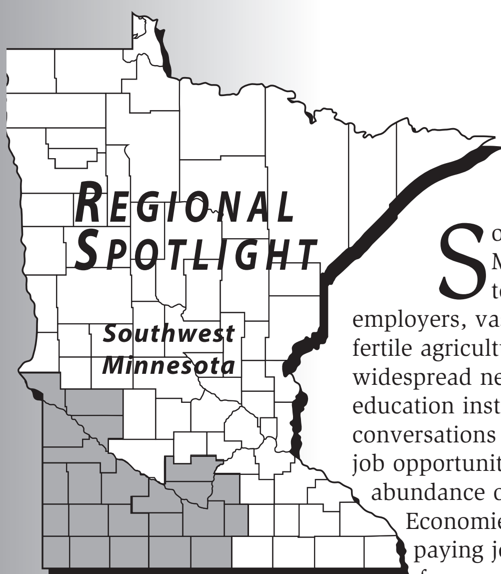
EMPLOYMENT AND ECONOMIC DEVELOPMENT
MINNESOTA

Review ONLINE

mn.gov/deed/review

Minnesota Employment Review

August 2016 Data...September 2016 Issue



Southwest Minnesota Wages: From Top to Bottom

Southwest Minnesota is home to prominent employers, vast troves of fertile agriculture land, and a widespread network of higher education institutions. Yet many conversations in the region about job opportunities focus on the abundance of low paying jobs. Economies rely on low paying jobs for everything from caring for the elderly to getting a beer.

Of course low paying occupations such as fast food cooks, cashiers, and child care workers exist in every region in the state, but does Southwest Minnesota have a disproportionate supply? Are low wage occupations expected to grow more than high wage occupations? Furthermore, has the region a short supply of the typical high paying occupations? Conversations about this issue are generally very broad and offer only subjective insight about the economy and opportunity in Southwest Minnesota.

So, do jobs pay less in Southwest Minnesota?

The simple answer is yes. The median annual wage for all occupations in Southwest Minnesota is $33,234 or $15.98 an hour. Only Northwest Minnesota is lower at $33,055 or $15.90 an hour. However, the cost of living in Southwest Minnesota is the lowest in the state at $44,736 a year for the typical family of three. The next most affordable region to live in is Northwest Minnesota at $46,416 according to DEED's Cost of Living calculator.

Examining wage data further shows a much more complex answer, one that isn't as simple as yes or no. DEED's Occupational Employment Statistics tool provides detailed wage and employment data that span 176,530 jobs and nearly 500 different occupations in Southwest Minnesota. Ten percent of the jobs in the region pay $67,605 or more a year, while 10 percent pay less than $18,825. An important note on low paying jobs is that many are very part-time or seasonal and provide opportunity for students, workers new to the labor force, or extra income in the form of a second job.

To The Numbers!

Pinning down how much money is considered a "good wage" is difficult and nearly entirely subjective. However, it's reasonable to use the 75th percentile for the region. At $48,129, it is $3,393 above the basic cost to live for a typical family of three. There are 201 different occupations in Southwest Minnesota that have a median wage above the 75th percentile for all jobs in the region.

On the bottom end of the wage statistics, the 25th percentile presents itself as a useful benchmark. At $23,014, it's lower than the minimum cost for a single worker with no children to live in Southwest Minnesota – $25,860. There are only 46 occupations that have a median annual wage less than $23,014, but there are numerous occupations that do not have employment or wage estimates because of data confidentiality restrictions. Although there are suppressed employment data for both high and low paying occupations, the highest paying jobs provide many different occupations with small pockets of employment, averaging 225 jobs per occupation. Conversely, lower paying jobs consist of larger employment, with an average of 750 jobs in fewer occupations.

A closer look at the most common occupations with median annual wages above the 75th percentile and below the 25th percentile provides a unique look at employment in Southwest Minnesota. The most common occupation that provides a median wage above the 75th percentile for all jobs in the region is registered nurse. With an annual median wage of $57,939 and about 3,290 jobs in Southwest Minnesota, the occupation is an excellent example of a high quality job. In fact, a registered nurse earning the median wage in the region should be able to cover the basic

Features:

Minnesota's Tight Labor Market

M is for Mortician

N is for Night Watchman

In this issue:

needs cost of $48,780 for a spouse and two children.

Although high wages often come with limited employment opportunities, the 10 occupations with high median wages in the Table 1 offer both good wages and bountiful employment throughout the entire region.

The most common occupation with low median wages is cashier with more than 5,600 jobs paying an annual median wage of $19,045. Although the median wage for cashiers would most likely be unable to sustain a person with no spouse or children — $25,860 — in Southwest Minnesota, the occupation is important for high school students and others new to the labor force. As an entry level occupation it provides a fantastic environment to learn customer service skills, workplace dynamics, and etiquette.

Nothing to see here… Or is there?

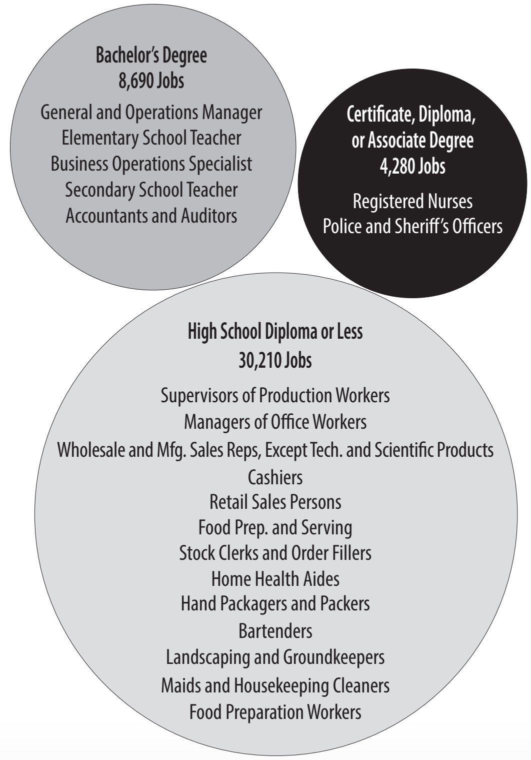
A location quotient or LQ provides a way to understand how concentrated an occupation is in a particular region compared to a larger geography, the state of Minnesota in this case. An LQ of 1 means there is the exact same concentration of a particular occupation in the southwest as there is in Minnesota. Four of the top 10 largest high paying occupations have LQ's above 1. For instance police and sheriff's patrol officer jobs are 1.8 times more common in Southwest Minnesota than the state.

Meanwhile seven of the 10 most common low paying occupations in Southwest Minnesota have LQs higher than 1. Cashiers, hand packagers, and food preparation and serving workers (fast food workers) are all at least one-and-a-half times more common in southwest Minnesota than in the state.

It appears the most common low paying jobs are more concentrated in Southwest Minnesota, and there are more low paying occupations than high paying ones. The top paying occupations in Table 1 represent a cumulative 17,500 jobs while the low paying occupations from the table amount to 25,680 jobs.

Low paying occupations are often flush with opportunity for new workers and the educational requirements provide low barriers. The minimum education needed for the occupations in Table 1 is primarily a high school diploma or less. All of the common low paying occupations and two of the most numerous high paying occupations can be attained with just a high school

Figure 1: Employment by Education for Occupations in Table 1



Source: DEED, Occupational Employment Statistics

Table 1: Most Common Occupations With Median Wages Above the 75th Percentile and Below the 25th Percentile, Southwest Minnesota

	Occupational Title	Employment	LQ	Median Wage	Share of Total Employment
Common Occupations With High Median Wages	Registered Nurses	**3,290**	0.9	**$57,939**	1.86%
	Elementary School Teachers, Except Special Education	**2,590**	1.5	**$48,484**	1.47%
	General and Operations Managers	**2,290**	0.9	**$70,970**	1.30%
	Secondary School Teachers, Except Special and Vocational Education	**1,910**	1.5	**$52,910**	1.08%
	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific	**1,860**	0.9	**$52,007**	1.05%
	First-Line Supervisors/Managers of Office and Administrative Support Workers	**1,380**	0.9	**$49,909**	0.78%
	First-Line Supervisors/Managers of Production and Operating Workers	**1,290**	1.7	**$51,596**	0.73%
	Accountants and Auditors	**1,070**	0.6	**$57,412**	0.61%
	Police and Sheriff's Patrol Officers	**990**	1.8	**$48,953**	0.56%
	Business Operations Specialists, All Other	**830**	0.5	**$50,109**	0.47%
Common Occupations With Low Median Wages	Cashiers	**5,650**	1.5	**$19,045**	3.20%
	Retail Salespersons	**5,100**	0.9	**$20,133**	2.89%
	Combined Food Preparation and Serving Workers, Including Fast Food	**4,550**	1.1	**$18,942**	2.58%
	Stock Clerks and Order Fillers	**2,850**	1.4	**$21,818**	1.61%
	Home Health Aides	**2,200**	1.3	**$22,947**	1.25%
	Packers and Packagers, Hand	**1,440**	1.7	**$19,645**	0.82%
	Bartenders	**1,250**	1.1	**$18,886**	0.71%
	Landscaping and Groundskeeping Workers	**950**	1.0	**$22,220**	0.54%
	Maids and Housekeeping Cleaners	**870**	0.8	**$20,978**	0.49%
	Food Preparation Workers	**820**	1.6	**$21,086**	0.46%

Source: DEED, Occupational Employment Statistics diploma. A noteworthy nuance is that the three high paying occupations requiring no higher education. First-line supervisors of production and operations workers, first-line supervisors/managers of office workers, and wholesale or manufacturers sales representatives (except scientific and technical products) most likely require experience in lieu of education. Figure 1 illustrates the educational requirements for both the high and low paying occupations.

We Have Vacancies…But…

The number of vacancies in the high and low-paying occupations in the Southwest region shows an interesting and unsettling phenomena. Table 2 shows that the total number of vacancies for the higher paying jobs is at least 264, although given that there was no vacancy data for all sales representatives, wholesale and manufacturing, except technical and scientific or other business and operations specialists it is possible that this number may be higher, while the total for the low-paying jobs is 1,189, which is 350% higher.

While it is nice to see that there are over 1,400 vacancies in just the 20 occupations in Table 2, the huge number of vacancies in the low-paying jobs compared to the high paying jobs could be cause for concern on both micro and macro levels. First, unemployed individuals may find themselves not able or willing to take the low-paying jobs as they may not meet the pay threshold needed to meet the basic cost of living needs. They then find themselves remaining unemployed. Subsequently, the businesses that have the vacancies for these low paying jobs find themselves not able to fill their openings and may not have the resources to bump up the pay to make them more attractive to job seekers. A cycle ensues when this type of thing happens, as seen in Figure 2. Not being able to find workers could lead to lost productivity and output which then leads to lower profits and further perpetuates the inability of the employer to pay higher wages. If this happens among multiple businesses in an area, the local economy can suffer. Thus, we see not only individuals (micro-level) being impacted but also the broader economy (macro-level).

What is further unsettling is that on average just under 85 percent of the low-paying jobs are part-time, whereas the high-paying jobs average about 22 percent part-time hours. This can also result in unfortunate circumstances for individuals as the combination of fewer hours and low pay result in less net pay. Additionally, many jobs that are part-time fail to offer benefits such as health and dental insurance, forcing individuals either to pay potentially large premiums for coverage or find themselves not able to afford any coverage.

Figure 2: Low-Wage Impact Cycle

Not all is doom and gloom in these vacancy data though, as it appears that two things are of higher importance when the higher paying jobs are compared to the lower paying – education and experience matter. While data were not available for wholesale and manufacturing sales representatives (except technical and scientific) and all other business and

Table 2: Current Vacancies, Southwest Minnesota

Occ. Code	Occupational Title	Number of Job Vacancies	Percent Part-Time	Percent Temp. or Seasonal	Percent Req. Post-Secondary Education	Percent Req. 1+Yrs. Exp.	Percent Req. Cert. or License	Median Wage Offer
Common Occupations With High Median Wages	Registered Nurses	170	46	2	98	35	99	$23.05
	Elementary School Teachers, Except Special Education	4	N/A	N/A	N/A	N/A	N/A	$16.50
	General and Operations Managers	7	0	0	100	100	59	$30.96
	Secondary School Teachers, Except Special and Vocational Education	6	33	9	79	42	98	$16.26
	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	First-Line Supervisors of Office and Administrative Workers	24	12	8	65	84	26	$17.02
	First-Line Supervisors of Production/Operating Workers	38	0	0	76	55	2	$22.03
	Accountants and Auditors	11	0	0	100	52	5	$22.47
	Police and Sheriff's Patrol Officers	4	25	0	100	25	100	$17.24
	Business and Operations Specialists, All Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Common Occupations With Low Median Wages	Cashiers	432	91	14	0	2	0	$9.81
	Retail Salespersons	374	89	83	0	54	1	$9.00
	Combined Food Preparation and Serving Workers	74	83	2	0	7	2	$9.83
	Stock Clerks and Order Fillers	96	89	1	0	16	28	$10.75
	Home Health Aides	96	81	2	2	11	20	$9.65
	Packers and Packagers, Hand	64	49	0	0	26	0	$8.72
	Bartenders	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Landscaping and Groundskeeping Workers	10	58	14	0	28	52	$13.36
	Maids and Housekeeping Cleaners	13	85	1	0	16	9	$10.93
	Food Preparation Workers	30	60	0	0	3	2	$10.60

Source: DEED Job Vacancy Survey (JVS)

Table 3: Employment Projections (2012-2022), Southwest Minnesota

	Occupational Title	2012 Estimates	2022 Projections	Percent Change	Total Change	Replacement Hires	Total Hires
Common Occupations With High Median Wages	Registered Nurses	3,012	3,277	8.8%	265	580	840
	Elementary School Teachers, Except Special Education	1,760	1,704	-3.2%	-56	390	390
	General and Operations Managers	2,327	2,426	4.3%	99	440	540
	Secondary School Teachers, Except Special and Vocational Education	1,261	1,221	-3.2%	-40	340	340
	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific	1,522	1,537	1.0%	15	300	320
	First-Line Supervisors of Office and Administrative Workers	1,098	1,117	1.7%	19	260	280
	First-Line Supervisors of Production and Operating Workers	1,292	1,322	2.3%	30	180	210
	Accountants and Auditors	1,296	1,345	3.8%	49	380	430
	Police and Sheriff's Patrol Officers	834	824	-1.2%	-10	260	260
	Business Operations Specialists, All Other	753	754	0.1%	1	100	100
Common Occupations With Low Median Wages	Cashiers	5,426	5,298	-2.4%	-128	2,350	2,350
	Retail Salespersons	5,846	6,037	3.3%	191	2,000	2,190
	Combined Food Preparation and Serving Workers, Including Fast Food	3,683	3,953	7.3%	270	1,410	1,680
	Stock Clerks and Order Fillers	2,067	1,942	-6.0%	-125	620	620
	Home Health Aides	3,769	4,416	17.2%	647	720	1370
	Packers and Packagers, Hand	648	606	-6.5%	-42	170	170
	Bartenders	1,230	1,204	-2.1	-26	460	460
	Landscaping and Groundskeeping Workers	1,273	1,342	5.4%	69	320	390
	Maids and Housekeeping Cleaners	1,927	2,022	4.9%	95	380	480
	Food Preparation Workers	600	592	-1.3%	-8	170	170

Source: DEED Employment Outlook

operations specialists, for the remaining eight high-paying occupations between 65 and 100 percent of the vacancies require post-secondary education and between 35 and 100 percent require one or more years of experience. On the contrary, almost none of the openings in the lower paying occupations require education beyond high school, only the 2 percent for home health aides. Additionally, the percentages of those requiring one or more years of experience is much lower than the higher paying counterparts, ranging from a low of 2 percent for cashiers to a high of 54 percent for retail sales vacancies.

