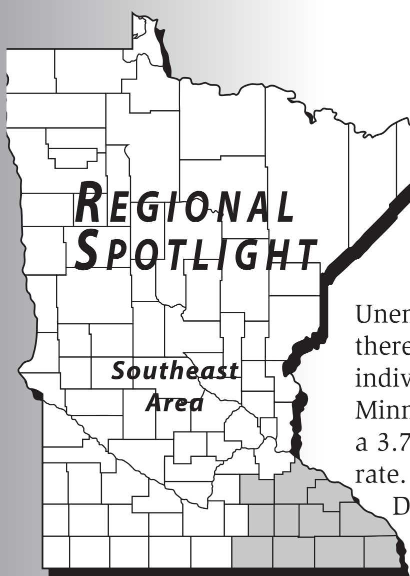
EMPLOYMENT AND ECONOMIC DEVELOPMENT
MINNESOTA

# Minnesota Employment Review

Review ONLINE

mn.gov/deed/review

July 2016 Data...August 2016 Issue




## Finding Diamonds in the Rough

According to DEED's Local Area Unemployment Statistics, there are 10,264 unemployed individuals in Southeast Minnesota as of June 2016; a 3.7 percent unemployment rate. Of the 13 Economic Development Regions in the state, Southeast Minnesota has the lowest unemployment rate. And while this appears to be a strong point of the region since it appears that people are finding and retaining work, one integral problem arises from this apparent strength - there are fewer jobseekers per vacancy which is making it difficult for employers to fill job openings.

The most recent data from DEED's Job Vacancy Survey show that there are 8,240 vacancies in the region across all occupations as of the fourth quarter of 2015. During this same quarter an average of 7,842 unemployed individuals resulted in slightly over one jobseeker per vacancy. As seen in Figure 1, the jobseeker per vacancy ratio has seen a steep decline since the height of the recession, dropping from a high of 9.3 jobseekers per vacancy during the second quarter of 2009 to a low of 0.8 per vacancy in quarter two of 2015. During

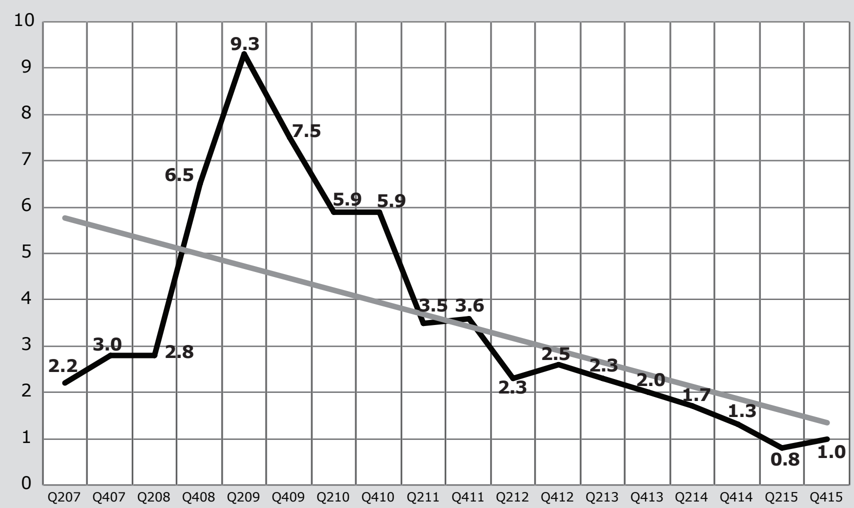
**Features:**

- Education is the Foundation
- K is for Kindergarten Teacher
- L is for Lawyer

**In this issue:**



**Figure 1: Jobseekers Per Vacancy in Southeast Minnesota, 2007-2015**




Source: DEED, Local Area Unemployment Statistics and Job Vacancy Survey

Regional Spotlight SOUTHEAST MINNESOTA

**Table 1: Vacancy Counts and Characteristics by Occupational Group**

| Occupation | Number of Job Vacancies | Percent Part-Time | Percent Temporary or Seasonal | Percent Requiring Post-Secondary Education | Percent Requiring 1 Plus Years Experience | Percent Requiring Certificate or License |
|---|---|---|---|---|---|---|
| **Total All Occupations** | **8,240** | **41%** | **9%** | **33%** | **30%** | **30%** |
| Food Preparation and Serving Related | 1,407 | 79% | 1% | 3% | 20% | 1% |
| Sales and Related | 1,011 | 76% | 10% | 9% | 13% | 3% |
| Healthcare Practitioners and Technical | 841 | 27% | 1% | 81% | 55% | 78% |
| Production | 788 | 9% | 17% | 9% | 12% | 2% |
| Office and Administrative Support | 643 | 37% | 32% | 9% | 24% | 7% |
| Personal Care and Service | 556 | 47% | 1% | 27% | 12% | 35% |
| Transportation and Material Moving | 485 | 51% | 27% | 1% | 46% | 63% |
| Construction and Extraction | 446 | 0% | 2% | 80% | 14% | 84% |
| Healthcare Support | 421 | 56% | 0% | 48% | 12% | 75% |
| Education, Training, and Library | 235 | 32% | 15% | 90% | 48% | 69% |
| Building and Grounds Cleaning and Maintenance | 233 | 16% | 1% | 0% | 21% | 2% |
| Installation, Maintenance, and Repair | 201 | 7% | 0% | 31% | 32% | 46% |
| Management | 191 | 1% | 0% | 91% | 95% | 25% |
| Computer and Mathematical | 169 | 2% | 8% | 92% | 91% | 6% |
| Architecture and Engineering | 153 | 1% | 1% | 90% | 74% | 20% |
| Life, Physical, and Social Science | 104 | 0% | 1% | 98% | 89% | 62% |
| Community and Social Service | 99 | 2% | 2% | 98% | 82% | 78% |
| Arts, Design, Entertainment, Sports, and Media | 98 | 43% | 19% | 29% | 32% | 28% |
| Business and Financial Operations | 88 | 4% | 2% | 69% | 65% | 10% |
| Protective Service | 58 | 54% | 3% | 33% | 13% | 47% |

*Source: DEED Job Vacancy Survey*

this time there had only been three increases, one of 0.1 from quarters two to four in 2011 and another of 0.3 between the same quarters the following year. These increases paled in comparison to the overall massive decline since 2009.

As shown in Table 1, there are many vacancies in the Southeast region – over 8,200 across all occupations. The leading occupations for job vacancies include food preparation and serving related, sales and related, healthcare practitioners and technical, and production. What is somewhat unsettling is that the top two occupational groups with the highest number of vacancies have a high percentage of part-time vacancies, and most of these probably do not come with benefits such as retirement plans and health care. According to DEED's Occupational Employment Statistics data the median wage for food preparation sits at $9.29 and $11.14 for sales and related – both of which are well below the $17.77 median wage across all industries. Thus, we are facing a phenomenon where there are fewer jobseekers per vacancy, and the occupations with the highest number of vacancies may not be too appealing to those who are looking for work. Granted, jobs in these top two occupational groups may work fine for those looking for a second job for some extra money, but for those looking for a career they may not be an attractive option.

So the question becomes "How is Southeast Minnesota going to find workers to fill these vacancies?" One answer is to recruit from other states that border the Southeast region – Wisconsin and Iowa. As seen in Table 2, the counties bordering the east and south of EDR 10 already have workers commuting into the region from these two states. Winona and Houston Counties recruit 14.6 and 14.1 percent respectively from Wisconsin while Fillmore County draws in 5.7 percent of its workers from Iowa. Is it feasible to draw even more workers from these two states to fill the vacancies in the Southeast region?

The regional group Southeast Minnesota Together has already identified this as a plan of attack and has begun working to help better market the region and communities within it to help draw people in. The region has a lot to offer for workers of all ages, including, but not limited to, the big city life of Rochester which may be appealing to younger workers as well as more quiet rural areas which may be more alluring to older workers.

Marketing the region to try to bring in workers from other states is not the only thing employers can do to fill their openings. There are also more marginalized groups of individuals who could help ease the shortcoming that the region is facing, including trying to keep older workers on the job longer, hiring individuals with criminal backgrounds, drawing in younger workers, and hiring people with disabilities. There are many benefits to utilizing people that fall into one or more of these categories (see Table 3 on page 4).

So, while the region is struggling to fill the vacancies it currently has, this is not a hopeless issue. Much can be done by employers, economic development agencies, and chambers of commerce to help alleviate the shortage of workers. The list of things that can be done includes recruiting from other states and hiring from sidelined groups of individuals such as older workers, ex-offenders, and younger workers.

**Table 2: Commuting Patterns from Border States**

| County | Jobs | Approximate Percent Commuting from Wisconsin | Approximate Percent Commuting from Iowa |
|---|---|---|---|
| Goodhue | 20,033 | 12.1% | N/A |
| Wabasha | 7,130 | 11.3% | N/A |
| Winona | 26,973 | 14.6% | 0.5% |
| Houston | 5,874 | 14.1% | 6.5% |
| Fillmore | 6,293 | 1.7% | 5.7% |
| Mower | 16,754 | N/A | 5.0% |
| Freeborn | 12,523 | N/A | 5.0% |

*Source: U.S. Census OnTheMap*

**Table 3: Benefits of Hiring Individuals from Certain Groups**

| Group | Benefits |
|---|---|
| Older Workers | • Brings Experience in the Field<br>• High Scores in Leadership<br>• Detail-Oriented<br>• Organized<br>• Good Listeners<br>• Writing Skills and Problem Solving<br>*Source: AARP (www.aarp.org)* |
| Ex-Offenders | • Tax Credit and Bonding*<br>• Grateful, Engaged, and Loyal Worker<br>• Transferable Training Learned While Incarcerated<br>• Enthusiasm<br>• Hard Working<br>*Source: CAREERwise (www.careerwise.mnscu.edu), Business Insider (www.businessinsider.com), Beyond the Conviction (www.beyondtheconviction.org)* |
| Youth | • Trainable and Teachable (not just the job skills but attitude, good work habits, and confidence)<br>• Prompt and Respectful<br>• Motivated<br>• Accept Lower Wages and Few Benefits<br>*Source: New Hampshire Businesses for Social Responsibility (www.nhbsr.org)* |
| People with Disabilities | • Tax Incentives<br>• Loyalty<br>• Low Turnover<br>• Positive Attitude<br>• Increased Productivity<br>• Reliable<br>• Inspire Other Workers<br>*Source: www.barrierfreecareers.net* |

* The Federal Bonding Program was developed by the U.S. Department of Labor in 1966 and provides Fidelity Bonds to employers who hire individuals with criminal backgrounds. These bonds provide protection against dishonesty for potential employees who may be considered "at-risk" by providing insurance, free of charge, which covers loss of money or property due to things such as employee theft, forgery, larceny and/or embezzlement. For more information visit **www.bonds4jobs.com**.

*by Mark Schultz*
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# Fun With Statistics

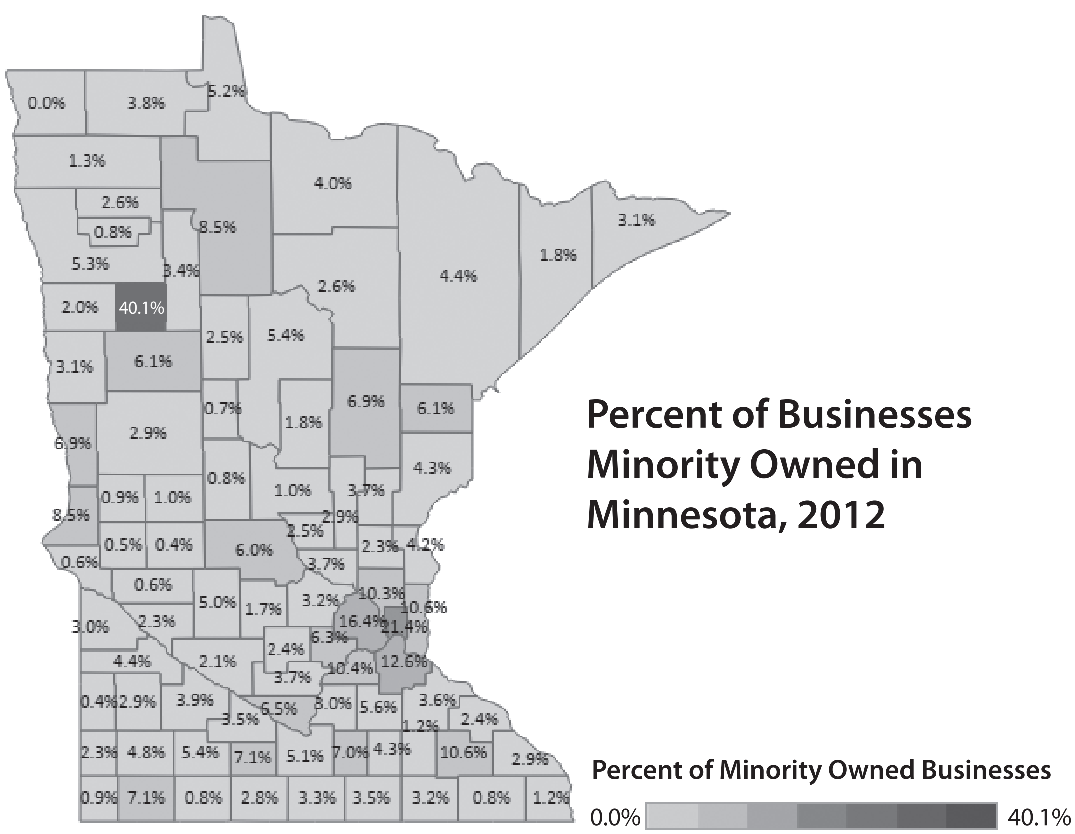
Recently released data from the Census Bureau and its Survey of Business Owners highlight the number of businesses in Minnesota that are owned or equally owned by minorities. Minnesota is home to 49,688 firms that are minority owned with sales of nearly 8.5 billion dollars coming from these businesses.

The majority of these businesses are those without paid employees, 43,435, but there are 6,253 firms with paid employees that are minority owned. They provide more than 7 billion dollars in sales and more than 67,000 jobs. Altogether in Minnesota, the Census Bureau counts 489,494 firms, with and without employees, and minority owned businesses comprise 10.4 percent of the total number of firms in the state.

The 7-county metro area has 82.7 percent of minority owned business in the state, and Hennepin County has 20,129 minority owned firms in the county, the most in the state. The highest percentage of minority owned firms belongs to Mahnomen County, part of the White Earth Indian Reservation, with 40.1 percent of all firms.

The map below shows the percent of minority owned businesses by county.

