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Review
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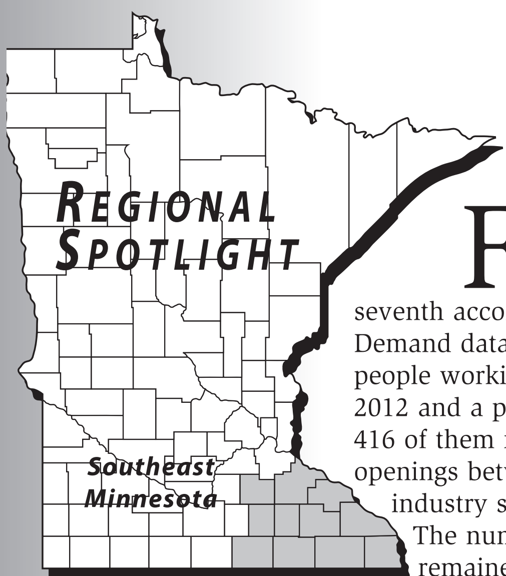


An Appetizing Part-time Job

Food preparation and serving occupations are in high demand in Southeast Minnesota, ranking seventh according to DEED's Occupations in Demand data tool. With an estimated 20,109 people working in this occupation group in 2012 and a projected 8,390 total openings, 416 of them new jobs and 7,640 replacement openings between 2012 and 2022, this industry shows no sign of slowing down. The number of jobs in this industry has remained relatively stable since 2009 according to the Quarterly Census of Employment and Wages with the exception of a spike from 2011 to 2012 in Rice and Winona Counties (see Figure 1).

While it is true that jobs in this field traditionally are not known for high pay, what they offer is an excellent opportunity to earn some extra money – perfect for people like college students, people who crave a fishing boat, and those who have school loans to pay off, just to name a few. Even though we are out of the recession, times are still tough for some people. The price of gasoline is pretty low right now, but the cost of living for other things can be high in some areas and may require individuals to obtain a second job. Take Rochester for example, a prominent city in the Southeast Minnesota Economic Development Region. One of the largest issues Rochester is experiencing with the labor

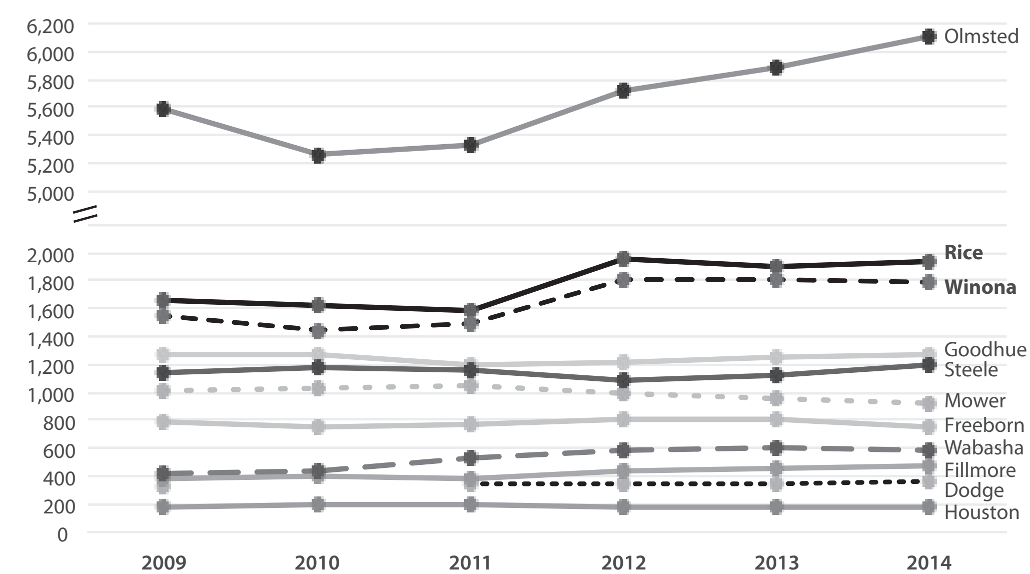
Feature:

How Did You LIke Us in 2015?

In this issue:

Figure 1

2014 County-Level Job Counts in Food Service and Drinking Establishments



Source: DEED's Employment Outlook Tool

Regional Spotlight
SOUTHEAST MINNESOTA

Table 1: 2015 Cost of Living for EDR 10 by County for a Single Person With One Child

County	Yearly Cost	Hourly Wage	Child Care	Food	Health Care	Housing	Transport	Other	Taxes
Dodge	$38,154	$18.34	485	463	278	900	601	191	262
Fillmore	$34,377	$16.53	426	466	284	660	700	158	171
Freeborn	$31,892	$15.33	434	468	284	660	554	158	100
Goodhue	$38,822	$18.66	596	466	284	774	653	174	289
Houston	$33,276	$16.00	428	468	278	747	550	170	132
Olmsted	$41,531	$19.97	763	470	278	900	502	192	356
Rice	$38,951	$18.73	517	464	284	868	640	186	287
Steele	$33,206	$15.96	424	468	284	753	537	171	130
Wabasha	$33,843	$16.27	527	464	278	660	580	157	154
Winona	$33,094	$15.91	489	467	284	693	532	162	131

Source: DEED's Cost of Living Tool

force shortage that is endemic to this city is the high cost of living. For example, according to the DEED Cost of Living tool, a single parent with a child needs an hourly wage of $19.97 an hour to afford the basic needs. This is certainly not going to be covered by a job in the food preparation and serving-related occupations. However, a second job in this field could help an individual or family make ends meet or earn extra money to save. Even in smaller towns in the region cost of living can be pretty high (see Table 1).

As mentioned above, one of the major problems with jobs in this occupation is the low pay. Table 2 shows the wages for these jobs as shown in DEED's Occupational Employment Statistics for the first quarter of 2015. None of the starting wages for all of these jobs are high enough to cover the cost of living in any of the 10 counties in the Southeast region. In fact, all but one, chefs and head cooks, fail to provide wages that would cover the cost of living for a single person with a child in these counties even at the 90th percentile.

DEED's employment projections and current vacancies are a mixed bag, good news and bad news. As shown in the Employment Outlook data tool, this occupation is projected to see 8,390 openings during this time, with 416 new openings and 7,640 replacement openings or openings created by people leaving the field (see Table 3.)

On August 1, 2015, the minimum hourly wage rose to $9.00 except for firms that gross less than $500,000 annually. Their minimum hourly wage is $7.25.

Here's the killjoy "but" that comes with this good news. DEED's current Job Vacancy Survey (see Table 4) shows that 54% of current vacancies are part-time and 29% are temporary or seasonal, with hours depending on the specific job in this industry. For example, 100 percent of the vacancies for non-restaurant food servers are part-time while only 6 percent of supervisors of food preparation and serving workers are characterized by part-time hours. This has a huge impact on earning potential as these part-time and seasonal jobs may not supply a "livable" wage. But, as mentioned earlier, jobs in this field are a ripe opportunity for those who need a job for some extra money for a variety of reasons.

Table 2: First Quarter 2015 Hourly Wages for Positions in Food Service and Related Occupations, Southeast Minnesota

Occupational Title	Hourly Wage Percentiles 10th	25th	Median	75th	90th
Chefs and Head Cooks	$13.54	$15.76	$18.46	$29.99	$35.81
First-Line Supervisors/Managers of Food Preparation and Serving Workers	$8.68	$10.31	$12.90	$16.25	$19.47
Cooks, Fast Food	$7.75	$8.10	$8.72	$9.32	$10.79
Cooks, Institution and Cafeteria	$9.24	$10.38	$11.86	$14.15	$16.70
Cooks, Restaurant	$8.10	$8.95	$10.49	$12.11	$16.22
Cooks, Short Order	$7.95	$8.58	$9.58	$11.11	$12.22
Cooks, All Other	$9.83	$10.35	$11.21	$12.38	$14.04
Food Preparation Workers	$8.03	$8.77	$10.17	$11.97	$15.25
Bartenders	$7.83	$8.29	$9.04	$10.36	$12.07
Combined Food Preparation and Serving Workers, Including Fast Food	$7.77	$8.14	$8.80	$9.44	$11.64
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	$7.82	$8.22	$8.88	$9.54	$12.00
Waiters and Waitresses	$7.78	$8.13	$8.72	$9.31	$10.03
Food Servers, Nonrestaurant	$8.40	$9.60	$10.85	$12.24	$14.48
Dining Room and Cafeteria Attendants and Bartender Helpers	$7.78	$8.14	$8.75	$9.35	$10.87
Dishwashers	$7.82	$8.21	$8.86	$9.50	$11.06
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	$7.76	$8.15	$8.81	$9.47	$11.18
Food Preparation and Serving Related Workers, All Other	$8.16	$9.07	$10.55	$12.07	$16.30

Source: DEED's Occupational Employment Statistics (OES)

Table 3: Projected Openings from 2012-2022 in Food Preparation and Serving Related Occupations, Southeast Minnesota

Occupations	Estimated 2012 Employment	Projected 2022 Employment	Percent Change 2012-2022	Numeric Change 2012-2022	Replacement Openings 2012-2022	Total Openings 2012-2022
Food Preparation and Serving Related	20,109	20,525	2.1%	416	7.640	8,390

Source: DEED's Employment Outlook Tool

None of these low-skill, low-pay jobs require any post-secondary education. Obtaining a certificate or license may be required, however. For example, as shown in Table 4, 50 percent of the vacancies for fast food cooks require a certificate or license. More than likely this may be a ServeSafe® food handler certification, which can be obtained online and costs only $15 on their website or one can search for other in-person trainings on their website. Another certificate that is available in class and online is the ServeSafe® Food Manager certification. At Minnesota State College – Southeast Technical this is a one-day course and costs $167.

What appears to be more important for these vacancies is having experience. While this is not surprising for positions as a supervisor, where 94 percent of the vacancies require one or more years of experience, other positions require experience as well. Vacancies for restaurant cooks (87 percent), cooks and food preparation workers (74 percent), fast food cooks (35 percent), and waiters and waitresses (30 percent) also require experience. The good news is that there are other vacancies in the Food Services Industry that do not require any or require very little experience, such as combined food preparation and serving workers and dishwashers.

Table 4: Second Quarter 2015 Job Vacancies in Food Preparation and Serving Related Occupations, Southeast Minnesota

SOC Code	Occupation	Number of Vacancies	Part-Time	Temp. or Seasonal	Requiring Post-Secondary Education	Requiring 1+ Years Experience	Requiring Certificate or License
350000	Food Preparation and Serving Related Occupations	1,745	54%	29%	0%	36%	2%
351000	Supervisors of Food Serving and Related Occupations	164	6%	0%	0%	94%	1%
352000	Cooks and Food Preparation Workers	374	40%	15%	0%	74%	4%
352011	Cooks, Fast Food	6	75%	0%	0%	35%	50%
352012	Cooks, Institution and Cafeteria	20	n/a	n/a	n/a	n/a	n/a
352014	Cooks, Restaurant	311	29%	18%	0%	87%	3%
352021	Food Preparation Workers	37	97%	0%	0%	2%	1%
353000	Food and Beverage Serving Workers	1,065	66%	34%	0%	19%	2%
353021	Combined Food Preparation and Serving Workers, Including Fast Food	298	90%	0%	0%	0%	3%
353022	Counter Attendants, Cafeteria, Food Concession and Coffee Shop	77	96%	71%	0%	4%	2%
353031	Waiters and Waitresses	665	51%	46%	0%	30%	1%
353041	Food Servers, Non-Restaurant	11	100%	1%	0%	4%	3%
359000	Other Food Preparation and Serving Workers	142	57%	63%	0%	3%	5%
359011	Dining Room and Cafeteria Attendants and Bartender Helpers	5	n/a	n/a	n/a	n/a	n/a
359021	Dishwashers	114	51%	78%	0%	1%	3%
359031	Hosts and Hostesses, Restaurant, Lounge and Coffee Shop	23	n/a	n/a	n/a	n/a	n/a

Source: DEED's Job Vacancy Tool

These vacancies are a perfect way for individuals to get their foot in the door, gain experience, and move up to better positions in the Food Services industry. Furthermore, while working and gaining experience, individuals can work on impressing their manager by working hard, showing up for all shifts, taking on extra duties, etc. and get promoted from within.

