EMPLOYMENT AND ECONOMIC DEVELOPMENT

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Kuwait Comparisons

In Northwest Minnesota regional industries and institutions are constantly working on ways to improve their workforce by making it easier for residents to participate and be part of the regional economy. To measure success the region is regularly compared to other parts of Minnesota or the United States. These comparisons clearly indicate that Northwest Minnesota is competitive in some areas and has opportunities to improve in others. These differences, however, can be highlighted further by comparing Northwest Minnesota to an area outside the United States with a vastly different culture and history. Kuwait is different from Minnesota in many ways, but like most countries, it strives to improve its economy and strengthen its workforce. This month's spotlight puts the local labor force side by side with one in a wholly different situation and finds that despite different dynamics, there are some similarities in the workforce challenges we both face.

Northwest Minnesota

One of the most noticeable features of the population and workforce in Northwest Minnesota is the age of its workforce. Across Minnesota and the United States, the generation of workers approaching retirement is starting to leave a significant void in the labor force, and their absence or anticipated absence is creating a challenge for employers who need to recruit and train their replacements. But in Northwest Minnesota nearly a quarter of the labor force is over the age of 55, and the drop in labor force participation of regional residents as they enter that age group is steeper than the average. Statewide, labor force participation dropped 43.5 percent between the age groups of 45 to 54 years of age and 55 years and older – a major change. But in Northwest Minnesota the change was 47.6 percent which indicates the challenge of replenishing the workforce there has been felt sooner and more acutely (see Table 1).

Table 1. Employment Statistics by Age Group, 2015

	Northwest Minnesota				Minnesota			
Age Group	In Labor Force	Percent of Labor Force	Labor Force Participation Rate	Unemployment Rate	In Labor Force	Percent of Labor Force	Labor Force Participation Rate	Unemployment Rate
16 to 24 years	45,654	15.9%	69.5%	10.0%	447,406	14.9%	69.0%	11.5%
25 to 34 years	53,957	18.8%	87.0%	5.6%	653,626	21.8%	88.2%	5.6%
35 to 44 years	51,562	18.0%	88.2%	4.2%	589,581	19.7%	87.9%	4.3%
45 to 54 years	64,785	22.6%	86.2%	3.9%	673,767	22.5%	87.2%	4.3%
55 and older	70,499	24.6%	38.6%	3.7%	632,647	21.1%	43.7%	4.1%
Total Labor Force	**286,396**	**100.0%**	**64.5%**	**5.3%**	**2,996,799**	**100.0%**	**70.0%**	**5.6%**

Source: U.S. Census Bureau, American Community Survey, 2011-2015 five-year estimates

Features:

In this issue:

Department of Employment and Economic Development (DEED) Labor Market Information Office

In comparison, only 6.9 percent of the labor force in Kuwait is comprised of workers over the age of 55. Although the older population in Kuwait participates in the labor force more often, their role is simply not the factor it is in the United States. Those between 45 and 54 years in Kuwait are also fewer to the extent that the percent of workers over 55 in the Northwest Minnesotan labor force is equal to the percent over 45 years in Kuwait (see Table 2).

On the other end of the age spectrum, the participation of younger workers in Northwest Minnesota is a relative strength. In 2015 nearly 70 percent of residents 16 to 24 years of age were working or looking for work, which was slightly higher than the Minnesota state average and nearly three times higher than the same age group in Kuwait.

These workers made up almost 16 percent of the regional labor force in Northwest Minnesota, also higher than both areas of comparison (see Tables 1 and 2).

One of the major challenges for Kuwait, as such, is connecting their younger demographic to work. With a labor force participation rate of 25.2 percent, those 16 to 24 years of age make up less than 5 percent of the country's labor force. This statistic alone is sobering, but stands out even more when you consider the makeup of Kuwait's population.

In 2015 nearly 20 percent of Kuwaitis were 15 to 24 years old, not an insignificant portion. Only 13.1 percent of the population in Northwest Minnesota was 15 to 24 years of age, yet they contributed much more to the regional workforce and economy. Going further, in 2015 the percent of Kuwaitis 15 to 24 years old was second only to those 5 to 14 years of age, signaling that this issues may continue to present challenges in Kuwait in the years to come.

This is not to say that workforce development focused on initial entry in Northwest Minnesota is beyond reproach. Despite the high percent of labor force participation, the unemployment rate of those 16-24 years of age was 10 percent in 2015, the highest of any age group here.

While the demographics and the labor force trends in Northwest Minnesota and Kuwait are vastly different, both would benefit by improving the access to work for their youth and young adult populations. In Northwest Minnesota this would help to address the labor force shortage left by an exodus of older workers. Although the participation of youth and young adults in Kuwait is currently much lower, improving it could lead to vast growth in the country's labor force – the prospect of which is less promising in our part of the world.

Foreign Born Workers

In both Minnesota and Kuwait another factor in labor force development is their immigrant or foreign-born populations. Because a high percent of the 15 to 24 year age group already participates in the local labor force, immigrants may be critical to filling jobs left by older workers or to sustaining some level of labor force growth in the face of such a massive demographic shift. The

Table 2. Employment Statistics by Age Group, 2015

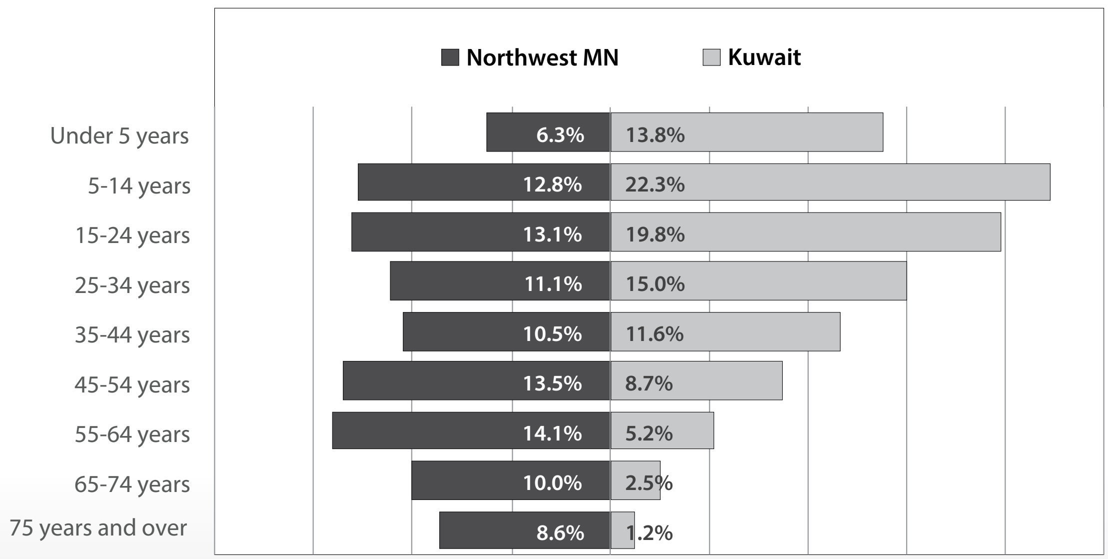
	Northwest Minnesota				Kuwait			
Rate	In Labor Force	Percent of Labor Force	Labor Force Participation Rate	Unemployment Rate	In Labor Force	Percent of Labor Force	Labor Force Participation Rate	Unemployment Rate
16 to 24 years	45,654	15.9%	69.5%	10.0%	103,104	4.7%	25.2%	15.3%
25 to 34 years	53,957	18.8%	87.0%	5.6%	698,172	32.1%	88.1%	2.6%
35 to 44 years	51,562	18.0%	88.2%	4.2%	815,430	37.4%	89.3%	1.3%
45 to 54 years	64,785	22.6%	86.2%	3.9%	406,337	18.7%	79.8%	0.6%
55 and older	70,499	24.6%	38.6%	3.7%	150,766	6.9%	50.3%	0.1%
Total Labor Force	286,396	100.0%	64.5%	5.3%	2,178,142	100.0%	74.5%	2.2%

Source: Kuwait Central Statistical Bureau
U.S. Census Bureau, American Community Survey, 2011-2015 five-year estimates

opportunity is highlighted by the relative youth of foreign-born residents living in Northwest Minnesota. Over two-thirds of foreign born residents in Northwest Minnesota are between the ages of 15 and 44 compared to just one-third of native born residents (see Chart 2). As of 2017 the foreign-born population was only 2.1 percent of the total population in Northwest Minnesota or approximately 12,000 residents. But over a quarter of those foreign-born residents moved to the region since 2010, an increase over the previous two decades. A similar increase over the next decade could help address the workforce shortage, although it is projected that Northwest Minnesota will average over 30,000 vacancies a year from 2016-2026.

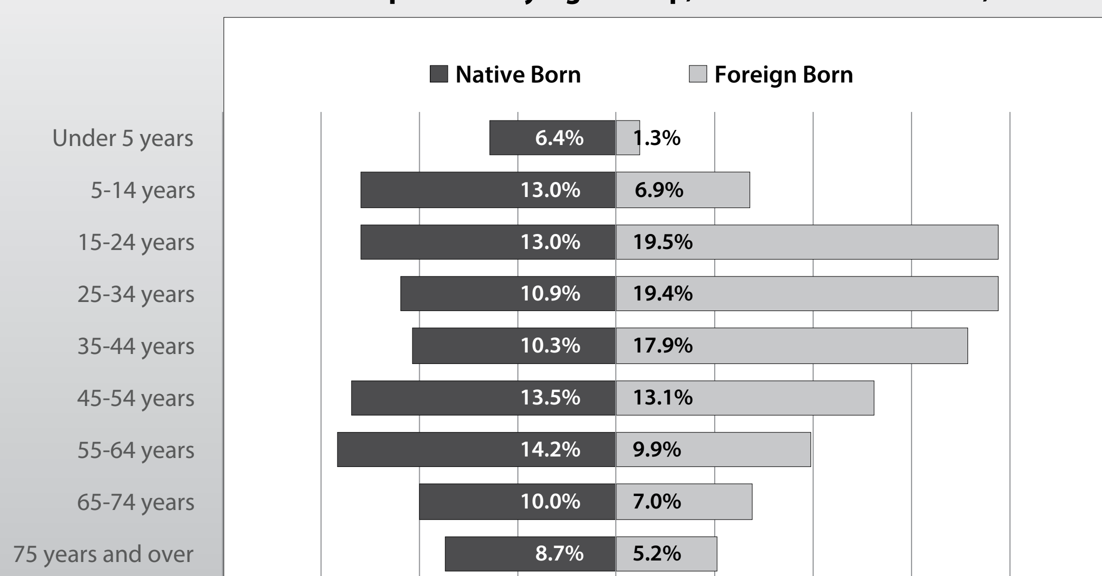
Conversely, the foreign born population in Kuwait is older than native-born Kuwaitis, of which over half are 24

Chart 1. Percent of Population by Age, 2015



Source: Kuwait Central Statistical Bureau
U.S. Census Bureau, American Community Survey, 2011-2015 five-year estimates

Chart 2. Population by Age Group, Northwest Minnesota, 2015

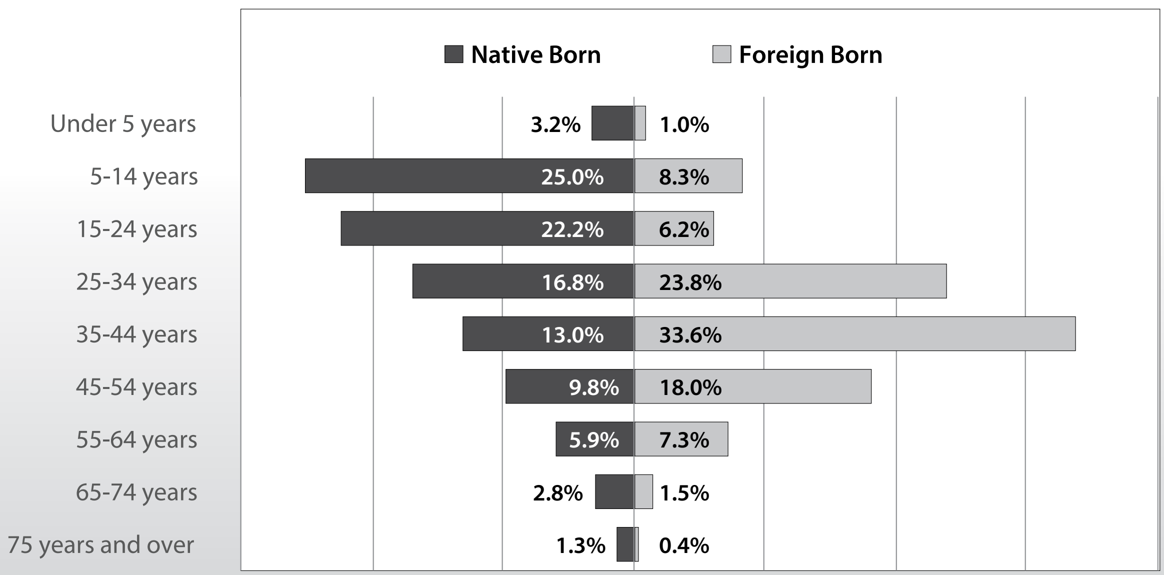


Source: U.S. Census Bureau, American Community Survey, 2011-2015 five-year estimates years of age or younger. In this case over three fourths of immigrants are in their 'prime working years' or 25 to 54 years of age (see Chart 2). This reflects the fact that immigrants are a much larger part of Kuwait's workforce than in Northwest Minnesota. According to the Kuwait Central Statistical Bureau, nearly 80 percent of the Kuwaiti population are foreign-born, nearly all of whom moved to the small Arab country on temporary work visas. While the economy in Kuwait benefits greatly from foreign labor, it has also led to questions about whether more could be done to connect native-born Kuwaitis to the workforce, thereby easing the country's dependency on other sources.

It's clear that training youth for careers in the local economy is critical to the future workforce needs in both Northwest Minnesota and Kuwait. Their vastly different demographic dynamics lead, however, to different policy questions on the topic of foreign labor. In Kuwait it's clear that if they plan to build a stronger workforce from within, as some have suggested, it starts and ends with engaging Kuwaiti youth when they are 16 to 24 years of age and perhaps even sooner. In Northwest Minnesota there is also an opportunity to connect young jobseekers to work more often, particularly young immigrants, as regional labor demand continues to outweigh the native-born supply of workers. As the region moves forward in this area, perhaps there are lessons that can be learned from the experiences of other nations like Kuwait that have an extensive foreign-born labor force.

by Chet Bodin

Chart 3. Population by Age Group, Kuwait



Source: Kuwait Central Statistical Bureau
U.S. Census Bureau, American Community Survey, 2011-2015 five-year estimates

As Minnesotans age, where are the seniors working?

As the average Minnesotan continues to get older[1] and the 65+ age group gets larger, it can be important to track the jobs these workers are transitioning to. Older people are working longer these days. Workers who are 65 years and older make up 4.8% of the total workforce in Minnesota in 2018, which is much higher than the 2.7% in 2003. We found that older people make up a large percentage of the workforce in certain niche industries. Table 1 shows the largest workforce participation for the 65+ age group in 2018.

