Minnesota Department of Employment and Economic Development

Review ONLINE

Minnesota Employment Review

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March 2016 Data...April 2016 Issue

Features:

Minnesota's Retirement Reality

C is for Carpenter

D is for Dentist

In this issue:

American Indian Workforce Challenges and Opportunities

Recently released data from the American Community Survey (ACS) brought racial disparities in Minnesota's economy to the forefront, with much of the focus initially placed on the low incomes and high unemployment rates for Black or African American residents in the Twin Cities metro area. But unemployment rates vary by race across the state, and Northwest Minnesota faces workforce challenges that are distinct from other regions.

Just as Blacks find specific barriers to employment in the metro area, there are also significant employment disparities for American Indians in Northwest Minnesota. Statewide, unemployment rates for American Indian and Alaska Natives were even higher than for Blacks, so if race is the framework used to assess workforce development needs, a sense of urgency is appropriate for the American Indian community as well.

With nearly 22,000 people, well over one-third (37.6 percent) of the state's American Indian population lives in the 26-county Northwest Minnesota region, including about 15,000 people residing on the Red Lake, Leech Lake, and White Earth reservations. In comparison, only 10.3 percent of the state's total population lives in the Northwestern part of the state.

American Indians are the largest minority group in Northwest Minnesota, and they have the highest unemployment rate. Statewide the 2010 to 2014 unemployment rate estimate for American Indians was 17.4 percent compared to 16.4 for Black or African Americans. In Northwest Minnesota the rate for American Indians was 21.6 percent, 15 points higher than that of the region's overall population (see Table 1).

Table 1: Northwest Minnesota Employment Characteristics by Race and Origin, 2014

	Northwest Minnesota			Twin Cities		Minnesota		
Race and Hispanic Origin	Labor Force	Labor Force Participation Rate	Unemploy-ment Rate	Labor Force Participation Rate	Unemploy-ment Rate	Labor Force	Labor Force Participation Rate	Unemploy-ment Rate
Total Labor Force	286,124	64.6%	6.2%	72.3%	6.8%	2,977,637	70.1%	6.5%
White alone	267,956	64.7%	5.5%	72.7%	5.6%	2,607,068	70.2%	5.6%
Black or African American	1,836	62.6%	15.1%	69.5%	16.2%	137,313	68.0%	16.4%
American Indian and Alaska Native	8,852	61.5%	21.6%	60.9%	15.8%	24,118	59.4%	17.4%
Asian and Other Pacific Islander	2,157	70.7%	5.8%	70.4%	7.6%	121,498	70.6%	7.2%
Some Other Race	1,647	68.1%	12.0%	77.5%	10.7%	39,691	76.2%	11.0%
Two or More Races	3,759	64.7%	12.8%	71.6%	13.6%	46,714	69.5%	13.2%
Hispanic or Latino origin	5,845	70.4%	13.5%	77.0%	9.3%	125,615	75.0%	10.1%

Source: 2010-2014 American Community Survey, 5-year estimates

American Indian Labor Force Trends

Employment disparities and historical marginalization are deeply related and widely felt in the region, but have seen changes over time. The U.S. Census Bureau's American Community Survey (ACS) five-year estimates for 2010 to 2014 captures most of the post-recession economic recovery period and are completely independent of the 2005 to 2009 ACS estimates.

Labor force participation increased for American Indian and Alaska Natives in Northwest Minnesota after the recession. Unfortunately, so did the unemployment rate (see Chart 1). Despite regional economic growth, this trend could lead to more discouraged job seekers and less labor force participation if it continues, especially when coupled with the endemic poverty and other social barriers unique to the American Indian population.

Unemployment by Age and Gender

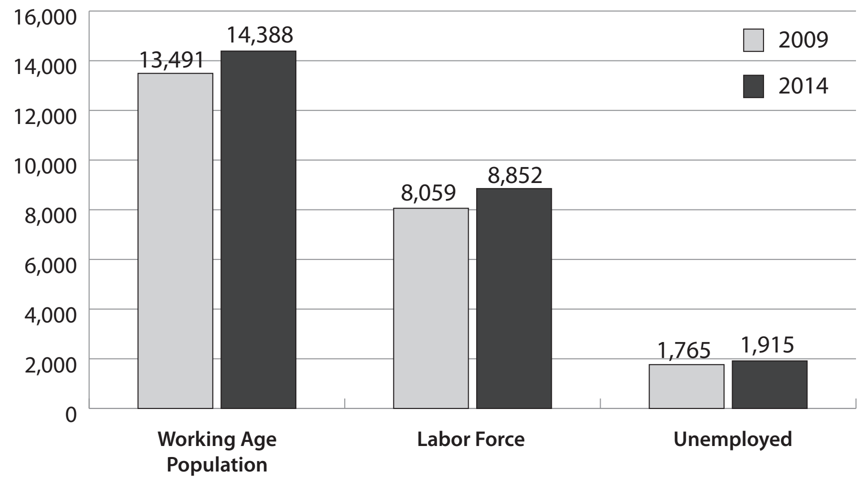
High unemployment rates for American Indian communities is clearly a regional and state concern, with certain segments of their population facing more difficulty than others. American Indians between 16 and 64 years of age living on the Leech Lake, Red Lake, and White Earth reservations had an estimated 25 percent unemployment rate over the past five years, despite a nearly 70 percent labor force participation rate. Both rates were higher on the reservations than the rest of the region (see Table 2).

It appears the high unemployment in younger American Indian populations – particularly among 16- to 34-year-old males – is driving overall trends. At nearly every age, American Indian men experience higher unemployment rates than women on Northwest Minnesota American Indian reservations (see Chart 2).

The largest unemployment disparity between genders is found in the 25- to 34-year-old age group, where unemployment for men is almost 12 percentage points higher (26.0 percent) than for women (14.3 percent). However, this age group does not have the highest unemployment rates. Males from 16 to 24

Chart 1

American Indian and Alaska Native Labor Force in Northwest Minnesota, 2005-2009 - 2010-2014



Source: American Community Survey, 5 year estimates

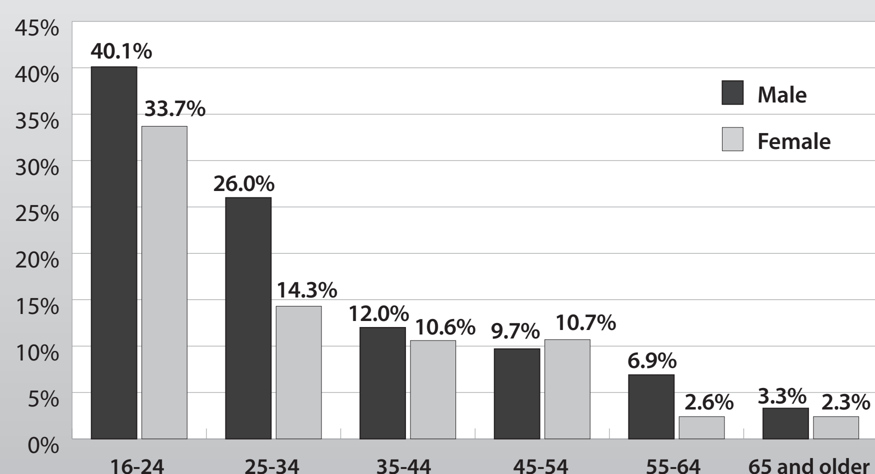
Table 2: Northwest Minnesota American Indian and Native Alaskan Employment, 16-64 years of age, 2014

	Population, 16-64 years	In Labor Force, 16-64 years	Labor Force Participation Rate	Unemployment Rate
Northwest Minnesota	12,979	8,549	65.9%	22.3%
Leech Lake, Red Lake, and White Earth Reservations	7,989	5,503	68.9%	24.9%

Source: 2010-2014 American Community Survey 5-year estimates

Chart 2

Unemployment by Age and Gender, Northwest Minnesota American Indian Reservations, 2014

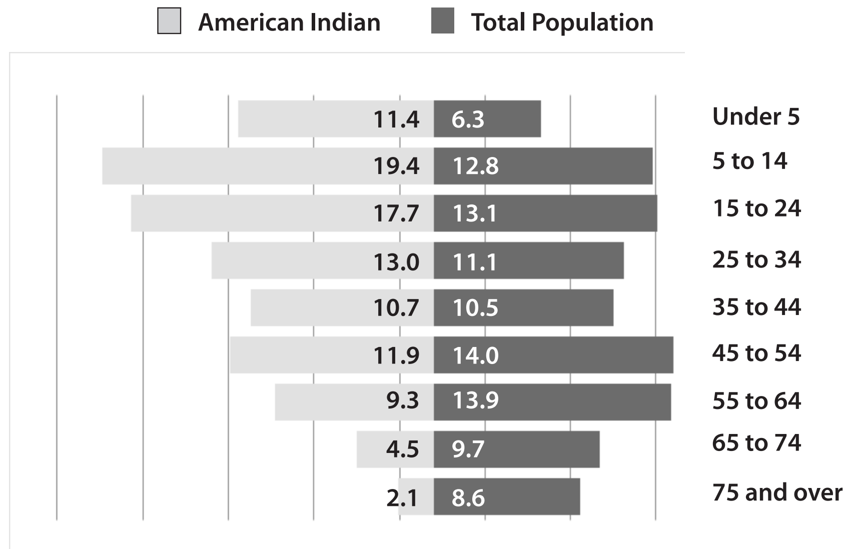


Source: U.S. Census Bureau, American Community Survey, 5 year estimates, 2010-2014 years of age living on the reservations registered over 40 percent unemployment, and females in the same age group did not fare much better, registering a 33.7 percent unemployment rate. Conversely, both genders see unemployment rates fall rapidly after age 35, even dropping to the single digits over 55 years of age.

This drop can partly be explained by the age profile of the American Indian and Native Alaskan community in Northwest Minnesota. Nearly half (48.5 percent) of the American Indian population is less than 25 years old, compared to just one third (32.2 percent) of the total population. On the other end of the age spectrum, another third (32.2 percent) of the Northwest population was 55 years or older and will be retiring or approaching retirement age in the next 10 years. For American Indians, just under 16 percent were 55 years and older in 2014 (see Chart 3).

Chart 3

Northwest Minnesota American Indian Percentage of Population by Age Group, 2014



Source: 2010-2014 American Community Survey, 5-year estimates

In-Demand Job Creation and Skill Training

Efforts to end the unemployment disparities are underway, with several opportunities for in-demand career training and postsecondary education available on Northwest Minnesota reservations. Post-secondary and adult learning programs at the Leech Lake Tribal College, Red Lake Nation College, and White Earth Tribal and Community College, all located on reservations, are training job seekers across the Ojibwe nation. For example, the Northwest Indian Opportunities Industrialization Center's recent grant from the Minnesota Job Skills Partnership's Low Income Worker Training Program is designed to address the employment disparities between American Indians and other ethnic populations in Northwest Minnesota by funding health care training on the Leech Lake and Red Lake reservations.