While employment in food preparation and serving-related occupations may not turn out to be a career, it is certainly a good way to earn extra money as a second job for whatever reason. Take, for example, fast food cooks who earn $7.75 per hour at the 10th percentile. At 15 hours a week that's a gross pay of $465 per month. Even after taxes that could easily cover a car payment or rent for a college student who shares an apartment or house with roommates. Not bad for a few shifts a week.

by Mark Schultz
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Minnesota Department of Employment and Economic Development

Minnesota's Nonemployers

by Luke Greiner

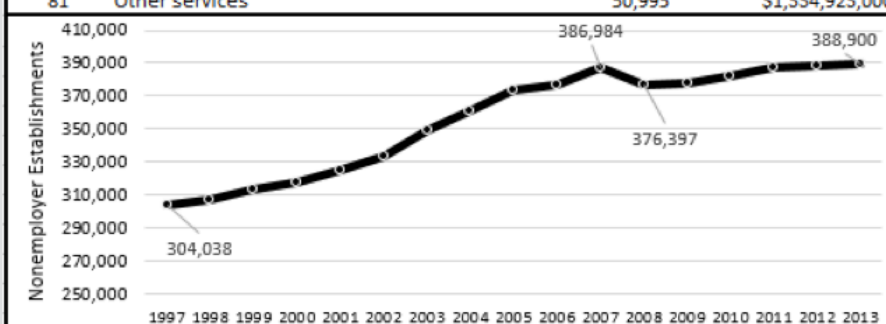
Minnesota is home to almost 389,000 nonemployer business establishments generating more than $17 billion in gross sales. A nonemployer business is one that has no paid employees, has annual business receipts of $1,000 or more ($1 or more in the Construction industries), and is subject to federal income taxes. Most nonemployers are self-employed individuals operating very small unincorporated businesses, which may or may not be the owner's principal source of income. Many small employers begin as a "nonemployer" and transform into an employer as their business expands beyond the ability of a single owner/operator.

The largest numbers of nonemployer businesses are found in the Professional, Scientific, and Technical Services industry with roughly 15 percent of all nonemployer establishments, generating more than $2 billion worth of sales. The second most common industry attachment for nonemployers is the Other Services industry with almost 51,000 workers and average annual gross sales of $26,178 per business per year. Other Services includes businesses such as auto repair shops, hair salons, drycleaning services, and pet boarding establishments.

The wide reach of the Great Recession impacted not only employees covered by the unemployment insurance program but also businesses without paid employees. Although nonemployer businesses dropped by 2.7 percent from 2006 to 2007, the decrease was a single year event, and by 2011 the number of nonemployers surpassed the pre-recession peak of 386,984 in 2007. The growth of nonemployer businesses has plateaued since the recession ended in 2009, averaging net growth of just 0.6 percent per year in the three years following the recession compared to 2.6 percent growth leading up to the recession and 3.1 percent average annual growth in the three years prior to that.

Minnesota Nonemployer Statistics, 2013

NAICS	Industry Classification	Establishments	Gross Sales
0	**Total for all sectors**	**388,900**	**$17,268,230,000**
11	Agriculture, forestry, fishing and hunting	5,162	$194,685,000
21	Mining and quarrying	175	$10,627,000
22	Utilities	357	$22,626,000
23	Construction	40,370	$2,334,471,000
31-33	Manufacturing	7,541	$297,458,000
42	Wholesale trade	6,742	$501,654,000
44-45	Retail trade	37,967	$1,301,045,000
48-49	Transportation and warehousing	20,181	$1,490,636,000
51	Information	5,439	$161,123,000
52	Finance and insurance	13,440	$966,065,000
53	Real estate and rental and leasing	41,094	$4,255,755,000
54	Professional, scientific, and technical services	58,875	$2,118,572,000
56	Admin support and waste management	25,334	$571,285,000
61	Educational services	12,420	$152,058,000
62	Health care and social assistance	31,421	$887,070,000
71	Arts, entertainment, and recreation	27,518	$475,481,000
72	Accommodation and food services	3,869	$192,696,000
81	Other services	50,995	$1,334,923,000



Source: U.S. Census Bureau, Nonemployer Statistics

Labor Force Estimates

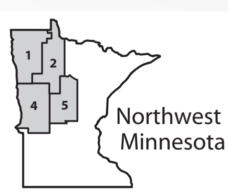
County/Area	Labor Force Jan 2016	Labor Force Dec 2015	Labor Force Jan 2015	Employment Jan 2016	Employment Dec 2015	Employment Jan 2015	Unemployment Jan 2016	Unemployment Dec 2015	Unemployment Jan 2015	Rate of Unemployment Jan 2016	Rate of Unemployment Dec 2015	Rate of Unemployment Jan 2015
United States ('000s)												
(Seasonally adjusted)	158,335	157,833	157,180	150,544	149,929	148,201	7,791	7,904	8,979	4.9%	5.0%	5.7%
(Unadjusted)	157,347	157,245	156,050	149,037	149,703	146,552	8,309	7,542	9,498	5.3	4.8	6.1
Minnesota												
(Seasonally adjusted)	3,037,347	3,021,733	2,995,964	2,925,754	2,910,297	2,884,584	111,593	111,436	111,380	3.7	3.7	3.7
(Unadjusted)	3,032,390	3,020,213	2,975,299	2,895,157	2,909,949	2,836,358	137,233	110,264	138,941	4.5	3.7	4.7
Metropolitan Statistical Areas (MSA)*												
Mpls.-St. Paul MSA	1,948,679	1,942,269	1,909,507	1,872,004	1,881,640	1,831,250	76,675	60,629	78,257	3.9	3.1	4.1
Duluth-Superior MSA	141,836	144,234	141,025	132,176	136,246	133,293	9,660	7,988	7,732	6.8	5.5	5.5
Rochester MSA	120,577	117,401	118,060	115,902	113,997	113,186	4,675	3,404	4,874	3.9	2.9	4.1
St. Cloud MSA	112,878	110,626	110,632	107,487	106,552	105,069	5,391	4,074	5,563	4.8	3.7	5.0
Mankato-N Mankato MSA	60,229	59,653	59,581	58,169	58,179	57,490	2,060	1,474	2,091	3.4	2.5	3.5
Fargo-Moorhead MSA												
Grand Forks MSA												
Region One	**50,154**	**52,235**	**50,451**	**46,683**	**49,384**	**47,315**	**3,471**	**2,851**	**3,136**	**6.9**	**5.5**	**6.2**
Kittson	2,589	2,563	2,525	2,400	2,453	2,392	189	110	133	7.3	4.3	5.3
Marshall	5,924	6,298	5,997	5,333	5,789	5,437	591	509	560	10.0	8.1	9.3
Norman	3,524	3,714	3,616	3,301	3,542	3,402	223	172	214	6.3	4.6	5.9
Pennington	9,232	9,772	9,120	8,493	9,099	8,419	739	673	701	8.0	6.9	7.7
Polk	17,917	18,110	17,868	16,990	17,414	16,980	927	696	888	5.2	3.8	5.0
Red Lake	2,416	2,493	2,341	2,165	2,311	2,137	251	182	204	10.4	7.3	8.7
Roseau	8,552	9,285	8,984	8,001	8,776	8,548	551	509	436	6.4	5.5	4.9
Region Two	**43,505**	**43,843**	**42,666**	**40,270**	**41,072**	**39,589**	**3,235**	**2,771**	**3,077**	**7.4**	**6.3**	**7.2**
Beltrami	24,067	24,451	23,715	22,569	23,192	22,312	1,498	1,259	1,403	6.2	5.1	5.9
Clearwater	4,917	4,832	4,765	4,264	4,326	4,154	653	506	611	13.3	10.5	12.8
Hubbard	9,389	9,605	9,289	8,578	8,887	8,493	811	718	796	8.6	7.5	8.6
Lake of the Woods	2,635	2,559	2,536	2,519	2,420	2,429	116	139	107	4.4	5.4	4.2
Mahnomen	2,497	2,396	2,361	2,340	2,247	2,201	157	149	160	6.3	6.2	6.8
Region Three	**163,557**	**165,396**	**160,607**	**151,470**	**155,110**	**151,067**	**12,087**	**10,286**	**9,540**	**7.4**	**6.2**	**5.9**
Aitkin	6,820	6,881	6,702	6,250	6,401	6,143	570	480	559	8.4	7.0	8.3
Carlton	17,415	17,646	17,365	16,258	16,720	16,324	1,157	926	1,041	6.6	5.2	6.0
Cook	3,063	3,024	2,943	2,881	2,869	2,748	182	155	195	5.9	5.1	6.6
Itasca	23,112	22,796	21,754	21,005	20,949	20,181	2,107	1,847	1,573	9.1	8.1	7.2
Koochiching	6,237	6,273	6,215	5,666	5,733	5,639	571	540	576	9.2	8.6	9.3
Lake	5,665	5,743	5,412	5,103	5,253	5,132	562	490	280	9.9	8.5	5.2
St. Louis	101,245	103,033	100,216	94,307	97,185	94,900	6,938	5,848	5,316	6.9	5.7	5.3
City of Duluth	44,651	45,499	44,917	42,582	43,915	42,882	2,069	1,584	2,035	4.6	3.5	4.5
Balance of St. Louis County	56,594	57,534	55,299	51,725	53,270	52,018	4,869	4,264	3,281	8.6	7.4	5.9
Region Four	**128,364**	**130,772**	**127,282**	**121,688**	**125,700**	**120,839**	**6,676**	**5,072**	**6,443**	**5.2**	**3.9**	**5.1**
Becker	18,893	18,530	17,914	17,712	17,588	16,822	1,181	942	1,092	6.3	5.1	6.1
Clay	36,619	37,058	36,499	35,032	35,961	35,009	1,587	1,097	1,490	4.3	3.0	4.1
Douglas	20,116	20,331	19,819	19,179	19,581	18,901	937	750	918	4.7	3.7	4.6
Grant	3,417	3,614	3,479	3,174	3,416	3,236	243	198	243	7.1	5.5	7.0
Otter Tail	31,168	32,266	31,324	29,241	30,761	29,443	1,927	1,505	1,881	6.2	4.7	6.0
Pope	6,657	6,710	6,445	6,336	6,487	6,144	321	223	301	4.8	3.3	4.7
Stevens	5,774	6,462	6,070	5,553	6,299	5,835	221	163	235	3.8	2.5	3.9
Traverse	1,903	1,908	1,859	1,806	1,826	1,747	97	82	112	5.1	4.3	6.0
Wilkin	3,817	3,893	3,873	3,655	3,781	3,702	162	112	171	4.2	2.9	4.4
Region Five	**83,105**	**83,293**	**81,779**	**76,722**	**78,005**	**75,520**	**6,383**	**5,288**	**6,259**	**7.7**	**6.3**	**7.7**
Cass	13,608	14,185	13,688	12,339	13,061	12,438	1,269	1,124	1,250	9.3	7.9	9.1
Crow Wing	31,185	30,752	30,242	28,959	28,884	27,988	2,226	1,868	2,254	7.1	6.1	7.5
Morrison	18,376	17,932	17,734	16,850	16,719	16,279	1,526	1,213	1,455	8.3	6.8	8.2
Todd	13,424	14,003	13,804	12,597	13,348	13,028	827	655	776	6.2	4.7	5.6
Wadena	6,512	6,421	6,311	5,977	5,993	5,787	535	428	524	8.2	6.7	8.3
Region Six East	**67,328**	**69,260**	**67,263**	**63,628**	**66,408**	**63,633**	**3,700**	**2,852**	**3,630**	**5.5**	**4.1**	**5.4**
Kandiyohi	24,434	25,289	24,606	23,144	24,334	23,337	1,290	955	1,269	5.3	3.8	5.2
McLeod	20,354	20,264	19,753	19,307	19,454	18,713	1,047	810	1,040	5.1	4.0	5.3
Meeker	13,667	13,914	13,492	12,849	13,254	12,715	818	660	777	6.0	4.7	5.8
Renville	8,873	9,793	9,412	8,328	9,366	8,868	545	427	544	6.1	4.4	5.8

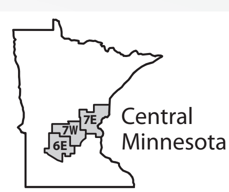
*Minneapolis-St. Paul Metropolitan Statistical Area (MSA) now includes Sherburne County in Minnesota and Pierce County in Wisconsin. St. Cloud MSA is now comprised of Benton and Stearns counties.

