



## Postsecondary Education in Northeast Minnesota

**D**uring the recession many people in Northeast Minnesota decided to enroll in and take advantage of the numerous higher education opportunities in the region in order to gain the knowledge, skills, and abilities that would be needed for their future careers. Data show that the number of Northlanders with less than a high school diploma decreased considerably over the past decade from 8.9 percent to 7.2 percent or 3,884 people, while residents with college degrees increased rapidly. This resulted in higher levels of educational attainment in the Arrowhead.

The release of new five-year estimates from the U.S. Census Bureau's American Community Survey for 2010 to 2014 allows non-overlapping comparisons with the five-year estimates from 2005 to 2009, showing clear

changes in educational attainment for Northeast Minnesota residents during this time frame. Improvements on the lower end were impressive as the percent of the population with less than a high school degree dropped, but big changes occurred at the other end of the educational attainment spectrum as well, with the number and percent of people with college degrees increasing

steadily. The 2005 to 2009 estimates showed 23,844 people in the seven-county Arrowhead region with an Associate's degree, comprising 10.5 percent of the 25 years and older population. By 2014 that had increased by 2,099 people, now constituting 11.4 percent of the adult population, notably higher than the 10.9 percent rate statewide (see Figure 1). Larger increases occurred for people

### Features:

A Good Job After College

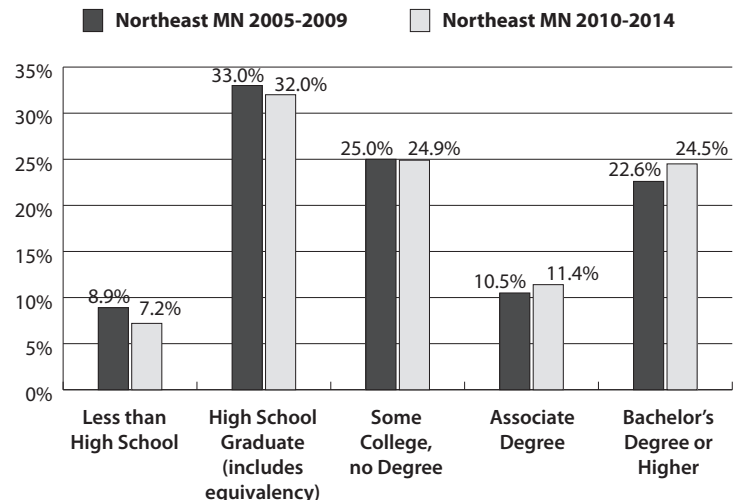
I is for Information Security Analyst

J is for Juvenile Protection Officer

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**Figure 1: Educational Attainment for Northeast Minnesota, 2005-2014**



Source: Census Bureau's American Community Survey

**Table 1: Enrollment at Postsecondary Institutions in Northeast Minnesota**

Institution	Location(s)	2014 Enrollment Counts		
		Total	Full-time	Part-time
University of Minnesota-Duluth	Duluth	11,093	9,537	1,556
Lake Superior College	Duluth	5,101	2,038	3,063
The College of Saint Scholastica	Duluth	4,204	3,305	899
Fond du Lac Tribal and Community College	Cloquet	2,215	828	1,387
Hibbing Community College	Hibbing	1,302	768	534
Mesabi Range College	Eveleth, Virginia	1,265	704	561
Itasca Community College	Grand Rapids	1,222	836	386
Vermilion Community College	Ely	712	458	254
Rainy River Community College	International Falls	325	232	93
Duluth Business University	Duluth	182	103	79
Regency Beauty Institute-Duluth	Duluth	46	46	0
CCU College of Hair, Skin and Nails	Duluth, Hibbing	20	20	0

Source: National Center for Education Statistics, IPEDS

earning Bachelor’s, Master’s, and Doctoral degrees.<sup>1</sup> Through 2014 55,573 people in the region held a Bachelor’s degree or higher, which climbed by 4,289 people since 2009, an 8.4 percent rise. While the percentage of the population 25 years and older that has a Bachelor’s degree or higher in Northeast Minnesota is at an impressive 24.5 percent, it still lags the state rate of 33.2 percent.

According to the National Center for Education Statistics (NCES), Northeast Minnesota is home to diverse institutions of higher education, including the University of Minnesota-Duluth, the College of Saint Scholastica, Fond du Lac Tribal and Community College, Hibbing Community College, Itasca Community College, Lake Superior College, Mesabi Range College, Rainy River Community College, Vermillion Community College, and Duluth Business University (see Table 1).

### Access and Attainment

Enrollment trends for Northeast Minnesota Higher Education Institutions indicate that the recession of 2008 created more demand for higher education opportunities. While both four year colleges and universities and two year community colleges experienced gains in enrollment after the recession, two year community colleges in the region have seen enrollment drop recently as the economy continues to improve.

Total enrollment at four year colleges and universities in Northeast Minnesota gained by 11.4 percent since 2005, an increase of 1,563 students. Enrollment reached its high water mark in 2011 with 15,820 students, but has since declined by 3.3 percent. Likewise, 2010 was the year with the highest enrollment at two year schools in the Arrowhead

region with 13,834 students. Coming out of the recession, total enrollment dropped consecutively for the next four years, a 10.4 percent decline. With 12,390 students enrolled, there are now fewer students enrolled in two year colleges and professional schools than there were in 2005 (see Figure 2).

While enrollment data can measure access to education in the region, it is also beneficial to look at the end product of the higher education experience, the awarding of the degree. At all levels of higher education, Northeast Minnesota has seen an increase in the number of degrees awarded since the recession with the exception of certificates.

The number of Associate’s degrees gained in the region has increased by 242 since 2007, a 15 percent increase, while the number of Bachelor’s degrees has

<sup>1</sup>The term “Doctoral” refers to both Ph.D.s and doctoral degrees.

increased by 36 percent with 773 more degrees awarded than in 2007. Larger percent increases have occurred with Master's and Doctorate's degrees as the number of Doctorate's degrees increased from 29 in 2007 to 108 in 2015, and there were 600 Master's degrees awarded in 2015, 233 more than in 2007 (see Figure 3).

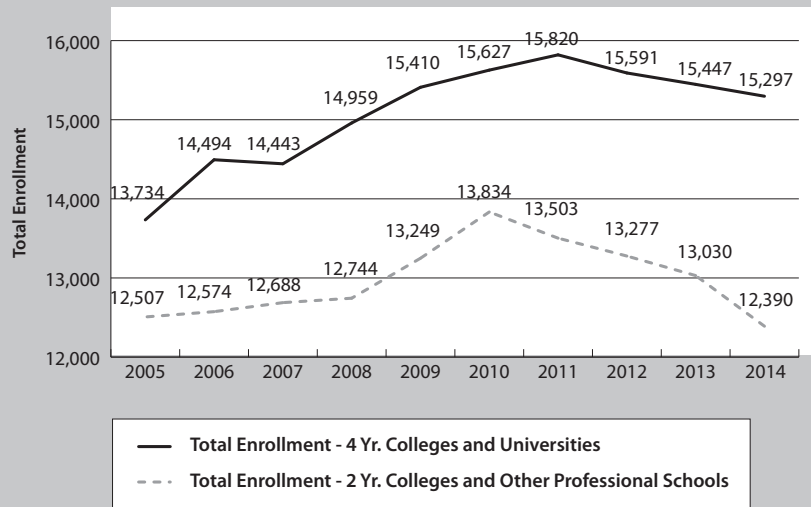
### Graduate Employment Outcomes

DEED's Graduate Employment Outcome (GEO) data tool (<https://apps.deed.state.mn.us/lmi/etd/Results.aspx>) shows how students from the colleges and universities in Northeast Minnesota are faring in the labor market by matching postsecondary graduation records from the Minnesota Office of Higher Education with wage records from Minnesota employers subject to the state's Unemployment Insurance program. Data are available for every postsecondary institution by year, location, award type, institution type, and instructional program.

Nearly 6,000 graduates from colleges and universities in Northeast Minnesota in the 2013-2014 cohort had median wages of \$18.53 an hour one year after graduation. Earnings were higher for graduates from the four year universities, but award holders from the other schools in the region earned a range from \$10 to \$16 an hour.

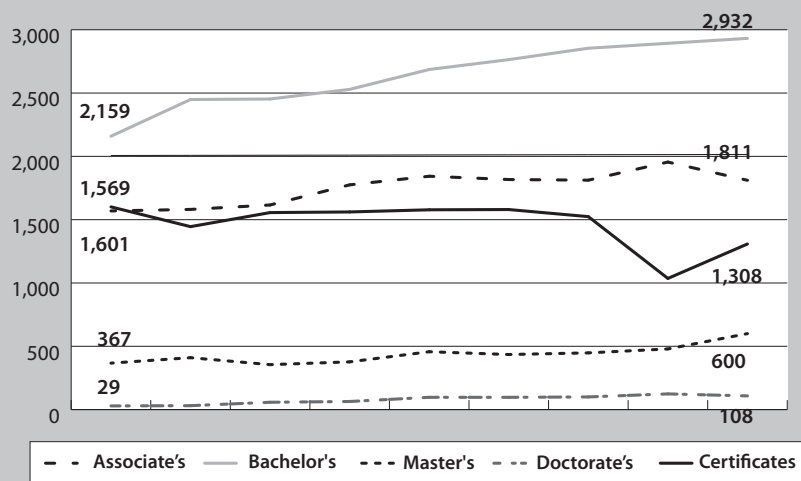
Health professions and related programs have the highest number of graduates, as the health care industry is the largest industry of employment in the region, and graduates from these programs

**Figure 2: Enrollment in Northeast Minnesota Higher Education, 2005-2014**



Source: National Center for Education Statistics, IPEDS

**Figure 3: Number of Degrees Awarded in Northeast Minnesota, 2007 - 2015**



Source: National Center for Education Statistics, IPEDS

were earning a median hourly wage of \$25.32 one year after graduation. There were 1,016 graduates from the liberal arts programs at community colleges in the region, with many of these graduates going on to a four-year school to further their education. Their lower median hourly wage can be attributed to those working flexible jobs while in school. The region also had large numbers of successful graduates in business, management, marketing and related programs, education

programs, and engineering technologies among others (see Table 2).

Residents in the region turned to higher education during the recession to help gain the skills, knowledge, and abilities that would be needed in the future economy. However, data show that after increases in enrollment after the recession, the number of people entering four year colleges and universities has stabilized and those going to two year community colleges has decreased.

This indicates a changing economic landscape as the labor market tightens in the region, and employers are less restrictive in the education, training, and work experience required to fill their open positions. Going forward higher education institutions will need to continue to align their academic programs with the jobs that will be available in the future by offering the training and knowledge that is needed for these positions.

**Table 2: Graduate Employment Outcomes at Postsecondary Institutions in Northeast Minnesota, by Classification of Instructional Programs Code, 2013-2014 Cohort, All Awards**

CIP Code	CIP Title	Number of Graduates	1 Year After Graduation	
			Graduates With Reported Wages in Minnesota	Median Hourly Wage
	<b>Total, All CIP Codes</b>	<b>5,967</b>	<b>4,389</b>	<b>\$18.53</b>
51	Health Professions and related programs	1,351	1,008	\$25.32
24	Liberal Arts and Sciences, General Studies and Humanities	1,016	739	\$12.00
52	Business, Management, Marketing, and related	614	477	\$21.40
13	Education	422	315	\$21.18
14-15	Engineers and Engineering Technologies	355	252	\$23.51
47	Mechanic and Repair Technologies/Technicians	177	152	\$19.34
42	Psychology	173	137	\$14.20
3	Natural Resources and Conservation	126	81	\$19.00
43	Homeland Security, Law Enforcement, Firefighting	97	71	\$14.86
44	Public Administration and Social Service Professions	91	67	\$19.90
48	Precision Production	60	42	\$19.17
46	Construction Trades	35	29	\$16.84

Source: DEED's Graduate Employment Outcomes (GEO) Program

by Erik White  
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# Minnesota Business Developments

## Northern

**Cirrus Aircraft** has unveiled a plan to build a \$16 million facility in the Duluth Airport Industrial Park that will add 150 new jobs, pushing its employee roster to 825 workers. The new project is expected to start operating in October. The City of Duluth will contribute nearly \$8 million in infrastructure and construction financing for the new facility, and the company will also receive a \$4 million loan from DEED through the Minnesota Investment Fund.

**Maurices** has built its new \$80 million headquarters in downtown Duluth, marking the biggest downtown development in the city's history. The 200,000-square-foot office building spans an entire block and includes a public parking ramp.

## Central

The St. Cloud-based biological material

supply company **Microbiologics Inc.** is adding a 30,000-square-foot expansion to its lab research and development site, which will create roughly 35 new full-time jobs paying an average wage of \$21 per hour. The proposed expansion project will cost about \$7.2 million, and the company will receive funds from DEED through the Minnesota Job Creation Fund to help with the expansion project and job creation.

The machining precision parts manufacturer **Talon Innovations** is expanding its facility in Sauk Rapids and adding 50 new jobs over the next two years. The company will receive a grant from DEED's Minnesota Job Creation Fund to help with the investment plan and job creation. Talon Innovations plans to attract technical college graduate machinists to work at the new plant.

## Twin Cities Metro Area

Chaska-based **MyPillow** expanded its operation in Shakopee by opening

a second plant in the city adding 500 jobs. The new site is a 125,000-square-foot factory, and the company intends to keep the smaller factory, which has 70,000-square-feet, as well. The new expansion plan increased the company's workforce in Shakopee to 1,150.

**Land O'Lakes**, based in Arden Hills, announced an \$80 million expansion project that is expected to create about 300 new jobs over the next few years, paying at least \$19.30 an hour. The expansion plan includes adding a four-story, 155,000-square-foot office building and a 1,700-stall parking lot to the current 200,000-square-foot company headquarters. When the new project is completed the company will move 900 employees who now work in leased buildings in Shoreview to the new facility bringing the total employment in the headquarters to 2,500 employees.

**Amazon**, with an order fulfillment center in Shakopee, unveiled a new expansion plan to build a tech office in downtown Minneapolis. The technology development center, already underway, has an aim of hiring about 100 software developers. Amazon has already started hiring software engineers at the new office in Fifth Street Towers with 29 immediate openings.

The **Kraft Heinz Co.** unveiled a \$100 million upgrade plan to its Southern Minnesota plant in New Ulm. The proposed site will host 50 new jobs and four new production lines including Velveeta loafs by the end of 2017.

The Rosemount, Ill.-based exercise equipment maker, **Life Fitness** is expanding its Cybex fitness equipment manufacturing plant in Owatonna, adding 100 new jobs, which will pay \$18.37 per hour on average. The expansion plan will cost \$23 million and will triple the company's current 150,000-square-foot plant, bringing the facility to a total of 490,000 square feet. The company secured \$1.3 million tax increment financing provided by the city of Owatonna in addition to another \$850,000 from the Minnesota Department of Employment and Economic Development (DEED) through the state's Job Creation Fund.