*by Erik White*




*Source: U.S. Census Bureau Survey of Business Owners, 2012*

# Labor Force Estimates

| County/Area | Labor Force | | | Employment | | | Unemployment | | | Rate of Unemployment | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | July 2016 | June 2106 | July 2015 | July 2016 | June 2106 | July 2015 | July 2016 | June 2106 | July 2015 | July 2016 | June 2106 | July 2015 |
| **United States ('000s)** | | | | | | | | | | | | |
| (Seasonally adjusted) | 159,287 | 158,880 | 157,106 | 151,517 | 151,097 | 148,840 | 7,770 | 7,783 | 8,266 | 4.9 | 4.9 | 5.3 |
| (Unadjusted) | 160,705 | 160,135 | 158,527 | 152,437 | 151,990 | 149,722 | 8,267 | 8,144 | 8,805 | 5.1 | 5.1 | 5.6 |
| **Minnesota** | | | | | | | | | | | | |
| (Seasonally adjusted) | 3,021,369 | 3,044,167 | 3,011,741 | 2,903,027 | 2,927,410 | 2,903,716 | 118,612 | 116,757 | 108,025 | 3.9 | 3.8 | 3.6 |
| (Unadjusted) | 3,043,633 | 3,049,405 | 3,045,681 | 2,929,793 | 2,927,697 | 2,934,121 | 113,840 | 121,708 | 111,560 | 3.7 | 4.0 | 3.7 |
| **Metropolitan Statistical Areas (MSA)*** | | | | | | | | | | | | |
| Mpls.-St. Paul MSA | 1,976,147 | 1,970,932 | 1,969,367 | 1,906,904 | 1,896,833 | 1,900,038 | 69,243 | 74,099 | 69,329 | 3.5 | 3.8 | 3.5 |
| Duluth-Superior MSA | 143,188 | 143,790 | 143,799 | 135,368 | 135,355 | 136,712 | 7,820 | 8,435 | 7,087 | 5.5 | 5.9 | 4.9 |
| Rochester MSA | 121,663 | 120,624 | 120,527 | 117,884 | 116,623 | 116,741 | 3,779 | 4,001 | 3,786 | 3.1 | 3.3 | 3.1 |
| St. Cloud MSA | 111,615 | 112,155 | 110,634 | 107,603 | 107,831 | 106,717 | 4,012 | 4,324 | 3,917 | 3.6 | 3.9 | 3.5 |
| Mankato-N Mankato MSA | 58,128 | 59,241 | 58,122 | 56,252 | 57,187 | 56,354 | 1,876 | 2,054 | 1,768 | 3.2 | 3.5 | 3.0 |
| Fargo-Moorhead MSA | 137,830 | 137,180 | 132,506 | 134,700 | 133,494 | 129,462 | 3,130 | 3,686 | 3,044 | 2.3 | 2.7 | 2.3 |
| Grand Forks MSA | 56,139 | 56,594 | 54,184 | 54,436 | 54,643 | 52,543 | 1,703 | 1,951 | 1,641 | 3.0 | 3.4 | 3.0 |
| **Region One** | **47,366** | **48,500** | **48,073** | **45,135** | **46,129** | **45,953** | **2,231** | **2,371** | **2,120** | **4.7** | **4.9** | **4.4** |
| Kittson | 2,385 | 2,470 | 2,472 | 2,269 | 2,351 | 2,355 | 116 | 119 | 117 | 4.9 | 4.8 | 4.7 |
| Marshall | 5,491 | 5,714 | 5,647 | 5,175 | 5,387 | 5,335 | 316 | 327 | 312 | 5.8 | 5.7 | 5.5 |
| Norman | 3,324 | 3,396 | 3,423 | 3,158 | 3,217 | 3,264 | 166 | 179 | 159 | 5.0 | 5.3 | 4.6 |
| Pennington | 8,889 | 9,079 | 8,906 | 8,506 | 8,700 | 8,552 | 383 | 379 | 354 | 4.3 | 4.2 | 4.0 |
| Polk | 16,998 | 17,265 | 17,063 | 16,210 | 16,418 | 16,294 | 788 | 847 | 769 | 4.6 | 4.9 | 4.5 |
| Red Lake | 2,250 | 2,318 | 2,281 | 2,129 | 2,190 | 2,179 | 121 | 128 | 102 | 5.4 | 5.5 | 4.5 |
| Roseau | 8,029 | 8,258 | 8,281 | 7,688 | 7,866 | 7,974 | 341 | 392 | 307 | 4.2 | 4.7 | 3.7 |
| **Region Two** | **43,319** | **43,635** | **43,113** | **41,010** | **41,127** | **40,973** | **2,309** | **2,508** | **2,140** | **5.3** | **5.7** | **5.0** |
| Beltrami | 23,830 | 24,009 | 23,600 | 22,676 | 22,727 | 22,514 | 1,154 | 1,282 | 1,086 | 4.8 | 5.3 | 4.6 |
| Clearwater | 4,555 | 4,668 | 4,492 | 4,195 | 4,286 | 4,173 | 360 | 382 | 319 | 7.9 | 8.2 | 7.1 |
| Hubbard | 10,029 | 9,991 | 10,166 | 9,488 | 9,400 | 9,667 | 541 | 591 | 499 | 5.4 | 5.9 | 4.9 |
| Lake of the Woods | 2,505 | 2,524 | 2,464 | 2,382 | 2,411 | 2,357 | 123 | 113 | 107 | 4.9 | 4.5 | 4.3 |
| Mahnomen | 2,400 | 2,443 | 2,391 | 2,269 | 2,303 | 2,262 | 131 | 140 | 129 | 5.5 | 5.7 | 5.4 |
| **Region Three** | **165,383** | **166,190** | **166,215** | **155,789** | **155,951** | **157,684** | **9,594** | **10,239** | **8,531** | **5.8** | **6.2** | **5.1** |
| Aitkin | 6,759 | 6,971 | 6,818 | 6,396 | 6,580 | 6,477 | 363 | 391 | 341 | 5.4 | 5.6 | 5.0 |
| Carlton | 17,443 | 17,511 | 17,606 | 16,576 | 16,584 | 16,801 | 867 | 927 | 805 | 5.0 | 5.3 | 4.6 |
| Cook | 3,539 | 3,397 | 3,513 | 3,425 | 3,274 | 3,404 | 114 | 123 | 109 | 3.2 | 3.6 | 3.1 |
| Itasca | 23,553 | 23,686 | 23,149 | 21,758 | 21,793 | 21,786 | 1,795 | 1,893 | 1,363 | 7.6 | 8.0 | 5.9 |
| Koochiching | 6,239 | 6,374 | 6,348 | 5,728 | 5,842 | 5,871 | 511 | 532 | 477 | 8.2 | 8.3 | 7.5 |
| Lake | 5,811 | 5,763 | 5,930 | 5,558 | 5,496 | 5,659 | 253 | 267 | 271 | 4.4 | 4.6 | 4.6 |
| St. Louis | 102,039 | 102,488 | 102,851 | 96,348 | 96,382 | 97,686 | 5,691 | 6,106 | 5,165 | 5.6 | 6.0 | 5.0 |
| City of Duluth | 45,349 | 45,609 | 45,792 | 43,504 | 43,519 | 44,108 | 1,845 | 2,090 | 1,684 | 4.1 | 4.6 | 3.7 |
| Balance of St. Louis County | 56,690 | 56,879 | 57,059 | 52,844 | 52,863 | 53,578 | 3,846 | 4,016 | 3,481 | 6.8 | 7.1 | 6.1 |
| **Region Four** | **127,822** | **128,972** | **128,698** | **123,505** | **124,234** | **124,399** | **4,317** | **4,738** | **4,299** | **3.4** | **3.7** | **3.3** |
| Becker | 18,610 | 19,085 | 18,525 | 17,853 | 18,269 | 17,786 | 757 | 816 | 739 | 4.1 | 4.3 | 4.0 |
| Clay | 35,836 | 36,036 | 35,825 | 34,684 | 34,735 | 34,713 | 1,152 | 1,301 | 1,112 | 3.2 | 3.6 | 3.1 |
| Douglas | 20,702 | 20,632 | 20,785 | 20,085 | 19,974 | 20,164 | 617 | 658 | 621 | 3.0 | 3.2 | 3.0 |
| Grant | 3,280 | 3,369 | 3,358 | 3,153 | 3,236 | 3,220 | 127 | 133 | 138 | 3.9 | 3.9 | 4.1 |
| Otter Tail | 31,746 | 31,917 | 32,161 | 30,597 | 30,675 | 31,028 | 1,149 | 1,242 | 1,133 | 3.6 | 3.9 | 3.5 |
| Pope | 6,589 | 6,672 | 6,703 | 6,402 | 6,465 | 6,498 | 187 | 207 | 205 | 2.8 | 3.1 | 3.1 |
| Stevens | 5,683 | 5,745 | 5,803 | 5,525 | 5,553 | 5,650 | 158 | 192 | 153 | 2.8 | 3.3 | 2.6 |
| Traverse | 1,744 | 1,821 | 1,838 | 1,695 | 1,765 | 1,774 | 49 | 56 | 64 | 2.8 | 3.1 | 3.5 |
| Wilkin | 3,632 | 3,695 | 3,700 | 3,511 | 3,562 | 3,566 | 121 | 133 | 134 | 3.3 | 3.6 | 3.6 |
| **Region Five** | **83,340** | **84,436** | **84,420** | **79,598** | **80,404** | **80,678** | **3,742** | **4,032** | **3,742** | **4.5** | **4.8** | **4.4** |
| Cass | 14,763 | 14,734 | 14,914 | 13,946 | 13,876 | 14,117 | 817 | 858 | 797 | 5.5 | 5.8 | 5.3 |
| Crow Wing | 32,161 | 32,597 | 32,458 | 30,795 | 31,132 | 31,067 | 1,366 | 1,465 | 1,391 | 4.2 | 4.5 | 4.3 |
| Morrison | 17,577 | 17,800 | 17,901 | 16,823 | 16,981 | 17,151 | 754 | 819 | 750 | 4.3 | 4.6 | 4.2 |
| Todd | 12,576 | 12,940 | 12,838 | 12,079 | 12,400 | 12,355 | 497 | 540 | 483 | 4.0 | 4.2 | 3.8 |
| Wadena | 6,263 | 6,365 | 6,309 | 5,955 | 6,015 | 5,988 | 308 | 350 | 321 | 4.9 | 5.5 | 5.1 |
| **Region Six East** | **66,078** | **66,869** | **66,854** | **63,434** | **63,989** | **64,378** | **2,644** | **2,880** | **2,476** | **4.0** | **4.3** | **3.7** |
| Kandiyohi | 23,985 | 24,235 | 24,371 | 23,177 | 23,357 | 23,544 | 808 | 878 | 827 | 3.4 | 3.6 | 3.4 |
| McLeod | 20,532 | 20,655 | 20,593 | 19,683 | 19,713 | 19,829 | 849 | 942 | 764 | 4.1 | 4.6 | 3.7 |
| Meeker | 13,265 | 13,442 | 13,412 | 12,728 | 12,880 | 12,921 | 537 | 562 | 491 | 4.0 | 4.2 | 3.7 |
| Renville | 8,296 | 8,537 | 8,478 | 7,846 | 8,039 | 8,084 | 450 | 498 | 394 | 5.4 | 5.8 | 4.6 |

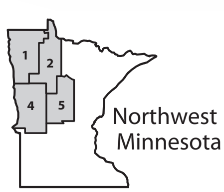
*Minneapolis-St. Paul Metropolitan Statistical Area (MSA) now includes Sherburne County in Minnesota and Pierce County in Wisconsin. St. Cloud MSA is now comprised of Benton and Stearns counties.

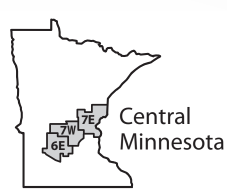
# Labor Force Estimates

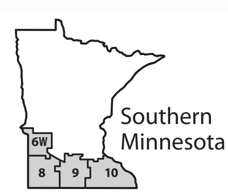
Numbers are unadjusted unless otherwise labeled.
Source: Department of Employment and Economic Development,
Local Area Unemployment Statistics, and North Dakota Job Service, 2016.

