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MINNESOTA

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Good Food, Good Meat, Good Grief, Let's Eat!

With the Holiday season in full swing it's hard to ignore a common theme, food. Gathering around meals to share time with family and friends is as old as civilization, although the types of food we eat, where it comes from, and how it's produced is much less nostalgic.

Many religious and cultural holidays occur during this time of year. Three — Thanksgiving, Christmas, and New Year's — are also designated as federal holidays.

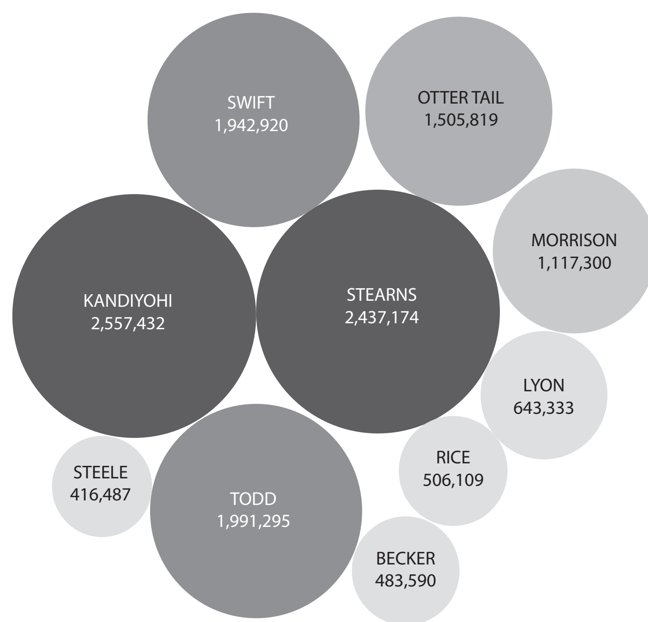
This article will explore how Central Minnesota contributes to the variety of holiday feasts across the country.

Pass the Protein Please!

Livestock and poultry are crucial to the holiday meal centerpiece and the economy of many families. Production estimates from the U.S. Department of Agriculture in 2016 once again placed Minnesota as the top turkey producing state in the country, with 44 million turkeys raised. Much of Minnesota's dominance in turkey production is because of Central Minnesota growers, specifically in Kandiyohi and Stearns County which rank fourth and fifth in the nation, respectively (see Figure 1). Central Minnesota turkey growers produced over 5 million head during the last Agricultural Census in 2012, but turkeys aren't the only bird grown in large numbers in the region.

Chicken production is also significant in Central Minnesota. The most recent inventory for all types of

Figure 1: Top Ten Counties for Turkey Growing, 2012



Source: USDA, 2012 Agriculture Census

Features:

Projected Regional Employment Growth 2014-2024

Q is for Quality Control

R is for Registered Nurse

In this issue:

Regional Spotlight CENTRAL MINNESOTA

Thanksgiving: The first Thanksgiving was held at the Plymouth Plantation in Massachusetts in 1621, 395 years ago. Unlike nearly all Thanksgivings of today, the first was truly a feast, lasting for three entire days. The celebration was the result of a bountiful harvest following a brutal first winter. Without help from Native Americans it's certain the pilgrims would have had nothing to celebrate since survival hinged on cultivating and acquiring foodstuff. Turkey is synonymous with Thanksgiving, but it's not known if it was actually eaten during the first Thanksgiving. A letter penned by colonial leader Edward Wilson outlines the inaugural feast menu: goose and duck, venison, fish, shellfish, and cornbread.

By 1789 George Washington issued the first Thanksgiving proclamation to express gratitude for the successful outcome of the revolutionary war and ratification of the U.S. Constitution. In 1941 congress specified that Thanksgiving will officially be the fourth Thursday of November.

Christmas: The act of June 28, 1870, provided that New Year's Day, Independence Day, Christmas Day, and any day appointed or recommended by the President of the United States is a day of public fasting (sic) and thanksgiving. Christians celebrate the holiday as the birth of Jesus. Many traditions, however, including the holiday dinner, are observed by others who are not religious or Christian all over the world. Special foods and treats remain very popular around the holiday season for many. The traditional Christmas menu is very similar to Thanksgiving, with turkey or ham, potatoes, baked bread, bars, cookies, and other desserts. Immigrants from all over the world have contributed to a diverse mix of holiday food ranging from English Spotted Dick and Norwegian "Berlinerkranser" to German "Pfeffernuesse".

New Year's Eve: For at least four millennia civilizations have been celebrating New Year's. The variety of traditions range from wearing special clothes to releasing birds and turtles for good luck. In America New Year's Eve is a multicultural celebration, the most popular food and drinks depend upon the culture of those celebrating. However, Champagne epitomizes the modern American New Years.

chickens grown in the region was 4.69 million head. Stearns County is second only to Morrison County (4.56 million) in chicken inventory at 3.43 million head.

If beef is what's for dinner, Central Minnesota can help. Central Minnesota is home to an estimated 528,300 head of cattle, the largest inventory in the last decade. The cattle and calf inventory includes all milk cows and all calves, heifers, steers, and bulls. As of January 2016 Stearns County had an estimated 240,000 head of cattle, more than twice as many as Morrison County, which had the second most in the state.

Hog operations aren't as dominant in Central Minnesota as they are in the counties in the Southwest region of the state, although it's still more than enough to supply the bacon for breakfast. Renville County had the largest hog inventory in Central Minnesota and is ranked 10th in the state with 1.77 million head as of 2012. In total, Central Minnesota had 3.65 million hogs in 2012.

The volume of livestock in Central Minnesota provides economic opportunities beyond just feeding and caring for animals on the farm. The animal slaughtering and processing manufacturing sub-sector has been growing faster than the overall economy, enjoying 7.3 percent employment growth from 2005-2015. Since 2005, 261 new jobs were added to bring the total employment in animal slaughtering and processing to 3,837 jobs. Average annual wages for animal processing jobs was $38,116 in 2015, slightly below the average wage for all jobs in Central Minnesota.

The animal processing manufacturers in Central Minnesota were not immune to the effects of the Great Recession. After peaking in 2008 with 3,838 jobs, animal slaughtering and processing employment shed 434 jobs by 2011. Since bottoming out in 2011, Central Minnesota animal processing facilities now have just one job less than the previous peak (see Figure 2).

Diverse workforces have become more common at animal slaughtering and processing establishments in Central Minnesota. Many new immigrants have found employment in the industry for decades, leading to a changing share of diversity. In 1995 white employees held 92.4 percent of jobs in animal processing, but that has since decreased to 83.5 percent in the region.

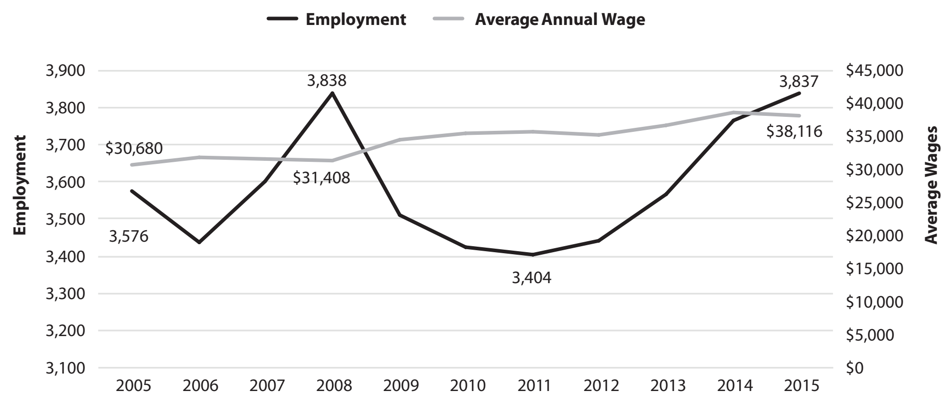
The most pronounced workforce change in the industry has been the number of black workers. In 1995 only 1.2 percent of regional jobs in the industry were held by blacks, but fast-forward to 2015 and roughly one-in-ten jobs are held by blacks. However, blacks still hold far fewer jobs than Hispanic or Latino workers, who comprise 24.5 percent of employment in the animal processing industry in Central Minnesota.

Although the animal processing industry has a history of being more diverse, it still outpaces the demographic changes found in the general economy by a fair margin. Overall, 97.7 percent of all Central Minnesota jobs in 1995 were held by whites, but that dropped to 94.7 percent in 2015.

Farming for a Feast

Corn and beans are delicious and nutritious table fare, but they are even more crucial to the diets of livestock in the region. The large numbers of animals in Central Minnesota require huge amounts of feed. Corn raised for silage, where the entire plant is chopped for feed, is directly correlated to the number of cattle in the region, so it's no surprise that Stearns County produces more silage than any other county in the state to feed its impressive cattle herd. Altogether Central Minnesota produced 1.67 million tons of silage in 2012, half of which came from Stearns County alone.

Figure 2: Central Minnesota Animal Processing Employment



Source: DEED, QCEW

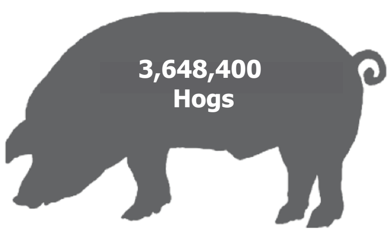
Renville County is the top producer in the state of a more common corn product, whole kernel corn. In 2012 Renville produced about a quarter of the 192.9 million bushels from Central Minnesota. Nationally, more than 95 percent of the corn produced is used for livestock feed. However, the uses of corn are vast, and it can be converted into other products like ethanol fuel, starch, sweeteners, oil, and beverage or industrial alcohol. When corn is dry milled, the end products are more commonly found in the pantry - corn flakes, corn flour, grits, and corn meal.

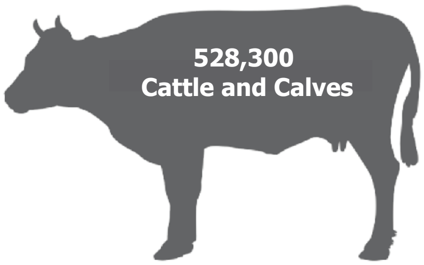
Minnesota is the third largest producer of soybeans in the nation at 380 million bushels, behind Illinois and Iowa. About half of Minnesota's soybeans are processed into meal for livestock feed, the other half is exported overseas. Central Minnesota produced roughly 40.9 million bushels of soybeans in 2015.

It's no surprise, given the quantity of livestock and crops raised in Central Minnesota, that there are more jobs in animal food manufacturing than any other region of the state. After adding 172 new jobs, animal food manufacturing grew 39 percent from 2005 to 2015, substantially higher than the 6.6 percent growth for all industries in Central Minnesota. With 615 jobs in 2015, average annual wages were also climbing, ending 40 percent higher in 2015 than in 2005, outpacing wage growth for all jobs by 10 points.

Although 2012 Ag Census data show that 1.33 million bushels of wheat were produced in Central Minnesota, it pales in comparison to the Northwest region of the state where 16.5 million bushels were produced in Polk County alone. Fortunately, Central Minnesota still has nearly 700 jobs in bakery and tortilla manufacturing, more than any other region in Greater Minnesota. Though the remaining bakeries are remnants of a different agricultural landscape, the industry continues to show modest job growth. Wheat production numbers also pale in comparison to the late 1970's and early '80's, when wheat production in Central Minnesota topped 10 million bushels.

Finally, Central Minnesota farmers produced 343.9 million pounds of dry edible beans in 2012 from more than 15,000 acres. Dried edible beans are further processed as dry beans for retail sales or rehydrated and canned.





Sweet Tooth?

Everything from candy canes to dessert bars rely on an irresistible cooking staple, sugar. In 2015 Minnesota produced roughly 12 million tons of sugar beets, nearly twice as much as the second largest producer in the country, Idaho with 6.3 million tons. The perfect combination of proper soil and rainfall combined with long cold winters allows the Red River Valley to be the largest sugar beet producing region in the nation. But in 2012 Central Minnesota produced 3.83 million tons of sugar beets from harvesting more than 140,000 acres of sugar beets. Renville County ranked third in the state at 2.5 million tons in 2012.

Giving Thanks

This holiday season Central Minnesotans can be thankful for both its leading role in producing food, as well as the numerous jobs that support, process, and sell food. This year consider the energy, logistics, and resources it takes to create your favorite holiday meal.

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Regional Employment Projections

Minnesota is projected to add 130,000 new jobs over the next decade as employers statewide continue to expand. However, the job growth is not expected to be spread evenly across the state, with some regions seeing more and faster growth than others. Regional projections were just released, with growth rates ranging from 1.0 percent in Southwest to 7.7 percent in Central Minnesota (see Figure 1).

As the fastest growing region of the state, Central is expected to add over 23,000 jobs from 2014 to 2024. However, the lion's share of the new job growth is projected to occur in the 7-County Twin Cities metro area. With nearly 80,000 new jobs, the Twin Cities could account for 61.5 percent of the net job growth forecast in the state, while Central would contribute 18 percent (see Figure 2).

Southeast may add just over 12,000 jobs, and Northwest is expected to gain about 9,250 jobs. The opposite ends of the state - Southwest and Northeast - are projected to see the smallest amount of job growth, partly caused by labor force constraints brought on by an aging population.

The upcoming and on-going retirements of baby boomers will lead to much slower labor force growth across the state. Raising participation rates for these older workers, Millennials, and a more diverse population will be key to filling the almost 700,000 projected replacement openings in the state – jobs that become available when experienced workers leave an occupation to start working in another occupation, stop working altogether, or move away.

Even with the youngest workforce, the Twin Cities will still have over 415,000 replacement openings, which is just under 60 percent of the state total. The Central, Southeast, and Northwest regions could all have over 60,000 replacement openings, each comprising about 10 percent of the projected replacement jobs. With the highest percentage of workers aged 55 years and over, both Southwest and Northeast will still have great replacement demands, despite not seeing much new growth (see Figure 3).