A Mixed Future

Employment projections for higher paying occupations in the Southwest region show a similar pattern to the vacancy data with fewer new and replacement openings compared to the much more imposing numbers of openings for the lower paying jobs. The highest numeric change from new jobs for the upper wage jobs is 265 while the highest for the lower ones is 647. However, those higher-end jobs are projected to see less job loss during this projections period with only 106 lost jobs compared to 303 lower paying jobs lost. Replacement hires mimic this pattern with many fewer replacement hires needed in the higher paying jobs than the lower, with a total of 3,260 people needed to fill the void of those who leave the occupation in contrast to 12,060 in the low paying jobs (see Table 3).

Table 4: Region to State Vacancies and Projections Comparison

	Southwest		Minnesota	
	High Pay	Low Pay	High Pay	Low Pay
Percent Vacancies	5.4%	16.9%	6.0%	18.3%
Percent Projected New Openings	6.5%	16.6%	11.1%	19.1%

Source: DEED Job Vacancy Survey (JVS) and Employment Outlook

Compared to the state as a whole, Southwest Minnesota is seeing some good news and some bad. Current vacancies in the Southwest region show a lower percent of vacancies in the low paying occupations. But it is also seeing a lower percentage of vacancies in the high paying occupations (see Table 4).

In addition, the Southwest regions is also seeing a lower percentage of projected new openings for both the high paying and low paying occupations compared to those across the state as a whole. Thus, Southwest Minnesota seems to be doing better about vacancies and projected new openings as well as seeing lower percentages in the low paying occupations. However, the region is behind the state in vacancies and new openings in the high paying occupations.

by Mark Schultz and Luke Greiner
Regional Analysts
Department of Employment and Economic Development

Regional Spotlight
Southwest Minnesota

To provide comfort and encouragement when someone loses a job, many people will quote the old adage that "when one door closes, another door opens." Minnesota's tight labor market and growing economy means many doors are currently wide open, with "help wanted" signs hanging in the window. DEED's Match Jobs to Experience data tool can help job seekers determine which door is the best one to try next. (**https://apps.deed.state.mn.us/lmi/ota/OccupationSelectA.aspx**)

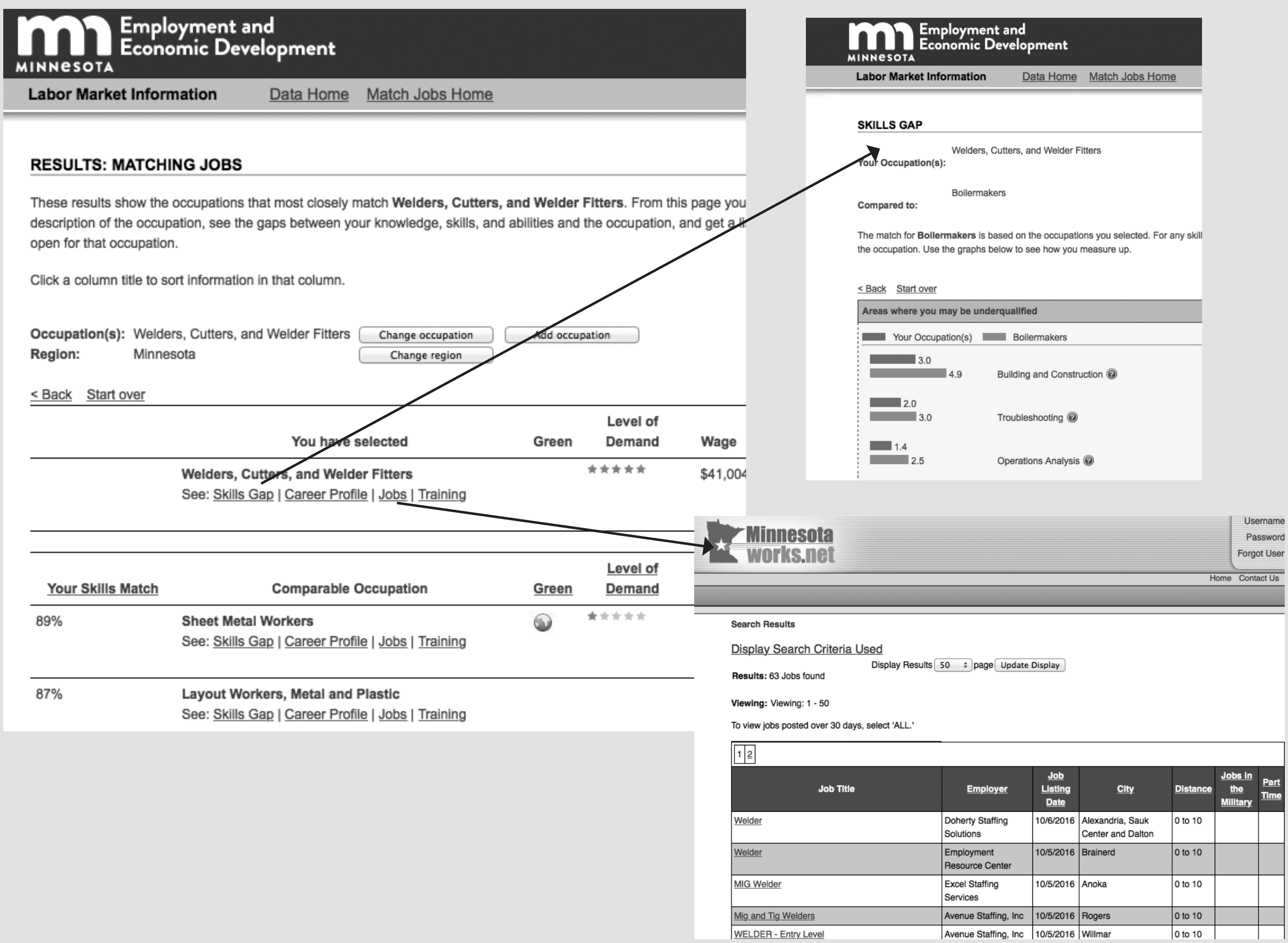
Also known as the Job Skills Transferability Assessment Tool (JobSTAT), the "Match Jobs to Experience" tool allows jobseekers to enter the title of a job they've held in the past. Based on an analysis of the skills, knowledge, and abilities gained through work experience in that prior job, the tool provides a list of occupations that are a good match for a new career.

The list of matching jobs includes examples of potential skills gaps — areas where a jobseeker may be either over-qualified or under-qualified for the new job. For example, those recently laid off as welders might be interested in becoming a boilermaker because of the similar mechanical, mathematics, and design skills, but may need to increase their knowledge of building and construction, operations analysis, and troubleshooting. If the new job will require new skills through postsecondary education or training, JobSTAT also has a list of schools offering programs related to the occupation, showing the school name, location, program title, award level offered, and program length.

Sortable by region, JobSTAT also provides the current level of demand and median annual wage for each occupation in the list, so jobseekers can make sure they're choosing wisely for their situation. In addition to demand, the tool links directly to a list of relevant jobs that are currently posted by local employers on www.MinnesotaWorks.net, the state's free online job posting database.

Jobseekers can use JobSTAT to make sure they are making the most use of their past experience before entering the door of their next opportunity.

by Cameron Macht



Labor Force Estimates

County/Area	Labor Force			Employment			Unemployment			Rate of Unemployment		
	Aug 2016	July 2016	Aug 2015	Aug 2016	July 2016	Aug 2015	Aug 2016	July 2016	Aug 2015	Aug 2016	July 2016	Aug 2015
United States ('000s)												
(Seasonally adjusted)	159,463	159,287	157,065	151,614	151,517	149,036	7,849	7,770	8,029	4.9%	4.9%	5.1%
(Unadjusted)	159,800	160,705	157,390	151,804	152,437	149,228	7,996	8,267	8,162	5.0	5.1	5.2
Minnesota												
(Seasonally adjusted)	3,002,727	3,021,572	3,013,670	2,881,303	2,902,899	2,905,204	121,424	118,673	108,466	4.0	3.9	3.6
(Unadjusted)	3,014,302	3,043,388	3,023,373	2,900,781	2,929,473	2,923,198	113,521	113,915	100,175	3.8	3.7	3.3
Metropolitan Statistical Areas (MSA)*												
Mpls.-St. Paul MSA	1,957,550	1,976,254	1,955,947	1,887,630	1,906,820	1,893,042	69,920	69,434	62,905	3.6	3.5	3.2
Duluth-Superior MSA	141,468	143,093	141,474	133,663	135,304	135,215	7,805	7,789	6,259	5.5	5.4	4.4
Rochester MSA	120,970	121,474	119,983	117,165	117,708	116,653	3,805	3,766	3,330	3.1	3.1	2.8
St. Cloud MSA	110,845	111,850	109,915	106,883	107,832	106,417	3,962	4,018	3,498	3.6	3.6	3.2
Mankato-N Mankato MSA	57,451	58,030	58,142	55,639	56,150	56,581	1,812	1,880	1,561	3.2	3.2	2.7
Fargo-Moorhead MSA	137,558	138,013	131,250	134,372	134,850	128,458	3,186	3,163	2,792	2.3	2.3	2.1
Grand Forks MSA	55,999	55,930	53,751	54,344	54,227	52,297	1,655	1,703	1,454	3.0	3.0	2.7
Region One	**46,870**	**47,292**	**47,633**	**44,698**	**45,073**	**45,742**	**2,172**	**2,219**	**1,891**	**4.6**	**4.7**	**4.0**
Kittson	2,372	2,382	2,543	2,270	2,268	2,366	102	114	177	4.3	4.8	7.0
Marshall	5,429	5,486	5,574	5,120	5,172	5,301	309	314	273	5.7	5.7	4.9
Norman	3,236	3,323	3,340	3,085	3,159	3,208	151	164	132	4.7	4.9	4.0
Pennington	8,899	8,884	8,933	8,519	8,504	8,625	380	380	308	4.3	4.3	3.4
Polk	16,709	16,936	16,795	15,964	16,155	16,157	745	781	638	4.5	4.6	3.8
Red Lake	2,263	2,250	2,259	2,117	2,128	2,171	146	122	88	6.5	5.4	3.9
Roseau	7,962	8,031	8,189	7,623	7,687	7,914	339	344	275	4.3	4.3	3.4
Region Two	**42,781**	**43,293**	**42,616**	**40,516**	**41,000**	**40,700**	**2,265**	**2,293**	**1,916**	**5.3**	**5.3**	**4.5**
Beltrami	23,642	23,820	23,451	22,503	22,671	22,498	1,139	1,149	953	4.8	4.8	4.1
Clearwater	4,515	4,553	4,493	4,167	4,194	4,192	348	359	301	7.7	7.9	6.7
Hubbard	9,792	10,020	9,847	9,248	9,486	9,403	544	534	444	5.6	5.3	4.5
Lake of the Woods	2,454	2,502	2,442	2,341	2,381	2,338	113	121	104	4.6	4.8	4.3
Mahnomen	2,378	2,398	2,383	2,257	2,268	2,269	121	130	114	5.1	5.4	4.8
Region Three	**163,368**	**165,258**	**163,751**	**153,805**	**155,721**	**156,173**	**9,563**	**9,537**	**7,578**	**5.9**	**5.8**	**4.6**
Aitkin	6,685	6,751	6,757	6,342	6,395	6,461	343	356	296	5.1	5.3	4.4
Carlton	17,172	17,427	17,328	16,335	16,567	16,607	837	860	721	4.9	4.9	4.2
Cook	3,533	3,538	3,522	3,425	3,424	3,430	108	114	92	3.1	3.2	2.6
Itasca	23,358	23,535	22,967	21,555	21,753	21,641	1,803	1,782	1,326	7.7	7.6	5.8
Koochiching	6,160	6,237	6,301	5,686	5,727	5,878	474	510	423	7.7	8.2	6.7
Lake	5,732	5,808	5,831	5,483	5,557	5,611	249	251	220	4.3	4.3	3.8
St. Louis	100,728	101,962	101,045	94,979	96,298	96,545	5,749	5,664	4,500	5.7	5.6	4.5
City of Duluth	44,773	45,336	45,141	42,885	43,481	43,593	1,888	1,855	1,548	4.2	4.1	3.4
Balance of St. Louis County	55,955	56,626	55,904	52,094	52,817	52,952	3,861	3,809	2,952	6.9	6.7	5.3
Region Four	**126,203**	**127,838**	**126,924**	**121,986**	**123,528**	**123,207**	**4,217**	**4,310**	**3,717**	**3.3**	**3.4**	**2.9**
Becker	18,716	18,608	18,346	17,990	17,849	17,710	726	759	636	3.9	4.1	3.5
Clay	35,281	35,882	35,361	34,168	34,725	34,411	1,113	1,157	950	3.2	3.2	2.7
Douglas	20,444	20,699	20,645	19,829	20,081	20,079	615	618	566	3.0	3.0	2.7
Grant	3,234	3,278	3,308	3,102	3,153	3,189	132	125	119	4.1	3.8	3.6
Otter Tail	31,110	31,729	31,546	29,990	30,590	30,555	1,120	1,139	991	3.6	3.6	3.1
Pope	6,460	6,588	6,559	6,278	6,400	6,393	182	188	166	2.8	2.9	2.5
Stevens	5,630	5,680	5,707	5,475	5,524	5,583	155	156	124	2.8	2.7	2.2
Traverse	1,729	1,743	1,796	1,679	1,694	1,737	50	49	59	2.9	2.8	3.3
Wilkin	3,599	3,631	3,656	3,475	3,512	3,550	124	119	106	3.4	3.3	2.9
Region Five	**82,536**	**83,314**	**83,867**	**78,770**	**79,594**	**80,438**	**3,766**	**3,720**	**3,429**	**4.6**	**4.5**	**4.1**
Cass	14,482	14,758	14,690	13,667	13,943	13,941	815	815	749	5.6	5.5	5.1
Crow Wing	31,956	32,139	32,402	30,584	30,787	31,129	1,372	1,352	1,273	4.3	4.2	3.9
Morrison	17,430	17,583	17,717	16,643	16,829	17,034	787	754	683	4.5	4.3	3.9
Todd	12,497	12,573	12,822	12,016	12,081	12,385	481	492	437	3.8	3.9	3.4
Wadena	6,171	6,261	6,236	5,860	5,954	5,949	311	307	287	5.0	4.9	4.6
Region Six East	**65,712**	**66,072**	**66,402**	**63,096**	**63,421**	**64,231**	**2,616**	**2,651**	**2,171**	**4.0**	**4.0**	**3.3**
Kandiyohi	23,683	23,984	23,909	22,868	23,172	23,192	815	812	717	3.4	3.4	3.0
McLeod	20,579	20,537	20,659	19,735	19,680	19,979	844	857	680	4.1	4.2	3.3
Meeker	13,195	13,261	13,400	12,668	12,725	12,956	527	536	444	4.0	4.0	3.3
Renville	8,255	8,290	8,434	7,825	7,844	8,104	430	446	330	5.2	5.4	3.9

*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.

