	3.23%	3
Cut back on expansion plans	19.35%	18
Increased overtime	56.99%	53
Addressing employee burnout/fatigue	66.67%	62
Limited services/reduced production	48.39%	45
Lower quality of output	18.28%	17
Poorer customer service	30.11%	28
Reduced hours/days of operation	18.28%	17
Not applicable	13.98%	13
Other (please specify)	7.53%	7
Total Respondents: 93		

Q15 Which of these factors do you feel contribute most to your organization's difficulty in filling positions? (Check up to 5.)

Answered: 93 Skipped: 0



Douglas County Employee Shortage Survey

ANSWER CHOICES	RESPONSES	
Applicants' skills/experience are not satisfactory	34.41%	32
Childcare challenges	22.58%	21
Lack of available housing	20.43%	19
Caring for other family members	6.45%	6
COVID-related health concerns	8.60%	8
Employees don't want to live in the Douglas County, MN area	1.08%	1
Expanded unemployment benefits	79.57%	74
Government stimulus checks	66.67%	62
Language barriers	1.08%	1
Limited benefits offered	11.83%	11
Prefer to work remotely	7.53%	7
Scheduling flexibility	9.68%	9
Small/inadequate pool of candidates	51.61%	48
Wages are too low	20.43%	19
We're not having trouble filling any positions	5.38%	5
Total Respondents: 93		