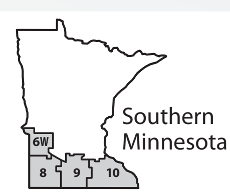
Labor Force Estimates

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

County/Area	Labor Force			Employment			Unemployment			Rate of Unemployment		
	Jan 2016	Dec 2015	Jan 2015	Jan 2016	Dec 2015	Jan 2015	Jan 2016	Dec 2015	Jan 2015	Jan 2016	Dec 2015	Jan 2015
Region Six West	**25,033**	**25,069**	**24,666**	**23,332**	**23,919**	**23,069**	**1,701**	**1,150**	**1,597**	**6.8%**	**4.6%**	**6.5%**
Big Stone	2,817	2,740	2,708	2,610	2,586	2,535	207	154	173	7.3	5.6	6.4
Chippewa	7,069	7,352	7,178	6,588	7,045	6,723	481	307	455	6.8	4.2	6.3
Lac Qui Parle	3,939	3,854	3,855	3,712	3,698	3,609	227	156	246	5.8	4.0	6.4
Swift	5,469	5,304	5,213	4,978	5,003	4,799	491	301	414	9.0	5.7	7.9
Yellow Medicine	5,739	5,819	5,712	5,444	5,587	5,403	295	232	309	5.1	4.0	5.4
Region Seven East	**87,572**	**87,169**	**86,068**	**81,522**	**82,507**	**80,250**	**6,050**	**4,662**	**5,818**	**6.9**	**5.3**	**6.8**
Chisago	29,426	29,353	28,890	27,799	28,079	27,314	1,627	1,274	1,576	5.5	4.3	5.5
Isanti	20,828	20,670	20,424	19,594	19,780	19,241	1,234	890	1,183	5.9	4.3	5.8
Kanabec	8,986	9,013	8,962	8,079	8,310	8,102	907	703	860	10.1	7.8	9.6
Mille Lacs	13,206	13,152	12,966	12,115	12,264	11,927	1,091	888	1,039	8.3	6.8	8.0
Pine	15,126	14,981	14,826	13,935	14,074	13,666	1,191	907	1,160	7.9	6.1	7.8
Region Seven West	**236,485**	**233,196**	**231,392**	**224,918**	**224,446**	**219,752**	**11,567**	**8,750**	**11,640**	**4.9**	**3.8**	**5.0**
Benton	22,400	21,874	21,935	21,095	20,889	20,603	1,305	985	1,332	5.8	4.5	6.1
Sherburne	50,450	50,027	49,333	47,829	48,041	46,733	2,621	1,986	2,600	5.2	4.0	5.3
Stearns	90,478	88,752	88,697	86,392	85,663	84,466	4,086	3,089	4,231	4.5	3.5	4.8
Wright	73,157	72,543	71,427	69,602	69,853	67,950	3,555	2,690	3,477	4.9	3.7	4.9
Region Eight	**68,379**	**70,029**	**67,740**	**65,032**	**67,306**	**64,606**	**3,347**	**2,723**	**3,134**	**4.9**	**3.9**	**4.6**
Cottonwood	6,059	6,307	5,939	5,713	5,935	5,673	346	372	266	5.7	5.9	4.5
Jackson	6,505	6,890	6,635	6,224	6,535	6,358	281	355	277	4.3	5.2	4.2
Lincoln	3,516	3,645	3,542	3,331	3,515	3,347	185	130	195	5.3	3.6	5.5
Lyon	15,459	15,948	15,533	14,763	15,395	14,825	696	553	708	4.5	3.5	4.6
Murray	5,271	5,304	5,102	4,909	5,050	4,729	362	254	373	6.9	4.8	7.3
Nobles	11,977	11,983	11,702	11,392	11,565	11,250	585	418	452	4.9	3.5	3.9
Pipestone	5,086	5,381	5,193	4,834	5,208	4,951	252	173	242	5.0	3.2	4.7
Redwood	8,402	8,459	8,194	7,947	8,116	7,741	455	343	453	5.4	4.1	5.5
Rock	6,104	6,112	5,900	5,919	5,987	5,732	185	125	168	3.0	2.0	2.8
Region Nine	**134,896**	**134,156**	**132,935**	**128,664**	**129,315**	**126,658**	**6,232**	**4,841**	**6,277**	**4.6**	**3.6**	**4.7**
Blue Earth	39,743	39,392	39,381	38,326	38,392	37,945	1,417	1,000	1,436	3.6	2.5	3.6
Brown	14,890	14,763	14,533	14,083	14,173	13,718	807	590	815	5.4	4.0	5.6
Faribault	7,605	7,680	7,572	7,222	7,364	7,155	383	316	417	5.0	4.1	5.5
Le Sueur	16,180	16,201	15,965	15,130	15,339	14,915	1,050	862	1,050	6.5	5.3	6.6
Martin	10,688	10,608	10,452	10,182	10,133	9,924	506	475	528	4.7	4.5	5.1
Nicollet	20,486	20,261	20,200	19,843	19,787	19,545	643	474	655	3.1	2.3	3.2
Sibley	8,961	8,954	8,798	8,452	8,574	8,324	509	380	474	5.7	4.2	5.4
Waseca	9,808	9,664	9,552	9,283	9,232	9,030	525	432	522	5.4	4.5	5.5
Watonwan	6,535	6,633	6,482	6,143	6,321	6,102	392	312	380	6.0	4.7	5.9
Region Ten	**282,050**	**281,895**	**278,716**	**270,436**	**273,177**	**266,718**	**11,614**	**8,718**	**11,998**	**4.1**	**3.1**	**4.3**
Dodge	11,802	11,468	11,538	11,224	11,065	10,971	578	403	567	4.9	3.5	4.9
Fillmore	11,850	11,504	11,601	11,200	11,052	10,931	650	452	670	5.5	3.9	5.8
Freeborn	16,502	16,697	16,543	15,761	16,097	15,755	741	600	788	4.5	3.6	4.8
Goodhue	27,490	27,571	27,269	26,212	26,611	26,017	1,278	960	1,252	4.6	3.5	4.6
Houston	10,735	10,811	10,697	10,119	10,380	10,090	616	431	607	5.7	4.0	5.7
Mower	20,765	20,745	20,547	19,996	20,188	19,697	769	557	850	3.7	2.7	4.1
Olmsted	84,444	82,251	82,744	81,588	80,126	79,652	2,856	2,125	3,092	3.4	2.6	3.7
City of Rochester	61,953	60,446	60,775	59,898	58,892	58,543	2,055	1,554	2,232	3.3	2.6	3.7
Rice	35,831	36,116	35,219	34,298	34,880	33,644	1,533	1,236	1,575	4.3	3.4	4.5
Steele	20,600	22,065	20,573	19,730	21,413	19,689	870	652	884	4.2	3.0	4.3
Wabasha	12,481	12,178	12,177	11,890	11,754	11,632	591	424	545	4.7	3.5	4.5
Winona	29,550	30,489	29,808	28,418	29,611	28,640	1,132	878	1,168	3.8	2.9	3.9
Region Eleven	**1,661,964**	**1,657,289**	**1,628,428**	**1,600,793**	**1,608,563**	**1,564,997**	**61,171**	**48,726**	**63,431**	**3.7**	**2.9**	**3.9**
Anoka	192,090	192,034	188,873	184,077	185,708	180,672	8,013	6,326	8,201	4.2	3.3	4.3
Carver	55,531	54,886	53,915	53,459	53,248	51,794	2,072	1,638	2,121	3.7	3.0	3.9
Dakota	235,038	234,664	230,466	226,250	227,591	221,418	8,788	7,073	9,048	3.7	3.0	3.9
Hennepin	680,310	678,861	667,011	656,770	660,066	642,229	23,540	18,795	24,782	3.5	2.8	3.7
City of Bloomington	46,822	47,153	46,400	45,096	45,827	44,588	1,726	1,326	1,812	3.7	2.8	3.9
City of Minneapolis	232,320	230,313	226,496	224,390	224,019	217,965	7,930	6,294	8,531	3.4	2.7	3.8
Ramsey	281,105	280,257	275,355	270,355	271,609	264,256	10,750	8,648	11,099	3.8	3.1	4.0
City of St. Paul	154,159	154,003	151,302	148,041	149,007	144,973	6,118	4,996	6,329	4.0	3.2	4.2
Scott	138,362	137,840	135,430	133,308	133,921	130,281	5,054	3,919	5,149	3.7	2.8	3.8
Washington	79,528	78,747	77,378	76,574	76,420	74,347	2,954	2,327	3,031	3.7	3.0	3.9







Industrial Analysis

Overview

Minnesota lost 5,000 jobs (0.2 percent) in January's final estimates on a seasonally adjusted basis after December estimates were revised up to 2,873,700 in the year-end benchmarking process. The Government supersector was hardest hit by the losses, down 3,800 (0.9 percent) on the month from losses of 4,200 (1.4 percent) in Local Government. Trade, Transportation, and Utilities lost 2,100 jobs (0.4 percent). Annually, the state added 39,916 jobs (1.4 percent), with Private and Public employers as well as Goods Producers and Service Providers all adding employment for the year. The supersector with the most growth, both numerically and proportionally, was Educational and Health Services (up 16,719 or 3.4 percent) while the largest decline came in Mining and Logging (down 1,255 or 18.4 percent).

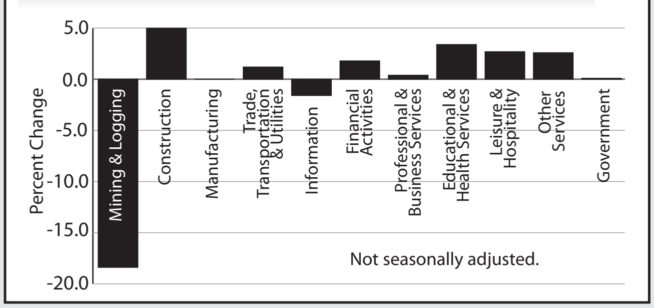
Mining and Logging

The Mining and Logging supersector continued to shed employment in January, losing 100 jobs (1.7 percent) from December estimates as it dropped to 5,900 total jobs, seasonally adjusted. Employment remained significantly off on an annual basis as well, losing 1,255 jobs (18.4 percent) from January of 2015.

Construction

Employment in Construction was up in January, adding 1,900 jobs (1.6 percent) over December estimates. This growth is in addition to the large upward revision the supersector got from annual benchmarking, where December estimates were increased by 7,600 jobs, moving from to 108,200 to 115,800. Similarly-sized upward revisions were applied to the rest of 2015. Over the year, employment in Construction was up by 4,699 (5 percent). That job growth primarily sprang from an increase in the Specialty Trade Contractors component sector, which added 4,713 jobs (7.7 percent) from January 2015.