Table 1. Largest Workforce Participation Percentage increases from 2003 to 2018 for people 65+ years old

3-Digit Industry	65+ Age Group, Workforce Percent in Each Industry 2003	65+ Age Group, Workforce Percent in Each Industry 2018	Total Employment for All Ages in 2018
Total, All Industries	**2.7%**	**4.8%**	**2,881,705**
Transit and Ground Passenger Transport	12.5%	21.3%	19,890
Crop Production	7.3%	10.7%	7,411
Building Material & Garden Supply Stores	4.1%	10.4%	26,685
Museums, Parks, and Historical Sites	3.9%	9.5%	3,959
Real Estate	6.1%	8.2%	27,882

Source: Minnesota Quarterly Census of Employment and Wages, Quarterly Employment Demographics, October 2019

The largest increase in workforce participation by industry is in Transit and Ground Passenger Transport. The largest 6-digit industries within Transit and Ground Passenger Transport are School and Employee Bus Transportation and Special Needs Transportation. Together they make up 67% of the Transit and Ground Passenger Transport Industry.

Seeing the overall employment gains for the 65+ age group from 2003 to 2018 helps us understand which industries employ the most people 65+. Table 2 shows the largest total employment gains by industry for the 65+ age group. Educational Services has the largest increase in the 65+ age group employment, but this is largely caused by the large size of the industry.

Table 2. Largest Total Employment increases from 2003 to 2018 for people 65+ years old

3-Digit Industry	Employment Gain	Percentage Gain in Employment	Total Employment for 65+ age group in 2018
Total, All Industries	68,714	98.7%	138,321
Educational Services	8,485	140%	14,547
Ambulatory Health Care Services	4,534	305%	6,748
Social Assistance	4,471	340%	6,336
Administrative and Support Services	2,858	93.5%	5,914
Hospitals	2,303	209%	4,406

Source: Minnesota Quarterly Census of Employment and Wages, Quarterly Employment Demographics, October 2019.
Note: The total job gains were found by taking the total job gains by industry from QCEW and multiplying those job gains by the workforce percentage of the 65 year and older demographic group in QED.

According to QCEW, all the industries in Table 1 and 2 are industries that have below average wages, except for Hospitals and Ambulatory Health Care Services. It is unknown if the 65+ age group is working in these industries because they cannot retire yet, want something to fill time, want extra money in retirement, or any other reason.

[1]VerHelst, Megan. "Here's How Much Older Minnesota's Population Has Gotten." Minneapolis, MN Patch, Patch, 21 June 2019, https://patch.com/minnesota/minneapolis/here-s-how-much-older-minnesota-s-population-has-gotten.

by Derek Teed

Labor Force Estimates

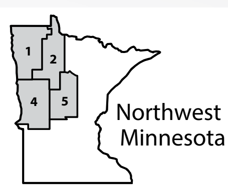
County/Area	Labor Force Sept 2019	Labor Force Aug 2019	Labor Force Sept 20198	Employment Sept 2019	Employment Aug 2019	Employment Sept 20198	Unemployment Sept 2019	Unemployment Aug 2019	Unemployment Sept 20198	Rate of Unemployment Sept 2019	Rate of Unemployment Aug 2019	Rate of Unemployment Sept 20198
United States ('000s)												
(Seasonally adjusted)	164,039	163,922	161,926	158,269	157,878	155,962	5,769	6,044	5,964	3.5%	3.7%	3.7%
(Unadjusted)	163,943	164,019	161,958	158,478	157,816	156,191	5,465	6,203	5,766	3.3	3.8	3.6
Minnesota												
(Seasonally adjusted)	3,118,239	3,112,506	3,072,787	3,016,912	3,009,030	2,986,618	101,327	103,476	86,169	3.2	3.3	2.8
(Unadjusted)	3,122,799	3,130,150	3,062,746	3,045,329	3,036,202	2,992,469	77,470	93,948	70,277	2.5	3.0	2.3
Metropolitan Statistical Areas (MSA)*												
Mpls.-St. Paul MSA	2,029,583	2,041,161	2,005,919	1,979,685	1,981,678	1,961,652	49,898	59,483	44,267	2.5	2.9	2.2
Duluth-Superior MSA	144,395	143,947	143,439	140,045	138,477	139,518	4,350	5,470	3,921	3.0	3.8	2.7
Rochester MSA	126,100	128,015	120,459	123,470	124,706	118,146	2,630	3,309	2,313	2.1	2.6	1.9
St. Cloud MSA	114,723	113,778	111,990	111,932	110,555	109,537	2,791	3,223	2,453	2.4	2.8	2.2
Mankato-N Mankato MSA	62,870	60,914	62,374	61,480	59,222	61,160	1,390	1,692	1,214	2.2	2.8	1.9
Fargo-Moorhead MSA	137,565	138,503	136,031	134,902	135,678	133,428	2,663	2,825	2,603	1.9	2.0	1.9
Grand Forks MSA	54,437	53,888	53,896	53,356	52,527	52,778	1,081	1,361	1,118	2.0	2.5	2.1
Region One	**47,208**	**46,301**	**46,159**	**46,021**	**44,705**	**45,037**	**1,187**	**1,596**	**1,122**	**2.5**	**3.4**	**2.4**
Kittson	2,370	2,358	2,295	2,310	2,278	2,252	60	80	43	2.5	3.4	1.9
Marshall	5,434	5,281	5,304	5,281	5,095	5,148	153	186	156	2.8	3.5	2.9
Norman	3,349	3,335	3,272	3,264	3,210	3,171	85	125	101	2.5	3.7	3.1
Pennington	8,932	8,801	8,724	8,738	8,579	8,545	194	222	179	2.2	2.5	2.1
Polk	16,958	16,488	16,556	16,533	15,897	16,138	425	591	418	2.5	3.6	2.5
Red Lake	2,234	2,206	2,181	2,163	2,120	2,121	71	86	60	3.2	3.9	2.8
Roseau	7,931	7,832	7,827	7,732	7,526	7,662	199	306	165	2.5	3.9	2.1
Region Two	**44,448**	**44,409**	**43,074**	**43,103**	**42,714**	**41,781**	**1,345**	**1,695**	**1,293**	**3.0**	**3.8**	**3.0**
Beltrami	24,973	24,868	24,125	24,259	23,967	23,441	714	901	684	2.9	3.6	2.8
Clearwater	4,449	4,411	4,370	4,272	4,170	4,181	177	241	189	4.0	5.5	4.3
Hubbard	10,276	10,401	9,945	9,960	10,030	9,652	316	371	293	3.1	3.6	2.9
Lake of the Woods	2,396	2,458	2,316	2,333	2,346	2,257	63	112	59	2.6	4.6	2.5
Mahnomen	2,354	2,271	2,318	2,279	2,201	2,250	75	70	68	3.2	3.1	2.9
Region Three	**165,919**	**165,955**	**162,321**	**160,729**	**159,349**	**157,640**	**5,190**	**6,606**	**4,681**	**3.1**	**4.0**	**2.9**
Aitkin	7,211	7,244	7,015	6,977	6,938	6,803	234	306	212	3.2	4.2	3.0
Carlton	17,870	17,789	17,482	17,321	17,099	16,996	549	690	486	3.1	3.9	2.8
Cook	3,322	3,422	3,263	3,248	3,331	3,213	74	91	50	2.2	2.7	1.5
Itasca	22,276	22,610	21,578	21,415	21,465	20,815	861	1,145	763	3.9	5.1	3.5
Koochiching	6,088	6,133	5,978	5,798	5,768	5,720	290	365	258	4.8	6.0	4.3
Lake	5,642	5,788	5,584	5,507	5,619	5,471	135	169	113	2.4	2.9	2.0
St. Louis	103,510	102,969	101,421	100,463	99,129	98,622	3,047	3,840	2,799	2.9	3.7	2.8
City of Duluth	46,755	46,317	45,904	45,486	44,882	44,653	1,269	1,435	1,251	2.7	3.1	2.7
Balance of St. Louis County	56,755	56,652	55,517	54,977	54,247	53,969	1,778	2,405	1,548	3.1	4.2	2.8
Region Four	**129,676**	**130,693**	**126,453**	**126,660**	**127,013**	**123,726**	**3,016**	**3,680**	**2,727**	**2.3**	**2.8**	**2.2**
Becker	18,881	19,637	18,450	18,423	19,093	18,028	458	544	422	2.4	2.8	2.3
Clay	36,645	36,069	35,902	35,796	35,105	35,116	849	964	786	2.3	2.7	2.2
Douglas	21,118	21,632	20,553	20,654	21,065	20,143	464	567	410	2.2	2.6	2.0
Grant	3,309	3,308	3,214	3,215	3,200	3,141	94	108	73	2.8	3.3	2.3
Otter Tail	32,136	32,606	31,255	31,360	31,585	30,560	776	1,021	695	2.4	3.1	2.2
Pope	6,626	6,638	6,378	6,482	6,474	6,271	144	164	107	2.2	2.5	1.7
Stevens	5,567	5,497	5,450	5,457	5,362	5,342	110	135	108	2.0	2.5	2.0
Traverse	1,770	1,753	1,701	1,727	1,698	1,663	43	55	38	2.4	3.1	2.2
Wilkin	3,624	3,553	3,550	3,546	3,431	3,462	78	122	88	2.2	3.4	2.5
Region Five	**85,951**	**86,551**	**83,571**	**83,578**	**83,635**	**81,447**	**2,373**	**2,916**	**2,124**	**2.8**	**3.4**	**2.5**
Cass	15,090	15,443	14,661	14,645	14,867	14,273	445	576	388	2.9	3.7	2.6
Crow Wing	33,398	33,781	32,471	32,494	32,730	31,661	904	1,051	810	2.7	3.1	2.5
Morrison	17,725	17,657	17,214	17,233	17,071	16,806	492	586	408	2.8	3.3	2.4
Todd	13,805	13,740	13,393	13,469	13,301	13,056	336	439	337	2.4	3.2	2.5
Wadena	5,933	5,930	5,832	5,737	5,666	5,651	196	264	181	3.3	4.5	3.1
Region Six East	**67,486**	**67,202**	**65,724**	**65,827**	**65,097**	**64,332**	**1,659**	**2,105**	**1,392**	**2.5**	**3.1**	**2.1**
Kandiyohi	25,517	25,311	24,708	24,937	24,590	24,227	580	721	481	2.3	2.8	1.9
McLeod	19,539	19,662	19,266	19,024	19,010	18,851	515	652	415	2.6	3.3	2.2
Meeker	13,260	13,281	12,958	12,939	12,878	12,672	321	403	286	2.4	3.0	2.2
Renville	9,170	8,948	8,792	8,927	8,619	8,582	243	329	210	2.6	3.7	2.4

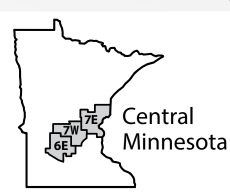
*Minneapolis-St. Paul Metropolitan Statistical Area (MSA) now includes Sherburne County in Minnesota and Pierce County in Wisconsin. St. Cloud MSA is now comprised of Benton and Stearns counties.

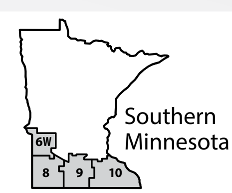
Numbers are unadjusted unless otherwise labeled.
Source: Department of Employment and Economic Development, Local Area Unemployment Statistics, and North Dakota Job Service, 2019.

Labor Force Estimates

County/ Area	Labor Force			Employment			Unemployment			Rate of Unemployment		
	Sept 2019	Aug 2019	Sept 20198	Sept 2019	Aug 2019	Sept 20198	Sept 2019	Aug 2019	Sept 20198	Sept 2019	Aug 2019	Sept 20198
Region Six West	**23,615**	**23,261**	**22,961**	**23,004**	**22,523**	**22,445**	**611**	**738**	**516**	**2.6%**	**3.2%**	**2.2%**
Big Stone	2,517	2,506	2,475	2,463	2,441	2,417	54	65	58	2.1	2.6	2.3
Chippewa	7,053	6,927	6,819	6,870	6,699	6,687	183	228	132	2.6	3.3	1.9
Lac Qui Parle	3,488	3,377	3,439	3,409	3,276	3,347	79	101	92	2.3	3.0	2.7
Swift	5,097	5,078	4,927	4,940	4,918	4,805	157	160	122	3.1	3.2	2.5
Yellow Medicine	5,460	5,373	5,301	5,322	5,189	5,189	138	184	112	2.5	3.4	2.1
Region Seven East	**87,776**	**88,173**	**86,139**	**85,323**	**85,204**	**83,981**	**2,453**	**2,969**	**2,158**	**2.8**	**3.4**	**2.5**
Chisago	29,938	30,147	29,438	29,179	29,210	28,749	759	937	689	2.5	3.1	2.3
Isanti	21,281	21,390	20,925	20,700	20,702	20,397	581	688	528	2.7	3.2	2.5
Kanabec	8,864	8,909	8,717	8,628	8,616	8,482	236	293	235	2.7	3.3	2.7
Mille Lacs	12,786	12,869	12,523	12,386	12,390	12,197	400	479	326	3.1	3.7	2.6
Pine	14,907	14,858	14,536	14,430	14,286	14,156	477	572	380	3.2	3.8	2.6
Region Seven West	**242,405**	**242,008**	**237,010**	**236,599**	**235,254**	**231,647**	**5,806**	**6,754**	**5,363**	**2.4**	**2.8**	**2.3**
Benton	22,233	22,058	21,550	21,647	21,398	21,049	586	660	501	2.6	3.0	2.3
Sherburne	52,194	52,423	51,374	50,928	50,917	50,192	1,266	1,506	1,182	2.4	2.9	2.3
Stearns	92,490	91,720	89,776	90,285	89,157	87,755	2,205	2,563	2,021	2.4	2.8	2.3
Wright	75,488	75,807	74,310	73,739	73,782	72,651	1,749	2,025	1,659	2.3	2.7	2.2
Region Eight	**65,321**	**64,253**	**63,500**	**63,766**	**62,336**	**62,156**	**1,555**	**1,917**	**1,344**	**2.4**	**3.0**	**2.1**
Cottonwood	6,012	5,803	5,728	5,829	5,584	5,569	183	219	159	3.0	3.8	2.8
Jackson	5,737	5,748	5,625	5,607	5,583	5,507	130	165	118	2.3	2.9	2.1
Lincoln	3,331	3,313	3,221	3,253	3,212	3,163	78	101	58	2.3	3.0	1.8
Lyon	15,082	14,683	14,732	14,739	14,250	14,426	343	433	306	2.3	2.9	2.1
Murray	5,022	4,923	4,861	4,887	4,758	4,748	135	165	113	2.7	3.4	2.3
Nobles	11,528	11,330	11,187	11,242	10,990	10,952	286	340	235	2.5	3.0	2.1
Pipestone	5,167	5,150	4,961	5,061	5,026	4,879	106	124	82	2.1	2.4	1.7
Redwood	7,593	7,568	7,511	7,402	7,325	7,335	191	243	176	2.5	3.2	2.3
Rock	5,849	5,735	5,674	5,746	5,608	5,577	103	127	97	1.8	2.2	1.7
Region Nine	**135,282**	**133,515**	**132,045**	**132,049**	**129,509**	**129,136**	**3,233**	**4,006**	**2,909**	**2.4**	**3.0**	**2.2**
Blue Earth	41,469	40,175	40,351	40,524	39,013	39,485	945	1,162	866	2.3	2.9	2.1
Brown	14,840	14,801	14,456	14,491	14,375	14,124	349	426	332	2.4	2.9	2.3
Faribault	7,179	7,172	7,051	6,979	6,932	6,890	200	240	161	2.8	3.3	2.3
Le Sueur	15,960	16,048	15,662	15,576	15,569	15,320	384	479	342	2.4	3.0	2.2
Martin	10,311	10,539	10,065	10,030	10,168	9,804	281	371	261	2.7	3.5	2.6
Nicollet	21,401	20,739	20,793	20,956	20,209	20,410	445	530	383	2.1	2.6	1.8
Sibley	8,570	8,558	8,351	8,354	8,307	8,172	216	251	179	2.5	2.9	2.1
Waseca	8,980	8,946	8,994	8,736	8,646	8,760	244	300	234	2.7	3.4	2.6
Watonwan	6,572	6,537	6,322	6,403	6,290	6,171	169	247	151	2.6	3.8	2.4
Region Ten	**288,576**	**289,246**	**282,413**	**282,117**	**281,186**	**276,493**	**6,459**	**8,060**	**5,920**	**2.2**	**2.8**	**2.1**
Dodge	12,048	12,226	11,770	11,777	11,872	11,504	271	354	266	2.2	2.9	2.3
Fillmore	11,717	11,839	11,400	11,465	11,533	11,171	252	306	229	2.2	2.6	2.0
Freeborn	16,107	15,911	15,855	15,718	15,426	15,470	389	485	385	2.4	3.0	2.4
Goodhue	27,320	27,395	26,691	26,734	26,652	26,142	586	743	549	2.1	2.7	2.1
Houston	10,705	10,571	10,352	10,446	10,299	10,147	259	272	205	2.4	2.6	2.0
Mower	20,688	20,559	20,281	20,202	19,989	19,816	486	570	465	2.3	2.8	2.3
Olmsted	89,803	91,247	87,820	87,982	88,969	86,181	1,821	2,278	1,639	2.0	2.5	1.9
City of Rochester	66,439	67,540	63,263	65,093	65,823	62,089	1,346	1,717	1,174	2.0	2.5	1.9
Rice	37,803	37,439	36,817	36,914	36,281	35,989	889	1,158	828	2.4	3.1	2.2
Steele	20,558	20,537	20,456	20,034	19,879	20,004	524	658	452	2.5	3.2	2.2
Wabasha	12,532	12,703	12,186	12,246	12,332	11,940	286	371	246	2.3	2.9	2.0
Winona	29,295	28,819	28,785	28,599	27,954	28,129	696	865	656	2.4	3.0	2.3
Region Eleven	**1,739,134**	**1,748,584**	**1,711,369**	**1,696,549**	**1,697,678**	**1,672,645**	**42,585**	**50,906**	**38,724**	**2.4**	**2.9**	**2.3**
Anoka	199,364	200,329	196,268	194,448	194,489	191,703	4,916	5,840	4,565	2.5	2.9	2.3
Carver	58,820	59,062	57,800	57,428	57,431	56,570	1,392	1,631	1,230	2.4	2.8	2.1
Dakota	243,627	244,885	239,613	237,756	237,780	234,409	5,871	7,105	5,204	2.4	2.9	2.2
Hennepin	715,306	719,761	704,080	697,983	698,825	688,222	17,323	20,936	15,858	2.4	2.9	2.3
City of Bloomington	47,356	47,684	46,594	46,155	46,211	45,510	1,201	1,473	1,084	2.5	3.1	2.3
City of Minneapolis	245,634	247,171	240,730	239,434	239,722	235,360	6,200	7,449	5,370	2.5	3.0	2.2
Ramsey	293,718	295,387	288,990	285,995	286,221	281,973	7,723	9,166	7,017	2.6	3.1	2.4
City of St. Paul	161,245	162,250	159,142	156,821	156,945	155,208	4,424	5,305	3,934	2.7	3.3	2.5
Scott	84,086	84,427	82,731	82,156	82,178	80,992	1,930	2,249	1,739	2.3	2.7	2.1
Washington	144,213	144,733	141,887	140,783	140,754	138,776	3,430	3,979	3,111	2.4	2.7	2.2