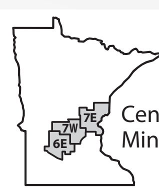
Labor Force Estimates

County/ Area	Labor Force			Employment			Unemployment			Rate of Unemployment		
	Aug 2016	July 2016	Aug 2015	Aug 2016	July 2016	Aug 2015	Aug 2016	July 2016	Aug 2015	Aug 2016	July 2016	Aug 2015
Region Six West	**23,066**	**23,492**	**23,696**	**22,119**	**22,426**	**22,810**	**947**	**1,066**	**886**	**4.1%**	**4.5%**	**3.7%**
Big Stone	2,662	2,731	2,731	2,554	2,617	2,627	108	114	104	4.1	4.2	3.8
Chippewa	6,616	6,694	6,822	6,349	6,363	6,567	267	331	255	4.0	4.9	3.7
Lac Qui Parle	3,519	3,589	3,634	3,381	3,422	3,497	138	167	137	3.9	4.7	3.8
Swift	4,979	5,048	5,084	4,741	4,811	4,872	238	237	212	4.8	4.7	4.2
Yellow Medicine	5,290	5,430	5,425	5,094	5,213	5,247	196	217	178	3.7	4.0	3.3
Region Seven East	**85,448**	**86,327**	**85,836**	**81,721**	**82,659**	**82,478**	**3,727**	**3,668**	**3,358**	**4.4**	**4.2**	**3.9**
Chisago	29,065	29,366	29,091	27,923	28,234	28,052	1,142	1,132	1,039	3.9	3.9	3.6
Isanti	20,542	20,733	20,496	19,687	19,897	19,778	855	836	718	4.2	4.0	3.5
Kanabec	8,593	8,686	8,860	8,149	8,255	8,414	444	431	446	5.2	5.0	5.0
Mille Lacs	12,739	12,866	12,761	12,138	12,273	12,200	601	593	561	4.7	4.6	4.4
Pine	14,509	14,676	14,628	13,824	14,000	14,034	685	676	594	4.7	4.6	4.1
Region Seven West	233,234	235,545	232,378	224,884	227,101	224,960	8,350	8,444	7,418	3.6	3.6	3.2
Benton	21,828	22,055	21,694	21,020	21,208	20,920	808	847	774	3.7	3.8	3.6
Sherburne	49,916	50,449	49,991	48,103	48,606	48,316	1,813	1,843	1,675	3.6	3.7	3.4
Stearns	89,017	89,795	88,221	85,863	86,624	85,497	3,154	3,171	2,724	3.5	3.5	3.1
Wright	72,473	73,246	72,472	69,898	70,663	70,227	2,575	2,583	2,245	3.6	3.5	3.1
Region Eight	**64,751**	**65,969**	**65,770**	**62,289**	**63,063**	**63,907**	**2,462**	**2,906**	**1,863**	**3.8**	**4.4**	**2.8**
Cottonwood	5,738	6,051	5,643	5,289	5,382	5,382	449	669	261	7.8	11.1	4.6
Jackson	6,151	6,383	6,255	5,905	6,020	6,055	246	363	200	4.0	5.7	3.2
Lincoln	3,283	3,345	3,359	3,176	3,238	3,280	107	107	79	3.3	3.2	2.4
Lyon	14,703	14,841	15,063	14,204	14,336	14,674	499	505	389	3.4	3.4	2.6
Murray	4,977	5,056	5,107	4,811	4,867	4,960	166	189	147	3.3	3.7	2.9
Nobles	11,207	11,368	11,259	10,812	10,895	10,959	395	473	300	3.5	4.2	2.7
Pipestone	4,886	4,912	4,994	4,740	4,763	4,874	146	149	120	3.0	3.0	2.4
Redwood	8,042	8,178	8,231	7,717	7,853	7,970	325	325	261	4.0	4.0	3.2
Rock	5,764	5,835	5,859	5,635	5,709	5,753	129	126	106	2.2	2.2	1.8
Region Nine	**129,255**	**130,369**	**131,253**	**124,603**	**125,506**	**127,099**	**4,652**	**4,863**	**4,154**	**3.6**	**3.7**	**3.2**
Blue Earth	37,933	38,329	38,368	36,689	37,016	37,306	1,244	1,313	1,062	3.3	3.4	2.8
Brown	14,513	14,578	14,710	13,950	14,004	14,227	563	574	483	3.9	3.9	3.3
Faribault	7,361	7,339	7,593	7,068	7,044	7,317	293	295	276	4.0	4.0	3.6
Le Sueur	15,642	15,825	15,717	15,062	15,236	15,156	580	589	561	3.7	3.7	3.6
Martin	10,287	10,428	10,521	9,887	9,960	10,136	400	468	385	3.9	4.5	3.7
Nicollet	19,518	19,701	19,774	18,950	19,134	19,275	568	567	499	2.9	2.9	2.5
Sibley	8,498	8,609	8,569	8,181	8,288	8,276	317	321	293	3.7	3.7	3.4
Waseca	9,584	9,554	9,972	9,200	9,163	9,613	384	391	359	4.0	4.1	3.6
Watonwan	5,919	6,006	6,029	5,616	5,661	5,793	303	345	236	5.1	5.7	3.9
Region Ten	**278,502**	**279,647**	**280,112**	**269,043**	**270,080**	**271,643**	**9,459**	**9,567**	**8,469**	**3.4**	**3.4**	**3.0**
Dodge	11,644	11,691	11,570	11,232	11,293	11,208	412	398	362	3.5	3.4	3.1
Fillmore	11,455	11,539	11,425	11,032	11,111	11,044	423	428	381	3.7	3.7	3.3
Freeborn	15,702	15,738	16,229	15,122	15,141	15,688	580	597	541	3.7	3.8	3.3
Goodhue	26,612	26,761	26,971	25,638	25,740	26,134	974	1,021	837	3.7	3.8	3.1
Houston	10,171	10,354	10,274	9,829	9,999	9,948	342	355	326	3.4	3.4	3.2
Mower	20,178	20,264	20,405	19,576	19,647	19,840	602	617	565	3.0	3.0	2.8
Olmsted	85,722	86,018	84,854	83,136	83,459	82,633	2,586	2,559	2,221	3.0	3.0	2.6
City of Rochester	62,714	62,951	62,330	61,034	61,271	60,665	1,680	1,680	1,665	2.7	2.7	2.7
Rice	35,294	35,716	35,274	34,011	34,412	34,037	1,283	1,304	1,237	3.6	3.7	3.5
Steele	20,923	20,516	21,726	20,134	19,732	21,058	789	784	668	3.8	3.8	3.1
Wabasha	12,149	12,226	12,134	11,765	11,845	11,768	384	381	366	3.2	3.1	3.0
Winona	28,652	28,824	29,250	27,568	27,701	28,285	1,084	1,123	965	3.8	3.9	3.3
Region Eleven	**1,672,585**	**1,688,977**	**1,673,130**	**1,613,255**	**1,630,305**	**1,619,807**	**59,330**	**58,672**	**53,323**	**3.5**	**3.5**	**3.2**
Anoka	192,692	194,548	192,618	185,464	187,397	186,226	7,228	7,151	6,392	3.8	3.7	3.3
Carver	55,499	55,988	55,480	53,633	54,214	53,894	1,866	1,774	1,586	3.4	3.2	2.9
Dakota	236,100	238,390	236,196	227,992	230,354	228,923	8,108	8,036	7,273	3.4	3.4	3.1
Hennepin	686,463	693,234	686,871	662,319	669,406	664,928	24,144	23,828	21,943	3.5	3.4	3.2
City of Bloomington	47,150	47,608	47,169	45,477	45,964	45,656	1,673	1,644	1,513	3.5	3.5	3.2
City of Minneapolis	234,483	236,789	234,968	226,286	228,707	227,177	8,197	8,082	7,791	3.5	3.4	3.3
Ramsey	283,220	286,062	283,327	272,503	275,392	273,602	10,717	10,670	9,725	3.8	3.7	3.4
City of St. Paul	155,226	156,727	155,533	149,217	150,799	149,819	6,009	5,928	5,714	3.9	3.8	3.7
Scott	79,671	80,488	79,744	77,135	77,944	77,455	2,536	2,544	2,289	3.2	3.2	2.9
Washington	138,940	140,267	138,894	134,209	135,598	134,779	4,731	4,669	4,115	3.4	3.3	3.0

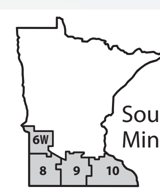
Minneapolis/ St. Paul

Northeast Minnesota

Northwest Minnesota



Central Minnesota



Southern Minnesota

Industrial Analysis

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

Overview

Minnesota lost 1,500 jobs (0.1 percent) in August on a seasonally adjusted basis. The losses came from Goods Producers, who shed 2,900 jobs (0.7 percent), while Service-Providing industries added 1,400 (0.1 percent). Private sector employment dipped by 2,100 jobs (0.1 percent), while Government employers added 600 jobs (0.1 percent). Over the year Minnesota added 40,629 jobs (1.4 percent). Service-Providing industries were responsible for the lion's share of this growth as they added 37,200 jobs (1.5 percent) over August of 2015. Goods Producers chipped in with 3,429 jobs of their own, an increase of 0.7 percent. Both public and private-sector employers grew their employment as well, with government employers adding 327 jobs (0.1 percent) and private sector employers adding 40,302 (1.6 percent).

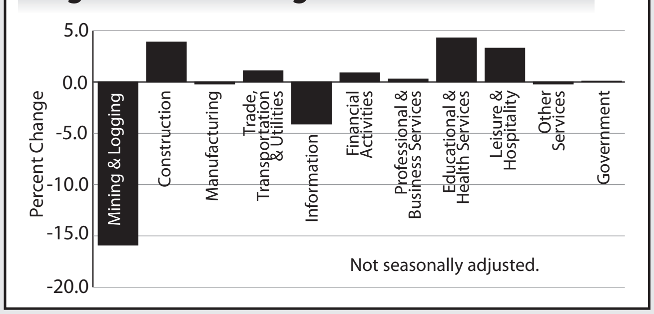
Mining and Logging

Employment in the Mining and Logging supersector was static for the third month in a row, holding steady at a seasonally adjusted 5,600 jobs. Over the year the supersector lost 1,147 jobs (15.9 percent). While that represents nine straight months with over-the-year job loss of greater than 10 percent, it is also the first time since February that this number has dipped below 20 percent, which coincides with the fact that the supersector first started its current slide in August of 2015.

Construction

Employment in the Construction supersector dipped by 1,900 jobs (1.6 percent) on a seasonally-adjusted basis in August. This was the single largest decline, both numerically and proportionally, for any single supersector in Minnesota. Annually, the Construction supersector added 5,087 jobs (3.8 percent). Job growth was present in all three published component sectors, though most prevalent in Heavy and Civil Engineering Construction (up 2,566 or 12.2 percent), and Specialty Trade Contractors (up 2,410 or 2.9 percent). The third major component sector, Construction of Buildings, grew by 111 jobs (0.4 percent) on the year.

MN Employment Growth
August 2015 to August 2016



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

Manufacturing

Manufacturers lost 1,000 jobs (0.3 percent) in August. Durable Goods Manufacturers lost 300 jobs (0.2 percent), and Non-Durable Goods Manufacturers lost 700 (0.6 percent). While Durable Goods Manufacturers had lost jobs for three of the previous four months, this was the first over-the-month job loss in Non-Durable Goods Manufacturing since April. The weak monthly performance was enough to push Manufacturing employment back into the red on an over-the-year basis as well, as the supersector lost 511 jobs (0.2 percent) since August of 2015. The loss was driven by the shedding of 2,221 jobs (1.1 percent) in Durable Goods Manufacturing, which has seen declines spread across its various component sectors. Non-Durable Goods employment remained strong, adding 1,710 jobs (1.5 percent) on the year on the strength of Food Manufacturing employment, up by 2,140 (4.5 percent).

Trade, Transportation, and Utilities

Employment in Trade, Transportation, and Utilities was up by 2,300 (0.4 percent) in August. This represented the largest numerical gain of any supersector in the state for the month. Gains in Retail Trade (up 2,300 or 0.8 percent) and Transportation, Warehousing, and Utilities (up 1,100 or 1.1 percent) were somewhat offset by a loss of 1,100 jobs (0.8 percent) in Wholesale Trade. Annually, the supersector added 5,677 jobs (1.1 percent). Mirroring the monthly movement, a loss in Wholesale Trade (down 2,332 jobs or 1.7 percent) somewhat muted the gains in the other two component sectors. Transportation, Warehousing, and Utilities added 4,005 jobs (4.2 percent), with all of those gains coming from Transportation and Warehousing (up 4,084, 4.9 percent). Retail Trade added 4,004 jobs (1.3 percent), with gains in Motor Vehicle and Parts Dealers, Building Material and Garden Equipment and Supplies Dealers, and other component sectors offsetting losses in General Merchandise Stores and Miscellaneous Store Retailers.