**Faribault Foods** announced a plan to expand its plant in the city of Faribault in a \$100 million project, which could increase the workforce from the company's current 318 employees to 443. The company will build a 589,600-square-foot food processing plant and convert another building it bought to a canning operation warehouse.

by Mohamed Mourssi-Alfash



## Southern



# Labor Force Estimates

## County/ Area

County/ Area	Labor Force			Employment			Unemployment			Rate of Unemployment		
	June 2016	May 2016	June 2015	June 2016	May 2016	June 2015	June 2016	May 2016	June 2015	June 2016	May 2016	June 2015
<b>United States ('000s)</b>												
(Seasonally adjusted)	158,880	158,466	157,037	151,097	151,030	148,739	7,783	7,436	8,299	4.9%	4.7%	5.3%
(Unadjusted)	160,135	158,800	158,283	151,990	151,594	149,645	8,144	7,207	8,638	5.1	4.5	5.5
<b>Minnesota</b>												
(Seasonally adjusted)	3,044,318	3,062,416	3,009,552	2,927,728	2,947,319	2,901,754	116,590	115,097	107,798	3.8	3.8	3.6
(Unadjusted)	3,049,853	3,042,503	3,037,344	2,928,501	2,941,047	2,921,799	121,352	101,456	115,545	4.0	3.3	3.8
<b>Metropolitan Statistical Areas (MSA)*</b>												
Mpls.-St. Paul MSA	1,971,286	1,968,877	1,953,718	1,897,511	1,907,773	1,882,795	73,775	61,104	70,923	3.7	3.1	3.6
Duluth-Superior MSA	144,506	142,689	144,579	136,054	135,332	137,089	8,452	7,357	7,490	5.8	5.2	5.2
Rochester MSA	120,504	119,476	119,916	116,526	116,206	115,972	3,978	3,270	3,944	3.3	2.7	3.3
St. Cloud MSA	111,986	111,688	110,388	107,670	107,953	106,205	4,316	3,735	4,183	3.9	3.3	3.8
Mankato-N Mankato MSA	59,289	59,576	58,561	57,246	57,965	56,728	2,043	1,611	1,833	3.4	2.7	3.1
Fargo-Moorhead MSA	137,470	136,239	131,333	133,807	133,202	127,947	3,663	3,037	3,386	2.7	2.2	2.6
Grand Forks MSA	56,401	56,113	55,103	54,454	54,599	53,235	1,947	1,514	1,868	3.5	2.7	3.4
<b>Region One</b>	<b>48,427</b>	<b>48,476</b>	<b>49,480</b>	<b>46,062</b>	<b>46,474</b>	<b>47,099</b>	<b>2,365</b>	<b>2,002</b>	<b>2,381</b>	<b>4.9</b>	<b>4.1</b>	<b>4.8</b>
Kittson	2,470	2,434	2,551	2,351	2,349	2,423	119	85	128	4.8	3.5	5.0
Marshall	5,713	5,679	5,906	5,383	5,367	5,557	330	312	349	5.8	5.5	5.9
Norman	3,396	3,357	3,504	3,218	3,220	3,341	178	137	163	5.2	4.1	4.7
Pennington	9,075	9,157	9,235	8,697	8,780	8,786	378	377	449	4.2	4.1	4.9
Polk	17,211	17,264	17,445	16,361	16,616	16,618	850	648	827	4.9	3.8	4.7
Red Lake	2,312	2,325	2,384	2,188	2,207	2,258	124	118	126	5.4	5.1	5.3
Roseau	8,250	8,260	8,455	7,864	7,935	8,116	386	325	339	4.7	3.9	4.0
<b>Region Two</b>	<b>43,620</b>	<b>43,566</b>	<b>43,094</b>	<b>41,113</b>	<b>41,347</b>	<b>40,843</b>	<b>2,507</b>	<b>2,219</b>	<b>2,251</b>	<b>5.7</b>	<b>5.1</b>	<b>5.2</b>
Beltrami	23,997	24,215	23,589	22,720	23,109	22,445	1,277	1,106	1,144	5.3	4.6	4.8
Clearwater	4,670	4,684	4,610	4,284	4,289	4,268	386	395	342	8.3	8.4	7.4
Hubbard	9,987	9,735	9,989	9,397	9,217	9,470	590	518	519	5.9	5.3	5.2
Lake of the Woods	2,522	2,448	2,486	2,410	2,352	2,380	112	96	106	4.4	3.9	4.3
Mahnomen	2,444	2,484	2,420	2,302	2,380	2,280	142	104	140	5.8	4.2	5.8
<b>Region Three</b>	<b>166,767</b>	<b>164,665</b>	<b>166,713</b>	<b>156,509</b>	<b>155,501</b>	<b>157,804</b>	<b>10,258</b>	<b>9,164</b>	<b>8,909</b>	<b>6.2</b>	<b>5.6</b>	<b>5.3</b>
Aitkin	6,968	6,888	7,001	6,579	6,541	6,638	389	347	363	5.6	5.0	5.2
Carlton	17,592	17,434	17,689	16,665	16,609	16,840	927	825	849	5.3	4.7	4.8
Cook	3,393	3,190	3,367	3,273	3,063	3,248	120	127	119	3.5	4.0	3.5
Itasca	23,674	23,428	23,073	21,786	21,659	21,643	1,888	1,769	1,430	8.0	7.6	6.2
Koochiching	6,375	6,215	6,544	5,840	5,731	6,042	535	484	502	8.4	7.8	7.7
Lake	5,769	5,573	5,776	5,500	5,318	5,534	269	255	242	4.7	4.6	4.2
St. Louis	102,996	101,937	103,263	96,866	96,580	97,859	6,130	5,357	5,404	6.0	5.3	5.2
City of Duluth	45,832	45,280	46,014	43,738	43,608	44,186	2,094	1,672	1,828	4.6	3.7	4.0
Balance of St. Louis County	57,164	56,657	57,249	53,128	52,972	53,673	4,036	3,685	3,576	7.1	6.5	6.2
<b>Region Four</b>	<b>129,011</b>	<b>128,236</b>	<b>129,116</b>	<b>124,274</b>	<b>124,346</b>	<b>124,605</b>	<b>4,737</b>	<b>3,890</b>	<b>4,511</b>	<b>3.7</b>	<b>3.0</b>	<b>3.5</b>
Becker	19,078	18,895	18,937	18,263	18,223	18,159	815	672	778	4.3	3.6	4.1
Clay	36,107	36,227	35,684	34,804	35,212	34,537	1,303	1,015	1,147	3.6	2.8	3.2
Douglas	20,625	20,408	20,690	19,968	19,848	20,024	657	560	666	3.2	2.7	3.2
Grant	3,370	3,341	3,452	3,235	3,224	3,318	135	117	134	4.0	3.5	3.9
Otter Tail	31,900	31,567	32,145	30,665	30,505	30,949	1,235	1,062	1,196	3.9	3.4	3.7
Pope	6,670	6,626	6,776	6,463	6,453	6,556	207	173	220	3.1	2.6	3.2
Stevens	5,746	5,704	5,786	5,551	5,562	5,620	195	142	166	3.4	2.5	2.9
Traverse	1,819	1,789	1,913	1,764	1,740	1,843	55	49	70	3.0	2.7	3.7
Wilkin	3,696	3,679	3,733	3,561	3,579	3,599	135	100	134	3.7	2.7	3.6
<b>Region Five</b>	<b>84,407</b>	<b>83,345</b>	<b>85,113</b>	<b>80,372</b>	<b>79,780</b>	<b>81,163</b>	<b>4,035</b>	<b>3,565</b>	<b>3,950</b>	<b>4.8</b>	<b>4.3</b>	<b>4.6</b>
Cass	14,724	14,256	14,804	13,871	13,495	13,992	853	761	812	5.8	5.3	5.5
Crow Wing	32,595	32,135	32,728	31,122	30,823	31,255	1,473	1,312	1,473	4.5	4.1	4.5
Morrison	17,789	17,709	18,011	16,972	16,973	17,206	817	736	805	4.6	4.2	4.5
Todd	12,936	12,892	13,163	12,394	12,433	12,650	542	459	513	4.2	3.6	3.9
Wadena	6,363	6,353	6,407	6,013	6,056	6,060	350	297	347	5.5	4.7	5.4
<b>Region Six East</b>	<b>66,846</b>	<b>66,212</b>	<b>67,550</b>	<b>63,971</b>	<b>63,775</b>	<b>64,898</b>	<b>2,875</b>	<b>2,437</b>	<b>2,652</b>	<b>4.3</b>	<b>3.7</b>	<b>3.9</b>
Kandiyohi	24,226	24,147	24,563	23,349	23,392	23,684	877	755	879	3.6	3.1	3.6
McLeod	20,647	20,288	20,681	19,709	19,491	19,848	938	797	833	4.5	3.9	4.0
Meeker	13,442	13,388	13,566	12,877	12,908	13,058	565	480	508	4.2	3.6	3.7
Renville	8,531	8,389	8,740	8,036	7,984	8,308	495	405	432	5.8	4.8	4.9

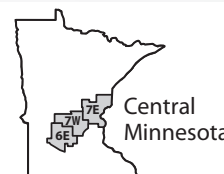
\*Minneapolis-St. Paul Metropolitan Statistical Area (MSA) now includes Sherburne County in Minnesota and Pierce County in Wisconsin. St. Cloud MSA is now comprised of Benton and Stearns counties.

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

County/ Area	Labor Force			Employment			Unemployment			Rate of Unemployment		
	June 2016	May 2016	June 2015	June 2016	May 2016	June 2015	June 2016	May 2016	June 2015	June 2016	May 2016	June 2015
<b>Region Six West</b>	<b>24,167</b>	<b>23,904</b>	<b>24,981</b>	<b>23,133</b>	<b>23,023</b>	<b>23,781</b>	<b>1,034</b>	<b>881</b>	<b>1,200</b>	<b>4.3%</b>	<b>3.7%</b>	<b>4.8%</b>
Big Stone	2,751	2,707	2,816	2,629	2,608	2,707	122	99	109	4.4	3.7	3.9
Chippewa	6,882	6,837	7,108	6,585	6,579	6,793	297	258	315	4.3	3.8	4.4
Lac Qui Parle	3,798	3,732	3,887	3,640	3,603	3,742	158	129	145	4.2	3.5	3.7
Swift	5,165	5,086	5,409	4,926	4,876	4,983	239	210	426	4.6	4.1	7.9
Yellow Medicine	5,571	5,542	5,761	5,353	5,357	5,556	218	185	205	3.9	3.3	3.6
<b>Region Seven East</b>	<b>86,469</b>	<b>86,459</b>	<b>86,148</b>	<b>82,476</b>	<b>82,915</b>	<b>82,242</b>	<b>3,993</b>	<b>3,544</b>	<b>3,906</b>	<b>4.6</b>	<b>4.1</b>	<b>4.5</b>
Chisago	29,328	29,277	29,100	28,101	28,258	27,911	1,227	1,019	1,189	4.2	3.5	4.1
Isanti	20,706	20,705	20,523	19,805	19,923	19,685	901	782	838	4.4	3.8	4.1
Kanabec	8,749	8,721	8,896	8,275	8,261	8,415	474	460	481	5.4	5.3	5.4
Mille Lacs	12,869	12,894	12,830	12,218	12,284	12,153	651	610	677	5.1	4.7	5.3
Pine	14,817	14,862	14,799	14,077	14,189	14,078	740	673	721	5.0	4.5	4.9
<b>Region Seven West</b>	<b>235,413</b>	<b>235,105</b>	<b>232,964</b>	<b>226,382</b>	<b>227,367</b>	<b>224,175</b>	<b>9,031</b>	<b>7,738</b>	<b>8,789</b>	<b>3.8</b>	<b>3.3</b>	<b>3.8</b>
Benton	22,066	22,044	21,787	21,172	21,230	20,856	894	814	931	4.1	3.7	4.3
Sherburne	50,370	50,367	50,073	48,376	48,677	48,077	1,994	1,690	1,996	4.0	3.4	4.0
Stearns	89,920	89,644	88,601	86,498	86,723	85,349	3,422	2,921	3,252	3.8	3.3	3.7
Wright	73,057	73,050	72,503	70,336	70,737	69,893	2,721	2,313	2,610	3.7	3.2	3.6
<b>Region Eight</b>	<b>66,930</b>	<b>66,682</b>	<b>67,770</b>	<b>64,130</b>	<b>64,414</b>	<b>65,388</b>	<b>2,800</b>	<b>2,268</b>	<b>2,382</b>	<b>4.2</b>	<b>3.4</b>	<b>3.5</b>
Cottonwood	5,989	5,932	5,951	5,558	5,623	5,650	431	309	301	7.2	5.2	5.1
Jackson	6,471	6,365	6,512	6,056	6,027	6,182	415	338	330	6.4	5.3	5.1
Lincoln	3,355	3,356	3,447	3,246	3,257	3,341	109	99	106	3.2	2.9	3.1
Lyon	15,115	15,256	15,379	14,573	14,804	14,899	542	452	480	3.6	3.0	3.1
Murray	5,182	5,152	5,233	5,001	4,987	5,051	181	165	182	3.5	3.2	3.5
Nobles	11,474	11,507	11,530	11,000	11,144	11,138	474	363	392	4.1	3.2	3.4
Pipestone	5,033	4,993	5,115	4,857	4,845	4,970	176	148	145	3.5	3.0	2.8
Redwood	8,326	8,174	8,588	8,003	7,906	8,274	323	268	314	3.9	3.3	3.7
Rock	5,985	5,947	6,015	5,836	5,821	5,883	149	126	132	2.5	2.1	2.2
<b>Region Nine</b>	<b>132,515</b>	<b>132,209</b>	<b>132,916</b>	<b>127,259</b>	<b>127,826</b>	<b>127,898</b>	<b>5,256</b>	<b>4,383</b>	<b>5,018</b>	<b>4.0</b>	<b>3.3</b>	<b>3.8</b>
Blue Earth	39,157	39,338	38,630	37,744	38,233	37,392	1,413	1,105	1,238	3.6	2.8	3.2
Brown	14,669	14,597	15,013	14,050	14,034	14,396	619	563	617	4.2	3.9	4.1
Faribault	7,537	7,346	7,749	7,214	7,069	7,381	323	277	368	4.3	3.8	4.7
Le Sueur	15,816	15,823	15,787	15,176	15,246	15,134	640	577	653	4.0	3.6	4.1
Martin	10,588	10,473	10,756	10,039	10,039	10,259	549	434	497	5.2	4.1	4.6
Nicollet	20,132	20,238	19,931	19,502	19,732	19,336	630	506	595	3.1	2.5	3.0
Sibley	8,617	8,580	8,701	8,277	8,289	8,357	340	291	344	3.9	3.4	4.0
Waseca	9,713	9,593	9,888	9,291	9,238	9,471	422	355	417	4.3	3.7	4.2
Watonwan	6,286	6,221	6,461	5,966	5,946	6,172	320	275	289	5.1	4.4	4.5
<b>Region Ten</b>	<b>280,758</b>	<b>280,018</b>	<b>281,631</b>	<b>270,533</b>	<b>271,831</b>	<b>271,752</b>	<b>10,225</b>	<b>8,187</b>	<b>9,879</b>	<b>3.6</b>	<b>2.9</b>	<b>3.5</b>
Dodge	11,609	11,473	11,594	11,191	11,151	11,186	418	322	408	3.6	2.8	3.5
Fillmore	11,465	11,333	11,524	11,030	10,974	11,089	435	359	435	3.8	3.2	3.8
Freeborn	16,353	16,199	16,772	15,680	15,657	16,131	673	542	641	4.1	3.3	3.8
Goodhue	27,014	26,994	27,236	25,934	26,146	26,264	1,080	848	972	4.0	3.1	3.6
Houston	10,353	10,518	10,371	9,984	10,198	10,000	369	320	371	3.6	3.0	3.6
Mower	20,534	20,501	20,634	19,850	19,939	19,948	684	562	686	3.3	2.7	3.3
Olmsted	85,252	84,614	84,541	82,550	82,384	81,905	2,702	2,230	2,636	3.2	2.6	3.1
City of Rochester	62,399	62,023	62,104	60,604	60,482	60,130	1,795	1,541	1,974	2.9	2.5	3.2
Rice	36,261	36,134	36,059	34,863	35,070	34,673	1,398	1,064	1,386	3.9	2.9	3.8
Steele	20,601	20,604	21,211	19,789	19,986	20,462	812	618	749	3.9	3.0	3.5
Wabasha	12,178	12,056	12,257	11,755	11,697	11,792	423	359	465	3.5	3.0	3.8
Winona	29,138	29,592	29,432	27,907	28,629	28,302	1,231	963	1,130	4.2	3.3	3.8
<b>Region Eleven</b>	<b>1,684,527</b>	<b>1,683,628</b>	<b>1,669,868</b>	<b>1,622,290</b>	<b>1,632,448</b>	<b>1,610,148</b>	<b>62,237</b>	<b>51,180</b>	<b>59,720</b>	<b>3.7</b>	<b>3.0</b>	<b>3.6</b>
Anoka	194,034	193,869	192,382	186,484	187,674	185,164	7,550	6,195	7,218	3.9	3.2	3.8
Carver	55,905	55,883	55,506	53,970	54,277	53,666	1,935	1,606	1,840	3.5	2.9	3.3
Dakota	237,839	237,765	235,828	229,231	230,708	227,616	8,608	7,057	8,212	3.6	3.0	3.5
Hennepin	691,131	690,907	685,050	666,060	670,180	660,676	25,071	20,727	24,374	3.6	3.0	3.6
City of Bloomington	47,443	47,427	47,150	45,734	46,017	45,364	1,709	1,410	1,786	3.6	3.0	3.8
City of Minneapolis	236,210	236,040	234,479	227,564	228,972	225,724	8,646	7,068	8,755	3.7	3.0	3.7
Ramsey	285,352	284,987	282,794	274,033	275,743	271,942	11,319	9,244	10,852	4.0	3.2	3.8
City of St. Paul	156,398	156,137	155,274	150,055	150,991	148,910	6,343	5,146	6,364	4.1	3.3	4.1
Scott	80,274	80,267	79,583	77,564	78,054	77,017	2,710	2,213	2,566	3.4	2.8	3.2
Washington	139,992	139,950	138,725	134,948	135,812	134,067	5,044	4,138	4,658	3.6	3.0	3.4



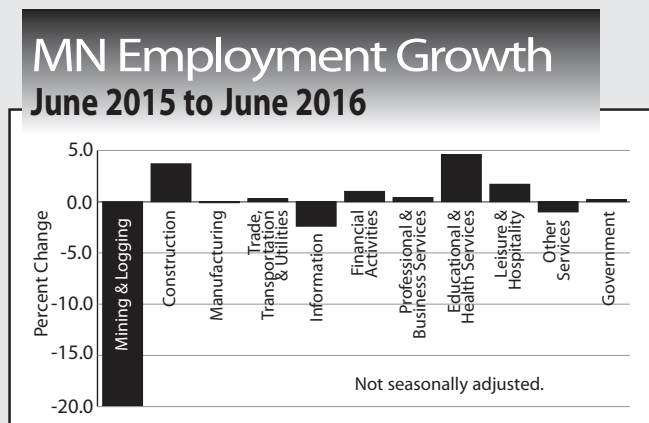
# Industrial Analysis

## Overview

Minnesota added 7,300 jobs (0.3 percent) in June on a seasonally adjusted basis. The gains were countered by a downward revision in the May estimates, which were revised from 1,900 jobs lost on the month to 8,400 jobs lost. The June rebound was spread around the market, as Public and Private employers, as well as Goods Producers and Services Providers, all saw increases of 0.2 percent or more. One supersector to buck this trend notably was Trade, Transportation, and Utilities, which lost 2,300 jobs (0.4 percent) in June. Over-the-year employment growth sped up in June as the state added 34,246 jobs (1.2 percent) over June 2015 estimates. This is in contrast to May, which showed over-the-year growth of only 0.7 percent. As has been the case in recent months, while annual gains were shared among Public and Private employers and Goods Producers and Service Providers, a handful of supersectors continue to struggle by this measure. Information has been losing employment since early 2013, and Mining and Logging continued its trend of 11 straight months with annual job losses caused by unfavorable ore prices, while Other Services had its second straight month of over-the-year job losses, and Manufacturing dipped back slightly into the red after two months of flat or positive growth.

