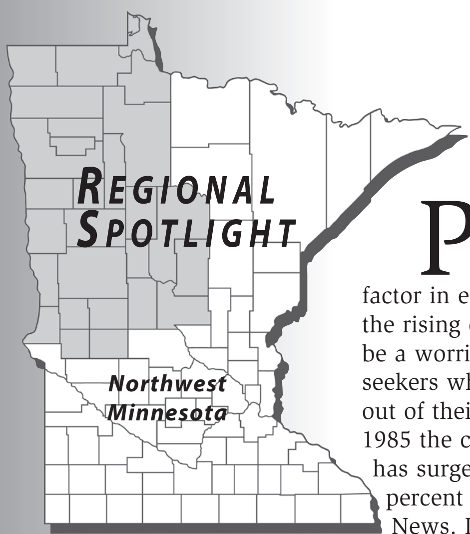
EMPLOYMENT AND ECONOMIC DEVELOPMENT
MINNESOTA

Minnesota Employment Review

Review ONLINE

mn.gov/deed/review

September 2016 Data...October 2016 Issue



Features:

In this issue:

Education Cost and Benefit

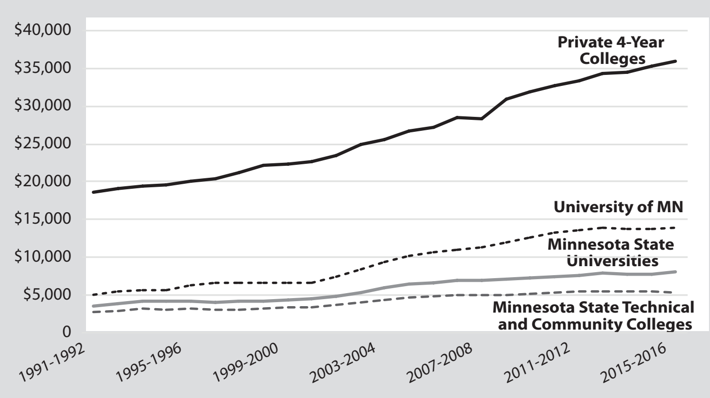
Post-secondary education has always been an important factor in economic success, but the rising costs of college can be a worrisome subject for job seekers who want to get the most out of their investment. Since 1985 the cost of higher education has surged by more than 538 percent according to Bloomberg News. In Minnesota the cost of education has increased at a slower but very high rate as well. The Office of Higher Education provides an historical look at the cost of tuition and fees at various types of post-secondary institutions over time. Weighted for inflation, post-secondary tuition and fees here have increased between 94 percent at private four-year colleges to 175 percent at the University of Minnesota since 1991 (see Chart 1).

This trend leads many to question what type of post-secondary education is right given their current financial situation and the potential earnings. In 2015 over two-thirds of job vacancies in Northwest Minnesota required no more than a high school diploma, but were for lower paying jobs, so the decision to invest in post-secondary education is critical in the region. Considering that the full cost of education can extend well beyond tuition, the decision can be a difficult one. Annual expenses may also include room, board, transportation, and personal expenses — to name a few. And while working while in school has become a popular option, and working students tend to borrow less than those who do not work, it may not always be an option.

Table 1 itemizes typical education costs by institution type by looking at the amount of federally-subsidized loans needed to pay annual expenses, minus the average amount of combined state and local grants awarded. In reality, total education costs will vary by school location, cost of living before and after graduating, personal savings, and household income. However, as a baseline for analysis, Table 1 looks at average total costs of attending Minnesota State Colleges and Universities in Northwest Minnesota if these expenses are borrowed in entirety.

In this scenario annual costs of education at four-year universities exceed those at two-year colleges, but not by as much as you might think. According to the National Center for Education Statistics, tuition/fees and room/board cost more at regional state universities (Bemidji State and Minnesota State University-Moorhead), but other expenses such as those for transportation and personal items are less. Universities are more likely to offer on-campus room and board options like dorms and apartments, compared to the

Chart 1. 1991 – 2016 Tuition and Fees Costs, Minnesota Post-Secondary Institutions



Source: Minnesota Office of Higher Education regional state community and technical colleges (Alexandria, Bemidji, Brainerd, Detroit Lakes, Fergus Falls, Moorhead, Thief River Falls, and Wadena), which rarely do. Therefore, students at two-year colleges tend to live off-campus and drive to school, which may help explain these differences; although the total cost of room and board and other expenses varied by only about $500 between colleges and universities.

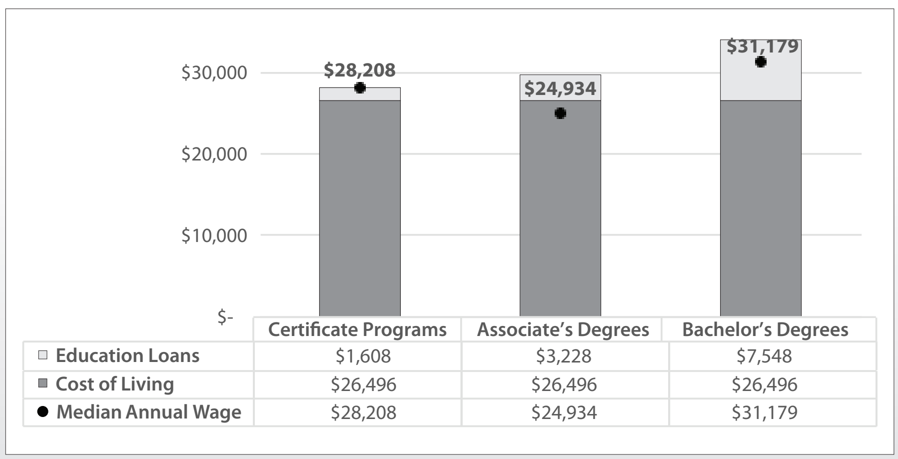
Greater cost difference are accumulated in multi-year programs and with the additional interest on what is borrowed to complete such degrees. Borrowers have several options to cover these costs including private loans from banks and credit unions. However, most first-year, full-time students are eligible for federally-subsidized loans at 4.66 percent interest. Based on that, certificate completers paying off an average of $12,905 in student loans over a 10-year period would need to pay $1,608 per year. Associate degree holders who compiled $25,810 in loans would need to pay $3,228 per year for 10 years, and students who borrowed $60,248 to earn a bachelor's degree would have annual payments of $7,548 over 10 years.

Table 1. Average Cost of Education, State Colleges and Universities in Northwest Minnesota, 2014

Cost Category	Certificate (less than Bachelor's)	Associate's Degree	Bachelor's Degree
Total Annual Expenses	**$17,108**	**$17,108**	**$19,642**
Tuition and Fees	$5,400	$5,400	$8,229
Room and Board	$6,299	$6,299	$7,925
Books and Supplies	$1,270	$1,270	$850
Other Expenses	$4,139	$4,139	$3,026
Combined State and Federal Grants	($4,203)	($4,203)	($4,580)
Net Annual Costs	**$12,905**	**$12,905**	**$15,062**
Award Years	**1**	**2**	**4**
Total Education Cost	**$12,905**	**$25,810**	**$60,248**

Source: Integrated Postsecondary Education Data System (IPEDS)

Chart 2. Annual Cost of Living and Student Loan Payments by Degree Type versus Median Wages of All Employed Graduates from State Colleges and Universities in Northwest Minnesota (2013-14 Graduates)



Source: DEED Graduate Outcomes Tool

Graduate Employment Outcomes and Cost of Living

To understand how the costs of varying degree programs compare to their potential benefits, DEED data tools can provide guidance to a prospective student, parent, or policy maker. The Graduate Employment Outcomes (GEO) tool shows how well recent graduates fare after they've finished school and joined the workforce. Both statewide and regional data show that after two years in the workforce, 2013-14 graduates with Bachelor's degrees from state colleges and universities are earning more than those with Associate's degrees and Certificates. Yet, as noted above, degree type can also heavily influence subsequent loan payments and thus, a graduate's post-college standard of living.

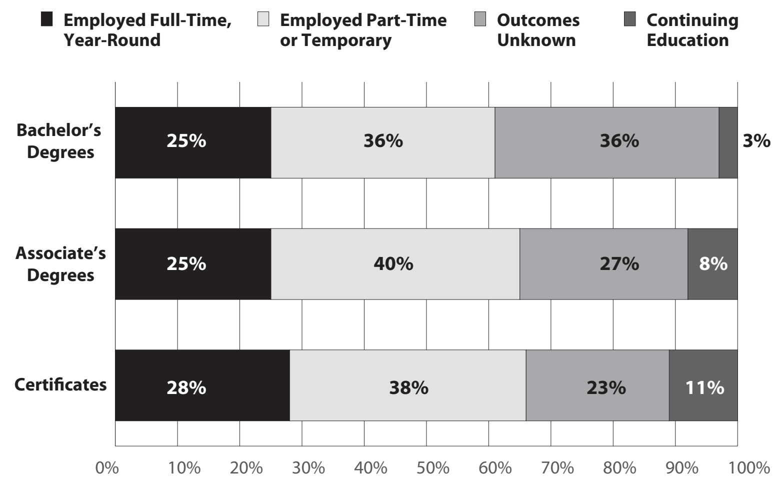
Education costs for Bachelor's degrees may greatly exceed those of Certificate programs and Associate's degrees as shown in Table 1 and especially Chart 2 — chiefly if the total cost of education is borrowed. Only the median wage of those who earned one-year certificates exceeded the combined cost of living and their education. The median wage of those with Associate's degrees fell short of these expenses by $4,790, and the median wage of those with Bachelor's degrees were short by $2,865. Luckily, student debt can vary by the amount of grants, scholarships, and student earnings while in school, potentially driving down post-graduation debt. Still, certificate holders were also more likely to be employed after two years in the workforce. Two thirds of 2013-14 certificate graduates were employed in some form by 2016, and 28 percent were employed full-time, year-round.

Full-time, year-round employment is often the goal for these students. The data show, however, that not all graduates are able to secure such jobs. Among 2013-14 graduates, only 25 percent of graduates who earned Associate's degrees and Bachelor's degrees found employment full-time, year-round by 2016 (see Chart 3). These results reflect only employment in Minnesota, and it should be noted that the high rate of Bachelor's degrees graduates with unknown outcomes (36 percent) indicates many may be attending graduate school or working elsewhere.

Because certificate holders are more likely to find employment within two years, they run less risk of having to sacrifice basic cost of living standards to pay off education loans. Certificate holders are also most likely to find a full-time, year-round job, which could help them pay off their debt faster. For graduates who found full-time, year-round positions, the median wages were significantly higher for each degree type. Full-time, year-round employees with certificates earned a median annual income of $38,333; compared to $28,208 for all working certificate holders, a difference of more than $10,000. Likewise, graduates with Bachelor degrees from regional universities earned a median annual income of $41,007 when working full-time, year-round compared to $31,179 for all of those employed. However, the difference was the most extreme for Associate's degree holders. Full-time, year-round workers were earning $42,211 a year, over $16,000 more than all of those who were employed with the degree.

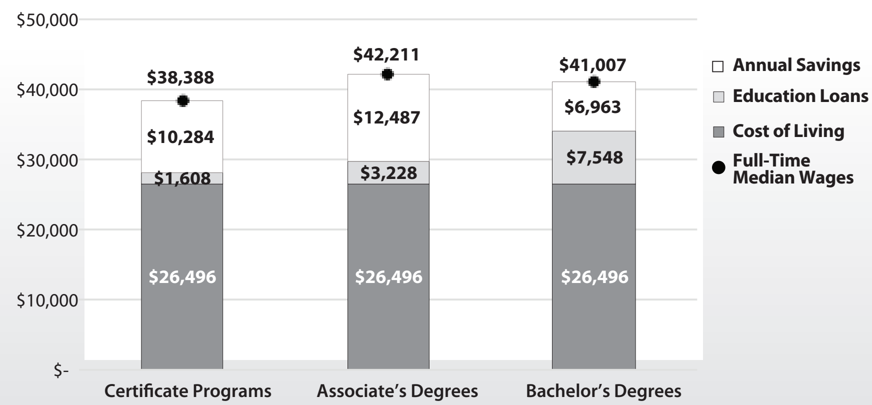
Full-time employment outcomes also provide some interesting insight when education loan payments are considered Again, if the full amount of education was borrowed, certificate holders and those with Associate degrees who found full-time, year-round jobs would have more financial freedom than Bachelor's degree holders who did. Those with Associate degrees would have $5,500 more in-pocket than those with Bachelor degrees, and Certificate holders $4,300. This would not only have had an immediate impact, but a potentially long-term one as well. If one- and two-year degree holders were to use the extra income to pay more of their loans off in a shorter period of time, they could save a significant amount of loan interest. Choosing this path would allow one- and two- year degree holders to gain valuable work experience while trimming their debt. Potentially, they could even return to pursue a higher degree debt-free.

Chart 3. 2016 Employment Outcomes by Degree Type (2013-2014 MNSCU Graduates, Northwest Minnesota Institutions)



Source: DEED Graduate Outcomes Tool

Chart 4. 2016 Annual Savings of Full-Time Workers by Degree Type (2013-2014 MNSCU Graduates, Northwest Minnesota Institutions)



Source: DEED Cost of Living; DEED Graduate Employment Outcomes; College Board; IPEDS

Median Costs of Post-Secondary Education

As noted, the cost of college can vary for each person; several factors may influence the amount of education debt incurred which can influence the cost-benefit questions when considering which degree to pursue. According to College Scorecard data, students who graduate from the Minnesota State Colleges and Universities in Northwest Minnesota often borrow less than the full amount outlined above. This would also make annual student loan repayments much less. The median debt for the five community and technical colleges in Northwest Minnesota ranged from $11,000 at Northwest Technical College in Bemidji to $15,750 at Northland Community and Technical College in Thief River Falls (see Table 2).