Monthly analysis is based on ***seasonally adjusted*** employment data; yearly analysis is based on ***unadjusted*** employment data.*

Industrial Analysis

Overview

Employment in Minnesota was largely flat on a seasonally adjusted basis in September. Employers added 100 jobs (0.0 percent) with a small decline among service providers (down 300, 0.0 percent) outweighed by a slightly larger increase in goods producer (up 400, 0.1 percent). On the year the state added 4,989 jobs (0.2 percent). Private sector employers brought most of the growth, adding 4,427 jobs (0.2 percent) while government employers added 562 jobs (0.1 percent). Goods producers added 3,610 jobs on the year (0.8 percent), and service providers added 1,379 (0.1 percent).

Mining and Logging

Mining and Logging employment was flat in September, holding at 6,800 jobs. That marked nine of the 10 months in 2019 with employment remaining at that level. On the year the supersector added 31 jobs (0.4 percent).

Construction

Construction employers lost 300 jobs (0.2 percent) in September on a seasonally adjusted basis. It was the second consecutive month of losses for the supersector, following three straight months of growth in early summer. Over the year Construction added 5,539 jobs or 4.1 percent. It was the largest proportional over-the-year growth of any supersector in the state. The expansion was driven primarily by the Specialty Trade Contractors component sector which added 5,859 jobs (6.9 percent). Construction of Buildings was up by 585 (2.1 percent), while Heavy and Civil Engineering Construction was off by 905 (4.4 percent).

Manufacturing

The Manufacturing supersector added 700 jobs (0.2 percent) in September. Non-Durable Goods employment was up by 600 (0.5 percent) while Durable Goods was up 100 (0.0 percent). On the year the supersector lost 1,960 jobs (0.6 percent), with 0.6 percent declines in both component sectors. Durable Goods lost 1,201 jobs, and Non-Durable Goods was off 759. It was the third consecutive month of over-the-year job losses for Minnesota manufacturers.

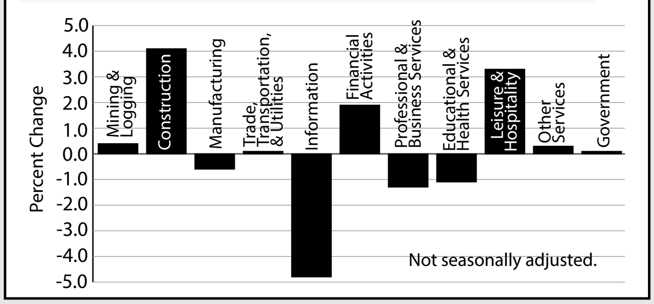
Trade, Transportation, and Utilities

Trade, Transportation, and Utilities employers added 2,700 jobs (0.5 percent) in September. All three component sectors contributed to the growth, with Transportation, Warehousing, and Utilities adding 1,200 (1.1 percent), Wholesale Trade adding 1,100 (0.8 percent), and Retail Trade adding 400 (0.1 percent). Over the past year the supersector added 795 jobs (0.1 percent). Growth in Wholesale and Retail Trade (up 652 or 0.5 percent and 911 or 0.3 percent, respectively) was tempered by the loss of 768 jobs (0.7 percent) in Transportation, Warehousing, and Utilities. While the component sector has shown over-the-year losses in every month since November 2018, the 0.7 percent decline is the also the lowest since November's 0.4 percent.

Information

Employment in the Information supersector was off by 1.7 percent (800 jobs) in September. It was the largest proportional over-the-month job loss of any supersector in the state. Information employers also had the largest proportional over-the-year jobs loss, down by 4.8 percent (2,349 jobs). The supersector, which is comprised primarily of jobs in telecommunications and non-internet publishing industries, has been in a fairly consistent decline since the turn of the century, having reached its peak of 71,500 jobs in June of 2001.

MN Employment Growth
September 2018 to September 2019



Source: Department of Employment and Economic Development, Current Employment Statistics, 2019.

*Over-the-year data are not seasonally adjusted because of small changes in seasonal adjustment factors from year to year. Also, there is no seasonality in over-the-year changes.

Financial Activities

The Financial Activities supersector added 1,300 jobs (0.7 percent) in September, the largest proportional increase of any supersector in the state. Growth was split between the two component sectors, with Real Estate and Rental and Leasing adding 700 jobs (0.2 percent) and Finance and Insurance adding 600 (0.4 percent). On the year Financial Activities employment was up by 3,531 (1.9 percent), with most of that growth coming from the Finance and Insurance component.

Professional and Business Services

Professional and Business Services employment was down by 900 (0.2 percent) in September, with all of that loss coming in Administrative and Support and Waste Management and Remediation Services (off 1,400 jobs, 1.1 percent). On the year the supersector lost 4,846 jobs (1.3 percent), with the losses coming from the same component sector.

Educational and Health Services

Educational and Health Services employment was off by 2,400 (0.4 percent) in September. Health Care and Social Assistance lost 1,800 jobs (0.4 percent), its third consecutive month of job losses. On the year the supersector lost 6,139 jobs (1.1 percent). While both components had negative over-the-year growth, Health Care and Social Assistance drove the declines (off 5,545 or 1.2 percent.) The Social Assistance component was down by 3,851 (4 percent), providing most of the job losses while accounting for less than a quarter of the sector's total employment.

Leisure and Hospitality

Leisure and Hospitality employment was up by 700 (0.3 percent) in September, with growth in both component sectors. Over the year employers in Leisure and Hospitality added 9,439 jobs (3.3 percent). Accommodation and Food Services added 8,489 jobs (3.6 perecnt) while Arts, Entertainment, and Recreation added 950 (1.9 percent). The supersector has had over-the-year job growth of greater than 1 percent in every month of 2019.

Other Services

Other Services employment was down by 400 (0.1 percent) in September. The supersector has been alternating months of gains and losses since April. Over the year Other Services employment was up by 386 (0.3 percent). A decline of 1,651 jobs (5.8 percent) in Personal and Laundry Services was erased by the gain of 1,778 jobs (2.8 percent) in Religious, Grantmaking, Civic, Professional, and Similar Organizations.

Government

Government employers lost 400 jobs (0.1 percent) in September, with gains at the Local level overcome by losses in State and Federal government employment. On the year the public sector added 562 jobs (0.1 perecnt), as Local and Federal employers posted positive job growth while State Government employers lost 411 jobs (0.4 percent).

by Nick Dobbins

Seasonally Adjusted Nonfarm Employment

In 1,000's

Industry	Sept 2019	Aug 2019	July 2019
Total Nonagricultural	**2,963.1**	**2,963.0**	**2,962.6**
Goods-Producing	**457.7**	**457.3**	**458.3**
Mining and Logging	6.8	6.8	6.8
Construction	130.1	130.4	130.5
Manufacturing	320.8	320.1	321.0
Service-Providing	**2,505.4**	**2,505.7**	**2,504.3**
Trade, Transportation, and Utilities	535.3	532.6	532.8
Information	46.7	47.5	47.0
Financial Activities	187.7	186.4	185.5
Professional and Business Services	374.6	375.5	377.7
Educational and Health Services	540.8	543.2	543.6
Leisure and Hospitality	280.7	280.0	277.7
Other Services	113.7	114.2	113.7
Government	425.9	426.3	426.3

Source: Department of Employment and Economic Development Current Employment Statistics, 2019.

Monthly analysis is based on ***unadjusted*** employment data.

Minneapolis-St. Paul-Bloomington Metropolitan Statistical Area (MSA)

Employment in the Minneapolis-St. Paul-Bloomington MSA was down by 8,462 (0.4 percent) in September, roughly in line with the statewide 0.5 percent decrease. The highly seasonal Leisure and Hospitality supersector led the metro in both real and proportional job losses, off by 8,898 jobs or 4.3 percent. Professional and Business Services lost 5,459 jobs (1.7 percent), and Educational and Health Services lost 2,082 (0.6 percent). Only one supersector in the metro had positive growth on the month, as Government employers added 13,652 jobs (5.9 percent). Most of that growth was driven by the start of the school year, as Local Government Educational Services added 10,863 jobs (14.7 percent), and State Government Educational Services added 6,592 (20.1 percent). Over the year the Twin Cities metro was one of only three MSAs in the state to lose jobs (Duluth and Grand Forks-East Grand Forks being the others), off by 3,690 or 0.2 percent. Educational and Health Services was the primary driver of the declines, leading the way in both real and proportional job losses (off by 11,327 jobs or 3.4 percent) as employment in both major component sectors was down by more than 3 percent. Professional and Business Services lost 5,459 jobs (1.7 percent), and Other Services lost 1,991 (2.5 percent). The largest proportional job growth came in Financial Services, which was up by 1.4 percent (2.067 jobs) with an increase of 1,657 (1.4 percent) in the Finance and Insurance component.

Duluth -Superior MSA

The Duluth-Superior MSA added 870 jobs (0.6 percent) in September. Government employers added 2,300 jobs (9.7 percent) with growth at the State (1,216 jobs, 19.6 percent) and Local levels (1,102 jobs, 6.9 percent). Mining, Logging, and Construction employment was off by 372 jobs or 3.4 percent, and Leisure and Hospitality was off by 1,100 (6.7 percent) as the labor market began to shift from summer to fall industries. Over the year the Duluth MSA lost 217 jobs (0.2 percent), dipping back into negative over-the-year growth after three months in the black. Educational and Health Services was off by 546 (1.7 percent), and Financial Activities was off by 136 (2.4 percent), along with five other supersectors that lost jobs on the year. Mining, Logging, and Construction led the MSA in both real and proportional job growth, adding 356 jobs or 3.5 percent. Professional and Business services employment was up by 244 or 3.1 percent.

Rochester MSA

The Rochester MSA lost 2,114 jobs or 1.7 percent in September. It was the worst monthly performance of any MSA in the state. Every supersector in the area lost jobs on the month, with notable declines in Educational and Health Services (down 955 or 1.9 percent) and Manufacturing (down 156, 1.3 percent). It was the third consecutive month of over-the-month job losses for the Rochester MSA. On the year the MSA added 472 jobs (0.4 percent), outpacing the state's 0.2 percent growth. Trade, Transportation, and Utilities led the expansion, adding 615 jobs (3.5 percent), entirely from the strong performance of the Retail Trade sector (up 783 or 6.5 percent). Educational and Health Services continued to struggle, down by 890 (1.8 percent) on the year.

St. Cloud MSA

The Saint Cloud MSA added 523 jobs (0.5 percent) in September. Educational and Health Service was up 349 (1.6 percent), and Government employment was up by 932 (6.6 percent), with that growth coming entirely at the state and local levels. Annually the MSA added 957 jobs (0.9 percent). It was the best over-the-year performance of any MSA in the state, outpacing Minnesota's 0.2 percent overall growth. Mining, Logging, and Construction continued to thrive, adding 794 jobs (10.5 percent) on the year. Financial Activities employment was up by 173 or 3.3 percent.

Mankato-North Mankato MSA

The Mankato-North Mankato MSA added 2,043 jobs (3.6 percent) on the month. It was the highest proportional over-the-month job growth of any MSA primarily in Minnesota, just edged out by the Grand Forks-East Grand Forks MSA (up 3.7 percent). Mankato's growth came from service providers, which added 2,152 jobs (4.6 percent). Public sector employers added 1,202 jobs (14.2 percent) on the month. Over the year the Mankato area added 494 jobs (0.8 percent). Goods producers added 280 jobs (2.7 percent), and service providers added 214 (0.4 percent).