## Mining and Logging

Employment in the Mining and Logging supersector was down in June on a seasonally adjusted basis, off by 200 jobs (3.4 percent) from May estimates. Annually, the supersector lost 1,475 jobs (19.9 percent), continuing a trend of over-the-year job losses that dates back to July of 2015.



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

## Construction

Employment in the Construction supersector was up by 1,300 (1.1 percent) in June on a seasonally adjusted basis. However, the gains came on the heels of a downward adjustment to May's estimates that had the industry group losing 3,500 jobs, so June's gains still haven't brought employment levels back up to where they were in April. Annually, Construction added 4,684 jobs (3.7 percent). All three component industries added employment. Construction of Buildings was up by 263 jobs (1 percent), Heavy and Civil Engineering Construction was up by 2,316 (11.3 percent), and Specialty Trade Contractors added 2,105 jobs (2.6 percent).

## Manufacturing

Manufacturers added 200 jobs (0.1 percent) in June on a seasonally adjusted basis. The gains all came in Non-Durable Goods Manufacturing, which added 1,100 jobs (0.9 percent), as Durable Goods Manufacturing shed 900 jobs (0.4 percent). The monthly increase came on the heels of the loss of 2,200 jobs in May. Over the year, employment in the Manufacturing supersector was off slightly, down 269 jobs (0.1 percent) from June of 2015. Mirroring the monthly estimates, while Non-Durable Goods Manufacturers added employment (up 2,796, 2.4 percent) thanks to an increase of 2,773 jobs (6 percent) in Food Manufacturing, Durable Goods Manufacturers shed employment even faster (down 3,065 jobs or 1.5 percent).

## Trade, Transportation, and Utilities

Employment in Trade, Transportation, and Utilities was down by 2,300 (0.4 percent) in June, as all three component industries lost jobs. Transportation, Warehousing, and Utilities dropped 1,000 jobs (1 percent), while Retail Trade lost 1,100 jobs (0.4 percent), and Wholesale Trade lost 200 (0.2 percent). Annually, the supersector added 1,571 jobs (0.3 percent) with split results among component sectors. Wholesale Trade lost 1,100 jobs (0.8 percent), while Retail Trade added 2,452 (0.8 percent) thanks in large part to the addition of 1,160 jobs (2.7 percent) in Grocery Stores. Transportation, Warehousing, and Utilities added 219 jobs (0.2 percent).

## Information

The Information supersector added 500 jobs (1 percent) in June, after a month of flat growth in May. Over the year, employment in the supersector shrank by 1,225 jobs (2.4 percent), with both published component industries (Telecommunications and Publishing Industries) losing jobs (down 1.8 and 3.4 percent, respectively).

\*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 700 jobs (0.4 percent) in June as both component industries grew. Finance and Insurance added 300 jobs (0.2 percent) while Real Estate and Rental and Leasing added 400 (1 percent). Over the year, Financial Activities added 1,918 jobs (1 percent). Finance and Insurance added 1,091 jobs (0.8 percent) in large part from a gain of 946 jobs (1.4 percent) in Insurance Carriers and Related Activities, while Real Estate and Rental and Leasing added 827 jobs (2.1 percent).

## Professional and Business Services

Professional and Business Services lost 400 jobs (0.1 percent) in June, in addition to which May's estimate was revised from a loss of 500 jobs to a loss of 5,200 jobs, bringing recent estimates to a flatter growth rate following April's unexpected gain of 6,300 jobs. Management of Companies and Enterprises added 700 jobs (0.9 percent) in June, but was buried under the loss of 400 jobs (0.3 percent) in Professional, Scientific, and Technical Services and 700 jobs (0.5 percent) in Administrative and Support and Waste Management and Remediation Services. Annually, the Professional and Business Services supersector added 1,328 jobs (0.4 percent). Administrative and Support and Waste Management and Remediation Services was the only major component sector to lose jobs (down 1,118 or 0.8 percent), a decline which was primarily caused by the loss of 1,282 jobs (2.1 percent) in Employment Services.

## Educational and Health Services

June employment in Educational and Health Services was up by 2,200 (0.4 percent) over May estimates with the addition of 2,600 jobs (0.6 percent) in Health Care and Social Assistance. Educational Services lost 400 jobs (0.5 percent) on the month. Annually, the supersector continued its strong performance, adding 23,105 jobs (4.6 percent) over June of 2015. Educational Services accounted for 7,609 jobs in that increase, while Health Care and Social Assistance added 15,496 jobs (3.5 percent) on the strength of an additional 11,696 jobs (8.2 percent) in Ambulatory Health Care Services, which includes the offices of physicians and dentists as well as medical and diagnostic laboratories and home health care services.

## Leisure and Hospitality

Leisure and Hospitality added 2,600 jobs (1.0 percent) in June. All of the new jobs appeared in Accommodation and Food Services, which grew by 3,200 (1.5 percent)

while counterpart Arts, Entertainment, and Recreation shrank at the same rate, losing 600 jobs. Annually, Leisure and Hospitality added 4,796 jobs (1.7 percent). As with the monthly estimates, all of that gain came from Accommodation and Food Services (up 5,618 or 2.5 percent) as Arts, Entertainment, and Recreation lost 822 jobs (1.7 percent).

## Other Services

Employment in Other Services was up by 1,200 (1.1 percent) in June. Over the year, employment in the supersector remained down, off by 1,174 jobs (1 percent), thanks primarily to a large decrease of 1,120 jobs (1.7 percent) in Religious, Grantmaking, Civic, Professional, and Similar Organizations.

## Government

Government employment was up by 1,500 jobs (0.4 percent) in June, with Federal (up 200 or 0.6 percent), State (up 400, 0.4 percent), and Local (900, 0.3 percent) governments all adding employment. Annually, public sector employers added 987 jobs (0.2 percent). The lion's share of those gains arose in Local Government Educational Services, which added 1,843 jobs (1.3 percent) on the year.

by Nick Dobbins

## Seasonally Adjusted Nonfarm Employment

In 1,000's

Industry	June 2016	May 2016	April 2016
<b>Total Nonagricultural</b>	<b>2,889.4</b>	<b>2,882.1</b>	<b>2,890.5</b>
<b>Goods-Producing</b>	<b>442.5</b>	<b>441.2</b>	<b>447.2</b>
Mining and Logging	5.6	5.8	6.1
Construction	120.3	119.0	122.5
Manufacturing	316.6	316.4	318.6
<b>Service-Providing</b>	<b>2,446.9</b>	<b>2,440.9</b>	<b>2,443.3</b>
Trade, Transportation, and Utilities	526.8	529.1	528.6
Information	50.3	49.8	49.8
Financial Activities	183.6	182.9	184.4
Professional and Business Services	356.3	356.7	361.9
Educational and Health Services	529.0	526.8	523.0
Leisure and Hospitality	263.6	261.0	261.5
Other Services	114.9	113.7	114.7
Government	422.4	420.9	419.4

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

# Regional Analysis

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

Employment in the Minneapolis-St. Paul MSA increased by 21,115 (1.1 percent) in June. The rate was slightly higher than is usual in June, as the metro area had shown between 0.7 and 0.9 percent growth in June in each of the past three years. This may indicate slightly later job growth this season, as May's 1.1 percent increase was slightly lower than in previous years. The two supersectors to show the most growth in June were regular warm-weather seasonal stalwarts Mining, Logging, and Construction (up 5,767 or 7.2 percent) and Leisure and Hospitality (up 6,846, 3.7 percent). The big losses came in Educational and Health Services, which lost 2,014 jobs (0.6 percent) thanks to a decline of 4,639 (9.6 percent) in Educational Services. Annually, employment in the metro area was up by 31,764 jobs (1.6 percent). Virtually every supersector save Information, which lost 337 jobs or 0.9 percent, added employment on the year. Educational and Health Services remained the fastest grower, adding 11,993 jobs or 3.8 percent. Professional and Business Services also had a strong 12 months, adding 5,991 jobs (2 percent). Management of Companies and Enterprises added 1,574 jobs (2.2 percent), Professional, Scientific, and Technical Services added 1,593 (1.3 percent), and Administrative and Support and Waste Management and Remediation Services added 2,824 (2.6 percent). The largest supersector in the metro area, Trade, Transportation, and Utilities, showed flat employment on the year, adding just 143 jobs (0 percent) as component Retail Trade lost 707 jobs (0.4 percent). This was the first over-the-year loss for Retail Trade since 2010, save a temporary 0.7 percent loss in December 2015.

## Duluth-Superior MSA

The Duluth-Superior MSA added 2,761 jobs (2.1 percent) in June. The largest numerical growth came in Leisure and Hospitality, up 1,367 (9.7 percent), while the largest proportional growth was in Mining, Logging,

and Construction, which added 994 jobs (11.7 percent). Two supersectors lost jobs. Government employers dropped 629 jobs (2.4 percent) with losses at both State (down 311, 4.3 percent), and Local (down 348, 2 percent) levels. Trade, Transportation, and Utilities lost 120 jobs (0.5 percent) from a drop of 253 (1.6 percent) in Retail Trade. Annually, the Duluth area lost 282 jobs (0.2 percent), which made it the only MSA in the state to lose jobs on the year. However, the MSA has been adding employment in recent months, and over-the-year job losses have been shrinking. Goods producers are responsible for much of the annual job loss, as Manufacturing shed 676 jobs (8.9 percent), and Mining, Logging, and Construction lost 358 (3.6 percent). Educational and Health Services remained the bright spot for the region, adding 1,172 jobs (3.8 percent) since June of 2015.

## Rochester MSA

Employment in the Rochester MSA was up by 2,282 jobs (1.9 percent) in June. It was the largest over-the-month increase for the area since June of 2013, which also saw a 1.9 percent increase. The only supersector to lose jobs in June was Trade, Transportation, and Utilities, which shed 55 jobs (0.3 percent) as both Wholesale and Retail Trade lost employment (down 53 jobs or 1.8 percent and 47 jobs or 0.4 percent, respectively). Mining, Logging, and Construction added 363 jobs (7.8 percent) for the month, while Leisure and Hospitality added 555 (5.5 percent). Annually, Rochester added 2,147 jobs (1.8 percent). The overwhelming strength of the labor market was Educational and Health Services, which added 2,037 jobs (4.4 percent) on the year. On the flip side of that strength was Manufacturing, which lost more jobs on the year than any other supersector by a large margin, off by 571 or 5.1 percent.

## St. Cloud MSA

The St. Cloud Metropolitan Statistical Area added 1,488 jobs (1.4 percent) in June, as goods producers Mining, Logging, and

Construction added 562 jobs (8 percent), and Manufacturing added 435 jobs (3 percent). The only supersectors to lose employment were Educational and Health Services (off by 306 or 1.4 percent), and Government, which lost 118 jobs (0.7 percent), thanks to a loss of 248 (5.5 percent) from State Government employers. Over the year, St. Cloud added 3,151 jobs (2.9 percent), which represented the fastest over-the-year growth for any MSA in the state. Educational and Health Services added 1,505 jobs (7.3 percent), Professional and Business Services added 537 (6.3 percent), and Mining, Logging, and Construction added 587 (8.4 percent). Manufacturing lost 103 jobs (0.7 percent), and Leisure and Hospitality lost 302 (3.3 percent).

## Mankato-North Mankato MSA

Employment in the Mankato-North Mankato MSA was up by 128 (0.2 percent) in June. Goods Producing industries added 186 jobs (1.9 percent) while Service Providing industries lost 58 (0.1 percent). Both public and private sector employment grew by 0.2 percent on the month. Annually, the Mankato area added 1,333 jobs (2.4 percent). The only published component group to lose employment was Goods Producing industries, which shed 195 jobs (1.9 percent).

## Fargo-Moorhead MSA

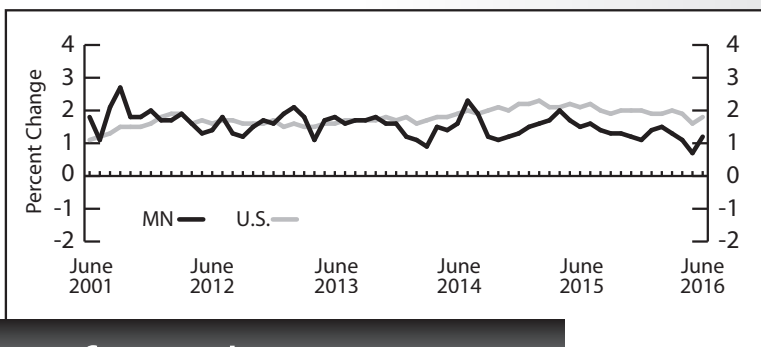
Employment in the Fargo-Moorhead MSA was up by 492 (0.4 percent) in June in spite of a large drop in Government employment (down 1,048 jobs or 5.6 percent). Professional and Business Services added 813 jobs (5 percent) on the strength of an additional 403 jobs (6.5 percent) in Administrative and Support and Waste Management and Remediation Services. Mining, Logging, and Construction added 706 jobs (7 percent), while Leisure and Hospitality actually lost employment (off by 46 or 0.3 percent). Annually, the MSA added 2,987 jobs (2.2 percent). Manufacturing (down 166 or 1.7 percent) and Other Services (down 39, 0.7 percent) were the only supersectors to lose jobs on the year.

## Grand Forks-East Grand Forks MSA

Employment in the Grand Forks-East Grand Forks MSA was off by 289 (0.5 percent) in June, making it the only MSA in Minnesota to lose jobs for the month. Leisure and Hospitality, an area which generally grows in June, actually shed jobs faster than any other supersector, down 206 or 3.4 percent. The other traditional warm-weather supersector, Mining, Logging, and Construction, added 251 jobs (7 percent). Annually, employment in the area remained up, adding 92 jobs (0.2 percent) from June of 2015. While most supersectors added smaller numbers of jobs, these gains were counterbalanced by a loss of 330 (2.3 percent) in Government employment.