The Northwest Indian Opportunities Industrialization Center (NWOIC) program is an excellent example of how targeted job training can simultaneously address social needs and the persistent unemployment that harms the region's American Indian population, while also providing workers who are in high demand from local employers. Data from DEED's Occupations in Demand tool shows that both certified

Table 3. Northwest Minnesota Job Vacancy Survey Results, Qtr. 4 2015

Occupation	Job Vacancies	Job Vacancy Rate	Median Wage Offer	Percent Part-time	Percent Requiring Post-secondary Education	Percent Requiring Work Experience	Percent Requiring Certificate or License
Total, All Occupations	***8,251***	***3.8%***	***$12.19***	***39%***	***33%***	***30%***	***40%***
Healthcare Support Occupations	620	7.5%	$11.94	37%	74%	8%	84%
Nursing Assistants	396	9.8%	$12.01	45%	75%	7%	90%
Massage Therapists	125	N/A	$10.85	0%	99%	1%	100%
Home Health Aides	66	2.5%	$11.47	49%	8%	2%	14%
Physical Therapy Assistants	6	7.4%	$16.01	59%	100%	17%	100%
Production Occupations	641	2.6%	$13.15	4%	14%	27%	12%
Assemblers and Fabricators	200	N/A	$13.36	4%	8%	1%	6%
Welders, Cutters, Solderers, and Brazers	96	8.2%	$14.49	11%	27%	37%	31%
Computer-Controlled Machine Tool Operators, Metal	57	8.2%	$12.96	0%	30%	32%	1%
Machinists	14	1.0%	$16.46	0%	78%	68%	92%

Source: DEED Job Vacancy Survey, Qtr. 4 2015

nursing assistants (CNAs) and home health aides are among the most needed occupations in the region. In addition, it's estimated that over 2,300 CNA and home health aide positions will open up in the Northwest Minnesota planning region by 2022. The most recent Job Vacancy Survey shows 620 job vacancies for healthcare support occupations (see Table 3).

Although the NWIOIC health care grant offers opportunities for men to train in non-traditional occupations, females still greatly outnumber males in these occupations. In contrast, American Indian men outnumber women by more that 3-to-1 statewide in production occupations. In light of this, the Minnesota Job Skills Partnership board are also funding two welding training programs that target American Indians in production occupations – one on a reservation and one off. In total, the programs will train almost 80 workers from low-income backgrounds and connect the training to both the regional manufacturing and construction industries. The program has potential to serve the young male demographic which registers the highest levels of unemployment on reservations and fill regional workforce needs.

As shown in Table 3, employers in Northwest Minnesota reported nearly 650 production occupation vacancies in the fourth quarter of 2015. Overall, just 14 percent of those openings required post-secondary education, although that varied greatly by occupation. For example, 78 percent of the machinist vacancies and about 30 percent of the openings for both welders and computer-controlled machine tool operators require post-secondary education. Those occupations also tended to offer higher wages.

Conclusion

Training programs like these aim to chip away at economic disparities in Northwest Minnesota's American Indian communities. Persistently high unemployment and low labor force participation rates can be changed with job placement in an improving economy, but they are also symptoms of long-standing social challenges such as poverty, substance abuse, and low educational attainment. DEED and other statewide organizations are able to provide research and financial support when appropriate, but local tribes understand their workforce challenges more intimately. Leveraging the vast cultural wealth in American Indian communities to reverse these trends only occurs when tribal officials, educators, and industries are engaged in mitigating the economic and social barriers that keep young American Indians out of work.

by Chet Bodin
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Fun With Statistics

The Unemployment rate has been falling in Minnesota since 2009 as businesses expanded and the unemployed labor pool was absorbed and put back to work. Attracting new workers has become a concern. Although it's easy to understand that as the unemployment rate falls there are fewer workers available to fill new vacancies relative to labor force growth, retention also changes.

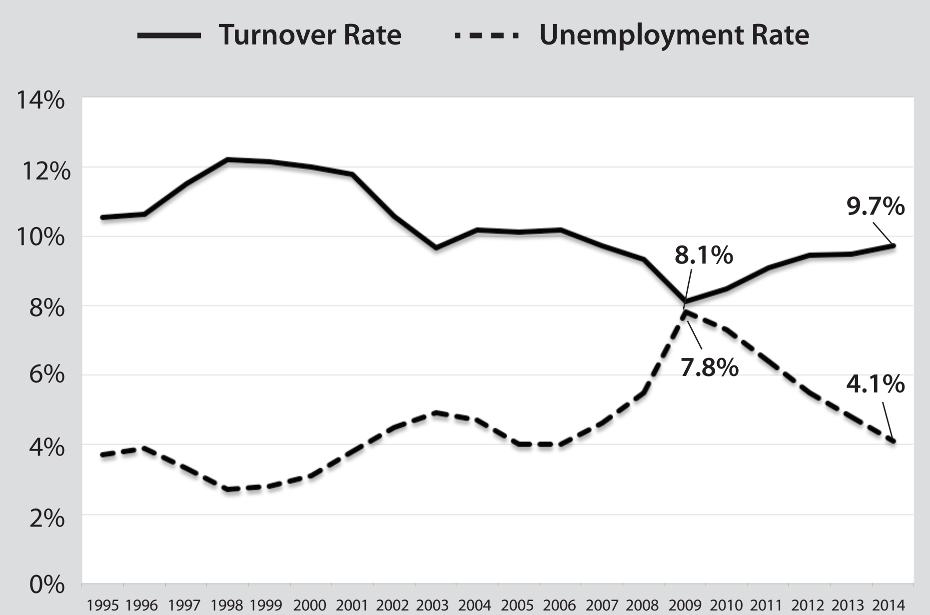
Turnover rates measured by the Bureau of Labor and Statistics capture the average rate of hires and separations within a firm. What's interesting is how correlated the turnover rate is with the unemployment rate. Generally speaking, turnover has an inverse relationship with unemployment rates, meaning that as the rate of unemployment decreases, the turnover rate increases.

The latest Quarterly Workforce Indicator data from the U.S. Census Bureau's Longitudinal Employer-Household Dynamics Program (LEHD) show Minnesota's turnover rate across all industries had increased to 9.7% by 2014, relatively low compared to the 12.2 percent rate in 1998, the same rate experienced during the trough following the 2001 recession. While turnovers are seen as a challenge by many, especially employers, workers who voluntarily change jobs often receive significant wage boosts.