| County/ Area | Labor Force | | | Employment | | | Unemployment | | | Rate of Unemployment | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | July 2016 | June 2106 | July 2015 | July 2016 | June 2106 | July 2015 | July 2016 | June 2106 | July 2015 | July 2016 | June 2106 | July 2015 |
| **Region Six West** | **23,479** | **24,172** | **24,220** | **22,431** | **23,140** | **23,108** | **1,048** | **1,032** | **1,112** | **4.5** | **4.3** | **4.6** |
| Big Stone | 2,732 | 2,750 | 2,799 | 2,618 | 2,630 | 2,692 | 114 | 120 | 107 | 4.2 | 4.4 | 3.8 |
| Chippewa | 6,687 | 6,883 | 6,914 | 6,364 | 6,587 | 6,619 | 323 | 296 | 295 | 4.8 | 4.3 | 4.3 |
| Lac Qui Parle | 3,581 | 3,797 | 3,650 | 3,423 | 3,641 | 3,513 | 158 | 156 | 137 | 4.4 | 4.1 | 3.8 |
| Swift | 5,045 | 5,170 | 5,305 | 4,812 | 4,927 | 4,930 | 233 | 243 | 375 | 4.6 | 4.7 | 7.1 |
| Yellow Medicine | 5,434 | 5,572 | 5,552 | 5,214 | 5,355 | 5,354 | 220 | 217 | 198 | 4.0 | 3.9 | 3.6 |
| **Region Seven East** | **86,358** | **86,452** | **86,618** | **82,666** | **82,460** | **82,900** | **3,692** | **3,992** | **3,718** | **4.3** | **4.6** | **4.3** |
| Chisago | 29,373 | 29,325 | 29,283 | 28,235 | 28,092 | 28,152 | 1,138 | 1,233 | 1,131 | 3.9 | 4.2 | 3.9 |
| Isanti | 20,741 | 20,698 | 20,658 | 19,899 | 19,799 | 19,859 | 842 | 899 | 799 | 4.1 | 4.3 | 3.9 |
| Kanabec | 8,690 | 8,746 | 8,926 | 8,256 | 8,275 | 8,456 | 434 | 471 | 470 | 5.0 | 5.4 | 5.3 |
| Mille Lacs | 12,871 | 12,861 | 12,883 | 12,274 | 12,215 | 12,250 | 597 | 646 | 633 | 4.6 | 5.0 | 4.9 |
| Pine | 14,683 | 14,822 | 14,868 | 14,002 | 14,079 | 14,183 | 681 | 743 | 685 | 4.6 | 5.0 | 4.6 |
| **Region Seven West** | **235,322** | **235,552** | **234,029** | **226,879** | **226,506** | **225,733** | **8,443** | **9,046** | **8,296** | **3.6** | **3.8** | **3.5** |
| Benton | 22,005 | 22,102 | 21,820 | 21,164 | 21,203 | 20,965 | 841 | 899 | 855 | 3.8 | 4.1 | 3.9 |
| Sherburne | 50,452 | 50,353 | 50,408 | 48,609 | 48,361 | 48,520 | 1,843 | 1,992 | 1,888 | 3.7 | 4.0 | 3.7 |
| Stearns | 89,610 | 90,053 | 88,814 | 86,439 | 86,628 | 85,752 | 3,171 | 3,425 | 3,062 | 3.5 | 3.8 | 3.4 |
| Wright | 73,255 | 73,044 | 72,987 | 70,667 | 70,314 | 70,496 | 2,588 | 2,730 | 2,491 | 3.5 | 3.7 | 3.4 |
| **Region Eight** | **65,988** | **66,968** | **66,712** | **63,079** | **64,154** | **64,609** | **2,909** | **2,814** | **2,103** | **4.4** | **4.2** | **3.2** |
| Cottonwood | 6,047 | 6,010 | 5,774 | 5,383 | 5,560 | 5,520 | 664 | 450 | 254 | 11.0 | 7.5 | 4.4 |
| Jackson | 6,390 | 6,470 | 6,359 | 6,022 | 6,058 | 6,146 | 368 | 412 | 213 | 5.8 | 6.4 | 3.3 |
| Lincoln | 3,348 | 3,355 | 3,445 | 3,239 | 3,247 | 3,349 | 109 | 108 | 96 | 3.3 | 3.2 | 2.8 |
| Lyon | 14,844 | 15,117 | 15,254 | 14,339 | 14,578 | 14,805 | 505 | 539 | 449 | 3.4 | 3.6 | 2.9 |
| Murray | 5,056 | 5,183 | 5,169 | 4,868 | 5,003 | 5,005 | 188 | 180 | 164 | 3.7 | 3.5 | 3.2 |
| Nobles | 11,367 | 11,475 | 11,430 | 10,897 | 11,003 | 11,077 | 470 | 472 | 353 | 4.1 | 4.1 | 3.1 |
| Pipestone | 4,914 | 5,034 | 4,984 | 4,764 | 4,859 | 4,843 | 150 | 175 | 141 | 3.1 | 3.5 | 2.8 |
| Redwood | 8,183 | 8,336 | 8,386 | 7,855 | 8,005 | 8,080 | 328 | 331 | 306 | 4.0 | 4.0 | 3.6 |
| Rock | 5,839 | 5,988 | 5,911 | 5,712 | 5,841 | 5,784 | 127 | 147 | 127 | 2.2 | 2.5 | 2.1 |
| **Region Nine** | **130,480** | **132,472** | **131,532** | **125,622** | **127,209** | **126,822** | **4,858** | **5,263** | **4,710** | **3.7** | **4.0** | **3.6** |
| Blue Earth | 38,397 | 39,124 | 38,368 | 37,084 | 37,705 | 37,155 | 1,313 | 1,419 | 1,213 | 3.4 | 3.6 | 3.2 |
| Brown | 14,582 | 14,677 | 14,795 | 14,007 | 14,055 | 14,227 | 575 | 622 | 568 | 3.9 | 4.2 | 3.8 |
| Faribault | 7,344 | 7,535 | 7,556 | 7,047 | 7,215 | 7,226 | 297 | 320 | 330 | 4.0 | 4.2 | 4.4 |
| Le Sueur | 15,824 | 15,811 | 15,849 | 15,237 | 15,172 | 15,230 | 587 | 639 | 619 | 3.7 | 4.0 | 3.9 |
| Martin | 10,432 | 10,591 | 10,550 | 9,962 | 10,043 | 10,152 | 470 | 548 | 398 | 4.5 | 5.2 | 3.8 |
| Nicollet | 19,731 | 20,117 | 19,754 | 19,168 | 19,482 | 19,199 | 563 | 635 | 555 | 2.9 | 3.2 | 2.8 |
| Sibley | 8,611 | 8,618 | 8,674 | 8,288 | 8,276 | 8,351 | 323 | 342 | 323 | 3.8 | 4.0 | 3.7 |
| Waseca | 9,557 | 9,711 | 9,938 | 9,167 | 9,293 | 9,520 | 390 | 418 | 418 | 4.1 | 4.3 | 4.2 |
| Watonwan | 6,002 | 6,288 | 6,048 | 5,662 | 5,968 | 5,762 | 340 | 320 | 286 | 5.7 | 5.1 | 4.7 |
| **Region Ten** | **279,825** | **280,891** | **280,818** | **270,246** | **270,627** | **271,236** | **9,579** | **10,264** | **9,582** | **3.4** | **3.7** | **3.4** |
| Dodge | 11,707 | 11,624 | 11,641 | 11,309 | 11,201 | 11,233 | 398 | 423 | 408 | 3.4 | 3.6 | 3.5 |
| Fillmore | 11,556 | 11,470 | 11,517 | 11,125 | 11,039 | 11,091 | 431 | 431 | 426 | 3.7 | 3.8 | 3.7 |
| Freeborn | 15,744 | 16,358 | 16,141 | 15,144 | 15,686 | 15,524 | 600 | 672 | 617 | 3.8 | 4.1 | 3.8 |
| Goodhue | 26,774 | 27,022 | 27,074 | 25,750 | 25,941 | 26,147 | 1,024 | 1,081 | 927 | 3.8 | 4.0 | 3.4 |
| Houston | 10,305 | 10,306 | 10,365 | 9,950 | 9,938 | 9,988 | 355 | 368 | 377 | 3.4 | 3.6 | 3.6 |
| Mower | 20,267 | 20,541 | 20,456 | 19,656 | 19,859 | 19,795 | 611 | 682 | 661 | 3.0 | 3.3 | 3.2 |
| Olmsted | 86,154 | 85,343 | 85,130 | 83,588 | 82,619 | 82,610 | 2,566 | 2,724 | 2,520 | 3.0 | 3.2 | 3.0 |
| City of Rochester | 63,050 | 62,464 | 62,551 | 61,366 | 60,654 | 60,648 | 1,684 | 1,810 | 1,903 | 2.7 | 2.9 | 3.0 |
| Rice | 35,726 | 36,271 | 35,633 | 34,418 | 34,868 | 34,249 | 1,308 | 1,403 | 1,384 | 3.7 | 3.9 | 3.9 |
| Steele | 20,518 | 20,614 | 21,246 | 19,737 | 19,796 | 20,507 | 781 | 818 | 739 | 3.8 | 4.0 | 3.5 |
| Wabasha | 12,246 | 12,187 | 12,239 | 11,862 | 11,764 | 11,807 | 384 | 423 | 432 | 3.1 | 3.5 | 3.5 |
| Winona | 28,828 | 29,155 | 29,376 | 27,707 | 27,916 | 28,285 | 1,121 | 1,239 | 1,091 | 3.9 | 4.2 | 3.7 |
| **Region Eleven** | **1,688,871** | **1,684,293** | **1,684,381** | **1,630,394** | **1,621,764** | **1,625,649** | **58,477** | **62,529** | **58,732** | **3.5** | **3.7** | **3.5** |
| Anoka | 194,550 | 193,983 | 194,008 | 187,406 | 186,423 | 186,950 | 7,144 | 7,560 | 7,058 | 3.7 | 3.9 | 3.6 |
| Carver | 55,994 | 55,893 | 55,892 | 54,217 | 53,953 | 54,119 | 1,777 | 1,940 | 1,773 | 3.2 | 3.5 | 3.2 |
| Dakota | 238,381 | 237,777 | 237,885 | 230,366 | 229,155 | 229,826 | 8,015 | 8,622 | 8,059 | 3.4 | 3.6 | 3.4 |
| Hennepin | 693,156 | 691,088 | 691,155 | 669,444 | 665,846 | 667,091 | 23,712 | 25,242 | 24,064 | 3.4 | 3.7 | 3.5 |
| City of Bloomington | 47,610 | 47,439 | 47,526 | 45,966 | 45,719 | 45,805 | 1,644 | 1,720 | 1,721 | 3.5 | 3.6 | 3.6 |
| City of Minneapolis | 236,737 | 236,187 | 236,481 | 228,720 | 227,491 | 227,916 | 8,017 | 8,696 | 8,565 | 3.4 | 3.7 | 3.6 |
| Ramsey | 286,048 | 285,338 | 285,292 | 275,408 | 273,944 | 274,566 | 10,640 | 11,394 | 10,726 | 3.7 | 4.0 | 3.8 |
| City of St. Paul | 156,706 | 156,412 | 156,667 | 150,808 | 150,006 | 150,347 | 5,898 | 6,406 | 6,320 | 3.8 | 4.1 | 4.0 |
| Scott | 80,473 | 80,255 | 80,290 | 77,947 | 77,539 | 77,754 | 2,526 | 2,716 | 2,536 | 3.1 | 3.4 | 3.2 |
| Washington | 140,269 | 139,959 | 139,859 | 135,606 | 134,904 | 135,343 | 4,663 | 5,055 | 4,516 | 3.3 | 3.6 | 3.2 |





# Industrial Analysis

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

## Overview

Minnesota added 11,300 jobs (0.4 percent) in July on a seasonally adjusted basis. At the same time, June's estimates were revised upward from 7,300 to 9,700 jobs. The July job gains came primarily from service providers (up 10,900, 0.4 percent) as goods producers added just 400 jobs (0.1 percent). Private sector employers added 10,600 jobs, a 0.4 percent increase over June estimates, while the public sector added 700 jobs or a 0.2 percent increase. Over the year, Minnesota added 44,034 jobs (1.5 percent). Job gains were distributed across industries with goods producers and service providers each growing faster than 1 percent (up 5,029 or 1.1 percent and 39,005 or 1.6 percent, respectively). All of the annual growth came from the private sector, however, as it added 44,219 jobs (1.5 percent) for the year, while government employer's numbers dipped slightly, off by 185 jobs (0 percent).

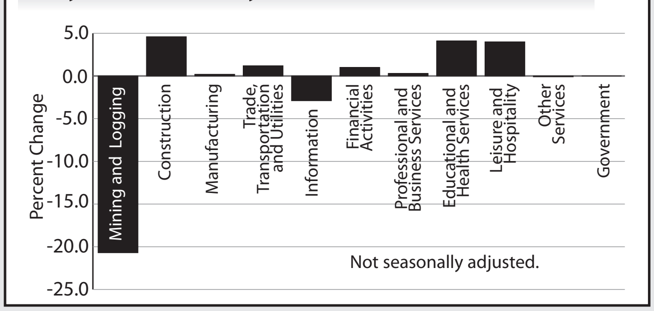
## Mining and Logging

Employment in the Mining and Logging supersector was flat in July, holding steady at 5,600 jobs. Over the year, the Mining and Logging supersector lost 1,580 jobs or 20.7 percent. That marks eight straight months with over-the-year losses of greater than 10 percent in the supersector and five straight months with losses of more than 20 percent.

## Construction

Employment in the Construction supersector was up by 600 jobs (0.5 percent) in July on a seasonally adjusted basis. June employment was adjusted upward from a gain of 1,300 to a gain of 2,100. In spite of the consecutive months of growth, the seasonally adjusted employment level still hadn't fully recovered from May's steep decline. Annually, Construction employers added 6,050 jobs (4.6 percent). Specialty Trade Contractors led the way with an additional 3,304 new jobs (4 percent), while Heavy and Civil Engineering Construction added 2,430 jobs (11.6 percent), and Construction of Buildings grew by just 316 jobs (1.1 percent).

MN Employment Growth
July 2015 to July 2016




Source: Department of Employment and Economic Development, Current Employment Statistics, 2016.

## Manufacturing

Manufacturers lost 200 jobs (0.1 percent) in July on a seasonally adjusted basis. Durable Goods manufacturers lost 700 jobs (0.3 percent) while Non-Durable Goods Manufacturers added 500 (0.4 percent). June's estimate, which had previously been for a gain of just 200 jobs, was adjusted up into a gain of 1,300 jobs, although the supersector is still looking at a net job loss over the past three months. Annually, Manufacturing added 559 jobs (0.2 percent). Following a trend similar to the monthly estimates, Durable Goods Manufacturers shed jobs (down 1,750 or 0.9 percent) while Non-Durable Goods Manufacturers added employment (up 2,309 or 2 percent).The increase in employment among Non-Durable Goods Manufacturers was driven by Food Manufacturing, which added 3,072 jobs (6.6 percent) on the year.

## Trade, Transportation , and Utilities

Employment in Trade, Transportation, and Utilities grew by 2,100 (0.4 percent) in July.  Wholesale and Retail Trade each added 400 jobs (0.3 and 0.1 percent, respectively). Transportation, Warehousing, and Utilities held the lion's share of the new jobs, adding 1,300 (1.3 percent) to their total. Annually, the supersector added 6,549 jobs (1.2 percent). Wholesale Trade employment remains on a downward trajectory, as the sector shed 1,796 jobs (1.3 percent) over the year. However, these losses were more than balanced by a gain of 4,229 (1.4 percent) in Retail Trade and a gain of 4,116 (4.3 percent) in Transportation, Warehousing, and Utilities. Within that sector, Utilities lost 87 jobs (0.7 percent) while Transportation and Warehousing added 4,203 (5.1 percent).

## Information

The Information supersector added 400 jobs (0.8 percent) in July. It was the first time the supersector had consecutive months of employment growth in over a year. Annually, Information lost 1,525 jobs (2.9 percent). Publishing Industries (except Internet) lost 661 jobs (3.3 percent) while Telecommunications lost 354 (2.8 percent).

*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.

# Industrial Analysis

## Financial Activities

The Financial Activities supersector added 100 jobs (0.1 percent) in July. The Finance and Insurance component added 500 jobs (0.3 percent) just barely outpacing the loss of 400 (1.0 percent) in Real Estate and Rental and Leasing. Over the year, the supersector added 1,836 jobs (1 percent). Mirroring the movement in the monthly levels, the Finance and Insurance sector added 1,960 jobs (1.4 percent) while the Real Estate and Rental and Leasing sector lost 124 (0.3 percent). The gains in Finance and Insurance were largely driven by Insurance Carriers and Related Activities which added 1,289 jobs (1.9 percent).

## Professional and Business Services

Professional and Business Services employment was up slightly in July, adding 700 jobs (0.2 percent). This minor movement belied the more dramatic changes in component sectors, as Professional, Scientific, and Technical Services added 2,100 jobs (1.4 percent), and Administrative and Support and Waste Management and Remediation Services lost 1,200 (0.9 percent). Management of Companies and Enterprises shrank as well, off by 200 jobs (0.3 percent) from June estimates. Annually, the supersector added 1,014 jobs (0.3 percent). A loss of 1,662 (1.2 percent) in Administrative and Support and Waste Management and Remediation Services was offset by gains of 1,247 (0.8 percent) and 1,429 (1.8 percent) in Professional, Scientific and Technical Services and Management of Companies and Enterprises, respectively.

## Educational and Health Services

Educational and Health Services added 1,700 jobs (0.3 percent) on a seasonally adjusted basis in July. Health Care and Social Assistance added 5,200 jobs (1.1 percent) which helped to balance the sharp drop that came in Educational Services employment (down 3,500 jobs or 4.8 percent). Annually, the supersector added 20,486 jobs (4.1 percent) with growth spread among its component sectors. Private Educational Services added 1,467 jobs (2.4 percent), although its two published component sectors, Elementary and Secondary Schools and Colleges, Universities, and Professional Schools, both lost some jobs. Health Care and Social Assistance continued to drive most of the supersector's growth, adding 19,019 jobs (4.3 percent), with 12,361 of them coming in Ambulatory Health Care Services, up 8.5 percent.

## Leisure and Hospitality

Leisure and Hospitality added 3,400 jobs (1.3 percent) in July, with Arts, Entertainment, and Recreation adding 2,200 jobs (5.4 percent) and Accommodation and Food Services pitching in an additional 1,200 jobs (up 0.5 percent). Annually, the supersector added 10,999 jobs (4 percent) with Arts, Entertainment, and Recreation adding 1,357 jobs (2.8 percent) and Accommodation and Food Services growing by 9,642 jobs (4.3 percent).

## Other Services

Employment in Other Services was up by 1,800 (1.6 percent) in July. It was the second straight month of growth for the supersector and the first time it had seen consecutive months of job growth since late 2015. Over the year, the supersector was off by 169 jobs (0.1 percent), with a decline of 280 (0.4 percent) in Religious, Grantmaking, Civic, Professional, and Similar Organizations, which makes up more than half of the supersector's total employment.

## Government

Government employment was up by 700 jobs (0.2 percent) in July, all of which came in State Government as Federal and Local employment was flat. Annually, Government employers lost 185 jobs (0 percent). Local Government shed 488 jobs (0.2 percent), while Federal employers added 269 jobs (0.8 percent) and State added 34 (0 percent).

*by Nick Dobbins*

## Seasonally Adjusted Nonfarm Employment

In 1,000's

| Industry | July 2016 | June 2016 | May 2016 |
|---|---|---|---|
| **Total Nonagricultural** | **2,903.1** | **2,891.8** | **2,882.1** |
| **Goods-Producing** | **444.8** | **444.4** | **441.2** |
| Mining and Logging | 5.6 | 5.6 | 5.8 |
| Construction | 121.7 | 121.1 | 119.0 |
| Manufacturing | 317.5 | 317.7 | 316.4 |
| **Service-Providing** | **2,458.3** | **2,447.4** | **2,440.9** |
| Trade, Transportation, and Utilities | 530.1 | 528.0 | 529.1 |
| Information | 50.5 | 50.1 | 49.8 |
| Financial Activities | 184.0 | 183.9 | 182.9 |
| Professional and Business Services | 357.0 | 356.3 | 356.7 |
| Educational and Health Services | 532.0 | 530.3 | 526.8 |
| Leisure and Hospitality | 266.7 | 263.3 | 261.0 |
| Other Services | 116.3 | 114.5 | 113.7 |
| Government | 421.7 | 421.0 | 420.9 |

Source: Department of Employment and Economic Development Current Employment Statistics, 2016.