Information

The Information supersector added 500 jobs (1.0 percent) in August. That marked three consecutive months of seasonally adjusted job gains for the struggling industry group, which has seen generally declining employment estimates since 2001. Annually, employment in the Information supersector remained down, off by 2,174 (4.1 percent) from August of 2015. The last time the supersector saw any over-the-year job gain was a three month span from January to March of 2013.

*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 700 jobs (0.4 percent) in August. The losses were split between component sectors, with Finance and Insurance losing 300 jobs (0.2 percent) and Real Estate and Rental and Leasing losing 400 (1 percent). Over the year the supersector added 1,728 jobs (0.9 percent). Most of that gain came from Finance and Insurance, which added 1,618 jobs (1.1 percent) on the strength of 1,494 jobs from Insurance Carriers and Related Activities. Real Estate and Rental and Leasing added 110 jobs or 0.3 percent.

Professional and Business Services

Professional and Business Services employment dipped slightly in August, off by 200 jobs (0.1 percent) on a seasonally-adjusted basis. A gain of 700 jobs (0.5 percent) in Administrative and Support and Waste Management and Remediation Services was erased by losses of 700 (0.5 percent) in Management of Companies and Enterprises and 500 (0.3 percent) in Professional, Scientific, and Technical Services. Annually, the supersector added 1,217 jobs (0.3 percent). Administrative and Support and Waste Management and Remediation Services lost 1,642 jobs (1.2 percent), primarily from a loss of 1,652 (2.7 percent) in Employment Services. However, those losses were balanced by gains of 1,788 (1.2 percent) in Professional, Scientific, and Technical Services and 1,071 (1.4 percent) in Management of Companies and Enterprises.

Educational and Health Services

Educational and Health Services added 700 jobs (0.1 percent) on a seasonally adjusted basis in August. Health Care and Social Assistance added 1,000 jobs (0.2 percent), while Educational Services lost 300 (0.4 percent). Annually, the supersector added 21,590 jobs (4.3 percent), which was by far the most new jobs of any supersector over that time period. The overwhelming majority of those jobs came in Health Care and Social Assistance which grew by 19,407 (4.3 percent), while Educational Services added 2,183 jobs (3.6 percent).

Leisure and Hospitality

Leisure and Hospitality lost 700 jobs (0.3 percent) in August, following two consecutive months of solid growth. The losses all came in Arts, Entertainment, and Recreation (down 700 or 1.7 percent) as employment in Accommodation and Food Services held at 223,400.

Annually, the supersector added 9,039 jobs (3.3 percent). Arts, Entertainment, and Recreation added 1,453 jobs (3 percent), while Accommodation and Food Services added 7,586 (3.3 percent).

Other Services

Employment in Other Services was down by 1,100 jobs (0.9 percent) on a seasonally adjusted basis in August. Over the year the supersector lost 204 jobs (0.2 percent). The losses came from Repair and Maintenance (down 327 or 1.5 percent) and Personal and Laundry Services (down 364, 1.3 percent), as Religious, Grantmaking, Civic, Professional, and Similar Organizations added 487 jobs (0.8 percent).

Government

Government employment was up by 600 (0.1 percent) in August on a seasonally adjusted basis. Most of that gain came in State Government (up 1,800 or 1.8 percent), as Federal employers added 100 jobs and Local employers lost 1,300. Annually, Government employers added 327 jobs (0.1 percent), returning to the black after two months of over-the-year job losses.

by Nick Dobbins

Seasonally Adjusted Nonfarm Employment

In 1,000's

Industry	August 2016	July 2016	June 2016
Total Nonagricultural	**2,901.4**	**2,902.9**	**2,891.8**
Goods-Producing	**441.4**	**444.3**	**444.4**
Mining and Logging	5.6	5.6	5.6
Construction	119.7	121.6	121.1
Manufacturing	316.1	317.1	317.7
Service-Providing	**2,460.0**	**2,458.6**	**2,447.4**
Trade, Transportation, and Utilities	532.2	529.9	528.0
Information	51.0	50.5	50.1
Financial Activities	183.6	184.3	183.9
Professional and Business Services	357.2	357.4	356.3
Educational and Health Services	533.1	532.4	530.3
Leisure and Hospitality	265.1	265.8	263.3
Other Services	115.3	116.4	114.5
Government	422.5	421.9	421.0

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

Regional Analysis

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

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

Employment in the Minneapolis-St. Paul MSA increased slightly in August, adding 2,746 jobs (0.1 percent). The addition of 5,043 jobs in the private sector was tempered by a loss of 2,297 (1 percent) among Government employers, primarily Local Government, which shed 2,060 jobs (1.4 percent). Professional and Business Services added 2,506 jobs (0.8 percent), with 2,072 of those coming in Administrative and Support and Waste Management and Remediation Services. Educational and Health Services added 2,303 jobs (0.7 percent), with both component sectors growing. Educational Services added 473 jobs or 1.1 percent, while Health Care and Social Assistance added 1,830 jobs or 0.6 percent. Annually, the Twin Cities metro added 35,263 jobs (1.8 percent). Goods producers actually lost employment, driven by a decline of 1,832 (0.9 percent) in Manufacturing. However, that decline was more than made up for in other areas. Among the supersectors to gain jobs were Professional and Business Services (up 8,591 or 2.8 percent), Leisure and Hospitality (up 6,288 or 3.3 percent), and Educational and Health Services (up 13,485 or 4.3 percent), which added most of its jobs in Health Care and Social Assistance (up 12,440 or 4.6 percent) while the other major component sector, Educational Services, added 1,045 jobs (2.6 percent).

Duluth -Superior MSA

The Duluth-Superior MSA lost 274 jobs (0.2 percent) in August. The most dramatic movement came in Leisure and Hospitality, which lost 166 jobs (1.1 percent) and Manufacturing, which lost 78 jobs (1.1 percent). Notable gains occurred in Trade, Transportation, and Utilities (up 77 or 0.3 percent). Annually, the Duluth area added 687 jobs (0.5 percent). This marked two consecutive months of over-the-year job gains in the area, following nearly a year of annual job losses. The gains are largely concentrated among private sector service providers, who added 1,543 jobs, as Goods Producing supersectors lost 492 jobs (3 percent), and Government employers lost 364 (1.5 percent), with declines at all three levels of government. Leisure and Hospitality and Educational and Health Services were notable among supersectors that added jobs, growing by 563 (3.8 percent) and 722 (2.3 percent), respectively.

Rochester MSA

Employment in the Rochester MSA was up by 1,049 jobs (0.9 percent) in August. Every supersector save one added employment, as employment in the Financial Activities industry group dipped by 18 (0.7 percent). Notable growers included Leisure and Hospitality (up 112 or 1.1 percent), Government (up 169 or 1.4 percent), and Trade, Transportation, and Utilities (up 339, 1.9 percent). Annually, Rochester added 3,529 jobs (3 percent). Other Services (down 46 jobs or 1.2 percent) joined Financial Activities (down 24 jobs or 0.9 percent) as the only supersectors to lose employment over the year. The largest proportional gains on the year came in Mining, Logging, and Construction (up 287 or 5.8 percent) and Leisure and Hospitality (up 460 or 4.5 percent).

St. Cloud MSA

The St. Cloud MSA added 399 jobs (0.4 percent) on an unadjusted basis in August. Mining, Logging, and Construction added 140 jobs (1.8 percent), and Leisure and Hospitality added 173 (2 percent) as two traditional warm-weather industry groups continued their seasonal growth. Manufacturing lost 49 jobs (0.3 percent), which was more jobs than any other supersector shed on the month. Over the year St. Cloud added 3,212 jobs (3 percent). Two supersectors in particular drove the annual growth, as Mining, Logging, and Construction added 783 jobs (11.1 percent), and Educational and Health Services added 2,045 (10.1 percent). These were the two largest annual employment increases, both proportionally and in absolute terms.

Mankato-North Mankato MSA

Employment in the Mankato-North Mankato MSA was up by 196 (0.4 percent) in August. This gain came entirely from Government employers, who added 354 jobs (4.6 percent). Private sector employment dipped by 158 (0.3 percent) as Private Service Providing industries lost 102 jobs (0.3 percent), and Goods Producing industries lost 56 jobs (0.6 percent). Annually, the Mankato area added 342 jobs (0.6 percent). All of that growth came from Private Service Providing industries, which added 642 jobs (1.8 percent). Goods Producers lost 191 jobs (1.9 percent), and Government employers lost 109 jobs (1.3 percent).

Fargo-Moorhead MSA

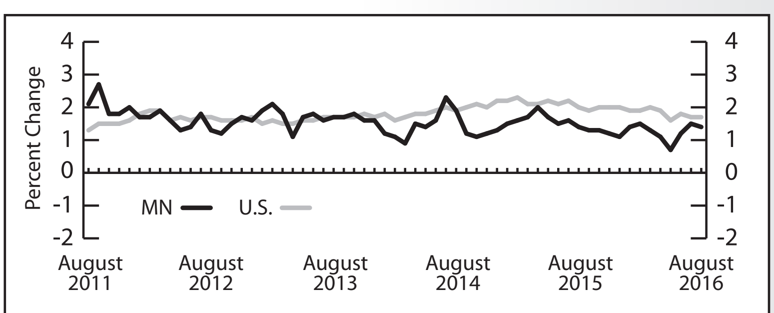
Employment in the Fargo-Moorhead MSA was down by 612 (0.4 percent) in August. Professional and Business Services lost 368 jobs (2.1 percent), and Leisure and Hospitality lost 458 (3.2 percent). Government employers added 205 jobs (1.3 percent). Annually, the Fargo-Moorhead MSA added 2,304 jobs (1.7 percent). The largest numerical gain came in Professional and Business Services, which added 705 jobs (4.4 percent).

Grand Forks-East Grand Forks MSA

Employment in the Grand Forks-East Grand Forks MSA was up slightly, adding 128 jobs (0.2 percent) in August. The most notable gains came in the Manufacturing supersector, which added 121 jobs or 3.1 percent, which was by far the biggest numerical and proportional change of any supersector. Perhaps the most notable decline came in Trade, Transportation, and Utilities, which lost 42 jobs or 0.3 percent. Annually, the area added 803 jobs (1.5 percent). Every supersector save Government added employment over the year, with public employers losing 94 jobs (0.8 percent). Notable gains came in Mining, Logging, and Construction (up by 192 or 5 percent) and Trade, Transportation, and Utilities (up 177 or 1.5 percent).

by Nick Dobbins

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



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

Employer Survey of Minnesota Nonfarm Payroll Jobs, Hours and Earnings

Numbers are unadjusted.