Job Mobility and Wage Growth:
www.bls.gov/opub/mlr/2005/02/art5full.pdf

by Luke Greiner

Minnesota Turnover and Unemployment Rates, 1995-2014



Source: Local Area Unemployment Statistics and Quarterly Workforce Indicators

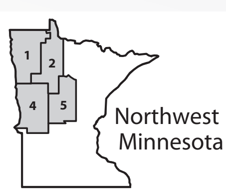
Labor Force Estimates

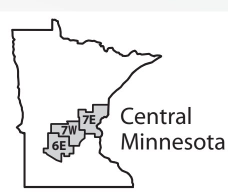
County/Area	Labor Force Mar 2016	Labor Force Feb 2016	Labor Force Mar 2015	Employment Mar 2016	Employment Feb 2016	Employment Mar 2015	Unemployment Mar 2016	Unemployment Feb 2016	Unemployment Mar 2015	Rate of Unemployment Mar 2016	Rate of Unemployment Feb 2016	Rate of Unemployment Mar 2015
United States ('000s)												
(Seasonally adjusted)	159,286	158,890	156,906	151,320	151,074	148,331	7,966	7,815	8,575	5.0%	4.9%	5.5%
(Unadjusted)	158,854	158,279	156,318	150,738	150,060	147,635	8,116	8,219	8,682	5.1	5.2	5.6
Minnesota												
(Seasonally adjusted)	3,067,799	3,055,842	3,001,382	2,952,941	2,943,124	2,892,335	114,858	112,718	109,047	3.7	3.7	3.6
(Unadjusted)	3,055,197	3,048,328	2,989,975	2,915,604	2,913,165	2,857,715	139,593	135,163	132,260	4.6	4.4	4.4
Metropolitan Statistical Areas (MSA)*												
Mpls.-St. Paul MSA	**1,968,161**	**1,969,735**	**1,917,759**	**1,890,320**	**1,893,221**	**1,841,637**	**77,841**	**76,514**	**76,122**	**4.0**	**3.9**	**4.0**
Duluth-Superior MSA	143,836	143,711	142,658	133,628	134,032	134,864	10,208	9,679	7,794	7.1	6.7	5.5
Rochester MSA	120,739	120,152	117,940	116,034	115,499	113,043	4,705	4,653	4,897	3.9	3.9	4.2
St. Cloud MSA	113,542	113,508	110,646	108,071	108,160	105,451	5,471	5,348	5,195	4.8	4.7	4.7
Mankato-N Mankato MSA	60,808	60,713	59,501	58,661	58,621	57,526	2,147	2,092	1,975	3.5	3.4	3.3
Fargo-Moorhead MSA	135,413	135,392	128,945	131,074	131,265	124,958	4,339	4,127	3,987	3.2	3.0	3.1
Grand Forks MSA	56,553	56,158	54,936	54,489	54,321	52,886	2,064	1,837	2,050	3.6	3.3	3.7
Region One	**50,186**	**49,378**	**49,898**	**46,549**	**46,115**	**46,876**	**3,637**	**3,263**	**3,022**	**7.2**	**6.6**	**6.1**
Kittson	2,508	2,449	2,489	2,360	2,308	2,365	148	141	124	5.9	5.8	5.0
Marshall	5,913	5,735	5,913	5,287	5,175	5,344	626	560	569	10.6	9.8	9.6
Norman	3,442	3,391	3,477	3,222	3,175	3,260	220	216	217	6.4	6.4	6.2
Pennington	9,380	9,180	9,270	8,594	8,555	8,635	786	625	635	8.4	6.8	6.9
Polk	17,881	17,626	17,729	16,925	16,785	16,841	956	841	888	5.3	4.8	5.0
Red Lake	2,415	2,354	2,368	2,160	2,142	2,175	255	212	193	10.6	9.0	8.2
Roseau	8,647	8,643	8,652	8,001	7,975	8,256	646	668	396	7.5	7.7	4.6
Region Two	**43,894**	**43,546**	**42,488**	**40,482**	**40,406**	**39,474**	**3,412**	**3,140**	**3,014**	**7.8**	**7.2**	**7.1**
Beltrami	24,360	24,220	23,454	22,785	22,777	22,086	1,575	1,443	1,368	6.5	6.0	5.8
Clearwater	4,980	4,850	4,796	4,254	4,217	4,171	726	633	625	14.6	13.1	13.0
Hubbard	9,437	9,392	9,328	8,606	8,594	8,567	831	798	761	8.8	8.5	8.2
Lake of the Woods	2,595	2,600	2,498	2,482	2,485	2,394	113	115	104	4.4	4.4	4.2
Mahnomen	2,522	2,484	2,412	2,355	2,333	2,256	167	151	156	6.6	6.1	6.5
Region Three	**166,108**	**165,368**	**163,148**	**153,143**	**153,409**	**153,525**	**12,965**	**11,959**	**9,623**	**7.8**	**7.2**	**5.9**
Aitkin	6,934	6,846	6,858	6,316	6,290	6,306	618	556	552	8.9	8.1	8.0
Carlton	17,650	17,613	17,652	16,425	16,468	16,581	1,225	1,145	1,071	6.9	6.5	6.1
Cook	3,044	3,049	3,000	2,867	2,875	2,810	177	174	190	5.8	5.7	6.3
Itasca	23,644	23,350	22,131	21,259	21,196	20,585	2,385	2,154	1,546	10.1	9.2	7.0
Koochiching	6,277	6,183	6,282	5,681	5,665	5,707	596	518	575	9.5	8.4	9.2
Lake	5,761	5,733	5,506	5,153	5,178	5,223	608	555	283	10.6	9.7	5.1
St. Louis	102,798	102,594	101,719	95,442	95,737	96,313	7,356	6,857	5,406	7.2	6.7	5.3
City of Duluth	45,459	45,316	45,536	43,095	43,228	43,488	2,364	2,088	2,048	5.2	4.6	4.5
Balance of St. Louis County	57,339	57,278	56,183	52,347	52,509	52,825	4,992	4,769	3,358	8.7	8.3	6.0
Region Four	**128,431**	**127,502**	**126,162**	**121,841**	**121,052**	**120,036**	**6,590**	**6,450**	**6,126**	**5.1**	**5.1**	**4.9**
Becker	18,881	18,747	18,347	17,671	17,616	17,256	1,210	1,131	1,091	6.4	6.0	5.9
Clay	36,847	36,787	35,806	35,263	35,237	34,445	1,584	1,550	1,361	4.3	4.2	3.8
Douglas	20,113	20,098	19,812	19,210	19,179	18,897	903	919	915	4.5	4.6	4.6
Grant	3,377	3,332	3,396	3,142	3,098	3,153	235	234	243	7.0	7.0	7.2
Otter Tail	31,275	30,872	31,021	29,345	28,996	29,254	1,930	1,876	1,767	6.2	6.1	5.7
Pope	6,586	6,534	6,500	6,303	6,240	6,211	283	294	289	4.3	4.5	4.4
Stevens	5,729	5,652	5,660	5,536	5,452	5,465	193	200	195	3.4	3.5	3.4
Traverse	1,852	1,791	1,863	1,755	1,699	1,753	97	92	110	5.2	5.1	5.9
Wilkin	3,771	3,689	3,757	3,616	3,535	3,602	155	154	155	4.1	4.2	4.1
Region Five	**83,372**	**82,709**	**82,168**	**76,863**	**76,533**	**76,124**	**6,509**	**6,176**	**6,044**	**7.8**	**7.5**	**7.4**
Cass	13,758	13,645	13,619	12,390	12,384	12,345	1,368	1,261	1,274	9.9	9.2	9.4
Crow Wing	31,328	31,278	30,731	29,056	29,116	28,542	2,272	2,162	2,189	7.3	6.9	7.1
Morrison	18,321	18,079	17,948	16,834	16,663	16,639	1,487	1,416	1,309	8.1	7.8	7.3
Todd	13,372	13,195	13,333	12,539	12,393	12,580	833	802	753	6.2	6.1	5.6
Wadena	6,593	6,512	6,537	6,044	5,977	6,018	549	535	519	8.3	8.2	7.9
Region Six East	**67,076**	**66,368**	**66,495**	**63,363**	**62,799**	**62,906**	**3,713**	**3,569**	**3,589**	**5.5**	**5.4**	**5.4**
Kandiyohi	24,332	24,108	24,016	23,061	22,876	22,797	1,271	1,232	1,219	5.2	5.1	5.1
McLeod	20,403	20,271	20,155	19,340	19,254	19,151	1,063	1,017	1,004	5.2	5.0	5.0
Meeker	13,651	13,508	13,546	12,810	12,713	12,747	841	795	799	6.2	5.9	5.9
Renville	8,690	8,481	8,778	8,152	7,956	8,211	538	525	567	6.2	6.2	6.5

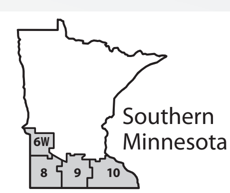
*Minneapolis-St. Paul Metropolitan Statistical Area (MSA) now includes Sherburne County in Minnesota and Pierce County in Wisconsin. St. Cloud MSA is now comprised of Benton and Stearns counties.

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

County/ Area	Labor Force			Employment			Unemployment			Rate of Unemployment		
	Mar 2016	Feb 2016	Mar 2015	Mar 2016	Feb 2016	Mar 2015	Mar 2016	Feb 2016	Mar 2015	Mar 2016	Feb 2016	Mar 2015
Region Six West	**24,496**	**24,133**	**24,698**	**23,064**	**22,675**	**23,264**	**1,432**	**1,458**	**1,434**	**5.8%**	**6.0%**	**5.8%**
Big Stone	2,754	2,676	2,724	2,554	2,492	2,556	200	184	168	7.3	6.9	6.2
Chippewa	7,004	6,969	7,134	6,613	6,528	6,709	391	441	425	5.6	6.3	6.0
Lac Qui Parle	3,832	3,754	3,913	3,638	3,542	3,690	194	212	223	5.1	5.6	5.7
Swift	5,252	5,165	5,207	4,890	4,821	4,880	362	344	327	6.9	6.7	6.3
Yellow Medicine	5,654	5,569	5,720	5,369	5,292	5,429	285	277	291	5.0	5.0	5.1
Region Seven East	**88,213**	**87,979**	**86,023**	**82,083**	**82,039**	**80,255**	**6,130**	**5,940**	**5,768**	**6.9**	**6.8**	**6.7**
Chisago	29,639	29,648	28,879	28,026	28,058	27,335	1,613	1,590	1,544	5.4	5.4	5.3
Isanti	21,037	21,005	20,408	19,769	19,778	19,270	1,268	1,227	1,138	6.0	5.8	5.6
Kanabec	9,038	8,987	9,003	8,121	8,096	8,103	917	891	900	10.1	9.9	10.0
Mille Lacs	13,311	13,260	12,941	12,199	12,198	11,905	1,112	1,062	1,036	8.4	8.0	8.0
Pine	15,188	15,079	14,792	13,968	13,909	13,642	1,220	1,170	1,150	8.0	7.8	7.8
Region Seven West	**238,246**	**238,104**	**232,013**	**226,540**	**226,709**	**220,937**	**11,706**	**11,395**	**11,076**	**4.9**	**4.8**	**4.8**
Benton	22,542	22,556	21,983	21,229	21,271	20,706	1,313	1,285	1,277	5.8	5.7	5.8
Sherburne	50,908	50,854	49,554	48,290	48,317	47,048	2,618	2,537	2,506	5.1	5.0	5.1
Stearns	91,000	90,952	88,663	86,842	86,889	84,745	4,158	4,063	3,918	4.6	4.5	4.4
Wright	73,796	73,742	71,813	70,179	70,232	68,438	3,617	3,510	3,375	4.9	4.8	4.7
Region Eight	**67,829**	**66,674**	**67,592**	**64,551**	**63,423**	**64,563**	**3,278**	**3,251**	**3,029**	**4.8**	**4.9**	**4.5**
Cottonwood	6,043	5,905	5,945	5,702	5,564	5,678	341	341	267	5.6	5.8	4.5
Jackson	6,421	6,330	6,459	6,130	6,052	6,200	291	278	259	4.5	4.4	4.0
Lincoln	3,437	3,356	3,455	3,250	3,176	3,259	187	180	196	5.4	5.4	5.7
Lyon	15,462	15,253	15,523	14,757	14,567	14,863	705	686	660	4.6	4.5	4.3
Murray	5,222	5,090	5,143	4,857	4,731	4,779	365	359	364	7.0	7.1	7.1
Nobles	11,791	11,683	11,674	11,301	11,138	11,232	490	545	442	4.2	4.7	3.8
Pipestone	5,055	4,931	5,013	4,781	4,676	4,770	274	255	243	5.4	5.2	4.8
Redwood	8,369	8,179	8,462	7,916	7,747	8,025	453	432	437	5.4	5.3	5.2
Rock	6,029	5,947	5,918	5,857	5,772	5,757	172	175	161	2.9	2.9	2.7
Region Nine	**134,963**	**133,988**	**132,923**	**128,595**	**127,860**	**126,809**	**6,368**	**6,128**	**6,114**	**4.7**	**4.6**	**4.6**
Blue Earth	40,151	40,094	39,277	38,685	38,667	37,918	1,466	1,427	1,359	3.7	3.6	3.5
Brown	14,777	14,613	14,738	13,966	13,846	13,888	811	767	850	5.5	5.2	5.8
Faribault	7,493	7,383	7,538	7,101	6,983	7,129	392	400	409	5.2	5.4	5.4
Le Sueur	16,255	16,161	15,885	15,181	15,145	14,842	1,074	1,016	1,043	6.6	6.3	6.6
Martin	10,570	10,421	10,472	10,063	9,926	9,965	507	495	507	4.8	4.8	4.8
Nicollet	20,657	20,619	20,224	19,976	19,954	19,608	681	665	616	3.3	3.2	3.0
Sibley	8,853	8,704	8,696	8,357	8,244	8,232	496	460	464	5.6	5.3	5.3
Waseca	9,764	9,686	9,698	9,220	9,166	9,208	544	520	490	5.6	5.4	5.1
Watonwan	6,443	6,307	6,395	6,046	5,929	6,019	397	378	376	6.2	6.0	5.9
Region Ten	**282,506**	**281,248**	**279,169**	**270,990**	**269,756**	**267,485**	**11,516**	**11,492**	**11,684**	**4.1**	**4.1**	**4.2**
Dodge	11,783	11,668	11,494	11,182	11,089	10,923	601	579	571	5.1	5.0	5.0
Fillmore	11,689	11,551	11,535	11,066	10,921	10,863	623	630	672	5.3	5.5	5.8
Freeborn	16,407	16,228	16,716	15,686	15,510	15,955	721	718	761	4.4	4.4	4.6
Goodhue	27,327	27,188	27,259	26,111	25,971	26,048	1,216	1,217	1,211	4.4	4.5	4.4
Houston	10,802	10,730	10,716	10,255	10,129	10,177	547	601	539	5.1	5.6	5.0
Mower	20,802	20,687	20,436	20,006	19,907	19,600	796	780	836	3.8	3.8	4.1
Olmsted	84,943	84,722	82,787	82,015	81,849	79,714	2,928	2,873	3,073	3.4	3.4	3.7
City of Rochester	62,307	62,155	60,767	60,211	60,089	58,522	2,096	2,066	2,245	3.4	3.3	3.7
Rice	36,098	36,083	35,373	34,592	34,562	33,881	1,506	1,521	1,492	4.2	4.2	4.2
Steele	20,654	20,540	20,985	19,767	19,667	20,140	887	873	845	4.3	4.3	4.0
Wabasha	12,324	12,211	12,124	11,771	11,640	11,543	553	571	581	4.5	4.7	4.8
Winona	29,677	29,640	29,744	28,539	28,511	28,641	1,138	1,129	1,103	3.8	3.8	3.7
Region Eleven	**1,679,878**	**1,681,330**	**1,637,191**	**1,617,540**	**1,620,387**	**1,575,459**	**62,338**	**60,943**	**61,732**	**3.7**	**3.6**	**3.8**
Anoka	194,175	194,214	189,181	186,020	186,274	181,157	8,155	7,940	8,024	4.2	4.1	4.2
Carver	55,992	55,946	54,596	53,884	53,889	52,551	2,108	2,057	2,045	3.8	3.7	3.7
Dakota	237,638	237,747	231,312	228,678	228,977	222,674	8,960	8,770	8,638	3.8	3.7	3.7
Hennepin	687,856	688,745	670,846	663,717	665,270	646,468	24,139	23,475	24,378	3.5	3.4	3.6
City of Bloomington	47,345	47,422	46,166	45,573	45,680	44,389	1,772	1,742	1,777	3.7	3.7	3.8
City of Minneapolis	234,936	235,286	229,257	226,763	227,294	220,870	8,173	7,992	8,387	3.5	3.4	3.7
Ramsey	284,037	284,411	276,926	273,192	273,710	266,085	10,845	10,701	10,841	3.8	3.8	3.9
City of St. Paul	155,740	155,974	151,819	149,594	149,878	145,703	6,146	6,096	6,116	3.9	3.9	4.0
Scott	80,346	80,406	78,256	77,369	77,473	75,355	2,977	2,933	2,901	3.7	3.6	3.7
Washington	139,834	139,861	136,074	134,680	134,794	131,169	5,154	5,067	4,905	3.7	3.6	3.6