# Regional Analysis

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

Employment in the Minneapolis-St. Paul MSA declined in July, off by 11,757 jobs (0.6 percent). By far the biggest July job losses in the MSA came in the Government supersector, which shed 18,006 jobs (7.1 percent). As is normally the case in July, the overwhelming majority of those jobs were cut from Local Government Educational Services, which dropped 17,566 jobs (19.2 percent) as schools in the area let out for the summer. Leisure and Hospitality added more jobs than any other supersector on the month, up by 2,435 (1.3 percent), with all published component sectors adding employment. Annually, the Twin Cities area added 36,024 jobs (1.9 percent). The only supersectors to lose jobs over that time period were Manufacturing (off by 424 jobs or 0.2 percent, thanks to a loss of 405 jobs or 0.3 percent in Durable Goods Manufacturing) and Information (off by 322 jobs, 0.8 percent). The largest source of growth remained Educational and Health Services, by a large margin, as the supersector added 13,220 jobs (4.2 percent) over July 2015 estimates. Leisure and Hospitality also saw significant gains on the year, adding 8,414 jobs (4.5 percent). Accommodation and Food Services accounted for 6,687 of those jobs (up 4.4 percent), with that gain driven by 8,051 new jobs (5.9 percent) in the Food Services and Drinking Places subsector. Arts, Entertainment, and Recreation, the other component sector, added 1,727 jobs (4.6 percent).

## Duluth-Superior MSA

The Duluth-Superior MSA lost 1,605 jobs (1.2 percent) in July. Those losses were concentrated in Government (down 2,159 jobs or 8.4 percent) and more specifically in Local Government (down 1,960 jobs, 11.4 percent). Manufacturing employment also dipped, off by 69 jobs (1 percent). Leisure and Hospitality saw decent growth on the month, adding 320 jobs (2.1 percent). Annually, the Duluth area added 141 jobs (0.1 percent). While growth was small compared to statewide estimates, this marked the first time in a year that the MSA showed over-the-year employment growth instead of losses. The area was helped by the addition of 1,005 jobs (3.3 percent) in Educational and Health Services and 616 jobs (4.1 percent) in Leisure and Hospitality. Supersectors to lose employment included Mining, Logging, and Construction, which lost 846 jobs (8.3 percent), and Government, which lost 356 jobs (1.5 percent), with employment shrinking at all three levels (down 4, 2.6, and 0.7 percent in Federal, State, and Local Government, respectively).

## Rochester MSA

Employment in the Rochester MSA was up by 149 jobs (0.1 percent) in July. It was the only MSA in Minnesota that didn't lose employment for the month, as, although Government employers lost 684 jobs or 5.2 percent on the backs of a loss of 598 jobs or 5.7 percent in Local Government, this was balanced by gains in other areas. Notably, Manufacturers added 611 jobs (5.7 percent) for the month, the second consecutive month of gains in the supersector. Annually, Rochester added 3,435 jobs (2.9 percent). Other Services, which lost 87 jobs (2.3 percent) was the only supersector in the area not to expand over that time period. Educational and Health Services, the largest supersector in the area, added 2,200 jobs (4.8 percent) over the year, driving much of the region's job growth.

## St. Cloud MSA

The St. Cloud metropolitan statistical area lost 1,433 jobs (1.3 percent) in July. Most of that loss came from Government employers, down 1,378 (8.8 percent) on a loss of 1,108 (12.1 percent) in Local Government. Notably, employment in Leisure and Hospitality also dropped in July, off by 386 jobs (4.4 percent) in a month that usually brings growth in the supersector for other MSAs, but generally shows losses in St. Cloud. Over the year, St. Cloud added 3,063 jobs (2.9 percent). Educational and Health Services accounted for most of that growth, adding 2,136 jobs (10.5 percent). Trade, Transportation, and Utilities also had notable gains, adding 736 jobs (3.4 percent) thanks in part to an additional 571 jobs (4.4 percent) in Retail Trade.

## Mankato-North Mankato MSA

Employment in the Mankato-North Mankato MSA was off by 1,615 jobs (2.9 percent) in July. This nearly exactly matches the loss of jobs in Government, which was off by 1,624 (17.5 percent). Private Sector employers added 9 jobs (0 percent). Annually, the area added 924 jobs (1.7 percent). This gain came entirely from Service Providers (up 1,060, 2.4 percent), as Goods Producers lost 136 jobs (1.3 percent).

## Fargo-Moorhead MSA

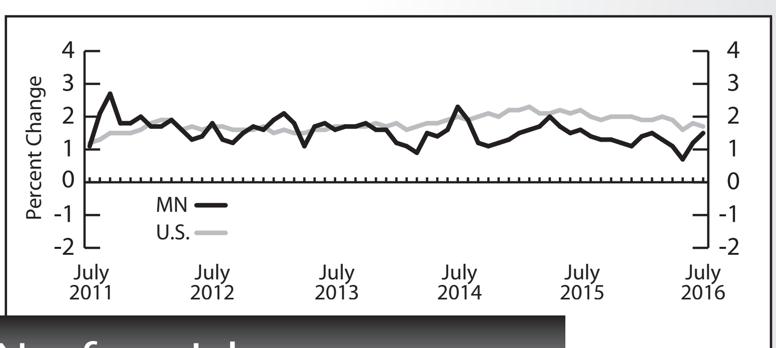
Employment in the Fargo-Moorhead MSA was down by 1,742 (1.2 percent) in July. Local Government employers shed 2,049 jobs (20.8 percent) during that time. Mining, Logging, and Construction added the most jobs in July, up by 269 (2.5 percent). Annually, the MSA added 2,424 jobs (1.8 percent). Mining, Logging, and Construction again had notable gains, adding 430 jobs (4 percent) for the year. Manufacturing was notable among the contracting supersectors, losing 264 jobs (2.7 percent) since July of 2015.

## Grand Forks-East Grand Forks MSA

Employment in the Grand Forks-East Grand Forks MSA was off by 1,393 jobs (2.4 percent) in July. While employment dipped slightly in a handful of areas, the most significant losses came in Government employment which lost 1,879 jobs (13.5 percent) and specifically Local Government (down 1,804 or 30 percent). Annually, the area added 903 jobs (1.7 percent). Employment in Leisure and Hospitality was up by 271 (4.8 percent), and Mining, Logging, and Construction added 186 jobs (4.8 percent).

*by Nick Dobbins*

Source: Department of Employment and Economic Development, Current Employment Statistics, 2016; Bureau of Labor Statistics, U.S. Department of Labor, Current Employment Statistics, 2016.




**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) | | | Percent Change From** | | Production Workers Hours and Earnings | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Average Weekly Earnings | | Average Weekly Hours | | Average Hourly Earnings | |
| | July 2016 | June 2016 | July 2015 | June 2016 | July 2015 | July 2016 | July 2015 | July 2016 | July 2015 | July 2016 | July 2015 |
| **TOTAL NONFARM WAGE AND SALARY** | **2,924.6** | **2,943.3** | **2,880.5** | **-0.6%** | **1.5%** | — | — | — | — | — | — |
| | | | | | | — | — | — | — | — | — |
| **GOODS-PRODUCING** | **464.4** | **460.2** | **459.4** | **0.9** | **1.1** | — | — | — | — | — | — |
| **Mining, Logging, and Construction** | **142.7** | **138.9** | **138.3** | **2.8** | **3.2** | — | — | — | — | — | — |
| **Mining and Logging** | **6.0** | **5.9** | **7.6** | **2.1** | **-20.7** | — | — | — | — | — | — |
| **Construction** | **136.7** | **133.0** | **130.7** | **2.8** | **4.6** | | | | | | |
| Specialty Trade Contractors | 85.4 | 83.0 | 82.1 | 2.9 | 4.0 | $1,245.42 | $1,155.57 | 39.3 | 37.9 | $31.69 | 3$0.49 |
| **Manufacturing** | **321.7** | **321.3** | **321.1** | **0.1** | **0.2** | **802.39** | **814.46** | **39.9** | **40.4** | **20.11** | **20.16** |
| Durable Goods | 203.3 | 203.1 | 205.0 | 0.1 | -0.9 | 813.51 | 818.10 | 39.3 | 40.4 | 20.70 | 20.25 |
| Wood Product Manufacturing | 11.5 | 11.3 | 11.3 | 1.5 | 1.4 | — | — | — | — | — | — |
| Fabricated Metal Production | 42.1 | 42.8 | 43.1 | -1.6 | -2.3 | — | — | — | — | — | — |
| Machinery Manufacturing | 33.0 | 32.8 | 33.4 | 0.6 | -1.3 | — | — | — | — | — | — |
| Computer and Electronic Product | 46.5 | 46.7 | 46.2 | -0.3 | 0.6 | — | — | — | — | — | — |
| Navigational, Measuring, Electromedical and Control | 26.1 | 26.1 | 26.0 | 0.0 | 0.6 | — | — | — | — | — | — |
| Transportation Equipment | 11.0 | 11.1 | 11.4 | -0.8 | -3.6 | — | — | — | — | — | — |
| Medical Equipment and Supplies Manufacturing | 16.1 | 16.1 | 16.0 | 0.3 | 1.1 | | | | | | |
| Nondurable Goods | 118.4 | 118.2 | 116.1 | 0.2 | 2.0 | 785.69 | 808.40 | 40.9 | 40.4 | 19.21 | 20.01 |
| Food Manufacturing | 49.5 | 48.9 | 46.4 | 1.1 | 6.6 | — | — | — | — | — | — |
| Paper Manufacturing | 32.0 | 32.0 | 32.9 | 0.1 | -2.7 | — | — | — | — | — | — |
| Printing and Related | 22.6 | 22.7 | 23.3 | -0.2 | -2.8 | | | | | | |
| | | | | | | — | — | — | — | — | — |
| **SERVICE-PROVIDING** | **2,460.1** | **2,483.1** | **2,421.1** | **-0.9** | **1.6** | | | | | | |
| | | | | | | — | — | — | — | — | — |
| **Trade, Transportation, and Utilities** | **533.8** | **533.2** | **527.2** | **0.1** | **1.2** | | | | | | |
| Wholesale Trade | 132.9 | 133.5 | 134.7 | -0.4 | -1.3 | 844.87 | 916.46 | 37.6 | 38.8 | 22.47 | 23.62 |
| Retail Trade | 301.0 | 299.9 | 296.8 | 0.4 | 1.4 | 423.94 | 412.13 | 28.8 | 28.8 | 14.72 | 14.31 |
| Motor Vehicle and Parts | 35.2 | 35.3 | 34.5 | -0.3 | 2.0 | — | — | — | — | — | — |
| Building Material and Garden Equipment | 27.9 | 28.7 | 27.8 | -2.8 | 0.3 | — | — | — | — | — | — |
| Food and Beverage Stores | 53.5 | 53.3 | 52.6 | 0.3 | 1.7 | — | — | — | — | — | — |
| Gasoline Stations | 25.5 | 25.5 | 25.1 | 0.1 | 1.4 | | | | | | |
| General Merchandise Stores | 60.5 | 59.8 | 60.5 | 1.2 | -0.1 | 349.57 | 325.41 | 29.4 | 28.9 | 11.89 | 11.26 |
| Transportation,Warehouse, Utilities | 99.8 | 99.8 | 95.7 | 0.0 | 4.3 | | | | 0.0 | | |
| Transportation and Warehousing | 87.1 | 87.0 | 82.9 | 0.1 | 5.1 | 772.91 | 726.22 | 35.7 | 35.1 | 21.65 | 20.69 |
| **Information** | **50.5** | **50.7** | **52.0** | **-0.4** | **-2.9** | **939.04** | **850.78** | **34.6** | **35.2** | **27.14** | **24.17** |
| Publishing Industries | 19.6 | 19.6 | 20.2 | -0.3 | -3.3 | — | — | — | — | — | — |
| Telecommunications | 12.3 | 12.3 | 12.6 | -0.2 | -2.8 | — | — | — | — | — | — |
| **Financial Activities** | **186.6** | **185.3** | **184.7** | **0.7** | **1.0** | | | | | | |
| Finance and Insurance | 145.8 | 144.5 | 143.9 | 0.9 | 1.4 | 984.24 | 877.92 | 36.0 | 35.5 | 27.34 | 24.73 |
| Credit Intermediation | 54.9 | 54.9 | 55.8 | 0.1 | -1.6 | 752.10 | 729.75 | 34.9 | 35.0 | 21.55 | 20.85 |
| Securities, Commodity Contracts, and Other | 20.0 | 19.7 | 19.4 | 1.8 | 3.1 | — | — | — | — | — | — |
| Insurance Carriers and Related | 68.9 | 68.5 | 67.6 | 0.5 | 1.9 | — | — | — | — | — | — |
| Real Estate and Rental and Leasing | 40.7 | 40.7 | 40.8 | 0.0 | -0.3 | — | — | — | — | — | — |
| **Professional and Business Services** | **363.3** | **361.7** | **362.3** | **0.4** | **0.3** | — | — | — | — | — | — |
| Professional, Scientific, and Technical Services | 148.0 | 146.0 | 146.7 | 1.3 | 0.8 | — | — | — | — | — | — |
| Legal Services | 18.2 | 18.2 | 18.4 | -0.1 | -0.9 | — | — | — | — | — | — |
| Accounting, Tax Preparation | 15.9 | 15.7 | 15.9 | 1.2 | -0.5 | — | — | — | — | — | — |
| Computer Systems Design | 36.7 | 35.8 | 36.0 | 2.5 | 2.0 | — | — | — | — | — | — |
| Management of Companies and Enterprises | 79.8 | 79.7 | 78.4 | 0.2 | 1.8 | — | — | — | — | — | — |
| Administrative and Support Services | 135.5 | 136.1 | 137.1 | -0.4 | -1.2 | — | — | — | — | — | — |
| **Educational and Health Services** | **524.9** | **528.3** | **504.4** | **-0.6** | **4.1** | — | — | — | — | — | — |
| Educational Services | 61.4 | 68.6 | 59.9 | -10.5 | 2.4 | — | — | — | — | — | — |
| Health Care and Social Assistance | 463.5 | 459.7 | 444.5 | 0.8 | 4.3 | | | | | | |
| Ambulatory Health Care | 157.1 | 155.2 | 144.8 | 1.2 | 8.5 | 1,279.13 | 1,251.83 | 35.7 | 35.9 | 35.83 | 34.87 |
| Offices of Physicians | 71.2 | 70.7 | 68.8 | 0.6 | 3.5 | — | — | — | — | — | — |
| Hospitals | 107.3 | 107.1 | 104.7 | 0.2 | 2.6 | | | | | | |
| Nursing and Residential Care Facilities | 109.1 | 108.1 | 106.9 | 0.9 | 2.0 | 474.78 | 441.93 | 29.6 | 29.6 | 16.04 | 14.93 |
| Social Assistance | 90.0 | 89.3 | 88.2 | 0.8 | 2.1 | — | — | — | — | — | — |
| **Leisure and Hospitality** | **285.9** | **281.2** | **274.9** | **1.7** | **4.0** | — | — | — | — | — | — |
| Arts, Entertainment, and Recreation | 50.0 | 47.2 | 48.7 | 6.0 | 2.8 | — | — | — | — | — | — |
| Accommodation and Food Services | 235.8 | 234.0 | 226.2 | 0.8 | 4.3 | | | | | | |
| Food Services and Drinking Places | 203.7 | 202.5 | 195.2 | 0.6 | 4.4 | 277.56 | 271.39 | 21.6 | 22.1 | 12.85 | 12.28 |
| **Other Services** | **116.1** | **114.4** | **116.3** | **1.4** | **-0.1** | | | | | | |
| Religious, Grantmaking, Civic, Professional Organizations | 64.7 | 63.4 | 65.0 | 2.1 | -0.4 | | | | | | |
| **Government** | **399.2** | **428.4** | **399.4** | **-6.8** | **0.0** | | | | | | |
| Federal Government | 32.0 | 31.9 | 31.7 | 0.2 | 0.8 | | | | | | |
| State Government | 95.7 | 97.9 | 95.6 | -2.3 | 0.0 | | | | | | |
| State Government Education | 55.8 | 57.9 | 56.6 | -3.7 | -1.4 | | | | | | |
| Local Government | 271.5 | 298.6 | 272.0 | -9.1 | -0.2 | | | | | | |
| Local Government Education | 118.6 | 146.6 | 118.2 | -19.1 | 0.3 | | | | | | |

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, 2016.

