

# Talent Attraction

A list of the top regions you can target in order to recruit your selected occupation to your region.

Lightcast Q4 2022 Data Set

December 2022



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Fargo, North Dakota 58102  
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# Parameters

Job Title:

**Description**

Software Developers

Regions:

**Code**      **Description**

22020      Fargo, ND-MN

Target States:

**Code**      **Description**

19      Iowa

30      Montana

**Code**      **Description**

46      South Dakota

55      Wisconsin

Rank Weighting :

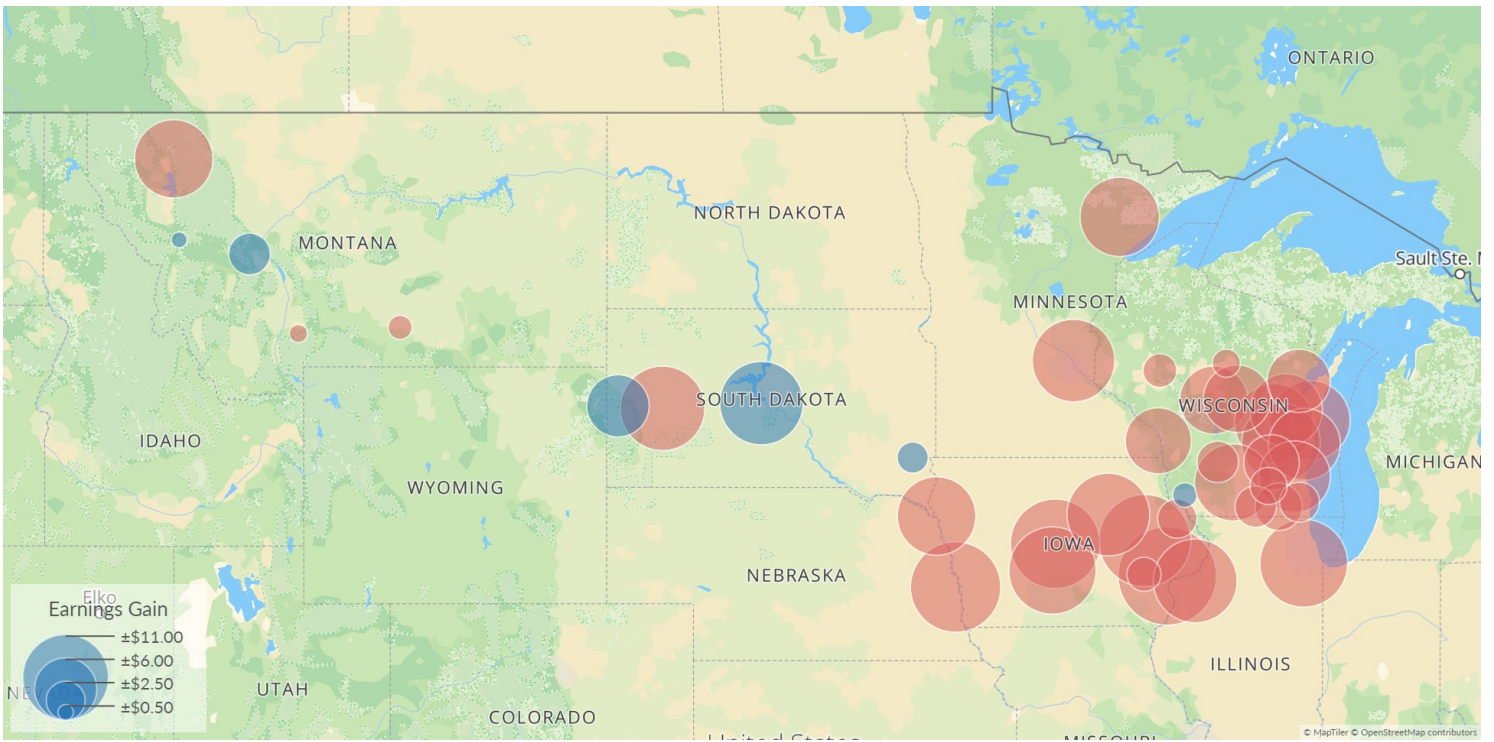
**Metric**      **Weight**

Total Talent      1x

Your Alumni      1x

Graduate  
Oversupply      1x

Earnings Gain      1x



MSA Name	Overall Rank	Total Talent	Your Alumni	Graduate Oversupply	Earnings Gain
Pierre, SD	3	89	2	-9	\$10.35/hr
Spearfish, SD	4	72	1	-11	\$5.89/hr
Helena, MT	6	152	2	-1	\$2.74/hr
Sioux Falls, SD	8	1,016	13	-28	\$1.60/hr
Platteville, WI	7	56	0	77	\$1.04/hr
Missoula, MT	10	313	1	15	\$0.48/hr
Bozeman, MT	11	406	1	55	-\$0.60/hr
Billings, MT	16	207	3	-13	-\$1.00/hr
Wausau-Weston, WI	15	304	1	46	-\$1.32/hr
Eau Claire, WI	13	477	2	91	-\$1.85/hr
Iowa City, IA	9	731	2	181	-\$1.87/hr
Watertown-Fort Atkinson, WI	18	74	0	-10	-\$2.19/hr
Dubuque, IA	17	242	2	1	-\$2.45/hr
Racine, WI	20	269	1	-24	-\$2.52/hr
Janesville-Beloit, WI	21	196	0	-12	-\$2.70/hr
Baraboo, WI	22	57	0	-8	-\$2.72/hr