When choosing a post-secondary path, this information may help prospective students gauge the level which previous graduates have been able to manage their education debt. Among those who graduated with Bachelor's degrees, the median annual education loan payments were over $4,500 lower per year than had they borrowed the full amount. The relatively low median debt levels indicate that students in the region have kept their education costs lower, perhaps through savings, attaining credits or scholarship support prior to college, or working while there. In such circumstances a Bachelor's degree program becomes more attractive, financially speaking, but every student's situation will be different. Understanding one's personal situation is paramount, and it would be unsafe to assume one size fits all, especially if education costs continue to grow at their current pace.

When we compare these debt levels to the same employment outcomes of 2013-14 graduates in Northwest Minnesota, the median salaries of all employed bachelor's degree graduates exceeds the combined cost of median annual loan payment of students and annual cost of living in Northwest Minnesota. On the other hand, despite lower levels of debt at the median level, the employment outcomes of Associate's degree graduates still fall below this cost threshold (see Table 3). The median annual wages of Associate's degree holders appears to be lower from the high number of those with liberal arts and/or general studies majors. Of the 1,816 Associate's degree graduates in 2014 who were working in Minnesota two years later, over one third majored in Liberal Arts and Sciences/General Studies. These graduates reported a much lower median annual wage of $12,722, and, as a high percentage of 2014 Associate's degree holders, their employment outcomes drastically affect the median annual salary of the cohort altogether. The median annual wage of Associate's degree graduates who majored in other programs was $31,358 (see Table 3).

Conclusion

The data show that certificates and associate degrees might lead to lower wage levels, but will almost certainly cost less and lead to more manageable debt payments after completion. More short-term and long-term cost-benefit analysis can help students and parents understand the importance of keeping costs low. Those eager to complete a Bachelor's degree in four years would benefit from a plan to pay down their debt while in school or minimize it by other means. Earning a certificate from a regional state community or technical college offers the least amount of financial risk, both in terms of finding employment and earning enough to meet basic costs of living and paying off whatever debt is accumulated. An Associate's degree also has potential advantages, especially if a student focuses on a technical skill or applies their (less expensive) credits toward an advanced degree. Hopefully, by comparing the potential debt from education to employment outcomes of recent graduates in Northwest Minnesota, those investing in education in Northwest Minnesota will understand their options more clearly.

Table 2. Median Student Loan Debt for Graduates in Northwest Minnesota, 2014

Institution Name	City	Median Student Loan Debt of Graduates	Median Monthly Loan Repayment	Median Annual Loan Repayment
Alexandria Technical and Community College	Alexandria	$12,000	133.22	$1,599
Northwest Technical College	Bemidji	$11,000	122.12	$1,465
Central Lakes College - Brainerd	Brainerd	$12,000	133.22	$1,599
MN State - Detroit Lakes Campus	Detroit Lakes	$13,000	144.33	$1,732
MN State - Moorhead Campus	Moorhead	$13,000	144.33	$1,732
MN State - Wadena Campus	Wadena	$13,000	144.33	$1,732
Northland Community and Technical College	Thief River Falls	$15,750	174.87	$2,098
			Average Annual Loan Repayment Amount	**$1,708**
Institution Name	**City**	**Median Student Loan Debt of Graduates**	**Median Monthly Loan Repayment**	**Median Annual Loan Repayment**
Bemidji State University	Bemidji	$21,500	$238.69	$2,864
Minnesota State University - Moorhead	Moorhead	$23,056	$255.96	$3,072
			Average Annual Loan Repayment Amount	**$2,968**

Source: College Scorecard, U.S. Department of Education

Table 3. Annual Cost of Living and Median Student Loan Payments by Degree Type versus Median Wages for Employed Graduates of State Colleges and Universities in Northwest Minnesota (2014 Graduates

Degree type	2014 Graduates Employed in MN	Median Annual Salary (all jobs)	Regional Cost of Living	Median Annual Loan Repayment	Annual Difference
Bachelor's	**1,251**	**$31,179**	**$26,496**	**$2,968**	**$1,715**
Associate's	**1,816**	**$24,934**	**$26,496**	**$1,708**	**-$3,270**
Liberal Arts Majors	626	$12,722	$26,496	$1,708	-$15,482
All Other Majors	1,190	$31,358	$26,496	$1,708	$3,154

Source: DEED Graduate Employment Outcomes Tool, College Scoreboard, U.S. Department of Education

by Chet Bodin, Regional Analyst, Northwest Minnesota Department of Employment and Economic Development

Labor Force Participation Rates in MInnesota

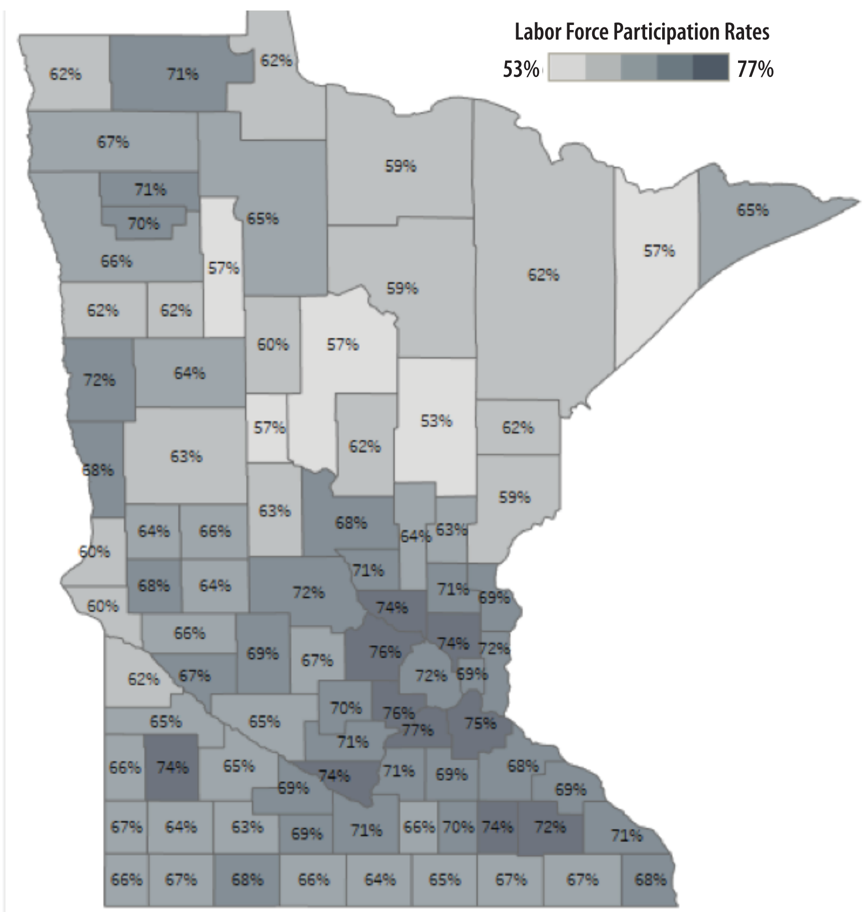
According to the U.S. Census Bureau, Minnesota boasted a 69.9 percent labor force participation rate (LFPR) in 2015, the third highest in the country. In essence, the LFPR represents the percentage of the population that is either working or actively seeking work, either employed or unemployed. The labor force participation rate is a valuable measure of the available and potential labor force and also helps us understand other forces that shape the economic climate within different regions. The map below demonstrates how counties within Minnesota have large variations in LFPR, which are affected by various factor including economic cycles, wages, school enrollment, and marital status.

Regardless of the county, participation rates reflect how residents are responding to economic conditions and the rewards of being employed. For instance, at 53 percent, the lowest county LFPR is found in Aitkin County, most likely the result of a combination of demographic and economic influences. The county's relatively high unemployment rate (8.1%) during the five year period from 2010 to 2014 likely drove down participation as workers perceived less opportunity and stopped looking for work. Aitkin County also has a much older population, with nearly 29 percent of residents aged 65 years or older. Furthermore, average annual wages for jobs in Aitkin County were $33,020 in 2015, significantly lower than the state average of $53,560.

Scott County on the other hand had the highest rate in the state at 77 percent. Unemployment rates in Scott County were about 1 percent lower than the state from 2010-2014, residents are much younger than is typical with only 8.6 percent 65 years or older, and the median household income was $86,510, which was over $25,000 higher than the state median.

by Luke Greiner

County Labor Force Participation Rates, 2010-2014



Source: U.S. Census Bureau, American Community Survey

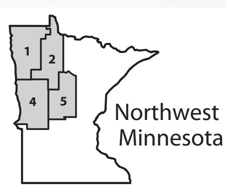
Labor Force Estimates

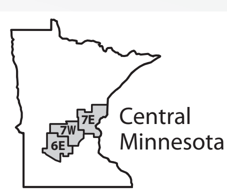
County/Area	Labor Force			Employment			Unemployment			Rate of Unemployment		
	Sept 2016	Aug 2016	Sept 2015	Sept 2016	Aug 2016	Sept 2015	Sept 2016	Aug 2016	Sept 2015	Sept 2016	Aug 2016	Sept 2015
United States ('000s)												
(Seasonally adjusted)	159,907	159,463	156,715	151,968	151,614	148,800	7,939	7,849	7,915	5.0%	4.9%	5.1%
(Unadjusted)	159,636	159,800	156,607	151,977	151,804	148,980	7,658	7,996	7,628	4.8	5.0	4.9
Minnesota												
(Seasonally adjusted)	2,993,747	3,003,331	3,015,627	2,874,272	2,881,768	2,906,544	119,475	121,563	109,083	4.0	4.0	3.6
(Unadjusted)	2,982,038	3,015,760	3,003,330	2,881,593	2,901,945	2,907,014	100,445	113,815	96,316	3.4	3.8	3.2
Metropolitan Statistical Areas (MSA)*												
Mpls.-St. Paul MSA	1,937,174	1,958,038	1,939,856	1,874,215	1,887,835	1,878,946	62,959	70,203	60,910	3.3	3.6	3.1
Duluth-Superior MSA	139,350	141,575	141,365	132,756	133,766	135,007	6,594	7,809	6,358	4.7	5.5	4.5
Rochester MSA	119,155	121,163	118,030	115,816	117,346	114,894	3,339	3,817	3,136	2.8	3.2	2.7
St. Cloud MSA	110,033	111,039	109,798	106,452	107,065	106,483	3,581	3,974	3,315	3.3	3.6	3.0
Mankato-N Mankato MSA	57,476	57,632	58,906	55,877	55,813	57,430	1,599	1,819	1,476	2.8	3.2	2.5
Fargo-Moorhead MSA	137,424	137,737	131,535	134,461	134,536	128,969	2,963	3,201	2,566	2.2	2.3	2.0
Grand Forks MSA	56,689	56,012	54,993	55,290	54,352	53,759	1,399	1,660	1,234	2.5	3.0	2.2
Region One	**46,748**	**46,867**	**48,009**	**45,093**	**44,710**	**46,387**	**1,655**	**2,157**	**1,622**	**3.5**	**4.6**	**3.4**
Kittson	2,304	2,370	2,394	2,235	2,270	2,312	69	100	82	3.0	4.2	3.4
Marshall	5,387	5,425	5,565	5,147	5,121	5,331	240	304	234	4.5	5.6	4.2
Norman	3,175	3,236	3,318	3,048	3,086	3,201	127	150	117	4.0	4.6	3.5
Pennington	8,899	8,900	8,988	8,591	8,520	8,696	308	380	292	3.5	4.3	3.2
Polk	16,798	16,710	17,229	16,243	15,971	16,680	555	739	549	3.3	4.4	3.2
Red Lake	2,220	2,260	2,266	2,123	2,117	2,179	97	143	87	4.4	6.3	3.8
Roseau	7,965	7,966	8,249	7,706	7,625	7,988	259	341	261	3.3	4.3	3.2
Region Two	**42,533**	**42,777**	**42,831**	**40,637**	**40,525**	**41,005**	**1,896**	**2,252**	**1,826**	**4.5**	**5.3**	**4.3**
Beltrami	23,700	23,639	23,734	22,734	22,507	22,808	966	1,132	926	4.1	4.8	3.9
Clearwater	4,514	4,512	4,562	4,228	4,168	4,271	286	344	291	6.3	7.6	6.4
Hubbard	9,551	9,792	9,668	9,089	9,250	9,254	462	542	414	4.8	5.5	4.3
Lake of the Woods	2,374	2,453	2,406	2,282	2,342	2,313	92	111	93	3.9	4.5	3.9
Mahnomen	2,394	2,381	2,461	2,304	2,258	2,359	90	123	102	3.8	5.2	4.1
Region Three	**160,486**	**163,500**	**163,161**	**152,467**	**153,924**	**155,649**	**8,019**	**9,576**	**7,512**	**5.0**	**5.9**	**4.6**
Aitkin	6,664	6,687	6,778	6,365	6,343	6,499	299	344	279	4.5	5.1	4.1
Carlton	16,938	17,198	17,265	16,205	16,351	16,570	733	847	695	4.3	4.9	4.0
Cook	3,399	3,537	3,408	3,302	3,426	3,315	97	111	93	2.9	3.1	2.7
Itasca	22,790	23,368	22,692	21,348	21,560	21,514	1,442	1,808	1,178	6.3	7.7	5.2
Koochiching	6,039	6,164	6,267	5,625	5,687	5,871	414	477	396	6.9	7.7	6.3
Lake	5,562	5,733	5,682	5,343	5,485	5,495	219	248	187	3.9	4.3	3.3
St. Louis	99,094	100,813	101,069	94,279	95,072	96,385	4,815	5,741	4,684	4.9	5.7	4.6
City of Duluth	44,215	44,813	44,984	42,569	42,927	43,520	1,646	1,886	1,464	3.7	4.2	3.3
Balance of St. Louis County	54,879	56,000	56,085	51,710	52,145	52,865	3,169	3,855	3,220	5.8	6.9	5.7
Region Four	**124,187**	**126,274**	**126,055**	**120,451**	**122,058**	**122,518**	**3,736**	**4,216**	**3,537**	**3.0**	**3.3**	**2.8**
Becker	18,149	18,713	18,252	17,494	17,994	17,636	655	719	616	3.6	3.8	3.4
Clay	35,389	35,335	35,761	34,411	34,221	34,873	978	1,114	888	2.8	3.2	2.5
Douglas	19,970	20,455	20,217	19,408	19,833	19,688	562	622	529	2.8	3.0	2.6
Grant	3,172	3,234	3,261	3,058	3,103	3,154	114	131	107	3.6	4.1	3.3
Otter Tail	30,344	31,119	30,988	29,352	29,996	30,023	992	1,123	965	3.3	3.6	3.1
Pope	6,348	6,458	6,469	6,185	6,279	6,313	163	179	156	2.6	2.8	2.4
Stevens	5,556	5,630	5,691	5,418	5,476	5,560	138	154	131	2.5	2.7	2.3
Traverse	1,683	1,731	1,779	1,639	1,679	1,730	44	52	49	2.6	3.0	2.8
Wilkin	3,576	3,599	3,637	3,486	3,477	3,541	90	122	96	2.5	3.4	2.6
Region Five	**81,062**	**82,564**	**82,534**	**77,768**	**78,795**	**79,310**	**3,294**	**3,769**	**3,224**	**4.1**	**4.6**	**3.9**
Cass	14,007	14,485	14,236	13,300	13,670	13,561	707	815	675	5.0	5.6	4.7
Crow Wing	31,440	31,963	31,847	30,209	30,590	30,631	1,231	1,373	1,216	3.9	4.3	3.8
Morrison	17,144	17,437	17,476	16,466	16,652	16,831	678	785	645	4.0	4.5	3.7
Todd	12,361	12,506	12,728	11,943	12,022	12,305	418	484	423	3.4	3.9	3.3
Wadena	6,110	6,173	6,247	5,850	5,861	5,982	260	312	265	4.3	5.1	4.2
Region Six East	**64,987**	**65,733**	**66,135**	**62,816**	**63,110**	**64,108**	**2,171**	**2,623**	**2,027**	**3.3**	**4.0**	**3.1**
Kandiyohi	23,538	23,697	24,040	22,854	22,873	23,361	684	824	679	2.9	3.5	2.8
McLeod	20,260	20,586	20,473	19,547	19,739	19,829	713	847	644	3.5	4.1	3.1
Meeker	13,048	13,194	13,219	12,608	12,671	12,819	440	523	400	3.4	4.0	3.0
Renville	8,141	8,256	8,403	7,807	7,827	8,099	334	429	304	4.1	5.2	3.6