MN Employment Growth
January 2015 to January 2016



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

Manufacturing

Manufacturing employment dipped slightly in January as the supersector lost 900 jobs (0.3 percent) on a seasonally adjusted basis. Durable Goods manufacturers lost 200 jobs (0.1 percent) while Non-Durable Goods manufacturers lost 700 (0.6 percent). Manufacturing also lost jobs on an annual basis, albeit on nearly the smallest scale possible, as the supersector shed four jobs (0.0 percent) from January 2015. While small, this decline is notable as it is the first annual job loss in over two years for the supersector. Durable Goods employment remained up on the year, adding 432 jobs (0.2 percent) while Non-Durable Goods lost 436 jobs (0.4 percent). Paper Manufacturing and Printing and Related Support Activities, a component of Non-Durable Goods Manufacturing, lost 868 jobs (2.6 percent) on the year, accounting for a large segment of the overall losses in the sector.

Trade, Transportation , and Utilities

Trade, Transportation, and Utilities employment was off by 2,100 jobs (0.4 percent) in January, while December's previous estimate of 521,500 jobs was revised upward to 524,400. January's job losses came primarily in Transportation, Warehousing, and Utilities, which lost 1,800 jobs (1.8 percent,) while Wholesale Trade lost 600 jobs (0.5 percent) and Retail Trade added 300 (0.1 percent). Over the year the supersector added 6,040 jobs (1.2 percent) with gains in all three major component sectors.

Information

Employment in the Information supersector was down sharply in January, shedding 1,800 jobs (3.5 percent) from December's estimate. The estimate of 50,000 jobs is a new historical low for Information, which has seen a steady decline in employment since 2001. Annually, the supersector has lost 832 jobs (1.6 percent) with declines in both published component sectors, Telecommunications and Publishing Industries (except Internet).

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

Financial Activities

The Financial Activities supersector lost 200 jobs (0.1 percent) in January following gains of 200 and 900 jobs in the prior two months. The monthly dip was shared between the two components, with both Finance and Insurance and Real Estate and Rental and Leasing each losing 100 jobs (declines of 0.1 and 0.2 percent, respectively). Annually, Financial Activities added 3,242 jobs (1.8 percent).

Professional and Business Services

The Professional and Business Services supersector lost 1,600 jobs (0.4 percent) in January. The supersector also underwent significant revisions in the annual benchmarking process, with larger adjustments than any other supersector. December estimates declined from 368,500 all the way to 357,800, a difference of over 10,000 jobs. Despite the annual revisions, Professional and Business Services still experienced job growth from January 2015 to January 2016, adding 1,517 jobs (0.4 percent). Professional, Scientific, and Technical Services added 5,143 jobs (3.6 percent) while Management of Companies and Enterprises lost 877 (1.1 percent), and Administrative and Support and Waste Management and Remediation Services lost 2,749 (2.2 percent).

Educational and Health Services

Educational Services added 2,000 jobs (2.9 percent) while Health Care and Social Assistance added 1,000 (0.2 percent). Annually, the supersector added 16,719 jobs (3.4 percent). Educational Services was up 3,010 jobs (4.7 percent). Health Care and Social Assistance added 13,709 jobs (3.2 percent) with gains in all three major component industry groups. Ambulatory Health Care Services added 7,256 jobs (5.2 percent), Hospitals added 1,820 (1.8 percent), and Nursing and Residential Care Facilities added 2,305 (2.2 percent).

Leisure and Hospitality

Leisure and Hospitality employment ticked up in January, adding 900 jobs (0.3 percent) on a seasonally adjusted basis. The entirety of that gain came from Accommodation and Food Services (up 0.4 percent) as employment in Arts, Entertainment, and Recreation was flat. Annually, Leisure and Hospitality added 6,373 jobs (2.7 percent).

Other Services

Employment in Other Services was down by 300 (0.3 percent) in January. Annually, Other Services added 2,875 jobs (2.6 percent). Religious, Grantmaking, Civic, Professional, and Similar Organizations led the increase, adding 1,890 jobs (3 percent) while Repair and Maintenance added 443 jobs (2.1 percent), and Personal and Laundry Services added 542 (2 percent).

Government

Government employers saw a steep drop in January as they lost 3,800 jobs (0.9 percent) from December estimates. Most of that loss came from Local Government, which shed 4,200 jobs (1.4 percent). Annually, Government employers added 542 jobs (0.1 percent).

by Nick Dobbins

Seasonally Adjusted Nonfarm Employment

In 1,000's

Industry	January 2016	December 2015	November 2015
Total Nonagricultural	**2,870.7**	**2,875.7**	**2,867.8**
Goods-Producing	**440.3**	**439.4**	**438.5**
Mining and Logging	5.9	6.0	6.6
Construction	117.7	115.8	115.3
Manufacturing	316.7	317.6	316.6
Service-Providing	**2,430.4**	**2,436.3**	**2,429.3**
Trade, Transportation, and Utilities	522.3	524.4	524.1
Information	50.0	51.8	51.9
Financial Activities	182.8	183.0	182.1
Professional and Business Services	356.2	357.8	359.3
Educational and Health Services	519.1	516.1	514.6
Leisure and Hospitality	263.2	262.3	260.1
Other Services	115.8	116.1	115.7
Government	421.0	424.8	421.5

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 was down in January, losing 37,362 jobs (1.9 percent). While this decline appears sizeable, it is important to note that steep employment declines are common in January as employers cut back some of the workforce they had built up for the holiday season. In fact, the 1.9 percent decrease matches January 2013 as the smallest proportional January decline for the metro area since at least 1990, the oldest published data. As expected, the biggest loss came in Trade, Transportation, and Utilities, which shed 9,491 jobs (2.7 percent) with the lion's share of that coming from Retail Trade (down 6,357, 3.4 percent). Annually, employment in the MSA remains up, adding 33,120 jobs (1.8 percent) from January 2015 estimates. The only supersector to lose jobs over that period was Information, where employment dropped by just 63 total jobs (0.2 percent). Large increases came in Educational and Health Services (up 11,826 or 3.8 percent) and Leisure and Hospitality (up 5,844 or 3.5 percent) among others. The Leisure and Hospitality gains were driven by a substantial increase of 4,275 jobs (8.4 percent) in Limited-Service Eating Places, a sector made up primarily of fast food, carryout, and delivery restaurants.

Duluth-Superior MSA

The Duluth-Superior MSA lost 3,921 jobs (2.9 percent) in January with declines in eight of nine published supersectors, Educational and Health Services adding 67 jobs or 0.2 percent. Trade, Transportation, and Utilities dropped 1,565 jobs (5.9 percent), and Government employers lost 906 (3.4 percent) with State Government dropping 447 (5.9 percent) and Local Government losing 453 (2.6 percent). This reflects the larger statewide trend in January, with Government employers losing more total jobs than any supersector save Trade, Transportation, and Utilities, with State and Local employers driving that decline. Annually, employment in the Duluth MSA is also down with the area shedding 2,358 jobs (1.8 percent). Mining, Logging, and Construction led the declines, down 1,137 jobs (12.9 percent) on the year, with Manufacturing losing 671 jobs (9.2 percent) and other smaller declines spread among a variety of industry groups. Duluth was the only MSA in Minnesota to lose jobs on the year.

Rochester MSA

Employment in the Rochester MSA was down in January as the area lost 1,269 jobs (1.1 percent). The only area to gain employment for the month was Manufacturing which added 26 jobs (0.2 percent). Mining, Logging, and Construction lost 310 jobs (7.4 percent), and Professional and Business Services, another big job loser statewide, lost 268 (4.8 percent). Annually, Rochester added 2,813 jobs (2.5 percent). Educational and Health Services drove that gain, adding 2,248 jobs (5 percent) with Trade, Transportation, and Utilities chipping in another 693 (3.9 percent). Leisure and Hospitality lost 360 jobs (3.7 percent) on the year, and Professional and Business Services lost 295 (5.3 percent), making them the biggest losers of the bunch.

St. Cloud MSA

The St. Cloud MSA lost 2,393 jobs (2.2 percent) in January. The only supersector to add employment was Other Services, and that industry gained just 14 jobs (0.4 percent). Government employers lost 714 jobs (4.4 percent), and Mining, Logging, and Construction lost 441 (7.1 percent). Over the year St. Cloud added 2,551 jobs (2.4 percent). Educational and Health Services added 737 jobs (3.6 percent), while Mining, Logging, and Construction added 671 (13.2 percent).

Mankato-North Mankato MSA

Employment in the Mankato-North Mankato MSA was down by 1,382 jobs (2.4 percent) in January. Private employers lost 985 jobs (2.1 percent), and Government employers lost 397 (4.2 percent). Goods Producers lost 285 jobs (2.9 percent), and Service Providers shed 1,097 jobs (2.3 percent). Annually, Mankato added 1,014 jobs (1.9 percent), all of it from Service Providers, who added 1,204 (2.7 percent) while Goods Producers lost 190 jobs (2 percent). Government employment is also down on the year, off 24 (0.3 percent) from January 2015.

Fargo-Moorhead MSA

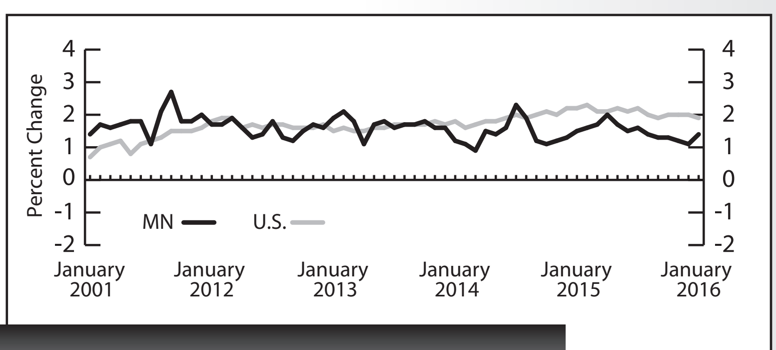
Employment in the Fargo-Moorhead MSA was down sharply in January as the area shed 4,018 jobs (2.8 percent), with every published supersector losing employment. Trade, Transportation, and Utilities lost the most in actual employment, down 1,181 (3.7 percent), while Government and Leisure and Hospitality had larger proportional declines, with each down 4.3 percent (801 and 624 jobs, respectively). Over the year the area added 3,523 jobs (2.6 percent). Manufacturing (down 141, 0.8 percent) and Other Services (down 76, 1.4 percent) were the only supersectors to see an employment decline. Professional and Business Services added 1,289 jobs (8.4 percent).

Grand Forks-East Grand Forks MSA

Employment in the Grand Forks-East Grand Forks MSA dropped by 1,075 jobs (1.9 percent) in January. Mining, Logging, and Construction had the largest proportional decline, off 336 jobs or 10 percent. Over the year, employment in the area increased by 128 jobs (0.2 percent). Mining, Logging, and Construction was up 321 jobs (11.9 percent) while Government was down 381 (2.6 percent).

by Nick Dobbins

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



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

Employer Survey of Minnesota Nonfarm Payroll Jobs, Hours and Earnings

Numbers are unadjusted.