Detailed occupational and industry employment projections for Minnesota's regions can be found at mn.gov/deed/eo/.

by Cameron Macht
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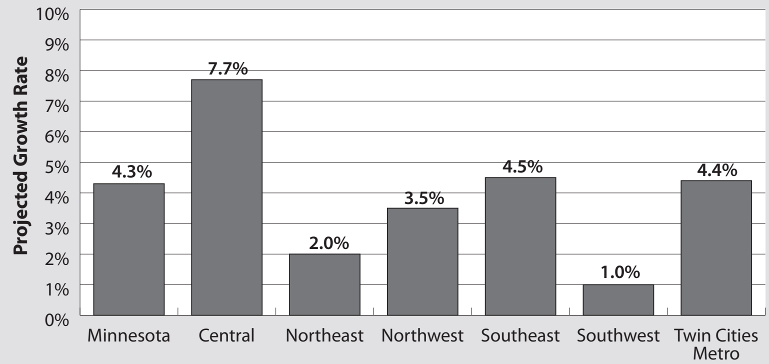
Figure 1: Minnesota Employment Projections by Region, 2014 - 2024



Source: DEED 2014-2024 Employment Outlook

Figure 2: New Jobs Created, Employment Projections by Region, 2014 - 2024

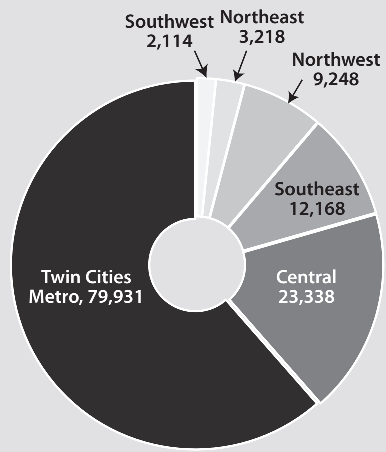
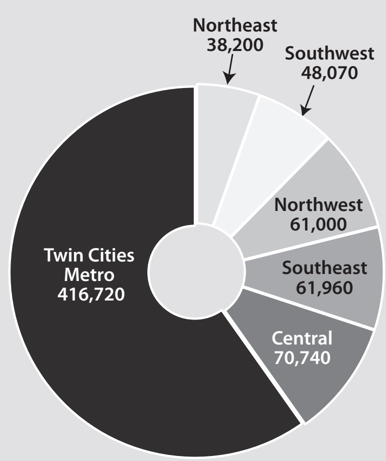


Figure 3: Replacement Openings by Region 2014 - 2024



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Labor Force Estimates

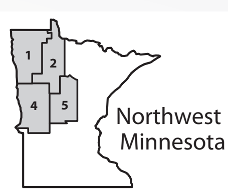
County/ Area	Labor Force			Employment			Unemployment			Rate of Unemployment		
	Oct 2016	Sept 2016	Oct 2015	Oct 2016	Sept 2016	Oct 2015	Oct 2016	Sept 2016	Oct 2015	Oct 2016	Sept 2016	Oct 2015
United States ('000s)												
(Seasonally adjusted)	159,712	159,907	157,028	151,925	151,968	149,120	7,787	7,939	7,908	4.9%	5.0%	5.0%
(Unadjusted)	159,783	159,636	157,313	152,335	151,977	149,716	7,447	7,658	7,597	4.7	4.8	4.8
Minnesota												
(Seasonally adjusted)	2,986,393	2,993,784	3,017,725	2,868,344	2,874,139	2,907,915	118,049	119,645	109,810	4.0	4.0	3.6
(Unadjusted)	2,974,717	2,982,084	3,015,656	2,879,207	2,881,260	2,924,760	95,510	100,824	90,896	3.2	3.4	3.0
Metropolitan Statistical Areas (MSA)*												
Mpls.-St. Paul MSA	1,920,011	1,937,513	1,934,844	1,860,430	1,874,246	1,878,166	59,581	63,267	56,678	3.1	3.3	2.9
Duluth-Superior MSA	139,126	139,808	141,609	132,772	133,199	135,355	6,354	6,609	6,254	4.6	4.7	4.4
Rochester MSA	118,431	118,474	118,796	115,297	115,129	115,866	3,134	3,345	2,930	2.6	2.8	2.5
St. Cloud MSA	110,742	109,645	111,827	107,347	106,040	108,647	3,395	3,605	3,180	3.1	3.3	2.8
Mankato-N Mankato MSA	59,267	57,867	60,664	57,772	56,262	59,219	1,495	1,605	1,445	2.5	2.8	2.4
Fargo-Moorhead MSA	138,588	137,643	132,300	136,041	134,662	130,050	2,547	2,981	2,250	1.8	2.2	1.7
Grand Forks MSA	57,191	56,699	55,781	55,984	55,291	54,718	1,207	1,408	1,063	2.1	2.5	1.9
Region One	**48,094**	**46,752**	**49,576**	**46,488**	**45,096**	**48,077**	**1,606**	**1,656**	**1,499**	**3.3**	**3.5**	**3.0**
Kittson	2,438	2,303	2,552	2,374	2,235	2,475	64	68	77	2.6	3.0	3.0
Marshall	5,637	5,389	5,882	5,403	5,147	5,650	234	242	232	4.2	4.5	3.9
Norman	3,363	3,177	3,535	3,247	3,049	3,427	116	128	108	3.4	4.0	3.1
Pennington	8,931	8,899	9,063	8,631	8,591	8,792	300	308	271	3.4	3.5	3.0
Polk	17,185	16,796	17,855	16,660	16,245	17,361	525	551	494	3.1	3.3	2.8
Red Lake	2,305	2,223	2,338	2,184	2,123	2,255	121	100	83	5.2	4.5	3.6
Roseau	8,235	7,965	8,351	7,989	7,706	8,117	246	259	234	3.0	3.3	2.8
Region Two	**42,335**	**42,537**	**42,908**	**40,518**	**40,637**	**41,104**	**1,817**	**1,900**	**1,804**	**4.3**	**4.5**	**4.2**
Beltrami	23,639	23,703	23,833	22,745	22,734	22,942	894	969	891	3.8	4.1	3.7
Clearwater	4,572	4,512	4,659	4,293	4,228	4,368	279	284	291	6.1	6.3	6.2
Hubbard	9,335	9,554	9,469	8,862	9,089	9,036	473	465	433	5.1	4.9	4.6
Lake of the Woods	2,399	2,373	2,452	2,310	2,282	2,365	89	91	87	3.7	3.8	3.5
Mahnomen	2,390	2,395	2,495	2,308	2,304	2,393	82	91	102	3.4	3.8	4.1
Region Three	**159,496**	**160,862**	**162,945**	**151,735**	**152,840**	**155,382**	**7,761**	**8,022**	**7,563**	**4.9**	**5.0**	**4.6**
Aitkin	6,663	6,662	6,817	6,372	6,365	6,533	291	297	284	4.4	4.5	4.2
Carlton	16,956	16,996	17,341	16,229	16,258	16,649	727	738	692	4.3	4.3	4.0
Cook	3,111	3,398	3,176	3,022	3,302	3,084	89	96	92	2.9	2.8	2.9
Itasca	22,587	22,784	22,624	21,157	21,349	21,374	1,430	1,435	1,250	6.3	6.3	5.5
Koochiching	5,958	6,040	6,257	5,542	5,625	5,810	416	415	447	7.0	6.9	7.1
Lake	5,427	5,567	5,580	5,198	5,347	5,367	229	220	213	4.2	4.0	3.8
St. Louis	98,794	99,415	101,150	94,215	94,594	96,565	4,579	4,821	4,585	4.6	4.8	4.5
City of Duluth	44,124	44,347	44,939	42,541	42,712	43,602	1,583	1,635	1,337	3.6	3.7	3.0
Balance of St. Louis County	54,670	55,068	56,211	51,674	51,882	52,963	2,996	3,186	3,248	5.5	5.8	5.8
Region Four	**125,182**	**124,238**	**127,960**	**121,708**	**120,507**	**124,662**	**3,474**	**3,731**	**3,298**	**2.8**	**3.0**	**2.6**
Becker	18,118	18,145	18,503	17,545	17,494	17,934	573	651	569	3.2	3.6	3.1
Clay	35,683	35,442	36,254	34,786	34,468	35,436	897	974	818	2.5	2.7	2.3
Douglas	19,787	19,971	20,121	19,261	19,408	19,633	526	563	488	2.7	2.8	2.4
Grant	3,305	3,170	3,434	3,201	3,058	3,333	104	112	101	3.1	3.5	2.9
Otter Tail	30,363	30,348	31,133	29,410	29,352	30,227	953	996	906	3.1	3.3	2.9
Pope	6,495	6,347	6,692	6,345	6,185	6,529	150	162	163	2.3	2.6	2.4
Stevens	5,804	5,556	5,981	5,663	5,418	5,860	141	138	121	2.4	2.5	2.0
Traverse	1,806	1,682	1,929	1,758	1,639	1,883	48	43	46	2.7	2.6	2.4
Wilkin	3,821	3,577	3,913	3,739	3,485	3,827	82	92	86	2.1	2.6	2.2
Region Five	**80,694**	**81,046**	**82,654**	**77,517**	**77,746**	**79,476**	**3,177**	**3,300**	**3,178**	**3.9**	**4.1**	**3.8**
Cass	13,612	14,009	13,864	12,929	13,300	13,219	683	709	645	5.0	5.1	4.7
Crow Wing	30,702	31,440	31,260	29,553	30,209	30,061	1,149	1,231	1,199	3.7	3.9	3.8
Morrison	17,506	17,131	18,020	16,848	16,452	17,364	658	679	656	3.8	4.0	3.6
Todd	12,726	12,358	13,182	12,291	11,935	12,765	435	423	417	3.4	3.4	3.2
Wadena	6,148	6,108	6,328	5,896	5,850	6,067	252	258	261	4.1	4.2	4.1
Region Six East	**65,932**	**64,992**	**67,690**	**63,855**	**62,819**	**65,740**	**2,077**	**2,173**	**1,950**	**3.2**	**3.3**	**2.9**
Kandiyohi	23,779	23,540	24,435	23,119	22,855	23,778	660	685	657	2.8	2.9	2.7
McLeod	20,204	20,264	20,597	19,504	19,548	19,985	700	716	612	3.5	3.5	3.0
Meeker	13,172	13,045	13,479	12,767	12,609	13,089	405	436	390	3.1	3.3	2.9
Renville	8,777	8,143	9,179	8,465	7,807	8,888	312	336	291	3.6	4.1	3.2

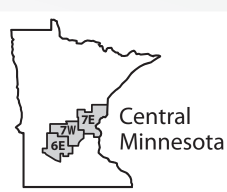
*Minneapolis-St. Paul Metropolitan Statistical Area (MSA) now includes Sherburne County in Minnesota and Pierce County in Wisconsin. St. Cloud MSA is now comprised of Benton and Stearns counties.

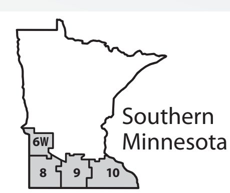
Labor Force Estimates

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		
	Oct 2016	Sept 2016	Oct 2015	Oct 2016	Sept 2016	Oct 2015	Oct 2016	Sept 2016	Oct 2015	Oct 2016	Sept 2016	Oct 2015
Region Six West	**23,794**	**22,843**	**25,013**	**23,031**	**22,050**	**24,086**	**763**	**793**	**927**	**3.2%**	**3.5%**	**3.7%**
Big Stone	2,680	2,591	2,801	2,592	2,506	2,718	88	85	83	3.3	3.3	3.0
Chippewa	6,757	6,590	7,065	6,536	6,355	6,832	221	235	233	3.3	3.6	3.3
Lac Qui Parle	3,754	3,532	3,952	3,641	3,410	3,839	113	122	113	3.0	3.5	2.9
Swift	5,095	4,865	5,474	4,912	4,669	5,114	183	196	360	3.6	4.0	6.6
Yellow Medicine	5,508	5,265	5,721	5,350	5,110	5,583	158	155	138	2.9	2.9	2.4
Region Seven East	**84,294**	**84,551**	**85,345**	**81,091**	**81,214**	**82,340**	**3,203**	**3,337**	**3,005**	**3.8**	**3.9**	**3.5**
Chisago	28,543	28,707	28,797	27,568	27,705	27,902	975	1,002	895	3.4	3.5	3.1
Isanti	20,176	20,295	20,328	19,443	19,536	19,676	733	759	652	3.6	3.7	3.2
Kanabec	8,455	8,468	8,634	8,083	8,067	8,251	372	401	383	4.4	4.7	4.4
Mille Lacs	12,539	12,593	12,682	12,013	12,035	12,175	526	558	507	4.2	4.4	4.0
Pine	14,581	14,488	14,904	13,984	13,871	14,336	597	617	568	4.1	4.3	3.8
Region Seven West	**231,062**	**230,695**	**233,290**	**223,861**	**223,135**	**226,559**	**7,201**	**7,560**	**6,731**	**3.1**	**3.3**	**2.9**
Benton	21,751	21,586	21,995	21,069	20,865	21,299	682	721	696	3.1	3.3	3.2
Sherburne	49,080	49,408	49,547	47,477	47,744	48,027	1,603	1,664	1,520	3.3	3.4	3.1
Stearns	88,991	88,059	89,832	86,278	85,175	87,348	2,713	2,884	2,484	3.0	3.3	2.8
Wright	71,240	71,642	71,916	69,037	69,351	69,885	2,203	2,291	2,031	3.1	3.2	2.8
Region Eight	**66,387**	**64,281**	**68,449**	**64,032**	**62,099**	**66,559**	**2,355**	**2,182**	**1,890**	**3.5**	**3.4**	**2.8**
Cottonwood	5,967	5,729	6,004	5,405	5,294	5,651	562	435	353	9.4	7.6	5.9
Jackson	6,282	6,039	6,494	6,048	5,817	6,299	234	222	195	3.7	3.7	3.0
Lincoln	3,376	3,197	3,543	3,295	3,105	3,471	81	92	72	2.4	2.9	2.0
Lyon	15,111	14,747	15,637	14,699	14,330	15,269	412	417	368	2.7	2.8	2.4
Murray	5,172	4,955	5,317	4,995	4,801	5,176	177	154	141	3.4	3.1	2.7
Nobles	11,481	11,189	11,842	11,106	10,845	11,529	375	344	313	3.3	3.1	2.6
Pipestone	4,965	4,818	5,126	4,843	4,690	5,008	122	128	118	2.5	2.7	2.3
Redwood	8,102	7,844	8,400	7,830	7,567	8,173	272	277	227	3.4	3.5	2.7
Rock	5,931	5,763	6,086	5,811	5,650	5,983	120	113	103	2.0	2.0	1.7
Region Nine	**131,298**	**128,365**	**135,197**	**127,328**	**124,264**	**131,409**	**3,970**	**4,101**	**3,788**	**3.0**	**3.2**	**2.8**
Blue Earth	39,097	38,213	40,002	38,080	37,119	39,013	1,017	1,094	989	2.6	2.9	2.5
Brown	14,410	14,238	14,872	13,952	13,756	14,437	458	482	435	3.2	3.4	2.9
Faribault	7,413	7,240	7,769	7,145	6,975	7,515	268	265	254	3.6	3.7	3.3
Le Sueur	15,490	15,428	15,739	14,985	14,912	15,239	505	516	500	3.3	3.3	3.2
Martin	10,250	9,932	10,677	9,910	9,571	10,369	340	361	308	3.3	3.6	2.9
Nicollet	20,170	19,654	20,662	19,692	19,143	20,206	478	511	456	2.4	2.6	2.2
Sibley	8,601	8,307	8,876	8,341	8,048	8,605	260	259	271	3.0	3.1	3.1
Waseca	9,594	9,425	10,073	9,258	9,090	9,749	336	335	324	3.5	3.6	3.2
Watonwan	6,273	5,928	6,527	5,965	5,650	6,276	308	278	251	4.9	4.7	3.8
Region Ten	**276,841**	**275,154**	**281,160**	**269,073**	**266,908**	**273,792**	**7,768**	**8,246**	**7,368**	**2.8**	**3.0**	**2.6**
Dodge	11,456	11,351	11,608	11,149	11,016	11,266	307	335	342	2.7	3.0	2.9
Fillmore	11,434	11,154	11,637	11,093	10,785	11,305	341	369	332	3.0	3.3	2.9
Freeborn	15,920	15,573	16,512	15,403	15,054	16,007	517	519	505	3.2	3.3	3.1
Goodhue	26,450	26,195	27,169	25,679	25,370	26,429	771	825	740	2.9	3.1	2.7
Houston	10,433	10,214	10,710	10,138	9,891	10,414	295	323	296	2.8	3.2	2.8
Mower	20,226	20,086	20,691	19,693	19,509	20,165	533	577	526	2.6	2.9	2.5
Olmsted	83,448	84,127	83,254	81,273	81,814	81,318	2,175	2,313	1,936	2.6	2.7	2.3
City of Rochester	61,135	61,644	61,158	59,666	60,064	59,699	1,469	1,580	1,459	2.4	2.6	2.4
Rice	35,182	35,362	35,741	34,189	34,283	34,737	993	1,079	1,004	2.8	3.1	2.8
Steele	21,157	20,498	21,760	20,534	19,851	21,206	623	647	554	2.9	3.2	2.5
Wabasha	12,093	11,842	12,297	11,782	11,514	11,977	311	328	320	2.6	2.8	2.6
Winona	29,042	28,752	29,781	28,140	27,821	28,968	902	931	813	3.1	3.2	2.7
Region Eleven	**1,639,308**	**1,655,774**	**1,653,467**	**1,588,972**	**1,601,949**	**1,605,574**	**50,336**	**53,825**	**47,893**	**3.1**	**3.3**	**2.9**
Anoka	188,870	190,690	190,478	182,754	184,159	184,691	6,116	6,531	5,787	3.2	3.4	3.0
Carver	54,632	54,901	55,170	53,028	53,200	53,709	1,604	1,701	1,461	2.9	3.1	2.6
Dakota	231,583	233,757	233,573	224,647	226,399	227,012	6,936	7,358	6,561	3.0	3.1	2.8
Hennepin	672,337	679,740	678,067	651,818	657,758	658,384	20,519	21,982	19,683	3.1	3.2	2.9
City of Bloomington	46,143	46,583	46,542	44,756	45,164	45,207	1,387	1,419	1,335	3.0	3.0	2.9
City of Minneapolis	229,654	232,298	231,812	222,698	224,727	224,941	6,956	7,571	6,871	3.0	3.3	3.0
Ramsey	277,317	280,257	279,794	268,348	270,602	271,129	8,969	9,655	8,665	3.2	3.4	3.1
City of St. Paul	151,821	153,515	153,548	146,942	148,176	148,465	4,879	5,339	5,083	3.2	3.5	3.3
Scott	78,197	78,887	78,894	76,019	76,588	76,832	2,178	2,299	2,062	2.8	2.9	2.6
Washington	136,372	137,542	137,491	132,358	133,243	133,817	4,014	4,299	3,674	2.9	3.1	2.7