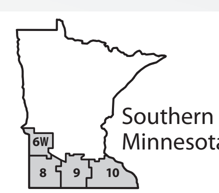
*Minneapolis-St. Paul Metropolitan Statistical Area (MSA) now includes Sherburne County in Minnesota and Pierce County in Wisconsin. St. Cloud MSA is now comprised of Benton and Stearns counties.

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		
	Sept 2016	Aug 2016	Sept 2015	Sept 2016	Aug 2016	Sept 2015	Sept 2016	Aug 2016	Sept 2015	Sept 2016	Aug 2016	Sept 2015
Region Six West	**22,849**	**23,064**	**23,630**	**22,049**	**22,123**	**22,866**	**800**	**941**	**764**	**3.5%**	**4.1%**	**3.2%**
Big Stone	2,592	2,661	2,687	2,506	2,555	2,601	86	106	86	3.3	4.0	3.2
Chippewa	6,593	6,614	6,821	6,355	6,350	6,599	238	264	222	3.6	4.0	3.3
Lac Qui Parle	3,531	3,520	3,675	3,409	3,381	3,557	122	139	118	3.5	3.9	3.2
Swift	4,868	4,980	5,004	4,669	4,742	4,821	199	238	183	4.1	4.8	3.7
Yellow Medicine	5,265	5,289	5,443	5,110	5,095	5,288	155	194	155	2.9	3.7	2.8
Region Seven East	**84,518**	**85,488**	**85,126**	**81,213**	**81,734**	**81,919**	**3,305**	**3,754**	**3,207**	**3.9**	**4.4**	**3.8**
Chisago	28,692	29,073	28,805	27,704	27,927	27,826	988	1,146	979	3.4	3.9	3.4
Isanti	20,288	20,553	20,323	19,536	19,689	19,627	752	864	696	3.7	4.2	3.4
Kanabec	8,467	8,591	8,621	8,067	8,151	8,210	400	440	411	4.7	5.1	4.8
Mille Lacs	12,589	12,751	12,632	12,035	12,140	12,099	554	611	533	4.4	4.8	4.2
Pine	14,482	14,520	14,745	13,871	13,827	14,157	611	693	588	4.2	4.8	4.0
Region Seven West	**231,085**	**233,442**	**231,219**	**223,544**	**225,085**	**224,113**	**7,541**	**8,357**	**7,106**	**3.3**	**3.6**	**3.1**
Benton	21,659	21,873	21,673	20,946	21,057	20,934	713	816	739	3.3	3.7	3.4
Sherburne	49,409	49,926	49,594	47,743	48,110	47,959	1,666	1,816	1,635	3.4	3.6	3.3
Stearns	88,374	89,166	88,125	85,506	86,008	85,549	2,868	3,158	2,576	3.2	3.5	2.9
Wright	71,643	72,477	71,827	69,349	69,910	69,671	2,294	2,567	2,156	3.2	3.5	3.0
Region Eight	**64,281**	**64,760**	**65,972**	**62,101**	**62,299**	**64,012**	**2,180**	**2,461**	**1,960**	**3.4**	**3.8**	**3.0**
Cottonwood	5,724	5,745	5,810	5,294	5,290	5,496	430	455	314	7.5	7.9	5.4
Jackson	6,036	6,154	6,246	5,817	5,906	5,990	219	248	256	3.6	4.0	4.1
Lincoln	3,198	3,282	3,309	3,105	3,176	3,235	93	106	74	2.9	3.2	2.2
Lyon	14,748	14,700	15,165	14,330	14,206	14,789	418	494	376	2.8	3.4	2.5
Murray	4,954	4,976	5,072	4,801	4,812	4,933	153	164	139	3.1	3.3	2.7
Nobles	11,192	11,214	11,489	10,845	10,814	11,163	347	400	326	3.1	3.6	2.8
Pipestone	4,819	4,886	4,934	4,690	4,741	4,813	129	145	121	2.7	3.0	2.5
Redwood	7,844	8,040	8,090	7,567	7,718	7,837	277	322	253	3.5	4.0	3.1
Rock	5,766	5,763	5,857	5,652	5,636	5,756	114	127	101	2.0	2.2	1.7
Region Nine	**127,944**	**129,447**	**131,218**	**123,861**	**124,797**	**127,290**	**4,083**	**4,650**	**3,928**	**3.2**	**3.6**	**3.0**
Blue Earth	37,947	38,050	38,885	36,863	36,805	37,884	1,084	1,245	1,001	2.9	3.3	2.6
Brown	14,234	14,515	14,585	13,756	13,952	14,140	478	563	445	3.4	3.9	3.1
Faribault	7,231	7,363	7,520	6,969	7,073	7,257	262	290	263	3.6	3.9	3.5
Le Sueur	15,428	15,649	15,526	14,911	15,064	15,023	517	585	503	3.4	3.7	3.2
Martin	9,922	10,286	10,276	9,570	9,889	9,886	352	397	390	3.5	3.9	3.8
Nicollet	19,529	19,582	20,021	19,014	19,008	19,546	515	574	475	2.6	2.9	2.4
Sibley	8,307	8,495	8,467	8,047	8,183	8,185	260	312	282	3.1	3.7	3.3
Waseca	9,415	9,589	9,835	9,081	9,206	9,493	334	383	342	3.5	4.0	3.5
Watonwan	5,931	5,918	6,103	5,650	5,617	5,876	281	301	227	4.7	5.1	3.7
Region Ten	**275,886**	**278,762**	**277,963**	**267,670**	**269,279**	**270,085**	**8,216**	**9,483**	**7,878**	**3.0**	**3.4**	**2.8**
Dodge	11,415	11,667	11,382	11,079	11,249	11,033	336	418	349	2.9	3.6	3.1
Fillmore	11,209	11,467	11,205	10,844	11,047	10,860	365	420	345	3.3	3.7	3.1
Freeborn	15,575	15,707	16,085	15,054	15,125	15,579	521	582	506	3.3	3.7	3.1
Goodhue	26,212	26,632	26,735	25,390	25,648	25,946	822	984	789	3.1	3.7	3.0
Houston	10,221	10,199	10,341	9,928	9,849	10,050	293	350	291	2.9	3.4	2.8
Mower	20,111	20,192	20,432	19,529	19,584	19,888	582	608	544	2.9	3.0	2.7
Olmsted	84,626	85,858	83,537	82,317	83,268	81,429	2,309	2,590	2,108	2.7	3.0	2.5
City of Rochester	62,013	62,812	61,380	60,433	61,131	59,781	1,580	1,681	1,599	2.5	2.7	2.6
Rice	35,359	35,300	35,773	34,282	34,016	34,646	1,077	1,284	1,127	3.0	3.6	3.2
Steele	20,498	20,928	21,157	19,851	20,138	20,543	647	790	614	3.2	3.8	2.9
Wabasha	11,905	12,171	11,906	11,576	11,782	11,572	329	389	334	2.8	3.2	2.8
Winona	28,755	28,641	29,410	27,820	27,573	28,539	935	1,068	871	3.3	3.7	3.0
Region Eleven	**1,655,473**	**1,673,084**	**1,659,481**	**1,601,926**	**1,613,507**	**1,607,753**	**53,547**	**59,577**	**51,728**	**3.2**	**3.6**	**3.1**
Anoka	190,666	192,726	191,099	184,157	185,492	184,866	6,509	7,234	6,233	3.4	3.8	3.3
Carver	54,890	55,502	55,027	53,199	53,641	53,470	1,691	1,861	1,557	3.1	3.4	2.8
Dakota	233,701	236,189	234,315	226,396	228,028	227,266	7,305	8,161	7,049	3.1	3.5	3.0
Hennepin	679,598	686,705	681,248	657,749	662,423	659,908	21,849	24,282	21,340	3.2	3.5	3.1
City of Bloomington	46,577	47,151	46,742	45,163	45,484	45,311	1,414	1,667	1,431	3.0	3.5	3.1
City of Minneapolis	232,198	234,583	232,890	224,724	226,321	225,462	7,474	8,262	7,428	3.2	3.5	3.2
Ramsey	280,219	283,323	280,912	270,598	272,546	271,559	9,621	10,777	9,353	3.4	3.8	3.3
City of St. Paul	153,481	155,298	154,176	148,174	149,241	148,700	5,307	6,057	5,476	3.5	3.9	3.6
Scott	78,866	79,684	79,082	76,586	77,148	76,884	2,280	2,536	2,198	2.9	3.2	2.8
Washington	137,533	138,955	137,798	133,241	134,229	133,800	4,292	4,726	3,998	3.1	3.4	2.9







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

Overview

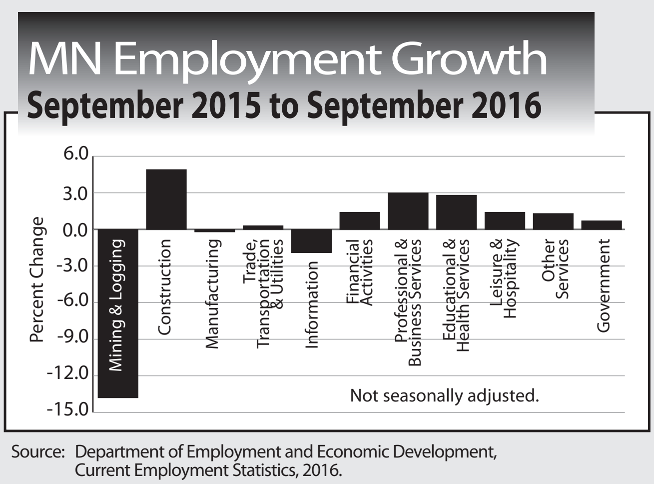
Minnesota added 1,900 jobs (0.1 percent) in September on a seasonally adjusted basis. August's estimate was also revised upward, moving it from an estimated loss of 1,500 to a gain of 500. September's gains came largely from public sector employers, as the government added 1,600 jobs (0.4 percent). Private Service Providers added 100 jobs (0.0 percent) while Goods Producers added 200 (0.0 percent). These small movements in the private sector as a whole belied the volatile movement in component supersectors, as some industry groups saw significant gains or losses. Over the year the state added 40,899 jobs (1.4 percent). Private Service Providing industries added 33,346 (1.7 percent) while Goods Producing industries added 4,793 (1.1 percent). Public sector employers added 2,760 jobs (0.7 percent). Minnesota has added employment on an over-the-year basis in every month dating back to August of 2010.

Mining and Logging

Employment in the Mining and Logging supersector was up in August as the beleaguered industry group added 100 jobs (1.8 percent). Over the year the supersector lost 950 jobs (13.8 percent). 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 September, down by 600 jobs (0.5 percent) on a seasonally adjusted basis. This was the second straight month of declines for the industry group. Annually Construction added 6,280 jobs (4.9 percent). The over-the-year gain was largely the result of an additional 2,657 jobs (12.8 percent) in Heavy and Civil Engineering Construction and 2,694 jobs (3.4 percent) in Specialty Trade Contractors. Construction of Buildings, the other component sector, added 929 jobs (3.5 percent), including a loss of 10 jobs (0.1 percent) in Residential Building Construction.



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

Manufacturing

Manufacturers added 700 jobs (0.2 percent) in September. Durable Goods Manufacturers added 600 jobs (0.3 percent) while Non-Durable Goods Manufacturers added 100 jobs (0.1 percent). Unfortunately, this minor seasonally adjusted growth was not enough to pull the supersector out of the red on an over-the-year basis. Since September of 2015, Manufacturing lost 537 jobs (0.2 percent). The loss was caused by a decline of 1,398 jobs (0.7 percent) in Durable Goods Manufacturing, with Fabricated Metal Product Manufacturing losing 805 jobs (1.9 percent) and Machinery Manufacturing losing 256 (0.8 percent). Non-Durable Goods Manufacturing, however, added employment on the year, up 861 jobs (0.7 percent) from September 2015.