Fargo-Moorhead MSA

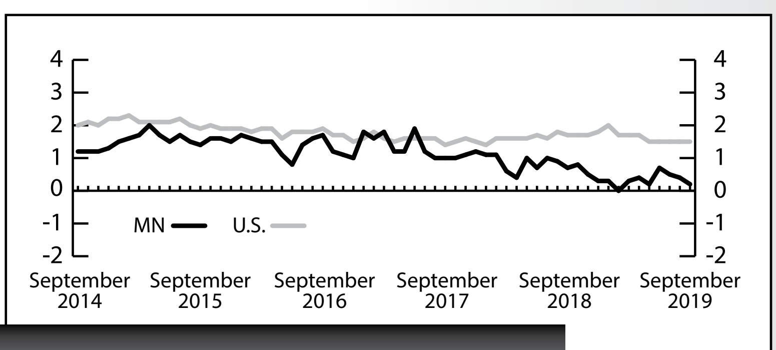
The Fargo-Moorhead MSA added 2,126 jobs (1.5 percent) in September. Government employment drove the growth as the public sector added 2,978 jobs (18 percent) with better than 20 percent growth at both the state and local levels. Professional and Business Services lost 691 jobs (4 percent). Over the year employment in the MSA was mostly flat as the area added just 23 jobs (0.0 percent). Trade, Transportation, and Utilities was down by 882 (2.9 percent) on the loss of 1,057 jobs (6.8 percent) in the Retail Trade sector.

Grand Forks-East Grand Forks MSA

The Grand Forks-East Grand Forks MSA added 1,998 jobs (3.7 percent) in September. It was the highest over-the-month job growth of any MSA in Minnesota. Government employers added 2,021 jobs (17.7 percent). It was the only MSA in the state not to lose jobs in Leisure and Hospitality on the month, as the supersector was up by 97 or 1.6 percent. Over the year the labor market in Grand Forks did not fare as well. It was one of only three MSAs in the state to lose jobs, off by 26 (0.1 percent). Mining, Logging, and Construction was down by 105 (3.3 percent) while Leisure and Hospitality was up by 183 (3.1 percent).

by Nick Dobbins

Source: Department of Employment and Economic Development, Current Employment Statistics, 2019; Bureau of Labor Statistics, U.S. Department of Labor, Current Employment Statistics, 2019.



Total Nonfarm Jobs
U.S. and MN over-the-year percent change

Employer Survey of Minnesota Nonfarm Payroll Jobs, Hours and Earnings

Numbers are unadjusted.

Note: State, regional and local estimates from past months (for all tables pages 11-13) may be revised from figures previously published.

Industry	Jobs* (Thousands) Sept 2019	Aug 2019	Sept 2018	Percent Change From** Aug 2018	Sept 2018	Production Workers Hours and Earnings: Average Weekly Earnings Sept 2019	Sept 2018	Average Weekly Hours Sept 2019	Sept 2018	Average Hourly Earnings Sept 2019	Sept 2018
TOTAL NONFARM WAGE AND SALARY	**2,977.9**	**2,992.0**	**2,972.9**	**-0.5%**	**0.2%**	-	-	-	-	-	-
GOODS-PRODUCING	**469.3**	**476.6**	**465.7**	**-1.5**	**0.8**	-	-	-	-	-	-
Mining, Logging, and Construction	**146.5**	**151.6**	**140.9**	**-3.4**	**4.0**	-	-	-	-	-	-
Mining and Logging	**7.0**	**7.2**	**7.0**	**-3.2**	**0.4**	-	-	-	-	-	-
Construction	**139.5**	**144.4**	**133.9**	**-3.4**	**4.1**	-	-	-	-	-	-
Specialty Trade Contractors	90.9	95.2	85.0	-4.5	6.9	$1,248.30	$1,292.26	38.0	39.1	$32.85	$33.05
Manufacturing	**322.9**	**325.0**	**324.8**	**-0.7**	**-0.6**	**953.88**	**910.67**	**41.8**	**41.3**	**22.82**	**22.05**
Durable Goods	204.6	206.2	205.8	-0.8	-0.6	979.56	945.57	40.9	40.6	23.95	23.29
Wood Product Manufacturing	12.0	12.3	11.8	-1.8	1.9	-	-	-	-	-	-
Fabricated Metal Production	43.7	44.2	43.9	-1.3	-0.6	-	-	-	-	-	-
Machinery Manufacturing	34.4	34.5	33.9	-0.2	1.4	-	-	-	-	-	-
Computer and Electronic Product	46.1	46.5	45.6	-0.8	1.1	-	-	-	-	-	-
Navigational, Measuring, Electromedical and Control	27.1	27.3	26.9	-0.5	0.8	-	-	-	-	-	-
Transportation Equipment	11.2	11.2	10.9	0.0	2.8	-	-	-	-	-	-
Medical Equipment and Supplies Manufacturing	16.4	16.5	16.2	-0.6	1.2	-	-	-	-	-	-
Nondurable Goods	118.2	118.8	119.0	-0.5	-0.6	914.50	853.61	43.3	42.3	21.12	20.18
Food Manufacturing	48.2	48.0	49.0	0.4	-1.5	-	-	-	-	-	-
SERVICE-PROVIDING	**2,508.5**	**2,515.4**	**2,507.2**	**-0.3**	**0.1**	-	-	-	-	-	-
Trade, Transportation, and Utilities	**535.0**	**536.4**	**534.2**	**-0.3**	**0.1**	-	-	-	-	-	-
Wholesale Trade	131.0	131.6	130.3	-0.5	0.5	1,116.76	1,093.84	39.7	40.2	28.13	27.21
Retail Trade	296.2	300.8	295.3	-1.5	0.3	462.31	478.48	27.7	28.6	16.69	16.73
Motor Vehicle and Parts	36.8	37.0	35.9	-0.6	2.3	-	-	-	-	-	-
Building Material and Garden Equipment	26.6	28.0	26.4	-5.0	0.6	-	-	-	-	-	-
Food and Beverage Stores	57.3	58.2	55.6	-1.6	3.2	-	-	-	-	-	-
Gasoline Stations	26.2	26.6	25.9	-1.4	1.4	-	-	-	-	-	-
General Merchandise Stores	58.9	58.9	60.5	0.0	-2.7	412.23	410.31	28.1	29.1	14.67	14.10
Transportation,Warehouse, Utilities	107.8	103.9	108.6	3.7	-0.7	-	-	-	-	-	-
Transportation and Warehousing	95.5	91.6	96.3	4.2	-0.8	760.75	800.26	32.4	33.4	23.48	23.96
Information	**46.3**	**47.3**	**48.7**	**-2.2**	**-4.8**	-	-	-	-	-	-
Publishing Industries	18.4	18.6	19.1	-1.1	-3.3	-	-	-	-	-	-
Telecommunications	11.3	11.4	12.1	-1.2	-6.3	-	-	-	-	-	-
Financial Activities	**188.1**	**188.0**	**184.5**	**0.0**	**1.9**	-	-	-	-	-	-
Finance and Insurance	152.3	152.6	149.1	-0.1	2.2	1,191.77	1,259.21	37.0	38.1	32.21	33.05
Credit Intermediation	66.0	65.9	64.3	0.1	2.7	830.28	800.67	37.0	38.2	22.44	20.96
Securities, Commodity Contracts, and Other	20.7	20.8	20.2	-0.5	2.1	-	-	-	-	-	-
Insurance Carriers and Related	65.7	65.8	64.5	-0.3	1.8	-	-	-	-	-	-
Real Estate and Rental and Leasing	35.7	35.5	35.5	0.7	0.8	-	-	-	-	-	-
Professional and Business Services	**374.5**	**381.2**	**379.4**	**-1.8**	**-1.3**	-	-	-	-	-	-
Professional, Scientific, and Technical Services	164.7	167.9	160.9	-1.9	2.3	-	-	-	-	-	-
Legal Services	18.2	18.4	18.1	-1.2	0.4	-	-	-	-	-	-
Accounting, Tax Preparation	14.7	14.9	14.4	-1.3	2.5	-	-	-	-	-	-
Computer Systems Design	34.1	34.9	36.2	-2.4	-5.9	-	-	-	-	-	-
Management of Companies and Enterprises	82.0	82.6	80.7	-0.7	1.6	-	-	-	-	-	-
Administrative and Support Services	127.8	130.8	137.7	-2.3	-7.2	-	-	-	-	-	-
Educational and Health Services	**538.3**	**540.7**	**544.5**	**-0.4**	**-1.1**	-	-	-	-	-	-
Educational Services	67.6	62.4	68.2	8.4	-0.9	-	-	-	-	-	-
Health Care and Social Assistance	470.7	478.3	476.3	-1.6	-1.2	-	-	-	-	-	-
Ambulatory Health Care	157.1	158.8	157.3	-1.1	-0.1	1,129.96	1,295.39	33.7	36.5	33.53	35.49
Offices of Physicians	76.2	76.4	75.3	-0.4	1.1	-	-	-	-	-	-
Hospitals	116.3	117.3	115.2	-0.8	0.9	-	-	-	-	-	-
Nursing and Residential Care Facilities	104.7	107.2	107.3	-2.3	-2.4	542.44	493.88	28.4	28.4	19.10	17.39
Social Assistance	92.6	95.1	96.5	-2.6	-4.0	-	-	-	-	-	-
Leisure and Hospitality	**291.4**	**306.0**	**282.0**	**-4.8**	**3.3**	-	-	-	-	-	-
Arts, Entertainment, and Recreation	50.1	55.6	49.2	-9.8	1.9	-	-	-	-	-	-
Accommodation and Food Services	241.3	250.5	232.8	-3.7	3.6	-	-	-	-	-	-
Food Services and Drinking Places	210.6	217.4	202.6	-3.1	4.0	291.08	282.13	20.2	20.4	14.41	13.83
Other Services	**113.9**	**115.0**	**113.5**	**-1.0**	**0.3**	-	-	-	-	-	-
Religious, Grantmaking, Civic, Professional Organizations	64.7	64.3	62.9	0.6	2.8	-	-	-	-	-	-
Government	**421.0**	**400.7**	**420.5**	**5.1**	**0.1**	-	-	-	-	-	-
Federal Government	32.6	32.8	32.0	-0.5	1.9						
State Government	102.0	91.7	102.4	11.2	-0.4						
State Government Education	60.0	49.3	60.9	21.7	-1.5						
Local Government	286.5	276.2	286.1	3.7	0.1						
Local Government Education	136.9	120.5	137.1	13.6	-0.1						

Note: Not all industry subgroups are shown for every major industry category.

* Totals may not add because of rounding.

** Percent change based on unrounded numbers.

Source: Department of Employment and Economic Development, Current Employment Statistics, 2019.

Employer Survey of Twin Cities Nonfarm Payroll Jobs, Hours and Earnings

Numbers are unadjusted.

Note: State, regional and local estimates from past months (for all tables pages 11-13) may be revised from figures previously published.

Industry	Jobs* (Thousands)			Percent Change From**		Production Workers Hours and Earnings					
						Average Weekly Earnings		Average Weekly Hours		Average Hourly Earnings	
	Sept 2019	Aug 2019	Sept 2018	Aug 2019	Sept 2018	Sept 2019	Sept 2018	Sept 2019	Sept 2018	Sept 2019	Sept 2018
TOTAL NONFARM WAGE AND SALARY	**2,017.2**	**2,025.7**	**2,020.9**	**-0.4%**	**-0.2%**	-	-	-	-	-	-
GOODS-PRODUCING	**294.8**	**297.3**	**289.7**	**-0.9**	**1.8**	-	-	-	-	-	-
Mining, Logging, and Construction	**93.7**	**94.7**	**89.3**	**-1.0**	**4.9**	-	-	-	-	-	-
Construction of Buildings	19.5	19.7	18.9	-1.3	3.1	-	-	-	-	-	-
Specialty Trade Contractors	59.8	61.2	59.0	-2.3	1.4	$1,447.46	$1,332.10	39.7	38.5	$36.46	$34.60
Manufacturing	**201.1**	**202.7**	**200.4**	**-0.8**	**0.4**	**992.99**	**930.90**	**41.6**	**41.3**	**23.87**	**22.54**
Durable Goods	137.5	138.9	136.5	-1.0	0.7	1,029.30	977.85	40.7	41.0	25.29	23.85
Fabricated Metal Production	30.3	30.7	30.5	-1.3	-0.5	-	-	-	-	-	-
Machinery Manufacturing	20.5	20.6	20.5	-0.2	0.2	-	-	-	-	-	-
Computer and Electronic Product	37.6	38.0	37.2	-0.8	1.2	-	-	-	-	-	-
Navigational, Measuring, Electromedical and Control	25.5	25.5	25.2	-0.3	1.2	-	-	-	-	-	-
Medical Equipment and Supplies Manufacturing	15.7	15.7	15.3	0.0	2.6	-	-	-	-	-	-
Nondurable Goods	63.6	63.8	63.9	-0.2	-0.4	924.85	843.03	43.4	41.9	21.31	20.12
Food Manufacturing	15.1	15.1	15.4	0.0	-2.0	-	-	-	-	-	-
Printing and Related	13.3	13.5	13.8	-2.0	-3.7	-	-	-	-	-	-
SERVICE-PROVIDING	**1,722.4**	**1,728.3**	**1,731.2**	**-0.3**	**-0.5**	-	-	-	-	-	-
Trade, Transportation, and Utilities	**362.1**	**362.6**	**358.5**	**-0.1**	**1.0**	-	-	-	-	-	-
Wholesale Trade	95.2	95.2	94.3	0.1	1.0	1,230.70	1,066.21	39.7	39.3	31.00	27.13
Merchant Wholesalers - Durable Goods	56.1	56.1	54.6	-0.1	2.7	-	-	-	-	-	-
Merchant Wholesalers - Nondurable Goods	32.2	32.2	32.2	0.2	0.2	-	-	-	-	-	-
Retail Trade	188.6	192.8	188.7	-2.2	0.0	497.06	493.61	29.0	29.7	17.14	16.62
Food and Beverage Stores	35.8	36.5	35.1	-2.0	2.0	-	-	-	-	-	-
General Merchandise Stores	38.6	38.7	38.7	-0.1	-0.1	404.25	401.42	27.5	28.9	14.70	13.89
Transportation, Warehouse, Utilities	78.2	74.7	75.5	4.8	3.6	-	-	-	-	-	-
Utilities	7.6	7.5	7.5	0.7	0.9	-	-	-	-	-	-
Transportation and Warehousing	70.7	67.1	68.0	5.2	3.9	927.99	855.95	37.8	36.3	24.55	23.58
Information	**36.8**	**37.3**	**37.3**	**-1.6**	**-1.5**	-	-	-	-	-	-
Publishing Industries	15.3	15.4	15.5	-1.0	-1.8	-	-	-	-	-	-
Telecommunications	7.2	7.3	7.8	-1.4	-7.0	-	-	-	-	-	-
Financial Activities	**152.2**	**152.2**	**150.1**	**0.0**	**1.4**	-	-	-	-	-	-
Finance and Insurance	123.3	123.2	121.6	0.1	1.4	1,341.57	1,314.72	37.6	38.6	35.68	34.06
Credit Intermediation	49.2	49.2	48.5	0.1	1.5	-	-	-	-	-	-
Securities, Commodity Contracts, and Other	18.2	18.3	18.2	-0.3	0.3	-	-	-	-	-	-
Insurance Carriers and Related	55.9	55.8	55.0	0.2	1.6	-	-	-	-	-	-
Real Estate and Rental and Leasing	28.9	29.0	28.5	-0.4	1.4	-	-	-	-	-	-
Professional and Business Services	**321.6**	**327.1**	**326.8**	**-1.7**	**-1.6**	-	-	-	-	-	-
Professional, Scientific, and Technical Services	144.0	147.3	141.7	-2.2	1.6	-	-	-	-	-	-
Legal Services	15.7	15.9	15.6	-1.3	0.4	-	-	-	-	-	-
Architectural, Engineering, and Related	20.3	20.7	19.4	-2.1	4.6	-	-	-	-	-	-
Computer Systems Design	31.8	32.6	33.2	-2.3	-4.3	-	-	-	-	-	-
Management of Companies and Enterprises	76.0	76.2	74.1	-0.3	2.5	-	-	-	-	-	-
Administrative and Support Services	101.6	103.6	110.9	-1.9	-8.4	-	-	-	-	-	-
Employment Services	42.6	43.2	51.5	-1.4	-17.4	-	-	-	-	-	-
Educational and Health Services	**326.6**	**328.7**	**338.0**	**-0.6**	**-3.4**	-	-	-	-	-	-
Educational Services	44.7	41.1	46.1	8.7	-3.1	-	-	-	-	-	-
Health Care and Social Assistance	282.0	287.6	291.9	-2.0	-3.4	-	-	-	-	-	-
Ambulatory Health Care	91.7	92.4	93.7	-0.8	-2.1	-	-	-	-	-	-
Hospitals	68.3	69.3	68.3	-1.4	0.0	-	-	-	-	-	-
Nursing and Residential Care Facilities	56.8	58.4	59.0	-2.7	-3.7	-	-	-	-	-	-
Social Assistance	65.2	67.6	70.9	-3.5	-8.0	-	-	-	-	-	-
Leisure and Hospitality	**197.3**	**206.2**	**195.1**	**-4.3**	**1.1**	-	-	-	-	-	-
Arts, Entertainment, and Recreation	37.3	42.2	38.8	-11.5	-3.8	-	-	-	-	-	-
Accommodation and Food Services	160.0	164.0	156.4	-2.5	2.3	317.89	318.56	20.9	22.0	15.21	14.48
Food Services and Drinking Places	143.8	147.5	141.1	-2.5	1.9	309.47	315.36	20.7	21.9	14.95	14.40
Other Services	**79.1**	**81.1**	**78.5**	**-2.5**	**0.8**	-	-	-	-	-	-
Repair and Maintenance	15.3	15.6	14.6	-1.6	5.2	-	-	-	-	-	-
Religious, Grantmaking, Civic, Professional Organizations	42.1	43.1	41.8	-2.3	0.6	-	-	-	-	-	-
Government	**246.7**	**233.1**	**246.9**	**5.9**	**-0.1**						
Federal Government	21.5	21.6	21.2	-0.4	1.5						
State Government	67.5	61.1	67.4	10.4	0.0						
State Government Education	39.3	32.7	39.7	20.1	-1.0						
Local Government	157.8	150.4	158.3	4.9	-0.3						
Local Government Education	84.6	73.7	85.6	14.7	-1.2						