# 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 | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | July 2016 | June 2016 | July 2015 | June 2016 | July 2015 | July 2016 | July 2015 | July 2016 | July 2015 | July 2016 | July 2015 |
| **TOTAL NONFARM WAGE AND SALARY** | **1,978.4** | **1,990.1** | **1,942.3** | **-0.6%** | **1.9%** | — | — | — | — | — | — |
| **GOODS-PRODUCING** | **283.5** | **282.9** | **282.2** | **0.2** | **0.4** | — | — | — | — | — | — |
| **Mining, Logging, and Construction** | **87.0** | **85.3** | **85.3** | **2.0** | **2.0** | — | — | — | — | — | — |
| Construction of Buildings | 18.2 | 17.6 | 17.9 | 3.2 | 1.6 | — | — | — | — | — | — |
| Specialty Trade Contractors | 58.2 | 57.6 | 56.1 | 1.0 | 3.8 | $1,385.11 | $1,236.86 | 40.3 | 38.4 | $34.37 | $32.21 |
| **Manufacturing** | **196.5** | **197.5** | **196.9** | **-0.5** | **-0.2** | **884.95** | **854.06** | **40.8** | **40.4** | **21.69** | **21.14** |
| Durable Goods | 134.4 | 135.0 | 134.8 | -0.4 | -0.3 | 886.30 | 845.02 | 40.9 | 41.1 | 21.67 | 20.56 |
| Fabricated Metal Production | 29.6 | 30.1 | 29.9 | -1.7 | -1.1 | — | — | — | — | — | — |
| Machinery Manufacturing | 20.1 | 20.0 | 20.1 | 0.5 | -0.2 | — | — | — | — | — | — |
| Computer and Electronic Product | 37.2 | 37.3 | 37.2 | -0.4 | -0.1 | — | — | — | — | — | — |
| Navigational, Measuring, Electromedical and Control | 24.2 | 24.2 | 24.3 | 0.1 | -0.2 | — | — | — | — | — | — |
| Medical Equipment and Supplies Manufacturing | 14.8 | 14.7 | 14.6 | 0.6 | 1.6 | — | — | — | — | — | — |
| Nondurable Goods | 62.0 | 62.5 | 62.1 | -0.7 | 0.0 | 884.00 | 869.80 | 40.7 | 38.9 | 21.72 | 22.36 |
| Food Manufacturing | 15.2 | 15.1 | 14.8 | 0.4 | 2.4 | — | — | — | — | — | — |
| Printing and Related | 15.0 | 15.0 | 15.3 | -0.1 | -2.4 | — | — | — | — | — | — |
| **SERVICE-PROVIDING** | **1,694.9** | **1,707.3** | **1,660.1** | **-0.7** | **2.1** | — | — | — | — | — | — |
| **Trade, Transportation, and Utilities** | **352.0** | **353.0** | **351.1** | **-0.3** | **0.3** | — | — | — | — | — | — |
| Wholesale Trade | 97.9 | 98.1 | 98.5 | -0.2 | -0.6 | 839.62 | 905.97 | 37.3 | 38.7 | 22.51 | 23.41 |
| Merchant Wholesalers - Durable Goods | 48.9 | 48.6 | 48.5 | 0.6 | 0.7 | — | — | — | — | — | — |
| Merchant Wholesalers - Nondurable Goods | 27.9 | 28.0 | 28.1 | -0.3 | -0.6 | — | — | — | — | — | — |
| Retail Trade | 186.9 | 187.6 | 187.5 | -0.4 | -0.4 | 458.80 | 441.62 | 29.6 | 29.9 | 15.50 | 14.77 |
| Food and Beverage Stores | 32.4 | 32.2 | 31.5 | 0.6 | 2.9 | — | — | — | — | — | — |
| General Merchandise Stores | 38.4 | 37.8 | 38.1 | 1.5 | 0.6 | 351.90 | 335.18 | 30 | 29.9 | 11.73 | 11.21 |
| Transportation, Warehouse, Utilities | 67.3 | 67.4 | 65.1 | -0.2 | 3.3 | — | — | — | — | — | — |
| Utilities | 7.6 | 7.6 | 7.7 | -0.3 | -1.5 | — | — | — | — | — | — |
| Transportation and Warehousing | 59.7 | 59.8 | 57.4 | -0.2 | 4.0 | 756.72 | 819.91 | 36 | 38.1 | 21.02 | 21.52 |
| **Information** | **38.9** | **39.0** | **39.2** | **-0.2** | **-0.8** | | | | | | |
| Publishing Industries | 15.8 | 15.9 | 16.2 | -0.3 | -2.0 | — | — | — | — | — | — |
| Telecommunications | 9.0 | 9.0 | 9.2 | 0.0 | -2.4 | — | — | — | — | — | — |
| **Financial Activities** | **151.6** | **150.2** | **150.5** | **0.9** | **0.7** | — | — | — | — | — | — |
| Finance and Insurance | 117.3 | 116.5 | 116.8 | 0.7 | 0.4 | 1,028.16 | 882.94 | 36 | 33.7 | 28.56 | 26.20 |
| Credit Intermediation | 40.0 | 39.9 | 39.8 | 0.1 | 0.3 | — | — | — | — | — | — |
| Securities, Commodity Contracts, and Other | 17.8 | 17.5 | 17.5 | 1.5 | 1.5 | — | — | — | — | — | — |
| Insurance Carriers and Related | 58.9 | 58.7 | 58.4 | 0.3 | 0.8 | — | — | — | — | — | — |
| Real Estate and Rental and Leasing | 34.2 | 33.7 | 33.6 | 1.6 | 1.7 | — | — | — | — | — | — |
| **Professional and Business Services** | **312.6** | **311.3** | **306.6** | **0.4** | **2.0** | — | — | — | — | — | — |
| Professional, Scientific, and Technical Services | 128.2 | 126.9 | 126.8 | 1.0 | 1.2 | — | — | — | — | — | — |
| Legal Services | 15.6 | 15.6 | 15.6 | 0.2 | -0.2 | — | — | — | — | — | — |
| Architectural, Engineering, and Related | 16.4 | 16.4 | 17.5 | -0.1 | -6.4 | — | — | — | — | — | — |
| Computer Systems Design | 33.5 | 33.0 | 33.3 | 1.5 | 0.5 | — | — | — | — | — | — |
| Management of Companies and Enterprises | 72.6 | 72.6 | 71.1 | 0.0 | 2.1 | — | — | — | — | — | — |
| Administrative and Support Services | 111.8 | 111.8 | 108.8 | 0.1 | 2.8 | — | — | — | — | — | — |
| Employment Services | 48.0 | 48.1 | 50.1 | -0.1 | -4.2 | — | — | — | — | — | — |
| **Educational and Health Services** | **324.7** | **325.2** | **311.4** | **-0.2** | **4.2** | — | — | — | — | — | — |
| Educational Services | 41.2 | 43.9 | 39.9 | -6.2 | 3.2 | — | — | — | — | — | — |
| Health Care and Social Assistance | 283.5 | 281.2 | 271.5 | 0.8 | 4.4 | — | — | — | — | — | — |
| Ambulatory Health Care | 94.9 | 94.0 | 87.2 | 0.9 | 8.8 | — | — | — | — | — | — |
| Hospitals | 63.5 | 63.3 | 61.7 | 0.2 | 2.8 | — | — | — | — | — | — |
| Nursing and Residential Care Facilities | 60.2 | 59.4 | 59.1 | 1.4 | 1.8 | — | — | — | — | — | — |
| Social Assistance | 64.9 | 64.5 | 63.5 | 0.6 | 2.2 | — | — | — | — | — | — |
| **Leisure and Hospitality** | **196.2** | **193.8** | **187.8** | **1.3** | **4.5** | — | — | — | — | — | — |
| Arts, Entertainment, and Recreation | 38.9 | 38.3 | 37.2 | 1.6 | 4.6 | — | — | — | — | — | — |
| Accommodation and Food Services | 157.3 | 155.5 | 150.6 | 1.2 | 4.4 | 291.90 | 288.65 | 21.8 | 22.8 | 13.39 | 12.66 |
| Food Services and Drinking Places | 144.7 | 143.4 | 136.6 | 0.9 | 5.9 | 279.24 | 279.40 | 21.3 | 22 | 13.11 | 12.70 |
| **Other Services** | **83.2** | **81.2** | **80.1** | **2.6** | **3.9** | — | — | — | — | — | — |
| Repair and Maintenance | 15.9 | 15.5 | 15.0 | 2.6 | 5.8 | — | — | — | — | — | — |
| Religious, Grantmaking, Civic, Professional Organizations | 44.1 | 43.1 | 42.8 | 2.3 | 3.1 | — | — | — | — | — | — |
| **Government** | **235.7** | **253.7** | **233.4** | **-7.1** | **1.0** | | | | | | |
| Federal Government | 21.1 | 21.1 | 20.7 | -0.1 | 2.1 | | | | | | |
| State Government | 65.8 | 67.0 | 64.5 | -1.8 | 1.9 | | | | | | |
| State Government Education | 39.1 | 40.3 | 38.4 | -3.0 | 1.8 | | | | | | |
| Local Government | 148.8 | 165.6 | 148.2 | -10.2 | 0.4 | | | | | | |
| Local Government Education | 74.1 | 91.6 | 73.6 | -19.2 | 0.6 | | | | | | |

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, 2016.

# Employer Survey

| Industry | Duluth-Superior MSA Jobs | | | Duluth-Superior MSA % Chg. From | | Rochester MSA Jobs | | | Rochester MSA % Chg. From | |
|---|---|---|---|---|---|---|---|---|---|---|
| | July 2016 | June 2016 | july 2015 | June 2016 | July 2015 | July 2016 | June 2016 | july 2015 | June 2016 | July 2015 |
| **TOTAL NONFARM WAGE AND SALARY** | **134,876** | **136,481** | **134,735** | **-1.2%** | **0.1%** | **120,645** | **120,496** | **117,210** | **0.1%** | **2.9%** |
| **GOODS-PRODUCING** | **16,153** | **16,184** | **17,242** | **-0.2** | **-6.3** | **16,496** | **15,773** | **16,242** | **4.6** | **1.6** |
| Mining, Logging, and Construction | 9,299 | 9,261 | 10,145 | 0.4 | -8.3 | 5,154 | 5,042 | 4,938 | 2.2 | 4.4 |
| Manufacturing | 6,854 | 6,923 | 7,097 | -1.0 | -3.4 | 11,342 | 10,731 | 11,304 | 5.7 | 0.3 |
| **SERVICE-PROVIDING** | **118,723** | **120,297** | **117,493** | **-1.3** | **1.0** | **104,149** | **104,723** | **100,968** | **-0.5** | **3.2** |
| Trade, Transportation, and Utilities | 25,581 | 25,462 | 25,852 | 0.5 | -1.0 | 18,231 | 18,387 | 17,925 | -0.8 | 1.7 |
| Wholesale Trade | 3,266 | 3,253 | 3,285 | 0.4 | -0.6 | 2,987 | 3,009 | 2,884 | -0.7 | 3.6 |
| Retail Trade | 15,833 | 15,750 | 15,965 | 0.5 | -0.8 | 12,546 | 12,589 | 12,437 | -0.3 | 0.9 |
| Transportation, Warehouse, Utilities | 6,482 | 6,459 | 6,602 | 0.4 | -1.8 | 2,698 | 2,789 | 2,604 | -3.3 | 3.6 |
| Information | 1,438 | 1,456 | 1,412 | -1.2 | 1.8 | 2,046 | 2,036 | 2,020 | 0.5 | 1.3 |
| Financial Activities | 5,778 | 5,793 | 5,756 | -0.3 | 0.4 | 2,717 | 2,693 | 2,708 | 0.9 | 0.3 |
| Professional and Business Services | 8,581 | 8,576 | 8,453 | 0.1 | 1.5 | 6,040 | 6,079 | 5,917 | -0.6 | 2.1 |
| Educational and Health Services | 31,828 | 31,607 | 30,823 | 0.7 | 3.3 | 48,340 | 48,091 | 46,140 | 0.5 | 4.8 |
| Leisure and Hospitality | 15,599 | 15,279 | 14,983 | 2.1 | 4.1 | 10,646 | 10,595 | 10,238 | 0.5 | 4.0 |
| Other Services | 6,254 | 6,301 | 6,194 | -0.7 | 1.0 | 3,734 | 3,763 | 3,821 | -0.8 | -2.3 |
| Government | 23,664 | 25,823 | 24,020 | -8.4 | -1.5 | 12,395 | 13,079 | 12,199 | -5.2 | 1.6 |

# Employer Survey

| Industry | St. Cloud MSA Jobs | | | St. Cloud MSA % Chg. From | | Mankato MSA Jobs | | | Mankato MSA % Chg. From | |
|---|---|---|---|---|---|---|---|---|---|---|
| | July 2016 | June 2016 | july 2015 | June 2016 | July 2015 | July 2016 | June 2016 | july 2015 | June 2016 | July 2015 |
| **TOTAL NONFARM WAGE AND SALARY** | **109,883** | **111,316** | **106,820** | **-1.3%** | **2.9%** | **54,993** | **56,608** | **54,069** | **-2.9%** | **1.7%** |
| **GOODS-PRODUCING** | **22,752** | **22,535** | **22,394** | **1.0** | **1.6** | **10,155** | **10,043** | **10,291** | **1.1** | **-1.3** |
| Mining, Logging, and Construction | 7,727 | 7,587 | 7,065 | 1.8 | 9.4 | -- | -- | -- | -- | -- |
| Manufacturing | 15,025 | 14,948 | 15,329 | 0.5 | -2.0 | -- | -- | -- | -- | -- |
| | 87,131 | 88,781 | 84,426 | -1.9 | 3.2 | -- | -- | -- | -- | -- |
| **SERVICE-PROVIDING** | | | | | | **44,838** | **46,565** | **43,778** | **-3.7** | **2.4** |
| Trade, Transportation, and Utilities | **22,608** | **22,423** | **21,872** | **0.8** | **3.4** | -- | -- | -- | -- | -- |
| Wholesale Trade | 4,786 | 4,829 | 4,809 | -0.9 | -0.5 | -- | -- | -- | -- | -- |
| Retail Trade | 13,677 | 13,426 | 13,106 | 1.9 | 4.4 | -- | -- | -- | -- | -- |
| Transportation, Warehouse, Utilities | 4,145 | 4,168 | 3,957 | -0.6 | 4.8 | -- | -- | -- | -- | -- |
| Information | 1,664 | 1,654 | 1,698 | 0.6 | -2.0 | -- | -- | -- | -- | -- |
| Financial Activities | 5,190 | 5,158 | 5,188 | 0.6 | 0.0 | -- | -- | -- | -- | -- |
| Professional and Business Services | 8,902 | 9,045 | 8,913 | -1.6 | -0.1 | -- | -- | -- | -- | -- |
| Educational and Health Services | 22,385 | 22,342 | 20,249 | 0.2 | 10.5 | -- | -- | -- | -- | -- |
| Leisure and Hospitality | 8,307 | 8,693 | 8,663 | -4.4 | -4.1 | -- | -- | -- | -- | -- |
| Other Services | 3,747 | 3,760 | 3,705 | -0.3 | 1.1 | -- | -- | -- | -- | -- |
| Government | 14,328 | 15,706 | 14,138 | -8.8 | 1.3 | 7,644 | 9,268 | 7,617 | -17.5 | 0.4 |