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					
	June 2016	May 2016	June 2015	May 2016	June 2015	Average Weekly Earnings		Average Weekly Hours		Average Hourly Earnings	
						June 2016	June 2015	June 2016	June 2015	June 2016	June 2015
<b>TOTAL NONFARM WAGE AND SALARY</b>	<b>2,941.3</b>	<b>2,902.3</b>	<b>2,907.0</b>	<b>1.3%</b>	<b>1.2%</b>	—	—	—	—	—	—
<b>GOODS-PRODUCING</b>	<b>458.4</b>	<b>444.2</b>	<b>455.4</b>	<b>3.2</b>	<b>0.6</b>	—	—	—	—	—	—
<b>Mining, Logging, and Construction</b>	138.2	128.2	135.0	7.8	2.4	—	—	—	—	—	—
<b>Mining and Logging</b>	5.9	5.7	7.4	4.3	-19.9	—	—	—	—	—	—
<b>Construction</b>	132.2	122.5	127.6	7.9	3.7	—	—	—	—	—	—
Specialty Trade Contractors	82.1	76.9	80.0	6.9	2.6	\$1,251.71	\$1,174.93	39.3	38.7	\$31.85	\$30.36
<b>Manufacturing</b>	320.2	316.0	320.5	1.3	-0.1	812.74	827.43	40.8	40.6	19.92	20.38
Durable Goods	201.9	201.0	205.0	0.5	-1.5	824.40	830.28	40.0	40.8	20.61	20.35
Wood Product Manufacturing	11.3	11.0	11.2	2.6	1.0	—	—	—	—	—	—
Fabricated Metal Production	42.8	42.4	43.1	1.0	-0.7	—	—	—	—	—	—
Machinery Manufacturing	32.8	32.7	33.4	0.4	-1.6	—	—	—	—	—	—
Computer and Electronic Product	46.7	46.2	46.3	1.1	0.8	—	—	—	—	—	—
Navigational, Measuring, Electromedical and Control	26.1	25.8	25.9	1.2	0.9	—	—	—	—	—	—
Transportation Equipment	11.1	11.2	11.8	-0.3	-6.0	—	—	—	—	—	—
Medical Equipment and Supplies Manufacturing	16.1	15.9	15.8	1.3	2.0	—	—	—	—	—	—
Nondurable Goods	118.3	115.0	115.5	2.9	2.4	792.96	821.29	42.0	40.2	18.88	20.43
Food Manufacturing	48.9	47.4	46.1	3.1	6.0	—	—	—	—	—	—
Paper Manufacturing	32.0	31.6	32.8	1.3	-2.6	—	—	—	—	—	—
Printing and Related	22.7	22.3	23.3	1.8	-2.4	—	—	—	—	—	—
<b>SERVICE-PROVIDING</b>	<b>2,482.9</b>	<b>2,458.1</b>	<b>2,451.6</b>	<b>1.0</b>	<b>1.3</b>	—	—	—	—	—	—
<b>Trade, Transportation, and Utilities</b>	532.1	529.0	530.5	0.6	0.3	—	—	—	—	—	—
Wholesale Trade	133.4	131.7	134.5	1.3	-0.8	864.50	896.90	38.0	39.2	22.75	22.88
Retail Trade	300.5	296.9	298.0	1.2	0.8	422.21	412.71	28.8	28.7	14.66	14.38
Motor Vehicle and Parts	35.3	35.2	34.6	0.3	2.0	—	—	—	—	—	—
Building Material and Garden Equipment	28.7	28.5	28.5	0.6	0.5	—	—	—	—	—	—
Food and Beverage Stores	53.4	52.4	52.2	1.9	2.3	—	—	—	—	—	—
Gasoline Stations	25.5	25.0	25.0	1.6	2.0	—	—	—	—	—	—
General Merchandise Stores	59.9	58.8	60.5	1.8	-1.0	351.28	312.47	29.2	27.8	12.03	11.24
Transportation, Warehouse, Utilities	98.3	100.4	98.0	-2.1	0.2	—	—	—	—	—	—
Transportation and Warehousing	85.7	87.6	85.1	-2.1	0.7	773.07	702.00	36.5	35.1	21.18	20.00
<b>Information</b>	50.9	50.1	52.1	1.4	-2.4	1,034.89	851.09	35.6	35.7	29.07	23.84
Publishing Industries	19.6	19.5	20.3	0.6	-3.4	—	—	—	—	—	—
Telecommunications	12.4	12.3	12.6	0.8	-1.8	—	—	—	—	—	—
<b>Financial Activities</b>	184.9	182.6	183.0	1.3	1.0	—	—	—	—	—	—
Finance and Insurance	144.2	143.1	143.1	0.8	0.8	984.49	839.43	36.9	35.3	26.68	23.78
Credit Intermediation	54.9	54.5	55.7	0.6	-1.4	762.55	699.75	35.7	34.9	21.36	20.05
Securities, Commodity Contracts, and Other	19.7	19.6	19.2	0.6	2.6	—	—	—	—	—	—
Insurance Carriers and Related	68.1	67.9	67.1	0.2	1.4	—	—	—	—	—	—
Real Estate and Rental and Leasing	40.7	39.5	39.9	3.0	2.1	—	—	—	—	—	—
<b>Professional and Business Services</b>	361.7	357.5	360.4	1.2	0.4	—	—	—	—	—	—
Professional, Scientific, and Technical Services	146.0	146.1	144.8	-0.1	0.8	—	—	—	—	—	—
Legal Services	18.2	17.9	18.4	1.6	-1.1	—	—	—	—	—	—
Accounting, Tax Preparation	15.7	15.9	15.8	-1.6	-1.0	—	—	—	—	—	—
Computer Systems Design	35.9	35.3	35.3	1.6	1.6	—	—	—	—	—	—
Management of Companies and Enterprises	79.7	78.3	78.4	1.8	1.7	—	—	—	—	—	—
Administrative and Support Services	136.1	133.1	137.2	2.3	-0.8	—	—	—	—	—	—
<b>Educational and Health Services</b>	527.0	528.3	503.9	-0.2	4.6	—	—	—	—	—	—
Educational Services	68.3	74.5	60.7	-8.2	12.5	—	—	—	—	—	—
Health Care and Social Assistance	458.7	453.8	443.2	1.1	3.5	—	—	—	—	—	—
Ambulatory Health Care	154.9	153.2	143.2	1.1	8.2	1,273.42	1,239.15	35.7	35.7	35.67	34.71
Offices of Physicians	70.6	70.1	68.1	0.7	3.7	—	—	—	—	—	—
Hospitals	106.9	106.3	105.4	0.6	1.4	—	—	—	—	—	—
Nursing and Residential Care Facilities	107.9	106.6	106.9	1.2	0.9	463.27	428.62	29.1	29.0	15.92	14.78
Social Assistance	89.0	87.7	87.6	1.4	1.6	—	—	—	—	—	—
<b>Leisure and Hospitality</b>	281.7	268.0	276.9	5.1	1.7	—	—	—	—	—	—
Arts, Entertainment, and Recreation	47.2	43.9	48.0	7.5	-1.7	—	—	—	—	—	—
Accommodation and Food Services	234.5	224.1	228.8	4.6	2.5	—	—	—	—	—	—
Food Services and Drinking Places	202.6	196.3	199.0	3.2	1.8	271.58	268.14	21.3	21.8	12.75	12.30
<b>Other Services</b>	114.9	113.9	116.1	0.9	-1.0	—	—	—	—	—	—
Religious, Grantmaking, Civic, Professional Organizations	63.6	62.9	64.8	1.2	-1.7	—	—	—	—	—	—
<b>Government</b>	429.8	428.8	428.8	0.2	0.2	—	—	—	—	—	—
Federal Government	32.0	31.6	31.6	1.2	1.4	—	—	—	—	—	—
State Government	97.9	101.8	97.9	-3.9	0.0	—	—	—	—	—	—
State Government Education	57.9	62.2	58.7	-6.9	-1.4	—	—	—	—	—	—
Local Government	299.9	295.4	299.3	1.5	0.2	—	—	—	—	—	—
Local Government Education	147.9	150.1	146.0	-1.5	1.3	—	—	—	—	—	—

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*			Percent Change		Production Workers Hours and Earnings					
	(Thousands)			From**		Average Weekly Earnings		Average Weekly Hours		Average Hourly Earnings	
	June 2016	May 2016	June 2015	May 2016	June 2015	June 2016	June 2015	June 2016	June 2015	June 2016	June 2015
<b>TOTAL NONFARM WAGE AND SALARY</b>	<b>1,991.5</b>	<b>1,970.4</b>	<b>1,959.8</b>	<b>1.1%</b>	<b>1.6%</b>	—	—	—	—	—	—
<b>GOODS-PRODUCING</b>	<b>283.5</b>	<b>275.3</b>	<b>279.5</b>	<b>3.0</b>	<b>1.4</b>	—	—	—	—	—	—
<b>Mining, Logging, and Construction</b>	<b>85.6</b>	<b>79.8</b>	<b>83.2</b>	<b>7.2</b>	<b>2.9</b>	—	—	—	—	—	—
Construction of Buildings	17.7	16.7	17.5	5.5	1.1	—	—	—	—	—	—
Specialty Trade Contractors	57.8	55.0	54.6	5.2	5.9	\$1,360.12	\$1,264.59	39.7	39.2	\$34.26	\$32.26
<b>Manufacturing</b>	<b>197.9</b>	<b>195.5</b>	<b>196.3</b>	<b>1.2</b>	<b>0.8</b>	<b>883.21</b>	<b>877.07</b>	<b>41.7</b>	<b>41.1</b>	<b>21.18</b>	<b>21.34</b>
Durable Goods	135.3	134.1	134.4	1.0	0.7	875.61	851.60	41.4	41.2	21.15	20.67
Fabricated Metal Production	30.1	29.8	29.9	1.1	0.8	—	—	—	—	—	—
Machinery Manufacturing	20.0	19.9	20.1	0.4	-0.5	—	—	—	—	—	—
Computer and Electronic Product	37.3	37.0	37.2	0.8	0.3	—	—	—	—	—	—
Navigational, Measuring, Electromedical and Control	24.2	23.9	24.2	1.2	0.0	—	—	—	—	—	—
Medical Equipment and Supplies Manufacturing	14.8	14.6	14.5	1.6	2.4	—	—	—	—	—	—
Nondurable Goods	62.5	61.4	61.9	1.8	1.1	895.91	930.29	42.2	41.0	21.23	22.69
Food Manufacturing	15.1	14.8	14.8	1.8	1.9	—	—	—	—	—	—
Printing and Related	15.0	14.7	15.3	2.1	-1.9	—	—	—	—	—	—
<b>SERVICE-PROVIDING</b>	<b>1,708.1</b>	<b>1,695.1</b>	<b>1,680.3</b>	<b>0.8</b>	<b>1.7</b>	—	—	—	—	—	—
<b>Trade, Transportation, and Utilities</b>	<b>353.9</b>	<b>351.7</b>	<b>353.7</b>	<b>0.6</b>	<b>0.0</b>	—	—	—	—	—	—
Wholesale Trade	98.2	97.8	98.0	0.4	0.2	840.38	900.68	37.4	39.4	22.47	22.86
Merchant Wholesalers - Durable Goods	48.6	48.5	48.2	0.3	0.9	—	—	—	—	—	—
Merchant Wholesalers - Nondurable Goods	28.0	27.7	28.1	1.0	-0.5	—	—	—	—	—	—
Retail Trade	188.1	186.3	188.8	1.0	-0.4	451.14	435.40	29.7	29.3	15.19	14.86
Food and Beverage Stores	32.3	31.7	31.1	2.0	3.9	—	—	—	—	—	—
General Merchandise Stores	37.8	36.9	38.1	2.5	-0.7	350.76	323.39	29.7	28.9	11.81	11.19
Transportation, Warehouse, Utilities	67.6	67.7	67.0	-0.1	1.0	—	—	—	—	—	—
Utilities	7.6	7.7	7.7	-0.5	-1.7	—	—	—	—	—	—
Transportation and Warehousing	60.0	60.0	59.2	0.0	1.3	800.07	787.93	37.9	37.7	21.11	20.90
<b>Information</b>	<b>39.0</b>	<b>38.6</b>	<b>39.4</b>	<b>1.0</b>	<b>-0.9</b>	—	—	—	—	—	—
Publishing Industries	15.9	15.8	16.3	0.8	-2.4	—	—	—	—	—	—
Telecommunications	9.0	8.9	9.1	0.8	-1.4	—	—	—	—	—	—
<b>Financial Activities</b>	<b>149.7</b>	<b>148.8</b>	<b>149.3</b>	<b>0.6</b>	<b>0.3</b>	—	—	—	—	—	—
Finance and Insurance	116.0	115.6	116.3	0.4	-0.2	995.50	844.47	36.2	33.0	27.50	25.59
Credit Intermediation	39.9	39.6	39.9	0.8	0.1	—	—	—	—	—	—
Securities, Commodity Contracts, and Other	17.5	17.4	17.3	0.6	1.1	—	—	—	—	—	—
Insurance Carriers and Related	58.6	58.1	58.0	0.8	1.0	—	—	—	—	—	—
Real Estate and Rental and Leasing	33.7	33.1	33.0	1.6	2.0	—	—	—	—	—	—
<b>Professional and Business Services</b>	<b>311.1</b>	<b>307.5</b>	<b>305.1</b>	<b>1.2</b>	<b>2.0</b>	—	—	—	—	—	—
Professional, Scientific, and Technical Services	126.9	127.6	125.3	-0.5	1.3	—	—	—	—	—	—
Legal Services	15.6	15.3	15.7	1.7	-0.7	—	—	—	—	—	—
Architectural, Engineering, and Related	17.7	17.4	17.7	1.6	-0.1	—	—	—	—	—	—
Computer Systems Design	33.0	33.0	32.7	0.0	1.1	—	—	—	—	—	—
Management of Companies and Enterprises	72.6	70.9	71.0	2.4	2.2	—	—	—	—	—	—
Administrative and Support Services	111.6	109.0	108.8	2.4	2.6	—	—	—	—	—	—
Employment Services	48.0	47.5	50.1	1.0	-4.2	—	—	—	—	—	—
<b>Educational and Health Services</b>	<b>323.8</b>	<b>325.8</b>	<b>311.8</b>	<b>-0.6</b>	<b>3.8</b>	—	—	—	—	—	—
Educational Services	43.9	48.5	41.2	-9.6	6.4	—	—	—	—	—	—
Health Care and Social Assistance	279.9	277.3	270.6	0.9	3.5	—	—	—	—	—	—
Ambulatory Health Care	93.4	92.9	86.6	0.6	7.9	—	—	—	—	—	—
Hospitals	63.2	62.8	61.9	0.6	2.2	—	—	—	—	—	—
Nursing and Residential Care Facilities	59.1	58.3	59.3	1.4	-0.3	—	—	—	—	—	—
Social Assistance	64.2	63.2	62.8	1.4	2.2	—	—	—	—	—	—
<b>Leisure and Hospitality</b>	<b>194.3</b>	<b>187.5</b>	<b>188.8</b>	<b>3.7</b>	<b>2.9</b>	—	—	—	—	—	—
Arts, Entertainment, and Recreation	38.3	35.8	37.1	7.0	3.3	—	—	—	—	—	—
Accommodation and Food Services	156.0	151.7	151.7	2.9	2.9	296.31	285.57	21.9	22.7	13.53	12.58
Food Services and Drinking Places	143.9	140.3	137.8	2.5	4.4	280.52	276.42	21.3	21.8	13.17	12.68
<b>Other Services</b>	<b>80.8</b>	<b>79.7</b>	<b>80.4</b>	<b>1.3</b>	<b>0.4</b>	—	—	—	—	—	—
Repair and Maintenance	15.4	15.3	15.0	0.8	2.2	—	—	—	—	—	—
Religious, Grantmaking, Civic, Professional Organizations	42.8	41.9	43.0	2.3	-0.4	—	—	—	—	—	—
<b>Government</b>	<b>255.5</b>	<b>255.4</b>	<b>251.8</b>	<b>0.0</b>	<b>1.4</b>	—	—	—	—	—	—
Federal Government	21.2	21.1	20.6	0.7	3.2	—	—	—	—	—	—
State Government	67.0	69.6	65.6	-3.8	2.1	—	—	—	—	—	—
State Government Education	40.3	43.2	39.5	-6.7	2.0	—	—	—	—	—	—
Local Government	167.3	164.8	165.7	1.5	1.0	—	—	—	—	—	—
Local Government Education	93.4	94.3	91.4	-1.0	2.2	—	—	—	—	—	—

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

\* Totals may not add because of rounding.

\*\* Percent change based on unrounded numbers.