Note: Not all industry subgroups are shown for every major industry category.

* Totals may not add because of rounding.

** Percent change based on unrounded numbers.

Source: Department of Employment and Economic Development, Current Employment Statistics, 2019.

Employer Survey

Industry	Duluth-Superior MSA					Rochester MSA				
	Jobs			% Chg. From		Jobs			% Chg. From	
	Sept 2019	Aug 2019	Sept 2018	Aug 2019	Sept 2018	Sept 2019	Aug 2019	Sept 2018	Aug 2019	Sept 2018
TOTAL NONFARM WAGE AND SALARY	**137,607**	**136,737**	**137,824**	**0.6%**	**-0.2%**	**123,962**	**126,076**	**123,490**	**-1.7%**	**0.4%**
GOODS-PRODUCING	**18,447**	**18,874**	**18,141**	**-2.3**	**1.7**	**16,776**	**17,107**	**16,271**	**-1.9**	**3.1**
Mining, Logging, and Construction	10,590	10,962	10,234	-3.4	3.5	5,243	5,418	5,133	-3.2	2.1
Manufacturing	7,857	7,912	7,907	-0.7	-0.6	11,533	11,689	11,138	-1.3	3.5
SERVICE-PROVIDING	**119,160**	**117,863**	**119,683**	**1.1**	**-0.4**	**107,186**	**108,969**	**107,219**	**-1.6**	**0.0**
Trade, Transportation, and Utilities	24,511	24,377	24,601	0.5	-0.4	18,317	18,405	17,702	-0.5	3.5
Wholesale Trade	3,228	3,266	3,227	-1.2	0.0	2,834	2,875	2,837	-1.4	-0.1
Retail Trade	14,791	14,606	14,949	1.3	-1.1	12,821	12,999	12,038	-1.4	6.5
Transportation, Warehouse, Utilities	6,492	6,505	6,425	-0.2	1.0	2,662	2,531	2,827	5.2	-5.8
Information	1,233	1,250	1,264	-1.4	-2.5	1,588	1,608	1,635	-1.2	-2.9
Financial Activities	5,485	5,517	5,621	-0.6	-2.4	2,756	2,810	2,766	-1.9	-0.4
Professional and Business Services	8,157	8,261	7,913	-1.3	3.1	6,301	6,366	6,153	-1.0	2.4
Educational and Health Services	31,656	31,433	32,202	0.7	-1.7	49,915	50,870	50,805	-1.9	-1.8
Leisure and Hospitality	15,401	16,501	15,249	-6.7	1.0	11,586	12,139	11,561	-4.6	0.2
Other Services	6,585	6,692	6,629	-1.6	-0.7	3,775	3,800	3,794	-0.7	-0.5
Government	26,132	23,832	26,204	9.7	-0.3	12,948	12,971	12,803	-0.2	1.1

Employer Survey

Industry	St. Cloud MSA					Mankato MSA				
	Jobs			% Chg. From		Jobs			% Chg. From	
	Sept 2019	Aug 2019	Sept 2018	Aug 2019	Sept 2018	Sept 2019	Aug 2019	Sept 2018	Aug 2019	Sept 2018
TOTAL NONFARM WAGE AND SALARY	**111,709**	**111,186**	**110,752**	**0.5%**	**0.9%**	**59,220**	**57,177**	**58,726**	**3.6%**	**0.8%**
GOODS-PRODUCING	**24,237**	**24,599**	**23,147**	**-1.5**	**4.7**	**10,740**	**10,849**	**10,460**	**-1.0**	**2.7**
Mining, Logging, and Construction	8,371	8,649	7,577	-3.2	10.5	--	--	--	--	--
Manufacturing	15,866	15,950	15,570	-0.5	1.9	--	--	--	--	--
						--	--	--	--	--
SERVICE-PROVIDING	**87,472**	**86,587**	**87,605**	**1.0**	**-0.2**	**48,480**	**46,328**	**48,266**	**4.6**	**0.4**
Trade, Transportation, and Utilities	22,439	22,421	22,605	0.1	-0.7	--	--	--	--	--
Wholesale Trade	5,176	5,184	5,076	-0.2	2.0	--	--	--	--	--
Retail Trade	13,003	13,072	13,425	-0.5	-3.1	--	--	--	--	--
Transportation, Warehouse, Utilities	4,260	4,165	4,104	2.3	3.8	--	--	--	--	--
Information	1,266	1,298	1,334	-2.5	-5.1	--	--	--	--	--
Financial Activities	5,347	5,407	5,174	-1.1	3.3	--	--	--	--	--
Professional and Business Services	8,606	8,746	8,689	-1.6	-1.0	--	--	--	--	--
Educational and Health Services	22,496	22,147	22,435	1.6	0.3	--	--	--	--	--
Leisure and Hospitality	8,485	8,604	8,532	-1.4	-0.6	--	--	--	--	--
Other Services	3,814	3,877	3,808	-1.6	0.2	--	--	--	--	--
Government	15,019	14,087	15,028	6.6	-0.1	9,669	8,467	9,501	14.2	1.8

Employer Survey

Industry	Fargo-Moorhead MSA					Grand Forks-East Grand Forks MSA				
	Jobs			% Chg. From		Jobs			% Chg. From	
	Sept 2019	Aug 2019	Sept 2018	Aug 2019	Sept 2018	Sept 2019	Aug 2019	Sept 2018	Aug 2019	Sept 2018
TOTAL NONFARM WAGE AND SALARY	**144,067**	**141,941**	**144,044**	**1.5%**	**0.0%**	**55,987**	**53,989**	**56,013**	**3.7%**	**-0.1%**
GOODS-PRODUCING	**19,718**	**20,073**	**19,938**	**-1.8**	**-1.1**	7,596	7,810	7,537	-2.7	0.8
Mining, Logging, and Construction	9,341	9,688	9,562	-3.6	-2.3	3,071	3,296	3,176	-6.8	-3.3
Manufacturing	10,377	10,385	10,376	-0.1	0.0	4,525	4,514	4,361	0.2	3.8
SERVICE-PROVIDING	**124,349**	**121,868**	**124,106**	**2.0**	**0.2**	48,391	46,179	48,476	4.8	-0.2
Trade, Transportation, and Utilities	29,415	29,461	30,297	-0.2	-2.9	10,878	10,808	11,088	0.7	-1.9
Wholesale Trade	8,957	9,014	8,861	-0.6	1.1	1,882	1,922	1,859	-2.1	1.2
Retail Trade	14,462	14,530	15,519	-0.5	-6.8	6,845	6,714	7,025	2.0	-2.6
Transportation, Warehouse, Utilities	5,996	5,917	5,917	1.3	1.3	2,151	2,172	2,204	-1.0	-2.4
Information	3,104	3,084	3,022	0.7	2.7	549	541	558	1.5	-1.6
Financial Activities	10,727	10,739	10,993	-0.1	-2.4	2,027	2,028	1,987	-0.1	2.0
Professional and Business Services	16,603	17,294	16,148	-4.0	2.8	3,576	3,633	3,553	-1.6	0.7
Educational and Health Services	25,723	25,535	24,950	0.7	3.1	9,849	9,875	9,718	-0.3	1.4
Leisure and Hospitality	14,296	14,301	14,366	0.0	-0.5	6,129	6,032	5,946	1.6	3.1
Other Services	4,994	4,945	4,987	1.0	0.1	1,946	1,846	1,987	5.4	-2.1
Government	19,487	16,509	19,343	18.0	0.7	13,437	11,416	13,639	17.7	-1.5

Source: Department of Employment and Economic Development, Current Employment Statistics, and North Dakota Job Service, 2019.

Minnesota Economic Indicators

Highlights

The **Minnesota Index** climbed for the second straight month, advancing 0.4 percent in September. That was the highest monthly gain of the year. The index's climb was fueled by increasing average weekly manufacturing hours for production workers, higher real wage and salary disbursements, and a slight drop in Minnesota's unemployment rate. The U.S. index increased by 0.3 percent in September, so Minnesota's index has risen faster than the U.S. index the last two months.

The September reading was 1.1 percent higher than a year ago compared to the U.S. annual gain of 2.9 percent. Minnesota's economic growth over the first half of the year was mild relative to U.S. growth but appears to be catching up during the last few months.

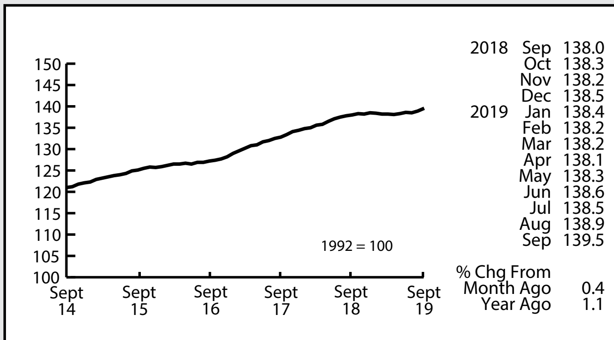
Adjusted **Wage and Salary Employment** was flat in September with employment increasing by only 100 jobs. Private sector employment was up 500 jobs, but public sector jobs were down 400. Seasonally adjusted wage and salary employment has increased by only 2,000 jobs so far in 2019. The state added 15,300 jobs during the first nine months of 2019. Minnesota added 18,100 jobs over the same period in 2018. Job estimates from October 2018 to September 2019 will be benchmarked (revised) in March next year. Revision are expected to show higher job growth than currently reported, but annual job growth will be down for the fourth straight year.

Private sector job growth was concentrated in Trade, Transportation, and Utilities and in Financial Activities. Gains in those sectors, however, were offset by job loss in Educational and Health Services and Professional and Business Services. Over-the-year job growth for the state using unadjusted job numbers was a measly 0.2 percent compared 1.5 percent nationally.

Online Help-Wanted Ads dropped by 4.3 percent for the second month in a row in September to 135,400. That is the lowest level since last October. Job postings nationally tailed off 2.0 percent in September. September's job posting level in the state remains solid though, as the average monthly level since 2015 is 135,439 which is right around September's level.

Minnesota's **Purchasing Managers' Index (PMI)** dipped for the fourth straight month to 48.4, but the decline was much smaller than over the previous three months. The other two comparable indices also fell with the Mid-America Business Index slipping to 49.1 and the Institute of Supply Management's national PMI sliding to 47.8. Manufacturing across the U.S. and Minnesota has contracted over the last two months from the tariffs wars and slowing global economic growth.

Adjusted average weekly **Manufacturing Hours**, after slipping sharply in August, spiked up in September to 41.2 hours. The longer factory workweek is inconsistent with a weak manufacturing sector. After tailing off for two consecutive months, average weekly **Manufacturing Earnings**, adjusted for inflation and seasonality, rose to $939.56. Real manufacturing earnings, adjusted for inflation and seasonally, were up 3.1 percent from last September.



Source: The Federal Reserve Bank of Philadelphia, 2019

Minnesota Index

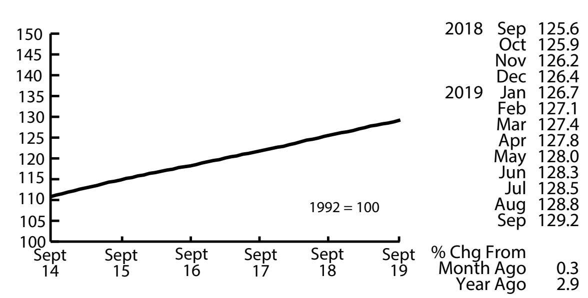
The **Minnesota Leading Index** advanced sharply for the second straight month to 1.6, its highest reading in 15 months. The 37-year monthly average is 1.4, so the 1.6 reading suggests that the pace of economic growth in the state over the next six months will be slightly above the long-term average rate. The 1.6 reading suggest that Minnesota's economic growth is picking up speed after modest growth for much of 2019. Minnesota's leading index for September ranked 15th highest among the states.

Residential Building Permits plunged to 1,711 in September, the lowest level of the year. Minnesota home building permits accounted for only 1.6 percent of all U.S. home building permits in September compared to the 2.1 percent through the first nine months of the year. Despite September's decline in home-building permits, Minnesota's home building activity in 2019 is on track to finish solidly ahead of 2018 activity.