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

Industry	Jobs* (Thousands)			Percent Change From**		Production Workers Hours and Earnings: Average Weekly Earnings		Average Weekly Hours		Average Hourly Earnings	
	Aug 2016	July 2016	Aug 2015	July 2016	Aug 2015	Aug 2016	Aug 2015	Aug 2016	Aug 2015	Aug 2016	Aug 2015
TOTAL NONFARM WAGE AND SALARY	**2,924.7**	**2,924.2**	**2,884.1**	**0.0%**	**1.4%**	—	—	—	—	—	—
						—	—	—	—	—	—
GOODS-PRODUCING	**463.1**	**463.9**	**459.7**	**-0.2**	**0.7**	—	—	—	—	—	—
Mining, Logging, and Construction	**142.2**	**142.6**	**138.3**	**-0.3**	**2.8**	—	—	—	—	—	—
Mining and Logging	**6.1**	**6.0**	**7.2**	**1.4**	**-15.9**	—	—	—	—	—	—
Construction	**136.2**	**136.6**	**131.1**	**-0.3**	**3.9**						
Specialty Trade Contractors	84.8	85.3	82.4	-0.6	2.9	$1,234.31	$1,216.00	38.5	40.0	$32.06	$30.40
Manufacturing	**320.9**	**321.3**	**321.4**	**-0.1**	**-0.2**	**819.29**	**838.39**	**40.7**	**41.3**	**20.13**	**20.30**
Durable Goods	201.8	202.8	204.0	-0.5	-1.1	832.39	820.13	39.6	40.5	21.02	20.25
Wood Product Manufacturing	11.4	11.5	11.3	-0.2	1.2	—	—	—	—	—	—
Fabricated Metal Production	42.1	42.1	42.9	-0.1	-2.0	—	—	—	—	—	—
Machinery Manufacturing	33.0	33.0	33.1	0.2	-0.3	—	—	—	—	—	—
Computer and Electronic Product	46.1	46.4	46.1	-0.6	0.1	—	—	—	—	—	—
Navigational, Measuring, Electromedical and Control	26.0	26.1	25.9	-0.3	0.3	—	—	—	—	—	—
Transportation Equipment	11.0	11.0	11.4	-0.3	-3.6	—	—	—	—	—	—
Medical Equipment and Supplies Manufacturing	16.1	16.1	16.0	-0.2	1.0						
Nondurable Goods	119.1	118.5	117.4	0.6	1.5	800.70	866.15	42.5	42.5	18.84	20.38
Food Manufacturing	50.0	49.6	47.9	0.8	4.5	—	—	—	—	—	—
Paper Manufacturing	32.0	32.0	32.8	-0.2	-2.5	—	—	—	—	—	—
Printing and Related	22.7	22.6	23.3	0.0	-2.7						
						—	—	—	—	—	—
SERVICE-PROVIDING	**2,461.5**	**2,460.3**	**2,424.3**	**0.1**	**1.5**						
						—	—	—	—	—	—
Trade, Transportation, and Utilities	**534.2**	**533.5**	**528.5**	**0.1**	**1.1**						
Wholesale Trade	131.9	132.9	134.2	-0.7	-1.7	832.42	902.33	37.7	39.3	22.08	22.96
Retail Trade	302.2	301.1	298.1	0.4	1.3	431.55	428.95	29.1	29.3	14.83	14.64
Motor Vehicle and Parts	35.1	35.2	34.6	-0.2	1.6	—	—	—	—	—	—
Building Material and Garden Equipment	27.3	27.9	27.0	-1.9	1.2	—	—	—	—	—	—
Food and Beverage Stores	53.4	53.5	53.3	-0.1	0.1	—	—	—	—	—	—
Gasoline Stations	25.6	25.5	25.3	0.4	1.0						
General Merchandise Stores	60.6	60.4	60.8	0.3	-0.3	355.22	335.42	29.8	29.5	11.92	11.37
Transportation,Warehouse, Utilities	100.2	99.6	96.2	0.6	4.2						
Transportation and Warehousing	87.4	86.8	83.3	0.7	4.9	712.80	744.08	35.2	35.5	20.25	20.96
Information	**50.8**	**50.5**	**52.9**	**0.6**	**-4.1**	**993.33**	**909.94**	**34.1**	**37.4**	**29.13**	**24.33**
Publishing Industries	19.5	19.6	20.3	-0.4	-3.9	—	—	—	—	—	—
Telecommunications	12.3	12.3	12.7	-0.1	-2.9	—	—	—	—	—	—
Financial Activities	**186.4**	**186.8**	**184.7**	**-0.2**	**0.9**						
Finance and Insurance	145.6	145.9	144.0	-0.2	1.1	1,006.28	877.86	35.9	35.7	28.03	24.59
Credit Intermediation	54.9	55.1	55.7	-0.3	-1.4	764.48	714.00	35.1	35.0	21.78	20.40
Securities, Commodity Contracts, and Other	20.1	20.1	19.5	0.0	3.3	—	—	—	—	—	—
Insurance Carriers and Related	69.2	69.0	67.8	0.4	2.2	—	—	—	—	—	—
Real Estate and Rental and Leasing	40.8	40.9	40.7	-0.3	0.3	—	—	—	—	—	—
Professional and Business Services	**364.6**	**363.7**	**363.4**	**0.2**	**0.3**	—	—	—	—	—	—
Professional, Scientific, and Technical Services	148.6	148.2	146.8	0.2	1.2	—	—	—	—	—	—
Legal Services	18.1	18.2	18.3	-0.4	-0.9	—	—	—	—	—	—
Accounting, Tax Preparation	15.5	15.9	15.7	-2.4	-1.2	—	—	—	—	—	—
Computer Systems Design	36.3	36.4	36.0	-0.3	0.8	—	—	—	—	—	—
Management of Companies and Enterprises	79.3	79.8	78.2	-0.7	1.4	—	—	—	—	—	—
Administrative and Support Services	136.7	135.7	138.3	0.7	-1.2	—	—	—	—	—	—
Educational and Health Services	**528.1**	**525.3**	**506.5**	**0.5**	**4.3**	—	—	—	—	—	—
Educational Services	62.0	61.9	59.9	0.2	3.6	—	—	—	—	—	—
Health Care and Social Assistance	466.1	463.5	446.7	0.6	4.3						
Ambulatory Health Care	158.2	157.2	145.6	0.6	8.7	1,280.47	1,262.60	36.1	35.9	35.47	35.17
Offices of Physicians	71.4	71.2	69.1	0.3	3.3	—	—	—	—	—	—
Hospitals	108.0	107.4	105.3	0.6	2.6						
Nursing and Residential Care Facilities	108.5	109.1	107.1	-0.6	1.3	473.30	440.09	29.6	29.3	15.99	15.02
Social Assistance	91.4	89.7	88.7	1.9	3.1	—	—	—	0.0	—	—
Leisure and Hospitality	**285.5**	**284.9**	**276.4**	**0.2**	**3.3**	—	—	—	—	—	—
Arts, Entertainment, and Recreation	50.2	49.6	48.8	1.1	3.0	—	—	—	—	—	—
Accommodation and Food Services	235.3	235.3	227.7	0.0	3.3						
Food Services and Drinking Places	204.0	203.4	197.0	0.3	3.5	286.01	282.16	21.7	22.2	13.18	12.71
Other Services	**116.0**	**116.2**	**116.2**	**-0.2**	**-0.2**						
Religious, Grantmaking, Civic, Professional Organizations	65.1	64.8	64.6	0.6	0.8						
Government	**396.0**	**399.4**	**395.7**	**-0.8**	**0.1**						
Federal Government	32.0	32.0	31.7	0.2	1.1						
State Government	96.1	95.9	96.4	0.3	-0.2						
State Government Education	56.0	55.8	57.3	0.4	-2.2						
Local Government	267.9	271.5	267.7	-1.4	0.1						
Local Government Education	115.5	118.6	115.1	-2.6	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) Aug 2016	July 2016	Aug 2015	Percent Change From** July 2016	Aug 2015	Production Workers Hours and Earnings: Average Weekly Earnings Aug 2016	Aug 2015	Average Weekly Hours Aug 2016	Aug 2015	Average Hourly Earnings Aug 2016	Aug 2015
TOTAL NONFARM WAGE AND SALARY	**1,981.5**	**1,978.8**	**1,946.2**	**0.1%**	**1.8%**	—	—	—	—	—	—
GOODS-PRODUCING	**282.1**	**283.1**	**282.6**	**-0.3**	**-0.2**	—	—	—	—	—	—
Mining, Logging, and Construction	**87.2**	**87.2**	**85.8**	**-0.1**	**1.5**	—	—	—	—	—	—
Construction of Buildings	18.1	18.2	18.0	-0.3	1.0	—	—	—	—	—	—
Specialty Trade Contractors	58.7	58.4	56.4	0.6	4.1	$1,357.82	$1,299.67	39.3	40.2	$34.55	$32.33
Manufacturing	**195.0**	**195.9**	**196.8**	**-0.5**	**-0.9**	**884.56**	**894.86**	**41.2**	**41.2**	**21.47**	**21.72**
Durable Goods	132.9	133.9	134.6	-0.7	-1.2	879.65	840.86	40.8	40.7	21.56	20.66
Fabricated Metal Production	29.6	29.6	29.8	0.0	-0.9	—	—	—	—	—	—
Machinery Manufacturing	20.1	20.0	20.0	0.1	0.2	—	—	—	—	—	—
Computer and Electronic Product	36.8	37.1	37.1	-0.7	-0.8	—	—	—	—	—	—
Navigational, Measuring, Electromedical and Control	24.1	24.1	24.2	-0.4	-0.5	—	—	—	—	—	—
Medical Equipment and Supplies Manufacturing	14.8	14.8	14.6	-0.2	1.6	—	—	—	—	—	—
Nondurable Goods	62.0	62.0	62.2	0.0	-0.3	896.31	1,000.72	42.1	42.1	21.29	23.77
Food Manufacturing	15.3	15.2	15.0	0.4	1.9	—	—	—	—	—	—
Printing and Related	15.0	15.0	15.4	-0.2	-2.7	—	—	—	—	—	—
SERVICE-PROVIDING	**1,699.4**	**1,695.6**	**1,663.6**	**0.2**	**2.1**	—	—	—	—	—	—
Trade, Transportation, and Utilities	354.2	352.7	351.9	0.4	0.6	—	—	—	—	—	—
Wholesale Trade	97.1	97.9	98.1	-0.8	-1.0	821.67	909.48	37.9	39.0	21.68	23.32
Merchant Wholesalers - Durable Goods	48.2	48.9	48.5	-1.3	-0.5	—	—	—	—	—	—
Merchant Wholesalers - Nondurable Goods	27.8	27.9	27.9	-0.3	-0.5	—	—	—	—	—	—
Retail Trade	188.6	187.0	188.6	0.8	0.0	449.03	457.23	29.6	30.3	15.17	15.09
Food and Beverage Stores	32.3	32.4	32.1	-0.2	0.5	—	—	—	—	—	—
General Merchandise Stores	38.3	38.3	38.3	0.0	0.1	354.25	345.95	30.2	30.4	11.73	11.38
Transportation, Warehouse, Utilities	68.5	67.7	65.3	1.1	4.9	—	—	—	—	—	—
Utilities	7.6	7.6	7.7	0.1	-1.3	—	—	—	—	—	—
Transportation and Warehousing	60.9	60.1	57.6	1.3	5.7	735.48	844.37	36.0	39.2	20.43	21.54
Information	**39.2**	**38.9**	**40.0**	**0.7**	**-2.1**						
Publishing Industries	15.7	15.8	16.2	-0.8	-3.2	—	—	—	—	—	—
Telecommunications	9.0	9.0	9.2	-0.1	-2.7	—	—	—	—	—	—
Financial Activities	**151.2**	**151.7**	**150.5**	**-0.3**	**0.5**	—	—	—	—	—	—
Finance and Insurance	117.3	117.4	116.9	0.0	0.4	1,055.10	891.30	35.9	34.4	29.39	25.91
Credit Intermediation	39.7	39.9	39.8	-0.5	-0.1	—	—	—	—	—	—
Securities, Commodity Contracts, and Other	17.7	17.8	17.5	-0.6	0.7	—	—	—	—	—	—
Insurance Carriers and Related	58.8	58.9	58.5	-0.1	0.6	—	—	—	—	—	—
Real Estate and Rental and Leasing	33.9	34.3	33.6	-1.4	0.9	—	—	—	—	—	—
Professional and Business Services	**315.5**	**313.0**	**306.9**	**0.8**	**2.8**	—	—	—	—	—	—
Professional, Scientific, and Technical Services	129.2	128.5	126.9	0.5	1.8	—	—	—	—	—	—
Legal Services	15.5	15.6	15.6	-0.4	-0.2	—	—	—	—	—	—
Architectural, Engineering, and Related	16.7	16.4	17.7	1.5	-5.6	—	—	—	—	—	—
Computer Systems Design	33.5	33.5	33.3	0.1	0.5	—	—	—	—	—	—
Management of Companies and Enterprises	72.3	72.6	71.0	-0.4	1.9	—	—	—	—	—	—
Administrative and Support Services	114.0	112.0	109.0	1.9	4.6	—	—	—	—	—	—
Employment Services	48.7	48.0	50.6	1.4	-3.8	—	—	—	—	—	—
Educational and Health Services	**327.0**	**324.7**	**313.5**	**0.7**	**4.3**	—	—	—	—	—	—
Educational Services	41.7	41.2	40.7	1.1	2.6	—	—	—	—	—	—
Health Care and Social Assistance	285.3	283.4	272.8	0.6	4.6	—	—	—	—	—	—
Ambulatory Health Care	95.6	95.0	87.7	0.7	9.0	—	—	—	—	—	—
Hospitals	63.9	63.6	62.1	0.4	2.9	—	—	—	—	—	—
Nursing and Residential Care Facilities	59.5	60.2	59.3	-1.1	0.3	—	—	—	—	—	—
Social Assistance	66.3	64.7	63.7	2.4	4.1	—	—	—	—	—	—
Leisure and Hospitality	**195.7**	**195.7**	**189.4**	**0.0**	**3.3**	—	—	—	—	—	—
Arts, Entertainment, and Recreation	39.0	38.8	37.3	0.4	4.6	—	—	—	—	—	—
Accommodation and Food Services	156.7	156.8	152.1	-0.1	3.0	305.20	298.91	22.1	22.8	13.81	13.11
Food Services and Drinking Places	144.2	144.2	138.0	-0.1	4.4	291.54	286.67	21.5	21.9	13.56	13.09
Other Services	**83.0**	**83.1**	**80.4**	**-0.1**	**3.2**	—	—	—	—	—	—
Repair and Maintenance	15.7	15.9	15.0	-1.1	4.5	—	—	—	—	—	—
Religious, Grantmaking, Civic, Professional Organizations	44.0	44.1	42.8	-0.1	2.9	—	—	—	—	—	—
Government	**233.6**	**235.9**	**230.9**	**-1.0**	**1.2**						
Federal Government	21.2	21.1	20.7	0.4	2.7						
State Government	65.7	66.0	64.5	-0.5	1.8						
State Government Education	38.7	39.1	38.4	-0.9	1.0						
Local Government	146.7	148.8	145.7	-1.4	0.7						
Local Government Education	72.2	74.1	71.7	-2.6	0.7						

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	
	Aug 2016	July 2016	Aug 2015	July 2016	Aug 2015	Aug 2016	July 2016	Aug 2015	July 2016	Aug 2015
TOTAL NONFARM WAGE AND SALARY	**134,561**	**134,835**	**133,874**	**-0.2%**	**0.5%**	**121,525**	**120,476**	**117,996**	**0.9%**	**3.0%**
GOODS-PRODUCING	**16,147**	**16,200**	**16,639**	**-0.3**	**-3.0**	**16,604**	**16,446**	**16,232**	**1.0**	**2.3**
Mining, Logging, and Construction	9,370	9,345	9,756	0.3	-4.0	5,245	5,152	4,958	1.8	5.8
Manufacturing	6,777	6,855	6,883	-1.1	-1.5	11,359	11,294	11,274	0.6	0.8
SERVICE-PROVIDING	**118,414**	**118,635**	**117,235**	**-0.2**	**1.0**	**104,921**	**104,030**	**101,764**	**0.9**	**3.1**
Trade, Transportation, and Utilities	25,651	25,574	25,727	0.3	-0.3	18,582	18,243	17,957	1.9	3.5
Wholesale Trade	3,235	3,247	3,274	-0.4	-1.2	2,980	2,987	2,882	-0.2	3.4
Retail Trade	15,895	15,845	15,966	0.3	-0.4	12,910	12,558	12,526	2.8	3.1
Transportation, Warehouse, Utilities	6,521	6,482	6,487	0.6	0.5	2,692	2,698	2,549	-0.2	5.6
Information	1,450	1,437	1,426	0.9	1.7	2,011	1,999	2,002	0.6	0.4
Financial Activities	5,791	5,777	5,749	0.2	0.7	2,695	2,713	2,719	-0.7	-0.9
Professional and Business Services	8,572	8,584	8,414	-0.1	1.9	6,051	6,020	5,985	0.5	1.1
Educational and Health Services	31,678	31,707	30,956	-0.1	2.3	48,547	48,321	46,615	0.5	4.1
Leisure and Hospitality	15,476	15,642	14,913	-1.1	3.8	10,713	10,601	10,253	1.1	4.5
Other Services	6,205	6,250	6,095	-0.7	1.8	3,758	3,738	3,804	0.5	-1.2
Government	23,591	23,664	23,955	-0.3	-1.5	12,564	12,395	12,429	1.4	1.1

Employer Survey

Industry	St. Cloud MSA					Mankato MSA				
	Jobs			% Chg. From		Jobs			% Chg. From	
	Aug 2016	July 2016	Aug 2015	July 2016	Aug 2015	Aug 2016	July 2016	Aug 2015	July 2016	Aug 2015
TOTAL NONFARM WAGE AND SALARY	**110,569**	**110,170**	**107,357**	**0.4%**	**3.0%**	**55,093**	**54,897**	**54,751**	**0.4%**	**0.6%**
GOODS-PRODUCING	**22,862**	**22,771**	**22,343**	**0.4**	**2.3**	**10,067**	**10,123**	**10,258**	**-0.6**	**-1.9**
Mining, Logging, and Construction	7,865	7,725	7,082	1.8	11.1	--	--	--	--	--
Manufacturing	14,997	15,046	15,261	-0.3	-1.7	--	--	--	--	--
						--	--	--	--	--
SERVICE-PROVIDING	**87,707**	**87,399**	**85,014**	**0.4**	**3.2**	**45,026**	**44,774**	**44,493**	**0.6**	**1.2**
Trade, Transportation, and Utilities	22,682	22,655	21,949	0.1	3.3	--	--	--	--	--
Wholesale Trade	4,819	4,835	4,823	-0.3	-0.1	--	--	--	--	--
Retail Trade	13,713	13,675	13,215	0.3	3.8	--	--	--	--	--
Transportation, Warehouse, Utilities	4,150	4,145	3,911	0.1	6.1	--	--	--	--	--
Information	1,684	1,664	1,762	1.2	-4.4	--	--	--	--	--
Financial Activities	5,200	5,187	5,164	0.3	0.7	--	--	--	--	--
Professional and Business Services	8,983	8,975	8,975	0.1	0.1	--	--	--	--	--
Educational and Health Services	22,321	22,392	20,276	-0.3	10.1	--	--	--	--	--
Leisure and Hospitality	8,627	8,454	8,888	2.0	-2.9	--	--	--	--	--
Other Services	3,730	3,744	3,695	-0.4	0.9	--	--	--	--	--
Government	14,480	14,328	14,305	1.1	1.2	7,998	7,644	8,107	4.6	-1.3