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

# Employer Survey

## Industry

### TOTAL NONFARM WAGE AND SALARY

### GOODS-PRODUCING

Mining, Logging, and Construction  
Manufacturing

### SERVICE-PROVIDING

Trade, Transportation, and Utilities  
Wholesale Trade  
Retail Trade  
Transportation, Warehouse, Utilities  
Information  
Financial Activities  
Professional and Business Services  
Educational and Health Services  
Leisure and Hospitality  
Other Services  
Government

### Duluth-Superior MSA

#### Jobs % Chg. From

	June 2016	May 2016	June 2015	May 2016	June 2015
<b>TOTAL NONFARM WAGE AND SALARY</b>	<b>137,265</b>	<b>134,504</b>	<b>137,547</b>	<b>2.1%</b>	<b>-0.2%</b>
<b>GOODS-PRODUCING</b>	<b>16,450</b>	<b>15,295</b>	<b>17,484</b>	<b>7.6</b>	<b>-5.9</b>
Mining, Logging, and Construction	9,517	8,523	9,875	11.7	-3.6
Manufacturing	6,933	6,772	7,609	2.4	-8.9
<b>SERVICE-PROVIDING</b>	<b>120,815</b>	<b>119,209</b>	<b>120,063</b>	<b>1.3</b>	<b>0.6</b>
Trade, Transportation, and Utilities	25,457	25,577	25,813	-0.5	-1.4
Wholesale Trade	3,249	3,223	3,411	0.8	-4.7
Retail Trade	15,748	16,001	15,951	-1.6	-1.3
Transportation, Warehouse, Utilities	6,460	6,353	6,451	1.7	0.1
Information	1,451	1,441	1,446	0.7	0.3
Financial Activities	5,775	5,715	5,710	1.0	1.1
Professional and Business Services	8,640	8,078	8,702	7.0	-0.7
Educational and Health Services	31,894	31,793	30,722	0.3	3.8
Leisure and Hospitality	15,453	14,086	15,284	9.7	1.1
Other Services	6,320	6,065	6,221	4.2	1.6
Government	25,825	26,454	26,165	-2.4	-1.3

### Rochester MSA

#### Jobs % Chg. From

	June 2016	May 2016	June 2015	May 2016	June 2015
<b>TOTAL NONFARM WAGE AND SALARY</b>	<b>120,431</b>	<b>118,149</b>	<b>118,284</b>	<b>1.9%</b>	<b>1.8%</b>
<b>GOODS-PRODUCING</b>	<b>15,714</b>	<b>15,199</b>	<b>15,985</b>	<b>3.4</b>	<b>-1.7</b>
Mining, Logging, and Construction	5,040	4,677	4,740	7.8	6.3
Manufacturing	10,674	10,522	11,245	1.4	-5.1
<b>SERVICE-PROVIDING</b>	<b>104,717</b>	<b>102,950</b>	<b>102,299</b>	<b>1.7</b>	<b>2.4</b>
Trade, Transportation, and Utilities	18,317	18,372	18,223	-0.3	0.5
Wholesale Trade	2,970	3,023	2,881	-1.8	3.1
Retail Trade	12,549	12,596	12,495	-0.4	0.4
Transportation, Warehouse, Utilities	2,798	2,753	2,847	1.6	-1.7
Information	2,051	2,011	2,021	2.0	1.5
Financial Activities	2,688	2,683	2,692	0.2	-0.1
Professional and Business Services	6,043	5,887	5,916	2.6	2.1
Educational and Health Services	48,101	47,595	46,064	1.1	4.4
Leisure and Hospitality	10,666	10,111	10,735	5.5	-0.6
Other Services	3,771	3,721	3,827	1.3	-1.5
Government	13,080	12,570	12,821	4.1	2.0

# Employer Survey

## Industry

### TOTAL NONFARM WAGE AND SALARY

### GOODS-PRODUCING

Mining, Logging, and Construction  
Manufacturing

### SERVICE-PROVIDING

Trade, Transportation, and Utilities  
Wholesale Trade  
Retail Trade  
Transportation, Warehouse, Utilities  
Information  
Financial Activities  
Professional and Business Services  
Educational and Health Services  
Leisure and Hospitality  
Other Services  
Government

### St. Cloud MSA

#### Jobs % Chg. From

	June 2016	May 2016	June 2015	May 2016	June 2015
<b>TOTAL NONFARM WAGE AND SALARY</b>	<b>111,174</b>	<b>109,686</b>	<b>108,023</b>	<b>1.4%</b>	<b>2.9%</b>
<b>GOODS-PRODUCING</b>	<b>22,647</b>	<b>21,650</b>	<b>22,163</b>	<b>4.6</b>	<b>2.2</b>
Mining, Logging, and Construction	7,583	7,021	6,996	8.0	8.4
Manufacturing	15,064	14,629	15,167	3.0	-0.7
<b>SERVICE-PROVIDING</b>	<b>88,527</b>	<b>88,036</b>	<b>85,860</b>	<b>0.6</b>	<b>3.1</b>
Trade, Transportation, and Utilities	22,442	22,214	21,765	1.0	3.1
Wholesale Trade	4,832	4,743	4,842	1.9	-0.2
Retail Trade	13,435	13,304	13,075	1.0	2.8
Transportation, Warehouse, Utilities	4,175	4,167	3,848	0.2	8.5
Information	1,649	1,635	1,661	0.9	-0.7
Financial Activities	5,226	5,017	5,147	4.2	1.5
Professional and Business Services	9,061	8,898	8,524	1.8	6.3
Educational and Health Services	21,982	22,288	20,477	-1.4	7.3
Leisure and Hospitality	8,719	8,490	9,021	2.7	-3.3
Other Services	3,771	3,699	3,775	1.9	-0.1
Government	15,677	15,795	15,490	-0.7	1.2

### Mankato MSA

#### Jobs % Chg. From

	June 2016	May 2016	June 2015	May 2016	June 2015
<b>TOTAL NONFARM WAGE AND SALARY</b>	<b>56,694</b>	<b>56,566</b>	<b>55,361</b>	<b>0.2</b>	<b>2.4%</b>
<b>GOODS-PRODUCING</b>	<b>10,017</b>	<b>9,831</b>	<b>10,212</b>	<b>1.9</b>	<b>-1.9</b>
Mining, Logging, and Construction	--	--	--	--	--
Manufacturing	--	--	--	--	--
<b>SERVICE-PROVIDING</b>	<b>46,677</b>	<b>46,735</b>	<b>45,149</b>	<b>-0.1</b>	<b>3.4</b>
Trade, Transportation, and Utilities	--	--	--	--	--
Wholesale Trade	--	--	--	--	--
Retail Trade	--	--	--	--	--
Transportation, Warehouse, Utilities	--	--	--	--	--
Information	--	--	--	--	--
Financial Activities	--	--	--	--	--
Professional and Business Services	--	--	--	--	--
Educational and Health Services	--	--	--	--	--
Leisure and Hospitality	--	--	--	--	--
Other Services	--	--	--	--	--
Government	9,268	9,250	9,240	0.2	0.3

# Employer Survey

## Industry

### TOTAL NONFARM WAGE AND SALARY

### GOODS-PRODUCING

Mining, Logging, and Construction  
Manufacturing

### SERVICE-PROVIDING

Trade, Transportation, and Utilities  
Wholesale Trade  
Retail Trade  
Transportation, Warehouse, Utilities  
Information  
Financial Activities  
Professional and Business Services  
Educational and Health Services  
Leisure and Hospitality  
Other Services  
Government

### Fargo-Moorhead MSA

#### Jobs % Chg. From

	June 2016	May 2016	June 2015	May 2016	June 2015
<b>TOTAL NONFARM WAGE AND SALARY</b>	<b>142,191</b>	<b>141,699</b>	<b>139,204</b>	<b>0.4%</b>	<b>2.2%</b>
<b>GOODS-PRODUCING</b>	<b>20,585</b>	<b>19,709</b>	<b>20,360</b>	<b>4.4</b>	<b>1.1</b>
Mining, Logging, and Construction	10,815	10,109	10,424	7.0	3.8
Manufacturing	9,770	9,600	9,936	1.8	-1.7
<b>SERVICE-PROVIDING</b>	<b>121,606</b>	<b>121,990</b>	<b>118,844</b>	<b>-0.3</b>	<b>2.3</b>
Trade, Transportation, and Utilities	30,531	30,698	30,507	-0.5	0.1
Wholesale Trade	9,210	9,188	9,263	0.2	-0.6
Retail Trade	15,939	16,073	15,929	-0.8	1.1
Transportation, Warehouse, Utilities	5,382	5,437	5,315	-1.0	1.3
Information	3,105	3,091	3,100	0.5	0.2
Financial Activities	11,031	10,963	10,744	0.6	2.7
Professional and Business Services	17,202	16,389	16,256	5.0	5.8
Educational and Health Services	22,550	22,542	21,393	0.0	5.4
Leisure and Hospitality	14,381	14,427	14,284	-0.3	0.7
Other Services	5,252	5,278	5,291	-0.5	-0.7
Government	17,554	18,602	17,269	-5.6	1.7

### Grand Forks-East Grand Forks MSA

#### Jobs % Chg. From

	June 2016	May 2016	June 2015	May 2016	June 2015
<b>TOTAL NONFARM WAGE AND SALARY</b>	<b>56,809</b>	<b>57,098</b>	<b>56,717</b>	<b>-0.5%</b>	<b>0.2%</b>
<b>GOODS-PRODUCING</b>	<b>7,679</b>	<b>7,288</b>	<b>7,450</b>	<b>5.4</b>	<b>3.1</b>
Mining, Logging, and Construction	3,836	3,585	3,774	7.0	1.6
Manufacturing	3,843	3,703	3,676	3.8	4.5
<b>SERVICE-PROVIDING</b>	<b>49,130</b>	<b>49,810</b>	<b>49,267</b>	<b>-1.4</b>	<b>-0.3</b>
Trade, Transportation, and Utilities	12,187	12,248	12,165	-0.5	0.2
Wholesale Trade	1,914	1,930	2,019	-0.8	-5.2
Retail Trade	7,997	8,067	8,027	-0.9	-0.4
Transportation, Warehouse, Utilities	2,276	2,251	2,119	1.1	7.4
Information	603	603	579	0.0	4.2
Financial Activities	1,832	1,807	1,792	1.4	2.2
Professional and Business Services	3,054	3,116	2,964	-2.0	3.0
Educational and Health Services	9,526	9,613	9,482	-0.9	0.5
Leisure and Hospitality	5,804	6,010	5,898	-3.4	-1.6
Other Services	2,175	2,189	2,108	-0.6	3.2
Government	13,949	14,224	14,279	-1.9	-2.3

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



# Minnesota Economic Indicators

## Highlights

The **Minnesota Index** advanced 0.2 percent for the second consecutive month in June. Wage and salary employment increased as did average weekly manufacturing hours and real wage and salary disbursements. Seasonally adjusted unemployment remained unchanged at 3.8 percent for the third straight month. The U.S. Index increased by 0.2 for the sixth month in a row in June.

Minnesota's index is up 1.3 percent through the first six months of 2016 which is down from 1.9 percent during the first half of last year. The U.S. index increased 1.4 percent through the first half of 2016 compared to 1.8 percent during the first six months of 2015. Both indices are estimates of monthly GDP or economic activity. Last year both Minnesota and the U.S. had real GDP growth of 2.4 percent. Minnesota's average annual GDP growth over the last five years was 2.2 percent compared to 1.8 percent nationally. Average annual GDP growth for neighboring states over the same period range from North Dakota (7.8 percent), Iowa (2.1), and South Dakota (1.9) to Wisconsin (1.7).

Since the beginning of the year, adjusted **Wage and Salary Employment** has zigzagged, declining in odd months and increasing in even months. June's job gain was 7,300, offsetting most of the 8,400 jobs lost in May. Private sector hiring accounted for 5,800 new jobs last month, while public sector payrolls increased by 1,500. Private

hiring was up the most in Leisure and Hospitality, Educational and Health Services, Construction, and Other Services. Job loss was heavy in Trade, Transportation, and Utilities.

Minnesota's unadjusted over-the-year job growth jumped to 1.2 percent in June compared to 1.8 percent nationwide. Minnesota's job growth has trailed U.S. job growth for over two years now. Minnesota job growth averaged 1.2 percent over the first half of 2016 which is down from the 1.6 percent averaged during the first six months of the previous five years, 2011 - 2015.

**Online Help-Wanted Ads** in the state slipped for the fifth consecutive month in June, dropping 3.3 percent. Ads also dropped nationally, falling 4.6 percent. Help-wanted ads are down 11.2 percent since peaking in January in Minnesota and down 16.1 percent nationally since peaking last November. Other measures of job openings, however, have not shown the same downward trend online job advertising has, suggesting that labor demand may not be waning as suggested by falling online help-wanted levels.

Minnesota's **Purchasing Managers' Index (PMI)**, after advancing in May, lost ground in June, tailing off to 51.6. Minnesota's reading topped the nine-state Mid-America Business Condition Index (50.1) but fell below the 53.2 reading for national manufacturing. The U.S. reading was the highest since last February, suggesting that U.S.

manufacturing activity will be accelerating over the second half of the year. Minnesota's manufacturing sector appears to be a step behind.

Adjusted **Manufacturing Hours** jumped to 40.8 hours in June and are up compared to a year ago but still remain way below the record level reached two years ago. Factory

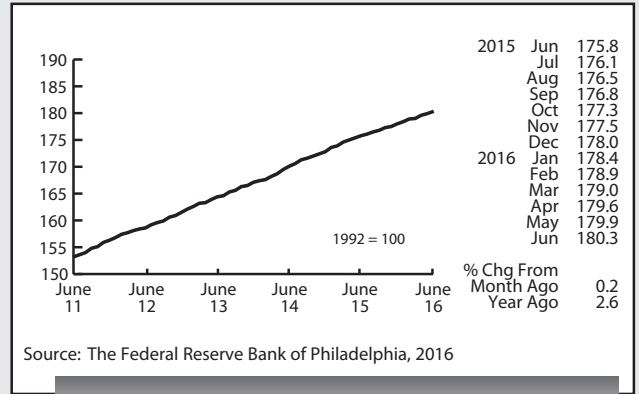
workweeks for the first half of 2016 have average 40.9 hours compared to 40.6 hours last year and 41.6 in 2014. Average weekly **Manufacturing Earnings** were lower for the third month in a row, declining to \$809.44. In real terms that is a 2.6 percent drop from a year ago.

The **Minnesota Leading Index**, which is designed to predict the six-month change in the Minnesota Index fell slightly in June to 1.7. Since the Minnesota Index is a proxy measure of Minnesota's GDP, the Minnesota Leading Index is really predicting the six-month growth in the state's economic activity or GDP. June's 1.7 reading suggests continued economic growth in Minnesota through the rest of the year.

Adjusted **Residential Building Permits** skipped upwards slightly in June to 1,731. Permit numbers through the first half of the year are roughly the same as last year, however, despite an acceleration in home buying and home prices. Home-building activity will likely pick up if the current pace of home buying continues, but as of now home-building activity is still roughly 20 percent below the historical norm.

Adjusted **Initial Claims for Unemployment Benefits (UB)** dipped slightly to 17,355 in June, continuing its long-term trend downwards. Claims for this year are likely to be lower than last year for the seventh year in a row. The ratio of total initial claims, a proxy for layoffs, to total wage and salary employment is .625. The ratio hasn't been this low since 2000.

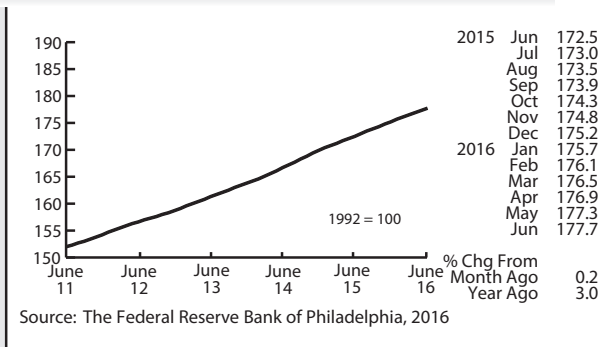
by Dave Senf



Source: The Federal Reserve Bank of Philadelphia, 2016

## Minnesota Index

## United States Index

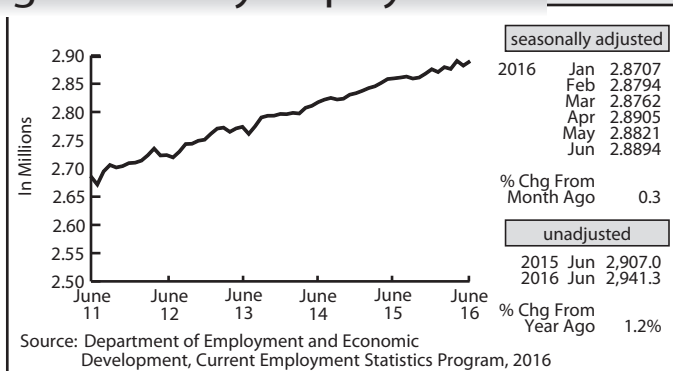


Source: The Federal Reserve Bank of Philadelphia, 2016

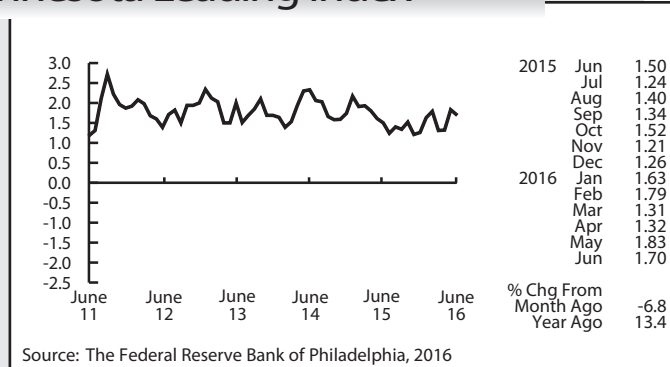
Note: All data except for Minnesota's PMI have been seasonally adjusted. See the feature article in the Minnesota Employment Review, May 2010, for more information on the Minnesota Index.