Seasonally Adjusted **Initial Claims for Unemployment Benefits (UB)** zigzagged up in September to 16,217. Initial claims for the first nine months of the year were 0.6 percent lower than during the same period in 2018. Initial claims remain exceedingly low by historical standards. Layoffs remain low as employers who are having a hard time finding new workers remain reluctant to let any of their workforce go. The low layoff rate in Minnesota lends support to the agreement that slow job growth is related to an extremely tight labor market rather than to any drop in demand for workers.

by Dave Senf

United States Index

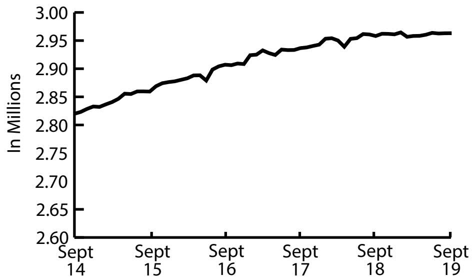


Source: The Federal Reserve Bank of Philadelphia, 2019

Note: All data except for Minnesota's PMI have been seasonally adjusted. See the feature article in the Minnesota Employment Review, May 2010, for more information on the Minnesota Index.

Minnesota Economic Indicators

Wage and Salary Employment



seasonally adjusted

2019	Apr	2.9584
	May	2.9604
	Jun	2.9637
	Jul	2.9626
	Aug	2.9630
	Sep	2.9631

% Chg From Month Ago 0.0

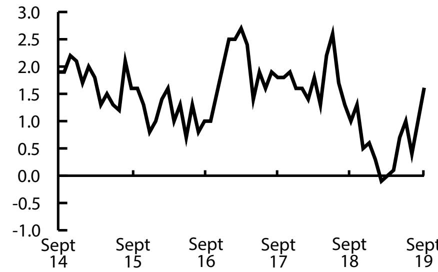
unadjusted

2018	Sep	2,972.9
2019	Sep	2,977.9

% Chg From Year Ago 0.2

Source: Department of Employment and Economic Development, Current Employment Statistics Program, 2019

Minnesota Leading Index

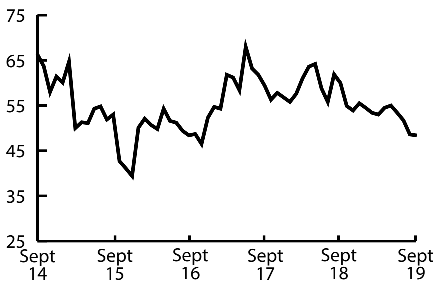


2018	Sep	1.0
	Oct	1.3
	Nov	0.5
	Dec	0.6
2019	Jan	0.3
	Feb	-0.1
	Mar	0.0
	Apr	0.1
	May	0.7
	Jun	1.0
	Jul	0.4
	Aug	1.0
	Sep	1.6

% Chg From Month Ago 58.6
Year Ago 60.0

Source: The Federal Reserve Bank of Philadelphia, 2019

Purchasing Managers' Index

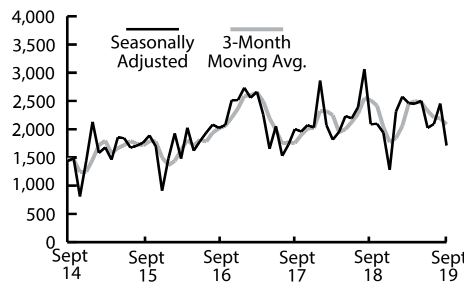


2018	Sep	60.0
	Oct	54.9
	Nov	53.9
	Dec	55.5
2019	Jan	54.5
	Feb	53.4
	Mar	53.0
	Apr	54.5
	May	55.0
	Jun	53.4
	Jul	51.7
	Aug	48.6
	Sep	48.4

% Chg From Month Ago -0.4
Year Ago -19.3

Source: Creighton University, Mid-America Survey of Business Conditions, 2019

Residential Building Permits



seasonally adjusted

2019	Apr	2,452
	May	2,504
	Jun	2,023
	Jul	2,093
	Aug	2,454
	Sep	1,711

% Chg From Month Ago -30.3

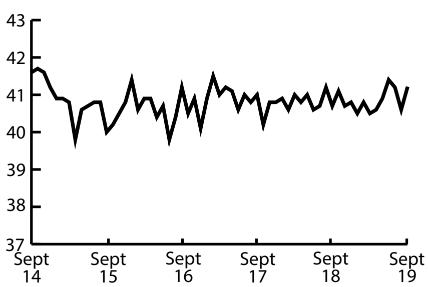
unadjusted

2018	Sep	2,215
2019	Sep	1,880

% Chg From Year Ago -15.1

Source: Residential Building Permits, Census Bureau, U.S. Department of Commerce, 2019

Average Weekly Manufacturing Hours



seasonally adjusted

2019	Apr	40.6
	May	40.9
	Jun	41.4
	Jul	41.2
	Aug	40.6
	Sep	41.2

% Chg From Month Ago 1.5

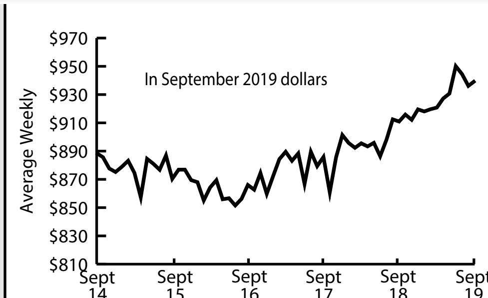
unadjusted

2018	Sep	41.3
2019	Sep	41.8

% Chg From Year Ago 1.2

Source: Department of Employment and Economic Development, Current Employment Statistics Program, 2019

Manufacturing Earnings



seasonally adjusted

2019	Apr	927.21
	May	930.74
	Jun	950.11
	Jul	944.48
	Aug	936.16
	Sep	939.56

% Chg From Month Ago 0.4

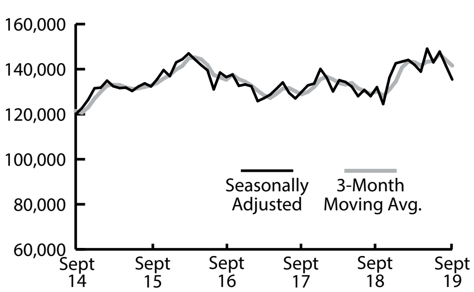
unadjusted

2018	Sep	924.11
2019	Sep	953.88

% Chg From Year Ago 3.2

Source: Department of Employment and Economic Development, Current Employment Statistics Program, 2019

Online Help-Wanted Advertising

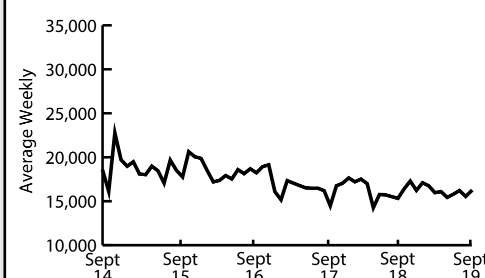


2018	Sep	132,000
	Oct	124,500
	Nov	136,300
	Dec	142,600
2019	Jan	143,350
	Feb	144,100
	Mar	141,900
	Apr	138,900
	May	149,100
	Jun	143,000
	Jul	147,800
	Aug	141,500
	Sep	135,400

% Chg From Month Ago -4.3
Year Ago 2.6

Source: The Conference Board Inc., 2019

Initial UB Claimants



seasonally adjusted

2019	Apr	16,092
	May	15,432
	Jun	15,792
	Jul	16,214
	Aug	15,543
	Sep	16,217

% Chg From Month Ago 4.3

unadjusted

2018	Sep	9,967
2019	Sep	11,057

% Chg From Year Ago 10.9

Source: Department of Employment and Economic Development, Unemployment Insurance Program, 2019

Minnesota Employment Review

DEED
Labor Market Information Office
1st National Bank Building
332 Minnesota Street, Suite E200
St. Paul, MN 55101-1351
651.259.7400 (voice)
1.888.234.1114 (toll free)
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DEED.lmi@state.mn.us
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mn.gov/deed/lmi

Labor Market Information Help Line:
651.259.7384

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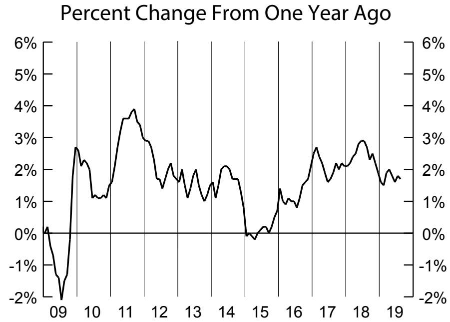
U.S. Consumer Price Index
for All Urban Consumers (CPI-U)

The Consumer Price Index for All Urban Consumers (CPI-U) was unchanged in September on a seasonally adjusted basis after rising 0.1 percent in August the U.S. Bureau of Labor Statistics reported today. Increases in the indices for shelter and food were offset by declines in the indices for energy and used cars and trucks to result in the all items index being flat.

Percent Change From One Year Ago



The all items index increased 1.7 percent for the 12 months ending September, the same increase as for the 12 months ending August. The index for all items less food and energy rose 2.4 percent over the last 12 months, also the same increase as the period ending August. The food index increased 1.8 percent over the last year, while the energy index decreased 4.8 percent.

For more information on the U.S. CPI or the semi-annual Minneapolis-St. Paul CPI, call: 651.259.7384 or toll free 1.888.234.1114.

What's Going On?

Northwest Minnesota Spotlight in the Spotlight

Chet Bodin is now a workforce strategy consultant with this agency but was the Regional Labor Market Analyst for Northwest Minnesota when this article happened. Chet was called up to serve as a Civil Affairs NCO in the 34th 'Red Bull' Infantry Division at Camp Arifian, Kuwait, as part of Operation Spartan Shield. While there he gave a speech at Kuwait University about labor market analysis and Minnesota's approach to workforce development. This, his final Spotlight, is based on what he learned about the Kuwaiti economy as he prepared for his speech.

The employment and unemployment data in this publication were produced in cooperation with the Bureau of Labor Statistics, U.S. Department of Labor.

EMPLOYMENT AND ECONOMIC DEVELOPMENT

Projected Regional Employment Growth, 2016-2026

Since 2010 when the state's job market was just beginning to rebound from the Great Recession, Minnesota has added roughly 317,000 wage and salary jobs through 2018. The increase in wage and salary employment is based on Current Employment Statistics (CES) data which count wage and salary jobs in the state. Local Area Unemployment Statistics (LAUS) numbers, which count Minnesotans either self-employed or in wage and salary jobs, has climbed 259,000 over the same time period. CES counts employment by place of work and allows for multiple job-holders. LAUS counts employment by place of residence and only primary jobs. Job growth since 2010 has averaged 32,700 to 39,600 annually when measured by LAUS and CES numbers.

To clarify – average annual job growth over the next 10 years will be far slower than over last decade. The slowing of job growth in 2018 and the near absence of job growth during the first half of 2019 are harbingers of the slow job growth expected in Minnesota over the next decade. Job growth is expected to be limited to around 18,000 jobs annually over the next 10 years as job expansion will be constrained by very tepid labor force growth.

Projection employment, unlike the better known CES, QCEW, or LAUS employment numbers, combines wage and salary employment in Minnesota with self-employed Minnesotans to produce a more comprehensive measure of the number of jobs in the state.[1] Annual average projection employment by industry is estimated by the Minnesota Department of Employment and Economic Development using Quarterly Census of Employment and Wages (QCEW) and Current Employment Statistics (CES) employment data for wage and salary employment estimates. Local Area Unemployment Statistics (LAUS) and American Community

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[1]Minnesota's 2016 annual average projection employment was estimated at 3,097,300. By comparison, the 2016 annual average job total for QCEW, CES, and LAUS were respectively 2,881,100, 2,893,900, and 2,916,400.

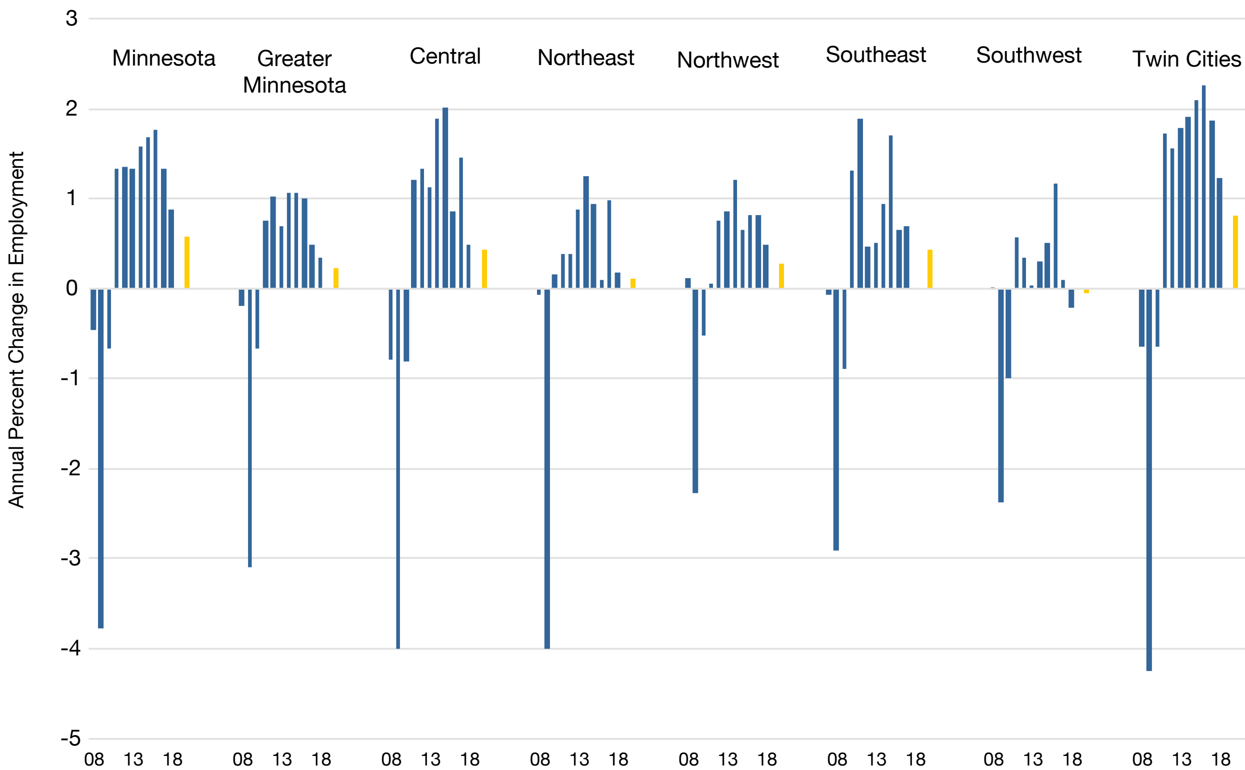
Survey (ACS) self-employed data are used to estimate self-employment. Minnesota's projection employment declined 4.9 percent between 2007 and 2010 before increasing 11.8 percent between 2010 and 2018. The net result is that Minnesota's projection employment in 2018 was 6.4 percent higher than the 2007 pre-recession peak.[2]

Minnesota's economy is projected to add 181,600 jobs between 2016 and 2026[3], pushing total jobs in Minnesota to nearly 3.3 million by 2026. Job growth is expected to be uneven across the state much like the uneven regional job growth since the Great Recession (see Figure 1). Greater Minnesota's job growth rate topped job growth in the Twin Cities Metro area half of the time during the 1991 – 2001 economic expansion. In contrast, job growth in the Twin Cities has been higher than Greater Minnesota's job growth in every year since 2010.

All regions felt the full effect of the Great Recession in 2009 as job numbers declined across the state, but the Twin Cities, Central, and Northeast regions experienced the steepest declines. Job recovery over the last 10 years has been strongest in the Twin Cities, Central, and Southeast Minnesota. Northwest Minnesota has experienced moderate job growth while Northeast and Southwest Minnesota, the two regions with the oldest and slowest growing labor forces, have lagged behind in job growth.