Trade, Transportation, and Utilities

Employment in Trade, Transportation, and Utilities was off by 2,900 (0.5 percent) in September, giving back most of the 3,000 job increase the supersector saw in August. Transportation, Warehousing, and Utilities showed the sharpest decline, down by 3,300 (3.2 percent), while Wholesale Trade contributed a loss of 600 (0.5 percent). Retail Trade remained a bright spot in the supersector, adding 1,000 jobs (0.3 percent) on the month. Annually the supersector added 1,776 jobs (0.3 percent). Retail Trade showed the most positive movement on this scale as well, up by 4,611 (1.6 percent), while Transportation, Warehousing, and Utilities chipped in with an additional 614 jobs of their own. Wholesale Trade lost 3,459 jobs (2.6 percent), which kept a lid on the overall annual growth in the supersector.

Information

The Information supersector added 300 jobs (0.6 percent) in September. This was the fourth consecutive month of estimated job growth for the supersector, which had been struggling overall for quite some time. Annually employment in Information remained down in spite of the recent upward trend in monthly seasonally adjusted employment. The supersector was off by 977 jobs (1.9 percent) from September of 2015, with Publishing Industries (except Internet) leading the way with a drop of 777 jobs (3.9 percent).

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

Financial Activities

The Financial Activities supersector lost 400 jobs (0.2 percent) in September. The losses came entirely from Finance and Insurance, which shed 1,600 jobs (1.1 percent) while its counterpart, Real Estate and Rental and Leasing, added 1,200 jobs (3.1 percent). Over the year the supersector added 2,611 jobs (1.4 percent). Finance and Insurance added 1,596 jobs (1.1 percent) on the back of a gain of 1,927 jobs (2.9 percent) in Insurance Carriers and Related Activities. Real Estate and Rental and Leasing added 1,015 jobs (2.6 percent).

Professional and Business Services

Professional and Business Services employment grew sharply in September as the supersector added 10,500 jobs (2.9 percent). Administrative and Support and Waste Management and Remediation Services added 8,000 jobs (6.1 percent), Professional, Scientific, and Technical Services added 2,300 (1.6 percent), and Management of Companies and Enterprises added 200 (0.3 percent). Annually the supersector added 10,701 jobs (3 percent). Professional, Scientific, and Technical Services added 4,026 jobs (2.8 percent). Administrative and Support and Waste Management and Remediation Services added 5,270 jobs (3.9 percent). However, Management of Companies and Enterprises shed employment, losing 654 jobs (1.8 percent).

Educational and Health Services

Educational and Health Services lost 3,800 jobs (0.7 percent) in September as both component sectors shed employment. Educational Services lost 2,500 jobs (3.6 percent) while Health Care and Social Assistance lost 1,300 jobs (0.3 percent). Annually the supersector added 14,129 jobs (2.8 percent). All of that gain was in Health Care and Social Assistance, which added 17,105 jobs (3.9 percent), primarily on the strength of 13,147 new jobs (a 9.1 percent gain) in Ambulatory Health Care Services, which includes Offices of Physicians and Dentists. Educational Services lost jobs on an annual basis, off 2,976 (4.3 percent) from 2015. This marked the first over-the-year job loss in the sector since December of 2014.

Leisure and Hospitality

Leisure and Hospitality lost 3,700 jobs (1.4 percent) in September as both component sectors saw losses. Arts, Entertainment, and Recreation shed 1,800 jobs (4.3 percent) while Accommodation and Food Services lost 1,900 jobs (0.8 percent). Annually the supersector added 3,616 jobs (1.4 percent). Accommodation and Food Services accounted for all of that gain, adding 4,422 jobs (2 percent), all of that in Food Services and Drinking Places (up 4,718 or 2.4 percent).

Other Services

Employment in Other Services was up slightly in September as the supersector added 100 jobs (0.1 percent). Over the year Other Services added 1,500 jobs (1.3 percent), with Religious, Grantmaking, Civic, Professional, and Similar Organizations (up 1,498 or 2.3 percent) driving that growth while movement in the other two component sectors was minimal.

Government

Government employment was up by 1,600 (0.4 percent) in September. Local Governments added 2,200 jobs (0.8 percent), while the Federal Government added 300 (0.9 percent), and the State lost 900 (0.9 percent). Annually Government employers added 2,760 jobs (0.7 percent). The single largest growth among component sectors was in State Government, Excluding Education, which added 3,405 jobs (8.3 percent).

by Nick Dobbins

Seasonally Adjusted Nonfarm Employment

In 1,000's

Industry	September 2016	August 2016	July 2016
Total Nonagricultural	**2,905.3**	**2,903.4**	**2,902.9**
Goods-Producing	**442.3**	**442.1**	**444.3**
Mining and Logging	5.7	5.6	5.6
Construction	119.3	119.9	121.6
Manufacturing	317.3	316.6	317.1
Service-Providing	**2,463.0**	**2,461.3**	**2,458.6**
Trade, Transportation, and Utilities	530.0	532.9	529.9
Information	51.4	51.1	50.5
Financial Activities	183.3	183.7	184.3
Professional and Business Services	367.7	357.2	357.4
Educational and Health Services	528.8	532.6	532.4
Leisure and Hospitality	261.6	265.3	265.8
Other Services	116.1	116.0	116.4
Government	424.1	422.5	421.9

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

Regional Analysis

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

Employment in the Minneapolis-St. Paul MSA decreased very slightly in September, off by 915 (0.0 percent) from August estimates. The loss stemmed entirely from Private Sector employment, as the start of a new school year drove up Government employment by 16,737 (7.2 percent), with Local Government Educational Services adding 10,540 (14.6 percent). Large declines occurred in Leisure and Hospitality (down 6,932 or 3.6 percent) and Trade, Transportation, and Utilities (down 6,431 or 1.8 percent) which lost 3,527 jobs or 1.9 percent in the component Retail Trade sector. The decline in Leisure and Hospitality is common for September as temperatures drop and students return to school. The MSA has lost jobs in every single September on record, dating back to 1990. Annually the Twin Cities metro added 38,195 jobs (2 percent). Goods Producers added 1,958 jobs (0.7 percent), and August estimates were also revised upward, turning what had appeared to be a job loss into a small gain. Service Providers added 36,237 jobs (2.2 percent), driving most of the metro area's growth. Educational and Health Services added 10,345 jobs (3.3 percent), with the overwhelming majority of that growth coming in Health Care and Social Assistance (9,907 jobs or 3.6 percent), and, more specifically, in Ambulatory Health Care Services (up 8,852 or 10.2 percent). Professional and Business Services added 13,067 jobs (4.3 percent). The lion's share of that growth came in Administrative and Support and Waste Management and Remediation Services, which added 7,643 jobs or 7.1 percent.

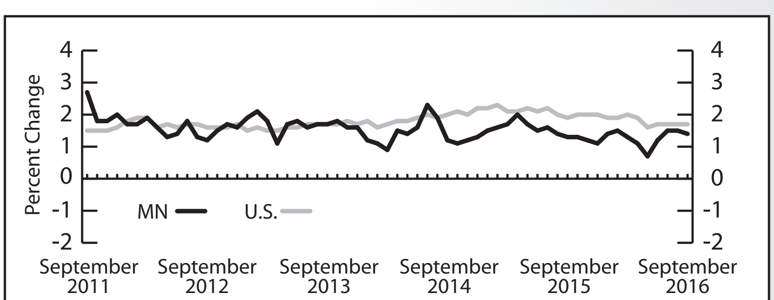
Duluth-Superior MSA

The Duluth-Superior MSA saw some slight job loss in September, shedding 176 jobs (0.1 percent) on the month. Private sector employers lost 1,902 jobs (1.7 percent), while Government employers added 1,726 jobs (7.3 percent). While every single private supersector lost employment in September, the sharpest decline for the month came in Leisure and Hospitality, which shed 846 jobs (5.5 percent). Annually the Duluth MSA's employment was largely flat, adding just 49 jobs (0 percent) over the previous 12 months. While small, the 49 jobs represent the third consecutive month that the area has had positive over-the-year job growth, an encouraging sign after nearly a year of annual losses. Among the supersectors to add employment were Professional and Business Services (up 318 or 3.9 percent) and Financial Activities (up 234 or 4.3 percent). Supersectors to lose employment included Trade, Transportation, and Utilities (down 388 or 1.5 percent) and Mining, Logging, and Construction (down 340 or 3.6 percent).

Rochester MSA

Employment in the Rochester MSA was down by 518 (0.4 percent) in September. Leisure and Hospitality and Mining, Logging, and Construction were the big losers, dropping 403 jobs (3.8 percent) and 225 jobs (4.3 percent), respectively. The supersector to add the most was Trade, Transportation, and Utilities, which was up by 524 (2.8 percent). Annually Rochester added 4,305 jobs (3.7 percent). Notable increases occurred in Trade, Transportation, and Utilities (up 1,491 or 8.4 percent), Professional and Business Services (up 263 or 4.6 percent), and Educational and Health Services (up 1,814 or 3.9 percent), among others. The only supersector to lose employment was Financial Activities, which cut 38 jobs (1.4 percent) from September 2015.

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

St. Cloud MSA

The Saint Cloud MSA added 440 jobs (0.4 percent) in September. Breaking from the statewide movement, Leisure and Hospitality added 481 jobs (5.5 percent). Government employers also saw notable growth, adding 482 jobs (3.3 percent) thanks to a gain of 342 (1.8 percent) in State Government and 182 (0.8 percent) in Local Government. Mining, Logging, and Construction lost 185 jobs (2.4 percent). Over the year the area added 3,004 jobs (2.8 percent), with nearly every supersector contributing to the growth. The only group to lose jobs was Manufacturing, which was off by 269 (1.8 percent). Mining, Logging, and Construction was among the notable growth supersectors, adding 776 jobs or 11.2 percent.

Mankato-North Mankato MSA

Employment in the Mankato-North Mankato MSA was up by 665 (1.2 percent) in September. Private sector employment declined by 23 jobs (0 percent) while Government employers added 688 jobs (8.6 percent). Goods Producers lost 142 jobs (1.4 percent), and Service Providers added 807 jobs (1.8 percent). Annually the Mankato area lost 134 jobs (0.2 percent). Goods Producing industries lost 131 jobs (1.3 percent) while Service Providing industries lost 3 (0 percent).

Fargo-Moorhead MSA

Employment in the Fargo-Moorhead MSA was up by 2,274 (1.6 percent) in September. The growth came primarily from Government employers, who added 2,504 jobs (16 percent). Significant declines occurred in Mining, Logging, and Construction (down 481 or 4.3 percent) and Professional and Business Services (down 681 or 4 percent). Annually the Fargo-Moorhead MSA added 1,767 jobs (1.3 percent). Mining, Logging, and Construction added 625 jobs (6.1 percent), and Leisure and Hospitality added 497 (3.5 percent).

Grand Forks-East Grand Forks MSA

Employment in the Grand Forks-East Grand Forks MSA was up in September, adding 2,080 jobs (3.7 percent), with Government employers adding 2,120 jobs (17.6 percent). Annually the area added 157 jobs (0.3 percent). Manufacturing was among the notable growers, adding 298 jobs (7.5 percent). The steepest drop came in Professional and Business Services, which lost 148 jobs or 4.1 percent.