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

Industry	Jobs* (Thousands)			Percent Change From**		Production Workers Hours and Earnings: Average Weekly Earnings		Average Weekly Hours		Average Hourly Earnings	
	Jan 2016	Dec 2015	Jan 2015	Dec 2015	Jan 2015	Jan 2016	Jan 2015	Jan 2016	Jan 2015	Jan 2016	Jan 2015
TOTAL NONFARM WAGE AND SALARY	**2,813.9**	**2,874.7**	**2,774.0**	**-2.1%**	**1.4%**	—	—	—	—	—	—
GOODS-PRODUCING	**417.2**	**430.0**	**413.8**	**-3.0**	**0.8**	—	—	—	—	—	—
Mining, Logging, and Construction	**104.7**	**113.3**	**101.3**	**-7.6**	**3.4**	—	—	—	—	—	—
Mining and Logging	**5.5**	**5.8**	**6.8**	**-3.5**	**-18.4**	—	—	—	—	—	—
Construction	**99.1**	**107.5**	**94.4**	**-7.8**	**5.0**	—	—	—	—	—	—
Specialty Trade Contractors	65.8	69.5	61.1	-5.2	7.7	$1,165.06	$1,076.51	38.4	35.4	$30.34	$30.41
Manufacturing	**312.5**	**316.8**	**312.6**	**-1.3**	**0.0**	**805.65**	**808.35**	**41.0**	**40.6**	**19.65**	**19.91**
Durable Goods	199.6	202.1	199.1	-1.3	0.2	805.21	799.91	40.1	41.0	20.08	19.51
Wood Product Manufacturing	10.5	11.1	10.4	-5.2	1.3	—	—	—	—	—	—
Fabricated Metal Production	42.1	42.5	42.5	-0.9	-1.0	—	—	—	—	—	—
Machinery Manufacturing	32.9	33.1	32.6	-0.6	1.0	—	—	—	—	—	—
Computer and Electronic Product	46.2	46.2	45.7	0.0	1.1	—	—	—	—	—	—
Navigational, Measuring, Electromedical and Control	25.8	25.8	25.5	0.0	1.2	—	—	—	—	—	—
Transportation Equipment	11.3	11.4	11.7	-0.9	-4.0	—	—	—	—	—	—
Medical Equipment and Supplies Manufacturing	15.9	16.0	15.4	-0.4	3.2	—	—	—	—	—	—
Nondurable Goods	113.0	114.6	113.4	-1.4	-0.4	804.33	822.00	42.4	40.0	18.97	20.55
Food Manufacturing	46.3	46.8	45.2	-1.1	2.4	—	—	—	—	—	—
Paper Manufacturing	32.1	32.4	32.9	-0.8	-2.6	—	—	—	—	—	—
Printing and Related	22.7	23.0	23.5	-1.6	-3.5	—	—	—	—	—	—
SERVICE-PROVIDING	**2,396.6**	**2,444.6**	**2,360.2**	**-2.0**	**1.5**	—	—	—	—	—	—
Trade, Transportation, and Utilities	**520.1**	**535.0**	**514.0**	**-2.8**	**1.2**	—	—	—	—	—	—
Wholesale Trade	130.7	131.3	130.4	-0.5	0.2						
Retail Trade	291.2	301.2	286.5	-3.3	1.6	878.03	969.05	37.7	38.7	23.29	25.04
Motor Vehicle and Parts	33.7	34.2	33.1	-1.4	2.0	426.20	393.58	28.3	27.6	15.06	14.26
Building Material and Garden Equipment	24.1	25.2	24.1	-4.5	-0.3	—	—	—	—	—	—
Food and Beverage Stores	52.3	53.4	50.2	-2.0	4.3	—	—	—	—	—	—
Gasoline Stations	43.2	43.9	41.5	-1.6	4.2	—	—	—	—	—	—
General Merchandise Stores	60.6	65.2	60.6	-7.0	0.0	317.40	285.69	27.6	26.7	11.50	10.70
Transportation,Warehouse, Utilities	98.2	102.5	97.1	-4.2	1.1	—	—	—	—	—	—
Transportation and Warehousing	85.6	89.9	84.3	-4.7	1.6	707.19	643.99	34.7	34.2	20.38	18.83
Information	**50.6**	**52.1**	**51.4**	**-2.9**	**-1.6**	**1,047.20**	**798.84**	**37.4**	**36.0**	**28.00**	**22.19**
Publishing Industries	19.7	20.0	20.1	-1.3	-1.7	—	—	—	—	—	—
Telecommunications	12.3	12.4	12.6	-0.4	-2.1	—	—	—	—	—	—
Financial Activities	**181.8**	**183.2**	**178.6**	**-0.7**	**1.8**	—	—	—	—	—	—
Finance and Insurance	142.3	143.0	140.7	-0.5	1.1	940.90	860.52	36.3	35.5	25.92	24.24
Credit Intermediation	54.6	54.8	55.0	-0.3	-0.7	744.48	709.98	35.3	35.2	21.09	20.17
Securities, Commodity Contracts, and Other	19.5	19.3	18.8	0.6	3.5	—	—	—	—	—	—
Insurance Carriers and Related	67.3	67.5	65.8	-0.3	2.2	—	—	—	—	—	—
Real Estate and Rental and Leasing	39.5	40.2	37.9	-1.5	4.5	—	—	—	—	—	—
Professional and Business Services	**348.4**	**357.3**	**346.9**	**-2.5**	**0.4**	—	—	—	—	—	—
Professional, Scientific, and Technical Services	147.5	149.1	142.4	-1.1	3.6	—	—	—	—	—	—
Legal Services	17.8	18.2	18.1	-2.1	-1.2	—	—	—	—	—	—
Accounting, Tax Preparation	17.9	16.6	18.0	8.0	-0.8	—	—	—	—	—	—
Computer Systems Design	36.4	36.9	34.9	-1.5	4.3	—	—	—	—	—	—
Management of Companies and Enterprises	77.3	76.9	78.2	0.5	-1.1	—	—	—	—	—	—
Administrative and Support Services	123.6	131.3	126.3	-5.9	-2.2	—	—	—	—	—	—
Educational and Health Services	**515.5**	**518.3**	**498.8**	**-0.5**	**3.4**	—	—	—	—	—	—
Educational Services	67.3	69.7	64.3	-3.5	4.7	—	—	—	—	—	—
Health Care and Social Assistance	448.3	448.6	434.6	-0.1	3.2	—	—	—	—	—	—
Ambulatory Health Care	147.5	147.4	140.3	0.1	5.2	1,293.08	1,227.80	36.6	35.0	35.33	35.08
Offices of Physicians	69.7	70.0	66.5	-0.4	4.9	—	—	—	—	—	—
Hospitals	105.8	106.7	104.0	-0.8	1.8	—	—	—	—	—	—
Nursing and Residential Care Facilities	107.5	107.4	105.2	0.1	2.2	447.84	435.98	28.8	29.3	15.55	14.88
Social Assistance	87.4	87.1	85.1	0.4	2.7	—	—	—	—	—	—
Leisure and Hospitality	**246.7**	**251.1**	**240.3**	**-1.8**	**2.7**	—	—	—	—	—	—
Arts, Entertainment, and Recreation	36.9	37.4	35.8	-1.3	3.1	—	—	—	—	—	—
Accommodation and Food Services	209.8	213.7	204.5	-1.8	2.6	—	—	—	—	—	—
Food Services and Drinking Places	186.2	189.8	181.0	-1.9	2.9	256.41	240.60	19.8	20.0	12.95	12.03
Other Services	**114.8**	**116.9**	**111.9**	**-1.8**	**2.6**						
Religious, Grantmaking, Civic, Professional Organizations	64.6	65.4	62.7	-1.2	3.0						
Government	**418.7**	**430.8**	**418.2**	**-2.8**	**0.1**						
Federal Government	31.4	31.7	31.3	-1.0	0.4						
State Government	97.8	102.5	99.6	-4.5	-1.8						
State Government Education	59.5	64.0	62.0	-7.1	-4.0						
Local Government	289.5	296.6	287.3	-2.4	0.8						
Local Government Education	146.9	149.6	144.7	-1.8	1.5						

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

* Totals may not add because of rounding.

** Percent change based on unrounded numbers.

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

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

Numbers are unadjusted.