All regions have more employment in 2018 than in 2007, but the 6.4 percent statewide employment gain from 2007 to 2018 was more than doubled in the Twin Cities where employment was up 15.4 percent. Job growth in the other regions over the same time period were Central (10.9 percent), Southeast (8.4 percent), Northwest (5.8 percent), Northeast (5.4 percent), and Southwest (3.6 percent).[4]

Figure 1. Annual Regional Employment Growth, 2008-2018*



*The gold bars are regional averages between 2008 and 2018.
Source: Labor Market Information Office, Minnesota Department of Employment and Economic Development

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[2]Unless otherwise stated the employment used in this article refers to projection employment.
[3]10-year projections for the state and the six planning regions are carried out every two years. The current projections are for 2016 – 2026. Updated 2018 – 2028 projections will be published in April 2020. For more information on statewide 2016 – 2026 projections see mn.gov/deed/newscenter/publications/review/june-2018/job-outlook-2026.jsp.
[4]2018 employment estimates are preliminary estimates as self-employment estimates are based on ACS data which were released in September 2019.

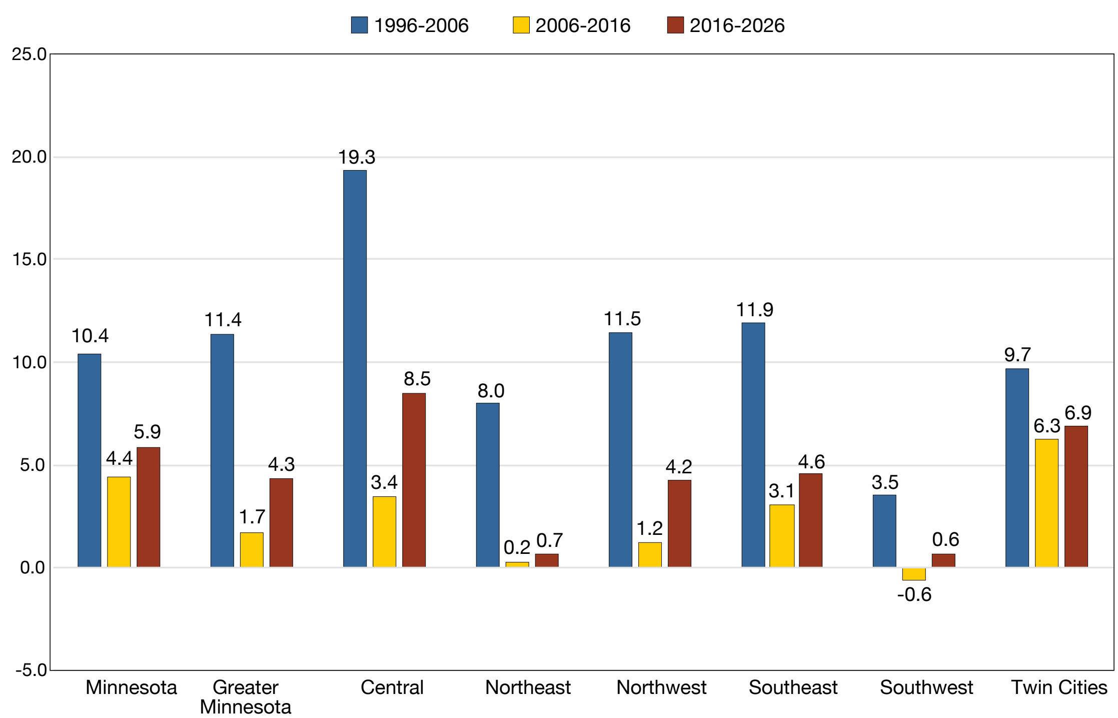
Twin Cities Metro Area

The seven-county Twin Cities Metro area is projected to add 127,900 jobs, an increase of 6.9 percent over the next decade (2016 – 2026). The metro area is anticipated to generate 70 percent of statewide job growth during the decade which will be slightly lower than the 80 percent of statewide 2006 – 2016 job growth that occurred in the metro area. Unlike other regions in the state the metro area is expected to experience enough labor force growth to support a moderate rate of job growth. Increased commuting from western Wisconsin and from Central and Southeast Minnesota is also expected to support job growth in the metro area. Service-providing industries will create all of the projected job growth as goods-producing employment growth is expected slip despite Construction job growth. Job loss in the Manufacturing and Natural Resources and Mining industries will offset climbing Construction employment. Educational and Health Services jobs will account for more than half of the projected job growth followed by jobs in the Professional and Business Services industry.

Central Minnesota

Central Minnesota, centered by St. Cloud and with five counties adjacent to the Twin Cities Metro area, was the state's job growth leader from the 1970s to the Great Recession, but its rate of growth has tailed off since then. Central Minnesota had the smallest number of wage and salary jobs at the beginning of the 1970s but passed up every other region except for the Twin Cities seven-county region over the last four decades. Job growth during the last decade was 3.4 percent but is expected to climb to 8.5 percent over the next. Residential development spillover from the Twin Cities along the I-94 corridor between the St. Cloud area and the area up I-35 north of the Twin Cities is expected to pick up but not at the boom pace experienced before the Great Recession. The 26,600 projected jobs will be concentrated in service-providing industries, but almost 6,000 of the projected job gain will be in goods-producing industries with 4,000 Construction jobs added and 2,300 Manufacturing jobs.

FIgure 2. Regional Employment Growth in Minnesota 1996-2006, 2006-2016, and Projected 2016-2026



Source: Labor Market Information Office, Minnesota Department of Employment and Economic Development compared to the expected 1.7 percent decline statewide. Educational and Health Services industries will, as is true for all regions, account for the largest percent of projected job gain. The 3,400 Educational and Health Services projected employment expansion over the next 10 years in the region will accounted for 30 percent of all job growth.

Northeast Minnesota

Northeast Minnesota has the smallest employment base of all the regions with its regional job total accounting for 8.5 percent of statewide jobs in 2016. The region's share of statewide employment is projected to decline to 8.2 percent over the next 10 years as job growth in the region is expected to lag significantly behind statewide job growth. In the past this region was heavily dependent on tourism, taconite mining, and timber-related activity for job generation. Tourism is still a leading job generator, but the most important sector these days is the Education and Healthcare sector which accounted for one-third of all employment in 2016. This sector is expected to add 3,600 jobs by 2026, but job reductions in Construction, Manufacturing, Trade, Transportation, and Utilities, Information, and Public Administration will drag the region's overall employment growth down. Northeast Minnesota along with Southwest Minnesota has the oldest workforce which translates into having the lowest projected regional labor force growth over the next 10 years. The net result is that employment in this region is projected to increase by only 1,700 jobs over the decade.

Southwest Minnesota

Southwest Minnesota is projected to have the slowest job growth in the

Southeast Minnesota

Southeast Minnesota employment is projected to grow slightly slower than statewide employment, expanding 4.6 percent by 2026 and adding 12,500 jobs. During the previous decade Southeast Minnesota added 8,200 jobs, an increase of 3.1 percent. Service-providing industries are anticipated to be the source of 87 percent of job growth. Goods-producing job additions will be split between Natural Resources (farming) and Manufacturing industries. Healthcare and Social Assistance industries are expected to add 7,300 positions or roughly 58 percent of all job growth by 2026. Healthcare and Social Assistance employment accounted for 22.7 percent of the total regional employment in 2016. That share is expect to increase to 24.2 percent by 2026. No other regional employment base is as concentrated in Healthcare and Social Assistance as in Southeast Minnesota. By 2026 the statewide share of jobs accounted for by Healthcare and Social Assistance jobs is expected to reach 16.5 percent. Spillover growth from the Twin Cities metro area into Goodhue and Rice counties combined with strong healthcare related job expansion in Rochester will drive the region's employment growth.

Northwest Minnesota

Northwest Minnesota is projected to add 11,000 jobs by 2026, a 4.2 percent gain. During the 1996-2006 decade this region had the third fastest job growth rate but slipped to fourth fastest from 2006 to 2016. During this period the region's employment expanded by 1.2 percent or 3,300 jobs. Just under 40 percent of projected job growth is expected to be generated by goods-producing industries as the Natural Resource and Mining, Construction, and Manufacturing industries are each projected to add more than 1,000 workers. The gain in Natural Resource and Mining jobs is expected to be generated primarily by expanding large-size farming operations which boost hiring by crop and livestock production industries. Manufacturing jobs will grow faster here than anywhere else in the state, climbing 6.6 percent by 2026 state, growing by 0.6 percent or 1,900 jobs. That will be an increase over 2006 – 2016 when the region lost 0.6 percent of its employment base. Southwest and Northeast Minnesota employment is essentially expected to remain flat over the next 10 year. Southwest Minnesota has three strikes against it when it comes to future job growth. The region's job rebound since the recession has been the weakest. Regional unemployment has historically been below the statewide rate which reduces potential job growth from falling unemployment. Finally, the region's workforce is one of the oldest, suggesting that unless immigration picks up sustainably, labor force growth will be more limited than in the other regions. The Educational and Health Services sector will add the most jobs along with Natural Resources and Mining. The uptick in Natural Resources and Mining jobs is mainly increased wage and salary employment hiring on farms as farm consolidation increases farm size. Larger farm size mean fewer self-employed farmers but more wage and salary farm workers.

Occupational Projections

The distribution of projected regional occupational employment growth across the 10 major occupational groups is shown in Table 1. Unlike in the past, a number of major occupational groups are expected to decrease in employment as tight job markets restrict employment growth especially in lower paying industries. Service occupations, which include about 100 occupations ranging from bailiffs, firefighters, and police officers to janitors, bartenders, child care workers, and nursing assistants, are projected to add the most jobs in all regions except Southeast and Southwest Minnesota.

Professional and related occupations will add the most jobs in Southeast Minnesota from robust health-care related job growth in Rochester. The tight job market over the next 10 years in Southwest Minnesota is expected to limit job growth in lower-paid services job occupations. Professional and related occupations will also add the most jobs in Southwest Minnesota as a result. Higher spending on personal care, restaurants, casinos, and healthcare, especially by Minnesota's expanding senior citizen population, translates into higher demand for personal care aides, home health aides, food preparation workers, hairdressers, gaming supervisors, and amusement attendants.

Table 1. Projected Regional Employment Growth by Major Occupational Group, 2016 - 2026

	Central Minnesota	Northeast Minnesota	Northwest Minnesota	Southeast Minnesota	Southwest Minnesota	Twin Cities Minnesota	Minnesota
Total	26,600	1,700	11,000	12,500	1,900	127,900	181,600
Management, Business and Financial	1,900	400	1,400	1,200	100	22,600	28,200
Professional and Related	5,300	1,800	2,300	4,700	1,000	45,300	60,700
Service	8,400	2,000	3,300	3,100	100	52,000	68,500
Sales and Related	2,100	-1,100	-100	200	-300	3,500	5,600
Office and Administrative Support	1,300	-700	-300	-300	-1,200	-1,100	-3,200
Farming, Fishing, and Forestry	-200	-100	600	500	800	-200	1,400
Construction and Extraction	3,000	0	1,100	200	600	5,400	10,000
Installation, Maintenance, and Repair	1,300	300	900	500	500	2,600	6,700
Production	1,400	-600	1,300	1,000	-500	-6,000	-4,500
Transportation and Material Moving	2100	-300	600	1400	700	3800	8200

Source: Labor Market Infomation Office, Department of Employment and Economic Development

Professional and related jobs are expected to add the second-largest block of new jobs in the other four regions. The percent of job growth accounted for by professional and related jobs, second in pay rate to management, business, and financial jobs, will be highest in Northeast and Southwest Minnesota. Professional occupations include mostly information technology jobs, educational occupations, and healthcare practitioner and technical jobs. Professional and related occupations are spread across 250 occupations.

Roughly 70 percent of projected job growth statewide is expected to be in either service or professional occupations with the percent varying across regions. Occupations in these two major occupational groups currently account for 38 to 47 percent of total regional employment, with the Southwest and Central regions on the low end and the Northeast and Southeast regions on the high end. Service and professional jobs accounted for 47 percent of all jobs statewide in 2016 and are projected to account for 49 percent in 10 years. The share of jobs in service and professional jobs is expected to increase the fastest in the Twin Cities and Northeast regions during the next decade.

All but two major occupational groups will experience growing job numbers statewide over the next 10 years. The two occupational groups expected to experience declining employment statewide are production and office and administrative support. Jobs in manufacturing are expected to decline in half of the regions with most of the decline in the Twin Cities area. Office and administrative jobs are projected to decrease in all regions except Central Minnesota. The fastest growing occupational group varies across the regions with farming, fishing, and forestry jobs projected to be the fastest growing in the Northwest, Southeast, and Southwest regions. Self-employed farmers are included in the management, business, and financial occupational group whereas wage and salary farm workers are tallied up in the farm, fishing, and forestry occupational group. The number of self-employed farmers are projected to decline across regions but wage and salary farm workers are expected to increase. The net result is employment in the farming, fishing, and forestry occupational group, which is relatively small in numbers in all regions, is projected to be the fastest growing group in the regions mentioned above.

Personal care and service occupations will be the fastest growing jobs in the Central and Twin Cities regions. Both of these regions are expected to have high population growth relative to the other regions, leading to higher demand for a variety of personal care and service workers. Healthcare support occupations are anticipated to be the fastest growing occupational group in Northeast Minnesota.

Production occupations, such as machinists, team assemblers, welders, or job printer, accounted for 7.3 percent of all employment in Minnesota in 2016 with Central Minnesota having the highest manufacturing share, 9.9 percent, and Northeast Minnesota having the lowest, 4.9 percent. The statewide manufacturing share of employment is projected to fall to 6.7 percent by 2026 from 7.3 percent in 2016. Manufacturing's share of employment is also expected to decline in all regions except in Northwest Minnesota where the percent of jobs in manufacturing are projected to inch up to 8.4 percent in 2026 from 8.2 percent in 2016.

Employment Growth Openings Versus Occupational Openings

Occupational job openings generated by employment growth have always been only one minor piece of the future job openings puzzle. Many more occupational openings are generated each year by workers either exiting the labor force (retiring, for example) or transferring to another job that involves a different occupation. These openings, also known as separations, are the primary driver of future occupational job openings and give a broader measure of the future job availability by occupation.[5]

Roughly 4.8 percent of Minnesota workers are expected to exit the labor force on average each year between 2016 and 2026. Another 6.3 percent of workers will transfer occupations each year. Together, openings from labor force exits and occupational transfers are projected to average 343,000 each year or 20 times the annual average of openings projected from employment growth.