# Minnesota Economic Indicators

## Wage and Salary Employment



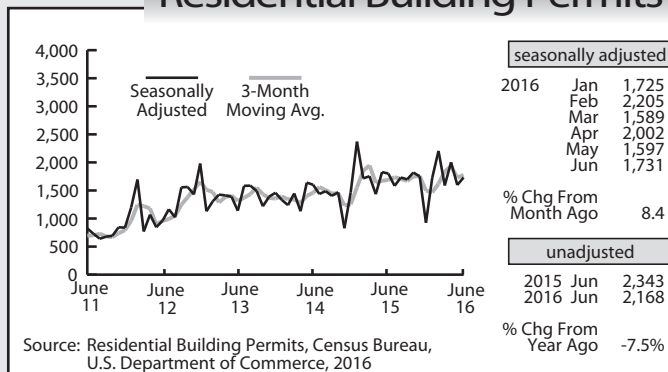
## Minnesota Leading Index



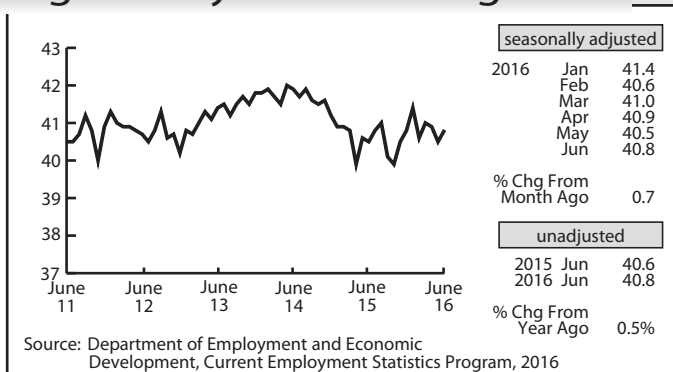
## Purchasing Managers' Index



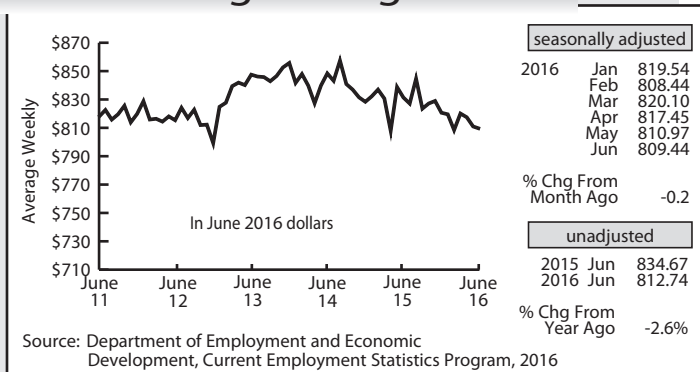
## Residential Building Permits



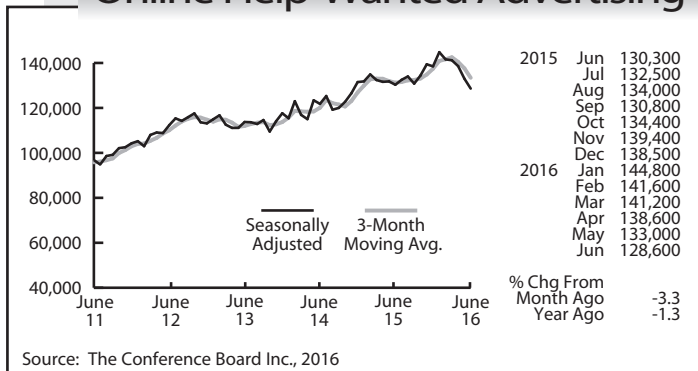
## Average Weekly Manufacturing Hours



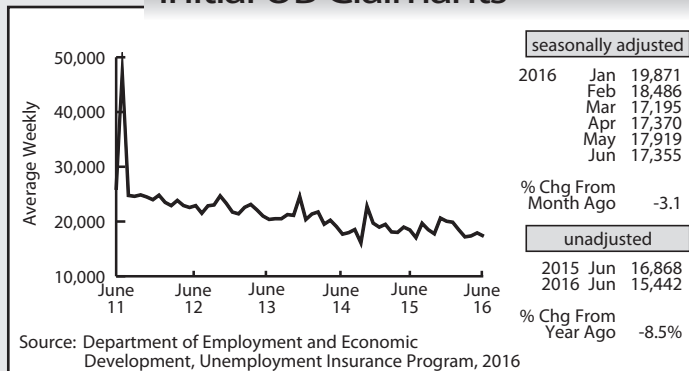
## Manufacturing Earnings



## Online Help-Wanted Advertising



## Initial UB Claimants



# Review

Minnesota Employment



## DEED

### Labor Market Information Office

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

### Labor Market Information

#### Help Line:

651.259.7384

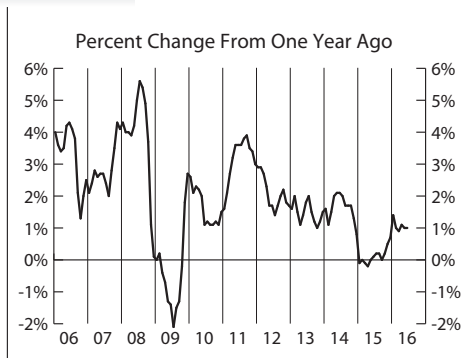
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## U.S. Consumer Price Index for All Urban Consumers (CPI-U)

The Consumer Price Index for All Urban Consumers (CPI-U) increased 0.2 percent in June on a seasonally adjusted basis the U.S. Bureau of Labor Statistics reported today. For the second consecutive month, increases in the indices for energy and all items less food and energy more than offset a decline in the food index to result in the seasonally adjusted all items increase. The food index fell 0.1 percent, with the food at home index declining 0.3 percent. The energy index rose 1.3 percent, caused mainly by a 3.3-percent increase in the gasoline index; the indices for natural gas and electricity declined.

The all items index rose 1.0 percent for the 12 months ending June. This is the same increase as for the 12 months ending May, but smaller than the 1.7 percent average annual increase over the past 10 years.



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

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

### New SSB Videos Highlight Services for Teens

Two new videos from State Services for the Blind (SSB) highlight services for teens. A video for students features several students talking about their lives and how SSB helped them pursue their goals. A video for parents and teachers gives more detail on what SSB offers young adults as they make the transition to life after high school.

The videos, audio described with transcripts, are available here: <http://mn.gov/deed/job-seekers/blind-visual-impaired/teens-student-services/>

SSB provides tools and training for employment, living independently, and accessing print. They assist Minnesotans who are blind, DeafBlind, experiencing vision loss, or who have difficulty accessing the printed word.

# A Good Job After College

*Earning a post-secondary credential helps people find better-paying, higher quality jobs, but race is a factor in labor market outcomes*

**A**ttaining a post-secondary credential translates into higher wages and better job quality than just completing a high-school degree. But the benefits of post-secondary education are not felt equally by all graduates. To what extent does race affect individuals' ability to make the most of their educational investment?

In order to document racial disparities in employment outcomes, the Minnesota Department of Employment and Economic Development (DEED) just released an online dashboard presenting four indicators of labor market outcomes after college. These indicators are:

**1. Job quality:** Are there differences by race in the likelihood of getting a full-time, stable job after graduation?

**2. Earnings:** Are there differences by race in post-graduation earnings?

**3. Educational attainment:** Are there differences by race in educational attainment?

**4. Opportunities for career advancement:** Are there differences by race in the types of work settings in which graduates are employed? What does this say about opportunities for racial minorities to use on the job the skills acquired in college?

The intent of this article is to summarize the evidence on each indicator and discuss the broader policy implications of the findings.

## About the data

The sources for all data in this article are the Minnesota Department of Employment and Economic Development Unemployment Insurance wage records and the Minnesota Office of Higher Education post-secondary graduation records. These are linked and cleaned to form the Workforce Data Quality Initiative (WDQI) database.

## Included in the dataset are:

200,000 graduates who obtained a post-secondary credential from July 2010 to June 2013 at 138 private and public post-secondary institutions in Minnesota and were between 20 and 55 years of age at the time of graduation. Graduates who earned more than one degree in the same academic year were classified according to the highest degree obtained.

## Excluded from the dataset are:

Graduates who went to work for the federal government, were self-employed, or left the state. These workers are not covered by Minnesota's Unemployment Insurance program.

Individuals who did not report any race; Native Hawaiian or Other Pacific Islander because of the very small size of this group; individuals who reported being "Nonresident aliens", because they are more likely to leave the state after graduation skewing results and because this is not a race/ethnicity category.

Graduates older than 55 at the time of graduation, because individuals who have retired or are near retirement might skew the results of a study of labor market outcomes.

Graduates in a few academic programs that suffer from reliability issues in wage records or in student records, such as medical residency and theology programs, to prevent outliers from biasing the results.



## Gap in Job Quality and Earnings

For the purpose of this study we will measure job quality by looking at part-time versus full-time employment status. Full-time jobs are typically higher quality than part-time. Full-time jobs result in higher overall earnings and are more likely to provide important benefits such as healthcare and retirement savings plans. Job quality also increases for those who work full-time for the whole year, even if they switch jobs, because being consistently employed facilitates career advancement. In contrast, part-time/seasonal work is often more precarious and lacks an option to negotiate for promotions and higher wages.

Figure 1 shows how employment status differs by race, thus influencing earnings.

We notice the following:

- \* White and Asian graduates were more likely to be employed full-time and continuously for the whole year while American Indian and black graduates were more likely to be employed either part-time or temporarily/seasonally during the year. These disparities are systemic: they hold at every education and age level and persist over time.

- \* Employment status strongly affects earnings. Full-time employment leads to much higher annual wages than part-time employment not only because individuals work more

hours in the primary job over the course of the year but also because they are more likely to have entered a stable career track. Still, racial differences persist even within the group of part-time workers and within the group of full-time workers. American Indians are always at the bottom while whites are always at the top of the wage spectrum.

- \* Unknown employment status, representing situations where an individual is not in the labor market, is self-employed, or is employed outside the state of Minnesota, affects between 20 and 26 percent of graduates. Only two racial groups, American Indians and Latinos, have shares of unknown employment slightly higher

**Figure 1: Employment Status and Wage Outcomes in the 2nd Year after Graduation by Race, Completers of All Award Levels, Classes of 2011-2013**

Race Group	Median Annual Part-time Wages	Median Annual Full-time Year-Round Wages	Part-time/Seasonal <sup>(1)</sup>	Full-time Year-round <sup>(2)</sup>	Unknown Status <sup>(3)</sup>
American Indian	\$14,688	\$37,389	46.6%	27.6%	25.8%
Asian	\$17,610	\$42,015	42.0%	35.4%	22.6%
Black	\$16,762	\$41,210	48.2%	31.6%	20.2%
Hispanic/Latino	\$16,656	\$42,124	43.2%	31.5%	25.3%
Two or more races	\$16,295	\$39,434	46.2%	30.6%	23.2%
White	\$18,480	\$43,738	42.6%	34.3%	23.1%

(1) *Part-time/seasonal employment* represents individuals who were either employed for part of the year (less than four quarters) or worked a total of less than 1,820 hours during the year in their primary job.

(2) *Full-time year-round employment* represents individuals who were employed all four quarters of the year for a total of at least 1,820 hours in their primary job. It does not include individuals who hold multiple jobs totaling 1,820 hours over four quarters.

(3) *Unknown employment status* represents the share of graduates who did not have any record of employment in Minnesota during the second year after graduation. Individuals who are self-employed, employed out of state, unemployed and actively seeking work, or voluntarily not seeking work are not represented in Minnesota wage records.

Source: <http://mn.gov/deed/data/data-tools/graduate-employment-outcomes/race-geo.jsp>



than 25 percent, a fairly negligible difference compared to differences in full-time employment status. This finding suggests that race is not a barrier to graduates finding jobs. Instead, the real discrimination factor among racial groups is not job availability but job quality.

This analysis demonstrates that racial wage gaps are partially explained by differences in employment status, but some disparities persist even when employment status is the same. There are clearly other contributing factors that must be investigated.

Employment outcomes, especially earnings, are strongly driven by skill level. If some racial groups are less likely to acquire marketable skills compared to others, we can expect them to have less favorable outcomes in the labor market. To isolate the effect of skill level, we

created four groupings based on educational attainment and age at the time of graduation, which we used as a proxy for length of work experience. Observing how both indicators vary within these subgroups gives clues as to what types of policies could be effective at reducing racial disparities in the job market. Table 1 presents results for the three race groups that are typically positioned at the extremes: American Indians, blacks, and whites.

As expected, wages increase with age and educational attainment, regardless of race. However, no matter how we slice the data, racial disparities persist, with American Indians being almost always at the bottom and whites almost always at the top of the scale on both indicators.

The “age 20 to 30 Bachelor’s and above” category has by far the smallest gaps on both indicators. This important

finding suggests that completion of a post-secondary Baccalaureate credential by the age of 30 offers the best chance of success in reducing or preventing racial disparities. Policies aimed at increasing educational attainment are most effective when they target individuals early in their working life, especially before age 30.

Of course, going back to school after age 30 is a necessity for individuals who must re-train after a job loss or wish to upgrade their skills to access more rewarding career opportunities. In the “31 to 55 Below Bachelor’s” category displayed in Table 1, one of four individuals had a recent history of a permanent layoff, suggesting that an important goal for this group was rebound from a job loss. The ratios of full-time earnings of American Indians to whites (82.4 percent) and blacks to whites (93.0) and the

**Table 1: Comparison of Wage Outcomes by Race, Age, and Education Level**

Age at Graduation	Education Level	Race Group	Share of Graduates Employed Full-Time Year-Round over the Total Number of Graduates*	Median Annual Full-Time Wages	Earnings Ratio to Whites
20 to 30	Below Bachelor's	American Indian	20.8%	\$29,764	83.7%
		Black	22.1%	\$32,186	90.5%
		White	29.9%	<b>\$35,574</b>	100.0%
	Bachelor's and above	American Indian	32.5%	\$41,104	94.6%
		Black	30.6%	\$39,975	92.0%
		White	33.5%	<b>\$43,473</b>	100.0%
31 to 55	Below Bachelor's	American Indian	27.0%	\$35,236	82.4%
		Black	33.4%	\$39,754	93.0%
		White	36.9%	<b>\$42,754</b>	100.0%
	Bachelor's and above	American Indian	32.4%	\$47,837	70.3%
		Black	43.4%	\$54,539	80.1%
		White	43.4%	<b>\$68,071</b>	100.0%

\*The total number of graduates includes those with unknown employment status, for example those who were unemployed, self-employed, or employed out of state.

Source: <http://mn.gov/deed/data/data-tools/graduate-employment-outcomes/race-geo.jsp>

very low share of American Indians with a full-time job (27 percent compared to 36.9 percent among whites) indicate that racial minorities who go back to school after age 30 struggle to find well-paying full-time jobs more than their white counterparts. Finally, in the “age 31 to 55 Bachelor’s and above” category, whites earned significantly more than others – a median annual wage of \$68,071 for full-time employment – not just because returns to education were higher for this group but specifically because they had higher wages prior to graduation.<sup>1</sup>

## Gap in Educational Attainment

Among graduates in Minnesota, American Indians and blacks are more likely than other racial groups to complete a credential below

Bachelor’s. In contrast, white and Asian graduates are overwhelmingly more likely to attain a Bachelor’s degree and above, with percentages over 60 percent (see Table 2).

Age of college completion also plays a role in driving racial disparities. Black and American Indian graduates tend to have lower educational attainment but are also older compared to other college graduates. Almost one half (46 percent) of black and 39.7 percent of American Indian graduates completed a post-secondary credential after age 30, compared to 25.3 percent of white and 22.5 percent of Asian graduates.<sup>2</sup> The relatively larger share of white and Asian graduates who earn a Bachelor’s or higher credential by age 30 represents a considerable advantage in the labor market. Having more years to benefit from their degree, these individuals experience a more rapid skills

appreciation and higher life-long earnings.