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

Overview

Minnesota lost 12,500 jobs (0.4 percent) in October on a seasonally adjusted basis, while September's estimate was revised upward from a gain of 1,900 to a gain of 2,200. October's seasonally adjusted loss was spread across industry groups. Goods Producing supersectors lost 2,000 jobs (0.5 percent) while Service Providing supersectors lost 10,500 (0.4 percent). Public Sector employment was largely static, adding 200 jobs (0.0 percent) on the month. Over the year Minnesota added 31,375 jobs (1.1 percent). Much of that gain came among Service Providing supersectors, which grew by 29,263 jobs (1.2 percent), while Goods Producers added 2,112 (0.5 percent). Public Sector employers added 2,954 jobs (0.7 percent).

Mining and Logging

Employment in the Mining and Logging supersector was down in October, off by 200 jobs (3.5 percent). Over the year, employment in the supersector remains down, off by 989 jobs (14.5 percent) from October of 2015. However, since some of the most dramatic job losses in the supersector first appeared in December of 2015, we might expect those annual declines to shrink within the next few months.

Construction

Employment in the Construction supersector declined slightly in October, down by 500 jobs (0.4 percent). This was the third straight month of seasonally adjusted declines for the industry group. Annually employers in Construction industries added 4,436 jobs (3.5 percent). Heavy and Civil Engineering Construction was up 2,552 (12.6 percent), Specialty Trade Contractors added 1,180 jobs (1.5 percent), and Construction of Buildings added 704 (2.6 percent).

Manufacturing

Minnesota Manufacturers shed 1,300 jobs (0.4 percent) in October on a seasonally adjusted basis. The decline came entirely from Non-Durable Goods Manufacturing, which lost 1,500 jobs (1.3 percent). That was the largest single-month decline in the industry group since April of 2009. The other piece of the supersector, Durable Goods Manufacturing, added 200 jobs (0.1 percent). Annually the Manufacturing supersector lost 1,335 jobs (0.4 percent). Reversing the monthly estimates, the loss came primarily from Durable Goods manufacturers, who lost 1,276 jobs (0.6 percent). Among component sectors the largest job losses came in Fabricated Metal Product Manufacturing, which was off by 783 (1.8 percent). Non-Durable Goods Manufacturers lost 59 jobs (0.1 percent) on the year.

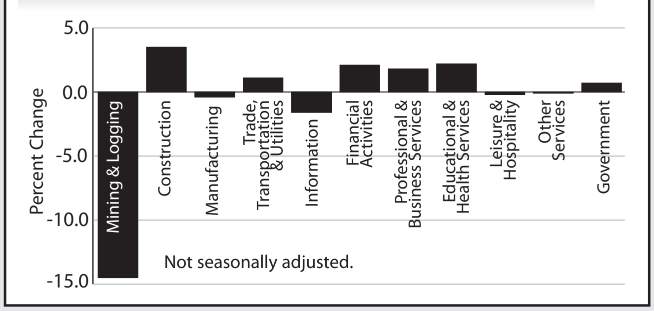
Trade, Transportation, and Utilities

Employment in Trade, Transportation, and Utilities was off by 2,500 jobs (0.5 percent) in October. Retail Trade was the biggest loser, dropping 2,400 jobs (0.8 percent). Wholesale Trade lost 200 jobs (0.2 percent) while Transportation, Warehousing, and Utilities added 100 (0.1 percent). Annually the supersector added 5,532 jobs (1.1 percent) since October of 2015. Wholesale Trade lost 2,809 jobs (2.1 percent) but the loss was more than made up for in the other two component sectors. Transportation, Warehousing, and Utilities added 3,837 jobs (3.8 percent) on the strength of 1,587 new jobs in Truck Transportation, while Retail Trade was up 4,504 jobs (1.5 percent).

Information

The Information supersector lost 300 jobs (0.6 percent) in October, giving back all of the gains it had shown in September and returning to August levels. Annually the supersector lost 837 jobs (1.6 percent). Publishing Industries (except Internet) lost 748 jobs (3.7 percent), and Telecommunications lost 302 jobs (2.4 percent).

MN Employment Growth
October 2015 to October 2016



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

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

Financial Activities

The Financial Activities supersector added 1,100 jobs (0.6 percent) in October. Finance and Insurance added 1,000 jobs (0.7 percent), and Real Estate and Rental and Leasing added 100 (0.2 percent). Over the year the supersector added 3,832 jobs (2.1 percent). Finance and Insurance added 2,731 jobs (1.9 percent) while Real Estate and Rental and Leasing added 1,101 (2.8 percent), with most of that gain coming from Real Estate (up 968 or 3 percent).

Professional and Business Services

Professional and Business Services employment declined in October as the supersector lost 2,400 jobs (0.7 percent), giving back part of the 9,800 jobs that were added in September. The October decline was largely in Administrative and Support and Waste Management and Remediation Services, which lost 1,900 jobs (1.4 percent). Professional, Scientific, and Technical Services also lost jobs, off by 600 (0.4 percent). Annually the supersector's employment was up by 6,644 (1.8 percent). Professional, Scientific, and Technical Services added 2,470 jobs on the year (1.7 percent), Administrative and Support and Waste Management and Remediation Services added 2,835 (2.1 percent), and Management of Companies and Enterprises added 1,339 (1.7 percent).

Educational and Health Services

Educational and Health Services lost 2,200 jobs (0.4 percent) in October. The majority of that decline came from Health Care and Social Assistance, which shed 2,100 jobs (0.5 percent). The other component sector, Educational Services, lost 100 jobs (0.2 percent). Annually the supersector added 11,623 jobs (2.2 percent). Health Care and Social Assistance was the main driver of that growth, up by 14,169 (3.2 percent). Ambulatory Health Care Services contributed 11,779 of those new jobs on the year. Educational Services lost 2,546 jobs (3.5 percent) over the same time period, tempering the overall annual job growth in the supersector.

Leisure and Hospitality

Leisure and Hospitality lost 3,900 jobs (1.5 percent) on a seasonally adjusted basis in October. Accommodation and Food Services lost 1,000 jobs (0.5 percent) while Arts, Entertainment, and Recreation lost 2,900 (7.3 percent). Annually the supersector lost 426 jobs (0.2 percent). Accommodation lost 892 jobs (3.4 percent), and Arts, Entertainment, and Recreation lost 2,750 (6.9 percent), while Accommodation and Food Services added 2,324.

Other Services

Employment in the Other Services supersector was down in October by 500 jobs (0.4 percent). Over the year Other Services lost 59 jobs (0.1 percent). This dip back into the red for the supersector came after two months of over-the-year job gains.

Government

Government employment was largely flat in October, adding just 200 jobs (0.0 percent). Federal Government employers lost 200 jobs (0.6 percent) while State employers added 400 (0.4 percent). There was no change in Local Government employment. Over the year Government employers added 2,954 jobs (0.7 percent). Much of that gain came from State employers, who added 2,575 jobs (2.5 percent), 2,268 of that coming from State Government Educational Services. The Federal Government added 443 jobs (1.4 percent) on the year, while Local Government employers lost 64 jobs (0.0 percent).

by Nick Dobbins

Seasonally Adjusted Nonfarm Employment

In 1,000's

Industry	October 2016	September 2016	August 2016
Total Nonagricultural	**2,893.1**	**2,905.6**	**2,903.4**
Goods-Producing	**439.0**	**441.0**	**442.1**
Mining and Logging	5.5	5.7	5.6
Construction	117.7	118.2	119.9
Manufacturing	315.8	317.1	316.6
Service-Providing	**2,454.1**	**2,464.6**	**2,461.3**
Trade, Transportation, and Utilities	529.7	532.2	532.9
Information	51.1	51.4	51.1
Financial Activities	184.4	183.3	183.7
Professional and Business Services	364.6	367.0	357.2
Educational and Health Services	526.8	529.0	532.6
Leisure and Hospitality	257.8	261.7	265.3
Other Services	115.4	115.9	116.0
Government	424.3	424.1	422.5

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

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

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

Employment in the Minneapolis-St. Paul MSA increased in October as the area added 1,730 jobs (0.1 percent). The growth was driven by Government, which added 5,456 jobs (2.2 percent). Most of that gain came in Local Government, which added 8,106 jobs (5.3 percent) thanks to an increase of 9,320 (11.3 percent) in Local Government Educational Services. In the private sector the biggest driver of losses was the highly seasonal Leisure and Hospitality, which lost 9,993 jobs (5.3 percent). Of those, 4,439 jobs came from Arts, Entertainment, and Recreation (down 12.7 percent), while 5,554 came from Accommodation and Food Services (down 3.6 percent). Notable losses also occurred in Mining, Logging, and Construction, which shed 2,537 jobs (2.9 percent). Annually the area added 26,518 jobs (1.4 percent). Supersectors with significant annual growth included Financial Activities (up 2,889 jobs or 2 percent), Professional and Business Services (up 8,826 jobs or 2.9 percent, 5,113 of which came in the Administrative and Support and Waste Management and Remediation Services component sector), Educational and Health Services (9,760 jobs or 3 percent, 9,381 of which came in the Health Care and Social Assistance component sector), and Other Services (2,315, 2.9 percent). While most supersectors grew on the year, three lost jobs: Manufacturing (down 495 or 0.3 percent), Information (down 303 or 0.8 percent), and Leisure and Hospitality (909, 0.5 percent).

Duluth-Superior MSA

The Duluth-Superior MSA added 320 jobs (0.3 percent) in October. September estimates were also revised upward slightly, giving the area two consecutive months of modest job growth. The total employment change is largely the product of two supersectors: Government employers in Duluth added 1,283 jobs (5.1 percent), with Local Government adding 887 of those (up 5.4 percent); Leisure and Hospitality lost 1,243 jobs (8.4 percent). The movement in the two areas largely canceled each other out, and overall growth in the area was relatively flat. The Duluth area lost 120 jobs (0.1 percent) over the year. This was the first annual job loss for the MSA since June. The Trade, Transportation, and Utilities supersector shed 980 jobs (3.7 percent) on the year, with 782 of those jobs coming from the Retail Trade industry group (down 4.8 percent). The Professional and Business Services supersector continued to add to its over-the-year growth and was up by 460 jobs (5.6 percent) over October 2015 estimates.

Rochester MSA

Employment in the Rochester MSA was down by 164 (0.1 percent) in October. This marked the second month in a row of job losses in the MSA. October's contraction was driven in large part by the seasonal loss of 407 jobs (3.9 percent) in Leisure and Hospitality. Notable growth occurred in Educational and Health Services (up 284 or 0.6 percent) and Government (up 157, 1.3 percent, thanks to the addition of 266 jobs at the Local Government level). Annually the Rochester MSA added 3,080 jobs (2.6 percent). The area's over-the-year growth continues to outpace statewide growth by a significant margin as state employment grew by only 1.1 percent on the year. Rochester's annual growth is spread among a variety of supersectors. Educational and Health Services added the most employment over that time period, supporting 1,701 (3.6 percent) more jobs than in October of 2015. Professional and Business Services employment grew at the fastest rate as it added 237 jobs or 4.2 percent. Trade, Transportation, and Utilities also had notable job growth on the year, adding 672 jobs or 3.7 percent.