Employer Survey

Industry	Fargo-Moorhead MSA					Grand Forks-East Grand Forks MSA				
	Jobs			% Chg. From		Jobs			% Chg. From	
	Aug 2016	July 2016	Aug 2015	July 2016	Aug 2015	Aug 2016	July 2016	Aug 2015	July 2016	Aug 2015
TOTAL NONFARM WAGE AND SALARY	**139,697**	**140,309**	**137,393**	**-0.4%**	**1.7%**	**55,545**	**55,417**	**54,742**	**0.2%**	**1.5%**
GOODS-PRODUCING	**20,904**	**20,839**	**20,359**	**0.3**	**2.7**	**8,073**	**7,962**	**7,794**	**1.4**	**3.6**
Mining, Logging, and Construction	11,210	11,197	10,485	0.1	6.9	4,070	4,080	3,878	-0.3	5.0
Manufacturing	9,694	9,642	9,874	0.5	-1.8	4,003	3,882	3,916	3.1	2.2
SERVICE-PROVIDING	**118,793**	**119,470**	**117,034**	**-0.6**	**1.5**	**47,472**	**47,455**	**46,948**	**0.0**	**1.1**
Trade, Transportation, and Utilities	30,630	30,576	30,332	0.2	1.0	12,222	12,264	12,045	-0.3	1.5
Wholesale Trade	9,206	9,220	9,161	-0.2	0.5	1,892	1,900	1,972	-0.4	-4.1
Retail Trade	16,096	16,040	15,882	0.4	1.4	8,033	8,068	7,915	-0.4	1.5
Transportation, Warehouse, Utilities	5,328	5,316	5,289	0.2	0.7	2,297	2,296	2,158	0.0	6.4
Information	3,100	3,102	3,163	-0.1	-2.0	614	611	590	0.5	4.1
Financial Activities	11,087	11,098	10,881	-0.1	1.9	1,825	1,822	1,780	0.2	2.5
Professional and Business Services	16,849	17,217	16,144	-2.1	4.4	3,136	3,129	3,073	0.2	2.1
Educational and Health Services	22,434	22,524	21,887	-0.4	2.5	9,619	9,600	9,498	0.2	1.3
Leisure and Hospitality	13,908	14,366	14,109	-3.2	-1.4	5,878	5,831	5,785	0.8	1.6
Other Services	5,170	5,177	5,210	-0.1	-0.8	2,149	2,165	2,054	-0.7	4.6
Government	15,615	15,410	15,308	1.3	2.0	12,029	12,033	12,123	0.0	-0.8

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

Minnesota Economic Indicators

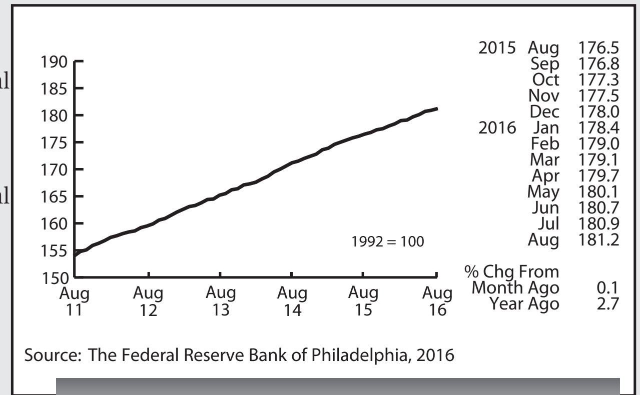
Highlights

The **Minnesota Index** continued to inch up in August, gaining 0.1 percent for the second straight month. Falling wage and salary employment combined with the third consecutive monthly uptick in the state's unemployment rate has limited the index's growth rate over the last few months. The U.S. Index climbed 0.2 percent for the ninth month in a row in August.

Minnesota's index is up 2.7 percent from a year ago while the U.S. index has gained 3.0 percent since last August. The average over-the-year growth for the Minnesota Index between 2011 and 2015 was 3.4 percent compared to 3.1 percent for the U.S. Minnesota's index has average 2.7 percent in 2016 which is slightly behind the 3.0 percent averaged nationally. Minnesota's economy grew faster than the national economy for the first few years after the recession but has been growing slower than the U.S. economy since 2015.

After adding over 20,000 jobs over the previous two months the Minnesota job market cooled in August as adjusted **Wage and Salary Employment** slipped by 1,500 jobs. Private sector employment declined by 2,100 positions while the public sector added 600 jobs. Construction, Manufacturing, and All Other Services cut the most jobs. Six of the supersectors lost jobs, one saw no change, and four added workers. Trade, Transportation, and Utilities accounted for more than half of the jobs added.

Minnesota's year-over-year job growth rate dipped to 1.4 percent in August which again trailed the U.S. year-over-year rate of 1.7 percent. Minnesota's annual average growth through August stands at 1.3 while the U.S. average is 1.8 percent. Minnesota's annual job growth has lagged behind national job growth since 2014.



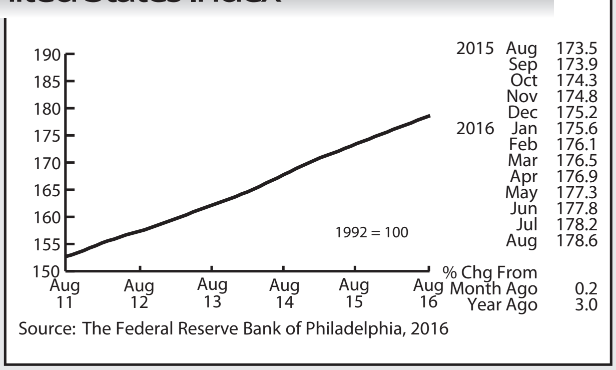
Source: The Federal Reserve Bank of Philadelphia, 2016

Minnesota Index

Online Help-Wanted Ads moved upwards for the second straight month, jumping to 133,200, the highest level since April. Minnesota's online job advertising climbed 1.7 percent in August and was flat nationally. The results of Minnesota's Job Vacancy Survey, another proxy for labor demand, covering the second quarter of 2016, were recently released. Job vacancies were down slightly from the same period in 2015, 0.4 percent, but remain robust by historical standards. Minnesota accounted for 2.8 percent of U.S. online job vacancies in August and 2.0 percent of U.S. jobs. The state has 25 percent more online help-wanted ads than would be expected given the state's share of U.S. jobs. That ranks fifth highest behind Colorado (43 percent), Alaska (34 percent), Massachusetts (28 percent), and Montana (28 percent) when state share of online job advertising is compared to state share of jobs.

Minnesota's **Purchasing Managers' Index (PMI)** dropped for the third consecutive month in August to 49.4, the lowest reading since last December. The Mid-American Business Conditions Index which includes Minnesota and the corresponding national index, the PMI (Purchasing Manager' Index), recorded 47.8 and 49.4 respectively in August. The sub 50 readings for all three indices indicate that manufacturing contracted in Minnesota, the Mid-American states, and nationally.

United States Index



Source: The Federal Reserve Bank of Philadelphia, 2016

Adjusted **Manufacturing Hours** rebounded in August to 40.5 hours but remain below last year's level. Average weekly **Manufacturing Earnings** rose for the first time in five months to $811.50. July's average weekly factory earnings were the lowest in over three years. Real manufacturing earnings continue to run more than 3 percent below 2015 earnings. Minnesota manufacturers have expanded payroll numbers every year since 2011, but unless hiring picks up during the last part of 2016 manufacturing employment will be flat for the year.

The **Minnesota Leading Index** plunged for the second straight month, falling to its lowest reading since September 2010. August's reading of 0.85 implies that Minnesota's economic growth over the next six months will slow substantially. This indicator has given off false one-month warnings in the past so expect a jump in the leading index next month as data revisions come in.

Adjusted **Residential Building Permits**, after being somewhat disappointing during the first half of the year, surged in August to their third highest monthly total in over 10 years. August's 2,094 building permits were 17.1 percent higher than in July and 26.9 percent above a year ago. Unless home building picks up during the last few months of 2016, home building activity for the year will come in at roughly 2015's level.

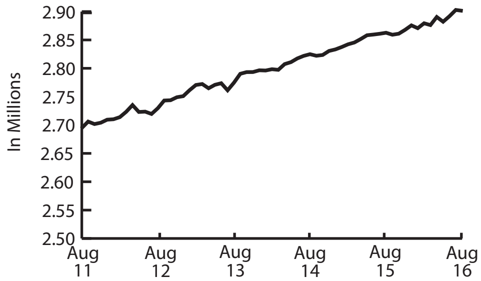
The number of Minnesotans filing new applications for jobless benefits inched down in August to 18,139. Minnesota's **Initial Claims for Unemployment Benefits (UB)** remain historically low, continuing to signal that the state's layoff rate remains in check even as hiring slows slightly.

by Dave Senf

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	Mar	2.8762
	Apr	2.8905
	May	2.8821
	Jun	2.8918
	Jul	2.9029
	Aug	2.9014

% Chg From Month Ago -0.1

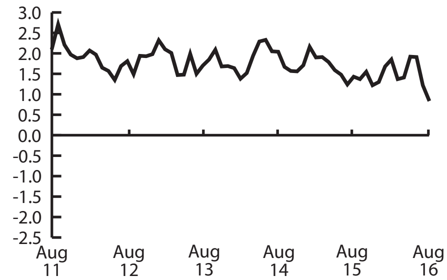
unadjusted

2015	Aug	2.8841
2016	Aug	2.9247

% Chg From Year Ago 1.4%

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

Minnesota Leading Index

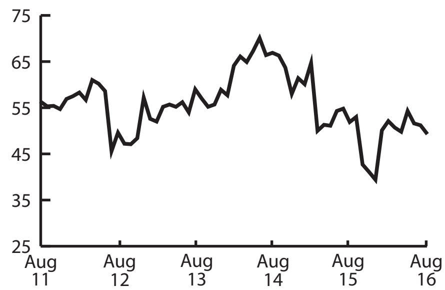


2015	Aug	1.43
	Sep	1.37
	Oct	1.55
	Nov	1.22
	Dec	1.30
2016	Jan	1.68
	Feb	1.85
	Mar	1.37
	Apr	1.41
	May	1.92
	Jun	1.91
	Jul	1.22
	Aug	0.85

% Chg From Month Ago -30.1
Year Ago -40.3

Source: The Federal Reserve Bank of Philadelphia, 2016

Purchasing Managers' Index

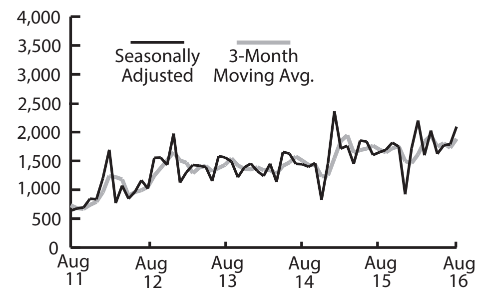


2015	Aug	51.9
	Sep	53.0
	Oct	42.7
	Nov	41.1
	Dec	39.4
2016	Jan	50.1
	Feb	52.1
	Mar	50.7
	Apr	49.8
	May	54.3
	Jun	51.6
	Jul	51.2
	Aug	49.4

% Chg From Month Ago -3.5
Year Ago -4.8

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

Residential Building Permits



seasonally adjusted

2016	Mar	1,598
	Apr	2,026
	May	1,622
	Jun	1,770
	Jul	1,789
	Aug	2,094

% Chg From Month Ago 17.1

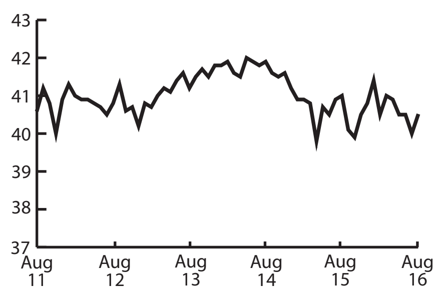
unadjusted

2015	Aug	2,004
2016	Aug	2,795

% Chg From Year Ago 39.5%

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

Average Weekly Manufacturing Hours



seasonally adjusted

2016	Mar	41.0
	Apr	40.9
	May	40.5
	Jun	40.5
	Jul	40.0
	Aug	40.5

% Chg From Month Ago 1.3

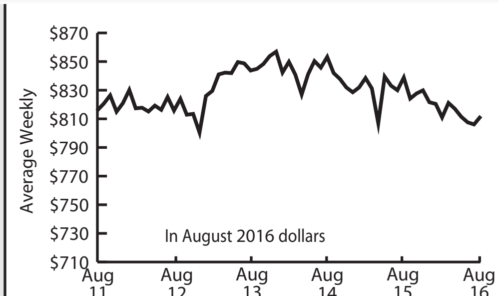
unadjusted

2015	Aug	41.3
2016	Aug	40.7

% Chg From Year Ago -1.5%

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

Manufacturing Earnings



seasonally adjusted

2016	Mar	821.11
	Apr	817.02
	May	811.45
	Jun	807.58
	Jul	806.10
	Aug	811.50

% Chg From Month Ago 0.7

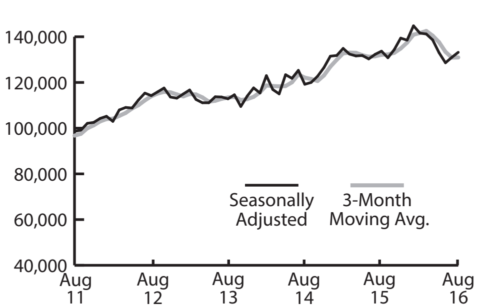
unadjusted

2015	Aug	845.75
2016	Aug	819.29

% Chg From Year Ago -3.1%

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

Online Help-Wanted Advertising

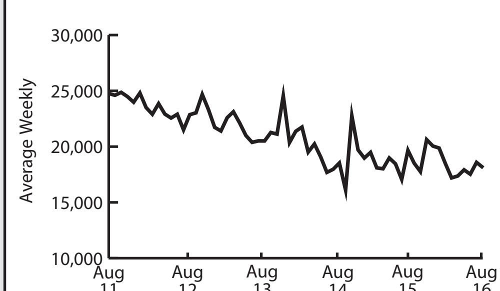


2015	Aug	133,700
	Sep	130,800
	Oct	134,400
	Nov	139,400
	Dec	138,500
2016	Jan	144,800
	Feb	141,600
	Mar	141,200
	Apr	138,600
	May	133,000
	Jun	128,600
	Jul	131,000
	Aug	133,200