## Gap in Opportunities for Career Advancement

We know from the previous analysis that aggregate differences in earnings across racial groups are partially explained by the higher likelihood of whites being employed full-time for the whole year, which translates to higher job quality relative to other groups. But there is an even deeper explanation for the observed earnings and job quality differences, and that is the types of jobs held by individuals from different racial groups. In the absence of information on occupations of employment, we explore this topic by looking at the industries that hired the most graduates.

**Table 2: Educational Attainment by Race, Classes of 2011 - 2013**

Race Group	Education level	Number of Graduates in Race Group	As a Share of Race Group
American Indian	Below Bachelor’s	775	52.9%
	Bachelor’s and above	690	47.1%
Asian	Below Bachelor’s	3,265	36.1%
	Bachelor’s and above	5,778	63.9%
Black	Below Bachelor’s	5,334	52.6%
	Bachelor’s and above	4,814	47.4%
Hispanic/Latino	Below Bachelor’s	2,519	46.7%
	Bachelor’s and above	2,877	53.3%
Two or more races	Below Bachelor’s	2,065	49.9%
	Bachelor’s and above	2,075	50.1%
White	Below Bachelor’s	64,435	37.9%
	Bachelor’s and above	105,727	62.1%

Source: Minnesota Office of Higher Education

<sup>1</sup>To appreciate fully the impact of post-secondary education on wages for older completers one should compare wage levels before with wage levels after graduation, which is beyond the scope of this study. To learn more, see Leibert, Alessia: “Racial Disparities in Wage and Employment After Graduation,” Minnesota Economic Trends, December 2015 <http://mn.gov/deed/newscenter/publications/trends/december-2015/disparities-wage-employment.jsp>

<sup>2</sup>Black graduates are more likely to enroll in college part-time, which delays age of degree completion relative to other race groups.

**Figure 2: Top 10 Industries of Employment 24 Months After Graduation**

Bars represent the share of graduates employed in the industry. Bar colors represent average weekly wages earned by all workers in the industry, from light (low wages) to dark (high wages).

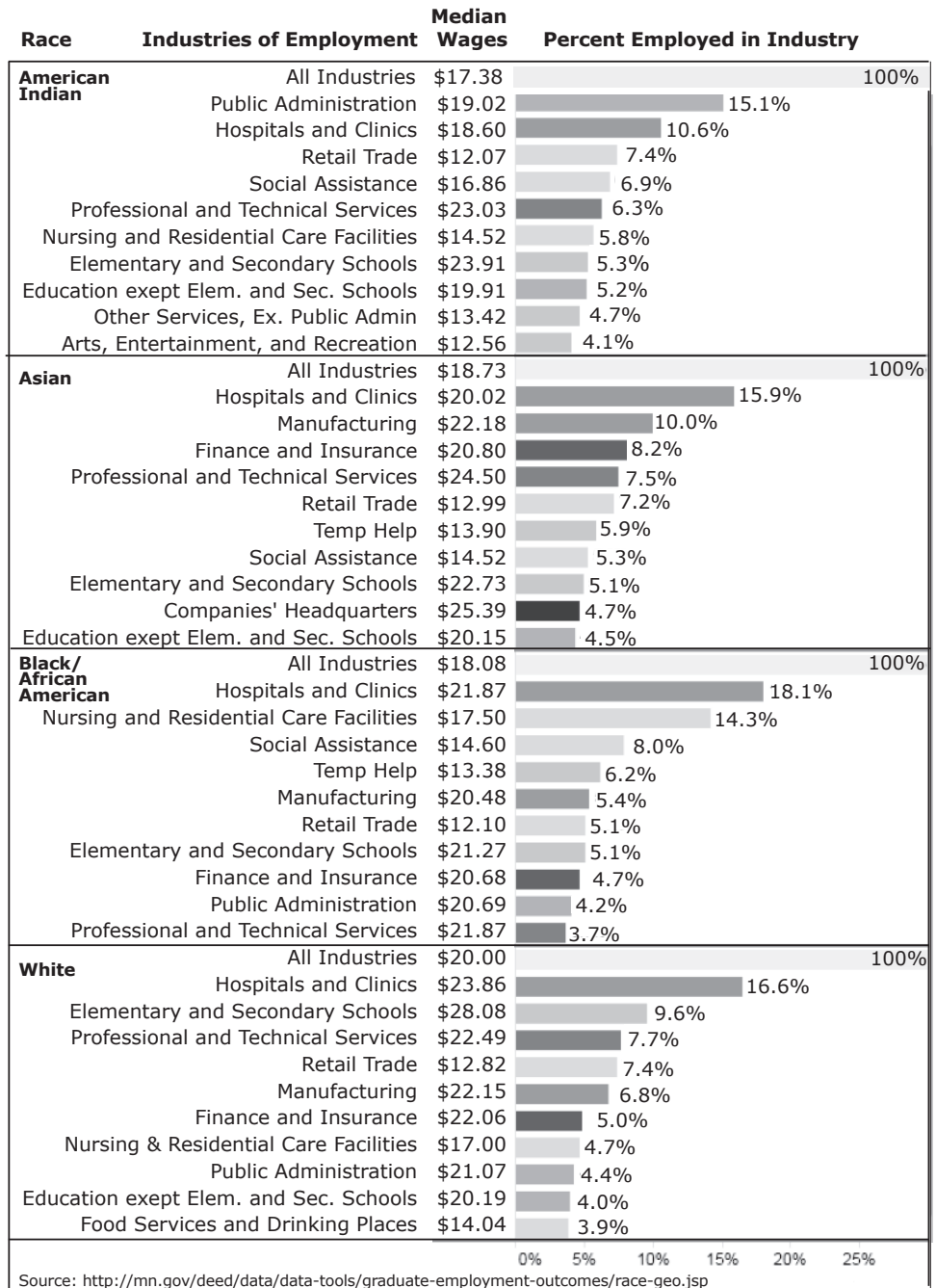


Figure 2 displays the top 10 industries of employment for American Indian, Asian, black, and white graduates 24 months after graduation. When we look at the entire population of graduates who were employed 24 months after graduation we observe a large gap in hourly wages between American Indians (\$17.38) and whites (\$20.00). This gap of 13 percent is driven by the different composition of industries of employment for each race and the different job quality prospects each industry offers. Since some industries tend to pay lower wages and offer fewer opportunities for full-time work, higher concentrations of employment in these industries drive down wages.

Bar colors in Figure 2 represent the average weekly wage earned by all workers – not just recently hired graduates – in the industry, ranging from light (low wages) to dark (high wages). Since low average weekly wages also depend on the number of hours worked in the week, industries where part-time or seasonal work is more common – for example Retail and Nursing and Residential Care Facilities – tend to have lower weekly wages. Therefore, industries with a light color tend to offer lower wages, lower hours of work, or both.

While the top 10 industries are very similar across racial groups, their relative composition varies. Whites are more likely to be found in high wage industries,

which offer more full-time job opportunities and career ladders, such as Hospitals (16.6 percent), Elementary and Secondary Schools (9.6 percent), and Professional and Technical Services (7.7 percent). American Indian and black graduates, on the

other hand, are more likely to be concentrated in low wage industries such as Social Assistance and Nursing and Residential Care Facilities. The very high concentration of American Indians in Public Administration (15.1 percent) represents their high

participation in jobs in tribal government. Temp Help with 6.2 percent is the fourth top industry of employment for blacks and the highest of all racial groups, indicating that black graduates are over-represented in that sector. As for Asian graduates, we observe an unusual mix of very high paying and very low paying sectors. The top four industries – Hospitals, Manufacturing, Finance and Insurance, and Professional and Technical Services – offer high wages and full-time job opportunities, but Asians are also employed in very low wage industries such as Retail, Temp Help, and Social Assistance. This polarization may indicate that some subgroups of Asians fare significantly better than others in the labor market. Unfortunately the data do not allow tracking outcomes

separately by each ethnic subgroup, such as Asian Indians, Chinese, or Hmong.<sup>3</sup>

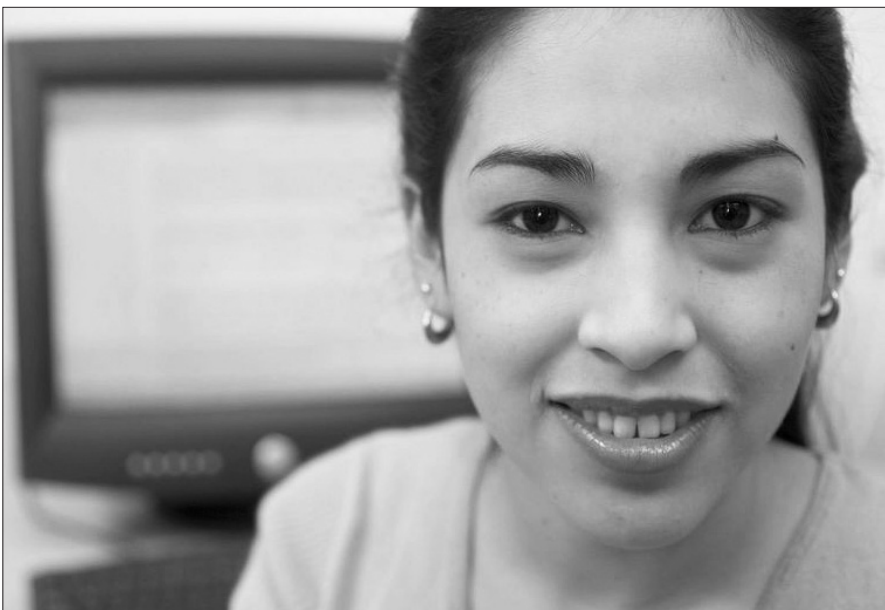
Wage differences across industries are much more pronounced than across racial groups, indicating that racial wage gaps are primarily driven by types of jobs held. For example, all graduates employed in Retail earned about \$12 an hour regardless of race. Filtering the results by education level and age group does not change the story. At similar levels of educational attainment and age, graduates from racial minorities are more likely to work in low-wage industries compared to whites. The relatively higher concentration of racial minorities, particularly blacks, in Temp Help or Social Assistance even when they complete Bachelor's and above degrees drives racial wage gaps

because of fewer opportunities for skills development and career advancement in these industries. When racial minorities are able to find jobs in high-wage/high skill industries such as Hospitals, Professional and Technical Services, Finance and Insurance, or Manufacturing, wage disparities shrink substantially. This suggests that initiatives aimed at helping racial minorities break into these industries are one key to reducing disparities.

## Can Choice of Major Help Fix Racial Disparities in the Labor Market?

One of the possible reasons racial minorities are under-represented in certain industries is choice of major. For example, whites and Asians have better chances of being hired in the Professional and Technical Services industry because they are relatively more likely than others to graduate with a Bachelor's degree in a STEM field.

But just how much does major matter? Figure 3 represents the breakdown of below-Bachelor's completers by major in each racial group. We've selected the majors that are illustrative of the impact of educational choices on wage outcomes: Science, Technology, Engineering, and Math (STEM) programs combined, registered nursing (RN) training, licensed practical/vocational nurse



<sup>3</sup>Not only ethnicity, but also the timing of migration to the U.S. varies within this group, with implications in terms of knowledge of English, educational background, and overall skill level.



**Figure 3: Share of Completers of Selected Majors Below Bachelor's by Race/Ethnicity, with Median Hourly Wages Earned in 2nd Year after Graduation, Cohorts of 2011 - 2013**

			Median Hourly Wage
American Indian	STEM (i.e. IT, Engineering Technologies, Accounting)	5.7%	\$16.68
	Registered Nursing	2.5%	\$26.54
	Licensed Practical/Vocational Nurse (LPN)	4.5%	\$17.58
	Personal and Culinary services (i.e. Cosmetology)	11.3%	\$11.92
Asian	STEM (i.e. IT, Engineering Technologies, Accounting)	11.6%	\$17.72
	Registered Nursing	3.7%	\$26.76
	Licensed Practical/Vocational Nurse (LPN)	3.3%	\$18.83
	Personal and Culinary services (i.e. Cosmetology)	7.9%	\$12.08
Black	STEM (i.e. IT, Engineering Technologies, Accounting)	5.7%	\$18.28
	Registered Nursing	7.8%	\$27.78
	Licensed Practical/Vocational Nurse (LPN)	7.9%	\$19.86
	Personal and Culinary services (i.e. Cosmetology)	10.2%	\$11.24
Latinos	STEM (i.e. IT, Engineering Technologies, Accounting)	7.6%	\$18.67
	Registered Nursing	4.5%	\$27.98
	Licensed Practical/Vocational Nurse (LPN)	3.8%	\$18.62
	Personal and Culinary services (i.e. Cosmetology)	8.8%	\$11.37
White	STEM (i.e. IT, Engineering Technologies, Accounting)	8.8%	\$18.79
	Registered Nursing	7.3%	\$27.23
	Licensed Practical/Vocational Nurse (LPN)	5.0%	\$17.86
	Personal and Culinary services (i.e. Cosmetology)	5.6%	\$12.16

Source: Minnesota Department of Employment and Economic Development Unemployment Insurance wage records, and the Minnesota Office of Higher Education post-secondary graduation records.

All wage figures have been adjusted for inflation to be in terms of constant 2015 U.S.dollars

(LPN) training, and personal/ culinary services. These four majors make up between 24 and 30 percent of all completers in each race category. The graph also displays median hourly wages earned by graduates who completed these programs and were employed in Minnesota the second year after graduation.

We can notice that wage differences across majors are more pronounced than across race groups, but the share of completers in each major varies by race. American Indian and black graduates are over-represented in personal and culinary services (11.3 and 10.2 percent respectively) that

typically lead to low-paying jobs such as hairstylists, while they are under-represented in STEM fields (5.7 percent) that typically lead to high-paying jobs. Whites who graduated in personal and culinary services earned a median of \$12.16 an hour, not much better than \$11.92 earned by American Indians, but only 5.6 percent of white sub-baccalaureate completers pursued this specialization.

On the other hand, American Indians are extremely under-represented in registered nursing, with only 2.5 percent of graduates (corresponding to just 19 individuals) graduating in this field compared to

7.3 percent among whites. American Indians are clearly not graduating in high-demand fields at the same rate as other racial groups, because fewer enroll and the large majority of those who enroll do not complete.<sup>4</sup> As a consequence, they are missing out on excellent job opportunities in fast-growing occupations.

These results also demonstrate that racial minorities who pursue in-demand majors have good labor market outcomes. Wages among blacks and Latinos who completed training in STEM fields closely trailed those of whites, at above \$18 an hour. Even more remarkably, black and Latino graduates in





registered nursing and licensed practical nursing out-earned their white counterparts, probably upon obtaining an occupational license to work as RNs and LPNs. However, the earnings potential of LPNs is significantly lower than RNs because LPNs work under the supervision of RNs. Therefore, the strong representation of white graduates in RN programs gives this racial group an advantage in terms of career advancement options and wage growth prospects over time.

Choice of major, however, is not the only explanation for the observed differences in industry of employment by race. If this was the case, completion of a credential in a high-demand major would be enough to help racial minorities land a job

in the industries where such credentials are most rewarded. In particular, we would expect employers in sectors of the economy that experience shortages to be more likely to tap racial minorities as a pool of labor. This is not always the case. Table 3 on the next page shows results for graduates in three fields of alleged shortage – registered nursing, precision manufacturing, and construction – with the aim of discovering whether employers are hiring qualified racial minorities at the same rate as whites.

Let's start with graduates in Associate's degree programs in Registered Nursing. We see a remarkably high concentration of black graduates in Nursing and Residential Care Facilities (60.8 percent) where employers consistently report shortages.

Although it is disappointing to see lower employment rates of black graduates in high paying industries such as Hospitals and Clinics (32.7 percent versus 58.3 percent of Asian, 61.2 percent of Latinos, and 61.2 percent of whites) it is encouraging to see efforts on the part of employers in Nursing and Residential Care Facilities to diversify their workforce in response to labor shortages.

Industries like Manufacturing and Construction, on the other hand, do not seem to respond to labor shortages by decisively increasing employment of racial minorities. Among graduates in precision production programs, American Indians, blacks, and Latinos were less likely to be hired in Manufacturing compared to Asians and whites. Instead, they were more likely to end up in Temp Help, with blacks at 18.6 percent and Latinos at 13.2 percent. Similarly, among individuals who received training in construction programs, 53.7 percent of whites got a job in the Construction industry compared to 52.3 percent of Latinos, 51.7 of American Indians, 39.6percent of Asians, and only 26.2 percent of blacks.

Using unemployment insurance claims we can see that the most typical

<sup>4</sup>According to post-secondary enrollment records, 105 American Indian individuals enrolled in an Associate degree program in registered nursing from school year 2011 to school year 2014. Of those, only 30 (28.6 percent) completed the credential by June 2014. In contrast, 42.6 percent of whites who enrolled in the same program completed it by June 2014.