St. Cloud MSA

The St. Cloud MSA added 1,072 jobs (1 percent) in October. A disproportionate amount of that growth came from Government, which added 1,064 jobs (7.1 percent). State Government added 524 jobs (12 percent) while Local Government added 482 (5.8 percent). The fastest private sector growth occurred in Trade, Transportation, and Utilities, which added 190 jobs (0.8 percent) on the back of a gain of 125 (2.6 percent) in Wholesale Trade. Annually St. Cloud added 2,000 jobs (1.8 percent). Educational and Health Services added the most jobs, up by 1,052 (4.9 percent). The fastest annual growth occurred in Mining, Logging, and Construction, which grew by 11.3 percent (774 jobs).

Mankato-North Mankato MSA

Employment in the Mankato-North Mankato MSA was up by 1,416 (2.5 percent) in October. The private sector added 725 jobs (1.5 percent) while the public sector added 691 (8 percent). Service providers added 1,392 jobs (3 percent), and goods producers added 24 jobs (0.2 percent). Annually the Mankato area added 242 jobs (0.4 percent). Government employers added 15 jobs (0.2 percent). Private employers added 227 (0.5 percent).

Fargo-Moorhead MSA

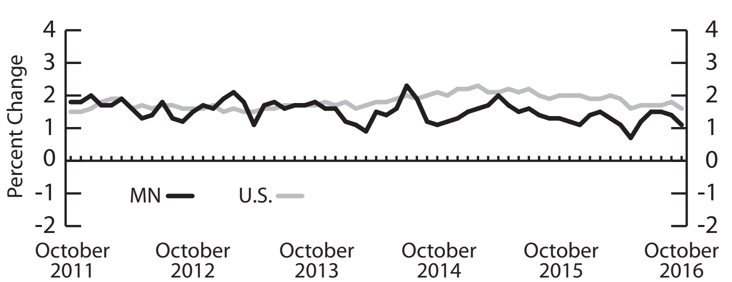
Employment in the Fargo-Moorhead MSA was up by 1,124 (0.8 percent) in October. Government employers added 402 jobs (2.2 percent) on the strength of 300 jobs in Local Government. Trade, Transportation, and Utilities also had a good month, adding 381 jobs (1.3 percent), with 296 of those jobs coming from the Retail Trade component sector. Annually the Fargo-Moorhead MSA added 1,458 jobs (1 percent). The only supersectors to see their employment shrink were Manufacturing (down 141 or 1.4 percent) and Professional and Business Services (down 287 or 1.7 percent).

Grand Forks-East Grand Forks MSA

Employment in the Grand Forks-East Grand Forks MSA grew by 275 (0.5 percent) in October. Private sector employment dropped by 44 (0.1 percent) while Government employers added 319 jobs (2.3 percent). Annually the Grand Forks-East Grand Forks MSA lost 414 jobs (0.7 percent). Leisure and Hospitality drove much of that decline, losing 491 jobs (7.8 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	
	Oct 2016	Sept 2016	Oct 2015	Sept 2016	Oct 2015	Oct 2016	Oct 2015	Oct 2016	Oct 2015	Oct 2016	Oct 2015
TOTAL NONFARM WAGE AND SALARY	**2,923.3**	**2,917.2**	**2,891.9**	**0.2%**	**1.1%**	—	—	—	—	—	—
						—	—	—	—	—	—
GOODS-PRODUCING	**453.3**	**455.9**	**451.2**	**-0.6**	**0.5**	—	—	—	—	—	—
Mining, Logging, and Construction	**136.2**	**138.1**	**132.8**	**-1.4**	**2.6**	—	—	—	—	—	—
Mining and Logging	**5.8**	**5.9**	**6.8**	**-1.6**	**-14.5**	—	—	—	—	—	—
Construction	**130.4**	**132.2**	**125.9**	**-1.4**	**3.5**						
Specialty Trade Contractors	80.2	81.2	79.0	-1.3	1.5	$ 1,291.62	$1,178.08	40.1	39.1	$32.21	$30.13
Manufacturing	**317.1**	**317.8**	**318.4**	**-0.2**	**-0.4**	**812.85**	**827.76**	**40.4**	**40.3**	**20.12**	**20.54**
Durable Goods	201.1	200.4	202.3	0.3	-0.6	827.66	820.85	40.1	39.2	20.64	20.94
Wood Product Manufacturing	11.4	11.2	11.1	1.3	2.3	—	—	—	—	—	—
Fabricated Metal Production	41.7	41.8	42.5	-0.2	-1.8	—	—	—	—	—	—
Machinery Manufacturing	32.4	32.7	32.8	-0.7	-1.1	—	—	—	—	—	—
Computer and Electronic Product	45.7	45.7	45.9	0.0	-0.3	—	—	—	—	—	—
Navigational, Measuring, Electromedical and Control	25.8	25.8	25.7	0.0	0.5	—	—	—	—	—	—
Transportation Equipment	10.9	10.8	11.3	0.9	-3.4	—	—	—	—	—	—
Medical Equipment and Supplies Manufacturing	16.1	16.0	15.9	0.4	1.1						
Nondurable Goods	116.0	117.4	116.1	-1.2	-0.1	787.03	837.90	40.8	42.0	19.29	19.95
Food Manufacturing	49.4	49.8	46.9	-0.8	5.4	—	—	—	—	—	—
Paper Manufacturing	31.2	31.3	32.4	-0.3	-3.7	—	—	—	—	—	—
Printing and Related	22.3	22.3	23.0	-0.2	-3.2						
						—	—	—	—	—	—
SERVICE-PROVIDING	**2,470.0**	**2,461.4**	**2,440.7**	**0.3**	**1.2**						
						—	—	—	—	—	—
Trade, Transportation, and Utilities	**531.9**	**528.6**	**526.3**	**0.6**	**1.1**						
Wholesale Trade	129.2	128.5	132.0	0.5	-2.1	927.60	919.96	40.0	39.5	23.19	23.29
Retail Trade	298.9	297.2	294.4	0.6	1.5	428.54	434.08	28.8	28.9	14.88	15.02
Motor Vehicle and Parts	34.1	34.8	33.9	-1.9	0.8	—	—	—	—	—	—
Building Material and Garden Equipment	25.8	26.0	25.8	-0.7	0.2	—	—	—	—	—	—
Food and Beverage Stores	52.7	52.8	52.4	-0.3	0.7	—	—	—	—	—	—
Gasoline Stations	25.2	25.4	24.7	-0.9	1.8						
General Merchandise Stores	61.8	60.1	61.1	2.8	1.0	351.94	338.37	29.5	29.5	11.93	11.47
Transportation,Warehouse, Utilities	103.8	102.9	100.0	0.9	3.8						
Transportation and Warehousing	90.5	89.7	87.3	0.9	3.7	740.62	701.76	35.9	34.0	20.63	20.64
Information	**50.9**	**50.8**	**51.7**	**0.1**	**-1.6**	**1,008.59**	**894.20**	**34.6**	**36.1**	**29.15**	**24.77**
Publishing Industries	19.3	19.4	20.0	-0.4	-3.7	—	—	—	—	—	—
Telecommunications	12.2	12.3	12.5	-0.9	-2.4	—	—	—	—	—	—
Financial Activities	**185.1**	**184.4**	**181.2**	**0.3**	**2.1**						
Finance and Insurance	144.2	143.8	141.5	0.3	1.9	1,056.53	882.78	36.8	35.9	28.71	24.59
Credit Intermediation	54.0	54.2	54.5	-0.2	-0.9	760.03	714.70	34.8	35.0	21.84	20.42
Securities, Commodity Contracts, and Other	20.0	19.8	19.2	1.0	4.3	—	—	—	—	—	—
Insurance Carriers and Related	69.0	68.9	66.7	0.2	3.6	—	—	—	—	—	—
Real Estate and Rental and Leasing	40.8	40.6	39.7	0.6	2.8	—	—	—	—	—	—
Professional and Business Services	**368.4**	**366.3**	**361.7**	**0.6**	**1.8**	—	—	—	—	—	—
Professional, Scientific, and Technical Services	150.0	148.4	147.6	1.1	1.7	—	—	—	—	—	—
Legal Services	18.0	17.9	18.1	0.5	-0.8	—	—	—	—	—	—
Accounting, Tax Preparation	16.0	15.7	15.8	1.6	1.3	—	—	—	—	—	—
Computer Systems Design	37.1	36.2	36.3	2.4	2.3	—	—	—	—	—	—
Management of Companies and Enterprises	78.5	78.7	77.1	-0.3	1.7	—	—	—	—	—	—
Administrative and Support Services	139.8	139.2	137.0	0.4	2.1	—	—	—	—	—	—
Educational and Health Services	**530.8**	**527.7**	**519.2**	**0.6**	**2.2**	—	—	—	—	—	—
Educational Services	69.5	66.4	72.0	4.7	-3.5	—	—	—	—	—	—
Health Care and Social Assistance	461.3	461.3	447.2	0.0	3.2						
Ambulatory Health Care	157.7	157.8	145.9	-0.1	8.1	1,316.16	1,299.24	36.0	36.1	36.56	35.99
Offices of Physicians	71.1	71.0	69.6	0.1	2.1	—	—	—	—	—	—
Hospitals	106.9	106.9	106.1	0.0	0.8						
Nursing and Residential Care Facilities	106.4	107.2	106.7	-0.8	-0.3	482.45	444.72	29.4	29.2	16.41	15.23
Social Assistance	90.4	89.4	88.5	1.1	2.2	—	—	—	—	—	—
Leisure and Hospitality	**257.0**	**271.3**	**257.4**	**-5.3**	**-0.2**	—	—	—	—	—	—
Arts, Entertainment, and Recreation	37.2	43.8	40.0	-15.0	-6.9	—	—	—	—	—	—
Accommodation and Food Services	219.7	227.5	217.4	-3.4	1.1						
Food Services and Drinking Places	194.2	199.2	191.0	-2.5	1.7	284.45	269.01	21.5	21.0	13.23	12.81
Other Services	**115.8**	**115.8**	**115.9**	**0.0**	**-0.1**						
Religious, Grantmaking, Civic, Professional Organizations	64.7	64.8	64.9	-0.1	-0.3						
Government	**430.1**	**416.4**	**427.2**	**3.3**	**0.7**						
Federal Government	31.9	32.0	31.5	-0.1	1.4						
State Government	107.1	107.2	104.5	-0.2	2.5						
State Government Education	68.1	62.6	65.8	8.7	3.4						
Local Government	291.1	277.1	291.2	5.0	0.0						
Local Government Education	146.8	130.4	146.5	12.6	0.2						

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

* Totals may not add because of rounding.