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

Industry	Jobs* (Thousands)			Percent Change From**		Production Workers Hours and Earnings					
						Average Weekly Earnings		Average Weekly Hours		Average Hourly Earnings	
	Jan 2016	Dec 2015	Jan 2015	Dec 2015	Jan 2015	Jan 2016	Jan 2015	Jan 2016	Jan 2015	Jan 2016	Jan 2015
TOTAL NONFARM WAGE AND SALARY	**1,909.0**	**1,946.3**	**1,875.8**	**-1.9%**	**1.8%**	—	—	—	—	—	—
GOODS-PRODUCING	**258.2**	**265.9**	**255.6**	**-2.9**	**1**	—	—	—	—	—	—
Mining, Logging, and Construction	**65.4**	**71.1**	**64.1**	**-8**	**2**	—	—	—	—	—	—
Construction of Buildings	16.1	16.9	15.7	-5	2.5	—	—	—	—	—	—
Specialty Trade Contractors	46.3	49.7	42.9	-6.7	8.1	$1,242.01	$1,165.59	38.5	36.3	$32.26	$32.11
Manufacturing	**192.8**	**194.8**	**191.4**	**-1**	**0.7**	**862.34**	**845.29**	**41.3**	**40.6**	**20.88**	**20.82**
Durable Goods	132.5	133.6	130.7	-0.8	1.4	857.22	826.21	42.0	40.6	20.41	20.35
Fabricated Metal Production	29.4	29.7	29.4	-1.1	-0.1	—	—	—	—	—	—
Machinery Manufacturing	19.9	19.9	19.6	-0.1	1.3	—	—	—	—	—	—
Computer and Electronic Product	37.1	37.1	36.6	-0.1	1.4	—	—	—	—	—	—
Navigational, Measuring, Electromedical and Control	24.0	24.0	23.8	-0.1	0.6	—	—	—	—	—	—
Medical Equipment and Supplies Manufacturing	14.5	14.6	14.0	-0.4	3.6	—	—	—	—	—	—
Nondurable Goods	60.3	61.2	60.8	-1.5	-0.8	869.83	883.46	39.7	40.6	21.91	21.76
Food Manufacturing	14.6	14.8	14.4	-0.9	1.5	—	—	—	—	—	—
Printing and Related	15.0	15.2	15.5	-1.2	-3	—	—	—	—	—	—
SERVICE-PROVIDING	**1,650.8**	**1,680.4**	**1,620.3**	**-1.8**	**1.9**	—	—	—	—	—	—
Trade, Transportation, and Utilities	**346.2**	**355.7**	**342.9**	**-2.7**	**1**	—	—	—	—	—	—
Wholesale Trade	96.9	97.3	95.5	-0.4	1.5	878.22	936.66	38.3	38.2	22.93	24.52
Merchant Wholesalers - Durable Goods	47.8	48.1	47.0	-0.7	1.8	—	—	—	—	—	—
Merchant Wholesalers - Nondurable Goods	27.1	27.4	27.2	-0.9	-0.2	—	—	—	—	—	—
Retail Trade	183.0	189.4	181.3	-3.4	0.9	456.49	432.29	29.3	28.8	15.58	15.01
Food and Beverage Stores	31.9	32.4	29.6	-1.7	7.7	—	—	—	—	—	—
General Merchandise Stores	38.4	41.2	38.3	-6.8	0.1	326.89	295.60	28.7	27.6	11.39	10.71
Transportation, Warehouse, Utilities	66.3	69.0	66.2	-4	0.1	—	—	—	—	—	—
Utilities	7.5	7.6	7.7	-0.5	-2.4	—	—	—	—	—	—
Transportation and Warehousing	58.7	61.5	58.4	-4.4	0.5	750.81	765.62	36.5	38.3	20.57	19.99
Information	**38.6**	**39.4**	**38.7**	**-1.8**	**-0.2**						
Publishing Industries	15.9	16.1	16.0	-1.1	-1	—	—	—	—	—	—
Telecommunications	9.0	9.0	9.1	0.2	-0.8	—	—	—	—	—	—
Financial Activities	**148.1**	**148.9**	**145.7**	**-0.5**	**1.7**	—	—	—	—	—	—
Finance and Insurance	115.2	115.5	114.1	-0.3	1	946.21	841.07	34.8	33.1	27.19	25.41
Credit Intermediation	39.4	39.5	39.4	-0.2	0	—	—	—	—	—	—
Securities, Commodity Contracts, and Other	17.5	17.5	17.0	0.2	3.3	—	—	—	—	—	—
Insurance Carriers and Related	57.9	58.2	56.7	-0.6	2	—	—	—	—	—	—
Real Estate and Rental and Leasing	32.8	33.3	31.6	-1.5	4	—	—	—	—	—	—
Professional and Business Services	**297.7**	**305.0**	**295.2**	**-2.4**	**0.9**	—	—	—	—	—	—
Professional, Scientific, and Technical Services	128.5	129.4	123.1	-0.7	4.5	—	—	—	—	—	—
Legal Services	15.2	15.5	15.3	-1.8	-0.7	—	—	—	—	—	—
Architectural, Engineering, and Related	17.1	17.5	16.5	-2.1	3.5	—	—	—	—	—	—
Computer Systems Design	33.6	33.9	32.2	-0.8	4.4	—	—	—	—	—	—
Management of Companies and Enterprises	70.1	69.8	71.1	0.4	-1.4	—	—	—	—	—	—
Administrative and Support Services	99.1	105.9	101.0	-6.4	-1.9	—	—	—	—	—	—
Employment Services	46.6	51.4	48.1	-9.3	-3.2	—	—	—	—	—	—
Educational and Health Services	**319.4**	**321.1**	**307.6**	**-0.5**	**3.8**	—	—	—	—	—	—
Educational Services	45.0	47.1	42.6	-4.4	5.7	—	—	—	—	—	—
Health Care and Social Assistance	274.4	274.0	265.0	0.1	3.5	—	—	—	—	—	—
Ambulatory Health Care	88.8	88.6	85.1	0.3	4.3	—	—	—	—	—	—
Hospitals	62.5	62.8	60.9	-0.5	2.6	—	—	—	—	—	—
Nursing and Residential Care Facilities	58.9	58.9	58.2	0	1.3	—	—	—	—	—	—
Social Assistance	64.1	63.7	60.7	0.7	5.6	—	—	—	—	—	—
Leisure and Hospitality	**172.9**	**174.8**	**167.0**	**-1.1**	**3.5**	—	—	—	—	—	—
Arts, Entertainment, and Recreation	29.2	29.7	28.3	-1.5	3.4	—	—	—	—	—	—
Accommodation and Food Services	143.6	145.2	138.8	-1.1	3.5	287.17	265.44	21.1	21.1	13.61	12.58
Food Services and Drinking Places	131.2	133.1	125.9	-1.4	4.2	272.22	255.13	20.3	20.2	13.41	12.63
Other Services	**80.1**	**81.2**	**77.1**	**-1.3**	**3.9**	—	—	—	—	—	—
Repair and Maintenance	15.1	15.3	14.4	-1.1	5.1	—	—	—	—	—	—
Religious, Grantmaking, Civic, Professional Organizations	42.3	42.8	41.2	-1.2	2.6	—	—	—	—	—	—
Government	**247.8**	**254.4**	**246.1**	**-2.6**	**0.7**						
Federal Government	20.8	21.0	20.4	-0.9	1.7						
State Government	66.0	69.4	66.7	-4.9	-1						
State Government Education	39.9	43.3	41.2	-7.8	-3.2						
Local Government	161.0	164.0	159.0	-1.8	1.3						
Local Government Education	92.3	94.2	90.3	-2	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	Duluth-Superior MSA Jobs Jan 2016	Dec 2015	Jan 2015	% Chg. From Dec 2015	Jan 2015	Rochester MSA Jobs Jan 2016	Dec 2015	Jan 2015	% Chg. From Dec 2015	Jan 2015
TOTAL NONFARM WAGE AND SALARY	**129,721**	**133,642**	**132,079**	**-2.9%**	**-1.8%**	**115,357**	**116,626**	**112,544**	**-1.1%**	**2.5%**
GOODS-PRODUCING	**14,278**	**15,266**	**16,086**	**-6.5**	**-11.2**	**14,702**	**14,986**	**14,356**	**-1.9**	**2.4**
Mining, Logging, and Construction	7,663	8,536	8,800	-10.2	-12.9	3,890	4,200	3,613	-7.4	7.7
Manufacturing	6,615	6,730	7,286	-1.7	-9.2	10,812	10,786	10,743	0.2	0.6
SERVICE-PROVIDING	**115,443**	**118,376**	**115,993**	**-2.5**	**-0.5**	**100,655**	**101,640**	**98,188**	**-1.0**	**2.5**
Trade, Transportation, and Utilities	24,928	26,493	25,354	-5.9	-1.7	18,240	18,360	17,547	-0.7	3.9
Wholesale Trade	3,202	3,353	3,355	-4.5	-4.6	3,025	2,868	2,667	5.5	13.4
Retail Trade	15,527	16,513	15,580	-6.0	-0.3	12,481	12,668	12,040	-1.5	3.7
Transportation, Warehouse, Utilities	6,199	6,627	6,419	-6.5	-3.4	2,734	2,824	2,840	-3.2	-3.7
Information	1,493	1,495	1,412	-0.1	5.7	1,977	1,993	1,986	-0.8	-0.5
Financial Activities	5,604	5,655	5,470	-0.9	2.4	2,664	2,673	2,676	-0.3	-0.4
Professional and Business Services	7,913	7,954	8,065	-0.5	-1.9	5,287	5,555	5,582	-4.8	-5.3
Educational and Health Services	31,809	31,742	31,255	0.2	1.8	47,057	47,117	44,809	-0.1	5.0
Leisure and Hospitality	11,997	12,313	12,407	-2.6	-3.3	9,247	9,379	9,607	-1.4	-3.7
Other Services	5,918	6,037	5,833	-2.0	1.5	3,726	3,810	3,708	-2.2	0.5
Government	25,781	26,687	26,197	-3.4	-1.6	12,457	12,753	12,273	-2.3	1.5

Employer Survey

Industry	St. Cloud MSA Jobs Jan 2016	Dec 2015	Jan 2015	% Chg. From Dec 2015	Jan 2015	Mankato MSA Jobs Jan 2016	Dec 2015	Jan 2015	% Chg. From Dec 2015	Jan 2015
TOTAL NONFARM WAGE AND SALARY	**106,682**	**109,075**	**104,131**	**-2.2%**	**2.4%**	**55,529**	**56,911**	**54,515**	**-2.4**	**1.9%**
						9,532	**9,817**	**9,722**	**-2.9**	**-2**
GOODS-PRODUCING	**20,596**	**21,138**	**20,158**	**-2.6**	**2.2**	--	--	--	--	--
Mining, Logging, and Construction	5,755	6,196	5,084	-7.1	13.2	--	--	--	--	--
Manufacturing	14,841	14,942	15,074	-0.7	-1.5	--	--	--	--	--
						45,997	**47,094**	**44,793**	**-2.3**	**2.7**
SERVICE-PROVIDING	**86,086**	**87,937**	**83,973**	**-2.1**	**2.5**	--	--	--	--	--
Trade, Transportation, and Utilities	22,024	22,596	21,380	-2.5	3.0	--	--	--	--	--
Wholesale Trade	4,663	4,889	4,510	-4.6	3.4	--	--	--	--	--
Retail Trade	13,197	13,498	13,014	-2.2	1.4	--	--	--	--	--
Transportation, Warehouse, Utilities	4,164	4,209	3,856	-1.1	8.0	--	--	--	--	--
Information	1,623	1,651	1,658	-1.7	-2.1	--	--	--	--	--
Financial Activities	4,950	5,006	4,768	-1.1	3.8	--	--	--	--	--
Professional and Business Services	8,641	8,858	8,247	-2.4	4.8	--	--	--	--	--
Educational and Health Services	21,466	21,531	20,729	-0.3	3.6	--	--	--	--	--
Leisure and Hospitality	8,275	8,488	8,320	-2.5	-0.5	--	--	--	--	--
Other Services	3,654	3,640	3,647	0.4	0.2	8,988	9,385	9,012	-4.2	-0.3
Government	15,453	16,167	15,224	-4.4	1.5					

Employer Survey

Industry	Fargo-Moorhead MSA Jobs Jan 2016	Dec 2015	Jan 2015	% Chg. From Dec 2015	Jan 2015	Grand Forks-East Grand Forks MSA Jobs Jan 2016	Dec 2015	Jan 2015	% Chg. From Dec 2015	Jan 2015
TOTAL NONFARM WAGE AND SALARY	**138,186**	**142,204**	**134,663**	**-2.8%**	**2.6%**	**56,333**	**57,408**	**56,205**	**-1.9%**	**0.2%**
GOODS-PRODUCING	**17,847**	**18,877**	**17,988**	**-5.5**	**-0.8**	**6,989**	**7,341**	**6,548**	**-4.8**	**6.7**
Mining, Logging, and Construction	8,186	8,891	7,876	-7.9	3.9	3,017	3,353	2,696	-10.0	11.9
Manufacturing	9,661	9,986	10,112	-3.3	-4.5	3,972	3,988	3,852	-0.4	3.1
SERVICE-PROVIDING	**120,339**	**123,327**	**116,675**	**-2.4**	**3.1**	**49,344**	**50,067**	**49,657**	**-1.4**	**-0.6**
Trade, Transportation, and Utilities	30,516	31,697	30,122	-3.7	1.3	12,130	12,380	12,407	-2.0	-2.2
Wholesale Trade	9,030	9,121	8,996	-1.0	0.4	1,850	1,821	1,931	1.6	-4.2
Retail Trade	16,169	17,112	15,848	-5.5	2.0	7,986	8,211	8,294	-2.7	-3.7
Transportation, Warehouse, Utilities	5,317	5,464	5,278	-2.7	0.7	2,294	2,348	2,182	-2.3	5.1
Information	3,133	3,143	3,102	-0.3	1.0	616	624	613	-1.3	0.5
Financial Activities	10,791	10,910	10,569	-1.1	2.1	1,807	1,815	1,788	-0.4	1.1
Professional and Business Services	16,644	16,737	15,355	-0.6	8.4	3,013	3,002	2,853	0.4	5.6
Educational and Health Services	22,384	22,497	21,472	-0.5	4.3	9,429	9,552	9,461	-1.3	-0.3
Leisure and Hospitality	13,814	14,438	13,235	-4.3	4.4	6,158	6,279	6,024	-1.9	2.2
Other Services	5,189	5,236	5,265	-0.9	-1.4	2,133	2,171	2,072	-1.8	2.9
Government	17,868	18,669	17,555	-4.3	1.8	14,058	14,244	14,439	-1.3	-2.6

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

Minnesota Economic Indicators

Highlights

The Minnesota Index, U.S. Index, and Minnesota Leading Index are generated by the Philadelphia Federal Reserve Bank. At the beginning of each year the indices are delayed by two months as revised component numbers are used to recalibrate the indices. January's indices are scheduled for release on April 6, see https://www.philadelphiafed.org/research-and-data/regional-economy/indexes/coincident/.

Adjusted **Wage and Salary Employment** started the year on a sour note, dropping by 5,000 jobs in January. Most of the job loss was centered in the public sector which shed 3,800 jobs. Layoffs were also high in Trade, Transportation, and Utilities, Information, and Professional and Business Services. Strong job growth in Educational and Health Services and Construction, seasonally adjusted, offset most of the job cutbacks in other private sectors.

Minnesota's unadjusted over-the-year job growth ticked up to 1.4 percent in January, the highest level since last August. U.S. job growth was 1.9 percent making last month the 18th consecutive month Minnesota job growth has lagged behind national job growth. This is the longest streak of subpar job growth in Minnesota compared to the U.S. since the 25 consecutive subpar months in from over the 2006 to 2008 period.

Revised employment numbers for last year show that Minnesota's job growth inched up in 2015 to 1.5 percent from 1.4 percent in 2014 on an annual average basis. The state added 41,900 jobs on an annual average basis in 2015 compared to 38,500 in 2014. Minnesota's annual job growth has lagged behind the national pace in three of the past four years but has outpaced national job growth in five of the past eight as the state lost fewer jobs during the Great Recession and rebounded faster in 2010 and 2011.