Industrial Analysis

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

Overview

Minnesota lost 2,900 jobs (0.1 percent) in March on a seasonally adjusted basis, giving back some of the 8,700 jobs the state added in February. Both goods producers (down 300) and service providers (down 2,600) saw a decline of 0.1 percent. Private sector employers lost 2,100 jobs (0.1 percent) while government employment dipped by 800 (0.2 percent). Annually, Minnesota added 35,940 jobs (1.3 percent) since March of 2015. Service providers added 31,998 positions (1.3 percent) and goods producers added 3,942 (0.9 percent). The private sector grew faster than the government over the year, adding 34,668 jobs (1.5 percent) to government's gain of just 1,272 jobs (0.3 percent).

Mining and Logging

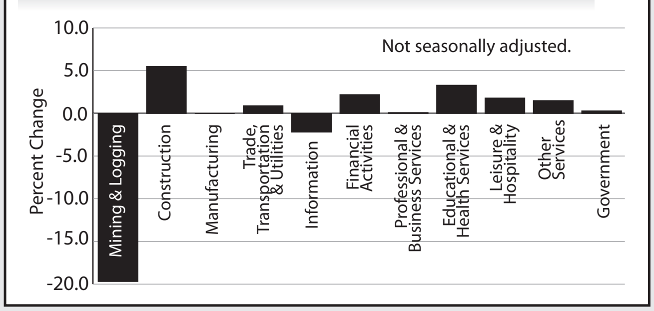
Employment in Mining and Logging got a much needed reprieve in March, adding 300 jobs (5.2 percent) over February estimates. It was the first such employment gain in the supersector since April of 2015, nearly one year ago. Unfortunately, the supersector remains in a deep hole over the year, losing 1,391 jobs (19.7 percent) since March of 2015. The industry received some good news recently, as some of the operations that have been idled since late last year are expected to reopen later this spring, which may help put a dent in these over-the-year job losses.

Construction

Employment in Construction was off by 1,600 jobs (1.3 percent) on a seasonally adjusted basis in March. Annually, the supersector added 5,276 jobs (5.5 percent). The over-the-year growth came primarily from Specialty Trade Contractors, which added 4,501 jobs (7.2 percent) on the year. The other two component sectors also added employment, with Construction of Buildings growing by 204 jobs (0.9 percent). Heavy and Civil Engineering Construction added 571 jobs (5.4 percent).

MN Employment Growth

March 2015 to March 2016



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

Manufacturing

Manufacturers added 1,000 jobs (0.3 percent) in March, with a gain of 1,100 jobs (1.0 percent) in Non-Durable Goods Manufacturing overcoming a small employment loss in Durable Goods Manufacturing. Annually, the supersector just barely edged back into the black in March, adding 57 jobs (0 percent) from March of 2015. Durable Goods Manufacturers lost 1,142 jobs (0.6 percent) on the year, despite the addition of 550 jobs (1.2 percent) in Computer and Electronic Product Manufacturing. Non-Durable Goods Manufacturers, however, added 1,199 (1.1 percent), an increase that was driven entirely by the addition of 1,775 jobs (3.9 percent) in Food Manufacturing.

Trade, Transportation, and Utilities

Employment in the Trade, Transportation, and Utilities supersector was up slightly in March, adding 700 jobs (0.1 percent) over February estimates. Wholesale Trade lost 400 jobs (0.3 percent), which was offset by additions of 600 (0.2 percent) in Retail Trade and 500 (0.5 percent) in Transportation, Warehousing, and Utilities. Annually, the supersector added 4,685 jobs (0.9 percent). In a mirror of the monthly estimates, Wholesale Trade shed jobs (down 1,578 or 1.2 percent) while Retail Trade and Transportation, Warehousing, and Utilities expanded their employment (up 4,991 or 1.8 percent and 1,272 or 1.3 percent, respectively). Growth in Transportation, Warehousing, and Utilities was isolated to Transportation and Warehousing, as Utilities lost 444 jobs (3.4 percent) on the year.

Information

Employment in the Information supersector dipped slightly in March, losing 300 jobs (0.6 percent) and giving back all of its February gains. The supersector continues to struggle in the longer term as well, losing 1,122 jobs (2.2 percent) over the previous 12 months. The two published component sectors lost slightly more than 300 jobs each, with Publishing Industries (except Internet) down 1.6 percent and Telecommunications down 2.4 percent.

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

Financial Activities

The Financial Activities supersector added 400 jobs (0.2 percent) in March, with both Finance and Insurance and Real Estate and Rental and Leasing adding 200 jobs each (up 0.1 and 0.5 percent, respectively). Annually, the supersector added 3,959 jobs (2.2 percent). Gains were fairly evenly split between the supersectors, with both adding roughly 2,000 jobs, although this represented just a 1.4 percent change in Finance and Insurance employment and a substantial 5.2 percent change in Real Estate and Rental and Leasing.

Professional and Business Services

Professional and Business Services added 1,500 jobs (0.4 percent) in March, ending the streak of three straight months with sizeable employment declines in the supersector. A loss of 200 jobs (0.3 percent) in Management of Companies and Enterprises was more than offset by larger employment gains in Professional, Scientific, and Technical Services (up 600 or 0.4 percent) and Administrative and Support and Waste Management and Remediation Services (up 1,100 or 0.9 percent). Employment in the supersector remains in the black over the year, if barely, holding on to 272 (0.1 percent) more jobs than in March of 2015. Professional, Scientific, and Technical Service, which is up 6,652 jobs (4.6 percent) on the year, continues to make up for employment losses in the other component sectors.

Educational and Health Services

Employment in Educational and Health Services dropped by 1,700 (0.3 percent) in March. Educational Services lost 400 jobs (0.6 percent), and Health Care and Social Assistance lost 1,300 (0.3 percent). Annually, employment growth in the supersector remains healthy, with 16,801 (3.3 percent) more jobs than in March of 2015. While most of those jobs are in Health Care and Social Assistance (up 12,770 or 2.9 percent) the relative annual growth was stronger in Educational Services, which added 4,031 jobs or 5.9 percent. The lion's share of that growth, however, came from unpublished component sectors, as the two published sectors accounted for a gain of only 615, with Elementary and Secondary Schools adding 957 jobs (4.3 percent) and Colleges, Universities, and Professional Schools losing 342 jobs (1.1 percent).

Leisure and Hospitality

Leisure and Hospitality lost 1,400 jobs (0.5 percent) in March, with a loss of 2,900 (1.3 percent) in Accommodation and Food Services swamping the gain of 1,500 (3.5 percent) in Arts, Entertainment, and Recreation. Annually, the supersector added 4,414 jobs (1.8 percent). Arts, Entertainment, and Recreation added 2,583 jobs (7.1 percent) and Accommodation and Food Services added 1,831 (0.9 percent).

Other Services

Employment in Other Services was off by 1,000 (0.9 percent) in March. It was the third straight month of losses for the supersector. Annually, Other Services employment was up by 1,717 (1.5 percent). The largest proportional gains came in Personal and Laundry Services, which added 514 jobs (1.9 percent).

Government

Government employers lost 800 jobs (0.2 percent) in March as both State and Local government employment declined. Annually, employment in the public sector remains in the black, up 1,272 jobs (0.3 percent), with an increase of 2,400 jobs (0.8 percent) in Local Government driving the growth.

by Nick Dobbins

Seasonally Adjusted Nonfarm Employment

In 1,000's

Industry	March 2016	February 2016	January 2016
Total Nonagricultural	**2,876.5**	**2,879.4**	**2,870.7**
Goods-Producing	**443.6**	**443.9**	**440.3**
Mining and Logging	6.1	5.8	5.9
Construction	120.1	121.7	117.7
Manufacturing	317.4	316.4	316.7
Service-Providing	**2,432.9**	**2,435.5**	**2,430.4**
Trade, Transportation, and Utilities	526.2	525.5	522.3
Information	49.9	50.2	50.0
Financial Activities	184.3	183.9	182.8
Professional and Business Services	355.5	354.0	356.2
Educational and Health Services	521.1	522.8	519.1
Leisure and Hospitality	262.1	263.5	263.2
Other Services	114.4	115.4	115.8
Government	419.4	420.2	421.0

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

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

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

Employment in the Minneapolis-St. Paul MSA increased by 4,694 (0.2 percent) in March. The end of winter brought employment increases in Leisure and Hospitality (up 2,994 or 1.7 percent) and Mining, Logging, and Construction (up 929, 1.4 percent). Financial Activities also added jobs, up 1,235 (0.8 percent), on the month. Government employment, on the other hand, dipped in March. Its employment was down 1,541 (0.6 percent), primarily from a loss of 1,327 jobs (0.8 percent) in Local Government employment, which was split relatively evenly between educational and non-educational services. Annually, employment in the metro area was up by 33,925 jobs (1.8 percent). Information remained the only supersector to lose employment on the year, down 53 jobs (0.1 percent). Some of the sharpest increases came in Educational and Health Services and Leisure and Hospitality, both of which grew by 3.6 percent for the year, adding 11,386 jobs and 6,021 jobs, respectively. Health Care and Social Assistance, a component of the Educational and Health Services supersector, actually added more jobs, 9003, than any supersector save its parent. As a testament to the sector's size, that accounted for only a 3.4 percent change in its employment. The other component sector, Educational Services, added just 2,383 jobs,although that represented a 5.2 percent change in its annual employment.