** Percent change based on unrounded numbers.

Source: Department of Employment and Economic Development, Current Employment Statistics, 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) Oct 2016	Sept 2016	Oct 2015	Percent Change From** Sept 2016	Oct 2015	Production Workers Hours and Earnings: Average Weekly Earnings Oct 2016	Oct 2015	Average Weekly Hours Oct 2016	Oct 2015	Average Hourly Earnings Oct 2016	Oct 2015
TOTAL NONFARM WAGE AND SALARY	**1,982.2**	**1,980.5**	**1,955.7**	**0.1%**	**1.4%**	—	—	—	—	—	—
GOODS-PRODUCING	**277.8**	**279.8**	**276.9**	**-0.7**	**0.3**	—	—	—	—	—	—
Mining, Logging, and Construction	**83.7**	**86.2**	**82.3**	**-2.9**	**1.7**	—	—	—	—	—	—
Construction of Buildings	18.0	18.2	17.4	-1.0	3.3	—	—	—	—	—	—
Specialty Trade Contractors	56.7	57.5	54.1	-1.5	4.9	$1,378.48	$1,267.56	39.6	39.5	$34.81	$32.09
Manufacturing	**194.1**	**193.6**	**194.6**	**0.3**	**-0.3**	**884.10**	**874.32**	**42.0**	**41.3**	**21.05**	**21.17**
Durable Goods	132.5	131.4	133.6	0.8	-0.9	883.62	847.48	41.7	41.2	21.19	20.57
Fabricated Metal Production	29.4	29.4	29.5	0.2	-0.4	—	—	—	—	—	—
Machinery Manufacturing	19.8	19.8	19.9	-0.2	-0.8	—	—	—	—	—	—
Computer and Electronic Product	36.5	36.5	36.9	0.0	-1.2	—	—	—	—	—	—
Navigational, Measuring, Electromedical and Control	23.9	23.9	23.9	-0.1	0.0	—	—	—	—	—	—
Medical Equipment and Supplies Manufacturing	14.8	14.7	14.5	0.7	2.5	—	—	—	—	—	—
Nondurable Goods	61.6	62.2	61.0	-0.9	1.1	883.58	929.76	42.5	41.6	20.79	22.35
Food Manufacturing	15.1	15.2	14.8	-0.6	1.9	—	—	—	—	—	—
Printing and Related	14.8	14.7	15.2	0.4	-2.8	—	—	—	—	—	—
SERVICE-PROVIDING	**1,704.4**	**1,700.7**	**1,678.8**	**0.2**	**1.5**	—	—	—	—	—	—
Trade, Transportation, and Utilities	**350.7**	**348.1**	**350.3**	**0.8**	**0.1**	—	—	—	—	—	—
Wholesale Trade	95.8	95.2	97.5	0.6	-1.7	874.37	871.91	39.6	38.7	22.08	22.53
Merchant Wholesalers - Durable Goods	47.3	47.2	48.3	0.1	-2.2	—	—	—	—	—	—
Merchant Wholesalers - Nondurable Goods	27.4	27.4	27.3	0.0	0.3	—	—	—	—	—	—
Retail Trade	187.2	185.8	185.5	0.8	0.9	441.26	462.85	29.3	29.9	15.06	15.48
Food and Beverage Stores	32.4	32.4	31.9	0.0	1.7	—	—	—	—	—	—
General Merchandise Stores	38.1	36.9	38.7	3.2	-1.5	356.59	347.31	30.4	30.6	11.73	11.35
Transportation, Warehouse, Utilities	67.7	67.1	67.3	0.9	0.7	—	—	—	—	—	—
Utilities	7.7	7.6	7.6	0.9	0.7	—	—	—	—	—	—
Transportation and Warehousing	60.0	59.5	59.6	0.9	0.7	746.56	762.22	36.4	36.4	20.51	20.94
Information	**38.9**	**39.0**	**39.2**	**-0.3**	**-0.8**						
Publishing Industries	15.7	15.7	16.0	-0.1	-2.1	—	—	—	—	—	—
Telecommunications	8.9	9.0	9.1	-1.6	-2.8	—	—	—	—	—	—
Financial Activities	**150.4**	**149.4**	**147.5**	**0.7**	**2.0**	—	—	—	—	—	—
Finance and Insurance	116.3	115.8	114.9	0.4	1.2	1,115.23	886.91	37.1	33.8	30.06	26.24
Credit Intermediation	39.1	39.2	39.2	-0.1	-0.2	—	—	—	—	—	—
Securities, Commodity Contracts, and Other	17.7	17.4	17.3	1.3	2.2	—	—	—	—	—	—
Insurance Carriers and Related	58.4	58.3	57.7	0.2	1.3	—	—	—	—	—	—
Real Estate and Rental and Leasing	34.1	33.6	32.6	1.7	4.6	—	—	—	—	—	—
Professional and Business Services	**317.0**	**314.9**	**308.2**	**0.7**	**2.9**	—	—	—	—	—	—
Professional, Scientific, and Technical Services	130.0	128.8	128.1	0.9	1.5	—	—	—	—	—	—
Legal Services	15.4	15.3	15.4	0.8	-0.1	—	—	—	—	—	—
Architectural, Engineering, and Related	16.5	16.4	17.5	0.3	-5.8	—	—	—	—	—	—
Computer Systems Design	34.8	34.0	33.5	2.3	4.0	—	—	—	—	—	—
Management of Companies and Enterprises	71.8	71.9	70.0	-0.1	2.6	—	—	—	—	—	—
Administrative and Support Services	115.2	114.2	110.1	0.9	4.6	—	—	—	—	—	—
Employment Services	50.3	50.2	52.1	0.2	-3.5	—	—	—	—	—	—
Educational and Health Services	**330.3**	**328.2**	**320.5**	**0.6**	**3.0**	—	—	—	—	—	—
Educational Services	48.2	46.6	47.9	3.4	0.8	—	—	—	—	—	—
Health Care and Social Assistance	282.1	281.6	272.7	0.2	3.4	—	—	—	—	—	—
Ambulatory Health Care	95.5	95.5	87.1	0.0	9.6	—	—	—	—	—	—
Hospitals	62.5	62.8	62.5	-0.5	0.0	—	—	—	—	—	—
Nursing and Residential Care Facilities	58.8	59.3	58.7	-0.9	0.2	—	—	—	—	—	—
Social Assistance	65.3	63.9	64.4	2.1	1.4	—	—	—	—	—	—
Leisure and Hospitality	**178.2**	**188.2**	**179.1**	**-5.3**	**-0.5**	—	—	—	—	—	—
Arts, Entertainment, and Recreation	30.6	35.0	32.4	-12.7	-5.5	—	—	—	—	—	—
Accommodation and Food Services	147.6	153.2	146.8	-3.6	0.6	305.42	298.15	22.1	22.2	13.82	13.43
Food Services and Drinking Places	136.7	141.1	134.2	-3.1	1.8	296.92	283.76	21.8	21.4	13.62	13.26
Other Services	**83.1**	**82.6**	**80.8**	**0.6**	**2.9**	—	—	—	—	—	—
Repair and Maintenance	15.7	15.6	15.1	0.6	3.7	—	—	—	—	—	—
Religious, Grantmaking, Civic, Professional Organizations	43.5	43.5	42.6	0.0	2.0	—	—	—	—	—	—
Government	**255.8**	**250.3**	**253.2**	**2.2**	**1.0**						
Federal Government	21.3	21.3	20.7	0.2	2.7						
State Government	72.3	75.0	70.3	-3.6	2.9						
State Government Education	46.3	43.5	44.2	6.5	4.8						
Local Government	162.2	154.0	162.1	5.3	0.0						
Local Government Education	92.0	82.7	92.5	11.3	-0.5						

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 Oct 2016	Sept 2016	Oct 2015	% Chg. From Sept 2016	Oct 2015	Rochester MSA Jobs Oct 2016	Sept 2016	Oct 2015	% Chg. From Sept 2016	Oct 2015
TOTAL NONFARM WAGE AND SALARY	**135,438**	**134,975**	**135,558**	**0.3%**	**-0.1%**	**120,228**	**120,392**	**117,148**	**-0.1%**	**2.6%**
GOODS-PRODUCING	**16,031**	**15,888**	**16,464**	**0.9**	**-2.6**	**15,975**	**16,211**	**15,933**	**-1.5**	**0.3**
Mining, Logging, and Construction	9,356	9,206	9,643	1.6	-3.0	5,004	5,025	4,837	-0.4	3.5
Manufacturing	6,675	6,682	6,821	-0.1	-2.1	10,971	11,186	11,096	-1.9	-1.1
SERVICE-PROVIDING	**119,407**	**119,087**	**119,094**	**0.3**	**0.3**	**104,253**	**104,181**	**101,215**	**0.1**	**3.0**
Trade, Transportation, and Utilities	25,305	25,456	26,285	-0.6	-3.7	18,738	18,627	18,066	0.6	3.7
Wholesale Trade	3,275	3,295	3,358	-0.6	-2.5	2,952	2,913	2,899	1.3	1.8
Retail Trade	15,576	15,688	16,358	-0.7	-4.8	12,827	12,792	12,408	0.3	3.4
Transportation, Warehouse, Utilities	6,454	6,473	6,569	-0.3	-1.8	2,959	2,922	2,759	1.3	7.2
Information	1,459	1,440	1,440	1.3	1.3	2,000	1,999	1,994	0.1	0.3
Financial Activities	5,691	5,710	5,464	-0.3	4.2	2,636	2,639	2,678	-0.1	-1.6
Professional and Business Services	8,671	8,424	8,211	2.9	5.6	5,871	5,948	5,634	-1.3	4.2
Educational and Health Services	32,100	31,892	31,595	0.7	1.6	48,638	48,354	46,937	0.6	3.6
Leisure and Hospitality	13,536	14,779	13,307	-8.4	1.7	9,906	10,313	9,602	-3.9	3.2
Other Services	6,045	6,069	6,019	-0.4	0.4	3,790	3,784	3,758	0.2	0.9
Government	26,600	25,317	26,773	5.1	-0.6	12,674	12,517	12,546	1.3	1.0

Employer Survey

Industry	St. Cloud MSA Jobs Oct 2016	Sept 2016	Oct 2015	% Chg. From Sept 2016	Oct 2015	Mankato MSA Jobs Oct 2016	Sept 2016	Oct 2015	% Chg. From Sept 2016	Oct 2015
TOTAL NONFARM WAGE AND SALARY	**111,789**	**110,717**	**109,789**	**1.0%**	**1.8%**	**57,778**	**56,362**	**57,536**	**2.5%**	**0.4%**
GOODS-PRODUCING	**22,285**	**22,481**	**21,944**	**-0.9**	**1.6**	**9,995**	**9,971**	**10,152**	**0.2**	**-1.5**
Mining, Logging, and Construction	7,614	7,671	6,840	-0.7	11.3	--	--	--	--	--
Manufacturing	14,671	14,810	15,104	-0.9	-2.9	--	--	--	--	--
						--	--	--	--	--
SERVICE-PROVIDING	**89,504**	**88,236**	**87,845**	**1.4**	**1.9**	**47,783**	**46,391**	**47,384**	**3.0**	**0.8**
Trade, Transportation, and Utilities	22,657	22,467	22,284	0.8	1.7	--	--	--	--	--
Wholesale Trade	4,902	4,777	4,878	2.6	0.5	--	--	--	--	--
Retail Trade	13,609	13,587	13,221	0.2	2.9	--	--	--	--	--
Transportation, Warehouse, Utilities	4,146	4,103	4,185	1.0	-0.9	--	--	--	--	--
Information	1,665	1,661	1,660	0.2	0.3	--	--	--	--	--
Financial Activities	5,121	5,130	5,037	-0.2	1.7	--	--	--	--	--
Professional and Business Services	8,933	8,940	8,808	-0.1	1.4	--	--	--	--	--
Educational and Health Services	22,705	22,676	21,653	0.1	4.9	--	--	--	--	--
Leisure and Hospitality	8,687	8,703	8,734	-0.2	-0.5	--	--	--	--	--
Other Services	3,710	3,697	3,667	0.4	1.2	--	--	--	--	--
Government	16,026	14,962	16,002	7.1	0.1	9,377	8,686	9,362	8.0	0.2

Employer Survey

Industry	Fargo-Moorhead MSA Jobs Oct 2016	Sept 2016	Oct 2015	% Chg. From Sept 2016	Oct 2015	Grand Forks-East Grand Forks MSA Jobs Oct 2016	Sept 2016	Oct 2015	% Chg. From Sept 2016	Oct 2015
TOTAL NONFARM WAGE AND SALARY	**143,558**	**142,434**	**142,100**	**0.8%**	**1.0%**	**57,930**	**57,655**	**58,344**	**0.5%**	**-0.7%**
GOODS-PRODUCING	**20,622**	**20,485**	**20,110**	**0.7**	**2.6**	**7,996**	**8,190**	**7,917**	**-2.4**	**1.0**
Mining, Logging, and Construction	10,847	10,809	10,194	0.4	6.4	3,984	3,955	3,821	0.7	4.3
Manufacturing	9,775	9,676	9,916	1.0	-1.4	4,012	4,235	4,096	-5.3	-2.1
SERVICE-PROVIDING	**122,936**	**121,949**	**121,990**	**0.8**	**0.8**	**49,934**	**49,465**	**50,427**	**1.0**	**-1.0**
Trade, Transportation, and Utilities	30,954	30,573	30,827	1.3	0.4	12,165	12,048	12,274	1.0	-0.9
Wholesale Trade	9,196	9,137	9,144	0.7	0.6	1,879	1,871	1,919	0.4	-2.1
Retail Trade	16,339	16,043	16,178	1.9	1.0	7,983	7,890	8,074	1.2	-1.1
Transportation, Warehouse, Utilities	5,419	5,393	5,505	0.5	-1.6	2,303	2,287	2,281	0.7	1.0
Information	3,139	3,095	3,124	1.4	0.5	619	613	622	1.0	-0.5
Financial Activities	11,060	11,043	10,844	0.2	2.0	1,818	1,816	1,798	0.1	1.1
Professional and Business Services	16,633	16,586	16,920	0.3	-1.7	3,073	3,068	3,104	0.2	-1.0
Educational and Health Services	22,791	22,605	22,525	0.8	1.2	9,772	9,653	9,674	1.2	1.0
Leisure and Hospitality	14,556	14,722	14,032	-1.1	3.7	5,814	5,941	6,305	-2.1	-7.8
Other Services	5,282	5,206	5,219	1.5	1.2	2,205	2,177	2,146	1.3	2.8
Government	18,521	18,119	18,499	2.2	0.1	14,468	14,149	14,504	2.3	-0.3

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

Minnesota Economic Indicators

Highlights

The **Minnesota Index** advanced by only 0.1 percent for the third time in the last four months in October. The index increased 0.21 percent monthly during the first half of 2016 after averaging 0.25 percent monthly gains in 2015. Since July the index has only managed to advance by 0.11 percent monthly. A steep drop in wage and salary employment along with a decline in average weekly manufacturing hours slowed the index. The state's unemployment rate was 4.0 percent for the third consecutive month. A year ago unemployment in Minnesota was at 3.6 percent, a 15-year low. The U.S. Index climbed 0.2 percent for the 11th month in a row in October. Minnesota's 0.11 percent average monthly increase over the last four months is half the 0.22 percent average monthly increase recorded nationally.

Minnesota's index was up 2.1 percent from a year ago while the U.S. index was up 2.9 percent since October 2015. The Minnesota index's over-the-year increase hasn't been this low since September 2010. The Minnesota index hasn't lagged behind the U.S. index by this much since March 2010.

Minnesota's adjusted **Wage and Salary Employment** recorded a steep drop in October with 12,500 jobs lost. The decline swept out most of the July through September job growth and was the largest monthly job drop since July 2013. Hopefully some of October's cutbacks will be revised away in November. Job loss was widespread with all private supersectors cutting their payroll numbers.

The only growth in jobs was in the Government sector which added 200 jobs. The 12,700 private sector job cutback was the largest private job cutback since April 2009. Job loss was heavy in Leisure and Hospitality, Trade, Transportation, and Utilities, Professional and Business Services, and Educational and Health Services. Minnesota Manufacturers also cut jobs, laying off 1,300 workers. Minnesota's over-the-year job growth dipped to 1.1 percent compared to 1.6 percent nationally.

Online Help-Wanted Ads reversed directions in October, climbing to 132,200. Minnesota online job postings increased 2.6 percent in October, slightly ahead of the U.S. 2.5 percent increase. Minnesota's share of nationwide online help-wanted ads remains disproportionately high at 2.7 percent since the state accounts for only 2.0 percent of national wage and salary employment. Minnesota's online job advertising was slightly below a year ago for the fourth month in a row.

Minnesota's **Purchasing Managers' Index (PMI)** ticked up slightly in October to 48.7 but remained below the growth neutral 50 reading, implying that Minnesota's manufacturers will experience little if any growth over the next few months. The Mid-American Business Conditions Index, a leading economic indicator for nine states including Minnesota, slipped again to 43.8. The corresponding national index inched up to 51.9 in October, indicating that manufacturers nationwide are expanding unlike Minnesota and other manufacturers in the Midwest.

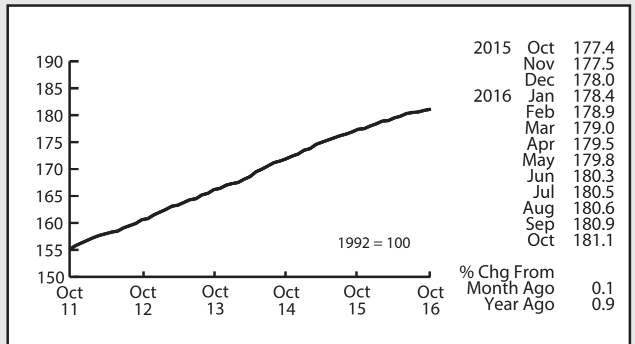
Adjusted **Manufacturing Hours**, after staging a comeback over the previous two months, nosedived by an hour in October to 40.3 hours. The hour drop was the largest since April 2015. Average weekly **Manufacturing Earnings** also slipped in October, slumping to $807.59, the lowest paycheck in nearly four years. Average weekly manufacturing earnings, adjusted for inflation and seasonality, were 3.1 percent below last year's levels. This has been the case for all but one month over the last 26 months.