by Nick Dobbins

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	
	Sept 2016	Aug 2016	Sept 2015	Aug 2016	Sept 2015	Sept 2016	Sept 2015	Sept 2016	Sept 2015	Sept 2016	Sept 2015
TOTAL NONFARM WAGE AND SALARY	**2,916.5**	**2,926.7**	**2,875.6**	**-0.4%**	**1.4%**	—	—	—	—	—	—
						—	—	—	—	—	—
GOODS-PRODUCING	**457.1**	**463.9**	**452.3**	**-1.5**	**1.1**	—	—	—	—	—	—
Mining, Logging, and Construction	**139.2**	**142.5**	**133.8**	**-2.3**	**4.0**	—	—	—	—	—	—
Mining and Logging	**5.9**	**6.1**	**6.9**	**-2.2**	**-13.8**	—	—	—	—	—	—
Construction	**133.2**	**136.4**	**127.0**	**-2.3**	**4.9**						
Specialty Trade Contractors	82.2	84.9	79.5	-3.2	3.4	$1,285.88	$1,102.07	39.7	36.3	$32.39	$30.36
Manufacturing	**318.0**	**321.4**	**318.5**	**-1.1**	**-0.2**	**828.83**	**826.15**	**41.4**	**40.3**	**20.02**	**20.50**
Durable Goods	200.6	202.1	202.0	-0.8	-0.7	833.81	816.27	40.3	39.0	20.69	20.93
Wood Product Manufacturing	11.2	11.4	11.1	-1.8	1.0	—	—	—	—	—	—
Fabricated Metal Production	41.8	42.1	42.6	-0.7	-1.9	—	—	—	—	—	—
Machinery Manufacturing	32.7	33.0	32.9	-1.0	-0.8	—	—	—	—	—	—
Computer and Electronic Product	45.9	46.3	45.6	-0.8	0.6	—	—	—	—	—	—
Navigational, Measuring, Electromedical and Control	25.9	26.1	25.7	-0.8	0.5	—	—	—	—	—	—
Transportation Equipment	10.8	11.0	11.3	-1.8	-4.3	—	—	—	—	—	—
Medical Equipment and Supplies Manufacturing	16.0	16.1	15.9	-0.7	0.8						
Nondurable Goods	117.4	119.3	116.5	-1.6	0.7	821.66	842.49	43.2	42.4	19.02	19.87
Food Manufacturing	49.8	50.0	47.7	-0.4	4.5	—	—	—	—	—	—
Paper Manufacturing	31.3	32.0	32.4	-2.2	-3.6	—	—	—	—	—	—
Printing and Related	22.3	22.6	23.0	-1.5	-3.1	—	—	—	—	—	—
SERVICE-PROVIDING	**2,459.3**	**2,462.9**	**2,423.2**	**-0.1**	**1.5**	—	—	—	—	—	—
Trade, Transportation, and Utilities	**526.3**	**535.0**	**524.5**	**-1.6**	**0.3**	—	—	—	—	—	—
Wholesale Trade	128.8	132.0	132.2	-2.4	-2.6	880.11	896.22	38.5	39.0	22.86	22.98
Retail Trade	297.3	302.7	292.6	-1.8	1.6	431.00	437.16	28.6	29.3	15.07	14.92
Motor Vehicle and Parts	35.6	35.0	34.4	1.6	3.5	—	—	—	—	—	—
Building Material and Garden Equipment	26.1	27.3	26.0	-4.7	0.4	—	—	—	—	—	—
Food and Beverage Stores	52.9	53.6	52.6	-1.4	0.5	—	—	—	—	—	—
Gasoline Stations	25.4	25.6	24.8	-0.7	2.4	—	—	—	—	—	—
General Merchandise Stores	60.1	60.8	59.8	-1.2	0.4	374.24	356.08	30.6	30.1	12.23	11.83
Transportation,Warehouse, Utilities	100.2	100.3	99.6	-0.1	0.6	—	—	—	—	—	—
Transportation and Warehousing	87.4	87.5	87.0	-0.2	0.5	722.43	716.56	35.5	34.7	20.35	20.65
Information	**50.8**	**50.9**	**51.7**	**-0.2**	**-1.9**	**1,060.13**	**868.15**	**35.9**	**35.8**	**29.53**	**24.25**
Publishing Industries	19.4	19.5	20.1	-0.8	-3.9	—	—	—	—	—	—
Telecommunications	12.4	12.3	12.5	0.6	-1.4	—	—	—	—	—	—
Financial Activities	**184.4**	**186.5**	**181.8**	**-1.1**	**1.4**	—	—	—	—	—	—
Finance and Insurance	143.8	145.8	142.2	-1.4	1.1	1,029.60	872.59	36.0	35.1	28.60	24.86
Credit Intermediation	54.2	54.9	54.9	-1.4	-1.4	755.59	710.36	34.9	34.5	21.65	20.59
Securities, Commodity Contracts, and Other	19.8	20.1	19.2	-1.5	3.3	—	—	—	—	—	—
Insurance Carriers and Related	68.9	69.2	67.0	-0.4	2.9	—	—	—	—	—	—
Real Estate and Rental and Leasing	40.6	40.7	39.6	-0.2	2.6	—	—	—	—	—	—
Professional and Business Services	**367.0**	**364.6**	**356.3**	**0.6**	**3.0**	—	—	—	—	—	—
Professional, Scientific, and Technical Services	148.3	148.2	144.3	0.1	2.8	—	—	—	—	—	—
Legal Services	17.9	18.1	18.0	-1.3	-0.7	—	—	—	—	—	—
Accounting, Tax Preparation	15.7	15.5	15.7	1.5	0.1	—	—	—	—	—	—
Computer Systems Design	36.2	36.3	35.2	-0.2	3.0	—	—	—	—	—	—
Management of Companies and Enterprises	78.7	79.3	77.3	-0.8	1.8	—	—	—	—	—	—
Administrative and Support Services	140.0	137.1	134.7	2.1	3.9	—	—	—	—	—	—
Educational and Health Services	**527.4**	**527.7**	**513.3**	**0.0**	**2.8**	—	—	—	—	—	—
Educational Services	66.4	61.4	69.4	8.1	-4.3	—	—	—	—	—	—
Health Care and Social Assistance	461.0	466.2	443.9	-1.1	3.9	—	—	—	—	—	—
Ambulatory Health Care	158.1	158.1	144.9	0.0	9.1	1,265.55	1,257.94	35.4	35.9	35.75	35.04
Offices of Physicians	71.0	71.4	69.1	-0.6	2.8	—	—	—	—	—	—
Hospitals	106.9	108.0	105.5	-1.0	1.4	—	—	—	—	—	—
Nursing and Residential Care Facilities	107.2	108.5	106.1	-1.3	1.0	486.26	462.55	29.1	29.9	16.71	15.47
Social Assistance	88.9	91.6	87.4	-3.0	1.6	—	—	—	—	—	—
Leisure and Hospitality	**271.2**	**285.6**	**267.6**	**-5.0**	**1.4**	—	—	—	—	—	—
Arts, Entertainment, and Recreation	43.7	50.2	44.5	-12.9	-1.8	—	—	—	—	—	—
Accommodation and Food Services	227.5	235.4	223.1	-3.4	2.0	—	—	—	—	—	—
Food Services and Drinking Places	199.2	204.1	194.5	-2.4	2.4	276.72	265.20	20.9	20.8	13.24	12.75
Other Services	**116.0**	**116.6**	**114.5**	**-0.6**	**1.3**						
Religious, Grantmaking, Civic, Professional Organizations	65.4	65.3	63.9	0.1	2.3						
Government	**416.4**	**396.0**	**413.6**	**5.1**	**0.7**						
Federal Government	32.0	32.0	31.6	-0.1	1.1						
State Government	107.2	96.1	104.8	11.5	2.3						
State Government Education	62.6	56.0	63.7	11.9	-1.6						
Local Government	277.1	267.9	277.1	3.5	0.0						
Local Government Education	130.4	115.5	130.0	12.9	0.3						

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

* Totals may not add because of rounding.

** Percent change based on unrounded numbers.

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

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

Numbers are unadjusted.

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

Industry	Jobs* (Thousands)			Percent Change From**		Production Workers Hours and Earnings					
						Average Weekly Earnings		Average Weekly Hours		Average Hourly Earnings	
	Sept 2016	Aug 2016	Sept 2015	Aug 2016	Sept 2015	Sept 2016	Sept 2015	Sept 2016	Sept 2015	Sept 2016	Sept 2015
TOTAL NONFARM WAGE AND SALARY	**1,980.5**	**1,981.4**	**1,942.3**	**0.0%**	**2.0%**	—	—	—	—	—	—
GOODS-PRODUCING	**279.9**	**282.9**	**277.9**	**-1.1**	**0.7**	—	—	—	—	—	—
Mining, Logging, and Construction	**86.2**	**87.5**	**83.2**	**-1.5**	**3.7**	—	—	—	—	—	—
Construction of Buildings	18.2	18.2	17.4	-0.2	4.4	—	—	—	—	—	—
Specialty Trade Contractors	57.5	58.9	54.5	-2.2	5.6	$1,406.87	$ 1,197.59	40.3	37.1	$34.91	$32.28
Manufacturing	**193.7**	**195.4**	**194.8**	**-0.9**	**-0.6**	**888.63**	**873.79**	**41.7**	**41.1**	**21.31**	**21.26**
Durable Goods	131.5	133.3	133.2	-1.3	-1.3	880.93	850.78	41.3	41.3	21.33	20.60
Fabricated Metal Production	29.4	29.6	29.6	-0.8	-0.8	—	—	—	—	—	—
Machinery Manufacturing	19.8	20.1	20.0	-1.4	-0.9	—	—	—	—	—	—
Computer and Electronic Product	36.7	36.9	36.7	-0.7	-0.1	—	—	—	—	—	—
Navigational, Measuring, Electromedical and Control	24.0	24.2	24.0	-0.6	0.1	—	—	—	—	—	—
Medical Equipment and Supplies Manufacturing	14.7	14.8	14.5	-0.3	1.8	—	—	—	—	—	—
Nondurable Goods	62.2	62.1	61.5	0.1	1.1	902.27	919.41	42.4	40.7	21.28	22.59
Food Manufacturing	15.2	15.3	14.8	-0.2	2.7	—	—	—	—	—	—
Printing and Related	14.7	15.0	15.2	-1.7	-3.2	—	—	—	—	—	—
SERVICE-PROVIDING	**1,700.6**	**1,698.5**	**1,664.4**	**0.1**	**2.2**	—	—	—	—	—	—
Trade, Transportation, and Utilities	**347.5**	**353.9**	**348.5**	**-1.8**	**-0.3**	—	—	—	—	—	—
Wholesale Trade	95.5	97.1	96.6	-1.6	-1.1	857.09	889.20	38.4	38.0	22.32	23.40
Merchant Wholesalers - Durable Goods	47.5	48.2	47.8	-1.4	-0.7	—	—	—	—	—	—
Merchant Wholesalers - Nondurable Goods	27.4	27.8	27.4	-1.5	0.1	—	—	—	—	—	—
Retail Trade	184.9	188.4	184.5	-1.9	0.2	449.23	470.62	29.4	30.5	15.28	15.43
Food and Beverage Stores	32.1	32.4	31.9	-1.1	0.5	—	—	—	—	—	—
General Merchandise Stores	36.8	38.4	37.6	-4.2	-2.1	383.25	369.72	31.7	31.2	12.09	11.85
Transportation, Warehouse, Utilities	67.0	68.4	67.4	-1.9	-0.6	—	—	—	—	—	—
Utilities	7.6	7.6	7.6	0.2	0.5	—	—	—	—	—	—
Transportation and Warehousing	59.4	60.7	59.8	-2.2	-0.7	720.72	777.74	36.4	37.0	19.80	21.02
Information	**39.0**	**39.2**	**39.2**	**-0.6**	**-0.4**						
Publishing Industries	15.7	15.7	16.1	-0.1	-2.4	—	—	—	—	—	—
Telecommunications	9.0	9.0	9.1	0.5	-0.7	—	—	—	—	—	—
Financial Activities	**149.3**	**151.3**	**148.3**	**-1.4**	**0.6**	—	—	—	—	—	—
Finance and Insurance	115.7	117.4	115.5	-1.5	0.2	1,085.76	882.27	36.0	33.7	30.16	26.18
Credit Intermediation	39.2	39.9	39.4	-1.6	-0.3	—	—	—	—	—	—
Securities, Commodity Contracts, and Other	17.4	17.7	17.3	-1.4	0.9	—	—	—	—	—	—
Insurance Carriers and Related	58.3	58.8	57.8	-1.0	0.9	—	—	—	—	—	—
Real Estate and Rental and Leasing	33.6	33.9	32.8	-1.0	2.2	—	—	—	—	—	—
Professional and Business Services	**315.4**	**315.2**	**302.3**	**0.1**	**4.3**	—	—	—	—	—	—
Professional, Scientific, and Technical Services	128.6	128.8	125.0	-0.1	2.9	—	—	—	—	—	—
Legal Services	15.3	15.5	15.3	-1.5	-0.1	—	—	—	—	—	—
Architectural, Engineering, and Related	16.4	16.7	17.3	-1.7	-5.2	—	—	—	—	—	—
Computer Systems Design	34.1	33.5	32.6	1.8	4.7	—	—	—	—	—	—
Management of Companies and Enterprises	71.9	72.3	70.1	-0.6	2.5	—	—	—	—	—	—
Administrative and Support Services	114.9	114.1	107.2	0.7	7.1	—	—	—	—	—	—
Employment Services	50.3	49.0	50.8	2.7	-1.0	—	—	—	—	—	—
Educational and Health Services	**328.1**	**327.0**	**317.7**	**0.3**	**3.3**	—	—	—	—	—	—
Educational Services	46.7	41.6	46.2	12.1	0.9	—	—	—	—	—	—
Health Care and Social Assistance	281.4	285.4	271.5	-1.4	3.6	—	—	—	—	—	—
Ambulatory Health Care	95.9	95.5	87.1	0.4	10.2	—	—	—	—	—	—
Hospitals	62.8	63.9	62.1	-1.7	1.1	—	—	—	—	—	—
Nursing and Residential Care Facilities	59.2	59.6	58.9	-0.7	0.5	—	—	—	—	—	—
Social Assistance	63.4	66.4	63.4	-4.4	0.1	—	—	—	—	—	—
Leisure and Hospitality	**188.1**	**195.0**	**184.6**	**-3.6**	**1.9**	—	—	—	—	—	—
Arts, Entertainment, and Recreation	35.0	38.9	34.4	-10.1	1.7	—	—	—	—	—	—
Accommodation and Food Services	153.1	156.1	150.2	-1.9	1.9	298.64	285.36	21.5	21.7	13.89	13.15
Food Services and Drinking Places	141.1	143.5	136.2	-1.7	3.6	286.75	274.21	20.9	20.9	13.72	13.12
Other Services	**83.0**	**83.3**	**78.8**	**-0.3**	**5.4**	—	—	—	—	—	—
Repair and Maintenance	15.7	15.7	14.8	-0.3	6.2	—	—	—	—	—	—
Religious, Grantmaking, Civic, Professional Organizations	43.8	44.2	41.8	-1.0	4.7	—	—	—	—	—	—
Government	**250.3**	**233.6**	**245.0**	**7.2**	**2.2**						
Federal Government	21.3	21.2	20.7	0.2	2.9						
State Government	75.0	65.7	71.1	14.3	5.5						
State Government Education	43.5	38.7	42.8	12.4	1.8						
Local Government	154.0	146.7	153.2	5.0	0.5						
Local Government Education	82.7	72.2	82.3	14.6	0.4						

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					Rochester MSA				
	Jobs			% Chg. From		Jobs			% Chg. From	
	Sept 2016	Aug 2016	Sept 2015	Aug 2016	Sept 2015	Sept 2016	Aug 2016	Sept 2015	Aug 2016	Sept 2015
TOTAL NONFARM WAGE AND SALARY	**134,498**	**134,674**	**134,449**	**-0.1%**	**0.0%**	**121,189**	**121,707**	**116,884**	**-0.4%**	**3.7%**
GOODS-PRODUCING	**15,885**	**16,159**	**16,371**	**-1.7**	**-3.0**	**16,206**	**16,596**	**15,968**	**-2.3**	**1.5**
Mining, Logging, and Construction	9,207	9,381	9,547	-1.9	-3.6	5,025	5,250	4,812	-4.3	4.4
Manufacturing	6,678	6,778	6,824	-1.5	-2.1	11,181	11,346	11,156	-1.5	0.2
SERVICE-PROVIDING	**118,613**	**118,515**	**118,078**	**0.1**	**0.5**	**104,983**	**105,111**	**100,916**	**-0.1**	**4.0**
Trade, Transportation, and Utilities	25,446	25,653	25,834	-0.8	-1.5	19,315	18,791	17,824	2.8	8.4
Wholesale Trade	3,301	3,235	3,373	2.0	-2.1	2,900	2,980	2,823	-2.7	2.7
Retail Trade	15,680	15,899	15,916	-1.4	-1.5	12,874	13,108	12,313	-1.8	4.6
Transportation, Warehouse, Utilities	6,465	6,519	6,545	-0.8	-1.2	3,541	2,703	2,688	31.0	31.7
Information	1,439	1,451	1,435	-0.8	0.3	1,998	2,019	1,980	-1.0	0.9
Financial Activities	5,711	5,786	5,477	-1.3	4.3	2,639	2,682	2,677	-1.6	-1.4
Professional and Business Services	8,452	8,564	8,134	-1.3	3.9	5,969	6,022	5,706	-0.9	4.6
Educational and Health Services	31,505	31,713	31,314	-0.7	0.6	48,422	48,558	46,608	-0.3	3.9
Leisure and Hospitality	14,686	15,534	14,318	-5.5	2.6	10,313	10,716	9,964	-3.8	3.5
Other Services	6,057	6,223	6,039	-2.7	0.3	3,810	3,759	3,758	1.4	1.4
Government	25,317	23,591	25,527	7.3	-0.8	12,517	12,564	12,399	-0.4	1.0