Duluth -Superior MSA

The Duluth-Superior MSA added just 48 jobs (0 percent) in March. This flat growth was the result of limited movement in most of the MSA's supersectors. The only supersectors with a monthly change of more than 0.4 percent were Mining, Logging, and Construction (up 74 jobs or 1 percent), Other Services (up 62 jobs or 1 percent) and Information (down 10 jobs or 0.7 percent). Annually, employment in Duluth was down by 2,592 jobs (1.9 percent) as the job market in the area continued to struggle. March was the eighth straight month of over-the-year jobs losses for Duluth, and it was the only MSA in the state to show an annual decline in employment. The losses are generally concentrated in the area's goods producing industries, with Mining, Logging, and Construction losing 872 jobs (10.2 percent) and Manufacturing losing 719 (9.7 percent). However, the picture isn't all bad for the area, as the 1.9 percent over-the-year decline is an improvement over February's 2 percent annual decline, as well as the recent low-point, November's 2.9 percent annual decline.

Rochester MSA

Employment in the Rochester MSA was up in March, adding 592 jobs (0.5 percent) over February estimates. Notable growth occurred in Mining, Logging, and Construction (up 83 jobs or 2.2 percent), Professional and Business Services (up 178 jobs or 3.3 percent), and Leisure and Hospitality (up 155 jobs, 1.7 percent). The Information, Financial Activities, and Educational and Health Services supersectors all lost employment, although each shed fewer than 100 jobs, and only Financial Activities (down 15 jobs or 0.6 percent) lost more than one-half of 1 percent of its employment. Annually, employment in the Rochester MSA was up by 2,408 jobs (2.1 percent). Among the notable increases were Mining, Logging, and Construction, which added 269 jobs (7.5 percent), Trade, Transportation, and Utilities, which added 630 jobs (3.6 percent), and Educational and Health Services, which added 1,864 jobs (4.1 percent). Leisure and Hospitality stands out among the job-losers, off by 320 (3.3 percent) from March of 2015.

St. Cloud MSA

The St. Cloud MSA lost 190 jobs (0.2 percent) in March, largely caused by a drop of 312 (1.4 percent) in Trade, Transportation, and Utilities. That loss was driven primarily by a steep decline in one of its component sectors, Retail Trade, which shed 285 jobs or 2.2 percent on the month. The largest monthly increase came in Mining, Logging, and Construction, which added 126 jobs (2.2 percent) for the month. Over the year St. Cloud added 2,012 jobs (1.9 percent). Among the notable growth areas Educational and Health Services added 794 jobs (3.8 percent), and Professional and Business Services added 405 (4.8 percent).

Mankato-North Mankato MSA

Employment in the Mankato-North Mankato MSA was largely flat in March, losing 5 jobs (0 percent) from February estimates. Goods Producers lost 85 jobs (0.9 percent) while Service Providers added 80 (0.2 percent). Government employment was up by 20 (0.2 percent) for the month. Annually, the Mankato MSA added 760 jobs (1.4 percent). All of that gain came from Service Providers who added 1,131 jobs (2.5 percent) to overcome the loss of 371 jobs (3.8 percent) among Goods Producers.

Fargo-Moorhead MSA

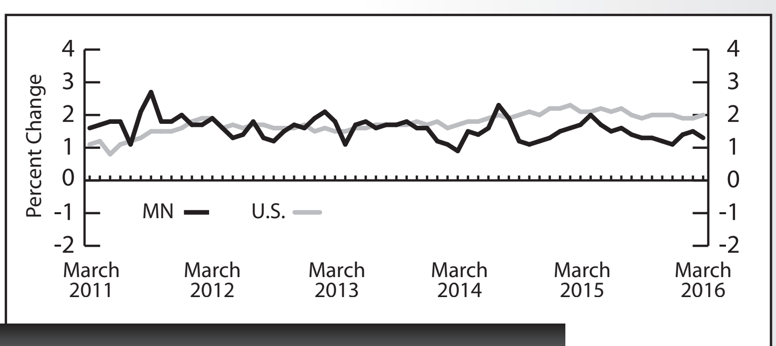
Employment in the Fargo-Moorhead MSA was up by 108 jobs (0.1 percent) in March. Mining, Logging, and Construction added the most jobs, up by 230 (2.9 percent), while Professional and Business Services lost the most jobs, down 187 (1.1 percent). Annually, the Fargo-Moorhead MSA added 2,416 jobs (1.77 percent). The increase came entirely from service providing industries, as Goods Producers lost 168 jobs (0.9 percent) thanks to a decline of 385 (3.8 percent) in Manufacturing employment. Employment among Service Providers was broad-based, with Trade, Transportation, and Utilities (down 69 or 0.2 percent) and Other Services (down 79 or 1.5 percent), the only service providing supersectors to lose employment.

Grand Forks-East Grand Forks MSA

Employment in the Grand Forks-East Grand Forks MSA grew in March as the area added 191 jobs (0.3 percent). The increase was driven in large part by growth in the Leisure and Hospitality supersector, which added 209 jobs (3.5 percent). The monthly growth was also enough to keep the MSA in the black for over-the-year jobs growth, as employment was up by 130 jobs (0.2 percent) over March of 2014.

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	
	Mar 2016	Feb 2016	Mar 2015	Feb 2016	Mar 2015	Mar 2016	Mar 2015	Mar 2016	Mar 2015	Mar 2016	Mar 2015
TOTAL NONFARM WAGE AND SALARY	**2,828.4**	**2,827.4**	**2,792.5**	**0.0%**	**1.3%**	—	—	—	—	—	—
						—	—	—	—	—	—
GOODS-PRODUCING	**420.8**	**418.1**	**416.8**	**0.6**	**0.9**	—	—	—	—	—	—
Mining, Logging, and Construction	**107.2**	**106.2**	**103.4**	**1.0**	**3.8**	—	—	—	—	—	—
Mining and Logging	**5.7**	**5.5**	**7.0**	**2.2**	**-19.7**	—	—	—	—	—	—
Construction	**101.6**	**100.6**	**96.3**	**0.9**	**5.5**						
Specialty Trade Contractors	67.1	66.6	62.6	0.7	7.2	$1,163.95	$1 ,133.42	38.2	36.2	$30.47	$31.31
Manufacturing	**313.5**	**312.0**	**313.5**	**0.5**	**0.0**	**806.32**	**812.41**	**40.6**	**40.6**	**19.86**	**20.01**
Durable Goods	199.2	199.0	200.3	0.1	-0.6	823.65	820.22	40.1	41.3	20.54	19.86
Wood Product Manufacturing	10.5	10.3	10.4	2.2	1.0	—	—	—	—	—	—
Fabricated Metal Production	42.3	42.3	42.7	0.0	-0.8	—	—	—	—	—	—
Machinery Manufacturing	32.8	32.9	32.8	-0.2	-0.1	—	—	—	—	—	—
Computer and Electronic Product	46.2	46.1	45.6	0.1	1.2	—	—	—	—	—	—
Navigational, Measuring, Electromedical and Control	25.8	25.8	25.4	0.1	1.4	—	—	—	—	—	—
Transportation Equipment	11.2	11.4	11.7	-1.4	-4.4	—	—	—	—	—	—
Medical Equipment and Supplies Manufacturing	15.9	15.9	15.5	-0.1	2.9						
Nondurable Goods	114.3	113.0	113.1	1.2	1.1	780.20	800.67	41.5	39.5	18.80	20.27
Food Manufacturing	46.9	46.4	45.2	1.1	3.9	—	—	—	—	—	—
Paper Manufacturing	31.8	31.9	32.6	-0.3	-2.4	—	—	—	—	—	—
Printing and Related	22.4	22.5	23.1	-0.3	-3.0						
						—	—	—	—	—	—
SERVICE-PROVIDING	**2,407.7**	**2,409.3**	**2,375.7**	**-0.1**	**1.3**						
						—	—	—	—	—	—
Trade, Transportation, and Utilities	**515.7**	**515.7**	**511.0**	**0.0**	**0.9**						
Wholesale Trade	129.1	129.7	130.7	-0.5	-1.2	865.88	954.27	37.5	39.4	23.09	24.22
Retail Trade	288.2	288.1	283.2	0.0	1.8	427.86	404.32	28.6	28	14.96	14.44
Motor Vehicle and Parts	34.3	33.8	33.3	1.5	2.9	—	—	—	—	—	—
Building Material and Garden Equipment	24.9	24.2	24.7	2.8	0.8	—	—	—	—	—	—
Food and Beverage Stores	51.0	51.4	49.6	-0.9	2.8	—	—	—	—	—	—
Gasoline Stations	24.5	24.5	24.0	0.0	2.2						
General Merchandise Stores	58.1	58.4	58.0	-0.6	0.1	327.97	302.48	28.2	27.7	11.63	10.92
Transportation,Warehouse, Utilities	98.4	97.9	97.1	0.5	1.3						
Transportation and Warehousing	85.7	85.4	84.0	0.4	2.0	667.58	651.36	34.5	34.3	19.35	18.99
Information	**50.0**	**50.2**	**51.1**	**-0.4**	**-2.2**	**1,027.30**	**859.16**	**36.9**	**37.6**	**27.84**	**22.85**
Publishing Industries	19.6	19.7	19.9	-0.4	-1.6	—	—	—	—	—	—
Telecommunications	12.2	12.3	12.5	-0.5	-2.4	—	—	—	—	—	—
Financial Activities	**182.5**	**182.2**	**178.6**	**0.2**	**2.2**						
Finance and Insurance	142.9	142.7	140.9	0.1	1.4	953.76	851.44	36.1	35.3	26.42	24.12
Credit Intermediation	54.6	54.6	55.0	0.0	-0.8	744.07	692.52	34.4	34.8	21.63	19.90
Securities, Commodity Contracts, and Other	19.5	19.5	18.8	-0.2	3.4	—	—	—	—	—	—
Insurance Carriers and Related	67.7	67.5	66.0	0.3	2.6	—	—	—	—	—	—
Real Estate and Rental and Leasing	39.6	39.5	37.7	0.3	5.2	—	—	—	—	—	—
Professional and Business Services	**347.9**	**348.8**	**347.6**	**-0.3**	**0.1**	—	—	—	—	—	—
Professional, Scientific, and Technical Services	149.8	149.9	143.2	0.0	4.6	—	—	—	—	—	—
Legal Services	17.8	17.8	18.0	0.0	-0.9	—	—	—	—	—	—
Accounting, Tax Preparation	18.8	18.9	18.7	-0.5	0.9	—	—	—	—	—	—
Computer Systems Design	36.9	36.9	34.7	-0.1	6.1	—	—	—	—	—	—
Management of Companies and Enterprises	76.9	77.5	78.6	-0.8	-2.2	—	—	—	—	—	—
Administrative and Support Services	121.2	121.4	125.8	-0.2	-3.7	—	—	—	—	—	—
Educational and Health Services	**523.1**	**523.3**	**506.3**	**0.0**	**3.3**	—	—	—	—	—	—
Educational Services	72.4	72.7	68.4	-0.4	5.9	—	—	—	—	—	—
Health Care and Social Assistance	450.7	450.6	437.9	0.0	2.9						
Ambulatory Health Care	151.0	149.6	141.3	0.9	6.9	1,299.22	1,253.99	36.2	35.9	35.89	34.93
Offices of Physicians	69.8	69.8	67.0	-0.1	4.1	—	—	—	—	—	—
Hospitals	106.0	105.9	104.4	0.1	1.5						
Nursing and Residential Care Facilities	106.5	107.4	106.3	-0.9	0.2	456.04	425.38	28.7	28.8	15.89	14.77
Social Assistance	87.2	87.6	85.9	-0.4	1.5	—	—	—	—	—	—
Leisure and Hospitality	**248.0**	**247.4**	**243.6**	**0.3**	**1.8**	—	—	—	—	—	—
Arts, Entertainment, and Recreation	39.2	37.4	36.6	4.7	7.1	—	—	—	—	—	—
Accommodation and Food Services	208.9	210.0	207.1	-0.5	0.9						
Food Services and Drinking Places	185.9	186.8	183.6	-0.5	1.2	268.21	263.33	20.6	21.1	13.02	12.48
Other Services	**114.6**	**114.7**	**112.9**	**-0.1**	**1.5**						
Religious, Grantmaking, Civic, Professional Organizations	64.4	64.5	63.3	-0.1	1.8						
Government	**425.8**	**426.9**	**424.5**	**-0.3**	**0.3**						
Federal Government	31.4	31.3	31.3	0.4	0.5						
State Government	103.1	103.3	104.4	-0.2	-1.2						
State Government Education	64.3	64.7	66.6	-0.6	-3.3						
Local Government	291.3	292.3	288.9	-0.4	0.8						
Local Government Education	150.1	150.4	148.1	-0.2	1.4						