The **Minnesota Leading Index** rebounded a bit again in October, but the 0.86 remains significantly below the 1.5 average reading during the first half of the year. The 0.86 reading implies that Minnesota's economy will grow by less than 1 percent over the next six months which is roughly half the growth rate achieved in 2015. This index is subject to substantial revisions as updated employment and unemployment data become available.

Adjusted **Residential Building Permits** zagged up slightly in October to 1,917. Home-building permit levels for the year are up 6.6 percent compared to the same period last year. Minnesota home-building activity will top last year's level, but the increase in home construction will again be modest.

Adjusted **Initial Claims for Unemployment Benefits (UB)** zigzagged down in October to 18,037 as initial claims, a proxy for the layoff rate, continue to remain low by historical standards. Initial claims over the last four months have, however, run slightly higher than during the first six months of the year.

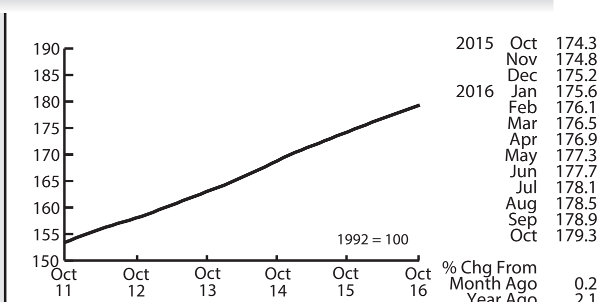
by Dave Senf



Source: The Federal Reserve Bank of Philadelphia, 2016

Minnesota Index

United States Index

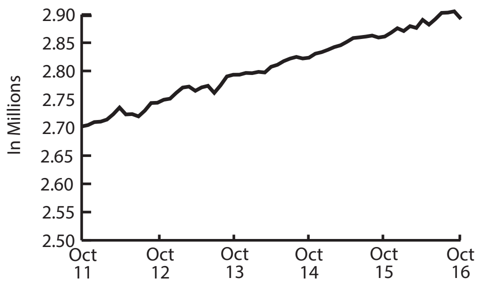


Source: The Federal Reserve Bank of Philadelphia, 2016

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	May	2.8821
	Jun	2.8918
	Jul	2.9029
	Aug	2.9034
	Sept	2.9056
	Oct	2.8931

% Chg From Month Ago -0.4

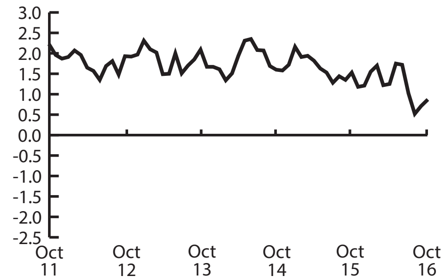
unadjusted

2015	Oct	2,891.9
2016	Oct	2,923.3

% Chg From Year Ago 1.1

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

Minnesota Leading Index

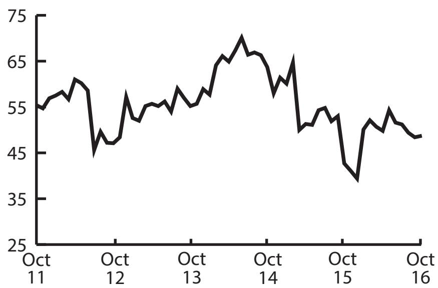


2015	Oct	1.53
	Nov	1.18
	Dec	1.21
2016	Jan	1.55
	Feb	1.70
	Mar	1.22
	Apr	1.25
	May	1.75
	Jun	1.72
	Jul	1.02
	Aug	0.52
	Sep	0.71
	Oct	0.86

% Chg From Month Ago 21.1
Year Ago 1.1

Source: The Federal Reserve Bank of Philadelphia, 2016

Purchasing Managers' Index

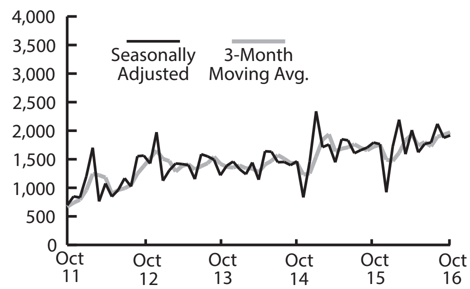


2015	Oct	42.7
	Nov	41.1
	Dec	39.4
2016	Jan	50.1
	Feb	52.1
	Mar	50.7
	Apr	49.8
	May	54.3
	Jun	51.6
	Jul	51.2
	Aug	49.4
	Sep	48.4
	Oct	48.7

% Chg From Month Ago 0.6
Year Ago 1.6

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

Residential Building Permits



seasonally adjusted

2016	May	1,621
	Jun	1,768
	Jul	1,794
	Aug	2,120
	Sept	1,876
	Oct	1,917

% Chg From Month Ago 2.1

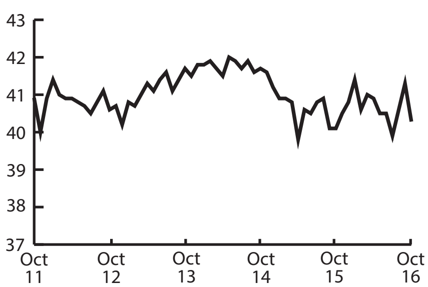
unadjusted

2015	Oct	2,320
2016	Oct	2,401

% Chg From Year Ago 3.5

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

Average Weekly Manufacturing Hours



seasonally adjusted

2016	May	40.5
	Jun	40.5
	Jul	39.9
	Aug	40.6
	Sept	41.3
	Oct	40.3

% Chg From Month Ago -2.3

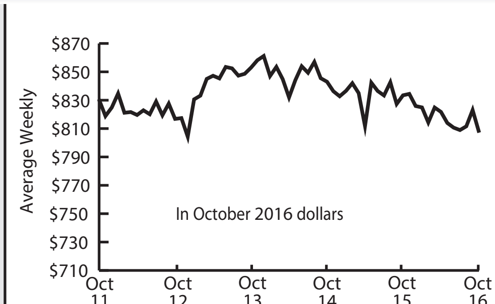
unadjusted

2015	Oct	40.3
2016	Oct	40.4

% Chg From Year Ago 0.2

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

Manufacturing Earnings



seasonally adjusted

2016	May	813.95
	Jun	810.66
	Jul	808.95
	Aug	811.58
	Sept	823.06
	Oct	807.59

% Chg From Month Ago -1.9

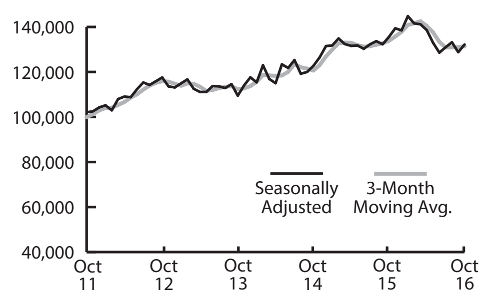
unadjusted

2015	Oct	838.66
2016	Oct	812.85

% Chg From Year Ago -3.1

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

Online Help-Wanted Advertising

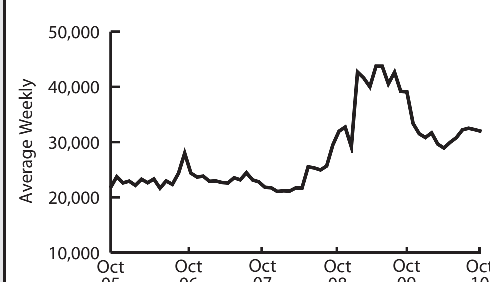


2015	Oct	135,600
	Nov	139,400
	Dec	138,500
2016	Jan	144,800
	Feb	141,600
	Mar	141,200
	Apr	138,600
	May	133,000
	Jun	128,600
	Jul	131,000
	Aug	133,200
	Sep	128,800
	Oct	132,200

% Chg From Month Ago 2.6
Year Ago -3.1

Source: The Conference Board Inc., 2016

Initial UB Claimants



seasonally adjusted

2016	May	17,919
	Jun	17,529
	Jul	18,587
	Aug	18,126
	Sept	18,687
	Oct	18,037

% Chg From Month Ago -3.5

unadjusted

2015	Oct	15,504
2016	Oct	15,315

% Chg From Year Ago -1.2

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

Minnesota Employment Review

DEED
Labor Market Information Office
1st National Bank Building
332 Minnesota Street, Suite E200
St. Paul, MN 55101-1351
651.259.7400 (voice)
1.888.234.1114 (toll free)
651.296.3900 (TTY)
1.800.657.3973 (TTY toll free)
e-mail :
DEED.lmi@state.mn.us
Internet :
mn.gov/deed/lmi

Labor Market Information Help Line:
651.259.7384

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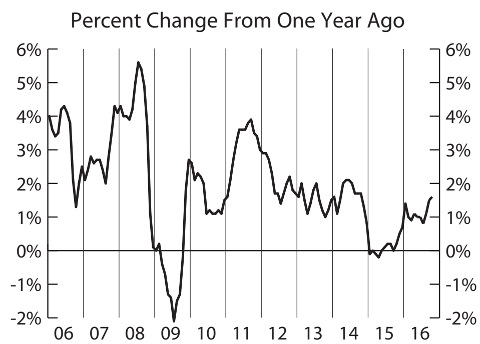
U.S. Consumer Price Index for All Urban Consumers (CPI-U)

The Consumer Price Index for All Urban Consumers (CPI-U) increased 0.4 percent in October on a seasonally adjusted basis the U.S. Bureau of Labor Statistics reported. Increases in the shelter and gasoline indices were the main causes of the rise. The gasoline index rose 7.0 percent and accounted for more than half of the increase in the all items index. The shelter index increased 0.4 percent for the second straight month. The energy index increased 3.5 percent, its largest advance since February 2013.



The all items index rose 1.6 percent for the 12 months ending October, its largest 12-month increase since October 2014. The index for all items less food and energy rose 2.1 percent for the 12 months ending in October. The food index declined 0.4 percent over the span, while the energy index rose 0.1 percent.

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

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

What's Going On?

A series of eight videos can help first-time applicants in using Minnesota's online Applicant Self-Service System, the fastest way to apply for benefits and manage your account. Topics include: applying for benefits, benefit payment, filing an appeal and what to expect at an appeal hearing, passwords, and what to do when you receive a request for information.

Check out the video library at:
http://uimn.org/applicants/videos/index.jsp

If you have a question about your benefit account, call Customer Service by phone and choose English, Spanish, Hmong, or Somali:

- Twin Cities area: 651-296-3644
- Greater Minnesota: 1-877-898-9090 (Toll Free)
- TTY (for the deaf and hard of hearing): 1-866-814-1252

EMPLOYMENT AND ECONOMIC DEVELOPMENT
MINNESOTA

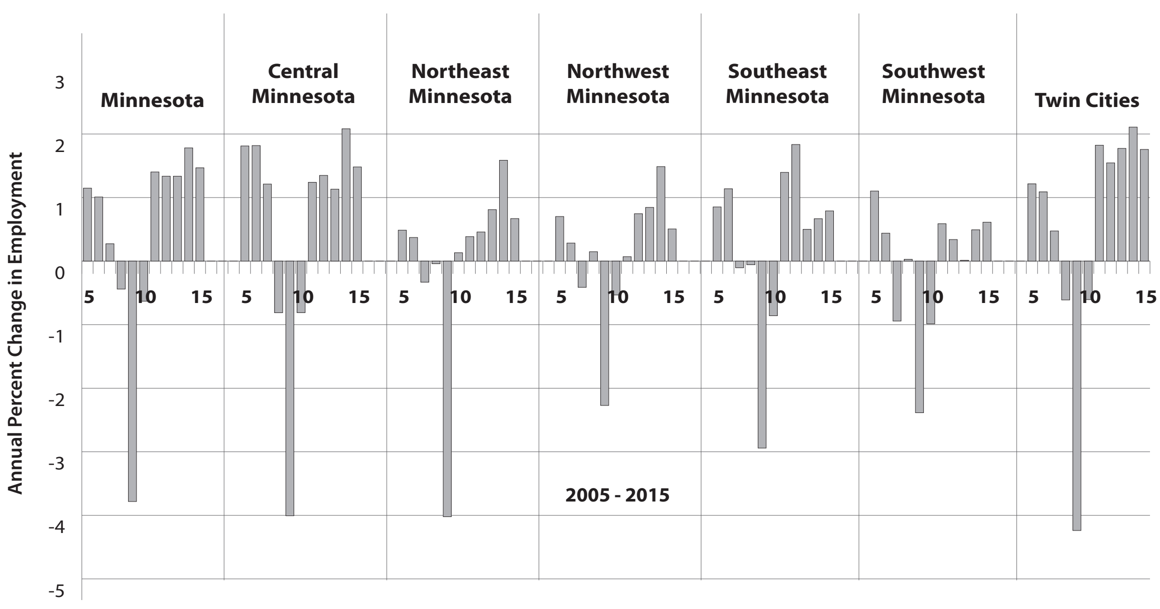
Projected Regional Employment Growth 2014 - 2024

Minnesota's job rebound from the Great Recession has been uneven across regions just as job decline varied regionally during the recession. Minnesota projection employment peaked in 2007, fell for three straight years, and began to rebound in 2011 on an annual average basis (see Figure 1).

Projection employment, unlike the better known CES and QCEW employment numbers, combines wage and salary jobs in Minnesota with self-employed jobs, producing a more comprehensive measure of employment in the state.[1] Minnesota's employment declined 4.8 percent between 2007 and 2010 before increasing 7.5 percent between 2010 and 2015.[2] The net result is that Minnesota's employment in 2015 was 2.4 percent higher than the 2007 pre-recession peak.

Four of the state's six regions also recorded record-high employment in 2015. Employment, however, was still below the pre-recession peak in Northeast (0.5

Figure 1. Regional Employment Change, 2005 - 2015



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

[1]Employment estimates for projection purposes include full- and part-time wage and salary jobs and self-employment jobs. Annual average projection employment by industry is estimated by the Minnesota Department of Employment and Economic Development using Quarterly Census of Employment and Wages (QCEW) and Current Employment Statistics (CES) employment data for wage and salary employment estimates. Local Area Unemployment Statistics (LAUS) and American Community Survey (ACS) self-employed data is used to estimate self-employment. Minnesota's 2014 annual average projection employment was estimated at 3,007,000. By comparison, the 2014 annual average job total for QCEW, CES, LAUS, and ACS were respectively 2,730,000, 2,815,000, 2,859,000, and 2,865,000.

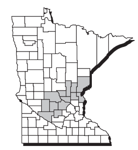
[2]Unless otherwise stated the employment used in this article refers to projection employment.

percent lower) and Southwest Minnesota (2.3 percent lower) in 2015. The recession arrived earlier in Northeast, Northwest, Southeast, and Southwest Minnesota as these regions experienced job decline first in 2007. Job loss didn't start, at least on an annual average basis, in Central Minnesota and the Twin Cities region until 2008.