Whitewater, WI	19	87	0	64	-\$3.47/hr
Beaver Dam, WI	23	58	0	-7	-\$4.69/hr
Green Bay, WI	25	813	0	9	-\$6.04/hr

La Crosse-Onalaska, WI-MN	24	330	2	62	-\$6.60/hr
Stevens Point, WI	27	239	0	10	-\$6.85/hr
Wisconsin Rapids-Marshfield, WI	28	279	0	-16	-\$6.98/hr
Milwaukee-Waukesha, WI	12	7,587	9	174	-\$7.67/hr
Sheboygan, WI	29	190	0	14	-\$7.73/hr
Appleton, WI	30	624	2	-16	-\$7.91/hr
Madison, WI	5	5,741	13	555	-\$8.88/hr
Fond du Lac, WI	32	113	0	13	-\$9.16/hr
Kalispell, MT	34	158	1	-13	-\$9.18/hr
Sioux City, IA-NE-SD	37	307	0	-28	-\$9.19/hr
Oshkosh-Neenah, WI	33	414	0	4	-\$9.28/hr
Duluth, MN-WI	31	544	10	65	-\$9.36/hr
Manitowoc, WI	35	61	0	9	-\$9.45/hr
Minneapolis-St. Paul-Bloomington, MN-WI	2	32,660	739	-314	-\$10.14/hr
Waterloo-Cedar Falls, IA	36	359	6	21	-\$10.14/hr
Davenport-Moline-Rock Island, IA-IL	38	738	1	-12	-\$10.41/hr
Rapid City, SD	39	295	0	17	-\$10.61/hr
Des Moines-West Des Moines, IA	41	4,771	14	-344	-\$11.27/hr
Chicago-Naperville-Elgin, IL-IN-WI	1	40,393	21	1,289	-\$11.42/hr
Ames, IA	14	480	1	758	-\$11.89/hr
Omaha-Council Bluffs, NE-IA	26	4,815	8	193	-\$12.07/hr
Cedar Rapids, IA	40	3,068	31	-165	-\$12.52/hr
Muscatine, IA	42	65	0	-8	-\$14.27/hr

# Appendix A - Data Sources and Calculations

## State Data Sources

This report uses state data from the following agencies: Iowa Workforce Development; Montana Department of Labor and Industry; South Dakota Department of Labor and Regulation; Wisconsin Department of Workforce Development