# Employer Survey

| Industry | Fargo-Moorhead MSA Jobs | | | Fargo-Moorhead MSA % Chg. From | | Grand Forks-East Grand Forks MSA Jobs | | | Grand Forks-East Grand Forks MSA % Chg. From | |
|---|---|---|---|---|---|---|---|---|---|---|
| | July 2016 | June 2016 | july 2015 | June 2016 | July 2015 | July 2016 | June 2016 | july 2015 | June 2016 | July 2015 |
| **TOTAL NONFARM WAGE AND SALARY** | **140,086** | **141,828** | **137,662** | **-1.2%** | **1.8%** | **55,635** | **57,028** | **54,732** | **-2.4%** | **1.7%** |
| **GOODS-PRODUCING** | **20,745** | **20,512** | **20,579** | **1.1** | **0.8** | **7,965** | **7,754** | **7,647** | **2.7** | **4.2** |
| Mining, Logging, and Construction | 11,112 | 10,843 | 10,682 | 2.5 | 4.0 | 4,081 | 3,911 | 3,895 | 4.4 | 4.8 |
| Manufacturing | 9,633 | 9,669 | 9,897 | -0.4 | -2.7 | 3,884 | 3,843 | 3,752 | 1.1 | 3.5 |
| **SERVICE-PROVIDING** | **119,341** | **121,316** | **117,083** | **-1.6** | **1.9** | **47,670** | **49,274** | **47,085** | **-3.3** | **1.2** |
| Trade, Transportation, and Utilities | 30,573 | 30,504 | 30,363 | 0.2 | 0.7 | 12,305 | 12,198 | 12,132 | 0.9 | 1.4 |
| Wholesale Trade | 9,215 | 9,222 | 9,200 | -0.1 | 0.2 | 1,899 | 1,920 | 1,989 | -1.1 | -4.5 |
| Retail Trade | 16,051 | 15,927 | 15,837 | 0.8 | 1.4 | 8,110 | 8,005 | 8,032 | 1.3 | 1.0 |
| Transportation, Warehouse, Utilities | 5,307 | 5,355 | 5,326 | -0.9 | -0.4 | 2,296 | 2,273 | 2,111 | 1.0 | 8.8 |
| Information | 3,102 | 3,105 | 3,146 | -0.1 | -1.4 | 611 | 605 | 584 | 1.0 | 4.6 |
| Financial Activities | 11,102 | 11,046 | 10,833 | 0.5 | 2.5 | 1,823 | 1,825 | 1,765 | -0.1 | 3.3 |
| Professional and Business Services | 17,215 | 17,190 | 16,272 | 0.2 | 5.8 | 3,126 | 3,100 | 3,006 | 0.8 | 4.0 |
| Educational and Health Services | 22,447 | 22,291 | 22,081 | 0.7 | 1.7 | 9,585 | 9,572 | 9,471 | 0.1 | 1.2 |
| Leisure and Hospitality | 14,328 | 14,372 | 14,021 | -0.3 | 2.2 | 5,978 | 5,850 | 5,707 | 2.2 | 4.8 |
| Other Services | 5,176 | 5,251 | 5,254 | -1.4 | -1.5 | 2,166 | 2,169 | 2,109 | -0.1 | 2.7 |
| Government | 15,398 | 17,557 | 15,113 | -12.3 | 1.9 | 12,076 | 13,955 | 12,311 | -13.5 | -1.9 |

Source: Department of Employment and Economic Development, Current Employment Statistics, and North Dakota Job Service, 2016.

# Minnesota Economic Indicators

## Highlights

The **Minnesota Index**, after climbing 0.3 percent in June, downshifted in July, advancing by 0.1 percent. Two of the index's components were negative in July as the state's unemployment rate ticked up for the first time since February while average weekly manufacturing hours declined. The U.S. Index increased 0.3 percent for the second straight month in July.

Minnesota's index is up 2.8 percent from a year ago while the U.S. index is up 3.0 percent. Minnesota's average over-the-year gain since 1980 is 2.8 percent which is slightly higher than the U.S. 2.5 percent average. Minnesota's average over-the-year growth as measured by the Minnesota Index between 2011 and 2015 was 3.4 percent compared to the average U.S. growth of 3.1 percent. The Minnesota index has average 2.8 percent through the first seven months of 2016 which is slightly behind the 3.0 percent averaged nationally.

Minnesota's adjusted **Wage and Salary Employment** ended its zigzagged pattern of declining in odd months and increasing in even months in July as employment increased robustly for the second month in a row. July's job gain of 11,300 jobs was the second highest monthly increase over the last two years. All supersectors added to their payroll numbers except for Manufacturing and Mining and Logging. The big job creators were Leisure and Hospitality, Trade, Transportation, and Utilities, Other Services, and Educational and Health Services.

Minnesota's year-over-year job growth rate increased to 1.5 percent, just short of the 1.7 percent increase recorded nationally. The gap between U.S. year-over-year job growth and Minnesota's job growth hasn't been this small since April 2015. Minnesota has added 27,400 jobs on a seasonally adjusted basis since last December which is just below the 27,600 added during the same period in 2015 and higher than the 25,400 jobs added during the first seven months of 2014.

**Online Help-Wanted Ads** recorded their first increase in six months in July, rising to 131,000. July's 1.9 percent increase in Minnesota lagged behind the U.S. 3.4 percent increase. Minnesota's share of U.S. online help-wanted ads continues to be disproportionately high. Minnesota accounted for 2.01 percent of U.S. wage and salary employment in July but 2.72 percent of U.S. online help-wanted ads. Minnesota employers either advertise for help online more than other U.S. employers or the demand for labor in Minnesota is higher than nationally if online help-wanted ads are a reliable proxy for labor demand.

Minnesota's **Purchasing Managers' Index (PMI)** dipped for the second month in a row in July, slipping slightly to 51.2. July's reading indicates moderate economic expansion for the state over the next few months. Creighton University's Mid-American Business Conditions Index, a leading economic indicator for nine-states including Minnesota, dropped to 47.6 in July. The corresponding national index, the PMI (Purchasing Managers' Index) produced by the Institute for Supply Management, declined to 52.6 last month.

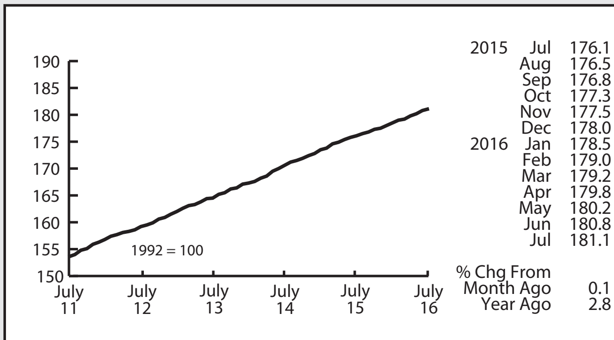
Adjusted **Manufacturing Hours** slid for the third time in the last four months in July. The 40.3 hour factory workweek in July was the shortest since last October. Average weekly **Manufacturing Earnings** inched up to $809.73 in July, but factory paychecks have been on a downward trend since 2013. Real manufacturing earnings average $846 per week in 2013 but only $814 so far this year. That is a 3.8 percent decline in average weekly factory paychecks.

The **Minnesota Leading Index**, which last month was pointing toward 2 percent growth in Minnesota's economy over the next six months, dropped to 1.3. July's lower reading suggests continued economic growth in Minnesota through the rest of the year but at a slower pace than previously predicted.

Adjusted **Residential Building Permits** were basically flat in July, increasing by just 15 permits from June. Housing permits through July are up only 0.8 percent on an unadjusted basis from 2015 as the home-building market in Minnesota continues its uneven rebound from the 2004 – 2009 bust.

Adjusted **Initial Claims for Unemployment Benefits (UB)** jumped to 18,612, the highest level since January. Initial claims, which are usually considered to be a proxy for the rate of layoffs, continues to remain extremely low by historic standards. The low level of initial claims points to another year of solid job growth. Through the first seven months this year, annual average job growth (year-over-year) is averaging 1.3 percent, slightly below last year's 1.5 percent annual average.

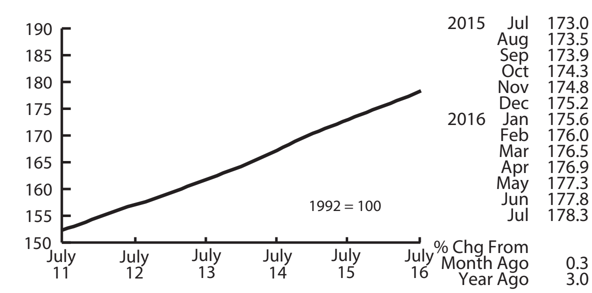
*by Dave Senf*




Source: The Federal Reserve Bank of Philadelphia, 2016

## Minnesota Index

## United States Index

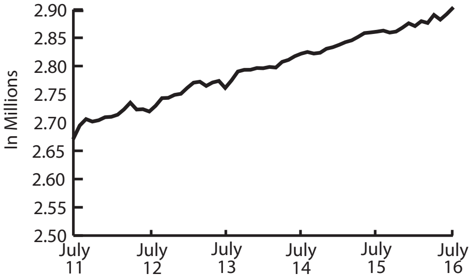



Source: The Federal Reserve Bank of Philadelphia, 2016

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

| | | |
|---|---|---|
| 2016 | Feb | 2.8794 |
| | Mar | 2.8762 |
| | Apr | 2.8905 |
| | May | 2.8821 |
| | Jun | 2.8918 |
| | Jul | 2.9031 |

% Chg From Month Ago 0.4

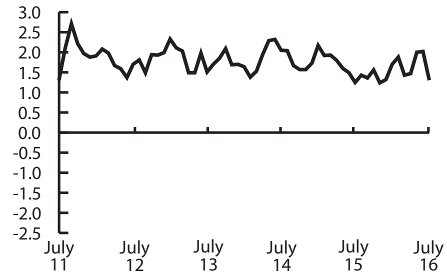
unadjusted

| | | |
|---|---|---|
| 2015 | Jul | 2.8805 |
| 2016 | Jul | 2.9246 |

% Chg From Year Ago 1.5%

Source: Department of Employment and Economic Development, Current Employment Statistics Program, 2016

## Minnesota Leading Index

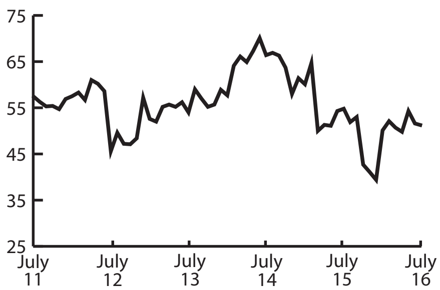



| | | |
|---|---|---|
| 2015 | Jul | 1.25 |
| | Aug | 1.43 |
| | Sep | 1.36 |
| | Oct | 1.56 |
| | Nov | 1.24 |
| | Dec | 1.32 |
| 2016 | Jan | 1.70 |
| | Feb | 1.88 |
| | Mar | 1.43 |
| | Apr | 1.47 |
| | May | 2.00 |
| | Jun | 2.02 |
| | Jul | 1.32 |

% Chg From Month Ago -34.6
Year Ago 5.8

Source: The Federal Reserve Bank of Philadelphia, 2016

## Purchasing Managers' Index

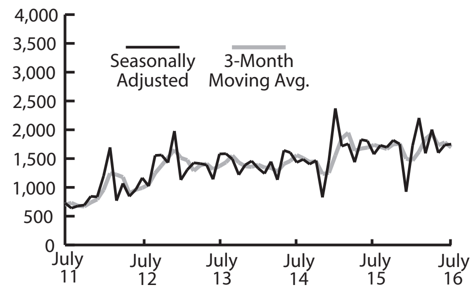



| | | |
|---|---|---|
| 2015 | Jul | 54.8 |
| | Aug | 51.9 |
| | Sep | 53.0 |
| | Oct | 42.7 |
| | Nov | 41.1 |
| | Dec | 39.4 |
| 2016 | Jan | 50.1 |
| | Feb | 52.1 |
| | Mar | 50.7 |
| | Apr | 49.8 |
| | May | 54.3 |
| | Jun | 51.6 |
| | Jul | 51.2 |

% Chg From Month Ago -0.8
Year Ago -6.6

Source: Creighton University, Mid-America Survey of Business Conditions, 2016

## Residential Building Permits




seasonally adjusted

| | | |
|---|---|---|
| 2016 | Feb | 2,206 |
| | Mar | 1,591 |
| | Apr | 2,005 |
| | May | 1,600 |
| | Jun | 1,736 |
| | Jul | 1,751 |

% Chg From Month Ago 0.9

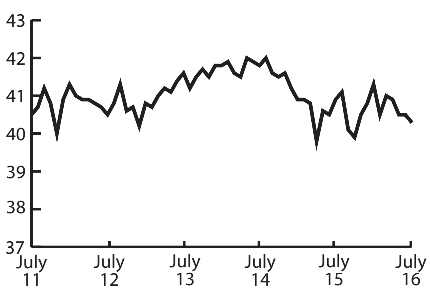
unadjusted

| | | |
|---|---|---|
| 2015 | Jul | 1,985 |
| 2016 | Jul | 2,063 |

% Chg From Year Ago 3.9%

Source: Residential Building Permits, Census Bureau, U.S. Department of Commerce, 2016

## Average Weekly Manufacturing Hours




seasonally adjusted

| | | |
|---|---|---|
| 2016 | Feb | 40.5 |
| | Mar | 41.0 |
| | Apr | 40.9 |
| | May | 40.5 |
| | Jun | 40.5 |
| | Jul | 40.3 |

% Chg From Month Ago -0.5

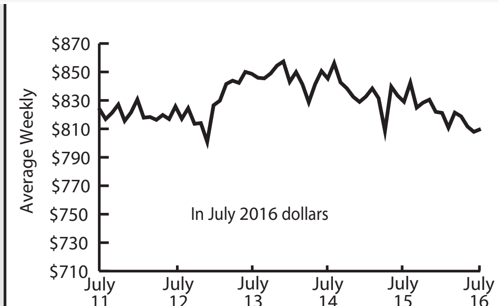
unadjusted

| | | |
|---|---|---|
| 2015 | Jul | 40.4 |
| 2016 | Jul | 39.9 |

% Chg From Year Ago -1.2%

Source: Department of Employment and Economic Development, Current Employment Statistics Program, 2016

## Manufacturing Earnings




seasonally adjusted

| | | |
|---|---|---|
| 2016 | Feb | 810.80 |
| | Mar | 821.42 |
| | Apr | 818.78 |
| | May | 811.65 |
| | Jun | 807.90 |
| | Jul | 809.73 |

% Chg From Month Ago 0.2

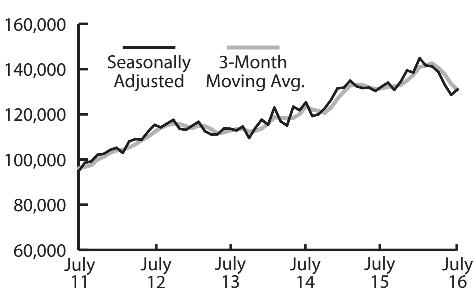
unadjusted

| | | |
|---|---|---|
| 2015 | Jul | 822.35 |
| 2016 | Jul | 802.39 |

% Chg From Year Ago -2.4%

Source: Department of Employment and Economic Development, Current Employment Statistics Program, 2016

## Online Help-Wanted Advertising

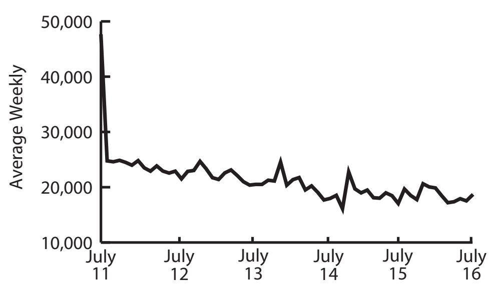



| | | |
|---|---|---|
| 2015 | Jul | 132,300 |
| | Aug | 134,000 |
| | Sep | 130,800 |
| | Oct | 134,400 |
| | Nov | 139,400 |
| | Dec | 138,500 |
| 2016 | Jan | 144,800 |
| | Feb | 141,600 |
| | Mar | 141,200 |
| | Apr | 138,600 |
| | May | 133,000 |
| | Jun | 128,600 |
| | Jul | 131,000 |

% Chg From Month Ago 1.9
Year Ago -1.0

Source: The Conference Board Inc., 2016

## Initial UB Claimants




seasonally adjusted

| | | |
|---|---|---|
| 2016 | Feb | 18,486 |
| | Mar | 17,195 |
| | Apr | 17,370 |
| | May | 17,919 |
| | Jun | 17,529 |
| | Jul | 18,612 |

% Chg From Month Ago 6.2

unadjusted

| | | |
|---|---|---|
| 2015 | Jul | 13,897 |
| 2016 | Jul | 13,881 |

% Chg From Year Ago -0.1%

Source: Department of Employment and Economic Development, Unemployment Insurance Program, 2016

Minnesota Employment Review

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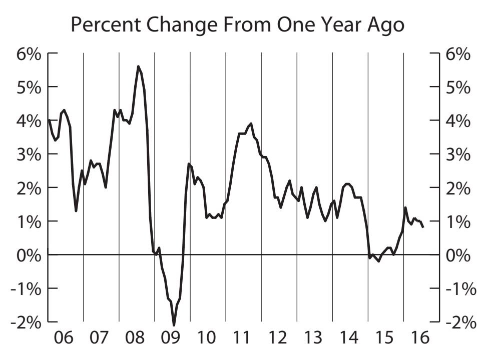
# U.S. Consumer Price Index
## for All Urban Consumers (CPI-U)

The Consumer Price Index for All Urban Consumers (CPI-U) was unchanged in July on a seasonally adjusted basis the U.S. Bureau of Labor Statistics reports. The energy index declined and the food index was unchanged. The index for all items less food and energy rose, but posted its smallest increase since March. As a result, the all items index was unchanged after rising in each of the four previous months.