Although job cutbacks were steeper in Central Minnesota and the Twin Cities area, job expansion has been stronger in these regions since the recession. The net result is that employment in 2015 was 1.5 percent higher in Central Minnesota and 3.4 percent higher in the Twin Cities than 2008 pre-recession peaks. Northwest Minnesota and Southeast Minnesota employment was 0.5 and 1.2 percent higher in 2015 than their 2006 pre-recession peaks, respectively.

While employment has expanded in all regions except the Southwest during each of the last five years, slower job growth is anticipated in all regions over the next 10 years. The state is expected to average 13,000 new jobs annually between 2014 and 2024, which is less than a third of the 43,500 annual average job gain between 2011 and 2015. Job growth is expected to slow considerably, perhaps stalling out for a few years in the early 2020s, as labor force growth falls to a crawl. Employment growth during the next decade will still be higher than the previous decade but far short of two decades ago.

Minnesota added 348,000 jobs over the 1994-2004 period which included a recession in 2001. The state added only 97,000 jobs between 2004 and 2014 as the state recovered from the Great Recession. Slow labor force growth will limit job growth to around 130,000 between 2014 and 2024. In percentage terms Minnesota's employment is projected to expand 4.2 percent between 2014 and 2024 compared to 3.3 percent during the previous decade and 22.7 percent enjoyed two decades ago.

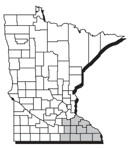


Central Minnesota

Central Minnesota, with St. Cloud in the middle and five counties adjacent to the Twin Cities Metro area, has been the state's job growth leader in percent terms for four decades. Roughly 9 percent of the Minnesota employment was located in the Central region in 1990. As of 2015 that percent has increased to 10 percent. The projected 2024 share is 10.4 percent.

The residential development spillover from the Twin Cities along both I-94 and I-35 is gradually returning but at a slower pace than before the recession. As population in the region expands, retail and service-related employment will follow as will employment in other areas like local government including public school employment.

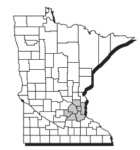
Employment growth in Central Minnesota is expected to top all the other regions again, increasing 7.7 percent or about 23,400 jobs between 2014 and 2024 (see Figure 2). The region experienced 5.0 percent growth during the 2004 – 2014 period, adding 14,300 positions.



Southeast Minnesota

Southeast Minnesota employment is projected to expand slightly faster than statewide employment, increasing 4.5 percent by 2024 and adding 12,200 jobs. During the previous decade, Southeast Minnesota added a net 6,200 jobs, a 2.4 percent increase. Six of every 10 new jobs are anticipated to be created in the Healthcare and Social Assistance sector. Employment in this sector accounted for 21.9 percent of the 2014 total regional employment compared to the statewide 14.3 percent share.

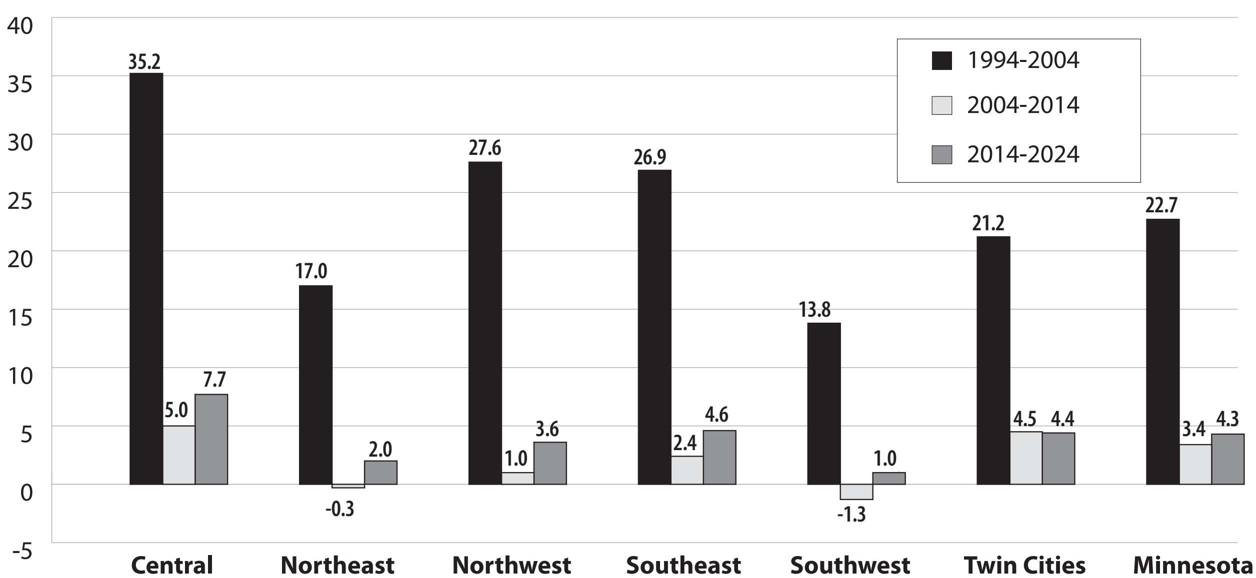
Healthcare and Social Assistance employment accounted for 47 percent of all job growth during the previous decade as the sector added 9,700 jobs while all other growing sectors added 10,800 jobs. The declining sectors lost 14,400 jobs, leaving the region with a net gain of 6,200 jobs. Spillover growth from the Twin Cities metro area into Goodhue and Rice counties, combined with strong health-care related job expansion in Rochester, will drive the region's employment growth. This region's share of state employment will remain stable at 8.9 percent.



Twin Cities Metro Area

The seven-county Twin Cities Metro area is projected to add 79,900 jobs between 2014 and 2024, a 4.4 percent increase. Twin Cities employment growth was 4.5 percent between 2004 and 2014 with 77,900 jobs added. The metro area accounted for 80 percent of Minnesota's job growth over the last 10 years but

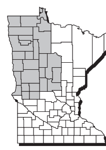
FIgure 2. Regional Employment Growth in Minnesota 1994 -2004, 2004-2014, and Projected 2014-2024



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

is projected to produce around 60 percent over the next 10 years.

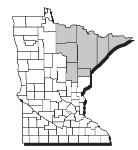
Job growth in the Twin Cities rebounded much faster than in the rest of the state after the recession. Manufacturing employment in the Twin Cities area, like all regions except Central Minnesota, will be lower in 2024 than in 2014 as the area's manufacturers are expected to shed 10,300 jobs. Two thirds of new jobs are expected to be created in one of four sectors: Health Care and Social Assistance; Professional, Scientific, and Technical Services; Finance and Insurance; and Educational Services. Over the next 10 years the Twin Cities will continue to transfer to a knowledge-intensive economy faster than the rest of the state.



Northwest Minnesota

Northwest Minnesota's job growth from 2004-2014 ranked fourth among regions with 2,600 jobs added, a 1.0 percent increase. Jobs are expected to grow by 3.6 percent between 2014 and 2024 as the region's employment base expands by 9,200 jobs. Self-employment, Manufacturing, Retail Trade, and Construction were the sectors that lost the most jobs during the previous decade. Manufacturing jobs are projected to continue to decline over the next 10 years but Self-employment, Retail Trade, and Construction jobs are expected to add positions, helping to expand job opportunities in the region.

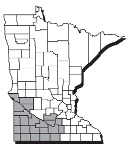
Manufacturing employment is anticipated to decline by 4.8 percent, slightly more than the projected 4.6 statewide decline. The Health Care and Social Assistance, Retail Trade, and Construction sectors will add the most jobs in Northwest Minnesota over the next 10 years. Health Care and Social Assistance jobs will account for roughly 44 percent of all job growth. The region will hold on to it 8.6 percent share of statewide employment.



Northeast Minnesota

Northeast Minnesota has the smallest employment base of all regions, accounting for 5.3 percent of the state's job total. Job growth in the region over the next decade is expected to lag behind state job growth, dropping the region's share of state employment to 5.2 percent by 2024. The region is projected to add 3,200 jobs by 2024, a 2.0 percent increase. Between 2004 and 2014 the region lost 0.3 percent or 425 jobs.

The expected job growth over the next 10 years will add enough jobs for the region to top its 2006 peak employment level. Northeast Minnesota and Southwest Minnesota have the oldest workforces which means that these two regions will have the slowest regional labor force growth over the next 10 years. Lower labor force growth will limit job growth. As with all regions, job growth will be led by the Health Care and Social Assistance sector which in this region will account for more than 60 percent of all jobs added over the next 10 years.



Southwest Minnesota

Southwest Minnesota is projected to have the slowest job growth in the state, growing four times slower than statewide job growth. Over the next 10 years the region is projected to add 2,100 jobs, a 1 percent increase. Southwest employment between 2004 and 2014 slipped 1. 3 percent as employment declined by 2,600 jobs. Job growth in the Southwest has been weaker than any other region since the recession, averaging 0.4 percent annually over the last four years compared to the 1.5 statewide average. The Southwest's share of state employment is projected to inch down to 6.7 percent by 2024 from 6.9 percent in 2014.

Southwest Minnesota has three strikes against it when it comes to future job growth. First, slow job growth over recent years has meant slow income growth which just reinforces the slow job growth. Second, the region's workforce is one of the oldest, suggesting that unless immigration picks up sustainably, labor force growth will be more limited than in the other regions. The region's labor force has slipped by an average of 0.3 percent annually over the last four years compared to the 0.5 percent annual average increase across the state. Third, labor force growth will be limited further by the region's historically low unemployment rate. Job growth in other regions can in part be supported by unemployed workers moving into jobs. There just aren't that many unemployed workers in Southwest Minnesota to boost job growth even if the demand for labor is there.

Occupational Projections

The distribution of projected regional occupational employment growth across the 10 major occupational groups is shown in Table 1. Service occupations, which include about 100 occupations ranging from bailiffs, firefighters, and police officers to janitors, bartenders, child care workers, and nursing assistants, are projected to add the most jobs in all regions.

Table 1. Projected Regional Employment Growth by Major Occupational Group, 2014-2024

	Central Minnesota	Northeast Minnesota	Northwest Minnesota	Southeast Minnesota	Southwest Minnesota	Twin Cities Minnesota	Minnesota
Total	***23,338***	***3,218***	***9,248***	***12,168***	***2,114***	***79,931***	***130,000***
Management, business and financial	1,082	241	166	537	-662	13,139	14,703
Professional and related	4,560	1,183	1,838	4,490	353	28,363	40,890
Service	8,872	2,492	4,036	4,289	1,966	34,116	55,646
Sales and Related	1,962	195	1,694	1,062	-9	5,366	10,788
Office and Administrative Support	1,361	-712	-198	-50	-875	-3,280	-4,040
Farming, Fishing, and Forestry	-222	-146	-118	-18	54	-392	-848
Construction and Extraction	2,088	138	1,171	577	471	4,303	8,722
Installation, Maintenance, and Repair	1,215	221	644	500	607	1,336	4,559
Production	448	-260	-573	53	-114	-3,969	-4,587
Transportation and Material Moving	1,972	-134	588	728	323	949	4,167

Minnesota households will spend a larger share of their income on services in the future, boosting job growth in service occupations. Higher spending on personal care, restaurants, and healthcare, especially by Minnesota's expanding senior citizen population, translates into higher demand for personal care aides, home health aides, food preparation workers, and hairdressers.

Professional and Related occupations will add the most jobs in all regions except Southwest Minnesota. Professional occupations include most information technology jobs, educational occupations, healthcare practitioner, and technical jobs. Professional and Related occupations are spread across 250 occupations. Installation, Maintenance, and Repair occupations are anticipated to add the second most positions in Southwest Minnesota.

All major occupational groups except three will experience growing job numbers over the next 10 years in Minnesota. The three occupational groups expected to see job losses are Production, Office and Administrative Support, and Farming, Fishing, and Forestry. Jobs in these occupational group will not, however, be declining in all regions. Office and Administrative Support jobs are expected to increase in Central Minnesota but fall in all other regions. Farming, Fishing, and Forestry positions are projected to decline in all regions except the Southwest region. Production occupations will tail off in all regions except in Central and Southeast Minnesota.

In three regions (Northeast, Southeast, and Twin Cities) Service occupations are projected to grow the fastest. The Construction and Extraction group is expected to add jobs the fastest in the Central and Northwest regions. The fastest expanding occupational group in Southwest Minnesota will be Installation, Maintenance, and Repair. Construction occupations were hit hard by the housing bust but are anticipated to continue to rebound across all regions as home-building activity gradually returns to its historical norm. Construction jobs are not, however, expected to top the boom-year highs of the mid-2000s in any region.

Manufacturing in Minnesota accounted for 14.5 percent of all jobs in 1990, 13.6 percent in 2000, 10.4 percent in 2014, and is projected to account for 9.5 percent in 2024. While Minnesota manufacturers have expanded payrolls since the recession, jobs loss is expected by 2024. The decline in the Manufacturing sector translates into declining production jobs across four regions over the next decade. Production jobs are expected to increase slightly in Central and Southeast Minnesota.

Production occupations, such as cutting, punching, and press

Table 2. Projected Regional Net Replacement Openings by Major Occupational Group, 2014-2024

	Central Minnesota	Northeast Minnesota	Northwest Minnesota	Southeast Minnesota	Southwest Minnesota	Twin Cities Minnesota	Minnesota
Total	***70,742***	***38,202***	***61,008***	***61,960***	***48,072***	***416,720***	***696,942***
Management, business and financial	6,669	3,140	6,307	6,336	5,999	55,190	83,540
Professional and related	12,197	7,587	10,523	13,274	7,997	83,910	135,699
Service	17,787	10,514	15,782	14,690	11,113	100,050	169,927
Sales and Related	9,034	4,718	7,495	6,994	5,772	50,720	84,838
Office and Administrative Support	7,839	4,689	7,168	6,855	5,155	54,760	86,489
Farming, Fishing, and Forestry	733	276	938	527	956	690	4,136
Construction and Extraction	2,398	1,312	1,942	1,396	1,361	9,000	17,391
Installation, Maintenance, and Repair	2,759	1,905	2,336	2,087	2,081	12,860	24,057
Production	6,722	1,903	4,798	5,731	4,623	25,990	49,725
Transportation and Material Moving	4,604	2,158	3,719	4,070	3,015	23,550	41,140

machine setters, operators, and tenders, accounted for 7.4 percent of all employment in Minnesota in 2014 with Southwest Minnesota having the highest percentage, 10.1 percent, and Northeast Minnesota having the lowest, 5.1 percent.