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

* Totals may not add because of rounding.

** Percent change based on unrounded numbers.

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

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

Numbers are unadjusted.

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

Industry	Jobs* (Thousands)			Percent Change From**		Production Workers Hours and Earnings: Average Weekly Earnings		Average Weekly Hours		Average Hourly Earnings	
	Mar 2016	Feb 2016	Mar 2015	Feb 2016	Mar 2015	Mar 2016	Mar 2015	Mar 2016	Mar 2015	Mar 2016	Mar 2015
TOTAL NONFARM WAGE AND SALARY	**1,921.2**	**1,916.6**	**1,887.3**	**0.2%**	**1.8%**	—	—	—	—	—	—
GOODS-PRODUCING	**261.0**	**259.0**	**257.8**	**0.8**	**1.3**	—	—	—	—	—	—
Mining, Logging, and Construction	**67.4**	**66.5**	**65.7**	**1.4**	**2.6**	—	—	—	—	—	—
Construction of Buildings	16.1	15.9	15.6	0.9	3.2	—	—	—	—	—	—
Specialty Trade Contractors	47.7	46.6	44.0	2.4	8.6	$1,235.39	$1,190.77	38.2	37.2	$32.34	$32.01
Manufacturing	**193.6**	**192.5**	**192.1**	**0.6**	**0.8**	**873.99**	**859.58**	**41.5**	**40.7**	**21.06**	**21.12**
Durable Goods	132.4	132.1	131.5	0.2	0.8	879.89	846.65	41.8	41.3	21.05	20.50
Fabricated Metal Production	29.5	29.5	29.5	0.1	0.1	—	—	—	—	—	—
Machinery Manufacturing	19.9	19.9	19.7	0.1	0.9	—	—	—	—	—	—
Computer and Electronic Product	37.0	37.0	36.6	0.1	1.2	—	—	—	—	—	—
Navigational, Measuring, Electromedical and Control	23.9	23.9	23.7	0.2	0.7	—	—	—	—	—	—
Medical Equipment and Supplies Manufacturing	14.5	14.5	14.1	-0.1	3.0	—	—	—	—	—	—
Nondurable Goods	61.2	60.4	60.6	1.3	0.9	862.17	887.44	40.9	39.6	21.08	22.41
Food Manufacturing	14.8	14.7	14.5	0.6	2.0	—	—	—	—	—	—
Printing and Related	14.8	14.9	15.2	-0.3	-2.6	—	—	—	—	—	—
SERVICE-PROVIDING	**1,660.2**	**1,657.5**	**1,629.5**	**0.2**	**1.9**	—	—	—	—	—	—
Trade, Transportation, and Utilities	**344.0**	**343.8**	**340.5**	**0.0**	**1.0**	—	—	—	—	—	—
Wholesale Trade	96.4	96.2	95.6	0.2	0.9	854.33	941.46	37.0	39.0	23.09	24.14
Merchant Wholesalers - Durable Goods	47.5	48.0	47.0	-1.2	1.0	—	—	—	—	—	—
Merchant Wholesalers - Nondurable Goods	27.2	27.0	27.3	0.5	-0.4	—	—	—	—	—	—
Retail Trade	182.0	181.6	178.5	0.2	1.9	454.60	441.04	29.5	29.6	15.41	14.90
Food and Beverage Stores	31.0	31.3	29.4	-1.1	5.5	—	—	—	—	—	—
General Merchandise Stores	36.5	36.9	36.0	-0.9	1.4	329.75	317.40	28.9	29.2	11.41	10.87
Transportation, Warehouse, Utilities	65.6	66.1	66.3	-0.7	-1.1	—	—	—	—	—	—
Utilities	7.6	7.5	7.9	1.3	-4.1	—	—	—	—	—	—
Transportation and Warehousing	58.0	58.5	58.4	-1.0	-0.7	730.37	758.19	36.5	38.1	20.01	19.90
Information	**38.4**	**38.5**	**38.5**	**-0.1**	**-0.1**						
Publishing Industries	15.8	15.8	15.9	-0.4	-0.7	—	—	—	—	—	—
Telecommunications	8.9	9.0	9.1	-0.8	-1.8	—	—	—	—	—	—
Financial Activities	**149.8**	**148.5**	**145.8**	**0.8**	**2.7**	—	—	—	—	—	—
Finance and Insurance	116.6	115.8	114.4	0.7	1.9	959.40	841.68	34.9	33.6	27.49	25.05
Credit Intermediation	39.5	39.5	39.3	0.1	0.4	—	—	—	—	—	—
Securities, Commodity Contracts, and Other	17.6	17.6	17.0	0.1	3.4	—	—	—	—	—	—
Insurance Carriers and Related	58.1	58.0	57.0	0.3	2.1	—	—	—	—	—	—
Real Estate and Rental and Leasing	33.2	32.7	31.4	1.4	5.6	—	—	—	—	—	—
Professional and Business Services	**297.3**	**297.9**	**295.5**	**-0.2**	**0.6**	—	—	—	—	—	—
Professional, Scientific, and Technical Services	130.4	129.7	123.5	0.6	5.6	—	—	—	—	—	—
Legal Services	15.2	15.2	15.3	-0.1	-0.5	—	—	—	—	—	—
Architectural, Engineering, and Related	17.1	17.1	16.6	0.2	3.3	—	—	—	—	—	—
Computer Systems Design	33.5	33.8	32.1	-0.8	4.3	—	—	—	—	—	—
Management of Companies and Enterprises	69.6	70.2	71.5	-1.0	-2.7	—	—	—	—	—	—
Administrative and Support Services	97.2	98.0	100.5	-0.7	-3.2	—	—	—	—	—	—
Employment Services	46.2	46.2	48.2	0.1	-4.1	—	—	—	—	—	—
Educational and Health Services	**323.9**	**323.8**	**312.5**	**0.0**	**3.6**	—	—	—	—	—	—
Educational Services	48.0	48.3	45.6	-0.6	5.2	—	—	—	—	—	—
Health Care and Social Assistance	275.9	275.6	266.9	0.1	3.4	—	—	—	—	—	—
Ambulatory Health Care	91.4	90.4	85.7	1.1	6.7	—	—	—	—	—	—
Hospitals	62.4	62.5	61.2	-0.1	2.1	—	—	—	—	—	—
Nursing and Residential Care Facilities	58.7	58.8	58.7	-0.2	0.0	—	—	—	—	—	—
Social Assistance	63.4	63.9	61.4	-0.7	3.3	—	—	—	—	—	—
Leisure and Hospitality	**175.2**	**172.2**	**169.2**	**1.7**	**3.6**	—	—	—	—	—	—
Arts, Entertainment, and Recreation	30.3	29.2	29.2	3.8	4.0	—	—	—	—	—	—
Accommodation and Food Services	144.9	143.0	140.0	1.3	3.5	300.33	285.27	21.7	22.2	13.84	12.85
Food Services and Drinking Places	133.6	131.5	127.3	1.6	5.0	284.85	278.86	21.1	21.5	13.50	12.97
Other Services	**79.7**	**79.2**	**77.9**	**0.7**	**2.3**	—	—	—	—	—	—
Repair and Maintenance	15.1	15.0	14.7	0.4	2.8	—	—	—	—	—	—
Religious, Grantmaking, Civic, Professional Organizations	42.1	41.8	41.6	0.6	1.1	—	—	—	—	—	—
Government	**252.0**	**253.5**	**249.7**	**-0.6**	**0.9**						
Federal Government	20.9	20.8	20.5	0.5	1.9						
State Government	69.3	69.6	69.8	-0.5	-0.7						
State Government Education	43.2	43.5	44.2	-0.7	-2.3						
Local Government	161.7	163.1	159.4	-0.8	1.5						
Local Government Education	93.8	94.6	91.6	-0.8	2.5						

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

* Totals may not add because of rounding.