Employer Survey

Industry	St. Cloud MSA					Mankato MSA				
	Jobs			% Chg. From		Jobs			% Chg. From	
	Sept 2016	Aug 2016	Sept 2015	Aug 2016	Sept 2015	Sept 2016	Aug 2016	Sept 2015	Aug 2016	Sept 2015
TOTAL NONFARM WAGE AND SALARY	**111,192**	**110,752**	**108,188**	**0.4%**	**2.8%**	**55,937**	**55,272**	**56,071**	**1.2**	**-0.2%**
GOODS-PRODUCING	**22,490**	**22,810**	**21,983**	**-1.4**	**2.3**	**9,942**	**10,084**	**10,073**	**-1.4**	**-1.3**
Mining, Logging, and Construction	7,686	7,871	6,910	-2.4	11.2	--	--	--	--	--
Manufacturing	14,804	14,939	15,073	-0.9	-1.8	--	--	--	--	--
						--	--	--	--	--
SERVICE-PROVIDING	**88,702**	**87,942**	**86,205**	**0.9**	**2.9**	**45,995**	**45,188**	**45,998**	**1.8**	**0.0**
Trade, Transportation, and Utilities	22,461	22,679	22,054	-1.0	1.8	--	--	--	--	--
Wholesale Trade	4,770	4,818	4,789	-1.0	-0.4	--	--	--	--	--
Retail Trade	13,588	13,718	13,185	-0.9	3.1	--	--	--	--	--
Transportation, Warehouse, Utilities	4,103	4,143	4,080	-1.0	0.6	--	--	--	--	--
Information	1,661	1,686	1,658	-1.5	0.2	--	--	--	--	--
Financial Activities	5,132	5,200	5,028	-1.3	2.1	--	--	--	--	--
Professional and Business Services	8,939	9,023	8,715	-0.9	2.6	--	--	--	--	--
Educational and Health Services	22,645	22,402	21,515	1.1	5.3	--	--	--	--	--
Leisure and Hospitality	9,212	8,731	8,735	5.5	5.5	--	--	--	--	--
Other Services	3,690	3,741	3,651	-1.4	1.1	--	--	--	--	--
Government	14,962	14,480	14,849	3.3	0.8	8,686	7,998	8,705	8.6	-0.2

Employer Survey

Industry	Fargo-Moorhead MSA					Grand Forks-East Grand Forks MSA				
	Jobs			% Chg. From		Jobs			% Chg. From	
	Sept 2016	Aug 2016	Sept 2015	Aug 2016	Sept 2015	Sept 2016	Aug 2016	Sept 2015	Aug 2016	Sept 2015
TOTAL NONFARM WAGE AND SALARY	**142,182**	**139,908**	**140,415**	**1.6%**	**1.3%**	**57,644**	**55,564**	**57,487**	**3.7%**	**0.3%**
GOODS-PRODUCING	**20,528**	**20,839**	**20,118**	**-1.5**	**2.0**	**8,285**	**8,068**	**7,854**	**2.7**	**5.5**
Mining, Logging, and Construction	10,817	11,298	10,192	-4.3	6.1	3,989	4,073	3,856	-2.1	3.5
Manufacturing	9,711	9,541	9,926	1.8	-2.2	4,296	3,995	3,998	7.5	7.5
SERVICE-PROVIDING	**121,654**	**119,069**	**120,297**	**2.2**	**1.1**	**49,359**	**47,496**	**49,633**	**3.9**	**-0.6**
Trade, Transportation, and Utilities	30,421	30,479	30,622	-0.2	-0.7	12,003	12,230	12,042	-1.9	-0.3
Wholesale Trade	9,138	9,206	9,115	-0.7	0.3	1,875	1,892	1,941	-0.9	-3.4
Retail Trade	15,889	15,931	16,052	-0.3	-1.0	7,843	8,041	7,873	-2.5	-0.4
Transportation, Warehouse, Utilities	5,394	5,342	5,455	1.0	-1.1	2,285	2,297	2,228	-0.5	2.6
Information	3,100	3,101	3,152	0.0	-1.7	612	614	617	-0.3	-0.8
Financial Activities	11,074	11,089	10,850	-0.1	2.1	1,817	1,819	1,795	-0.1	1.2
Professional and Business Services	16,424	17,105	16,298	-4.0	0.8	3,023	3,148	3,152	-4.0	-4.1
Educational and Health Services	22,579	22,400	22,306	0.8	1.2	9,677	9,625	9,529	0.5	1.6
Leisure and Hospitality	14,731	14,111	14,234	4.4	3.5	5,906	5,876	6,034	0.5	-2.1
Other Services	5,206	5,169	5,165	0.7	0.8	2,172	2,155	2,084	0.8	4.2
Government	18,119	15,615	17,670	16.0	2.5	14,149	12,029	14,380	17.6	-1.6

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

Minnesota Economic Indicators

Highlights

The **Minnesota Index**, after inching along with 0.1 percent increases during the previous two months, accelerated in September, advancing 0.3 percent. Increasing wage and salary employment along with an uptick in average weekly manufacturing hours drove the index up. The state's unemployment rate was 4.0 percent for the second straight month. The U.S. Index climbed 0.2 percent for the 10th month in a row in September.

Minnesota's index increased 2.7 percent from a year ago while the U.S. index was up 2.9 percent since last September. Minnesota's index, which is a proxy for the state's GDP, has been lagging slightly behind the U.S. index for about two years. Minnesota's index in September was up 5.9 percent from September 2014 compared to the U.S. index's gain of 6.3 percent.

Minnesota's adjusted **Wage and Salary Employment** increased for the fourth consecutive month in September after August's job loss was revised to show a 500 increase. That is the longest stretch of monthly job growth since the 11-month string of job growth from October 2014 to August 2015. Jobs jumped by 1,900 in September with 300 private sector jobs added while public jobs increased by 1,600. The largest one-month increase ever recorded for Professional and Business Services (10,500) offset job losses in Educational and Health Services (3,800), Leisure and Hospitality (3,700), and Trade, Transportation, and Utilities (2,900). Manufacturing added 700 jobs, but for the year jobs in this sector are down by 300.

Minnesota's year-over-year job growth rate dipped from 1.5 percent in August to 1.4 percent in September. Over-the-year job growth for the U.S. was 1.7 percent for the fourth straight month. Minnesota's annual average growth through September stands at 1.3 which, if it holds, will be the slowest annual gain in jobs since Minnesota's job rebound from the Great Recession started in 2011.

Online Help-Wanted Ads slipped in September to 128,800, their lowest level since November 2014. U.S. online job ads also fell in September, dipping 1.9 percent compared to Minnesota's 3.3 percent drop. U.S. online job ads are also peaked in November 2014. Online job ads in Minnesota have dropped 11.1 percent since November 2014 while declining 14.9 percent nationally. The higher cost of displaying ads on some job boards may be behind most of the decline in online help-wanted ads, but the downward trend is worth watching.

Minnesota's **Purchasing Managers' Index (PMI)** dipped for the fourth straight month in September, tailing off to 48.4, the lowest reading since December 2015. The last time the PMI index fell for four months in a row was July 2010. September's reading suggests that the state's manufacturers are stuck in neutral. The Mid-American Business Conditions Index, a leading economic indicator for nine-states, including Minnesota, fell to 45.5. The corresponding national index, the PMI (Purchasing Managers' Index) produced by the Institute for Supply Management ticked up to 51.5.

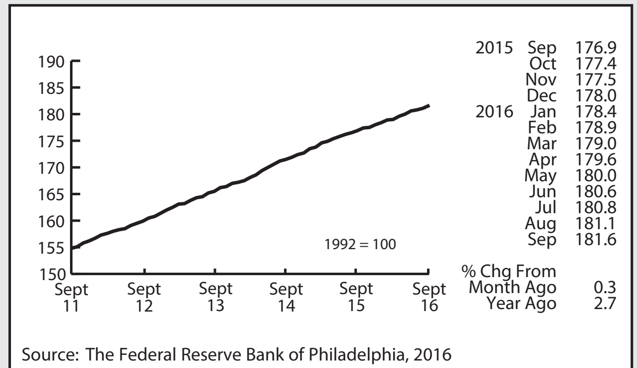
Adjusted **Manufacturing Hours** rose for the second straight month in September, reaching 41.0 hours for the first time since March. The recent jump in average factory hours may be the first sign that manufacturing is beginning to pick up. Average weekly **Manufacturing Earnings** also climbed for the second month in a row in September, jumping to $818.45. Average weekly manufacturing earnings, adjusted for inflation and seasonality, however, continue to be below last year's levels. This has been the case for two and a half years.

The **Minnesota Leading Index** rebounded a bit in September after steep declines during the previous two months. The 1.17 reading translates into the Minnesota economy's growing by 1.17 percent over the next six months. That is low compared to readings earlier in the year but better than the U.S. index which came in at 1.15 in September.

Adjusted **Residential Building Permits** fell in September to 1,863. Despite the home-building permit drop, 2016 permits through September are up 10.1 percent compared to a year ago. Minnesota home-building activity this year is on its way to beating 2015 activity, but improvement is moderate at best.

Adjusted **Initial Claims for Unemployment Benefits (UB)** zigzagged up in September to 18,858, the highest level since January. Initial claims, a proxy for the layoff rate, have been drifting upward since March but remain low by historical standards. The uptick, however, is worth watching as an increase in initial claims is an early indicator of slowing job growth.

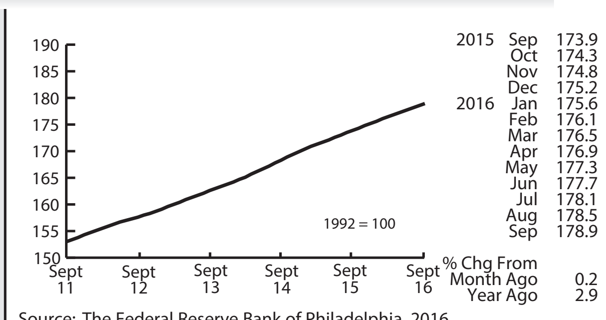
by Dave Senf



Source: The Federal Reserve Bank of Philadelphia, 2016

Minnesota Index

United States Index

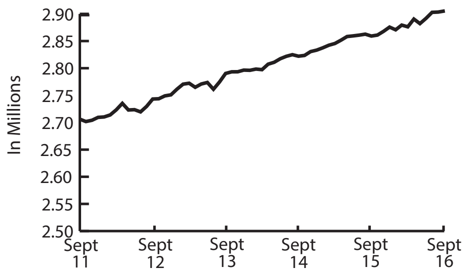


Source: The Federal Reserve Bank of Philadelphia, 2016

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

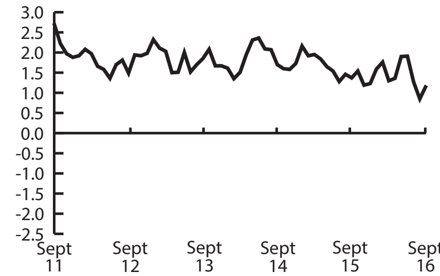
2016	Apr	2.8905
	May	2.8821
	Jun	2.8918
	Jul	2.9029
	Aug	2.9034
	Sept	2.9053
% Chg From Month Ago		0.1

unadjusted

2015	Sept	2.8756
2016	Sept	2.9165
% Chg From Year Ago		1.4

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

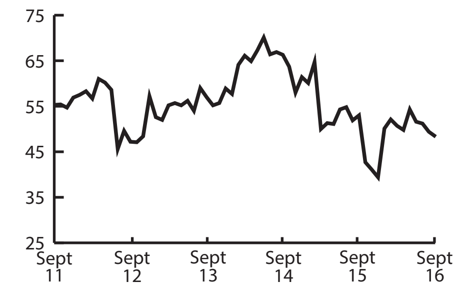
Minnesota Leading Index



2015	Sep	1.37
	Oct	1.54
	Nov	1.19
	Dec	1.23
2016	Jan	1.59
	Feb	1.76
	Mar	1.30
	Apr	1.36
	May	1.90
	Jun	1.91
	Jul	1.27
	Aug	0.85
	Sep	1.17
% Chg From Month Ago		37.2
Year Ago		-14.8

Source: The Federal Reserve Bank of Philadelphia, 2016

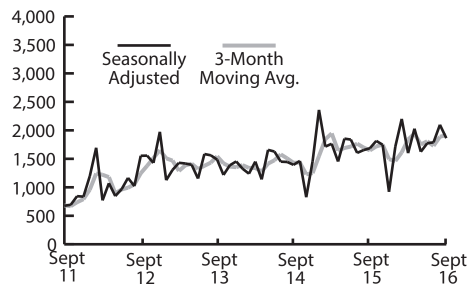
Purchasing Managers' Index



2015	Sep	53.0
	Oct	42.7
	Nov	41.1
	Dec	39.4
2016	Jan	50.1
	Feb	52.1
	Mar	50.7
	Apr	49.8
	May	54.3
	Jun	51.6
	Jul	51.2
	Aug	49.4
	Sep	48.4
% Chg From Month Ago		-2.0
Year Ago		-8.7