New Jobs Versus Replacement Openings

Job openings generated by employment growth will account for less than one of every five job openings over the next decade as the majority of future job openings will be net replacement openings. Net replacement openings are created when workers retire or leave the workforce for other reasons, creating openings for new or re-entrants into the workforce. In addition to the 130,000 new jobs projected to be created between 2014 and 2024 in Minnesota, 697,000 net replacement openings are projected. A large share of the net replacement openings will arise as the baby boomers retire. Baby boomer retirement is expected to peak in the early 2020s.

Net replacement job openings will account for a larger share of all job openings in regions with slower employment growth and older workforces. Net replacement openings will account for 96 percent of all openings in Southwest Minnesota and 92 percent in Northeast Minnesota compared to the 84 percent statewide. The net replacement share of job openings drops to 75 percent in Central Minnesota where employment growth is expect to be the strongest.

The regional distribution of projected net replacement openings is more evenly spread across all occupations compared to job openings from employment growth. Net replacement openings occur in every occupation, including occupations that are shrinking. Employment growth, on the other hand, is concentrated in the 100 fastest-growing occupations which are expected to account for 80 percent of employment growth openings. Only a handful of occupations are expected to have more employment growth than net replacement openings. Only Service occupation will account for the largest share of net replacement openings in every region (see Table 2).

Workers will be needed in the future to fill replacement needs in all occupations, even in declining occupations. The 3 million jobs in Minnesota in 2014 were spread across 810 occupations of which 225 or 28 percent are projected to shed jobs over the next 10 years. Roughly 477,000 workers were employed in these shrinking occupations in 2014. About 33,000 positions in these shrinking occupations are projected to disappear over the next 10 years. Even with the job cutbacks the demand for new workers with the right skills for these occupations will still exist as 100,000 net replacement openings are anticipated across the declining occupations over the 10-year span. For example, printing press operator jobs are expected to decline from 5,650 in 2014 to 4,970 but there will still be demand for printing press operators as 850 net replacement openings will need to be filled over the next 10 years.

Table 3 shows each region's 2014 employment base, 2024 projected employment, projected job growth, and projected net replacement openings over the next 10 years. Job openings in slower growing regions such as Southwest Minnesota are more likely to arise from replacement needs than from employment growth. There will be 23 net replacement job openings in Southwest Minnesota for every job opening created by employment growth. The fastest growing region, Central Minnesota, will have the lowest replacement ratio with three net replacement openings per new job opening.

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

Table 3. Minnesota Projected Regional Employment Growth and Net Replacement Openings, 2014-2024

	2014 Employment	2024 Employment	2014 - 2024 Employment Growth	2014 - 2024 Replacement Openings
Minnesota	***3,007,000***	***3,137,000***	***130,000***	***696,942***
Central Minnesota	302,055	325,393	23,338	70,742
Northeast Minnesota	159,860	163,078	3,218	38,202
Northwest Minnesota	259,813	269,061	9,248	61,008
Southeast Minnesota	267,404	279,572	12,168	61,960
Southwest Minnesota	208,555	210,669	2,114	48,072
Twin Cities Metro	1,809,309	1,889,240	79,931	416,720

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MINNESOTA EMPLOYMENT AND ECONOMIC DEVELOPMENT

Q is for Quality Control

Of over 800 defined occupations, only one, "Rock Splitters, Quarry," has a word beginning with q. To get around this dilemma, we will focus instead on quality control, and the one occupation that embodies this the most, "Inspectors, Testers, Sorters, Samplers, and Weighers."

What are we Inspecting?

The occupational title for Inspectors, Testers, Sorters, Samplers, and Weighers, referred to as inspectors for brevity, is one of the most straight-forward and self-defining titles of any occupation. From the Bureau of Labor Statistic's Occupational Employment Statistics program, Inspectors "inspect, test, sort, sample, or weigh nonagricultural raw materials or processed, machined, fabricated, or assembled parts or products for defects, wear, and deviations from specifications." Essentially, inspectors perform quality control.

Spread over a number of major industry sectors, inspectors may be responsible for a wide variety of specific tasks. Such tasks include, but are not limited to:

- Reading blueprints, data, manuals, or other materials to determine specifications, inspection and testing procedures, adjustment methods, certification processes, formulas, or measuring instruments required
- Recording inspection data or test data, such as weights, temperatures, grades, or moisture content, and quantities inspected or graded
- Marking products with details such as grade or acceptance-rejection status
- Recommending necessary corrective actions, based on inspection results

While the specific tasks may vary from one inspector position to the next, the knowledge, skills, and abilities required for inspectors are largely the same across the board. In terms of knowledge, inspectors are expected to learn about production and processing in order to maximize the effective manufacturing and distribution of goods. Additionally, knowledge of arithmetic, algebra, geometry, and statistics are needed to a certain degree, as well as certain computer applications and programming. According to the U.S. Census Bureau's American Community Survey, an estimated 57 percent of inspectors have some level of post-secondary education in Minnesota.

Employers hiring inspectors will be looking for candidates with good active listening, critical thinking, monitoring, and reading comprehension skills. Those hoping to be inspectors will need to be able to convey information as effectively as the tests and inspections they perform.

More information on the knowledge, skills, and abilities inspectors will need can be found at CareerOnestop: https://www.careeronestop.org/.

Sorting out Wages

In the state of Minnesota approximately 8,700 inspectors earn an hourly median wage of $17.53. As such, inspectors earn approximately 7 percent less than median earnings for the total of all jobs. Inspectors in the Twin Cities Metro Area, however, earn an hourly median wage of $19.26, slightly more than the median earnings for the total of all jobs. What's more, nearly 60 percent of inspectors are located in the Twin Cities Metro Area. The starting hourly wage for inspectors in Minnesota, around $10.29, is higher than the starting wage for the total of all jobs, around $9.38 (see Table 1 for a breakdown of inspector wages across the state of Minnesota).

Not surprisingly, nearly three-fourths of inspectors are employed in Manufacturing, with a median hourly wage of $18.81. An estimated 1,100 inspectors are employed in Professional and Business Services, with a median hourly wage of $14.79. The remaining inspectors in the state, just over 800 of them, are employed in Trade, Transportation, and Utilities; Other Services; Natural Resources and Mining; and Public Administration.

Weighing in on the Future

Looking forward, one technological trend will have major implications on the growth of inspectors: automation. According to the Bureau of Labor Statistic's Occupational Outlook Handbook, "many manufacturers have invested in automated inspection equipment to improve quality and productivity…[C]ontinued improvements in technology allow manufacturers to automate inspection tasks, increasing workers' productivity and reducing the demand for inspectors." Automation, with increased productivity per worker as its goal, is one of the major reasons why Manufacturing employment is projected to decrease through the next decade. More specifically, Manufacturing employment is anticipated to contract by 4.6 percent in Minnesota between 2014 and 2024. Automation in the inspector occupation is just one piece of that overall trend. Despite the impact of automation in the long run, employers are still looking to fill inspector positions as current workers retire or otherwise leave the occupation (see Table 2).

For more information on Inspectors, Testers, Sorters, Samplers, and Weighers visit DEED's Career Profile tool at http://mn.gov/deed/data/data-tools/career-profile/.

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Table 1. Occupational Employment Statistics (OES) Wage Data - First Quarter, 2016

Area	Employment	Wage Percentiles				
		10th	25th	Median	75th	90th
United States	508,590	$12.21	$14.62	$18.26	$22.74	$27.50
Minnesota	8,680	$10.29	$13.13	$17.53	$23.43	$30.25
Twin Cities Metro Area	5,140	$11.97	$15.24	$19.26	$23.75	$28.77
Central MN	1,200	$12.07	$15.07	$17.75	$21.58	$26.46
Southeast MN	1,200	$12.64	$13.80	$16.17	$19.39	$22.86
Southwest MN	890	$12.43	$14.11	$17.03	$20.50	$25.64
Northwest MN	820	$12.36	$14.38	$17.72	$21.39	$23.72
Northeast MN	250	$11.00	$13.61	$18.75	$23.42	$28.04

Source: MN DEED Occupational Employment Statistics (OES) Program

Table 2. Long Term Occupational Projections, 2014-2024

United States	Employment		Percent Change	Projected Job Openings
	2014	2024		
Total, All Jobs	150,539,900	160,328,800	6.5%	46,506,900
Inspectors	496,600	496,500	-0.2%	124,800
Minnesota	**Employment**		**Percent Change**	**Projected Job Openings**
	2014	**2024**		
Total, All Jobs	3,007,000	3,137,000	4.3%	860,360
Inspectors	8,831	8,756	-0.8%	2,220

Source: MN DEED Occupational Employment Statistics (OES) Program

R *is for Registered Nurse*

It is no surprise that Minnesota's population is getting older. According to the U.S. Census Bureau's American Community Survey, the state's total population increased by nearly 500,000 people or 10 percent between 2005 and 2015. Of that increase those 65 years of age and older, however, increased by nearly 40 percent during that time, adding nearly 280,000 people. Currently over 800,000 Minnesotans are 65 years of age and older. This number will only increase going forward, with the Minnesota State Demographer's Office projecting that one in five Minnesotans will be 65 years of age and older by 2030.

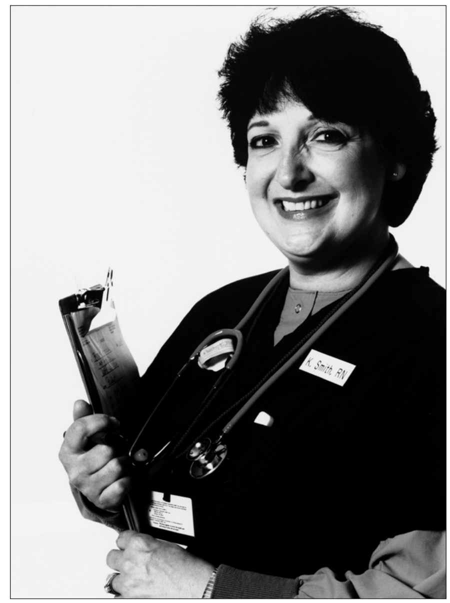
So, what does this have to do with nursing? To put it bluntly: everything. With the aging of Minnesota's population, the demand for health care services will rise, as older people typically have more medical problems than younger people. This trend will bring with it the increased need for registered nurses (RNs), who will also be needed to educate and care for patients with various chronic conditions, such as arthritis, dementia, diabetes, and obesity. With federal health insurance reform, more nurses will also be needed as the number of individuals with access to health insurance rises.[1] RNs, as such, will be needed in numerous health care settings, including general medical and surgical hospitals, specialty hospitals, outpatient care centers, offices of physicians, and nursing care facilities.

Putting the Care in Healthcare

According to the Bureau of Labor Statistic's Occupational Employment Statistics program, RNs "assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. [RNs also] administer nursing care to ill, injured, convalescent, or disabled patients, and may advise patients on health maintenance and disease prevention or provide case management."

The majority of RNs work as a part of a team, which may include physicians, anesthesiologists, radiologists, surgical technicians, medical and clinical laboratory technologists, and other healthcare specialists. Some RNs may also oversee licensed practical nurses, nursing assistants, and home health aides. In addition to working with or managing other healthcare specialists, RNs specialize in numerous areas themselves, ranging from neuroscience to rehabilitation to critical care.

Over half (54.5 percent) of the RNs in Minnesota have a bachelor's



degree or higher. Another 39.4 percent have an associate's degree. With an associate's degree in nursing (ADN) or a diploma from an approved nursing program, RNs generally qualify for entry-level positions as a staff nurse. After earning a bachelor's degree, RNs may go on to fill administrative positions, research, consulting, and teaching.[2] What is more, those with a registered nursing license may choose to pursue a master's degree and become an advanced practice registered nurse (APRN). APRNs may be nurse anesthetists, nurse midwives, or nurse practitioners.

With all of the responsibilities, the education and license required, and the fact that RNs may work around the clock on weekdays, weekends,

[1] *Occupational Outlook Handbook: Registered Nurses,* Bureau of Labor Statistics, www.bls.gov/ooh/healthcare/registered-nurses.htm#tab-6. Accessed 3 Nov. 2016.
[2] Ibid.

and holidays, it follows that this occupation offers excellent wages. According to DEED's Occupational Employment Statistics (OES) program, half of all RNs were earning between $31.47 and $44.53 an hour in 2016. For those RNs who become APRNs, these wages climb even higher (see Table 1).

Demand for Registered Nursing

The demand for RNs in Minnesota is anticipated to rise in step with the aging of the population. According to DEED's Employment Outlook tool, RN employment is projected to increase by 11.8 percent between 2014 and 2024. This means approximately 6,700 new RN positions. An additional 13,400 RNs will be needed to replace those current RNs who retire or otherwise leave the occupation. Altogether, over 20,000 RN positions are projected to open up between 2014 and 2024 (see Table 2).

Anticipated to grow nearly three times faster than the total of all occupations through 2024 and with more than 2,300 current vacancies, registered nursing comes in as Minnesota's second-highest occupation-in-demand. For those hoping to secure a rewarding career in today's labor market, look no further than registered nursing.

For more information on Registered Nurses, visit DEED's Career Profile tool at http://mn.gov/deed/data/data-tools/career-profile/, or CareerOnestop at https://www.careeronestop.org/.

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Table 1. Occupational Employment Statistics (OES) Wage Data, Wages Updated to First Quarter 2016

Occupation	Employment	Median Hourly Wage	Q2 2016 Job Vacancy Data: Vacancies	Q2 2016 Job Vacancy Data: Requiring Post-Secondary Education
Total, All Jobs	2,772,240	$18.88	97,580	36%
Healthcare Practitioners and Technical Occupations	167,800	$31.65	7,545	93%
Registered Nurses	59,640	$34.96	2,340	100%
Nurse Practitioners	3,290	$50.79	203	100%
Nurse Anesthetists	1,540	$84.12	83	100%
Nurse Midwives	200	$53.28	5	100%

Source: MN DEED Occupational Employment Statistics (OES) Program, Job Vacancy Survey (JVS)

Table 2. Long-Term Occupational Projections, 2014-2024

United States	Employment 2014	Employment 2024	Percent Change	Projected Job Openings
Total, All Jobs	150,539,900	160,328,800	6.5%	46,506,900
Registered Nurses	2,751,000	3,190,300	16.0%	1,088,400
Minnesota	**Employment 2014**	**Employment 2024**	**Percent Change**	**Projected Job Openings**
Total, All Jobs	3,007,000	3,137,000	4.3%	860,360
Registered Nurses	56,754	63,477	11.8%	20,110

Source: MN DEED Occupational Employment Statistics (OES) Program

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