The all items index rose 0.8 percent for the 12 months ending July, a smaller increase than the 1.0 percent rise for the 12 months ending June. Similarly, the index for all items less food and energy rose 2.2 percent for the 12 months ending July, a smaller increase than the 2.3 percent rise for the 12 months ending June.

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.

The employment and unemployment data in this publication were produced in cooperation with the Bureau of Labor Statistics, U.S. Department of Labor.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# What's Going On?

## Find Your Next Great Career with the State of Minnesota

From nurses to engineers and park rangers to economists, the State of Minnesota workforce is on the front line making the state a great place to work, play, and do business. DEED will join other state agencies in hosting the State of Minnesota Career Fair from 10 a.m. to 4 p.m., Saturday, October 29, at the Minnesota Senate Building, 95 University Ave., W. in St. Paul. Many positions in a wide range of fields are available. Employees have access to health benefits and professional development as part of a comprehensive package.

For more information on the Minnesota Career Fair, go to: https://mn.gov/mmb/careers/

EMPLOYMENT AND ECONOMIC DEVELOPMENT
MINNESOTA

# Education is the Foundation

## Summer Belongs To You

Not that anyone's counting, but students across Minnesota can likely tell you that there are only between 74 and 104 days of summer vacation until school comes along to end it. Speaking of counting, there were nearly 845,000 students enrolled from kindergarten through 12th grade at Minnesota's 328 public elementary and secondary school districts, as well as nearly 70,000 students enrolled at the 472 non-public schools across the state according to 2015 summary data from the Minnesota Department of Education (MDE).

These 915,000 students won't be the only ones whose summer vacations will be coming to an end – they'll be welcomed back by more than 146,600 workers, the largest number of jobs ever recorded at the state's schools. Data from DEED's Quarterly Census of Employment and Wages program shows steady growth in employment at elementary and secondary schools, making it one of the largest subsectors in the state. Thanks to ARRA funding, schools didn't suffer the same drop in employment as the total of all industries during the Great Recession (see Figure 1).

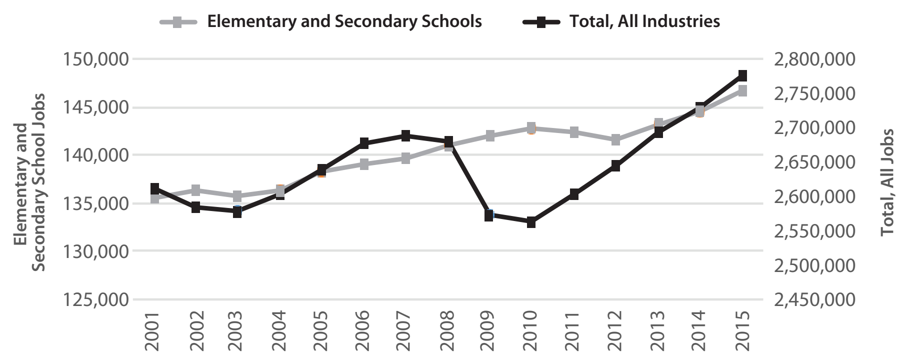
The largest occupations in the industry include teacher assistants, elementary school teachers, middle and secondary school teachers, special education teachers, and all other teachers and instructors, which will be the focus of this article. But schools also employ many other occupations including education administrators such as superintendents and principals, secretaries and administrative assistants, office clerks, janitors and cleaners, bus drivers, cooks and food prep and serving workers, childcare workers, and coaches and scouts. All of these and many more work together to provide the high quality education that Minnesotans have come to rely on.

## Demonstrated Demand

Even with the record number of jobs reported in 2015, data from the Job Vacancy Survey demonstrate that demand is at an all-time high for even more workers in educational services. More specifically, the total number of job postings for preschool, primary, secondary, and special education teachers has never been higher in Minnesota. After averaging just over 2,000 vacancies in 2001, demand for teachers mostly stabilized at about 1,000 jobs a year over the course of the next decade. Teaching vacancies then jumped to almost 1,500 in 2012, before reaching a new peak of 2,345 in 2014, then receding slightly to an average of about 2,150 vacancies in 2015 (see Figure 2).

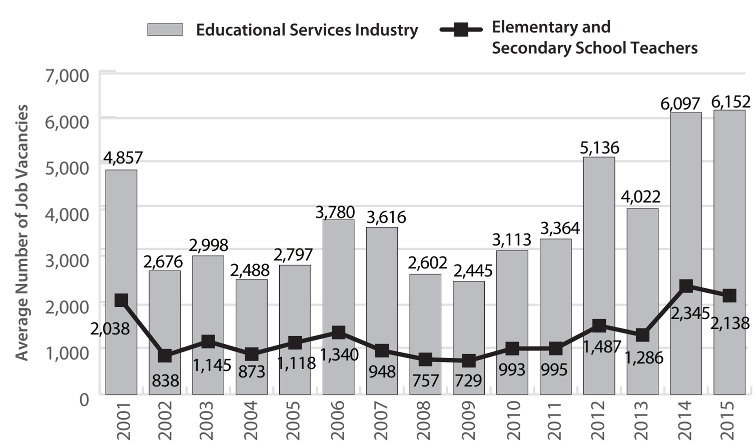
The fastest increases in demand have occurred for preschool teachers and career/technical education teachers, while secondary school teachers had the largest gain in vacancies, which tripled between 2011 and 2015. Likewise, elementary school and special education

**Figure 1: Minnesota Employment Trends, 2001-2015**




*Source: DEED Quarterly Census of Employment and Wages (QCEW program)*

**Figure 2: Minnesota Educational Services Job Vacancies**




*Source: DEED Job Vacancy Survey*

EMPLOYMENT AND ECONOMIC DEVELOPMENT
MINNESOTA

teachers have also seen significantly increased openings in recent years. Substitute teachers are also in high demand.

But unlike some other industries and occupations, teaching positions do not offer as much flexibility in raising wages to attract new candidates. While median wage offers across all job vacancies have responded to tight labor market conditions by increasing 7.4 percent since 2011, wage offers for preschool, primary, secondary, and special education teachers increased just 1.6 percent. Preschool teachers were the exception, as wage offers started below $10 an hour in 2011 before jumping to $17.51 in 2015, although that was likely related to a rapid increase in the number of employers requiring a certificate or license for those positions (see Table 1).

## Learning Retention

Including the loss of learning that typically happens for students over the summer, schools are focused as well on teacher retention. Data from the Quarterly Workforce Indicators program show that the turnover rate for elementary and secondary schools, hovering around 8 percent for the past decade, was lower than the total of all industries in 18 of the last 20 years, including 10 times when it was over 1 percent lower.

However, turnover is an issue for the youngest workers in elementary and secondary schools, with rates reaching close to 30 percent for workers under 25 years of age, before dropping below 10 percent for workers between 25 and 64 years of age. For the most part, once workers get established at their schools, they tend to stay for the long term, but getting established can be a challenge.[1]

That has led to a shift in the age profile of the elementary and secondary schools workforce over time. In 1995 54 percent of the workforce was under 45 years old, and 46 percent was 45 or older. Over the course of the next two decades while new workers entered and left, existing workers aged, and older workers hung on. As a result, those percentages essentially reversed. By 2010 just 45 percent of the workforce was under 45, while 55 percent were 45 or older.

Once workers reach 65, turnover rates climb above 15 percent again, since many workers decide to retire. To that end, a large portion of the existing workers who have served these elementary and secondary schools so well for so long appear to be aging out of the workforce. The percentage of workers under 45 hadn't seen a year-over-year increase since 2000, but has now shown three straight years of gains from 2012 to 2015 (see Figure 3).

Quarterly Workforce Indicators track this turnover activity by comparing the number of hires, an estimate of workers who started a new job or were recalled in the specified quarter, and separations, the number of workers whose job with a given employer ended in the specified quarter. With nearly half of new hires last year being workers under 35, 2015 was the best year for hiring young workers in the past 20 years, while the percentage of separations from workers aged 55 and over in 2014 was the second highest recorded, surpassed only by the previous year.

With older workers now comprising a larger percentage of the total workforce, it makes sense that they would comprise a larger percentage of the separations over time. But the recent surge in hiring among the youngest age groups is perhaps a sign of things to come as more workers age out of the workforce (see Figure 4).

## Teaching the Teachers

Recent graduates with dreams of working in education will find an improved job market that is packed full of opportunities. Data from DEED's Graduate Employment Outcomes tool show that students from education-specific programs have found success in the labor market.

Colleges and universities in Minnesota have graduated an average of about 6,500 students a year from various education programs over the past five years, the largest number being graduate students. Many of these completers are current teachers who are increasing their education to increase their wages through Teacher Education and Professional Development programs. The second largest graduate level program is Education Administration and Supervision, which trains workers to take on roles such as principals and

**Table 1: Minnesota Job Vacancy Details for Teachers, 2011-2015**

| | Q2 2011 | | Q2 2013 | | Q2 2015 | | Change in Wage Offers | |
|---|---|---|---|---|---|---|---|---|
| Occupation Title | Number of Vacancies | Median Wage Offer | Number of Vacancies | Median Wage Offer | Number of Vacancies | Median Wage Offer | Q2 2011-Q2 2015 | Q2 2013 - Q2 2015 |
| **Total, All Occupations** | **54,670** | **$12.10** | **72,569** | **$12.50** | **97,997** | **$12.99** | **+7.4%** | **+3.9%** |
| Preschool, Primary, Secondary, and Special Education Teachers | 1,319 | $20.24 | 1,877 | $21.30 | 2,646 | $20.56 | +1.6% | -3.5% |
| Preschool Teachers | 30 | $9.94 | 204 | $11.78 | 347 | $17.51 | +76.2% | +48.6% |
| Elementary School Teachers | 511 | $20.41 | 640 | $21.26 | 737 | $20.68 | +1.3% | -2.7% |
| Middle School Teachers | 90 | $21.91 | 245 | $22.19 | 132 | $21.10 | -3.7% | -4.9% |
| Secondary School Teachers | 251 | $20.26 | 512 | $21.61 | 768 | $21.28 | +5.0% | -1.5% |
| Special Educ. Teachers, Elementary | 289 | $19.85 | 92 | $21.41 | 404 | $19.76 | -0.5% | -7.7% |
| Special Educ. Teachers, Secondary | 126 | $19.78 | 125 | $20.59 | 137 | $21.42 | +8.3% | +4.0% |

*Source: DEED Job Vacancy Survey*

[1] *Post, Tim. "Young teachers need mentoring to thrive, survive." October 29, 2014. Retrieved from http://www.mprnews.org/story/2014/10/29/young-teachers .*

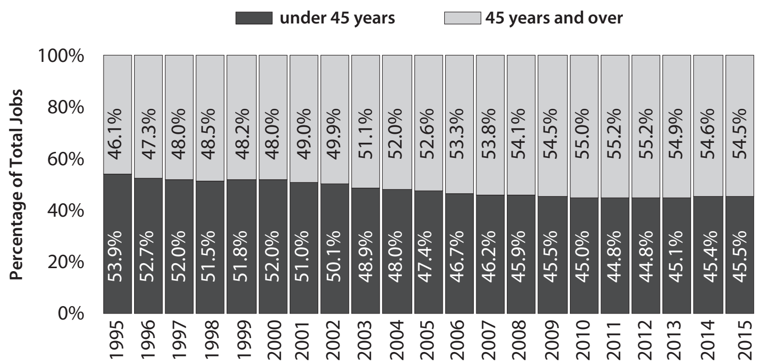
superintendents. Median wages for graduates from these programs were consistently above $30 an hour.

About 2,500 people a year graduate from education programs with bachelor's degrees, with nearly 80 percent concentrated in Teacher Education and Professional Development programs that prepare elementary, middle school, and high school teachers. Despite the significant identified shortage of teachers for students with emotional behavior disorders, learning and developmental disabilities, and English Language Learners, it's surprising to see just 5 percent of these graduates focused on Special Education.[2]

More than twice as many people earned graduate degrees as earned bachelor's degrees in Special Education. Many of the teachers currently working in Special Education are doing so using special permissions approved by the Minnesota Board of Teaching. This has become a larger issue for school districts that are unable to hire fully licensed teachers for particular teaching assignments and may then be eligible to use non-Licensed Community Experts, innovative program waivers, and general or special education variances.[3]

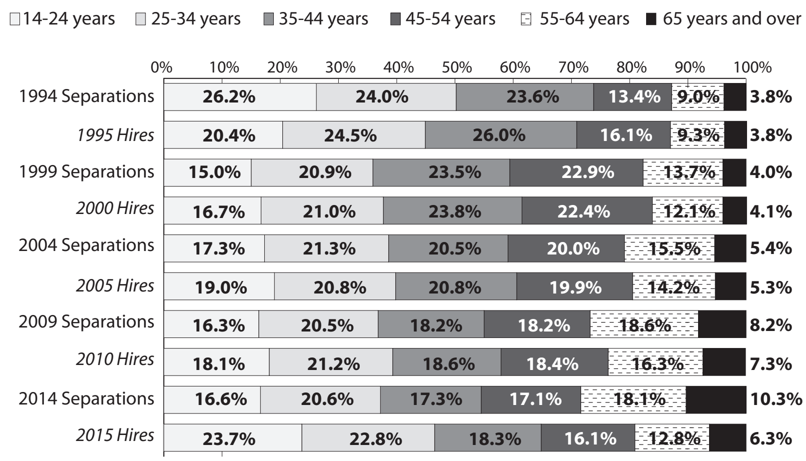
Although in much smaller numbers, demand was also steady for graduates from education programs awarding certificates and associate degrees. However, wages were also much lower with a large portion of these graduates finding work in preschool and child care settings instead of elementary and secondary schools or working as teacher assistants rather than lead teachers (see Table 2).