Table 2 displays the regional distribution of projected labor market exit and occupational transfer (separation) openings across major occupational groups from 2016 through 2026. The distribution of projected separation openings is more evenly spread across all occupations when compared to the distribution of employment growth openings, since

Table 2. Projected Replacement Openings by Major Occupational Group, 2016 - 2026

	Central Minnesota	Northeast Minnesota	Northwest Minnesota	Southeast Minnesota	Southwest Minnesota	Twin Cities Minnesota	Minnesota
	Labor Force Exit Openings						
Total	**157,500**	**78,200**	**130,800**	**131,000**	**103,600**	**882,000**	**1,480,000**
Management, Business and Financial	11,800	4,500	13,400	12,000	12,900	76,400	130,500
Professional and Related	19,900	11,700	17,600	20,800	12,700	138,700	223,000
Service	49,600	28,800	39,700	38,900	29,500	279,200	463,900
Sales and Related	20,300	9,200	16,000	14,800	12,200	99,700	171,500
Office and Administrative Support	20,100	11,000	17,100	17,600	13,000	138,100	215,600
Farming, Fishing, and Forestry	1,000	400	1,400	900	1,600	1,100	6,300
Construction and Extraction	6,400	2,600	4,600	3,300	3,600	23,100	43,800
Installation, Maintenance, and Repair	4,400	2,600	3,600	3,200	2,700	20,300	37,000
Production	12,600	3,100	8,900	10,800	7,800	49,600	92,700
Transportation and Material Moving	11,300	4,300	8,400	8,800	7,500	55,800	95,800
	Occupational Transfer Openings						
Total	**201,000**	**99,200**	**163,900**	**166,600**	**128,500**	**1,193,200**	**1,950,300**
Management, Business and Financial	14,800	7,600	13,600	15,000	11,100	155,200	216,400
Professional and Related	24,300	14,800	22,000	25,700	15,700	196,500	300,800
Service	52,400	31,000	43,000	42,300	32,000	298,100	497,700
Sales and Related	25,700	11,300	19,900	18,700	15,400	138,700	228,900
Office and Administrative Support	23,500	12,900	19,500	20,500	14,700	165,100	254,800
Farming, Fishing, and Forestry	3,100	1,000	4,200	2,700	4,700	3,100	18,700
Construction and Extraction	11,700	4,800	8,300	6,000	6,400	42,300	79,900
Installation, Maintenance, and Repair	7,600	4,500	6,200	5,400	4,700	34,300	62,800
Production	22,400	5,300	15,900	18,400	13,700	82,300	158,300
Transportation and Material Moving	15,400	6,000	11,400	11,900	10,200	77,600	132,100

Source: Labor Market Infomation Office, Department of Employment and Economic Development

[5] A new methodology for projecting future separations openings has been utilized in the 2016-2026 projections. More detailed information on the new methodology is available at mn.gov/deed/newscenter/publications/review/january-2018/new-separations-methodology.jsp or www.bls.gov/opub/mlr/2019/article/occupational-separations.htm.

separation openings are based on each region's 2026 employment base rather than projected employment growth. Job growth is projected to be concentrated in a select number of industries that have particular occupational needs, whereas labor market exits and occupational transfer openings will be happening across all industries and occupations.

Workers will be needed in the future to fill openings in all occupations, even in declining occupations. The 3.1 million jobs in Minnesota in 2016 were spread across 812 occupations of which 162 or 20 percent are projected to shed jobs over the next 10 years. About 683,000 workers were employed in these shrinking occupations in 2016. Roughly 33,000 positions in these shrinking occupations will disappear by 2026. Demand for workers with the right skills for these shrinking occupations will still exist as labor market exits and occupational transfer openings will average nearly 74,000 per year across the 162 occupations. For example, team assemblers are anticipated to decline on average by 320 jobs each year, but each year there will be 930 labor force exits and 1,580 occupational transfer openings for team assemblers, creating demand for 2,510 workers.

Table 3 shows each region's 2016 employment base, 2016 – 2026 projected job growth, and 2016 – 2026 projected separation openings. Job openings in slower growing regions such as Southwest Minnesota are more likely to arise from replacement needs than from employment growth. There will be more than 1,000 separation openings in Southwest Minnesota for every job opening created by employment growth. The replacement ratio is lowest in Central Minnesota, 13 separation openings per new job opening, since employment growth in that region of the state is expected to be strong.

Long-term projections are updated every two years to keep up with constantly changing economic trends. Detailed industry and occupational employment projections, along with detailed separation openings projections, for Minnesota and for the state's six planning regions are available online at:

mn.gov/deed/data/data-tools/employment-outlook/

by Dave Senf

Table 3. Minnesota Projected Regional Employment Growth and Replacement Openings, 2016 - 2026

	2016 Employment	2026 Employment	2016 - 2026 Employment Growth Openings	2016 - 2026 Labor Force Exit Openings	2016 - 2026 Occupational Transfer Openings	2016 - 2026 Total Openings
Minnesota	3,097,300	3,278,900	181,600	1,480,000	1,950,300	3,611,900
Central Minnesota	310,400	337,100	26,700	157,500	201,000	385,100
Northeast Minnesota	160,300	162,100	1,800	78,200	99,200	179,100
Northwest Minnesota	262,800	273,700	10,900	130,800	163,900	305,600
Southeast Minnesota	273,700	286,200	12,500	131,000	166,600	310,100
Southwest Minnesota	211,600	213,500	1,900	103,600	128,500	234,000
Twin Cities Metro	1,878,400	2,006,300	127,900	882,000	1,193,200	2,203,100

Source: Labor Market Information Office, Department of Employment and Economic Development

Minnesota Industry Snapshot

NAICS 447 Gasoline Stations

With the autumn upon us, many Minnesotans are taking the opportunity to get out and enjoy the last of the warm weather, and on their way they often stop at gas stations for fuel and food. The Census Bureau defines this as the industry that "retail(s) automotive fuels (e.g., gasoline, diesel fuel, gasohol, alternative fuels) and automotive oils or retail these products in combination with convenience store items. These establishments have specialized equipment for storing and dispensing automotive fuels." So what's been going on under the hood of this industry? With 25,917 gas station jobs, or 12.6 per establishment, gas stations account for a bit less than 1 percent of employment in Minnesota, as of the second quarter of 2019. All but six of the 2,064 gas stations in Minnesota are privately owned.

Of the two subsectors, Gasoline Stations with Convenience Stores (44711) and Other Gasoline Stations (447190), Gasoline Stations with Convenience Stores account for 93 percent of the employment and about 92 percent of establishments. This proportion has not changed significantly in the past year. Looking at the industry over time, as of the first quarter of this year, both employment and number of establishments have changed little from first quarter 2018. Since first quarter 2016, the number of establishments and jobs in this industry have increased by 2.7 percent and 5.6 percent, respectively.

The average weekly wages for gas stations employees was $430 as of second quarter, 2019. While wages for employees in the gas station industry tend to spike every fourth quarter this did represent a 7.8 percent jump in wages from the first quarter of 2019. Meanwhile, this represents a 6.7 percent increase from the second quarter of 2018, which had an average weekly wage of $403 for gas station employees. Employees of Other Gasoline Stations had a higher average weekly wage ($550) than did employees of Gasoline Stations with Convenience Stores.

Despite comprising a little less than 1 percent of employment in Minnesota in 2018 (about .9 percent), wages paid to employees in this industry totaled less than .15 percent of Minnesota's GDP for 2018.

Key Statistics for Gasoline Stations

	Second Quarter, 2019			Percent Change Since Second Quarter, 2016	
Sub-Industry	Employment	Establishments	Average Weekly Wages	Employment	Average Weekly Wages
Total: Gasoline Stations	25,917	2,059	$430.00	4.1%	15.6%
Gasoline Stations with Convenience Stores	24,136	1,889	$421.00	4.5%	16.0%
Other Gasoline Stations	1,780	170	$550.00	-1.4%	12.9%

EMPLOYMENT AND ECONOMIC DEVELOPMENT

Minnesota Industry Snapshot

NAICS 452 General MerchandiseStores

This is a subsector within Retail Trade (44-45) consisting of brick and mortar stores not specializing in any specific type of good and which instead sell a variety of things. These stores include Department Stores, Dollar Stores, General Stores, and more. This subsector is large yet low paying, with 1,083 establishments and 56,351 jobs, but with an average weekly wage of $498. General Merchandise Stores made up about 2 percent of all employment in Minnesota as of Q2 2019, and yet its wages account for only about 0.9 percent of Minnesota's 2018 GDP. With a mean of 52 employees per location, stores in this industry tend to be very large. All establishments in this industry are privately owned.

This subsector is made up of two subindustries: Department Stores (4522) and General Merchandise Stores, including Warehouse Clubs and Supercenters (4523). According the Census Bureau, "This industry comprises establishments known as department stores that have separate departments for general lines of new merchandise, such as apparel, jewelry, home furnishings, and toys, with no one merchandise line predominating." The other subindustry contains all stores which sell a variety of goods without separate departments for these good. Department stores tend to be much larger, with an average of 82 employees per establishment, compared to 43 per establishment in General Merchandise Stores (4523). Of the jobs in the General Merchandise Store subsector as of second quarter 2019, 35.6 percent are in Department Stores while the remaining 64.4 percent are in General Merchandise Stores, including Warehouse Clubs and Supercenters. Meanwhile, of the establishments in this subsector, these subindustries respectively comprise 22.6 percent and 77.4 percent of them. Average weekly wages of $453 in Department Stores are much lower than the average of $523 in other General Merchandise Stores.

Employment in the Minnesota General Merchandise Store subsector has shrunk by 3.8 percent since second quarter 2017, although the number of establishments has remained largely unchanged. The subsector appears to be shifting away from Department Stores and towards other General Merchandise Stores (4523). Department stores have declined significantly since 2017, with the number of employees and establishments decreasing by 14.2 percent and 14.9 percent respectively. This trend is reversed in General Merchandise Stores, including Warehouse Clubs and Supercenters which has seen its employment and number of establishments grow by 3.1 percent and 4.6 percent, respectively.

Key Statistics for General Merchandise Stores

	Second Quarter, 2019			Percent Change since Second Quarter, 2017		
Sub-Industry	Employees	Establishments	Average Weekly Wage	Employees	Establishments	Average Weekly Wage
Total: General Merchandise Stores	56,351	1,083	$ 498.00	-3.8%	-0.6%	7.8%
Department Stores	20,076	245	$ 453.00	-14.2%	-14.9%	9.4%
General Merchandise Stores, including Warehouse Clubs and Supercenters	36,274	838	$ 523.00	3.1%	4.6%	5.9%

Minnesota Industry Snapshot

NAICS 446

Health and Personal Care Stores

According to the Census Bureau, "Industries in the Health and Personal Care Stores subsector [sell] health and personal care merchandise from fixed point-of-sale locations. Establishments in this subsector are characterized principally by the products they retail, and some stores may have specialized staff trained in dealing with the products." This mostly means pharmacies and stores that primarily sell glasses or cosmetics. As of second quarter 2019, Minnesota had 1,752 of these establishments, with 17,002 employees. Meanwhile, this subsector had an average weekly wage of $759, although this varies greatly between sub-industries. All establishments in this subsector are privately owned.

This subsector has four subindustries of which Pharmacies and Drug Stores (44611) is by far the largest, making up 67.4 percent of employment and 59.3 percent of establishments. Meanwhile, Optical Good Stores (44613) and Cosmetics, Beauty Supplies, and Perfume Stores (44612) are the smallest in terms of employees and establishments respectively. Pharmacies were the highest paying, with average weekly pay of $824, compared to $431 in cosmetics stores, the lowest paying.

Between the second quarters of 2016 and 2019, employment in this subsector decreased by 1.6 percent, while the number of establishments increased by 1.2 percent. Meanwhile, weekly wages have increased by $29 since 2016. This has affected different types of stores differently. Most dramatically, cosmetic store employment and establishments have increased by 34.5 percent and 8.7 percent, respectively, since 2016. Employment in Other Health and Personal Care Stores increased by 9.4 percent during this period of time. Meanwhile, employment in Pharmacies and Drug Stores and Optical Goods Stores decreased by 8.1 percent and 2.2 percent, respectively. In general, the share of the industry made up by drug stores shrank by 4.7 percentage points, the share made up by cosmetics stores increased by 3.4 percentage points, and the shares made up by the other groups changed little. Weekly pay has increased for all subsectors, except for workers in cosmetics stores, where it has declined by $41 since 2016. Workers in Optical Goods Stores saw the largest weekly pay bump of $60.

Key Statistics for Health and Personal Care Stores

	Second Quarter, 2019			Percent Change since Second Quarter, 2016		
Sub-Industry	Employment	Establishments	Average Weekly Wages	Employment	Establishments	Average Weekly Wages
Total: Health and Personal Care Stores	17,002	1,752	$759.00	1.6%	1.2%	4.0%
Pharmacies and Drug Stores	11,462	1,039	$824.00	-8.1%	1.6%	6.9%
Cosmetics, Beauty Supplies, and Perfume Stores	2,200	188	$431.00	34.5%	8.7%	-8.7%
Optical Goods Stores	1,187	201	$719.00	-2.2%	-9.5%	9.1%
Other Health and Personal Care	2,153	324	$770.00	9.4%	3.5%	6.1%

Minnesota Industry Snapshot

NAICS 237

Heavy and Civil Engineering Construction

Minnesota has two seasons: winter and road construction. Nowhere is this truer than in the Heavy and Civil Engineering Construction subsector, whose employment grows by almost 70 percent from the first to third quarters of each year. This is such a high degree of seasonality that it makes more sense to examine its annual figures than its quarterly ones. According to the Census Bureau, this subsector's "primary activity is the construction of entire engineering projects (ex: highways and dams), and specialty trade contractors, who [produce the] components for such projects." Overall, Heavy and Civil Engineering Construction is a small yet diverse subsector. Of its average 23,061 jobs and 1,250 establishments in 2018, about 31 percent and 16 percent respectively are in the public sector, with an average weekly wage of $1,481.

Heavy and Civil Engineering Construction has four subindustries, within which, Utility System Construction (2371) has three sub subindustries. All 7,121 government employed workers in this subsector work in the largest subindustry, Highway, Street, and Bridge Construction (2373), which made up about 61 percent of the entire subsector for 2018. It has the largest range of wages, with average weekly pay in private establishments of $1,779, and average weekly pay of $1,233 in public establishments. These are the highest and lowest weekly wages for any ownership type for any subindustry in this subsector.

Since 2016 total employment has remained flat while the number of establishments has grown by 3.8 percent. The public/private shares of employment in this subsector have remained mostly constant. Wage growth has been discouraging, with average weekly pay increasing by 4.6 percent in 2016-2017, and only 1.4 percent in 2017-2018, below the 2018 inflation rate. These trends vary greatly across subindustries. Average weekly wages grew by 24.4 percent for employees in Land Subdivision between 2016-2018, while they decreased by 6.6 percent for workers in Oil and Gas Pipeline and Related Structures Construction (23712). Meanwhile, employment in Power and Communication Line and Related Structures Construction (23713) increased by 24.3 percent over this timespan while decreasing by 14.2 percent for Other Heavy and Civil Engineering Construction (2379).

Key Statistics for Heavy and Civil Engineering Construction

	Second Quarter, 2019			Percent Change since Second Quarter, 2016		
Sub-Industry	Employment	Establishments	Average Weekly Wages	Employment	Establishments	Average Weekly Wages
Total: Heavy and Civil Engineering Construction	25,448	1,305	$1,405.00	3.3%	8.3%	7.6%
Utility System Construction	8,195	499	$1,430.00	7.1%	13.2%	10.6%
Water and Sewer and Related Structures Construction	3,047	244	$1,411.00	-9.5%	0.8%	13.8%
Oil and Gas Pipeline and Related Structures Construction	1,733	50	$1,526.00	15.6%	42.9%	-3.6%
Power and Communication Line and Related Structures Construction	3,415	205	$1,399.00	22.5%	25.0%	16.6%
Land Subdivision	279	63	$1,473.00	1.5%	-6.0%	12.5%
Highway, Street, and Bridge Construction	15,858	497	$1,391.00	2.6%	2.7%	5.3%
Other Heavy and Civil Engineering Construction	1,115	246	$1,407.00	-10.9%	15.5%	16.7%

by James Spector-Bishop