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

Residential Building Permits



seasonally adjusted

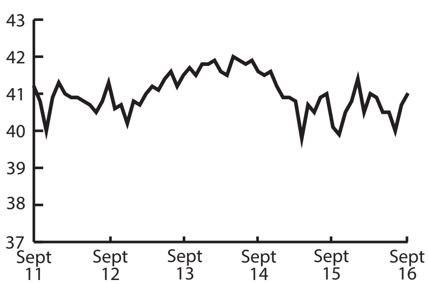
2016	Apr	2,029
	May	1,624
	Jun	1,772
	Jul	1,790
	Aug	2,098
	Sept	1,863
% Chg From Month Ago		-11.2

unadjusted

2015	Sept	2,338
2016	Sept	2,563
% Chg From Year Ago		9.6

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

Average Weekly Manufacturing Hours



seasonally adjusted

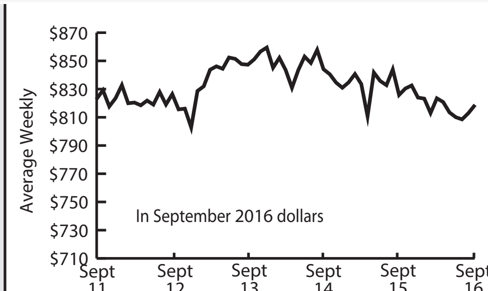
2016	Apr	40.9
	May	40.5
	Jun	40.5
	Jul	40.0
	Aug	40.7
	Sept	41.0
% Chg From Month Ago		0.7

unadjusted

2015	Sept	40.3
2016	Sept	41.4
% Chg From Year Ago		2.7

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

Manufacturing Earnings



seasonally adjusted

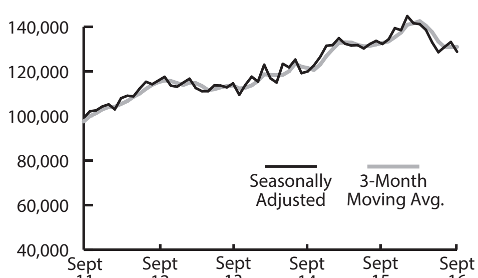
2016	Apr	820.83
	May	813.48
	Jun	810.08
	Jul	808.53
	Aug	812.92
	Sept	818.45
% Chg From Month Ago		0.7

unadjusted

2015	Sept	836.47
2016	Sept	828.83
% Chg From Year Ago		-0.9

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

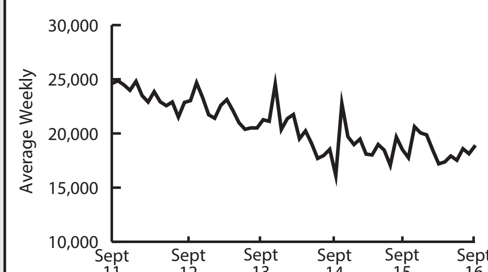
Online Help-Wanted Advertising



2015	Sep	132,300
	Oct	134,400
	Nov	139,400
	Dec	138,500
2016	Jan	144,800
	Feb	141,600
	Mar	141,200
	Apr	138,600
	May	133,000
	Jun	128,600
	Jul	131,000
	Aug	133,200
	Sep	128,800
% Chg From Month Ago		-3.3
Year Ago		-2.6

Source: The Conference Board Inc., 2016

Initial UB Claimants



seasonally adjusted

2016	Apr	17,370
	May	17,919
	Jun	17,529
	Jul	18,587
	Aug	18,126
	Sept	18,858
% Chg From Month Ago		4.0

unadjusted

2015	Sept	13,327
2016	Sept	12,895
% Chg From Year Ago		-3.2

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

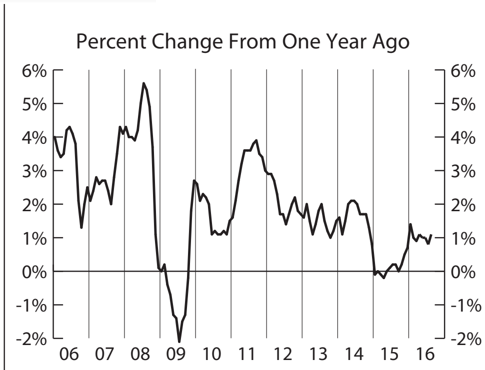
Minnesota Employment Review

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

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

The Consumer Price Index for All Urban Consumers (CPI-U) increased 0.3 percent in September on a seasonally adjusted basis the U.S. Bureau of Labor Statistics reported today. Increases in the shelter and gasoline indices were the main causes of the rise. The gasoline index rose 5.8 percent in September and accounted for more than half of the increase.



The all items index rose 1.5 percent for the 12 months ending September, its largest 12-month increase since October 2014. The index for all items less food and energy rose 2.2 percent for the 12 months ending September. The food index declined 0.3 percent over the span, and the energy index fell 2.9 percent.

www.bls.gov/news.release/pdf/cpi.pdf

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?

Helping Women Veterans Find Careers

In 2016 women veterans represented 7.3 percent of the state's veteran population and is projected to increase through 2025. Working with a USDOL grant, Jennifer Roach, Veterans Employment Representative, Ramsey County-St. Paul WorkForce Center, is networking intensely with organizations and metro-area women veterans to help them get back on their feet.

The veterans she sees may be unemployed or between jobs, underprepared educationally, or suffering from a service-connected injury or disability. It's tougher for a vet in the 45+ age group to find employment. Child care can be a work barrier because of its high cost and limited availability. Her goal for 2017 is to develop a women veterans' employment networking group.

Contact Roach at **Jennifer.roach@state.mn.us or 651-642-0771** for more information.

MINNESOTA EMPLOYMENT AND ECONOMIC DEVELOPMENT

Attorneys' Turn

Mark Twain, renowned American author and humorist, once wrote, "To succeed in other trades, capacity must be shown: in the law, concealment of it will do." Despite this commonly exaggerated perception about those who practice law, attorneys play a pivotal role in society as they help to interpret and apply the law and act as intermediaries for the complex legal system. What follows is an examination of this profession as it responds to changing labor market conditions here in Minnesota.

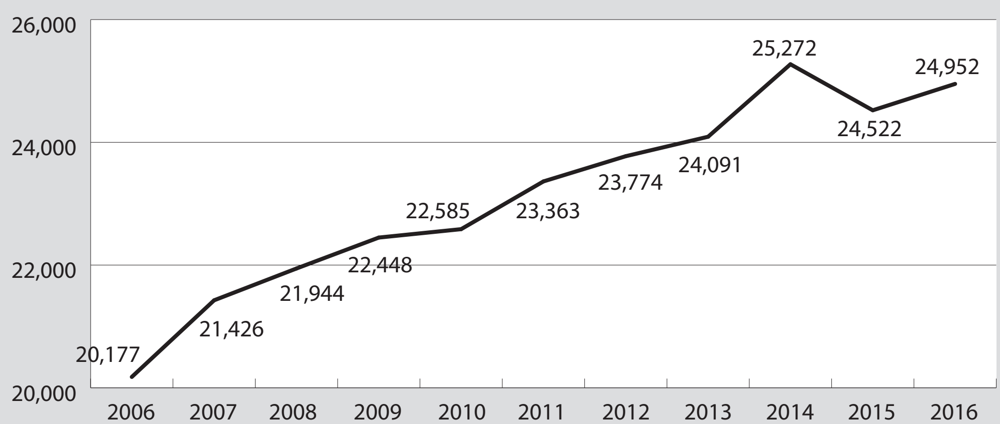
First things first. This being an article about attorneys, there is a need to define the occupation precisely. "Lawyers" and "attorneys" are often used interchangeably but there is a difference between the two. Simply put, lawyers have completed law school. Attorneys have completed law school but also passed the bar exam to allow them practice law within a specific jurisdiction. They are allowed to act as legal representatives for their clients. This article refers to attorneys, lawyers who have passed the bar exam.

According to the American Bar Association's National Lawyer Population Survey, there are 24,952 active attorneys in the state of Minnesota in 2016. This is an increase of 4,775 attorneys since 2006, a 23.7 percent increase, which is greater than the 17.8 percent increase in attorneys nationally during this time frame. Despite the gains of attorneys, most recently the state of Minnesota has seen the number of practicing attorneys drop from its apex of 25,272 in 2014 with a slight rebound in 2015 (see Figure 1).

Where Attorneys Practice

While the number of attorneys in Minnesota has increased, the number of law firms where they work has decreased in number. Based on DEED's Quarterly Census of Employment and Wages (QCEW) data program, there are 2,204 law firms in the state of Minnesota. The vast majority of these law firms, 1,437, are in the Twin Cities metro, while the other planning regions have more than 100 law firms but less than 200.

Figure 1. Number of Resident, Active Attorneys in Minnesota, 2006-2015



Source: American Bar Association

In the last year there has been a decline of 83 law firms throughout the state, a 3.6 percent drop in law offices. The Twin Cities metro has had a decrease of 60 law firms and Northeast, Northwest, and Southeast Minnesota have also seen a decline in law offices in the past year. Since 2006 the number of law firms has declined even more, despite the nearly 25 percent increase in resident active attorneys (see Table 1).

Despite the title of the NAICS code, not all attorneys are catalogued in the Office of Lawyers industry classification. The Bureau of Labor Statistics' National Employment Matrix, which lists the industries in which particular occupations are employed, shows only about 50 percent of all attorneys classified in this industry sector. A considerable number of attorneys are self-employed and thus are not captured in the QCEW data program, which covers only those establishments that participate in the state's unemployment insurance program, a condition that is not met by non-employers or the self-employed.

However, the Census Bureau and its Nonemployer Statistics data program, which originates its data from IRS filings, provides estimates of the number of attorneys in the state who operate their own business. In 2014, the most recently available data, there were 3,835 self-employed businesses under the Legal Services (5411) industry classification, and they generated sales receipts of $208,349,000. The number of nonemployers operating legal services has increased by 466 establishments since 2006, even though the number of covered employment establishments has decreased.

Another employer of lawyers is government at the local, state, and federal levels. From prosecutors to public defenders, governments rely on the services of lawyers for representation in civil and criminal cases. Classified under the NAICS code of Legal Counsel and Prosecution (92213), there are 2,412 jobs in the various levels of government that are mostly held by attorneys. All levels of government have seen an increase in the employment of legal counsel and prosecution, and local government have increased by 202 jobs since 2006 (see Table 2).

To Become an Attorney

The state of Minnesota has established a standard procedure to be followed by aspiring attorneys. The first step is to graduate with a bachelor's degree and take the Law School Admission Test (LSAT) test,

Table 1. Number of Offices of Lawyer Establishments (NAICS 541110), 2006-2015

	Number of Legal Offices			2014-2015 Change		2006-2015 Change	
	2015	2014	2006	Change in Firms	Percent	Change in Firms	Percent
Central Minnesota	160	160	159	+0	+0.0%	+1	+0.6%
Northeast Minnesota	110	117	119	-7	-6.0%	-9	-7.6%
Northwest Minnesota	162	171	169	-9	-5.3%	-7	-4.1%
Seven County Twin Cities Metro	1,437	1,497	1,579	-60	-4.0%	-142	-9.0%
Southeast Minnesota	128	137	148	-9	-6.6%	-20	-13.5%
Southwest Minnesota	125	120	129	+5	+4.2%	-4	-3.1%
Minnesota	2,204	2,287	2,318	-83	-3.6%	-114	-4.9%

Source: DEED's Quarterly Census of Employment and Wages Data Program

Table 2. Legal Counsel and Prosecution Industry Employment Statistics in Minnesota, 2006-2015

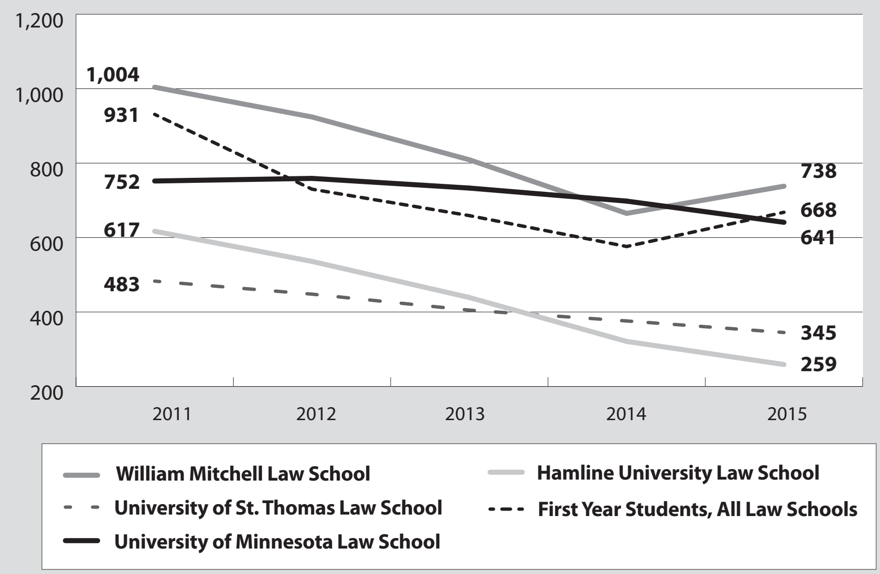
NAICS Code 92213				2014-2015		2006-2015	
Government Type	Number of Jobs	Total Payroll	Average Annual Wage	Change in Jobs	Percent Change	Change in Jobs	Percent Change
Total Government	2,412	$179,625,297	$74,464	+71	+3.0%	+185	+8.3%
Federal Government	136	$14,400,977	$106,028	+2	+1.5%	+12	+9.7%
State Government	982	$61,369,553	$62,452	+36	+3.8%	-28	-2.8%
Local Government	1,294	$103,854,767	$80,236	+35	+2.8%	+202	+18.5%

Source: DEED's QCEW Data Program

a six hour standardized test. These are needed in order to apply to law school, a competitive process that takes into account the score of the LSAT test and the undergraduate GPA. After being accepted, students must complete their law degree, also known as a J.D. degree, which allows them to sit for the Minnesota state bar exam. In Minnesota only those with a J.D. degree from an American Bar Association accredited law school may take the Minnesota Bar Exam, unless the lawyer is already licensed as an attorney in another jurisdiction. All three of Minnesota's law schools are ABA accredited: University of Minnesota, Mitchell Hamline School of Law, and University of St. Thomas. A lawyer who passes the Minnesota Bar Exam is then officially an attorney in the state.