% Chg From Month Ago 1.7
Year Ago -0.4

Source: The Conference Board Inc., 2016

Initial UB Claimants



seasonally adjusted

2016	Mar	17,195
	Apr	17,370
	May	17,919
	Jun	17,529
	Jul	18,587
	Aug	18,139

% Chg From Month Ago -2.4

unadjusted

2015	Aug	13,166
2016	Aug	13,181

% Chg From Year Ago 0.1%

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

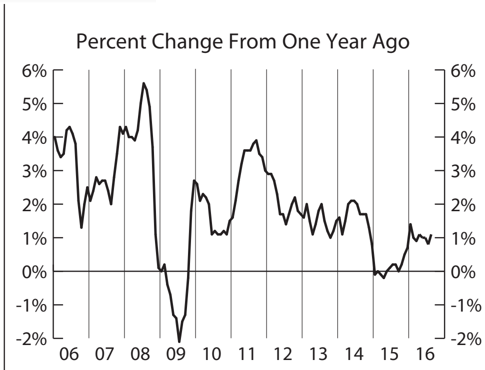
Minnesota Employment **Review**

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

PRE-SORTED
FIRST-CLASS MAIL
POSTAGE & FEES
PAID
PERMIT NO. 8717

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



The Consumer Price Index for All Urban Consumers (CPI-U) increased 0.2 percent in August on a seasonally adjusted basis the U.S. Bureau of Labor Statistics reported today. The increase in the all items index was caused by a rise in the index for all items less food and energy. It increased 0.3 percent in August, the largest increase since February 2016, as the indices for shelter and medical care advanced. The indices for used cars and trucks, household furnishings and operations, recreation, and airline fares all declined in August.

The all items index rose 1.1 percent for the 12 months ending August, a larger increase than the 0.8 percent rise for the 12 months ending July. The food index was unchanged over the last year, while the energy index declined 9.2 percent.

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

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

Editor:
Carol Walsh

Assistant Editor:
M. B. Hummel

Technical Editor:
Nick Dobbins

Statistics:
Nick Dobbins

Writers:
Nick Dobbins
Luke Greiner
Cameron Macht
Tim O'Neill
Mark Schultz
Dave Senf

Graphics/Layout: and Website Preparation:
Mary Moe

Commissioner:
Shawntera Hardy

LMI Office Director:
Steve Hine

Assistant Director and Technical Supervisor:
Oriane Casale

What's Going On?

The U.S. Department of Labor has awarded Minnesota $2.5 million to help adults and youth with disabilities find employment. DEED will use the funding to improve employment outcomes and increase the number of individuals with disabilities who earn credentials, provide diverse training opportunities, facilitate academic and employment transition among youth, incorporate flexible approaches to designing and providing training and support services, build effective community partnerships, and promote more active engagement with business.

EMPLOYMENT AND ECONOMIC DEVELOPMENT
MINNESOTA

Minnesota's Tight Labor Market

If you are reading this issue of Employment Review, you are probably well-versed in the number and variety of labor market resources available through the Department of Employment and Economic Development (DEED). If you happened to grab this publication out of the blue, however, you should know that there are over 20 labor market information tools readily available online just waiting to be discovered. These tools vary widely, and cover everything from occupational wages to industry projections to unemployment statistics. One of these tools, the Job Vacancy Survey, will be the main focus of this feature article.

The Job Vacancy Survey 101

Data from DEED's Job Vacancy Survey (JVS) are frequently used to highlight hiring demand across the state of Minnesota. The previous issue of Employment Review pulled fourth quarter 2015 JVS data to analyze the job market in Southeast Minnesota. Since the release of that issue, new second quarter 2016 JVS data have been released. So what do these data consist of, and what can they be used for?

Data within DEED's JVS come from a stratified sample of approximately 10,000 business establishments in 13 different regions of Minnesota. Knowing this, individuals using these data can analyze job vacancies in their area by industry and occupation. Beyond the simple number of vacancies, the data can also be broken down by a number of characteristics, including wages and benefits, education and experience requirements, firm size, and full-time versus part-time status. Additionally, users of the data can look at vacancy trends going back to 2001. With the most recent release of data, everyone from job-seekers and employment counselors to educational program planners and employers can see where current hiring demand is and how it has changed over time.

The Tables Have Turned

More than seven years after the height of the Great Recession, the labor market in Minnesota has changed drastically. On one hand, job growth has come roaring back, with the economy adding more than 280,000 jobs since the depths of the recession in 2009. In line with job expansion, the state's unemployment rate has shrunk from a high of 7.8 percent in 2009 to 3.6 percent in 2015. On the other hand, however, the state's population has been steadily aging with the number of Minnesotans turning 65 in this decade (about 285,000) greater than the past four decades combined.[1] One result is that baby-boomers will be retiring at accelerated rates. So what does this all mean for hiring in Minnesota? To put it bluntly, employers are becoming desperate for workers.

As of the second quarter 2016 the JVS recorded 97,580 job vacancies. While essentially the same as the previous year, job vacancies have risen consistently each year since 2009. When you compare job vacancies with declining unemployment, you can see just how tight Minnesota's labor market has become. For example, at the height

of the Great Recession in 2009, there were more than eight unemployed people for every job vacancy. Buffeted with high competition for available jobs, those seeking employment during this period knew the "creative job search" phrase all too well. As of 2016, the number of unemployed people per job vacancy has plummeted to about one. In this current market it is now employers who find themselves having to be creative to find and retain workers (see Figure 1).[2]

Current Hiring Demand

Beyond the total number of vacancies reported, DEED's JVS tool reports on the distribution of such vacancies by industry sector. For example, over one in five reported vacancies were in Health Care and Social Assistance, making it the number one in-demand industry in the second quarter of 2016 (see Figure 2). Additionally, vacancies within Health Care and Social Assistance increased by 15.2 percent over the year, highlighting the need for workers in Minnesota's largest-employing industry sector.

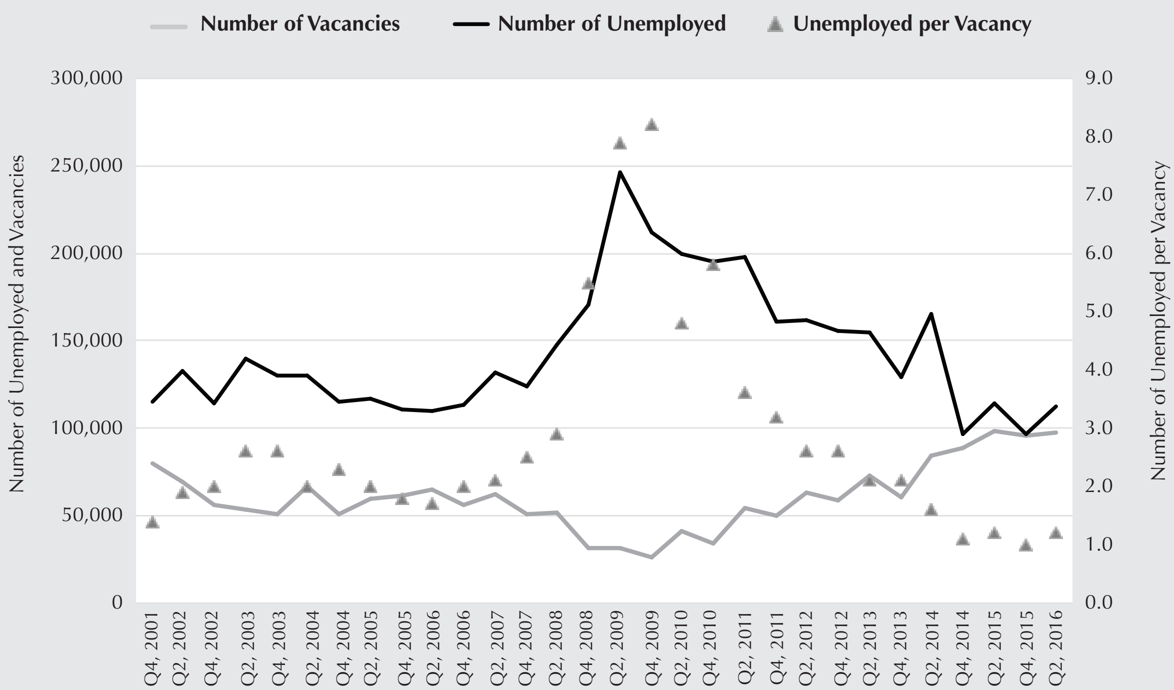
Down the line, Construction accounted for 7 percent of current demand in the state with approximately 6,700 reported vacancies. During the height of the recent recession, construction employers reported less than 400 vacancies, but demand has increased dramatically since 2009. Within the past year alone, construction vacancies spiked by 74 percent, making it the fastest-growing industry for demand. Other sectors reporting significant over-the-year growth in demand include Finance and Insurance, Manufacturing, Other Services, and Administrative and Support Services.

Shifting Demographics

According to employment data from the U.S. Census Bureau's Quarterly Workforce Indicators (QWI) tool, the percentage of statewide jobs held by older workers has increased significantly. Between the second quarters of 2010 and 2015 the number of jobs held by those 55 and older expanded by 27.3 percent. This change was three times faster than total employment growth. So what does this have to do with current vacancies?

As previously stated, the shift towards an older workforce will inevitably lead to a rapid increase in retirements. Transportation and Warehousing provides a prime example of this reality. Between the second quarters of 2010 and 2015, Transportation and Warehousing employment grew by 16.1 percent. At the same time, however, Transportation and

Figure 1: Minnesota Job Vacancies and Unemployed Workers by Quarter, 2001-2016



Source: DEED Job Vacancy Survey (JVS), Local Area Unemployment Statistics (LAUS)

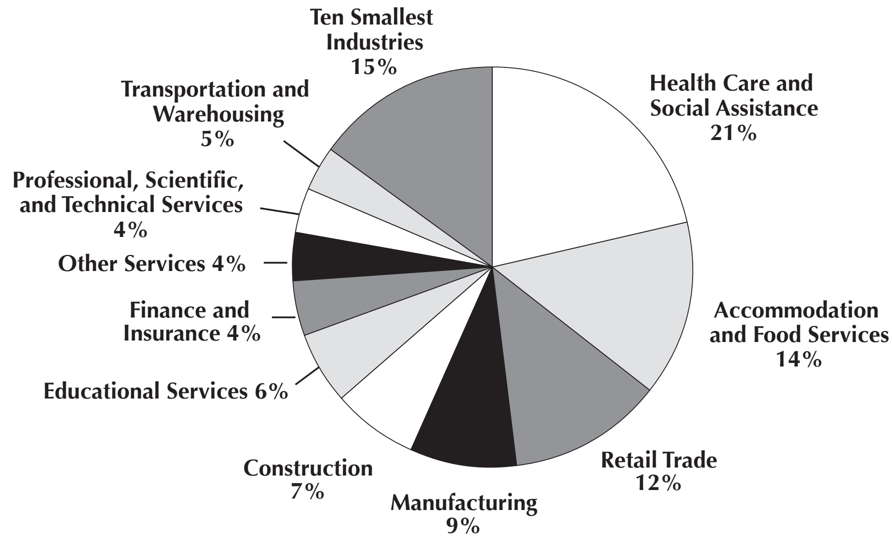
[1]http://mn.gov/admin/demography/data-by-topic/aging/
[2]For employers having difficulties finding workers, visit DEED's website at mn.gov/deed/business/finding-workers/ for helpful resources.

Warehousing jobs held by those 55 and older grew by 42.0 percent. Assuming these older workers are beginning to retire at accelerated rates, the number of vacancies reported in this industry would be expected to increase in recent years. And that is exactly what has happened. Between the second quarters of 2010 and 2015, Transportation and Warehousing vacancies have climbed by an annual average of 37.8 percent. These trends are found in almost every industry sector in Minnesota (see Table 1).

What about Occupations?

One of the strengths of DEED's JVS tool is that it can be utilized by job-seekers and students looking to discover which specific occupations are showing the most demand in

Figure 2: Minnesota Job Vacancies by Industrial Division, Q2 2016



Source: DEED Job Vacancy Survey

Table 1: Job Vacancy Trends by Industry

Industry	Q2 2016 Vacancies	Q2 2010 – Q2 2016 Avg. Annual Change in Vacancies	Q2 2010 – Q2 2015 Employment Change: Total Change Percent	Q2 2010 – Q2 2015 Employment Change: Percent Change in Jobs Held by Those 55 and Older
Total, All Industries	**97,580**	**22.6%**	**9.1%**	**27.3%**
Health Care and Social Assistance	20,875	24.7%	12.2%	27.6%
Accommodation and Food Services	14,020	37.3%	11.6%	34.9%
Retail Trade	11,987	25.5%	0.5%	18.0%
Manufacturing	8,536	21.1%	9.6%	37.2%
Construction	6,696	74.7%	34.9%	64.1%
Educational Services	5,801	7.4%	5.8%	13.5%
Finance and Insurance	4,233	11.5%	1.3%	24.9%
Other Services, Excluding Public Administration	3,914	46.3%	4.8%	20.1%
Professional and Technical Services	3,473	9.5%	14.5%	31.3%
Transportation and Warehousing	3,404	37.8%	16.1%	42.0%
Wholesale Trade	3,022	18.6%	6.3%	31.6%
Administrative and Waste Services	2,899	22.0%	11.0%	38.4%
Arts, Entertainment, and Recreation	2,286	11.6%	-1.7%	13.9%
Management of Companies	2,058	16.5%	17.2%	40.4%
Public Administration	1,963	13.9%	10.0%	20.2%
Information	1,428	5.0%	-2.5%	16.1%
Agriculture	418	22.3%	21.4%	50.2%
Real Estate and Rental and Leasing	399	-0.9%	6.3%	23.9%
Utilities	137	11.5%	-26.0%	-13.5%

Source: DEED JVS, U.S. Census Bureau Quarterly Workforce Indicators (QWI)

Minnesota and its regions. This is especially useful considering the tightness of the current labor market.