### Figure 3: Workforce Demographics for Elementary and Secondary Schools in Minnesota, 1995-2015




*Source: Quarterly Workforce Indicators*

### Figure 4: Percentage of Separations and Hires by Age Group for Elementary and Secondary Schools in Minnesota, 1995-2015




*Source: Quarterly Workforce Indicators*

### Table 2: Employment Outcomes for Minnesota Graduates in Education Instructional Programs One Year After Graduation, 2009-2014

| | 2009-2010 | | 2010-2011 | | 2011-2012 | | 2012-2013 | | 2013-2014 | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Number | Median Wage | Number | Median Wage | Number | Median Wage | Number | Median Wage | Number | Median Wage |
| Education | 6,403 | $25.60 | 6,642 | $24.31 | 6,677 | $24.20 | 6,224 | $24.40 | 6,380 | $26.64 |
| Certificates | 81 | $12.55 | 86 | $17.85 | 67 | $11.89 | 113 | $11.91 | 145 | $12.10 |
| Associate degrees | 156 | $12.31 | 190 | $11.83 | 251 | $12.21 | 204 | $11.99 | 260 | $12.10 |
| Bachelor's degrees | 2,446 | $16.48 | 2,520 | $16.39 | 2,674 | $17.74 | 2,308 | $18.40 | 2,265 | $20.55 |
| Graduate degrees | 3,700 | $32.95 | 3,829 | $34.35 | 3,685 | $30.82 | 3,599 | $30.55 | 3,710 | $33.93 |

*Source: DEED Graduate Employment Outcomes (GEO) tool*

[2] *2015 Minnesota Teacher Supply and Demand Report. http://education.state.mn.us/mdeprod/idcplg?IdcService=GET_FILE&dDocName=059257&RevisionSelectionMethod=latestReleased&Rendition=primary Minnesota Department of Education.*

[3] *Minnesota Board of Teaching. Special Permissions. Retrieved from http://mn.gov/board-of-teaching/beaneducator/permissions/*

## Children Are Our Future

After the number of public and private high school graduates declined in recent years, the Minnesota Office of Higher Education is projecting 3.9 percent growth over the next 10 years. Minnesota's elementary and secondary schools are also expected to continue adding jobs, projected to grow about 1.5 percent in the next decade, with slightly faster expansion expected at private schools than at public schools.

That may not sound like much room for growth, but that is only an estimate of new jobs added that don't currently exist. Instead, the more significant demand for new workers is expected to come from the need to fill behind retirements and other career changers. DEED's Employment Outlook tool also provides estimates of the number of replacement openings, which outnumber new jobs in teaching occupations by more than 14 to 1. For every new job created, 14 more current teaching jobs will need to be filled as experienced workers leave an occupation and start working in another occupation, stop working altogether, or leave the geographic area (see Table 3).

## Increasing Diversity

Although the racial diversity of Minnesota's elementary and secondary school students has changed greatly over the past 30 years, the diversity of the industry's workforce has not. According to MDE data, minorities made up about 30 percent of the public school students in 2015, but just 8 percent of the workforce (see Tables 4 and 5).

Encouragingly, the number of minority students and minority workers both increased 45 percent in the past decade. That was an increase of nearly 80,000 minority students and 3,880 minority workers. Still, about 94 percent of the elementary and secondary schools workforce was white alone, compared to 70.5 percent of the student population.

Minnesota's elementary and secondary schools are setting the foundation for the state's future, both as a source of education and as a source of employment. Demand for teachers is strong and should stay that way in the next decade as a large portion of our current teachers, who have served us so well for so long, reach retirement age and open the door for a new wave of more diverse teachers to reach a more diverse student population.

### Table 4: Race and Ethnicity of Public School Students, 2015

| | Students |
|---|---|
| White alone | 70.5% |
| Black or African American | 11.5% |
| American Indian | 2.4% |
| Asian or Pacific Islander | 7.2% |
| Hispanic or Latino | 8.4% |

*Source: Minnesota Department of Education*

### Table 5: Race and Ethnicity of Elementary and Secondary School Workers, 2015

| | Workers |
|---|---|
| White alone | 93.8% |
| Black or African American | 2.9% |
| American Indian | 0.6% |
| Asian or Pacific Islander | 1.8% |
| Two or more races | 0.9% |
| Hispanic or Latino | 2.0% |

*Source: Quarterly Workforce Indicators*

### Table 3: Minnesota Employment Projections for Preschool, Primary, Secondary, and Special Education Teachers, 2014-2024

| Occupation | Estimated Employment 2014 | Projected Employment 2024 | Percent Change 2014 - 2024 | Numeric Change 2014 - 2024 | 2014 - 2024 Replacement Openings | 2014 - 2024 Total Openings |
|---|---|---|---|---|---|---|
| **Preschool, Primary, Secondary, and Special Education Teachers** | **78,957** | **80,243** | **+1.6%** | **+1,286** | **+18,170** | **+19,460** |
| Teacher Assistants | 31,667 | 32,346 | +2.1% | +679 | +7,590 | +8,270 |
| Elementary School Teachers | 27,685 | 28,131 | +1.6% | +446 | +6,120 | +6,570 |
| Secondary School Teachers | 19,315 | 19,630 | +1.6% | +315 | +4,580 | +4,895 |
| Preschool Teachers | 7,457 | 7,630 | +2.3% | +173 | +2,180 | +2,350 |
| Middle School Teachers | 9,726 | 9,880 | +1.6% | +154 | +2,150 | +2,300 |
| Special Education Teachers, Preschool and Elementary | 5,751 | 5,797 | +0.8% | +46 | +1,080 | +1,130 |
| Special Education Teachers, Secondary | 5,336 | 5,431 | +1.8% | +95 | +1,000 | +1,095 |
| Education Administrators, Elementary and Secondary | 3,214 | 3,265 | +1.6% | +51 | +940 | +990 |
| Kindergarten Teachers | 3,125 | 3,174 | +1.6% | +49 | +920 | +970 |
| Education Administrators, Preschool/Childcare | 1,382 | 1,425 | +3.1% | +43 | +400 | +440 |
| Career/Technical Education Teachers | 562 | 570 | +1.4% | +8 | +130 | +140 |

*Source: DEED 2014-2024 Employment Outlook*

by Cameron Macht
Regional Analysis and Outreach Manager
Department of Employment and Economic Development

# K is for Kindergarten Teacher

Being able to impact the beginning of a child's educational life positively is but one of the many benefits of being a kindergarten teacher. Kindergarten teachers prepare children, usually four to six years old, for first grade. They also help them develop basic skills and social behavior with games, exercise, music, simple handicrafts, and other activities.[1] They may be required to hold state certification, and they typically need a Bachelor's degree (see Figure 1).

## Quick Facts

DEED's Occupational Employment Statistics program showed that in the first quarter of 2016 Minnesota employed a total of 3,060 kindergarten teachers at a median wage of $53,538. In comparison, kindergarten teachers across the country earned a median wage of $52,056 during the same period. From 2014 to 2024 the number of kindergarten teaching jobs in the state is forecast to increase 1.5 percent.

## Regional Employment

In Minnesota the region that employs the largest number of kindergarten teachers is the Seven County Metro with 1,800. The region that employs the smallest

**Figure 1: Typical Tasks for Kindergarten Teachers**

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| Prepare children for later grades by encouraging them to explore learning opportunities and to persevere with challenging tasks |
| Prepare objectives and outlines for courses of study, following curriculum guidelines or requirements of states and schools |
| Use computers, audio-visual aids, and other equipment and materials to supplement presentations |
| Organize and lead activities designed to promote physical, mental, and social development, such as games, arts and crafts, music, and storytelling |
| Prepare materials, classrooms, and other indoor and outdoor spaces to facilitate creative play, learning and motor-skill activities, and safety |

*Source: DEED Career Profile Tool*

[1] http://www.yourdictionary.com/kindergarten

### Table 1: Employment Information First Quarter, 2016

| Geography | Employment | Median Wage | Projected % Change from 2012 - 2022 |
|---|---|---|---|
| Minnesota | 3,060 | 53,538 | NA |
| Seven County Metro | 1,800 | $57,587 | 5.50% |
| Central Minnesota | 530 | $50,484 | 5.70% |
| Northwest Minnesota | 420 | $43,699 | -0.40% |
| Southeast Minnesota | 280 | $48,407 | 0.40% |
| Southwest Minnesota | 250 | 46,707 | -3.60% |
| Northeast Minnesota | 140 | $57,507 | -3.10% |
| United States | 158,150 | $52,056 | NA |

*Source: DEED Occupational Employment Statistics*

number of kindergarten teachers is the Northeast with 140. The region that has the highest median wage for kindergarten teachers is the Seven County Metro at a median wage of $57,587 a year. The region that has the lowest median wage for kindergarten teachers is the Northwest with a median wage of $43,699 a year. The Central Minnesota Region is projected to see the largest job increase for kindergarten teachers in Minnesota between the years 2012 and 2022, followed closely by the Seven County Metro Region (see Table 1).

## Demographic Breakdown

Kindergarten teachers are part of the Elementary and Secondary Schools industry. The U.S. Census Bureau's Quarterly Workforce Indicator shows that in the fourth quarter of 2015 the Elementary and Secondary Schools industry had 125,248 female employees and 44,123 male. The race that made up the largest number of employees in this industry was white with 158,925 employees. Black or African American made up the second largest group represented in this industry with 4,993 employees, and Asian made up the third with 2,912 employees.

## Job Openings

According to DEED's Job Vacancy Survey, in the second quarter of 2015 a total of 40 job vacancies existed for kindergarten teachers in Minnesota, and the median wage offered for these positions was $19.50 per hour. In the second quarter of 2014 there were a total of 22 job vacancies for kindergarten teachers in Minnesota, and the median wage offered for these positions was $20.75 per hour. For both years all of these jobs required a certificate or license. In 2015 one-third of them required one or more years of previous experience while one-fourth of them did in 2014. Overall, the future outlook for kindergarten teaching jobs in Minnesota seems to be promising.


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# L *is for Lawyer*

DEED's Occupational Employment Statistics define lawyers as professionals who represent clients in criminal and civil litigation and other legal proceedings, draw up legal documents, or manage or advise clients on legal transactions. Lawyers may specialize in a single area or may practice broadly in many areas of law (see Figure 1).

## The Appeal of Being a Lawyer

According to DEED's Career Profile, the median wage for lawyers in Minnesota is $53.50 an hour or about $111,280 a year. The median hourly wage is $2.64 less than the national median wage which is $56.14. The job market in Minnesota for lawyers is expected to grow 0.7 percent in the next year which will create new 210 job openings. According to OES data the industry that employs the most lawyers in Minnesota is the Professional and Business Services industry. Approximately 7,430 lawyers are employed at a median wage rate of $53.31 per hour in this industry.

## The Jury is Out for Graduates

The educational requirement to become a lawyer is a professional or doctoral degree. After that, graduates must pass their state bar examination to receive a license to practice. In June 2013 there were 949 graduates in the state. The median hourly wage of these graduates was $23.09 one year after graduation and $28.07 two years after graduation.

Of the seven regions in Minnesota, during this period the Twin Cities employed about 84 percent of Law Degree graduates two years after graduation. The remaining 16 percent of graduates were employed throughout the rest of Minnesota. The Twin Cities region pays those with a law degree the highest median wage two years after graduation, $28.59, while the Northeast region pays those with a law degree the lowest median wage two years after graduation, $22.95 (see Table 1).

## Judging the Market

According to DEED's Job Vacancy Survey, there were 124 lawyer job vacancies in the fourth quarter of 2015, compared to 88 job vacancies in the fourth quarter of 2014. In the fourth quarter of 2015 about 81

**Figure 1: Common Tasks for Lawyers**

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|---|
| Interpret laws, rulings, and regulations for individuals and businesses |
| Study Constitution, statues, decisions, regulations, and ordinances of quasi-judicial bodies to determine ramification for cases |
| Gather evidence to formulate defense or to initiate legal actions, by such means as interviewing clients and witnesses to ascertain the facts of a case |
| Prepare legal briefs and opinions, and file appeals in state and federal courts of appeal |
| Advice clients concerning business transactions, claims liability, advisability of prosecuting or defending lawsuits, or obligations |
| Analyze the probably outcomes of cases, using knowledge of legal precedents |

*Source: DEED Career Profile Tool*

percent of the job openings required one or more years of experience, while 91 percent of the job openings required one or more years of experience in 2014. The median wage offered for those vacancies in 2015 was $28.54 an hour, while in 2014 it was $35.23.

## Legal Occupations

Those working in legal occupations include lawyers, judges, paralegals, legal assistants, and related workers. As of the first quarter in 2016, there were 18,450 employees in Minnesota who worked in a legal occupation. The median wage for these employees was $38.40 an hour. The number of legal occupation jobs in Minnesota is projected to increase 4.6 percent by 2024.

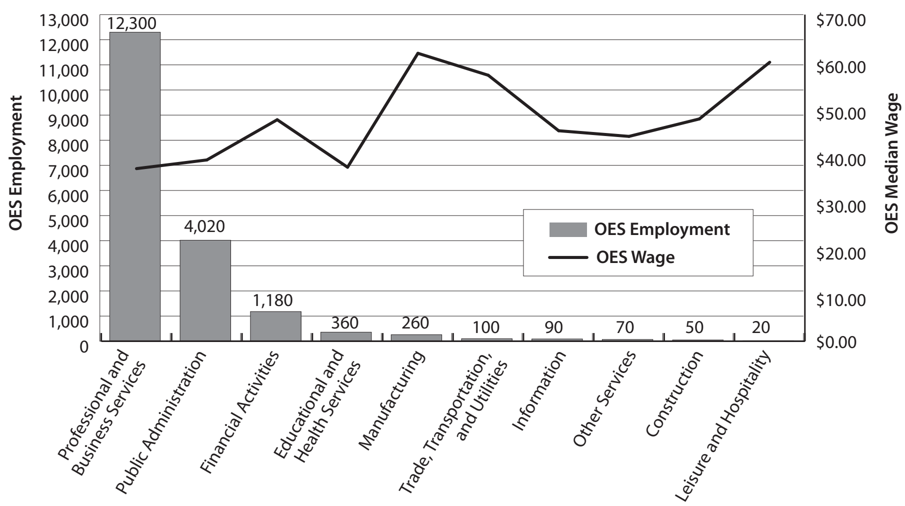
The top two industries for employing legal professionals are the Professional and Business Services industry and the Public Administration industry. Specifically, about 67 percent or 12,300 of those working in a legal occupation are employed in the Professional and Technical Services industry, while 22 percent or 4,020 of are employed in the Public Administration industry. The median wage for those working in the Professional and Business Services industry is $36.99 an hour, while the median wage for those working in the Public Administration industry is $38.85 an hour. According to OES data, the median wages are highest for legal occupation employees who are working in the Manufacturing industry and lowest for those working in the Professional and Business Services industry (see Figure 2).

**Table 1. Employment Estimates, First Quarter 2016**

| Geography | OES Estimated Employment | Median Wage | Projections Percent Change 2014 - 2024 |
|---|---|---|---|
| Minnesota | 10,690 | $53.50 | 5.50% |
| Seven County Metro | 8,860 | $57.28 | 5.00% |
| Central Minnesota | 510 | $33.35 | 6.30% |
| Southeast Minnesota | 400 | $36.56 | -2.70% |
| Northeast Minnesota | 310 | $37.17 | 0.80% |
| Southwest Minnesota | 260 | $39.18 | 4.10% |
| Northwest Minnesota | 200 | $37.02 | 5.50% |
| United States | 609,930 | $56.14 | NA |

*Source: DEED Occupational Employment Statistics*

**Figure 2: Leading Industries for Legal Occupations**




*Source: DEED Employment Outlook*

Although it takes extra years of schooling to become a lawyer, the future payoff might just be worth it for those who are passionate about the law. Although the Minnesota job market for lawyers is only expected to increase a modest amount within the next year, new jobs will be created.

For students just getting out of school, the wages start low. However, after a few years of experience, Minnesota lawyers make a decent amount of money which may make all the schooling and long hours of work worth the effort.

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