Because of this process, law schools play an essential role in the supply of this occupation as they act as a screen and filter potential attorney candidates. Not only is it competitive to get into law school, but completing the degree is an arduous undertaking, with long nights of studying at the library a requisite and not an elective activity. Analyzing the trends of law school enrollment and the graduate's employment outcome in the state gives a sense of a changing labor market for lawyers in the state.

Figure 2. Enrollment in Minnesota Law Schools, 2001-2015



Source: American Bar Association

There are three law schools in the state of Minnesota, down from four, because of the recent merger of William Mitchell School of Law and Hamline Law School in the winter of 2015 to create the Mitchell Hamline School of Law. Seen as a move to counter the declining enrollment at these two institutions, data show declining enrollment at law schools to be widespread throughout the nation and in Minnesota and not just impacting the law schools in St. Paul.

In 2011 2,856 law school students were enrolled in the four different institutions, but by 2015 there were only 1,983 law school students, a decrease of 873 students or a 30.6 percent decline. All four law schools in the state experienced significant decreases in enrollment ranging from a 14.8 percent decline at the University of Minnesota Law School to a 58.0 percent decline at Hamline. The number of first year students in Minnesota law schools has also decreased considerably with 263 fewer matriculates in 2015 than in 2011, a 28.2 percent decrease (see Figure 2).

An important aspect for law students, or any college student for that matter, is what kind of job prospects await after graduation. DEED's Graduate Employment Outcome (GEO) data tool shows how recent Minnesota law school graduates are faring in the labor market by matching postsecondary graduation records from the Minnesota Office of Higher Education with wage records from Minnesota employers subject to the state's Unemployment Insurance program. Those law school graduates who move to a different state or start their own private practice would not be captured in the wage records.

There were 874 graduates from Minnesota law schools in the 2013-2014 academic year and of those, 577 had reported wages in Minnesota with a median hourly wage of $25.37. This was a slight increase in median hourly wages from previously graduating cohorts. Analyzing these earlier law graduate cohorts, the wages increase the more time spent in the field as the median wage was $32.69 four years after graduation for the 2010-2011 cohort (see Table 3).

Going Forward

Current indicators show considerable demand for attorneys. In DEED's Occupation in Demand data tool the occupation is rated as a four star occupation indicating strong current demand relative to all other occupations in the state. DEED's most recent Job Vacancy Survey found 132 job vacancies for Lawyers, Judges, and Related Workers throughout the state. Plus, the attorney profession is not immune to the demographic challenges that much of Minnesota's economy is dealing with as the baby boom generation begins to shift out of the labor force creating replacement openings.

Data from the Census Bureau's Quarterly Workforce Indicators data program show that 26.5 percent of the Legal Services industry (5411) sector is 55 or older. Employment projections from DEED's Employment Outlook data tool indicate significant openings in the next 10 years to replace those lawyers who leave the occupation - whether from retirement or change of career as well as a 5.5 percent growth in the total number of attorneys in the state.

Minnesota has seen the number of its attorneys increase in the past 10 years, especially those who practice in a government or self-employment setting. Despite the growth, recent enrollment has dropped considerably at law schools in Minnesota and throughout the nation, which will impact the profession's ability to replace those expected to retire in the near future. Law schools will continue to be pressured to supply the needs of the profession while ensuring that recent graduates are finding work in a career that compensates for their educational pursuits. However, even with these labor market changes, the attorney occupation will continue to play an important role in society as it has since the Roman Cicero.

Table 3. Graduate Employment Outcomes for Graduate Degrees in Law Instructional Programs

		1 Year After Graduation		2 Years After Graduation		4 Years After Graduation	
Cohort	Number of Graduates	Grads with Reported Wages in MN	Median Hourly Wage	Grads with Reported Wages in MN	Median Hourly Wage	Grads with Reported Wages in MN	Median Hourly Wage
2013-2014	874	577	$25.37	N/A	N/A	N/A	N/A
2012-2013	949	644	$23.09	623	$28.07	N/A	N/A
2011-2012	884	601	$24.58	582	$27.54	N/A	N/A
2010-2011	874	537	$25.26	548	$27.09	518	$32.69

Source: DEED's GEO Data Program

by Erik White
Regional Analyst, Northeast Minnesota
Minnesota Department of Employment
and Economic Development

O is for Occupational Therapist

What do Occupational Therapists Do?

Occupational Therapists "enable people to participate in the activities of everyday life" (http://www.wfot.org). Accidents, disease, and physical, emotional, and/or mental disabilities can make it hard for people to perform daily tasks and interactions. These daily tasks can range from bathing, dressing, and putting on shoes, to taking care of a pet, cooking dinner, or interacting with friends and family to getting a job, going to work, or volunteering. Working with individuals at all stages of life, Occupational Therapists assess, plan, organize, and create rehabilitative programs that help build or restore a person's ability to participate positively in everyday life.

Brief History of the Occupational Therapy Profession

2017 will be the 100 year anniversary of the founding of the National Society for the Promotion of Occupational Therapy. By 1923 the association had changed its name to the American Occupational Therapy Association (AOTA), had established a national registry of Occupational Therapists, and developed educational standards. In 1964 the National Commission on Accrediting recognized the several decades old AOTA and the American Medical Association (AMA) partnership. In 1975 the federal Education for All Handicapped Children Act was enacted. This bill required public schools to evaluate and create educational plans for handicapped students that closely emulated non-disabled students. This bill and the HIV/Aids epidemic contributed to employment growth. Since the 1990s, 197 Occupational Therapy programs have been recognized by the non-governmental agency responsible for accreditation, the Council on Higher Education Accreditation. The profession has continued to grow and now has nine specialty certification areas: Pediatrics, Mental Health, Low Vision, School Systems, Gerontology, Driving and Community Mobility, Environmental Modification, Feeding, Eating, and Swallowing, and Physical Rehabilitation.

Table 1. Wages by Region

Region	Employment	Median Hourly Wage	Median Annual Wage
U. S.	114,660	$38.85	$80,795
Minnesota	2,200	$34.67	$72,106
Central Minnesota	280	$34.64	$72,054
Northeast Minnesota	140	$32.73	$68,078
Northwest Minnesota	220	$32.42	$67,433
Southeast Minnesota	210	$36.87	$76,692
Southwest Minnesota	110	$32.56	$67,724
Seven County Metro	1,310	$34.98	$72,760

Source: https://apps.deed.state.mn.us/lmi/oes/Results.aspx

The Occupational Therapy Profession Today

According to the most recent Occupational Employment Statistics (OES) Data, there are 114,660 people working as Occupational Therapists in the United States and 2,200 of those are in Minnesota. The median wage nationally for an Occupational Therapist is $38.85/hr. In Minnesota the median wage is $34.67/hr. Table 1 provides a breakdown of wages by region in Minnesota.

Educational Requirements

Beginning in 2007 all Occupational Therapists are now required to have a master's (MA, MS, or MOT) or professional doctoral degree (OTD). Nationally there are over 150 accredited Occupational Therapy master's and doctoral programs. In Minnesota four schools offer master's degrees in Occupational Therapy: College of St. Scholastica, Duluth; St. Catherine University, St. Paul; University of Minnesota, Minneapolis; and University of Minnesota, Rochester.

Economic and Growth Outlook

According to the Bureau of Labor Statistics, job growth for Occupational Therapists is expected to be faster than average from 2014-2024. The projected growth nationally is 27 percent. Continued demand in the field will drive growth. Occupational Therapists are important partners in treating people with a variety of illnesses and disabilities including Alzheimer's, loss of a limb, and autism. Current projections released by the Department of Employment and Economic Development predict a 15 percent statewide growth in the Occupational Therapy profession by 2024. All regions except Northeast Minnesota are projected to have double digit growth. Table 2 provides a breakdown of growth by region.

Conclusion

Occupational Therapists play an important role in helping people with injuries, disease, and physical, emotional, and/or mental disabilities perform their daily occupations. This career is personally and professionally rewarding. The profession has evolved over the last 100 years and continues to explore new practice areas that include working with refugees, children experiencing obesity, and people experiencing homelessness. Higher than average wages and strong growth outlook make this a good choice for someone looking for a health care career.

Table 2. Projected Employment Growth by Region

Region	OES Employment	Median Wage	Projections % Change 2014 - 2024
Minnesota	2,200	$34.67/hr	15.00%
Seven County Metro	1,310	$34.98/hr	15.10%
Central Minnesota	280	$34.64/hr	20.20%
Northwest Minnesota	220	$32.42/hr	15.30%
Southeast Minnesota	210	$36.87/hr	20.50%
Northeast Minnesota	140	$32.73/hr	8.90%
Southwest Minnesota	110	$32.56/hr	12.50%

Source: https://apps.deed.state.mn.us/lmi/projections/detail.asp?code=291122&geog=2701000000

by Chloe Campbell
Labor Market Information Office
Minnesota Department of Employment and Economic Development

MINNESOTA EMPLOYMENT AND ECONOMIC DEVELOPMENT

P is for Physical Therapist

What do Physical Therapists Do?

October in National Physical Therapy Month. Each year millions of Americans ranging from newborns to seniors receive physical therapy services. According to the Occupational Outlook Handbook (http://www.bls.gov/ooh/healthcare/physical-therapists.htm), Physical Therapists help injured or ill people improve their movement and manage their pain and are often an important part of the rehabilitation, treatment, and prevention team treating patients with chronic conditions, illnesses, or injuries. The goal of physical therapy is to help people regain their ability to complete functional activities associated with daily living.

Brief History of the Physical Therapy Profession

Physical Therapy is an old medical practice that can be traced back to the ancient Greeks. Early physical therapy practitioners advocated massage, manual therapy techniques, and hydrotherapy to treat ailments. In the United States two events, World War I and the polio epidemic, led to the creation of a new health care profession, largely made up of women. The American Women's Physical Therapeutic Association was formed in 1921. Members were referred to as Reconstruction Aides and worked with returning injured WWI soldiers and polio survivors. In the late 1940s the group changed its name to the American Physical Therapy Association (APTA). Subsequent wars and the eradication of polio forced the profession to evolve. In the 1950s the profession moved out of being only hospital based and into outpatient clinics, senior care facilities, universities, and rehabilitation centers. In 1967 amendments to the Social Security Act added definitions for outpatient physical therapy services and recognized physical therapists as health care providers for reimbursement. The profession has grown and now includes 17 specialties such as Acute Care, Cardiovascular and Pulmonary, Geriatrics, Neurology, Orthopedics, Pediatrics, Sports, and Wound Care.

Table 1. Wages by Region

Region	Employment	Median Hourly Wage	Median Annual Wage
U. S.	209,690	$40.73	$84,696.49
Minnesota	3,960	$37.45	$77,892.14
Central Minnesota	450	$39.10	$81,337.66
Northeast Minnesota	270	$35.54	$73,933.52
Northwest Minnesota	320	$37.69	$78,397.18
Southeast Minnesota	330	$39.88	$82,956.59
Southwest Minnesota	180	$39.09	$81,317.50
Seven County Metro	2,350	$37.00	$76,941.55

Source: https://apps.deed.state.mn.us/lmi/oes/Results.aspx

The Physical Therapy Profession Today

According to the most recent Occupational Employment Statistics (OES) Data, 209,690 people work as Physical Therapists in the United States and 3,960 of those are in Minnesota. The median wage nationally for Physical Therapists is $40.73/hr. In Minnesota the median wage ranges from $35.54/hr. in Northeast Minnesota to $39.88/hr. in Southeast Minnesota.

Educational Requirements

A Doctoral of Physical Therapy degree is required to work as a physical therapist. Nationally, there are over 200 accredited, three year physical therapy programs. In Minnesota Doctorates of Physical Therapy (DPT) can be obtained at the following five schools: College of St. Scholastica, Duluth; Mayo School of Health Sciences, Rochester; St. Catherine University, Minneapolis campus; University of Minnesota, Minneapolis; and Concordia University, St. Paul. Upon completion of the three year degree program, students are eligible to take the required physical therapy licensure exam in the state in which they intend to practice. In Minnesota all Physical Therapists must complete 20 hours of continuing education every two years.

Economic and Growth Outlook

According to the Bureau of Labor Statistics, demand for physical therapy services will come from the aging baby boomers, who are staying active later in life. Physical therapists will also be needed to treat people with mobility issues stemming from chronic conditions, such as diabetes or obesity. In Minnesota the economic and growth outlook is strong for the Physical Therapy profession. Recent projections released by the Minnesota Department of Employment and Economic Development predict that there will be a 23.1 percent statewide change in employment between 2014 -2024. Growth is projected to be greatest in Central and Southeast Minnesota but all areas of the state are projected to experience double digit growth.

Conclusion

For almost a century Physical Therapists have been recognized health care professionals. Physical Therapists help patients achieve optimal living and quality of life that allows them to participate and contribute to society. Strong demand for Physical Therapy services, in part from aging baby boomers and those with chronic conditions such as obesity and diabetes, will drive occupational growth in every region in Minnesota.

Table 2. Projected Employment Growth by Region

Region	OES Employment	Projections Median Wage	% Change 2014 - 2024
Minnesota	3,960	$37.45/hr	23.10%
Seven County Metro	2,350	$37.00/hr	22.70%
Central Minnesota	450	$39.10/hr	24.20%
Southeast Minnesota	330	$39.88/hr	24.20%
Northwest Minnesota	320	$37.69/hr	23.20%
Northeast Minnesota	270	$35.54/hr	14.90%
Southwest Minnesota	180	$39.09/hr	19.80%

Source: https://apps.deed.state.mn.us/lmi/projections/detail.asp?code=291123&geog=2701000000

by Chloe Campbell
Labor Market Information Office
Minnesota Department of Employment and Economic Development

EMPLOYMENT AND ECONOMIC DEVELOPMENT
MINNESOTA