**Table 3: Top 3 Industries of Employment During the Second Year after Graduation by Race, Classes of 2011-2013, Selected Fields of Study**

<b>Associate's Degree Programs in Registered Nursing</b>		
<b>Race</b>	<b>Industry</b>	<b>Percent Employed in Industry</b>
American Indian N*=19	Suppressed due to small size	NA
Asian N=108	Hospitals and Clinics	58.3%
	Nursing and Residential Care facilities	28.7%
	Social Assistance	2.8%
Black N=385	Nursing and Residential Care facilities	60.8%
	Hospitals and Clinics	32.7%
	Social Assistance	3.1%
Hispanic/Latinos N=98	Hospitals and Clinics	61.2%
	Nursing and Residential Care facilities	31.6%
	Social Assistance	2.0%
White N=4,091	Hospitals and Clinics	61.2%
	Nursing and Residential Care facilities	30.9%
	Social Assistance	1.9%
<b>Sub-baccalaureate Programs in Precision Production (including Welding and Machining)</b>		
<b>Race</b>	<b>Industry</b>	<b>Percent Employed in Industry</b>
American Indian N*=9	Suppressed due to small size	NA
Asian N=93	Manufacturing	68.8%
	Temp Help	10.8%
	Construction	6.5%
Black N=43	Manufacturing	44.2%
	Temp Help	18.6%
	Construction	16.3%
Hispanic/Latinos N=38	Manufacturing	47.4%
	Construction	13.2%
	Temp Help	13.2%
White N=1,172	Manufacturing	56.4%
	Construction	14.0%
	Temp Help	8.6%
<b>Associate's Degrees and Certificates of More than One Year in Construction</b>		
<b>Race</b>	<b>Industry</b>	<b>Percent Employed in Industry</b>
American Indian N=29	Construction	51.7%
	Public Administration	13.8%
	Arts, Entertainment, and Recreation	10.3%
Asian N=48	Construction	39.6%
	Manufacturing	18.8%
	Retail Trade	8.3%
Black N=42	Construction	26.2%
	Temp Help	19.0%
	Manufacturing	9.5%
Hispanic/Latinos N=44	Construction	52.3%
	Manufacturing	13.6%
	Wholesale Trade	4.5%
White N=1,817	Construction	53.7%
	Manufacturing	10.1%
	Utilities	5.9%

\*Numbers represent graduates who had employment records in Minnesota during the second year after graduation. These numbers might be smaller than the total of those who graduated in the selected majors because some people might be self-employed, unemployed, or employed out of state.

Source: Minnesota Department of Employment and Economic Development Unemployment Insurance wage records, and the Minnesota Office of Higher Education post-secondary graduation records.

occupations of employment in Temp Help for individuals who had previously earned a sub-baccalaureate credential in precision manufacturing, construction, engineering, or engineering technologies from 2009 to 2014 were occupations typical of the Construction and Manufacturing industries. In particular, among those who filed a claim and reported their job title when they were laid off, 78 percent held jobs in production, construction, or engineering, clearly indicating that they were performing temporary work in Manufacturing and Construction. Reliance on staffing agencies is very common in these sectors to ensure flexibility when

customer demand fluctuates seasonally or by volume of orders. However, the uniquely high concentration of college-educated racial minorities in Temp Help signals difficulty finding stable employment that rewards their skills and knowledge.

The under-representation of black and American Indian graduates in industries that are most closely related to their field of training and that pay higher wages is not only inequitable but also harmful to economic growth. If two individuals acquire the same skills and knowledge in college, but one is doing work that makes full use of their skills and

abilities while the other is not, there is inequality in access to career advancement opportunities. Workers who are highly skilled but work in low paying or low skill jobs, and part-time workers who would prefer to be full-time<sup>5</sup> are often generically referred to as “underemployed”. If underemployment affects some racial groups more than others, and such imbalances arise as early in a career as we’ve seen in this analysis, racial wage gaps will inevitably increase over time because some graduates can start developing valuable work experience right away while others are at risk of skills depreciation.

Moreover, if industries experiencing skills shortages do not hire these individuals they miss an opportunity to train already skilled workers further. These results do not prove the existence of discrimination in hiring, as many other factors can come into play such as lack of knowledge of firm-specific recruiting practices, lack of networking and job search skills, or low income that forces graduates to accept the first job offer they receive. Yet to the extent that these barriers are often correlated with race, de facto racial discrimination is going unaddressed. The business community needs to do more to ensure the recruitment and selection



<sup>5</sup>While some individuals are employed part-time by choice, most part-time workers would prefer to work full-time to access fringe benefits and opportunities for career advancement.



of diverse talent. Especially employers experiencing labor force shortages would clearly benefit by making their hiring practices as transparent and unbiased as possible and by actively reaching out to graduates of technical and other college programs.

## Summary and Recommendations

This research outlined four indicators of labor market outcomes after college and documented racial gaps in each indicator. Here is a summary of findings:

\* **Gap in job quality:** White and Asian graduates were more likely to be employed full-time and continuously for the whole year while American Indians and blacks were more likely to be employed either part-time or temporarily/seasonally during the year.

\* **Gap in earnings:** White graduates earned more while American Indian graduates earned less than other groups. These disparities are systemic: they hold at every education and age level and persist over time.

\* **Gap in educational attainment:** Black and American Indian graduates are more likely than other race groups to complete a credential below Bachelor's. Among the few who completed



a Bachelor's and higher credential before age 30 the wage gap was significantly reduced, indicating that initiatives aimed at helping racial minorities complete a college degree before age 30 have the best probability of success in reducing or preventing racial disparities in the labor market.

\* **Gap in opportunities for career advancement:** At a similar level of educational attainment and age, graduates from racial minorities are more likely to work in low-wage industries with fewer opportunities for career advancement compared to

whites. Since some industries are more likely than others to offer full-time, stable employment, racial inequalities in access to these industries lead not only to a higher incidence of part-time/casual employment among certain racial minorities but also restrict their ability to utilize on the job the skills they acquired in school. Therefore, this indicator ultimately drives the kinds of gaps we observed in the previous indicators.

When we look deeper into the issue of underrepresentation of racial minorities in certain industries, the evidence suggests that

choice of major strongly determines employability in these industries, but other more systemic barriers are preventing inclusion even for people who successfully complete an in-demand credential. Although the data do not allow us to identify these barriers, we can document a few success stories and also a few areas of concern. While some industries, such as Nursing and Residential Care Facilities, hire recent graduates from racial minorities at a very high rate and at competitive wages, others, especially Construction and Manufacturing, are harder to access for certain racial groups.

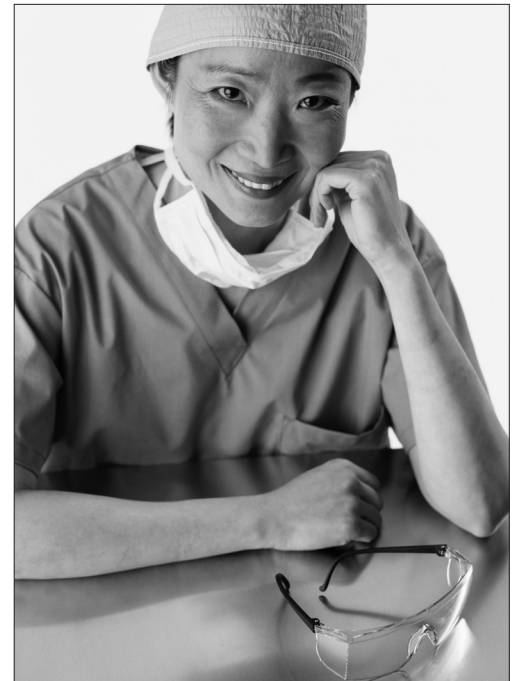
In light of this evidence, the essential tools for expanding representation of racial minorities in the sectors of the economy that offer the most labor market success are the following:

1. Increase the number of individuals from racial minorities who complete a post-secondary credential by age 30 in fields that lead to viable careers.
2. Increase in-school support to ensure that minority students learn about employers' expectations and

hiring practices, set clear learning and career goals, gain early career experience especially in an industry related to the field of study, and conduct a well-targeted job search.

3. Increase recruitment and hiring of qualified racial minorities by Minnesota's business community to the same rate as whites with comparable credentials.

Closing the educational attainment gap is necessary but not sufficient to reduce racial disparities in the labor market, because even among individuals who recently completed a post-secondary degree there is evidence of unequal access to full-time, stable jobs by race. As Minnesota faces the challenge of flat or declining growth in the working-age population, college educated racial minorities are an essential source of labor especially for sectors of the economy where employers report difficulty finding qualified candidates. The skills and knowledge of blacks and other racial minorities are clearly being underutilized in Minnesota's labor market, and employers are one of the groups losing out as a result.



by Alessia Leibert  
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# I is for Information Security Analyst



The labor market is constantly expanding, and new jobs are literally being created and innovated daily. Until the 1990s not one child had dreams of growing up to be an Information Security Analyst. As we continue to develop as a technologically advanced nation, an Information Security Analyst will be one of the jobs needed to maintain peace in a world where security is no longer a matter of physical contact. Conscious of the forever expanding technology sector, the Bureau of Labor Statistics projects an 18 percent increase in employment from 2014 to 2024, while the average growth rate for all occupations is only 7 percent. U.S. News ranks Information Security Analyst as #5 in the best Technology jobs.

## Duties

- Monitor their organization's networks for security breaches and investigate any violations when they occur
- Install and use software such as firewalls and data encryption programs to protect sensitive information
- Prepare reports that document security breaches and the extent of the damage caused by the breaches
- Conduct penetration testing which simulates attacks to look for vulnerabilities in the systems before they can be exploited

Information Security Analyst is a high pressure job requiring its employees to be constantly on top of any new hacking methods and devices. All Information Security Analysts are responsible for researching new technologies that will best protect their specific organization from any foreseeable threats. This may

involve attending cybersecurity conferences to hear the firsthand accounts of other professionals who have experienced new types of attacks. Information Security Analysts don't necessarily work in teams, but they work closely with members of an information technology department such as network administrators or computer systems analysts. They are all responsible for developing the best attack response for their organization.

## Options

From Private to Public, from East Coast to West Coast, the job market for information security analysts is endless and has ample ladder career ladder opportunities for employees in this market. The chart below identifies the Seven County Metro area as having the most Information Security Analyst employees, 86% of the Minnesota total. The median wage for this region of Minnesota is only \$1.29 short of the nation's average.

Geography	Employment	Median wage
Seven County Metro	1,630	\$43.90/hr.
Minnesota	1,900	\$44.10/hr.
U. S.	88,880	\$45.19/hr.

Source: BLS industry profile

## Credentials

Information Security Analyst is developing as a career field. Requirements are stricter, and entering this field is not as easy as it once was. While many positions in this field are available to those with at least a bachelor's degree in computer science, programming, or related fields, employers of Information Security Analysts sometimes prefer applicants who have a Master's of Business Administration (MBA) in information systems. Programs offering an MBA in information systems generally require two years of study beyond the undergraduate level and include both business and computer-related courses.

## Increasing Demand

Currently 88,800 information security analysts are employed, and the demand continues to rise as we experience more and more cyberattacks, more especially at a governmental level. In addition, as the healthcare industry expands its use of electronic medical records, ensuring patients' privacy and protecting personal data are becoming more important. As a member of the online shopping community I value the role of information security analysts in

Information Security Analysts	
2015 Median Pay	\$90,120 per year, \$43.33 per hour
Work Experience in a Related Occupation	Less than 5 years
Job Outlook, 2014-24	18% increase

Source: BLS industry profile

Computer and Information Systems Managers	
2015 Median Pay	\$131,600 per year, \$63.27 per hour
Work Experience in a Related Occupation	5 years or more
Job Outlook, 2014-24	15% increase

Source: BLS industry profile

protecting my financial identity. Recent hacking of political data bases shows the importance of the occupation to another level of database users.

The field also has room for career ladder progressions. Entry level positions have an impressive salary and have a great job outlook.

Furthermore, it's reassuring to know that after five years of working at an entry level, the progression to managerial positions can bring a 68% percent wage increase.

by Vermul Pewee

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*Vermul Pewee, a student at the University of Minnesota, was an intern in the Labor Market Information Office this past summer as part of her participation in the Urban Scholars Program.*

# J is for Juvenile Probation Officer



Probation was introduced to our justice system in the 1850's by John Augustus, the "Father of Probation," who's recognized as the first true probation officer. Probation permits a convicted criminal to live among community members instead of serving jail time. This occupation has provided the courts with the means to regulate the lives of convicted individuals as they try to live peacefully among other citizens. Probation requires the convicted individual to live by strict court-ordered regulations and under close supervision. This supervision is where the role of Probation Officer comes in. They are there to ensure the offenders perform their community service, avoid restricted places and people, and refrain from excessive drinking and using illegal drugs. Often court mandated biweekly meetings with the assigned probation officer are required. These officers are responsible for

monitoring and working with those on probation to help prevent them from committing new crimes and breaking the terms of their probation. Juvenile Probation Officers play a very critical role in our society as they are more than just officers. Their role is not only to help convicted youth meet the terms of probation, but to help them become model citizens and to help keep them out of the prison system.

## Work Culture

This job falls under the umbrella of Social Worker. Therefore, as much as those in the field may be looking forward to lots of direct interactions and being fully engaged with clients, lots of logistics and behind the scene paper work are involved in this field. Most officers work full time. But in this highly demanding job there are often additional on-call responsibilities these officers take on. When on call, they're expected to respond to or address situations that arise within 24 hours. This includes both dealing with the individual in need and the mountain of paperwork that follows, all contributing to the excess hours of work.

## What to Expect

Juvenile Probation Officers are primarily government employees, currently at a median wage of \$26.21 per hour. It is a great job field, not difficult to enter after receiving a Bachelor's degree in a variety of Social Science areas such

## Expected Tasks

Meet with probationers in an office or at the probationer's residence
Evaluate probationers to determine the best course of rehabilitation
Provide probationers with resources, such as job training
Test probationers for drugs and offer substance abuse counseling
Monitor probationers' contact with law enforcement
Conduct meetings with probationers and their family and friends
Write reports and maintain case files on probationers

Source: BLS Occupational Outlook

as criminal justice and social work. However, not just everyone holding such degrees can serve as a probation officer. There are competency exams, multiple drug tests, and an extensive background check applicants must pass to be considered for this position.

Officers are not simply tossed into the position and expected to perform the tasks asked of them automatically. Most State governments or the Federal government sponsor training programs often for up to one year, ensuring their employees are fully equipped to succeed as juvenile probation officers. Training may include onsite visits to the homes of current convicts on parole and bias workshops. Training can only prepare an officer for this position to certain

extent. There are important qualities that one must possess to succeed in this field of work:

- Having the ability to access fully the needs of their clients and develop a strategic plan
- Interacting effectively not only with the probationers, but their family and others performing services for them
- Accurately weighing cost and benefits to help guide probationers in the right direction
- Being able to take on multiple cases and tasks at the same time
- Being able to cope with hostile individuals and otherwise upsetting circumstances

## It's All About Minnesota

The tables below show that Minnesota, with 1,810 probation officers of the national total of 87,950, makes up 2% of the national total employed probation officers. A Probation Officer is not an easy job. Finding truly dedicated and well-rounded employees to take on the many tasks it requires is not easy. The Bureau of Labor Statistics forecasts Probation Officers job growth of 4%, which is slower than average, but within that national statistic Minnesota holds its ground by employing exactly 1/50th of the nation's total Probation Officers. It was interesting to find that although the Southeast Balance of State Region has only 110 probation officers which is not even 1 percent of Minnesota's total, but they pay highest mean wage of \$30.62.

The state employs the largest number of Probation Officers and, with 2.19 percent of its total employees, Probation Officers, leads as the highest concentration of jobs in the entire occupation. Highest employment and concentration is important, but for those who are seeking out the highest paying industry for a probation officer, local government with an average wage of \$26.59 is the best place for you.

### Probation Officer Distribution

Area	Employment	Mean Hourly Wage
Southeast Minnesota	110	\$30.62/hour
Minneapolis-St. Paul-Bloomington, MN-WI MSA	1,190	\$29.78/hour
Minnesota	1,810	\$28.90/hour
U. S.	87,950	\$26.21/hour

Source: OES data tool

### Highest Paying Industries: Probation Officers

Local Government	\$26.59
State Government	\$25.93
Private Residential Care Facilities	\$23.06
Elementary and Secondary Schools	\$21.34
Psychiatric and Substance Abuse Hospitals	\$18.85

Source: DEED Occupational Employment Statistics

by Vermul Pewee

*Vermul Pewee, a student at the University of Minnesota, was an intern in the Labor Market Information Office this past summer as part of her participation in the Urban Scholars Program.*