Minnesota accounted for 1.90 percent of U.S. jobs during the 1970s, 1.93 percent in the 1980s, 2.02 percent in the 1990s, and 2.03 percent from 2000 – 2009. Between 2010 and 2015 the state averaged 2.03 percent of national employment. That share slipped to 2.01 percent last year as job growth in the state lagged significantly behind U.S. growth over the last two years. The difference between Minnesota's having 2.01 or 2.03 percent of national employment is roughly 28,000 jobs.

Minnesota's 1.5 percent annual average job gain last year ranked 25th among states right behind Hawaii and right ahead of New Hampshire. Utah set the pace with a 3.8 percent jump while North Dakota fared the worst with a 1.6 percent decline. Minnesota had better job growth in 2015 than all of the neighboring states: Wisconsin (1.3 percent), South Dakota (1.0 percent), Iowa (1.0 percent), and North Dakota (-1.6 percent).

Revised Minnesota adjusted online **Help-Wanted Ads** showed a surge to a record high of 144,800 in January. Minnesota's online ads rose 4.5 percent in January while online ads increased 0.2 percent nationwide. Average monthly online postings were 10 percent higher in 2015 than 2014, indicating that demand for workers remains robust in Minnesota. Higher online job advertising may also be a sign that employers are having a harder time finding workers leading to more intensive online recruiting.

After plunging in December to a recession level reading of 39.4, **Minnesota's Purchasing Managers' Index (PMI)** spiked to 50.1 in January. January's reading is more consistent with other indicators that point towards the Minnesota economy expanding at a solid pace. Manufacturing activity in the state has slowed but other sectors of the economy continue to expand.

Adjusted **Manufacturing Hours** continued to rebound for the second consecutive month, increasing to 41.4 hours in January. That was the longest factory workweek since November 2014. The manufacturing hours turnaround maybe a sign that Minnesota manufacturers have regained some momentum. Higher manufacturing hours have yet to show up in average weekly **Manufacturing Earnings**. Factory paychecks fell for the second straight month in January, slipping to $815.32. That is the lowest level since April 2015 and in real terms 1.5 percent lower than a year ago.

Adjusted **Residential Building Permits** rebounded in January to 1,669. Unadjusted permit numbers, however, were 31.9 percent below a year ago which means that home building is getting off to a slow start in 2016.

Adjusted **Initial Claims for Unemployment Benefits (UB)** were essentially unchanged in January. January's unadjusted 23,862 initial claims is up 2.3 percent from January 2015 but remains low by historic standards. Over the last 46 years initial claims as a percent of wage and salary employment has average 1.01 percent. January's percent is 0.70 percent. The lowest percent, 0.53, was achieved in May 1998.

by Dave Senf

Minnesota Index

INA

2015 Jan
Feb
Mar
Apr
May
Jun
Jul
Aug
Sep
Oct
Nov
Dec
2016 Jan

% Chg From
Month Ago
Year Ago

Source: The Federal Reserve Bank of Philadelphia, 2016

United States Index

INA

2015 Jan
Feb
Mar
Apr
May
Jun
Jul
Aug
Sep
Oct
Nov
Dec
2016 Jan

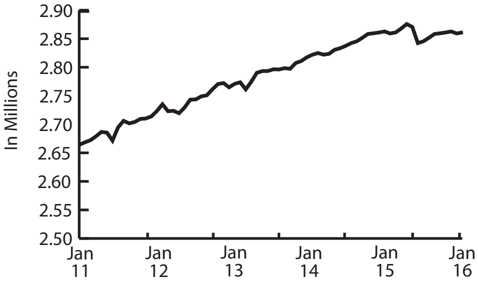
% Chg From
Month Ago
Year Ago

Source: The Federal Reserve Bank of Philadelphia, 2016

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

Minnesota Economic Indicators

Wage and Salary Employment



seasonally adjusted

2015	Aug	2.8627
	Sep	2.8592
	Oct	2.8610
	Nov	2.8678
	Dec	2.8757
2016	Jan	2.8707

% Chg From Month Ago -0.2

unadjusted

2015	Jan	2.7740
2016	Jan	2.8139

% Chg From Year Ago 1.4%

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

Minnesota Leading Index

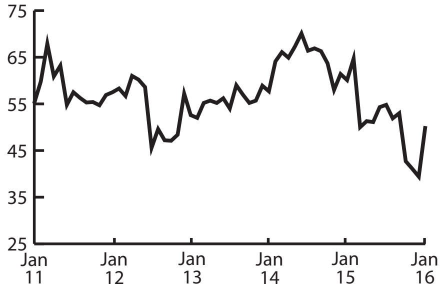
INA

2015 Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec
2016 Jan

% Chg From Month Ago
Year Ago

Source: The Federal Reserve Bank of Philadelphia, 2016

Purchasing Managers' Index

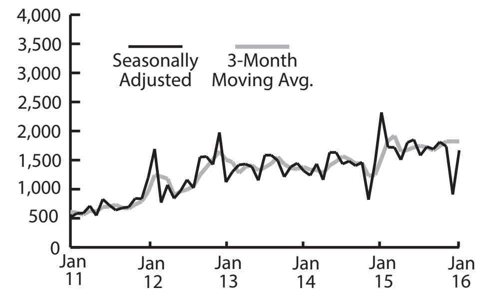


2015	Jan	60.1
	Feb	64.7
	Mar	50.0
	Apr	51.3
	May	51.1
	Jun	54.3
	Jul	54.8
	Aug	51.9
	Sep	53.0
	Oct	42.7
	Nov	41.1
	Dec	39.4
2016	Jan	50.1

% Chg From Month Ago 27.2
Year Ago -16.6

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

Residential Building Permits



seasonally adjusted

2015	Aug	1,730
	Sep	1,690
	Oct	1,813
	Nov	1,735
	Dec	909
2016	Jan	1,669

% Chg From Month Ago 83.6

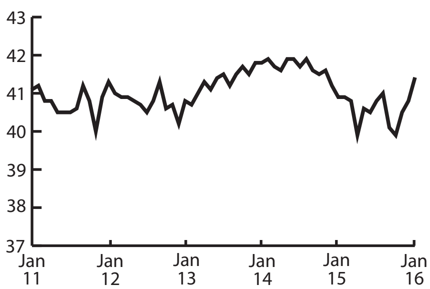
unadjusted

2015	Jan	1,108
2016	Jan	754

% Chg From Year Ago -31.9%

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

Average Weekly Manufacturing Hours



seasonally adjusted

2015	Aug	41.0
	Sep	40.1
	Oct	39.9
	Nov	40.5
	Dec	40.8
2016	Jan	41.4

% Chg From Month Ago 1.4

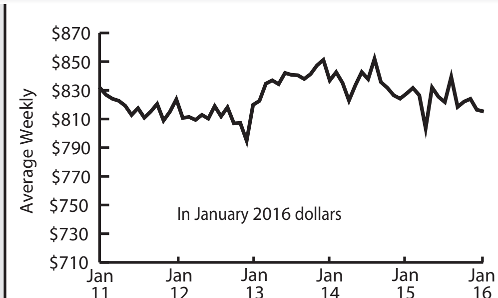
unadjusted

2015	Jan	40.6
2016	Jan	41.0

% Chg From Year Ago 1.0%

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

Manufacturing Earnings



seasonally adjusted

2015	Aug	839.33
	Sep	818.43
	Oct	822.08
	Nov	824.04
	Dec	816.43
2016	Jan	815.32

% Chg From Month Ago -0.1

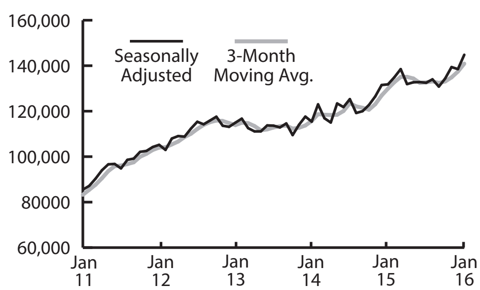
unadjusted

2015	Jan	818.49
2016	Jan	805.65

% Chg From Year Ago -1.6%

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

Online Help-Wanted Advertising

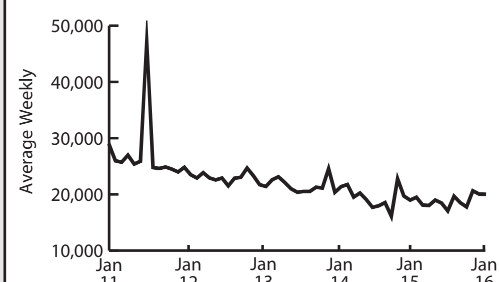


2015	Jan	131,800
	Feb	134,900
	Mar	138,500
	Apr	131,900
	May	132,700
	Jun	132,800
	Jul	132,500
	Aug	134,000
	Sep	130,800
	Oct	134,400
	Nov	139,400
	Dec	138,500
2016	Jan	144,800

% Chg From Month Ago 4.5
Year Ago 9.9

Source: The Conference Board Inc., 2016

Initial UB Claimants



seasonally adjusted

2015	Aug	19,668
	Sep	18,514
	Oct	17,759
	Nov	20,625
	Dec	20,051
2016	Jan	20,012

% Chg From Month Ago -0.2

unadjusted

2015	Jan	23,332
2016	Jan	23,862

% Chg From Year Ago 2.3%

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

Minnesota Employment Review

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

Labor Market Information Help Line:
651.259.7384

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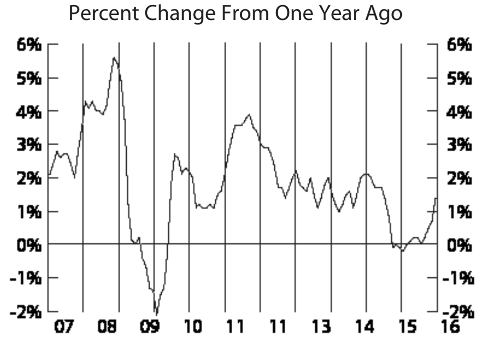
U.S. Consumer Price Index for All Urban Consumers (CPI-U)

The Consumer Price Index for All Urban Consumers (CPI-U) was unchanged in January on a seasonally adjusted basis the U.S. Bureau of Labor Statistics reported. An increase in the index for all items less food and energy offset a decline in the energy index, which fell 2.8 percent as all of its major component indices declined. The index for all items less food and energy rose 0.3 percent in January.

Percent Change From One Year Ago



The all items index rose 1.4 percent over the last 12 months, compared to the 0.7 percent 12-month increase for the period ending December.