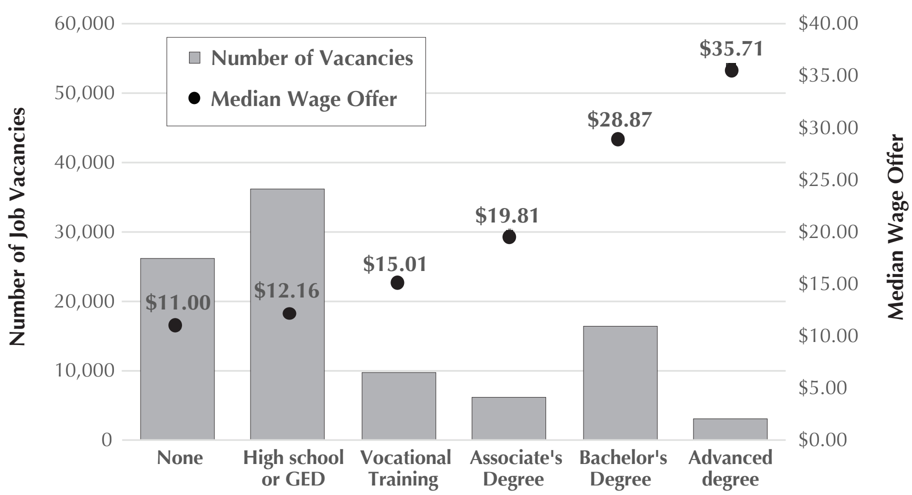
Staying with Transportation, there were over 6,100 vacancies reported during the second quarter 2016 in Transportation and Material Moving Occupations. Filtering down to specific occupations, users of the JVS tool will discover employers reported more than 2,000 Heavy Tractor-Trailer Truck Driver vacancies or approximatley one-third of total Transportation and Material Moving vacancies. With only seven occupations reporting more vacancies this is most certainly a high-demand occupation.

Once users discover where the hiring demand is, they can explore the data further to learn about vacancy characteristics. Of those more than 2,000 Heavy and Tractor-Trailer Truck Driving vacancies, for example, only 8 percent required post-secondary education. Zooming out, only 3 percent of Transportation and Material Moving vacancies required post-secondary education. Zooming out yet again, only 36 percent of those 97,580 vacancies reported for the second quarter 2016 required post-secondary education. In other words, the majority of vacancies in Minnesota's current job market do not require post-secondary education (see Figure 3).

In addition to educational requirements, the JVS reveals data on part-time work reported, temporary or seasonal work reported, the percentage of vacancies requiring related work experience, the percentage of vacancies requiring a certificate or license, median wage offers, and more.

With all of these data waiting to be discovered, job-seekers, students, and others have the opportunity to take advantage of current labor market conditions and find new or better employment successfully. Check out DEED's Job Vacancy Survey at mn.gov/deed/jvs.

Figure 3: Minnesota Job Vacancies by Education, Q2 2016



Source: DEED Job Vacancy Survey

by Tim O'Neill
Regional Analyst, Twin Cities
Minnesota Department of Employment and Economic Development

MINNESOTA EMPLOYMENT AND ECONOMIC DEVELOPMENT

M is for Mortician

There is more to a mortician's job than simply making the funeral arrangements. These include other tasks such as arranging for clergy members to perform needed services, organizing pallbearers and informing them of their duties, providing information on funeral service options and products, and conducting the series of events to prepare the deceased for their funeral. They also perform a host of other duties such as offering counsel and comfort to bereaved family and friends and participating in community activities for funeral home promotion. While this may not seem like a pleasant job to many, it is an essential occupation to help the bereaved celebrate the life of their deceased loved one (see Table 1).

Table 2: Mortuary Science Program Information and National Board Exam Statistics

2014 Program Information				
Number of New Students	**Number of Graduates**	**Timely Graduation***	**Percent Employed**	**Left Before Completion**
37	30	91%	83%	1
* Timely graduation = complete program in 1 ½ time designated program length				

National Board Exam Statistics			
Year and Degree Type	**Number of Takers**	**Number Passed**	**Percent Passed**
2012 Arts	33	30	91%
2012 Science	30	27	90%
2013 Arts	38	35	92%
2013 Science	40	39	98%
2014 Arts	27	21	78%
2014 Science	26	23	88%

Source: American Board of Funeral Service Education

Table 1: Other Tasks of a Mortician

Obtain information needed to complete legal documents, such as death certificates or burial permits
Oversee the preparation and care of the remains of people who have died
Consult with families or friends of the deceased to arrange funeral details, such as obituary notice wording, casket selection, or plans for services
Plan, schedule, or coordinate funerals, burials, or cremations, arranging details such as floral delivery or the time and place of services
Perform embalming duties as necessary
Contact cemeteries to schedule the opening and closing of graves
Maintain a casket display area
Close caskets and lead funeral corteges to churches or burial sites
Inform survivors of benefits for which they may be eligible
Discuss and negotiate prearranged funerals with clients
Maintain financial records, order merchandise, or prepare accounts
Provide or arrange transportation between sites for the remains, mourners, pallbearers, clergy, or flowers
Plan placement of caskets at funeral sites or place or adjust lights, fixtures, or floral displays
Direct preparations and shipment of bodies for out-of-state burial
Manage funeral home operations, including the hiring, training, or supervision of embalmers, funeral attendants, or other staff
Clean funeral home facilities and grounds
Receive or usher people to their seats for services

*Source: 0*Net OnLine (www.onetonline.org)*

In Minnesota there appears to be only one public educational institution that offers a bachelor's degree in Mortuary Science – the University of Minnesota in Minneapolis. During the fall semester of each year the program admits between 30 and 36 new students, and for those who already have a bachelor's degree there are two "accelerated track" plans available. From the 2014 program information and national board exam statistics, as seen in Table 2, it seems that this program has a pretty solid outcome for their graduates.

In Minnesota there are approximately 460 morticians, undertakers, and funeral directors in 487 funeral homes in 346 cities. There are an additional 540 funeral attendants in the state. With a median wage of $29.04 per hour, morticians make almost 54 percent more than the median wages across all occupations ($18.88) while funeral attendants, with a median wage of $13.08, make about 37 percent less (see Table 3).

There is quite a bit of variation in the employment and wages for morticians depending on the area of the state. Not surprisingly the highest employment is in the Seven County Metro area. The highest median wages, however, are in the Southeast regions at $38.23, which is just shy of $10 higher than the median wage in the metro (see Table 4).

While morticians may not make up a large percentage of the jobs in Minnesota, they are, nonetheless, an important presence in the labor market and provide needed services for those who have experienced the loss of a loved one.

By Mark Schultz
Regional Analyst, Southeast Minnesota
Minnesota Department of Employment and Economic Development

Table 3: Employment and Wages for Mortuary Science in Minnesota

Occupation	Employment	Wage Percentiles				
		10th	25th	Median	75th	90th
Total, All Occupations	2,772,240	$9.38	$12.40	$18.88	$29.60	$44.78
Morticians, Undertakers, and Funeral Directors	460	$17.09	$23.54	$29.04	$35.45	$41.31
Funeral Attendants	540	$9.85	$11.00	$13.08	$15.82	$18.30

Source: DEED Occupational Employment Statistics (OES)

Table 4: Regional Employment and Wages

Region	Employment	Median Wage	Total Openings 2012-2022
Minnesota	460	$29.04	110
Seven County Metro	220	$25.56	30
Southeast	20	$38.23	N/A
Southwest	N/A	N/A	N/A
Central	30	$33.94	10
Northeast	N/A	N/A	10
Northwest	10	$22.83	10

Source: DEED Occupational Employment Statistics (OES)

N *is for Night Watchman*

Night Watchmen, more commonly known as Security Guards, are an integral part of every industry as they protect businesses and companies large and small on a daily basis. But there is so much more to this job than simply guarding, patrolling, and monitoring areas in order to prevent from theft, violence, and rule violations and locking doors and gates. As seen in Table 1, the tasks of a Night Watchman require high attention to detail for writing reports, strong communication skills, and working well with others when trying to de-escalate a situation or working with police and firefighters, as well as the ability to keep calm during medical emergencies.

According to DEED's Job Vacancy Survey, 44 percent of the current vacancies for night watchmen are part-time. Tack on the fact that the median hourly wage for this job in Minnesota is $14.53 (starting wage is around $10.36 per hour), which does not meet the $17.57 wage threshold to cover the basic cost of living needs for the average family in Minnesota, this position may not be a career for someone. However, working as a night watchman can provide valuable experience for those looking to work as a correctional officer, police officer, or sheriff's deputy, all of which pay well more than the hourly wage to meet basic cost of living needs. Marshall Ogren, who has spent 11 years working as a police officer and 15 years in correctional services, states that "*In my experience, prior work history as a security officer can provide a foundation to be a competitive candidate for a protective services job. Security officers are often trusted to be custodians of areas or facilities that are generally off-limits to the public. A candidate can leverage security officer work experiences to highlight qualities such as: trustworthy, mature, self-directed, and reliable. Security officers may encounter situations that require them to make decisions about handling the incident or calling law enforcement. This type of experience can serve to highlight the candidate's experience with stressful situations and exercising discretion.*"

Not only is a job as a night watchman a good source of professional experience to help a candidate move on to other jobs in corrections, it may also be an excellent source of extra income as a second job. As mentioned earlier, 44 percent of the current vacancies are part-time, which would allow some who work a full-time, regular job to work part-time, including nights and weekends, to help supplement their current income. This would be perfect for individuals who like to live a more lavish lifestyle, people trying to save up for a big vacation or Christmas presents, and college grads trying to pay off their school loans, just to name a few. The part-time nature of some of the vacancies would also include night and weekend hours which would allow for more flexibility than a regular 9 to 5 job.

Table 1: Other Tasks of a Night Watchman

Answer alarms and investigate disturbances
Monitor and authorize entrance and departure of employees, visitors, and other persons to guard against theft and maintain security of premises
Write reports of daily activities and irregularities, such as equipment or property damage, theft, presence of unauthorized persons, or unusual occurrences
Patrol industrial or commercial premises to prevent and detect signs of intrusion and ensure security of doors, windows, and gates.
Call police or fire departments in cases of emergency, such as fire or presence of unauthorized persons
Respond to medical emergencies by administering basic first aid or by obtaining assistance from paramedics
Circulate among visitors, patrons, or employees to preserve order and protect property
Warn persons of rule infractions or violations, and apprehend or evict violators from premises, using force when necessary
Answer telephone calls to take messages, answer questions, and provide information during non-business hours or when switchboard is closed
Operate detecting devices to screen individuals and prevent passage of prohibited articles into restricted areas
Inspect and adjust security systems, equipment, or machinery to ensure operational use and to detect evidence of tampering
Escort or drive motor vehicle to transport individuals to specified locations or to provide personal protection
Monitor and adjust controls that regulate building systems, such as air conditioning, furnace, or boiler

*Source: O*Net OnLine (www.onetonline.org)*

Figure 1 illustrates the vacancy trends from the second quarter of 2010 to the fourth quarter of 2015. No clear pattern appears of increases and decreases from seasonality is shown, but what is certain is that Minnesota has seen a general trend upward during this time, with an increase of 201 from second quarter 2010 to fourth quarter 2015. It is possible that this is a response to the increased threats of terroristic activity in the nation which causes employers to make extra efforts to protect their companies and enterprises.

There is quite a bit of variation in the employment and wages for night watchmen depending on area of the state. It's not too shocking to see that the highest employment is in the Seven County Metro area. Central Minnesota, however, has the highest wages. The $25.45 median hourly wage in this area is over 10 dollars higher than the next highest paying region, Northwest Minnesota (see Table 3). Additionally, the Seven County Metro area is expected to see the highest number of openings, followed by Southeast Minnesota, while the Southwest region is projected to see the least number of openings.

Working as a night watchman may not become a career for many individuals, but it is definitely a job that is needed in the state of Minnesota. Based on the job tasks listed above, it seems that it can be an interesting and challenging job for those who like to test themselves. With many of the openings spread throughout the state, those who need a second source of income, and the flexibility that these jobs may offer may also find a job as a night watchman attractive and available throughout Minnesota. It is definitely a job that is needed and, if the current trends continue, there will always be openings to fill.

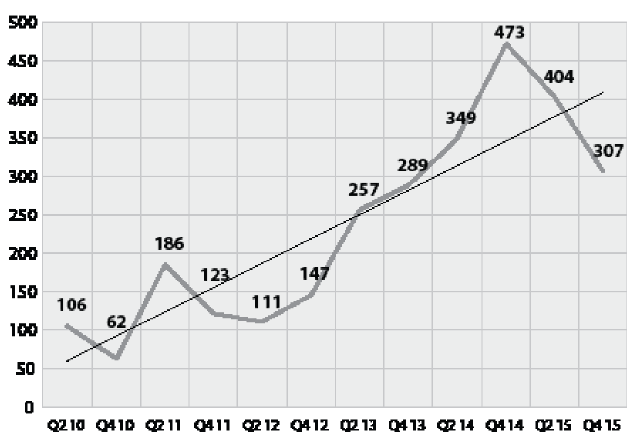
By Mark Schultz
Regional Analyst, Southeast Minnesota
Minnesota Department of Employment
and Economic Development

Table 2: Employment and Wages for Night Watchmen and Related Correctional Occupations

Occupation	Employment	Wage Percentiles				
		10th	25th	Median	75th	90th
Total, All Occupations	2,772,240	$9.38	$12.40	$18.88	$29.60	$44.78
Security Guards	10,550	$10.36	$12.46	$14.53	$18.88	$26.29
Police and Sheriff's Patrol Officers	8,790	$18.44	$23.95	$29.78	$34.66	$37.64
Correctional Officers and Jailers	4,740	$16.77	$19.63	$22.76	$26.23	$30.10
Detectives and Criminal Investigators	1,190	$22.09	$26.96	$33.98	$38.97	$59.04
Firefighters	5,680	$9.22	$11.09	$14.43	$18.70	$25.49
Fire Inspectors and Investigators	150	$22.60	$26.88	$32.06	$35.86	$38.58

Source: DEED Occupational Employment Statistics (OES)

Figure 1: Vacancy Trends in Minnesota



Source: DEED Job Vacancy Survey (JVS)

Table 3: Regional Employment and Wages

Region	Employment	Median Wage	Total Openings 2012-2022
Seven County Metro	7,510	$14.32	2,090
Southeast	510	$14.88	290
Southwest	270	$13.94	30
Central	760	$25.45	100
Northeast	480	$12.74	120
Northwest	600	$14.93	160

Source: DEED Occupational Employment Statistics (OES)