** Percent change based on unrounded numbers.

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

Employer Survey

Industry	Duluth-Superior MSA					Rochester MSA				
	Jobs			% Chg. From		Jobs			% Chg. From	
	Mar 2016	Feb 2016	Mar 2015	Feb 2016	Mar 2015	Mar 2016	Feb 2016	Mar 2015	Feb 2016	Mar 2015
TOTAL NONFARM WAGE AND SALARY	**130,675**	**130,627**	**133,267**	**0.0%**	**-1.9%**	**115,601**	**115,009**	**113,193**	**0.5%**	**2.1%**
GOODS-PRODUCING	**14,377**	**14,275**	**15,968**	**0.7**	**-10.0**	**14,531**	**14,353**	**14,274**	**1.2**	**1.8**
Mining, Logging, and Construction	7,667	7,593	8,539	1.0	-10.2	3,865	3,782	3,596	2.2	7.5
Manufacturing	6,710	6,682	7,429	0.4	-9.7	10,666	10,571	10,678	0.9	-0.1
SERVICE-PROVIDING	**116,298**	**116,352**	**117,299**	**0.0**	**-0.9**	**101,070**	**100,656**	**98,919**	**0.4**	**2.2**
Trade, Transportation, and Utilities	24,650	24,703	25,048	-0.2	-1.6	18,037	17,972	17,407	0.4	3.6
Wholesale Trade	3,134	3,178	3,379	-1.4	-7.3	2,958	2,980	2,705	-0.7	9.4
Retail Trade	15,389	15,389	15,508	0.0	-0.8	12,367	12,272	11,875	0.8	4.1
Transportation, Warehouse, Utilities	6,127	6,136	6,161	-0.1	-0.6	2,712	2,720	2,827	-0.3	-4.1
Information	1,474	1,484	1,417	-0.7	4.0	1,954	1,964	1,963	-0.5	-0.5
Financial Activities	5,645	5,624	5,522	0.4	2.2	2,662	2,677	2,634	-0.6	1.1
Professional and Business Services	7,900	7,920	8,169	-0.3	-3.3	5,518	5,340	5,714	3.3	-3.4
Educational and Health Services	31,895	31,808	31,839	0.3	0.2	47,162	47,238	45,298	-0.2	4.1
Leisure and Hospitality	12,167	12,202	12,755	-0.3	-4.6	9,349	9,194	9,669	1.7	-3.3
Other Services	6,027	5,965	5,903	1.0	2.1	3,738	3,724	3,774	0.4	-1.0
Government	26,540	26,646	26,646	-0.4	-0.4	12,650	12,547	12,460	0.8	1.5

Employer Survey

Industry	St. Cloud MSA					Mankato MSA				
	Jobs			% Chg. From		Jobs			% Chg. From	
	Mar 2016	Feb 2016	Mar 2015	Feb 2016	Mar 2015	Mar 2016	Feb 2016	Mar 2015	Feb 2016	Mar 2015
TOTAL NONFARM WAGE AND SALARY	**107,554**	**107,744**	**105,542**	**-0.2%**	**1.9%**	**56,132**	**56,137**	**55,372**	**0.0**	**1.4%**
GOODS-PRODUCING	**20,567**	**20,447**	**20,272**	**0.6**	**1.5**	**9,357**	**9,442**	**9,728**	**-0.9**	**-3.8**
Mining, Logging, and Construction	5,856	5,730	5,171	2.2	13.2	--	--	--	--	--
Manufacturing	14,711	14,717	15,101	0.0	-2.6	--	--	--	--	--
						--	--	--	--	--
SERVICE-PROVIDING	**86,987**	**87,297**	**85,270**	**-0.4**	**2.0**	**46,775**	**46,695**	**45,644**	**0.2**	**2.5**
Trade, Transportation, and Utilities	21,579	21,891	21,185	-1.4	1.9	--	--	--	--	--
Wholesale Trade	4,667	4,657	4,595	0.2	1.6	--	--	--	--	--
Retail Trade	12,798	13,083	12,720	-2.2	0.6	--	--	--	--	--
Transportation, Warehouse, Utilities	4,114	4,151	3,870	-0.9	6.3	--	--	--	--	--
Information	1,625	1,620	1,658	0.3	-2.0	--	--	--	--	--
Financial Activities	4,936	4,962	4,836	-0.5	2.1	--	--	--	--	--
Professional and Business Services	8,769	8,719	8,364	0.6	4.8	--	--	--	--	--
Educational and Health Services	21,963	21,948	21,169	0.1	3.8	--	--	--	--	--
Leisure and Hospitality	8,379	8,438	8,457	-0.7	-0.9	--	--	--	--	--
Other Services	3,627	3,677	3,679	-1.4	-1.4	--	--	--	--	--
Government	16,109	16,042	15,922	0.4	1.2	9,427	9,407	9,485	0.2	-0.6

Employer Survey

Industry	Fargo-Moorhead MSA					Grand Forks-East Grand Forks MSA				
	Jobs			% Chg. From		Jobs			% Chg. From	
	Mar 2016	Feb 2016	Mar 2015	Feb 2016	Mar 2015	Mar 2016	Feb 2016	Mar 2015	Feb 2016	Mar 2015
TOTAL NONFARM WAGE AND SALARY	**139,104**	**138,996**	**136,688**	**0.1**	**1.8%**	**56,810**	**56,619**	**56,680**	**0.3%**	**0.2%**
GOODS-PRODUCING	**17,903**	**17,669**	**18,071**	**1.3**	**-0.9**	**6,936**	**6,983**	**6,501**	**-0.7**	**6.7**
Mining, Logging, and Construction	8,253	8,023	8,036	2.9	2.7	2,937	2,965	2,672	-0.9	9.9
Manufacturing	9,650	9,646	10,035	0.0	-3.8	3,999	4,018	3,829	-0.5	4.4
SERVICE-PROVIDING	**121,201**	**121,327**	**118,617**	**-0.1**	**2.2**	**49,874**	**49,636**	**50,179**	**0.5**	**-0.6**
Trade, Transportation, and Utilities	30,316	30,386	30,385	-0.2	-0.2	12,225	12,129	12,418	0.8	-1.6
Wholesale Trade	9,033	9,018	9,032	0.2	0.0	1,873	1,861	1,928	0.6	-2.9
Retail Trade	15,930	16,038	16,021	-0.7	-0.6	8,052	7,975	8,275	1.0	-2.7
Transportation, Warehouse, Utilities	5,353	5,330	5,332	0.4	0.4	2,300	2,293	2,215	0.3	3.8
Information	3,159	3,156	3,141	0.1	0.6	610	616	592	-1.0	3.0
Financial Activities	10,839	10,808	10,670	0.3	1.6	1,819	1,806	1,808	0.7	0.6
Professional and Business Services	16,533	16,720	15,684	-1.1	5.4	2,970	3,006	2,844	-1.2	4.4
Educational and Health Services	22,652	22,593	21,881	0.3	3.5	9,455	9,511	9,563	-0.6	-1.1
Leisure and Hospitality	14,116	14,027	13,519	0.6	4.4	6,271	6,062	6,101	3.5	2.8
Other Services	5,225	5,219	5,304	0.1	-1.5	2,160	2,153	2,106	0.3	2.6
Government	18,361	18,418	18,033	-0.3	1.8	14,364	14,353	14,747	0.1	-2.6

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

Minnesota Economic Indicators

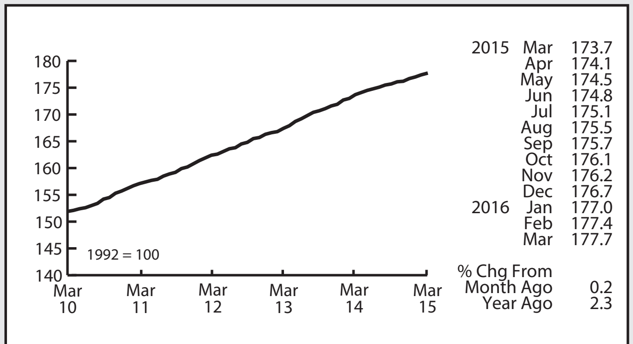
Highlights

The **Minnesota Index** advanced 0.2 percent in March for the third straight month. The index, estimated by the Federal Reserve Bank of Philadelphia, combines four state-level indicators to summarize current economic conditions into a single statistic. The components of the index are nonfarm wage and salary employment, average weekly manufacturing hours, the unemployment rate, and wage and salary disbursements adjusted for inflation. The index is designed to be a monthly proxy for the state's gross domestic product (GDP).

Minnesota's monthly change has averaged 0.3 percent since 2010, so the 0.2 percent increases since the start of the year suggests that Minnesota's economy has gotten off to a slow start in 2016. The U.S. Index is telling a similar story with the national index having increased 0.2 percent during the last two months. Minnesota's index is up only 2.3 percent from a year ago while the U.S. Index increased 3.1 percent over the same period.

Adjusted **Wage and Salary Employment** dropped by 2,900 jobs in March with the majority of job loss occurring in the private sector. Job cutbacks were highest in Educational and Health Services, Construction, Leisure and Hospitality, and Other Services. Solid job gains occurred in Professional and Business Services and in Manufacturing.

Minnesota's unadjusted over-the-year job growth rate slipped to 1.3 percent in March compared to the U.S. 2.0 percent rate. Minnesota's job growth, after outpacing the national rate between 2008 and 2011, has been lagging behind U.S. job growth in three of the last four years including the last two. Minnesota's annual job growth has outpaced U.S. growth 60 percent of the time since 1950. The state's job growth has fallen below the national pace for two or more years three times: 1980-1983, 1997-1999, and 2004-2007.



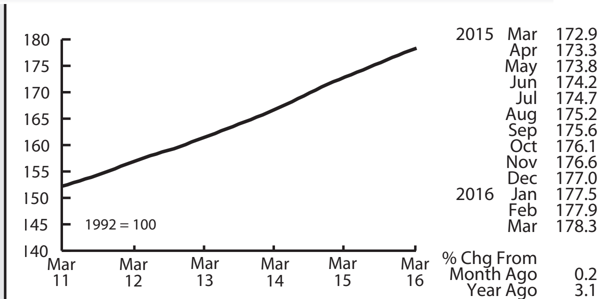
Source: The Federal Reserve Bank of Philadelphia, 2016

Minnesota Index

Online Help-Wanted Ads slipped slightly in March, declining 0.3 percent to 141,200. U.S. online job advertising also dropped, falling 0.6 percent. Minnesota's percent of online help-wanted ads inched up to 2.75 percent in March, reaching its highest level since the Conference Board began reporting online help-wanted advertising numbers in May 1995. High online job advertising in Minnesota is probably a combination of two factors: demand for workers remains strong while worker supply is tight relative to the demand. Minnesota employers are likely having a harder time filling their job openings compared to employers in other parts of the country where the pool of unemployed workers is higher. This may explains why Minnesota has such a high share of online job advertising yet trails the nation in job growth.