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

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

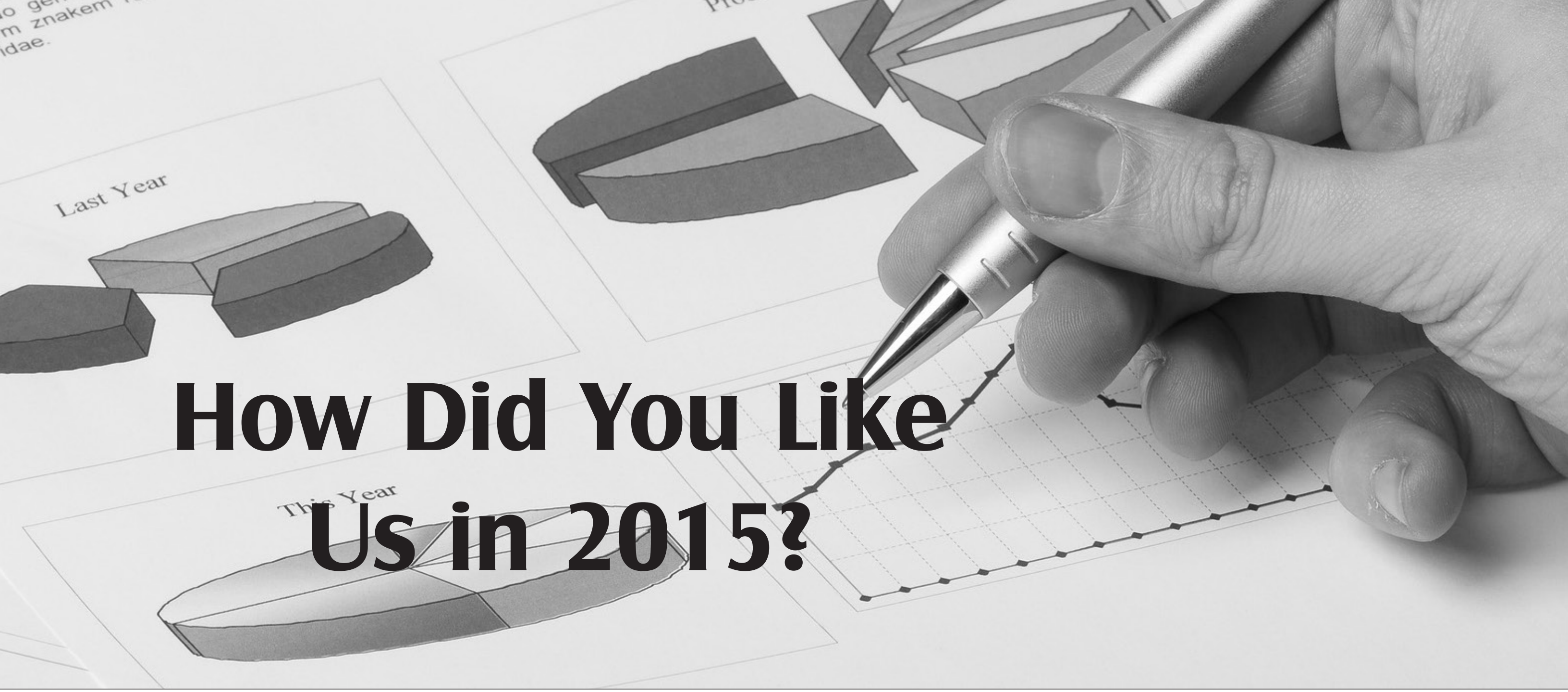
The employment and unemployment data in this publication were produced in cooperation with the Bureau of Labor Statistics, U.S. Department of Labor.

What's Going On?

'Way to Work' Offers a Different Path

DEED's Vocational Rehabilitation Services has launched 'Way to Work' in Dakota County to encourage individuals with disabilities to transition from center-based work settings into community-based jobs. In this pilot project the public VR program and county staff work with center-based facilities to provide personalized career planning for individuals who want to move from center-based settings into community-based jobs. Way to Work will test whether we can leverage funding to support more people in competitive integrated jobs in the community. More than 50 individuals have expressed interest in moving into competitive jobs. Twenty-four of them are now accepted in the VR program.

Minnesota
Department of Employment and Economic Development



How Did You Like Us in 2015?

The mission of the Labor Market Information (LMI) Office of the Minnesota Department of Employment and Economic Development (DEED) is to collect, compile, and deliver high quality data and analysis about the state's economy. Our work supports Minnesota's businesses, its workforce and economic development system, and the workers of today and tomorrow. We gather, analyze, and disseminate economic data on Minnesota's business community, workforce, and job market. We also provide key economic indicators, employment projections, and regional and statewide industry and workforce analysis along with information aimed at helping individuals make informed career decisions. We believe that access to high quality, up-to-date labor market information has been instrumental in making Minnesota one of the strongest job markets in America and that it will continue to play an important role in our economic future.

To improve our information and services, we regularly summarize related information including customer type, information requested, and satisfaction level. We share this information with you in the hopes that it may be as helpful for you to see how others are using our data as it is for us in guiding how we can best supply the data.

The information contained in the summary comes from several sources:

- Records of incoming telephone and email requests
- Web statistics from our Google Analytics web tracking tool
- Information from our mailing and email subscription lists
- DEED's customer satisfaction survey

Information from our 2015 customer summary is included in this article as well as updates on projects we have undertaken and services we have improved during the past year.

LMI Information Delivery Methods

The LMI Office offers a number of delivery methods for the data and information we provide. These methods include, but are not limited to:

- ***LMI Website***: The majority of our customers access information directly from our website at **mn.gov/deed/data or mn.gov/deed/job-seekers/job-outlook/**. We keep our website as up-to-date and complete as possible, so customers know that they are getting the most current labor market information available for Minnesota. Almost all of the releasable data and information that we produce are made available on our website. Web use statistics are provided below.

• ***Analyst Services***: Our telephone and email Helpline and Regional Analyst teams assist customers in finding and understanding LMI data and information. The Regional Analysts also provide presentations and training sessions, many geared toward workforce and economic development professionals, to a wide range of audiences. Consultation services and data extraction and analysis are also available on a fee-for-service basis. The Helpline can be reached by telephone during normal business hours at 888-234-1114 or 651-259-7384 or by email at deed.lmi@state.mn.us or go to the new Regional Labor Markets pages at **mn.gov/deed/data/regional-lmi/**.

• ***Electronic Notifications***: Customers who want to know when publications and data are updated can subscribe for email updates in the footer of the DEED website **http://mn.gov/deed/** where it says 'Connect with DEED'. These updates provide notification to subscribers when LMI data and publications are available.

• ***Direct Mailing List***: This list is for customers who want to receive one or more copies of *Minnesota Economic Trends* or *Minnesota Employment Review* in the mail.

Table 1 provides a snapshot of customer contacts we made over the past year. The majority of LMI customers accessed information from our website, but a significant minority received LMI services through other means.

Accomplishments in 2015

During 2015 we continued to make enhancements, guided by the needs of our users, to content and navigation on the LMI pages of the DEED website.

We added a regional labor markets landing page to our "data" tab on the DEED website. This landing page has links to information and data on each region include the new Regional Profiles for both Planning regions and Economic Development regions. The Regional Blog, also available on these pages, keeps readers apprised of hot labor market topics in their region.

We have also been working to enhance the Career Profile tool with a complete list of training and education programs and WIOA certification. In collaboration with the Workforce Development Division, we developed a system to keep these data updated. They are now displayed in an Excel spreadsheet available on the selection page of Career Profile. Over the next six months, pages will be added to the Career Profile tool to display these data seamlessly within the tool.

We helped design and have linked to CareerOneStop's new Business Finder tool built off Infogroup's employer database. This tool gives customers access to individual employer data by zip code and industry.

Finally, we devoted a whole, extra-long issue of Trends to the topic of racial disparities in Minnesota's labor market. This issue was planned after news that the 2014 American Community Survey data showed a sharp decline in income of black households in Minnesota. Governor Dayton asked us to provide information on the issue and in response we delved into the available data and pulled together a set of analysis covering employment and wages by industry, small business ownership, graduate outcomes, and demographic trends in Minnesota's workforce. We had three guest writers from the academic and workforce development communities to help provide context and policy recommendations.

Table 1

LMI Customers by Information Delivery Method, 2015

Type of Contact	Contacts	Number of Customers
Website	613,000 page views	362,000 unique page views
Telephone, email, mail requests	2,412 contacts	2,412 contacts
Presentations and trainings	272 presentations/trainings	11,000 audience members
E-Mail notification list	114,468+ notifications sent by e-mail	9,538 subscribers
Trends print magazine	3,340 magazines sent by USPS mail	835 subscribers

Source: DEED LMI Office, various sources

Web Traffic

Bucking the conventional wisdom that 'people are afraid of data', our data tools are our most popular resource. Of 361,626 unique pageviews on the LMI website, our data tools accounted for 73 percent of the total (see Table 2).

Our on-line publications Current Economic Highlights, Minnesota Economic Trends, and Minnesota Employment Review had a combined 18 percent of the unique pageviews to the LMI portion of the DEED website. Current Economic Highlights offers summary analysis of key data including wages, employment, unemployment, and unemployment insurance claims. Trends and Review are LMI's periodical publications available online and in print.

Last year we added an LMI Jobseeker Portal in the "For Jobseekers" portion of the DEED website in order to guide job seekers to LMI tools that we have built with them in mind. This is the fourth most popular way that customers have access LMI on the DEED website, accounting for 15,868 of the unique pageviews or 4.4 percent of the total.

Our most popular data tool is the Occupational Employment Statistics or OES tool which shows employment and wages by occupation and region in Minnesota. This information can help employers benchmark wages and can help job seekers and students explore careers. Table 3 provides the ranked list of data tools.

Table 2

LMI Web Traffic, 2015

LMI Web Property	Pageviews*	Unique Pageviews*
Data Tools	481,778	262,499
Current Economic Highlights	38,705	30,195
Review	26,945	20,096
LMI Jobseeker Portal	20,288	15,868
Trends	17,008	12,954
NEW Regional LMI and Local Look Blog**	15,808	10,505
LMI Help	11,980	9,509
Grand Total	**612,512**	**361,626**

*A 'pageview' is counted every time a page is viewed or loaded. So if a user refreshes the page during a session, a second pageview is counted. A 'unique pageview' is counted once regardless of how many times the user loads the page during a session or visit on the website.

**Partial year results.

Source: Google Analytics

Table 3

Top LMI Data Tools Usage

LMI Data Tool	Pageviews	Unique Pageviews
Occupational Employment Statistics	88,751	44,736
Quarterly Census of Employment and Wages	56,110	24,756
Occupations in Demand	50,418	29,889
Local Area Unemployment Statistics	48,705	24,194
Career Profile	47,738	25,143
Employment Outlook (Projections)	26,544	14,772
Graduate Employment Outcomes	26,002	14,533
Current Employment Statistics	24,404	14,341
Match Jobs to Experience	22,952	12,812
Job Vacancy Survey	20,015	8,366
Cost of Living in Minnesota	12,632	10,171

LMI Customer Satisfaction

Each year we examine information on LMI customer satisfaction from the DEED-wide Customer Satisfaction Survey and the Regional Analyst customer feedback and satisfaction survey that was developed during PY2013. The results are for the period from October 2014 to September 2015.

These results are for the overall LMI Office and represent two user groups: employers who posted job orders and employers who were visited by DEED business service representatives. Results show a high level of satisfaction: 97 percent were satisfied that the information was presented in a clear and understandable manner, 99 percent were satisfied with the time it took to respond, and 97 percent used the information to make a decision.

On the lower end, only about 83 percent thought it was easy to find the labor market information that they were looking for. This is up from 78 percent last year, implying that the changes we've made to website navigation have improved customers' ability to find the information they were looking for. We will continue to work on this.

Over this period, contacts are extremely satisfied with the consultations that the LMI regional analysts provided, with almost all the key survey questions showing high levels of satisfaction. Overall, 90 percent of respondents would definitely recommend a LMI regional analyst to a colleague who needed specific information about labor market data or statistics and another 8 percent would probably recommend them. Moreover 65 percent of the survey respondents used the information they received from a Regional Analyst to help them make a decision.

Other promising information from survey respondents shows:

- 96 percent responded 'very well' or 'well' that the LMI regional analyst understood what they were asking for

- 98 percent were 'very satisfied' or 'satisfied' that the inforation was presented in a clear and understandable manner

- 97 percent were 'very satisfied' or 'satisfied' that the product prepared by the LMI regional analyst was useful to them/a client/their organization

Overall, these results show that while LMI customers are able to obtain much of the information they need from our website, contact with our Regional Analysts improves their experience. That is likely because the RAs are able to help them find and understand geo-specific information most useful to them and do it one on one.

We always welcome comments and feedback on our products and services. You can email us at **DEED.lmi@state.mn.us** or telephone us at our helpline: **651-259-7384.**

by Oriane Casale
Labor Market Information Office
Minnesota Department of Employment
and Economic Development