Minnesota's **Purchasing Managers' Index (PMI)** dipped a tad in March, sliding to 50.7. The index, produced by Creighton University as part of their Mid-American Business Conditions Index, offers a monthly reading on the state's manufacturing sector. A reading above 50 indicates expanding manufacturing activity while a reading below 50 indicates contracting manufacturing activity. After averaging a record-high in 2014 the index plunged in 2015 and has yet to recover. Minnesota's PMI index has been higher than March's reading 70 percent of the time since Creighton University began reporting the index in 1994.

United States Index



Source: The Federal Reserve Bank of Philadelphia, 2016

Adjusted **Manufacturing Hours** made up some lost ground in March but remained sluggish compared to two years ago. Minnesota manufacturers set a 45-year annual average weekly manufacturing hour mark in 2014 before dropping off sharply in 2015. The factory workweek so far in 2016 shows no sign of regaining its lofty 2014 level. Average weekly **Manufacturing Earnings** increased for the first time in four months in March but, like hours, remain low compared to the last two years.

Adjusted **Residential Building Permits** slid in March after jumping to their highest level in over a year in February. Through the first three months building permits are down 5.8 percent from the same period last year but expect the Minnesota's home builder market to have another year of moderate improvement, just like in 2015.

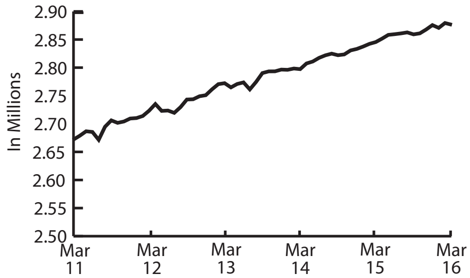
Adjusted **Initial Claims for Unemployment Benefits (UB)** inched down for the fourth month in a row, falling to its lowest level since last October. The 17,278 initial claims in March represent 0.6 percent of the 2.9 million wage and salary workers in Minnesota. The only time initial claims have been a smaller percent of total employment was during the 1997 – 2000 period when unemployment slipped below 3 percent. Over the last 45 years initial claims have average 1.0 percent of total employment. Finding new employees will remain tough for Minnesota employers given the low layoff rate (low initial claims level) and high demand (high online help-wanted ads) for workers.

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

2015	Oct	2.8610
	Nov	2.8678
	Dec	2.8757
2016	Jan	2.8707
	Feb	2.8794
	Mar	2.8765

% Chg From Month Ago -0.1

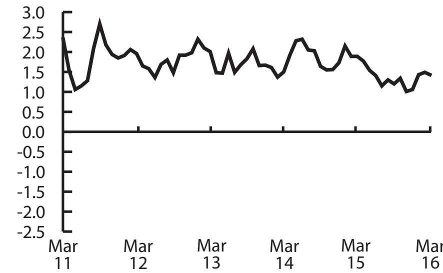
unadjusted

2015	Mar	2,792.5
2016	Mar	2,828.4

% Chg From Year Ago 1.3%

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

Minnesota Leading Index

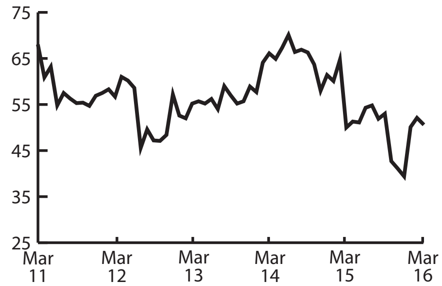


2015	Mar	1.89
	Apr	1.77
	May	1.54
	Jun	1.41
	Jul	1.15
	Aug	1.30
	Sep	1.20
	Oct	1.34
	Nov	1.01
	Dec	1.06
2016	Jan	1.43
	Feb	1.49
	Mar	1.42

% Chg From Month Ago -4.3
Year Ago -24.6

Source: The Federal Reserve Bank of Philadelphia, 2016

Purchasing Managers' Index

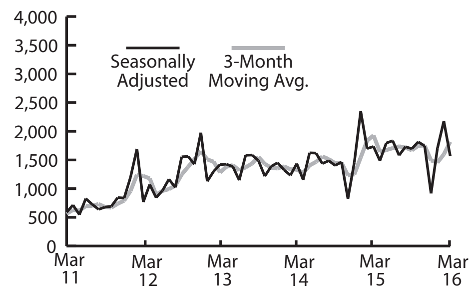


2015	Mar	50.0
	Apr	51.3
	May	51.1
	Jun	54.3
	Jul	54.8
	Aug	51.9
	Sep	53.0
	Oct	42.7
	Nov	41.1
	Dec	39.4
2016	Jan	50.1
	Feb	52.1
	Mar	50.7

% Chg From Month Ago -2.7
Year Ago 1.4

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

Residential Building Permits



seasonally adjusted

2015	Oct	1,816
	Nov	1,743
	Dec	917
2016	Jan	1,703
	Feb	2,178
	Mar	1,569

% Chg From Month Ago -27.9

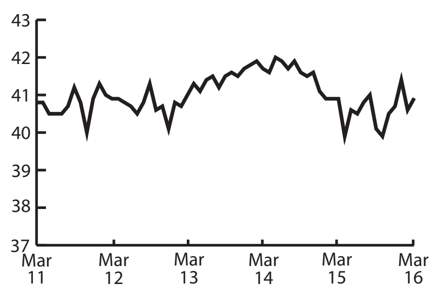
unadjusted

2015	Mar	1,498
2016	Mar	1,357

% Chg From Year Ago -9.4%

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

Average Weekly Manufacturing Hours



seasonally adjusted

2015	Oct	39.9
	Nov	40.5
	Dec	40.7
2016	Jan	41.4
	Feb	40.6
	Mar	40.9

% Chg From Month Ago 0.7

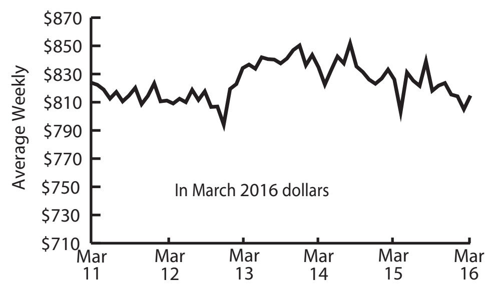
unadjusted

2015	Mar	40.6
2016	Mar	40.6

% Chg From Year Ago 0.0%

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

Manufacturing Earnings



seasonally adjusted

2015	Oct	821.78
	Nov	823.61
	Dec	815.45
2016	Jan	814.20
	Feb	804.98
	Mar	814.29

% Chg From Month Ago 1.2

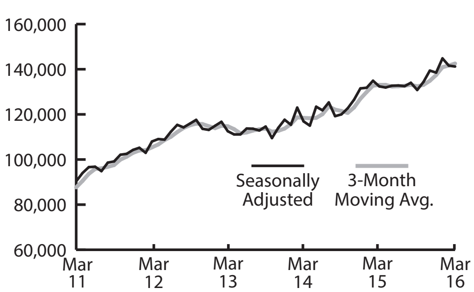
unadjusted

2015	Mar	819.11
2016	Mar	806.32

% Chg From Year Ago -1.6%

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

Online Help-Wanted Advertising

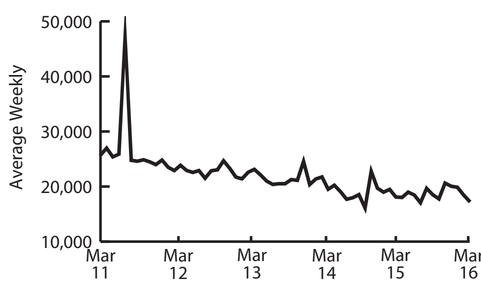


2015	Mar	132,400
	Apr	131,900
	May	132,700
	Jun	132,800
	Jul	132,500
	Aug	134,000
	Sep	130,800
	Oct	134,400
	Nov	139,400
	Dec	138,500
2016	Jan	144,800
	Feb	141,600
	Mar	141,200

% Chg From Month Ago -0.3
Year Ago 6.6

Source: The Conference Board Inc., 2016

Initial UB Claimants



seasonally adjusted

2015	Oct	17,759
	Nov	20,625
	Dec	20,051
2016	Jan	19,871
	Feb	18,486
	Mar	17,278

% Chg From Month Ago -6.5

unadjusted

2015	Mar	17,729
2016	Mar	16,867

% Chg From Year Ago -4.9%

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

Minnesota Employment Review

DEED
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mn.gov/deed/lmi

Labor Market Information Help Line:
651.259.7384

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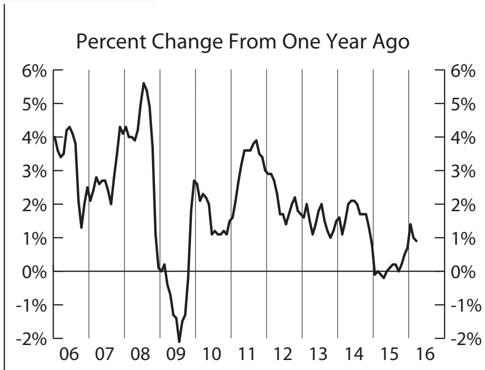
U.S. Consumer Price Index
for All Urban Consumers (CPI-U)



The Consumer Price Index for All Urban Consumers (CPI-U) increased 0.1 percent in March on a seasonally adjusted basis the U.S. Bureau of Labor Statistics reported. The food index declined while the indices for energy and for all items less food and energy rose. The energy index rose for the first time since November, with all of its major components except natural gas increasing.

The all items index rose 0.9 percent over the last 12 months, a slightly smaller increase than the 1.0-percent change for the 12 months ending February. The energy index declined 12.6 percent over the last year.

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

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

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

What's Going On?

Updated Legal Guide to Privacy and Data Security Now Available

DEED has teamed up with the law firm Gray Plant Mooty to publish the second edition of "A Legal Guide to Privacy and Data Security," a free booklet for Minnesota businesses.

"A Legal Guide to Privacy and Data Security" offers guidance on privacy and data security-related laws, the impact of such laws on businesses, and best practices to mitigate risks. It covers key federal privacy and data security laws, Minnesota privacy laws, and privacy issues in the workplace, as well as compliance with global privacy and data security laws. The potential impact of the EU General Data Protection Regulation, Privacy Shield and other key developments are covered in the new guide.

The guide is available on DEED's website (http://mn.gov/deed/startabiz) and also available in print or CD-ROM from DEED's Small Business Assistance Office at 651-259-7476, 800-310-8323 or deed.mnsbao@state.mn.us. Requests also can be mailed to the Small Business Assistance Office at the First National Bank Building, 332 Minnesota St., Suite E-200, St. Paul, MN 55101-1351.

Minnesota
Department of Employment and Economic Development